

Strategic Equality Plan

Annual Report



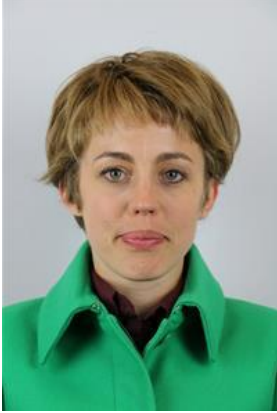
March 2018



Foreword

This is the six 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

<p>Julian Atkins Chief Executive</p>	<p>Mr Ed Evans Chair of the National Park Authority</p>	<p>Cllr Emily Durrant Member Champion Equality & Diversity</p>
		

Content

Foreword

1. Introduction	3
2. Identifying, collecting and using relevant information	4
2.1 Members and employees	
2.2 Recruitment	
3. Our Objectives	5
4. Equality Impact Assessments	25
5. Training	26
6. Procurement arrangements	27

Appendices

1. Employment Information – Our Members	28
2. Employment Information – Our Staff	30
Our Staff - Gender monitoring	
2.1 Job	33
2.2 Grade	33
2.3 Pay	33
3. People who have applied for jobs with the Authority over the last year	35
4. Employees who have applied to change position within the Authority identifying how many were successful in their application and how many were not	37
5. Employees who have applied for training and how many succeeded in their application	39
6. Employees involved in grievance procedures either as a complainant or as a person against whom a complaints was made	40
7. Employees subject to disciplinary procedures	40
8. Employees who have left the Authority's employment	40

Section I - Introduction

The Brecon Beacons National Park Authority adopted its first Strategic Equality Plan on 28th March 2012 which a four year period from 2012-2016 and has continued our commitment to Equality producing a second Strategic Equality Plan cover the period from 2016-2020.

This is the six annual report which builds upon 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 2017 to 31st March 2018 and has published this data as the most up to date information available.

2.2 Recruitment

During 2016-2017 a new online application and monitoring form was introduced and the return rate for the last year 2017-2018 was 89%.

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

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.

Wardens help Disabled Ramblers get out and about in the National Park

In July 2017, the Disabled Ramblers group planned a series of six walks as part of a special Brecon Beacons tour. This was the second time the ramblers had visited the Beacons following on from a successful visit more than 10 years ago.

Wardens from the Brecon Beacons National Park Authority assisted on four of their walks – a climb up to Fan Frynach, a walk across Mynydd Illtyd to the hill fort, a trip up the old coach road from Libanus to Storey Arms and an assault on Southern Britain’s highest mountain, Pen y Fan, only thwarted by technical problems with one of the wheelchairs rather than enthusiasm.

The week was deemed a successful adventure by all and a wonderful opportunity for everyone involved to exchange ideas for other possible rambles in the future.

Summer Geocaching Project Success at Brecon Beacons National Park

During the summer of 2016, nearly four hundred young people have stretched their minds and bodies, using GPS to hunt for hidden clues in the landscape, thanks to the Geocaching Team at Brecon Beacons National Park Authority.

The project targets young people aged between eleven and twenty-five who are vulnerable or socially excluded and provides them with an opportunity to learn about and take part in geocaching.

Select your perfect walk in Waterfalls Country

An innovative information panel has been created to help visitors in Waterfalls Country select a walk to match their ability and expectation leading to an enjoyable day out.

The colour coded walk selector identifies how exciting the walk is, how busy it gets and its length and terrain. It features on a unique new panel in Pontneddfechan village that was specifically designed to complement the modern design of the existing public conveniences in the centre of the village- a popular setting off point when exploring Waterfalls Country.

The panel will enable visitors to select a suitable route, know how to get there, where to park and the location of the nearest facilities. The panel also includes messages about staying safe, what to do in an emergency and enjoying Waterfalls Country sustainably.

It is part of a number of improvements to the visitor experience in Pontneddfechan that the National Park Authority has made in partnership with Neath & Port Talbot Council and Natural Resources Wales.

Other improvements include painting the wording on the entrance gates to the Elidir trail and information promoting the audio trail and introducing the legend of Elidir and Gwladus.

Step by Step

The Brecon Beacons National Park Authority, Natural Resources Wales and the Canal and River Trust have joined together to highlight a natural beneficial walk. The walk will help to measure, challenge and increase the health and well-being of residents whilst enjoying the views, wildlife and ever changing scenery throughout the year.

