

Strategic Equality Plan

2020 - 2024

If you would like a copy of this document in an alternative format or your own language please contact:

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

Flintshire County Council Strategic Equality Plan 2020 – 2024

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Foreword

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

We have continued to work in partnership with all the public bodies across North Wales and have identified regional as well as local equality objectives. Working in partnership is important in these financially challenging times but it also helps to identify common equality objectives. This means that activity is targeted on tackling specific areas of inequality which will benefit all sections of North Wales. Several organisations working together to create change will have greater impact than a single organisation. Our objectives are based on the Equality and Human Rights Commission (EHRC) research "Is Wales Fairer 2018?" which sets out key inequalities in Wales. We have developed more outcome focussed objectives which aim to reduce the inequalities identified in the EHRC report.

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

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

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

Colin Everett
Chief Executive

Cllr Billy Mullin
Cabinet Member for Corporate
Management

1. Introduction

1.1 Legal Context

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

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

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

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- And
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Specific Duty

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

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

1.2 The socio economic duty is set out in the Equality 2010 but was not enacted by Westminster. The Welsh Government (WG) is commencing the socio economic duty in Wales as from April 1st 2020. For the first time this will form part of our Strategic Equality Plan, sections 1 of the Equality Act states:

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

The Welsh Government will publish interim guidance on 1st April 2020 to support the implementation of the socio economic duty.

1.3 Human Rights Act

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

Examples of Convention or human rights include:

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

1.4 Equality objectives for 2020/24

We have updated and reviewed the Council's equality objectives, going forward from 2020/24 the objectives are:

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

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

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

Objective 4: Improve personal safety for all protected groups

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

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

Objective 7: Develop our knowledge of the socio economic duty to protect people from poverty

Achieving these equality objectives will contribute to providing appropriate, accessible and effective services and facilities meeting the diverse needs of our community and ensuring that the Council is a fair employer in all its employment practices. Appendix 1 identifies the steps that we will take to meet these objectives and meet the specific duties of the Equality Act 2010.

1.5 Population Profile

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

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

- The resident population aged 0 to 25 years is predicted to decline by 11% between 2015 and 2035;
- the 3 to 7 year old population is predicted to decline by 19%;
- the 85 years and over population is expected to increase by 168%; which is higher than the predicted increases for Wales (119%);
- 50.7% of the population are female and 49.3% are male;
- 98.5% of the population report that their ethnic group is White.
- 50% of the population report that they were born in Wales
- 66.4% of the population reported that they were Christian
- 25.4% of the population stated that they did not have a religion
- 17.3% report that they have a disability
- Data on sexual orientation is not currently estimated below UK region / country level. Data from the Annual Population Survey for 2017¹ estimates that across Wales as a whole, 94.9% of the population aged 16 and over identify as heterosexual / straight, 1.3% as gay or lesbian, 0.7% as bisexual, 0.5% other, and 2.5% refuse to answer / don't know.
- 13.2% of the population report that they can speak Welsh

Further details are provided on our [website](#).

1.6 The Council

Elected members

Flintshire County Council has 70 Councillors who represent 57 electoral divisions in Flintshire. They are democratically elected every four years. Of the elected members 53 are male, 17 are female compared to 2016 Strategic

Equality Plan in which it was reported that there were 51 male elected members and 19 females. Prior to 2008 elections there were 13 female elected members.

Employees

The Council employs nearly 6,000 people delivering services from various sites around the county with the main administrative centre at County Hall, Mold. Services include council tax, education, housing, planning, refuse services, social services, trading standards and transport. A breakdown of the profile of the workforce is provided in Appendix 2. Data shows that the majority of Council employees are female 63.58% compared to 36.42% males. For employees working in schools this figure increases to 84.83% female employees compared to 15.17% males. Detailed annual workforce information reports are published on the Council [website](#).

The equal pay audit completed in April 2019 shows that the gender gap between men and women in the Council is 13.65% (mean) and 20.36% (median). The current gender pay gap in the UK, based on median hourly earnings, excluding overtime for full time workers is 14.1% (mean) or 9.1% (median). The gap for all employees (full and part time) is 17.4% (mean) or 18.4% (median), as identified in the Office for National Statistics (ONS) Annual Survey of Hours and Earnings (2017). The full details of our annual Equal Pay Audit is published annually on our website and can be found [here](#).

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

1.7 Well-being objectives and Council Plan

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

AMBITIOUS COUNCIL

- Sustaining economic growth through local and regional business development, employment and skills strategies.
- Developing the transport infrastructure and employment sites, and transport services, widening access to employment and training sites.
- Creating a supply of diverse and quality training and employment opportunities.

ACHIEVING COUNCIL

- Providing high quality, accessible, responsive and cost effective public services.
- Providing joined-up services with public and third sector partners which support quality of life in communities and for individuals and families
- Continuing to be a high performing and innovative public sector organisation with social values.

CARING COUNCIL

- Ensuring a supply of affordable and quality housing of all tenures.
- Making early interventions to support healthy and independent living.
- Sustaining a local market of high quality and affordable service provision for those who are highly dependent on care support.
- Protecting people from poverty by maximising their income and maximising their employability.
- Giving equal opportunity to all to fulfill their lives.
- Protecting people from the risk of any form of abuse.

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

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

Ambitious Council	Objectives 3 and 5
Caring Council	Objectives 1, 6 and 7
Connected Council	Objectives 3 and 5
Green Council	Objective 5
Learning Council	Objective 2
Safe and Clean Council	Objective 4
Serving Council	Objectives 1 and 3

Each priority is supported by sub priorities. Details of our Council Plan can be found [here](#).

