



Cyngor Bwrdeistref Sirol
MERTHYR TUDFUL
MERTHYR TYDFIL
County Borough Council

**MERTHYR TYDFIL COUNTY
BOROUGH COUNCIL
ANNUAL EQUALITY
REPORT FOR 2017-2018**

SECTION 1

FOREWORD

Merthyr Tydfil County Borough Council is pleased to introduce the second 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 2017-2018 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 Kevin O'Neill

Leader and Equalities & Diversity Champion for Merthyr Tydfil County Borough Council

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.

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.

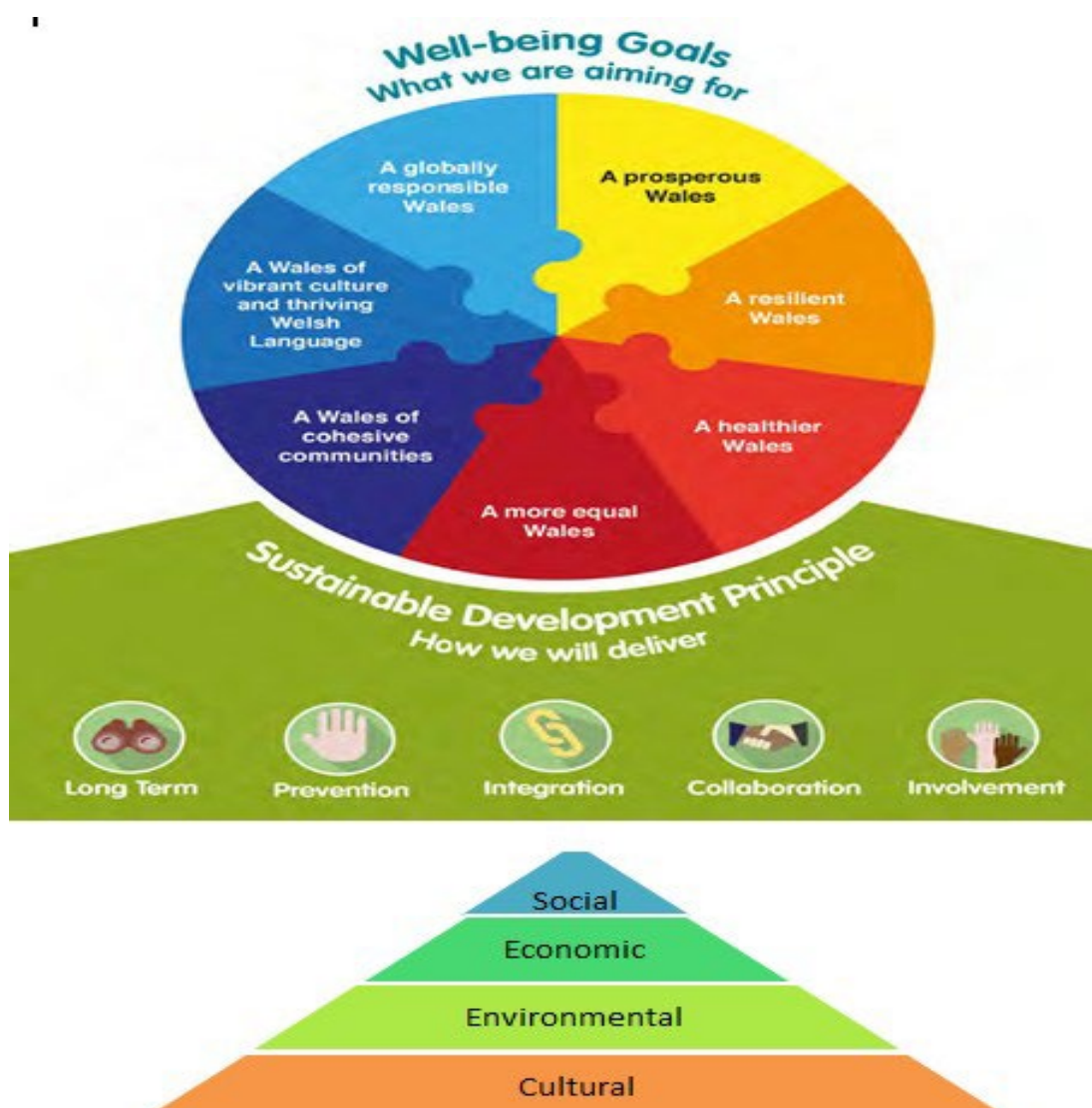
<u>Themes</u>	<u>Equality Objectives</u>
Community Engagement	<u>Equality Objective 1</u> Put citizens' voices at the heart of local decision making so that their contribution is understood, recognised and used to help the Council

	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 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 2017-2018 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 2017-18 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 & Diversity and Armed Forces Champion

- In order to emphasise the importance of Equalities and Diversity and the Armed Forces Community Covenant across the Council:
 - Councillor Kevin O'Neill (Leader of the Council) is the Council's Equalities and Diversity Champion; and
 - Councillor Andrew Barry (Portfolio Member for Governance and Corporate Services) is the Council's Armed Forces Champion.

