Wrexham County Borough Council

Strategic Equality Plan
Annual Report April 2012 – March 2013

Accessible Formats

This document and supporting documents will be published on the Council’s website in English and Welsh in Microsoft Word and PDF formats in Arial font size 12 as standard. Other accessible formats including large print, Braille, BSL DVD, easy-read, audio and electronic formats, and other languages will be available upon request.

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# Wrexham County Borough Council Strategic Equality Plan

## Annual Report 2012-13

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Wrexham County Borough Council Strategic Equality Plan

Annual Report 2012-13

Foreword:

This is the first annual report for the Council’s Strategic Equality Plan (SEP) 2012-16; it covers the period April 2012 to March 2013. The report sets out:

- how the Council is meeting its specific duties under the Equality Act 2010 (Wales) regulations 2011;
- how the Council is meeting its general duties under the Equality Act 2010; and
- progress against the equality objectives and actions set out in the plan.

During this reporting period the Council also took part in a pilot project with the Welsh Local Government Association (WLGA). This was a Peer Assessment against the Equality Standard for Local Government in Wales. The overall assessment from the WLGA Peer Review is also included in this report.

I am pleased that many areas of the SEP have been achieved and this is due to the collective commitment and hard work of all Council departments. This together with achievement of the internal Equality Improvement Award provides a firm foundation for taking forward our equality objectives over the next four years. However, it is also right to recognise that there are on-going areas for improvement if we are to properly address the inequalities identified and experienced by many people in Wrexham County Borough.

The vision of the Council Plan is to ensure that Wrexham and its people are supported to fulfill their potential and prosper. Through the work we do to eliminate discrimination and inequality to and foster good community relations we are proactively seeking to make that vision a reality for everyone in the County Borough.

Councillor Hugh Jones, JP, Lead Member for Communities, Partnerships and Collaboration
1. Executive Summary:

The Council has a legal duty to meet the requirements of the Public Sector Equality Duties to:

- Eliminate unlawful discrimination;
- Advance equality of opportunity; and
- Foster good relations.

We must also ensure that we have the proper processes in place to promote equality and monitor the equality impact of our work.

To take this work forward we consulted with the public in order to develop a Strategic Equality Plan. The Plan sets out the equality aims and objectives we identified as being really important for the people of Wrexham. We have identified key people in the Council including the Lead Elected Member for equality, Heads of Departments and Equality Improvement officers, to help guide the implementation of our Plan and to ensure that we develop a culture of continuous improvement. This report describes the progress we have made during 2012/13 to implement the Plan and the processes we have put in place to help us.

Overall we have made good progress. Some examples include:

- Successfully implementing an internal Equality Award Scheme;
- Taking part in a pilot Equality Improvement Peer Review assessment of our equality and diversity work;
- Identifying and implementing key actions to help us meet the general equality duties;
- Taking steps to improve our engagement with individuals and communities with protected characteristics;
- Improving the way we monitor and assess the potential impact of our policies and services on people so that we can minimise any negative impacts;
- Taking steps to ensure that our employment policies and practices are fair and support equality of outcome for all staff;
- Providing targeted training to staff on equality issues; and
- Taking steps to ensure that we consider equality issues when we commission services through other organisations.

While good progress has been made there is much that remains to be done. In addition to the objectives already contained in the Strategic Equality Plan during 2013-14 we will also take forward the following in 2014/15:

- Improving the use of information gained through Equality Impact Assessments to inform service developments across departments;
- Improving equality monitoring and employee equality monitoring data;
- More effectively embedding equality related training in all service areas;
- Improving our equality processes by taking forward the recommendations of the Welsh Local Government Peer Review; and
- Improving our engagement with the public on equality issues.

Further details are contained within the main report. If you would like to comment on it please contact us on: Telephone: 01978 298736, Email: onewrexham@wrexham.gov.uk
2. Introduction and background:

Equality means:
‘An equal society which protects and promotes real freedom and opportunity to live in the way people value and would choose, so that everyone can flourish. An equal society recognises people’s different needs, situation and goals and removes the barriers that limit what people can do and be.’
[WLGA, Equality Improvement Framework for Wales, 2012]

The Equality Act 2010 brought together a number of different pieces of legislation to provide a single legal framework to more effectively tackle discrimination and disadvantage. The Act sets out groups of people which are specifically listed as having ‘protected characteristics’:

- Age
- Disability
- Gender reassignment
- Race
- Religion and Belief
- Sex
- Sexual orientation
- Marriage and Civil Partnership

Welsh language is covered by the Welsh Language Act 1998 and the Council has a separate Welsh Language Scheme to ensure that the Welsh and English languages are treated on a basis of equality.


In April 2011 a statutory ‘general duty’ was introduced for all public bodies in England and Wales to:

- Eliminate unlawful discrimination, harassment, and victimisation;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not; and
- Foster good relations between persons who share a protected characteristic and persons who do not.

Councils in Wales also have specific legal duties set out in the Equality Act 2010 (Wales) regulations 2011:

- Publishing a Strategic Equality Plan and equality objectives every 4 years;
- Engagement and involvement activities for groups with ‘protected characteristics’;
- Ensuring all published material is accessible;
- Assessing the impact of relevant policies and plans;
- Training and the collection of employment information;
- Promoting knowledge and understanding of the Equality Act across the organisation;
- Addressing unfair pay differences;
- Using procurement practice to contribute to the delivery of equality objectives; and
- Reviewing progress in implementing the Strategic Equality Plan and related action plans.
Wrexham Council Strategic Equality Plan (SEP) 2012-16:

The Council prepared its SEP during 2011 following engagement with local and regional groups and organisations representing people with a wide range of protected characteristics. This enabled us to identify local equality objectives. We also worked with the other public bodies across North Wales to identify regional equality objectives.

The local and regional equality objectives and the evidence base used to identify them are detailed within the Strategic Equality Plan. http://www.wrexham.gov.uk/english/council/equality/equality.htm

The Wrexham Council Strategic Equality Plan 2012-16 was supported by the former Corporate Governance and Policy Scrutiny Committee on 7 March 2012 and approved by the Executive Board on 3 April 2012.

Alongside the SEP the Council’s work on equality is supported by the Community Cohesion Strategy 2011-14, Equality Policy, Welsh Language Scheme and the Customer Care Strategy.

