Analysis of the Engagement on

Cyngor Gwynedd Equality Objectives

April – August 2024

Introduction

Cyngor Gwynedd has a duty to examine our Equality Objectives every four years and change them as required, in accordance with the Equality Act 2010.

When determining which objectives to use, the Council is required to consider data about equality characteristics, the Welsh Government's new Action Plans and the Council's other plans. However, one of the most important things was the engagement work to find out what Gwynedd residents wanted, as the people who use our services. The Council has undertaken an extended period of engagement during the spring and summer. This engagement has ensured that people's voices are heard and their opinions are used when determining the draft Objectives to hold a further consultation on them.

Various methods were used including a questionnaire in a variety of formats and languages. It received 597 responses. We also met with various groups of people with protected characteristics and attended some events, and more information about this and the information gathered is in Appendix 1 of this document.

The consultation was live between 14/04/2023 and 18/08/2023. 597 responses were received to the questionnaire with 87.9% (N=525) of questionnaires completed online and 12.1% (N=72) completed via the citizens' panel.

In order to avoid a blank page, and to provide information to those participating, we started by asking 5 specific questions about the current Objectives to find out if they thought it was important for us to continue working in these fields. They were then asked to say what else would be important to include in the new Plan. Additionally, there was a question on the Welsh language and questions about equality characteristics in the questionnaire.

Part 1: Questionnaire results

Who responded to the questionnaire?

597 responses were received to the questionnaire. 87.9% (N=525) of the questionnaires were completed online and 12.1% (N=72) were completed via the citizens' panel. Information about the respondents can be seen below:

Area

As seen from the table below, there is representation from every well-being area.

	Number	Percentage
Pen Llŷn Area	40	6.7

Porthmadog / Penrhyndeudraeth Area	34	5.7
Bro Ardudwy	41	6.9
Bro Dysynni	38	6.4
Bro Ffestiniog	24	4.0
Bro Lleu / Nantlle	28	4.7
Bro Ogwen	35	5.9
Bro Peris	38	6.4
Bala / Penllyn Catchment Area	9	1.5
Bangor Catchment Area	53	8.9
Caernarfon Catchment Area	29	4.9
Dolgellau Catchment Area	36	6.0
Pwllheli Catchment Area	28	4.7
Outside Gwynedd	9	1.5
Not answered	124	20.8
Post code incomplete	31	5.2
Total	**597**	**100.0**

Protected characteristic: Sex

	Number	**Percentage**
Woman / Female	263	44.1
Man / Male	254	42.5
I prefer not to say	38	6.4
No response	38	6.4
I identify in a different way	4	0.7
Total	**597**	**100.0**

Protected characteristic: Age

	Number	**Percentage**
15 years old or younger	2	0.3
16 - 24 years old	10	1.7
25 - 34 years old	39	6.5
35 - 44 years old	60	10.1
45 - 54 years old	86	14.4
55 - 64 years old	121	20.3
65 - 74 years old	132	22.1
75 - 84 years old	73	12.2
85+ years old	7	1.2
I prefer not to say	37	6.2
No response	30	5.0
Total	**597**	**100.0**

How would you describe your Welsh language skills?

	Number	**Percentage**
Speaking, reading and writing fluently	202	33.8
Speaking, reading and writing, but not very	69	11.6

confident		
Speaking, reading and writing – currently learning	83	13.9
Speaking, but unable to read or write	25	4.2
Unable to speak or understand Welsh	91	15.2
I prefer not to say	59	9.9
Other	95	15.9
Total	**597**	**100.0**

Protected characteristic: Race (Nationality or national identity)

	Number	**Percentage**
Welsh	258	43.2
British	140	23.5
English	93	15.6
I prefer not to say	36	6.0
Other	32	5.4
Scottish	6	1.0
No response	32	5.4
Northern Irish	0	0.0
Total	**597**	**100.0**

Protected characteristic: Race (What is your race?)