The walk starts at the canal basin and finishes at Brynich Lock a distance of two miles.

Tear off route plans will be available for adults to record their progress on the timed and measured route along the Monmouthshire and Brecon canal and signs will be installed at ten points along the route to help walkers orientate themselves and see their progress.

Cardiff People First Celebrate Completion of Brecon Beacons Challenge

Cardiff People First are celebrating after finishing the Brecon Beacons Challenge, completing 10 popular walking routes within the Brecon Beacons National Park. Members of the charity, run by and for people with learning disabilities in Cardiff, held a certificate giving ceremony at Craig-y-nos Country Park to mark their great achievement which included walks up the higher mountains of Cribarth and Sugar Loaf. Director, Ashlea Harris, secured funding from the Big Lottery Fund's Awards for All Wales programme to support the challenge which started in March 2017. Since then the walks, led by the National Park Authority's Communities Team, have involved other local People First groups including Powys People First and those participating have forged good links and friendships along the way. A variety of sites have been visited including Llangorse Lake, Pen-y-Crug Hillfort, Sugar Loaf and the Taf Fechan valley. The group were further proud of their achievement as they were able to complete the challenge mostly by using public transport to travel to the walk locations around the National Park, helping develop independent living skills.

Simon Richards, Chair of Cardiff People First said;

"The challenge has given us the opportunity to enjoy new places, meet new people and make new friends. We hope to carrying on meeting up and exploring the more of the Brecon Beacons together."

A free event aimed to promote and encourage older people to participate in activities available in the Brecon Beacons National Park. There will be a wide selection of information stands, demonstrations and taster activities for all to try.

The guest of honour is Dilys Price OBE, the world's oldest female skydiver who will inspire you to try something new.

Quest 88 will be offering a range of different bicycles specially designed to make cycling accessible for all. Participants can try geocaching - a type of treasure hunt with a sat nav and Freedom Leisure staff will be available to give taster sessions in a selection of indoor activities. There will be information on volunteering, walks of different levels and how to prevent trips and falls amongst many other stands and demonstrations.

DOWN TO THE SEA

Tales of the Brecon Beacons National Park tramlines.

Although the Brecon Beacons are land locked, it did not prevent National Park Authority staff coming up with a creative idea to show how the Monmouthshire & Brecknockshire canal linked the area to the sea. This resulted in a successful funding application by the Brecon Beacons National Park Authority to Visit Wales to celebrate the Visit Wales 2018 theme of “The Sea”.

The canal changed the local population’s lives forever along its whole length with people finding employment in the iron, lime & coal mining industries and the canal transporting these materials to the South Wales ports. Equally it allowed the transport of materials from those ports to the rural hinterland. Grain transport to Brecon was critically important in this landscape dominated by grazing rather than arable agriculture.

Brickwall an animation and film company, have been appointed to devise, illustrate and animate a series of four, 90 second, animated films that tell the story of a family on a summer canal holiday down the waterway. As the family travel down to the sea they visit various landmarks. Each film flashes back to 1825 and the story focusses on one of the four tramroads that serviced the canal – Hay, Brinore, Llam-March and Hill’s. Each of the four flashback stories are set in a different season of the year - Autumn, Winter, Spring and Summer.

Another aspect to the project is to highlight existing easy walking routes which can be enjoyed by families with children which take them to some of the main locations.

Objective 2: Promote maintain the Equality awareness amongst , members and staff to support a diverse, committed workforce

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.

Objective 3: Promote Equality in recruitment

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

'Skills in Action' programme helps young people into employment.

Summer 2018 marks the end of the highly successful 'Skills in Action' training programme.

Successful youth employment project

Twelve young people have successfully completed a two week 'Get into Rural Skills' course which included a range of practical work days at locations around the National Park.

They were awarded certificates following an awards ceremony with Welsh Rugby International Dan Lydiate at the National Park Visitor Centre, Libanus, Brecon. The celebratory ceremony marks the end of the first recruitment process for the two year partnership project run by the Brecon Beacons National Park Authority and The Prince's Trust Cymru.

The project, which is 80% funded by Arwain (Powys Rural Development Plan LEADER), is aimed at engaging young people who are not currently fully employed and provides them with a chance to experience and understand the opportunities available in the local environmental heritage sector. The scheme focuses on supplying training and gaining vocational experience and skills.

Following the ceremony, six of the group were selected to take part in the 'Get into the Brecon Beacons', three month traineeship. The rest worked with Princes Trust Cymru mentors to help with finding future employment.

