



Snowdonia National Park Authority

Strategic Equality Plan Annual Report 2020-21

**[Mae fersiwn Gymraeg ar gael o'r ddogfen yma](#)
A Welsh version is available of this document**

Contents

1.	Introduction	2
2.	Identifying and Collecting Relevant Information	3
3.	Using the Information to meet the General and Wales Specific Duties	5
4.	What was Achieved	6
5.	Training	19
6.	Equality Impact Assessments.....	19
7.	Employment Information.....	20

1. Introduction

The Equality Act 2010 introduced a general duty on the public sector. Public authorities are required to have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
2. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

Who is protected under the Act?

The Act sets out a prescribed list of protected characteristics which replace what have traditionally been referred to as Equality Strands. These groups are protected through the general and specific duties of the Act.

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

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

Specific Duties

In addition to the general duty, the Welsh Government has introduced specific duties for public authorities in Wales. These specific duties are outlined in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 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 Minister's reporting
- Review
- Accessibility

Both the general duty and the Wales specific equality duties came into force on the 6th of April 2011. This annual report summarises the progress made by the Authority in complying with these statutory requirements.

The new Snowdonia National Park Authority Strategic Equality Plan for the period 2020-24 was due to be formally adopted by the Authority on the 25th of March 2020, but the national lockdown meant that the Authority had to focus its efforts on enabling the majority of staff to work from home at that time, whilst simultaneously supporting outside staff in assisting local authorities with the compliance of the 'stay at home' regulations for the public.

The delay meant that the Plan was not formally adopted by the Authority's Performance and Resources Committee until the 15th of July 2020.

The Authority's response to the pandemic, and in particular the increased pressure on local services and infrastructure from UK visitors over the summer of 2020, has meant that some actions set out to meet the Strategic Objectives in the Plan have made no or limited progress during the year.

2. Identifying and Collecting Relevant Information

Statistical Information

The Authority has published the 2011 census data for the residents of the National Park on its website. Data for the estimated 25,702 population has been split into various categories including ward profiles, economic activity, housing status, family status and Welsh language skills. The census data provides a picture of life within individual communities within the National Park as well as providing valuable local information. However, it is important to note that the census data will not be able to provide information on all protected characteristics.

The initial findings from the 2021 Census are not expected to be made available until March 2022, with more in-depth data released several months afterwards. This data, once available, will give a clear indication of how society has changed over the last 10 years.

In October 2018, The Equality and Human Rights Commission published its third update on the state of the nation: 'Is Wales Fairer? The state of Equality and Human Rights 2018'. This report summarises the evidence on the extent to which equality and human rights have improved (or not) in Wales since 2015. This is primarily the evidence that the North Wales Public Sector Equality Network rely upon to assess whether our shared Equality Objectives are having a wider positive effect across North Wales.

Although the EHRC report is useful to show the national picture, there can be great variance between regions and counties. During the year, work commissioned by the Public Service Boards to drill down the national data and supplement this with additional local data, to create a clearer picture of the situation in the North Wales counties was undertaken. The resulting background data document is a valuable data tool that can help each authority with assessing the equality impact of their strategic decisions and policies.

Information and Engagement

The financial year 2020-21 has been the most challenging in living memory for most of us, with a global pandemic ensuring that the majority of the year had been spent in lockdown. Outside of the lockdown periods, movement has been restricted and most public services, including the Authority has had to focus its energy and resources on responding to emerging pressures directly linked to the pandemic.

Understandably, very few direct face-to-face engagements have taken place during the year. Engagement events that have taken place have primarily been on-line via interactive meetings, webinars or through on-line surveys. These have been focused on specific emerging challenges that the Authority has faced, rather than specifically related to equality matters.

Nationally, evidence is emerging that the health effects of Covid-19 has been disproportionately higher on some groups of people with protected characteristics in comparison to the general population. Outside of the direct health implications, the social, economic and cultural effects of the pandemic will undoubtedly cast a long shadow into the future. The deeper impacts on health and wellbeing, communities and cohesion, skills, employment and the economy are not all yet known, but will have profound effects upon our society for many years to come.

