

Strategic Equality Plan

Annual Report

March 2013



Foreword

This is the first annual report on the achievements of the Brecon Beacons National Park Authority in relation to the Strategic Equality Plan. Since the Authority has only recently begun collecting and collating data on protected characteristics, much of the information in the report is necessarily anecdotal. These case studies do however give a sense of the excellent work the Authority is engaged in. The Sustainable Development Fund is particularly successful at targeting groups with protected characteristics. I hope that we can build on their work and continue to attract new audiences to the National Park and continue to support community initiatives.

As of December 2012 the Authority has introduced equality impact assessment screening for all its decisions. This should help us to monitor any negative (or positive) impact from decisions on communities with protected characteristics. The new methods to collect data which are now in place should result in a full picture next year and this will give us a strong baseline to for example measure the impact of any interventions in the future.

I hope you find the information in this report interesting and if you have any questions please contact Richard Mears Human Resources Manager.



John Cook
Chief Executive



Mrs Julie James
Chair



Cllr David Meredith
Member Champion
Equality

Content

Foreword

- 1. Introduction**
- 2. Identifying, collecting and using relevant information**
 - 2.1 Members and employees
 - 2.2 Recruitment
 - 2.3 Census data
- 3. Our Objectives**
- 4. Equality Impact Assessments**
- 5. Training**
- 6. Procurement arrangements**

Appendices

- 1. Employment Information**
 - 1.1 Our members
 - 1.2 Our employees
- 2 Gender monitoring**
 - 2.1 Job
 - 2.2 Grade
 - 2.3 Pay
 - 2.4 Contract type
 - 2.5 Working pattern
- 3. Applicants for training and how many succeeded**
- 4. Employees who completed the training**
- 5 Employees leaving and reason for leaving**
- 6. Recruitment Information**
 - 6.1 Applicants for employment each year
 - 6.2 Employees who have applied to change position - successful
 - 6.3 Employees who have applied to change position - unsuccessful
- 7. Employees involved in grievances**
- 8. Employees involved in disciplinary**
- 9. Equal Pay Audit 2012**

Section I - Introduction

The Brecon Beacons National Park Authority adopted the Strategic Equality Plan on 28th March 2012. The Strategic Equality Plan was completed following direct engagement with public sector organisations, Community Councils and interested groups between November 2011 and the end of January 2012. The Authority engaged with and sought additional support and guidance from Monmouthshire and Powys County Councils, the Equality and Human Rights Commission and the Welsh Government Demography, Heritage and Equalities Statistics Department who produced statistical information from the 2001 Census data.

The Strategic Equality Plan Action Plan identified a number of gaps in data collection for members and employees particularly on training and the production of Equality Impact Assessments. New equality monitoring forms were introduced in 2012 for members and staff and the existing recruitment monitoring forms on our website were changed to improve data collection.

The Authority also completed an equal pay audit in December 2012.

Section 2 - Identifying, collecting and using relevant information

2.1 Members and employees

The statistics provided should be for the period April 2011 to March 2012 but unfortunately the Authority was not able to provide such an in depth analysis as that required under the act since data on all the protected characteristics was not recorded across this period. However, as part of the Action Plan mentioned above the Authority has sought, recorded and analysed information from members and employees and is able to produce data as at 31st December 2012. (Appendix 1).

2.2 Recruitment

A new recruitment equality monitoring form was introduced in May 2012 and changes to the online monitoring forms are currently in progress to improve the information recorded for job applicants. The Authority has produced recruitment information for each protected characteristic (Appendix 6) although the information is not as accurate or reliable as the information for staff and members as the older version of the online monitoring form did not seek as much information as the new version. The reliability of this information will improve as the new on-line form is used.

2.3 Census data

Administratively, the Brecon Beacons National Park includes 50 Community Councils and 9 Unitary Authorities comprising Blaenau Gwent, Caerphilly, Carmarthenshire, Merthyr Tydfil, Monmouthshire, Neath / Port Talbot, Powys, Rhondda Cynon Taf and Torfaen with Powys accounting for 66% of the Park's geographical area. The Authority is indebted to the Welsh Government, Demography, Heritage and Equalities Statistics Department of the Statistics Directorate who produced the information contained within the Strategic Equality Plan 2012 and we are working with the Welsh Government Department on the 2011 census data.

Section 3 - Our Objectives

Objective 1: Provide training for both members and employees on equality awareness and equality impact assessments

Training has been provided by the Welsh Local Government Association for most of our Members prior to and following the introduction of the Strategic Equality Plan covering their roles and responsibilities, awareness raising of equality issues and the importance of equality impact assessments.

Objective 2: Introduce Equality Impact screening and assessments for all Authority reports

Equality Screening Forms were introduced in June 2012 for all reports presented to the National Park Authority, Audit and Scrutiny and Planning, Access and Rights of Way committees that required a Member decision. The Equality Screening Forms are completed by Officers, reviewed by Directors and included with all committee reports.

Objective 3: Through the Social Inclusion and Child Poverty Action Plan the Authority will work inclusively in local partnerships by developing partnerships which will help reach a wider audience and include organisations with skills and experience in working with excluded groups as well as those with a community or economic development role

Events to support the Authority achieve this objective are detailed below:

Sustainable Development Fund

The Sustainable Development Fund is administered by the Brecon Beacons National Park Authority to provide financial and practical support for projects in the Brecon Beacons National Park.

