

MERTHYR TYDFIL COUNTY
BOROUGH COUNCIL

**ANNUAL
EQUALITY
REPORT**

2018-2019



Cyngor Bwrdeistref Sirol
MERTHYR TUDFUL
MERTHYR TYDFIL
County Borough Council

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FOREWORD

Merthyr Tydfil County Borough Council (MTCBC) is pleased to introduce the third Annual Report for its Strategic Equality Plan for 2016-2020. This Strategic Equality Plan was prepared in line with the requirements of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and was approved by Council on 23rd March 2016.

Through the Strategic Equality Plan this Annual Equality Report for 2018-2019 is testament to the Council's ongoing drive to progress its equality agenda and deliver our Equalities Vision for Merthyr Tydfil, which is:

- A place where diversity is valued and respected and everyone can participate, flourish and have the opportunity to fulfil their potential free from discrimination and prejudice.

The Council is working towards delivering this Vision through our role as a community leader, service provider, commissioner, employer and working in partnership to reduce inequalities and to improve the well-being of the County Borough.

I commend this Annual Report to you and look forward to sharing the progress that we make towards achieving fairness in equality in the County Borough of Merthyr Tydfil.

Councillor Kevin O'Neill
Leader and Equalities & Diversity Champion
Merthyr Tydfil County Borough Council

INTRODUCTION AND BACKGROUND

Equality Act 2010

The Equality Act 2010 (the Act) brings together and replaces the previous anti-discrimination laws with a single Act. It simplifies and strengthens the law, removes inconsistencies and makes it easier for people to understand and comply with it. The majority of the Act came into force on 1st October 2010.

The Act includes a new public sector equality duty (the 'general duty'), replacing the separate duties on race, disability and gender equality. This came into force on 5th April 2011.

The new general duty covers the following protected characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnerships
- Pregnancy and Maternity
- Race – including ethnic or national origin, colour or nationality
- Religion or belief – including lack of belief
- Sex (Gender)
- Sexual orientation

It applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

What is the general duty?

The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. This will achieve better outcomes for all.

When making decisions and delivering services we must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Specific Duties in Wales

The broad purpose of the specific duties in Wales is to help listed bodies in their performance of the general duty and to aid transparency.

The specific duties in Wales are set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. The specific duties in Wales came into force on 6th April 2011.

The specific duties in Wales cover:

- Objectives
- Strategic Equality Plans
- Engagement
- Assessing impact
- Equality information
- Employment information
- Pay differences
- Staff training
- Procurement
- Annual reporting
- Publishing
- Welsh Ministers' reporting
- Review
- Accessibility

Strategic Equality Plan

The specific duties in Wales included a requirement for listed bodies to develop and publish a Strategic Equality Plan every four years.

As part of the review of the Council's Strategic Equality Plan it was identified that an Equalities Vision for Merthyr Tydfil was essential in order to set out the Council's ambition to eliminate discrimination / harassment, advance equality and foster good relations.

The following Equalities Vision for Merthyr Tydfil has been developed.

Our Equalities Vision for Merthyr Tydfil is;

“A place where diversity is valued and respected and everyone can participate, flourish and have the opportunity to fulfil their potential free from discrimination and prejudice.”

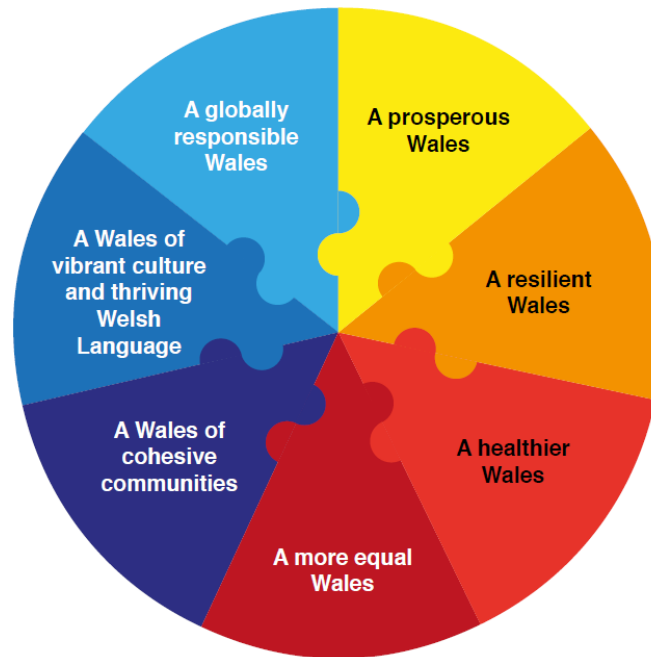
This Vision is supported by the following four Equality Objectives (listed in the table below) that are set out in the Council’s Strategic Equality Plan for 2016-2020. The Strategic Equality Plan for 2016-2020 was approved by Council on 23rd March 2016.

