



Eryri National Park Authority

Strategic Equality Plan Annual Report 2023 – 24

**[Mae fersiwn Gymraeg ar gael o'r ddogfen yma](#)
A Welsh version is available of this document**

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1. Introduction

The Equality Act 2010 introduced a general duty on the public sector. Public authorities are required to have due regard to the need to:

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

Who is protected under the Act?

The Act sets out a prescribed list of protected characteristics which replace what have traditionally been referred to as Equality Strands. These groups are protected through the general and specific duties of the Act.

The new general duty covers the following protected characteristics:

- Age
- Gender reassignment
- Sex
- Race – including ethnic or national origin, colour or nationality
- Disability
- Pregnancy and maternity
- Sexual orientation
- Religion or belief

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

Specific Duties

In addition to the general duty, the Welsh Government has introduced specific duties for public authorities in Wales. These specific duties are outlined in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 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 Minister's reporting
- Review
- Accessibility

Both the general duty and the Wales specific equality duties came into force on the 6th of April 2011. This annual report summarises the progress made by the Authority in complying with these statutory requirements.

The Eryri National Park Authority Strategic Equality Plan for the period 2020-24 was formally adopted by the Performance and Resources Committee on the 15th of July 2020.

2. Identifying and Collecting Relevant Information

Statistical Information

The Authority uses the most up to date data available from the 2021 UK Census published by the Office of National Statistics. Whilst the overall total population of Wales grew by 44,000 (1.4%) to 3,107,500, in Eryri the population size decreased from 25,702 in 2011 to 24,418 in 2021 – a decrease of nearly 5%.

The ONS have also published topic summaries on:

- Demography and migration
- Welsh language
- Ethnic groups, national identity and religion
- UK armed forces veterans
- Housing
- Labour market and travel to work
- Sexual orientation and gender identity
- Education
- Health, disability and unpaid care

There are also multivariate datasets available which allows us to combine different variables and look at the relationship between the data for households within Eryri. This will be important data to identify the intersectionality that is key when examining socio-economic deprivation and summarises the key inequalities of outcome that certain groups face.

In addition, the North Wales Public Sector Network commissioned (financed through the Local Service Boards) further analysis of Census and other relevant data, to provide a local data report which is more relevant and precise.

Information and Engagement

During 2023/24 the Authority continued to engage with local communities and stakeholders through a range of means, from traditional written consultations and online questionnaires to webinars and online meetings, workshops and in-person consultation and information events.

Outside of the normal direct consultations on the Authority's business that has taken place this year, engagement and consultation has also taken place with local communities to enable information to be shared and to give people an opportunity to give their views over numerous challenges the National Park Authority and its communities are facing.

One of those challenges is the availability of affordable homes for people in Eryri, due to the increasing percentage of the housing market which is taken up by second homes and holiday lets. This has a two-fold effect of reducing the housing stock and driving up prices. The planning policy service produced an evidence paper which looked in detail at this issue and its impact in the communities of Eryri. Following consideration of the evidence and the issues surrounding implementation of Article 4 Directions, as part of a suite of tools to influence the local housing market, a large scale public consultation was undertaken at the end of the financial year. Every householder within Eryri received correspondence on the issue and invited them to take part and express their view.

3. Using the Information to meet the General and Wales Specific Duties

The North Wales Public Service Equality Network has agreed that each partner whilst having signed up to the 7 high level objectives, will have the flexibility to choose to contribute to only those action areas that each has decided is a priority for their area and based on the services they provide.

The 7 adopted North Wales Equality Objectives are:

1. We will improve outcomes in **educational** attainment and well-being in schools.
2. We will take action to ensure we are a **fair employer** and reduced pay gaps.
3. We will take action to improve the **living standards** of people with different protected characteristics.
4. We will improve **health, well-being and social care** outcomes.
5. We will improve **personal security and access to justice**.
6. We will increase access to **participation** to improve diversity of **decision making**.
7. We will develop our knowledge and understanding of the **socio-economic duty** (when guidance becomes available) to identify the key areas of impact to be addressed under the duty.

In addition, this Authority has an additional Equality Objective:

8. We will undertake further work to ensure that **equality is mainstreamed** into the Authority's work.

Due to the specific role and duties of the National Park Authority, we have very little, if any influence on some of these objectives and action areas. However, positive contributions can be made through individual work areas, which will contribute to delivering results across north Wales.