Social Inclusion remains a high priority for the Sustainable Development Fund. A selection of projects funded this year include:

Take pArt ,

Take pART is a not for profit Community Arts workshop providing access to art facilities for disadvantaged and socially excluded members of the community. The workshop uses the media of art to promote social inclusion, raise self-esteem, confidence and to encourage independence. Workshop users include people with physical and mental disabilities, carers, the elderly, unemployed and people with problems of addiction.

The aim of the project was to help disadvantaged people make a difference to their lives by developing greater self-confidence and tolerance. At the same time they were acquiring new skills and producing work for sale. These elements were delivered at the workshop through the Welsh Education Authority.



The revenue funding also enabled partnership working with the Army Welfare, which led to a full 12 week cross-culture project with the wives and children of the local Ghurkha regiment. Each session was attended by 35-40 adults and children and as a direct result six of the Ghurkha wives then attended the workshop independently to create pottery and all expressed the desire to attend future jewellery workshops.

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Y Gegin Fach

Y Gegin Fach' a Social Firm in Brecon were awarded a development grant to purchase a food mixer and blender, display freezer and new tables and chairs. Visitors to the café can choose from a wide selection of cakes, the best sellers are mouth-watering carrot and orange, apple with sultanas, chocolate devils and crumble cakes. There is also a new range of tempting drinks, 'smoothies' and coffees on sale. Special cupcakes were popular for the Jubilee celebrations.

The Sustainable Development Fund has not only helped increase business potential of Gegin Fach expanding choice to customers but has also given disabled people of Brecon the opportunity to openly demonstrate integration in the work place and the positive part they play in the economy of the town'.



Gegin Fach - Beacons Creative Social Firm, Brecon

This Social Enterprise is now branching out, starting an outside catering service close by in the Market Place on Craft Fair days, making more voluntary and employment opportunities for people with learning difficulties in the community. Altogether there are now 8 volunteers and income has increased by around £240.00 per month as they are able to offer additional seating and a wider variety of cakes.

Start in the Park



Start in the Park was a project created by Brecon and District Contact Association, a third sector mental health resource centre designed to meet the needs and ambitions of people who experience mental distress.

The project was based on natural creativity through taking exercise and enjoyment of the special environment of the Brecon Beacons National Park. Open to people vulnerable to the experience of mental distress and people in mental

recovery the project helped build a sense of place and emotional connection for those it has reached. The artwork produced as a result of the festival culminated in an exhibition at St. Mary's church in Brecon and was very well received.

Rebound Books – L'Arche Brecon

L'Arche Brecon Community is part of an International Federation of 134 communities in 31 countries, where people with and without learning disabilities live and work together. The L'Arche vision is to create a society where the gifts of people with learning disabilities are recognised and utilised, enabling them to take a full part in society.

SDF is supporting the organisation through help with purchasing equipment and training for 'Rebound Books' the social enterprise operating from the L'Arche Brecon Community's small workshop in Brecon Town Centre.



Crossing Park Boundaries

Crossing Park Boundaries is the Brecon Beacons National Park social inclusion programme which runs with support from Countryside Council for Wales.

The programme works with groups and communities within and outside the National Park and those groups prioritised by Welsh Government specifically;

- Young People (particularly those who are not in Education, Employment or Training)
- Older People
- Women
- Ethnic Minority Groups
- People with disabilities
- Socially disadvantaged areas (Communities First)

Rural Skills

This social inclusion project offered Rural Skills training development for hard to reach groups including those Not in Education, Employment or Training across the National Park. Using a series of standalone Open College Network units the project offered excluded and vulnerable groups the opportunity to positively enjoy and engage with the natural environment within the Brecon Beacons National Park and to achieve an entry level qualification. Excluded groups were identified which correlated with those prioritised by the Welsh Government and also those in the Countryside Council for Wales report ‘Participation in Outdoor Recreation by priority groups, June 2008 and included young people, people with disabilities, socially disadvantaged and vulnerable women.



Working in partnership with agencies such as Drug Aid, South Wales Probation Service, Coleg Powys and Gwalia group has widened the reach of project which has exceeded its original participation target by 17%.

‘This course was really good and I learnt a lot of new information and learnt new skills. I found it challenging completing a few tasks due to the weather but the team spirit kept us going. The tutors were really good and friendly. I enjoyed this course and would like to do another course or do some training.’ – participant Gwalia Support, homeless.

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Fair Play in the Park

The Brecon Beacons National Park Authority is helping even more people enjoy the region’s wonderful landscapes thanks to a new project supporting children and young people from disadvantaged backgrounds.

The Authority's 'Fair Play in the National Park' scheme aims to support community groups working with children and young people experiencing financial hardship by providing transport to activities in the area they would usually be unable to reach.

It's all part of the Authority's commitment to deliver a Social Inclusion and Child Poverty Action Plan that will increase the number of children and families from financially deprived backgrounds visiting the area, using services and benefitting from the National Park's stunning landscapes.



Early signs are that 'Fair Play in the National Park' has been a resounding success, providing financial assistance to community groups from as far afield as Pontypridd, Neath and Radnor, along with a whole host of local organisations. The Authority has been able to provide significant financial support to fund transport costs for these groups to access the National Park, and in many cases, practical support has been given to help deliver activities thanks to partnership working with local businesses and tourism providers. This assistance has enabled 'Fair Play in the National Park' visitors to take part in fun-filled activities such as geocaching, environmental pottery, climbing, kayaking, guided walks, and outdoor survival skills classes.

