

Public Document Pack

Cabinet

Meeting Venue
Hybrid meeting - Zoom - County Hall

Meeting date
Tuesday, 11 February 2025

Meeting time
10.00 am

For further information please contact

steve.boyd@powys.gov.uk



County Hall
Llandrindod Wells
Powys
LD1 5LG

04/02/2025

Mae croeso i chi siarad yn Gymraeg neu yn Saesneg yn y cyfarfod.
Rhowch wybod pa iaith rydych am ei defnyddio erbyn hanner dydd, ddau ddiwrnod gwaith cyn y cyfarfod.
You are welcome to speak Welsh or English in the meeting.
Please inform us of which language you wish to use by noon, two working days before the meeting.

AGENDA

1.	APOLOGIES
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To receive apologies for absence.

2.	DECLARATIONS OF INTEREST
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To receive any declarations of interest from Members relating to items to be considered on the agenda.

3.	CORPORATE AND STRATEGIC EQUALITY PLAN 2025 - 27
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To receive and consider the Corporate and Strategic Equality Plan 2025 – 27.
(Pages 3 - 66)

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CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE
20 February 2025

REPORT AUTHOR: Catherine James, Head of Business Intelligence and Governance

REPORT TITLE: Corporate and Strategic Equality Plan (2025-2027)

REPORT FOR: Decision

1. Purpose

- 1.1 The purpose of this report is to present the annual update to the Council's **Corporate and Strategic Equality Plan: Stronger, Fairer, Greener (2025-2027)**.
- 1.2 The Council's updated Corporate and Strategic Equality Plan (available in Appendix A) reaffirms our three well-being objectives and the updated actions we need to take to deliver them.

2. Background

- 2.1 The annual update to the Corporate and Strategic Equality Plan will continue to support of the ambition: **To build a stronger, fairer, greener Powys**. The three corporate objectives that are its core aims remain:
 - We will improve people's awareness of services, and how to access them, so that they can make informed choices.
 - We will provide good quality, sustainable, employment and training opportunities, whilst pursuing real living wage employer accreditation.
 - We will work to tackle poverty and inequality to support the well-being of the people of Powys.
- 2.2 The original plan was developed using the priorities in the progressive partnership for Powys, which were presented by Cabinet in May 2022 following the local government elections. The annual update has been produced to determine the activities for 2025-2027 following a review of the plan's supporting actions and measures by leaders across all the Council's service areas and directorates. The recognised Trade Union representatives received a link to contribute to the draft updates and were invited to engage with the update process on behalf of the Council's workforce as part of the Council's preparation to meet the Social Partnership and Public Procurement (Wales) Act 2023.
- 2.3 The publication of this plan in April 2025 will ensure we meet our statutory obligations set out in the Well-being of Future Generations (Wales) Act 2015. These require the Council to implement well-being objectives in accordance with the five Ways of Working as well as to show how we will maximise our contribution to the seven well-being goals, as well as ensuring that the Council meets its statutory obligations under the Local Government and Elections (Wales) Act 2021 and the Equality Act 2010 (including the Specific Public Sector Equality Duties for Wales).

- 2.4 Services throughout the Council have been developing their Integrated Business Plans (IBPs) for 2025-2029 in conjunction with the corporate objectives and updated actions and measures, as detailed within the Corporate and Strategic Equality Plan. The IBPs set out the detailed actions that will be taken, and the resources required, to achieve each objective.
- 2.5 As in previous years, once the Corporate and Strategic Equality Plan commences there may be a need for performance measures detailed within the Plan to be amended, as further work will continue to be undertaken to refine how we monitor delivery against the Plan.

3. Advice

- 3.1 It is proposed that the annual update to the Corporate and Strategic Equality Plan (provided in Appendix A) is approved for publication and is implemented and reported upon from 01 April 2025.
- 3.2 It is required that the plan, once approved, is reviewed annually to ensure that the objectives and supporting activities are still the most relevant for delivering improved outcomes for the Powys people and communities, as well as ensuring the plan remains realistic and achievable within the challenging financial climate.
- 3.3 It is advised that the Council continues to integrate its Strategic Equality Objectives into the Corporate Plan, to ensure that equality is integral to how we plan and act and provides the basis for delivering the ambition.
- 3.4 The Plan has been aligned to the Powys Public Service Board Well-being Plan and the Regional Partnership Board Area Plan to ensure that partners are working towards shared outcomes for the people of Powys.

4. Resource Implications

- 4.1 The development of Integrated Business Plans for each service requires that the financial and workforce requirements for the delivery of each activity are identified and considered, ensuring that resources are allocated to deliver the objectives of the Corporate and Strategic Equality Plan.
- 4.2 The Director of Corporate Services (Section 151 Officer) can support the recommendations on this basis.

5. Legal implications

- 5.1 Legal: The recommendation can be supported from a legal point of view.
- 5.2 The Head of Legal and Democratic Services (Monitoring Officer) has commented as follows: "I note the legal comment and have nothing to add to the report".

6. Climate Change and Nature Implications

- 6.1 The Corporate and Strategic Plan places responding to the dual climate and nature emergencies as a central thread to its strategic direction and seeks to ensure it is embedded within governance arrangements.
- 6.2 Workstreams within the Plan relating to the Climate and Nature emergency will be delivered by the Council through its Climate programme. Further information detailing how this Plan supports the Council's response to the Climate and Nature emergencies are explicitly detailed within the Plan.

7. Data Protection

- 7.1 This proposal does not involve the processing of any personal data.
- 7.2 Any statistical information within the Plan and its wider monitoring is aggregated and derived from other sources, which are publicly available, and they are responsible for the information governance as authors.

8. Comment from local member(s)

- 8.1 Not applicable – this proposal relates to the whole county.

9. Integrated Impact Assessment

- 9.1 The Impact Assessment of the original Corporate and Strategic Equality Plan (2023-2024 year) has been reviewed and updated in line with the updated **2025-2027** plan. However, each service is required to undertake an Impact Assessment for any strategic or policy changes when developing their Integrated Business Plans and revising their activities in support of the three objectives within the Plan.

10. Recommendation

- 10.1 **It is recommended that the annual update to the Corporate and Strategic Equality Plan (as outlined in Appendix A) is approved for publication, with implementation from 01 April 2025 considering the recommendations provided in Appendix A.**
- 10.2 The recommendation above will ensure:
- The Council continues to have a clear Corporate and Strategic Equality Plan, and that activities are focused on delivering the objectives.
 - That the Council meets its statutory obligations as outlined in the Well-being of Future Generations (Wales) Act 2015, Local Government and Elections (Wales) Act 2021 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, in addition to the new Social Partnership and Public Procurement (Wales) Act 2023.

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Corporate Director: Jane Thomas, Director of Corporate Services

Stronger, Fairer, Greener

Our Corporate and Strategic Equality Plan

2023-2027

Republished 01 April 2025

Mae'r ddogfen hon hefyd ar gael yn Gymraeg

DRAFT

What is this document?

This document is the Council's Corporate and Strategic Equality Plan, which sets out our well-being objectives, and what action we need to take to deliver them. By bringing our plans together into one, we aim to ensure that equality is an integral part of delivering the outcomes of the Council's vision.

The purpose of this Corporate and Strategic Equality Plan is to present the well-being priorities for Powys County Council for the years 2023 to 2027. As a Council, we are committed to promoting equality, equity and diversity and improving our services and employment practices to meet the different needs of the people of Powys and employees. Setting effective equality objectives is critical for us to meet the general duty and for us to work towards improving the outcomes for all people with protected characteristics.

Accessibility/Contact us

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How was this plan developed?

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

We were able to use a lot of the information from the recent [Powys Well-being Assessment](#), the [Well-being Information Bank](#), and the [Population Needs Assessment](#). Alongside this, we also undertake an annual [self-assessment](#), which informs our future direction. We asked the people of Powys for their thoughts using an online engagement survey, which was available between Monday 28 November and Friday 23 December 2022. The consultation was published on Monday 28 November 2022 and was promoted through social media and circulated to a number of stakeholders representing people with protected characteristics. All responses to the consultation were then considered when finalising the content of this Plan. The results of the survey are available [here in the Corporate Plan Survey](#).

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

Key facts about Powys County Council

The facts below are provided as some context about our county, but further information and data can be found on the Council's Well-being Information Bank, available online at:

<https://en.powys.gov.uk/article/5800/Wellbeing-Information-Bank>

- Powys County Council covers Powys, which is the largest county in Wales geographically (5,200 km²) and has a population of 134,439 people (2023 Mid-Year Population Estimates, ONS)
- About the people of Powys (2023 Mid-Year Population Estimates, ONS):
 - 50.6% female, 49.4% male
 - 14.2% are aged 0-14, 57.3% aged 16-64 and 28.5% aged 65 and over
 - 53.9% of people aged 16+ are economically active (including full time students), 46.1% were economically inactive in June 2024 (Source: Annual Population Survey)
 - 16.4% are Welsh speakers (people aged 3 and over) (Source: 2021 Census of Population, ONS)
 - 54.7% of people are religious, 45.3% have no religion (Source: 2021 Census of Population, ONS)

- 2.3% of people are Black, Asian and minority ethnic (*Asian, Asian British or Asian Welsh, Black, Black British, Black Welsh, Caribbean or African, Mixed or Multiple ethnic groups or other ethnic groups*). 97.7% are white (Source: 2021 Census of Population, ONS)
- 4.8% of people were born in EU countries or other countries, 95.2% were born in the UK (Source: 2021 Census of Population, ONS)
- Of people aged 16 and over, 97.5% are straight/heterosexual, and 2.5% of people are Gay or Lesbian, Bisexual, or other sexual orientation (Source: 2021 Census of Population, ONS)
- 0.3% of people aged 16 and over have a gender identity that is different from their sex registered at birth, 92.7% of people's gender is the same as their sex registered at birth.
- There are 60,182 households with an average household size of 2.2 people (Source: 2021 Census of Population, ONS)
- 34.7% of households are not connected to the gas network and heat their homes through oil, wood, solid fuel, or tank/bottled gas. Further information surrounding types of tenures and household numbers is available in our [Census overview](#)
- 42% of people volunteer (National Survey for Wales, Welsh Gov, 2023) (This was 45% in 2022, but despite the reduction it remains the highest in Wales)
- 11% of people reported feeling lonely (National Survey for Wales, Welsh Gov, 2023) (This was 9% in 2022)
- 14% of people are in material deprivation (National Survey for Wales, Welsh Gov, 2023) (This was 9% in 2022)
- The county consists of 13 localities made up of the main market towns and the surrounding area, with the largest population living within Welshpool and Montgomery locality (18,717), and the smallest population living within Machynlleth locality (6,188) (2022 Mid-year estimates, ONS)
- Powys covers a quarter of Wales' landmass and with a small population and large geographical cover, the average population density is only 26 people per square kilometre (Welsh average 153 km²). To put this in perspective, Cardiff's population density is 2,722 people per km². Powys is the most sparsely populated local authority in all Wales and England (Source: 2023 Mid-Year Population Estimates, ONS)
- Powys County Council has 68 elected Councillors, representing 60 wards, across a range of political parties, including Welsh Liberal Democrats, Welsh Conservatives, Welsh

