

<b>Carmarthenshire County Council as an employer – promoting equality and diversity within our workforce</b>				
<b>Equality objective: We will work to improve employment monitoring data held by the Local Authority</b>				
<p>Our research and statistics:                      The total number of <b>employees</b> as at 31<sup>st</sup> March 2011 was 9182. The gender proportion of the county is 51% females and 49% males but the workforce gender ratio is 72% female and 28% male employees. <b>An annual ethnicity survey</b> of staff is undertaken, of those that answered 78.2% stipulated that they were from a white background compared to the 21.8% from a non-white background. A total of 225 employees' state they are disabled as defined by the <b>Disability Discrimination Act</b>. This represents (2.5%) of the overall workforce.</p>				
<p>Information from Engagement:                      There were a large number of comments expressing the sentiment that the <b>best person for the job</b> should be the only consideration in recruitment. Some respondents thought that the efficient delivery of a service was what mattered, rather than the equality characteristics of the person delivering it.                      There were also a number of comments suggesting that the requirement to be able to <b>speak Welsh</b> should only be applied where it is necessary. There were also comments made in support of ensuring employees can speak Welsh.</p>				
<b>Actions:</b>				
<b>Reference / source</b>	<b>Action</b>	<b>Responsible department / business unit</b>	<b>Start date</b>	<b>End date</b>
SEP 1	Design and publish information booklet on Why We Collate Equalities Data	People Management and Performance (HR Support)	April 2012	October 2012
SEP 2	To modernise Equalities Monitoring Form and undertake a phased workforce wide	People Management and Performance (HR	April 2012	October 2012



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	exercise to reduce data gaps	Support)		
SEP 3	To review application process for Learning and Development opportunities	People Management and Performance (L&D)	April 2012	June 2012
SEP 4	To assist schools with their ongoing responsibilities for data collection and reporting	People Management and Performance (HR Support)	August 2012	March 2016
SEP 5	To Assess for Impact in employment policies and practices.	Heads of Service and Policy Authors	April 2012	March 2016



<b>Carmarthenshire County Council as an employer – promoting equality and diversity within our workforce</b>				
Equality objective: <b>We will ensure that equal opportunity monitoring processes are in place to collect data on the 8 protected characteristics so the Authority can analyse any potential pay differential and examine the reasons why they may exist.</b>				
Our research and statistics: The Council implemented job evaluation and single status during 2011				
Information from Engagement: There will be an opportunity to engage with key stakeholders during this process				
<b>Actions:</b>				
<b>Reference / source</b>	<b>Action</b>	<b>Responsible department / business unit</b>	<b>Start date</b>	<b>End date</b>
SEP 6	Undertake an Equal Pay audit when the changes introduced by job evaluation and single status is fully implemented and assimilation of “Red Book” employees has been completed.	People Management and Performance (HR Support)	April 2013	September 2014



<b>Carmarthenshire County Council as an employer – promoting equality and diversity within our workforce</b>				
Equality objective: <b>We will work to secure the very best workforce by ensuring that all sectors of the community consider Carmarthenshire County Council as a good employer</b>				
Our research and statistics: The total number of <b>employees</b> as at 31 <sup>st</sup> March 2011 was 9182. The gender proportion of the county is 51% females and 49% males but the workforce gender ratio is 72% female and 28% male employees. <b>An annual ethnicity survey</b> of staff is undertaken, of those that answered 78.2% stipulated that they were from a white background compared to the 21.8% from a non-white background. A total of 225 employees' state they are disabled as defined by the <b>Disability Discrimination Act</b> . This represents (2.5%) of the overall workforce.				
Information from Engagement: There were a large number of comments expressing the sentiment that the <b>best person for the job</b> should be the only consideration in recruitment. Some respondents thought that the efficient delivery of a service was what mattered, rather than the equality characteristics of the person delivering it.				
<b>Actions:</b>				
<b>Reference / source</b>	<b>Action</b>	<b>Responsible department / business unit</b>	<b>Start date</b>	<b>End date</b>
SEP 7	Develop a targeted strategy to encourage underrepresented groups to apply for posts and placement opportunities that will include: a. The ongoing promotion & implementation of the Disability Two	People Management and Performance (HR & HR Support)	June 2012	March 2016



