Strategic Equality Plan
Annual Report

March 2014

Foreword

This is the second 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.

As of December 2012 the Authority introduced equality impact assessment screening for all its decisions. This has helped us to reflect on and consider negative or positive impacts of decisions which affect communities with protected characteristics. The new methods to collect data which are now in place has provided a baseline to measure the diversity of the Authority's Members, employees and potential applicants.

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

John Cook
Chief Executive

Mrs Julie James
Chair of the National Park Authority

Cllr David Meredith
Member Champion Equality

Content

Section 1 - Introduction

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

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

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, employees (Appendix 1 and 2) and job applicants (Appendix 3) for the year 1st January 2013 to 31st December 2013. and has published this data as the most up to date information available.

2.2 Recruitment

A new recruitment equality monitoring form was introduced in May 2012 and this has enabled the Authority to produce accurate equality information for each protected characteristic (Appendix 3). Whilst the accuracy of information has improved as the new forms were introduced the return rate of the Monitoring Form has declined from 70% (2013) to 50% this year.

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

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

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

Sustainable Development Fund (SDF)

The Sustainable Development fund is administered by the Brecon Beacons National Park Authority to provide financial and practical support for projects within the Brecon Beacons National Park. Social inclusion projects, which ensure support is given to local disadvantaged and disabled groups, has been and continues to be a major focus for the fund. Ensuring equality throughout all projects is also a key consideration from the Fund. SDF supported projects, claiming grants in 2012/13 have also created or protected 30 jobs. Nineteen of the projects involved children & young people, twenty involved older people and fifteen encouraged those with disabilities to participate.

Social inclusion projects continue to benefit from the SDF, with 71% of Fund expenditure this year on projects with a strong focus on social inclusion. 14.3% of total fund expenditure went to 3 projects where social inclusion was the primary purpose. 58% of all projects supported have a major focus on social inclusion.

Some examples of projects supported by SDF throughout the year include A Greener Future for Ystradgynlais, Homemakers, Rebound Books, Take pArt, Made in Myddfai and Lluest Horse and Pony Trust. All these projects have a strong social inclusion focus and are aimed at providing their participants with skills and enterprise, leading back to employment or income generation.

A Greener Future – Ystradgynlais Volunteer Centre

This community recycling initiative has been started and is managed by Ystradgynlais Volunteer Centre. In addition to volunteering it involves skill building and work placement opportunities. At this site they now organise activities to recycle wood, tools and more recently furniture using volunteers. Volunteers come from all sorts of backgrounds and learn basic tool use, carpentry and enhance their employment skills.

The project promotes social interaction, seeks to reduce isolation and encourages new friendships. SDF has provided a grant of £14,418 over two years for the employment of an operations co-ordinator who has been instrumental in developing the furniture project.

Lluest Horse & Pony Trust

Lluest Horse and Pony Trust is an equine rescue, rehabilitation and re-homing charity, based on Beili Bedw farm, 3 miles south of Llangadog, within the Brecon Beacons National Park. Their mission is to rehabilitate and re-home rescued ponies and provide an education and training resource for local community groups of disadvantaged young people and adults in a sustainable rural environment.

The SDF grant of £14,008 was used to convert one of the farm outbuildings into accessible toilet facilities with hand washing and shower facilities. This redevelopment has been essential for Lluest to proceed with the infrastructure development for their education programmes for community groups such as children with disabilities, young people and adults with a learning disability and vulnerable young adults in care.

Made in Myddfai

Myddfai Trading Company has developed a range of products for the giftware market based on the history and heritage of Myddfai in particular the Physicians of Myddfai and welsh herbal traditions. The business was established as a Social Enterprise with profits used for business growth and the surplus available to reinvest into the community's welfare and development. Their mission is to provide employment and volunteering opportunities within the local community. The project works closely with the Coastal Project and Colleg Elydir in nearby Rhandirmwyn to provide work experience for adults with learning difficulties. SDF has been instrumental in supporting Myddfai Trading Company's drive to become more efficient and increase sales levels, through a fund injection of £10,000.

Volunteers from Colleg Elydir and their carers.

