



Arolygiaeth Ei Mawrhydi dros Addysg a Hyfforddiant yng Nghymru
Her Majesty's Inspectorate for Education and Training in Wales

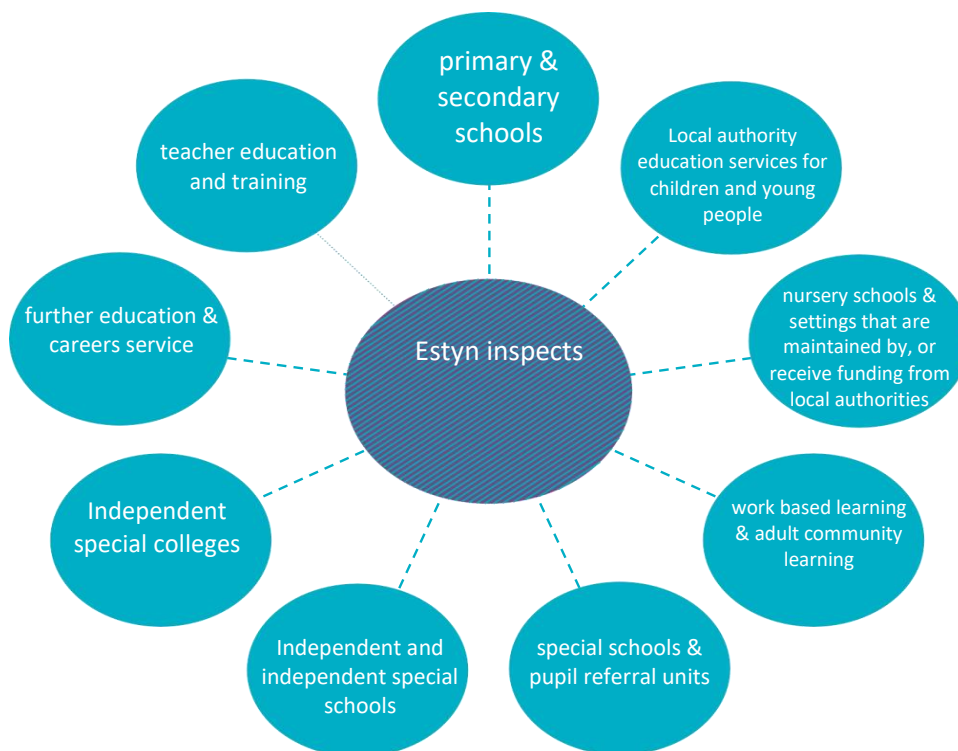
Strategic Equality Plan Annual Review 2015-2016

September 2016

The purpose of Estyn¹ is to inspect and report on the quality and standards in education and training provided in Wales, including:

- how far education and training meet the needs of learners and contribute to their development and wellbeing
- standards achieved
- the quality of leadership and management

Estyn inspects the following sectors:



Estyn works in collaboration with the Care and Social Services Inspectorate for Wales (CSSIW), Healthcare Inspectorate Wales (HIW) and the Wales Audit Office (WAO) to implement the Welsh Government’s policy statement on Inspection, Audit and Regulation (IAR)².

Estyn has responsibility for inspecting learners in England who are funded by the Welsh Government and who attend independent special colleges, work-based learning courses, and provision for young people in youth offending teams. Estyn inspects, through joint working with HMI Probation and HMI Prisons, the education of offenders in secure estate and prisons in Wales.

Estyn also:

provides advice on the quality and standards of education and training in Wales to the Welsh Government and others	promotes the spread of best practice in the delivery of education and training in Wales based on inspection evidence
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¹ Estyn’s principal functions are set out in sections 75 to 78 of the Learning and Skills Act 2000 and section 20 of the Education Act 2005.

² Inspection, Audit and Regulation in Wales, Welsh Government Policy Statement, September 2009

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1 Introduction

1.1 Introduction and background

This document is the fourth Annual Progress Update against Estyn's Strategic Equality Plan 2012-2016 (SEP) and Equality Objectives 2012-2016 and covers the period 2015-2016.

The SEP was published in April 2012 by Estyn following consideration of best practice, legal responsibilities and local discussions. The SEP supports Estyn's Equality Objectives and outlines key information about our equality, diversity and human rights activity. As well as fulfilling our duty under the Equality Act 2010, it considers a wide range of other legislation associated with equality and diversity. The previous years' reviews are published on Estyn's website. The [SEP 2016-2020](#) is available on the web site.

The Equality 2010 Act general duty requires public bodies to have 'due regard' to the need to:

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

The SEP covers all the protected characteristics required by the Equality Act 2010:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including ethnic or national origin, colour or nationality)
- religion or belief (or lack of belief)
- sex and sexual orientation

1.2 Annual reporting requirements

This Annual report is required to provide information for the reporting period 2015-2016 as required by the Specific Duties for Wales under the Equality Act 2010 which is, as follows:

- the steps the listed body has taken to identify and collect relevant information
- how the public body has used this information in meeting the three aims of the general duty
- any reasons for not collecting relevant information

- a statement on the effectiveness of the authority's arrangements for identifying and collecting relevant information
- progress towards fulfilling each of the authority's equality objectives
- a statement on the effectiveness of the steps that the authority has taken to fulfil each of its equality objectives
- specified employment information, including information on training and pay (unless it has already published this information elsewhere)

Estyn may include in its annual reports any other matter it feels is relevant to meeting the general duty and the specific duties.

1.3 Our Strategic Objectives and Delivery Principles

Our strategic objectives are to:

- Provide public accountability to service users on the quality and standards of education and training in Wales
- Inform the development of national policy by the Welsh Government
- Build capacity in the delivery of education and training in Wales

Our delivery principles are to:

- Develop Estyn as a 'best value' organisation and 'exemplary employer'
- Work collaboratively with other inspectorates to support improvement

Our values:

- Keep learners and citizens at the centre of our work
- Act with openness, integrity and objectivity, demonstrating the highest standards of public service
- Foster an engaging and healthy working environment
- Work in partnership with others, whilst maintaining our independence
- Demonstrate effective leadership and teamwork at all levels
- Value people and the contributions they make
- Encourage responsibility, initiative and innovation

1.4 How our work promotes equality and diversity

Estyn's SEP provides a framework and equality objectives for implementing and embedding requirements of the Equality Act 2010, which promotes an equal and diverse society. It also affirms our commitment to equality, diversity, dignity and respect as incorporated within Human Rights principles.

The 2012-2016 Plan details the actions planned during the four years the Plan covers, 2012-2016. Some of the actions will only need to be completed once during this time, some each year and some as and when appropriate. This annual report summarises the progress made in the final year of the SEP, 2015-2016, on actions which support the objectives within the plan and as such should be read in conjunction with the SEP.

All activities have been completed and any continuing action required has been incorporated into the 2016-2020 SEP.

