

Caerphilly County Borough Council Equalities Training Annual Report 2011 - 2012

This Council recognises that people have different needs, requirements and goals and we will work actively against all forms of discrimination by promoting good relations and mutual respect within and between our communities, residents, elected members, job applicants and workforce.

We will also work to create equal access for everyone to our services, regardless of ethnic origin, sex, age, marital status, sexual orientation, disability, gender reassignment, religious beliefs or non-belief, language, nationality, responsibility for any dependents or any other reason which cannot be shown to be justified.

22nd October 2012

A greener place
Man gwyrdach



CONTENTS

Section	Title	Page
1.	Introduction	2
2.	The Training Report –	
	2.1 Language	2
	2.2 Age	4
	2.3 Disability	4
	2.4 Race	6
	2.5 Religion and Belief	7
	2.6 General Equalities	7
	2.7 Other Courses	8
	2.8 Funded Courses	11
	2.9 Issues	14
	2.10 Analysis of Course Participants	15
	2.11 Drop-outs	15
	2.12 Learner Feedback	15
3.	Impact	15
Appendices	1. Welsh Language Courses Breakdown 2011-2012	16
	2. Equalities Courses Breakdown 2011-2012	19
	3. Selected Feedback from Course Participants 2011-2012	24



EQUALITIES TRAINING REPORT FOR THE ACADEMIC YEAR 2011-2012

1. INTRODUCTION

- 1.1 The report looks at the development of Welsh language and Equalities training courses during the academic year 2011-2012 for Caerphilly CBC and a number of external partners.

2. THE TRAINING REPORT

2.1 LANGUAGE

Welsh Language Courses

- In the academic year 2011-2012, a total of 81 members of staff, elected members, staff from partner organisations and staff from local authorities enrolled on Welsh language training courses. Courses on offer ranged from Taster Courses, Year 1 Beginner Courses through to Advanced courses.
- Courses offered included;

TYPE OF WELSH COURSE	COURSES OFFERED	No. ENROLLED
Welsh in the Workplace	4	29
Welsh for the Family (Workplace)	1	8
Welsh in the Community	22	15
Welsh Tasters	4	2
Out of County	0	5
Welsh for Community Partnerships	2	17
Online - <i>Say Something in Welsh</i>	1	2
Magu Hyder	1	3
(Saturday Welsh Day Schools*)	(4)	(21)
(Intensive Welsh Weekends*)	(3)	(5)
(Welsh Revision Weekends*)	(2)	(2)

* These figures are not included in overall total learners as mentioned above as these courses are considered a part of the Welsh in the Workplace and Welsh in the Community Courses.

- One of the courses being piloted by the Gwent Regional Welsh Language Centre is a course for Welsh speakers to gain confidence in using their language skills in an education setting called Magu Hyder.
- 5 members of staff enrolled on courses out of county which best suited their work life balance.
- The Welsh in the Workplace, Welsh in the Community and the Out of County courses are all delivered by tutors from the Gwent Regional Welsh for Adults Centre, based at Coleg Gwent's Pontypool Campus.

- Following on from the Cymraeg i'r Teulu (Welsh for the Family) Taster Course the Family Information Service received last academic year, a 30 week Cymraeg i'r Teulu course was set-up for them to meet their needs. 8 members of the team attended the course, which met once a month for a full day.
- Courses offered were also attended by staff from Welsh Government, partner organisations and Community Partnerships.

ORGANISATION	COURSE TITLE	TOTAL
Welsh Government	Mynediad 1 – 30 Week Course	1
Menter Iaith Caerffili	Canolradd 1 – 30 Week Course	1
Cardiff City Council	Collaborative Welsh Taster	1
Nelson Community Partnership	Mynediad 1 – 10 Week Course	9
Pantside Community Partnership	5 Week Welsh Taster Course	8
New Tredegar Community Prtship	Cymraeg i'r Teulu	1

- 6 of the 23 enrolled onto the Welsh in the Workplace Courses; 9 of the 20 enrolled on the Welsh in the Community Courses also sat their WJEC Welsh for Adults exam relating to the level that they have reached (8 = Mynediad 2-Year 2, 4 = Sylfaen 2-Year 4, 3 = Canolradd 2-Year 6).
- 13 members of staff passed their exam but 2 narrowly failed by a few marks

For a detailed analysis on the Welsh courses as a whole, please see **Appendix 1**.

British Sign Language Courses

- In the academic year 2011-2012 a total of 16 members of staff from CCBC, 4 members of staff from VALREC, 2 from community partnerships, 12 members of staff from GAVO and 1 from Charter Housing enrolled on BSL courses. BSL courses on offer ranged from BSL tasters to BSL Intermediate.
- 7 staff members and 18 staff members from partner organisations enrolled on BSL Taster courses.

TYPE OF BSL COURSE	STAFF ENROLLED	STAFF FROM PARTNER ORGANISATIONS ENROLLED
BSL Taster	7	19
BSL 10 Week Introductor	3	0
BSL Foundation	3	0
BSL Intermediate A	3	0

BSL courses form part of the wider Equalities training analysis. For a detailed analysis on the Equalities courses as a whole, please see **Appendix 2**.

2.2 AGE

Age Awareness Course

- An Age Awareness course was organised by the Equalities Training and Promotion Officer, which 2 members of staff registered for. Unfortunately the course was cancelled due to insufficient numbers to justify running the course.

Intergenerational Working

- The council's Development Officer for Older People delivered an Intergenerational Working course in November 2011. The aim of the course was to assist officers in delivering the Welsh Government's 50+ and Intergenerational Strategies.
- 4 people attended, 3 of which were from partner organisations and 1 a member of the 50+ Partnership.

Dementia Awareness

- A 1 day training course was delivered by The Alzheimer's Society.
- The Dementia Awareness Course was well attended with 17 attendees in total. 13 were Care Home Wardens and an Occupational Therapist from the Social Services Directorate, a Communities First Officer and 2 people from Age Cymru attended.

