

Bridgend County Borough Council

Report of the Chief Executive

Equalities Committee

20 September 2006

Draft Corporate Equality Policy and Plan

1. Purpose

- 1.1 The purpose of this report is to seek the endorsement of the Equalities Committee for the draft Corporate Equality Plan prepared by the Corporate Equalities Management Group (see appendix 1).

2. Background

- 2.1 In order to achieve level 2 of the Equality Standard for Local Government in Wales by March 2007 the Authority must put in place a corporate equality policy and plan that covers the relevant equality strands.

The Equality Committee approved the General Equality Statement and Race Equality Statement and the draft equality statements covering gender, disability, sexual orientation, faith, age and carer status for consultation at the meeting on 30 August 2006.

3. Draft Corporate Equality Policy and Plan

The draft Corporate Equality Policy and Plan includes the essential elements required to meet the requirements of level 1 and 2 of the Equality Standard for Local Government in Wales, by March 2007 as part of its Welsh Assembly Government Policy Agreement (local measure 15). The draft Corporate Equality Policy and Plan incorporates the equality statements in order to set out the authority's understanding of the equality issues that affect the local community and its key commitments for promoting equality and good community relations. The Corporate Equality Plan is also designed to be consistent with the authority's statutory schemes which will set out in more detail what the authority will do to meet its specific statutory duties on race, Welsh language, disability and gender.

- 3.1 The draft Corporate Equality Policy and Plan reflects the structure of the Equality Standard and sets out the authority's commitments in the 4 activity areas of the Standard:

- Leadership and Corporate Commitment
- Consultation and Community Development and Scrutiny
- Service Delivery and Customer Care
- Employment and Training

In order to satisfy the requirements of the Equality Standard, the Corporate Equality Plan includes:

- Equality objectives that address issues across the equality strands and address multiple discrimination
- A commitment to equality action planning and equality target setting
- Allocates specific staff with responsibility for overseeing progress of the Corporate Equality Plan
- A commitment to develop and initiate an Equality Impact Assessment process across the authority, including a commitment to identify reasonable adjustments under Disability Discrimination Act
- A corporate commitment to consult with designated community, staff and stakeholder groups on all aspects of equality policy
- A commitment to earmark specific resources for improving equality practice

3.2 The Committee are advised that the draft Corporate Equality Policy and Plan includes those performance indicators that the Local Government Data Unit has recommended that local authorities begin collecting disaggregated data on (Guidance for Local Authorities on the Wales Programme for Improvement, circular 28/2005). This list is indicative and the Corporate Equalities Management Group will be giving further consideration to what indicators the authority will be able to provide data for and how it may start collecting disaggregated data.

3.3 Finally, the committee are advised that the draft Corporate Equality Policy and Plan contains some sections that will be completed at a later date, including a foreword by the Leader of the Council and the Chief Executive, the content list, and the section entitled 'Equality in Bridgend County Borough'. This section will be completed by the Policy and Performance Management Unit when further analysis has been carried out of the available statistics (Census 2001, Labour Force statistics and DWP). This section will also include Bridgend County Borough Council employment statistics. The draft document will subsequently be made available for consultation via the website.

4. Legal and financial implications

This report contributes to the authority meeting its statutory duties (see background papers listed below). The financial implications of the Corporate Equality Policy and Plan will be assessed by the Corporate Equalities Management Group to support the submission of a report to Cabinet.

5. Recommendations

That the Equalities Committee endorse the draft Corporate Equality Policy and Plan and recommend it to Cabinet.

David Bowles
Interim Chief Executive
20 September 2006

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Background papers:

- Equality Standard for Local Government in Wales
- Wales Programme of Improvement Guidance for Local Authorities 2005 (Circular 28/2005)
- Equal Pay Act 1970 and 1983
- Sex Discrimination Act 1975 and 1986
- Race Relations Act 1976 and 2000 and 2003
- Pregnant Workers Directive 1992
- Welsh Language Act 1993
- Pensions Act 1995
- Disability Discrimination Act 1995 and 2005
- Employment Rights Act 1996
- Protection from Harassment Act 1997
- Working Time Regulations 1998
- Government of Wales Act 1998
- Crime and Disorder Act 1998
- Human Rights Act 1998
- Maternity and Parental Leave Regulations 1999
- Sex Discrimination (Gender Reassignment) Regulations 1999
- Part-time (Prevention of Less Favourable Treatment) Regulations 2000
- Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations 2002
- Sex Discrimination (Indirect Discrimination and Burden of Proof) Regulations 2001
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Gender Recognition Act 2004
- Carers (Equal Opportunities) Act 2004
- Civil Partnership Act 2005
- Equality Act 2006
- Employment Equality (Age) Regulations 2006
- Work and Families Act 2006

