Strategic Equality Plan

2016 - 2020

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Flintshire County Council Strategic Equality Plan 2016 – 2020

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Foreword

Welcome to Flintshire County Council's second Strategic Equality Plan. We are pleased to publish this plan which details the objectives, actions and targets that will be undertaken during the next four years and identifies the evidence base and rationale on which the objectives are based.

We have continued to work in partnership with all the public bodies across North Wales and have identified high level regional as well as local equality objectives. We are pleased that the membership of the original North Wales Public Sector Equality Network has grown and includes Coleg Cambria and Glyndwr University. Working in partnership is important in these financially challenging times but it also helps to identify common equality objectives. This means that activity is focussed on tackling specific areas of inequality which will benefit all sections of the North Wales community. Several organisations working together to create change will have greater impact than a single organisation. Our objectives are based on the following:-

- Health
- Education
- Employment
- Personal Safety
- Representation and Voice
- Access to information, services and environment

These are consistent with the equality objectives identified in the first Strategic Equality Plan. This is not surprising as we are addressing deeply entrenched and long standing inequalities. We recognise that we are on a journey and making a sustained change will take time. In producing this plan we will meet our statutory Public Sector Equality Duties under the Equality Act 2010 to advance equality, eliminate unlawful discrimination, victimisation and harassment, and foster good community relations in our employment, policy, procurement and service delivery functions.

This Strategic Equality Plan builds upon the progress we have made through the previous Plan. The Strategic Equality Plan alongside the Diversity and Equality Policy and Welsh Language Standards sets out the Council's commitment to equality. The Strategic Equality Plan is linked to the Council's improvement priorities.

We have valued the contributions from everyone who has participated in the development of this plan. If you would like to become involved and contribute to continuing to review our priorities that will reduce inequalities in Flintshire, please contact us.

Colin Everett   Cllr Billy Mullin
Chief Executive   Cabinet Member for Corporate
                                                        Management

Flintshire County Council - Strategic Equality Plan 2016-2020

1. Introduction

1.1 Legal Context

The Equality Act 2010 protects people from discrimination in employment and services on the basis of the following characteristics:-

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity

- Race
- Religion or belief
- Sex
- Sexual orientation

General Duty

The Act introduced the public sector equality duty which places a General Duty on public bodies to have due regard to the need to:

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;

(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.

Specific Duty

Devolved public bodies in Wales have specific duties which include setting and publishing equality objectives and developing a Strategic Equality Plan (SEP). This is Flintshire County Council's second Strategic Equality Plan setting out our equality objectives and the steps we will take to achieve them.

The purpose of the plan is to address inequalities to make a real difference to the lives of people across the protected characteristics who live and work in Flintshire. The equality objectives aim to address significant areas of inequality; we have reviewed evidence from a range of sources both qualitative and quantitative to inform the SEP. Welsh language is addressed through implementation of the Welsh Language Standards as set out in the Compliance Notice served by the Welsh Language Commissioner.

1.2   Equality objectives for 2016/2020

We have updated and reviewed the Council's equality objectives, going forward from 2016/20 the objectives are:

Reduce health inequalities

Reduce unequal outcomes in Education to maximise individual potential

Reduce inequalities in employment

Reduce inequalities in Personal Safety

Reduce inequalities in Representation and Voice

Reduce inequalities in access to information and services, buildings and the environment

Achieving these equality objectives will contribute to providing appropriate, accessible and effective services and facilities meeting the diverse needs of our community and ensuring that the Council is a fair employer in all its employment practices. Appendix 1 identifies the steps that we will take to meet these objectives and meet the specific duties of the Equality Act 2010.

1.3 Community Profile

Flintshire is a semi-rural Welsh county in North East Wales. It borders Cheshire to the East, Wrexham to the South and Denbighshire to the West. The population of Flintshire is 152,506 according to the Census 2011. A detailed breakdown of the population is provided in Appendix 2.
Key headlines from the Census 2011 show that:-

- in the last five years, the population of **Flintshire** has **seen an increase of 1.1% (1724 people)**.
- between 2001 and 2011, the percentage of usual residents who described their ethnic group as "White" in **Flintshire** has **decreased from 99.2% to 98.5%**.
- in **2014**, **9.2**% of working age people resident in **Flintshire** had no qualifications. This compares to **10.0**% for Wales.
- in **2015**, the average weekly gross pay for full time workers in **Flintshire** was £**528.30**. This figure has **increased by 12.3%** since **2011**.
- **80.6%** of respondents to the 2011 Census in **Flintshire** reported that their day to day activities were not limited by their health. This figure has **decreased by 0.2 percentage point(s)** from the 2001 Census figure of **80.8%**.
- **1.6%** of households in **Flintshire** had no central heating. This figure **has decreased by 5.1 percentage points** from the 2001 figure of **6.7%**.

- between **2013-14** and 2**014-15** the number of households decided to be eligible, unintentionally homeless and in priority need has **risen from 80 to 95**.

1.4   The Council

Flintshire County Council has 70 Councillors who represent 57 electoral divisions in Flintshire; they are democratically elected every four years. Of the elected members 51 are male, 19 are female. There has been an increase in female elected members; prior to 2008 elections there were 13 female elected members.

The Council employs 7,017 people delivering services from various sites around the county with the main administrative centre at County Hall, Mold. Services include arts, council tax, education, housing, leisure, libraries, planning, refuse services, social services, trading standards and transport. A breakdown of the profile of the workforce is provided in Appendix 3. Data shows that the majority of Council employees are female 65% compared to 34% males. For employees working in schools this figure increases to over 85% female employees compared to just over 14% males. Detailed annual workforce information reports are published on the Council website.

As a Council we have saved over £22m in the past three years to meet the financial challenge. In doing this we have still managed to protect key services such as maintaining roads, keeping communities clean and tidy, leisure centres, local schools, welfare support and services for older people, vulnerable children and those with disabilities. The annual Government grant funding to pay for local services is reducing year on year, between now and 2018 the Council is facing a further budget gap of £53m.

There are seven priorities identified in the Council's Improvement Plan 2016 onwards:
- Housing
- Environment
- Living Well
- Modern and Efficient Council
- Economy and Enterprise
- Skills and learning
- Safe Communities

Each priority is supported by sub priorities. Details of our Improvement Plan can be found here

Links to other plans and strategies

The Strategic Equality Plan cannot stand alone if equality is to be mainstreamed into every day practice; it is linked to:

- Accessibility Strategy schools- to ensure that schools are accessible for disabled pupils, parents/carers and employees
- Affordable Warmth action plan- ensuring vulnerable residents can access affordable heating to stay warm
- Dignity at Work policy- The long-term aim is to be a responsive authority in every aspect of our service activities; providing appropriate, accessible and effective services and facilities to meet the diverse needs of our community
- The People Strategy and other Human Resources policies which aim to ensure that we are fair in all our employment practices
- Domestic Energy Efficiency Project
- Managing Unauthorised Encampments Protocol, which aims to ensure that the way the Council manages unauthorised Traveller encampments is fair and proportionate. The objectives are:-

  - balance the rights and needs of settled communities with those of Gypsies and Travellers;
  - manage unauthorised encampments in an efficient and effective way, balancing the rights and responsibilities of Gypsy and Travellers, local residents and key stake holders;
  - work with partner agencies to promote community cohesion and prevent social exclusion of Gypsies and Travellers;
  - set a framework within which clear, consistent decisions can be made which link to other strategies that effect Gypsies and Travellers**.**

Well Being of Future Generations (Wales) Act 2015 is a significant piece of legislation in which we will need to publish a Wellbeing plan in April 2017. This plan will need to identify seven well-being goals - two of which will have direct links to the Strategic Equality Plan:

A more equal Wales   A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).