2.3 DISABILITY

Deafblind Awareness

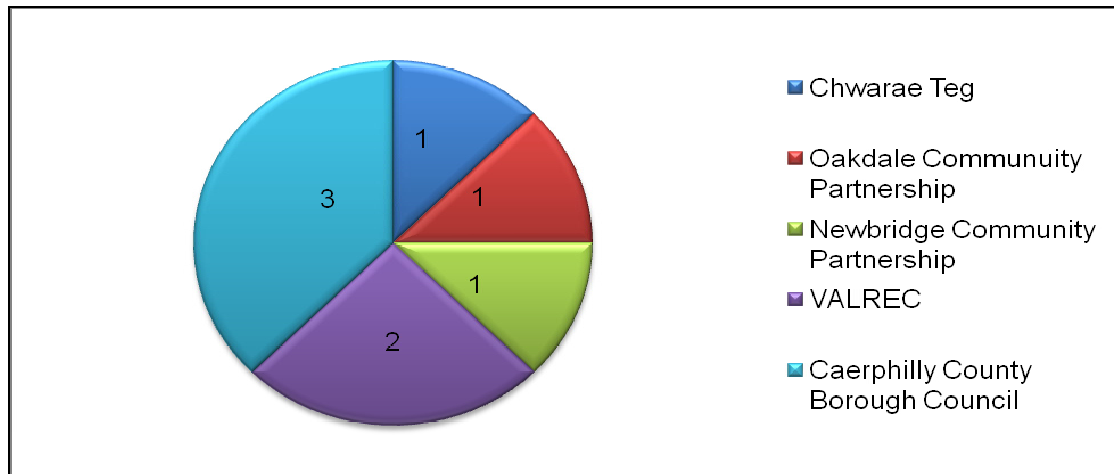
- 2 Deafblind Awareness Courses facilitated by Deafblind Cymru, were delivered in March 2012. These courses were attended by 29 people, 20 members of staff and 9 people from partnership organisations.

Deaf Awareness

- The Equalities Training and Promotion Officer received a request in February from the Communities First Engagement Officer in Panside, Newbridge. A community member had asked her to arrange a Deaf Awareness course for a number of the members.
- Another request was received the following week from the Inclusive Play Officer at GAVO, who was keen for play workers within GAVO to receive Deaf Awareness training.
- The course was organised in March at Newbridge Rugby Club, 3 Inclusive Playworkers from GAVO attended, 2 members of staff including the Communities First Engagement Officer and the Equalities Training and Promotion Officer and 5 community members attended the course.

Disability Awareness

- 2 Disability Awareness courses were held during this academic year. These courses are delivered by members of Caerphilly People First.
- The first course was held in September and had 15 Leisure Centre staff in attendance from a variety of centres across the county borough.
- The second course ran in November and had 8 people in attendance;



- In total 18 staff members from CCBC, 2 from VALREC, 1 from Chwarae Teg, 1 from Newbridge Community Partnership and 1 from Oakdale Community Partnership attended a Disability Awareness Course

Learning Disability Awareness Training

- This interactive workshop, facilitated by people with learning disabilities, aimed to help participants learn more about the lives of people with learning disabilities, which included a brief look at how learning disabilities are viewed throughout history and the language used to describe people. Its key aim was to look at what services can do to remove barriers to equality.
- Five Learning Disability Awareness courses have run this academic year one of which was for GAVO staff. A total of 58 people have attended these courses, 25 staff members and 33 from partner organisations.

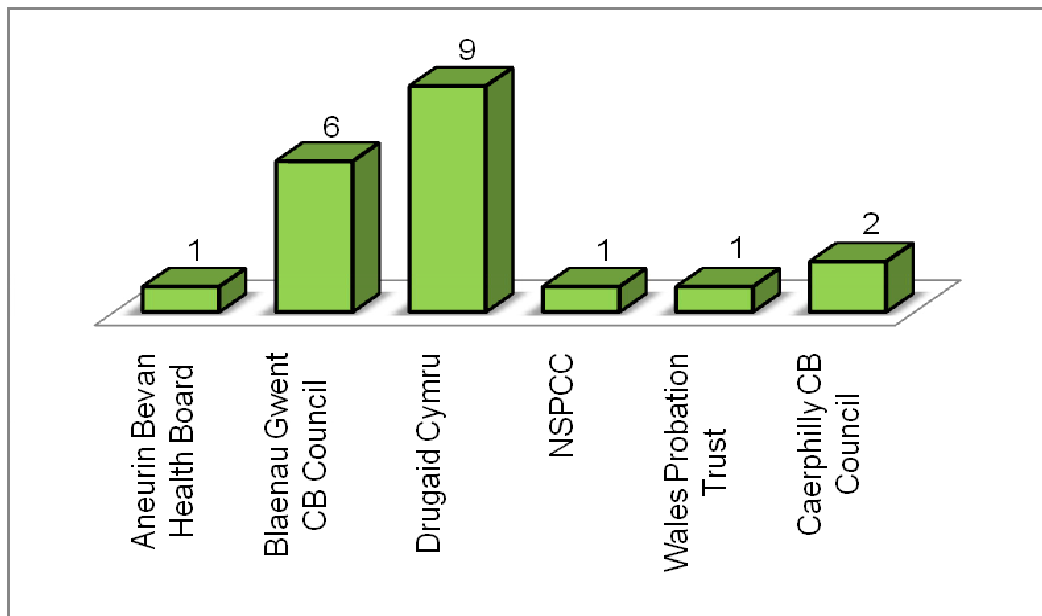
Sensory Loss Awareness

- This Expert Seminar provided participants with the opportunity to consider how their departments should respond to the Equality Act (2010) in respect of sensory loss. 534,000 people in Wales have a hearing loss, and 115,000 have a sight loss. Together, this represents a significant percentage of the population. A wide range of research tells us that people with sensory loss face huge challenges accessing services. The Seminars aim was to facilitate the improvement of services for people with sensory loss and providing practical and simple solutions to the barriers experienced by people with sensory loss in accessing public services.

- A bespoke course was arranged in June for Ystrad Mynach College staff on sensory awareness issues within the college environment. This course was run by the RNIB and Ansley Workman who works jointly with the WLGA and the RNIB. 12 members of staff from the college attended the course.
- An expert seminar on Sensory Loss was also held at Ystrad Mynach College in June, and this was facilitated by Hearing Loss UK. 3 CCBC staff members attended this session along with a Councillor.