Corporate Equality Policy and Plan

2006 – 2009

This Corporate Equality Policy and Plan is available online at www.bridgend.gov.uk

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Foreword

By Leader & Chief Exec

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Purpose

This is the first time Bridgend County Borough Council has brought together a corporate equality policy and action plan into a single strategic document. We have decided to review our approach to equality and social inclusion to reflect changes in our legal duties, changes in our policy responsibilities and changes in the county's population. This new strategic approach recognises the diversity that exists within Bridgend County Borough - that everyone is different and has different needs. This new approach will help to improve access to services and, where possible, promote equality and good community relations by removing any actual or potential barriers to community involvement, service delivery or employment.

To help us achieve consistent improvement in the way we manage our approach to equality and social inclusion we have made a commitment to achieve the Equality Standard for Local Government in Wales and this document will help us to collect evidence of our progress through the 5 levels of the Equality Standard. Together, the policy and action plan form an overarching document setting out our generic approach on equality and our intentions as a community leader, service provider and employer. The council believes that good practice in equalities benefits everyone and will improve the quality of its services and its workforce.

This document aims to:

- Provide a clear statement of Bridgend County Borough Council's strategic direction on one of the key priorities for the county - to have a more inclusive county borough;
- Make clear the Council's commitments in fulfilling its legal obligations to achieve equality of opportunity in the areas of gender, race, disability, language, faith, sexuality, age, carer and social status;
- Draw together the different strands of equality work into one comprehensive plan and link to more detailed statutory equality schemes on Welsh language, race, disability and gender;
- Enable all departments in the Council to see how they contribute to our equality objectives;
- Ensure that our equality objectives are consistently applied throughout the whole council;
- Set out our equality priorities for the next 3 years and explain, through our Corporate Equality Plan, how we will achieve them;
- Monitor and review our performance to ensure we meet the aims of our policies;
- Consult with service users and employees to ensure our policies are effective and meet their needs.

This document links into more detailed work programmes for the Council's Equalities Committee and the Corporate Equalities Management Group.

Scope

The corporate equality policy and plan covers the following equality strands:

- Gender
- Race
- Disability
- Language
- Faith
- Sexual orientation
- Age
- Carer status

People who belong to one of these equality strands are more vulnerable to unfair treatment and social disadvantage, and are more likely to:

- live in poverty;
- be economically inactive;
- have fewer educational qualifications;
- experience harassment;
- have poorer health; and
- die younger.

The term 'equality' does not simply mean treating everyone the same. It means understanding and tackling the different barriers to equal opportunities that different people face so that everyone has a fair chance to fulfil their potential.

Equality in Bridgend County Borough

[This section to be completed with further analysis to be carried out of Census 2001, Labour Force statistics and DWP statistics. This section will also include Bridgend County Borough Council employment statistics]

The Vision for the County Borough

Our aims for the county borough are set out in the Bridgend County Borough Community Strategy:

- **Improve quality of life for all** – to create a place where people of all ages enjoy living, working and relaxing, and where they feel they can live life to the full.
- **Protect and enhance our environment** – through a more sustainable pattern of development, securing a higher quality of life and respect for the environment.
- **Increasing prosperity** – by investing in lifelong learning, improving skills and supporting new business, as patterns of employment and lifestyles change.
- **Have safer communities** – where crime levels decline, and fear of crime is tackled so that all local peoples, especially the most vulnerable, feel safe and secure.
- **Achieve a healthier County Borough** – by tackling health inequalities and promoting healthy lifestyles.
- **Have a more inclusive County Borough** – where vulnerable and excluded people are supported to maximise their potential and live a full life.

We believe that a strong commitment to treating everyone fairly and with respect is essential to achieving this vision and building a cohesive, vibrant community. We will contribute to achieving this vision through our role as a community leader, service provider and fair employer.

Links to Key Strategies

The Corporate Equality Policy and Plan will link into the following key strategies that we deliver in partnership with other local public agencies that are under the same statutory duties to promote equality and good community relations:

- Community Safety Strategy
- Children and Young People Strategy
- Older People Strategy
- Health, Social Care and Well-being Strategy
- Economic Regeneration Strategy
- Welsh Education Scheme

What does mainstreaming equalities mean?

Mainstreaming equalities is a way of making sure that the council considers the equalities and human rights perspective when it is developing and implementing strategies, policies and services. Fundamental to this approach is the acknowledgment that while a policy or practice may appear neutral it may have a differential impact on a person or people due to their gender, race, disability, language, age, faith and/or sexuality.

