



Rhondda Cynon Taf Council

Annual Equality Report

2017 – 2018

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To make a request please telephone 01443 444529 or email
equality@rctcbc.gov.uk

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1. Introduction

It gives me great pleasure to introduce the Council's annual equality monitoring report, which represents the Council's approach to providing information on its work in respect of equality and diversity.

The Council is required under the Wales Specific Equality Duties to report annually on how it has met the General Equality Duty set out in the Equality Act 2010, and this document contains the information required in order for the Council to meet these duties.

Publishing the information in one report covering all requirements will make it easier for interested parties to identify how the Council is delivering on its commitment to equality, its legal obligations and the action plans contained within its Strategic Equality Plan (SEP).

Each section of the report looks at the Council's progress and the final section contains details of future work the Council needs to do.

Once again Rhondda Cynon Taf County Borough Council has continued to make our County Borough a more equal place for people to live, work and access services, however we recognise that there are and will continue to be areas for improvement. Publishing this Annual Report will not only help the Council to meet its obligations under the Wales Specific Equality Duties, but will assist you, as citizens to identify these areas and monitor progress on them.

Councillor Maureen Webber
Deputy Leader / Cabinet Member for Council Business

2. Who We Are

Rhondda Cynon Taf Council covers a wide geographical area and has a population of over 234,000 people. The Council is the largest employer in the local area and the third largest local authority in Wales, over 80% of employees live within the Council boundaries.

The Council is committed to the principles of equality and diversity and we work to ensure that this is demonstrated in our service delivery and in our employment practices.

The Council's priorities set out in the [Corporate Plan](#) are:

- **Economy** – building a strong economy
- **People** – promoting independence and positive lives for everyone
- **Place** – creating neighbourhoods where people are proud to live and work.

The plan puts residents are the centre of what we do.

The Council is governed by 75 elected Members and operates a Cabinet system. It has a Senior Leadership Team headed by the Chief Executive and attended by Senior Directors, and employs over 10,000 employees in a variety of service areas and roles based within the following groups:

- Chief Executives
- Community & Children's Services
- Corporate and Frontline Services
- Education & Lifelong Learning.

3. Reporting on Equality

The main purpose of this Annual Report is to fulfil the Council's legal duties and obligations to report on its progress in delivering the General and Specific Equality Duties.

The Public Sector Equality Duty requires that all public authorities covered under the specific duties in Wales should produce an Annual Equality Report by 31 March each year. This report covers the period 1 April 2017 to 31 March 2018.

What the regulations require:

The Annual Report for 2017/18 must set out:

- The steps the authority has taken to identify and collect relevant information

- How the authority has used this information in meeting the three aims of the general duty
- Any reasons for not collecting relevant information
- A statement on the effectiveness of the authority's arrangements for identifying and collecting relevant information
- Specified employment information, including information on training and pay
- Progress towards fulfilling each of the authority's equality objectives
- A statement on the effectiveness of the steps that the authority has taken to fulfil each of its equality objectives.

4. The General Equality Duty

The Equality Act 2010 introduced a general duty on the Council (and other public sector organisations) when making decisions and delivering services to have due regard in how to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it (protected characteristics are explained below)
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Protected Characteristics

This is the term used in the Equality Act to identify the types of people who are more likely to experience detrimental treatment and/or discrimination simply because of who they are. The law is designed to protect them, they are:

- Age
- Disability
- Gender Reassignment
- Pregnancy and maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

The requirement to have due regard to the need to eliminate discrimination also applies to marriage and civil partnership.

When thinking about how to advance equality of opportunity between persons who share a relevant protected characteristic and those who don't, the Council also has to think about the need to:

- Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic and are connected to that characteristic
- Meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it
- Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

The Council also has to particularly think about how it will tackle prejudice and promote understanding. This report includes information on what the Council has done in order to meet the General Duty.

5. How We Meet The General Equality Duty

To demonstrate how the Council has met the General and Specific Duties relevant information is considered which may include data from local and/or internal sources such as customer surveys, community forums or Equality Impact Assessments (EIAs), as well as data from national and/or external sources such as census information, research reports and statistics on hate crime.

Identification and Collection of Relevant Information

When considering how to identify what information should be included in this report the Council first looked at the information it considered when reviewing its SEP, this allowed the Council to reflect and monitor whether the information is still appropriate in assisting the Council to deliver on the General and Specific Duties.

When reviewing the Equality Objectives we looked at quarterly monitoring results and emerging issues and trends from the previous Annual Equality Reports to identify whether the objectives were still relevant.

Full details can be found in the SEP which can be accessed on the Council website at:

<http://www.rctcbc.gov.uk/EN/Council/EqualityandDiversity/StrategicEqualityPlan.asp>
[X](#)

The information identified is still very relevant to the delivery of the General and Specific Duties; internal documents provide statistical information that can be used

for determining action and enable comparison to identify improvements or areas for further improvement. Internal strategies and their action plans provide information on how the Council is delivering its priorities. External information, including that with a national context, provides the Council with a raft of data that can assist in developing appropriate and relevant policies and approaches.

The Council recognises that the SEP is not the only area that can identify relevant information and that whilst it is very useful, service areas would also hold information that could assist the Council in identifying how it's meeting the General and Specific Duties. To collect this information a survey was undertaken to obtain relevant information from service areas.

The Council has an EIA process in place, the results of which contribute to the information contained within this report.

Employment monitoring data as provided from the Council's HR system - Vision and the e-recruitment system have also been included as part of the relevant information. It should be noted that employment monitoring information includes teachers and all school based employees.

Use of Information

When considering what information should be used it was important that areas of good practice were identified across service areas to demonstrate that a commitment to delivering equality exists throughout the Council. It is however recognised that there will also be areas for improvement and these will be included in the 'Future Work' section of this report.

Information used in this report includes:

- The Council's Corporate Plan (2016-2020)
- Self Service Evaluation from Service Areas (2017/2018)
- Service delivery/projects (2017/2018)
- Employment practices
- Consultation and engagement programme
- EIAs (2017/2018)
- Employment monitoring information (2017/2018)
- Monitoring and delivery of the SEP action plan (2017/2018).

Equality Information from Service Areas

Many service areas have examples of good practice which help the Council meet the Public Sector Equality Duties. The following information provides a snapshot of the work carried out across the Council.

The Council continues its commitment to the **Armed Forces Community Covenant**. The Covenant is a voluntary statement of mutual support between the civilian community of Rhondda Cynon Taf and its local Armed Forces community. The pledge recognises the dual respect between the Council, its partner agencies, its communities and our Armed Forces personnel (serving and retired) and their families.

More information is available on the following link:

<http://www.rctcbc.gov.uk/EN/GetInvolved/ArmedForcesCovenant/CovenantGeneralInformation.aspx>

An Armed Forces Covenant Liaison Officer was appointed in November 2017 who has developed relationships with Armed Forces charities as well as Veterans community groups.

A HMF Education Officer has been in post since August 2015. This role has been instrumental in identifying service children in education in the borough and the Officer has been able to provide information and support to these families.

The **Arts Service** has produced its own Strategic Equality Plan that outlines their commitment to providing inclusive and targeted activity within the services offered, in particular at the theatres.

They continue to be a member of the [Hynt Scheme](#) with information available on their website and within the theatres' brochure. This national scheme enables eligible people to access free tickets for their carers to help them attend live events and cinema.

The service continues to be supported by the Equality and Diversity Team in terms of accessibility at the theatres and making reasonable adjustments that improve access for service users.

The development of a small-scale performance space within the Park & Dare Theatres' Lounge Bar will offer an accessible space for both audience and performers. In line with the Arts Council of Wales Corporate Plan, we will also be able to increase opportunities for disabled artists and residents.

An LGBT+ film screening was offered at the Park & Dare Theatre earlier this year, supported by the Council's LGBT+ Network. Both RCT theatres were lit in celebration of Pride.

Daytime Delights programmes are offered at the theatres for older people, including a lunchtime *Concerts and Cakes* (in partnership with Live Music Now), cinema screenings, and matinee live performances.

The service continues to offer family friendly relaxed film screenings and performances at both theatres, including a monthly Kids Club at the Coliseum Theatre. Their Artists in Residence 'Flossy and Boo' are supporting the theatre to develop family audiences through the co-production of work suitable for this target group.

Officers continue to offer coaching and mentoring support and targeted projects for people within the various protected characteristic groups within the theatres and the arts and creative industries team.

The service creates case studies to demonstrate the social impact of the arts in line with the Wellbeing of Future Generations Act's 7 Well-being Goals, supporting us to evaluate our provision and obtain feedback from partners and participants.

The service works with the Consultation Team to better understand our communities to determine the relevance of the services offered, particularly the programme across the theatres, and methods by which we can encourage residents to be more creatively active.

The '**Care2Work**' and '**Step in the Right Direction**' Traineeship programmes continue to go from strength to strength. In 2017/18 there have been successful outcomes which include:

Care2Work

- 104 young people referred onto the Care2Work Programme
- 85 young people enrolled and engaged on the Care2Work Programme
- 15 young people secured employment
- 65 young people entered further education and/or training
- 5 young people entered voluntary work

Step in The Right Direction

- 18 Trainees recruited
- 3 Trainees secured employment
- 6 Trainees completed a qualification
- 3 Trainees currently working towards a qualification
- 4 Trainees left the scheme before the end of their two year contract.

