

Strategic Equality Plan

Annual Report

March 2015



Foreword

This is the third annual report on the achievements of the Brecon Beacons National Park Authority in relation to the Strategic Equality Plan. We have included case studies to provide a sense of the excellent work the Authority is engaged in. The work of our Communities and Education departments along with the Sustainable Development Fund are particularly successful in meeting the needs of groups with protected characteristics. I hope that we can build on their work and continue to attract new audiences to the National Park and support community initiatives.

In December 2014 the Authority was delighted to announce that it is the first UK National Park Authority to be officially recognised as 'Working towards becoming dementia-friendly'.

I hope you find the information in this report interesting and if you have any questions please contact Richard Mears Human Resources Manager using HR@beacons-npa.gov.uk



John Cook
Chief Executive



Cllr Geraint Hopkins
Chair of the National
Park Authority



Cllr David Meredith
Member Champion
Equality

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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, Town and 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.

Section 2 - Identifying, collecting and using relevant information

2.1 Members and employees

The statistics provided are consistent with the approach in the First Annual report where the Authority has sought, recorded and analysed information from members (Appendix 1), employees (Appendix 2) and job applicants (Appendix 3) for the year 1st January 2014 to 31st December 2014 and has published this data as the most up to date information available.

2.2 Recruitment

A new recruitment equality monitoring form was introduced in May 2012 and this has enabled the Authority to produce accurate equality information for each protected characteristic (Appendix 3). Whilst the accuracy of information improved as the new forms were introduced the return rate of the Monitoring Form declined initially from 70% (2013) to 52%. During the latter part of 2014 a new online application and monitoring form was introduced and the average return rate following its introduction increased to 84%.

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 in 2012 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 and Audit and Scrutiny committees that required a Member decision. The Equality Screening Forms are completed by Officers, reviewed by Directors and included with all committee reports and published on the Authority's website.

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

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

Communities Department

Mosaic Wales

Started in January 2012 this is a 3 year partnership project funded primarily by Big Lottery, led by the Campaign for National Parks (CNP) and involving the 3 Welsh National Park Authorities and the Youth Hostel Association. A part time project officer hosted by Campaign for National Parks works from a city location for easy access to the target Black and Ethnic Minority (Black and Ethnic Minority) communities. Jasmin Chowdhury was appointed as a development officer to work with the Beacons National Park Authority and she is based in Cardiff.



Project elements:

- Black and Ethnic Minority community capacity building,
- developing Community Champions from the Black and Ethnic Minority communities and
- organisational change in National Park Authorities.

Over the project within the Brecon Beacons National Park the project has:

- held urban events promoting the National Park in Cardiff and Newport
- recruited 20 Black and Ethnic Minority Community Champions to work with and promote the Brecon Beacons National Park
- provided training for champions eg fundraising to fund future visits, leading a visit
- led Group Leader Visits in the park to help Black and Ethnic Minority Community Group Leaders familiarise with what is available in the Park suitable for their groups
- held annual feedback forum to provide feedback to the Park Authority
- Over 400 people from Black and Ethnic Minority communities have enjoyed the natural environment through participating in activities within the National Parks
- Enabled Community Champion input to Brecon Beacons National Park Authority policy, decision making and practice

Sustainable Development Fund (SDF)

The Sustainable Development Fund (SDF) panel met during the first week of July 2014 and approved three projects.

1. Llangorse Sailing Club were awarded £15,000 towards the cost of building a new clubhouse. The sailing club, run by volunteers, is keen to promote participation in the sport and has taster days and junior training sessions. For more information <http://www.llangorsesailing.com/index.aspx> .
2. BRfm, a community radio station on the Park boundary in Nantyglo has been awarded £3,204 to modernise their computer equipment to ensure their continued successful operation.



To see the activities of the radio station watch the following video. <http://www.youtube.com/watch?v=nOKGbXJBL74> .

3. The Abergavenny Tourist Information Centre is now operating from the Tithe Barn in Abergavenny and they received £7,500 towards the operation of tourist services from this new location.

Rural Skills

Through our National Park Authority / Natural Resources Wales Pathways project our staff delivered Agored Cymru accredited units to a range of socially excluded groups. We are rather proud of the latest achievement (despite the weather!) from the Drug Aid participants who are currently working towards a unit in Woodland Skills.

