

Strategic Equality Plan 2020-2024

ANNUAL REPORT 2020-21

POWELL, HEATHER (CONNECTED COMMUNITIES MANAGER)

Foreword – *to be added to final report*

Introduction

As part of our duties under the Equality Act (2010), Newport City Council is required to produce and publish an Annual Report, outlining the progress that we have made against our Strategic Equality Objectives which are set out in our [Strategic Equality Plan](#) (SEP) 2020-24. This Annual Report sets out a summary of key achievements against our identified Objectives and outcomes, a detailed update on work to meet each Objective and finally, our workforce equality data which is also a publishing requirement under the Equality Act (2010).

This Report relates to the first year of delivery of our 2020-2024 SEP. During the year, progress against our Strategic Equality Objectives is monitored and supported by the council's Strategic Equalities Group (SEG). This group is chaired by our Cabinet Member for Equalities, and membership includes representation from Newport's Fairness Commission, Trade Unions, Elected Member Equality Champions and service area lead officers. This year the SEG has also welcomed Chairs of our Staff Support Networks.

Summary of Achievements

The table below sets out a summary of key achievements during this reporting period against each of our Equality Objectives and outcomes. Further details on activities can be found in the relevant sections of the report.

Strategic Equality Objective	Outcome	Achievements
Leadership, Governance and Involvement	Newport City Council shows clear and consistent leadership in promoting equality and diversity across the city	<ul style="list-style-type: none"> The council has signed up to Race Council Cymru's Zero Tolerance to Racism Policy for Wales The council has committed to deliver against promises in the Victim Support's Hate Crime Charter The council Leader has established a Black, Asian and Ethnic Minority community roundtable which meets on a quarterly basis Significant dates, including Pride Month, Black History 365, Refugee Week, Holocaust Memorial Day and Hate Crime Awareness Week have been recognised and promoted across the city
	Newport City Council has a clear governance structure in place to monitor equality performance across the organisation	<ul style="list-style-type: none"> Themed delivery groups have been established to deliver against each Equality Objective The Terms of Reference of the council's Strategic Equalities Group (SEG) has been reviewed and updated and the Group now receive quarterly progress reports SEG is now attended by Staff Network Chairs and Elected Member equality Champions
	Newport City Council will improve how it understands the impact of changing services by engaging residents and relevant groups in the decision making process	<ul style="list-style-type: none"> Responsibilities under the Socio-economic Duty have been embedded in council processes, including strategic decision-making £100,000 of funding has been distributed to grassroots community projects, overseen by Newport's Fairness Commission and a representative community steering group
Customer Service and Access	We have a better understanding of the demographics of our service users, and reflect these in service design, removing barriers to access	<ul style="list-style-type: none"> Accessibility Stakeholder Group is established and advising on council projects

		<ul style="list-style-type: none"> Equality support has been provided to all Test, Trace, Protect staff to ensure COVID-19 response is culturally and linguistically sensitive
	Complaints relating to discrimination are managed in a way that ensures organisational learning	<ul style="list-style-type: none"> Review of the council's complaints policy is complete, providing clearer guidance on how the council will respond to complaints relating to discrimination
	Through close partnership working with Newport Live barriers to accessing sports and leisure provision in the city will be reduced	<ul style="list-style-type: none"> Inclusive cycle programme launched by Newport Live to encourage participation of disabled people Partnership programme delivered with Ffilm Cymru to encourage under-represented groups to learn more about careers in the film sector
Representative Workforce	Staff with protected characteristics are better represented at all levels throughout the organisation	<ul style="list-style-type: none"> The council's Exit Interview form now specifically considers experiences of discrimination Workforce Planning tool launched to allow service areas to assess and understand areas of under-representation Recruitment Working Group established to consider inclusive recruitment strategies
	Diverse staff have a voice within the organisation, and are listened to	<ul style="list-style-type: none"> Staff networks for disabled, LGBTQ+ and ethnic minority staff have been established
	The potential for unconscious bias in recruitment processes is recognised, and minimised	<ul style="list-style-type: none"> All personal details have been removed from the council's application forms
Community Cohesion	Everyone living in Newport feels welcomed, and integration is supported by local communities	<ul style="list-style-type: none"> Significant support provided to EU citizens ensured high levels of EUSS applications received from Newport residents COVID-19 response has been focussed on ensuring minority and marginalised communities are informed, supported and listened to
	Community tensions are monitored and mitigated effectively	<ul style="list-style-type: none"> Fortnightly community tensions meeting and weekly community dial in established in partnership with Gwent Police
Learn Well	There is greater parity in attendance and exclusion rates for all pupils in Newport	<ul style="list-style-type: none"> Named Education Welfare Officer allocated to each school Attendance and exclusion data monitored weekly and monthly, including by Protected Characteristic
	We have a better understanding of the challenges faced by potentially marginalised pupils	<ul style="list-style-type: none"> Welsh Government's new Anti-Bullying Guidance embedded in local processes

		<ul style="list-style-type: none"> • Youth Council has developed LGBTQ+ schools guidance • Black History and Gypsy Traveller History Month resources developed for schools
Independent Living	People are empowered to live in their own accommodation for longer	<ul style="list-style-type: none"> • New scheme launched for people with learning disabilities to increase opportunities for independent living
	People are empowered to play an active role in their local communities	<ul style="list-style-type: none"> • Community Connectors continue to support people to connect with, and be involved with, their local communities
	The city is responsive to the accommodation needs of victims of domestic abuse	<ul style="list-style-type: none"> • Housing Support Grant continues to fund projects for people escaping domestic abuse, including specific provision for people from an ethnic minority background • 240 women currently supported by DAFS floating support

Equality Objective 1: Leadership, Governance and Involvement

“Newport City Council has strong leadership and clear governance around equality, ensuring robust monitoring processes and regular meaningful stakeholder engagement”

Governance

To deliver on the objectives we set out in our Strategic Equality Plan we need to lead from the front, not just talking about equality, but by being a great example of good practice. Since

- ☑ Embedding the Socio-Economic Duty into council governance processes

- ☑ Delivering events and communications throughout the year relating to key dates in the equalities calendar

- ☑ Developing a Delivery Plan for our strategic equality work

publishing our Strategic Equality Plan, we have worked hard to ensure that the objectives we have set are going to be delivered effectively over the lifetime of the Plan. We have established a number of themed delivery groups, including Representative Workforce and Customer Service and Access Groups, which bring key officers together to progress these areas of work.

