

# Strategic Equality Plan Annual Report 2022/23

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

We can provide this information in alternative formats or in your own language

Corporate Services  
County Hall  
Mold  
Flintshire  
CH7 6NG

Email:  [corporatebusiness@flintshire.gov.uk](mailto:corporatebusiness@flintshire.gov.uk)

# Strategic Equality Plan

## Annual Report 2022/2023

### Contents

#### Executive Summary

1. Introduction	5
2. Progress	6
3. Meeting our equality objectives	7
4. Collating information and Engagement (including workforce information)	13
5. Equal Pay	15
6. Equality Impact Assessments	16
7. Training	16
8. Procurement	17
9. Conclusion	17

#### Appendices

1. Strategic Equality Plan Progress Monitoring Report	
2. Profile of the workforce	

## **Executive Summary**

Welcome to the third 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 2022/23. The purpose of the Strategic Equality Plan is to reduce inequalities experienced by people with protected characteristics.

During 2022/23 we signed up to Victim Support's Hate Crime Charter, which sets out the rights of victims, and the commitments of organisations who sign the charter. As part of this commitment, Victim Support have been providing Hate Crime Awareness training to our employees.

We have worked with Manchester University to revise our impact assessment tool and improve the usability of the tool. We are continuing to review the tool and improve how it is used by decision makers to inform decision making. This will remain a priority during 2023/24.

Since we published our Strategic Equality Plan in 2020, we have faced significant challenges with the global pandemic COVID-19, the pandemic highlighted the deeply entrenched inequalities facing some groups. This has led to Welsh Government introducing two new significant plans for Wales- the Anti-racist Wales Action Plan and the LGBTQ+ Action Plan. We are now working on embedding these plans within our new Strategic Equality Plan 2024-28.

Neal Cockerton  
Chief Executive

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

# Strategic Equality Plan Annual Report 2022/2023

## 1. Introduction

1.1 This annual report for the Council's [Strategic Equality Plan](#) (SEP) 2020-2024 covers the period April 2022 to March 2023. 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 2010 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<sup>st</sup> 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; and
- 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.

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 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 2022/23

3.1 This section sets out our key achievements to meeting our seven equality objectives during 2022/23.

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

#### During 2022/23:

- Each year, Flintshire County Council's Mental Health Support Services work together to provide lunch on Christmas Day for individuals who find themselves on their own, on what can be one of the most difficult and loneliest times of the year. Mental Health Support Services staff supported over ten individuals on the day to attend the lunch where they were provided with a three-course meal and a gift to take home.
- The provision of community equipment is essential for promoting the independence of disabled people of all ages. Over the past twelve months, the Community Equipment Service has received 21,000 referrals and has responded to 100% of its requests for urgent equipment within the one day. The percentage of equipment reused is 94% for April to June 2022, and 93% for June to September 2022.
- A Dementia Strategy Project Board was established in 2022 to implement the key actions identified in the Flintshire Dementia Strategy.
- Work with Community Midwife Team and Vaccination Team has continued to increase take up of Traveller children receiving MMR (Measles, Mumps and Rubella) vaccine.
- A Garden of Sanctuary project involving people from Ukraine is being developed.
- An additional day of annual leave was provided to the Council Workforce to support well-being.

#### Making a difference

Social Services supported an individual who was unable to leave her house. Her identified goal was to be able to leave her house to go into her back garden, and to build confidence in doing this. Support was provided twice per week. In less than a year, she has been able to leave the home, go to shops and to her daughter's house for Christmas. She has a new goal of attending her daughter's hen "do" and wedding later this year and wants to start using public transport become more independent.

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

### During 2022/23:

- One secondary school (Elfed High School, Buckley) participated in [Show Racism the Red Card's](#) “Leaders of Now” project.

The aims of the programme are:

- To empower young people to be actively anti-racist in their own communities.
- To create a self-sustaining network of anti-racism activists.
- To enable ongoing longer-term conversations about racism and anti-racism.
- To enable young people to feel confident in challenging racism within their own spaces.
- To gather intelligence on what young people want/need from us and be pupil-led.
- To give pupils a voice that is heard by senior school leaders.