A big thank you to Ian and the Craig Y Nos team for helping us deliver this so successfully.

Ceri Bevan Sustainable Communities Officer



Hurdle Making at Craig Y Nos – November 2014

Coleg Powys Students Gain Rural Skills

Councillor David Meredith was delighted to present students from Brecon College their Agored Cymru certificates in Countryside Awareness during a recent field trip to the new Llangasty bird hide.



The qualifications were gained as part of the Rural Skills project run by the National Park Authority which aims to develop skills, boost confidence as well as increase the participant's knowledge and awareness of the National Park and the environment.

Fair play grant benefits parks young people

The 'Fair Play in the Park' grant supports community groups working with children and young people experiencing financial hardship. The grant provides transport to activities in the Park they would usually be unable to reach. The Activity day at Craig y nos Country Park saw over 800 visitors participating in activities ranging from Orienteering and Geocaching, to a zip wire across the main meadow.

Fair Play Transport for Schools

Schools who have a higher than average number of pupils eligible for free school meals often don't have the money to bring their pupils to our National Park due increased cost of transport. Our Fair Play project enabled funding to be given to a number of these schools to pay for transport enabling pupils to participate in one of our Education Courses.

All the schools involved were from communities close to the National Park including Swansea, Neath, Cardiff and Bridgend and over 12 schools participated with over 400 pupils visiting the Park who otherwise might not have been able to.

The funding enabled pupils to attend courses on the environment, sustainability, tourism and biodiversity whilst learning about our National Park. We are looking to provide similar support in future as we realise the importance of ensuring all schools have the opportunity to experience and learn about the natural environment on their doorstep.

Last year the grant helped over 700 young people to access a range of activities right across the National Park,

Beneficiaries included Abergavenny youth club who undertook canoeing and mountain biking trips, Llanddeusant Home Education Group visited Dan-yr-Ogof show caves for a hands on geology lesson, and Lower Cynon Communities 1st Fortitude group climbed to the National Park's highest point the summit of Pen-y-Fan!



Another successful activity day was held again at Craig-y-nos Country Park as part of this year's Fforest Fawr Geopark Festival. We were again able to offer this as a free event with Fair Play funding activities on the day. This ensured that the event could be accessed by many local people and families which encouraged them to explore the Country Park and the wider National Park.



Activities were provided by as many local groups and organisations as possible giving them a platform to advertise their own work. These included outdoor activity providers, national wildlife and conservation organisations, local voluntary and historical organisations, craftspeople, archaeological and geological groups and natural play.

Once again Craig-y-nos Country Park has proved to be an ideal venue for this outdoor event as it is easily accessible, family friendly and with beautiful grounds.

New Brecon Beacons National Park Trainees embark on Conservation and Heritage Projects.

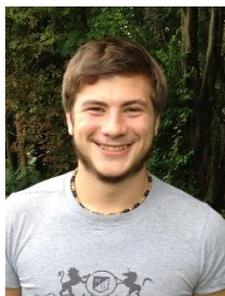
In 2014 The Heritage Lottery Fund awarded funding to Brecon Beacons National Park Authority to provide 12 salaried conservation traineeships over the next three years.

A grant of £908,500 has been awarded by the Heritage Lottery Fund 'Skills for the Future' towards the 'Skills in Action' partnership which includes Brecon Beacons National Park Authority, Pembrokeshire Coast National Park Authority and Torfaen County Borough Council.

The project supports 12 salaried traineeships across the three organisations each year over the next three years, which will provide individuals with hands-on work based experience in conservation and estate management along with the attainment of a Level 2 City and Guilds qualification in conservation management.

Our six, first year trainees started in September 2014 working alongside existing warden/ranger teams have already experienced a wide range of practical conservation work strengthened by their one day a week college placement at Usk Campus, Coleg Gwent.

Meet the 2014 Trainees.....



Tom



Eleri



Nick



Jon



Ray



Matthew



Luke

In addition to practical work, a busy training schedule has seen all the trainees already successfully complete Health and Safety courses, REC First Aid course and Lantra brushcutter training. January and February sees further training including Chainsaw, Pesticide, Trailer towing and Hill and Moorland leader courses.