Rhian Mathias, Head of Enterprise and Employment at The Prince's Trust Cymru said, "The first Get into Rural Skills programme has been a great success, and testament to the ongoing partnership between The Prince's Trust and Brecon Beacons National Park. By working together on this programme, we hope to continue breaking down the many barriers facing many young people in the local area."

The recruitment process for the next 'Get into the Brecon Beacons' scheme will start in April. Participants need to be between 18-30 years old, living in Powys and either unemployed or working under 16 hours. An enthusiasm for and interest in working outdoors in land management is essential.

Objective 4: Promote equality in pay through the use of data to inform management policy

Introduction of the Pay Policy Statement.

Section 38(1) of the Localism Act 2011 placed a requirement on Local Authorities to prepare pay policy statements.

The Authority is committed to operating consistent and equitable pay arrangements for employees.

The pay policy statement describes the framework for decision making and in particular decision making on senior pay. It sets out the basis for determining salaries, how salary levels are arrived at, the method of pay progression and the approval for acting up, honoraria and severance payments.

It sets out the Authority's own policies towards a range of issues relating to the pay of its workforce, particularly its senior staff or 'chief officers' and its lowest paid employees.

The Statement is prepared for each financial year and approved by the Authority (the statement will be published with our annual accounts and on our website).

The policy does not apply to Members of the Authority as they are not employees and are governed by separate legislation via the Independent Remuneration Panel for Wales.

Objective 5: Promote Volunteering opportunities

Uplands Volunteers

The National Park Uplands Volunteers are actively supporting the Ecology team in the control of Himalayan Balsam on Cwm Bwchel in the Black Mountains. Himalayan Balsam is an invasive species which has managed to establish itself along the pathway leading down to the stream. It is an extraordinary plant and extremely successful in its ability to thrive to the detriment of other native species which it outcompetes for space, light and pollinators. As part of the ongoing conservation work, the Upland Volunteers have started a 3-year programme to help with control of the Himalayan Balsam at Cwm Bwchel by either pulling the plant from the ground before it sets seed or from cutting it at its base. The work is hard although rewarding – seeing a patch that you have cleared fills you with a sense of pride, knowing that you have prevented several thousand seeds from germinating.

The Upland Volunteers have an extensive work programme working Wednesdays, Fridays and Saturdays carrying out essential upland path maintenance and conservation work in the Black Mountains and Central Beacons,

Delyth Thomas of Gwalia said: “The grant awarded to us by the Big Lottery Fund enables us to carry out this project in partnership with the Brecon Beacons National Park Authority which will hopefully enable clients to take up volunteering placements and promote social entrepreneurship.”

Help needed to control the ‘Invaders of the National Park

Have you seen the big three invasive non-native species: the pavement destroying Japanese Knotweed, the river bank dominating Himalayan Balsam and the hazardous to health Giant Hogweed? If so we want to know!

The National Park Authority is undertaking a pilot project, ‘Invaders of the National Park’, surveying and controlling invasive non-native plant species in the Usk and Tawe river catchment areas. We will be working with other projects and organisations to develop an invasive species partnership approach and looking at how these alien invaders can be managed long term in the future.

The project will tackle these species where they occur on National Park Authority land and offer advice to other landowners, helping them with identification and advising on the best methods of control. We want to work with partners, landowners, volunteers and the general public to prevent the spread of the three species and avoid the devastating habitat and biodiversity loss they cause.

To do this we need your help. Do you have recent records for these three species? Have you cleared any of these species on your own particular patch of river? Are you a community group that already does this kind of work or would like to?

Welsh National Park Member's seminar

In early October it was the Brecon Beacons National Park Authority's turn to host the annual Welsh Park Members Seminar. Delegates came to Brecon from Pembrokeshire Coast and Snowdonia National Parks as well as from the Welsh Government, Natural Resources Wales, the three Park Societies and Areas of Outstanding Natural Beauty. The theme was partnership working and through four walks in and around Brecon delegates were shown not only some of our current projects, but how we had achieved these through involving local people and organisations.

The walks took place around the centre of Brecon (highlighting our work on place plans), the canal (with representatives from the Canal and Rivers Trust), the Ghurkha path on the Promenade (led by Guptaman Gurung who has worked with us to establish an effective



workforce of volunteers from the Nepalese community) and finally the keenest members climbed up the Crug to learn about the history of the site and the work we have done with local landowners. One member from Pembrokeshire said that in all the years she had been coming to Brecon she had never realised it was such a fascinating town!