The “ambassadors” representing the school attended a day of anti-racism education and were tasked with setting up anti-racism groups in their school and undertaking some factfinding exercises. Three more schools will take part in the project during 2023/24.

- The Inspire Pride Lesbian, Gay, Bisexual and Transgender (LGBT) youth group continued to run and face to face meetings are now being held.
- 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.

## 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 have started to review our pay model to ensure it continues to be fair.
- We have maintained [Disability Confident](#) employment status, this is a UK Government scheme for employers to take action to improve how they recruit, retain and develop disabled people.
- We have continued to work with Hft to support people with learning disabilities or autism to find paid employment. Hft are contracted by the Council to deliver

and develop Day and Work opportunities across the county for adults with a learning disability.

- 10 people from Ukraine completed the Clean Slate course during 2022/23. Clean Slate supports people find employment in the construction industry.
- We have continued to offer flexible working patterns to support our employees maintain a work life balance.

### Making a difference

We offer a range of flexible working options and hybrid working to support our employees to maintain a healthy work life balance. One employee stated:

“I was looking to move careers to an administration role. I specifically chose Flintshire County Council as they are known for being an inclusive employer. Everyone has been so supportive if I needed adjustments they were sorted out. I also get support with having flexible working hours. This means I can fit in any G.P appointments for myself or my children, without having to use all my holidays. I can just work later to make the time up.”

## Objective 4: Improve personal safety for all protected groups

### During 2022/23:

- There were 271 reports of hate incidents in Flintshire during 2022/23.

Type of incident	2018/19	2019/20	2020/21	2021/22	2022/23
Racially motivated	76	99	92	126	151
Homophobic	29	40	39	61	58
Disability Related	14	20	38	65	39
Transphobic	1	4	7	7	10
Religious	9	5	7	6	13
Total	129	168	183	265	271

There was a significant increase in racially motivated hate crime during 2022/23. 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.

- 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. 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 messages on social media alongside other public bodies to encourage people to report hate crime.

- 1,067 employees completed the e-learning module on Hate Crime Awareness.
- The Council signed up to Victim Support's Hate Crime Charter.
- Victim Support continued to provide Hate Crime training, which our employees attended.
- We raised the Trans Flag on 20th November to commemorate the Transgender Day of Remembrance in memory of all Trans people who have lost their lives to Transphobic violence.
- The Council commemorated Holocaust Memorial Day in January 2023 by holding a two-minute silence.
- 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.
- We supported the White Ribbon Campaign for an end to violence against women.
- 1,013 employees completed the Modern Slavery e-learning training.



1

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

### During 2022/23:

- People with autism were extensively involved in the consultation process and continue to shape the Autism services we develop.
- We continued to promote and increase the take-up of direct payments enabling people to arrange their own care and support.
- Vison Support reviewed the Council website to ensure accessibility for people with visual impairments.
- North East Wales Community Cohesion Team funded, facilitated and co-produced nine creative projects for N.E.W. Futures – an initiative to hear the voices of diverse communities in Wrexham, Flintshire and Denbighshire. This included supporting self-advocacy through developing a short film about the discrimination experienced by people with a learning disability.

### Example - Making a difference

---

<sup>1</sup> The Chair of the Council. Councillor Mared Eastwood, raising the flag for Trans Remembrance Day 2022

Theatr Seren is a local performing arts group created by a group of people with learning disabilities, with help from their Social Worker and Hft. The aim of the group is to support our service users, who otherwise would not have access to a group that would give them the opportunity to be involved in something bespoke and that mattered to them.

The collaborative work has been a success and the group are now a long-term independent group that has formed its own company called Theatr Seren. The group have fun playing and enjoying improvisation work that has opened up and celebrated the group's unique creativity. Theatr Seren ended 2022 with a performance of Alice in Wonderland which was well received and attended by over 60 people.

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

### **During 2022/23:**

- 1,293 households received energy efficiency improvements.
- 652 adaptations were completed to support disabled people to continue living at home.
- Work has been continuing at pace to design a new residential 56-bedroom care home which will be a state of the art facility to provide exceptional services to older people.
- We now have three units available to support physically disabled people in urgent need of accommodation. Recent need has included young people, a family with a disabled child, people with physical disabilities and those recovering from substance misuse. These properties provide a better alternative to hotel accommodation and reduces the spend in housing on such facilities.
- We have continued to support Refugees from Syria and Afghanistan and people from Ukraine.

