

## REPORT OF PERFORMANCE AND COMPLIANCE CO-ORDINATOR

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### SUBJECT: DRAFT EQUALITY PLAN 2020-24

#### Purpose of Report

To ask Members to comment on the Draft Equality Plan 2020-24.

#### Introduction/Background

Under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, the National Park Authority is required to:

- prepare and publish its equality objectives at least every four years from the first date of publication.
- publish a statement setting out the steps it has taken (or intends to take to meet the objectives) and how long it expects to take to meet each objective
- make appropriate arrangements to monitor progress towards meeting its objectives and to monitor the effectiveness of its approach
- give appropriate consideration to relevant equality information it holds when considering what its equality objectives should be.

The Authority's current objectives have been reviewed and the new proposed objectives fall under four areas with four longer term aims:

Area	Long Term Aim
The Park - A Landscape for Everyone	Create a Park that is a Landscape for Everyone
Our Services – Accessible and Inclusive	Our services are accessible and inclusive by default and our projects are contributing to addressing inequality.
Our Workforce – Diverse, Supportive and Inclusive	Our workforce is diverse, we are an employee of choice and staff feel supported within an inclusive and fair work environment.
Governance and Engagement – Increased Participation	A diverse range of people are able to influence the work of the Authority and decisions that affect the Park area

The plan presented is a draft plan and the final version of the Equality Plan will be presented to Members for approval in February.

Please note actions relating to workforce areas in the draft plan will be reviewed with the new HR Manager once in post.

The Authority is working with the other two National Parks in Wales on a Position Statement on Social Inclusion and Child Poverty, this will be attached as an Appendix to the final equality plan.

### How the Draft Equality Plan Was Developed

During drafting it was identified where our equality objectives and plan can have greatest impact through:

#### **Considering the evidence:**

- Equality and Human Rights Commission's Is Wales Fairer? The state of equality and human rights 2018
- Evidence and impacts identified in the Equality Impact Assessment of the Authority's revised National Park Management Plan
- Wider research and data relevant to Park area and the work of the Authority
- Performance against our previous equality objectives
- Analysis of Authority recruitment, workforce and pay data

#### **Considering feedback from engagement:**

- Regional consultation with other public bodies including public survey and Pembrokeshire stakeholder focus groups (delivered in partnership with PCC). Stakeholder focus groups included:
  - Pembrokeshire 50+ Forum
  - Young voices for Choices (Pembrokeshire) - Young people with additional learning needs
  - Young People's Rights Forum – Pembrokeshire
  - Pembrokeshire Youth Assembly
  - Pembrokeshire Access Group
  - VC Gallery - Disability (Mental Health)
  - PCNPA Youth Rangers
  - An additional session was held with MIND by PCNPA
- Opportunities and Challenges consultation with groups as part of initial review work for the revised National Park Management Plan
- Staff engagement survey

#### **Considering best practice:**

- Learning from best practice projects, schemes and initiatives of other organisations

#### **Considering strategic links:**

- Welsh Government Priorities for National Parks and AOB – Valued and Resilient
- EHRC priority themes from Is Wales Fairer?

- Our Well-being Objectives and Welsh Well-being Goals
- Links to our revised National Park Management Plan
- Pembrokeshire Well-being Plan
- Welsh Government and other regional Public Bodies draft objectives
- National well-being Indicators and Well-being in Wales Statistical Report

Please see the supporting Evidence and Engagement document for further information on how the above influenced the creation of our Equality Objectives and actions in the draft plan. This document also acts as our Equality Impact Assessment of the Plan.

### Financial considerations

Delivery of actions within this plan will be linked to Annual Corporate Planning and Budget Cycles. There is potential in some areas to seek external funding and work in partnership with others to deliver projects. Financial risks associated with legal claims if we fail to comply with different aspects of the Equality Act.

### Risk considerations

Reputational and financial risks associated with legal claims if we fail to comply with different aspects of the Equality Act. Use of equality impact assessments and training of staff can help prevent the risk of this occurring.

### Sustainable Development Principles

Actions within the plan will help ensure that a wide range of people are able to contribute to improving the resilience of the National Park, whether through taking part in projects that benefit the Park, volunteering with the Park, working for the Authority or getting involved in decisions about the Park.

The Plan lists how the 5 ways of working were considered in its development.

### Welsh Language

A number of comments were made relating to the Welsh Language, these comments will be shared with relevant officers to inform developments in relation to the Authority's Welsh Language Strategy.

The final version of the Plan will be translated into Welsh.

### **Recommendation**

Members COMMENT ON the Draft Equality Plan 2020-24.

(For further information, please contact Mair Thomas, Performance and Compliance Co-ordinator)



## Pembrokeshire Coast National Park Authority Equality Plan and Objectives 2020-24

***“National Park – A National Park is an area that is protected because of its beautiful countryside, wildlife and history.”***

(Learning Disability Wales, Easy Read Online Dictionary)

If you require this document in an alternative format, i.e. easy read, large text, audio please contact [info@pembrokeshirecoast.org.uk](mailto:info@pembrokeshirecoast.org.uk) / 01646 624800

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### Introduction

This plan contains important information about the work Pembrokeshire Coast National Park Authority will be doing across 2020 – 2014 to promote equality and diversity. Our aim is not just to meet our legal duties, but also to ensure in the areas we can make the biggest difference the Authority is achieving positive experiences for all.

This Plans sets out ambitious long term aims alongside our Equality Objectives across four areas where we can make a difference – The Park, Our Services, Our Workforce and Governance and Engagement.

I look forward to working with Authority staff, Members and volunteers and wider partners and stakeholders to deliver the ambitions within this plan.

**Tegryn Jones - Chief Executive Pembrokeshire Coast National Park Authority**

## Summary – Long Term Aims and Equality Objectives

### The Park – A Landscape for Everyone

**Long Term Aim 1:** Create a Park that is a Landscape for Everyone

**Equality Objective 1:** By 2024, our promotion of the National Park as a destination will be representative of more diverse audiences and we will have removed some barriers to accessing the Park for underrepresented groups or those who face specific barriers. Resulting in a more diverse range of people benefiting from and experience its Special Qualities.

**Equality Objective 2:** By 2024, we will ensure that solutions developed to address opportunities and challenges identified in the National Park Management Plan are inclusive and take account of the Plans Equality Impact Assessment.

### Our Services – Accessible and Inclusive

**Long Term Aim 2:** Our services are accessible and inclusive by default and our projects are contributing to addressing inequality

**Equality Objective 3:** By 2024, we will have staff trained and mechanisms in place to ensure we design, procure and deliver accessible and inclusive services.

**Equality Objective 4:** By 2024, we will have developed and delivered projects and schemes that have positive benefits for those facing inequalities, in particular children and young families from deprived areas.



Surfing on the Pembrokeshire Coast.



### Our Workforce – Diverse, Supportive and Inclusive

**Long Term Aim 3:** Our workforce is diverse, we are an employee of choice and staff feel supported within an inclusive and fair work environment

**Equality Objective 5:** By 2024, we will have increased potential routes into employment for underrepresented groups in our workforce.

**Equality Objective 6:** By 2024, we will through well-being initiatives, training and associated policies provide a supportive and inclusive workplace.

**Equality Objective 7:** By 2024, we will reduce the Authority's gender pay gap, with a particular focus on the experiences of staff in our Lowest Quartile (Lowest Paid.)

### Governance and Engagement – Increased Participation

**Long Term Aim 4:** A diverse range of people are able to influence the work of the Authority and decisions that affect the Park area

**Equality Objective 8:** By 2024, we will create opportunities for underrepresented groups within our governance and wider structures to influence decisions about the Park and work of the Authority.

**Equality Objective 9:** By 2024, have in place mechanisms to enable a wide range of groups and people to participate in an ongoing conversation about the National Park.



Participants in a Mobility Walk held in Saundersfoot.

## Background Information

### Pembrokeshire Coast National Park Authority

The Pembrokeshire Coast National Park Authority was created as a free standing special purpose local authority under the [1995 Environment Act \(the Act\)](#). The Authority consists of 18 Members, 12 nominated by Pembrokeshire County Council and six appointed by the Welsh Government.

### Pembrokeshire Coast National Park

Pembrokeshire Coast National Park was designated in 1952 under the National Park and Access to the Countryside Act 1949.

Pembrokeshire Coast National Park's "special qualities" are:

- Accessibility
- Diverse Geology
- Cultural Heritage
- Rich historic environment
- Richness of habitats and biodiversity
- Distinctive Settlement Character
- Coastal Splendour
- Diversity of Landscape
- Islands
- Space to breathe
- Remoteness, tranquillity and wildness
- The diversity of experiences and combination of individual qualities<sup>1</sup>

The National Park covers an area of 612km<sup>2</sup>, with approximately 23,000 people living in some 50 community council areas. Most of the National Park is in private ownership with the Authority owning only about 1%.

### Our Equality Duties as a Welsh Public Body

The Equality Act 2010 is about ensuring a fair deal for everyone and focuses on ending discrimination, advancing equality of opportunity and outcome and fostering good relations between different individuals and communities.

#### Public Sector Equality Duty

PCNPA as a National Park Authority is a listed body under the Equality Act 2010. This means we are required under the general equality duty to consider how we can positively contribute to a fairer society through advancing equality and good relations in our day-to-day activities.

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<sup>1</sup> PCNPA, PCNPA Opportunities and Challenges Discussion Paper for the Management Plan 2020-2024, 2018, p4



## Background Information

This means in exercising our functions, we are required to have due regard to the need to:

- a) eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act**
- b) advance equality of opportunity between people who share a relevant protected characteristic and those who do not**
- c) foster good relations between people who share a protected characteristic and those who do not.**

Having due regard involves:

- a) removing or minimising disadvantages experienced by people due to their protected characteristics;**
- b) taking steps to meet the needs of people from protected groups where these are different from the needs of other people;**
- c) encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.**

The general duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. This will achieve better outcomes for all.

The Equality Act describes fostering good relations as tackling prejudice and promoting understanding between people who share a protected characteristic and those who do not. Meeting the duty may involve treating some people more favourably than others, as long as this does not contravene other provisions within the Act.

In addition to the general duty, the Welsh Assembly Government has introduced specific duties for public authorities in Wales. These specific duties are outlined in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. The specific duties in Wales cover:

- |                            |                              |
|----------------------------|------------------------------|
| • Objectives               | • Staff Training             |
| • Strategic Equality Plans | • Procurement                |
| • Engagement               | • Annual Reporting           |
| • Assessing Impact         | • Publishing                 |
| • Equality Information     | • Welsh Minister's reporting |
| • Employment Information   | • Review                     |
| • Pay Difference           | • Accessibility              |

### Who is protected? – The protected characteristics

Everyone is technically protected under the Equality Act, however, the general and specific public sector duties refer to people who have particular ‘protected characteristics.’ The law is designed to protect people who are discriminated in relation to these characteristics. The protected characteristics are –

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership, but only in the respect of the requirement to have due regard to the need to eliminate discrimination.
- Pregnancy and maternity
- Race – including ethnic or national origin, colour or nationality
- Religion or belief
- Sex
- Sexual orientation

Under the Act, it is unlawful to discriminate, harass or victimise someone because they have or are perceived to have a “protected characteristic” or are associated with someone who has a protected characteristic.

### The National Park Management Plan and Local Development Plan

[The Environment Act 1995](#) specifies that the Purposes of a National Park Authority are

- **To conserve and enhance the natural beauty, wildlife and cultural heritage of the park area**
- **To promote opportunities for the understanding and enjoyment of the special qualities of the area by the public.**

The Act also states that in pursuing the above purposes the Authority has a duty to seek to foster the social and economic well-being of local communities.

Every five years the Authority is required to produce a National Park Management Plan which sets out how it would like to see the National Park managed, not just by the Authority itself, but by the other agencies and organisations whose activities might impact on the Park.

The Authority is the statutory planning authority for the National Park area and is responsible for the preparation of the Local Development Plan.

Both of these documents are subject to Equality Impact Assessments.

## Well-being Objectives and Corporate and Resources Plan

The Authority's annual Corporate and Resources Plan is structured to take account of the requirements of the [Well-Being of Future Generations \(Wales\) Act 2015](#). The Authority has seven Well-being Objectives which contribute to the Welsh Well-being Goals, including a specific equality focused objective. Equality actions identified in this plan will be mainstreamed into the annual Corporate and Resources Plan and its reporting and monitoring activities. Our Well-being objectives are:

<b>Prosperity:</b> To encourage and support the development of sustainable employment and businesses, particularly in tourism & recreation.
<b>Resilience:</b> To improve the health of the National Park's ecosystems.
<b>Health and Well-being:</b> To enable and encourage more people to improve their well-being by making a greater use of the National Park regardless of their circumstances.
<b>Equality:</b> To continue to ensure equality is embedded within the work and culture of the NPA.
<b>Community:</b> To work alongside communities to help them make the most of the NPA.
<b>Culture:</b> To protect and promote the local culture of language, arts and heritage of the area.
<b>Global:</b> To ensure our work makes a positive contribution to global well-being.

The [Well-being of Future Generations \(Wales\) Act 2015](#) requires public bodies to act in accordance with the sustainable development principles.

This is how we have considered the five ways of working in developing this plan:



## Welsh Government Priorities – Valued and Resilient

In July 2018 the Welsh Government set out its key priority areas for Areas of Outstanding Natural Beauty and National Parks in its [Designated Landscapes: Valued and Resilient written statement](#). The development of these priorities follows the Welsh Government's consideration of the outcomes from the Review of Designated Landscapes, Future Landscapes Wales Programme and responses to the Taking forward Wales' sustainable management of natural resources consultation.

The statement highlighted that National Parks in Wales need to be

- 1. Be “Landscapes for everyone”**
- 2. Reach out beyond traditional audience**
- 3. Engage a more diverse cross section of Welsh society so that they have a stake in the national landscapes**

The statement notes:

*“While it is important for all sectors of society to experience these designated landscapes, particular focus should be given to children and young families from deprived areas. Action must be taken to help to tackle the inequalities that exist in health, education and economic outcomes amongst the poorest in society. This work will include enhanced outdoor education programmes and volunteering opportunities”*

## Well-being Plan and Assessment for Pembrokeshire

The Authority has taken into account when developing this plan the Public Services Boards Well-being Plan for Pembrokeshire and evidence from the associated Well-being Assessment for Pembrokeshire.

The priority areas within the Plan are

<b>Priority 1:</b> Living and Working	<b>Priority 3:</b> Tackling Communities
<b>Priority 2:</b> Resourceful Communities	<b>Priority 4:</b> Tackling Rurality

8 integrated projects are being delivered through the Plan, with the following projects having particular relevancy for the equality plan:

- Recruitment and Employment Transformation Framework
- Celebrating the Great Outdoors
- Community Participation
- Understanding our Communities
- Meaningful Community Engagement

## How we developed our Equality Plan 2020-24

We identified where our equality objectives and plan can have greatest impact through:

### Considering the evidence:

- Equality and Human Rights Commission's Is Wales Fairer? The state of equality and human rights 2018
- Evidence and impacts identified in the Equality Impact Assessment of the Authority's revised National Park Management Plan
- Wider research and data relevant to Park area and the work of the Authority
- Performance against our previous equality objectives
- Analysis of Authority recruitment, workforce and pay data

### Considering feedback from engagement:

- Regional consultation with other public bodies including public survey and stakeholder focus groups
- Opportunities and Challenges consultation with groups as part of initial review work for the revised National Park Management Plan
- Staff engagement survey

### Considering best practice:

- Learning from best practice projects, schemes and initiatives of other organisations

### Considering strategic links:

- Welsh Government Priorities for National Parks and AOB – Valued and Resilient
- EHRC priority themes from Is Wales Fairer?
- Our Well-being Objectives and Welsh Well-being Goals
- Links to our revised National Park Management Plan
- Pembrokeshire Well-being Plan
- Welsh Government and other regional Public Bodies draft objectives
- National well-being Indicators and Well-being in Wales Statistical Report

Please see the supporting Evidence and Engagement document for further information on how the above influenced the creation of our Equality Objectives and actions. This document also acts as our Equality Impact Assessment of the Plan.

## The Park - A Landscape for Everyone

### Long Term Aim 1: Create a Park that is a Landscape for Everyone

**Equality Objective 1:** By 2024, our promotion of the National Park as a destination will be representative of more diverse audiences and we will have removed some barriers to accessing the Park for underrepresented groups or those who face specific barriers. Resulting in a more diverse range of people benefiting from and experience its Special Qualities.

**Equality Objective 2:** By 2024, we will ensure that solutions developed to address opportunities and challenges identified in the National Park Management Plan are inclusive and take account of the Plans Equality Impact Assessment.

### Priority Areas and Actions

#### Communication and Interpretation

- ✓ How we promote the Park and communication methods used can influence whether people are aware of it and how to access it. This is particularly important if people have never visited or participated in opportunities within the Park or have specific access and other needs. The [Mosaic project](#) identified the important role representative imagery can play in breaking down perceptions about who National Parks are for, particularly for people from minority ethnic backgrounds.
- ✓ Across the Park there is a range of interpretative materials and experiences helping people to learn about the Park and its Special Qualities. The more inclusive they are in design the wider their reach and impact can be.

#### Projects and Schemes that Increase Access

- ✓ [The Recreational Audit for Disabled Access in Pembrokeshire](#) provides a strong local evidence base about the barriers disabled people can face when accessing recreation opportunities in the Park.
- ✓ The Authority has supported increased access to Public Rights of Way through its Access for All project and walks for all guide. This is a theme integral to the Rights of Way Improvement Plan 2018-2028. The Authority's Experience for All project will work with service users to identify priority areas where improvements can be made at locations across the Park.
- ✓ Communities within the Park are also at the forefront of finding ways to develop inclusive communities. St Davids where our Oriel y Parc Gallery and Visitor Centre is based is a Dementia Friendly City.
- ✓ Transport, including accessible transport is a key barrier for people living in the Park and for visitors that repeatedly appears within the evidence base. The



promotion of sustainable transport is a key area within the Authority's National Park Management Plan. There are limitations to the impact the Authority can have in this area. However through partnership working to develop local solutions there are opportunities to make a difference as shown by financial support provided to Greenways Partnership in terms of Coastal Buses.

### National Park Management Plan

- ✓ The Equality Impact Assessment of the National Park Management Plan revealed a need to take account of equality impacts at a projects development level for the Plan. Engagement with stakeholders and individuals who face barriers to opportunities in the Park can help responses developed to be inclusive.
- ✓ Provision of affordable housing particularly for young people and families, continues to be an issue identified at a national and local level and in the equality impact assessment for the National Park Management Plan. The Authority has a key role in supporting the provision of suitable affordable housing in the Park as the local planning authority.

Actions - We will:		Accountability	Time Scales
1	Develop mechanisms to ensure promotion and interpretation material takes into account accessibility and inclusivity as standard practice.	Comms. Interpretation. Centres.	2020- 24
2	Develop and deliver projects and schemes that enhance access to and participation opportunities within the Park, including delivering priority actions identified from the Experiences for All Project and continue to support provision of Beach Wheelchairs across the Park.	Community and Visitor Services. Access. Direction (Health and Well-being/ Tourism.)	2020- 24
3	Work with others in the development of local projects and schemes that help address transport challenges in the Park	Leadership Team. Direction - Tourism.	2020- 24
4	Develop a project checklist, which can be shared with partners to ensure projects developed to address challenges and opportunities in the National Park Management Plan are inclusive.	Conservation Policy Officer. Performance and Compliance.	2020-21
5	Engage with individuals from underrepresented groups and people who face barriers to opportunities in the Park as we develop projects aimed at supporting delivery of the National Park Management Plan.	Conservation Policy Officer. Engagement Action Plan Group.	2020- 24
6	Continue to support suitable affordable housing developments within the Park area, in line with the Authority's LDP.	Planning Policy and Planning Service	2020- 24

## Our Services – Accessible and Inclusive

**Long Term Aim 2:** Our services are accessible and inclusive by default and our projects are contributing to addressing inequality.

**Equality Objective 3:** By 2024, we will have staff trained and mechanisms in place to ensure we deliver; procure and design accessible and inclusive services.

**Equality Objective 4:** By 2024, we will have developed and delivered projects and schemes that have positive benefits for those facing inequalities, in particular children and young families from deprived areas.

### Priority Areas and Actions

#### Staff Training and Induction

- ✓ To be able to deliver inclusive and accessible services staff need to have the necessary awareness, knowledge and skills. Effective induction and training plays a central role in this.
- ✓ The Authority is increasingly delivering health and well-being related projects and also delivers education services. Staff awareness of issues relating to diversity are particularly important in these areas, as some groups have faced negative experiences in the past when accessing services from traditional providers. We need to ensure our health and well-being offer is a positive experience for all.

#### Inclusive Services from the Outset

- ✓ The Authority offers great opportunities to access heritage and cultural experiences and learn more about the Park through Castell Henllys, Carew Castle and Mill, and Oriel y Parc visitor centre. People may face a range of barriers to access at these sites due to their nature. The centres currently look to address some barriers people may face through provision of mobility scooters, staff training in dementia awareness and provision of a Quiet hour at Castell Henllys.
- ✓ The Authority needs to ensure that digital tools and services it uses are compatible with assistive technology, best practice and that the Authority complies with The Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018.
- ✓ When procuring goods and services the Authority could do more to look at activities that could support its aim to deliver inclusive and accessible services (within procurement regulation frameworks.) Including looking at the equipment we procure, utilising community benefit opportunities where possible and ensuring those we ask to work on our behalf do so in a way that takes into account our equality obligations.

## Projects and Schemes – Helping to address inequality

- ✓ The Welsh Government's Valued and Resilient Position Statement highlights the role that outdoor education programmes and volunteering programmes can play in helping to tackle the inequalities that exist in health, education and economic outcomes amongst the poorest in society. Specific target groups they identify are children and young families from deprived areas.
- ✓ The Authority has a wealth of experience in delivering and working in partnership with groups and statutory organisations to support individuals to benefit from engagement with the Park. This can range from supported walking opportunity, supported social action and volunteering opportunities and outdoor schools initiatives.
- ✓ Evaluation of projects plays an important role in assessing how successful projects are in engaging with target groups and their impact for those individuals involved. This information can help inform future project development.

Actions - We will:		Accountability	Time Scales
7	Integrate equality training and awareness into staff induction processes.	HR. Team Leaders.	2020- 22
8	Develop a training plan for all staff to be trained on how they can deliver accessible and inclusive services and to identify and source specialist training for relevant staff.	HR. Team Leaders.	2020- 22
9	Support Authority Centres to engage and join in with initiatives that support wider access to attractions, heritage and arts opportunities.	Centre Managers.	2020- 24
10	Identify mechanisms to assist staff in procuring and delivering digital systems and services that comply with accessibility best practice and public sector regulations.	IT Team. Comms. Service Leads.	2020- 22
11	Identify opportunities to promote our commitment to equality and inclusion in our procurement process and in our relationships with suppliers and contractors.	Leadership Team. Service Leads. Finance.	2020- 24
12	Develop and deliver projects in partnership with others that have positive benefits for those facing inequalities, in particular children and young families from deprived areas (e.g. outdoor and cultural education and engagement and facilitated social action and supported volunteering projects.)	Community and Visitor Services. Direction (Health and Well-being/ Tourism).	2020- 24
13	Evaluate how effective our projects are to inform development of future projects.	Project or Scheme Leads. Fundraising.	2020- 24

## Our Workforce – Diverse, Supportive and Inclusive

**Long Term Aim 3:** Our workforce is diverse, we are an employee of choice and staff feel supported within an inclusive and fair work environment.

**Equality Objective 5:** By 2024, we will have increased potential routes into employment for underrepresented groups in our workforce.

**Equality Objective 6:** By 2024, we will through well-being initiatives, training and associated policies provide a supportive and inclusive workplace.

**Equality Objective 7:** By 2024, we will reduce the Authority's gender pay gap, with a particular focus on the experiences of staff in our Lowest Quartile (Lowest Paid.)

### Priority Areas and Actions

#### Recruitment and Entry routes into employment

- ✓ In 2018/19 only 20% of the Authority's workforce was under 40. Often routes into employment for younger applicants are tied to seasonal vacancies or project based roles. Engagement with young people in Pembrokeshire highlighted concerns around barriers to them gaining suitable employment opportunities in the area.
- ✓ Pembrokeshire College are currently developing a work placement scheme that the Authority is part of. The Authority previously ran a successful traineeship programme Skills in Action, but no follow up initiative is currently in place. The Authority currently provides skills development opportunities through supported volunteering and social action opportunities.
- ✓ The Authority's recruitment data shows that for certain protected characteristics we are not attracting a diverse range of applicants, particularly in terms of Race and Ethnicity. If the Authority fails to increase the diversity of applicants then it cannot increase the diversity of its workforce. This is a challenging area and to make progress on this issue within the plan period there is a need to work with other organisations in similar sectors.
- ✓ The Authority is not currently signed up to the UK Government's Disability Confident scheme.

#### Supportive and Inclusive Environment for Staff

- ✓ To get the best out of our employees we need a workplace culture that is safe and inclusive for all. The Authority has a range of well-being initiatives already in place including access to counselling services and favourable flexible working opportunities. It is important that the Authority reviews current initiatives and policies to see if they are effective and reflect current best practice.

## Our Workforce – Diverse, Supportive and Inclusive

- ✓ 13% of the Authority's workforce in 2018/19 were over 60, and it is important that staff feel supported and valued as they age within the workforce.
- ✓ Line Managers are central to delivering an inclusive and supportive work environment and the Authority needs to ensure that line managers have the necessary skills to achieve this.

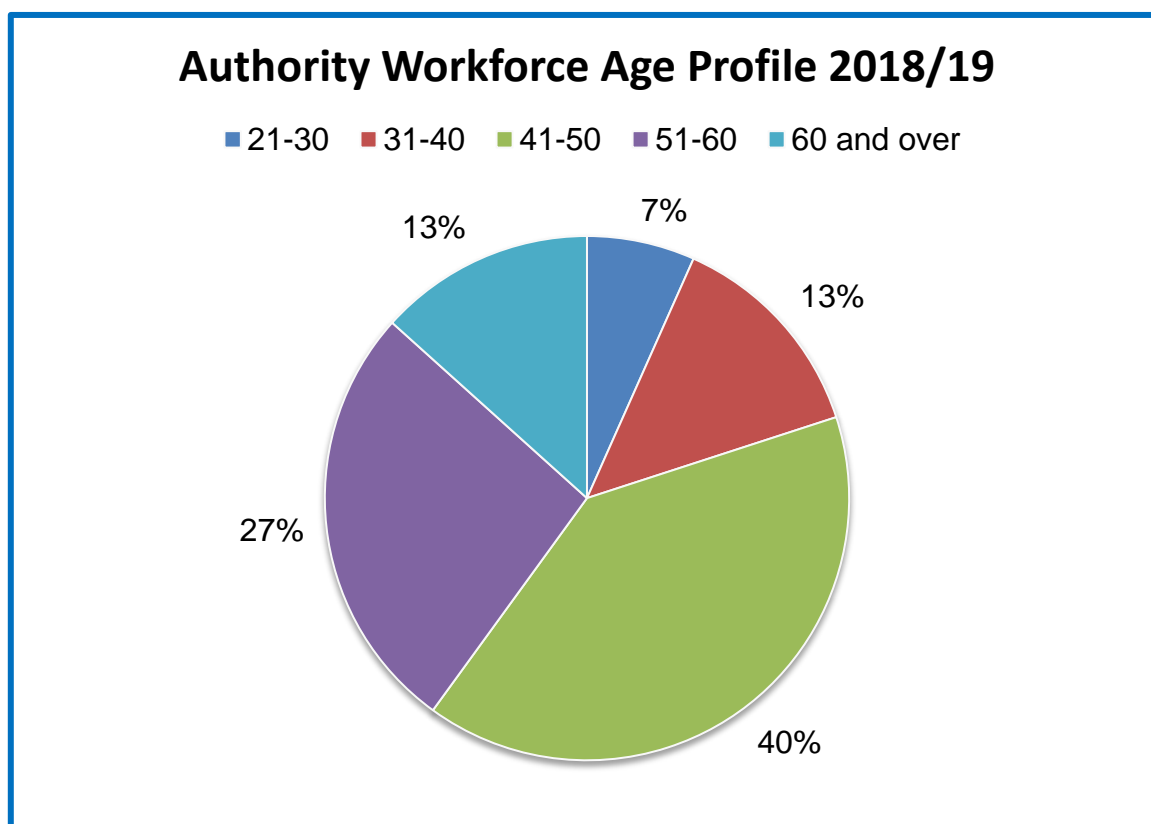
### Gender Pay Gap and Equality Data

- ✓ The Authority's Mean Gender Pay Gap in Hourly Pay is 8.91 and Median Gender Pay Gap in Hourly Pay is 8.13 (The Authority employees less than 250 employees and this will affect the weighting in terms of the calculation used). This in part reflects that 69.77% of people in the Lower Quartile (Lowest Paid) are female which includes events and activities providers, gallery assistants and catering staff at Authority centres. The Authority as a public body needs to ensure that it is promoting fair work principles in how it operates.
- ✓ To enable us to identify if we are making improvements and address challenges we will need to continue to collect and analyse recruitment, workforce and pay equality monitoring data. The Welsh Government's work on Open Data and equality data offers greater opportunities for us to benchmark our data against the data of other organisations.

Actions - We will:		Accountability	Time Scales
14	Carry out a comprehensive review of the Authority's recruitment and selection process to ensure fairness within recruitment processes, including looking at potential barriers for younger applicants.	HR. Team Leaders.	2020- 24
15	Participate in the Pembrokeshire College (PSB) Work Placement Scheme and develop or participate in other related schemes (e.g. developing a replacement Skills in Action training scheme or developing apprenticeship opportunities.)	HR. Team Leaders.	2020- 24
16	Explore with other National Parks, conservation and heritage providers opportunities to develop a scheme to promote job opportunities within the sector to underrepresented groups.	HR. Senior Management.	2020- 24
17	Become a disability confident organisation (at least level 1, working towards level 2.)	HR.	2020- 24
18	Undertake a review of all our well-being activities and support for staff and work with staff reps to develop a well-being offer for staff that reflects current best practice.	HR. Staff Reps Group.	2020- 24
19	Review relevant HR policies to ensure they reflect current best practice in terms of	HR. Staff Reps.	2020- 24

## Our Workforce – Diverse, Supportive and Inclusive

	promoting an inclusive workplace.		
20	Source and develop a suite of training for line managers to equip them to manage diverse teams and promote an inclusive culture.	HR. Team. Leaders.	2020- 24
21	Engage with staff in our Lower Quartile (Lowest Paid) to examine and review the fairness of our employment offer to them including pay, working hours, flexible working, progression and training. (Gender Pay Gap)	HR. Senior Management.	2020- 22
22	Carry out further analysis to see the role that current post grading has on our gender pay gap. (Gender Pay Gap)	HR. Performance and Compliance	2020- 22
23	Improve the monitoring of training and annual performance review process. (Gender Pay Gap)	HR. Team Leaders.	2020- 24
24	Sign up to the EHRC pledge ' <a href="#">Working Forward</a> ' and implement its recommendations (Gender Pay Gap)	HR. Team Leaders.	2020- 22
25	Continue to carryout workplace equality monitoring, contributing to Welsh Government Open Data project and improving analysis of our data.	HR. Performance and Compliance	2020- 24





## Governance and Engagement – Increased Participation

**Long Term Aim 4:** A diverse range of people are able to influence the work of the Authority and decisions that affect the Park area.

**Equality Objective 8:** By 2024, we will create opportunities for underrepresented groups within our governance and wider structures to influence decisions about the Park and work of the Authority.

**Equality Objective 9:** By 2024, have in place mechanisms to enable a wide range of groups and people to participate in an ongoing conversation about the Park.

### Members and opportunity to consider different perspective

- ✓ The Authority has in the past been involved in the Welsh Government's Public Appointee Mentoring Scheme. The Welsh Government currently promotes a Talent Bank for public appointees to increase the diversity of those who apply for public appointments.
- ✓ Equality Impact Assessments and Equality and Diversity training provide an opportunity for Authority Members to consider different perspectives and impacts of policies and decisions on people with different protected characteristics.

### Routes for Young People and Volunteers to influence what we do

- ✓ The Authority's Youth Rangers have been involved with the Euro Parc Youth Manifesto and in raising awareness of the Manifesto with Members. This included attending an Authority National Park Meeting to present the Manifesto and a follow up meeting with other young people and Members to discuss it. The Authority is currently in the process of setting up a youth forum/ committee.
- ✓ The Authority now has in place a volunteer forum, which provides an opportunity for volunteers from across the Authority to share, learn and also influence the work of the Authority. It is important that the Authority continues to support this forum and works to ensure it attracts a diverse range of participants from across the Authority's volunteering offer.

### Ongoing conversation about the Park

- ✓ Every five years the Authority is required to produce a National Park Management Plan which sets out how it would like to see the National Park managed, not just by the Authority itself, but by the other agencies and organisations whose activities might impact on the Park.
- ✓ The Authority wants to foster a sense of ownership among communities and stakeholders through promotion of an ongoing conversation about the Park and policies identified to benefit it. This includes engaging with people who may face

## Governance and Engagement – Increased Participation

barriers to engaging with the Plan through traditional mechanisms or are more likely to engage through tailored outreach activities.

<b>Actions - We will:</b>		<b>Accountability</b>	<b>Time Scales</b>
<b>26</b>	Support programmes and plans to increase representation in local politics and in Welsh Government Public Appointee processes.	Senior Management. Democratic Services.	2020- 24
<b>27</b>	Use Equality Impact Assessments to provide Members with information they need to assess the impact of policies and decisions on protected characteristic and as a part of this process engage with wider groups to capture different perspectives.	Leadership Team. Service Leads. Performance and Compliance.	2020- 24
<b>28</b>	Deliver Equality and Diversity Training to Members.	Democratic Services.	2020- 24
<b>29</b>	Work with young people to develop and sustain a PCNPA Youth Forum/ Committee to help inform the work of Members and the Authority.	Community Services. Democratic Services.	2020- 24
<b>30</b>	Work with volunteers to build on and sustain the Authority's Volunteer Forum to help inform the work of the Authority and to ensure the forum attracts a diverse range of volunteers from across the Authority's volunteering offer.	Community Services. Volunteer Co-ordinator. Democratic Services.	2020- 24
<b>31</b>	Support outreach mechanisms and initiatives that help the Authority develop an ongoing conversation about the National Park Management Plan with a diverse range of stakeholders and members of the public.	Conservation Policy Officer. Engagement Action Plan Group.	2020- 24

## Monitoring Progress and Impact

Actions identified within this plan will be mainstreamed within the Authority's Annual Corporate and Resources Plan, with actions prioritised annually across the plans 2020-2024 timescale.

Inclusion of actions within the Authority's Corporate and Resources plan which is approved by the National Park Authority and published on our website ensures that:

- ✓ Actions are mainstreamed into the overall work of the Authority, ensuring accountability across teams in terms of delivery of actions and their related objectives.
- ✓ Suitable Measures can be put in place for relevant actions.
- ✓ Actions and related measures and impacts are captured and monitored on the Authority's performance management system.
- ✓ Actions and related measures and impacts are reported to Members through performance reports that are presented to the Authority's Audit and Corporate Services Committee and Operational Review Committee. This provides Members with the opportunity to ask questions and monitor progress against actions and their related objectives. These reports are available on the Authority's website committee pages.
- ✓ Equality performance is reported annually within our annual report on meeting well-being objectives (improvement plan part 2), this report is published on the Authority's website.
- ✓ As part of the annual development of the Authority's Corporate and Resources Plan we will review progress against our actions and objectives.

The Authority will continue to take part in the Welsh Government Open Data project relating to publishing in open data format workplace and recruitment equality monitoring data.

Please note alternative actions may be required to achieve objectives during the plan period, if this is the case these actions will be identified as part of the annual development of the Authority's Corporate and Resources Plan.



# Considering the Evidence and Engagement Feedback to Inform the Development of Pembrokeshire Coast National Park Authority Equality Plan and Objectives 2020-24

**(Note: This document also acts as the equality impact assessment for the equality plan)**

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## How we developed our Equality Plan 2020-24

We identified where our equality objectives and plan can have greatest impact through:

### Considering the evidence:

- Equality and Human Rights Commission's Is Wales Fairer? The state of equality and human rights 2018
- Evidence and impacts identified in the Equality Impact Assessment of the Authority's revised National Park Management Plan
- Wider research and data relevant to Park area and the work of the Authority
- Performance against our previous equality objectives
- Analysis of Authority recruitment, workforce and pay data

### Considering feedback from engagement:

- Regional consultation with other public bodies including public survey and stakeholder focus groups
- Opportunities and Challenges consultation with groups as part of initial review work for the revised National Park Management Plan
- Staff engagement survey

### Considering best practice:

- Learning from best practice projects, schemes and initiatives of other organisations

### Considering strategic links:

- Welsh Government Priorities for National Parks and AOB – Valued and Resilient
- EHRC priority themes from Is Wales Fairer?
- Our Well-being Objectives and Welsh Well-being Goals
- Links to our revised National Park Management Plan
- Pembrokeshire Well-being Plan
- Welsh Government and other regional Public Bodies draft objectives
- National well-being Indicators and Well-being in Wales Statistical Report

## Considering the Evidence: EHRC - Is Wales Fairer? 2018<sup>1</sup>

Key themes from Equality and Human Rights Commission's Is Wales Fairer? 2018:

1. Overall increases in employment, a narrowing of educational attainment gaps for some, and an increase in levels of political participation.
2. Socio-economic disadvantage
  - A continuing increase in homelessness, increased poverty rates and the adverse effects of UK-wide social security reforms on the poorest groups have contributed to an overall fall in living standards in Wales since EHRC's last review.
  - One in four people in Wales was living in relative poverty compared to one in five across Britain.
  - Over one in three children is living in poverty, and, without urgent preventative action, this is set to increase by 8% by 2022.
  - Child poverty was found to be even higher for children living with lone parents, with over half living in poverty.
  - Socio-economic disadvantage and deprivation is strongly linked to poorer outcomes in education and health. People from the most deprived households have significantly lower educational attainment at school-leaving age, putting them at a lifelong disadvantage in the employment market. Although life expectancy across Wales is increasing, this is not the case for adults, particularly men, living in the most deprived areas of Wales. Ongoing and intergenerational poverty is entrenching disadvantage and shortening the lives of men by nearly 10 years.
  - Our evidence shows that certain government policies have disproportionately affected the incomes of certain groups, compounding the disadvantage they already experience. Our cumulative impact assessments evidenced that tax and social security changes since 2010 have reduced income for women, certain ethnic minority communities – such as Bangladeshi households – disabled people and lone parents more than other groups, and will continue to do so.

