Analysis of the responses to the questionnaire

Introduction

The questionnaire was available online, and paper copies were also available in Siopau Gwynedd and Libraries across the county. Easy-to-read copies were also distributed. The questionnaire was promoted through Gwynedd Council's social media, Gwynedd Council's website as a 'pop-up' when visiting the website and through Gwynedd Council's Citizens Panel. Emails were sent out to local and national organisations that support people with equality characteristics in the area.

The consultation was live between the end of October and February. There were 149 responses to the questionnaire.

Results

Who answered the questionnaire ?

There were 149 responses to the questionnaire. Most of the respondents responded as individuals (95.3%, N=142).

	Number	Percentage
Individual	142	95.3%
Organisation	3	2.0%
Other	2	1.3%
No answer	2	1.3%
Total	**149**	**100.0%**

As can be seen from the table below there is a representation of each area.

	Number	Percentage
Pwllheli catchment area	15	10.1
Dolgellau catchment area	12	8.1
Bangor catchment area	12	8.1
Bro Ogwen	10	6.7
Bro Ardudwy	8	5.4
Bro Peris	8	5.4
Bro Lleu / Nantlle	7	4.7
Bro Dysynni	7	4.7
Pen Llŷn catchment area	5	3.4
Bro Ffestiniog	5	3.4
Porthmadog / Penryndeudraeth catchment area	4	2.7
Bala / Penllyn catchment area	3	2.0
Caernarfon catchment area	2	1.3
Outside of Gwynedd	1	0.7
No answer	31	20.8
Postcode not complete	19	12.8
Total	**149**	**100.0**

Sex

	Number	Percentage
Female	61	40.9
Male	56	37.6
Prefer not to say	17	11.4
No answer	12	8.1
I identify in a different way	3	2.0
Total	**149**	**100.0**

Age Group

	Number	Percentage
15 years old or younger	0	0.0
16 – 24 years old	2	1.3
25 – 34 years old	2	1.3
35 – 44 years old	19	12.8
45 – 54 years old	19	12.8
55 – 64 years old	29	19.5
65 – 74 years old	32	21.5
75 – 84 years old	20	13.4
85+ years old	1	0.7
I prefer not to say	14	9.4
No answer	11	7.4
Total	**149**	**100.0**

How would you describe your skills in Welsh?

	Number	Percentage
Speaking, reading and writing fluently	34	22.8
Speaking, reading and writing, but not very confident	24	16.1
Speaking, reading and writing – currently learning	20	13.4
Speaking, but unable to read or write	8	5.4
Unable to speak or understand Welsh	27	18.1
I prefer not to say	16	10.7
Other	10	6.7
Total	**149**	**100.0**

Nationality or national identity?

	Number	Percentage
British	53	35.6
Welsh	44	29.5
English	23	15.4
I prefer not to say	10	6.7
Other	7	4.7
Scottish	2	1.3
No answer	10	6.7
Northen Irish	0	0.0
Total	**149**	**100.0**

What is your race?

	Number	Percentage
White	112	75.2
I prefer not to say	15	10.1
No answer	10	6.7
Mixed / several ethnic groups	5	3.4
Other	3	2.0
Asian	2	1.3
Gypsy / Irish Traveller	1	0.7
Black / African / Caribbean	1	0.7
Total	**149**	**100.0**

What is your religion?

	Number	Percentage
No religion	54	36.2
Christian	51	34.2
I prefer not to say	21	14.1
No answer	11	7.4
Other	7	4.7
Buddhist	4	2.7
Muslim	1	0.7
Hindu	0	0.0
Jewish	0	0.0
Sikh	0	0.0
Total	**149**	**100.0**

Which of these best describes you?

