

Strategic Equality Plan

Annual Report

2019-2020



Foreword

This is the ninth 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.

We hope you find the information in this report interesting and if you have any questions please contact Elizabeth Lewis, Human Resources Officer using HR@beacons-npa.gov.uk

Julian Atkins Chief Executive	Mr Gareth Ratcliffe Chair of the National Park Authority	Rev A Davies Member Champion Equality & Diversity
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Section I - Introduction

The Brecon Beacons National Park Authority has adopted its second Strategic Equality Plan during 2019 which a four year period from 2016-2020 which continues our commitment to Equality.

The annual report depicts the extensive work and commitment over the 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 April 2019 to 31st March 2020 and has published this data as the most up to date information available.

Section 3 - Our Objectives

Objective 1:

Promote positive action to provide an accessible National Park and continue to work to remove barriers identified for access to the Brecon Beacons National Park.

Inspironment Walks

Inspironment is a series of walks and activities run by the Sustainable Communities Team in the Brecon Beacons National Park Authority. These are designed to encourage vulnerable and socially excluded groups out into the Brecon Beacons National Park as we recognise the benefit of being outside and active to health and well-being. Walks cater for all abilities, from wheelchair users to those able to undertake more adventurous mountain challenges and take place across the whole Park. Where possible walks coincide with public transport routes to encourage groups to return on their own at a later date.

We have been welcoming a group from L'Arche Brecon and Cardiff People First who have been on walks and activities with us. We've been exploring mountains and rivers, canals and woodlands as well as using photography and plant and animal identification to get a better understanding of the National Park. The feedback received from both groups stated that they feel much more confident in getting out by themselves as they have discovered lots of places that they didn't know they were able to visit with their mixed range of abilities or how easy they were to get to.

Talgarth Community Woods

Talgarth Woods is a 167 acre plantation at the edge of Talgarth owned by the Woodland Trust and now managed by a community group who are working to create an area of ancient woodland. The Sustainable Development Fund has been crucial in the setting up of the group by funding training and equipment so that volunteers can work safely and effectively to thin the overcrowded beech trees. Using horse logging, winches and person power, this way of working has a light footprint on the ground, meaning that the environment and wildlife habitats are protected. The group has worked so well that the Woodland Trust has been confident enough to give them contractor status for the next 5 years. Volunteers who work on the project not only benefit from the exercise and socialising but can also leave with a boot full of wood for their stoves. Community groups like this are essential to help manage and conserve our landscape so if you are thinking of setting up a similar project then please speak to one of our SDF officers to see if we can support you. A short film of the project can viewed on the following link: https://youtu.be/_2lk-PWXJIM

Small Steps Project

Small steps is a pilot action research project run by the BBNPA's Sustainable Communities team, aiming to improve the health and wellbeing of residents within the National Park area with long term mental health conditions. The participants take part in a range of activities including willow weaving, photography, geocaching, local history walks, birdwatching and many guided walks across the National Park.

The feedback so far has been very encouraging and it has been great to see how participants have become more connected to the environment and more confident in their social interaction.

'Walking made me healthier, fitter and I feel better mentally and physically' commented one of the participants. The next stage of the project is to increase the independence of the participants through building confidence in planning activities themselves. We will also be supporting participants to explore areas that are easily accessible by public transport.

While we don't yet know the results of the research measures, the participant feedback and anecdotal evidence suggests that the activities within the green spaces of the National park have been very beneficial to the wellbeing of the participants and staff.

<p>Objective 2: <i>Promote Equality awareness amongst, members and staff to support a diverse, committed workforce</i></p>

Equality Screening Forms were introduced in June 2012 and continue to be required 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.

The Authority continues to provide a suit of training for all staff on Deaf Awareness, Disability Awareness and is keen to progress Equality and Gender awareness in our planned program of training. The Authority has invested in the Elms Training system which all Parks are signed up to. The Online training system provides both general and specific training for National Parks and Local Government employees. The system is to be launched September 2019 will have online courses surrounding Equality Awareness and training will be made mandatory.

The Authority is registered and committed to the 'Disability Confident' Scheme.

The Authority continues its partnership with Brecon Mind and as provided Mental Health Awareness sessions for staff and further trained key employees in Mental Health First Aid.

Objective 3: Promote Equality in recruitment

The Authority is committed to being a Disability Confident Employer.

We have joined partnership with Elite SA following on from two success stories with our Princes Trust Programme.

The Brecon Beacons National Park also played host to Elite Employment networking event for Mid Wales. The event featured in a promotions film and was well attended by a number of local employers. The Authority received the following letter:-

On behalf of ELITE, I wanted to write to you to say thank you so much for hosting the Brecon Disability Confident Awareness event on Wednesday 30th January. The support that you and the staff at Brecon Beacons National Park Authority have shown us has been absolutely phenomenal and it was a privilege to work with you to arrange this event. The venue was spectacular and thank you also for your kind gesture of supplying the refreshments on the day.

The event was a huge success. The feedback that we have received from the attendees has been so positive and has supported our campaign to raise awareness of being Disability Confident in the Powys area. We couldn't have done this without you.

Thank you once again Ceri. I look forward to all of the future opportunities to work with you and the Brecon Beacons National Park Authority team.

Elite have been very much involved with The Princes Trust training scheme over the last 2 years – guiding our younger job seekers through the selection programmes.

Two of our participants were successful in securing places in the 3 months trainee warden programmes.

At Elite, we were so pleased with the enhanced individual self-confidence and abilities which were evident following their training particularly concerning one gentleman, who, prior to the course, struggled with social interaction which made it very difficult for him to find paid employment. He is currently in a paid job of his choice and is independent in his work.

We have seen giant steps being taken, not only with Elite participants, but with all of the trainees involved in the scheme.

Get Into the Brecon Beacons' Rural Skills Trainees

Five very fortunate young people recently concluded a three-month apprenticeship with the Brecon Beacon National Park Authority (BBNPA) and Prince's Trust as part of the 'Get Into the Brecon Beacons' Arwain Powys RDP Leader funded project. Sam, Ethan, Ty, Jordan and Jake all attended an initial two week Rural Skills programme back in April and were selected to move into the apprenticeship that ran from May to July this year. The Get into Rural Skills programme is designed to give unemployed 18-30 year olds in Powys the opportunity to learn new skills in the great outdoors, and support Brecon Beacons National Park Wardens with the conservation of the area.

As a direct result of engagement with the Get into Rural Skills programme, Sam has now been selected by the Prince's Trust to embark on the trip of a lifetime. He has been offered a place on the Gordonstown's Ocean Spirit Training Vessel and during July will be sailing her in the Arctic Circle exploring the dramatic coast of Spitzbergen. The expedition offers privileged access by sea and land to one of the most environmentally sensitive areas in the world and represents a special opportunity to explore the rapidly changing Arctic first hand.

A further (the fifth) training programme in Rural Skills returns to Brecon in September 2019, a Taster Day on 3rd September with the two-week programme running from 9th - 20th September.

Objective 4: <i>Promote equality in pay through the use of data to inform management policy</i>
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The Authority is committed to Equal and as such as part of Welsh Government requirements produces a Pay Policy statement on a yearly basis.

Objective 5: Promote Volunteering opportunities

The Authority is committed to promoting access to Volunteering opportunities for all.

We also invest in training out Volunteers in order to carry out the tasks and have provided a number of accredited training, e.g. First Aid and Brushcutter Training.

Volunteering to Protect our Heritage

Brecon Beacons National Park heritage volunteers have been out and about, working to record the condition of some of our most precious archaeological sites.

Using a recording system devised with Cadw and a bespoke on-line field recorder developed for the project, volunteers are helping us to monitor the condition of historic monuments in our care by creating a written and photographic record, recording the changing condition of our sites and flagging up any threats or damage to our historic environment.

The work undertaken by our volunteers will help us to build a long term picture of the condition of archaeological sites in our ownership, allowing us to identify trends, note change and with the help of area wardens and conservation volunteer teams, develop targeted projects to protect and improve the condition of some of our most important archaeological monuments.

Invaders of the National Park – Update

In its second year, the pilot project has focused its survey and control effort on two of the invasive non-native plant species (INNS) namely Himalayan balsam – *Impatiens glandulifera*, and Japanese knotweed – *Fallopia japonica* on the river Usk and river Tawe catchments within the Brecon Beacons National Park. Within the Park, the invasive non-native plant species can be found along water courses and byways, on brown field sites and amenity areas, in gardens, and on farmland.

