

Strategic Equality Plan - Progress on Actions (2017-2018)

Protected Characteristics														Complete by	Progress	Update for Annual Report Year 2 (2017/18)
Action	Responsibility	Cross Reference	Race	Disability	Sex	Gender Reassignment	Sexual Orientation	Age	Religion/Belief	Marriage/ Civil Partnership	Pregnancy/ Maternity					
Objective 1 : Address Health inequalities																
1.3.2	Deliver dementia and reminiscence project 'Time to Remember' in hospital and non-hospital settings	(CDS) Culture and Information	CDS Service Plan 1.7.2.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	March 2018		The 'Time to Remember' project was awarded funding from Betsi Cadwaladr, Federation of Museums and Wellbeing Activity grant and worked with Dementia sufferers in Llandudno Hospital, Tal Y Fron / Ty Llywelyn using museum and archive objects to trigger memories and improve engagement. The project showed demonstratable benefits for patients, families and staff and a second phase is being developed to broaden the scope of the project.
1.5.2	To promote and encourage good mental wellbeing amongst the employees of Conwy County Borough Council by enhancing staff awareness and understanding of mental health and wellbeing issues, through providing information to staff and managers, clarifying what support is available and increasing awareness and understanding of the issue of confidentiality in relation to an employee's mental wellbeing	Corporate Human Resources		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	April 2017		We ensure the good mental wellbeing of our staff through a number of avenues. We continue to run quarterly training workshops for managers on Attendance Management which includes advice around supporting employees in the workplace as well as those off sick with mental health and other issues. The Attendance Management Policy also has a number of appendices including Access to Work (Mental Health Support) guide and an Employee Wellbeing Risk Assessment. We have run bespoke training in managing mental health in the workplace for managers and also trained Human Resource and other relevant officers in Social Services on the national Mental Health First Aid training programme. We provide access to a free counselling service through our Employee Assistance programme and also provide regular training for staff on resilience which has received very positive feedback. This has been supported by the implementation of the Mental Health and Wellbeing Policy and development of our intranet site around Mental Health and Wellbeing support which includes Conwy Cares and Zest: Supporting your Mental Health and Wellbeing, Mindful Employer, Mindfulness, Give yourself Strength (Samaritans), How to look after your mental health, as well as Care First app: Stress Free Island which includes a simple Cognitive Behavioural Therapy (CBT) process. Our Occupational Health provider also provides further support and guidance for managers on their website on improving mental wellbeing. This work was recognised during the year when Conwy Council was awarded Silver status on the Corporate Health Standard national programme.
1.5.3	Continue to encourage professionals working with individuals who have Learning Disabilities to ensure annual health checks are up to date	Partnerships COG 4 – Learning Disabilities		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	March 2018		Increasing the Annual Health Checks remains a priority for the Conwy People's Partnership. Professionals are trained to ensure their clients are aware of the annual health check programme which is part of the holistic package provided through our services. Integrated Disabilities Services have sent letters to care providers / residential homes regarding the adult learning disability annual health checks and a good response has been received with many people attending their appointments throughout the year. Mechanisms are in place to ensure all eligible people receive reminders to attend their annual health checks.
1.5.5	Work in partnership to reduce suicide and self-harm in Conwy County Borough. (Implement partnership actions from the Talk to Me 2 Strategy)	Partnerships COG 5 – Mental Health		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	March 2018		There has been a focus on supporting people who self-harm and meetings have taken place with the National Trust as a result of young people saying that being outdoors was beneficial to their wellbeing. A successful consultation event was held in July with two schools in Conwy and plans are underway to develop this into a weekend residential course/event. A programme of activities for young people is to be created with the National Trust and other partners to use outdoor opportunities to prevent or reduce self-harm. Actions from the previous Talk To Me Action Plan have been completed including Conwy being the first local authority in Wales to have Samaritan signs in all relevant car parks identified as key areas within our county where we believe these signs and support is most needed.