We have also reviewed the Terms of Reference and membership of our Strategic Equalities Group, which is now attended by our Elected Member Champions for equality, service area representatives from

across the council, and the Chairs of our newly established Staff Support Networks. This provides a platform for staff from under-represented groups to have access to senior decision-makers, influence our workplace and service delivery policy, and ensure that lesser heard voices are truly heard.

Over the past 12 months, we have also worked to understand and embed the principles of the Socio-Economic Duty (SED) and have delivered training to our Elected Members and senior officers on the Duty and its implications for our strategic decision making process. We have worked closely with Welsh Government to develop non-statutory guidance for public bodies, and have appointed a Cabinet Member lead for the Duty. We have also reviewed and updated our Fairness and Equality Impact Assessment process to fully reflect the Duty and provide a more streamlined, integrated assessment tool for decision makers.

Leadership

This year, we have stood with our minority ethnic communities who experienced the devastating disproportionate impact of the COVID-19 pandemic, and felt the injustice caused by the murder of George Floyd. In July, we lit up the Civic centre in purple as a mark of solidarity with the BLM movement, and were proud to sign up to Race Council Cymru's [Zero Tolerance to Racism](#) policy for Wales.

The Leader of the Council, Councillor Jane Mudd, established a Community Roundtable meeting, which brings people from an ethnic minority background together to discuss the race equality challenges across the city, and influence our response at the highest level. The Leader has also mandated equality and diversity training for all council staff and Elected Members. This will be rolled out by April 2022, starting with an Inclusive Leadership course for all of senior leaders and managers.

Involvement

We recognised the impact that COVID-19 had on many of our minority, marginalised or isolated communities and developed a comprehensive [Community Impact Assessment](#) (CIA) to inform our response and recovery work. The CIA focusses on the effects experienced by people that share Protected Characteristics, but also on socio-economic factors, like employment and risk of poverty, community cohesion and migration. The CIA was informed by available evidence and research, as well as a series of themed engagement sessions with communities.

The CIA informed both our strategic recovery aims and the development of a Participatory Budgeting programme, delivered in partnership with Public Health Wales and external consultants, Mutual Gain. The programme was overseen by a community steering group which co-ordinated the distribution of over £100,000 to 24 grassroots community projects across the city. A 2-day online event was attended by around 400 Newport residents, who voted for those initiatives most likely to benefit diverse communities. All projects were required to evidence how they would aid recovery from COVID-19 impacts and reduce inequalities relating to key areas including digital exclusion, health and wellbeing and access to information.

To ensure our commitment to equality is visible, we have worked hard this year to raise the profile of our work in this area, and promote key dates and celebrations to staff and communities, including Pride Month, Black History 365, Refugee Week, Holocaust Memorial Day and Hate Crime Awareness Week. To ensure our communications are meaningful, messaging on our internal and external platforms have been supported by staff awareness sessions, the development of information and resource packs, and partnership events.

Focus on the future

Priorities for the next year include:

- Working in partnership with Welsh Government and the WLGA to deliver on recommendations made in the Welsh Government's Race Equality Action Plan recommendations
- Further developing our Fairness and Equality Impact Assessment processes and deliver training to staff on its use
- Deliver bespoke equalities training to all staff across the organisation
- Work to develop our Elected Member champion roles
- Deliver a second round of Participatory Budgeting

Equality Objective 2: Customer Service and Access

“Newport City Council’s services are accessible to everyone in Newport, providing services that are both inclusive and considerate of individual need”

- ☑ Establish a disability access group to support the development of customer service provisions
- ☑ Working with Newport Live to provide accessible opportunities for people to engage in Sports, Leisure, Art and Culture
- ☑ Review and update customer complaints processes

Access

A focus on accessibility and inclusion is key to ensuring that the council ensures equitable access to services in the future, and despite the challenges that have been presented by COVID-19, we have been able to make progress on a number of the outcomes we identified within this objective.

In response to the physical changes that were required to the city centre because of the pandemic, we established an Accessibility Stakeholder Group

(ASG) to review and consider how projects relating to the use of the city centre and council services impact on accessibility.

The group brings together several local stakeholders including disabled members of the public and third sector organisations and has already shaped our approach to the reopening of the city centre following periods of national lockdown. The group contributes regularly to planning and project work and acts as a critical friend to a range of service areas within the council.

Receiving feedback, practical solutions and ideas for improvement from people that have lived experience of barriers to access has been invaluable. The group has been able to influence changes to active travel routes, pedestrianisation of the city centre and plans for new developments like our city centre leisure provision and Devon Place footbridge.

Complaints and Customer Service

This year has seen significant changes in the way that we deliver services to the public. Restrictions on face to face contact, and an unprecedented increase in contact centre demand has meant that progress against some of our equality priorities has been limited. However, we have still made positive progress in a number of areas.

We have established a Customer Service and Access Delivery Group to support delivery of this objective, and reviewed and amended our Customer Complaints Policy. This has included improvements to our approach to complaints relating to discrimination.

Many of our customer services staff are seconded to our Test, Trace, Protect (TTP) Team, supporting our COVID-19 response. The TTP team has been supported to ensure that they understand the needs and concerns of minority communities who may be fearful of engagement with the TTP process, and have worked closely with our Community Cohesion Team to respond effectively to the emergence of COVID-19 clusters within specific communities. This has included the development of multi-lingual assets, working alongside

other council staff that speak community languages, and working closely with trusted third sector partners to ensure messages reach the people who need to hear them.

Engagement in Sports, Leisure, Art and Culture

Despite the disruption to and closure of leisure facilities this year, over the course of the lockdown we were also able to maintain our close working relationship with Newport Live. We were able to launch an inclusive cycle programme that is free for Newport residents, and that encourages disabled children and adults to participate in cycling activities. The programme was also able to secure a small fleet of specially adapted bikes, further reducing barriers to participation, and included the installation of adapted toilet and changing facilities on site.

We were also pleased to support a group of young people through a skills development workshop to enhance their work options within the film sector. The programme, delivered in conjunction with Ffilm Cymru and Foot in the Door Productions focussed on offering opportunities to under-represented groups, and has provided the opportunity to consider future, larger-scale projects of a similar nature.