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

We continued to support people living in poverty during 2022/23.

### During 2022/23:

- 2,103 young people aged 8-18 were able to order sanitary products of their choice from a selection available, up to 3 months' supply in one delivery with discrete packaging.
- An increased number of children (286) benefitted from Food and Fun during Summer 2022, receiving nutritious meals.
- Our Young Carer ID card has been launched successfully, with increasing engagement and uptake. We are continuing to establish links with local businesses to offer discounts and benefits for young people carrying the Young Carers ID Card as a thank you for the work they do as a Young Carer. We will also develop a mobile App version of the ID card, which will also show the businesses offering discounts and benefits across the North Wales region.
- We have listened to our Young Carers and introduced new ways of helping them with their concerns about the impact of the cost-of-living crisis. This includes developing a quarterly "shop" (at no cost to the Young Carer) with a different theme each quarter. Through this initiative we have been able to provide school equipment, toiletries, blankets, hats, gloves, sanitary products, sun cream and gardening items including seeds which has enabled our Young Carers to grow their own herbs and vegetables.

### Making a difference

#### Food and Fun Programme

Children attending Food and Fun during the summer holidays enjoyed a healthy breakfast, snack and a hot lunch provided by NEWydd Catering & Cleaning Ltd. Children also took home recipe cards and ingredients to feed a family of four.

Food and Fun has a keen focus on nutrition education, with children encouraged to try new foods and take part in practical food activities each week. Aura Leisure delivered a wide variety of sporting activities and interactive games alongside a broad offer of enrichment activities coordinated by each school. The children have enjoyed dancing, circus skills and drumming.

The Food and Fun programme benefit pupils long after it ends. School staff build on the relationships they have made with providers and the skills that they have gained from the training undertaken. An example of this can be seen in two schools who have invited the Betsi Cadwaladr University Health Board (BCUHB) dieticians in to work with parents on 'Come and Cook' sessions.

## 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 2021.

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

- Recording the ethnic details of Social Service users. This is now a mandatory field on the Social Services client database.
- Monitoring the profile of tenants, homelessness applicants and people on the housing waiting lists.
- Recording the profile of school pupils and school attainment levels.
- Recording and monitoring 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 Cyngor Gwynedd 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
- 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 2022/23 the Community Cohesion Team:

- Developed a Cultural Community Drop-in, which was held weekly in the county and that has led to greater engagement with Albanian and Polish community members.
- Re-established links with the Chinese Women's Network.
- Hosted online Cultural Exchange meeting for members of 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 work together.

### **Using information to meet the general duty**

4.8 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. An example of this is the work being undertaken by the Youth Offending Team. Analysis of data of referrals to the Team are regularly analysed to identify disproportionality. This work is also supported by surveys of the young people who have been referred to ensure there has been fair treatment.

4.9 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](#).

4.9 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.

### **Employment Information**

4.10 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. **A profile of the workforce can be found at Appendix 2**

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

4.12 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.

5.2 A summary of the annual Equal Pay Audit by gender, disability, ethnicity and religion as at 31<sup>st</sup> March 2023, is published separately. This will be published on the Council's website.

## **6.0 Equality Impact Assessments (EIAs)**

6.1 Equality Impact Assessments (EIA) are 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 NWPSSEN which includes 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 NWPSSEN 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 outcome 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 mandatory e-learning packages specifically on equality:

- Equality Act 2010 – completed by 935 employees.
- Equality in the Workplace – completed by 950 employees.

7.2 These are supported by e-learning packages on:

- Modern slavery – completed by 1,013 employees.
- Hate crime – completed by 1,067 employees.
- Understanding Autism -completed by 107 employees.

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 2022/23, in addition to the e-learning programmes, workshops were delivered on:-

- Hate Crime awareness training was delivered by Victim Support.
- Unconscious Bias training -attended by 53 employees.
- Autism Awareness (online and face to face).
- Neurodiversity attended by 32 employees.
- Menopause Awareness attended by 40 employees.