Take pArt

Take pArt is a not for profit community Arts workshop providing access to art facilities for disadvantaged and socially excluded members of the community. SDF awarded a revenue grant of £7,563 which enabled the project to maintain the workshop for casual users and to run a series of 8 Workers Educational Association (WEA) courses across the year. Beneficiaries of the workshop include people with physical and mental disabilities, the elderly, carers, unemployed and those with problems of addiction.

The project has also been able to strengthen its partnership working with the Army Welfare incorporating workshops for the local Ghurkha regiment both on and off base.

L'Arche

SDF continued to support L'Arche Brecon Community in 2013 with help purchasing equipment and training for their local social enterprise 'Rebound Books'. The L'Arche vision is to create a society where the gifts of people with Learning disabilities are recognised and utilised, enabling them to take part in society.

Rebound Books is a social enterprise operating from the L'Arche Brecon Community's small workshop in Brecon Town Centre. It is a project that saves old books that are destined for landfill and transforms them into journals, notebooks, sketchbooks and diaries. Each book is made by hand using high quality reclaimed paper and wire bindings. The project integrates adults with learning disabilities with others from the wider community.

"The Sustainable Development Fund has been invaluable in helping to develop the project to the next stage. It has helped us in terms of raising the profile locally and raising the knowledge of the local community regarding the aims behind our project and the skills required to be involved."

Jacqualine Box, L'Arche

Rural Skills

The Community Team have continued the Rural Skills courses over the last year for disadvantaged groups in the area helped by additional funding from the Countryside Council for Wales (CCW).

Building on the success of a pilot project in 2011, the courses lead to an Agored Cymru qualification and aim to develop skills, boost confidence as well as increase the participants' knowledge and awareness of the National Park and the environment.

Groups have been able to choose from a number of units at different levels based at either Craig y Nos Country Park or the National Park Visitor Centre. Popular units have included Outdoor Taster Activities which involves having a go at orienteering, geocaching and learning survival skills, Sustainable Woodland Management, 'vegetation clearance' and Tree Identification.

During 2013 we continued to work with support agencies including South Wales Probation Service, Drug Aid Cymru , Gwalia Care and Support, Coleg Powys (Preparation for Life & Work) and Kaleidoscope in line with the Welsh Government prioritised groups of young people, people with disabilities, socially disadvantaged and vulnerable women.

The feedback has been overwhelmingly positive with many participants wanting to return for additional courses and some now volunteering for the National Park.

'Opportunities for the individuals to gain new experiences and skills is a great beneficial factor to them becoming socially included and gaining confidence. This then leads to them becoming more active in seeking for employment or further education, which increases their chances of becoming housed in general, needs property. This is where we have found the Brecon beacons national park authority massively helpful during the time we have used their service. We have had many individuals we support go through rural skills training with the park and everyone who attended found these courses enjoyable and beneficial to their 'move on pathway'. Some have now even moved on and become totally independent in their own homes.

Support Worker – Gwalia Care & Support

National Park Champions

This social inclusion project delivered by the Community Team aims to develop among leaders of child focused organisations, champions for what the National Park can offer to meet the agenda and priorities for children and families in poverty.

The National Park Champions objectives are to increase the skills levels of individuals to enable them to act as inspirational figures within their groups, offer the delivery of replicable low cost activities, promote the benefits the Brecon Beacons National Park has to offer their groups and to improve the involvement of financially disadvantaged children in outdoor learning and activity. Through achieving these objectives the project will contribute to reducing inequalities in participation by children in poverty and promote organisational change within the Brecon Beacons National Park Authority to better meet the needs of these groups in delivery of National Park work.

The project over the last 12 months has established links and partnerships with organisations, agencies and Development Officers supporting children, young people and families experiencing financial and/or social poverty. It has also delivered 2

training sessions which attracted 23 group leaders from agencies including Housing Associations, Hafan Cymru, Young Carers, Local Health Board (mental health), Action for Children, Youth Services and Communities First and facilitated 4 training sessions and subsequent supported visits to the Brecon Beacons National Park for Development Officers/ group leaders to increase knowledge, skills and confidence.

The National Park Champions project has received a very positive and enthusiastic response from target groups and there has been a strong uptake of the group training and visits throughout 2013.

Responses from the sessions have been incredibly positive showing it has appealed to and hit targets for every group attending.

'Well what a day, it was so much fun, I know they all had a fantastic time with lots of chitter chatter about the day on the coach on the way home. Many of them have learnt knew skills and it was wonderful that they were freely allowed to use the face-paints which they really enjoyed.

