

STRONGER, FAIRER, GREENER

2023-2027

What is this document?

This document is the Council's Corporate and Strategic Equality Plan, which sets out our well-being objectives, and what action we need to take to deliver them.

The purpose of this Corporate and Strategic Equality Plan is to present the well-being priorities for Powys County Council for the years 2023 to 2027.

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We are committed to making our services including our websites and applications accessible to all, removing barriers (where reasonable), and giving due regard to all groups when making decisions.

If you would like this publication in an alternative format or larger font, please contact us using the details on this page.

How have we developed this plan?

To develop this plan, we used information to make sure that our plans are based on the evidence of what is needed, and what matters most to people in different communities in Powys. This helped us to better understand the situation so that we could prioritise what we plan to do.

We were able to use a lot of the information from the recent [Powys Well-being Assessment](#), the [Well-being Information Bank](#), and the [Population Needs Assessment](#). Alongside this, we also undertake a [self-assessment](#) annually, which informs our future direction. We also asked the people of Powys for their thoughts by using an online engagement survey, from x to x. The Consultation was published on X, promoted through social media and was circulated to a number of stakeholders representing people with protected characteristics. All responses to the consultation were then considered when finalising the content of this Plan. The results of the survey are available [HERE MAKE THIS A FULL DESCRIPTIVE TEXT LINK](#).

We would like to hear from you. Please let us know what you think of this plan or about any problems you have experienced or are currently experiencing. We value your views and will use them to change and improve services in the future. If you would like to tell us how you think we are doing or share your thoughts about our plan or any of our other work, please contact us using the details above, or use our online engagement tool called [Have Your Say](#).

Key facts about Powys County Council

- Powys County Council covers Powys, which is the largest county in Wales geographically (5,200 km²) and has a population of 133,200 people (2021 Census, ONS).
- About the people of Powys (Census 2021, ONS):
 - 50.7% female, 49.3% male
 - 16% are aged 0-15, 57% aged 16-64 and 28% aged 65 and over
 - 55.8% of people aged 16+ are economically active, including 53.9% in employment and 1.9% unemployed. 43.1% are economically inactive, including 29.5% retired, 3.6% homemakers and 4.3% long term sick or disabled.
 - 16% are Welsh speakers
 - 50.7% of people are religious, with 48.9% identifying as Christian, 0.4% as Buddhist and 0.3% as Muslim
 - 2.3% of people are Black, Asian and minority ethnic (*Asian, Asian British or Asian Welsh, Black, Black British, Black Welsh, Caribbean or African, Mixed or Multiple ethnic groups or other ethnic groups*). 97.7% are white
 - 4.2% of people were born in EU countries or other countries, 95.7% were born in the UK
 - 2.2% of people are Gay or Lesbian, Bisexual or other sexual orientation, 89% are straight/heterosexual
 - 0.3% of peoples gender identity is different from their sex registered at birth, 92.7% of peoples gender is the same as their sex registered at birth
 - 60,184 households with 2.2 average household size
 - 34.7% of households are not connected to the gas network and heat their homes through oil, wood, solid fuel or tank/bottled gas
 - 45% of people volunteer (National Survey for Wales, Welsh Gov, 2022)
 - 9% of people feel lonely (National Survey for Wales, Welsh Gov, 2022)
 - 9% of people are in material deprivation (National Survey for Wales, Welsh Gov, 2022)

- The County consists of 13 localities, with the largest population living within Welshpool and Montgomery locality (18,438), and the smallest population living within Llanfair Caereinion locality (6,216) (2021 Mid-year estimates, ONS).
- Powys County Council has 68 elected Councillors representing 60 wards. They are from a range of political parties, including Welsh Liberal Democrats, Welsh Conservatives, Welsh Labour, Independents, Independent's for Powys, Plaid Cymru, Green Party, and several who are non-aligned. Of these councillors, 68% are male, 31% are female and 1% are non-binary. (30/09/2022)
- Powys County Council has a large workforce, with 3,288 heads/2,488 FTE (5,968 heads/4,564 FTE including school staff) on 31st December 2022. This consists of 2,165 females and 1,120 males (5,963 females/1,756 males including school staff). These staff support the organisation in delivering a range of statutory and non-statutory services to the people of Powys.
- Annually, the Council has a budget of £x to deliver its services, with a forecast spend of £x for 2022-23 (on 31st December 2022). This budget is generated from Welsh Government, Council Tax Income and other opportunities.

