

Meeting of:	Cabinet
Date of Meeting:	Thursday, 20 February 2025
Relevant Scrutiny Committee:	Learning and Culture
Report Title:	Annual Equality Monitoring Report 2023-2024
Purpose of Report:	To seek approval of the Annual Equality Monitoring Report (Appendix A).
Report Owner:	Cabinet Member for Community Engagement, Equalities and Regulatory Services
Responsible Officer:	Tom Bowring, Director of Corporate Resources
Elected Member and Officer Consultation:	Strategic Leadership Team
Policy Framework:	This is a matter for Executive Decision
<p>Executive Summary:</p> <p>This report brings to the attention of Cabinet progress against the equality objectives of the Strategic Equality Plan 2020-2024 and other actions taken to improve equality for people living and working in the Vale of Glamorgan.</p> <p>It summarises what Services have done to collect and analyse equality data on how people with protected characteristics have used their services. It notes what they have done to make improvements in the reporting period 2023-2024.</p> <p>It comments on progress made with each of the equality objectives and where we need to continue to focus our efforts.</p> <p>It refers to appendices which show the data collected and analysed by Services and a detailed report on employment information.</p> <p>Following consideration and approval by Cabinet, the report will be referred to Scrutiny Committee for comments.</p>	

Recommendations

1. That Cabinet approves the Annual Equality Monitoring Report 2023-2024 as described in the body of this report and at Appendix A.
2. That Cabinet refers this report to Learning and Culture Scrutiny Committee and that any recommendations be referred back to Cabinet for consideration and inclusion in the final version of the Annual Equality Monitoring Report.

Reasons for Recommendations

1. To allow the Council to meet its reporting duty under the specific duties for Wales and continue to make progress towards meeting the public sector equality duty whilst ensuring equality work is available for scrutiny by the Equality and Human Rights Commission and others.
2. To enable the Scrutiny Committee to consider the report and to enable publication by 31st March to meet statutory duties.

1. Background

- 1.1 The Equality Act 2010 includes a public sector equality duty (the 'general duty') and there are specific duties for Wales.
- 1.2 The specific duties include the requirement to publish an annual report for the previous year by 31st March each year to demonstrate the progress made on equalities issues that are contained within the Council's Strategic Equality Plan and any associated equalities activity.
- 1.3 This report provides Cabinet with the Annual Report for the period 2023-2024 for approval.

2. Key Issues for Consideration

- 2.1 The Annual Equality Monitoring Report for 2023-2024 can be found in Appendix A. The report provides information relating to the ten equality objectives contained in the Council's [Strategic Equality Plan 2020-2024](#).
- 2.2 These objectives are:
 - Improve how we involve, engage, and communicate with protected groups about our work and decisions.
 - Continue to reduce the gender pay gap in the Council, identify whether there is a pay gap for ethnic minorities in the Council by March 2023, and report on both annually.

- Improve employment opportunities in the Council for protected groups, particularly disabled and young people, to more closely reflect the diversity of the local population by March 2024.
- Continue working on developing a more inclusive work environment that supports staff from all backgrounds to reach their potential through implementing a range of actions by March 2024.
- Provide support and development to Elected Members on equality issues.
- Develop and implement plans throughout the life of this plan to address attainment gaps for children and young people and provide support to overcome barriers to them reaching their potential.
- Develop and implement processes throughout the life of this plan to address hate crimes, violence against women, domestic abuse, and sexual violence.
- Consider the housing needs of people with protected characteristics and how our work impacts on them, taking action to address any disproportionate impacts on these groups.
- Work in partnership to consider issues relating to transport accessibility, particularly for disabled people and older people.
- Develop and implement plans throughout the life of this plan to promote our natural and built environment and cultural heritage, including accessibility, to protected groups.

2.3 The Annual Equality Monitoring Report is structured so as to meet the requirements of the Equality Act and specific Duties for Wales. The Report therefore includes:

- Background information about the purposes of the Report and the way it has been developed;
- The steps the Council has taken to identify and collect relevant information (and any reasons for not collecting information);
- How the Council has used this information in meeting the three aims of the general duty;
- A statement on the effectiveness of the Council's arrangements for identifying and collecting relevant information;
- Progress towards fulfilling each of the Council's existing equality objectives (setting out what has been done, what has been learnt, where the challenges lie and what still needs to be done);
- A statement on the effectiveness of the steps that the Council has taken to fulfil each of its equality objectives;

- The report contains specified employment information, including information on training and pay.
- 2.4 To demonstrate how other relevant matters (outside of the specific work on the equality objectives) have contributed to this work, the annual report also includes a section on these issues and their contribution to show the wider work underway across the Council.
 - 2.5 The Annual Equality Monitoring report contains a series of appendices to provide further information and make linkages with other relevant reports.
 - 2.6 Cabinet is requested to consider the Report at Appendix A and refer the report to Learning and Culture Scrutiny Committee.
 - 2.7 Once approved, the Annual Equality Monitoring Report will be translated so that bilingual versions are available.

3. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?

- 3.1 The Strategic Equality Plan and its delivery demonstrates the five ways of working and the pursuit of the Council's well-being objectives.
- 3.2 It is a long-term plan aiming to improve equality for residents over a period of time through the achievement of its equality objectives. We have used research and evidence from the Equality and Human Rights Commission's 'Is Wales Fairer' which outlines the key challenges for improving equality in Wales.
- 3.3 It aims to prevent identified challenges from getting worse and to put in place measures which can improve fairness and equality for people who live or work in the Vale of Glamorgan. This is underpinned by our responsibilities under the 'general duty' of the Equality Act 2010 and the specific equality duties for Wales.
- 3.4 The equality objectives can only be achieved if there is collaboration across Council Services.
- 3.5 There are equality objectives relevant to most services, such as collecting and analysing data, and engaging with protected groups. Others are specific to a particular service, such as the domestic abuse objective. In turn, some of these will need collaboration with external partners. For example, our Community Safety Team works closely with Vale DAS - an external organisation providing services for those experiencing domestic violence.

- 3.6** To develop the original Strategic Equality Plan in 2012 and to update it in 2016, 2020 and 2024, we involved people through an engagement and consultation process with stakeholders and the public to develop our equality objectives. Each of the equality objectives has an action plan to explain what we aim to do to achieve that objective. There is an equality impact assessment in place which describes the impact of this work on protected groups.

4. Climate Change and Nature Implications

- 4.1** There are no direct climate change or nature implications associated with this report. Climate change can have a greater impact on certain groups such as older people, women, poorer people, disabled people, and people in poor health particularly those with respiratory difficulties. In this context, our work to address inequality is important.

5. Resources and Legal Considerations

Financial

- 5.1** Officer time is needed to collect, analyse, and report on equality and employment information on a regular basis. The benefit is a better understanding of how to target resources to deliver services which best meet the needs of users.
- 5.2** The actions ensure that the Council complies with legislation (avoiding a potential adverse cost implication for non-compliance).

Employment

- 5.3** Officers collect, analyse and report on employment information. The benefit is a better understanding of how to target resources to provide employment opportunities which best meet the needs of staff and applicants.
- 5.4** The Plan contains equality objectives specifically related to employment (regarding the reduction of the gender pay gap and ethnicity pay gap) and makes references to the employment profile of the Council as required by the Equality Act.

Legal (Including Equalities)

- 5.5** The Equality Act 2010 created a public sector duty, replacing the race, disability and gender equality duties. The duty came into force in April 2011. The duty covers age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. Under the general duty, public sector organisations must have due regard to the need to:
- eliminate unlawful discrimination, harassment and victimisation;
 - advance equality of opportunity between different groups;

- foster good relations between different groups.
- 5.6** The duty to have due regard to the need to eliminate discrimination also covers marriage and civil partnership.
- 5.7** The Equality Act gives Welsh Ministers the power to impose specific duties through regulations. The specific duties are legal requirements designed to help public bodies meet the general duty. These were published in April 2011.
- 5.8** The Equality and Human Rights Commission published guidance on the public sector equality duty for Wales on 8 June 2011. It performs a regulatory role to ensure that listed bodies comply with the duty. If the Equality and Human Rights Commission believes that the Council has not complied with a public sector equality duty, it has the power to seek compliance.
- 5.9** The Annual Equality Monitoring Report sets out how the Council has been working to meet the general duty and public sector equality duty for Wales.
- 5.10** The Council is required to collect, use, and publish equality and employment information to help understand how its policies, practices and decisions affect individuals who share one or more of the protected characteristics. This process is essential if the Council is to comply with the requirements of the public sector specific equality duties in Wales. The information is required to accurately inform the equality impact assessment process, the Strategic Equality Plan and equality objectives.
- 5.11** The work reported upon in the Annual Equality Monitoring Report will assist in promoting community cohesion by meeting the diverse needs of local people and improving equality of opportunity.
- 5.12** The socio-economic duty in Wales, Equality Act 2010, requires the Local Authority to consider how their strategic decisions can reduce inequalities of outcome resulting from socio-economic disadvantage. This duty aims to ensure that the Local Authority take into account the needs and views of those affected by socio-economic inequalities, fostering more inclusive decision-making processes. The Local Authority must demonstrate compliance through clear documentation and impact assessments.

6. Background Papers

Equality and Human Rights Commission Guidance: [Annual reporting, publishing and Ministerial duties: A guide for listed public authorities in Wales](#)

Welsh Government '[2012 - Collecting Equality Data and Harmonised Standards Best Practice](#)' guidance.

[Equality and Human Rights Commission's Technical Guidance on the Public Sector Equality Duty Wales](#)



No Draft Status

**The Vale of Glamorgan Council's
Annual Equality Report
2023-2024**

**You can ask for this document in other formats.
For example: larger font or on different colour paper.**

**This document is available in Welsh.
Mae'r ddogfen hon ar gael yn Gymraeg.**

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Introduction

We must report on progress towards meeting our equality objectives and other equality matters every year by 31 March for performance in the previous year. This report tells you about our equality work between April 2023 and March 2024.

We do this to meet our duties under:

- the Equality Act 2010;
- the Public Sector Equality Duty (known as the ‘general duty’); and
- the specific duties for Wales.

We tell you how we have collected and used information to:

- eliminate unlawful discrimination;
- advance equality of opportunity; and
- foster good relations.

We also tell you about:

- how we are getting on with our equality objectives
- the people we employ
- other equality work.

Background

We have described our main equality work in our [Strategic Equality Plan 2024-25](#).

We agreed this plan in March 2024. We engaged with key stakeholders to propose that we maintain the current equality objectives from the 2020-24 Plan. We have chosen to do this because we want to develop a new set of equality objectives alongside the development of our new corporate wellbeing objectives for 2025-2030.

It progresses our work from our previous plans in 2012 and 2016. There were a number of things we had to do to develop the first plan. We list the main steps below.

- We looked at the information we had on the people using our services. We especially wanted to know which protected groups were using our services.
- We met with local organisations to see if there were areas that we could work on together.
- We looked at other plans to see if they had actions that needed to be in the Strategic Equality Plan. These included the Corporate Plan and the Equality and Diversity Plan.
- We arranged events to meet with other organisations that have an interest in the needs of protected groups. We went to their meetings if they could not come to ours.
- We consulted with the public, staff, and trade unions.
- We talked to people about what our priorities should be.

This helped us to decide on our equality objectives. These are an important part of the Strategic Equality Plan.

We consulted people in 2019 for our 2020-2024 Plan and in 2023 for the 2024-2025 plan. We used feedback from engagement and consultation to develop a new set of equality objectives that give us a more balanced focus between internal and external outcomes. We developed these using more recent research such as [‘Is Wales Fairer? 2018’](#) by the Equality and Human Rights Commission. We made links with our corporate wellbeing objectives.

To make sure we achieve the equality objectives, we put actions in service plans. These plans guide the work of each service area (such as Housing or Visible Services). Each service must monitor progress with these actions and report on this.

We have a Cabinet member for Community Engagement, Equalities and Regulatory Services to lead on equality issues as well as an elected member Equalities Champion. Directors take the lead in their own service area.

We find out about the latest issues and guidance in a number of ways, including through the Equality and Human Rights Commission network.

Since we agreed the last Strategic Equality Plan in 2020, there have been many changes that have impacted upon people's lives including Covid, the cost-of-living crisis, and the Black Lives Matter movement. The Welsh Government has published several plans such as the Anti-racist Wales Action Plan for Wales, the LGBTQ+ Action Plan for Wales, and Age Friendly Wales. There is some reflection of these priorities in this latest Strategic Equality Plan, and we will further consider our thinking around these in the coming year as we develop the next set of equality objectives.

Steps taken to identify and collect relevant information

We collect information about who uses our services. There is a corporate approach available for doing this so that our Services can collect data on protected groups in a consistent way. See the corporate equalities monitoring form in [Appendix 3](#). We encourage services to improve how they use this information to help them plan their work to better meet people's needs.

In this year's report, we report on the following services:

- Planning
- Health, Safety and Wellbeing
- Learning and Skills – Employability
- Strategy and Insight
- Vale 50+ Forum & Age Friendly Vale
- Housing – Supporting People
- Communities for Work
- Benefits
- Learning Links Team
- School Access
- Social Services – Adult Services
- Social Services – Children and Young People's Services
- Participation
- Communications
- Customer Service
- Youth Service

When we look at the information gathered, we consider:

- the data gathered over the last few years;
- the systems used to gather the data; and
- how Services use this information to make improvements.

This helps managers to identify gaps in the information and take appropriate action.

We asked services to complete an [online Microsoft Form](#) but some services also returned the Microsoft Word form, which can be seen in [Appendix 2](#).

We asked our services:

- What have you achieved in respect of equality objectives from the Strategic Equality Plan 2020–2024 that are relevant to your service?
- What other work have you done during this period that supports equality and meeting the three aims of the general duty?
- Do you have effective arrangements for collecting equalities information?
- Which protected characteristics do you monitor?
- Have you monitored socio-economic disadvantage?
- How have you used equalities monitoring and data analysis to make changes, improve services, and influence decisions that improve outcomes for protected groups?

You can find the equality information that Services have collected in [Appendix 4](#).

The form encourages services to show how they have used the information to make improvements to services.

Reasons for not collecting relevant information

Some of the reasons for not collecting information include:

- users not wanting to complete another form or provide additional information;

- concern that limited surveys do not reflect a true picture;
- not having systems to collect the information;
- inappropriate or difficult to collate the information;
- availability of data;
- lack of understanding of how collecting data would impact work;

We encourage managers to explain the importance of this information to service improvement.

Statement on the effectiveness of steps taken to fulfil each of our equality objectives

Here is a short outline of how we developed our original objectives. You can find full details of this in our first [Strategic Equality Plan](#).

- We used national research to help us understand the issues such as the '[How Fair is Wales? 2023](#)' report produced by the Equality and Human Rights Commission.
- We looked at whether we had any information in the Council to tell us more.
- We talked to groups who know about the interests of protected groups.
- We looked at the information we had on the people using our services. We especially wanted to know which protected groups were using our services.
- We consulted with our own staff and the public.
- We agreed the equality objectives that we would work on for the next four years.

We show what work we have done on these in this report.

Strategic Equality Objective One – Improve how we involve, engage, and communicate with protected groups about our work and decisions.

Strategic Equality Objective Two – Continue to reduce the gender pay gap in the Council, identify whether there is a pay gap for ethnic minorities in the Council by March 2022, and report on both annually.

Strategic Equality Objective Three – Improve employment opportunities in the Council for protected groups, particularly disabled and young people, to more closely reflect the diversity of the local population by March 2024.

Strategic Equality Objective Four – Continue to work on developing a more inclusive work environment that supports staff from all backgrounds to reach their potential through implementing a range of actions by March 2024.

Strategic Equality Objective Five – Provide support and development to elected members on equality issues.

Strategic Equality Objective Six – Develop and implement plans throughout the life of this plan to address attainment gaps for children and young people and provide support to overcome barriers to them reaching their full potential.

Strategic Equality Objective Seven – Develop and implement processes throughout the life of this plan to address hate crimes, violence against women, domestic abuse, and sexual violence.

Strategic Equality Objective Eight – Consider the housing needs of people with protected characteristics and how our work impacts on them, taking action to address any disproportionate impacts on these groups.

Strategic Equality Objective Nine – Work in partnership to consider issues relating to transport accessibility, particularly for disabled people and older people.

Strategic Equality Objective Ten – Develop and implement plans throughout the life of this plan to promote our natural and built environment and cultural heritage, including accessibility, to protected groups.

Summary of work carried out in line with Strategic Equality Objectives

Strategic Equality Objective 1

Improve how we involve, engage, and communicate with protected groups about our work and decisions.

Contact centre – ContactOneVale

There were 134,354 phone calls to the C1V call centre between April 2023 and March 2024. The average wait time was 342 seconds. C1V received around 35,000 emails.

Communications

In quarter 4, we saw 8,800 engagements on the Council’s corporate Facebook account and over 6,500 link clicks. The Council’s corporate X/Twitter content reaches over 2,000 users daily.

The corporate Facebook account has 25,000 followers. The Welsh language account has 144 followers. The corporate X/Twitter account has 22,400 followers whilst the Welsh language account has 653 followers.

Public Participation Strategy

The Public Participation Strategy outlines the Council’s current position on engagement and consultation, as well as setting out how we will be diverse in our engagement methods to provide as many stakeholders as possible the opportunity to be involved in the decision-making process. We continue to explore new and innovative ways to connect with the public.

Consultations

We have engaged with residents of the Vale of Glamorgan throughout 2023-24 on consultations including:

- St Cyres Park Biodiversity Project
- 20mph Speed Limit Exceptions
- Safer Vale Partnership Strategy 2023-28

- Murchfield Recreation Ground
- Draft Digital Strategy 2023-28
- Sully Section 106 Funding
- Public Transport and Road Safety Survey 2023-24
- Let's Talk About Life in the Vale
- Annual Delivery Plan 2024-25
- Replacement Local Development Plan 2021-36
- Budget Consultation 2024-25
- Public Space Protection Orders
- Draft Tree Strategy
- Colcot and Buttrills Recreation Sites

This is how the Preferred Strategy for the Replacement Local Development Plan engaged with stakeholders and obtained participation:

- Utilised a new consultation platform from April 2023.
- Brought to the Equality Consultative Forum.
- Brought to the Vale 50+ Forum.
- In-person and online engagement sessions.
- Accepting representations in a variety of formats such as online consultation portal, on paper, letter, email, or in person.
- Easy-read versions of the document were available.
- Short video with subtitles available to explain the plan and process.
- Venues for in-events were in accessible locations.

Learning and Skills – Sustainable Communities for Learning

Three statutory consultations were undertaken during the 2023-2024 period in relation to schools: St Richard Gwyn Catholic High School, Stanwell School, and Ysgol Iolo Morgannwg.

The consultation process follows Welsh Government guidelines outlined in the School Organisation Code (2018). Before any decisions are made, we ensure that we offer opportunities for individuals and interested groups to make their views and opinions on the proposals known, to enable Cabinet to consider these views as part of the decision-making process.

To improve engagement with children, a consultation workshop was held with the individual school councils. The information obtained at the sessions was included in the final consultation report. Parents, carers, and guardians of pupils, as well as members of the local community were also invited to attend drop-in sessions.

Equality Consultative Forum

The Equality Consultative Forum (ECF) is made up of a number of external organisations that represent the interests of people with different protected characteristics and groups including Stonewall, Mind in the Vale, Vale People First, Citizens Advice Bureau, and the Vale 50+ Forum along with a range of officers and elected officials across the Council with a specific interest in a particular group such as the Youth Service, Age Friendly, Healthy Living Team, Social Services, and Human Resources.

The Equality Consultative Forum met five times in 2023-2024 to discuss a range of corporate plans and initiatives as well as some items from external partners. Colleagues from Planning attended. Items discussed included:

Equality Impact Assessments	Strategic Equality Plan
Replacement Local Development Plan	Annual Delivery Plan
Public Health report	Let's Talk About Life in the Vale

Vale 50+ Strategy Forum and Age Friendly Vale

We continue to support the Vale 50+ Strategy Forum who are a voice for older people in the Vale of Glamorgan. We supported the Forum to hold a series of in-person meetings for people aged 50+ to share their views on important topics as well as a suite of public Have Your Say events.

We worked with the Forum to engage and communicate with more residents through a range of communication methods to ensure there are both online and offline opportunities for older residents to access information and shape decisions. We have used feedback from events to help shape the Age Friendly Vale draft action plan.

The Age Friendly Vale Officer continues to progress the Age Friendly Vale action plan. They held events to continue to engage with older people and members of the Vale 50+ Forum, including the Age Friendly Autumn Workshop, Age Friendly Celebration in December 2023, and the Festive Get Together.

Data and Insight

The Strategy and Insight team encourage the use of data to support and shape Council policies and decisions. The team create and update the Economic Monthly Report, the Cost-of-Living Analysis, and Census 21 analysis which provide invaluable insight into communities in the Vale of Glamorgan, including those who may be deprived, experiences socio-economic pressures, and those with protected characteristics. The reports are shared with all Council departments who can use the data to better inform the decision-making process.

An example of the Cost-of-Living Analysis for May 2024 can be viewed [here](#).

The Monthly Economic Update report for July 2024 can be viewed [here](#).

Strategic Equality Objective 2

Continue to reduce the gender pay gap in the Council, identify whether there is a pay gap for ethnic minorities in the Council by March 2024, and report on both annually.

We monitor the gender pay gap on a quarterly basis. We report the median gender pay gap to the Welsh Government. We report on the gender pay gap quarterly through performance indicators and annually through this report.

The gender pay gap has decreased slightly from last year. The difference in mean hourly rate between male and female employees is £0.65, a decrease from £1.03 last year. The difference in median hourly rate between male and female employees is £0.59. The mean gender pay gap as a percentage of men's pay is 3.71% and the median gender pay gap as a percentage of men's pay is 3.81%, which is less than the UK median gender pay gap of 8.1%.

We also monitor the ethnicity pay gap on a regular basis, reporting as part of the Council's Quarterly Performance Indicators. The ethnicity pay gap has increased from last year. The difference in mean hourly rate is £0.98, an increase from £0.65 last year. The median ethnicity pay gap has increased from £0.37 to £1.03. The mean ethnicity pay gap as a percentage is 5.73% and the median ethnicity pay gap as a percentage is 6.7%, both of which increased from last year.

The last pay review in 2019 in relation to the revised NJC spine had a positive impact on the gender pay gap. We are undertaking work to review the current pay structure, and we will again consider both the gender and ethnicity pay gaps. When recruiting to roles, we consider where we advertise to ensure we are getting representation across all applicant groups. We continue to work on improving our diversity profile and using the diversity dashboards to address the ethnicity and gender pay gaps.

Strategic Equality Objective 3

Improve employment opportunities in the Council for protected groups, particularly disabled and young people, to more closely reflect the diversity of the local population by March 2024.

