



Flintshire County Council

Strategic Equality Plan

Annual Report

April 2018 - March 2019

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your own language

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Mae'r ddogfen hon ar gael yn Gymraeg.

This document is available in Welsh

Strategic Equality Plan

Annual Report 2018 - 2019

Contents

Executive Summary	2
1. Introduction	3
2. Progress	4
3. Meeting the General Duty	5
4. Collecting information and Engagement	9
5. Equality Impact Assessments	13
6. Training	14
7. Procurement	14
8. Conclusion	15
Appendices	
1. Strategic Equality Plan Progress Monitoring Report	

Executive Summary

This annual report for Flintshire County Council's Strategic Equality Plan 2016-2020 sets out the progress we made to achieve our equality objectives during 2018/19. The purpose of the Strategic Equality Plan is to reduce inequalities experienced by people with protected characteristics.

There have been improvements in services and we are pleased to report that there are now seven Dementia Friendly communities in Flintshire, and three Dementia Friendly organisations. Theatr Clwyd has introduced Dementia Friendly screenings in cinemas. We have retained the "Disability Confident Employer" status and successfully gained accreditation for the "White Ribbon" campaign. Our Participation Team has been working with young Traveller boys within a secondary school. The team use a Rights Based Approach to empower young people to be heard and listened to. They boys have undergone training with the Children's Commissioner for Wales and have been recruited onto the Commissioner's Community Ambassador Project.

We recognise that we may have had some successes but we still need to make progress, especially in the areas of equality monitoring and impact assessments. We have integrated the 2016-2020 Strategic Equality Plan within CAMMS, the Council's performance management system which will enable us to monitor progress more efficiently.

Colin Everett
Chief Executive

Councillor Billy Mullin
Cabinet Member for Corporate
Management and Assets

Strategic Equality Plan Annual Report 2018-2019

1. Introduction

1.1 This annual report for the Council's [Strategic Equality Plan](#) (SEP) covers the period April 2016 to March 2018. The report sets out progress to meet the equality objectives provides a summary of achievements during the past four years.

1.2 The Equality Act 2010 introduces a general public sector duty to

- (a) eliminate discrimination, harassment, and victimisation;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

1.3 The protected characteristics as defined by the Equality Act are:

Age	Disability
Gender Reassignment	Marriage and Civil Partnership
Pregnancy and Maternity	Race
Religion and Belief	Sex
Sexual Orientation	

The Council's commitments to the Welsh language treating English and Welsh language on the basis of equality are set out in the [Welsh Language Compliance Notice](#). The action we have taken to meet our statutory responsibilities for Welsh language are covered in a separate [report](#).

The specific equality duties also require public bodies to:-

- publish objectives to address pay differences
- publish a statement setting out the steps it has taken or intends to take to meet the objectives and how long it expects to take to meet each objective
- produce an annual report by 31 March each year, which will include specified employment information, including information on training and pay
- engage with people from protected groups
- assess impact of new and revised policies on people from protected groups
- publish and use equality information

The purpose of the equality objectives is to reduce specific areas of inequality which were identified using both qualitative and quantitative evidence. The Council has also worked with the other public bodies across North Wales to identify **regional equality objectives**. The regional and local equality objectives and the evidence base used to identify the objectives can be found [here](#).

1.4 Alongside the [SEP](#) the Council’s work on equality is supported by a [Diversity and Equality policy](#) , and Plain Language Guide and delivered as part of various Council documents such as the Council Plan and Customer Strategy.

2. Progress

2.1 The Council’s equality objectives and Strategic Equality Plan were published in April 2016. The action plan to meet the SEP is provided in Appendix 1; this also highlights the progress made to meet each action.

2.2 Progress has been made to ensure the diversity profile of employees is captured to meet the employment duty of the Equality Act; and the workforce information report has been published; available [here](#).

