

Система Гwent - Система за управление на качеството





Introduction

Putting fairness and equality at the heart of everything we do is central to maximising well-being outcomes for our residents, local communities, staff and visitors, now and in the future as outlined by the [Well-being of Future Generations Act 2015](#). We recognise as public service providers we have a key role to play in making a real difference to our community. This is outlined in our [Corporate Plan 2018 -22](#) in order to strengthen and advance equality across Blaenau G



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.

Finally, the report concludes by setting out our intended next steps for taking the equality agenda forward and explains how our current findings will inform the development of our equality strategy and explains how our



Our Progress

Equality Objective One - Make equality vital in decision making and service provision

This equality objective contributes to the Council delivering against the following of its specific duties:

- x Equality Objectives and Strategic Equality Plans
- x Engagement Assessment of impact
- x Equality information
- x Employment Information, pay differences and staff training

What we did

- x Strengthened our Equality Leadership across the council;
- x Championed the Equality Agenda politically and professionally to raise the profile of equality. For example, the Council nominated an Equality Champion Member to promote equality at a political level across the Council and to support and champion work in this arena.
- x We have carried out primary and secondary research and analysis to gain a better understanding of equality issues;
- x Evaluated results of equality work, and other work which impacts equality outcomes;
- x Supported Equality Impact Assessments processes for policy



strengthen in readiness for the commencement of the Socio Economic Duty in April 2021 to strengthen our strategic decision-making processes.

- x We have continued to work in partnership with key stakeholders and interested parties on a local, regional and national level to maximise expertise and skills to support efficiency and to effectively add value;
- x The Council continued its commitment to provide equality training to its workforce. We operate a Service Level Agreement with neighbouring Caerphilly County Borough Council O F F (T X D O L W \ 7 U D Team to coordinate our equality and Welsh language courses. Courses are offered for any staff member to attend, or courses can be tailored as requested by departments when the need arises. We also work with national and regional partners to deliver training around specific subject matters such as LGBTQ+ and also work jointly on projects and any events to support this work.
- x We have continued to engage people from across each of the protected characteristics in engagement events which help shape the Coun F L O F F G n a K n g v l o e s and proactively promoted the involvement of people from protected characteristics to participate in consultation and engagement activity.
- x The gender pay gap is an equality measure that shows the difference in average earnings between women and men. In 2018, the UK gender pay gap was just over 18%. At Blaenau Gwent County Borough Council, we are confident that men and women are



paid equally for doing equivalent jobs across the business. The gender pay gap at Blaenau Gwent County Borough Council shows that the workforce is predominantly female with women occupying a high percentage of jobs across all four pay quartiles. The pay gap in Blaenau Gwent is significantly lower than the national average and has further improved reducing from 7.06% at the lower mean to 2.94% at the lower mean. The Gender Pay Gap information required under the statutory requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is presented and published through K W K H & R X Q F L O ¶ V 3 D \ 3 R O L F F u r t h e r D W H P H progress is being made and this will be updated in 2020.

- x ' H V L J Q H G D Q G G H Y H O R n e w S t r a t e g y E q u a l i t y P a n for 2020-2024 and used our learning and progress to date, along with information gathered from our annual report to inform the plan.
- x Carried out pilot Community Impact Assessments to understand the key impacts of the Covid-19 global pandemic, on Children & Young People, Families with Young Children and those with a Learning Disability. The findings from this work are being used to help shape our response and will inform future decisions and delivery.
- x Continued to attend the regional Equalities meetings as well as the National meetings to gain insight into



- x We are an active Member of Proud Councils which brings together Local Authorities across Wales to deliver joint initiatives such as Pride & Lesbian, Gay, Bisexual, Transgender and Queer+ (LGTBTQ+) History Month etc.

- x We actively support the 50+ Network which is an engagement forum



- x Actively encouraged staff in specific roles to undergo equality and diversity training;
- x Continued to deliver and strengthen equality of opportunity in our recruitment process, training, discipline and grievance procedures to ensure equality of opportunity;



Equality Objective Three - Do our best engage, protect and support those people in our community that need it the most

This equality objective contributes to us delivering the following specific objectives:

x



- x Supported the development of strategies, plans and services to tackle specific issues such as learning disability, mental health, frailty and dementia etc.