	Number	**Percentage**
White	493	82.6
I prefer not to say	44	7.4
No response	31	5.2
Other	10	1.7
Asian	8	1.3
Mixed / several ethnic groups	8	1.3
Black / African / Caribbean	3	0.5
Total	**597**	**100.0**

Protected characteristic: Religion

	Number	**Percentage**
Christian	255	42.7
No religion	219	36.7
I prefer not to say	49	8.2
No response	30	5.0
Other	27	4.5
Muslim	6	1.0
Buddhist	5	0.8
Hindu	2	0.3
Jewish	2	0.3
Sikh	2	0.3
Total	**597**	**100.0**

Protected characteristic: Sexual Orientation

	Number	Percentage
Heterosexual / Straight	457	76.5
I prefer not to say	60	10.1
No response	35	5.9
Other	17	2.8
Bisexual	13	2.2
Gay woman / lesbian	11	1.8
Gay man	4	0.7
Total	**597**	**100.0**

Protected characteristic: Gender reassignment (Has your gender identity changed from that which you were assigned at birth? (for example, you are transgender or trans etc.))

	Number	Percentage
No	495	82.9
I prefer not to say	47	7.9
No response	47	7.9
Yes	8	1.3
Total	**597**	**100.0**

Protected Characteristic: Disability

Section 6(1) of the Equality Act 2010 states that an individual is disabled if:

a. That individual has a physical or mental impairment, and

b. That the said impairment has a substantial and long-term detrimental effect on the ability of the individual to carry out normal day to day activities

Protected Characteristic: Disability (Using this definition, do you consider yourself a disabled person?)

	Number	Percentage
No	387	64.8
Yes	117	19.6
I prefer not to say	59	9.9
No response	34	5.7
Total	**59**	**100.0**

Objective 1 – Training for staff and Councillors

The objective promises "**To strengthen and deepen the capacity and commitment of Cyngor Gwynedd Staff and Elected Members in the field of Equality, by ensuring that they receive the right training.**"

- **Action point 1** – Create an equality training programme that is suitable for all staff members, and for Councillors, for them to better understand their duty towards equality.
- **Action point 2** – Update the information on the intranet for Councillors, including training guidelines and information relevant to the equality field.
- **Action point 3** – Provide more information about equality in other training, such as *Croeso i'r Cyngor* (for new staff) and *Ffordd Gwynedd* (how the Council works) training.

By the end of the period (end of March 2024) we are confident that we will have created a training programme, although more will need to be done. Action points 2 and 3 have already been completed.

a) Do you think that we should continue to have an objective to provide better training for staff and Councillors?

	Number	Percentage
Yes	402	67.3
Unsure	105	17.6
No	71	11.9
No response	19	3.2
Total	**597**	**100.0**

A higher percentage of respondents aged between 25 and 34 have noted 'unsure' and a smaller percentage of them have noted 'yes' compared to other age groups. There are no major differences of opinion when examining the other protected characteristics.

b) Explain why you say this

The free text responses were analysed theme by theme by the equality team.

Of those who noted 'yes', the themes raised were as follows:

Theme	Number	Percentage
Training is important and is essential to the success of the organisation	74	24.6
Training improves staff skills when dealing with the community's needs	63	21.0
Other	47	15.7
Training provides assistance to staff to understand the need for diversity and inclusion	25	8.4

Training can improve the service people receive from the Council	24	7.9
Training is important for any organisation in any field	18	6.0
Linguistic matters	11	3.7
Training is unnecessary, and themes of equality is a field that staff should already be aware of	11	3.6
Concern about the cost of training staff and believe that the funding should be spent in other fields	7	2.3
Councillors need training to be able to represent everyone fairly	6	2.0
Training is important to identify the barriers faced by disabled people	5	1.7
Training strengthens decisions and policies	8	2.7
Training is important to identify the barriers for LGBTQ+ matters	1	0.3
Total	300	100.0

Of those who noted 'unsure', the themes raised were as follows:

Theme	Number	Percentage
Training improves the skills of our staff as they deal with the community's needs	14	27.5
Recognise that training is important	6	11.8
Training is unnecessary, and themes of equality is a field that staff should already be aware of	7	13.8

Unsure	5	9.8
Other	5	9.8
Training can improve the standard of Council services	3	5.9
Training is important and good to be able to measure the success of the organisation	7	13.9
Concern about the cost of training staff and believe that the funding should be spent in other fields	2	3.9
Training can affect decisions and policies	2	4.0
Total	51	100.0

Of those who noted 'no', the themes raised were as follows:

Theme	Number	Percentage
Concern about the cost of training staff and believe that the funding should be spent in other fields	11	22.9
Other	9	18.8
Training is unnecessary, and themes of equality is a field that staff should already be aware of	7	14.6
Recognise that training can be beneficial but still disagree	5	10.4
Training can improve staff skills but other things should be given priority to improve services.	5	10.5
Think that an objective on training is unnecessary	3	6.3

Think there is a need to examine different priorities when examining policies and decisions	4	8.4
The objectives need to examine other things in order to be an inclusive organisation.	3	6.3
Linguistic matters	1	2.1
Total	48	100.0

Objective 2 – Gather different people's opinions

The objective promises "**To improve the information we receive from people with protected characteristics and the information we have about them**."

- **Action point 1** – Conduct a full public survey in order to identify the barriers faced by Gwynedd residents with various characteristics, and what we can do to respond.
- **Action point 2** – Develop more contact with groups or individuals who have protected characteristics, by making our Equality Core Group more diverse. The Equality Core Group is a group of people who come from organisations that support or represent people with protected characteristics.
- **Action point 3** – Ensure that there is a way for everyone in the Council to know what people with the various characteristics need. We will use the information gathered to improve our services. We will also review our Access/Equality Policy based on the observations received.

We had to conduct the survey during lockdown. This meant that it was difficult to do it as fully as we had hoped. We are currently working on increasing the size of the Equality Core Group. The Equality Group has been updated.

a) Do you think that we should continue to have an objective to ask for the opinions of people with protected characteristics?

	Number	Percentage
Yes	366	61.3
Unsure	118	19.8
No	84	14.1
No response	29	4.9
Total	**597**	**100.0**

A higher percentage of women have stated 'yes' compared with any other cohort. A higher percentage of respondents who note that they are disabled have stated 'yes'. A higher percentage of respondents who note that they are a gay man / gay woman / lesbian also said 'yes'.

b) Explain why you say this

These free text responses were analysed into themes by the equality team.

Of those who noted 'yes', the themes raised were as follows:

Theme	Number	Percentage
Important for the community to get an equal opportunity to voice their opinion	69	27.9
Important to gain an understanding of diversity and inclusion	62	15.7
It is always a good idea to improve understanding more widely	28	11.2
The information is needed to gain a better understanding and to recognise the success of the services provided by the Council and what needs to change	26	14.8
It improves staff knowledge in order to improve skills and policy matters, and to work towards continuous success	28	12.0
Other	25	10.8
To identify the equality barriers and needs of the community	11	4.4
Important for our understanding of accessibility and disability	7	2.8
Linguistic matters	5	2.0
Total	249	100.0

Of those who noted 'unsure', the themes raised were as follows:

Theme	Number	Percentage
Unsure	27	54.0
Other	10	20.0
Concern about the cost of engagement, believing that the funding should be spent in other fields	3	6.0
A good idea for the council to gain a better understanding of the community's views and to be more inclusive.	6	12.0
Gives everyone the same opportunity to voice their opinion	2	4.0
Believing that the Objective is unnecessary	2	4.0
Total	50	100.0

Of those who noted 'no', the themes raised were as follows:

Theme	Number	Percentage
I feel that the Objective is unnecessary and that there are better priorities.	34	59.9
Concern about the cost of engagement and believing that the funding should be spent in other fields	13	22.8
Other	6	10.5
Linguistic matters	2	3.5
Agree that it is important for people to have the opportunity to voice an opinion, but do not feel that it should be an Objective	2	3.6

Total	57	100.0

Objective 3 – Improving our Equality Impact Assessment system

The objective promises "**To build on the work already carried out to embed Equality Impact Assessments as a tool to ensure better decision-making**". Equality Impact Assessments are a way of ensuring that the needs of people with different equality characteristics are considered when drawing up or amending new policies or services.

- **Action Point 1** – Produce additional training on impact assessments.
- **Action Point 2** – Provide assistance to Councillors to ensure that equality is central when making decisions.
- **Action Point 3** – Give due consideration to equality needs when savings or cuts need to be identified.

The training will be created and offered to relevant staff members and Councillors by the end of the period. Equality officers shared their opinions on savings.

a) Do you think we should continue to have an objective to improve our equality impact assessment arrangements?