In time, this will likely affect the work we do as an Authority, the long-term strategic decisions we make and how we move forward with managing the National Park. The new Welsh Government Socio-economic Duty will be an essential tool to assist us with this work.

3. Using the Information to meet the General and Wales Specific Duties

The North Wales Public Service Equality Network has agreed that each partner whilst having signed up to the 7 high level objectives, will have the flexibility to choose to contribute to only those action areas that each has decided is a priority for their area and based on the services they provide.

The 7 adopted North Wales Equality Objectives are:

1. We will improve outcomes in **educational** attainment and well-being in schools.
2. We will take action to ensure we are a **fair employer** and reduced pay gaps.
3. We will take action to improve the **living standards** of people with different protected characteristics.
4. We will improve **health, well-being and social care** outcomes.
5. We will improve **personal security and access to justice**.
6. We will increase access to **participation** to improve diversity of **decision making**.
7. We will develop our knowledge and understanding of the **socio-economic duty** (when guidance becomes available) to identify the key areas of impact to be addressed under the duty.

In addition, this Authority has an additional Equality Objective:

8. We will undertake further work to ensure that **equality is mainstreamed** into the Authority's work.

Due to the specific role and duties of the National Park Authority, we have very little, if any influence on some of these objectives and action areas. However, positive contributions can be made through individual work areas, which will contribute to delivering results across north Wales.

4. What was Achieved

Objective: We will take action to ensure we are a **fair employer** and reduced pay gaps

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Assess, evaluate, monitor and take available steps to address the gender pay gap data on an annual basis.	The data collected will inform any future changes to the Recruitment Policy.	Sex	Head of Personnel

2020/21 Update Report:

Data for 31.03.2012 established the baseline which based on median hourly rates was:

	Men	Women	All Staff	Pay Gap Women/All staff	Pay Gap Women/Men
Full time	£13.61	£12.77	£12.77	Nil	£0.84
Part time	£8.00	£8.00	£8.00	Nil	Nil
All Staff	£12.77	£8.72	£9.91	£1.19	£4.05

Data for 31.03.2020 is shown below:

	Men	Women	All Staff	Pay Gap Women/All staff	Pay Gap Women/Men
Full time	£13.99	£13.99	£13.99	Nil	Nil
Part time	£9.55	£9.74	£9.93	Nil	Nil
All Staff	£13.99	£9.93	£11.64	£1.71	£4.06

Data for 31.03.2021 is shown below:

	Men	Women	All Staff	Pay Gap Women/All staff	Pay Gap Women/Men
Full time	£14.38	£14.38	£14.38	Nil	Nil
Part time	£9.81	£10.21	£10.21	Nil	Nil
All Staff	£14.38	£12.69	£12.69	Nil	£1.69

The above figures have been calculated using the MEDIAN.

The ACAS Guidance on Managing Gender Pay Reporting notes that calculations can be made using two types of averages:

- A mean average involves adding up all of the numbers and dividing the result by how many numbers were in the list.
- A median average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Using these two different types of average is helpful to give a more balanced overview of an employer's overall gender pay gap:

- Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer. For example, mean averages can be useful in an organisation where the vast majority of bonus pay is received by a small number of board members.
- Median averages are useful to indicate what the 'typical' situation is i.e., in the middle of the organisation and are not distorted by very large or very small pay rates or bonuses. However, this means that not all gender pay gap issues will be picked up. For example, a median average might show a better indication of the 'middle of the road' pay gap in a sports club with a mean average distorted by very highly paid players and board members, but it could also fail to pick up as effectively where the pay gap issues are most pronounced in the lowest paid or highest paid employees.

Below is the data calculated on the MEAN averages

For the year ending 31.03.20, the mean hourly rate of pay for all men is £14.21 and the mean hourly rate of pay for all women is £12.42. This gives a pay gap of 12.6%.

