



**Snowdonia National Park Authority**

# **Strategic Equality Plan Annual Report 2021-22**

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

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## **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 6<sup>th</sup> 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 25<sup>th</sup> 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 15<sup>th</sup> of July 2020.

## **2. Identifying and Collecting Relevant Information**

### Statistical Information

The Authority has long 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 were not released before the end of the 2021-22 financial year as originally planned by the Office for National Statistics (ONS). The first set of rounded population and household estimates by local authority were not released until June 2022.

Whilst the overall total population of Wales grew by 44,000 (1.4%) to 3,107,500, both Gwynedd and Conwy's population decreased. In Gwynedd, the population size decreased by 3.7% from around 121,900 in 2011 to 117,400 in 2021, and in Conwy, the population size decreased by 0.4%, from around 115,200 in 2011 to 114,800 in 2021. Until the more detailed data sets are released showing population figures by ward areas, it is not possible to get exact figures for the population of the National Park.

The ONS plans to release topic summaries between October and December 2022. Topic summaries will be published in the following order:

- Demography and migration
- Ethnic group national identity, language and religion
- UK armed forces veterans
- Housing
- Labour market and travel to work
- Sexual orientation and gender identity
- Education
- Health, disability and unpaid care

It is hoped that these topic summaries will provide more useful data to enable analysis of the changes in the local population over the last 10 years. More importantly is to link this with the impact it has had on equality of opportunity, socio-economic deprivation and the effects on the numbers of Welsh language speakers within our local communities. However, it is likely that we will need to wait until the release of data on a ward level for all these individual factors, before any useful conclusions can be drawn.

On the 31<sup>st</sup> of March 2021 the Socio-economic Duty came into force in Wales. The overall aim of the duty is to deliver better outcomes for those who experience socio-economic disadvantage.

To support the implementation of the Socio-economic Duty, Welsh Government has published a report summarising the key evidence relating to how socio-economic disadvantage affects the people of Wales. It particularly focuses on how it affects those with protected characteristics as well as communities of place and interest. It highlights the intersectionality that is key when examining socio-economic deprivation and summarises the key inequalities of outcome that certain groups face. The report is structured under six key themes, which are education, work, living standards, health, justice and participation.

This data is an useful source of evidence for us when assessing the socio-economic impact of our key strategic decisions.

### Information and Engagement

As various Covid-19 restrictions remained in place throughout the year, the Authority continued to use various online solutions to enable direct communication, consultation and engagement, as its primary means of contact.

During 2021/22 the Authority continued to engage with local communities and stakeholders through a range of means, from traditional written consultations and online questionnaires to webinars and online meetings and workshops. When restrictions allowed, in-person consultation events took place in Covid secure spaces.

Whilst Fforwm Eryri, the Annual Agriculture Liaison Group, North and South Access Forums to name but a few, have continue to take place virtually, discussions on how to proceed in future have commenced. What has become clear is that many see great advantages to holding on-line meetings and wish to continue, whilst others see disadvantages of not meeting in person and a wish to resume in-person meetings. The coming year will see some in-person meetings resume, some meetings will employ hybrid solutions whilst some remain entirely on-line.

Outside of the normal direct consultations on the Authority's business that has taken place this year, engagement and consultation has also taken place with local communities to enable information to be shared and to give people an opportunity to give their views over numerous challenges the National Park Authority and its communities have faced due to the increased visitor numbers.

### **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 Human Resources		
<b><u>2020/21 Update Report:</u></b>					
Data for 31.03.2012 established the baseline which based on median hourly rates was:					
	<b>Men</b>	<b>Women</b>	<b>All Staff</b>	<b>Pay Gap Women/All staff</b>	<b>Pay Gap Women/Men</b>
<b>Full time</b>	<b>£13.61</b>	<b>£12.77</b>	<b>£12.77</b>	<b>Nil</b>	<b>£0.84</b>
<b>Part time</b>	<b>£8.00</b>	<b>£8.00</b>	<b>£8.00</b>	<b>Nil</b>	<b>Nil</b>
<b>All Staff</b>	<b>£12.77</b>	<b>£8.72</b>	<b>£9.91</b>	<b>£1.19</b>	<b>£4.05</b>
Data for 31.03.2021 is shown below:					
	<b>Men</b>	<b>Women</b>	<b>All Staff</b>	<b>Pay Gap Women/All staff</b>	<b>Pay Gap Women/Men</b>
<b>Full time</b>	<b>£14.38</b>	<b>£14.38</b>	<b>£14.38</b>	<b>Nil</b>	<b>Nil</b>
<b>Part time</b>	<b>£9.81</b>	<b>£10.21</b>	<b>£10.21</b>	<b>Nil</b>	<b>Nil</b>
<b>All Staff</b>	<b>£14.38</b>	<b>£12.69</b>	<b>£12.69</b>	<b>Nil</b>	<b>£1.69</b>