| Themes | Equality Objectives |
|--|---|
| Community Engagement | <u>Equality Objective 1</u> Put Citizens’ voices at the heart of local decision making so that their contribution is understood, recognised and used to help the Council understand and respond to the needs of its communities. |
| Equality Awareness Raising | <u>Equality Objective 2</u> To support and facilitate Equalities training and learning opportunities so that staff at all levels, Councillors and partners recognise and incorporate Equalities as part of their role. |
| Understanding our Staff and Communities | <u>Equality Objective 3</u> Develop robust monitoring systems to collect, collate, monitor and publish equalities data on our employees and customers, which will help the Council to ensure that it provides fair and accessible services. |
| Gender/Equal Pay | <u>Equality Objective 4</u> Ensure equity of pay across Merthyr Tydfil County Borough Council. |

These Equality Objectives will be delivered through an Action Plan that is set out in the Strategic Equality Plan for 2016-2020.

Well-being of Future Generations (Wales) Act 2015

The Council's Vision and Equality Objectives for 2016-2020 support the Council's Well-being Objectives and the seven Well-being Goals (shown in the diagram below) and link to the five ways of working (the Sustainable Development Principle) that are set out in the Well-being of Future Generations (Wales) Act 2015.



Long term



The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.

Prevention



How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.

Integration



Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.

Collaboration



Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.

Involvement



The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.

PERFORMANCE ASSESSMENT – SUMMARY OF PROGRESS AGAINST DELIVERING THE COUNCIL'S EQUALITY OBJECTIVES

Progress against delivering the Council's Equality Objectives for 2018-19 have been as follows:

Integrated Impact Assessment

In line with the requirements of the Well-being of Future Generations (Wales) Act 2015 the Council developed an Integrated Impact Assessment (IIA). The IIA incorporates the Council's Well-being Objectives, the Sustainable Development principles, Equalities, Welsh language and Biodiversity, to support effective decision making.

The Council continues to ensure we are adopting the IIA for projects. When implementing significant change the IIA ensures that the Council is taking into account the impact decisions could have on the people and communities of Merthyr Tydfil now and in the future.

Cwm Taf Well-being Plan

Last year the Cwm Taf Public Services Board (PSB) published a Well-being Assessment of the people and communities of Cwm Taf. In preparation for this, hundreds of people who live, work and use public services across the Cwm Taf area were consulted with.

After more than two years of work the Cwm Taf Well-being Plan was launched on the 3rd May 2018, with involvement of the local community being central to it.

The Plan worked to encompass the seven wellbeing goals, including the Cohesive Communities and A More Equal Wales goals. This includes a society that enables people to fulfil their potential no matter what their background or circumstances; in particular strengthening the community to tackle loneliness and isolation.

The plan also aims for Cwm Taf to be an attractive, viable, safe and well connected community where communities are provided with consistent messages, links and signposting to community, public sector and business support.

Initially a Well-being Assessment was undertaken, looking at the assets and challenges of the communities of Cwm Taf in terms of their social, economic, environmental and cultural wellbeing.

In listening to the communities, identifying the Well-being Objectives and prioritising what is needed to do to achieve them to make the plan a reality was at the heart of the decision making process.

Work will begin to develop on delivering on the cross-cutting objectives that deliver against the Cohesive Communities and A More Equal Wales Goals.

LGBT History Month

The Rainbow and Transgender flags were raised outside the Civic Centre on 18th February 2019 to celebrate Lesbian, Gay, Bisexual and Transgender (LGBT) History month in February as part of the Council's commitment to supporting and engaging with the LGBT+ community within Merthyr Tydfil. The event was attended by the Mayor, our local Member of Parliament, our local Assembly Member, Councillors and Council staff, South Wales Police and members of the Youth Cabinet and Merthyr Tydfil Borough Wide Youth Forum (MTBWYF).

We also raised awareness of LGBT+ History Month with the general public via Social Media posts promoting the month-long observance and the flag raising ceremony.