For the year ending 31.03.21, the mean hourly rate of pay for all men is £15.08 and the mean hourly rate of pay for all women is £13.22. This gives a pay gap of 12.3%.

Introduce a policy and / or guidelines on flexible working.	An effective and fair policy will be able to address barriers some people with protected characteristics face to accessing or staying in work.	All	Head of Personnel
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2020/21 Update Report:

Work on this policy and guidelines will continue when the new Head of Personnel in in post.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
We will publish annually relevant employment and training data in an open data spreadsheet on the Authority's website.	Data will demonstrate what progress has been made. Open-source spreadsheets allows easier comparison and benchmarking with other public bodies.	All - however employment data is incomplete for all protected characteristics, and where available may not be published due to the small numbers.	Head of Personnel & Head of Admin and Customer Care
<p><u>2020/21 Update Report:</u> An open data source spreadsheet which included all the relevant employment data was created for 2020/21 and published on the website.</p>			
Implement an equality training programme.	Assess training needs and arrange training as appropriate.	All	Head of Personnel & Head of Admin and Customer Care
<p><u>2020/21 Update Report:</u> Equality training modules are available via ELMS (Electronic Learning Management System), a platform used across the National Parks.</p> <p>Please see full details under Section 5 of the training and awareness sessions available to staff during 2020/21.</p>			
Review the job application form options available from the Authority's website, ensuring that it meets accessibility standards.	Will ensure there are no barriers for disabled people to apply for jobs.	Disabled People	Head of Personnel
<p><u>2020/21 Update Report:</u> This work is to be undertaken following document accessibility training. All attachments are in pdf format.</p>			
Introduce a policy and / or guidelines to help support staff going through the menopause.	Directly supports the well-being of effected staff.	All, especially gender	Head of Personnel
<p><u>2020/21 Update Report:</u></p>			

Work on this policy and guidelines will continue when the new Head of Personnel in in post.

Introduce a policy and / or guidelines to help support staff who are experiencing domestic abuse.	Directly supports the well-being of effected staff.	All	Head of Personnel
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2020/21 Update Report:

Work on this policy and guidelines will continue when the new Head of Personnel in in post.

Objective: We will take action to improve the **living standards** of people with different protected characteristics

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Ensure Equality Impact Assessments are undertaken on all new or revised policies and plans and new projects, and appropriate action is taken to address any negative impacts identified.	Effective assessments will ensure all policies and plans are fair. Assessments will also ensure that new projects consider accessibility issues from the outset.	All	Heads of Service, Project Managers and Lead Officers

2020/21 Update Report:

All new or revised Strategies, Plans and Polices have undergone Equality Impact Assessment Screening during 2020/21. Full assessments have been conducted on all Strategies, Plans and Policies that have the potential to have negative and disproportionate impact on people with protected characteristics, and if appropriate mitigating measures have been identified and put in place.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Ensure that all events and activities organised for the public by the Authority are inclusive and have been assessed for accessibility.	This will ensure as far as possible there are no barriers to taking part.	All	Event organisers
<p><u>2020/21 Update Report:</u> Very few in person events have taken place during 2020/21 due to Covid-19. Of the handful of external events (e.g., walks, woodland yoga etc.) they were full assessed for accessibility at the same time as the comprehensive risk assessment was undertaken, to ensure all participants who wanted to take part could do so safely.</p> <p>Public on-line events included translation facilities to enable non-Welsh speakers to full participate and understand everyone's contribution.</p> <p>All publicity and promotion materials, invitations etc. are always fully bilingual.</p>			
Increase the supply of affordable housing through effective policies in the Eryri LDP and the Affordable Housing SPG.	The availability of affordable housing is important to support the local community.	All	Director of Planning & Planning Manager
<p><u>2020/21 Update Report:</u> The Authority's Supplementary Planning Guidance on Affordable Housing was adopted by the Planning and Access Committee on the 22nd of January 2020.</p> <p>During 2020/21, planning permission was granted for 14 new affordable housing.</p>			
Ensure input from representatives from protected characteristic groups at an early stage, when designing or refurbishing new or existing Authority buildings.	Ensuring that the Authority buildings are accessible for all.	Disabled People	Head of Property and relevant Heads of Service
<p><u>2020/21 Update Report:</u></p>			

No new builds or substantial refurbishment work undertaken on Authority buildings during 2020/21.

