

Strategic Equality Plan

Annual Report

March 2016



Foreword

This is the fourth 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'.

We 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



Mrs Melanie Doel
Chair of the National
Park Authority



Cllr David Meredith
Member Champion
Equality & Diversity

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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.

This is the fourth annual report which builds upon the extensive work of the last four years and provides a summary of the numerous schemes / projects that the National Park Authority and our partners are engaged with to demonstrate our commitment to working with disadvantaged groups and groups with protected characteristics.

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 2015 to 31st December 2015 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). During the latter part of 2014 a new online application and monitoring form was introduced and the return rate for the last year was 76%.

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.

During 2016 the Authority will be introducing a new Single Integrated Impact Assessment form that reflects the requirements of Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, Wellbeing of Future Generations (Wales) Act 2015 and Welsh Language (Wales) Measure 2011 to provide a new comprehensive screening form for Authority decisions.

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

'Inspironment' 2015-16

Community groups throughout South Wales are being helped to get out and enjoy the National Park through a series of leader training days and group visits. The 'Inspironment Project' aims to inspire those who are unsure how to access the Park or what is available for them, to become regular visitors, more active and to enjoy its special environment.

The project, funded by the National Park Authority and Natural Resources Wales is led by the National Park's Sustainable Communities team. Initially, they ran six training days for group leaders providing information and resources about the National Park and highlighting opportunities for outdoor recreation and activities. Supported by the Communities team, the leaders are now bringing their groups to the Park for walks and activities such as geocaching. Funding is available to help cover transport costs and each participating group will be provided with an information pack of walk itineraries, leaflets, books and resources to help them with their own walks and activities in the future. The walks itineraries will be available for all to access at the end of the project in April via the National Park website. These give walking routes for different levels of ability and information on public transport, access and refreshments.



Groups participating have included those supporting people with mental health problems, drug and alcohol addiction, young carers and older people.

Feedback has been extremely positive:

'It has encouraged me to participate more in outdoor activities and it has raised my awareness of the National Park' – L.S. SANDS Cymru (formerly Swansea Drugs project)

'This has been a very worthwhile project. It has enabled me to make several new friends and cope with the loneliness and often boredom of living alone.' M.S. Six Bells Community First



Members of the Cardiff People First Group enjoying a visit to Craig-y-nos Country Park.

Agencies and Groups supported through Inspironment

Group or Agency	Group Type	Supports
Youth Intervention Service	Powys CYPP	Vulnerable young people at an early stage to address difficulties as soon as possible and prevent their problems escalating.
Kaleidoscope	Charity	Charity supporting ex-substance misuse in South Wales
Torfaen Social Services	Torfaen Borough Council	Providing day care and activities for young adults with profound learning difficulties and physical disability
SANDS Cymru	Charity	<i>Independent charity providing a range of services for drug users, their families and friends.</i>
Cwm Carers	Age Cymru	Support for older people in Blaenau Gwent
Cardiff People First	Powys Carers	Self -advocacy group run by and for people with a learning disability in Cardiff
Hafal Cymru	Powys CC	Supporting people with serious mental illness and their carers
Stephens & George Charitable Trust	Charity	Charity supporting children through opportunity and literacy in Community First area.
Georgetown Youth Club	Blaenau Gwent CC	Youth service provision – Community First
Ystradgynlais - Action for Children	Charity	Supporting families with disabled children.
ACCESS Abertillery	Charity	Supporting older people to access physical activity
Blaenau Gwent Community First	Blaenau Gwent CC	Providing support for children and young people (8-16) to access activities.
Child Brain Injury Trust	Charity	<i>Charity supporting children, young people and their families and offering respite activities.</i>
3 G's Merthyr Tydfil	Merthyr Tydfil Borough Council	Youth support services in Community First areas
Monmouthshire Young Carers	Monmouthshire CC and Crossroads Charity	Support service for young carers between the ages of 8-18 who look after a parent, grandparent or sibling with a physical or mental illness or disability or who is frail and elderly.

Mental Health and Well Being Day 2015

As part of Mental Health week the National Park worked in partnership with Brecon MIND to facilitate an activity day at the National Park Visitor Centre. The event brought together service users and activity providers. Despite unfavourable weather conditions the event facilitated many new linkages between groups, individuals and organisations and was hugely popular with those who attended. It gained an enormous amount of interest from the health sector seeking new and innovative ways to increase activity for patients and their families.

