



Cyngor Bwrdeistref Sirol
MERTHYR TUDFUL
MERTHYR TYDFIL
County Borough Council

**MERTHYR TYDFIL
COUNTY BOROUGH
COUNCIL ANNUAL
EQUALITY REPORT
FOR 2016-2017**

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SECTION 1

FOREWORD

Merthyr Tydfil County Borough Council is pleased to introduce the first Annual Report for its Strategic Equality Plan for 2016-2020. This Strategic Equality Plan was prepared in line with the requirements of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and was approved by Full Council on 23rd March 2016.

Through the Strategic Equality Plan this Annual Equality Report for 2016-2017 is testament to the Council's ongoing drive to progress its equality agenda and deliver our Equalities Vision for Merthyr Tydfil, which is:

- ***A place where diversity is valued and respected and everyone can participate, flourish and have the opportunity to fulfil their potential free from discrimination and prejudice.***

The Council is working towards delivering this Vision through our role as a community leader, service provider, commissioner, employer and working in partnership to reduce inequalities and to improve the well-being of the County Borough.

I commend this Annual Report to you and look forward to sharing the progress that we make towards achieving fairness in equality in the County Borough of Merthyr Tydfil.

Councillor Chris Davies
Equalities Champion for Merthyr Tydfil County Borough Council

INTRODUCTION AND BACKGROUND

Equality Act 2010

The Equality Act 2010 (the Act) brings together and replaces the previous anti-discrimination laws with a single Act. It simplifies and strengthens the law, removes inconsistencies and makes it easier for people to understand and comply with it. The majority of the Act came into force on 1st October 2010.

The Act includes a new public sector equality duty (the 'general duty'), replacing the separate duties on race, disability and gender equality. This came into force on 5th April 2011.

The new general duty covers the following protected characteristics:

- Age.
- Gender reassignment.
- Sex.
- Race – including ethnic or national origin, colour or nationality.
- Disability.
- Pregnancy and maternity.
- Sexual orientation.
- Religion or belief – including lack of belief.

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

What is the general duty?

The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. This will achieve better outcomes for all.

Public bodies are required 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.
- Foster good relations between people who share a protected characteristic and those who do not.

Specific duties in Wales

The broad purpose of the specific duties in Wales is to help listed bodies in their performance of the general duty and to aid transparency.

What are the specific duties?

The specific duties in Wales are set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. The specific duties in Wales came into force on 6th April 2011.

The specific duties in Wales cover:

- Objectives.
- Strategic Equality Plans.
- Engagement.
- Assessing impact.
- Equality information.
- Employment information.
- Pay differences.
- Staff training.
- Procurement.
- Annual reporting.
- Publishing.
- Welsh Ministers' reporting.
- Review.
- Accessibility.

Strategic Equality Plan

The specific duties in Wales included a requirement for listed bodies to develop and publish a Strategic Equality Plan by 2nd April 2012 that contained Equality Objectives.

The Council's Strategic Equality Plan and Equality Objectives for 2012-2016 were approved by Full Council on 29th February 2012.

The Equality Act 2010 and Public Sector Equality Duty also requires the Council to review its Strategic Equality Plan and Objectives at least every four years.

To support the review of the Council's Strategic Equality Plan and Equality Objectives for 2012-2016 a Task and Finish Group was established.

The Task and Finish Group consisted of the Council's Equalities Champion, Council Officers and key stakeholders that represent hard to reach groups in the community.

These key stakeholders were from The Big Lottery – Community Voice MAGNET Project (Merthyr Achieving Greater Networking and Engagement Together), which provides an opportunity for members of marginalised communities to increase their voice in influencing public service providers policy, planning and delivery processes. The Merthyr Tydfil Portfolio is made up of the following seven projects, each being led by different voluntary organisations:

- **Visible** - Bringing together Lesbian, Gay, Bisexual and Transgender (LGBT) persons to provide support and promote their voice within Merthyr Tydfil.
- **Focal Point** - Engaging with Migrant Workers, facilitating inclusion and cohesion, improving cultural awareness in the wider community.

- **Bridges** - Building confidence and skills with the Gypsy / Traveller community and creating opportunities for effective engagement with local services.
- **One Voice** - Advocacy and empowerment for Disabled Persons to agree collective action and engagement with service providers.
- **Perthyn (Belonging)** - Intergenerational project between younger and older people living in social housing, focusing on past, present and future housing policies. Delivered in Caedraw, Gurnos and Trelewis.
- **POSSIB** - Bilingual arts project to engage working aged men, parents and children in the areas of health, well-being, employment and education. Delivered in Northern Communities First Cluster.
- **Up and Coming** - Youth media project where young reporters convey positive messages about young people and Merthyr Tydfil and communicate with service providers and decision makers.

Engagement with these key stakeholders provided a co-productive approach to the review of the Strategic Equality Plan and added real value and challenge.

Feedback from the MAGNET Project Leads was very positive in that they felt they had been involved in helping to inform and shape the revised Strategic Equality Plan.

As part of the review of the Council's Strategic Equality Plan it was identified that an Equalities Vision for Merthyr Tydfil was essential in order to set out the Council's Ambition to eliminate discrimination / harassment, advance equality and foster good relations. The following Equalities Vision for Merthyr Tydfil has been developed:

- ***A place where diversity is valued and respected and everyone can participate, flourish and have the opportunity to fulfil their potential free from discrimination and prejudice.***

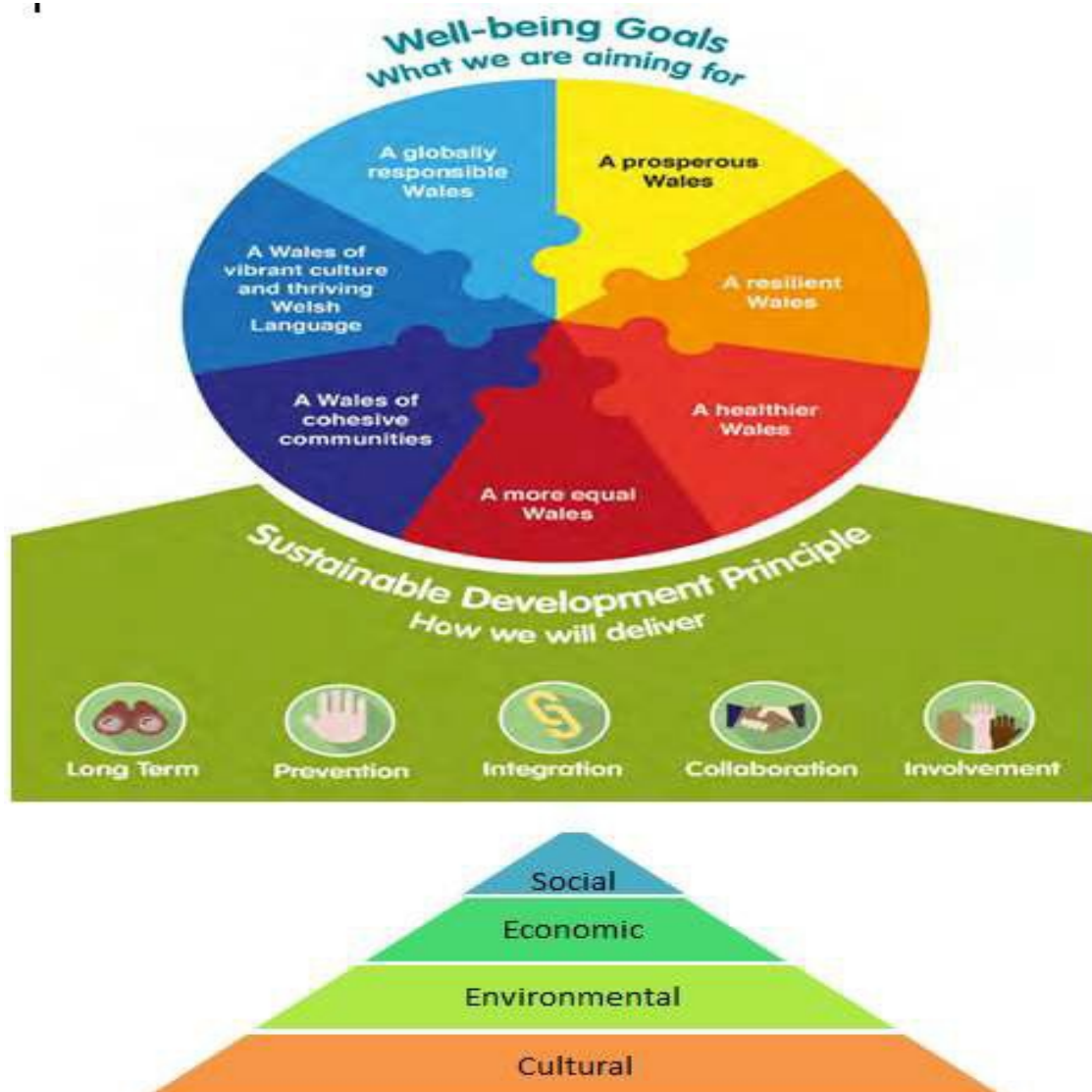
This Vision is supported by the following four Equality Objectives (listed in the table below) that are set out in the Council's Strategic Equality Plan for 2016-2020. The Strategic Equality Plan for 2016-2020 was approved by Full Council on 23rd March 2016.