	Number	Percentage
Heterosexual/straight	100	73.5
I prefer not to say	21	15.4
No answer	13	8.7
Bisexual	7	4.7
Gay man	4	2.7
Gay woman/ Lesbian	2	1.3
Other	2	1.3
Total	**149**	**100.0**

Has your gender identity changed from that assigned to you at birth? (for example are you trans or transgender etc)

	Number	Percentage
No	122	81.9
No answer	13	8.7
I prefer not to say	12	8.1
Yes	2	1.3
Total	**149**	**100.0**

Section 6 (1) of the Equality Act 2010 states that a person 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?)
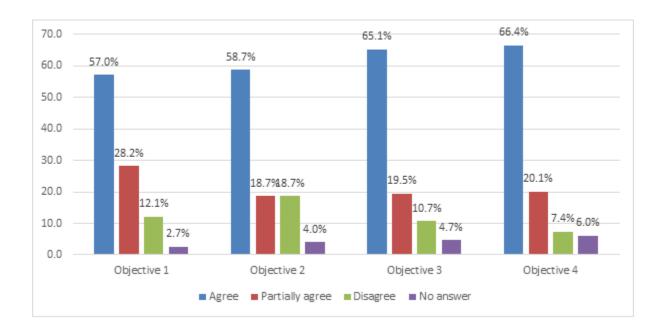
	Number	Percentage
No	99	66.4
Yes	27	18.1
I prefer not to say	12	8.1
No answer	11	7.4
Total	**149**	**100.0**

Summary of the responses to the Draft Equality Objectives

The graph below shows a summary of the responses to the Draft Equality Objectives and their action points. It can be seen that most of the respondents agree with the objectives. A more detailed analysis will follow the summary.

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Chwefror 2023

YMCHWIL a DADANSODDEG

Objective 1 –Improve the diversity of our workforce and reduce pay gaps

Most of the respondents agreed or partially agreed with Objective 1 and its action points (85.2%, N=127).

	Number	Percentage
Agree	85	57.0
Partially agree	42	28.2
Disagree	18	12.1
No answer	4	2.7
Total	**149**	**100.0**

Explain your answer for Objective 1

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

Of those who stated 'disagree', the themes raised were:

Theme	Number	Percentage
Hire the best candidate	8	44.4
The objective is too costly	3	16.7
Disagree with diversity targets	2	11.1
Difficult to balance diversity with the Welsh language	2	11.1
Other	2	11.1
Agree with equal pay	1	5.6
Total	**18**	**100.0**

Of those who stated, 'partly agree', the themes raised were:

Theme	Number	Percentage
Hire the best candidate	10	23.8
Difficult to balance diversity with the Welsh language	9	21.4
The objective is too costly	6	14.3
The aim is good for the workforce	6	14.3
Agree with equal pay	5	11.9
Disagree with diversity targets	5	11.9
Agree that having a diverse workplace is positive and provides people with an opportunity	3	7.1
Other	2	4.8
Total	**42**	**100.0**

Of those who stated 'agree', the themes raised were:

Theme	Number	Percentage
Agree that having a diverse workplace is positive and gives people a chance	19	39.6
Agree with equal pay	17	35.4
Benefits Staff	16	33.3
Difficult to balance diversity with the Welsh language	5	10.4
Hire the best candidate	4	8.3
Disagree with diversity targets	2	4.2
Other	1	2.1
Total	**48**	**100.0**

Objective 2 – To improve our data about people with equality characteristics

Most of the respondents agreed or partially agreed with Objective 2 and their action points (77.2%, N=115)

	Number	Percentage
Agree	88	59.1
Disagree	28	18.8
Partially agree	27	18.1
No answer	6	4.0
Total	**149**	**100.0**

Explain your answer for objective 2

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

Of those who stated 'disagree', the themes raised were:

Theme	Number	Percentage
Data is misused or misinterpreted	10	35.7
Other	9	32.1
The objective is too costly	8	28.6
Data quality is important	2	7.1
Language	1	3.6
Total	**28**	**100.0**

Of those who stated 'partly agree', the themes raised were:

Theme	Number	Percentage
Data quality is important	7	25.9
Language	4	14.8
Other	4	14.8
Data is misused or misinterpreted	3	11.1
Staff Matters	2	7.4
The objective is too costly	1	3.7
Total	**27**	**Percentage**