Community Cohesion Objectives were set in 2014 and are an amalgamation of common denominators across both Rhondda Cynon Taf's and Merthyr's existing action plans. The objectives are outlined below:

Objective 1 – Build a strong network of working groups to manage and deliver a Cwm Taf Community Cohesion Strategy.

Numerous strategic groups have been established to address cohesion issues across Cwm Taf. These include the Cwm Taf Community Cohesion Group. This group meets quarterly to develop new methods of integrating community cohesion into mainstream service delivery and to identify and support groups identified locally with low inclusion or cohesion.

Objective 2 – Mainstream Community Cohesion by linking and embedding into key local strategies across the Cwm Taf region.

Work has been undertaken to support the Council to embed local and regional community cohesion priorities into key local strategies. For the Cwm Taf Wellbeing Plan, a greater emphasis than in the past was made on engaging with community members/groups who historically had not engaged with Council services and who were identified due to risk of low inclusion or cohesion; this included those with specific protected characteristics. The Cwm Taf Wellbeing Plan's objectives have embedded the cohesion priority of residents having a strong emphasis on belonging and feeling part of their community.

Objective 3 – Impart knowledge and information on subjects related to community cohesion across the Cwm Taf region.

National campaign days such as Holocaust Memorial Day have been used to promote community cohesion issues to residents of the borough. During these events, workshops were delivered to local school children on such topics as negative stereotyping.

Work also continues strategically and locally to break down barriers to inclusion and integration for particular groups highlighted within the Community Cohesion Delivery Plan. This is undertaken by working closely with service areas, for example on the Gypsy and Traveller Accommodation Assessment, making sure the needs of the

community are met. Also working with colleagues on the Syrian Resettlement Programme to make sure emerging needs and cohesion issues are met.

Objective 4 – Increase opportunities for the reporting of community tensions which includes the experience of hate crime and the susceptibility of individuals and groups to radicalisation.

Work continues to increase opportunities of reporting community tensions through strategic meetings such as the Cwm Taf Channel Panel and the Cwm Taf Contest Board.

Our **Communication and Democratic Services** works in partnership with the Equality and Diversity Team in all aspects of its work which helps to shape decisions and influence staff and Cabinet Members. A number of team members are actively involved in the Council's staff equality networks.

Residents and stakeholders are given the opportunity to provide their views in a variety of languages and formats. During consultations the service strives to engage with the widest range of people possible, capturing the views of all groups that live within the borough and aims to represent all their opinions and concerns. The team attend forums for disabled groups as well as minority groups to record their views, as the service recognises there can be specific issues that affect these groups. An additional consultation question has been introduced to service change consultations that allows the Council to assess the impact of any changes on protected groups.

The Digital and Communications Team actively promote and safeguard the rights of people from minority groups. Over the year, the service has supported many causes and has promoted the rights of all protected characteristics – this has been internal and external, input into events, social media, press, speeches and video.

The Democratic Services section has been working with the Welsh Local Government Agency to increase diversity in advance of the 2022 local government elections. The Democratic Support Services Team provide relevant Equality Impact Assessment information around Council business to support effective decision making.

The Communication and PR Team help to support the Council's equality impact assessments and assist the Equality and Diversity Team by providing evidence and promoting services.

Our new **Community Wellbeing and Resilience** Service was created in 2018 and is made up of a number of distinct teams which offer support to families and young people.

The Youth Engagement and Participation Service (YEPS) facilitates the County Youth Forum (CYF) and local youth forums across RCT. The 70 seats on the CYF are set out as follows to ensure a fully representative forum:

- 2 Representatives for the 21 school councils in RCT (17 mainstream and 4 special schools)
- 7 Representatives from the YEPS Locality Youth Forums (Rhondda, Cynon and Taf Youth Forums)
- 2 Seats for the RCT Members of the UK Youth Parliament which get elected by the County Youth Forum
- 5 Seats for special interest groups (Children Looked After Forums, YEPS Black and Minority Ethnic (BAME) Forum and Young Carers Forum etc).

The special interest groups and locality youth forums were essential to the development of the CYF and ensure that young people that face barriers to participation are supported to have their voices heard.

BAME Forum

The first RCT event for Black and Minority Ethnic (BAME) young people was organised in response to information made available through Information Advice and Guidance (IAG) sessions delivered in YEPS Service youth clubs supported by Show Racism the Red Card. The BAME event saw over 100 young people attend from across RCT and from this event young people were clear that further work was required to tackle issues faced by BAME young people. Therefore it was agreed that RCT's first BAME forum would be developed to look at these issues. Due to the difficulties of transport with young people the group have decided to become our first primarily online forum. A forum group has been established, supported by the YEPS Entitlements Officer. Through this forum the young people will initiate projects and work which they would like to undertake to meet their priorities and more localised groups will get together as smaller forums to complete different projects. The group will physically meet as part of the CYF and also on an annual basis to further discuss their local projects and priorities.

Young Carers

YEPS also have an SLA with the RCT Young Carers group to ensure that these young people are supported to remove practical barriers that may prevent them from accessing youth services and enable them to attend the YEPS Service open access youth provision. In 2017/2018 the Young Carers project delivered 30 sessions enabling 45 young people with carer responsibilities to access youth work provision.

Becoming Independent Project

The 'Becoming Independent Project' began in 2017 as a trial project at Ysgol Hen Felin as part of the 16 plus support offered by the Rhondda based Youth Engagement and Progression Officer. Through consultation with the group of young

people it was evident that concerns over reaching adulthood were a primary issue for them. Therefore, it was agreed a 'Becoming Independent Project' would be delivered focusing on issues raised by the group. A range of support was offered through the programme including; healthy relationships, appropriate behaviour, managing emotions, internet safety and travel training. The project was a success with young people all growing in confidence and independence. Ysgol Hen Felin were fully supportive and so impressed by the outcomes delivered by the project that they have requested a further programme to be delivered with a new group of 16+ young people. Therefore, a 10 week programme has been developed which can be tailored to the individual group.

Period Poverty

Earlier this year, the YEPS Service supported 784 girls in RCT to complete an online questionnaire regarding the current availability of sanitary products in schools and also how their periods affect them. Following the online consultation, 12 girls were invited to attend the Children's and Young People's Scrutiny Working Group to share their views on the availability of sanitary product provision within their schools. This has resulted in the Cabinet agreeing to provide free sanitary products in school toilets in all secondary schools throughout RCT. The Council is the first local authority in Wales to make this decision.

LGBT+

The YEPS Service has a Youth Engagement Officer who is able to offer specialist support and advice to young people who are LGBT+. This specialist support includes working with young people who are transitioning, their families and schools to ensure that bespoke and robust plans are in place to provide practical and emotional support throughout the process of transition. The YEPS service has seen an increase in referrals for LGBT+ support and therefore the service has ensured that all staff have received LGBT+ training.

Anti-bullying Sub Group

Education produced a newly updated anti-bullying policy, and has consulted with young people on the content to ensure that it is fit for purpose. The policy aims to improve data recording of bullying incidents to inform improved anti-bullying interventions and approaches. The young people made amendments to the policy and added more visuals to the content to make it more young people friendly.

Mental Health Sub Group

The young people wanted to tackle the stigma of mental health, and raise awareness of the support available to young people experiencing mental health issues. The group focused on up-skilling and training themselves, the young people all completed Mental Health First Aid Training, along with public speaking training to equip them to raise these issues with their peers. The next stage of their work was to produce a resource, which could be used to deliver issue based sessions in

schools and youth clubs all across RCT. Therefore, the young people have worked with professionals to develop a DVD, which raises the awareness of the battles young people are facing along with highlighting how they can access support. The DVD is coupled with a resource pack with lesson plans to deliver along with the DVD which have been produced age appropriately, so the resource can be adapted to meet the needs of individual groups. Both the DVD and the resource are due to be launched in the Autumn of 2018.

Resilient Families Service (RFS) - Children with Additional Needs Service (CANS)

During the evaluation of the Children's Services and Vulnerability Project work it was identified that all the families that had a child with a disability or additional support needs were significantly more vulnerable and faced multiple barriers to engagement. To ensure these families could fully benefit from family support interventions to improve their resilience levels, when the Resilient Families Service (RFS) was established, a dedicated resource in the form of the Children with Additional Needs (CANS) Team was included in the RFS structure. This team focuses on supporting families where the physical, learning or neurodevelopmental needs of a child within the family is impacting on family life to better understand any additional support needs and improve the relationships within the family. Without the constraints of threshold criteria the CANS Team are able to ensure those families most in need are appropriately supported. Unlike previous Team Around the Family (TAF) arrangements the CANS Team will work with families that are known to the Disabled Children's Team to ensure integrated packages of support are in place to benefit families.

Universal Parenting Framework

The RCT Universal Parenting Framework delivers universal parenting interventions across the whole of RCT as opposed to focusing this support on those geographical areas eligible for Flying Start, which has previously been the case. Tailored to meet the needs of families at all stages, the Framework is designed to offer support at Level 1 – Informal signposting and information through to Level 5 – Therapeutic relationship based intervention. The Parenting Team work with a range of partners including voluntary parent led support groups to deliver a range of formal and informal sessions in both community venues and families' homes.

Vulnerability Profiling

The development of Vulnerability Profiling in the borough commenced in 2006 in response to the limited knowledge of schools as to the family and community factors that impact on pupils. Based upon Joseph Rowntree Foundation research on the impact of poverty on educational outcomes, the purpose of vulnerability profiling is to provide a means of early identification of those children and young people at risk of disengaging from learning as a result of socio-economic barriers they face outside of the school environment.