<u>Themes</u>	<u>Equality Objectives</u>
Community Engagement	<u>Equality Objective 1</u> Put citizens' voices at the heart of local decision making so that their contribution is understood, recognised and used to help the Council understand and respond to the needs of its communities.
Equality Awareness Raising	<u>Equality Objective 2</u> To support and facilitate Equalities training and learning opportunities so that staff at all levels, Councillors and partners recognise and incorporate Equalities as part of their role.
Understanding our Staff and Communities	<u>Equality Objective 3</u> Develop robust monitoring systems to collect, collate, monitor and publish equalities data on our employees and customers, which will help the Council to ensure that it provides fair and accessible services.
Gender/Equal Pay	<u>Equality Objective 4</u> Ensure equity of pay across Merthyr Tydfil County Borough Council.

These Equality Objectives were written in partnership with Council Officers and partners, and will be delivered through an Action Plan that is set out in the Strategic Equality Plan for 2016-2020. Progress against delivering the Action Plan for 2016-17 is attached as Appendix A.

Well-being of Future Generations (Wales) Act 2015

The Council’s Vision and Equality Objectives for 2016-2020 support the Council’s Well-being Objectives and the seven Well-being Goals (shown in the diagram below) and link to the five ways of working (the Sustainable Development Principle) that are set out in the Well-being of Future Generations (Wales) Act 2015.



The table in Appendix D demonstrates how the Council’s Equality Objectives for 2016-2020 link to the following:

- The seven Well-being Goals and the five ways of working that are set out in the Well-being of Future Generations (Wales) Act 2015.
- Social Services and Well-being (Wales) Act 2014.

SECTION 3

RELEVANT INFORMATION

The following relevant information was used to inform the review of the Strategic Equality Plan for 2012-2016 and to produce the Strategic Equality Plan for 2016-2020:

- The Council's Annual Equality Monitoring Reports.
- Welsh Local Government Association Equality Improvement Peer Review that was carried out at the Council in June 2013 and a Peer Review follow up that was undertaken by Internal Audit in December 2014.
- Engagement with the Strategic Equality Plan Task and Finish Group.
- Equality Objectives from other Welsh Councils and public sector organisations.
- Guidance for the Well-being of Future Generations (Wales) Act 2015.
- Reports and data from the MAGNET Portfolio (Merthyr Achieving Greater Networking and Engagement Together).
- Hate Crime and Domestic Abuse Data.
- Community Cohesion National Delivery Plan.
- Is Wales Fairer? Report; Emerging Challenges.
- Disability Wales, Accessible Rail Services Policy, 2010.
- Office for National Statistics, Population Estimates by Local Authority and Age, 2015.
- Marriage and Civil Partnership Statistics, 2011 Census.
- Office for National Statistics, Conception Statistics, 2013.
- Office for National Statistics, Population Estimates by Local Authority and Ethnicity, 2011.
- Religion and Belief Statistics, 2011 Census.
- Integrated Household Survey, Welsh Government, Sexual Identity by Area and Identity Status, 2013.
- Office for National Statistics, Population Estimates by Local Authority and Gender, 2014.

SECTION 4

PERFORMANCE ASSESSMENT - SUMMARY OF PROGRESS AGAINST DELIVERING THE COUNCIL'S EQUALITY OBJECTIVES

Progress against delivering the Council's Equality Objectives for 2016-17 can be seen in Appendix A of this Annual Report. Progress on other Equality Developments can be seen in Appendix B.

For information, however, some examples of the progress that is set out in Appendix A and B is shown below:

Equalities Champion and Armed Forces Champion

- In order to emphasise the importance of Equalities and the Armed Forces Community Covenant across the Council, Councillor Chris Davies is the Council's Equalities Champion and Councillor Andrew Barry is the Armed Forces Champion.

MAGNET Project

- The Council has worked in partnership with the MAGNET Project (Merthyr Achieving Greater Networking and Engagement Together) since its launch in 2013. The projects that make up MAGNET have worked with over 3,000 residents in Merthyr Tydfil, enabling them to access public services, receive tailored support and help to overcome problems they have encountered in their lives and in their communities.

The MAGNET projects have also helped individuals and groups to have their voices heard, helping services to be more responsive to meet need, and raising awareness of the importance of equality in our communities.

The Council has benefited significantly from working in partnership with MAGNET, an example of which includes the seven projects being a key partner in developing the Council's Strategic Equality Plan for 2016-2020.

The Council have continued to engage and work with the MAGNET Project. Examples of some other successes of working in partnership with MAGNET have been:

- The Mayor and our local Member of Parliament raising the Rainbow flag outside the Civic Centre over the past three years during Lesbian, Gay, Bisexual and Transgender (LGBT) History month as part of the Council's commitment to supporting and engaging with the LGBT community within Merthyr Tydfil.
- Ensuring disabled people were able to influence the final design of the access to the railway station in Merthyr Tydfil and the introduction of blue walking lanes as part of the Castle Car Park improvements, making navigation easier for all people not just those who are disabled.
- Regular meetings are held with the One Voice Project Officer to discuss progress on the disability project and any other related matters/issues.

It's also important to highlight the ongoing hard work and commitment of the Global Village Committee and Trustees in co-ordinating the ongoing success of the Global Village Festival in Merthyr Tydfil. The Festival gives professional and community members the chance to perform and allows organisations that promote equality and diversity issues, a platform to reach out to people. It celebrates diversity but also recognises similarities and offers the chance to widen cultural horizons in a fun and creative way.

insport Silver

- In February 2017, the Council presented their insport Silver submission to the insport Development Panel. The Chief Executive, Disability Sports Development Officer and Corporate Risk and Equalities Manager delivered the presentation and the panel unanimously agreed on awarding insport Silver, making the Council one of just five Councils in Wales to be at silver level.

The feedback from the insport Development Panel was very positive, extracts of which are set out below:

“The authenticity, leadership and commitment of the Merthyr Tydfil County Borough Council Chief Executive Officer, and the Equality Lead, throughout the process, and at panel, was seen by the panel as a one of the significant catalysts for success so far. The development of further champions and advocates for inclusion across the Education, Health and Social Services sectors at equivalent senior leadership level, will be essential for the later stages of insport, and panel were assured that the commitment to ensuring this level of buy in was already recognised, as well as being instigated. The enthusiasm and engagement of staff from Merthyr Tydfil CBC with the development and testing of other elements of the insport project, is also appreciated and recognised as reflective of the broader commitment to inclusion and diversity.”

“This was an exceptional insport Development Silver standard presentation, there was a richness provided to the content and context of what you do, and how you do it locally within all the case studies; and the passion, commitment and transparent approach to inclusion was showcased consistently in all elements of the presentation team’s delivery. Merthyr Tydfil CBC illustrated a mature and clear understanding of where they were with inclusion, and what broadly the intended outcomes to the changes in working practices were for the areas of delivery. Engagement and consultation with stakeholders has been wide-ranging and creative, and had sought to involve organisations and individuals who may not have been involved previously or traditionally. The result of this has been to enable greater self-awareness, refine provision, and empower other partners to deliver consistently within the same messaging.”

The following were identified as key areas of best practice:

- Recognition of the journey of ongoing improvement and learning.
- A commitment to sustainability through partnerships and collaboration.
- Implementation of internal scrutiny committees.

The achievement of insport Silver was celebrated at the launch of Merthyr Tydfil High Street becoming ‘Autism Friendly’ on 15th September 2017.

Equality Training

- Equality training has been provided to the Council's Senior Leadership Team and Councillors by the MAGNET Project.

The equality training focused on providing Councillors and Officers with an insight, knowledge and understanding about the different communities in Merthyr Tydfil.

This was delivered in a creative and imaginative way but more importantly gave an insight to both Councillors and Officers that they wouldn't otherwise have had and gave specific examples of people's experiences of services.

- The following Equality Training have been provided through sport based courses:
 - 15 staff from 11 schools attending Active Kids for All (Disability Inclusion Training).
 - 20 students from Merthyr College attending Active Kids for All (Disability Inclusion Training).
 - 18 participants from a wide range of partners attended Disability Inclusion Training.
 - 7 Council staff, Visible Project Officer from MAGNET and 2 Officers from the Urdd attending LGBT Sport Cymru Awareness Training.
- 749 staff to date have attended the Workshop to Raise Awareness of Prevent (WRAP training). Prevent is part of the Government's counter-terrorism strategy; it's designed to tackle the problem of terrorism at its roots, preventing people from supporting terrorism or becoming involved in terrorism themselves.