The Project highlights over the summer include:

Helping PLANBrecon volunteer group clear balsam from Island Fields, monthly removal of balsam at Craig-y-nos Country Park and near Cray Reservoir, helping Llangattock Community Woodland Group clear balsam at Ty'r Ash near Crickhowell (with the larger stands of balsam being munched by a new piece of machinery the Robo Flail) and attending Brecon Show at which, the newly elected Member of Parliament Jane Dodds learnt about invasive species. We have also launched the Upper Tawe Valley knotweed control small grant scheme.

Brecon Beacons National Park Pine Marten Project

Between 2015 and 2017 the Vincent Wildlife Trust translocated 51 pine martens from the Scottish Highlands to mid Wales in order to reinforce the dwindling native population. The Authority has received funding from the Sustainable Development Fund and over the next 3 years they will be installing 60 den boxes and monitoring the area with 40 camera traps to track the spread of the pine marten back in to the National Park.

The Brecon Beacons Uplands Volunteers will be working in partnership with the Vincent Wildlife Trust to identify suitable den site locations and Gwent Drug and Alcohol Services (GDAS) will build sixty den boxes for the Uplands Volunteers to erect within the National Park. These den boxes will be continuingly monitored using field surveys and wildlife cameras traps.

Project Coordinator Assistant Conservation Officer Jason Rees said, 'This is a very exciting opportunity for the Uplands Volunteers to expand on their already extensive uplands work programme and help with boosting the population of this iconic species within the Brecon Beacons National Park.'

Objective 6: <i>Promote physical and intellectual access to the National Park</i>
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Active Ageing Walks for Older People

The Brecon Beacons National Park Authority has been running the Active Ageing Project since the start of 2019. The project provides very gentle walks, tailored to the participants and often ends in a social trip to a cafe. Currently there are three active walking groups; one based around Ystradgynlais, one from Merthyr Tydfil and another in the Abergavenny/Crickhowell area.

The aim of this project is to support older people to stay active, enjoy the outdoors and the company of their fellow walkers, for health and wellbeing. The atmosphere is very positive and supportive and participants report feeling healthier, fitter and that they enjoy the company of their fellow walkers. The long term aim is that the groups will continue walking together without input from the project. The impact of the project is being evaluated by Cardiff University School of Social Sciences.

The project is free for participants and is funded by Sport Wales and the BBNPA's Sustainable Development Fund

Talyllyn's TIC rivals the TARDIS

Bigger on the inside it may not be, but as one of the smallest Tourist Information Centres in the UK, the TIC Telephone Box provides a whistle stop tour of time, giving a clear picture of the historical legacies left behind by the people of Talyllyn.

The Llyn Syfaddan History Group were able to redevelop the K6 model telephone box thanks to a grant of £5,907 from the Brecon Beacons National Park Authority's Sustainable Development Fund.

Roger Reece, of the Llyn Syfaddan History Group, said it was due for closure when the History Group saw an opportunity for a makeover of this much-loved Talyllyn feature. 'As part of the British Telecom's Adopt a Kiosk Scheme, Llangors Community Council became the proud owners of the phone box in July 2017, with the History Group taking over responsibility for its development and management. The box has received a much-needed re-vamp – it has been repainted and repaired, and bi-lingual interpretation installed along with an array of local photographs and advertising space for businesses. This has transformed it into a mini Visitor Centre to promote local history and culture, the visitor opportunities in the area and our local businesses.'

Geopark Discovery Point – Coming Soon

From September 2019 Craig-y-nos Country Park will be home to a new Geopark Discovery Point. The Fforest Fawr UNESCO Global Geopark covers the western half of the National Park and the new Discovery Point will allow people to plan their visit and find out more about the Geopark.

The terraced area outside the restaurant at Craig-y-nos will host a 3D bronze model of a large section of the upper Swansea Valley, the area around the Country Park. The model is currently being designed by local artist Rubin Eynon and will be cast at a Welsh foundry before being placed in situ later in the summer.

Three new wooden 'monoliths' will provide inspiration and information on places to discover in the wider Geopark. Dotted around the terrace there will be new benches with interpretive table tops, each with a different theme, giving visitors something to explore whilst enjoying refreshments and the views.

Young People Looking after the Environment

On a sunny day in August 9 youngsters came out litter picking around the Waterfall Country as part of the summer activities run by Neath Port Talbot Children's Services. Wanting to give the youngsters a sense of purpose for the day and in partnership with Mid and West Wales Fire and Rescue Services, they were led by Officers from the Sustainable Communities team who discussed the issues caused by litter to wildlife and visitors and the problems with arson and mountain fires in the Park and their impact on the environment.

Four large bags of rubbish were collected from around Sgwd Clun Gwyn, Sgwd y Pannwr and the surrounding footpaths and were lugged with good humour back to Cwm Porth.

Darren Bartley Engagement & Participation Officer Neath Port Talbot CBC Children's Services said of the day, 'I'd once again like to thank the Brecon Beacons National Park staff for providing a great day out for Neath Port Talbot Children's Services staff and young people. The day delivered amazing scenery and challenging walks. The

young people thoroughly enjoyed helping to maintain the Brecon Beacons Park's pristine beauty with a litter pick and had a deserved picnic at Sgwd y Pannwr. It was made all the more memorable with a visit to the 'Bat Cave' (Porth yr Ogof). The event was only made possible with the collaboration of Mid and West Wales Fire & Rescue Service who transported us and joined us for the day. Such experiences are essential to help improve the health and well-being of young people in care and promote relationship skills along with building confidence and self-esteem.'

Wildflowers Around Brecon

To help biodiversity around Brecon, the Sustainable Communities Team from the Brecon Beacons National Park Authority has been working with Powys County Council to turn some of the roadside verges into wildflower meadows. Typically verges are a mix of scrub grass which offer poor habitats for pollinators and other wildlife. Two sites were chosen, one on Camden Road and on Cradoc Road as a pilot project. Funding was then secured from the Sustainable Development Fund to purchase the seeds needed and the Brecon Beacons National Park Authority's Warden Team provided 250 yellow rattle plugs as this will reduce the vigour grasses and will allow the wildflowers to flourish.

Preparation and sowing of the sites took place in April 2019 and was done with the help of the Prince's Trust Trainees and a group from the Healthy Lives Project who work with people with learning disabilities in Brecon. The sites will be mown once in the autumn and left to self-seed in following years. Future verges have been identified by PCC and it is intended that this will lead onto a bigger project with more community involvement in the near future.

National Park Ambassador Schools

Our Education Officers have been working with Llangattock Primary School this autumn helping them to focus on how outdoor activities can improve health and well-being and how they can use local outdoor spaces to keep healthy and happy.

Llangattock Primary are the most recent school to take part in the National Park Ambassador School award. Earlier this year Heronsbridge School from Bridgend were the first school from outside of the National Park to take on and achieve their award. Their commitment to learning outdoors was truly inspiring and their interest in the National Park Ambassador School scheme followed a free twilight training session for teachers at Craig-y-nos Country Park.

Our Brecon Beacons National Park Authority Education team is qualified to deliver first-hand experience, investigation and enjoyment to connect pupils with the unique surroundings and are committed to delivering High Quality Outdoor Learning in our National Park. Our qualified teachers can deliver in both Welsh and English.

Black Mountains Land Use Partnership – Phase Three

The Black Mountains Land Use Partnership has recently launched the third phase of its education programme delivered by the National Park Education team, funded through the Welsh Government's Sustainable Management Scheme. Working with local schools, the Partnership hopes to inspire school children to appreciate and understand what is special about the Black Mountains, how farming is important for wildlife and people, the impacts of visitors and climate change and the current landscape scale partnership project.

Meeting with local school children at the beautiful and evocative ruins of Llanthony Priory, the groups are guided along ancient trails, onto Hatterall Hill. This sweeping moorland is shaped by livestock grazing and traditional practices like heather burning. The hill walk allows pupils to enjoy the spectacular scenery, providing opportunities to observe and discuss hill farming practices, past and present. Whilst reinforcing the aims from phase one and two of the project, which included visits to Hay Bluff and Pen yr Heol Chapel.

The funding to make all this possible has been made available from the European Agricultural Fund for Rural Development and the Welsh Government via a Sustainable Management Scheme project.

Objective 7: <i>Promote and encourage equality in communities and rural areas</i>
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The Brecon Beacons National Park Authority supports a range of local community resilience and inclusion schemes through the National Park Sustainable Development Fund.

Including accessible buildings, services for children and young families and supported employment for disabled young people.