Service and activity providers included: The National Trust, Ramblers Association, Keep Wales Tidy (Long Forest Project), Lets Walk Cymru, Exercise Referral Scheme, Natural Resources Wales Come Outside, The Woollen Line Community Art, Gwalia Care and Support, Dementia Friends, and the Eco Travel Network.

Highlights of the day included trialing the electric 'Boswell' the Boma, screen printing and carding wool.



Transport was funded through the BBNPA Sustainable Development Fund which awarded a grant to cover the costs of hiring a shuttle bus from Brecon for those wishing to attend this event at the National Park Visitor Centre. The hire of the bus was essential to ensure that the event was fully inclusive.

Army Welfare Activity Day – Llangorse Lake

National Park staff worked in partnership with Take pArt, community art workshop and the Army welfare liaison to develop and deliver an activity day at Llangorse Lake for service families based at Dering Lines, Brecon.

Regular service personnel along with Nepalese families from the local Ghurkha regiment visited and learned the history of the Crannog before walking across Llangorse Common, through the water meadows on the edge of South Wales largest lake.

The day was appreciated by all as many service families often have little opportunity to enjoy the outdoors together. Activities provided welcome respite and provide the health and social well-being benefits attributed to outdoor activity.



Geocaching Project – Sports Wales 2015-17

A geocaching project funded by Sports Wales and the National Park Authority, has been running for nine months targeting geographical areas with the lowest participation in physical activity. There have already been some remarkable successes with the project training double the initial target of youth leaders to run geocaching sessions. Some of the groups involved in the project have learning difficulties and/or emotional and behavioural issues. The strength of the project has been to enable young people to participate and contribute in an activity where previously they may have been excluded.

The third phase of the project is now underway which supports youth groups engaged in the project to start using geocaching in their local areas. Groups are provided with a comprehensive list of funding opportunities which they can access to buy equipment for geocaching.

To date 15 different projects have been supported including: the Gellideg Foundation, Blaenau-Gwent Youth Offending Team, Torfaen pupil referral unit,

Barnardos, Viva, Miskin, RCT youth intervention team, Multiple intervention assistance team Merthyr, Peoples Plus and LLamau.



Ysgol Penmaes – Duke of Edinburgh Silver Award 2016

The community team at BBNPA are continuing to support Ysgol Penmaes students to complete the volunteering element of their Duke of Edinburgh Silver Award. Ysgol Penmaes provides high quality specialist education for pupils with a wide range of learning difficulties. These include severe learning difficulties (SLD), autistic spectrum disorder (ASD) and profound and multiple learning difficulties (PMLD). The school provides education for pupils aged 3-19 and situated in Brecon has a wide catchment area across Powys.

The DofE Silver Award requires six months of volunteering by each participant and the school encourages students to undertake this within the local community. Supported by the National Park Community team and staff at the National Park Visitor Centre students are now helping maintain the Wildlife Garden and enhancing it with new willow structures. A visit to Craig Y Nos Country Park has also enabled students to harvest the willow which they are now putting to good use in the community garden.



Volunteering Opportunities



The Brecon Beacon National Park has a long history of working with volunteers, who are a highly valued and appreciated part of the Park. Volunteers make a major contribution to the maintenance of the Park; meet and greet visitors and generally assist in others enjoyment of our National Park. Our volunteering scheme is open to all abilities as in addition to practical work parties there are opportunities to help out with monitoring, record keeping in relation to heritage; organisation of photographs and data for ecology; taking part in surveys and a range of other activities.

The Brecon Beacons National Park Volunteering Scheme supports the Parks social inclusion programme through:

- Volunteers coming into contact with others face-to-face to increase feelings of belonging and of contribution. This can help overcome feelings of personal isolation and reduced self-esteem.
- Volunteering reduces stresses in life and combats feelings of loneliness. People who are excluded often experience a sense of shame and failure and lose hope of affecting their circumstances.
- Volunteering can help people tackle some of the underlying causes of social exclusion such as lack of employment, education and health.
- Volunteering can improve employability by increasing vocational and social skills.
- Contacts arise through social networks that people form through volunteering and these can lead to securing useful references and even finding a job.

- Identities are expanded as people see that they have something to give to their community by volunteering. The element of recognition of people's volunteer contributions is an important aspect of belonging.