Communities for work

We collect user data for Communities for Work+ to share monthly with Welsh Government. This allows us to compare with the rest of Wales and target specific groups. This year, trends show a high level of white males so we have put in strategies to engage more females: we developed lone parent work in Penarth and focused training on parents of primary school children, such as a classroom assistant course where the work fits with parental commitments.

We continue to work on different projects that respond to specific groups where evidence has shown employment is harder to access. These include:

- Quickstart, which gives young people aged 18 to 25 a six-month paid work placement. Twelve young people currently have placements with the Council.

- Strive, which is a pre-sixteen school-based project to help develop motivation and personal skills, removing engagement barriers.
- Supported employment aimed at 18-30 year olds with disabilities and/or neurodiverse conditions.
- Engaging economically inactive individuals in the rural Vale into employment or activities such as volunteering or training.
- Working with partner organisations for supported volunteering opportunities.

We continue to work with the Vale's Working Wales/Careers Wales (WW/CW) team and the Youth Service, following a successful Young Person's Event in February 2023. Welsh Government figures showed that the Vale of Glamorgan was the top performing Local Authority in engagement of 16-24 year olds. We also worked with JobCentre Plus to host Youth Job Clubs as well as successful 25+ Job Clubs.

We held a construction employment event in November 2023. We are working with contractors to deliver a series of construction themed events targeted at job seekers throughout 2024.

Social Services – Adult Services

Members of Vale People First are on the interview panel for all social care staff and manager appointments within the Learning Disability teams. They are also key partners in monitoring the Supported Living Contract.

All appointments for Mental Health and Substance Misuse include with a person with lived experience on the interview panel. All social workers within the Vale Locality Mental Health Team received co-production training developed with Cardiff and Vale Action on Mental Health, delivered by a person with lived experience. Following this training, we developed a good practice tool kit.

Human Resources

We introduced a new employee record system, Fusion, in April 2023. This is a self-service portal that allows staff to update their own personal details. We ran a communication campaign to encourage staff to update their details. We have reported a

7.3% increase in recorded information. As such, we can more accurately report on our workforce in terms of protected characteristics and can identify new trends and groups on which to focus recruitment.

Human Resources launched an overseas recruitment project in 2023 to address caring vacancies. We have worked with communities to support new recruits. The project is reflected in the employment statistics shown in [Appendix 5](#).

Strategic Equality Objective 4

Continue to work on developing a more inclusive work environment that supports staff from all backgrounds to reach their potential through implementing a range of actions by March 2024.

We encourage all staff to set aside time for personal development and take part in programs such as Infuse and reverse mentoring. The Learning Café network relaunched in October 2023. It aims to bring staff together from across the authority to share ideas and resources, promoting collaboration on themes such as ‘community power’ and ‘transformation’.

We have supported the emerging staff disability network, Abl. We continue to look for colleagues with lived experience to lead and progress the network. Equalities staff have represented Abl at Human Resources meetings and the Joint Consultative Forum.

Abl joins our other established staff networks in the Vale of Glamorgan Council: GLAM and Diverse. GLAM is our staff network for LGBTQ+ colleagues and allies, and Diverse is our staff network for global majority colleagues and allies. More information about the networks’ activities through this period can be found [later in the report](#).

The networks provide support and information to members, share knowledge and experiences, feedback on Council policies, and help inform training. The networks are important in showing how the Council delivers its corporate values and culture as an inclusive employer. We work with the networks to achieve various accreditations. We

display and promote these on our external recruitment pages. We added links to the accreditations and networks on the website banner.



We continue our work as a Stonewall Diversity Champion using the Stonewall Workforce Equality Index to guide our work. We monitor and evaluate improvements towards further inclusion of our LGBTQ+ workforce. We took part in the Stonewall Workplace Equalities Index. We were awarded a silver award in 2023, ranking 126 out of 400, with a score of 60.5 out of 200.

We post articles on Staffnet to mark various awareness days and events. Sharing information about these awareness days and events means we can raise awareness of different groups and minorities, contributing to a more inclusive work environment. In addition, we ensure relevant equalities-related content on iDev is current and promoting the right message.

For National Inclusion Week 2023, we held an online event where representatives from GLAM, Diverse, Abl, and the Wellbeing Champions discussed their networks and answered questions from staff. The event was hosted by the Director for Corporate Resources.

The Learning Café relaunched in October 2023 for staff across the Council and schools. It includes eight topic groups which aim to drive personal and professional growth, and promote meaningful discussions and collaboration across the authority. By December 2023, there were over 80 members.

Strategic Equality Objective 5

Provide support and development to elected members on equality issues.

Members have access to iDev which hosts a range of e-learning modules on equality issues. They can access previous sessions and presentations via MemberNet. We provided information during the year specifically in relation to race awareness.

We keep Members' training and development under review and arrange to meet identified needs. The presentations, links, and resources from all training are available to members at any time via Membernet.

The Strategy and Insight team provide data and analysis to elected members including on equalities issues and protected characteristics.

The Annual Equality Monitoring Report is taken to scrutiny committees each year.

Strategic Equality Objective 6

Develop and implement plans throughout the life of this plan to address attainment gaps for children and young people and provide support to overcome barriers to them reaching their full potential.

School attendance remains a concern. We offer targeted support to schools where persistent absence is a problem. The Council undertook a widespread communications campaign to encourage school attendance. Banners were shared with schools across the county.

Learning and Skills – Sustainable Communities for Learning

Three statutory consultations were undertaken during 2023-24 in relation to schools: St Richard Gwyn Catholic High School, Stanwell School, and Ysgol Iolo Morgannwg.

The proposals for St Richard Gwyn and Ysgol Iolo Morgannwg aimed to address attainment gaps for children and young people by providing improved educational

facilities. The proposal for Stanwell School was to change it from a foundation school to a community-maintained school.

The Equality Impact Assessment found that there was a positive or neutral impact for Age and Disability in all three proposals and overall concluded the following for the three consultations.

Social Services – Children and Young People’s Service (CYPS)

We continue to monitor and update the information about protected characteristics that we hold on our WCCIS (Welsh Community Care Information System) database. This has improved how we evidence service development and delivery around protected characteristics.

CYPS facilitate a range of different teams and services who provide a range of services to support and help families, children, and young people. CYPS ensure that literature is provided bilingually and make use of the WITS translation service to liaise with families who speak other languages, providing interpreters when required.

The Family Information Service (FIS) achieved the Families First Quality Award recognising the good work done advice and assistance given to families.

Health and Safety and Wellbeing

We provide statistics on behaviour escalations. This is a relatively new metric which allows schools to review and support pupils who are having difficulties. We also provide an additional metric on violence and aggression in the workplace which includes hate crimes towards staff. With both metrics, we consider whether someone’s protected characteristics are a factor

Learning Links Team (formerly Vulnerable Groups Team)

The Vulnerable Groups team was renamed the Learning Links Team after discussions with children and young people.

To help schools improve attendance and minimise exclusions, we have offered training and support. We have also established School Attendance Officer Forums and a drop-in service for schools to discuss issues with the team.

We continue to work with schools to improve the identification and recording of bullying incidents and one-off incidents of prejudice within the My Concern database.

We delivered a range of programmes and interventions to support vulnerable learners to make positive progress. We hold regular clinics in schools with the Children and Young People's Service to triage and signpost children in need of care and support.

We have a virtual school report in place to monitor and track attendance of children including children who are looked after and previously looked after who are at risk of underachieving; service children; young carers; and children from the global majority. There are currently 342 children of service families in schools in the Vale of Glamorgan.

We worked with Young Carers to capture their views in relation to their education.

We worked closely with schools to ensure children from the global majority are effectively supported with their education. No global majority children or children where English is an additional language left compulsory education, training, or work-based learning without an approved external qualification.

We hold monthly meetings about school places with departments who support asylum-seeking families. The Adult Community Learning Team maximised grant funding to deliver ESOL (English Speakers of Other Languages) courses to local primary schools, enrolling over fifteen learners.

We work with Children and Young People's Services (CYPS) to ensure Unaccompanied Asylum-Seeking children (UASC) have access to education provision wherever they are placed. To date, twelve UASC have successfully settled into schools and colleges in the Vale of Glamorgan. We also work with CASCADE Public Involvement Team to see how we can meet the needs of young unaccompanied asylum-seekers and help to provide advice and guidance to enable them to make choices about their futures.

We helped schools and learners to launch junior Diverse groups – groups for children and young people from the global majority and their allies. Our first groups were formed in Holton Primary School and St Cyres Secondary School. We supported both schools in junior safe space meetings with members of the Council’s strategic leadership team, where the children and young people openly asked questions of the Council’s senior officers. We facilitated an arts project at Holton School to celebrate Windrush Day in 2023. Senior officers and councillors were invited to the school to view the work.

A number of schools took part in an Anti-Racist Learning programme. Our first cohort of anti-racist schools presented their Action Research in June 2023. The second cohort presented their Action Research in July 2024.

We launched the Young Interpreters Scheme in nineteen schools, delivering training to the schools on using the resource to raise the wellbeing and self-esteem of multi-lingual learners. We facilitated the Giglets language and literacy resource in 37 schools to enable multi-lingual learners to access texts and resources in their own language.

These projects have helped schools as we support them to become Schools of Sanctuary. We are also active participants in supporting the council to become a County of Sanctuary.

Youth Service

We have focused on participation to ensure young people’s voices are heard. One example of this is in Penarth where Penarth Youth Action members developed a litter survey and now regularly update town councillors of their work.

The Rights Ambassadors project now has over twenty members. The group has delivered workshops to over three hundred children and young people across the Vale. Members also developed a board game based on children’s rights which will be delivered to secondary schools and community groups.

We supported the Her Voice Wales group with their #wedontfeelsafecampaign, which aimed to raise awareness of sexual harassment. The group was awarded the Youth Excellence Award for Demonstrating Excellence in partnership planning and delivery.

We have actively supported pupil voice initiatives such as a School Council Network meeting which took place in March 2024. Three secondary schools took part and discussed the social, mental health, and wellbeing strategy for the Vale of Glamorgan. The Youth Council has continued to meet monthly, welcoming new members after the Youth Parliament election. Members have also attended Learning and Culture scrutiny meetings to participate in discussions around school budgets and education.

We continue to support youth work initiatives that support young people with protected characteristics. The I AM ME group provides a safe space for socialisation and support for LGBTQ+ young people. The inclusive youth club HWB ran well in its pilot phase, with support for young people with additional needs to attend. We continue to encourage more learners with additional learning needs to participate in our open access provisions.

We worked with the Ethnic Minority Youth Support Team on their community mapping exercise find out about youth provision and support needs for young people from the global majority. This will result in a report with findings to inform future work.

Transgender Toolkit for Schools

Following consultation, the Transgender Toolkit and Guidance for schools was finalised and approved by Cabinet. It has been rolled out to schools and governors. The toolkit forms part of the suite of guidance documentation that we provide to schools on a range of issues including bullying, safeguarding, and protected characteristics.

School meals

From April 2023 we offered Free School Meals offer to all primary school children. This date was in advance of Welsh Government ambitions. It ensures as many as children as possible enjoy a healthy free meal in school as well as contributing towards cost-of-living support.

During the 2023 summer holidays, families of children eligible for Free School Meals received £50 from the Vale of Glamorgan Council. The Council committed more than £220,000 to ensure eligible families received the payment.

Pupil Development Grants

Schools continue to encourage qualifying parents to apply for School Essential Grants (previously known as Pupil Development Grants). A total of 3,228 applications were made between July 2023 and June 2024. This included 50 applications from Children Looked After. A total of £434,875 was awarded. From September 2023, the awards reverted to £200 for children in Year 7 and £125 for children in all other year groups.

Opportunities

Cadoxton Primary School reached the final 3 of the World's Best School Prize 2023 in the Overcoming Adversity category. With funding from the Welsh government, the school has assisted over 60 other schools across South Wales in setting up their own pay-as-you-feel Big Bocs Bwyd shops to help families in the cost-of-living crisis.

Ysgol y Deri

A new specialist school, Derw Newydd, opened in 2023. It replaced the previous pupil referral units, Y Daith, at Cowbridge and Amelia Trust. Derw Newydd offers bespoke provision for pupils that require support for complex social, emotional, and mental health needs. Cllr Rhianon Birch, Vale of Glamorgan Council Cabinet Member for Education, Arts and the Welsh Language, said:

“This is an ultra-modern school building that will provide some of our most vulnerable pupils with effective support and excellent educational opportunities in a fantastic setting.”

A second site for Ysgol y Deri was opened in Barry in September 2023. The building formerly used by Ysgol Sant Baruc was renovated and retrofitted to provide a temporary base whilst a purpose-built building is developed in Lavernock, Penarth.

Strategic Equality Objective 7

Develop and implement processes throughout the life of this plan to address hate crimes, violence against women, domestic abuse, and sexual violence.

Safer Vale Partnership Strategy 2023-28

We launched the new [Safer Vale Partnership Strategy](#) for 2023-2028. The Safer Vale Partnership is made up of representation from the Vale of Glamorgan Council, South Wales Police, South Wales Fire and Rescue, National Probation Service, and Cardiff and the Vale University Health Board. The strategy has changed from a three-year plan to a five-year plan, which reflects the scale of the anticipated changes in the field of community safety over the coming years.

Community Safety

The Community Safety team continues to work closely with the police and other key partners to prevent hate crime, as well as deliver a broad range of actions to tackle violence against women, domestic abuse, and sexual violence.

We have worked with Safer Wales and several specialist services to signpost victims who may require different support. These services include Bawso, the Dyn Project, New Pathways, Rainbow Bridge, and Live Fear Free. We also worked with the Vale Domestic Abuse Service (Vale DAS) who remain the specialist support provider in the Vale of Glamorgan.

We launched the Violence Against Women, Domestic Abuse, and Sexual Violence (VAWDASV) strategy, updated for 2023-2028. The updated strategy includes new commitments around strangulation and children as victims in their own right, as well as new policies for street and workplace harassment.

We facilitated twice weekly multi-agency meetings which improved outcomes for victims of high-risk domestic abuse. There were around twelve cases reported each month. Approximately 3% of cases were LGBT+ victims and 5% were black or global majority. On average, 7% of cases were diverted away from the multi-agency risk assessment conference (MARAC) process. Of cases reviewed in MARAC process, most victims were female.

We continued to actively promote Clare's Law as a vital tool to support the safety of women who think they might be at risk of being in a relationship with a perpetrator of domestic abuse. There were on average eleven Clare's Law applications each month.

We processed standard and medium Public Protection Notices (PPNs) where the victim has given consent for their data to be shared. In the first half of the year, we had over 200 cases. Most victims were female, and most perpetrators were repeat offenders. Over 500 referrals were made by the Domestic Abuse Assessment and Referral Coordinator (DAARC). Domestic abuse victims reported feeling safer because of security improvements to their homes delivered by the Safer Vale Partnership.

We see around twelve hate incidents every month. The most common incidents are due to race, sexual orientation, and transgender issues. We work with South Wales Police to actively promote the reporting of hate crime. As such, increases in the number of reported incidents are not necessarily indications of actual increases in hate crime.

We run the Community Cohesion Group, with staff reaching out to communities that are currently under-represented. A dedicated Community Cohesion officer supports progress on the actions in the community cohesion plan and helps to promote community initiatives and national days via our social media platforms.

The Community Safety team has a remit to tackle anti-social behaviour. Anti-social behaviour in specific areas like derelict buildings in Barry town centre and youth nuisance at parks prompted the Community Safety team to take more preventative measures. We secured funding for more engagement work with young people.

We work with South Wales Police in relation to anti-social behaviour along the Vale of Glamorgan and Cardiff coastline under Operation Elstree. This multi-agency approach aims to keep coastal areas safe and family friendly.

Supporting People

We have piloted a new service for male domestic abuse victims. We commissioned a refuge service for male victims and transgender victims of domestic abuse.

Health and Safety and Wellbeing

We included an additional metric on violence and aggression in the workplace. The violence and aggression statistics and behaviour escalation statistics for schools include monitoring whether people's protected characteristics are a factor.

Her Voice Wales

Her Voice Wales is a group of girls aged 13-17 from the Vale of Glamorgan who started the #wedontfeelsafecampaign to raise awareness of catcalling and sexual harassment. Working with the Youth Service, the group conducted research and presented in the Council Chamber to the Leader, cabinet members, representatives from the police, and Senedd member Jane Hutt. Her Voice Wales worked with Community Safety to join the Vale of Glamorgan Council to the Safe Places National Network. This provides local venues and businesses with stickers to indicate a safe place to escape catcalling or sexual harassment. Her Voice Wales won a national prize with at the Youth Work Excellence Awards.

Strategic Equality Objective 8

Consider the housing needs of people with protected characteristics and how our work impacts on them, taking action to address any disproportionate impacts on these groups.

Strategy and Partnership - Vale 50+ Forum and Age Friendly Vale

The Vale 50+ Forum launched a housing topic group. The leads of the housing group met with the Housing department to discuss the draft Older People's Housing Strategy.

Housing is one of the eight domains recognised by the World Health Organisation as a feature of age friendly communities. Working towards a more age friendly Vale of Glamorgan is a commitment within the Public Services Board's Age Friendly Vale Charter and will feature within the emerging Age Friendly Vale draft action plan.

Adult Services – Social Services

We opened a third 'smart house'. This helps people with learning disabilities access high-quality modern accommodation that uses technology to promote independence.

We completed the refurbishment of the four Vale residential homes. The homes are now dementia friendly, reflecting population need and improving outcomes for residents.

Housing

We completed the actions due within the Older Persons Housing Strategy. We secured funding for the Penarth Extra Care scheme which will provide much needed specialist accommodation for older people in the eastern Vale. We are also progressing other new housing developments for older people across the Vale.

We opened an Action for Children residential home in October 2023.

By Quarter 4, there was an increase from 4.97% to 5.05% in the number of global majority groups on the social housing register.

Housing Solutions

We continue to review the allocation process for households with accessible housing needs to ensure that disabled applicants are considered for a greater number of homes.

We have also reviewed the Homes4U scheme and organised engagement events with Welsh Government and service users to ensure social housing is allocated proportionately, alleviating the pressures on temporary accommodation.

Homelessness prevention continues to be a priority. We appointed a Rapid Rehousing Officer this year to progress actions within the Council's Rapid Rehousing Policy.

Telecare

Vale Telecare and TEC Cymru were nominated at the International Technology Enabled Care Conference 2024. The nomination acknowledges their work in revolutionising telecare management in Wales and highlights our dedication to considering new technologies for improved service delivery.

Refugees

We developed around 90 units of temporary accommodation in Llantwit Major to provide high-quality short-term housing for Ukrainian refugees. We are committed to the Welsh Government's declaration that Wales is a 'Nation of Sanctuary' and continue to make a significant effort to helping those in need.

The Vale Resettlement team continue to assist refugees to resettle into the Vale of Glamorgan. The Council has a strong track record of assisting people from other parts of the world including those fleeing wars in Afghanistan, Syria, and Ukraine. The team works closely with other Council teams to provide integration into new lives in the Vale.

Supporting people

The Supporting People programme is responsible for engaging vulnerable clients and supporting them to maintain their tenancies. Services are open to everyone, and referrals are based on individual need. Over 3000 people received support this year.

Gypsy and Traveller accommodation

We continue to consider the assessment of current and future need for Gypsy and Traveller accommodation in the Vale of Glamorgan within the Replacement Local Development Plan (LDP) period to 2036.

We are still attempting to identify additional pitch spaces as specified in the Gypsy Traveller Accommodation Assessment (GTAA).

Benefits

Housing Benefit and Council Tax Reduction help many people across the Vale of Glamorgan with their housing costs. It is key to the Council's work with regards to socio-economic disadvantage and cost of living.

There has been a decrease in the working-age Housing Benefit and Council Tax Reduction caseload. This reduction reflects more working-age people moving onto Universal Credit. We continue to monitor and consider targeted work to ensure that pensioners continue to apply for Housing Benefit and Council Tax Reduction.

We work with the Homelessness team to ensure vulnerable tenants are identified so we can do what we can to ensure rent is paid, such as considering Discretionary Housing Payments.

Strategic Equality Objective 9

Work in partnership to consider issues relating to transport accessibility, particularly for disabled people and older people.

Strategy and Partnership - Vale 50+ Forum and Age Friendly Vale

Transport continues to be a key concern for many older people and a focus for the Vale 50+ Forum. The Vale 50+ Forum's transport topic group continues to have a strong relationship with the Vale of Glamorgan Council transport team and other local providers. In addition, transport is one of the eight domains recognised by the World Health Organisation as a feature of age friendly communities. Access to suitable forms of transport is a commitment within the Public Service Board's Age Friendly Vale Charter as well as a feature of the emerging Age Friendly Vale draft action plan.

Greenlinks

We continue to recruit volunteers and offer a training course on accessibility. We are considering refresher courses for our drivers to ensure users are safe and comfortable.

Active Travel

We use Active Travel funding from Welsh Government to help residents make active travel options every day to be healthy and connected to communities. We also use Section 106 financial contributions to improve active travel and transport services in localised areas.

We completed pedestrian and cycle improvements in Eglwys Brewis and Rhoose as well as several pedestrian improvements on routes across the Vale. We also made active travel improvements in Wenvoe.

We worked with Fairfield Primary School in Penarth and Sustrans to launch the Vale's first school street closure as part of the 'School Street' initiative to provide a traffic-free, safe environment for pupils to get to school.

Public Transport

We contribute to the national scheme to provide concessionary bus passes for people aged 60 and over, and people who have certain disabilities. Around 72% of Vale of Glamorgan residents aged 60 and over possessed a valid concessionary bus pass.

We also actively promote the My Travel Pass scheme which provides discounted travel for young people aged 16 to 21 years old, and the Orange Wallet scheme for people with autism.

We continue to use Welsh Government grants to enable upgrades to bus stops and shelters, including accessibility improvements. We used Welsh Government grants and Section 106 funds to provide electronic bus stop information displays which will be converted to 'real time' displays with the wider Transport for Wales roll-out.

Other developments

We encouraged more sustainable transport options through the Cycle to Work scheme and electric vehicle charging points.

The Active Travel team worked in partnership with Vale Homes and Pedal Power to welcome the Barry Bike Club back to Barry. The scheme provided weekly free of charge cycling sessions for children aged between six and ten during the summer.

Strategic Equality Objective 10

Develop and implement plans throughout the life of this plan to promote our natural and built environment and cultural heritage, including accessibility, to protected groups.

Central to this objective is one of the Public Services Board's 2023-28 Well-being Objectives: a more resilient and greener Vale, a more active and healthier Vale, a more equitable and connected Vale.