Equality leads, champions and networks

The Lead Member for Communities, Partnerships and Collaboration takes a lead role in promoting and overseeing the Council’s work on equality and diversity. Strategic support is provided by the Head of Community Wellbeing and Development. The Customers, Performance and Resources Scrutiny Committee receive regular monitoring updates and reports.

The Community Diversity team provides dedicated support to mainstream equality and diversity across the Council including the operational management of the Equality Improvement Group. This is the Council’s corporate equality group attended by equality representatives from all departments. The Group is chaired and championed by the Head of Community Wellbeing and Development.

Internal delivery and monitoring processes

Delivery of the Strategic Equality Plan is being achieved through departmental Service Plans. This is to enable equality monitoring to be integrated into the Council’s corporate performance management system.

As identified in the WLGA Peer Review, further work is needed to embed this approach and to identify measurable outcomes for people rather than outputs.

3. Progress against the specific duties under the Equality Act 2010 (Wales) Regulations 2011
The Action Plan to deliver the Council’s Strategic Equality Plan (SEP) is provided at Appendix 1, highlighting the progress made in relation to each of the actions.

Overall the SEP is felt by departments to be ‘on-track’. However, effective monitoring of the SEP has been limited because there has been a focus on processes and outputs more than outcomes. For 2014/15 this will be addressed in a number of ways:

- Feedback from the Customer Performance and Resources Scrutiny Committee explicitly requires an outcome focus from April 2014;
- Equality outcomes identified explicitly in departmental Service Plans and linked to both the Council Plan and the Single Integrated Plan;
- On-going support, monitoring and evaluation through the Equality Improvement Group; and
- Improved engagement with the public on equality issues including through a ‘You Said We Did’ event linked to the service planning cycle.

Progress in relation to Employee equality monitoring is described at section 7 of this report.

**Wrexham Council Equality Improvement Award**

In 2011 the Council introduced its own internal Equality Award Scheme based on the Equality Improvement Framework for Local Government in Wales. The purpose of the scheme was to bring all departments up to an agreed baseline standard of achieving Bronze, Silver and Gold levels by March 2013 and to promote consistency in the way equality is being addressed across the organisation.

Departments were asked to submit evidence against set criteria in relation to bronze, silver and gold standards.

- **Bronze – Foundation level** - to achieve this level the department will have demonstrated (over ten criteria) across all of its function, that it is committed to equality and has built a sound foundation for its equality work.

- **Silver – Developmental level** - to achieve this level the department will have demonstrate (over five further criteria) and across all of its functions that it is making progress and developing robust systems for managing equality and improving equality outcomes for staff and service users.

- **Gold – Achieving level** - to achieve this level the department will have to demonstrate (over a final five additional criteria) and across all of its functions that it is committed to equality, has robust systems for managing equality, improving equality outcomes for staff and customers and that it is achieving positive equality outcomes and advancing equality.

All departments worked hard to achieve the gold standard. In addition areas of departmental good practice were identified and shared across departments through the Equality Improvement Group.

Good practice examples include:

- Departments have an identified lead officer for equality and diversity work;
• Nominated officers co-ordinate departmental work;
• Equality stakeholders are involved in annual service planning;
• Adult Social Care and Children and Young People’s Services commissioning teams meet with potential contractors to clarify expectations in relation to service provision including equality requirements;
• The Environmental Services department publishes an equality newsletter for staff;
• The Corporate and Customer Care department has developed staff equality monitoring forms to be used across the council;
• Community Wellbeing and Development department are leading on an anti hate project;
• Adults and Children’s Social Care Departments (i.e. employees under the responsibility of the Statutory Director of Social Services) have
  o met with potential contractors to clarify expectations in relation to service provision including equality requirements;
  o revised their training modules to include equality issues;
  o taken forward the Dignity in Care agenda through the Dignity in Care Champions Network in partnership with Flintshire County Council; and
  o held an annual engagement event for young people with a disability and their parents and carers;

This award has been successful in helping departments put in place the appropriate processes with which to take forward the SEP. Going forward departments will take a more outcome-focused approach.

**Welsh Local Government Association (WLGA) Peer Review**

The Council worked with the WLGA in 2012 on a pilot Equality Improvement Peer Review assessment of our equality and diversity work.

The assessment highlighted key areas of good practice and areas for further improvement.

Good practice included:
• Strong political and senior management support for equality and diversity;
• Engagement with Gypsy and Traveller communities and with asylum seeking communities;
• Monitoring of hate crime across all protected characteristics;
• Hate crime training;
• The officer led Equality Improvement Group;
• Equality section on corporate reports template; and
• Equality training.

The report also highlighted key areas for development. These have been accepted and have been incorporated in to the SEP Action Plan for 2013/14 and 2014/15.

<table>
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<tr>
<th>WLGA Peer Review recommendation</th>
<th>Progress</th>
<th>Further action</th>
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<tr>
<td><strong>Mainstreaming linked to business planning</strong></td>
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<tr>
<td>• Promote equalities in terms of outcomes to be achieved;</td>
<td>Revised approach to equality and community</td>
<td>Identification of equality actions, timescales and</td>
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- Embed local and regional equality objectives into the business planning process;
- Join up local and regional objectives to maximise opportunities for collaboration across geographic and organisational boundaries;
- Equality planning should be linked into local partnership arrangements and integrated planning.

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<thead>
<tr>
<th>Cohesion agreed and action plan developed incorporating local and regional objectives and linked to the council’s business planning process, local plans and integrated plans.</th>
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<td>Outcomes in relevant departmental services plans by March 2014 to inform the SEP Strategic Action Plan 2014-15.</td>
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**Equality impact assessments:**

- Develop a more strategic approach to the collection and use of equalities data;
- Review and revise the EIA process;
- Promote and support the use of EIAs through relevant training;
- Strengthen engagement with the voluntary sector on operational EIAs.

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<th>Revised approach developed and implemented including:</th>
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<td>On-line EIA form (December 2013) Quality assurance testing twice yearly to identify and promote good practice across the council.</td>
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**Equality Improvement Group:**

- Redefine the remit of the Equality Improvement Group (EIG) to drive the agenda through the business planning process;
- Encourage discussion on equality issues at team meetings for all service areas.