	Ticks symbol scheme b. Raise awareness of flexible working opportunities amongst staff			
SEP 8	Review Recruitment training to ensure that managers and all those involved in the recruitment process are properly and adequately trained in our corporate procedures applying fairness and equality at all stages of the process.	People Management and Performance (L&D & HR Support)	June 2012	March 2016
SEP 9	Raise awareness of the principles of Equality and Diversity in accreditations such as Investors in People and the Platinum Health Care standard amongst protected groups	People Management and Performance (Lead PMP officer for area covered)	April 2012	Ongoing
SEP 10	Develop and promote Equality and Diversity learning and development opportunities that are tailored to staff needs	People Management and Performance (L&D) / Customer Focus and Policy	1.4.12	31.3.16
SEP 11	Become members and implement actions from Stonewall Cymru’s Diversity Champions scheme	Customer Focus and Policy	1.4.12	31.3.16
SEP 12	Support staff networks that are in place such as the Disability Improvement Group and support networks that are developed during the lifetime of this plan	Customer Focus and Policy	1.4.12	31.3.16



<b>Carmarthenshire County Council as an employer – promoting equality and diversity within our workforce</b>				
Equality objective: <b>We will encourage all employees to proactively support a positive working environment</b>				
Our research and statistics: Staff feedback from <b>Equality and Diversity</b> learning opportunities has always been positive. Since August 2011 a total of 260 office based staff have completed the EQUAL on-line learning module on Engaging Diversity. 32% of office based staff have completed the <b>Welsh language awareness</b> module.				
Information from Engagement: A number of people commented that the Council is good at promoting the Welsh language. Strong support was given for learning and development opportunities and staff networks through our Engagement work. The importance of training for staff was underlined in many comments.				
<b>Actions:</b>				
<b>Reference / source</b>	<b>Action</b>	<b>Responsible department / business unit</b>	<b>Start date</b>	<b>End date</b>
SEP 13	Promote e-learning opportunities for staff	People Management & Performance (Learning and Development)	April 2012	March 2016
SEP 14	Review the current Learning and Development programme, identify opportunities to promote training on Equality, Diversity, promoting Dignity in the workplace	People Management & Performance (Learning and Development)	April 2012	March 2016
SEP 15	Ensure that all new staff are aware of their responsibilities in relation to Equality and	Learning & Development /	April 2012	March 2016



	Diversity through the Corporate Induction programme	Customer Focus & Policy		
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<b>Carmarthenshire County Council as a provider of services</b>				
Equality objective: <b>We will continue to work to remove the barriers to accessing Council services</b>				
Our research and statistics: Of the 201 buildings owned by the authority which are open to the public, over 70% comply with the Disability Discrimination Act as at 31 <sup>st</sup> March 2011.				
Information from Engagement: Feedback from both the staff and community engagement highlights the importance of tailored training for staff in order to ensure awareness and accountability.				
<b>Actions:</b>				
<b>Reference / source</b>	<b>Action</b>	<b>Responsible department / business unit</b>	<b>Start date</b>	<b>End date</b>
SEP 16	Continue to implement Accessibility plans for buildings by working in partnership with key stakeholder groups	Resources Department	April 2012	March 2013
SEP 17	To hold tailored Disability awareness training for staff, focusing on key areas such as front line services and refuse collection	Learning and Development / Customer Focus & Policy	April 2012	March 2016
SEP 18	Raise awareness of the Getting your message across information booklet and departmental arrangements amongst staff	Customer Focus & Policy	September 2012	February 2013
SEP 19	Encourage members of the public to provide feedback on accessibility	Customer Focus & Policy	April 2012	March 2016