Understanding Autism

- This course was facilitated by the National Autistic Society. The course aimed at increasing participants' understanding of the autistic spectrum and how to effectively support people with autism.
- A session was held in March 2012 with 20 people in attendance.



Deafblind Awareness, Deaf Awareness, Disability Awareness, Learning Disability Awareness, Sensory Loss Awareness and Understanding Autism courses form part of the wider Equalities training analysis. For a detailed analysis on the Equalities courses as a whole, please see **Appendix 2**.

2.4 RACE

Race Equality

- A Race Equality Course was delivered at Ystrad Mynach College in July 2012. 12 people attended the session; 1 from Chwarae Teg, 4 from CCBC including a Councillor and 6 from the college itself.

Gypsy, Roma and Traveller Awareness

- These courses proved to be very popular and very successful. A total of 6 courses were delivered this year, facilitated by Save the Children.
- 106 Attendees attended the training, 40 from CCBC and 66 from other partner organisations;

ORGANISATION	STAFF IN ATTENDANCE
Caerphilly County Borough Council	40
Aneurin Bevan Health Board	3
Bargoed Community Partnership	1
Barnardos	1
Blaenau Gwent Council	28
Crown Prosecution Service	2
GAVO	10
Gwent Police	5
Llamau	4
Merthyr Tydfil County Borough Council	1
Newbridge Community Partnership	1
Rhondda Cynon Taf County Borough Council	1
South Wales Fire and Rescue Service	2
VALREC	1
Ystrad Mynach College	6

Race Equality and Gypsy, Roma and Traveller courses form part of the wider Equalities training analysis. For a detailed analysis on the Equalities courses as a whole, please see **Appendix 2**.

2.5 RELIGION AND BELIEF

Religious Awareness

- A Religious Awareness course was held in November 2011 and was attended by 7 people. 5 of these were from VALREC, 1 was a member of staff and 1 was a member of the Newbridge Community Partnership.

The Religious Awareness course forms part of the wider Equalities training analysis. For a detailed analysis on the Equalities courses as a whole, please see **Appendix 2**.

2.6 GENERAL EQUALITIES COURSES

Equalities Awareness

- An Equalities Awareness course was arranged this academic year at Ystrad Mynach College. It took place in July and had 13 people enrolled; 5 Ystrad Mynach College staff and 8 CCBC staff including a Councillor.

Equality Act 2010 – Employment Law

- A session was arranged in November 2011; 9 people attended, 3 CCBC staff, 3 from VALREC, 1 staff member from Aneurin Bevan Health Board (ABHB), 1 person from Gofal and a representative from Newbridge Community Partnership.

The Equality Act and Public Sector Duties

- This training workshop was held in Cardiff and facilitated by Anthony Wilkes from Crystal Education & Training Consultants Ltd. The session was attended by 3 members of CCBC staff, a member of the Crown Prosecution Service, and a representative from Newbridge Community Partnership.

ILM – Diversity in the Workplace

- A training course was scheduled to take place in December 2011. 27 people enrolled 6 CCBC staff and 21 from external organisations. However due to the course being over-subscribed, it was agreed with the training provider that a number of sessions were to be held in the New Year. Communication with the training provider broke down and we believe that they have ceased trading.
- A new training provider is being sought to deliver this course in the near future.

Mainstreaming Equalities

- LAMAJO Training Consultancy was commissioned by the Housing Department to provide up to date Equalities Training in line with new legislation.
- 4 sessions were held in total for 34 members of staff from within the Housing Department

The Equalities Awareness, Equality Act 2010-Employment Law, Equality Act and Public Duties, ILM-Diversity in the Workplace and Mainstreaming Equalities courses form part of the wider Equalities training analysis. For a detailed analysis on the Equalities courses as a whole, please see **Appendix 2**.

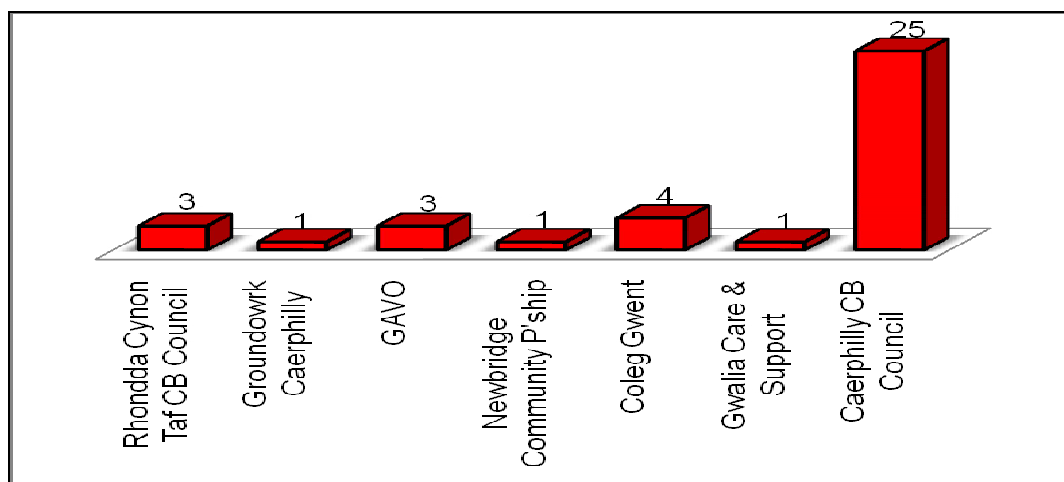
2.7 OTHER COURSES

Barnardos – Religion, Belief and Sexual Orientation

- This course was facilitated by Barnardos through Cymorth Funding they had received to run a training project.
- A member of staff from the Youth Service attended this course.

Easy Read

- Three Easy Read courses were delivered during the academic year by Caerphilly People First. A total of 38 people attended these courses.