A Wales of cohesive communities Attractive, viable, safe and well-connected communities.
The SEP will make a significant contribution to the remaining goals

A prosperous Wales
A resilient Wales
A healthier Wales
A Wales of vibrant culture and thriving Welsh language
A globally responsible Wales

Links between the Well Being of Future Generations Act, Council Priorities and Strategic Equality Plan

Well Being of Future Generations Act	Council Priorities	SEP
A prosperous Wales	Economy and Enterprise	Reduce inequalities in representation and voice Reduce unequal outcomes in Education to maximise individual potential Reduce inequalities in employment
A resilient Wales	Environment	All six equality objectives
A healthier Wales	Living Well	Reduce inequalities in health Reduce inequalities in access to information and services, buildings and the environment
A globally responsible Wales	Environment	Reduce inequalities in access to information and services, buildings and the environment
A Wales of vibrant culture and thriving Welsh language	Modern and Efficient Council Economy and Enterprise Skills and Learning	Reduce inequalities in representation and voice Reduce inequalities in access to information and services, buildings and the environment
A more equal Wales	Housing Skills and Learning Modern and Efficient Council	All six equality objectives
A Wales of cohesive communities	Safe Communities	All six equality objectives

2.0 Equality Objectives

2.**1 Meeting our equality objectives 2012/16**. Progress to meeting our equality objectives is set out in our annual equality reports. During the past four years we have improved information on the diversity of our employees and have exceeded our targets. We have also increased the number of accessible buildings, full details our achievements are set out in our annual reports. Examples of how we have met the three parts of the General Duty are set out below:

Promoting equality

- Installed photovoltaic solar panels on homes, including pensioner bungalows, reducing heating bills benefitting older people
- Increasing supply of gas to rural communities and looking at other ways to reduce heating bills reducing the number of people who experience or live in fuel poverty
- Awarded Most Improved Welsh Employer by Stonewall Cymru in 2013
- Undertook an Equal Pay Audit to ensure the Council's pay scheme rewarded men and women fairly

Eliminating Discrimination, Harassment and Victimisation

- Raised Rainbow Flag and Trans flag to celebrate LGBT History Month and Trans Day of Remembrance
- Provided Trans awareness training for employees
- Traveller awareness training
- Increased the number of accessible schools
  - High Schools, from one, in 2012 to five in 2016
  - Primary schools from five in 2012 to fifteen primary schools in 2016
- Provided training on "No Recourse to Public Funds" and "Rights of European Nationals" to ensure employees did not inadvertently discriminate against customers
- Hate Crime training was provided by Victim Support for employees working in Education, Housing and Social Services
- "Prevent[1]" training was delivered to schools by North Wales Police
- We continue to offer the Two Ticks Scheme, which guarantees interviews for disabled people who apply for jobs in the Council and who meet the essential criteria.

Fostering Good Relations

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[1] Prevent is a Government strategy encouraging children to develop a positive attitude to others whilst developing a high regard for themselves

- Provided Trans awareness training for employees to help them raise awareness of the issues facing the Trans community
- Traveller awareness training was provided for employees; the Welsh Government funded training for elected members
- Provided information about Refugees on the Council website
- Training on Roma culture was offered to employees

2.2 Reviewing our objectives

The statutory equality duties require public bodies to set equality objectives in relation to the protected groups. Objectives should be evidenced based and outcome focussed to address the most significant areas of inequality leading to improvements for both employees and customers. The equality objectives should meet the three parts of the general duty. We must also publish an objective to address gender pay difference. The action plan to meet our equality objectives is set out in Appendix 1.

We reviewed our objectives using a variety of approaches:-

Regionally

- We worked collaboratively with other public sector bodies across North Wales to undertake regional and national research, this is published on our website
- We consulted with stakeholders on regional objectives. The results of this workshop can be found here.

Locally

- We worked with local stakeholders from protected groups and employee forums to identify key issues for them. We asked the following questions for each objective:

  - Is this still a priority?
  - Why/why not?
  - Are there any specific equality issues for people with protected characteristics not covered within the existing objectives?
  - Are there any other priorities that we need to consider?

- We asked the Council's employee forums to review current equality objectives and the draft regional objectives
- We reviewed progress of our current Strategic Equality Plan and identified those objectives we struggled to find data to measure progress.
- We also reviewed the data we held on the profile of Council employees and customers. We found limited data was available about the profile of customers and employees and where available did not cover all of the protected characteristics. We recognise we need to continue collating data

to monitor any inequalities for specific groups and also to identify areas for improvements.

A review of local and national assessments and reports included:-

- Attainment levels of pupils 2014- this showed that girls still out perform boy, with 84.7% girls achieving five GCSE's grades A*- C. The data also showed that 50% of Looked after Children achieved Key Stage 3 compared to 84.3% of all pupils.

- Hate crime figures for Flintshire 2015/16, the table below shows that the majority of hate crime reports is racist hate crime.

Type of crime	No.
Racist	33
Homophobic	6
Disability	6
Religious	4

- Reports from Equality and Human Rights Commission (EHRC) "Is Wales Fairer"? This identified key challenges as
  - o Gaps in attainment
  - o Fair recruitment, development and reward in employment
  - o Improve living conditions in cohesive communities
  - o Increase access to justice and encourage democratic participation
  - o Improve access to mental health services and support to people experiencing poor mental health
  - o Prevent abuse, neglect and ill treatment in care and detention
  - o Eliminate violence, abuse and harassment in the community.

Priorities raised during engagement and information gathering:

- Access to services- all members of the community can access services, in particular housing.
- Training - all employees and elected members are trained in order to meet the equality agenda
- Contractors and service providers who deliver service goods and works on behalf of Flintshire County Council need to adhere to the equality agenda
- Employment – there is pay equality for men and women and the make - up of employees reflect the local community
- Voice - opportunities for all employees to have a voice in the workplace and customers to be involved in shaping services
- Hate Crime - greater numbers of people reporting incidents and reduction in incidents

These were consistent with current equality objectives, feedback from consultation did not identify any equality objectives that should be removed.

Our revised equality objectives

These are set out in the following pages, feedback indicated that the objectives should remain and more action focussed on identifying and addressing local inequalities.

The Regional equality objectives can be found here. These objectives are:

- Address health inequalities
- Address unequal outcomes in education to maximise individual potential
- Address inequalities in employment and pay in the community
- Address inequalities in personal safety
- Address inequalities in representation and voice
- Address inequalities in access to information, services, buildings and the environment

Meeting our local equality objectives will contribute towards achieving the Regional equality objectives.

