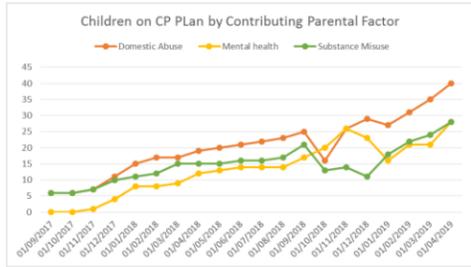


1. Strategic Equality Plan (SEP) 2016-20

SEP Objective: Service Lead	SEP Activities/Measures	Issue	Remedial Action	By When And Officer Responsible
Objective: 1 Close attainment gaps in education				
SEP Measures				
Education	The percentage of pupils in receipt of Free School Meals attaining the Foundation Phase Indicator	Target Actual 82% 68.6% Although nearly all schools use their PDG funding to support e-FSM pupils, other non-eFSM pupils also benefit from this support. Therefore the gap in attainment between eFSM and non-eFSM pupils has only narrowed slightly.	A more detailed analysis of PDG grant funding for each school needs to be conducted to ensure that plans identify specific improvement areas for eFSM pupils	Alec Clark
Education	The percentage of pupils at school action /school action +/statement attaining the Foundation Phase Indicator	Target Actual 66% 41.9% Consistency needs to develop with inclusive teaching practice. This data does not consider the progress made by learners, it only considers the attainment.	Following initial training, further training opportunities are being offered which are tailored to individual school needs.	Alec Clark
Education	The percentage of pupils at school action /school action +/statement attaining the CSI at Key Stage 2	Target Actual 69% 60.9% Consistency needs to develop with inclusive teaching practice. This data does not consider the progress made by learners, it only considers the attainment.	Following initial training, further training opportunities are being offered which are tailored to individual school needs.	Alec Clark
Education	The percentage of LAC pupils attaining the Foundation Phase Indicator	Target Actual 71% 25.0% For 2017/18 there were 4 pupils on the Foundation Phase Indicator, Key Stage 2 there were 9 pupils, Key Stage 3, there were 12 and for Key Stage 4 there were 13 pupils. individual students attainment affects the data significantly. A large number of Children Looked After have statements of special educational need, so therefore would not necessarily be expected to achieve core subject indicators (CSI). This data does not take into account the distance travelled academically. To note, these figures are in respect of all LAC pupils educated in Powys schools regardless of the home authority i.e. they could be Looked After to Herefordshire but educated in Powys	Schools can utilise graduated response to needs as for any child with additional learning needs and therefore access support from relevant internal and external professionals.	Alec Clark
Education	The percentage of LAC pupils attaining the CSI at Key Stage 2	Target Actual 80% 44.4% For 2017/18 there were 4 pupils on the Foundation Phase Indicator, Key Stage 2 there were 9 pupils, Key Stage 3, there were 12 and for Key Stage 4 there were 13 pupils. individual students attainment affects the data significantly. A large number of Children Looked After have statements of special educational need, so therefore would not necessarily be expected to achieve core subject indicators (CSI). This data does not take into account the distance travelled academically. To note, these figures are in respect of all LAC pupils educated in Powys schools regardless of the home authority i.e. they could be Looked After to Herefordshire but educated in Powys	Schools can utilise graduated response to needs as for any child with additional learning needs and therefore access support from relevant internal and external professionals.	Alec Clark