	Number	Percentage
Yes	344	57.6
Unsure	137	22.9
No	88	14.7
No response	28	4.7
Total	**597**	**100.0**

A higher percentage of women have stated 'yes' compared with any other cohort. A higher percentage of respondents in the 25-34 and 35-44 age group have stated 'yes'. There are no major differences of opinion between the respondents who have noted that they are disabled and those who have noted that they are not disabled. A higher percentage of respondents who are bisexual, a gay man / gay woman / lesbian noted 'yes', with a higher percentage of respondents who are heterosexual / straight noting that they are unsure.

b) Explain why you say this

These free text responses were analysed into themes by the equality team.

Of those who noted 'yes', the themes raised were as follows:

Theme	Number	Percentage
Think that an impact assessment is essential for various reasons	42	21.8
Believe that an assessment is a good way to see continuous success in the equality field	51	26.5
Feel that it is a good idea for any organisation to have an assessment system in place and that it is a good way of getting community feedback	40	19.7
Other or unsure	24	12.4
Essential to be an inclusive organisation that considers the diversity of the community	15	7.5
An assessment improves staff skills in the field and, therefore, improves services	7	3.6
Assessments are important for specific equality characteristics and for the inclusion for all.	6	3.1
Linguistic matters	4	2.1
Believe that they are important but still concerned about the cost	2	1.0
Assessments are important to question quality	2	1.0
Total	193	100.0

Of those who noted 'unsure', the themes raised were as follows:

Theme	Number	Percentage
Unsure	29	60.4

	Number	Percentage
Other	6	12.5
Feel that the impact assessment is unnecessary and that there are other priorities	6	12.5
Concern about the cost and believe that the funding should be spent in other fields	3	6.3
It could be a good idea to measure success and to improve continuously if it is done correctly.	3	6.3
Linguistic matters	1	2.1
Total	48	100.0

Of those who noted 'no', the themes raised were as follows:

Theme	Number	Percentage
Feel that the impact assessment is unnecessary, a tick-box exercise and that there are other priorities	30	50
Concern about the cost and believe that the funding should be spent in other fields	14	23.3
Other	14	23.4
It could be a good idea to measure success and to improve continuously if it is done correctly.	2	3.3
Total	60	100.0

Objective 4 – Pay gap

This pay gap is an equality measure that shows the difference between the average earnings of men and women. It is different to an equal pay measure, which shows whether women and men receive the same salary for the same type of jobs within an organisation.

We promise "**To act to reduce the gender pay gap and identify any pay gap based on any other characteristic**."

- **Action Point 1** – Try to get more staff to complete the equality data questionnaire to improve the information we have. The Council cannot force anyone to complete it.
- **Action Point 2** – Continue to conduct an annual audit on the pay gap between men and women, and work to develop our ability to undertake an audit on other characteristics. In addition, undertake a pay audit every three years to ensure that we continue to pay equal salaries.
- **Action Point 3** – Continue with the Women in Leadership project to promote the number of women who apply for and attain higher positions within the Council by reviewing work conditions and the working environment.

The audit has been completed and it shows that we provide equal pay. The figures show that the Council has a pay gap between men and women, as all other Councils, although the pay provided to men and women for the same type of work is equal. However, Women in Leadership is a separate project that will continue regardless. The guidelines state that we must have an objective that deals with the pay gap.

a) We must have an objective about the pay gap. Do you have you any observations about this objective?

These free text responses were analysed into themes by the equality team.

Theme	Number	Percentage
Believe that men and women should be paid fairly for the same job.	157	40.2
Feel that the objective is important and should be one of the Council's priorities.	82	21.0
Concern about the cost and believe that the funding should be spent in other fields as this is something that is unnecessary	47	12.0
Other	36	9.3

Feel that the person's gender is not important and that the salary should only reflect the job	29	7.5
No	25	6.4
Unsure	5	1.3
Recognise that a pay gap exists	4	1.0
Linguistic matters	3	0.8
Is important and corresponds with other Equality characteristics	3	0.9
Total	391	100.0

Objective 5 – More diversity among the people applying for jobs in the Council

We have promised "**To take action to attract a range of applicants for posts in order to increase the diversity of our workforce**"

- **Action Point 1** – Use the information that has been gathered from the equality questionnaire for staff (see Objective 4) and the engagement (Objective 2) to identify whether there are any matters that prevent specific cohorts of people from applying for jobs.
- **Action Point 2** – Work jointly with other public bodies within our region on any barriers.
- **Action Point 3** – Prioritise working towards reaching Level 2 of the 'Disability Confident' Scheme in order to be a 'Confident Employer', and look into becoming a Stonewall Champion.