## 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.

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.
- Review our pay and grading structure to ensure as an organisation our pay and grading structure is modern, equitable and fit for purpose.
- Incorporate actions from Welsh Government's Anti-racist Wales and LGTQ+ Action Plan within the new Strategic Equality Plan 2024-28.

**Thank you for reading our Strategic Equality Plan Annual Report  
2022/23.**

## Appendix 1 Strategic Equality Plan Action Plan 2020- 2024

### 2022/23 Progress

Strategic Equality Plan – Action Plan		
Objective 1: Improve health, well-being and social care outcomes including outcomes for older people and disabled people.		
Action	Who	Progress
Setting up a registered Children’s Home to help avoid the need for residential placements outside Flintshire	Senior Manager Children’s Services	We have 3 of the 5 new homes successfully registered with Care Inspectorate Wales (CIW). We continue to work with CIW around the registration process for one of the homes and we are working on the documentation in readiness for applying for registration for other home.  
Continue to develop services to support the reduction of the number of children looked after by the Local Authority through the recommissioning of current services.	Senior Manager Children’s Services	In progress 
Continuing to grow our in-house fostering service to support more looked after children, measured by the increase in new foster carer approvals in the year	Senior Manager Children’s Services	In progress 
Plan to provide additional placements for ‘discharge to recover and assess’ in the in-house provision	Senior Manager Adults Services / Commissioning Manager	Flintshire County Council has approved a final design for a new 56-bedroom residential care home in

Strategic Equality Plan – Action Plan		
Objective 1: Improve health, well-being and social care outcomes including outcomes for older people and disabled people.		
Action	Who	Progress
		Flint, on the site which previously housed the Flint Cottage Hospital. 
Continuing to grow the Microcare market, measured by the increase in Microcare providers. Baseline data from 2021/22 is 24 with the target by 2023 to be 34.	Commissioning Manager	There have been an additional 7 Micro-Carers setup during this financial year, with the foundational economy target of 10 expected to be surpassed by the end of the Q4. This has grown the number of active Micro-Carers to 38. We have directly commissioned with 3 Micro-Care providers this year for personal care services, and 4 for well-being services.  
Continuing to grow our in-house homecare service to support more people to live at home, measured by the rate of increasing the rate of those people over 65 who are helped to live at home from 33 in 1,000 to 34 in 1,000.	Senior Manager Adults Services / Commissioning Manager	We have faced significant challenges in recruiting to our community-based teams. We are continuously reviewing our recruitment strategy for homecare and looking for alternative ways to advertise and encourage new applicants.

Strategic Equality Plan – Action Plan		
Objective 1: Improve health, well-being and social care outcomes including outcomes for older people and disabled people.		
Action	Who	Progress
Developing an Early Years Strategy to ensure that all our children ages 0-7 have the best possible start in life and are able to reach their full potential.	Senior Manager Children’s Services	The draft Strategy is being presented to the Early Years Partnership in October 2023 prior to launch and publication. Work within the Strategy is on-going, and the Strategy formalises the approach and Action plan based on four workstreams (as below) adopted by the Welsh Government. The Strategy requires collaboration and partnership working across the whole Early Years system to ensure effective outcomes for all children and longer-term health and wellbeing outcomes. 
Work to the action plan to further improve compliance with the National Autism Code of Practice.	Commissioning Manager	We have developed a local implementation plan which aims to ensure compliance with the Autism Code of Practice. This implementation plan is currently being evaluated as part of Welsh Government national evaluation of compliance with the Code of Practice. Once the evaluation is complete, the plan can be amended to reflect any recommendations.

Strategic Equality Plan – Action Plan		
Objective 1: Improve health, well-being and social care outcomes including outcomes for older people and disabled people.		
Action	Who	Progress
		
Continue to develop carers services through partnership with Third Sector providers	Commissioning Manager	In progress
Establish a Dementia Strategy Implementation Group, to include representation from people with lived experience.	Commissioning Manager / Senior Manager Adults Services	A Dementia Strategy Project Board was established in 2022 to implement the key actions identified in the Flintshire Dementia Strategy. The actions align with the implementation of the All-Wales Dementia Care Pathway of Standards. 
To promote the creative use of direct payments with individuals and carers to meet their outcomes.	Senior Manager Adults Services	The Flintshire direct payments support service continue to support and encourage both citizens and social care practitioners to focus on and develop bespoke, outcomes focused solutions to meeting assessed social care needs and to help people to achieve agreed well-being outcomes. 
Further development of Young Carers Service and the Young Carers ID Card	Senior Manager Children's Services	Our Young Carer ID card has been launched successfully and engagement and uptake has been

