

Strategic Equality Plan

2024 - 28

*Mae'r ddogfen yma ar gael yn Gymraeg.
This document is also available in Welsh*

Flintshire County Council Strategic Equality Plan 2024– 2028

Contents	Page
Foreword	
1. Introduction	4
2. Our Equality Objectives	9
3. Meeting the Specific Duties	19
3.1 Arrangements for identifying, collate and publishing information	19
3.2 Arrangements for assessing impact	20
3.3 Arrangements for promoting knowledge and understanding	20
3.4 How we will incorporate equality into procurement	21
4 Monitoring and Review	21
5. Publication	22
Appendices	
1. Action Plan	
2. Profile of Flintshire County Council Workforce	

Foreword

Welcome to Flintshire County Council's fourth Strategic Equality Plan. We are pleased to publish this plan which details the objectives, actions and targets that will be undertaken during the next four years and identifies the evidence base and rationale on which the objectives are based.

We have continued to work in partnership with all the public bodies across North Wales and have identified regional as well as local equality objectives. Working in partnership is important in these financially challenging times but it also helps to identify common equality objectives. This means that activity is targeted on tackling specific areas of inequality which will benefit all sections of North Wales. Several organisations working together to create change will have greater impact than a single organisation.

The new objectives are consistent with the equality objectives identified in our previous Strategic Equality Plans. This is not surprising as we are addressing deeply entrenched and long-standing inequalities. We recognise that we are on a journey and making a sustained change will take time. In producing this Plan we will meet our statutory Public Sector Equality Duties under the Equality Act 2010 to advance equality, eliminate unlawful discrimination, victimisation and harassment, and foster good community relations in our employment, policy, procurement and service delivery functions.

This Strategic Equality Plan builds upon the progress we have made through the previous Plans. The Strategic Equality Plan alongside the Diversity and Equality Policy and Welsh Language Standards sets out our commitment to equality. The Strategic Equality Plan is linked to our Council Plan 2023-2028.

We have valued the contributions from everyone who has participated in the development of this plan. If you would like to become involved and contribute to continuing to review our priorities that will reduce inequalities in Flintshire, please contact us.

Neal Cockerton
Chief Executive

Cllr Billy Mullin
Cabinet Member for
Governance and Corporate
Services including Health and
Safety and Human Resources

1. Introduction

1.1 Legal Context

The Equality Act 2010 protects people from discrimination in employment and services on the basis of the following characteristics: -

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The Act introduced the public sector equality duty which places a **general duty** on public bodies to have due regard to the need to:

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;

(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.

Specific Duty

Devolved public bodies in Wales have specific duties within the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011; these include setting and publishing equality objectives and developing a Strategic Equality Plan (SEP). This is our fourth Strategic Equality Plan setting out our equality objectives and the steps we will take to achieve them.

The purpose of the plan is to address inequalities to make a real difference to the lives of people across the protected characteristics who live and work in Flintshire. The equality objectives aim to address significant areas of inequality. We have reviewed evidence from a range of sources both qualitative and quantitative to inform the SEP. Welsh language is addressed through implementation of the **Welsh Language Standards** as set out in the Compliance Notice served by the Welsh Language Commissioner.

1.2 The Socio-economic Duty is set out in the Equality 2010 but was not enacted by Westminster. This came into force in Wales on 31st March 2021. The Socio-economic Duty requires the Council to:

must, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.

1.3 Human Rights Act

We also comply with the Human Rights Act 1998 which gives effect to the human rights set out in the European Convention on Human Rights. These rights are called **Convention Rights**.

Examples of Convention or human rights include:

- the right to life .
- the right to respect for private and family life.
- the right to freedom of religion and belief.
- the right not to be discriminated against.

1.4 Equality objectives for 2024 -2028

We have updated and reviewed the Council's equality objectives, going forward from 2024 -2028 the objectives are:

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

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

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

Objective 4: Improve personal safety for all protected groups.

Objective 5: Increase access to services and decision making for all protected groups.

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

Objective 7: Reduce the impact of poverty and embed the Socio-economic Duty within the organisation.

Achieving these equality objectives will contribute to providing appropriate, accessible, and effective services and facilities meeting the diverse needs of our community and ensuring that the Council is a fair employer in all its

employment practices. Appendix 1 identifies the steps that we will take to meet these objectives and meet the specific duties of the Equality Act 2010.

1.5 Population Profile

Flintshire is a semi-rural Welsh county in North East Wales. It borders Cheshire to the East, Wrexham to the South and Denbighshire to the West.

A summary of the profile of Flintshire residents is set out below:

In Flintshire, on Census Day 2021:

- The total population of the county was estimated at 155,000 (an increase from 152,500 in 2011).
- Those people live in a total of 66,900 dwellings.
- In 2021, Flintshire ranked seventh for total population out of 22 local authority areas in Wales, which is a fall of one place in a decade.
- Flintshire has the largest population in North Wales.
- Flintshire is the 11th most densely populated of Wales' 22 local authority areas.
- There has been a decrease of 3.0% in people aged 15 to 64 years.
- There has been a decrease of 4.2% in children aged under 15 years.
- The proportion of people aged 65+ years in the county has increased to 21.4% (33,200 people) compared to 17.6% (26,836 people) in 2011.
- 1.4% population identified their nationality as Polish.

Ethnic group:

Ethnic group	%
Asian, Asian British or Asian Welsh	0.9%
Black, Black British, Black Welsh, Caribbean or African	0.2%
Mixed or multiple ethnic groups	0.9%
White	97.6%
Other ethnic group	0.3%

Further details are provided on our [website](#) and the [Office of National Statistics \(ONS\)](#).

1.6 The Council

Elected members

Flintshire County Council has 67 Councillors who represent 46 electoral wards in Flintshire. They are democratically elected every four years. Of the elected members 43 are male, 24 are female (34.5%) compared to 2020 Strategic Equality Plan in which it was reported that there were 53 male elected members and 17 females. This constitutes an increase of over 11%.

Employees

The Council employs 6,235 people delivering services from various sites around the county with the main administrative centre at County Hall, Mold. Services include council tax, education, housing, planning, refuse services, social services, trading standards and transport. A breakdown of the profile of the workforce is provided in Appendix 2. Data in 2023 shows that the majority of Council employees are female 75.99% compared to 24.01% males. Detailed annual workforce information reports are published on the Council [website](#).

