

<b>MEETING</b>	<b>Democratic Services Committee</b>
<b>DATE</b>	<b>24<sup>th</sup> November, 2015</b>
<b>SUBJECT</b>	<b>Diversity sub-group</b>
<b>PURPOSE</b>	<b>Update the members on the work of the diversity sub-group and present the work programme.</b>
<b>AUTHOR</b>	<b>Councillor Tom Ellis Chair of Diversity sub-group</b>

## **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 A**. Work programme has been drafted (see below)

Age: Inconsistency in the Council and County's profile – see **Appendix A** 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 also looked at barriers preventing individuals standing for election, National Research findings from former members from across Wales about the barriers and opportunities to improve, along with the new National Programme which has just been launched.

2.3 The information was used at the Group set about forming a draft work programme for the next steps.

### **NEXT STEPS**

3.1 A copy of the draft work programme is presented to the Democratic Services Committee in **Appendix B**. The committee is asked to consider and support the work programme.

3.2 The draft work programme contains elements which are dependent on Members and Political Parties to play a key role if they are to be implemented. If the committee is supportive of the draft work plan, the input of Members to play a part must also be secured.

3.3 In addition, the draft work programme contains suggestions where partners would play a role in assisting the promotion of diversity in democracy in various fields, eg Children and Young People's Partnership, Youth Clubs, the University etc We will need to discuss with the various partners to ensure the way forward.

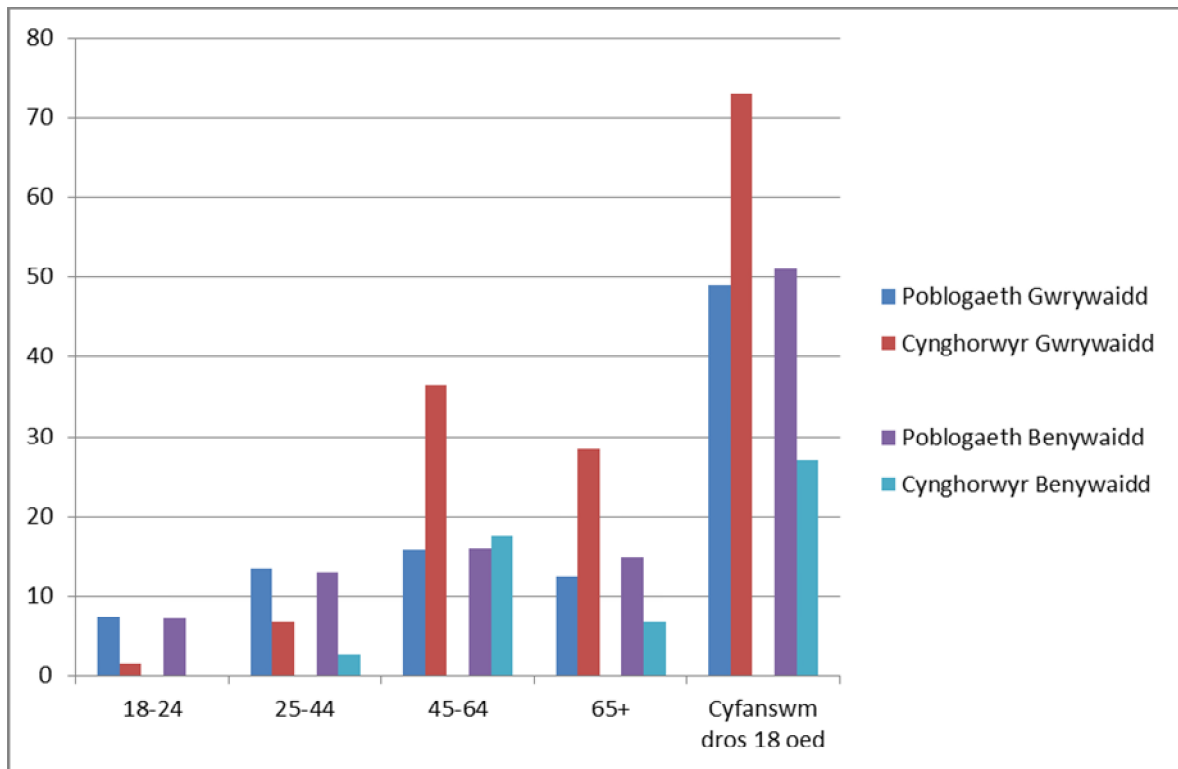
3.4 The Sub-group sees its work programme as a live one that could be amended or added to following discussions, for example, after the proposed focus group on what are the obstacles for people standing for election.

3.5 Preparing for the next Council elections, to be held in May 2017, is also crucial to consider. 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.

3.6 The Committee's views on the draft programme are sought.

## APPENDIX A

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

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 Griffith	Diversity Champion
Mair Rowlands	Children and Young People's Champion