Our *Fusion: Creating Opportunities through Culture* programme continued to work with local partners to increase access to arts and heritage for Newport residents, encouraging communities to explore the history that lies on their doorstep and engage in creative activities. Key projects included the Gypsy Stars Choir in partnership with Operasonic, Maindee Primary and Lliswerry High School working with Roma families, the delivery of online art workshops supported by door-to-door delivery of activity packs to individuals and care homes, heritage walking tours and Twitter Take Over events with young people.

Focus on the future

Priorities for the next year include:

- Delivering equalities training to our TTP and customer service staff
- Improving data collection and demographic monitoring across our customer service and complaints departments
- Consulting with our Accessibility Stakeholders Group on key projects, including the move of our Information Station and development of our new leisure provision
- Embedding Accessibility Standards across our digital platforms

Equality Objective 3: Representative Workforce

“Newport City Council has a workforce that represents the city, and is a workplace with an inclusive culture, which recruits, develops, and retains staff”

- ☒ Removing all identifiable information from our job applications
- ☒ Establishing a staff support network for minority ethnic staff
- ☒ Establish a staff support network for disabled staff

During our public consultation on our Strategic Equality Plan, we received strong feedback that made it clear that developing an empowered and more representative workforce would be key to achieving our vision of a more equal Newport.

The first 12 months of the Plan’s delivery were characterised by huge workforce disruption, unlike anything we have previously experienced. Like so many workplaces across the country, Newport City Council transitioned from a workforce that was mainly office and location based, to one that was largely working from home. However, unlike

other organisations, we were also responsible for many of the essential services that are required to keep society moving during the various lockdowns.

As part of our response to the COVID-19 pandemic, we introduced a staff risk assessment, based on the Welsh Government’s COVID-19 Workforce Risk Assessment, to specifically protect our staff from a Black, Asian or Minority Ethnic background who we knew were more likely to be affected by the virus and associated risk factors.

Despite these unexpected challenges, we were able to make significant progress towards meeting our Strategic Equality Objective, and have established a Representative Workforce Delivery Group to continue progression of work in this area.

Recruitment

This year we have reviewed our job application processes and have successfully removed information relating to a person’s protected characteristics, and any other details, which may make them identifiable. This means that decisions of selection and shortlisting panels are less likely to be impacted by unconscious bias.

We have introduced additional monitoring categories that allow potential and existing staff to better self-identify, for example expanding our gender options, and delivered training on equality impact assessments for our senior HR staff. This will allow for better consideration of the impact of any restructuring decisions on people that share protected characteristics.

We have also reviewed and updated our exit interview questionnaire for staff leaving the organisation, which now captures any experiences of discrimination or adverse workplace culture that may have impacted on a person’s decision to leave the council.

Our Workforce Planning tool, piloted this year, provides each service area with their workforce demographics and prompts Heads of Service to specifically consider how they can improve any under-representation of people that share protected characteristics.

We have also recently established a Recruitment Working Group to consider how we can develop a more inclusive recruitment strategy, and we will be looking to prioritise this work during the next financial year.

Staff Support Networks

This year we have been delighted to establish two Staff Support Networks. Our Diversity Network is for colleagues from an ethnic minority background, and IN-NCC is a network for disabled staff. Networks are a powerful agent for organisational change, and for ensuring the voices of under-represented groups are heard, listened to, and influence policy and process.

As well as being a safe space for colleagues to share experiences and seek support, our networks are playing a vital role in supporting the delivery of our equality priorities. Our Diversity Network has identified three key priorities – staff training, workplace policy, and increasing representation through recruitment and development. This year, the Chair of our Diversity Network also sat on the interview panel for recruitment of our Chief Executive, a practice that will now be adopted for similar senior officer processes.

In March this year, we also held our first LGBTQ+ Network meeting, which was well attended and highlighted the need for a secure, confidential group where people could express themselves fully and work to raise awareness across the organisation of sexual and gender diversity.

The council have committed to ensuring Networks are supported through time to attend meetings, allocation of funds where needed, and administrative support. Network Chairs now attend our Strategic Equalities Group meetings, as well as our Strategic Equality Plan delivery groups.

Workplace Culture

This year we have worked to increase the amount of content relating to equality and diversity visible to staff on our internal communications platforms. This has included marking significant dates throughout the year, as well as topical updates on issues which including anti-racism and hate crime. During October, we themed our staff newsletter around Black History 365 and we have also offered a range of informal learning events for staff. These have included question and answer sessions with our local Black Lives Matter lead, international rugby star Ashton Hewitt, and an introduction to gender and sexual diversity, delivered by Umbrella Cymru.

Focus on the future

Priorities for the next year include:

- Improving our collection of staff data, increasing completion rates and aligning with census categories to allow effective comparison

- Delivering a workplace culture survey
- Developing a range of entry routes to the organisation and promoting these to under-represented groups
- Rolling out Inclusive Leadership training to all of our managers
- Embedding anti-racism principles within our workplace culture
- Developing Gender Identity and Dignity in the Workplace Policies

Equality Objective 4: Community Cohesion

“Newport City Council promotes positive relationships between different communities, supporting integration and effectively identifying emerging community tensions”

☑ Working in partnership with locally funded services to support EU nationals to apply for the EUSS

☑ Working in partnership with our Youth Council and local LGBTQ+ people to develop a ‘safe space’ for LGBTQ+ people in Newport.

☑ Developing a multi-agency mechanism to effectively monitor community tensions at the earliest stage

☑ Delivering training to community groups that empowers them to challenge and act on hate speech where they encounter it.

As a local authority, community cohesion is a central theme within our equality related work plans, and our priorities in this area are informed by the delivery of the Welsh Government’s community cohesion work plan for local authorities. The ongoing implications of Brexit and the wider global migration crisis meant that this year was always going to be challenging.

However, the events of 2020 presented additional issues, with the pandemic giving rise to a significant increase in community tensions and an urgent need to build resilience within, and provide support to, the diverse communities of Newport. Much of our cohesion work this year has been reactive, supporting communities to access information in their home languages, developing e-bulletins and online communications channels to share important updates, and responding to COVID-19 clusters, which have emerged within some of our most vulnerable communities.

Hate Crime and Community Tensions

This year we continued our commitment to addressing all forms of hate as it affects our communities. At the start of the year we saw a significant rise in online hate speech directed at specific communities perceived to be contributing to the spread of the COVID-19 virus, and throughout the year, right wing activists have exploited this misinformed belief, as well as the many conspiracy theories that have emerged as a result of the pandemic.

