

Rhwydwaith Cydraddoldeb Sector Cyhoeddus Gogledd Cymru

North Wales Public Sector Equality Network



North Wales Public Sector Equality Network

Prospectus for Collaborative Working *2016 – 2020*



Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board



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We are happy to provide this information in
alternative formats

Please contact any of our partners

Our Mission

To mainstream and advise on equality across North Wales through shared objectives, collaboration and facilitation.

To deliver this mission the Network will:

1. Discuss and share equality best practice in a creative and supportive environment
2. Consider partnership / multi-agency working on equality and diversity issues to support the delivery of equalities
3. Work together to support and develop the role of staff leading on equality issues and share best practice, information, skills and knowledge
4. Maximise opportunities for holding joint public consultation and engagement events
5. Identify opportunities for sharing best practice in the area of training and development relevant to equality and human rights
6. Use skills within the group to facilitate workshops on equality issues and to provide case studies for the benefit of other group members
7. Develop equality understanding and information by arranging updates from relevant speakers by invitation and as agreed by the Network.
8. Provide a voice within Wales for North Wales based Equality Officers for example making representations or recommendations to the EHRC, or the Welsh Government.
9. Influence the work of Local Service Boards in North Wales in respect of developing a strategic vision for Equality and Human Rights.
10. Liaise with other Equality Groups, local organisations and neighbouring Public Sector Organisations as appropriate
11. Regularly review these commitments

Our Shared Objectives

Objective One: Address Health inequalities

Objective Two: Address unequal outcomes in Education to maximise individual potential

Objective Three: Address inequalities in Employment and Pay

Objective Four: Address inequalities in personal Safety

Objective Five: Address inequalities in Representation and Voice

Objective Six: Address Inequalities in Access to information, services, buildings and the environment

Key Themes

We have developed a number of Key Themes that underpin our shared Equality Objectives that we believe will help to address the inequalities identified. These are shown below under each objective.

These Equality Objectives are relevant to all our organisations and each organisation will have its own Strategic Equality Plan which will set out how they intend to show progress on addressing the inequalities identified by our research and engagement.

No single organisation listed above has sole responsibility for any one of the objectives but each organisation will undertake actions appropriate to the remit of their organisation.

Objective 1: Address Health inequalities

- 1.1 Increase the number of people, in under-represented groups, choosing healthy lifestyles.
- 1.2 Increase the number of people in under-represented groups accessing health care services.
- 1.3 Improve dignity and respect in care for everyone, particularly older people, vulnerable people, transgender and lesbian, gay and bisexual people.
- 1.4 Increase the uptake of preventative health care services by Gypsies and Travellers.
- 1.5 Better address the rights and aspirations of people with Mental Health issues and Learning Disabilities.
- 1.6 Work in partnership with other public bodies in North Wales to maximise our combined efforts to address health inequalities wherever possible.
- 1.7 Increase the immunisation coverage of vulnerable older people and children in deprived communities

Objective 2: Address unequal outcomes in Education to maximise individual potential

- 2.1 Reduce the educational attainment gap between different groups
- 2.2 Reduce identity based bullying in Education

- 2.3 Young People are supported in making the transition between Education and Employment

Objective 3: Address inequalities in Employment and Pay

- 3.1 Identify and address inequalities within recruitment, retention, training and promotion processes
- 3.2 Identify and address any pay gaps between people with different protected characteristics

Objective 4: Address inequalities in personal Safety

- 4.1 Increase the reporting of hate crime and harassment and take steps to reduce incidents of hate crime and harassment including on-line abuse and bullying.
- 4.2 Increase the reporting of domestic abuse and take steps to reduce domestic abuse.
- 4.3 Increase awareness in vulnerable communities around telephone and on-line fraud.

Objective 5: Address inequalities in Representation and Voice

- 5.1 Decision making bodies become more representative of the communities they serve.
- 5.2 Consultation and engagement is improved through strengthening links between the Public Sector and local and national groups representing people from all protected groups.

Objective 6: Address inequalities in access to information, services, buildings and the environment

- 6.1 Improve access to information and communications and the customer experience, in particular for people with sensory loss and for those whose first language is not English or Welsh.
- 6.2 Improve physical access to services, transport, the built environment and open spaces.