Volunteering is a basic expression of human relationships. It is about people's need to participate in their societies and to feel that they matter to others. It carries with it a wealth of values including cohesion, mutual trust, belonging and empowerment which all contribute significantly to the wellbeing of individuals, their communities and societies.

The National Park currently supports over 140 volunteers aged from 18 to 83 who benefit not only from hands on training but also keeping fit and well and engaged. Volunteers are supported to work to their own skill level and are taught new skills regardless of gender. Volunteering makes a huge difference to those with mental health problems giving one individual suffering with depression 'something to get up for in the morning'.

Another recently retired volunteer explained 'it has helped me enormously since my retirement as I was struggling to cope with a lack of commitment and a feeling of no longer being useful'

Sustainable Development Fund (SDF)

The Sustainable Development Fund supports community projects across the Brecon Beacons National Park aiming to support projects which address economic, environmental, community and cultural issues and which also improve the quality of life for communities in the National Park.

Projects have to show they are sustainable – linking social, environmental, cultural and economic issues through public participation and demonstrating they have genuine support or involvement of communities within the Park. They are also required to demonstrate they contribute to the National Park Management Plan themes and complement other relevant local and national strategies including the Welsh Government's Welsh Language Scheme.

Relevant key priority areas include projects that:

- Overcome institutional arrangements, relationships and cultures that may be creating barriers to sustainability;
- Involve young people; and provide opportunities to acquire new knowledge and skills
- Secure a sustainable future for locally important services
- Support local disadvantaged and disabled groups;
- Derive support from and provide support to local businesses;
- Encourage social inclusion



Projects are categorised into the main focus areas of Preservation/Conservation;

Social Inclusion; Business and Cohesive Communities.

23 projects received £124,278 from the Sustainable Development Fund to year end 2015 with 16 jobs were created or protected on projects receiving grants in the year. In excess of 21,000 volunteer hours were contributed on projects supported by SDF with all projects meeting at least two of the objectives of the scheme

The following are examples of socially inclusive projects supported:

St. John's Centre

The St. John's Centre in Brecon were awarded an SDF grant to run a pilot project. Dysgu a Hwyl ran a series of courses, held at the St. John's centre in the deprived St. John's ward area of Brecon. Skills including cookery, money management, basic computer skills, first aid and parenting for Dads were all planned to enable parents to build confidence with a view to those parents returning to work.

As a whole, the "Dysgu a Hwyl" workshops have been a success. A total of 64 adults attended for a variety of workshops and training and 47 children attended the lunches and crèches.

Over the twelve family lunches ran, a total of 47 adults and 40 children took part. The many comments received both verbally and on evaluation forms confirmed that the workshops had been a success and ideas for future workshops have been generated. One of the attendees has accessed a number of the workshops to help her to prepare to set up as a child-minder.



“By taking part in these workshops we have helped a number of people to build their confidence, make new friendships and feel part of their community. Many of the participants have expressed an interest in taking part in more workshops such as keep fit, building self- esteem and confidence and accredited courses in basic food hygiene and computer skills. Another popular request is to have workshops on cooking on a budget and money management.” Julia Lewis (Centre Manager)

“The role of the Development Outreach Worker has been of great benefit to the whole of this project and has ensured that all our set aims and objectives were achieved in the timescale given. Without her hard work and the support of Brecon Beacons National Park, we would have been unable to run the project. Our future aim is to secure funding for the next three years in order to continue this good work and benefit the families within our community.”

Homemakers Community Recycling – Bulky Collection Service

Homemakers in Abergavenny are helping to divert bulky household items from landfill. Homemakers Community Recycling is a registered charity based in Abergavenny and works throughout the Brecon Beacons areas of Powys, Blaenau Gwent and Monmouthshire.

The SDF grant award has enabled the charity to take over the whole of the collection service for Monmouthshire of Bulky Household items.

The grant has enabled the employment of a driver to assist with the collections. This position has also provided an increase in volunteering opportunities.

Homemakers have now secured a 5 year SLA with Monmouthshire County Council to provide a bulky household collection service.



Key Statistics:

- Volunteer numbers improved from 84 to 96 with volunteer hours of 13,960.
- Homemakers worked with 24 organisations to raise awareness of recycling / re-use and waste reduction.
- 31 households were assisted through the Hardship Fund - totaling 72 people.
- 331 tonnes of bulky household waste was diverted through re-use / recycling.
- Homemakers diverted from landfill 81.5% of the waste collected through re-use / recycling.
- 2706 items were re-used by the general public.