Objective: We will improve **health, well-being and social care** outcomes

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Ensure recently established Staff Health and Well-being group delivers positive actions / changes to support staff.	Positive actions will support the health and well-being of staff.	All	Head of Personnel
<p>2020/21 Update Report: No progress has been made with this action this year, as no meetings have taken place.</p> <p>This will be one of the responsibilities for the new Head of Personnel when appointed.</p>			
As part of the work in delivering outcomes identified within Cynllun Eryri; to work with various partners and Public Service Boards to trial at least 1 social prescribing scheme.	A social prescribing scheme will have direct positive influence on participants.	All, but particularly disabled people.	Lead Officers identified within the Plan.
<p>2020/21 Update Report: The extensive lockdown periods since March 2020 have meant that it was not practical to launch specific social prescribing schemes over the last year. However, plans are underway in partnership with Public Health Wales to introduce a pilot social prescribing scheme in the summer of 2021, called Wellbeing Wednesdays.</p> <p>Public Health Wales will commence their Social Prescribing and Green Health Strategy during the forthcoming year, which will allow all relevant providers to log activities in a shared register for GPs to access across North Wales. This will provide a focus on developing this much needed work, as we hopefully emerge out of the pandemic.</p>			

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
As part of the work in delivering outcomes identified within Cynllun Eryri; to promote and enable a diverse range of activities that will improve people's well-being, which will include volunteering opportunities.	Increasing opportunities and promoting them widely, will offer more opportunities for National Park residents to improve their own health and well-being.	All	Lead Officers identified within the Plan.
<p><u>2020/21 Update Report:</u></p> <p>Once lockdown restrictions were eased, a team of 55 volunteers were out throughout the high season giving information to visitors, cleaning litter and providing back-up to Wardens as part of the 'Welcome Back' campaign. During July and August this amounted to over 840 volunteer hours, and over 450 bags of rubbish collected.</p> <p>In addition, a team of 31 volunteer wardens were recruited. They were out and about every weekend during this period, patrolling the Wyddfa (Snowdon) paths in pairs, providing advice and guidance to the public.</p> <p>The Authority has a long-standing close working relationship with Cymdeithas Eryri, in terms of organising various volunteering activities across the Park. This year, around 2 days every month were organised for footpath repairs and tree planting.</p>			
As part of the work in delivering outcomes identified within Cynllun Eryri; to create a plan and focus resources on promoting, developing and maintaining well-marked long-distance trails,	A network of well-maintained paths across the National Park, with their suitability easily identifiable to individuals, increases opportunities for National Park residents to improve their own health and well-being.	All	Lead Officers identified within the Plan.

<p>accessible trails, multiuser trails (particularly cycling trails and mountain bike routes), promoted routes and links and loops between towns and villages.</p>			
<p><u>2020/21 Update Report:</u> The Authority's Recreation Strategy is currently in draft form and will hopefully be adopted in the coming year. The Authority, including both North and South Access Forums have had direct input into the development of both Gwynedd and Conwy Council Rights of Way Improvement Plans this year, which will provide a roadmap of improvements over the coming years.</p> <p>Work has also commenced on scoping additional Active Travel / Leisure Routes in partnership with Transport for Wales. This work forms part of the Parking and Transport Strategy which is one of the most important strategies of Partneriaeth yr Wyddfa.</p>			
<p>As part of the work in delivering outcomes identified within Cynllun Eryri; ensure that Right of Way work is effectively prioritised and that responsibilities and standards are clear, with the SNPA focusing its resources and funding on multi-user trails and upland paths.</p>	<p>A network of well-maintained paths across the National Park, with their suitability easily identifiable to individuals, increases opportunities for National Park residents to improve their own health and well-being.</p>		<p>Lead Officers identified within the Plan.</p>
<p><u>2020/21 Update Report:</u> The Authority has a Service Level Agreement in place with Conwy County Borough Council. A Memorandum of Understanding has been developed with Cyngor Gwynedd, but it is currently in draft form. The impacts of Covid-19 have delayed the finalisation.</p> <p>The Wardens service are assisting with the GIS surveys on Rights of Way routes. Cymdeithas Eryri work in partnership with the Authority in delivering annual</p>			