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<tr>
<th>EIG members working with departments to identify equality outcomes within departmental service planning processes.</th>
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<td>Quality assurance process to be used to provide positive feedback to departments and where needed, suggestions for improvement</td>
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**Internal processes:**

- Improve workforce monitoring across protected characteristics;
- Review and enhance employment policies to address underrepresentation;
- Raise awareness of the requirements under the Act in relation to procurement and contract monitoring.

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<tr>
<th>Employment Equality Monitoring undertaken during 2011-12. Response rates were low. Equality requirements are included as standard in the procurement pre-qualification questionnaire, in line with welsh Government guidelines. Equality monitoring is a standard requirement within 3rd sector contracts. Regionally agreed equality</th>
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<td>Communications Strategy being developed to enable Employment Equality Monitoring survey in January 2014. A separate schools Employment Equality Monitoring survey will also be undertaken in January 2014. The findings from these surveys will inform the employment policies to address under</td>
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requirements are included in all domiciliary care contracts. Equality monitoring requirements included in all new contracts. Equality monitoring guidance to be developed in relation to contracts.

Training:
- Provide equality training for Scrutiny Chairs;
- Develop a strategic approach to equality training that meets the needs of specific roles across the organisation.
- Free WLGA training for Scrutiny Chairs identified.
- Free WLGA training for legal team identified.
- Dates to be confirmed
  
  Revised approach to meet training needs of staff based in the community e.g. street scene operatives and home care staff.
  
  E-learning modules will be developed:
  - Equality Act 2012;
  - Equality in the workplace;
  - Equality Impact Assessments;
  - Hate Crime; and
  - Community Cohesion.

Consultation and engagement:
- Consideration needs to be given to a ‘You said, we did’ approach to feedback to the voluntary sector partners and the public.
- Development of a corporate Consultation and Engagement Strategy
- WCBC annual ‘We’re listening’ report
- Review the remit of the council-led Wrexham Community Diversity Forum

4. Progress against the general duty under the Equality Act 2010

A range of activities were taken forward in relation to each of the general duties during 2012-13. These included:

Eliminate unlawful discrimination, harassment, and victimisation:
- There were 50 reports of hate crime reported to the Council during 2012-13, the majority were racially motivated;
- Training on hate crime was provided to Youth Workers, school Social Workers, Glyndwr University student support team;
- There are now 41 Third Party Reporting Centres across the County Borough;
- Street Scene removed 13 instances of racially motivated graffiti the same day it was reported;
• Domestic Abuse and Sexual Violence data now includes information on the number of BME, LGBT, and disability related referrals to Wrexham Multi Agency Risk Assessment Conference and indicate that Wrexham figures are in line with those from other areas of North Wales, most similar forces and national data. Target hardening equipment is available to enable victims to remain in own home;
• The “Butterflies: Right to be safe programme” for young people successfully been integrated into mainstream funding. “Crucial Crew” and Star Project (Women’s Aid) & Cat’s Paw Theatre Company production regarding healthy relationships delivered in high schools;
• Recognised White Ribbon Day to promote awareness of domestic abuse and sexual violence. Young people project carried out with Yale College students to raise awareness of Domestic Abuse;
• Development of a Transitioning Policy for staff. (Transitioning is the social, psychological, emotional and economic process that a trans person undergoes to move from their assigned gender role into their chosen or acquired gender.);
• Youth services include work to tackle negative perceptions including exploring different faiths and beliefs, ethnicity, migration and challenging racism and prejudice through sport;
• Through the work of the Healthy Schools and Personal and Social Education agendas 22 schools achieved NQA status for Emotional and Mental Health; and
• The schools Educational Psychology Services co-ordinates a termly Anti Bullying Special Interest Group.

Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not

• 2 staff within the Corporate Customer Services Team are trained in British Sign Language;
• 2 staff within the Corporate Contact Centre are fluent Welsh speakers with 3 others able to communicate in Welsh;
• Self service facilities within Contact Wrexham include a designated work station with high visibility keyboard and ergonomically designed mouse;
• The majority of public buses used on strategic routes have lowered floor provision.
• Approximately 30,000 concessionary travel cards are in circulation;
• There is regular parking enforcement of the Blue Badge scheme;
• Information for tenants is available in other languages and formats on request;
• The Housing Services Call Centre has appointed 2 Welsh speakers;
• There is a designated Mother and Baby feeding room at the Housing and Public Protection Department offices;
• The Councils website has:
  • An audio facility using Dixerit Plus;
  • A Magnifier tool which allows the screen display to be magnified up to 32 times its normal size;
  • A Contrast tool which allows a tint to be applied to the screen;
• Domestic Abuse Workplace Policy introduced January 2012. Forward schedule of training for managers regarding implementation of the policy is in place; and
• 28 children with protected characteristics (predominately disability) from 28 families were provided with additional support through our Playwork Inclusion
Project, enabling them to access community based, staffed play projects with other children.

**Foster good relations between persons who share a protected characteristic and persons who do not.**
- Development of schools resource pack: Asylum awareness raising;
- Development of schools resource pack: Tackling Muslim Stereotypes;
- The Community Tension Monitoring Group identified and responded to 44 community tensions;
- Celebrated National Gypsy Roma Traveller History Month in partnership with the local Gypsy and Traveller community and partner agencies;
- Celebrated National Refugee Week in partnership with local refugees and partner agencies.
- Celebrated National Interfaith Week in partnership with Tangnedefd;
- Cat’s Paw Theatre Company project in local High Schools “Break the Silence on Sexual Violence”;
- Willow Group for parents where there are issues of child to parent violence; and
- Young person led project ‘Wrespect’ through Wrexham Youth Service.

5. **Engagement**

Departments across the Council record and monitor the profile of customers accessing their services. The process for this is not consistent across the Council and as a result there is not sufficient data to enable robust analysis, but work is underway to address this.

Other sources of data used by the Council include [www.neighbourhood.statistics.gov.uk](http://www.neighbourhood.statistics.gov.uk), Office for National Statistics, NOMIS, Infobase Cymru, Stats Wales, regional and national research and reports. The Council also uses a panel of local people as one of its consultation tools – the People’s Voice on-line Citizens Panel. The make-up of the panel and respondents views are analysed by protected characteristic and this information is included in each report. We regularly review the Panel and the diversity of its members so that it better reflects the people and communities of Wrexham.