The keynote speaker that evening was Baroness Eluned Morgan, AM who spoke about her recently launched report [Rural Wales: Time to Meet the Challenge 2025](#). Sharing good practice and making contacts in other Parks is a real benefit to members.

Brecon Beacons National Park – Volunteers Recruitment

The Brecon Beacons National Park Authority are currently recruiting volunteers to work within the Park.

The Upland Conservation Volunteers undertake conservation and ecology work within the Black Mountains. The Upland Path Volunteers work within the Black Mountains and Eastern Central Beacons undertaking essential maintenance and repairs of the upland paths.

Work days are carried out on Wednesdays for the Upland Conservation Volunteers and Fridays and Saturdays for the Upland Path Volunteers.

Full training is provided and volunteers will gain an understanding of the work. This can be difficult and strenuous, with typical full days of productive hard work often in harsh weather conditions within the Black Mountains.

Volunteering within the Park is a great way to utilise your skills, learn new skills and offers the chance to meet people with similar interests. The Brecon Beacons National Park is a wonderful environment to work within and the work carried out will help maintain and sustain this landscape for future generations. There are currently nearly 200 volunteers working within the Park.

One Volunteer said: “Volunteering within the Brecon Beacons National Park is a great way to get active within the outdoors, meet new people and offers a chance to give something back.”

Objective 6: Promote physical and intellectual access to the National Park

Fair Play' funding to help more schools visit the National Park

The Brecon Beacons National Park Authority is very pleased to offer the 'Fair Play' scheme again for schools with over 20% of children eligible for free school meals. Thanks to Forest Holidays, funding is available to cover transport costs (one bus per school) for educational school group visits. Schools only need to pay the course fees. Last year the funding helped ten schools visit the National Park. Funding is awarded on a first come first served basis, with priority to those schools which have not benefitted previously.

Geocaching is a big hit with pupils visiting the National Park

Geocaching is one of the most popular activities this year for schools on an educational visit with the Park Authority's Education Team. The pupils embark on a 'technological treasure hunt' using the GPS units provided which work like a SatNav to lead them to small boxes of 'treasures' known as caches. There are geocaching trails at the three education centres- the National Park Visitor Centre, Craig-nos Country Park and YHA Danywenallt Residential Centre and the activity is often combined with map and compass skills in the National Park Explorers course. Hayley Sharp, Education officer said: "Pupils really enjoy hunting for caches and learning how to use the GPS units. Also this activity contributes to the Digital Competence element of the curriculum that all schools are now covering and they experience and learn about the National Park along the way!"

Penderyn School Kids become Brecon Beacons National Park Ambassadors

Penderyn Primary School proudly became a 'Brecon Beacons National Park Ambassador School' in a celebratory assembly. The National Park Authority awarded the school with a large map of the Park and each child received an 'Ambassador' badge.

The 'National Park Ambassador School' scheme is run by the Authority's Education Service and focuses on providing outdoor learning opportunities; encouraging children to develop confidence and skills in the outdoors at an early age.

Gunpowder Works becomes Classroom for School Children

Children from Penderyn Primary School were given the chance to learn about the industrial past at the remains of the Gunpowder Works near Pontneddfechan.

Education Officers from Brecon Beacons National Park Authority led the children on a walk around the heritage site, encouraging them to connect with the past and to also develop their knowledge about the natural environment.

Past Comes Alive with Young Historians of the Future

From ancient rock findings to digital Romans to reconstructing ruins; the past was brought back to life at a Heritage Day held at Theatr Brycheiniog. The event was organised and run by Brecon Beacons National Park Authority and included input from a range of worthy partners.

The day event, that took place on the 15th October, included a series of interesting presentations on topics relating to the heritage within the park. 'Monmouthshire and Brecon Canal', 'Digital Technologies and Heritage', 'Blaenavon World Heritage Site', 'Hay Castle', 'Llwynycelyn', 'The Gunpowder Works' and 'Restoration of the Breconshire Hall' were presentation focal points.

Outside the theatre, there were displays from many partner organisations and attendees enjoyed breaks where they could retrieve further information and discuss ongoing projects.

However, the stars of the event were the historians of the future, the young people from the Young Archaeologists Club who launched a short film and were interviewed on stage. The youngsters spoke about their love and enthusiasm for history and were keen to share tales about how they bring history alive within their club.