Labour, Powys Independents, Plaid Cymru and several who are non-affiliated. Of these councillors, 69% are male, 30% are female and 1% are non-binary (21/11/2024)

- Powys County Council has a large workforce totalling 3,433 people (which equates to 2,645 full-time equivalents (FTE)). If you include all school staff, the workforce was 7,593 people (4,549 FTE) on 07 January 2025. The workforce consists of 2,250 females, 1,182 males and 1 person who did not specify (including school staff, there are 5,800 females/1,792 males and 1 person who did not specify). These staff support the organisation in delivering a range of statutory and non-statutory services to the people of Powys (Trent, 2025)

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Our Council

About Us

At each local government election, the majority political party nominates one of its members to be the Leader of the party and of the Council. The last elections were held in May 2022, and at the Council's Annual General Meeting on 26 May 2022, Councillor James Gibson-Watt was elected Leader. The Cabinet is made up of a group of councillors that are chosen by the Leader of the Council in consultation with other political groups. The members of the Cabinet are each responsible for specific areas of the Council's work, called a portfolio, and so members of the Cabinet are also called Portfolio Holders. The members of the Cabinet are responsible for the activities and policies within their portfolio, and they are key decision makers for the Council. They make decisions about how your money is spent and how services are delivered. The Cabinet is responsible for making sure that Council activities help to meet the Council's plans, including overseeing the delivery of this plan – our Corporate and Strategic Equality Plan. A full list of all Powys County Councillors, including information about how to find your local Councillor, is available on our website by visiting <https://en.powys.gov.uk/findmycouncillor>

Powys County Council Cabinet Members

- Leader and Cabinet Member for an Open and Transparent Powys – Councillor James Gibson-Watt
- Deputy Leader and Cabinet Member for a Fairer Powys – Councillor Matthew Dorrance
- Cabinet Member for a More Prosperous Powys – Councillor David Selby
- Cabinet Member for a Caring Powys – Councillor Sian Cox
- Cabinet Member for a Safer Powys – Councillor Richard Church
- Cabinet Member for a Learning Powys – Councillor Pete Roberts
- Cabinet Member for a Greener Powys – Councillor Jackie Charlton
- Cabinet Member for a Connected Powys – Councillor Jake Berriman
- Cabinet Member for Future Generations – Councillor Sandra Davies
- Cabinet Member for Finance and Transformation – Councillor David Thomas

The staff who work for the Council are known as Officers, who are led by the Chief Executive Officer, Emma Palmer. Officers are the paid professionals who are responsible for the day-to-day work of the Council, including providing services and professional expertise, and implementing the decisions made by the Cabinet Members.

Leader and Chief Executive Joint Introduction

In April 2023, we introduced the Corporate and Strategic Equality Plan: Stronger, Fairer, Greener. This is our second annual update to the plan, which has used information about our progress so far against meeting our corporate objectives to plan our next steps for 2025-2026 and beyond.

As we plan for both the immediate and long-term future of our county and the Council, we recognise the challenges that we, along with many of our residents and partners, face. Over the last few years much has changed nationally and that has affected the resources available to the Council as well as the requirements placed upon it. As in previous years, the Council continues to operate within increasingly restricted budgets. We are forecasting a funding gap of £60million within our Medium Term Financial Strategy by 2029. Inevitably, this means that we must continue to adapt to ongoing changes, and we recognise the importance of being proactive and transparent about the challenges and opportunities that will arise.

As your local authority, we are committed to continually developing the Council's services and how they are delivered so that, together, we can create a 'Sustainable Powys.' This means that we are continuously reviewing the work we do and how we do it so that we can become as effective and efficient as possible. Supporting our communities remains a key priority over the next year, and we will continue to work with individuals, groups, partners across all sectors, and Town and Community Councils to have meaningful conversations about how we can support each other and the people of Powys. We look forward to sharing more information about these ongoing discussions and opportunities throughout the year, and we urge you all to join the conversation and help us shape the future of our county.

We hope that this introduction to our 2025-2026 Corporate and Strategic Equality Plan has helped to provide an overview of our situation this year, but further information about our specific aims and activities is available throughout this document. We are *your* Council and, whether you are an individual, or represent a group, community, or partner organisation, we continue to ask for your help in developing our county as a vibrant and sustainable place to build a stronger, fairer, greener Powys for all. *Your* views matter and we encourage you to get involved and help us by sharing your thoughts and suggestions at any time, no matter how big or small, so that we can develop what we do for the people of Powys. Please see page one for details of how to get in touch.

Our Objectives

Stronger, Fairer, Greener Powys

We have set the three objectives below that are the core aims of this Corporate and Strategic Equality Plan:

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

Our ambition is that by 2027, we will be:

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

However, it is important to note that not all activities outlined in the Council form part of this Corporate and Strategic Equality Plan. Some activities that will help us achieve our ambition and key aims are already underway, managed by different Council services, and these will be improving continuously. These either form part of our Integrated Business Planning process or form part of the Council's Transformation Portfolio. The Transformation Portfolio is managed strategically to help ensure delivery of our overarching ambitions. The programmes in the portfolio include Transforming Education, North Powys Wellbeing, Social Services Transformation, Climate and Nature, Evidence and Insight, and Digital Powys.

Objective 3 of the Corporate and Strategic Equality Plan focuses on how "We will work to tackle poverty and inequality to support the well-being of the people of Powys". Many different areas of work have been undertaken to deliver this objective, but a more focused transformation programme is required to ensure that pan organisation work is supported to drive the change required to tackle poverty in our rural communities. Poverty in rural communities in Wales is well documented through the [Wales Centre for Public Policy](#).

How do our well-being objectives support the seven Well-being Goals for Wales?

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

Seven Well-being Goals

- A Prosperous Wales
- A Resilient Wales
- A Healthier Wales
- A More Equal Wales
- A Wales of Cohesive Communities
- A Wales of Vibrant Culture and Thriving Welsh Language
- A Globally Responsible Wales

Five Ways of Working

- Long-Term
- Prevention
- Integration
- Collaboration
- Involvement

Protected Characteristics

- Age
- Disability
- Sex
- Gender reassignment
- Race
- Religion or Belief
- Sexual orientation
- Marriage or Civil Partnership
- Pregnancy and Maternity

Socioeconomic Disadvantage

Area deprivation, low or no wealth, socio-economic background, no income, and material deprivation all contribute towards creating a socio-economic disadvantage. Some examples of inequalities of outcome include lower levels of good health, lower paid work, poorer educational attainment, and an increased risk of being a victim of crime.

More information about these areas of the Well-being Future Generations (Wales) Act 2015 is available [here](#).

Further details of how this supports those with protected characteristics is available in [Appendix A](#) and in the Impact Assessment. The Impact Assessment assesses how each objective might

impact upon different types of people and communities, considering the seven well-being goals, five ways of working, protected characteristics, socioeconomic disadvantage and the climate and nature emergencies. It can be viewed by visiting [Impact Assessment – Corporate Plan](#).

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

Climate and Nature: Tackling the Climate and Nature Emergency

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

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

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

- [Climate Strategy](#)

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

- [Powys Public Service's Board \(PSB\) Well-being Plan](#)

We are working with our key partner organisations as part of the [Powys Public Service Board](#) to take collective action to make a positive difference to improve the climate and nature approach in Powys and the thriving natural world that we all depend on. The Corporate and Strategic Equality Plan forms part of the Council's contribution to this work. The PSB's Well-being Plan sets out a series of Well-being objectives and steps we are looking to take in collaboration with other public bodies to tackle big, systematic issues which impact upon the people of Powys. One of the key steps within this plan is "Responding to the Climate Emergency", which aims to undertake collective action, as both partners and within communities, to tackle this issue and work towards the United Nations

Race to Zero framework. More details of this work and how to get involved is detailed within the [PSB's Well-being Plan](#).

We understand the importance of the environment, as Powys is a large, rural county with a range of green and blue spaces, such as woodland, national parks, rivers, and lakes. We are committed to increasing our focus on climate and nature. In order to achieve this, alongside our Climate and Nature programme, we have been further embedding climate and nature within our governance processes. This included strengthening our impact assessment process to further emphasise these emergencies, adding this as an area for consideration for Cabinet and Scrutiny papers, so that these are seen as key areas to consider when decisions are made; as well as embedding these within our performance monitoring cycle, both on a quarterly basis and as part of our annual Self-Assessment. This ensures that we consider climate and nature in everything that we do as a council.

Our staff are a key asset in meeting the challenges of these emergencies. To support them, we have created a Green Network, which are a group of officers from across the Council who are empowered to share ideas, research, and best practice as to how we can meet these emergencies. Alongside this, we are also developing a training programme to equip as many people with the skills (such as climate literacy) to tackle the climate and nature emergencies.

Strategic Equalities

Equality: Is about everyone having equal opportunities to make the most out of life, getting the support they need and being treated fairly. At its core, equality means fairness: we must ensure that individuals, or groups of individuals, are not treated less favourably because of their protected characteristics.

Equity: Is understanding we don't all start from the same place. Some people need more support to reach the same outcomes.

Diversity: Is recognising, respecting, and celebrating each other's differences

Inclusion: is about creating an environment where everyone feels welcome, valued, is accessible and can participate

By bringing our plans together into one, we aim to ensure that equality is integral to delivering the outcomes of the Council's vision. As a Council, we are committed to promoting equality, equity, and diversity, and improving our services and employment practices to meet the different needs of the people of Powys and our employees. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. At every opportunity we consider how

we can positively contribute to a fairer Powys through advancing equality and good relations in our strategic planning and day-to-day activities. Equality considerations are built into the design of our policies and the delivery of services to achieve better outcomes for all. For example, we ensure we do not treat the Welsh language less favourably than the English language.

Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all. We have a regular 'fairness' networking event to promote equalities to a range of officers within the Council, which aims to have a comprehensive understanding of what people are doing to support these areas, and to understand what the challenges are, alongside planning for future opportunities.

Details of how we monitor and report on progress is available on [page 28](#) of this document under the section entitled 'An Open and Democratic Council: Governance and Performance'.

Accessibility

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Our websites aim to achieve compliance with the Web Content Accessibility Guidelines version 2.1 AA standard, in accordance with the [Public Sector Bodies \(Websites and Mobile Applications\) \(No. 2\) Accessibility Regulations 2018](#). If you'd like to read more about web accessibility, please go to <https://en.powys.gov.uk/accessibility>

Developing Prosperous Towns and Villages: The Local Development Plan

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

How do we plan to deliver this?