To tackle this, we have provided training on hate crime to around 80 frontline staff, and hosted a virtual event for professionals in partnership with Hope not Hate and the Center for Countering Digital Hate, equipping people with the skills to counter online hate where they see it. During Hate Crime Awareness Week this year, we also signed up to Victim Support’s Hate Crime Charter which sets out the way that victims of hate crime should be treated, and are currently developing a Hate Crime Policy to further embed these principles. We have also delivered hate crime training to a range of community groups, as well as our internal staff networks.

We have now established a fortnightly tensions meeting with our partners in Gwent Police which enables us to effectively monitor and mitigate emerging community tensions,

EU Settlement Scheme

As a result of Britain's exit from the European Union, EU nationals that had previously been relying on treaty rights that had guaranteed their right to work and live in the UK now needed to secure these rights by applying to the UK government's EU Settlement Scheme (EUSS). As of March 2021 nearly 8000 applications had been made to the EUSS by Newport residents.

Our teams have been able to work flexibly, setting up community WhatsApp groups and identifying key community contacts to both promote awareness of the EUSS and to monitor other Brexit-related tensions. Our EU Citizens Forum continued to meet virtually, bringing together community members and third sector services to effectively address issues affecting EU citizens in Newport. We also continued to co-ordinate a weekly partnership drop in for EU citizens to access support and advice in a safe space when restrictions allowed. In March this year we hosted a partnership event for nearly 100 professionals across Newport raising awareness of post-Brexit rights and entitlements of EU citizens, a model which is now being adopted by other areas of Wales.

We have also been working closely with colleagues in the Home Office and Welsh Government on other migration related issues; both to support the new British National (Overseas) Visa scheme for Hong Kong residents and to reduce the pandemic related pressures that have built up within the asylum system.

LGBTQ+ Safe Space

Following consultation with LGBTQ+ young people across Newport in 2019, which highlighted the need for a safe space for people to come together, the council provided funding for a specific LGBTQ+ Youth Group. This group has now met every month since October, offering peer support and opportunities to engage in wider community projects. Face to face meetings will commence again in May at the Tin Shed Theatre, with activities co-designed by young people, including a queer book club, board game night, archery, dungeons and dragons, movie night and cosplay.

Youth groups, community centres and high schools have been encouraged to make referrals into the project and the group are currently working with Caerleon Comprehensive and Llanwern High School. The group has also been signposted to young people supported by Llamau in Newport as well as the Whole School Approach Officer for Changing Minds (Newport Mind). The group has been offered a permanent meeting space by The Riverfront when it reopens fully in September 2021.

Focus on the future

Priorities for the next year include:

- Improving our response to hardship cases which arise as a result of insecure migration status
- Developing a council Hate Crime Policy
- Developing a 'Welcome to Newport' app for newcomers to the city

Equality Objective 5: Learn Well

“Newport City Council supports the wellbeing and attainment of the city’s pupils and actively looks to address any disparity in achievement, of vulnerable learners”

☑ Improving our response to Identity Based Bullying by embedding Welsh Government’s ‘Rights, Respect and Equality’ anti-bullying guidance in our practice

COVID-19 has been hugely disruptive for schools across Newport, creating new challenges including remote learning and threatening to widen inequalities that already exist for vulnerable or disadvantaged learners. Although this has impacted on work towards specific actions within our Strategic Equality Plan, we have worked incredibly hard this year to keep equality and fairness at the heart of our education delivery whilst responding to the needs of learners and families during the pandemic. We were also pleased to extend our Free School Meal offer to families who are experiencing hardship as a result of having no recourse to public funds.

Attendance

This year, a named Education Welfare Officer was allocated to each school, focussed on providing wellbeing support for pupils and families who were not engaging with schools or blended learning, including regular contact and home visits. Weekly and monthly attendance monitoring has been embedded in our practice, including analysis by school, phase, gender, ethnicity and postcode. Monitoring also includes the use of new, temporary codes to help identify the impact of COVID-19 and remote learning on individual learner attendance.

Our Gwent Education Minority Support Service (GEMS) worked specifically with pupils who have English as an additional language (EAL), assisting parents to support their children with online learning, and ensuring families had access to digital equipment. The team carried out weekly wellbeing calls to families and young people and supported schools with translation of key information for families regarding access to free school meal vouchers and completion of the digital device agreements. The GEMS team also surveyed EAL pupils and families to inform improvements to provision.

Anti-Bullying and Inclusion

In response to the introduction of Welsh Government’s new Anti-Bullying Guidance, ‘Rights, Respect and Equality’ we have reviewed our approach to capturing information on identity-based bullying across our schools, improving the way that protected characteristics are captured on reporting systems, and adding additional fields for completion, including action and outcomes. Our Youth Council also led on a consultation exercise to inform the development of our new Anti-Bullying Policy.

During Black History Month 365, anti-racism resources were developed specifically for schools, pupils and parents, and during Hate Crime Awareness Week, a series of virtual puppet workshops were delivered by Puppet Soup across our primary schools, exploring and

celebrating unique and shared identities. To further support this work, GEMS has provided £15,000 funding to Show Racism the Red Card to promote anti-racism approaches across schools and provide sessions for staff, pupils, governors and parents.

Estyn's October 2020 thematic review, 'Celebrating diversity and promoting inclusion - Good practice in supporting lesbian, gay, bisexual and transgender (LGBT) learners in schools and colleges' featured the work of Ysgol Gymraeg Casnewydd, Eveswell Primary and Bassaleg School.

Focus on the future

Priorities for the next year include:

- Work focussed on violence reduction in schools
- Streamlining and aligning support mechanisms for schools responding to identity-based bullying
- Work to address community concerns about RSE under the new curriculum
- Rollout of Welsh Government's Hate Crime in Schools Project

Equality Objective 6: Independent Living

“Newport City Council contributes to the city being a great place to live, to grow older and live independently, and has in place a range of housing related services, which accommodates people in different situations”

☒ Delivering Black, Asian and Minority Ethnic specific women’s refuge and associated supported aimed at women fleeing domestic violence

Our housing services have experienced an unprecedented increase in demand during this period as the UK and Welsh Governments sought to restrict the spread of COVID-19 by extending the statutory housing duties of local authorities.

Housing Support Grant and Homelessness Prevention Grant projects including floating support, mediation and housing options staff, continue to support people to maintain their own accommodation and prevent homelessness. The Housing Support Grant also funds 20 units in four refuges, including one specifically for Black, Asian and Minority Ethnic women and 2 as part of a regional scheme for women with complex needs.