It's a very rare thing for Young Carers to not have to worry about resources, materials, transport and facilitation of a trip (and to be made a cup of tea) – it made it more special that this was a dedicated trip to Young Carers. As I mentioned, for many of them, this was their main event of the week with many of them not having the opportunities to get out and about in the holidays'.

Powys Young Carers

Volunteers

The commitment to Volunteers continues to grow with the Authority with the last year seeing numbers increase to 148 volunteers, the diversity in age and capabilities has also continued to grow and with this in mind the work that we undertake with any volunteer group has to be tailored to their abilities. This is especially so in the aging population of our Wardens work party groups. These have a traditional make up of retired persons over the age of 65 and the wardens service continue to work with these volunteers some now over the age of 80. Volunteers we have worked with in the last year have included injured and recovering service personal from Brecon Barracks, regional probation services, Scout and youth groups, drug aid Cymru, college and international university groups. The work that we help facilitate with the Duke of Edinburgh's Award also saw us meeting with a delegation of South Korean National Park officers in order to help them gain knowledge of the practises we currently undertake.

The Eastern Wardens volunteer Work party on completion of a drystone wall on the Allt.

Education Services

Craig y nos Country Park:

Come and Try It event - 29th May 2013. The event was part of the Forest Fawr Geopark Festival and provided a day of free activities to local community groups, families and visitors so they could learn about the Geopark, the National Park and the environment and have a great day out at the same time.

Over 950 people attended including a party of visiting Buddhist monks. The day aimed to showcase not only the Geopark but also Craig y nos Country Park and the new orienteering course which has been produced in partnership with Swansea Bay Orienteering Club. The Fair Play project enabled community groups such as Hafan Cymru to participate by providing free transport to and from the event.

Powys Dyfodol Futures at Craig y nos.

Play Day at Craig y nos Country Park

On the 14th August 2013 nearly four hundred children and adults descended on Craig y nos Country Park for the first play day in partnership with Dyfodol Powys. All activities were free. It was full of messy fun, creative fun, imaginative fun and well just plain muddy fun. Nick Waller of Dyfodol Powys was so pleased with how the day went that discussions are taking place to do more future events. It is these types of partnership projects that are getting more young people out to enjoy the Park. Again Fair Play funding provided free transport for low income families

Orienteering course at Craig y nos Country Park

The Authority has installed an orienteering course at Craig y nos.

With financial support from Fforest Fawr Geopark and Swansea Bay Orienteering Club, a professional mapper has produced two orienteering maps in English and in Welsh. One is a map of the whole Country Park and the other is a larger scale map of the meadow area, perfect for practising skills and for younger age groups. A number of courses have been designed- long and short-suitable for all ages and physical abilities.

The course has proved very popular with schools and community groups and has enabled those on the Rural Skills courses to gain map and compass skills.

Work Experience Scheme

Each year the Brecon Beacons National Park Authority offers a one week placement for 8 year 12 students from various Secondary Schools.

The Work experience section of the National Park website is regularly updated and provides details of what can be expected from the week's placement and how to apply for a position. The positions are not allocated solely to local schools but to anyone who is a year 12 student and has an interest in the environment leading to a potential career choice in the future.

Each year contact is also made with the High Schools within and around the National Park to promote opportunities for local students looking to secure a placement. The week is fully dedicated to the students allowing them to take part in a variety of National Park work for example: environmental surveys and manual tasks with Wardens such as path maintenance. Talks are also provided from a selection of staff in different roles in the Authority such as the GIS Officer and planning department allowing students to see the variety of positions available in an authority such as this. There is a link to a youtube video showing the work that the students carry out during their time with the National Park Authority: http://www.youtube.com/watch?v=2reLiEie2m0