Disfigurement Awareness

- The training is to give participants a personal insight into what it means to have a disfigurement, how it affects the lives of people with disfigurements and their families and how it impacts on the services they give.
- 2 sessions were held in March 2012. In attendance were 20 people. Of those 8 were CCBC staff, 4 from Gwent Police, 1 from VALREC, 2 were representatives from Newbridge Community Partnership, 2 were from Blaenau Gwent CB Council, 1 from Groundwork, 1 from Gwalia and another from Reach-Support Organisation.

Specific Learning Difficulties (SpLD) Awareness:

- A SpLD Awareness Course was arranged in December 2011 and had 7 members of staff enrolled and 5 from partner organisations.
- 2 further SpLD courses were run this year and in total 17 people attended.

ORGANISATION	STAFF IN ATTENDANCE
Caerphilly County Borough Council	18
GAVO	2
JanRo	1
Newbridge Community Partnership	2
VALREC	4
Ystrad Mynach College	2

- On the day of the training, 1 member of staff withdrew due to illness.

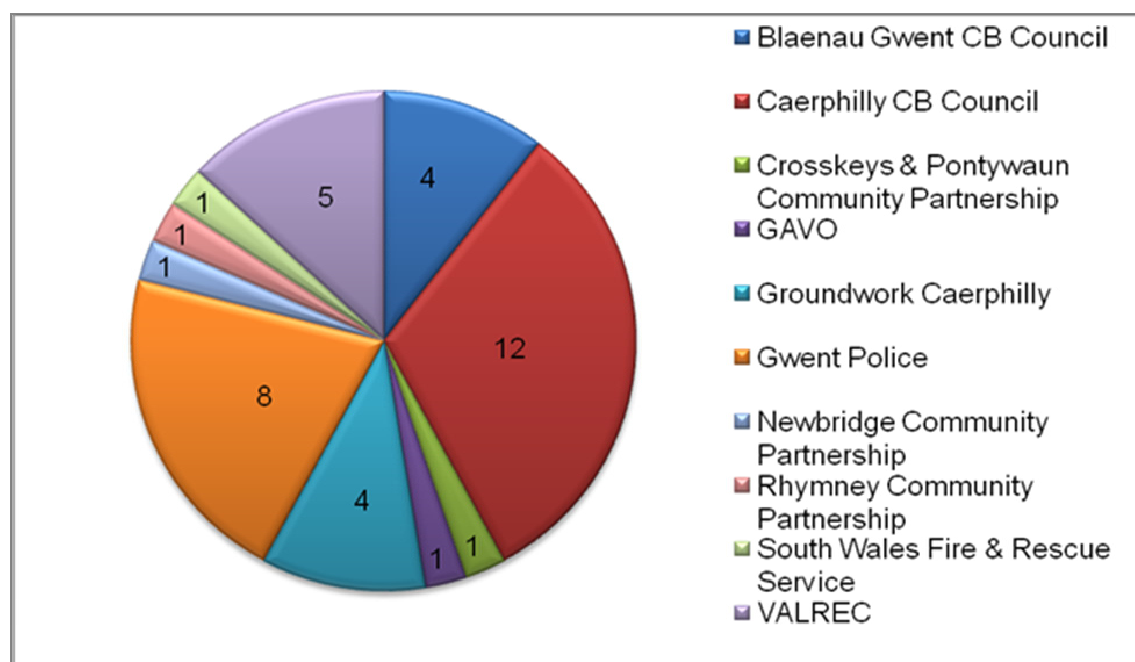
Financial Capability

- In joint working with the Citizens Advice Bureau (CAB), the Financial Capability Courses were put on for staff and to members of the community partnerships.
- 10 sessions were held in various locations throughout Caerphilly County Borough.

COURSE LOCATION	NUMBER IN ATTENDANCE
Ebbw Room, Penallta House	3
Deri Community Partnership	4
Fochriw Community Partnership	8
Graig y rhacca Community Partnership X 3 sessions	9
Greater Bargoed Community Partnership	10
New Tredegar Community Partnership X 2 sessions	8
Upper Sirhowy Valley Community Partnership	19
TOTAL	61

Hate Crime Awareness

- 3 courses were offered this academic year.
- A session was delivered in November 2011. Those in attendance included 5 VALREC staff members, 3 members from Community Partnerships and a Police Officer from the Community Cohesion Team for Gwent Police.
- Two further Hate Crime awareness sessions were held in March 2012. A total of 25 attended these courses, 12 CCBC staff and 17 people from partner organisations, which included Blaenau Gwent CB Council, South Wales Fire Service and Gwent Police.



PREVENT Awareness

- 2 courses were organised this academic year, 1 of which had to be cancelled.
- 15 people enrolled to attend the session on the in November. 8 were CCBC staff, 5 from VALREC, a representative from Crosskeys and Pontywaun Community Partnership and 1 from Oakdale Community Partnership. Of the 8 CCBC staff, 7 were CCTV Control Room Operators and 1 was a Community Safety Warden.

Barnardos-Religion, Belief and Sexual Orientation, Easy Read, Disfigurement Awareness, Specific Learning Difficulties, Financial Capability, Hate Crime Awareness and PREVENT Awareness courses form part of the wider Equalities training analysis. For a detailed analysis on the Equalities courses as a whole, please see **Appendix 2**.

2.8 FUNDED COURSES

Community Cohesion Funding – Equality and Diversity Training Project
This project idea was developed in order to help community partnerships access Equality and Diversity training, but on a level that they would not be able to achieve or afford alone, in order to help them comply with duties under Equalities Legislation.

Based on the Council's corporately availability of courses to all internal service areas, enabling individual teams to access training they could not afford themselves, the same model has been applied to this project to allow for more cost-effective training opportunities to be made available to partnerships.

To showcase the variety of training on offer to Community Cohesion Partners and Communities First Partnerships, a Community Cohesion Fund – Equality and Diversity Training Project Showcase Event was arranged.

The event took place on 28th September 2011 at the New Cottage Dance Centre, Ystrad Mynach. This venue was chosen as it is a neutral location which is central to the county borough. Also the event was funded from the Community Cohesion Fund.