We will maintain and build upon the commitments expressed within our previous equality-related schemes to:

- eliminate unlawful discrimination in all our functions and services
- take positive action to promote diversity in our workplace
- place a positive value on diversity and believe that differences in our workforce can add value and make us stronger, more flexible and ultimately more capable of delivering inspection and advice services that meet the needs of learners in Wales
- make sure that no user of our service, present or future employee or job applicant receives less favourable treatment on grounds of any protected characteristic
- refuse to tolerate discrimination, victimisation, bullying or harassment, direct or indirect, intentional or unintentional, against any person on any grounds whatsoever, including, but not limited to, those protected characteristics listed within the Equality Act 2010
- promote equality of opportunity and promote good relations between people regardless of background or characteristic, both within our workforce and in the wider community where possible, in order to eliminate discrimination and promote equality

Part 2 of this plan, provides a detailed overview of the objectives that we have set in order to meet our general and specific duty as set out in the Equality Act 2010 and the progress made in meeting these within the reporting year 2015-2016.

Several Estyn publications already refer to our commitment to promote equality and diversity, including the following:

Annual Report and Accounts 2015-2016

Annual Plan 2015-2016

Estyn's Corporate Governance Framework 2015-2016

Estyn's Executive Board (EB) and Employee Engagement Group (EEG) monitor the progress of the objectives set in the SEP and consider issues that arise during the year. As identified in the SEP there are two lead officers within Estyn specifically tasked with ensuring that Estyn complies equality legislative requirements; one for inspection and one for corporate policy.

2 Progress and activities against objectives

- Objective 1: Ensure that the promotion of equality and human rights and elimination of discrimination and harassment is embedded and exemplified throughout Estyn
- Objective 2: Foster good relations between those who share a protected characteristic and those who don't
- Objective 3: Advance equality of opportunity between people who share relevant protected characteristics and those who do not share relevant protected characteristics
- Objective 4: Ensure that equality of opportunity is embedded in our recruitment and selection processes
- Objective 5: Ensure that our processes for procuring goods and services promote equality and human rights
- Objective 6: Through our inspections and survey work, promote equality and identify good practice and disseminate that good practice across the relevant education sectors
- Objective 7: Regularly seek feedback on our actions, both planned and achieved, to meet the requirements of the Equality Act
- Objective 8: Improve how we measure whether we are meeting our equality objectives and use this information to inform our future work

2.1 Actions and progress

Objective Ref.	Action and progress	Specific related protected characteristic
Objective 1: Ensure that the promotion of equality and human rights and elimination of discrimination and harassment is embedded and exemplified throughout Estyn		
1.1	<p>2012-2013 Equality and Diversity was the theme of Estyn’s annual staff conference July 2012; activities included:</p> <ul style="list-style-type: none"> • presentation by Stonewall Cymru • presentation/Workshop by Equality and Human Rights Commission (EHRC) • presentations from both lead officers within Estyn for Equality and Diversity, covering both inspection and corporate policies 	All
1.2	<p>2012-2013 All staff undertook on-line training to raise their awareness of equality issues during May/June 2012 as a precursor to the annual staff conference.</p> <p>2013-2014 The monthly staff newsletter now has a “Talking Equally” column in which issues relating to the protected characteristics are highlighted. Topics covered so far are:</p> <ul style="list-style-type: none"> • Human Rights • Age discrimination • Visual impairment • Transgender • Mental health • Domestic violence <p>2014-2015 Continued to publicise issues relating to the protected characteristics are highlighted:</p> <ul style="list-style-type: none"> • Pregnancy and Work • Mental Health • Domestic Violence 	All

Objective Ref.	Action and progress	Specific related protected characteristic
<p>1.2 ct'd</p>	<ul style="list-style-type: none"> • Religion and Belief • Lesbian, Gay, Bisexual and Transgender • Unconscious Bias <p>2015-2016 Staff continue to receive information relating to the protected characteristics. Topics covered include:</p> <ul style="list-style-type: none"> • Stonewall Cymru update • Maternity Employment Law • Action on Hearing • Domestic Violence <p>A number of events, run by protected characteristic groups from Welsh Government, were publicised on the Estyn intranet during this time.</p> <p>All staff carry out on line Equality and Diversity Awareness training.</p>	<p>All</p>
<p>1.3</p>	<p>2012-2013 All staff have been trained in the practicalities of the Equality Act 2010 through on line training and during relevant sessions at the staff conference. Training on the new Equality Impact Assessments (EIA) has continued to be rolled out to all those who are involved in producing or updating policies.</p> <p>2013-2014, 2014-2015 & 2015-2016 New starters receive on line training as part of the induction. Training on EIA is given where required and the Lead Officer for Equality and Diversity (LOED) reviews all EIA prior to policy publications.</p>	<p>All</p>

Objective Ref.	Action and progress	Specific related protected characteristic
1.4	<p>2012-2013 & ongoing The Staff Induction Programme has been revised to incorporate an introduction to the Equality Act to ensure that all staff are aware of their responsibilities and Estyn's commitment to the SEP when they begin working for Estyn.</p>	All
1.5	<p>2013-2014 The timing of many of the topics covered in the newsletter are designed to highlight special days in the Equality and Diversity calendar. Links are provided in the article and staff are encouraged to look into the topics highlighted.</p> <p>2014-2015 Posters were displayed around the office designed at raising staff awareness of equality and diversity and offering a challenge to unconscious bias.</p> <p>2015-2016 Contact was made with staff groups representing the protected characteristics and the various events that they held were publicised on the intranet.</p>	All
1.6	<p>2012-2013 Estyn's Equal Opportunities Policy has been updated to reflect the current legislation and Estyn's procedures for compliance.</p> <p>2013-2014 The three yearly review of the policy is due in 2015.</p> <p>2015-2016 Estyn's Equal Opportunity Policy was reviewed, updated and published and can be found here - Equal Opportunities Policy.</p>	All

Objective Ref.	Action	Specific related protected characteristic
1.7	<p>2012-2013 The process and guidance for undertaking EIA was reviewed in line with the SEP and plans were drawn up to provide training to the authors of Estyn policies during the early part of 2013-2014.</p>	All
	<p>2013-2014 Two EIAs have been completed during 2013-2014. All policy authors are familiar with the new EIA and each will undertake an assessment of their policies prior to publication and use.</p> <p>2014-2015 EIAs were carried out for the Discipline, Attendance Management and Special Leave policies.</p> <p>2015-2016 EIA carried out on:</p> <ul style="list-style-type: none"> • Disclosure and Barring Policy. • Access To Information Policy • Records Retention Policy • Equal Opportunity Policy 	
1.8	<p>2012-2013 The EIA process was reviewed and a revised version was introduced. As reported earlier in 1.7 EIA training is being rolled out to staff that have responsibilities for policies.</p> <p>2013-2014 Training was provided where requested.</p> <p>2014-2015 & 2015-2016 Ongoing</p>	All

Objective Ref.	Action	Specific related protected characteristic
1.9	<p>2012-2013 Equality guidance was given to those who carry out work as additional inspectors, lay inspectors and peer inspectors through inclusion of a related module in their update training. This ensures that they are kept up to date with current developments and Estyn’s commitment to the Strategic Equality Plan. Supplementary guidance has been produced on the inspection of equality and human rights, the promotion of good relationships and English as an additional language. This will be placed on our website in September 2013. It provides additional guidance for inspectors to inspect under the Equality Act 2010.</p> <p>2013-2014 The following thematic report was published:</p> <ul style="list-style-type: none"> • Working together to tackle the impact of poverty on educational achievement - December 2013 • The following best practice case studies were shared: • Supporting children’s speech and language therapy • Music therapy helps emotional and behavioural development • Playtime learning • Partnership with parents • Engaging pupils to improve behaviour • Understanding children and identifying needs • <p>2014-2015 The following thematic reports were published:</p> <ul style="list-style-type: none"> • Good practice in mathematics at key stage 3 • Attendance in secondary schools • The effectiveness of learner-involvement strategies in adult community learning and work based learning – November 2014 • Barriers to apprenticeship 	All