Participants are enthusiastic about the scheme:

"I truly enjoyed my time here today, it was a once in a lifetime opportunity. If I had the chance I would definitely come back."

"I had a really fun time and the activities were amazing."

We were all made to feel very welcome and the day went quickly because everyone thoroughly enjoyed the activity and experience. Many of our young people do not have the opportunity to travel because of personal circumstances, so going to Brecon was a new experience for them.

One individual said "he loved the colours and feeding the ducks was awesome", and could I arrange it for them to go again on another occasion. For all of our members to say this is amazing because it is sometimes difficult to accommodate everyone because of all the ranges of disabilities and personalities, so our day with you was a real treat and success for us all. I would like to thank you on behalf of all of us on that day and hope to see you again in the future.' Viva Project

"The majority of those who participate in our activities are from families who rely on benefits as their main source of income and are likely to be a second generation of their family to do so. As a result of this there is little spare money to spend on fun activities for the family, so funding from Brecon Beacon National Park helps ensure that these young people have access to activities that will help in the social, mental and physical development.

This particular activity had an incredible impact upon those participating. The self-confidence and self-esteem of those participating soared, showing them what they can achieved with hard work and positive encouragement. The evaluation forms at the end of the activity showed that each

individual has more confidence in themselves, their abilities and their ability to mix with others”.
Youth Inclusion and Development Officer - Merthyr Housing



“I wish to say a huge thank you for the wonderful day we had with you on 2nd November. We continually strive to enhance the lives of women and families that arrive into our refuge with nothing. With the help of supporters like you, we are able to continue to further enrich the lives of families who have been forced to leave their homes. Thank you again for your kindness as it is appreciated so much and we hope we can do it again soon” - Support Worker, Women’s Aid

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Mosaic: Black and minority ethnic communities reach out to the National Park

Working with the mosaic coordinator for Campaign for National Parks (CNP) the authority provided and supported 2x day visits, a three day residential visit and hosted the annual three Welsh National Parks Mosaic event. Over 20 Mosaic Community Champions came to the Brecon Beacons on Friday, 12th October 2012 for a weekend visit to find out more about the National Park – with a view to passing on knowledge and making the area more accessible for their respective communities. The Mosaic project, led by the Campaign for National Parks, drives to build sustainable links between black and minority ethnic communities and the three National Parks in Wales. Visiting Mosaic Community Champions also participated in social functions, as well as workshops and forums which gave participants the opportunity to express how National Parks could better reach out to black and ethnic minority communities. Early feedback suggests that all the visitors thoroughly enjoyed their trip, and that many of the Mosaic Community Champions will return to the National Park in the spring on trips they have organised for members of their communities.

Lisa Bainbridge Campaigns and Engagement Director at the Campaign for National Parks, said:

“Our Community Champions had the opportunity to get to know each other, as well as the people they’ll be working with from all of the National Parks in Wales. We talked about how we might now start to break down some of the barriers to access, and independently organise days and weekends away. We were also really lucky to have some of our Community Champions from England with us, who were able to share their experiences and give us some great hints and tips.”



“Our Mosaic project has now achieved some important milestones with 30 Community Champions now on board in Wales and our first Annual Event a resounding success. We are all looking forward to undertaking some training over the winter and planning our next visits to the beautiful National Parks of Wales.”

Objective 4: Work with Deaf Awareness groups to incorporate standard symbols into our Visitor guides

The Authority has made initial approaches to groups and identified that funding would be needed for the groups to be able to take this further. Officers are currently exploring other ways to further this work.

Objective 5: Continue to work in partnership with the Brecknock Access Group to screen Planning Application Design & Access Statements

The National Park Authority has an ongoing Service Level Agreement with the Brecknock Access group who are a non-Statutory consultee within the planning process. The Access Group provide the National Park Authority with advice and comment upon planning applications with Design and Access Statements both within and outside the Brecknock Area.

Objective 6: Employment Information relating to Members and staff across the range of protected characteristics

From 1st April 2012 new Equality Monitoring Forms were introduced for members, employees and at recruitment covering all the protected characteristics. This has enabled the Authority to produce up to date information contained within this report for staff and members. Recruitment information will improve with the new monitoring forms replacing the older versions as part of the on-line application process. (Appendix 1.1, 1.2 & 6.1)

Section 4 Equality Impact Assessments

4.1 Reporting

In 2012 the Authority introduced Equality Impact Assessment screening for all reports requiring a member decision at the National Park Authority, Audit & Scrutiny and where appropriate Planning and Rights of Way committees. Each officer's report would be supported by a screening form for Equality issues. Where the screening form determines a significant risk to a protected characteristic a full Equality Impact Assessment is required. Each of these screening assessments are included in the Committee Agenda papers.

4.2 Training

To support this new requirement members and officers received equality training from the Welsh Local Government Association and Human Resources Department respectively.

Section 5 Training

Two training sessions for Members and Directors were delivered by the Welsh Local Government Association between January and March 2012 prior to the adoption of the Strategic Equality Plan. A third workshop was delivered in December 2012 because of the changes in membership following the local government elections and to date 15 Members have attended equality workshops provided by this Authority.

