

# 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.*



#### **Cyfarwyddiaeth y Prif Weithredwr / Chief Executive's Directorate**

Deialu uniongyrchol / Direct line /: 01656 643148 / 643147 / 643694

Gofynnwch am / Ask for: Democratic Services

Ein cyf / Our ref:

Eich cyf / Your ref:

**Dyddiad/Date:** Tuesday, 2 March 2021

Dear Councillor,

### **CABINET COMMITTEE EQUALITIES**

A meeting of the Cabinet Committee Equalities will be held remotely via Microsoft Teams on **Monday, 8 March 2021 at 10:00.**

### **AGENDA**

1. Apologies for Absence  
To receive apologies for absence from Members.
2. Declarations of Interest  
To receive declarations of personal and prejudicial interest (if any) from Members/Officers in accordance with the provisions of the Members' Code of Conduct adopted by Council from 1 September 2008.
3. Approval of Minutes 3 - 12  
To receive for approval the Minutes of 03/12/2020
4. Update On Equalities Work Within Schools 13 - 18
5. Use Of The Name Picton In Street Names And Buildings In Bridgend County Borough - Update Report 19 - 54
6. Strategic Equality Plan Annual Report 2019 - 2020 55 - 76
7. Update Report On Implementation Of The Welsh Language (Wales) Measure 2011 And Welsh Language Standards 77 - 80
8. Forward Work Programme 2021-2022 81 - 86
9. Urgent Items  
To consider any other item(s) of business in respect of which notice has been given in accordance with Rule 4 of the Council Procedure Rules and which the person presiding at the meeting is of the opinion should by reason of special circumstances be transacted at the meeting as a matter of urgency.

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Note: Please note: Due to the current requirement for social distancing this meeting will not be held at its usual location. This will be a virtual meeting and Members and Officers will be attending remotely. The meeting will be recorded for subsequent transmission via the Council's internet site which will be available as soon as practicable after the meeting. If you have any queries regarding this, please contact [cabinet\\_committee@bridgend.gov.uk](mailto:cabinet_committee@bridgend.gov.uk) or tel. 01656 643147 / 643148.

Yours faithfully

**K Watson**

Chief Officer, Legal, HR & Regulatory Services

Councillors:

SE Baldwin  
TH Beedle  
NA Burnett  
HJ David  
SK Dendy  
J Gebbie

Councillors

DG Howells  
JE Lewis  
D Patel  
JC Radcliffe  
KL Rowlands  
CE Smith

Councillors

E Venables  
SR Vidal  
HM Williams  
RE Young

MINUTES OF A MEETING OF THE CABINET COMMITTEE EQUALITIES HELD REMOTELY VIA SKYPE FOR BUSINESS ON THURSDAY, 3 DECEMBER 2020 AT 10:00

Present

Councillor D Patel – Chairperson

SE Baldwin	TH Beedle	NA Burnett	HJ David
J Gebbie	DG Howells	JE Lewis	JC Radcliffe
KL Rowlands	CE Smith	SR Vidal	HM Williams
RE Young			

Apologies for Absence

SK Dendy and E Venables

Officers:

Nicola Bunston	Consultation Engagement and Equalities Manager
Mark Galvin	Senior Democratic Services Officer - Committees
Riaz Hassan	Regional Community Cohesion Coordinator
Judith Jones	Partnership Co-ordinator
Claire Marchant	Corporate Director Social Services and Wellbeing
Philip O'Brien	Digital Transformation and Customer Services Manager
Michael Pitman	Democratic Services Officer - Committees
Susan Roberts	Group Manager School Improvement
Andrew Thomas	Group Manager Sports & Physical Activity
Elizabeth Walton-James	Group Manager Safeguarding and Quality Assurance

84. DECLARATIONS OF INTEREST

None

85. APPROVAL OF MINUTES

RESOLVED: that the minutes of the 07/10/2020 be approved as a true and accurate record.

86. ANNUAL REPORT ON COMMUNITY COHESION

The Partnership & CSP Manager presented a report which provided an update on the work of the Welsh Government funded Community Cohesion officer and the community cohesion work of Bridgend Community Safety Partnership.

In December 2018 Welsh Government issued their 'intention to fund' email to all Regional Community Cohesion Co-coordinators in Wales. Welsh Government indicated that each region would be allocated £140,000 to:

- Identify and mitigate community tensions (hate crime, extremism, anxiety, anti-social behaviour) relating to Brexit;
- Improve community cohesion communications;
- Organise events/activities to promote social inclusion; and

- Deliver non Brexit activities as outlined in the National Community Cohesion Plan (2019)

At that time Bridgend County Borough Council, (BCBC), Swansea Council and Neath Port Talbot County Borough Council made up the Western Bay Community Cohesion Region, led by a Regional Community Cohesion Co-coordinator based in Swansea Council.

She added that a Community Cohesion Officer in September 2019. The post was funded until 31 March 2021. She outlined the role of the Community Cohesion Officer as indicated in section 4 of the report

The Partnership & CSP Manager outlined the hate crime figures for the period April to September 2020 with a comparison to the previous 2 years. These were labelled as chart 1 and chart 2 in the report.

The Partnership & CSP Manager outlined the progress to date stating a large amount of work relating to Brexit being carried out. She explained that a key area of the Brexit work had been engaging with individuals and communities to ensure maximum uptake of the European Union Settlement Scheme (EUSS). More information on the EUSS was at Appendix 1.

She added that in the summer of 2020 an additional language skills survey was undertaken among BCBC employees. These were identified as follows:

- French 4
- Italian 3
- German 3
- Russian 2
- Polish 2
- Spanish 2
- Japanese 1
- Mandarin 1
- Sinhala 1
- Creole 1
- Slovak 1
- Cantonese 1
- Czech 1
- Ukrainian 1

Of the respondents to the survey, 59% agreed they would volunteer to support residents with specific language needs. Further progress to date was listed at 4.2 of the report.

The Regional Community Cohesion Coordinator outlined key points of the report relating to the European Union Settlement Scheme (EUSS) and the total people that applied to the scheme on a local and national level. He provided figures on this as well as a breakdown of figures for the Local Authorities in the Western Bay Region and the nationality of the applicants. These were listed in Appendix 1 of the report.

The Regional Community Cohesion Coordinator also provided figures on the ethnicities of pupils in schools in Bridgend which covered EU and Non EU ethnicities.

A Member asked in relation to the applications that were completed by Italian nationality, what the general age profile of these residents were and how long had they been in Bridgend before going through application process.

The Regional Community Cohesion Coordinator explained that the figures provided did not include Italians who had applied for a British nationality, but rather people who had kept their nationality as Italian, so there may have been many more in total, but he did not have data on the age profiles of these residents.

The Cabinet Member Communities thanked the Officers involved in this report and the research and work carried out in the community. He added that it was a shame that hate crime was an issue and there had been a spike during the times of Brexit, but the work carried out by our Officers had been welcomed.

The Partnership & CSP Manager added that it had been a difficult year as a whole, with Covid19 as well as Brexit coming to an end. There had been some work with regards to dealing with right wing extremism but with such uncertainty on what exactly will happen on January 1<sup>st</sup> 2021, it had been hard to focus on any one issue.

The Cabinet Member Communities added that there was a large amount of work being carried out by SWP also. He stated that there were lessons learned from 2016 during the spike in hate crime and these lessons were being implemented now to try and mitigate it.

The Chairperson stated that she had recently spoke with the Chief Executive, the Leader and the Young Mayor about issues surrounding news shared on social media and the importance of questioning the source of the information, to ensure that misinformation was not being spread. She added that this could be something that the Council looks at promoting. The Partnership & CSP Manager agreed that this was a subject worth promoting to raise awareness.

The Leader empathised the importance and value of everyone who lived, worked, and raised their families in Bridgend, and they were always welcome.

The Leader asked if a need for support or services to be provided through the process of the settlement scheme had been identified, particularly in relation to three largest groups identified.

The Regional Community Cohesion Coordinator explained that many of the communities had a champion or an establishment that people could reach out to. This was not the case for EU communities previously so this was something that was being worked towards.

The Cabinet Member Education and Regeneration thanked the team for their hard work on the report in identifying the range of groups from EU communities. He explained that a visit to Pen Y Bont Primary School may be beneficial as the school is one of the most diverse in Bridgend. He added that further collaboration from himself would be provided where possible.

The Chairperson added that it was inspiring see us go from having no data on EU Nationals, to having all the data included in the report and thanked everyone who worked on achieving this.

**RESOLVED:** That the Committee noted and accepted the contents of the report.

87. ANNUAL UPDATE ON PROGRESS MADE WITH MEETING THE OBJECTIVES WITHIN THE WELSH LANGUAGE STANDARDS FIVE YEAR STRATEGY

The Consultation, Engagement and Equalities Manager presented a report which updated the Committee on the work undertaken to meet the objectives within the Welsh Language Standards Five Year Strategy (2016 to 2021), during the fourth year since its introduction.

She explained that the councils final compliance notice from the Welsh Language Commissioner included two standards (145 and 146) that required the council have produced and published a Five Year Strategy by 30 September. The strategy was attached at Appendix 1 of the report and set out how the Council promotes the Welsh Language and facilitates its use in Bridgend County Borough.

The Consultation, Engagement and Equalities Manager explained it was agreed that the strategy be split into two sections, section one to address the employees, and section two for the public. Further details on the objectives for these sections were at 3.3 of the report.

The Consultation, Engagement and Equalities Manager outlined what developments have occurred in the last 12 months. She explained that Officers attended the launch event for the 'Closing the Gap' Welsh Language Commissioner assurance report on 15 September 2020. This was the sixth assurance report published by the Commissioner. The report addressed the issues on which organisations need to take action over the coming months. It included evidence on:

- organisations' performance in providing Welsh language services and encouraging people to use them
- compliance arrangements – what organisations do to ensure their provision is compliant
- workforce capacity – ensuring that there are enough Welsh speakers in the right roles
- promoting the Welsh language – contributing to the future of the Welsh language by considering the impact of policy and grant decisions on the language
- implementing Welsh language promotion strategies.

A copy of the concise version of the report was at Appendix 2 (Welsh) and 3 (English).

The Consultation, Engagement and Equalities Manager explained that following the Welsh Government consultation seeking views on the draft Welsh in Education Strategic Plans (Wales) Regulations 2019 and Guidance, new regulations came into force at the end of January 2020, with the guidance published in February 2020. WESPs would become 10-year rather than 3-year plans and annual work plans and progress reports will be required. Further information was at section 4.1 of the report.

The Consultation, Engagement and Equalities Manager outlined the employee developments which set out to:

- identify the capacity in service areas to deliver services in Welsh
- provide appropriate learning and development solutions at various levels to meet identified needs within budget allocation.

- Establish arrangements in recruiting to positions where Welsh language skills are essential

Details on these developments were at 4.2 of the report.

The Consultation, Engagement and Equalities Manager outlined the public developments which set out 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, as well as 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. Details on these developments were at section 4.3 of the report.

The Group Manager – School Support outlined the £2.6m Capital Grant plans for the provision of four early years settings to feed current Welsh-medium primary schools in Bridgend and any future provision. She added that work had been undertaken to promote welsh language education to new parents also in hopes to provide them with benefits of undertaking the welsh language at home and the benefits for their child to be bilingual.

The Group Manager – School Support outlined the progress on Outcome 1: More seven-year-old children being taught through the medium of Welsh. She stated that Pupil level annual school census (PLASC) data was the current method of monitoring this data as opposed to the date of birth data previously used. She presented a table which indicated the number of 7-8 year olds since 2016 who undertook welsh language education. Further details on objective 2 and outcome 1 were at 4.3 of the report.

The Group Manager – School Support explained that the admissions team had indicated that Ysgol Bro Ogwr was at capacity, therefore a number of pupils had not been admitted and joined an alternate school which may not have been a Welsh Medium school. This had resulted in a number of missed opportunities for more welsh medium pupils.

The Group Manager – School Support also provided figures on the progress on Outcome 2: More learners continuing to improve their language skills on transfer from primary to secondary school as well as pupils taking Welsh as a GCSE and/or A-level subject. These figures were included in the report at 4.3.

The Consultation, Engagement and Equalities Manager explained the current situation surround the public and 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. The three objectives and the methods of measuring their success were listed at section 3 of the report.

A Member commented that there are a number of nurseries that are attached to a school and there are some welsh medium nurseries that were not. He asked if there was any work being done to ensure the availability of children continuing on to welsh medium primary schools after nursery and was there a particular trend of children who dropped off from welsh medium education.

The Group Manager – School Support stated that in the past there were patterns in regards to children not continuing welsh medium education but that did not seem to be a major issue now and the drop offs from welsh medium education was consistent among all welsh medium schools, although higher than we would like.

She added that the Headteacher of Ysgol Gyfun Gymraeg Llangynwyd was very proactive and visited primary schools to work with parents to establish a clear line of sight for their children.

She added that we had suggested the idea of an all through school, whereby children of ages 3-19 could go, which would help parents commit to welsh medium education for their children.

The Group Manager – School Support explained that the Early Years and Childcare team worked closely with the non-maintained nurseries which had shown an improvement in the continued education of welsh medium over the past few years. She added that the work of the School modernisation programme to ensure more provision was in place was an important piece of work, as well as ensuring that the provision in place was of high quality.

A Member mentioned that on the strategy it stated ‘this document is available in Welsh’ but was written in English. He suggested that going forward, we include that sentence in Welsh.

The Leader asked what the effect of the opening of Ysgol Gynradd Calon y Cymoedd at its new location had on the Welsh Language uptake.

The Group Manager – School Support explained that it was consistent with previous years in terms of increased uptake of Welsh Medium Education when a new Welsh Medium school was opened.

The Cabinet Member Wellbeing and Future Generations commented that the annual assessment undertaken next year on the school would be interesting to see. She asked if there were any early indications on the effects of the pandemic on children regarding welsh medium education.

The Group Manager – School Support explained that the authority had been proactive in ensuring effective delivery of welsh language to children which had been particularly helpful for families where parents did not speak welsh. This was achieved with the help of multi-agency work.

The Cabinet Member Wellbeing and Future Generations asked for information regarding customer services and what a resident calling in to the authority with the aim to converse in welsh should expect.

The Group Manager – Transformation and Customer Services stated that there was a dedicated phone line for welsh speakers which historically customers would need to go through the English route before they could opt to speak in Welsh. This has now changed so that the main BCBC phone number asked whether the person would like to speak in English or Welsh, and directed them accordingly. In addition, there were 3 welsh speaking staff members employed in customer services. As the take-up was fairly low, these staff were also used for the English calls, but offered a call back service whereby if a Welsh speaker was unable to get through, they could leave a voicemail and they would be contacted back shortly after by the Welsh speaking staff member. He stated that there was no feedback from this service as of yet.

The Cabinet Member Wellbeing and Future Generations asked if there had been any ‘mystery shopping’ work being undertaken to see how the welsh services were being provided.

The Consultation, Engagement and Equalities Manager explained that this was something they pursued a while ago, but ultimately came across barriers and had not



managed to undertake this work, but it was something they wished to continue by liaising with a number of Welsh Medium schools post Covid-19.

RESOLVED: That the Cabinet Committee Equalities received, considered and noted the report

88. THE IMPACT OF COVID-19 AND LOCKDOWN ON PEOPLE WITH CARING RESPONSIBILITIES

The Corporate Director Social Services presented a report which updated Cabinet on the impact of Covid-19 and lockdown on people with caring responsibilities and the additional support that has been available during the pandemic.

She provided background on the situation in Bridgend and the challenges faced on a local and national level and the work that had been carried out to support carers in Bridgend. She added that Carers Trust research identified the following challenges to unpaid carers identified across Wales: -

- Not being able to take time away from caring 74%
- Managing stress and responsibility 73%
- Negative impacts on physical and mental health 73%
- Impact on other personal relationships 65%
- Financial impact of additional care costs 53%
- Negative impact on ability to do paid work 50%
- Not having anyone to talk to about caring challenges 46%

The Corporate Director Social Services explained that to support the three ministerial priorities for carers, a £1 million allocation was made to regional carer partnership boards and for 2020-21 an additional £1 million Covid Support Fund for carers had been established.

The Corporate Director Social Services provided a summary of the support that had been provided by BCBC as well as partner third party organisations which included telephone support service extended to cover seven day, 24 hours with staff available on a rota basis, financial support of up to £300 through the carers emergency grant scheme and over 7000 PPE items distributed to carers throughout the borough. Further information on support provided was listed at section 4 of the report.

The Cabinet Member Social Services and Early Help thanked all the officers and teams involved who had provided support to carers during the pandemic. She asked if the pandemic and lockdown had affected the communication methods towards carers and if so, what could be done to improve this.

The Group Manager – Integrated Community Services explained that at the start of the pandemic, the authority began contacting carers to ensure that they did not feel isolated or unsupported. The Group Manager – Sports & Physical Activity also highlighted a number of support services that had been provided which helped with day-to-day issues.

The Cabinet Member Wellbeing and Future Generations was pleased to see the work that had been carried out by the teams in BCBC to support carers. The Leader echoed this and stated that it was important that carers were made aware of the support available and could not thank our carers enough for their work in the borough. The Leader asked what work could be done with schools to support young carers.

The Corporate Director Social Services explained that the connection with schools was important and we needed to work closely with them in identifying young carers and the support they need. She stated that the pandemic was likely to continue for at least a few more months and therefore the wellbeing and mental state of young carers was particularly vulnerable during these times and as such some focused work was being carried out to ensure understanding of the impacts for young carers and managing them.

**RESOLVED:** That the committee noted the information contained within the report.

89. **ANNUAL REPORT ON THE WORK OF BRIDGEND COMMUNITY COHESION AND EQUALITY FORUM**

The Consultation, Engagement and Equalities Manager provided an update on the work of the Bridgend Community Cohesion and Equality Forum (BCCEF). She advised that this was the third report that had been presented to Cabinet Committee Equalities on the progress and work of BCCEF. The Forum was currently chaired by Cllr Dhanisha Patel – Cabinet Member Wellbeing and Future Generations. The meetings were held quarterly, with June and Septembers being held remotely due to Covid-19.