Objective 1: Reduce Health inequalities

What we will do by 2020

1.   Improve health outcomes for protected groups

   Achievement will measured through:
- % of Looked After Children registered with a General Practitioner (GP)
- % Looked after Children (LAC) who have had a Health check
- Number of LAC waiting to access the Children and Adolescent Mental Health Service (CAMHS)
- % of employees who attend Transgender awareness training
- % employees who complete Gypsy Traveller training
- Number of people supported to remain in their home because of an adaptation
- % of care leavers who have experienced homelessness during the year.
-         % of people who are satisfied with care and support that they received
- Number of events (and take-up) aimed at raising awareness of dementia across the county

2. Minimise the impact of substance misuse on individuals, their families and communities in the county

   Achievement will be measured through:

- %Waiting time of less than 20 days from referral to treatment
- Achievement of Welsh Government target for % completed substance misuse treatments
- % of customers to the service who complete the diversity audit

   This is a priority because:

- Feedback from both regional and local consultation said this was important.
- Looked after Children and young people share many of the same health risks and problems as their peers, but often to a greater degree. They often enter care with a worse level of health than their peers in part due to the impact of poverty, abuse and neglect. Health assessments are therefore pivotal to ensure equality of care.
- Statistics show that people who remain in their own home have better outcomes, older people and disabled people are the most likely groups to be disproportionately affected Stonewall (2012) reported that LGB people still remain uncertain as to how they will be treated by health and social care services.
- Some groups of people in Britain, including Transgender people, Gypsies and Travellers and homeless people have difficulty accessing health care.

Objective 2: Reduce unequal outcomes in Education to maximise individual potential

What we will do by 2020

1. Reduce the gap in educational attainment levels between different groups at all key stages

Achievement will be measured through:
- Annual monitoring and analysis of educational attainment levels of different protected groups -gender, ethnic background, Free School Meals (FSM), Looked after Children (LAC)
- % of children achieving the core subject indicator at key stage 2 and 4
- Improving outcomes in Mathematics, English and Welsh for all protected groups, FSM and LAC
- % of LAC who experience 1 or more changes of school

2. Ensure pupils feel safe at school

Achievement will be measured through
- Number of teachers who attend Stonewall Cymru's Train the Trainer course
- Development of Transgender Reassignment policy for schools
- Implementation of Stonewall Cymru's Education Champion's action plan
- % of reports of identity based bullying taking place at schools
- % children reporting that they enjoy school, further education and training
- Promotion of 'Respecting Others' guidance to schools;
- Organise an annual "Respecting Others" Conference for Young People

This is a priority because:

- Girls outperform boys at all key stages
- [2]Research has shown that there has been limited reduction in inequalities in attainment across Wales between groups, for example, FSM, Gypsy Travellers
- Research demonstrates that Looked after Children can have greater challenges such as discord within their own families, frequent changes of home or school, and lack of access to the support and advice of trusted adults. Children often enter the care system with a worse level of education than their peers, in part due to the impact of poverty, poor parenting, chaotic lifestyles and abuse or neglect. Studies demonstrate that longer term outcomes and particularly educational outcomes for Looked after Children and care leavers remain worse than their peers.
  - [3]Estyn (2014) reported that bullying is a particular risk for:

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[2] Is Wales Fairer Equality and Human Rights Commission 2015
[3] Estyn Action on Bullying 2014

- pupils with Special Educational Needs
- disabled pupils
- lesbian, gay, bisexual and Transgender (LGBT) pupils
- ethnic minority pupils
- pupils from a religious background

Objective 3: Reduce inequalities in employment

What we will do by 2020

1. Identify and address any inequalities within pay, recruitment, retention, training and promotion processes

Achievement will be measured through:
- Increasing the quality and quantity of workforce data
- Completing and publishing an annual analysis of workforce data and producing an action plan to address any potential or actual inequalities

2. Ensure employees receive equality training to equip them with skills and knowledge to meet the Equality Act 2010

Achievement will be measured through:
- the number of employees who complete the equality and diversity eLearning modules
- the number of equality related courses delivered and numbers of employees who attend
- number of complaints made by employees of discrimination and identity based bullying
- number of complaints of discrimination made by job applicants

3. Support protected groups gain and maintain employment

Achievement will be measured through:

- % of all care leavers who are in sustained education, training or employment continuously for 12 months and 24 months after leaving care.
- % of people with learning disabilities accessing work opportunities schemes
- Reducing the number of 18-24 year olds on Job Seekers Allowance
- Increasing the number of training and apprenticeship opportunities
- Securing high levels of 16 year olds in education, employment and training

This is a priority because:
- Training employees on the public sector equality duty, monitoring diversity of the workforce, publishing an annual workforce report and setting a pay objective are all requirements of the Public Sector Equality Duty.
- Consultation has highlighted the need for employees to improve awareness of equality in particular awareness of disability and reasonable adjustments
- [4]Research has shown that a pay gap still exists between the average pay of men and women

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[4] Is Wales Fairer Equality and Human Rights Commission

- Unemployment is higher for some protected groups – young people, disabled people.
- Studies demonstrate that longer term outcomes and particularly educational and employment outcomes for Looked after Children and care leavers remain worse than their peers.

Objective 4: Reduce inequalities in Personal Safety

What we will do by 2020

1. Raise awareness of hate crime

   Achievement will be measured by:
   - Number of reports of hate incidents by protected characteristic
   - Initiatives implemented to promote Hate Crime Awareness Week

2. Raise awareness of Safeguarding
   Achievement will be measured by:
   - Establish Corporate Safeguarding Panel
   - Develop Corporate Safeguarding Policy which includes Modern Slavery
   - Numbers of employees who attend Safeguarding training

3. Address high risk repeat instances of domestic abuse and enable victims of domestic abuse to remain in their own properties

   Achievement will be measured by:

   - % Percentage of high risk repeat victims of domestic abuse referred to MARAC (Multi Agency Risk Assessment Conference)
   - Number of home referral visits undertaken by Neighbourhood Wardens

4. Develop domestic abuse refuge for males to reduce the inequality in provision in North Wales

   Achievement will be measured by:

   - Project running and accepting referrals

This is a priority because:

   - Consultation identified that hate crime is still an issue for many people
   - The EHRC[5] reported that in Wales the incidence of hate crime was higher for some groups
   - There are a lack of facilities for male victims of domestic abuse

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[5] Is Wales Fairer Equality and Human Rights Commission 2015

Objective 5: Reduce inequalities in Representation and Voice

What we will do by 2020

1. Increase the diversity of the profile of people who participate in public life and representative bodies.

Achievement will be measured through:
- Monitoring the diversity profile of school governors, Schools Councils, Tenants and Residents Associations and service user planning groups.
- Publish and promote Decision making bodies- how to get involved," booklet

2. Improve representation of Protected groups in consultation activities and equality impact assessments

Achievement will be measured through:
- Number of EIAs presented to Stakeholder group
- % of people reporting they felt involved in any decisions made about their care and support
- Develop easy and accessible procedures for people to complain when things go wrong.

Achievement will be measured through:

- Monitoring complaints data to ensure people have access via a range of communication channels.

This is a priority because:

- Engaging with protected groups and undertaking equality impact assessments are statutory requirements of the PSED
- This has been raised as an issue during consultation
- Evidence suggests people are more likely to successfully achieve outcomes if they have been involved in planning their support.

Objective 6: Reduce inequalities in access to information and services, buildings and the environment

What we will do by 2020

1. Promote and increase use of Language Line[6] across all services when dealing with customers where language barriers may result in information not being clearly understood by either parties.