1.5.6	Support children and young people to have a state of emotional and social wellbeing which allows them to cope with the normal stresses of life and achieve their potential by developing an Emotional Health Strategy	Partnerships COG 5 – sub-group CYP Emotional Health Steering Group		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	March 2018		This action has been superseded by the Social Care and Wellbeing Act and a specific strategy is no longer intended but the work will be mainstreamed into the work of the Emotional Health and Wellbeing group via the Education Department with children and young people. An event took place in May 2018 regarding emotional health and wellbeing and approximately 160 people attended (mainly from schools). Since then there have been discussions with Public Health Wales, the school nurses and CAMHs. This will be taken forward through the Early Intervention Programme and the '5 Ways to Wellbeing'. Training for all schools in Conwy will be provided by CAMHs. The nutritional element will also be included and the '5 Ways to Wellbeing' which will be rolled out in January 2019. Bids are to be submitted for 'Sequence for Growth' training, emotional literacy intervention and 'Friends for life'. We support the Learning Network which is a shared learning resource for customers and professionals. The training and support opportunities provided through the network will provide professionals, families and young people with the skills to manage and improve their emotional wellbeing.

1.6.3	Promote training and awareness programmes for professionals to enable identification of mental health needs. (Such as Mental Health First Aid and 5 ways to wellbeing)	Partnerships COG 5 – Mental Health			✓	✓	✓	✓	✓	✓	✓	✓	✓	March 2018		The "Learning for Recovery & Wellbeing" brochure which lists recovery education for mental health has been developed and disseminated. This approach enables people to move away from relying on professionals and is aimed at people aged 18 years and over. The "Real Steps" launch took place in March 2016 and in December 2017 there was a development day for services and organisations to learn about recovery education. The art work for the brochure was designed by a service user and the tree analogy was used throughout. Since there was a gap in understanding mental health courses, "Building Blocks for confidence" was commissioned from Flintshire County Borough Council. This course was successful and it has been re-commissioned with a small amount of funding from Communities for Work used to finance the courses and publish the quarterly brochure. The Self-care office at Betsi Cadwaladr University Health Board has provided courses to help patients manage their symptoms. The recovery education approach has contributed to the preventative agenda. If people are connecting with their community and feel safe they will be less likely to hit crisis point. We have trained 50 staff in Conwy on Mental Health First Aid training since 2015 to support this agenda.
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Objective 2 : Address unequal outcomes in Education to maximise individual potential

2.1.4	Provide training to key staff in schools on Counselling and Cognitive Behavioural Therapy (CBT) to address early signs of mental health issues in pupils and work in conjunction with CAMHS	Education			✓	✓	✓	✓	✓	✓	✓	✓	✓	August 2017		A number of interventions have been introduced to schools which are in line with CBT principles. Schools are ensuring the sustainability of these intervention programmes and embedding them into day to day practices. Seasons for Growth and Friends for Life training was previously provided to all Conwy schools and we are revisiting this training in collaboration with colleagues in Health in response to changing needs and staff changes. Emotional Literacy Support Assistant training and supervision has been introduced across Conwy and the first round of training is nearing completion.
2.1.20	Maximising resources including the range of Pupil Deprivation Grants to 'raise attainment' of all learners particularly including pupils from disadvantaged backgrounds which include ALN, LAC and FSM learners to reduce the risk linked to them becoming NEET at the end of compulsory school age	[EDU] School Effectiveness			✓	✓	✓	✓	✓	✓	✓	✓	✓	August 2017		Schools and governing bodies have the responsibility to utilise Pupil Deprivation Grants (PDG) funding in line with the objectives set out in their school development plans. Schools share their PDG plan on their individual website or on GwE's website and GwE monitor the plans. The 5 year trend shows a reduction in the percentage of NEETs on leaving school from 3.6% in 2013 to 1.3% in 2017 in comparison to the Wales average of 1.6%. The percentage of NEETs post 16 is reducing due to the focused work of the TRAC Team which works with learners aged 11-16 who are at risk of NEET and also the Youth Engagement Team and the European Social Fund Projects (ADTRAC & C4W). The School Effectiveness and Standards Group is now an established aspect of the local authority's process for challenging and supporting schools. The group includes councillors representing the political diversity of the council, schools, local authority officers and GwE. The aim of the group is to review each school's performance. From the 2016/17 school year, 3 of the 13 eligible Looked After Children have returned to school to study higher level courses or to further their Education. 9 of the 13 students gained Further Education College placements for September 2017 in addition to the 5 Young People already accessing Higher Education Courses. Looking at pupil results from the year, all Looked After Children achieved the Level 1 indicator and acquired at least 5 GCSE's or equivalent. This is slightly higher than the performance of the whole cohort. Pupils eligible for Free School Meals at level 2, performed as well in Conwy as across the region and the gap between them and those not eligible is lower than the national averages. The performance of Free School Meals pupils in Conwy for English Language remains above the regional average.
