

# Public Document Pack

## Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

### Bridgend County Borough Council



Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont, CF31 4WB / Civic Offices, Angel Street, Bridgend, CF31 4WB

*Rydym yn croesawu gohebiaeth yn Gymraeg.  
Rhowch wybod i ni os mai Cymraeg yw eich  
dewis iaith.*

*We welcome correspondence in Welsh. Please  
let us know if your language choice is Welsh.*



Annwyl Cyngorydd,

#### **PWYLLGOR Y CABINET CYDRADDOLDEB**

Cynhelir Cyfarfod Pwyllgor Y Cabinet Cydraddoldeb yn Ystafelloedd Pwyllgor 2/3 - Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont ar Ogwr CF31 4WB ar **Dydd Llun, 19 Tachwedd 2018** am **10:00**.

#### **AGENDA**

1. Ymddiheuriadau am absenoldeb  
Derbyn ymddiheuriadau am absenoldeb gan Aelodau.
2. Datganiadau o fuddiant  
Derbyn datganiadau o ddiddordeb personol a rhagfarnol (os o gwbl) gan Aelodau / Swyddogion yn unol â darpariaethau'r Cod Ymddygiad Aelodau a fabwysiadwyd gan y Cyngor o 1 Medi 2008.
3. Cymeradwyaeth Cofnodion 3 - 8  
I dderbyn am gymeradwyaeth y Cofnodion cyfarfod y 16/07/18
4. Ystyriaeth ar gyfer Mabwysiadu'r Diffiniad Llawn o Antisemitiaeth Fel y Cynigir gan Gyngyrair Goffa'r Holocaust Rhyngwladol Gan Gyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr. 9 - 12
5. Adroddiad Diweddarar ar Grwp Cydlynu Uno Fforwm Cydraddoldeb a Chymuned Pen-y-bont ar Ogwr (Fforwm Cydlyniant a Chydraddoldeb Cymunedol Pen-y-bont ar Ogwr Nawr) 13 - 16
6. Adroddiad Diweddarar ar weithredu Mesur y Gymraeg (Cymru) 2011 a Safonau'r Gymraeg 17 - 20
7. Adroddiad Diweddarar Blyneddol: Strategaeth yr Iaith Gymraeg 21 - 38
8. Materion Brys

Ffôn/Tel: 01656 643643

Facs/Fax: 01656 668126

Ebost/Email: [talktous@bridgend.gov.uk](mailto:talktous@bridgend.gov.uk)

Negeseuon SMS/ SMS Messaging: 07581 157014

[Twitter@bridgendCBC](https://twitter.com/bridgendCBC)

Gwefan/Website: [www.bridgend.gov.uk](http://www.bridgend.gov.uk)

Cyfnwyd testun: Rhowch 18001 o flaen unrhyw un o'n rhifau ffon ar gyfer y gwasanaeth trosglwyddo testun

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Rydym yn croesawu gohebiaeth yn y Gymraeg. Rhowch wybod i ni os yw eich dewis iaith yw'r Gymraeg

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I ystyried unrhyw eitemau o fusnes y, oherwydd amgylchiadau arbennig y cadeirydd o'r farn y dylid eu hystyried yn y cyfarfod fel mater o frys yn unol â Rhan 4 (pharagraff 4) o'r Rheolau Trefn y Cyngor yn y Cyfansoddiad.

Yn ddiffuant

**K Watson**

Pennaeth Gwasanaethau Cyfreithiol a Rheoleiddiol

**Dosbarthiad:**

Cynghowrwy

SE Baldwin

TH Beedle

HJ David

SK Dendy

J Gebbie

DG Howells

Cynghorwyr

JE Lewis

D Patel

JC Radcliffe

KL Rowlands

CE Smith

E Venables

Cynghorwyr

SR Vidal

PJ White

HM Williams

RE Young

COFNODION CYFARFOD Y PWYLLGOR Y CABINET CYDRADDOLDEB A GYNHALIWIYD YN YSTAFELLOEDD PWYLLGOR 2/3 - SWYDDFEYDD DINESIG, STRYD YR ANGEL, PEN-Y-BONT AR OGWR CF31 4WB DYDD LLUN, 16 GORFFENNAF 2018, AM 10:00

Presennol

Y Cyngorydd D Patel – Cadeirydd

SE Baldwin  
KL Rowlands  
HM Williams

TH Beedle  
CE Smith  
RE Young

DG Howells  
SR Vidal

JC Radcliffe  
PJ White

Ymddiheuriadau am Absenoldeb

SK Dendy, J Gebbie a/ac E Venables

Swyddogion:

Emma Blandon	Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu
Nicola Bunston	Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb
Jackie Davies	Pennaeth Gofal Cymdeithasol Oedolion
Julie Ellams	Swyddog Gwasanaethau Democraataidd - Pwyllgorau
Kathy Proudfoot	Swyddog Datblygu Gofalwyr
Ian Vaughan	Cynllunio'r Gweithlu a Rheolwr Gweinyddol

26. DATGAN BUDDIANT

Dim

27. CYMERADWYO'R COFNODION

PENDERFYNWYD: Bod Cofnodion Pwyllgor Cydraddoldeb y Cabinet dyddiedig yr 22ain o Fawrth 2018 yn gywir.

28. ADRODDIAD DIWEDDARU - GWASANAETHAU GOFALWYR YM MWRDEISTREF SIROL PEN-Y-BONT AR OGWR

Rhoddodd y Pennaeth Gofal Cymdeithasol i Oedolion a'r Swyddog Datblygu Gofalwyr ddiweddariad ynghylch y datblygiadau o fewn y gwasanaethau i ofalwyr (gan gynnwys gofalwyr ifanc) yn y Fwrdeistref Sirol.

Esboniodd y Pennaeth Gofal Cymdeithasol i Oedolion fod 17,919 o ofalwyr i'w cael yn ôl Cyfrifiad 2011. Fodd bynnag, dim ond rhwng 2,000 a 3,000 y gwyddai'r gwasanaethau amdanynt. Golyga hyn bod o leiaf 15,919 o ofalwyr na wyddai neb amdanynt yn y Fwrdeistref Sirol. Esboniodd y cynhaliwyd digwyddiad creu gweledigaeth ym Mhen-y-bont ym mis Medi 2017 ar gyfer rhanddeiliad. Roedd hwn yn gyfle i ofalwyr, cynrychiolwyr o'r awdurdod lleol a darparwyr ddod at ei gilydd i ystyried y modd yr oedd gwasanaethau yn cael eu darparu a sut y dymument i'r gwasanaethau hynny fod yn y dyfodol. Rhestrai'r adroddiad brif ganfyddiadau'r dydd. Esboniodd y Pennaeth Gofal Cymdeithasol i Oedolion y cynhaliwyd tri gweithdy ffocws yn sgil ymarfer mapio ymhlith rhanddeiliaid. Nod y gweithdai oedd helpu i gyd-gynhyrchu model gwasanaethau i ofalwyr. Ategodd fod targedu pobl benodol yn sicrhau cynrychiolaeth dda o blith pobl broffesiynol ym maes gwaith cymdeithasol, darparwyr gofal, sefydliadau trydydd sector a gofalwyr sy'n gweithio'n ddi-dâl. Esboniodd y Pennaeth Gofal Cymdeithasol i Oedolion fod cynlluniau ar droed i brynu "Gwasanaeth Lles i Ofalwyr Pen-y-bont ar Ogwr" a fyddai'n darparu rhagor o Asesiadau Gofalwyr ac yn sicrhau mynediad at wybodaeth,

cyngor a chymorth. Roedd gwaith sylweddol hefyd ar droed i sefydlu fframwaith seibiannau byrion hyblyg i ofalwyr.

Cyfeiriodd yr Aelod Cabinet dros Wasanaethau Cymdeithasol a Chymorth Cynnar at Fforwm Gofalwyr y bu'n bresennol yn ddo'n ddiweddar, lle ystyriwyd ffyrdd o ddod i wybod am y gofalwyr hynny nad oedd oeddent yn hysbys i'r awdurdod. Roedd y negeseuon cychwynnol yn gadarnhaol iawn ac anogwyd yr Aelodau i roi gwybod i bobl am y gwasanaethau sydd ar gael.

Holodd Aelod a fyddai'r un gefnogaeth ar gael ar ôl trosglwyddo i Gwm Taf. Esboniodd Pennaeth y Gwasanaethau Oedolion fod y Cyngor wrthi'n creu cysylltiadau â Chwm Taf a chydag awdurdodau lleol eraill o ran y gefnogaeth fydd ar gael yn y dyfodol.