The Partners



Betsi Cadwaladr University Health Board is the largest health organisation in Wales, providing a full range of primary, community, mental health and acute hospital services for a population of around 676,000 people across North Wales and a significant number of visitors and tourists to the area. Our purpose is to improve health and provide excellent care.

We:

- Employ around 16,100 staff
- Have a budget of around £1.2 billion
- Run three district general hospitals (Ysbyty Gwynedd in Bangor, Ysbyty Glan Clwyd in Bodelwyddan and Ysbyty Maelor in Wrexham)
- Provide care at 18 other acute and community hospitals and a network of over 90 health centres, clinics, community health team bases and mental health units
- Co-ordinate the work of 114 GP practices and NHS services provided by dentists, opticians and pharmacies

Our vision as a University Health Board is to create a healthier and fairer North Wales, that maximises opportunities for everyone to realise their full potential.

- ✓ **To improve the health of the population we serve**, this means that, over time, everyone will see outcomes in improved quality and length of life, **and** that these outcomes will be more fairly distributed across the whole population
- ✓ **To provide excellent care** where our focus for the next 3 years will be on developing a network of high quality services which are person centred, safe and effective.

The values of fairness, respect, equality, dignity and autonomy set out within the equality duties and the principles of human rights, underpin our strategic direction.

At Betsi Cadwaladr University Health Board we have published our equality objectives within our Strategic Equality and Human Rights Plan (SEP) - see:

<http://www.wales.nhs.uk/sitesplus/861/page/84458>

Contact details

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Public Health Wales's vision is to achieve a healthier, happier and fairer Wales. To achieve this we are working to:

1. Improve your health and wellbeing and reduce the gap in health in different communities in Wales
2. Improve the quality, equity and effectiveness of all health care services and
3. Protect you from infectious diseases such as flu and environmental hazards

Our three year plan will help us achieve this and can be accessed via:

<http://www.wales.nhs.uk/sitesplus/documents/888/PHW%20Introducing%20the%20strategic%20plan%20booklet%20E.pdf>

It focuses on seven priorities:

- Working in a different way to improve our health
- Giving our children a great start in life
- Making sure primary care services are right for you
- Making sure that you get the best and safest NHS care
- Influencing policy to help protect and improve your health
- Protecting you and your family
- Making sure our workforce is doing its best for you

The 2015 Annual Report of the Director of Public Health for BCUHB: A Healthier, Happier and Fairer North Wales (2), accessible via

http://www.wales.nhs.uk/sitesplus/documents/861/15_276%20NW%20Director%20Public%20Health%20Annual%20Report%202015.pdf, sets out context for the work of the Betsi Cadwaladr University Health Board and its partners in the aims of improving health and reducing health inequalities



Conwy County Borough is centrally located in North Wales. The County Borough has an area of 113,000 hectares and a population of 115,228 residents ¹(2011 Census). About 38% of its area and 4% of its population are within the Snowdonia National Park. Key strategic towns include; Conwy, Llandudno, Colwyn Bay, Llandudno Junction, Abergelge and Llanrwst.

Conwy County Borough Council provides services across a broad range of areas including; education, housing, social care for adults, children and young people. We have responsibilities in planning, building control, environment, parks and gardens and waste collection. We are also one of the main employers in the area and we take seriously our duty to provide inclusive and fair services that are as flexible and dynamic as the communities we serve.

As a Local Authority responsible for delivering services to the people who live, work in and visit Conwy, we are committed to equality of opportunity for everyone. Our Strategic Equality Plan sets out how we will achieve this over the coming 4 years and will enable us to transform into action our commitment to promote equality and diversity for all.

To view our full Strategic Equality Plan, visit our website at the following address: www.conwy.gov.uk or use the following link:

Conwy County Borough Council : Strategic Equality Plan 2016 – 2020

<http://www.conwy.gov.uk/doc.asp?cat=12263&doc=37754>

¹ 2011 Census, Office for National Statistics

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Denbighshire is a wide and diverse geographical area of; coastal conurbation; market towns; and rural villages and contains a vibrant mix of people, cultures, circumstances and experiences.