2.2.5	Promote and tackle specific equalities issues in schools in Conwy, eg. Providing training and resources for schools in dealing with extremism and radicalisation	Education			✓	✓	✓	✓	✓	✓	✓	✓	✓	August 2017		As part of promoting and tackling specific equalities issues in schools in Conwy, a Health and Wellbeing steering group has been established and the terms of reference state that this group will be promoting and tackling specific equalities issues by offering training and evidence based interventions from services within the Local Authority and the third sector. This group will be the governance group for Health and Well-being initiatives in Conwy schools. Education have been working in partnership with Social Care to provide training on pupil radicalisation and extremism, which has been delivered for all secondary schools. An event was held in Spring 2018 for school staff with responsibility for the Health and Wellbeing of pupils from every school in Conwy to raise awareness of extremism and radicalisation issues and to facilitate networking with a view to providing the beginnings of a pathway for partnership working with other agencies and third sector organisations. North Wales 'Police and Community Trust' have also assisted financially with a production confronting stereotypes surrounding asylum seekers and refugees for schools.

2.2.6	Promote themed campaign for awareness during anti-bullying week in Schools, eg "Show Racism the Red Card"	Education (Enid Christie)		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	August 2017	<p>Anti-bullying conferences have been held to raise awareness and a revised Conwy Schools Bullying Policy has been distributed to all schools. A revised set of questions has been introduced following consultation with parents and pupils. Many schools run relevant activities during anti-bullying week. One primary school won a national competition with a film the pupils made following their conference. Bullying data is collected by individual schools and broken down into Infants (3 to 7 year olds), Juniors (7 to 11 year olds) and Secondary (11 to 16 years old). The nature of bullying and probable cause are recorded. Training for staff and governors on anti-bullying in schools has been undertaken. We have funded a theatre tour in High Schools on safe relationships and the need to treat each other with respect, including the ramifications of "sexting".</p> <p>Secondary Schools participate in the School Health Research Network (SHRN) survey every two years which includes a range of Wellbeing questions. Our intention is to use the report to inform decisions made by the Education Health and Wellbeing Steering group to improve the wellbeing of pupils. An online Pupil Voice survey is being piloted in Primary Schools from September 2018. The survey includes specific questions around bullying, fairness, respect, healthy lifestyle, coping with difficult situations, growing up, friendships and safety.</p> <p>Training has been agreed with Stonewall Cymru for Secondary School Staff for October 2018 to provide the knowledge, skills and confidence to tackle HBT (homophobic, biphobic & transphobic) bullying.</p> <p>All schools have been made aware of the new Hwb resources for combating online bullying. This resource is still being developed and currently signposted via email links and will be up-loaded to the website in September. Conwy schools previously took part in Show Racism the Red Card a few years ago but there has not been a North Wales representative in recent years, however someone was appointed in Autumn 2018 so this will be investigated further.</p>
2.2.7 a/b	Use curriculum through PATS (Promoting Alternative Thinking Strategies) and PASS (Pupils Attitudes to Self & School) to heighten awareness of specific equality issues	Education		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	August 2017	<p>Education has developed a new Conwy pupil survey which replaces the need to use PATS and PASS for schools which is free access and bilingual. The Survey is initially for all primary schools, including Ysgol Gogarth. Once the survey is closed on 26th October 2018 the results will be analysed at county level and schools will receive individual reports. This information will provide details on pupils' wellbeing and their opinions</p>
2.3.5	Increase the length of time, quality and number of work experience placements to help local people to gain relevant skills and experience to improve their employment opportunities	Corporate Human Resources	CHR Service Plan 1.1.1.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	March 2018	<p>Corporate Training have been exploring alternative opportunities for work placements and have involved a number of key managers in services and involved an external training provider to develop a work placement programme for hard to reach members of the community which could be developed as a pathway into employment. This work will be developed further in 2019. We continue to engage with services to explore further opportunities for work placements.</p>
