



**Snowdonia National Park Authority**

# **Strategic Equality Plan Annual Report 2022 – 23**

**[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 Snowdonia National Park Authority Strategic Equality Plan for the period 2020-24 was formally adopted by the Performance and Resources Committee on 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 (at that time) 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 does not provide information on all protected characteristics.

The initial findings from the 2021 Census were released in June 2022 by the Office for National Statistics (ONS) which were rounded population and household estimates by local authority.

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.

The ONS have also published topic summaries on:

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

Over the coming year, multivariate datasets will be released. This data will allow us to combine different variables and look at the relationship between the data for households within Eryri.

This will be important data to identify the intersectionality that is key when examining socio-economic deprivation and summarises the key inequalities of outcome that certain groups face.

In addition, work will commence through the North Wales Public Sector Network and financed through the Local Service Boards, to commission further analysis of Census and other relevant data, to provide a local data report which is more relevant and precise.

### Information and Engagement

During 2022/23 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, workshops and in-person consultation and information events.

Whilst Fforwm Eryri, the Annual Agriculture Liaison Group, North and South Access Forums to name but a few, have moved to a combination of face to face, virtual and hybrid meetings over the last year; it is likely that such arrangements will continue to be reviewed and adapted over the coming year to ensure full participation through various flexible options to join.

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.

In addition, two comprehensive public consultations have taken place during the year. The first one was as part of the process of creating a new 5-year Strategy for Promoting the Welsh Language; and the second as part of the partnership work with Cyngor Gwynedd for the creation of a Plan for a Sustainable Visitor Economy in Gwynedd and Snowdonia.

### 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

### **2022/23 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
<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 31.03.2022 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>

Data for 31.03.2023 is shown below:

	Men	Women	All Staff	Pay Gap Women/All staff	Pay Gap Women/Men
<b>Full time</b>	<b>£15.60</b>	<b>£15.60</b>	<b>£15.60</b>	<b>NIL</b>	<b>NIL</b>
<b>Part time</b>	<b>£10.39</b>	<b>£10.81</b>	<b>£10.81</b>	<b>NIL</b>	<b>NIL</b>
<b>All Staff</b>	<b>£15.60</b>	<b>£13.18</b>	<b>£13.44</b>	<b>0.26p</b>	<b>£2.42</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 31.03.22, 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%.

For the year ending in 31.03.23, the mean hourly rate of pay for all men is £16.82 and the mean hourly rate of pay for all women is £15.64. This gives a gap of 7.27%.