The council's Strategic Equality Plan outlines our commitment to delivering the regional outcomes highlighted above. Equalities work within the council is co-ordinated by our Corporate Equality Group whose membership includes Cllr Barbara Smith, Lead Member for Modernisation and Dr Mohammed Mehmet, Chief Executive of the Council.

We believe that the equalities agenda is important in all the work the council does and, to reflect this, the activities we have committed to in our Strategic Equality Plan are managed as part of each of our Service Plans and are the responsibility of each Head of Service.

Our Strategic Equality Plan is available on our website
[Denbighshire County Council - Strategic Equality Plan](#)

Contact details

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Flintshire County Council is a corporate body created by the Local Government (Wales) Act 1974. As a Unitary Authority it is responsible for all the functions of a principal authority within its boundaries. It is composed of 70 Councillors elected every four years. Councillors are democratically accountable to residents of their electoral divisions; their overriding duty is to the whole community of Flintshire alongside a special duty to their constituents including those who did not vote for them.

The Council employs 7,020 people delivering services to approximately 150,000 residents. Services provided by the Council include arts, council tax, education, housing, leisure, libraries, planning, refuse services, social services, trading standards and transport.

Our Strategic Equality Plan aims to address inequalities to make a real difference to the lives of people across the protected characteristics who live and work in Flintshire.

Contact details

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Policy & Performance Team | Tim Polisi a Pherfformiad
Flintshire County Council | Cyngor Sir y Fflint

County Hall | Neuadd y Sir , Mold | Yr Wyddgrug, Flintshire | Sir y Fflint CH7 6NB

Telephone | Ffôn | 01352 702122

<http://www.flintshire.gov.u/strategicequalityplan>

<http://www.siryfflint.gov.uk/cynlluncydraddoldebstrategol>



Gwynedd Council serves a rural area extending from Abergwyngregyn in the north to Aberdyfi in the south and from Uwchmynydd in the West to Llandderfel in the East.

Gwynedd Council serves 122,000 inhabitants over a surface area of 2,548km square.

Gwynedd has:

2,883km of roads

301km o coast

around 57,000 of dwellings

65% of the county's population speak Welsh

We have a firm commitment to equality for the Gwynedd residents and visitors to the area. This commitment is set out within our Corporate Equality Scheme, which is available on our website:

Welsh:

<https://www.gwynedd.gov.uk/cy/Cyngor/Dogfennau-Cyngor/Strategaethau-a-pholisiau/Cynllun-cydraddoldeb/Rhagymadrodd-Cynllun-Cydraddoldeb-Strategol.pdf>

English:

<https://www.gwynedd.gov.uk/en/Council/Documents---Council/Strategies-and-policies/Equality-scheme/Introduction-to-the-Strategic-Equality-Scheme.pdf>

Contact details:

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Democratic Services (and Language) Manager

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The Isle of Anglesey is an island of just over 700 square kilometres and comprises a mostly rural landscape. Its 200 km coastline includes a wide variety of sandy beaches and rocky coves that attract a significant tourism industry in the summer months. The A55 forms one of two crossings that connect the island with mainland Wales and enables passengers and freight to travel rapidly to and from the port of Holyhead.

The population of Anglesey is about 69,000. There are five main towns, the largest of which by far is Holyhead, with a population of about 13,500. Anglesey is more sparsely populated than most local authorities in Wales, but all its towns and villages are accessible within half an hour or less from the Council's administrative headquarters in Llangefni.

The Isle of Anglesey County Council was formed in April 1996 as a result of local government reorganisation. It is responsible for all the functions of a principal authority on the island and employs in the region of 3,000 staff.

The Council is committed to equality, both in the provision of services and as a major employer, and to the elimination of unfair and unlawful discrimination in all its policies, procedures and practices. The Council's Strategic Equality Plan is available on the Council's website at

www.anglesey.gov.uk/equalityplan and www.ynysmon.gov.uk/cynlluncydraddoldeb

Contact details:

The Policy Unit (Equality); Deputy Chief Executive's Department;
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HEDDLU GOGLEDD CYMRU

Gogledd Cymru diogelach

NORTH WALES POLICE

A safer North Wales

North Wales covers the counties of Anglesey, Gwynedd, Conwy, Denbighshire, Flintshire and Wrexham and is one of the safest places to live in the United Kingdom. It covers a diverse area including urban and rural areas, Snowdonia National Park, 2 Ports (one at Holyhead on the Isle of Anglesey and the other at Mostyn in Flintshire), expanding industrial regions and numerous towns, many of which attract high numbers of tourists during the summer months.

