

Strategic Equality Plan Annual Report 2021/22

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This document is available in Welsh

Strategic Equality Plan

Annual Report 2021/2022

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Executive Summary

Welcome to the second annual report for Flintshire County Council's Strategic Equality Plan 2020-2024 which sets out the progress we made to achieve our seven equality objectives during 2021/22. The purpose of the Strategic Equality Plan is to reduce inequalities experienced by people with protected characteristics.

During the past 12 months, we have re-established our Corporate Equalities Board comprising membership of senior managers representing portfolios to ensure progress is made across Council services.

During 2021/22 we became a Council of Sanctuary (non-awarded status) recognising that we are working to create a culture of welcome, inclusion and empowerment for people seeking sanctuary.

We launched an initiative "Be-kind on-line" encouraging everyone to commit to five pledge to be kind on-line, rethinking our online behaviour and embrace respect, empathy and kindness and ultimately stopping cyber bullying.

To support our workforce we trained 106 employees to become Mental Health First Aiders. Mental Health First Aiders provide a point of contact in the workplace for an employee who is experiencing a mental health issue or emotional distress. This interaction could range from having an initial conversation through to supporting the individual to get appropriate help in a crisis.

During 2022 – 2024 we will focus on improving awareness and knowledge of impact assessments to increase the quality and the number of impact assessments completed and develop the confidence of those completing impact assessments.

We will develop a specific action plan to reflect Welsh Government's Anti-racist Wales Action Plan. We are pleased to report that we had already implemented some actions, such as the electronic system for recording identity - based bullying in schools.

Neal Cockerton
Chief Executive

Councillor Billy Mullin
Deputy Leader of the Council
(Governance) and Cabinet Member for
Corporate Management and Assets

Strategic Equality Plan Annual Report 2021/2022

1. Introduction

1.1 This annual report for the Council's [Strategic Equality Plan](#) (SEP) 2020-2024 covers the period April 2021 to March 2022. The report sets out progress to meet our [equality objectives](#) and provides a summary of achievements during this time.

1.2 The Equality Act 2010 introduces a general public sector duty to

- (a) eliminate discrimination, harassment, and victimisation;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

1.3 The protected characteristics as defined by the Equality Act are:

Age	Disability
Gender Reassignment	Marriage and Civil Partnership
Pregnancy and Maternity	Race
Religion and Belief	Sex
Sexual Orientation	

Our commitment to the Welsh language and treating English and Welsh languages on the basis of equality are set out in the [Welsh Language Compliance Notice](#). The action we have taken to meet our statutory responsibilities for Welsh language are covered in a separate [report](#).

The specific equality duties also require public bodies to: -

- publish objectives to address pay differences
- publish a statement setting out the steps it has taken or intends to take to meet the objectives and how long it expects to take to meet each objective
- produce an annual report by 31 March each year, which will include specified employment information, including information on training and pay
- engage with people from protected groups
- assess impact of new and revised policies on people from protected groups
- publish and use equality information

The purpose of the equality objectives is to reduce specific areas of inequality which were identified using both qualitative and quantitative evidence. We have also worked with the other public bodies across North Wales to identify regional equality objectives. Our local equality objectives and the evidence base used to identify the objectives can be found [here](#).

1.4 Alongside the [SEP](#) our work on equality is supported by a [Diversity and Equality policy](#) , and Plain Language Guide and delivered as part of various Council documents such as the Council Plan and Customer Strategy.

2. Progress

2.1 Our [equality objectives](#) and [Strategic Equality Plan](#) were published in March 2020. The action plan to meet the SEP is provided in Appendix 1; this also highlights the progress made to meet each action.

2.2 The following table sets out our performance towards achieving the actions we set ourselves for each objective, we have assessed ourselves using the following criteria:

- R** **Limited Progress** - delay in scheduled activity; not on track
- A** **Satisfactory Progress** - some delay in scheduled activity, but broadly on track
- G** **Good Progress** - activities completed on schedule, on track

Equality Objective	Progress
Improve health, well-being and social care outcomes including outcomes for older people and disabled people.	
Reduce gaps in educational attainment between protected groups and implement strategies to improve well-being	
Ensure equal pay within the workplace by having in place fair, open and transparent grading and salary strategies in place	
Improve personal safety for all protected groups	
Increasing access to participation to services and decision making for all protected groups	
Improve living standards of people with different protected characteristics	
Develop our knowledge of the socio-economic duty to protect people from poverty	

3. Meeting our Equality Objectives 2021/22

3.1 This section sets out our key achievements to meeting our seven equality objectives during 2021/22.

Objective 1: Improve health, well-being and social care outcomes including outcomes for older people and disabled people.

During 2021/22:

- We supported our employees' well-being by promoting our Employee Assistance Programme, Care First, and providing resources to support mental health and isolation, including videos and checklists.
The Council now has a specific Dementia Friendly webpage: <https://www.flintshire.gov.uk/en/Resident/Social-Services/Dementia.aspx..> [providing information on Dementia friendly services.](#)
- A co-produced Dementia Strategy for Flintshire was developed in 2021, in alignment with the North Wales Dementia Strategy and public consultation findings. The Dementia Friendly Council Action plan is being actively managed in collaboration with community groups. A new Dementia Project Board will be established in 2022 to continue the delivery of strategic priorities and actions.
- An increased number of employees attended Dementia. Awareness training:
 - 6 x Dementia Friends Sessions – 47 attendees
 - 4 x Dementia Awareness – 29 attendees
 - 1 x Stages of Dementia – 14 attendees
 - 1 x Dementia Complex issues – 17 attendees
- Social Services continued to work with Alzheimer's Society and North East Wales Carers' Information Service (NEWCIS) to maintain and develop Dementia Friendly Communities and the Dementia Friends network.
- All individuals with a diagnosis of a learning disability are entitled to have their completed annual health checks through their GP surgery. Social Services support those who need assistance to access their appointments. There is a new pathway being devised around "lab in a bag" each Learning Disability Team (multi agency team) are working towards this. We have now been given all the equipment and will be provided with training and for this programme to roll out. This will be to support those individuals who are not able to physically get to the GP surgery to have their annual health check. We will have a cluster link nurse for Flintshire based in our team who will complete the health check at home in line with the GP surgery.

Example - Making a difference

106 employees have been trained as Mental Health First Aiders. Mental Health First Aiders provide a point of contact in the workplace for an employee who is experiencing a mental health issue or emotional distress. This interaction could range from having an initial conversation through to supporting the individual to get appropriate help in a crisis.

Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well-being

During 2021/22:

- We implemented the electronic system for recording and reporting identity-based bullying systems in schools.
- We raised awareness of identity-based bullying during anti bullying week
- Modern Slavery and County Lines virtual training was made available to school employees.
- The Inspire Pride youth group continued to run and face to face meetings are now being held.
- The levels of Year 11 pupils becoming NEET (not in education, employment or training) after completing compulsory education remain very low at 1.2% of the overall year group despite the impact of the COVID pandemic.
- There has been a comprehensive offer of support to refugee families moving into Flintshire. This has included support to access and engage with education along with wrap around services to support the whole family to integrate successfully with the wider community.
- Forest Schools were delivered by qualified youth workers to young people identified by schools who they felt would benefit from this additional and targeted support. Forest School is based on a holistic approach to mental health and wellbeing and the beneficial effects of learning in a relaxed outdoor setting but within a structure where they feel their achievements can be recognised by others (youth workers and school etc.) but also, more importantly, by themselves. This leads to increased confidence and self-esteem and has a positive effect on mental health and wellbeing.
- “What Just Happened Project “– Flintshire’s Integrated Youth Provision (IYP) team launched a unique video highlighting insights into and reactions to the COVID-19 pandemic by young people and how it affected their lives. The video shows young actors voicing the thoughts and feelings of local young people and

- the scripted video shows a true reflection of how they coped during the last two years and how they have adapted to change.

Example - Making a difference

The Youth Service consulted with young people on services they needed. One outcome of the consultation was that young people didn't know where to turn to for help in a crisis. The Team researched the best websites and organisations who could support young people, placing all the information in one leaflet, which has been circulated widely.



Objective 3: Ensure equal pay within the workplace by having in place fair, open and transparent grading and salary strategies in place

During the past 12 months:

- We completed our 7th Equal Pay Audit inclusive of the characteristics Disability, Gender & Age, Ethnicity and Religion or Belief, with full consideration of both mean and median pay gaps, publishing its findings in November 2022. The full report is available on our [website](#). A summary is provided in section 5.0.
- Of the five Project SEARCH graduates three are now in full time employment of more than 16 hour per week, two of whom are employed by the Council. Project SEARCH is a transition to work programme committed to transforming the lives of young adults with a learning disability and autism or both.
- Of the seven graduates from 2020 five remain in full time employment of 16 or more hours per week. The remaining graduates are in voluntary positions and working with employability coaches to access paid employment.
- 23 people supported by Hft are now in paid employment, 45 were in voluntary placements, 10 on work experience and a number were job hunting with the support of the job coaches or on Project SEARCH. Hft are contracted by the

- Council to deliver and develop Day and Work opportunities across the county for adults with a learning disability.

Example - Making a difference

Leticia, who following a rotation of roles at Llys Raddington Extra Care scheme as part of Project SEARCH, is now successfully employed by the Council as an activities co-ordinator, supporting residents to enjoy a range of social and craft activities.

Objective 4: Improve personal safety for all protected groups

During 2021/22:

- There were 265 reports of hate incidents in Flintshire in the period 2021/22.

Type of incident	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Racially motivated	37	84	76	99	92	126
Homophobic	6	26	29	40	39	61
Disability Related	9	8	14	20	38	65
Transphobic	1	0	1	4	7	7
Religious	6	5	9	5	7	6
Total	59	123	129	168	183	265

There was a significant increase in disability related and racially motivated hate crime during 2021/22- this seemed to be through increased neighbourhood disputes during COVID-19 restrictions. North Wales Police report that this increase is consistent with the regional and national picture and reflects the national campaigns that have taken place to increase reporting. There has also been greater engagement between groups in Flintshire such as Hft and North Wales Police raising the awareness of the importance of reporting.

- Although there has been an increase in reports of hate crime, it is still felt that hate crime is under reported across North Wales; action will continue to encourage reporting. Hate crime is included as a standing item at the North Wales Public Sector Equality Officers' Network.
- The members of North Wales Public Sector Equality Network (NWPSSEN) have worked together to encourage reporting of hate crime during Hate Crime Awareness week in October every year. We also published tweets alongside other public bodies to encourage people to report hate crime.

- We raised the Trans Flag on 20 November to commemorate the Transgender Day of Remembrance in memory of all Trans people who have lost their lives to Transphobic violence.
- We raised the Rainbow flag during LGBT History month to highlight our commitment to equality. The Rainbow flag is a symbol recognised as the celebration of the LGBTQ+ community.
- Supported the White Ribbon Campaign for an end to violence against women.
- Over 73% of employees have now completed the Welsh Government's Violence against women e-learning training.
- 22% (1292) employees completed the Modern Slavery e-learning training.
- Victim Support continued to provide Hate Crime training which our employees attended.

Example - Making a difference

We launched a new campaign called #FCCBeKindOnline in 2022 on Safer Internet Day.

The aim is to raise awareness of responsible use of the internet and social media and end cyber bullying in our communities. This means rethinking online behaviour and embrace respect, empathy and kindness.

The campaign also promotes the safe and positive use of digital channels when communicating with Council services.

A dedicated web page flintshire.gov.uk/BeKindOnline has been set up for people to make 5 pledges to be kind online. Pledges can be made as an individual (young person or adult), a school, a business or a club/community organisation.

Objective 5: Increasing access to participation to services and decision making for all protected groups

During 2021/22:

- Young Voices Speak Out (YVSO), a group of young people who are looked after or leaving care aged between 13 and 18 years old, have continued to meet online to represent the voices of looked after children in Flintshire.
- Workshops and discussions have taken place covering health and relationships, and models of fostering.

- Members of this group regularly attend the Children's Services Forum, which is made up of Elected Members, Senior Managers and representatives from Children's Services and Education. At these meetings they share their views on topics which have included Housing, education and sexual health advice for young people. The group attended the first virtual Children's Services Forum in September and spoke about how the pandemic has affected them.
- The group have also interviewed candidates for the new staff for the Multi Systematic Therapy project and the Permanency and Court Team Manager position.
- People living with dementia, their carers, and those who work with them contributed to the development of a local Dementia Strategy.
- Young Carers have been involved in the development of a new service specification to help in the commissioning of a new service for Young Carers.
- The engagement was informal, via social media and meetings. Four young carers were also involved in the procurement process, interviewing all bidding organisations by asking questions they had chosen and had an equal say on the outcome of the procurement exercise.
- Young carers supported by North East Wales Carers Information Service (NEWCIS) continue to be active in the development of the regional young carers ID card, by designing posters and information. The ID Card Steering Group has also welcomed a young carer to support decision making using their lived experience.
- "Voices to be heard" is Hft's involvement group for the people they support. The group contributes to consultations about different issues affecting the service, gather feedback/suggestions on developments and use it to share information. The group have helped to develop the person specification and job advert for support workers following a session where they decided what makes and good and bad support worker. The group also reviewed and developed a smoking policy for all the sites in Flintshire.
- People with learning disabilities and their families were also consulted about how they would like to see the attendance payment budget reinvested into the service, some suggestions included a lunch club, trips out and more online activities. Some of the funding has also been invested into developing the UK's first Project SEARCH programme for over 25's.
- Families of individuals with Learning Disabilities have been part of commissioning a new supported living service for their loved ones. Two families agreed to be part of the commissioning process and attended several online meetings, provided feedback over email and were members of the interview and evaluation panels.
- The families voice influenced the service that was being commissioned and were part of selecting the provider that they believed would provide the best care to their loved ones. They also assisted in developing a transition plan that was right for them and their family member. The families felt informed, valued and involved throughout the process, and had an insight in to the processes a local authority goes through when developing services. The officers supporting the process gained a better understanding of the well-being outcomes of the individuals requiring care and support.
- 39% of home-based support was delivered via a direct payment.