2.3.6	Increase the number of modern apprenticeships available to help local people gain more skills and experience to improve their employment opportunities	Corporate Human Resources	CHR Service Plan 1.1.1.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	March 2018	<p>The number of apprenticeships has significantly increased over the past few years following concerted efforts to offer developmental opportunities to people in Conwy. In 2016 we employed 36 Apprentices within the Council covering Business Admin, Libraries, IT, Creative Digital Marketing, Vehicle Maintenance and a Teaching Assistant. At that time there were also 16 apprentices taken on by local businesses following support from a skills Ambassador and 10 through Cwmni Prentis. In the current year we have employed 20 Apprentices and since 2012 the overall total stands at 90. We have appointed a number of our Apprentices into permanent posts at the end of their apprenticeship and we still have a number of Apprenticeship posts which remain in place to keep a flow through of new apprentices every couple of years to continue to offer opportunities to other people in the area.</p>
2.3.7	Consider opportunities for Looked After Children to gain apprenticeships	Corporate Human Resources	CHR Service Plan 1.1.6.8	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	March 2018	<p>We have identified through discussions with Social Care, the key needs and difficulties in supporting our Looked After Children. One issue has been the minimum qualification requirement for our apprenticeships. We carried out some analysis on the minimum requirements stated in the person specification of all our apprentice posts so that we can identify where the blockages are and consider possible solutions. We have also been proactive in supporting individuals in gaining the necessary experience prior to interview and in providing them with Basic Skills training. We have also developed a Volunteering Scheme in our Library service which has been expanded into a Corporate Volunteering Policy to ensure we are consistent in handling volunteers. Case studies around our Looked After Children were shared at the December 2017 Managers' Forum to engage this senior group of managers and gain their support, commitment and further ideas to help our Looked After Children and to obtain commitment from services to support future work experience requests. As some of our Looked After Children do not meet the minimum Apprenticeship standards, we have been exploring opportunities for offering work experience and considering Level 1 Traineeships in conjunction with Llandrillo and Careers Wales. We have already had some small successes in this area and will continue this work moving forward.</p>

Objective 3 : Address inequalities in Employment and Pay

3.1.8	Provide targeted training and networking opportunities through positive action for protected characteristic groups identified as being under-represented, eg, women, disabled and BME in senior management positions	Corporate Human Resources		✓	✓	✓	✓	✓	✓	✓	✓	December 2017		We have offered the opportunity for staff to sign up to Springboard training via Academy Wales during the year. This course is aimed at women aspiring to or new into a management role and includes self reflection, developing self-confidence to make things happen, personal and professional goal setting, attitude, assertiveness, positive image and motivation. This has been taken up by senior female colleagues and well received. We provide mid-career and retirement planning training as part of our annual training calendar. In addition, the partnership of North Wales Public Sector Equality Network is developing a Pre-Employment Workshop which will be targeted at minority groups to provide advice and guidance on employment rights, how to apply for a job and tips for successful interviews in the public sector which will be undertaken in 2019. Further work is being developed within frontline services to support minority groups to identify a pathway to employment.
3.1.12	Review key internal training programme contents to ensure equalities is integrated within practices relating to recruitment, appraisal, disciplinary and capability, grievance and harassment and sickness absence management training	Corporate Human Resources		✓	✓	✓	✓	✓	✓	✓	✓	December 2017		Corporate Training courses have been reviewed to ensure that appropriate equalities issues are highlighted and addressed in all training content. Some courses and policies have very specific equalities content, eg, around fairness and access in the Disciplinary and Grievance process, Attendance Management, Capability and Performance Management. Some policies are specifically aimed at protected characteristics and therefore equalities is an integral part of the training, eg, Harassment Policy. All managers have in the past 12 months received training on Safer Recruitment and equalities has been a key element covered in this training. In addition to subject specific training, we continue to roll out general Equalities Training covering all the protected characteristics and this is mandated for all staff across the Authority.