2.3 The following table sets out our performance towards achieving our local objectives.

Actions	KPIs	KPI trend
74% actions are on track	73% KPIs are on track	47% improved
21% actions are in progress	3% KPIs are in progress	37% maintained
5% actions are off track	25% KPIs are off track	16% downturned

3. Additional activities - Meeting the General Duties

2018/19

This section sets out the progress made to date under the general duty. Some of the achievements are not included within the action plan and are additional activities and some cover all of the three parts of the general duty

3.1 Eliminate discrimination, harassment, and victimisation

Activities and Outcomes

- [¹Show Racism the Red Card](#) delivered anti-racism workshops to local primary schools and Hate Crime workshops were delivered to secondary schools. Sessions were also delivered to Secondary schools ambassadors.
- [The Proud Trust](#)² delivered Lesbian, Gay, Bisexual, Transgender and Questioning (LGBTQ) awareness training to the Youth Justice Service team and Flintshire Sorted. Following this training, team members wore rainbow lanyards and badges as a visible indicator to show that the service was supportive of LGBTQ young people. A practitioner has reported that this prompted a young person in school to seek advice and discuss their own sexuality with the worker, which would not have happened previously.
- Our Participation Team has been working with young Traveller boys within a secondary school. The team use a Rights Based Approach to empower young people to be heard and listened to. They have undergone training with the Children's Commissioner for Wales and have been recruited onto the Commissioner's Community Ambassador Project.
- Physical alterations were made to schools - six primary schools and three high schools have had alterations to increase their accessibility enabling disabled pupils to access the whole school curriculum and supporting them to achieve their potential.
- Traveller awareness training has been delivered to key officers in Housing.
- Theatr Clwyd:
 - provided "Singing for the Soul" for people living with Dementia.
 - offered drama classes for young people with additional learning needs (ALN) –over 400 young people attend these;
 - worked with Betsi Cadwaladr University Health Board (BCUHB) on an "Arts from the Armchair" Project;
 - provided placements for "Mind the Gap" project- this project provides opportunities for young women from disadvantaged backgrounds to prepare for work;

¹Show Racism the Red Card is an anti-racism educational charity.

² The Proud Trust helps LG BT young people empower themselves to make a positive change for themselves and their communities.

- piloted live streaming of theatre into local care homes with wraparound workshops;
- has become a member of the Mold Dementia steering group to help develop projects to meet local need;
- established a community focus group for individuals who would have struggled to visit the theatre. This group is helping the theatre develop their access strategy;
- offer sign language, audio and subtitles to increase access for people with sensory impairments;
- introduced Dementia Friendly screenings in cinemas;
- produced an all-female production of “Lord of the Flies”;
- has signed up to a change charter with PIPA (Parents in Performing Arts);
- increased female representation on their Board from 0% to 30%;
- Created “Bright Sparks” a project aimed at young people in years 2 and 3 to introduce them to STEM (Science, Technology, Engineering and Mathematics) .The latest programme has targeted engagement with young girls;
- worked with the ³Money Penny Foundation providing workshops to support young unemployed women have new opportunities in life and work;
- created the “Hub” project where artists takeover a secondary school for a week to provide unusual and surprise pop-up performances to stimulate and engage young people with the arts. Their performance of “Holly’s story” featured a monologue where the actors “comes out” to the audience; and
- offer concessionary tickets for Social Services’ service users.
- The Council participates in the White Ribbon Campaign to raise awareness of violence against women. We successfully applied for re-accreditation with the White Ribbon initiative.
- Over 36% of employees have completed level 1 of the national e-learning Domestic Abuse and Sexual Violence National Training.
- 100% of Looked After Children are registered with a doctor’s surgery and dentist ensuring they have access to health care.
- 62 events were held to raise awareness of dementia across the county.
- Developed an electronic tool for schools to report incidents of identity based bullying. This will facilitate more effective reporting, monitoring and analysis enabling trends and hotspots to be identified and resources targeted where needed.

³ The [MoneyPenny Foundation](#) gives unemployed young people new opportunities in life and work.