maintenance programmes on Yr Wyddfa (Snowdon), Lôn Gwyrfai and Llwybr Mawddach.			
As part of the work in delivering outcomes identified within Cynllun Eryri; improve access opportunities for disabled people and socially excluded groups, by firstly identifying barriers to participation.	Once identified, a Plan can be developed to overcome the barriers and increase participation levels.	Disabled people and socially excluded groups.	Lead Officers identified within the Plan.
<p>2020/21 Update Report: Limited progress to date. A series of informative videos are planned for development in the forthcoming year, which will promote access to all routes. Two additional Tramper vehicles have been acquired – 1 located in Dolgellau and the other in Beddgelert, with a third currently on order.</p>			
Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
As part of the work in delivering outcomes identified within Cynllun Eryri; work with communities to further enhance understanding of the Special Qualities of the National Park	Communities on the boundary of the National Park especially the hard to reach, are identified and engaged to achieve National Park objectives.	All	Lead Officers identified within the Plan
<p>2020/21 Update Report: The Eryri Ambassador scheme was successfully launched in November 2020 with nearly 600 accredited Ambassadors, most of whom are from the local area and that immediately surrounding the National Park region.</p> <p>Initial work on crafting a Community Charter has begun. To discuss the possibilities of local Ambassadors with Community Councils.</p>			
Continue to promote and proactively offer services through the medium of Welsh.	Raise awareness amongst the public that all services are available to them in Welsh.	All	Head of Administration and Customer Care & all staff.
<p>2020/21 Update Report: 95.6% of the Authority's staff are bilingual, ensuring that services are available in the language of choice for members of the public.</p>			

Having such a high percentage of staff who can communicate in Welsh and English has enabled the Authority to react quickly to fast changing situations during a very challenging year. This is especially true for the Authority's social media accounts, which have been one of the main communication and engagement channels with the public, ensuring that messages are communicated quickly and efficiently in both Welsh and English.

The Authority also ensured that all virtual meetings, committees, events and webinars were able to have full translation facilities in the same way as previous in-person meetings.

All these activities ensure that the Welsh language is prominent in the everyday work of the Authority. We have always worked on the basis that services in Welsh are always available without having to request them.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Update the 'Guidance for Organised, Competitive, Recreational and Charitable Events' to include advice, guidance and use of the Welsh language in events.	By raising awareness that the Welsh language is an important part of the culture and fabric of the area, and by encouraging event organisers to incorporate bilingual materials etc., this will assist in the fostering of good relations between residents and visitors.	All, particularly Welsh speakers.	Head of Administration and Customer Care and Access and Well-being Manager.

2020/21 Update Report:

No progress was made with this work project, as priority and resources had to be directed towards visitor management and the associated consequences of unprecedented numbers of people coming to Snowdonia whilst restrictions were in place on foreign travel.