Strategy and Partnership - Vale 50+ Forum and Age Friendly Vale

The Vale 50+ Forum established a new climate change topic group. Accessible outdoor spaces is one of the eight domains recognised by the World Health Organisation as a feature of age friendly communities. Working towards a more age friendly Vale of Glamorgan where people have access to safe outdoor spaces and buildings with suitable facilities is a commitment within the Public Services Board's Age Friendly Vale Charter. This features within the emerging Age Friendly Vale draft action plan.

Regeneration

The Council signed the Design Commission for Wales placemaking charter. More information can be found [here](#). All decisions relating to development and projects should follow the six principles of the charter: People and Community; Movement; Public Realm; Location; Mix of Uses; and Identity.

Place Making

We signed the Placemaking Wales Charter and now receive funding from Welsh Government to bolster how the Council works with local communities to identify development opportunities. The Regeneration team is responsible for the leading on the placemaking plans, to be complete by March 2026.

We developed placemaking plans for the four Vale town centres with a focus on identifying key priorities to improve their unique physical, cultural, and social identities to enable them to thrive for the long term. Work has commenced in all four towns.

Tourism

The Tourism and Events team support a wide calendar of events throughout the year. While some are supported financially, others are supported with advice, equipment, and marketing. During 2023-24, we provided financial support to over twenty events and additional non-financial support to over thirty events.

Play Streets

Play Streets pilots took place in two residential streets in Barry, led by residents with support from the Vale Play Team and Play Wales. This involved closing the road for two hours a month during which children and residents could safely engage in outdoor play and socialisation. Some new projects have grown following the pilot including a gardening club.

The intended outcome of this scheme is for more children to enjoy the health, social, cognitive, and emotional benefits that outdoor play provides. This aligns with the Council's goal of creating a healthy Vale and a healthy Wales.

Other matters relevant to the general duty and specific duties

You will see in [Appendix 4](#) which services have collected data and promoted equality.

In addition, we report below on other matters that help us to promote equality and showcase the equality work across the Council.

Socio-Economic Duty

We continued the Warm Welcome / Croeso Cynnes scheme in 2023-24. This is a network of community spaces that offer a warm and inviting place for people to come together over the winter months. The cost-of-living webpage supports residents on a range of topics related to the cost-of-living crisis. Between June 2023 and February 2024, it received over 32,800 views.

Funding from the Council's cost of living grant was awarded to over thirty community support organisations, including schools, in 2023-24. This enabled local projects to support residents with the challenges associated with the cost-of-living crisis.

Equality Impact Assessments

We assess the impact of our work on protected groups.

We continue to support managers to think about their work in this way.

We think about how changes might affect people with protected characteristics and how we can minimise adverse impacts on them.

We consider the impact of our work on the Welsh language in the assessment process, in line with Welsh Language Standards.

We have considered the Audit Wales report '[Equality Impact Assessments: More than a Tick Box Exercise](#)'. We started a review of our process, taking the recommendations into account.

Equality Training

We offer e-learning modules on a range of equality topics including equality and diversity; discrimination; the Equality Act; how to assess the impact of our work on protected groups (equality impact assessments); disability awareness; and LGBTQ+ and trans issues.

Staff can access e-learning modules from Council provided computers and personal devices. This can make it easier for some people to do the training. We can also monitor who has completed the training.

We raise awareness of equality issues throughout the year with articles on Staffnet and information in the Chief Executive's weekly newsletter.

Libraries and Arts

The Adult Community Learning Team trained four new volunteers who deliver the weekly Digital Drop-In sessions at Palmerston Centre.

We launched a monthly group for visually impaired people at Penarth Library.

The Arts Development Service worked with Social Services to offer young people opportunities to engage in arts workshops delivered by specialised professionals. These activities challenged literacy, creative thinking, and skill building whilst addressing physical and mental health and wellbeing.

We provide a range of events at Penarth Pier Pavilion and the Kymin in Penarth. We introduced a half-term children's disco and Easter holiday cinema programme aimed at families. Feedback shows that over 80% of people attending one of these events felt the ticket price was good value for money, important in the current financial situation.

Procurement

We are now part of Ardal, the collaborative procurement partnership that comprises of four local authorities: Cardiff, Monmouthshire, Torfaen, and the Vale of Glamorgan. Together the four authorities have a combined annual spend of over £1 billion, and the

aim of the partnership is to deliver socially responsible procurement for all partners through shared resources, knowledge, and expertise.

The procurement service is structured around specialist category support. The Themes, Outcomes and Measures (TOMs) for Ardal include objectives around equalities, fairness, and protected characteristics such as:

- Initiatives to reduce the gender pay gap for staff employed in relation to the contract.
- Innovative measures relating to “a more equal Wales” to be delivered on the contract.
- Initiatives to support older, disabled, and vulnerable people to build stronger community networks.
- Initiatives to support the Dementia Friendly pledge.
- Initiatives to support people with learning disabilities and mental health issues to be more independent.

We have published a new Procurement Policy and Strategy for 2023-2027. The aim is that all procurement decisions are made through the lens of the Well-being of Future Generations Act. The policy includes a framework for minimum, expected, and preferred standards for specific areas in sustainable and ethical procurement. These standards are reflected in the Council’s procurement processes and documentation.

Disability Confident Scheme

We are proud to be a member of this scheme. It recognises employers who help disabled candidates into work and support employees if they suffer ill health during their working lives. We re-registered for Level 2 in January 2024 as a Disability Confident Employer.

Under the scheme, we help people with disabilities in several ways:

- **Accessible interviews**

We remove barriers to interviews by providing things like car parking; signers; Braille; wheelchair access; a loop system; or interpreter.

- **Prior Consideration**

We guarantee an interview to people with disabilities so long as they meet the essential requirements of the person specification for the post.

- **Interview location**

We can arrange for a visit to the interview location before the interview. We can then make adjustments or adaptations before the interview if needed.

- **Developing abilities**

We make sure there is an opportunity for people to develop and use their abilities. We do this through our appraisal system, #itsaboutme.

- **Supporting employees**

We support staff to stay in employment if they become disabled. We provide an occupational health service and a counselling service.

- **Raising awareness**

We arrange training to help staff know more about disability. We also advertise our commitment on Staffnet and on posters in the building.

For more information, visit the [Disability Confident website](#).

LGBTQ+ Work

We developed an action plan to improve the workplace for LGBTQ+ people. This helps us ensure we treat people fairly when they are employees or applying for jobs.

Our work includes supporting the LGBTQ+ and allies' network, GLAM. We also have LGBTQ+ Champions at both Member and senior management level.

We continue to be a member of Stonewall's Diversity Champions Programme. We take part in Stonewall's Workplace Equality Index (WEI). The WEI provides a framework to

improve lesbian, gay, bi, and trans inclusion in the workplace and provides us with a benchmark to gauge our improvement. We work with GLAM to make positive changes, taking into account feedback from Stonewall and other sources. This helps us to improve inclusivity for people, whatever their sexual orientation or gender identity.

The Council has continued to improve its standing in the Workplace Equalities Index. The Vale of Glamorgan Council was awarded a silver award for 2023/24 and ranked 91 out of 246 organisations. It is a significant achievement to make it into the top 100.



For more information, visit the [Stonewall Diversity Champions website](#).

Race Work

Trailblazer

In August 2022, the Vale of Glamorgan Council was awarded Race Equality Matters Trailblazer status in recognition of its work to address racial inequality across the organisation, addressing racial inequality and becoming a more diverse, inclusive, and equal organisation.

We were told that the Council’s work to ensure that global majority voices are heard in Safe Space meetings was “clear and substantial” and we received the highest score possible for making sure that improvement suggestions were implemented.

Only 64% of applicants achieved Trailblazer status which demonstrates how seriously the judges took this decision as well as the level of achievement we attained.



Safe Space

We use a number of the solutions offered by Race Equality Matters, including Safe Space Plus. This is a facilitated dialogue between senior leadership and ethnically diverse colleagues intended to inform, educate, and understand the issues from the perspective of those with lived experiences and take action to make improvements.

We hold Safe Space meetings from time to time and monitor progress through action plans.

Safe Space meetings were held with the Diverse groups of two Vale schools in March 2024, one primary and one secondary. Members of the Strategic Leadership Team met with children at their schools to answer questions.



Race Equality Week

We marked Race Equality Week by promoting Race Equality Matters' Day Challenge. This encouraged staff across the Council to complete short daily reflective exercises and challenges, watching videos to explore different themes including microaggressions and being anti-racist.

We shared information in the daily articles about the Diverse network, Trailblazer status, Safe Space, and promoted the #MyNamels solution.

Day five of Race Equality Week calls for staff to make a Big Promise to show commitment to race equality. Senior leaders took part, and we shared the Big Promise of three members of the Strategic Leadership Team.

Over 99% of Vale of Glamorgan Council staff received the articles and daily challenges by email. The articles were shared on Staffnet+, with over 1000 views.



Windrush Day

We marked Windrush Day 2023 by raising the Windrush flag outside the Civic Offices. and supporting Holton Primary School's Windrush art project.

We invited members of the community to share their stories and experiences. We will build on this idea in the future.

National Inclusion Week

We celebrated National Inclusion Week in 2023. We shared an article each day with a different inclusion focus. We also held a panel event on Teams with representatives from the staff networks: GLAM, Diverse, Abl, and the wellbeing champions. The event was hosted by the Director for Corporate Resources and provided an opportunity for staff to find out about the networks and the work they do.

Staff Networks

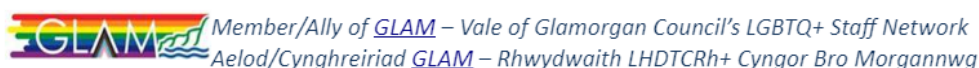
Our staff networks work collaboratively across the Council as well as providing support to colleagues. They contribute to our Stonewall Workplace Equality Index submission, Trailblazer application, and Disability Confident scheme amongst other programmes.

GLAM



GLAM is the Council's LGBTQ+ staff network, welcoming LGBTQ+ staff and allies from across the council. GLAM supported management training sessions and produced information packs and articles on awareness days. GLAM presented information for Strategic Leadership Team meetings and Joint Consultative Forum meetings.

New co-chairs were appointed in 2023 who prepared the group for attendance at Barry Pride, Cowbridge Pride and Pride Cymru in Cardiff. GLAM produced new Pride-themed corporate Teams backgrounds and introduced email signatures for GLAM members.



GLAM chairs led on a project to display the staff network logos on the external website footer which link to information about working for the Council as an inclusive employer.



GLAM members at Barry Island for Barry Pride:



GLAM members in Cardiff for Pride Cymru:



GLAM members and local politicians in Cowbridge for Cowbridge Pride:



Diverse



The Diverse staff network aims to raise awareness, provide a social and supportive environment, and have a positive impact for colleagues from the global majority. All Council employees and members are welcome to join.

Diverse works across the Council to promote race equality and improve employment and service delivery for global majority colleagues and communities. Diverse supports mandatory race awareness and unconscious bias training for staff along with anti-racism workshops in schools. Diverse presented information to Strategic Leadership Team meetings and Joint Consultative Forum meetings.

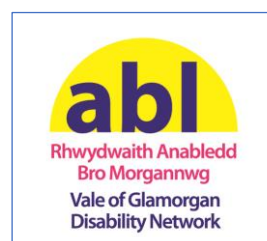
Diverse held monthly meetings where members discussed policies and personal stories. Meetings are publicised through emails and on Staffnet. Another member profile was shared during the period, with more planned for 2024/25.

Diverse worked with children from Holton Primary School on an arts project to mark Windrush 2023. Diverse also held a joint meeting with the junior diversity group at the school.

Diverse members have played a significant role in the Safe Space meetings and achieving the Bronze Trailblazer accolade from Race Equality Matters.

Abl

We continued to progress the staff disability network.



We had a meeting in August 2023 to discuss the proposed terms of reference. We sent an email and Staffnet piece in November 2023 to raise awareness of the network, which generated a lot of interest from staff across the Council.

We named our staff disability network Abl. We produced a Staffnet page which includes information and a resource bank for staff, managers, and allies. We created terms of reference and continue to our quest for a leadership team with lived experience.

Abl has a Strategic Leadership Team champion and an elected member champion.

Menopause Awareness

The Council recognises that a large and increasing proportion of its workers will be working through and beyond the menopause. As an organisation we are committed to supporting all our staff affected by the menopause. We delivered menopause awareness sessions and are looking at ways to develop online learning that all staff can access.

The Occupational Health team delivered another Menopause Café in 2023-24 to help increase understanding and encourage open conversation about menopause. We recognise that by raising awareness and offering support and acceptance, the sessions can contribute to a more inclusive workplace.

Integrated Autism Service

The Integrated Autism Service is a multiagency team of local authority and health staff covering the Cardiff and Vale of Glamorgan area. We provide diagnosis and support for adults with autism. We deliver preventative services and support that meet the requirements of the Social Services and Well-being (Wales) Act 2010.

We gather information about available services which come from local authorities, external service providers, and third-sector organisations. We then support clients to access these services and provide more targeted support if there are barriers.

The Integrated Autism Service's short-term targeted interventions encourage people to be independent and not to become dependent on the team. Appointments are held virtually and in-person. We also offer support through a virtual Advice Hub.

Vale 50+ Strategy Forum and Age Friendly Vale

The Vale 50+ Forum speaks up for the needs of older people in the Vale of Glamorgan. Members are in contact with many local and national working groups. The Forum works closely with the Council to ensure that the interests and welfare of older people are considered. They also receive financial and administrative support from the Council.

A program of meetings and events is held throughout the year and the Forum also readily participates in consultation and engagement activities.

The Forum has an Executive Committee and sub-groups covering transport, health and social care, housing, race equality, arts and leisure, and climate change. The transport group has been preparing a response to a Welsh Government consultation highlighting both national and Vale issues for older people in accessing transport services. Similarly, the health and social care group has been focusing on access to health care. The University Health Board is refreshing its strategy for the next five years and the Forum's work feeds into that. It is also contributing to the Welsh Government's work on social care provision, which will be a live issue over the coming years. The Forum is involved with specific issues in the Vale such as establishing "wellbeing hubs" in rural areas.

The Forum works closely with the Council's Age Friendly Vale Officer. They have held numerous information and social events across the Vale including a Festive Get Together at Christmas in the Civic Office.

The Forum publicly celebrated Intergenerational Week with partners such as Welsh Government and the Older People's Commissioner for Wales. The Council's Younger People's Champion and a representative of the Vale of Glamorgan Youth Parliament attended an Age Friendly Vale workshop to help develop the draft action plan. This reflects that many of the challenges faced by older people are echoed by younger residents.

The Public Services Board promoted Ageism Action Day to encourage people to challenge issues of ageism. This also marked the start of an Age Friendly Vale positive ageing campaign where we asked members of the public to let us know the good things

about growing older. The results of this are being developed into a campaign which we hope to roll out over Summer 2024.

Armed forces and veterans

There are now eleven members in the Served and Proud group for the Armed Forces LGBT+ Community who meet fortnightly in the Firing Line Museum at Cardiff Castle. We supported Race Council Cymru with a successful grant application from the Armed Forces Covenant Trust Fund. Subsequently, we employed a Project Officer for Ethnic Minority Veterans Support Network with Race Council Cymru, who covers the Vale of Glamorgan and Cardiff.

We invited members of the Windrush Elders community to the Civic Offices for the unveiling of the Windrush 75 Towers, a touring tribute to the 16,000 Black Caribbean men and women who served in World War II. The Towers were produced in partnership with the National Windrush Museum and the Royal British Legion.

Leisure Services – Vale Sports and Play

- **Play provision**

We identify locations in deprived or rural areas to provide free or low-cost localised play opportunities directly in children's communities, removing travel barriers and enabling children to play without their parents present.

We supported residents to provide Play Streets pilots in Barry, with guidance from the Vale Play Team and Play Wales.

We delivered over ninety sessions of free open access playscheme and Play Ranger sessions across school holidays for over 2000 participants. We provided Play Ranger sessions which encourage outdoor play.

We provided over fifty term-time open access community play sessions through the Play Cubes project to over 700 participants.

We developed opportunities in the Vale country parks including new interactive equipment trails, Forest School sessions run by local groups, and activities delivered by Park Rangers and external providers to over 3,900 school pupils.

We held seven Family Fun Events which attracted more than a thousand participations.

We continued to fund Menter Bro Morgannwg to deliver Bwrlwm open access play provision through the medium of Welsh to over 14,00 participants. We also collaborated on other Welsh language opportunities including family fun events, Anturwyr Bach Winter workshop, a series of workshops in the run up to Gwyl Fach Y Fro event, and Amser Stori in local libraries. A representative from Menter Bro Morgannwg has attended the Vale Play Catch-up workshops.

We secured funding from Public Health Wales Prevention Funding to develop the Prescription for Play project. We created a series of information sheets that contained low-cost activity ideas to encourage families to play in their communities.

- **Inclusive play provision**

We delivered Families First Holiday Club and Teenscheme sessions during school holidays, offering supported access to play for disabled children and young people. We supported Keycreate community organisation to provide weekend play provision for disabled children and their families.

We worked with Flying Start and the Vale's Early Years Additional Needs Team to relaunch the Rainbow group and 1:1 Sense of Play programme.

- **Play areas**

Several existing play areas and recreation spaces across the eastern Vale have been upgraded this year.

- **Schools**

We continued to progress the Play Friendly Schools initiative with schools, helping to provide support with the Play in School Policy. This involves increasing play training for

staff, improving access to play in school grounds, running play workshops for parents and guardians, and introducing Play Champions. Due to the high level of interest from schools, and the limited capacity within the Vale Play Team, we identified three primary schools (St Helens, High Street, and Jenner Park) for the first round.

We worked with the Pencoedre Learning Community to deliver play and sports leadership training to pupils from the five cluster primary schools. The objective is to create play champions who will receive Children’s Rights and Playmaker training, and then support their peers with sport and play.

We worked with young people at Whitmore High School who receive additional support for confidence building and self-esteem. We developed and delivered a successful six-week Forest School programme using outdoor play activities.

- **Representation**

A representative of the Vale Play Team was involved in the Playworks Education Training Centre national working group. They also attend the Welsh Government play and sport national working group, Welsh Government play advisory group, and the Welsh Government ministerial review group that shaped the Ministerial Play Review.

Culture Book

The Vale of Glamorgan Council recognises how diversity, equality, and inclusion strategies have a significant impact on employee attraction, engagement, and retention. The culture book is used as a recruitment tool as well as by staff. We have updated the culture book this year to include Abl and information about the various pledges and accreditations held by the Council:



Our induction programme reinforces our organisational values and culture from the beginning of new starters' Vale employment. The leader of the council joins the session to discuss the value that a gender balanced council brings to the organisation. We advertise the staff networks and encourage new starters to get involved.

Job Evaluation

We have a job evaluation scheme in place. This scheme is for staff paid under the Single Status collective agreement. It makes sure that there is a systematic way of deciding the pay and grade for a job. This results in equal pay for work of equal value. The results of job evaluation are linked to our formal pay and grading system.

It has helped us to pay people fairly and in a consistent way.

There are other factors that affect people's pay such as the type of jobs that they choose to do. Men and women often choose to do jobs that men and women have traditionally done. We call this occupational segregation. It often plays a part in there being a gap between the pay of men and women – a gender pay gap.

As part of our Workforce Plan, we continue to look for ways to reduce the gender pay gap. We think about the knowledge, skills, and experience people need to do the job. We also need to consider the impact of reorganising departments and finding new best practices to work. Using job evaluation helps keep pay and grading fair and consistent.

The Workforce Plan

We have a workforce plan. This plan makes sure that we have:

- the right people
- with the right skills
- in the right place
- at the right time

This helps us to continue to provide our services at a time when there are great financial challenges and increasing demand for our services. We plan to make sure that the

make-up of our workforce reflects the make-up of the local community in terms of protected groups. We are currently reviewing the Council's workforce plan.

We record the protected characteristics of our staff. This means we can compare our statistics with local and national statistics to see what progress we are making. We can then plan how to make improvements.

As part of the workforce plan, we have a strategy to look at increasing the diversity of our employees across all protected groups.

Specified employment information, including information on training and pay

We have been collecting employment data for many years. We have developed new systems that let us report on more protected characteristics. We collect information on the following protected characteristics:

- gender;
- race;
- disability;
- age;
- sexual orientation;
- gender reassignment;
- gender identity;
- national identity;
- religion or belief; and
- marital status

We ask about protected characteristics when people apply for jobs with us.

We improved the way we record this information. Doing this helps to improve what we know about protected groups within our workforce.

We introduced a new employee management system in April 2023, called Fusion. This replaced previous systems for time, leave, payroll, and employee records. Fusion has a self-service capability that allows staff to update their personal details including name, title, gender, sexual orientation, and gender identity. Staff can choose their own title, allowing users to have gender neutral markers on their employee record.

We ran a campaign to encourage staff to update their records on Fusion and add any missing information. Since the campaign, the amount of missing information and 'not recorded' options have decreased by approximately 7%.

We use the Fusion information to get up-to-date snapshots of our workforce. This data informs the quarterly equalities dashboards. These are discussed at various DMTs with Human Resource Business Partners and managers.

You can see what we have found out in [Appendix 5](#) of this report. However here is a summary of the headlines by protected characteristic. The figures refer to corporate staff and do not include staff employed in schools.

The information for this report comes from systems in Human Resources. This means that the information is as correct and complete as possible. We know that we will need to continue to work on this information for future reports. This will help us meet the requirements of the general duty.

Age

- We have fewer employees than this time last year. The only age range that increased is 45-49.
- The age range with the most employees is 55-59 years at 15% of the workforce.
- The highest percentage of applications was from people in the 25-29 age band (22.5%), this remains the same as last year but a higher percentage (15.7%).
- The highest proportion of people attending training came from the 55-59 age group (14.5%).
- Most people who left were between 65+ years of age: 14.6% of all leavers.
- All average salaries increased. The highest increase is for the age range 45-49.
- People between 40 and 44 had the highest average salary, £35,077.

Our Workforce Plan 2021-2025 includes a target to employ more young people, whilst supporting and developing all our employees. The percentage of people aged 16 to 24 employed by the Council has increased from 4.1% to 4.5%.

We continue to look for ways to improve our numbers of young employees and to offer opportunities for those wishing to start their careers with the Council, through apprenticeships, traineeships, graduate opportunities, and work experience. We continue to engage with local employment partners, training providers, schools, and local universities to promote the Council as an employer of choice.

Gender

- Our corporate workforce was 64.2% female and 35.8% male. It is usual to find more women than men working for local authorities.
- The number of female employees has decreased from 1786 to 1533, and the number of male employees has decreased from 908 to 854. More women work in the lower paid casual roles, or front-line care roles, which make up a large position of our corporate workforce. More men make up the workforce in the front-line services for the Corporate Environment & Housing Directorate.
- Most employees continued to work in permanent full-time jobs.
- 65.3% of people who attended training were women and 34.65% were men. These percentages reflect the same proportion of males and females employed.
- Most people applying for jobs were female (59.7%). Again, it is usual to find more women working for local authorities than men.
- More women than men left their jobs. We would expect this as we employ more women than men.
- 36.6% of women and 34.9% of men held jobs paid between £20,000-£24,999.

