

Strategic Equality Plan 2024-2028 Consultation

We want your views!

We want the future to change for the better. Our draft Strategic Equality Plan is about treating everyone as individuals and aims to publicly state our commitment and drive to be an organisation that actively seeks to improve the lives of people with protected characteristics.

The Plan includes 7 equality objectives, with each objective underpinned by priority action areas that outline how we intend to deliver inclusive services for our people and communities and our staff over the next 4 years.

This consultation aims to seek your views on the proposed Equality Objectives outlined within the draft Plan, and to identify key actions for delivering these objectives moving forward. We need to know if it makes sense to you – are there actions we're missing? We're listening and we'd really like to hear your ideas.

This consultation ends on **2 February 2024**.

Our privacy notice is available online at www.conwy.gov.uk/privacynotices.

If you have any questions contact: equalities@conwy.gov.uk or call 01492 574213.

In what role are you responding? (tick all that apply)

- | | |
|---|--|
| <input type="checkbox"/> Live in the County Borough | <input type="checkbox"/> Visitor / on holiday |
| <input type="checkbox"/> Work in the County Borough | <input type="checkbox"/> Town Councillor / County Councillor |
| <input type="checkbox"/> Group / organisation | <input type="checkbox"/> Member of the Senedd / MP |
| <input type="checkbox"/> Local business | <input type="checkbox"/> Other |

Please tell us the name of the group / organisation you represent (optional)

If 'other' please tell us more

Do you agree or disagree that the draft Equality Objectives outlined will help the Council to reduce inequalities in the workforce and assist service access and delivery?

	Agree	Disagree	Don't Know
Objective 1 – Education Learning & Wellbeing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Objective 2 – Equal Opportunities Employer and Equal Pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Objective 3 – Living Standards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Objective 4 – Health, Wellbeing and Social Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Objective 5 – Personal Security and Access to Justice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Objective 6 – Participation and Diversity of Decision Making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Objective 7 – Socio-economic Disadvantage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you disagree with something in the draft Strategic Equality Plan, please give your reasons for this below:

Are there any areas of inequality that you feel are not covered by the draft Equality Objectives? Please give details below

Can you identify any actions that would help ensure that we reduce inequalities in the workforce and/or assist service access and delivery?

Are you aware of any groups or individuals that we can work with who can support us to deliver on the objectives (if so, please provide details)?

We believe this plan will have positive (or neutral) impacts on the Welsh Language that ensures the Welsh Language is not treated less favourably than the English language. We have identified a number of actions in our action plan that will support this.

Are there any ideas we should consider in terms of further promoting the Welsh Language or increasing opportunities to use and learn the language in the community?

Do you foresee there could be any adverse impact of any of the Equality Objectives on the Welsh language?

Has your response to this consultation been influenced because of any of the following: your ethnic origin, sex, age, marital status, sexual orientation, disability, gender reassignment, religious beliefs or non-beliefs, use of Welsh language, British Sign Language (BSL) or other languages, nationality or responsibility for any dependents?

If so, please give details below:

Are there any further comments you'd like to raise in relation to the Strategic Equality Plan and Equality Objectives for 2024-2028?

Equality questionnaire

These questions are voluntary and are separate from the rest of the questionnaire/consultation.

Knowing the characteristics of people who live and access services in the area helps us to ensure that no one receives less favourable treatment because of their sex, race, national origin, religion or belief, marital status, disability, sexual orientation, gender reassignment, age or language.

The information gathered through this work will be used in accordance with the General Data Protection Regulation for monitoring purposes to help create a fully inclusive environment. Data will be kept confidential and will not be used to attempt to identify any individual. This information will be securely destroyed after we have analysed the data that will only be used in connection with this area of work.

If you are uncomfortable completing all of the boxes, please feel free to complete the ones that you are comfortable with, as this data will still be useful to us.

Age group

0-15

16-24

25-34

35-44

45-54

55-64

65-74

75 and over

Prefer not to say

Sex

Female Male Other Prefer not to say

If 'other' please tell us more

Gender identity

Is the gender you identify with the same as your sex registered at birth?

Yes No Prefer not to say

If 'no' please tell us your gender identity

Disability

Do you have a physical or mental health condition or other impairment that has lasted or is likely to last at least 12 months, or is of a progressive nature?

Yes No Prefer not to say

If 'yes', please provide more details (tick all that apply)

- Learning disability / difficulty
- Physical impairment
- Sensory impairment
- Mental health condition
- Long standing illness / health condition
- Other
- Prefer not to say

If 'other' please tell us more

Do any of your conditions or illnesses reduce or limit your ability to carry out day-to-day activities?