An additional 60 staff have also been given access to an on-line training course (approved by the Home Office). These are childminders and staff in the Leisure Trust. It's closely aligned to the WRAP training, and is more appropriate than trying to arrange classroom sessions for them.

- The Council has launched an eLearning facility for all staff and Councillors which will enable the Council to record and report the training that is provided through this learning portal. The first module that have been completed is for Violence Against Women, Domestic Abuse and Sexual Violence.

Equality Fact Sheets

- Working with the Cwm Taf Regional Community Cohesion Co-ordinator and in consultation with the Community Voice MAGNET Project an Equality Learning Resource is being developed for staff and Councillors through the development of fact sheets for each of the nine protected characteristics.

The expected benefits of the fact sheets are as follows:

- Improving our knowledge of national and local equality issues by protected characteristic.

- Improving our understanding of our customers.
- The Council promotes equalities in the workplace.
- It will act as a knowledge resource for staff when completing the Council's new Integrated Impact Assessment.

To date three fact sheets have been developed for Disability, Sexual Orientation and Race. These have been made available on the Council's Intranet.

Equality Monitoring

Staff:

- The Council have reviewed its Equalities Monitoring Form to ensure that it captures the necessary Equality data on its employees by taking into account the Public Sector Equality Duty reporting and relevant information requirements.

The Equalities Monitoring Form that captures the equalities data has been developed as a section in HR21 (HR21 is the Council's Employee and Manager Self Service System).

This was issued to all staff in September 2016. The staff that do not have access to a computer have been provided with hard copies of the Form from their managers to complete.

The Council has received a 90% return rate of equalities information from staff.

This compares to 18% previously across both Council and School staff.

Community:

- Working with the Council's Senior Leadership Team an exercise has been undertaken to review what equality data service areas were capturing on service users, what they were using the data for and how they were reporting on it.

The results of this exercise demonstrated that service areas were capturing different levels of equality data and using it in different ways.

Working with colleagues from Community Well-being an Equalities Monitoring Form was developed in consultation with Disability Sport and Community Cohesion.

The form has been piloted by service areas within the Community Well-being Service over a three month period with a controlled sample of service users.

The findings from the pilot have been analysed and discussed with colleagues from Community Well-being in order to determine the effectiveness of the form.

The next step is to now prepare a report for Corporate Management Team setting out the findings and recommendations from the pilot.

Disability Confident Scheme

- In August 2016 the Council transferred over from the Positive about Disability 'Two Ticks' Scheme to the new Disability Confident Scheme following the changeover introduced by the Department for Work and Pensions.

The award certifies that the Council is a Disability Confident Committed Employer which demonstrates the Council's commitment to recruiting, retaining and developing disabled staff.

Pride Cymru

- The Council was proud to be part of Pride Cymru in August 2016 with other public sector organisations from across South Wales to engage with the LGBT community. The aim was to engage with the LGBT community to find out what issues are important to them, and as a result, improve the experiences of local LGBT people across South Wales when accessing public services.

To celebrate this event the Rainbow flag was raised outside the Civic Centre on the same day as Pride Cymru.

Merthyr Tydfil Public Library

- Merthyr Tydfil Public Library was successful in securing funding from the Holocaust Memorial Day Trust to create a garden in the area behind the Library. The Library was the only place in Wales to secure the funding to create a piece of artwork, which would represent the theme of "How Life Can Go On." The Library chose to make mosaics of the four seasons and were helped by various community groups to achieve this.
- On 27th January 2017, Merthyr Tydfil Public Library Service, in partnership with St David's Church held the annual Holocaust Memorial Day Service with upwards of 200 attendees and representation from many groups active in Merthyr Tydfil, including the Scouts, Air Cadets, Royal British Legion and many others. After the service, the congregation walked to the newly created Holocaust Garden of Remembrance situated behind the Library, which was officially opened by Professor Sir Mansel Aylward.

In the run up to Holocaust Memorial Day, the Library was fortunate to have a survivor to come and speak about their experiences. Her name was Joanna Millan who was born Bela Rosenthal; she survived being sent to Terizin camp, after both her parents died. In 1945, she was sent to England. She tells the difficult story of her life with both passion and sadness. The event was attended by 60 people, who were very moved by her testimony.

Also in the run up to Holocaust Memorial Day, the Library Service visited a number of schools to promote the Holocaust Memorial Day message, which was "How Can Life Go On."

Based on the comments above and the progress reported in Appendix A and B, outcomes have been assessed as Good - many strengths and no important areas requiring significant improvement.

SECTION 5

ASSESSMENT OF IMPACT

The Process

Equality Impact Assessment (EqIA) documentation continues to be a mandatory accompaniment to reports on the Change Management Programme, and for Cabinet and Council. This demonstrates how Councillors, Report Authors and Project Managers consider equality as part of their decision making.

A large part of embedding equality into service delivery is through the Council's EqIA Process. This process is structured to identify any potential inequality and aims to ensure that individuals and teams think carefully about the likely impact of policies, procedures, strategies, functions and services, to identify any unmet needs, and to provide a basis for action to improve services where appropriate.

If a full EqIA has been completed report authors are also expected to capture the following information in the body of the Cabinet/Council report:

- The positive impacts.
- The negative impacts.
- Current proposals to address the issues.

No Cabinet or Council Report is allowed to be submitted without being accompanied by a completed EqIA form.

The EqIA form and guidance were reviewed in partnership with Rhondda Cynon Taf County Borough Council and was rolled out for implementation in April 2015. The form is easier to complete, more focussed and supported by easy to follow step by step guidance.

EqIA forms and guidance are available on the Council's Intranet for staff use.

Monitoring

The EqIA requires report authors to:

- Document the date of the next review of the EqIA; and
- If a review is not required an explanation why.

The Corporate Risk & Equalities Manager attends the Change Management Steering Group to enable issues relating to Equalities, Risk and Welsh language to be identified and addressed. These are also standing agenda items.

Publishing Results

All EqIA forms are published on the Council's website along with the Cabinet and Council Reports.

SECTION 6

EMPLOYEE AWARENESS

Information on the Equality Act 2010 and Public Sector Equality Duty is available on the Council's Intranet and Internet.

The Council has identified the following Equality Objective as part its Strategic Equality Plan for 2016-2020, which will support the Council in continuing to raise awareness about Equalities:

- To support and facilitate Equalities training and learning opportunities so that staff at all levels, Councillors and partners recognise and incorporate Equalities as part of their role.

Progress on this Equality Objective can be found in Appendix A.

Training and Continued Professional Development

Training and Continued Professional Development is a key element of the Council's Performance Management Framework for Performance Appraisals and One to Ones. This enables employee training needs for Equalities to be identified and addressed.

SECTION 7

WORKFORCE DATA

The Council has identified the following Equality Objective as part its Strategic Equality Plan for 2016-2020, which will support the Council in continuing to improve its understanding and evidenced based profile of its employees:

- Develop robust monitoring systems to collect, collate, monitor and publish equalities data on our employees and customers, which will help the Council to ensure that it provides fair and accessible services.

Progress on this Equality Objective can be found in Appendix A.

Workforce data for the Council as at 31st March 2017 is attached as Appendix C.

SECTION 8

PROCUREMENT

The Council considers it essential that all organisations wishing to provide goods or services on its behalf are able to demonstrate that all reasonable and practicable steps are taken to allow equal access and equal treatment in employment, service delivery and training for all.

The Council uses the Welsh Government's standard pre-qualification process called the Supplier Qualification Information Database (SQuID) but has added its own specific equalities related questions to it. The Council's standard Invitation to Tender (ITT) template includes a specific equalities statement with the inclusion of contract clauses relating to the Equality Act 2010 and the Welsh Language (Wales) Measure 2011. Equalities and Welsh Language related clauses to its standard terms and conditions for contracts are added when required.

The Council underpins the principles of the Welsh Procurement Policy Statement 2015 (WPPS) and its ten main themes through a fit for purpose procurement strategy that provides strategic direction and coordination to comply with corporate priorities and the WPPS. The WPPS includes themes such as Economic, Social and Environmental Impacts, Community Benefits and open, accessible competition.

The Equalities and Welsh Language elements of the Procurement Process in relation to Tendering and Request for Quote Documentation have been reviewed in line with Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Welsh Language (Wales) Measure 2011.

These documents support the Council in ensuring that all third party suppliers demonstrate compliance with these requirements, where relevant to the nature and type of goods and services being provided on its behalf.

SECTION 9

ARMED FORCES COMMUNITY COVENANT

The Council signed the Armed Forces Community Covenant in May 2013. The Council's pledge to the Armed Forces Community Covenant recognises the dual respect between the Council, its partner agencies, its communities and our Armed Forces personnel (serving and retired) and their families. Councillor Andrew Barry was appointed as Armed Forces Champion in 2017.

The Council supports an Armed Forces Support Group, which is run by local members of the Royal British Legion (Dowlais and Town Branches). Membership also includes ex naval officers and Welsh Guards.