Mel Doel, Chairman of Brecon Beacons National Park Authority said; "It's great to see so many people here supporting this event and extremely interesting to hear presentations on such a range of historical topics. Heritage is one of our management themes at the Authority and today has highlighted the ongoing work within the park. It's also inspiring to see and hear from the members of the Young Archaeologists Club, our historians of the future!"

Penderyn Primary School also became a 'Brecon Beacons National Park Ambassador School' in a celebratory assembly. Education Officers awarded the school with a large map of the Park and each child received an 'Ambassador' badge.

The 'National Park Ambassador School' scheme is run by the Authority's Education Service and focuses on providing outdoor learning opportunities; encouraging children to develop confidence and skills in the outdoors at an early age.

For the 2017-18 academic year, a total of 177 activity days were delivered to groups with a total of over 5,600 learners.

For this same academic year, 11 schools were awarded funding via the Fair Play Transport funding scheme. The funding enabled these schools to arrange visits for their pupils (over 510 pupils in total) to enjoy educational activities such as learning survival skills, den building and navigation with map and compass at our visitor centres in the Brecon Beacons National Park. The funding is awarded to schools with a higher than average percentage of Free School Meals pupils (20%+) and as such targets those schools in disadvantaged areas who might otherwise not be able to visit the National Park due to the rising cost of bus hire.

Objective 7: Promote and encourage equality in communities and rural areas

Rural skills courses benefit community groups

Groups from across South Wales are learning new skills in the National Park through courses delivered by the National Park Authority's Sustainable Communities team. These Rural Skills courses are accredited by Agored Cymru and include learning practical woodland skills, conservation skills, tree identification, wildlife surveying and experiencing outdoor activities. Organisations such as Gwalia (housing support), Brecon and District MIND and Merthyr Housing have obtained funding for the courses.

Help available to prevent falls and fractures.

The Communities team at the National Park Authority have been working with health professionals to help raise awareness of the risk of falls, especially amongst older people who may be living in rural areas within the National Park. Powys Teaching Health Board has a network of nurses, physiotherapists, pharmacists, occupational therapists and doctors who are working together with older people to reduce the risk of falls and fractures. There is also help to improve older people's health through home improvements to enable people to stay living at home safely and in comfort. Contact Care & Repair in Powys on 01686 620760 and ask for a Healthy Home Assessment.

Brecon High School pupils launch gas pipeline publication

Nine pupils from Brecon High School have launched a new publication, 'A Line Through Time', during a special school assembly. The booklet is full of information about the archaeological discoveries made during the installation of the gas pipeline that goes through the Brecon Beacons National Park. The pupils were joined by Nigel Blackmore, Senior Curator at Brecknock Museum & Art Gallery who brought along a 4'000 year old halberd, one of the rarest finds recovered during the pipeline construction work at a ring ditch near Trecastle.

Pupils from year's seven and eight worked with Authority staff to research and put together an engaging presentation.

Mr R Broadbridge, Headteacher at Brecon High School who attended the assembly said;

Giving pupils the opportunity to learn about the history of the place in which they live and encouraging them to share those learnings has been a rewarding experience for all involved."

National Park Authority Historical & Cultural Heritage Member Champion, Mr Julian Stedman commented;"I am pleased that the discoveries from the installation of the pipeline have now been published and are available to everyone in this illustrated booklet. A lot of communities within the National Park are curious about what was discovered during the works and it is important that this historical information is now accessible to them."

Diamond People Exhibition

The Brecon Beacons National Park is a place of great beauty and great people. To celebrate 60 years since the Park's designation in 1957, the Brecon Beacons National Park Authority commissioned local photographer Billie Charity to take the portraits of some of those people that make the Park the special place it is today. See events page for dates and venues.

Success for the Black Mountains Land Use Partnership

The Black Mountains Land Use Partnership (the Partnership) is a collaborative venture aiming to promote continued improvement, restoration and sustainable management of the natural resources of the Black Mountains, an area covering over 24,600 hectares of upland and lowland habitat.

Established in 2015 through the Welsh Government's Nature Fund, the pioneering partnership comprises representatives from the Black Mountains Graziers Association and major landowners along with public land owning bodies. In July 2017 the partnership was successful in gaining a grant of just over £1 million as part of the Welsh Government Rural Communities-Rural Development Programme 2014-2020, which is funded by the Welsh Government and the European Union. The award allows the Partnership to implement a series of landscape-scale projects focused on three key themes: bracken, peatland and visitor management

Bracken Management

Bracken has a negative effect on grazing, stock gathering and access to the countryside. The aim is to treat bracken in a number of key locations twice a year for three years in the project area. Bracken management will begin in May/June of this year.