1.8 Links to other plans and strategies

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

- Accessibility Strategy schools- to ensure that schools are accessible for disabled pupils, parents/carers and employees
- Affordable Warmth action plan- ensuring vulnerable residents can access affordable heating to stay warm
- Dignity at Work policy- The long-term aim is to be a responsive authority in every aspect of our service activities; providing appropriate,

accessible and effective services and facilities to meet the diverse needs of our community

- Domestic Energy Efficiency Project
- Homelessness Strategy and Local Action Strategy
- People Strategy and other Human Resources policies which aim to ensure that we are fair in all our employment practices
- Managing Unauthorised Encampments Protocol, which aims to ensure that the way the Council manages unauthorised Traveller encampments is fair and proportionate.
- 21st Century schools strategy ensuring schools are fit for purpose and meet the needs of learners with protected characteristics

2.1 Meeting our equality objectives.

Progress to meeting our equality objectives is set out in our [annual equality reports](#). During the past four years we have improved information on the diversity of our employees and have exceeded the targets we set ourselves. We have also increased the number of accessible buildings, full details our achievements are set out in our [annual reports](#).

2.2 Reviewing our objectives

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

We reviewed our objectives using a variety of approaches:-

Regionally

- We worked collaboratively with other public sector bodies across North Wales to undertake regional and national research on the equality profile of our communities and identify specific inequalities. A detailed breakdown of the population is provided and the research on inequalities in North Wales was undertaken by Gwynedd County Council on behalf of the North Wales Public Sector Equality Officers Network (NWPSSEN).
- As a member of NWPSSEN we consulted with other public bodies on our regional equality objectives.
- We will work together with NWPSSEN to address issues raised through consultation.

Locally

- We reviewed the Equality and Human Rights Commission's research into inequalities in Wales "Is Wales Fairer? 2018", we also reviewed the Welsh Government's draft equality objectives and research.
- We published a consultation on our website and circulated to over 20,000 people. People who responded told us that:
 - Hate incidents and hate crime towards disabled people is an issue.
 - Transport – access to public transport is an issue.
 - Promotion of community cohesion in some areas of Flintshire is important.
- We met with local groups, including disabled people to ask about their views on the key priorities that needed to be addressed. Transport was raised a key issue.
- We met with services to identify key actions we could take that would have a significant impact to improve outcomes
- We reviewed progress of our current Strategic Equality Plan and identified those objectives we struggled to find data to measure progress.
- We also reviewed the data we held on the profile of Council employees and customers. We found limited data was available about the profile of customers and employees and where available did not cover all of the protected characteristics. We recognise we need to continue collating data to monitor any inequalities for specific groups and also to identify areas for improvements.

2.3 We have set ourselves seven equality objectives for the period 2020/24. We have identified each equality objectives, what actions we will take by 2024, why the objective is priority, how we will measure our achievement and what actions we have already taken. Our equality objectives for 2020/24 are:

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

Outcomes

- Gypsies and Travellers on the Council site will have access to GP services, dental services and mental health services.
- Services are dementia friendly
- People with a learning disability have annual health checks

What we will do by 2024

- Refurbish the Council owned Traveller site to improve sanitary facilities and establish a community hub on the site from which key health services can be provided.
- Provide green spaces on the Council owned Traveller site, providing play spaces for the children.
- Develop and implement an action plan in response to the research we have commissioned into the health needs of Travellers.
- Develop a transit site for Travellers to reduce the number of unauthorised encampments at unsafe and unhealthy locations and improve access to health services.
- Develop and implement a local model of 'Team around the Individual' to support those living with dementia.
- Implement a Health and Well- being strategy for our employees and introduced initiatives to improve our employees' mental health.
- Ensure people with a learning disability receive annual health checks
- Implement an action plan to ensure we retain "Working towards becoming a Dementia Friendly" organisation status.
- Develop an activity plan for the new model of Archive Services which positively targets the engagement of older people and disabled people.

This is a priority because:

- Feedback from both regional and local consultation said this was important.
- The EHRC reported in "Is Wales Fairer? 2018":
 - Some groups of people in Britain, including Transgender people, Gypsies and Travellers and homeless people have difficulty accessing health care.
 - Romani and Traveller communities face high levels of health inequalities, including poorer health and shorter life expectancy than the general population.
 - Disabled people reported poor mental health nearly 3 times more frequently than non-disabled people.
 - In 2016 men in Wales were over 4 times more likely than women to die by suicide.

What we have already achieved:

- Commissioned Public Health Wales to undertake research to understand key issues for Travellers including
 - access to services;
 - mental ill health and suicide amongst young male Travellers;
 - diet; and
 - disproportionate mortality rates.
- Accredited as a "Working towards Dementia Friendly" organisation"
- Signed up to the "**Time to Change**" initiative promoting positive mental health in the workplace and ending mental health discrimination.
- Provide C (Condom) card scheme available in all youth clubs.
- Have become accredited as "Working towards becoming a Dementia Friendly" status.

- Implemented actions from Welsh Government's Suicide and Self-harm Prevention Action Plan

Achievement will be measured by:

- Number of new assessments completed where needs were met through care and support, broken down by age, disability and sex
- The number of people receiving Direct Payments broken down by age, disability and sex.
- Number of new assessments completed by DSN
- Number of people offered a form of advocacy
- Number of people Providers who have achieved Bronze Award in "Progress for Providers"
- Number of people with a sensory impairment referred to Leonard Cheshire
- Number of people completing packages of reablement broken down by age, disability and sex
- Number of people signposted to other agencies by Adult Single Point of Access (SPOA) Team broken down by age, sex and disability
- Number of families signposted to other agencies by the Early Help Hub broken down by age, disability and sex
- Number of Young Carers identified in the year (Breakdown by age, disability and sex)
- Number of Adult carers identified in the year (Breakdown by age, sex and disability from 2021/22 reporting year)
- A hub for health services established on our Traveller site
- Work related absences due to mental health reduce
- Increase in the number of employees who attend dementia awareness training
- Council owned Traveller site is refurbished
- Working Towards Dementia Friendly status is maintained
- An analysis of the Archive Activity Plan