The trainees also had the opportunity to visit and experience local community projects including a visit to the Woollen Line at Pen Trumau in the Black Mountains. Having met with artist Pip Woolf for an overview of the project and to assist with wool 'sausage making' the trainees later helped carry the material to the site where it was secured to help prevent further peat erosion.



Another insightful project for the team has been working in conjunction with the St Fagans National History Museum. In September, the trainees alongside supervising wardens and National Park Archaeologist, Natalie Ward undertook some extensive gorse clearance on the site of a former Iron Age hill fort, Pen Y Crug, Brecon.



Gorse was cut and transported to St Fagans National History Museum where it has since been used to thatch the underside of an Iron Age Roundhouse. The roundhouse is being recreated as part of the Natural History Museum's 'Making History' project which itself is also supported funded through the Heritage Lottery Fund.

In December 2014 the trainees then had the opportunity to visit St Fagans to meet the Making History project team and go behind the scenes to see first-hand where the arisings had been used and to discover more about historical uses of gorse and thatching techniques.



We look forward to supporting the trainees through the remainder of their year at the National Park and the skills and experiences they have gained through the programme help them progress in their chosen areas of Conservation Management.



Recruitment for 2015/16 trainee placements will take place in May / June 2015.

Education Services

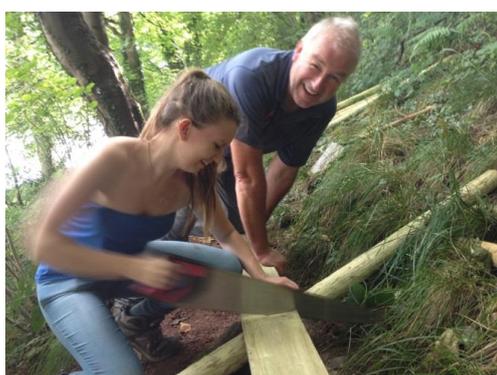
Work Experience

Every year we offer young people with an interest in the environment, a chance to gain work experience with us for a week. We offer a varied programme to give the pupils as broad an experience as possible of the types of work we do.



Francesca Bell, Education Officer (left) and Richard Mears, HR Manager (far right) with our Work Experience students

This year our work experience team included pupils from Crickhowell High School, Brecon High School, Ysgol Gyfun Gwynllyw, Ysgol Glantaf and Gwernyfed High School. The eight young people (between 16-17 years old) joined our Wardens and Education team for four days during their summer holidays. They were involved in an ecology project on Mynydd Illtyd, helped maintain and rebuild a footpath in Brecon and helped with the further development of the new Wildlife Garden at the National Park Visitor Centre where some of them had helped out during a school trip the previous year. They also learned about planning, GIS mapping and helped build two areas in Craig-y-nos Country Park for new beehives.



In addition this year, all pupils used their time with the National Park to complete a John Muir Discovery Award. This is awarded to people in recognition for the work they have done in caring for nature, landscape and the natural environment. This award is nationally recognised.

'Doing the John Muir award was great and will be good to add this to my CV.'

Martha Powell, Brecon High School

National Park Schools Ambassadors

Working in partnership with local primary school teachers, the National Park Authority Education team has developed new resources for teachers to use out and about in the Park. The new lessons are based around encouraging children and their teachers to develop confidence in learning outdoors. The lessons are carefully planned to meet curriculum requirements and will support Eco schools, Healthy schools and the participation of the John Muir Award scheme. Crickhowell Community Primary, Talgarth Community Primary and Mount Street Junior School are already up and running with the scheme. Please view their short film on our website www.beacons-npa.gov.uk/learning to find out more about the National Park Ambassador Schools.