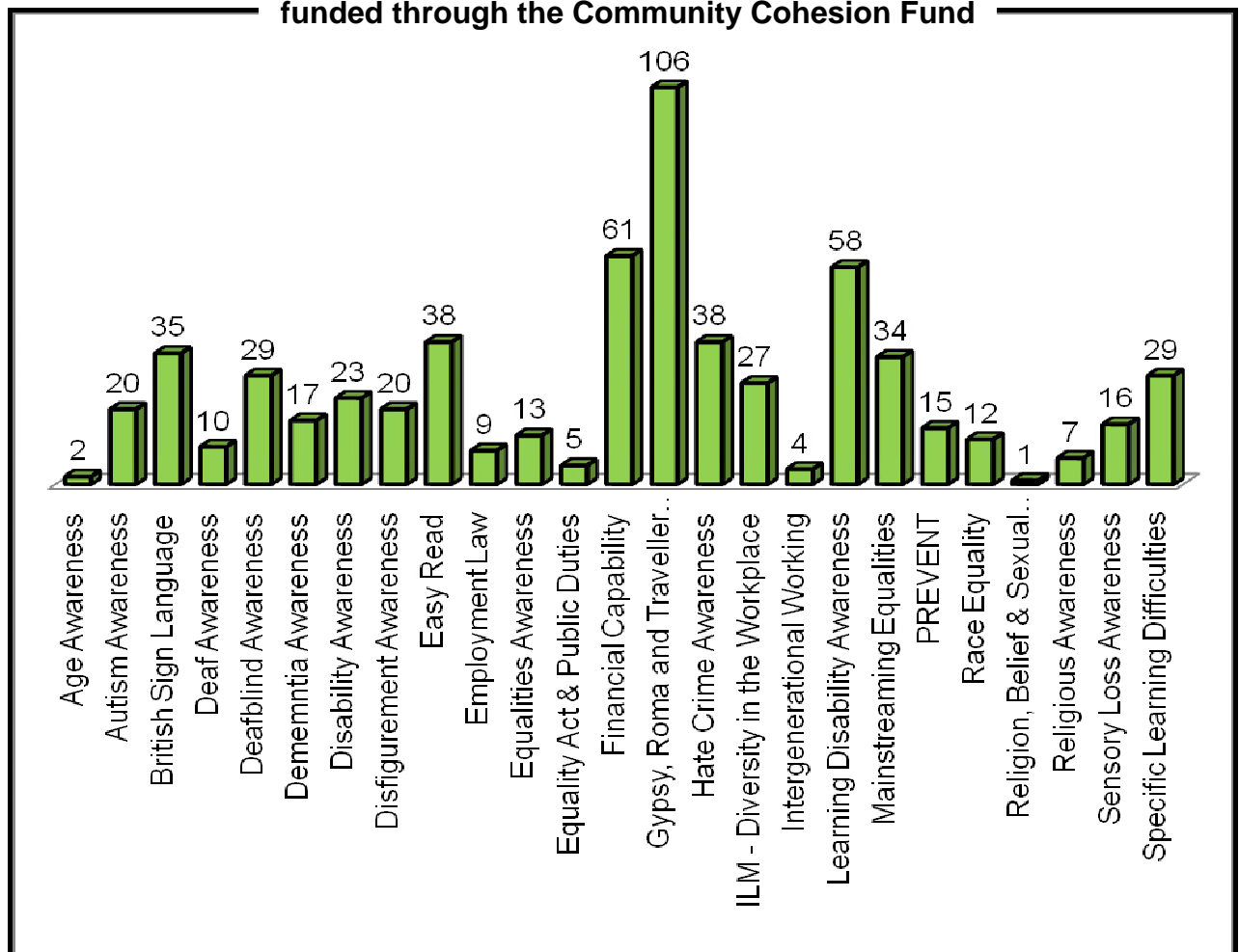
All the training providers and voluntary organisations who deliver equalities training for us were invited to have a stand at the Community Cohesion Fund – Equality & Diversity Training Project Showcase Event. This was an opportunity for them to raise their profile and promote the range of services and training courses they can offer as well as support the project.

The following information is a combined total of CCBC staff and those places funded by the Community Cohesion fund,

- 52 courses were arranged (or accessed) during the project's operating period of September 2011 to March 2012.
- 629 places were taken up on Equalities and Welsh Language Courses, with 344 of those being Community Cohesion funded places.
- Over 40 different service areas, partner organisations and community partnerships accessed training.

- 12 of Caerphilly county borough's community partnerships accessed training and information.
- Gwent Police and GAVO and Aneurin Bevan Health Board accessed the courses as LSB partners.
- GAVO had a number of bespoke training sessions for new staff who work in the community.
- Schools and Social Services staff from both Caerphilly CBC and Blaenau Gwent CBC accessed the training.
- 6 other local authorities (The Vale, RCT, Merthyr Tydfil, Blaenau Gwent, Newport and Monmouthshire) attended some of the training courses.
- 9 service areas from within CCBC covering Policy, Legal, Adult Services, Children's Services, Inclusion Services, Housing, Environment and Leisure.
- One member of Newbridge Community Partnership deserves a special mention as he attended 12 of the courses!

Number of people who attended courses funded through the Community Cohesion Fund



Below is a list of dates and the courses run, in order to demonstrate how diverse the subject matter has been;

Date	Course
12/09/11	Financial Inclusion (Graig-y-rhaca)
26/09/11	Financial Inclusion (Graig-y-rhaca)
10/10/11	Financial Inclusion (Graig-y-rhaca)
10/10/11	Learning Education & Inclusion - Equalities session
13/10/11	Governors Training Session - Penallta House
04/11/11	Religious Awareness
10/11/11	Governors Training Session - Newbridge Comprehensive
16/11/11	Prevent Training
17/11/11	Intergenerational Working
22/11/11	Hate Crime Awareness
22/11/11	Equality Act 2010 - Employment Law
24/11/11	Schools Equalities Event at Llancaiach Fawr
24/11/11	Governors Training Session - White Rose Centre
25/11/11	British Sign Language Taster
29/11/11	Disability Awareness
01/12/11	Basic Skills Awareness
01/12/11	Specific Learning Difficulties Awareness
09/01/12	Financial Inclusion (White Rose Centre)
17/01/12	Financial Inclusion (Flying Start - Fochriw)
26/01/12	Bargoed Partnership Equality Presentation
09/02/12	Learning Disability Awareness
10/02/12	Gypsy and Traveller Awareness Course
16/02/12	LAMAJO Equalities Training for the Housing Sector
17/02/12	Gypsy and Traveller Awareness Course
23/02/12	LAMAJO Equalities Training for the Housing Sector
24/02/12	Gypsy and Traveller Awareness Course
28/02/12	Learning Disability Awareness
01/03/12	LAMAJO Equalities Training for the Housing Sector
05/03/12	Learning Disability Awareness
09/03/12	Gypsy and Traveller Awareness Course
09/03/12	Deaf Awareness
12/03/12	Deafblind Awareness (a.m.)
12/03/12	Deafblind Awareness (p.m.)
13/03/12	Financial Inclusion (Deri Community Centre)
13/03/12	Hate Crime Awareness (a.m.)