Objective Ref.	Action	Specific related protected characteristic
1.9 ctd	<ul style="list-style-type: none"> • Pupils share learning experiences to encourage less engaged learners • Using the outdoors to increase pupils' wellbeing • Helping children with additional learning needs reach their potential • Developing strategies to improve the self-belief and basic skills with additional learning needs <p>2015-2016</p> <ul style="list-style-type: none"> • Supporting adult learning and skills acquisition – Best practice • Engaging parents and improving attendance – Best practice • Raising attainment, achievement, and aspiration for looked after children • Learner support services for FE learners aged 16-19 	All
1.10	<p>2012-2013 An equal pay audit will be undertaken following implementation of Estyn's next pay award (effective from 1 August 2013).</p> <p>2013-2014 The planned Equal Pay Audit was deferred and will now be completed in early 2015.</p> <p>2015-2016 An Equal Pay Audit 2016 was carried out in February 2016. No issues were raised and the next audit will be carried out in 2019.</p>	All
1.11	<p>2012-2013 During the reporting period we did not receive any complaints relating to our communication and reporting mechanisms. We will continue to monitor for any issues and ensure that the most up to date best practice is considered when looking to develop the next iteration of our new web site.</p> <p>2013-2014 The new website is currently under development and the project plan reflects Estyn's commitment to Diversity and Equality and access for all.</p>	All

Objective Ref.	Action	Specific related Protected characteristic
1.11 ctd	<p>2014-2015 Estyn met with the Royal National Institute for the Blind to discuss shortcomings in the accessibility of Estyn website and Estyn publications. Due to a new website currently being constructed, Estyn have procured a contractor to undertake an accessibility audit of the new website and its publications in the early part of 2015-2016.</p> <p>2015-2016 Accessibility Audit completed and changes implemented within the website structure and all external Estyn publications. Work will be ongoing to ensure continuous compliance.</p>	
Objective 2: Foster good relations between those who share a protected characteristic and those who don't		
2.1	<p>2012-2013 We are still planning to publicise events and activities relating to the various protected characteristics and will seek to cover as many areas as possible.</p> <p>2013-2014 Articles are published monthly in the staff newsletter as detailed in 1.2.</p> <p>2014-2015 Approached Welsh Government to establish if Estyn staff can link in with any networks they run relating to the protected characteristics. This will hopefully mean that during 2015-2016 staff will have access to these forums.</p> <p>2015-2016 Linked up with WG interest groups and publicised on the Estyn intranet a number of different events during the reporting year:</p> <ul style="list-style-type: none"> • Bifest Wales • Annual Equal Opportunity Lecture – Swansea University • Gender Equality Month • Charity Fundraising for Alzheimer's • Vigil for Orlando 	All

Objective Ref.	Action	Specific related protected characteristic
2.2	<p>2012-2013 We will further promote equal opportunities through our new intranet system (Sharepoint site), noticeboards and through the Estyn newsletter. The November 2013 edition of "Your Estyn" included an article on significant equal opportunity events in Britain in the calendar year.</p> <p>2013-2014 As detailed in 1.2 above the staff newsletter carries an article each month which is usually linked to a special day in the Equality and Diversity calendar or a topic which is currently in the headlines</p> <p>2014-2015 Office poster campaign as highlighted in 1.5 above.</p> <p>2015-2016 Equal opportunities promoted through the advertisement of events relating to the protected characteristics – see 2.1.</p>	All
Objective 3: Advance equality of opportunity between people who share relevant protected characteristics and those who do not share relevant protected characteristics		
3.1	<p>2012-2013 Consideration was given by Employee Engagement Group (EEG) for obtaining formal external accreditation for our equality and diversity practice. The EEG view was that this would be overly resource intensive and that accreditation would not add significant value as our SEP and Annual Report is open to external scrutiny. We will continue to use our Investors in People (IIP) accreditation process to cover equality issues. The Executive Board has endorsed this view with the proviso that we reconsider on an annual basis.</p> <p>2013-2014 No further accreditation opportunities have arisen during the reporting year and as such no review required. We continually review the annual reports of other organisations to identify what they are doing to meet their obligations under the Equality Act 2010 and assess whether Estyn should adopt their practices. Equality</p>	All

Objective Ref.	Action	Specific related protected characteristic
3.1 ctd	<p>and Diversity policies were reviewed during the recent IIP visit in which Estyn received IIP Gold.</p> <p>2014-2015 The 2014-2015 Annual Plan promised that Estyn would:</p> <ul style="list-style-type: none"> • Promote diversity within our workforce and seek to attract and retain the best candidates from within the sectors we inspect to work with us • Ensure that equality and diversity is at the heart of our work and that we deliver the commitments contained within our Strategic Equality Plan 	
	<p>2015-2016 We delivered against the commitments in our Annual Plan 2015-2016 Annual Plan:</p> <ul style="list-style-type: none"> • Promote equality and diversity by delivering our Strategic Equality Action Plan • Continue our commitment employee health and wellbeing and maintaining the Corporate Health Standard 	All
3.2	<p>2012-2013, 2013-2014, 2014-2015 & 2015-2016 The results from the Annual Equalities Report are shown in Part 3 of this report.</p>	All
3.3	<p>2012-2013 We have continued to provide access for staff to Estyn’s Flexible Working Policy providing a wide-range of working options, e.g. providing flexibility to assist with managing family commitments. The number of staff with flexible working agreements increased by 6 in 2012/13.</p> <p>2013-2014 The number of staff working flexibly increased by 5 for the period between April 1st 2013 and March 31st 2014.</p> <p>2014-2015 No new requests for permanent changes to contract but ad hoc requests were dealt with allowing temporary flexibility whilst maintaining the required level of service.</p> <p>2015-2016 One request for flexible working in 2015-2016 which was agreed.</p>	Pregnancy and Maternity Sex Disability

Objective Ref.	Action	Specific related protected characteristic
3.4	<p>2012-2013 The Maternity Policy is due to be replaced by a ‘Family Friendly Policy’ in October 2013, which will set out the entitlement for:</p> <ul style="list-style-type: none"> • maternity leave and pay • adoption leave and pay • paternity leave and pay • parental leave • time off for dependants <p>2013-2014 Family friendly policy was published in October 2013:</p> <p>Key points</p> <ul style="list-style-type: none"> • The Family Friendly policy sets out the statutory and enhanced benefits and support that Estyn will provide to employees: who are pregnant or have a new baby; who are adopting; or whose partner is pregnant, has recently given birth, or has adopted a child • The policy also sets out the responsibilities of employees and gives details of the arrangements for: maternity leave and pay; adoption leave and pay; paternity leave and pay; parental leave; and time off for dependants • The policy provides an overview of entitlements and the process for taking leave/time off 	Pregnancy and Maternity Sex Disability
3.5	<p>2012-2013 Estyn continued to require staff to participate in workplace assessments and provided adaptations to staff, where necessary, in order to improve accessibility of our working practice and office accommodation.</p>	All