4. What was Achieved

Objective: We will take action to ensure we are a **fair employer** and reduced pay gaps

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Assess, evaluate, monitor and take available steps to address the gender pay gap data on an annual basis.	The data collected will inform any future changes to the Recruitment Policy.	Sex	Head of Human Resources

2023/24 Update Report:

Data for 31.03.2012 established the baseline which based on median hourly rates was:

	Men	Women	All Staff	Pay Gap Women/All staff	Pay Gap Women/Men
Full time	£13.61	£12.77	£12.77	Nil	£0.84
Part time	£8.00	£8.00	£8.00	Nil	Nil
All Staff	£12.77	£8.72	£9.91	£1.19	£4.05

Data for 31.03.2023 is shown below:

	Men	Women	All Staff	Pay Gap Women/All staff	Pay Gap Women/Men
Full time	£15.60	£15.60	£15.60	NIL	NIL
Part time	£10.39	£10.81	£10.81	NIL	NIL
All Staff	£15.60	£13.18	£13.44	0.26p	£2.42

Data for 31.03.2024 is shown below:

2024	Men	Women	All Staff	Pay Gap Women/All staff	Pay Gap Women/Men
Full time	£17.62	£17.62	£15.45	NIL	NIL
Part time	£12.40	£12.82	£12.82	NIL	NIL
All Staff	£17.55	£15.39	£15.45	0.06p	£2.16

The above figures have been calculated using the MEDIAN.

The ACAS Guidance on Managing Gender Pay Reporting notes that calculations can be made using two types of averages:

- A mean average involves adding up all of the numbers and dividing the result by how many numbers were in the list.
- A median average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Using these two different types of average is helpful to give a more balanced overview of an employer's overall gender pay gap:

- Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer. For example, mean averages can be useful in an organisation where the vast majority of bonus pay is received by a small number of board members.
- Median averages are useful to indicate what the 'typical' situation is i.e., in the middle of the organisation and are not distorted by very large or very small pay rates or bonuses. However, this means that not all gender pay gap issues will be picked up. For example, a median average might show a better indication of the 'middle of the road' pay gap in a sports club with a mean average distorted by very highly paid players and board members, but it could also fail to pick up as effectively where the pay gap issues are most pronounced in the lowest paid or highest paid employees.

Below is the data calculated on the MEAN averages

For the year ending in 31.03.23, the mean hourly rate of pay for all men is £16.82 and the mean hourly rate of pay for all women is £15.64. This gives a gap of 7.27%.

For the year ending in 31.03.24, the mean hourly rate of pay for all men is £17.98 and the mean hourly rate of pay for all women is £16.43. This gives a gap of 8.62%.

During the reporting period 7 females left the Authority, and their roles were either not filled at all or were replaced with females starting on the lower pay scale of the same grade which accounts for an increase of 1.35% in the gender pay gap for this reporting period.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Introduce a policy and / or guidelines on flexible working.	An effective and fair policy will be able to address barriers some people with protected characteristics face to accessing or staying in work.	All	Head of Human Resources

2023/24 Update Report:

During this reporting period, the Head of Human Resources introduced two significant policies aimed at enhancing workplace flexibility. The first is the Authority's new Hybrid Working Policy, designed to support a blend of in-office and remote work for eligible employees.

Additionally, a 12-month trial policy, referred to as "Super-Flexi," was launched to expand flexibility within the Authority's existing FLEXI time policy. This trial increases the level of flexibility available to staff by removing the requirement for core working hours, offering greater autonomy in supporting work/life balance.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
We will publish annually relevant employment and training data in an open data spreadsheet on the Authority's website.	Data will demonstrate what progress has been made. Open-source spreadsheets allows easier comparison and benchmarking with other public bodies.	All - however employment data is incomplete for all protected characteristics, and where available may not be published due to the small numbers.	Head of Admin and Customer Care

2023/24 Update Report:

Completed. An open data source spreadsheet which includes all the relevant employment data was created for 2023/24 and published.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Implement an equality training programme.	Assess training needs and arrange training as appropriate.	All	Head of Human Resources
2023/24 Update Report: Equality training modules are available via ELMS (Electronic Learning Management System), a platform used across the National Parks. These modules have been translated into Welsh by the Authority to ensure staff and Members can access them in the language of their choice.			
Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Introduce a policy and / or guidelines to help support staff going through the menopause.	Directly supports the well-being of effected staff.	All, especially gender	Head of Human Resources
2023/24 Update Report: During this reporting period, the Head of Human Resources introduced a Menopause Policy for the Authority, aimed at providing essential support and understanding for employees experiencing menopause or perimenopause, as well as for staff with family members going through these stages. The policy offers valuable insight into the physical and emotional challenges associated with menopause and perimenopause, while also signposting available resources for those seeking guidance. In addition, it outlines reasonable workplace adjustments that can be implemented, if required, to help affected employees manage their symptoms and maintain a healthy work-life balance.			
Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Introduce a policy and / or guidelines to help support staff who are experiencing domestic abuse.	Directly supports the well-being of effected staff.	All	Head of Human Resources
2023/24 Update Report: No progress made during 2023/24 due to other policies taking priority. The Head of Human Resources is currently writing a policy aimed to support staff members who may be experiencing domestic abuse.			

Objective: We will take action to improve the **living standards** of people with different protected characteristics

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Ensure Equality Impact Assessments are undertaken on all new or revised policies and plans and new projects, and appropriate action is taken to address any negative impacts identified.	Effective assessments will ensure all policies and plans are fair. Assessments will also ensure that new projects consider accessibility issues from the outset.	All	Heads of Service, Project Managers and Lead Officers
<p><u>2023/24 Update Report:</u> All new or revised Strategies, Plans and Policies have undergone Equality Impact Assessment Screening during 2023/24. Full assessments have been conducted on all Strategies, Plans and Policies that have the potential to have negative and disproportionate impact on people with protected characteristics, and if appropriate mitigating measures have been identified and put in place.</p>			
Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Ensure that all events and activities organised for the public by the Authority are inclusive and have been assessed for accessibility.	This will ensure as far as possible there are no barriers to taking part.	All	Event organisers
<p><u>2023/24 Update Report:</u> A wide variety of external events and activities have taken place during the year, especially during the summer months (e.g., walks, woodland yoga, children and young people educational events and activities etc.). Each event organiser is responsible for ensuring that events are fully assessed for accessibility at the same time as the comprehensive risk assessment is undertaken, to ensure all participants who wanted to take part could do so safely.</p> <p>Public on-line events included translation facilities to enable non-Welsh speakers to full participate and understand everyone’s contribution.</p> <p>All publicity and promotion materials, invitations etc. are always fully bilingual.</p>			

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Increase the supply of affordable housing through effective policies in the Eryri LDP and the Affordable Housing SPG.	The availability of affordable housing is important to support the local community.	All	Director of Planning & Planning Manager
<p><u>2023/24 Update Report:</u> The Planning Policy team undoubtedly are taking a pro-active role in encouraging affordable housing by working with other agencies in the sector. They work closely with housing agencies, the Rural Housing Enabler and the Housing Authorities in Gwynedd and Conwy Councils.</p> <p>However, despite this the target set out in the LDP of delivering 25 affordable housing units per annum has been missed. There are possibly many factors at play here – challenging economic climate, deeply rural nature of some sites, and other agencies focusing on less peripheral / more viable sites.</p> <p>Officers will continue to work to address these issues, and these issues will be further addressed when it comes to the time to review the LDP in 2025.</p>			
Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Ensure input from representatives from protected characteristic groups at an early stage, when designing or refurbishing new or existing Authority buildings.	Ensuring that the Authority buildings are accessible for all.	Disabled People	Head of Property and relevant Heads of Service
<p><u>2023/24 Update Report:</u> No new builds or substantial refurbishment work which involved changes to people's access and use of a building was undertaken on Authority buildings during 2023/24.</p>			