In addition, the DAFS floating support, crisis and advice scheme supports a minimum of 240 women in their current temporary or permanent accommodation and includes a dedicated post working with minority ethnic women. 2 additional dispersed units for 5 people have recently been acquired using VAWDASV and Phase 2 homelessness capital funding.

Projects for Gypsy and Traveller communities and EU migrants have been consolidated and remodelled to ensure a continued presence of support for these marginalised groups. Our work with the Gwent Gypsy and Traveller Support Service continues, with a dedicated support worker providing support and advice to communities.

During the year, as part of the implementation of the Independent Living Strategy, five young people with learning disabilities were supported to move into their own self-contained flats in a new complex, increasing their independence and access to the local community. Due to the success of these schemes and the care and support model used, additional schemes are planned over the coming years.

As well as providing accommodation, we also encourage people to play an active role in their local community, through projects that include:

- Adult Services’ Community Connectors
- Floating support workers
- Integrated Wellbeing Networks with ABUHB
- Older Persons Pathway
- Independent Living Strategy
- Tenancy ready programmes

Our Community Connectors for minority ethnic communities offer support to people who may be socially isolated to improve their wellbeing based on what matters to them. During

2020/21 they supported 302 people resulting in 1,030 positive outcomes and connected 82 people to local activities. Information in different languages was shared via digital platforms, with Mosques, churches and online groups.

Connectors continue to work with groups at grassroots level on COVID-19 recovery plans and signposting to funding sources to ensure sustainability. Although the pandemic prevented many groups from meeting face to face, this year the Community Connectors engaged with 317 partners over 19 sessions (online meetings). The Team continue to map community activity provision and engage with groups as we continue working on the city's recovery.

Focus on the future

Priorities for the next year include:

- Using Welsh Government grant funding to provide support to our most vulnerable citizens through the Housing Support Programme
- Developing a new floating support team for people with complex needs
- Providing additional support for refugees and asylum seekers
- Establishing a dedicated service for male-led families with male support workers
- Remodelling one of the city's refuges to cater for women with complex needs fleeing domestic abuse
- Production of the Council's first four-year Housing Support Programme Strategy (2022-2026)

Equality Monitoring and Capturing Data

Equality data is used by the council to inform our decision-making, help us understand where we have gaps, and support effective impact assessments. This section of the report will consider:

- Collecting data; how we collate information related to protected characteristics
- Evaluating data; how we use this data to inform our practice

1. Collecting Data

Collecting accurate information about our employees and the public is key to delivering services which are inclusive, and responsive to individual need. We collect and monitor equality data in a number of ways.

A. Systems

The council has a range of systems which collect data, for example, through our Customer Relationship Management (CRM) system, other databases linked to individual services, and through our internal HR system. These allow service areas to build a picture and profile of their customers or staff. Customer data is utilised in developing service area plans and work programmes, and allows service areas to amend existing services and delivery where needed. We use our internal data to assist with workforce planning and inform our representative workforce work.

B. Consultations

The council regularly consults and engages with a variety of community groups, citizen panels and the public in general. We develop surveys and consultations based on needs for service changes, improvements or strategies that will affect the community. This year we have consulted on topics such as the the setting of our budget, the new Leisure Centre provision and facilities and residents parking. Consultation methods have included online surveys, sharing of consultation opportunities on our website and socila media platforms and bus wi-fi surveys. Using demographic monitoring for all surveys and consultation exercises means we can now better understand the needs of people in Newport that share protected characteristics, and the differential impact of our proposals.

C. Community Well-being profiles

In line with the Well-being of Future Generations Act (2015), the council published our Community Well-being Profiles in 2019. The profiles are available on our website for the public, as well as internally on our intranet system for staff. These profiles provide a source of data across a number of different areas, including data on ethnicity and are often used by the council to inform equality impact assessments.

D. National Census

We continually reveiw and update our standard equalities monitoring forms, and are working to ensure that the data we capture aligns with the categories within the recent Census. This will allow us to better understand our resident population, any under or over-representation of communities accessing our services, and inform our workforce representation strategies and planning.

2. Evaluating data

The council uses a range of processes which ensure that we use the data that we collect in a way that informs our planning, decision and policy making.

A. Fairness and Equality Impact Assessments

The completion of Fairness and Equality Impact Assessments at the outset of decision or policy making process, assists the council in evidencing that we are meeting our Equality duties, and, more importantly, using relevant equality data to ensure that any disproportionate impact is mitigated at an early stage, and the best decisions for the public are made. The council has an integrated model of equality impact assessment, combining considerations around Equalities, Welsh Language, Well-being of Future Generations and the parameters of fairness set out by our Fairness Commission within a single process. This will shortly include obligations relating to the Socio-economic Duty. FEIAs should be evidence based, drawing on internal and external data in order to support any findings.

B. Service Area Plans

Annual plans are produced by each of the council's service areas, and act as a key reporting mechanism for the delivery of our Corporate Plan, as well as our Wellbeing Objectives. Each Service area has a number of performance indicators relating to priority actions, as well as areas of risk which are updated on a quarterly basis. Risks are currently identified in relation to non-compliance with the Equality Act 2010.

Workforce Data

The following workforce data shows information about the protected characteristics of our employees captured between April 2020 and March 2021. The data shows that at the time of reporting there were 5779 staff employed by Newport City Council which is a minor decrease from 5781 in the last reporting period.

It remains challenging to compare workforce data against national statistics due to differences in the way that data is collected by employee systems, compared to standard census data. We also know that census data is now outdated, and unlikely to be a true reflection of the current demographics of Newport.

Some changes have been made to the recording options that we offer potential and existing staff to better align with the census 2021, and as part of our ongoing commitment to continuously improve the way we capture data. Work continues to align all of our systems to ensure comparative data can be analysed effectively, as well as instill confidence that our monitoring is inclusive, and information is being managed securely and respectfully.

This year we have seen an increase in people providing their personal information across several categories, with fewer people opting not to provide information or leaving categories blank. There may be several factors that have influenced this change, including an increased awareness of the importance of monitoring data as a result of the national census campaign, and our efforts to move towards a culture that normalises the capture of demographic information, and is clear about its role and purpose. This year we have reinforced the importance of updating personal information, updated staff on new recording categories available and prompted colleagues to update their information when they log on to our employee self service system.