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Our Council

About Us

The diagram (TO THE RIGHT?) shows Powys County Council's Cabinet. The Cabinet is made up of a group of councillors that are chosen by the Leader of the Council in consultation with the political groups in the executive. The members of the Cabinet are each responsible for specific areas of the Council's work, called a portfolio. The members of the Council are responsible for the activities and policies within their portfolio, and they are key decision makers for the Council. They make decisions about how your money is spent and how services are delivered. The Cabinet is responsible for making sure that Council activities help to meet the Council's plans, including overseeing the delivery of this plan – our Corporate and Strategic Equality Plan. A full list of all Powys County Councillors, including information about how to find your local Councillor, is available on our website: <https://en.powys.gov.uk/findmycouncillor>

Leader and CEO Joint Introduction

We are pleased to present the 2023-2027 Corporate Plan for Powys County Council.

Following the Local Government Elections in May 2022, this is the first Corporate Plan published in support of our new ambition to 'Build a stronger, fairer, greener Powys'. Over recent years, the environment in which we all live, and work has changed significantly and has created additional hardship for people and organisations alike. Our fellow Councillors and staff fully recognise that the disruption of the COVID-19 pandemic has been compounded by further challenges, including the cost-of-living crisis and increased fuel poverty. Our Plan provides an overview of the key areas that we, your elected Councillors, and the wider Council workforce, will be prioritising over the coming months and years. We have great ambitions for the future of Powys, which were detailed in the [priorities](#) in the [Progressive Partnership for Powys](#), and see this plan as our vehicle in delivering against these priorities. We know that we must plan realistically to meet our aims and provide the support that is needed, Our plan will develop over time, and we are committed to being proactive to respond to changes as they happen so that we can continue to provide the best possible public service.

However, we know that there are challenges ahead. For many years Powys County Council has been negatively impacted by budget restraints. Unfortunately, the current economic situation and complex national and local rebudgeting means that the Council is likely to continue to face tough times, and difficult decisions will need to be made about how to provide services even more cost effectively. It is our priority that all people in Powys are engaged in the discussions about how the Council works, the decisions it makes, and how we invest our resources. This is why we are

committed to being an open and transparent Council that involves people and communities at all stages of our work. We would like to encourage you to help us by sharing your thoughts and suggestions (please see page 1 for details of how to get in touch).

We want to create an environment that is fair, healthy, enjoyable, and sustainable. Powys is a rural county of iconic landscapes, with many wonderful towns and villages. We will protect and develop our physical environment so that the County is both beautiful and prosperous. We are continuing to develop ways of reducing our negative impact on the climate and nature, including decarbonising our work, buildings, and vehicles, becoming a Net Zero Council by 2030, and promoting and protecting biodiversity and habitats. The Council has a significant role to play in creating a greener future for our County. This work is so important that we have dedicated resources, specialist officers, and focused projects separate to our Corporate Plan.

People are the heart of Powys. Our objectives, which are detailed in this Plan, focus on areas that we can improve or develop to make people's lives better, both as individuals and as communities. We will continue to promote equity, equality, and diversity in everything we do, whether that is as an employer or a public service. Your Council is dedicated to supporting all members of our diverse communities so that, together, we can **'Build a stronger, fairer, greener Powys'**.