Wales Programme for Improvement

The Local Government Act 1999 requires local authorities to secure continuous improvement in the way they provide services that meet the needs of citizens. In October 2005 the Welsh Assembly Government published new guidance for Local Authorities (circular 28/2005) on the Wales Programme for Improvement. This includes a requirement that the council should conduct annual assessments of progress towards its equality objectives (including language use and language preference). The guidance states that such an assessment should:

- confirm the current aims of the authority in relation to equalities / diversity, and assess the extent to which they contribute to and conform with the authority's long-term strategic vision and objectives;
- consider how far those aims reflect the whole area that the authority serves, and the diversity of the communities within it, and the levels of need and demand within both;
- review performance in delivering the relevant aims, and consider means of addressing any shortfall, using reliable and comparable data, disaggregated as appropriate to reveal any differential level of delivery as between different equality groups, as well as shared outcome measures;
- address the current capacity of the authority to achieve the relevant aims, and identify any need for capacity-building work, including the recruitment of staff from particular backgrounds and/or the development of particular skills among the workforce;

The guidance also recommends that local authorities should use relevant self- and impact assessment tools, in particular the Equality Standard for Local Government in Wales.

Equality Standard for Local Government in Wales

In line with this recommendation the authority made a commitment to achieve level 2 of the Equality Standard for Local Government in Wales by March 2007 as part of its Policy Agreement with the Welsh Assembly Government. The Equality Standard provides a robust performance management framework through which we will deliver our equality commitments and mainstream equality into our policies and practices across four specific areas of activity:

- Leadership and corporate commitment
- Consultation, community development and scrutiny
- Service delivery and customer care
- Employment and training

We will make sure that our strategic policies and service plans include equality objectives that are open to inspection and audit. We will also measure our performance and progress against the following performance indicators that the Local Government Data Unit has recommended disaggregated data (covering age, gender, language, ethnicity and disability) is collected for according to:

Human Resources

- Employee turnover
- Sickness absence
- Ill-health retirements
- Ethnic minority representation in the workforce
- Disabled employees

Education

- Rate of permanent exclusions
- Timeliness of appropriate education provision
- Fixed term exclusions
- Key stage 2 assessments
- Key stage 3 assessments
- External qualifications point score
- Teacher assessments in Welsh (first language)
- Pupils leaving full-time education without an approved external qualification who do not continue in full time education, training or work based learning

Leisure and Culture

- Participation Rates in sport and physical activity

Housing and supporting people

- Homeless presentations
- Successful appeals against final offers of accommodation
- Incidence of repeat homelessness
- Support capacity per client group
- Unit cost per unit of housing related support

Responsibility and Accountability

It is the responsibility of the Chief Executive and each Executive Director to make sure that equality objectives are set out in strategic policies and that Directorate business plans are in place to deliver this Corporate Equality Policy and Plan.

Every manager and employee has a role to play in implementing the policy and plan.

The Cabinet has collective Member responsibility for overseeing achievement of the Corporate Equality Plan and accounting for progress.

The Overview and Scrutiny Committees have responsibility for scrutiny of its contents, objectives, and performance against those objectives, as appropriate to their role. The Cabinet and Council will be supported by the Council Equalities Committee.

The overall implementation of the Corporate Equality Plan will be monitored by the Chief Executive through the Corporate Management Board, supported by the Corporate Equalities Management Group and the Policy and Performance Management Unit.

Who is responsible?

- **Employees** - through their work and relationships with customers, colleagues and partners.
- **Managers** - through their responsibilities for managing people, resources, performance and partnerships.
- **Chief Executive, Executive Directors and Heads of Service** - through leadership, decision-making and performance management of all Council strategies and policies.
- **Councillors** - through ward roles, policy-making and scrutiny.
- **Cabinet Members** - through leadership, strategic decision making and performance management.
- **Partners, contractors and voluntary groups** - through complying with their own equality responsibilities and developing good equality practice.

Equality Legislation

The council will comply with all equality legislation (incorporating European Union regulations and directives), including:

- Equal Pay Act 1970 and 1983
- Sex Discrimination Act 1975 and 1986
- Race Relations Act 1976 and 2000 and 2003
- Disability Discrimination Act 1995 and 2005
- Protection from Harassment Act 1997
- Crime and Disorder Act 1998
- Human Rights Act 1998
- Sex Discrimination (Gender Reassignment) Regulations 1999
- Sex Discrimination (Indirect Discrimination and Burden of Proof) Regulations 2001

- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Gender Recognition Act 2004
- Carers (Equal Opportunities) Act 2004
- Civil Partnership Act 2005
- Equality Act 2006
- Employment Equality (Age) Regulations 2006
- Work and Families Act 2006

We recognise that some people may experience multiple discrimination and our legal responsibilities towards them under the above Acts overlap. We also recognise that some groups do not benefit directly from legislative protection and through this policy, we aim to ensure good equality and diversity practice for everyone.