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Affordable Housing Provision. Education Offer including Outdoor Schools. Health and Well-being Offer. Increasing Access to the Park. Recruitment, Employment and Skills Development. Fair Pay.
- Above areas addressed through following actions in the draft plan: 1, 2, 3, 4, 5, 6, 9, 11, 12, 14, 15, 21, 22, 23 and 24.

3. Disabled people falling further behind

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<sup>1</sup> EHRC – Is Wales Fairer? The State of equality and human rights 2018: <https://bit.ly/37y1olk>

- Disabled people in many cases are not experiencing the progress seen for other groups, with gaps in educational attainment and employment widening rather than narrowing.
- Disabled children are less likely to report good health than non-disabled children, much more likely to be excluded from school, and only one in five disabled children left school with five GCSEs compared to two in three non-disabled children.
- Disabled people in Wales are twice as likely to be unemployed as non-disabled people. We recognise that full-time employment is not always an option for some disabled people, but those currently in employment should not experience deteriorating opportunities. The small overall shift toward higher-pay occupations is not benefiting disabled people; in fact, the number of disabled people in low-pay occupations has increased.
- Due to low levels of employment and the impact of welfare reform, disabled people are nearly three times more likely to experience severe material deprivation than non-disabled people.
- A severe shortage of accessible houses across all tenures affects disabled people's right to independent living and risks deterioration of their mental wellbeing.
- Nearly three times as many disabled people report poor mental health than non-disabled people.

#### **EQIA Impacts and Key Considerations for PCNPA Equality Plan:**

- Education Offer including Outdoor Schools. Health and Well-being Offer. Increasing Access to the Park. Recruitment, Employment and Skills Development. Fair Pay.
- Above areas addressed through following actions in the draft plan: 1, 2, 3, 4, 9, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21 and 23.

#### **4. Challenges to women's safety and career progression**

- While women have some of the most equal outcomes they have ever had, the prevalence of societal gender norms in education and employment, and experiences of harassment and violence, obstruct this progress.
- For women, many indicators show a considerable narrowing of disparities and positive trajectories. Girls outperform boys at school and more attend university.
- However, our evidence shows high levels of bullying, harassment and negative experiences reported in both workplaces and educational settings.
- We also found that subject choice for women at university appears to be significantly gendered.
- So, while on the face of it women are experiencing more equal outcomes in many areas, their experiences of victimisation and the restrictions arising from perceived gender norms still have an impact across multiple areas of their life. This indicates that strong gender stereotypes and violence persist in society in Wales and continue to hold women back.
- Women and girls reported poorer mental health, although men were more likely to die by suicide.

- Women are also among those disproportionately affected by decreases in living standards resulting from social security reforms.
- Moreover, women continue to be under-represented among local election candidates and public appointments in Wales, and in the judiciary of England and Wales.

#### **EQIA Impacts and Key Considerations for PCNPA Equality Plan:**

- Education Offer including Outdoor Schools. Health and Well-being Offer. Increasing Access to the Park. Recruitment, Employment and Skills Development. Fair Pay. Governance and Engagement.
- Above areas addressed through following actions in the draft plan: 2, 5, 7, 8, 9, 11, 12, 13, 15, 18, 19, 20, 21, 22, 23, 24, 26, 27, 28 and 31.

#### **5. Harassment**

- High rates of domestic violence and sexual harassment that disproportionately affect women are a major concern. While increases in police-recorded sexual offences may be indicative of better recording or more confidence in reporting, levels of prejudice-based violence remain a significant concern.
- Women, disabled people, particularly those with mental health conditions, and lesbian, gay and bisexual people are more likely to be victims of domestic abuse and sexual violence.
- Similarly, evidence suggests that women, and lesbian, gay, bisexual and transgender (LGBT) and disabled young people are more likely to experience bullying in school and, along with ethnic minorities, are more likely to experience harassment and discrimination in the workplace – evidence that prejudice-based victimisation is still a prominent experience for some.

#### **EQIA Impacts and Key Considerations for PCNPA Equality Plan:**

- Education Offer including Outdoor Schools. Health and Well-being Offer. Increasing Access to the Park. Employment. Work Environment.
- Above areas addressed through following actions in the draft plan: 2, 4, 5, 7, 8, 9, 12, 14, 18, 19, 20, 21, 23, 24, and 28.

#### **6. Race inequality persists in Wales**

- Some ethnic minority people are experiencing improvements, but hate crime motivated by race is still far too prevalent in Wales.
- Ethnic minorities in Wales are experiencing high levels of hate crime. Over 75% of all hate crime reported and recorded in Wales is motivated by prejudice against race or religion. This can then directly affect the way people feel about their local area, with one in four ethnic minority groups reporting being lonely in Wales in 2016/17.
- Different ethnic groups are achieving different educational attainment outcomes in Wales, although the attainment gap between Black children and White British children is narrowing at GCSE level.

- Ethnic minority groups are under-represented in apprenticeships in Wales, with 97.3% of apprentices identifying as White. Muslims continue to have a lower employment rate than either Christians or people of no religion.
- Gypsy, Roma and Traveller communities are particularly excluded; they have the poorest attainment levels at school and are more likely to be excluded from school. Only one in five Gypsy, Roma and Traveller children leaves school with five GCSEs at A–C grade. They also face barriers to accessing healthcare and have poorer health outcomes.
- Barriers to sport and leisure exist, particularly for young people from ethnic minorities or people for whom English is an additional language.

#### **EQIA Impacts and Key Considerations for PCNPA Equality Plan:**

- Education Offer including Outdoor Schools. Health and Well-being Offer. Increasing Access to the Park. Recruitment, Employment and Skills Development.
- Above areas addressed through following actions in the draft plan: 1, 2, 4, 5, 7, 8, 9, 11, 12, 13, 14, 15, 16, 20 and 25.

#### **7. EHRC Is Wales Fairer? 2018 recommendations on work for employers in Wales include:**

- offer flexible working from day one, and offer all jobs (including the most senior) on a flexible and part-time basis unless there is a genuine justifiable business reason to prevent this, recognising that flexible work and part-time work are both now standard patterns of work
- ensure effective policies and training to prevent and respond to sexual harassment
- implement the six areas of action to address pregnancy and maternity discrimination set out in our 'Pregnancy and maternity discrimination in the workplace: Recommendations for change' report, and
- ensure that any use of insecure employment contracts adequately protects the rights of workers.

#### **EQIA Impacts and Key Considerations for PCNPA Equality Plan:**

- Recruitment, Employment and Skills Development. Fair Pay. Work Environment.
- Above areas addressed through following actions in the draft plan: 14, 15, 18, 19, 20, 21, 22, 23, 24 and 25.

## Themes from EQIA on revised National Park Management Plan

Key themes identified in the Equality Impact Assessment of the Authority's revised National Park Management Plan:

### The Approach

- Consideration of wide range of relevant evidence for each protected characteristic
- Feedback from early consultation activity as part of Opportunities and Challenges work (Scolton Manor Playday/ Ateb Big Day Out/ Travelling Ahead Gypsy and Traveller Forum/ Solva Care/ Youth Rangers)
- Identifying relevant themes from evidence and feedback to assess impact
- Critical Friend/ Not being afraid to ask questions of the Plan – Some areas identified may be broader than its scope

The assessment identified three levels where responses were needed to impacts:

- ✓ **Document Level:** Changing and reconsideration of wording, policy or actions within the document
- ✓ **Engagement Level:** Need for further information and engagement with partners to explore issues identified
- ✓ **Project Level:** Future considerations - When the Authority and Partners develop projects and responses to help deliver the plan.

### Key themes that emerged from the assessment:

#### A Landscape for Lives and Livelihoods

- Facilitating ageing in place and accessible neighbourhoods
- Accessible and affordable housing
- Gypsy and Traveler Site Provision
- Addressing employment opportunities within the Park (Current and Future)
- Barriers to accessing and using active travel and public transport for some groups
- Provision of community focal points and facilities within the park including toilets and changing place facilities
- Promotion of secure by design principles
- Child care provision in the Park
- Dark Sky initiatives impact on perceived and actual security in areas
- Issue of digital connectivity in the Park
- Increasing opportunities for diverse groups to influence decisions about the Park



## **Well-being, Enjoyment and Discovery**

- Promoting Dementia Friendly Communities
- Barriers to accessing and using active travel and public transport for some groups
- Impact of harassment and hate crime
- Barriers for particular groups in terms of access to recreation or well-being initiative
- Addressing representation, communication channels used, accessibility and nature of information provided for destination promotion and messages aimed at managing recreational conflict
- Mental health considerations - including young people, expectant and new mums and suicide prevention activities. Addressing social isolation.
- Use of beaches and other sites by religious and faith groups
- Ensuring interventions to manage pressure point locations do not disadvantage protected groups
- Positive public health impacts in terms of promotion of access to outdoors and bathing water quality
- Access to inclusive and accessible outdoor play opportunities
- Work placement opportunities for people with additional learning needs
- Addressing needs of young carers
- Removing barriers and increasing access to arts and heritage opportunities within the Park for some groups
- Opportunities to use interpretation and locations in Park to share stories across cultures and foster understanding
- Use of opportunities to develop digital competency skills for young people
- Addressing issues relating to rural poverty including food and fuel poverty, impacts of universal credit and debt on rural and coastal communities

## **Protecting and Restoring Biodiversity**

- Addressing communication channels used, accessibility and nature of information provided around preventing recreational disturbances or encouraging certain behaviour
- Addressing current and future digital skills gaps that could help deliver impacts
- Joint working opportunities and positive impact of promotion of community grown food
- Ensuring interventions on marine pollution are inclusive and take account of accessibility needs.
- Light restriction and impact on perceived and actual security in area
- Use of opportunities to develop digital competency skills for young people.

## Considering the Evidence: Themes from EQIA on National Park Management Plan

- Developing inclusive and accessible interpretation at sites
- Positive impact on public health

### **Celebrating Heritage**

- Addressing representation, communication channels used and accessibility of information used to promote opportunities
- Removing barriers and increasing access to and participation in arts, heritage and cultural opportunities within the Park for some groups
- Opportunities to use interpretation and location in Park to share stories across cultures and foster understanding
- Use of heritage sites as community focal points
- Positive impact on heritage sites of religious importance within the Park
- Addressing barriers to participation in volunteering, events and activity opportunities
- Developing inclusive and accessible interpretation at sites
- Use of community based Welsh language initiative to address social isolation
- Positive impact of guidance on sympathetic enjoyment of sites in the park used for religious and faith pilgrimage and celebrations

### **Managing Natural Resources Sustainably**

- Barriers to accessing and using active travel and public transport for some groups
- Addressing future digital skills gaps that could help deliver impacts
- Impact of mitigation actions for flood risk management plans on ageing in place and lifetime and accessible neighbourhoods
- Positive impact on public health
- Joint working opportunities and positive impact of promotion of community grown food
- Opportunities to work with schools, parents and children to promote active travel to reduce air pollution around schools in the Park.

### **EQIA Impacts and Key Considerations for PCNPA Equality Plan:**

- Themes identified in relation to NPMP EQIA fed through into development of actions in relation to Our Park, including addressing issues at Project level development.
- Above areas addressed through following actions in the draft plan: 1, 2, 3, 4, 5, 6 and 31.

## Demographics

Key themes from demographic data relevant for the equality plan:

### Pembrokeshire and National Park Demographics

- **Age:** Evidence of an ageing population in the Park area and outward migration of young people in Pembrokeshire.<sup>2</sup> There are approximately 14,000 young people aged between 15 and 24 years old in Pembrokeshire which is roughly 11% of the total population of the County.<sup>3</sup>
- **Families and children:** Increase in low income families living in some LSOA areas in the Park in particular Solva, Saundersfoot 1 and Crymych 1.<sup>4</sup>
- **Disability:** In some LSOA area in the Park over quarter of the populations day to day activities are limited - Newport, Saundersfoot 1 and Amroth.<sup>5</sup>
- **Disability:** Changes in demographic profiles will mean a significant rise in the numbers of people over 75 with moderate or severe learning disability in Pembrokeshire.<sup>6</sup>
- **Carers:** One seventh of the population in some LSOA areas in the park are providing some form of unpaid care.<sup>7</sup>
- **Sex:** Almost even split between sexes, but with there being slightly more females than males in the Park.<sup>8</sup>
- **Ethnicity:** Pembrokeshire is not a particularly diverse place in terms of ethnicity. Approximately. 95.5% of people are from a White UK ethnic background, around the median average for Wales.<sup>9</sup>
- **Ethnicity:** Most ethnically diverse LSOA areas in the Park are particular Tenby South 1 and Saundersfoot 2. 5.2% of population of Tenby South identify as non-white, and 3.8% of population of Saundersfoot identify as non-white, with both having over 2% of the population identifying as Asian/Asian British.<sup>10</sup>
- **Ethnicity and Age:** The proportion of school children who are from an ethnic minority background is slightly above the median average for Wales.<sup>11</sup>
- **Gypsies and Travellers:** When compared with Wales as a whole, Pembrokeshire has a relatively large resident Gypsy and Traveller population, as demonstrated by accommodation needs assessments, caravan count surveys<sup>12</sup> and the 2011 Census.

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<sup>2</sup> PSB, Pembrokeshire Wellbeing Assessment: <http://bit.ly/2GNNJtp>

<sup>3</sup> PSB, Pembrokeshire Wellbeing Assessment: <http://bit.ly/2GNNJtp>

<sup>4</sup> Info Base Cymru: Children in low income families: <http://bit.ly/2h4nmSi>

<sup>5</sup> Info Base Cymru: Limited Long Term Illness: <http://bit.ly/2hoPJ0P>

<sup>6</sup> PSB, Pembrokeshire Well-being Assessment: <http://bit.ly/2HS0tPe>

<sup>7</sup> Info Base Cymru: Health and provision of unpaid care: <http://bit.ly/2hxJfx9>

<sup>8</sup> Info Base Cymru: Usual Resident Population: <https://bit.ly/37BcCFJ>

<sup>9</sup> Info Base Cymru: Ethnic Group (Census 2011): <https://bit.ly/2QOaqVI>

<sup>10</sup> Ibid

<sup>11</sup> Ibid

<sup>12</sup> Welsh Government, Gypsy and Traveller Caravan Count: July 2019, Statistical First Release; <https://bit.ly/2pLQyHz>

## Considering the Evidence: Demographics

- **Refugees:** Through Croeso Hwlfordd, Croeso Abergwaun, Croeso Arberth and PCC engagement a number of refugee families are being housed in Pembrokeshire.
- **Religion and Belief:** 64% of people in Pembrokeshire have a religious faith, a little higher than the Welsh average. The percentage of people how have a non-Christian religious faith is 1.5%, again a little higher than the national average.<sup>13</sup>

### Data Gaps:

- Do not have reliable figures for the number of people in the Trans community.<sup>14</sup>
- Statistics on Sexual Identity are not available at a Pembrokeshire level. Annual population survey data for Mid and South West region of Wales (2015-17) 96.3% of people identified themselves as heterosexual, 0.8% Gay or Lesbian, no figures was provided in term of those identifying as Bisexual due to sample sizes/ disclosure, 0.5% as other and 1.8% provided no response. This compares at a Wales level with 95% of people identifying as heterosexual, 1.2% Gay or Lesbian, 0.6% as Bisexual, 0.5% as other and 2.7% provided no response.<sup>15</sup>

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Age Friendly Park and Services. Increasing access and awareness. Inclusive services for people across protected groups. Outreach work. Education Offer including Outdoor Schools. Health and Well-being Offer. Affordable Housing and Employment Opportunities.
- Above areas addressed through following actions in the draft plan: 1, 2, 4, 5, 6, 7, 8, 9, 10, 11, 12 14, 15, 16, 17 and 31.

## Visitor Profile – The Wales Visitor Survey 2016<sup>16</sup>

### Age:

UK day visitors by region of trip for South West Wales:

- 26% of people were 16-34 years (All Wales figure 23%),
- 41% were 35-54 years (All Wales figure is 39%)
- 33% were 55+ years (All Wales figure 39%).

UK staying visitors for the Pembrokeshire marketing region:

- 17% of people identified as 16-34 years (All Wales figure was 18%)

<sup>13</sup> Info Base Cymru: Religion (Census 2011): <https://bit.ly/2KPjF49>

<sup>14</sup> PSB, Pembrokeshire Well-being Assessment: <http://bit.ly/2HS0tPe>

<sup>15</sup> Stats Wales: Sexual Identity by Region: <https://bit.ly/2XLEjan>

<sup>16</sup> Wales Visitor Survey 2016: <https://gov.wales/wales-visitor-survey-2016>

## Considering the Evidence: Demographics

- 41% identified as 35-54 years (All Wales figure was 41%)
- 42% identified as 55+ years (All Wales figure was 40%).
- 38% fell into the Post-family group 55+, no children segment (All Wales figure 35%)
- 27% fell into the Travelling with Children, ABC1 segment (All Wales figure was 27%)
- 14% fell into the Post-family group, 35-54, no children segment (All Wales figure was 16%)
- 12% fell into the Younger, 16-34, no children segment (All Wales figure 12%)
- 9% fell into the Travelling with children, C2DE segment (All Wales figure of 9%).

### Overseas Visitors to South West Wales:

- 46 % of overseas visitors to South West Wales were between 35-54 years.
- It had the lowest number of overseas visitors in the 55+ years category out of any region at 31%.

### Disability:

#### UK day visitors:

UK day visitors that a relatively small proportion of UK day visitor groups (including respondents and anyone else in their group) coming to Wales have a long-term illness or disability (16%), with the most common being mobility issues (8%), followed by 6% with a long-term illness. The incidence of visitors with a disability is in line with national statistics (17% across the UK5).

When UK day visitors were asked to comment on Wales' accessibility for people with a disability, using a scale of 1 to 10 where 1 = very dissatisfied and 10 = very satisfied. After taking out those unable to give an opinion, nearly six in ten gave Wales a score of 5 to 8 out of 10 (56%). Only a small proportion of UK day visitors (5%) gave negative scores of 1 to 4, while 31 % gave high scores (9-10). Satisfaction levels were marginally higher amongst day visitors with a limiting illness / disability than amongst those without (with 38% of the former scoring Wales 9 to 10 compared with 36% of the latter). Satisfaction was highest amongst those with mobility impairments, where 40% scored Wales 9 to 10 on accessibility.

#### UK staying visitor group:

A relatively small proportion of UK staying visitor groups (including respondents and anyone else in their group) coming to Wales have a long-term illness or disability (16%), with the most common being a mobility impairment (7%), followed by 6% with

a long-term illness. The incidence of visitor groups with a disability is in line with UK statistics (17% across the UK4).

When all UK staying visitors were asked to comment on Wales' accessibility for people with a disability, using a scale of 1 to 10 where 1 = very dissatisfied and 10 = very satisfied. After taking out those unable to give an opinion, nearly two thirds gave Wales a score of 5 to 8 out of 10 (63%). Only a small proportion of UK staying visitors (7%) gave negative scores of 1 to 4, while 30% gave high scores (9 to 10).

Satisfaction levels were higher amongst those visitors with a limiting illness / disability than amongst those without (with 34% of the former scoring 9 to 10 compared with 28% of the latter). Satisfaction was highest amongst those with mobility impairments, where 38% scored Wales 9 to 10 on accessibility.<sup>17</sup>

### Overseas Visitors to South West Wales:

A small proportion of overseas visitor groups (including respondents and anyone else in their group) coming to Wales have a long-term illness or disability (8%), although this proportion has increased slightly from 5%. The most common disability is mobility impairment (3%), followed by 2% with a long-term illness and/or hearing impairment.

When all overseas visitors were asked to comment on Wales' accessibility for people with a disability, using a scale of 1 to 10 where 1 = very dissatisfied and 10 = very satisfied. After taking out those unable to give an opinion, two thirds gave Wales a score of 5 to 8 out of 10 (66%). Only a small proportion of overseas visitors (6%) gave negative scores of 1 to 4, while 28% gave high scores (9 to 10).

## Sex

### UK day visitors by region of trip for South West Wales:

- 46% of people identified as Male compared to 44% for all Wales and 54% identified as female compared to 56% for Wales.

### UK staying visitors for the Pembrokeshire marketing region:

- 47% of people identified as Male compared to 46% for all Wales and 53% identified as female compared to 54% for Wales.

### Overseas visitors to South West Wales:

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<sup>17</sup> Welsh Government, Wales Visitor Survey 2016: UK Staying Visitors: <http://bit.ly/2AM3GNG>

## Considering the Evidence: Demographics

- 55% identified as Male compared to 50% for Wales, and 45% identified as Female compared to 50% for all of Wales.<sup>18</sup>

### Race

UK day visitors by region of trip for South West Wales:

- 97% of people identified as white compared to 96% for all Wales and 3% identified as non white/other compared to 4% for Wales.
- South West Wales was the region with the lowest number of non-white/ other UK day visitors.<sup>19</sup>

UK staying visitors for the Pembrokeshire marketing region:

- 97% of people identified as white compared to 96% for all Wales and 3% identified as non white/other compared to 4% for Wales.<sup>20</sup>

Overseas Visitors to South West Wales:

- South West Wales has the highest % of non white/other overseas visitors compared to other regions in Wales at 20%. This compares to 15% across Wales.<sup>21</sup>

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Increasing access and awareness. Inclusive services for people across protected groups.
- Above areas addressed through following actions in the draft plan: 1, 2, 3, 4, 7, 8, 9 and 10.

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<sup>18</sup> Welsh Government, Wales Visitor Survey 2016: Overseas Visitors: <http://bit.ly/2yeuBio>

<sup>19</sup> Welsh Government, Wales Visitor Survey 2016: UK Day Visitors: <http://bit.ly/2GTofex>

<sup>20</sup> Welsh Government, Wales Visitor Survey 2016: UK Staying Visitors: <http://bit.ly/2AM3GNG>

<sup>21</sup> Welsh Government, Wales Visitor Survey 2016: Overseas Visitors: <http://bit.ly/2yeuBio>



## Thematic Areas

Key themes from wider research and data relevant for the equality plan (including the Pembrokeshire Well-being Assessment and Welsh Government Well-being in Wales Statistical Report linked to the National well-being indicators):

### Hate Crime, Harassment, Domestic Abuse and Sexual Harassment

**Disability:** According to Well-being in Wales 2019 statistical report disability was judged to be a motivating factor in 9 per cent of hate crimes recorded in Wales in 2017-18, slightly less than in the previous year.<sup>22</sup> Disability-related harassment remains a serious problem with significant impact on everyday life, as highlighted by the Pilkington inquiry (IPCC, 2009) and the Commission's Inquiry 'Hidden in Plain Sight' (EHRC, 2011).<sup>23</sup>

**Gender Reassignment (Gender Identity):** The House of Commons Transgender Equality inquiry noted that confidential surveys of trans people suggest experience of hate crime is pervasive and everyday. The EHRC told them a study found that 40 per cent of transgender respondents had experienced verbal abuse, 30 per cent had experienced threatening behaviour, 25 per cent had experienced physical abuse and 4 per cent had experienced sexual abuse. While victims of transphobia can be targeted up to 50 times in one year, only three in 10 report the incident.<sup>24</sup> Findings from Stonewall commissioned YouGov survey found that two in five trans people (41 per cent) and three in ten non-binary people (31 per cent) experienced a hate crime or incident because of their gender identity in the last 12 months. Younger trans adults are at greatest risk: 53 per cent of trans people aged 18 to 24 have experienced a hate crime or incident based on their gender identity in the last 12 months. More than two in five trans people (44 per cent) avoid certain streets altogether because they don't feel safe there as an LGBT person.<sup>25</sup> In the Welsh Government Consultation for their Welsh Government Action Plan to advance equality for transgender people respondents were particularly concerned about safety and harassment on public transport.<sup>26</sup>

**Pregnancy and Maternity:** 30% of case of domestic abuse start in pregnancy.<sup>27</sup>

**Race:** According to the Well-being of Wales 2019 Statistical Report race is still judged to be a motivating factor in almost 7 in 10 of all hate crime, and recorded race incidents have been increasing. Race was judged to be a motivating factor in 68 per

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<sup>22</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>23</sup> EHRC, Is Wales Fairer? 2015: <http://bit.ly/292LrZB>

<sup>24</sup> House of Commons, Women and Equalities Committee, Transgender Equality, First Report of Session 2015: <http://bit.ly/1TX6NoC>

<sup>25</sup> Stonewall, LGBT in Britain, Trans Report, 2018: <http://bit.ly/2ptCTRU>

<sup>26</sup> Welsh Government, Welsh Government Action Plan Welsh Government Action Plan to advance equality for transgender people: <http://bit.ly/2gNFHap>

<sup>27</sup> EHRC, Domestic Abuse is your business: <http://bit.ly/2FNeUay>

cent of hate crimes recorded in Wales in 2017-18. There was a 10 per cent increase in reported race hate crimes between 2016-17 and 2017-18.<sup>28</sup> The EHRC Race rights in the UK 2017 submission to the UN highlights an increase in hate crime following the EU referendum.<sup>29</sup>

**Religion or Belief:** In England and Wales there is a rising incidence of Islamophobic and anti-Semitic hate crime.<sup>30</sup> According to the Well-being of Wales Statistical Report 2019 religion was judged to be a motivating factor in 6 per cent of hate crimes recorded in Wales in 2017-18; a total of 198 religious based hate crimes were recorded by police in Wales in 2017-18, up from 123 in 2016-17.<sup>31</sup>

**Sex:** Welsh data from 2014 shows that 11% of women and 5% of men per year experience 'any domestic abuse' while rates of 'any sexual assault' in the last year were also higher for women (3.2%) than men (0.7%).<sup>32</sup> Pembrokeshire Well-being Assessment notes "The Welsh Government national strategy on violence against women, domestic abuse and sexual violence 2016-2021 makes it clear that violence against women, domestic abuse and sexual violence prevention is central to improving health and well-being, reducing crime and the harm caused by violent crime; safeguarding children and adults; promoting education and learning and promoting equality... As part of this approach, relevant authorities (Local Authorities, Local Health Boards, Fire and Rescue Authorities and NHS Trusts) are required to ensure that 100% of their staff complete generic awareness training by March 2018."<sup>33</sup> In 2015 the Authority adopted a Workplace Policy on Domestic Abuse and Violence against women. EHRC note that 'In the UK, in any one year, more than 20% of employed women take time off work because of domestic violence, and 2% lose their jobs as a direct result of the abuse. 75% of women that experience domestic abuse are targeted at work – from harassing phone calls and abusive partners arriving at the office unannounced, to physical assaults.'<sup>34</sup> The EHRC has published guidance for employers: 'Sexual Harassment and the law: Guidance for employers'<sup>35</sup> The Well-being in Wales 2019 Statistical report notes that Women are less likely to say they feel safe in their community (58 per cent compared to 83 per cent for men in 2018-19), despite men being somewhat more likely to be victims of violent crime than women.<sup>36</sup>

**Sexual Orientation:** According to Well-being in Wales 2019 Statistical report sexual orientation was judged to be a motivating factor in one fifth of all hate crimes recorded in Wales in 2017-18. In 2017-18, 670 hate crimes recorded by police in

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<sup>28</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>29</sup> EHRC, Race Rights in the UK, Submission to the UN Committee on the Elimination of Racial Discrimination, August 2017: <http://bit.ly/2DJb4JS>

<sup>30</sup> EHRC, Is Wales Fairer? 2015: <http://bit.ly/292LrZB>

<sup>31</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>32</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

<sup>33</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

<sup>34</sup> EHRC, Domestic Abuse is your business: <http://bit.ly/2FNeUay>

<sup>35</sup> EHRC, Sexual Harassment and the law guidance for employers: <http://bit.ly/2kkkPu0>

<sup>36</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

Wales in which sexual orientation was considered the motivating factor (up from 461 in 2016-17). Stonewall Cymru research within the LGBT community indicates that almost one in four LGBT people (23 per cent) say they have experienced a hate crime or incident due to their sexual orientation and/or gender identity in the last 12 months and that many of them did not report the incident to the police. The National Survey for Wales (2018-19) indicates that those who do not identify as heterosexual feel less safe in their communities than those who do.<sup>37</sup> Stonewall Cymru's YouGov poll of more than 1,200 LGBT people in Wales, found that three in ten LGBT people (30 per cent) avoid certain streets all together because they don't feel safe there as an LGBT person. That one in five LGBT people (19 per cent) have been discriminated against because of their sexual orientation and/or gender identity when visiting a café, restaurant, bar or nightclub in the last year. Seven per cent of LGBT people who attended a live sporting event in the last year experienced discrimination because of their sexual orientation and/or gender identity. Almost half of LGBT people (45 per cent) don't think public sporting events are a welcoming space for LGBT people.<sup>38</sup>

**Age:** The Wellbeing in Wales 2019 statistical report notes that: Younger age groups are generally at higher risk of being victims of crime (including violent crime), with the 16-24 year age group experiencing the highest rates in most crime categories and those aged over 65 years experiencing the lowest rates of crime in Wales during the last 12 months up to March 2019. However the 2018-19 National Survey for Wales indicates that it is those aged 75 or over who feel the least safe in their communities after dark.<sup>39</sup>

**Intersectionality of characteristics:** Vulnerable older people, particularly women with chronic illness or disability, are most at risk from forms of domestic or elder abuse, with abusers typically holding a position of 'trust', such as a partner, adult children, or family members.<sup>40</sup> Domestic abuse can affect anyone regardless of age, disability, gender, gender identity, sexual orientation, race, religion or belief. People with multiple characteristics may face wider barriers to disclosing they are a victim of domestic abuse or seeking support e.g. disclosure may reveal their sexual orientation, male victims may face barriers relating to assumptions around domestic abuse, cultural or religious pressures and expectations. Single parent households and single pensioner households were the households least likely to say they feel safe in their communities after dark in 2018-19.<sup>41</sup>

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Residents and tourists may be targeted in terms of hate crime due to their disability, gender identity, religion or belief or religious dress, race, ethnicity,

<sup>37</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>38</sup> Stonewall Cymru, LGBT in Wales, Hate Crime and Discrimination: <http://bit.ly/2u6mq16>

<sup>39</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>40</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

<sup>41</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

nationality or sexual orientation. They may also be subjected to sexual violence, harassment or experience domestic abuse. This may impact on their use of public transport and access to opportunities and facilities within the Park and further afield.

- Fear of discrimination and hate crime may prevent people from taking up opportunities provided by the Authority such as activities and events and volunteering opportunities. People including young people and children who have witnessed domestic abuse can positively benefit from Authority's Social Inclusion and Health and Well-being activities and the associated wellbeing opportunities gained from access to the outdoors. The outdoors can also play a part in prevention in terms of encouraging people to use it as cooling off spaces.
- Participants in projects, volunteers and staff may be experiencing hate crime. Staff need relevant training and knowledge to ensure they can provide appropriate support and advice and know what to do if there are safeguarding concerns for vulnerable adults (this should be viewed in the context of EHRC inquiry into disability hate crime "The failure of public agencies to share intelligence, co-ordinate their responses and treat harassment as a priority meant that opportunities to bring harassment to an end were missed. In a number of cases, the violence subsequently escalated resulting in serious harm or death.").
- The Authority needs to provide appropriate support and response in cases where a staff Member or volunteer is subject to hate crime or harassment during them carrying out work or volunteering activity for the Authority. The Authority also needs to respond quickly to remove any hate related graffiti on property it owns.
- Experiencing domestic abuse can impact on the health and well-being of staff. This may affect sickness absences, feeling safe both in and outside work and may impact on performance. It is important that effective support and mechanisms are in place to assist staff affected by Domestic Abuse.
- The Authority needs to take into account EHRC guidance on 'Sexual Harassment and the law,' ensuring staff, Member and volunteer awareness of what is expected of them and how to report any issues. The Authority needs to have effective practices and policies in place to help prevent incidents arising and respond effectively if an incident occurs
- The Promotion of "Secure by Design" principles and community safety as part of good design can help create a safer more secure environment in terms of buildings, public transport facilities such as bus stops and layout of neighbourhoods. Sometimes this may conflict with Dark Sky considerations. This is an issue considered within the EIA for the revised LDP and NPMP.
- Above areas addressed through following actions in the draft plan: 2, 3, 4, 5, 7, 8, 9, 12, 18, 19, 20, 28, 29 and 30.

## Safeguarding and Digital Safety – Our Services

**Age and Disability:** On 7 July 2014 the Home Secretary announced an inquiry to consider whether public bodies and other non-state institutions have taken seriously

their duty of care to protect children from sexual abuse.<sup>42</sup> The Social Services and Well-being (Wales) Act introduces a strengthened, robust and effective partnership approach to safeguarding. One of the most important principles of safeguarding is that it is everyone's responsibility. Each professional and organisation must do everything they can, to ensure that children and adults at risk are protected from abuse.<sup>43</sup> NSPCC and Net Aware research found that "Young people told us that their enjoyment of online spaces was frequently tainted by negative experiences. One in four (997 out of 3,975) young people's reviews stated that the app they were reviewing was either 'very risky' or 'a bit risky'...the key risks that emerged were around contact and communication from strangers, and inappropriate content including violence and hatred, sexual content and bullying."<sup>44</sup>

**Sexual Orientation:** Stonewall Cymru's YouGov poll found that LGBT young people aged 18 to 24 are particularly exposed to homophobic, biphobic and transphobic abuse and behaviour online, with two thirds (67 per cent) witnessing this abuse in the last month.<sup>45</sup>

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- The Authority works with a range of children, young people and vulnerable people through its volunteering, events and activities, community based work and education services.
- The Authority needs to ensure that it has effective safeguarding processes in place.
- In looking to engage people through new methods including using online engagement, the Authority needs to address how we create safe and inclusive online spaces. Issues relating to E-safety are captured within the Authority's Safeguarding Policy and ICT Policy
- Above areas addressed through following actions in the draft plan: 2, 5, 7, 8, 10, 11 and 12.

### Education Services and Inclusive Learning environment

**Intersectionality of Characteristics:** The Well-being Assessment for Pembrokeshire notes: A survey on the prevalence and incidence of bullying was undertaken on an anonymous basis across educational settings in Pembrokeshire in 2016. Findings from the survey showed that among primary age pupils, 13.4% reported being bullied in the last two months and 7.5% several times a week; among secondary age pupils the figures were 13.2% and 4.9% respectively. These results included all forms of bullying, including name-calling, physical bullying, racial, homophobic, faith-related, disability related and cyber bullying. Pupils reported that the most common effect of bullying was to make them feel sad (14.6 % of primary

<sup>42</sup> Gov.UK: <http://bit.ly/2DJjgJY>

<sup>43</sup> Welsh Government, Safeguarding: <http://bit.ly/2IEyq76>

<sup>44</sup> NSPCC, Net Aware, Net Aware Report 2017: "Freedom to express myself safely": <http://bit.ly/2puNXxw>

<sup>45</sup> Stonewall Cymru, LGBT in Wales, Hate Crime and Discrimination: <http://bit.ly/2u6mq16>



pupils and 10.2% of secondary pupils). Additionally, 2% of pupils stated that it affected their attendance and 7% of secondary pupils stated that it made them feel depressed. Pembrokeshire's Junior Safeguarding Board has identified bullying as a priority, particularly identifying a common way of dealing with bullying across all organisations (Schools, Youth Clubs etc.).<sup>46</sup>

**Disability:** The EHRC notes that "A survey of almost 9,000 young people aged 12-20 in the UK revealed that 10% of respondents had been bullied because of attitudes towards their disability."<sup>47</sup> It is important that Authority considers how it meets reasonable adjustments in relation to its education offer, through discussion with schools and participants in relation to the design of activities and sessions. A quote from the Children's Commissioner for Wales report on Full lives and equal access highlights the importance of this - "If we have school trips we talk about how I can manage it the best way which means I do not have to miss out which would make me feel sad and left out and different!"<sup>48</sup>

**Race/ Religion and Belief:** The proportion of school children who are from an ethnic minority background in Pembrokeshire is slightly above the median average for Wales.<sup>49</sup> Tenby South 1 has the highest concentration of people identifying as Muslims at 1.6%. The Authority works with schools in Pembrokeshire, across Wales and further afield who will have pupils from a wide range of ethnic and faith backgrounds. The Show Racism the Red Card's Racism and anti-racism in the Welsh education system research report noted that: 94 % of upper Key Stage 2 pupils state racism happens between pupils in their school because of differences in skin colour, religion and nationality. 100% of secondary and upper Key Stage 2 pupils think racial discrimination and stereotyping happens where they live. Secondary and upper Key Stage 2 pupils feel skin colour and religion are the most negatively stereotyped and discriminated against racial characteristic. 2/3 teachers report they are aware of pupils being subjected to racism because of skin colour, religion, nationality, immigration status, Gypsy, Roma and Traveller heritage and culture. 86% of teachers feel pupils have misconceptions and stereotypes towards racial characteristics. The majority of nationality racism is aimed towards Eastern Europeans and those from, or perceived to be, from the Middle East.<sup>50</sup> 2/5 upper Key Stage 2 pupils have been victims of racial discrimination. 1/5 upper Key Stage 2 pupils have used racist language towards a peer. Negative racial stereotyping can happen towards pupils in class when learning certain topics/subjects. In the last 12 months ¼ teachers have responded to/reported a racist incident because of discrimination against skin colour (43%), nationality (24%), religion (22%) or Gypsy, Roma and Traveller heritage (11%). The majority of religious racism is aimed

<sup>46</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

<sup>47</sup> EHRC, Being disabled in Britain A journey less equal: <http://bit.ly/2nSeKm0>

<sup>48</sup> Children's Commissioner For Wales, Full Lives Equal Access: <http://bit.ly/2G1r9MH>

<sup>49</sup> PSB, Wellbeing Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

<sup>50</sup> Show Racism the Red Card, Racism and anti-racism in the Welsh education system Research report, 2016: <http://bit.ly/2ptFpaS>

towards Islam/ Muslims. Children and young people in Wales have a more negative understanding of Muslims compared to Christians. Young people have heard five times more bad comments about Muslims compared to Christians. The majority (97%) of young people have heard bad comments about Muslims with themes of fear, terrorism, killing, bombing and ISIS. Teachers feel learners have the highest misconceptions and negative stereotypes towards religion, specifically Islam. The majority (92%) of trainee teachers felt Muslim girls wearing religious dress do not feel safe from discrimination. Nearly half (44%) of trainee teachers observed Islamophobic incidents towards Muslim pupils on their last placement. In the last twelve months one in five teachers have responded to/reported an Islamophobic racist incident. Nearly all (99%) teachers' feel anti-racism training would benefit them. Nearly half (47%) of teachers state training on terminology would be beneficial. Half of teachers' state training on reporting racism would be beneficial.<sup>51</sup>

**Sexual Orientation/ Gender Reassignment (Gender Identity):** The Stonewall *School Report Cymru 2017* survey results from young LGBT people aged between 11 and 19 from across Wales showed that more than half of LGBT pupils in Wales (54 per cent) are bullied for being LGBT at school and 73 per cent of trans pupils in Wales. Three in five LGBT pupils (60 per cent) 'frequently' or 'often' hear homophobic language in school, half (49 per cent) 'frequently' or 'often' hear biphobic language, half (51 per cent) of LGBT pupils 'frequently' or 'often' hear transphobic language. Nine in ten LGBT pupils (90 per cent) regularly hear phrases such as 'that's so gay' or 'you're so gay.' Nearly half of LGBT pupils (47 per cent) who experience homophobic, biphobic and transphobic bullying never tell anyone about it. Only a quarter of bullied LGBT pupils in Welsh schools (25 per cent) say that teachers intervene when they are present during the bullying. Just three in ten LGBT pupils (29 per cent) report that teachers or school staff consistently challenge homophobic, biphobic and transphobic language when they hear it.<sup>52</sup>

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- The Authority needs to ensure all children are able to access and benefit from learning about the special qualities of the park in a safe and inclusive environment. The Authority needs to ensure staff delivering services to schools and young people are confident and empowered to challenge hate language and bullying directed at someone due to their protected characteristics.
- Education sessions may need to be tailored to take account reasonable adjustments for education participants.
- The youth forum/ committee aimed at young people needs to be inclusive.
- Above areas addressed through following actions in the draft plan: 2, 7, 8, 10, 11, 12, 13 and 29.