3.2 Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it

Activities and Outcomes

- Offered the “[SHEP](#)” programme a Welsh Local Government Association initiative, a school-based programme that provides healthy meals, food and nutrition education, physical activity and enrichment sessions to children in areas of social deprivation during the summer holidays. ‘Food and Fun’ is the brand used to promote the clubs to children and families. The programme ran four days a week for the first three weeks of the holidays at two sites and was aimed at year 6 pupils from the feeder primary schools and existing year 7 students at the high schools.
- Performance of boys achieving five GCSE’s A*- C has improved by 4.3% and is 2% above the national average. The performance of girls improved by 2.5%. Girls still outperform boys, which mirrors the national trend.
- The Council is applying to become a Dementia Friendly organisation to ensure services are accessible to people living with dementia.
- The average number of days taken to complete a Disabled Facilities Grant (DFG) has improved during the year, when a new framework and improved processes were put in place.
- A contract is in place with Deafness Support Network to provide British Sign Language interpreters for Deaf people who use the Council’s services.
- A contract is in place with Language Line for the provision of telephone interpretation and document translation. Face to Face interpreters are also available if needed.
- The Fostering and Adoption Service undertake a series of targeted initiatives involving the Lesbian, Gay and Bisexual (LGBT) community to increase the number of LGB foster parents. These initiatives included using the rainbow flag on promotional material and encouraging LGBT foster parents.
- The Council has flexible, career break and agile working policies which have been in place for many years, enabling employees to balance work and home effectively whilst ensuring the needs of services are being met. Flexible working opportunities include:
 - Job-Sharing
 - Reduced Hours and Part Time Working
 - Term-Time Contracts
 - Compressed Hours
- Apprenticeship schemes are in place. The Council offers:
 - **Flintshire Trainees** – aimed at School leavers or returners who have 5 GCSEs or equivalent. Flintshire Trainees undertake a level 2 / 3 Apprenticeship framework usually over a two year period.
 - **Flintshire Graduate Trainees** – aimed at those wanting to enter the workplace following University and obtain professional qualifications.All our trainees are paid National Minimum Wage/ National Living Wage as a minimum.
- An employee assistance programme is in place provided by CareFirst who provide employees and Members with emotional and practical support for issues at home or in work. In addition, all employees and Members have access to a counselling service via the Council’s Occupational Health Team.

- Risk assessments are in place to ensure disabled employees have access to appropriate equipment and reasonable adjustments to enable them to be able to carry out their role effectively.

3.3 Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Activities and Outcomes

- The Council's Records' Office held an event "Celebrating Flintshire Women, Past and Present which included an exhibition, Ladies Barbershop Chorus, a talk on Women in the North Wales Asylum and a talk on Emmeline Pankhurst. There was also opportunity to meet a suffragette through a costumed actor.
- We raise the Trans Flag annually on 20 November to commemorate the Transgender Day of Remembrance in memory of all Trans people who have lost their lives to Transphobic violence.
- We raised the Rainbow flag during February 2019 to celebrate Lesbian, Gay, Bisexual, Transgender (LGBT) History Month and promoted information to raise awareness of LGBT issues. Students from Mold Alun Secondary School delivered an engaging presentation to elected members on the work that they have been undertaking to promote LGBT inclusion.
- The Council is continuing to work with partner agencies and supporting Refugees as part of the Home Office Syrian Refugees Resettlement Scheme.
- The Council is a member of Stonewall's Diversity Champions scheme demonstrating to current and potential employees that we are an LGBT friendly organisation. We have a virtual LGBT employee network.
- We have achieved and maintained Disability Confident status. This a Department of Work and Pensions scheme to help employers make the most of the opportunities provided by employing disabled people.