- We marked year's International Women's Day by celebrating with our female councillors. Just over 24% of our councillors are female, we are committed to increasing the diversity of our councillors as part of our Diversity in Democracy action plan.

Example - Making a difference

Families and individuals were invited to view a proposed new work opportunities site and give their input in to how the site should be developed. The building works, finished in December 2021, comprises four activity areas and a large accessible changing area for personal care for adults with learning disabilities. The individual and families influenced the layout and structure of the new site. As they were involved at an early stage they could make meaningful contributions to the final design. They were also able to influence the name of the new building –Hwb Dyffryn.



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¹ Female Flintshire County Councillors come together to support International Women's Day 2022

Objective 6: Improve living standards of people with different protected characteristics

During 2021/22:

- Tŷ Nyth is a property that has been acquired by the Council to provide short term residential accommodation for four children, plus one emergency room, for children aged 11 to 18 years.
- The expansion of Marleyfield House residential Care Home was completed in May 2021. It provides an additional 32 bedrooms with personal outdoor space. 16 of the beds are utilised for short term stays, supporting hospital discharge through a 'discharge to recover and assess' model, in conjunction with the Health Board. This is for those who are fit to leave hospital but may need further assessment and therapeutic support from a dedicated team based on site before they return home.
- A new Extra Care facility was opened, Plas Yr Ywen. Extra Care facilities are an extremely popular housing choice for older people. They offer the opportunity to live independently whilst having the support of an on-site care and support team, if needed.
- Glan Y Morfa house was opened and provide a temporary 'step up / step down' shared accommodation for people who have a physical disability. The people accessing the house may be homeless, or temporarily unable to return home due to planned adaptations being made to their existing home. Whilst at the house, the individuals are supported to improve their wellbeing and independence, so they can live as independently as possible when they have returned to their own or more permanent accommodation.
- Llys Yr Ial was opened, providing apartments for adults with learning disabilities, autism, physical disabilities. Where there is an assessed need, individuals receive appropriate care and support to enable them to live independently. The support provided focuses on developing their skills and each person has become more independent since moving there.
- The rate of completion of small/priority adaptations to Council housing doubled.
- We completed 654 adaptations to our disabled tenants' homes to ensure their accommodation was suitable for their needs and enabling them to continue living in their own home. These ranged from small to large adaptations:
 - Installing grab rails, toilet seats, specialist taps, ramps.
 - Widening doorways, building paths.
 - Installing showers, stair lifts and hoists.
 - Making major internal and external alterations to properties.

Example - Making a difference

We are continuing to participate in resettlement schemes for Afghan and Syrian nationals and families fleeing the conflict in Ukraine. We are the only authority in North Wales investing in caseworkers providing holistic packages of support, alongside statutory and third sector partners. This has been recognised as good practice by Welsh Government. One person who was originally supported through the resettlement scheme is now employed by the Council as a caseworker.

Objective 7 Develop our knowledge of the socioeconomic duty to protect people from poverty

We continued to support people living in poverty during 221/22.

During 2021/22:

- Presentations on the new duty were made to all elected members who sit on scrutiny committees.
- A financial well-being hub is available on the intranet providing employees guides and resources on budgeting and savings.
- The Council website includes a cost-of-living hub which includes sources of financial help and support available to individuals and households.
- There were 1224 applications for Discretionary Housing Payments (DHP) and advice and support provided as part (DHP) application process.
- £395,349 (DHP allocation and additional Government funding) was spent supporting households due to impact of pandemic and cost of living rising costs.
- 3,000 plus Self Isolation Support Payment applications were granted.
- 140 plus households were provided with specialist advice and support, including Discretionary Assistance Fund, Warm Wales, Welsh Water, Supporting People service, Free School Meals and Uniforms.
- 2000 plus meals were delivered to families over half term and the Christmas holidays.
- The new Discretionary Grant Policy (2021) came into place, meaning adaptations of less than £10,000 could be approved without the requirement of means tests. This equated to 40% of medium sized adaptations being processed as discretionary.
- 8,672 applications were processed for Winter Fuel Payment Support Scheme, awarding 6,682 eligible customers with £200 towards their fuel bills.
- 10,070 customers received £150 towards the costs of their bills, in addition to the 32,000 customers automatically paid £150. We paid over 90% of the main

Cost of Living scheme payments (one of two local authorities achieving such high results against a Welsh average of 60%).

- The number of households supported to increase the energy efficiency of their homes and thereby contributing to the reduction in fuel poverty exceeded the target set for the year with 1293 measures being delivered against a target of 1,200.
- The number of support and referrals of vulnerable households to reduce fuel poverty and improve health and wellbeing exceeded target with 204 households supported against a target of 200.
- We approved £424K 'house to home' loans to enable Empty Homes to be brought back into use.
- In 2021, over 160 children and young people aged 5-12 years benefited from SHEP in 6 schools, with over 2000 meals served during the 12-day programme. SHEP is the school holiday enrichment programme, provides healthy meals, food and nutrition education, physical activity and enrichment sessions to children in areas of social deprivation during the summer holidays.
- As part of the Period Dignity Grant a home subscription service was provided. This meant that products could be delivered to home addresses of children and young people directly with a suitable provider. A survey of users of this service was very positive with 96% agreeing the products were delivered in discreet packaging; 92% of responders saying they would recommend the providers' sanitary products to others and 91% of responders would consider using the provider again.
- 2057 orders were received within the 3 month period with the most orders from learners in Years 6, 7, 8, 9 and 10.

Example Making a difference

Flintshire Hey Girls

Hey Girls were commissioned to deliver period products direct to homes of girls and young women aged 8-18 years providing they attended a school in Flintshire (including those who are electively home educated). Either the young people themselves, or the parents on their behalf, would choose the products for delivery from environmentally friendly options on a dedicated Hey Girls web page. These included reusable and disposable products

All schools were given appropriate information to share with their learners and families about this campaign, which in turn would reach those in underserved communities.

The benefit of this approach meant young people could select products of their choice and receive these discreetly.