The equal pay audit completed in March 31st 2022 shows that the gender gap between men and women in the Council is 13.71% (mean) and 22.45% (median). This is an increase from our last Strategic Equality Plan published in 2020 in which the pay gap was 13.1% (mean) and 20.88% (median). The data for 2023 was not available at the time of writing this Plan. The full details of our annual Equal Pay Audit is published annually on our website and can be found [here](#).

As a Council we have continued to make savings to meet the financial challenge. In doing this we have still managed to protect key services such as maintaining roads, keeping communities clean and tidy, local schools, welfare support and services for older people and vulnerable children.

1.7 Well-being objectives and Council Plan

We have developed Well-being objectives to meet the [Well Being of Future Generations \(Wales\) Act 2015](#).

Our Strategic Equality Plan contributes to all of these Well-being objectives.

Seven priorities are identified in the Council Plan, the table below identifies which equality objective contributes to each priority:

Council priority	Equality objective
Poverty Well-being Objective: Protecting our communities and people from poverty by supporting them to meet their basic needs and to be resilient	Equality Objectives 7
Affordable and Accessible Housing Well-being Objective: Housing in Flintshire meeting the needs of our residents and supporting safer communities	Equality Objectives 1, 6 and 7
Green Society and Environment Well-being Objective: Limiting and enhancing the impact of the Council's services on the natural environment and supporting the wider communities of Flintshire to reduce their own carbon footprint	Equality Objective 5

Economy Well-being Objective: Connecting communities and enabling a sustainable economic recovery and growth	Equality Objective 7
Personal and Community Well-being Well-being Objective: Supporting people in need to live as well as they can	Equality Objective 1
Education and Skills Well-being Objective: Enabling and supporting learning communities	Equality Objective 2
A Well Managed Council Well-being Objective: A responsible, resourceful, and trusted Council operating efficiently as possible	Equality Objectives 3

1.8 Links to other plans and strategies

The Strategic Equality Plan cannot stand alone if equality is to be mainstreamed into everyday practice; it is linked to:

- Accessibility Strategy schools- to ensure that schools are accessible for disabled pupils, parents/carers and employees
- Affordable Warmth Action Plan- ensuring vulnerable residents can access affordable heating to stay warm
- Dignity at Work policy- The long-term aim is to be a responsive authority in every aspect of our service activities; providing appropriate, accessible and effective services and facilities to meet the diverse needs of our community
- Domestic Energy Efficiency Project
- Homelessness Strategy and Local Action Strategy
- People Strategy and other Human Resources policies which aim to ensure that we are fair in all our employment practices.
- Managing Unauthorised Encampments Protocol, which aims to ensure that the way the Council manages unauthorised Traveller encampments is fair and proportionate.
- 21st Century Schools' Strategy ensuring schools are fit for purpose and meet the needs of learners with protected characteristics.

2.0 Equality Objectives

2.1 Meeting our equality objectives.

Progress to meeting our equality objectives is set out in our **annual equality reports**. During the past four years we have improved information on the diversity of our employees.

2.2 Reviewing our objectives

The statutory equality duties require public bodies to set equality objectives in relation to the protected groups. Objectives should be evidenced based and outcome focussed to address the most significant areas of inequality leading to improvements for both employees and customers. The equality objectives should meet the three parts of the general duty. We must also publish an objective to address gender pay difference. The action plan to meet our equality objectives is set out in Appendix 1.

We reviewed our objectives using a variety of approaches:-

Regionally

- We worked collaboratively with other public sector bodies across North Wales to undertake regional and national research on the equality profile of our communities and identify specific inequalities. A detailed breakdown of the population is provided and the research on inequalities in North Wales was undertaken by Cyngor Gwynedd on behalf of the North Wales Public Sector Equality Officers Network (NWPSSEN).
- As a member of NWPSSEN we consulted with stakeholders on our regional equality objectives.
- We completed a consultation exercise and held a workshop in July 2023 to understand the barriers people with protected characteristics faced when applying for employment in the public sector.

Locally

- The Regional Community Cohesion Team held a series of community conversations, to identify issues and priorities and seek feedback on our current equality objectives. Community conversations were held with:
 - North East Wales Multicultural Hub, comprising:
 - CLPW: Portuguese Community Interest (Wrexham)
 - Paallam Arts: Indian Performing Arts Collective (Wrexham & Wales)
 - The Wrexham Africa Community Group (Wrexham)
 - Menter Iaith Fflint a Wrecsam (Wrexham & Flintshire)
 - The North East Wales Chinese Women's Association (Flintshire / North East Wales)
 - The Anglo-Polish Society (Chester and North Wales).
 - Young people (11-19 years) during the Youth Well-being Day held in July 2023.

- Ukrainian Refugees
- Mold Self-Advocacy Group in Flintshire
- We met with local groups, including disabled people to ask about their views on the key priorities that needed to be addressed. Transport was raised a key issue.
- We reviewed progress of our current Strategic Equality Plan and identified those objectives we struggled to find data to measure progress.
- We also reviewed the data we held on the profile of Council employees and customers. We found limited data was available about the profile of customers and employees and where available did not cover all of the protected characteristics. We recognise we need to continue collating data to monitor any inequalities for specific groups and also to identify areas for improvements.

2.3 We have set ourselves seven equality objectives for the period 2024 - 2028. We have identified each equality objectives, why the objective is priority and how we will measure our achievement. Our equality objectives for 2024 - 2028 are set out on the following pages:

Objective 1: Improve health, well-being and social care outcomes.

This is a priority because:

- Feedback from both regional and local consultation said this was important.
- Welsh Government found that lesbian, gay, bisexual, transgender and queer/questioning (LGBTQ)+ communities reported experiencing poorer mental health including loneliness, depression, and suicide.
- Previous reports show that LGBTQ+ disabled people continue to face discrimination on the basis of their sexual orientation and/or gender identity from those providing personal care, and the needs of older people are not always met - Source WG LGBTQ+ Action Plan for Wales.
- Parts of the LGBTQ+ population are also more likely to be lonely or socially isolated, especially older people (LGBT Foundation 2020).
- In Wales, in 2021 Black, Asian and minority ethnic children made up 8.3% of looked after children (Stats Wales, 2021.)
- Some ethnic minority people reported that their experience of social care services lacked compassion and empathy, and those assumptions were made about them because of their ethnicity and that their needs were not met. Source WG Anti-racist Wales Action Plan.
- WG Report of The Socioeconomic Subgroup found that health and social care is seen as more difficult to access for people from a Black, Asian and minority ethnic background because of cultural and language barriers.
- Number of working days lost per full time equivalent (FTE) local authority employees lost due to sickness absence 11.87 days.