Achievement will be measured by:
- Number of requests for information in different languages and formats
- Agreement of standard statement for wording for all public documents stating the information can be provided in different languages and formats
- Number of employees attending Deaf awareness training
- % of people reporting they have received care and support through their language of choice

2. Improve access to services, transport, the built environment and open spaces which the Council provides or manages

Achievement will be measured by:

- Equality monitoring and analysis undertaken in key services: Education, Housing, Social Services
- Welsh language and Equality impact assessments incorporated into the Council's Performance Management System
- Number of equality impact assessments undertaken in each Portfolio
- Develop standard clause in contracts to ensure contractors, Alternative Delivery Models and Community Asset Transfer adhere to the equality duty and Welsh Language Standards
- Waiting times for Adapted Housing compared to other Housing
- Number and % of New Home employees who attend transgender awareness training
- Number of Housing employees who attend Gypsy Traveller awareness training
- Increasing the number of alternative delivery model and community asset transfers that contain clauses relevant to the PSED and Welsh Language Standards

This is a priority because:

- Consultation both regionally and locally has identified that this is an issue
- Disabled people wait longer for adapted accommodation than other groups

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[6] Language Line is an organisation providing 24/7 interpretation and translation facilities

3. Meeting the Specific Duties

3.1 Arrangements for identifying, collating and publishing information

Employment

We currently monitor the profile of employees by age, disability, ethnicity, marital status, religion, sex and sexual orientation. Detailed reports are published annually on our website and include profiles of:-

- the workforce
- levels of pay
- applicants submitted for jobs
- applicants selected for interview
- successful appointments
- leavers
- incidents of bullying and harassment
- disciplinary action
- employees who have received training

Schools

We also collate data on the profile of school pupils by age, ethnicity, gender, language, in relation to:-

- attainment (key stages 2, 3, 4 and 5)
- attendance
- exclusions
- free school meal entitlements

Data on attainment at specific key stages is published in the annual equality report. The data is collated as part of Pupil Level Annual School Census (PLASC) and published by the Welsh Government.

Services

A profile of customers is collated by Social Services for Adults, Social Services for Children, Housing and Customer Services through the Council's complaints and comments system. This information is published in the annual equality report on our website. Residents' surveys, satisfaction surveys and consultation exercises also capture equality information.

3.2 Arrangements for assessing impact

To meet the specific duty all public authorities are required to set out the methods of impact assessments on policies and practices. This is to ensure that the needs and concerns of all protected groups are taken into consideration.

An equality impact assessment (EIA) screening tool and template for a full impact assessment have been developed. This now incorporates Welsh language. Rolling programmes of workshops to support Portfolios undertake EIAs have been implemented. Each impact assessment will be endorsed by the relevant Portfolio. A group of stakeholders representing protected characteristics from both employees and members of the public review EIAs and provide feedback to authors. EIAs have been integrated into the performance management system to facilitate more effective monitoring. Summaries of EIAs which have a significant impact as agreed by the stakeholder group are published on our website.

All reports to Committee have a Risk Assessment section which needs to include Equality and Welsh language Impact. This section has to be completed by the author of the report.

3.3 Arrangements for promoting knowledge and understanding and identify training needs of employees in relation to public sector duties

This section sets out the Council's arrangements for ensuring employees have the knowledge, skills and attitudes to meet the general and specific duty. We recognise that some awareness raising / training will be generic which all employees will need to attend and other training will be more specifically related to individual job roles and will support them to implement the SEP.

Specific activities to support these arrangements include:-

- Bespoke workshops on Equality Impact Assessments.
- Training to support initiatives such as Deaf Awareness Week, Gypsy and Traveller History Month Lesbian, Gay Bisexual and Transgender History

Month and promote awareness and understanding of specific equality issues.

- Stonewall Cymru have been commissioned to deliver training on specific issues, such as dealing with homophobic bullying. They will also be delivering training to Teachers and school Governors
- Resources are available on the Council's intranet including guidance for working with people from the protected groups.
- The introduction of an e-learning modules on the Equality Act 2010, equality and diversity and impact assessments. The first two modules have to be completed by all new starters.
- Training needs in relation to the public sector equality duties will be identified as part of the appraisal process.

3.4 How we will incorporate equality into Procurement

When procuring works, goods or services from other organisations a public body in Wales must:-

- have due regard to whether it would be appropriate for the award criteria for that contract to include considerations to help meet the general duty
- have due regard to whether it would be appropriate to stipulate conditions relating to the performance of the contract to help meet the three aims of the general duty.

In some contracts equality will be a core requirement and this will be set out in detail within the contract. The Flintshire County Council Procurement Policy states its commitment to:-

- Users of all services
- Council core and policy objectives
- Compliance with service aims and objectives
- Continuous improvement
- Quality and equality
- Operational efficiency

Our Contract Procedure Rules include all the protected characteristics into the pre- qualification questionnaire (PQQ) for tenders. Guidance is available for employees on the inclusion of equality considerations into specific contracts. Draft guidance is also available for contractors on what we expect from them when they provide goods, services, and works on our behalf. We will also be holding briefings for contractors to increase their awareness of our expectations regarding equality and contracts.

4   Monitoring and review

4.1 Actions and measures will be incorporated into the Council's performance management system and progress will reported to Cabinet annually and as when needed. A report describing progress to meeting the equality objectives will be published annually; relevant equality information will be published in this report. Progress will be monitored through the Chief Officer Team, Equality Impact Assessment Stakeholder Group, Cabinet and relevant Overview and Scrutiny Committees.

The Strategic Equality Plan will be reviewed against the Well- being Plan for Flintshire when developed in 2017 and revised if necessary or if monitoring indicates that there are emerging areas of inequality that need to be addressed urgently. If the objectives are revised the Strategic Equality Plan will be republished otherwise it will be republished in 2020.

5.   Publication

The Strategic Equality Plan will be published on our website and will be available in English, Welsh and Easy Read. A summary will be available in British Sign Language DVD. Other formats and languages will be available on request. Information on the profile of the workforce is published annually.

Thank you for reading our Strategic Equality Plan 2016/2020.
Views and suggestions for the Strategic Equality Plan are welcome.
Please contact us on: Tel: ☎ 01352 702131
Email: 🖥 Stephanie.aldridge@flintshire.gov.uk

Appendix 1 Strategic Equality Plan Action Plan 2016- 2020

Objective 1 Reduce Health Inequalities				
Improve health outcomes for protected groups				
Task	**Who**	**Date**	**Measure**	**Base line 2015/2016**
Develop and implement action plan to reduce waiting times for children accessing mental health services	Team Manager Performance and Planning and Development Officer	To be confirmed	Number of Looked after Children (LAC) waiting to access the Children and Adolescent Mental Health Service (CAMHS)	To be confirmed
Explore alternative providers for children's mental health	Team Manager Performance and Planning and Development Officer	To be confirmed		
Incorporate need for health assessments within Foster Care training	Team Manager Performance and Planning and Development Officer	To be confirmed	% of health assessments for LAC in time scales	To be confirmed
Incorporate prompt registration with General	Team Manager Performance	To be confirmed	% LAC Registered with GP	100%

Practitioner (GP) and dentist in PARIS (care assessment system)	and Planning and Development Officer		% LAC registered with a dentist within 3 months of becoming registered	To be confirmed
Organise annual Trans awareness training to coincide with Trans remembrance day	Policy Advisor Equality and Cohesion	annually	number of employees who attend Transgender awareness training	10
Explore potential to provide training through e-learning	Policy Advisor Equality and Cohesion	March 2017	Trans awareness e-learning available	2016/17 is a baseline year for this data
Develop e-learning module on Gypsy Traveller awareness	Regional Community Cohesion Co-ordinator	December 2017	% employees who complete Gypsy Traveller e-learning modules	2016/17 is a baseline year for this data
Provide annual Gypsy Traveller awareness training	Policy Advisor Equality and Cohesion/Learning and Development Manager	Annually	% employees who attend Gypsy Traveller awareness training	To be confirmed
Implement Social Care Training Strategy	Team Manager Performance and Planning and Development Officer	On going	The number of people supported to remain in their own home because of a home adaptation.	2016/17 is a baseline year for this data