4. Collating information and engagement

4.1 Systems have been developed within portfolios and services to capture and monitor the profile of our customers by protected characteristic. However, all the services are different and not all protected characteristics are captured on each system. There is insufficient data available for detailed analysis for most services. It is an ongoing action to improve data capture across services.

4.2 Categories used to collate diversity data are taken from the Census 2011, future data will be available from the Census 2021. Some communities have relatively low numbers which make statistical analysis difficult, in these cases, the results of national research and reports are used. The full results from Census 2021 will not be available until late 2022 onwards.

4.3 Despite the challenges in collating data, improvements have been made to our processes. We now:

- record the ethnic details of Social Service users. This is now a mandatory field on the Social Services client database, PARIS.
- monitor the profile of tenants, homelessness applicants and people on the housing waiting lists.
- record the profile of school pupils and school attainment levels.
- record and monitor diversity data to ensure there is no disproportionate representation of service users being supported by the Youth Justice Team.

4.4 Research has been undertaken by Gwynedd Council for the North Wales Public Sector Equality Network (NWPSSEN), a network of all North Wales public bodies' Equality Officers, to help identify the inequalities experienced by protected groups. This information is available for use by services.

4.5 NWPSSEN has developed an exemplar equality monitoring form with a Top Ten Tips Guidance note. This helps ensure consistency amongst the equality monitoring categories used by public bodies across North Wales and will contribute to more effective benchmarking.

4.6 Qualitative data is collated through other means such as surveys and focus groups and through engagement with local groups such as:

- Flintshire Disability Forum
- Flintshire Youth Forum
- Faith contacts
- Older People's Forum
- North Wales Regional Equality Network
- Race Equality First
- School's Councils
- Stonewall Cymru
- Travelling Ahead who work with Gypsies and Travellers
- Unique transgender group
- 50 plus Action Group

4.7 We have continued to work with the Regional Community Cohesion Team to strengthen engagement. During 2021/22 the Community Cohesion Team:

- developed a Cultural Community Drop- in, which was held weekly in the county which has led to greater engagement with Albanian and Polish community members;
- re-established links with the Chinese Women’s Network;
- contributed to the Community Chat engagement model to improve engagement with seldom heard groups to develop the Well-being Plan;
- hosted online Cultural Exchange meeting for members for a range of communities to exchange and share culture. Sessions are attended by a small number of active members from the Welsh, Syrian, Polish, Portuguese, Chinese, Lesbian, Gay, Bisexual Transgender and Questioning plus (LGBTQ+) communities who wish to share and work together.

4.8 Using information to meet the general duty

The profile of customers/service users is compared against the profile of the community to identify areas of over/under representation or under achievement which enables services to set targets for improvement.

Using data in this way helps services to identify potential and actual areas of discrimination and also identify the opportunity to advance equality of opportunity through setting improvement targets which will be incorporated into the [SEP](#). This information has also been used to identify the [Council’s local equality objectives](#).

Comparisons of satisfaction levels and complaints and information from focus groups is also used to identify any areas of potential and actual discrimination and areas of community tensions which in turn contribute to identifying opportunities for advancing equality and for fostering good relations.

4.9 Employment Information

A full diversity profile of the workforce is published separately and includes information required by the specific duties of the Equality Act 2010. This can be found on our website.

Workforce Composition

Females	% Females	Males	% Males
5307	77.4%	1542	22.6 %

Qualitative information is gained through feedback from Trade Union representatives at the Joint Trade Union Consultative Committee and through the employee networks.

Qualitative and quantitative information is used to inform equality impact assessments on HR policies and practices and to identify areas of potential/actual inequalities which require further investigation.

5.0 Equal Pay

5.1 Equal pay is the equal payment of men and women for doing equal work as defined by the Equality Act 2010.

There are three kinds of equal work:

- like work is the same or broadly similar. It involves similar tasks which require similar knowledge and skills, and any differences in the work are not of practical importance.
- work rated as equivalent has been rated under a valid job evaluation scheme as being of equal value in terms of how demanding it is.
- work of equal value is not similar and has not been rated as equivalent, but is of equal value in terms of demands such as effort, skill and decision-making.

With regard to the Equal Pay requirements contained within the Equality Act, the Council will ensure there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of equality proofed Job Evaluation systems and processes which directly relate salaries to the requirements, demands and responsibilities of the role.

5.2 A summary of the annual Equal Pay Audit by gender, disability, ethnicity and religion is set out below, the data was extracted from the Council’s HR and Payroll system “iTrent” on 31st March 2022. Relief workers were not included in the data extract. However, temporary employees were included. Data was analysed for all employees irrespective of their terms and conditions to provide an overall gender pay gap, with further analysis focusing on certain groups of employees.

The full Equal Pay Audit is available on our [website](#).

5.3 Gender – Pay Gap.

5.3.1 From the data extract taken on 31st March 2022, the Council had 6849 (occupied positions). This is not a head count number as a significant proportion of employees hold multiple positions across the organisation. This is an increase of 72 (occupied positions) from the 2021 audit.

Gender			
Females	% Females	Males	% Males
5307	77.4%	1542	22.6 %

22.6%

77.4%



5.3.2 There are 6849 permanent occupied positions (staff records) for employees of Flintshire County Council across the full range of terms and conditions of employment. This is not a head count number as a significant number of our employees hold multiple positions across the organisation.

The following table provides a breakdown of all terms and conditions, gender numbers and the average salaries for each group.

Table 1: Average Salary for Males and Females on different terms and conditions

Payment Table	Female Count	Female Average Salary	Male Count	Male Average Salary	Total Count	Total Average Salary	Gender Pay Gap
Chief Officers/Chief Executive	2	£94,837.00	4	£108,771.25	6	£104,126.50	12.81%
Head Teachers	118	£59,841.03	80	£62,919.21	198	£61,084.74	4.89%
Local Rates			2	£2,467.00	2	£2,467.00	100.00%
Members			1	£1,200.00	1	£1,200.00	100.00%
National Trainees	11	£16,291.54	19	£17,179.94	30	£16,873.59	5.17%
NJC Pay Table 2019	4097	£22,964.61	1128	£27,167.51	5225	£23,871.96	15.47%
Occupational Health Nurses (New)	2	£46,123.00	0	£0.00	2	£46,123.00	N/A
Single Status Pay Scale (2014)	0	£0.00	1	£0.00	1	£0.00	N/A
Soulbury/Y&C Officers/Ed. Psychos	19	£51,913.00	3	£53,441.00	22	£52,121.36	2.86%
Teachers - Basic Scale	990	£38,923.49	280	£38,864.76	1270	£38,910.54	-0.15%
Teachers - Unqualified (Assimilated)	11	£25,914.55	6	£24,220.33	17	£25,316.59	-6.99%
Unison Pay Structure	1	£22,025.00	0	£0.00	1	£22,025.00	N/A
Youth Workers	43	£25,465.56	17	£25,144.41	60	£25,374.57	-1.28%
Occupational Health Nurses	2	£38,973.50	0	£0.00	2	£38,973.50	N/A
(blank)	11	£0.00	1	£0.00	12	£0.00	N/A
Grand Total	5307	£26,929.70	1542	£31,208.67	6849	£27,893.80	13.71%