13/03/12	Hate Crime Awareness (p.m.)
15/03/12	Financial Inclusion (Markham Community Centre)
15/03/12	Financial Inclusion (White Rose Centre, New Tredegar)
20/03/12	Easy Read Training
21/03/12	LAMAJO Equalities Training for the Housing Sector
21/03/12	Disfigurement Awareness Training
22/03/12	Disfigurement Awareness Training
26/03/12	Equality Act and the Public Sector
27/03/12	Financial Inclusion (Cefn Hengoed Community Centre)
27/03/12	Learning Disability Awareness
28/03/12	Dementia Awareness
29/03/12	Autism Awareness
30/03/12	Gypsy and Traveller Awareness Course
Sept-March	2 x 10-week Welsh course for Nelson Partnership
Sept-Dec 2011	10-week Welsh course for Nelson Partnership
Sept onwards	Cymraeg i'r Teulu (Welsh language course) - 1 place on course
Sept onwards	Welsh in the Workplace courses - 2 places on existing courses

- CCBC, Caerphilly People First, Barnardos, Coleg Gwent, Citizens Advice Bureau (CAB), DeafBlind Cymru, Save the Children, Gwent Police, Safer Wales, Changing Faces, LAMAJO, Valleys Regional Equality Council (VALREC), Deaf Friendly, the Alzheimer's Society, Disability CanDo, National Autistic Society, Crystal Education and Training Consultants Ltd were the organisations providing the training - this contact between trainers and so many other people in local communities and partner organisations has created many new networks and opportunities for further training and joint-working.

2.10 ISSUES

- The need to ensure that every attendee completes an Equalities Monitoring form proved difficult. This is now even more important and relevant as the Equality and Human Rights Commission will be looking for this data in the Annual Strategic Equality Plan Monitoring Report.
- Recruiting staff members from within the organisation to attend Equalities courses. Again this year, some courses had to be cancelled due to low numbers and some ran with only a handful present.
- The Equalities Training and Promotion Officer will be looking at ways to address this issue by speaking with departments and service areas directly.

2.11 ANALYSIS OF COURSE PARTICIPANTS

Please see **Appendices 1 and 2** for Analysis of Course participants. If you require a more detailed analysis, please contact the Equalities Training and Promotion Officer.

2.12 DROP-OUTS

COURSE TITLE	CS	ED	ENV	SS	EXT ORG	TOTAL
Welsh Language 30 Week Courses		2			1	3
British Sign Language Taster Course	1		1		1	3
Welsh Course for Community Partnerships		1				1
Deafblind Awareness			1		1	2
Disability Awareness		1				1
Disfigurement Awareness					4	4
Easy Read Course	2	2		1	4	9
Equalities Awareness					3	3
Gypsy, Roma and Traveller Awareness	1	1	2	2	11	17
Hate Crime Awareness	1	1		1	3	6
Learning Disability Awareness	1	2			2	5
Sensory Loss Awareness	1					1
Specific Learning Difficulties Awareness	1	1				2
Understanding Autism		1				1
TOTAL	8	12	4	4	30	58

2.13 FEEDBACK FROM COURSE PARTICIPANTS

- For a selection of feedback from course participants please see **Appendix 3**.

3. IMPACT

- The impact all these courses have had on the organisation are that more staff now have a greater awareness of equalities issues and are better prepared to deal with issues that may arise from the new legislation.
- The equalities training courses offered to staff, elected members and staff from partner organisations by Caerphilly county borough council is seen as an example of best practice by the Welsh Local Government Association, Equality and Human Rights Commission and several training providers.

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Appendix 1 Welsh Language Courses Breakdown

Appendix 2 Equalities Courses Breakdown

Appendix 3 Feedback from Course Participants

WELSH LANGUAGE COURSES BREAKDOWN – 2011-2012

DIRECTORATE	MALE	FEMALE	TOTAL
Corporate Services	4	9	13
Education and Leisure	2	33	35
Environment	4	3	7
Social Services	0	6	6
Community Partnerships/External	6	14	20

81

EXTERNAL PARTNERS	MALE	FEMALE	TOTAL
Menter Iaith Caerffili	0	1	1
Welsh Government	1	0	1
Monmouthshire Council	0	1	1
New Tredegar Community Partnership	0	1	1
Nelson Community Partnership	5	3	8
Pantside Community Partnership	0	8	8

GENDER	MALE	FEMALE	TOTAL
Male	16	0	16
Female	0	65	65

81

AGE	MALE	FEMALE	TOTAL
16 – 25	1	4	5
26 – 39	3	21	24
40 – 49	6	13	19
50 – 65	3	7	10
66+	1	0	1
Not Disclosed	1	21	22

81

SEXUAL ORIENTATION	MALE	FEMALE	TOTAL
Heterosexual	12	48	60
Gay / Lesbian	1	0	1
Bisexual	0	0	0
Not Disclosed	3	17	20

81

MARITAL STATUS	MALE	FEMALE	TOTAL
Single	3	11	14
Married	7	31	38
Divorced	1	3	4
Civil Partnership	2	0	2
Living With Partner	1	4	5
Not Disclosed	2	16	18