Our Objectives

Stronger, Fairer, Greener Powys

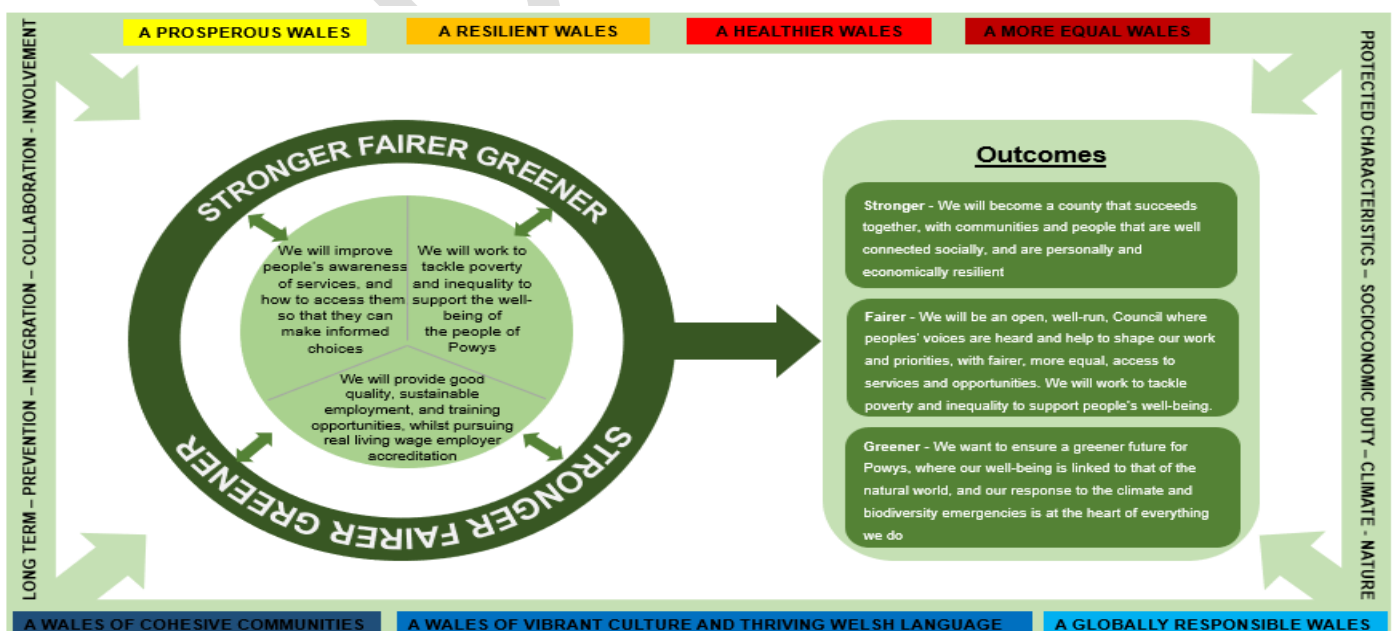
Our ambition is that by 2027, we will be:

- **Stronger** - We will become a county that succeeds together, with communities and people that are well connected socially, and are personally and economically resilient
- **Fairer** - We will be an open, well-run, Council where peoples' voices are heard and help to shape our work and priorities, with fairer, more equal, access to services and opportunities. We will work to tackle poverty and inequality to support the well-being of the people of Powys
- **Greener** - We want to ensure a greener future for Powys, where our well-being is linked to that of the natural world, and our response to the climate and nature emergencies is at the heart of everything we do

What do we need to do to get there?

To achieve our ambition, we have set the objectives below that are the core aims of this Corporate and Strategic Equality Plan:

1. We will improve people's awareness of services, and how to access them, so that they can make informed choices
2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation
3. We will work to tackle poverty and inequality to support the well-being of the people of Powys



However, it is important to note that not all activities outlined in the Council form part of this Corporate and Strategic Equalities Plan. Some activities that will help us achieve our ambition and key aims are already underway, managed by different Council services, and will be improving continuously. Some form part of our Integrated Business Planning process and others form part of the Council's Transformation Portfolio.

How Do Our Well-being Objectives Support the Seven Well-being Goals for Wales?

In developing the well-being objectives for the Council, we considered the seven important Goals that have been identified for Wales as part of the Well-being of Future Generations (Wales) Act 2015, and how our objectives will help to achieve the national Goals. This is shown below:

Area	Objective 1	Objective 2	Objective 3
Seven Well-being Goals	Yes	Yes	Yes
Five Ways of Working	Yes	Yes	Yes
Protected Characteristics	Yes	Yes	Yes
Socioeconomic Disadvantage	Yes	Yes	Yes
Climate Emergency	Yes	Yes	Yes
Nature Emergency	Yes	Yes	Yes

More information about these areas is available on our website [HERE](#).

The impact assessment detailing how each objective interacts the above can be located <full textual link (document title) [here for accessibility](#).

What other areas do we need to consider throughout the plan?

Climate and Nature: Tackling the Climate and Nature Emergency

To support the Council's declaration of a [Climate Emergency](#) in September 2020, and [Nature Emergency](#) in October 2022, we are working to become net-zero Council by 2030 and will support Powys to become a net-zero County by 2050, and a national leader in protecting and enhancing nature. To achieve this, we have the following dedicated plans in place:

- [Nature Recovery Action Plan \(Biodiversity and Resilience of Eco-Systems Duty - Section 6, Environment \(Wales\) Act 2016\)](#)

The Powys Nature Recovery Action Plan (PNRAP) has been developed in consultation with the Powys Nature Partnership, a group of organisations and individuals committed to reversing the declines in biodiversity across Powys. The PNRAP is intended to guide the work of the Partnership, to stimulate project ideas, to direct conservation efforts, and to provide a rationale for local action.