- x Offered appropriate support to carers who play a vital role in looking after vulnerable people, by engaging in the Carers Forum. BG has an award winning carers service. There are two carers officers as well as a Senior Carers Officer, their role is to ensure carers are considered when working in partnership with Social Care, they also cover all GP surgeries in Blaenau Gwent and offer an appointment service where they can offer bespoke support to carers;



- x There is a Safeguarding Service in BG works closely with all departments should an issue be raised and they continue to provide support, advice and guidance across the organisation.
- x Worked in partnership with the Department for Work and Pensions (DWP)



Equality Objective Four - Promote understanding and acceptance of



protected characteristics e.g. Gender Reassignment; in order to support us with our work.

- x Worked together with the Youth FRUXP DQG WKH & KLOGUH Council to share information and increase learning opportunities around equality and diversity as well as improve awareness around the United Nations Conventions on the Right of the Child (UNCRC). Ensuring to support children and young people to deliver on priorities that are important to them, both locally, regionally and nationally;
- x Developed projects which encourage people to get on together 5.32 841t81.dn-



- x Supported the Syrian Refugee Resettlement Programme;
- x Raised awareness of citizenship and civil ceremonies carried out in Blaenau Gwent;
- x Worked effectively with a range of local community groups to enable them to promote inclusion, as well increased awareness of further support and funding opportunities.



Next steps ±Our Strategic Equality Plan 2020 -24

The report highlights many achievements towards supporting the equality agenda, however we recognise there is still much work to be done as an area towards achieving the National Well-being Goals of the Welsh Government. [Wellbeing of Wales: 2020 | GOV.WALES](#)

Our intention is to build on our current success and to continue raising the profile of equality through the delivery of an ambitious [Strategic Equality Plan 2020 -24](#) . The plan was designed and developed in 2019



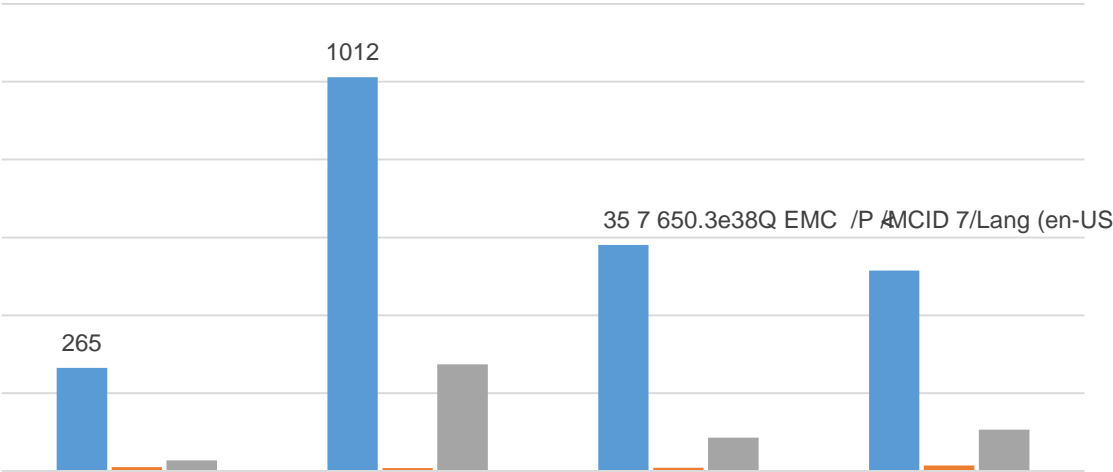
Friendly Plan for Blaenau Gwent which is a partnership programme overseen by the Public Services Board.

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develop an equality training programme for staff, through a range of online learning opportunities, such as an Introduction to Equality as well as bespoke training such as Unconscious Bias and Lesbian, Gay, Bisexual, Transgender, Queer+ (LGBTQ+) etc. This set