This year we have also started to capture data relating to gender identity, armed forces connections, care leavers and transgender status both for applicants and existing staff. This data can currently only be reported on in low numbers, however we hope to include further detail in our next Annual Report.

As an indication of applicant data, we can report that out of 6956 applicants:

- 22 applicants disclosed that they have had gender reassignment
- 63 applicants had identified they were eligible for a guaranteed interview under the 'Disability Confident Scheme'
- 55 were eligible for a guaranteed interview under our 'Armed Forces Covenant'
- 20 were eligible for a guaranteed interview under our 'Care Leavers' agreement
- From the 'Gender Identity' question 22.44% identified as female, 11.83% as male, 0.13% selected 'other' and 65.6% of respondents left the question blank

Data Analysis

At the time of data capture we had 5779 staff employed, 519 leavers and 6956 applicants. Anomalies in data (numerical statistics in 'pay band by sex', 'contract type by sex', 'working pattern by sex', 'ethnicity pay gap' and 'disability pay gap') are due to the time that reports were run/requested, but were analysed from a date correct at 31/03/2021 and the percentages displayed are reflective of the correct data. Intersectional data was analysed from a master spreadsheet that allowed all categories to be filtered and defined simultaneously.

Key findings

Ethnicity

- 93.5% of staff identify their ethnicity as white; this includes White – British, Welsh, English Scottish, Irish, Other European and Other, a decrease of 0.5% from last year
- 1.8% of staff identify their ethnicity as Asian or Asian British - Other, Pakistani, Bangladeshi, Indian
- 0.12% of staff identify their ethnicity as Chinese or Other – Chinese, Chinese or Other Ethnic Group
- 0.85% of staff identify their ethnicity as Black or Black British African, Other, Caribbean, or Mixed Black African
- 1.42% of staff identify their ethnicity as Mixed – Other, Mixed White & Black African, Mixed White & Black Caribbean, Mixed White & Asian
- The removal of the category 'Chinese or other – Gypsy / Traveller' was removed. The ONS National Census had a sub-category of 'White – Gypsy or Irish Traveller'
- 0.54% of staff were 'not stated', 'unknown', or 'Prefer Not To Say (PNTS)'
- 1.85% of staff left their ethnicity blank compared to the previous reporting period of 1.9%
- Black (all categories), Asian (all categories), Chinese (all categories) and Mixed ethnicity (all categories) staff made up 4.15% of leavers, a decrease from 4.8% in the previous period
- 92.68% of staff leaving the organisation were of White (all categories) ethnicity
- 'Arab' is listed in ONS National Census category for ethnicity, but we did not offer this option during the reporting period
- 9.46% of applications were from people who identified as Black (all categories), Asian (all categories), Chinese (all categories) and Mixed ethnicity (all categories), compared to population of 13.2%
- 5.03% applicants were Asian, 1.8% applicants were Black, 0.21% were Chinese and 2.41% were of mixed ethnicity
- 4.19% of our current staff are from a Black, Asian or other minority ethnic background, a very slight increase on last year's figure

- We lose a higher percentage of people who identify as Black (all categories), Asian (all categories), Chinese (all categories) and Mixed ethnicity (all categories) than we do of those identifying as White

Age

- Of 24 staff aged over 75, 5 left the organisation during this period - an increase on last year as zero staff over 75 left
- 25-34 year olds made up 26.78% of leavers, which was the highest percentage same category as last year
- 66.5% of the workforce is aged 16-49 and over 50s make up 33.5% - the same figures as the previous year
- At 74.58% the majority of our job applicants are under 45 years old
- 4.3% aged 75+ applied to work at NCC whereas the previous report highlighted that 1.7% of applicants were over 60 (with incomparable categories)
- In our last annual report 25.1% of applicants were aged 16-24; this report shows that 22.97% in this age bracket applied for jobs with us, a decrease in younger applicants of 2.13%
- We have an increase in our 16-24 age category of current staff from last year
- 2.53% of applicants preferred not to disclose their age
- 62.39% of the workforce is between 25 – 49 is this significant?

Sex

- 76.88% of the workforce are female and 23.12% are male, the same as last year
- Across Wales in our previous reporting period, a gender pay gap of 13.5% existed, compared to this period a decrease in Wales to 11.6%
- Newport as a local authority area had a gender pay gap of 20.1% at this reporting period (this is a similar statistic to neighbouring local authorities)
- Newport City Council's gender pay gap was 3.6% (mean) and 0% median

Marital Status

- Married people (48.07%) and single people (29.49%) make up the majority of the workforce. The number of married staff has increased since last year
- The largest percentage of applicants are single people at 39.69%
- 0.81% of the current workforce are widowed, compared to 1.54% leaving the organisation
- 0.19% of the current workforce are in a civil partnership
- The highest proportion of leavers are married people at 42.58%
- The lowest proportion of leavers are those in civil partnerships, or who would prefer not to say

Disability

- 2.11% of the workforce are disabled, an increase of 0.28% from last year
- The approximate global (and local) percentage of disabled people is 15%
- 2.5% of the leavers were disabled, a decrease from 2.7% last year
- 'Not known' or left 'blank' accounts for 3.53% of staff, 2.7% of leavers, and 9.96% of applicants
- The number of disabled applicants has increased from 4.3% to 4.64%
- 11.2% of the disabled workforce, last year left the organisation, based on 116 staff declaring a disability from 2019-2020
- Applicants selecting 'not disabled' has decreased from 90.5% last year to 85.39%

Sexual Orientation

- 1.33% of the workforce identified as lesbian (or gay woman), bisexual or homosexual (or gay man), an increase from last year of 0.23%
- 4.83% declined to specify their current sexual orientation
- The number of people choosing to leave this question blank has decreased from 55.84% last year to 49.07%
- We have had an increase in applicants who identify as lesbian, bisexual and gay rising from 4.25% to 5.17%
- One third of leavers left this question blank, compared to half of all staff and only 7.06% of applicants
- 2.12% of leavers are lesbian, bisexual or gay
- We are losing more lesbian, bisexual and gay people than we are employing in each recorded category, though at a lesser rate than the previous year
- Applicants who identified as Heterosexual decreased from 88% during the last reporting period to 83.05%