Objective: We will improve **health, well-being and social care** outcomes

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Ensure recently established Staff Health and Well-being group delivers positive actions / changes to support staff.	Positive actions will support the health and well-being of staff.	All	Head of Human Resources
<p>2023/24 Update Report: In January 2024, the Head of HR launched a ‘Staff Engagement and Wellbeing Forum’ to promote health, wellbeing, and collaboration across Authority staff. The forum, which will meet quarterly, includes staff representatives from each service and is chaired by the Head of HR, with a senior management representative present to provide an Authority wide overview. At the inaugural meeting, several initiatives were introduced, including the provision of free sanitary products in staff toilets and the placement of a urine colour check chart to support staff health.</p> <p>Additionally, a gratitude wall was set up in the office, encouraging staff to share messages on thoughts about things they are thankful for, with the aim of spreading positivity throughout the workplace. Moving forward, the forum, in collaboration with the HR team, will continue to explore and implement various health and wellbeing initiatives.</p>			
Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
As part of the work in delivering outcomes identified within Cynllun Eryri; to work with various partners and Public Service Boards to trial at least 1 social prescribing scheme.	A social prescribing scheme will have direct positive influence on participants.	All, but particularly disabled people.	Lead Officers identified within the Plan.
<p>2023/24 Update Report: This scheme has completed its second full year following the initial pilot which ran in 2021/22; and has gone from strength to strength.</p> <p>This project offers the general public a chance to explore the wellbeing benefits that activities such as yoga, walking with guided meditations and Forest Schools can have when done in the outdoors. The sessions were available to anyone for free. These events are advertised through social media, and through GP surgeries</p>			

with our links through the Green Health sub-group organised by BCUHB. The only cost of running these activities were to pay the facilitators.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
As part of the work in delivering outcomes identified within Cynllun Eryri; to promote and enable a diverse range of activities that will improve people's well-being, which will include volunteering opportunities.	Increasing opportunities and promoting them widely, will offer more opportunities for National Park residents to improve their own health and well-being.	All	Lead Officers identified within the Plan.

2023/24 Update Report:

A significant amount of new and ongoing opportunities being developed/supported by the Volunteer and Well-being Officer through implementing the Volunteering and Wellbeing Strategy

Yr Wyddfa and Cader Idris Volunteer Wardens have made an extremely positive difference once again in terms of patrolling the paths and giving out essential advice for walkers, as well as clearing the paths of rubbish. During the 2023 season there has been 1463 volunteering hours completed by 30 volunteer wardens on Yr Wyddfa. In the south of Eryri, 11 volunteer wardens contributed 446 hours on Cader Idris.

The Caru Eryri scheme saw 1641 volunteering hours over the 2023 season carried out by 153 volunteers. Volunteers maintained 28 km of footpaths and collected 479 bags of litter weighing a total of 1,180 kg, and undertook direct visitor engagement on some of the busiest paths of Yr Wyddfa. Additionally, the programme partnered once again with 'Pobl i Bobl' which involve refugees from Syria, Afghan and Ukraine in Caru Eryri activities, fostering inclusivity and cultural exchange.

In 2023, our Young Rangers program thrived, recruiting 24 new enthusiastic participants who embarked on a journey of outdoor adventure and conservation. In addition, we have also been actively engaging with various youth groups on conservation tasks e.g. The Field Studies Council (FSC), Rhyd y Creuau bring Duke of Edinburgh groups to assist in the restoration of Parc Mine in Gwydir Forest and Myddleton College, Denbigh have also assisted in the removal of conifer trees to protect rare lichen species on this site.

Working with the Gwynedd Youth Service a partnership was developed whereby local schools are matched with conservation work they can complete and have ownership over a specific project. One example of this is Ysgol Hafod Lon pupils maintaining the sensory garden in Plas Tan y Bwlch. The students are given the

opportunity to develop practical skills and connect with nature in their local environment.

We've welcomed many groups of university students from Bangor, Aberystwyth, and international programs including the Chevening Scholarship and the University of New York to Eryri in 2023. Engaging with these diverse groups of students promotes collective action and nurtures the next generation of environmental champions on a global scale.

2023 volunteering stats results: (Provided opportunities to volunteer)

Young people (14-24): 179

25 - 50: 90

50+ : 154

More detailed information is available in the Volunteer and Wellbeing Annual Report 2023.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
As part of the work in delivering outcomes identified within Cynllun Eryri; to create a plan and focus resources on promoting, developing and maintaining well-marked long-distance trails, accessible trails, multiuser trails (particularly cycling trails and mountain bike routes), promoted routes and links and loops between towns and villages.	A network of well-maintained paths across the National Park, with their suitability easily identifiable to individuals, increases opportunities for National Park residents to improve their own health and well-being.	All	Lead Officers identified within the Plan.

2023/24 Update Report:

Further work has been done on the Authority's website this year. A filter has been implemented on the Walks and Routes site that will let our audience tailor their results based on Location, Difficulty, Duration, Surroundings, Special Qualities and Tramper Access.

Promoted routes uploaded to the website (Arthog & Betws y Coed Bridges)
Visiting guides uploaded such as "Choosing the right path on Yr Wyddfa" and "5 Wales steeped in Mythology".