Task	Who	Date	Measure	Baseline
Implement Supporting People Improvement Plan	Housing Support Co-ordinator	On going	% of care leavers, by protected characteristic, who have experienced homelessness during the year	To be confirmed
Implement Social Care Training Strategy	Planning and Development Officer	On going	% of people, by protected characteristic, who are satisfied with care and support that they received	2016/17 is a baseline year for this data
Implement Dementia Friendly communities action plan	Planning and Development Officer		Number of events (and take-up) aimed at raising awareness of dementia across the county	2016/17 is a baseline year for this data

Minimise the impact of substance misuse on individuals, their families and communities in the county

Task	Who	Date	Measure	Baseline
Minimise the impact of substance misuse on individuals , their families and communities in the county	Regional Substance Misuse Commissioning and Development Officer	To be confirmed	% waiting time of less than 20 days from referral to treatment	90.91%
Supporting those receiving treatment to complete substance misuse treatments	Regional Substance Misuse Commissioning and Development Officer	To be confirmed	% of completed substance misuse treatments	78.91%

Objective 2 Reduce unequal outcomes in Education to maximise individual potential

Reduce the gap in educational attainment levels between different groups at all key stages

Task	Who	Date	Measure	Baseline Data
Through Regional School Improvement Service (GwE) work to raise standards achieved by learners who are entitled to Free School Meals (FSM) by undertaking analysis of attainment across all key stages by gender and by FSM	Senior Manager School Improvement	Annual	Annual analysis % of children (by gender, ethnic background, FSM, LAC) for core subject indicator at all key stages. % of learners entitled to FSM in achieving the Level 1 and Level 2 Indicator (Five GCSEs passes A* -C)	FSM: -KS 3=71.3%
			% of LAC who have experienced one or more changes of school	2016/17 is a baseline year for this data
			% LAC reporting that they enjoy school, further education or training	2016/17 is a baseline year for this data
Implement Supporting People Improvement Plan	Housing Support Co-ordinator	On going	% of care leavers, by protected characteristic, who have experienced homelessness during the year.	2016/17 is a baseline year for this data
Through GwE Challenge Advisors scrutiny of school improvement plans, ensure that schools are effectively targeting the use of the Pupil Deprivation	Senior Manager School Improvement.	Autumn Term 2016	% of learners entitled to FSM in achieving the Level 2 and Level 2 Indicator (Five GCSEs passes A*- C)	To be confirmed

30

Grant to support learners entitled to FSM to improve outcomes.				
Ensure pupils feel safe at school				
Task	**Who**	**Date**	**Measure**	**Baseline**
Promote Stonewall Train the Trainer course to encourage schools to send representatives	GwE Regional School Improvement Service	Annual	Number of teachers who attend training	To be confirmed
Draft Transgender Reassignment policy for schools	Healthy Schools Officer, Inclusion Officers, Children and Young People's Partnership	To be confirmed	Transgender Reassignment policy published on Moodle	N/A
Involve and consult with Trans community on draft policy	Healthy Schools Officer, Inclusion Officers, Children and Young People's Partnership	To be confirmed		
Draft Equalities Plan for schools	Healthy Schools Officer	Autumn Term 2016	All schools adopt updated policy	N/A
Promote 'Respecting Others' guidance to schools	Healthy Schools Officer; Inclusion Officers; Children and Young Peoples' Partnership	To be confirmed	% of reports of identity based bullying taking place at schools	2016/17 is a baseline year for this data

Task	Who	Date	Measure	Baseline data
Organise annual conference "Respecting Others"	Healthy Schools Officer; Inclusion Officers; Children and Young Peoples' Partnership	To be confirmed	Conference organised	N/A

Objective 3 Reduce inequalities in employment				
Identify and address any inequalities within pay, recruitment, retention, training and promotion processes				
Task	**Who**	**Date**	**Measure**	**Baseline data**
Integrate employee equality monitoring into performance management system	Policy Advisor Equality and Cohesion	December 2016	% response rate to employee diversity audit	School based employees 20% Non school employees approx. 30%
Include equality plan as a standing agenda item at Performance Leads monthly meetings	Strategic Performance Lead	December 2016	Response rate to diversity audit improves	N/A
Undertake annual workforce equality analysis of data in line with the PSED	Workforce Information Manager	Annually	Annual action plan and annual report published	N/A
Develop and implement action plan to address any	Workforce Information Manager and Policy	Annually		

Task	Who	Date	Measure	Baseline
potential or actual inequalities including	Advisor Equality and Cohesion			
Publish annual workforce information report	Workforce Information Manager	Annually		

Ensure employees receive equality training to equip them with skills and knowledge to meet the Equality Act 2010

Task	Who	Date	Measure	Baseline
Promote equality training e-learning modules	Policy Advisor Equality and Cohesion	September 2017	Communications plan developed and implemented	N/A
Equality incorporated into appraisal	Policy Advisor Equality and Cohesion	March 2017	Number of employees completing equality e-learning modules	N/A
Develop and implement training plan for employees to support them to meet equality duties	Policy Advisor Equality and Cohesion	March 2017	number of equality related courses delivered and numbers of employees who attend number of complaints made by employees of discrimination and identity based bullying number of complaints of discrimination made by job applicants	2016/17 is a baseline year for this data

Support protected groups gain and maintain employment

Task	Who	Date	Measure	Baseline
Develop and implement action plan to support care leavers gain employment and training opportunities	Team Manager Performance Planning and Development Officer	on going	% of all care leavers, by protected characteristic, who are in sustained education, training or employment continuously for 12 months and 24 months after leaving care	2016/17 is a baseline year for this data

Task	Who	Date	Measure	Baseline Data
Promote work opportunities services to increase access	Team Manager Performance Planning and Development Officer	To be confirmed	% of people with learning disabilities accessing work opportunities schemes	2016/17 is a baseline year for this data
Maximise the number of apprenticeships, traineeships and work experience opportunities	Chief Officer Community and Enterprise; Chief Officer Education and Youth	To be confirmed	Number and % of young people not in education, employment or training Number of 18-24 year olds on Job Seekers Allowance	
Support the Young Entrepreneur Programme with the Flintshire Business Entrepreneurship Network	Chief Officer Community and Enterprise; Chief Officer Education and Youth	To be confirmed		
Develop the Youth Engagement and progression work programme for learners in danger of disengaging	Chief Officer Community and Enterprise and Chief Officer Education and Youth	To be confirmed	Number % of young offenders not in education, employment or training	

Objective 4   Reduce inequalities in personal safety

Raise awareness of hate crime

Task	Who	Date	Measure	Baseline Data
Work with North Wales Public Sector Equality Network to develop	Policy Advisor Equality and Cohesion	Annually	Number of reports of hate crime by protected characteristic	49

Task	Who	Date	Measure	Baseline
and implement a joint communications plan to raise awareness of hate crime			Initiatives to raise awareness of hate crime implemented	2016/17 is a baseline year for this data
Support Victim Support to provide hate crime awareness sessions to employees	Policy Advisor Equality and Cohesion	Annually	Number of employees who attend training	
Implement Social Services Improvement Plan	Team Manager Performance and Planning and Development Officer	To be confirmed	% of people reporting that they feel safe.	2016/17 is a baseline year for this data
Implement safeguarding training	Team Manager Performance and Planning and Development Officer	To be confirmed	% of adult protection reports where the risk has been managed.	100%
Implement early interventions/ preventative training	Team Manager Performance and Planning and Development Officer	To be confirmed	% of re-registrations of children on Child Protection Register (CPR).	2016/17 is a baseline year for this data
			The average length of time of children on the CPR.	2016/17 is a baseline year for this data