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SEP 20	Publicise key access points to protected groups	Customer Focus & Policy	April 2012	March 2016
SEP 21	Improve the use of the council website as a source of information and method of communication and consultation	Customer Focus & Policy	April 2012	March 2016
SEP 22	Develop a series of BSL videos for publication on the corporate website	Social Care, Health and Housing	April 2012	March 2016
SEP 23	Raise staff awareness of the Wales Interpretation Translation Service and monitor request to the service	Customer and Focus Policy	April 2012	March 2013
SEP 24	Further develop a range of access channels so that services are available equally	Customer and Focus Policy	April 2012	March 2016
SEP 25	Improve the accessibility of information published by the Local Authority	Customer and Focus Policy	April 2012	March 2016
SEP 26	Raise staff awareness of alternative formats and monitor requests for information	Customer and Focus Policy	April 2012	March 2016
SEP 27	Set up at least 1 computer in each library with screen reader technology etc to ensure that they are fully accessible	Library Services	April 2012	April 2014



<b>Carmarthenshire County Council as a provider of services</b>				
Equality objective: <b>We will give due regard to all groups when making decisions</b>				
Our research and statistics: The Council has updated the Impact Assessment tools in relation to financial decisions and policies, projects and strategies.				
Information from Engagement: The draft text for this objective has now been updated, following feedback on use of complex Language.				
<b>Actions:</b>				
<b>Reference / source</b>	<b>Action</b>	<b>Responsible department / business unit</b>	<b>Start date</b>	<b>End date</b>
SEP 28	Establish stakeholder group in relation to assessing for impact	Customer Focus & Policy	September 2012	March 2016
SEP 29	Publish a list of protected groups that can be approached to support the assessment process	Customer Focus & Policy	September 2012	January 2013
SEP 30	Provide training opportunities for service / senior managers on the assessing for impact process	Customer Focus & Policy	April 2012	March 2016
SEP 31	Assess for Impact whenever we are introducing significant new policies or making significant changes to the way we deliver services.	All Heads of Service / Business Units	April 2012	March 2016
SEP 32	Further develop effective participation,	Customer Focus &	April 2012	March 2016



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	involvement and consultation mechanisms, building on existing successful examples such as the Equality Confidence Group and Disability Coalition, the Fifty Plus and Youth Forums and the Multicultural Coalition	Policy		
SEP 33	To support the creation of Coalitions to represent other community groups where there is sufficient interest and desire to do so from within the particular community	Customer Focus & Policy	April 2012	March 2016
SEP 34	Work with Equality groups and experts to promote understanding amongst staff within the council about the particular needs of different service users	Customer Focus & Policy	April 2012	March 2016
SEP 35	Ensure that any complaints which have equalities element are recorded as such and that trends or problem areas are identified and looked into	Customer Focus & Policy	April 2012	March 2016
SEP 36	Ensure that the council's commitments as set out in the Strategic Equality Plan are also followed by contractors or partners in relation to the services being delivered on our behalf	Corporate Procurement Unit	April 2012	March 2016



<b>Carmarthenshire County Council as a provider of services</b>				
Equality objective: <b>We will work to reduce inequities in health (Integrated Community Strategy)</b>				
<p>Our research and statistics:                  Our Carmarthenshire Homes Standard is a 10 year improvement programme to bring all 9,200 local authority owned homes up to the agreed standard. The Health Impact Assessment Study in partnership with the Local Health Board and both Cardiff and Swansea Universities holds key data for us and we will continue to report on these studies.                  Further research from the Gypsy and Traveller Community Strategy will also be key in the progress against this Objective.</p>				
<p>Information from Engagement:                  A high percentage (85%) of community respondents supported this Objective. The opportunities to work with key partners such as Hywel Dda Health Board were also highlighted.</p>				
<b>Actions:</b>				
<b>Reference / source</b>	<b>Action</b>	<b>Responsible department / business unit</b>	<b>Start date</b>	<b>End date</b>
Action ID 8785	To support the management of sickness absence, by providing support services via Occupational Health and advising managers on reasonable adjustment obligations.	People Management and Performance	April 2012	March 2014
Action ID 9180	Provide extracurricular activities through the 5 by 60 officer who supports children to take part in 5 sessions of 60 minutes	Sports development unit	April 2012	March 2014



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	physical activity a week, including a focus on disabled children.			
Gypsy and Traveller Community Strategy	Work in partnership with Hywel Dda Health Board and the Welsh Government to research the underlying health issues facing Gypsy and Traveller communities.	Housing Team	April 2012	March 2014
Gypsy and Traveller Community Strategy	Undertake a routine needs assessment on a local and cross-boundary basis to identify and inform possible improvements in access to health and social care.	Housing Team	April 2012	March 2016