Dywedodd Aelod ei fod yn hapus iawn bod gofal seibiant yn cael sylw. Yn ôl arolwg diweddar o ofalwyr, nid oedd 62% ohonynt wedi cael diwrnod o seibiant ers blynyddoedd. Y prif faen tramgwydd yn hyn o beth oedd bod pobl yn ei chael hi'n anodd ymddiried yn rhywun ac ildio'r awenau. Esboniodd Pennaeth y Gwasanaethau Oedolion y gŵyr y Cyngor fod anghenion seibiant yn amrywio o un awr i wythnos gyfan. Dywedodd fod datrysiadau amrywiol i'w cael, e.e. cynnig pecynnau gwahanol i gyplau a theuluoedd ac ategodd na fyddai un datrysiad yn addas i bawb.

Gofynnodd yr Aelod Cabinet dros Wasanaethau Cymdeithasol a Chymorth Cynnar a ofynnwyd i ofalwyr am eu sylwadau ynglŷn â gofal seibiant. Esboniodd y Swyddog Datblygu Gofalwyr fod ymdrechion yn cael eu gwneud yn rheolaidd i ymgysylltu â gofalwyr a dywedodd y byddai'n bresennol yng nghyfarfod nesaf Fforwm Gofalwyr Pen-y-bont i ofyn beth oedd yn gweithio a beth nad oedd yn gweithio. Roedd gofalwyr yn ei chael hi'n anodd trosglwyddo gofal i rywun arall a'r cyfan y gallent ei wneud ar y cychwyn oedd esbonio'r opsiynau. Wedi iddynt roi cynnig arni am y tro cyntaf, byddent fel arfer yn fodlon â phethau.

Cyfeiriodd yr Aelod Cabinet dros Gymunedau at y cynllun basbort sydd wedi bod yn rhedeg ers rhai blynyddoedd bellach a gofynnodd sawl cerdyn a gyflwynwyd i ofalwyr ifanc ers lansio'r cynllun. Dywedodd y Swyddog Datblygu Gofalwyr fod 15 cerdyn wedi'u rhoi a bod hyfforddiant a oedd yn ymwneud yn benodol â'r mater hwn wedi'i ddarparu mewn ysgolion. Rhoddodd Llywodraeth Cymru beth cyllid i Ymddiriedolwyr y Gofalwyr i gyflwyno'r cynllun cardiaau ar draws Cymru.

Diolchodd yr Aelod Cabinet dros Les a Chenedlaethau'r Dyfodol i'r Swyddogion am eu gwaith caled, yn arbennig felly gyda gofalwyr ifanc.

PENDERFYNWYD: Nodi'r adroddiad.

29. ADRODDIAD DIWEDDARU - GWEITHREDU MESUR Y GYMRAEG (CYMRU) 2011 A SAFONAU'R GYMRAEG

Diweddarodd y Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu Bwyllgor Cydraddoldeb y Cabinet ynghylch gweithredu Mesur y Gymraeg (Cymru) 2011 a Safonau'r Gymraeg. Esboniodd fod y Cyngor yn parhau i wneud cynnydd tuag at weithredu'r 171 o Safonau a neilltuwyd iddo, a hynny ers i'r Cyngor gael y rhybudd cydymffurfio yn 2015. Cafwyd diweddariadau o ran cydymffurfio â'r Safonau ymhob un o gyfarfodydd Pwyllgor Cydraddoldeb y Cabinet ers mis Ebrill 2016.

Amlinellodd y Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu y cynnydd allweddol a gafwyd o ran cydymffurfio â'r Safonau ers mis Mawrth 2018. Lluniwyd ymateb i'r ymgynghoriad ynghylch cod ymddygiad drafft Comisiynydd y Gymraeg erbyn y dyddiad cau ym mis Ebrill 2018. Hyd yma, ni chafwyd dim diweddariad ynghylch y camau nesaf.

Esboniodd y Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu gefndir y ddwy gŵyn a ddaeth i law yn 2018. Gofynnodd yr Aelod Cabinet dros Wasanaethau Cymdeithasol a Chymorth Cynnar pam yr aed â'r cwynion yn syth at y Comisiynydd ac nid at Gyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr. Esboniodd y Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu y byddai'n haws petai'r cwynion wedi dod yn syth at y Cyngor er mwyn cael cyfle i ddatrys y mater. Pan gysylltodd y Comisiynydd â'r unigolyn dan sylw, mae'n debygol y byddai wedi annog yr unigolyn i gysylltu â'r awdurdod ond byddai hynny'n dibynnu'n llwyr ar yr unigolyn.

Gofynnodd Aelod a allai'r Cyngor gysylltu ag awdurdodau eraill i holi a oedd system ar gael i bawb a allai ddarparu peth o'r wybodaeth dechnegol y gofynnir amdani. Esboniodd y Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu fod hynny'n dibynnu ar natur yr ymholiad. Roedd ystadegau generig ar gael ond cafwyd ceisiadau hefyd am wybodaeth a oedd yn ymwneud yn benodol â Chyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr, e.e. camau penodol a oedd yn ymwneud â Chynllun Strategol Cymraeg mewn Addysg a gwybodaeth y byddai'n rhaid ei chasglu'n fewnol.

**PENDERFYNIAD:** Nododd Pwyllgor Cydraddoldeb y Cabinet yr adroddiad.

30. **ADRODDIAD BLYNYDDOL SAFONAU'R GYMRAEG 2017/18**

Hysbysodd y Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu Bwyllgor Cydraddoldeb y Cabinet ynghylch cynnwys trydydd Adroddiad Blynyddol Safonau'r Gymraeg 2017/18 y Cyngor a'r ffordd y lluniwyd yr adroddiad hwnnw.

Esboniodd y Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu fod Adroddiad Blynyddol Safonau'r Gymraeg 2017/18 y Cyngor yn cwmpasu'r cyfnod rhwng 1 Ebrill 2017 a 31 Mawrth 2018 ac y'i cyhoeddwyd ar 30 Mehefin 2018. Ategodd fod yr adroddiad yn amlinellu'r modd y cydymffurfiodd y Cyngor â'r Safonau gofynnol yn ystod y cyfnod dan sylw. Esboniodd hefyd ei fod yn nodi'r cynnydd a gafwyd ynghyd â'r datblygiadau newydd o ran cydymffurfio â'r Safonau. Roedd hefyd yn cynnwys gwybodaeth benodol am nifer y cwynion a ddaeth i law, nifer y gweithwyr sydd wedi nodi fod ganddynt sgiliau Cymraeg, nifer y gweithwyr sy'n mynd ar gyrsiau hyfforddi a gynigir yn Gymraeg, nifer y swyddi newydd a gwag a hysbysebwr lle bo sgiliau Cymraeg yn hanfodol neu'n ddymunol a diweddiadau ynghylch Asesiadau o'r Effaith ar Gydraddoldeb, cyswllt â chwsmeriaid a gweithgareddau hyrwyddo.

Esboniodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb fod gan y Cyngor gronfa ddata ganolog sy'n cadw gwybodaeth am ddewis iaith ei ddinasyddion, ynghyd â phlatfform "Fy Nghyfri" a fyddai'n cael ei gynnwys yn y gronfa ddata ganolog am ddewis iaith y dinasyddion. Lanswyd gwefan ddwyieithog newydd ym mis Mai 2018. Amlinellodd rai ffigurau a oedd yn dyddio'n ôl i fis Mawrth 2018 o ran sgiliau'r gweithlu a hyfforddiant a soniodd am lefel y galw am wasanaethau Cymraeg yn y Ganolfan Cyswllt Cwsmeriaid rhwng 1 Ebrill 2017 a 31 Mawrth 2018.

Cyfeiriodd yr Aelod Cabinet dros Les a Chenedlaethau'r Dyfodol at y 21 o swyddi newydd a gwag a hysbysebwyd yn 2017/18 lle'r oedd sgiliau Cymraeg yn hanfodol a gofynnodd beth yn union oedd y swyddogaethau hyn. Nid oedd gan Rheolwr Cynllunio a Gweinyddu'r Gweithlu yr wybodaeth wrth law ond cytunodd i anfon y manylion at yr Aelodau maes o law. Ategodd fod llai o bobl yn tueddu i ymgeisio am y swyddogaethau hyn a'u bod wedi cael trafferth llenwi'r swyddi hyn.

**PENDERFYNIAD:** Nododd Pwyllgor Cydraddoldeb y Cabinet gynnwys yr adroddiad ynghyd â'r Adroddiad Blynyddol am Safonau'r Gymraeg.

31. ADRODDIAD BLYNYDDOL YNGHYLCH CYDRADDOLDEB YN Y GWEITHLU (2017/18)

Cyflwynodd Rheolwr Cynllunio a Gweinyddu'r Gweithlu adroddiad a roddai data i Bwyllgor Cydraddoldeb y Cabinet ynglŷn â gweithlu'r Cyngor fel yr oedd ar 31 Mawrth 2018. Rhoddodd ddiweddariad hefyd am ddatblygiadau o ran cyflogaeth.