Achievement will be measured by:

Measure	Baseline
Number of Council employees trained on Mental Health First Aid across the organisation (Increase)	106
Number of Mental Health First Aid Champions across the organisation (Increase)	0
Usage of the Council's Employee Assistance Programme (Increase)	3.54
Ethnicity data number % Social Services service users where ethnicity data is available	Tb be confirmed (TBC)
Number % Social Services employees who attend anti-racism training	New measure
Number % Social Services employees who attend LGBTQ+ awareness training	New measure
Number of complaints of discrimination/racism made by service users within Social Services.	To be confirmed

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

This is a priority because:

- Girls outperform boys at all key stages in our schools (insert data)
- In Wales, A2 outcomes (final year of A-levels) fell steeply for learners with Black, African, Caribbean, Black British ethnic backgrounds. Source WG Anti-racist Wales Action Plan.
- Despite improvements over time, evidence from an Equality, and Human Rights Commission (EHRC) study in 2018 suggests that attainment in early years in Wales continues to differ for children from different ethnic backgrounds. In particular, Black pupils have lower attainment than White British pupils during early year's education (EHRC, 2018).
- Boys are more likely to be excluded from Flintshire schools (both permanent and fixed term).

Sex	Fixed (%)	Permanent (%)	Total (%)
Female	30.21	0.25	30.46
Male	68.54	1.75	70.29

- In Wales, for the year September 2019 to August 2020, pupils with a Gypsy ethnic background had the highest rate of fixed term exclusions (5 days or less), and pupils with a White ethnic background had the highest rate of fixed term exclusions (over 5 days) and permanent exclusions. WG Anti-racist Wales Action Plan.

- Stonewall Cymru, reported that more than half of LGBT young people in Wales (54%) and almost three quarters of trans young people (73%) face bullying at school for being LGBT (Stonewall Cymru, School Report 2017).
- Findings from a UK-wide survey by Just Like Us (Milsom 2021) reported that only 58% of LGBT+ students described feeling safe on a daily basis at school in the 12 months prior – compared to a higher figure of 73% for non-LGBT+ students. In addition, 43% of LGBT+ students reported being bullied, compared to 21% of non-LGBT students.
- According to research undertaken by Show Racism the Red Card, a quarter of teacher/teaching assistant respondents in Wales had observed, responded to or had a pupil report racial discrimination in the last year, with 3 in 10 pupil respondents to the survey admitting to being racist or using racist language towards another pupil (Show Racism the Red Card, 2020).
- Annual School Census (PLASC) shows that only 4 per cent of pupils aged 5+ in Welsh-medium schools were Black, Asian and Minority Ethnic at April 2021, compared to 15% in English Medium schools.

Achievement will be measured by:

Measure	Baseline
Number of schools who have implemented the element of the curriculum ensuring Black Asian and minority ethnic stories, contributions and histories are taught.	New measure
Number of schools requiring Black, Asian and minority ethnic stories, contributions and histories are taught as a recommendation by Estyn.	New measure
Number of schools who meet the statutory requirement of the curriculum when inspected.	New measure
Number of schools using the electronic system to report identity-based bullying.	49
Number and type of identity based bullying incidents in schools.	49
Number of schools engaging in professional development opportunities relating to anti-racism and LGBTQ+ inclusion.	New measure
Percentage of fixed term and permanent exclusions by protected characteristic.	New measure

Percentage of children from a Black, Asian and minority ethnic background accessing Welsh medium education.	New measure
Percentage of people from ethnic minority backgrounds accessing Welsh language projects through Menter Iaith.	New measure

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

This is a priority because:

- the Gender pay gap in the Council is 13.71%.
- In 2019, the ethnicity pay gap in Wales was 1.4%. (ONS).
- Findings from Ethnic Minorities Youth Support Team Wales 2018 All Wales Survey for Ethnic Minority People, an online survey undertaken over a 3 month period (October to December 2018), found a 60% majority of the 143 respondents thought that people from an ethnic minority background are treated unfairly in the workplace (EYST, 2019).
- One third (34%) of LGBT staff hid or disguised their LGBT identity at work for fear of discrimination - Stonewall Cymru 2018.
- 2019-2020 data from the National Survey for Wales reported that 19% of lesbian, gay and bisexual people had experienced bullying at work in the year prior to undertaking the survey. This compares to 11% of heterosexual people.
- A survey and focus groups by Welsh Government 2021 found that whilst 45% of people reported that those in the workplace reacted only positively when aware they were LGBTQ+, 24% reported un-permissible exposure of their LGBTQ+ identity in the workplace (or 'outing') and 10% recounted experiencing verbal harassment.

Achievement will be measured by:

Measures/PI	Baseline
Increasing the quality and quantity of workforce data	To be confirmed
Completing and publishing an annual analysis of workforce data and producing an action plan to address any potential or actual inequalities.	To be confirmed
The number of complaints made by employees of discrimination and identity-based bullying	0
The pay gap between men and women employed by the Council	13.71%

The pay gap between disabled employees and non-disabled employees.	New measure
--	-------------

Objective 4: Improve personal safety for all protected groups

This is a priority because:

- Consultation identified that hate crime is still an issue for many people.
- For the year April 2021 to March 2022, police recorded sexual orientation hate crimes in Wales increased by 50% on the previous year (from 884 to 1,329) and transgender hate crimes rose by 43% (from 173 to 247 incidents. Source WG LGBTQ+ Action Plan for Wales.
- Race hate crimes comprise around 66% of all hate crimes recorded in Wales in 2020 to 2021 (UK Government, 2021).
- The number of hate crimes reported to North Wales Police has increased in Flintshire. The number of racially motivated incidents are the most frequently reported.

Type of incident	2016/17	2017/18	2018/19	2019/20	2020/21	2022/23
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

- The majority of LGB and Trans people who had experienced hate crime or an incident did not report it ([Stonewall Cymru 2017](#))
- [Wales Audit Office](#) report that it is estimated that domestic violence costs Wales £826 million annually- £202.6 million in services' costs, £100.9 million in economic costs and £522.9 million in human and emotional costs. Wales Audit Office - Progress in implementing the Violence Against Women, Domestic Abuse and Sexual Violence Act 2019.
- LGBT Foundation's Domestic Abuse Support Programme has seen demand for support rise since lockdown measures were introduced:
 - a 38% rise in the number of people referred for domestic abuse support, and
 - a 38% increase in calls to the helpline referring to domestic abuse.