International Day Against Homophobia, Transphobia and Biphobia

There was a LGBT Flag Raising Ceremony in Merthyr Tydfil on 17th May 2018 to mark IDAHOT (International Day Against Homophobia, Transphobia and Biphobia).

We also attended the LGBTQIA – Pink Iris Forum. This group is newly formed after the dissolution of the Visible SMT group. As the group are just starting out independently, support has also been given through the Local Authority and from Project Unity, the Rhondda Cynon Taff LGBT+ group.

Pride Cymru 2018

The Council was proud to be part of Pride Cymru in August in Cardiff, working with other Councils from across South Wales to promote equality for LGBT+ communities. As a 'Proud Council' our aim was to visibly show our commitment and support of the LGBT+ community in Wales and around the world.

Also we wanted to engage with the LGBT+ community to find out what issues are important to them. We actively took part in the event by having a stall and encouraging visitors to discuss how councils can improve the experiences of local LGBT+ people across South Wales when accessing public services.

To celebrate this event the Rainbow flag was raised outside the Civic Centre on the same day as Pride Cymru.

Transgender Day of Remembrance

For Transgender Day of Remembrance on 20th November and International Transgender Day of Visibility on 31st March, both Merthyr Tydfil County Borough Council and Rhondda Cynon Taff County Borough Council are committed to supporting trans members of staff, service users and young people to ensure they do not feel discriminated in their place of work, communities or when accessing services.

Transgender Inclusion Toolkit and Guidance

MTCBC developed a Transgender Inclusion Toolkit and Guidance working in partnership with the Vale of Glamorgan Council. The aim of the Toolkit and Guidance is to support transgender and gender questioning children and young people, which offers an opportunity to raise awareness of gender identity whilst providing support and guidance to create a positive and inclusive education.

It is a valuable tool for all staff working with children and young people that ensures transgender and gender questioning young people are supported in an appropriate, consistent and equal manner.

This Toolkit and Guidance continues to enable schools to further develop whole school policy and practice that will allow transgender or gender questioning children and young people to achieve at school.

Ethnic Minorities Group

We have held meetings with the EYST (Ethnic Minorities and Youth Support Team) Wales to look at establishing a Cwm Taf BAME (Black, Asian and Minority Ethnic) group. The EYST is an award-winning voluntary organisation which was set up to support ethnic minority people in Wales. We are working closely with EYST to begin a consultation exercise with BAME students and residents in Cwm Taf, with the possibility of developing the local BAME group.

Insport

Development of the MTCBC insport Gold submission has continued throughout 2018-19. To date we are the only Local Authority to have attended the Disability Sport Wales insport Gold Pre-Panel, outlining their priority areas as part of the submission. These include the development of coaching and volunteering roles for disabled people and the development of new adult opportunities.

The Disability Sport Merthyr forum has continued to develop over 2018-19. There are currently 15 disabled members actively volunteering their time at events, sessions and in regular development meetings. The forum has also successfully accessed grant funding to develop new projects. Also, 7 of the members completed an employability programme with Swansea City FC Community Foundation.

We continued to pilot the insport education programme, with 3 local schools working their way through the scheme. We are currently the only Local Authority in Wales to be running the programme.

Close working relationships continue to be forged with the Health Board, particularly with Paediatric OT and Physio departments. A robust referral process is in place which sees disabled participants formally referred into sport and physical activity interventions.

Welsh Language

In 2018 MTCBC launched a new initiative called the #Shwmaeronment Campaign which is about encouraging the use of the Welsh language in the workplace and wider community. The main aim is for people to start using different Welsh words and phrases with one another in a 'unique bilingual environment'. As part of the initiative we encouraged schools in the County Borough to get involved in a competition to help the launch. Pupils were asked to design a logo for #Shwmaeronment and the winning entry was developed into an official logo which was used in posters and other literature that was displayed across Merthyr Tydfil.

As part of the Council's Welsh Language continuous improvement programme we developed a mystery shopper project in partnership with Menter Iaith Merthyr Tudful, to independently assess the Council's provision of Welsh language services. It was carried out between February and March 2019. Any areas for improvement identified in the findings will be used to inform the Council's Welsh Language Programme for 2019-2020 and beyond.

We developed a Welsh language customer telephone and greeting training course with the aim to upskill MTCBC staff to support the Council's provision of Welsh language services to the communities of Merthyr Tydfil. During 2017-2018 over 75 members of front line staff received training, and during 2018-2019 over 40 members received the refresher training.