5.4.3 Overall, the average salary for women across all grades and terms and conditions is £26,929.70 and the average salary for men across all grades and terms and conditions is £31,208.67 giving an overall **gender pay gap of 13.71%**. This is

using the mean method of calculating average pay. This is a slight reduction on last year (2021) which was 13.75%

5.5 Disability – Pay Gap

Table 2: Disability analysis of all employees

Disabled	Number	Percentage	Average Salary
No	4316	63.02%	£28,135.96
Not Known	475	6.94%	£29,864.79
Yes	179	2.61%	£26,256.44
(blank)	1879	27.43%	£26,993.98
Grand Total	6849	100.00%	£27,893.80

Note: It has not been possible to produce a meaningful view of a grade-by-grade comparison and of occupational segregation due to low numbers, as noted above.

5.5.1 There are a significant number of employees who have not declared their disability status or for whom this status is not known and this makes it difficult to undertake a robust analysis of pay by disability status. Out of the 6849 records across all County Council employees, 179 (**2.61%**) have disclosed a disability, 4316 (**63.02%**) have declared themselves as not disabled and 2058 (**30.04%**) have not disclosed any information in relation to a disability. The data has improved since the 2021 audit (35.75% hadn't disclosed) with a decrease in the numbers of employees who have not disclosed their disability status. However, there is still **30.04%** of the workforce who have not declared.

5.6 Ethnicity- Pay Gap

Table 3: Ethnicity Pay Gap

Ethnic Origin	Number	Percentage	Average Salary
White	4552	66.46%	£28,604.76
BME	48	0.70%	£36,209.67
Blank/Prefer not to say	2249	32.84%	£26,422.06

5.6.1 There are significant number of staff who have chosen not to disclose their ethnicity or who have not provided any information on their ethnic origin (32.84%). This has slightly improved from 2021, where the figure was 33.98% but, this makes it difficult to undertake a robust analysis of pay by ethnicity.

5.6.2 4,552 employees have disclosed their ethnicity as “white” (**66.46%**) and 48 employees have disclosed their ethnicity as BME (Black or Minority Ethnic) (**0.70 %.**)

Please note the ethnic profile of Flintshire County is 97.6% white (2021 census – Office for National Statistics). The Ethnicity pay gap is -26.59% which shows that BME employees earn on average 26.59% more than those who have disclosed their ethnicity as White. However due to high number of employees who have not stated their ethnicity or we do not have the information this is not considered to be robust enough for meaningful data.

5.7 Religion - Pay Gap

Table 4: Religion Pay Gap

Religion	Count	%	Average Salary
Christian	2251	32.87%	£28,290.39
None	1402	20.47%	£26,623.97
Prefer Not to Say/Blank	3077	44.93%	£28,002.84
Non- Christian	119	1.74%	£26,332.46
Grand Total	6849	100.00%	£27,893.80

5.7.1 The proportion of the total population of employees who have declared their religion or belief as Christian is **32.87%** and **1.74 %** have declared another religion or belief (such as Buddhist, Hindu, Jewish, Muslim, Sikh or other), with 20.47% declaring no religion. For **44.93%** religion or belief is unknown. However due to high number of employees who have not stated their religion or we do not have the information this is not considered to be robust enough for meaningful data.

5.8 Closing the pay gap

5.8.1 To date we have already made significant progress to tackle some of the challenges, for example:

- Introduction of a new pay and grading structure in April 2019 including the introduction of Senior Management grades to reduce the pay gap between the Chief Officers and other employees.
- Ongoing maintenance of job evaluation scores to stop grade drift and ensure a consistency of approach in the application of the job evaluation scheme.
- Comprehensive work/life balance policies to encourage a more flexible workforce.

5.8.2 Flintshire County Council is committed to reducing the gender pay gap and intends to continue addressing the following areas:

- Gender monitoring - data will be refreshed and republished annually and this data will remain on our website for comparison purposes.
- Focus on marketing Family Friendly policies and procedures.
- Review the provision of flexible and alternative ways of working.
- Minimise any negative impacts from pay and grading structures - reviewing our pay and grading structure in 2023/2024 to ensure as an organisation our pay and grading structure is modern, equitable and fit for purpose. As part of this exercise, we are also reviewing and updating our school support staff role profiles to ensure they are relevant and fit for purpose.
- Provide Policy to practice training to support managers understand how their role can support equality and diversity within the workplace.
- We will continue to expand the variety of apprenticeships offered ensuring young people are developing skills in areas of growth and demand which enhances employability
- Reduce data gaps - We continue to have gaps in our data and will continue to encourage employees to update their diversity data when commencing new roles or through the self-serve iTrent portal.

5.9 Summary

5.9.1 Over the last five years our gender pay gap improved year on year, however we have seen a very marginal increase this year.

Table 5: Gender pay gap by year

Gender Pay Gap	2017	2018	2019	2020	2021	2022
Overall	16.96%	13.65%	13.40%	13.11%	13.75%	13.71%
NJC/Green Book	18.60%	16.22%	15.45%	15.00%	15.37%	15.47%

Priorities

Our four priorities to address known pay gaps during the next 12 months are:

Action 1:

We will continue to encourage staff to complete the optional equality data questionnaire over the next year through various means such as:

- sharing a message twice a year to remind people that the information can be changed, e.g. in a situation where a member of staff has got married or has had a long-term illness
- reminding anyone who has not completed it of the need to do so

- discussing with individual Service Manager to discover the best methods of reaching their workforce

Action 2:

- We will continue to support flexible working as a mechanism to support women and other workers with caring, home schooling or other commitments
- We will encourage uptake of shared parental leave,
- We will continue to review and improve our support for staff experiencing disability as a result of a mental health condition.
- We will review our pre-employment medical checks, to encourage better discussions with staff from the start of their employment regarding disability/underlying health conditions, to help reduce stigma/concern around reporting disability, and better enable us to identify and make reasonable adjustments.
- We will work with existing staff regarding recognition of what disability in the workplace means to improve our reporting levels and understanding of our disability representation, and better enable us to support their progression / make reasonable adjustments

6.0 Equality Impact Assessments (EIAs)

6.1 Equality impact assessments (EIA) is one of the methods being used to mainstream equality and to support services identify specific equality targets.