Equality Impact Assessments and Integrated Impact Assessment

Equality Impact Assessments:

In line with the requirements of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and Welsh Language (Wales) Measure 2011 the Council adopted an Equality Impact Assessment (EqIA) process, which was a mandatory accompaniment to reports on the Council's Change and Well-being Programme, and for Cabinet and Council.

This demonstrated how Councillors, Report Authors and Project Managers considered Equality and Welsh language as part of their decision making.

Integrated Impact Assessment:

In line with the requirements of the Well-being of Future Generations (Wales) Act 2015 (the Act) the Council has developed an Integrated Impact Assessment (IIA).

The IIA aims to support the Council in demonstrating how it is planning, delivering and monitoring services in line with the sustainable development principles and how it is seeking to improve the economic, social, environmental and cultural well-being of Merthyr Tydfil, now and for future generations by:

- Thinking about the **long term** impact of our work on people in Merthyr Tydfil;
- Taking an **integrated** approach to services, looking at the impact our work could have on other services and organisations;
- **Involving** people in the decisions that affect them;
- Working with others to find **collaborative** solutions; and
- Understanding the root causes of issues and **preventing** them from occurring.

The IIA (that was approved by Cabinet on 26th September 2018) has replaced the EqIA process, and incorporates the Council's Well-being Objectives, the Sustainable Development principles, Equalities, Welsh language and Biodiversity, to support effective decision making and ensuring compliance with the following legislation:

- Well-being of Future Generations (Wales) Act 2015.
- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.
- Welsh Language (Wales) Measure 2011.
- Section 6 of Part 1 of the Environment (Wales) Act 2016.

The IIA has been applied to project concepts, business cases and projects as part of the Council's Project Management Framework, and was rolled out for Council and Cabinet Reports from October 2018 onwards.

The IIA is supported by detailed guidance to support staff when completing the form, which is available on the Council's intranet.

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

LGBT History Month

This was the fourth year that the Rainbow and Transgender flags were raised outside the Civic Centre to celebrate 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. The event was attended by the Mayor, our local Member of Parliament, our local Assembly Member, Councillors and Council staff, South Wales Police and members of the Youth Cabinet and Merthyr Tydfil Borough Wide Youth Forum (MTBWYF).

It's important to note that LGBT may also often be written as different acronyms; for example LGBTQ+ which stands for Lesbian, Gay, Bisexual, Transgender and Queer (or Questioning) plus Others.

Pride Cymru 2017

The Council was proud to be part of Pride Cymru in August 2017 for the second consecutive year, working with other Councils 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.

Transgender Inclusion Toolkit and Guidance

The Council has developed a Transgender Inclusion Toolkit and Guidance working in partnership with the Vale of Glamorgan Council. The aim of the Toolkit and Guidance is to support transgender and gender questioning children and young people, which offers an

opportunity to raise awareness of gender identity whilst providing support and guidance to create a positive and inclusive education.

It is a valuable tool for all staff working with children and young people in Merthyr Tydfil that ensures transgender and gender questioning young people are supported in an appropriate, consistent and equal manner.

This Toolkit and Guidance will enable schools to further embed the good work they are doing in this area. It highlights areas to consider when developing whole school policy and practice that will allow transgender or gender questioning children and young people to achieve at school. It can support the confidence of staff in supporting pupils and students by providing valuable, specific and practical information on how to more effectively support transgender and gender questioning children and young people. This guidance was welcomed by the Visible LGBT*+ Youth Group Safer Merthyr Tydfil.

insport Silver and Gold

insport Silver:

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 (at the time) to be at silver level.

insport Gold:

The Council's Corporate Leadership Team has received a presentation on the Council's approach to insport Gold. The Corporate Leadership Team have fully endorsed the Council's approach to insport Gold and are committed to supporting the development of insport evidence.

The Council's Disability Sport Development Officer and Corporate Risk and Equalities Manager attended the insport Gold pre-panel in February 2018 to outline its plans for the Council's insport Gold and for the Disability Sport Wales panel to sign off on the approach. To date, the Council is the only Local Authority to have completed this phase.

Significant work has also been put into the development of the new Disability Sport Merthyr Forum, a fully constituted third sector group made of 14 disabled members that will work alongside the Council to develop inclusive provision in the area. The group was launched in April 2018.

A number of events have also taken place in 2017-18. The Disability Sport Wales (DSW) annual insport series event in Cardiff saw attendances from four schools in Merthyr Tydfil on day one with community participants from Merthyr Tydfil attending the following day.