<sup>51</sup> Ibid

<sup>52</sup> Stonewall Cymru, *School Report Cymru*, The experiences of lesbian, gay, bi and trans young people in Wales schools in 2017: <http://bit.ly/2FZNFFS>



## Widening access and experiencing and benefiting from special qualities

**Age:** The Pembrokeshire Well-being Assessment notes that: Population predictions for the County show the percentage of 65 and over increasing to 26.6% by 2021, with those 75 and over growing to 13.1% and the 85 and over cohort growing to 4.0%. By 2039, there is estimated to be 34% of the population over 65 and 8% over 85 year's olds. More than half of all people over 75 in the UK live alone. Research suggests that the health impact of loneliness and social isolation is equivalent to smoking 15 cigarettes a day.<sup>53</sup> The Well-being of Wales 2019 Statistical report notes that: Older people (aged 65 and over) are more likely to have a strong sense of community compared with younger age groups, whilst 90 per cent of those aged 75 and over are satisfied with their local area as a place to live.<sup>54</sup> In terms of physical activity the Well-being of Wales statistical report notes that: In both 2017-18 and 2018-19, 32 per cent of adults took part in sport 3 times a week. – 41 per cent of adults reported having not participated in any sport or physical activity, again unchanged from the previous year. Men and younger age groups were most likely to take part in sport 3 or more times a week.<sup>55</sup> In relation to loneliness the report notes: In 2017-18, based on all six measures, 16 per cent of people in Wales were found to be lonely. For those aged 16-24, 21 per cent felt lonely compared to 10 per cent for those aged 65+. While loneliness is higher for those aged under 65 on most measures, for those missing having people around, the percentage was highest for those over 75 (26 per cent).<sup>56</sup>

**Sex (Gender):** The Well-being of Wales 2019 statistical report notes that: 58 per cent of men and 47 per cent of women meet the physical activity guidelines. From around age 14 (year 9) onwards more girls report fair or poor health than boys; by age 16 (year 11) one in three girls report poor health compared to one in four boys. On average, male adolescents had higher mental well-being scores and were more satisfied with their lives than females adolescents, with the gap widening as they reach age 16. This continues into adulthood with average mental well-being scores for men consistently higher than women across all age groups; though suicide rates remain higher for men than women. New analysis for suicides shows rates in Wales are higher for those in the most deprived areas. Those in lower skilled occupations had a higher risk of suicide.<sup>57</sup> The highest suicide rate in Wales is among men aged 40-44.<sup>58</sup> From data from the Wales Welsh Health Survey it has been estimated that more women than men are not meeting guidelines on physical activity (half of all

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<sup>53</sup> Pembrokeshire Public Services Board, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

<sup>54</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>55</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>56</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>57</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>58</sup> Samaritans, Suicide Statistics Report 2019 <https://bit.ly/2OdIJ82>

women and a third of all men in Wales.<sup>59</sup> More women (30 per cent) volunteer than men (26 per cent).<sup>60</sup>

**Disability – Mental Health and Wellbeing:** Access to the outdoors can have positive mental health and wellbeing benefits. A report on planning for better health and well-being in Wales notes in relation to wider research that: mixed land use, higher population densities and highly connected street layouts are associated with a greater likelihood of walking, of between 25% and 100%. That research shows that Mental health patients reported reduced levels of rumination after taking part in a 90-minute nature walk, while patients taking part in similar walk in an urban environment reported no improvements. Access to green space can also result in improvements in mental health and well-being, and has positive effects on depression, stress and dementia (White et al., 2013). Researchers who undertook a longitudinal study found that people who walked or cycled to work benefited from improved mental well-being in comparison with those who travelled by car (Martin et al., 2014). Regular walking can reduce the risk of mortality by up to 20%, and the risk of cardiovascular disease by up to 30%. It also reduces the risk of high blood pressure, stroke and high cholesterol (Sinnott et al. 2011). Access to green space has a range of positive health effects, via increased levels of exercise, and has a series of positive impacts on body mass index (Coomes et al. 2010) and other conditions typically associated with inactivity, such as diabetes, cardiovascular disease, musculoskeletal conditions and cancers (Department of Health, 2011). A number of studies have found that allotment gardening is positively linked to health. One study found that less than 30 minutes of allotment gardening can result in improvements in self esteem and mood via reductions in tension and depression (Wood et al., 2015).<sup>61</sup> National Survey for Wales data (2018-19) shows that life satisfaction was generally lower for people with a limiting long-standing illness or disability (their mean score was 7.2) than for those without (8.1).<sup>62</sup>

**Disability - Access:** In terms of active travel A Living Streets report from May 2016 on overcoming barriers and identifying opportunities for everyday walking for disabled people noted a number of physical barriers and other issues that prevented people from accessing and using their neighbourhood.<sup>63</sup> In terms of access to tourism opportunities The Recreational Audit for disabled access in Pembrokeshire Survey Report, 2016 highlighted a number of barriers to access for Disabled people including:

- Difficulties with public transport: A lack of regular, public transport services, particularly to rural areas, during hours of desired participation, i.e. weekends, evenings, out of the holiday season, etc.
- Lack of appropriate facilities: Some of the providers reported that the natural environment can provide great challenges due to the varying landscapes, either

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<sup>59</sup> Town & Country Planning Association, Wales Health Impact Assessment Support Unit and Public Health Wales, Planning for better health and well-being in Wales, 2016: <https://bit.ly/2KPTPN9>

<sup>60</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>61</sup> Town & Country Planning Association, Wales Health Impact Assessment Support Unit and Public Health Wales, Planning for better health and well-being in Wales, 2016: <https://bit.ly/2KPTPN9>

<sup>62</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>63</sup> Living Streets, Overcoming barriers and identifying opportunities for everyday walking for disabled people, May 2016: <http://bit.ly/2hak8Og>

encountered while conducting the activity or attempting to access a site. Appropriate sites that are available are not always geographically suitable. Though there are venues that are better suited than others they are not always geographically situated to be used efficiently for all providers.<sup>64</sup>

Results of the activity providers survey within the report noted the following relevant areas: The most common provision of opportunities for disabled individuals made was the ability for wheelchair users to access some trails/activities (50%). Forty five percent offered provision for wheel chair users to indoor facilities while only 9% offered the ability to use all outdoor trails and activities due the landscape of the natural terrain either used to access an area or during the activity itself. Activity providers were asked if they faced 'physical barriers' that prevent participation in activities at their location if they provided activities on-site, 43% of the responses showed that there are areas within the facilities or on the property that are inaccessible.. Health and safety concerns over the appropriateness of the activity for all users was cited 37%, and 31% of providers stated that they face no issues with physical barriers in regards to onsite provision of activities. Comments: *"Most onsite habitats accessible," "Rough terrain leading to the activity location"* 81% of businesses stated that they faced issues with offsite facilities, and generally felt that the natural environment presented challenges in terms of use and access. 24% of those surveyed felt that health and safety concerns prevent participation to offsite activities compared to 37% of activities provided onsite. This could be due to the opportunity to use a variety of different venues in Pembrokeshire which can allow for varying abilities of participants. The ability to access appropriate equipment accounted for 43% of the responses, and only 9% of the businesses surveyed felt they face no issues with physical barriers. A number of comments related to access to beaches and water including:

- *"Impossible to use Newgale beach because of pebble bank but other locations such as Broadhaven are better. Each site is risk assessed for health and safety"*
- *"The shingle bank at Newgale beach presents an issue."*
- *"Access to the water/sea, especially for wheelchair users"*<sup>65</sup>

PCNPA's Access for all guide shows that in the National Park there are Wheelchair Walk routes that have been improved for use by wheelchairs and meet the BT/Fieldfare Trust 'Countryside for all' standard. These standards relate to surface condition, slopes, path furniture, and a range of other criteria. 5 Adventure Wheelchair Walks routes. These paths have had the least modification to enable the passage of wheelchairs. They generally have an unimproved natural surface and are

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<sup>64</sup>PCF, Recreational audit for Disabled access in Pembrokeshire survey report, 2016:  
<http://bit.ly/2hAQz8l>

<sup>65</sup>PCF, Recreational audit for Disabled access in Pembrokeshire survey report, 2016:  
<http://bit.ly/2hAQz8l>

therefore best used when ground conditions are dry. All introduced obstacles to wheelchairs have been removed. There is little cross-fall and slopes are modest. These routes may not be suitable for all types of wheelchairs. 9 Gentle Strolls routes these routes are not suitable for wheelchairs but are sections of the Coast Path that are considered to be easily accessible for pedestrians as they do not entail too many steps and have no stiles or long steep gradients. 36 Easy Access viewpoint locations in the Park that can all be reached by car and have a lay-by or parking. 18 Easy Access Beaches are available within the Park.<sup>66</sup>

Comments made on Trip Advisor for the Authority highlights the importance of access issues disabled people may experience when accessing our centres.

The EHRC Report Being Disabled in Britain notes that: Poor access to leisure can affect the community and social life of disabled people, creating a barrier to independence and their enjoyment of leisure activities. In 2012-14, disabled adults were much more likely to report being limited in leisure activities (27.9%) than non-disabled people (2.8%). High percentages of the following impairment groups reported limitations in leisure activities: 47.1% of those with mobility impairments, 48.6% of those with dexterity impairments, 51.4% of those with social or behavioural impairments and 44.7% of those with other impairments. In other research, participants who had physical and/or sensory impairments reported that the places and spaces they wished to visit were often inaccessible to them. Participants felt that issues of inaccessibility contributed to feeling isolated, as it often seemed easier to stay at home rather than attempt a trip out. Over a third (35%) of disabled respondents said they found leisure a challenging area of life, with general health or condition (74%) cited as the main barrier among those who identified this as a main or secondary challenge. Barriers to accessing appropriate and specialist leisure activities include a lack of specialist activities and not having the support required to participate in leisure facilities (Copestake *et al.*, 2014). Findings show that one-third of venue and festival websites and two-thirds of independent venues provide no access information. Less than one-fifth of websites surveyed provide 'good' access information. Hynt, a national access scheme for theatres and arts centres in Wales, ensures that there is a consistent offer available for disabled visitors and their carers or personal assistants. Since the scheme was introduced, the number of theatres and arts centres with access policies increased from 22 in 2013/14 to 34 by March 2015 (Arts Council of Wales, 2016).<sup>67</sup> From the Well-being assessment for Pembrokeshire survey nearly three in ten respondents (29%) said they were unable to engage with cultural activities as much as they would like to, and this increased markedly amongst disabled respondents to 46%.<sup>68</sup>

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<sup>66</sup> PCNPA, Access for all Guide: <http://bit.ly/2gND2xu>

<sup>67</sup> EHRC, Being Disabled In Britain: <https://bit.ly/2nSeKm0>

<sup>68</sup> Pembrokeshire Public Services Board, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

**Carers:** One seventh of the population in some LSOA areas in the Park are providing some form of unpaid care. Evidence on carers suggests that providing more than 50 hours of unpaid care can increase the likelihood of self-reported poor health. Challenges for carers then change as adjusting to the loss of role and function can compound grieving and lead to isolation and depression.<sup>69</sup>

**Race/ Religion or Belief:** Through Croeso Hwlfordd, Croeso Abergwaun, Croeso Arberth and PCC engagement a number of refugee families are being housed in Pembrokeshire. In February 2017 the Welsh Government published a mental health pathway for refugee and asylum seekers who may have experienced trauma as a result of their experiences. Diverse Cymru and the Welsh Government have produced a Cultural Competency. A Practical Guide for Mental Health professionals, other professionals and front-line staff working within the Mental Health, Health and Social Care sector in Wales. This toolkit touches on religion as well.<sup>70</sup> The Welsh Government 'Designing Gypsy and Traveller Sites' guidance notes that: "Gypsies and Travellers are amongst the most socially excluded groups, with health and education outcomes significantly worse than the settled population."<sup>71</sup> The Welsh Government has produced guidance for Health Care Practitioners on working effectively with [Gypsy and Travellers – Travelling to better health](#). The Romani Arts Company has produced '[stories of Health and Wellness – Amongst Romani and Traveller Communities in Wales](#),' which includes good practice examples.

**Sexual Orientation/ Gender Reassignment (Gender Identity):** From the Well-being assessment for Pembrokeshire survey nearly three in ten respondents (29%) said they were unable to engage with cultural activities as much as they would like to, and this increased markedly amongst lesbian, gay or bi-sexual respondents to 40%.<sup>72</sup> Evidence suggests that incidence of mental health problems is high for Trans people. For example, the Scottish Evidence Review survey found that 88 per cent of respondents had suffered from depression, 80 per cent from stress and 75 per cent from anxiety at some time. While the EHRC Transgender Research Review found that rates of self-harm and of attempted suicide were high (Isolation, discrimination and transphobia were thought to contribute to this).<sup>73</sup> NIESR report noted that there was evidence of inequalities in health outcomes, with LGB people's general and mental health being identified as worse than that of heterosexual people. With evidence of higher incidence of attempted suicide, self-harm, anxiety and depression amongst LGB people compared with heterosexual people.<sup>74</sup> Stonewall Cymru's YouGov poll of more than 1,200 LGBT people in Wales, found that one in five (18 per cent) lesbian, gay and bisexual people have not taken part in any sport in the

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<sup>69</sup> Ibid

<sup>70</sup> Diverse Cymru, Cultural Competency toolkit: <https://bit.ly/2HZ8S3k>

<sup>71</sup> Welsh Government, Designing Gypsy and Traveller Sites: <http://bit.ly/2hr0q2M>

<sup>72</sup> Ibid

<sup>73</sup> EHRC, Transgender Research Review, 2009: <http://bit.ly/2e0t2jN>

<sup>74</sup> NIESR, Inequality among lesbian, gay bisexual and transgender groups in the UK: a review of evidence, 2016: <http://bit.ly/2bk4r85>



past twelve months. One in eight LGBT people (13 per cent) avoid going to the gym or participating in sports groups because of fear of discrimination and harassment. One in five LGBT people aged 18 to 24 (21 per cent) and 17 per cent of disabled LGBT people do the same. One in ten LGBT people (nine per cent) have been discriminated against while exercising at a fitness club or at a sport group in the last year. More than half (55 per cent) of lesbian, gay and bisexual people would be more likely to consider joining a sports team if they knew it was LGB-friendly.<sup>75</sup>

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Potential access issues in terms of tourism and recreational opportunities within the Park. An issue identified in the Authority's EIA on its revised National Park Management Plan.
- A need to promote the Authority and Park's access offer to make people aware of opportunities available to them.
- Promoting a range of well-being projects that use the Parks special qualities and build on the Authority's expertise and experiences in certain areas – e.g. supported walking and volunteering opportunities.
- Staff when developing and delivering well-being projects should take into account potential barriers people may face and best practice guidance relating to culturally sensitive services. There is a need to promote our health and well-being opportunities including volunteering, events and activities as inclusive and consider images used to promote activities. It is important people don't perceive that they will be discriminated against or face harassment if they take part.
- The Authority could further its links, run activities and develop projects with Gypsy and Traveller Communities in Pembrokeshire and organisations supporting these groups. The Authority should continue to engage with Croeso groups in Pembrokeshire and refugees within its mainstream well-being activities.
- The Authority needs to ensure its volunteer forum attracts a diverse range of volunteers from across the Authority's volunteering offer and can meet the needs of different volunteers.
- Above areas addressed through following actions in the draft plan: 1, 2, 4, 5, 7, 8, 9, 12, 13, 15, 29, 30 and 31.

### Reasonable Adjustments across services

**Disability – Reasonable Adjustments:** EHRC report into being disabled in Britain notes that: Poor access to transport, leisure and other services can affect the community and social life of disabled people, creating a barrier to independence and their enjoyment of day-to-day activities. Across Great Britain, there was an overall increase between 2009-11 and 2012-14 in the percentage of disabled and non-disabled adults who reported having difficulty accessing services in the areas of health, benefits, tax, culture, sport and leisure. In 2012-14 this was 45.3% for

<sup>75</sup> Stonewall Cymru, Where we are now: <https://bit.ly/2Geffm6>

disabled people compared with 31.7% for non-disabled people.<sup>76</sup> The Equality places a duty on the Authority to provide reasonable adjustments to physical environment, policy or through providing auxiliary aids (including providing alternative means of communication.) The Equality Act 2010 covers digital accessibility and requires Authority to anticipate barriers and think in advance about what disabled people with a range of impairments might reasonably need. This requirement has been reinforced with the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018.

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- The Authority needs to consider where it may need to make reasonable adjustments across services, particularly those involving engagement with the public such as planning services, centres, volunteering and events and activities.
- The Authority will need to review all its current and future digital communication and services to ensure they comply with the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018.
- Above areas addressed through following actions in the draft plan: 4, 7, 8, 9, 10 and 11.

### Early Years, Adverse Child Hood Experiences and Young People's Mental Health

**Age - Early Years:** The Well-being Assessment for Pembrokeshire notes that: Family stability and the behaviours a child is exposed to in early years are crucial to a child's development. Adverse Childhood Experiences (ACEs) such as abuse or neglect in the home can result in changes in the brain development of children, affecting the ability of these children to learn and develop social skills, in some cases causing long term health problems. Preventing ACEs can improve health across the whole life course and enhance an individual's well-being, while supporting families with parenting and child development plays a central role by promoting resilience and positive self-esteem and has a positive impact on well-being outcomes. This first Welsh ACE survey identifies that substantial proportions of the Welsh population suffered abuse, neglect and other ACEs during their childhood with 47% reporting having experienced at least one ACE and 14% experiencing four or more ACEs. Pembrokeshire has benefitted in recent years from the Flying Start programme which has targeted communities with higher deprivation in an effort to provide parents with the knowledge, skills and support needed to deliver better quality parenting. Pembrokeshire currently has Flying Start provision in two of its community areas; Mid & West (with centres in Hakin, Milford Haven, Haverfordwest and Neyland) and South (with centres in Pembroke and Pembroke Dock). The absence of such support in the North Pembrokeshire area is perhaps due to its more

<sup>76</sup> EHRC, Being disabled in Britain: <https://bit.ly/2nSeKm0>



dispersed population and in many ways indicative of the issues of identifying and targeting rural poverty in an effective way.<sup>77</sup> The Well-being Assessment for Pembrokeshire also notes: A high quality natural environment, including clean air, water and access to healthy food can bring great benefits to mother and baby during early years. Pembrokeshire's outdoor environment provides a wonderful opportunity to promote the use of our natural assets to support well-being from an early stage."<sup>78</sup>

**Age – Play and access to the outdoors:** The Well-being Assessment for Pembrokeshire notes that: Childhood obesity is a growing issue in Pembrokeshire, Wales and the UK. Figures from the Child Measurement Programme for Wales 2014-15 show the rate of children aged 4 to 5 in Pembrokeshire who are overweight or obese is 30.2% (boys 31.1%; girls 29.2%). The Wales average is 26.2% and the UK average is 23%. This is concerning as the research shows a link between childhood obesity and adult obesity, and in the context of a growing national trend, many associated chronic health problems (for example, diabetes) are likely to increase in the future. In the National School Sports Survey looking at active lifestyles the percentage of children aged 5 – 16 defined as "Hooked on Sport" (taking part in sport on 3 or more occasions per week outside the curriculum) increased by 6% from 41% in 2013 to 47% in 2015 compared to a Wales average of 48%. Pembrokeshire has a strong network of local sporting clubs and associations (many of which run specific programmes for young people) and an outstanding natural environment where young people can learn the benefits of an active and healthy lifestyle which will benefit them throughout life. According to the Welsh Health Survey 2015, 36% of children were reported as undertaking at least one hour of physical activity per day over the previous week.<sup>79</sup> The Pembrokeshire Well-being Assessment also notes that "Play is crucial to children's physical, mental, social and emotional health and wellbeing, contributes to children's development and helps to build their resilience. The most recent Play Sufficiency Assessment undertaken in Pembrokeshire in 2016 showed that there have been improvements in the spaces available for children to play within the last few years, including the building of a skate park in Haverfordwest and a survey of play parks which has led to a draft equipment replacement programme being produced. Work has also been undertaken to develop safer routes to play areas. The assessment identified that more work was required to ensure that all children and young people are offered the same opportunities. The National Survey for Wales 2013-14 reported that 78% of those surveyed in Pembrokeshire felt that it was safe to play outside."<sup>80</sup>

**Disability:** The Pembrokeshire Well-being assessment notes that: 10% of Pembrokeshire's children have mental health issues such as stress, anxiety and depression. The Good Childhood Inquiry by the Children's Society (2008) found that 70% of children and adolescents who experience mental health problems had not

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<sup>77</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

<sup>78</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

<sup>79</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

<sup>80</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

had appropriate interventions at a sufficiently early age. Pembrokeshire's Youth Assembly have met with the Chair and Chief Executive of Hywel Dda University Health Board and raised concerns about the availability of mental health services for young people. The total number of CAMHS or specialist mental health referrals to treatment in Wales doubled between April 2010 (1,204) and July 2014 (2,342). Of those awaiting outpatient treatment, young people make up the largest numbers.<sup>81</sup>

**Young Carers:** The Well-being assessment for Pembrokeshire notes: Caring for a family member who is physically or mentally ill or disabled can have a significant impact on the physical and mental health of children and young people. According to the recent Population Assessment, young carers between the aged of 5 -17 years face numerous additional challenges such as problems at school, completing homework, isolation from other children and other family members, being stigmatised or bullied, lack of time for play, sport or leisure activities, as well as not having their own human need to be cared for fulfilled. Young carers can also experience problems moving into adulthood, particularly affecting their ability to find work, meet housing needs and establishing meaningful relationships. It is difficult to determine the exact number of young carers in Pembrokeshire, as many do not identify as such, and, on the surface at least, might appear to be managing with this additional responsibility. The most recent figure of the number of young carers known to partners is 154 (aged 8 -18) though this might under-estimate the actual number of young people who have a caring responsibility. Young Adult Carers (YACs) aged 18-25 face many of the same challenges as adult carers in terms of the impact of the caring responsibility on their own physical or mental health problems. In addition, they are four times more likely to drop out of college or university than a student without caring responsibilities. Many YACs in Pembrokeshire live in rural and remote communities and financial hardship can make it difficult to access services because of travel costs and time restraints.<sup>82</sup>

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- The Authority currently carries out activities with Pembrokeshire Council Team around the Family. It is currently running a range of projects aimed at promoting the well-being and self-esteem of young people including Youth Rangers, Pathways Project, work with youth clubs, social action work and Duke of Edinburgh Award. The Authority runs a range of activities aimed at getting families outdoors. Castell Henllys has a bare foot trail. The Authority also has an outdoor schools project. It has been identified that there is a potential gap in relation to current Well-being initiatives in terms of a project that focuses specifically on early years.
- Through land use policy and conservation work the Authority is bringing positive public health benefits for children and young people.
- Opportunities to promote health asset of the Park and opportunities within it to health practitioners and those looking to address mental wellbeing of young people in Pembrokeshire.
- Consideration of how social prescribing offer (such as walkability) could be targeted to CAMS/ school / college referrals.

<sup>81</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

<sup>82</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

- Above areas addressed through following actions in the draft plan: 2, 4, 7, 8, 9, 12 and 13.

### Age Friendly and Dementia Friendly Communities

**Age:** The Authority has an ageing population, with a high concentration of older people in some LSOA areas within the Park. Age Cymru note that: An age friendly community is one that has the capacity to support older people to retain their independence and to enjoy the best possible quality of life. It includes facilities, services and amenities that are accessible and that accommodate the needs of older people to enjoy health and wellbeing and fully participate in society. Helping people to live independently at home, and maintaining community facilities and services within an accessible built environment, can limit demand on health and social care services.<sup>83</sup> Age Cymru notes that: the Towards Common Ground campaign and Community Calculator identified that many older and disabled people face considerable barriers to independent living on a daily basis and specific problems with access to services and facilities. It is vital that the built environment enables, rather than prevents, everyone to be active in their community. Potential barriers to older people include: physical access problems for people with mobility impairments, poorly maintained pavements and street 'clutter', which can lead to falls, inadequate street lighting, a lack of seating in public spaces, a lack of public toilets, a lack of places to meet and reductions in the number of public facilities such as libraries.<sup>84</sup>

**Disability:** The Alzheimer's Disease Society reports that one in 14 people over 65, one in 6 people over 80, and one in three people over 95 has a form of dementia. In the Hywel Dda region North Pembrokeshire has the highest number of people over 65 with dementia at 931.<sup>85</sup> The Well-being assessment for Pembrokeshire notes that: Daffodil suggests an overall increase of 70% in the number of dementia sufferers in the County between 2015 and 2035, with the number of cases in the 85+ age group more than doubling. Pembrokeshire County Council, Hywel Dda University Health Board and several voluntary organisations have worked together to make St David's the first city in Wales to become a Dementia Friendly Community. A community forum has been established to provide support for people with dementia and carers, with local businesses and schools undertaking training on dementia.<sup>86</sup> Oriel Y Parc in St David's currently hosts the Memory Café.

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- The Authority's role in facilitating Age Friendly and Dementia Friendly Communities identified in EQIA for LDP2 and revised NPMP.
- The Authority's role in supporting communities to become Dementia Friendly, learning from the experience of Oriel Y Parc who hosts the Memory Café and supporting staff and services to become dementia friends.

<sup>83</sup> Age Cymru, Creating an Age Friendly Wales: <https://bit.ly/2G5NzfO>

<sup>84</sup> Ibid

<sup>85</sup> Ageing Well in Wales and Pembrokeshire County Council, Ageing Well in Pembrokeshire, 2016: <http://bit.ly/2hJYyTT>

<sup>86</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

- Role of Experiences for All project in terms of working with service users to identify improvements that could contribute to creating opportunities that support age and dementia friendly communities.
- Above areas addressed through following actions in the draft plan: 2, 4, 5, 7, 8, 9, 11 and 12.

### Poverty, including rural and coastal poverty and in work poverty

**Age:** The Well-being in Wales 2019 Statistical report notes that between 2015-16 and 2017-18, nearly a quarter of the population (24 per cent) were living in relative income poverty after paying their housing costs. Children are the population group most likely to be in relative income poverty. The most recent figures show that this was the case for 29 per cent of children in Wales compared to 19 per cent of pensioners. Despite some recent improvement for children in care, pupils eligible for free school meals (FSM) and children in care have poorer educational outcomes in schools on average with the gap widening as pupils get older. 3 per cent of households (in 2018-19) said they had received food from a food bank in the last 12 months; and an estimated 155,000 households (12 per cent of households) live in fuel poverty. Around two-thirds of people under pension age who were in relative income poverty were living in households where someone was in work. As with adults, girls and children from the higher socio-economic backgrounds were most likely to attend and participate in the arts.<sup>87</sup> The Well-being assessment for Pembrokeshire noted: the highest proportion of children living in poverty is in the 0-10 age range (63%) aged 11-19 (37%) which could be indicative of greater financial challenges facing younger parents and families. In relation to working age people the Well-being assessment for Pembrokeshire notes that: There are 10,030 people of working age who were claiming benefits in May 2016 which is 14% of the population versus a Wales level of 14.9%. This correlates with a figure of 14% of households that are deemed to be in material deprivation, a measure which looks at the percentage of households who cannot afford particular goods or activities. The characteristics of households in poverty vary and in recent years the number of pensioners in poverty has dropped whilst the number of working adults in poverty has risen. The number claiming Job seekers allowance was 1,194, which is 1.7% of the population compared to a Welsh figure of 1.4% (DWP Nov 2016). Those living in rural areas also face increased costs and pay a premium on certain services or through necessity, for example, in housing, childcare, vehicle ownership, energy sources, fuel and food. Some researchers have concluded that people in rural areas typically need to spend 10-20% more on everyday requirements than those in urban areas. Where people live therefore is a strong determinant to consider in our response to how we improve people's well-being. The UK is seeing increasing growth in Gross Domestic Product (GDP) and increases in employment levels. Retail Price Index inflation growth however continues to outpace both average earnings growth and the up-rating of most benefits. A number of benefit changes has had a different effect on different benefit recipients, generally resulting in lower real terms benefit receipt levels. The changes to benefits are important as in Pembrokeshire, 10,030 people of working age were claiming benefits in May 2016, which is 14% of the population. Research from the Money Advice Service has

<sup>87</sup> <sup>87</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

found that 18.1% of the population in Pembrokeshire is in debt. While this is below the Wales average of 19.6% it is significantly greater than the UK average of 16.1%. The over-indebted population is younger, more likely to rent and more likely to have children than the UK as a whole and is more exposed to changes in the welfare system.<sup>88</sup> Universal Credit was rolled out across all jobcentres in Pembrokeshire on 5th September (and is coming to Carmarthenshire in December 2018) to replace new claims for the following benefits: Jobseekers Allowance (Income Based), Employment & Support Allowance (Income Related), Income Support, Working Tax Credit, Child Tax Credit and Housing Benefit.

**Sex:** In 2018-19, 14 per cent of adults were classed as materially deprived (that is, unable to afford certain things such as keeping the house warm enough, make regular savings, or have a holiday once a year). This is the case for a higher percentage of females (15 per cent) relative to males (12 per cent).<sup>89</sup>

**Relationship Status:** According to the Well-being in Wales Statistical report it remains true that those who are married are less likely to be in material deprivation than those who are separated or divorced. Single parent households are more likely to be materially deprived than other types of households; over two fifths (42 per cent) of single parents were materially deprived in 2018-19.<sup>90</sup>

**Disability:** The Well-being in Wales Statistical Report notes that: Living in a household where there is someone who is disabled continues to make relative income poverty more likely (for working age people and for children). In the latest period (2015-16 to 2017-18), 39 per cent of children who lived in a household where there was someone who was disabled were in relative income poverty compared with 24 per cent in households where no-one was disabled. Similarly, 32 per cent of working-age adults who lived in a household where there was someone who was disabled were in relative income poverty compared with 19 per cent of those who lived in a household where no-one was disabled. The proportion of people with a limiting long-standing illness or disability living in a household in material deprivation reduced slightly to 21 per cent in 2018-19, but remains twice as high as for those who are not disabled (10 per cent).<sup>91</sup>

**Race and Ethnicity:** In recent years (2013-14 to 2017-18) people who were living in households where the head of the household was from a non-White ethnic group were more likely to be in relative income poverty (31 per cent) compared with those where the head of the household was from a White ethnic group (23 per cent.)<sup>92</sup>

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<sup>88</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

<sup>89</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>90</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>91</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>92</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>



**Sexual Orientation:** In 2018-19 a lower proportion of adults who identified as heterosexual were in material deprivation (13 per cent) compared with those who did not identify as heterosexual (20 per cent).<sup>93</sup>

**Welsh Government Consultation:** The Welsh Government is currently consulting on the commencing of the socio economic duty under the Equality Act 2010. In summary, commencing the socio-economic duty in Wales will require relevant public bodies, when taking strategic decisions, to have due regard to the need to reduce the inequalities of outcome that result from socio-economic disadvantage. In terms of National Parks the consultation document references the following strategic decision making areas where the Authority would need to explicitly consider their socio-economic responsibilities: Setting and publishing well-being objectives, National Park Management Plans and National Park Local Development Plans.<sup>94</sup>

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Role of the Authority in addressing child poverty and rural poverty through its social inclusion and work in other areas. Links with priorities within the Welsh Government's Valued and Resilient Document.
- Potential future requirements in relation to socio economic duty.
- Increasing access to the arts for children in less favourable socio economic conditions.
- Ensuring Authority provides fair employment conditions for staff in Lower quartiles (lowest paid), in the wider context of issues around in work poverty.
- Above areas addressed through following actions in the draft plan: 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 19, 21, 22, 23, 24 and 25.

## Transport

**Age:** The Well-being assessment for Pembrokeshire notes that: Research has shown that a lack of suitable transport has a huge impact on the well-being of older people. Research by Age Cymru has found a high level of reliance on buses or other community transport schemes by people whose health is in decline but a shortage or lack of bus services or flexible community transport schemes in many communities, and at certain times (especially evenings and Sundays). The importance of transport and social participation are reiterated in engagement and consultation undertaken as part of the "Ageing Well in Pembrokeshire" work to identify the top 5 priorities for older people. Transport, living in the community, healthy aging, social participation and increasing levels of dementia were highlighted as the most important issues.<sup>95</sup> Pembrokeshire Youth Assembly have also raised the issue of public transport, in particular the cost, sustainability of routes and timetabling of services.<sup>96</sup> The Wales Rural Observatory report on The Experiences

<sup>93</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>94</sup> Welsh Government, Consultations: <https://gov.wales/sites/default/files/consultations/2019-11/a-more-equal-wales-commencing-the-socio-economic-duty.pdf>

<sup>95</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

<sup>96</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

and Aspirations of Young People in Rural Wales which used Fishguard one of its study areas noted that: the availability of both private and public transport was identified as a major barrier to young people and young families in accessing local education and training opportunities, leisure and social activities and for travelling to educational establishments or workplaces. Limited transport options impacted on young people's job search strategies who wished to secure training placements or employment after leaving formal education and on sustaining employment if placement or job involved shift work or anti-social hours and the person was reliant on public transport.

**Gender Identity:** There is an uneven geographical distribution of Gender Identity Clinics, meaning that many people have to travel long distances in order to access treatment.<sup>97</sup> This means people will be travelling out of the National Park area, Pembrokeshire and Wales to access treatment and access to good transport links will be important. The rural nature of the National Park also means that people will be reliant on good transport links to access community and support networks and groups within Pembrokeshire or further afield.

**Disability:** The Wellbeing Assessment for Pembrokeshire survey found that Two in three respondents to our survey who are disabled or have a caring responsibility placed greater emphasis on better access to public transport in relation improving happiness.<sup>98</sup> Due to the rural nature of the National Park and limited accessible public transport disabled people are likely to be more reliant on private transport, this has implication in terms of parking spaces needed in terms of homes and drop off points in terms of facilities. Disabled people with certain conditions may require access to treatment out of area and as a result integrated transport links with other areas/regions will be important. In terms of access to tourism opportunities The Recreational Audit for disabled access in Pembrokeshire Survey Report, 2016 highlighted difficulties with public transport including a lack of regular, public transport services, particularly to rural areas, during hours of desired participation, i.e. weekends, evenings, out of the holiday season, etc. The EHRC report being disabled in Britain notes: Access to transport is an important part of independent living and participation in family and community. Transport options for disabled people are very limited because of the need to use only transport forms that are accessible, and these tend to be expensive. Disabled people report feeling 'trapped' by these high costs and limited options. Cuts to concessionary fares and local transport services have left some disabled people isolated (JCHR, 2012). The UK Independent Mechanism (2014) has acknowledged the steps put in place to improve accessibility of transport. However, it noted that: 'Disabled people continue to experience significant barriers when trying to use transport including the lack of accessible railway stations, difficulties getting in or out of transport, getting to and

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<sup>97</sup> House of Commons, Women and Equalities Committee, Transgender Equality, First Report of Session 2015: <http://bit.ly/1TX6NoC>

<sup>98</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>



from bus stops or bus/train stations, the lack of integration between the different modes of transport, and the attitudes of staff' (p.13). There are also attitudinal or psychological barriers that prevent or discourage disabled people from using transport services. This could involve the behaviour and attitudes of some transport staff or concerns that people have about using transport, such as fear of crime, abuse or attack (SATA, 2015). Reports from the Public Transport Users' Advisory Panel to Welsh Government (2014) include accessibility aspects of public transport. This Panel commented that users reported the lack of disabled access to services, education, work and leisure.<sup>99</sup>

**Religion or Belief:** A Significant percentage of people in National Park Area show religious affiliation in particular with Christian faith. Due to the rurality of the National Park area good public and private transport links will be important for access to religious places of worship within the Park and Pembrokeshire. As part of Wellbeing assessment survey "When asked about a range of activities and the impact on well-being, respondents to our survey rated 'heritage / history', 'local festivals / events' and 'arts / theatre / cinema' as the highest with 'traditions' and 'sports' slightly less so. Overall 'faith / religion' recorded the lowest score, however it was significantly more important to older people than those of working age."<sup>100</sup>

**Sexual Orientation:** The rural and small town nature of National Park means people are likely to be travelling further afield to access LGBT scene of bars, clubs and events and support in more urbanised areas.<sup>101</sup> People may have to travel within Pembrokeshire to access community and support groups within the county.