Vulnerability profiling enables us to move away from the traditional means of categorising children and young people at risk of disengagement in terms of their membership of a particular vulnerable group e.g. young carer, Children Looked After, Children Affected by Parental Imprisonment, young offender. Instead, it enables us to look across a number of indicators to establish a broader definition of vulnerability in terms of securing educational outcomes. In doing this we are able to plan and deliver services based upon the level of impact their situation has on their engagement in learning rather than providing interventions that focus on the group to which they belong. It also enables us to provide a consistent response to a wide range of need, access to which is not dependant on repeated disclosure therefore reducing potential labelling and stigma.

In recent years it has been developed beyond the Education remit to enable the identification of families who require early intervention services to prevent their needs escalating to a point that require statutory Children's Services intervention. It is also being developed to produce a 'Community Profile' to support our regional commitment to Children's First in the creation of Community Zones. We are currently creating an Early Years vulnerability profile as part of the Early Years Co-construction Project with Welsh Government. Our intention is to establish a consistent approach to the use of Vulnerability Profiling as an identification tool to plan, develop and deliver services to individuals, families and communities in RCT.

Care2Play

The Care2Play Service was established in 2017 to replace the previous Holiday Funtime Scheme to extend the availability of the service. Care2Play is available for children and young people aged 0-25 years who require assistance, as a result of their personal or family circumstances, to access and/or engage in play opportunities and youth activities. The ethos of the Service is to ensure that all children and young people have access to opportunities that are appropriate to their needs and wherever possible are delivered as part of mainstream universal provision. There are three types of opportunities available through the Care2Play Service:

- Childcare placements are available for children aged 0-4 years. Children will be placed with either day care providers or childminders.
- Play provision placements are available for children and young people aged 5-14 years. Wherever possible, children and young people will be placed with play providers offering free play activities as part of daytime holiday playschemes, however where necessary in order to meet the developmental or medical needs of the child this placement may also be with day care providers or childminders.
- Youth activities are available for young people aged 11-25 years. This element of the Service is delivered in partnership with the Council's Youth Engagement and

Participation Service and will offer young people the opportunity to access a range of activities and trips running during school holiday periods as well as Extended Provision during the evenings.

- Since September 2017, 221 children and young people have had access to supported play opportunities through Care2Play.

Funding Flexibilities

Our approach to Funding Flexibilities is underpinned by the equality of access to services for all, including addressing barriers facing particular groups of people. The inclusive approach to having a single point of access will also facilitate equity of service delivery, as will both the responsive and pre-emptive identification of need. Our vision of delivering the right services to the right people at the right time supports the delivery of equitable needs based services. The work that has been undertaken in establishing universal access to parenting support and specialist Health Visiting intervention via the Resilient Families Service through the flexible use of funding, is enabling us to provide responsive and inclusive services to those who need them.

Equality impact assessments are completed for all service change proposals submitted to Cabinet for consideration.

Use of the Capita One system allows for data analysis of contact and engagement with services users by protected characteristics if required.

Our **Customer Care Service** continues to offer a fully inclusive service with locations and opening hours widely publicised to all and some of our key processes directly facilitate fair provision e.g. the website supports people with sight loss, Blue Badges support a wide range of disabilities etc.

Our Advisor Service offers advice rooms that are audibly impaired equipped with loop systems to enhance sound. We support language translation, including BSL supported by the Wales Interpretation and Translation Service. The Contact Centre adopts 'Barrier Free Call Guidelines' by the Business Disability Forum. We offer and promote a sensory line – Contact Centre 'text phone' for deaf or hearing loss.

Our Lifeline service records include medical history, language, religion and individual requirements so we can support and respond to customers appropriately. Our Lifeline service supports 98 customers at threat of domestic violence for Police prioritisation.

Our newly reorganised Business Support Unit works directly with the Transition Team from the Learning Curve in order to recruit volunteers with disabilities that are

looking for full time employment. This allows them to gain valuable work experience to further their skills in a working environment.

The **Disability Forum** was set up as a direct result of feedback from the Reaching Out Disability Conference in 2003. The Forum is involved in monitoring the delivery of the Strategic Equality Plan Action Plan and regularly contributes to a wide range of consultations such as the Council Budget Setting Process and service reorganisation.

The Equality and Diversity Team also inform forum members of items that may be of interest to them, this has led to members becoming involved in local issues.

In October 2017, we held a joint disability and carers conference offering advice, support, workshops and activities to the public on a range of relevant topics.

The organisational **Disability Officers Group** continues to meet. The working group is made up of officers who either deliver services for disabled people directly or are involved in making services more accessible or have an element of dealing with disability issues as part of their role. The group meets on a quarterly basis to share information, identify areas of best practice and promote internal communication.

The Council adopted the **Dying to Work Charter**. This TUC campaign asks for support for terminal illness to be treated as a 'protected characteristic' so that an employee with a terminal illness would enjoy a 'protected period' where they could not be dismissed as a result of their condition. The adoption of this charter within the Council's policies and procedures ensures it supports its employees at the most difficult of times.

Our newly developed **Employment and Skills Service** has an inclusive culture and a good understanding of the barriers that individuals can face and the actions required to make services more accessible and equal. Good practice is shared across each area of Employment and Skills both internally and from outside the Council so that there is a consistency across different areas of provision.

European Social Fund Projects

Our Communication and Marketing strategic approach ensures awareness about the projects is raised with all citizens. We deliver projects from community buildings across the county so that they are geographically accessible. Our project staff undertake home visits to support participants who may be unable to leave their home at the start of the project. Our Ignite and Platform 1 projects have been specifically developed for those with additional needs and disabilities.

Communities for Work Plus (CfW+)

An equality impact assessment was carried out prior to the Communities First grant ending and was used to inform the Community Engagement approach for the two new grant funded programmes CfW+ and Legacy.

The CfW+ programme now covers the whole of the borough, rather than being postcode specific and can work with anyone not able to access support from any other ESF grant. Therefore, employment support is available to anyone living in the borough from Stage 1 to Stage 4 of the employment pathway. All staff have received equality training previously and produced the 'RESPECT' brochure in partnership with the Council's Equality and Diversity Team.

The new CfW+ Work Placement Officer has recently been able to source a placement opportunity in the Wales Council for the Deaf Office in Pontypridd. A Barriers Fund is used to pay for transport costs, identification documents for customers so that they can verify their identity, and DBS checks. Training offered is free at the point of delivery.

Adult Education

A new development has been the commitment of provision of work-experience for Elite clients at Garth Olwg lifelong learning centre. Currently 3 places have been taken up by individuals who have learning difficulties. Garth Olwg has been awarded recognition as a dementia friendly building with all staff having undertaken dementia training and activities facilitated for people with dementia and their carers.

Funding for Dementia Engagement and Empowerment Project activities has been gained and we have been able to offer courses for people with moderate anxiety and depression through a social prescribing model in partnership with the Local Health Board. 24 learners were referred through local GP's and attended a variety of courses including cooking for a healthy lifestyle and an exercise and fitness programme. Individuals were also referred onto a support group for people with or caring for individuals with Alzheimer's. Weekly age friendly dance sessions have been developed to target social isolation amongst older people.

Falls awareness courses were held with 12 people attending, focussing on prevention of accidents in the elderly and disabled.

Both the Community Learning Grant and the Franchise Agreements require the service to target its provision on specific disadvantaged groups. The barriers faced by these learners are often complex and traditional forms of teaching have failed to engage or retain them. Consequently, the service has developed new ways of working in order to facilitate their development and support them to achieve a successful outcome.

Provision continues to be delivered to learners with severe and moderate learning disabilities. A total of 12 Independent Living Skills courses were delivered in 2017/18 attracting a total of 124 learners. This provision has a designated tutor with specific experience of teaching learners with a range of disabilities. The provision is broad and included units on Welsh History, essential skills and healthy living and the achievements were recognised with an annual awards ceremony.

Fleet Management Services work in a fair and equitable way, whilst seeking to meet individual needs where possible. Vehicles are only purchased after detailed consideration is made to their suitability for the need. We meet with end users when specifying vehicles to ensure they meet with their needs, for example, wheelchair accessibility on the new Library vehicles and lower shelves and iPad connections. The vehicles also have suspension that can be raised/lowered so enabling access into more areas than they can currently access.

Each year the Council marks **Holocaust Memorial Day (HMD)**. In January 2018 a public event was held at Rhydyfelin Library. It was a contemporary event which was linked to modern day hate crime and raised awareness of reporting Hate Crime in Rhondda Cynon Taf. Pupils from a number of our schools contributed to the event and pupils from Heol Y Celyn Primary School took part in a workshop that explored stereotypes. The Library Service supported HMD by arranging book displays on the Holocaust.

The **ICT Section's** Digital Strategy supports the inclusion agenda, with ICT playing a key role in support and deploying the 'Digital Fridays' initiatives across our libraries and the new pilot service for customers who are housebound. The overarching aim is to provide support and guidance to residents to increase their ICT skills, confidence and competency. Providing access to computers and the internet we have enabled access to services. Through free public Wi-Fi in our Libraries, Leisure Centres, CfW+ sites and theatres, residents can access the internet through their own device.

Through mobile phone contract negotiations, we have assisted in improved 4G data access and promoted free Microsoft Office 365 to all school pupils.