Esboniodd fod yr wybodaeth am y gweithlu yn seiliedig ar ddata a roddwyd gan weithwyr a bod yr wybodaeth honno'n ymwneud â nodweddion gwarchoddedig a'r gallu i siarad, darllen a/neu ysgrifennu Cymraeg. Esboniodd Rheolwr Cynllunio a Gweinyddu'r Gweithlu fod pob ymdrech yn cael ei gwneud i gael rhagor o wybodaeth o'r fath ac i sicrhau bod yr wybodaeth hon yn fwy cywir, ond ategodd nad oedd gorfodaeth ar weithwyr i ddarparu'r data hyn. Yn rhan o'r ymdrechion hyn, mae system hunanwasanaeth yn cael ei hyrwyddo sy'n galluogi gweithwyr i gael mynediad at eu manylion personol a'u diweddarau. Yn rhan o'r ymarfer hwn, byddai camau ychwanegol yn cael eu datblygu i gyrraedd rhagor o weithwyr.

Holodd Aelod pam nad oedd 53% o'r gweithwyr wedi datgan eu cyfeiriadedd rhywiol ar 31/03/2018 ac a oedd yr wybodaeth hon yn dweud pwy oedd y bobl hyn. Cadarnhaodd Rheolwr Cynllunio a Gweinyddu'r Gweithlu nad oedd gwybodaeth am gydraddoldeb fyth yn cael eu hadrodd ochr yn ochr â gwybodaeth bersonol. Awgrymodd yr Aelodau dylai hyn roi sicrwydd i'r Swyddogion.

Trafododd yr Aelodau y categorïau cyfeiriadedd rhywiol a holwyd a ddylid ehangu'r categorïau. Esboniodd Rheolwr Cynllunio a Gweinyddu'r Gweithlu mai'r rhain oedd y categorïau a bennwyd yn wreiddiol gan yr ONS a chan gyfarwyddyd y Comisiwn Cydraddoldeb a Hawliau Dynol fel esiamplau o arfer dda.

Trafododd yr Aelodau fanteision cadw rhagor o wybodaeth am anabledau a chyfeiriadedd rhywiol yng ngoleuni'r perygl o allu adnabod unigolion drwy'r wybodaeth a gedwir amdanynt.

Cyfeiriodd yr Aelod Cabinet dros Wasanaethau Cymdeithasol a Chymorth Cynnar at broffil oedran y staff a'r ganran uchel o staff rhwng 45 a 60 oed, serch y swyddi a gollwyd oherwydd cyni ariannol. Esboniodd Rheolwr Cynllunio a Gweinyddu'r Gweithlu fod y Cyngor yn parhau i fonitro'r proffil oedran mewn perthynas â thueddiadau eraill o ran y gweithlu. Roedd gan Gyngor Pen-y-bont weithlu cymhleth ond roedd nifer o straeon cadarnhaol i'w cael, megis y prentisiaethau gweinyddu busnes a ychwanegwyd at y proffil yn ddiweddar.

Gofynnodd Aelod beth a wnaed yn wahanol yn ystod y flwyddyn ddiwethaf i geisio cael pobl i ddatgan eu cyfeiriadedd rhywiol neu anabled. Esboniodd Rheolwr Cynllunio a Gweinyddu'r Gweithlu fod ymdrechion ar droed i bwysleisio pwysigrwydd darparu'r wybodaeth a sut y'i defnyddid. Roeddent hefyd yn ystyried demograffeg a lle gellid gwneud newidiadau er mwyn annog pobl i gynnig sylwadau. Gofynnodd Aelod ai pobl â phroffiliau hyn oedd yn tueddu i beidio â datgan gwybodaeth. Dywedodd Rheolwr Cynllunio a Gweinyddu'r Gweithlu y byddai'n ymchwilio i hyn yn y dyfodol ac y byddai'n adrodd yn ôl i'r Pwyllgor.

PENDERFYNIAD: Nododd Pwyllgor Cydraddoldeb y Cabinet yr adroddiad.

32. ADRODDIAD BLYNYDDOL Y CYNLLUN GWEITHREDU SY'N DEILLIO O GYNLLUN CYDRADDOLDEB STRATEGOL 2016 - 2020

Cyflwynodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb ddiweddariad ynghylch y cynnydd a gafwyd wrth wireddu Cynllun Cydraddoldeb Strategol 2016-2020

yn ystod 2017/18. Esboniodd fod diwyg adroddiad eleni ychydig yn wahanol er mwyn i'r ddogfen fod yn fwy hylaw. Soniwyd am y cynnydd yn 2017/18 yn Atodiad 1 yr adroddiad.

Amlinellodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb bwyntiau allweddol yr adroddiad o ran trafndiaeth, meithrin cysylltiadau da a chodi ymwybyddiaeth, ein swyddogaeth fel cyflogwr, iechyd meddwl, hamdden, plant a data.

Gofynnodd Aelod a oedd datblygwyr newydd yn gyfrifol am y cyrbiau isel mewn datblygiadau newydd (fel amod ynghlwm wrth ganiatâd cynllunio), a hynny fel nad oes rhaid i'r Cyngor dalu'r gost. Esboniodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb y byddai'n rhaid i bob datblygiad newydd fodloni gofynion newydd y Ddeddf Anableddau, ond byddai'n rhaid iddi wirio hynny a chadarnhau'r sefyllfa maes o law.

Gofynnodd Aelod a oedd darpariaeth ar gael i blant sydd â rhyw lefel o anabledd, megis Anhwylder Diffyg Canolbwyntio a Gorfywioogrwydd, yng nghyd-destun teithio gan ddysgwyr. Esboniodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb fod ymgynghoriad ynghylch teithio gan ddysgwyr yn parhau. Cytunodd i ddod o hyd i wybodaeth am y ddarpariaeth i blant nad ydynt yn gallu cymudo i'r ysgol ar eu pen eu hunain, ac i rannu'r wybodaeth honno â'r Aelodau.

Holodd Aelod a oedd rhwymedigaeth ar gontractwyr i ddilyn y cynlluniau hyn a soniodd am gŵyn am un o'r contractwyr a oedd yn ymwneud â chyfathrebu mewn ffordd sy'n gyfeillgar i bobl anabl. Esboniodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb fod gofyn i gontractwyr gydymffurfio yn rhan o'r broses gaffael. Gofynnodd Aelod arall a ellid gorfodi'r contractwr i fynd ar gyrsiau hyfforddi a oedd yn ymwneud â chydraddoldeb neu a oedd y cyrsiau hyn yn wirfoddol. Cytunodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb i wirio'r sefyllfa ac i adrodd yn ôl i'r Aelodau.

Gofynnodd Aelod pa gamau a gymerwyd i roi rhagor o gefnogaeth i weithwyr a pha rwydweithiau sydd ar gael. Dywedodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb y byddai'n ymchwilio i'r hyn sydd eisoes ar gael a'r hyn y byddai'i eisiau ar staff yn y dyfodol.

Atgoffodd yr Aelod Cabinet dros Les a Chenedlaethau'r Dyfodol yr Aelodau y byddai gan Gyngor Pen-y-bont, ynghyd â Chynghorau eraill yng Nghymru, stonddin yn nigwyddiad PRIDE Cymru ac yr estynnwyd gwahoddiad iddynt gymryd rhan yn yr orymdaith, ar y cyd â swyddogion, ac i gynorthwyo ar y stonddin Cynghorau Balch. Byddai rhagor o wybodaeth am y digwyddiad ar gael maes o law.

PENDERFYNIAD: Nododd Pwyllgor Cydraddoldeb y Cabinet yr adroddiad.

33. EITEMAU BRYD

Dim

Daeth y cyfarfod i ben am 11:15

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET EQUALITIES COMMITTEE

19 NOVEMBER 2018

#### REPORT OF THE CHIEF EXECUTIVES DIRECTORATE

#### CONSIDERATION FOR THE ADOPTION OF THE FULL DEFINITION OF ANTISEMITISM AS PROPOSED BY THE INTERNATIONAL HOLOCAUST REMEMBRANCE ALLIANCE (IHRA) BY BRIDGEND COUNTY BOROUGH COUNCIL.

##### 1. Purpose of report

- 1.1 The purpose of this report is to provide members with information on the full working definition of antisemitism as outlined by the IHRC.
- 1.2 This definition has been adopted in full by Welsh Government, other local authorities in Wales and England and the four police forces across Wales.
- 1.3 Cabinet Equalities Committee is asked to consider if the working definition of antisemitism should be adopted by Bridgend County Borough Council.

##### 2. Connection to Corporate Improvement Objectives / Other Corporate Priorities

- 2.1 This report links to the following corporate priorities:
  - Priority 2: **Helping people to be more self-reliant**; taking early steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services.