Source: LGBT Foundation 2020).

Achievement will be measured by:

Measure/PI	Baseline
------------	----------

Number of reports of hate incidents by protected characteristic as reported to North Wales Police	265
Number and % of identity-based incidents of anti-social behaviour reported by Contract Holders (Housing tenants)	New Measure
Percentage and number of employees who complete Welsh Government's e-learning training on sexual violence and domestic abuse	TBC

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

This is a priority because:

- Engaging with protected groups and undertaking equality impact assessments are statutory requirements of the PSED.
- Access to services has been raised as an issue during consultation by disabled people, in particular access to the countryside and public toilets.
- Voting rates remains low for some groups.
- Elected members in the Council - 43 males (64.1%) and 24 females (35.8%).
- In a survey of candidates for the 2017 local elections in Wales, 2.3% of candidates for county and county borough councils who provided their ethnicity and 1.9% of candidates for town and community councils were Black, Asian, minority ethnic people. Of those elected to county and county borough councils 1.8% and 1.2% in town and community councils were from minority ethnic groups (Welsh Government, 2018).

Achievement will be measured by:

Measures/PI	Baseline
% of people participating in election by race, sex and age	TBC
The number of Digital Surgeries held at Connects Centres	TBC
Number of digital stations available across the libraries' network	TBC

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

This is a priority because:

- Consultation both regionally and locally has identified that this is an issue.
- The average number of days to complete a Mandatory Medium Disabled adaptation is 89 days.
- Average number of days to complete a Mandatory Large Disabled adaptation is 469 days.
- Average length of stay (days) for those households in interim homeless accommodation under Housing Wales Act 2014 is 117 days.
- Number of presentations to the homeless service - 1372 (in 2022)
- Single parent and single adult households are significantly over-represented in homelessness cases. Welsh Government 2022 (Annual Wellbeing Report)
- Women are more likely to be threatened with homelessness while men are more likely to be living with homelessness. StatsWales 2022
- LGBT young people are more likely to find themselves homeless than their non LGBT peers, comprising up to 24% of the youth homeless population. Source LGBTQ+ Action Plan for Wales
- Shortage of Traveller pitches and many authorised pitches are in unsuitable locations, either too far from local facilities or too close to industrial properties. Price (WCPP), 2021
- There are 9 authorised Traveller sites in the county, and there were 9 incidents of unauthorised encampments during 2022/23.
- In 2011 in Wales, 28.7% of Gypsy or Irish Travellers and 27% of people from a Bangladeshi background lived in overcrowded housing (that is, they had fewer bedrooms than they needed to avoid undesirable sharing), whilst 19.4% of Black people and 18.5% of Arabs did so compared to 4.9% of White British people – Source WG Anti-racist Wales Action Plan.

Achievement will be measured by:

Measures/PI	Baseline
Total number of Small Disabled Adaptations completed	531 (Higher than normal due to Covid-19 20/21 – 349)
Average number of days to complete a Small Disabled adaptation	N/A - New Measure
Total number of Discretionary Medium Disabled Adaptations completed	32
Total number of Mandatory or Discretionary Medium Disabled adaptations	78
Average number of days to complete a Mandatory Medium Disabled adaptation	89

Total number of Mandatory Large Disabled Adaptations completed	11
Average number of days to complete a Small Disabled adaptation	N/A - New Measure
Total number of Discretionary Medium Disabled Adaptations completed	32
Total number of Mandatory or Discretionary Medium Disabled adaptations	78
Number of households rehoused with significant adaptations requirements	10
Average number of days to complete a Mandatory Large Disabled adaptation	469
Total number of Disabled Adaptations completed	652
Percentage of successful prevention outcomes for homelessness under Housing Wales Act 2014	63
Percentage of successful relief outcomes for homelessness under Housing Wales Act 2014	57
Number of households accommodated by the Council under Housing Wales act 2014 homeless duties	101
Average length of stay (days) for those households in interim homeless accommodation under Housing Wales Act 2014	117
Number of referrals received through the Housing Support Gateway	1,328
Number of presentations to the homeless service	1,372
Number and % of Homeless Team who attend specific LGBTQ + awareness training	New measure
% of equality data held on people presenting as homeless	New measure
% of equality data held on Contract Holders (Council Tenants)	New measure

Objective 7: Reduce the impact of poverty and embed the Socio-economic Duty within the organisation

This is a priority because:

- Welsh Government report that:
 - Children are more likely to be living in poverty than adults
 - 28% of children were living in poverty in 2020
 - Households in fuel poverty are generally older. Of all fuel poor households, around:
 - 2 in 5 are headed by someone over 65
 - 1 in 4 are headed by someone over 75
- According to the Family Resources Survey, between 2019 and 2020, 5 million people in the UK lived in food poverty. In 2020, this was 8% of the population but data from The Food Foundation suggests food

insecurity levels rose to 9% of the population in January 2021. Source: Sustain - Food Poverty

- More than six in ten (62%) working aged people referred to food banks in early 2020 were disabled. This equates to more than three times the rate in the general population. Source: The Trussell Trust
- Non-white ethnicity is linked with a greater likelihood of relative income poverty. Source WG Anti-racist Wales Action Plan.
- WG Fuel Poverty Estimates:
 - 169,000 vulnerable households in Wales were estimated to be living in fuel poverty, equivalent to 14% of vulnerable households.
 - 26,000 vulnerable households were estimated to be living in severe fuel poverty, equivalent to 2% of vulnerable households.
 - 141,000 vulnerable households were estimated to be at risk of fuel poverty, equivalent to 12% of vulnerable households.

(Source: Welsh Government – Fuel Poverty Estimates)

- Since 2011, adults over the age of 65 years have consistently made up the largest proportion of the adult internet non-users, and over half of all adult internet non-users were over the age of 75 years in 2018.
- A lower percentage of disabled people indicated that they prefer to shop in person (65% compared with 73% for non-disabled people. Source: ONS, Exploring the UK’s digital divide, 2019.
- There is a strong link between poverty and socio-economic disadvantage and inequalities faced in accessing decent homes by some ethnic minority people. Source WG Anti-racist Wales Action Plan.