Our **Legal and Democratic Services** provide accessible information and publications. It works closely with the Equality and Diversity Team to ensure that the requirements of the public sector equality duty are reflected in its processes and frameworks e.g. Equality Impact Assessments.

The newly established centralised Coroner Service in Pontypridd has installed various options to improve accessibility for all customers.

Leisure Service's facility development has included the installation of gender neutral toilet areas and the inclusion of accessible fitness equipment.

Partnership working has developed volunteer opportunities which link to Employability Plus, giving work experience opportunities with the potential for volunteer organisations to contribute as a delivery partner.

Our Sports Development section continues to deliver the Olympic Legacy funded 'Get Out and Get Active Project' in partnership with Disability Sport Wales and have organised 2 Disability Inclusion Training courses for staff and external activity providers. It continues to be on target to achieve Insport Silver by March 2019. The service continues to invest in the development and refurbishment of outdoor playgrounds which includes the provision of inclusive play equipment. A series of dementia friendly activities have been developed and delivered.

Within our **Library Service** all libraries have stock that relates to health and wellbeing. Library signage has been improved to enable library users to more easily identify this stock. Staff have also been encouraged to create health and well-being displays and the service took part in a 'Blue Monday' health and wellbeing promotion which saw South East Wales libraries promote health and wellbeing stock on the 'saddest' day of the year.

The service continues to stock items related to both the Book Prescription Wales scheme and Better with Books scheme and staff are encouraged to promote this stock. A number of organisations involved in promoting healthy lifestyles and wellbeing make use of library facilities and staff advertise these services and signpost users to the appropriate organisation if a need is identified.

The service is serious about supporting local people to gain employment and work experience to improve their skills whatever their level of ability. In addition to employing an Apprentice and a Graduate Officer, the service makes effective use of volunteers to support its staff. There has been a significant increase in the number of volunteer hours attained this year from 1,333 to 2,442. We encourage volunteers from all backgrounds.

Staff Training

Staff have received training in relation to the Welsh language which has included raising awareness of a number of equality issues. In addition, staff are currently being trained as Dementia Champions and are due to attend training on the introduction of Universal Credit and the role they have to support and sign-post individuals to relevant agencies.

Buildings

The accessibility of libraries is good, however, due to the age and location of some buildings there are issues in some areas. Complaints have been received relating in particular to Tonypandy library. Consequently, changes to the disabled access to make it more user friendly have been included in the re-design of the building which has been the subject of a successful application for funding from the Welsh Government's Museums, Archives and Libraries Division.

Improvements were made to Pontyclun library access earlier this year to address an issue raised by a disabled person.

Home Library Service

The expansion of the eligibility criteria for what was the Housebound Service, but has now been re-branded as the @homelibraryservice ensures that people who have long-term illness, mobility problems or are full-time carers are now able to access this service. Previously, this service was limited to people who were housebound through illness. The re-branding of the service is intended to reduce the stigma attached to the service and thereby meet the needs of more vulnerable people. An Action Plan has been developed to ensure that the needs of vulnerable people are monitored during the process of transition from the current Mobile and Housebound Service to the new Mobile and @homelibraryservice.

Data relating to other people with protected characteristics are captured as part of the equality monitoring section of the customer satisfaction surveys and consultation surveys.

Libraries facilitate ESOL classes (English for the Speakers of Other Languages) and there is one example of an LGBT+ group meeting at a library.

The **Public Protection** service administers the Older Persons Grant. The application forms and guidance are sent to known older persons groups and organisations within the borough inviting them to bid for funding to assist them in meeting the Ageing Well in Wales themes. During the administration of this grant we became aware of additional groups within the community that were not included on our database. As a result, the database has been updated and all known groups within the area will receive invitations to bid in any future funding rounds to ensure that the process is inclusive, equal and that there is fair opportunity to apply for all older people.

Taxi Licensing Officers attended the Disability and Carers Conference in 2017 and provided a presentation around the obligations taxi drivers have in relation to wheelchair users. The Licensing department has carried out test purchase exercises to ensure that taxi drivers are fulfilling their obligations in relation to the conveying of wheelchair users.

The Food and Health & Safety Team successfully bid for grant money from the food standards agency to allow the officers to deliver one to one coaching to the businesses within RCT that rates 2 or less on the Food Hygiene Rating scheme to help them improve in the areas they were poor in on inspection. This will hopefully help the business on the next inspection.

Housing allocations made through the Common Housing Register are monitored to ensure that they are representative of the households waiting for housing on the register and also in relation to the population of the borough. To date, allocations have always been reflective of both. When people apply for housing we ask questions about their protected characteristics in line with the Equality Act 2010. In 2017, Housing Services linked in with Communities First to enable people who needed help to access Homefinder through the website (www.homefinderrct.org.uk) can do so as part of Digital Fridays; This initiative is working well.

We are working with Tai Pawb and the Council's Equality and Diversity Team to ensure our housing services are responsive to the needs of all groups and that our Homelessness Strategy is fully inclusive.

The evaluation of the impact of the new kennels at Hope Rescue, Llanharan provides evidence of an improved out of hours service via the acceptance of stray dogs to be kennelled in emergency situations. Arrangements can also be made by dog owners to reclaim their dogs outside normal working hours if necessary for people unable to get to the kennels, improving accessibility as well as dog welfare.

The use of the Wales Interpretation and Translation Service (WITS) is widely used across the service to assist in the fair treatment of witnesses and suspects in criminal investigation.

The **Stonewall Diversity Champions** programme is Britain's good practice employers' forum on sexual orientation. The Council became Diversity Champions in 2013. The Equality and Diversity Team continue to work closely with Stonewall Cymru's workplace team to develop practices that support LGBT employees as well as having an impact on the community. The Council featured as a Top 100 employer in the Stonewall's 2018 Workplace Equality Index.

The **Streetcare and Waste Service** deliver a range of services to all residents and sections of the community and works to provide services in a fair and equitable way whilst striving to go the extra mile to meet individual needs where appropriate. Safeguarding training has commenced with sections of frontline staff, awareness and letter campaigns are accessible.

The service provides additional assistance to residents who need reasonable adjustments such as assisted collections for residents who have mobility difficulties and extra black bag allowances for residents who are unable to sort their waste because of difficulties such as sight loss. The service has improved the way in which residents can gain recycling bags. Recycling bags are now delivered to individual addresses for residents who have mobility difficulties encouraging full participation in recycling.

Transportation services have a high impact on a number of protected groups and are substantially positive in their effect. The Service ensures that its policies are fair, reasonable and comply with the general equality duty introduced by the Equality Act 2010 and the specific public sector equality duties.

The Bus Service Impact Assessment Tool is now embedded into the annual routine and is used to prioritise and inform service priorities. The tool examines the number of users per journey; cost per passenger; availability of alternative services; impact on the network, shift workers, healthcare, hospital visiting, education and training. It has proved to be transparent and in conjunction with a full Equality Impact Assessment has helped to identify potential issues and mitigate the impact.

Dialogue with Councillors, users and forums, such as Bus User Surgeries, all help to identify low cost timetable amendments, and additional dial a ride services from areas without public transport, such as Bryntirion, Glancynon, Carnetown and the Moel area of Pentre, are being funded from the Council's Community Transport Fund from November 2018.

The Council last published the results of its Resident Engagement Survey in February 2017. Those who responded to the public transport section were mainly very positive, especially those who were eligible for free transport. The network, over 90% of which is commercially provided, was described as "excellent", "used frequently", "really good for the elderly" and "love the social aspect of going on the bus". Whilst those who were satisfied with the network overall increased to 81% (up from 80%), those who were satisfied with the reliability of the buses increased to 87% (up from 72%). The questions will be repeated in 2019.

All residents over 60 are entitled to receive a concessionary bus pass and 54,893 take up this offer. A further 5,081 passes are issued to those who are under 60 but who have a disability.

Following engagement with a Local Access Group, the service has secured funding from a number of sources to undertake corridor based bus stop enhancements. The work involves the installation of new shelters (where footway space permits), new bus stop poles and flags, new raised kerbs (boarders) with tapering at either end to provide step free entry onto the buses (all of which have step free entry), the

resurfacing of the passenger standing area and the renewal of bus stop road markings. The investment in bus stop infrastructure has been significant and by the end of 2017/18 it had helped the service to have 49.2% of its 1,192 bus stops equipped with accessible raised kerbs, the 2nd in Wales.

In order to address resident's concerns about indiscriminate parking making it difficult for buses to stop close to the kerb and impeding the free run of traffic, mobile camera enforcement has been successful in keeping pedestrian crossings, school entrances and bus stops clear of unlawfully parked vehicles.

The highways network and safe walking routes are constantly evolving as a result of improvements such as new crossings, developments and road safety features. These changes can affect eligibility for free school transport and therefore it is prudent to review periodically the impact of such changes and update individual eligibility, ensuring that the Council's eligibility criteria, which is one of the most generous in Wales, is administered in a fair and equitable way. The most recent review of mainstream school transport provision was carried out in June 2017 and was approved by Cabinet on 28 September 2017.

The additional learning needs transport provision is tailored to the individual needs of the learner by a specialist team within the Service, and reflects the physical make-up of the community, with 914 of the 12,186 transported learners having additional learning needs. Throughout the year the Services arranged training in autism and epilepsy awareness, first aid and understanding and managing challenging behaviour for drivers and passenger assistants.