<b>Project / Initiative / Action</b>	<b>How will this contribute?</b>	<b>Protected Characteristics Affected</b>	<b>Lead Officer</b>
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>2022/23 Update Report:</u></b>  The Head of Human Resources led on a general review of the Authority's flexible working practices and policies to include Hybrid working and FLEXI time arrangements moving forward. The management team have approved a trial period for Hybrid working and for an amendment to be made to the FLEXI time scheme to withdraw core hours. Two policies are being drawn up to offer guidance and best practice for staff and managers, and once consultation has been concluded with staff members and the unions the trial period will commence.</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>2022/23 Update Report:</u></b>  Completed. An open data source spreadsheet which includes all the relevant employment data was created for 2022/23 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>2022/23 Update Report:</u></b>  Equality training modules are available via ELMS (Electronic Learning Management System), a platform used across the National Parks. These modules have been translated into Welsh by the Authority to ensure staff and Members can access them in the language of their choice.</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>2022/23 Update Report:</u></b>  Completed. The Authority uses the Webrecruit system, which enables people to submit their job applications directly on-line. Changes and improvements to the current system were implemented during the 2022/23 financial year to ensure that we 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>2022/23 Update Report:</u></b>  A Menopause policy is currently under development and is expected to be implemented within the first half of the 2023/24 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>2022/23 Update Report:</u></b>  No progress made during 2022/23 due to other policies taking priority. The Head of Human Resources will review this action during the 2023/24 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>2022/23 Update Report:</u></b>            All new or revised Strategies, Plans and Policies have undergone Equality Impact Assessment Screening during 2022/23. 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>2022/23 Update Report:</u></b>            By the start of this financial year, UK and Welsh Government had lifted almost all covid restrictions, marking the start of a new 'normal'. More external events and activities have taken place, especially during the summer months (e.g., walks, woodland yoga, children and young people educational events and activities etc.). Each event organiser is responsible for ensuring that events are fully assessed for accessibility at the same time as the comprehensive risk assessment is 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>2022/23 Update Report:</u></b>  The Authority continues to work in partnership with Tai Teg, through a financial contribution to their Affordable Housing Scheme. Tai Teg produced a full Equality Impact Assessment during the year on the scheme, and the Authority contributed as part of the consultation process.</p> <p>Regular discussions continue to take place with the two Housing Authorities and RSL's to ensure affordable housing is provided where it is needed. Discussions continue with partners to fund a new community led Housing Officer post.</p> <p>Research being undertaken to assess impact of rising house prices and second homes/holiday accommodation. Research will steer the use of Article 4 direction and policy formation for the next ELDP review.</p> <p>The Planning Service are partners of the Dwyfor Pilot, which covers a portion on the National Park Area. The Welsh Government have established the pilot in the Dwyfor area to trial and monitor new initiatives to address the second homes issue and affordability.</p> <p>Conwy County Borough Council launched a first-time buyer scheme bringing long term empty properties back into use. This initiative used Eryri NPAs 106 funding.</p> <p>During 2022/23, planning permission was granted for 2 new affordable homes by the Authority.</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>2022/23 Update Report:</u></b>  No new builds or substantial refurbishment work which involved changes to people's access and use of a building was undertaken on Authority buildings during 2022/23.</p>			

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

Action Areas:

<b>Project / Initiative / Action</b>	<b>How will this contribute?</b>	<b>Protected Characteristics Affected</b>	<b>Lead Officer</b>
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>2022/23 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 2022/23 due to retirement and maternity leave of 2 HR team members and new starters undertaking probationary periods of learning and familiarising themselves with their new roles. The Head of Human Resources will review this action during the 2023/24 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>2022/23 Update Report:</u></b>            After the success of the pilot last year, the Wellbeing Wednesdays project was developed further and extended.</p> <p>This project offers the general public a chance to explore the wellbeing benefits that activities such as yoga, walking with guided meditations and Forest Schools 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 though the Green Health sub-group organised by BCUHB. The only cost of running these activities were to pay the facilitators.</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><u>2022/23 Update Report:</u></b></p> <p>A significant amount of new and ongoing opportunities being developed/supported by the Volunteer and Well-being Officer through implementing the Volunteering and Wellbeing Strategy</p> <p>Estimated value of volunteering to the Authority in 2022 is £52,800 (economic volunteer value calculated using UK living wage of £9.50).</p> <p>New project starting in November 2022 working with “Pobl i Bobl” to bring Syrian, Afghan and Ukrainian guests into the National Park for guided walks and fun conservation activities.</p> <p>Yr Wyddfa Volunteer Wardens have made an extremely positive difference once again in terms of patrolling the paths. During the 2022 season there has been a warden presence on Yr Wyddfa on 77 days. 36 voluntary wardens have volunteered and put in a total of 272 shifts. This amounts to 1600+ volunteer hours.</p> <p>In 2022 for the first time, Volunteer Wardens were recruited to assist the Wardens on Cader Idris. 11 new volunteers were recruited especially for this role. They completed a total of 35 shifts, which amounts to 220 volunteer hours.</p> <p>The Caru Eryri Schme saw 2640 volunteering hours over the summer carried out by 87 volunteers. In addition, volunteering opportunities were arranged as Corporate Events, the Young Rangers Scheme ran successfully again, as well as opportunities for College Groups and Duke of Edinburgh Award participants.</p> <p>2022 volunteering stats results: (Provided opportunities to volunteer)  Children (school groups): 132  Young people (14-24): 87  25 - 50 :74  50+ : 115</p>			