- [Climate Strategy](#)

This is a strategy that is "fair to all" meaning outcomes will be fair, transformative, evidence-based, collaborative, and able to evolve in line with emerging technologies, changing individual and community behaviours, and new scientific findings. All people in the County will be involved in the delivery of climate action. The action plans which will support the delivery of this Strategy and its outcomes will enable a transition for the county that is accessible and possible for all.

We understand the importance of the environment and are committed to increasing our focus on climate and nature. As part of this, we are working to include these important areas as part of our [impact assessment](#) process by introducing a Climate and Nature Decision Wheel. It is expected that this will improve our decision-making so that evidence is used to help us fully think through the wider implications of our decisions, for both the people of Powys and the Council.

We recognise these are shared issues that affect all people and communities within Powys, as documented in the environment chapter of our [well-being assessment](#). We are working with our key partner organisations as part of the [Powys Public Service Board](#) to take collective action to make a positive difference to improve the climate and nature approach in Powys and the thriving natural world that we all depend on for life. More information about how we plan to do this is in the Powys Well-being Plan.

Equalities

We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.

Developing Prosperous Towns and Villages: The Local Development Plan

We are creating our new [Local Development Plan](#), which will support the aims of this Corporate and Strategic Equality Plan. It will shape the future of Powys as it will outline opportunities for future development and land use in the county. It considers a variety of topics, including making sure that decisions consider the impact to the planet, that housing is built in the areas where people need or want to live, and that services are provided in the places where they are needed.

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How do we plan to deliver this?

Objective 1 - We will improve people's awareness of services, and how to access them, so that they can make informed choices

We are committed to running an open and democratic Council that regularly engages with people and communities. We will work to ensure that the people of Powys understand what services the Council provides. We want to make information easy to access, so that people can find what they need in ways that best suit their needs. We will monitor our services and our communications so

that we are confident that we are sharing information with people quickly and effectively. We will support communities to help them co-produce solutions to meet their own needs where possible.

What do we know?

- The Cultural and Community chapter of our [Well-being Assessment](#) considers how many elements of communities come together to improve their well-being; including topics such as volunteering, food banks, participation in cultural life and anti-social behaviour. Engagement activity, [Living In Powys](#), undertaken as part of our well-being assessment identified how communities coming together, re-connecting people and places, and supporting independence were amongst the most important areas to improve well-being.
- The [Population Needs Assessment](#) reflects upon the situation for children and young people, older people, carers, and those with physical and learning disabilities in Powys (on a locality basis where possible) and how they interact with Services
- [Future Proofing Powys](#) identified that 51% of people believe that it is very important that we “continue to develop innovative ways of working which will ensure long term sustainability of support”, with 24% supporting the need to “develop and promote more online services” for the future.
- The [Development of Community Hubs in Powys libraries](#) consultation highlighted how residents felt the “lack of places where I can get face to face support” as the largest barrier to accessing services, with many seeing the cost of broadband and coverage as the main barriers to accessing services digitally.

What are we already doing?

- We keep reviewing how effective our work is in helping people to access the advice and support they need from us. This includes finding out how easy people feel it is to find what they need, and how quickly they can access support, through work such as our ongoing survey, [Have Your Say](#), with the public, alongside our [complaints, compliments, and comments](#) process.
- We are working to make sure that people access our services at the earliest possible time, to either stop something before it happens (prevention) or to provide help quickly once something has happened (intervention).

- We are constantly adding new information to our website so that people can search for what they need or want. This includes introducing tools that help to make it easier to use, like better search options, and more accessible options for people who use screen readers or British Sign Language.
- We have welcomed the opportunity for the public to participate in Council meetings and have been looking at ways that we can do this better.
- We have reviewed our Asset Management Strategy which outlines how our assets are utilised in a sustainable way to meet the existing and projected needs of the Council without impacting on future generations, and where possible, supporting the social, economic, and environmental wellbeing of the communities it represents.

What will we do?

- By March 2024, we will make it easier for people to understand what they can expect from the Council when they contact us, including guidance on waiting and response times.
- By March 2025, we will have evaluated the leisure provision within Powys and will have developed an updated plan for our service offering and facilities, and how people access them.
- By March 2026, we will have reviewed the ways that people can access Council services and will consider what options may be available to make our services more accessible to people within our communities.
- We are undertaking Social Services Transformation across adult social care and children's social care to review and re-design our services to support people to meet their needs.