3.1.14	Provide guidance for HR / HR Link Officers on record keeping for employee records to ensure sensitive data remains confidential, particularly in regard to gender reassignment	Corporate Human Resources		✓	✓	✓	✓	✓	✓	✓	✓	April 2017		<p>Sensitive data, particularly around gender reassignment, is obtained only in limited circumstances. One place where this information is requested is in the job application process. To ensure it is retained confidentially, with the implementation of on-line recruitment, it is easier to contain this information and our current HR/Payroll system is set up so that sensitive data held on the system is not available to anyone outside of Corporate HR. With the implementation of web recruitment, this confidentiality is strengthened as there is no risk of the employment monitoring data being sent to managers as part of the recruitment process.</p> <p>If an applicant needs to complete a DBS (Disclosure and Barring Service) check, then they need to supply sensitive data that may reveal their status. There is a mechanism which allows for transgender people to submit their form directly to the DBS centre to allow them to maintain confidentiality, rather than having to provide it to local HR Link officers. Guidance and training around confidentiality of information and data obtained by HR Link Officers in carrying out their duties is regularly communicated. If an employee changes their gender status during employment, then there is guidance in the draft Transgender Policy around the matter of record keeping and confidentiality.</p> <p>Mandatory training was provided to all staff in 2017/18 prior to the introduction of the GDPR (General Data Protection Regulations 2016). All staff are required to undertake Data Protection training which includes the importance of confidentiality around sensitive data. In addition, all staff have a clause in contracts that they should treat any information about 3rd parties, including staff confidentially, and should not disclose to anyone at any time during or after the termination of employment. This is also relevant to many specific professional bodies and often staff also have to sign a separate confidentiality clause depending on the nature of their work.</p>
3.1.15	Improve access and awareness of flexible retirement options, encouraging management to have succession planning conversations with their teams	Corporate Human Resources		✓	✓	✓	✓	✓	✓	✓	✓	April 2017		The Retirement Policy has been updated and incorporates all the options for retirement with comprehensive information on each option and explains what staff need to do when deciding on their retirement. These discussions are also included as part of the Performance Development Review conversations.
3.1.18	Develop Dyslexia Policy	Corporate Human Resources	CHR Service Plan 1.8.5.5		✓				✓			April 2017		A policy draft has been started but still to be completed. A number of staff have expressed an interest in helping to develop the policy as part of initial consultation on the policy. Work on this has been delayed due to limited resources.
3.1.19	Improve number of staff for whom we hold employment monitoring data	Corporate Human Resources	CHR Service Plan 1.8.5.9	✓	✓	✓	✓	✓	✓	✓	✓	April 2017		Equality Monitoring Data held under all protected groups continues to increase. There has been a more steady improvement following the introduction of e-recruitment which makes completing the equality monitoring form mandatory. Whilst we hold 100% data for sex, age and marital status, the coverage under race and disability are just below 50% with the other protected characteristics quite a bit lower than that. We have recently introduced self service access to the HR Payroll system, which means that staff with access to a PC can look at some aspects of their own employment record and amend the data if it is missing or incorrect and staff have been reminded about this. It is intended to expand on this progress when we implement electronic Performance Development Reviews (PDRs) and ensure there is another mechanism for this data to be checked, although this work has been delayed since the decision to revamp the whole PDR process. We will continue to look at mechanisms to continuously improve the picture and this work will be ongoing.

3.1.27	Link training, job opportunities and Apprenticeships with investment in social housing through Welsh Housing Quality Standard, Social Housing Grants and bringing back empty homes	(REG) Housing	Local Housing Strategy 1.1/1.2/1.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	March 2018		The mapping of housing investment spend and community benefit commitments across all partners in the County is a regular agenda item at Conwy's Strategic Housing Partnership meetings. Investment spend and community benefits are also considered by the Affordable Housing Delivery Plan. Links have also been made with the Conwy Together Project. This action will now be part of the work of the new Local Housing Strategy and the wider regeneration context.