North Wales Police provide policing services to a population of 676,000 people and cover an area of 6,300 square kilometres. There are around 1500 Police Officers and 160 Police Community Support Officers along with over 800 police staff. North Wales Police are committed to delivering a high quality service to all. We serve a diverse community, and it is vital that our officers and staff are able to engage with the different people in our communities to deliver a policing service appropriate to their needs. We work in partnership with groups and individuals, and actively listen to views and opinion from all sections of society about how we are doing as a police force, and what issues matter to them. We police by consent, therefore North Wales Police officers and staff have a key role to play in building trust and confidence, and ensuring that we deliver our services in a fair and consistent way, always upholding human rights.

The needs of North Wales communities are wide ranging and the way policing is carried out in our communities can affect the quality of life of groups and individuals. We are committed to doing everything within our power to prevent crime and anti-social behaviour in our communities and the impact they have on victims. Our Equality Plan, which outlines how we will meet the requirements of the general and specific duties of the Equality Act 2010 can be found on the North Wales Police authority website at the following: [North Wales Police and Police Authority Joint Strategic Equality Plan - 2015-2019](#)

Contact details

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Snowdonia National Park Authority is a single purpose local authority, which has 2 statutory purposes namely:

- To conserve and enhance the natural beauty, wildlife and cultural heritage of the National Park, and
- To promote opportunities for the understanding and enjoyment of the special qualities of the National Park by the public.

The Authority has responsibilities for planning, conservation, land management, access and recreation.

Equality work within the Authority focuses mainly on removing physical and social barriers which restricts access to recreational opportunities within the National Park, as well as improving the information we provide.

The Authority's Strategic Equality Plan can be accessed here:

<http://www.eryri-npa.gov.uk/publications/SEP>

Contact details

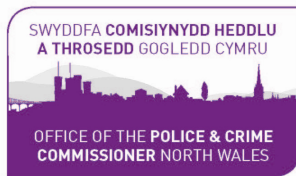
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Snowdonia National Park Authority, Penrhyndeudraeth, Gwynedd

LL48 6LF



The North Wales Police and Crime Commissioner is the policing governance and scrutiny body for North Wales. The role replaced the North Wales Police Authority in 2012. The Commissioner has an overarching duty to secure an efficient and effective police force, which demonstrates value for money and, above all, cuts crime. The Commissioner's main duties are to:

- Set out the priorities for policing in North Wales
- Decide the budget for North Wales Police
- Hold the Chief Constable to account, and to
- Listen and respond to your views on policing

In order to fulfil these duties, the Commissioner has a range of powers and responsibilities including:

- Being accountable to the electorate and representing the public in policing matters
- Preparing a Police and Crime Plan which sets out the strategic direction and objectives for policing in North Wales
- Setting the policing 'precept', which is the part of local council tax that goes towards policing
- Working with partners to prevent and tackle crime and re-offending
- Holding the Force to account, through the Chief Constable, for the delivery of police services
- Appointing and, if necessary, dismissing the Chief Constable
- Overseeing complaints against North Wales Police
- Commissioning community safety services and projects in the area

- Ensuring that public priorities are acted upon, victims are consulted and that the most vulnerable individuals are not overlooked
- Ensuring value for money

Our aim is to work with our local communities and partners to secure the highest quality policing service, in order to create a better, safer North Wales.

The Commissioner provides a link between local communities across North Wales and the Police. The Office of the Police and Crime Commissioner works closely in partnership with North Wales Police.

Information is provided on our website with further details about the role of the [Police and Crime Commissioner](#).

The Office of the Police and Crime Commissioner has worked jointly with the Force to produce a [Joint Strategic Equality Plan](#). The plan details how both the Force and the Commissioner will meet our duties under the Equality Act 2010.