Some communities with protected characteristics have relatively low populations and therefore statistical analysis is very difficult. The Council uses national and regional research in order to better understand the issues in relation to people with protected characteristics. Qualitative information is collected in the form of focus groups and surveys and through engagement with local groups such as:
- Wrexham Gypsy and Traveller Multi Agency Forum
- Wrexham Gypsy and Traveller Reading and Writing Group
- Wrexham Islamic Cultural Association
- BAWSO
- African Community Centre
- Filipino Association
- North Wales Regional Public Sector Equality Network
- Wrexham Deaf Forum
- Wrexham Over 50’s Forum
- Wrexham Senedd Yr Ifanc (Young People’s Parliament)
- Schools Councils
The Human Resources team in the Corporate and Customer Services Department uses a Virtual Policy Network to review new and revised policies. The Network includes staff from all departments and key corporate areas of business e.g. equalities, health and safety, legal and finance. During 2012-13 the following policies were reviewed:

- Disturbance Allowance;
- Recruitment & Selection;
- Redundancy & Redeployment;
- Pay Policy Statement;
- Work life Balance & Flexible Working;
- Time Off Work Policy; and
- Relocation Allowance Policy.

Examples of improvements to our equality data collection 2012-13

- Customer Services surveys include equality monitoring as standard;
- Leisure services collate the profile of their customers by protected characteristic;
- Library services collate the profile of their customers by protected characteristic;
- Hate crime data is now analysed by protected characteristic; and
- MARAC data supplied by CAADA includes BME, LGBT, and disability data as standard.

We have developed an improved process for providing feedback to customers - 
“**We’re Listening**” 2012/13 Understanding and Responding to Citizens

Data taken from the 2011 Census has improved our understanding of local diversity but further work is needed to:

- develop a consistent approach to equality monitoring across the Council; and
- improve our use of monitoring data to set appropriate targets.

### 6. Using information to meet the general duty

Departments use service data to understand the profile of their customers and potential customers. This is compared to census data to identify under or over representation of groups with protected characteristics within specific service areas. This enables departments to agree actions and set targets which have been used to inform the Council’s Local Equality Objectives.

Analysis of satisfaction rates and complaints also helps to identify areas of potential discrimination and proactively address potential community tensions e.g.

- Customer Services surveys include equality monitoring;
• Analysis of customer complaints by departments identifies potential areas of discrimination which are then addressed; and
• Potential community tensions are collated, reviewed and addressed through the multi-agency Community Tension Monitoring group which is co-ordinated by the Council.

Information gained through Equality Impact Assessments is used to inform service developments. Further work is needed to share this information across departments.

7. Wrexham Council Employees

Diversity is important and the Council wants to maintain a workforce that has a wide range of skills, qualifications and experiences. We are committed to ensuring that all our employment policies and practices for employees are fair, advance equality of outcome, eliminate discrimination and foster good employee relations. As a public authority the Council is committed to take steps to promote equality of opportunity and combat discrimination and to gather information about employees regarding their age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity and marriage and civil partnership. The term ‘equality monitoring’ describes the process used to gather, store and analyse this information, which is used to improve our services, policies and procedures.

Employment information that is required under the employee monitoring specific duty is available within the Employment Equality Report 2011-12.
http://www.wrexham.gov.uk/assets/pdfs/equality/hr/equalities_data_report.pdf

The report includes information on the various protected characteristics we are able to report on and other policies and practices that have had a positive contribution to the equalities agenda at the Council. The data relates to individuals directly employed by the Council. Data excludes those who work with us but are engaged on a casual, interim or agency basis. Equality monitoring data on school staff will be included in the annual report of each respective school. Wrexham Council Human Resources department collect employee data in the following ways:

• Application Equality Monitoring form;
• Receipt of Contract of Employment Equality Monitoring form;
• Employee Equality Monitoring questionnaire sent out whilst in employment;
• Exit interviews and questionnaire equality monitoring; and
• Training equality monitoring.

8. Equality Impact Assessments (EIA)

It is important that the Council understands the potential impact of any changes it may make in relation to its main policies, strategies, plans and activities before decisions are made. In order to do this, departments have undertaken an Equality Impact Assessment (EIA) against all the protected characteristics using the Council’s online Equality Assessment System and Index (EASI). This ensured that decisions are taken on a risk/impact basis and that the cumulative impact of local, regional and national changes on protected groups can be better understood.
The Council’s corporate equality objectives are sited within departmental Service Plans to enable more effective monitoring and evaluation and to support the mainstreaming of equality impact assessments within day to day business.

A review of this process in 2012-13 identified concerns in relation to the number and thoroughness of the assessments. This echoes the findings of the WLGA peer assessment (see section 3, page 7) which recommended that departments should focus more on outcomes than on processes and outputs.

As a result a more streamline EIA process has been developed to focus on outcomes for people rather than systems outputs. Details of the process, Equality Impact Assessment: Are We Being Fair?

Executive Board and Scrutiny Committee report templates now include a section on equality and human rights for completion by the report author and the reports themselves have a link to the EIAs documents. This provides assurance to Elected Members that the duties have been complied with and directs them to the equality impact assessment should they wish to read it. In 2013/14 the Equality Improvement Group will undertake quality assurance testing with a view to improving the quality of EIAs and sharing good practice.

The EIA process requires regular updates and amendment to respond to the changing landscape of the public sector financial climate and the consequent reshaping of public services. Measures to further improve the system in line with these challenges and to achieve a mainstreamed, sustainable approach to the corporate equality objectives will be taken forward during 2013-14.

72 Equality Impact Assessments have been completed during the past 12 months. Examples include:

- Complaints policy;
- Supporting People contracts;
- Citizen directed support [PSNI];
- Communications toolkit;
- Review of Leisure, Libraries and Community Centres;
- Service Charge payment options;
- Older People’s Commissioning Strategy;
- Play Sufficiency Assessment; and
- Safe recruitment policy.

**Equality Impact Assessment of Budget Proposals 2012/13 and 2013/14**

The Council is keen to ensure that equality and diversity is built into the budget setting process in order to minimise any detrimental impact on front line services, vulnerable people and people with protected characteristics.

All budget proposals undergo an initial equality screening assessment in addition to the PESTLE assessment (potential Physical, Economic, Social, Technological, Legal and Environmental implications). Where a potential negative equality impact is identified, full Equality Impact Assessments (EIA) are undertaken. As part of the EIA process Heads of
Department have been asked to set out what they will do to minimise or mitigate a negative equality impact that could arise from implementing the proposal.