Winter campaign implemented focusing on accessible and seasonal routes on areas outside of Yr Wyddfa region.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
As part of the work in delivering outcomes identified within Cynllun Eryri; ensure that Right of Way work is effectively prioritised and that responsibilities and standards are clear, with the SNPA focusing its resources and funding on multi-user trails and upland paths.	A network of well-maintained paths across the National Park, with their suitability easily identifiable to individuals, increases opportunities for National Park residents to improve their own health and well-being.	All	Lead Officers identified within the Plan.

2023/24 Update Report:

The Wardens service are assisting with the GIS surveys on Rights of Way routes. Cymdeithas Eryri work in partnership with the Authority in delivering annual maintenance programmes on Yr Wyddfa (Snowdon), Lôn Gwyrfai and Llwybr Mawddach.

Small scale access works are identified and managed by the Area Wardens. Small to medium works are led by Area Wardens with the support of Senior Wardens. Works are discussed and confirmed in their work plan and/or area place plans. Larger access work is assessed and discussed at 'Access Projects Prioritization Meetings' which consist of the Head of Warden Service, Senior Wardens, Wellbeing and Access Manager and Access Project Officer. Senior Warden – Access, has been appointed who will now co-ordinate medium to large projects.

In addition, Sustainable Landscapes Sustainable Places (SLSP) WG funding has supported more footpath work being included in the area plans of Wardens.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
As part of the work in delivering outcomes identified within Cynllun Eryri; improve access opportunities for disabled people and socially excluded groups, by firstly identifying barriers to participation.	Once identified, a Plan can be developed to overcome the barriers and increase participation levels.	Disabled people and socially excluded groups.	Lead Officers identified within the Plan.
<p><u>2023/24 Update Report:</u> In addition to the previous updates provided under other work streams within this report, the tramper hire service also continues to flourish.</p> <p>Tramper Hire experienced a 20% increase compared to last year, thanks to a streamlined booking process that made it more convenient for customers. Among the favoured Access for All paths were Lôn Gwyrfai and the Mawddach Trail.</p> <p>Additionally, one of the trampers stationed in Beddgelert Forest saw regular use by visitors staying at the Forest Holidays site. The Authority's agreement with Beddgelert Forest Holidays continues to flourish, and along with the assistance of the Warden service, who give continued assistance through delivering the tramper to the customers requested locations.</p> <p>National Park's access work continues with maintenance, improvements and the development of promoted tours.</p> <p>In addition, partnership work led in Wales by the Inclusion, Diversity and Governance Excellence Strategic Lead, is ongoing to co-create a shared vision and goals for equality, diversity and inclusion across UK National Parks. The Authority's Community Engagement Officer also sits on the UK National Parks EDI Group.</p>			
Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
As part of the work in delivering outcomes identified within Cynllun Eryri; work with communities to further enhance understanding of the Special Qualities of the National Park	Communities on the boundary of the National Park especially the hard to reach, are identified and engaged to achieve National Park objectives.	All	Lead Officers identified within the Plan

2023/24 Update Report:

Ambassador Scheme continues to grow and develop – reached 1,000 Ambassadors in November 2023.

Refresher Module for 2024 Accreditation has been published and has proven to be very popular. New modules on the Carneddau Landscape Partnership and LIFE Celtic Rainforest Project to be launched in 2024.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Continue to promote and proactively offer services through the medium of Welsh.	Raise awareness amongst the public that all services are available to them in Welsh.	All	Head of Administration and Customer Care & all staff.

2023/24 Update Report:

95.3% of the Authority's staff are bilingual, ensuring that services are available in the language of choice for members of the public.

Having such a high percentage of staff who can communicate in Welsh and English enables the Authority to provide a fully bilingual service. That being said, the biggest risk to the Authority remains the ability to recruit suitably qualified staff who can communicate in Welsh to the required level for vacant posts.

The Authority continues to ensure that all virtual meetings, committees, events and webinars are able to have full translation facilities in the same way as previous in-person meetings.

Yr Ysgwrn continues to offer opportunities for socialising through the Welsh language, through volunteering, attending events and taking part in activities.

Welsh language and the promotion of Welsh culture are integral to the projects and engagement programs of the Dolgellau Townscape Heritage Initiative, Carneddau and Harlech Landscape Partnership and Arduwy schemes.

Yr Wyddfa volunteers are paired according to language ability to ensure learners can practice their language skills. Yr Ysgwrn engages with Welsh learners to participate in site activities including volunteering.