They are now diverting from landfill via reuse and recycling at an average of 22 tonnes per month, including 8 different waste streams - glass, paper, cardboard, metal, textiles, polyester, ceramics and wood. The diversion rate was around 6 tonnes per month when the grant started.

Rob Davies from Homemakers says, *“The help that Brecon Beacons National Park’s SDF has given Homemakers has allowed the charity to free up its own income to develop. The charity has now purchased land to develop the operation and become more sustainable. The charity has 6 staff and is currently advertising a post for an EBay Co-ordinator. The workload of the charity has meant Homemakers have been able to offer a couple of staff more hours moving from part time to full time.”*

Canolfan Gymunedol Ystradowen Community Centre Transport

BBNPA awarded Ystradowen Community Centre £6,614 to help fund the appointment of former miner Huw Jenkins to drive and maintain the centre's minibus.

Ystradowen Centre's Development Officer Elinor Gilbey said: *"We can't thank the BBNP enough for supporting Huw's appointment. He has made a fantastic difference since he arrived, ferrying older folk and those with disabilities to and from the Centre and generally building up a good rapport with centre users"*.

Huw said: *"This is a huge change for me after working underground for 30 years, but I am thoroughly enjoying myself."*

"Some of the neighbouring villages like Rhiwfawr don't even have a bus service so the minibus plays a vital role in ensuring the centre is accessible and well used".



The minibus not only supports users of the centre but also supports many groups from the community such as local choirs, bowls club and walking groups. The support from the Brecon Beacons National Park Authority has not only helped access to the community centre but has supported the infrastructure of the whole community.

National Park Champions

Bringing well-being benefits from the National Parks to financially disadvantaged Children and Families.

National Park Champions delivered a social inclusion project with the aim to develop awareness of what the National Park can offer to leaders of child focused organisations ('Champions') in order to meet the agenda and priorities of children and families in poverty.

This project aimed to support the most vulnerable and financially disadvantaged in increasing their capacity and confidence and increasing equal opportunity to accessing outdoor activity. It was also about changing organisation behaviour and attitude towards less fortunate groups and individuals. Through continued partnership working, training and regular dialogue with groups, the project offers a discovery of the natural environment within the National Park, whether locally or further afield, for groups to enjoy fun, low or no cost outdoor activities.



'Excellent day showcasing what the National Park has to offer to groups and families. Also another great opportunity to network with other group leaders and understand options available' CJ, Powys Mend.

Through achieving these objectives the project contributes to reducing inequalities in participation by children in poverty, directly supporting the National Parks in Wales' Social Inclusion and Child Poverty Strategy, the Welsh Government 'Programme for Government' and Building Resilient Communities. It also takes forward the Tackling Poverty Action Plan including the Revised Child Poverty Strategy and in doing so builds the foundations for 'The Wales We Want'.

Supporting such environmental engagement both now and in the future helps to mitigate the effects of financial disadvantage by reducing the opportunity 'gap' and increasing overall health and wellbeing.

The project saw excellent take up, again exceeding targets for involvement. It has furnished participants with knowledge, new skills, a network of contacts and community resources but most of all increased confidence and capacity to be healthy and happy through environmental involvement and activity.

Groups engaged with during the project included:

- St Johns Family Centre / Action for Children
- Powys Complementary Education
- Gwalia Foyer and Floating Support
- Powys Young Carers
- Viva! Project

All groups, Champions and Peer Mentors involved have engaged enthusiastically with the programme and have expressed the wish to continue working with the project team, make return visits and/or develop their own activities. The enthusiasm and participation from organisations and community groups continues to highlight the potential this work has to make a significant difference to the ways in which financially disadvantaged and socially excluded groups view and access the National Park. National Park Champions continue to support local activity, make things happen and overcome barriers.

'My role as development officer is to organise leisure activities for children and young people with disabilities and to support them to participatethe training has enabled me to provide a wider range of activities so children and young people with disabilities can engage within the community'. – AK, Outreach Worker Viva project

Park Pathways

Park Pathways delivered Agored Cymru accredited units of training to marginalised groups from within and beyond the National Park Boundary. It built on the success of the Rural Skills project by expanding the units and offering and supporting six previous participants to become Peer Mentors. In addition to developing locally relevant skills for excluded individuals (many of whom are NEET- Not in Education, Employment or Training) the project promoted enjoyment and understanding of the environment, rural issues and supported behaviour change amongst individuals who typically had little opportunity to experience the National Park.

