

## 1. Strategic Equality Plan (SEP) 2016-20

SEP Objective:	SEP Activities/Measures	Issue	Remedial Action	By When And Officer Responsible
Service Lead				
<b>Objective: 1 Close attainment gaps in education</b>				
<b>SEP Measures</b>				
Education	The percentage of pupils in receipt of Free School Meals attaining the Foundation Phase Indicator	Target Actual 82% 68.6%  Although nearly all schools use their PDG funding to support e-FSM pupils, other non-eFSM pupils also benefit from this support. Therefore, the gap in attainment between eFSM and non-eFSM pupils has only narrowed slightly.	A more detailed analysis of PDG grant funding for each school needs to be conducted to ensure that plans identify specific improvement areas for eFSM pupils.	Imtiaz Bhatti
Education	The percentage of pupils at school action /school action +/statement attaining the Foundation Phase Indicator	Target Actual 66% 41.9%  Consistency needs to develop with inclusive teaching practice. This data does not consider the progress made by learners, it only considers the attainment.	Following initial training, further training opportunities are being offered which are tailored to individual school needs.	Imtiaz Bhatti
Education	The percentage of pupils at school action /school action +/statement attaining the CSI at Key Stage 2	Target Actual 69% 60.9%  Consistency needs to develop with inclusive teaching practice. This data does not consider the progress made by learners, it only considers the attainment.	Following initial training, further training opportunities are being offered which are tailored to individual school needs.	Imtiaz Bhatti
Education	The percentage of LAC pupils attaining the Foundation Phase Indicator	Target Actual 71% 25.0%  These are very small cohorts; therefore, individual student's attainment affects the data significantly. A large number of Children Looked After have statements of special educational need, so therefore would not necessarily be expected to achieve core subject indicators (CSI). This data does not take into account the distance travelled academically.	Schools can utilise graduated response to needs as for any child with additional learning needs and therefore access support from relevant internal and external professionals.	Imtiaz Bhatti
Education	The percentage of LAC pupils attaining the CSI at Key Stage 2	Target Actual 80% 44.4%  These are very small cohorts; therefore, individual student's attainment affects the data significantly. A large number of Children Looked After have statements of special educational need, so therefore would not necessarily be expected to achieve core subject indicators (CSI). This data does not take into account the distance travelled academically.	Schools can utilise graduated response to needs as for any child with additional learning needs and therefore access support from relevant internal and external professionals.	Imtiaz Bhatti
<b>SEP Activity</b>				
Childrens Services	Support schools in ensuring that Personal Education Plans for Looked After Children are of good quality, ensuring effective use of the LAC Pupil Deprivation Grant.	PEP'for CLA are responsibility of Social Workers and recorded on WCCIS. Reporting on performance of PEP's are currently not part of data been provided by BI	1. Corporate Parenting Panel to request half yearly reports on PEP's. 2. New Senior Manager for CLA to work with Education officers on setting up virtual school for CLA	Barry Kirwan
SEP Priority:	SEP Activities/Measures	Issue	Remedial Action	By When And Officer Responsible
Service Lead				
<b>Objective: 2 Encourage fair recruitment, development and reward in employment</b>				
<b>SEP Activity</b>				
Workforce and Organisational Development	Whilst the percentage is below the national average we will review and consider the 2017 Gender Pay Gap figures and produce an action plan to assist in reducing the gap.	The 2017 Gender Pay Gap figures were published in April 2018 with an accompanying statement but no action plan to assist in reducing the gap. Legislation requires us to write and publish an action plan or provide a reason as to why not.	Work has commenced on the 2018 figures and an action plan will be written by the 30th June 2019.	John Bevan June 2019.
SEP Priority:	SEP Activities/Measures	Issue	Remedial Action	By When