We have identified some barriers and are working on them. We are still working with public bodies to see what we can do on a joint basis. We hope that we will reach level 2 of the 'Disability Confident' Scheme by the end of the period. We decided to apply for an accreditation with Inclusive Employers, rather than Stonewall, in order to address all of the protected characteristics.

a) Do you think that we should continue to have an objective to improve the diversity of people who apply for jobs?

	Number	Percentage
Yes	371	62.1
No	108	18.1
Unsure	91	15.2
No response	27	4.5
Total	**597**	**100.0**

A higher percentage of women have stated 'yes' compared to any other cohort within gender. A higher percentage of respondents in the 35-44 and 55-64 age group have stated 'yes', while a higher percentage of respondents in the 25-34 age group have stated 'no'. A slightly higher percentage of respondents who note that they are disabled note 'yes', than those who note that they are not disabled. A higher percentage of respondents who note that they are bisexual, a gay man / gay woman / lesbian note 'yes'.

b) Explain why you say this

These free text responses were analysed into themes by the equality team.

Of those who noted 'yes', the themes raised were as follows:

Theme	Number	Percentage
This objective is important to promote inclusion and diversity	93	37.5
Linguistic matters	41	16.5
A good idea to continue with this objective in order to continue to improve	31	12.5
Feel that it is a good idea to promote equal opportunities but the best person for the job should be appointed, whatever their protected characteristics	29	11.7
Other	20	8.1
An objective that is important to disabled people to promote equal opportunities in this community	16	6.4
An objective that is important to LGBTQ+ people to promote equal opportunities in this community	7	2.8

A good way of removing barriers and discrimination	5	2.0
A way of improving services by having a more diverse workforce	6	2.4
Total	248	100.0

Of those who noted 'no', the themes raised were as follows:

Theme	Number	Percentage
Feel that the Council should look at the skills of an applicant when recruiting, and appoint the best person for the job	50	60.2
Concern about the cost and believe that the funding should be spent in other fields	2	2.4
Agree that it is good to remove barriers for specific characteristics and promote inclusion, but still feel that it should not be an objective	7	8.4
Other	7	8.4
Unnecessary objective as positive discrimination is already happening	14	16.9
Linguistic matters	3	3.6
Total	83	100.0

Of those who noted 'unsure', the themes raised were as follows:

Theme	Number	Percentage

Feel that the Council should look at the skills of an applicant when recruiting, and appoint the best person for the job	13	36.1
Other	9	25.0
Unsure	5	13.9
Agree that it is good to remove barriers for specific characteristics and promote inclusion, but still feel that it should not be an objective	6	16.7
Unnecessary objective as positive discrimination is already happening	2	5.6
Linguistic matters	2	5.6
Total	36	100.0

Other matters we should consider

Thank you for giving your opinion on the objectives we already have for us to see what is important to include in the next Equality Plan.

Is there anything else that needs to be included in 2024-28, in your opinion?

a) Do you believe that we should consider including any other matters in our new objectives?

Nearly half the respondents noted that they had no opinion, with nearly a third noting that consideration needed to be given to other matters.

	Number	Percentage
No opinion	275	46.1
Yes	184	30.8
No	95	15.9
No response	43	7.2
Total	**597**	**100.0**

If you answered 'yes' to the question "Do you believe that we should consider including any other matters in our new objectives?", what is your first suggestion? Why do you want to include this objective?

These free text responses were analysed into themes by the equality team.

153 responses were received to this question. The table below shows the themes raised.

What is your first suggestion?

Theme	Number	Percentage
Concern about the Council's expenditure on equality objectives and believe that there should be expenditure on other things entirely.	21	13.8
Further comments on salary or recruitment matters	8	5.2
Comments on inclusion and diversity for specific protected characteristics.	32	21.7
Others matters beyond equality	37	25.2
Further comments on the need to improve services in general	26	17.1
Comments on staff skills	8	5.2
Linguistic matters	21	13.7
Total	153	100.0

What is your second suggestion?