The Council continues to work in partnership with Dysgu Cymraeg Morgannwg/Learn Welsh Glamorgan to provide work place training opportunities for staff and Councillors. Nine members of staff have successfully achieved the WJEC Entry Certificate in Welsh Second Language. The Council currently has 25 members of staff learning Welsh in the workplace.

We also continue to provide ongoing social opportunities for learners to listen and practice their Welsh. These include holding coffee mornings, festive events and attending Welsh language events such as "Llwybrau Llafar" at St Fagans National Museum of History. A weekly community Welsh class has also been set up in Heolgerrig, Merthyr Tydfil.

The Council's Welsh language service and Active Merthyr Tydfil continue to work in partnership to support an Urdd Sports Development Apprentice Project. The purpose of the project is for the Welsh language to continue to become more prevalent in the community by providing sporting opportunities for young people through the medium of Welsh. In 2018/19, some key developments include the running of five after school clubs, five community clubs and a summer tennis club.

The Welsh Language Standards require the Council to compile an Annual Report, in relation to each financial year, that deals with the way that it has complied with the Service Delivery, Policy Making and Operational Standards.

The Council's Welsh Language Annual Monitoring Report for 2018-2019 can be found on the Council's website.

Gypsy/Traveller

A Gypsy/Traveller Officer has been appointed within MTCBC as part of the Community Safety Team. Already work has started on developing an action plan for the Glynmil Gypsy and Traveller Site in supporting the residents. Gypsy/Traveller Steering Groups are also going to be established.

A Gypsy/Traveller Ministerial Visit took place on the Glynmil site in Merthyr Tydfil on 18th October 2018. Representatives from Welsh Government and MTCBC discussed work that has been undertaken recently and issues regarding ownership of the site.

The Gypsy/Traveller Play Project in Merthyr Tydfil was an initiative set up in partnership between Torfaen Play and Short Break Services and MTCBC. An agreement was made to commission Torfaen Play Service to deliver 6 Family Play Sessions and a 4-day play scheme on the Glynmil Site. The aim of the family play sessions was to engage with parents and their children on site through play and creating a social place for families to meet where they would be supported by a team of play workers. A number of children accessed the play sessions, however engaging with the parents proved more difficult.

Four days of play schemes were also held on site. The project ran from 26th February 2019 to 1st of March 2019. Each session ran for 4 hours between 11am and 3pm. An average of 8 children a day took part and some parents did join in with the activities and stayed for a short time each day to check on their children. Feedback from the sessions was positive and many parents and children hope for more session in the future.

Communities for Work+

We met with the new Communities for Work+ teams to establish links to our most vulnerable community members and to assist all those who are looking to gain employment.

Migrants

We continue to monitor the needs of any economic migrants within the community, particularly around the possible implications from Brexit. We are continuing to monitor immigration trends, and discussions have been held around Brexit implications and the Right to Remain.

We also continue to work closely with partner organisations, in particular the local Hate Crime Officers, to monitor any potential community tensions.

We attended the United We Stand Conference on 21st March 2019 around solidarity amongst diverse communities in the context of Brexit.

Working with the Welsh Government's Supporting EU Citizens Grant Scheme project, a Brexit EU Settlement Scheme Awareness Training was delivered to

Council staff. Staff from different services across the Council attended the training, including Registrars, Human Resources, Housing and Supporting People, Social Services, Benefits, Revenues, Financial Assessment, Grants and Customer Services. The training gave an excellent insight into the implications of the Settlement Scheme and how it impacts on citizens living in Merthyr Tydfil.

Information pages on the implications of Brexit for EU Citizens have been set up on the Council's website pages.

Racism

On 19th October 2018, school pupils in the Merthyr Tydfil County Borough were asked to wear red in support of the anti-racism education charity 'Show Racism the Red Card Wales', and to fundraise for the Wear Red Day. Pupils also had the opportunity to enter a creative competition. It was a way of encouraging young peoples' interest in anti-racism and to provide an opportunity for pupils to express their feelings about racism and showcase their work.

Over the summer months in 2018 there were some reports of racist graffiti at the Rhydycar skate park in Merthyr Tydfil. Rather than simply paint over the graffiti as soon as possible, the Local Authority and partner organisations including the Youth Offending Team decided to run an engagement event with the young people. As part of this engagement, a professional artist worked with a total of 53 young people who are regular users of the park to cover the ramps of the skate park with appropriate graffiti. The designs and ideas all came from the young people themselves and whilst doing this, they underwent a learning and educating exercise talking about racist graffiti.