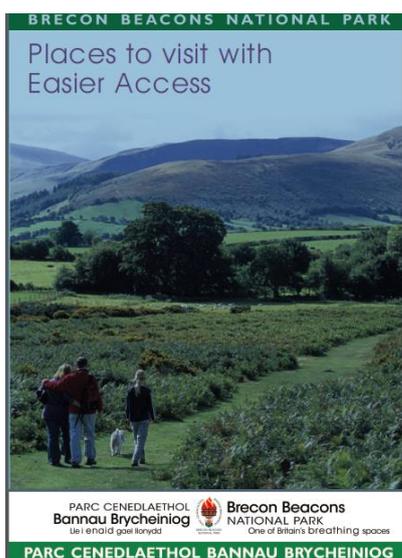


Hayley Sharp, Education Officer (left) and Cllr Ann Webb (third from right) with Crickhowell Community Primary, Talgarth Community Primary and Mount Street Junior School children and teachers

Wardens and Rights of Way

Access improvements at Llangasty bird hide

Following the building of the new bird hide at Llangasty in 2012 Brecon Beacons National Park Authority carried out access improvements in 2014 to enable the bird hide to be accessible to all. By creating a hard standing for parking and a surfaced path with an easy access gate we made the bird hide usable by those with mobility problems as well as those without. Access is by agreement of the neighbouring landowner who has allowed users to access the bird hide via a track across the land.



I have recently visited the Brecon Beacons and at the holiday cottage I found a copy of your booklet Places to Visit with Easier Access. As my husband has trouble walking particularly over rough terrain we found this booklet very useful. It has clearly been well researched and allowed us to do a short walk to a waterfall which we would otherwise have missed. I wish a similar publication could be rolled out across the whole country as there are many people who would welcome the chance to do a short walk without having to worry about slopes, stiles, etc. Thank you and well done.

Regards, Lynne Davies

Central Eastern Brecon Beacons Upland Volunteer Group

The huge success of the Black Mountains Upland Volunteers who help the Authority monitor and maintain the large network of mountain paths has highlighted the need to establish further groups in areas under high visitor pressure.

Assistant Conservation Officer Jason Rees said “The Central Eastern Brecon Beacons is an ideal location for the setup of a sister group to the Black Mountains Scheme. We are looking for volunteers willing to help us undertake practical tasks to maintain the paths such as clearing drains, pitching of loose material, repairing slab and stone work, as well as monitoring and actively engaging with members of the public out on the mountains to highlight their work”.



Tourism

“The power of the Rural Alliances movement is exemplified in the community transport initiative to provide a bus service between Hereford and Hay-on-Wye. Local Authority budget cuts meant a reduction in rural transport services, however this resulted in a partnership of Hay’s Chamber of Trade, the Hay Tourism Group, Rail Herefordshire and Herefordshire Ramblers who were able to raise money from donations to keep the bus service going.



The Brecon Beacons National Park Authority with financial support from the Rural Alliances commissioned a study to show how a community bus service could be started, financed and operated. The bus will charge fares but the initial donations were key to keeping this important tourism and local service in operation, a true partnership between the rural community and local businesses. The bus service is in fact an improvement to the original one with the bus synchronizing its arrivals and departures with the train services in Hereford. The project has not gone unnoticed by neighbouring communities who are already in discussions about following this community led approach to public transport cuts.”

National Park Visitors Centre

Play Area

The National Park Authority’s Visitor Centre at Libanus known to many as the ‘Mountain Centre’ will be a whole lot more appealing to visitors of a younger generation thanks to the installation of a new adventure play area.

Andrea Mansfield Visitor Centre Manager said “The new adventure play area has certainly met the approval of our younger visitors judging by the amount of use the equipment has seen already. It’s an ideal location in front of the tea rooms allow mums and dads the chance to grab a drink whilst still being able to keep a close eye on their children at play”.



Wildlife Garden

Over 1,000 people enjoyed a great day of sunny weather for the event at the National Park Visitor Centre. The Centre hosted a day of pond dipping, minibeast hunts, falconry, face painting, a bouncy castle, wood turning, metal working, glass blowing, leather work and bike hire

The garden has been funded and supported by Natural Resources Wales and the National Park Authority and over the past year, many organisations have been involved in creating the wildlife garden at the Centre. These include the Brecknock Wildlife Trust, Gwernyfed and Brecon High Schools, Keep Wales Tidy, the Probation Service as well as National Park volunteers and staff. It is hoped that this garden will inspire people to make their own gardens friendlier for different kinds of wildlife – even if they have limited space. The wildlife pond is now thriving and has become a magnet for pond skaters, diving beetles, frogs, dragonflies, newts, pond snails and much more.



