

# STRATEGIC EQUALITY PLAN

## 2024-2028



## Consultation Overview

During the consultation we engaged with groups from all Protected Characteristics, both digitally and face-to-face.

We received **223** responses to the online consultation.  
We received **288** responses in the face-to-face consultations.  
We engaged with **41** individuals in five forums that were held.  
In total, the number of participants throughout the SEP consultation was **552**.

### Survey Responses

Of those who responded to the online survey; 137 were residents, 53 were MTCBC staff members, 6 were elected members, 7 were business people and 2 represented the third sector.

### Online Results - Breakdown by Ward

Aberfan/Merthyr Vale - 10	Penydarren - 14
Bedlinog/Trelewis - 14	Plymouth - 9
Cyfarthfa - 26	Town - 31
Dowlais/Pant - 24	Treharris - 16
Gurnos - 15	Vaynor - 8
Park - 13	

### Face-to-Face Consultation Venues

Merthyr Pride Event - 19/08/2023 9am - 5pm  
Civic Centre 12/09/2023 10am - 3pm  
Civic Centre 28/09/2023 10am - 3pm  
Civic Centre 04/10/2023 10am - 3pm  
College Merthyr Tydfil 24/10/2023 11am - 2pm  
Town Centre Hub 06/12/2023 12:30pm - 3:30pm

### Forums

MTBWYF 03/10/2023  
Ty Gurnos Newydd 25/10/2023  
MTCBC Staff Forum 27/10/2023  
Ty Bargoed Newydd 14/11/2023  
Greenfield School Coffee Morning 06/12/2023

### Survey Distribution

VAMT (Voluntary Action Merthyr Tydfil) has a current membership of 343 organisations across Merthyr Tydfil.  
Supporting the consultation of Merthyr Tydfil County Borough Council's Strategic Equality Plan, VAMT kindly cascaded the documentation and the survey to its membership with a request for responses to the survey.

The information went to the following groups with specific protected characteristics:

- 14 older persons groups,
- 35 children & young persons groups,
- 46 groups supporting people with disabilities,
- 1 gender reassignment group
- 1 group specific to BAME (Black, Asian and Minority Ethnic)
- 20 groups who are specific to religion and belief.

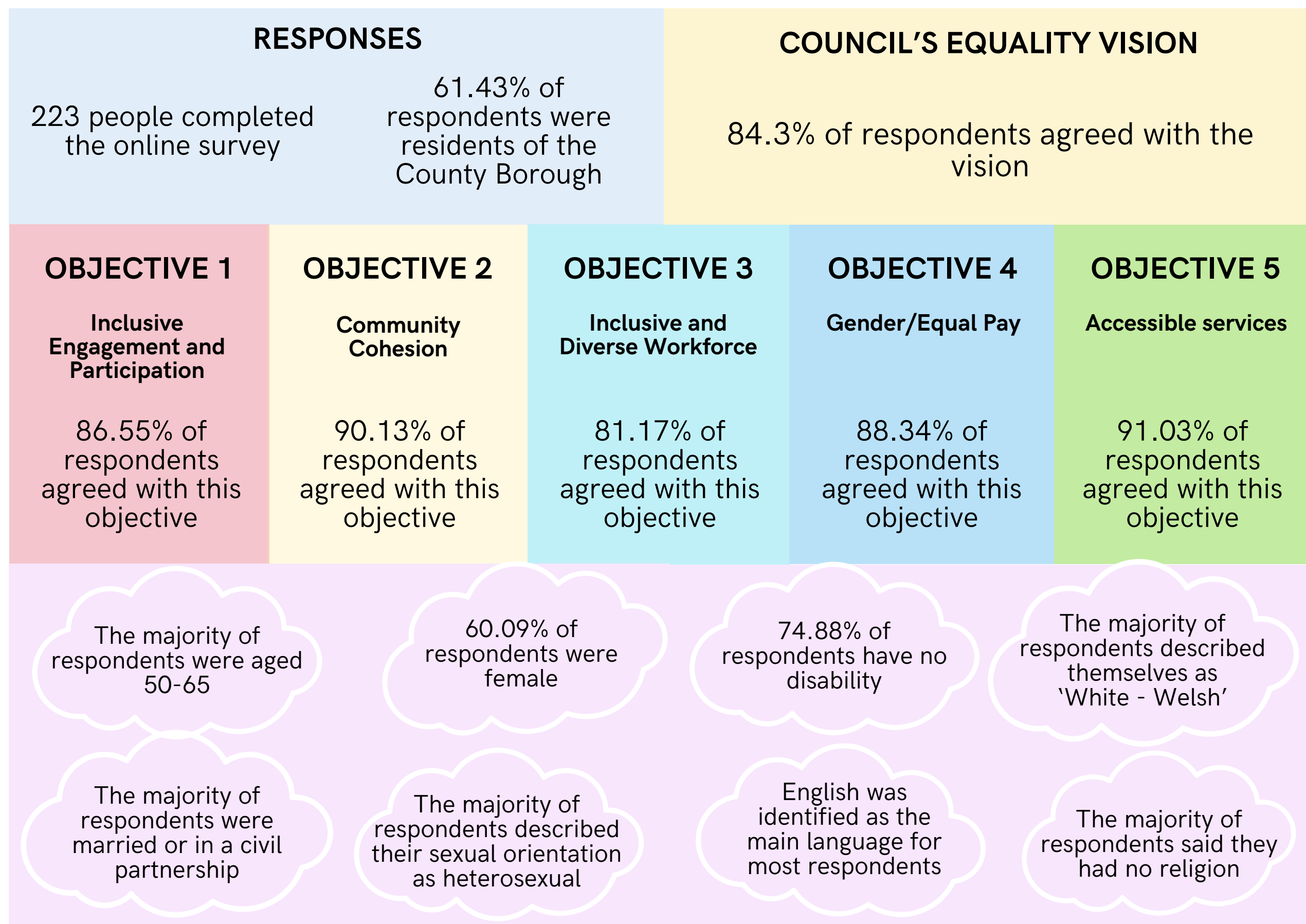
In addition, hard copies of the documents and survey were distributed to community resource buildings and in the VAMT offices.