Achievement will be measured by:

Measures/PI	Baseline
Total number of households receiving energy efficiency improvements	1,293
Providing advice and signposting support to vulnerable households	TBC
Number of individuals entering employment, learning or volunteering	153
Number of individuals receiving support	367
The number of Sim Cards issued to people in low-income households	TBC
Recording the number of uniform grants awarded	TBC
Average number of calendar days to process new claims for housing benefit and council tax reduction ¹	17

¹ The target for average number of calendar days to process new claims is set by DWP at 20 days.

Average number of calendar days to process change in circumstances for housing benefit and council tax reduction ²	3
Total spend of Discretionary Housing Payments (%)	130
Number of children enrolled in free swimming lessons	N/A – New Measure
Number of free to access outdoor play areas available to children across the county	195
Number of items loaned (physical and digital)	176,184
Numbers of residents enrolled in the “Mobile Meals” service	190
Number of residents supported by the “Hospital to Home” meals service	N/A – New Measure
Number of children attending Fit, Fed and Read sessions during school holidays	5,400

3. Meeting the Specific Duties

3.1 Arrangements for identifying, collating and publishing information

Employment

We currently monitor the profile of employees by age, disability, ethnicity, marital status, religion, sex and sexual orientation. Detailed reports are published annually on our [website](#) and include profiles of:-

- the workforce
- levels of pay
- applicants submitted for jobs
- applicants selected for interview
- successful appointments
- leavers
- incidents of bullying and harassment
- disciplinary action
- employees who have received training

Schools

We also collate data on the profile of school pupils by age, ethnicity, gender, language, in relation to: -

- attendance
- exclusions

² The target for average number of calendar days to process change in circumstances is set by DWP at 8 days.

- free school meal entitlements

Data on attainment at specific key stages is published in the annual equality report. The data is collated as part of Pupil Level Annual School Census (PLASC) and published by the Welsh Government.

Services

A profile of customers is collated by Social Services for Adults, Social Services for Children, Housing and Customer Services through the Council's complaints and comments system. This information is published in the annual equality report on our website. Residents' surveys, satisfaction surveys and consultation exercises also capture equality information.

3.2 Arrangements for assessing impact

To meet the specific duty all public authorities are required to set out the methods of impact assessments on policies and practices. This is to ensure that the needs and concerns of all protected groups are taken into consideration.

An Integrated impact assessment (IIA) screening tool and template for a full impact assessment have been developed. A group of stakeholders representing protected characteristics from both employees and members of the public review IIAs and provide feedback to authors. IIAs have been integrated into the performance management system to facilitate more effective monitoring.

We are working with Manchester University, piloting a new tool. An evaluation will take place involving elected members, senior managers and IIA authors. The evaluation will not only look at the usability of the tool but how the results of the assessments are informing decisions.

3.3 Arrangements for promoting knowledge and understanding and identify training needs of employees in relation to public sector duties

This section sets out the Council's arrangements for ensuring employees have the knowledge, skills and attitudes to meet the general and specific duty. We recognise that some awareness raising / training will be generic which all employees will need to attend and other training will be more specifically related to individual job roles and will support them to implement the SEP.

Specific activities to support these arrangements include:-

- Bespoke workshops on Equality.
- Training to support initiatives such as Deaf Awareness Week, Gypsy and Traveller History Month, Lesbian, Gay Bisexual and Transgender (LGBTQ) History Month and promote awareness and understanding of specific equality issues.

- Resources are available on the Council's intranet including guidance for working with people from the protected groups.
- E-learning modules are available on the Equality Act 2010 and Equality in the workplace. These have to be completed by all new starters.
- Hate crime, Modern Slavery, County Lines and Prevent training is also available.
- Hate Crime, Modern Slavery, LGBTQ+ and Trans awareness training are also available as e-learning modules.

3.4 How we incorporate equality into Procurement

When procuring works, goods or services from other organisations a public body in Wales must: -

- have due regard to whether it would be appropriate for the award criteria for that contract to include considerations to help meet the general duty.
- have due regard to whether it would be appropriate to stipulate conditions relating to the performance of the contract to help meet the three aims of the general duty.

In some contracts equality will be a core requirement and this will be set out in detail within the contract. The Flintshire County Council Procurement Policy states its commitment to: -

- Users of all services
- Council core and policy objectives
- Compliance with service aims and objectives
- Continuous improvement
- Quality and equality
- Operational efficiency

Our Contract Procedure Rules include all the protected characteristics into the pre-qualification questionnaire (PQQ) for tenders. Guidance is available for employees on the inclusion of equality considerations into specific contracts.

4 Monitoring and review

4.1 Actions and measures will be incorporated into the Council's performance management system and progress will be reported to Cabinet annually and as when needed. A report describing progress to meeting the equality objectives will be published annually; relevant equality information will be published in this report. Progress will be monitored through the Corporate Equality Board, Chief Officer Team, Cabinet and relevant Overview and Scrutiny Committees.

The objectives will be reviewed annually and revised if necessary or if monitoring indicates that there are emerging areas of inequality that need to


be addressed urgently. The action plan will be updated annually. If the objectives are revised the Strategic Equality Plan will be republished otherwise it will be republished in 2028.

5. Publication

The Strategic Equality Plan will be published on our website and will be available in English, Welsh and Easy Read. A summary will be available in British Sign Language DVD. Other formats and languages will be available on request. Information on the profile of the workforce is published annually.

Thank you for reading our Strategic Equality Plan 2024/2028.

Views and suggestions for the Strategic Equality Plan are welcome.