Staff whose responsibilities included report writing and service delivery received training during the period April – June 2012 with a further workshop delivered in October 2012. During those seven workshops 56 staff (41% of all employees) received training in equality awareness and equality impact assessments.

In addition to the training delivered to support the introduction and adoption of the Strategic Equality Plan the Authority provides training to employees on social inclusion, deaf awareness, disability awareness and introductory workshops on sign language and mental health first aid. A summary of the numbers of staff attending these training workshops over the past three years is provided below:

Course	Attendees
Deaf Awareness	25
Disability Awareness	33
Sign Language	11
Social inclusion	30

Section 6 Procurement arrangements

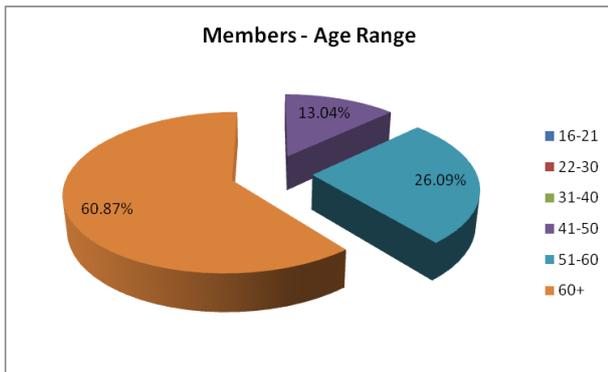
Whilst the Authority does not have any formal arrangements for considering equality issues through our current procurement policies and practices all Officer reports requiring a decision by Members relating to procurement are subject to screening using the equality screening process. Similarly, when the Authority procures external services we ensure that certain protected characteristics are fully considered e.g. Welsh language and disability provision including access and information services etc.

Appendices

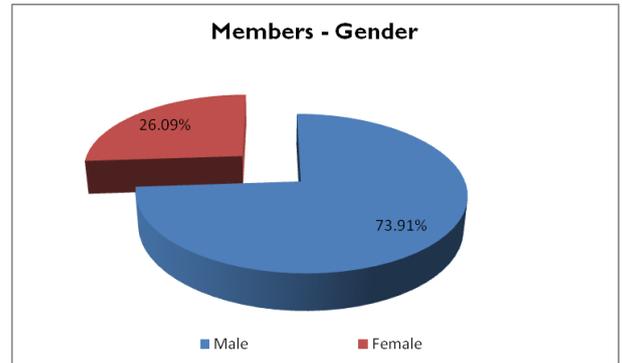
I. Employment Information

I.1 **Our members:** 96% of members completed the Equality Monitoring Form – 23 responses.