- 35.8% of all jobs are paid between £20,000 and £24,999. This has gone up from last year because of the pay increases awarded this year and the commitment to pay the real living wage for all staff.
- The average salary for male employees is higher than females. A number of women working in senior positions left in this period which has contributed to an increased pay gap.

National Identity

- Most employees said they were Welsh (969) 40.6% or British (912) 38.2%.
- 1964 applicants said they were Welsh. This remains the highest identity for applicants at 41.8%.
- The highest national identity for leavers is Welsh, at 42.9%, which is expected as most employees are Welsh.
- All groups apart from Northern Irish had an increase in average salary.

We are creating equalities dashboards focusing on all protected characteristics. The dashboards are taken to DMTs by the Human Resources Business Partners to discuss what action, if any, needs to be taken.

Race and Ethnicity

- Most employees (86.6%) identify as White. The highest group was White and British, at 68.7%.
- White and British remains the highest category for applicants at 57.8%. 62.2% of people applying for jobs were White, less than the previous year (76%).
- The number of applicants choosing not to record their race or ethnicity has remained the same as last year 7.4% to last year's 7.5%.

- Over 77.3% of leavers were White. There was an increase in the percentage of White and British leavers which remains the highest group at 64%. This makes sense, as most employees are White.
- All groups had an increase in salary apart from Black-Other which decreased from £28,129 to £26,305. Those identifying as Caribbean had the largest increase from £30,945 to £43,120.
- The number of employees who did not record their ethnicity has drastically decreased on the previous year, but the number who did not disclose their ethnicity increased. This may be due to the new Fusion employee record system.
- There was a significant increase in the number of applicants recording their ethnicity as African, from 268 to 752, a percentage change from 7.7% to 16.0%. Additionally, the number of White and Black African applicants increased from 21 to 68. This is largely due to the overseas recruitment offering we introduced in 2023, which focuses on Social Services recruitment.

An anti-racism dashboard has been created to focus on global majority employees, applicants, and leavers. We have set target equalities figures and have considered the time it would take at our current onboarding rates to reach the target figure. We also have current resident rates available.

We have worked with the Diverse Network and other staff networks to create and develop this dashboard. The dashboard is taken to DMTs by the Human Resources Business Partners to discuss.

Disability

- 73.7% of our staff said they did not have a disability. 3.5% said they had a disability that limited them a little.
- The percentage of applicants who said they had no disability remains the same as last year 85.2%, to last year's 85.3%.

- The number of applicants who said they had a disability has increased from last year, whilst the percentage remains around the same.
- The average salary for all disability related options increased overall.

The Council is registered and committed to the Department of Work and Pensions national 'Disability Confident Scheme'. We have achieved Level 2 - 'Disability Confident Employer'. This helps people to feel confident to apply for jobs and promotion. They can do so knowing that they will not experience discrimination or disadvantage.

We are developing an Attraction and Retention Strategy which will include how we recruit staff in protected characteristics categories. We also work closely with the various networks, including the Abl disabled staff network. As the network progresses, we look forward to more collaboration on this subject.

Sexual Orientation

- Most of our staff said they were heterosexual (68.5%). The percentage of the workforce who said they were gay, lesbian, or bisexual has increased slightly from 2.7% to 3.4%.
- We monitor the success of lesbian, gay, and bisexual people from application to successful appointment. In 2023-24, the success rate for applicants was 16% compared to 25% in the previous year.
- Most applicants said they were heterosexual (81.4%) and unsurprisingly, most leavers also said they were heterosexual 66.2%.
- 53% of LGBTQ+ employees were employed in the salary band £20,000-£29,999 and 30% in salary band £30,000-£39,999.

We work closely with the GLAM network.

An equalities dashboard will be created focusing on all protected characteristics, this will also look at leavers, this dashboard will be taken to DMTs by the Human Resources Business Partners to discuss what action, if any, needs to be taken.

Religion or Belief

- Most staff either had no religion (40.1%), did not record their religion or belief (29.1%), or said they were Christian (28.6%).
- The number of staff who prefer not to disclose their belief has dropped to zero. Whilst a number do not record their belief, it is encouraging that staff are willing to disclose their religion or belief. This could also be due to the new Fusion portal.
- Most applicants stated that they had no religion (40.6%).
- Most employees who attend training say they have no religion (42.9%).
- Most leavers recorded no religion, 37.3% compared to 38.6% last year.

Marital Status

- The number of those who are married remains the highest category in marital status for employed staff at 43.2%, followed by single people at 35.1%.
- Most applications were from single people, 46.4%, like 43.7% last year.
- The number of applications from married people has increased from 1265 to 1657, but that is an overall percentage decrease from 36.4% to 35.3%.
- The number of living together and married leavers have increased, and most leavers were married (40.6%).
- Average pay increased for all groups except for those who said they were in a civil partnership, formerly in a same-sex civil partnership which is now legally dissolved, living together, and separated but still legally married.

Maternity, Paternity, and Adoption

- There were 61 corporate employees who had maternity, paternity or adoption pay and leave during 2023-24, an increase from 58 last year.

Welsh Language

Welsh language courses are available to all staff at all levels. Employees can attend at no cost and during work time through the Work Welsh offer.

- The percentage of our staff saying they have no Welsh language skills has increased from 34.5% to 36.9% this year. These percentages are based on the average of the 'none' option for understanding, speaking, reading, and writing.
- The percentage of staff with Welsh language skills rated between Basic and Fluent have increased but remain between one-fifth and two-fifths: understanding 29.6%; speaking 21.9%; reading 22.0%; and writing 17.5%.
- Welsh language skills for applicants were as follows: understanding 33.1%; speaking 29.1%; reading 26.8%; and writing 22.5%.
- We still receive most applications from people who say they have no Welsh language skills.
- There is decrease in the number of staff who chose not to record their Welsh skills. The percentage of staff with no Welsh skills is still high, but it is encouraging to see an increase in the percentage of staff reporting Welsh skills across all competencies. This hopefully reflects the promotion of Welsh language courses through the Work Welsh scheme.
- The number and percentage of not recorded responses for applicants has increased. This is concerning the Welsh Language Standards state that all jobs should be advertised as Welsh essential/Welsh desirable/or Welsh to be learnt upon appointment, and that we must assess the Welsh language skills of all employees and applicants.

- For staff attending training, there has been a decrease in the number of 'not recorded' and an increase in the number of staff recording their Welsh language skills. We continue to think about how we can promote Welsh language training and to improve opportunities for Welsh language training in line with the Welsh Language Standards.

Moving forward

We will continue with this work. We want to be able to report on all protected characteristics.

We do not have all the information that we need to collect to meet the general and specific duties. This is because reporting systems need further updating and some staff choose not to disclose personal information. Following the implementation of Fusion, we delivered a communication campaign to encourage staff to update and complete their personal information. We will carry out a similar campaign every year.

We may not get the information we need. We think some people choose not to tell us about some of their protected characteristics. We encourage people to do so by explaining:

- why we are asking for this information; and
- how we can use it to better meet their needs.

Guidance on Equalities Monitoring in Service Delivery



Why do we need to monitor equalities?

The Equality Act 2010 brought together and replaced the previous anti-discrimination laws with a single Act.

The Act requires the Council to have **due regard** to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

These three requirements are collectively referred to as the **general duty**.

Having **due regard** means:

- being aware of our responsibilities under the duty;
- making sure we have adequate evidence (including from consultation and engagement, if appropriate) to enable us to understand the potential effects of our decisions on different people covered by the duty, that is, people with **protected characteristics**;
- consciously and actively considering the relevant matters, in such a way that it influences decision-making;
- doing this before and at the time a decision is taken, not after the event ;
- being aware that the duty cannot be delegated to third parties who are carrying out functions on our behalf.

The general duty covers the following **protected characteristics**:

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race – including ethnic or national origin, colour or nationality;
- religion or belief – including lack of belief;
- sex; and
- sexual orientation.

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

To help public authorities meet the requirements of the general duty, the Welsh Government has put in place specific duties that Welsh listed bodies must undertake. The Equalities and Human Rights Commission subsequently published guidance on these specific duties.

The specific duties require us to have due regard to relevant information at certain points, namely:

- when assessing policies and practices for their impact on protected groups (equality impact assessments);
- when assessing our work and activities in relation to fulfilling the three aims of the general duty;
- when preparing and publishing equality objectives; and
- when making or revising our [Strategic Equality Plan](#).

The desired outcome is that we have the best information to enable us to produce evidence-based policies, set meaningful objectives, and carry out fully informed impact assessments.

More recently, the Welsh Government implemented the Socio-economic Duty. This duty aims to deliver better outcomes for those who experience socio-economic disadvantage. It requires us to take account of the potential impact of our work on those who are socio-economically disadvantaged.

Publishing this information helps to make policy development more transparent and to explain how and why decisions are made. This will be particularly useful when making difficult resource decisions.

Gathering effective monitoring data is essential to identifying discrimination. It must be clear from the outset why we are collecting data, what it will be used for, and that the same process and categories must be used across all services. It is important that people can see how outcomes have changed for them as a result of us collecting, analysing, and using this data.

This guidance does not apply to employment, pay, and training data. These are subject to separate guidance.

What do I have to do?

You need to identify relevant equality information in your service area. As part of this process, you will need to assess how your work and activities may help in fulfilling the three aims of the general duty.

Be specific and give explicit examples of how your work and activities have contributed to the three aims of the general duty. Explain how you have used equalities monitoring data to improve your service delivery. **What have you done, why have you done it, what will you do differently.**

Whilst it is nice to know what you plan to do, it is more important in terms of this report to know what you have done/what you have been doing this year.

Ensure that your data complies with data protection requirements. This may mean removing certain data or marking quantities under ten with an asterisk (*) in graphs, charts and tables.

You are also required to publish your reasons for not collecting relevant information that you have identified but do not hold i.e. any gaps in data.

How do I collect data?

You will need to decide on the best sources and methods for collecting equalities data. However, it is imperative that the Council uses a consistent approach to gathering information on protected characteristics throughout the Council. Please use the most up-to-date form from the Equalities Team to gather equalities data when you undertake surveys.

Using this standard format will help you make comparisons between those who are using our services and the local population and assist in identifying where gaps in service uptake exist.

Useful evidence may include qualitative and quantitative research, for example:

- the Census;
- surveys;
- focus groups;
- administrative data;
- service user monitoring information;
- service user feedback and complaints;
- information on those who are not using services as well as those who are.

Relevant national reports may also be useful. Sources include:

- the [Office for National Statistics](#) - including the Census and the Labour Force Survey;
- [Welsh Government statistics and research](#);
- Equality and Human Rights Commission, including the Triennial Review: '[How fair is Britain?](#)', '[Is Britain Fairer?](#)', '[How fair is Wales?](#)', '[Is Wales Fairer? \(2015\)](#)', '[Is Wales Fairer? \(2018\)](#)', and '[An Anatomy of Economic inequality in Wales](#)'; and
- third sector organisations, many of which hold useful information on protected groups.

You may also find it useful to pool information with other public authorities by sector or area.

How do we keep this information safely?

On 25 May 2018 the General Data Protection Regulation (GDPR) came into force in the UK along with a new Data Protection Act 2018.

The Council has a responsibility to ensure that all staff are aware of their responsibilities with regards to data protection and information management. The Council has adopted a policy which outlines how it will comply with its responsibilities under the General Data Protection Regulation (GDPR). You can find further information about this on [StaffNet](#).

The Data Protection Act will override any issues that arise in terms of collecting and processing equality data.

Confidentiality and security of information is key so that personal information will not be unnecessarily disclosed under any circumstances and will only be processed on a need-to-know basis. You will need to ensure that safeguards are in place to prevent the inadvertent disclosure of personal information, for example by publishing data from a small group of subjects where someone might be able to identify a subject.

Isn't this just more paperwork?

You should only ask the public for data where it is useful to the Council, and this should not interfere with their desire to simply use the service. For example, someone who visits a leisure centre during their lunch period would not want to spend ten minutes completing an equality monitoring form. However, they may be happy to complete a user satisfaction survey from time to time (with monitoring categories included) or to take a survey away with them and return it at a later stage.

Relating the survey to protected characteristics could then provide useful information not only in terms of who is using the service but whether it is catering for their specific needs, for example, in terms of disability access. Always respect the individual's right to privacy and their right not to disclose information. The individual should also be able to provide their details in private, so only offer help when someone asks for it.

It is important to ensure that when people are asked to provide monitoring details that they can be given the reason why you are collecting the data, that is, how the Council will use the data. For example, you may be using it to improve service delivery by making sure our services are accessible and that we are providing them fairly to all sections of the community.

Some people may feel uncomfortable in disclosing certain details such as their sexuality or religious beliefs. Managers should support employees who have the responsibility of requesting data and should also seek to provide relevant training to staff with this responsibility. Monitoring forms should include the option of 'prefer not to say'. Relevant employees must be aware that people cannot be compelled to disclose their personal information.

What do I do with all the data?

You can use data to:

- understand the effect of policies, practices, and decisions on people with different protected characteristics and to plan more effectively;
- identify where there is a risk of discrimination and identify action to remedy this;
- identify whether services are reaching all sections of the community;
- identify key equality issues and develop equality objectives;
- make practices more transparent and help to explain how and why decisions are taken;
- demonstrate the Council's equality achievements and monitor progress;
- demonstrate to regulators and inspectorates that the Council is monitoring performance; and
- benchmark performance against similar organisations nationally or locally.

You need to provide your data and analysis to the Equalities Team on the form – [‘Equalities Monitoring – Data, Analysis and Equality Information for 1 April 2022 – 31 March 2023’](#). You must include details of any gaps in data and what you intend to do to address those gaps.

The specific duties require us to publish relevant information we hold and which we consider appropriate to publish. When publishing the assessments of impact on protected groups (equality impact assessments), there is a requirement to publish a summary of the information used.

Plan for the future

You will need to think of the data you are currently collecting and how you can collect it in a way that complies with the corporate standards for protected characteristics.

- Think about what information you are trying to obtain.
- Consider how you are going to get the information, for example, by a survey of service users.
- Think about when you need the information.
- Decide who will analyse the information.
- Submit the information each year using the ‘Equality Monitoring in Service Delivery’ form.

AEMR 2023-24 Appendix 2 – Equalities Monitoring and Data Collection form

This year we invited services to submit information via an online form.

The form can be seen here:

[Appendix 2 – Equalities Monitoring and Data Collection](#)

Some services used the paper form.

Equalities Monitoring: Data, Analysis, and Equality Information for 1 April 2023 – 31 March 2024



Department and Service Area
Function
Part 1 - Strategic Equality Objectives
1. What have you achieved in respect of equality objectives from the Strategic Equality Plan 2020 – 2024 that are relevant to your service?
2. What other work have you undertaken during this period that supports equality and meeting the three aims of the general duty?
The three aims: To have due regard to the need to - <ul style="list-style-type: none">• eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;• advance equality of opportunity between people who share a relevant protected characteristic and those who do not;

- and foster good relations between people who share a protected characteristic and those who do not.

Part 2 – Collecting and monitoring equalities information

3. Do you have effective arrangements for collecting equality information? Please explain your arrangements, why you collect, how often you collect and update this data, and whether the data is for 1 April 2023 – 31 March 2024, or as of 31 March 2024.

4. Which protected characteristics have you monitored?

Age		Pregnancy & Maternity		Religion or belief	
Disability		Race – ethnic group		Sex	
Gender Reassignment		Race – national identity		Sexual orientation	

5. If there are any that you have not monitored, why?

6. Have you monitored socio-economic disadvantage? If not, why not?

7. Please attach a copy of your data analysis for 1 April 2023 – 31 March 2024 for publication as part of the Annual Equality Monitoring Report. (Please replace totals under 10 with *).

8. How have you used the data analysis and equalities monitoring to make changes, improve services, and influence decisions that improve outcomes for protected groups? Please provide examples.

AEMR 2023-24 Appendix 3 – Equalities Monitoring Form

The equalities monitoring form was updated in 2023/2024. The online form went live on 21 September 2023. If a customer completes an online process, they are prompted to complete the equalities monitoring form. By 5 October 2023, fourteen forms were completed.

Equal Opportunities Monitoring Form

EN 

We are committed to providing accessible services for everyone. Please consider completing our equal opportunities form to help us understand who is using our services so that we can better meet your needs and remove any possible discrimination or barriers to services.

Are you responding as...?

What is your sex?

Is the gender you identify with the same as your sex registered at birth?

What is your age?

What is your religion?

How would you describe your ethnic group?

Which of the following options best describes how you think of yourself?

Do you have any physical or mental health conditions or illnesses that are expected to last more than 12 months?

How would you describe your national identity

Are you currently pregnant or have you been pregnant within the last year?

Have you taken maternity leave within the past year?

What is your marital status?

Can you understand, speak, read or write Welsh?

- understand spoken welsh
- speak welsh
- read welsh
- write welsh
- non of the above

How would you describe your level of the Welsh language?

 Cancel

 Submit

The form is live on these online processes:

- Adult Services - Information, Advice, and Assistance
- Blue Car Badge - Initial Request
- Complaints
- Homelessness and Housing Advice
- Housing Income Management
- Housing Strategy and Support
- Telecare Application and Information Packs
- Telecare Cancellation of Service
- Telecare Information Updates and Queries for Existing Customers
- Telecare Repairs for Lost and Damaged Equipment
- TeleV+ Referral
- Vale Homes

The form can be viewed here, by selecting 'continue with no account':

[Equal Opportunities Monitoring Form - Vale of Glamorgan Council](#)

Annual Equalities Monitoring Report 2023-2024

Appendix 4 – Service Information

This year we invited services to submit information via an online form.

The form can be seen here:

[Appendix 2 – Equalities Monitoring and Data Collection](#)

This made it easier to collate the responses.

You can read the responses to the Microsoft Form by following this link:

[AEMR 2023-24 Appendix 4 - Service Information](#)

Some services chose to submit the Word document issued in previous years or sent information in email form. These responses have been collated below.

Equalities Monitoring: Data, Analysis, and Equality Information for 1 April 2023 – 31 March 2024



Please tell us about how you have monitored equalities in this period, what you have done with this data, why it was done, what it tells you, and what you might do differently in the future.

1. Department and Service Area
Social Services - Adult Services
2. Function
Social Services
3. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2022– 31 March 2023 or as at 31 March 2023.
<p>Some equalities information is part of The Social Services and Well-being (Wales) Act 2014 National Assessment and Eligibility Tool Common Recording Requirements for Assessments of Adults and Carers Assessment. This information is routinely collected in social care - initially recorded at referral and checked at each subsequent stage in the care management process.</p> <p>Since the last quarter of 2022-23 we have started to produce fortnightly reports for case managers to monitor and improve the recording of this information on our case management system Welsh Community Care Information System – WCCIS.</p> <p>Citizen Satisfaction - All consultation questionnaires currently follow the Corporate Equalities Monitoring sheet to ensure that we collate all the information we require to monitor protected characteristics.</p> <p>The data we have provided below is taken from our WCCIS System as at 31st March 2024.</p>
4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage?

Age	✓	Pregnancy & Maternity	✗	Religion or belief	✓
Disability	✓	Race – ethnic group	✓	Sex	✓
Gender Reassignment	✗	Race – national identity	✓	Sexual orientation	✓
Socio-economic disadvantage			✗		

5. If there were any that you did not monitor, what was the reason for this, and will you collect this information in the future?

Gender reassignment, sexual orientation, pregnancy, maternity and, socio-economic disadvantage - are not core dataset requirements and not required for determining eligibility for care and support. These characteristics are however considered, as appropriate, in the assessment and care management process,

We are currently reviewing the assessment and care management tool and will be looking to see how we can improve how we capture this data and will also consider the collation of protected characteristics not currently recorded in our case management system WCCIS as part of that process.

The additional characteristics are however all collated/monitored as part of our programme of citizen engagement apart from socio-economic disadvantage. They are collated for each service area across the directorate.

6. What was the response rate, if applicable?

Response rate information is detailed in our monitoring trend data on WCCIS (attached spreadsheet).

7. Why did you collect the data?

Much of the data, such as age and gender, is collected to assist service delivery. This data is also reported in annual statutory returns to the Welsh Government. Information collected in other categories (such as language and disability) is gathered to facilitate the assessment process and to ensure appropriate services are put in place to support them where required.

From the citizen questionnaires this data is collated to ensure that we are obtaining data from hard-to-reach groups, and that they have an opportunity to provide their views to shape the service.

8. Please attach a copy of your data analysis for 1 April 2023 – 31 March 2024 for publication as part of the annual equality monitoring report.

Where you have collected information for more than one year, please provide analysis of trends.



Equalities Monitoring
Trend data - AS 2024.

Gender: The gender split in the Vale of Glamorgan is estimated as 52% female and 48% male, and for Wales 51% female and 49% male (census 2021). However, the split for people who have Social Services involvement is not in-line with the census data at 60.36% female and 39.02% male.

This year in Adult Services, 59.58% were recorded as female and 39.70% male. We have seen an increase in males compared to 36.16% in 2021-22.

The number of people reporting gender as “Unknown” in Adult Services has decreased from 0.96% in 2021-22 to 0.58% in 2023-24.

The number of adults recorded in the category of “Transgender” has remained consistent over the last 4 years.

As reported in the 2021 Census, the population across Wales has continued to age, and this is reflected in the Vale of Glamorgan. Between 2011 and 2021 in the Vale of Glamorgan there has been an increase of 24.9% in people aged 65 and over, compared with an increase of 17.7% for all Wales.

Statistically females in Wales have a greater life expectancy (82.1 years) than males (78.3 years).

Ethnicity: In the 2021 Census, the majority of people in the Vale of Glamorgan (94.6%) identified as being from a White background and 2.3% of residents identified their ethnic group within the mixed or multiple ethnic group categories.

The profile for Adult Services shows a similar picture with White background continuing to be the predominant ethnic group. However, the percentage of adults from mixed and other backgrounds this year is 0.84% which is consistent over the last 3 years.

The number of adults reporting as “disclosure declined / unknown” has decreased this year, over the last 2 years.

Religion: *Questions about religious affiliation is voluntary and has varying response rates, caution is needed when comparing figures between different areas or between censuses.*

In the 2021 Census, 47.9% Vale of Glamorgan residents reported as having no religion. In the data for this year, the percentage people in Adult Services with religion recorded as “not known / not recorded” is 55.12% a significant decrease from 2022/23

In the 2021 census, 44.1% of people in the Vale of Glamorgan answered that they were Christian, a decrease from 58.1% in 2011. The next largest affiliation in the Vale of Glamorgan was Muslim with 0.9% identifying as Muslim, up from 0.6% in 2011.