81

EMPLOYMENT STATUS	MALE	FEMALE	TOTAL
Permanent (Full-time)	9	26	35
Permanent (Part-time)	1	11	12
Temporary (Full-time)	0	1	1
Temporary (Part-time)	0	1	1
Casual (Part-time)	0	1	1
Fixed Term (Full-time)	1	4	5
Fixed Term (Part-time)	0	2	2
Employed 30 Hrs + (Full-time)	0	4	4
Employed 30 Hrs – (Full-time)	0	1	1
Employed 30 Hrs – (Part-time)	0	3	3
Self-employed or Freelance (Full-time)	0	1	1
Self-employed or Freelance (Part-time)	0	1	1
Retired	2	0	2
Looking after home / family (Full-time)	0	1	1
Looking after home / family (Part-time)	0	1	1
Long Term Sick or Disabled	1	1	2
Not Disclosed	2	6	8

81

GRADE/SALARY	MALE	FEMALE	TOTAL
1 – 3	1	1	2
4 – 7	2	23	25
8 – 10	5	8	13
Teacher	0	1	1
Adult Tutor	1	0	1
Not Disclosed	7	32	39

81

DISABILITY	MALE	FEMALE	TOTAL
I am not Disabled	11	41	52
Hearing Impaired	0	2	2
Mobility Impaired	1	0	1
Dyslexia	0	1	1
Multiple Sclerosis	0	1	1
Not Disclosed	4	20	24

81

LONG TERM ILLNESS/HEALTH PROBLEM	MALE	FEMALE	TOTAL
Yes	3	2	5
No	11	45	56
Not Disclosed	2	18	20

81

WELSH LANGUAGE SKILLS	A Little	Moderate	Quite Well	Fluent	TOTAL
Speak	7	5	2	3	17
Understand	1	2	3	2	8
Read	1	2	2	1	6
Write	0	0	0	1	1

BRITISH SIGN LANGUAGE SKILLS	MALE	FEMALE	TOTAL
Use	1	1	2
Understand	0	1	1
Not Disclosed / None	15	63	78

81

OTHER LANGUAGE SKILLS	MALE	FEMALE	TOTAL
French	1	2	3
German	1	2	3
Not Disclosed / None	14	61	75

NATIONAL IDENTITY	MALE	FEMALE	TOTAL
British	5	11	16
English	0	1	1
Welsh	10	36	46
Australian	0	1	1
Irish	0	1	1
Not Disclosed	1	15	16

81

ETHNICITY	MALE	FEMALE	TOTAL
White British	14	16	30
Irish	0	1	1
Australian	0	1	1
Not Disclosed	2	47	49

81

RELIGION	MALE	FEMALE	TOTAL
Christian	6	31	37
No Religion	6	18	24
Not Disclosed	4	16	20

81

WITHDRAWN	MALE	FEMALE	TOTAL
Education and Leisure	0	2	2
External	1	0	1

EQUALITIES COURSES BREAKDOWN – 2011-2012

DIRECTORATE	MALE	FEMALE	TRANSGENDER	TOTAL
Corporate Services	27	60	2	89
Education and Leisure	19	69	0	88
Environment	22	39	0	61
Social Services	14	42	0	56
External	93	179	1	273
Not Disclosed	62			62

629

GENDER	MALE	FEMALE	TRANSGENDER	TOTAL
Male	175	0	0	175
Female	0	389	0	389
Transgender	0	0	3	3
Not Disclosed	62			62

629

AGE	MALE	FEMALE	TRANSGENDER	TOTAL
16 – 25	23	49	0	72
26 – 39	40	148	0	188
40 – 49	26	74	0	100
50 – 65	29	66	0	95
66+	21	1	0	22
Not Disclosed	152			152

629

SEXUAL ORIENTATION	MALE	FEMALE	TRANSGENDER	TOTAL
Heterosexual	124	281	0	405
Gay / Lesbian	4	6	0	10
Bisexual	0	1	0	1
Other (Unspecified)	1	2	2	5
Not Disclosed	208			208

629

MARITAL STATUS	MALE	FEMALE	TRANSGENDER	TOTAL
Single	42	83	0	125
Married	73	131	0	204
Separated	0	6	0	6
Divorced	4	39	0	43
Civil Partnership	4	2	0	6
Widowed	0	1	0	1
Living With Partner	15	60	0	75
Not Disclosed	169			169

629

EXTERNAL PARTNERS	No. OF STAFF
Aneurin Bevan Health Board	5
Action for Children	2
Age Cymru	2
Bargoed Community Partnership	11
Barnardos	1
Blaenau Gwent County Borough Council	41
Caerphilly People First	1
Charter Housing	1
Chwarae Teg	5
Coleg Gwent	8
Crown Prosecution Service	3
Crosskeys & Pontywaun Community Partnership	2
Deri Community Partnership	4
Drugaid Cymru	1
Fochriw Community Partnership	8
GAVO	55
Gofal	1
Graig y Rhacca Community Partnership	9
Groundwork Caerphilly	9
Gwalia Care and Support	2
Gwent Police	22
JanRo	1
Llamau	4
Merthyr Tydfil County Borough Council	1
Monmouthshire County Borough Council	2
New Tredegar Community Partnership	8
Newbridge Community Partnership	22
Newport City Council	3
NSPCC	1
National Youth Advocacy Service	1
Oakdale Community Partnership	2
Phillipstown Community Partnership	1
Probation Service	2
Rhondda Cynon Taf County Borough Council	4
Reach Support	3
Rhymney Community Partnership	1
Rhymney Valley Mind	2
South Wales Fire and Rescue Service	3
Upper Sirhowy Valley Community Partnership	19
VALREC	40
Ystrad Mynach College	31
TOTAL	344

EMPLOYMENT STATUS	MALE	FEMALE	TRANSGENDER	TOTAL
Permanent (Full-time)	62	189	2	253
Permanent (Part-time)	11	50	0	61
Temporary (Full-time)	3	14	0	17
Temporary (Part-time)	1	11	0	12
Casual (Full-time)	1	3	0	4
Casual (Part-time)	0	4	0	4
Fixed Term (Full-time)	15	43	0	58
Fixed Term (Part-time)	4	4	0	8
Employed 30 Hrs+ (Full-time)	6	9	0	15
Employed 30 Hrs- (Part-time)	1	11	0	12
Self-employed or Freelance	0	10	0	10
Retired	21	1	0	22
A Student	2	10	0	12
Looking after the home or family	1	3	0	4
Long term sick or disabled	3	3	0	6
Redundant	1	0	0	1
Not Disclosed	130			130