Park Pathways successfully delivered and exceeded the project outputs and has strengthened the legacy of increasing confidence and capacity amongst participants. The challenge of engaging with non-learners, people who had dropped out of mainstream education or people that felt learning was not for them due to poor experiences, remains as prevalent as ever.

Park Pathways provided a locally accessible learning opportunity for such groups of learners and through collaborative working with partner organisations we enabled wider participation of groups through appropriate and relevant training tailored to the learner needs.



A total of 31 individuals trained by National Park staff on their preferred unit with 28 participants completing their training and achieving accreditation.

Only 35% were initially interested in volunteering opportunities which rose to 73% interest at the end of the course. A key barrier for those not interested in volunteering was lack of transport – two participants said they ‘maybe’ interested!

77% stated participation had given them insight into outdoor job opportunities

91% of learners wished to partake in further courses, (included dry stone walling, forestry, footpath maintenance, river management and wildlife conservation, photography and outdoor activities)

‘Thoroughly enjoyed the whole experience. It was educational and thought provoking. Trainers were friendly and willing to answer any questions. They were enthusiastic and respectful and made everyone in the group feel comfortable’
Drug Aid Cymru

Park Pathways Groups

Group	Support	No of learners completed training
Drug Aid Cymru GOALS	Diversions Activities for adults who use drugs in Gwent	4
NPTC School of Foundation Studies	Supporting the needs of those with learning difficulties and/or disabilities	12
Ty Illtyd mental Health Resource Centre	Supporting individuals with experience of mental distress to benefit from greater opportunities to do things to help themselves and others locally.	4
Kaleidoscope	Support for those affected by drug and alcohol misuse to access local provision of volunteering, training and employment.	3
South Wales Probation Service	Supporting offenders to tackle the causes of their offending behaviour.	8



- Really enjoyed the course, especially lopping down willow. Benefitted from team working especially the satisfaction of producing the willow hurdle. Enjoyed working in the fresh air and the beautiful surroundings. *RK – Ty Illtyd*
- ‘Enjoyable, very knowledgeable course surprised how much fun you can have in the countryside by doing different activities’ *AG – Probation*
- Really enjoyed the course, improved confidence and new skills, would like to volunteer in future programmes, thanks to everyone for a good course and their help. *GW – Probation*



Feedback from participants who had completed their accreditation showed both increase in knowledge, and awareness of the National Park with 98% experiencing a far greater confidence after completion of the courses

Comments provided by the groups clearly demonstrates that Park Pathways remains a worthwhile project providing personal and social benefits to the participants over and above the initial training opportunity. Perfectly summed up by:

I was apprehensive when I first came but I had a fantastic surprise of what I learnt. I am going away with new skills...I would recommend this experience to everyone. The only way this could improve is that I could come every week' CP – Goals

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.

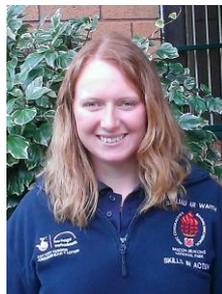
The project supports 12 salaried traineeships across the three organisations each year over the next three years, which will provide individuals with hands-on work based experience in conservation and estate management along with the attainment of a Level 2 City and Guilds qualification in conservation 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 new 2015 - 2016 Trainees.....



Sarah Bagley



Bethan Rees



Richard Taylor



Samuel White



Peter Jenkins



Steffan Edwards



Thomas Chapman

Education Services

Fair Play Project 2015/16

A total of £2000 was made available this financial year to enable schools from disadvantaged areas to access the outdoors and experience the Brecon Beacons National Park on an educational visit.

An email was sent to all schools in the catchment area for the Brecon Beacons National Park i.e. S, Wales/Powys/Carmarthenshire, offering funding to cover the costs of a bus for an educational visit. Schools with a higher than average percentage of children eligible for Free School Meals (currently above 19%) were invited to apply on a first come, first served basis. The Fair Play project was also promoted in the 'Learning' section of the Authority's website.