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- There is a need to promote good accessible public transport and private transport links within the Park, linked to wider Pembrokeshire and regional networks. This has particular impact in relation to land use policy.
- Transport needs to be considered in the context of promotion of active travel and sustainability.
- Lack of access to transport including accessible transport may act as a barrier to people in the Park and Pembrokeshire and visitors accessing opportunities within the Park and provided by the Authority such as volunteering and employment opportunities, access to wellbeing initiatives and events and activities.
- There are limitations to what the Authority can do in this area, however the Authority has supported local initiatives such as contributing funding to the coastal bus service through Greenways Partnership
- Above areas addressed through following actions in the draft plan: 3 and 12.

### Affordable Housing, Accessible Housing and access to appropriate sites

<sup>99</sup> EHRC, Being Disabled in Britain: <https://bit.ly/2nSeKm0>

<sup>100</sup> PSB Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

<sup>101</sup> Stonewall Cymru, Have your say - <https://bit.ly/2hNewwh>

**Age – Young People:** The Well-being assessment for Pembrokeshire notes: In terms of housing needs figures from 2015 suggest nearly half of all 20 to 24 year olds in the UK live with parents. Of those not living with parents, the number of householders within that age group who rent continues to rise (91% in 2015) whilst the number of owner / occupiers continues to decrease (9% in 2015 down from 30% in 1996).. The average house price in Pembrokeshire in November 2014 was £135,741 according to the Land Registry; the Welsh average is £118,762. Our survey captured a feeling that housing is unaffordable in the County, particularly for younger people and in smaller rural communities, and the issue was exacerbated by the number of second-home owned properties in Pembrokeshire. For many young people, the prospect of owning a home is simply not possible.<sup>102</sup> The Wales Rural Observatory report on *The Experiences and Aspirations of Young People in Rural Wales* which used Fishguard as one of its study areas noted that the research confirmed that the availability of housing, to buy or rent, that was affordable and accessible was a major and growing problem within the study areas, and was a key factor influencing young people's decisions to move out of their home communities, or discouraging their return. The findings suggest that young people and young families were disadvantaged in housing markets because they had to compete in housing markets where there was intense competition from commuters, retirees and second-home buyers. Younger households, typically those on lower incomes and with young families, were also being hard hit by a shortage of available social housing. The planning system was also seen as a major obstacle to the provision of sufficient and suitable affordable housing in the study areas and was widely viewed as inflexible with regard to local needs.

**Age – Older People** There is an ageing population within the Park, with a high concentration of older people in some LSOA areas within the Park. The Well-being Assessment for Pembrokeshire notes: There is a strong emphasis on improving the quality of life and independence for older people and this presents a particular challenge for ensuring the supply of safe, suitable and affordable accommodation options, so that older people can choose to continue to live in their own home or move to appropriate alternative accommodation. . Health and housing are inextricably linked. As people age their ability to live independently in their home will depend on their own physical and mental health, the level of care and support they need to live in that house and the quality of their housing to keep them warm and safe. The Older People's Commissioner for Wales has noted the scale of the challenge in relation to housing and older people's well-being: 28% of older people say that they will need their home adapting as they get older . 6% of older people say damp is a problem in their home. 4% of older people say they do not keep their home adequately warm . 33% of older people live in one room to reduce heating costs. When respondents to our survey were asked about housing it revealed that only 5% of over 65's are in privately rented accommodation compared to 21% of 16-

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<sup>102</sup> PSB, Pembrokeshire Well-being Assessment: <https://bit.ly/2HS0tPe>

24 year old. 80% owned their own home outright compared to 35% of those working age. As is true for those of other ages who rent, older people are concerned about the quality and condition of their accommodation and issues such as having a warm home in a good state of repair are key contributory factors to well-being. A 2017 report by the Expert Group on Housing an Ageing population in Wales explored the role the planning system can play in terms of meeting the needs of an ageing population and also some of the constraints that Planning Authorities currently face. It noted that “The planning system has considerable untapped potential to enable a wider housing choice and increase the supply of housing that is suitable for an ageing population across all tenures. Local Planning Authority Planning Officers told us that stronger and clearer national policies and guidance could facilitate the process and help deliver a wide range of housing choices for older people. Current policies and guidance focus on securing an overall mix of housing types and tenure to meet a range of housing requirements, but do not require any special attention or priority to be given to delivering housing that is suitable for older people...Many local planning officers raised the issue of viability in relation to both the provision of general housing suitable for older persons, such as bungalows, and specialist housing for older people with associated facilities. Specialist retirement housing schemes normally include significant areas of non-saleable floor space (in the form of communal spaces) which can account for up to 30% of the total build footprint. Profit margins are thereby squeezed, challenging the economic viability of such developments.”<sup>103</sup> The introduction to the ‘All Party Parliament group report on housing for older people’ [HAPPI3 Report 2016](#) states “Local planning authorities should also recognise the demographic changes that necessitate stronger encouragement for older people’s housing”.

**Disability:** The ‘Lifetime Homes’ concept promoted by the Joseph Rowntree Foundation comprises 16 major standards that aim to provide homes which are flexible and can cater for people with a wide range of disabilities.”<sup>104</sup> The 2014 Local Housing Market Assessment for Pembrokeshire does not provide information on need for accessible housing in the area or need for bungalows.<sup>105</sup> A report into the hidden housing market: a new perspective on the market case for accessible homes notes that: The majority (59%) of disabled people who are 65 and over say that they will need accessible housing features in the next five years, with 46% of all disabled people and 20% of the general public saying the same. Of people with caring responsibilities, 47% say that the person they care for will need accessible housing features within the next five years or so. 50% of people said they would most favour staying in their current home with some adaptations to allow them to live independently. Around 19% of the public (or 9.8 million people across Great Britain)

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<sup>103</sup> Welsh Government: Our Housing AGenda: meeting the aspirations of older people in Wales, 2017: <http://bit.ly/2oYYNx8>

<sup>104</sup> Welsh Government, Planning Policy Wales Edition 9, Chapter 9 Housing, November 2016: <http://bit.ly/2hxMuVi>

<sup>105</sup> PCC, Local housing Market Assessment 2014: <http://bit.ly/2hRUltp> Link to market assessment

would most favour moving to different property specifically designed or adapted to enable them to live independently. It states that: Developers, planners, and health and social care commissioners should take note of the overwhelming desire of the general public to maintain independence in mainstream housing as they age and/or develop needs for care and support. We need to ensure that the homes of the future enable people to age in place, or have genuine choice to move to a home that is designed and built to support their ongoing independence – not only for the sake of the household but to minimise public spending on the alternative.<sup>106</sup>

**Race:** Gypsies and Traveller experience worse health and education outcomes than the settled community. Access to safe and appropriate sites and facilities can assist in helping to improve outcomes in these areas. The Welsh Government ‘Designing Gypsy and Traveller Sites’ guidance notes that: “Gypsies and Travellers are amongst the most socially excluded groups, with health and education outcomes significantly worse than the settled population. Some evidence suggests where they are able to settle on well managed and maintained sites, Gypsies and Travellers are better able to access health and education services and this leads to a better quality of life. As recognised by Estyn, children should benefit through better attendance and attainment within the education system as education professionals are able to build stable and trusting relationships with families. Better health will result from, for example, uptake of preventative healthcare, including vaccinations of children as health visitors are able to access families which they couldn’t access previously. Greater integration of Gypsies and Travellers is also likely as individuals access local facilities, which can also lead to the reduced likelihood of children having to live or play in unsafe environments.”<sup>107</sup> Pembrokeshire County Council have carried out a Gypsies and Traveller Accommodation Needs Assessment and information on this assessment is included in the Equality Impact Assessment for LDP2.

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- The Authority’s role in facilitating provision of affordable housing through planning and LDP revision. This issue is explored in EIA of LDP2.
- Provision of accessible housing and older persons housing and relationship with planning and LDP revision. This issue is explored in EIA of LDP2.
- Importance of meeting need for sites for Gypsies and Travellers to prevent unauthorised encampments in unsafe areas or without adequate facilities and ensuring that Gypsies and Travellers are treated fairly in planning processes. Provision of Sites and Criteria A have been looked at as part of LDP2.
- Affordable Housing addressed through Action 6 in the Plan.

### Protection of Religious sites of importance

<sup>106</sup> Habinteg and Popworth Trust: The hidden housing market. A new perspective on the market case for accessible homes <http://bit.ly/2hS21M8>

<sup>107</sup> Welsh Government, Designing Gypsy and Traveller Sites: <http://bit.ly/2hr0q2M>

**Religion or Belief:** The National Park area contains a number of historic religious buildings and sites of importance both locally and in terms of pilgrimage for those visiting outside of area. Authority has been involved in heritage watch carrying out joint patrols with rural crime team. Educational and information giving approach has been taken, this has included engaging with local Pagan communities who use heritage sites within the Park.

#### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- The Authority has role in protecting historic buildings and sites through land use policy and volunteering and community engagement activities. This Impact has been considered in relation to the impact assessment on the revised National Park Management Plan.
- Above areas addressed through following actions in the draft plan: 4 and 5.

#### Engagement – Capturing different perspectives

**Age:** The survey carried out as part of Well-being assessment for Pembrokeshire highlighted areas of importance for young people: Respondents to our survey aged 16 and under selected a sense of belonging (39%), enough money for the essentials (35%) and good health (30%) as being important to them now, whilst affordable, decent housing (48%), enough money for the essentials (30%) and access to care and support (30%) assumed greater importance in the future. A strong sense of pride in and enjoyment of Pembrokeshire's natural environment emerged from engagement sessions as well as the themes of 'fairness' and 'equality'.. Around half of young people completing the survey said that having more or better access to public transport would make them happier, with hobbies and socialising also identified as being important to well-being. 52% of respondents said that they keep active and 44% said they eat healthily in order to maintain good health.<sup>108</sup> The Well-being Assessment for Pembrokeshire survey also found differences in views across age groups: Those aged 16-64 valued beaches (44% v 20% of 65+) and places to walk and cycle (38% v 25% aged 65+) more highly than older people and as a contrast those of working age valued peace and quiet (31% v 39% for over 65) and clean water (20% v 27%) less than their older counterparts. The most notable opportunity is the responses from 16-64 years old who said they would feel happier if they were doing more to protect your local environment. 37% said yes and 31% said yes, but need more information.<sup>109</sup>

**Disability:** It is important that engagement mechanisms for consultation process are accessible to people across the disability spectrum with reasonable adjustments made were needed. For example the Authority has made easy read versions of documents during consultations for the National Park Management Plan and LDP2.

<sup>108</sup> PSB, Pembrokeshire Wellbeing Assessment: <http://bit.ly/2GNNJtp>

<sup>109</sup> PSB, Pembrokeshire Wellbeing Assessment: <http://bit.ly/2GNNJtp>



**Sexual Orientation:** Stonewall Cymru's where we are now report notes that just one in ten (9 per cent) lesbian, gay and bisexual people have ever been asked by public bodies for their views on their local services as a lesbian, gay or bisexual person. However, more than eight in ten (82 per cent) lesbian, gay and bisexual people say that, if they were asked, they would take the opportunity to feed their views and experiences to local services, such as their council, police force, school or health board, in order to help them improve services..<sup>110</sup>

**Underrepresentation and engagement across groups:** In Wales Older people (aged 75 and over), disabled people and women feel less able to influence decisions than some other groups<sup>111</sup>.

#### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Having mechanisms in place to engage more diverse groups in ongoing conversation about the National Park and in relation to decisions made by the Authority
- Ensuring communication methods are accessible
- Above areas addressed through following actions in the draft plan: 10, 5, 29, 30 and 31.

#### Pay Differences

**Sex:** The Well-being in Wales 2019 Statistical report notes that: Over the longer term, the gender pay gap has been falling, but the most recent data suggests it grew slightly in Wales in 2018 - up from 6.4 per cent in 2017 to 7.3 per cent a year later. These gaps do not take into account differences in education levels and experience, which vary across genders and affect earning levels.<sup>112</sup> The Well-being Assessment for Pembrokeshire notes: Household income in Pembrokeshire is £23,192 compared to the Wales average for 2016 is £25,667. Average pay for males is £26,975 and for women is £20,351.<sup>113</sup>

**Disability:** The Well-being in Wales 2019 Statistical report notes that: EHRC report that median hourly earnings were higher in 2016-17 for non-disabled (£10.67) than for disabled (£9.72) employees, a disability pay gap of 8.9 per cent.<sup>114</sup>

**Race and Ethnicity:** The Well-being in Wales Statistical Report notes that: The ethnicity pay gap in Wales is 7.5 per cent. This means that employees from ethnic minority groups in Wales earned, on average, 7.5 per cent less per hour than white British employees in Wales in 2018.<sup>115</sup>

<sup>110</sup> Stonewall Cymru, Where we are now: <https://bit.ly/2Geffm6>

<sup>111</sup> EHRC, Is Wales Fairer? 2015: <https://bit.ly/292LrZB>

<sup>112</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>113</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

<sup>114</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>115</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

**Pay Difference Reporting Requirements:** The Equal Pay Portal notes that “Public sector bodies in Wales are required to have due regard to the need to have objectives that address the causes of any pay difference between employees who are from a protected group, and those who are not; if it appears reasonably likely that the reason for the difference is related to the fact that those employees share a protected characteristic, e.g. they are women, or from a minority ethnic group, an action plan is also required.”<sup>116</sup>

#### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Continue to carry out gender pay gap analysis and bring down the Authority’s Gender Pay Gap, contributing to narrowing Wales overall gender pay gap.
- Current workforce profile limits ability to carry out meaningful analysis on pay differences for other protected characteristics.
- Above areas addressed through following actions in the draft plan: 14, 15, 16, 17, 21, 22, 23, 24 and 25.

### Public Appointments

**Sex:** In 2017-18, 54 per cent of new public appointments and 48 per cent of re-appointments made by the Welsh Government were to females.<sup>117</sup>

**Age:** In 2017-18, 61 per cent of new public appointments and re-appointments made by the Welsh Government were to people aged over 55.<sup>118</sup>

**Race and Ethnicity:** The Well-being in Wales Statistical Report 2019 notes that: Despite some improvement, the Black and Ethnic minority population are still under-represented in local political life but the proportion of public appointments made by the Welsh Government to those with a BAME background has risen in recent years. – BAME public appointments have been increasing. In 2017/18, 9.2 per cent of new public appointment and 2.3 per cent of re-appointments made by the Welsh Government were to individuals from a Black and Ethnic minority background (BAME). In 2013-14 these figures were 4.3 per cent of new appointments and 2.0 per cent of re-appointments.<sup>119</sup>

**Underrepresentation across Groups:** The EHRC report ‘Who runs Wales 2017’ notes in relation to public appointments ‘To enable organisations to make decisions relevant to people, decision-making bodies need to reflect the communities they serve. It is critical that more women, ethnic minority and disabled people are appointed to these positions in Wales.’ It highlighted that only 26 % of Councillors are Female in Wales. Pembrokeshire alongside Wrexham, Ceredigion, Blaenau Gwent and Merthyr Tydfil all have less than 20 per cent. However it did note that the

<sup>116</sup> Equal Pay Portal: <http://www.equalpayportal.co.uk/wales/>

<sup>117</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>118</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>119</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>



Council elections held in 2017 may have impacted on the diversity of representation.<sup>120</sup>

**Sexual Orientation:** Stonewall Cymru's where we are now report notes that more than half (55 per cent) of lesbian, gay and bisexual people believe they would face barriers to selection for a public appointment as an openly lesbian, gay or bisexual candidate.<sup>121</sup>

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Continue to engage with Welsh Government initiatives to increase the diversity of public appointees
- Develop other mechanisms to enable wider range of perspectives to be captured, including the development of Youth Forum/ Committee.
- Above areas addressed through following actions in the draft plan: 26, 27, 28, 29, 30 and 31.

### Skills Development, Recruitment and Workforce Diversity

**Age – Younger People:** The Well-being Assessment for Pembrokeshire noted that: The number of young people aged 16 not in education, employment or training (NEET) fell below 3% for the first time in 2016, comprising a cohort of 33 (2.7%). In 2016, 45.5% of young people stayed on in sixth-form and 36.8% progressed into full time FE provision, mostly at Pembrokeshire College. 8.8 % of learners progressed into traineeships, 0.9 % onto apprenticeships, and 2.53% into employment. Figures for December 2016 show that 4.3% of 18-24 year olds in Pembrokeshire were in receipt of out of work benefits. However, this figure has reduced over the last few years, with 6.7% of 18-24 year olds being out of work in December 2013. 360% of Year 13 school leavers progressed onto higher education courses in 2016, 10.3% progressed onto Further Education courses, 11.2% were employed, with small numbers entering Traineeships (0.17%) and Apprenticeships (1.57%). 7.69% of learners remained in sixth-form to complete courses, and 3.67% were not in education, employment or training. The number of Looked After Children (LAC) leaving care in the County having achieved no qualifications was 18% in 2015; 82% of LAC achieved at least one (including vocational) qualifications. However, less than half (46%) attained 5 A\* to G grades at GCSE level. The Wales Rural Observatory report on The Experiences and Aspirations of Young People in Rural Wales which used Fishguard as one of its study areas noted that a "Specific concern for young people when considering their future work or career options and aspirations was the limited range of job opportunities available in their local areas."

<sup>120</sup> EHRC, Who runs Wales? 2017: <https://bit.ly/2m1xNbN>

<sup>121</sup> Stonewall Cymru, Where we are now: <https://bit.ly/2Geffm6>

**Age – Older People:** The Well-being Assessment for Pembrokeshire noted that “Older people who are seeking employment find that they often have caring responsibilities either for grandchildren or elderly parents which can lead to less flexibility when looking for work. They might also not have IT skills to work in many jobs, as well as a perception that employers often assume older people are more likely to have health problems which might impact on work.”<sup>122</sup>

**Age – Working Age:** The Well-being Assessment for Pembrokeshire notes that “There is a persistent issue of the availability and level of skills and qualifications of those of working age. In 2015, 11% of the working age population had no qualifications, this compares to 10.4% for Wales and the level has dropped over the past 5 years from 13% in 2011. In terms of highest level of qualifications held by working age adults, the Annual Population Survey in 2015 found that 33% of Pembrokeshire adults held Higher Education or equivalent level qualifications compared to a Wales average of 36% and a UK average of 39%. This perhaps reflects the predominant employment sectors in the County and the lack of jobs which require higher skills or attract people with those skills, as well as there being no Higher Education facility in the County.”<sup>123</sup>

**Disability:** The Well-being in Wales Statistical report notes that: The employment rate among disabled adults (16-64) remains lower than among those who are not disabled. For the year ending 31 March 2019 the employment rate among disabled people aged 16-64 in Wales was 48 per cent whilst the rate for people who are not disabled was 80 per cent. The disability employment gap for 2019, of 32 percentage points, is reduced compared to recent years when it was around 35 percentage points.<sup>124</sup> The EHRC report Being Disabled in Britain noted that: Disabled pupils in England, Wales and Scotland have much lower attainment rates at school than non-disabled pupils, and are significantly more likely to be permanently or temporarily excluded. In England and Wales, in 2014/15 the educational attainment of children with Special Educational Needs (SEN) was nearly three times lower than for non-disabled children. Across Britain in 2015/16, disabled young people aged 16-18 were at least twice as likely as their non-disabled peers to not be in education, employment or training (NEET). Having a degree-level qualification can significantly improve employment outcomes. The employment gap is smaller between disabled (60% employed six months after graduating, in 2009/10) and non-disabled graduates (65% employed) compared with the gap in the general population. Although the qualification gap between disabled and non-disabled people narrowed between 2010/11 and 2015/16, the proportion of disabled people with no qualifications was nearly three times that of non-disabled people in 2015/16, and the proportion of disabled people with a degree remained lower than that of non-disabled people. Since 2010 there has been extensive reform to UK Government employment support

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<sup>122</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

<sup>123</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>

<sup>124</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

programmes (Access to Work and the Work Programme), but there are specific concerns about their effectiveness for disabled people. In particular, non-disabled people (35%) are more likely than disabled people (18%) to get a job on the Work Programme. Very low numbers of disabled people are taking up apprenticeships, and there has been little improvement in that situation in England and Wales.<sup>125</sup> The engage to change project aims to work with 800 employers across Wales to help 1,000 young people with learning disability and/or autism to develop their employment skills through paid work placements lasting between 6-12 months.<sup>126</sup>

**Sex :** The Well-being in Wales Statistical Report notes that: Employment rates in Wales are lower for women than for men, 72.4 per cent for women and 77.1 per cent for men in May – July 2019. Economic inactivity rates are higher for women (25.2 per cent) than men (19.3 per cent) over this period. At age 16-18 years, females are more likely than males to be in education, employment or training. For the first time in 2018, females also had higher participation rates than males in the 19-24 age group. Fewer women than men are employed in work that meets our national indicator definition of good quality employment.<sup>127</sup>

**Race:** The Well-being Report for Wales 2019 notes that: Employment rates (2015-17) among the Welsh population aged 16-64 are highest among individuals with a White ethnicity (72 per cent), with employment rates lowest among individuals with an Other ethnicity (50 per cent). The equivalent rates among individuals with a Black, Asian and Mixed ethnicity are 59 per cent, 60 per cent and 69 per cent, respectively. – Employment rates for ethnic groups differ for males and females, with the biggest gap in employment rates seen in the Mixed ethnic group (males 81 per cent compared to females 54 per cent.)<sup>128</sup>

**Religion or Belief:** The EHRC report 'Who runs Wales 2017' notes that Muslim people in Wales are particularly underrepresented in the workforce.

**Welsh Government – White Paper:** The Welsh Government has published a White Paper about its proposed Social Partnership Bill. The white paper includes measures to strengthen the ability of the public sector to leverage socioeconomic benefits from public spending more consistently and to create a legislative platform for social partnership arrangements between government, public and private sector employers and trade unions in Wales. It will do this by: Placing a duty on public bodies to promote fair work – including fair reward for a fair day's work and including workers in decision-making. Using public procurement and grants as mechanisms to incentivise fair work practices. Involving trade unions and employers in the

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<sup>125</sup> EHRC, Being Disabled in Britain: <https://bit.ly/2nSeKm0>

<sup>126</sup> Learning Disability Wales – Engage to Change Project: <https://www.ldw.org.uk/project/engage-to-change/>

<sup>127</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>128</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

delivery of policies which will help promote the best employment practices.<sup>129</sup> The Well-being in Wales 2019 statistical report notes that: The real living wage is calculated by the Living Wage Foundation and aims to reflect the cost of living. 26 per cent of employees in Wales earned less than the real living wage. This share has been rising gradually from 23.5 per cent in 2012 when the living wage was introduced. It is much more common for part-time employees to earn less than the real living wage compared with full-time employees (48 per cent compared to 17 per cent).<sup>130</sup>

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Development of traineeship apprenticeships and other projects that increase routes into employment for young people. Consider where we advertise these opportunities to maximise reach in terms of those underrepresented in our workforce.
- Become a disability confident organisation.
- Looking at our recruitment process and requirements.
- Transport considerations.
- Above areas addressed through following actions in the draft plan: 3, 14, 15, 16 and 17.

### Promoting and Inclusive Work Place

**Age:** Age Action Alliance has produced a Employer Toolkit providing Guidance for Managers of Older Workers: <http://ageactionalliance.org/employer-toolkit/> and CIPD produced guidance on managing a healthy ageing workforce a national business imperative: <https://bit.ly/2ueBBzg>. An ICM (2010) opinion poll conducted for Age Cymru with 1078 people in Wales between 19/02/2010 and 23/02/2010 found 21% of those between the ages of 50 and 64 felt they have experienced discrimination in employment.<sup>131</sup>

**Disability:** The Authority has a duty under the Equality Act to make reasonable adjustments for disabled employees. The Well-being in Wales Statistical report notes that: There is evidence to suggest that jobs in Wales are, in some respects, better than jobs elsewhere in the UK. However, Welsh workers now have the highest levels of stress in Britain.<sup>132</sup> Mind noted that 1 in 6 workers is dealing with a mental health problem such as anxiety, depression or stress and that a survey revealed that one in five people felt they couldn't tell their boss if they were overly stressed at work and less than half of people diagnosed with a mental health problem had told their manager.<sup>133</sup> In relation to mental health Mind recommend employers adopt a three-

<sup>129</sup> Welsh Government, White Paper Press Release 2/11/19: <https://bit.ly/2rpeIYC>

<sup>130</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>131</sup> Age Cymru, Creating an age friendly Wales: <https://bit.ly/2G5NzfO>

<sup>132</sup> Welsh Government, Well-being of Wales 2019: <https://bit.ly/37wCwux>

<sup>133</sup> Mind, How to support staff who are experiencing a mental health problem, <https://bit.ly/2gAR9nB>

pronged strategy that: Promotes well-being for all staff, Tackles the causes of work-related mental health problems and supports staff who are experiencing mental health problems.<sup>134</sup>

**Gender reassignment (Gender Identity):** Findings from a Stonewall commissioned YouGov survey for 871 trans and non-binary people found that one in eight trans employees (12 per cent) have been physically attacked by colleagues or customers in the last year. Half of trans and non-binary people (51 per cent and 50 per cent respectively) have hidden or disguised the fact that they are LGBT at work because they were afraid of discrimination. Quotes from participants in Wales included “I was pressured to ‘come out’ as trans to a senior manager of my department and HR, owing to work issues. I moved departments as I felt I could not return to a hostile environment following sickness from work because of the stress caused by this issue and the treatment by a senior manager.” Indigo, 49 (Wales).

**Sex (Gender):** The EHRC has published guidance for employers on Sexual Harassment and the law.<sup>135</sup> ACAS has produced guidance on Menopause at Work with information on how to support workers going through the menopause.<sup>136</sup>

**Pregnancy and Maternity:** EHRC research found that 77% of new and expectant mothers reported a negative or discriminatory experiences during pregnancy, maternity leave or return to work. 41% reported a risk or impact to their health or welfare. 20% experienced harassment or negative comments related to pregnancy or flexible working.<sup>137</sup>

**Race/ Religion or Belief:** Findings from research into *Equality, Diversity and Racism in the Workplace* found that: Racism very much remains a persistent, if not routine and systematic, feature of work life in Britain, thus contributing to the organisation of society in ways that structurally disadvantage ethnic minority workers. Ethnic minority workers are frequently subjected to racism by colleagues, managers, customers, clients and service users. Racism is experienced in a wide variety of ways, ranging from ‘everyday banter’ to violence and intimidation. Alongside Islamophobia and antisemitism, crude and overt forms of anti-Black and anti-Asian racism are also prevalent. Experiencing and/or witnessing racism impacts on ethnic minority employees in a number of ways. This includes having a direct impact on the mental health and emotional and psychological well-being of ethnic minority workers. Many ethnic minority workers also reported seeking alternative forms of employment as a direct response to experiencing racism. The promotion of equality, diversity and fairness is inconsistent across workplaces. On the one hand, some employers promote these values in a variety of ways, sometimes in an

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<sup>134</sup> Mind, Mentally Healthy Workplaces: <https://bit.ly/2ruWnVS>

<sup>135</sup> EHRC, Sexual Harassment and the law guidance for employers: <http://bit.ly/2kkkPu0>

<sup>136</sup> ACAS, Menopause at Work: <https://www.acas.org.uk/index.aspx?articleid=6752>

<sup>137</sup> EHRC, Why join Working Forwards: <https://bit.ly/2DNxwkY>



extensive manner and on a regular basis. On the other hand, a large section of survey respondents reported that they did not know or that they were unsure of what their employer did to promote equality, diversity and fairness. Some managers were said to have taken a zero-tolerance approach to racism in the workplace, offering support to those on the receiving end of racism. However, it was more common for ethnic minority employees to state that managers were also one of the main culprits when it came to racism at work. Not only this, managers were also commonly described as being indifferent to racism. Trade union representatives were identified as being an important source of support in helping ethnic minority workers to 'speak out' and challenge racism at work. Such statements were most prominent among ethnic minority employees working in the public sector. Alongside racism, White resentment is a significant problem. In some cases, White British employees suggested that activities and training promoting equality and diversity were no longer necessary. It was also suggested that equality and diversity activities provided ethnic minority employees with an unfair advantage and preferential treatment. These types of reaction appear to be part of a broader, overall negative, if not hostile, response to equality and diversity work, and indicate that it is necessary to inform White employees about a) the nature of ethnic minority disadvantage; b) how this is reinforced by racism in the workplace; and c) why Race Relations legislation and equality and diversity duties are still very much needed.<sup>138</sup> ACAS has produced guidance on Religion or Belief in the workplace.<sup>139</sup>

**Sexual Orientation:** Stonewall's Cymru's *Where we are now* report on *Lesbian, Gay and Bisexual People's Experiences of Wales* notes that: One in six (17 per cent) lesbian, gay and bisexual people have experienced bullying at work because of their sexual orientation in the last five years. One per cent experienced physical bullying. One in eight (12 per cent) lesbian, gay and bisexual employees would not feel confident reporting homophobic bullying in their workplace. One in six (17 per cent) lesbian, gay and bisexual employees are not open to their colleagues about their sexual orientation. One in twenty (6 per cent) lesbian, gay and bisexual employees do not believe that their workplace is a good place for lesbian, gay and bisexual people to work.<sup>140</sup>

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- The Authority needs to ensure staff don't face harassment and discrimination in the work place and are able to contribute to the delivery of the Authority's objectives. A positive and inclusive environment is beneficial to retention and attraction of staff and creation of diverse workforce.

<sup>138</sup> ESRC, Centre on Dynamics of Ethnicity, Equality, Diversity and Racism in the Workplace: <https://bit.ly/2HUo7dR>

<sup>139</sup> ACAS, Religion and the Workplace Guide: <https://bit.ly/2OHmEN8>

<sup>140</sup> Stonewall Cymru, *Where we are now*: <https://bit.ly/2Geffm6>

- It also needs to make reasonable adjustments were needed for employees including those in manual roles.
- Above areas addressed through following actions in the draft plan: 18, 19 and 20.

### Access to child care

**Sex (Gender):** Chwarae Teg research into “Working Women’s Journeys, An Overview of the Relationship between Commuting and Gender” notes that: For both men and women, the local authority where the highest proportion live and work is Pembrokeshire. A considerably higher proportion of women work closer to home than men, and the fact that women still undertake the lion’s share of caring responsibilities is the most likely reason. Working closer to home makes it easier for women to balance caring and work but it also limits their employment opportunities and earning potential, and often results in the under-utilisation of women’s skills. Women are also far more likely than men to take their children to school, with women making an average of 70 such trips a year compared to men making an average of 31.1. Women are more likely, therefore, to drop off their children at school on their way to work, making their commute more complicated.<sup>141</sup> The Well-being Assessment for Pembrokeshire highlighted the issue of access to adequate childcare facilities in Pembrokeshire and the impact on working parents, noting: “The most recent Childcare Sufficiency Assessment for Pembrokeshire showed that at March 2015 there were 2,775 childcare places available in the County for 0-15 year olds. There has been a recent reduction in demand for childcare in the County due to the current economic climate. The majority of childcare available in Pembrokeshire operates within standard hours, which does not meet all the needs of working parents. In particular, there is a lack of childcare available prior to 8:00am and after 6:00pm, which does not always correspond with working hours. In addition, opening hours do not meet the requirements of shift workers and there is very limited provision available on weekends. A further area of concern is the uneven distribution of provision, which results in a lack of choice and availability, particularly in the North of the County and some areas in the South. Adequate childcare provision is essential for parents who are out of work and looking to gain skills and qualifications to enter the workplace.”<sup>142</sup>

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Lack of access to adequate child care and facilities for volunteers, participants in well-being projects, potential applicants and current employees may impact on people accessing and benefitting from volunteering, wellbeing and employment opportunities provided by the Authority. Similar issues may arise for people who are carers.
- Above areas addressed through following actions in the draft plan: 3, 4, 5 and 12, 18, 19 and 20.

<sup>141</sup> Chwarae Teg, Working Women’s Journeys: <https://bit.ly/2gHRGBi>

<sup>142</sup> PSB, Well-being Assessment for Pembrokeshire: <http://bit.ly/2HS0tPe>



## Performance against our previous equality objectives

Review of Progress against our Current Objectives:

<b>Objective 1: To continue removing barriers that can be identified for people accessing PCNPA services</b>	
<b>Respond to access concerns raised by the public</b>	<ul style="list-style-type: none"> <li>• Provision of Beach Wheelchairs</li> <li>• Walks for All related work and web walk maps</li> <li>• Mobility Scooters at Centres</li> <li>• Project Development: Experiences for All</li> </ul>
<b>Continue to refine the process of undertaking equality impact assessments (EIA)</b>	<ul style="list-style-type: none"> <li>• EQIA on LDP</li> <li>• EQIA on Corporate Plans</li> <li>• EQIA on Car Parking Variation Orders</li> <li>• EQIA on revised NPMP</li> <li>• EQIA have been useful tool to help increase officer knowledge in terms of equality related considerations of relevance to their area of work</li> </ul>
<b>Continue to implement our social inclusion and child poverty policies and action plans</b>	<ul style="list-style-type: none"> <li>• Ongoing social Inclusion work including work with children with additional learning needs</li> <li>• Specific projects: Walkability, Criw Celf , Pathways (Supported Volunteering), Pizza Oven, Outdoor Schools</li> <li>• Child Poverty legislation amended re Well-being of Future Generations Legislation and discharging duty through Well-being plan</li> </ul>
<b>Develop our capacity for improved service delivery to identified groups, such as dementia friendly, British Sign Language</b>	<ul style="list-style-type: none"> <li>• Specific projects: Walkability (Supported Walking). Pathways (Supported Volunteering)</li> <li>• OYP and other staff attending dementia awareness training (linked to hosting memory café in OYP.)</li> <li>• Adjustments at centres: Scooters. Autism hour at Castell Henllys.</li> </ul>
<b>Work with West Wales Action for Mental Health and other health groups to encourage engagement with the National Park</b>	<ul style="list-style-type: none"> <li>• Continued to facilitate WWHN network</li> <li>• Continued provision of sessions through rangers/ discovery/ community archaeology with mental health and other support groups (MIND, Plas Dwbl)</li> <li>• Specific projects: Walkability (supported walking) and Pathways (supported volunteering)</li> <li>• Project Development: Walking for Health Regional Project</li> </ul>

<b>Objective 2: To promote greater levels of participation from communities and other stakeholders in the decision making at PCNPA</b>	
<b>Mentoring Scheme to encourage applications for Welsh Government appointees from a</b>	<ul style="list-style-type: none"> <li>• Authority took part in Welsh Government mentoring scheme during. However nobody who took part in the scheme was appointed to the Authority.</li> </ul>

<b>wider range of groups</b>	
<b>To develop staff skills in public engagement</b>	<ul style="list-style-type: none"> <li>Equality Action Plan group set up to pursue three priority areas relating to engagement and three longer term aims.</li> </ul>

**Objective 3: To develop a level of understanding of equality, fairness and justice issues among staff and members as befits a Welsh public sector organisation**

<b>Maintain an ongoing cycle of awareness raising, to include hate crime and violence</b>	<p>a) Some staff have attended dementia awareness training, Gypsy and Traveller awareness training.</p> <p>b) A more co-ordinated approach is needed. Further work needs to be carried out in relation to induction and specialist training.</p> <p>c) Equal Opportunity Policy now in place, providing examples of discrimination. Staff consulted on new policy.</p>
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**Objective 4: To promote equality and diversity within the PCNPA workforce**

<b>Ensure the Authority recruits from a wide pool of applicants and allows candidates to demonstrate potential</b>	<p>a) Authority has put in place online recruitment system, it is hoped that this will help encourage a wider pool of applicants.</p> <p>b) Authority is still not attracting applicants from particular protected characteristics, in particular people from ethnic minority backgrounds.</p> <p>c) Only 20% of the Authority's workforce in 2018/19 was under 40.</p>
<b>Work to improve our employment monitoring and pay data and our analysis of the data to allow remedial action as identified.</b>	<p>a) By end of plan period data captured across all the protected characteristics in terms of job applicants and workforce diversity.</p> <p>b) 78.4% of workforce equality monitoring information was complete on the Pobl y Parc System in 2018/19, this was an increase on 76% in 2017/18.</p> <p>c) Authority carried out its first gender pay gap calculations in 2019/20.</p> <p>d) Authority has published its data in open data format in line with Welsh Government requests on open data in relation to equality monitoring data</p>
<b>Ensure that jobs are paid fairly, including maintaining payment of the Living Wage (unless unaffordable)</b>	<p>a) The Authority pays a supplementary living allowance to bring salaries to a level to match the Living Wage which effects posts graded Scale 1 into Scale 2.</p> <p>b) During 2018/19 guidance from NJC on assimilation to new pay spine was reviewed and an ideas sharing exercise undertaken with Pembrokeshire County Council. Officers worked with staff reps and Unison on a joint recommendation on PCNPA assimilation to 2019 NJC pay spine and this was provided to staff for comment. The PCNPA assimilations to 2019 NJC pay</p>

	spine was agreed with migration to new scales from April 2019 pay role
<b>Continue to provide trainee opportunities</b>	<ul style="list-style-type: none"> <li>a) Authority delivered Skills in Action project within plan period. It is seeking funding for a follow up project.</li> <li>b) Supported volunteering opportunities have been provided through Pathways project.</li> <li>c) Volunteering placement has gone on to be employed by Authority.</li> <li>d) Authority is taking part in PSB employment transformation project, led by Pembrokeshire College in relation to work placements.</li> <li>e) Further work is needed to look at what the Authority could look to develop and offer in this area. The Authority currently does not offer Apprenticeships.</li> </ul>
<b>Consider adopting a workplace index scheme such as Investor in Diversity, Stonewall, Department for Work and Pensions two ticks.</b>	<ul style="list-style-type: none"> <li>a) Review of workplace index carried out. Concern in relation to cost associated with different schemes in terms of size of organisation.</li> <li>b) Department for Work and Pensions, two tick scheme has been replaced with the Disability Confident Scheme. The Authority is not currently signed up to the Disability Confident scheme.</li> </ul>

## Authority Recruitment and Workforce Data

Data reported in Authority's Annual Report on Meeting Well-being Objectives (Improvement Plan part 2) report.