A regional board has been set up between Merthyr Tydfil County Borough Council and Rhondda Cynon Taf County Borough Council, which is the Cwm Taf Community Covenant Panel (referred to as the CCP). The Panel meets on a quarterly basis, and the main purpose is to discuss and assess any Covenant funding applications that are received.

Membership of the CCP comprises of:

- Rhondda Cynon Taf and Merthyr Tydfil County Borough Councils (Armed Forces Champions, lead officers and other representatives).
- Cwm Taf University Health Board.
- Royal British Legion.
- SSAFA.
- South Wales Police.
- Housing Associations.
- 160 Infantry Brigade & HQ Wales (Engagement).
- Interlink and Voluntary Action Merthyr Tydfil.
- Department for Work and Pensions (Job Centre Plus).
- Navy, Army and RAF Family Federations.
- 3 Royal Welsh.
- Alabare Homes for Veterans.
- Further Education and Higher Education Providers.
- Probation Service.
- Business – member of the Regional Employer Engagement Group (REEG).

A Guide to Services for Armed Forces Personnel and their families booklet has been published and distributed widely across the County Borough. The booklet includes contacts for Health, Housing, Leisure, Education, etc.

Free swimming for Armed Forces and veterans is the latest initiative to be launched by the Welsh Government as part of its Package of Support for the Armed Forces Community. Merthyr Tydfil Leisure Centre and Aberfan Community Centre now offer free swimming during public swim times for armed service personnel and veterans, residing in Wales.

WELSH LANGUAGE

The Welsh Language (Wales) Measure 2011 has replaced the Welsh Language Act 1993 and places an obligation on public sector bodies to comply with Welsh Language Standards. Essentially, the Measure has the same requirement as the Welsh Language Act: **to treat the Welsh and English languages on the basis of equality in the provision of services to the public in Wales.**

Welsh Language is a key element of the Council's Equality agenda. The Council promote and facilitate the use of the Welsh language by observing the following Guiding Principles:

- Individuals have the right to deal with us in Welsh.
- Welsh must be positioned to be read first (to the left or above the English).
- Respecting staff language rights.
- The quality of service and a positive attitude are important.
- We must offer Welsh language services to give language choice.

Welsh Language Vision for Merthyr Tydfil

These Guiding Principles will support the Council in delivering the following Welsh language Vision for Merthyr Tydfil:

“A place which promotes the use of the Welsh language and treats the Welsh and English languages on the basis of equality.

This will be achieved by enabling and encouraging:

- The broad provision of Welsh language education throughout the County Borough.
- The opportunities for people to use Welsh at work, at home and at play.
- The perception of languages as life skills, which enriches the lives of those who use them.
- People throughout the County Borough to feel pride in their language, and confidence to use it.

These are deliberately stretching ideals – they will not be achieved overnight, but over the long term; it is our vision to encourage a cultural change in the way that the two languages of Wales are perceived in this County Borough. We want to make a difference.”

The Council will observe these Guiding Principles and work towards achieving this Vision through our role as a community leader, service provider, commissioner and employer working in partnership through and with our stakeholders in the County Borough.

SECTION 11

CONTACT INFORMATION

How to contact us

If you would like a copy of this Annual Report in any other format or translated into another language, please contact:

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**PROGRESS AGAINST DELIVERING
EQUALITY OBJECTIVES FOR 2016-2020**

UPDATE FOR 2016-2017

Equalities Vision for Merthyr Tydfil

“A place where diversity is valued and respected and everyone can participate, flourish and have the opportunity to fulfil their potential free from discrimination and prejudice.”

The Council will work towards achieving this Vision through our role as a community leader, service provider, commissioner and employer, and we will work in partnership to reduce inequalities and to improve the well-being of the County Borough.

This Vision will be delivered through the following Equality Objectives for 2016-2020:

<u>Themes</u>	<u>Equality Objectives</u>
Community Engagement	<u>Equality Objective 1</u> Put citizens’ voices at the heart of local decision making so that their contribution is understood, recognised and used to help the Council understand and respond to the needs of its communities.
Equality Awareness Raising	<u>Equality Objective 2</u> To support and facilitate Equalities training and learning opportunities so that staff at all levels, Councillors and partners recognise and incorporate Equalities as part of their role.
Understanding our Staff and Communities	<u>Equality Objective 3</u> Develop robust monitoring systems to collect, collate, monitor and publish equalities data on our employees and customers, which will help the Council to ensure that it provides fair and accessible services.
Gender/Equal Pay	<u>Equality Objective 4</u> Ensure equity of pay across Merthyr Tydfil County Borough Council.

EQUALITY OBJECTIVE 1

THEME: COMMUNITY ENGAGEMENT

Measures:

1. Residents think the Local Authority provides high quality services (Source: National Survey for Wales):

Response	2012/13 (Sample size: 14,400)	2013/14 (Sample size: 14,600)	2014/15 (Sample size: 14,100)	2015/16	2016/17 (Sample size: 10,300)
Agree	46%	53%	43%	There was no National Survey for Wales in 2015- 16	38%
Neither Agree nor Disagree	23%	18%	20%		28%
Disagree	30%	29%	37%		34%

2. Residents think the Local Authority is good at letting people know how it is performing (Source: National Survey for Wales):

Response	2012/13 (Sample size: 14,300)	2013/14 (Sample size: 14,400)	2014/15 (Sample size: 13,800)	2015/16	2016/17 (Sample size: 9,950)
Agree	37%	36%	37%	There was no National Survey for Wales in 2015- 16	34%
Neither Agree nor Disagree	21%	16%	15%		21%
Disagree	42%	48%	48%		45%

3. Residents think they can influence decisions affecting the local area (Source: National Survey for Wales):

Response	2012/13 (Sample size: 14,400)	2013/14 (Sample size: 14,500)	2014/15 (Sample size: 13,900)	2015/16	2016/17 (Sample size: 10,050)
Agree	23%	25%	19%	There was no National Survey for Wales in 2015- 16	23%
Neither Agree nor Disagree	24%	19%	21%		23%
Disagree	53%	57%	60%		54%

Actions	Progress
<p><u>Action 1:</u> Deliver the Council's Communication and Consultation Strategy.</p>	<p>A Communication and Consultation Strategy has been developed as a Quality Improvement Theme. A Reputation Management Action Plan has also been developed. The Strategy is currently being reviewed to incorporate changes to the Council's Vision.</p> <p>The Communication and Consultation Strategy will deliver the following:</p> <ol style="list-style-type: none"> 1. Provide clear leadership, having clarity about what the Council stands for and making sure it is understood by the whole organisation. 2. Continue to promote the Council's brand which provides a clear sense of purpose and embodies the values. 3. Build upon our drive to communicate and engage strategically so we have the right skills to improve the reputation.
<p><u>Action 2:</u> Support the delivery of the Cwm Taf Public Engagement Strategy.</p>	<p>The Cwm Taf Strategic Partnership Board (SPB), with the Third Sector, has been tasked with developing a more innovative, proactive approach, to involving and listening to individuals, service users and communities. This piece of work needs to be fully collaborative and not driven by single agency mechanisms and is therefore, being carried out through the Cwm Taf Public Engagement Group.</p> <p>An engagement and consultation plan was in place during the development of the Cwm Taf Well-being Plan which will be published in May 2018.</p> <p>A draft Cwm Taf Public Services Board Engagement and Consultation Strategy has been developed but needs to be refocused along with the work of the Cwm Taf Public</p>

Actions	Progress
	<p>Engagement Group (PEG) and the Public Engagement Network (PEN) to support the delivery of the Cwm Taf Well-being Plan.</p> <p>In meeting the sustainable development principle (5 ways of working), the PSB will continue to involve communities in informing, shaping and implementing plans through an on-going conversation. The PSB will involve people with lived experiences to inform its delivery plans moving forward.</p>
<p>Action 3: Work in partnership with the following MAGNET portfolio of projects to provide an opportunity for members of marginalised communities to increase their voice in influencing Council policy, planning and delivery processes:</p> <ol style="list-style-type: none"> 1. Visible - Bringing together Lesbian, Gay, Bisexual and Transgender (LGBT) persons to provide support and promote their voice within Merthyr Tydfil. 2. Focal Point - Engaging with Migrant Workers, facilitating inclusion and cohesion, improving cultural awareness in the wider community. 3. Bridges - Building confidence and skills with the Gypsy / Traveller community and creating opportunities for effective engagement with local services. 4. One Voice - Advocacy and empowerment for Disabled Persons to agree collective action and engagement with service providers. 5. Perthyn (Belonging) - Intergenerational project between younger and older people living in social housing, focusing on past, present and future housing policies. Delivered in Caedraw, Gurnos and Trelewis. 6. POSSIB - Bilingual arts project to engage working aged men, parents and children in the areas of health, well-being, employment and education. Delivered in 	<p>The Council has worked in partnership with MAGNET since its launch in 2013. The projects that make up MAGNET have worked with over 3,000 residents in Merthyr Tydfil, enabling them to access public services, receive tailored support and help to overcome problems they have encountered in their lives and in their communities.</p> <p>The MAGNET projects have also helped individuals and groups to have their voices heard, helping services to be more responsive to meet need, and raising awareness of the importance of equality in our communities.</p> <p>The Council has benefited significantly from working in partnership with MAGNET, an example of which includes the seven projects being a key partner in developing the Council's Strategic Equality Plan for 2016-2020.</p> <p>The Council continue to engage and work with the MAGNET Project. An example of this is where Equality training has been provided to the Council's Senior Leadership Team and Councillors by the MAGNET Project. Further information on this training can be found below under the Equality Objective for Equality Awareness Raising.</p> <p>Examples of some other successes of working in partnership with MAGNET have been:</p>