2017 also saw the first Cwm Taf insport series event held in Rhondda Cynon Taf as a joint initiative between DSW, Merthyr Tydfil County Borough Council and Rhondda Cynon Taf County Borough Council. Clubs and providers were split between Merthyr Tydfil and Rhondda Cynon Taf with Merthyr Boccia Club and Merthyr Town Football Club amongst Merthyr Tydfil providers supporting the event.

Training on Equality Act 2010 and Public Sector Equality Duty 2011

An equality training and awareness session have been provided to Councillors as part of the Council's induction training programme. The training set out the role of the Equalities service, the benefits of Equalities and the requirements of the Equality Act 2010 and Public Sector Equality Duty 2011.

The Council's Senior Leadership Team have also been provided with refresher training on the Equality Act 2010 and Public Sector Equality Duty 2011 as part of training on the Well-being of Future Generations (Wales) Act 2015 and Integrated Impact Assessment.

Managers Academy – Unconscious Bias Module

Between October 2017 and June 2018 the Council's Senior Leadership Team attended a ten month Leadership and Management development programme with the aim of developing the capacity and capability of individual leaders and managers and making Merthyr Tydfil a place to be proud of.

Some of the topics covered over the entire programme included: Strategic Leadership; Leading an Emotionally Intelligent Organisation; Resilience; The Trusted Leader; Change and Innovation; and Unconscious Bias. The final stage was the Ultimate Leadership Challenge whereby the whole group came together to work on real issues facing the Council to put together a clear action plan for improvements.

As mentioned above one of the modules was Unconscious Bias, where the group focused on ensuring that awareness is raised around our instincts and reactions which are inherited from our environments and embedded in our being, below the level of conscious decision.

The module covered understanding the scientific roots of cognitive bias in decision-making and exploring personality differences in decision-making.

Ovarian Cancer Awareness Training

50 employees attended the Ovarian Cancer Awareness Training programme provided by the Council. The programme covered:

- The Signs and Symptoms.
- Diagnosis and Treatment.
- Risk Factors.
- What to do if you are concerned.

Protected Characteristic Fact Sheets

Working with the Cwm Taf Regional Community Cohesion Co-ordinator, Business Change Department and in consultation with the Community Voice MAGNET Project (Merthyr Achieving Greater Networking and Engagement Together) fact sheets have been developed for each of the nine Protected Characteristics.

Each of the fact sheets include the following:

- Definitions of each of the Protected Characteristics under the Equality Act 2010.
- Key Statistics.
- Key Issues.
- The importance of appropriate attitudes and behaviours in line with the different forms of Discrimination under the Equality Act 2010.
- Further Support and Advice.

The aim of the facts sheets are to:

- Improve knowledge of national and local equality issues by protected characteristic.
- Improve understanding of our customers.
- Promote equalities in the workplace.
- Act as supporting knowledge resources for staff when completing the Council's Integrated Impact Assessment.

The fact sheets are available on the Council's intranet for staff to access and will be used to provide Equality training for staff and Councillors.

Merthyr Tydfil Public Libraries

Holocaust Memorial Day:

- Holocaust Memorial Day was celebrated on the 27th January 2018 with a parade starting at the fountain in Merthyr Tydfil, through the town, then ending at the Holocaust Memorial Garden. Superintendent Phillip Ashby of South Wales Police laid a wreath at the garden before everyone made their way to St David's Church for the annual memorial service. There were approximately 150 attendees.
- In the run up to Holocaust Memorial Day, the Library Service visited a number of schools and Scout groups to promote the Holocaust Memorial Day message, which was "The Power of Words."
- Further funding was also obtained from the Council's Regeneration Department to provide metal gates and railings around the Holocaust Memorial Garden. Over the year the garden has been tended by a group of local volunteers who have made vast improvements to the space, with planting and continuous maintenance.

Community Groups:

- The community curling group that was set up last year has gone from strength to strength with its numbers doubling. The group have also added some new activities, including tennis and skittles.
- A successful luncheon club has also been set up aimed at socially isolated and library "Homelinks" service customers. These have proved to be successful and developed into bi-monthly lunches.

Classes and Courses:

- Many successful well-being courses were held at our Dowlais Library branch over the year including:

- Dementia Support Group.
- Memory Boxes - Dementia Group.
- Mindfulness.
- Dementia Carers Support Group.
- Family Programme.
- Peer to Peer.
- Well-being Group.

Other:

- The Dowlais Old Age Pensioners (OAP) Group have continued their monthly social gathering at Dowlais Library, meeting up with friends for tea and a chat, and keeping up-to-date with local events.
- Treharris Library held a successful collection for the homeless in conjunction with the local Co-op store.