- **Green Fingers at the Henry Vaughan Garden**
- You may have noticed a big change in the Henry Vaughan Garden in Talybont on Usk recently. Due to a Sustainable Development Fund grant of £1,773 work has been done on developing the garden infrastructure including lots of new planting, a refurbished information board and a new picnic bench and table made locally from recycled agricultural plastics has been installed. This is the end of a phase of work that started back in the spring of 2018.
- All this was achieved with lots of volunteer effort including a hard working group of Cubs from the 1st Llangynidr Scout Group who prepared and planted new herb beds and made bug hotels out of recycled materials.
- The project has renewed much interest in the garden from the community and by introducing a wider variety of flowering and vegetative herbs has increased the biodiversity of the area. The transformation of the area has made an environment for locals and visitors to enjoy and will conserve the cultural heritage and

enhance the natural beauty of the area. In addition to the Sustainable Development Fund grant, the project was supported with donations from the Vaughan Association and local donors.

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

Initial 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 and training has continued for all new members joining the Authority, however, the Authority will be retraining all staff with up to date information in the next year.

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 this time staff received training in equality awareness and equality impact assessments and training has continued for all new staff with such responsibility.

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, dementia awareness, mental health 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 and have Sell to Wales. 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.

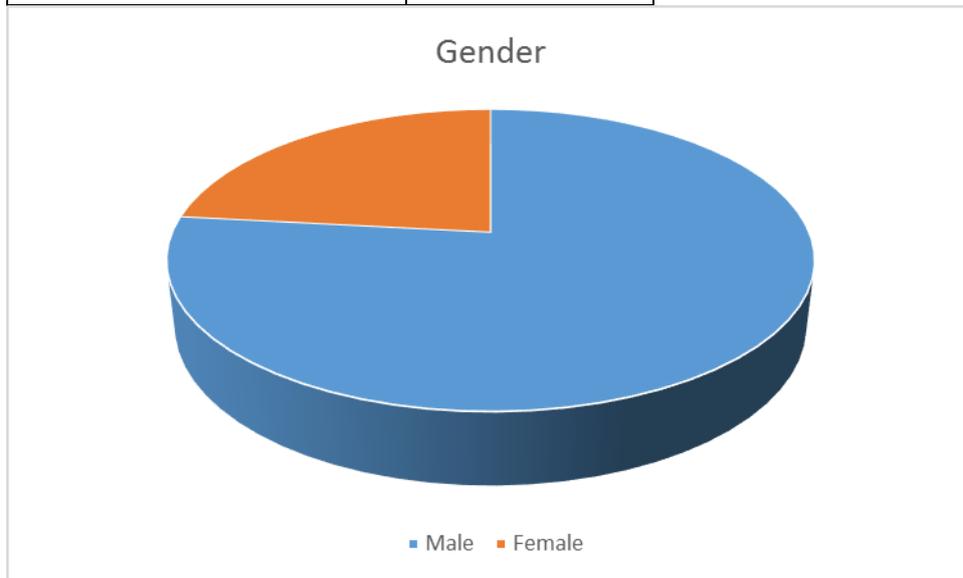
Appendices

I. Employment Information – Our members

100% of Members completed the Equality Monitoring Form – 26 responses over the period 2019-2020.

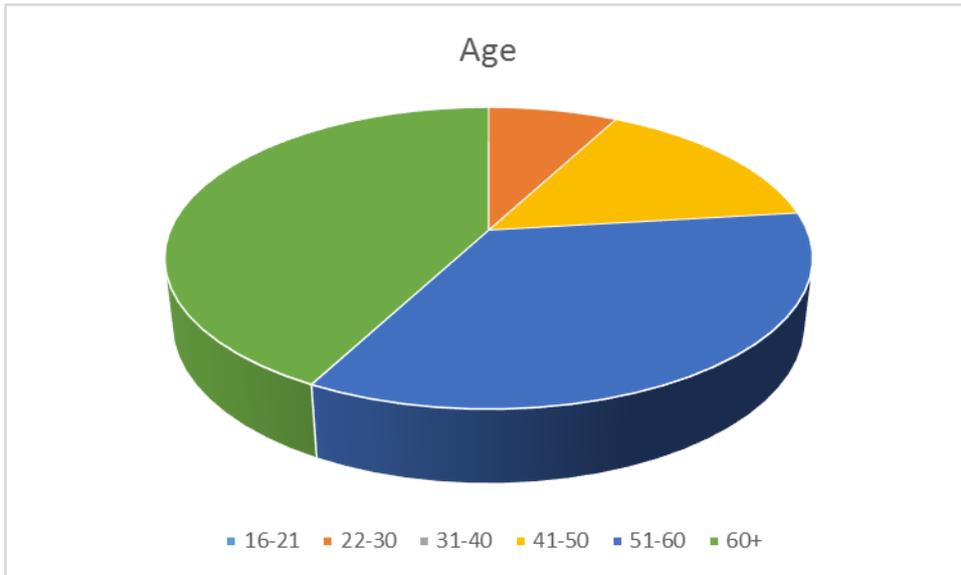
Gender

	Total
Male	76.09%
Female	23.07%
	100.00%



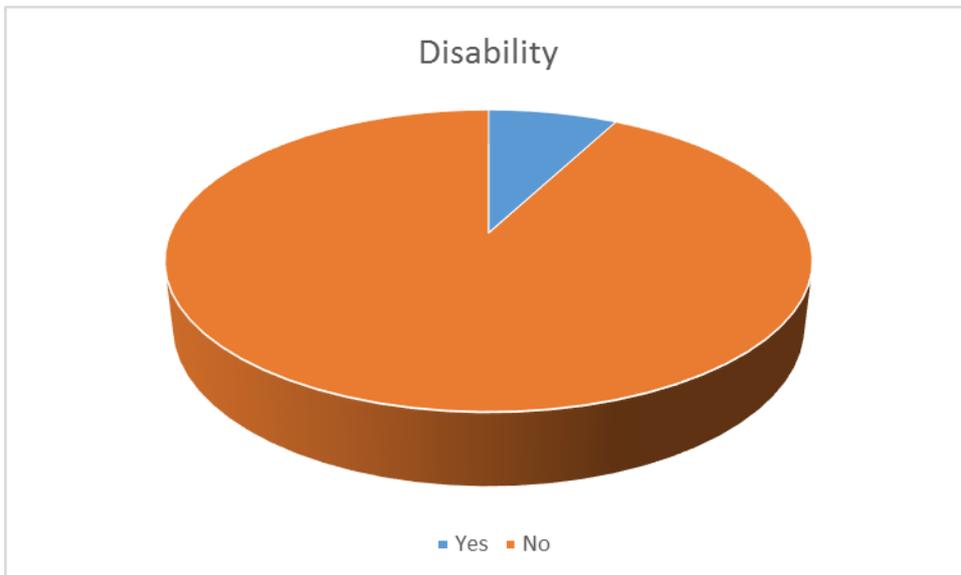
Age

Age Range	%
16-21	0%
22-30	7.69 %
31-40	0%
41-50	15.38%
51-60	34.61%
60+	42.30%
Total	100.00%