Data for 31.03.2022 is shown below:

	Men	Women	All Staff	Pay Gap Women/All staff	Pay Gap Women/Men
<b>Full time</b>	<b>£16.01</b>	<b>£15.53</b>	<b>£15.81</b>	<b>0.28p</b>	<b>0.48p</b>
<b>Part time</b>	<b>£11.81</b>	<b>£11.61</b>	<b>£11.65</b>	<b>0.04p</b>	<b>0.20p</b>
<b>All Staff</b>	<b>£15.30</b>	<b>£13.67</b>	<b>£14.42</b>	<b>0.75p</b>	<b>£1.63</b>

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 31.03.21, 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%.

For the year ending 31.03.22, the mean hourly rate of pay for all men is £15.14 and the mean hourly rate of pay for all women is £13.68. This gives a pay gap of 9.6%.



Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
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 Human Resources
<p><b><u>2021/22 Update Report:</u></b>  The Head of Human Resources is leading on a general review of the Authority's flexible working practices and policies to include Hybrid working arrangements moving forward. Once consultation has been concluded with staff members and the unions a new policy will be drawn up.</p>			
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 Human Resources & Head of Admin and Customer Care
<p><b><u>2021/22 Update Report:</u></b>  Completed. An open data source spreadsheet which includes all the relevant employment data was created for 2021/22 and published.</p>			
Implement an equality training programme.	Assess training needs and arrange training as appropriate.	All	Head of Human Resources & Head of Admin and Customer Care
<p><b><u>2021/22 Update Report:</u></b>  Equality training modules are available via ELMS (Electronic Learning Management System), a platform used across the National Parks.</p> <p>Please see further details under Section 5.</p>			

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
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 Human Resources
<p><b><u>2021/22 Update Report:</u></b> The Authority uses the Webrecruit system, which enables people to submit their job applications directly on-line. Changes and improvements to the current system will be implemented in the 2022/23 financial year to ensure that we will meet accessibility standards.</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 Human Resources
<p><b><u>2021/22 Update Report:</u></b> No progress made during 2021/22 as there has been a 12 month vacancy in the full-time position of Head of Human Resources from June 2021. The new Head of Human Resources appointed in June 2022 will review this action during the 2022/23 financial year.</p>			
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 Human Resources
<p><b><u>2021/22 Update Report:</u></b> No progress made during 2021/22 as there has been a 12 month vacancy in the full-time position of Head of Human Resources from June 2021. The new Head of Human Resources appointed in June 2022 will review this action during the 2022/23 financial year.</p>			

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

Action Areas:

<b>Project / Initiative / Action</b>	<b>How will this contribute?</b>	<b>Protected Characteristics Affected</b>	<b>Lead Officer</b>
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
<p><b><u>2021/22 Update Report:</u></b>            All new or revised Strategies, Plans and Policies 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.</p>			
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><b><u>2021/22 Update Report:</u></b>            Covid-19 restrictions were still in place at various points throughout the year, which meant that very few in person events have taken place. 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>			

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
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><b><u>2021/22 Update Report:</u></b>  The Authority's Supplementary Planning Guidance on Affordable Housing was adopted by the Planning and Access Committee on the 22<sup>nd</sup> of January 2020. A revised supplementary planning guidance document, 'Planning and the Welsh Language' was published on the Authority's website during July 2021.</p> <p>During 2021/22, planning permission was granted for 1 new affordable house.</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><b><u>2021/22 Update Report:</u></b>  No new builds or substantial refurbishment work undertaken on Authority buildings during 2021/22.</p>			