629

GRADE/SALARY	MALE	FEMALE	TRANSGENDER	TOTAL
1 – 3	2	9	0	11
4 – 7	24	77	0	101
8 – 10	13	41	0	54
11 – 12	3	5	0	8
Teacher	0	8	0	8
Adult Tutor	0	5	0	5
Hay Grade	0	1	0	1
Not Disclosed	441			441

629

DISABILITY	MALE	FEMALE	TRANSGENDER	TOTAL
I am not Disabled	105	314	2	421
Learning Difficulties	1	2	0	3
Hearing Impaired	2	2	0	4
Mobility Impaired	22	9	0	31
Arthritis	0	1	0	1
Dyslexic	1	0	0	1
Epilepsy	4	0	0	4
Not Disclosed	164			164

629

LONG TERM ILLNESS/HEALTH PROBLEM	MALE	FEMALE	TRANSGENDER	TOTAL
Yes	34	31	0	65
No	104	287	0	391
Not Disclosed	173			173

629

WELSH LANGUAGE SKILLS					
	A Little	Moderate	Quite Well	Fluently	TOTAL
Speak	137	12	7	16	172
Understand	128	15	7	17	167
Read	92	11	6	17	126
Write	88	13	3	17	121

BRITISH SIGN LANGUAGE SKILLS	MALE	FEMALE	TRANSGENDER	TOTAL
Use	1	6	0	7
Understand	4	23	0	27
Not Disclosed / None	595			595

629

OTHER LANGUAGE SKILLS	MALE	FEMALE	TRANSGENDER	TOTAL
British Sign Language	0	3	0	3
French	3	7	0	10
German	17	7	0	24
Italian	0	1	0	1
Spanish	0	4	0	4
Spanish Catalan	0	4	0	4
Not Disclosed / None	583			583

629

NATIONAL IDENTITY	MALE	FEMALE	TRANSGENDER	TOTAL
British	41	95	2	138
Scottish	1	1	0	2
English	20	7	0	27
Welsh	75	220	0	295
Northern Irish	0	1	0	1
Other	3	13	0	16
Not Disclosed	150			150

629

ETHNICITY	MALE	FEMALE	TRANSGENDER	TOTAL
White British	126	306	0	432
Irish	0	3	0	3
Gypsy or Irish Traveller	2	1	0	3
White Australian	0	1	0	1
White French	0	2	0	2
White Italian	0	1	0	1
White Polish	0	1	0	1
White Spanish	0	4	0	4
White New Zealander	1	0	0	1
White & Black African	2	1	0	3
Indian	0	1	0	1
Pakistani	0	5	0	5
Bangladeshi	2	0	0	2
Caribbean	4	7	0	11
Not Disclosed	159			159

629

RELIGION	MALE	FEMALE	TRANSGENDER	TOTAL
Christian	81	160	0	241
No Religion	44	129	0	173
Muslim	2	5	0	7
Church of England	0	3	0	3
Catholic	0	1	0	1
N/A	0	3	0	3
Not Disclosed Gender	201			201

629

WITHDRAWN	MALE	FEMALE	TRANSGENDER	TOTAL
Corporate Services	1	8	0	9
Education and Leisure	0	9	0	9
Environment	1	3	0	4
Social Services	0	4	0	4
External Organisation	4	23	0	27

**SELECTED FEEDBACK FROM
COURSE PARTICIPANTS 2010-11**

The following comments are taken from a selection of council staff members, elected members and staff from partner organisations who either completed an evaluation form or gave feedback by email;

BSL Taster

- Enjoyed very much, would love to learn more.
- Course was very interactive and progressed smoothly through stages. Came away wanting to learn a little more.
- Really informative and well presented. Would like to learn more.

Deafblind Awareness

- Very good and useful course that I will use on all aspects of my working role.
- Facilitators knowledgeable and empowering.
- Good and have a contact for reference.

Dementia Awareness

- I think that I have learned to be more aware of symptoms and will put my knowledge to look more closely at my residents.
- Enjoyed course and found it very informative. Will help very much in my place of work.
- I found this course to be very informative. I have a much better understanding

Disfigurement Awareness

- The course was very interesting and made me think about my work and best practice.
- Thank you very much. I found this very useful and will take the knowledge back to my everyday work.
- Thank you for what I found to be very thought provoking and enabling reflection about not only how I practice as a Social Worker but how I relate to people with life.

Easy Read

- Thoroughly enjoyed the course.
- Trying out and practicing writing in an accessible way made me realise how difficult some documents may be to understand.
- Computers would have been very useful when producing an easy read document. Very good and useful course. Thank you.

Gypsy, Roma Traveller Awareness

- Enjoyed the course, facilitator made the day easy to absorb, kept you interested on the subject. Would have like to have input on travellers racism towards the community in which they live.
- A very good course. Highly recommended.

Hate Crime Awareness

- Protected Characteristics: Age and Gender Equality not covered.
- I would like to attend further training if it's available.
- Very interesting course – something I will take back to my employment – (working with young people)

Lamajo – Mainstreaming Equalities

- Helped me deal with confrontation better and think about what I say.
- Very useful in my day to day duties.
- I can use it in my workplace to challenge issues that are ongoing.

Sensory Loss Awareness

- Excellent training course, providing much food for thought! Both trainers gave lots of practical advice and guidance.
- Very knowledgeable tutors – learnt a lot to feed back to the team and gave me a lot to think about!
- Thank you for answering my specific concerns regarding progression for my blind learners.

Specific Learning Difficulties

- A thought provoking training course providing useful information that I hope I can take away and use.
- The course was very good. I feel more aware of learning difficulties I may face in the future.
- Very knowledgeable and well informed. Thank you.

Understanding Autism

- Thank you very much for an enjoyable training course. I would like more information if possible.
- Would be interested in a follow up course on supporting individuals with autism.
- Would like to do the follow on course – interventions and strategies.