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

Outcome:

- Increased number and percentage of students from all protected groups and those receiving free school meals (FSM) achieve designated performance measures (Mathematics, English and Welsh) at key stage 4

What we will do by 2024

- Review exclusion rates to identify and address disproportionate exclusion rates
- Review absenteeism by protected characteristic
- Develop and implement a Trans policy and guidance for primary schools

- Implement an electronic system to record and report on identity based bullying in schools
- Monitor the impact of the Pupil Development Grant (PDG) delegated to schools to close the attainment gap for pupils receiving free school meals.
- Develop and deliver plans for the distribution of the PDG Access Grant to support wider participation and support the well-being of pupils receiving free school meals

This is a priority because:

- Girls outperform boys at all key stages in our schools (insert data)
- The EHRC reported in “Is Wales Fairer ? 2018”:
 - attainment gaps at school-leaving age persist for children with Additional Learning Needs and those eligible for Free School Meals (FSM).
 - children from poorer backgrounds and Gypsy, Roma, and Traveller children continue to have lower than average levels of attainment
 - poorer children, children with ALN, White children and children of mixed ethnicity have higher than average exclusion rates
 - Ethnic minorities and disabled people are under- represented in apprenticeships
- Stonewall Cymru, reported that more than half of LGBT young people in Wales (54%) and almost three quarters of trans young people (73%) face bullying at school for being LGBT (Stonewall Cymru, School Report 2017).

What we have already achieved:

- Commissioned Show Racism the Red Card to deliver race equality training to every secondary school in the county and equip teachers to deliver future training
- Delivered “Getting on Together” (GoT) training for teachers to deliver training promote tolerance, understanding and respect for all
- Developed and implemented a Trans policy for secondary schools
- Provided training to increase awareness and understanding to support LGBT young people

Achievement will be measured by:

- Annual monitoring and analysis of educational attainment levels of different protected groups -gender, ethnic background, Free School Meals (FSM)
- % of children by protected characteristic and FSM achieving the core subject indicator at key 4.
- Number and type of incidents of identity based bullying in schools
- Exclusion rates of pupils by protected characteristics

- Analysis of delivery plans funded by PDG Access Grant to measure increased engagement and impact on young people
- Number of school and Portfolio employees who complete Modern Slavery training

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

Outcome:

There will not be a pay gap between employees with protected characteristics
Disabled apprentices and apprentices from a BME background will increase.
The workforce will reflect the diversity of the local community

What we will do by 2024

- Undertake an annual equal pay audit and take action to reduce the pay gap
- Include community benefit clauses within our contracts to encourage contractors to provide apprenticeships to disabled people, people from a BME background and women
- Support people with learning disabilities to gain paid employment through Project Search.
- 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
- Implement the action plan for Ethical Employment in Supply Chains

This is a priority because:

- the Gender pay gap in the Council is 20.36%
- the EHRC reported in “Is Wales Fairer ? 2018:
 - the Gender pay gap in Wales is 13.7% and in Flintshire County Council it is 20.36%
 - unemployment is higher for some protected groups – young people, disabled people.
 - Ethnic minorities and disabled people are under- represented in apprenticeships
 - Apprenticeships remain strongly gender segregated
 - 7 out of 10 mothers have had a negative or possibly discriminatory experience during pregnancy, maternity leave or on returning to work from maternity leave.

What we have already achieved:

- Achieved Department of Work and Pensions Disability Confident Employer level 2
- Implemented the Living wage for our employees

- Signed up to the Welsh Government's Code of Practice : Ethical Employment in the Supply Chain.
- Carried out a review of our pay and grading system to ensure it is fair and free from bias.
- Undertaken an equal pay review.
- Theatr Clwyd Created "Bright Sparks" a project aimed at young people in years 2 and 3 to introduce them to STEM (Science, Technology, Engineering and Mathematics) .The latest programme has targeted engagement with young girls.
- Provided apprenticeships through **Project Search** to support people with learning disabilities to gain paid employment. Project Search provides apprenticeship opportunities for people with learning disabilities.

Achievement will be measured by:

- Increasing the quality and quantity of workforce data
- Completing and publishing an annual analysis of workforce data and producing an action plan to address any potential or actual inequalities
- The number of complaints made by employees of discrimination and identity based bullying
- The number of complaints of discrimination made by job applicants
- The number and % of our apprentices by protected characteristic
- The pay gap between men and women employed by the council
- The pay gap between employees by ethnic group
- The pay gap between disabled employees and non-disabled employees
- Number of disabled and BME apprentices.
- The number of people who gain paid employment through Project Search
- The number of Refugees and Travellers who access employment through the **Clean Slate Project**

Objective 4: Improve personal safety for all protected groups

Outcome:

Flintshire will be a safe place to live and work in, and to visit.