How will we measure performance against this objective?

Measure Type	Measure
How much?	Number of contacts to Powys County Council (Number of times people have contacted the Council) Number of people in Powys with access to preventative digital solutions Number of contacts to social services (ASSIST and Front Door) Number of people accessing leisure facilities
How well?	Number/Number/Percentage of customers satisfied with their responses to contact

	<p>Number/Number/Percentage of leisure users who are satisfied or more than satisfied with the service</p> <p>Number of contacts to social services (ASSIST and Front Door) receiving information and advice</p> <p>Percentage increase in user (active) participation</p> <p>Percentage of children, young people and their families report that they achieve their family goal through accessing Early Help</p> <p>Percentage of young people who use the Intervention and Prevention services demonstrate positive progression.</p>
What difference?	<p>The percentage of people supported to remain within their families or communities (social care)</p> <p>The percentage of people accessing leisure facilities who report positive well-being</p> <p>The percentage of people satisfied with the local area as a place to live (a high number is better)</p> <p>Delayed average age of admissions into residential care</p>

As well as the measures that show how well things are going by using numbers, we will also use information about the quality of our activities that support this objective. This type of information includes case studies and is known as 'qualitative' measurement.

Objective 2 - We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation We understand the importance of running a Council that is efficient so that it can deliver its services to the people of Powys in an effective way. We are committed to creating a workplace that provides worthwhile work and sustainable careers. We will ensure that the Council is a fair employer, and that we seek to

become an accredited real living wage employer to help ensure that we support as many people as possible to meet the basic costs of living.

What do we know?

- The Economy chapter of our [Well-being Assessment](#) considers many areas where economy impacts such as jobs and wages, tourism, businesses and connectivity, and what the current situation is for Powys. Engagement activity, [Living In Powys](#), undertaken as part of our well-being assessment identified how jobs and wages and businesses were amongst the most important areas to improve well-being.
- The [Population Needs Assessment](#) reflects upon the situation for children and young people, older people, carers, and those with physical and learning disabilities in Powys (on a locality basis where possible) and how there is a need to build the future workforce to be able to support people of Powys
- An [Employment and Skills](#) survey highlighted how recruitment is the most significant challenges affecting businesses, alongside the geographical location and type of work being the most significant challenge to retention.
- The most recent Staff survey highlighted how 80% of employees felt proud to work for Powys County Council, and 71% feel valued as someone who provides a service that benefits Powys residents
- [Child Poverty In Powys](#) identified that 96% of people felt that the Council needs to do more to attract local, well-paid jobs, whilst 93% felt that the Council needs to do more to provide skills and training opportunities

What are we already doing?

- We continue to provide apprenticeship opportunities for people to develop the skills needed for the roles within the Council. These are advertised on our main [recruitment](#) website.
- We offer staff relevant training, short courses, and qualifications so that Council staff can maintain their continuous professional development and provide an effective and efficient service.
- We provide specific training schemes for jobs that we find it difficult to recruit to, like the 'Grow Our Own Social Worker' project, which focuses on providing training for staff that wish to become qualified Social Workers.

- We provide offer the ‘Care First’ employee assistance programme, which is a 24-hour confidential support service that is available for staff to access voluntarily. It provides advice, guidance, and counselling services, as well as tips to help staff improve their general well-being.
- [Communities for Work Plus](#) continues to support people to support people to get into work
- [Mid Wales Regional Skills Partnership](#) continue to develop workforce skills based upon local need
- Young people are being supported through developing their education and skills through the [Transforming Education](#) programme.

What will we do?

- By December 2023, we will have reviewed our recruitment processes and practices so that we understand what improvements would make it easier for people to apply for jobs with the Council.
- By March 2024, we will have created a plan that will help us to attract more people with the right skills to apply for jobs with the Council.
- By March 2024, we will establish a fair pay commission that will set out how the council will become a fully accredited living wage employer. We will do this in consultation with trade unions and our partners
- By March 2025, we will have changed our recruitment processes and practices so that it is easier for people to apply for jobs with the Council, including guaranteeing interviews for Armed Forces veterans.

How will we measure performance against this objective?