Education	Percentage of Year 11 pupils in Local Authority care leaving full time education without a recognised qualification	Target Actual 0.0% 0.325%	Continue to monitor and review the Year 11 pupils and to share information with all agencies to work collaboratively to support Young People to achieve a recognised qualification.	Alec Clark
		The PLASC data includes every child within Powys in Year 11 that has not achieved a recognised qualification which includes pupils who have not got a grade in any exams or who did not sit an exam. This figure includes children in schools within Powys, pupils in schools outside Powys, specialist school learners, complimentary education learners, EOTAS (children educated other than at school), special needs pupils and pupils who have a medical condition. In January 2018, there were 1232 Year 11 learners in Powys and 4 of these Year 11 pupils did not achieve a recognised qualification. Out of the 4 pupils, 2 were at special schools, one was in the PRU and one had a serious medical condition.		
SEP Activity				
Childrens Services	Support schools in ensuring that Personal Education Plans for Looked After Children are of good quality, ensuring effective use of the LAC Pupil Deprivation Grant.	Developed a performance dashboard for Corporate Parenting Panel which incorporates PEP's.	No remedial action provided	Jan Coles
SEP Priority:	SEP Activities/Measures	Issue	Remedial Action	By When And Officer Responsible
Service Lead				
Objective: 2 Encourage fair recruitment, development and reward in employment				
SEP Activity				
Workforce and Organisational Development	Whilst the Council's gender pay gap at March 2017 was better than the national average, the Council will take further steps to reduce the gender pay gap by developing and implementing an action plan to address this.	The Council's wants to take steps to reduce and ultimately eliminate the gender pay gap	An action plan will be developed during April 2019 comprising steps to further reduce the gap during the year.	Paul Bradshaw April 2019.
Workforce and Organisational Development	Review our recruitment process improving equality.	We review our recruitment process on an ongoing basis to identify ways we can further improve equality of opportunity in seeking employment with the Council, making improvements where opportunities arise. No further developments were made during this quarter.	We will continue to seek identify and implement opportunities wherever possible.	Paul Bradshaw
SEP Priority:	SEP Activities/Measures	Issue	Remedial Action	By When And Officer Responsible
Service Lead				
Objective: 3 Improve living conditions in cohesive communities				
SEP Measures				
Childrens Services	Number of bed nights provided	No Nightstop bed nights have been provided. This is an initiative that needs to be done jointly with Housing staff rather than being solely a CS responsibility as it relates to provision for homeless 16 and 17 yo young people. We are working to develop shared housing and also Supported Lodgings, and this is now beginning to show some signs of success with more accommodation coming on stream.	Leaving Care staff have spoken to Nightstop to look at the feasibility of working with them to have this provision in Powys. Alternatively, we can develop a similar and equivalent arrangement ourselves, and this may be more cost effective. This is still being considered, but it must be understood that the Leaving Care service is starting from a very low base in trying to develop housing and accommodation offers for young people as there has been no activity in this area for the last 18 mths-2 years. I estimate that it will take us a further 6 months to develop this sort of scheme and actually have some beds.	Jan Coles
Strategy, Performance and Transformation Programmes (	Measuring delivery outcomes detailed in National Cohesion Plan under obj 2.	The Mid and West Wales Regional Community Cohesion co-ordinator has moved on. SEP coordinator has contacted WG to provide an update.	WG are currently revaluating and advertising the post. SEP coordinator has contacted WG to provide an update. SEP coordinator	Head of Service N/A. Mid and West Wales Regional