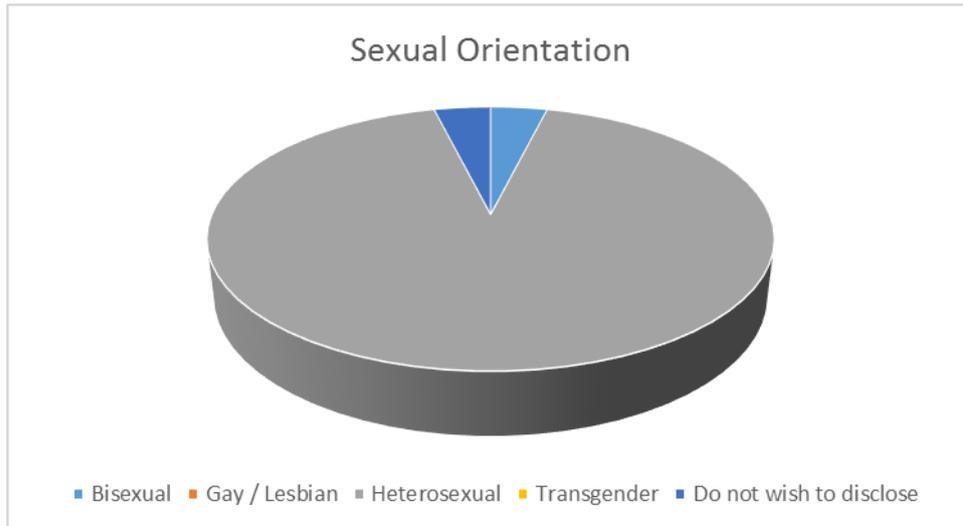
Disability

	%
Yes	7.69%
No	92.30%
Do not wish to disclose	0%
	100.00%



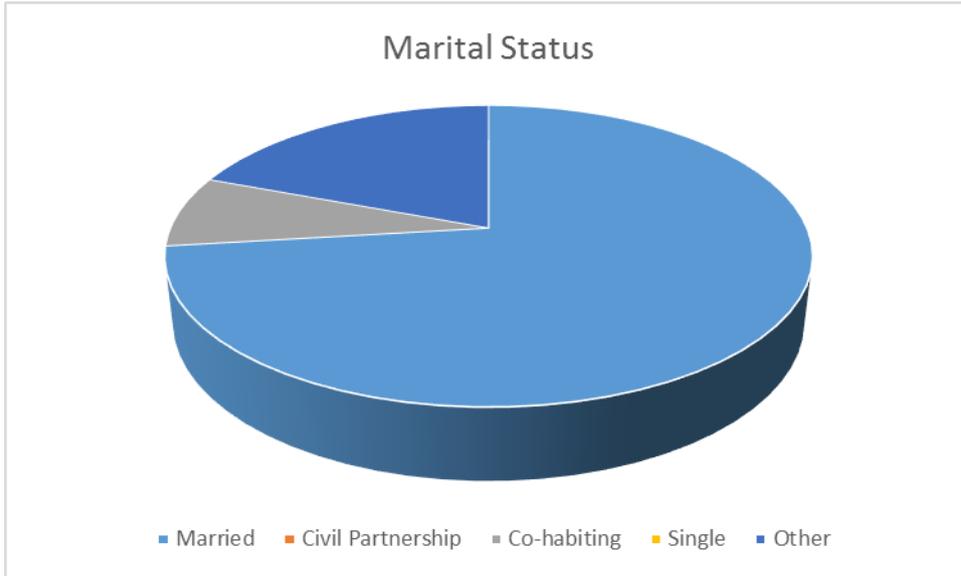
Sexual Orientation

	%
Bisexual	3.84 %
Gay / Lesbian	0.00%
Heterosexual	92.30%
Transgender	0.00%
Do not wish to disclose	3.84%
	100.00%



Marital Status

	%
Married	73.07%
Civil Partnership	0.00%
Co-habiting	7.69%
Single	0.00%
Other	19.23%
	100.00%



Race

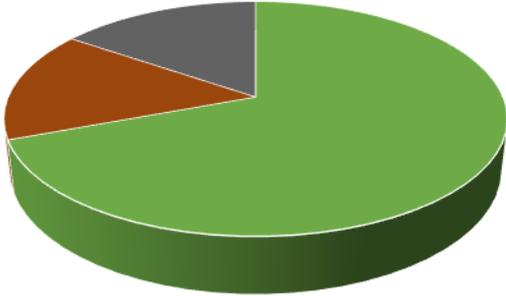
100% of our Members are from a White-British background

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

Religion or belief

	%
Muslim	0.00%
Buddhist	%
Hindu	0.00%
Sikh	0.00%
Jewish	0.00%
Christian	69.23%
Other	0.00%
Do not wish to disclose	15.38%
None (Atheist)	15.38%
	100.00%

Religion or Belief



- Muslim
- Buddhist
- Hindu
- Sikh
- Jewish
- Christian
- Other
- Do not wish to disclose
- None (Atheist)

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.

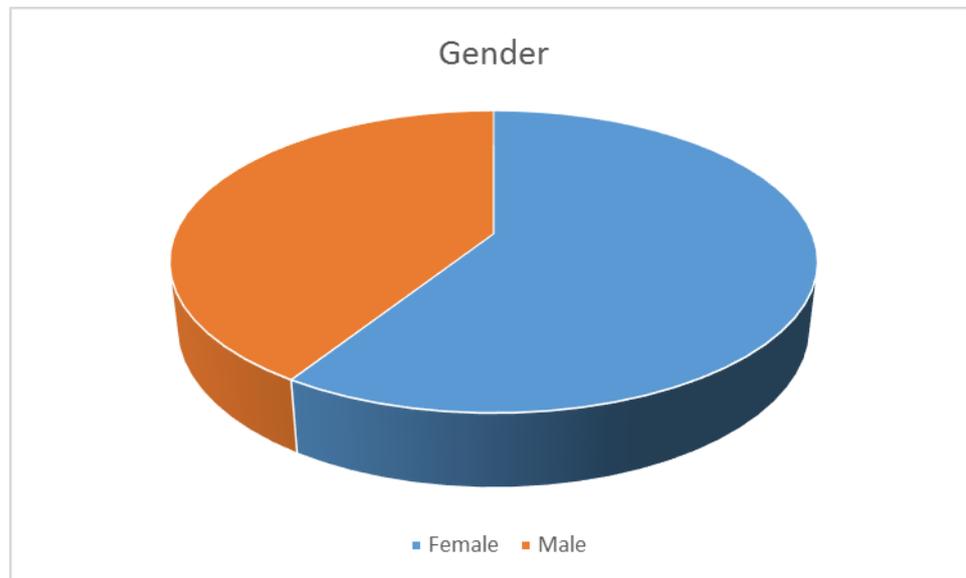
People employed by the Authority from 1st April 2019 - 31 March 2020 by protected characteristic.

For consistency and to provide up to date figures the Authority has provided statistical information up to and including 1st April 2019 – 31st March 2020 = average 112.5 headcount and an average of 93.66 FTE employees. *

105 employees completed the Equality Monitoring Form

Gender

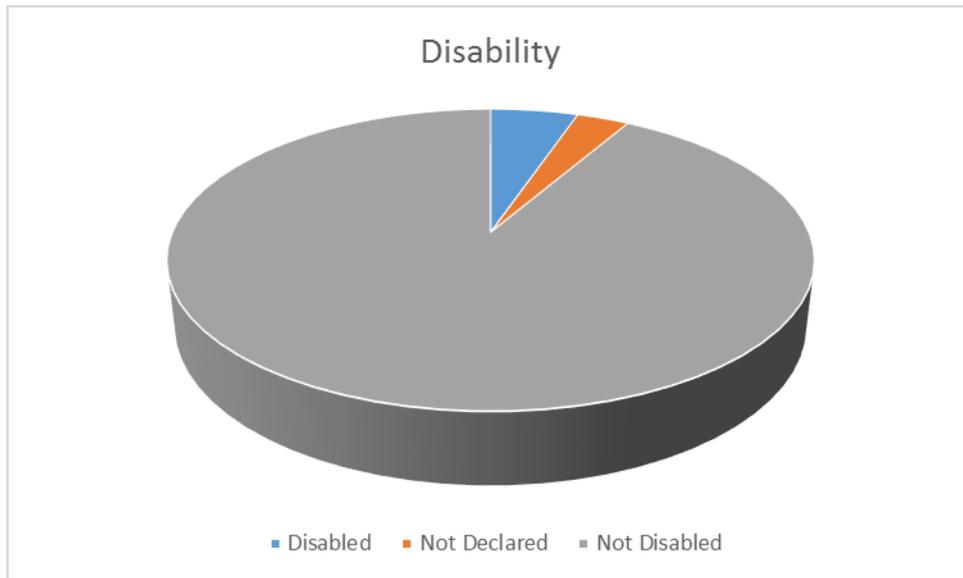
	Total
Male	59%
Female	41%
	100.0%



Age profile:

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

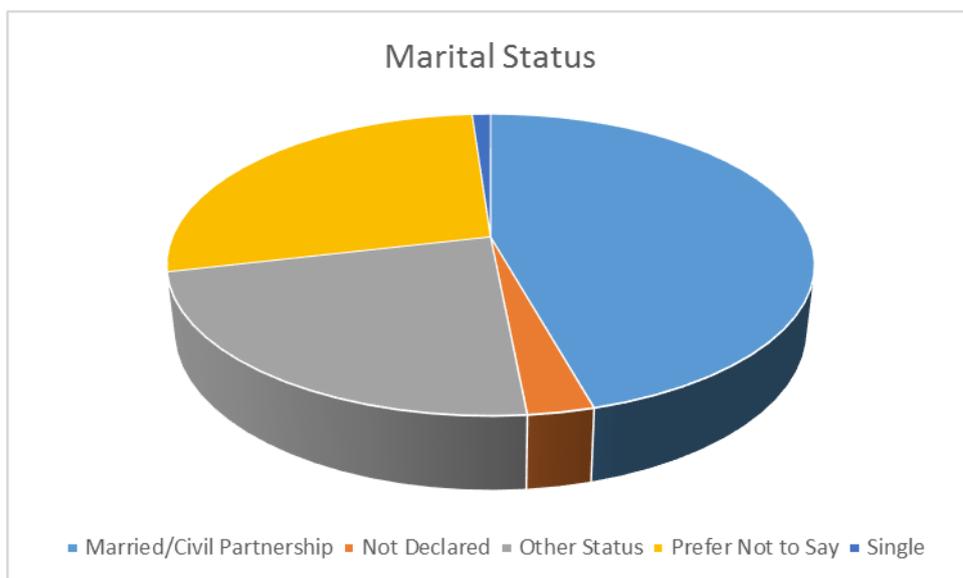
Disability – 5 % have declared that they have a disability



Maternity – 1 member of staff is on maternity leave.