What we will do by 2024

- Continue training employees in key teams to recognise and report a hate crime
- Implement an e-learning module on hate crime awareness
- Develop a policy to support employees who are the victims of hate crime

- Provide hate crime training in schools funded by Welsh Government, Community Cohesion Grant.
- Develop initiatives to promote community cohesion through the Regional Community Cohesion Grant
- Explore options to develop resources for Black History month
- Participate in LGBT History month
- Participate in the annual hate crime awareness week to increase reports across all protected characteristics.
- Provide safeguarding training to all bus drivers operating in the county.
- Implement the Wales Audit Office recommendations on progressing the Domestic Abuse, Violence Against Women and Sexual Violence Action Plan.
- Increase the number of employees who attend Modern Slavery training

This is a priority because:

- Consultation identified that hate crime is still an issue for many people
- The EHRC reported in “Is Wales Fairer ? 2018”
 - 75% of hate crimes recorded in Wales 2016/17 were motivated by race or religion
 - the number of recorded hate crimes has increased across all recorded protected characteristics in Wales, particularly for disability hate crimes.
 - There has been a sharp increase in the number of sexual and domestic violence offences reported to, and recorded by, the police since 2015.
- The number of hate crimes reported to North Wales Police has increased in the county

Type of incident	2015/16	2016/17	2017/18	2018/19
Racially motivated	33	37	84	76
Homophobic	6	6	26	29
Disability Related	6	9	8	14
Transphobic	0	1	0	1
Religious	4	6	5	9
Total	49	59	123	129

- The majority of LGB and Trans people who had experienced hate crime or an incident did not report it ([Stonewall Cymru 2017](#))
- [Wales Audit Office](#) report that it is estimated that domestic violence costs Wales £826 million annually- £202.6 million in services’ costs, £100.9 million in economical costs and £522.9million in human and

emotional costs. Wales Audit Office - Progress in implementing the Violence Against Women, Domestic Abuse and Sexual Violence Act 2019

What we have already achieved:

- Established a refuge for men fleeing domestic violence
- Delivered hate crime awareness training to our employees
- Participated in initiatives to promote awareness of hate crime
- Gained accreditation with the **White Ribbon** campaign for our work to raise awareness of and reduce incidents of domestic violence
- Implemented a tension monitoring system to capture trends and hotspots in the county and address issues before they escalate.
- Provided safeguarding training to all taxi drivers to enable them to recognise signs of vulnerable people and know how to make a report.
- Developed a corporate safeguarding e-learning module to ensure our workforce recognise signs of abuse and know how to make a report
- Provide modern slavery training for our employees to increase their awareness and understanding of the issues and recognise signs and know how to make a report.

Achievement will be measured by:

- Number of reports of hate incidents by protected characteristic
- Percentage and number of employees who complete Welsh Government's e-learning training on sexual violence and domestic abuse
- Percentage of employees who complete the corporate safeguarding e-learning module
- Increased number and percentage of employees who attend Modern Slavery training

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

Outcome:

People with protected characteristics are involved in decisions which affect them

Council services are inclusive and accessible

The number and percentage of disabled people accessing services increases

What we will do by 2024

- Put in place a new contract for interpretation and translation services to ensure language is not a barrier when accessing services
- Develop and implement an action plan in response to the research undertaken by the Regional Community Cohesion Officers through "community conversations"
- Ensure a wider range of people with protected characteristics are represented at the Impact Assessment Quality Assurance group.

- Continue providing equality training to our employees
- Develop an activity plan for the new model of Archive Services which positively targets the engagement of protected groups

This is a priority because:

- engaging with protected groups and undertaking equality impact assessments are statutory requirements of the PSED
- this has been raised as an issue during consultation
- the EHRC reported in “Is Wales Fairer ? 2018:
 - Disabled people in Wales experience poor access to, and have poor experiences when trying to use taxis and private hire vehicles, and being refused journeys.
 - Disabled people (46.6%) less likely to have taken exercise than non- disabled people (69.4%)
 - Disabled people have told us access to transport is an issue.
- In Wales, two-thirds of single pensioners have no car, leaving them vulnerable to a lack of transport or access to key services, particularly in rural areas

What we have already achieved:

- Established a youth group for the LGBT young people with Viva, young people’s project.
- Theatr Clwyd provided “Singing for the Soul” for people living with Dementia.
- Offered drama classes for young people with additional learning needs (ALN) –over 400 young people attend these;
- worked with Betsi Cadwaladr University Health Board (BCUHB) on an “Arts from the Armchair” Project;
- Provided placements for “Mind the Gap” project- this project provides opportunities for young women from disadvantaged backgrounds to prepare for work
- Piloted live streaming of theatre into local care homes with wraparound workshops
- established a community focus group for individuals who would have struggled to visit the theatre. This group is helping the theatre develop their access strategy
- Offer sign language, audio and subtitles to increase access for people with sensory impairments
- Introduced Dementia Friendly screenings in cinemas
- Produced an all-female production of “Lord of the Flies”
- Increased female representation on their Board from 0% to 30%

Achievement will be measured by:

- Number of courses for employees in leisure services
- Percentage of employees who complete the Equality Act 2010 and Equality in the Workplace e-learning modules

- Equality monitoring and analysis undertaken in key services: Education, Housing, Social Services
- An analysis of the Archive Activity Plan

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

Outcome:

Improved living conditions for Travellers on Council sites

Timely, accessible accommodation available for disabled people

What we will do by 2024

- Develop a transit site for Travellers
- Improve toilets, washrooms and kitchen facilities on the Council owned Traveller site
- Become a Resettlement area for Asylum Seekers and Refugees
- Complete a Strategic review of housing needs to inform new builds

This is a priority because:

- Consultation both regionally and locally has identified that this is an issue
- the EHRC reported in “Is Wales Fairer ? 2018”
 - Disabled people face a shortage of accessible and adaptable housing
 - the average wait for an adaptation in Wales, from application to installation, is 18 weeks
- Refugees granted leave to remain and considered in ‘priority need’ for housing can spend long periods in temporary accommodation that is often unsuitable or unsafe

What we have already achieved:

- Delivered social and affordable housing with a 500 home social and affordable housing new build programme in place and additional affordable homes being built by Registered Social Landlords. A wholly owned housing company has been created which is delivering affordable housing and managing private landlord property
- Completed an assessment of the accommodations needs of Travellers
- Trained employees in housing to improve awareness and understanding of the needs of Travellers
- Secured a Welsh Government Grant to refurbish our existing Traveller site
- Resettled and supported Syrian Refugees in the county