‘Our Beacon for Bats’ education outreach to Ysgol Penmaes

Our Education officers were welcomed back to Ysgol Penmaes in Brecon to champion the ‘Our Beacon for bats’ project undertaken in partnership with the The Vincent Wildlife Trust. Following on from the previous successful outreach work on the Park’s Dark Skies status our education officers were able to deliver a bespoke education programme to raise ap in text awareness about the Lesser Horseshoe bat population in the upper Usk valley. The Penmaes campus in Brecon includes a purpose built school, a small respite unit (Golwg y Camlas) and a residential unit for pupils on the Autistic Spectrum (Golwg y Bannau). These integrated facilities provide pupils with the very best learning opportunities, experiences and resources which support the school as a centre of excellence. The teaching staff believe in a ‘TEAM’ ethos (Together Everyone Achieves More) that permeates all aspects of their work and the staff are fully committed to promoting independence and ownership of learning within a safe, caring, stimulating and vibrant environment where everyone is encouraged to reach their full potential. A beautiful 3D landscape model specially created in-house for the project encouraged discussion and understanding of how the Lesser Horseshoe bats thrive in our local landscapes.

It is always important to use a variety of teaching strategies to engage all pupils to facilitate learning and enjoyment. We look forward to the next opportunity to further develop the positive relationship that is growing with the pupils at Ysgol Penmaes. The pupils pointed out possible roost sites and added trees and hedgerows to the model to actually improve the feeding corridors for the bats. As a review of the sessions some pupils drew with chalk to consolidate their learning. There were bats, stars, moths, trees and barns!

Hayley Sharp - Brecon Beacons National Park Authority Education Officer

Wildlife Garden Project at National Park Visitor Centre:

A wildlife garden at the National Park Visitor Centre, Libanus is being created with the combined efforts of the Visitor Centre staff, Education team and Community Groups, volunteers and environmental organisations.

The main feature is a wildlife pond which will be used for pond dipping with schools and other groups. A path has been laid around the garden so that the pond and other areas are wheelchair accessible and the dipping platforms are placed so that children and adults of all ages and abilities are able to dip for pond creatures as safely as possible.

A number of habitats have already been introduced to encourage a rich variety of wildlife: an 'insect hotel', loggery, stone cairn, reptile hibernaculum, compost bin and a new hedge. Apple trees-old local varieties supplied by the Marcher Apple network- have been planted, pear trees and other fruit trees will also be planted over the winter and the fruit will eventually be used in the tearooms/available for visitors.

Merthyr probation party at work

Groups helping with the project are from a wide variety of backgrounds include Merthyr Probation service ;Year 10 students from Gwernyfed High School; work experience students from Crickhowell High School and Monmouth School for Girls; Duke of Edinburgh volunteers; Brecknock Wildlife trust staff and volunteers, Keep Wales Tidy and Y8 students from Brecon High.

"It's quite nice to help out and do something usefulnd contributing rather than sitting at home"

Clare Burnell
Year 12 student Crickhowell High School

Fair Play in the Park

The Authority's 'Fair Play in the National Park' scheme has been busy supporting community groups working with children and young people experiencing financial hardship by providing transport to activities in the area they would usually be unable to reach. Throughout the year 'Fair Play' has enabled over 150 children and young people the chance to access opportunities for them to learn and engage with the landscape and hopefully appreciate what it has to offer. The project has supported the young people to experience a diverse range of activities outdoor play sessions, mountain biking, canoeing, orienteering and geocaching, The groups have included The Congolese Community of Wales, Gwalia supported housing, Hafan Cymru and Merthyr housing.

Map and compass training day with Gary Evans of Hawk adventures

The Fair Play scheme is also supporting schools in the South and Mid Wales area which have a high percentage of pupils experiencing financial hardship. Pupils from Cardiff, Caerphilly, Blaenau Gwent and Monmouthshire are receiving funding for transport to enable them to come on an educational visit to the National Park.

'Students were able to experience at first -hand sustainability in the Brecon Beacons National Park. Without this funding our students would not have been able to visit and gain the excellent experiences that they all thoroughly enjoyed.'

Bethan Taylor, Welsh Baccalaureate Coordinator, Michaelston Community College, Ely, Cardiff

Crickhowell Walking Festival

Officers from the National Park Authority have worked on this partnership project during 2013 for the Festival in March 2014. As part of the Walkers Are Welcome project the Authority has funded the design and printing of the festival brochure and provided additional support by supplying walk leaders and talks during the festival. The festival is also providing a range of wheelchair accessible activities and these are advertised using appropriate symbology in the brochure.