Objective: We will improve **personal security and access to justice**

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Continue to raise awareness about hate crime, particularly during	One consistent message, led by North Wales Police and the Office for the Police	All	Head of Administration and Customer Care

Hate Crime Awareness week with our North Wales partners.	and Crime Commissioner, across North Wales will have a greater impact.		
<p><u>2020/21 Update Report:</u> The Hate Crime Awareness Week ran from 10th to the 17th of October 2020.</p> <p>Due to Covid-19 no in-person events were held during the week, but nonetheless a co-ordinated social media campaign was ran by all north Wales public sector partners (which includes the Authority) during this time, which used consistent images and messages to reinforce key messages of identifying and reporting hate crime.</p>			

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Work with North Wales partners on various campaigns to promote safety online.	Victims of online scams and bullying are often vulnerable people. Raising awareness through a campaign of consistent messages will have a greater impact.	All	Head of Administration and Customer Care
<p><u>2020/21 Update Report:</u> No direct campaigns were created by the North Wales Public Sector Equality Network (NWPSSEN) during the year, as resources had to be directed in assisting with Equality Impact Assessments on various Covid-19 responses.</p> <p>However, as Chair of NWPSSEN during 2020, the Head of Administration and Customer Care distributed materials and information through the Network's social media accounts on ongoing cybercrime awareness campaigns from North Wales Police and Which?</p>			

Objective: We will develop our knowledge and understanding of the **socio-economic duty** (when guidance becomes available) to identify the key areas of impact to be addressed under the duty.

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
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Work with other public sector organisations and partners to share best practice.	This will enable the sharing of best practice and ideas to ensure correct implementation of the duty.	All	Management Team & Heads of Service
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2020/21 Update Report:

As a representative of the Welsh National Park Authorities, the Head of Administration and Customer Care sat on the Welsh Government Socio-economic Duty External Implementation Board and a Pembrokeshire Coast NPA staff member sat on the Socio-economic Duty Guidance Group during 2020/21.

This ensured that the Welsh NPAs had direct input into Welsh Government's development of resources and guidance in readiness for introducing the Act. It also enabled us to disseminate information amongst our public sector partner organisations which enabled a much more productive response to the implementation of the Act.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Review our Impact Assessment process and templates to ensure sufficient consideration is given to the socio-economic and cumulative impact of the Authority's decisions, plans and policies (if appropriate).	Creating an integrated assessment process will ensure all elements are given full consideration.	All	Management Team & Head of Administration and Customer Care

2020/21 Update Report:

Early in 2020, NWPSSEN formed a Working Group to develop a comprehensive Equality Impact Assessment Template which would incorporate the upcoming Socio-economic Duty.

The template brings together the best practice identified across North Wales public sector organisations. This template was finalised and agreed by the end of the financial year, just in time for the introduction of the Socio-economic Duty. A number of North Wales public sector organisations have adopted the template, including Snowdonia NPA. It is hoped that as more organisations adopt the template, this will allow for a more consistent approach in assessing impacts of strategic decisions across the public sector.

Objective:

We will undertake further work to ensure that **equality is mainstreamed** into the Authority's work.

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
We will put procedures in place that will enable procured services to meet the Authority's commitment and expectations on equality.	The Authority is responsible for meeting the general duty even where relevant works or services are contracted out to an external supplier. It is important to build equality considerations into procurement processes.	All	Head of Administration and Customer Care
<p><u>2020/21 Update Report:</u> The Authority uses Sell2Wales to advertise the majority of procured services, as this is the first port of call for companies who want to bid for public sector contracts. This ensures the contracts on offer by the Authority reaches its widest possible audience.</p> <p>The Authority does not procure a large number of services, as the majority of such contracts are for goods. Of those service contracts, not all will be relevant in terms of equality commitments and measures expected by those companies.</p>			
We will monitor how many procurement contracts adhere to the new procedures and its effectiveness.	The Authority is responsible for meeting the general duty even where relevant works or services are contracted out to an external supplier. It is important to build equality considerations into procurement processes.	All	Head of Administration and Customer Care
<p><u>2020/21 Update Report:</u> No formal procedure has yet been implemented. However, all relevant contracts are currently monitored to ensure that equality considerations are part of the bidding company's package.</p>			
To provide support and (where relevant) training to staff to ensure that they understand their duty towards people with	This will ensure that all staff know their responsibilities.	All	Head of Administration and Customer Care & Head of Personnel