Volunteers and staff have been creating mini-beast habitats and pond dipping platforms for the National Park Education Service to use with school groups.

Brecon Beacons Young Archaeologist's Club

The National Park Authority's branch of the Young Archaeologists' Club has been running for over a year. The Brecon Beacons Young Archaeologists' Club provides opportunities for children and young people aged 8-16 to engage with the archaeology and heritage of the National Park, and beyond, to be inspired and excited by it, and to empower them to help shape its future.

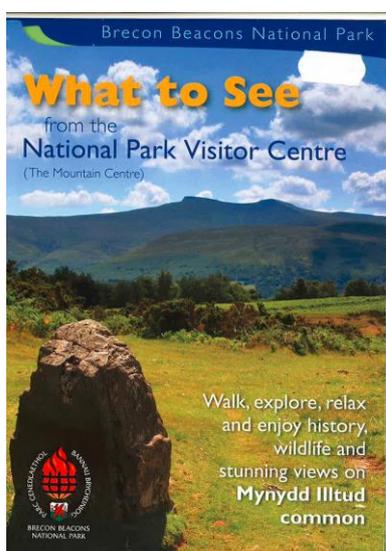
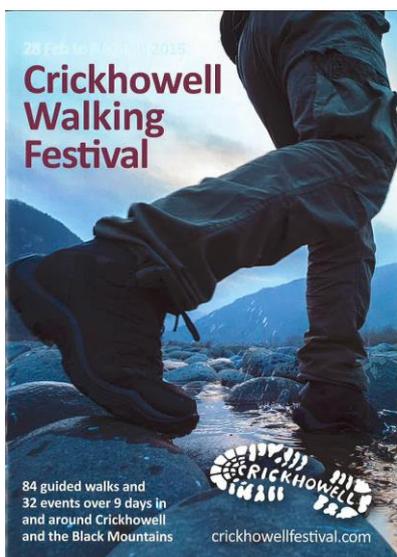


The past year has seen the Club investigate the life of local soldiers fighting in the First World War; explore the forgotten lime heritage of the National Park; scale the heights of Pen-y-Crug hillfort to learn about the life of our Iron Age ancestors; and take part in its first archaeological excavation (an opportunity that isn't often available to under 16s).

The Club is run by a group of 10 leaders, who give their time to the Club on a voluntary basis, under the overall management of the National Park Authority's Heritage Officer. The Club's membership currently stands at over 30 members, and is growing all the time. The membership is drawn from a large geographic area, from Herefordshire in the East, as far West as Lampeter, from the Heads of the Valleys in the south and Builth Wells in the north. The Club attracts members from a wide range of background, including those not in main stream education and children with learning difficulties or other special educational needs.

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

The Authority made initial approaches to groups and identified that funding would be needed for the groups to be able to take this further. However, Officers have been exploring other ways to further this work including support to the Crickhowell Walking Festival which has resulted in the inclusion of specific walks / activities for people with disabilities and the use of wheelchair accessibly symbols to publicise these events. In addition the recently revised "What to see from the National Park Visitor Centre" includes information relating to wheelchair access and induction loop facilities.



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. The quality and reliability of Recruitment information has improved with the introduction of the new monitoring forms although we also recognise that the return rate has reduced (Appendix 3)

New Objective 7: Work towards becoming a dementia friendly organization.

At the AGM in June 2014, Members of Brecon Beacons National Park Authority unanimously agreed that it would aim to become the first Dementia Friendly National Park Authority in the UK. The serving Chairman at the time Mrs Julie James gave her pledge and commitment to take this forward. In the months that followed Brecon Beacons National Park Authority became a member of the Brecon and Hay Dementia Supportive Community and part of the local Dementia Action Alliance. In August 2014 the Alzheimer's Society officially recognised Brecon as the first community in Wales to be 'Working to become dementia-friendly'.



L to R. Cllr Paul Ashton, Mrs Melanie Doel (Deputy Chairman), Mrs Rhiannon Davies, Mrs Julie James and Elizabeth Lewis (HR Officer)

In November 2014 the National Park Authority provided members with the implementation plan, which incorporated staff awareness training and Rhiannon Davies, Chair of Brecon Dementia-Friendly Community informed the Authority that the National Park was now officially recognised as ‘Working towards becoming dementia-friendly’. Brecon and Hay Dementia Supportive Community are hoping that the enthusiasm of the Brecon Beacons National Park Authority will help inspire other businesses and organisations across the Brecon Beacons to become dementia-friendly.