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

We are committed to running an open and democratic Council that regularly engages with people and communities. We will work to ensure that the people of Powys understand what services the Council provides. We want to make information easy to access, so that people can find what they need in ways that best suit their needs. We will monitor our services and our communications so that we are confident that we are sharing information with people quickly and effectively. We will support communities, whether it be our large towns or rural hamlets, to help them co-produce solutions to meet their own needs where possible.

What do we know?

- The Cultural and Community chapter of our [Well-being Assessment](#) (that was undertaken in 2022) considers how many elements of communities come together to improve their well-being; including topics such as volunteering, food banks, participation in cultural life and anti-social behaviour. An engagement activity, [Living In Powys](#), that was undertaken as part of our well-being assessment identified how communities coming together, re-connecting people and places, and supporting independence were amongst the most important areas to improve well-being.
- The [Population Needs Assessment](#) (undertaken in 2022) reflects upon the situation for children and young people, older people, carers, and those with physical and learning disabilities in Powys (on a locality basis where possible) and how they interact with Services
- [Future Proofing Powys](#) identified that 51% of people believe that it is very important that we “continue to develop innovative ways of working which will ensure long term sustainability of support”, with 24% supporting the need to “develop and promote more online services” for the future.
- The [Development of Community Hubs in Powys libraries](#) consultation highlighted how residents felt the “lack of places where I can get face to face support” as the largest barrier to accessing services, with many seeing the cost of broadband and coverage as the main barriers to accessing services digitally.

What are we already doing?

- We keep reviewing how effective our work is in helping people to access the advice and support they need from us. This includes finding out how easy people feel it is to find what they need, and how quickly they can access support, through work such as our ongoing public survey, [Have Your Say](#), alongside our [complaints, compliments, and comments](#) process.
- We are working to make sure that people access our services at the earliest possible time, to either stop something before it happens or to provide help quickly once something has happened.
- We are continuously adding new information to our website so that people can search for what they need or want. This includes introducing tools that help to make it easier to use, like better search options, and more accessible options for people who use screen readers or British Sign Language.
- We have welcomed the opportunity for the public to participate in Council meetings and have been looking at ways that we can do this better. An example of how the Council works with local people is the Tenant Scrutiny Panel, which represents the 10% of people in Powys who live in a home provided by the Council.
- We are undertaking extensive engagement with all tenants of the Council to allow us to understand what and how we need to improve in our role as a landlord through the 'Tell Us' scheme in which we visit people in their communities to find out how their experience life on our estates. As a result, we have improved the way we deal with telephone enquiries and, by making more use of our own teams, raised satisfaction with repairs and maintenance. The 'Keeping in Touch' programme is now in its second year and will, over the next three years, mean we will have visited everyone one of our tenants. This is so we can get to know each other and make sure Housing Services is helping to improve people's well-being. Every new tenant is invited to take part in our New Tenant Survey, which we use to make sure that the work we do to a property before letting it is what people need to make a house a home. We now include floor coverings and decorate rooms that are in a poor state before people move in.
- The Housing Environmental Health Officers work out in the community, visiting the tenants of private landlords to help them work with the property owners to increase the quality of accommodation.
- We launched Powys' first Customer Experience framework, offering a structured approach to enhance customer interactions with the Council. This framework ensures that customers

can engage with us more efficiently, resulting in a positive, valuable, and memorable experience. We will actively seek feedback on this, learning and adapting as we progress.

What will we do?

- By March 2026, we will have reviewed the ways that people can access Council services and will consider what options may be available to make our services more accessible to people within our communities.
- By September 2026, we will improve the Education service communications with families and schools to share our vision, roles, and responsibilities to improve provision and outcomes for Powys' children and young people.
- In 2025-2026, we will begin work on the first ever 100% house condition survey of all the homes owned by the Council. This is a three-year project. We will be visiting every home to be able to have up-to-date information on its condition and the best investment needed to make sure that every house, flat or bungalow owned by the Council will continue to provide homes for future generations.
- In 2025-2026, we will commission another biennial Survey of Tenants and Residents (STAR survey), which allows us to contrast and compare with all social landlords in Wales. Our last survey in 2023-2024 showed an increase in satisfaction with the Council.

How will we measure performance against this objective?

Measure Type	Measure
How much?	2. Number of people in Powys with access to preventative digital solutions 4. Number of visits to leisure centres (a high number is better) (cumulative – year to date) 39. Number of 'keeping in touch' visits (Housing) (a high number is better) (cumulative - year to date) NEW. Number of parents / carers applying for Welsh medium education (a high number is better) NEW. Number of Additional Learning Needs (ALN) parents / carers attending the drop-in / update sessions (a high number is better) NEW. Number of customer contacts to the Customer Services Team through telephone calls NEW. Number of customer contacts to the Customer Services Team through email NEW. Number of customer contacts to the Customer Services Team through Facebook messenger

	<p>NEW. Number of customer contacts to the Customer Services Team through webchat.</p> <p>NEW. Number of unique users who have viewed the Council's social media content (a high number is better)</p> <p>NEW. Number of user engagements with the Council's social media content (for example likes, comments, shares, and clicks) (a high number is better)</p>
How well?	<p>52. Percentage of customers satisfied with the service received when contacting the Corporate Contact Centre (a high number is better) (cumulative - year to date)</p> <p>6. Net Promoter Score of leisure users who are satisfied or more than satisfied with the service (reports in quarter 1 and 3) (a high number is better)</p> <p>47. Number of contacts to Adult Social Services (ASSIST) receiving information and advice</p> <p>48. Number of contacts to Children's Social Services (Front Door) receiving information and advice</p> <p>10. Percentage of children, young people and their families report that they achieve their family goal through accessing Early Help (a high number is better)</p> <p>NEW. Percentage of Children who work with the Intervention and Prevention Service are stepped down following involvement with Intervention and Prevention (a high number is better)</p> <p>NEW. Percentage of secondary admissions applications received within the application window (not including learners within all-age schools) (a high number is better)</p> <p>NEW. Percentage of Freedom of Information (FOI) and Environmental Information Regulation (EIR) requests responded to within legislative timescales (a high number is better)</p> <p>NEW. Percentage of all planning applications determined within time periods required (a high number is better)</p> <p>NEW. Average feedback rating (out of 5) for missed bin collections (a high number is better)</p> <p>NEW. Average feedback rating (out of 5) for requests for new rubbish and recycling bins, bags, or boxes (a high number is better)</p> <p>NEW. Percentage of land charge searches returned within 10 working days (a high number is better)</p> <p>NEW. Percentage of births registered within 42 days of the birth (a high number is better)</p> <p>NEW. Percentage of deaths registered within 5 days of receipt of the certificate (a high number is better)</p>
What difference?	<p>12. Percentage of children who the Intervention and Prevention Service work with around family breakdowns will remain with their families safely</p> <p>49. Percentage of respondents who agree that they are satisfied with the opportunities given to have their say and participate in our decision-making process (a high number is better)</p>

50. Percentage of respondents who agree that the community can engage effectively with decision making processes and council actions (a high number is better)
NEW. Percentage of respondents satisfied with the ability to contact us using their preferred language (a high number is better)
NEW. Number of Powys schools in a formal Estyn inspection category (a low number is better)
NEW. Percentage of Powys' 16-year-old (year 11) learners achieving five or more A*/A grade GCSEs or equivalent qualifications (a high number is better)
NEW. Percentage of people satisfied in the 'New Tenant Survey' (a high number is better)
NEW. Proportion of Category One Housing Health and Safety Rating System hazards in privately owned housing that have been resolved (a high number is better).

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

Objective 2 - We will support good quality, sustainable, employment, providing training opportunities, and pursuing real living wage employer accreditation

We understand the importance of running a Council that is efficient so that it can deliver its services to the people of Powys in an effective way. We are committed to creating a workplace that provides worthwhile work and sustainable careers. We will ensure that the Council is a fair employer and though we already pay our staff and apprentices a Real Living Wage, we will seek to become an accredited real living wage employer to help encourage our suppliers and partners to participate and support as many people as possible to meet the basic costs of living, whilst supporting the wider economy and also helping us to deliver reduced carbon emissions.

What do we know?

- The Economy chapter of our [Well-being Assessment](#) (that was undertaken in 2022) considers many areas where economy impacts such as jobs and wages, tourism, businesses and connectivity, and what the current situation is for Powys. An engagement activity, [Living In Powys](#), that was undertaken as part of our 2022 Well-being Assessment identified how jobs and wages and businesses were amongst the most important areas to improve well-being.

- The [Population Needs Assessment](#) (undertaken in 2022) reflected upon the situation for children and young people, older people, carers, and those with physical and learning disabilities in Powys (on a locality basis where possible) and how there is a need to build the future workforce to be able to support people of Powys
- An [Employment and Skills](#) survey in 2022 highlighted how recruitment is the most significant challenges affecting businesses, alongside the geographical location and type of work being the most significant challenge to retention.
- The 2024 staff survey highlighted how 82% of the employees that responded felt proud to work for Powys County Council, and 74% felt valued as someone who provides a service that benefits Powys residents.
- The 2021 Child Poverty In Powys survey identified that 96% of people felt that the Council needs to do more to attract local, well-paid jobs, whilst 93% felt that the Council needs to do more to provide skills and training opportunities.

What are we already doing?

- We continue to provide apprenticeship opportunities for people to develop the skills needed for the roles within the Council. These are advertised on our main [recruitment](#) website.
- We offer staff relevant development opportunities, including leadership development, short courses, and qualifications so that Council staff can maintain their continuous professional development and provide an effective and efficient service.
- We have introduced a Mental Health First Aid scheme for the authority, which outlines the role of Mental Health First Aider, including the key tasks expected of them, along with the training and support they can expect.
- We provide specific training schemes for jobs that we find it difficult to recruit to, like the 'Grow Our Own Social Worker' project, which focuses on providing training for staff that wish to become qualified Social Workers.
- The Council completes comprehensive workforce planning each year to ensure that it has the right staff in place with the right skills and experience. A corporate learning and development plan will be delivered to meet the identified needs.
- The Council already pays the Real Living Wage to all its staff and Apprentices and is now working with other areas, supported by the Real Living Wage foundation, to make [Mid and West Wales a Living Wage region](#).
- We provide an employee assistance programme, which includes a 24-hour confidential support service that is available for staff to access voluntarily. It provides advice, guidance, and counselling services, as well as tips to help staff improve their general well-being.