Raise awareness of Safeguarding

Task	Who	Date	Measure	Baseline
Develop safeguarding policy which includes Modern Slavery	Corporate Safeguarding Panel	September 2016	Policy published	N/A

Task	Who	Date	Measure	Baseline
Identify organisational training needs relating to Safeguarding	Corporate Safeguarding Panel	September 2016	Training needs analysis undertaken	N/A
Develop safeguarding training plan	Corporate Safeguarding Panel	September 2016	Training plan in place	N/A
Implement safeguarding training plan	Corporate Safeguarding Panel	January 2017	Number and % of employees who attend safeguarding training	2016/17 is a baseline year for this data
Address high risk repeat instances of domestic abuse and enable victims of domestic abuse to remain in their own properties				
Task	**Who**	**Date**	**Measure**	**Baseline**
Ensure that high risk repeat instances of domestic abuse are referred to MARAC	Public Protection Manager	Ongoing	% of high risk repeat victims of domestic abuse referred to MARAC	28% (Home Office target)
Home safe referral visits undertaken by the Neighbourhood Wardens	Anti-Social Behaviour Co-ordinator/Trading Standards Team Manager	Ongoing	Number of home referral visits	TBC
Develop domestic abuse refuge for males to reduce the inequality in provision in North Wales				
Task	**Who**	**Date**	**Measure**	**Baseline**
Develop domestic abuse refuge for males to reduce the inequality in provision in North Wales	Community Support Services Manager	To be confirmed	Number of referrals	2016/17 is a baseline year for this data

Objective 5 Reduce inequalities in Representation and Voice

Increase the diversity of the profile of people who participate in public life and representative bodies

Task	Who	Date	Measure	Baseline
Carry out "What Matters" assessment	Team Manager Performance and Planning and Development Officer	To be confirmed	% of people, by protected characteristic, reporting they can do what matters to them	2016/17 is a baseline year for this data
Deliver "What Matters" training to Social Services	Team Manager Performance and Planning and Development Officer	To be confirmed	% of people, by protected characteristic, reporting they felt involved in any decisions made about their care and support	2016/17 is a baseline year for this data
	Team Manager Performance and Planning and Development Officer	To be confirmed	% of people, by protected characteristic, who are satisfied with care and support that they received	2016/17 is a baseline year for this data

Improve representation of Protected groups in consultation activities and equality impact assessments

Task	Who	Date	Measure	Baseline
Implement new assessment framework for children and young people	Team Manager Performance and Planning and Development Officer	To be confirmed	% of parents reporting that they felt involved in any decisions made about their child's care and support	2016/17 is a baseline year for this data
Implement new assessment framework for carers and training for carers	Team Manager Performance and Planning and Development Officer	To be confirmed	% of carers reporting they felt involved in designing the C and S plan for the person that they care for	2016/17 is a baseline year for this data

Develop easy and accessible procedures for people to complain when things go wrong.	Customer Services Team Leader	To be confirmed	Number and % of complaints of discrimination	2016/17 is a baseline year for this data

Objective 6 Reduce inequalities in access to information and services, buildings and the environment				
Promote and increase use of Language Line across all services when dealing with customers where language barriers may result in information not being clearly understood by either parties				
Task	**Who**	**Date**	**Measure**	**Baseline**
Promote and increase use of Language Line across all services	Customer Services Officer	April 2017	Number of requests for information in different languages and formats	9 requests for languages 4 requests for formats
Develop standard wording for all key documents to promote that they are available in different formats	Policy Advisor Equality and Cohesion	April 2017	Agreement of standard statement for wording for all public documents stating the information can be provided in different languages and formats	N/A
Deaf awareness training commissioned and delivered annually during Deaf Awareness week	Policy Advisor Equality and Cohesion	Annually	Number and % employees attending training	9
Promote interpretation and translation services	Team Manager Performance and	To be confirmed	% of people reporting they have received care and support through their language of choice	2016/17 is a baseline year for this data

Task	Who	Date	Measure	Baseline
	Planning and Development Officer			
Develop joined up working with customer services teams within the Community and Enterprise portfolio to provide a consistent approach towards customer contact	Housing Strategy Officer	April 2016	Consistent information provided by all teams	N/A

Improve access to services, transport, the built environment and open spaces which the Council provides or manages				
Task	**Who**	**Date**	**Measure**	**Baseline**
Promote the availability of concessionary rates for Pest Control to enable all residents to live in clean and pest free homes	Licensing Team Leader	To be confirmed	Number of concessionary rate referrals received by the Pest Control Team	To be confirmed
Guidance provided to key services to support them to undertake equality monitoring systematically	Policy Advisor Equality and Cohesion and Performance Leads	December 2016	Equality monitoring undertaken systematically in Education, Housing and Social Services	N/A
Develop electronic toolkit	Policy Advisor Equality and Cohesion	June 2017	Welsh Language and Equality impact assessments incorporated into the Council's Performance Management system	N/A

			Number of impact assessments completed in each Portfolio	To be confirmed
Develop Standard clauses for contracts to ensure compliance with equality duty and Welsh Language Standards	Policy Advisor Equality and Cohesion	October 2016	Standards clauses for contracts and Service level Agreements in place	N/A
Develop guidance for contractors, alternative delivery models (ADMS) and Community Asset Transfers (CAT) to support them to comply with the PSED and Welsh Language Standards	Policy Advisor Equality and Cohesion	December 2016	Number of ADMs and CATs containing equality and Welsh language clauses	2016/17 is a baseline year for this data
Continue to improve waiting times for adapted housing	Housing	On going	Waiting times for adapted housing compared to other housing	To be confirmed
Employees in customer facing posts to attend Transgender awareness training	Customer Services Officer	April 2017	Number and % employees who attend training	To be confirmed
NEW Homes employees to attend transgender awareness training	Housing Strategy Officer	April 2017	Number and % employees who attend training	TBC

Employees with Gypsy Traveller responsibilities to attend relevant awareness training	Housing Strategy Officer	April 2017	number and % employees who attend training	TBC
Prepare options to meet the assessed accommodation needs of the Traveller community	Customer Services Manager	April 217	Options identified	N/A
Ensure employees have skills and knowledge to meet needs of Refugees	Customer Support Manager	December 2017	Number of employees who attend training	2016/17 is a baseline year

Appendix 2 Profile of the population of Flintshire
Age
Table 1: Age Structure (2001 & 2011)
Source: Census 2011 table KS102EW

| Age Structure | Flintshire | | | | Wales |
| | 2001 | | 2011 | | 2011 |
	No.	%	No.	%	%
All People	148,629	-	152,506	-	-
0 - 15 Years	30,529	20.5%	28,644	18.8%	18.2%
16 - 64 Years	95,914	64.5%	97,026	63.6%	63.5%
65+ Years	22,151	14.9%	26,836	17.6%	18.4%

Disability

Disability is defined in the Equality Act 2010 as a physical or mental impairment which has a long term and substantial effect on their ability to carry out normal day to day activities. This also includes severe disfigurement. The exact numbers of disabled people living in Flintshire is not known; the following tables provide some limited information.