For Adult Services, the predominant religion recorded is “Church of England”, which although this has consistently been the case for the last 3 years, the overall percentage continues to show a consistent trend with 11.7% in 2019-20 to 10.94% this year.

Nationality and Language: In Adult Services, British continues to be the predominant nationality recorded and is consistent with previous years. Welsh is showing a steady percentage increase over the last 4 years.

English remains the predominant language in Adult Services and in line with the census 2021 data which reported 98.2% of people the Vale of Glamorgan spoke

English or Welsh as their main language which is a slight increase from 97.2% reported in the 2011.

The number of adults in Adult Services with Welsh language recorded has shown an upward trend over the last 4 years.

9. What does the data or the analysis tell you?

Our Director's Report incorporates information from our service engagement work. This outlines the views experiences of vulnerable individuals who have received our services. This includes their views about what they feel has worked to meet needs and outcomes across adult services, and also what can be improved about their care and support.

Since the last quarter of 2022-23 we developed data reports to monitor and update the information we hold on our WCCIS database in relation to protected characteristics. This work continued during 2023-24 and enabled us to improve the data we hold to evidence service development and delivery around protected characteristics and to support us as we are working on the individual needs via assessment.

It is noted that men make up 49% of the general population but create only 39.70% demand on Adult Services. We need to understand why proportionately fewer men access Adult Services when compared with the general population.

It is also noted that the mix of religious beliefs or non-beliefs in the general population is changing, with a small but growing population with non-Christian beliefs. It is important to understand if our services are equally accessible to all populations through targeted consultation with a diversity of religious and non-religious populations.

It is also noted that the most significant change in the population is the number of older people, showing an increase of 24.9% in people aged 65 and over, compared with an increase of 17.7% for all Wales. Given that we know older people are statistically more likely to draw upon Adult Services, it is important that we better understand the need of this increasing population and ensure services are proactively accessible and preventative for this population.

10. If you have comparable data for other years, what does the trend tell you?

Our work has demonstrated that we are providing a high quality of services for individuals and their families. It is a wide variety of services that we are receiving feedback for but overall, the individuals we are supporting feel involved in their care planning and the services we provide meets their assessed needs.

11. How has this helped you to meet the three aims of the general duty?

The three aims:

To have due regard to the need to -

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

Communities for Work has been engaged to help open training and employment opportunities for some of the citizens attending the Day Service. This was carried out because of engagement work with the citizens.

Working in partnership with colleagues in Prevention and Partnership has resulted in securing funding through the Shared Prosperity Fund for three supported employment mentors to work with people with mental health, physical and/or learning disabilities, sensory needs and autism to develop skills and confidence to secure voluntary and paid employment.

Members of Vale People First are on the interview panel for all social care staff and manager appointments within learning disabilities and are key partners in monitoring the Supported Living Contract along with Contract and Commissioning and the Learning Disability Team.

Mental health and Substance Misuse appointments are all conducted with a person with lived experience as an equal partner on the interview panel and a proposal for a peer led research project looking at people's experience of being assessed under Mental health Act has been developed with the aim of delivery in 23-24. Project.

All the social workers within the Vale Locality Mental health Team received co-production training developed in liaison with Cardiff and Vale Action on Mental Health and delivered by a person with lived experience. Following this training a good practice tool kit has been developed for staff to utilise.

Two SMART houses were developed in 2022/23 and a third smart house opened in 2023/24, to allow people with a learning disability access to good quality modern accommodation that promotes their independence through development of their skills in using digital technology.

As seen above, Adult Services are actively developing diverse and accessible methods of interacting with people known to or engaging with services, through improved care planning and service design. This approach will ensure that barriers to engaging with services are reduced, but more work needs to be done to better understand the many diverse communities of interest, gender, sexuality, race, culture, and geography across the Vale so that we can direct appropriate resources to isolated or less understood populations to ensure all citizens can access preventative and care and support services.

**12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups?
Please provide examples.**

Citizen Engagement: All consultation surveys are written in plain English and easy read versions are developed to ensure that all citizens have an opportunity have a say in improving the service they receive.

In all consultation reports we complete a feedback card for the citizens to provide an overview about what we did with the information and what we intend to do as a result. This ensures that people are involved in the way that their voices have shaped the service development. The engagement and involvement process is as follows:

- Specific questions are included in our surveys to align with wellbeing objectives for citizens.

Engagement methodologies incorporate the following areas:

- Ensuring citizens feel safe and protected from abuse and neglect
Ensuring citizens feel their care and support (including living arrangements) supports their wellbeing and the achievement of personal outcomes.
- Ensuring citizens and their families/carers feel enabled and supported to maintain their health and wellbeing.
- Ensuring voices are heard, citizens have choices over their care and support, and opportunities are available to maintain social contact, and participate in activities relevant to their lives and interests.

- Easy read and symbolic surveys have been developed to facilitate the conversation and to ensure that citizens are supported to understand the areas of discussion.

Adult Placement: when carrying out our engagement work, we encouraged (and continue to encourage) involvement with citizens and their hosts via social events and opportunities to complete the above surveys face to face or via video call. We currently include question areas such as matching processes and involvement in this, being included in the development of their Adult Plan, and expanded our questions about choice, and participation in family life/integration with hosts' family.

New Horizons Day Opportunities: Social inclusion - often clients can feel isolated within their disability and value the opportunity to meet like people with the same or similar disabilities. The New Horizons Gym was set up in 2011 and continues to go from strength to strength, with wheelchair accessible equipment, specialised bikes and our own qualified gym instructors. This has linked us to the Community Neurological Rehabilitation Team coming in to use our facility, physiotherapy links and clients accessing this element on a sessional basis.

New Horizons League of Friends is a registered Charity to the day centre for over 28 years - raises funds which benefit our clients through Craft fayres, triathlon, product sales, raffles etc.

Day opportunities include a fully equipped wood workshop that makes garden furniture for sale and raises huge funds for the charity. The workshop gives our clients back a sense of identity and purpose especially where they have lost their ability to work. There is also a craft room provision with art projects over the year where outside tutors come in to deliver workshops i.e. pottery.

Boccia League - we host and referee the Adult Vale Boccia League in conjunction with the Disability Sports Development Officer. Teams come from all over the Vale to compete. Buses are provided for picking up citizens and trips.

Activities continue to be provided to promote interaction and now include shopping, day trips and other community-based activities. These are tailored to need, verified through the engagement process. Citizens participate in a group feedback session to ensure all who wish to, have a say in the running of the day service, including food, activities, and transport. For

day services for people with learning disabilities, one-to-one conversations were held at a venue where citizens could feel safe and listened to. In addition, social work team members and the policy and quality assurance officer have linked in with local leisure centre provision to enable citizens to get access to reduced rate physical activities and support to attend the gym. A pilot programme was developed to enable set times for citizens to access Barry Leisure Centre and attend a movement class, and also time for social interaction and refreshments afterwards. This is ongoing but will be further developed in 23/24 with further engagement in relation to their preferred activities and level of support.

Residential Services and Extra Care: Both relatives and residents have been involved in the feedback process which has been joined up with wider quality assurance requirements at a national level. Engagement involves group sessions and individual sessions where preferred. Communication needs are met where they are required. Work has developed to obtain the views of citizens with dementia so that they are supported to provide their views. This includes activities they participate in, interactive methods and one to one work. Some people with dementia preferred a family member or a friend to join the engagement conversation, so this was facilitated to ensure that that the person with dementia was able to speak openly for themselves, without the other person speaking for them.

We have also introduced intergenerational work in Southway, home for people living with dementia. Preschool children are visiting Southway which is well received by the residents.

VCRS: The citizens are sent a paper survey which is then followed up by home visits in some cases, or a telephone conversation if preferred. The wider conversation includes family members where possible and incorporates more detailed views about their experiences of care and support. This is so that we can gather as much information as possible and incorporate into our service development. Information was obtained about dignity and respect, reliability of staff and whether they feel they are supported to maintain independence.

Integrated Discharge Service now using Talking Mats and a Sonido – Portable Loop for those citizens who present with communication difficulties.

Staff are also consulted in many areas to ensure their views on service provision are obtained. This has a direct impact on the service we provide, so has been incorporated into

the engagement work in the last 2 years. We explore how supported staff feel, whether they are listened to and are supported in their roles to provide a good quality service to citizens.

13. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

The implementation of the Social Services and Wellbeing Act (Wales) in April 2016 emphasises the individual and so incorporates the consideration of their characteristics as part of the eligibility process in determining access to services.

Services do consider an individual's personal protected characteristics as part of an assessment and care planning process, but do not take a wider view of the diversity of the population outside of the existing 'client group' definitions. Services tend to be reactive in nature, responding to referrals rather than proactively engaging with populations to promote wellbeing. This is entirely due to the scarce resource available to Adult Services only just keeping up with this demand.

To achieve the equality objectives of the Strategic Equality Plan, the wider council must work in partnership to proactively engage with the diversity of communities to better understand the strengths within the communities and any barriers to accessing support services when needed.

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

Ensuring that we explore whether citizens feel have more autonomy and choice over decisions that affect their care and that methods we use to engage citizens and families are open, accessible, and interactive (refer to above details in relation to engagement methods).

Policies have also been reviewed and developed to ensure that we are working within our duties under the Social Services and Wellbeing (Wales) Act 2014. For example, we led on the Regional Medication Policy which was finalised in September 2022 by the local authorities involved.

All members of the Social Services Senior Management Team attended an interactive Race Awareness workshop hosted by No Boundaries. The purpose of the workshop was to provide individuals and organisations with a deeper understanding of racism and the various forms it

manifests itself and its impact on wider society. The workshop raised awareness and informed attendees about the corrosive and destructive impact of racism and motivated individuals to become instruments of change.

The Vale residential homes refurbishment has now been completed. The facilities which were built in the 60s exacerbated the challenges faced by older people and older people living with dementia. All four homes are now dementia friendly reflecting the population need and improve outcomes for residents.

Equalities Monitoring: Data, Analysis, and Equality Information for 1 April 2023 – 31 March 2024



Please tell us about how you have monitored equalities in this period, what you have done with this data, why it was done, what it tells you, and what you might do differently in the future.

15. Department and Service Area

Social Services - Children and Young People Services

16. Function

Social Services - Children and Young People Services

17. Do you have effective arrangements for identifying and collecting equality information?

Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2023– 31 March 2024 or as at 31 March 2024.

Some equalities information is part of The Social Services and Well-being (Wales) Act 2014 National Assessment and Eligibility Tool Common Recording Requirements for Assessments of Adults and Carers Assessment. This information is routinely collected in social care - initially recorded at referral and checked at each subsequent stage in the care management process.

Regular fortnightly equalities reports are made available to all case manager to monitor and improve the recording of this information on our case management system Welsh Community Care Information System – WCCIS. Furthermore, equalities information is included with many other regular reports, highlighting where information is missing / not recorded.

Citizen Satisfaction – all consultation questionnaires currently follow the Corporate Equalities Monitoring sheet to ensure that we collate all the information we require to monitor protected characteristics.

The data we have provided below is taken from our WCCIS System as at 31st March 2024.

**18. Which protected characteristics have you monitored?
Have you monitored socio-economic disadvantage?**

Age	✓	Pregnancy & Maternity	✗✓	Religion or belief	✓✓
Disability	✓	Race – ethnic group	✓	Sex	✓
Gender Reassignment	✗✓	Race – national identity	✓	Sexual orientation	✗✓
Socio-economic disadvantage			✗		

19. If there were any that you did not monitor, what was the reason for this, and will you collect this information in the future?

Gender reassignment, sexual orientation, pregnancy, maternity and, socio-economic disadvantage – are not core dataset requirements and not required for determining eligibility for care and support. These characteristics are however considered, as appropriate, in the assessment and care management process.

We are currently reviewing the assessment and care management tool and will be looking to see how we can improve how we capture this data and will also consider the collation of protected characteristics not currently recorded in WCCIS as part of that process.

The additional characteristics are however all collated/monitored as part of our programme of citizen engagement apart from socio-economic disadvantage. They are collated for each service area across the directorate.

20. What was the response rate, if applicable?

Response rate information is detailed in our monitoring trend data on WCCIS (embedded spreadsheet). Recording of equalities data has improved throughout 2023/24

New data has been provided for families open to Team Around the Family and the Vale Parenting Service.

21. Why did you collect the data?

Much of the data, such as age and gender, is collected to assist service delivery. This data is also reported in annual statutory returns to the Welsh Government. Information

collected in other categories (such as language and disability) is gathered to facilitate the assessment process and to ensure appropriate services are put in place to support them where required.

From the citizen questionnaires this data is collated to ensure that we are obtaining data from hard-to-reach groups, and that they have an opportunity to provide their views to shape the service.

22. Please attach a copy of your data analysis for 1 April 2023 – 31 March 2024 for publication as part of the annual equality monitoring report. Where you have collected information for more than one year, please provide analysis of trends.



Equalities Monitoring

Trend data - CYPS 20



Protected

Characteristics - TAF

Gender: The gender split in the Vale of Glamorgan is estimated as 52% female and 48% male, and for Wales 51% female and 49% male (census 2021). This year's data from Children and Young People Services is in line with the census breakdown with 54.27% male and 45.10% female.

The number reporting gender as "Unknown" in Children and Young People Services is 0.24% broadly similar to previous years (2021-22 1.10% and 2022-23 0.25%).

In the 2021 Census, the Vale of Glamorgan saw an increase of 4.3% in children aged under 15 years, this contrasts to a decrease of 1% for the whole of Wales. In 2021, it was estimated that 18.6% of the Vale of Glamorgan's population was aged 15 years and under.

Ethnicity: In the 2021 Census, the majority of people in the Vale of Glamorgan (94.6%) identified as being from a White background and 2.3% of residents identified their ethnic group within the mixed or multiple ethnic group categories.

The profile for Children and Young People Services shows a similar picture with White categories being the predominant ethnic group. There has been an increase in children recorded from other and mixed background from 6.62% in 2022-23 to 7.74% (although this can partly be attributed to improved recording on our database).

There is a significant decrease in the number of children recorded as “disclosure declined / unknown” this year, as a direct result of the weekly monitoring we have recently introduced.

Religion: *Questions about religious affiliation is voluntary and has varying response rates, caution is needed when comparing figures between different areas or between censuses.*

In the 2021 Census, 47.9% Vale of Glamorgan residents reported as having no religion. In Children and Young People Services this year, 76.45% of children have “not known or no religion” recorded. In addition, 55.85% were recorded in the separate category of “No religion”. This a significant increase from 11.52% in 2022-23.

The next largest affiliation is the category of Christian at 14.14%. There has been a steady increase over the past 4 years of those recorded as Muslim.

Nationality and Language; In the 2021 Census, 98.2% people aged three years and over in the Vale of Glamorgan spoke English or Welsh as their main language, this is a slight increase from the 97.2% in 2011.

English remains the predominant language in Children and Young People Services and has consistently been the main language over the last 4 years.

The number with Welsh language recorded has remained consistent for Children and Young People Services over the last 4 years.

23. What does the data or the analysis tell you?

Our Director’s Report incorporates information from our service engagement work. This outlines the views and experiences of vulnerable individuals who have received our services. This includes their views about what they feel has worked to meet their needs and outcomes across Children and Young People Services, and also what can be improved about their care and support.

During the last quarter of 2022-23 we developed data reports to monitor and update the information we hold on our WCCIS database in relation to protected characteristics. This work continued throughout 2023-24 and enable us to improve the data we hold to evidence service development and delivery around protected characteristics and to support us as we are working on individual needs via assessment.

24. If you have comparable data for other years, what does the trend tell you?

Our work has demonstrated that we are providing a high quality of services for individuals and their families. It is a wide variety of services that we are receiving feedback for but overall, the individuals we are supporting feel involved in their care planning and the services we provide meet their assessed needs.

25. How has this helped you to meet the three aims of the general duty?

The three aims:

To have due regard to the need to -

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

CYPS is delivered based on eligibility for care and support which considers the individual, including their specific characteristics.

Recent activities have helped hard to reach groups interact and engage with others who may have been involved in similar services.

Recruitment strategies have been improved to include consideration of protected characteristics.

**26. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups?
Please provide examples.**

Citizen Engagement: All consultation and engagement communication and surveys are written in plain English and easy read versions are developed to ensure that all citizens have an opportunity to have a say in improving the service they receive. Easy read and symbolic surveys have been developed to facilitate the conversation and to ensure that children and young people are supported to understand the areas of discussion.

Specific questions are included in our surveys to align with wellbeing objectives and engagement methodologies incorporate the following areas:

- Ensuring children and young people feel safe and protected from abuse and neglect
- Ensuring children and young people feel their care and support (including living arrangements) supports their wellbeing and the achievement of personal outcomes.
- Ensuring children and young people and their families/carers feel enabled and supported to maintain their health and wellbeing.
- Ensuring children and young people's voices are heard, they have choices over their care and support, and opportunities are available to maintain social contact, and participate in activities relevant to their lives and interests.

Fostering service: when carrying out our engagement work, we encouraged (and continue to encourage) involvement with foster carers via social events and opportunities to complete the above surveys face to face or via video call. In 2022/23 we redeveloped our foster carer surveys to produce three surveys:

- Recruitment and induction: to obtain views about the recruitment process and whether we provided sufficient information and support at that key time. We also included preparation for becoming a Foster Carer, assessment and approval process and matching.
- Training and development: to include question areas such as learning and development planning, learning and development needs, formal face to face training and self-directed learning (through iDev), relevance of training and reflection on learning and practice.
- Support: Communication and support throughout the time as a foster carer. Supervision was included so that we could ascertain the support to foster carers at all stages of the journey.

Adoption Service: For the Adoption Service, we developed more detailed questionnaires to ensure our question areas are reflective of the experiences of adopters throughout their adoption journey. These included information and initial training (obtaining feedback about the initial contact and our communication), contacting birth parents, Pre and Post TESSA communication and Pre-Children and Young person Co-ordinator Support and Post Children and Young Person Co-Ordinator Support experiences. These have been carried out by online surveys and the option of face-to-face conversations is offered to adopters.

Flying Start: surveys were developed for parents who received support from all areas of Flying Start including:

- Health Visiting
- Parenting Support
- Speech and Language
- Play Support

Engagement was designed considering the needs of parents and families, and opportunities were provided for parents to attend a drop-in session at the nursery settings to provide feedback so that they were on site if they were needed. We aimed to continue to provide a high quality and wide variety of communication methods to ensure that parents and families remain informed and involved. Maintain the involvement of the service with parents and families to ensure they continue to spend enough time and listen to their views. Ensure that information for parents and families is provided in a timely manner to ensure they are able to prepare for specific events. Attempts to be made to further encourage families to engage with activities provided by the service.

Appointments to senior posts: Young people are invited to participate in the recruitment/interviews process for Children and Young People Services Operational Managers. They can suggest question areas and the marking scheme and final decision making incorporates their feedback.

Child Health and Disability Team: we developed our engagement process to include young people attending Ysgol Y Deri to find out about their experiences of their social worker support, activities they are able to participate in and the ongoing support provided by professionals. With parents, we explored their views about support for transition, working

with families, quality of initial advice, social workers attitude and support and the quality of communication throughout their involvement.

We also spoke to professionals in regular liaison with the CHAD team to obtain their views about the communication and contact with us. This enabled us to achieve a wider range of feedback about the service and ensure that we are maintaining essential links to support high quality of support for children and young people and their families involved with the service.

14 Plus Team: For young people involved with the 14 Plus team, we expanded the question areas to include the level of involvement in planning for their future, current contact with social worker and YPA, communication and support post pandemic and beyond. We also included discussion about support from other services (signposting and how effective this has been) and also wellbeing support and how effective this has been.

We have also linked in with local leisure centre provision to enable young people to get more access to reduced rate physical activities and support to attend the gym. This is ongoing but will be further developed in 23/24 with further engagement in relation to their preferred activities and methods of inclusion.

27. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

The implementation of the Social Services and Wellbeing Act (Wales) in April 2016 emphasises the individual and so incorporates the consideration of their characteristics as part of the eligibility process in determining access to services.

Services do consider an individuals' personal protected characteristics as part of an assessment and care planning process, but do not take a wider view of the diversity of the population outside of the existing 'client group' definitions. By their nature, statutory services tend to be reactive, responding to referrals rather than proactively engaging with populations to promote wellbeing.

To achieve the equality objectives of the Strategic Equality Plan, the wider Council must work in partnership to proactively engage with the diversity of communities to better

understand the strengths within the communities and any barriers to accessing support services when needed.

28. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

Families First Advice Line (FFAL) - The Advice Line offers a personal service aimed at listening and assessing the needs of each family. The Advice Line completes a wellbeing assessment that provides advice to the family that will enable them to resolve their concern independently or will assist the family in identifying services and will support the family to be referred to them. The wellbeing assessment is passed onto other services to build on to ensure that families do not have to repeat the information they have shared. FFAL regularly collect data on protected characteristics for monitoring purposes, which is also reported back to Welsh Government on a quarterly basis. Protected characteristics are reported on FACT, Vale Parenting Service, Teen scheme, Young Carers and Youth Well-Being Service families and enquiries.

Team Around the Family (TAF) – if a family are referred to TAF, the FFAL wellbeing assessment is shared and built on when the service meets with the families. This is achieved by listening, identifying, and further assessing their needs as well as recognising their strengths. They will then highlight potential agencies that may provide appropriate support for the families as well as offering direct 1-1 support. A multi-agency meeting will be arranged, with the family at its core, to discuss and develop an action plan of support. This support will be managed, monitored and reviewed with family and agencies, so that positive changes can be made. TAF aims to encourage families through empowerment to sustain these changes.

Vale Parenting Service (VPS) – following a referral from FFAL, the wellbeing assessment is shared and built on when the service meets with families. This then identifies what specific parenting programme would best suit the needs of the families and whether group or 1-1 provision is more appropriate. VPS offer various parenting programmes that range from the antenatal stage up to teenage years and support families accessing tier 1 (universal) to tier 4 (statutory) services.

Flying Start - supports families to give children a better start in life, aiming to improve a child's development, health, and well-being in preparation for school.

Support includes free quality, part-time childcare for 2-3 year olds, an enhanced Health Visiting/midwifery service (with additional home visits during late pregnancy); access to Parenting Programmes, Healthy Relationship and Health and Well-Being support through Social Work, accident prevention advice, housing and benefit advice, adult learning sessions, food and nutrition/healthy eating on a budget, Early Language Development/Speech and Language Development, Rainbow Drop In and Sense of Play service for families with children with special and additional needs (0-5 years), and Play Support. All services are offered 1:1 in the home or via groups in the community. Flying Start also offer an outreach service to support the most in need families across the Vale, living outside the Flying Start targeted geographical areas.

Children and Young People Services –

- Ensure that our literature is bilingual - Welsh/ English.
- Provide interpreters where required.
- Making any adjustments where required for any parent presenting with disability.