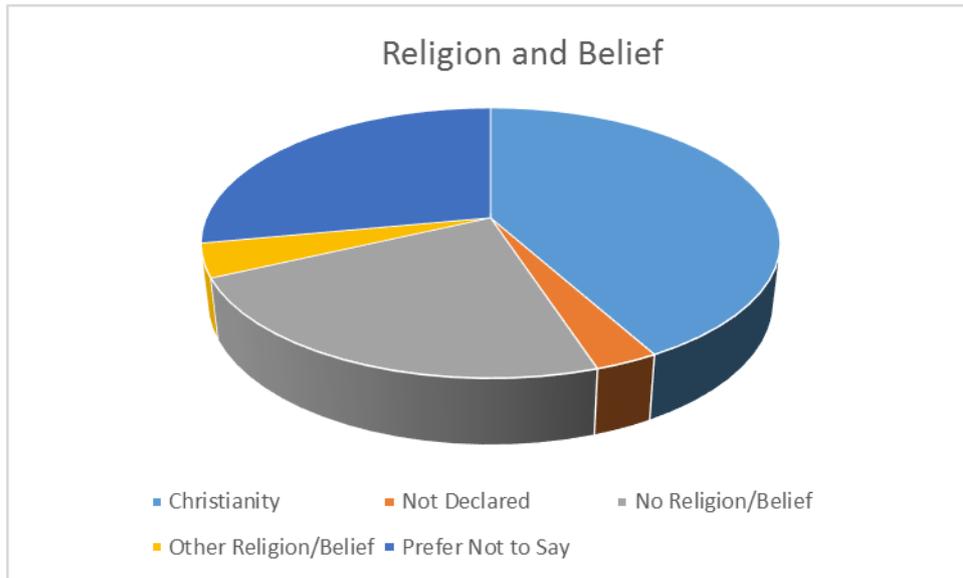
Marital status

Married/civil partnership	45.7 %
Not Declared	2.8%
Other Status	22.8 %
Prefer not to Say	27.6%
Single	1.1%
Total	100.00%



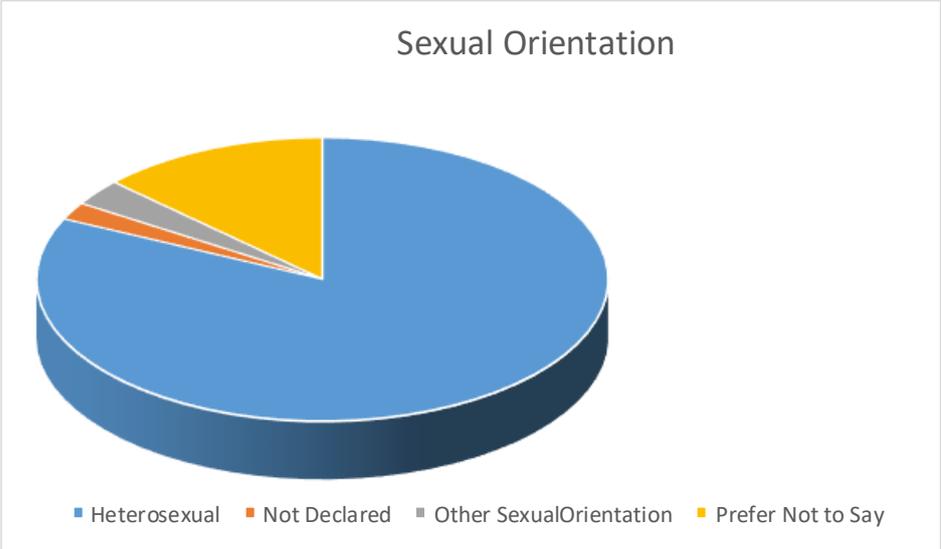
Religion or belief

Christianity	42%
Not Declared	3%
No Religion/Belief	23%
Other Religion/Belief	4%
Prefer not to say	28%
	100.00%



Sexual orientation

Heterosexual	82%
Not Declared	2%
Other Sexual Orientation	3%
Prefer Not to Say	13.00%
	100.00%



Ethnic Origin

Staff	%
White- British	%
White - Other	%
Mixed - White & Asian	%
	100.00%

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

Gender monitoring by;

2.1 Job

For the period 1st April 2019- 31st March 2020. We are now able to report on Gender and Grade amongst the Authorities employees.

Pay Band	Male				Female			
	Headcount	%	FTE	%	Headcount	%	FTE	%
Trainee	1	2.4	0.8	2.2				
Grade 1					3	4.2	2.0	3.4
Grade 2					1	1.4	0.5	0.9
Grade 4					4	5.6	3.4	5.8
Grade 5	4	9.8	3.5	9.3	12	16.7	7.8	13.2
Grade 6	5	12.2	5.0	13.3	7	9.7	5.6	9.6
Grade 7	3	7.3	3.0	8.0	2	2.8	2.0	3.4
Grade 8	7	17.1	5.2	13.7	14	19.2	10.1	17.2
Grade 9	8	19.6	8.0	20.9	11	15.3	10.9	18.5
Grade 10	2	4.9	2.0	5.3	4	5.6	3.5	5.9
Grade 11	2	4.9	2.0	5.3	1	1.4	1.0	1.7
Grade 12	2	4.9	2.0	5.3	5	6.9	4.0	6.8
Grade 13	2	4.9	2.0	5.3	4	5.6	4.0	6.8
Grade 14	1	2.4	1.0	2.7	2	2.8	2.0	3.4
Grade 15	1	2.4	1.0	2.7	2	2.8	2.0	3.4
Chief Officer	1	2.4	0.2	2.7				
Director	1	2.4	1.0	2.7				
CEO	1	2.4	1.0	2.7				
Total	41	100	37.7	100	72	100	58.9	100

**2.2 Grade
Contract Type**

Pay Band	Permanent	Casual	Temporary Fixed Term
Trainee			0.8
Grade 1	2.0		
Grade 2	0.5		
Grade 3			
Grade 4	1.4	1.0	1.0
Grade 5	7.3	3.5	0.5
Grade 6	8.6		2.0
Grade 7	5.0		
Grade 8	11.7		3.6
Grade 9	17.9		1.0
Grade 10	5.5		
Grade 11	3.0		
Grade 12	6.0		
Grade 13	6.0		
Grade 14	3.0		
Grade 15	3.0		
Chief Officer		0.2	
Director	1.0		
Chief Executive	1.0		
Total	84.0	4.5	8.9

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.

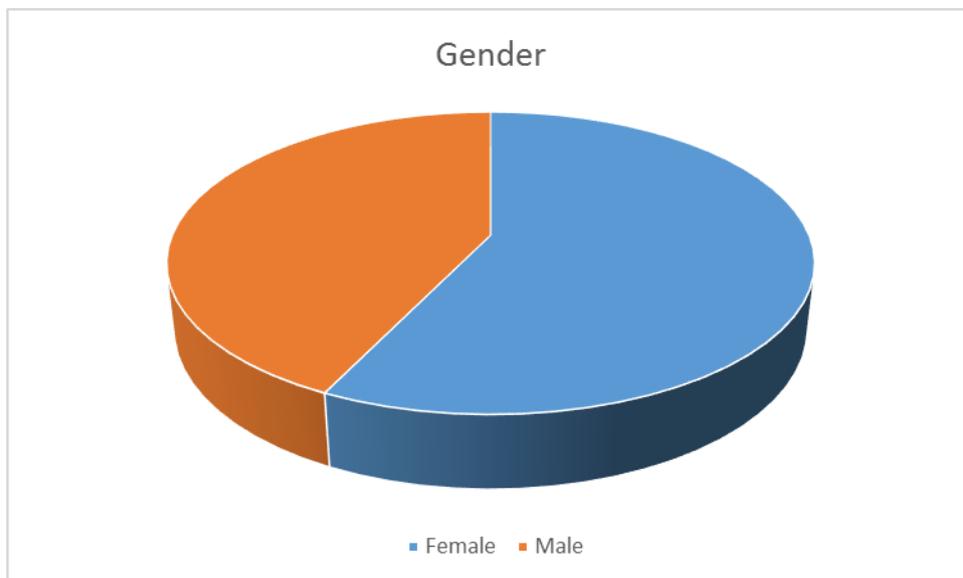
3. People who have applied for jobs with the authority over the last year

From 1st April 2019 until 31st March 2020 there were few recruitment campaigns.