Ethical Employment in Supply Chains Code of Practice

The Council has signed up to the Ethical Employment in Supply Chains Code of Practice. Modern Slavery, Blacklisting and Employment Practices have been incorporated into the Pre-qualification/Selection stage questionnaires for all applicable Tender activity. A working group will be seeking to develop commitments within the code of practice.

Armed Forces Community Covenant

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. The Council were awarded Bronze Armed Forces Covenant status in 2017 for providing this service.

An Armed Forces Covenant Liaison Officer was appointed in 2017 who is shared between Rhondda Cynon Taf County Borough Council, Merthyr Tydfil County Borough Council and the Vale of Glamorgan Council.

In January 2019 a Veterans Advice Officer was appointed, who is also shared between Rhondda Cynon Taf County Borough Council and Merthyr Tydfil County Borough Council. This Officer will be based at the Civic Centre in the One Stop Shop twice a week on Tuesdays and Thursdays. Both these posts are paid for through the Armed Forces Covenant Fund.

Welsh Language Promotional Strategy

Welsh Language is a key element of the Council's Equality agenda. This is reflected through the Council's Welsh Language Promotional Strategy, which was approved by Full Council on 22nd November 2017.

The Strategy sets out 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 Welsh Language Standards require the Council to compile an Annual Report, in relation to each financial year, that deals with the way that it has complied with the Service Delivery, Policy Making and Operational Standards.

The Council's Welsh Language Annual Monitoring Report for 2017-2018 was approved by Cabinet on 20th June 2018 and then subsequently published on the Council's website.

Assessment of Performance

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.

Equality Impact Assessments

In line with the requirements of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and Welsh Language (Wales) Measure 2011 the Council adopted an Equality Impact Assessment (EqIA) process, which was a mandatory accompaniment to reports on the Council's Change and Well-being Programme, and for Cabinet and Council.

This demonstrated how Councillors, Report Authors and Project Managers considered Equality and Welsh language as part of their decision making.

Integrated Impact Assessment

In line with the requirements of the Well-being of Future Generations (Wales) Act 2015 (the Act) the Council has developed an Integrated Impact Assessment (IIA).

The IIA aims to support the Council in demonstrating how it is planning, delivering and monitoring services in line with the sustainable development principles and how it is seeking to improve the economic, social, environmental and cultural well-being of Merthyr Tydfil, now and for future generations by:

- Thinking about the **long term** impact of our work on people in Merthyr Tydfil;
- Taking an **integrated** approach to services, looking at the impact our work could have on other services and organisations;
- **Involving** people in the decisions that affect them;
- Working with others to find **collaborative** solutions; and
- Understanding the root causes of issues and **preventing** them from occurring.

The IIA (that was approved by Cabinet on 26th September 2018) has replaced the EqIA process, and incorporates the Council's Well-being Objectives, the Sustainable Development principles, Equalities, Welsh language and Biodiversity, to support effective decision making and ensuring compliance with the following legislation:

- Well-being of Future Generations (Wales) Act 2015.
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- Section 6 of Part 1 of the Environment (Wales) Act 2016.

The IIA has been applied to project concepts, business cases and projects as part of the Council's Project Management Framework, and was rolled out for Council and Cabinet Reports from October 2018 onwards.

The IIA is supported by detailed guidance to support staff when completing the form, which is available on the Council's intranet.

Publishing Results

All IIA 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 supports the Council in understanding the 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 2018 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) and the European Single Procurement Document (ESPD), 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.

The Council has also signed up to the Ethical Employment in Supply Chains Code of Practice. Modern Slavery, Blacklisting and Employment Practices have been incorporated into the Pre-qualification/Selection stage questionnaires for all applicable Tender activity. A working group will be seeking to develop commitments within the code of practice.

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 family's booklet has been published and distributed widely across the County Borough. The booklet includes contacts for Health, Housing, Leisure, Education, etc. The Council's web site has been updated and includes all information on services available.

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. The Council were awarded Bronze Armed Forces Covenant status in 2017 for providing this service.

An Armed Forces Covenant Liaison Officer was appointed in 2017 who is shared between Rhondda Cynon Taf County Borough Council, Merthyr Tydfil County Borough Council and the Vale of Glamorgan Council.

In January 2019 a Veterans Advice Officer was appointed, who is also shared between Rhondda Cynon Taf County Borough Council and Merthyr Tydfil County Borough Council. This Officer will be based at the Civic Centre in the One Stop Shop twice a week on Tuesdays and Thursdays. Both these posts are paid for through the Armed Forces Covenant Fund.

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 Promotional Strategy

Welsh Language is a key element of the Council's Equality agenda. This is reflected through the Council's Welsh Language Promotional Strategy, which was approved by Full Council on 22nd November 2017.

The Strategy sets out 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.
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The Welsh Language Standards require the Council to compile an Annual Report, in relation to each financial year, that deals with the way that it has complied with the Service Delivery, Policy Making and Operational Standards.