Strategic Equality Plan – Action Plan		
Objective 1: Improve health, well-being and social care outcomes including outcomes for older people and disabled people.		
Action	Who	Progress
		<p>increasing. We now have more than 100 Young Carers across Flintshire registered with the scheme. Work is ongoing to drive this further through establishing links with local businesses to offer discounts and benefits for young people carrying the Young Carers ID Card as a thank you for the work they do as a Young Carer.</p> <p></p>
Work in partnership with Aura and Street Games to deliver free on-line fitness session for LGBT young people	Information and Involvement Officer	<p>Estyn Llaw Team within Youth Service has promoted fitness sessions to LGBT young people via social media, youth clubs and projects.</p> <p></p>
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	<p>The report has been finalised but yet to be shared with stakeholders.</p> <p></p>
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	<p>Location of transit site has been agreed, waiting on approval to progress planning application.</p>

Strategic Equality Plan – Action Plan		
Objective 1: Improve health, well-being and social care outcomes including outcomes for older people and disabled people.		
Action	Who	Progress
		
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	Additional annual leave was introduced in October 2022. 

Strategic Equality Plan – Action Plan		
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. Between April 2022 and March 2023 49 incidents were reported by schools. 19 of the reports were made from primary schools and 30 from secondary schools. 

Strategic Equality Plan – Action Plan		
Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well-being		
Action	Who	Progress
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 without a current policy are being contacted. 
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.

Strategic Equality Plan – Action Plan		
Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well-being		
Action	Who	Progress
		<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>
Ensure all schools access modern slavery training.	Learning Advisor, Health, Well-being and Safeguarding	<p>A new training provider is being sought as North Wales Police no longer have capacity to deliver this training.</p> <p></p>

Strategic Equality Plan – Action Plan		
Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well-being		
Action	Who	Progress
Reduce the gap and educational attainment level for those eligible for/receiving free school meals.	Senior Manager School Improvement	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. 
Continue to grow/expand LGBT Youth Group	Information and Involvement Officer	The Youth Service consulted with young people in partnership with Theatr Clwyd and a group runs each week during term time for LGBT+ young people and is run by the theatre. Youth service sign post young people to the provision. 
To develop a partnership with Viva to offer an additional LGBT+ group which will meet in the evenings	Information and Involvement Officer	The Flintshire LGBT+ Youth Group in partnership with Viva was held at Deeside Leisure Centre but numbers were low so a decision was made to end the sessions and look for an alternative method to enable young people from all over Flintshire to

Strategic Equality Plan – Action Plan		
Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well-being		
Action	Who	Progress
		attend. Work is currently being undertaken to consult with young people about an online LGBT+ provision for delivery in early 2024. 
Monitor Black, Asian and Minority Ethnic people entering youth justice system	Youth Justice Manager	Ongoing monitoring through the services' Disproportionality Action Plan and reports to the Youth Justice Service Management Board 
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

Strategic Equality Plan – Action Plan		
Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well-being		
Action	Who	Progress
		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). 15 schools participated in the pilot of Jigsaw PSHE during 2022/23 - 14 primary and 1 secondary specialist school. 1 of the primary schools piloted the Welsh medium resources. 

Strategic Equality Plan – Action Plan		
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 will be published in March 2024, in line with statutory reporting timeframes. 
Support people with learning disabilities to gain paid employment through Project Search.	Planning and Development Team	Seven new interns are now undertaking placements. 
Achieve Level 3 Disability Confident Leader – DWP Disability Confident Employer	HR Policy and Reward Officer	We have maintained level 2 status. 
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	10 people from Ukraine completed the course during 2022/23. 
Continue to collate diversity data from employees to increase response rate	HR Business Information Officer	Diversity data continues to be collated. Non-school 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 has not yet been published. 
Identify opportunities to use positive action to reduce inequalities.	HR Business Information Officer	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. 
Increase the number of employees who complete the equality e-learning modules.	Strategic Policy Advisor	The e-learning modules for equality are mandatory and process is now in place advising managers of who has not completed the modules. This means that there is now an increase in completion rates. Over 65% employees have completed this training module. 