3.4 Hate Crime

There were 129 reports of hate incidents in Flintshire in the period 2018/19 a slight increase from 2018. The incidents were classed as follows:-

Type of incident	2015/16	2016/17	2017/18	2018/19
Racially motivated	33	37	84	76
Homophobic	6	6	26	29
Disability Related	6	9	8	14
Transphobic	0	1	0	1
Religious	4	6	5	9
Total	49	59	123	129

The members of North Wales Public Sector Equality Network (NWPSSEN) have worked together to encourage reporting of hate crime during Hate Crime Awareness week in October every year. The Council also published tweets and Facebook messages alongside other public bodies to encourage people to report hate crime. These messages were republished during Trans Remembrance Day

(November 2018) and Lesbian, Gay, Bisexual and Transgender History month (February 2019) respectively. Although there has been a slight increase in reports of hate crime, it is still felt that hate crime is under reported across North Wales; action will continue to encourage reporting.

4. Collating information and engagement

4.1 Systems have been developed within portfolios and services to capture and monitor the profile of our customers by protected characteristic. However, all the services are different and not all protected characteristics are captured on each system. There is insufficient data available for detailed analysis for most services. It is an ongoing action to improve data capture across services.

Categories used to collate diversity data are taken from the [Census 2011](#) where this information is available. However, data on all protected characteristics is not captured through the Census, for example, Transgender and sexual orientation. Some communities have relatively low numbers which make statistical analysis difficult, in these cases, the results of national research and reports are used.

4.2 Despite the challenges in collating data, improvements have been made to our processes. We now:

- record the ethnic details of Social Service users. This is now a mandatory field on the Social Services client database, PARIS.
- monitor the profile of tenants, homelessness applicants and people on the housing waiting lists. These have been included in the Housing Improvement Plan.
- record the profile of school pupils and school attainment levels.

Profile of Primary school pupils by ethnic background

Ethnic Background	2016		2017		2018		2019	
	Total	%	Total	%	Total	%	Total	%
BME	384	2.8%	409	2.9%	425	3.03%	459	3.2%
White British	12612	90.5%	12684	90.4%	12680	90.27%	12447	89.21%
Any Other White Background	671	4.8%	763	5.4%	752	5.35%	791	5.67%
Information Not Obtained	6	0.00%	6	0.0%	56	0.40%	136	0.97%
Information Refused)	60	0.4%	48	0.3%	44	0.31%	32	0.23%
Not Recorded by School	210	1.5%	120	0.9%				
Other					89	0.63%	87	0.62%
Total	13943	100%	14030	100%	14046	100%	13952	100%

Profile of secondary schools pupils by ethnic background

Ethnic Background	2016		2017		2018		2019	
	Total	%	Total	%	Total	%	Total	%
BME	183	1.9%	179	1.9%	188	2.02%	202	2.16%
White British	9053	95.1%	8883	94.8%	8755	94.08%	8784	93.77%
Any Other White Background	248	2.6%	272	2.9%	308	3.31%	335	3.58%
Information Not Obtained	8	0.1%	8	0.1%	10	0.11%	14	0.15%
Information Refused	31	0.31%	27	0.3%	34	0.37%	25	0.27%

4.3 Research has been undertaken for the North Wales Public Sector Equality Network (NWPSSEN), a network of all North Wales public bodies' Equality Officers, to help identify the inequalities experienced by protected groups. This [information](#) is available for use by services.

4.4 NWPSSEN developed an exemplar equality monitoring form with a Top Ten Tips Guidance note. This helps ensure consistency amongst the equality monitoring categories used by public bodies across North Wales and will contribute to more effective benchmarking.

4.5 Qualitative data is collated through other means such as surveys and focus groups and through engagement with local groups such as the Council's employee networks and with community groups:

- Flintshire Disability Forum
- Flintshire Youth Forum
- Faith contacts
- Older People's Forum
- North Wales Regional Equality Network
- School's Councils
- Stonewall Cymru
- Unique transgender group
- 50 plus Action Group

Officers attend meetings with community groups to identify issues at an early stage, receive feedback and views on any initiatives and involve them in equality impact assessments.

4.6 Using information to meet the general duty

The profile of customers/service users is compared against the profile of the community to identify areas of over/under representation or under achievement which enables services to set targets for improvement.