Achievement will be measured by:

- Equality monitoring and analysis undertaken in key services: Education, Housing, Social Services
- Waiting times for Adapted Housing compared to other Housing
- Traveller site refurbished

Objective 7: Develop our knowledge of the socio economic duty to protect people from poverty

Outcome:

We will ensure that any strategic decisions we take will consider the impact on families/people living in poverty

What we will do by 2024

- Provide free sanitary products in secondary schools
- Provide free sanitary products in primary schools
- Maximize the numbers attending the SHEP school holiday lunchtime programme - four sites offering lunches will be available per year. 40 places will be offered on each site
- Implement Welsh Government's guidance on the Socio economic duty
- Raise awareness of illegal money lending to protect people who are vulnerable to being exploited.
- Support a regional conference on illegal money lending.
- Continue to introduce campaigns to increase take-up of benefits.
- Continue to raise awareness of Council Tax Reduction scheme and ensure that all low income households are aware of what they are entitled to and how they can make a claim.
- 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.
- The Welfare Reform team can provide holistic and financial support to those customers who find themselves in financial difficulty before they fall into poverty.
- 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.
- Develop a Child Poverty Strategy which focuses on supporting pupils in schools through a review of Free School Meals, School Uniform Exchanges and curriculum delivery models

This is a priority because:

- the EHRC reported in "Is Wales Fairer ? 2018:
 - A quarter of adults and a third of children are now living in poverty.

- Disabled people are more likely to live in poverty and experience severe material deprivation than non-disabled
- Children and young people living in poverty in Wales miss out on their most basic human rights of having their food, shelter and health needs met. The costs of attending and participating in school leads to an inequality of opportunity for children and young people living in poverty
- the proportion of people who are working and living in poverty (in-work poverty) has risen from 13% in 1994-95 to 18% in 2017, Institute for Fiscal Studies (IFS) research, funded by the Joseph Rowntree Foundation. In the mid-1990s 37% of those in poverty lived in a working household. This has now reached 58%
- 43.6% of learners in receipt of free school meals achieve 5 GCSE's A* - C in comparison to 75.2% of girls achieving 5 GCSEs A* - C
- The Illegal Money Lending unit have told us that illegal money lending is under reported in North Wales, and some protected groups are more likely to be victims.
- The Council Tax Reduction caseload has reduced which has been an effect of Universal Credit across all LAs. However, we want to ensure that all low income households are claiming what they are entitled to.
- Due to the negative impacts that Universal Credit has had on some customers we want to continue providing Welfare support to all customers.
- We want to raise as much awareness as possible to ensure all families know they may be entitled to receive free school meals and a uniform grant.
- Based on the reported levels of poverty in Wales it is clear that we need this campaign to ensure that people who are on a low income and living in poverty are claiming all benefits they are entitled to. This campaign has also been encouraged by Welsh Government.
- The impacts of Welfare Reforms are continuing to have a negative impact on those most vulnerable customers.
- Based on the reported levels of poverty in Wales it is clear that we need to ensure that people who are on a low income and living in poverty are claiming all benefits they are entitled to.
- The number of children in Flintshire and in Wales living in poverty has not reduced

What we have already achieved:

- Provide free sanitary products at all schools, youth clubs and food banks
- Provide the School Holiday Enrichment (SHEP) programme - SHEP is a school-based programme that provides healthy meals, food and nutrition education, physical activity and enrichment sessions to children in areas of social deprivation during the summer holidays
- Offer a Uniform Exchange

- SHARE Programme - our employees gave their time to volunteer to serve lunches on the summer play schemes
- Include poverty as part of our integrated impact assessments
- Implemented a Fair Debt recovery policy
- Participated in a campaign to increase the take-up of benefits
- Theatr Clwyd worked with the Money Penny Foundation (which gives unemployed young people new opportunities) to provide workshops to support young unemployed women have new opportunities in life and work.
- Theatr Clwyd offer concessionary tickets for Social Services' service users.
- Continue to introduce campaigns to increase take-up of benefits.
- Promotional correspondence has been produced, this will be sent to all households in Flintshire to advise them of the Council Tax Reduction Scheme and how to apply.
- Promotional correspondence has been produced and is being used via Social Media and other means such as letters to advise customers of what support is available.
- Our website confirms who would be eligible to receive a free school meal and a uniform grant, the schools are also aware to share with families.

Achievement will be measured by:

- The number of children attending SHEP
- Percentage of schools providing free sanitary products
- Percentage of youth clubs providing free sanitary products
- Percentage of Food Banks providing free sanitary products
- This will be measured by monitoring the Council Tax Reduction expenditure.
- This will be measured by monitoring the Welfare Reform Team outcomes.
- Recording the number of children in receipt of free school meals via the yearly PLASC. (Pupil Level Annual School Census)
- Recording the number of uniform grants awarded by completing the annual return to Welsh Government.

3. Meeting the Specific Duties

3.1 Arrangements for identifying, collating and publishing information

Employment

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

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

Schools

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

- attainment (key stages 2, 3, 4 and 5)
- attendance
- exclusions
- free school meal entitlements

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

Services

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

3.2 Arrangements for assessing impact

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

An Integrated impact assessment (IIA) screening tool and template for a full impact assessment have been developed. A group of stakeholders representing protected characteristics from both employees and members of the public review IIAs and provide feedback to authors. IIAs have been integrated into the performance management system to facilitate more effective monitoring. Summaries of IIAs which have a significant impact as agreed by the stakeholder group are published on our website.

All reports to Committee have a Risk Assessment section which needs to include the IIA.