**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 Human Resources
<p><b><u>2021/22 Update Report:</u></b>            A decision to establish this group was taken in early 2020, but due to the Covid-19 pandemic the group never formally met, as other priorities took over. There was no progress made during 2021/22 as there has been a 12 month vacancy in the full-time position of Head of Human Resources from June 2021. The new Head of Human Resources appointed in June 2022 will review this action during the 2022/23 financial year.</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><b><u>2021/22 Update Report:</u></b>            Wellbeing Wednesdays: This was a pilot project to offer the general public a chance to explore the wellbeing benefits that activities such as yoga and walking with guided meditations can have when done in the outdoors. The sessions were available to anyone for free. These events are advertised through social media, and through GP surgeries with our links through the Green Health sub-group organised by BCHB. The only cost of running these activities were to pay the facilitators.</p> <p>The pilot was successful, and the scheme will be further developed over the coming year.</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><b>2020/21 Update Report:</b></p> <p>The Authority's various volunteer programmes continue to grow. During the year, 73 Caru Eryri volunteers worked 134 volunteer days whilst 32 Snowdon Volunteer Wardens worked 284 volunteer days. In addition, the Carneddau Landscapes Partnership had over 176 unique volunteers taking part in over 210 volunteer days, along with 26 in-person events, 26 online discussions and 6 engagements days with local schools.</p> <p>During the summer of 2021, a couple of volunteering days were hosted for Duke of Edinburgh groups through the Field Studies Council (FSC). This included a group of 11 students that came to help pull Himalayan Balsam at a site near the Glaslyn river in Llanfrothen, and another 22 students who cleared the woodland of young Holly trees at Coed Hafod, Llanrwst. By working with the FSC, it is hoped that the number of volunteer conservation days can be further developed over the coming years.</p> <p>The Authority is also very active in hosting Corporate Volunteering Events, which over the year has involved volunteering days in tree planting, removing conifer saplings and invasive species control. This is a growing area of work which will be further developed over the coming year.</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, accessible trails, multiuser trails (particularly cycling trails and mountain	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.

bike routes), promoted routes and links and loops between towns and villages.			
<p><b><u>2020/21 Update Report:</u></b>  The Authority's Recreation Strategy is currently in draft form and will hopefully be adopted in the coming year. The North and South Access Forums have had direct input into the development of the Strategy, which along with both Gwynedd and Conwy Council Rights of Way Improvement Plans, 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>			
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.	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.		Lead Officers identified within the Plan.
<p><b><u>2021/22 Update Report:</u></b>  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 maintenance programmes on Yr Wyddfa (Snowdon), Lôn Gwyrfai and Llwybr Mawddach.</p>			

<b>Project / Initiative / Action</b>	<b>How will this contribute?</b>	<b>Protected Characteristics Affected</b>	<b>Lead Officer</b>
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><b><u>2020/21 Update Report:</u></b>  Limited progress to date. A series of informative videos are planned for development in the forthcoming year, which will promote access to all routes.</p> <p>The usage rates of the 3 vehicles (two Trampers and one 4 wheeled bike) owned by the Authority continues to improve. An agreement with 1085 Adventures has enabled one of the vehicles to be located at Beddgelert forest for them to hire out. During the summer of 2021, it was hired out a total of 18 times, with the other 2 Authority vehicles being hired out 10 times.</p> <p>The adoption of the new Recreation Strategy will enable further progress on this work.</p>			
<b>Project / Initiative / Action</b>	<b>How will this contribute?</b>	<b>Protected Characteristics Affected</b>	<b>Lead Officer</b>
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><b><u>2021/22 Update Report:</u></b>  The hugely popular Eryri Ambassador scheme celebrated its first birthday in 2021. This is a training scheme of a high standard which offers an unique accreditation to individuals or businesses – and intends to educate and share messaging to protect the things that make Eryri exceptional. The modules are made up of contributions from experts from across the region, from original works of art and literature to factual text.</p> <p>Since the launch, the scheme has gone from strength to strength with over 600</p>			



earning the title of Eryri Ambassador in the first year.

With intentions of expanding and evolving the scheme, we are planning more new modules for 2022 on the Carneddau Partnership as well as a special module assisting accommodation businesses to reduce single-use plastic.

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.

**2021/22 Update Report:**

95.7% of the Authority's staff are bilingual, ensuring that services are available in the language of choice for members of the public.

Having such a high percentage of staff who can communicate in Welsh and English enables the Authority to provide a fully bilingual service. That being said, the biggest risk to the Authority remains the ability to recruit suitably qualified staff who can communicate in Welsh to the required level for vacant posts. This issue and some of the steps already taken by the Authority has been set out in detail in the Welsh Language Standards Annual Report for 2021/22.

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

Yr Ysgwrn continues to offer opportunities for socialising through the Welsh language, through volunteering, attending events and taking part in activities. This included various virtual activities for people of all ages during the Covid-19 pandemic.