The Council's Welsh Language Annual Monitoring Report for 2017-2018 was approved by Cabinet on 20th June 2018 and then subsequently published on the Council's website. The Welsh Language Annual Monitoring Report for 2017-2018 can be accessed by following the link: [Welsh Language Annual Monitoring Report for 2017-2018](#)

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 2017-2018

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: 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)	2017/18
Agree	46%	53%	43%	There was no National Survey for Wales in 2015-16	38%	This question wasn't asked in 2017/18
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)	2017/18
Agree	37%	36%	37%	There was no National Survey for Wales in 2015-16	34%	This question wasn't asked in 2017/18
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)	2017/18
Agree	23%	25%	19%	There was no National Survey for Wales in 2015-	23%	This question wasn't asked in 2017/18
Neither Agree nor Disagree	24%	19%	21%		23%	
Disagree	53%	57%	60%		54%	

PROGRESS ON ACTIONS

Council's Communication and Consultation Strategy

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.

The Communication and Consultation Strategy will deliver the following:

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.

An annual Resident's Satisfaction Survey is also issued across the County Borough to capture views and satisfaction rates on a wide range of issues and services relevant to Merthyr Tydfil. The results of the survey will help to shape future service delivery across the County Borough.

The Council is also developing a Social Media Strategy to boost visibility and customer engagement.

Cwm Taf Public Engagement Strategy

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 Information, Communication and Engagement / Involvement (ICE) Group.

An engagement and consultation plan was in place during the development of the Cwm Taf Well-being Plan which was published in May 2018.

This has since been reviewed and a Cwm Taf Public Services Board ICE Strategy is being developed to ensure the approach remains fit for purpose in the delivery phase of the Plan.

In meeting the Sustainable Development Principles (five ways of working), the PSB will continue to involve communities in informing, shaping and implementing plans through an ongoing conversation. The PSB will involve people with lived experiences to inform its delivery moving forward.

LGBT History Month

This was the fourth year that the Rainbow and Transgender flags were raised outside the Civic Centre to celebrate 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. The event was attended by the Mayor, our local Member of Parliament, our local Assembly Member, Councillors and Council staff, South Wales Police and members of the Youth Cabinet and Merthyr Tydfil Borough Wide Youth Forum (MTBWYF).

It's important to note that LGBT may also often be written as different acronyms; for example LGBTQ+ which stands for Lesbian, Gay, Bisexual, Transgender and Queer (or Questioning) plus Others.

Pride Cymru 2017

The Council was proud to be part of Pride Cymru in August 2017 for the second consecutive year, working with other Councils 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.

Disability Sport Wales insport Standards

insport Ribbon and Bronze:

insport Ribbon and Bronze levels were achieved in 2014, with Merthyr Tydfil County Borough Council being one of the first two Councils to achieve the Bronze level in Wales.

insport Silver:

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 (at the time) to be at silver level.

insport Gold:

The Council's Corporate Leadership Team has received a presentation on the Council's approach to insport Gold. The Corporate Leadership Team have fully endorsed the Council's approach to insport Gold and are committed to supporting the development of insport evidence.

The Council's Disability Sport Development Officer and Corporate Risk and Equalities Manager attended the insport Gold pre-panel in February 2018 to outline its plans for the Council's insport Gold and for the Disability Sport Wales panel to sign off on the approach. To date, the Council is the only Local Authority to have completed this phase.

Significant work has also been put into the development of the new Disability Sport Merthyr Forum, a fully constituted third sector group made of 14 disabled members that will work alongside the Council to develop inclusive provision in the area. The group was launched in April 2018.

A number of events have also taken place in 2017-2018. The Disability Sport Wales (DSW) annual insport series event in Cardiff saw attendances from four schools in Merthyr Tydfil on day one with community participants from Merthyr Tydfil attending the following day.

2017 also saw the first Cwm Taf insport series event held in Rhondda Cynon Taf as a joint initiative between DSW, Merthyr Tydfil County Borough Council and Rhondda Cynon Taf County Borough Council. Clubs and providers were split between Merthyr Tydfil and Rhondda Cynon Taf with Merthyr Boccia Club and Merthyr Town Football Club amongst Merthyr Tydfil providers supporting the event.

Communities First

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.

An extensive consultation both with partners and the community was undertaken to identify the legacy arrangements.

In line with the agreed report to Council legacy arrangements were implemented and continue to be delivered against as the grant enters its second and final year:

- Invested in the Community Zone pilot in the Gurnos area with a community hub now in existence. Members of the community have been engaged and sit on the Community Zone Board and are beginning to influence developments across the community
- Play and youth provision in the Gurnos, Dowlais and Gellideg continues to be delivered enabling young people to develop as individuals and to link with the Merthyr Tydfil Borough Wide Youth Forum (MTBWYF) programme to increase young people's involvement in local democratic processes.