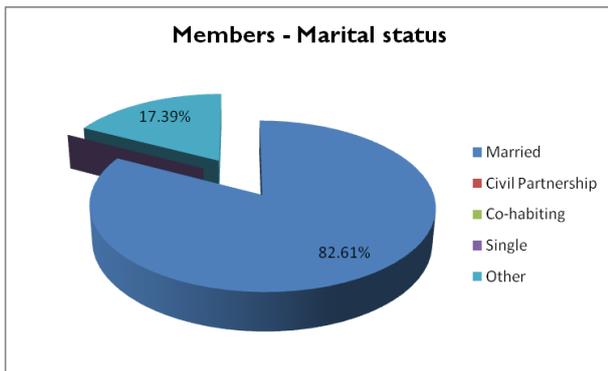
Age



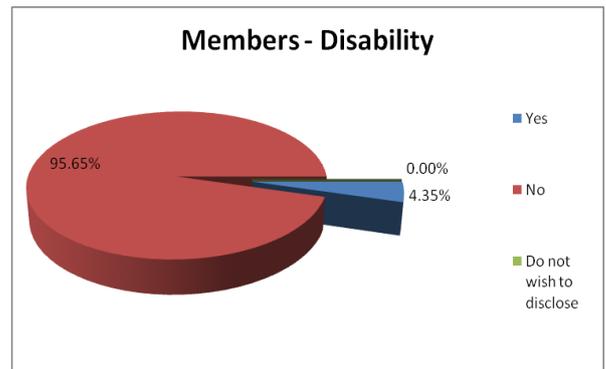
Gender



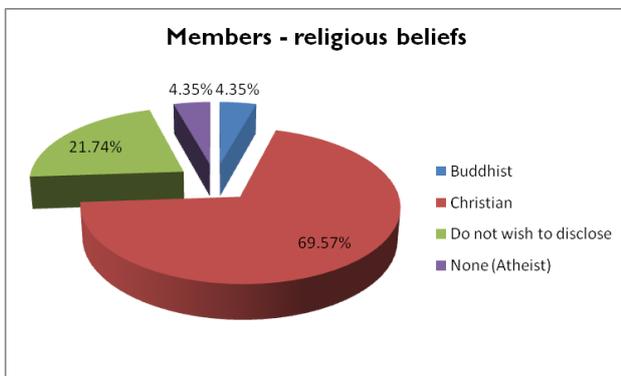
Marital status



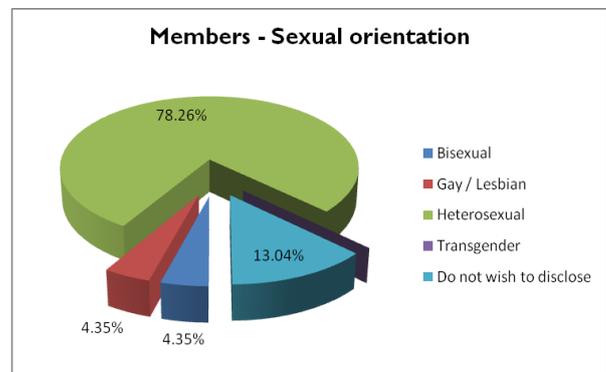
Disability



Religious or belief



Sexual orientation



Ethnic Origin – 100% of members are from a White – British background

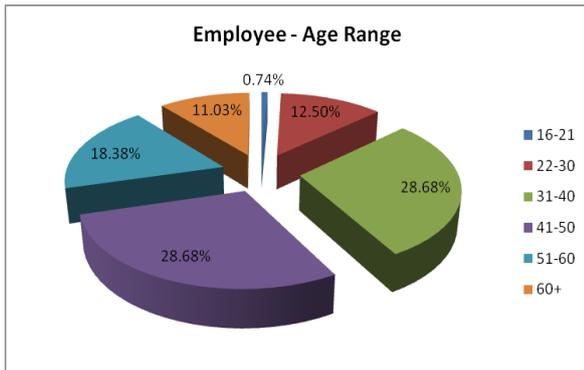
Gender reassignment – There are no members who have undergone gender reassignment

1.2 Employment information - Our staff: 92% of employees completed the Equality Monitoring Form – 129 responses.

Note: there are 136 staff including those on maternity leave, secondment and non-respondents

Employees working for the Authority on 31st December 2012

Age

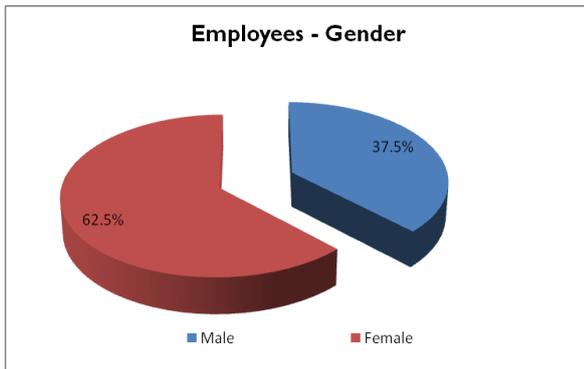


Summary:

Over 57% of the Authority's employees are within the age range 31-50 years old.

Nearly 30% of the Authority's employees are over 50 years of age and 11% are over 60 years of age.

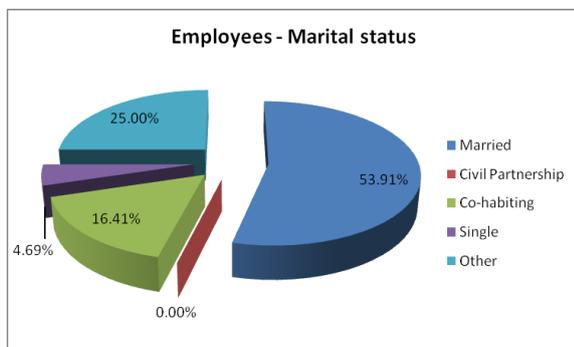
Gender



Summary:

62% of the Authority's employees are female. 17.3% of male employees work reduced hours (i.e. less than 37 hours per week) and 48.8% of female employees work reduced hours. (See Working Patterns)

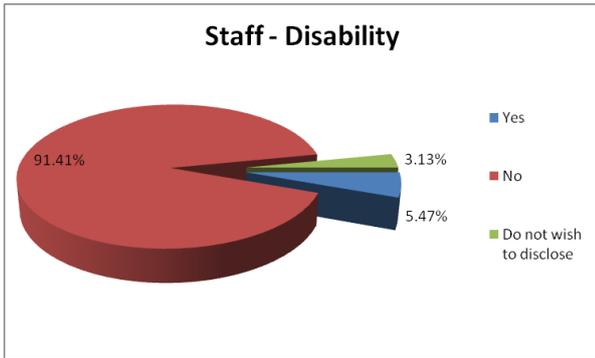
Marital status



Summary:

54% of employees are married

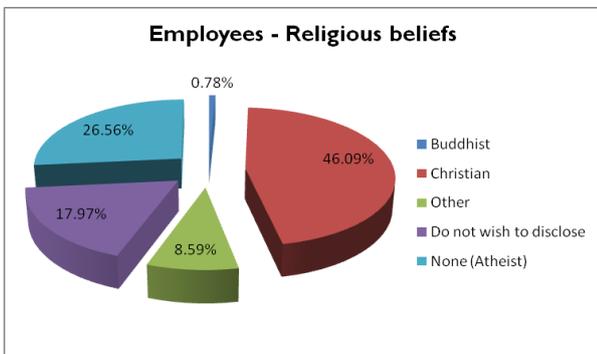
Disability



Summary:

5.47% of employees declared they have a disability compared to 21.1% of the working age population living within the National Park Authority's boundary and 20.2% in Wales.