Of those who stated 'agree', the themes raised were:

Theme	Number	Percentage
Data quality is important	29	33.0
Staff Matters	2	2.3
Other	2	2.3
Data is misused or misinterpreted	1	1.1
Language	1	1.1
Total	**88**	**100.0**

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Chwefror 2023

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Objective 3 – Ensure that the Council is an anti-discriminatory organisation

Most of the respondents agreed or partially agreed with Objective 3 and their action points (84.6%, N=126).

	Number	Percentage
Agree	97	65.1
Partially agree	29	19.5
Disagree	16	10.7
No answer	7	4.7
Total	**149**	**100.0**

Explain your answer for objective 3

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

Of those who stated 'disagree', the themes raised were:

Themes	Number	Percentage
Concern about cost and efficiency	3	18.8
Concern about language issues	2	12.5
Concern about the museums action point	2	12.5
Other	2	12.5
Feeling that the Council / work processes discriminate	1	6.3
Disability / accessibility issues	1	6.3
Staff matters	1	6.3
Need to focus on providing services	1	6.3
Agree that the objective is necessary / important	1	6.3
Total	**16**	**100.0**

Of those who stated 'partly agree', the themes raised were:

Themes	Number	Percentage
Concern about the museums action point	6	20.7
Concern about the training action point	5	17.2
Concern about cost and efficiency	5	17.2
Disability / accessibility issues	4	13.8
Other	3	10.3
Concern about language issues	2	6.9
Need to focus on providing services	2	6.9
Agree that the objective is necessary / important	2	6.9
Feeling that the Council / work processes discriminate	1	3.4
Staff Matter	1	3.4
Total	**29**	**100.0**

Of those who stated 'agree', the themes raised were:

Themes	Number	Percentage
Agree that the objective is necessary / important	14	14.4
Need to focus on providing services	12	12.4
Other	6	6.2
Concern about language issues	4	4.1
Disability / accessibility issues	4	4.1
Feeling that the Council / work processes discriminate	2	2.1
Concern about the training action point	2	2.1
Staff matters	2	2.1
Concern about the museums action points	1	1.0
Concern about cost and efficiency	1	1.0
Total	**97**	**100.0**

Objective 4 –Improve equality within the field of education

Most of the respondents agreed or partially agreed with Objective 4 and their action points (86.6%, N=129)

	Number	Percentage
Agree	99	66.4
Partially Agree	30	20.1
Disagree	11	7.4
No Answer	9	6.0
Total	**149**	**100.0**

Explain your answer for objective 4

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

Of those who stated 'disagree', the themes raised were:

Themes	Number	Percentage
The importance of dealing with bullying	3	27.3
Agree in general	3	27.3
Other	3	27.3
Identify other priorities or say that the objective is too costly	1	9.1
Total	**11**	**100.0**

Of those who stated 'partly agree', the themes raised were:

Themes	Number	Percentage
Agree in general	11	36.7
Other	8	26.7
The importance of dealing with bullying	5	16.7
Language issues regarding education	3	10.0
Identified other priorities or say that the objective is too costly	1	3.3
Total	**30**	**100.0**

Of those who stated 'agree', the themes raised were:

Themes	Number	Percentage
Agree in general	35	35.4
The importance of dealing with bullying	12	12.1
Identify other priorities or say that the objective is too costly	2	2.0
Language issues regarding education	1	1.0
Other	1	1.0
Total	**99**	**100.0**

3. Is there any equality protected characteristic that has not received sufficient attention in the above objectives?

There are 9 protected characteristics that are relevant here, namely – age, gender, race, sexual orientation (or sexuality), religion or belief, disability, gender reassignment (being trans etc.), marriage or civil partnership and pregnancy or maternity.

Just over a quarter of the respondents (26.2%, N=39) noted that there are protected equality characeristics that have not received sufficient attention in the above objectives.