The Consultation, Engagement and Equalities Manager outlined the following presentations that were given in 2020:

- BCBC Strategic Equality Plan Consultation
- BCBC Budget Consultation Feedback
- Community PREVENT
- BCBC Strategic Equality Plan Consultation feedback
- The barriers that people with sight loss face and the impact of COVID-19

She advised that each organisation involved was provided an opportunity to update the forum on their work and any partnership opportunities for engagement or training. She added that South Wales Police provide an update at each meeting on 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 it.

The Consultation, Engagement and Equalities Manager was pleased that during the pandemic the BCCEF was able to meet and continue to share information.

The Cabinet Member Wellbeing and Future Generations asked Members to provide any items for the BCCEF should they have any through their various roles as Cabinet Members.

**RESOLVED:** That Cabinet Committee Equalities considered and noted the report.

90. **UPDATE REPORT ON IMPLEMENTATION OF WELSH LANGUAGE STANDARDS**

The Consultation, Engagement and Equalities Manager presented a report which provided an update on the stance of implementation of Welsh Language Standards.

She explained that Officers attended the launch event for the 'Closing the Gap' Welsh Language Commissioner assurance report on 15 September 2020. This was the sixth assurance report published by the Commissioner. The report addressed the issues on

which organisations needed to take action over the coming months. It included evidence on:

- organisations' performance in providing Welsh language services and encouraging people to use them
- compliance arrangements – what organisations do to ensure their provision is compliant
- workforce capacity – ensuring that there are enough Welsh speakers in the right roles
- promoting the Welsh language – contributing to the future of the Welsh language by considering the impact of policy and grant decisions on the language
- implementing Welsh language promotion strategies.

A copy of the concise version of 'Closing the Gap' Welsh Language Commissioner assurance report can be seen in Appendix one (Welsh) and Appendix two (English).

The Consultation, Engagement and Equalities Manager explained that there had been no new complaints received since the last update report, and a previous complaints update was listed at section 4 of the report.

The Cabinet Member Wellbeing and Future Generations was pleased to see a reduction in complaints overall, with no new complaints being received showed our proactive work on improving welsh language services.

**RESOLVED:** That Cabinet Committee Equalities considered and noted the report.

91. **USE OF THE NAME OF PICTON IN STREET NAMES AND BUILDINGS THROUGHOUT THE BRIDGEND COUNTY BOROUGH**

The Consultation, Engagement and Equalities Manager presented a report which updated the committee on the research taking place into the use of the name Picton in street names and buildings across Bridgend County Borough.

She provided the various street names and buildings that had been identified using the name Picton within Bridgend, Porthcawl, Kenfig Hill and Nantyllyllon. These were detailed at section 4 of the report.

She added that work was progressing and had included to date:

- Identifying the first appearance of relevant places on official maps
- Establishing the types of buildings to help narrow dates
- Identifying collections of records that may give further details within the archives' collection

She advised that there were financial implications related to changing the street names which would include changing street signage, legal fees and consultation costs. Glamorgan Archives had been commissioned to carry out research on behalf of Bridgend County Borough Council up to a maximum value of £3,000.

The Consultation, Engagement and Equalities Manager explained that within the Welsh Government Audit of statues, street and building names a traffic light system had been used to give distinction in terms of certainty and culpability of General Thomas Picton (and others listed within the audit)

She explained that a link could be provided for Members to allow them to give feedback or comments relating to this subject to Welsh Government.

The Cabinet Member Wellbeing and Future Generations asked if any deadline was given by Welsh Government to provide feedback. The Consultation, Engagement and Equalities Manager was unaware of a deadline or timeframe for their next steps.

The Cabinet Member Education and Regeneration thanked the Consultation, Engagement and Equalities Manager for the report and for making use of the Glamorgan Archives service. He looked forward to the information that was to be provided by them and iterated that not all street names and buildings were named after General Thomas Picton and it was important to await further information from the archives service before taking the next steps.

RESOLVED: That the Cabinet Committee Equalities considered the update report and awaits research from a local historian and the outcome of the Welsh Government audit before further consideration be given to actions that may need to be taken within Bridgend County Borough.

92. URGENT ITEMS

None

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET COMMITTEE EQUALITIES

8 MARCH 2021

#### REPORT OF THE CHIEF EXECUTIVE

#### UPDATE ON EQUALITIES WORK WITHIN SCHOOLS

#### 1. Purpose of report

- 1.1 The purpose of this report is to provide Cabinet Committee Equalities (CCE) with information on racial incidents within schools, as monitored using the Racist Incident Report Form.

#### 2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objective/objectives under the **Well-being of Future Generations (Wales) Act 2015**:

1. **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.
2. **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
3. **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the council's well-being objectives.

#### 3. Background

- 3.1 On 18 March 2019 all schools were sent guidance on reporting racist incidents within schools.
- 3.2 Guidance included notifying the local authority of racist incidents as well as notification to the police where incidents were recorded as a hate crime.
- 3.3 Schools were provided with an updated Racist Incident Report Form.
- 3.4 This report outlines the incidents reported during the 2020-21 academic year (to date). A previous report was brought to CCE in August 2020 for academic years 2018-19 and 2019-20.

#### 4. Current situation/proposal

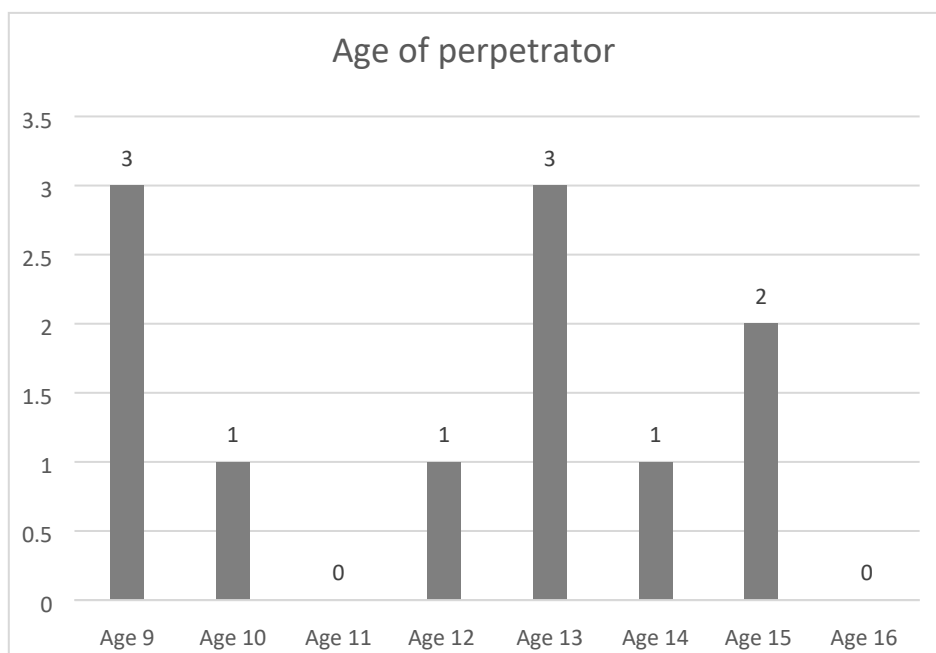
4.1 In the academic year **2020-21** (to date) there have been ten racist incidents reported by schools across the county borough. Incidents were reported by the following schools:

- Bryncethin Primary
- Porthcawl Comprehensive
- Bryntirion Comprehensive
- Llangwydd Primary
- Coleg Cymunedol Y Dderwen

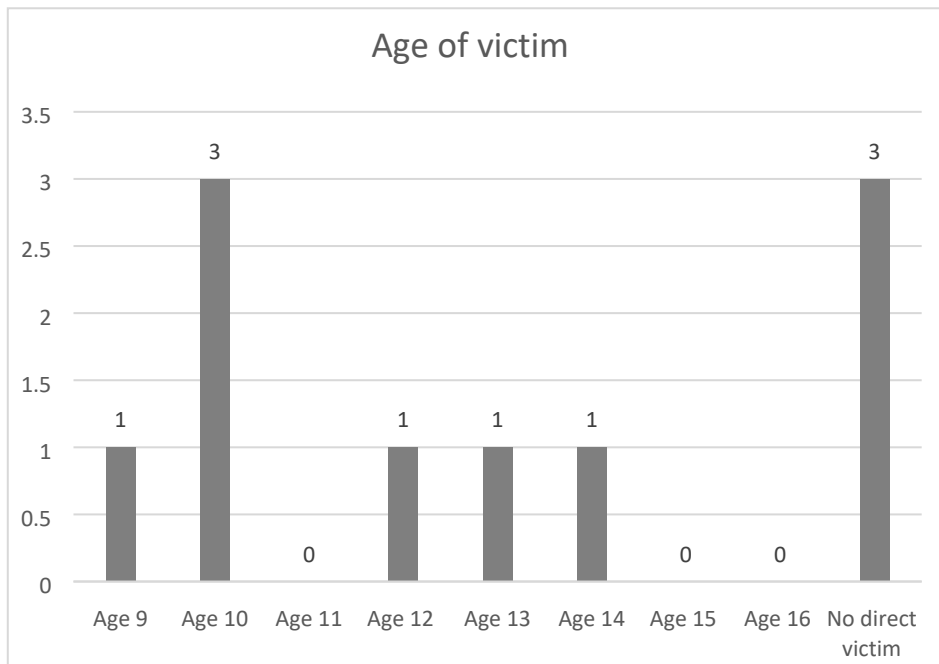
4.1.1 Incidents are recorded by incident type. Incidents were recorded as:

- verbal abuse or insults (5)
- racist comments in the course of a discussion (2)
- social media posts (1)
- refusal to cooperate with others because of religion, ethnicity or language (1)
- racist and homophobic comments in the course of a discussion (1).

4.1.2 Incidents have been recorded by age of perpetrator and age of victim:



In one incident there were two perpetrators.



In three incidents there were no identified victims.

4.1.3 Ten perpetrators were recorded as White British, one perpetrator was recorded as White and black African.

4.1.4 Ethnicity of the victims were recorded as:

- Asian (3)
- Black (1)
- Other black African (1)
- White and black Caribbean (2)

4.1.5 Seven of the perpetrators were recorded as male and four female.

4.1.6 Four victims were recorded as male and three were recorded as female.

4.1.7 The incidents have been recorded by perpetrator to victim gender:



4.1.8 Incidents resulted in a range of interventions taking place including verbal reprimand (4), letter home (1), fixed period exclusion (2), phone call home (1), meeting with parents (3), formal school detention (1), and removal from lesson /internal exclusion (1), referral to police (2) and PREVENT referral (1).

4.2 The proposed Hate Crime in Schools project has been delayed due to the onset of the Covid-19 pandemic, and the WLGA are in discussions with Welsh Government about the possibility of extending the allocated funding beyond the end of this financial year.

## **5. Effect upon policy framework and 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. Well-being of Future Generations (Wales) Act 2015 implications**

7.1 The well-being goals identified in the Act were considered in the preparation of this report. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:



**Long-term** - The consideration and approval of this report will assist in supporting equalities objectives the short-term and in the long term.

**Prevention** - The ongoing work in schools aims to identify issues that are relevant in our community and set objectives to prevent problems from occurring.

**Integration** - The equalities work within schools aims to support all the wellbeing objectives and ensures integration for all people with protected characteristics.

**Collaboration** - The monitoring work is done in collaboration with all schools across the county borough and relevant council services.

**Involvement** - Publication of the report ensures that the public and stakeholders can review the work that has been undertaken.

## **8. Financial implications**

- 8.1 There are no financial implications associated with this report. The hate crime project is being coordinated by the WLGA and delivered by Show Racism the Red card (SRtRC) using grant funding from Welsh Government.

## **9. Recommendation**

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

**Mark Shephard**

**Chief Executive**  
**8 March 2021**

**Contact Officers:** Nicola Bunston  
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**Background papers: None**

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET COMMITTEE EQUALITIES

8 MARCH 2021

#### REPORT OF THE CHIEF EXECUTIVE

#### USE OF THE NAME PICTON IN STREET NAMES AND BUILDINGS THROUGHOUT BRIDGEND COUNTY BOROUGH – UPDATE REPORT

#### 1. Purpose of report

- 1.1 The purpose of this report is to update Cabinet Committee Equalities with information on research that has taken place into the use of the name Picton in street names and buildings across Bridgend County Borough.

#### 2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objective/objectives under the **Well-being of Future Generations (Wales) Act 2015**:

1. **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.
2. **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
3. **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the council's well-being objectives.

#### 3. Background

- 3.1 The Equality Act 2010 introduced a General Duty for public bodies to:

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity and;
- Foster good relations between people who share a protected characteristic and those who do not.

- 3.2 The Equality Act also introduced specific duties which include:

- Setting Equality Objectives and publishing a Strategic Equality Plan;

- Ensuring it engages with people who have an interest in how the council's decisions affect them and;
- Carrying out Equality Impact Assessments and publishing the results if there is a substantial impact on the council's identified.

3.3 An initial report was presented to Cabinet Committee Equalities on 24 August 2020, which recommended that further research be undertaken by a local historian. The report also recommended that Cabinet Committee Equalities await the outcome of the Welsh Government audit of Wales' historic monuments and statues, and the names of streets and public buildings before further consideration is given to action needed within the county borough. Subsequent reports outlining progress were presented to Cabinet Committee Equalities on 7 October and 3 December 2020.

3.4 This report outlines the progress made since the last report.

#### 4. Current situation / proposal.

##### 4.1 Streets named 'Picton' in Bridgend County Borough

###### **Bridgend:**

<b>Street name</b>	<b>Number of properties</b>
Picton Gardens	61
Picton Avenue	9
Picton Close	9

###### **Porthcawl:**

<b>Street name</b>	<b>Number of properties</b>
Picton Avenue	48
Middleton Court, Picton Avenue	60

###### **Kenfig Hill:**

<b>Street name</b>	<b>Number of properties</b>
Picton Street	39

###### **Nantyffyllon:**

<b>Street name</b>	<b>Number of properties</b>
Picton Place	18
Picton Street	116

4.2 Glamorgan Archives were commissioned to carry out research on behalf of the council. It was agreed that the Glamorgan Archives would carry out up to 100 hours research, however due to the restrictions imposed due to Covid-19, a total of 50 hours and 35 minutes research were completed.

4.3 The report produced by Glamorgan Archives is attached as Appendix one.

The report concludes that:

- Searches of the relevant local authority minute books and planning records reveal details of the development of the streets, but no references to the naming of the streets.
- It was, and continues to be, commonplace for streets to be named after local families and landowners. Members of the Picton Turberville family also held positions of authority within the area (for example, Colonel J Picton Turberville was serving on Penybont Rural District Council).
- Picton Street and Picton Place, Nantyffyllon, appear to have been built on Turberville estate land (see sale catalogue, Glamorgan Archives, D548/2/7/9).
- Picton Gardens and Picton Close, Bridgend, are built on the site of Picton Court, but no direct link with the Picton or Picton Turberville family has been established.

## **5. Effect upon policy framework and procedure rules**

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

## **6. Equality Impact Assessment**

- 6.1 This is an information report to Cabinet Committee Equalities therefore an Equality Impact Assessment is not required at this stage. Further consideration may be given following the outcome of the Welsh Government audit of Wales' historic monuments and statues, and the names of streets and public buildings.

## **7. Well-being of Future Generations (Wales) Act 2015 implications**

- 7.1 The well-being goals identified in the Act were considered in the preparation of this report. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

**Long-term** - The consideration and approval of this report will assist in supporting equalities objectives the short-term and in the long term.

**Prevention** - The report aims to identify issues that are relevant in our community and workforce and set objectives to prevent problems from occurring.

**Integration** - The report supports collaboration with key stakeholders to ensure integration for all people within our community impacted by the research.

**Collaboration** - Partnership working assists the council in meeting it's Public Sector Equalities Duties and ensures appropriate, professional research is carried out for the purposes of this report.

**Involvement** - Publication of the report ensures that the public and stakeholders can review the work that has been undertaken.

## **8. Financial implications**

- 8.1 There would be significant financial implications for the council and residents associated with changing street names which would include changes to street

signage, legal fees and consultation costs. The exact costs would be unknown until the extent of any changes are determined. Glamorgan Archives have carried out research on behalf of Bridgend County Borough Council to the value of £1515 funded from existing budgets.

## **9. Recommendation**

- 9.1 That Cabinet Committee Equalities considers the update report and the research report from the Glamorgan Archives. It is recommended that we await the next steps from the Welsh Government audit before further consideration be given to actions that may need to be taken within Bridgend County Borough.

**Mark Shephard**

**Chief Executive  
8 March 2021**

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**Background papers:** None

**Appendix one**  
**Glamorgan Archives**  
**Picton Street Name Research for Bridgend County Borough Council**

Due to having limited access to the records during the local and national lockdowns, it was decided to focus research work on searching the relevant local authority minute books for any reference to the naming of the streets.

New streets are usually named by the developer/builder, with the chosen names being submitted to the relevant local authority, in this case the Urban or Rural District Council, for approval. The process for the naming of streets is outlined in the Towns Improvement Clauses Act, 1847 and the Public Health Act, 1925.

**Background Research to establish the dates when the streets were built**

The Urban and Rural District Council minute books are extensive in size and are usually not indexed, so staff spent some time doing background research to establish dates for when the streets were being developed and to narrow down the time frame for the search. This included checking Ordnance Survey (OS) plans, tithe maps (maps of parishes drawn up in the 1830s/early 1840s) and searching for any surviving building regulation plans held by Glamorgan Archives (online catalogue: <http://calmview.cardiff.gov.uk/>).