- The [Mid Wales Regional Skills Partnership](#) continue to develop workforce skills based upon local need.
- Young people are being supported to develop their education and skills through the [Transforming Education](#) programme.
- We signed the age-friendly employer pledge in 2023, which is a nationwide programme for employers who recognise the importance and value of older workers. We are committed to improving work for people in their 50s and 60s and will help them flourish in a multigenerational workforce.
- We have implemented a range of initiatives to attract more people with the right skills to apply for jobs with the council through targeted advertising, recruitment events and easier processes.
- We have launched a People Strategy and Workforce Development Plan that sets out the priorities for the employment journey of our workforce. We have delivered work across all 6 themes of the People Strategy since its launch. This includes the development of a Senior Leadership Team Development Programme; a Powys Leader training course; the implementation of a new Employee Benefits platform; supporting employee focused networks such as the Neurodiversity and Menopause Networks; designing and developing an improved workforce planning process, form and guidance which seeks to deepen the organisations plans for succession planning and talent management. Creating a learning Hub for employees where they can access learning opportunities and resources to support their personal development.
- In 2024-2025, Housing Services recruited five apprentices, including four tradespeople and one in the financial management team.
- To support the recruitment of veterans we work with the Career Transition Partnership to advertise all appropriate vacancies on the site. We also implemented a guaranteed interview scheme for veterans and recruited 17 veterans in 2024.
- We achieved our Armed Forces Friendly Employer Bronze Award and discussions started about working towards the Silver Award.

What will we do?

- By March 2027 we will have implemented actions identified in the People Strategy and 3-year Workforce Development Plan.
- By March 2026, we will establish a fair pay commission that will set out how the Council will become a fully accredited living wage employer. Council employees and apprentices

already receive a real living wage, so we will continue to lead by example and will develop our supply chains by encouraging and supporting our suppliers to adopt the real living wage. We will do this in consultation with trade unions and our partners.

- We will continue to monitor and seek to reduce any identified pay differences to create a fairer, more inclusive workforce, including narrowing the gender pay gap.
- The equality and diversity of the workforce better compares to the demographics of the people of Powys (previously reported as 'measure 26' in the 2023-2024 Corporate and Strategic Equality Plan).
- The applicants and staff appointed [to jobs] reflect (generally) the equality and diversity of the people of Powys (previously reported as 'measure 27' in the 2023-2024 Corporate and Strategic Equality Plan).
- We will continue to actively promote employment opportunities to ex Armed Forces personnel. This will include seeking out specialist opportunities to attend specific events and using certain websites.

How will we measure performance against this objective?

Measure Type	Measure
How much?	15. Number of new apprentices within the Council (a high number is better) 40. Number of apprentices employed by the Council (on the last day of the quarter) (a high number is better) 17. Percentage of individuals paid through contractors being paid the real living wage (a high number is better) (cumulative - year to date) NEW. Number of staff and elected members who successfully completed Digital Skills training (a high number is better)
How well?	18. Number of vacancies (excluding Schools) 19. Staff turnover rate during the quarter 20. Sickness absence rate per full time equivalent employee 21. Percentage of recruitment exercises leading to a successful appointment on first advertisement of the role (a high number is better)
What difference?	23. Percentage of staff who feel valued/highly valued as someone who provides a service that benefits Powys residents (reports in quarter 1) (a high number is better) 24. Percentage of staff who feel proud/very proud to work for the Council (reports in quarter 1) (a high number is better) 25. Percentage of staff who report good/excellent well-being (reports in quarter 1) (a high number is better) 41. Mean gender pay gap (reports in quarter 4) (a low number is better)

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

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

We understand the importance of our role in tackling the cost-of-living challenge absolute income poverty (where income falls below a point to support to someone to meet their basic needs), and the housing emergency. We will focus on giving people the best possible quality of life and will provide post-16 education opportunities within Powys so that young people have access to more choices without leaving the county. We will also work to ensure that children's rights to play, be safe, to have an education, to be healthy and be happy are upheld. We will encourage well-connected communities within Powys that support vulnerable people and will provide activities to increase our communities' access to more affordable energy, food, and transport, supported by the community's use of Council assets. We will also aim to make Council homes warmer and greener to help them become more energy efficient with lower energy costs.

What do we know?

- The Social chapter of our 2022 [Well-being Assessment](#) considers the importance of home life, independent living, education, and health and lifestyle to the people of Powys, and the current situation across the county. The Economy chapter of our 2022 [Well-being Assessment](#) considers poverty, and how this is experienced by the people of Powys. An engagement activity, [Living In Powys](#), that was undertaken as part of our well-being assessment in 2022 identified how home life, educating our children and tackling poverty and deprivation were amongst the most important areas to improve well-being.
- The 2022 [Population Needs Assessment](#) reflects upon the situation for children and young people, older people, carers, and those with physical and learning disabilities in Powys (on a locality basis, where possible) and how they experience inequalities based on their situation, and how everything done by the Council needs to ensure they are considered equitably.
- The 2021 [Child Poverty in Powys](#) survey highlighted that 87% of people were worried about child poverty increasing by 2026, and the key areas identified by the people of Powys where they felt that the Council can tackle child poverty were access to education, job security, housing and the use of community events and groups.

- The percentage of households in Powys in fuel poverty was 17% (Welsh average: 12%). Powys ranks third highest amongst all local authorities in Wales (Gwynedd is highest (23%) and Ceredigion second highest (21%)) (Welsh Gov, 2018).

What are we already doing in this area?

- We publish a gender pay action plan each year on our website, which is available here: <https://en.powys.gov.uk/equalities>. We use the action plan to monitor whether people of different genders are being paid equitably, and to show what work we will be doing to make sure that everyone is being paid fairly. The annual Pay Policy Statement also includes some further information about the Gender Pay Gap. You can access it by visiting: <https://en.powys.gov.uk/article/4593/Pay-Policy-statement>.
- Our 2021-2030 [Climate Strategy](#) is based on the principle of “fair for all”, meaning the areas of climate action will support the county in securing wider benefits of social, economic, and environmental equality.
- We are continuously reviewing our Impact Assessment (IA) tool to keep up to date with new pieces of legislation and improve the delivery and quality of IAs. Over the last few months, we have been working with stakeholders to refine and improve the IA process. As a result, we have moved the newly reviewed IA template and guidance into a Word/SharePoint form, supported by PowerApps, enabling a more collaborative approach. The IA form is one of the most important tools that officers and members use to assess and understand the impact of proposals before decisions are taken. It is a clear and structured way to collect, assess and present relevant evidence to support decisions; and makes the decision-making more transparent.
- We have rolled out the Welsh Government’s 'Universal Primary Free School Meal' Programme to all Powys primary-aged pupils.
- We are a member of the Proud Councils network, which aims to create a unified and collaborative approach to LGBTQ+ inclusion across Wales, supporting member local authorities with their commitment towards creating equal, diverse, and inclusive workplaces and communities, where the LGBTQ+ community can be free from discrimination or prejudice.
- We provide a free and confidential [Money Advice Service](#), which is available to all people in Powys. The team help people to access welfare benefits, manage fuel costs, manage debts, and to create a personal budget that will help them to keep track of their money. The Money Advice Service works closely with the Financial Support Officers who, as part of Housing Services, work with tenants and tenants-to-be to help them make the most of their

money, maximise their income and so be better placed to keep and enjoy their home. This work is out-and-about and includes meeting people in their homes.

- We will continue to expand [Flying Start](#) within Powys to more communities to provide support for parents and families.
- The Child Poverty Task Force was formed in July 2022 and is a multi-agency group which brings partners together with the common aim of tackling child poverty. The Task Force action plan objectives include seeking to improve families access to information; reviewing and expanding current provision to support children and their families at school and at home; a range of engagement activities, ensuring that community and learner voice unpins the actions that the Child Poverty Task Force undertake; promotion of, and alignment with, the Child Poverty Strategy for Wales
- The [Transforming Education](#) programme is working to improve learner entitlement and experience across the county.
- Over the last 12 months, Herefordshire, Monmouthshire, Powys, and Shropshire Councils have been working with partners and independent think tanks to develop the Marches Proposition. This sets out the joint working vision and working arrangements for the cross-border Marches Forward Partnership. The Marches Proposition focuses on those areas of greatest benefit to add value to the cross-border Marches communities. Immediate short-term priorities have been identified alongside a longer term programme of ongoing delivery, to take advantage of wider funding opportunities.
- In 2023, Powys committed to working towards becoming a County of Sanctuary, meaning that we will be a welcoming place of safety for all, and proud to offer sanctuary to people fleeing violence, persecution, famine, or natural disaster. The Council is currently reviewing all its services and community engagement in relation to the accreditation. We have well established and active refugee/sanctuary seeker volunteer support groups who give their time freely for the benefit of others. They also work closely with our in-house and contracted support teams to organise and support community cohesion events which bring whole communities together to enjoy days out, sporting events, celebrating festivals, and sharing food.
- Powys continues to support refugee families under the UK Resettlement Programme (**UKRS**), and the Afghan Relocation and Assistance Programme (**ARAP**), with families settled in Ystradgynlais, Llandrindod, Newtown, and Welshpool. In addition, over 100 Ukrainian refugee families found sanctuary across Powys, both in private homes and within the private rented sector. These families also receive dedicated support from our in-house

Community Health Protection and Wellbeing teams who have been on hand from day one to ensure the Ukrainian families to feel safe, secure, and settled.

- Our Children's Social Services team are providing ongoing support to a growing number of unaccompanied asylum-seeking children (UASC programme) with foster accommodation and shared housing being provided both in and out of County. These young children/people, under 18 years of age, arrive in the UK alone and fall under the care of the Government/Local Government under Children Looked After provision until they reach 18 years of age, or until their asylum claim is determined.
- In October 2024, Senior Leadership Team approved a new Equality, Diversity & Inclusion (EDI) policy which sets out the Council's framework, it coincided with the enactment of the Worker Protection (Amendment of Equality Act 2010) Act 2023. A new anti-bullying and anti-harassment policy was also introduced whereby victims of harassment were signposted to a range of individuals for support. The new EDI framework facilitates the support of employee support groups such as the Neurodiversity, Menopause and Endometriosis groups and development of less established groups such as the Disability Network.
- In 2023, Powys County Council become the first local authority in the UK to be an Endometriosis Friendly Employer. The scheme, led by Endometriosis UK, provides guidance on how to support employees with endometriosis, with employers committing to providing those with the condition the necessary support to thrive at work.
- Comprehensive information about Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) is available for Council staff, helping them become more informed and offering guidance for those seeking help with prevention. We empower our staff to confidently disclose abuse through our Champions HWB. This hub provides direct contact details, allowing staff to choose who they want to speak to for support. Our champions include specialists in housing, safeguarding, and money advice. We have trained over 700 staff to ask and act, including our housing department, which works directly with our clients. Our champions receive advanced training in VAWDASV and continue to receive support and learning from our VAWDASV coordinator.
- Throughout 2024-2025, we developed a substance misuse and vaping brief and model for a Recovery College and a pathway through the recovery college and launched the ANEW program, which is a peer led, arts-based recovery project/ support community for individuals moving forward in their recovery journey. We co-produced an analysis of needle exchange provision across Powys, included in the work was a peer designed needle exchange charter. We launched outreach substance misuse clinics in Knighton, Presteigne

and Ystradgynlais and are working closely with Dyfed Powys police on their out of court disposal scheme, where anyone arrested with substance misuse as a driver for the crime is referred into treatment provision. We also created both an adult and a young person's harm reduction group and our substance misuse provider for young people – Adferiad - ran school-based workshops on Vaping, Cannabis and Alcohol.