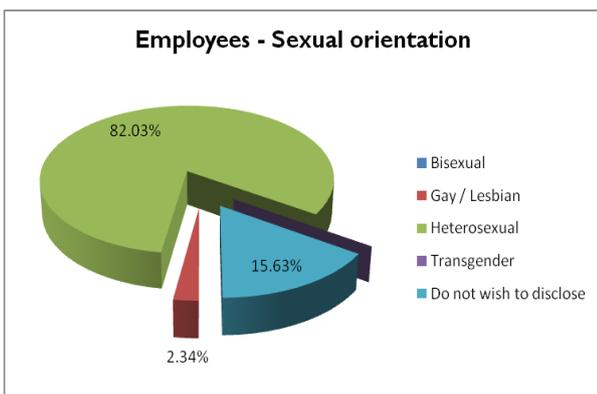
Religious or belief



Summary:

46% of employees declared themselves to be Christian compared to 71.1 per cent of people living in National Park areas in 2010 This compares to 68.2 per cent of people in Wales.

Sexual orientation

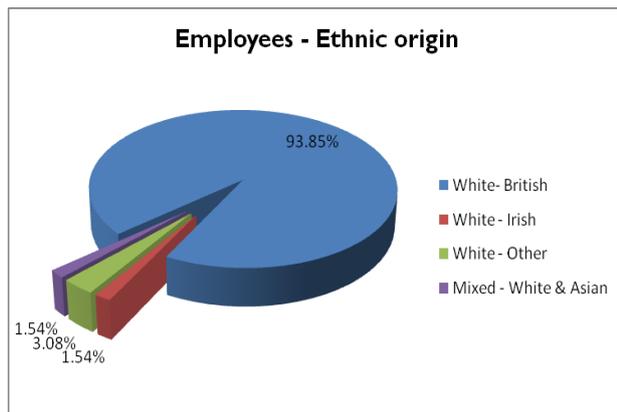


Summary:

2.34% of employees described themselves as Gay / Lesbian compared to 2.1 per cent of people living in National Park areas or 1.2 per cent of people in Wales as a whole in 2010

15.6% of employees preferred not to state their sexual identity compared to 5.9 per cent of people living in National Park areas or 4.3 per cent of people in Wales.

Ethnic Origin



Summary:

93.8% of employees are White-British and 1.54% were from a Mixed White & Asian background compared to 1.3 per cent of people living in National Park areas and 3.8 per cent for Wales.

Gender reassignment – There are no employees who have undergone gender reassignment

2. Gender monitoring by;

2.1 Job

Due to the large number of jobs within the Authority, many of which are filled by a single member of staff the monitoring of jobs by gender is not undertaken.

2.2 Grade

Grade	M	F	Total	Male %	Female %	Total Grades
1	2	5	7	28.57%	71.43%	5.00%
2	1	1	2	50.00%	50.00%	1.43%
3	0	5	5	0.00%	100.00%	3.57%
4	0	4	4	0.00%	100.00%	2.86%
5	8	15	23	34.78%	65.22%	16.43%
6	5	13	18	27.78%	72.22%	12.86%
7	4	4	8	50.00%	50.00%	5.71%
8	4	12	16	25.00%	75.00%	11.43%
9	8	12	20	40.00%	60.00%	14.29%
10	4	2	6	66.67%	33.33%	4.29%
11	5	3	8	62.50%	37.50%	5.71%
12	2	4	6	33.33%	66.67%	4.29%
13	4	3	7	57.14%	42.86%	5.00%
14	1	2	3	33.33%	66.67%	2.14%
15	2	1	3	66.67%	33.33%	2.14%
Chief Off	3	0	3	100.00%	0.00%	2.14%
CEO	1	0	1	100.00%	0.00%	0.71%
	54	86	140	38.57%	61.43%	100.00%

2.3 Pay

There are currently two remuneration schemes operating in the Brecon Beacons National Park Authority. The Authority implemented Single Status in 1997 and the Authority's non-Chief Officer grades and salary levels are determined using the National Joint Council (NJC) Job Evaluation scheme. Salaries for Chief Officers were evaluated using the Hay Scheme in 2007.

An equal pay audit was completed for the financial year 2011-2012 (Appendix 9)

2.4 Contract type

Contract type - Fixed Term Contracts (FTC)			
	No.	Total employees	% on FTC
Male	17	52	32.69%
Female	18	86	20.93%
Total	35	138	25.36%

During period 1st January 2012 – 31st December 2012 there were 35 employees who were working on fixed term contracts – 17 were male and 18 female. As a proportion of the workforce there were more male employees on fixed term contracts (33%) than female employees (21%).

2.5 Working pattern

Full Time / Reduced Hours contract			
No.	Full Time	Reduced Hours	Total
Male	43	9	52
Female	44	42	86
Total	87	51	138
%	63.04%	36.96%	138

17.3% of male employees work reduced hours (i.e. less than 37 hours per week) and 48.8% of female employees work reduced hours.

3. Applicants for training and how many succeeded

The Authority records all requests for training that are sanctioned by Line Managers and Directors. It does not record unsuccessful applications.

4. Employees who completed the training

For the financial year 2011-12 the Authority delivered 512 days of training to employees.

The Authority's Training Database does not record specific personal information to enable production of statistical information for equality reporting purposes on Age, Marital Status, Religion or belief although the production of statistical information relating to Gender, Disability, Sexual Orientation, Ethnic Origin and Gender Reassignment are detailed below.

Gender

	No of Days Training	%
Male	283	55.27%
Female	229	44.73%
Total	512	100.00%

Note: we have allocated 5 days equivalent for all employees who are supported on their professional studies programme by the Authority.