Actions	Progress
<p>Northern Communities First Cluster.</p> <p>7. Up and Coming - Youth media project where young reporters convey positive messages about young people and Merthyr Tydfil and communicate with service providers and decision makers.</p>	<ul style="list-style-type: none"> • The Mayor and our local Member of Parliament raising the Rainbow flag outside the Civic Centre over the past three years during Lesbian, Gay, Bisexual and Transgender (LGBT) History month as part of the Council's commitment to supporting and engaging with the LGBT community within Merthyr Tydfil. • Ensuring disabled people were able to influence the final design of the access to the railway station in Merthyr Tydfil and the introduction of blue walking lanes as part of the Castle Car Park improvements, making navigation easier for all people not just those who are disabled. • Regular meetings are held with the One Voice Project Officer to discuss progress on the disability project and any other related matters/issues. <p>It's also important to highlight the ongoing hard work and commitment of the Global Village Committee and Trustees in co-ordinating the ongoing success of the Global Village Festival in Merthyr Tydfil. The Festival gives professional and community members the chance to perform and allows organisations that promote equality and diversity issues, a platform to reach out to people. It celebrates diversity but also recognises similarities and offers the chance to widen cultural horizons in a fun and creative way.</p> <p>The Council continues to work with MAGNET in a number of different ways, for example on developing fact sheets on each of the Protected Characteristics. Further information on the fact sheets can be found below under the Equality Objective for Equality Awareness Raising.</p>
<p>Action 4: Work towards the achievement of Disability Sport Wales insport Gold Standard.</p>	<p><u>insport Ribbon and Bronze</u></p> <p>insport Ribbon and Bronze levels were achieved in 2014, with</p>

Actions	Progress
	<p>Merthyr Tydfil County Borough Council being one of the first two Councils to achieve the Bronze level in Wales.</p> <p><u>insport Silver</u></p> <p>In February 2017, the Council presented their insport Silver submission to the insport Development Panel. The Chief Executive, Disability Sport Development Officer and Corporate Risk and Equalities Manager delivered the presentation and the panel unanimously agreed on awarding insport Silver, making Merthyr Tydfil County Borough Council one of just five Councils in Wales to be at silver level.</p> <p>The feedback from the insport Development Panel was very positive, a summary of which is set out below:</p> <ul style="list-style-type: none"> • The panel and Disability Sport Wales would like to congratulate and thank Merthyr Tydfil County Borough Council, and the presenting team, on a sound and robust approach to the insport Development Silver standard. • Utilising the passion and commitment of the insport strategic leads, and linking this with an ongoing and constant monitoring and review process, there is now the clear beginnings of an integrated approach to inclusion throughout the Local Authority. • The authenticity, leadership and commitment of the Merthyr Tydfil County Borough Council Chief Executive Officer, and the Equality Lead, throughout the process, and at panel, was seen by the panel as a one of the significant catalysts for success so far. The development of further champions and advocates for inclusion across the Education, Health and Social Services sectors at

Actions	Progress
	<p>equivalent senior leadership level, will be essential for the later stages of insport, and panel were assured that the commitment to ensuring this level of buy in was already recognised, as well as being instigated. The enthusiasm and engagement of staff from Merthyr Tydfil CBC with the development and testing of other elements of the insport project, is also appreciated and recognised as reflective of the broader commitment to inclusion and diversity.</p> <ul style="list-style-type: none"> • The insport Development Panel were delighted to hear that Merthyr County Borough Council are adopting a philosophy where inclusion is being shaped by the very people who will be influenced and affected by programmes and delivery. This approach will need to remain at the heart of all thinking moving forward, with clarity of the needs of all population segments being an essential starting point for the insport Development Gold standard. • Overall the presentation was an outstanding and honest reflection of both the strategic direction being adopted, and the practical interpretation of this approach. The information provided to the insport Development Case Officer via the portal, alongside the enthusiastic and clear presentation, left the panel in no doubt that Merthyr Tydfil County Borough Council should be awarded with the insport Development Silver standard. • This was an exceptional insport Development Silver standard presentation, there was a richness provided to the content and context of what you do, and how you do it locally within all the case studies; and the passion, commitment and transparent approach to inclusion was showcased consistently in all elements of the presentation

Actions	Progress
	<p>team's delivery. Merthyr Tydfil CBC illustrated a mature and clear understanding of where they were with inclusion, and what broadly the intended outcomes to the changes in working practices were for the areas of delivery. Engagement and consultation with stakeholders has been wide-ranging and creative, and had sought to involve organisations and individuals who may not have been involved previously or traditionally. The result of this has been to enable greater self-awareness, refine provision, and empower other partners to deliver consistently within the same messaging.</p> <ul style="list-style-type: none"> • Congratulations, and thanks on behalf of the panel for an inspiring, interesting and thorough overview of provision, thinking, strategy and practice. <p>The following were identified as key areas of best practice:</p> <ul style="list-style-type: none"> • Recognition of the journey of ongoing improvement and learning. • A commitment to sustainability through partnerships and collaboration. • Implementation of internal scrutiny committees. <p>The achievement of insport Silver was celebrated at the launch of Merthyr Tydfil High Street becoming 'Autism Friendly' on 15th September 2017.</p> <p><u>insport Gold</u></p> <p>The Council's Corporate Leadership Team has received a presentation on the Council's approach to insport Gold. The Corporate Leadership Team fully endorse the Council's approach to insport Gold and are committed to supporting the</p>

Actions	Progress
	<p>development of insport evidence with 2020 as a planned submission date.</p> <p>It is now the intention to attend the insport panel in February 2018 to outline plans for the Council's insport Gold and for the Disability Sport Wales panel to sign off on the approach.</p>
<p><u>Action 5:</u> Review Community First activities and establish and implement a new Community Involvement Plan.</p>	<p>The Council was charged with identifying and agreeing the legacy arrangements of Communities First, following the announcement of the phasing out of the programme. This included deciding on programmes of delivery to be retained or new programmes of delivery to be supported in line with the needs of the community and the Well-being Assessment.</p> <p>An extensive consultation both with partners and the community was undertaken to identify the legacy arrangements. The following priorities for strategic support for the community and for front line service delivery were identified:</p> <ul style="list-style-type: none"> • Investment in Community Zone co-ordination to pilot this approach in the Gurnos area. • Commission existing play and youth provision in the Gurnos, Dowlais and Gellideg. • Commission the continuation of the Domestic Violence awareness raising programme in schools across the County Borough. • Investment in the early language development approach integrating the south cluster priority into an already established model.

EQUALITY OBJECTIVE 2

THEME: EQUALITY AWARENESS RAISING

Measures	2016/17
<p>1. The number of staff, Councillors and partner organisations who have received training in Equalities (Source: Council data).</p>	<p><u>Equality Training through MAGNET Project (3 sessions):</u></p> <ul style="list-style-type: none"> • 14 Councillors • 32 staff (Senior Leadership Team) <p><u>Equality Training through Sport based courses:</u></p> <ul style="list-style-type: none"> • 15 staff from 11 schools attending Active Kids for All (Disability Inclusion Training). • 20 students from Merthyr College attending Active Kids for All (Disability Inclusion Training). • 18 participants from a wide range of partners attended Disability Inclusion Training. • 7 Council staff, Visible Lead from MAGNET and 2 Officers from the Urdd attending LGBT Sport Cymru Awareness Training. <p><u>Prevent Training:</u></p> <ul style="list-style-type: none"> • 749 staff to date have attended Prevent training. • An additional 60 staff have also been given access to an on-line training course. <p><u>Violence Against Women, Domestic Abuse and Sexual Violence Course:</u></p> <ul style="list-style-type: none"> • Staff and Councillors have completed a Violence Against Women, Domestic Abuse and Sexual Violence course.
<p>2. Number of different training opportunities provided (Source: Council data).</p>	<p>Based on Measure No.1 above 10 different training opportunities have been provided.</p>
<p>3. Number of disciplinaries, whistleblowing and grievances related to equality issues (Source: Council data).</p>	<p>1 Grievance for Racial Abuse/Sexual Harassment.</p>