##### 3. Background

- 3.1 In August 2018 the Welsh Local Government Association (WLGA) asked all local authorities if they had adopted or were considering adopting the IHRA definition of antisemitism.

In response to this BCBC informed WLGA that this would be considered at the next Cabinet Equalities Committee.

- 3.2 Welsh Government adopted the IHRA working definition of antisemitism in July 2017, First Minister Carwyn Jones stated:

“As part of the Welsh Government’s ongoing commitment to tackle antisemitism, I can confirm that we have now adopted the International

Holocaust Remembrance Alliance's (IHRA) working definition of antisemitism.”

#### 4. Current situation

- 4.1 The IHRA definition will help all organisations and bodies in Wales to understand and recognise contemporary antisemitism. This will help to ensure that fewer perpetrators get away with being antisemitic. The four police forces in Wales are already using the definition.

In the spirit of the Stockholm Declaration that states: “With humanity still scarred by ...antisemitism and xenophobia the international community shares a solemn responsibility to fight those evils” the committee on Antisemitism and Holocaust Denial called the IHRA Plenary in Budapest 2015 to adopt the following working definition of antisemitism.

On 26 May 2016, the Plenary in Bucharest decided to adopt the following non-legally binding working definition of antisemitism:

**“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”**

- 4.2 To guide IHRA in its work, the following examples may serve as illustrations:

Manifestations might include the targeting of the state of Israel, conceived as a Jewish collectivity. However, criticism of Israel similar to that leveled against any other country cannot be regarded as antisemitic. Antisemitism frequently charges Jews with conspiring to harm humanity, and it is often used to blame Jews for “why things go wrong.” It is expressed in speech, writing, visual forms and action, and employs sinister stereotypes and negative character traits.

Contemporary examples of antisemitism in public life, the media, schools, the workplace, and in the religious sphere could, taking into account the overall context, include, but are not limited to:

- Calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extremist view of religion.
- Making mendacious, dehumanizing, demonizing, or stereotypical allegations about Jews as such or the power of Jews as collective

— such as, especially but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the media, economy, government or other societal institutions.

- Accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person or group, or even for acts committed by non-Jews.
- Denying the fact, scope, mechanisms (e.g. gas chambers) or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust).
- Accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust.
- Accusing Jewish citizens of being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interests of their own nations.
- Denying the Jewish people their right to self-determination, e.g., by claiming that the existence of a State of Israel is a racist endeavor.
- Applying double standards by requiring of it a behavior not expected or demanded of any other democratic nation.
- Using the symbols and images associated with classic antisemitism (e.g., claims of Jews killing Jesus or blood libel) to characterize Israel or Israelis.
- Drawing comparisons of contemporary Israeli policy to that of the Nazis.
- Holding Jews collectively responsible for actions of the state of Israel.

## **5. Effect upon Policy Framework & Procedure Rules**

- 5.1 If the IHRA working definition of antisemitism is adopted this will be published within our Strategic Equalities Plan (SEP). The SEP is a statutory plan which supports the community cohesion agenda and cuts across policy areas and service delivery.
- 5.2 Any future requests for the adoption of definitions in relation to equalities, discrimination or community cohesion will be managed in the same way as this definition. In that the information will be brought to, discussed in, and a decision made by Cabinet Equalities Committee.
- 5.3 At present other faiths do not have an internationally recognised definition of discrimination.

## **6. Equality Impact Assessment**

- 6.1 The report provides the committee with information which if accepted will positively assist in the delivery of the authority's equality duties.

## **7. Financial Implications**

- 7.1 There are no financial implications associated with this report.

## **8. Well-being of Future Generations (Wales) Act 2015 Assessment**

- 8.1 This is an update report, therefore a well-being of future generations Act (2015) assessment has not taken place in order to prepare this report.

## **9. Recommendation**

- 9.1 That the Cabinet Equalities Committee receives and considers this report before making a decision on the adoption of this working definition by Bridgend County Borough Council.

**Darren Mepham**

**Chief Executive – Chief Executive's Directorate.**

**Date: 19 November 2018**

## **10. Contact Officers:**

Emma Blandon

Communications, Marketing and Engagement Manager

**Email: [emma.blandon@bridgend.gov.uk](mailto:emma.blandon@bridgend.gov.uk)**

**Telephone: 642047**

Nicola Bunston

Consultation, Engagement and Equalities Manager

**Email: [nicola.bunston@bridgend.gov.uk](mailto:nicola.bunston@bridgend.gov.uk)**

**Telephone: 643664**

**Background papers: None.**

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET EQUALITIES COMMITTEE

19 NOVEMBER 2018

#### REPORT OF THE CHIEF EXECUTIVES DIRECTORATE

#### UPDATE REPORT ON THE MERGER OF BRIDGEND EQUALITY FORUM AND COMMUNITY COHESION GROUP (NOW BRIDGEND COMMUNITY COHESION AND EQUALITY FORUM)

##### 1. Purpose of report

- 1.1 The purpose of this report is to update Cabinet Equalities Committee on the progress to date in the merger of the Bridgend Equality Forum and the previously police-led Community Cohesion Group.

##### 2. Connection to Corporate Improvement Objectives / Other Corporate Priority

- 2.1 The Bridgend Community Cohesion and Equality Forum links to following corporate priorities:

- **Priority 3: Smarter use of resources;** ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

##### 3. Background

- 3.1 In 2017, discussions took place between the police and BCBC on a proposed merger of the Bridgend Equality Forum and the Community Cohesion Group.
- 3.2 At this stage the Community Cohesion Group had not met for a period of time and attendance at the equality forum was also low. As attendance across both groups involved some of the same individuals or groups, it was decided to explore the merits of merging.

The aims of the merger included:

- a) Improving attendance and meaningful input / outcomes;
- b) Considering a joint approach with the Community Cohesion Group;
- c) Adding clarity to "shared responsibilities" of attendees;
- d) A further review of Bridgend Equality Forum's Terms of Reference (TOR).

- 3.3 Following the proposed merger being raised with both groups, and with both groups in agreement, an initial scoping meeting took place on 1 Feb 2018, this was attended by representatives from both groups. Logistical actions were agreed such as rotating venues and the time and frequency of meetings as well as a draft TOR and agenda. It was also agreed to do a piece of work around attendees to develop a single list of representatives.

##### 4. Current situation / proposal

- 4.1 The first joint meeting took place on 27 April 2018. In this meeting a discussion took place around the role of the chair, vice chair, secretariat and terms of reference. In summary the following was agreed:
- Cllr Patel has taken the role of chair and Sam Gunnarson from Bridgend College has the role of vice-chair.
  - It was agreed that the role of chair should be held for a two year period.
  - BCBC currently hold the role of secretariat with a view that this rotates on an annual basis. This is due to be reviewed in April 2019.
- 4.2 The meetings are held quarterly, and since the initial meeting a further two meetings have taken place in July and October 2018.
- 4.3 The aim of each meeting is to have a main agenda item where a presentation is received that is relevant and informative to attendees. So far we have received presentations on Operation Guardian - County Lines, Hate Crime awareness and the role and work of Ethnic Youth Support Trust (EYST). All members are encouraged to propose main agenda items.
- 4.4 Each organisation in attendance is given the opportunity to update on their work and any partnership opportunities for engagement or training.
- 4.5 South Wales Police provide an update report that was previously presented to CCG. This report includes hate crime figures, use of force, figures on violence against women and girls, stop and search and complaints raised against the police and police misconduct. The role of the group is to receive this report and provide scrutiny to this report.
- 4.6 Current organisations include:
- Bridgend County Borough Council
  - South Wales Police
  - Bridgend College
  - Bridgend Coalition of Disabled people
  - The Vine Centre
  - Mental Health Matters
  - Holistic Vision
  - British Deaf Association
  - South Wales Fire and Rescue
  - Race Equality First
  - ABMU Health Board
  - Bridge Vision
  - The Stroke Association
  - Ethnic Youth Support Trust (EYST)
  - Public Service Board
  - Community Safety Partnership
  - Community Cohesion coordinator
  - Bridgend People First

All members have been encouraged to invite new attendees to the group in order to expand the scope of the group.

## **5. Effect upon Policy Framework & Procedure Rules**

- 5.1 The report has no direct effect upon the policy framework or procedure rules but it enables us to effectively implement the council's statutory duties in relation to equalities and human rights.

## **6. Equality Impact Assessment**

- 6.1 The report provides the committee with information that positively assists in the delivery of the authority's equality duties.

## **7. Financial Implications**

- 7.1 There are no financial implications associated with this report.

## **8. Well-being of Future Generations (Wales) Act 2015 Assessment**

- 8.1 This is an update report, therefore a Well-being of Future Generations Act (2015) assessment has not taken place in order to prepare this report.

## **9. Recommendation**

- 9.1 That the Cabinet Equalities Committee receives and considers this report.