“This is a great achievement for everyone involved. Brecon Beacons National Park Authority has shown its commitment from the very beginning, so it’s absolutely fitting that they have become one of the first organisations in Wales to be awarded this status.”

Rhiannon Davies, Chair of Brecon Dementia-Friendly Community

“By 2015 there will be over 45,000 people living with dementia in Wales. Individuals, organisations and businesses are embracing the need to understand how to support people with dementia so that they can remain independent and continue doing the things they enjoy. We are delighted

that the Brecon Beacons National Park Authority has made significant progress in their ambition to become dementia-friendly and we hope this means more people affected by dementia will feel supported to enjoy the wonderful countryside of the Brecon Beacons. I wish the Brecon Beacons National Park Authority every success with their aim to become the first Dementia Friendly National Park in the UK and hope that other National Park Authorities will follow in their footsteps.”

Sue Phelps, Director of Alzheimer’s Society in Wales

“It is with great pride that I can commend the work of Cllr Paul Ashton, Mrs Julie James our former Chairman, Elizabeth Lewis our HR Officer and the late Huw Price, our Communities Officer for their partnership work with the local Dementia Alliance to progress our commitment to becoming dementia-friendly. We are now proudly displaying the national recognised ‘Working to become dementia-friendly’ symbol. We are continuing to work with key partnership organisations and tourism providers through Park Ambassadors and the Rural Alliance networks to promote the National Park as a dementia-friendly destination. Our future vision is that the Brecon Beacons National Park will be the first National Park to be recognised nationally as dementia-friendly, and will then act as a flagship for best practice in dementia supportive communities.”

Mrs Melanie Doel, Deputy Chairman of Brecon Beacons National Park Authority

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 received training in equality awareness and equality impact assessments and a further 7 employees were trained in 2013.

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, and disability awareness

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 – Our members

96% of Members completed the Equality Monitoring Form – 22 responses.

Gender

	Total
Male	73.91%
Female	26.09%
	100.00%

Age

Age Range	%
16-21	0.00%
22-30	0.00%
31-40	0.00%
41-50	13.64%
51-60	31.82%
60+	54.55%
Total	100.00%

Disability

	%
Yes	0.00%
No	100.00%
Do not wish to disclose	0.00%
	100.00%

Sexual Orientation

	%
Bisexual	4.55%
Gay / Lesbian	4.55%
Heterosexual	81.82%
Transgender	0.00%
Do not wish to disclose	9.09%
	100.00%

Marital Status

	%
Married	81.82%
Civil Partnership	0.00%
Co-habiting	0.00%
Single	0.00%
Other	18.18%
	100.00%

Race

100% of our Members are from a White-British background

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

Religion

	%
Muslim	0.00%
Buddhist	4.55%
Hindu	0.00%
Sikh	0.00%
Jewish	0.00%
Christian	72.73%
Other	0.00%
Do not wish to disclose	18.18%
None (Atheist)	4.55%
	100.00%

2 Employment information - Our staff:

The duty requires the following information on employment:

A listed body in Wales must collect and publish on an annual basis the number of:

- People employed by the Authority on 31 March each year by protected characteristic
- Men and women employed, broken down by:
 - Job
 - Grade (where grading systems in place)
 - Pay
 - Contract type (including permanent and fixed term contracts)
 - Working pattern (including full time, part time and other flexible working patterns)
- People who have applied for jobs with the authority over the last year
- Employees who have applied to change position within the authority, identifying how many were successful in their application and how many were not
- Employees who have applied for training and how many succeeded in their application
- Employees who completed the training
- Employees involved in grievance procedures either as complainant or as a person against whom a complaint was made
- Employees subject to disciplinary procedures
- Employees who have left an authority's employment

All of the above information must be presented for each of the separate protected groups. The exception to this requirement is the data on job, grade, pay, contract type and working pattern, which must be broken down only in relation to women and men.