Citizen Engagement - Ensuring that we explore whether citizens feel have more autonomy and choice over decisions that affect their care and that methods we use to engage citizens and families are open, accessible and interactive (refer to above details in relation to engagement methods).

Policies - have also been reviewed and developed to ensure that we are working within our duties under the Social Services and Wellbeing (Wales) Act 2014.

Training - All members of the Social Services Senior Management Team attended an interactive Race Awareness workshop hosted by No Boundaries. The purpose of the workshop was to provide individuals and organisations with a deeper understanding of racism and the various forms it manifests itself and its impact on wider society. The workshop raised awareness and informed attendees about the corrosive and destructive impact of racism and motivated individuals to become instruments of change.

Equalities Monitoring: Data, Analysis, and Equality Information for 1 April 2023 – 31 March 2024



29. Department and Service Area
Sustainable Communities for Learning Team; Directorate of Learning & Skills
30. Function
School development programme. Includes statutory consultations to make changes to schools.
31. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2023– 31 March 2024 or as at 31 March 2024.
<p>The data we collect is identified by the Equality Impact Assessment undertaken to support statutory consultations.</p> <p>We do not collate equality monitoring information and we don't use it to compare and contrast data over different years as the assessment relates to separate consultations which are not considered together.</p> <p>3 statutory consultations were undertaken during the period 1st April 2023 to 31st March 2024 which resulted in 3 Equality Impact Assessments being undertaken during this period.</p> <p>These Equality Impact Assessment were undertaken from the following consultations:</p> <ul style="list-style-type: none">• St Richard Gwyn Catholic High School, the consultation ran from 5th September to 17th October 2023. https://www.valeofglamorgan.gov.uk/en/living/schools/Consultations/Expanding-St-Richard-Gwyn-Catholic-High-School.aspx• Stanwell School, consultation ran from 11th September 2023 to 23rd October 2023

<https://www.valeofglamorgan.gov.uk/en/living/schools/Consultations/Changing-Stanwell-School-from-Foundation-School-to-Community-Maintained-School.aspx>

- Ysgol Iolo Morgannwg, consultation ran from 27th February 2023 to 11th April 2023

<https://www.valeofglamorgan.gov.uk/en/living/schools/Consultations/Expanding-Ysgol-Iolo-Morgannwg.aspx>

32. Which protected characteristics have you monitored?

Have you monitored socio-economic disadvantage?

Age	x	Pregnancy and Maternity	x	Religion or belief	x
Disability	x	Race – ethnic group	x	Sex	x
Gender Reassignment	x	Race – national identity	x	Sexual orientation	x
Socio-economic disadvantage			x		

33. If there were any that you did not monitor, what was the reason for this and will you collect this information in the future?

N/A

34. What was the response rate, if applicable?

- St Richard Gwyn had 43 responses to the consultation, 43 respondents, 95% completed the Equalities questionnaires.
- Stanwell School - has 106 responses to the consultation, 101 respondents, 95.2% completed the Equalities questionnaire.
- Ysgol Iolo Morgannwg has 91 responses to the consultation, 86 respondents, 95.8% completed the Equalities questionnaire.

To note, that these sections were not mandatory for completion. Some respondents preferred not to answer some questions.

35. For what purpose was the data collected?

The data was collected to demonstrate the Council had considered the relevant equality impacts of the proposal being consulted on.

36. Please attach a copy of your data analysis for 1 April 2022 – 31 March 2023 for publication as part of the annual equality monitoring report.

Where you have collected information for more than one year, please provide analysis of trends.

See attached Equality Impact Assessments for St Richard Gwyn High School, Stanwell School and Ysgol Iolo Morgannwg in the links below:

- St Richard Gwyn Catholic High School, the consultation ran from 5th September to 17th October 2023.
<https://www.valeofglamorgan.gov.uk/en/living/schools/Consultations/Expanding-St-Richard-Gwyn-Catholic-High-School.aspx>
- Stanwell School, consultation ran from 11th September 2023 to 23rd October 2023
<https://www.valeofglamorgan.gov.uk/en/living/schools/Consultations/Changing-Stanwell-School-from-Foundation-School-to-Community-Maintained-School.aspx>
- Ysgol Iolo Morgannwg, consultation ran from 27th February 2023 to 11th April 2023
<https://www.valeofglamorgan.gov.uk/en/living/schools/Consultations/Expanding-Ysgol-Iolo-Morgannwg.aspx>

37. What does analysis of the data tell you?

The Equality Impact Assessment concluded the following for all 3 consultations:

- St Richard Gwyn – Neutral Impact
- Stanwell School – Positive Impact
- Ysgol Iolo Morgannwg – Neutral Impact

There is no real risk of direct or indirect discrimination as the Council is pursuing a legitimate aim (namely, improving the capacity and efficiency of education) and the decision to publish the proposals to make regulated alterations is a proportionate means of achieving that aim.

Summary of considerations for all 3 consultations are provided below:

Age – Positive / Neutral impact

- St Richard Gwyn school would continue to provide sufficient places for children of comprehensive school age, the proposal would provide a **positive** impact for children. Inclusivity and respect of others is an intrinsic element of the national curriculum.
- The proposal would have **neutral** impact on the pupils currently attending Stanwell school. There will be no significant changes or impact on pupils or staff regarding the change in status.
- As Ysgol Iolo Morgannwg school would continue to provide sufficient places for children of primary school age, the proposal would provide a **positive** impact for children. Inclusivity and respect of others is an intrinsic element of the national curriculum.

Disability – Positive / Neutral impact

- St Richard Gwyn site is currently constrained and too small to expand the existing building to meet Building Bulletin requirements as adopted by the Welsh Government for the SCfL Programme. The site is not fully accessible due to a confined site and the buildings do not meet SCfL design guidance. This new building would be designed to ensure it was fully accessible to all, regardless of the nature of their disability. The proposal would therefore have a **positive** impact for people with this characteristic.
- The Stanwell proposal will have a **neutral** impact on pupils, staff, governors and the wider community visiting the school who have been identified within this protected group, there will be no changes to the physical element of the school.
- Ysgol Iolo Morgannwg site is currently constrained and too small to expand to meet Building Bulletin requirements as adopted by the Welsh Government for the SCfL Programme. The site is not fully accessible due to a confined site and the buildings do not meet SCfL design guidance. This new building would be designed to ensure it was fully accessible to all, regardless of the nature of their disability. The proposal would therefore have a **positive** impact for people with this characteristic.

Gender reassignment, including gender identity – Neutral / Positive impact

- All St Richard Gwyn pupils would be supported to receive a high-quality education if the proposal were to be successfully implemented regardless of gender identity. The school will have suitable facilities in place to accommodate pupils of any gender; no pupil or staff member would need to consider changing schools due to gender

reassignment. Inclusivity and respect of others is an intrinsic element of the national curriculum. The proposal would therefore provide a **positive** impact.

- All Stanwell pupils would be supported to receive a high-quality education if the proposal were to be successfully implemented regardless of gender identity. The school will continue to have suitable facilities in place to accommodate pupils of any gender; no pupil or staff member would need to consider changing schools due to gender reassignment. Inclusivity and respect of others is an intrinsic element of the national curriculum which the school currently delivers. The proposal would therefore provide a **neutral** impact.
- Ysgol Iolo Morgannwg pupils would be supported to receive a high-quality education if the proposal were to be successfully implemented regardless of gender identity. The school will have suitable facilities in place to accommodate pupils of any gender; no pupil or staff member would need to consider changing schools due to gender reassignment. Inclusivity and respect of others is an intrinsic element of the national curriculum. The proposal would therefore provide a **positive** impact.

Marriage and civil partnership – neutral impact

St Richard Gwyn

- None of the respondents indicated that this proposal would have an adverse impact on their status in this regard. This information is not held at a directorate level for staff and governors however the proposal is designed to have a positive or neutral impact on those with protected characteristics accessing the new building.
- The majority of pupils at the school are below the legal marriage age. Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the school. Based on the policies in place that would not change because of the transfer to a new school building, this proposal would have a neutral impact on this protected group.

Stanwell School

- Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the school. Inclusivity and respect of others is an intrinsic element of the curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources. The proposal would provide a neutral impact.

Ysgol Iolo Morgannwg

- Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the school. Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources. The proposal would provide a neutral impact.

Pregnancy and Maternity – neutral impact

- Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the school.
- Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources.

Race – neutral impact

- Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the schools promote this requirement through its monitoring carried out by the school improvement service and Human Resources.
- All staff, pupils and governors would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the schools.

Religion and belief – neutral / positive impact

- For all 3 proposals, inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources.
- St Richard Gwyn in respect for all religious and non-religious beliefs would not change due to this proposal. The aspect of the curriculum relating to religion and belief would not change as a result of this proposal. None of the respondents indicated that this proposal would have an adverse impact on their status in this regard. Based on the policies in place that would not change as a result of the proposal this proposal would

have a positive impact on people in this protected group as the new school will accommodate additional places within a faith school.

Sex – neutral impact

- Children of both sexes would be treated and taught equally as they are currently should the proposals go ahead. There would be no different methods of teaching or curricula for either sex.
- Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources.

Sexual orientation – neutral impact

- Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the schools.
- Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the schools promote this requirement through its monitoring carried out by the school improvement service and Human Resources.

Welsh Language – neutral / positive impact

- The Council's School Investment Programme reflects the Council's commitments in the Welsh in Education Strategic Plan (WESP), which aims to ensure that demand for Welsh medium education can be met in the long-term. In line with Welsh Government's National Cymraeg 2050 strategy and contributing to its ambitious target of 1 million Welsh speakers by 2050.
- St Richard Gwyn is not a Welsh medium secondary school but offers a range of extracurricular activities that give pupils access to worthwhile sporting, educational and cultural opportunities.
- The school promote positive impact on standards achieved and attitudes towards the Welsh language. Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council to support the staff at the school. None of the respondents indicated that this proposal would have an adverse impact on their status in this regard. Based on current evidence, this proposal

would have a neutral impact on people in this protected group as it would be providing a more modern building with opportunities to enhance Welsh medium education.

Stanwell School

- This proposal would have a positive impact on people in this protected group as the school will have direct support from the Council to promote Welsh Language effectively overall.

Ysgol Iolo Morgannwg

- The Council's School Investment Programme reflects the Council's commitments in the Welsh in Education Strategic Plan (WESP), which aims to ensure that demand for Welsh medium education can be met in the long-term. In line with Welsh Government's National Cymraeg 2050 strategy and contributing to its ambitious target of 1 million Welsh speakers by 2050.
- Ysgol Iolo Morgannwg would provide additional Welsh medium places offering more opportunities for pupils to speak / learn Welsh as a result of the proposal, providing a positive impact.

Human Rights – Positive / Neutral impact

- Consideration of the UNICEF document, A Human Rights-Based Approach to Education For All was given as part of the development of this consultation.
- This document advises that Chapter 2 introduces a conceptual framework for the rights-based approach to education that embodies three interlinked and interdependent dimensions. It contends that human rights related to education cannot be realized unless and until all three are addressed:
 - The right of access to education – the right of every child to education on the basis of equality of opportunity and without discrimination on any grounds. To achieve this goal, education must be available for, accessible to and inclusive of all children.
 - The right to quality education – the right of every child to a quality education that enables him or her to fulfil his or her potential, realize opportunities for employment and develop life skills. To achieve this goal, education needs to be child-centred, relevant and embrace a broad curriculum, and be appropriately resourced and monitored.

- The right to respect within the learning environment – the right of every child to respect for her or his inherent dignity and to have her or his universal human rights respected within the education system.

To achieve this goal, education must be provided in a way that is consistent with human rights, including equal respect for every child, opportunities for meaningful participation, freedom from all forms of violence, and respect for language, culture and religion.

- All proposals have been presented in order to address the right of access to education, the right to quality education and the right to respect within the learning environment for all pupils within the Vale of Glamorgan.

Socio-economic Duty - Neutral

- The proposals are unlikely to have a significant impact on any other schools in the local area as no change to the existing catchment area is proposed.
- The schools do take in pupils from wider areas with more varied socio-economic status, this would not change as a result of these proposals.
- None of the respondents indicated that these proposals would have an adverse impact on their socio-economic status in this regard. Based on current evidence noted above, these proposals would have a neutral impact on pupils from families which are socio-economically disadvantaged.

Effect on respondents.

In each of the categories listed above, none of the respondents indicated that these proposals would have an adverse impact on their status in any regard. Based on current evidence noted above, these proposals would have a positive impact or neutral impact overall.

38. If you have comparable data for other years, what does the trend tell you?

No comparable data relevant to the proposals.

39. How has this helped you to meet the three aims of the general duty?

The three aims, to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;

- advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

The Equality Impact Assessments for all proposals have helped identify any negative outcomes within the proposals for protected groups and seek to implement changes to changes these outcomes to have a positive impact to these groups.

The assessments are published following the consultation to allow for comments as part of the statutory notice stage and are reported to the decision makers to ensure they can make informed decisions in relation to the proposals.

It is considered the attached Equality Impact Assessments demonstrate that both proposals have met the aims of the general duty.

40. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Provide examples.

All Equality Impact Assessments undertaken in relation to proposals during the period of consultations and this would have a positive or neutral impact upon protected groups. Therefore, no major changes were identified as being applicable to the proposals.

41. What have you achieved in respect of equality objectives from the [Strategic Equality Plan 2020 – 2024](#) that are relevant to your service?

Strategic Equality Objective One

Improve how we involve, engage, and communicate with protected groups about our work and decisions.

Our consultation process follows Welsh Government guidelines outlined in the School Organisation Code (2018). A range of individuals and groups are being asked for their views about these proposals. Before any decisions are made, the Council needs to ensure that it offers a number of opportunities for individuals and interested groups to make their views and

opinions on the proposals known to enable Cabinet to consider these views as part of the decision-making process.

To improve engagement with children, a consultation workshop was held with the school council of the schools to gather their views about the proposal. The information gathered at the sessions was included in the final consultation report. Parents/carers and guardians of pupils at the school and the community were also invited to attend drop-in sessions where they can ask any questions about the proposals.

Strategic Equality Objective Four

Continue to work on developing a more inclusive work environment that supports staff from all backgrounds to reach their potential through implementing a range of actions by March 2024.

St Richard Gwyn and Iolo Morgannwg proposal would result in improvements to accessibility throughout the school building. This would result in a more inclusive work environment for both staff and pupils.

Strategic Equality Objective Six

Develop and implement plans throughout the life of this plan to address attainment gaps for children and young people and provide support to overcome barriers to them reaching their full potential.

St Richard Gwyn and Ysgol Iolo Morgannwg aim to address the attainment gaps for children and young people by providing improved educational facilities.

- St Richard Gwyn will ensure the Council is able to accommodate the future demand for faith-based education based on current trends.
- Provide innovative and creative learning environments which are adaptable to change and will challenge and support children to reach their full potential.
- Increase the level of community access and interaction through the use of the school's educational facilities whilst meeting the needs of the school.
- The new building will meet BREEAM (Building Research Establishment Environmental Assessment Method) Excellent standards and be built to an EPC (Energy Performance Certificate) A rating.

- Develop the ethos and culture of the school in children from an earlier age, leading to effective interpersonal relationships and higher self-esteem.
- Provide a consistent approach from 3-11 and 11-16 years to promote and underpin continuity and progression for pupils, ensuring breadth and balance across the curriculum.
- All curriculum planning and resourcing would build successfully on previous pupil knowledge and experience and engage interest.
- Support pupils to develop their ability to learn new skills and apply their subject knowledge more positively and creatively across a continuum of learning.
- Improve the already good arrangements for the care, support, and guidance of pupils from an earlier age.
- Extend and develop partnerships with families from the earliest opportunity to strengthen home / school transition.

Stanwell School proposal aims to:

- Enable the school to further improve holistic management of the school, through additional specialist support from the Vale of Glamorgan Council.
- Help facilitate improved financial management and adherence to legislative requirements, regulation and policy.
- Support the school's sustainability and support staff and governors in continuing the school's learning and teaching successes as reflected in the most recent Estyn report.
- Facilitate the development of greater partnership working across the whole Vale of Glamorgan, as well as with the Local Authority and Welsh Government.
- Allow for improved access to funding streams such as community focussed schools grants, s106 funding etc. via the Councils Capital Programme.
- Enable the Vale of Glamorgan Council to support the school with future capital projects and manage building projects more effectively.
- Support the school in addressing recent challenges relating to compliance and financial management. Increase the level of community access and interaction through the use of the school's educational facilities whilst meeting the needs of the school.

- Provide equal opportunities for the community for school places throughout the Vale of Glamorgan Council via the application of the Vale of Glamorgan admission procedures.
- Provide reassurance that pupils are being taught in a suitable environment through carrying out condition and suitability surveys.
- The school would fall under the Vale of Glamorgan Councils capital and asset renewal programme to ensure school building is maintained and all digital requirements are to standards etc.

Strategic Equality Objective Nine

Work in partnership to consider issues relating to transport accessibility, particularly for disabled people and older people.

Both St Richard Gwyn and Ysgol Iolo Morgannwg proposals considered the impact upon transport accessibility due to the proposed change. Under these proposals there are no plans to change the Council's policy on the transport of children to and from schools as there would be no change to the catchment areas.

42. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

None

Supporting People – People in receipt of Housing related Support 2023-2024

Gender

	Male		Female		Not Stated		Total	
	Number	%	Number	%	No.	%	Number	%
Total	1304	38.5	2052	61.2	*	*	3358	100

Age Range

	Male		Female		Not Stated		Total	
	Number	%	Number	%	Number	%	Number	%
16-25	77		123		0		200	
26-40	137		187		*		325	
41-60	206		206		*		413	
60 and over	874		1524		0		2398	
Not Stated	10		12		0		22	
Total	1304		2052		*		3358	100

Ethnicity

2023-24					
WHITE		No.	%	ASIAN	
British		1957	58.2	Indian 11 0.3	
Irish		13	0.3	Pakistani * *	
Any other White Background		29	0.8	Bangladeshi * *	
				Chinese * *	
				Any other Asian Background 11 0.26	
MIXED/ MULTIPLE ETHNIC					
White & Asian		*	*	Black African * *	
White & Black African		*	*	Black Caribbean * *	
White & Black Caribbean		11	0.3	Any other Black Background * *	
Any other Mixed Background		12	0.3		
Any other Ethnic		26	0.8		
Not Stated		1222	36.7		

Only 4 applicants for support have been rejected over the last 12 months.

Rejected Applicants:

Gender	Male		Female		Not Stated		Total	
	Number	%	Number	%	No.	%	Number	%

Total	4	100	0	0	0	0	4	100
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	Total	
	Number	%
16-25	1	25
26-40	3	75
41-60	0	0
60 and over	0	0
Not Stated	0	0
Total	4	100

Ethnicity

2020-21					
WHITE	No.	%	ASIAN		
British	3	75	Indian	0	0
Irish	0	0	Pakistani	0	0
Any other White Background	1	25	Bangladeshi	0	0
			Chinese	0	0
			Any other Asian Background	0	0
MIXED/ MULTIPLE ETHNIC					
White & Asian	0	0	Black African	0	0
White & Black African	0	0	Black Caribbean	0	0
White & Black Caribbean	0	0	Any other Black Background	0	0
Any other Mixed Background	0	0			
Any other Ethnic	0	0			
Not Stated	0	0			

Only 4 applicants were rejected in 2022-2023 and 6 applicants were rejected for support in 2021-22.

Historical Data 2021-2022 and 2022-2023:

Gender

	Male		Female		Total	
	Number	%	Number	%	Number	%
Total 2021-22	1302	38.6	2068	61	3370	100
Total 2022-2023	1319	38.8	2062	60.7	3392	100

Age Range

	2021-22		2022-2023	
	Number	Percentage	Number	Percentage
16-25	209	6.2	206	6
16-40	321	9.5	326	9.6
41-60	404	11.9	415	12.2
60 and over	2405	71.3	2412	71.1
Unknown	31	0.9	33	0.9
Total	3370	100	3392	100

Ethnicity

2022-23					
WHITE	No.	%	ASIAN		
British	1942		Indian	*	
Irish	21		Pakistani	*	
Any other White Background	36		Bangladeshi	*	
			Chinese	*	
			Any other Asian Background	13	
MIXED/ MULTIPLE ETHNIC					
White & Asian	*		Black African	*	
White & Black African	*		Black Caribbean	*	
White & Black Caribbean	16		Any other Black Background	*	
Any other Mixed Background	12				
Any other Ethnic	28				
Not Stated	1262				

2021-22					
WHITE	No.	%	ASIAN		
British	1936	57.2	Indian	*	*

Irish	20	0.5	Pakistani	*	*
Any other White Background	27	0.7	Bangladeshi	*	*
			Chinese	*	*
			Any other Asian Background	*	*
MIXED/ MULTIPLE ETHNIC					
White & Asian	*	*	Black African	*	*
White & Black African	*	*	Black Caribbean	*	*
White & Black Caribbean	15	0.44	Any other Black Background	*	*
Any other Mixed Background	10	0.3			
Any other Ethnic	27	0.7			
Not Stated	1275	37.7			

Analysis of Supporting People Equality Monitoring Data 2023-24.

The data analysis tells us that our services are being delivered to people from a diverse background including people with protected characteristics. Due to the large number of alarms services funded by Supporting People the over 60s are by far the largest demographic of service users on support.

Our services are open to everyone, and referrals are based on individual need. There are no barriers to receiving our services.

Gender

- A clear majority 61% of people in receipt of housing related support are female.
- All the rejected for support are male.
- Compared to last year's data; the number of females on support remains roughly the same at 61% today although total number has dropped slightly.
- The percentage of men on support has remained roughly the same at 38%.

Age

- The largest age group in receipt of support is the 60 and over category which remains unchanged from last year.

- The 41- 60 age group is the second highest category for those receiving support in the last year.
- All applicants rejected for support were under the age of 40.
- The smallest age group is those aged 16-25 but the total number has dropped slightly when compared to previous years.
- Compared to last year's data: overall numbers on support have seen a small decrease from 3392 to 3358 but is roughly in line with previous years.
- The number of people where age has not been stated remains similar.
- The number of over 60s on support has dropped slightly but is in line with the small drop in overall numbers on support.

Ethnicity

- The majority of those receiving support identify as White British 57% and remains almost unchanged on the previous year.
- All applicants rejected for support identify as White British or Any Other White background.
- The 2021 census recorded the population as 131,900 of which 94.6% identified themselves as White: English/Welsh/Scottish/Northern Irish/British. 2.1% identified as Asian or Asian British.
- The number of service users recorded from Black, Asian or Multiple ethnic backgrounds is roughly the same as 2022-2023.
- It must be noted that the ethnicity is not stated for 37% for those receiving support in which is a slight drop on last year, this gap in data would explain why the data on ethnic makeup of service users contrasts with the census data for the Vale of Glamorgan.