Young Archaeologist's Club

The National Park Authority established a branch of the Young Archaeologists' Club, which also operates as a National Club, because there was a gap in the provision of local branches over the Brecon Beacons and the Usk Valley (the nearest Clubs are in Aberystwyth, in Swansea and in Welshpool). The Brecon Beacons Young Archaeologists' Club provides opportunities for children and young people aged 8-16 to engage with the archaeology and heritage of the National Park, to be inspired and excited by it, and to empower them to help shape its future. The Club has only been up and running a few months, but we currently have 9 branch leaders/assistant leaders (all of whom give their time to the club as volunteers) and a membership of around 20 children and young people. The Young Archaeologists' Club and its local network of branches generally attract a range of children from all backgrounds, but has a higher than average percentage of children with learning difficulties (such as Autism) or children vulnerable in other ways; although this is early days we seem to be following this pattern with the Brecon Beacons Club.

Replacement of stiles with accessible gates

Traditionally wooden stiles have been used as cheap, effective boundary crossings on pubic footpaths. Unfortunately certain users find it hard to cross a stile severely limiting the opportunities these individuals have to appreciate the countryside within the Brecon Beacons National Park. Where practicable the Authority are now installing pedestrian gates where once stiles were and in so doing removing barriers that were preventing some people from getting out and using the rights of way network.

Jon Pimm Area Warden, Brecon Beacons National Park Authority

Access team projects extending access to all people.

Brecon Beacons National Park Authority in partnership with the Canal and Rivers Trust completed an upgrade of 6 KM of tow path.

The aim of the works was to make as much of the canal towpath accessible to people of all abilities. The sections of path that were upgraded were muddy and often had exposed tree roots lying across the path. The upgrade has provided a smooth, hard surfaced path suitable for wheel chairs, push chairs, cyclists and walkers on a level gradient.

Richard Ball – Access Officer Brecon Beacons National Park Authority

Mosaic

The Authority works with Mosaic to host **Group Leader Visits** for representatives of BME (Black and Minority Ethnic) community groups. As a result Group Leaders have returned to the Park with their own groups, both with and without Authority involvement.

The Authority has participated in **Mosaic workshops** for BME representatives from across England & Wales, raising awareness of the National Park and the work of the Authority to develop an understanding of barriers (preventing people accessing the Park) and of actions to address them.

BME representatives identified by Mosaic are supported to become "**Community Champions"** (for National Parks) with training and 1:1 support from Mosaic officers, including awareness and understanding of National Parks and the opportunities they present. Apart from Group Visits, Community Champions carry out other roles including as Ambassadors promoting National Parks at events in their communities, and contributing to consultations e.g. the National Park Management Plan. The latter is part of an "organisational change" project strand which seeks to work with project partners to identify areas of potential change to better enable BME community to benefit from and be involved in National Park and NPAs

During the past two years the Authority has supported the Mosaic project through holding urban events promoting the National Park in Cardiff; recruited 15 BME Community Champions and providing training for the champions e.g. fundraising to fund future visits, planning a visit; led Group Leader Visits in the park to help BME Community Group Leader familiarise with what is available in the Park suitable for their groups and provided a presentation to Brecon Beacons Tourism on Mosaic and the potential BME visitor audience.

Tactile Maps at Craig y nos

A tactile orientation map awaits visitors at Craig y Nos Country Park, carved from wood. Different symbols mark the various features of the park, and these are also present on wooden plinths out in the grounds. Visually impaired visitors, as well as other visitors, may enjoy tracing the shape of the park and feeling the different symbols. A hard surface path is available for those who would prefer to avoid uneven ground, such as wheelchair users and physically impaired visitors.

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

The Authority has made initial approaches to groups and identified that funding would be needed for the groups to be able to take this further. Officers are currently exploring other ways to further this work including support to the Crickhowell Walking Festival and the inclusion of specific walks for people with disabilities and the use of wheelchair accessibly symbols to publicise these walks.

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)

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 A summary of the numbers of staff attending these training workshops over the past twelve months is provided below:

Course	**Attendees**
Deaf Awareness	11
Disability Awareness	8
Social inclusion	15
Equality Act awareness	7

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

1. Employment Information – Our members

96% of Members completed the Equality Monitoring Form – 23 responses.