Schools assisted April 2015-January 2016

School/Group	Address/county	Numbers	% FSM
Greenhill Special School	Cardiff	25-30 +12-14 staff	85.0%
Llandeilo Primary	Carmarthen	24 x Recept	22.5%
Millbank Primary School	Cardiff	60 Yrs 3&4	32.1%
Stacey Primary School	Cardiff	30 x Yr 4	37.7%
Trallwn Primary School	Swansea	57 x Yrs 3/4	48.7%
Tyn y Wern Primary	Caerphilly	70 x Yrs 5/6	31.0%
Ysgol Golwg y Cwm	Powys	30x Yrs 3&4	29.8%
Ysgol Gyfun Tredegar Comp	Blaenau Gwent	30 x ages 13-14	28.3%
Henbury School	Bristol	35 Yrs 9&10	34%

FSM = Free School Meals

So far nine schools have been assisted with two more arranging dates.

Celia Murray from Henbury School said:

'without the transport funding we couldn't have made this educational visit which is important for the student's GCSE exams. Many of our families struggle to cover the costs of the trip so it has been much appreciated.'



Black and Minority Ethnic representatives shadow Education staff during mentoring project

Brecon Beacons National Park Authority was asked by the Minister for Natural Resources, Carl Sargeant, to run a pilot project aimed at encouraging representatives from Black and Minority Ethnic Communities to get more involved in public life. The project involved National Park members mentoring three candidates for six months and sharing the skills and knowledge that will give them confidence to get involved in Local Government, either in their own communities or further afield. The pilot was supported by Clare Parsons (Sustainable Communities Manager), Julia Gruffydd (Democratic Services Manager) and Emily Kennedy (Designated Landscapes Liaison Officer with the Welsh Government). Both Jasmin and Bhunesh have worked with the Authority before through the Mosaic Scheme but Guptaman, a retired Major with the Ghurkha Regiment, worked with the Authority for the first time.

Several members volunteered to be mentors for the scheme: Mrs Melanie Doel (Chairman), Cllr Glynog Davies (Carmarthenshire County Council), Cllr David Meredith (Powys County Council), Cllr Paul Ashton (Powys County Council), Cllr Ann Webb (Monmouthshire County Council) and Mr Ian Rowat (Welsh Government appointed member). Jasmin, Bhunesh and Guptaman were to undergo training, observing meetings, and having briefing sessions with officers and mentors to better understand the role of an Authority member. The Minister launched the project at the Royal Welsh Show in July 2015 and profiled our scheme, while referring to similar schemes being developed in the Pembrokeshire Coast and Snowdonia National Park Authorities.

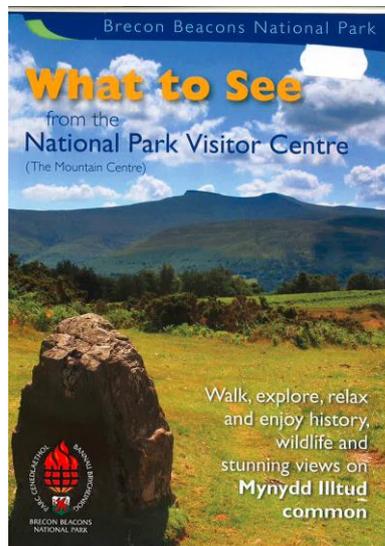
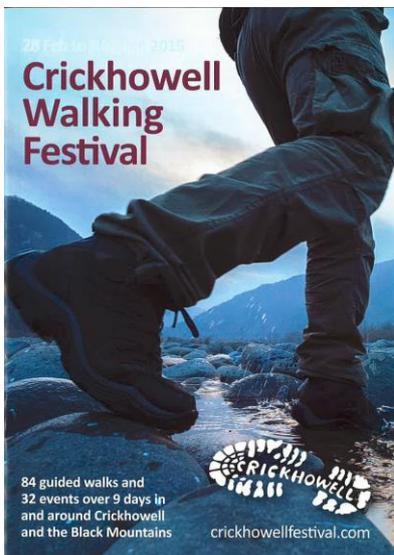
Jasmin Chowdury and Guptaman Gurung at the National Park Visitor Centre.



During the year Guptaman Gurung accompanied members of the Education team and University of South Wales Wildlife / International Wildlife Biology students who had come to learn how the National Park is managed and obtain some careers advice and in November 2015 Jasmin Chowdhury spent an active day with Education officers and a class of primary school children learning about the Celts and the Romans at the National Park Visitor Centre. She helped the children sketch artefacts, make pots, grind corn and take part in a Roman march across Mynydd Illtyd.