Measure Type	Measure
How much?	Number of apprentices within the Council Number of staff undertaking further professional qualifications Number of learners enrolled on apprenticeships per 1,000 population (a high number is better) Number of learners enrolled in local authority community learning per 1,000 population (a high number is better)

	All individuals paid by Powys and through contractors to be paid the real living wage
How well?	Number of vacancies (less is better) Staff turnover rate Sickness absence rate Percentage of recruitment exercises leading to a successful appointment Average number of individual shortlisted for each position Reduction in number of posts advertised more than once
What difference?	Percentage of staff who feel valued/highly valued as someone who provides a service that benefits Powys residents Percentage of staff who feel proud/very proud to work for the Council Percentage of staff who report good/excellent well-being The equality and diversity of the workforce better compares to the demographics of the people of Powys (a high number is better) The applicants and staff appointed [to jobs] reflect (generally) the equality and diversity of the people of Powys (a high number is better)

As well as the measures that show how well things are going by using numbers, we will also use information about the quality of our activities that support this objective. This type of information includes case studies and is known as 'qualitative' measurement.

Objective 3 - We will work to tackle poverty and inequality to support the well-being of the people of Powys

We understand the importance of our role in tackling the cost-of-living crisis, absolute income poverty (where income falls below a point to support to someone to meet their basic needs), and the housing emergency. We will focus on giving people the best possible quality of life and will provide post-16 education opportunities within Powys so that young people have access to more choices without leaving the county. We will encourage well-connected communities within Powys that support vulnerable people and will provide activities to increase our communities' access to more affordable energy, food, and transport, supported by the community's use of Council assets.

We will also aim to make Council homes warmer and greener, to help them become more energy efficient with lower energy costs.

What do we know?

- The Social chapter of our [Well-being Assessment](#) considers the importance of home life, independent living, education, and health and lifestyle to the people of Powys, and the current situation across the county. The Economy chapter of our [Well-being Assessment](#) considers poverty, and how this is experienced by the people of Powys. Engagement activity, [Living In Powys](#), undertaken as part of our well-being assessment identified how home life, educating our children and tackling poverty and deprivation were amongst the most important areas to improve well-being.
- The [Population Needs Assessment](#) reflects upon the situation for children and young people, older people, carers, and those with physical and learning disabilities in Powys (on a locality basis where possible) and how they experience inequalities based on their situation, and how everything done by the Council needs to ensure they are considered equitably
- [Child Poverty in Powys](#) highlighted that 87% of people were worried about child poverty increasing in the next 5 years, and the key areas identified by the people of Powys where they felt that the Council can tackle child poverty were access to education, job security, housing and the use of community events and groups.

What are we already doing in this area?

- We have a Staff Equality Network, which is a group of staff from across the Council that meet to discuss ways that we can make our organisation and the services we offer more equal. They also discuss policies and national guidance so that we can apply it effectively throughout the Council.
- We have published our asset strategy, which outlines how we will review these based upon criteria such as community, social and cultural value
- Each year, as part of our Corporate and Strategic Equality Plan, we include a Gender Pay Action Plan (link to appendix when available). We use the action plan to monitor whether people of different genders are being paid equitably, and to show what work we will be doing to make sure that everyone is being paid fairly.
- Our [Climate Strategy](#) is based on the principle of “fair for all”, meaning the areas of climate action will support the County in securing wider benefits of social, economic, and environmental equality.

- In 2022, we became a 'Proud Council'. We were the first rural local authority in Wales to join the partnership, which actively champions LGBTQ+ rights and inclusion.
- We provide a free and confidential [money advice service](#), which is available to all people in Powys. The team help people to access welfare benefits, manage fuel costs, manage debts, and to create a personal budget that will help them to keep track of their money.
- We will continue to expand [Flying Start](#) within Powys to more communities to provide support for parents and families
- We will continue to develop our [Cost of Living Hub](#), which signposts to areas of information, advice of support for the people of Powys with areas such as household energy advice
- In 2022, the Cabinet created a Child Poverty Task force, which works with partner organisations to help to reduce poverty within Powys.
- The [Transforming Education](#) programme is working to improve learner entitlement and experience across the county.

What will we do?