Due to the significant reshaping of services as a result of budget cuts across the public sector the Council has reaffirmed its commitment to prioritising the vulnerable. Therefore the 2013/14 budget was opened up to public consultation through online and hard copy surveys. Information gained from this process informed budget proposals and helped the Council listen to our citizens in order to more effectively target resources.

There has also been a large scale public consultation, on line and through focus groups to support the development of the 2014/15 budget.

Equality Impact Assessments have been completed on all the budget proposals for 2014-15.

9. **Training and Awareness Raising**

During 2012-13, 193 staff attended the mandatory Equality Training for Senior Managers, Managers and Supervisors which aimed to give staff a clear understanding of the public sector equality duties and how these relate to their specific service areas. The objectives of the course were:

- Concepts of equality and fairness;
- A diversity profile of Wrexham – responding to a changing population;
- Human Rights Act 1998;
- Equality Act 2010;
- Delivering the Public Sector Equality Duties for Wales
  - Equality Impact Assessments
  - Equality Monitoring
  - Engagement and consultation
  - Accessible information
- WCBC Equality Objectives and Strategic Equality Plan;
- WCBC Equality Improvement Award;
- Roles and responsibilities; and
- Resources, help and support.

In addition to this training, diversity and equality is included within the:

- Corporate induction for all new employees;
- Institute of Leadership and Management (ILM) Level 5;
- Induction workshops for all new Elected Members; and
- Annual equality awareness raising for all Elected Members within the annual Member Development programme.

Adults and Children’s Social Care Departments have revised their training programme.

- All Social Care managers have to demonstrate an understanding of equalities issues in their relevant qualifications;
- Staff can access a course in Promoting Equality and Dignity in Care;
- A half day workshop has been developed for registered managers Promoting Equality and Dignity in Practice / Managing Services;
• Dementia, Safeguarding and Adult Protection training has been updated to promote Equality and Dignity;
• The Adults and Children’s Social Care Training Plan for 2012/13 includes training on equality matters and also other training events such as Adult Safeguarding, cross reference equality. [www.wrexham.gov.uk/english/council/social_services/workforce_strategy/training.htm](http://www.wrexham.gov.uk/english/council/social_services/workforce_strategy/training.htm)
• The Older Peoples forum members have received training on Equality and Dignity.

Specific training has also been provided in relation to:
• Dignity at Work policy to improve support to staff;
• Equality Impact Assessments to improve understanding of the importance and relevance of impact assessments;
• Basic Access Audit to increase understanding of access issues;
• Anti-hate crime training on the Council’s Third Party Reporting System to increase reporting and increase support to victims;
• Community tension monitoring training to increase co-ordinated support for communities and to address tensions before they deteriorate further;
• No Recourse to Public Funds (NRPF) training for staff in Social Services for Adults and Social Services for Children and Housing departments to increase understanding of the NRPF assessment process and achieve appropriate outcomes for people who may have no recourse to public funds;
• Equality training for Head Teachers, schools and school governors;
• Social Workers have received training on completing domestic abuse and sexual violence risk assessments and the Multi Agency Risk Assessment Conference process; and
• Equality training for Elected Members.

Individual staff performance monitoring is achieved through the Performance Review and Career Development (PCRD) process. Annual work related objectives are set for all members of staff and these are reviewed six monthly. A requirement to include equality objectives is now included in the PCRD template to progress our corporate equality objectives and to identify training needs. Further monitoring and analysis is needed to evaluate the effectiveness of this approach.

Although equality and diversity training and awareness sessions have made a positive contribution towards ensuring that the Council meets its statutory duties, we recognise that further work is needed to promote greater understanding of the duties across all staff groups. We will seek to embed equality related training in all service areas more effectively. We will increase accessibility by developing a range of resources that can be used by individuals and teams. Monitoring the level of take up by service area will provide a greater understanding of participation, levels of understanding and enable a further training needs assessment to be undertaken.

10. **Procurement**

Details of how equality is embedded into the procurement process are set out in the SEP. In brief, the Council has adopted the ‘SQuID’ model for public procurement introduced by the Welsh Government (Supplier Qualification Information Database). This approach aims to
deliver a number of benefits related to promoting equality and diversity by asking a number of key questions:

1. Have any of the following circumstances applied to your organisation in the last three years - A finding of unlawful discrimination by an Employment Tribunal, an Employment Appeal Tribunal or any other court or tribunal (or comparable proceedings). If yes, provide a summary of the findings or judgement and explain what action you have taken to prevent similar circumstances from recurring.
2. If you use sub contractor(s), what processes do you have in place to check whether any of the above circumstances apply to them?
3. Do your staff with management responsibilities receive equalities training?
4. Do your staff with service delivery responsibilities receive equalities training?

The Council’s Procurement Code of Practice and Toolkit provides guidance on equality monitoring and the identification of relevant contract responsibilities. In addition, contract specifications and contracts contain specific equality clauses relating to the Council’s equality objectives and legal duties as relevant and proportionate to the contract. Further work is needed to evaluate the effectiveness of this approach.

Adults and Children’s Social Care Departments held a specific training day for care-related commissioning and procurement partners. This event clarified the Council’s expectations on service providers in relation to the public sector equality duties and the Welsh Language Act.

All Social Care contracts include the following: ‘The Provider shall not unlawfully discriminate within the meaning and scope of any law, enactment, order, or regulation relating to discrimination whether in race, gender, religion, disability, sexual orientation or otherwise. The Provider shall take all reasonable steps to secure the observance of this Clause by all servants, employees or agents of the Provider and all suppliers and sub-contractors employed in the execution of this Contract’

11. Conclusion and key actions for 2013-14

This report outlines the progress made so far in implementing the Council’s Strategic Equality Plan (SEP) and in meeting both its specific and general equalities duties.

While good progress has been made there is much that remains to be done. In addition to the objectives already contained in the SEP during 2013-14 we will also:

- Ensure information gained through Equality Impact Assessments is shared in the officer-led Equality Improvement Group to inform service developments across departments;
- Continue to improve employee equality monitoring data;
- Standardise equality monitoring questionnaires for use by departments that provide services;
- Improve equality monitoring in relation to corporate training provision;
- Embed equality related training in all service areas more effectively;
- Increase the accessibility of equality and diversity training by developing a range of resources that can be used by individuals and teams;
- Improve engagement with the public on equality issues; and
Take forward the recommendations of the WLGA Peer Review, including:
- developing a more streamline Equality Impact Assessment process that focuses on outcomes for people rather than systems outputs;
- siting the delivery of the Council's corporate equality objectives within departmental service plans to enable more effective monitoring and evaluation, and
- support the mainstreaming of equality impact assessments within day to day business.