- In 2024, Powys County Council, working in partnership with Powys Teaching Health Board, launched the Powys Breastfeeding Welcome Scheme. The scheme is a way that businesses and organisations can show to breastfeeding mothers and families and the wider community that they welcome breastfeeding mothers and will help them feel more comfortable whilst feeding out and about. Members of the public wishing to breastfeed are welcome to visit our premises during their normal opening hours.
- During Pride Month (June 2024), Victim Support held a free Wales Wide LGBTQ+ Hate Crime Webinar to raise awareness of the LGBTQIA+ community and what support is available if they are a victim of Hate Crime or Hate Incident. Our Community Cohesion team presented at the event and promoted it widely across the region. A Blue Light Awareness raising day was held for refugees living in North Powys.
- The Community Cohesion team coordinated a pilot training webinar session, in collaboration with Victim Support, aimed at professionals in the Mid and South West Wales region, called 'The Power of Language' webinar. The aims were to educate the audience on how powerful and impactful the use of language can be; to suggest ways in which someone can think about their language when speaking to different individuals/groups/communities; to provide a brief history on the progression of language (how certain words/phrases used to be acceptable but these days are seen as unhelpful or even offensive; and to inform the audience of the benefits of using pronouns.
- We submitted our application for Carer Confident level 1 accreditation.
- [Communities for Work Plus](#) continues to support people to get into work.
- We strengthened our approach to helping people prevent and, where that is unavoidable, resolve homelessness. For example, we have reduced the use of privately provided bed-and-breakfast for people awaiting a permanent home of their own.
- We introduced an easy way for people to report to Housing Services empty properties that may be causing blight or anti-social behaviour in their communities, and which could provide a home for someone. This is alongside putting in place an Empty Properties Team that is proactively bringing properties back into productive use by being out-and-about.
- A home that is secure, in good condition, and affordable is one of the best ways to help people avoid poverty. The Council has a growing programme to develop more new Council-owned homes for the people of Powys. They will, like all current Council homes,

be let on genuinely affordable rents – amongst the lowest in Powys – and on secure contracts meaning no-one need fear a ‘no fault eviction’. Six schemes will be out to tender in 2025-2026, which when they are built will mean 120 new Council homes in Powys in addition to the 118 already built, the 32 in Newtown on which work started in 2024-2025, and the 64 demolition works in Welshpool and Ystradgynlais in 2024-2025 to make the sites ready for building to start.

- We are participating in the Workforce Futures programme sharing best practice with Powys Teaching Health Board (PTHB), PAVO and Credu.
- We continue to support climate and nature, including:
 - Installing PV (photovoltaic energy panels) on Council buildings
 - Using LED light replacements to help save carbon
 - ‘Greening’ our parks and open spaces
 - Increasing recycling rates
 - Signing a new local food partnership
 - Publishing horticultural planning guidance
 - Supporting school eco committees and Forest Schools
 - Setting out a clear vision and preferred strategy for our Local Development Plan
- We are supporting children and young people in Llanfair Caereinion to engage in Welsh-medium education by moving Ysgol Bro Caereinion along the language continuum from a dual-stream school to a Welsh-medium school on a phased basis.

What will we do?

- We will work to mitigate the impacts of the cost-of-living challenge and use the Council’s resources and partnerships to support residents and businesses, collaborating as partners to ensure effective shared data and insight to be able to provide support to people.
- We will work to develop community enterprises across the county that provide support to households and businesses through various projects, based upon sustainable energy, technology and building community initiatives.
- By March 2026, we will improve the percentage of employees who have recorded and updated their equality data on the HR and Payroll system.
- We will complete our review of services and community engagement in relation to the County of Sanctuary accreditation and will take this forward by developing a delivery strategy and setting up a cross-departmental working group.

- The Child Poverty Task Force will continue to deliver against the activities in the action plan whilst being refreshed and renewed, to ensure that emerging themes and priorities can be acted upon swiftly. Work will include embedding the Child Poverty Strategy Monitoring Framework issued by the Welsh Government in October 2024.
- As part of our mandatory training programme, we will launch a new Equalities Diversity Inclusion training module replacing the existing Equalities module.
- We will continue to work with the Welsh Government and Unison on the Anti-racist Wales Action Plan (ArWAP) and the Anti Racism Charter. We will also continue to pursue anti-racist initiatives with PTHB.
- We will upgrade our Disability Confident status to level 2 Disability Confident Employer.
- By March 2026, we will put six schemes out to tender, which will lead to 120 new Council homes being built in the coming years.
- We will continue our programme of bringing back into social housing homes that were sold under the Right to Buy.

How will we measure performance against this objective?

Measure Type	Measure
How much?	<p>28. Complete 350 new council homes for social rent between 2025 to 2031 (subject to availability of land, securing planning consents and resolution of phosphate management) (cumulative - year to date)</p> <p>29. Acquire ten homes per year, for letting by the Council, at social rents on secure contracts (cumulative - year to date)</p> <p>30. The percentage of rental income lost through the Council's unoccupied housing (known as housing voids) (a low number is better) (cumulative - year to date)</p> <p>31. Number of new homes created by bringing empty properties back into use (a high number is better) (cumulative - year to date)</p> <p>32. Carbon accounts status (kg of CO2 equivalents) (reports in quarter 3) (a low number is better)</p> <p>NEW. Number of people accessing the Child Poverty Task Force web page (a high number is better)</p> <p>NEW. Percentage school attendance rate for Powys secondary statutory school aged (11-16) Free School Meal learners (a high number is better)</p> <p>NEW. Percentage school attendance rate for Powys primary statutory school aged (5-11) Free School Meal learners (a high number is better)</p> <p>NEW. Amount (£) of social value (social, economic, environmental, and cultural well-being benefits) delivered through the Council's supply chain contracts (a high number is better) (cumulative – year to date)</p>

	<p>NEW. Number of 20+ year old residents voluntarily enrolled on the Communities for Work Programme (a high number is better)</p> <p>NEW. Number of 16–19 year old residents voluntarily enrolled on the Communities for Work Programme (a high number is better)</p> <p>NEW. The number of times people attended (or participated in) leisure, sport, and cultural services (libraries, museums, and archives) activities in person</p> <p>NEW. The number of times people participated in leisure, sport, and cultural services (libraries, museums, and archives) activities virtually</p> <p>NEW. The number of people who participated in 'health intervention' activities (including the National Exercise Referral Scheme/60+years schemes and 'AAA' activity schemes)</p>
How well?	<p>33. Number of households registered with 'Homes in Powys' (the single access point for all social housing in Powys) for an affordable and secure home (a low number is better) (cumulative - year to date)</p> <p>34. Number of households who are currently placed in temporary accommodation e.g. B&B, Private Rented Sector, social housing stock (those owed S68 interim duty who are/may be homeless and in priority need) (a low number is better)</p>
What difference?	<p>37. Number of households who are statutory homeless (those owed S73 duty to relieve homelessness and final S75 duty to help secure accommodation for those in priority need) excluding those threatened with, or at risk of, homelessness (a low number is better).</p> <p>NEW: Number of people supported through the Money Advice Service) (a high number is better) (cumulative – year to date)</p> <p>NEW. Number of 20+ year old residents entering employment because of the Communities for Work Programme (a high number is better)</p> <p>NEW. Number of 16–19 year old residents entering employment because of the Communities for Work Programme (a high number is better)</p> <p>NEW. Percentage of people who said that using our museums, libraries, or archives helped them learn new skills or develop existing ones</p> <p>NEW. Percentage of people who said that using our museums, libraries, or archives improved their wellbeing</p>

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

How do we support equalities within Powys?

This plan sets out our objectives between now and 2027, with action plans for making Powys a fairer place to live where people can achieve their potential, thrive, and prosper. It focuses on four things: improving people's awareness of services and how to access them, improving our

communities, and making our organisation a better place to work and access to training, and improving equality (for example, housing, education) and socio-economic disadvantage (for example, poverty) for the people of Powys. We have placed climate and nature at the heart of the plan and everything we do as a Council, as we know these areas will adversely impact those who experience inequalities. This plan demonstrates how the Council will play its part in helping eliminate discrimination, advance equality of opportunity and foster good relations. The objectives set out in this plan provide an overview of the approach we will take to achieve these ambitions, and we also detail how we will measure our success in delivering them.

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

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

We are committed to promoting Welsh throughout Powys and making it easier to use in the services we deliver and in our internal operations. We are working to be more proactive so the people of Powys and our service users can receive a service in Welsh without having to ask for it. We work to ensure we do not treat Welsh any less favourably than English. When we form or review policies, we consider what effects those policies would have on opportunities for people to use Welsh.

In Spring 2025 we will publish our revised Welsh Language Promotion Strategy. Our vision in this strategy is that we support more people to speak and use Welsh confidently across the county.

Our strategy has three objectives:

1. To increase the number of children and young people in Powys who speak Welsh confidently.
2. To increase the use of Welsh in our internal work.
3. To encourage businesses, the voluntary sector, and community organisations in Powys to use Welsh in their customer service offering.

In addition:

- We use [Wales Interpretation and Translation Service](#), to provide face-to-face interpretation services for languages other than Welsh or English. This enables the Council to

communicate with those people whose use of the Welsh or English language may not be proficient enough to easily access our services in a seamless and professional manner.

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

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

How will money be spent to support the plan?

The Council is required under the Local Government Act 2003 to set a balanced budget for the forthcoming financial year. Whilst there is no requirement to set out a balanced position beyond

the next year, the Council's Medium Term Financial Strategy (MTFS) sets out the five-year financial strategy for Powys County Council to enable longer term planning and transformation.

The MTFS is approved on an annual basis and is developed as part of the overall strategic planning process and aligned with this Corporate and Strategic Equality Plan and includes the details of key drivers like the economic and fiscal outlook, medium term financial plans, risk and sensitivity analysis, and financial resilience.

This strategy identifies service area's budgets, which are managed as part of their Integrated Business Plan, which recognises the work being undertaken by service areas and resources such as finance and people needed to support the delivery of these workstreams. These plans also include the actions identified throughout this Corporate and Strategic Equality Plan which are being taken forward by each service within the Council.