Hate Crime

A new Hate Crime Officer came into post in August 2018. Links are already established for close partnership working.

We attended the Hate Crime Review Group monthly meetings with South Wales Police and Partner Organisations to discuss all the Hate Crime Action Plans currently running within Cwm Taf.

For Hate Crime Awareness Week in October, the Cwm Taf Community Cohesion Coordinator worked closely with the Cohesion Officer in Rhondda Cynon Taff County Borough Council and South Wales Police to conduct a week long engagement timetable targeting numerous businesses, leisure centres and schools. A total of 26 events were held across Cwm Taf. A total of 830 residents took part in our survey, and a much greater unrecorded number were engaged with on a more informal basis. A prime time slot was also provided on the local radio station GTFM for their drive time show where local officers discussed Hate Crime and how to report it.

South Wales Police also had use of the 'Pride Car' that was taken to four different events across Rhondda Cynon Taff and Merthyr Tydfil. This gained great interest

from members of the public and increased levels of awareness for reporting hate crime.

The week culminated with a televised event being held at Pontypridd RFC with players and mascots holding the 'Be Heard' banner. The club also provided printed articles in their programs explaining what hate crime is and how to report it. Although it is impossible to quantify the number of people who the article reached, hundreds of people attended the game and each person was provided with a program.

We continue to attend the Hate Crime Monthly Meetings in partnership with South Wales Police where all Hate Crime incidents/crimes are discussed.

Numerous Hate Crime & Anti-Social Behaviour Community Safety Action Days were held across Cwm Taf in partnership with both Rhondda Cynon Taff County Borough Council & Merthyr Tydfil County Borough Council and South Wales Police. These engagement days were to promote the new 'People Patrol' newsletter. The newsletter is designed for anyone who is interested in current events relating to anti-social behaviour issues and any crimes that are affecting our communities. This newsletter allows both Council's Community Safety Teams, South Wales Police and South Wales Fire and Rescue Services to make residents and business owners more aware of issues such as crime prevention, community safety/cohesion issues and anti-social behaviour and how issues can be reported.

In addition, the emailing system will also enable partner agencies such as the Police to be able to email subscribers immediately to make them aware of any crime/issues taking place in the area that may affect them.

Anti-Bullying

For Anti-Bullying Week, on 15th November, an event was held in The College, Merthyr Tydfil which featured presentations and workshops on themes including substance misuse, anti-bullying and post Brexit/diversity.

Pupils from Merthyr Tydfil's secondary schools and 19 primary schools attended the conference. The theme was 'Well-being and Resilience'. The Cwm Taf Community Cohesion Coordinator and the Council's Gypsy/Traveller Officer held a workshop around hate-related bullying particularly around Gypsy/Travellers.

Human Rights

Officers from MTCBC attended the Equality and Human Rights Exchange Annual Conference on 19th June 2018 at Cardiff City Stadium. The aim of the event was to look at how to tackle identity based violence, what our responsibility is for tackling the challenge of identify based violence and how we can make a difference to improve services and the workforce for people who are experiencing identify based violence.

50+ Forum

We attended the 50+ Forum on 6th September 2018 at High Street Baptist Church in Merthyr Tydfil. The event focused on tackling loneliness and community involvement, and provided a good networking opportunity for attendees. The forum is designed to represent the rights and views of people aged 50+ across the County Borough, and to consult with and inform on matters of interest to them. Information and advice was given by the Community Safety Team as well as numerous inclusion groups and organisations from across Merthyr Tydfil.

Armed Forces Community Covenant

Merthyr Tydfil has a proud record of valuing its armed services, both serving and retired. Being part of The Armed Forces Covenant is our commitment to supporting our Armed Forces Personnel and their families in a number of areas such as education, well-being, healthcare, employment, housing and financial assistance.

A Veteran Advice Officer (VAO) has been in post since January 2019, and they support both MTCBC and RCTCBC.

The VAO actively attends Veteran groups within the CWM Taf area. We have received valuable feedback from veterans and as such a timetable has been updated for drop-in advice surgeries in RCT.

Good relationships have been developed with key organisations such as SSAFA (the Armed Forces Charity), The Royal British Legion and Change Step who offer support for veterans, their families and carers in Wales – to access vital support services and to tackle serious stress and related issues.