Peatland Management

The aim of this element of the project is to restore and safeguard peat and exposed mineral soil in several key locations. Work has started at Darren Lwyd, Blaen Nant y Gadair and the Southern erosion scar on the Hatterall ridge. National Park upland volunteers, contractors and staff have all been involved in creating new paths, reproofing peat hags and implementing erosion control techniques in remote and often adverse weather conditions.

Visitor Management

The partnership will employ two partnership rangers, create an ambassador training programme for local tourism operators, organise an investing in skills programme and work with local schools to tell the story of hill-farming in the Black Mountains. The latter is a key priority for the partnership which wants the younger generation to understand the way hill farming has shaped the Black Mountains and impacted on the life and culture of area.

The National Park Authority Education team will be delivering this training to schools in the Black Mountains catchment area starting in Spring 2018

Get involved in the Explosive Times Project – Open day March 10th Pontneddfechan

The National Park Authority has been awarded significant funding from the Heritage Lottery Fund and others, to carry out interpretation and essential work at the former Gunpowder Works at Pontneddfechan to save the structures. The Gunpowder Works are regarded as one of the most significant places in the story of the birthplace of the industrial revolution here in Wales.

Contractors will soon be on site to set up and begin work to safeguard the most ‘at risk’ structures.

This work is expected to take between six and seven months and it will not be uncommon to see people working at weekends. The aim is to keep as much of the site open as at present. However, there may be times when it is necessary to close the path for safety reasons. To keep you informed, regular updates will be posted on the board opposite the Village Hall and information will also be online at www.breconbeacons.org/gunpowderworks.

There are also lots of opportunities to get involved, the first of which will be an open day for people to find out about the wide range of skills training and volunteering opportunities available – from archaeology to building conversation and becoming a volunteer warden.

Sustainable Development Fund Grants available for Local Communities.

The Sustainable Development Fund is accepting applications for 2018 – if you have a project ideaplease see details on the side panel for further information.

Recent projects which have been awarded funding are:

- **The Llyn Syfaddan History Group** have been awarded £5,907 to turn their newly acquired Talyllyn telephone box into an information point for locals and tourists. In the kiosk they plan to put interpretation panels covering the history and culture of Talyllyn, a social archive with a memory bench & planters outside. In addition they are developing four leaflets for walking & cycling in the local area and they aim to promote local businesses using a poster cabinet.
- A grant of £6,650 to **Brecon 1st Scout Group** will support building works to upgrade the existing Scout hut to reflect the current needs of the organisation and to install energy efficiency savings in the form of lighting and insulation. The project will enable the group to widen their offering to young people in Brecon and the surrounding areas, whilst securing a more sustainable future through improved revenue generation.
- £3,652 has been awarded to **Bwlch Village Hall** to enable them to make improvements to their kitchen area which will enable an increase in external bookings and allow the local community to cater more professionally at local events too.
- **Llangattock Green Valleys** Culture Step project aims to increase and widen the understanding of the micro hydro process across local communities and beyond. The Sustainable Development Fund has awarded a grant of £626 to support an extension to this artist led programme to enable extra bilingual publicity, information leaflets and additional venue hire.

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. 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 – 24 responses.

Gender

	Total
Male	71%
Female	29%
	100.00%

Age

Age Range	%
16-21	0.00%
22-30	8%
31-40	0.00%
41-50	17%
51-60	29%
60+	46%
Total	100.00%

75

Disability

	%
Yes	4%
No	96%
Do not wish to disclose	0.00%
	100.00%

Sexual Orientation

	%
Bisexual	13%
Gay / Lesbian	0.00%
Heterosexual	83%
Transgender	0.00%
Do not wish to disclose	5%
	100.00%

Marital Status

	%
Married	75%
Civil Partnership	0.00%
Co-habiting	8%
Single	0.00%
Other	17%
	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	4%
Hindu	0.00%
Sikh	0.00%
Jewish	0.00%
Christian	71%
Other	0.00%
Do not wish to disclose	12.5%
None (Atheist)	12.5%
	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 from 1st April 2017 - 31 March 2018 by protected characteristic.