6.2 A regional template has been developed by NWPSen which include Equality, Welsh language and Socio-economic impacts. This was shared with both the Equality and Human Rights Commission and Welsh Language Commissioner to seek their feedback before being adopted by NWPSen members. This has now been incorporated within our Integrated Impact Assessment (IIA) developed to capture the relevant information required for a range of impact assessments- including environment, health, poverty and Welsh language. Guidance notes are available for each protected characteristic to support IIA authors.

6.3 IIAs must be included within all our strategic committee reports to ensure decision makers understand the impacts of their decisions.

6.4 Periodic reviews of committee reports are undertaken to sample impact assessments to:

- Ensure they are being completed by report authors for relevant reports
- Sample the quality of the content.
- Ensure they are available for decision makers

The outcomes of the review is reported to the Council's Chief Officer Team with recommendations for improvements.

6.5 Bespoke impact assessment training is available for teams in addition to an e-learning programme.

7.0 Training

7.1 Details of how we promote understanding and knowledge about equality is set out in the [SEP](#). There are two e-learning packages specifically on equality: -

- Equality Act 2010 – completed by 1,363 employees, 23% of the workforce.
- Equality in the Workplace – completed by 1,459 employees, 25% of the workforce.

7.2 These are supported by e-learning packages on:

- Modern slavery – completed by 1292 employees, 22% of the workforce
- Hate crime – completed by 1400 employees, 23% of the workforce.
- Safeguarding - completed by 1402 employees, 24% of the workforce
- Trans awareness completed by 147 employees, 2% of the workforce
- Violence Against Women and Domestic Abuse Welsh Government e-learning package – this has been completed by 4361 employees, 73% of the workforce.

7.3 Diversity and equality is also included in:

- Institute of Leadership and Management (ILM) programme at all levels.
- E-learning modules for new managers.
- Corporate induction

7.4 During 2021/22 in addition to the e-learning programmes, workshops were delivered on: -

- Hate Crime awareness training was delivered by Victim Support.
- Modern Slavery including County Lines training delivered by North Wales police. County Lines refers to the transportation of illegal drugs from one area to another, often across police and local authority boundaries, usually by children or vulnerable people who are coerced by gangs.
- The Regional Community Cohesion Team also facilitated workshops on:
 - Impact of sport on anti- social behaviour and youth crime
 - Gypsy and Travellers awareness
 - Modern Day Slavery

8.0 Procurement

8.1 Details of how equality is embedded into the procurement process is set out in the [SEP](#). Equality questions are included within our pre-qualification questionnaire

(PQQ) for all tenders. In addition, Modern Slavery has been included as an element of the PQQ, this looks at actions potential contractors are taking to eliminate modern day slavery within their workforce and supply chains. Furthermore, social value clauses are included within contracts over £1 million; contracts of £10,000 include an element of social value in the scoring methods. We have approved a new strategy to increase the social value generated from our procurement activity. Equality is included within our community benefit clauses. Future annual reports will include social value outcomes such as increase of apprenticeship and employment opportunities and health and well-being outcomes.

8.2 We have signed up to Welsh Government's Code of Practice: Ethical Employment in Supply Chains. We have committed to a set of actions to tackle illegal and unfair employment practices. We publish an annual [Modern Slavery statement](#), this sets out the actions we will take to ensure there is no modern slavery within our supply chains.

9.0 Conclusion

9.1 This report outlines the progress we are making to meet both the general and specific public sector equality duties. It is however clear that collating some data to monitor progress has been challenging. Our priorities are to:

- Continue to collect data to support robust analysis – Social Services will work towards complying with Welsh Government's Census for Social Services in Wales.
- Develop a suite of accessible recruitment documents to ensure the process is inclusive and accessible to the learning disability community.
- Relocate Croes Atti Care Home to a modern building, with an additional 25 new rooms, almost doubling the number of placements currently available, with further capacity for 'discharge to recover and assess' provision within the county.
- Review our pay and grading structure in 2022 to ensure as an organisation our pay and grading structure is modern, equitable and fit for purpose.
- Develop and implement an action plan to achieve Welsh Government's plan for an anti-racist Wales.

**Thank you for reading our Strategic Equality Plan Annual Report
2021/22.**

Appendix 1 Strategic Equality Plan Action Plan 2020- 2024

2021/22 Progress

Strategic Equality Plan- Action Plan Year 1 2021/22		
Objective 1: Improve health, well-being and social care outcomes including outcomes for older people and disabled people.		
Action	Who	Progress
We will support people to achieve their Health, Well-being and social care outcomes through providing care and support.	Service Managers	This is on-going and new actions are being developed to achieve this. 
We will give people more choice and control over the care and support they receive, which will further reduce inequalities for people with protected characteristics	Service Manager (Disability Services)	On-going and further actions are being developed to implement during 2022-24 
Ensure people with sensory impairment, including people who are deafblind can access Information, Advice and Assistance and/or Care and Support, reducing inequality to access and support.	Commissioning Manager	On-going and further actions are being developed to implement during 2022-24 
We will Actively Offer Care and Support through the medium of Welsh, reducing risks of inequality or discrimination.	Commissioning Manager	The active offer is maintained in all Social Services communications and engagement, including integrated equality impact assessments

		
We will Actively Offer Advocacy to people when assessing their needs for care and support, reducing risks of inequality or discrimination.	Commissioning Manager	On-going and further actions are being developed to implement during 2022-24 
We will support people to achieve their health, well-being and personal outcomes in care and support settings reducing the likelihood of discrimination and inequality	Commissioning Manager	On-going and further actions are being developed to implement during 2022-24 
We will support people to with protected characteristics to remain independent and able to live at home, particularly when impacted by age or disability.	Service Manager (Older People)	On-going. 
We will support people at the earliest opportunity through early intervention and preventative support	Service Managers	On-going and further actions are being developed to implement during 2022-24 
Develop and implement a local model of 'Team around the Individual' to support those living with dementia.	Commissioning Manager	A new home and community support model has been introduced, incorporating nighttime respite support workers, dementia support workers and an allied health professionals' therapies team.

		
Implement an action plan to ensure we retain “Working towards becoming a Dementia Friendly” organisation status	Commissioning Manager	A Flintshire Dementia Strategy has been developed. This is aligned with the North Wales Regional Dementia Strategy and aims to improve the lives of people living with dementia, and their carers and families, within more informed and supportive communities. 
We will support carers to continue in their caring role	Commissioning Manager	We are supporting carers and continue to work with NEWCIS (an organisation providing support to unpaid carers). We have also established a network to support our employees who are carers. 
Develop and implement an action plan in response to the research we have commissioned into the health needs of Travellers.	Gypsy and Traveller Liaison Officer	Health needs assessment completed by Public Health Wales- waiting final report. 