Open data spreadsheets of this data are also available on the Authority's website.

**Note on data:** To align with Welsh Government open data source reporting, throughout the following tables, all figures are rounded to the nearest 10 and figures below 5 have been suppressed and are denoted by \*. Percentages are rounded and where figures are below 5 corresponding percentages have been suppressed and are denoted by \*. Totals may not sum due to rounding. Workforce data is based on headcount from the end of month extract as at 31st March 2019, as a result some seasonal employees will not be captured in the figures. The current work being carried out by the Welsh Government on open data source reporting will assist the Authority in being able to benchmark its recruitment and workforce diversity against other public bodies in the future.

### Recruitment

The Authority introduced a new online recruitment system in 2018/19.

#### Number of Job Applicants Overall

2016/17	2017/18	2018/19
450	310	590

**Comment:** There were 36 job vacancies advertised in 2018/19 compared to 26 in 2017/18, a 38% increase.

#### Job Applicants: Age

Age*	2016/17	2017/18	2018/19
30 and under	29% (130)	32% (100)	25% (150)
31– 40	20% (90)	19% (60)	20% (120)
41 – 50	18% (80)	16% (50)	20% (120)
51 – 59	16% (70)	13% (40)	20% (120)
60 and Over	2% (10)	6% (20)	3% (20)
Prefer not to answer / Not Declared	13% (60)	10% (30)	10% (60)

**Comment:** \*New age categories were introduced from 1<sup>st</sup> January 2018 and as a result this may impact on accuracy in relation to applicants whose age are on boundaries. There has been a decrease in the % of applicants under 30 and over 60. However the number of applicants remains highest for the under 30 age group compared to other age brackets. Further work is needed to look at entry routes to employment with the Authority for non-seasonal jobs for people aged under 30 including job specifications and recruitment processes. There has been an increase

in the number of applicants aged 31-59.

#### Job Applicants: Birth Gender

Birth Gender	2018/19
Same	90% (530)
Not the Same	* (*)
Prefer not to answer / Not Declared	10% (60)

**Comment:** The Authority started collecting this data from January 2018 for job applicants as a result comparable data is not available for 2017/18.

#### Job Applicants: Disability

Disability	2016/17	2017/18	2018/19
Identify as having a disability	2% (10)	* (*)	3% (20)
Identify as not having a disability	89%(400)	87% (270)	85% (500)
Prefer not to answer / Not Declared	9% (40)	13% (40)	10% (60)

**Comment:** There has been a slight increase on 2017/18 in the number of job applicants identifying as having a disability and a slight increase in the number of people providing this information.

#### Job Applicants: Ethnicity

Ethnicity	2016/17	2017/18	2018/19
White	89% (400)	87% (270)	88% (520)
Other Ethnicity	* (*)	* (*)	* (*)
Prefer not to answer / Not Declared	11% (48)	13% (40)	12% (70)

**Comment:** 11 -13% of applicants across the years have not declared or provided this information, however the data available suggests that there has been little change in the number of applicants from non- White ethnic backgrounds, which remains low and the majority of applicants coming from a White ethnic background. The low level of job applicants from non- White ethnic backgrounds makes it less likely that the Authority can increase the ethnic diversity of its workforce and further work is needed to increase the number of applicants from non- White ethnic backgrounds.

#### Job Applicants: Religion or Belief

Religion or Belief	2018/19
No Religion/ Belief	51% (300)
Christianity	27% (160)
Other Religion/ Belief	3% (20)
Prefer not to answer / Not Declared	19% (110)

**Comment:** The Authority started collecting this data from January 2018 for job applicants as a result comparable data is not available for 2017/18.

### Job Applicants: Sex

Sex	2016/17	2017/18	2018/19
Female	37% (170)	35% (110)	47% (280)
Male	62% (280)	61% (190)	51% (300)
Prefer not to answer / Not Declared	* (*)	* (*)	2% (10)

**Comment:** There has been an increase in the % of applications from females in 2018/19 compared to 2017/18 and 2016/17 bringing an almost even split between Male and Female applicants.

### Job Applicants: Sexual Orientation

Sexual Orientation	2018/19
Heterosexual	81% (480)
Lesbian, Gay Man/Woman, Bisexual or Other	5% (30)
Prefer not to answer / Not Declared	14% (80)

**Comment:** The Authority started collecting this data from January 2018 for job applicants as a result comparable data is not available for 2017/18. It is positive to see as a baseline that 5% of applicants identified as being LGB or Other.

### Workforce Data

Data from Pobl y Parc system. Staff are able to access, review and complete their equality monitoring data directly on the system.

### Number of Employees

2016/17	2017/18	2018/19
150	150	150

**Comment:** This does not include seasonal staff.

### Employees: Age

Age	2016/17	2017/18	2018/19
20 years and under	* (*)	* (*)	* (*)
21 - 30	13% (20)	7% (10)	7% (10)
31 - 40	20% (30)	13% (20)	13% (20)
41 - 50	27% (40)	33% (50)	40% (60)
51 - 60	27% (40)	27% (40)	27% (40)
60 and Over	13% (20)	13% (20)	13% (20)
Prefer not to answer / Not Declared	* (*)	* (*)	* (*)

**Comment:** There has been a decrease in the % of people under 41 in the workforce from 33% in 2016/17 to 20% in 2017/18 and 2018/19. Only 7% of staff in 2017/18

and 2018/19 were under 31. Further work is needed to look at entry routes to employment with the Authority for non-seasonal jobs for people aged under 31. 40% of staff are over 50, with little change across the three years. There has been an increase in the number of people in the 41-50 age bracket from 27% in 2016/17 to 40% in 2018/19.

#### Employees: Disability

Disability	2016/17	2017/18	2018/19
Identify as having a disability	7% (10)	7% (10)	* (*)
Identify as not having a disability	60% (90)	67% (100)	73% (110)
Prefer not to answer / Not Declared	40% (60)	27% (40)	27% (40)

**Comment:** There has been a decrease in the number of employees identifying as having a disability between 2017/18 and 2018/19.

#### Employees: Ethnicity

Ethnicity	2016/17	2017/18	2018/19
White	67% (100)	80% (120)	73% (110)
Other Ethnicity	* (*)	* (*)	* (*)
Prefer not to answer / Not Declared	33% (50)	26% (40)	20% (30)

**Comment:** There has been a decrease in the proportion of employees providing this information. Where employees have provided data there has been no change across the three years in the % of employees identifying as coming from a non-White ethnic background. This corresponds with a low number of job applications from people identifying as coming from a non- White ethnic background. It is important that the Authority promotes an inclusive culture and work environment despite its lack of ethnic diversity and looks at how it can increase job applications from people from non-White ethnic backgrounds.

#### Employees: Religion

Religion	2016/17	2017/18	2018/19
No Religion/ Belief	20% (30)	33%(50)	33% (50)
Christianity	27% (40)	27% (40)	33% (50)
Other Religion/ Belief	* (*)	* (*)	* (*)
Prefer not to answer / Not Declared	47% (70)	40% (60)	33% (50)

**Comment:** There has been an increase in the number of people providing this information. The majority of staff either have no religion or are of the Christian faith. 3% of our job applications in 2018/19 were from people identifying with other religions. It is important that the Authority promotes an inclusive culture and work



environment for people of all faiths or who have no religious beliefs.

### Employees: Sex

Sex	2016/17	2017/18	2018/19
Female	47% (70)	47% (70)	47% (70)
Male	53% (80)	53% (80)	53% (80)
Prefer not to answer / Not Declared	* (*)	* (*)	* (*)

**Comment:** There has been no change in % of female and male employees since 2016/17, with the authority having slightly more male employees than female employees.

### Employees: Sexual Orientation

Sexual Orientation	2016/17	2017/18	2018/19
Heterosexual	53% (80)	60% (90)	67% (100)
Lesbian, Gay Man/ Woman, Bisexual or Other	7% (10)	7% (10)	7% (10)
Prefer not to answer / Not Declared	47% (70)	40% (60)	33% (50)

**Comment:** We have seen an increase in the number of employees providing this information. The number of employees identifying as LGB or other has remained consistent from 2016/17 to 2018/19. It is important that the Authority promotes an inclusive workplace for people who identify as Lesbian, Gay, Bisexual or Other.

### Employees who left our employment during the year

2016/17	2017/18	2018/19
20	10	10

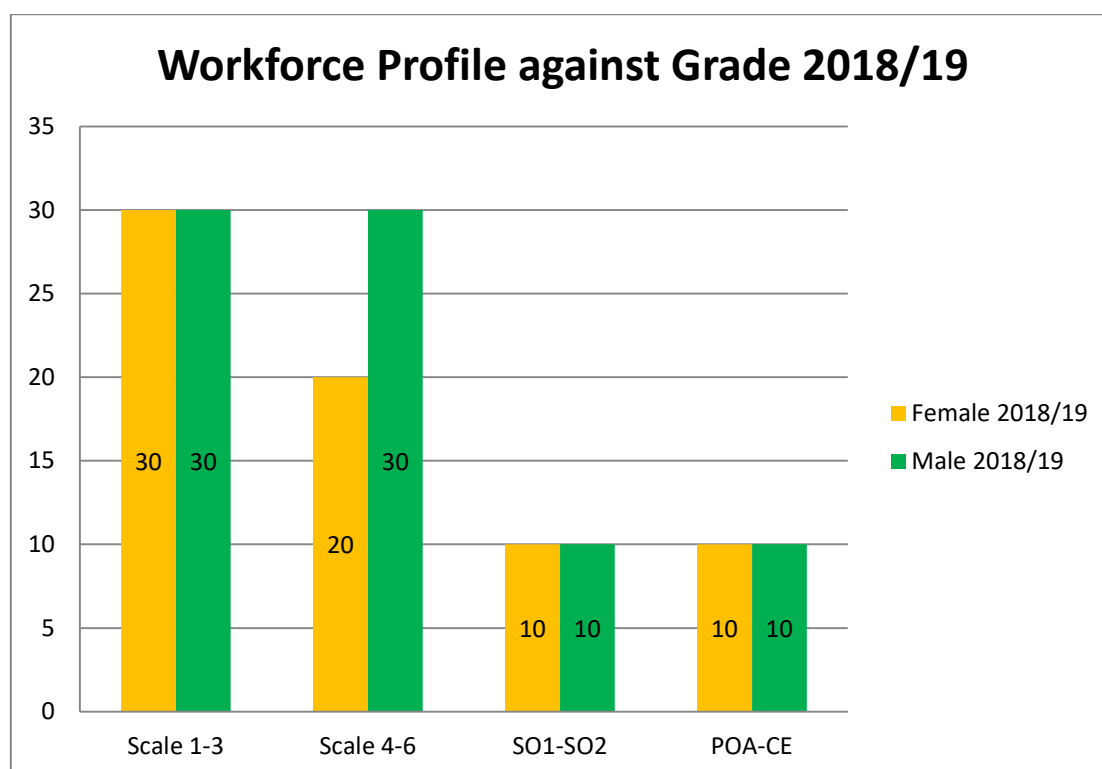
**Comment:** This data has been analysed internally by personnel to identify if any further actions are needed. The data set is too small for further reporting across any of the protected characteristics.

### Workforce Profile against Contract Type/ Work Pattern - Sex

Contract Type/ Work Pattern	Female		Male		Totals	
	17/18	18/19	17/18	18/19	17/18	18/19
Full Time	30	30	60	60	90	90
Part Time	50	50	20	20	70	60
Permanent	60	60	60	60	120	110
Temporary	20	20	20	20	40	40

**Comment:** The Authority supports flexible working and has employees working a large range of work patterns in terms of number of hours over varying days. Many staff work a flexitime scheme and all staff can request flexible working arrangements such as 9 day fortnights; requests are generally approved. Staff move in and out of arrangements as circumstances change.

## Workforce Profile against Grade - Sex



**Comment:** The Authority employs people in a large range of jobs, many of which have single post-holders and therefore monitoring by 'job' is not undertaken. We have amalgamated Grades to prevent identification of individuals and distortion of figures when rounded up or down. The Authority pays a supplementary living allowance to bring salaries to a level to match the Living Wage which effects posts graded Scale 1 into Scale 2. There are no other significant pay elements payable on top of the salary attached to grade. Figure excludes seasonal staff paid by timesheet and not salaried. Two employees currently have dual roles. The Authority is balanced across all pay grades except at Scale 4-6 where there are more Males compared to Females.

## EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Importance of year on year equality monitoring data for recruitment and workforce for analysis.
- Can't increase diversity of workforce of Authority in relation to some areas such as race and ethnicity if we don't increase the diversity of applicants.
- There has been a decrease in the % of people under 41 in the workforce from 33% in 2016/17 to 20% in 2017/18 and 2018/19. This compares to 32.7% of Pembrokeshire County Council Work force being under 40 in 2017/18.<sup>143</sup> Only 7% of staff in 2017/18 and 2018/19 were under 31 this compares to 11.2% of Pembrokeshire County Council Workforce in 2017/18 being under 30.<sup>144</sup>
- 13% of staff in 2018/19 were over 60.

<sup>143</sup> InfoBase Cymru: Staff Profile – Age. Local Authority Table: <https://bit.ly/37DFDk6>

<sup>144</sup> InfoBase Cymru: Staff Profile – Age. Local Authority Table: <https://bit.ly/37DFDk6>

## Considering the Evidence: Analysis of Authority recruitment, workforce and pay data

- Above areas addressed through following actions in the draft plan: 14, 15, 16, 17, 18, 19 and 29.

## Gender Pay Gap Calculations

**Data Note:** Snapshot data March 31<sup>st</sup> 2019 of salaried and timesheet employees. Weighting may be affected by Authority having less than 250 employees.

### Mean Gender Pay Gap

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

Hourly Wages Pay Gap	PCNPA (March 2019)	PCC (March 2018)
Mean Gender Pay Gap in Hourly Pay (as Percentage of men's pay)	8.91	7.8

### Median Gender Pay Gap

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

Hourly Wages Pay Gap	PCNPA (March 2019)	PCC (March 2018)
Median Gender Pay Gap in Hourly Pay (as a percentage of mens' pay)	8.13	12.6

### Proportion of women in each pay quarter

Pay quarters are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quarter gives an indication of women's representation at different levels of the organisation.

Gender Pay Gap Quartile Figures	PCNPA (March 2019)		PCC (March 2018)	
	Male	Female	Male	Female
% in Upper Quartile (Highest Paid)	53.85	46.15	45.4	54.6
% in Upper Middle Quartile	55	45	47	53
% in Lower Middle Quartile	53.85	46.15	41	59
% in Lower Quartile (Lowest Paid)	30.77	69.23	34	66

Bonus Pay Gap - No bonuses were paid

**EQIA Impacts and Key Considerations for PCNPA Equality Plan:**

- Authority has a mean gender pay gap (March 2019) of 8.91 and Median Pay Gap of 8.13.
- In terms of the make-up of the Lowest Quartile (lowest paid) 69.23% are women compared to 30.77% men. This is in part influenced by the gender profile of staff working in roles within the centres. However due to cut off point for calculation does not include some seasonal workers such as car parking wardens.
- Gender Pay Gap issue, addressed through specific objective and following actions in the draft plan: Above areas addressed through following actions in the draft plan: 21, 22, 23 and 24.

## Strategic equality plan 2020 – 24 Multi-agency consultation survey.

Key organisations operating within Dyfed Powys worked collaboratively to deliver a joint consultation exercise.<sup>145</sup> A mixed methods approach was employed to elicit the views and experiences of stakeholders across Dyfed Powys (comprising Carmarthenshire, Ceredigion, Pembrokeshire and Powys). It was agreed to produce one master survey (and sister versions) and where possible, to hold local stakeholder events in each of the four regions. This approach increased the robustness of collected data and facilitated comparability of results.

### Master survey

Surveys are a well-established research method that provides breadth and depth of opinion at reasonable costs. In developing the survey, local agencies were keen to find out whether people's experiences of their services differed owing to their demographic characteristics. Recognising that equality is paramount across an exhaustive list of services, the survey focused on the Equality and Human Rights Commission's six major areas of life, as set out in '*Is Wales Fairer 2018*'. These are education, work, living standards, health, justice and personal security and participation.

Respondents were asked whether people with different characteristics generally have better or worse experiences of a prescribed list of services in comparison to the population as a whole. A Likert scale was utilised to establish whether twelve different demographic groups have 'much better', 'better', 'the same', 'worse' or 'much worse' experiences of a particular service. This was useful in recording attitudinal data (how respondents perceive other groups to be treated) and actualities (what those of particular ethnicities, age etc. thought of their own experiences). The latter is possible through filtering/disaggregating responses. Emphasis was given to identifying respondents' demographic characteristics (age, gender, ethnicity etc.) in order that the views of different groups be reflected in the report.

In addition, the master consultation survey was published in Welsh, English and Polish, reflecting the demographic composition of the four counties. In order to ensure we offered an accessible service an easy ready version was available to the public.

Survey reporting relies heavily on a weighted average technique, referred to throughout as the Average Index Score (AIS). Qualitative data has been analysed by, first, coding responses on the basis of emerging themes; then, offering a synopsis of pertinent codes/themes. Analysis and reporting of survey results was undertaken by members of the Corporate Policy team at Carmarthenshire County Council.

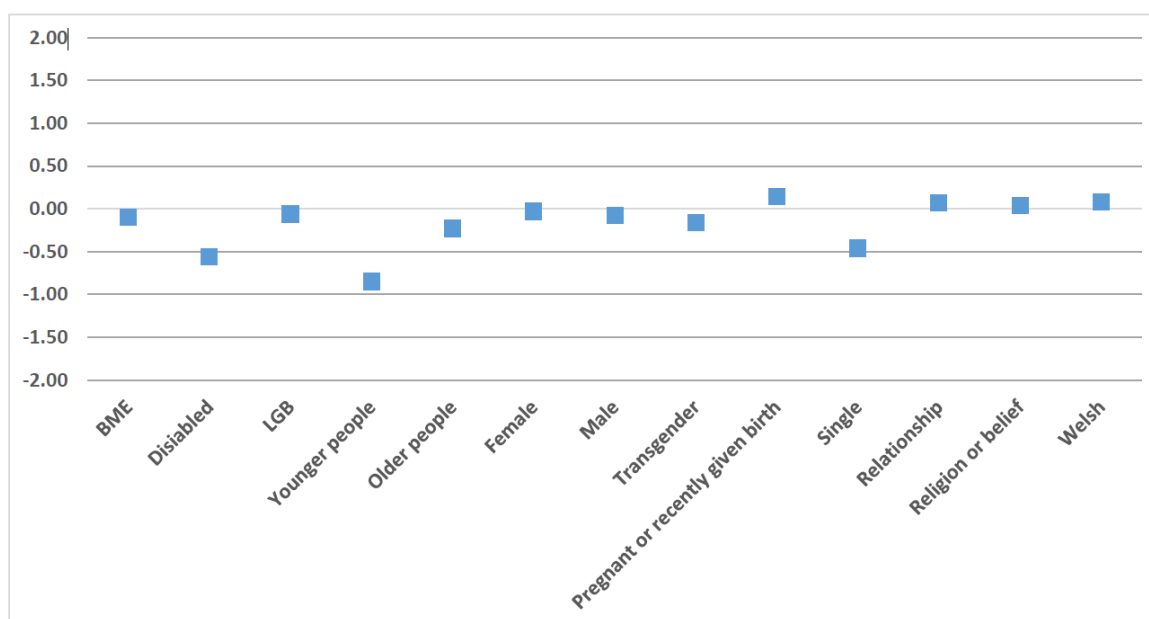
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<sup>145</sup> Dyfed Powys Police; Hywel Dda University Health Board; Powys Teaching NHS Trust; Mid and West Wales Fire and Rescue Service; Welsh Ambulance Service; Carmarthenshire County Council; Ceredigion County Council; Pembrokeshire County Council; Powys County Council, Brecon Beacons National Park Authority and Pembrokeshire Coast National Park



## Survey Feedback relevant to the Authority's Equality Plan

### Housing



- There are considerable inconsistencies in the experiences of different demographic groups (indicated by the pattern of the above chart): some are believed to have better experiences, some worse, whilst several groups are perceived to have similar experiences in comparison to the population as a whole.
- An AIS of 0.14 for pregnant women/those recently given birth confirms a perception that this group have slightly better experiences of housing.
- The majority of demographic groups are seen to have worse experiences of housing. In particular, significantly lower, negative AISs were recorded for three groups – signifying markedly worse experiences –namely, younger people (AIS of -0.85), those with disabilities (AIS of -0.56) and single people (AIS of -0.46)

### Comments from Pembrokeshire Survey responses relevant to the Authority's Equality Plan:

- There is a stigma attached with being disabled and there is not enough disability friendly housing or housing for those who are older and need care or young who wish to stay in the area.
- Housing for the over 65s?? What housing?? There is little to no decent sheltered or supported housing option within Pembrokeshire
- The under 25s have no chance either, they are told they cannot access housing benefits, but there is no affordable housing in the area - new builds are shabbily constructed (how much are the back-handers?) and certainly not what I would term 'affordable' to either buy or rent. .
- Perhaps single bedroom accommodation from the public sector might be the stepping stone to self sufficiency.
- It seems younger people have it harder to get accommodation

## Considering Feedback from Engagement: Regional Equality Survey

- One homeless hostel, very limited social housing 1 bed properties, high unemployment, low wages,
- Stuck in unsuitable housing
- Very very difficult to be able to afford to live in Pembrokeshire with one wage. Can't afford to buy a house because of house prices being unaffordable
- I know from personal experience or would anticipate in other cases a certain amount of prejudice and there is a shortfall of housing available to younger people.
- Rental cost are outrageous
- Unless you're lucky enough to own your own home, everyone is finding access to housing more difficult. With less council houses being built many people are at the mercy of private landlords.
- Young people find finding suitable housing very hard.
- Accessing suitable housing for disabled people is difficult, especially in rural areas with the additional transport challenges. Young people, particularly those leaving care, find it difficult to find suitable housing. There is very little housing for single people, it's more geared to families.
- Not enough social housing as a whole without the added need to accessible units for disabled people
- Mae'n anodd iawn cael help o ran dod o hyd i dŷ cyngor er enghraifft, fel person sengl. (*For example it's very difficult to get help in relation to accessing council housing, as a single person*)
- Run down estates, communities that don't care about their area, communities that expect others to care for their area
- Difficult for young to find housing
- Young people do not get appropriate housing often falling into the trap of renting privately where living conditions can be appalling and expensive.
- One bedroom units very scarce, private landlords not very welcoming of benefit recipients, or younger age groups

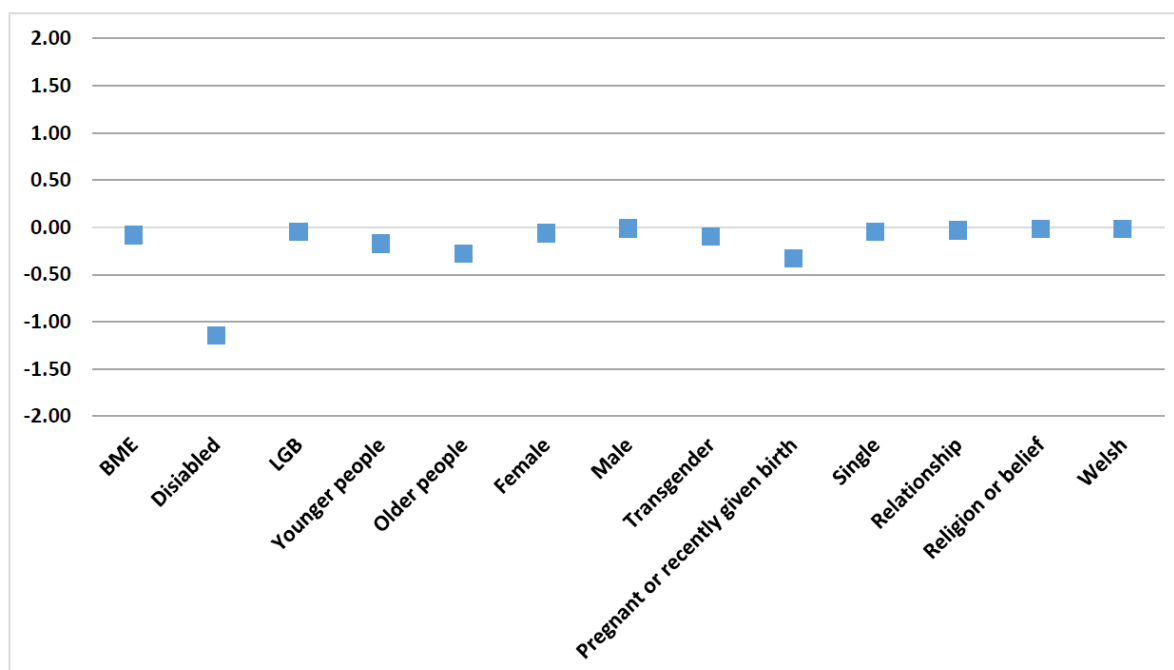
### Equality Impact Considerations for the Plan:

- Lack of accessible and suitable housing provision for disabled people
- Lack of affordable housing for young and single people
- Links to issues identified within EQIA for National Park Management Plan in relation to Affordable Housing provision in the Park. Authority is local planning Authority for the Park Area.

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Lack of accessible and suitable housing provision for disabled people
- Lack of affordable housing for young and single people
- Links to issues identified within EQIA for National Park Management Plan in relation to Affordable Housing provision in the Park. Authority is local planning Authority for the Park Area.
- Above areas addressed through following actions in the draft plan: 6.

## Access to Transport



- On balance, it was felt that most demographic groups have relatively similar experiences in respect of access to transport when compared to the population as a whole. This is indicated by the tight clustering of AISs around the 0.
- The AIS for disabled people (-1.14) is a significant outlier: access to transport is perceived to be a much worse experience for disabled people in comparison to the population as a whole. Low AISs also recorded for older people (-0.28) and pregnant women/those recently given birth (-0.33). This suggests that they also have worse experiences.
- No group was thought to have distinctly better experiences which is represented with negative scores. This suggests that all groups are perceived to have worse experiences in respect of accessing transport

Comments from Pembrokeshire Survey responses relevant to the Authority's Equality Plan:

- Lack of transport again for those with disabilities and also for the young and old who rely so heavily on it. There is a lack of consideration for young people.
- There is not enough accessible public transport locally as it is only currently on some of the bigger routes. I have seen elderly people struggle to use the steps on some of the buses locally.
- Buses with only sufficient room for one pram or wheelchair, so if there is already a disabled person on the bus, then a second person has to wait for anything up to 4 hours for the next bus and hope that the wheelchair space is free. Young mothers being removed from buses to allow wheelchairs on is unacceptable.
- Public transport to rural areas keeps being cut
- Transport in rural areas seems scarce, younger people rely very much on cars. generally unable to afford the fares, limited transport links
- I have my own transportation

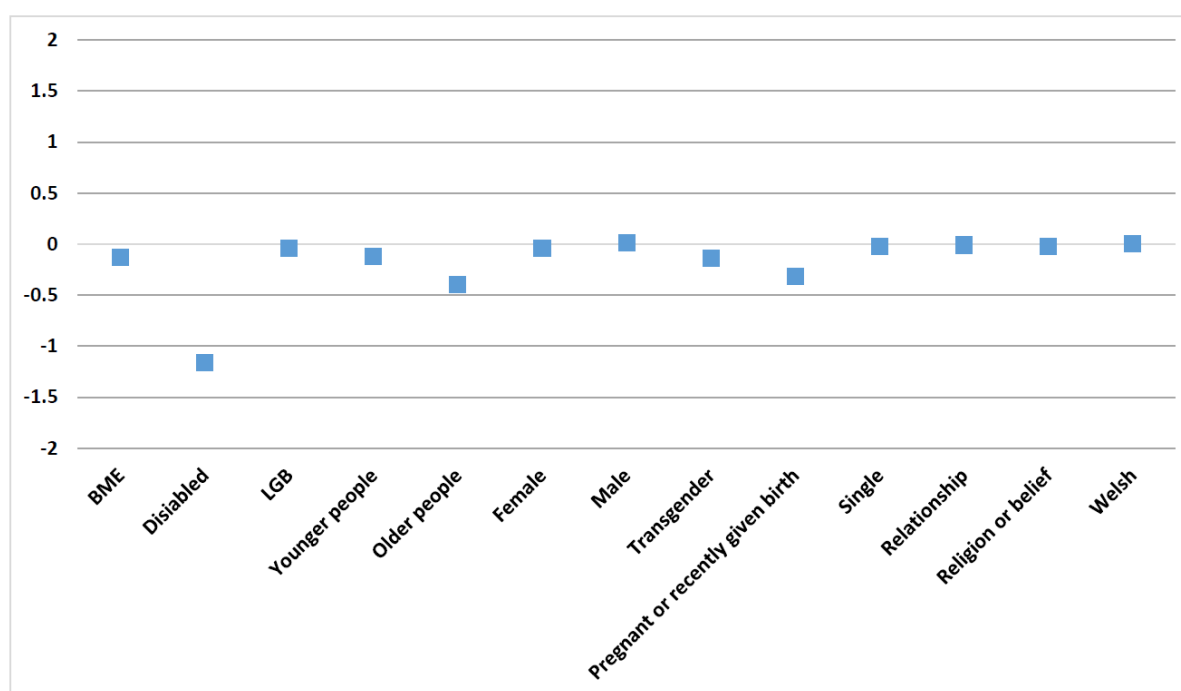
- Public transport in Pembrokeshire is so bad I could not leave my house if I did not have a car. So I can only assume this is the same for everyone.
- Difficult to access trains and buses in a wheelchair or with a pram because it's quite embarrassing to have to hold people up while you try to get on/have the ramp taken out for you and set up
- Useless bus services and high train and bus prices
- Limited buses and can't be sure it's wheelchair friendly
- Not all buses can accommodate people with disabilities as yet. People who qualify for bus pass will be at an advantage over any group who have to pay for their transport needs. People (of many groups) in a more rural location will be at a disadvantage because there will be less opportunities to access transport.
- Bus passes. Deals on trains/taxis for elderly
- Anecdotal evidence and own experience of seeing e.g. Cars parked across ramps and traffic wardens doing nothing
- Cuts in services make it more difficult for some groups
- I use first Cymru buses regularly and the drivers are amazing helping the disabled, elderly and mums with pushchairs accessing the bus
- In rural Pembrokeshire, unless you have your own transport it is very difficult to get anywhere. Buses are few and far between, trains are limited as to where they stop.
- Difficult if you are disabled or elderly or young, i.e. not having money to travel
- Public transport by local bus is reliable, but there are no buses in the evening in our area, again being disabled or older it is hard to hang around waiting for buses and not always able to walk any distance to a bus stop. The train service is not at all reliable and doesn't run frequently enough or connect properly to be usable as a local transport service. I live in Saundersfoot and work in Haverfordwest but there is no train suitable to get me to work which is a shame as it could be quicker possibly than driving.
- In rural areas, public transport is patchy to say the least. For people with a wide range of disabilities it's hugely problematic. There are not enough wheelchair spaces on public transport and they are usually shared with prams. If the space is already taken there is no room for an additional user. There are reduced services at weekends with few services on Sundays meaning people can't access shopping, social or sporting activities easily. There are also issues with taxi services for people with physical or sensory impairments.
- The only group that may have problems I believe are those whose disability makes it difficult for them to use all public transport
- As stated previously, poor public transport provided in Pembrokeshire and even less accessible public transport for disabled people
- Too few buses. Rural areas cut off. Can't afford fares.
- Public transport is poor for all
- Low on priority agendas. Rural transport is a disgrace.
- If you don't drive in Wales it can be difficult to use public transport, this I would think affects under 25s the most
- Transport is geared to mobile persons, needs to take into account accessibility from care homes
- Generally speaking most transport providers are in a position to meet the needs of their users, however, there have been some instances where disabled people are not provided with facilities which meet their needs.

- Public transport in Pembrokeshire is poor so we all suffer the same, this is worse for the old and disabled
- Hate crime and discrimination, verbal abuse on public transport is a very stark reality for gay people, trans people, and ethnic minority people. I personally avoid public transport as much as I can for fear of abuse

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Negative experiences for disabled people in terms of access to suitable accessible public transport and taxi services
- Negative experiences for new parents accessing public transport with buggies/ prams
- Certain groups may face hate crime when accessing public transports
- Broader issues relating to cost, frequency and timing of services
- Can impact on people both accessing the Park or living in the Park area
- Above areas addressed through following actions in the draft plan: 2, 3 and 12.

### Leisure and Access to the Coast and Countryside



- In the main, different demographic groups are thought to have broadly similar experiences in respect of social, leisure and countryside access – the majority of AISs are tightly clustered around the neutral zero value – with any perceived differences in experiences considered to be marginally worse or better
- Disabled people are one notable exception to the rule. Respondents' recognised that disabled people have significantly worse experiences of Leisure and Access to the Coast and Countryside in comparison to the population as a whole – indicated with an AIS of -1.16.

## Considering Feedback from Engagement: Regional Equality Survey

- Older people (-0.40) and pregnant women/those recently given birth (-0.32) were also seen to have slightly worse experiences of Leisure and Access to the Coast and Countryside.

Comments from Pembrokeshire Survey responses relevant to the Authority's Equality Plan:

- Disabled/elderly access to beaches and countryside is terrible in Wales including toilet facilities
- Disabled individuals struggle to access the seaside and of course what provision is there for leisure?
- It is more difficult for people on either end of the age spectrum to access leisure due to the cost of parking in the areas, the price of bus fares (and sometimes the lack of rural routes where many people live) and general difficulties regarding accessibility for the elderly. We have beautiful countryside locally which is vastly underused by its population.
- Little to no wheelchair access to our beaches.
- No change I would question the whole concept of public provision of the majority of sport service with the exception of sport fields and swimming pools Reduction in bus services. Implementation of car parking charges in beach areas
- There are coastal buses but I have never been on one, should be family friendly as its great to see them at leisure.
- Disabled adaptations and access quite poor
- Access to large areas of Pembrokeshire (Even the library in Haverfordwest) is difficult, some for geographical reasons. Public toilets are regularly shut or difficult to enter. They & parking are both charged for but poorly kept. This alone reduces the ability to use these & stops use of facilities or the countryside.
- Nothing to do for young people, nothing for new parents with babies other than baby groups which aren't that helpful especially for dads as my male partner doesn't feel welcome at any parent and baby groups/meetings
- Very little wheelchair access terrible.
- Please see previous answers. It may be that lack of transport as well as disabilities will affect some of these groups, not the particular characteristic themselves.
- Some coastal areas aren't suitable for wheelchairs
- I have no problem with access to the country and coast as that is where I live. My difficulty is in going to a city such as Swansea or Carmarthen. Very few transport links - you have to be able to drive
- Age, young or old and disabled, access to cars for flexibility
- Disabled access to the coast and countryside is reasonable, parking etc but often access to beaches is via steps or uneven paths which are not accessible. Although there is usually disabled parking, the spaces fill very quickly.
- The suitability and availability of public transport is an issue.
- One thing this survey also needs to bear in mind is poverty. Many of these protected characteristics live in poverty and do not have the financial means to access the countryside or leisure facilities.
- I know that it can be difficult for older & disabled people to have access to country paths. Many of these are not easily accessible.
- not enough accessible public transport and facilities to reach the countryside

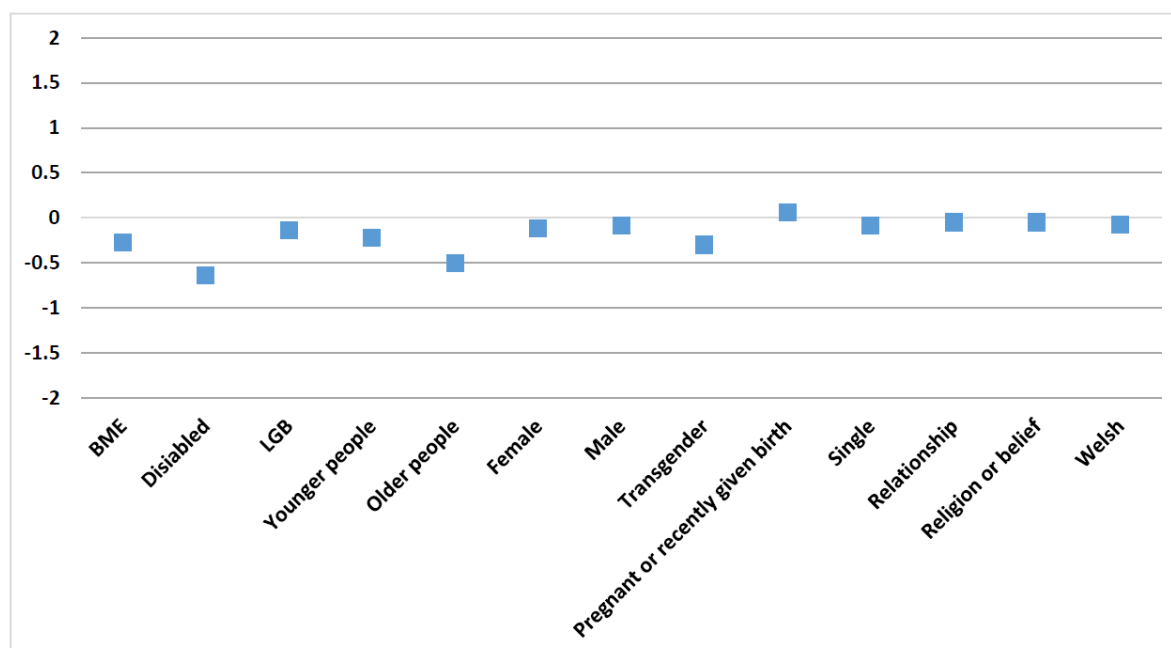


- Very limited marketing targeted at groups/individuals with 'protected characteristics'. Similarly, there is still much to achieve in terms of making access to the countryside more easily available to a wider
- variety of people but especially individuals with physical disabilities - needs significant investment in the public rights of way infrastructure.
- Nothing for under 18s and youth centre cuts. Lots of pubs and drinking but little else, no cinema, everything requires unaffordable cost AND travel.
- There are limited areas for the young to in particular
- All the same as the young, old and disabled have affordable options for leisure making it more accessible
- Beaches Esp Newgale very difficult to access there is no pathway and pebbles too difficult for those unstable on their feet.
- Leisure access for those who are disabled can be difficult to achieve again because of financial constraints. Generally speaking the majority of recreational facilities meet basic statutory requirements, however, costs are again a factor which has to be properly considered.
- A beach wheelchair is not the answer to some when there is no one to push it.
- Many areas are not suitable for disabled people to access

### **EQIA Impacts and Key Considerations for PCNPA Equality Plan:**

- Negative experiences and barriers for disabled people in terms of access to beaches and countryside. Concern about wheelchair access to beaches, concern around access at Newgale beach for people with limited mobility.
- Consideration of when someone may need additional assistance to access services such as beach wheelchair e.g. need someone to push it – are there volunteering opportunities or potential for gig buddies style scheme.
- Impact of cost for younger and older people in terms of transport
- Limited marketing targeted at groups/individuals with 'protected characteristics'
- Lack of activities for young people and new parents
- Problems going to other locations outside of Pembrokeshire due to poor transport links
- Access to facilities – public toilets
- Above areas addressed through following actions in the draft plan: 1, 2, 3, 4, 5 and 12.