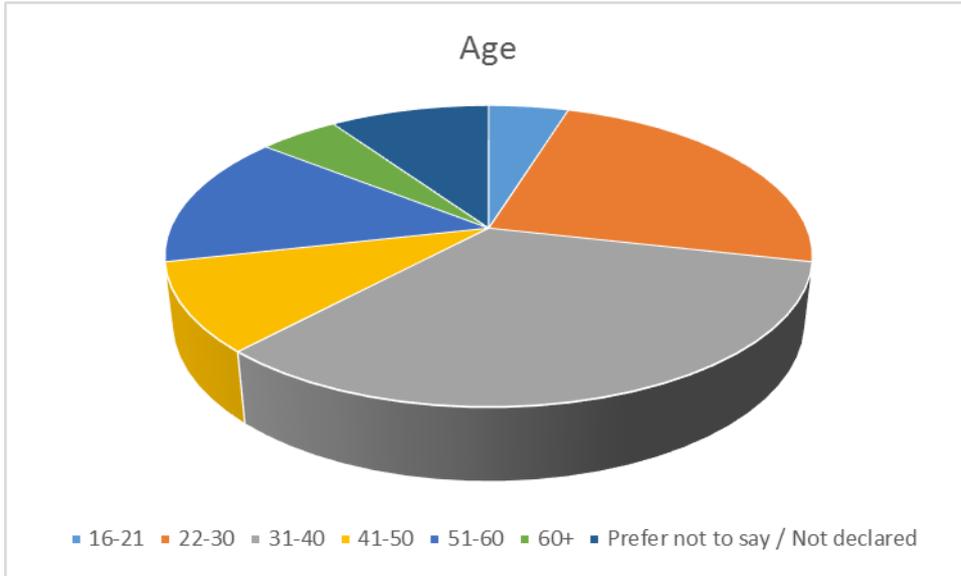
We received 21 equality monitoring forms were completed.

Age and Gender

Female	12
Male	9

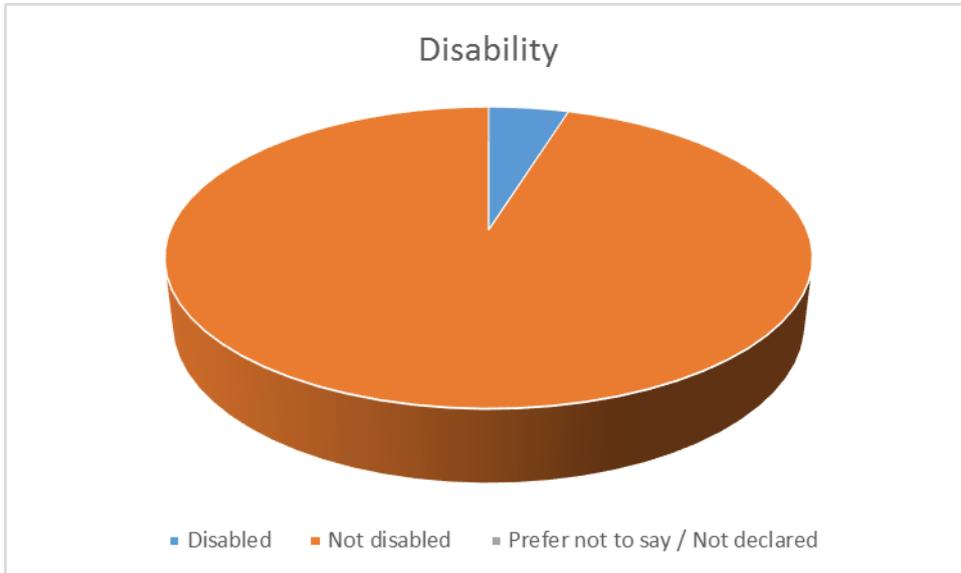


Age Range	
16-21	1
22-30	5
31-40	7
41-50	2
51-60	3
60+	1
Prefer not to say	2



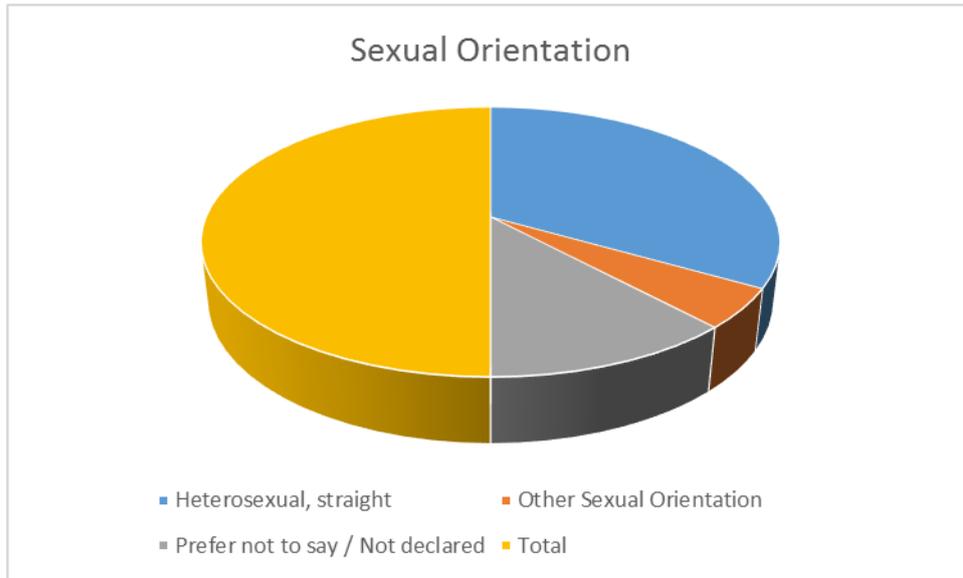
Disability

Staff	Total
Yes	1
No	20



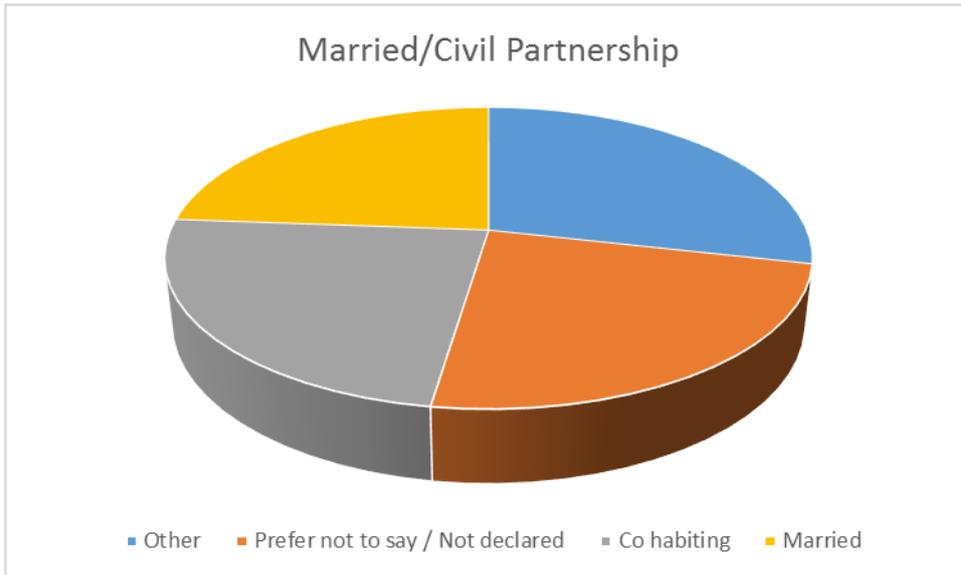
Sexual orientation

Other sexual orientation	2%
Heterosexual/Straight	14%
Prefer not to say/Not declared	5%
Total	100.00%