Learning and Skills: Prevention and Partnership – Additional Learning Needs

Summarise your progress against the relevant equality objectives: Strategic Equality Objective Six

We work with partners to deliver programmes which support people to prepare for employment.

Communities for Work Plus (CfW+), CELT+ and Adult Community Learning work together to provide a comprehensive support system helping people to develop skills to progress to employment or better engagement in their community. The best way out of poverty is through work and developing skills is the best way to help people into employment. Working together staff provide an in depth one to one mentoring support service to prepare individuals to access the correct internal or external provision. Between the 3 services, a diary of training courses is accessible that target a broad range of needs, from basic employability skills (such as interview skills, CV writing etc), direct employment skill (such as CSCS and forklift training) building confidence directly or through access to volunteering or building skills such as basic digital, literacy, numeracy or ESOL needs.

Tell us about work you have done that supports equality and meets the three aims of the general duty.

- We have organised outreach to target specific areas of deprivation such as St Athan and areas of Penarth and Barry.
- Introduced targeted provision for both a young peoples and 50+ employability job clubs.
- Employed and run specific employability work with Refugees in workshops and on a one-to-one basis.
- Provide a raft of training aimed at those economically inactive or of low skills.
- Disability work – champions and supported mentoring work.

Tell us how you have monitored equalities data.

We collect user monitoring data monthly for CfW+ through the education ONE System. This data is submitted to WG and covers a broad range of groups including lone parents/carers, ethnicity etc. This information is reported back to us and allows us to compare with the rest of Wales and is used to identify and target specific groups. WG have recently changed our guidance and target groups to respond to this. We also use partners feedback to help target areas that are deprived or house underrepresented groups and develop new and existing outreach services in venues in the community that they can easily access.

Tell us what the data and trends over the last few years tell you about how protected groups are using your services.

Trends show that people who live in certain areas or have specific characteristics are overrepresented. We have attempted to introduce areas of work that directly responds to this.

WG continue to direct CfW+ work to focus on geographical areas of deprivation and target specific characteristics including young people, 50+, woman and particular ethnic minority groups. Both CELT+ and ACL then develop training in response to identified needs and/or support on the ground.

Trends also showed a very high level of white males and therefore have put in strategies to engage more females – so have developed lone parents work in Penarth and focussed training with parents with children in primary schools. Delivering a classroom assistant training course where the work fits with their parental commitments.

We have introduced a number of projects to respond to specific groups where we know evidence shows employment is harder to access.

- Quickstart – young people aged 18-25 years old is a project that gives young people a 6 month paid work placement.
- Strive pre 16 school based project to help develop motivation and personal skills, addressing barriers that hinder young people remaining engaged.

- Supported employment I aimed at 18-30 year-old individuals with disabilities and/or neurodiverse supported to find employment.
- Economically inactive individuals in the rural Vale supported to reengage into employment or activities.
- Introduced an element of supported Volunteering through 2 partner organisations to allow people to engage at a level that they can.
- Taken a more focussed approach to wellbeing in all elements of the programmes.

Tell us how you use this information to improve outcomes for protected groups and those who are socio-economically disadvantaged.

Through the regular use of outreach venues targeted in the higher deprivation areas the teams work closely with DWP/JCP Careers Wales/Working Wales, YJESS and community groups to engage any unemployed or economically inactive individuals. Introduced the POD as a one stop shop for help and signposting to various services mainly employability – this is linked closely with CfW+.

Tell us how you have used equalities monitoring data to improve your service delivery.

Targeted outreach geographically and towards specific groups.

Trends also showed a very high level of white males and therefore have put in strategies to engage more females – so have developed lone parents work in Penarth and focussed training with parents with children in primary schools. Delivering a classroom assistant training course where the work fits with their parental commitments.

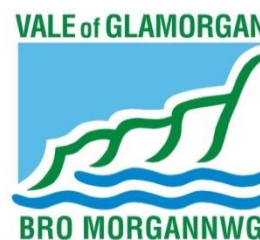
We have introduced a number of projects as described above to respond to specific groups where we know evidence shows employment is harder to access.

School Essentials Grants

These are the monitoring figures for 2023/24. The figures do not include the figures for July/August 2024 as they would fall into the next return. The monitoring forms are split July to September Q1, October to December Q2, January to March Q3, and April to June Q4. As such, this breakdown covers July 2023 to June 2024.

				GWARIANT/EXPE
Blwyddyn/Year Group	Nifer Number eFSM	Nifer plant DG/Number LAC	Nifer Number NRPF	Gwariant Total Spend
Derbyn/Reception	242	1		£30,375
Blwyddyn/Year 1	268	3		£33,875
Blwyddyn/Year 2	274	4		£34,750
Blwyddyn/Year 3	271	1		£34,000
Blwyddyn/Year 4	285	3		£36,000
Blwyddyn/Year 5	272	6		£34,750
Blwyddyn/Year 6	255	7		£32,750
Blwyddyn/Year 7	327	8		£67,000
Blwyddyn/Year 8	265	6		£33,875
Blwyddyn/Year 9	279	4		£35,375
Blwyddyn/Year 10	262	4		£33,250
Blwyddyn/Year 11	228	3		£28,875
Is gyfanswm/Sub Total	3,228	50		£434,875

Appendix 5: Employment Information



The information we use in this report is for the period April 2023 to March 2024. The only place we do not do this is in Sections 1, 2, 9 and 10. In these sections, we show the information as at 31 March 2024.

The information:

- comes from human resources and payroll systems;
- is about permanent, temporary and relief staff;
- does not include staff employed in schools (schools are responsible to publish their own reports).

If people have more than one job, we have included details for each job. This gives a more complete and accurate record. For example, if someone has two jobs, each in a different grade, their details will appear under each grade.

Where there are less than ten people in a group, we have not included this information. Instead, we show this with an asterisk (*). We do this to comply with data protection law. It means you cannot work out that the details are about someone in particular. Where we have looked at pay, we have used average total pay based on the pay of a full-time employee. We have separated this report to look at the information we have on employment under the following sections:

1. People employed.
2. Men and women employed.
3. People who applied for jobs between 1 April 2023 and 31 March 2024
4. Employees who applied to change jobs between 1 April 2023 and 31 March 2024

5. Employees who applied for training between 1 April 2023 and 31 March 2024
6. Employees who attended training between 1 April 2023 and 31 March 2024
7. Employees involved in grievance procedures as a complainant, or against whom a complaint was made, or subject to disciplinary procedures between 1 April 2023 and 31 March 2024.
8. Employees who left our employment between 1 April 2023 and 31 March 2024.
9. Differences in salary.
10. Gender Pay Report.
11. Ethnicity Pay Gap Report

1. People employed

Age

	2022/2023		2023/24	
Age band in years	Number	%	Number	%
16-24	111	4.1	108	4.5
25-29	190	7.1	174	7.3
30-34	236	8.8	218	9.1
35-39	281	10.4	264	11.1
40-44	334	12.4	256	10.7
45-49	285	10.6	291	12.2
50-54	399	14.8	343	14.4
55-59	421	15.6	359	15.5
60-64	310	11.5	268	11.2
65+	127	4.7	106	4.4
Total	2694	100	2387	100

Gender

	2022/2023		2022/2023	
Gender	Number	%	Number	%
Female	1786	66.3	1533	64.2
Male	908	33.7	854	35.8
Total	2694	100	2387	100

Over two thirds of the people we employ are female. It is usual to find that more women than men work in local authorities.

Gender reassignment

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Gender at Birth	Number	%	Number	%
Female	1283	47.62	1006	42.14
Male	601	22.31	734	30.75
Intersex	0	0.00	0.	0.00
Not recorded	804	29.84	626	26.23
Prefer not to say	*	*	21	0.88
Total	2694	100	2387	100

National Identity

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
National Identity	Number	%	Number	%
British	1056	39.2	912	38.2
English	121	4.5	100	4.2
Northern Irish	*	*	*	*
Not recorded	300	11.1	339	14.2
Other	91	3.4	32	1.3
Prefer not to say	24	0.9	21	0.9
Scottish	10	0.4	10	0.4
Welsh	1087	40.3	969	40.6
Total	2694	100.0	2387	100.0

Race and Ethnicity

To comply with the Data Protection Act, we have removed some information (*).

Ethnic Background	2022/2023		2023/2024	
	Number	%	Number	%
White and British	1798	66.7	1596	66.9
White and English	21	0.8	21	0.9
White and Scottish	18	0.7	10	0.4
White and Welsh	317	11.8	337	14.1
White and Irish	*	*	*	*
White Other	87	3.2	91	3.8
White and Black Caribbean	10	0.4	11	0.5
White and Black African	11	0.4	*	*
White and Asian	*	*	*	*
Mixed Other	*	*	11	0.5
Indian	*	*	*	*
Pakistani	*	*	*	*
Bangladeshi	*	*	*	*
Asian Other	13	0.5	18	0.8
Caribbean	*	*	*	*
African	20	0.7	16	0.7
Black Other	*	*	*	*
Chinese	*	*	*	*
Other	*	*	*	*
Not disclosed	29	1.1	228	9.6

Not recorded	314	11.7	0	0.0
Total	2694	100	2387	100

The number who did not record their ethnicity has drastically decreased on the previous year, but the number who did not disclose their ethnicity increased.

Disability

	2022/2023		2023/2024	
Disabled	Number	%	Number	%
No	2081	77.2	1760	73.7
Not recorded	477	17.7	488	20.4
Prefer not to say	49	1.8	40	1.7
Yes	*	*	*	*
Yes - limited a little	76	2.8	83	3.5
Yes - limited a lot	*	*	11	0.5
Total	2694	100	2387	100

The Council is registered and committed to the Department of Work and Pensions national 'Disability Confident Scheme'. There are three levels in the scheme. We have achieved Level 2 - 'Disability Confident Employer'. This helps people to feel confident to apply for jobs and promotion. They can do so knowing that they will not experience discrimination or disadvantage.

Being 'disability confident', we will continue to:

- hire and retain skilled disabled people;
- improve attitude, behaviour and culture by helping employees understand disability; and

- remove barriers to help disabled employees do the best they can and achieve their goals.

In addition, the Council remains committed to help disabled people to access work placement opportunities to help them find jobs. We also continue to support employees that became disabled while they were working with us to retain their jobs.

Sexual Orientation

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Sexual Orientation	Number	Number	Number	%
Bisexual	22	0.8	32	1.3
Gay or lesbian	52	1.9	48	2.0
Heterosexual	1788	66.4	1634	68.5
Not recorded	750	27.8	574	24.0
Other	*	*	*	*
Prefer not to say	81	3.0	98	4.1
Total	2694	100	2387	100

Religious Belief

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Religious Belief	Number	Number	Number	%
Buddhist	*	*	*	*
Christian (all denominations)	769	28.5	682	28.6
Hindu	*	*	*	*

Jewish	*	*	*	*
Muslim	15	0.6	21	0.9
No religion	1001	37.2	958	40.1
Not recorded	771	28.6	694	29.1
Other	15	0.6	19	0.8
Prefer not to say	107	4.0	0	0.0
Sikh	*	*	*	*
Total	2694	100	2387	100

Marital Status

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Marital Status	Number	%	Number	%
Civil Partnership	*	*	0	0.0
Divorced	206	7.6	180	7.5
Formerly in a same-sex civil partnership which is now legally dissolved	*	*	0	0.0
In a registered same-sex civil partnership and living with your partner	*	*	*	*
Legally separated	*	*	*	*
Living together	*	*	0	0.0
Married	1159	43.0	1031	43.2
Not recorded	178	6.6	148	6.2
Partner	*	*	19	0.8
Prefer not to say	103	3.8	102	4.3

Separated but still legally married	39	1.4	35	1.5
Separated but still legally in a same-sex civil partnership	*	*	*	*
Single	960	35.6	838	35.1
Unspecified	*	*	0	0.0
Widowed	18	0.7	27	1.1
Total	2694	100.0	2387	100.0

Maternity, Paternity and Adoption

To comply with the Data Protection Act, we have removed some information (*).

Leave Category	2022/2023		2023/2024	
	Number	%	Number	%
Maternity	52	89.7	48	78.7
Paternity	*	*	13	21.3
Adoption	0	0.0	0	0.0
Total	58	100	61	100

Welsh Language

2022/2023	Understanding		Speaking		Reading		Writing	
	Number	%	Number	%	Number	%	Number	%
None	836	31.0	899	33.4	944	35.0	1043	38.7
Basic	482	17.9	402	14.9	335	12.4	243	9.0
Competent	23	0.9	19	0.7	23	0.9	22	0.8
Good	23	0.9	18	0.7	23	0.9	22	0.8

Fluent	78	2.9	70	2.6	73	2.7	59	2.2
Not recorded	1252	46.5	1286	47.7	1296	48.1	1305	48.4
Total	2694	100	2694	100	2694	100	2694	100

2023/2024	Understanding		Speaking		Reading		Writing	
	Number	%	Number	%	Number	%	Number	%
None	764	33.4	840	36.1	882	37.0	380	41.1
Basic	528	23.1	438	18.8	378	15.8	287	12.0
Competent	27	1.2	25	1.1	31	1.3	28	1.2
Good	27	1.2	20	0.9	24	1.0	25	1.0
Fluent	96	4.2	25	1.1	91	3.8	77	3.2
Not recorded	845	36.9	976	42.0	981	41.1	990	41.5
Total	2287	100	2324	100	2387	100	2387	100

Welsh language courses are available to all staff at all levels, from a basic to an advanced level. Employees can attend at no cost and during work time.

2. Men and women employed

Job and Grade - To comply with the Data Protection Act, we have removed some information (*).

Employee Category	Job Grade	2022/2023						2023/2024					
		Female		Male		All Jobs		Female		Male		All Jobs	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Apprentice / Kickstart	NM W	6	0.3	6	0.7	12	0.4	8	0.5	*	*	17	0.7
Single Status	1	141	7.9	27	3.0	168	6.2	113	7.4	20	2.3	133	5.6
	2	31	1.7	57	6.3	88	3.3	36	2.3	54	6.3	90	3.8
	3	235	13.2	102	11.2	337	12.5	120	7.8	88	10.3	208	8.7
	4	269	15.1	113	12.4	382	14.2	245	16.0	98	11.5	343	14.4
	5	200	11.2	56	6.2	256	9.5	183	11.9	67	7.8	250	10.5
	6	209	11.7	163	18.0	372	13.8	193	12.6	162	19.0	355	14.9
	7	119	6.7	78	8.6	197	7.3	102	6.7	76	8.9	178	7.5
	8	114	6.4	87	9.6	201	7.5	98	6.4	82	9.6	180	7.5
	9	199	11.1	88	9.7	287	10.7	178	11.6	77	9.0	255	10.7
	10	43	2.4	29	3.2	72	2.7	48	3.1	25	2.9	73	3.1
	11	48	2.7	30	3.3	78	2.9	46	3.0	24	2.8	70	2.9
Other Authority	Total	14	0.8	*	*	22	0.8	13	0.8	*	*	20	0.8
Chief Officer	Total	25	1.4	28	3.1	53	2.0	27	1.8	30	3.5	57	2.4
Soulbury	Total	101	5.7	23	2.5	124	4.6	10	0.7	*	*	15	0.6
Teachers	Total	16	0.9	*	*	18	0.7	11	0.7	0	0.0	11	0.5

Youth and Comm	Total	16	0.9	11	1.2	27	1.0	102	6.7	30	3.5	132	5.5
Total		1786	100	908	100	2694	100	1533	100	854	100	2387	100

Pay

To comply with the Data Protection Act, we have removed information (*).

Salary Band (£)	2022/2023						2023/2024					
	Female		Male		All Jobs		Female		Male		All Jobs	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
0 -14,999	*	*	*	*	*	*	*	*	*	*	*	*
15,000-19,999	*	*	*	*	*	*	*	*	*	*	*	*
20,000-24,999	880	49.3	355	39.1	1235	45.8	556	36.3	298	34.9	854	35.8
25,000-29,999	346	19.4	214	23.6	560	20.8	352	23.0	203	23.8	555	23.3
30,000-34,999	132	7.4	86	9.5	218	8.1	204	13.3	115	13.5	319	13.4
35,000-39,999	136	7.6	92	10.1	228	8.5	103	6.7	78	9.1	181	7.6
40,000-44,999	166	9.3	68	7.5	234	8.7	188	12.3	76	8.9	264	11.1
45,000-49,999	35	2.0	23	2.5	58	2.2	57	3.7	26	3.0	83	3.5
50,000+	85	4.8	64	7.0	149	5.5	70	4.6	53	6.2	123	5.2
Total	1786	100	908	100	2694	100	1533	100	854	100	2387	100

The salary bands show basic pay for a year for a full-time equivalent. They do not include other allowances.

LGBT+ Pay

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Salary Band £	Number	%	Number	%
0,000-19,999	23	31	*	*
20,000-29,999	29	39	42	53
30,000-39,999	14	19	24	30
40,000+	*	*	13	16
Total	74	100	80	100

Contract Type and Working Pattern

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023						2023/2024					
	Female		Male		All Jobs		Female		Male		All Jobs	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Full time - Permanent	691	38.7	619	68.2	1310	48.6	308	39.7	569	66.6	1177	49.3
Full time - Temporary	125	7.0	59	6.5	184	6.8	131	8.5	59	6.9	190	8.0
Part time - Permanent	642	35.9	78	8.6	720	26.7	513	33.5	58	6.8	571	23.9
Part time - Temporary	95	5.3	19	2.1	114	4.2	66	4.3	17	2.0	83	3.5
Term time only	*	*	0	0	*	*	0	0.0	0	0.0	0	0.0
Relief	232	13.0	133	14.6	365	13.5	215	14.0	151	17.7	366	15.3
Total	1786	100	908	100	2694	100	1533	100	854	100	2387	100

3. People who applied for jobs between 1 April 2023 and 31 March 2024

We advertise our jobs to staff and the public. We let the public know by using online resources such as Indeed, specialist publications, Job Centre Plus, jobs fairs, local community groups and external partners. This helps us to reach all areas of our local community. We also promote vacancies on social media including Facebook and LinkedIn.

Age

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Age band in years	Number	%	Number	%
16 – 19	86	2.5	94	2.7
20 - 24	439	12.6	654	18.8
25 - 29	545	15.7	781	22.5
30 - 34	509	14.7	730	21.0
35 - 39	477	13.7	703	20.2
40 - 44	388	11.2	425	12.2
45 - 49	266	7.7	369	10.6
50 - 54	276	7.9	272	7.8
55 – 59	176	5.1	203	5.8
60 - 64	79	2.3	125	3.6
65+	13	0.4	19	0.5
Not recorded	220	6.3	318	9.2
Total	3474	100	4693	100

Gender

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Gender	Number	%	Number	%
Female	2113	60.8	2803	80.7
Male	1144	32.9	1595	45.9
Not disclosed	217	6.2	295	8.5
Total	3474	100	4693	100

Gender Reassignment

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Gender at Birth	Number	%	Number	%
Female	2106	60.6	2801	80.6
Male	1134	32.6	1572	45.3
Intersex	0	0.0	0	0.0
Not recorded	217	6.2	284	8.2
Prefer not to say	17	0.5	36	1.0
Total	3474	100	4693	100.0

National Identity

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
National Identity	Number	%	Number	%

British	702	20.2	735	15.7
English	334	9.6	565	12.0
Northern Irish	11	0.3	*	*
Not recorded	217	6.2	284	6.1
Other	368	10.6	1143	24.4
Prefer not to say	51	1.5	0	0.0
Scottish	10	0.3	0	0.0
Welsh	1781	51.3	1964	41.8
Total	3474	100.0	4693	100.0

Race and Ethnicity

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Ethnic Background	Number	%	Number	%
White and British	2440	70.2	2713	57.8
White and English	0	0.0	0	0.0
White and Scottish	0	0.0	0	0.0
White and Welsh	0	0.0	0	0.0
White and Irish	11	0.3	*	*
White Other	188	5.4	198	4.2
White and Black Caribbean	24	0.7	33	0.7
White and Black African	21	0.6	68	1.4
White and Asian	15	0.4	25	0.5
Mixed Other	31	0.9	33	0.7
Indian	74	2.1	217	4.6

Pakistani	29	0.8	79	1.7
Bangladeshi	13	0.4	28	0.6
Asian Other	59	1.7	102	2.2
Caribbean	*	*	4	4
African	268	7.7	752	16.0
Black Other	11	0.3	43	0.9
Chinese	20	0.6	44	0.9
Other	*	*	0	0.0
Not disclosed	259	7.5	346	7.4
Not recorded	0	0	0	0.0
Total	3474	100	4693	100.0

Disability

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Disabled	Number	%	Number	%
No	2963	85.3	3997	85.2
Not recorded	217	6.2	284	6.1
Prefer not to say	115	3.3	142	3.0
Yes	0	0.0	0	0.0
Yes - limited a little	173	5.0	247	5.3
Yes - limited a lot	*	*	23	0.5
Total	3474	100	4693	100.0

We are a Disability Confident Employer. We share this on our jobs and recruitment pages. This shows our commitment to helping disabled people find jobs. It also shows

that we support employees who got a disability while they were working with us. The e-recruit portal supports this work by clearly identifying if someone indicates a disability when applying for a role.

Sexual Orientation

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Sexual Orientation	Number	%	Number	%
Bisexual	106	3.1	194	4.1
Gay or lesbian	110	3.2	129	2.7
Heterosexual	2875	82.8	3818	81.4
Not recorded	217	6.2	323	6.9
Other	0	0	0	0.0
Prefer not to say	166	4.8	229	4.9
Total	3474	100	4693	100.0

LGBT+ - Monitoring of application to successful appointment

This section of this report shows data in regard to LGBT+ Monitoring of application to successful appointment.

LGBT +	2022/2023	2023/2024
Number of Applications	216	323
Successful Appointments	53	52
%	25%	16%

Religious Belief

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Religious Belief	Number	%	Number	%
Buddhist	24	0.7	61	1.3
Christian (all denominations)	1056	30.4	1744	37.2
Hindu	31	0.9	92	2.0
Jewish	*	*	*	*
Muslim	104	3.0	243	5.2
No religion	1773	51.0	1905	40.6
Not recorded	221	6.4	388	8.3
Other	*	*	0	0.0
Prefer not to say	253	7.3	244	5.2
Sikh	*	*	13	0.3
Total	3474	100	4693	100

Marital Status

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Marital Status	Number	%	Number	%
Civil partnership	0	0.0	0	0.0
Divorced	232	6.7	260	5.5
Formerly in a same-sex civil partnership which is now legally dissolved	*	*	0	0.0

In a registered same-sex civil partnership and living with your partner	11	0.3	15	0.3
Legally separated	0	0.0	0	0.0
Living together	0	0.0	0	0.0
Married	1265	36.4	1657	35.3
Not recorded	0	0	287	6.1
Partner	0	0.0	0	0.0
Prefer not to say	130	3.7	166	3.5
Separated but still legally married	68	2.0	95	2.0
Separated, but still legally in a same-sex civil partnership	*	*	*	*
Single	1519	43.7	2178	46.4
Surviving partner of a same-sex civil partnership	0	0	*	*
Unspecified	209	6.0	0	0.0
Widowed	29	0.8	31	0.7
Total	3474	100	4693	100.0

Maternity, Paternity and Adoption

We do not ask applicants about this or report on it as we feel that we may discourage people from applying for jobs.