Develop a transit site for Travellers to reduce the number of unauthorised encampments at unsafe and unhealthy locations and improve access to health services.	Gypsy and Traveller Liaison Officer	Proposed site included in Local Development Plan (LDP). Waiting outcome from Planning Inspectorate for Wales. 
Work with Community Midwife Team and Vaccination Team to increase take up of Traveller children receiving MMR (Measles, Mumps and Rubella) vaccine	Gypsy and Traveller Liaison Officer	Work ongoing with Public Health Wales (PHW) and Betsi Cadwaladr University Health Board (BCUHB) 
Implement a Health and Well- being strategy for our employees and introduce initiatives to improve our employees' mental health	Senior manager HR and OD	The Strategy is currently in progress. Additional health related benefits will be made available as part of our eRewards platform. We have introduced a new financial well-being hub on the intranet. Additional annual leave is being introduced from October 2022 to help with employee well-being 
Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well-being		
Action	Who	Progress
Implement an electronic system to record and report on identity-based bullying in schools	Learning Advisor, Health, Well-being and Safeguarding	Reporting System in place and being used by schools.

		
Monitor Estyn Inspection Reports and identify any equalities issues in schools to target support to school	Senior Manager School Improvement	Estyn inspections for schools resumed during the summer term of 2022. Any recommendations from inspections are followed up through the school's improvement cycle. Progress against recommendations are monitored by GwE and the Local Authority. Only one recommendation has identified any equality issues. – improving diversity in the curriculum. 
Monitor compliance by all schools on the Wales Government Respecting Others (statutory guidance)	Learning Advisor, Health, Well-being and Safeguarding	All schools requested to complete safeguarding audit tool and end of year report by March 2022. This exercise identified schools that do not have an up-to-date bullying policy. Schools will be followed up once the audits / reports have been analysed. 
Monitor school exclusion rates by protected groups to target support to schools.	Senior Manager Inclusion	Monitoring has now commenced and includes pupils on free school meals and Additional Learning Needs (ALN) as well as by protected characteristic. The Team is addressing potential disproportionality within pupils with ALN cohort.

		<p>Boys are more likely to be excluded from schools, consistent with national trends.</p> <p>Regular monitoring taking place half termly on attendance so any trends or concerns can be identified and addressed quickly.</p> <p></p>
Monitor persistent school absenteeism by protected characteristic	Senior Manager Inclusion	<p>Regular data reviews were undertaken half termly to identify vulnerable individuals. The Inclusion Welfare team visited any children identified as vulnerable. Inclusion Welfare Officers (IWO) have been trained to profile attendance trends within secondary school bases.</p> <p>Setting up strategic group to work with Travelling community to improve engagement in education.</p> <p></p>
Raise awareness of identify based bullying during anti-bullying week	Learning Advisor, Health, Well-being and Safeguarding	<p>The Anti-bullying Alliance coordinated Anti-Bullying Week between 15th-19th Nov 2021. The 2021 theme was 'One Kind Word'. Information and signposting to resources shared with schools</p> <p></p>

<p>Ensure all schools access modern slavery training</p>	<p>Learning Advisor, Health, Well-being and Safeguarding</p>	<p>Training was not provided in 2021/22 as North Wales Police no longer had the capacity to deliver. A new provider is being sought.</p> <p></p>
<p>Ensure all primary schools access “Getting on Together” including Black Lives Matters resources and training</p>	<p>Learning Advisor, Health, Well-being and Safeguarding</p>	<p>Training delivered to primary schools-(Key stage 2) and secondary schools (Key Stages 3 and 4). Hard copies of teaching resources circulated to schools and electronic versions available on website. Excellent take up of this training by schools.</p> <p></p>
<p>Reduce the gap and educational attainment level for those eligible/for /receiving free school meals.</p>	<p>Senior Manager School Improvement</p>	<p>National and local aggregation and reporting of performance data was paused by the Welsh Government in response to the pandemic. The Welsh Government has recently announced that reporting of key stage 4 outcomes will restart for an interim period, broken down by gender and eligibility for free school meals.</p> <p></p>

<p>Continue to grow/expand LGBT Youth group and prepare for face-to-face contact as COVID restrictions ease</p>	<p>Information and Involvement Officer</p>	<p>The Inspire Pride group continues to run and any young person working with Inspire from Flintshire can attend the group, this is now face to face. During 2022/23 the Youth Service will be working with Theatr Clwyd to consult with young LGBTQ+ people. Partnership work will take place with Viva (an organisation supporting LGBT+ young people in North Wales) to increase provision available in the county.</p> <p>A partnership between Integrated Youth Provision and Theatre Clwyd was established and a LGBT+ group was created after a consultation event with young people in April 2022. The group runs fortnightly on a Tuesday alternative Tuesdays to Inspire sessions so LGBT+ young people have access to a range of groups. This partnership will continue until October 2022.</p> <p></p>
<p>Monitor Black, Asian and Minority Ethnic people entering youth justice system</p>	<p>Youth Justice Manager</p>	<p>Completed – no disproportionately identified. Reports are provided to the Youth Justice Board.</p>

		
Monitor the impact of the Pupil Development Grant (PDG) delegated to schools to close the attainment gap for pupils receiving free school meals.	Senior Manager School Improvement Systems	All schools publish an outline plan of how they are using their pupil development grant allocation. Supporting improvement advisers from the regional school improvement service work with individual schools to evaluate the impact of the grant on outcomes for their learners. National and local aggregation and reporting of performance data was paused by the Welsh Government in response to the pandemic. The Welsh Government has recently announced that reporting of key stage 4 outcomes will restart for an interim period, broken down by gender and eligibility for free school meals. 
Raise profile of STEM subjects to pupils from a Black and minority ethnic background	Senior Manager School Improvement	Work to further promote STEM subjects is included where relevant in the support plans for schools. The reporting of performance data at local authority and national level was paused due to COVID-19. 

Provide revised Trans policy guidance and resources to schools	Learning Advisor, Health, Well-being and Safeguarding	Currently on hold pending Welsh Government Guidance expected in 2023. Schools are piloting resources Jigsaw Personal, Social and Health Education (PSHE) ahead of Relationships and Sex Education (RSE) being included in the Curriculum for Wales. 
Objective 3 Ensure equal pay within the workplace by having in place fair, open and transparent grading and salary strategies in place		
Action	Who	Progress
Undertake an annual equal pay audit and develop an action to reduce the pay difference between men and women and other protected groups	HR Policy and Reward Officer	Report has been published 
Support people with learning disabilities to gain paid employment through Project Search.	Planning and Development Team	Four interns secured employment of more than 16 hours a week. Seven new interns have been taken on 
Achieve Level 3 Disability Confident Leader – DWP Disability Confident Employer	HR Policy and Reward Officer	We have started to review actions required to achieve level 3 