**Picton Street, Kenfig Hill**  
**Local Authority: Penybont Rural District Council**

Background research:

Location: 100m NW of centre of Kenfig Hill, National Grid Ref: SS 83612 83178.  
Mostly pre First World War housing

Earliest road name appearance on OS plan: 1919 3<sup>rd</sup> edition 25-inch OS.  
House numbers 1-11 and 27-37 are listed on the 1911 census

Tithe map

This location is within the parish of Pyle. The Pyle tithe plan indicates that the location was occupied by a field numbered 345 on the apportionment. This field was listed as Pasture, owned by Talbot Christopher Rice Mansel and occupied by John Evans. See *Appendix A* for images from the tithe map.

Building regulation plans:

Glamorgan Archives holds building regulation plans for Penybont Rural District Council and the following plans were found:

- RDPB/Box 5: 4 houses at Picton Street, Kenfig Hill, 28 Oct 1911, on behalf of GK Knight Esq. (bundle 21). Clear from these plans there was already houses on the street before that date and the street had already been named.
- RDPB/Box 4: 4 houses in Picton Street, Kenfig Hill, submitted by RO Clark (architect, surveyor, Port Talbot), on behalf of George Knight, Llewellyn Street, Aberavon, March 1909 (bundle 17). Store room at Picton Street, Kenfig Hill, on behalf of Mr J Nicholls or Nicholas, 18 July 1908 (bundle 16).

Plans were searched back to 1898 but no further plans for Picton Street were found (RDPB/Boxes 2-5 searched).

#### Local authority minutes:

The following Penybont Rural District Council minute books were searched:

- Ref: RDPB/C/6 – Minutes, Aug 1908-Apr 1910

Col. J. Picton Turberville is recorded as a member of the Council.

p142 - 27<sup>th</sup> March 1909: Discussion of proposed extension of Council's water mains to streets in Kenfig Hill. "He thought that the extensions proposed on the plan should only proceed as far as Picton Street as the roads are not yet formed beyond that point". Picton Street had been named by this date.

- Ref: RDPB/C/5 – Minutes, Mar 1906-Aug 1908

p397 - 9 May 1908: References to house building underway at Kenfig Hill. Some streets are named, others are just referred to by letters (presumably not named at this point). Picton Street is not included.

1907: Several references to Miss Talbot's contributions to the Kenfig Hill Sewerage Scheme – it seems Miss Talbot (Margam Estate) owned many of the houses in the area.

p295 – 9 November 1907: Plans for 50 houses to be built at Kenfig Hill. No street names given. Involvement of the Margam Estate.

Although, the above references were found on the development of Picton Street, no information was found to the naming of the street.

#### **Picton Street, Nantyffyllon**

**Local Authorities: Cwmdau Local Board of Health and Maesteg Urban District Council (from 1894)**

#### Background Research

Location: A4063 through Nantyffyllon, National Grid Ref: SS 85030 92733

Victorian terrace



Shown on 1877 OS 1<sup>st</sup> edition 25-inch plan  
Road appears on 1830s tithe plan unnamed

(research for Picton Street, Nantyffyllon, is included with research on Picton Place, Nantyffyllon, below).

### **Picton Place, Nantyffyllon**

**Local Authorities: Cwmdu Local Board of Health and Maesteg Urban District Council (from 1894)**

#### Background Research

Location: part of Heol Tywith, between Grove Street and Barnardo Street in Nantyffyllon. Includes General Picton public house, National Grid Ref: SS 85180 02679.

Victorian terrace.

Some of the terrace exists on the 1877 OS 1<sup>st</sup> edition 25-inch plan. Street completed on 1899 OS 2<sup>nd</sup> edition 25-inch plan. First labelled Picton Place on 1919 OS 3<sup>rd</sup> edition 25-inch plan. General Picton public house first labelled as a public house on 1951 OS plan.

#### Tithe map

This location is within the parish of Llangynwyd. The Llangynwyd tithe plan indicates that Picton Street and Picton Place crossed areas numbered 526aH, 528H, 530H, 541H, 542H, 543H, 552H, and 554H on the apportionment.

- Field 526aH was labelled as pasture, owned by Turberville, Richard T Esq, occupied by William Evan
- Field 528H was labelled as wood, owned by Thomas Edward, occupied by Thomas Hopkin
- Field 530H was labelled as pasture, owned by Thomas Edward, occupied by Thomas Hopkin
- Field 541H was labelled as pasture, owned by Thomas Edward, occupied by Thomas Hopkin
- Field 542H was labelled as arable, owned by Thomas Edward, occupied by Thomas Hopkin
- Field 543H was labelled as pasture, owned by Thomas Edward, occupied by Thomas Hopkin
- Field 552H was labelled as wood, owned by Richards, John Matthew, occupied by Robt Roberts
- Field 554H was labelled as pasture, owned by Richards, John Matthew, occupied by Robt Roberts

See *Appendix A* for images from the tithe plan.

#### Building regulation plans

Glamorgan Archives holds building regulation plans for Maesteg Urban District Council. Several plans survive for Picton Street; the following is the earliest found.

- Ref: UDM/S/1/1880/1: New kitchen and bathroom for 24 Picton Street, developer David Traherne, 7 May 1880.

#### Sales particulars

- D548/2/7/9: Sale catalogue of Turbervill estate, in Maesteg and Nantyffyllon, 27 July 1916.

Picton Street and Picton Place are both listed as lots placed for sale by the Turberville Estate. This shows a direct link between the streets and the Picton Turberville family. Relevant pages from the sales particulars have been digitised and can be found in *Appendix B*

#### North's Navigation Collieries (1889) Limited Records (ref: D1101)

Legal agreements within this collection reference Picton Street and the Picton Turberville family, but not within the same documents. No direct link is shown between the streets and the Picton Turberville family, although they certainly demonstrate the close links between the family and the Nantyffyllon area.

#### Local authority minutes

Minutes of Cwmdau Local Board of Health were searched for 1876-1877.

- Ref: LBCW3

Some references to David Treharne, developer of houses on Picton Street, were found, but in relation to properties on other streets.

There is correspondence recorded between the Board and Major Picton Turberville relating to Ewenny Road and Ewenny Bridge, to the Gas Street Bridge, and to land for the construction of a new slaughterhouse, showing a clear link between the Picton Turberville family and the Board, and to his land ownership in the area.

The Board approves building plans fairly regularly. The majority of those submitted already have names and the naming of streets is discussed only occasionally, as in the examples below.

p263 – 8<sup>th</sup> September 1876

*Resolved that the new street by Gas Works be named Ewenny Road*

This is one of the few references found to the naming of a street. No details are given as to why this name was chosen, although previous discussions show that Major Picton Turberville of Ewenny owned land in the area around the Gas Works.

p145 – 1st October 1875

*The new street leading from Bridge Street was named Bank Street*

No further explanation is given as to why this name was chosen.

pp114-115 – 28th May 1875

Discussion of the renaming of roads already named. The proposed new names are listed but the reasons for choosing them are not stated. Picton Street and Picton Place are not included.

Significant building work was underway in the area during this period. The minutes reflect the extent of development at the time.

p102 – 16<sup>th</sup> April 1875

It was reported that 127 new houses had been built in the district during the year 1 April 1874-31 March 1875.

## **Picton Avenue, Porthcawl**

**Local Authority: Porthcawl Urban District Council**

### Background Research

Location: North from Esplanade, next to Seabank Hotel, National Grid Ref: SS 81507 76724. Possibly interwar housing. Earliest road name appearance: 1940, OS 4<sup>th</sup> edition 25-inch plan. Named as Picton Avenue in Kelly's Trade Directory, 1920

### Tithe map

This location is within the parish of Newton Nottage. The Newton Nottage tithe plan indicates that the location was occupied by two fields numbered 581 and 603 on the apportionment. Field 581 was listed as Rough Ground / Pasture, owned by Henry Hey and occupied by Hopkins David Senior. Field 603 was listed as Rough Ground / Pasture, owned by Price Sir Robert, Baronet and occupied by Henry Jenkin. See *Appendix A* for images from the tithe map.

### Building regulation plans

The following building regulation plans submitted to Porthcawl Urban District Council were checked:

- UDPC/S/1/451, 632, 635 and 643: On all the plans the name of the road is labelled 'New Road' and has not yet been named Picton Avenue. It is only referred to as 'Picton Avenue' on the outside of the envelopes but these are later in date.
- UDPC/S/1/451: making new roads on the Porthcawl Estate for RE Jones, by Sidney Williams, Cardiff, architect, Feb 1911. There is also a plan for new street and sewers on Mr R E Jones Estate, which was approved 27 Feb 1911.

- UDPC/S/1/632: Labelled RE Jones Estate, near Sea Bank (Sea Bank Hotel). Plans for amended levels of the proposed new roads, submitted between Feb and April 1915. One plan shows it was received by the Council, 4 March 1915
- UDPC/S/1/635: Proposed new houses for Messrs Jenkins and Burnell. Plans drawn by architect Sidney Williams, Feb 1912, but submitted to Council, Feb 1915. Shows estate layout and plan of a house. Also in bundle amended plan for levels of proposed new road, received by Council, 12 Dec 1914. Refers to date of previous approved plan of 27 Feb 1911.
- UDPC/S/1/643: Layout of roads for RE Jones and showing land to be exchanged between The Nottage Court Estate and RE Jones Esq, March 1915. Also plan dated 23 April 1915 showing Estate at Porthcawl belonging to R E Jones, stamped 'Works Meeting, PCUD (Porthcawl Urban District Council), 23 April 1915.

### Local authority minutes

The following Porthcawl Urban District Council Minute Books were searched for Picton Avenue. References to Nottage Court Estate were also included:

- UDPC/C/1/10- Minutes, Jan 1913-Dec 1916

p545 – 4 October 1915: Nottage Court Estate - regarding plans for a new road and that in order to save time, committees would be given the power to approve plans without waiting for confirmation from the council.

p554 – 11 October 1915: Gas Committee meeting. Picton Avenue - regarding the gas manager's request for instructions for fitting a 3" main necessary for connecting up the new station.

p575 – 29 October 1915: Gas Committee meeting. Picton Avenue - tenders were submitted for the supply of pipe and accessories for main laying in Picton Avenue.

p579 – 1 November 1915: Nottage Court Estate - report dated 31 October 1915 regarding the drainage for the estate proposed to be developed.

p581 – 5 November 1915: Nottage Court Estate - regarding the connection of a sewer to a manhole opposite a road to be constructed.

p612 – 3 December 1915: Nottage Court Estate - regarding sewer plans.

p614 – 3 December 1915: Picton Avenue reference to gas main.

p626 – 23 December 1915: Picton Avenue (and Blundell Avenue) - payment regarding water mains.

p736 – 10 April 1916: Gas Committee meeting. Picton Avenue (and Blundell Avenue): manager informed the committee of getting gas services laid and it was also recommended that a site should be selected for lamp columns.

p767 – 19 May 1916: Picton Avenue - Clr. RE Jones stated that as the steam roller was now in the district, he was anxious to have the new street known as Picton Avenue steam rolled, and asked the council to hire the roller and the men required after the completion of the road repair works, and undertaking to pay all charges in connection therewith.

Although the above references were found to the development of Picton Avenue, no information was found relating to the naming of the street.

**Middleton Court, Picton Avenue, Porthcawl**  
**Local Authority: Ogwr Borough Council (up to 1996); Bridgend County Borough Council (after 1996).**

Background Research

Location: apartment building accessed from West of Picton Avenue, National Grid Ref: SS 81430 76727. Large post 1990s apartment complex.

No further records checked for this address as covered by Picton Avenue research above.

**Picton Avenue, Bridgend**  
**Local Authority: Bridgend Urban District Council**

Background Research

Location: Brynteg, West of Ewenny Road, National Grid Ref: SS 90443 78863. Interwar Housing, 1930s. Earliest road name appearance: 1940, OS plan 4<sup>th</sup> edition 25-inch.

Tithe map

This location is within the parish of Coity (Coety). The Coity tithe plan indicates that the avenue was constructed on a field numbered 391 on the apportionment. This field was listed as Pasture owned by a Mrs. Blackwell and occupied by Edward Lewis. See *Appendix A* for images from the tithe map.

Building regulation plans

The earliest building regulation plan that we hold for Picton Avenue is:

Document reference	<a href="#">UDBR/S/1/904</a>
Level of description	<a href="#">Item</a>

Title	Building of 3 bungalows, Picton Avenue, Bridgend
Date	08 May 1934
Description	Owner/builder: H. J. Speck Architect: E. Loveluck Original plan number: 15/34

### Registers of electors

- GD/C/RE/51/6 – October 1934  
Picton Avenue was not found in this electoral register.
- GD/C/RE/52/6 – October 1935  
Picton Avenue first appears in this electoral register. Numbers 1-4, 6 and 8 are listed.
- GD/C/RE/53/6 – October 1936  
Picton Avenue is included in this electoral register. Numbers 1-6, 8 and 10 are listed. Additional houses have been added since 1935.

This research suggests that Picton Avenue was in the process of being constructed during the mid-1930s, in all likelihood from 1934 onwards.

### Local authority minutes

The following Bridgend Urban District Council Minute Books were searched for Picton Avenue for the period Jul 1933-Sep 1934:

- Ref.: UDBR/C/1/21

p686 - 9 Jan 1934: Naming of new streets at Brynteg and Glanogwr: Recommended that this matter be considered at the next meeting of the council.

p724 - 20 Feb 1934: Naming of streets off Brynteg Avenue: that the two streets referred to in the surveyor's report be named Neville Road and Heol Picton respectively.

The surveyor's report is not included and doesn't survive elsewhere.

As the minutes indicate that the land was known as Brynteg, we searched for references to Brynteg/Brynteg Estate to see if previous ownership indicates why the roads were named Neville Road and Heol Picton/Picton Avenue. A file concerning the sale of Brynteg House and land, ref. DSA/15/21/4, relates to land adjacent to the plot where Picton Avenue was built. It shows that the land just to south was owned by Earl of Dunraven. The Brynteg site was sold to Glamorgan County Council, so there is no obvious link to Picton-Turberville family.

### **Picton Gardens and Picton Close, Bridgend**

## **Local Authorities: Ogwr Borough Council (up to 1996); Bridgend County Borough Council (after 1996)**

### Background Research

Location: north of Bypass Road, Bridgend, National Grid Ref: SS 91088 78584 and SS 91053 78614. 1990s housing, fill in of retail estate, from c1980s? Replaced a house 'Picton Court', constructed interwar, appears on the OS plan 1940, 4<sup>th</sup> edition, 25-inch plan. Estate built post 1995. But planning applications date from earlier in the 1990s.

### Tithe map

This location is within the parish of Coity (Coety). The Coity tithe plan indicates that the location was occupied by two fields numbered 263 and 264 on the apportionment. Field 263 was listed as pasture owned by Robert Nichol Esquire and occupied by Richard Jenkins. Field 264 was also listed as pasture, owned by Bennett John Esquire and occupied by Morgan Jones. See *Appendix A* for images from the tithe map. Some of the plots of land adjacent to the site were owned by Richard Turberville Esquire.

### Planning records

The earliest entry for the site on the Bridgend Council planning database is for January 1993. This provided a starting point for a search of Ogwr Borough Council planning records.

- Ref. DCOG/BOX65 - Planning Officer's reports, Aug 1992-Mar 1993

Various applications for the Picton Court site, including a reference to permission being granted for retail and residential development, 7 May 1992.

- Ref. DCOG/BOX64 – Planning Officer's reports, Feb-Jul 1992

7 May 1992 – planning permission 92/0376 for retail and residential development at Picton Court, A48 Bridgend. In line with previous application 91/1399. No mention of naming or history of plot at all.

12 Feb 1992 – planning application 91/1399 for residential and retail development at Picton Court, references previous planning application for residential development 89/522 and 89/523.

- Ref. DCOG/BOX59 – Planning Officer's reports, Nov 1988-Jul 1989

29 Jun 1989 – planning application 89/0522 and duplicate application 89/0523 for development of site at Picton Court.

In all these papers there are no references to the naming of roads or the naming of the development. There is also no mention of the history of the site.

#### Site research – Picton Court

As the retail and residential development is known as the Picton Court site, we investigated the history of Picton Court to find its origin.

The house first appears on the 1941 Ordnance Survey map. Residents on the 1939 Register were a William T Rees and family. A search of the electoral registers pre-dating this found Picton Court listed under Coychurch Road. This is likely to be the same property as the residents are the same as those listed in Picton Court in 1939 when it is listed as on Bypass Road.

Although it doesn't appear on maps prior to 1941 there are listings for Picton Court in the electoral registers, directories and on census records dating back to the 1900 electoral register (ref.: GD/C/RE/11/1). No mention has been found prior to 1900.

The 1910 Finance Act land valuation records (ref.: DVAL/1/41) indicate that Picton Court and its land was owned by Thomas Rees, the same person who was resident in 1900 and 1901.

It is possible that Thomas Rees purchased the land on which Picton Court was built in 1897. Documents relating to the sale of land (ref.: DRA/19/495-504) by Revd. Charles Bodvell Griffith of Bishopstone, Co. Hereford, to Thomas Rees of Bridgend, farmer of part of Waterton Hall Estate, survive but have not been checked to confirm that they relate to the relevant land.

In 1881 and 1891 Thomas Rees lives at Waterton Court. There is no indication of any links to the Picton family but a full genealogy has not been completed.

#### **Conclusion**

- Searches of the relevant local authority minute books and planning records reveal details of the development of the streets, but no references to the naming of the streets.
- It was, and continues to be, commonplace for streets to be named after local families and landowners. Members of the Picton Turberville family also held positions of authority within the area (for example, Colonel J Picton Turberville was serving on Penybont Rural District Council).
- Picton Street and Picton Place, Nantyffyllon, appear to have been built on Turberville estate land (see sale catalogue, Glamorgan Archives, D548/2/7/9).
- Picton Gardens and Picton Close, Bridgend, are built on the site of Picton Court, but no direct link with the Picton or Picton Turberville family has been established.