- By March 2024, we will have developed a child poverty action plan that is informed by the work and evidence of our Child Poverty Taskforce that enables us to take targeted action to reduce poverty for children and families in Powys. This taskforce will focus upon:
 - Ensuring existing and new provision is accessible and shared effectively
 - Expanding the current position to support children and their families
 - Providing increased support for children and families in schools
 - Communication with stakeholders and communities to ensure we are doing the right things to help them
- We will work to mitigate the impacts of the cost-of-living crisis and use the council's resources and partnerships to support residents and businesses, collaborating as partners to ensure effective shared data and insight to be able to provide support to people
- We will work to develop community enterprises across the County that provide support to households and businesses through various projects, including areas such as supporting people with managing their energy usage to help reduce costs
- The Where People Live Programme as part of the Transformation Portfolio will help improve where people of Powys live, such as supporting homelessness, accommodation for vulnerable people and social housing.

How will we measure performance against this objective?

Measure Type	Measure
How much?	<p>Complete 350 new council homes for social rent between 2025 to 2031 (subject to availability of land, securing planning consents and resolution of phosphate management).</p> <p>Acquire ten homes per year, for letting by the Council, at social rents on secure tenancy terms.</p> <p>Number of new homes created because of bringing empty properties back into use.</p> <p>Carbon Accounts status (a low number is better)</p>
How well?	<p>Percentage of people on the waiting list for housing (a low number is better)</p> <p>Percentage of people living in temporary accommodation (a low number is better)</p> <p>Percentage of people of Powys reporting a decrease in carbon footprint (a high number is better)</p>
What difference?	<p>A reduction in the child poverty rate</p> <p>Number of families with children are living in absolute poverty in Powys</p> <p>Number of people who are homeless (a low number is better)</p> <p>Number of rough sleepers (a low number is better)</p> <p>The percentage of pupils in receipt of Free School Meals attaining the Foundation Phase Indicator will be 75% by July 2023.</p> <p>The percentage of pupils in receipt of Free School Meals attaining the CSI at Key Stage 2 will be 75% by July 2023.</p> <p>The average capped-9 point score of pupils in receipt of Free School Meals will be 340 points by July 2023</p>

As well as the measures that show how well things are going by using numbers, we will also use information about the quality of our activities that support this objective. This type of information includes case studies and is known as 'qualitative' measurement.

How do we support equalities within Powys?

This plan sets out our objectives for the next 5 years, with action plans for making Powys a fairer place to live where people can achieve their potential, thrive, and prosper. It focuses on four things: improving people's awareness of services and how to access them, improving our communities, and making our organisation a better place to work and access to training, and

improving equality (for example, housing, education) and socio-economic disadvantage (for example, poverty) for the people of Powys. Demonstrating how the Council will play its part in helping eliminate discrimination, advance equality of opportunity and foster good relations. The objectives set out in this plan provide an overview of the approach we will take to achieve these ambitions and we also detail how we will measure our success in delivering them.

The overall aim is to deliver better outcomes for those who experience inequality and socio-economic disadvantage. Our approach ensures that one single form of inequality is not isolated from one another (so that it is intersectional) and recognises the way that inequality that is created by for example gender, race, sexuality, disability, class, age and faith interact with each other. By addressing inequality as a part of the objectives we aim to create a Powys that enables people to fulfil their potential no matter what their background or circumstances.

We already do things that help more people to use our services, and some examples of this are:

- We are proud of our language and we ensure that our languages are both treated with equal importance. We work to ensure we comply with our statutory obligations under the Welsh Language Standards. This means that we design services which are easy to use, accessible, and do not treat Welsh any less favourably than English, and we are working to be more proactive in the Services we offer through the medium of Welsh. We also consider how when formulating a policy or revising an existing policy, we consider what affects, whether positive or negative, this would have upon opportunities to use the Welsh language.
- We use [Wales Interpretation and Translation Service](#), to provide face-to-face interpretation services for languages other than Welsh or English. This enables the council to communicate with those people whose use of the Welsh or English language may not be proficient enough to easily access our services in a seamless and professional manner.
- We work to ensure our work is both accessible and inclusive. We've designed our website with features that make it easier to use by everyone, including those with visual, auditory, physical, speech, cognitive, or neurological disabilities. You can access our accessibility statement [here](#).
- Working with other councils to form a '[Proud councils](#)' partnership which aims to create a unified and collaborative approach to LGBTQ+ inclusion across Wales, supporting member local authorities with their commitment towards creating equal, diverse, and inclusive workplaces and communities, where the LGBTQ+ community can be free from discrimination or prejudice.