Gender

	No	Total
Male	17	70.83%
Female	7	29.17%
	24	100.00%

Age

Age Range	Male	Female	Total	%
16-21			0	0.00%
22-30			0	0.00%
31-40			0	0.00%
41-50	3		3	13.04%
51-60	3	4	7	30.43%
60+	10	3	13	56.52%
Total	16	7	23	100.00%

Disability

	Total	%
Yes	0	0.00%
No	23	100.00%
Do not wish to disclose	0	0.00%
	23	100.00%

Sexual Orientation

	Total	%
Bisexual	1	4.35%
Gay / Lesbian	1	4.35%
Heterosexual	18	78.26%
Transgender	0	0.00%
Do not wish to disclose	3	13.04%
	23	100.00%

Marital Status

	Total	%
Married	19	82.61%
Other	4	17.39%
	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

	Total	%
Buddhist	1	4.35%
Christian	16	69.57%
Do not wish to disclose	5	21.74%
None (Atheist)	1	4.35%
	23	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 2013 = 134 employees (including staff on maternity leave and secondment)

94% of employees completed the Equality Monitoring Form – 126 responses.

Gender

Male	35.8%
Female	64.2%
	100.0%

Age profile:

16-21	0.78%
22-30	12.50%
31-40	31.25%
41-50	31.25%
51-60	16.41%
60+	7.81%
Total	100.00%

Disability – 4.2% have declared that they have a disability

Maternity – 5 members of staff are on maternity leave.

Marital status

Married	55.20%
Civil Partnership	0.00%
Co-habiting	16.80%
Single	3.20%
Other	24.80%
Total	100.00%

Religious or belief

Buddhist	0.79%
Christian	48.41%
Other	7.94%
Do not wish to disclose	16.67%
None (Atheist)	26.19%
	100.00%

Sexual orientation

Gay / Lesbian	1.60%
Heterosexual	83.20%
Do not wish to disclose	15.20%
	100.00%

Ethnic Origin

White- British	94.49%
White - Irish	0.79%
White - Other	3.15%
Mixed - White & Asian	1.57%
	100.00%

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

Gender monitoring by;

2.1 Job

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

2.2 Grade

Grade	M	F	Total	Male %	Female %	Total Grades
1			0	#DIV/0!	#DIV/0!	0.00%
2	1	5	6	16.67%	83.33%	4.41%
3		4	4	0.00%	100.00%	2.94%
4		4	4	0.00%	100.00%	2.94%
5	7	15	22	31.82%	68.18%	16.18%
6	6	12	18	33.33%	66.67%	13.24%
7	5	2	7	71.43%	28.57%	5.15%
8	4	14	18	22.22%	77.78%	13.24%
9	8	14	22	36.36%	63.64%	16.18%
10	3	3	6	50.00%	50.00%	4.41%
11	5	3	8	62.50%	37.50%	5.88%
12	2	4	6	33.33%	66.67%	4.41%
13	4	3	7	57.14%	42.86%	5.15%
14		1	1	0.00%	100.00%	0.74%
15	2	1	3	66.67%	33.33%	2.21%
Chief Off	2	1	3	66.67%	33.33%	2.21%
CEO	1		1	100.00%	0.00%	0.74%
	50	86	136	36.76%	63.24%	100.00%

Note: some staff have multiple jobs

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	48	0	48
Female	77	9	86
Total	125	9	134
%	93.28%	6.72%	134

On 31st December 2013 there were 9 employees who were working on fixed term contracts.

2.5 Working pattern

No.	Full Time	Reduced Hours	Total
Male	41	7	48
Female	47	39	86
Total	88	46	134
%	65.67%	34.33%	134

14.58% of male employees work reduced hours (i.e. less than 37 hours per week) and 45.35% of female employees work reduced hours.

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

From 1st January 2013 until 31st December 2013 the Authority recruited 19 vacant positions. We received 262 applications of which 132 (50%) equality monitoring forms were completed.