Your views and suggestions for our annual report are welcome. Please contact us on:

Telephone: 01978 298736 Email: onewrexham@wrexham.gov.uk

12. Appendices

1. Strategic Equality Action Plan
2. Equality Information
3. Glossary of terms
Wrexham Strategic Equality Plan action plan 2012-16: Progress update:

We feel we have made good progress against each of the equality objectives. The table below gives some examples of how we have achieved this. However, we recognise that this self assessment is limited because it does not include a robust assessment by Wrexham people. We will address this during 2014-15 by improving our community engagement on equality issues including holding a ‘You Said We Did’ event. We will also focus on developing measurable equality outcomes that can be included in future reports.
<table>
<thead>
<tr>
<th>Objective</th>
<th>Indicators</th>
<th>Examples of progress to date</th>
</tr>
</thead>
</table>
| 1. Reduce Health inequalities | • The number of people in under represented groups choosing healthy lifestyles increases  
• The care of older people is improved to ensure that they are treated with dignity and respect  
• Transgender and Lesbian, Gay and Bisexual people are treated with dignity and respect when receiving care  
• Outcomes for people with Mental Health problems and Learning Disabilities improve | • Mapping process undertaken to determine data currently gathered to enable effective analysis, monitoring and reporting;  
• Dignity in Care Charter adopted by Adult and Children Social Care Departments (ASC &CYP);  
• Gender reassignment information integrated into equality training;  
• Ten top tips for care providers distributed;  
• Addressing Health inequalities incorporated into revised Communities First programme to be implemented from February 2013 (AED);  
• Wrexham hosts the North Wales Adoption Service (NWAS). Children’s ethnic origin, cultural background, religion and language are recognised and positively valued in the decision making process (ASC &CYP);  
• Lifelong Learning Department (LLD) has:  
  - Raised awareness of the Mental Health Measure - links to (ASC &CYP)  
  - Extended drop ins for Educational Psychology Services and CAMHS to weekly (Child and Adolescent Mental Health Services)  
  - Reduced waiting lists for CAMHS  
  - Increased access to CAMHS consultant  
  - Scheme to increase specialist mental health support to GPs  
  - Capacity building in schools in relation to pupils with Additional Learning Needs including improved target setting and monitoring arrangements  
  - Provision for early years pupils with Statements of Special Education Needs viewed positively by Estyn;  
  - Emphasis placed on rolling out Elklan training to support schools meet the language needs of pupils.  
  - Coordinates school and out of school counselling  
  - Supports young people with self-harming behaviours via the Inspire Project |
| 2. Reduce unequal outcomes in Education to maximise individual potential | • Any educational attainment gap between different groups reduces  
• Identity based bullying in schools reduces | • Model SEP circulated to schools;  
• Top ten tips for schools developed;  
• Addressing geographic educational inequalities incorporated into revised Communities First programme to be implemented from February 2013 (AED);  
• Lifelong Learning Department (LLD) has:  
  - Worked with Flintshire CC to improve the measuring, monitoring and tracking of |
progress of pupils with Additional Learning Needs. This will enable more targeted interventions as appropriate;
- All schools have a designated teacher for Looked After Children; - links to (ASC &CYP)
- Personal Education Plans are in place for all Looked After Children; - links to (ASC &CYP)
- An action plan is in place for the educational attainment of Looked After Children in response to the Welsh Audit Officer report (2012); - links to (ASC &CYP)
- On-going support is provided to pupils with English as an Additional Language;
- In the Foundation Phase, gender difference in attainment are broadly similar to Wales for 2012 except for Language, Literacy and Communication Skills in Welsh where the gap is much lower;
- At Key Stage 2 (L4+), the gap between girls’ and boys’ performance is less that the gap in Wales in science; with the exception of mathematics all indicators show some improvement from 2010/11;
- The issue regarding boys’ performance at KS3 remains. Gender differences are greater than Wales for all key indicators and, apart from maths, greater than 2010/11.

- Anti bullying peer mentor project in one High School (January to May 2013). Learning to inform school PSE curriculum and generic resource development (CWD);
- Lifelong Learning Department (LLD):
  - Racial incident forms are collected on a termly basis from schools;
  - Anti bullying campaign run;
  - Training and resources available to schools;
  - All secondary schools have access to a schools counsellor;
  - PASS data reveals that pupils feel safe, secure and are developing healthy attitudes;
  - LLD Service Plan 2013/14 includes actions to improve monitoring and analysis of educational attainment data;
  - Provide targeted support and intervention programmes to reduce underachievement;
  - Ensure that all children and young people are safe from harm.
  - The majority of schools have targeted youth work support