Email:  corporatebusiness@flintshire.gov.uk

Appendix 1
Action Plan

Equality objective 1: Improve health, well-being and social care outcomes including outcomes for older people and disabled people											
Action	Who	Time frame	Protected characteristic								
			Age	Disability	Gender Reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion and Belief	Sex	Sexual orientation
Continuing to grow the Microcare market, including access to commissioned care packages, to ensure that older people who live in rural areas are able to access care at home.	Commissioning Manager	March 2024	√	√	√	√		√	√	√	√
Providing additional step-down placements for older people within our in-house provision to facilitate timely hospital discharge and promote recovery	Registered Manager Resources and Regulated Services	March 2025	√	√	√	√		√	√	√	√

Supporting people to achieve their mental well-being outcomes by promoting personal and community well-being through open access courses delivered by the Learning Partnership	Service Manager Disability and Mental Health Services	March 2024	√	√	√	√	√	√	√	√	√	√
Working with Housing to fund a small team of people to support individuals with low level Mental health problems to improve their housing	Service Manager Disability and Mental Health Services	March 2025	√	√	√	√	√	√	√	√	√	√
Continue to support disabled people to secure employment opportunities through Project Search	Service Manager Disability and Mental Health Services	March 2024		√								
Exploring the recommissioning of advocacy services on a regional basis to ensure that individuals who need it can access support to achieve their well-being outcomes	Commissioning Manager	March 2024	√	√	√	√	√	√	√	√	√	√

Communicate appropriate processes and policies to ensure that any concerns and complaints of discriminatory behaviour are dealt with robustly and transparently (including whistleblowing policy).	Planning and Development Officer	April 2024	√	√	√	√	√	√	√	√	√
Use the Social Services staff bulletin and Workforce Development training courses to continually drive the message that all employees have a duty to combat all forms of discrimination in the workplace. This includes reporting incidents when they occur; forming like-minded alliances with peers to tackle key issues; raising awareness and making suggestions for positive reform.	Workforce Development Manager	April 2024	√	√	√	√	√	√	√	√	√
As policies are developed and/or reviewed, we will ensure their impact on ethnic minority and LGBT employees and service users has been considered through the completion of an Integrated Impact Assessment (IIA).	Social Services Planners	On-going						√			√
Undertake a review of complaints received from service users to identify racist behaviours and any associated patterns.	Complaints Officer	April 2024						√			
Anti-racism training and LGBTQ+ awareness is included in Social Services training and development programme	Workforce Development Manager	December 2023	√	√				√		√	√
Implement Welsh Government and Social Care Wales LGBTQ+ training for social care staff when available	Workforce Development Manager	When available from WG	√	√						√	√

Ensure our engagement and co-production activities engages with a wide diversity of individuals reflecting our commitment to race and LGBTQ+ equality.	Planning and Development Officer	On-going	√	√	√	√	√	√	√	√	√
Increase the completion of ethnicity data for our service users.	Performance and Quality Manager	March 2024						√			
Promoting the Council's Employee Assistance Programme to increase usage		March 2028	√	√	√	√	√	√	√	√	√

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

Action	Who	Time frame	Protected characteristic								
			Age	Disability	Gender Reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion and Belief	Sex	Sexual orientation
Support for implementing the new curriculum for Wales through the regional school improvement service (GwE) to ensure that Black Asian and minority ethnic stories, contributions and histories are taught	Senior Manager for School Improvement/ Senior Primary	September 2024						√			

	Learning Adviser										
Ask GwE to include in their monitoring and evaluation work with schools what progress is being made by our schools ensuring Black Asian and minority ethnic stories, contributions and histories are taught throughout the curriculum.	Senior Manager for School Improvement/ Senior Primary Learning Adviser	September 2024						√			
Continue to promote access to Hwb as a digital platform and support for schools to include diversity within the curriculum.	Senior Manager for School Improvement Senior Primary Learning Adviser	On-going		√	√			√	√	√	√
Analysis of inspection reports for schools to ensure schools include Black, Asian and minority ethnic stories, contributions and histories within the curriculum.	Senior Manager for School Improvement Senior Primary Learning Adviser	Annual						√			
Continue to work with schools to make effective use of the online identity based bullying reporting system.	Learning Advisor – Health, Well-	On-going		√	√	√		√	√	√	√

	being & Safeguarding										
Support schools to meet the requirements of a Wales-wide identity based bullying reporting and data collection system when implemented	Learning Advisor – Health, Well-being & Safeguarding	September 2024		√	√	√		√	√	√	√
Termly analysis of trends completed. Regular feedback provided to Primary and Secondary Headteacher federations. Bespoke support provided to individual schools as required	Learning Advisor – Health, Well-being & Safeguarding / Learning Advisor – Health, Well-being & Safeguarding Education and Youth Safeguarding Panel	September 2024		√	√	√		√	√	√	√
Ensure a range of appropriate interventions (both universal and targeted) are available to schools to meet the wellbeing needs of learners from ethnic minority backgrounds and LGBTQ+ learners	Healthy Schools team	On-going						√			√
Continue to work with key partners, including Show Racism the Red Card (SRTRC) and the North Wales Race Equality Network (NWREN)to	Healthy Schools team	On-going						√			

support the well-being of Black Asian minority ethnic learners.											
Promote Welsh Government (WG) guidance (when available) on Exclusions from School and Pupil Referral Units in relation to learners who can be disproportionately subject to permanent or temporary exclusions.	Senior Manager for Inclusion / Senior Learning Adviser for Inclusion and Progression	On-going		√	√	√		√	√	√	√
Continue to monitor and review exclusions by protected characteristics to ensure no disproportionality.	Senior Manager for Inclusion Senior Learning Adviser for Inclusion and Progression	On-going		√	√	√		√	√	√	√
Analyse data on Black, Asian and minority ethnic people who attend Welsh-medium education.	Welsh in Education Strategic Forum – provision sub-group	On-going						√			
Increase opportunities for ethnic minority communities to access Welsh Language projects	Schools / Welsh in Education Strategic Forum -	On-going						√			

	Provision Sub-group/ North-East Wales Adult Learning Partnership											
Identify opportunities for and include actions to increase opportunities to access to the Welsh language by ethnic minority communities in the community within the Council's Welsh Language Promotion Strategy 2024- 2029	Strategic Policy Advisor	December 2024						√				
Include requirement to complete equality monitoring of beneficiaries of Welsh language projects within Strategic Funding contract with Mudiad Meithrin and Menter Iaith Fflint a Wrecsam	Chief Officer Education and Youth	April 2024 onwards					√					
Implement WG's national trans guidance for schools when available.	To be confirmed	To be confirmed			√							
Continue to work in partnership to provide LGBTQ+ Youth Forum	Information and Involvement Officer	On-going			√							√

