

MEETING	Democratic Services Committee
DATE	29 September, 2015
SUBJECT	Diversity sub-group
PURPOSE	Update the members on the work of the diversity sub-group and present the work programme.
AUTHOR/ OFFICER	Vera Jones Democratic Services Manager

BACKGROUND

- 1.1 The Diversity sub-group was established in February 2015 to respond to a National report and the guidance provided in the Local Government Act (2012) to try and increase diversity in Local Government.
- 1.2 The aim of the sub-group was to look at the current situation in Gwynedd and compare the profile of elected members in Gwynedd with the profile of the County to see if they were comparable. The Group looked at statistics with regards to age, gender, ethnic background, and disability.
- 1.3 Following analysing the current situation, undertaking some research into the subject, a work programme has been formed in order to try and make a difference for the 2017 elections.

THE WORK SO FAR

2.1 The sub-group has met a few times over the last few months and have analysed the data and statistics provided for the four elements. It was decided as follows:

Ethnic background: a small inconsistency between the Council and the County profile, and therefore not a priority for action by the Group. Promoting people from different ethnic backgrounds should feed to other projects should the chance arise, but no specific plan has been developed by the Group.

Disability: It is hard to analyse as data in this field is very hard to get. Gwynedd Disability Champion has noted that work is currently undergoing in this field. No specific plan for this Group, but as above, should feed to other projects should the chance arise.

Gender: Inconsistency in the Council and County's profile - see appendix B. Work programme has been drafted (see below)

Age: Inconsistency in the Council and County's profile – see appendix B below. Work is ongoing through the Children and Young People's

Partnership to raise awareness and understanding of the role of elected members and the role of the Council with young people. The sub-group were keen to avoid duplication, therefore it was decided that the Group would feed any ideas for promoting democracy for Young people through the Cabinet Member for the Partnership to implement if possible.

- 2.2 The Group has further work to undertake, looking at information with regards to the barriers preventing individuals standing for election, looking at research which has information from former members from accross Wales about the barriers and opportunities to improve, along with consideration to the new National Programme which has just been launched. The programme was launched on 17th September, and the Group will look for oppotunities arrising from the National work programme which can be co-ordianted with our local work programme.
- 2.3 The Group will meet again on the 12th October to consider the elements noted in 2.2 above and form a work programme.

NEXT STEPS

- 3.1 Following the next meeting of the sub-group, a copy of their work programme will be presented to the Democratic Services Committee to consider and support. If the Committee is supportive of the work plan, it will be essential to ensure that more members are willing to help implememtn the work programme than only the members of the sub-group.
- 2.5 In addition, preparing fot the next Council elections, to be held in May 2017, is crucial. The sub-group will need to consider, in the future, the best way to present any review or proposals in sufficient time to prepare for the next elections.

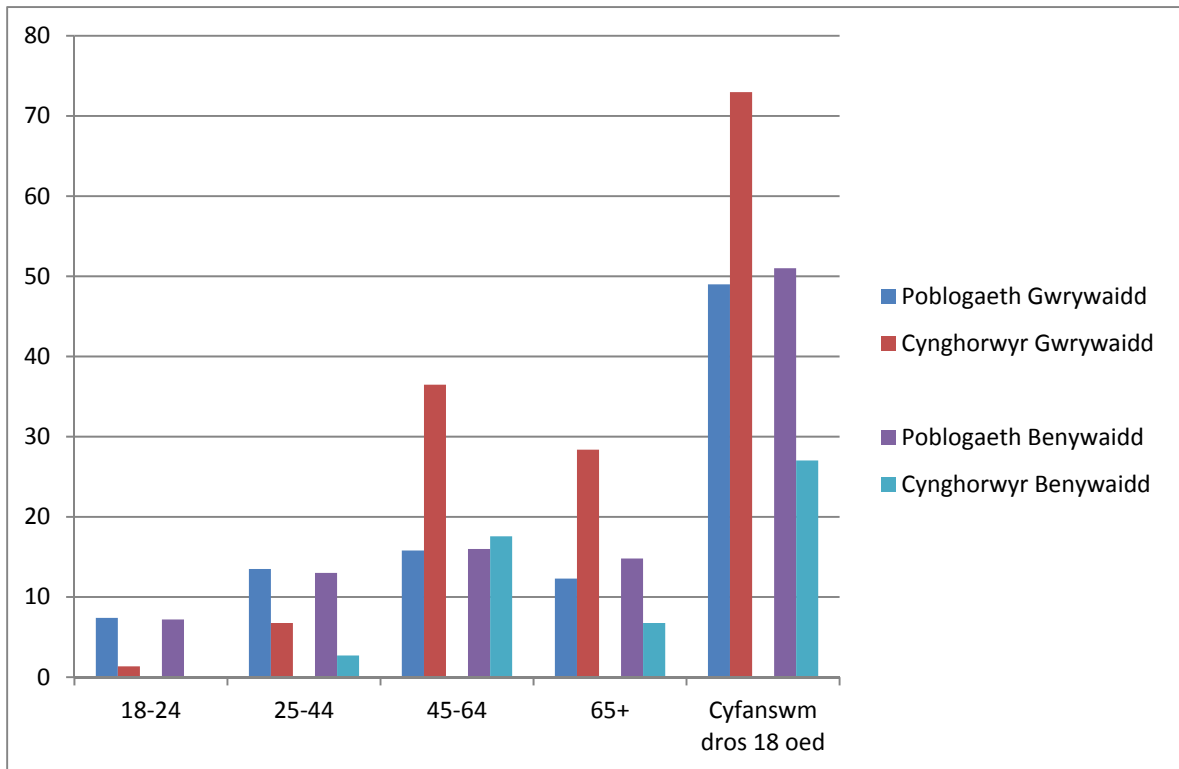
APPENDIX A

Current sub-group membership

Councillors	Role
Tom Ellis	Democratic Services Committee
Sian Gwenllian	Democratic Services Committee
Sion Jones	Democratic Services Committee
Peter Read	Disability Champion
Gwen Griffiths	Diversity Champion
Mair Rowlands	Children and Young People's Champion

APPENDIX B

The graph below shows information, per age Group, about the profile of Gwynedd and the profile of Gwynedd elected Members for male and female. It is presented as background information to the Democratic Services Committee.



Data correct at February 2015