3. Reduce inequalities in employment are
   - We are currently focusing on a local equal pay objective for WCBC (see Employment report);
| Employment and Pay within the community | reduced  
• Any pay gaps between different protected characteristics are identified and addressed (both within the community and within the Council)  
• This objective is reflected in the Council’s Economic Prosperity strategy. The Service Plans for 2013/14 include progressing multi agency approaches to increasing employability and to help progression within employment to combat ‘in-work’ poverty;  
• Addressing geographic inequalities in employment has been incorporated into revised Communities First programme to be implemented from February 2013 (AED) including programmes to increase the reach of pre-employability programmes; |
|---|---|
| 4. Reduce inequalities in Personal Safety | • The reporting of hate crime and harassment increases and steps are taken to reduce hate crime and harassment  
• The reporting of domestic abuse increases and steps are taken to reduce domestic abuse  
• 41 Third Party Reporting Centres have been established including all area housing offices, youth services and Contact Wrexham;  
• Training on hate crime has been provided to Youth Workers, PCSOs and partner agencies;  
• Multi agency meetings and case conference have been held to support victims and address issues;  
• Hate crime reports are monitored across all protected characteristics;  
• WCBC Domestic Abuse Workplace policy developed;  
• Awareness raising conference held in relation to Human Trafficking;  
• Wrexham Community Safety Partnership has developed a Domestic Abuse Strategy and action plan. This is regularly monitored and updated by the multi agency Domestic Abuse and Sexual Violence Partnership and feeds in to the Regional DA & SV Forum and Task and finish Group  
• Domestic violence and young people identified as an emerging issue, partly due to change in Home Office definition of DA (March 2013) to include 16/17 year olds;  
• Domestic violence and young people? |
| 5. Reduce inequalities in Representation and Voice | • Decision making bodies become more representative of the communities they serve  
• On-going engagement with minority communities;  
• Development of the Reshaping Services Equality Impact Assessment Group (CWD);  
• The Senedd Yr Ifanc (Wrexham Youth Parliament) provides a county wide platform for young people in Wrexham to share their views and opinions on the issues that affect them. Senedd representatives are aged 11-25 and elected by their peers to represent the views of young people coming from a wide range of groups including the voluntary sector, local youth projects and equality and diversity groups. Senedd Yr Ifanc’s Equality and Diversity group allowing more young people from protected characteristics to engage with Children and Young People’s Participation in Wrexham.  
• A corporate consultation and engagement strategy will be developed over 2013/14 to |
| 6. Reduce inequalities in access to information, services, buildings and the environment | improve the way in which we collect information about our citizens and other stakeholders through research, consultation, and engagement, and use this information to design and deliver services in the most effective, efficient and inclusive way  
- Progress in taking forward the Wrexham Diversity Forum has been limited due to staffing restructures within the Community Diversity team. This will be progressed during 2014/15 (CWD);  
- Improved information for carers and people with learning difficulties (ASC & CYP)  
- Getting Engaged Task Group is accountable to the Learning Disability Management Team and co-ordinates engagement across Learning Disability Services (ASC & CYP);  
- The Councils’ Community Regeneration Strategy and the revised Community First programme describe engagement actions through a ‘community involvement plan’;  
- A Tenant Participation Strategy is in place and a Tenant Participation Co-ordinator is in post to ensure that Tenant Participation is developed, improved and embedded across the department (HPPD);  
- As part of the Tenant Survey tenants were asked how they prefer to be contacted (HPPD). |
| Access to information and communications and the customer experience improve  
- Physical access to services, transport, the built environment and open spaces improve | WCBC Equality Improvement Award introduced a requirement to carry out access checks and to work in accordance with the RNIB Clear Print Guidelines;  
- Plans to promote access to information contained within the Council’s Community Regeneration Strategy and the revised Communities First programme (AED);  
- Contact Wrexham has key staff trained in British Sign Language (CCS);  
- Childrens Residential Employee received further training in communication with service users e.g. sign language (ASC & CYP)  
- Greater majority of public buses being sued on strategic routes have lowered floor provision (EnvD);  
- Approximately 30,000 concessionary travel cards in circulation;  
- Transport provided for children with special needs and a schools escort service (EnvD);  
- Regular parking enforcement of Blue Badge scheme (EnvD);  
- Improvement for access to country parks through pathways and information e.g. bicycle provision at Alyn Waters;  
- Information available to tenants and applicants for housing in other languages and formats on request (HPPD);  
- Housing Services Call Centre has appointed 2 Welsh speakers (HPPD);  
- Mother and Baby feeding room available at main Housing office (HPPD);  
- Info Shop provides one-stop shop services to young people. |
Equality information:

We have used the Census 2011 to help us have a better understanding of the local population. We use this information to help us understand how well our services are meeting the needs of the whole population.

During 2013-14 we will develop this information for all protected characteristics.

Race and Ethnicity:

93.1% of Wrexham County Borough’s people are White: Welsh / British\(^1\). That leaves over 9,100 other customers, colleagues, neighbours and friends whose ethnic identity breaks down as below:

Disability

1 in 5 people in Wrexham have their day to day activities limited by ill health. That’s 27,905 people\(^2\). The census does not collect specific information on numbers of people with a disability, but relevant information can be taken from disability benefits information\(^3\).

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\(^1\) Office for National Statistics © Crown Copyright 2012. Respondents classifying themselves as White: English / Welsh / Scottish / Northern Irish / British

\(^2\) Office for National Statistics © Crown Copyright 2012. Respondents classifying themselves as having their day to day activities limited either a little or a lot by a long term health problem or disability.

\(^3\) Data taken from Nomisweb on the 25 September 2013. Source is DWP benefits claimants – working age client group.
More than 1 in 10 people in Wrexham are carers. Some of them children. 3% of local people provide more than 50 hours of unpaid care a week.

**Translation and Interpretation requests 2011/12 and 2012/13**

We recognise the importance of providing information and services in customers' own language. We also work with our partner to help people access English and Welsh language courses.

<table>
<thead>
<tr>
<th>Language usage</th>
<th>Language usage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2012/13</td>
</tr>
<tr>
<td>Language</td>
<td>Telephone interpretation</td>
</tr>
<tr>
<td>Arabic</td>
<td>2</td>
</tr>
<tr>
<td>Bengali</td>
<td>1</td>
</tr>
<tr>
<td>Chinese (simplified)</td>
<td>4</td>
</tr>
<tr>
<td>Chinese (traditional)</td>
<td>0</td>
</tr>
<tr>
<td>Cantonese</td>
<td>1</td>
</tr>
<tr>
<td>Czech</td>
<td>0</td>
</tr>
<tr>
<td>Farsi (Persian)</td>
<td>1</td>
</tr>
<tr>
<td>French</td>
<td>4</td>
</tr>
<tr>
<td>German</td>
<td>0</td>
</tr>
<tr>
<td>Kurdish (Bahdini)</td>
<td>19</td>
</tr>
<tr>
<td>Kurdish (Sorani)</td>
<td>3</td>
</tr>
<tr>
<td>Lithuanian</td>
<td>0</td>
</tr>
<tr>
<td>Mandarin</td>
<td>13</td>
</tr>
<tr>
<td>Pashto</td>
<td>0</td>
</tr>
<tr>
<td>Polish</td>
<td>108</td>
</tr>
<tr>
<td>Portuguese</td>
<td>14</td>
</tr>
<tr>
<td>Russian</td>
<td>0</td>
</tr>
<tr>
<td>Spanish</td>
<td>1</td>
</tr>
</tbody>
</table>

Disability Benefit Claims within Wrexham

6,070 local people are claiming ESA/incapacity benefit
1,290 local people are claiming Disability benefit
1,560 local people are claiming Carer’s benefit
Schools