**Number of research hours:** 50 hrs 35 minutes

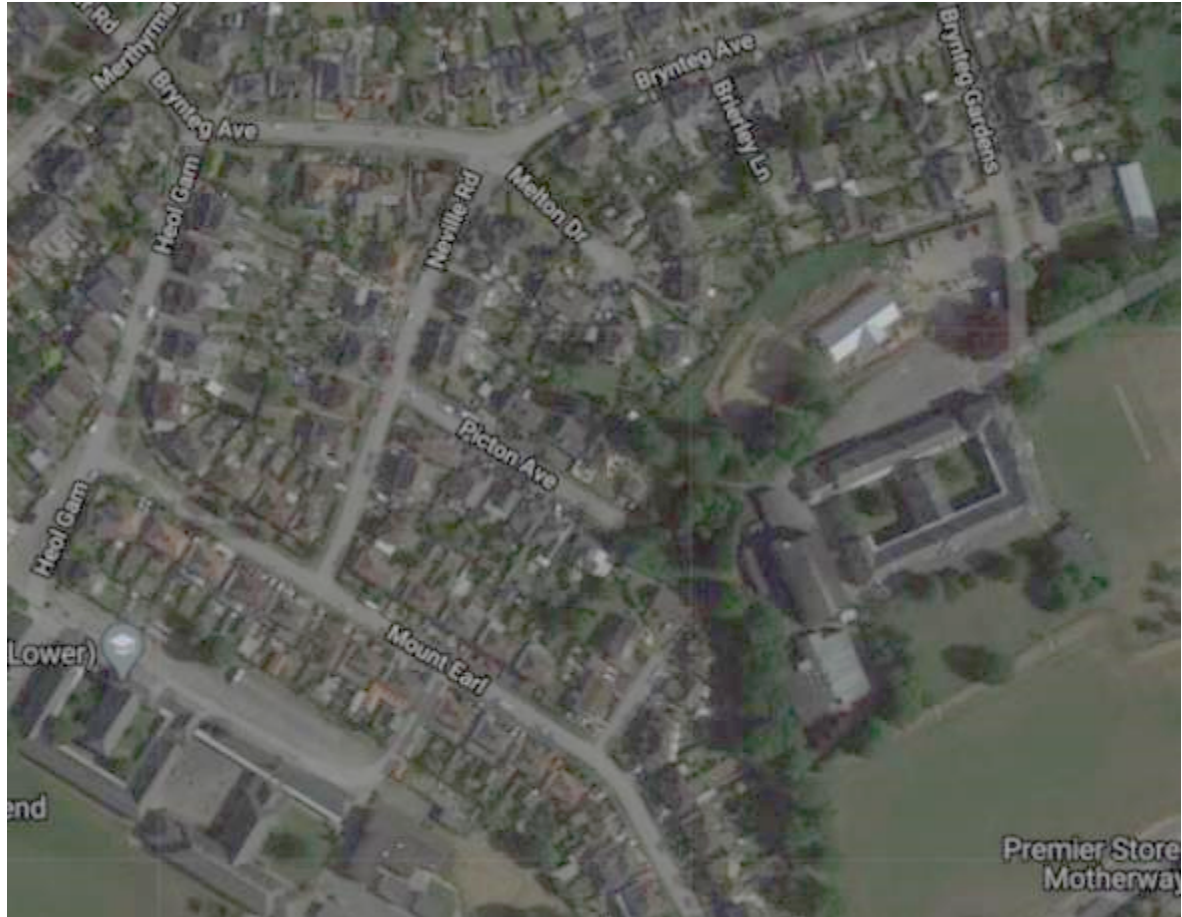
**8 February 2021**



## Appendix A – Tithe Map Images

- Picton Avenue, Bridgend

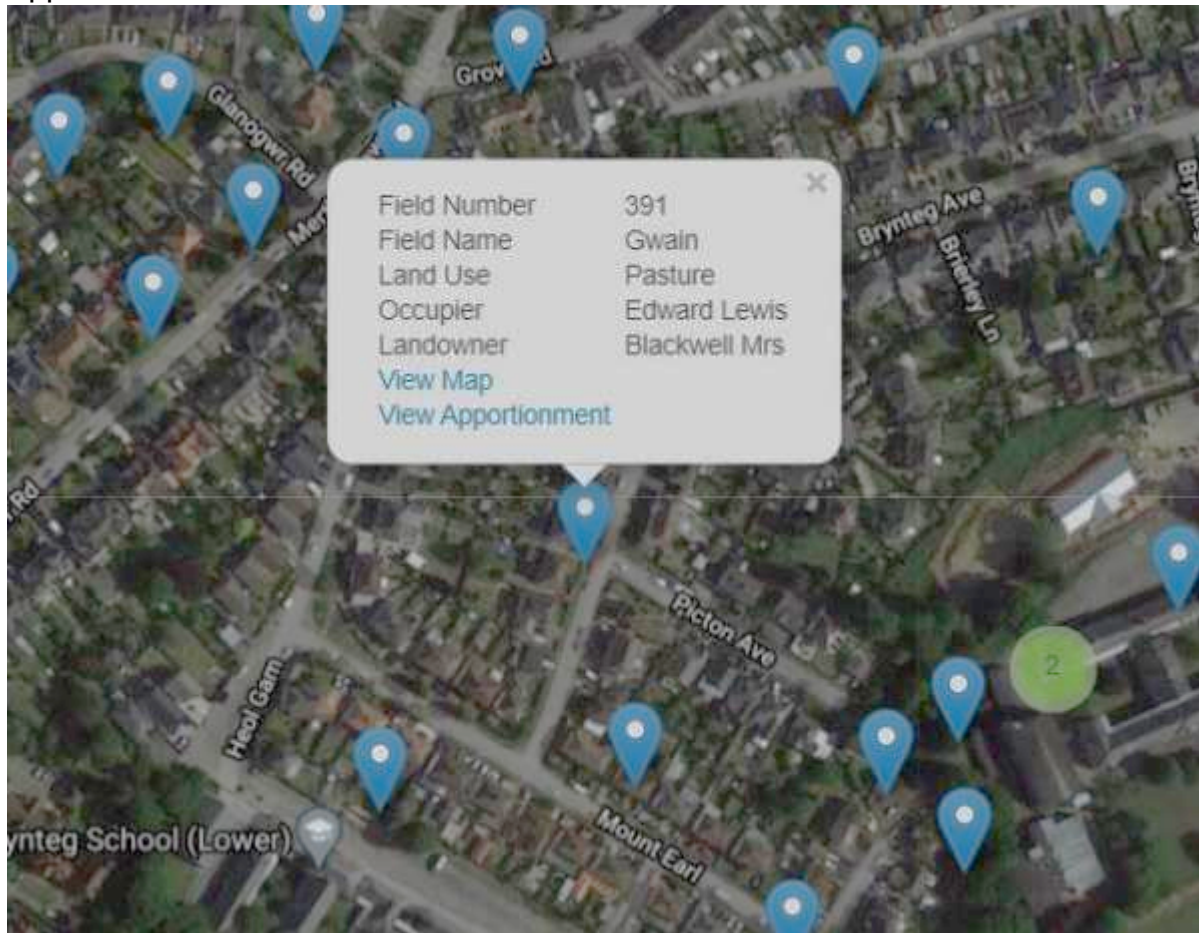
Satellite image



Tithe plan

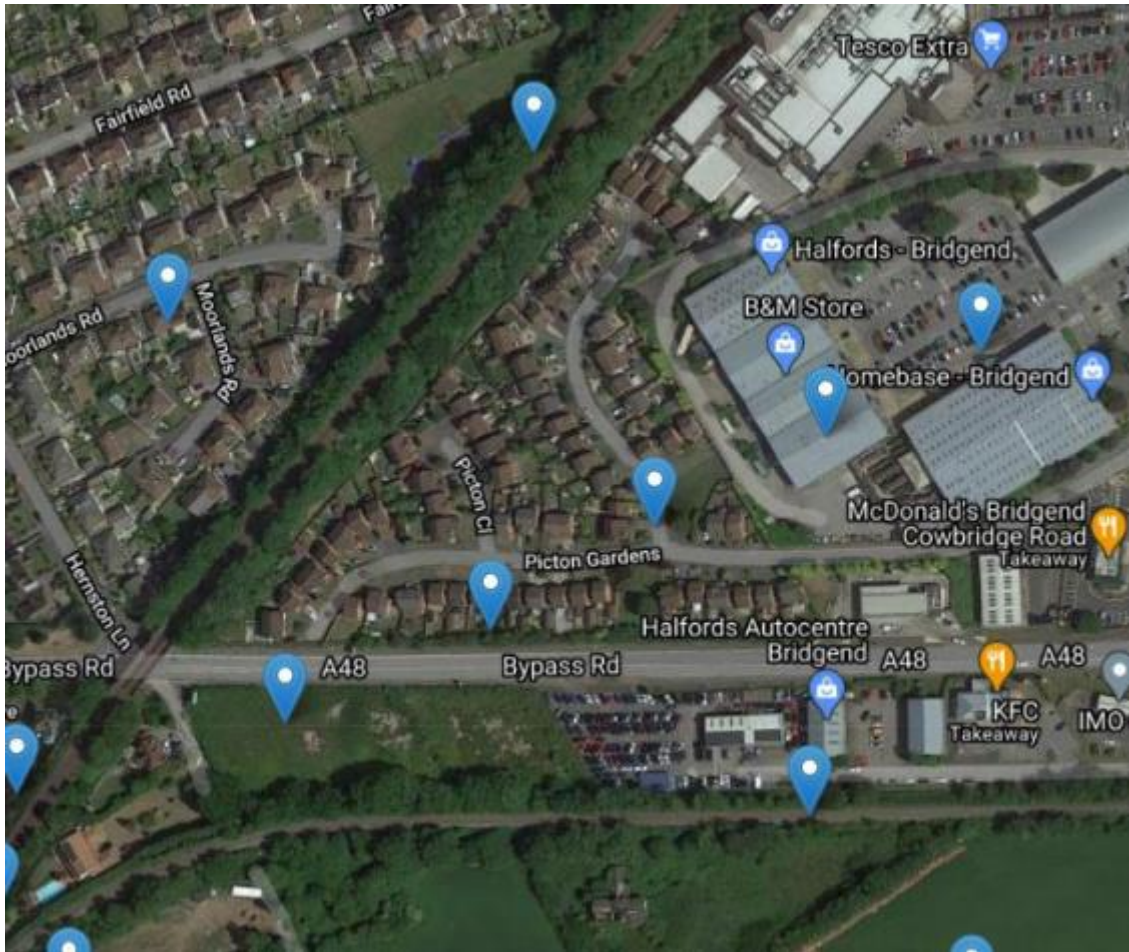


## Apportionment



- Picton Gardens and Close, Bridgend

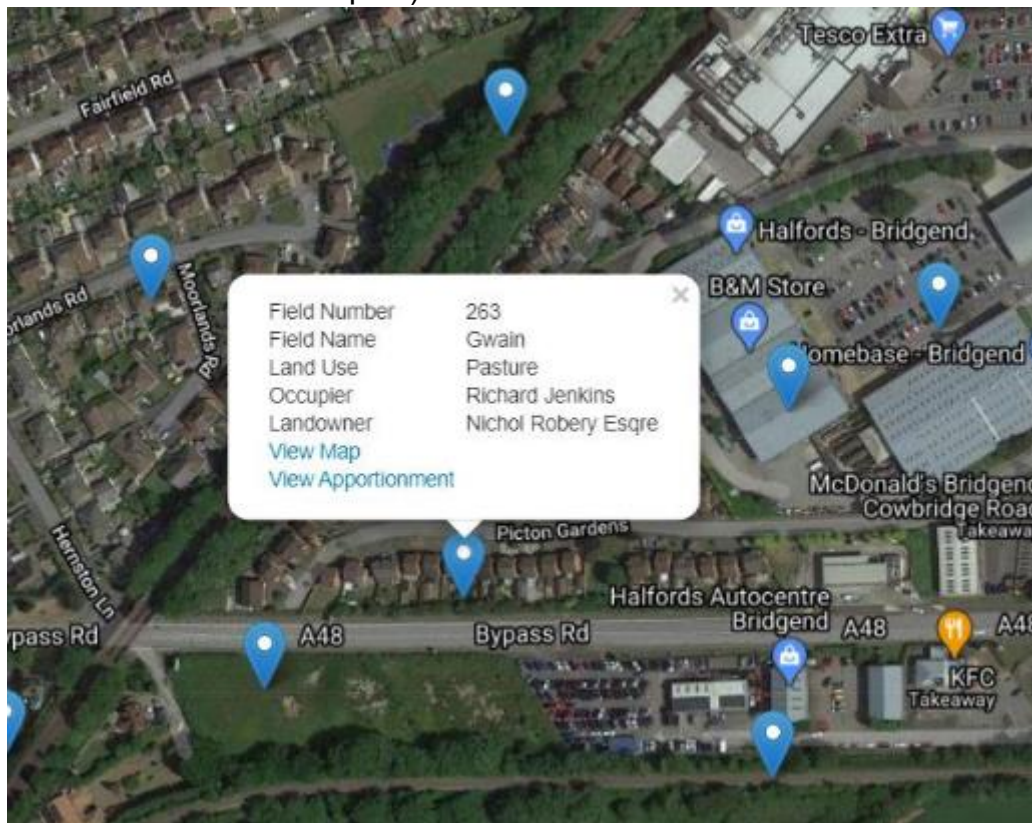
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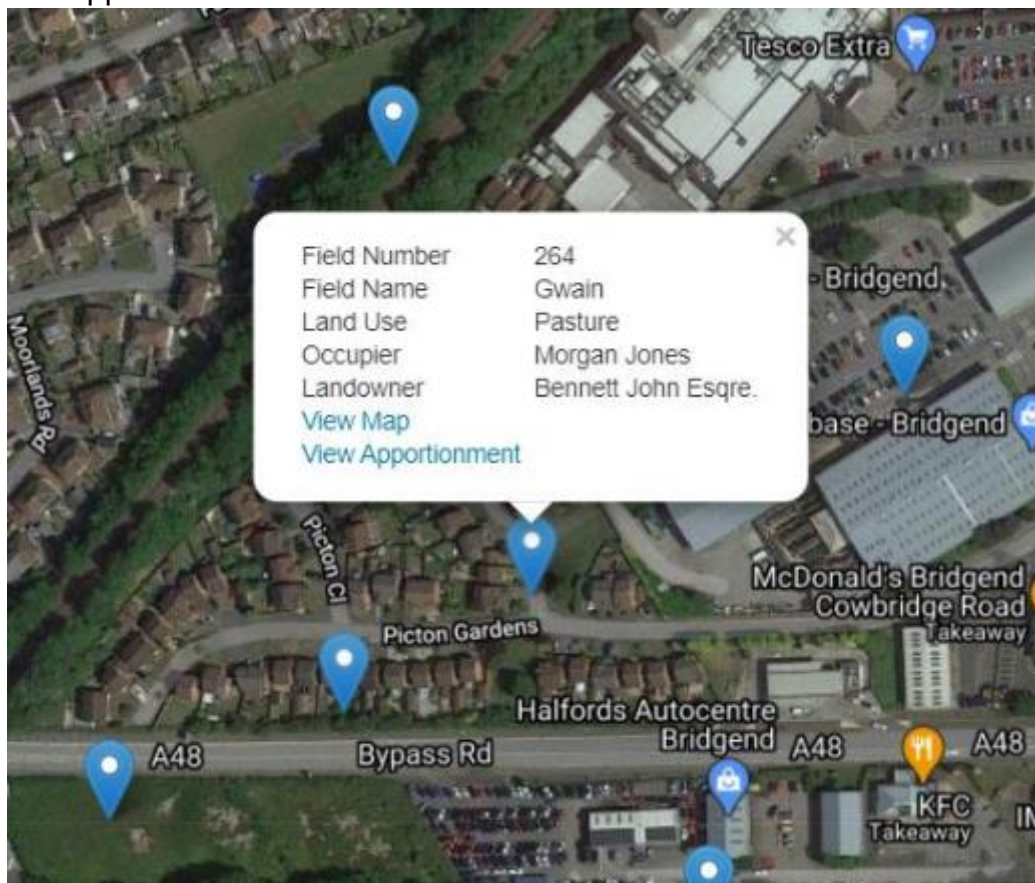
Tithe plan



Field 263 Apportionment (landowner's name has been transcribed incorrectly; it should read Robert Nichol Esquire)