Contact Details

Elizabeth Ward, Policy Officer, Office of the Police and Crime Commissioner
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The Welsh Ambulance Service is the third largest ambulance service in the UK; spread over 7969 square miles and serving a population of 3.1million in Wales. Our vision is for an ambulance service for the people of Wales which delivers high quality care wherever and whenever it is needed. We provide two types of ambulance service to the people in Wales, emergency care and planned patient care services. We also provide the NHS Direct Wales Health Advice and Information service. Our diverse area encompasses tranquil rural retreats, busy seaside resorts and large urban cities. Our varied and modernising services are tailor-made for each community's differing environmental medical needs from rapid-response cars to emergency ambulances, to paramedics on the road and nurses in our clinical contact centres.

We have engaged with staff and service users to capture feedback that informs and influences our work. We continuously collated feedback gathered from national and local surveys to inform the way we deliver our services.

Our Strategic Equality Plan (SEP) “Treating People Fairly” is the single point of access for our work under the Equality Act 2010 and the Public Sector Equality Duty for Wales and is available on our website.

Our wider networks continue to develop across the public sector in working collaboratively to achieve our duties under the Equality Act and

Specific Welsh Duties.

Contact Details

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Wrexham County Borough Council works to ensure that Wrexham and its people are supported and enabled to fulfil their potential, prosper and achieve a high level of well-being. The Council does this through delivering and enabling services for the diverse range of individuals and communities who make up its 135,000 local residents and the many more who work in, learn in, or visit the County Borough.

The Council Plan is the overarching plan for the Council. It explains the Council's priorities and how they were developed, defining where we will focus our energies and resources, and how we will judge our performance. It sets out four key priorities that clearly link with the six regional and local equality objectives that the Council has adopted and set out in its Strategic Equality Plan.

The Council Plan and Strategic Equality priorities for 2016-20 are:

Council Plan Priorities	Equality Objectives
<ul style="list-style-type: none"> Economy 	<ul style="list-style-type: none"> Reduce inequalities in employment and pay.
<ul style="list-style-type: none"> People 	<ul style="list-style-type: none"> Reduce inequalities in health. Reduce inequalities in education. Reduce inequalities in personal safety.
<ul style="list-style-type: none"> Place 	<ul style="list-style-type: none"> Reduce inequalities in access to information, services, buildings and the environment.
<ul style="list-style-type: none"> Organisation 	<ul style="list-style-type: none"> Reduce inequalities in representation and voice.

The Council has also adopted all of the six regional equality objectives.

Contact details

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Gwasanaeth Tân ac Achub
Fire and Rescue Service

North Wales Fire and Rescue Authority provides fire protection and prevention services to an estimated population of 678,461 people over an area of 2,400 square miles as well as hundreds of thousands of tourists and visitors who come to North Wales every year. There are around 317,051 domestic properties and 24,484 non-domestic properties in North Wales that fall under our protection.

The Service employs almost 1,000 staff in operational and support roles. Annually we attend around 3,200 fires, 500 road traffic collisions and 500 other emergency incidents. We also attend around 3,600 false alarms of various kinds. We carry out extensive work with schools, businesses and local communities to promote fire safety and prevention.

The Authority covers three areas: Gwynedd and Ynys Môn, Conwy and Denbighshire and Wrexham and Flintshire. Each area has a community safety office and a designated community safety manager

North Wales Fire and Rescue Authority is committed to equality of opportunity for all, to providing a professional service which embraces diversity and which promotes equality of opportunity. In delivering services to a diverse population we realise that everyone has different needs. Our Strategic Equalities Plan sets out our ongoing commitment to ensuring respect and fairness for the residents, elected members, staff members and all visitors to the North Wales area.

We have published our Equality Objectives in our Strategic Equality Plan available on our website <http://www.nwales-fireservice.org.uk>

Contact details

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North Wales Fire and Rescue Service Headquarters

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Wales Community Rehabilitation Company is a provider of probation services and employs approximately 700 staff in offices across Wales.

We work with around 8000 low and medium risk adult offenders who have either been sentenced by the courts to a community order or suspended sentence order, or those released on licence from prison to serve the rest of their sentence in the community.