protected characteristics.			
<p>2020/21 Update Report: Relevant staff are aware that the Head of Administration and Customer Care can provide support and guidance on all aspects of equality considerations, which they must be taken into account when developing new projects and workstreams. The Head of Personnel is also available to provide support and guidance for any new employment contracts created at the Authority.</p>			
To provide support and (where relevant) training to staff on ensuring that their Equality Impact Assessments are robust.	This will increase awareness and develop their skills.	All	Head of Administration and Customer Care & Head of Personnel
<p>2020/21 Update Report: The Head of Administration and Customer Care usually works with relevant individual staff members on developing an Equality Impact Assessment for the Plan, Policy, Strategy being reviewed or developed and on any Strategic Decision being undertaken. This ensures as far as possible, that the assessments are as robust as they can be.</p>			

5. Training

Online mental health sessions have been held during the year with Cana Consulting. A number of staff have attended these and have found them beneficial.

These were organised to assist staff who have been working in difficult circumstances since the start of the national lockdown at the end of March 2020. Sessions have included relaxation techniques, taking breaks from work, mindfulness and various other techniques to support good mental health and relieve anxiety.

Apart from the online modules available on ELMS, no other equality training has taken place during the year.

6. Equality Impact Assessments

The Authority has systems in place to impact assess any new or revised strategies, plans, procedures, practices or any major decisions it makes. During the year, 3 full equality impact assessments have been undertaken.

Below is a short summary of the impact assessments conducted.

Plas Tan y Bwlch Restructuring

As the Covid-19 pandemic took hold in the UK, the Centre shut its doors and the majority of staff were placed on the UK Government's furlough scheme, whilst some administrative staff remained to cancel courses and contact customers.

On the 1st of July 2020, the PTYB Board considered various options for the future, ranging from continuing the current business model, operating at a reduced level, mothballing the site for the duration of the pandemic to a full closure. It was clear to the Board that the current business model was untenable and exposed the Authority to an unacceptable financial and reputational risk. Consultation began with the affected staff and Unions, and viable business models were considered.

After full consideration were given to consultation responses and all business models, on the 23rd of October 2020 the Authority accepted the recommendation to continue to operate Plas Tan y Bwlch as a B&B type business in the short to medium term and to proceed with staff restructuring.

The Authority's Well-being Objectives

Under the Well-being of Future Generations (Wales) Act 2015, the Authority is required to publish a Well-being Statement when setting Well-being Objectives, to explain why the objectives will help in achieving the goals and how the Authority has applied the sustainable development principle.

The Well-being Statement, which is subject to an impact assessment, sets out Snowdonia National Park Authority's revised well-being objectives, describes how they will help achieve the 7 well-being goals for Wales, and establishes the rationale and the steps the Authority will take to achieve them.

Communication and Engagement Strategy

The core aims of the strategy are to (i) increase people's understanding of what makes Snowdonia special, (ii) to build on our relationship with partners, (iii) to turn engagement into action, and to (iv) build upon the prestige of the brand and our reputation.

The desired outcomes focus on increasing awareness and understanding, increasing people's sense of personal and collective responsibilities, and inspiring people to engage and act.

7. Employment Information

The duty requires the following information on employment:

A listed body in Wales must collect and publish on an annual basis the number of:

- People employed by the Authority on 31 March each year by protected characteristic
- Men and women employed, broken down by:
 - Job
 - Grade (where grading systems in place)
 - Pay
 - Contract type (including permanent and fixed term contracts)
 - Working pattern (including full time, part time and other flexible working patterns)
- People who have applied for jobs with the authority over the last year
- Employees who have applied to change position within the authority, identifying how many were successful in their application and how many were not
- Employees who have applied for training and how many succeeded in their application
- Employees who completed the training
- Employees involved in grievance procedures either as complainant or as a person against whom a complaint was made
- Employees subject to disciplinary procedures
- Employees who have left an authority's employment

All of the above information must be presented for each of the separate protected groups. The exception to this requirement is the data on job, grade, pay, contract type and working pattern, which must be broken down only in relation to women and men.