The Service is working with the Youth Engagement and Participation Service (YEPS) and the Transition Team within Community Care and Children's Services to assist people of all ages, abilities and needs, who have a lack of road safety awareness and knowledge of how to travel by public transport. Travel training is seen as being beneficial in helping people with additional needs to have equality of access and independence. It assists in overcoming challenges, removes barriers to independent travel and gives greater access to jobs, services and social networks. It empowers them with new skills to take advantage of opportunities in their communities.

The Council is a partner in the **Wales Interpretation and Translation Service** (WITS) and has a Service Level Agreement for delivery of the service provided via the City of Cardiff Council. During 2017/18 there were 345 bookings made through the service using 19 languages and BSL interpreters.

The five most requested languages during 2017/18 were Lithuanian, Mandarin, Kurdish / Sorani, Portuguese and Arabic.

The provision of simultaneous translation provided by the **Welsh Language Service** has allowed residents to access events that they would otherwise have been unable to attend due to a language barrier. The importance of this cannot be underestimated, especially in relation to the creation of cohesive communities.

Two members of the Welsh Language Services Team are on the staff Allies Network and they attended the Pride March, with the Head of Service, in Cardiff this year. This network provides an important means of support for any members of staff who are experiencing difficulties at work or who are having problems settling after recruitment as it is essentially a buddy system. The staff who are part of the network are offered access to training opportunities focussing on equality issues so that they have a good knowledge of LGBT+ issues and the barriers that staff with protected characteristics may encounter.

Delivery of Council Strategies

The Council consults and engages with its residents to collect information that is used to plan and prioritise, identify areas for improvement and service change, set and monitor performance standards and measure satisfaction on the quality of the services we provide.

The Council has developed an ongoing face to face approach to engagement with residents which has continued in 2018 and aims to provide a conversation with our residents that allows us to 'dig deeper' into their original responses. It helps the Council and its partners find out what residents think about where they live and the services they receive.

The Consultation Team attended events/forums to undertake face to face engagement, including the Disability Forum, Older Person Forums and RCT wide Youth Forum. We also undertook resident engagement research which included a number of events held in libraries, parks and leisure centres. In addition, we asked people to comment on a selection of Council Services and to describe their experience of the services during our annual budget engagement approach, where we continued discussions with residents at town centre road shows, leisure centres and libraries. We used an online budget simulator to allow residents to have a go at setting the Council's budget themselves and a social media campaign using polls/questions to gather responses. We also trialled a consultation session with primary school children to ensure their voices were heard during the process. These services were based on current Council priorities/investments or where we specifically needed to obtain the views of our residents.

We have continued to use online and social media engagement as one of our methods to obtain resident views and promote consultations. We have used Twitter polls to ask questions during the budget consultation.

We have continued to develop our links with residents who are 50 plus through engagement with the Older Person Forums and we now have a regular slot on the Disability Forum agenda.

We have continued to develop our RCT wide Youth Forum that links with the Council's District Youth Forums and representatives from school councils.

The Consultation Team have also supported a number of service area consultations in 2017/2018 including; events, leisure, planning, education, town centre regeneration, public spaces and protection order, tourism, libraries and transport. These consultations help the service improve and change based on the needs of the community.

We have developed our approach of collecting equalities monitoring data through consultations and we include relevant questions in all surveys we carry out. During service change consultations we also include a question on protected characteristics which asks respondents whether or not they could potentially be affected by the proposal or change because of their protected characteristic.

To regularly report and feedback to the Equality and Diversity Team we have improved our 'Planned Consultation' survey and spreadsheet to capture what is planned, what the outcomes were following the consultation and the equalities monitoring data that was captured.

A joint approach to consultation and engagement is coordinated through a Joint Involvement, Communications and Engagement Group reporting to the Cwm Taf Collaboration Board. The group aims to provide an effective and efficient approach to consultation and engagement across the partners of Rhondda Cynon Taf and Merthyr Tydfil. Central to the delivery of this plan is for all partners to follow the Participation Cymru National Principles of Public Engagement and the National Children and Young People's Participation Standards for Wales. Public engagement is about working together to improve services.

The Council's Performance

The Council's main strategic plan is its [Corporate Plan – The Way Ahead](#). This plan sets out the Council's priorities for the four years between 2016-2020. The detailed actions to deliver these priorities are set out in plans which are monitored and scrutinised by Councillors every quarter as part of the Council's [Performance](#)

[Reports](#) to Cabinet. At the end of the year, the plans are also subject to more in depth challenge, review and evaluation, the results of which are then included in the Council's annual [Corporate Performance Report](#).

Non Collection and Effectiveness of Information

Whilst considerable relevant information has been collected for this report, it is acknowledged that it is sometimes difficult to collect and monitor all information in a Council as large as Rhondda Cynon Taf. A number of cross-Council networks already exist such as the Disability Officers Group to ensure that information and good practice are monitored and shared, however it is recognised that more needs to be done to encourage a consistent approach in information sharing.

Whilst there are a number of good practice examples where service areas are delivering for people of different protected characteristics, there is still improvement needed overall around the consistency of information collected. How we address this is included in the future action section of this report.

6. Equality Objectives

Equality objectives have been designed to assist us to lead and better perform on the General Equality Duty. Our equality objectives are:

- Hate Crime and Addressing Negative Attitudes and Behaviours
- Developing More Robust Monitoring Arrangements
- Gender Pay.

Hate Crime and Addressing Negative Attitudes and Behaviours

What We Have Delivered

Hate Crime

We previously reported that a Hate Crime Strategy has been developed for Rhondda Cynon Taf. As part of this strategy a Hate Crime Review Group has been established within the Cwm Taf region. The group consists of local police teams, Community Cohesion Coordinator, Victim Support and WECTU (Welsh Extremism and Counter Terrorism Unit). The group meets monthly and discusses community tensions and trends. A review of all hate crime in the area from the previous month is analysed and an update is provided on all the hate crime action plans that are in place in the region.

Work has focused on raising awareness of hate crime through close partnership working and engaging with the most vulnerable members of the community. During

Hate Crime Awareness Week, numerous awareness activities were planned across the borough with partner agencies such as South Wales Police and Victim Support. Engagement stalls were displayed in the colleges, hospitals, libraries and major supermarkets. From engagement with the public, we were able to highlight to the community what a hate crime is, how to report it and highlight the support services that are available to victims.

Engagement activities have also focused on local businesses to encourage hate crime reporting and monitor tensions.

Meetings have been held with all the Housing Associations in Rhondda Cynon Taf to advise on their hate related policy and procedures and to support the organisations with their reporting of hate crimes and tensions.

Addressing Negative Attitudes and Behaviours

Challenging Attitudes

We offer a range of training courses including Dignity and Respect, Negative Attitudes and Equality Awareness all of which cover topics such as the Council's responsibilities under the Equality Act, challenging stereotypes, inappropriate language and behaviour, bullying and harassment. The majority of our training sessions are interactive providing many opportunities for participants to challenge their assumptions. Over 400 employees, elected members and pupils have attended training sessions in 2017/2018. Training feedback remains to be positive with most participants stating they will reflect on the session and alter their behaviour in the workplace. Participants are also encouraged to sign up to Stonewall's #Nobystanders Campaign which encourages colleagues to challenge inappropriate language and behaviour.

We have continued to hold number of coffee mornings in the Council's main sites which our Allies Network have supported to raise awareness about different groups of people.

We have established a Disability and Carer's employee network. We currently have a small membership which is looking at its terms of reference and areas of interest.

We have a regular presence on the Council's intranet site Inform to raise awareness of a range of world days such as:

- Armed Forces Day and Reservists Day
- Black History Month
- International Women's Day
- LGBT History Month
- International Day of Persons with Disabilities

- Transgender Day of Remembrance
- World Mental Health Day
- World Religion Day.

Commitment to Stonewall's Diversity Champions Programme

The Council's commitment to Stonewall's Diversity Programme continues with ongoing progress in this area. We support a number of initiatives which include the following:

- A sustained LGBT+ staff network 'Perthyn'.
- Ongoing growth of the staff Allies Network.
- A visible senior LGBT Champion.
- Improvement to monitoring forms to collect data around sexual orientation.
- Attendance and engagement with residents at Pride Cymru, in partnership with other Welsh Councils.
- Regular sexual orientation information on Inform and the Council Website which includes blogs from staff network members.
- Raising the Rainbow Flag for LGBT History Month, International Day Against Homophobia and Transphobia and Pride week.
- Supporting our theatres in LGBT History Month events.
- Rhondda Heritage Park and Pontypridd Library exhibited Pride Cymru's Icons and Allies exhibition.
- Promoting the Rainbow Laces campaign.
- Encouraging support of the #NoBystanders campaign.

The Council supported the establishment of the Rhondda LGBT+ community group 'Proud Valleys' and continues to support the group on a number of initiatives.

Commitment to the Time to Change Wales Organisational Pledge

In December 2014 the Council signed the Time to Change Wales Organisational Pledge. In signing the pledge we have committed to tackling stigma and discrimination around Mental Health in the workplace.

The Equality and Diversity Team hold regular 'Time to Talk' sessions at Council locations. Sessions have been held across a range of Council venues as well as at some secondary schools. These are drop in sessions to encourage staff to start a conversation about mental health. For 'Time to Talk' Day in February an internal and external media push was undertaken to raise awareness about the campaign and encourage conversations.