**Darren Mepham**

**Chief Executive – Chief Executive's Directorate.**

**Date: 19 November 2018**

## **10. Contact Officers:**

Emma Blandon

Communications, Marketing and Engagement Manager

**Email:** [emma.blandon@bridgend.gov.uk](mailto:emma.blandon@bridgend.gov.uk)

**Telephone:** 642047

Nicola Bunston

Consultation, Engagement and Equalities Manager

**Email:** [nicola.bunston@bridgend.gov.uk](mailto:nicola.bunston@bridgend.gov.uk)

**Telephone:** 643664

**Background papers: None.**

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET EQUALITIES COMMITTEE

19 November 2018

#### REPORT OF THE CHIEF EXECUTIVE'S DIRECTORATE

#### UPDATE REPORT ON IMPLEMENTATION OF THE WELSH LANGUAGE (WALES) MEASURE 2011 AND WELSH LANGUAGE STANDARDS

##### 1. Purpose of report

- 1.1 This report updates the Cabinet Equalities Committee (CEC) on the implementation of the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards.

##### 2. Connection to Corporate Improvement Plan / Other Corporate Priority

- 2.1 The Welsh Language (Wales) Measure 2011 and subsequent Welsh Language Standards impact upon the work of the whole council. The standards link to the equalities agenda, form a key component of the council's Transformation Programme and Customer Charter, and link to the following corporate priorities:

- Priority 2: Helping people to be more self-reliant; enabling people to use the language of their choice by ensuring our systems and front line services are delivered bilingually. Ensuring that bilingual systems enable people to better equipped to manage situations themselves and the council services can concentrate on those in greatest need.
- Priority 3: Smarter use of resources; ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

##### 3. Background

- 3.1 Since the council received its compliance notice in 2015, progress towards implementing the 171 assigned standards has continued.
- 3.2 Updates on compliance have been provided at every CEC since 28 April 2016. Those reports are referenced as background documents to this report.

##### 4. Current situation / proposal

- 4.1 Key progress/updates with compliance since July 2018 CEC can be summarised as:
1. Following various meetings and exchanges of information our final determination on our outstanding standards was received from the commissioner's office on 20 August 2018. A summary on what was agreed can be found at appendix 1. Specific communications to relevant services as well as an all staff message have been issued. There are now no remaining standards under challenge and our compliance

notice has been changed accordingly. Work will now be undertaken in service areas to meet those standards (that have deadlines in the future) as well as there being a piece of work around communications and updating compliance documentation.

2. A letter was received from the commissioner's office on 8 October 2018 to provide an update on the draft code of conduct which we provided a response to in April as part of their consultation process. The letter advised that the code has been amended taking on feedback that has been received and presented to ministers for consent.
3. Two complaints have been received since the July 2018 committee meeting:
  - A complaint was made directly to the Welsh Language Commissioner in relation to an email response being provided in Welsh but with English only attachments as well as issues related to paying council tax online and being diverted to the English version of the external system as opposed to the Welsh version. Investigation is ongoing.
  - A complaint was made directly to the Welsh Language Commissioner in relation to English wording on the Welsh page of democratic services website. Investigation is ongoing.

The investigation into the complaint made in May 2018 (covered at the last committee meeting) in relation to a failure to respond to a Welsh language email is still ongoing.

## **5. Effect upon Policy Framework & Procedure Rules**

- 5.1 There are no proposed changes to the Policy Framework and Procedure Rules.

## **6. Equality Impact Assessment**

- 6.1 This is an information report. As such, no Equality Impact Assessment is required.

## **7. Financial Implications**

- 7.1 A recurring budget of £313,000 and a one-off budget of £81,000 were established in the 2016-17 budget through the Medium Term Financial Strategy to implement those Welsh Language Standards that were agreed to be funded corporately and, over the last 3 years, part of these have been allocated out to directorates in line with approved spend. These budgets did not take into account the financial implications of the standards that the council appealed. Despite that, to date only a small proportion of this funding has been allocated out, partly due to the time taken to appeal, and partly due to uncertainty over potential costs in the first place. Consequently the budgets are being retained until a clearer picture on total costs emerges. If the costs are deemed to be significantly higher than budgeted, a decision will be made corporately as to how this shortfall will be met.

## **8. Well-being of Future Generations (Wales) Act 2015 Assessment**

- 8.1 This is an update report, therefore a well-being of future generations Act (2015) assessment has not taken place in order to prepare this report.

## **9. Recommendation**

9.1 That the Cabinet Equalities Committee receives and considers this report.

**Darren Mepham**  
**Chief Executive**  
**Date: 19 November 2018**

## **10. Contact officers:**

Emma Blandon  
Communications, Marketing and Engagement Manager  
**Email: [emma.blandon@bridgend.gov.uk](mailto:emma.blandon@bridgend.gov.uk)**  
**Telephone: 642047**

Nicola Bunston  
Consultation, Engagement and Equalities Manager  
**Email: [nicola.bunston@bridgend.gov.uk](mailto:nicola.bunston@bridgend.gov.uk)**  
Telephone:643664

## **11. Background papers:**

- 28 April 2016 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards ;
- 14 July 2016 Welsh Language standards annual report 2015/16 ;
- 14 July 2016 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards ;
- 10 November 2016 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards ;
- 9 March 2017 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards ;
- 13 July 2017 Welsh Language standards annual report 2016/17 ;
- 13 July 2017 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards ;
- 23 November 2017 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards.
- 22 March 2018 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards.
- 16 July 2018 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards.

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET EQUALITIES COMMITTEE

19 NOVEMBER 2018

#### REPORT OF THE CHIEF EXECUTIVES DIRECTORATE

#### WELSH LANGUAGE STRATEGY: ANNUAL UPDATE REPORT

### 1. Purpose of report

- 1.1 To update Cabinet Equalities Committee on the work undertaken to meet the objectives within the Welsh Language Five Year Strategy (2016 to 2021), during the second year since its introduction.

### 2. Connection to Corporate Improvement Plan / Other Corporate Priority

- 2.1 The Welsh Language (Wales) Measure 2011 introduced Welsh Language Standards which impact upon the work of the whole council. The standards link to the equalities agenda, form a key component of the council's Transformation Programme and Customer Charter, and link to the following corporate priorities:

- Priority 2: Helping people to be more self-reliant; enabling people to use the language of their choice by ensuring our systems and front line services are delivered bilingually. Ensuring that bilingual systems enable people to better equipped to manage situations themselves and the council services can concentrate on those in greatest need.
- Priority 3: Smarter use of resources; ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

### 3. Background

- 3.1 The council's final compliance notice from the Welsh Language Commissioner includes two standards (145 and 146) that require the council to have produced and published a Five Year Strategy by 30 September 2016. The strategy, which is attached as **appendix 1**, sets out how the council will promote the Welsh language and facilitate its use in Bridgend County Borough for the period covered by the strategy. The strategy includes:

- a target (in terms of the percentage of Welsh speakers in Bridgend County Borough) for maintaining the number of Welsh speakers by the end of the five year period;
- a statement setting out how the council intends to maintain that target. The council is also required to review the strategy and publish a revised version on its website within five years of publishing the initial strategy.

- 3.2 Five years after publishing the strategy the council must:

- assess to what extent it has followed the strategy and reached the target;

- publish an assessment on its website, containing:
  - the number of Welsh speakers in the Bridgend area and the ages of those speakers;
  - a list of activities that have been arranged or funded during the five years to promote use of the Welsh language.

3.3 It was agreed that the strategy would be split into two sections, section one to address our employees and section two for our public. The following individual objectives were agreed:

#### **3.3.1 Section one: employees**

- Objective 1: Identify the capacity in service areas to deliver services in Welsh.
- Objective 2: Provide appropriate learning and development solutions at various levels to meet identified needs within budget allocation.
- Objective 3: Establish arrangements in recruiting to positions where Welsh language skills are essential.

#### **3.3.2 Section two: the public**

- Objective 1: Raise the profile of the Welsh language, culture and local activities and events organised by the council and our partners in a structured way.
- Objective 2: Increase promotion and awareness of the council's Welsh in Education Strategic Plan (WESP) particularly in relation to objectives one, two and four of the WESP plan.
- Objective three: to explore (and implement where possible) any new activities which will support the use of the Welsh language more widely within the county borough, promoting these accordingly.

A series of actions sit underneath each objective. A copy of the strategy is attached as appendix 1.

3.4 Internally it was agreed that we would report on the strategy to Cabinet Equalities Committee on an annual basis rather than just report at the end of the five-year period. This would give us opportunity to identify any gaps and keep developments and activities on track. An annual report of the first year was submitted to Cabinet Equalities Committee at the November 2017 meeting to cover the period of October 2016 to September 2017.