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

This plan has considered the following legislation during the process:

- Well-being of Future Generations (Wales) Act 2015
- Local Government and Elections (Wales) Act 2021
- Equality Act (2010) (including the Public Sector Equality Duty in Wales (PSED)) and Socio-economic Duty 2021
- Social Services and Well-being (Wales) Act 2014
- Social Partnership and Public Procurement (Wales) Act 2023

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

- [Climate Change strategy](#)
- [Nature Recovery Action Plan](#)
- [Welsh Language Standards Action Plan](#)
- [Anti-Racist Wales Action Plan](#)

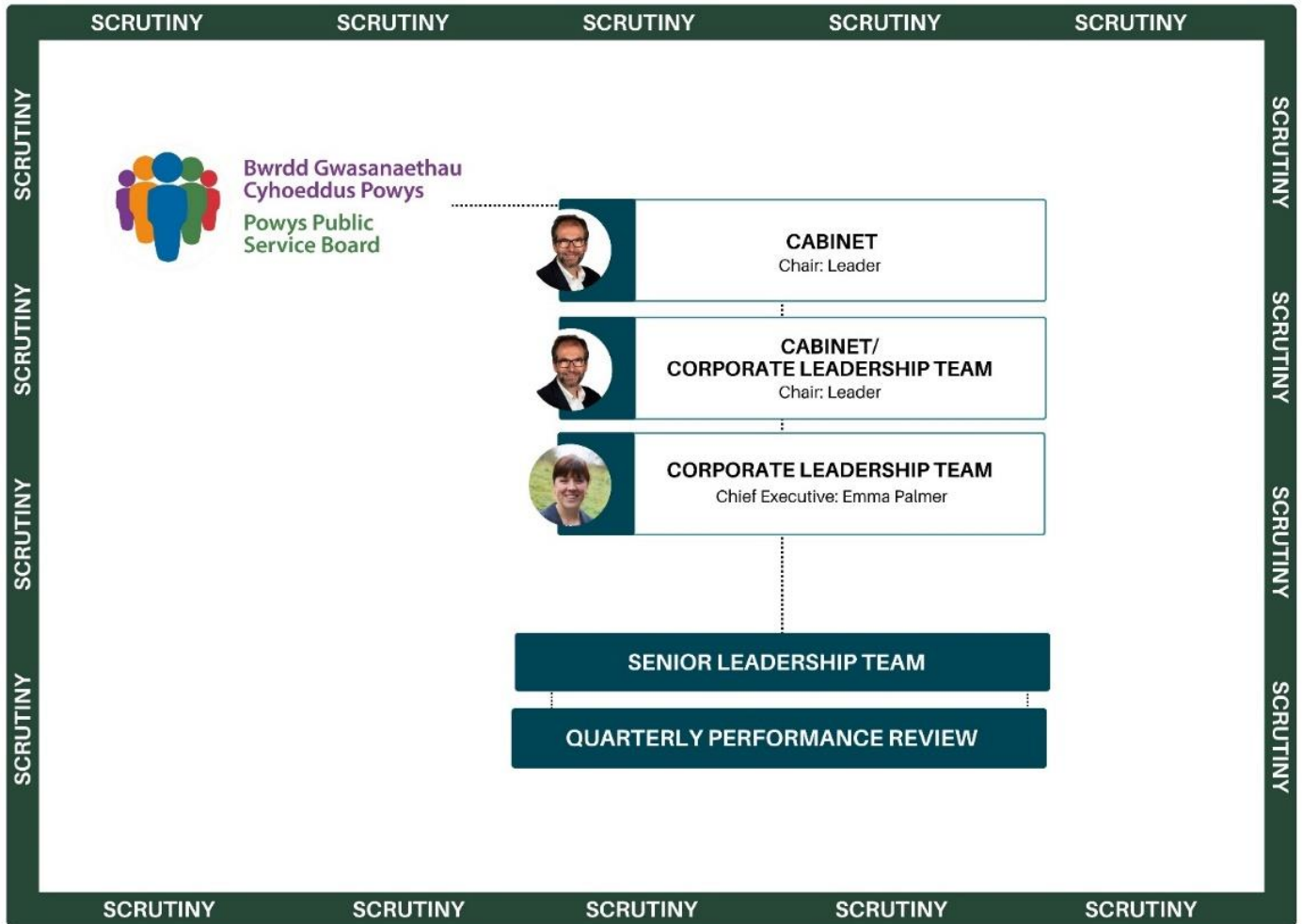
- [Health and Care strategy \(Regional Partnership Board\)](#)
- [Well-being Plan \(Public Service Board\)](#)
- [Procurement strategy](#)
- [Mid-Wales Regional Skills Partnerships \(Mid Wales Growth Deal\)](#)
- [Start Well, Live Well, Age Well \(Social Care\) Strategies](#)
- [Growing Mid Wales](#)
- [Affordable Housing Programme Delivery Plan Prospectus](#)
- [Powys Digital Strategy](#)
- Housing Revenue Account Thirty Year Business Plan
- [Powys Housing Support Programme Strategy 2022-26](#)
- Powys Asset Strategy
- Powys Local Area Energy Plan

Reviewing the plan

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

An Open and Democratic Council: Governance and Performance

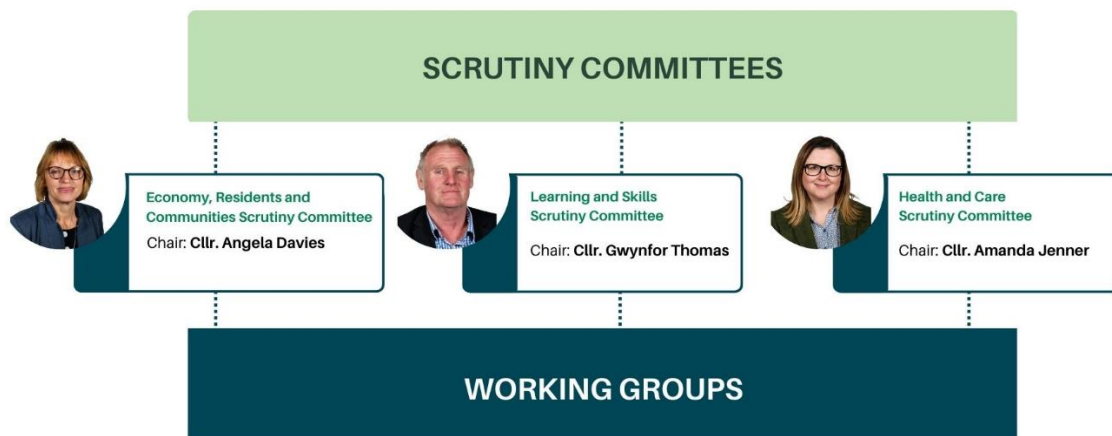
We are committed to sharing clear information about what we are doing to achieve our plan, and how well things are going. To do this, we have a governance framework for implementing, monitoring, and reporting against our plan. It shows which people and groups within the Council are responsible for making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



To check that we are doing the things that we said we would do, and that they are going to plan, we use a Performance Document. The document makes sure that we have a consistent way of reviewing how we are progressing towards achieving our plans and ambitions sustainably so that we can understand what is working well and what is not, and how we can improve things in the future.

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

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



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

Appendix A

Protected Characteristics	Objective 1	Objective 2	Objective 3
Age	Yes	Yes	Yes
Disability	Yes	Yes	Yes
Gender re-assignment	Yes	Yes	Yes
Marriage or Civil Partnership	Yes	Yes	Yes
Pregnancy and Maternity	Yes	Yes	Yes
Race	Yes	Yes	Yes
Religion or Belief	Yes	Yes	Yes
Sex	Yes	Yes	Yes
Sexual Orientation	Yes	Yes	Yes

Impact Assessment

Corporate and Strategic Equality Plan April 2025 update



Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

Before you begin, please read through the guidance found [here](#) in English, and [here](#) in Welsh.

1. Proposal Information

* Required

Author Name	Bets Ingram
Head of Service	Catherine James
Portfolio Holder	Councillor James Gibson-watt
Proposal title	Corporate and Strategic Equality Plan April 2025 update
Description of proposal *	<p>The Council’s Corporate and Strategic Equality Plan 2023-2027 sets out our well-being objectives and the actions we need to take to deliver them. The Corporate and Strategic Equality Plan (stronger, fairer, greener) introduces the three corporate objectives that are its core aim:</p> <ul style="list-style-type: none"> · We will improve people’s awareness of services, and how to access them, so that they can make informed choices. · We will provide good quality, sustainable, employment and training opportunities, whilst pursuing real living wage employer accreditation. · We will work to tackle poverty and inequality to support the well-being of the people of Powys. <p>The April 2025 update of the 2023-2027 plan, will ensure we meet our statutory obligations in the Well-being of Future Generations (Wales) Act 2015, which requires the Council to implement well-being objectives in accordance with the 5 Ways of Working as well as to show how it will maximise its contribution to the 7 Well-Being Goals. It also ensures that the Council meets its statutory obligations under the Local Government and Elections (Wales) Act 2021 and the Equality Act 2010 (including the Specific Public Sector Equality Duties for Wales), and the Welsh Language Standards, created under the Welsh Language Measure (Wales) 2011.</p>

2. Savings and Consultation

* Required

Profile of savings delivery

2024-25	2025-26	2026-27	2027-28	2028-29	2029+	Total Savings
n/a	n/a	n/a	n/a	n/a	n/a	n/a

Further information

Click or tap here to enter text.

Consultation requirements

Consultation required? *	No
Union consultation date	Click or tap to enter a date.
Staff consultation date	Click or tap to enter a date.
Public consultation date	Click or tap to enter a date.

Consultation plan (or justification where no consultation is required)

Specific consultation on the April 2025 update is not required as full consultation was carried out at the start of the plan by the following means: *Previous engagement undertaken by the Council, such as the Well-being Assessment and other engagement activity outlined on Have Your Say was used during planning workshops *Local Members engaged with Residents during the Summer period to understand their views surrounding potential objectives *Online engagement (Corporate Plan Survey) asking a series of questions surrounding the plan was undertaken during the Autumn/Winter.

Specific consultation and engagement exercises have continued over the last 2 years which add to the original feedback in consideration of this update.