## Health



- As depicted in the graph above, different demographic groups are thought to have broadly similar experiences in respect to health in comparison to the wider population.
- Of all listed groups, disabled people (AIS of -0.64); older people (AIS of -0.50); transgender people (AIS of -0.30) and those from ethnic minority groups were perceived to have particularly worse experiences of health in comparison to the population as a whole.
- Pregnant women or those recently given birth were perceived as having slightly better experiences of health services (AIS of 0.06). This result is a notable outlier given the high positive AIS and its position in comparison to other demographic groups

Comments from Pembrokeshire Survey responses relevant to the Authority's Equality Plan:

- Having been diagnosed with multiple health problems (mental and physical), I have found Pembrokeshire to be the most difficult place to obtain support in a timely manner. I have to attend appointments at a hospital 45 minutes away instead of my local hospital due to the downgrading of services and I have not been offered sufficient mental health support since my return here a few years ago. As a younger person, I have seen first-hand the impact of this.
- Both physical and mental health services in the county are stretched to breaking point, but mental health services especially are now virtually non-existent.
- Constantly reduction in services - especially paediatric and maternity
- 10hr wait to see Crisis Team when someone is feeling suicidal, appointments and calls not kept.
- Refused treatment because of my disability
- County is stuck in the middle ages so there's a lot of stigma around transgender people, As a lesbian not always taken seriously by health professionals

## Considering Feedback from Engagement: Regional Equality Survey

- The particular illness, and nearness of relevant health provision will probably be more of a factor as well as transport requirements.
- It is harder to be healthy when you are cooking for one and work extra as the only source of income
- Ignorance on the part of some staff, lack of life skills or confidence to challenge poor care
- Living in Pembrokeshire we have lost doctor's surgeries, doctors who do still practice are having to see twice as many patients.
- Maternity care has moved out of Pembrokeshire, pregnant women are forced to travel to Carmarthen to give birth.
- Overall my husband and I have had reasonably positive experiences of the healthcare system in this area, it is not always very well joined up though.
- We have an ageing population with multiple chronic health problems and this is increasing. Older people are unable to leave hospital once medically fit because there isn't timely, adequately care provided, especially if you live alone and can't rely on family. Provision for people with physical, learning or sensory impairments is patchy at best or generally poor. There appears to be poor understanding of mental health and neuro diverse conditions in young people, and of dementia in the elderly.
- Pembrokeshire people are at a disadvantage as health facilities for the county have been and are continuing to be downgraded making it difficult for everyone in the county to reach the relevant health professionals at Glangwili and further afield
- All of the above has difficulty in accessing health care and dental treatment. Current no NHS dentist is taking patients on... this is appalling. Difficulty getting appointments with GP which results in some neglecting their own health as they feel it may not be urgent enough to see GP as they are so busy.
- Health is a strange term, but being excluded or different in some way can and does affect your health.
- having arthritis affects my mobility but I still think of myself as in reasonable good health
- 1:7 LGBTQ people avoid healthcare treatment for fear of discrimination. 25% of LGBTQ people have experienced a lack of understanding of their specific health needs - this figure rises to 62% for trans patients. I have personally experienced unequal treatment due to my sexual orientation and my gender expression, both as a patient and while attending healthcare appointments to support my partner. On a number of occasions I was asked to leave an appointment as the clinician would not speak to my partner with me in the room, and on another occasion my partner was not allowed to stay by my bedside to wait for a doctor during an emergency admission out of hours despite the fact that two other people in beds adjacent had their spouses waiting with them to see a doctor.

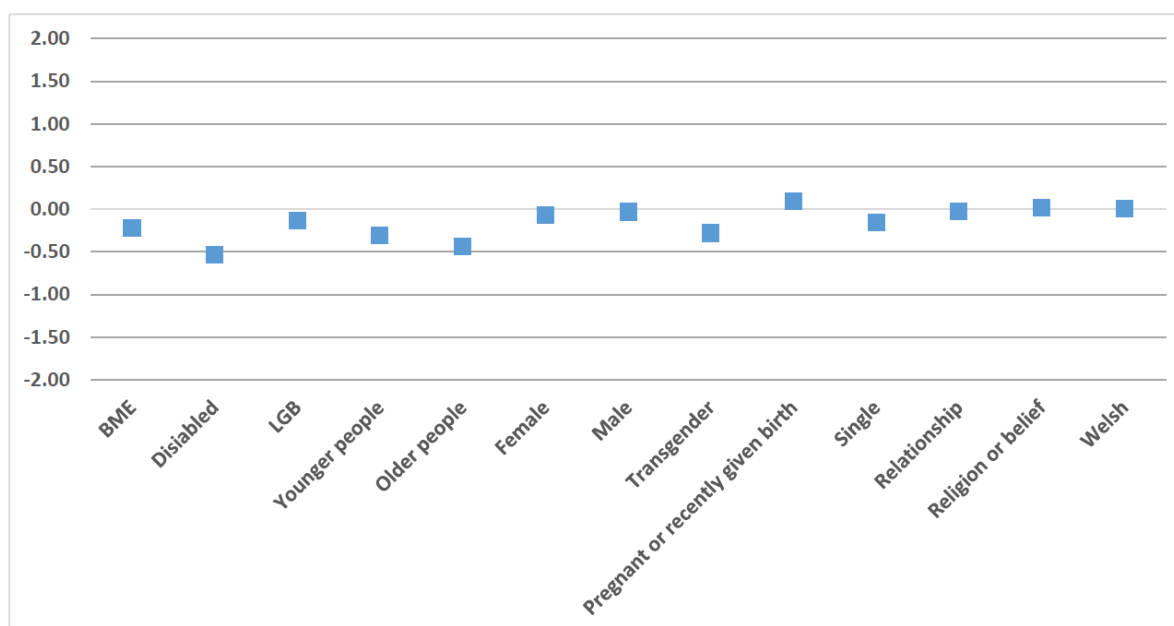
### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Access to transport important issue as people are having to travel significant distances to access health services including maternity provision
- Negative experiences in terms of treatment for LGBT people and some disabled people when accessing health services, a need to ensure well-being offers and projects related to the Park are inclusive

## Considering Feedback from Engagement: Regional Equality Survey

- Positive impact social prescribing initiatives could have on demand or providing services locally
- Positive impact projects that relate to Mental Health could have due to issues around access to services.
- Above areas addressed through following actions in the draft plan: 2, 3, 4, 5, 7, 8, 9, 12 and 13.

### Access to Care and Support



- When examining respondents perceptions of accessing care and support, the experiences of many different demographic groups are thought to be fairly consistent with the experiences of the population as a whole – as depicted above by the congregation of AISs around 0 (Neutral point) For example, AISs for females, males, individuals who are single, in a relationship and hold a religion or belief, to name but a few
- Of all listed groups, individuals who have a disability are deemed to have the worst experiences (-0.53).
- It can also be seen that individuals from an ethnic minority (-0.22), Younger people (-0.31), Older people (-0.43) and transgender people (-0.28) are all perceived to have worse experiences of accessing care and support in comparison to the population as a whole.

Comments from Pembrokeshire Survey responses relevant to the Authority's Equality Plan:

- I believe that public transport restricts many people in Pembrokeshire due to a lack of it from rural areas. Young people also aren't financially secure enough in general to be able to afford housing, membership for leisure services etc.
- There is NO support for people with mental health issues

## Considering Feedback from Engagement: Regional Equality Survey

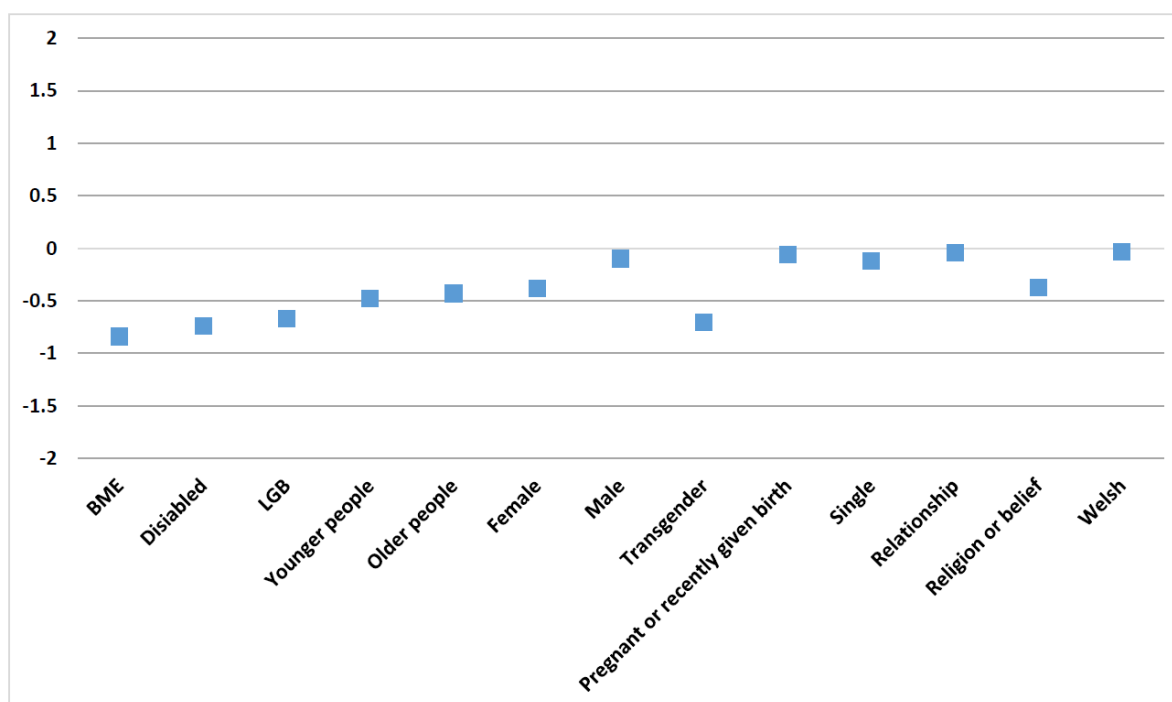
- Older people and single people can suffer from loneliness as the younger adults having to work in order to pay for the upkeep of their family which doesn't leave time to create a more caring society
- All services in Pembrokeshire are being either down graded or left to slide. Both by NHS and PCC
- Had practically no support after a traumatic birth as a young mum, health visitors didn't bother showing up, other support reached out too such as GP dismissed concerns
- Very poor help and support for mental health problems
- Cost of getting help for care and support services has gone up a great deal.
- Everyone has equal access but extra charities may be available for certain groups
- There are various resources available although whether or not people choose to access is another matter
- Attitudes to the elderly are bad when they complain. Younger workers treat them unfairly
- difficult to access public transport in rural areas.
- Elderly and young may not have advocate to help them
- My husband is disabled and does struggle with access to care just because for instance, he can't stand and queue for a doctor's appointment to try and see a doctor on the same day, this also affects older people.
- Agency domiciliary care is patchy and generally unsatisfactory. Support for people with mental health problems is poor and for young people it's very poor with specialist services sometimes miles away for the young person's home.
- Does dim llawer o wasanaethau gofal ar gael drwy'r Gymraeg. Mae'r lefel o hiliaeth yn erbyn pobl o wledydd eraill ac o gefndiroedd ethnig/crefyddau gwahanol yn peri gofid i mi. *(Not many care services available in Welsh. The level of racism against people from other countries and from different ethnic and religious backgrounds worries me)*
- There is no bus public transport after 6pm or on Sundays in Pembrokeshire so youngsters can't socialise
- Can provide examples of people left in isolation and without information and support
- Not enough access to antenatal care and hospitals of choice for pregnant women. Severe lack of midwives. Very difficult to access health care and support if disabled and living in a rural area, or for people who are less well-off financially.
- Resources and laws have been introduced to make a difference.
- it's hard if you have health problems and don't drive to access things that others take for granted.
- I believe that generally speaking all people are treated fairly when accessing care and support, however, I firmly believe that financial considerations are a valid reason why some services are not available. No organisation can meet 100% of the needs of an individual.
- Services for younger people with mental health problems are poor, this is also the case for pregnant women with mental health problem, and no units for mother and baby in Wales within mental health

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Mental Health Support provision, particularly young people

- Support for pregnant and new parents
- Transport issues within Pembrokeshire – accessing appointments, impact on social isolation
- Positive impact social prescribing initiatives could have on demand or providing support services locally
- Positive impact projects that relate to Mental Health and social isolation could have due to issues around access to services.
- Above areas addressed through following actions in the draft plan: 2, 3, 4, 5, 7, 8, 9, 12 and 13.

## Crime



- In comparison to the population as a whole, a number of demographic groups are thought to have significantly worse experiences of crime in comparison to the population as a whole.
- Of all listed groups, respondents consider those from ethnic minority groups (AIS of -0.84); those with a disability (AIS of -0.74); transgender people (AIS of -0.70) and LGB (AIS of -0.67) to have the worst experiences of crime. Similarly low AISs were recorded for younger people (-0.48); Older people (AIS of -0.43); Females (AIS of -0.38) and those who hold a religion of belief (AIS of -0.37).
- Overall it was seen that all demographic groups are seen to have worse experiences of crime in comparison to the population as a whole. This is highlighted with all groups reporting negative AIS scores.

Comments from Pembrokeshire Survey responses relevant to the Authority's Equality Plan:

- Hate crime is rife in schools across Pembrokeshire and there is a reluctance to call it that.



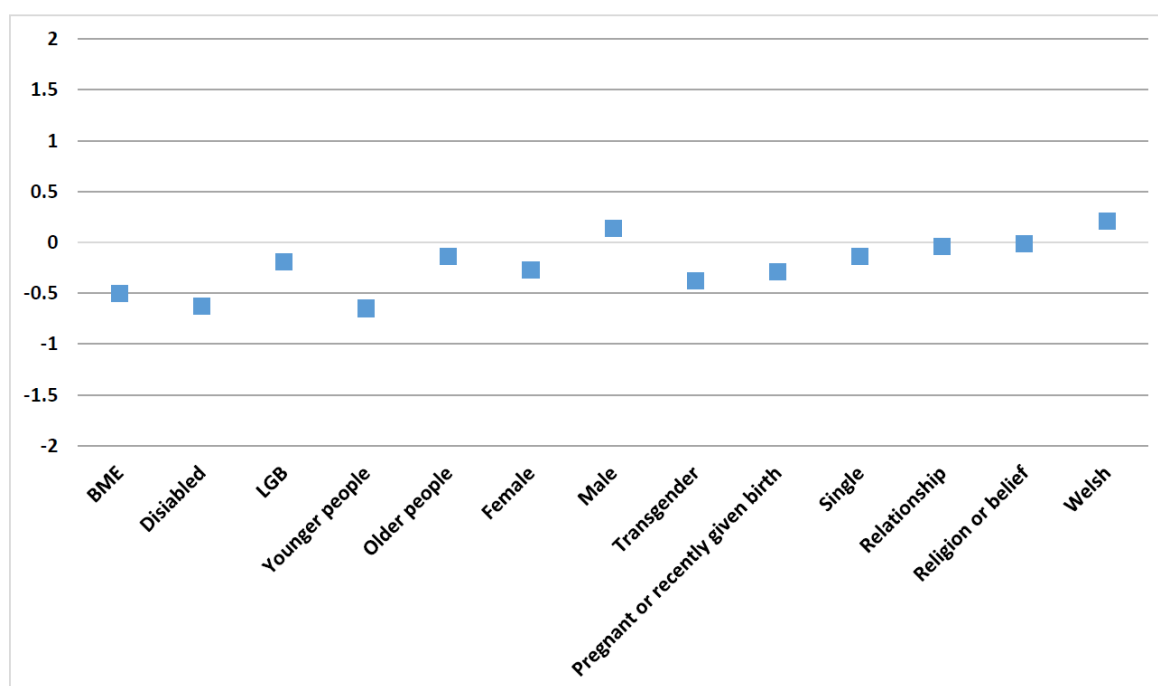
## Considering Feedback from Engagement: Regional Equality Survey

- I do not have any problems where I live everyone looks after each other
- Elderly people can be seen as easy targets, so can single females out alone
- LGBTQ/Trans people experience hate crime on a regular basis. it varies from nasty remarks to verbal and sometimes physical abuse. I think hate crime towards trans people especially is on the rise and more prevalent than towards LGB people. My experience of reporting hate crime though has been positive with the case officer being sensitive and compassionate in dealing with the issue, and following up with me afterwards

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Awareness impact hate crime and harassment could have on people accessing the Park and in using public transport, particularly for people from ethnic minority groups, disabled people and transgender people.
- Issues relating to hate crime and harassment in terms of experience of young people in schools
- Above areas addressed through following actions in the draft plan: 2, 3, 4, 5, 7, 8, 9, 12 and 13.

### Influencing Decisions



- As depicted in the graph above, people's experiences of being able to influence decisions are seen to vary according to their demographic group.
- The lowest recorded AIS was for younger people (-0.65), suggesting a perception that this demographic are often unable to influence decisions. Disabled people (-0.63), transgender people (-0.38) and BME groups (both -0.50) are also thought to have worse experiences in comparison to the population as a whole in being able to influence decisions.

## Considering Feedback from Engagement: Regional Equality Survey

- Only two demographic groups are perceived to have better experiences of influencing decisions in comparison to the population as a whole. Males (0.14) and Welsh speakers (0.21) are perceived to have better experiences.

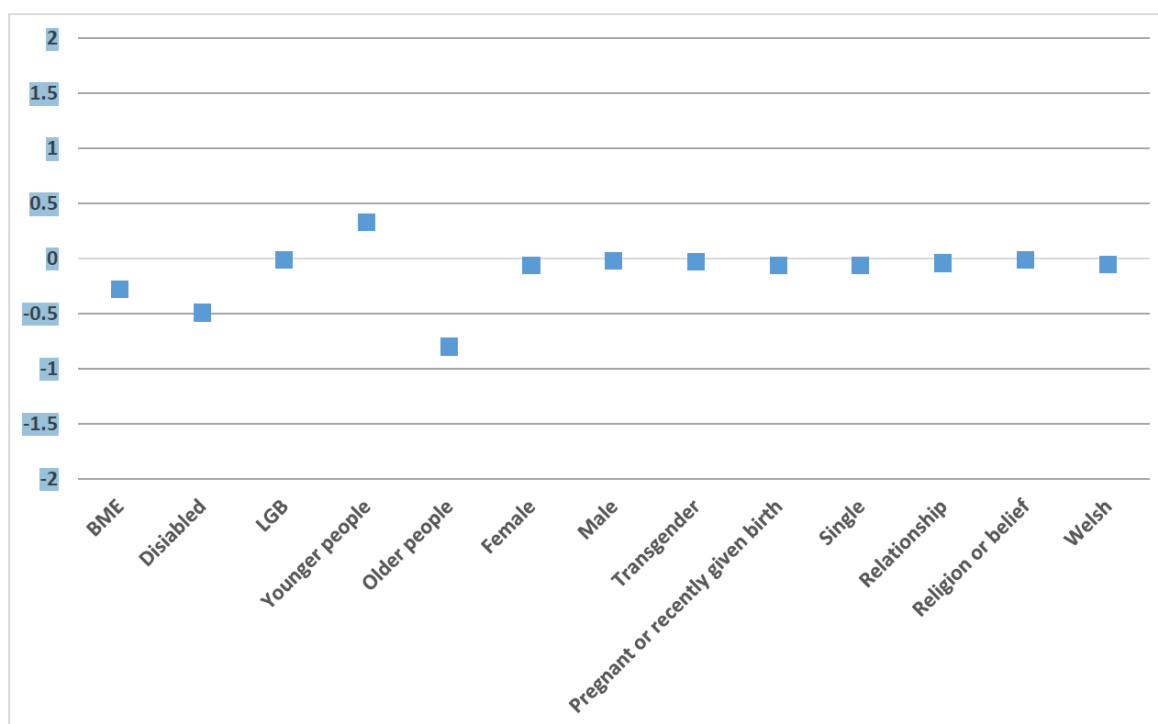
Comments from Pembrokeshire Survey responses relevant to the Authority's Equality Plan:

- Those that shout louder get heard
- All the minorities struggle to influence decisions
- No one in authority listens, they consult to tick a box
- Generally people in the older age bracket have more time and are able to attend events (which I have seen held during working hours meaning I could not attend). I also believe the voices of the older generation are listened to more locally as they are the bigger group of people compared to their younger counterparts.
- The people who can make these decisions seem to be far more concerned with their own positions to spend much time bothering about the consequences on others
- Our councilors seem to be trying!
- Local government is actively pro welsh speaker, mostly older people & this shows. LBGQT are given more attention because they can bring claims of discrimination. The local government is failing badly in all areas.
- Not taken seriously
- This depends as to what decisions are to be made.
- People have to listen to the needs of disabled people. Young people tend to get their point across
- People in Pembrokeshire are treated badly. Nobody listens and services are poor
- As far as council decisions go, everything is put on the local council website regarding consultation over changes, I have only stumbled across these by accident so presume very few people are aware that these consultations are there, hence there must be a very low response rate to these consultations so things get approved without a proper public opinion
- It very much depends how people's views are being sought. Public bodies are more aware of their duty to engage 'seldom heard' people, and are making a greater effort in this regard. The general feeling among some protected groups is that their opinion doesn't count and nothing will be done anyway. There are also linguistic and cultural barriers that prohibit some groups from participating. It's getting better, but there's a long way to go.
- Anyone who takes time & trouble to influence a decision will surely carry the same weight.
- Lack of diversity on most public boards!
- Old-fashioned and narrow-minded attitudes locally.
- Having worked in local and central government I believe that facilities for younger people can be squeezed such that other groups receive a higher slice of the resources.
- Numbers play a role in the influence people have

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Engaging diverse range of people in ongoing conversation about the Park.
- Increasing diversity of Members
- Feedback provided on how engagement has influenced decisions, or reasons why certain engagement couldn't be considered
- Above areas addressed through following actions in the draft plan: 4, 26, 27, 28 and 31.

## Access to Information and Digital Services



- As seen, different demographic groups are thought to have broadly similar experiences in respect to Access to Information and Digital Services in comparison to the wider population.
- Respondents consider three demographic groups to have markedly worse experiences, with the AIS for older people (-0.80) being the lowest recorded result. This is in stark contrast to younger people who are perceived to have better experiences of accessing information and digital services (0.33) which is also the highest recorded AIS.
- The other two demographic groups which received a low AIS are; those with a disability (-0.49) and those from ethnic minority groups (-0.28).
- The remaining demographic characteristic groups are thought to have broadly similar experiences in respect to accessing information and digital services in comparison to the wider population.

Comments from Pembrokeshire Survey responses relevant to the Authority's Equality Plan:

- Improvement in rural areas for broadband
- Poor internet connections in rural areas

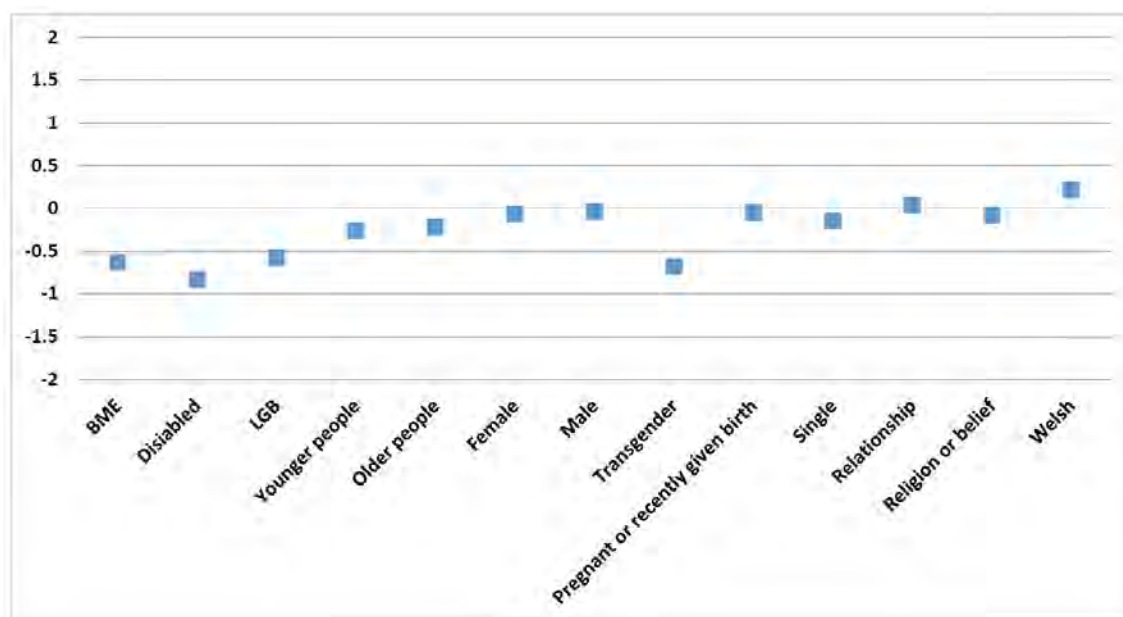
## Considering Feedback from Engagement: Regional Equality Survey

- We are being slowly forced into there being no option but to use digital services, many elderly don't understand or wish to use these, the areas lower paid struggle with the costs in many cases, being single makes it more of an expense. A person at a counter is a service.
- The main problem can be digital competence which is not necessarily a factor for a particular group, but for people as individuals. also the problem of accessing the internet because of black spots rather than which group they may be identified with.
- The elderly don't use the internet and all the banks in Milford Haven are [c]losing bad decision
- Older people may find access to information and digital services more difficult.
- Many older and disabled people struggle with digital access and are not necessarily IT literate
- Generally some older people find the thought of accessing information and services online daunting.
- Still a lot of people are overlooked because they are not online.
- It's been difficult for my mother to cope with a dig[i]tal age
- Provision of information is the same for whatever group you belong to.
- Access to information is there for all whether some are able to obtain it is a different matter; low pay may restrict your ability to access information, the very old may not be able to operate the equipment needed even if they have it.
- All should have access
- I believe we are on par with other counties nationally.
- Improvement in rural areas for broadband
- Only told what is not controversial
- Poor internet connections in rural areas
- Internet etc is available and classes.
- The main problem can be digital competence which is not necessarily a factor for a particular group, but for people as individuals. also the problem of accessing the internet because of black spots rather than which group they may be identified with.
- None of the above make a difference
- The elderly don't use the internet and all the banks in Milford Haven are losing bad decision
- Older people may find access to information and digital services more difficult.

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Ensuring information about the Park and engagement is accessible for all, consideration of how projects that only communicate digitally may impact on older people
- Access to facilities in the Park and broader issues relating to digital connectivity (broadband access)
- Above areas addressed through following actions in the draft plan: 1, 10 and 12.

## Getting on Together in the Community



- Respondents consider four demographic groups to have markedly worse experiences, with the AIS for those with a disability (-0.83) being the lowest recorded result. This is closely followed by transgender people (-0.68); ethnic minorities (-0.63); and LGBs (-0.57).
- The AISs for Welsh speakers (0.22) confirm a positive perception of Welsh speakers getting along better in the community in comparison to the population as a whole.
- The remaining demographic groups, given their proximity/closeness to the middle point (zero), are thought to have broadly similar experiences in respect to getting along in the community.

Comments from Pembrokeshire Survey responses relevant to the Authority's Equality Plan:

- I think Pembrokeshire offers a good standard of living and a very tolerant community
- Again, much harder for minorities
- Having lived in a small parish community since the 90's I am yet to feel the sense of community there once was (despite the efforts of the local community council). This is regardless of age, ethnic minority etc.
- We have wonderful communities in Pembrokeshire and I am aware of very little discrimination of any sort. We tend to help each other out.
- No notices given on local events
- We should to accept all law abiding members of our society.
- Poor services for people with disabilities
- I have been in Pembrokeshire 39 yrs. our community is the best in the world. So supportive,
- 'Low level' racism is commonplace, I was asked every working day for 3 years why 'I couldn't get a job over the bridge?' A disability is isolating in an already

isolated county. Socialising costs, if you are single this can be restrictive. LGBTQ is a tiny part of a population that have very little available to them. Very isolated due to access

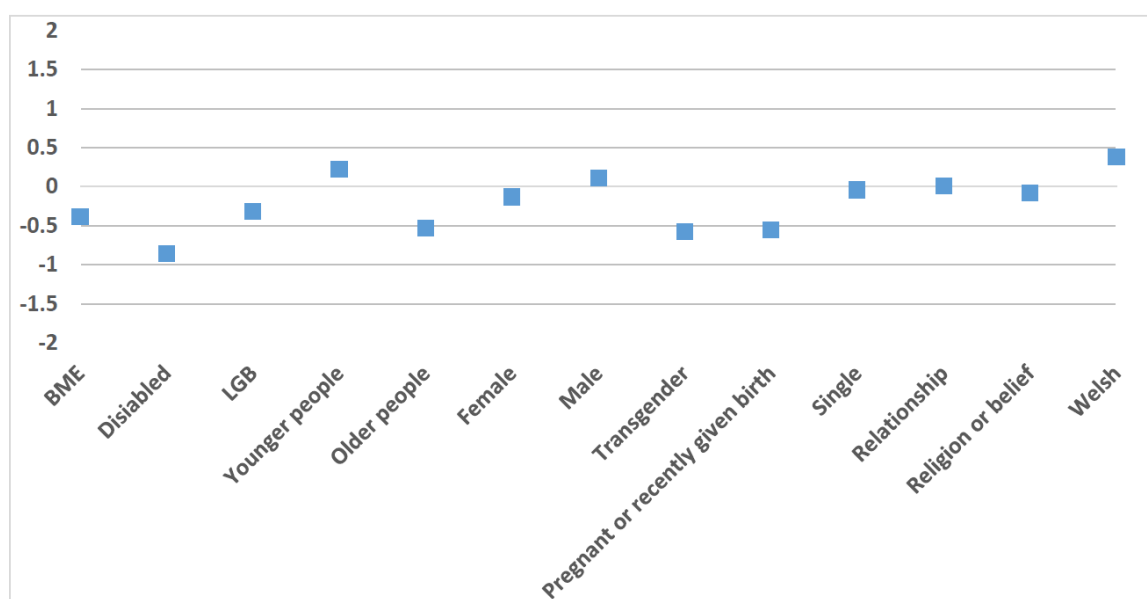
- The factors which affect people getting on together in a community are more to do with their background/social links rather than a particular characteristic.
- Some areas are non inclusive of non Welsh speakers
- Prejudice and bias
- Ethnic minority's don't want to mix
- I may be generalising but, in my experience, people from ethnic communities have a greater sense of family and community and help each other. Many disabled people find there are barriers to being in a community - transport etc., and are often isolated and alone. Young people have a sense of identity and do help each other.
- Since moving to this area we have found there is a good community spirit, people are more friendly and helpful
- I think the notion of community has become more fragmented over the last 20 or 30 years, although some communities (like the GRT community) are very close knit and supportive. Generally I think older and younger people can feel isolated within rural communities and are less likely to mix. This can be exacerbated by a physical, sensory or learning disability, and/or by not having access to transport.
- I don't know about everyone, but our community is mixed and gets on well
- Mae llai o groeso (mewn mannau) i bobl o gefndiroedd ethnig gwahanol, pobl crefyddol megis moslemiaid a phobl trawsrhywiol- dim diffyg ymdrech ar eu rhan nhw ond diffyg croeso a chyfleoedd iddynt.
- Discrete groups don't trust or like each other and don't mix.
- Generally speaking I believe that Communities work well together, however, I am of the opinion that there are occasions where Councillors do not work together for the benefit of the communities they serve. They do not take a lead on issues.
- Difference does affect the response you get in some areas
- social media and media narratives have coloured people's perceptions of LGBTQ people, and of trans people in particular, which means they are distrusted in the communities they inhabit and fear accessing those communities

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Important to consider how projects can help promote positive experience of communities for all, including LGBT people, people from minority ethnic backgrounds and disabled people.
- Addressing issues of social isolation in rural areas, particularly for younger people, older people, disabled people and LGBT people.
- Above areas addressed through following actions in the draft plan: 2, 4, 5, 7, 8 and 12.



## Education



- As shown above, people's experiences of education are seen to vary considerably according to their demographic characteristic.
- Of all listed groups, disabled people (AIS of -0.86); transgender people (AIS of -0.58); Pregnant or recently given birth (AIS of -0.55) and older people (AIS of -0.53) were perceived to have particularly worse experiences of education in comparison to the population as a whole. It is also perceived that BME (AIS of -0.38) and LGB (AIS of -0.32) individuals have worse experiences of Education in comparison to the wider population.
- Welsh Speakers (AIS of 0.38); Younger people (AIS of 0.22) and Male respondents (AIS of 0.11) were perceived as having better experiences of health services in comparison to the population as a whole.
- Respondents consider the experiences of other demographic groups to be fairly similar to the population as a whole (AIS scores closely clustered around neutral 0 value)

Comments from Pembrokeshire Survey responses relevant to the Authority's Equality Plan:

- Wedi siomi bod hanes Cymru ddim yn cwriciwlwm addysg Cymru- angen mwy o ymdrech tuag at y iaith a'r addysg am hanes Cymru ar lefel ysgolion a addysg I bobl hyn hefyd e.g Mae pobl yn symud mewn in pentref mwyafrif cymraeg o loegr a methu siarad un gair or iaith na Gwybod dim am ein hanes. Angen pobl o bob oedran cael y siawns I ddysgu am ein hanes yn gronolegol a siawn I siarad ein hiaith hunafol ni.
- There is not enough done to support young people with different backgrounds or beliefs. As a gay man, in school I had an awful experience and that was only four years ago, the same can be said for being atheist when I was still forced to take part in collective worship. Pembrokeshire is very conservative in its views and tolerance is low of other views or beliefs.

- Pembrokeshire is very old fashioned in its thinking - from the council to the way a large proportion of its (mainly elderly) population think. This places barriers in front of our young people.
- All people have same facilities on offer whether they are able to take advantage of what's on offer is a different matter ie disability transport to venues etc .
- Extremely poor services for people with ASD
- Education seems to have improved and very good in Pembrokeshire.
- Can't access buildings as they don't have very good wheelchair access
- Being a welsh speaker gives you better opportunities in the future and in education as you are able to do GCSEs/A levels in welsh also take part in Eisteddfod.
- Pembrokeshire treats everyone equally
- Anybody who is different to the expected norm suffers as a result of this
- We older people had a better education than anyone under 35 has these days. We had free higher education and full grants so social mobility was possible. Prejudice still disadvantages those from an ethnic minority, the disabled or being gay.
- People discriminate against and bully those because of what they don't understand themselves.
- Young people can be cruel. Those are discriminated against because they are different and people fear difference.
- In my experience I have not experience disadvantage from the education system, but I can't speak for other protected characteristics. With regard to disabled people I think there are pockets of good practice but also examples of the system failing them. It depends on the nature of the disability and where you live.
- Younger single people often have more time & opportunities. Older people struggle to travel, as do pregnant & new mothers.
- Fel athrawes, dwi'n trin pawb yr un fath, ac mae hyn yn wir o fy nghyd weithyr hefyd. Gallai ond siarad o fy mhrofiad i.
- Poor standards of education in county
- I feel people with disabilities don't have full access to opportunities
- Generally speaking educational organisations are well aware of equal opportunities legislation and try to meet accepted standards, however, some organisations do not have the financial resources to meet all the needs of those who are disabled or transgender.
- Disabled and Gypsy Travellers are normally educated in special provision which does not offer a full and diverse curriculum.
- Being Wales education is slanted towards Welsh speakers, facilities for disabled are often poor.
- Minority groups invariably have a worse experience of any education or training due to minority stress and unconscious bias from organisers and other students

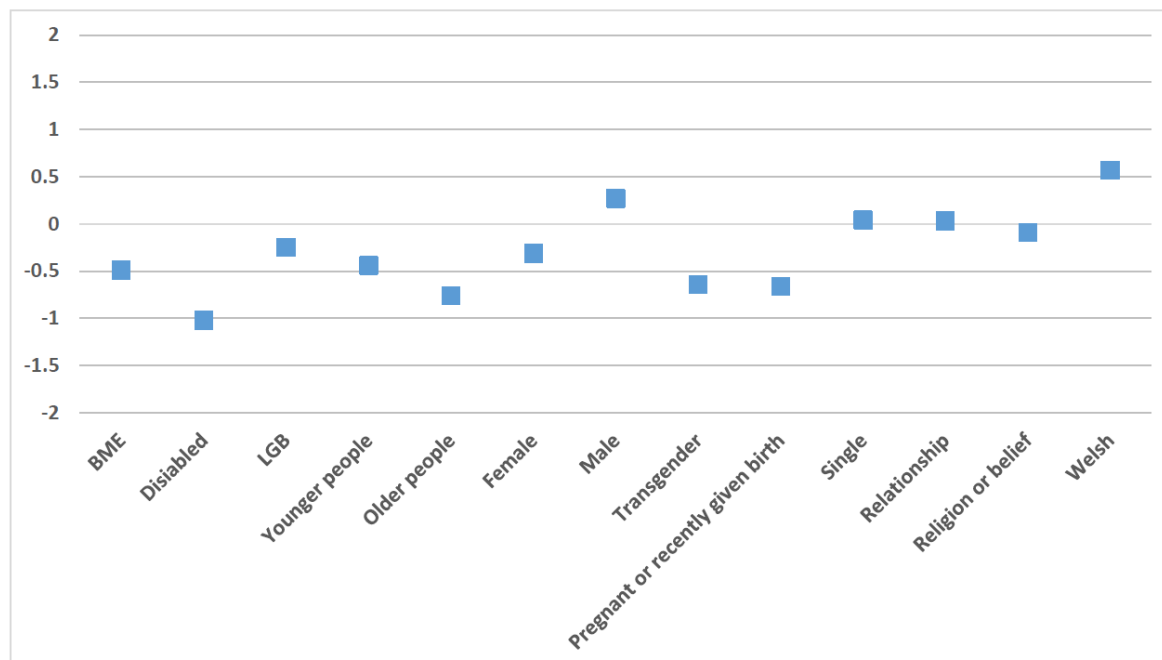
### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Teaching people about Welsh Language and Local Heritage
- Ensuring inclusive education offer in terms of outdoor school provision and other opportunities in the park – issues re access and bullying

## Considering Feedback from Engagement: Regional Equality Survey

- Access to suitable transport
- Above areas addressed through following actions in the draft plan: 3, 7, 8, 9, 11, 12 and 15.