Objective Ref.	Action	Specific related protected characteristic
3.5 parhad	<p>2013-2014, 2014-2015 & 2015-2016 Estyn continues to arrange optional, free annual health checks for staff through to health promotion campaigns and working with the EEG to monitor and review the health and wellbeing of staff. Estyn was awarded Silver Level Corporate Health Standard</p>	All
3.6	<p>2012-2013, 2013-2014, 2014-2015 & 2015-2016 As part of the event management process, all events were assessed to ensure that they were accessible to all people with any of the protected characteristics.</p>	All
3.7	<p>2012-2013, 2013-2014, 2014-2015 & 2015-2016 Learner/parent questionnaires were provided in 24 different languages ensuring that we are continuing to communicate with people in the appropriate language. Electronic methods of collating this data will continue to be carried out using the 24 languages.</p>	All
<p>Objective 4: Ensure that equality of opportunity is embedded in our recruitment and selection processes</p>		
4.1	<p>2012-2013, 2013-2014, 2014-2015 & 2015-2016 All recruitment panel members received equality training. No issues were raised in Estyn’s annual Recruitment Compliance Audit relating to our recruitment and selection procedures (required to be undertaken in line with the Civil Service Commission guidelines).</p>	All
4.2	<p>2012-2013, 2013-2014, 2015-2016 We ensured that the ‘two ticks’ symbol ‘positive about disabled people’ was included in all our recruitment advertisements to demonstrate our commitment to supporting disabled staff. Applicants with disabilities who apply under the scheme, and who satisfy the essential criteria for the advertised post, were offered a guaranteed interview and reasonable adjustments were made at interview and/or assessment centres.</p> <p>2014-2015 Information provided for review from the RNIB work will be used to address accessibility issues with the Estyn’s publications and web site.</p> <p>2015-2016 Work on ensuring the accessibility of Estyn’s website and associated documents was carried out during the year.</p>	Disability

Objective Ref.	Action	Specific related protected characteristic
4.3	<p>2012-2013, 2013-2014, 2014-2015 & 2015-2016 All job applicants were asked to complete our equal opportunities monitoring form. We reassured them that their privacy will not be compromised as a result of Estyn being a small employer and the impact on the collation, analysis and publication of statistics.</p> <p>We continued to monitor and analyse recruitment/HR information to ensure there was no discrimination and that we are promoting equality of opportunity. Analysis of the results during the year has not identified any significant areas for improvement; a summary is shown in Section 3.</p> <p>2012-2013 There were no employees involved in grievance procedures and there were no employees subject to disciplinary procedures.</p> <p>2013-2014: There were fewer than five members of staff who were involved in grievance procedures; we are therefore unable to report the figures due to the small numbers involved.</p> <p>2014-2015 No staff were subject to formal disciplinary proceedings in the period 2014-2015. In 2014-2015, the number of staff who were involved in a reported grievance, either as the person raising the grievance or the respondent in the period 2014-2015 was less than 5. We are therefore unable to report the data due to the small numbers involved.</p>	All

Objective Ref.	Action	Specific related protected characteristic
4.4	<p>2012-2013 & 2013-2014 In addition to advertising vacancies on Civil Service recruitment website, in national press and other job specific publications we advertised in the following publications to ensure we reached an audience covering all protected characteristic groups by circulating our vacancies to:</p> <ul style="list-style-type: none"> • Race Equality First • Disability Wales • Valleys Race Equality Council • South East Wales Race Equality Council • Swansea Bay Race Equality Council • North Wales Race Equality Network • Minority Ethnic Women’s Network • Disabled Workers Cooperative <p>2014-2015 & 2015-2016 We have advertise vacancies on the Civil Service Recruitment website and in the following list of publications:</p> <ul style="list-style-type: none"> • Valleys Race Equality Council • MEWN Swansea • North Wales Race Equality Network • Race Equality First • Swansea Bay Race Equality Council • Disabledworkers.org.uk <p>We will continue to monitor where we advertise to ensure we are always up to date with any new opportunities to extend our reach.</p>	All

Objective Ref.	Action	Specific related protected characteristic
4.5	<p>2012-2013, 2013-2014, 2014-2015 & 2015-2016 Job descriptions and job advertisements complied with age discrimination legislation. Application forms continue to not require applicants to state their age. Appointments were made through open competition with selection on the basis of assessment against competencies of the job, regardless of any personal characteristics.</p> <p>Estyn continues to have no default retirement age and staff can draw their civil service pension from the pension age stated in the relevant scheme. Under Estyn's Flexible Working Policy, four more members of staff have successfully applied to draw their pension and work part-time (decisions to allow part-time working are assessed against business-need criteria).</p>	All
<p>Objective 5: Ensure that our processes for procuring goods and services promote equality and human rights</p>		
5.1	<p>2012-2013 & 2013-2014 We have reviewed and updated our procurement procedures to ensure that our Terms and Conditions of Contract comply with our SEP. Guidance currently available states that all contractors who engage with Estyn have to act in accordance with the policies (including any racial discrimination and equal opportunities policies), rules, procedures and the quality standards of the Client as amended from time to time. Further wording has been added as follows - <i>“The Contractor shall not unlawfully discriminate within the meaning and scope of the provisions of the Equality Act 2010 or any statutory modifications, re-enactment or amendment thereto from time to time. The Contractor shall take all reasonable steps to secure the observance of the provisions of this Condition”</i>.</p>	All

Objective Ref.	Action	Specific related protected characteristic
5.2	<p>2012-2013, 2013-2014 2014-2015 & 2015-2016 Procuring through Value Wales has ensured we take advantage of agreed public sector protocols when applying equality to the contracting process and further develop our equality presence in the procurement of goods and services by employing best practice evident in other organisation and often led by Welsh Government.</p>	All
<p>Objective 6: Through our inspections and survey work, promote equality and identify good practice and disseminate that good practice across the relevant education sectors</p>		
6.1	<p>2012-2013: Ofsted’s documents on English as an additional language and inspecting equalities were utilised when producing Estyn’s guidance, alongside those of the Welsh Local Government Association and Equality and Human Rights Commission. Meetings have been undertaken with WAO and CSSIW which have presented opportunities to raise any issues of concern where appropriate.</p> <p>2013-2014 In his end of year summary, the Lead Inspector for Equality and Diversity reported on:</p> <ul style="list-style-type: none"> • Statistics across Wales for ethnic population, educational attainment across gender, exclusions and ethnicity summary of relevant inspection outcomes detailing good features and shortcomings • Remit/thematic review findings as detailed in 1.9 above <p>2014-2015</p> <ul style="list-style-type: none"> • Details of thematic studies detailed in 1.9 • Publicising of good practise found in schools in dealing with bullying related to gender, race, etc. <p>2015-2016 The Lead Inspector for Equality and Human Rights shared information:</p> <ul style="list-style-type: none"> • Summary of “Is Wales Fairer” (Equality and Human Rights –Wales(EHRC)) • Statistical analysis across Wales for ethnic population, educational attainment across gender, exclusions and ethnicity • Summaries relating to the remit/thematic review findings as detailed in 1.9 above 	All