3. Impact on other service areas, geographical areas, and data protection ⁱ

* Required

3a. Impact on other service areas *

- Digital Services
- Childrens Services
- Adult Services
- Business Intelligence and Governance
- People

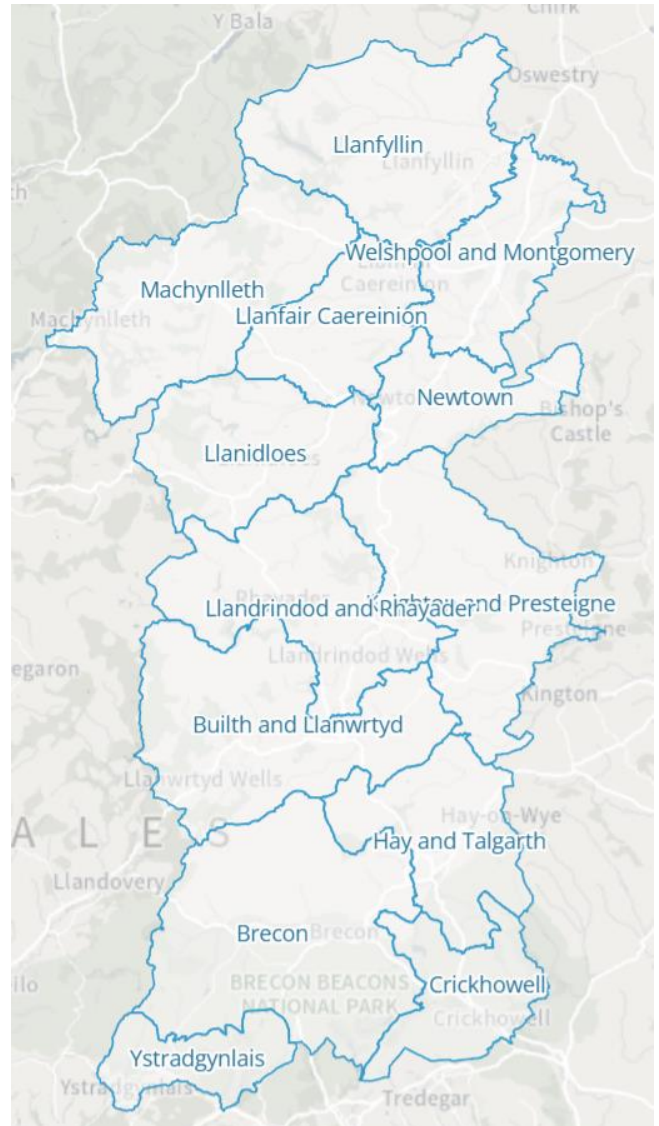
- Finance
- Legal and Monitoring
- Economy and Climate
- Housing Services
- Highways, Transport & Recycling
- Planning & Regulatory Services
- Transforming Education
- School Improvement and Learning
- Strategic Partners, e.g PTHB, RPB

If you selected “Strategic Partners”, please specify the strategic partners below

Click or tap here to enter text.

3b. Impact on geographical locations *

- All Powys
- Llanfyllin
- Welshpool and Montgomery
- Machynlleth
- Llanfair Caereinion
- Newtown
- Llanidloes
- Llandrindod and Rhayader
- Knighton and Presteigne
- Builth and Llanwrtyd
- Hay and Talgarth
- Brecon
- Crickhowell
- Ystradgynlais



3c. Data protection impact assessment i

Will the proposal involve processing the personal details of individuals? *	No
Is Powys County Council the data controller? *	No

If you answered yes to either question above then please ensure you have completed, as a minimum, the screening questions on the data protection impact assessment.

For further advice please contact the [Information Compliance Team](#).

Further information

Click or tap here to enter text.

4. Impact on well-being goals including Welsh language and equalities

* Required

4a. A prosperous Wales

Impact *	<p>The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener"</p> <ol style="list-style-type: none"> 1. We will improve people’s awareness of services, and how to access them, so that they can make informed choices. 2. We will support good quality, sustainable, employment, providing training opportunities, and pursuing real living wage employer accreditation. 3. We will work to tackle poverty and inequality to support the well-being of the people of Powys. <p>While all objectives will positively influence this well-being goal, the second objective specifically focuses on prosperity, directly aligning with this goal. Of residents that participated within the launch survey, 61% of residents felt that these objectives would contribute towards achieving a "Prosperous Powys". As one of the largest employers and contractors within the County, the pursuit of Real Living Wage accreditation, whilst providing worthwhile work and sustainable careers (within the Council) should have a positive impact for the many residents that work for the Council, or contractors it works with.</p>
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4b. A resilient Wales

Impact *	<p>The Plan does not include direct activities that contribute to this well-being goal. However, it acknowledges the importance of ongoing work and the need to enhance decision-making within the Council to consider climate and nature.</p> <p>A key theme of the plan is supporting the Council's declarations of a Climate Emergency in September 2020 and a Nature Emergency in October 2022. We aim to become a net-zero Council by 2030 and support Powys in becoming a net-zero County by 2050. Additionally, we strive to be a national leader in protecting and enhancing nature, aligning with our commitment to the United Nations' 30x30 target to protect 30% of land and sea for nature in Powys by 2030. To achieve this, the Plan references the existing Climate Strategy and Nature Recovery Plan. However, 59% of survey participants were unsure or did not believe this would support a resilient Powys.</p> <p>The impact is currently identified as 'Unknown' because, despite our efforts to improve the environment through the Council's work, numerous external factors may affect our ability to deliver on this goal.</p>
Impact Rating *	Unknown
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4c. A healthier Wales

Impact *	<p>The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener":</p> <ol style="list-style-type: none"> 1. We will improve people's awareness of services, and how to access them, so that they can make informed choices. 2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation. 3. We will work to tackle poverty and inequality to support the well-being of the people of Powys. <p>While all objectives will positively influence this well-being goal, the first objective specifically focuses on access to services and supporting people to live within communities, directly aligning with this goal. These objectives aim to enhance opportunities for individuals to access support and services when needed. Making services more accessible—when and where people need them, and in a way that best suits them—should positively impact residents' health whenever possible.</p>
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Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4d. A Wales of cohesive communities

Impact *	<p>The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener":</p> <ol style="list-style-type: none"> 1. We will improve people’s awareness of services, and how to access them, so that they can make informed choices. 2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation. 3. We will work to tackle poverty and inequality to support the well-being of the people of Powys. <p>While all objectives will positively impact this well-being goal, the first objective specifically focuses on access to services and supporting people to live within communities, directly aligning with this goal. This objective aims to enhance opportunities for communities to access support and services when needed. It emphasises making services more accessible, available when and where people need them, and in a manner that best suits their needs.</p>
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Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4e. A globally responsible Wales

<p>Impact *</p>	<p>The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener":</p> <ol style="list-style-type: none"> 1. We will improve people’s awareness of services, and how to access them, so that they can make informed choices. 2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation. 3. We will work to tackle poverty and inequality to support the well-being of the people of Powys. <p>The primary focus of the plan is to achieve the following outcomes equitably for all individuals and communities within Powys:</p> <p>Stronger - We will become a county that succeeds together, with communities and people that are well connected socially, and are personally and economically resilient.</p> <p>Fairer - We will be an open, well-run, Council where peoples' voices are heard and help to shape our work and priorities, with fairer, more equal, access to services and opportunities. We will work to tackle poverty and inequality to support the well-being of the people of Powys.</p> <p>Greener - We want to ensure a greener future for Powys, where our well-being is linked to that of the natural world, and our response to the climate and nature emergencies is at the heart of everything we do.</p> <p>The Plan also recognises and supports the declaration of the Climate Emergency and Nature Emergency, which is a global issue, in looking to achieve Net-Zero.</p>
<p>Impact Rating *</p>	<p>Very good</p>
<p>Mitigation</p>	<p>Click or tap here to enter text.</p>
<p>Mitigated Rating</p>	<p>Choose an item.</p>

4f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact *	<p>We recognise the of benefits treating Welsh no less favourably than English makes to our residents' lives. We work to ensure we comply with our legal obligations under the Welsh Language Standards. This means we plan Welsh language services that are of high quality and easy to use. We also give conscientious consideration to the effects of our policies on opportunities for the people of Powys to use Welsh. We are working to be more proactive so we offer a Welsh language service without people having to ask for it.</p> <p>We are a proud of our language and we ensure that our languages are both treated with equal importance. We work to ensure we comply with our statutory obligations under the Welsh Language Standards. This means that we design services which are easy to use, accessible, and do not treat Welsh any less favourably than English, and we are working to be more proactive in the Services we offer through the medium of Welsh.</p>
Impact Rating *	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Promoting Welsh

Impact *	<p>We are a proud of our language and we ensure that our languages are both treated with equal importance. We work to ensure we comply with our statutory obligations under the Welsh Language Standards. This means that we design services which are easy to use, accessible, and do not treat Welsh any less favourably than English, and we are working to be more proactive in the Services we offer through the medium of Welsh.</p>
Impact Rating *	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sports, Art & Recreation i

Impact *	<p>The following objectives form the basis of the Corporate and Strategic Equality Plan, "Stronger, Fairer, Greener":</p> <ol style="list-style-type: none"> 1. We will improve people’s awareness of services, and how to access them, so that they can make informed choices. 2. We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation. 3. We will work to tackle poverty and inequality to support the well-being of the people of Powys. <p>Whilst all the above have a positive influence upon this well-being goal, the first objective focuses upon access to services (which has the potential to include Sports, Art and Culture) and supporting people to live within communities, which directly collates to this well-being goal.</p> <p>The totality of the plan's is around achieving the better outcomes for all individuals and communities equitably within Powys. Although there is no obvious link to Sports, Art and culture, this plan is inclusive of Sports, Arts and Recreation services where possible.</p>
Impact Rating *	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4g. A more equal Wales i

Age i

Impact *	<p>Within this plan, we have taken the approach of integrating with the Strategic Equality Plan, so that all objectives are delivered equitably to the residents of Powys. Further detail of this can be found within the document.</p> <p>Emphasising child poverty ensures that young people have the best possible start in life.</p>
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Disability

Impact *	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Gender Reassignment

Impact *	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Marriage or Civil Partnership

Impact *	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Race

Impact *	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Religion or belief

Impact *	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sex

Impact *	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sexual Orientation

Impact *	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Pregnancy and Maternity

Impact *	We continue to make improvements to our services and employment practices to meet the diverse needs of the people of Powys. This includes removing barriers and helping to improve the lives and experiences of those who are disadvantaged. Fairness is central to everything we do as a Council, and we are on a mission to tackle inequality and create better opportunities for all people in Powys.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Socio-economic Duty

Impact *	<p>The following objectives form the foundation of the Corporate and Strategic Equality Plan, ‘Stronger, Fairer, Greener’:</p> <ul style="list-style-type: none"> • We will enhance people’s awareness of services and how to access them, enabling informed choices. • We will promote high-quality, sustainable employment by providing training opportunities and pursuing Real Living Wage employer accreditation. • We will address poverty and inequality to support the well-being of the people of Powys. <p>While all objectives will positively impact this well-being goal, the third objective specifically targets poverty and inequality, directly aligning with this goal.</p>
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4h. Evidence

Data and evidence from the following sources have been considered when forming the 2023-2027 plan:

*Multiple sources of resident and business feedback collated using Have Your Say, including a specific consultation surrounding this plan during Autumn/Winter 2022.

*Powys Well-being Assessment.

*Powys Well-being Information Bank.