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

Action	Who	Time frame	Protected characteristic								
			Age	Disability	Gender Reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion and Belief	Sex	Sexual orientation
Maintaining competitive pay and reward, and terms and conditions of employment	HR Policy and Rewards Advisor	March 2028	√	√	√	√	√	√	√	√	√
Promoting the Council's Employee Assistance Programme to increase usage	To be confirmed	March 2028	√	√	√	√	√	√	√	√	√
Complete an annual equal pay audit and take action to reduce any identified pay gaps	HR Policy and Rewards Advisor	Annually		√				√	√	√	
Put in place initiatives to encourage employees to complete equality monitoring data and reduce the number of employees who select "Prefer not to say" category	HR Business Information Officer	To be confirmed	√	√	√	√	√	√	√	√	√
Publish the Workforce Information report to meet our statutory public sector equality duties	HR Business Information Officer	Annually	√	√	√	√	√	√	√	√	√
Implement new LGBTQ+ awareness training module	Learning and Development	April 2024 onwards									√

Ensure LGTQ+ employees attend LGBTQ+ awareness training commissioned by Welsh Government when available, to ensure employees understand LGBTQ+ needs, rights and barriers.	Learning and Development	To be confirmed										√
Implement actions to meet Welsh Government's Anti-racist Wales Action Plan	Strategic Policy Advisor	On-going						√				

Equality objective 4: Improve personal safety for all protected groups											
Action	Who	Time frame	Protected characteristic								
			Age	Disability	Gender Reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion and Belief	Sex	Sexual orientation
Record and monitor trends of identity-based harassment experienced by Housing Contract Holders	Housing	On-going	√	√	√	√	√	√	√	√	√
Provide community hub sessions which target areas that have high anti-social behaviour and crime rates; to support young people who are at risk and to engage them with partners (subject to external grant funding)	To be confirmed	To be confirmed	√								

Continue to participate in Hate Crime Awareness Week	Strategic Policy Advisor	Annually	√	√	√	√	√	√	√	√	√
Collate hate crime/incidents reports from services and North Wales Police and review at Corporate Equalities Board meetings to identify hotspots/trends and take action to address issues.	Strategic Policy Advisor	Quarterly									

Equality objective 5: Increase access to services and decision making for all protected groups											
Action	Who	Time frame	Protected characteristic								
			Age	Disability	Gender Reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion and Belief	Sex	Sexual orientation
Promoting active travel and further develop the County's walking and cycleway network ensuring accessibility for older and disabled people	Transport Strategy Manager	March 2028	√	√							
Supporting the development of public electric vehicle charging network and ensuring accessible for disabled people, including wheelchair users	Transport Manager	March 2028		√							
Implement Revised Integrated Transport Strategy in line with Regional transport Plan Review	Transport Strategy Manager	From March 2024 onwards	√	√				√			

Implement Public Toilets Strategy	Streetscene Maintenance Manager (South and Structures)	From April 2024 onwards	√	√	√			√	√	√	
To produce a Public Participation Strategy for Flintshire County Council to ensure democracy within Council is transparent, listening and engaging. And anti-racist approach is promoted through democratic process and in how democratic engagement is undertaken.	Democratic Services Manager	March 2025	√	√	√	√	√	√	√	√	√
To promote anti-racist and ethical behaviour amongst elected members. Group Leaders required to promote high standards of behaviour amongst their Members.	Democratic Services Manager	March 2024	√	√	√	√	√	√	√	√	√
Work with the Welsh Local Government association to offer anti-racism training to elected members	Democratic Services Manager	March 2024						√			
Elected Members to attend Welsh Government training (when available) on Gypsy and Traveller communities' culture, needs and strengths..	Democratic Services Manager	April 2024						√			
Standards Committee to produce Annual Report	Monitoring Officer							√			
Implement and report on the Diversity in Democracy Plan	Democratic Services Manager &	March 2025	√	√	√	√	√	√	√	√	√

	Chief Officer- Governance										
Create an environment where everyone wants and feels able to participate in democracy, including by exercising their right to vote, through developing materials to encourage people to participate in decision making and promoting awareness of how to become an Elected member.	Elections Manager Democratic Services Manager	May 2026 (i.e. in preparation for the next election which is due in May 2027)	√	√	√	√	√	√	√	√	√
Promote the Access to Elected Office Fund for the next local Government Elections in 2027	Elections Manager	Sept 2026 – May 2027	√	√	√	√	√	√	√	√	√
Supporting people to use digital technology through Digital Workforce Volunteers	To be confirmed	March 2026	√								
Continue to provide free of charge public access to the internet at Flintshire Connects Centres	Customer Contact Service Manager	March 2026	√	√	√	√	√	√	√	√	√
Promote Big Word Language interpretation and translation services	Customer Contact Service Manager	On-going		√				√			
Delivering the Rights of Way Improvement Plan with a focus to ensure improved access for all and the promotions of Walking for Health	Access and Natural Environment Manager	2018-2028	√	√			√				
Exploring opportunities to develop the Flintshire Coast Park through the production of a scoping study	Access and Natural Environment Manager	Scoping study complete	√	√			√				

Establishing a Dementia Strategy Implementation Group to ensure that individuals with lived experience of dementia have a voice	Registered Manager Resources and Regulated Services	March 2024	√	√	√	√		√	√	√	√
---	---	------------	---	---	---	---	--	---	---	---	---

Equality objective 6: Improve living standards of people with different protected characteristics											
Action	Who	Time frame	Protected characteristic								
			Age	Disability	Gender Reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion and Belief	Sex	Sexual orientation
Identify site for a young person's homeless hub offering accommodation and support services	Strategic Housing and Delivery Programme Manager	April 2024	√								
Progress build project for the new homeless hub accommodation	Strategic Housing and Delivery Programme Manager	December 2024	√								
In partnership with Denbighshire County Council, creating a new Dynamic Procurement System in order to ensure CPR's are met and provide a wider opportunity for tendering Disabled Adaptation projects	Disabled Adaptations Manager	December 2024	√	√							
Implementation of the initial recommendations of the sheltered	Service Manager Housing Assets	March 2028	√								

housing review to ensure that it continues to meet the needs of current and prospective tenants												
Homeless Team attend LGBTQ+ awareness training to understand rights and barriers, including the rights of LGBTQ+ migrant groups and LGBTQ+ people facing homelessness	Service Manager Housing and Prevention Services/Training Co-ordinator	March 2028									√	
Improve capture of equality monitoring data of people registering as homeless	Service Manager Housing and Prevention Services	On-going	√	√	√	√	√	√	√	√	√	√
Improve capture of equality monitoring data of Contract Holders.	Housing Welfare and Communities Service Manager	On-going	√	√	√	√	√	√	√	√	√	√
Work with Tai Pawb to develop actions to become an anti-racist housing service and implement Welsh Government's Anti-racist Wales action plan.	Business Manager (Housing and Communities)	April 2024							√			
Develop a transit site for Travellers to reduce the number of unauthorised encampments at unsafe and unhealthy locations and improve access to health services.	Resettlement Co-ordinator	March 2028							√			
Secure Welsh Government funding enable WiFi on Traveller sites including the transit site	Resettlement Co-ordinator	March 2028							√			
Become a Resettlement area for Asylum Seekers and Refugees	Resettlement Co-ordinator	March 2028							√			