Quarterly meetings are held between us and neighbouring Local Authorities, to share good practices and ideas.

To engage with as many veterans as possible and to raise awareness of services, marketing leaflets have been distributed throughout MTCBC and RCTCBC. We have created Armed Forces Covenant webpages on our Council website which gives further information about the services we provide to armed forces personnel, plus there is also a veteran advice service that provides free advice and support. The Veteran Advice Service is being promoted on Social Media.

We continue to offer free swimming for armed forces personnel and veterans at our two Leisure Centres. Also a bi-monthly coffee morning continues to be held at Merthyr Tydfil Leisure Centre.

Inspire2

Merthyr Tydfil County Borough Council has worked in partnership with Blaenau Gwent County Borough Council, as the lead authority, together with other neighbouring Councils in developing the Inspire2 Work project.

Inspire2 Work is a project that works with young people aged 16-24 who are not in employment, education or training. We provide support to improve confidence, self-esteem and their ability to work as part of a team through mentoring, advice, guidance and career planning.

Holocaust Memorial Day

For Holocaust Memorial Day an event was held in Treorchy Library on 31st January 2019 in conjunction with RCTCBC staff and Library staff. This event was open to members of the public and local school children.

At the event, presentations were provided by pupils from Treorchy Comprehensive School. We also had poems and survivor stories read out by local councillors, council workers and the local police teams. A candle was lit in remembrance during the service.

Holocaust Memorial Day was celebrated in Merthyr Tydfil on the 27th January 2019 with a parade starting at the fountain in Merthyr Tydfil, through the town, then ending at the Holocaust Memorial Garden. Wreaths were then laid at the garden before everyone made their way to St David's Church for the annual memorial service. There were approximately 150 attendees. In the run up to Holocaust Memorial Day, the Library Service visited a number of schools and scout groups to promote the Holocaust Memorial Day message.

Children's Rights (UNCRC)

In July, St Mary's Catholic Primary School became the first school in Merthyr Tydfil to achieve a prestigious national children's right award. The school has been awarded the Unicef Rights Respecting Schools (RRSA) Gold Award – the highest possible accolade awarded by the charity – in recognition of its achievement in putting the United Nations Convention on the Rights of the Child (UNCRC) at the heart of the school's planning, policies, practice and ethos.

White Ribbon Day

On the 25th November it was White Ribbon Day – which is international elimination of violence against women. Local schools ran some activities around white ribbon with their pupils. Plus White Ribbon badges and pendants were available to buy in the Civic Centre.

World Down Syndrome Day

World Down Syndrome Day was held on 21st March 2019, and is a global awareness day. To show support Council staff and Councillors were encouraged to take part in

the 'Lots of Socks' campaign whereby they were asked to wear their funkiest, craziest or odd socks for a donation to the Down's Syndrome Association.

Protected Characteristic Fact Sheets

The Council continues to provide information on the Protected Characteristics to staff in the form of fact sheets. The fact sheets improve knowledge of equality issues per protected characteristic, improves understanding of our customers and promotes equalities in the workplace.

The fact sheets are available on the Council's intranet for staff to access and will be used in any future Equality training for staff and Councillors.

EMPLOYEE AWARENESS

Information on the Equality Act 2010 and Public Sector Equality Duty is available on the Council's Intranet and Internet.

The Council has identified the following Equality Objective as part its Strategic Equality Plan for 2016-2020, which will support the Council in continuing to raise awareness about Equalities:

- To support and facilitate Equalities training and learning opportunities so that staff at all levels, Councillors and partners recognise and incorporate Equalities as part of their role.

Training and Continued Professional Development

Training and Continued Professional Development is a key element of the Council's Performance Management Framework for Performance Appraisals and One to Ones. This enables employee training needs for Equalities to be identified and addressed.

WORKFORCE DATA

The Council has identified the following Equality Objective as part of its Strategic Equality Plan for 2016-2020, which supports the Council in understanding the profile of its employees:

- Develop robust monitoring systems to collect, collate, monitor and publish equalities data on our employees and customers, which will help the Council to ensure that it provides fair and accessible services.

Workforce data for the Council as at 31st March 2019 is attached as Appendix A.

PROCUREMENT

The Council considers it essential that all organisations wishing to provide goods or services on its behalf are able to demonstrate that all reasonable and practicable steps are taken to allow equal access and equal treatment in employment, service delivery and training for all.