Developing More Robust Monitoring Arrangements

Working with the Council's Performance Management Team we were able to obtain relevant information from all service areas as part of the Council's Self Service Evaluation process to highlight in this report.

Discussions have taken place with some service areas about how they collect monitoring data and this will be further developed. Work will continue with Service Areas to review what service user information is collected and monitored.

Gender Pay

Gender Pay Gap

An organisation's gender pay gap is the difference between the average male and female pay rates. It is calculated by dividing the average female hourly pay rate by the average male hourly pay rate.

The Council is required to publish the gender pay gap between male and female employees. It is also required to publish this data separately on employees in Education (teaching employees).

The Equality and Human Rights Commission strongly advise publishing separate full time and part time gender pay gaps. It is considered that any pay gap of 5% or more is considered significant and in need of further analysis.

The 2018 Equal Pay Audit identified the following Equal Pay gaps:

2018	Combined Gap	Full Time Gap	Part Time Gap
All Employees	+ 13.17%	- 9.22%	+ 7.34%
Non-Teaching	+ 13.29%	- 7.32%	+ 6.82%
Teaching	+ 5.32%	+ 4.83%	- 1.95%

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. A positive figure denotes a gap to the advantage of male employees. A negative figure denotes a gap to the advantage of female employees.

The overall gender pay gap has reduced to 13.17% from 14.06% in 2017. The Council has been proactive in its attempts to reduce the gender pay gap, but further analysis is needed to determine which initiatives have impacted on this reduction.

Commitment to the Women Adding Value to the Economy (WAVE) Project

To address the Gender Pay gap, the Council has been part of an innovative project - the WAVE project in partnership with Cardiff University. Workforce data has been robustly analysed and areas of gender pay disparity have been identified. An area of disparity is women employed on Grades 1 to 3.

The performance review process is being redesigned and rolled out to staff on all grades, recognising that particularly women employed on Grades 1 to 3 need to have opportunities to discuss their workplace development and progression opportunities.

Agile working continues to be rolled out across the Council following a successful pilot of the scheme. In the pilot areas there has been a noticeable improvement in productivity as employees have benefited from greater flexibility and an improved work-life balance. Hot desks have been located across Council buildings and these are being fully utilised.

We introduced the 'purchase of additional leave scheme', which again provides employees with greater flexibility.

A review of the Council's recruitment processes and practices has been included in the HR delivery plan, as it was recognised during unconscious bias training that job adverts and job descriptions could be improved to encourage more diversity of applicants, particularly to gender stereotypical roles.

Overall Progress

As can be seen from above, the actions are progressing well and are monitored by various methods and by the Council's Performance Management Team.

7. Equality Impact Assessments

The Council has had an Equality Impact Assessment (EIA) process in place for a number of years which is carried out under the following circumstances:

- Where new policies or practices are developed (including corporate plans, annual business plans and the annual budget)
- Where changes to existing policies or practices are proposed, and when conducting expenditure reviews and programme evaluations
- Where there are proposals to withdraw from or discontinue an existing policy or practice
- Where the Business Planning process has identified relevance to or implications for equality.

The process is regularly reviewed and takes into account the protected characteristics identified in the Equality Act 2010.

The Council introduced a screening process in January 2012 which is designed to make the process as effective as possible and to ensure that any information gathered at the screening stage can be used if a full EIA is required. However, the Council automatically carries out a full EIA on its Change proposals process.

The table below includes a snapshot of EIA's carried out in 2017/2018.

Equality Impact Assessments

Policy/Procedure	Date
Fields in Trust Centenary Fields – Ynysanghard War Memorial Park	August 2017
Review of Accommodation Provision for Children Looked After	September 2017
Active Travel Integrated Network Map	October 2017
21 st Century Schools – Garth Olwg Campus	October 2017
Cwm Taf Regional Plan 2018-2023 – Social Services and Wellbeing Board	February 2018
Supplementary Planning Guidance on Houses of Multiple Occupation	March 2018
Housing Allocation Scheme	March 2018

Full details of decisions are included in Cabinet reports which are available on the following link:

<http://www.rctcbc.gov.uk/EN/Council/CouncillorsCommitteesandMeetings/Committees/Committees.aspx>

8. Employment Monitoring Data

The Council 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 system 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 training
- employees involved in grievance procedures either as a 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 information above 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.

This information is attached at Appendix One - Employment Monitoring Data.

9. Procurement

The Council operates the SQuID which is part of the National Procurement Website, www.Sell2Wales.co.uk.

It contains a set of core questions commonly asked at the selection stage, and has a database of suppliers' answers stored for re-use, and a tool for buyers to generate a selection questionnaire using a risk-based wizard for each procurement project. The idea is that working together these three things deliver a number of benefits:

- Increased efficiency for both suppliers and buyers, by allowing standard questions and answers to be stored for future use, by keeping the number of questions to a minimum, and also by encouraging buyers to only seek information from suppliers if they can be clear about exactly how the information will be used.

- Greater standardisation of the selection stage, whilst also allowing for tailoring of questions to meet the specific requirements of the procurement.
- Increased transparency of the selection process and how responses will be evaluated – so that suppliers are able to work out easily whether or not they wish to bid for a particular opportunity, how to optimise their proposal and how to present it in an effective way.
- Improved opportunities for small medium enterprises (SMEs) and local businesses to compete on a more equal footing as a result of a carefully considered question set that removes some of the barriers to entry for them.

It includes a section on equal opportunities and is in line with the guidance on procurement published by the Equality and Human Rights Commission at <http://www.equalityhumanrights.com/wales/>

10. Accessible Information

The Council produces information in a wide variety of formats according to need. Service areas record requests for alternative formats from service users to ensure that these are provided.

Accessibility Guidelines are available to employees on the Council's Intranet, these provide information on the types of accessible information available, what it is and does and includes a list of suppliers so that employees can source requested formats.

The Council has adopted the RNIB Clear Print Guidelines to increase readability of its documents.

11. Future Work

We will continue to work towards achieving the actions as outlined in the current Strategic Equality Plan Action Plan including:

- engaging and consulting with different sections of our community to ensure our services meet their specific needs
- meeting our responsibilities under the Disability Confident Scheme
- continue our commitment to the Time to Change Wales pledge, Stonewall Diversity Champions programme and Stonewall Equality Education Index
- continue to deliver Dignity and Respect training to colleagues across the Council and inform them of their responsibilities under the Equality Act 2010 and to encourage them to challenge negative attitudes
- expand our employee networks to ensure employees have a voice on issues that affect them

- continue to develop the WAVE project particularly looking at the number of females and their grades in senior management positions.

The Council will need to identify new equality objectives and develop a new Strategic Equality Plan for 2018. We will undertake public engagement on the proposed equality objectives. This will include meeting with community groups that represent the protected characteristics contained within the Equality Act 2010. The Equality and Diversity Team will work closely with individual service areas to develop equality objectives that reflect the needs of the community in Rhondda Cynon Taf.

12. Contact Details

Rhondda Cynon Taf welcomes comments on all aspects of this report, both in what it contains and what it may not make clear enough about the work and progress in delivering equality and removing discrimination.

If you have any comments or want to know more about the work the Council is doing please contact:

Melanie Warburton
Equality & Diversity Adviser
Rhondda Cynon Taf Council
Ty Elai
Dinas Isaf East Industrial Estate
Williamstown
Tonypandy
CF40 1NY

Telephone: 01443 444531

email: equality@rctcbc.gov.uk

Employment Monitoring Data

Equality monitoring information is stored against all employees' records in the Council's payroll and human resources information system (Vision). The information is requested at the recruitment stage and entered on to their record at that point.

The Council encourages all employees to provide this information and an equality monitoring survey is carried out on all employees every two years in an attempt to increase the information held.

In preparation for the extended employee monitoring requirements being introduced as part of the Equality Act 2010, the Council carried out an equality monitoring survey of all employees in 2011. This survey included questions that covered all protected characteristics except pregnancy. This question was not asked as it was felt that information on pregnancy and maternity would already be held on employee records and the time period allowed for return could mean that the information provided would be out of date.

The Equality & Diversity Team worked with other service areas to identify other useful information which resulted in the questionnaire including sections on the use of British Sign Language, Welsh Language ability and whether or not an employee had caring responsibilities. This information was provided statistically to the service areas to inform their work and strategies.

Statistical analysis of the information is contained in the following tables and covers all Council employees including teachers and school based employees.

People Employed by Protected Characteristic

The following information has been provided using employees' national insurance numbers; this ensures that where an employee may work in more than one job their details will be included only once to avoid duplication of information. It includes teachers and school based employees. Some comparisons will be made to the local demographic of the borough of Rhondda Cynon Taf as over 80% of employees live in the Council area.

Gender

The table below shows the gender breakdown of employees:

Gender	Total	% of Workforce
Male	2735	25.7%
Female	7906	74.3%
Total	10641	100%

This table clearly indicates that women make up the majority of the Council workforce, this has been consistent for a number of years.

Age

The table below shows the breakdown of employees by age group:

Age Group	Total	% of Workforce
16-24	746	7.0%
25-34	1986	18.7%
35-44	2557	24.0%
45-54	3213	30.2%
55-64	1894	17.8%
65+	245	2.3%
Total	10641	100%

This table indicates, as the figures did last year, that over half of Council employees are within the age range of 35-54. This is reflected by 40% of the population of Rhondda Cynon Taf being in the age range 30-59.