Field 264 Apportionment



- Picton Street, Kenfig Hill

Satellite image

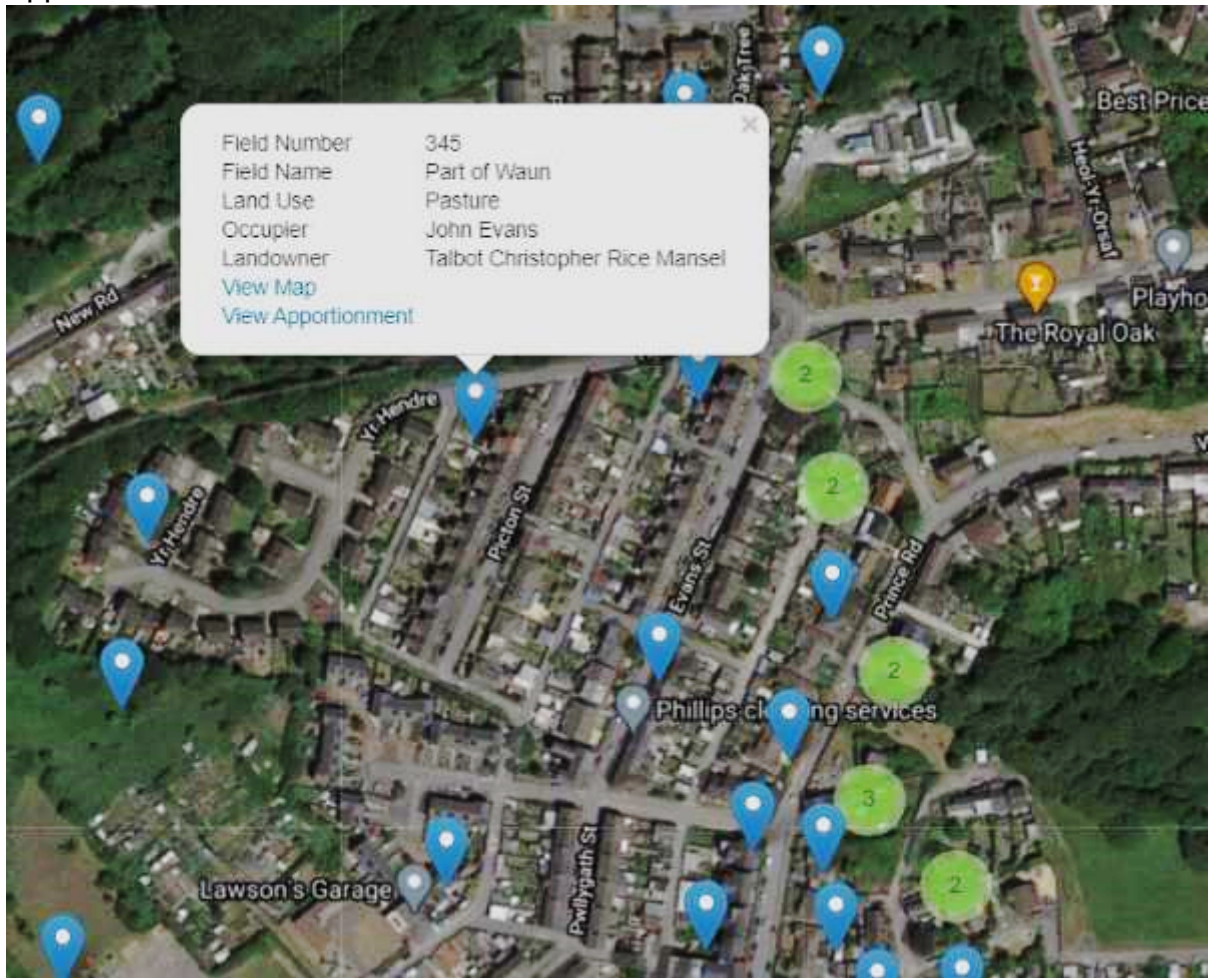


Tithe plan





# Apportionment



- Picton Avenue, Porthcawl

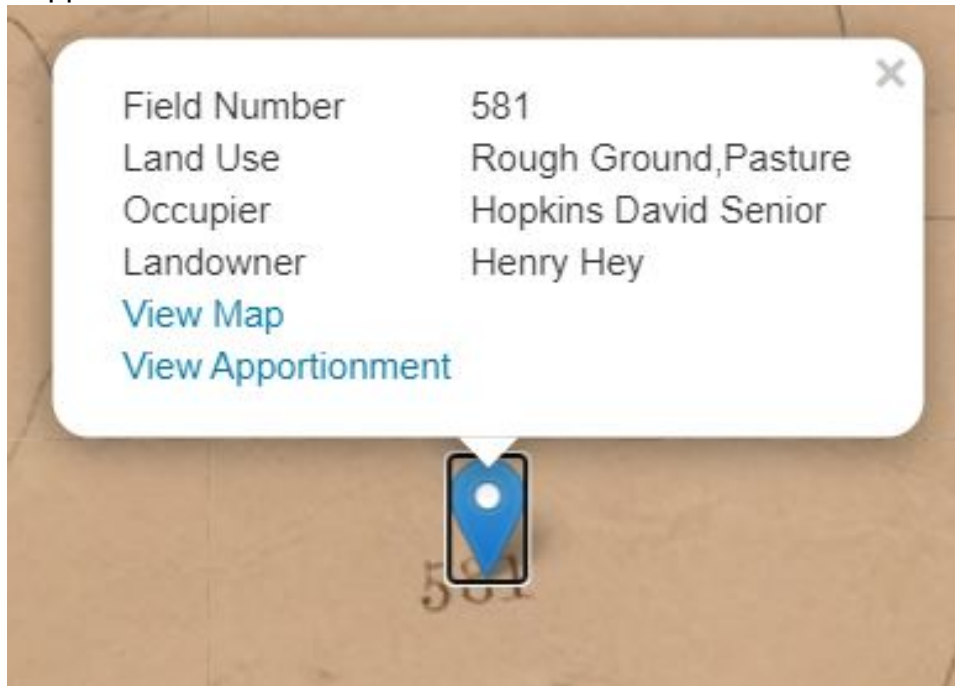
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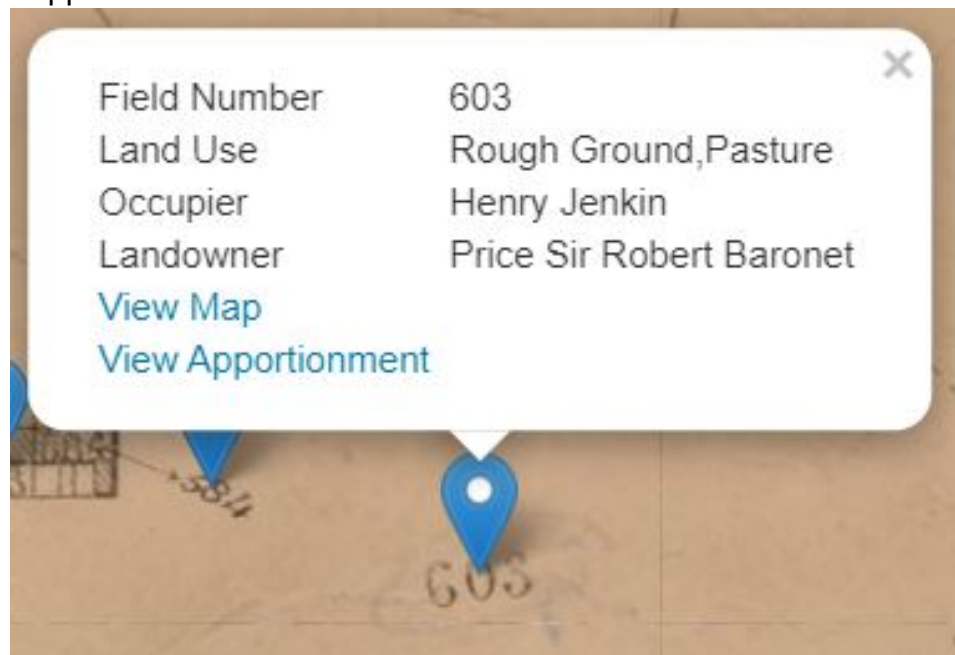
Tithe plan



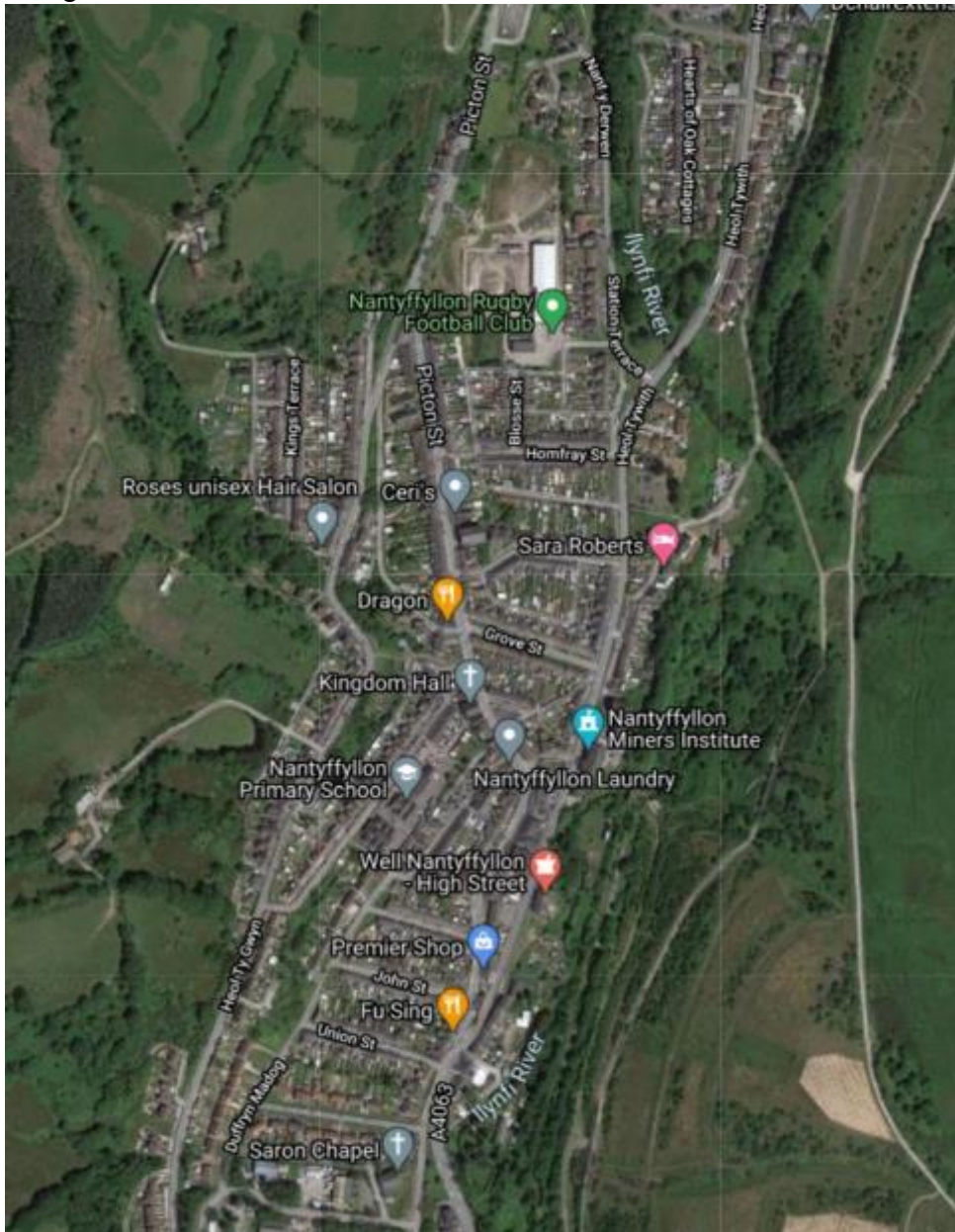
### Field 581 Apportionment



### Field 603 Apportionment



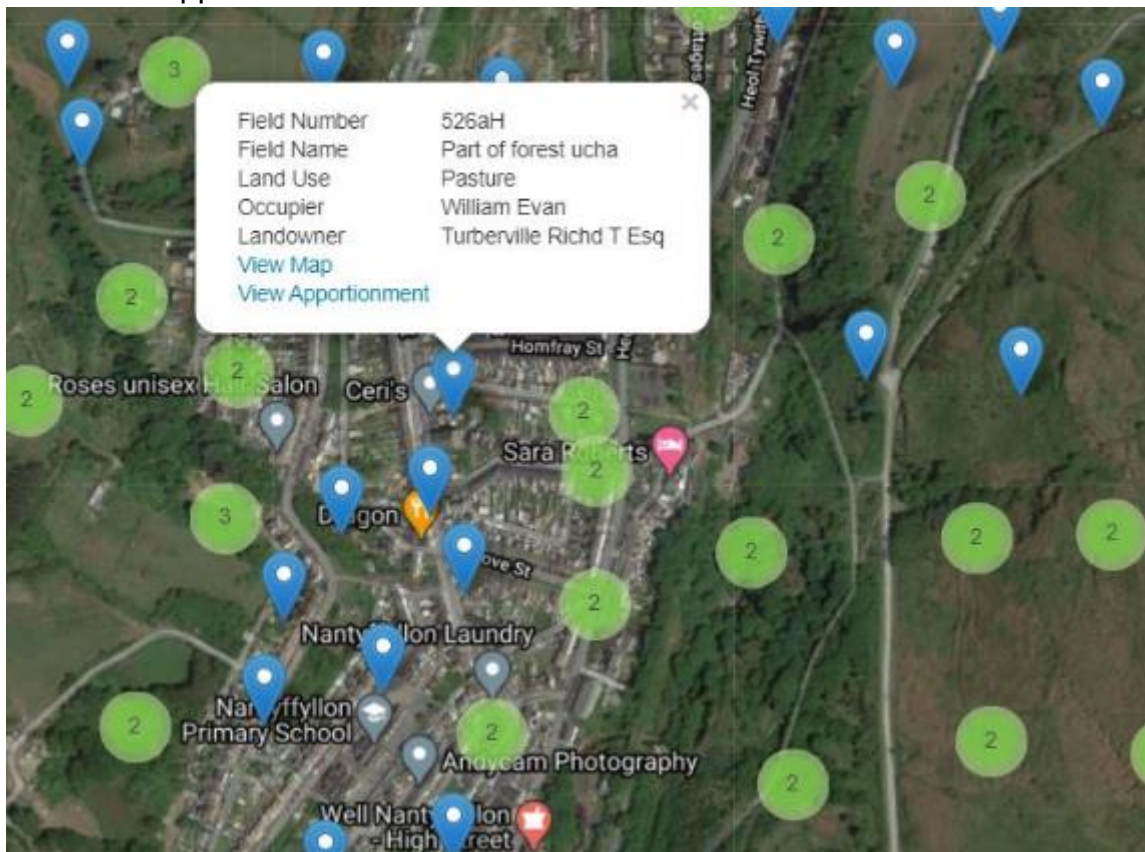
- Picton Street / Picton Place, Nantuffyllon  
Satellite image