Yr Ysgwrn has commissioned the Yr Ysgwrn Curriculum for adoption in the spring of 2022 which will enable schools to use Yr Ysgwrn to teach the Curriculum for Wales to children and young people aged 7-14 based on 6 themes covering the 6 areas of learning.

Welsh language and the promotion of Welsh culture are integral to the projects and engagement programs of the Dolgellau Townscape Heritage Initiative, Carneddau and Harlech Landscape Partnership and Arduwy schemes.

Yr Wyddfa volunteers are paired according to language ability to ensure learners can practice their language skills. Yr Ysgwrn engages with Welsh learners to participate in site activities including volunteering.

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.

<b>Project / Initiative / Action</b>	<b>How will this contribute?</b>	<b>Protected Characteristics Affected</b>	<b>Lead Officer</b>
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.
<p><b><u>2021/22 Update Report:</u></b>            During 2021 the Authority developed a pilot event registration scheme. This information will enable us to encourage event organisers to consider spreading their activities, especially on Y Wyddfa (Snowdon) across the season. This will also be an opportunity for us to share the right messaging in advance to those organisers particularly on the use of the Welsh language in their events, as well as messaging on mountain safety, sustainable transport and waste and litter control.</p>			

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

**Action Areas:**

<b>Project / Initiative / Action</b>	<b>How will this contribute?</b>	<b>Protected Characteristics Affected</b>	<b>Lead Officer</b>
Continue to raise awareness about hate crime, particularly during Hate Crime Awareness week with our North Wales partners.	One consistent message, led by North Wales Police and the Office for the Police and Crime Commissioner, across North Wales will have a greater impact.	All	Head of Administration and Customer Care
<p><b><u>2021/22 Update Report:</u></b>            The Hate Crime Awareness Week ran from 9<sup>th</sup> to the 15<sup>th</sup> of October 2021.</p> <p>Due to the increasing Covid-19 rates at the time, 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>			

<b>Project / Initiative / Action</b>	<b>How will this contribute?</b>	<b>Protected Characteristics Affected</b>	<b>Lead Officer</b>
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><b><u>2021/22 Update Report:</u></b>            No direct campaigns were created by the North Wales Public Sector Equality Network (NWPSSEN) during the year, as the Network's limited resources had to be directed to other priority work.</p> <p>However, the Head of Administration and Customer Care is the administrator for the Network's social media account, and has worked closely with North Wales Police Cyber Crime Unit to disseminate ongoing cybercrime awareness and online safety messages.</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:**

<b>Project / Initiative / Action</b>	<b>How will this contribute?</b>	<b>Protected Characteristics Affected</b>	<b>Lead Officer</b>
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
<p><b><u>2021/22 Update Report:</u></b>            The Head of Administration and Customer Care continues to play an active part in the North Wales Public Sector Equality Network, where best practice is shared and support and advice is always available from other public sector organisations. As time and resources allow, joint work and projects are also undertaken so that all public sector organisations can make the best use out of their limited resources.</p>			

<b>Project / Initiative / Action</b>	<b>How will this contribute?</b>	<b>Protected Characteristics Affected</b>	<b>Lead Officer</b>
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
<p><b><u>2021/22 Update Report:</u></b> Completed.</p> <p>Early in 2020, NWPSen formed a Working Group to develop a comprehensive Equality Impact Assessment Template which would incorporate the then upcoming Socio-economic Duty.</p> <p>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.</p>			

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

Action Areas:

<b>Project / Initiative / Action</b>	<b>How will this contribute?</b>	<b>Protected Characteristics Affected</b>	<b>Lead Officer</b>
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

**2020/21 Update Report:**

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.

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.

The Authority has accepted Welsh Government’s recommendations to ensure that the Authority’s processes relating to contracts are sufficiently transparent, and accordingly a new draft version of the Standing Orders relating to Contracts has been produced which incorporates the recommendations and ensures compliance with all new regulations relating to the withdrawal from the European Union. Further work is required on the draft, including ensuring that equality considerations are incorporated before it can be presented to the Members for adoption in 2022/23.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
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><b><u>2021/22 Update Report:</u></b>  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. This process will be reviewed once the new Standing Orders relating to Contracts is adopted.</p>			
To provide support and (where relevant) training to staff to ensure that they understand their duty towards people with protected characteristics.	This will ensure that all staff know their responsibilities.	All	Head of Administration and Customer Care & Head of Human Resources
<p><b><u>2021/22 Update Report:</u></b>  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 Human Resources 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 Human Resources
<p><b><u>2021/22 Update Report:</u></b>  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

In November 2021, a number of key staff received training on producing accessible documents for the Authority's new website, which enables technology such as screen readers to be able to easily use the documents produced by the Authority. This has ensured that the website is as accessible as possible, whilst also ensuring compliance with regulations.