Objective Ref.	Action	Specific related protected characteristic
6.2	<p>2012-2013 Estyn reviewed Care and Social Services Inspectorate Wales(CSSIW), Wales Audit Office (WAO) and Health Inspectorate Wales (HIW) policies when formulating the new EIA to ensure that we considered best practices and ideas from the other inspectorates in Wales.</p> <p>2013-2014 The lead officer became a member of South East Wales Equality Network (SEWEN). The group meets once every three months where there is usually a guest speaker and the group share ideas and best practice.</p> <p>2014-2015 Attendance at Show “Racism the Red Card” (SRTRC) to provide information on how Estyn inspects on the equality issue. Also met with “Changing Faces” to understand more about the instances of bullying related to facial disfigurement.</p> <p>2015-2016</p> <ul style="list-style-type: none"> • Provision of response to WG to a paper on equality issues in inspections • Responded to Equalities Human Rights Commission (EHRC) consultation on their strategy 	All

Objective Ref.	Action	Specific related protected characteristic
Objective 7: Regularly seek feedback on our actions, both planned and achieved, to meet the requirements of the Equality Act		
7.1	<p>2012-2013 The revision of our EIA has enabled us to further assess the impact of our policies on people with the protected characteristics, ensuring that we are fully informed of the impact of our policies. We liaised with EHRC and Stonewall Cymru in ensuring our inspection processes met their requirements.</p> <p>2013-2014 LOED met with Stonewall Cymru to explore any avenues for furthering awareness within Estyn of Diversity and Equality. It was decided at that time enough progress was being made in the action plan and further actions will be considered in the next reporting year.</p> <p>2014-2015 The lead officer and lead inspector met with Stonewall Cymru (SC) to look at the various research and learning material they can provide on bullying and best practise in dealing with it. Linked Stonewall’s researcher with Estyn’s. Reviewing our actions relating to equality & diversity when asked by responding to an FOI received in year regarding equality & diversity.</p> <p>2015-2016 The SEP was developed for the next four years, 2016-2020, following consultation with staff.</p>	All
7.2	<p>2015-2016 (2012-2013 to 2014-2015 data shown in previous years’ reviews) Executive Board were updated with progress on the action points during the year. Additionally, alongside this Report, the information held in Section 3 below, meets our reporting requirements.</p>	All

Objective Ref.	Action	Specific related protected characteristic
Objective 8: Improve how we measure whether we are meeting our equality objectives and use this information to inform our future work		
8.1	<p>2015-2016 (2012-2013 2013-2014 & 2014-2015 data shown in previous years' reviews) Relevant data has been collected and analysed and the results shown in Section 3.</p>	All
8.2	<p>2013-2014, 2014-2015 and 2015-2016 The evaluation of Estyn's T&D activity included reference to the equality training.</p>	All
8.3	<p>2012-2013 & 2013-2014 All our inspections continued to evaluate equality aspects within the set process; the relevant aspects being considered and contributing towards judgements across all three key questions. As detailed in 1.9, supplementary guidance has been produced to provide additional guidance for inspectors to inspect under the Equality Act 2010.</p> <p>2014- 2015 Through the inspection process evaluate and report on:</p> <ul style="list-style-type: none"> • whether there is a suitable emphasis on celebrating equality and diversity • Whether schools provide pupils with a safe and secure learning environment where everyone is valued equally <p>2015-2016 Sharing thematic findings and best practice with providers and HMI: Raising Attainment, Achievement and Aspiration Children who are Looked After Breaking Down Barriers to Apprenticeships</p>	All
8.4	<p>2012-2013, 2013-2014, 2014-2015 & 2015-2016 The provider's self-evaluation follows the Common Inspection Framework (CIF) including aspects of inequality and human rights in line with 8.3 above.</p>	All
8.5	<p>2012-2013, 2013-2014, 2014-2015 & 2015-2016 We continue to use data provided by WG to analyse the attainment of different groups as per the remit work identified in 6.1 above.</p>	All

3 Employment information

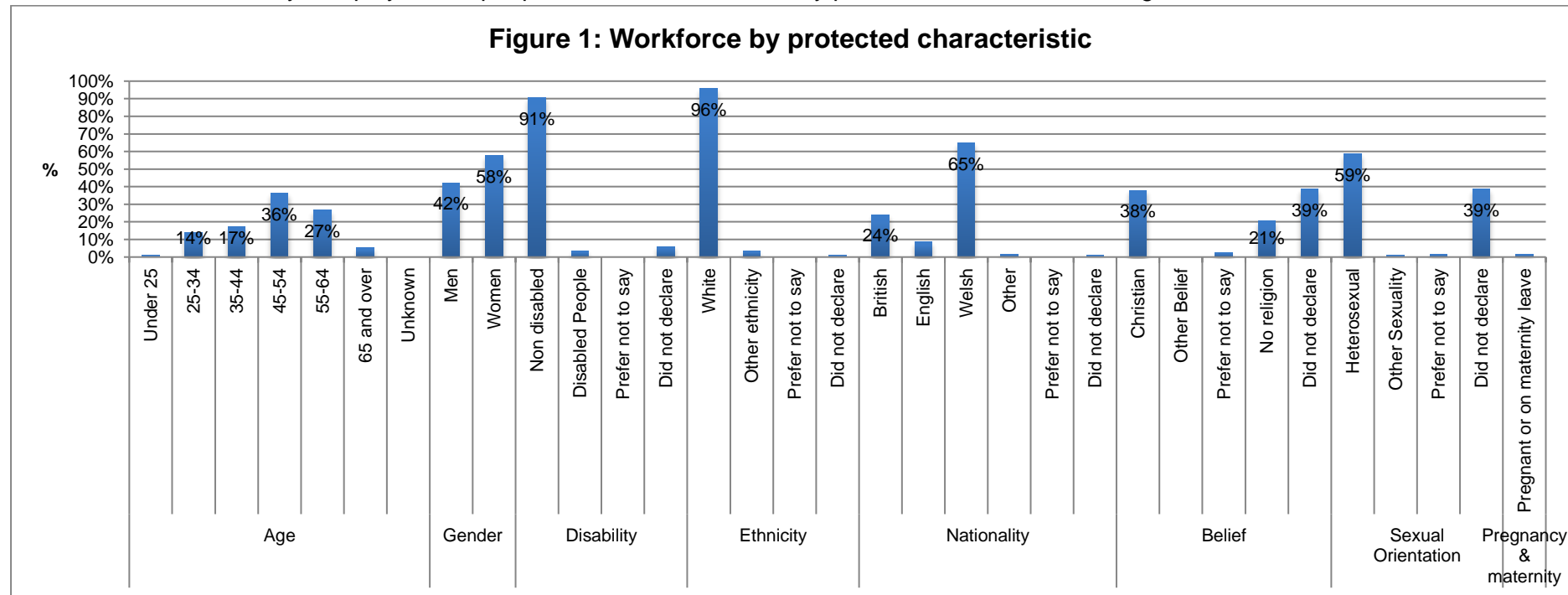
Estyn is required to collect and publish employment information on its employees by protected characteristic on an annual basis. In publishing this information, it is important to ensure the requirements of the Data Protection Act are being met, protecting employees' rights to confidentiality.