Age and Gender

Age Range	Male	Female	Total	%
16-21		3	3	2.27%
22-30	26	17	43	32.58%
31-40	14	21	35	26.52%
41-50	14	20	34	25.76%
51-60	10	6	16	12.12%
60+	1	0	1	0.76%
Total	65	67	132	100.00%

Disability

	Male	**Female**	**Total**	**%**
Yes	3	2	5	3.79%
No	61	65	126	95.45%
Do not wish to disclose	1		1	0.76%
	65	67	132	100.00%

Sexual orientation

	Male	**Female**	**Total**	**%**
Bisexual	0	2	2	1.52%
Gay / Lesbian	0	2	2	1.52%
Heterosexual	53	44	97	73.48%
Transgender	0	0	0	0.00%
Do not wish to disclose	12	19	31	23.48%
	65	67	132	100.00%

Marital status

	M	**F**	**Total**	**%**
Married	17	21	38	28.79%
Civil Partnership	0	0	0	0.00%
Co-habiting	11	14	25	18.94%
Single	1	1	2	1.52%
Other	36	31	67	50.76%
Total	65	67	132	100.00%

Race / Ethnic origin

	M	F	Total	%
White- British	62	64	126	95.45%
White - Other	3	3	6	4.55%
	65	67	132	100.00%

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

Religion or belief

	M	F	Total	%
Buddhist	3	0	3	2.27%
Christian	20	32	52	39.39%
Other	3	2	5	3.79%
Do not wish to disclose	20	20	40	30.30%
None (Atheist)	19	13	32	24.24%
	65	67	132	100.00%

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

Eight employees applied to change position within the Authority during this period and seven employees were successful (87.5%).

Age and Gender

Age Range	M	F	Total	%
16-21			0	0.00%
22-30	1	3	4	57.14%
31-40		2	2	28.57%
41-50		1	1	14.29%
51-60			0	0.00%
60+			0	0.00%
Total	1	6	7	100.00%

Disability

	Total	%
Yes	1	14.29%
No	6	85.71%
Do not wish to disclose	0	0.00%
	7	100.00%

Sexual orientation

	Total	%
Heterosexual	6	85.71%
Do not wish to disclose	1	14.29%
	7	100.00%

Marital status

	Total	%
Married	1	14.29%
Civil Partnership	0	0.00%
Co-habiting	2	28.57%
Single	0	0.00%
Other	4	57.14%
Total	7	100.00%

Race / Ethnic origin

	Total	%
White- British	7	100.00%

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

Religion or belief

	Total	%
Christian	4	57.14%
None (Atheist)	2	28.57%
	6	85.71%

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 2013 to 31st December 2013 employees attended 329 training events (Note - 1 member of staff attending an event = 1 and 10 members of staff attending 1 training event = 10)

There were 329 training events – 152 were attended by male employees (46%) and 177 by female employees (54%).

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

There was one employee involved in a grievance procedure during the period 1st January 2013 until 31st December 2013. The Authority is unable to publish Equality information as this may lead to a breach of confidentiality

7. Employees subject to disciplinary procedures

There was one employee involved in disciplinary procedures during the period 1st January 2013 until 31st December 2013. The Authority is unable to publish Equality information as this may lead to a breach of confidentiality

8. Employees who left the Authority's employment

During the period 1st January 2013 until 31st December 2013 19 employees left the Authority. 18 of the 19 employees provided their Equality information.

Age and Gender

Age Range	M	F	Total	%
16-21	1		1	5.26%
22-30	1	4	5	26.32%
31-40	1	1	2	10.53%
41-50	2	3	5	26.32%
51-60	1		1	5.26%
60+	2	3	5	26.32%
Total	8	11	19	100.00%

Sexual orientation

	Total	%
Gay / Lesbian	1	5.56%
Heterosexual	13	72.22%
Do not wish to disclose	4	22.22%
	18	100.00%

Disability

Staff	Total	%
Yes	2	11.11%
No	16	88.89%
	18	100.00%

Marital status

	Total	%
Married	8	44.44%
Co-habiting	3	16.67%
Single	2	11.11%
Other	5	27.78%
Total	18	100.00%

Race / Ethnic origin

Staff	M	F	Total	%
White- British	6	11	17	94.44%
White - Irish	1	0	1	5.56%
	7	11	18	100.00%

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

Religion or belief

	Total	%
Christian	9	50.00%
Other	1	5.56%
Do not wish to disclose	4	22.22%
None (Atheist)	4	22.22%
	18	100.00%

Reasons for leaving

	Male	Female	Total	%
Career progression	4	2	6	31.58%
Ill Health reasons	1	1	2	10.53%
Secondment finished	0	1	1	5.26%
Fixed term contract expiry	2	4	6	31.58%
Retirement		2	2	10.53%
Resigned	1	1	2	10.53%
Total	8	11	19	100.00%