Service Lead				And Officer Responsible
<b>Objective: 3 Improve living conditions in cohesive communities</b>				
<b>SEP Measures</b>				
Childrens Services	Number of bed nights provided	No Nightstop bed nights have been provided. This is an initiative that needs to be done jointly with Housing staff rather than being solely a CS responsibility as it relates to provision for homeless 16 and 17 yo young people. We are working to develop shared housing and also Supported Lodgings, and this is now beginning to show some signs of success with more accommodation coming on stream.	Leaving Care staff have spoken to Nightstop to look at the feasibility of working with them to have this provision in Powys. Alternatively, we can develop a similar and equivalent arrangement ourselves, and this may be more cost effective. This is still being considered, but it must be understood that the Leaving Care service is starting from a very low base in trying to develop housing and accommodation offers for young people as there has been no activity in this area for the last 18 mths-2 years. I estimate that it will take us a further 6 months to develop this sort of scheme and actually have some beds.	Cath Hogan
<b>SEP Activity</b>				
Childrens Services	Implementing night stop within the Local Authority.	Nightstop is a franchise type arrangement with a national body, we are considering the implications of setting up our own version of this style of temporary accommodation with host families. Nightstop provides emergency accommodation for young people in need, and they are placed for a few nights or a couple of weeks with a host family who have been assessed and approved. At the end of that period, they will hopefully be moved into a more permanent accommodation arrangement.	Leaving Care staff have spoken to Nightstop to look at the feasibility of working with them to have this provision in Powys. Alternatively, we can develop a similar and equivalent arrangement ourselves, and this may be more cost effective. This is still being considered, but it must be understood that the Leaving Care service is starting from a very low base in trying to develop housing and accommodation offers for young people as there has been no activity in this area for the last 18 mths-2 years. I estimate that it will take us a further 6 months to develop this sort of scheme and actually have some beds.	Cath Hogan
<b>SEP Priority:</b>	<b>SEP Activities/Measures</b>	<b>Issue</b>	<b>Remedial Action</b>	<b>By When And Officer Responsible</b>
<b>Service Lead</b>				
<b>Objective: 4 Increase access to justice and encourage democratic participation</b>				
<b>SEP Measures</b>				
Legal and Democratic Services	Young person's annual member development day feedback.	A member Development Session for the Powys Youth Forum was held on 17 September 2018. Unfortunately members of the Forum could not be present so the discussion was led by the Youth Participation Officers.	Date for another session will be arranged for Autumn 2019.	Steve Boyd/Dan Harper Autumn 2019.
Legal and Democratic Services	Percentage of scrutiny meetings webcasted during last reporting period.	The Council will need to determine what it can afford and whether to continue webcasting meetings of Council and cabinet as currently or expand the use of webcasting to other meetings.	The cost of webcasting is to be reviewed as part of a discussions for a revised contract for webcasting. Alternative options to current method of webcasting to be investigated.	Wyn Richards March 2020
Legal and Democratic Services	Number of viewers to the webcasted scrutiny meetings during last reporting period.	The Council will need to determine what it can afford and whether to continue webcasting meetings of Council and cabinet as currently or expand the use of webcasting to other meetings.	The cost of webcasting is to be reviewed as part of a discussions for a revised contract for webcasting. Alternative options to current method of webcasting to be investigated.	Wyn Richards March 2020
<b>SEP Activity</b>				
Legal and Democratic Services	Pilot and promote key scrutiny meetings via webcasting	The Council will need to determine what it can afford and whether to continue webcasting meetings of Council and cabinet as currently or expand the use of webcasting to other meetings.	The cost of webcasting is to be reviewed as part of a discussions for a revised contract for webcasting. Alternative options to current method of webcasting to be investigated.	Wyn Richards March 2020
<b>SEP Priority:</b>	<b>SEP Activities/Measures</b>	<b>Issue</b>	<b>Remedial Action</b>	<b>By When And Officer Responsible</b>
<b>Service Lead</b>				

<b>Objective: 7 Eliminate violence, abuse and harassment in the community</b>				
<b>SEP Measures</b>				
Childrens Services	% of staff trained to Group 1 by sept 18	Actual. 67.5%. Monthly reports are now provided to the lead Director Ali Bulman, and an email has been sent to all staff from the Chief Executive emphasising the importance of compliance. Additional workshops have been arranged for Highways and depot staff to ensure new starters are trained.  Q1 64%, Q2 65.5%, Q3 67.5%: Rate of improvement means the Council will never meet its statutory requirement. Across the Council there are still some 2,000 staff who are non-compliant. It is likely that the situation will deteriorate in 2019 as some of the first employees trained in 2016 will now need to renew their training.	It is the VAWDASV officers view that the Council will not be able to meet its legal obligation by reliance on exhortations alone and urgently needs to consider whether it is prepared to use formal HR procedures to enforce compliance and thereby fulfil its obligations to victims and survivors of domestic abuse.	Duncan Kerr
Childrens Services	Reduce number of Children on the child protection register where the predominate issue is DA by providing early help & support to children and families who are victims of DA much earlier.	Data shows increase in number of children on Child Protection register where Domestic Violence was a significant parental factor. It is still the most important contributing factor.	No remedial action given	Duncan Kerr