Welsh Language

2022/2023	Understanding		Speaking		Reading		Writing	
	Number	%	Number	%	Number	%	Number	%
None	1657	47.7	1846	53.1	1953	56.2	2155	62.0

Basic	1249	36.0	1081	31.1	961	27.7	777	22.4
Competent	70	2.0	61	1.8	72	2.1	78	2.2
Good	61	1.8	54	1.6	56	1.6	55	1.6
Fluent	166	4.8	161	4.6	161	4.6	138	4.0
Not recorded	271	7.8	271	7.8	271	7.8	271	7.8
Total	3474	100	3474	100	3474	100	3474	100

2023/2024	Understanding		Speaking		Reading		Writing	
	Number	%	Number	%	Number	%	Number	%
None	1651	35.2	1840	39.2	1947	41.5	2149	45.8
Basic	1253	26.7	1085	23.1	965	20.6	781	16.6
Competent	74	1.6	58	1.2	60	1.3	55	1.2
Good	61	1.3	61	1.3	72	1.5	82	1.7
Fluent	166	3.5	161	3.4	161	3.4	138	2.9
Not recorded	1488	31.7	1488	31.7	1488	31.7	1488	31.7
Total	4693	100	4693	100	4693	100	4693	100

The number and percentage of not recorded responses has increased. This is concerning as under the Welsh Language Standards, all jobs should be advertised as Welsh essential/Welsh desirable/or Welsh to be learnt upon appointment and we should be assessing the Welsh language skills of all employees and applicants.

4. Employees who applied to change jobs between 1 April 2023 and 31 March 2024

We do not collect information about employees when they apply for jobs within the Council. We are working towards this. We need to be able to do this so we can find out which type of people are successful or unsuccessful when they apply for internal jobs. We will not report on people that are applying for jobs that are ring fenced or where they will redeploy into another job in the Council.

5. Employees who applied for training between 1 April 2023 and 31 March 2024

We hope to be able to report on this in future years.

6. Employees who attended training between 1 April 2023 and 31 March 2024

Our training information comes from the following areas:

- Organisational Development and Learning;
- Manual Handling;
- Social Services; and
- Equalities

When people enrol to attend training courses they provide their employee number. We link this to their information on our human resource and payroll systems. We are then able to produce a report which shows who has had training by protected characteristic.

The number of staff attending training courses has decreased. However, the total number of employees has also decreased. As a percentage of total employees, the number of staff attending training (2003) is 83.9% of the total workforce compared to 78.0% last year.

Age

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Age Band in Years	Number	%	Number	%
16 – 19	*	*	14	0.7
20 – 24	65	3.1	74	3.7
25 - 29	147	7.0	174	8.7
30 - 34	183	8.7	216	10.8
35 - 39	218	10.4	212	10.6
40 - 44	268	12.7	204	10.2

45 - 49	230	10.9	226	11.3
50 - 54	322	15.3	281	14.0
55 - 59	330	15.7	291	14.5
60 - 64	245	11.7	224	11.2
65+	89	4.2	87	4.3
Total	2102	100.0	2003	100.0

Gender

	2022/2023		2023/2024	
Gender	Number	%	Number	%
Female	1404	66.8	1309	65.4
Male	698	33.21	694	34.6
Total	2102	100	2003	100

Gender Reassignment

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Gender at Birth	Number	%	Number	%
Female	1024	48.7	990	49.4
Male	490	23.3	469	23.4
Intersex	0	0.0	0	0.0
Not recorded	583	27.7	539	26.9
Prefer not to say	*	*	*	*
Total	2102	100	2003	100

National Identity

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
National Identity	Number	%	Number	%
British	832	39.6	787	39.3
English	95	4.5	91	4.5
Northern Irish	*	*	*	*
Not recorded	232	11.0	209	10.4
Other	68	3.2	68	3.4
Prefer not to say	15	0.7	15	0.7
Scottish	*	*	*	*
Welsh	847	40.3	820	40.9
Total	2102	100	2003	100.0

Race and Ethnicity

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Ethnic Background	Number	%	Number	%
White and British	1418	67.5	1377	68.7
White and English	19	0.9	15	0.7
White and Scottish	13	0.6	*	*
White and Welsh	253	12.0	261	13.0
White and Irish	*	*	*	*
White Other	66	3.1	72	3.6

White and Black Caribbean	*	*	*	*
White and Black African	*	*	*	*
White and Asian	*	*	*	*
Mixed Other	*	*	*	*
Indian	*	*	*	*
Pakistani	*	*	*	*
Bangladeshi	*	*	*	*
Asian Other	*	*	13	0.6
Caribbean	*	*	*	*
African	18	0.9	14	0.7
Black Other	*	*	*	*
Chinese	*	*	*	*
Other	*	*	*	*
Not disclosed	20	1.0	12	0.6
Not recorded	230	10.9	177	8.8
Total	2102	100	2003	100

Disability

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Disabled	Number	%	Number	%
No	1662	79.1	1517	75.7
Not recorded	324	15.4	371	18.5
Prefer not to say	38	1.8	37	1.8
Yes	*	*	*	*

Yes - limited a little	68	3.2	68	3.4
Yes - limited a lot	*	*	*	*
Total	2102	100	2003	100

Sexual Orientation

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Sexual Orientation	Number	%	Number	%
Bisexual	18	0.9	30	1.5
Gay or lesbian	43	2.0	42	2.1
Heterosexual	1440	68.5	1406	70.2
Not recorded	535	25.5	445	22.2
Other	*	*	*	*
Prefer not to say	65	3.1	79	3.9
Total	2102	100	2003	100

Religious Belief

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Religious Belief	Number	%	Number	%
Buddhist	*	*	*	*
Christian (all denominations)	626	29.8	560	28.0
Hindu	*	*	*	*
Jewish	*	*	*	*

Muslim	12	0.6	19	0.9
No religion	815	38.8	859	42.9
Not Recorded	551	26.2	544	27.2
Other	*	*	13	0.6
Prefer not to say	79	3.8	0	0.0
Sikh	*	*	*	*
Total	2102	100	2003	100

Marital Status

To comply with the Data Protection Act, we have removed some information (*).

Marital Status	2022/2023		2023/2024	
	Number	%	Number	%
Civil partnership	*	*	0	0.0
Divorced	164	7.8	149	7.4
Formerly in a same-sex civil partnership which is now legally dissolved	*	*	0	0.0
In a registered same-sex civil partnership and living with your partner	*	*	*	*
Legally separated	*	*	*	*
Living together	*	*	0	0.0
Married	934	44.4	851	42.5
Not recorded	137	6.5	115	5.7
Partner	*	*	16	0.8
Prefer not to say	67	3.2	90	4.5

Separated but still legally married	30	1.4	22	1.1
Separated but still legally in a same-sex civil partnership	*	*	*	*
Single	724	34.4	728	36.3
Unspecified	*	*	0	0.0
Widowed	18	0.9	25	1.2
Total	2102	100	2003	100

Maternity, Paternity and Adoption

To comply with the Data Protection Act, we have removed some information (*).

Leave Category	2022/2023		2023/2024	
	Number	%	Number	%
Maternity	44	88.0	40	90.9
Paternity	*	*	*	*
Adoption	0	0.00	0	0.00
Total	50	100	44	100.0

Welsh Language

To comply with the Data Protection Act, we have removed some information (*).

2022/2023	Understanding		Speaking		Reading		Writing	
	Number	%	Number	%	Number	%	Number	%
None	688	32.7	738	35.1	778	37.0	861	41.0
Basic	404	19.2	343	16.3	289	13.7	214	10.2
Competent	19	0.9	15	0.7	16	0.8	14	0.7
Good	21	1.0	16	0.8	21	1.0	18	0.9

Fluent	65	3.1	59	2.8	62	2.9	52	2.5
Not recorded	905	43.1	931	44.3	936	44.5	943	44.9
Total	2102	100	2102	100	2102	100	2102	100

2023/2024	Understanding		Speaking		Reading		Writing	
	Number	%	Number	%	Number	%	Number	%
None	652	32.6	716	35.7	752	37.5	847	42.3
Basic	463	23.1	385	19.2	334	16.7	245	12.2
Competent	23	1.1	23	1.1	27	1.3	24	1.2
Good	24	1.2	19	0.9	22	1.1	24	1.2
Fluent	83	4.1	75	3.7	80	4.0	66	3.3
Not recorded	758	37.8	785	39.2	788	39.3	797	39.8
Total	2003	100	2003	100	2003	100	2003	100

We continue to think about how we can promote Welsh language training and to improve opportunities for Welsh language training.

7. Employees involved in grievance procedures as a complainant, or against whom a complaint was made, or subject to disciplinary procedures

To comply with the Data Protection Act, we are unable to disclose this information. In each category, the number of employees and the amount of data is too small for us to interpret in a meaningful way.

8. Employees who left our employment between 1 April 2023 and 31 March 2024

The following information does not include school staff but does include those who work for us on a casual or relief basis.

We aim to have a positive approach to managing change. We want to avoid compulsory redundancy. When we have to make jobs redundant, we try to keep numbers low and to lessen the effects on people. The cuts in public service finances mean that there will be an increase in the number of early retirements and redundancies in the future.

All Jobs

To comply with the Data Protection Act, we have removed some information (*).

Reason for Leaving	2022/2023		2023/2024	
	Number	%	Number	%
Dismissal	31	8.5	13	4.2
Other	54	14.9	43	14.0
Redundancy	*	*	*	*
Resignation	225	62.0	186	60.4
Retirement	52	14.3	61	19.8
Total	363	100	308	100

Age

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023	2023/2024

Age band in years	Number	%	Number	%
16 - 19	*	*	*	*
20 – 24	44	12.1	25	8.1
25 - 29	41	11.3	31	10.1
30 - 34	26	7.2	25	8.1
35 - 39	31	8.5	28	9.1
40 - 44	40	11.0	31	10.1
45 - 49	32	8.8	19	6.2
50 - 54	34	9.4	25	8.1
55 - 59	45	12.4	33	10.7
60 - 64	27	7.4	42	13.6
65+	34	9.4	45	14.6
Total	363	100	308	100.0

Gender

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Gender	Number	%	Number	%
Female	270	74.4	215	69.8
Male	93	25.6	93	30.2
Total	363	100	308	100

More women than men left their jobs. We would expect this as we employ more women than men.

Gender Reassignment

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Gender at Birth	Number	%	Number	%
Female	192	52.9	208	67.5
Male	56	15.4	82	26.6
Not recorded	115	31.7	18	5.8
Prefer not to say	0	0	0	0.0
Intersex	0	0.0	0	0.0
Total	363	100	308	100

National Identity

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
National Identity	Number	%	Number	%
British	132	36.4	97	31.5
English	16	4.4	15	4.9
Northern Irish	*	*	*	*
Not recorded	50	13.8	45	14.6
Other	25	6.9	10	3.2
Prefer not to say	0	0.0	*	*
Scottish	0	0.0	0	0.0
Welsh	139	38.3	132	42.9
Total	363	100	308	100.0

Race and Ethnicity

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Ethnic Background	Number	%	Number	%
White and British	213	58.7	197	64.0
White and English	*	*	*	*
White and Scottish	*	*	0	0.0
White and Welsh	36	9.9	30	9.7
White and Irish	*	*	*	*
White Other	23	6.3	*	*
White and Black Caribbean	*	*	*	*
White and Black African	*	*	*	*
White and Asian	*	*	0	0.0
Mixed Other	0	0.0	*	*
Indian	*	*	*	*
Pakistani	*	*	*	*
Asian Other	*	*	*	*
Caribbean	*	*	*	*
Black Other	*	*	*	*
Chinese	0	0.0	0	0.0
Other	0	0.0	0	0.0
Not disclosed	*	*	43	14.0
Not recorded	62	17.1	*	*
Total	363	100	308	100

Disability

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Disabled	Number	%	Number	%
No	260	71.6	225	73.1
Not recorded	90	24.8	57	18.5
Prefer not to say	*	*	12	3.9
Yes	0	0.0	0	0.0
Yes - limited a little	*	*	12	3.9
Yes - limited a lot	*	*	*	*
Total	363	100	308	100

Sexual Orientation

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Sexual Orientation	Number	%	Number	%
Bisexual	*	*	*	*
Gay or lesbian	*	*	*	*
Heterosexual	227	62.5	204	66.2
Not recorded	119	32.8	78	25.3
Other	0	0.0	0	0.0
Prefer not to say	*	*	12	3.9
Total	363	100	308	100

Religious Belief

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Religious Belief	Number	%	Number	%
Buddhist	*	*	*	*
Christian (all denominations)	90	24.8	92	29.9
Hindu	0	0.0	*	*
Jewish	0	0.0	*	*
Muslim	0	0.0	*	*
No religion	140	38.6	115	37.3
Not recorded	119	32.8	82	26.6
Other	*	*	0	0.0
Prefer not to say	11	3.0	15	4.9
Sikh	0	0.0	0	0.0
Total	363	100	308	100

Marital Status

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Marital Status	Number	%	Number	%
Civil Partnership	*	*	0	0.0
Divorced	34	9.4	28	9.1
Formerly in a same-sex civil partnership which is now legally dissolved	0	0.0	*	*

In a registered same-sex civil partnership and living with your partner	*	*	*	*
Legally separated	0	0.0	0	0.0
Living together	0	0.0	*	*
Married	118	32.5	125	40.6
Not recorded	44	12.1	22	7.1
Partner	0	0.0	0	0.0
Prefer not to say	11	3.0	14	4.5
Separated but still legally married	*	*	*	*
Single	144	39.7	107	34.7
Unspecified	0	0.0	0	0.0
Widowed	*	*	*	*
Total	363	100	308	100

Maternity, Paternity and Adoption

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023		2023/2024	
Leave Category	Number	%	Number	%
Maternity	*	*	0	0.0
Paternity	*	*	0	0.0
Adoption	*	*	0	0.0
Total	11	100	0	100

Welsh Language

To comply with the Data Protection Act, we have removed some information (*).

2022/2023	Understanding		Speaking		Reading		Writing	
	Number	%	Number	%	Number	%	Number	%
None	91	25.1	76	20.9	68	18.7	71	19.6
Basic	25	6.9	40	11.0	52	14.3	43	11.8
Competent	*	*	*	*	*	*	*	*
Good	*	*	*	*	*	*	*	*
Fluent	*	*	*	*	*	*	*	*
Not recorded	230	63.4	229	63.1	223	61.4	229	63.1
Total	363	100	363	100	363	100	363	100

2023/2024	Understanding		Speaking		Reading		Writing	
	Number	%	Number	%	Number	%	Number	%
None	85	27.6	91	29.5	99	32.1	103	33.4
Basic	39	12.7	35	11.4	24	7.8	21	6.8
Competent	*	*	*	*	*	*	*	*
Good	*	*	*	*	*	*	*	*
Fluent	*	*	*	*	*	*	*	*
Not recorded	171	55.5	172	55.8	172	55.8	172	55.8
Total	308	100	308	100	308	100	308	100

9. Differences in salary

The average salary (£) is based on full time equivalent salaries and number of employees (headcount).

Age

	2022/2023	2023/2024
Age Range (years)	Average Salary (£)	Average salary (£)
16 – 19	20,537	21,943
20 - 24	23,300	24,977
25 - 29	25,003	27,759
30 - 34	27,833	30,185
35 - 39	29,135	30,564
40 - 44	32,373	35,077
45 - 49	30,554	34,027
50 - 54	30,793	33,195
55 - 59	31,345	33,811
25,060	27,503	29,686
65+	27,011	28,975

Gender

	2022/2023	2023/2024
Gender	Average salary (£)	Average salary (£)
Female	28,783	31,299
Male	30,374	32,256

Gender Reassignment

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023	2023/2024
Gender at Birth	Average salary (£)	Average salary (£)
Female	28,685	28,410
Male	31,374	31,888
Intersex	0	0
Not recorded	28,809	30,921
Prefer not to say	27,509	32,718

National Identity

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023	2023/2024
National Identity	Average salary (£)	Average salary (£)
British	29,558	32,042
English	28,746	30,688
Northern Irish	42,832	41,839
Not Recorded	29,600	31,256
Other	26,467	27,944
Prefer not to say	27,928	30,477
Scottish	27,865	30,760
Welsh	29,294	31,612

Race and Ethnicity

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023	2023/2024
Ethnic Background	Average salary (£)	Average salary (£)
White and British	29,812	31,958
White and English	27,408	30,088
White and Scottish	25,060	26,300
White and Welsh	28,245	31,330
White and Irish	31,960	36,242
White Other	29,940	32,405
White and Black Caribbean	29,234	33,168
White and Black African	25,375	27,477
White and Asian	25,395	27,636
Mixed Other	33,779	35,705
Indian	26,536	32,063
Pakistani	34,665	37,959
Bangladeshi	21,699	24,985
Asian Other	23,580	26,242
Caribbean	30,945	43,120
African	23,705	24,715
Black Other	28,129	26,305
Chinese	27,225	30,667
Other	23,315	27,334
Not disclosed	28,858	30,681

Not recorded	28,615	0
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Disability

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023	2023/2024
Disabled	Average salary (£)	Average salary (£)
No	29,354	31,787
Not recorded	29,306	31,234
Prefer not to say	27,753	28,516
Yes	29,392	31,423
Yes - limited a little	29,130	32,602
Yes - limited a lot	30,467	30,243

Sexual Orientation

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023	2023/2024
Sexual Orientation	Average salary (£)	Average salary (£)
Bisexual	23,330	27,222
Gay or Lesbian	31,997	35,604
Heterosexual	29,570	31,939
Not recorded	28,618	30,628
Other	32,020	33,945
Prefer not to say	30,138	32,101

Religious Belief

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023	2023/2024
Religious Belief	Average salary (£)	Average salary (£)
Buddhist	26,284	26,295
Christian (all denominations)	30,746	33,595
Hindu	31,697	38,683
Jewish	21,318	29,215
Muslim	28,648	30,805
No religion	28,901	30,956
Not Recorded	28,669	30,784
Other	22,961	30,057
Prefer not to say	29,084	0
Sikh	26,845	29,269

Marital Status

To comply with the Data Protection Act, we have removed some information (*).

	2022/2023	2023/2024
Marital Status	Average salary (£)	Average salary (£)
Civil partnership	36,298	0
Divorced	28,082	31,441
Formerly in a same-sex civil partnership which is now legally dissolved	37,261	0

In a registered same-sex civil partnership and living with your partner	29,320	34,045
Legally separated	38,467	51,515
Living together	23,604	0
Married	31,070	33,404
Not recorded	31,022	32,206
Partner	23,481	28,339
Prefer not to say	28,810	31,680
Separated but still legally married	28,062	27,949
Separated but still legally in a same-sex civil partnership	21,189	23,114
Single	27,421	29,562
Unspecified	28,825	0
Widowed	25,144	29,754

Maternity, paternity and adoption

We record information for Maternity, paternity and adoption in other areas as shown in this report.

Welsh Language

	Understanding		Speaking		Reading		Writing	
	20258 22 / 2023	2023 / 2024	2022 / 2023	2023 / 2024	2022 / 2023	2023 / 2024	2022 / 2023	2023 / 2024
None	30,764	32,857	31,062	33,067	31,156	32,973	31,248	33,082
Basic	30,848	32,773	31,020	32,823	30,944	33,099	30,849	32,795

Competent	31,505	31,484	36,090	35,830	29,562	32,073	36,258	36,207
Good	36,526	36,193	32,086	34,126	33,896	34,595	32,562	35,518
Fluent	32,495	34,349	32,083	33,791	33,368	34,673	31,209	32,925
Not recorded	27,395	29,626	27,270	29,532	27,247	29,516	27,236	29,554

10. Pay Gap Reports

We report on both the mean and median pay gap.

The mean salary, also known as the average, is a measure of the "center of gravity" of a collection of salaries.

The median salary is the salary at which half of the employees fall to either side. i.e. this is the comparison between the middle ranked male and middle ranked female and half the salaries are above the median and half are below.

Gender Pay Report

The Gender Pay Gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

The Gender Pay Report has been calculated in line with the full requirements.

Mean Gender Pay Gap in Hourly Pay

This table illustrates the 'mean' hourly rate of pay for full-time equivalent employees.

	2022/2023	2023/2024
Mean Gender Pay Gap	Hourly Rate	Hourly Rate
Male	£16.14	£17.50
Female	£15.11	£16.84

The difference in mean hourly rate between Male and Female is £0.65 which is an lower than last year (£0.71). The Mean gender pay gap as a percentage of men's pay is 3.71%.

Median Gender Pay Gap in Hourly Pay

This table illustrates the 'median' hourly rate of pay for full-time equivalent employees.

	2022/2023	2023/2024
Median Gender Pay Gap	Hourly Rate	Hourly Rate
Male	£14.44	£15.48
Female	£13.41	£14.89

The difference in median hourly rate between Male and Female is £0.59 The Median gender pay gap as a percentage of men's pay is 3.81%. This is lower than the UK figure shown below.

In the UK the Median Gender Pay Gap is 8.1% (Office of National Statistics).

11. Ethnicity Pay Gap Report

The Ethnicity pay gap is defined as ‘the difference between the average hourly pay of ethnic minorities and White British people expressed as a percentage difference’.

The Ethnicity Pay Gap Report has been calculated in line with the Gender Pay Gap Reporting requirements.

Mean Ethnicity pay gap in hourly pay

This table illustrates the ‘mean’ hourly rate of pay for full-time equivalent employees by Ethnic group.

	2022/2023	2023/2024
Mean Ethnicity Pay Gap	Hourly Rate	Hourly Rate
White British	£15.47	£17.10
Ethnic Minorities	£14.82	£16.12

The difference in mean hourly rate between White British and Ethnic Minorities is £0.98 which is more than last year. The Mean Ethnicity pay gap as a percentage is 5.7%.

Median Ethnicity pay gap in hourly pay

This table illustrates the ‘median’ hourly rate of pay for full-time equivalent employees by Ethnic group.

	2022/2023	2023/2024
Median Ethnicity Pay Gap	Hourly Rate	Hourly Rate
White British	£13.91	£15.48

Ethnic Minorities	£13.54	£14.45
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The difference in median hourly rate between White British and Ethnic Minorities is £1.03 which is an increase from last year. The Median Ethnicity pay gap as a percentage is 6.7%.