Disability

The table below shows the breakdown of employees by disabled and non-disabled:

Identification	Total	% of Workforce
Disabled	190	1.8%
Non-Disabled	8520	80.1%
Prefer not to say	25	0.2%
Information not held	1906	17.9%
Total	10641	100%

Information is held on 82% of employees. A small percentage of employees have indicated that they are disabled but this is unlikely to give the true picture of disability in the workplace. Although the staff equality profile questionnaire gives the definition of disability, some employees with a 'defined' disability may not identify as having a disability.

National Identify and Ethnicity

The table below shows the breakdown of employees by ethnicity:

Ethnicity	Number
Asian	11
Asian British	1
Asian Chinese	4
Asian Cornish	1
Asian Indian	2
Asian Other	1
Black	6
Black African	2
Black British	2
Black Other	1
Chinese	4
Mixed Other	13
Mixed White & Asian	3
Mixed White & Black African	2
Mixed White & Black Caribbean	3
Other	22
Prefer not to say	10
White	5566
White British	1443
White Cornish	2
White English	28
White Irish	8
White Other	12
White Scottish	7
White Welsh	1418
Not Known	2069
Total	10641

Staff identifying themselves as an ethnic minority is comparative with the demographic of Rhondda Cynon Taf where around 1% of people identify themselves with an ethnicity other than White British, Welsh, English or Scottish.

The table below shows the breakdown of employees by national identity:

National Identity	Number of Employees
African	5
Any Other Asian Background	3
Any Other Mixed Background	2
Any Other White Background	13
Bangladeshi	1
British	1575
Caribbean	1
Chinese	4
English	213
European	16

Indian	6
Irish	20
Other	9
Scottish	26
Welsh	4881
White and Asian	4
White and Black African	1
White and Black Caribbean	1
Not Known	3860
Total	10641

Information is held on 64% of employees with the majority of employees identifying themselves as Welsh followed by British.

Religion or Belief

The table below shows the breakdown of employees by religion or belief:

Religion	Total
Christian	2592
Muslim	5
Hindu	6
Buddhist	7
Sikh	1
Other	99
% of workforce identifying with a religion	25.5%
None	2440
Prefer not to say	289
Information not held	5202
Total	10641

Information is held on 51% of employees with the predominant faith being Christian. 50% of the local population identify themselves as Christian, with 40% regarding themselves as having no religion.

Sexual Orientation

The table below shows the breakdown of employees by sexual orientation:

Sexual Orientation	Total
Heterosexual	3677
Gay Man	31
Gay Woman/Lesbian	36
Bisexual	15
% of workforce identifying a sexual orientation	35.3%
Prefer not to say	204
Information not held	6678

Total	10641
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Information is held on 37% of employees. This is an increase of 1% since reported last year. As part of the Stonewall Diversity Champion's Programme, work has and will continue to encourage more employees to complete this category on equality monitoring forms.

Pregnancy and Maternity

As at 31 March 2018 there were 152 employees on maternity leave. During the year 2017/18, 348 employees had been on maternity leave during this period of time.

Gender Reassignment

Specific information has not been published due to the possibility of identification. The Council has a Gender Reassignment Policy in place which was developed some years ago as a result of an employee asking for support. Since that time the policy has been accessed and support provided as and when required by employees.

Regulation Nine - Gender Specific Information

Regulation Nine of the Specific Equality Duties in Wales requires the following specific information to be provided in respect of gender breakdown.

The number of employees employed at 31 March 2018 broken down by:

- Job
- Grade
- Pay
- Contract type
- Working pattern.

This information has been provided on the basis of actual job numbers so that those employees who work in more than one job are included in all the jobs they are employed in so the numbers may be different to those in the previous section. Once again the information includes teachers and school based employees.

The following table/s provides the specific information required:

Breakdown of Employees by Gender and Job

There are over a thousand job titles within the Council so for ease of demonstration they have been broken down into job families within the competency framework.

Job Family	Female	Male	Grand Total
Administrator	937	265	1202
Ancillary	1019	501	1520
Assistant Headteacher	38	32	70
Community and Social Care	3249	334	3583

Deputy Headteacher	83	38	121
Frontline and Customer Care	360	311	671
Headteacher	71	46	117
Middle Manager	166	86	252
Skilled Manual Worker	36	130	166
Strategic Manager	35	38	73
Supervisor	164	186	350
Teacher	1304	404	1708
Technical, Specialist & Professional	429	352	781
Unqualified Teacher	15	12	27
Total	7906	2735	10641

As last year, the data provides very little surprises with the majority of women working in 'traditional' female areas, particularly in the Community and Social Care setting; this will be more closely examined as part of the Gender Pay Objective within the Strategic Equality Plan.

Breakdown of Employees by Gender & Grade

The Council operated the following grading systems as at 31 March 2017:

- Chief Officers (Head of Service and above)
- National Joint Council
- Teachers/Education

The table below sets out the breakdown of employees by gender and grade:

Employees by Gender & Grade – Chief Officers

Grade	Female	Male	Total
Chief Executive	0	1	1
Group Director	0	2	2
Director Level 1	1	3	4
Director Level 2	1	3	4
Service Director Level 1	1	3	4
Service Director Level 2	0	3	3
Head of Service Level 1	16	11	27
Head of Service Level 2	2	7	9
Total	21	33	54

There has been no change since the previous year, whereby the majority of Chief Officer posts are held by males. Those held by females are largely on the lower Chief Officer grades.

Employees by Gender and Grade – National Joint Council

Grade	Female	Male	Total
GR1	264	81	345
GR2	906	48	954
GR3	551	146	697
GR4	916	290	1206
GR5	777	416	1193
GR6	1087	296	1383
GR7	523	148	671
GR8	256	138	394
GR9	191	99	290
GR10	192	151	343
GR11	290	117	407
GR12	138	69	207
GR13	99	52	151
GR14	14	7	21
GR15	40	29	69
Total	6244	2087	8331

This information indicates that while 75% of the total Council workforce is female, it is females that dominate the lower pay grades. This will be an area that will be looked at within the Gender Pay objective of the Strategic Equality Plan.

Employees by Gender and Grade – Teachers/Education

Grade	Female	Male	Total
Education Psychologists and Advisers	70	26	96
Leadership Group/Headteachers	73	48	121
Deputy & Assistant Headteachers	142	78	220
Teachers	1330	416	1746
Total	1615	568	2183

The figures above indicate that females make up 74% of the education profession.

Individual salary grades of Education is complex to summarise but on analysis there is a fairly even split of male/female across all salary points with no obvious discrepancies in respect of ability to move through the grades. The grades and salary points are based on nationally agreed pay scales and there are specific requirements for each grade and how employees move through them.

Employees by Contract Type / Working Pattern

Contract Type	Female	Male	Total
Permanent Full Time	2424	1881	4305
Permanent Part Time	1633	209	1842
Permanent Part Time Term Time	2004	77	2081
Permanent Term Time	129	24	153
Temporary Full Time	249	152	401
Temporary Part Time	120	42	162
Temporary Part Time Term Time	664	51	715
Temporary Term Time	24	2	26
Casuals	659	297	956
Total	7906	2735	10641

For permanent members of staff the breakdown of female/male is comparable to the overall workforce. Although 74% of the overall workforce is female, a much higher percentage of those females compared to males are working on part-time or term-time only basis.

Applicants for Employment and Promotion

There were a total of 371 vacancies advertised during the year 2017/2018. The following table indicates the results of the recruitment monitoring for the same period.

Applicants for Employment and Promotion by Protected Characteristic

	Applicants	Shortlisted	Appointed
Female	2899	1564	417
Male	1586	855	210
Minority Ethnic	145	72	23
Disabled	196	107	19
LGB	150	79	19

Training

Equality monitoring is carried out in respect of attendance at internal training courses only and has been undertaken by the use of equality monitoring forms that now monitor all protected characteristics. Sexual orientation and pregnancy and maternity were added during 2014/15.

Identification of the need for training, learning and development is carried out through the Council's workforce planning and performance review systems. Managers will discuss with employees during personal development interviews training, learning and development needs which are aligned to the performance

review and job competencies. The results of these feed in to a departmental or divisional training plan.

The Council does not currently monitor whether training requests are refused as the process used to identify training does not lend itself to this type of monitoring. This however will be considered.

There were a total of 211 equality monitoring forms returned in 2017/18.