People employed by the Authority on 31st March each year by protected characteristic

Total Number of employees on 31st March 2021 = 139

Age profile

24 and under	8
25 – 34	30
35 – 44	24
45 – 54	31
55 – 64	37
65 and over	9

Distribution of Female / Male

Female	74
Male	65

1.3% of staff have declared that they are disabled and / or have an impairment.

1 members of staff were on maternity leave.

Within the Authority, staff that have declared their ethnic origin, fall into the White Welsh category with none from any of the other main ethnic groups (Mixed, Asian, Black or Chinese).

Due to the small number of employees, information will not be published in greater detail to protect the identity of individuals.

Men and women employed, broken down by:

- Job
- Grade (where grading systems in place)
- Pay
- Contract type (including permanent and fixed term contracts)
- Working pattern (including full time, part time and other flexible working patterns)

The following table show the distribution of men and women employed by grade by working pattern and contract type as at 31.03.2021 (the Authority has several different job titles within grades):

		Working Pattern						Contract Type					
		Full time		Part time		Flexible		Permanent		Tempor-ary		Fixed Term	
Grade	Pay/ Hour	F	M	F	M	F	M	F	M	F	M	F	M
MW	£8.72	1	1	1	0	0	0	0	0	0	0	0	3
1	£9.25	0	0	3	1	0	0	3	1	0	0	0	0
2	£9.43	0	0	1	2	0	0	1	2	0	0	0	0
3	£9.81	0	0	11	5	0	0	11	4	0	0	0	1
4	£10.21	2	2	12	2	0	0	12	4	0	0	2	0
5	£11.27	3	10	3	0	0	0	4	10	0	0	2	0
6	£12.69	5	4	1	1	0	0	3	4	0	0	3	1
7	£14.38	8	11	2	0	0	0	7	11	0	0	3	0
8	£16.25	5	7	2	1	0	0	6	7	0	0	1	1
9	£17.51	3	6	0	1	0	0	3	5	0	0	0	2
10	£18.53	4	3	1	0	0	0	3	3	0	0	2	0
11	£19.64	3	0	1	0	0	0	4	0	0	0	0	0
12	£20.67	0	1	1	0	1	0	2	1	0	0	0	0
13	£21.71	1	3	0	0	0	0	1	3	0	0	0	0
Chief Officer - Director	£32.86	0	2	0	0	0	0	0	2	0	0	0	0
Chief Officer -	£46.92	0	1	0	0	0	0	0	1	0	0	0	0

		Working Pattern						Contract Type					
		Full time		Part time		Flexible		Permanent		Temporary		Fixed Term	
Grade	Pay/ Hour	F	M	F	M	F	M	F	M	F	M	F	M
Chief Executive													

People who have applied for jobs with the authority over the last year

Where applicants have completed monitoring forms:

Ethnic Origin

- 360 White
- 3 Mixed
- 1 Asian, Asian British, Asian Welsh, Asian English, Asian Scottish
- 0 Black, Black British, Black English, Black Scottish, Black Welsh
- 0 Chinese, Chinese British, Chinese English, Chinese Scottish, Chinese Welsh or Other Ethnic Group
- 0 No response given

Sex

- 242 Male
- 131 Female
- 0 No response given

Disability

- 17 Applicants with an impairment they wanted to tell us about

Employees who have applied to change position within the authority, identifying how many were successful in their application and how many were not

	Applications	Appointments
Male	3	1
Female	7	7
Total	10	8

Employees who have applied for training and how many succeeded in their application

There were applications and training attended on 41 occasions by females and 5 times by males (some staff applied and attended on more than one occasion)

Employees involved in grievance procedures either as complainant or as a person against whom a complaint was made

There were no grievances during this period.

Employees subject to disciplinary procedures

There was 1 staff member that was subject to disciplinary procedures during this period.

Employees who have left the authority's employment

Female	7
Male	11
Total	18