Actions	Progress
<p><u>Action 1:</u> Rollout Equalities E-Learning Module for staff and Councillors.</p>	<p>The Equalities E-Learning Module was reviewed before being rolled out and it was deemed that the content would not meet the training needs for staff and Councillors in terms of Equality awareness raising.</p> <p>To address this training gap, working with the Cwm Taf Regional Community Cohesion Co-ordinator and in consultation with the Community Voice MAGNET Project an Equality Learning Resource is being developed for staff and Councillors through the development of fact sheets for each of the nine protected characteristics.</p> <p>Further information on the fact sheets can be found under Action 4 below.</p>
<p><u>Action 2:</u> Work in partnership with the MAGNET portfolio to deliver a training programme for staff and Councillors based on the following projects:</p> <ul style="list-style-type: none"> • Focal Point – Newly arrived citizens. • Visible – Lesbian, Gay, Bi-sexual, Transgender. • One Voice – Disabled persons. • Bridges – Gypsy / Travellers. 	<p>Equality training has been provided to the Council's Senior Leadership Team and Councillors by the MAGNET Project.</p> <p>The equality training focused on providing Councillors and Officers with an insight, knowledge and understanding about the different communities in Merthyr Tydfil.</p> <p>This was delivered in a creative and imaginative way but more importantly gave an insight to both Councillors and Officers that they wouldn't otherwise have had and gave specific examples of people's experiences of services.</p>
<p><u>Action 3:</u> Work with Active Merthyr and its partners locally and nationally to establish opportunities for disability awareness training for staff, Councillors and partner organisations.</p>	<p>The following Equality Training have been provided through sport based courses:</p> <ul style="list-style-type: none"> • 15 staff from 11 schools attending Active Kids for All (Disability Inclusion Training). • 20 students from Merthyr College attending Active Kids for All (Disability Inclusion Training). • 18 participants from a wide range of partners attended

Actions	Progress
	<p>Disability Inclusion Training.</p> <ul style="list-style-type: none"> • 7 Council staff, Visible Lead from MAGNET and 2 Officers from the Urdd attending LGBT Sport Cymru Awareness Training.
<p>Action 4: Develop Equalities training pages on the Council's Intranet to act as a learning and knowledge resource.</p>	<p>A training page has been set up on the Council's Intranet to act as a learning and knowledge resource for staff and Councillors.</p> <p>Working with the Cwm Taf Regional Community Cohesion Co-ordinator and in consultation with the Community Voice MAGNET Project, fact sheets for each of the nine protected characteristics are being developed.</p> <p>The expected benefits of the fact sheets are as follows:</p> <ul style="list-style-type: none"> • Improving our knowledge of national and local equality issues by protected characteristic. • Improving our understanding of our customers. • The Council promotes equalities in the workplace. • It will act as a knowledge resource for staff when completing the Council's new Integrated Impact Assessment. <p>To date three fact sheets have been developed for Disability, Sexual Orientation and Race. These have been made available on the Council's Equalities training page.</p>
<p>Action 5: Work with the Regional Community Cohesion Coordinator to deliver a range of Equality training.</p>	<p>749 staff to date have attended the Workshop to Raise Awareness of Prevent (WRAP training). Prevent is part of the Government's counter-terrorism strategy; it's designed to tackle the problem of terrorism at its roots, preventing people from supporting terrorism or becoming involved in terrorism themselves.</p> <p>An additional 60 staff have also been given access to an on-line training course (approved by the Home Office). These are</p>

Actions	Progress
	<p>childminders and staff in the Leisure Trust. It's closely aligned to the WRAP training, and is more appropriate than trying to arrange classroom sessions for them.</p> <p>A poster has also been designed and printed, which provides further information and what to do if people have any concerns. The poster is displayed in all Council buildings and have also been supplied to the Leisure Trust to display on their premises.</p>
<p>Action 6: To assess and define any cultural barriers that may be preventing staff from feeling 'safe' to disclose equalities data, we will undertake policy training on Dignity and Respect at Work, Code of Conduct of Employees, Values and Behaviours expected by all.</p>	<p>The Council has a number of HR Policies in place, including the following:</p> <ul style="list-style-type: none"> • Staff Handbook. • Dignity and Respect at Work. • Code of Conduct. • Disciplinary. • Grievance. • Whistleblowing. • Violence against Women, Domestic Abuse and Sexual Violence. • Workforce Equality Policy. <p>These Policies are regularly reviewed in line with best practice and legislation. The HR team are currently considering a suite of 'statutory / mandatory training' for all of its managers. These policies are designed in consultation with staff and their trade union representatives.</p> <p>The HR Operational team adopt a coaching and mentoring style of delivery in supporting managers to understand their responsibilities. In addition, the HR department are currently working on producing a training plan on these policies to support current and future people managers. These will be offered as 'bolt on' modules to the existing Managers Academy programme.</p>
<p>Action 7:</p>	<p>The Action plan will include a blended style of learning and</p>

Actions	Progress
Create an Action Plan to address any cultural barriers.	development training activity including coaching, mentoring, and online – e-learning.
<p><u>Action 8:</u> Work in partnership with other organisations to offer staff, Councillors and partner organisations a range of Equality training opportunities.</p>	<p>As can be seen from the above actions the Council has worked with a number of partners to offer Equality training opportunities, for example:</p> <ul style="list-style-type: none"> • MAGNET Portfolio of Projects. • Disability Sport Wales. • Active Merthyr. • Cwm Taf Regional Community Cohesion Co-ordinator. • Prevent Project.

EQUALITY OBJECTIVE 3

THEME: UNDERSTANDING OUR STAFF AND COMMUNITIES

Measures	2016/17
1. The Council receives registration as a “Two Ticks” Equal Opportunity Employer (Source: Department for Work and Pensions).	<p>In August 2016 the Council transferred over from the Positive about Disability ‘Two Ticks’ Scheme to the new Disability Confident Scheme following the changeover introduced by the Department for Work and Pensions.</p> <p>The award certifies that the Council is a Disability Confident Committed Employer, which demonstrates the Council’s commitment to recruiting, retaining and developing disabled staff.</p>
2. An increase in the number of employees disclosing personal data to allow the Council to be sensitive to and meet their needs (Source: Council data).	<p>The Council has received a 90% return rate of equalities information from staff.</p> <p>This compares to 18% previously across both Council and School staff.</p>

Actions	Progress
<u>Action 1</u> Identify data requirements for Equalities Monitoring Form by identifying what information is needed (taking into account Public Sector Equality Duty reporting and relevant information requirements).	<p>The Council have reviewed its Equalities Monitoring Form to ensure that it captures the necessary Equality data on its employees by taking into account the Public Sector Equality Duty reporting and relevant information requirements.</p> <p>The Equalities Monitoring Form that captures the equalities data has been developed as a section in HR21 (HR21 is the Council’s Employee and Manager Self Service System).</p> <p>This was issued to all staff in September 2016. The staff that do not have access to a computer have been provided with hard copies of the Form from their managers to complete.</p>
<u>Action 2</u> Develop electronic monitoring and recording system to capture all data requirements for Equalities Monitoring Form using HR21.	
<u>Action 3</u> Develop paper copy of Equalities Monitoring Form.	
<u>Action 4</u> Communicate message to all staff (who have access to a computer) to complete the Equalities Monitoring Form.	
<u>Action 5</u>	

<p>Include an Equalities Monitoring Form in all recruitment paperwork.</p>	
<p><u>Action 6</u> Distribute paper copy of Equalities Monitoring Form in a staged approach to staff that do not have access to a computer.</p>	
<p><u>Action 7</u> Monitor and report on the number of staff who have completed the Equalities Monitoring Form through HR21.</p>	
<p><u>Action 8</u> Record completed Paper Equalities Monitoring Form in HR21.</p>	
<p><u>Action 9</u> Monitor and report on the number of staff who have completed the paper copy of the Equalities Monitoring Form.</p>	
<p><u>Action 10</u> Remind staff of the importance to ensure that their equality employment information is continually reviewed and up to date.</p>	
<p><u>Action 11</u> Report annually on equality employee data.</p>	
<p><u>Action 12</u> Identify data requirements and develop a process to capture and report equalities data from customers.</p>	<p>In relation to capturing equality data on our service users the need was identified to develop an Equalities Monitoring Form.</p>
<p><u>Action 13</u> Develop and distribute an Equalities Monitoring Form to service areas to enable them to capture equalities data from customers.</p>	<p>To support this an exercise was undertaken, working with the Council's Senior Leadership Team, to review what equality data service areas were capturing on service users, what they were using the data for and how they were reporting on it.</p>
<p><u>Action 14</u> Remind services of the importance of recording customer equality data.</p>	<p>The results of this exercise demonstrated that service areas were capturing different levels of equality data and using it in different ways.</p>
<p><u>Action 15</u> Report annually on customer equality data.</p>	
<p><u>Action 16</u> Where they are not already in place encourage service areas to develop feedback forms in relation to the services they provide, to establish levels of satisfaction and identify any barriers which might exist which prevent people from accessing these services.</p>	<p>After discussing the results of the exercise with Chief Offices and Heads of Service, the Head of Community Well-being kindly offered to work with the Corporate Risk and Equalities Manager on developing an Equalities Monitoring Form and piloting it within</p>

<p>This will include ensuring that all feedback forms ask the equalities monitoring questions.</p>	<p>his service areas.</p> <p>A draft form was prepared informed by the enrolment / registration forms used by services in Community Well-being.</p> <p>The draft form was then shared with colleagues from Community Wellbeing, Disability Sport and Community Cohesion for their comment and feedback, following which the form was further developed.</p> <p>The form was piloted by services areas within the Community Well-being Service over a three month period with a controlled sample of service users.</p> <p>The findings from the pilot have been analysed and discussed with colleagues from Community Well-being in order to determine the effectiveness of the form.</p> <p>The next step now is to prepare a report for Corporate Management Team setting out the findings and recommendations following the pilot.</p>
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EQUALITY OBJECTIVE 4

THEME: GENDER/EQUAL PAY

Measures	2016/17
1. Understanding any gender pay gap the Council may have (Source: Council data).	Please see comments below for Action 1.