3.2.3	Survey staff in lower grades to find out if they do that work through choice or due to other influences, eg, women returning from maternity leave or being a carer so can only work part time, comparing this to aspirations as part of a review on job segregation (to include casual staff)	Corporate Human Resources			✓	✓	✓	✓	✓	✓	✓	✓	March 2018		A questionnaire was distributed to staff in lower graded posts, particularly targeting people in posts covering catering, cleaning, teaching assistants, school escorts and school crossing patrol, to establish if they do that work through choice or due to other influences. The response was relatively low and therefore may not be statistically sufficient to provide any strong themes. However, responses indicate that the main reason why males work in lower paid jobs is through choice (sometimes limited by qualifications but not always). Whilst this was also a strong theme for females, females were more likely to respond that they were in lower paid jobs due to child/caring responsibilities and they wouldn't necessarily change that. Females were also more likely to have more than one job which meant juggling the times of jobs (or care), affecting their availability. Very few responded (male or female) that they would prefer to work in a different line of work although in response to the question, "What would you change?" a common theme was earning more money. This information will be considered further as part of the equal pay audit.
3.2.7	Review Line Managers role in promotion decisions and implement training to reinforce the importance of their role in encouraging career progression, incorporating objectives in Line Manager PDRs to encourage career progression	Corporate Human Resources		✓	✓	✓	✓	✓	✓	✓	✓	✓	December 2017		In order to consider the Line Managers role in promotion decisions and the importance of discussing career progression, the Performance Development Review (PDR) guidance documents were updated and sent to managers, which includes the importance of discussions on career progression. We also provide "expresso" training sessions "Motivating Individuals Towards High Performance", "Delivering Feedback Positively", and "Energising Coaching Conversations". Along with the PDR discussions, these all advise managers to consider having discussions about career progression with their staff. We will be reviewing our existing PDR process in 2019 and this will be an important aspect of any change to the process.
3.2.8	Train Line Managers so they understand the impact of part time/low paid staff being offered additional hours and the impact on Working Tax Credits, etc	Corporate Human Resources		✓	✓	✓	✓	✓	✓	✓	✓	✓	March 2018		Universal Tax Credits were introduced to Conwy Borough during March/April 2018 and will eventually replace all Working Tax Credits and other benefits into a single payment, taking into account all the circumstances of each individual. Managers and staff were provided with a briefing around the new Universal Credit system which provided a better understanding of the impact of benefits on working hours, particularly for part-time and casual staff. People in Conwy will progressively be placed on the new Universal Credit arrangements as there are changes to their "package" and for all new applications.
3.2.9	Investigate the value of introducing "Unconscious Bias" training provision	Corporate Human Resources		✓	✓	✓	✓	✓	✓	✓	✓	✓	March 2018		Unconscious Bias training has been investigated and a small number of training providers identified. Consideration is being given to running a short session on this topic at a future Managers Forum to capture a larger group of people.
3.2.11	Introduce job shadowing or job swapping programme where practicable to allow opportunities for staff to get a taster of the next job in their succession planning process	Corporate Human Resources		✓	✓	✓	✓	✓	✓	✓	✓	✓	March 2018		The Council offers many opportunities for staff to shadow or job swap as part of their development and to support the succession planning process. Staff may act up into higher posts within services when covering for existing staff or staff who have left. Sometimes this is on a short term informal basis and sometimes this will be a longer term more formal arrangement depending on the needs of the service. We also encourage managers to consider offering opportunities for staff to gain more experience of other roles through undertaking project activities they may not otherwise have undertaken or by shadowing more senior staff in their service when undertaking specific activities to gain additional knowledge and understanding. We also have secondment agreement templates for use both internally and externally for more formal arrangements. These activities are seen as ongoing development opportunities of staff as we move towards a learning organisation.

Objective 5 : Address inequalities in Representation and Voice

5.1.2	Conwy Elected Members have committed to supporting Diversity in Democracy which seeks to encourage greater diversity in local government	Legal & Democratic Services		✓	✓	✓	✓	✓	✓	✓	✓	✓	December 2017		<p>Various events linked to diversity in democracy and women getting the vote have been held during the year, such as:</p> <ul style="list-style-type: none"> • Celebrating International Women's Day (8 March) • Conwy Youth Council meeting students from the US (22 March) • Women's Archive Wales Road Show at Llandudno Library (14 April) • Promotion of Women in Politics (10 May) • EqualTeas (19 June) • Engaging Ethnic Minority Groups (4 July) <p>Work was also undertaken in 2017 around Welsh Government's Diversity in Democracy Programme prior to the local elections in 2017 as a way to encourage more candidates from under-represented groups to stand for election. In Conwy, the age and gender split of our current members post the 2017 election does indeed appear to be more representative of the local population with 31% women and 30% under age 50. Welsh Government are currently reviewing the effectiveness of that programme to determine whether it will run again in the 12 months prior to the 2022 local elections.</p>
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5.2.1	Promote the principles of advanced care planning with professionals and communities in Conwy and raise awareness of the Byw Nawr / Live Now Welsh Government guidance	Partnerships COG 7 – End of Life Care		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	March 2018		The principles of advanced care planning continue to be promoted and the partnership have attended relevant events to promote the work of COG 7, for example, St David's Hospice led on a 2017 event where approximately 50 professionals and members of the public. At the event, professionals and those within the partnership shared the principles of advanced care planning and encouraged people to plan for the future. The importance of End of Life Care remains on the partnership agenda and maintaining networks and links between the hospices is regarded as vital. We have also disseminated 'When Someone Dies' signposting leaflets.