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'.

During the last year 40 employees received Dementia Awareness training.

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

100% of Members completed the Equality Monitoring Form – 23 responses.

Gender

	Total
Male	73.91%
Female	26.09%
	100.00%

Age

Age Range	%
16-21	0.00%
22-30	0.00%
31-40	4.35%
41-50	8.70%
51-60	30.43%
60+	56.52%
Total	100.00%

Disability

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

Sexual Orientation

	%
Bisexual	8.70%
Gay / Lesbian	4.35%
Heterosexual	78.26%
Transgender	0.00%
Do not wish to disclose	8.70%
	100.00%

Marital Status

	%
Married	78.26%
Civil Partnership	0.00%
Co-habiting	4.35%
Single	0.00%
Other	17.39%
	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	4.35%
Hindu	0.00%
Sikh	0.00%
Jewish	0.00%
Christian	69.57%
Other	0.00%
Do not wish to disclose	17.39%
None (Atheist)	8.70%
	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 2015 = 125 employees (including 6x HLF funded Trainee Wardens, staff on maternity leave and secondment)

94% of employees completed the Equality Monitoring Form – 117 responses.

Gender

	Total
Male	36.8%
Female	63.2%
	100.0%

Age profile:

Age Range	%
16-21	0.83%
22-30	12.40%
31-40	17.36%
41-50	28.10%
51-60	31.40%
60+	9.92%
Total	100.00%

Disability – 7.76% have declared that they have a disability

Maternity – 3 member of staff is on maternity leave.

Marital status

	%
Married	52.59%
Civil Partnership	0.00%
Co-habiting	16.38%
Single	3.45%
Other	27.59%
Total	100.00%

Religious or belief

	%
Buddhist	7.72%
Christian	50.86%
Other	7.76%
Do not wish to disclose	16.38%
None (Atheist)	23.28%
	100.00%

Sexual orientation

Staff	%
Gay / Lesbian	0.86%
Heterosexual	82.76%
Do not wish to disclose	16.38%
	100.00%

Ethnic Origin

Staff	%
White- British	95.76%
White - Irish	0.85%
White - Other	1.69%
Mixed - White & Asian	1.69%
	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	Male	Female	Total	Male %	Female %	Total Grades
1	4	6	10	40.00%	60.00%	8.00%
2	1	2	3	33.33%	66.67%	2.40%
3		3	3	0.00%	100.00%	2.40%
4		3	3	0.00%	100.00%	2.40%
5	3	16	19	15.79%	84.21%	15.20%
6	5	11	16	31.25%	68.75%	12.80%
7	3	1	4	75.00%	25.00%	3.20%
8	4	11	15	26.67%	73.33%	12.00%
9	7	11	18	38.89%	61.11%	14.40%
10	3	3	6	50.00%	50.00%	4.80%
11	2	2	4	50.00%	50.00%	3.20%
12	3	6	9	33.33%	66.67%	7.20%
13	3	2	5	60.00%	40.00%	4.00%
14	2		2	100.00%	0.00%	1.60%
15	1	2	3	33.33%	66.67%	2.40%
Chief Off	4*		4	100.00%	0.00%	3.20%
CEO	1		1	100.00%	0.00%	0.80%
	46	79	125	36.80%	63.20%	100.00%

* Note: There were 4x male Chief Officers which included our reduced hours Monitoring and on call Deputy Monitoring Officers.

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	8	46
Female	70	9	79
Total	108	17	125
%	86%	14%	100%

On 31st December 2015 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	39	7	46
Female	43	36	79
Total	82	43	125
%	66%	34%	125

15.22% of male employees work reduced hours (i.e. less than 37 hours per week) and 45.57% of female employees work reduced hours.

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

From 1st January 2015 until 31st December 2015 the Authority recruited 27 (including 7 x HLF Trainee Warden) vacant positions. We received 226 applications of which 172 (76%) equality monitoring forms were completed.