All these activities ensure that the Welsh language is prominent in the everyday work of the Authority. We have always worked on the basis that services in Welsh are always available without having to request them.

Objective: We will improve **personal security and access to justice**

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Continue to raise awareness about hate crime, particularly during Hate Crime Awareness week with our North Wales partners.	One consistent message, led by North Wales Police and the Office for the Police and Crime Commissioner, across North Wales will have a greater impact.	All	Head of Administration and Customer Care
<p>2023/24 Update Report: The Hate Crime Awareness Week ran from 14th to the 21st of October 2023.</p> <p>A co-ordinated social media campaign was ran by all north Wales public sector partners (which includes the Authority) during this time, which used consistent images and messages to reinforce key messages of identifying and reporting hate crime.</p> <p>In addition, the North Wales Public Sector Equality Network (NWPSSEN) ran an educational promotion and awareness raising campaign via Social Media on Holocaust Memorial Day, Anti Slavery Day, International Day of Older Persons, World Mental Health Day, and throughout Black History Month.</p>			
Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Work with North Wales partners on various campaigns to promote safety online.	Victims of online scams and bullying are often vulnerable people. Raising awareness through a campaign of consistent messages will have a greater impact.	All	Head of Administration and Customer Care
<p>2023/24 Update Report: No direct campaigns were created by the North Wales Public Sector Equality Network (NWPSSEN) during the year, as the Network's limited resources had to be directed to other priority work.</p> <p>However, the Head of Administration and Customer Care is the administrator for the Network's social media account, and has worked closely with North Wales Police Cyber Crime Unit to disseminate ongoing cybercrime awareness and online safety messages.</p>			

Objective: We will develop our knowledge and understanding of the **socio-economic duty** (when guidance becomes available) to identify the key areas of impact to be addressed under the duty.

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Work with other public sector organisations and partners to share best practice.	This will enable the sharing of best practice and ideas to ensure correct implementation of the duty.	All	Management Team & Heads of Service
<p><u>2023/243 Update Report:</u></p> <p>The Head of Administration and Customer Care continues to play an active part in the North Wales Public Sector Equality Network, where best practice is shared and support and advice is always available from other public sector organisations. As time and resources allow, joint work and projects are also undertaken so that all public sector organisations can make the best use out of their limited resources.</p> <p>This year Conwy County Borough Council led on a NWPSSEN project to engage on the theme of Empowering Diverse Communities into Employment, which took place between June and August 2023. The work focused on engaging residents, service users and interested parties across North Wales (both individuals facing barriers to employment and professionals working with individuals facing barriers to employment) as part of a conversation to make sure that public sector organisations are welcoming and inclusive of everyone in their recruitment and retention processes.</p> <p>Two zoom workshops were held in conjunction with a questionnaire asking the public about the barriers they face when applying for work with public sector organisations. Following the workshops, a report on the findings and recommendations on the next steps was published, which will be considered by NWPSSEN partners over the coming year.</p>			

Objective: We will undertake further work to ensure that **equality is mainstreamed** into the Authority’s work.

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
We will put procedures in place that will enable procured services to meet the Authority’s commitment and expectations on equality.	The Authority is responsible for meeting the general duty even where relevant works or services are contracted out to an external supplier. It is important to build equality considerations into procurement processes.	All	Head of Administration and Customer Care

2023/24 Update Report:

The Authority uses Sell2Wales to advertise the majority of procured services, as this is the first port of call for companies who want to bid for public sector contracts. This ensures the contracts on offer by the Authority reaches its widest possible audience.

The Authority does not procure a large number of services, as the majority of such contracts are for goods. Of those service contracts, not all will be relevant in terms of equality commitments and measures expected by those companies.

The Authority has accepted Welsh Government’s recommendations to ensure that the Authority’s processes relating to contracts are sufficiently transparent, and accordingly an updated version of the Standing Orders relating to Contracts has been produced.