Profile of School Governors by gender – January 2013

Primary schools

<table>
<thead>
<tr>
<th></th>
<th>Number</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>272</td>
<td>40.05%</td>
</tr>
<tr>
<td>Female</td>
<td>407</td>
<td>59.95%</td>
</tr>
<tr>
<td>Total</td>
<td>679</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

Secondary schools

<table>
<thead>
<tr>
<th></th>
<th>Number</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>81</td>
<td>56.25%</td>
</tr>
<tr>
<td>Female</td>
<td>63</td>
<td>43.75%</td>
</tr>
<tr>
<td>Total</td>
<td>144</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

Total Primary and Secondary Schools

<table>
<thead>
<tr>
<th></th>
<th>Number</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>353</td>
<td>42.90%</td>
</tr>
<tr>
<td>Female</td>
<td>470</td>
<td>57.10%</td>
</tr>
<tr>
<td>Total</td>
<td>823</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

Profile of school pupils by ethnic background – January 2013

<table>
<thead>
<tr>
<th>Ethnic Background</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>BME</td>
<td>6.39%</td>
</tr>
<tr>
<td>White British(WBRI)</td>
<td>88.46%</td>
</tr>
<tr>
<td>Any other white background (WOTH)</td>
<td>1.57%</td>
</tr>
<tr>
<td>Information Not Obtained (NBOT)</td>
<td>3.33%</td>
</tr>
<tr>
<td>Information Refused</td>
<td>0.25%</td>
</tr>
<tr>
<td>Total</td>
<td>100.00%</td>
</tr>
</tbody>
</table>
### SECONDARY SCHOOLS

<table>
<thead>
<tr>
<th>Ethnic Background</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>BME</td>
<td>4.94%</td>
</tr>
<tr>
<td>White British (WBRI)</td>
<td>92.27%</td>
</tr>
<tr>
<td>Any other white background (WOTH)</td>
<td>2.20%</td>
</tr>
<tr>
<td>Information Not Obtained (NBOT)</td>
<td>0.06%</td>
</tr>
<tr>
<td>Information Refused</td>
<td>0.53%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100.00%</strong></td>
</tr>
</tbody>
</table>

### SPECIAL SCHOOLS

<table>
<thead>
<tr>
<th>Ethnic Background</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>BME</td>
<td>4.17%</td>
</tr>
<tr>
<td>White British (WBRI)</td>
<td>92.05%</td>
</tr>
<tr>
<td>Any other white background (WOTH)</td>
<td>3.79%</td>
</tr>
<tr>
<td>Information Not Obtained (NBOT)</td>
<td>0.00%</td>
</tr>
<tr>
<td>Information Refused</td>
<td>0.00%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100.00%</strong></td>
</tr>
</tbody>
</table>

### Youth Information Shop

This information is used to help us develop our information services for young people.

1. Gender by Number and %

<table>
<thead>
<tr>
<th>Gender</th>
<th>Number</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>4518</td>
<td>46.6%</td>
</tr>
<tr>
<td>Female</td>
<td>5182</td>
<td>53.4%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>9700</strong></td>
<td><strong>100.0%</strong></td>
</tr>
</tbody>
</table>

2. Age Breakdown by %

<table>
<thead>
<tr>
<th>Age</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>11-13</td>
<td>5.2%</td>
</tr>
<tr>
<td>14-15</td>
<td>31.5%</td>
</tr>
<tr>
<td>16-19</td>
<td>49.4%</td>
</tr>
<tr>
<td>20-25</td>
<td>9.5%</td>
</tr>
<tr>
<td>Over 25</td>
<td>2.3%</td>
</tr>
<tr>
<td>Parent / Carer</td>
<td>1.3%</td>
</tr>
<tr>
<td>Adult rep. young person</td>
<td>0.8%</td>
</tr>
</tbody>
</table>

3. Disability by %

<table>
<thead>
<tr>
<th>Disability</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered disabled</td>
<td>0.64%</td>
</tr>
<tr>
<td>Not disabled</td>
<td>0.00%</td>
</tr>
<tr>
<td>Unknown</td>
<td>99.36%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100.00%</strong></td>
</tr>
</tbody>
</table>
4. Race and Ethnicity by %

<table>
<thead>
<tr>
<th>Race and Ethnicity</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black</td>
<td>6.84%</td>
</tr>
<tr>
<td>White</td>
<td>92.82%</td>
</tr>
<tr>
<td>Asian</td>
<td>0.17%</td>
</tr>
<tr>
<td>Mixed</td>
<td>0.17%</td>
</tr>
<tr>
<td>Other</td>
<td>0.00%</td>
</tr>
<tr>
<td>Unknown</td>
<td>0.00%</td>
</tr>
<tr>
<td>Total</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

**Hate Crime**

The following is a breakdown of the type/number of hate crimes reported to the Council’s Third Party Reporting Project in 2012/13. This data is used to help us target training and support:

<table>
<thead>
<tr>
<th>Hate Motivation</th>
<th>Number of Reports</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>36</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>5</td>
</tr>
<tr>
<td>Disability</td>
<td>3</td>
</tr>
<tr>
<td>Gender</td>
<td>2</td>
</tr>
<tr>
<td>Faith</td>
<td>1</td>
</tr>
<tr>
<td>Not Disclosed</td>
<td>9</td>
</tr>
</tbody>
</table>

Total Number of Hate Crime Reports (2012/13) 50*

* People may report more than one type of hate crime within the same incident, for example race and disability. Therefore the total number of reports for the hate motivations may not be the same as the total number of incidents recorded for the year.

**Employee data** – see Employee Equality Monitoring report
Glossary of terms

ASC - Adult Social Care Department
AED - Assets and Economic Development Department
BME - Black Minority Ethnic
CAADA - Co-ordinated Action Against Domestic Abuse
CAHMS - Child and Adolescent Mental Health Services
CCS - Corporate and Customer Services Department
CWD - Community Wellbeing and Development Department
CYP – Children and Young People
DA & SV - Domestic Abuse and Sexual Violence
EIA - Equality Impact Assessment
EnvD - Environment Department
Estyn – Estyn is the education and training inspectorate for Wales
HPPD - Housing and Public Protection Department
LGBT - Lesbian, Gay, Bisexual, Transgender
LLD - Lifelong Learning Department
MARAC - Multi Agency Risk Assessment Conference
SEP - Strategic Equality Plan
WLGA - Welsh Local Government Association