- All Councillors and members of staff are required to undertake mandatory training surrounding Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASW) to understand the role we play in safeguarding women and girls, and we play a key role in supporting this through our role as a partner with [Mid and West Wales Safeguarding Board](#). We are also committed to ending violence from men towards women by our commitment to becoming a [White Ribbon](#) accredited Council.
- We welcome the breadth and diversity of tradition, belief and culture of the community. The Council is committed to a policy of equal opportunities in employment and service delivery. Individuals are selected and treated based on their relevant merits and abilities and are given fair and equal opportunities within the Council.
- We will work to champion anti-racism, diversity, and inclusion within all we do as a Council, and within our communities, as we want to make sure Powys is a good example as to how we can live together regardless of where we came from, or the colour of your skin. This will be achieved through the implementation of the [Anti-Racist Wales Action Plan](#).
- We work with schools, Careers Wales, FE and HE Education providers and our own service areas to ensure that we can maximise opportunities for apprenticeship placements within the authority. We have created an [Apprenticeship Talent Pool](#) (ATP) which people can apply to online to be notified directly when opportunities that match their areas of interest arise, ATP members are also offered support to complete application forms and coaching in interview technique.

We believe this plan will assist in helping those who experience disadvantage, contributing to the social, economic, and emotional well-being of our workplaces and the local communities.

How will money be spent to support the plan?

DRAFT

What other plans and strategies do we have in place to support these objectives?

This plan has considered the following legislation during the process:

- Well-being of Future Generations (Wales) Act 2015
- Local Government and Elections (Wales) Act 2021
- Equality Act (2010) (including the Public Sector Equality Duty in Wales (PSED) and Socio-economic Duty 2021

- [Social Services and Well-being \(Wales\) Act 2014](#)

It does not contain detail about all the Council's work, as it focuses on delivering our well-being priorities. It is important that this plan should be read alongside the rest of the Council's work, including the large-scale change priorities that are detailed in the [Transformation portfolio](#), and the other plans and strategies, and day-to-day activities of the Council (which we call 'Business as Usual'). We have some focused strategies and plans that are already directing work within the Council that will influence or support the delivery of our well-being objectives. Existing strategies and plans will continue to be monitored as part of their own processes and will not be duplicated within this plan. These include (but are not limited to):

- [Climate Change strategy](#)
- [Nature Recovery Action Plan](#)
- [Welsh Language Standards Action Plan](#)
- [Anti-Racist Wales Action Plan](#)
- [Health and Care strategy \(RPB\)](#)
- [Well-being Plan \(PSB\)](#)
- [Procurement strategy](#)
- [Mid-Wales Regional Skills Partnerships \(MWGD\)](#)
- [Start Well, Live Well, Age Well \(Social Care\) Strategies](#)
- [Growing Mid Wales](#)

Reviewing the plan

We will review the plan every year to so that we are sure that it focuses on what matters most, including making any changes to our corporate focus or how we plan to meet our objectives. The updated plan will be available on our website at the beginning of April each year.

An Open and Democratic Council: Governance and Performance

We are committed to sharing clear information about what we are doing to achieve our plan, and how well things are going. To do this, we have a governance framework for implementing, monitoring, and reporting against our plan. It shows which people and groups within the Council are responsible for making sure we achieve our well-being objectives, the Transformation Programme, and the day-to-day activities of the Council.

INSERT UPDATED GOVERNANCE FRAMEWORK IMAGE

To check that we are doing the things that we said we would do, and that they are going to plan, we use a [Performance Management and Quality Assurance Framework](#). The framework makes sure that we have a consistent way of reviewing our performance so that we can understand what is working well and what is not, and what we need to learn so that we can improve things in the future.

We use self-evaluation to think about our work, and to show the people of Powys, our partners, and our regulators if we are doing the right thing in the right way. This information about our performance helps us to make sure that we are investing our time, effort, and money in the right things to make good changes that support our well-being objectives and other work.

The Council has three Scrutiny Committees, which are groups of people that are responsible for asking questions about the Council's performance by looking at what work is being done, and if it is being done well. They act on behalf of the people of Powys, our partners, and regulators to make sure that their views are included in the Council's decision-making and help Council services to better consider what community concerns, issues, or risks may impact the Council's work.

There are also other scrutiny activities that help the Council to review and develop its performance, proposals, policies, and decision making. For example, there is a Finance Panel, a Governance and Audit Committee, a Public Service Board Scrutiny Committee, and a Growing Mid Wales Joint Scrutiny Committee (with Ceredigion County Council).

INSERT AN UPDATED IMAGE OF THE SCRUTINY STRUCTURE

Appendix

Appendix 1 – Gender Pay Action Plan