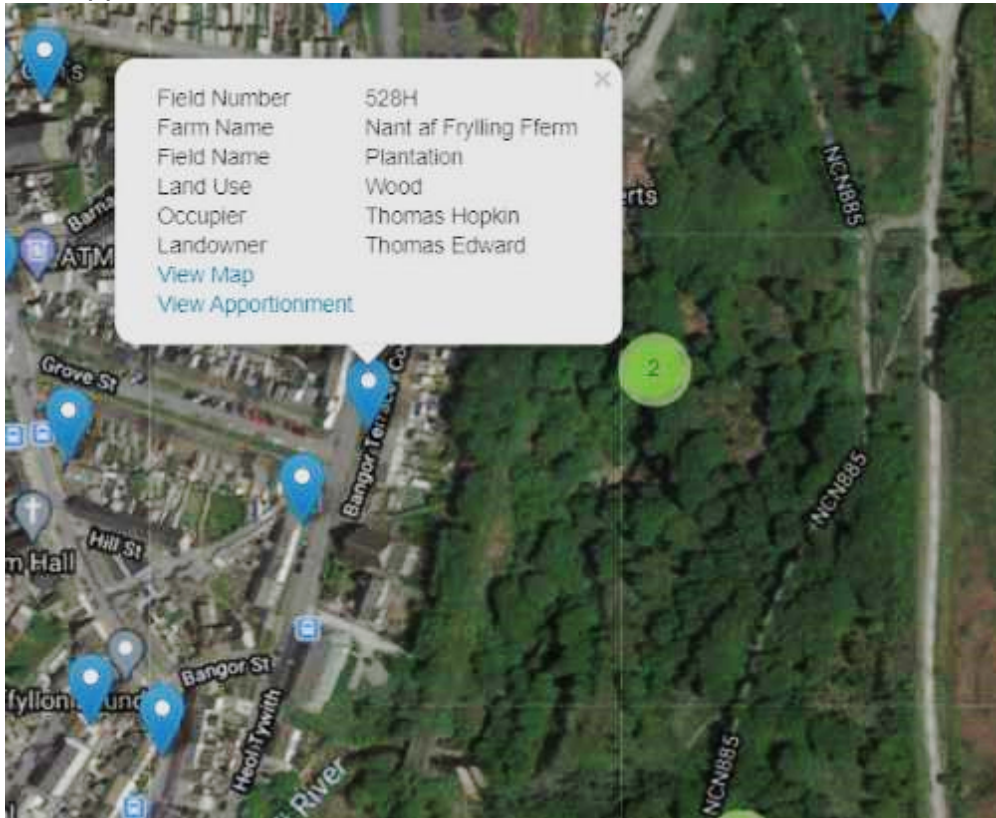
# Tithe plan



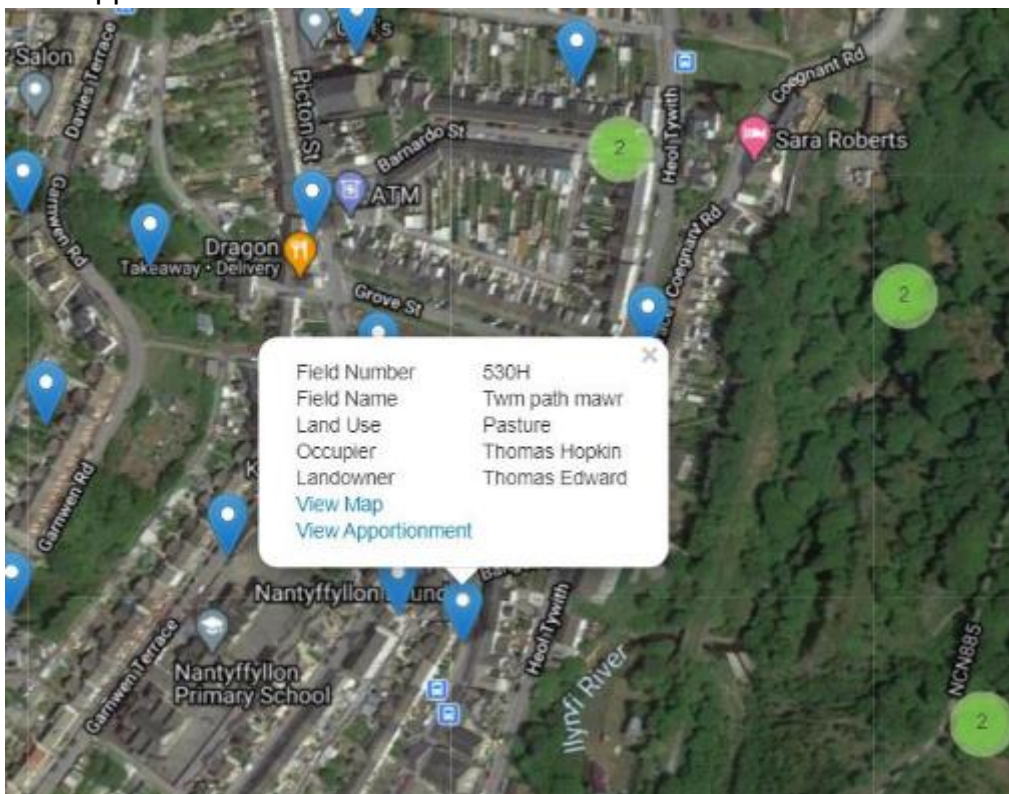
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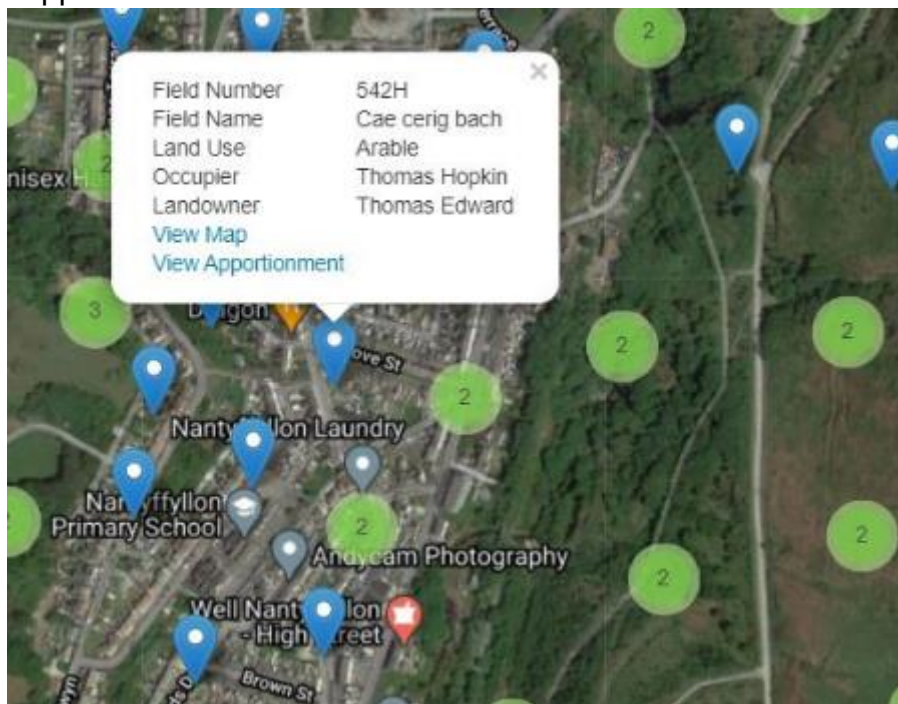
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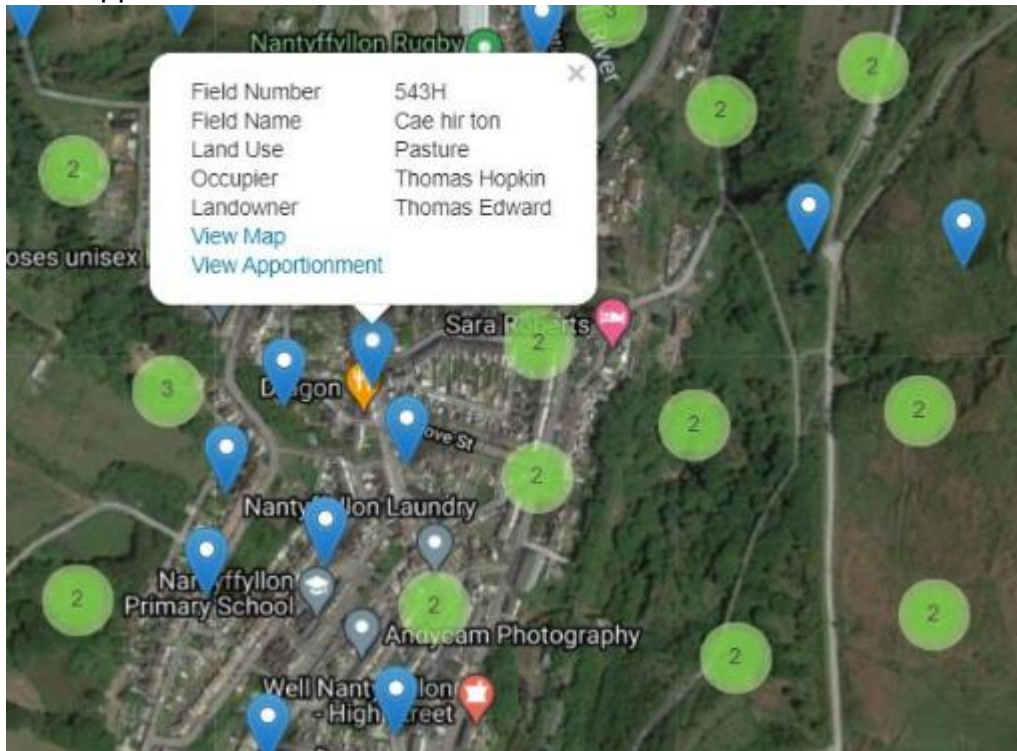
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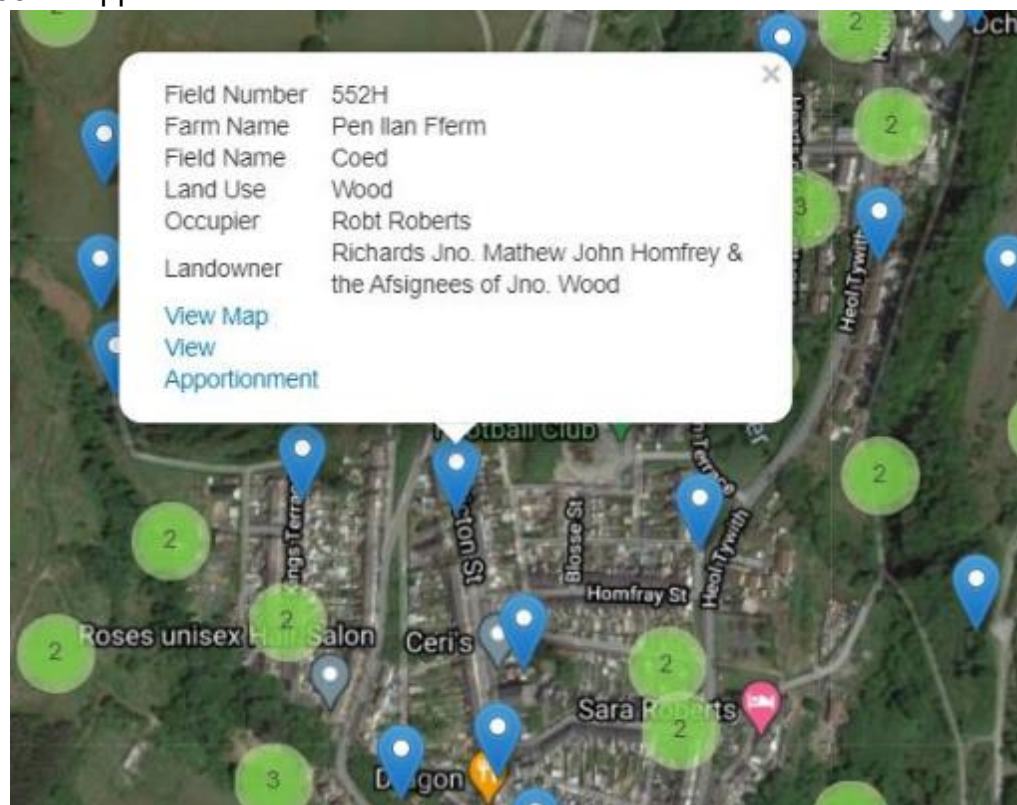
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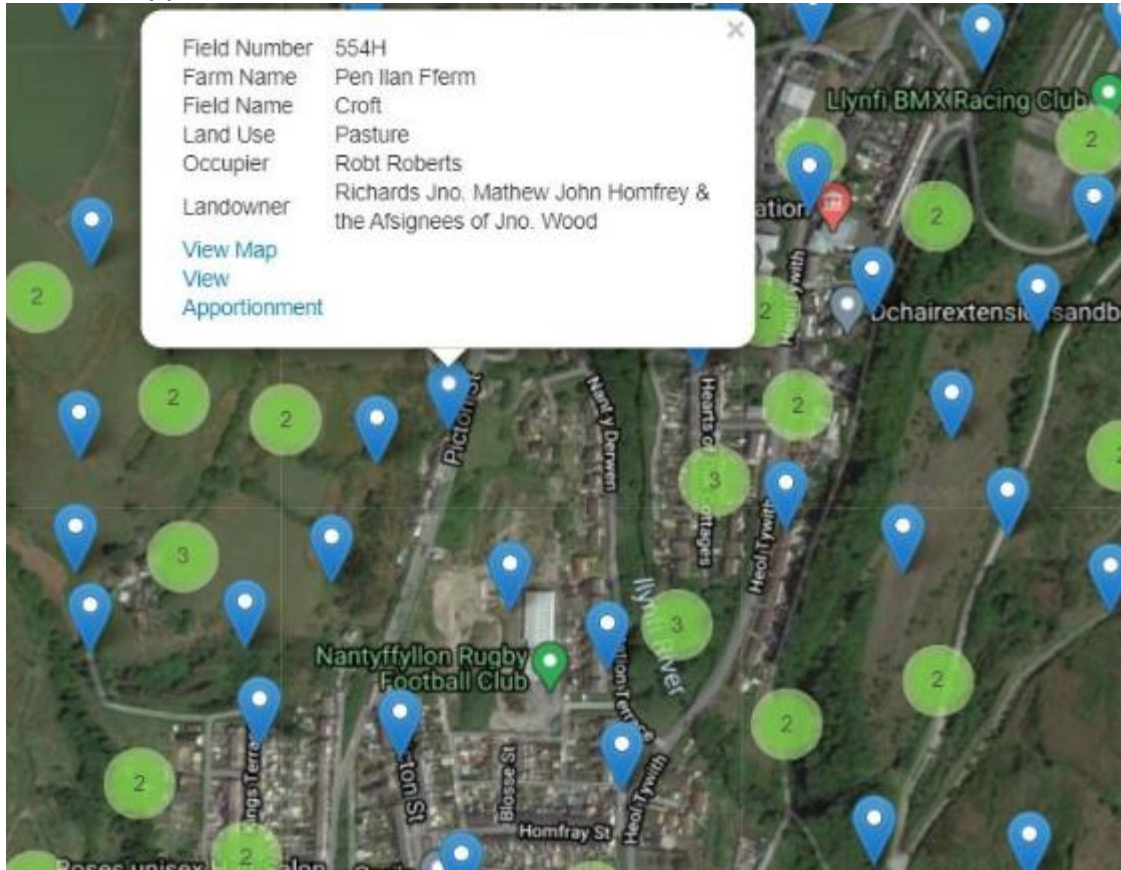


### Field 552H Apportionment





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D548/2/7/9

# TURBERVILL ESTATE

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SIXTH DAY'S SALE.                      Lots 755 to 899.  
THURSDAY, JULY 27th, at 5 p.m., at THE WHITE LION HOTEL, MAESTEG.

---

## MAESTEG.

Bethania Street, Llwydarth Road, Wood Street, Park Street and  
Princes Street.

## NANTYFFYLLON.

Picton Street, Barnardo Street, Picton Place and Bangor Terrace.

---

PARTICULARS AND CONDITIONS OF SALE  
OF  
**VALUABLE**  
**Freehold Ground Rents**

Situate as above, which will be offered for Sale by Auction,  
AT  
THE WHITE LION HOTEL, MAESTEG,  
ON  
THURSDAY, 27th day of JULY, 1916,  
AT FIVE P.M. PUNCTUALLY, BY

---

## Messrs. STEPHENSON & ALEXANDER

F.A.I.

---

Copies of these Particulars and Conditions, together with copies of the Particulars and Conditions for the Auctions on July 18th, 19th and 20th, at The Porth Hotel, Porth; on July 25th and 26th, at The White Lion Hotel, Maesteg; and on July 29th, at The Wyndham Hotel, Bridgend; may be obtained upon application to W. E. LEWIS, Esq., Solicitor, Bridgend; or to the Auctioneers,  
**5, HIGH STREET, CARDIFF.**

STEPHENSON & CO., LTD., 49 & 50, DEAN STREET, LONDON, W.

Thursday, July 27th, at The White Lion Hotel, Maesteg, at 5 p.m.

FREEHOLD GROUND RENTS secured upon Shops, Dwelling Houses and Premises situate in Bethania Street, Llwydarth Road, Wood Street, Park Street and Princes Street, MAESTEG; and FREEHOLD GROUND RENTS secured upon Shops, Dwelling Houses and Premises situate in Picton Street, Barnardo Street, Picton Place and Bangor Terrace, NANTYFFYLLON.

Lot No.	NAME OF STREET.	STREET NO.	GROUND RENT.	DESCRIPTION.	PRESENT LESSEE OR ASSIGNEE.	TERM.	COMMENCING FROM.
<b>PRINCES STREET (continued).</b>							
821	Princes Street	6	£ 10 0	Dwelling House	E. T. Barnett	99	1st May, 1874
822	"	7, 18, 19 and 20	2 0 0	Dwelling Houses	Henry Evans	99	"
823	"	8, 9, 12 and 16	2 0 0	"	Mary Ann Rees	99	"
824	"	10	10 0	Dwelling House	John Powell	99	"
825	"	11	10 0	"	Richard Powell	99	"
826	"	13	10 0	"	Margaret Davies	99	"
827	"	14	10 0	"	Rachel Davies	99	"
828	"	15	10 0	"	Elizabeth Davies	99	"
829	"	17	10 0	"	Mary Jane Evans	99	"
830	"	33	1 2 6	"	James Trigg	99	1st May, 1903
831	"	34	1 2 6	"	D. Thomas	99	"
832	"	35	1 10 0	"	Henry Evans	99	1st May, 1901
833	"	36	1 10 0	"	Charlotte Williams	99	"
834	"	37	1 14 6	"	Albert Pople	99	"
835	"	38	1 14 6	"	William Griffiths	99	"
836	"	39	17 3	"	John Davies	99	1st May, 1900
837	"	40	17 3	"	Thomas Davies	99	"
838	"	41 ("Brookland House")	1 1 0	"	Thomas Griffiths	99	"
839	"	42	1 5 6	"	Frances Leonard	99	1st May, 1902
840	"	43	1 5 6	"	Ben Watts	99	"

**NANTYFFYLLON.  
PICKTON STREET.**

841	Pickton Street	" Wyndham Arms "	2 2 0	Double Licensed	Rhondda Valley Brewery Co.	99	29th September, 1892
842	"	19	1 10 8	Public House	John Griffiths	99	1st November, 1877
843	"	87	4 15 6	Shop	Howell Thomas	99	1st May, 1906
844	"	87a	1 5 0	"	Morgan Anthony	99	1st May, 1902
845	"	88	14 9	"	Morgan Anthony	99	1st May, 1869
846	"	89	1 15 0	Dwelling House	Isaac Isaac	99	1st November, 1905
847	"	90	1 15 0	"	Rachel Thomas	99	"
848	"	91 and 92	3 10 0	Shop and Dwelling House	M. A. Thomas	99	"

Lot No.	NAME OF STREET.	STREET NO.	GROUND RENT.	DESCRIPTION.	PRESENT LESSEE OR ASSIGNEE.	TERM.	COMMENCING FROM.
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**PICKTON STREET.**

849	Pickton Street	93	£ 15 0	Dwelling House	Eliza Evans	99	25th March, 1893
850	"	94	15 0	"	Owen T. Morris	99	"
851	"	95	1 5 6	Shop and Premises	Andrew McKenzie	99	"

**BARNARDO STREET.**

852	Barnardo Street	3	4 8 8	Dwelling House	Abraham Jenkins	99	1st May, 1904
853	"	4	2 5 0	"	D. Williams	99	1st May, 1901
854	"	5	2 3 6	"	Ben Jenkins	99	"
855	"	6	1 7 6	"	Ivor Scourfield	99	1st May, 1898
856	"	7	1 7 6	"	Isaac Harris	99	"
857	"	8, 10 and 11	4 2 6	Dwelling Houses	William Evans	99	"
858	"	9	1 7 6	Dwelling House	W. Rosser	99	"
859	"	12	1 7 7	"	William D. Williams	99	1st May, 1899
860	"	13	1 7 7	"	D. Harding	99	"
861	"	14	1 7 7	"	R. T. Williams	99	"
862	"	15	1 7 7	"	R. J. Sampson	99	"
863	"	16	1 7 7	"	D. John	99	"
864	"	17	1 7 7	"	D. Davies	99	"
865	"	18	1 0 0	"	Ed. Evans	99	1st May, 1897
866	"	19	1 0 0	"	John Davies	99	"
867	"	20	1 0 0	"	Stephen Dobbs	99	"
868	"	21	1 0 0	"	Howell Williams	99	"
869	"	22	1 0 0	"	G. E. Thomas	99	"
870	"	23	3 0 0	Shop	D. J. Thomas	99	"
871	"	24	1 13 9	Dwelling House	Sam Richards	99	2nd May, 1896
872	"	25	1 13 9	"	Ann Thomas	99	"
873	"	26, 27 and 28	5 1 6	Dwelling Houses	"	99	1st November, 1897
874	"	29	1 8 6	Dwelling House	Henry Evans	99	"
875	"	30	1 8 0	"	W. Lloyd	99	"
876	"	31	1 7 6	"	W. Thomas Gywn	99	"
877	"	32	1 7 0	"	Thomas Perkins	99	"
878	"	33	1 6 6	"	W. Rees	99	"
879	"	34	1 6 0	"	William Davies	99	"
880	"	35	1 2 0	"	David James	99	"

Lot No.	NAME OF STREET.	STREET NO.	GROUND RENT.	DESCRIPTION.	PRESENT LESSOR OR ASSIGNEE.	TERM.	COMMENCING FROM
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**BARNARDO STREET** (continued).