Religion or Belief

- Those identifying as Buddhist, Jewish or Taoist has increased from 0.13%, to 0.53%
- 3 staff identify their religion/belief as Confucianism
- Just over half of our staff chose to leave this blank
- 'Not specified' and Christian were the largest groups, with 11.09% and 11.07% respectively, following 'blank'
- 1.06% are Muslim (Sunni and Shiite) compared to data from our (2011) Wellbeing Profiles which suggests that 4.7% (minimum) are Muslim
- 1.4% of leavers in 2019-2020 were Muslim and has increased to 1.54% in this reporting period
- The largest group identity specified for applicants was Atheist with 20.7%
- 589 applicants stated their religion or belief as 'other'

Intersectional and additional data of interest

- All the gay/homosexual men are white and under 54
- Less than 1% of staff have identified as having had gender reassignment, although this category was introduced part way through the year so is not a complete picture
- 2 people who are Muslim are white
- Of those identifying as lesbian, gay or bi; 6 are disabled and all of this group are white
- All 13 staff who are members of the Armed Forces community are between 35-64 years old
- The younger our staff, the more likely they are to have identified as following a religion or belief, with 50% being aged 16-24 years old
- 0.01% of people over 55 are bisexual, 31% over 55 are heterosexual/straight and almost 70% left this question blank or preferred not to say
- Of our ethnic minority staff, 3.2% are female and 1.07% are male

Focus on the future

Considering our data findings, we will be focussing on the following areas of work next year:

- Delivering targeted recruitment campaigns that increase our engagement and reach with under-represented groups
- Developing our understanding of ethnicity and disability pay gaps across the organisation
- Focussing on increasing reporting for those categories that still have a low completion rate, for example, religion
- Promoting our staff networks to all potential and current staff to encourage confidence in our workplace culture and help people to bring their whole selves to work
- Reviewing our recruitment strategy and process, along with our recruitment landing pages to ensure these are welcoming and inclusive to all

Captured at 31st March 2021

Pay band by sex

	2019/20				2020/21			
Pay Band (£)	Female	%	Male	%	Female	%	Male	%
10,000-14,999	23	0.5	10	0.7	20	0.4	10	0.7
15,000-19,999	1927	39.2	450	31.7	1919	39.3	450	31.7
20,000-24,999	956	19.5	288	20.3	944	19.3	288	20.3
25,000-29,999	389	7.9	128	9.0	384	7.9	129	9.1
30,000-34,999	279	5.7	121	8.5	280	5.7	121	8.5
35,000-39,999	390	7.9	109	7.7	389	8.0	110	7.7
40,000-44,999	695	14.1	191	13.5	696	14.2	191	13.4
45,000-49,999	43	0.9	16	1.1	38	0.8	14	1.0
50,000-54,999	46	0.9	17	1.2	51	1.0	18	1.3
55,000-59,999	27	0.5	8	0.6	27	0.6	9	0.6
60,000-64,999	16	0.3	9	0.6	16	0.3	9	0.6
65,000-69,999	14	0.3	6	0.4	14	0.3	6	0.4
70,000+	33	0.7	17	1.2	33	0.7	17	1.2
Not known	74	1.5	49	3.5	75	1.5	49	3.4
Total	4912	100	1419	100	4886	100	1421	100

Contract type by sex

	2019/20				2020/21			
Contract Type	Female	%	Male	%	Female	%	Male	%
Permanent	3499	71.2	1028	72.4	3485	71.3	1027	72.3
Acting Up	31	0.6	6	0.4	30	0.6	6	0.4
Casual	368	7.5	145	10.2	356	7.3	146	10.3
Fixed Term	921	18.8	193	13.6	921	18.8	195	13.7
LTS cover	2	0	1	0.1	2	0	1	0.1
Mat Cover	4	0.1	0	0	4	0.1	0	0
Seasonal	29	0.6	5	0.4	29	0.6	5	0.4
Secondment	5	0.1	1	0.1	5	0.1	1	0.1
Sessional	53	1.1	40	2.8	53	1.1	40	2.8
Supply	0	0	0	0	0	0	0	0
Temporary	0	0	0	0	1	0	0	0
Total	4912	100	1419	100	4886	100	1421	100

Working pattern by sex

	2019/20				2020/21			
Working Pattern	Female	%	Male	%	Female	%	Male	%
Full time	1619	33.0	946	66.7	1619	33.1	949	66.8
Job share	3232	65.8	468	33.0	62	1.3	5	0.4
Part time	61	1.2	5	0.4	3205	65.6	467	32.9
Grand Total	4912	100	1419	100	4886	100	1421	100

Age profile

	All Staff					
Age Group	Employees (as of 31 st March)	%	Left the Authority	%	Job Applicants	%
16-24	235	4.07	31	5.97	1598	22.97
25-34	1244	21.53	139	26.78	2173	31.24
35-44	1566	27.10	125	24.08	1417	20.37
45-49	795	13.76	49	9.44	506	7.27
50-54	782	13.53	41	7.90	411	5.91
55-59	616	10.66	59	11.37	251	3.61
60-64	371	6.42	41	7.90	111	1.60
65-69	105	1.82	25	4.82	10	0.14
70-74	41	0.71	4	0.77	4	0.06
75+	24	0.42	5	0.96	299	4.30
Prefer not to say	0	0.00	0	0.00	176	2.53
Total	5779	100.00	519	100.00	6956	100.00

Sex profile (biological sex assigned at birth, not gender identity)

	All Staff					
Sex	Employees (as of 31 st March)	%	Leavers	%	Job Applicants	%
Female	4443	76.88	391	75.34	4947	71.12
Male	1336	23.12	128	24.66	1882	27.06
Unknown	0	0.00	0	0.00	127	1.83
Total	5779	100.00	519	100.00	6956	100.00

Marital status

Marital Status	All Staff					
	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Civil Partnership	11	0.19	2	0.39	54	0.78
Divorced	270	4.67	28	5.39	277	3.98
Living with Partner	547	9.47	74	14.26	1207	17.35
Married	2778	48.07	221	42.58	2046	29.41
Separated	93	1.61	8	1.54	104	1.50
Single	1704	29.49	166	31.98	2761	39.69
Widowed	47	0.81	8	1.54	20	0.29
Would prefer not to specify	43	0.74	2	0.39	81	1.16
(blank)	286	4.95	10	1.93	406	5.84
Total	5779	100.00	519	100.00	6956	100.00

Disability

Disability	All Staff					
	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Disabled	122	2.11	13	2.50	323	4.64
Not disabled	5453	94.36	492	94.80	5940	85.39
Not known	50	0.87	7	1.35	144	2.07
(blank)	154	2.66	7	1.35	549	7.89
Total	5779	100.00	519	100.00	6956	100.00