Theme	Number	Percentage
Other	24	41.4

Comments on inclusion and diversity for specific protected characteristics.	16	29.2
Further comments on the need to improve services in general	5	8.6
Comments emphasising the importance of environmental matters, and to note them as a priority instead of equality matters	3	5.2
Need to examine the transport situation to improve this service	3	5.2
Further comments on salary or recruitment matters	2	3.4
Feel that the consideration given to equality matters is unnecessary and we should prioritise other things	2	3.4
Linguistic matters	2	3.4
Total	58	100.0

What is your third suggestion?

Theme	Number	Percentage
Other	22	58.4
Concern about the Council's expenditure on equality objectives and believe that there should be spending on other things entirely.	5	12.8
Comments on inclusion and diversity in general	5	12.8
Further comments on specific training ideas	4	10.3
Linguistic matters	2	5.1

Total	39	100.0

See attachment one for further analysis.

Part 2: Meetings with Groups

It was decided that the best way to reach people with protected characteristics would be to attend meetings of the relevant groups to ensure that we get a variety of people with life experience responding and meeting some people who wouldn't take part otherwise. This way, every effort is made to reduce the gaps in our knowledge of experiences the different equality characteristics groups.

List of engaged groups:

- Independents Advocacy Service NWAAA
- Balchder Gogledd Cymru
- GISDA
- Young Carers Group (8-13)
- Young Carers Group (13-18)
- Unique Transgender Network
- Arfon Access Group
- Galwch acw
- Porthmadog Boccia event
- Gwynedd Council Equality Core Group

In addition, an email was received from the Arfon Access Group, after they had discussed the matter further.

A variety of methods were used that suited the group and the circumstances including a simplified questionnaire, slides, pictures, stickers, conversation.

In most situations 5 specific questions were asked to find out the changes we would like to see in the new plan and what is important for us to continue working on.

- **Is it still important to give training to our staff and Councillors?**

The groups felt that this was important to be able to build staff understanding on equality issues and to update people on the correct terms to use and the best practice when engaging with a diverse community. The community said that through diversity and training we learn together what is important. It is important that the objectives focus on all types of characteristics and not just one type, to give fair representation to everyone, so the training will need to reflect this. It was said that training teaches people how to respect each other and ensures that the council's workforce gets the support they need when dealing with broad issues of equality. It was also noted that this is a matter of duty and work that the Council should be doing anyway. The training needs of Councillors was also raised

- **Is it important that we still ask people for their opinion?**

The community also felt that this objective was important to be able to ensure continuous improvement. It was said that it was important to ask people's opinions because it is good practice in being inclusive and to understand the obstacles some groups face. Some said that asking questions to different groups of people was important in order to get more diverse responses and show that the council were listening to people. Another group said that engagement gives different people better representation from the council. One group noted that engagement work is highly valued by LGBTQ+ communities as it shows that the council is ready to learn and improve.

- **Is it important for us to keep improving our Equality Impact Assessment procedure, to make sure that our policies are fair for everyone?**

After an explanation of how impact assessments worked, as many of the groups were not familiar with impact assessments, the groups agreed that assessing impact was essential to the council's work. One group said it was worth keeping and improving and another group said it was a useful way for the council to identify unfairness. It was also noted that this is a matter of duty and work that the Council should be doing anyway.

- **Is it important for us to continue working to reduce the gender pay gap and identify any other pay gaps?**

In a number of groups we discusssed the difference between the pay gap and fair pay. Groups again, on the whole, agreed that this was important, but a few individuals were of the opinion that it was not a priority because everyone was paid based on the requirements and responsibilities of the job and not gender issues. However, in general everyone agreed that women should be paid fairly and that further work needs to be done to specifically look at the pay gap between the sexes.

- **Is it important for us to continue working to increase the diversity of our workforce by attracting different candidates?**

Once again almost everyone agreed that this was an important objective to ensure equality and equal opportunities. Some who took part in the engagement said that there is always a need to think about diversity in the workplace and that more positive discrimination is needed to attract and retain diversity in our workforce. Another group went on to say that having a variety is always a benefit to any workplace when it comes to dealing with problems. Another group thought that this was the best way to find the best staff and to keep the best staff. On the other hand some felt that it should be ensured that the best people are chosen for jobs, regardless of their equality characteristics.