<b>Carmarthenshire County Council as a community leader – promoting tolerance and respect within the wider community</b>				
Equality objective: <b>We will work to develop an Inclusive Society (Integrated Community Strategy)</b>				
<p>Our research and statistics:                  Our detailed evidence report brings together a wealth of information but we recognise that we can do more. The 2011 Census statistics will be published in April 2013 and we receive local and national data on a wide range of issues, on a regular basis. We will update the evidence that we hold on Equalities and Diversity and make sure that we use this evidence when making decisions and planning our work.                  Social Care, Health and Housing are leading on a specific piece of work in relation to Disability Hate Crime. This work is key in the success of this Objective. Evidence from this work will be published during 2012.</p>				
Information from Engagement:				
<b>Actions:</b>				
<b>Reference / source</b>	<b>Action</b>	<b>Responsible department / business unit</b>	<b>Start date</b>	<b>End date</b>
SEP 37	To prepare an Annual Report on the implementation of the Strategic Equality Plan	Customer Focus & Policy / Equalities Working Group	March 2013	March 2016
SEP 38	To build upon the statistical information that we hold as a council and update community profiles in accordance with local and national research and Census statistics	Customer Focus & Policy	April 2012	March 2016
SEP 39	Encourage and support the reporting of	Social Care, Health and	April 2012	March 2014



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	disability hate crime amongst service users	Housing		
SEP 40	Encourage the work of organisations such as the Llanelli Multicultural Network in promoting integration and greater understanding within the community.	Customer Focus & Policy / Equalities Working Group	March 2012	March 2016
Action ID 8571	We will monitor the number and outcomes of clients that access the work-based training opportunities via COASTAL (Creating Opportunities and Skills Team Alliance)	COASTAL Project Team	April 2012	March 2013



<b>Carmarthenshire County Council as a community leader – promoting tolerance and respect within the wider community</b>				
Equality objective: <b>We will work to ensure fairness for our younger people, by supporting our schools and governors</b>				
Our research and statistics: The county has a total of <b>128 schools</b> , this consists of 14 secondary schools and 2 special schools namely Heol Goffa, Llanelli and Rhydygors in Carmarthen and 112 Infant/Junior and Nursery schools. A total of <b>1,592 school governors</b> are supported by the authority in their roles.				
Information from Engagement: Feedback following the work with the South West and Mid Wales Consortium and the Welsh Local Government Association has been positive. Many respondents have noted the importance of fairness for young people and that the council needs to invest further in their future.				
<b>Actions:</b>				
<b>Reference / source</b>	<b>Action</b>	<b>Responsible department / business unit</b>	<b>Start date</b>	<b>End date</b>
SEP 41	Support School Governing Bodies to fulfil their responsibilities under the Equality Act 2010	Governance and Inclusion Unit	April 2012	March 2016
SEP 42	Continue to work with the neighbouring Education Authorities to support the Equalities agenda through the South West and Mid Wales Consortium	Governance and Inclusion Unit Corporate Policy	April 2012	March 2016
SEP 43	To work with Schools to develop better	Governance and	April 2012	March 2016





	understanding of links between identity based school bullying and Equalities and improve recording and monitoring of incidents	Inclusion Unit		
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<b>Carmarthenshire County Council as a community leader – promoting tolerance and respect within the wider community</b>				
<b>Equality objective: We will work to improve the mutual understanding and trust between Gypsy and Traveller communities and the settle communities (linked to Gypsy and Traveller Community Strategy 2011-14)</b>				
Our research and statistics: Reliable data on the numbers of Gypsies and Travellers in Wales is not available. However, the ‘best estimate’ by the Welsh Government is that there are approximately 4,000 Gypsies and Travellers in Wales.				
Information from Engagement: This Objective attracted a number of comments during our Engagement work. This response has highlighted the need to set a specific Objective for Gypsy and Traveller Communities and to link in closely with the Housing Services Team and the Minority Ethnic and Traveller Achievement Service.				
<b>Actions:</b>				
<b>Reference / source</b>	<b>Action</b>	<b>Responsible department / business unit</b>	<b>Start date</b>	<b>End date</b>
Gypsy Traveller Community Strategy	Contribute to local events around culture highlighting the work of Gypsies and Travellers in Carmarthenshire.	Minority Ethnic and Traveller Achievement Service / Housing Services Team	April 2012	March 2014
Gypsy Traveller Community Strategy	Maintain close links with schools in awareness raising activities to create a better understanding of Gypsy and Traveller history and culture.	Minority Ethnic and Traveller Achievement Service	April 2012	March 2014