## **4. Current situation / proposal**

Since the last annual report the following developments during October 2017 and September 2018 can be noted:

### **4.1 General developments:**

- A meeting took place with an organisation called Nico who were commissioned by the Welsh Language Commissioner's office to produce an overview of council's strategies with the aim of this feeding into a guidance document for local authorities to help them to develop and measure the impact of their five year strategies. A recent update from the commissioner's office indicates this guidance document will be available soon. As part of the meeting some best practice was shared for

example capturing population statistics on Welsh-medium education and reporting on this as part of our measurement activities.

- The WESP plan was approved in July 2018 and as a result there are slight changes to the wording of some of the actions that cross over into the five year strategy. These amends have been highlighted in appendix one in italics and will be updated following this meeting.
- Further discussions have taken place with Menter Bro Ogwr which has altered the previously agreed actions. These can be summarised as:

Previous agreed actions	Changes
BCBC to work with MBO to advertise Welsh-essential jobs on their website and Facebook page;	No change
MBO to continue working with Halo and Awen Trust to provide recreational courses through the medium of Welsh for adults in Bridgend;	Changed to: MBO to continue working with us or our partners (where applicable) to provide Welsh medium activities in leisure and culture.
BCBC to promote public Siop Siarad sessions among staff via the intranet.	Siop siarad has now closed so links to this have been removed from the council's learning and development website and this is no longer promoted.

## 4.2 Employee developments:

### 4.2.1 Objective 1: Identify the capacity in service areas to deliver services in Welsh

- Actions have been taken to increase the level of employee data held in the human resources integrated system.
- A Welsh language assessment tool has been developed to help managers further understand the linguistic skills and development needs of their team so future training can be more targeted. This was piloted in customer services during 17/18. Planning is now in place to roll out this tool to other reception areas.
- Assessment of Welsh language skills required for new and vacant posts has taken place.
- Actions have been taken to monitor the demand for Welsh services in the Telephone Contact Centre and Customer Contact Centre.

### 4.2.2 Objective 2: Provide appropriate learning and development solutions at various levels to meet identified needs within budget allocation

- Awareness of Welsh language in the workplace has been raised by promoting two new e-learning modules: Welsh Language Standards and Welsh language awareness.

- Welsh language ‘meet and greet’ workshops are run for staff to ensure they can meet and greet customers. During this period (October 2017 to September 2018), 22 employees have completed this training.
- A Welsh language training programme is offered to employees at various levels:
  - Cwrs Mynediad/Mynediad blwyddyn – Entry Level Year 1 – Year 1 (Sept 2017 to June 2018) – 20 enrolled;
  - Cwrs Mynediad/Mynediad blwyddyn – Entry Level Year 1 – Year 1 (Sept 2018 to June 2019) - 10 enrolled;
  - Cwrs Mynediad/Mynediad blwyddyn – Entry Level Year 2 – Year 2 (Sept 2017 to June 2018) – 18 enrolled;
  - Cwrs Mynediad/Mynediad blwyddyn – Entry Level Year 2 – Year 2 (Sept 2018 to June 2019) – 8 enrolled;
  - Cwrs Mynediad/Sylfaen blwyddyn1 – Foundation Level Year 1 – Year 3 (Sept 2018 – June 2019) – 8 enrolled.
- All community-based learning and other learning opportunities are promoted via the council’s learning and development website.

#### 4.2.3 Objective 3: Establish arrangements in recruiting to positions where Welsh language skills are essential

- Recruitment and selection guidelines for managers recruiting to Welsh essential posts, examples are included for managers.
- Availability of online recruitment in Welsh so enabling submission of Welsh applications.
- A range of recruitment advertising methods, which target Welsh speakers has been identified and adopted e.g. via Menter Bro Ogwr. Also engagement with Welsh language schools to promote apprenticeship opportunities for Welsh speakers.
- A range of assessment tools in the selection process relating to Welsh language skills is available.

### 4.3 Public developments:

#### 4.3.1 **Objective 1:** Raise the profile of the Welsh language, culture and local activities and events organised by the council and our partners in a structured way

The rolling calendar of Welsh language activities and events is still in place and details are shared across internal and external communications channels, such as press, social media and Bridgenders, depending on the target audience and nature of the event. During the period the following activities and events have been promoted:

- Commonwealth Games (Welsh team): 4 tweets resulting in 6,239 impressions
- National Eisteddfod: 1 tweet resulting in 1,292 impressions
- Menter Bro Ogwr summer play schemes: 7 tweets resulting in 8,162 impressions



- Ras yr Iaith: 2 tweets resulting in 3524 impressions
- Shwmae Sumae day: 1 tweet resulting in 1,942 impressions
- St David's Day: 1 tweet resulting in 1,950 impressions
- Urdd: 2 tweets resulting in 3,474 impressions
- Urdd summer sports camps: 1 tweet resulting in 1,098 impressions
- Promoting our Welsh language social media accounts: 3 Facebook posts resulting in 8,332 impressions and 5 tweets resulting in 9,241 impressions
- Exam results at Welsh language schools: 4 tweets resulting in 19,958 impressions
- Welsh medium education (including info on new schools): 3 tweets resulting in 11,791 impressions and 1 Facebook post resulting in 26,461 impressions.

4.3.2 **Objective 2:** Increase promotion and awareness of the council's Welsh in Education Strategic Plan (WESP) particularly in relation to objectives one, two and four of the WESP plan.

- Following the Welsh Government review of Welsh in Education Strategic Plans (WESP), there have been several reviews of WESPs. Following consultation with Welsh Government officials, we have continued to review the plan. Part of these discussions included the Capital Grant bid submitted to Welsh Government in June 2018 which includes plans for the provision of four early years' settings to feed current Welsh-medium primary schools in Bridgend and any future provision (including nursery provision in Bridgend town). The £2.6m Welsh-medium Capital Grant bid has recently been approved by Welsh Government. The four early years' setting are planned for Betws, Ogmoredale, Porthcawl and Bridgend Town. Officers have started working with stakeholder groups to ensure the future sustainability of the buildings, once constructed.

Progress on **Outcome 1: More seven-year-old children being taught through the medium of Welsh** include:

- The authority monitors the transition from nursery to primary provision with the aim to increase numbers entering Welsh-medium provision in early years by **5%** over the next three years

Jan 2016 Number of seven year olds in Welsh medium schools 143
Jan 2017 Number of seven year olds in Welsh medium schools 164

- These figures demonstrate an increase in learners in Welsh-medium primary schools

Progress on **Outcome 2: More learners continuing to improve their language skills on transfer from primary to secondary school** include:

- The authority monitors the transition from primary provision to secondary provision with the aim to improve transition rates **by 10%** between each phase of education and increase retention of children in Welsh-medium education in FP and KS2
- Summer 2016 - there were 122 children in year 6 in the Welsh Primaries in 15/16. The number in year 7 in YGG Llangynwyd in 16/17 was 110

- Summer 17 - there were 119 children in year 6 in the Welsh primaries in 16/17. The number in year 7 in YGG Llangynwyd in 17/18 was 114
- There is a known issue for us where parents make choices about sending their child to a Welsh-medium primary school and then an English-medium secondary school and it is something that we are working on with plans for a 'Growth and Retention Strategy'.
- In September 2017, full course GCSE Welsh second language became compulsory and there is encouragement for young people to continue learning through Welsh and maintain their language skills.

June 2016 Pupils entered into Welsh language GCSE (short course and full)  
**Welsh 1<sup>st</sup> Language 98**  
**Welsh 2<sup>nd</sup> Language (Full) 585**  
**Welsh 2<sup>nd</sup> Language (Short) 784**

June 2017 Pupils entered into Welsh language GCSE (short course and full)  
**Welsh 1<sup>st</sup> Language 99**  
**Welsh 2<sup>nd</sup> Language (Full) 877**  
**Welsh 2<sup>nd</sup> Language (Short) 769**

- These figures demonstrate an increase in learners engaged in Welsh language GCSEs

Progress on **Outcome 4: More learners' aged 16-19 studying subjects through the medium of Welsh** include:

- There is a close working partnership and collaboration with YGG Llanhari in Rhondda Cynon Taff
- Currently there are 8 collaborative AS courses in Year 12 and 10 collaborative A2 courses in Year 13.
- YGGL in collaboration with YGG Llanhari is able to meet the requirements of the Learning & Skills Measure by offering 30 Level 3 courses including five vocational courses along with the Welsh Baccalaureate. Following choices made by students, the school timetables 23 courses in Year 12 and 26 courses in Year 13 plus the Welsh Baccalaureate.
- We use the results of schools data to improve the provision of Welsh medium education, BCBC undertakes an annual review of Post 16 provision with each sixth form including YGGL

June 2016 Pupils entered into Welsh language A level  
**Welsh 1<sup>st</sup> Language 9. Welsh 2<sup>nd</sup> Language 22**

June 2017 Pupils entered into Welsh language A level  
**Welsh 1<sup>st</sup> Language 10. Welsh 2<sup>nd</sup> Language 29**

- These figures demonstrate an increase in learners engaged in Welsh language A Levels
- Central South Consortium is delivering training to upskill teachers in Welsh language skills to improve learning.
- There is a sabbatical scheme on offer which is funded by Welsh Government.