Wales CRC provides a wide range of probation services to help reduce reoffending and protect the public from harm, managing offenders' community sentences and giving them the knowledge, skills and support to enable them to stop offending. This includes specialist recovery and rehabilitation programmes, community payback unpaid work, education, training and employment, mentoring and working with families of offenders. Our programmes tackle drink driving, drug and alcohol misuse, domestic abuse and other violent behaviour and encourage offenders to develop thinking skills.

Wales CRC is committed to promoting and providing equality of opportunity for everyone. This means ensuring equality is embedded throughout employment and service provision and has dedicated Equality Objectives and plan in place to help us achieve this.

Contact Details :

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Coleg Cambria is situated in North East Wales and was created in August 2013 by the merger of Deeside College and Yale College. Both of these organisations had a long-established reputation for excellence across the United Kingdom both in their academic and vocational achievements and for the care and support they gave to their students.

The merger has enabled the new College to offer a wide portfolio of courses extending from essential skills to programmes at degree level. Coleg Cambria offers an extensive range of apprenticeship training programmes, part-time community-based courses for adult learners and it has developed an extensive school links programme for 14 -16 year old learners from across North East Wales. A major objective is to ensure that each student is enrolled on the most appropriate course for their individual requirements. The College provides for over 7000 full time learners with another 20,000 learners enrolled on various part-time programmes in the communities and businesses in the area.

Coleg Cambria is also a key player within the Local Service Boards, the local Adult and Community Learning Partnership and the 14-19 Learning Network. The Network continues to mature and extend the collaborative learning portfolio on offer to learners throughout North East Wales.

The College currently employs approximately 1600 full and part time staff. It has an annual turnover that stands at around £65 million. The majority of the funding is secured from the Welsh Government with 30% coming from non-core Welsh Assembly Government Further Education funding. The college extends to 6 main sites in North East Wales and maintains an extensive outreach provision.

The Core Values of the College underpin our commitment to excellence in all that we do. At Coleg Cambria we:

- are committed to exceptional teaching and learning

- put our customers first
- respect others and our environment
- encourage and celebrate diversity
- embrace our Welsh identity
- have the courage to lead
- work together with passion
- empower and develop potential
- recognise achievements and celebrate success
- communicate effectively at all levels

Contact Details :

Elane Roberts - Cydlynnydd Cydraddoldeb a Chydlyniant Cymunedol/Equality and Community Cohesion Co-Ordinator

The earliest founding college of the Wrexham Glyndŵr University was established in 1887, with degree awarding powers and university title given in 2008.

Industry-led courses are at the heart of our offering and we pride ourselves on links with major local and regional employers.

In addition to our campus in Wrexham, we now have locations in St Asaph and Northop in North Wales and a campus in London.

The University has approximately 7,000 students, a third of whom are studying on a part-time basis, with many of these studying through arrangements with local employers. The University has over 300 international students with the majority of them based at our London Campus.

We are proud of the opportunities that we provide for those from non-traditional backgrounds, helping them to enter higher education. More than half of our students study part-time and we are one of the UK's leading universities who support students from lower socio-economic backgrounds through university due to our comprehensive Widening Participation in the local community.

Wrexham Glyndŵr University delivers hundreds of courses at different levels and via a range of study options, priding ourselves on our great facilities, flexible study options, supportive community, career focused courses and our students.

The University has over 500 academic and operational staff.

Our mission is to work in partnership to inspire and educate our students and enable social and economic success. Committing to:

- Create an academic community which welcomes learners from all backgrounds, places students at the heart of what we do and equips them for life, for work and for success;
- Work in partnership with learners to understand their needs and draw upon the creativity, knowledge and commitment of our staff to create excellent learning environments that support students to successful academic outcomes;
- Play a key role in the economic development of the region, driving growth in the Welsh economy and that of the UK more generally;

- Build mutually beneficial relationships with partner universities and further education colleges to meet regional needs, support our development and meet shared goals;
- Work together with business, industry and the wider communities we serve, to support greater innovation and growth and enhance student employability;
- Engage in academic scholarship and research to develop the subjects we teach and to drive innovation and best practice in partnership with business and industry, the public, voluntary and creative sectors;
- Operate in a professional and accessible manner and embed sustainability, resilience and best practices into our work.

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