<b>Strategic Equality Plan – Action Plan</b>		
<b>Objective 4: Improve personal safety for all protected groups</b>		
<b>Action</b>	<b>Who</b>	<b>Progress</b>
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 

Strategic Equality Plan – Action Plan		
Objective 4: Improve personal safety for all protected groups		
Action	Who	Progress
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	Over 83% employees have now completed the training 
Increase the number of employees who attend Modern Slavery training	Strategic Policy Advisor	Over 64% employees completed the Modern Slavery e-learning training 

<b>Strategic Equality Plan – Action plan</b>		
<b>Objective 5: Increasing access to participation to services and decision making for all protected groups</b>		
<b>Action</b>	<b>Who</b>	<b>Progress</b>
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.

<b>Strategic Equality Plan – Action plan</b>		
<b>Objective 5: Increasing access to participation to services and decision making for all protected groups</b>		
<b>Action</b>	<b>Who</b>	<b>Progress</b>
		
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 

<b>Strategic Equality Plan – Action Plan</b>		
<b>Objective 6: Improve living standards of people with different protected characteristics</b>		
<b>Action</b>	<b>Who</b>	<b>Progress</b>
Develop plan for a transit site for Travellers	Gypsy and Traveller Liaison Officer	Location of transit site has been agreed, waiting for formal approval to proceed with planning application. 
Become a resettlement area for Asylum Seekers and Refugees		Negotiations are continuing with Home Office and Clearsprings, the accommodation provider for the Home Office.

<b>Strategic Equality Plan – Action Plan</b>		
<b>Objective 7 Develop our knowledge of the socio-economic duty to protect people from poverty</b>		
<b>Action</b>	<b>Who</b>	<b>Progress</b>

Strategic Equality Plan – Action Plan		
Objective 7 Develop our knowledge of the socio-economic duty to protect people from poverty		
Action	Who	Progress
<p>Ensuring access to period products, free of charge and accessible in the most practical and dignified way possible to:</p> <ul style="list-style-type: none"> <li>• all learners in all schools</li> <li>• those who menstruate,</li> <li>• prioritising those from low-income households</li> </ul>	Learning Advisor – Health, Well-being & Safeguarding	<p>All female pupils in Flintshire schools (x78) have access to a selection of sanitary products in school. Period products are being distributed through each Food Bank centre in the county. All youth groups / projects provided with a selection of sanitary products. Products are also distributed through 15 adult community learning venues.</p> <p></p>
<p>Maximise the numbers attending the Food and Fun programme (previously known as School Holiday Enrichment Programme) in the school summer holidays.</p>	Learning Advisor – Health, Well-being & Safeguarding	<p>286 children benefitted from Food and Fun at 8 schools during the Summer 2022. Children attending enjoyed a healthy breakfast, snack and a hot lunch. Food and Fun has a keen focus on nutrition education, with children encouraged to try new foods and take part in practical food activities each week. “Recipe boxes’ which included six step-by-step recipe cards and all of the ingredients to feed a family of four, were provided to the parents of children attending.</p> <p></p>

Strategic Equality Plan – Action Plan		
Objective 7 Develop our knowledge of the socio-economic duty to protect people from poverty		
Action	Who	Progress
Continue to raise awareness of Council Tax Reduction Scheme (CTRS) and ensure that all low-income households are aware of what they are entitled to and how they can make a claim.	Team Manager – Benefits Assessment	<p>Take Up actions have included:</p> <ul style="list-style-type: none"> <li>• Updated correspondence issued to all applicants for Disabled Facilities Grants, Free School Meals and School Essential Grants to advise they may also be eligible for CTRS.</li> <li>• Created Cost of Living Hub to allow customers to easily access information in relation to all Benefits and Grants including CTRS.</li> <li>• Contacting customers who are claiming Housing Benefit only to see if they wish claim CTRS.</li> <li>• Promoted to all Council Tax paying households as part of annual billing.</li> </ul> <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.	Welfare Reform Team Manager	<p>Referrals continue to be received due to the continuation of the impacts of the cost of living. It is envisaged that figures will continue to rise with the increased costs of energy bills and general cost of living expenditure</p> <p></p>