For the purposes of this information 'Did not declare' refers to the number of staff who did not respond to a diversity monitoring question and 'Prefer not to say' refers to the number of staff who have chosen not to disclose the information in response to a particular diversity monitoring question. We continue to compare our statistics with Census and Civil Service data and when comparing our statistics with the latest data available no anomalies were identified. All data was obtained from Estyn's HR Information System.

Data Labels have not been included for figures lower than 10%.

Workforce representation

As at 31 March 2016, Estyn employed 116 people. This is broken down by protected characteristic in Figure 1.



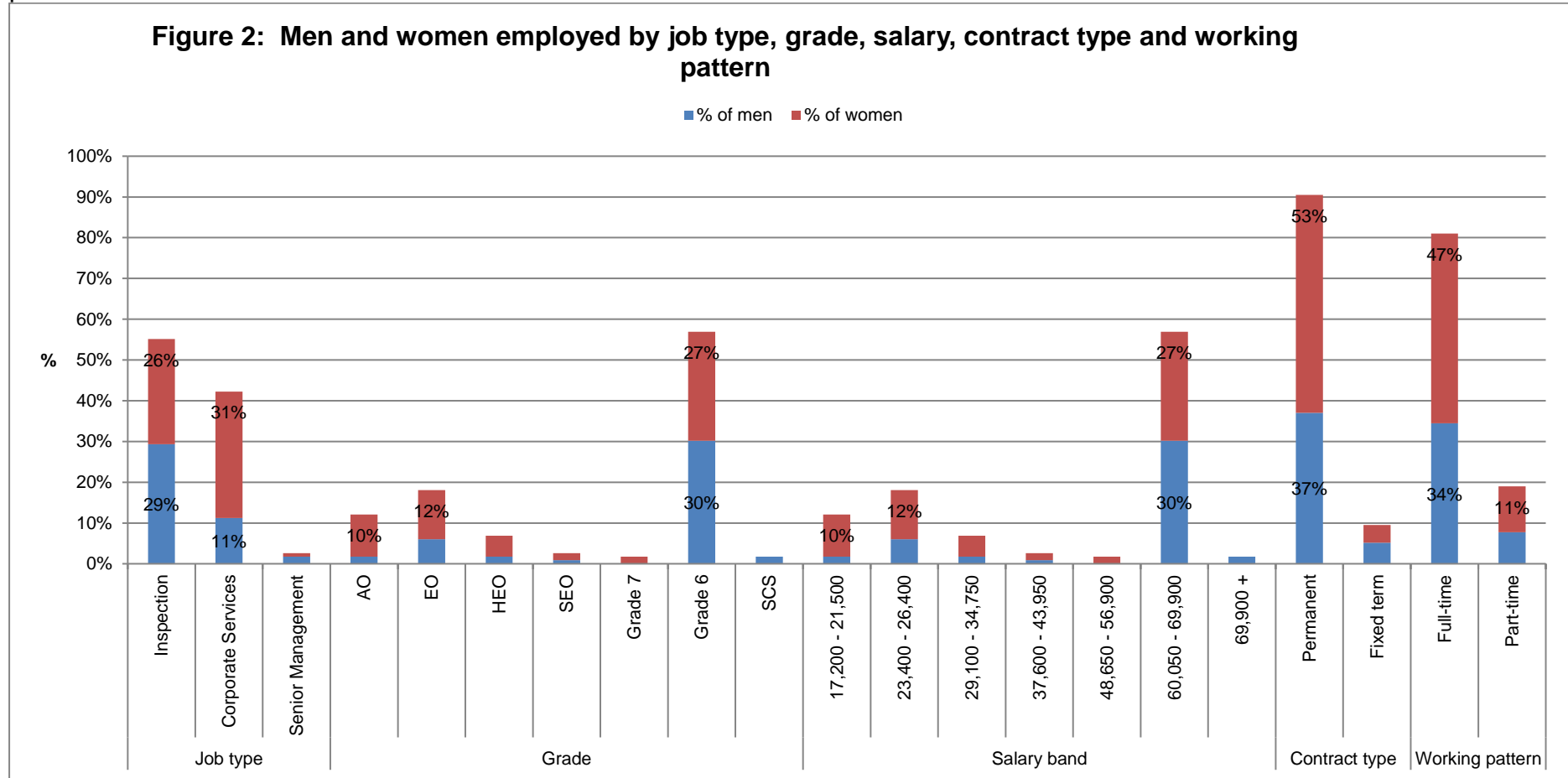
In comparison³ to the Civil Service (CS) workforce statistics:

- 31% of Estyn staff are under 44 compared to 56% of CS staff
- 58% of Estyn's workforce are female compared to 75% of CS staff
- 42% of the workforce are compared to 25% of CS staff
- 8.9% of CS staff were disabled compared to 3% of staff at Estyn
- 3% of Estyn's workforce declared themselves coming from an ethnic background compared to 11% of CS staff
- 24% of Estyn's workforce declared themselves British and 45% of CS staff

³ Of those who declared

Job type, grade, pay, contract type and working pattern

Figure 2 illustrates the number of men and women employed broken down by job type, grade, pay, and contract type and working pattern as at 31 March 2016.



Data labels have not been included for figures lower than 10%.

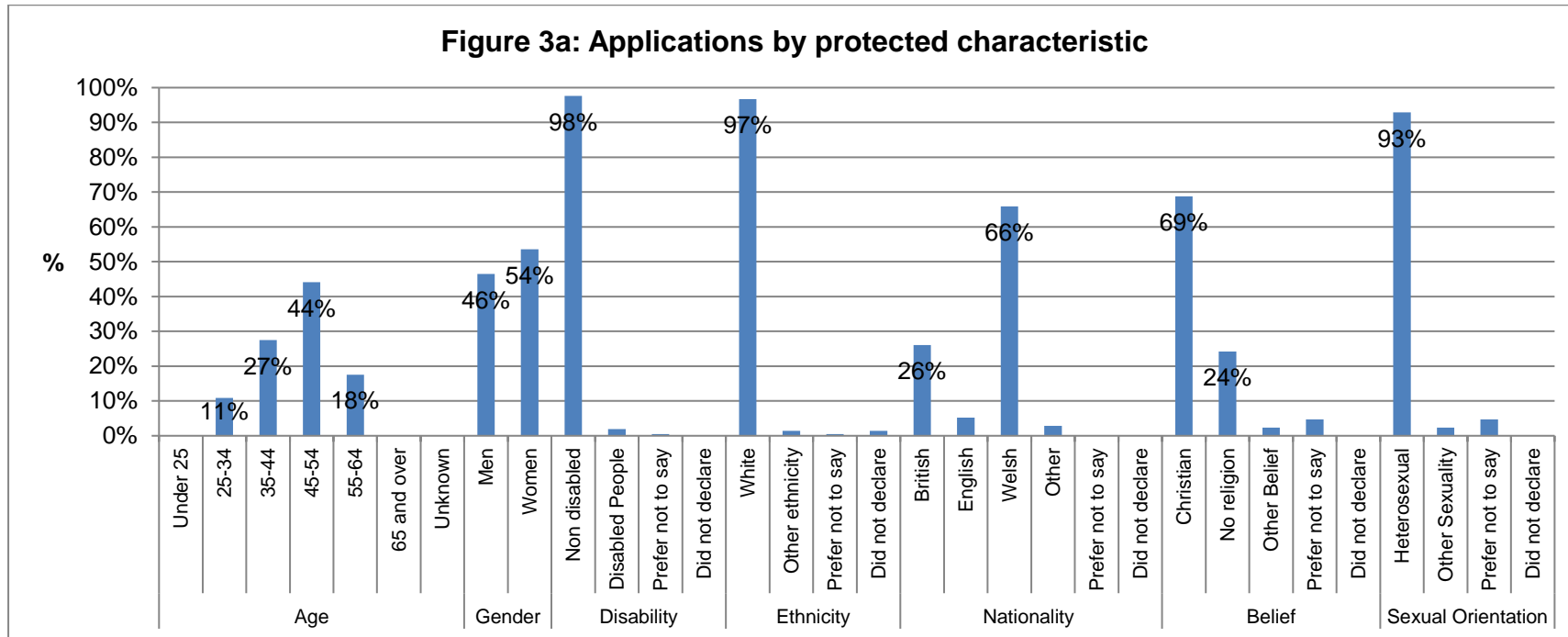
In comparison⁴ to the Civil Service (CS) workforce statistics:

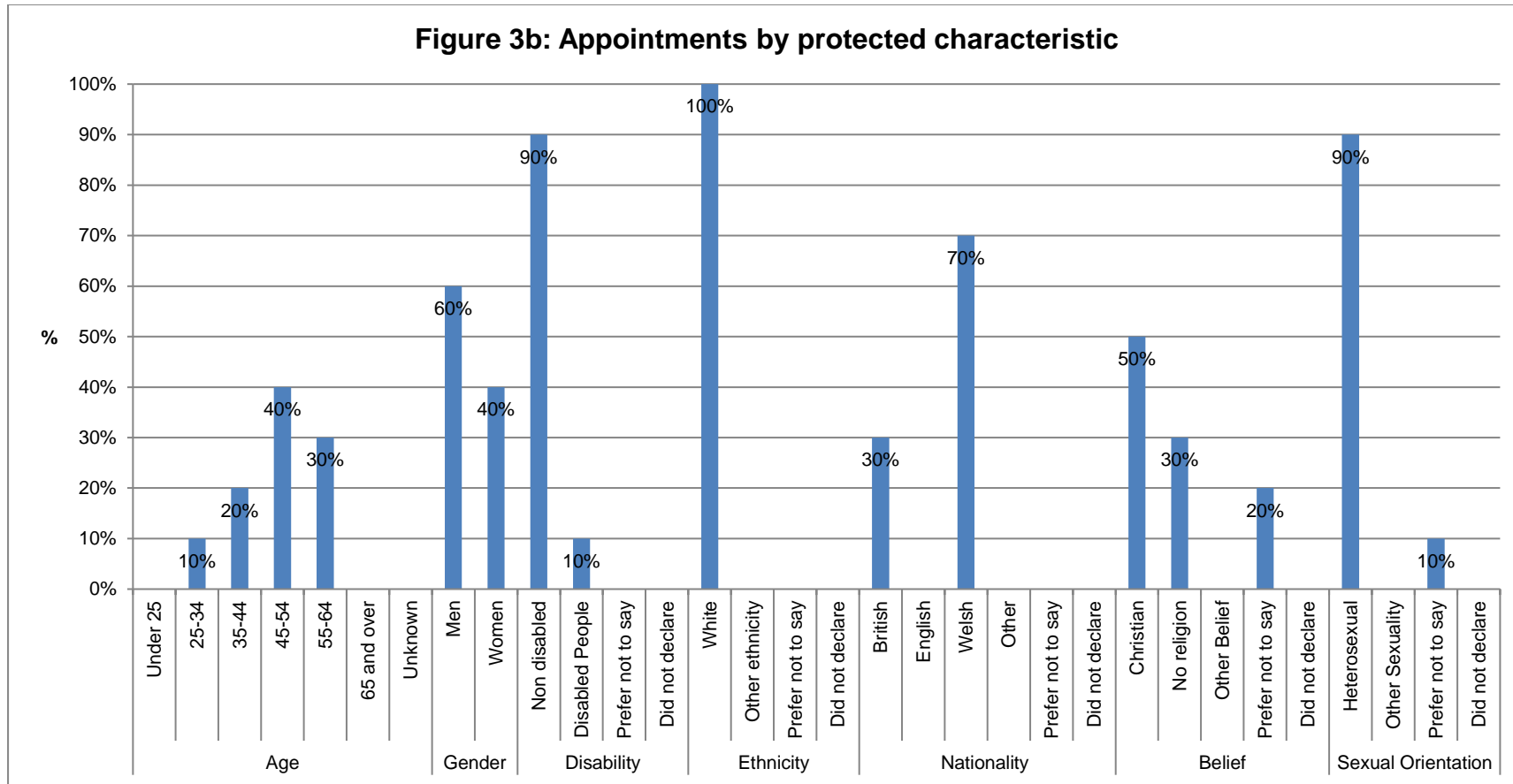
- 81% of Estyn staff work fulltime compared to 75% of CS staff
- There are more women in each grade than men in Estyn's staff except for Grade 6 and above. In each grade, except AO & AA, there are more men than women in the CS.

⁴ Of those who declared

Recruitment

In 2015-2016 Estyn received 226 applications from individuals applying for jobs with Estyn through external open recruitment. In total, 17 appointments were made. These figures include existing employees applying for vacant posts through open competition. Figures 3a & 3b illustrate the number of applicants and appointments made through external open recruitment by protected characteristic between 1 April 2015 and 31 March 2016.