Table 2: Long Term Health Problem or Disability (2011)
Source: Census 2011

local authority	All people	Day-to-day activities limited a lot	Day-to-day activities limited a little	Day-to-day activities not limited
Flintshire	152,506	14,474	15,189	122,843

Gender Reassignment

Data is not available on the numbers of transgendered people in Flintshire. However, a social group for the LGBT community is based in Flintshire and is well attended. In addition a support group, Unique, has been established for several years to support the Trans community from across North Wales. This group meets on a regular basis in the county of Conwy.

Gender Recognition Certificates issued

As of the end of June 2015, since the Gender Recognition Act 2004 came into force (April 2005), data for the UK shows that:

- 4,631 applications have been received
- 3,999 full Gender Recognition Certificates (GRCs) have been issued by the Gender Recognition Panel

- 183 interim Gender Recognition Certificates have been issued by the Gender Recognition Panel (67% converted to full GRCs)
- 193 applications have been declined

110 applications are still pending

Race
The Equality Act 2010 defines 'race' as including colour, nationality and ethnic or national origins.
A person has the protected characteristic of race if they fall within a particular racial group.

There is a low percentage of people from a non–White background (this has grown from 0.5% in 1991 to 0.8% in 2001 to 1.5 in 2011 as identified in the 2011 Census).

Romany Gypsies and Irish Travellers There is one Council owned permanent site and 11 privately owned sites for the Travelling community. Another privately owned site has been granted temporary planning permission for five years. A profile of unauthorised encampments is maintained by the Council and reported to the Welsh Government. This highlights the frequency and pattern of stopping off points across the county.

Since 2004 more people from Eastern Europe have moved to work and live in Flintshire. These communities tend to be based in the Deeside and Flint areas and are employed in specific sectors, for example, food industry and the social care sector. The main group of migrant workers are Polish.

Table 3: Ethnic groups (2001 & 2011)
Source: Census 2011 table KS201EW & Census 2001 table KS006

	Flintshire			Wales	
	2001 Census	2011 Census		2001 Census	2011 Census
	%	No.	%	%	%
All people	-	152,506	-	-	-
Asian/Asian British	0.3%		0.8%	2.3%	1.1%
Black/African/Caribbean/Black British	0.3%		0.8%	1.1%	2.3%
[7]White	99.2%	150,161	98.5%		
White British		146,185	95.9%	96.0%	93.2%
Mixed / Multiple Ethnic Group	0.4%	851	0.6%	0.6%	1.0%
Other ethnic group	0.1%	1,494	0.1%	0.2%	0.5%

[7] Ethnic group classifies people according to their own perceived ethnic group and cultural background. The indicator 'White' includes 'White: English/Welsh/Scottish/Northern Irish/British', 'White: Irish', 'White: Gypsy or Irish Traveller' and 'White: Other White'.

Table 4 Ethnic background Census 2011

	Flintshire 2011 Census No.
All people	152,506
White British	146,185
White Irish	693
White Gypsy or Irish Traveller	95
White other	3188
Mixed / Multiple Ethnic Group	851
Asian: Indian	296
Asian: Pakistani	87
Asian: Bangladeshi	223
Asian: Chinese	323
Asian: Other	272
Black African and Black Caribbean	142
Other ethnic group	151

Table 5: Country of birth (2001 & 2011)
Source: Census 2011 table KS204EW & Census 2001 table KS005

	Flintshire			Wales	
	2001 Census	2011 Census		2001 Census	2011 Census
	%	No.	%	%	%
All people	-	152,506	-	-	-
People born in Wales	51.1%	76,243	50%	75.4%	72.7%
People born in England	44.7%	67,578	44.3%	20.3%	20.8%
People born in Scotland		1,673	1.1%	0.8%	0.8%
People born in Northern Ireland		548	0.4%	0.3%	0.3%
People born in Republic of Ireland		633	0.4%	0.4%	0.4%
People born in other EU countries, members 2001	1.3%	1,234	0.8%	0.8%	0.9%
People born in other EU countries, accession countries	-	2,198	1.4%	-	0.9%
People born elsewhere		2,363	1.5%	1.9%	3.3%

Languages
Table 6: Languages spoken (Census 2011)

Highest number of non-UK language use	Other European Language (EU): Total	Other European Language (EU): Polish	Other European Language (EU): Slovak	Other European Language (EU): Romanian	Other European Language (EU): Lithuanian	Other European Language (EU): Hungarian	South Asian Language: Total	South Asian Language: Bengali (with Sylheti and Chatgaya)	East Asian Language: Total
Flintshire Number	2122	1286	118	86	194	142	238	98	281

Number of British Sign Language users= 38

Religion

Table 7: Religion (2001 & 2011)
Source: Census 2011 table KS209EW & Census 2001 table KS007

	Flintshire			Wales	
	2001 Census	**2011 Census**		**2001 Census**	**2011 Census**
	%	**No.**	**%**	**%**	**%**
All people	-	152,506	-	-	-
Christian	79.2%	101,298	66.4%	71.9%	57.6%
Buddhist	0.1%	344	0.2%	0.2%	0.3%
Hindu	0.1%	158	0.1%	0.2%	0.3%
Jewish	0.1%	70	0.1%	0.1%	0.1%
Muslim	0.1%	482	0.3%	0.8%	1.5%
Sikh	0%	0	0%	0.1%	0.1%
Other religion	0.1%	362	0.2%	0.2%	0.4%
No religion	12.9%	38,726	25.4%	18.5%	32.1%

The Census 2011 reported that 49.34% of the population in Flintshire is male and 50.66% are female.

Table 8 : Population of Flintshire (1991, 2001 & 2011)
Source: Census 2011 table KS102

Population	1991	2001	2011
All Persons	141,344	148,629	152,506
Male	69,027	72,929	75,247
Female	72,317	75,700	77,259

Sexual Orientation

Government actuaries estimate 6% of the population is lesbian, gay or bisexual (LGB). A social group for the Lesbian Gay Bisexual Transgendered (LGBT) community meets regularly in Flintshire. Membership is drawn from across North Wales

Table 9: Sexual Identity by area and identity status (2011 & 2012 January - December)
Source: Integrated Household Survey, Stats Wales, Welsh Government

Area	All people aged 16+		Don't know / Refusal		Gay / Lesbian / Bisexual		Heterosexual / Straight		No response		Other	
	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012
Flintshire & Wrexham	229,000	230,000	9,000	11,500	1,500	2,000	215,400	213,300	2,600	3,000	500	200

Number of civil partnerships

The number of civil partnerships formed in the UK by same-sex couples was 6,385 in 2010 compared with 6,281 in 2009. This represents a very small increase of 1.7 per cent between 2009 and 2010. The total number of civil partnerships formed in the UK since the Civil Partnership Act came into force in December 2005, up to the end of 2010, is 46,622. Details of Civil Partnership (CP) Ceremonies conducted in Flintshire are below:-

	Number of CP ceremonies conducted	Notice of CP
2008/09	5	12
2009/10	10	15
2010/11	7	23

Civil Partnership registrations

1 April 2012 - 31 March 2013	12
1 April 2013 - 31 March 2014	9

Same sex marriage became law on 29 March 2014

1 April 2014 - 31 March 2015	0
1 April 2015 - 30 November 2015	1

Civil Partnership conversions to marriage became law on 10 December 2014

10 Dec 2014 - 31 March 2015	17
1 April 2015 - 30 November 2015	9

Welsh Language
Table 10: Knowledge of Welsh (2001 & 2011)
Source: Census 2011 table KS207WA & Census 2001 table KS025