After gathering opinions specifically about these objectives, there was then a chance for people to discuss any other issues they believed we should consider in the new equality plan. Below are the most common and repeated categories.

- **Disability matters**

The groups felt that there was a need for better training in general for disability issues and a number of different areas within the field had been mentioned. One person mentioned autism awareness training in general but especially in schools. One group had said that there was a need for more Braille and BSL learning opportunities and a better understanding of neurodiversity. Mental health was often raised, with suggestions of working with ICAN and ensuring better mental health training for council staff to deal with work-related stress. Dementia had also been identified by one group, who felt that more work was needed to raise awareness of Alzheimers. Beyond training, there were practical things such as taking another look at disabled parking spaces, public transport and more leisure opportunities. They also noted the need to remember disability as a characteristic, as not doing so can endanger lives, and as the Government has not created an Action Plan on the matter.

- **LGBTQ+ matters**

One group said that there is a need for more representation for trans people and to ensure that there are trans policies in the workplace and that they are consistent. Another group said that it is necessary to look at operational things such as the use of the public toilets, and how the Council will be able to be more inclusive with the trans community in this matter. It was said that we need to consider people who have more than one protected characteristic using the example of the LGBTQ+ community, mental health and young people. The mental health of LGBTQ+ young people was emphasised

- **Data and information**

Some groups were of the opinion that it was necessary to improve data and the use of data in order to identify where there are problems in order to focus on them. One group said this helps identify patterns to improve a number of other aspects that need more work such as the training needed for specific equality topics.

- **Schools, Children and Young People**

Issues around schooling and children or young people were often raised by the groups. Some groups felt that there was a need for better accessibility for physical disabilities in the schools and that there was a need to create more safe places for children with learning difficulties or neurodiversity. The groups also felt that more needed to be done for school children outside of school such as more places to cross, more activities for children after school and an effort for young carers to get a free or reduced fair bus ticket. More comments arose specifically for young carers including more time away from school or letting carers use mobile phones in an emergency. Some felt that children needed more one-to-one support to ensure early intervention for equality barriers. One other group raised the need for the council to be doing more to reduce the concerns of the people of Gwynedd around the education system of school children.

Some of the matters raised by the groups were operational issues and are being passed on to the relevant services.

Attachment 1 – Further analysis of the question: Do you think we should consider any other matters in our new objectives

The analysis of this question in Part 1 of the document is done on the basis of the question'r three parts. This analysis brings the answers in the 3 parts together and considers what was said in the supplementary question to each part: "Why do you say that". The information below has therefore taken into account all the comments made by those who answered Yes to the question above. It also shows our response.

Issues regarding Equality and Socio-economic Disadvantage

Matter raised	Sylwadau
Fair wages, and paying the living wage	This is addressed in Objective 1 where there are action points regarding the pay gap
Diversity within employment – disability (especially hearing impairments, neurodiversity), immigrants, people who do not speak Welsh or who are not fluent, respect for various religions and customs, local people. Remembering that diversity is needed at all levels of the workforce. Work towards Disability Confident level 3 (and beyond). Mentoring program, and "reverse" mentoring (where a member of staff with an equality characteristic mentors a manager). Equality experts on interview panels. Provide feedback to unsuccessful candidates. Act positively.	This is addressed in Objective 1 where there are action points to improve diversity within the workforce and work towards Disability Confident level 3. The Council already offers a variety of language training for staff.
Other employment issues – flexible working and clear communication with staff	This is also addressed in Objective 1
Improving access to buildings, facilities, services and jobs for disabled people bearing in mind people with dyslexia etc, and for people who do not drive. Consultation on access. These matters were raised regarding the area in general as well as the Council specifically.	This is addressed in part in Objective 1 (improving diversity within employment – there are action points on making adjustments and document accessibility) and Objective 3 (action points on a survey of service accessibility, website and museum accessibility). We recognise that the Council has the duty to promote equality more widely, but we believe it is better to focus on internal issues at the moment.