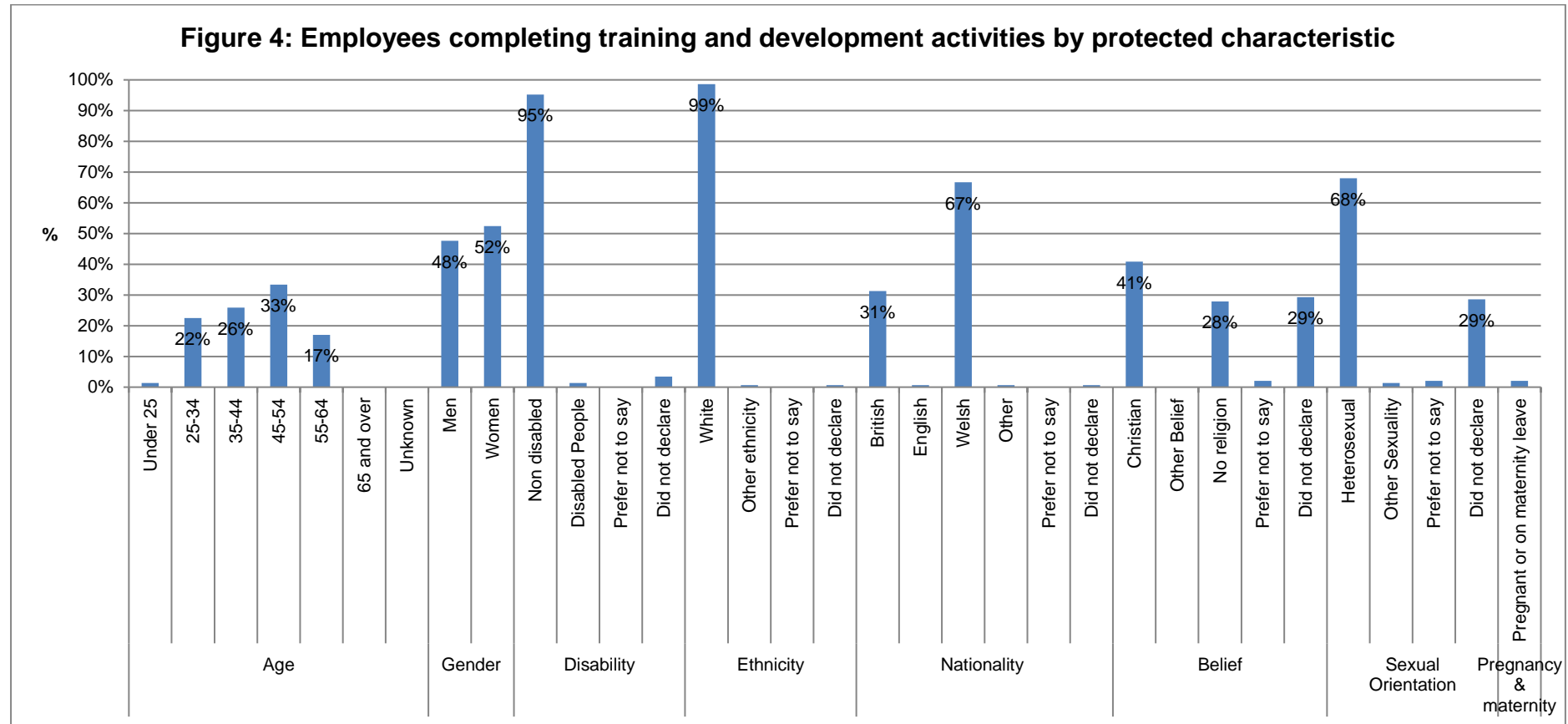


We do not ask applicants to inform us if they are pregnant or on maternity leave as part of the recruitment process.

Training

In 2015-2016, Estyn received 147 training requests from employees. This figure excludes professional development weeks and sector networks for Inspectors and Corporate Services away days for Corporate Services staff. All employees who applied for training succeeded in their application.

Figure 4 illustrates the number of employees who completed training between 1 April 2015 and 31 March 2016 by protected characteristic.



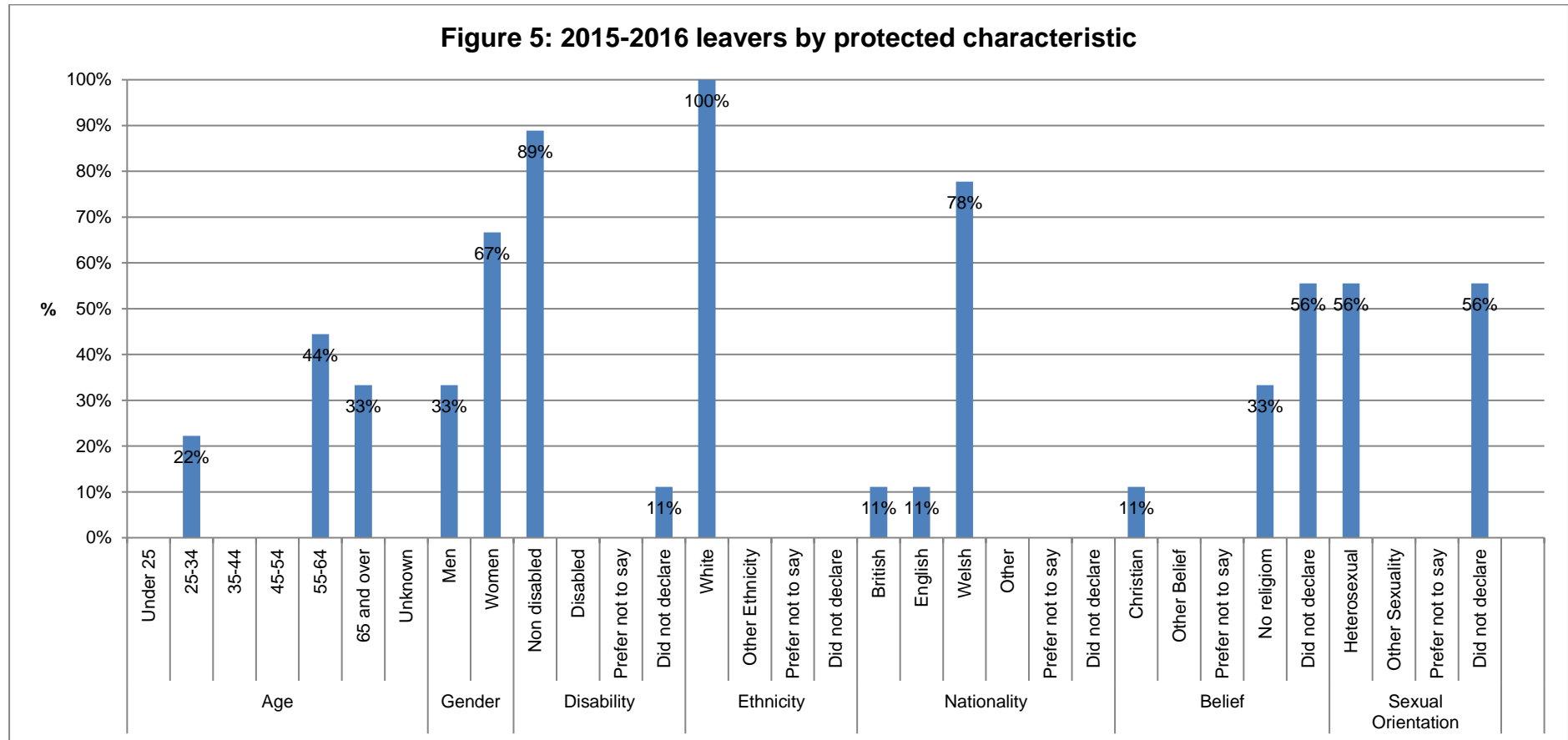
Grievance and disciplinary procedures

There were no staff involved in a reported grievance, either as the accuser or the accused in the period 2015-2016.

The number of staff who were or are subject to formal disciplinary proceedings in the period 2015-2016 was less than 5. We are therefore unable to report the data due to the small numbers involved.

Leavers

There were nine leavers during the period 1 April 2015 – 31 March 2016. Figure 5 illustrates the profile of leavers by protected characteristic.



4 Summary

- 4.1 During the life cycle of the SEP 2012-2016, we have reported in the annual reviews each year how we have achieved the objectives we set at the beginning of the Plan. We have committed to continuing these activities, alongside some additional actions, in the SEP 2016-2020, which, following consultation with staff, went live on April 1st 2016.
- 4.2 Using the results from our Equality and Diversity Employment Monitoring, any new Diversity and Equality best practice identified and stakeholder comments received, we will continue our equality and diversity work and ensure the SEP 2016-2020 action plan is fit for purpose and meets the ever changing environment it relates to.