	Flintshire			Wales	
	2001 Census	2011 Census		2001 Census	2011 Census
	%	No.	%	%	%
All aged 3+	-	146,940	-	-	-
No knowledge of Welsh	78.6%	116,736	79.4%	71.6%	73.3%
Understands spoken Welsh only	4.4%	7,503	5.1%	4.9%	5.3%
All Welsh speakers	14.4%	19,343	13.2%	20.5%	19.0%
Speaks, reads and writes Welsh	10.9%	13,650	9.3%	16.3%	14.6%

Table 11: Profile of Welsh speakers by age

Age	Number able to speak Welsh	% able to speak Welsh	Not able to speak Welsh	Total
3-4	545	14.4	3,238	3783
5-9	2,768	33.1	5,605	8,373
10- 14	3,499	38.9	5,498	8,997
15 -19	2,298	24.2	7,199	9,497
20- 24	1,152	12.8	7,818	8,970
25-29	892	10.4	7,655	8,547
30-34	938	11.2	7,439	8,377
35-39	1,009	10.4	8,715	9,724
40-44	1,005	8.8	10,470	11,475
45-49	939	8.0	10,776	11,715
50- 54	767	7.6	9,346	10,113
55-59	674	7.1	8,830	9,504
60- 64	721	6.5	10,308	11,029
65- 69	597	7.1	7,858	8,455
70-74	476	7.0	6,368	6,844
75- 79	426	8.6	4,503	4,929
80 -84	324	9.4	3,131	3,455
85 +	313	9.9	2,840	3153

Appendix 3 Profile of the Flintshire County Council employees

Profile of workforce as at 31.03.2016

Profile of employees by ethnic origin

Table 1: Profile of the non School employees by ethnic origin

Ethnic Origin	Total	%
BME	17	0.49
White	2,452	71.03
Not Stated	983	28.48
Totals	**3,452**	**100.00**

Table 2: Profile of School employees by ethnic origin

Ethnic Origin	Total	%
BME	7	0.19
White	2,108	57.90
Not Stated	1,528	41.91
Totals	**3,641**	**100.00**

Table 3: Profile of the non School employees - leavers by ethnic origin

Ethnic Origin	Total	%
BME	2	0.35
White	343	59.24
Not Stated	234	40.41
Totals	**579**	**100.00**

Table 4: Profile of the School employees - leavers by ethnic origin

Ethnic Origin	Total	%
BME	1	0.31
White	154	47.38
Not Stated	170	52.31
Totals	**325**	**100.00**

Profile of employees who classify themselves as being disabled

Table 5: Profile of Non School employees with disabilities

Employees with disabilities	Total	%
No	2,286	66.22
Not Stated	1,051	30.45
Yes	115	3.33
Total	**3,452**	**100.00**

Table 6: Profile of School employees with disabilities

Employees with disabilities	Total	%
No	1,948	53.50
Not Stated	1,651	45.34
Yes	42	1.16
Total	**3,641**	**100.00**

Table 7: Profile of Non School employees- leavers with disabilities

Employees with disabilities	Total	%
No	310	53.54
Not Stated	242	41.80
Yes	27	4.66
Total	**579**	**100.00**

Table 8: Profile of School leavers with disabilities

Employees with disabilities	Total	%
No	144	44.31
Not Stated	175	53.84
Yes	6	1.85
Total	**325**	**100.00**

Profile of employees by Sexual Orientation

Table 9: Profile of Non School employees by Sexual Orientation

Sexual Orientation	Employees	Leavers	% Employees	% Leavers
Bi-Sexual	5	1	0.14	0.17
Gay Man	12	0	0.35	0.00
Gay Woman/Lesbian	11	0	0.32	0.00
Heterosexual / Straight	1,137	118	32.93	20.42
Not Stated	2,221	460	64.34	77.74
Other	4	1	0.12	0.11
Prefer Not To Say	62	9	1.80	1.56
Total	**3,452**	**579**	**100.00**	**100.00**

Table 10: Profile of School employees by Sexual Orientation

Sexual Orientation	Employees	Leavers	% Employees	% Leavers
Bi-Sexual	2	0	0.05	0.00
Gay Man	2	0	0.05	0.00
Gay Woman/Lesbian	1	0	0.03	0.00
Heterosexual / Straight	771	59	21.18	18.15
Not Stated	2,826	261	77.62	80.31
Other	5	0	0.14	0.00
Prefer Not To Say	34	5	0.93	1.54
Total	**3,641**	**325**	**100.00**	**100.00**

Profile of employees by Religion or Belief

Table 11: Profile of Non School employees by Religion or Belief

Religion or Belief	Employees	Leavers	% Employees	% Leavers
Buddhist	3	0	0.09	0.00
Christian	1,146	174	33.20	30.05
Hindu	0	0	0.00	0.00
Muslim	2	0	0.06	0.00
None	512	49	14.83	8.47
Not Stated	1,671	340	48.40	58.72
Other	60	5	1.74	0.86
Prefer Not To Say	58	11	1.68	1.90
Sikh	0	0	0.00	0.00
Total	**3,452**	**579**	**100.00**	**100.00**

Table 12: Profile of School employees by Religion or Belief

Religion or Belief	Employees	Leavers	% Employees	% Leavers
Buddhist	1	0	0.03	0.00
Christian	986	73	27.07	22.46
Hindu	0	0	0.00	0.00
Muslim	1	1	0.03	0.31
None	278	19	7.64	5.85
Not Stated	2,301	225	63.20	69.23
Other	31	0	0.85	0.00
Prefer Not To Say	42	7	1.15	2.15
Sikh	1	0	0.03	0.00
Total	**3,641**	**325**	**100.00**	**100.00**

Profile of employees by Marital Status

Table 13: Profile of Non School employees by Marital Status

Marital Status	Employees	Leavers	% Employees	% Leavers
Divorced or in a Dissolved Civil Partnership	126	25	3.65	4.32
Married or in a Civil Partnership	1,525	221	44.18	38.17
Not Married or in a Civil Partnership	697	71	20.19	12.26
Not Stated	1,087	259	31.49	44.73
Widowed or Surviving Civil Partner	17	3	0.49	0.52
Total	**3,452**	**579**	**100.00**	**100.00**

Table 13:Profile of School employees by Marital Status

Marital Status	Employees	Leavers	% Employees	% Leavers
Divorced or in a Dissolved Civil Partnership	15	1	0.41	0.31
Married or in a Civil Partnership	1,389	114	38.15	35.08
Not Married or in a Civil Partnership	487	26	13.38	8.00
Not Stated	1,746	184	47.95	56.61
Widowed or Surviving Civil Partner	4	0	0.11	0.00
Total	**3,641**	**325**	**100.00**	**100.00**

Profile of employees by gender

Table 15: Profile of Non School employees by gender

Gender	Female	%	Male	%	Not Stated	%
Totals	2,247	65.09	1,205	34.91	0	0.00

Table 16: Profile of Non School employees - leavers by gender

Gender	Female	%	Male	%	Not Stated	%
Totals	338	58.38	241	41.62	0	0.00

Table 17: Profile of School employees by gender

Gender	Female	%	Male	%	Not Stated	%
Totals	3,112	85.47	529	14.53	0	0.00

Table 18: Profile of School employees - leavers by gender

Gender	Female	%	Male	%	Not Stated	%
Totals	267	82.15	58	17.85	0	0.00