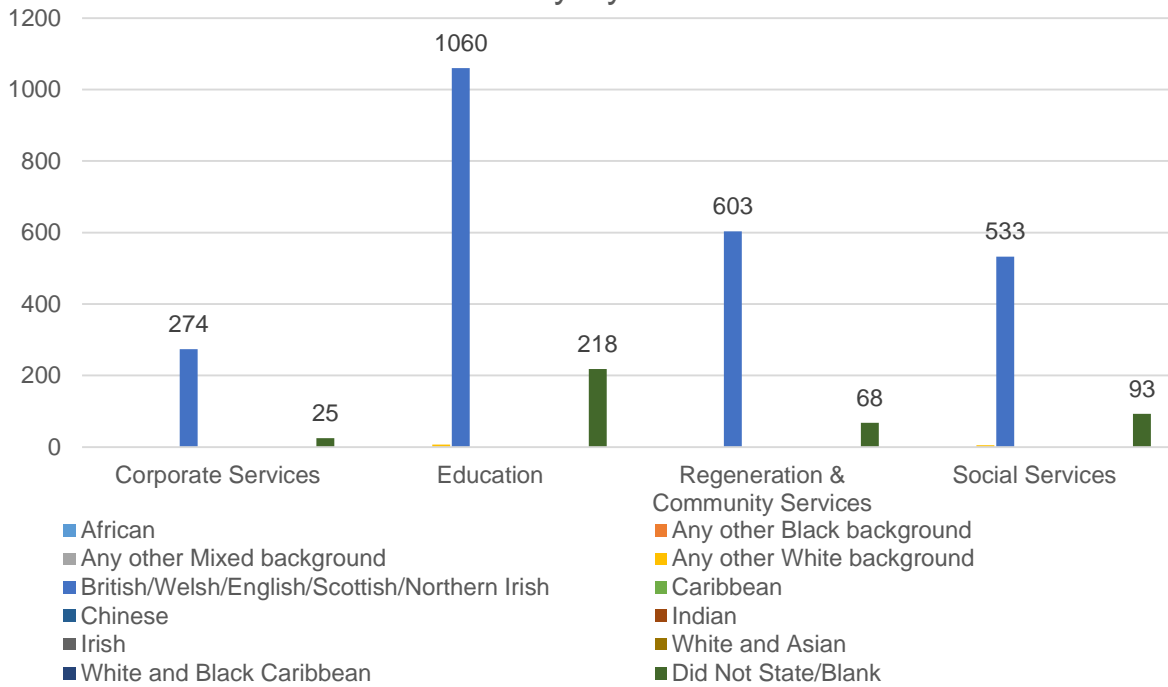
Appendix

Equality Monitoring Data: 1st

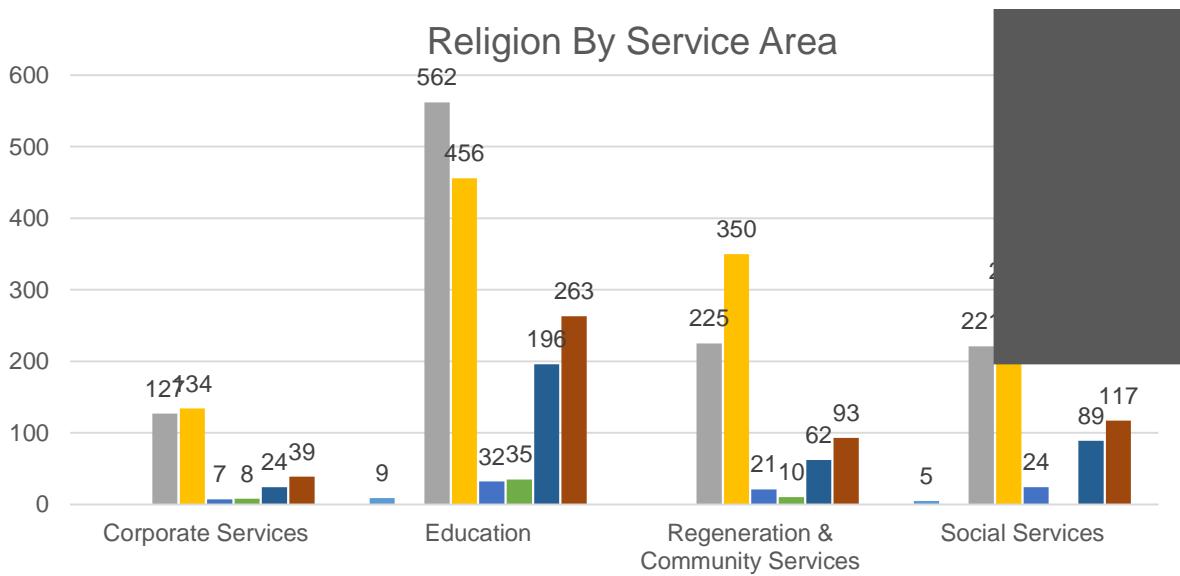


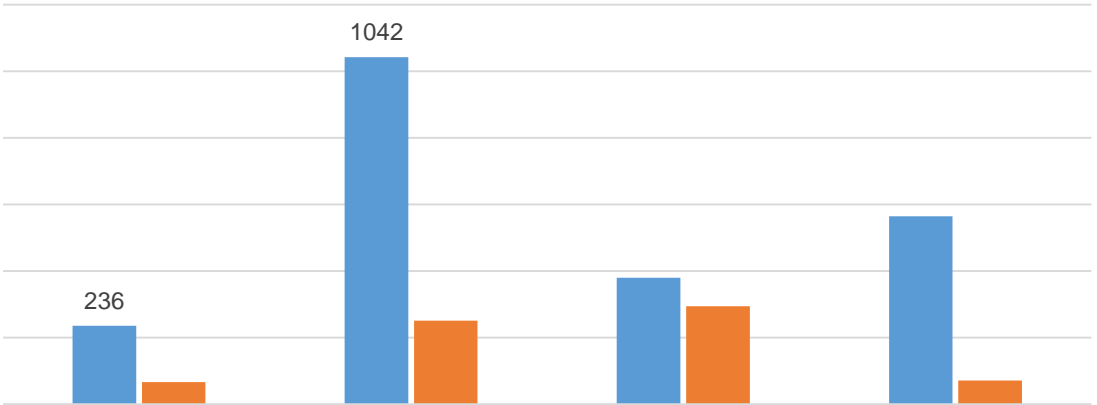


Ethnicity By Service Area