Using data in this way helps services to identify potential and actual areas of discrimination and also identify the opportunity to advance equality of opportunity through setting improvement targets which will be incorporated into the [SEP](#). This information has also been used to identify the [Council's local equality objectives](#).

Comparisons of satisfaction levels and complaints and information from focus groups is also used to identify any areas of potential and actual discrimination and areas of community tensions which in turn contribute to identifying opportunities for advancing equality and for fostering good relations.

4.7 Employment Information

The profile of the workforce and job applicants is monitored, the results for the period 1st April 2018 to March 31st 2019 can be found [here](#). Some of the data has been aggregated to ensure individuals cannot be identified. A full diversity profile of the workforce is published separately and includes information required by the specific duties of the Equality Act 2010.

The Council is now able to record gender identity after changes were made by the supplier of the Council's HR management system

All data on the HR system includes all protected characteristics. As further modules of the HR system are implemented and the fields populated additional reports will become available in the future, for example, grievances and disciplinary action and applications for training.

Qualitative information is gained through feedback from Trade Union representatives at the Joint Trade Union Consultative Committee and through the employee networks

Qualitative and quantitative information is used to inform equality impact assessments on HR policies and practices and to identify areas of potential/actual inequalities which require further investigation.

4.8 Equal Pay Review

The equal pay review is published on our website and is available [here](#). We are required to set an objective for pay. National research shows that the pay gap between men and women still exists. We have already completed a review of pay to harmonise terms and conditions and have completed an annual Equal Pay Audit which is published on our website.

Gender

The Equal Pay Audit undertaken on 1st April 2018 indicated that:

- using the mean method of calculation, the average salary for women across all Single Status grades (grade A to grade N) is **£20,998** and the average salary for males across all grades is **£25,065** giving an overall gender pay gap of **16.22%**. The mean is a measure of the average which is derived by summing values for a given sample, and then dividing the sum by the number of observations in the sample. In earnings, the mean can be disproportionately influenced by a relatively small number of high paying jobs.
- using the median method of calculation, the average salary for women across all Single Status grades (grade A to Grade N) is **£18,319** and the average salary for males across all grades is **£21,074**, giving an overall gender pay gap of **13.07%**. The median is the value below which 50% of all jobs fall. This is less affected by a small number of very high earners. This therefore gives a better indication of typical pay than the mean.

Analysis of pay – disabled employees

	Number	Percentage	Average FTE salary
Disabled	127	1.91%	£25,563
Not Disabled	3849	57.89%	£26,009
Prefer not to say or undisclosed	2673	40.20%	£23,925

Note: It has not been possible to produce a meaningful view of a grade-by-grade comparison and of occupational segregation due to low numbers of employees who have completed the equality monitoring questionnaire.

There are significant numbers of employees who have not declared their disability status or for whom this status is not known and this makes it difficult to undertake a robust analysis of pay by disability status. Out of the 6649 records across all County Council employees, 127 (1.91%) have disclosed a disability, 3849 (57.89%) have registered not disabled and 2673 (40.20%) have not disclosed any information in relation to a disability.

There is a -1.71% mean pay gap between all employees across the County Council with a registered disability and those who have declared themselves as not disabled. This means the average salary of a disabled person is on average 1.71% points lower than a non-disabled person. This data however, is not considered to be robust due to the high proportion of employees who have not declared information on disability.

Pay by ethnicity

There are significant numbers of employees who have chosen not to disclose their ethnicity or who have not provided any information on their ethnic origin (37.39%). This makes it difficult to undertake a robust analysis of pay by ethnicity. 4,105 employees have disclosed their ethnicity as “white” (61.7%) and 49 employees have disclosed their ethnicity as BME (Black or Minority Ethnic) (0.74%). The ethnic profile of the county is 98.5% white (2011 census – Office for National Statistics).

The analysis of the average basic pay earned by white and BME employees shows that overall, BME employees earn 1.55% more average basic pay than white employees.