	Number	Percentage
No	97	65.1
Yes	39	26.2
No answer	16	8.7
Total	**149**	**100.0**

3.1 Identify those who have not received sufficient attention

Of those who indicated 'yes', these are the characteristics recognised as not receiving sufficient attention:

	Number	Percentage
Disability	16	41.0
Race (including nationality)	14	35.9
Religion and belief	10	25.6
Sexual orientation	9	23.1
Sex	6	15.4
Age	5	12.8
Gender reassignment	5	12.8
Pregnancy and Maternity	5	12.8
Marriage and Civil Partnership	3	7.7
Total	**39**	

Explain your answer

26 comments were received here. They included:

- Access to buildings
- The range of different impairments covered within the disability characteristic
- Language matters
- Should not just be lip-service
- Welsh Government action plans need to be included
- Too vague
- Feels focus is on race, sex and disability
- More needs to be done for disability and older people
- Single sex toilets

4. In your opinion, is the introduction of these objectives likely to have an impact on people facing socio-economic disadvantage?

Socio-economic disadvantage means poverty of all kinds – financial poverty, digital poverty, living far from services etc

There were 121 responses to this question. The free text responses here were analysed into themes by the equality team. The themes raised were:

Theme	Number	Percentage
It will help the community	42	34.7
It will have no effect	37	30.6
Other	16	13.2
The importance of transport	9	7.4
Cost or prioritisation issues	8	6.6
Language matter	5	4.1
The importance of employment	3	2.5
Total	**121**	**100.0**

5. In your opinion, is the introduction of these objectives likely to have an impact on opportunities for people to use the Welsh language and on the status of the Welsh language in the community?

There were 119 responses to this question. The free text responses here were analysed into themes by the equality team. The themes raised were:

Theme	Number	Percentage
No effect	40	33.6
The language gets too much attention	24	20.2
Yes – having an effect	22	18.5
Other	17	14.3
The language not getting enough attention	10	8.4
Employment matters	6	5.0
Too costly	5	4.2
Total	**119**	**100.0**

6. In your opinion, is there any other issue that has not received enough attention?

The majority of respondents (33.6%, N=50) noted that there is another issue that has not received sufficient attention.

	Number	Percentage
No	86	57.7
Yes	50	33.6
No Answer	13	8.7
Total	**149**	**100.0**

Of those who stated 'yes' this is what was stated as requiring more attention: Of those who stated 'yes' this is what was stated as requiring more attention:

Theme	Number	Percentage
Other	12	24.0
Equality issues in general	11	22.0
Language mater	10	20.0
The economy and society	6	12.0
Training	3	6.0
Transport	3	6.0
Cost	3	6.0
Total	**50**	**100.0**

Impact Assessment

7. If you wish, you can give your comments on the equality impact assessment (draft) for the objectives here

30 of the respondents commented. Their comments included:

- The cost of the Plan
- A fear of tokenism and lack of commitment from the top
- Needs to be more than a box-ticking exercise
- Waste of time
- No comment to make
- A worthy aim, it deserves to be successful
- Needs to be implemented as quickly as possible
- Outside organisations should challenge
- Unhappy with language and terminology used
- Language matters
- A minor issue affecting a small minority
- A need for youth clubs
- Does not agree with equality
- Comments regarding specific characteristics
- Local issues, not government setting intentions

Analysis of the comments from the meetings

In addition to the questionnaire, a number of meetings were held with people with various equality characteristics. People were allowed more time to fill in the easy-to-read questionnaires than the original, with the understanding that it would be too late to analyse them with the rest, but that they would be included here. Comments from 3 forms have therefore been included. This report also includes comments received from members of the Education and Economy Scrutiny Committee of Gwynedd Council.

These are the comments received from the equality officers, who have provided this part of the report.