			will follow up early May when new person in position.	Community Cohesion co-ordinator. June 2018
Strategy, Performance and Transformation Programmes (	Measuring delivery outcomes detailed in National Cohesion Plan (NCP) under obj 4.	The Mid and West Wales Regional Community Cohesion co-ordinator has moved on. SEP coordinator has contacted WG to provide an update.	WG are currently revaluating and advertising the post. SEP coordinator will follow up early May when new person in position.	Head of Service N/A. Mid and West Wales Regional Community Cohesion co-ordinator. June 2018
SEP Activity				
Childrens Services	Implementing night stop within the Local Authority.	Nightstop is a franchise type arrangement with a national body, we are considering the implications of setting up our own version of this style of temporary accommodation with host families. Nightstop provides emergency accommodation for young people in need, and they are placed for a few nights or a couple of weeks with a host family who have been assessed and approved. At the end of that period, they will hopefully be moved into a more permanent accommodation arrangement.	Leaving Care staff have spoken to Nightstop to look at the feasibility of working with them to have this provision in Powys. Alternatively, we can develop a similar and equivalent arrangement ourselves, and this may be more cost effective. This is still being considered, but it must be understood that the Leaving Care service is starting from a very low base in trying to develop housing and accommodation offers for young people as there has been no activity in this area for the last 18 mths-2 years. I estimate that it will take us a further 6 months to develop this sort of scheme and actually have some beds.	Jan Coles
Strategy, Performance and Transformation Programmes (	Work at a local level to break down barriers to inclusion and integration for particular groups and communities.	The Mid and West Wales Regional Community Cohesion co-ordinator has moved on. SEP coordinator has contacted WG to provide an update.	WG are currently revaluating and advertising the post. SEP coordinator will follow up early May when new person in position.	Head of Service N/A. Mid and West Wales Regional Community Cohesion co-ordinator. June 2018.
Strategy, Performance and Transformation Programmes (	Tackling discrimination, hostility, tensions and extremism.	The Mid and West Wales Regional Community Cohesion co-ordinator has moved on. SEP coordinator has contacted WG to provide an update.	WG are currently revaluating and advertising the post. SEP coordinator will follow up early May when new person in position.	Head of Service N/A. Mid and West Wales Regional Community Cohesion co-ordinator. June 2018
SEP Priority: Service Lead	SEP Activities/Measures	Issue	Remedial Action	By When And Officer Responsible
Objective: 4 Increase access to justice and encourage democratic participation				
SEP Measures				
Legal and Democratic Services	Young person's annual member development day feedback.	A member Development Session for the Powys Youth Forum was held on 17 September 2018. Unfortunately members of the Forum could not be present so the discussion was led by the Youth Participation Officers.	Member development session with Powys Youth Forum has been arranged for 21 November 2019.	Jan Coles/Clive Pinney Autumn 2019.
Legal and Democratic Services	Percentage of scrutiny meetings webcasted during last reporting period.	The cost of webcasting has been reviewed as part of establishing a new contract from 1st April. Due to the cost only the Council and Cabinet meetings are to be webcast.	Alternative options to current method of webcasting to be investigated during 2019-20.	Jan Coles/Clive Pinney Autumn 2019. March 2020
Legal and Democratic Services	Number of viewers to the webcasted scrutiny meetings during last reporting period.	The cost of webcasting has been reviewed as part of establishing a new contract from 1st April. Due to the cost only the Council and Cabinet meetings are to be webcast.	Alternative options to current method of webcasting to be investigated during 2019-20.	Jan Coles/Clive Pinney March 2020
SEP Activity				

Legal and Democratic Services	Pilot and promote key scrutiny meetings via webcasting	The cost of webcasting has been reviewed as part of establishing a new contract from 1st April. Due to the cost, only the Council and Cabinet meetings are to be webcast.	Alternative options to current method of webcasting to be investigated during 2019-20.	Jan Coles/Clive Pinney March 2020
SEP Priority:	SEP Activities/Measures	Issue	Remedial Action	By When And Officer Responsible
Service Lead				
Objective: 7 Eliminate violence, abuse and harassment in the community				
SEP Measures				
Childrens Services	% of staff trained to Group 1 by sept 18	<p>As at the 1st April 2019, 69% of staff have completed Group 1 training leaving 1900 still to train against a statutory requirement for 100% from March 2018. Performance across depts. has been very variable with some achieving 100% others little more than 50%. Over 80% of the non-complaint staff are in one department (Education)</p> <p>In 2019/2020 performance is likely to deteriorate as staff who trained three years ago will need refresher training on Group 1. The Council also needs to start providing the required training for staff in groups 2, 3 and 6. A statutory report on our performance under the National Training Framework for VAWDASV is being made to the Welsh Government.</p>	Some measures in the Children Services SIP which have been allocated to the Senior Manager for Early Help and Assessment	Jan Coles
Childrens Services	Reduce number of Children on the child protection register where the predominate issue is DA by providing early help & support to children and families who are victims of DA much earlier.	<p>Data shows increase in number of children on Child Protection register where Domestic Violence was a significant parental factor. It is still the most important contributing factor.</p>  <p>The chart shows the sustained and escalating impact on CP registrations of domestic abuse as a contributing parental factor.</p>	As an early help service we are currently working towards increased early interventions with children and families who are being exposed to domestic abuse. This includes improved partnership working with Calan and Montgomeryshire Family Crisis Centre for better working together at the front door and in within early help, to ensure that the most appropriate service is offered to families at the point of referral. In all referrals where there has been an incident of domestic abuse early help will be considered and all referrals will have an outcome of advice and information at the very minimum. Decision making will be proportionate to the level of need / risk whilst also considering historical factors and the context of the situation.	Jan Coles