Strategic Equality Plan – Action Plan		
Objective 7 Develop our knowledge of the socio-economic duty to protect people from poverty		
Action	Who	Progress
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	Take Up actions have included: <ul style="list-style-type: none"> <li>• Contacting all eligible Free School Meals (FSM) customers who had not claimed the School Essential Grant to advise of their eligibility and where necessary provide help to complete the application form.</li> <li>• Promoting via website and schools.</li> </ul> 
Provide holistic and financial support to those customers who find themselves in financial difficulty before they fall into poverty.	Welfare Reform Team Manager	Ongoing advice and support forms part of the Discretionary Housing Payments (DHP) application process even if a DHP is unsuccessful. 

## Appendix 2 Profile of the workforce

### 1. Profile of employees by Ethnic Origin

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

	<b>2023</b>	
<b>Ethnic Origin</b>	<b>Total employees</b>	<b>% employees</b>
BME	47	0.75%
White	4106	65.85%
Not Stated	2082	33.39%
Prefer Not To Say	0	0.00%
<b>Totals</b>	<b>6235</b>	<b>100.00</b>

### 2. Profile of employees who classify themselves as being disabled

**Table 2.1 Profile of disabled employees (including schools)**

	<b>2023</b>	
<b>Disabled employees</b>	<b>Total employees</b>	<b>% employees</b>
No	3906	62.65%
Not Stated	1777	28.50%
Yes	167	2.68%
Prefer Not To Say	385	6.17%
<b>Total</b>	<b>6235</b>	<b>100.00</b>

### 3 Profile of employees by Sexual Orientation

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

	<b>2023</b>	
<b>Sexual Orientation</b>	<b>Total employees</b>	<b>% employees</b>
Bi-Sexual	27	0.43%
Gay Man	19	0.30%
Gay Woman/Lesbian	26	0.42%
Heterosexual / Straight	3056	49.01%
Not Stated	2934	47.06%
Other	16	0.26%
Prefer Not To Say	157	2.52%
<b>Total</b>	<b>6235</b>	<b>100.00%</b>

#### 4 Profile of employees by Religion or Belief

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

Religion or Belief	2023	
	Total employees	% employees
Buddhist	>10	>0.15%
Christian	2029	32.54%
Hindu	> 10	>0.15%
Jewish	> 10	>0.15%
Muslim	> 10	>0.15%
None	1386	21.94%
Not Stated	2588	41.51%
Other	83	1.33%
Prefer Not To Say	151	2.42%
Sikh	>10	>0.15%
<b>Total</b>	<b>6235</b>	

#### 5 Profile of employees by Marital Status

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

Marital Status	2023	
	Total employees	% employees
Divorced or in a Dissolved Civil Partnership	205	3.29%
Married or in a Civil Partnership	2201	35.30%
Not Married or in a Civil Partnership	1304	20.91%
Not Stated	2393	38.28%
Widowed or Surviving Civil Partner	33	0.53%
Prefer Not To Say	99	1.59%
<b>Total</b>	<b>6235</b>	<b>100%</b>

## 6 Profile of employees by Sex

**Table 6.1** Profile of employees (including schools) by sex

Sex	2023	
	Total employees	% employees
Female	4738	75.99%
Male	1497	24.01%
Not stated	0	0.00%
<b>Total</b>	<b>6235</b>	<b>100%</b>

## 7 Profile of employees by Age

**Table 7.1.** Employee profile by age (including schools)

Age Range	2023	
	Total employees	% employees
16 – 24	252	4.04%
25 – 34	1047	16.79%
35 – 44	1462	23.45%
45 – 49	758	12.16%
50 – 54	973	15.61%
55 – 59	881	14.13%
60 – 64	587	9.41%
65 – 69	207	3.32%
70 – 74	47	0.75%
75 and Over	21	0.34%
<b>Totals</b>	<b>6235</b>	<b>100</b>