- Continuation of the Domestic Violence awareness raising programme in schools across the County Borough.
- Early language development opportunities are now available to families identified as high need outside of Flying Start areas, although this has become a County Borough wide approach.

EQUALITY OBJECTIVE 2: EQUALITY AWARENESS RAISING

MEASURES

Measures	2017/18
<p>1. The number of staff, Councillors and partner organisations who have received training in Equalities (Source: Council data).</p>	<p><u>Training on Equality Act 2010 and Public Sector Equality Duty 2011</u></p> <ul style="list-style-type: none"> • 11 Councillors (Induction Training) • 26 staff (Senior Leadership Team) <p><u>Managers Academy – Unconscious Bias Module</u></p> <ul style="list-style-type: none"> • 15 staff (Senior Leadership Team) <p><u>Ovarian Cancer Awareness Training</u></p> <ul style="list-style-type: none"> • 50 staff. <p><u>Violence Against Women, Domestic Abuse and Sexual Violence Course:</u></p> <ul style="list-style-type: none"> • The Council has been continuing to roll out the e-learning module of Violence Against Women, Domestic Abuse and Sexual Violence Course. Currently 83% of staff have completed the module
<p>2. Number of different training opportunities provided (Source: Council data).</p>	<p>Based on progress on the actions below 7 different training opportunities have been provided.</p>
<p>3. Number of disciplinaries, whistleblowing and grievances related to equality issues (Source: Council data).</p>	<p>There have been no disciplinary, whistleblowing or grievances related to equality issues.</p>

PROGRESS ON ACTIONS

Training on Equality Act 2010 and Public Sector Equality Duty 2011

An equality training and awareness session have been provided to Councillors as part of the Council's induction training programme. The training set out the role of the Equalities service, the benefits of Equalities and the requirements of the Equality Act 2010 and Public Sector Equality Duty 2011.

The Council's Senior Leadership Team have also been provided with refresher training on the Equality Act 2010 and Public Sector Equality Duty 2011 as part of training on the Well-being of Future Generations (Wales) Act 2015 and Integrated Impact Assessment.

Managers Academy – Unconscious Bias Module

Between October 2017 and June 2018 the Council's Senior Leadership Team attended a ten month Leadership and Management development programme with the aim of developing the capacity and capability of individual leaders and managers and making Merthyr Tydfil a place to be proud of.

Some of the topics covered over the entire programme included: Strategic Leadership; Leading an Emotionally Intelligent Organisation; Resilience; The Trusted Leader; Change and Innovation; and Unconscious Bias. The final stage was the Ultimate Leadership Challenge whereby the whole group came together to work on real issues facing the Council to put together a clear action plan for improvements.

As mentioned above one of the modules was Unconscious Bias, where the group focused on ensuring that awareness is raised around our instincts and reactions which are inherited from our environments and embedded in our being, below the level of conscious decision.

The module covered understanding the scientific roots of cognitive bias in decision-making and exploring personality differences in decision-making.

Equality Training through Sport Based Courses:

- Much of the work during 2017/18 focused on consultation with community groups and partners ahead of attending the insport pre-panel in early 2018.
- Work was undertaken with the University of South Wales (USW) in early 2018 supporting sports students to undertake Disability Inclusion Training. Alongside this, the USW will be taking on the licence to deliver the course themselves, embedding it in to its Sports Coaching Module.
- Students from the College Merthyr Tydfil were supported with informal disability sport workshops. This was ahead of more significant joint work in 2018-19.

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

- The Council has been continuing to roll out the e-learning module of Violence Against Women, Domestic Abuse and Sexual Violence Course. Currently 83% of staff have completed the module. The Council is continuing to promote completion of this and will use the eLearning facility to roll out further topics such as Safeguarding.

Ovarian Cancer Awareness Training

50 employees attended the Ovarian Cancer Awareness Training programme provided by the Council. The programme covered:

- The Signs and Symptoms.
- Diagnosis and Treatment.
- Risk Factors.
- What to do if you are concerned.

Human Resources Policies

The Council has a number of HR Policies in place, including the following:

- Staff Handbook.
- Dignity and Respect at Work.
- Code of Conduct.
- Disciplinary.
- Grievance.
- Whistleblowing.
- Violence against Women, Domestic Abuse and Sexual Violence.
- Workforce Equality Policy.

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.

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.

The Action plan will include a blended style of learning and development training activity including coaching, mentoring, and online e-learning.