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

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

Specific activities to support these arrangements include:-

- Bespoke workshops on Equality.
- Training to support initiatives such as Deaf Awareness Week, Gypsy and Traveller History Month, Lesbian, Gay Bisexual and Transgender History Month and promote awareness and understanding of specific equality issues.
- Resources are available on the Council's intranet including guidance for working with people from the protected groups.
- E-learning modules are available on the Equality Act 2010 and Equality in the workplace. These have to be completed by all new starters.
- Hate crime, Modern Slavery, County Lines and Prevent training is also available.
- Hate Crime, Modern Slavery and Trans awareness training are also available as e-learning modules.

3.4 How we will incorporate equality into Procurement

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

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

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

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

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



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

The objectives will be reviewed annually and revised if necessary or if monitoring indicates that there are emerging areas of inequality that need to be addressed urgently. The action plan will be updated annually. If the objectives are revised the Strategic Equality Plan will be republished otherwise it will be republished in 2024.



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

Thank you for reading our Strategic Equality Plan 2020/2024.

Views and suggestions for the Strategic Equality Plan are welcome.

Please contact us on: Tel: 📞 01352 702131

Email: 📧 Stephanie.aldridge@flintshire.gov.uk

Appendix 1

Strategic Equality Plan Action Plan Year 1 2020/21		
Objective 1 Objective 1: Improve health, well being and social care outcomes including outcomes for older people and disabled people.		
Action	Who	By when
We will support people to achieve their Health, Wellbeing and social care outcomes through providing care and support.	Service Managers	On-going
We will give people more choice and control over the care and support they receive, which will further reduce inequalities for people with protected characteristics	Service Manager (Disability Services)	On-going
Ensure people with sensory impairment, including people who are deafblind are able to access Information, Advice and Assistance &/or Care and Support, reducing inequality to access and support.	Commissioning Manager	On-going
We will Actively Offer Care and Support through the medium of Welsh, reducing risks of inequality or discrimination.	Commissioning Manager	On-going
We will Actively Offer Advocacy to people when assessing their needs for care and support, reducing risks of inequality or discrimination.	Commissioning Manager	On-going
We will support people to achieve their health, wellbeing and personal outcomes in care and support settings reducing the likelihood of discrimination and inequality	Commissioning Manager	On-going
We will support people to remain with protected characteristics to remain independent and able to live at home, particularly when impacted by age or disability.	Service Manager (Older People)	On-going

We will support people at the earliest opportunity through early intervention and preventative support	Service Managers	On-going
Develop and implement a local model of 'Team around the Individual' to support those living with dementia.	Commissioning Manager	April 2021
Implement an action plan to ensure we retain "Working towards becoming a Dementia Friendly" organisation status	Commissioning Manager	April 2021
We will support carers to continue in their caring role	Commissioning Manager	On-going
Develop project plan to refurbish Traveller site.	Gypsy and Traveller Liaison Officer	April 2021
Commission contractor to improve greenspaces and play spaces for children on Traveller site.	Gypsy and Traveller Liaison Officer	April 2021
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	April 2021
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	April 2021
Implement a Health and Well- being strategy for our employees and introduce initiatives to improve our employees' mental health	Senior manager HR and OD	March 2021

Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well being		
Action	Who	By when
Implement an electronic system to record and report on identity based bullying in schools	Learning Advisor, Health, Well-being and Safeguarding	March 2021
Provide training for school Governors to increase awareness and understanding of the Equality Act 2010	Strategic Policy Advisor	March 2021
Monitor Estyn Inspection Reports and identify any equalities issues in schools in order to target support to school	Senior Manager School Improvement	March 2021
Ensure compliance by all schools on the Wales Government Respecting Others (statutory guidance)	Learning Advisor, Health, Well-being and Safeguarding	March 2021
Monitor school exclusion rates for protected groups in order to target support to schools.	Senior Manager Inclusion	March 2021
Monitor persistent school absenteeism by protected characteristic	Senior Manager Inclusion	March 2021
Raise awareness of identity based bullying during anti-bullying week	Learning Advisor, Health, Well-being and Safeguarding	March 2021
Ensure all schools access modern slavery training	Learning Advisor, Health,	March 2021

	Well-being and Safeguarding	
Ensure all primary schools access “Getting on Together” resource and training	Learning Advisor, Health, Well-being and Safeguarding	March 2021
Reduce the gap and educational attainment level for those eligible/for /receiving free school meals.	Senior Manager School Improvement	March 2021
Continue supporting LGBT Youth group fortnightly	Information and Involvement Officer	March 2021
Continue supporting young Traveller weekly sessions	Youth Forum Worker	March 2021
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	March 2021
Objective 3 Ensure equal pay within the workplace by having in place fair, open and transparent grading and salary strategies in place		
Action	Who	By when
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	March 2021
Support people with learning disabilities to gain paid employment through Project Search.	Planning and Development Team	March 2021

Achieve Level 3 Disability Confident Leader – DWP Disability Confident Employer	HR Policy and Reward Officer	March 2021
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	March 2021
Continue to collate diversity data from employees to increase response rate	HR Business Information Officer	On-going
Undertake annual workforce equality monitoring and develop an action plan to address and reduce any inequalities	HR Business Information Officer	March 2021
Undertake annual equality monitoring of our apprentices to identify under representation and develop action plan to address any inequalities	HR Business Information Officer	March 2021
Identify opportunities to use positive action to reduce inequalities	Strategic Policy Advisor	March 2021
Develop a strategic and consistent approach to embedding social value in the procurement process to increase apprenticeship opportunities to disabled people, people from a BME background and women	Social Value Development Officer	March 2021
Increase the number of employees who complete the equality e-learning modules	Strategic Policy Advisor	March 2021
Objective 4 : Improve personal safety for all protected groups		
Action	Who	By when
Continue training employees in key teams to recognise and report a hate motivated incident and hate crime	Regional Community Cohesion Officer	March 2021