Sexual orientation

Sexual Orientation	All Staff					
	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Heterosexual	2587	44.77	300	57.80	5777	83.05
Homosexual	36	0.62	4	0.77	126	1.81
Bisexual	15	0.26	2	0.39	160	2.30
Lesbian	26	0.45	5	0.96	74	1.06
Declined to specify	279	4.83	39	7.51	328	4.72
(blank)	2836	49.07	169	32.56	491	7.06
Total	5779	100.00	519	100.00	6956	100.00

Religion or belief

Religion	All Staff					
	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Agnostic	243	4.20	29	5.59	668	9.60
Atheist	430	7.44	67	12.91	1440	20.70
Buddhist - Hinayana	2	0.03	0	0.00	22	0.32
Buddhist - Mahayana	4	0.07	0	0.00	13	0.19
Christian - Orthodox	262	4.53	20	3.85	436	6.27
Christian - Protestant	640	11.07	73	14.07	1055	15.17
Christian - Roman Catholic	332	5.74	37	7.13	705	10.14
Confucianism	3	0.05	0	0.00	0	0.00
Hinduism	4	0.07	1	0.19	42	0.60
Islam - Shiite	61	1.06	1	0.19	28	0.40
Islam - Sunni	0	0.00	7	1.35	221	3.18
Judaism - Orthodox	0	0.00	0	0.00	1	0.01
Judaism - Reformed	0	0.00	0	0.00	0	0.00
Not Specified	641	11.09	78	15.03	1069	15.37

Other	226	3.91	28	5.39	589	8.47
Sikhism	1	0.02	0	0.00	18	0.26
Taoism	1	0.02	0	0.00	1	0.01
(blank)	2929	50.68	178	34.30	648	9.32
Total	5779	100.00	519	100.00	6956	100.00

Ethnicity

Ethnic Origin	All Staff				Job Applicants	
	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Asian or Asian British - Bangladeshi	25	0.43	3	0.58	55	0.79
Asian or Asian British - Indian	15	0.26	1	0.19	72	1.04
Asian or Asian British - Other	27	0.47	2	0.39	81	1.16
Asian or Asian British - Pakistani	35	0.61	4	0.77	142	2.04
Black or Black British - African	23	0.40	3	0.58	80	1.15
Black or Black British - Caribbean	19	0.33	2	0.39	27	0.39
Black or Black British - Other	7	0.12	1	0.19	18	0.26
Chinese or Other - Chinese	4	0.07	0	0.00	10	0.14
Chinese or Other - Other Ethnic Group	3	0.05	1	0.19	5	0.07
Mixed - Black African	2	0.03	2	0.39	6	0.09
Mixed - Other	27	0.47	1	0.19	59	0.85
Mixed - White & Asian	16	0.28	1	0.19	33	0.47
Mixed - White & Black African	11	0.19	3	0.58	21	0.30
Mixed - White & Black Caribbean	26	0.45	4	0.77	49	0.70
White - British	3817	66.07	314	60.50	3446	49.54
White - English	108	1.87	10	1.93	226	3.25
White - Irish	39	0.68	7	1.35	37	0.53
White - Other	96	1.66	8	1.54	104	1.50
White - Other European	34	0.59	6	1.16	160	2.30

White - Scottish	10	0.17	1	0.19	16	0.23
White - Welsh	1297	22.45	135	26.01	1872	26.91
Not Stated	15	0.26	1	0.19	31	0.45
Prefer not to say	14	0.24	3	0.58	21	0.30
(blank)	107	1.85	6	1.16	385	5.53
Total	5777	100.00	519	100.00	6956	100.00

Ethnicity in Newport and Wales (from Wellbeing Profiles)

	Newport	%	Wales	%
White; English/Welsh/Scottish/Northern Irish/British	126,756	87.0	2,855,450	93.2
White; Irish	769	0.5	14,086	0.5
White; Gypsy or Irish Traveller	84	0.1	2,785	0.1
White; Other White	3,416	2.3	55,932	1.8
Mixed	2,752	1.9	31,521	1.0
Indian	1,218	0.8	17,256	0.6
Pakistani	3,127	2.1	12,229	0.4
Bangladeshi	1,749	1.2	10,687	0.3
Chinese	600	0.4	13,638	0.4
Other Asian	1,292	0.9	16,318	0.5
Black African	1,499	1.0	11,887	0.4
Black Caribbean	782	0.5	3,809	0.1
Other Black	254	0.2	2,580	0.1
Arab	926	0.6	9,615	0.3

Supporting Documents

Newport City Council: Strategic Equality Plan and Equality Objectives 2020-2024 (2020). Available at: <https://www.newport.gov.uk/documents/Council-and-Democracy/Equalities-and-Welsh-language-/Strategic-Equality-Plan-2020-2024.pdf>

Newport City Council Strategic Equality Plan: Annual Report 2019-2020 (2021). Available at: <https://www.newport.gov.uk/documents/Council-and-Democracy/Equalities-and-Welsh-language-/Strategic-Equality-Plan-2019-20.pdf>

Newport City Council Strategic Equality Plan: Annual Report 2017-18 (2018). Available at: <http://newport.gov.uk/documents/Council-and-Democracy/Equalities-and-Welsh-language-/Equality-Plan-Annual-Report-2017-2018.pdf>

Fairness Commission <http://www.newport.gov.uk/fairnessCommission/en/Full-Report/Full-Report.aspx>

Stats Wales <https://statswales.gov.wales/Catalogue/Business-Economy-and-Labour-Market/People-and-Work/Earnings/genderpaydifferenceinwales-by-year>

Newport's Well-being Plan 2018-2023 [Local Well-being Plan 2018-23 \(English Final\)](https://newport.gov.uk/Local-Well-being-Plan-2018-23-English-Final) (newport.gov.uk)

Chwarae Teg; State of the Nation Report <https://chwaraeteg.com/wp-content/uploads/2021/02/State-of-the-Nation-2021.pdf>

Annual Survey of Hours and Earnings (ASHE)
https://www.ons.gov.uk/searchdata?q=Annual%20Survey%20of%20Hours%20and%20Earnings&size=50&sortBy=release_date

Senedd Equal Pay Audit <https://senedd.wales/media/hg4fwhe1/equal-pay-audit-2020-english.pdf>

ONS Data <https://www.ons.gov.uk/peoplepopulationandcommunity>