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
<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 bike routes), promoted routes and links and loops between towns and villages.</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>All</p>	<p>Lead Officers identified within the Plan.</p>
<p><b><u>2022/23 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> <p>All of the Authority's promoted routes are on the new website. Next step is to raise awareness of the 'resource' to partners and the health board. Additional resources and videos have been developed for disabled users.</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-</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>All</p>	<p>Lead Officers identified within the Plan.</p>

user trails and upland paths.			
<p><b><u>2022/23 Update Report:</u></b>  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> <p>Small scale access works are identified and managed by the Area Wardens. Small to medium works are led by Area Wardens with the support of Senior Wardens. Works are discussed and confirmed in their work plan and/or area place plans. Larger access work is assessed and discussed at 'Access Projects Prioritization Meetings' which consist of the Head of Warden Service, Senior Wardens, Wellbeing and Access Manager and Access Project Officer. In addition, Sustainable Landscapes Sustainable Places (SLSP) WG funding has supported more footpath work being included in the area plans of Wardens.</p>			
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>2022/23 Update Report:</u></b>  All of the Authority's promoted routes are on the new website. Next step is to raise awareness of the 'resource' to partners and the health board. During the Autumn of 2022 a local filmmaker Film UP High was commissioned, and we worked on a creating a series of promotional videos to increase awareness on the access for all routes, which are now all available on the website.</p> <p>The usage rates of the 3 vehicles (two Trampers and one 4 wheeled bike) owned by the Authority continues to improve. With the new website came the online booking system for the Trampler hire which made the whole process much more streamlined for the customer and easier to manage. Users can book Trampler hire for any access for all route labelled as Trampler friendly on the website.</p> <p>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 2022, it was hired out over 50 times, with the other 2 Authority vehicles being hired out 36 times.</p> <p>The adoption of the new Recreation Strategy will enable further progress on this work.</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><b><u>2022/23 Update Report:</u></b>  Since the launch, the scheme has gone from strength to strength with over 800 earning the title of Eryri Ambassador.</p> <p>Work underway on further expanding and evolving the scheme through new modules on the Carneddau Partnership as well as a special module assisting accommodation businesses to reduce single-use plastic.</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><b><u>2022/23 Update Report:</u></b>  97.3% of the Authority's staff are bilingual, ensuring that services are available in the language of choice for members of the public.</p> <p>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.</p> <p>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.</p> <p>Yr Ysgwrn continues to offer opportunities for socialising through the Welsh language, through volunteering, attending events and taking part in activities.</p> <p>Yr Ysgwrn commissioned the Yr Ysgwrn Curriculum which was adopted 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.</p> <p>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 Ardudwy schemes.</p>			

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.

**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

**2022/23 Update Report:**

The Hate Crime Awareness Week ran from 8<sup>th</sup> to the 15<sup>th</sup> of October 2022.

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.

In addition, the North Wales Public Sector Equality Network (NWPSSEN) ran an educational promotion and awareness raising campaign via Social Media on Holocaust Memorial Day, Anti Slavery Day, International Day of Older Persons, World Mental Health Day, and throughout Black History Month.

<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>2022/23 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>2022/23 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>			

**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
<p><b><u>2022/23 Update Report:</u></b>            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> <p>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 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. In-house training sessions are planned for the coming year.</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>2022/23 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>2022/23 Update Report:</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, and where applicable also include a robust assessment of the socio-economic impact of Strategic Decisions.</p>			

## 5. Training

Online bilingual modules available on ELMS are available on the following subjects for staff:

- Dignity and Respect at Work;
- Equality and Diversity at Work;
- Equality Impact Assessments;
- Mental Health Awareness; and
- Neurodiversity Inclusion.

During the year, a member of staff attended and LGBTQ+ Inclusion Workshop. The workshop was aimed specifically at people working in front line roles and teams, with the purpose of:

- Demystifying terminology and explaining common misconceptions;
- Enhancing understanding of LGBT hate; and
- Exploring routes of support (including being an Active Bystander, reporting to Police, Independent Specialist Support services, Local Authority and Grass Root Groups).