Accessibility of communication and information, correct use of terminology. Use different ways of communicating	This is addressed in Objective 3 (action points on a survey of the accessibility of services, the accessibility of the website and museums).
Engaging with groups of people with different protected characteristics and supporting those groups in order to ensure safe places to meet, guidance and support for the third sector to with the Council on this work.	The first part of this is addressed in Objective 2. The Council already has a number of ways to support community groups. We encourage any organization that wants to contribute to the equality agenda to contact equality@gwynedd.llyw.cymru to discuss and perhaps become part of our Equality Core Group.
Housing issues – safety, more quality social housing	The information has been passed on to the Department
Welsh issues outside of employment - free Welsh lessons, the belief that the Welsh language leads to discrimination, need to ensure that Council meetings take place in Welsh with translation rather than switching to English.	Some of the issues that have been raised are a matter for the Council's Language Policy and the comments have been passed on to the service. Funding Welsh lessons (for those who do not work for the Council) is a matter for the Welsh Government, but the Council works in partnership with Menter Iaith Gwynedd to give people opportunities to practice and gain confidence in the language.
Training for staff – outsourcing training, gender reassignment training, training on different aspects of communication, neurodiversity, British Sign Language, sensory impairment awareness, in employment	The Council already uses specialist providers to give specific training, and an action point on training is included in Objective 3.
Promote understanding of equality in society as a whole	Most of the Council's staff live in Gwynedd so any work that is done in the training action point will contribute to this. An action point is included in Objective 1 for being a leader in this field within employment.
The Council should have and implement an Anti-Racist strategy	We have considered the Welsh Government's Anti-Racism Wales Action Plan and have included issues as part of the draft Objectives

Consider tourists	The changes to our website, and museums and arts (Objective 3) will apply to this.
Digital training for the public, especially people who have been excluded	Information passed to the relevant service
Public transport – specifically for disabled people, but so that everyone can access services, jobs and facilities	A survey of the public transport system is currently taking place as part of another strategy
Consider socio-economic disadvantage when implementing	The Council already requires this to be considered as part of the socio-economic duty when a policy or way of working is changed or initiated
Promoting equality through Procurement (ensuring that everyone who does work for the Council complies with expectations in the field)	Gwynedd Council has social options in its contracts
Issues regarding Members – more age diversity etc in terms of Members, quota of disabled people	Who is elected is a matter for the candidates, the parties and, most especially, the electors who is elected, but the Council is already working to encourage more diverse candidates.
Ensure that consideration is given to all characteristics, and everyone within those characteristics, to ensure balance.	We have considered all the protected features when creating the Objectives. A question about this has been put in the questionnaire that accompanies the consultation document.
Improve the accessibility of the Objectives	Every attempt is made to make the Objectives as accessible as possible. Easy-to-read versions have also been created.
Accountability of the Scheme, both regularly and transparently	We publish an Annual Report in accordance with the guidelines of the Equality Act
There needs to be action every day, no need for this survey, mainstreaming equality	It is a statutory requirement for the Council to reassess its Objectives every 4 years and also to include the views of people with equality

	characteristics when doing so. The Council's Cabinet has identified equality as one of its priorities in the Council's Plan.

We have omitted a few comments which, unfortunately, discriminated against different protected characteristics.

Operational Matters

 A number of people had drawn our attention to operational issues. We will pass these comments on to the services that deal with these issues. These included bin collection and recycling, town centre improvement, climate change and sustainability issues, Council Plan, grass cutting, employment, taxes, parking, street and road issues, second homes, partnership working, care services issues , creating quality jobs, engagement in general, training on business needs, behaviour of Members, education, anti-social behaviour, 20mph zones, specific wages, atmosphere in rural areas, tourism etc.

There were also a number of comments regarding the Council in general e.g. bringing in people from outside in order to get new ideas, accepting ideas from outside, working effectively in order to make financial savings, more scrutiny, Council jobs in South Meirionnydd, promoting people based on merit not relations, acting in a way that is right for the people of Gwynedd not because of the ideology6-

 of a political party, staff development, positive leadership, transparency in terms of spending. These comments have also been passed on to the relevant officers within the Council.

 Matters outside the Council's remit

The Council is not responsible for some of the things that have been raised here. These include medical and health issues, a bypass, giving more money to low income families, matters relating to Anglesey, Snowdonia National Park issues, social housing estates, private business issues (while accepting our duty to promote equal opportunities), the Police, the civil service (Government), telephone networks, water and dams, the number of Members, the amount of benefits, speed awareness courses.