Progress on **increasing capacity within the Welsh medium sector implemented through school 21st Century Schools and Education programme** includes:

- The authority is currently undertaking a strategic review of education. There are four work streams within the review; the school modernisation (Band B) work stream has a project which is focusing on Welsh-medium provision, considering the immediate, short and long term needs of the sector.
- A feasibility study of Welsh-medium provision across the county is currently underway and, when published, it will recommend potential options regarding how best to increase and retain the numbers of pupils learning through the medium of Welsh up to 2030. It will take into consideration the results of the learner demand survey, locations of primary schools, their proximity to the Welsh-medium secondary school and the organisation of schools – including current collaborative arrangements – and it will also factor in the reasons for the lack of continuity in Welsh-medium education as identified by the Growth and Retention Strategy.
- Cabinet have approved the recommendations to take forward to Band B options appraisals for feasibility and more detailed designs (3 October 2017). The schemes included with Bridgend's 21<sup>st</sup> Century Schools and Education Strategic Outline Programme submitted to Welsh Government make a commitment to increasing existing provision

Progress on **supporting Flying Start settings** include:

- Within Bridgend there are 18 Flying Start childcare providers, seven of which are Cylch Meithrin offering Welsh language provision
- Mudiad Meithrin data related to the transition from these settings to Welsh-medium primary schools is analysed to ensure effective transition as a means of maintaining linguistic continuity.
- The LA childcare team work to investigate the reasons for some parents not continuing with Welsh-medium education and to improve the transfer rates where they are not already 100%.
- Welsh-medium head teachers have developed a leaflet in consultation with Mudiad Meithrin and RhAG.
- At the 18 month visit all Flying Start children's parents are given information regarding the opportunity to receive provision at two years via the medium of Welsh if they so wish.
- Within Flying Start areas, parents are regularly made aware from the earliest opportunity of the benefits that are available to them from the Flying Start programme, including the opportunity for their child to benefit from Welsh language childcare provision.
- All antenatal parents in the borough benefit from information regarding Welsh language benefits for their child with Cymraeg I blant sponsoring information at both the scan and the child health record books that all children receive.

4.3.3 **Objective three:** to explore (and implement where possible) any new activities which will support the use of the Welsh language more widely within the county borough, promoting these accordingly.

In addition to the changes in section 4.1 we have had further discussions with Menter Bro Ogwr (MBO) on partnership opportunities and as result:

- the council has attended two Fforwm Iaith meetings in June and September presenting an update on strategy work during the 16/17. The council is now a regular attendee to this meeting.
- agreed to sponsor MBO's Ras y Iaith (race for the language) event in July 2018.
- gained a better understanding of other council departments that MBO is working with such as the inclusion service and supporting playscheme activities.
- during the next period we will look at ways to centrally gather data on partnership activities so they can be reported on as part of this strategy.

## **5. Effect upon Policy Framework & Procedure Rules**

There are no proposed changes to the Policy Framework and Procedure Rules.

## **6. Equality Impact Assessment**

This is an information report. As such, no Equality Impact Assessment is required.

## **7. Financial Implications**

There are no financial implications associated with this report.

## **8. Well-being of Future Generations (Wales) Act 2015 Assessment**

- 8.1 This is an update report, therefore a Well-being of Future Generations Act (2015) assessment has not taken place in order to prepare this report.

## **9. Recommendation**

That the Cabinet Equalities Committee receives and considers this report.

**Darren Mephram**  
**Chief Executive – Chief Executive's Directorate.**  
**Date: 19 November 2018**

## **10. Contact officers:**

Emma Blandon  
Communications, Marketing and Engagement Manager  
**Email:** [emma.blandon@bridgend.gov.uk](mailto:emma.blandon@bridgend.gov.uk)  
**Telephone:** 642047

Nicola Bunston  
Consultation, Engagement and Equalities Manager  
**Email:** [nicola.bunston@bridgend.gov.uk](mailto:nicola.bunston@bridgend.gov.uk)  
**Telephone:** 643664

**Background papers:** None



# **Welsh Language Strategy**

## **September 2016**

## This document is also available in Welsh

### INTRODUCTION

The council has developed this five year Welsh language strategy in response to the following Welsh Language Standards:

145	You must produce, and publish on your website, a 5-year strategy that sets out how you propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in your area; and the strategy must include (amongst other matters) - (a) a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area by the end of the 5 year period concerned, and (b) a statement setting out how you intend to reach that target; and you must review the strategy and publish a revised version on your website within 5 years of publishing a strategy (or of publishing a revised strategy).
146	Five years after publishing a strategy in accordance with standard 145 you must - (a) assess to what extent you have followed that strategy and have reached the target set by it, and (b) publish that assessment on your website, ensuring that it contains the following information - (i) the number of Welsh speakers in your area, and the age of those speakers; (ii) a list of the activities that you have arranged or funded during the previous 5 years in order to promote the use of the Welsh language.

## **SECTION ONE: EMPLOYEES**

### **1.0 INTRODUCTION**

- 1.1 As part of this strategy, it is relevant to reference the work that has been undertaken and is planned by the council to: promote Welsh language in the workplace and improve the Welsh language skills of its employees.
- 1.2 This is important in the context of the council working towards ensuring the provision of language choice in service delivery and within its internal processes.

### **2.0 CURRENT SITUATION**

#### **2.1 Profile of the workforce**

- 2.1.1 Employee data is held in the HR integrated system, which categorises skills in Welsh language, i.e. Welsh speaker; Welsh reader; and Welsh writer. These can be recorded as fluent; fairly good, a little and no ability. Employees can also opt for “prefer not to say” as it is not mandatory for employees to provide such data.
- 2.1.2 A report on this data as at 1 September 2016 is set out in [Appendix 1](#). This provides a breakdown by main service area within each directorate. It is important to note that this is based on employees’ assessment of their own skills. Also, whilst this information has been captured for the employees, there are over 40 per cent of employees who have not provided this information.

#### **2.2 Supporting employees to improve Welsh language skills and raising awareness of Welsh language in the workplace**

- 2.2.1 During 2016/2017 a range of learning and development resources have been implemented to ensure employees: are equipped to undertake their role; are able to develop their Welsh language skills and have an awareness of Welsh language. In summary this includes:
- Updating the corporate induction programme to include Welsh language awareness
  - Providing face-to-face training for around 400 customer-facing employees
  - Arranging face-to-face training for employees to develop language skills, approximately 46 employees commencing Cwrs Mynediad in Sept 2016
  - Developing and launching e-learning modules for employees: on using Welsh language in the workplace specifically for managers; and to develop an awareness of Welsh language history and culture, understanding of the duty to operate in accordance with the Welsh language standards
  - Implementing a policy on Using Welsh language in the Workplace
  - Introducing Welsh language champions in all directorates
  - Making web pages available on the council’s intranet to give an overview of the Welsh Language Standards and what they mean

- Providing briefings for all employees to raise awareness of the standards, including a DVD of the Chief Executive
- Asking employees to indicate whether they would prefer to receive future correspondence in relation to their employment with the council in English or Welsh.

2.2.2 All corporate learning and development activities are recorded in the HR integrated system which will enable monitoring of all corporate Welsh language learning and development.

### 2.3 Recruitment

2.3.1 All recruitment material for applicants is available online in English and Welsh via the council's e-recruitment system.

2.3.2 Managers' guidelines and the e-learning module have been updated to reflect the considerations managers need to make throughout the recruitment process. This starts with determining the need for Welsh language skills for the vacant position through to candidates selecting to use the Welsh language during the selection process.

2.3.3 Records are also maintained on the skills assessments made by managers for each position advertised.

## 3.0 AIMS AND OBJECTIVES

### 3.1 Aim

3.1.1 The council is committed to maintaining the percentage of Welsh speakers in the workforce in order to achieve the following principles:

- The council must deliver services in Welsh and encourage the use of the language
- Customers have the right to communicate with the council in Welsh
- Language choice is available for employees when dealing with HR matters
- The quality of service and a positive attitude are important.

3.1.2 One of the main transformation projects for the council is to deliver services online as a matter of course. Whilst new communication channels will be available in Welsh, the introduction of a digital operating model will mean a reduction in a customer-facing staff resource and may impact upon our aim to maintain the level of Welsh speakers.