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## Online Consultation Results



## Feedback

- Most respondents agreed with the Council's Equality Vision and believe zero tolerance for discrimination and prejudice should be adopted by all.
- Most said engagement is the key to success but it needs to be meaningful and frequent. MTCBC needs to create the right forums to do this and most importantly needs to listen to feedback.
- Some respondents mentioned safety in the community is a concern, especially for the vulnerable.
- Most respondents agreed our workforce should be diverse and we should recruit the best person for the job regardless of characteristics. They feel a diverse workforce will help communities.
- Most respondents agreed services should be accessible to all. However some aired concerns over most services moving online and feel it's more difficult to have their query dealt with by a person.
- Some respondents said the Council can be too reliant on social media as a communicative tool which isn't accessible by all. We should be looking at trying different ways to reach all audiences.
- Some respondents said they would like to see more training in both our workforce and in our communities around equality and diversity. This will go a way towards improving the current culture.

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## Face-to-Face Consultation Results

RESPONSES				
288 people responded in the face-to-face consultation events				
<b>OBJECTIVE 1</b> Inclusive Engagement and Participation 97% of respondents agreed with this objective	<b>OBJECTIVE 2</b> Community Cohesion 98% of respondents agreed with this objective	<b>OBJECTIVE 3</b> Inclusive and Diverse Workforce 96% of respondents agreed with this objective	<b>OBJECTIVE 4</b> Gender/Equal Pay 98% of respondents agreed with this objective	<b>OBJECTIVE 5</b> Accessible services 98% of respondents agreed with this objective

## Feedback

- Some respondents feel staff training is important and believe this will help overall in being able to deliver the objectives. Specifically training for front line staff.
- One resident felt there is a lack of inclusion and community cohesion, partly due to less facilities in areas such as Bedlinog compared to the rest of the County Borough. They feel those who live in the lower part of the County Borough are the poor relation in Merthyr Tydfil.
- More support for the elderly was raised as an issue to be addressed. It was felt they are the most disadvantaged group in the County Borough.
- Some respondents called for more community safety. They felt everyone should feel safe, especially the elderly.

## Overall Consultation Results

OVERALL RESPONSES				
552 people completed the consultation survey				
<b>OBJECTIVE 1</b> Inclusive Engagement and Participation 92% of respondents agreed with this objective	<b>OBJECTIVE 2</b> Community Cohesion 94% of respondents agreed with this objective	<b>OBJECTIVE 3</b> Inclusive and Diverse Workforce 88.5% of respondents agreed with this objective	<b>OBJECTIVE 4</b> Gender/Equal Pay 93% of respondents agreed with this objective	<b>OBJECTIVE 5</b> Accessible services 94.5% of respondents agreed with this objective

\* Resident responses to some questions were voluntary