Training by Gender

Group	Male	Female	Transgender	Prefer not to say	Not Known	Total
Chief Executives	3	2	0	0	0	5
Community & Children's Services	27	88	0	0	0	115
Corporate & Frontline Services	20	2	0	0	1	23
Education & Lifelong Learning	12	23	0	0	1	36
Not Specified	15	17	0	0	0	32
Total	77	132	0	0	2	211

Training by Age

Group	16-24	25-34	35-44	45-54	55-64	65+	Prefer not to say	Not Known	Total
Chief Executives	1	1	0	2	1	0	0	0	5
Community & Children's Services	2	24	32	34	22	1	0	0	115
Corporate & Frontline Services	1	10	2	8	2	0	0	0	23
Education & Lifelong Learning	0	2	11	20	3	0	0	0	36
Not specified	0	8	7	14	2	1	0	0	32
Total	4	45	52	78	30	2	0	0	211

Training by Ethnicity

Group	British	Chinese	Cornish	English	Irish	Scottish	Welsh	White and Black Caribbean	Other	Prefer not to say	Total
Chief Executives	2	0	0	0	0	0	3	0	0	0	5
Community & Children's Services	37	0	0	4	1	0	71	0	2	0	115
Corporate & Frontline Services	5	0	0	1	0	0	17	0	0	0	23

Education & Lifelong Learning	12	0	0	0	0	0	24	0	0	0	36
Not specified	11	0	0	2	0	0	19	0	0	0	32
Total	67	0	0	7	1	0	134	0	2	0	211

Training by Religion or Belief

Group	Christian	Buddhist	No religion	Other	Prefer not to say	Not Known	Total
Chief Executives	4	0	1	0	0	0	5
Community & Children's Services	38	0	55	8	6	8	115
Corporate & Frontline Services	5	0	15	0	2	1	23
Education & Lifelong Learning	21	0	5	1	3	6	36
Not specified	7	0	19	3	0	3	32
Total	75	0	95	12	11	18	211

Training by Pregnancy and Maternity

Group	Are currently pregnant or have been pregnant during last 12 months	Not currently pregnant, nor have been during last 12 months	Prefer not to say	Not known	Total
Chief Executives	0	4	0	1	5
Community & Children's Services	1	106	1	7	115
Corporate & Frontline Services	1	19	0	3	23
Education & Lifelong Learning	0	30	0	2	32
Not specified	0	30	0	2	32
Total	3	191	1	16	211

Training by Sexual Orientation

Group	Heterosexual	Gay/Lesbian	Bisexual	Prefer not to say	Not Known	Total
Chief Executives	3	0	0	1	1	5
Community & Children's Services	103	2	0	2	8	115

Corporate & Frontline Services	21	0	0	0	2	23
Education & Lifelong Learning	34	0	0	0	2	36
Not specified	27	1	0	0	4	32
Total	188	3	0	3	17	211

Disciplinary & Grievance

Disciplinary and Grievance cases are recorded and monitored through the Vision System. There were a total of 376 cases covering disciplinary, grievance and dignity at work and disciplinary action resulting from sickness absence in 2017/2018. The tables below provide equality monitoring information for these cases:

Gender

	Total	Discipline	Sickness Absence	Grievance	Dignity at Work
Male	132	61	62	3	6
Female	244	94	138	0	12
Total	376	155	200	3	18

There is a significant rise in the number of sickness absence cases that have progressed onto further action. This is consistent with the shift in priority being given to sickness absence reporting and monitoring.

Age

	Total	Discipline	Sickness Absence	Grievance	Dignity at Work
16 – 24	12	2	9	0	1
25 – 34	56	25	28	1	2
35 – 44	80	31	43	1	5
45 – 54	127	56	62	1	8
55 – 64	96	37	57	0	2
65+	5	4	1	0	0
Total	376	155	200	3	18

The table above identifies that in 2017/2018, more discipline and sickness absence cases occurred within the age ranges of 45-54.

Disability

	Total	Discipline	Sickness Absence	Grievance	Dignity at Work
Disabled	32	8	23	0	1
Non Disabled	313	130	164	3	16
Information not held	31	17	13	0	1
Total	376	155	200	3	18

Ethnicity

	Total	Discipline	Sickness Absence	Grievance	Dignity at Work
Asian	0	0	0	0	0
Black	1	0	1	0	0
Chinese	0	0	0	0	0
Mixed	3	2	0	0	1
White	325	134	174	3	14
Other	5	2	3	0	0
Information not held	42	17	22	0	3
Total	376	155	200	3	18

Religion or Belief

	Total	Discipline	Sickness Absence	Grievance	Dignity at Work
No Religion	82	27	49	1	5
Christian	77	33	40	0	4
Other	13	2	11	0	0
Prefer not to say	10	6	4	0	0
Information not held	194	87	96	2	9
Total	376	155	200	3	18

Sexual Orientation

	Total	Discipline	Sickness Absence	Grievance	Dignity at Work
Heterosexual	134	46	79	0	9

Gay/Lesbian	2	1	1	0	0
Bisexual	2	0	2	0	0
Prefer not to say	4	2	2	0	0
Information not held	234	106	116	3	9
Total	376	155	200	3	18

Gender Reassignment & Pregnancy and Maternity

There were 2 employees in these categories involved in disciplinary, sickness absence or grievance cases.

Leaving Employment

Information gained from the Vision System shows that a total of 1121 employees left the employment of the Council in 2017/2018, which included 24 employees who were made redundant. It should be noted that these employees were school based, where the decision on redundancy rests with the relevant school in accordance with School Governance Regulations. The tables below indicate the number of leavers and reasons for leaving during 2017/18.

Reasons for Leaving by Gender

Reason for Leaving	Female	Male	Total
Age Retirement	38	15	53
Death in Service	2	2	4
Dismissed	13	6	19
Early Retirement (Teachers)	4	1	5
End of Contract	151	83	234
Failed Probationary Period	1	2	3
Ill Health	16	10	26
Inability to Attend Work	3	1	4
Mutual Agreement	83	30	113
Redundant	21	3	24
Transfer to another Council	35	43	78
TUPE Transfer	4	1	5
Voluntary	297	135	432
Voluntary early retirement and redundancy	45	18	63
Voluntary redundancy	50	8	58
Total	763	358	1121

The gender breakdown of those leaving reflects the gender breakdown of the Council as a whole.

Reason for Leaving by Age

Reason for leaving	18-24	25-34	35-44	45-54	55-64	65+	Total
Age Retirement	0	0	0	0	21	32	53
Death in Service	0	0	0	2	2	0	4
Dismissed	1	5	3	5	5	0	19
Early retirement (Teachers)	0	0	0	0	5	0	5
End of Contract	54	75	38	31	24	12	234
Failed probationary period	0	1	2	0	0	0	3
Ill health	0	1	1	4	17	3	26
Inability to Attend Work	0	0	0	2	2	0	4
Mutual agreement	0	4	17	29	47	16	113
Redundant	0	1	5	8	10	0	24
Transfer to another Council	1	19	26	18	13	1	78
TUPE Transfer		1	2	1	1	0	5
Voluntary	52	126	117	86	42	9	432
VER and redundancy	0	0	0	0	49	14	63
Voluntary redundancy	3	9	18	19	7	2	58
Total	111	242	229	205	245	89	1121

The majority of employees left due to the end of their contract or voluntarily, with the majority of employees over the age of 55 leaving due to opportunities to take Voluntary Early Retirement.

Reason for Leaving by Disability

Reason for Leaving	Total
Age Retirement	1
Dismissed	2
End of contract	8
Ill Health	7
Inability to Attend Work	1
Mutual agreement	8
Transfer to another Council	29
TUPE Transfer	1
Voluntary	4
VER with redundancy	5

Voluntary redundancy	3
Total	69

The table indicates that a number of disabled staff have transferred to another Council. This was due to the transfer of the Newport branch of Vision Products transferring to Denbighshire Council.

Reason for Leaving by Ethnicity

Reason	White	Ethnic Minority	Not Known	Total
Age retirement	48	1	4	53
Death in service	4	0	0	4
Dismissed	16	1	2	19
Early retirement (Teachers)	4	0	1	5
End of contract	143	2	89	234
Failed probationary period	2	0	1	3
Ill health	24	0	2	26
Inability to Attend Work	4	0	0	4
Mutual agreement	99	0	14	113
Redundant	24	0	0	24
Transfer to another Council	44	1	33	78
TUPE Transfer	4	0	1	5
Voluntary	312	1	119	432
VER with redundancy	60	1	2	63
Voluntary redundancy	48	0	10	58
Total	836	7	278	1121

Reason for Leaving by Religion or Belief

Reason	Buddhist	Christian	Muslim	No Religion	Other	Prefer not to say	Not Known	Total
Age Retirement	0	25	1	6	1	0	20	53
Death in Service	0	1	0	0	0	0	3	4
Dismissed	0	4	0	6	0	1	8	19
Early retirement (teachers)	0	1	0	1	0	0	3	5
End of contract	1	31	1	68	1	18	114	234

Failed probationary period	0	0	0	2	0	0	1	3
Ill health	0	6	0	3	0	0	17	26
Inability to Attend Work	0	0	0	2	0	0	2	4
Mutual agreement	0	25	0	14	4	1	69	113
Redundant	0	9	0	0	0	2	13	24
Transfer to another Council	0	15	0	11	0	5	47	78
TUPE Transfer	0	1	0	0	0	0	4	5
Voluntary	1	103	0	91	1	20	216	432
VER with redundancy	0	25	0	8	1	3	26	63
Voluntary redundancy	0	17	0	11	3	0	27	58
Total	2	263	2	223	11	50	570	1121

Reason for Leaving by Sexual Orientation

Reason	Hetero-sexual	Gay/Lesbian	Bi-sexual	Prefer not to say	Not Known	Total
Age retirement	22	0	0	0	31	53
Death in service	1	0	0	0	3	4
Dismissed	8	0	0	0	11	19
Early retirement (Teachers)	2	0	0	0	3	5
End of contract	56	1	1	9	167	234
Failed probationary period	2	0	0	0	1	3
Ill health	7	0	0	0	19	26
Inability to Attend Work	2	0	0	0	2	4
Mutual agreement	36	1	0	2	74	113
Redundant	8	0	0	1	15	24
Transfer to another Council	23	0	0	3	52	78
TUPE Transfer	1	0	0	0	4	5
Voluntary	126	3	1	16	286	432
VER with redundancy	26	0	0	1	36	63

Voluntary redundancy	21	0	1	0	36	58
Total	341	5	3	32	740	1121