Yes, a lot Yes, a little Not at all

Caring responsibilities

Do you look after or give any help or support to family members, friends, neighbours or others because of -

- learning disability / difficulty
- long term physical or mental ill-health / disability; or
- problems related to old age

Do not count anything you do as part of your paid employment.

Yes No Prefer not to say

If 'yes' please tell us how many hours of care you provide each week

1-19 hours 20-49 hours 50 hours or more

National identity (tick all that apply)

- Welsh
- English
- Scottish
- Northern Irish
- British
- Other
- Prefer not to say

If 'other' please tell us more

Ethnic group

White

Welsh, English, Scottish, Northern Irish or British

Irish

Gypsy or Irish Traveller

Roma

Any other White background

If **'other'** please tell us more

Mixed or multiple ethnic groups

White and Black Caribbean

White and Black African

White and Asian

Any other mixed or multiple background

If **'other'** please tell us more

Asian, Asian Welsh or Asian British

Indian

Pakistani

Bangladeshi

Chinese

Any other Asian background

If **'other'** please tell us more

Black, Black Welsh, Black British, Caribbean or African

Caribbean

African background

Any other Black background

If **'other'** please tell us more

Other ethnic group

Arab

Any other ethnic group

If **'other'** please tell us more

Preferred language (spoken)

Welsh

English

Both English and Welsh

British Sign Language (BSL)

Other

If **'other'** please tell us more

Preferred language (written)

- Welsh Both English and Welsh Other
 English Braille

If 'other' please tell us more

Religion

- No religion Hindu Sikh
 Christian (all denominations) Jewish Other
 Buddhist Muslim Prefer not to say

If 'other' please tell us more

Sexual orientation

Which term best describes your sexual orientation?

- Heterosexual / straight Bisexual Prefer not to say
 Gay or Lesbian Other

If 'other' please tell us more

Marital status

- Never married and never registered a civil partnership Divorced / formally in a civil partnership which is now dissolved
 Married Widowed / surviving partner from a registered civil partnership
 In a registered civil partnership Prefer not to say
 Separated, but still legally married / in a civil partnership

Who is (was) your legal marriage or registered civil partnership to?

- Someone of the opposite sex Someone of the same sex

Do you have any children living at home? (tick all that apply)

- No children living at home Yes, aged 16-18 in full-time education or working
 Yes, aged under 5 (pre-school) Yes, aged 16-18 but not in full-time education and not working
 Yes, aged 5-11 (primary school)
 Yes, aged 11-16 (secondary school)

Employment status

What best describes your employment status?

- Working as an employee - full time
- Working as an employee - part time
- Working as an employee - casual/zero hours contract
- Self employed/freelance
- Unemployed
- Retired (whether receiving a pension or not)
- Studying
- Looking after home or family
- Long-term sick or disabled
- Other
- Prefer not to say

If 'other' please tell us more

Do you have any qualifications? (please tick all that apply)

- Degree or above; foundation degree; HNC; HND; NVQ level 4 or above; teaching or nursing
- 2 or more A level passes; 4 or more AS level passes; NVQ level 3; Advanced Welsh Baccaulaureate
- 5 or more GCSE (A*-C, 9-4), O level (passes) or CSEs (grade 1); 1 A level; 2-3 AS levels; NVQ level 2; BTEC general; City and Guilds Craft; Intermediate Welsh Baccaulaureate
- NVQ level 1; any other GCSEs, AS levels, O levels or CSEs; Entry Level qualifications; Basic Skills course; Foundation Welsh Baccaulaureate
- Completed an apprenticeship
- Any other qualifications, equivalent unknown
- No qualifications
- Prefer not to say

If 'other' please tell us more

What best describes your housing tenure?

- Own outright
- Own with a mortgage or a loan
- Part own and part-rent (shared ownership)
- Rent from a housing association or other registered social landlord
- Rent from a private landlord or letting agency
- Live rent free
- Other
- Prefer not to say

If 'other' please tell us more

Have you served in the UK Armed Forces?

- No - I have never served in the Armed Forces
- Yes - I am currently serving in the Regular Armed Forces
- Yes - I am currently serving in the Reserve Armed Forces
- Yes - I am a veteran of the Armed Forces
- Prefer not to say

Thank you for taking time to complete this survey.

Please return completed surveys by post to -

Corporate HR Services
Conwy County Borough Council, PO Box 1, Conwy, LL30 9GN

The consultation closes on 2 February 2024.