Sexual Orientation

The proportion of the total population of employees who have declared their sexual orientation as heterosexual is 34.55%. 0.65% employees who have completed have declared themselves as bisexual/gay/lesbian. 65% have preferred not to say or their sexual orientation is unknown. The data that the County Council holds on sexual orientation is not sufficiently robust to report on pay gaps.

Religion

The proportion of the total population of employees who have declared their religion or belief as Christian is 30.07% and 0.13% have declared another religion or belief (Buddhist, Hindu, Jewish, Muslim or Sikh.) 12.5% reported they have no religion and 2.06% prefer not to say and for 54.07% religion or belief is unknown. The data which the County Council holds on religion is not sufficiently robust to report on pay gaps.

5.0 Equality Impact Assessments (EIAs)

5.1 Equality and Welsh Language impact assessments (EIA) are one of the methods being used to mainstream equality and to support services identify specific equality targets.

5.2 Arrangements for assessing the impact of policies and practices

An electronic template (Integrated Impact Assessment (IIA)) has been developed to capture the relevant information required for a range of impact assessments- including environment, equality, health, poverty and Welsh language. An IIA Quality Assurance group (comprising members representing different protected characteristics) has been set up to identify potential adverse impact and suggesting solutions. The group also acts as a “safety net” to ensure that the views of people from across the protected characteristics are considered. The aim is to ensure that the IIA process is robust and thorough and contributes to improvement in outcomes

for both customers and employees. Guidance notes are available for each protected characteristic to support IIA authors.

6.0 Training

6.1 Details of how we promote understanding and knowledge about equality is set out in the [SEP](#). There are three e-learning packages:-

- Equality Act 2010
- Equality in the Workplace
- Equality and Welsh Language Impact Assessments

Diversity and equality is also included in

- Customer Services Award
- Institute of Leadership and Management (ILM) programme at all levels
- E-learning modules for new managers
- Induction workshops for new elected members

6.2 During 2018/19 in addition to the e-learning programmes, workshops were delivered on:-

- Gypsy and Traveller culture
- Anti-racism training for schools delivered by Show Racism the Red Card
- Hate Crime awareness- delivered by Show Racism the Red Card
- Modern Slavery training
- Training on the Syrian Refugee Programme
- “Prevent” anti-terrorism training, provided by North Wales Police to public facing employees to ensure they understand extremism and radicalisation, can identify signs and know how to make a report.
- Safeguarding awareness - half day workshop and a half day interactive theatre style workshop were delivered during 2018/19. The aim of the training is to increase awareness of safeguarding issues and ensure employees recognise the signs and know how to make a report.
- Trans-awareness e-learning module - the aim is to increase awareness of issues facing the Trans community and understand how to develop Trans inclusive services.

7.0 Procurement

7.1 Details of how equality is embedded into the procurement process is set out in the [SEP](#). Furthermore, the Council includes community benefit clauses within contracts over £1 million; contracts of £10,000 include an element of community benefits in the scoring methods. The Council has approved a new Strategy to increase the social value generated from its procurement activity. It is in the process of procuring a software solution to enable services, suppliers and third sector providers to better record the social value they generate. This will include, for example, support for unemployed people, fair employment practices, use of the minimum wage.

8.0 Conclusion

8.1 This report outlines the progress the Council is making to meet both the general and specific public sector equality duties. It is however clear that collating some data to monitor progress has been challenging. Priorities over the final year of the plan will be to:

- identify where we need to make the most impact to reduce inequalities experienced by protected groups.
- increase the number of employees who complete the equality e-learning modules and complete the diversity audit.
- increase the number of employees who complete the Equality Act e-learning modules.
- ensure equality impact assessments are undertaken robustly and increase the diversity of protected groups who are represented at the Integrated Impact Assessment Quality Assurance Group..
- review our objectives and develop a new Strategic Equality Plan 2020/24

Thank you for reading our Strategic Equality Plan Annual Report 2018/19.

Views and suggestions for our annual report are welcome.

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