			£ s. d.						
881	Barnardo Street	36	-	13	0	Dwelling House	J. Roderick	99	1st November, 1897
882	"	37	-	1	1	6	David Jenkins	99	"
883	"	38	-	1	1	0	W. B. Evans	99	"
884	"	39	-	1	0	0	W. K. Stratton	99	"
885	"	40	-	19	0	0	Margaret Hitchen	99	"

**PICTON PLACE.**

886	Picton Place	2	-	6	0	0	Shop and Premises	Gwellian Roderick	99	1st May, 1906
887	"	6, 7, 8, 9, 10, 11 and 12	-	5	12	0	Shop and Dwelling Houses	William Evans	99	1st November, 1896

**BANGOR TERRACE.**

888	Bangor Terrace	Builders' Yard	-	10	0	0	Builders' Yard, &c.	Henry Evans	99	1st May, 1896
889	"	12	-	1	11	0	Dwelling House	Robert Marshall	99	"
890	"	13	-	1	9	0	"	"	99	"
891	"	14	-	1	10	0	"	Isaac Scourfield	99	"
892	"	15	-	1	14	6	"	David Samuel John	99	"
893	"	16	-	15	2		"	Mary Jenkins	99	1st November, 1896
894	"	17	-	12	0		"	Mrs. Jenkins	99	"
895	"	18	-	1	2	0	"	Thomas Jenkins	99	"
896	"	19 and 20	-	1	12	0	Dwelling Houses	Watkin Lewis	59	29th September, 1858
897	"	21, 22 and 23	-	1	16	0	"	Watcyn Lewis	60	29th September, 1857
898	"	24, 25, 26 (Under), 27, 28 (Under), and 29	-	1	16	0	"	Henry Evans	60	"
899	"	30	-	1	16	0	Shop and Land	Mrs. Lewis	59	29th September, 1858

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET COMMITTEE EQUALITIES

8 MARCH 2021

#### REPORT OF THE CHIEF EXECUTIVE

#### STRATEGIC EQUALITY PLAN ANNUAL REPORT 2019 - 2020

#### 1. Purpose of report

- 1.1 The purpose of this report is to provide members with an update on the work completed within the Strategic Equality Plan (SEP) 2016 - 2020 for the period 2019 - 2020.

#### 2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 The Equality Act 2010 sets out both general and specific duties for local authorities in Wales. The specific duties include the development of a SEP to identify the council's equality objectives and the publication of an annual report.
- 2.2 This report assists in the achievement of the following corporate well-being objective/objectives under the **Well-being of Future Generations (Wales) Act 2015**:-

**Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.

**Smarter use of resources** - ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

#### 3. Background

- 3.1 The SEP annual report enables the council to:

- monitor and review progress against its strategic equality objectives;
- review its objectives and processes in light of any new legislation and other new developments;
- engage with relevant stakeholders around equality objectives, providing transparency;
- include relevant updates on equality impact assessments, procurement arrangements and training.

Specifically, the report sets out:

- the steps taken to identify and collect relevant information;
- any reasons for not collecting relevant information;

- where appropriate, employment information, including information on training and pay.

3.2 Progress made by the council on each of its seven equality objectives is included in the report, which will be of interest to:

- Elected Members;
- Members of the community and community groups;
- Equality and Human Rights Commission;
- Welsh Government.

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

4.1 The annual report (Appendix 1) covers the period 1 April 2019 to 31 March 2020. The annual report must be published on the council website/made available by 1 April 2021.

4.2 Our seven strategic equalities objectives for 2016 – 2020 are:

- transportation;
- fostering good relations and awareness raising;
- our role as an employer;
- mental health;
- children;
- leisure, arts and culture;
- data.

4.3 Some key points to note from the annual report are:

- During 2019/20 regular Hate Crime awareness sessions have taken place across the County Borough. A total of 82 sessions took place in which we engaged with 1881 people.
- We have continued to mark, support and raise awareness of national equalities and diversity campaigns via social media and our website, including:
  - Foster care fortnight 2019
  - International Women's Day
  - Wartime Bridgend
  - Armed Forces day
  - Shwmae Sumae day
  - Welsh Language Rights day
  - Changing Places awareness day
  - Step out for stroke
  - Pride Cymru 2019
  - Olympage games 2019
  - Hate Crime awareness week 2019,
  - White ribbon campaign
  - LGBTQ+ Adoption and Fostering Week



- BCBC marked Holocaust Memorial Day 2020 with a public event, held at the Sony Theatre, Bridgend College. The theme for the 2020 event, which is provided by the Holocaust Memorial Trust, was 'Stand Together' and aimed to encourage attendees to stand together with their friends, colleagues and neighbours to speak out against oppression.
- 26 front line employees attended LGBTQI awareness training delivered by Stonewall.
- The wide range of resources available to employees and elected members via the Employee Assistance Programme and delivered by Care First have been widely and regularly promoted.
- The Bridgend Carers Wellbeing Service continues to develop in the county borough and the service continues to support carers through pre-emptive information advice and support Partnership working continues and a performance framework is being developed.
- BCBC and BAVO are active in the regional social prescribing network across the Cwm Taf Morgannwg region.
- Show Racism the Red Card have delivered workshops in schools throughout the county borough, promoting an anti-bullying and anti-racism message. The sessions included a resource pack that we can share with other schools (post session delivery). Sessions included critical thinking, conflict resolutions and unconscious bias.
- Halo Leisure have worked with parents and carers of children/young people with autism have developed an autism friendly swimming programme.
- An Ageing Well calendar has been created featuring wellbeing advice, partnerships and services and 4000 copies have been distributed.

## **5. Effect upon policy framework and procedure rules**

- 5.1 As this is an information report, there is no effect upon the policy framework and procedure rules.

## **6. Equality Impact Assessment**

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

## **7. Well-being of Future Generations (Wales) Act 2015 implications**

- 7.1 The well-being goals identified in the Act were considered in the preparation of this report. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

**Long-term** -The consideration and approval of this report will assist in supporting equalities objectives the short-term and in the long term.

**Prevention** - The Strategic Equality Plan aims to identify issues that are relevant in our community and workforce and set objectives to prevent problems from occurring.

**Integration** - The Strategic Equality plan supports all the wellbeing objectives and ensures integration for all people with protected characteristics.

**Collaboration** - The creation of and the monitoring of the Strategic Equality Plan is done in collaboration with all council services and the community.

**Involvement** - Publication of the report ensures that the public and stakeholders can review the work that has been undertaken.

## 8. Financial implications

8.1 There are no financial implications identified as this is an information/update report.

## 9. Recommendation

9.1 That the Cabinet Committee Equalities notes the progress being made and approves the Strategic Equality Plan Annual Report 2019-2020.

**Mark Shephard**  
**Chief Executive**  
**8 March 2021**

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Bridgend  
CF31 4WB

Background papers: **None**

**Bridgend County Borough Council**  
**Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr**



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



# **Strategic Equality Plan**

# **Annual Report 2019-2020**

**This document is also available in Welsh**

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## 1. Background

As an authority, our aim is to understand and tackle the equality barriers that people face so that everyone has a fair chance to fulfil their potential. We aim to ensure that equality is a part of everything we do and the services we deliver.

We aim to develop our services and activities in line with the [Public Sector Equality Duty \(PSED\)](#) and the general duties outlined in the Equality Act 2010. This will help us to eliminate unlawful discrimination, advance equality of opportunity and foster good relations.

Our aim is to mainstream equality and diversity, both internally and externally.

Between January-March 2016, we developed our Strategy Equality Plan (SEP) and objectives for 2016-2020. In order to do this, we reviewed previous objectives, achievements and what we learnt through our work and engagement with local equality and diversity groups.

We consulted with the public and equality groups on these objectives and 101 people shared their views. [The detail of this consultation can be viewed here.](#)

Our SEP was approved by our Cabinet on 15 March 2016 with the following seven strategic objectives for 2016-2020:

<b>Objective</b>	<b>What we hope to achieve/support?</b>
<b>Objective 1: Transportation</b>	We will help to provide an accessible, cost effective, all-inclusive transport network within Bridgend County Borough.
<b>Objective 2: Fostering good relations and awareness raising</b>	We will positively promote a fairer society in the county borough by increasing public awareness of the issues faced by people with protected characteristics and increasing our efforts to help tackle issues such as hate crime and domestic abuse.  We will also improve the ways in which we communicate, consult and engage with those who share a protected characteristic.
<b>Objective 3: Our role as an employer</b>	We will build on our efforts to be an inclusive, supportive employer promoting diversity and equality within our workforce, enabling all employees who have a protected characteristic to fulfil their potential.
<b>Objective 4: Mental health</b>	Our adult social care service will build on its partnership work with the third (voluntary) sector to provide mental health support and

	services.
<b>Objective 5: Children</b>	We will positively promote and support the emotional and educational attainment of children in the county borough and address the issues children face such as bullying.
<b>Objective 6: Leisure, arts and culture</b>	We will work with our partners to help to promote fair and equal access to participation in sport and recreation services as well as in the arts and culture services to all members of the community.
<b>Objective 7: Data</b>	We will continue to develop systems to collect, collate, monitor and publish equalities data on our service users and employees as well as improve our equality impact assessments.

Following this, we worked with a range of key managers across the authority to develop the 47 actions which sit under these seven objectives.

We consulted with the public and equality groups on these actions and 317 participants shared their views with us via surveys and through nine engagement workshops. [The details of this consultation can be viewed here.](#)

Following this, we developed our action plan which was approved by our Cabinet Equalities Committee on 14 July 2016. Our fourth action plan annual report was received by this committee on 7 October 2020 and [can be viewed here.](#)

Heads of Service and senior service managers are responsible for ensuring the actions are achieved within their service areas. The Communications, Marketing and Engagement team (who are responsible for the equalities agenda) will ensure progress and regular updates are reported at the council's Cabinet Equalities Committee and that feedback is provided to partners, local equality and diversity groups and other key stakeholders.

## 2. Introduction

This is our fourth annual report for this strategic annual plan.

In order to prepare this report, we collated data gathered from our annual report of our action plan in October 2020. Data provided at that time by service areas and partners, provide a continual way of monitoring progress against our objectives and actions.

### **3. Progress in meeting our objectives during 2019/2020**

Key progress under our seven objectives can be summarised as:

#### **Transportation**

- 112 junctions were treated at various locations throughout the borough and had dropped kerbs installed.
- A mystery shopper exercise was carried out by our enforcement team to find out on driver behaviour and attitudes when carrying passengers using wheelchairs in Bridgend. While no issues of concern were found the exercise will be repeated to build up a fuller picture of customer experiences.
- Operator telephone numbers now appear on the published list of wheelchair accessible vehicles.
- Bridgend Community Transport (BCT) vehicles are specially adapted for passengers with additional mobility needs. Passenger numbers on BCT's Town Rider service is increasing by approximately 15% each year.

#### **Fostering good relations**

- During 2019/2020 regular Hate Crime awareness sessions have taken place across the County Borough. A total of 82 sessions took place in which we engaged with 1881 people.
- During Hate Crime awareness week joint South Wales Police and BCBC events were held in Bridgend, Garw Valley, Ogmere Valley, Porthcawl, Pyle, Brackla, Maesteg, Caerau, Pencoed, Sarn, Ynysawdre and Bryntirion.
- BCBC has promoted campaigns via Twitter, Facebook, Instagram and the BCBC website, including:
  - Foster care fortnight 2019
  - International Women's Day
  - Wartime Bridgend
  - Armed Forces day
  - Shwmae Sumae day
  - Welsh Language Rights day
  - Changing Places awareness day
  - Step out for stroke
  - Pride Cymru 2019
  - Olympage games 2019
  - Hate Crime awareness week 2019,
  - White ribbon campaign
  - LGBTQ+ Adoption and Fostering Week

- BCBC marked Holocaust Memorial Day 2020 with public event, held at the Sony Theatre, Bridgend College. The theme for the 2020 event, which is provided by the Holocaust Memorial Trust was 'Stand Together' and aimed to encourage attendees to stand together with their friends, colleagues and neighbours to speak out against oppression.
- Following a series of meetings between WLGA, Community Cohesion Coordinators and preferred providers for delivering hate crime projects, a number of schools in Bridgend were identified on the basis of analysis on reported hate crime in the community, anti-social behaviour in the area and discussions with the school liaison officers. The five schools identified were:
  - Brynteg School
  - Bryntirion Comprehensive School
  - Coleg Cymunedol Y Dderwen
  - Maesteg School
  - Pencoed Comprehensive School
- To date over 4,900 employees have completed the training module on violence against women, domestic abuse and sexual violence.

### **The council's role as an employer**

- 26 front line employees attended LGBTQI awareness training delivered by Stonewall.
- The EIA e-learning module continues to be available for employees, 18 managers undertook this training during 2019/20.
- The Access to Work scheme is promoted to all employees and included in the corporate induction protocol. New starters are supported to make application as and when appropriate.
- The wide range of resources available to employees and elected members via the Employee Assistance Programme and delivered by Care First have been widely and regularly promoted.

### **Mental health**

- This is the first year of working in a new region and developing new regional partnerships with the Health Board and Local Authorities. A number of discussions and workshops have taken place to establish the ongoing service and operational models of support across the services including support for carers and families.



- In Bridgend there has been extensive engagement and consultation undertaken with service users, families and stakeholders to develop and implement the new service model for carers, which focuses on voice, choice and control for individuals.
- Progress continues to be made across Social Services with the information, advice and assistance service via the MASH for children's and the Common Access Point for adults. In adults this is being prioritised via the availability of Welsh Government transformation fund. This will enable the further development of this service over an extended period.
- The Bridgend Carers Wellbeing Service continues to develop in the county borough and the service continues to support carers through pre-emptive information advice and support Partnership working continues and a performance framework is being developed.
- BCBC and BAVO are active in the regional social prescribing network across Cwm Taf Morgannwg region.

## **Children**

- Updates on the progression and well-being of families under the Syrian Refugee Resettlement programme discussed with SWP Hate Crime Officer weekly, Taf Housing and ESOL Lecturer at Bridgend College. Regular engagement with community leader at the local Mosque, to help ensure the wellbeing of Syrian families that are part of the congregation.
- The Local Authority ensures that each respective schools Anti-Bullying Policy is in date, and where incidents are raised by members of the public, that schools have acted in accordance to their policies.
- Show Racism the Red Card have delivered workshops in schools throughout the county, promoting an anti-bullying and anti-racism message. The sessions included a resource pack that we can share with other schools (post session delivery). Sessions included critical thinking, conflict resolutions and unconscious bias.

## **Leisure, arts and culture**

- Discovery and after school programmes supported 70 households with children/young people with additional needs to access community opportunities.
- Continued growth of opportunities for older adults, carers and people living with dementia via dementia swimming, dance, creative activities. Both Halo and Awen are supporting these programmes.
- Halo Leisure have worked with parents and carers of children/young people with autism have developed an autism friendly swimming programme.

- Joint working has taken place between Halo Leisure and Bridgend Carers Centre to better understand the wellbeing needs of carers. Awen have supported the Carers choir ongoing development and also collated podcast information.
- The active young people programmes operated in partnership with schools have continued. There has been a focus on the impact of disadvantage and gender on participation. New models have been developed supporting girls, young carers and looked after children.
- Awen have continued to operate the Hynt scheme providing free access for carers.
- Following the reduction in Welsh Government Free Swimming investment for the over 60's the Access to Leisure scheme has provided low cost continued access to a broader range of activities. Circa 400 older adults have taken up a membership related offer.
- Work commenced on the redevelopment of Maesteg Town Hall and co-location of services recognising changing places accessibility requirements.
- An Ageing Well calendar has been created featuring wellbeing advice, partnerships and services and 4000 copies have been distributed.

## **Data**

- Equality monitoring continues to be included in all public consultations. Relevant information is shared with services to help inform their EIA.
- In 2019/2020 we engaged with over 18,000 residents across the County Borough through a range of consultations and engagement sessions.
- Public consultation respondents continue to be asked if they would like to be informed of the outcome of consultations, and where relevant information is shared when the consultation report is publically available.
- Details of consultations, outcomes and next steps are shared on the closed consultation page of the website.
- As a result of the formal complaints process, four equality monitoring forms have been processed.
- Equalities data is gathered for all new employees and we continue to promote the employee self-service system to encourage existing staff to complete/update their personal data.
- Between February 2019 and March 2020 the council produced eight full EIAs and 68 EIA screenings. An Equality Impact assessment annual report continues to be presented to Cabinet Committee Equalities.

#### **4. Communication, consultation and engagement**

Between 1 April 2019 and 31 March 2020, the council carried out 12 public consultations:

Learner travel review consultation
Shaping Bridgend's Future 2019
Replacement local development plan strategy consultation
Polling districts, places and stations review
Play area and grass cutting review and potential increased charges for the use of sports fields, and sports pavilions consultation 2019
Homelessness Consultation 2019
Consultation on penalties for environmental offences
Review of post-16 education
Strategic Equality Plan Objectives 2020 to 2024
Supplementary Planning Guidance (SPG) Consultation
Gypsy, Traveller and showpeople sites consultation
Park Street Air Quality Management Area

Citizens' Panel members were sent the following surveys:

- Shaping Bridgend's Future 2019
- Play area and grass cutting review and potential increased charges for the use of sports fields, and sports pavilions consultation 2019
- Strategic Equality Plan Objectives 2020 to 2024.