Actions	Progress												
<p><u>Action 1</u> Undertake an Equality Impact Assessment to have a baseline understanding of any equal pay issues in the Council.</p>	<p>The Council undertakes regular gender pay gap reporting. All jobs are evaluated using the Greater London Provincial Council scheme of Job Evaluation (with the exception of Heads of Service who are processed via the HAY Scheme). No personal information regarding the post holder is taken into account at this stage. As a result, the grading system is free of any unconscious bias. The grades and additional payment mechanisms in operation at the Council are provided on a gender neutral basis. Therefore, there are no obvious discrepancies between gender during the reporting.</p> <p>In England, public, private and voluntary sector organisations with 250 or more employees will have to report on their gender pay gaps using prescribed criteria as below. Whilst this regulation does not currently apply to Councils in Wales, a recent meeting of HR Directors across Welsh Local Councils felt that providing the information was transparent, open, and fair before there is any formal obligation on Councils to provide it.</p> <table border="1" data-bbox="1059 1129 1982 1321"> <thead> <tr> <th></th> <th>Mean Hourly Rate</th> <th>Median Hourly Rate</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>£14.47</td> <td>£12.18</td> </tr> <tr> <td>Female</td> <td>£13.70</td> <td>£11.74</td> </tr> <tr> <td>Pay Gap</td> <td>£0.77</td> <td>£0.44</td> </tr> </tbody> </table> <p>The pay gap is small between Male and Female in terms of both</p>		Mean Hourly Rate	Median Hourly Rate	Male	£14.47	£12.18	Female	£13.70	£11.74	Pay Gap	£0.77	£0.44
	Mean Hourly Rate	Median Hourly Rate											
Male	£14.47	£12.18											
Female	£13.70	£11.74											
Pay Gap	£0.77	£0.44											

Actions	Progress
	the Mean and Median hourly rates. By calculating the information this way, we can compare ourselves instantaneously to other Councils in both in Wales and England.
<p><u>Action 2</u> Publish Annual Pay Policy Statement.</p>	The Council's Pay Policy Statement for 2016/17 was approved by Full Council on 23 rd March 2016.
<p><u>Action 3</u> Where necessary make changes to policies and practices that are found to be a contributory factor to any identified inequality in pay.</p>	<p>There is no inequality in pay. All jobs are scored fairly and consistently in accordance with the Greater London Provincial Council scheme. Our policies and procedures are continually monitored and reviewed to ensure that there are no hidden or perceived barriers. Historically, the Council together with Trade Unions undertook a lot of work with the implementation of single status and the new pay spine.</p> <p>Indeed, the Council has worked hard to go over and above its minimum statutory obligations. An example of this is the National Minimum and Living Wage. The Council not only opted to introduce the latter, but also it was one of only a few Councils in Wales to sign up to the Foundation Living Wage, and deleted many Spinal Column Points at the bottom end of the scale accordingly. This investment means that the impact of the recent employers offer to trade union (2.0% per year over two years, and an additional percentage for staff at the bottom of the scale (referred to as bottom loading, to bring them up to the equivalent of the foundation living wage) is avoided.</p>

OTHER EQUALITY DEVELOPMENTS**Holocaust Memorial Day and other Developments by Merthyr Tydfil Public Library**

- Merthyr Tydfil Public Library was successful in securing funding from the Holocaust Memorial Day Trust to create a garden in the area behind the Library. The Library was the only place in Wales to secure the funding to create a piece of artwork, which would represent the theme of “How Life Can Go On.” The Library chose to make mosaics of the four seasons and were helped by various community groups to achieve this.
- On 27th January 2017, Merthyr Tydfil Public Library Service, in partnership with St David’s Church held the annual Holocaust Memorial Day Service with upwards of 200 attendees and representation from many groups active in Merthyr Tydfil, including the Scouts, Air Cadets, Royal British Legion and many others. After the service, the congregation walked to the newly created Holocaust Garden of Remembrance situated behind the Central Library, which was officially opened by Professor Sir Mansel Aylward.

In the run up to Holocaust Memorial Day, the Library was fortunate to have a survivor to come and speak about their experiences. Her name was Joanna Millan who was born Bela Rosenthal; she survived being sent to Terizin camp, after both her parents died. In 1945, she was sent to England. She tells the difficult story of her life with both passion and sadness. The event was attended by 60 people, who were very moved by her testimony.

Also in the run up to Holocaust Memorial Day, the Library Service visited a number of schools to promote the Holocaust Memorial Day message, which was “How Can life Go On.”

- Merthyr Tydfil Public Libraries was in receipt of a “Big Lottery” grant to further develop its “Sheds for All” programme. The Library developed this concept on research from Australia that had shown the negative impact of loneliness and isolation has on a person’s health and well-being.

The aim of the “Sheds for All” programme is about people having fun, sharing skills and knowledge with like-minded people and gaining a renewed sense of purpose and belonging to reduce isolation and loneliness.

The Library has set up two curling groups consisting of people:

- Who are socially isolated.
- From the GP referral scheme.

The Library also has a group of volunteers who are helping to further develop the Holocaust Memorial Garden.

Hate Crime

- We have engaged regionally with partners on Hate Crime in order to increase awareness and understanding. This included a Cwm Taf Hate Crime Awareness Event held during Hate Crime Awareness Week to highlight the ongoing work being conducted in the Cwm Taf area to raise awareness and support victims of hate crime.

In addition, the Council and its schools supported Show Racism the Red Card’s “Wear Red Day” on Friday 21st October 2016.

Strategic Equality Plans for Schools

- Schools are also required to develop and publish Equality Objectives and a Strategic Equality Plan. The purpose of these is to enable the delivery of measurable equality outcomes which improve the lives of individuals and communities.

A Strategic Equality Plan template and guidance have been developed for schools and is aligned to the Council's Strategic Equality Plan for 2016-2020 and its Equalities Vision for Merthyr Tydfil, which is:

A place where diversity is valued and respected and everyone can participate, flourish and have the opportunity to fulfil their potential free from discrimination and prejudice.

Pride Cymru 2016

- The Council was proud to be part of Pride Cymru in August 2016 with other public sector organisations from across South Wales to engage with the Lesbian, Gay, Bisexual and Transgender (LGBT) community. The aim was to engage with the LGBT community to find out what issues are important to them, and as a result, improve the experiences of local LGBT people across South Wales when accessing public services.

To celebrate this event the Rainbow flag was raised outside the Civic Centre on the same day as Pride Cymru.

LGBT Club Night

- Facilitated by the Visible Project that forms part of MAGNET, Merthyr Tydfil's first LGBT Club Night was held in February 2017 at the Scala Hall.

E-learning Platform - Violence Against Women, Domestic Abuse and Sexual Violence Course

- The Council has launched an eLearning facility for all staff and Councillors which will enable the Council to record and report the training that is provided through this learning portal. The first module that has been completed is for Violence Against Women, Domestic Abuse and Sexual Violence.

Equality Network

- The Council is part of an Equality Network of Councils in South Wales. The Network meets regularly and shares equality best practice and information. The Council hosted the meeting in January 2017, which was very well attended by a number of Councils.

Equality and Human Rights Commission Exchange Network

- The Equality and Human Rights Commission hold regular Exchange Network Conferences across Wales. Their Exchange Network Conference in March 2017 was held at the Orbit Business Centre in Merthyr Tydfil.