Objective 1: Improve the diversity of its workforce and reduce pay gaps

Most of the groups agreed that this objective was important and related to looking after staff and supporting them. Gender was raised as an example of being fair in the workplace regarding pay gaps and everyone agreed with this point. One group also raised the issue of race as something to be aware of and

something we need to keep in mind in a place like Gwynedd, where there is not so much obvious diversity.

A group felt that more needed to be done regarding the Welsh language, to raise the confidence of people who speak Welsh as a first language or have been through education in Gwynedd. The Council needs to use clearer Welsh to be able to expand diversity within recruitment.

One group stated that this objective highlights the importance of equity in the workplace in order to provide greater protection for minority groups. Better policies are needed to protect staff, and this should be mentioned in the objectives. Another group said that having a staff forum is important for groups with different characteristics using the example of the LGBTQ+ group. But some concerns were raised about the safety of staff taking part and that keeping staff safe is something we need to think more about.

Concerns were raised around the objective turning into a tick box exercise and that the behaviour of staff towards the community and other staff members must be monitored. The group said that it is necessary to make sure that the messages regarding equality come down from a senior managment and that senior officers must take responsibility for equality together with central and front line staff. The group said that staff training is essential for the success of this objective.

One group suggested that consideration needs to be given to recruiting from outside to attract more diversity amongst new staff.

Some other issues raised were the importance of disability issues within training. Also consider changing the title of the objective as there are two objectives in one here - something like "equity in the workplace"/ "justice in the workplace".

Objective 2: Improve our data about people with equality protected characteristics.

Many of the groups agreed with this objective to improve our knowledge and understanding more widely. One group commented that this meshes well with the council's duty to carry out equality impact assessments, as the information helps and supports the quality of the assessments. A group noted that we also need to find out where the gaps are in our data.

It was suggested that we record the data that is available and what people are saying in ways that are more accessible to those who are not online. A film could help people understand and participate.

Another group suggested that the council should be careful when using external data such as the census as some people do not feel safe or comfortable sharing information about their characteristics and the data may not always be correct.

They also noted the need to have diversity within the Residents Panel, and the need to ask more to join through a pop up or on the front page.

Objective 3: Ensure that the Council is an anti-discriminatory organization (does not discriminate against anyone)

The groups agreed that this was an important objective. It was noted that there is a need to be anti-discriminatory and promote equal opportunities within the workplace with an example of promoting more flexible working when it comes to maternity issues. One group said that there was a need to ensure that older people who are not familiar with technology are treated fairly and that things need to be accessible for them to be able to access services. The group suggested that we make sure that we advertise information through different sources that do not all depend on being online.

It was suggested that there should be a pamphlet in the library to indicate the transport timetable. Transport was something that groups thought was

important, saying that there was not enough transportation available to them. The group also supported the need to simplify some services for some people as processes can be too complicated.

Another group added the importance of making strong and consistent impact assessments to a good standard to be able to succeed with this objective. This group said that looking again at diversity within museums is also a step in the right direction.

Concern was expressed as a group regarding negative comments in the previous engagement, such as concern about money and other priorities. It was noted that the council should respond with an explanation to combat negative views such as studies that prove that diversity in the workplace can be cost effective in the long term.

Concern was raised that some of the language used may be confusing. A better explanation is needed together with an explanation of the differences and treating people equally and in accordance with their needs. Another member of the group agrees with the point made, emphasising that the word needed is Equity and that the word equity needs a better explanation.

It was asked to include issues such as the sunflower lanyard in the training.

When discussing access to services one group noted the importance of transport, public toilets and bins. Also the importance of being able to contact care and support workers easily.

Objective 4: Improve equality within the field of education.

Various points were raised regarding bullying specifically,with most agreeing that it was something important for us to consider . One individual shared personal experience of bullying regarding a linguistic issue, with them only speaking English and not Welsh.

One group indicated that they strongly agree with improvements within education because early intervention is the best way to solve many of the problems that young people and adults face today. One group thought that more emphasis needed to be placed on additional needs education but to be careful not to label children too young. Some others from the group thought that school children needed to be taught more respect to enable teachers to do their job more effectively. It was noted that schools need to take more responsibility for incidents of bullying on the school buses, and when they are outside school grounds.