*Powys Population Needs Assessment.

These have also formed the basis of the data and evidence for the 2025 update. Further detail surrounding the information used to shape this proposal can be found within the "What do we know?" section within each objective within the Plan.

5. Impact on key guiding principles & workforce i

* Required

5a. Sustainable development principles

Long-term i

Impact *	<p>The Corporate and Strategic Equality Plan and the well-being objectives contained within are long-term in nature, and if their intended outcomes are achieved, they will further the long-term future of the County.</p> <ul style="list-style-type: none"> We will improve people’s awareness of services, and how to access them, so that they can make informed choices. <p>The above objective is based upon the aspiration of running an open and democratic Council that regularly engages with people and communities to understand their needs in the short and long term, and working to ensure that the people of Powys understand what services the Council provides, with people being able to access services and live happily in their communities for longer.</p> <ul style="list-style-type: none"> We will provide good quality, sustainable employment, and training opportunities, whilst pursuing real living wage employer accreditation. <p>The above objective is focused upon providing good quality sustainable employment and training opportunities, which by nature are long term around the notion and developing the skills of the workforce. Pursuing real living wage accreditation will help support people longer term, as individuals pay awards will be updated to reflect wider socioeconomic factors.</p> <ul style="list-style-type: none"> We will work to tackle poverty and inequality to support the well-being of the people of Powys. <p>The above objective is based around the notion of preventing causes of poverty to improve individuals longer term well-being. The emphasis on child poverty aims to ensure that young people achieve the best possible start in life.</p>
Impact Rating *	Very good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Collaboration

Impact *	<p>While the Council's Corporate Plan is central, it has been developed within the context of partnership working and highlights the importance of collaborating with key stakeholders. The Council cannot achieve all its ambitions for the County alone. This includes working with the Regional Partnership Board, Public Service Board, and Growing Mid Wales.</p> <p>Additionally, the Plan outlines the Council's efforts to support climate and nature emergencies, emphasising the importance of collaborating with key partners such as communities, Bannau Brycheiniog National Park, and Natural Resources Wales to maximise impact.</p> <p>The Plan also embraces the concept of co-production, with a core ambition to work collaboratively with individuals and communities. This approach aims to ensure that people can access services that enhance their well-being."</p>
Impact Rating *	Very good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Involvement (including Communication & Engagement) i

Impact *	<p>A significant amount of engagement activity was undertaken to inform the development of the 2023-27 plan. This included considering public responses from previous engagements over the past year on specific topics through the Have Your Say portal, as well as the ‘Well-being in Powys’ survey, which is part of the well-being assessment.</p> <p>The Plan was developed collaboratively, with input, insight, and feedback from a range of Councillors across the political spectrum and the diverse geography of Powys, based on what their residents shared during the electoral campaign period. Following the early development of this Plan, Councillors engaged with their local communities during the summer recess and provided feedback, which was incorporated into the plan.</p> <p>As the Plan was further developed, an online consultation was held during the Winter to gather additional views.</p> <p>As part of the Plan’s annual review cycle, residents will have the opportunity to provide specific feedback, helping to shape its future direction. Additionally, ongoing resident feedback through our feedback tool forms a key element of evidence for this plan. As well as specific consultation and engagement exercises that have taken place since which add to the original feedback in consideration of this update. The draft plan has also been shared with the unions for feedback.</p>
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Prevention 

<p>Impact *</p>	<p>The Corporate and Strategic Equality plan and the well-being objectives within it are preventative in nature, aiming to secure the long-term future of the County if their intended outcomes are achieved.</p> <p>We will improve people’s awareness of services and how to access them, so that they can make informed choices. This objective aspires to create an open and democratic Council that regularly engages with people and communities to understand their needs. It ensures that the people of Powys are aware of the services the Council provides, enabling them to access these services and live happily in their communities for longer, without their needs escalating.</p> <p>We will provide good quality, sustainable employment and training opportunities, while pursuing Real Living Wage employer accreditation. This objective focuses on offering high-quality, sustainable employment and training opportunities, which are inherently preventative in securing the workforce’s long-term future. Pursuing Real Living Wage accreditation will help shield people from broader socioeconomic challenges by ensuring their pay reflects this standard.</p> <p>We will work to tackle poverty and inequality to support the well-being of the people of Powys. This objective aims to prevent the causes of poverty and wider socio-economic disadvantage, thereby improving individuals’ long-term well-being. An preventative example of a ‘socio-economic disadvantage’ work we are actioning is building new energy-efficient homes for social rent. Emphasising child poverty ensures that young people have the best possible start in life.</p>
<p>Impact Rating *</p>	<p>Good</p>
<p>Mitigation</p>	<p>Click or tap here to enter text.</p>
<p>Mitigated Rating</p>	<p>Choose an item.</p>

Integration

Impact *	<p>The Corporate and Strategic Equality Plan is highly integrated, with dependencies between the objectives and their impact on individual well-being. It is designed to create conditions that support individuals and communities in remaining as prosperous as possible, while also collaborating with Strategic Partners when necessary.</p> <p>The objectives are intricately connected. For example, access to fair and good work can lead to reduced poverty and improved well-being in the long term.</p> <p>Additionally, the Plan aligns with existing workstreams, such as the Climate Strategy and Nature Recovery Action Plan, recognising their impact on the Plan's ambitions rather than duplicating efforts.</p>
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

5b. Impact on the workforce i

Impact *	<p>The Corporate and Strategic Equality Plan will positively impact both the current and future workforce. Specifically, well-being objective 2, 'We will support good quality, sustainable employment, providing training opportunities, and pursuing Real Living Wage employer accreditation,' will have a significant effect. The actions supporting this objective include training and development opportunities to build a strong future workforce.</p> <p>The proposed approach, which includes focusing on training, Real Living Wage accreditation, and improving recruitment and retention both internally and externally, will help develop a workplace that offers meaningful work and sustainable careers for all Council employees.</p> <p>Additionally, the plan addresses our response to the Gender Pay Action Plan, which will guide us in developing equitable pay for employees regardless of gender.</p> <p>The plan also sets the strategic direction for the organisation in the coming years and influence individual work plans, impacting the transition from the existing Corporate and Strategic Equality Plan.</p> <p>Staff have had opportunities to contribute to the development of this plan through their Leadership teams at various workshops and frequent internal engagement activities. They were also encouraged to participate in the online consultation to ensure their views were considered.</p>
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

5c. Welsh language impact on Staff i

Impact *	<p>The Corporate and Strategic Equality Plan will have a positive impact upon the current and future workforce, and the usage of the Welsh language. In particular, well-being objective 2, "We will support good quality, sustainable employment, providing training opportunities, and pursuing real living wage employer accreditation" will have a significant impact, as the actions which underpin this objective include training and development opportunities to secure a strong workforce for the future, which would be through bilingual provision as much as practicable, and also encourage the development of the Welsh speaking workforce.</p>
Impact Rating *	Neutral

Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

5d. Impact on apprenticeships i

Impact *	<p>This proposal will positively impact apprenticeships. One of the well-being objectives is: 'We will provide good quality, sustainable employment and training opportunities, while pursuing Real Living Wage employer accreditation.'</p> <p>The actions outlined in the plan include attracting and developing the right skills for the workforce, ensuring we have the appropriate workforce to support the Council in achieving its ambitions, with apprenticeships being a critical component.</p>
Impact Rating *	Very good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

5e. Evidence i

Data and evidence from the following sources have been considered when forming the 2023-2027 plan:

*Multiple sources of resident and business feedback collated using Have Your Say, including a specific consultation surrounding this plan during Autumn/Winter 2022.

*Powys Well-being Assessment.

*Powys Well-being Information Bank.

*Powys Population Needs Assessment.

These have also formed the basis of the data and evidence for the 2025 update. Further detail surrounding the information used to shape this proposal can be found within the "What do we know?" section within each objective within the Plan.

6. Likelihood and risks i

* Required

Risk 1

Risk 1					
Click or tap here to enter text.					
Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	
Mitigation					
Click or tap here to enter text.					
Residual likelihood score	Choose an item.	Residual impact score	Choose an item.	Residual risk rating	

Risk 2

Risk 2					
Click or tap here to enter text.					
Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	
Mitigation					
Click or tap here to enter text.					
Residual likelihood score	Choose an item.	Residual impact score	Choose an item.	Residual risk rating	

Risk 3

Risk 3					
Click or tap here to enter text.					
Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	

Mitigation

Click or tap here to enter text.

Residual likelihood score

Choose an item.

Residual impact score

Choose an item.

Residual risk rating

Risk 4

Risk 4

Click or tap here to enter text.

Likelihood score

Choose an item.

Impact score

Choose an item.

Risk rating

Mitigation

Click or tap here to enter text.

Residual likelihood score

Choose an item.

Residual impact score

Choose an item.

Residual risk rating

Risk 5

Risk 5

Click or tap here to enter text.

Likelihood score

Choose an item.

Impact score

Choose an item.

Risk rating

Mitigation

Click or tap here to enter text.

Residual likelihood score	Choose an item.	Residual impact score	Choose an item.	Residual risk rating	e residual risk rating will be automatically calculated when the document is completed
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7. Overall summary and judgement i

Outline assessment *

It is proposed that the Corporate and Strategic Equality Plan update for 2025 be approved for publication and implemented from 01 April 2025, as it is expected to positively impact the well-being of the people of Powys, as highlighted in the impact assessment.

Once approved, the Plan must be reviewed annually to ensure that the objectives and supporting activities remain relevant for delivering improved outcomes for the people and communities of Powys. This review will also ensure the Plan remains realistic and achievable within the challenging financial climate.

The Plan has been aligned with the Powys Public Service Board Well-being Plan and the Regional Partnership Board Area Plan to ensure that partners are working towards shared outcomes for the people of Powys."

8. Additional evidence i

Click or tap here to enter text.

9. Monitoring arrangements * i

In order to monitor the impact of this Corporate and Strategic Equality Plan, the following arrangements will be in place:

In-year scorecard reporting, considering "how much? how well? what difference?" performance measures and updates around activity that contributes towards the plan.

An annual summary will be considered as part of the annual self-assessment process (as required by the Local Government and Elections Act 2021).

The plan will be reviewed on an annual basis with Service areas, Senior Leadership Team, Corporate Leadership Team and Cabinet. As well as go scrutiny committee.

Review date *

31/03/2026

10. Signoff

You can now close this word document down and return to the app or re-open the app by clicking [here](#). From the app you need to sign off the Impact Assessment. You can do this in the 'Manage Assessments' section. Select the Impact assessment you want to mark as complete, and the app will then send to the named Head of Service automatically.

You can view the current signoff status of the document below, but signoff can only be done in the app.

Author signoff	Bets Ingram
Head of Service signoff	Catherine James
Portfolio Holder signoff	Councillor James Gibson-watt