### Work



- A person's demographic profile is perceived to profoundly impact their experiences of work
- As shown, individuals with certain demographic characteristics are considered to have particularly worse experiences of employment, primarily: those with a disability (AIS of -1.02); older people (-0.76) and pregnant women/those recently given birth (-0.66) and; Transgender people (-0.64).
- Younger people (-0.44), BME (-0.49), LGB (-0.25) and Females (-0.31) were also identified as having generally worse experiences of employment in comparison to the population as a whole
- An incongruence between male and female experiences of employment is also seen, with AISs of 0.27 and -0.31 respectively, denoting that females have significantly worse experiences in respect of employment.
- Single people, those in a relationship and individuals holding a religion or belief are deemed to have similar experiences to the population as a whole.
- It is perceived that Welsh speaking individuals have better experiences of work than the wider population (0.57).

Comments from Pembrokeshire Survey responses relevant to the Authority's Equality Plan:

- Mae cyfleon Gwaith I siaradwyr Cymraeg yn y sir yn niferus- angen mwy o ymdrech gan busnesau I hybur iaith fel peth positif iw busnes

- Same as before, but Welsh Speaking will get you the job even if you are not as well qualified.
- There is a lack of diversity and more so there is a view that young people are not able to undertake the job. That is my view as a young person in an old age dominated field and I know of others too. In terms of these disability, buildings such as the council offices have lifts which you cannot even turn a wheelchair around in or doors that you can open in a wheelchair, hardly a beacon of hope for those with disabilities.
- Having been treated unfairly in employment locally a few times due to my gender, relationship status and future plans (whether I intended to have children or not), I believe that not enough businesses hire simply on the merits of the person they are interviewing locally. Having lived away for a considerable period and not being treated in this way, I believe Pembrokeshire's business owners own small mindedness can hinder the growth of their companies at times
- The main career path in Pembrokeshire is either retail or care so little opportunity for older people or those who are disabled.
- No jobs
- Only 16% of young people with ASD get full time employment.
- Work seems to be out there if people seek it, maybe not what one wants, better than no work.
- I'm often treated as if i'm Stupid because I'm disabled
- Still quite backwards views on gays, women not as important as men
- Employers don't want or can't afford to adapt their premises for disabled
- Some jobs don't suit people with disabilities. Some companies employ younger people because they are cheaper to pay and not older people because they are being trained for a short employment.
- Welsh speaking is often asked for in job adverts
- Those with Welsh language have additional opportunities or advantages in certain job markets.
- Certain people in the list have to deal with a variety of prejudices.
- High childcare costs and lack of opportunities for disabled people
- Equal opportunities treat everyone equally but older workers treated unfairly because I have encountered this
- Welsh speaking is an additional skill which many employers are seeking
- Work is in short supply. It is badly paid, zero hour contracts still prevail. Unless you are white, male and have a good degree it is difficult to find good and enjoyable work. It is especially difficult if you are disabled. Even though it is 2019 men are still paid more than women, they get promoted sooner and they earn more.
- No respect for difference.
- Employers are more conscious of offending people nowadays
- Where I work it is pretty well balanced, between male and female, different nationalities, ages, languages etc, I am not aware of any unfairness in treatment of anyone here
- Generally men have more opportunities in certain careers than women. I think disabled people are significantly disadvantaged when it comes to accessing employment opportunities.

## Considering Feedback from Engagement: Regional Equality Survey

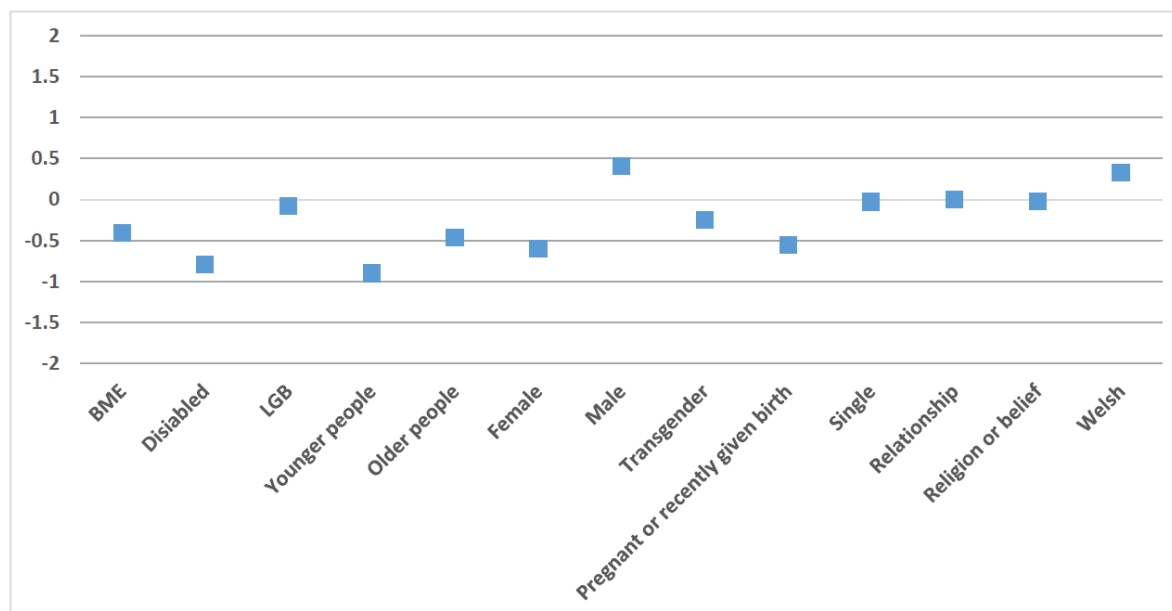
- Much work here requires Welsh speakers. If you don't fit in the mid age range, are female, new mother or older you will be discriminated against. Not obviously, but it will happen.
- More difficult to access resources around the county due to lack of accessible public transport.
- The current raft of legislations favour those considered under-represented in society
- Most recruitment (especially in the public sector) positively discriminates to favour Welsh language candidates. Pay inequality still persists.
- Poor job opportunities. Only 5 large employers in county. People give up trying. Some manage to build micro businesses.
- Women earn less overall and are able to work less over their lifetimes due to childcare and caring for other relatives. This is not compensated for equally in terms of income support. Women who are pregnant or have just given birth require more support in these circumstances and often this is not available. I believe that women carry more stress regarding re-adjusting to working life after having a child (and finding themselves on lower incomes) and also in terms of arranging and paying for childcare. Due to pregnancy women do not feel comfortable applying for new jobs when they are expecting a baby and this limits their career development in the longer term. I believe that Welsh speakers have an advantage in terms of getting work in this part of Wales. There are not enough opportunities for disabled people to get any work which is flexible enough to fit around their specific illnesses or disabilities, despite the desire to work. Disabled people live in almost constant fear of having their benefits taken away. Constant changes to the benefits system and the stress of applications for support have a serious impact on their health and quality of life. People with long term illnesses and disabilities are made to feel like they are avoiding work, and that they should be applying for jobs that don't exist.
- There is discrimination for young and old in employment not all work places and jobs can be adapted for someone with health problems especially if regular work is not possible intersectionality
- Those who are disabled and from ethnic minorities such as Gypsy Travellers do not get the same opportunities as most probably due to the lack of education provision they have during their school career.
- Many employers look for Welsh speakers and promote accordingly, again facilities for disabled poor in many settings.
- LGBTQ people and ethnic minority people suffer from minority stress and other people's unconscious bias in the workplace. There are protections in place for disability and for other protected characteristics, but for LGBTQ and Ethnic Minority people, people's perceptions of them are coloured by their cultural and family upbringing as well as religious views which leads to othering, quiet exclusion and bullying in the workplace.

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Access to employment and training opportunities for disabled people
- Consideration of training opportunities.
- Nature of employment opportunities

- How to help people to develop Welsh Language Skills to increase employment opportunities (link to Welsh Language Strategy)
- Transport and access to child care
- Above areas addressed through following actions in the draft plan: 3, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24 and 25.

## Rates of Pay



- As shown, Males (0.41) and Welsh speakers (0.33) are perceived to have better experiences of rates of pay in comparison to the wider population.
- As shown, individuals with certain demographic characteristics are considered to have particularly worse experiences of pay, primarily: Younger people (-0.90), those with a disability (AIS of -0.79); Females (-0.60) and pregnant women/those recently given birth (-0.55).
- Older people (-0.46), BME (-0.41), and transgender people (-0.25) were also identified as having generally worse experiences of pay in comparison to the population as a whole
- Again, there is an incongruence between male and female experiences of rates of pay, with AISs of 0.41 and -0.60 respectively, signifying that females have significantly worse experiences in respect to pay.
- Single people, those in a relationship, LGB and individuals holding a religion or belief are deemed to have similar experiences to the population as a whole indicated by AIS scores closely clustered around 0.

Comments from Pembrokeshire Survey responses relevant to the Authority's Equality Plan:

- Cyflogau pobl ifanc yn isel dros Ben ac eto yr genhedlaeth sydd fwyaf egniol a barod i weithio? Dylid cyflog fod yr un peth (Young people's wages are very low, even though this is the generation that I most energetic and willing to pay? People's oat should be the same?)



- This one focuses around evidence of the gender pay gap in Pembrokeshire and how women are in low paid roles, if we valued the work of women more then perhaps we would be better as a society for it? The same is said for younger people who are regularly paid the same as older people for doing the exact same job.
- I believe pay rates nationally are lower than the average living costs but that certain groups of people see the bad side of this more. There is a pay gap with female employees compared to their male counterparts still but I also believe that speaking Welsh locally has an impact on wage as it is deemed to be advantageous for most roles now (regardless of whether it is really relevant to the role)
- Pensions and benefits not going up in line with inflation
- Treated as if my worth is less in the workplace
- Employment is limited for some minorities & disabilities, Welsh speaking is not taken as a requirement for many public roles even when there will be no interaction with others. Local government actively being racially biased
- Find females paid less than men and more so if not married
- Younger people have a lower minimum wage. Being pregnant or just giving birth means you may be on maternity pay
- National legally enforceable rates give some level of reliability
- The minimum wage states your pay only youngsters under 18 are paid less men are paid more than women. The disabled find it harder to find work and then to be paid well.
- Young people get pretty poor pay.
- Less money for young people, I think some areas men do earn more than women
- As far as I am aware in my place of employment everyone has the same rates of pay depending on their pay banding
- I think men still enjoy higher rates of pay than women in certain careers. Disabled people generally earn significantly less than non-disabled people if they can access work in the first place.
- women still don't command equal pay for equal work everywhere.
- Minimum wage is much lower for younger people again, emphasis on supporting those who are under-represented in society
- Groupd with 'protected characteristics' don't generally occupy more senior positions and, therefore, by default fail to achieve promotion as readily as other groups (e.g. white, male, middle-class, professionsals). Similarly, Welsh speakers are actively promoted above English speaking counterparts (especially in the public sector) due to positive discrimination.
- Wales is biased to Welsh speakers
- Legislative requirements concerning minimum rate of pay should ensure that all people regardless of age, disability etc should receive equal pay for similar work.
- Some employers may make decisions on pay on the basis of experience and this can initially result in someone from a particular background feeling they are being discriminated against whilst this is not the case.
- Still a higher level of promotion for males, hence more pay, welsh speakers are seen as being better candidates in many professions because of their greater skill levels in communication in a bilingual nation.

- I don't think trans people or LGBTQ people are paid worse than anyone else doing the same job as they are, but I do believe that their ability to progress in the workplace is affected by people's unconscious bias, and that CPD and promotion is affected

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Access to employment with fair rates of pay for young people
- Affordable Housing - Impact wages for young people may have on ability to access housing options.
- Gender Pay gap.
- Perceptions around Welsh Language, helping and supporting people to learn Welsh.
- Above areas addressed through following actions in the draft plan: 6, 14, 15, 20, 21, 22, 23, 24 and 25.

### What could organisations do to improve fairness?

Comments from Pembrokeshire Survey responses relevant to the Authority's Equality Plan:

- Defnyddio a parchu'r Gymraeg!
- As I understand policies are in place to ensure fairness but minorities in my view still do not have the same advantages as the general population
- Stop pandering to the minority
- If your gonna reduce services then surely is morally right to stop tax increase
- Encourage and promote diversity
- Treat everyone as equal no matter what you race religion etc.
- Apply planning regulations fairly
- Listen to both sides of story and not just the complaints
- How about doing something the for the public good as a whole.
- Prepare to listen, think outside the box
- A lot they can do they just don't want to
- Treat each other with the same rights.
- Pay should be commensurate with the conditions in the area
- Improve communications
- Have an equalities officer
- Treat young people the same particularly to PAY, they do a job and should be paid the same as everyone else.
- Opportunities for low income families
- Be more supportive and flexible for those with additional needs
- treat everybody equally - especially in terms of equal pay and equal opportunities for men and women.
- Take into account hidden illnesses
- Treat planning for small businesses with favour.
- All public bodies could do more to promote greater diversity on local councils/boards, etc.
- Improve communications and procedures
- Operate efficiently and effectively. Trim middle management and deadwood.

## Considering Feedback from Engagement: Regional Equality Survey

- Gender equality
- stop having trustee type board members from the same cosy middle class affluent group
- treat everyone equally
- Doctors surgeries do not work to help those who work 9-5 Monday to Friday
- Just treat everyone the same - stop prioritising based on 'groupings'.
- be acutely aware of problems
- Maybe some internal staff networks would be a start.
- Listen
- Listen
- training specifically for trans and LGBTQ issues and barriers to accessing services/healthcare for all organisations, especially health care.

### Impacts and Key Considerations for PCNPA Equality Plan:

- Important people are aware of why public bodies promote equality of opportunities
- Importance of engagement and ensuring people feel listened to
- Training staff on LGBTQ issues, particularly those involved in health and well-being activities
- Access to employment with fair rates of pay for young people.
- Reducing gender pay gap.
- Projects that help support people on low income in the Park Area.
- Applying reasonable adjustments throughout services
- Increasing diversity of Members
- Above areas addressed through following actions in the draft plan: 4, 5, 7, 9, 10, 11, 12, 13, 14, 21, 22, 23 and 24.

## **Multi Agency – Equality Plan Stakeholder events**

To meaningfully engage in dialogue with a wide range of stakeholders face-to-face, stakeholder events were held where possible. It was agreed to tailor the approach to each county, in accordance with local working relationships and resources.

Pembrokeshire County Council and Pembrokeshire Coast National Park Authority delivered stakeholder events to the following organisations in Pembrokeshire:

- Pembrokeshire 50+ Forum
- Young voices for Choices (Pembrokeshire) - Young people with additional learning needs
- Young People's Rights Forum – Pembrokeshire
- Pembrokeshire Youth Assembly
- Pembrokeshire Access Group
- VC Gallery - Disability (Mental Health)
- PCNPA Youth Rangers
- An additional session was held with MIND by PCNPA (8 Service Users and one staff member.)

Below are comments made during the stakeholder events that are relevant to PCNPA's equality plan.

### **Housing**

Comments from stakeholder events relevant to PCNPA's equality plan:

#### **Young People's Rights Forum - Pembrokeshire**

- More affordable housing for 18 – 25 year olds

#### **Pembrokeshire Youth Assembly:**

- More disability friendly housing
- More allocated sites for the gypsy community

#### **Pembrokeshire Access Group**

- When building new Council houses should be ensuring accessibility

#### **PCNPA Youth Rangers (Young people)**

- ALL live with parents, even those employed for years Can't afford rent let alone to buy

### **EQIA Impacts and Key Considerations for PCNPA Equality Plan:**

- Lack of accessible and suitable housing provision for disabled people

- Lack of affordable housing for young people
- Provision of allocated sites for Gypsy and Traveller communities. Addressed in EQIA of LDP2.
- All of the above are areas identified and responses provided in EQIA for LDP2 and revised NPMP.
- Affordable housing addressed through action 6 in the draft plan.

### **Access to Transport**

Comments from stakeholder events relevant to PCNPA's equality plan:

#### **Pembrokeshire 50+ Forum**

- Keen to emphasise the importance of community transport. Living in a rural area becomes very difficult if you lose the ability to drive. Moving from rural area into town can be difficult, as property prices are often higher in towns

#### **Young voices for Choices (Pembrokeshire) – Young people with additional learning needs:**

- Bus timetables aren't flexible (not run on weekends)
- Disabled people should be able to access better transport, with better facilities
- Never had confidence to go travel on public transport alone before doing training with the forum
- Have not got the confidence to use public transport – parents provide transport
- Good support from mum and dad

#### **Young People's Rights Forum - Pembrokeshire**

- Not enough info on the NAFW Travel Scheme for 16 – 18 year olds
- Better requirements for disabled when it comes to suitable transport
- In some places there isn't transport for people with disabilities, such as wheelchair access
- More bus stops and more frequently
- Expensive transport and not a lot of links and times

#### **Pembrokeshire Youth Assembly:**

- Public transport shouldn't be cut
- There should be a discounted bus pass for young people not just the WG 16 -18 – this age group should be extended.
- The bus pass for over 60's needs to continue

#### **Pembrokeshire Access Group:**

## Considering Feedback from Engagement: Pembrokeshire Stakeholder Events

- Pembrokeshire had lots of community transport schemes in place, which were not in place in other areas. Audio/visual displays on some of the main bus routes also helpful.
- Transport for multiple wheelchairs not really available – most designed to take just one.
- Insufficient wheelchair spaces on buses / trains generally – concern that you might be able to get somewhere but may not be space for you to make return journey.
- Felt that assistance on trains had generally improved.
- Felt that there had been an increase in the number of accessible taxis in Pembrokeshire but whether taxi companies would make them available at time / place you needed them was a different matter – bit hit and miss
- No experience of assistance dogs ever being refused in taxis in Pembrokeshire

### VC Gallery - Disability (Mental Health): (Pembrokeshire)

- *What positive if negative experiences of access to transport have participants had relating to their own protected characteristics?* Bus services are poor. They cost a lot especially if I need regularly for work (MH) I only recently realised I was entitled to a bus pass (MH).
- *What could improve above:* Bus passes for those on low incomes. Bookable buses might be a good idea if they work properly and are mainstreamed - current pilot is a good idea.

### PCNPA Youth Rangers (Young people)

- *Do participants feel that different types of people have better or worse experiences of access to transport in their county* – Worse
- REALLY unfair if you have no car Transport is needed in Pembs for Health and wellbeing, exercise, leisure, social mobility, loneliness and isolation, Buses don't serve villages, don't run late enough, often enough for workers especially if not 9-5. If under 15 day explorer £4, over 15 £7.50. Costs more than London, but no jobs or money here (all Young people).

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Negative experiences for disabled people in terms of access to suitable accessible public transport and for some issues around feeling confident enough to use public transport options. However some improvement in areas such as provision of accessible taxis.
- Broader issues relating to cost, frequency and timing of services for young, older and disabled people and those on low income.
- Important role of community transport.
- Impact of lack of transport on access to opportunities and on social isolation.

- Issue of transport identified in EQIA for revised NPMP particular due to references relating to promotion of sustainable transport options.
- Limitations to influence Authority can have in this area, however has provided financial support to coastal buses through Greenways and potential opportunities to work with others on local and community based solutions and projects.
- Above addressed through action 3 and 12 in the draft plan.

## Leisure and Access to the Coast and Countryside

Comments from stakeholder events relevant to PCNPA's equality plan:

### Pembrokeshire 50+ Forum

- Infrastructure in communities is not always age-friendly. Benches in Haverfordwest town centre, for example, no backs / arm-rests etc. Mechanism in place to ensure consideration when designing / commissioning. Public toilets – didn't object to having to make a payment but it was inconvenient having to find correct change. Would like to see move to more changing places facilities.

### Young voices for Choices (Pembrokeshire) – Young people with additional learning needs:

- Easy to use leisure centres, staff helpful
- Walking in the fresh air should be for everyone

### Pembrokeshire Youth Assembly:

- Need more youth clubs
- More clubs
- No/little support in schools, support in also inconsistent
- No Youth Groups for LGBTQ+

### Pembrokeshire Access Group:

- Should be aiming to have a stand-alone changing places toilet in every town in Pembrokeshire. Should be stand-alone rather than provided as part of another building, as being part of another building restricts access.

### VC Gallery - Disability (Mental Health): (Pembrokeshire)

- Do participants feel that different types of people have better or worse experiences of leisure and access to the coast and countryside in their county compared to the population as a whole? – Worse, need money to do either
- I rarely go to the countryside as all the car parks cost too much. I don't go on organised trips outdoors with VC as I can't commit to something next week - my



life is too up and down - If I commit I'll worry about it which will affect my MH more. I'm not sure of my limits so don't put myself in situations where I might go past them. I don't like it when people talk too much when we go out and about - I don't like hanging around. People can learn to like the outdoors. I find my MH condition tiring – can't get up early enough for trips] I get put off by having to do 'work' when go out with [staff member] sometimes. Timebanking has limited appeal and is too complicated. I don't feel confident to go off and spend time credits My frame of mind is so important - it can change in an instant - like the wind

- I'd go if (trusted individual) went - as I know and trust him. You could put on more short trips - not up for whole day I need to be in my comfort zone. Need to gradually build momentum and difficulty level. Start with 1-2 hrs I like learning activities like rockpooling. It would be good to have a really trusted person to take us out (I just about trust [staff member] now (maybe) after 18 months. Maybe I don't trust him, but would feel safe.... You should come in on more regular basis Going along to veterans meetings might be a good way to recruit more people
- It's usually a snap decision to go out, depends on my mood, I have an idea / decide from maybe 4-5 options

### PCNPA Youth Rangers (Young people)

- Do participants feel that different types of people have better or worse experiences of leisure and access to the coast and countryside in their county compared to the population as a whole? – Unfair, mostly related to travel - No Car , No fair, No life affects YP most, especially if poorer, or have No job. Vicious circle,
- Poppit rockets etc cheaper but not practical. Good for whole day circular walk etc but not commute etc. More for tourists
- Zero promotion of outdoors in schools. No field trips No NP info, Coast to Coast not visible
- Travel passes for YP.
- Schools forced to do much more about nature and outdoors, NP and how to get there.
- Much more NP Outreach in schools. Schools need to be more proactive and receptive.
- Outdoors is key to health and wellbeing. Gets people off screens, but need to be continuous from earlier age. Get to 16, you've lost people. Not just in curriculum, should be everywhere, all subjects and non-academic stuff.

### MIND

- No phone signal in lots of villages is unfair
- Poor Transport/ Low Disposable Income affects access to most services (Came up many times)

## Considering Feedback from Engagement: Pembrokeshire Stakeholder Events

- Limited / poor bus services e.g Clarby Rd 8am, 1pm, 5pm buses and not on Sunday - if I miss one I have to wait hours
- Puffin shuttle etc doesn't run in winter or some days of week in summer even
- Can't afford access to many of these services (transport, leisure, arts, culture, exercise support)
- 18 months on I still haven't heard back from bus buddies (think they've got a massive waiting list?)
- no real leisure services in mine / other rural area even pubs closed down
- Leisure centres are quite good but hard to get to
- leisure classes etc not advertised well
- I go walk the dog locally but get bored of the paths so not as often as I should
- a lot of us have started walking more independently as result of Walkability and Pathways PCNPA projects. Will be harder in the winter
- we prefer walking in a group setting - love that social element and cuppa at the end, and learning about the history and the wildlife

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Age Friendly Communities including infrastructure like benches
- Provision of toilet and changing place facilities
- Positive benefit access to outdoors can have for young people. Lack of youth clubs. Ensuring services are inclusive for LGBTQ young people. Role of outdoor engagement in terms of schools.
- Transport issues for young people, people with mental ill health impacting on access to services.
- Impact of cost for younger and disabled people in terms of transport and car parks
- Importance of engaging with people when developing projects to support areas relating to health and well-being in plan e.g. ensuring projects designed take into consideration varying needs of different service user in terms of their mental health and potential needs.
- Positive impact projects involving supported volunteering and walking have – Pathways, Walkability. Importance of outreach in terms of engaging people with the projects.
- A number of above areas identified in EQIA for revised NPMP
- Above areas addressed through following actions in the draft plan: 2, 3, 4, 5, 7, 8, 9, 12, 13 and 31.

## Health and Access to Care and Support

Comments from stakeholder events relevant to PCNPA's equality plan:

### Pembrokeshire 50+ Forum

- Elderly sometimes reluctant to seek help – feeling they are managing ok, however, need to be aware of risks – how quickly situations can change if there is an accident / injury – one partner becomes unable to care for another etc. Needs to be greater awareness of potential risks, how / where to seek help e.g. respite care – which is expensive and needs to be booked well in advance.

### **Young voices for Choices (Pembrokeshire) – Young people with additional learning needs:**

- Treated fairly with health, parents support
- At hospital, mum explains it to her not doctor but that's ok
- Doctors speak to parents rather than me
- Staff talk and they tell me
- I want the doctors to explain to us, use easy words that we can understand
- Doctors talk to me, not always in a way that I feel comfortable with
- Better support for patients with disabilities
- Since I've turned 18 transport to Cardiff hospital has become an issue
- Needs to be more access to mental health services for young people
- People should have more access to care and support
- Need more knowledge on what's available

### **Young People's Rights Forum - Pembrokeshire**

- Not having enough money to look after yourself
- Not having transport to attend appointments
- No free hospital transport, clinics too far away
- Free healthcare but lack of nearby hospital
- Health care must be easy to access at all times, especially if serious incidents occur
- Not enough health services
- Lack of services for mental health in young people
- There are not enough support services for people with mental / physical disabilities – more services need to be accessible
- Mental health is taught with a stigma so you can't talk about it
- Can't ask for medical help because teenagers over-exaggerate
- Not knowing who to ask for help
- Not a lot of support for LGBTQ+ community
- Reduction in services generally for young people

### **Pembrokeshire Youth Assembly:**

- GP times
- Need better emotional/mental health support for young people
- Need more information on where to get support

- Long waiting times
- Availability of doctors
- Local services are being taken away
- Withybush cuts are worrying for local residents
- Feel like residents of West Wales are being short changed in terms of access to services
- Social Services cut affects the elderly

**Pembrokeshire Access Group:**

- Main issue was around communication with health workers.
- Audiology – when patients in waiting room, staff would come and call people for appointments – really needed audio / visual screen.
- Lack of provision for British Sign Language – example of young man who had been proscribed counselling but was having to attend appointments with his mother to act as his BSL interpreter.
- One member of the group said that, after years of asking, finally receive appointment information by email (which could be read by screen reader) rather than post, which hadn't been able to read.
- Care and Support - Felt that this was limited by availability of funding

**MIND:**

- Every time I go to Dr's or hospital I seem to have to retell my MH story again which I actually find quite stressful and frustrating / anxious - surely they should see immediately from system? Would save time and £ for them too.
- Have had exercise referral which gives cheap access to leisure centre - this should be available more widely
- I've never had Dr offer me exercise, only drugs every time. I don't want them...
- Dr's is getting better all the time
- Dr's don't seem to know / don't tell me about local projects I could access
- Better info should be available to all about what's available for exercise / nature as therapy
- They should give bus passes to people like us with hidden disabilities
- I can't get hold of relevant MH support quickly when I need it eg Crisis Team.
- Should be a more accessible local directory of services and maybe things in papers etc.
- There's a year long wait for counselling service - I need help immediately when I'm in crisis
- Should be more open-access training and support for all to help build our resilience available - especially in evenings and weekends when more accessible
- A one stop shop of services for all should be available and up to date. PAVS is good but needs development....

## Considering Feedback from Engagement: Pembrokeshire Stakeholder Events

- As MH sufferer and carer for my husband I get little support when I'm struggling. Services are sometimes available but providers don't actually meet the care plan / my needs. There is no day care suited to my husband's needs so I can't get a break

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Access to transport as people are having to travel significant distances to access health services.
- Meeting accessible communication needs of service users
- Positive impact health and well-being and social prescribing linked to the Park or delivered by the Authority could have due to limited services available locally. Provision of alternative options for people. Particular need in relation to young people and mental health.
- Making sure people are aware of the health and well-being offers linked to the Park
- Impact of reduction of services on social isolation.
- Making sure health and well-being projects are LGBTQ friendly and also consider the needs of Carers.
- A number of above areas identified in EQIA for revised NPMP
- Above areas addressed through following actions in the draft plan: 1, 2, 3, 4, 5, 7, 8, 9,10,12 and 31.

## Crime

Comments from stakeholder events relevant to PCNPA's equality plan:

### Young People's Rights Forum - Pembrokeshire

- If young people misbehave we all get punished (e.g. banned from library)
- Shops have employees follow young people because they think we will steal
- Members of the public think it is young people committing the crimes
- Don't feel safe in certain areas
- We need to know and understand our rights

### Pembrokeshire Youth Assembly

- Crimes are blamed on young people
- Stereotyping against young people
- Certain areas are targeted
- Access to drugs
- Young people are seen drinking in public and causing anti-social behaviour – this is because there is lack of support and access to services for young people.
- Shoplifting, trespassing, drugs are some of the issues in our areas

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Challenging perceptions around young people
- Access to youth services and activities. Authority currently has youth ranger scheme and rangers carry out work with Point Youth Centre in Fishguard, including joint sessions on Knife Crime/ Bushcraft with Dyfed Powys Police.
- Developing projects that benefit young people and promote intergenerational activities to break down miss perceptions and a chance for people across generations to mix and work on positive initiatives together.
- Above areas addressed through following actions in the draft plan: 2, 4, 5, 2, 15, 29, 30 and 31.

### Influencing Decisions

Comments from stakeholder events relevant to PCNPA's equality plan:

#### **Pembrokeshire 50+ Forum:**

- Felt that public service bodies were engaging with them and asking for their opinions but didn't feel that these were always being listened to / acted upon.
- Would like more politicians (MPs / AMs) and representatives of public bodies to be more visible, to come and speak with older people directly

#### **Young voices for Choices (Pembrokeshire) – Young people with additional learning needs:**

- It is important that everyone has a say
- It is good to take part in groups so that people are included in decision-making and therefore builds their confidence
- It is important that young people can say what they think and people listen
- Through Young Voices for Choices

#### **Young People's Rights Forum – Pembrokeshire:**

- Access to Youth Councils to have a voice and links to decision makers
- Nobody listens to people they see as kids
- We can't participate because we are too young

#### **Pembrokeshire Youth Assembly:**

- Youth groups. Assemblies give the opportunity for young people to give them a voice and to be heard
- Young People's participation has improved but still as a long way to go. There should be more resources to support

#### **VC Gallery - Disability (Mental Health): (Pembrokeshire):**

- *Do participants feel that different types of people have better or worse experiences of influencing decisions in their county compared to the population as*

## Considering Feedback from Engagement: Pembrokeshire Stakeholder Events

*a whole?* – Worse, Services usually come and just tell us stuff, but they never stop and listen or act on what we say

- This conversation with [PCNPA staff member] is a great way to share our views

### PCNPA Youth Rangers (Young people)

- *Do participants feel that different types of people have better or worse experiences of influencing decisions in their county compared to the population as a whole?* – Worse, Digital connectivity patchy at best YP get put off - views not taken seriously by council / NP etc - and especially MPs. Our views have less weight - decision makers are all much older.

### MIND

- Most don't vote in elections as they don't feel that councillors / MPS etc listen to us

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Addressing issue of people feeling like they are not being listened to or taken seriously.
- Positive youth forums already in existence in Pembrokeshire.
- Important role of outreach and getting decision makers involved in engaging with people.
- A need to ensure people's views are considered.
- Above areas addressed through following actions in the draft plan: 5, 13, 18, 21, 27, 29, 30 and 31.

### Access to Information and Digital Services

Comments from stakeholder events relevant to PCNPA's equality plan:

#### Pembrokeshire 50+ Forum

- Concern about move to have more and more services, including financial, being delivered online. Concern that branches of banks and post offices are closing, making it more difficult to deal in cash and / or necessitating older people having to travel further. Mobile banks – don't seem secure and won't accept cash in any case. Also making it more difficult for older people who act as treasurers / secretaries etc for community groups to continue supporting groups because of this. Grown up being taught to be careful with money and managing it in a particular way – facing a lot of changes, happening very quickly with no support / help to assist – having to rely on children and grandchildren for help. Getting online is also expensive, some simply can't afford it and there doesn't appear to be any grant funding available to assist. Also very real that conducting business online increases the risk of being scammed / ripped off. Felt very strongly that



offering goods / services at a discount online is discriminating against those who are digitally excluded. Communication is expensive – cost of telephone calls, being online etc.

**Young voices for Choices (Pembrokeshire) – Young people with additional learning needs:**

- Texting
- More support needed to access digital services and information
- People are friendly and supportive, few aren't so good

**Young People's Rights Forum – Pembrokeshire:**

- Easy-to-read information should be available for young people, which should mean accessing digitised services, would be a lot easier
- We need more information for young people to get their voices heard
- There's so much information – where do you go to get it? Which is right?

**Pembrokeshire Youth Assembly:**

- Services aren't well advertised so it's difficult to participate
- Slow internet – can affect socially or people find it difficult to work from home which it's unfair as it stops us accessing jobs
- Internet here is poor and going out of Pembrokeshire is like going into the future
- In a town it's easy to get internet but very difficult to get internet in rural areas

**VC Gallery - Disability (Mental Health): (Pembrokeshire)**

- Rural unemployed people can't access internet - costs a lot to have wifi etc.
- Library I use shuts early most days.

**PCNPA Youth Rangers (Young people)**

- *Do participants feel that different types of people have better or worse experiences of access to information and digital services in their county compared to the population as a whole? – Worse, Rurality Patchy connection. Can't afford hardware or ISPs etc*

**EQIA Impacts and Key Considerations for PCNPA Equality Plan:**

- Ensuring information about the Park and engagement is accessible for all, consideration of how projects that only communicate digitally may impact on older people
- Access to facilities in the Park and broader issues relating to digital connectivity (broadband access)
- Issue of digital connectivity in the Park identified in relation to EQIA on revised NPMP.

- Above areas addressed through following actions in the draft plan: 1, 10 and 11.

## Getting on Together in the Community

Comments from stakeholder events relevant to PCNPA's equality plan:

### Pembrokeshire 50+ Forum

- Felt that community relations in rural Pembrokeshire were generally good – there was familiarity and friendliness between generations. Initiatives such as Age-Friendly Communities and joint projects (e.g. painting chapel hall) were helpful

### Young voices for Choices (Pembrokeshire) – Young people with additional learning needs:

- Drama, young farmers, sports clubs
- Youth club, drama, youth forum and youth council
- Drama is great, gets me in a good mood – get transport
- I go to singing school and youth club, I like to join in
- More activities for young people to join in with
- Would like to know other ways of connecting in their community

### Young People's Rights Forum - Pembrokeshire

- Community groups – need to be easier for people to take part in
- There aren't many things young people can get involved with in our community
- People should have more chances to voice their opinions and take part in vital decision making when in a community group

### PCNPA Youth Rangers (Young people)

- *Do participants feel that different types of people have better or worse experiences of getting on together in a community in their county compared to the population as a whole?* – Worse, Not much sense of community anywhere - people stay in houses No space for young people in communities, have little say. Nowhere to hang out, get moved on People feel intimidated, but needlessly Youth clubs often viewed as 'dodgy', can be intimidating.
- Milford Youth centre good, but not accessible for most - Miles from most places (transport issues again)
- Need more variety of YP spaces - not just skate parks. I don't like skating

## EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Positive examples of intergenerational projects in Pembrokeshire.

- Developing projects that benefit young people taking into account that young people are not a homogenous group and will have varied interests and promote intergenerational activities
- Raising awareness and provision of information about what is available
- Transport barriers to accessing opportunities
- Above areas addressed through following actions in the draft plan: 1,3, 11, 12 and 29.

## Education

Comments from stakeholder events relevant to PCNPA's equality plan:

### **Young voices for Choices (Pembrokeshire) – Young people with additional learning needs**

School – what works well?

- Portfield made freedom to do things independently
- I had support from my keyworker with all meetings
- Teachers are friendly

School – what could be better?

- Pupils more encouraged to be different
- Find out learning style
- More LSAs need more training in ALN
- More support is needed for people with ALN
- Open and more diverse to ensure that disabled students can join in with activities that able-bodied students

Opportunities after school – what could be better?

- More support needed for transition from school to college
- Other options, not just Pembrokeshire College
- Disabled people should have more of a chance to get to universities so that they can get the jobs that are best for them
- Young people with ALN need more support to achieve and be part of the community

### **Young People's Rights Forum - Pembrokeshire**

- Reduction in subject choices when it comes to options
- Young people need to be taught things that they need to know when they are an adult e.g. mortgage, banking, rights etc
- Requirements that people in education need have to be taken into consideration and easy to access (for example extra requirements for disabled students)

- People aren't allowed to learn in the best way for them
- Classes should be set by attitude and ability
- Timetable should take advantage of concentration span

#### **Pembrokeshire Youth Assembly:**

- Great clubs
- Trips to help with future careers
- Not enough overall support
- LGBTQ+ support is terrible
- Welsh Bac need to be improved
- We need more life skill lessons PSE at GCSE level
- Needs to have behaviour management in places so that people who want to learn can
- Bullying is an issue because it distracts people from learning and teachers do nothing, there should be more support.