The Authority will review the new Procurement Act 2023 requirements in terms of equality and diversity in the coming year, to ensure that any changes are put in place and operational by the time the Act comes into force in 2025.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
To provide support and (where relevant) training to staff to ensure that they understand their duty towards people with protected characteristics.	This will ensure that all staff know their responsibilities.	All	Head of Administration and Customer Care
<p><u>2023/24 Update Report:</u> Relevant staff are aware that the Head of Administration and Customer Care can provide support and guidance on all aspects of equality considerations, which they must be taken into account when developing new projects and workstreams.</p> <p>The Head of Human Resources is also available to provide support and guidance for any new employment contracts created at the Authority.</p>			
Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
To provide support and (where relevant) training to staff on ensuring that their Equality Impact Assessments are robust.	This will increase awareness and develop their skills.	All	Head of Administration and Customer Care
<p><u>2023/24 Update Report:</u> The Head of Administration and Customer Care usually works with relevant individual staff members on developing an Equality Impact Assessment for the Plan, Policy, Strategy being reviewed or developed and on any Strategic Decision being undertaken. This ensures as far as possible, that the assessments are as robust as they can be, and where applicable also include a robust assessment of the socio-economic impact of Strategic Decisions.</p> <p>During the year the way the Authority conducted the Welsh Language Impact Assessments was reviewed, and as a result was taken out of the integrated impact assessment and is now completed as a standalone assessment. This was done following receipt of further advice and guidance on best practice from the Welsh Language Commissioner.</p>			

5. Training

Online bilingual modules available on ELMS are available on the following subjects for staff:

- Dignity and Respect at Work
- Equality and Diversity at Work
- Equality Impact Assessments
- Mental Health Awareness
- Neurodiversity Inclusion
- Introduction to Health and Safety
- Introduction to First Aid
- Bullying and Harassment
- Stress Awareness

During the year, a member of staff attended an online session on 'Understanding Hate Crime and Vulnerability in North Wales', which was hosted by the North Wales Police and Crime Commissioner. Information from this session was then disseminated to relevant key public facing staff within the Authority.

As part of LGTBQ+ History Month an online webinar for staff on Trans awareness was organised with Mermaids on the 23rd of February 2024, who have been supporting trans, non-binary and gender-diverse children, young people and their families since 1995.

The session covered dispelling common myths around Trans identities, language and terminology, pronoun use and how to find out pronouns, some of the current legal framework around access to services and spaces, and Wales-specific information on best practice.

Staff were also encouraged to attend another online event on the 20th of March 2024 organised by Pride in Nature. This free event has been running since 2021 and brings together both members of the LGTBQ+ community and allies, providing a safe space to share a collective appreciation for the natural world and how those from the LGTBQ+ community can contribute to nature's recovery.

Training was also arranged and financed by Welsh Government for the Authority's Members this year. One of these training sessions was an introduction to diversity and inclusion titled 'Landscapes for Everyone'. For those Members that could not attend, a recording of the session was made permanently available as a resource along with the course overview documents on the Landscapes Wales website, which can be accessed with a password at any time in the future.

6. Equality Impact Assessments

The Authority has systems in place to screen and impact assess any new or revised strategies, plans, procedures, practices or any major decisions it makes. During the year, 11 screening assessments were undertaken, of which only 1 required a full equality impact assessment.

Below is a short summary of the full impact assessment conducted.

Introduction of Article 4 Direction

Communities throughout Eryri face significant pressure due to the use of dwelling houses as holiday homes. As a result of this increasing pressure, which has been further highlighted over the past few years, there has been increasing pressure to implement a mechanism to obtain better control of the existing housing stock. It is hoped that introducing a range of effective management mechanisms will be a means of mitigating the side effects of holiday homes on communities, and contribute towards meeting the housing needs of Eryri's communities.

The introduction of an Article 4 Direction is one of the methods available to Local Planning Authorities to enable them to respond to the specific needs of their areas. They give Local Planning Authorities the ability, when considered appropriate, to restrict 'permitted development' rights, which would otherwise apply by virtue of the General Permitted Development Order.

Alongside the comprehensive paper on assessing the introduction of the Article 4 Direction, the impact assessment produced highlighted both positive benefits and identified possible negative effects on different age groups within communities. Following a comprehensive public consultation, work is currently underway on analysing the responses and publishing a Consultation Report. The impact assessment continues to be a live document which will be updated with further data as it becomes available as well as any mitigation measures that be necessary.

A separate Welsh language impact assessment was also conducted on the policy, which is also a live document which will be revised and updated with information from the analysis of the consultation responses.