Disability

Staff	No of Days Training	%
Yes	19	3.71%
No	486	94.92%
Do not wish to disclose	7	1.37%
Total	512	100.00%

Sexual Orientation

Staff	No of Days Training	%
Bisexual	0	0.00%
Gay / Lesbian	9	1.76%
Heterosexual	465	90.82%
Transgender	0	0.00%
Do not wish to disclose	38	7.42%
Total	512	100.00%

Ethnic Origin

Staff	No of Days Training	%
White- British	485.5	94.82%
White - Irish	6.5	1.27%
White - Other	10.5	2.05%
Mixed - White & Black Caribbean		0.00%
Mixed - White & Black African		0.00%
Mixed - White & Asian	9.5	1.86%
Mixed - Other		0.00%
Asian or Asian British - Indian		0.00%
Asian or Asian British - Pakistani		0.00%
Asian or Asian British - Bangladeshi		0.00%
Black or Black British - Caribbean		0.00%
Black or Black British - African		0.00%
Black or Black British - Other		0.00%
Chinese or other ethnic group - Other		0.00%
Chinese or other ethnic group - Chinese		0.00%
Total	512	100.00%

Gender reassignment – There are no employees who have undergone gender reassignment

5. Employees leaving and reason for leaving

During the period 1st April 2012 until 31st December 2012 9 employees left the Authority. For subsequent Equality Act reports the full year's information will be provided for all protected characteristics

Age and Gender

Staff	M	F	Total	%
16-21			0	0.00%
22-30	3		3	33.33%
31-40	1	2	3	33.33%
41-50		1	1	11.11%
51-60			0	0.00%
60+		2	2	22.22%
Total	4	5	9	100.00%

Sexual orientation

Staff	M	F	Total	%
Bisexual			0	0.00%
Gay / Lesbian	1		1	14.29%
Heterosexual	2	3	5	71.43%
Transgender			0	0.00%
Do not wish to disclose	1		1	14.29%
Total	4	3	7	100.00%

Disability

Staff	M	F	Total	%
Yes		1	1	14.29%
No	3	2	5	71.43%
Do not wish to disclose	1		1	14.29%
Total	4	3	7	100.00%

Marital status

Staff	M	F	Total	%
Married	1	2	3	42.86%
Civil Partnership			0	0.00%
Co-habiting	2		2	28.57%
Single			0	0.00%
Other	1	1	2	28.57%
Total	4	3	7	100.00%

Race / Ethnic origin

All leavers were White – British.

Gender reassignment – There are no leavers who have undergone gender reassignment

Religion or belief

Staff	M	F	Total	%
Muslim			0	0.00%
Buddhist			0	0.00%
Hindu			0	0.00%
Sikh			0	0.00%
Jewish			0	0.00%
Christian		2	2	28.57%
Other			0	0.00%
Do not wish to disclose	1	1	2	28.57%
None (Atheist)	3		3	42.86%
Total	4	3	7	100.00%

Reasons for leaving

Staff	M	F	Total	%
Career progression	3	1	4	44.44%
Ill Health		1	1	11.11%
Moved away from area		1	1	11.11%
Fixed term contract expiry	1		1	11.11%
Retirement		2	2	22.22%
Total	4	5	9	100.00%

6. Recruitment information

6.1 Applicants for employment each year

From 1st April 2012 until 31st December 2012 the Authority recruited for ten vacant positions. We received 176 applications of which 124 (70%) equality monitoring forms were completed. Whilst the authority is able to provide statistical information for this period some of the results for certain protected characteristics may not be statistically reliable as the new on-line recruitment monitoring forms have only been introduced recently and previously the old forms did not request this information. For future years the information will be more reliable with the increasing use of the new forms.

Age and Gender

Age Range	M	F	Total	%
16-21	6	5	11	8.87%
22-30	31	34	65	52.42%
31-40	14	13	27	21.77%
41-50	9	2	11	8.87%
51-60	6	3	9	7.26%
60+	1	0	1	0.81%
Total	67	57	124	100.00%

Disability

Staff	M	F	Total	%
Yes	1	0	1	0.81%
No	66	57	123	99.19%
Do not wish to disclose	0	0	0	0.00%
Total	67	57	124	100.00%

Sexual orientation

Applicants	M	F	Total	%
Bisexual			0	0.00%
Gay / Lesbian	2	2	4	3.23%
Heterosexual	32	27	59	47.58%
Transgender			0	0.00%
Do not wish to disclose	33	28	61	49.19%
Total	67	57	124	100.00%

Marital status

Applicants	M	F	Total	%
Married	7	14	21	16.94%
Civil Partnership		0	0	0.00%
Co-habiting	6	5	11	8.87%
Single	5	5	10	8.06%
Other	49	33	82	66.13%
Total	67	57	124	100.00%

Race / Ethnic origin

Applicants	M	F	Total	%
White- British	65	52	117	94.35%
White - Irish	0	2	2	1.61%
White - Other	2	3	5	4.03%
Mixed - White & Black Caribbean			0	0.00%
Mixed - White & Black African			0	0.00%
Mixed - White & Asian			0	0.00%
Mixed - Other			0	0.00%
Asian or Asian British - Indian			0	0.00%
Asian or Asian British - Pakistani			0	0.00%
Asian or Asian British - Bangladeshi			0	0.00%
Black or Black British - Caribbean			0	0.00%
Black or Black British - African			0	0.00%
Black or Black British - Other			0	0.00%
Chinese or other ethnic group - Other			0	0.00%
Chinese or other ethnic group - Chinese			0	0.00%
	67	57	124	100.00%

Gender reassignment – There are no applicants who have undergone gender reassignment

Religion or belief

Staff	M	F	Total	%
Muslim			0	0.00%
Buddhist			0	0.00%
Hindu			0	0.00%
Sikh			0	0.00%
Jewish			0	0.00%
Christian	10	14	24	19.35%
Other	2	1	3	2.42%
Do not wish to disclose	34	28	62	50.00%
None (Atheist)	21	14	35	28.23%
Total	67	57	124	100.00%

6.2 Employees who have applied to change position - successful

During the period 1st April 2012 until 31st December 2013 7 staff applied for positions within the Authority. Three were successful and four were unsuccessful.