The Council uses the European Single Procurement Document (ESPD) blended with appropriate supplier qualification questions and has added its own specific equalities related questions to it. The Council's standard Invitation to Tender (ITT) templates includes a specific equalities statement with the inclusion of contract clauses relating to the Equality Act 2010 and the Welsh Language (Wales) Measure 2011. Equalities and Welsh Language related clauses to its standard terms and conditions for contracts are added when required.

The Council underpins the principles of the Welsh Procurement Policy Statement 2015 (WPPS) and its ten main themes through a fit for purpose procurement strategy that provides strategic direction and coordination to comply with corporate priorities and the WPPS. The WPPS includes themes such as Economic, Social and Environmental Impacts, Community Benefits and Open, Accessible Competition.

The Equalities and Welsh language elements of the Procurement Process in relation to Tendering and Request for Quote Documentation have been reviewed in line with Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Welsh Language (Wales) Measure 2011.

These documents support the Council in ensuring that all third party suppliers demonstrate compliance with these requirements, where relevant to the nature and type of goods and services being provided on its behalf.

The Council is a signatory of the Ethical Employment in Supply Chains Code of Practice. Modern Slavery, Blacklisting and Employment Practices have been incorporated into the Pre-qualification/Selection stage questionnaires for all applicable Tender activity.

CONTACT INFORMATION

We welcome comments on the report and if you want to know more about the work the Council is doing please use the contact details below:

Equalities

Civic Centre

Castle Street

Merthyr Tydfil

CF47 8AN

Tel: 01685 725000

equality@merthyr.gov.uk

The report is available in Welsh.

To make a request please use the contact details above.

Number of Staff

| Permanent | Fixed Term | Full Time | Part Time |
|-----------|------------|-----------|-----------|
| 1821 | 411 | 1281 | 1016 |

Age

| 16-34 | 35-54 | 55-64 | 65+ | TOTAL |
|-------|-------|-------|-----|-------|
| 574 | 1288 | 404 | 31 | 2297 |

Disability

| Deaf/Hard of Hearing | Mental Health Difficulties | Mobility Impairment | Learning Impairment | Long-Standing Illness | Visual Impairment |
|----------------------|----------------------------|---------------------|---------------------|-----------------------|-------------------|
| 13 | 7 | 8 | 3 | 44 | 4 |

| Other | No Disability | Prefer not to Answer/Not Known | TOTAL |
|-------|---------------|--------------------------------|-------|
| 16 | 1880 | 322 | 2297 |

Gender

| Male | Female | TOTAL |
|------|--------|-------|
| 572 | 1725 | 2297 |

Sexual Orientation

| Gay Woman/Lesbian | Gay Man | Bisexual | Heterosexual/Straight | Other | Prefer not to Answer/Not Known | TOTAL |
|-------------------|---------|----------|-----------------------|-------|--------------------------------|-------|
| 12 | 15 | 2 | 1919 | 0 | 349 | 2297 |

Religion

| Christianity | No Religion | Buddhism | Judaism | Islamic | Hinduism | Other | Prefer not to Answer/Not Known | TOTAL |
|--------------|-------------|----------|---------|---------|----------|-------|--------------------------------|-------|
| 689 | 869 | 4 | 1 | 4 | 1 | 138 | 591 | 2297 |

Ethnicity

| White British | White Other | Asian | Black Caribbean | Black African | Mixed Race | Prefer not to Answer/Not Known | TOTAL |
|---------------|-------------|-------|-----------------|---------------|------------|--------------------------------|-------|
| 1919 | 23 | 10 | 1 | 21 | 1 | 322 | 2297 |

First Language

| English | Welsh | Maltese | Polish | German | Portuguese | French |
|---------|-------|---------|--------|--------|------------|--------|
| 1527 | 35 | 1 | 9 | 1 | 1 | 1 |

| Spanish | Filipino | Thai | Prefer not to Answer/Not Known | TOTAL |
|---------|----------|------|--------------------------------|-------|
| 1 | 1 | 1 | 719 | 2297 |