People employed by the Authority on 31 March each year by protected characteristic

For consistency and to provide up to date figures the Authority has provided statistical information up to and including 31st December 2014 = 128 employees (including 6x HLF funded Trainee Wardens, staff on maternity leave and secondment)

94% of employees completed the Equality Monitoring Form – 121 responses.

Gender

	Total
Male	36.7%
Female	63.3%
	100.0%

Age profile:

Age Range	%
16-21	1.63%
22-30	13.01%
31-40	30.08%
41-50	30.89%
51-60	17.07%
60+	7.32%
Total	100.00%

Disability – 8.4% have declared that they have a disability

Maternity – 1 member of staff is on maternity leave.

Marital status

	%
Married	53.78%
Civil Partnership	0.00%
Co-habiting	18.49%
Single	3.36%
Other	24.37%
Total	100.00%

Religious or belief

	%
Buddhist	0.84%
Christian	48.74%
Other	7.56%
Do not wish to disclose	17.65%
None (Atheist)	25.21%
	100.00%

Sexual orientation

Staff	%
Gay / Lesbian	0.84%
Heterosexual	84.87%
Do not wish to disclose	14.29%
	100.00%

Ethnic Origin

Staff	%
White- British	94.21%
White - Irish	0.83%
White - Other	3.31%
Mixed - White & Asian	1.65%
	100.00%

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

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	5	5	10	50.00%	50.00%	7.81%
2	1	1	2	50.00%	50.00%	1.56%
3		3	3	0.00%	100.00%	2.34%
4		5	5	0.00%	100.00%	3.91%
5	5	12	17	29.41%	70.59%	13.28%
6	5	12	17	29.41%	70.59%	13.28%
7	3	1	4	75.00%	25.00%	3.13%
8	2	13	15	13.33%	86.67%	11.72%
9	8	13	21	38.10%	61.90%	16.41%
10	2	3	5	40.00%	60.00%	3.91%
11	2	2	4	50.00%	50.00%	3.13%
12	4	5	9	44.44%	55.56%	7.03%
13	3	3	6	50.00%	50.00%	4.69%
14	2	1	3	66.67%	33.33%	2.34%
15	1	2	3	33.33%	66.67%	2.34%
Chief Off	3	0	3	100.00%	0.00%	2.34%
CEO	1	0	1	100.00%	0.00%	0.78%
	47	81	128	36.72%	63.28%	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 and was included in the 2013 Equality report

2.4 Contract type

No.	Permanent	Fixed Term	Total
Male	38	9	47
Female	73	8	81
Total	111	17	128
%	87%	13%	100%

On 31st December 2014 there were 17 employees (including 6 HLF Trainee Wardens) who were working on fixed term contracts.

2.5 Working pattern

No.	Full Time	Reduced Hours	Total
Male	41	6	47
Female	46	35	81
Total	87	41	128
%	67.97%	32.03%	128

14.63% of male employees work reduced hours (i.e. less than 37 hours per week) and 47.12% of female employees work reduced hours.

3. People who have applied for jobs with the authority over the last year

From 1st January 2014 until 31st December 2014 the Authority recruited 19 (including 6 x HLF Trainee Warden) vacant positions. We received 286 applications of which 150 (52%) equality monitoring forms were completed.

Age and Gender

Age Range	Male	Female	Total	%
16-21	20	3	23	15.33%
22-30	43	26	69	46.00%
31-40	10	16	26	17.33%
41-50	10	11	21	14.00%
51-60	4	6	10	6.67%
60+	1		1	0.67%
Total	88	62	150	100.00%

Disability

Staff	Male	Female	Total	%
Yes	9	3	12	8.00%
No	79	59	138	92.00%
Total	88	62	150	100.00%

Sexual orientation

	Male	Female	Total	%
Bisexual	3	1	4	2.67%
Gay / Lesbian	1	1	2	1.33%
Heterosexual	67	50	117	78.00%
Do not wish to disclose	17	10	27	18.00%
Total	88	62	150	100.00%

Marital status

	Male	Female	Total	%
Married	11	17	28	18.67%
Co-habiting	16	11	27	18.00%
Other	61	34	95	63.33%
Total	88	62	150	100.00%