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 screen and impact assess any new or revised strategies, plans, procedures, practices or any major decisions it makes. During the year, 2 full equality impact assessments have been undertaken.

Below is a short summary of the impact assessments conducted.

### Statutory Planning Guidance: Planning Obligations

One of the principal objectives of planning is to deliver sustainable development, through implementing key social, environmental, cultural and economic initiatives. Facilitating such development, may place additional burdens on the infrastructure and services in an area. Planning obligations are agreements negotiated, usually in the context of planning applications, between the local planning authority and an applicant / developer and others who may have an interest in the land. They can assist in making an intended proposal acceptable in planning terms. Entering an obligation can overcome obstacles which may otherwise prevent planning permission from being granted. Contributions from developers may be used to offset negative consequences of development, to help meet local needs, or to secure benefits which will make development more sustainable.

Planning Obligations can take the form of physical or environmental changes and improvements to and around the site such as improvements to roads and parking, provision or improvement to cycling and walking routes and access to open spaces etc. Planning Obligations can also require provision or protection of community facilities and provision of affordable housing amongst other things. The guidance was impact assessed to ensure that these Obligations strive to deliver sustainable community benefits for social, economic or cultural benefits and will therefore provide positive benefits for the whole community where the proposed development is located.

## Staff Terms and Conditions

In January 2022, the Chief Executive commissioned a review of staff pay and conditions, as it had become increasingly apparent that the Authority pay in particular was not competitive compared to comparable roles in other public sector organisations. The review concluded with the following recommendations:

1. Increase all pay scales by two scale points for all staff subject to the green book terms and conditions,
2. Provide an additional day leave to note St David's Day,
3. Recognise bilingualism within the pay structure to new appointees.

Although these were positive benefits for current staff and would assist with future recruitment, the proposals were fully impact assessed to ensure that no indirect discrimination was likely to occur if the proposals were adopted.

In addition to the above two full impact assessments, Authority staff also contributed to the Tai Pawb full equality impact assessment undertaken on the Tai Teg Affordable Homes Register and qualifying criteria. This ensured that mitigation measures were identified for some people with protected characteristics who would otherwise experience discrimination due to not being able to reach the qualifying criteria due to their unique set of circumstances.

## **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 2022 = 141

#### **Age profile**

24 and under	6
25 – 34	36
35 – 44	32
45 – 54	28
55 – 64	32
65 and over	7

#### **Distribution of Female / Male**

Female	75
Male	66

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

4 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 31.03.2022 (the Authority has several different job titles within grades):

		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
MW	£8.91	1	0	0	1	0	0	0	0	0	0	1	1
1	£9.50	0	0	3	0	0	0	3	0	0	0	0	0
2	£9.60	0	0	0	3	0	0	0	3	0	0	0	0
3	£9.99	0	0	8	2	0	0	8	2	0	0	0	0
4	£10.39	4	3	13	4	0	0	16	6	0	1	1	0
5	£11.47	3	10	3	1	0	0	4	10	0	0	2	1
6	£12.92	6	5	1	0	0	0	3	5	0	0	3	1
7	£14.63	9	13	2	0	0	0	4	13	0	0	7	0
8	£16.53	6	10	1	1	0	0	6	10	0	0	1	1
9	£17.82	2	4	0	0	0	0	2	2	0	0	0	2
10	£18.85	5	3	1	0	0	0	5	2	0	0	1	1
11	£19.98	1	0	1	0	0	0	2	0	0	0	0	0
12	£21.03	1	1	1	0	1	0	3	1	0	0	0	0
13	£22.09	2	1	0	1	0	0	2	1	0	0	0	1
Chief Officer - Director	£33.35	0	2	0	0	0	0	0	2	0	0	0	0
Chief Officer - Chief Executive	£47.62	0	1	0	0	0	0	0	1	0	0	0	0

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

Where applicants have completed monitoring forms:

### Ethnic Origin

- 212 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
- 3 No response given

### Sex

- 131 Male
- 88 Female
- 0 No response given

## **Disability**

21 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	0	0
Female	5	4
Total	5	4

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

There were applications and training attended on 16 occasions by females and 13 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**

Female	1
Male	1
Total	2

### **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	12
Male	4
Total	16