Implement an e-learning module on hate incidents and hate crime awareness	Regional Community Cohesion Officer	March 2021
Develop a policy to support employees who are the victims of hate incidents and hate crime	HR Policy and Reward Officer	March 2021
Raise awareness of hate incidents and hate crime in schools through the Welsh Government, Community Cohesion Grant	Strategic Policy Advisor /Regional Community Cohesion Officer	March 2021
Develop initiatives to promote community cohesion through the Regional Community Cohesion Grant	Strategic Policy Advisor /Regional Community Cohesion Officer	March 2021
Explore options to develop resources to promote Black History month	Strategic Policy Advisor /Regional Community Cohesion Officer	March 2021
Participate in LGBT History month	Strategic Policy Advisor	February 2021
Participate in the annual hate crime awareness week to increase reports across all protected characteristics.	Strategic Policy Advisor	October 2020

Increase the number of employees who complete the Welsh Government's Domestic Violence against women e-learning modules.	HR Business Information Officer	March 2021
Increase the number of employees who attend Modern Slavery training	Strategic Policy Advisor	March 2021
Participate in initiatives to promote good relations	Strategic Policy Advisor	March 2021
Objective 5: Increasing access to participation to services and decision making for all protected groups		
Action	Who	By when
Develop and implement an action plan in response to the research undertaken by the Regional Community Cohesion Officers through community conversations	Strategic Policy Advisor /Regional Community Cohesion Officer	March 2021
Put in place equality monitoring processes in key services to identify potential barriers to access	Strategic Policy Advisor	March 2021
Complete review of website to ensure it meets accessibility standards	Digital Solutions Architect	March 2021
Review opportunities to improve access to public transport for disabled and older people	Transport Manager	March 2021
Develop an activity plan for the new model of Archive Services which positively targets the engagement of protected groups	Principal Archivist	March 2021

Explore opportunities to strengthen equality within the procurement process	Strategic Policy Advisor	March 2021
Objective 6: Improve living standards of people with different protected characteristics		
Action	Who	By when
Develop plan for a transit site for Travellers	Gypsy and Traveller Liaison Officer	April 2021
Improve toilets, washrooms and kitchen facilities on the Council owned Traveller site	Gypsy and Traveller Liaison Officer	April 2021
Commission contractor to improve greenspaces and play spaces for children on Traveller site.	Gypsy and Traveller Liaison Officer	April 2021
Become a Resettlement area for Asylum Seekers and Refugees	Gypsy and Traveller Liaison Officer	April 2021
Review opportunities to improve access to public transport for disabled people and older people	Transportation Manager	March 2021
Objective 7 Develop our knowledge of the socio economic duty to protect people from poverty		
Action	Who	By when
Provide free sanitary products in secondary schools	Learning Advisor – Health, Well-being & Safeguarding	March 2021
Provide free sanitary products in primary schools	Learning Advisor –	March 2021

	Health, Well-being & Safeguarding	
Maximize the numbers attending the SHEP school holiday lunchtime programme - four sites offering lunches will be available per year. 40 places will be offered on each site	Learning Advisor – Health, Well-being & Safeguarding	September 2020
Implement Welsh Government’s guidance on the Socio economic duty	Strategic Policy Advisor	June 2020
Raise awareness of illegal money lending to protect people who are vulnerable to being exploited.	Regional Community Cohesion Officer	March 2021
Support a regional conference on illegal money lending.	Regional Community Cohesion Officer	December 2020
Continue to raise awareness of Council Tax Reduction scheme and ensure that all low income households are aware of what they are entitled to and how they can make a claim.	Team Manager – Benefits Assessment	Ongoing
Provide holistic and financial support to those customers who find themselves in financial difficulty before they fall into poverty.	Welfare Reform Team Manager	Ongoing
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	Ongoing

Continue to raise awareness to ensure all low income households are aware they may be eligible to receive Free School Meals and a uniform Grant	Team Manager – Grants and Performance	Ongoing
Continue to raise awareness of Council Tax Reduction scheme and ensure that all low income households are aware of what they are entitled to and how they can make a claim.	Team Manager – Benefits Assessment	Ongoing
The Welfare Reform team can provide holistic and financial support to those customers who find themselves in financial difficulty before they fall into poverty.	Welfare Reform Team Manager	Ongoing

Appendix 2 Profile of the Flintshire County Council employees

1. Profile of employees by Ethnic Origin

Table 1.1 Profile of the Non-Schools workforce by Ethnic Origin

	2016		2019	
Ethnic Origin	Total employees	% employees	Total employees	% employees
BME	17	0.49	19	0.69
White	2,452	71.03	2066	75.02
Not Stated	983	28.48	626	22.73
Prefer Not To Say			43	1.56
Totals	3,452	100.00	2754	100.00

Table 1.2 Profile of the school workforce by Ethnic Origin

	2016		2019	
Ethnic Origin	Total employees	% employees	Total employees	% employees
BME	7	0.19	8	0.25
White	2,108	57.90	1754	54.86
Not Stated	1,528	41.91	1405	43.95
Prefer Not To Say			30	0.94
Totals	3,641	100.00	3197	100.00

2. Profile of employees who classify themselves as being disabled

Table 2.1 Profile of disabled employees (excluding schools)

	2016		2019	
Disabled employees	Total employees	% employees	Total employees	% employees
No	2,286	66.22	1942	70.52
Not Stated	1,051	30.45	599	21.75
Yes	115	3.33	104	3.78
Prefer Not To Say			109	3.96
Total	3,452	100.00	2754	100.00