Continue to work with the “Clean Slate Cymru” project an initiative funded by the Construction Industry Training Board (CITB) to support Refugees and Travellers secure employment	Gypsy and Traveller Liaison Officer	Four Syrian Refugee males have been referred to the programme for vocational training 
Continue to collate diversity data from employees to increase response rate	HR Business Information Officer	Diversity data continues to be collated. Non-schools data is captured at recruitment stage, however, there are still gaps in school data. IT are progressing two factor authentication to enable roll out of Employee Self Service to Schools employees. 
Undertake annual workforce equality monitoring and develop an action plan to address and reduce any inequalities	HR Business Information Officer	Report to be published 
Undertake annual equality monitoring of our apprentices to identify under representation and develop action plan to address any inequalities	HR Business Information Officer	Report to provide apprentices data produced separately. 
Identify opportunities to use positive action to reduce inequalities	Strategic Policy Advisor	Analysis to take place following publication of report 

Develop a strategic and consistent approach to embedding social value in the procurement process to increase apprenticeship opportunities to disabled people, people from a Black and minority ethnic background and women	Social Value Development Officer	Social value has been embedded in procurement for all contracts over £25k and mandatory for contracts over £1m. Outcomes will be reported on from 2022 onwards 
Increase the number of employees who complete the equality e-learning modules	Strategic Policy Advisor	All employees were encouraged to complete e-learning modules throughout the year. Numbers completing equality e-learning modules: Equality Act -23% Equality in the Workplace -25% 
Objective 4: Improve personal safety for all protected groups		
Action	Who	Progress
Continue training employees in key teams to recognise and report a hate motivated incident and hate crime	Regional Community Cohesion Officer	Regular Hate crime training is provided through the Victim Support 
Raise awareness of hate incidents and hate crime in schools through the Welsh Government, Community Cohesion Grant	Strategic Policy Advisor /Regional Community Cohesion Officer	Training was delivered across schools in Flintshire 

Develop initiatives to promote community cohesion through the Regional Community Cohesion Grant	Strategic Policy Advisor /Regional Community Cohesion Officer	A range of activities were undertaken by the Regional Community Cohesion Team including the Diverse Together project, bringing people from different backgrounds together virtually 
Participate in LGBT History month	Strategic Policy Advisor	A virtual celebration was held through raising the Rainbow flag and promoting through social media and a press release 
Participate in the annual hate crime awareness week to increase reports across all protected characteristics.	Strategic Policy Advisor	We worked with the North Wales Public Sector Equality Officer Network promoting information through social media 
Increase the number of employees who complete the Welsh Government's Domestic Violence against women e-learning modules.	HR Business Information Officer	73% employees have now completed the training 
Increase the number of employees who attend Modern Slavery training	Strategic Policy Advisor	22% employees completed the Modern Slavery e-learning training

		
Objective 5: Increasing access to participation to services and decision making for all protected groups		
Action	Who	Progress
Put in place equality monitoring processes in key services to identify potential barriers to access	Strategic Policy Advisor	This action is being included as part of the Anti-racist Wales action plan. 
Complete review of website to ensure it meets accessibility standards	Digital Solutions Architect	Weekly checks are being completed to check compliance. A Council wide web group has been established to ensure the website meets the accessibility standards. 
Review opportunities to improve access to public transport for disabled and older people	Transport Manager	Introduction of the Fflecsi responsive transport service in Holywell. There is an on-going review of the county local travel arrangements (LTA) and development of the active travel network. The school streets concept is continuing across the county.

		
Develop an activity plan for the new model of Archive Services which positively targets the engagement of protected groups	Principal Archivist	Submission made to Heritage Lottery for funding. A new submission being made for reduced funding. 
Secure Welsh Government funding enable WiFi on Traveller sites including the transit site	Gypsy Traveller Liaison Officer	Application has been submitted to Welsh Government. 
Work with Aura (leisure services) and Street Games to provide organised sports activities on our own Traveller sites	Gypsy Traveller Liaison Officer	This is in place and activities are on-going 
Objective 6: Improve living standards of people with different protected characteristics		
Action	Who	Progress
Develop plan for a transit site for Travellers	Gypsy and Traveller Liaison Officer	Proposed site included in Local Development Plan (LDP). Waiting outcome from Planning Inspectorate for Wales. Decision due October 2022 

Improve toilets, washrooms and kitchen facilities on the Council owned Traveller site	Gypsy and Traveller Liaison Officer	This was completed August 2020 
Commission contractor to improve greenspaces and play spaces for children on Traveller site.	Gypsy and Traveller Liaison Officer	Street furniture for outdoor games and hard core five a side pitch now in place. Play equipment such as footballs, tennis rackets, tennis balls and skipping ropes has been supplied to young people living on our site. 
Become a Resettlement area for Asylum Seekers and Refugees	Gypsy and Traveller Liaison Officer	We are now in negotiation with Home Office and Clearsprings, the accommodation provider for the Home Office. 
Objective 7 Develop our knowledge of the socio-economic duty to protect people from poverty		
Action	Who	Progress
Provide free sanitary products in secondary schools	Learning Advisor – Health, Well-being & Safeguarding	Hey Girls were commissioned to deliver period products direct to homes of girls and young women aged 8-18 years providing they attended a school in Flintshire (including those who are electively home educated. They young people
Provide free sanitary products in primary schools	Learning Advisor – Health, Well-being & Safeguarding	

		<p>or parents can now order products on-line</p> <p></p>
<p>Maximize the numbers attending the SHEP (School Holiday Enrichment Programme) school holiday lunchtime programme - four sites offering lunches will be available per year. 40 places will be offered on each site</p>	<p>Learning Advisor – Health, Well-being & Safeguarding</p>	<p>Over 160 children and young people aged 5-12 years benefitted from SHEP in 6 schools, with over 2000 meals served during the 12-day programme</p> <p></p>
<p>Implement Welsh Government’s guidance on the Socio-economic duty</p>	<p>Strategic Policy Advisor</p>	<p>Training was provided to all scrutiny committees to make them aware of the new legislation. Welsh Government guidance was also shared with elected members.</p> <p></p>
<p>Continue to raise awareness of Council Tax Reduction scheme and ensure that all low-income households are aware of what they are entitled to and how they can make a claim.</p>	<p>Team Manager – Benefits Assessment</p>	<p>Ongoing</p> <p></p>
<p>Continue to raise awareness of the Welfare Reform Team who can support any customers impacted by Welfare Reform changes or who are simply struggling financially.</p>	<p>Welfare Reform Team Manager</p>	<p>Ongoing</p> <p></p>

Continue to raise awareness to ensure all low-income households are aware they may be eligible to receive Free School Meals and a uniform Grant	Team Manager – Grants and Performance	Ongoing 
Provide holistic and financial support to those customers who find themselves in financial difficulty before they fall into poverty.	Welfare Reform Team Manager	Ongoing 