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Gypsy Traveller Community Strategy	Improve educational opportunities for Carmarthenshire’s Travelling people- Gypsies/Travellers, Showmen and other Travellers	Minority Ethnic and Traveller Achievement Service	April 2012	March 2014
Gypsy Traveller Community Strategy	Develop inclusive approaches to supporting diversity in education and to address racism, harassment and bullying.	Minority Ethnic and Traveller Achievement Service	April 2012	March 2014
Gypsy Traveller Community Strategy	Support schools in awareness-raising activities to create a better understanding of gypsy and Traveller history and culture	Minority Ethnic and Traveller Achievement Service	April 2012	March 2014
Gypsy Traveller Community Strategy	Liaise with Gypsy and Traveller families and education welfare officers to gain an understanding of the issues around attendance such as travel, wider social issues and current educational provision	Minority Ethnic and Traveller Achievement Service	April 2012	March 2014



<b>Carmarthenshire County Council as a community leader – promoting tolerance and respect within the wider community</b>				
Equality objective: <b>We will work to support community cohesion</b>				
Our research and statistics: Organisations from across Carmarthenshire have been leading on a series of projects to support and promote Community Cohesion. These include Intergeneration work and focussed work in our Communities First wards.				
Information from Engagement: A high percentage (85%) of community respondents supported this Objective and we will continue to support this Strategic Agenda as set by the Welsh Government.				
<b>Actions:</b>				
<b>Reference / source</b>	<b>Action</b>	<b>Responsible department / business unit</b>	<b>Start date</b>	<b>End date</b>
SEP 44	Continue to support Community Cohesion as a strategic agenda in accordance with guidance from the Welsh Government	Customer Focus & Policy	April 2012	March 2014
SEP 45	Promote community cohesion through the Tenant Involvement plan and Environmental Works project	Housing Services	April 2012	March 2014
SEP 46	Improve links on the council’s website to organisations and agencies to additional advice and advocacy.	Customer Focus & Policy	April 2012	March 2014



<b>Carmarthenshire County Council as a community leader – promoting tolerance and respect within the wider community</b>				
Equality objective: <b>We will work to improve the confidence of local communities that we are tackling the issues that matter most to them in relation to community safety (Integrated Community Strategy)</b>				
Our research and statistics: In Wales many people report that they experience discrimination, harassment and abuse. Approximately 10% of the population as a whole has experienced an incident of discrimination, harassment or victimisation in the last five years Some groups such as young people, disabled people, lesbian, gay and bisexual people, refugees and asylum seekers, transgender people, people with mental health conditions and older people report very much higher levels of discrimination and harassment – up to a third of all disabled 16-39 year olds said they had been the victim of discrimination or harassment. (Source: EHRC “How Fair is Wales?” – Equality, human rights and good relations March 2011 page 18)				
Information from Engagement: A high percentage (86%) of community respondents agreed with this Objective.				
<b>Actions:</b>				
<b>Reference / source</b>	<b>Action</b>	<b>Responsible department / business unit</b>	<b>Start date</b>	<b>End date</b>
Action 8734	Encourage the reporting of hate crime and incidents through the Equality Confidence Groups and to the wider public.	Community Safety Team	April 2012	March 2016
SEP 47	Increase awareness of hate crime, abuse and harassment within staff of the council and encourage all incidents to be	Customer Focus & Policy	April 2012	March 2016



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	reported.			
Action ID 8732	We will link in with local community groups to tackle local community crime and disorder priorities and publicise successes to show how we are working together to reduce local concerns.	Community Safety Team	April 2012	March 2014
SEP 48	We will improve the links with Community Groups in order to raise awareness of services provided by statutory agencies.	Customer Focus & Policy	April 2012	March 2014