## 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.

### Welsh Language Promotion Strategy

As the primary language in many social and professional environments within the Park, the vibrancy of the Welsh language has been identified as an unique quality of Eryri which the Authority has a duty to protect as well as promote through all aspects of its work. As a special quality it has been included in Cynllun Eryri, the National Park Management Plan to ensure that it continues to be a vibrant part of our everyday life.

The Strategy is also a statutory requirement as set out in the Welsh Language Standards that the Authority is subject to under the Welsh Language (Wales) Measure 2011.

The Strategy therefore introduces a series of strategic aims and actions which follows up on the Authority's original 5 year strategy, which aims to inform, educate as well as promote the language in order to encourage more daily use and to increase the number of users.

Development of the Strategy has been led by a staff/member Steering Group especially set up for this purpose (New Welsh Language Promotion Strategy Steering Group), and included a comprehensive public consultation. The Strategy was warmly received and the impact assessment did not identify any potential negative impacts, but rather found that implementing the Strategy would have a positive impact and would assist in fostering improved understanding between different groups of people with protected characteristics.

### Recreation Strategy

The Strategy introduces a series of strategic aims and actions which will develop and manage recreational opportunities in Eryri in a sustainable way, ensuring as far as possible those activities do not have negative impacts on the other special qualities of the National Park, whilst at the same time promoting the social and wellbeing benefits to local communities and visitors alike, and improving accessibility.

The Strategy accommodates the need to communicate and engage with hard to reach and the seldom heard, ensuring they have equitable opportunities to take part and become involved in various recreation activities, It supports other key Plans that the Authority have, and sits directly under Cynllun Eryri. These Plans further identify barriers to participation from protected, socially excluded and hard to reach groups and puts in place action plans to address those barriers.

As the Recreation Strategy has yet to be formally adopted, the Equality Impact Assessment remains live. At each consultation stage, the impact assessment will be

revised and refined as necessary to take into account relevant feedback and comments.

## 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 2023 = 149

## **Age profile**

24 and under	11
25 – 34	25
35 – 44	33
45 – 54	36
55 – 64	28
65 and over	16

## **Distribution of Female / Male**

Female	82
Male	67

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

7 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 31.03.2023 (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	£8.91	1	1	0	0	0	0	0	0	0	0	1	1
1	£9.60	2	0	2	0	0	0	2	2	0	0	0	0
2	£9.79	0	1	1	1	0	0	1	2	0	0	0	0
3	£10.39	0	1	10	5	0	0	7	3	3	3	0	0
4	£10.81	2	3	15	3	0	0	16	6	0	0	1	0
5	£11.93	1	11	4	1	0	0	5	10	0	0	0	2
6	£13.44	6	3	2	0	0	0	4	3	0	0	4	0
7	£15.60	8	13	2	0	0	0	8	12	0	0	1	2
8	£17.36	9	9	1	1	0	0	7	9	0	0	3	1
9	£18.85	3	4	0	0	0	0	3	2	0	0	0	2
10	£19.98	3	3	2	0	0	0	3	3	0	0	2	0
11	£21.03	0	0	0	0	0	0	0	0	0	0	0	0
12	£22.09	2	1	1	0	0	0	1	3	0	0	0	0
13	£23.13	2	3	0	0	0	0	2	3	0	0	0	0
14	£24.19	0	0	0	0	0	0	0	0	0	0	0	0
Chief Officer - Director	£36.15	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

- 259 White
- 2 Mixed – White and Black African
- 1 Mixed – White and Black Caribbean
- 1 Mixed - White and Asian
- 2 Asian, Asian British, Asian Welsh, Asian English, Asian Scottish
- 1 Black, Black British, Black English, Black Scottish, Black Welsh
- 5 Prefer not to say

## **Sex**

151 Male  
120 Female

## **Disability**

3 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	2	2
Female	1	1
Total	3	3

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

There were applications and training attended on 12 occasions by females and 11 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 0 staff member that was subject to disciplinary procedures during this period.

## **Employees who have left the authority's employment**

Female	9
Male	11
Total	20