EQUALITY OBJECTIVE 3: UNDERSTANDING OUR STAFF AND COMMUNITIES

MEASURES

Measures	2017/18
1. The Council receives registration as a “Two Ticks” Equal Opportunity Employer (Source: Department for Work and Pensions).	<p>In October 2018 the Council renewed membership to the Disability Confident Scheme 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 94.15% return rate of equalities information from staff.</p> <p>This compares to 18% previously across both Council and School staff.</p>

PROGRESS ON ACTIONS

Protected Characteristic Fact Sheets

Working with the Cwm Taf Regional Community Cohesion Co-ordinator, Business Change Department and in consultation with the Community Voice MAGNET Project (Merthyr Achieving Greater Networking and Engagement Together) fact sheets have been developed for each of the nine Protected Characteristics.

Each of the fact sheets include the following:

- Definitions of each of the Protected Characteristics under the Equality Act 2010.
- Key Statistics.
- Key Issues.
- The importance of appropriate attitudes and behaviours in line with the different forms of Discrimination under the Equality Act 2010.
- Further Support and Advice.

The aim of the facts sheets are to:

- Improve knowledge of national and local equality issues by protected characteristic.
- Improve understanding of our customers.
- Promote equalities in the workplace.
- Act as supporting knowledge resources for staff when completing the Council's Integrated Impact Assessment.

The fact sheets are available on the Council's intranet for staff to access and will be used to provide Equality training for staff and Councillors.

EQUALITY OBJECTIVE 4: GENDER/EQUAL PAY

MEASURES

Measures	2017/18
1. Understanding any gender pay gap the Council may have (Source: Council data).	Please see comments below for Progress on Actions.

PROGRESS ON ACTIONS

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.

The Council's Pay Policy Statement for 2017/18 was approved by Full Council on 22nd March 2017.

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.

OTHER EQUALITY DEVELOPMENTS

Equalities & Diversity and Armed Forces Champion

- In order to emphasise the importance of Equalities and Diversity and the Armed Forces Community Covenant across the Council:
 - Councillor Kevin O'Neill (Leader of the Council) is the Council's Equalities and Diversity Champion; and
 - Councillor Andrew Barry (Portfolio Member for Governance and Corporate Services) is the Council's Armed Forces Champion.

Merthyr Tydfil Public Libraries

Holocaust Memorial Day:

- Holocaust Memorial Day was celebrated on the 27th January 2018 with a parade starting at the fountain in Merthyr Tydfil, through the town, then ending at the Holocaust Memorial Garden. Superintendent Phillip Ashby of South Wales Police laid a wreath at the garden before everyone made their way to St David's Church for the annual memorial service. There were approximately 150 attendees.
- In the run up to Holocaust Memorial Day, the Library Service visited a number of schools and Scout groups to promote the Holocaust Memorial Day message, which was "The Power of Words."
- Further funding was also obtained from the Council's Regeneration Department to provide metal gates and railings around the Holocaust Memorial Garden. Over the year the garden has been tended by a group of local volunteers who have made vast improvements to the space, with planting and continuous maintenance.

Community Groups:

- The community curling group that was set up last year has gone from strength to strength with its numbers doubling. The group have also added some new activities, including tennis and skittles.
- A successful luncheon club has also been set up aimed at socially isolated and library "Homelinks" service customers. These have proved to be successful and developed into bi-monthly lunches.

Classes and Courses:

- Many successful well-being courses were held at our Dowlais Library branch over the year including:
 - Dementia Support Group.
 - Memory Boxes - Dementia Group.

- Mindfulness.
- Dementia Carers Support Group.
- Family Programme.
- Peer to Peer.
- Well-being Group.

Other:

- The Dowlais Old Age Pensioners (OAP) Group have continued their monthly social gathering at Dowlais Library, meeting up with friends for tea and a chat, and keeping up-to-date with local events.
- Treharris Library held a successful collection for the homeless in conjunction with the local Co-Op store.

Transgender Inclusion Toolkit and Guidance

The Council has developed a Transgender Inclusion Toolkit and Guidance working in partnership with the Vale of Glamorgan Council. The aim of the Toolkit and Guidance is to support transgender and gender questioning children and young people, which offers an opportunity to raise awareness of gender identity whilst providing support and guidance to create a positive and inclusive education.

It is a valuable tool for all staff working with children and young people in Merthyr Tydfil that ensures transgender and gender questioning young people are supported in an appropriate, consistent and equal manner.

This Toolkit and Guidance will enable schools to further embed the good work they are doing in this area. It highlights areas to consider when developing whole school policy and practice that will allow transgender or gender questioning children and young people to achieve at school. It can support the confidence of staff in supporting pupils and students by providing valuable, specific and practical information on how to more effectively support transgender and gender questioning children and young people. This guidance was welcomed by the Visible LGBT*+ Youth Group Safer Merthyr Tydfil.

International Day Against Homophobia, Transphobia and Biphobia

To celebrate International Day Against Homophobia, Transphobia and Biphobia (IDAHOT) an Icons & Allies display board was set up in the reception area of the Civic Centre for the day as a mark to celebrate sexual and gender diversities.