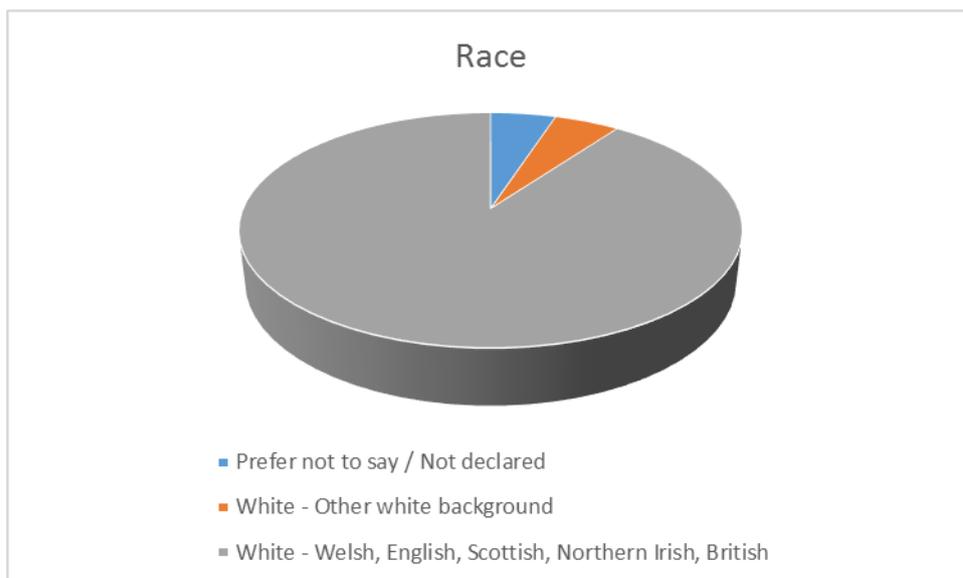
Marital status

Married	5
Co-habiting	5
Prefer not to say	5
Other	6
Total	21



Race / Ethnic origin

	Total
White- British	1
White - Irish	0
White - Other	1
Mixed - White & Black African	0
Mixed - White & Asian	0
Do not wish to disclose	

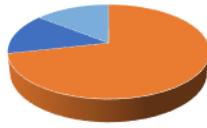


Gender reassignment – There were no applicants who have undergone gender reassignment

Religion or belief

Agnostic	0
Atheist	0
Baha'i	0
Buddhist	0
Christian	3
Hindu	
Humanism	
Jewish	15
Muslim	
No religion	
Other religion	
Paganism	
Prefer not to say / Not declared	3
Rastafarian	
Sikh	
Tao	
Zoroastrian	

Religion and Belief



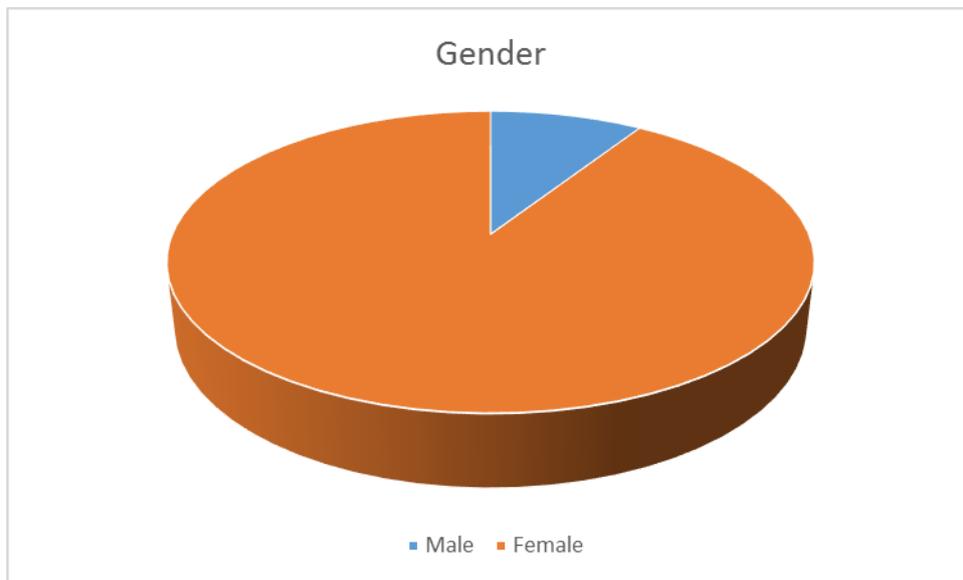
- Agnostic
- Baha'i
- Christian
- Humanism
- Muslim
- Other religion
- Atheist
- Buddhist
- Hindu
- Jewish
- No religion
- Paganism

4. Employees who have applied to change position within the Authority identifying and were successful in their application.

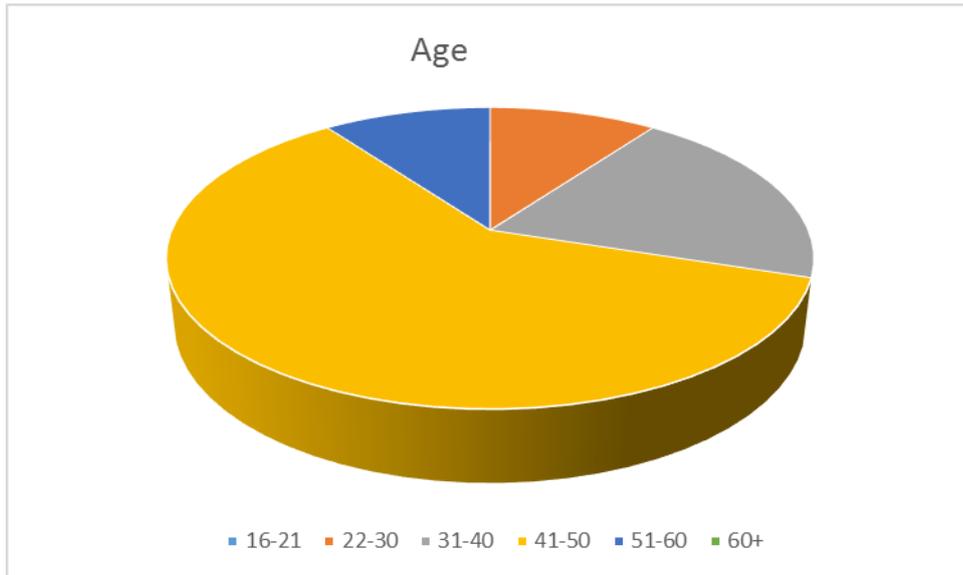
Eleven employees applied to change position, we have also included in this figure those whom have been seconded within the Authority during this period.

Gender

Gender	%
Male	9.09%
Female	90.90%

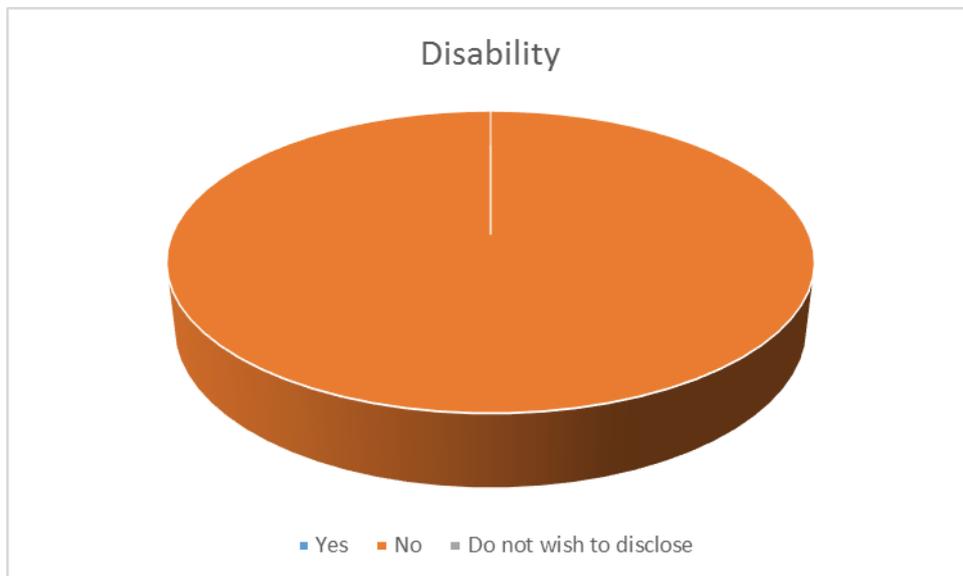


Age Range	%
16-21	0.00%
22-30	9.09%
31-40	18.18 %
41-50	54.54 %
51-60	9.09%
60+	0.00%
Total	100.00%