It was raised that there is a need to collect data more widely than just on bullying and to include hate crimes also. This should be considered annual reports for schools. The Council should consider all the annual reports to focus on the trends. A change the wording was needed to include this, as it was felt that bullying does not convey it well enough. The police do not collect the data on schools specifically. A point from another member that school statistics can reflect the thinking of the wider community. One member noted that an officer is needed in schools to be able to deal with specialist needs like this. The group noted that work is already being done on this objective with the police and education welfare officers but that individual schools need more data to be able to better target where more support is needed. Another group said how important it was to keep children safe.

One group said they felt specific training was needed for teachers on general bullying and hate crimes so they could recognise them.

One group felt that it was also necessary to tackle the stereotyping of teachers, giving an example of the stereotype of more women being language teachers.

Another group felt that there was a need for better policies on LGBTQ+ issues within schools to protect children and young people from being bullied.

One group emphasized that the action points for this Objective were unclear in terms of meaning and wording.

Further matters to consider

The groups were given a chance to note additional issues that should be considered for inclusion. One group raised the issue of parking in Gwynedd, especially when it comes to age issues. A suggestion to be able to park for free before 11 o'clock (instead of 10:00) so that older people can go to small local shops (which open later) and support local businesses more. The group was keen to see parking spaces continue accept payment in cash, with no need to use a card and definitely not app/technology.

One group raised the use of council services, specifically Siopau Gwynedd one stop shops. They felt that there is potential to go against confidentiality if there is someone with a hearing impairment and officers have to speak louder than usual. Another group raised concerns about physical access to services, asking for the plan to take accessibility into account.

One group said that more attention is needed on impact assessment training, to get them to a good standard, as this is a duty for the Council.

Financing for disability adjustments was raised, saying that there is a need for more consideration and budgeting for access issues and issues more widely.

One group said that there must be a safe system for staff to be able to raise any issue of discrimination or unfairness in the workplace and that a senior manager must take responsibility for the culture of the workplace and promote fairness. It was suggested to have a senior manager or senior officers as equality and diversity champions. It was emphasised that the workplace needs to take responsibility for hate crimes and bullying in the workplace.

Housing issues were also discussed. It was noted that problems had arisen because the housing association did not provide enough support for tenants with learning disabilities who can face obstacles in the community. Emphasis that there is a need to have contact with housing communities in order to work together. Housing problems can lead to more community problems and a member of the group suggests contacting community officers Housing and neighbourhood services. One group raised the need for more consideration

towards homes for life that can be adapted as people get older so that people do not have to move from their community to have a suitable and accessible house. It was also noted that there are not enough suitable places available at an affordable price.

A group emphasized the need to keep the objectives realistic to be able to act.

General matters

During the consultation several general points were received about the objectives. These included numbering the action points and using language that is more accessible and understandable. The importance of the objectives should also be better explained. There was concern that some statements could be misleading without further explanation in the whole document, for example saying that everyone has five equality characteristics.

One group raised the importance of considering intersectionality and how the government's plans are intertwined.

Input of Elected Members

We also sought the opinion of the Education and Economy Scrutiny Committee on the Draft Objectives.

- The importance of removing barriers and tackling inequalities in employment (Objective 1)
- The importance of collecting data to ensure we are working towards a diverse workforce (Objective 1)
- Make sure we include the views of different groups to ensure we encourage people with different characteristics e.g. women to apply for senior positions within the Council. It was also noted that women are over-represented in lower paid jobs e.g. care (Objective 1)

- The need to ensure that questionnaires are representative of the community e.g. a representative number of Welsh speakers or young people had not completed it. Also more had answered from some areas than others.
- The community works better when people have equality
- The fact that an objective on education was included was welcomed but it was felt that the wording was more about the world of education than about equality and further explanation was needed (Objective 4)