WORKFORCE DATA - EMPLOYED STAFF AT THE COUNCIL 31ST MARCH 2017 (BY DIRECTORATE)

Number of Staff

Directorate	Permanent	Fixed Term	Full Time	Part Time	Total
Chief Executive	43	1	34	10	44
Place and Transformation	443	16	368	91	459
People and Performance	1476	338	696	1118	1814
Total	1962	355	1098	1219	2317

Age

Directorate	16-34	35-54	55-64	65+	Total
Chief Executive	9	26	9	0	44
Place and Transformation	100	282	73	4	459
People and Performance	548	963	277	26	1814
Total	657	1271	359	30	2317

Disability

Directorate	Deaf / Hard of Hearing	Mental Health Difficulties	Mobility Impairment	Learning Impairment
Chief Executive	0	1	0	0
Place and Transformation	6	2	1	1
People and Performance	7	3	6	2
Total	13	6	7	3

Disability continued

Directorate	Long-Standing Illness	Visual Impairment	Other	Prefer not to Answer / Not Known	Total
Chief Executive	1	0	0	42	44
Place and Transformation	11	2	2	434	459
People and Performance	38	2	9	1747	1814
Total	50	4	11	2223	2317

Gender

Directorate	Male	Female	Total
Chief Executive	14	30	44
Place and Transformation	266	193	459
People and Performance	302	1512	1814
Total	582	1735	2317

Sexual Orientation

Directorate	Gay woman / Lesbian	Gay Man	Bisexual	Heterosexual / Straight
Chief Executive	0	0	0	41
Place and Transformation	1	0	0	372
People and Performance	9	7	2	1009
Total	10	7	2	1422

Sexual Orientation continued

Directorate	Other	Prefer not to Answer/Not Known	Total
Chief Executive	0	3	44
Place and Transformation	0	86	459
People and Performance	5	782	1814
Total	5	871	2317

Religion

Directorate	Christianity	No religion	Buddhism	Judaism
Chief Executive	23	14	0	0
Place and Transformation	153	148	0	0
People and Performance	545	568	1	1
Total	721	730	1	1

Religion continued

Directorate	Islamic	Other	Prefer not to Answer/Not Known	Total
Chief Executive	0	2	5	44
Place and Transformation	0	11	147	459
People and Performance	3	82	614	1814
Total	3	95	766	2317

Ethnicity

Directorate	White British	White Other	Asian	Black Caribbean
Chief Executive	42	0	0	0
Place and Transformation	365	8	2	1
People and Performance	1371	16	9	1
Total	1778	24	11	2

Ethnicity continued

Directorate	Black African	Mixed Race	Prefer not to Answer/Not Known	Total
Chief Executive	0	0	2	44
Place and Transformation	0	0	83	459
People and Performance	1	3	413	1814
Total	1	3	498	2317

First Language

Directorate	English	Welsh	Maltese	Polish
Chief Executive	37	0	0	0
Place and Transformation	317	7	1	1
People and Performance	981	18	0	6
Total	1335	25	1	7

First Language continued

Directorate	German	Portuguese	Chinese	Filipino
Chief Executive	0	0	0	0
Place and Transformation	1	1	0	0
People and Performance	1	0	0	1
Total	2	1	0	1

First Language continued

Directorate	Thai	Prefer not to Answer / Not Known	Total
Chief Executive	0	7	44
Place and Transformation	0	131	459
People and Performance	1	806	1814
Total	1	944	2317

The Workforce Data is continued over the page.

People Profile - Salary	All staff			
	Male		Female	
	Full Time	Part Time	Full Time	Part Time
£0-£4,999	0	25	0	191
£5,000-£9,999	0	15	0	209
£10,000-£14,999	0	57	0	303
£15,000-£19,999	41	24	26	279
£20,000-£24,999	194	5	152	59
£25,000-£29,999	32	4	79	24
£30,000-£39,999	122	3	294	18
£40,000-£49,999	48	2	54	1
£50,000-£59,999	7	0	13	0
£60,000-£69,999	13	0	11	0
£70,000+	7	0	5	0
Calculated: Total number of salaries	464	135	634	1,084

Job Applications

In terms of the number of staff who applied for a job internally at the Council, we received 396 internal applications of which 93 were Male and 303 were Female.

In terms of external applicants the Council received 1,331 external applications.

The Workforce Data is continued over the page.

Equality Categories	Number of employees involved in grievance procedures		Number of employees subject to disciplinary procedures	Number of employees who have left the Council	Number of staff taking maternity leave
	as the complainant	a person against whom a complaint was made			
<u>Age</u>	2	1	24	238	56
16-34	0	0	6	71	41
35-54	1	1	13	81	15
55-64	1	0	5	68	0
65+	0	0	0	18	0
Prefer not to answer / Not Known	0	0	0	0	0
<u>Sex</u>	2	1	24	238	56
Male	2	1	13	69	0
Female	0	0	11	169	56
Prefer not to answer / Not Known	0	0	0	0	0
<u>Disability</u>	2	1	24	238	56
Disabled	0	0	0	10	1
Not Disabled	2	1	24	146	46
Prefer not to answer / Not Known	0	0	0	82	9
<u>Sexual Orientation</u>	2	1	24	238	56
Heterosexual	2	1	15	147	47
Lesbian/Gay	0	0	0	1	0
Bi-Sexual	0	0	0	2	0
Other	0	0	0	0	9

Equality Categories	Number of employees involved in grievance procedures		Number of employees subject to disciplinary procedures	Number of employees who have left the Council	Number of staff taking maternity leave
	as the complainant	a person against whom a complaint was made			
Prefer not to answer / Not Known	0	0	9	88	0
Ethnic Group	2	1	24	238	56
English/Welsh	2	1	24	142	46
White other	0	0	0	4	0
Asian	0	0	0	2	0
Prefer not to answer / Not Known	0	0	0	90	10
Religion or Belief	2	1	24	238	56
No religion	0	0	9	52	16
Christian (all denominations)	0	0	5	57	21
Islamic	0	0	0	1	0
Buddhism	0	0	0	0	1
Other	0	0	0	14	0
Prefer not to answer / Not Known	2	1	10	114	18

LINK BETWEEN THE COUNCIL'S STRATEGIC EQUALITY OBJECTIVES FOR 2016-2020 AND THE WELL-BEING OF FUTURE GENERATIONS (WALES) ACT 2015 AND THE SOCIAL SERVICES AND WELL-BEING (WALES) ACT 2014

Theme	Equality Objectives	Link to seven Wellbeing Goals	Link to Sustainable Development Principles	Link to Social Services and Well-being (Wales) Act 2014
<p align="center">Community Engagement</p>	<p><u>Equality Objective 1</u> Put citizens' voices at the heart of local decision making so that their contribution is understood, recognised and used to help the Council understand and respond to the needs of its communities.</p>	<ul style="list-style-type: none"> • A Healthier Wales. • A more equal Wales. • A Wales of cohesive communities. • A Wales of vibrant culture and thriving Welsh language. 	<ul style="list-style-type: none"> • Long term. • Prevention. • Collaboration. • Involvement. • Integration. 	<ul style="list-style-type: none"> • Physical and mental health and emotional well-being. • Protection from abuse and neglect. • Education, training and recreation. • Domestic, family and personal relationships. • Contribution made to society. • Securing rights and entitlements. • In relation to children; physical, intellectual, emotional, social and behavioural development and welfare. • In relation to adults; control over day to day life and participation in work.
<p align="center">Equality Awareness Raising</p>	<p><u>Equality Objective 2</u> To support and facilitate Equalities training and learning opportunities so that staff at all levels, Councillors and partners recognise and incorporate Equalities as part</p>	<ul style="list-style-type: none"> • A more equal Wales. • A Wales of cohesive communities. 	<ul style="list-style-type: none"> • Long term. • Prevention. • Collaboration. • Involvement. • Integration. 	<ul style="list-style-type: none"> • Education, training and recreation. • Contribution made to society. • Securing rights and entitlements. • In relation to adults;

Theme	Equality Objectives	Link to seven Wellbeing Goals	Link to Sustainable Development Principles	Link to Social Services and Well-being (Wales) Act 2014
	of their role.			control over day to day life and participation in work.
Understanding our Staff and Communities	<u>Equality Objective 3</u> Develop robust monitoring systems to collect, collate, monitor and publish equalities data on our employees and customers, which will help the Council to ensure that it provides fair and accessible services.	<ul style="list-style-type: none"> • A Healthier Wales. • A more equal Wales. • A Wales of cohesive communities. 	<ul style="list-style-type: none"> • Long term. • Prevention. • Collaboration. • Involvement. 	<ul style="list-style-type: none"> • Physical and mental health and emotional well-being. • Protection from abuse and neglect. • Education, training and recreation. • Domestic, family and personal relationships. • Contribution made to society. • Securing rights and entitlements. • In relation to children; physical, intellectual, emotional, social and behavioural development and welfare. • In relation to adults; control over day to day life and participation in work.
Gender/Equal Pay	<u>Equality Objective 4</u> Ensure equity of pay across Merthyr Tydfil County Borough Council.	<ul style="list-style-type: none"> • A prosperous Wales. • A more equal Wales. 	<ul style="list-style-type: none"> • Long term. • Prevention. 	<ul style="list-style-type: none"> • Contribution made to society. • Securing rights and entitlements. • In relation to adults; control over day to day life and participation in work.