Members were also invited to attend Citizens' Panel events for Shaping Bridgend's Future 2019 and Strategic Equality Plan Objectives 2020 to 2024 to discuss the consultations and share their views with officers and Cabinet Members.

#### **5. Equality Impact Assessments (EIAs)**

During the period February 2019 to March 2020, 18 employees completed EIA training via e-learning. To date a total of 225 employees have completed the e-learning module.

## 6. Procurement arrangements

Service areas work with the procurement team to ensure that EIAs are integrated in the procurement process. The contract procedures rules include, as a minimum, clauses which include equalities, Welsh language, modern slavery and employment legislation. Equality issues are fully integrated into the procurement process from pre-qualification to awarding of contract. The Welsh language compliance notice is included in every contract.

## 7. Employment information

As at 31 March 2020 there were 5824 employees in the council, including those employed in schools. The headcount and age profiles provide a breakdown of these employees. However, details of the remaining protected characteristics are based on the information voluntarily provided by employees. Percentage figures therefore reflect the information available as a percentage of the whole workforce.

<b>BCBC - as at 31.03.2020</b>				
<b>Description</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>%</b>
Total headcount	1190	4634	<b>5824</b>	
<b>Of the above :</b>				
Full time	899	1611	<b>2510</b>	<b>43.10%</b>
Part time	291	3023	<b>3314</b>	<b>56.90%</b>
<b>Disability declared</b>	55	127	<b>182</b>	<b>3.13%</b>
<b>Carer responsibility declared</b>	37	246	<b>283</b>	<b>4.86%</b>
<b>Ethnicity</b>				
White	1004	4008	5012	86.06%
Asian or Asian British	6	26	32	0.55%
Black or Black British	2	6	8	0.14%
Mixed Race	4	16	20	0.34%
Any other ethnic group	2	15	17	0.29%

Not declared	172	563	735	12.62%
<b>Welsh speaker</b>				
'A little'	166	677	843	14.47%
'Fairly good'	21	113	134	2.30%
'Fluent'	44	226	270	4.64%
<b>Welsh reader</b>				
'A little'	173	713	886	15.21%
'Fairly good'	31	133	164	2.82%
'Fluent'	43	228	271	1.65%
<b>Welsh writer</b>				
'A little'	128	607	735	12.62%
'Fairly good'	27	118	145	2.49%
'Fluent'	38	204	242	4.16%
<b>Sexuality</b>				
Heterosexual	609	2414	3023	51.91%
Bisexual	5	20	25	0.43%
Gay man	24		24	0.41%
Gay woman / lesbian		16	16	0.27%
Transgender	0	0	0	0.00%
Other	4	12	16	0.27%
Prefer not to say	30	109	139	2.39%

<b>Age profile</b>				
16-19	12	11	23	0.39%
20-25	55	206	261	4.48%
26-30	95	385	480	8.24%
31 - 35	121	522	643	11.04%
36 - 40	122	558	680	11.68%
41 - 45	134	632	766	13.15%
46 - 50	167	713	880	15.11%
51 - 55	189	678	867	14.89%
56 - 60	179	530	709	12.17%
61 - 65	75	306	381	6.54%
66 +	41	93	134	2.30%
<b>Total</b>	<b>1190</b>	<b>4634</b>	<b>5824</b>	

### 8. Employees as at 31 March 2020 by gender and pay grade

Our pay and grading structure was implemented on 1 September 2013 and a clear and robust mechanism is in place for evaluating the relative grades of positions. This is based on roles and responsibilities as opposed to any individual factors relating to the employee.

<b>Grade</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
JE grades 1 – 8 (£17,364 - £25,295)	689	4361	<b>5050</b>
JE grades 9 – 10 (£26,999 - £31,371)	103	216	<b>319</b>
JE grades 11 – 16 (£32,878 - £51,330)	153	304	<b>457</b>
Chief officers (£54,608 - £139,126)	7	7	<b>14</b>
Soulbury & youth officers (£20,865 - £64,351)	8	41	<b>49</b>
Teachers, head, deputy, and assistant head teachers (£17,682 - £114,060)	334	1056	<b>1390</b>

**NB** Where an employee has more than one position, they will be counted for each position they hold. As such, the above figures will not correlate with other totals in this report, which are based on headcount.

## 9. Job applications

Between 1 April 2019 and 31 March 2020, the Council received 7,667 job applications via the HR recruitment system from 4,184 individuals, comprising both internal and external applicants. The data does not include applications received directly by some schools.

In some instances, applicants did not declare information for each protected characteristic. The percentage figures therefore identify the level of non response as 'Not Declared' for each particular characteristic.

<b>Description</b>	<b>No. Applicants %</b>	
Male Applicants	1232	29.45%
Female Applicants	2945	70.39%
Not declared	7	0.17%
<b>Disability declared/:</b>		
	297	7.10%
<b>Age Profile:-</b>		
16 – 25	974	23.28%
26 – 35	1249	29.85%
36 – 45	922	22.04%
46 – 55	713	17.04%
56 – 65	286	6.84%
66+	14	0.33%
Not declared	26	0.62%
<b>Sexual Orientation</b>		
Heterosexual	3688	88.15%
Bisexual	61	1.46%
Gay Man	44	1.05%
Gay Woman/Lesbian	45	1.08%
Prefer not to say	137	3.27%
Other	23	0.55%
Not Declared	186	4.45%
<b>Marital Status</b>		
Married	1411	33.72%
Living with Partner	743	17.76%
Same Sex or Civil Partnership	8	0.19%
Separated/divorced	229	5.47%
Single	1604	38.34%

Widowed	20	0.48%
Prefer not to say	44	1.05%
Not Declared	125	2.99%
<b>Race</b>		
White	3887	92.90%
Asian/Asian British	64	1.53%
Black/Black British	35	0.84%
Chinese	6	0.14%
Mixed Race	40	0.96%
Prefer not to say	43	1.03%
Other Ethnic Group	13	0.31%
Unknown / not stated	96	2.29%

## 10. Staff training

Our arrangements for providing corporate staff training are categorised as follows:

- **Post-entry training** – service specific training is requested by employees via the post entry training policy. Only requests agreed by line managers are forwarded to human resources and so we are unable to identify any that may have been rejected.
- We are unable to disclose information relating to those accessing post entry training as, even though data is collected, the number of employees and the amount of data is too small for us to interpret in a meaningful way.
- **Face to face training** – the majority of our face to face training is targeted at employees based on the nature of the role and responsibilities. As such, no requests for this training have been declined.
- **E-learning** – the majority of corporate training is provided via e-learning which can be accessed directly by employees.

The table below sets out the protected characteristics of those employees who accessed this method of training between 1 April 2019 and 31 March 2020.

Description	Completed e-learning	
Male	534	17.3%
Female	2561	82.7%
<b>Disability declared/:</b>		
	156	5.0%
<b>Age Profile:-</b>		
16 – 25	153	4.9%
26 – 35	656	21.2%



36 – 45	807	26.1%
46 – 55	965	31.2%
56 – 65	485	15.7%
66+	29	0.9%
<b>Sexual Orientation</b>		
Heterosexual	1705	55.1%
Bisexual	14	0.5%
Gay Man	12	0.4%
Gay Woman/Lesbian	9	0.3%
Prefer not to say	66	2.1%
Other	6	0.2%
Not Declared	1283	41.5%
<b>Marital Status</b>		
Married	1438	46.5%
Living with Partner	268	8.7%
Same Sex or Civil Partnership	6	0.2%
Separated/divorced	199	6.4%
Single	736	23.8%
Widowed	24	0.8%
Prefer not to say	28	0.9%
Not Declared	396	12.8%
<b>Race</b>		
White	2690	86.9%
Asian/Asian British	20	0.6%
Black/Black British	3	0.1%
Chinese	2	0.1%
Mixed Race	12	0.4%
Prefer not to say	172	5.6%
Other Ethnic Group	5	0.2%
Unknown / not stated	191	6.2%

There are no records in HR about employees being refused access to training as outlined above, nor has there been any grievance received on this matter.

#### **11. Grievance and disciplinary hearings held during 2018-19**

This includes employees involved in grievance procedures as a complainant, against whom a complaint was made or subject to a disciplinary procedure. To comply with the Data Protection Act, we are unable to disclose this information. In each category, the number of employees and the amount of data is too small for us to interpret in a meaningful way.

## 12. Employees that left the council in 2019/20

The following data summarises the protected characteristics of the 728 individuals who left the employment of the council between 1 April 2019 and 31 March 2020. Data on protected characteristics (other than gender and age) is based upon information disclosed voluntarily by the employees. The percentage breakdown is based on the total number of leavers.

Description	No. of leavers	% of leavers
Male Employee	216	29.67%
Female Employee	512	70.33%
<b>Disability</b>		
	23	3.16%
<b>Age Profile:-</b>		
16 – 25	92	12.64%
26 – 35	157	21.57%
36 – 45	148	20.33%
46 – 55	140	19.23%
56 – 65	149	20.47%
66+	42	5.77%
<b>Sexual</b>		
Heterosexual	462	63.46%
Bisexual	2	0.27%
Gay Man	1	0.14%
Gay	1	0.14%
Prefer not to say	8	1.10%
Other	5	0.69%
Not declared	249	34.20%
<b>Marital Status</b>		
Married	293	40.25%
Living with Partner	84	11.54%
Same Sex or Civil	1	0.14%
Separated/divorced	49	6.73%
Single	177	24.31%
Widowed	9	1.24%
Prefer not to say	6	0.82%
Not declared	109	14.97%
<b>Race</b>		
White	619	85.03%
Asian/Asian British	6	0.82%
Black/Black British	1	0.14%
Mixed Race	2	0.27%
Prefer not to say	2	0.27%
Other Ethnic Group	2	0.27%
Not declared	96	13.19%

### **13. Engagement and consultation**

We aim to include the views of representative groups in our planning and decision making processes so we can develop accessible services for the public and our employees.

Engagement is an important part of our work so we put specific processes in place to ensure that people's needs are taken into account and that the dimensions of equality are addressed.

Employees and stakeholders who represent the protected characteristic groups are involved with the delivery, implementation, monitoring and evaluation of our objectives.

We publish consultation reports on the outcome of our engagement activity to show clearly how people have influenced planning and decision making within Bridgend County Borough Council.

### **14. Contact us**

If you would like further information on our SEP or a copy of the plan in an alternative format, please contact us:

By email: [talktous@bridgend.gov.uk](mailto:talktous@bridgend.gov.uk)

By telephone: 01656 643643

By textphone: 18001 01656 643643

By fax: 01656 668126

In writing: Bridgend County Borough Council Civic Offices, Angel Street, Bridgend, CF31 4WB.

Our Customer Contact Centre is open from 8am to 5.30pm, Monday to Friday

[This is our complaints procedure.](#)

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET COMMITTEE EQUALITIES

8 MARCH 2021

#### REPORT OF THE CHIEF EXECUTIVE

#### 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 Committee Equalities (CCE) on the implementation of the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards.

#### 2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015:-**

- **Helping people and communities to be more healthy and resilient** – taking steps to reduce or prevent people from becoming vulnerable or dependent on the council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
- **Smarter use of resources** - ensuring that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the council's well-being objectives.

#### 3. Background

- 3.1 Since the council received its compliance notice from the Welsh Language Commissioner in 2015, progress towards implementing the 171 assigned standards has continued.

- 3.2 Updates on compliance have been provided at every CCE since 28 April 2016.

#### 4. Current situation / proposal

- 4.1 Key progress/updates with compliance since the last update report can be summarised as:

- Officers have received correspondence from the Commissioner's Office on 15 January 2021, outlining contact points which were operational from 4 January 2021.

1. No new complaints have been received since the last update report.

2. There are no outstanding complaints to update on.

## **5. Effect upon policy framework and procedure rules**

5.1 There is no effect upon 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. Well-being of Future Generations (Wales) Act 2015 implications**

7.1 The well-being goals identified in the Act were considered in the preparation of this report. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

**Long-term** – Ensuring that the council is able to deliver bilingual services now and in the future.

**Prevention** – Improving services and upskilling staff will ensure that everyone regardless of language choice has equal access to services and thus preventing complaints and Welsh Language Commissioner Investigations.

**Integration** - By providing bilingual services to the public we make everyone feel equal and valued.

**Collaboration** - Partnership working assists the council in meeting its duties under the Welsh Language Standards. Working in collaboration with partners is further evidenced in the Five-Year Welsh Language Strategy.

**Involvement** - Publication of the report ensures that the public and stakeholders can review the work that has been undertaken.

## **8. Financial implications**

8.1 There are no financial implications arising from this report.

## **9. Recommendation**

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

**Mark Shephard**  
**Chief Executive**  
**8 March 2021**

**Contact Officers:** Nicola Bunston  
Consultation, Engagement and Equalities Manager

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**Background documents: None**

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**BRIDGEND COUNTY BOROUGH COUNCIL**  
**REPORT TO CABINET COMMITTEE EQUALITIES**

**8 MARCH 2021**

**REPORT OF THE CHIEF EXECUTIVE**  
**FORWARD WORK PROGRAMME 2021-2022**

**1. Purpose of Report**

- 1.1 The purpose of this report is to seek Cabinet Committee Equalities (CCE) approval for a proposed Forward Work Programme for 2021–2022.

**2. Connection to corporate well-being objectives / other corporate priorities**

- 2.1 This report assists in the achievement of the following corporate well-being objective/objectives under the **Well-being of Future Generations (Wales) Act 2015**:

**Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.

**Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the council’s well-being objectives.

**3. Background**

- 3.1 The remit of the Cabinet Committee Equalities is wide ranging. An annual Forward Work Programme allows the committee to consider key national and local equality issues alongside its regular business items.

**4. Current situation/proposal**

- 4.1 Appendix one sets out a proposal for the committee’s regular business items and key equality issues to be considered from March 2021 to March 2022.

- 4.2 The proposal is based on:

- the strategic equality objectives in the Strategic Equality Plan 2020–2024 such as improving community relations in the county borough;
- the consultation on the draft objectives for the Strategic Equality Plan 2020-2024;
- ongoing monitoring of the Welsh Language Standards’ implementation, including providing updates on service developments;
- suggestions from the committee;
- national and local equality issues;

- established reporting arrangements for the Welsh Language Standards and Strategic Equality Plan;
- consideration of other council priorities and external reports.

## **5. Effect upon policy framework and procedure rules**

5.1 The report has no direct effect upon the policy framework or procedure rules.

## **6. Equality Impact Assessment**

6.1 It is considered that there will be no negative impacts from this report

## **7. Well-being of Future Generations (Wales) Act 2015 implications**

7.1 The well-being goals identified in the Act were considered in the preparation of this report. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

**Long-term** - The consideration and approval of this report will assist in supporting equalities objectives in the short-term and in the long term.

**Prevention** – The Forward Work Programme aims to identify issues that are relevant in our community and workforce and bring key reports to prevent problems from occurring.

**Integration** - The Forward Work Programme ensures collaboration with key stakeholders to ensure integration for all people within our community and our workforce with protected characteristics.

**Collaboration** - Partnership working assists the Council in meeting its Public Sector Equalities Duties.

**Involvement** - Publication of the report ensures that the public and stakeholders can review the work that will be undertaken over the next 12 months.

## **8. Financial Implications**

8.1 There are no financial implications within this report.

## **9. Recommendation**

9.1 That Cabinet Committee Equalities approves the proposed Forward Work Programme 2021-22.

**Mark Shephard**  
**Chief Executive**  
**8 March 2021**

**Contact Officers:** Nicola Bunston  
 Consultation, Engagement and Equalities Manager

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**Background papers:** None

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**Bridgend County Borough Council: Cabinet Committee Equalities  
Forward Work Programme 2021/2022**

<b>Date</b>	<b>Main Item/s</b>	<b>Business Items</b>
8 March 2021	<ul style="list-style-type: none"> <li>• Update report on the Hate Crime project for schools</li> <li>• Update on Equalities work within Schools</li> </ul>	<ul style="list-style-type: none"> <li>• Update report on implementation of Welsh Language Standards</li> <li>• Strategic Equality Plan (SEP) annual report 2019/2020</li> <li>• Forward Work Programme (FWP) 2021/2022</li> </ul>
July 2021	<ul style="list-style-type: none"> <li>• All Wales Race Equality Action Plan update report</li> <li>• BCBC Welsh Language Strategy 2021-2026</li> </ul>	<ul style="list-style-type: none"> <li>• Update report on implementation of Welsh Language Standards</li> <li>• Welsh Language Standards annual report 2020/2021</li> <li>• Workforce report 2020/21</li> <li>• Equality Impact Assessment (EIA) annual review report</li> <li>• SEP action plan report (update on work undertaken by directorates in the last 12 months)</li> </ul>
November 2021	<ul style="list-style-type: none"> <li>• Community Cohesion Annual Report</li> <li>• Update report on the Hate Crime project for schools</li> </ul>	<ul style="list-style-type: none"> <li>• Update report on implementation of Welsh Language Standards</li> <li>• Annual update on progress made with meeting the objectives within the Welsh Language Standards Five Year Strategy (year 5)</li> <li>• Annual report on the work of Bridgend Community Cohesion and Equality Forum.</li> </ul>
March 2022	<ul style="list-style-type: none"> <li>• The implementation of the socio-economic duty in BCBC, one year on, update report</li> </ul>	<ul style="list-style-type: none"> <li>• Update report on implementation of Welsh Language Standards</li> <li>• Strategic Equality Plan (SEP) annual report 2020/2021</li> <li>• Forward Work Programme (FWP) 2022/2023</li> </ul>

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