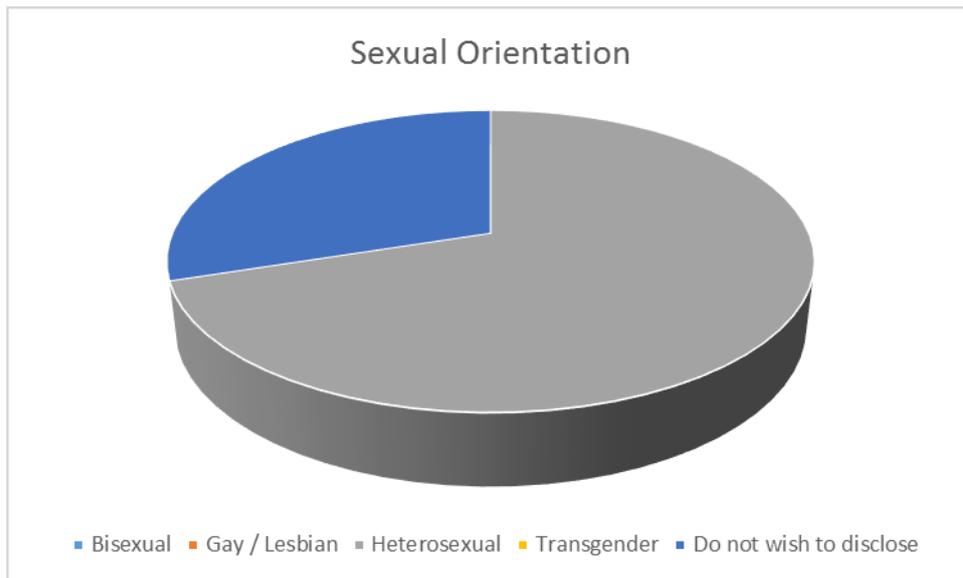
Disability

	%
Yes	0.00%
No	100%
Do not wish to disclose	0.00%
Total	100.00%



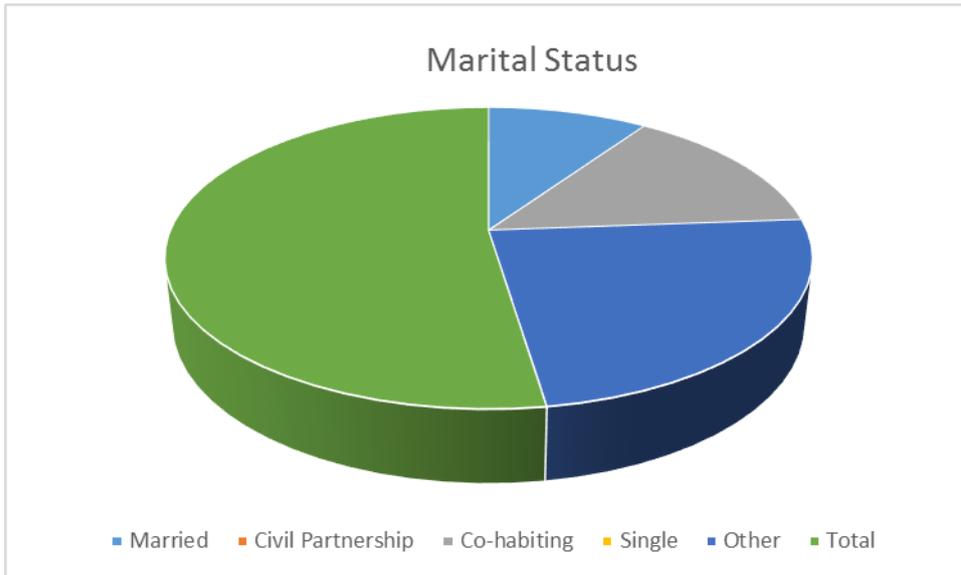
Sexual orientation

Staff	%
Bisexual	0.00%
Gay / Lesbian	0.00%
Heterosexual	63.63%
Transgender	0.00%
Do not wish to disclose	27.27%
Total	100.00%



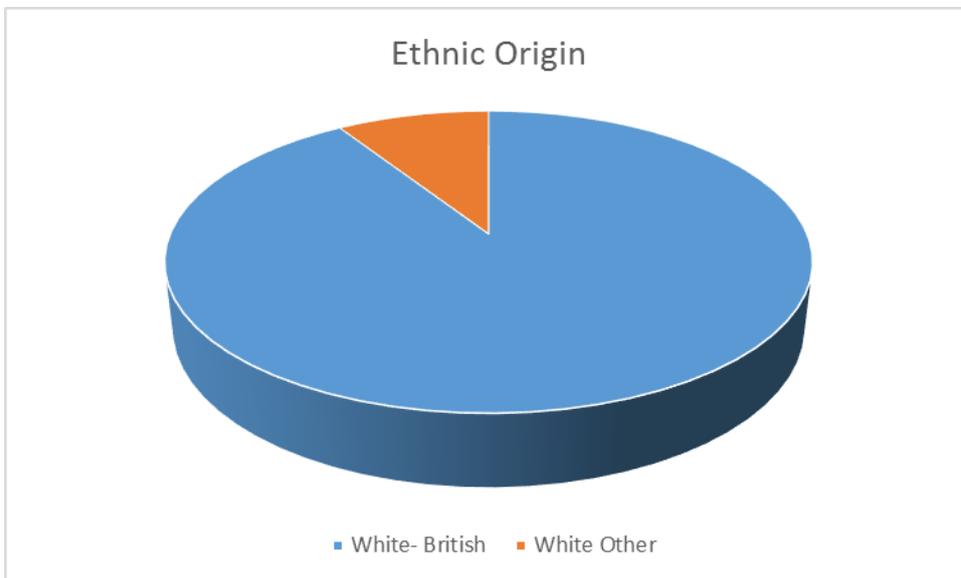
Marital status

	%
Married	18.18%
Civil Partnership	0.00%
Co-habiting	27.27 %
Single	0.00%
Other	45.45%
Total	100.00%



Race / Ethnic origin

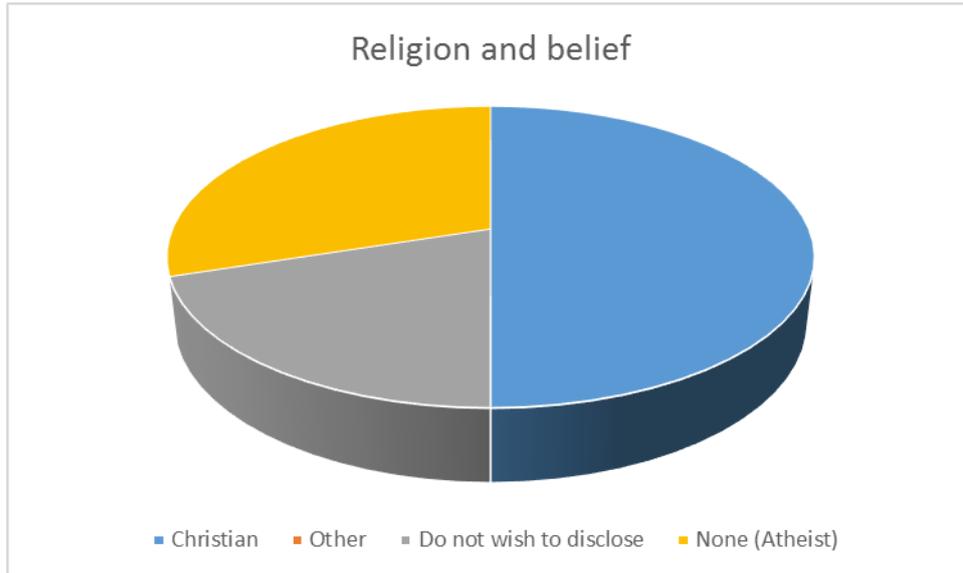
Staff	%
White- British	90.90%
White Other	9.09%
	100.00%



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

Religion or belief

	%
Christian	45.45 %
Other	0%
Do not wish to disclose	18.18%
None (Atheist)	27.27%
	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 April 2019 to 31st March 2020 employees attended * training events and *training days.

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 April 2019 until 31st March 2020.

7. Employees subject to disciplinary procedures

There were no employees subject to disciplinary procedure during the period

1st April 2019 until 31st March 2020.

8. Employees who left the Authority's employment

During the period 1st April 2019 until 31st March 2020 *employees left the Authority including *HLF Trainees and* Princes Trust Trainees.