Equality objective 7: Reduce the impact of poverty and embed the Socio-economic Duty within the organisation

Action	Who	Time frame	Protected characteristic								
			Age	Disability	Gender Reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion and Belief	Sex	Sexual orientation
Further develop our community hub approach giving access to a range of programmes, services and agencies together in one place	Service Manager Housing Welfare and Communities	On-going	√	√	√	√	√	√	√	√	√
Explore development of support schemes to mitigate in-work poverty	Service Manager Housing Welfare and Communities	On-going	√	√	√	√	√	√	√	√	√
Delivering Welsh Government support schemes linked to the cost-of-living crisis	Service Manager Housing Welfare and Communities	March 2028	√	√	√	√	√	√	√	√	√
Maximising the number of people signposted for support to facilitate longer term change	Service Manager Housing Welfare and Communities	March 2028	√	√	√	√	√	√	√	√	√
Ensuring that take-up to benefit entitlement is maximised in a timely way by processing claims efficiently	Service Manager Housing Welfare and Communities	March 2028	√	√	√	√	√	√	√	√	√

Maximising the take up of the Discretionary Housing Payments scheme and other financial support	Service Manager Housing Welfare and Communities	March 2028	√	√	√	√	√	√	√	√	√	√
Continuing to develop delivery of a “Hospital to Home” meals service.	Service Manager Housing Welfare and Communities	On-going	√	√	√	√	√	√	√	√	√	√
Continuing to develop delivery of mobile meals service.	Service Manager Housing Welfare and Communities	March 2026	√	√	√	√	√	√	√	√	√	√
Further develop of the warm spaces initiative in partnership with organisations and third sector	Service Manager Housing Welfare and Communities	On-going	√	√	√	√	√	√	√	√	√	√
Reducing the risk of fuel poverty for residents by increasing the energy efficiency of homes	Regeneration Programme Lead	March 2025	√	√	√	√	√	√	√	√	√	√
Engaging, supporting and referring vulnerable households to reduce fuel poverty and improve health and well-being	Regeneration Programme Lead	March 2025	√	√								
Co-ordinating a multi-agency approach to support businesses to recruit people from disadvantaged groups	Communities For Work programme manager	March 2025	√	√				√				
Continue to pilot a new approach to Impact Assessment with Manchester University	Strategic Policy Advisor	April 2024	√	√	√	√	√	√	√	√	√	√
Following evaluation improve and or develop new resources to improve quality and quantity of Impact Assessments completed.	Strategic Policy Advisor	March 2025	√	√	√	√	√	√	√	√	√	√

Appendix 2 Profile of the Flintshire County Council employees

1. Profile of employees by Ethnic Origin

Table 1.1 Profile of the workforce (including schools) by Ethnic Origin

Ethnic Origin	2019		2023	
	Total employees	% employees	Total employees	% employees
BME	27	0.45%	47	0.75%
White	3820	64.19%	4106	65.85%
Not Stated	2031	34.13%	2082	33.39%
Prefer Not To Say	73	1.23%	0	0.00%
Totals	5951	100.00	6235	100.00

2. Profile of employees who classify themselves as being disabled

Table 2.1 Profile of disabled employees (including schools)

Disabled employees	2019		2023	
	Total employees	% employees	Total employees	% employees
No	3571	60.01%	3906	62.65%
Not Stated	2083	35.00%	1777	28.50%
Yes	137	2.30%	167	2.68%
Prefer Not To Say	160	2.69%	385	6.17%
Total	5951	100.00	6235	100.00

3 Profile of employees by Sexual Orientation

Table 3.1 Profile of employees (including schools) by Sexual Orientation

Sexual Orientation	2019		2023	
	Total employees	% employees	Total employees	% employees
Bi-Sexual	16	0.27%	27	0.43%
Gay Man	14	0.24%	19	0.30%

Gay Woman/Lesbian	18	0.30%	26	0.42%
Heterosexual / Straight	2357	39.61%	3056	49.01%
Not Stated	3378	56.76%	2934	47.06%
Other	8	0.13%	16	0.26%
Prefer Not To Say	160	2.69%	157	2.52%
Total	5951	100.00%	6235	100.00%

4 Profile of employees by Religion or Belief

Table 6.1 Profile of employees (including schools) by Religion or Belief

Religion or Belief	2019		2023	
	Total employees	% employees	Total employees	% employees
Buddhist	>10	>0.15%	>10	>0.15%
Christian	1852	37.33%	2029	32.54%
Hindu	0	0.00%	> 10	>0.15%
Jewish	>10	>0.15%	> 10	>0.15%
Muslim	0	0.00%	> 10	>0.15%
None	994	24.15%	1386	21.94%
Not Stated	2867	33.22%	2588	41.51%
Other	69	1.53%	83	1.33%
Prefer Not To Say	158	3.63%	151	2.42%
Sikh	>10	>0.15%	>10	>0.15%
Total	5951	100.00	6235	

5 Profile of employees by Marital Status

Table 5.1 Profile of employees (including schools) by Marital Status

Marital Status	2019		2023	
	Total employees	% employees	Total employees	% employees
Divorced or in a Dissolved Civil Partnership	134	2.25%	205	3.29%
Married or in a Civil Partnership	2140	35.96%	2201	35.30%
Not Married or in a Civil Partnership	1111	18.67%	1304	20.91%

Not Stated	2446	41.10%	2393	38.28%
Widowed or Surviving Civil Partner	81	1.36%	33	0.53%
Prefer Not To Say	39	0.66%	99	1.59%
Total	5951	100.00%	6235	100%

6. Profile of employees by Sex

Table 6.1 Profile of employees (including schools) by sex

Sex	2019		2023	
	Total employees	% employees	Total employees	% employees
Female	4463	75%	4738	75.99%
Male	1488	25%	1497	24.01%
Not stated	0	0.00%	0	0.00%
Total	5951	100%	6235	100%