7. Employment Information

The duty requires the following information on employment:

A listed body in Wales must collect and publish on an annual basis the number of:

- People employed by the Authority on 31 March each year by protected characteristic
- Men and women employed, broken down by:
 - Job
 - Grade (where grading systems in place)
 - Pay
 - Contract type (including permanent and fixed term contracts)
 - Working pattern (including full time, part time and other flexible working patterns)
- People who have applied for jobs with the authority over the last year
- Employees who have applied to change position within the authority, identifying how many were successful in their application and how many were not
- Employees who have applied for training and how many succeeded in their application
- Employees who completed the training
- Employees involved in grievance procedures either as complainant or as a person against whom a complaint was made
- Employees subject to disciplinary procedures
- Employees who have left an authority's employment

All of the above information must be presented for each of the separate protected groups. The exception to this requirement is the data on job, grade, pay, contract type and working pattern, which must be broken down only in relation to women and men.

People employed by the Authority on 31st March each year by protected characteristic

Total Number of employees on 31st March 2024 = 149

Age profile

24 and under	11
25 – 34	30
35 – 44	30
45 – 54	37
55 – 64	33
65 and over	8

Distribution of Female / Male

Female	80
Male	69

4% of staff have declared that they are disabled and / or have an impairment.

8 members of staff were on maternity leave.

Within the Authority, staff that have declared their ethnic origin, fall into the White Welsh category with none from any of the other main ethnic groups (Mixed, Asian, Black or Chinese).

Due to the small number of employees, information will not be published in greater detail to protect the identity of individuals.

Men and women employed, broken down by:

- Job
- Grade (where grading systems in place)
- Pay
- Contract type (including permanent and fixed term contracts)
- Working pattern (including full time, part time and other flexible working patterns)

The following table show the distribution of men and women employed by grade by working pattern and contract type as at 31.03.2024 (the Authority has several different job titles within grades):

		Working Pattern						Contract Type					
		Full time		Part time		Flexible		Permanent		Tempor-ary		Fixed Term	
Grade	Pay/ Hour	F	M	F	M	F	M	F	M	F	M	F	M
MW	10.42	0	1	0	0	0	0	0	0	0	0	0	1
1	11.61	0	0	3	1	0	0	1	1	0	0	2	1
2	11.80	0	0	2	2	0	0	2	1	1	0	0	0
3	12.10	0	3	9	3	0	0	1	1	0	0	8	5
4	12.50	2	3	15	2	0	0	10	4	1	1	6	0
5	13.37	0	7	4	3	0	0	4	10	0	0	0	0
6	14.55	3	4	5	0	0	0	4	4	0	0	4	0
7	16.46	10	13	2	0	0	0	6	10	0	0	6	3
8	18.31	9	12	0	1	0	0	8	12	0	0	1	1
9	19.84	2	2	1	0	0	0	2	1	0	0	1	1
10	20.87	3	5	0	0	0	0	2	4	0	0	1	1
11	22.27	3	1	2	0	0	0	5	0	0	0	0	1
12	23.06	2	1	1	0	0	0	2	1	0	0	1	0
13	24.11	1	2	1	0	0	0	3	1	0	0	0	0
14	25.16	0	0	0	0	0	0	0	0	0	0	0	0
15	25.95	0	0	0	0	0	0	0	0	0	0	0	0
Chief Officer - Director	36.96	0	2	0	0	0	0	0	2	0	0	0	0
Chief Officer - Chief Executive	49.24	0	1	0	0	0	0	0	1	0	0	0	0

People who have applied for jobs with the authority over the last year

Where applicants have completed monitoring forms:

Ethnic Origin

- 255 White
- 2 Mixed – White and Black African
- 1 Mixed – White and Black Caribbean
- 2 Mixed - White and Asian
- 17 Asian, Asian British, Asian Welsh, Asian English, Asian Scottish
- 9 Black, Black British, Black English, Black Scottish, Black Welsh
- 5 Prefer not to say

Sex

151 Male
140 Female

Disability

3 applicants with an impairment they wanted to tell us about

Employees who have applied to change position within the authority, identifying how many were successful in their application and how many were not

	Applications	Appointments
Male	5	4
Female	7	5
Total	12	9

Employees who have applied for training and how many succeeded in their application

	Applications	Succeeded	Denied
Male	27	27	0
Female	20	20	0
Total	47	47	0

Employees involved in grievance procedures either as complainant or as a person against whom a complaint was made

Female	0
Male	1
Total	1

Employees subject to disciplinary procedures

There was 3 staff member that was subject to disciplinary procedures during this period.

Employees who have left the authority's employment

Female	22
Male	8
Total	30