5.2.3	Continue with the Conwy Involvement Network, which includes citizen / service-user representatives from various groups and communities: older people, mental health, learning disabilities, physical disabilities, carers to give local people an opportunity to be involved in projects and consultations, giving them a voice in decision-making	Partnerships Participation – Deborah Job		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	March 2018		Conwy Youth Council and Conwy Involvement Network continue to work on agreed partnership priorities, for example, Emotional Health and Wellbeing and Additional Learning Needs. They meet with Cabinet members annually. They also meet with the Conwy People's Partnership (CPP) Board annually to agree joint priorities. The Conwy People's Partnership Board held their joint meeting with the Conwy Involvement Network and Youth Council in September 2018 and the Conwy Involvement Network have chosen 'Support for Carers' as their priority for 2019. The Youth Council have chosen 'Internet Safety including online gambling' as their priority for 2019.
Objective 6 : Address inequalities in Access to information, services, buildings and the environment																
6.1.18	Development of information available online via website and Facebook page in relation to ceremonies and registration in Conwy	Registrars	Law and Governance	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	December 2017		The Council's website has been developed to provide comprehensive information on all areas relating to Births, Marriages and Deaths, including guidance, relevant forms and links. Access to the site is also available via Conwy's facebook page. Further work to develop a more interactive website is being progressed.
6.2.4	Pay and display machine replacement programme	[ERF] Traffic and Network Management	ERF Service Plan 1.9.6.16		✓					✓				March 2018		The pay and display machine replacement programme has continued through the year with 72 new pay and display machines now having been installed. These new machines offer greater flexibility to users as they accept coins and cards for payment and they are more accessible than previous equipment.
6.2.23	Implement and integrate Conwy Children's Rights scheme which ensures that children's rights are taken into account in decisions and changes made by the Council	Partnerships Participation – Deborah Job		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Adopted and launched October 2015 – ongoing work March 18		The Children's Rights Scheme was introduced in 2015 and forms part of the Equality Impact Assessment process so that children's rights are considered under the protected characteristic of age when we are reviewing or introducing new policies and practices. Training has been provided to staff on the Scheme, for example, recent training was provided to staff at Eirias Leisure Centre. The Children's Rights Scheme tool kit is scheduled to be reviewed and if required, will be updated.
6.2.35	Conduct a review of current provision of baby changing / nursing facilities within Conwy Council publically accessible buildings to consider what plans are necessary to ensure appropriate facilities.	[ERF] Technical Services				✓				✓			✓	December 2017		A review of the baby changing facilities has been undertaken and a list of all our public conveniences with the facilities available including baby changing facilities at each location is published on the Council's website, along with opening times. The quality of our buildings used for public conveniences varies significantly across the county. A programme of improvement has been produced and is being implemented in partnership with local Town Councils around the County which is enabling us to improve the facilities to service users and we have refurbished or replaced a number of facilities in the last 2 years. This work will continue to be progressed on a facility by facility basis as and when resources are identified to enable this work to take place. We are currently running a trial where we are leaving the public accessible toilets (accessible via a radar key) and the automated "pay as you go" toilets open and will monitor this trial carefully. There are baby changing and nursing facilities in the new Council building in Coed Pella, as well as an adult changing places facility which are all available to the public. A further review is being undertaken of our other publically accessible buildings such as Libraries, Leisure Centres and other Council Offices to achieve a more consistent standard.