Age and Gender

Age Range	M	F	Total	%
16-21			0	0.00%
22-30			0	0.00%
31-40	1		1	33.33%
41-50	1	1	2	66.67%
51-60			0	0.00%
60+			0	0.00%
Total	2	1	3	100.00%

Disability

Staff	M	F	Total	%
Yes			0	0.00%
No	2	1	3	100.00%
Do not wish to disclose			0	0.00%
	2	1	3	100.00%

Sexual orientation

Staff	M	F	Total	%
Bisexual			0	0.00%
Gay / Lesbian			0	0.00%
Heterosexual	2	1	3	100.00%
Transgender			0	0.00%
Do not wish to disclose			0	0.00%
	2	1	3	100.00%

Marital status

	M	F	Total	%
Married	2	1	3	100.00%
Civil Partnership			0	0.00%
Co-habiting			0	0.00%
Single			0	0.00%
Other			0	0.00%
Total	2	1	3	100.00%

Race / Ethnic origin

Staff	M	F	Total	%
Muslim			0	0.00%
Buddhist			0	0.00%
Hindu			0	0.00%
Sikh			0	0.00%
Jewish			0	0.00%
Christian		1	1	33.33%
Other	1		1	33.33%
Do not wish to disclose			0	0.00%
None (Atheist)	1		1	33.33%
Total	2	1	3	100.00%

Gender reassignment – There are no applicants who have undergone gender reassignment

Religion or belief

Staff	M	F	Total	%
Muslim			0	0.00%
Buddhist			0	0.00%
Hindu			0	0.00%
Sikh			0	0.00%
Jewish			0	0.00%
Christian		1	1	33.33%
Other	1		1	33.33%
Do not wish to disclose			0	0.00%
None (Atheist)	1		1	33.33%
Total	2	1	3	100.00%

6.3 Employees who have applied to change position - unsuccessful

Age and Gender

Age Range	M	F	Total	%
16-21			0	0.00%
22-30	3		3	75.00%
31-40			0	0.00%
41-50		1	1	25.00%
51-60			0	0.00%
60+			0	0.00%
Total	3	1	4	100.00%

Disability

Staff	M	F	Total	%
Yes			0	0.00%
No	3	1	4	100.00%
Do not wish to disclose			0	0.00%
Total	3	1	4	100.00%

Sexual orientation

Staff	M	F	Total	%
Bisexual			0	0.00%
Gay / Lesbian	1		1	25.00%
Heterosexual	2	1	3	75.00%
Transgender			0	0.00%
Do not wish to disclose			0	0.00%
Total	3	1	4	100.00%

Marital status

	M	F	Total	%
Married		1	1	25.00%
Civil Partnership			0	0.00%
Co-habiting	1		1	25.00%
Single			0	0.00%
Other	2		2	50.00%
Total	3	1	4	100.00%

Race / Ethnic origin

Staff	M	F	Total	%
White- British	3	1	4	100.00%
White - Irish			0	0.00%
White - Other			0	0.00%
Mixed - White & Black Caribbean			0	0.00%
Mixed - White & Black African			0	0.00%
Mixed - White & Asian			0	0.00%
Mixed - Other			0	0.00%
Asian or Asian British - Indian			0	0.00%
Asian or Asian British - Pakistani			0	0.00%
Asian or Asian British - Bangladeshi			0	0.00%
Black or Black British - Caribbean			0	0.00%
Black or Black British - African			0	0.00%
Black or Black British - Other			0	0.00%
Chinese or other ethnic group - Other			0	0.00%
Chinese or other ethnic group - Chinese			0	0.00%
Total	3	1	4	100.00%

Gender reassignment – There are no applicants who have undergone gender reassignment

Religion or belief

Staff	M	F	Total	%
Muslim			0	0.00%
Buddhist			0	0.00%
Hindu			0	0.00%
Sikh			0	0.00%
Jewish			0	0.00%
Christian		1	1	25.00%
Other			0	0.00%
Do not wish to disclose	1		1	25.00%
None (Atheist)	2		2	50.00%
Total	3	1	4	100.00%

7. Employees involved in grievances

During the period 1st April 2011 until 31st March 2012 there was 1 formal grievance and 1 informal grievance. The Authority is unable to publish Equality information as this may lead to a breach of confidentiality

8. Employees involved in disciplinary

There were no employees involved in disciplinary procedures during the period 1st April 2011 until 31st March 2012

9. Equal Pay Audit

The National Park Authority completed an Equal Pay Audit in December 2012 with assistance generously provided by Monmouthshire County Council. The full Equal Pay Audit is provided as a separate report.