For consistency and to provide up to date figures the Authority has provided statistical information up to and including 1st April 2017 – 31st March 2018 = average 111 employees, in addition to 5 x HLF funded Trainee Wardens and 5 Princes Trust Trainees (1.5 FTE), staff on maternity leave and secondment) A total of average of 114.

89% of employees completed the Equality Monitoring Form –104 responses.

Gender

	Total
Male	35 %
Female	65%
	100.0%

Age profile:

Age Range	%
16-21	2%
22-30	10%
31-40	24%
41-50	32%
51-60	27%
60+	5%
Total	100.00%

Disability – 5.7 % have declared that they have a disability

Maternity – 1 member of staff is on maternity leave.

Marital status

	%
Married	48 %
Civil Partnership	23%
Co-habiting	0.00 %
Single	1%
Other	28%
Total	100.00%

Religion or belief

	%
Buddhist	0
Christian	46%
Other	10%
Do not wish to disclose	18%
None (Atheist)	26%
	100.00%

Sexual orientation

Staff	%
Bisexual	1
Gay / Lesbian	0.00%
Heterosexual	82%
Do not wish to disclose	17%
	100.00%

Ethnic Origin

Staff	%
White- British	96%
White - Other	2%
Mixed - White & Asian	2%
	100.00%

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

Gender monitoring by;

2.1 Job

For the period 1st April 2017- 31st March 2018. We are now able to report on Gender and Grade amongst the Authorities employees.

Pay Band	Male				Female			
	Headcount	%	FTE	%	Headcount	%	FTE	%
Trainee Warden	1.0	2.2	0.3	0.9	3.0	3.7	1.0	1.6
Grade 1	0.0	0.0	0.0	0.0	4.0	4.9	1.4	2.3
Grade 2	0.0	0.0	0.0	0.0	1.0	1.2	0.5	0.9
Grade 4	0.0	0.0	0.0	0.0	3.0	3.7	2.5	3.9
Grade 5	7.0	15.6	2.6	6.9	18.0	22.2	14.3	23.0
Grade 6	5.0	11.1	4.8	13.0	10.0	12.3	7.0	11.4
Grade 7	3.0	6.7	3.0	8.0	2.0	2.5	2.0	3.2
Grade 8	6.0	13.3	3.7	9.9	11.0	13.6	6.9	11.1
Grade 9	9.0	20.0	9.0	24.0	10.0	12.3	9.3	15.0
Grade 10	2.0	4.4	2.0	5.3	4.0	4.9	3.8	6.1
Grade 11	2.0	4.4	2.0	5.3	1.0	1.2	1.0	1.6
Grade 12	3.0	6.7	3.0	8.0	6.0	7.4	5.2	8.3
Grade 13	2.0	4.4	2.0	5.3	4.0	4.9	4.0	6.4
Grade 14	2.0	4.4	2.0	5.3	1.0	1.2	1.0	1.6
Grade 15	1.0	2.2	1.0	2.7	2.0	2.5	2.0	3.2
Chief Officers	1.0	2.2	1.0	2.7	1.0	1.2	0.3	0.4
CEO	1.0	2.2	1.0	2.7	0.0	0.0	0.0	0.0
Total	45.0	99.8	37.4	100.0	81.0	99.7	62.2	100.0

2.2 Grade Contract Type

Pay Band	Permanent	Temporary Fixed Term
Apprentice	0	1.32 (9.5 FTE HLF Princes Trust)
Grade 1	1.44	0
Grade 2	0.54	0
Grade 3	0	0
Grade 4	2.45	0
Grade 5	13.87	3
Grade 6	11.63	0.2
Grade 7	5	0
Grade 8	9.09	1.5
Grade 9	16.3	2
Grade 10	5.81	0
Grade 11	3	0
Grade 12	8.19	0
Grade 13	6	0
Grade 14	3	0
Grade 15	3	0
Chief Officer	1.25	0
Chief Executive	1	0
Total	91.57	8.02 (17.52)

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 2017 until 31st March 2018 the Authority recruited 21 (in addition to 8 x HLF Trainee Warden and 5 Princes Trust) vacant positions. We received 211 equality monitoring forms were completed.