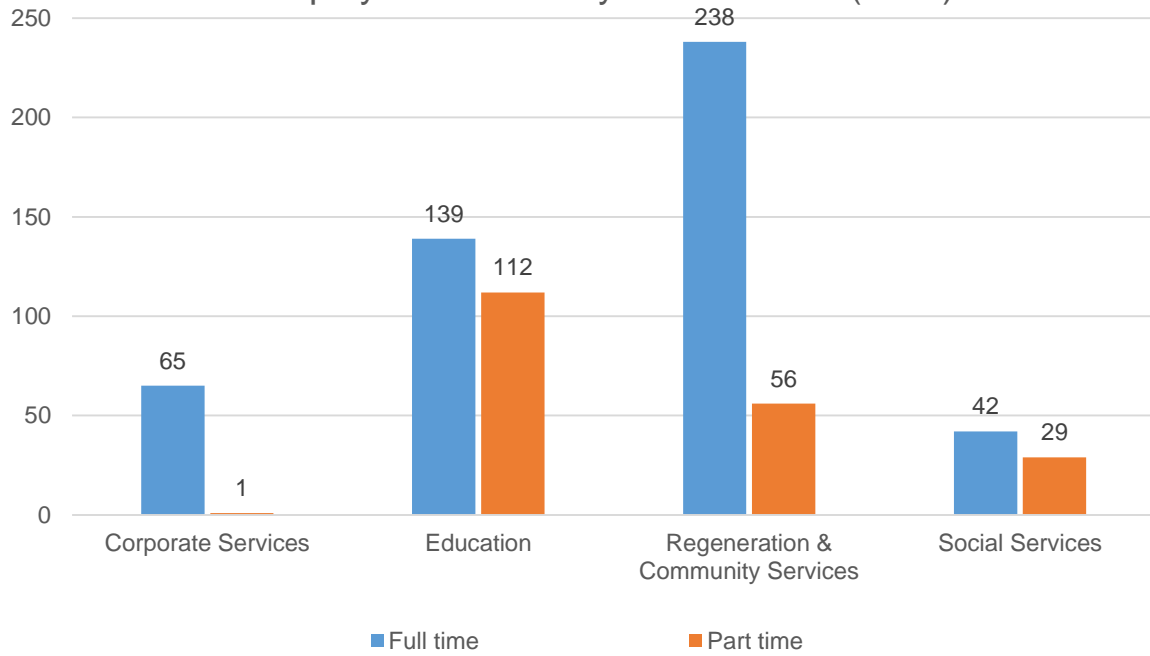
Religion By Service Area



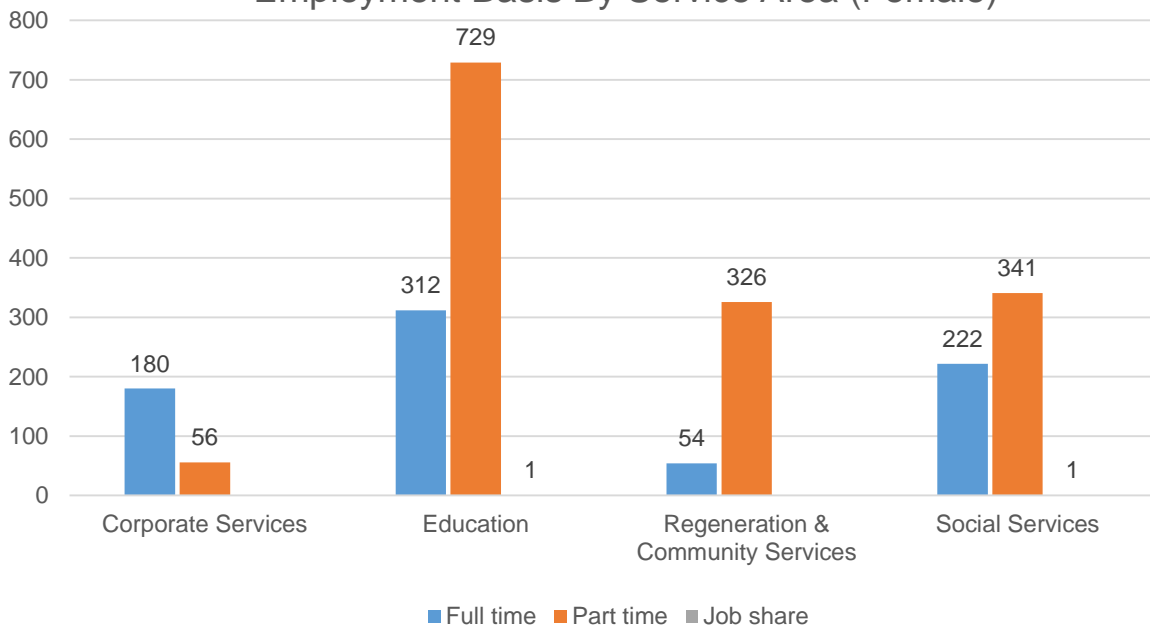




Employment Basis By Service Area (Male)



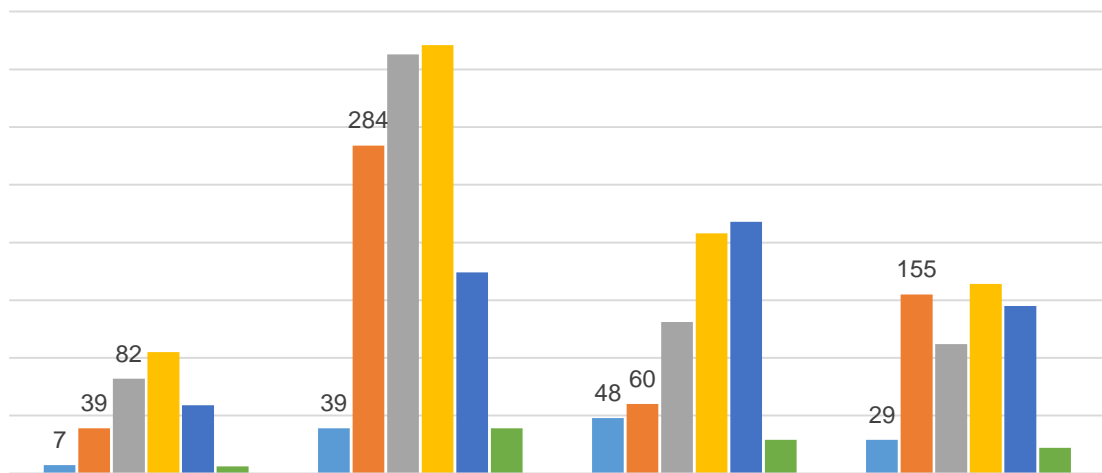
Employment Basis By Service Area (Female)





Equality Monitoring Data: 1st April 2019 to 31st March 2020

Please note numbers fewer than 5 have been omitted for certain measures to ensure anonymity





Marital Status by Service Area