#### **Pembrokeshire Access Group**

- Still not getting the basics right in terms of accessible buildings / toilets etc in schools – opportunities should be taken when new facilities being developed but not always the case.

#### **VC Gallery - Disability (Mental Health): (Pembrokeshire)**

- Think that different types of people have worse experiences of education in Pembrokeshire compared to population as a whole. Because: Pressure to achieve in school affecting mental health sufferers more. Cuts in support available (LSAs) affect those with disability more than the mainstream. Teachers also negatively affected by pressure - leading to worse teaching.
- Teachers tended not to tackle the naughty kids which affected those with MH more - e.g. if bullied.

#### **PCNPA Youth Rangers (Young people)**

- Do participants feel that different types of people have better or worse experiences of education in their county compared to the population as a whole? - Generally same for all pupils, although those with ALN thought worse
- Dyslexia sufferers really struggle (support not good enough) (Youth / ALN) I did get too much support - college really steered me into things I didn't want e.g. Bridging course when I was capable of much more. This was to make sure they achieved the results THEY needed - ticking boxes - I kept insisting and eventually they let me do the Outdoor course I wanted (many others don't try so hard though) - Unless you are going to Uni schools are useless! - They are almost entirely

geared up for that. - Too much focus on exams. Need more flexibility - Too much focus on a snapshot in time, my life changed and I didn't have the skills to deal with it - The split between higher / lower ability is unfair, not enough effort to help all.

- Schools need to have much more flexibility in the routes available - vocational, alternative curriculum for all Need more life skills - cooking, budgeting, housework, cleaning, parenting, enterprise, Running own business - more support needed e.g. LSAs. More publicity of people with additional learning needs - you can achieve but schools don't promote that. Greener job awareness and development. Not enough nature education - especially in secondary school.

### MIND

- Those living with MH issues:
  - can have problems with bullying even as an adult
  - can find big rooms / groups difficult and opt out
  - have found that some equate 'mental health issue' with 'thick'
  - often find going somewhere new / different people increases anxiety and nerves to point of opting out (buddy scheme might help to intro to new courses)
  - have found sometimes schools / college staff can pre-judge you / pit you in a pigeon-hole e.g. put you in same provision as ALN - this limits what you can achieve
  - the lack of resources in many learning environments can inhibit / stop learning (e.g. transport, books, I.T., etc)
  - cost of uniform etc can cause worry that inhibits motivation to learn leading to dropout (and associated pressures as a result)
  - mobile library very useful -more accessible esp given poor rural bus service

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Design and delivery of education programme, social action activities and outdoor school programmes – ensuring they are inclusive to people with ALN. Providing opportunities for people with ALN and disabled participants can join in activities alongside people who don't have additional learning needs. Links in with positive impact Pathways project has had in terms of getting different volunteers to mix, opportunity for shared learning and understanding.
- Consider routes into employment within the Authority for disabled people and people with ALN. Sign up to or develop schemes that help with this.
- Ensuring inclusive education offer in terms of outdoor school provision and other opportunities in the Park – issues re access and bullying
- Provision of training opportunities.
- Above areas addressed through following actions in the draft plan: 7, 8, 11, 12, 14, 15, 17, 29, 30, and 31.

## Work and Income

Comments from stakeholder events relevant to PCNPA's equality plan:

### **Pembrokeshire 50+ Forum**

- Pension inequality, women's pensions were a concern. Very low interest rates were a threat to pensions generally.

### **Young voices for Choices (Pembrokeshire) – Young people with additional learning needs:**

- Confidence building
- Great working with family friend
- Lack of paid opportunities
- People should have the opportunities when they go into the world of work. Employers should have the appropriate information for disabled people when they go into work
- Council should provide training opportunities
- Opportunities for young people to be taken on by PCC for work placements, leading to paid work

### **Young People's Rights Forum – Pembrokeshire:**

- Young people need to be taught things that they need to know when they are an adult e.g. mortgage, banking, rights etc.
- Too young
- Can't work under 14 or even volunteer
- Jobs are limited for young people
- Lack of opportunity to obtain experience
- Lack of job advertisements for young people
- Not knowing how to approach employers / managers for jobs
- Young people don't get enough support getting a job or getting into the world of work
- Employers say I need experience but won't give me a chance to get experience
- Students out of school find it difficult to find work as there may not be enough suitable jobs available
- Not having enough confidence e.g. calling in sick etc.
- They don't pay young people as much as other older employees
- Men and women don't get paid the same
- Not knowing our rights
- This generation have more pay and need more skills / qualifications for entry level positions than the older generation

**Pembrokeshire Youth Assembly:**

- Work opportunities can depend on your age and looks
- Seasonal jobs are only available - helps tourism
- People move to get better jobs
- Those with disabilities are not offered jobs – lack of support, they look more at the need ratio then the support
- There is a fear that if you are receiving benefits and get a job, if that job is short term the difficulty of getting your benefits back
- Not a lot of variety in jobs - typical tourist place
- More support for small business
- Not a lot of pay for people in apprenticeships locally
- People future plan's mainly include moving away because of jobs
- Pay is not always fair – equal pay
- To get a job people say you need experience. But no-one gives you a chance to get experience
- Young people find it harder to get jobs because the older generation has to stay in work longer
- Need to be 16 – with experience

**Pembrokeshire Access Group:**

- Still not getting the basics right in terms of accessible buildings / toilets etc in schools – opportunities should be taken when new facilities development but not always the case (e.g. new library in H/West – staff toilet facilities are upstairs and not accessible, so limits opportunities for people with disabilities to work there).
- When people with disabilities are given opportunity to work they show they can do a good job.
- People with disabilities lack confidence when applying for jobs – concern that facilities won't be accessible.
- Some people with disabilities feel they are not given the same opportunities to progress as non-disabled people.

**VC Gallery - Disability (Mental Health): (Pembrokeshire)**

- *Do participants feel that different types of people have better or worse experiences of work in Pembrokeshire compared to the population as a whole? - Worse, because Organisations (e.g. the council) can be sneaky in how they manage employment- e.g. make competent people redundant and then re-employ others on less money due to technical points in contracts, or even just the temporary nature of posts. Recruitment process is harder for those with MH issues (compared to younger people) as filling forms etc requires skills they are not so current with as further from education. Sometimes*



employers more likely to go for younger people as they have more productive years ahead of them. However also might employ older people as have more work experience and a better work ethic. Knock on effects of MH issues make it harder for other employees e.g have to cover / absorb workload for those off with stress.

- I have been discriminated in recruitment when they found I have had MH issues. They went for a 'lower risk' candidate (MH). Employers these days are pretty good at supporting those with MH issues eg stress when in a job, however don't employ fairly in the first place (MH). I cant find an apprenticeship - the need for skilled workers should drive this more (Young). Its hard for me to keep a job - employers take the easy route and try harder to hold onto 'normal' people (MH)
- More effort should be made to find out what skills people with different needs have and to get them suitable jobs. People who are competent in jobs should automatically get to carry on if contract finishes and jobs readvertised
- Apprenticeships should be more available

### **PCNPA Youth Rangers (Young people)**

- Do participants feel that different types of people have better or worse experiences of work in Pembrokeshire compared to the population as a whole?- Generally same for all pupils, although those with ALN thought worse
- Often specs on JDs and person specs are unrealistic and disadvantage young people - e.g. HND in Tourism for seasonal jobs where you are just doing activities with kids or serving ice cream Requirements for welsh language are unfair - especially in Pembrokeshire where most residents and no tourists speak it. I did 3 years on apprenticeship, promised job. Got to end, nothing. Welsh requirements are unfair / not working. If job is vocational Welsh requirement is unfair (Young people / English speakers generally, although one welsh speaker made many of the points about unfairness)
- Avoid welsh 'essential' and have desirable. Many more apprenticeships needed with reasonable pay Guaranteed job after training / apprenticeship as long as you meet criteria
- Do participants feel that different types of people have better or worse experiences of rates and levels of pay in their county compared to the population as a whole? – Worse, Pay rates for younger people (minimum wage for different age brackets) holds back equally skilled people
- Really poor pay for apprenticeships is unfair - adults doing EXACTLY the same would get 12k +
- More well paid apprenticeships

### **MIND**

## Considering Feedback from Engagement: Pembrokeshire Stakeholder Events

- I'm too nervous to actually apply for jobs, and would struggle in the workplace interview process etc really almost impossibly hard with anxiety / nervousness (and my dyslexia)
- Mind used to provide mock interviews, CV writing and other employability support when had 16 staff which was really helpful - now with just 2 delivery staff this service is one that has stopped
- Employers often don't understand MH issues or provide the flexibility / support for those living with them (eg 'black days' where I can't cope will soon get to point where I'd lose job)
- Mind provide 'mood master' training which is helpful in managing MH in employment - but many employers don't understand its importance and don't allow time off to attend (Mind staff hear this often)
- I'm too nervous to talk to my employer / ask for help
- limited transport means I can't get to non 9 -5 jobs

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Consider routes into employment within the Authority for disabled people and people with ALN. Sign up to or develop schemes that help with this.
- Support for disabled people including employees who are managing mental ill health in workplace. Important role of line managers in supporting employees in terms of work loads and identifying if they need further support etc.
- Provision of training opportunities.
- How to help people to develop Welsh Language Skills to increase employment opportunities
- Access to employment with good rates of pay for young people
- Affordable Housing - Impact
- Above areas addressed through following actions in the draft plan: 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24 and 25.

## What Could Organisations do to improve fairness

### PCNPA Youth Rangers:

More Outreach

### EQIA Impacts and Key Considerations for PCNPA Equality Plan:

- Use outreach as an engagement mechanism
- Above areas addressed through action 31 the draft plan.

## Opportunities and Challenges Feedback – National Park Management Plan

Feedback from engagement activities at events to inform National Park Management Plan Opportunities and Challenges document.

### Scolton Manor Play Day 1<sup>st</sup> August 2018

#### Summary

##### What's important

Coastal / beach access, countryside access.

##### Concerns and suggestions

Included: cleanliness; parking cost (reduce / make free) and availability; low cost / free family friendly / organised activities; toilets; dog-free beaches; promote the National Park in schools and on local radio.

#### Notes on conversations

What's Important	What could the Authority do differently
Coast Path	
Having places to take the dog. Good camping sites.	
Being able to get outside with family and children – coast and countryside	
Beaches and coastal path	
Access to beaches, coastal path, historical sites. Bus Services	Promote Park on local radio.
Being out and cleanliness	More family activities
The beaches	
That it's clean and accessible	
Keeping it tidy. Making it family-orientated.	Provide free parking.
Health of walking. Birds and flowers. Looking after the paths. Keeping it wild.	
Exploring, going off the beaten track.	More family activities.
Learning respect for nature, ways of conserving	Doing a great job
Wildlife. Opportunity for children to enjoy.	Doing a great job
Finding out about natural world. Involving the children.	Promote more in schools. More children's activities. Re-open Tenby Information Centre.
Access	Improve coast path repairs
Keeping it tidy. Taking rubbish home.	More bins.
Opportunities for children to get out and be in the fresh air	

Dog-free beaches to play on.	Ban dogs on beaches. Enforce rules where they exist. Some children are scared
Access for children. Keeping it open.	Improve amenities e.g. public toilets and water points.
Cleanliness and accessibility. Free toilets.	More dog-poo bins.
It's relaxing. Wildlife and seals.	
Open space for adventure for children.	
Access to coast and countryside.	Maybe an email update list for family activities. Information more readily and clearly available (not purely Facebook).
I like what NPA does. Especially warden service.	Charge less for locals for car parking especially if not there for a whole day.
Clean countryside and beaches. Parking pass for locals.	Parking charges – not just National Park, National Trust and Pembrokeshire County Council - yearly pass.
Clean beaches. Economy – needs to be developed.	More free / cheap events for local people (kids).

## Ateb Big Day Out 17<sup>th</sup> August 2018

### Summary

#### What's important

Coastal / beach access, peace and quiet, heritage.

#### Concerns and suggestions

Included: transport barriers – provide bespoke days out; information about local routes; Pathways welcome but limited for some by school hours; more activities for school children especially 8-14 year olds; access over pebbles at Newgale is difficult.

### Notes on conversations

What's important	What could we do differently
Clean generally but needs to be looked after. Get out with the kids several times a week. Beaches, woods, Withybush.	More clubs etc. in schools. Make a Pathways project suited to parents constrained by school hours. Parking passes for residents.
Coast Path e.g. Martin's Haven – Solva stretch.	All good.
Natural places to visit. Pathways gives me fresh air, self-esteem, pride in doing the movie.	Provide access for wider range of people – those with no transport, young people. Improve access by bus. Provide more info on linking population e.g. Pembroke Dock to the National Park by footpaths / gateways. Best route to take on foot / bike.
Have a car, go to Neyland, Llys y Fran,	Do more to let people know where they

beaches (Broadhaven North). Enjoy walking.	can find NPA Facebook resources (beyond the normal page).
Know very little about the National Park. Go to beaches (often Broadhaven). Kids love it – that's the main reason. Walk days in local woodlands.	Transport is a big issue, so we have to get to beach on bus / taxi. Help somehow with more accessible places by bus. E.g. annual big day out - free bus to somewhere further afield.
Beaches - Newgale	Access over stones at Newgale is difficult.
Love beaches and countryside but options are limited for entertaining the children at their current ages.	More provision for 8-14yr olds.
We need to look after it. We get out with the kids. One child is autistic and enjoys the peace and quiet.	Communicate more about what the NPA does (limited knowledge about NPA).
Children – environmental education. Environment – development and change. Heritage – like industrial and military heritage. Caldey. Would like to visit other islands.	Parking capacity – car parks get full in season.
Beaches. Drive but would rather walk.	Litter. Picnic area and toilet provision.
Always used to go out, not like kids today. When I'm outside I feel much better (natural places).	Advertise more of what we do on Facebook. More help with transport.

## Travelling Ahead Gypsy Forum 17th October 2018

### Summary

#### What's important

Family, recognition of health benefits of recreation, dog-walking, horse riding.

#### Concerns and suggestions

Included: the Authority could go to schools more often; provide more project work / outdoor learning opportunities; provide activities related to horse-riding / horse driving, cooking outdoors.

#### Background:

Travelling Ahead is a Welsh project working with young people and families from Gypsy, Roma and Traveller communities to give them a voice about the things that matter to them. This day was partly planned as an annual get-together with some fun activities, alongside some workshops (from the National Park Authority, Police Commissioner and National Theatre).

Our workshop was an opportunity to consult with the young people on the Gypsy community's level of understanding and engagement with the National Park and the work of the Authority. Workshop attendance was left to the choice of the participants – 11 chose to attend this one.

### Engagement plan

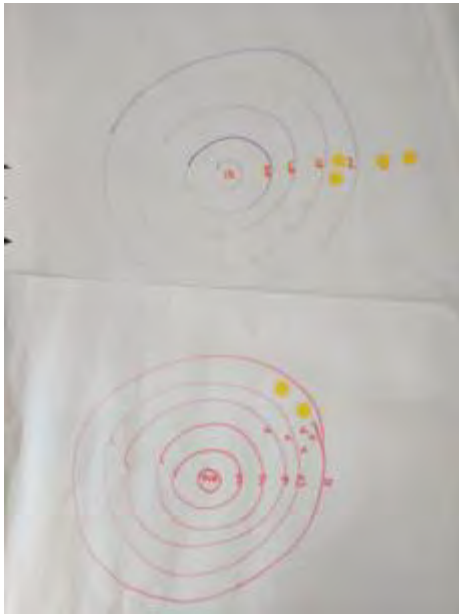
The Management Plan consultation was distilled down to two key questions:

1. How important is the National Park to you?
2. What could the Authority do differently?

A workshop exploring these questions allows us to explore many other questions – including: What is the National Park? Where is it? What can you do there? What do you like doing? What benefits do you get from this kind of activity?

The workshop was planned as a series of short activities that explored various of these issues.

#### 1. How important is the National Park to you (using target 0-10 and stickers)



Scores showed that there is a low level of importance attached to the National Park. Discussion showed that there was a low level of awareness of the National Park / existence of a National Park Authority or what they are.

#### 2. Where is the National Park? (asked to show on a map outline)



Initially no-one was able to mark the location of the National Park. Two people indicated that Carew (this workshop's location) was National Park.

Several suggested that the whole county was a National Park. When prompted to think about our name it was suggested that coast was important.

Once a map of the county / National Park boundary was shown there was a rush to draw on their own map.



When asked which of these activities they would enjoy, most adventure activities and exploring nature seemed popular, along with anything to do with horse-riding. Walking was not popular.

There was very little recognition of the special qualities (especially history / culture other than that of Gypsies), or the importance of biodiversity and conservation.

#### 4. How often do you go to the National Park?

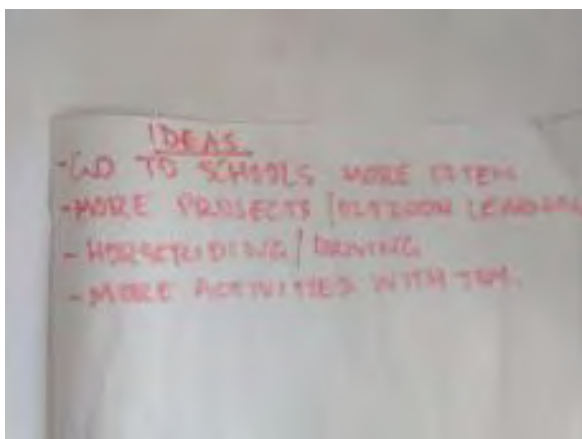


When discussed in more depth, there was a low frequency identified, apart from one who said she walked the dogs on the beach often with her dad, and another who rode horse on the beach monthly.

Several mentioned that they had been to Castell Henllys when in primary school.



## 5. What could we do differently?



It was clear that there is very little awareness of the National Park or the Authority's work. None said they had read *Coast to Coast*, looked at the Authority's website or social media. The only context anyone seemed to have come into contact with us was through school trips to Castell Henllys, or through previous outreach work done with the Travelling Ahead project.

It was suggested that the Authority could:

- go to schools more often
- have more project work / outdoor learning that they could do, or more activities like the event today.
- things to do with Horse-riding / horse driving. Also cooking outdoors.

## Solva Care – Solva Community Event 27<sup>th</sup> November 2018

### Summary

#### Concerns and suggestions

Included: cost of car parking; sharing car park proceeds; more wheelchair accessible routes.

#### Background

Solva Care is a not for profit social initiative, which has been set up by Solva Community Council to offer friendly, local support and help to those who need it in Solva and the surrounding area. It is a community based project focusing on social care. It was set up in 2015, in response to wishes of the local residents, to support individuals and families with a variety of services. The initiative has been extended following the success of the Pilot Project.

The aims of Solva Care are to maintain and improve health and wellbeing by:

- enabling residents to stay in their own homes and remain part of the community
- offering a way to counteract loneliness, isolation and social disadvantage
- providing extra support for those who are caring for relatives

#### The Event

Aim was to provide community with information about relevant organisations and services.

Approximately 25 community members took part in the session. They were all older people (50+) – some were active members of the community (including Community Council Members), and some were in receipt of support from Solva Care.

#### The approach

I decided to use an interactive approach and distributed 8 flipcharts to different tables. There was an outline map of Pembrokeshire and space to write. I then asked groups to respond to questions using the charts and then brief discussions were held. This was accompanied by a brief presentation illustrating the discussion points

- Where is PCNP?
- How many NPs are there in the UK?
- Why do areas become designated as NPs?
- What services does the NPA provide?
- What projects do we provide that could be accessed by the community?
- What could we do differently?

### **The response**

In discussion all were aware of Coast to Coast, only three (of c30) had ever used website.

<b>Where is the National Park?</b>	Responses showed generally very good awareness of the coastal areas of the National Park, less so the Daugleddau and hardly any identification of the Preseli Hills area.  Some thought all of Pembrokeshire.	
<b>How many National Parks are in the UK?</b>	6-9	
<b>What are the qualities that made this a National Park?</b>	Natural beauty / landform	IIIIII
	Geology	II
	Scientific interest	II
	Environment / nature / marine and terrestrial wildlife	IIIIII
	History	III
	Unspoilt	II
<b>What services does the Authority provide?</b>	Planning	IIII
	Regulation / policies / protection	IIIIII
	Maintenance of environment / conservation	IIII
	Access / paths / signage / safety	IIIIII
	Car Park provision	IIII
	Marketing / promotion / tourism / economy	IIIIII
	Druidston?	I
	Provide activities / walks / talks / events	II

	Education	IIII
	Volunteering	I
	No specific awareness or mention of Ranger service / individual projects.	
<b>What could we do differently?</b>	<ul style="list-style-type: none"> <li>• Stop proliferation of masts / turbines</li> <li>• Free Parking for taxpayers / car parks! / share management of Solva Car Park / let communities run their own car park, no pay and display as employs local people / share profit</li> <li>• Reinstate toilets / proper disabled (changing etc) toilets</li> <li>• Perception of inconsistency in planning decisions</li> <li>• Guided dogwalks (as done on St Davids Airfield)</li> <li>• Develop more wheelchair accessible routes / services</li> <li>• Improve poor signage (Solva area?)</li> <li>• More buses (like Bws y Bobol, trips to supermarket)</li> <li>• Tree management (thin young trees to maintain Solva views)</li> <li>• Help to provide local workshops for entrepreneurs / local business</li> <li>• Decision making / ownership / information source / planning</li> </ul>	I IIII I I I II I I I I I I

Local Community Councillors reported that they were engaging with online consultation.

## Youth Ranger Comments 2nd December 2018

### Summary

#### What's important / use of the National Park

The National Park as a resource for wellbeing, enjoyment and learning.

#### Concerns and suggestions

Included: transport is a barrier for young people; there should be more opportunities for practical outdoor work with agencies acting in an integrated way; young people have to move away from the area; consultation is tokenistic; Authority should promote accessible routes from population centres; promote the National Park to young people; colour-coded routes; use local people to test Authority projects and involve them in projects; biodiversity restoration; farming methods – support sustainable local food; more Authority outreach to children and families; more Authority focus on contemporary culture, also on oral history; less Authority emphasis on beach cleaning, more on lobbying and exerting influence pressure at policy levels.

From 5 Youth Rangers aged 19 -26

**National Park – a landscape for life and livelihoods**

**Transport is a big barrier – can the Authority influence / collaborate to improve this**

- Work
- Social
- Health

**Experience of practical work outdoors**

- We think there should be more opportunities for wider range of people
- For all

**College landscape and environment course (attended by 4 of the 5)**

- Doesn't equip you for work – need practical tickets e.g. chainsaw
- Problems with course being full of people who don't want to do it / mess about. Bit of a dumping ground.
- Should be tailored to actual local jobs, including placements
- Big organisations not involved (apart from providing some practical tasks). Should be involved strategically.
- One Youth Ranger found placement himself as tutors couldn't / wouldn't
- Avoid tokenistic self-evaluation etc. on learning basic skills etc. - too much reflecting, not enough doing (school and college)
- College = business, learners' needs not topmost priority.
- Quality of training and opportunities is low
- Everything needs to be more connected and related to getting a job (school, college, volunteering)
- People employed in industries often can't afford to take on apprenticeships – need support
- Many jobs taken by people from outside the county - weighting/preference given to local people?
- Pembrokeshire – better place to bring up a family (as long as you have a car etc.) – we want to stay here but probably have to move
- No more tokenistic consultation

**Landscapes for Everyone**

- We use for our wellbeing, enjoyment and discovery
- Transport barrier – need more promotion for those without– Places you can walk to  
Really good maps would be good – accessible routes for all from population centres
- Advertised badly (to young people / locals)
- Coast to Coast – look at occasionally. Not really for us.
- “Visit Pembrokeshire” book available in Devon but not here - why?
- Awareness is low of how/why to access landscape amongst young people
- Footpaths – signage missing (farmers remove? Work better with them?)
- More info in libraries

- Colour-coded signage e.g. colour-coded routes for people to follow circular routes)
- Map of these routes in every village
- Community walks. Create routes if not there already
- Use local people to test out everything (walks, projects, marketing, sites etc.)
- No more tokenistic consultation

### **A Resilient Park**

- Restoring biodiversity
- All think important
- New farming methods needed
- Authority should be doing more – outreach to communities e.g. pollinator friendly verges, green spaces.
- More outreach to people from very young, school, families
- Joined up-ness with Pembrokeshire County Council e.g. Scolton – not much conservation work – should be a hub for engagement/training in environmental / access etc. (central venue e.g. Scolton)
- No more tokenistic consultation

### **A Place for Culture – Celebrating heritage**

- Very important for some, not so much for young people
- NPA focus too much on ancient culture, not contemporary culture
- Enjoy culture, but seems a bit like Culture = Castles
- More local culture in history curriculum
- Need more intergenerational/oral history – get local kids understanding local history and culture
- Need more of this stuff in teenage years – relevant to them

### **Global Responsibility**

- Managing natural resources sustainability
- Farming practice should better encourage and support local sustainable food
- Keep prices down to allow young people to engage in e.g. local food, low plastic etc.
- Less emphasis on beach cleaning (although fun and makes a difference) – should be more use of Authority's lobbying potential to change laws, policy and practice
- More regional/national/international political pressure rather than people moaning individually
- Local action should follow national political lead (whilst retaining local voice!)
- Consumerism and capitalism are the issues
- No more tokenistic consultation

### **Impacts and Key Considerations for PCNPA Equality Plan:**

- Feedback has influenced the development of the Authority's revised National Park Management Plan and will have relevancy in terms of the development of project actions under this.
- Above areas addressed through following actions in the draft plan: 4 and 5

## Engagement: Staff Engagement Feedback:

Questionnaire issued to staff focused on the four areas – The Park, Our Services, Our Workforce, Governance and Engagement (15/10/19 – 18/10/19).

3 Responses Received – HR, Discovery and Support Services.

Feedback received:

### **Increase access opportunities in the Park**

- Identify the barriers and remove them. Advertising in unlikely places. You often see doctors prescribing exercise now on the news, maybe we need to target them for a 'healthy mind and body' type events in the Park? [Who we could work with to achieve this] doctors surgeries / Surrounding Councils / Groups or Clubs
- I hate to say it but maybe identifying barriers and solutions could be one of those group working exercises at a staff meeting.
- Work more closely with groups and organisations which represent the interests of those facing the biggest barriers in accessing our services
- Make partnership working a default approach to developing our work across the whole organisation
- Taking into account the above, audit specific areas of activity, for example the rights of way network and target improvements to improve access to opportunities
- Support traineeships, apprenticeships and work experience in a more proactive way, making it part of the work of many more people in the organisations.
- Set-up forums and discussion groups as appropriate to engage and represent specific groups in our communities
- Seek more proactively to recruit a more diverse workforce and Members group

[Who we could work with to achieve above]

- Groups and organisations representing the interests of more diverse groups of people. Community engagement work needs to be a priority, where job roles such as the Ranger/Warden teams have this as part of the brief. Improving accessibility and making small scale environmental improvements at a very local level for example, but doing this alongside the people who live there.
- We would support all of the above in one form or another. Developing new projects/initiatives to deliver on this work. BUT the goals for greater equality

very much shouldn't be the domain of a few people/teams. THIS is part of the problem

#### **EQIA Impacts and Key Considerations for PCNPA Equality Plan:**

- Consider how our health and well-being offer is promoted and linked with health practitioners, links with West Wales Walking for Well-being Project.
- Engaging staff in identifying and coming up with solutions – staff meetings, staff reps
- Experience for All project will help identify priority areas from lived experience perspective
- Importance of developing and working in partnership when creating projects
- Look at ways to engage with different groups, outreach and other initiatives
- Ensuring all staff are aware of responsibilities in relation to equality. Draft document includes accountability to demonstrate which teams etc. have key responsibility for delivery in these areas.
- Development of trainee and apprenticeship schemes applicable to variety of employment opportunities within the Park
- Above areas addressed through following actions in the draft plan: 2, 4, 5, 7, 8, 12, 13, 14, 19, 29, 30 and 31.

#### **Ideas on providing more accessible services**

- Communication - do we need to refresh our advertising campaign? Are the current graphics/images e.g the 3 large boards on street approaching Pembroke Castle appealing to underrepresented groups? What messages do these graphics send to e.g. one parent / same sex marriages? What image does it give of PCNPA and the type of people we might employ? New website will help to refresh communication / advertising.
- I believe we already do a great deal, but we need to build in more time to deliver high quality engagement into our work, so that it's not just an afterthought, but has equal weight alongside other outputs. Better targeting so that those most likely to benefit are able to access our offer. More collaboration/partnership with a range of organisations and agencies

#### **Impacts and Key Considerations for PCNPA Equality Plan:**

- Look at how images that we use to promote the Park can be more representative and appealing to underrepresented groups. Ensure more representative images are not only used to promote specific schemes for example beach wheelchairs but form part of our key marketing and information imagery.
- Engaging with others and building in time for this work
- Above areas addressed through following actions in the draft plan: 1, 2, 4, 5, 13, 29, 30 and 31.

#### **Projects or Training to support accessible and inclusive communication and services**



- Ongoing training of HR team to support ongoing communication around accessibility and inclusivity of our services e.g. recruitment and training.
- 
- Are there best practices from other larger government bodies, Council / WG that could influence us in this? As a small org we're not exposed to a lot of the critical thinking that they do.
- Audit of services – Experiences for All. Based on Audit seek to resource projects that are prioritised (by the communities. Examples might include accessible routes/doorsteps walks from villages in an around the national park, improving the quality of surfaces, signage and interest in these local routes (work with schools and others to achieve this. A community greenspace grant aligned to the work of rangers/wardens to make small scale improvement but involve our teams – improving connectivity and community relations. Not sure, probably a little bit more core support for our work in certain areas

### Impacts and Key Considerations for PCNPA Equality Plan:

- Ensuring HR team have relevant training, particularly important in areas that can assist with accessibility and inclusivity in terms of recruitment and wider workforce
- Look at how we can learn from others and identify best practice, could feed into equality impact assessments
- Experience for all project will offer good opportunity to identify ways to make Park offer more accessible and inclusive in some locations
- Consider how Little Green Grants could be linked to provision of greenspace grant
- Above areas addressed through following actions in the draft plan: 5, 7, 8, 11, 12, 27 and 18.

### Increasing routes into employment

- Our jobs page/ career site montage aims to highlight accessibility, our sites and types of jobs available. Our online recruitment advertising is wide reaching however our EM data for applicants still doesn't look that diverse. Will be interesting to compare the next Annual Equality report to 2018/19 however with an increase in applicants prior to having an ATS, there should be some increase in diversity.
- Are we advertising jobs to a wide audience, not everyone regularly checks online job boards or local newspapers. Paid targeted Facebook adds?
- I know we work with schools and disadvantaged groups but do we have any ties with local job centres or college? Possibly upskilling people to get into

work. We (used to) take on four(?) trainee wardens, could this be expanded to other types of role, for example admin. Would there be external funding available perhaps.

- Are we restricting the talent by specifying driving licence / welsh / certain skills or experience / educational level etc... unnecessarily?
- Be prepared to recruit further afield. Develop traineeships and apprenticeship opportunities as well as maximising the involvement of volunteers from diverse background in our work. The demands of the Welsh Standards scheme will sometimes limit our ability to recruit from different ethnic groups and we should be mindful of this if we wish to have a more diverse workforce

### **Impacts and Key Considerations for PCNPA Equality Plan:**

- Issue of recruiting more diverse applicants even with new ATS system. Importance of monitoring data to access impact.
- Looking at reach and where we advertise
- Development of traineeship and other projects, looking across the job and skills development opportunities within the Authority, for example admin opportunities
- Perceptions around the Welsh Language and requirements on job applications, are tied to meeting Welsh Language Standards. Potential to identify opportunities for more new starters to learn Welsh and be supported in developing skills and promoting this on information linked to vacancies (link to Welsh Language Strategy)
- A need to review job descriptions and role requirements to see if we are restricting talent in terms of some requirements where they may not be necessary – driving license, level of experience,
- Engaging with others and building in time for this work
- Above areas addressed through following actions in the draft plan: 1, 14, 15, 16, 17 and 25.

### **Creating Inclusive work environment for staff**

- Share communication on diversity in the workplace e.g. case studies of issues in other organisations and how they were resolved.
- The annual staff meetings are a good resource and should help towards inclusivity.
- Needs to treat everybody equally. Policies should be clear, concise and definitive with no grey areas
- Should Park staff on zero hour contracts be offered a set minimum number of hours per week

- Need to start considering properly the role of volunteers as part of the workforce. Their contributions are too often ignored or overlooked as a potentially significant contribution to our work
- I think in many ways it already does this. However there still remains the issue of teams working in 'silo's', this is particularly acute with teams working away from HQ. Need to work hard to avoid a 'them and us' situation

### Impacts and Key Considerations for PCNPA Equality Plan:

- Raising staff awareness on equality and diversity matters, highlighting learning from other organisations. Training and equality impact assessments could be tools to do this.
- Reviewing our HR related policies from equality perspective
- Consider pay and condition issues relating to staff at Centres and in lowest quartile. Link to Gender Pay Gap calculations. Ensuring all staff have fair pay and employment conditions.
- Above areas addressed through following actions in the draft plan: 5, 7, 8, 18, 19, 20, 21, 22, 23, 24, 25, 27, 29, 30 and 31.

### Training and Schemes to help create a supportive and inclusive environment

- Ensure basic knowledge of employees brought up to date before introducing any projects or schemes: Bring in a company to deliver a short course on diversity & equality in the workplace – mandatory. Look to deliver at Llanion & OyP with staff in other centres attending one of these sites. Make it part of the annual performance process. PCC may have something to offer and we need to utilise them as we are already paying for a training service. I previously attended an excellent 1 day course in Trinity St David's Carmarthen that reviewed case studies that really helped to put perspective on issues faced in the workplace. You think you understand issues relating to diversity & equality but these courses help to refresh and often highlight things you're not aware of especially if not faced with them on a day to day basis.
- Pembrokeshire Voice on Equality – not sure who at PCNPA sits on this forum (includes PCC, DPP, Hywel Dda, Ambulance Service, Fire & Rescue)? The forum course recently advertised to PCNPA staff would be an excellent course to attend for awareness: Travelling Ahead is re-running its excellent, FREE training on strengthen services to Gypsy, Roma and Traveller communities across West Wales.
- NPUK ELMS Training Package – this package/online training system has been adopted by nearly all UK Parks. I think PCNPA may be the only park not using as we did not have capacity to implement earlier in the year. I will

suggest to the new HRM that this is looked at as a matter of priority. Sample of suitable courses from the ELMS catalogue:

- Communicating with Deaf Customers (15 mins)
  - Customer Service Suite: Part 1 – Introduction (25 mins)
  - Customer Service Suite: Part 2 – Standards (20 mins)
  - Customer Service Suite: Part 3 – Communication (40 mins)
  - Disability and Discrimination (30 mins)
  - Equality Act 2010 (35 mins)
  - Equality Impact Assessments (30 mins)
  - SEND Suite Suite (x 3 modules) (50 mins)
  - Plain English (30 minutes)
  - Welsh Language Awareness (30 minutes)
  - Bullying and Harassment in the Workplace (20 minutes)
  - The Armed Forces Covenant: e-Learning for Front Line Workers (50 minutes)
  - Visual Impairment (20 minutes)
  - All Age Carers (20 mins)
- Other larger bodies should have ideas that we can use. The new HR manager will, I'm sure have a lead on this.
  - Staff volunteering scheme
  - Volunteer management training and greater involvement of volunteers in our work
  - Initiatives and/or training that look at the tools available and the approaches required for effective community development (we already have some staff in our workforce with these skill sets)

### Impacts and Key Considerations for PCNPA Equality Plan:

- Raising staff awareness on equality and diversity matters, including those who are developing and delivering specific projects.
- A need for mandatory equality and diversity training for all staff. A number of different options out there in terms of how this could be delivered.
- Authority has staff sitting on Pembrokeshire Voices for Equality, need to ensure information from this group is circulated to wider staff.
- Developing staff skills in relation to engagement.
- Could staff volunteering scheme be part of the Authority's Well-being offer to staff.
- Above areas addressed through following actions in the draft plan: 5, 7, 9, 18, 27 and 31.

### Governance and Engagement

- More diverse Members
- Set-up forums and discussion groups as appropriate to engage and represent specific groups in our communities
- Seek more proactively to recruit a more diverse workforce and Members group

### Impacts and Key Considerations for PCNPA Equality Plan:

- Increasing diversity of Members. Consider other opportunities to gather different perspectives through outreach and other activities.
- Welsh Government initiatives relating to public appointees and diversity.
- Proactive approach to increasing applicants from more diverse backgrounds.
- Above areas addressed through following actions in the draft plan: 5, 26, 27, 9, 18 and 31.

### Additional Feedback from Volunteer Co-ordinator relating to impact of Supported Volunteering Offer

The Pathways project is a supported volunteering project, funded by Welsh Government. Some of the participants have additional learning needs, some come with a carer, some have low self confidence etc. But the fact that there is a high level of integration is what makes this project so powerful. Those with additional needs aren't singled out, they are part of a volunteering group. Those who don't need extra support are in a position to offer support, and also to learn.

Below are some of the quotes from volunteers with regards to supported volunteering:

- We have some youngsters, and some people with additional learning needs. It's great, they have a whale of a time. Everybody gets on with everybody and helps everybody out. It's that social interaction as well that's really important.
- What else can you bring to it? You're not just there doing the work. It's a case of OK what experience have you already got that you can bring to this particular work?
- I like the physical side of it, and an unexpected benefit is that there's a group of people with differing needs maybe, and the fact that you can support them. It's not something I've ever had to consider in my working life (working with people with additional needs)
- There's one who doesn't like heights. A couple of us helped him, one either side, and when he got to the bottom we all cheered, and he can now do that sort of thing a bit better

### Impacts and Key Considerations for PCNPA Equality Plan:

- Positive impact supported volunteering can have in helping those being assisted and volunteers helping to provide support. Opportunity for different volunteers to mix and learn from each other.
- Above areas addressed through following actions in the draft plan: 5, 12, 13, 15, 30 and 31.