Table 2.2 Profile of disabled employees in schools

	2016		2019	
Disabled employees	Total employees	% employees	Total employees	% employees
No	1,948	53.50	1629	50.95
Not Stated	1,651	45.34	1484	46.42
Yes	42	1.16	33	1.03
Prefer Not To Say			51	1.60
Total	3,641	100.00	3197	100.00

3 Profile of employees by Sexual Orientation

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

	2016		2019	
Sexual Orientation	Total employees	% employees	Total employees	% employees
Bi-Sexual	5	0.14	12	0.44
Gay Man	12	0.35	9	0.33
Gay Woman/Lesbian	11	0.32	16	0.58
Heterosexual / Straight	1,137	32.93	1498	54.39
Not Stated	2,221	64.34	1102	40.01
Other	4	0.12	4	0.15
Prefer Not To Say	62	1.80	113	4.10
Total	3,452	100.00	2754	100.00

Table 3.2 Profile of school employees by Sexual Orientation

	2016		2019	
Sexual Orientation	Total employees	% employees	Total employees	% employees
Bi-Sexual	2	0.05	4	0.13
Gay Man	2	0.05	5	0.16
Gay Woman/Lesbian	1	0.03	2	0.06
Heterosexual / Straight	771	21.18	859	26.87
Not Stated	2,826	77.62	2276	71.19
Other	5	0.14	4	0.13
Prefer Not To Say	34	0.93	47	1.47
Total	3,641	100.00	3197	100.00

4 Profile of employees by Religion or Belief

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

Religion or Belief	2016		2019	
	Total employees	% employees	Total employees	% employees
Buddhist	3	0.09	3	0.11
Christian	1,146	33.20	1028	37.33
Hindu	0	0.00	0	0.00
Jewish			1	0.04
Muslim	2	0.06	0	0.00
None	512	14.83	665	24.15
Not Stated	1,671	48.40	915	33.22
Other	60	1.74	42	1.53
Prefer Not To Say	58	1.68	100	3.63
Sikh	0	0.00	0	0.00
Total	3,452	100.00	2754	100.00

Table 4.2 Profile of Schools employees by Religion or Belief

Religion or Belief	2016		2019	
	Total employees	% employees	Total employees	% employees
Buddhist	1	0.03	2	0.06
Christian	986	27.07	824	25.77
Hindu	0	0.00	1	0.03
Muslim	1	0.03	3	0.09
None	278	7.64	329	10.29
Not Stated	2,301	63.20	1952	61.06
Other	31	0.85	27	0.84
Prefer Not To Say	42	1.15	58	1.81
Sikh	1	0.03	1	0.03
Total	3,641	100.00	3197	100.00

5 Profile of employees by Marital Status

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

Marital Status	2016		2019	
	Total employees	% employees	Total employees	% employees
Divorced or in a Dissolved Civil Partnership	126	3.65	112	4.07
Married or in a Civil Partnership	1,525	44.18	1103	40.05
Not Married or in a Civil Partnership	697	20.19	607	22.04
Not Stated	1,087	31.49	833	30.25
Widowed or Surviving Civil Partner	17	0.49	80	2.90
Prefer Not To Say			19	0.69
Total	3,452	100.00	100.00	100.00

Table 5.2 Profile of school employees by Marital Status

Marital Status	2016		2019	
	Employees	% Employees	Employees	% Employees
Divorced or in a Dissolved Civil Partnership	15	0.41	22	0.69
Married or in a Civil Partnership	1,389	38.15	1037	32.44
Not Married or in a Civil Partnership	487	13.38	504	15.76
Not Stated	1,746	47.95	1613	50.45
Widowed or Surviving Civil Partner	4	0.11	1	0.03
Prefer Not To Say		100.00	20	0.63
Total	3,641	100.00	3197	100.00

6. Profile of employees by gender

Table 6.1 Profile of employees (excluding schools) by gender

	Gender	Female	%	Male	%	Not Stated	%
2016	Totals	2,247	65.09	1,205	34.91	0	0.00
2019	Totals	1,751	63.58	1,003	36.42	0	0.00

Table 6.2 Profile of school employees by gender

The tables below show that the majority of school employees are female.

	Gender	Female	%	Male	%	Not Stated	%
2016	Totals	3,112	85.47	529	14.53	0	0.00
2019	Totals	2712	84.83	485	15.17	0	0.00%

7 Profile of employees by age

Table 7.1. Employee profile by age (excluding schools)

	2017		2019	
Age Range	Total employees	% employees	Total employees	% employees
16 – 24	192	5.59%	178	6.29%
25 – 34	512	14.91%	409	14.46%
35 – 44	719	20.94%	590	20.86%
45 – 49	544	15.85%	418	14.78%
50 – 54	578	16.84%	446	15.77%
55 – 59	486	14.16%	424	14.99%
60 – 64	287	8.36%	253	8.95%
65 – 69	81	2.36%	80	2.83%
70 – 74	25	0.73%	20	0.71%
75 and Over	9	0.26%	10	0.35%
Totals	3,433	100.00%	2,828	100.00%

Table 7.2. Employee profile of school employees by age

	2017		2019	
Age Range	Total employees	% employees	Total employees	% employees
16 – 24	120	3.49	107	3.35
25 – 34	624	18.17	590	18.45
35 – 44	915	26.65	803	25.12
45 – 49	588	17.12	512	16.02
50 – 54	526	15.32	508	15.89
55 – 59	393	11.44	350	10.95
60 – 64	195	5.68	221	6.91
65 – 69	48	1.40	70	2.19
70 – 74	21	0.61	27	0.84
75 and Over	4	0.12	9	0.28
Totals	3,434	100.00	3197	100.00