People Profile - Salary

| Salary | All Staff | | | |
|---|------------|------------|-------------|-------------|
| | Male | | Female | |
| | Full Time | Part Time | Full Time | Part Time |
| £0 - £4,999 | 0 | 26 | 0 | 444 |
| £5,000 - £9,999 | 0 | 20 | 0 | 190 |
| £10,000 - £14,999 | 7 | 39 | 2 | 279 |
| £15,000 - £19,999 | 40 | 37 | 24 | 334 |
| £20,000 - £24,999 | 145 | 4 | 99 | 57 |
| £25,000 - £29,999 | 82 | 3 | 114 | 22 |
| £30,000 - £39,999 | 123 | 6 | 301 | 23 |
| £40,000 - £49,999 | 39 | 0 | 45 | 2 |
| £50,000 - £59,999 | 10 | 0 | 17 | 0 |
| £60,000 - £69,999 | 15 | 0 | 17 | 0 |
| £70,000+ | 8 | 0 | 2 | 0 |
| Calculated: Total number of salaries | 469 | 135 | 621 | 1351 |
| TOTAL | 938 | 270 | 1242 | 2702 |

NB- The figures include staff with multiple posts

Job Applications

In terms of the number of staff who applied for a job internally at the Council, we received 242 internal applications of which 78 were Male and 164 were Female.

In terms of external applicants the Council received 1,230 external applications of which 296 were Male and 934 were Female.

| Protected Characteristics | Number of employees involved in grievance procedure | | Number of employees subject to disciplinary procedures | Number of employees who have left the Authority | Number of Staff taking Maternity Leave |
|--------------------------------|---|--|--|---|--|
| | As the complainant | A person against whom a complaint was made | | | |
| Age | 2 | 1 | 24 | 211 | 46 |
| 16-34 | 0 | 0 | 5 | 69 | 28 |
| 35-54 | 1 | 1 | 14 | 77 | 18 |
| 55-64 | 1 | 0 | 5 | 48 | 0 |
| 65+ | 0 | 0 | 0 | 17 | 0 |
| | | | | | |
| Sex | 2 | 1 | 24 | 211 | 46 |
| Male | 2 | 1 | 9 | 55 | 0 |
| Female | 0 | 0 | 15 | 156 | 46 |
| | | | | | |
| Disability | 0 | 0 | 0 | 211 | 46 |
| Disabled | 0 | 0 | 0 | 13 | 1 |
| Non-Disabled | 0 | 0 | 0 | 176 | 41 |
| Prefer not to Answer/Not Known | 0 | 0 | 0 | 22 | 4 |
| | | | | | |
| Sexual Orientation | 2 | 1 | 24 | 211 | 46 |
| Heterosexual | 0 | 0 | 0 | 185 | 41 |
| Lesbian/Gay | 0 | 0 | 0 | 2 | 0 |
| Bi-Sexual | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 |
| Prefer not to Answer/Not Known | 2 | 1 | 24 | 24 | 5 |
| | | | | | |

| Ethnic Group | 2 | 1 | 24 | 211 | 46 |
|----------------------------------|----------|----------|-----------|------------|-----------|
| English/Welsh | 2 | 1 | 24 | 184 | 41 |
| White Other | 0 | 0 | 0 | 6 | 0 |
| Asian | 0 | 0 | 0 | 0 | 1 |
| Black African | 0 | 0 | 0 | 1 | 0 |
| Prefer not to Answer/Not Known | 0 | 0 | 0 | 20 | 4 |
| | | | | | |
| Religion or Belief | 2 | 1 | 24 | 211 | 46 |
| No Religion | 0 | 0 | 0 | 97 | 27 |
| Christianity (all Denominations) | 0 | 0 | 0 | 56 | 9 |
| Islamic | 0 | 0 | 0 | 0 | 0 |
| Buddhism | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 21 | 1 |
| Prefer not to Answer/Not Known | 2 | 1 | 24 | 37 | 9 |

Gender/Equal Pay

The Council undertakes regular gender pay gap reporting. All jobs are evaluated using the Greater London Provincial Council scheme of Job Evaluation (with the exception of Heads of Service who are processed via the HAY Scheme). No personal information regarding the post holder is taken into account at this stage. As a result, the grading system is free of any unconscious bias. The grades and additional payment mechanisms in operation at the Council are provided on a gender neutral basis. Therefore, there are no obvious discrepancies between genders during the reporting.

There is no inequality in pay. All jobs are scored fairly and consistently in accordance with the Greater London Provincial Council scheme. Our policies and procedures are continually monitored and reviewed to ensure that there are no hidden or perceived barriers. Historically, the Council together with Trade Unions undertook a lot of work with the implementation of single status and the new pay spine.