3.2 **The key objectives** to achieve the desired outcome of having sufficient capacity within the workforce to deliver services, as required, in Welsh, are set out below along with identified actions:



### 3.2.1 **Objective one: Identify the capacity in service areas to deliver services in Welsh**

#### Actions:

- Take actions to increase the level of employee data held in the HR integrated system
- Assess language skill requirements for posts within service areas, initially focussing on those that have direct contact with customers, e.g. reception areas
- Audit the language skills of employees within service areas
- Assess language skills capacity within service areas based on recognised qualification and assessment frameworks
- Undertake skills analysis based on identified gaps.

### 3.2.2 **Objective two: To provide appropriate learning and development solutions at various levels to meet identified needs within budget allocation**

#### Actions:

- Raise awareness of Welsh language in the workplace
- Provide training for staff to meet and greet customers
- Develop a training programme for employees to access training based on linguistic assessment which may include entry level, level one to four and proficiency training
- Develop a range of resources for employees who wish to improve skills
- Signpost community-based services for employees
- Promote learning opportunities for employees.

### 3.2.3 **Objective three: To establish arrangements in recruiting to positions where Welsh language skills are essential**

- Assessing and recording the Welsh language skills requirements for all vacancies, taking account of service and skills assessments
- Identifying a range of recruitment advertising methods which target Welsh speakers
- Developing assessment tools in the selection processes relating to Welsh language skills.

## 4.0 **MEASURING SUCCESS AND MONITORING ACTIVITIES**

4.1 The outcomes of the actions outlined above will be identified and monitored by HR/OD Manager.

### 4.2 **Objective one: Identify the capacity in service areas to deliver services in Welsh**

This objective will mainly involve working with managers of customer-facing services to gather information about service needs and employee skills.

Specific measures will include:

- monitoring the level of employee data held in the HR integrated system
- providing reports on skill levels based on the above
- providing specific service reports on service needs and employee skills.

4.3 **Objective two: To provide appropriate learning and development solutions at various levels to meet identified needs within budget allocation**

Outcomes will be measured through reporting on:

- internal and external training courses provided
- the number of attendees
- training evaluations
- take-up of e-learning modules
- e-learning evaluations
- the range of resources provided and communication activity.

4.4 **Objective three: To establish arrangements in recruiting to positions where Welsh language skills are essential**

This measure will be assessed by:

- reporting on language requirements for vacant positions
- monitoring outcomes of recruitment for Welsh language posts

## SECTION TWO: THE PUBLIC

### 1.0 CURRENT SITUATION

1.1 In 2011 the census confirmed (for Bridgend County Borough) that 9.7 per cent of respondents (13,103 people aged over three) answered yes to the question 'Can you speak Welsh?' The age range of these respondents is broken down in the table below:

Age band	Number	% of total in band
3 – 4	473	15.3
5 – 9	1843	24.3
10 – 14	2450	29.3
15 – 19	1740	20.7
20 – 24	937	11.4
25 – 29	803	9.5
30 - 34	663	8.0
35 – 39	698	7.6
40 – 44	589	5.6
45 – 49	445	4.2
50 – 54	430	4.6
55 – 59	386	4.5
60 – 64	363	4.0
65 - 69	323	4.3
70 – 74	272	4.4
75 – 79	247	5.2
80 - 84	201	6.1
85+	240	7.9
Total	13103	

1.2 In summary, prior to the introduction of the Welsh Language Standards the council promoted and facilitated the use of the Welsh language to the public in the following ways:

- Developed a Welsh Language Scheme for the authority which improved access to a number of council services through the medium of Welsh e.g. telephone, webpages and promotional materials. We added to this with various guidance documents for specific areas such as signage
- Developed promotional and advertising materials bilingually
- Developed and implemented a Welsh in Education Strategic Plan (WESP) which focuses on children of all ages being able to access Welsh-medium education. This involves working closely with key partners
- Developed provisions in key areas such as sport and play and cultural services
- Promoted and raised awareness of Welsh language events and activities that we were aware of albeit in an adhoc way e.g. Shwmae Shwmae day and Welsh holiday programmes.

1.3 Since the introduction of the Welsh Language Standards we have built on this work and strengthened the public-facing services available in Welsh listed above. Additionally, we have:

- Adapted our processes and procedures for meetings and public events so Welsh speakers can use Welsh if required
- Adapted our process for handling and recording bilingual correspondence
- Developed and or reviewed some of our public-facing policies such as complaints, tenders, grants etc.

## 2.0 AIMS AND OBJECTIVES

2.1 **Aim:** to maintain the number of Welsh speakers in the county borough.

2.2 **Objective one: To raise the profile of the Welsh language, culture and local activities and events organised by the council and our partners in a structured way.**

2.2.1 Actions:

- Develop a rolling calendar of Welsh language activities and events taking place within Bridgend County Borough, linking in with partners accordingly
- Include national Welsh cultural events such as St David's Day
- The council's Communications, Marketing and Engagement team will manage and update the calendar on an ongoing basis
- The team will use the calendar to raise the profile of these activities and events through its various corporate communications and marketing channels, such as social media, press releases, internal communications etc.
- The team will be targeting citizens, schools, local businesses etc with these communications as required.

2.3 **Objective two: To increase the promotion and awareness of the council's Welsh in Education Strategic Plan (WESP) particularly in relation to objectives one, two and four of the plan, which are:**

- *More seven-year-old children being taught through the medium of Welsh*
- *More learners continuing to improve their language skills on transfer from primary to secondary school*
- *More learners aged 16-19 studying subjects through the medium of Welsh*

2.3.1 Actions:

- **School modernisation programme:**
  - Review and consider our options to deliver Welsh medium education and increase numbers

- Review and consider Welsh medium schools' future provision covering ages 3 – 16 or 3 – 19 years
- Map the provision of Welsh medium additional learning needs support
- **Flying Start programme:**
  - Extend provision within identified communities across Bridgend County Borough, targeting children 0 – 4 and their families

**2.4 Objective three: To explore (and implement where possible) any new activities which will support the use of the Welsh language more widely within the county borough, promoting these accordingly.**

**2.4.1 Actions:**

- Explore (and implement where possible) a mystery shopper function to provide feedback that can then be used to improve services for the public
- Explore (and then implement if the demand is there) a series of informal Welsh language courses which the public can sign up to
- Explore linking in with Menter Bro Ogwr to support the Ogi Ogi Ogwr festival which aims to raise the profile of Welsh within the county borough.

2.5 For all of these objectives, we may develop some of these activities in partnership.

**3.0 MEASURING SUCCESS AND MONITORING ACTIVITIES**

3.1 This section will cover measuring success in terms of percentage of Welsh speakers in Bridgend County Borough as well as measuring the success of individual activities undertaken which aim to maintain the numbers of Welsh speakers.

**3.2 Objective one**

Success will be measured by:

- Collecting data on the activities on an ongoing basis
- Reporting annually on the promotional activity undertaken and where applicable the return on investment
- Including data such as number and type of promotional activities, level of reach (social media), number of people attending events etc.

3.2.1 We will create a separate communications plan for the Urdd Eisteddfod 2017.

**3.3 Objective two**

Success will be measured by:

- Collecting and analysing performance data against the targets set for objective one, two and four of the WESP
- Including targets and annual data (also reported to Welsh Government) for the number of seven year olds being taught through the medium of Welsh, the number of learners improving their skills from primary to secondary school and the number of learners 16-19 studying in Welsh in either school, college or work.
- Reporting, at the multi-agency WESP Forum, on promotional/awareness activities such as the use of the Welsh Medium education/marketing materials, which have been used to help meet the target figures.

3.3.1 Ongoing progress towards achieving the objectives within the WESP will continue to be discussed at the termly WESP board meetings.

### **3.4 Objective three (if implemented):**

Success will be measured by:

- Collecting feedback as a result of the mystery shopper exercises and reporting annually on how this information has been used to improve services where relevant
- Reporting on public Welsh course attendance, sign ups, feedback etc.
- Reporting on the activity and number of people attending the Ogi Ogi Ogwr event.

### **3.5 Percentage of Welsh speakers in Bridgend County Borough**

3.5.1 The next census is due in 2021, depending on the timing of release of that data and the timing of reporting on this strategy, we will report on and compare 2021 data against the 2011 data in section 1.1. This will help us to understand and evaluate how the number of Welsh speakers and their ages has changed during the 10 year period and the five year period of this strategy.

3.5.2 We will also use the data that will come out of our population assessment, (required by April 2017) as an interim indicator on the number and ages of Welsh speakers within Bridgend County Borough. It is not compulsory however for people to respond to this survey so it is unlikely to give a full picture.

## **REVIEW**

We will aim to publish a revised strategy three months before the end of the current strategy term (September 2021).

Information that we collect and report on annually for both employees and the public will be included in the council's annual Welsh language report (due June 30 each year). This will also be reported to the council's Cabinet Equalities Committee.