Age and Gender

Age Range	Male	Female	Total	%
16-21	0	0	0	0.00 %
22-30	47	43	90	43%
31-40	29	18	47	22%
41-50	17	16	33	16%
51-60	21	17	38	18%
60+	2	1	3	1%
Total	116	95	211	100.00%

Disability

Staff	Male	Female	Total	%
Yes	7	10	17	8%
No	113	81	194	92%
Total	120	91	211	100.00%

Sexual orientation

	Male	Female	Total	%
Bisexual	1	6	7	%
Gay / Lesbian	3	2	5	%
Heterosexual	108	70	178	%
Do not wish to disclose	8	13	21	%
Total	120	91	211	100.00%

Marital status

	Male	Female	Total	%
Married	41	54	95	%
Civil Partnership	0	2	2	%
Co-habiting	21	32	53	%
Single				%
Other	39	22	61	%
Total	101	110	211	100.00%

Race / Ethnic origin

	Male	Female	Total	%
White- British	114	87	201	%
White - Irish		0		%
White - Other	1	7	8	4
Mixed - White & Black African	1	0	1	%
Mixed - White & Asian	1	0	1	%
	117	94	211	100.00%

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

Religion or belief

	Male	Female	Total	%
Muslim	2	0	2	1%
Buddhist	0	1	1	0.50%
Hindu	0	0	0	0.00%
Jewish	0	0	0	0.00%
Christian	35	29	64	30%
Other	6	8	14	6.5%
Do not wish to disclose	8	13	21	10%
None (Atheist)	68	41	109	52%
Total	119	92	211	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

Seven employees applied to change position within the Authority during this period and four employees were successful (57%)

Age and Gender

Age Range	Male	Female	Total	%
16-21	0	0	0	0.00%
22-30	2	1	3	43 %
31-40	1	0	1	14 %
41-50	0	1	1	14%
51-60	2	0	2	29 %
60+	0	0	0	0.00%
Total	5	2	7	100.00%

Disability

	Total	%
Yes	0	0.00%
No	7	100.00%
Do not wish to disclose	0	0.00%
Total	7	100.00%

Sexual orientation

Staff	Total	%
Bisexual	0	0.00%
Gay / Lesbian	0	0.00%
Heterosexual	7	100.00%
Transgender	0	0.00%
Do not wish to disclose	0	0.00%
Total	7	100.00%

Marital status

	Total	%
Married	3	43%
Civil Partnership	0	0.00%
Co-habiting	1	14 %
Single	0	0.00%
Other	3	43%
Total	7	100.00%

Race / Ethnic origin

Staff	Total	%
White- British	7	100 %
Mixed White-Asian	0	0.00%
		100.00%

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

Religion or belief

	Total	%
Christian	3	43%
Other	0	0.00%
Do not wish to disclose	0	0.00%
None (Atheist)	4	57%
		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 2017 to 31st March 2018 employees attended 96 training events and 340 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 2017 until 31st March 2018.

7. Employees subject to disciplinary procedures

There were one employees subject to disciplinary procedure during the period 1st April 2017 until 31st March 2018.

8. Employees who left the Authority's employment

During the period 1st April 2017 until 31st March 2018 22.5 employees left the Authority including 5 HLF Trainees and 5 Princes Trust Trainees.

Age and Gender

Age Range	Male	Female	Total	%
16-21	4	1	5	23%
22-30	6	0	6	27%
31-40	1	0	1	5%
41-50	3	3	6	27%
51-60	0	2	2	9%
60+	0	0	2	9%
Total	15	7	22	100.00%

Sexual orientation

	Total	%
Gay / Lesbian	0	0.00%
Heterosexual	19	86%
Do not wish to disclose	3	14%
Total	22	100.00%

Disability

	Total	%
Yes	1	5%
No	19	86%
Do not wish to disclose	2	9%
Total	22	100.00%

Marital status

	Total	%
Married	3	14%
Co-habiting	2	9%
Other	17	77%
Total	22	100.00%

Race / Ethnic origin

	Total	%
White- British	22	100%
White – Other	0	0.00%
Total	22	100%

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

Religion or belief

	Total	%
Christian	10	45%
Do not wish to disclose	5	23%
None (Atheist)	7	32%
Total	22	100.00%

Reasons for leaving

Staff	Male	Female	Total	%
Fixed term contract expiry	13	3	16	73%
Retirement	2	0	2	9%
Resigned	1	3	4	18%
Voluntary Redundancy	0	0	0	0%
Redundancy	0	0	0	0%
Deceased	0	0	0	0.00%
TUPE	0	0	0	0.00%
Other	0	0	0	0.00%
Total	16	6	22	100.00%