Race / Ethnic origin

	Male	Female	Total	%
White- British	86	54	140	93.33%
White - Other	1	6	7	4.67%
Asian or Asian British - Indian	1	2	3	2.00%
	88	62	150	100.00%

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

Religion or belief

	Male	Female	Total	%
Muslim	1		1	0.67%
Buddhist		1	1	0.67%
Hindu		1	1	0.67%
Jewish	1		1	0.67%
Christian	22	21	43	28.67%
Other	9	4	13	8.67%
Do not wish to disclose	19	16	35	23.33%
None (Atheist)	36	19	55	36.67%
Total	88	62	150	100.00%

4. Employees who have applied to change position within the Authority identifying how many were successful in their application and how many were not

Eight employees applied to change position within the Authority during this period and five employees were successful (62.5%).

Age and Gender

Age Range	Male	Female	Total	%
16-21			0	0.00%
22-30	1	3	4	50.00%
31-40		2	2	25.00%
41-50		2	2	25.00%
51-60			0	0.00%
60+			0	0.00%
Total	1	7	8	100.00%

Disability

	Total	%
Yes	0	0.00%
No	8	100.00%
Do not wish to disclose	0	0.00%
	8	100.00%

Sexual orientation

Staff	Total	%
Bisexual	0	0.00%
Gay / Lesbian	0	0.00%
Heterosexual	6	75.00%
Transgender	0	0.00%
Do not wish to disclose	2	25.00%
	8	100.00%

Marital status

	Total	%
Married	4	50.00%
Civil Partnership	0	0.00%
Co-habiting	0	0.00%
Single	0	0.00%
Other	4	50.00%
Total	8	100.00%

Race / Ethnic origin

Staff	Total	%
White- British	7	87.50%
White - Other	1	12.50%
	8	100.00%

Gender reassignment – There were no internal applicants who have undergone gender reassignment

Religion or belief

	Total	%
Christian	3	37.50%
Do not wish to disclose	3	37.50%
None (Atheist)	2	25.00%
	8	100.00%

5. Employees who have applied for training and how many succeeded in their application

The Authority records all requests for training that are sanctioned by Line Managers and Directors. It does not record unsuccessful applications. The Authority's Training Database does not record specific personal information.

For the year 1st January 2014 to 31st December 2014 employees attended 296 training events (Note - 1 member of staff attending an event = 1 and 10 members of staff attending 1 training event = 10)

There were 296 training events – 159 were attended by male employees (54%) and 137 by female employees (46%).

6. Employees involved in grievance procedures either as complainant or as a person against whom a complaint was made

There were no employee grievances during the period 1st January 2014 until 31st December 2014.

7. Employees subject to disciplinary procedures

There were no employees subject to the disciplinary procedures during the period 1st January 2014 until 31st December 2014.

8. Employees who left the Authority's employment

During the period 1st January 2014 until 31st December 2014 21 employees left the Authority.

Age and Gender

Age Range	M	F	Total	%
16-21			0	0.00%
22-30	1	5	6	28.57%
31-40	3	1	4	19.05%
41-50	3	2	5	23.81%
51-60		2	2	9.52%
60+	2	2	4	19.05%
Total	9	12	21	100.00%

Sexual orientation

	Total	%
Gay / Lesbian	1	4.76%
Heterosexual	16	76.19%
Do not wish to disclose	4	19.05%
Total	21	100.00%

Disability

	Total	%
No	19	90.48%
Do not wish to disclose	2	9.52%
Total	21	100.00%

Marital status

	Total	%
Married	12	57.14%
Co-habiting	1	4.76%
Other	8	38.10%
Total	21	100.00%

Race / Ethnic origin

	Total	%
White- British	21	100.00%

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

Religion or belief

	Total	%
Christian	11	52.38%
Do not wish to disclose	3	14.29%
None (Atheist)	7	33.33%
Total	21	100.00%

Reasons for leaving

Staff	Male	Female	Total	%
Fixed term contract expiry		2	2	9.52%
Retirement	1		1	4.76%
Resigned	3	7	10	47.62%
Voluntary Redundancy	1		1	4.76%
Redundancy	3	2	5	23.81%
Deceased	1	0	1	4.76%
Other	0	1	1	4.76%
Total	9	12	21	100.00%