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

Global Village

The success of the Global Village Festival has continued. The event attracts around 4,500 visitors which 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.

International Day of Older Persons

An event was held in October 2017 to celebrate International Day of Older Persons.

Guest speakers and information and advice were provided from a range of organisations including:

- Fire Service.
- Care and Repair.
- Age Connects Morgannwg.
- British Red Cross.
- Police.
- Cancer Aid.
- Dawn Bowden AM (Office).
- Citizens Advice Bureau.
- Older People's Commissioner for Wales (Office).
- Energy Saving Trust.
- Drink Wise Age Well.

World Down Syndrome Day

In support of World Down Syndrome Day the Council encouraged staff to take part in 'Lots of Socks' campaign.

WORKFORCE DATA - EMPLOYED STAFF AT THE COUNCIL 31ST MARCH 2018

Number of Staff

Permanent	Fixed Term	Full Time	Part Time	Total
1930	383	1299	1014	2313

Age

16-34	35-54	55-64	65+	Total
571	1269	423	50	2313

Disability

Deaf / Hard of Hearing	Mental Health Difficulties	Mobility Impairment	Learning Impairment	Long-Standing Illness	Visual Impairment
12	6	7	7	41	3

Disability continued

Other	No Disability	Prefer not to Answer / Not Known	Total
24	1788	425	2313

Gender

Male	Female	Total
573	1740	2313

Sexual Orientation

Gay woman / Lesbian	Gay Man	Bisexual	Heterosexual / Straight	Other	Prefer not to Answer / Not Known	Total
12	11	2	1816	5	467	2313

Religion

Christianity	No religion	Buddhism	Judaism	Islamic	Other	Prefer not to Answer / Not Known	Total
696	774	4	2	2	116	719	2313

Ethnicity

White British	White Other	Asian	Black Caribbean	Black African	Mixed Race	Prefer not to Answer / Not Known	Total
1800	31	9	2	1	3	467	2313

First Language

English	Welsh	Maltese	Polish	German	Portuguese	French	Spanish
1397	27	1	8	2	2	1	1

First Language continued

Filipino	Thai	Prefer not to Answer / Not Known	Total
1	1	872	2313

People Profile - Salary	All Staff			
	Male		Female	
	Full Time	Part Time	Full Time	Part Time
£0-£4,999	0	8	0	249
£5,000-£9,999	1	12	0	153
£10,000-£14,999	7	28	2	253
£15,000-£19,999	60	19	29	334
£20,000-£24,999	145	2	103	56
£25,000-£29,999	79	1	117	18
£30,000-£39,999	129	5	309	27
£40,000-£49,999	41	0	51	2
£50,000-£59,999	12	0	17	0
£60,000-£69,999	16	0	17	0
£70,000+	8	0	3	0
Calculated: Total number of salaries	498	75	648	1,092

Job Applications

In terms of the number of staff who applied for a job internally at the Council, we received 201 internal applications of which 48 were Male and 153 were Female.

In terms of external applicants the Council received 1,271 external applications of which 285 were Male and 986 were Female.

The Workforce Data is continued over the page.

Protected Characteristics	Number of employees subject to disciplinary procedures	Number of employees who have left the Council	Number of Staff taking Maternity Leave
<u>Age</u>	9	222	68
16-34	2	77	45
35-54	5	82	23
55-64	1	30	0
65+	1	12	0
Prefer not to answer/Not Known	0	21	0
<u>Sex</u>	9	222	68
Male	5	60	0
Female	4	162	68
<u>Disability</u>	9	222	68
Disabled	1	6	0
Not Disabled	3	165	51
Prefer not to answer/Not Known	5	51	17
<u>Sexual Orientation</u>	9	222	68
Heterosexual	5	163	52
Lesbian/Gay	0	3	0
Bi-Sexual	0	0	0
other	0	2	0
Prefer not to answer/Not Known	4	54	16

Protected Characteristics	Number of employees subject to disciplinary procedures	Number of employees who have left the Council	Number of Staff taking Maternity Leave
<u>Ethnic Group</u>	9	222	68
English/Welsh	5	162	46
White other	0	1	1
Asian	0	1	1
Prefer not to answer/Not Known	4	58	20
<u>Religion or Belief</u>	9	222	68
No religion	1	88	24
Christian (all denominations)	3	56	16
Islamic	0	1	0
Buddhism	0	1	0
Other	0	9	1
Prefer not to answer/Not Known	5	67	27

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>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.

Theme	Equality Objectives	Link to seven Wellbeing Goals	Link to Sustainable Development Principles	Link to Social Services and Well-being (Wales) Act 2014
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.	<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; 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.

Theme	Equality Objectives	Link to seven Wellbeing Goals	Link to Sustainable Development Principles	Link to Social Services and Well-being (Wales) Act 2014
				<ul style="list-style-type: none"> • 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.