Age and Gender

Age Range	Male	Female	Total	%
16-21	15	9	24	13.95%
22-30	35	28	63	36.63%
31-40	20	16	36	20.93%
41-50	16	17	33	19.19%
51-60	3	9	12	6.98%
60+	1	3	4	2.33%
Total	90	82	172	100.00%

Disability

Staff	Male	Female	Total	%
Yes	6	7	13	7.56%
No	83	74	157	91.28%
Total	90	82	172	100.00%

Sexual orientation

	Male	Female	Total	%
Bisexual	2	1	3	1.74%
Gay / Lesbian		5	5	2.91%
Heterosexual	75	54	129	75.00%
Do not wish to disclose	13	22	35	20.35%
Total	90	82	172	100.00%

Marital status

	Male	Female	Total	%
Married	22	20	42	24.42%
Civil Partnership	1	3	4	2.33%
Co-habiting	15	10	25	14.53%
Single			0	0.00%
Other	52	49	101	58.72%
Total	90	82	172	100.00%

Race / Ethnic origin

	Male	Female	Total	%
White- British	87	77	164	95.35%
White - Irish		1	1	0.58%
White - Other	1	4	5	2.91%
Mixed - White & Black African	1		1	0.58%
Mixed - White & Asian	1			0.58%
	90	82	172	100.00%

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

Religion or belief

	Male	Female	Total	%
Muslim				
Buddhist	1		1	0.58%
Hindu				
Jewish				
Christian	27	33	60	34.88%
Other	2	29	31	18.02%
Do not wish to disclose	15	20	35	20.35%
None (Atheist)	45		45	26.16%
Total	90	82	172	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

Fifteen employees applied to change position within the Authority during this period and five employees were successful (33%).

Age and Gender

Age Range	Male	Female	Total	%
16-21	1		1	6.67%
22-30	1	2	3	20.00%
31-40	4	2	6	40.00%
41-50		4	4	26.67%
51-60	1		1	6.67%
60+				0.00%
Total	7	8	15	100.00%

Disability

	Total	%
Yes	2	13.33%
No	13	86.67%
Do not wish to disclose	0	0.00%
	15	100.00%

Sexual orientation

Staff	Total	%
Bisexual	0	0.00%
Gay / Lesbian	0	0.00%
Heterosexual	9	60.00%
Transgender	0	0.00%
Do not wish to disclose	6	40.00%
	15	100.00%

Marital status

	Total	%
Married	10	66.67%
Civil Partnership	0	0.00%
Co-habiting	0	0.00%
Single	0	0.00%
Other	5	33.33%
Total	15	100.00%

Race / Ethnic origin

Staff	Total	%
White- British	14	93.33%
White - Other	1	6.67%
	15	100.00%

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

Religion or belief

	Total	%
Christian	7	46.67%
Other	1	6.67%
Do not wish to disclose	4	26.67%
None (Atheist)	3	20.00%
	15	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 2015 to 31st December 2015 employees attended 305 training events (Note - 1 member of staff attending an event = 1 and 10 members of staff attending 1 training event = 10)

There were 305 training events – 118 were attended by male employees (40%) and 180 by female employees (60%).

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

There was one employee grievance during the period 1st January 2015 until 31st December 2015.

7. Employees subject to disciplinary procedures

There were two employees subject to disciplinary procedure during the period 1st January 2015 until 31st December 2015.

8. Employees who left the Authority's employment

During the period 1st January 2015 until 31st December 2015 24 employees left the Authority.

Age and Gender

Age Range	Male	Female	Total	%
16-21	2		2	8.33%
22-30	4	4	8	33.33%
31-40	2	3	5	20.83%
41-50		4	4	16.67%
51-60		3	3	12.50%
60+	1	1	2	8.33%
Total	9	15	24	100.00%

Sexual orientation

	Total	%
Gay / Lesbian	0	0
Heterosexual	19	86.36%
Do not wish to disclose	3	13.64%
Total	22	100.00%

Disability

	Total	%
Yes	4	16.67%
No	18	75.00%
Do not wish to disclose	2	8.33%
Total	24	100.00%

Marital status

	Total	%
Married	9	40.91%
Co-habiting	4	18.18%
Other	9	40.91%
Total	22	100.00%

Race / Ethnic origin

	Total	%
White- British	22	91.67%
White – Other	2	8.33%
Total	24	100%

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

Religion or belief

	Total	%
Christian	12	54.55%
Do not wish to disclose	4	18.18%
None (Atheist)	6	27.27%
Total	22	100.00%

Reasons for leaving

Staff	Male	Female	Total	%
Fixed term contract expiry	6	3	9	37.5%
Retirement				
Resigned	2	10	12	50.00%
Voluntary Redundancy				
Redundancy	1	2	3	12.5%
Deceased				
Other				
Total	9	15	24	100.00%