Equalities and the Human Rights Act 1998

The Human Rights Act 1998 provides a clear statement that the rights of the individual must be taken into account in the delivery of public services. The UK Government has reinforced the connection between equality and human rights by setting up the single Commission of Equalities and Human Rights that comes into operation in October 2007. As a public service organisation the council is aware that it should make the connection between human rights, equal treatment and service improvement.

The Act sets out the following rights of individuals:

- The right to life
- Prohibition of torture or inhuman or degrading treatment
- Prohibition of slavery and forced labour
- The right to liberty and security
- The right to a fair trial
- No punishment without law
- The right to respect for private and family life
- Freedom of thought, conscience and religion
- Freedom of expression
- Freedom of assembly and association
- Right to marry
- Right to effective remedy
- Prohibition of discrimination

Equality Statements and Equality Aims

The Council will seek to identify where groups or individuals face particular disadvantage and consider how services and employment practices can best respond. The following statements explain how Bridgend County Borough Council's Corporate Equality Policy and Plan relates to some of these groups:

General Equality Statement

Bridgend County Borough Council is committed to promoting equality and valuing diversity in all its roles as community leader, service provider and fair employer. This means that the council will work to achieve social justice and inclusion; treat all citizens of the county fairly and with respect; and recognise the rights of individuals to participate fully in the democratic, social and economic life of the county.

The council acknowledges that the experience of discrimination is a reality for many people and is committed to challenging all forms of discrimination wherever they exist, whether it is based on gender, race, disability, language, faith, sexual orientation, age, carer status and social status. We recognise that some people may experience multiple forms of discrimination and that some people do not benefit directly from legislative protection.

The council will make sure that it does not discriminate against any section of the community and provide services and employment opportunities that are responsive to people's diverse needs. We will aim to achieve good equality and diversity practice that benefits everyone.

To achieve this the council's priorities will be to act as a community champion and citizen advocate; to build a cohesive, vibrant community where diversity is appreciated and valued; and to maximise the opportunities for communities to live, work and learn together so that individuals can reach their full potential.

These are the council's General Equality Aims:

Community leadership

- a) To value diversity and promote good community relations within the county borough
- b) To work with our partner organisations to have a more inclusive county borough
- c) To promote positive attitudes towards people who are at risk of social exclusion
- d) To develop communication methods that are inclusive of the whole community
- e) To develop an inclusive consultation process that improves the council's understanding of the needs of service users and staff;
- f) To work with equality organisations and the voluntary sector to support the empowerment of local equality groups

- g) To encourage and support people from diverse backgrounds to participate in the public life of their community
- h) To build safer communities in the county borough by tackling harassment and violence and work with partner organisations to provide an effective response to incidents and support to victims
- i) To act as a community champion on equality and social inclusion by supporting Councillor's in their ward roles, decision-making and scrutiny

Service provision

- a) To create a culture of change within the council so that equalities is at the core of all its activities
- b) To mainstream equality into the council's strategic planning process
- c) To prevent discrimination, victimisation or harassment of service users
- d) To set clear targets to make services accessible and responsive to the diverse needs of the people who live, work and visit the county borough
- e) To monitor the take up of services and take action to tackle inequality and social exclusion
- f) To encourage people from diverse backgrounds to be involved in reviewing, planning and developing services
- g) To encourage community partners and contractors to adopt good practice in equality

Fair employer

- a) To ensure equality, equity and consistency in employment conditions and practices, including equal pay
- b) To monitor the workforce across the employment cycle to ensure that the workforce reflects the diversity of the county borough
- c) To provide a safe and accessible working environment that is free from discrimination and harassment
- d) To offer flexible working and training opportunities to staff to achieve a work-life balance and enable the council to gain a flexible approach to work
- e) To train, develop and support staff to understand and challenge barriers to equality
- f) To mainstream equality into management development

Race Equality Statement

Bridgend County Borough Council is committed to promoting equality and building a cohesive, vibrant community where all people can live life to the full.

The council recognises the harmful effect race discrimination can have in the community and in the workplace and that it has a responsibility to challenge 'everyday' racism. The council acknowledges that the comparatively low black and minority ethnic population in the county borough means that it has a particular responsibility to challenge the myth that there is 'no problem' with racism and the county is immune

from racial problems. Particularly, the council is aware that isolation and unfamiliarity can make members of the black and minority ethnic population more vulnerable to discrimination, hostility and inappropriate treatment.

The council recognises that the black and minority ethnic population in the county borough is diverse and that different communities and individuals have differing needs that should not be defined by preconceptions or stereotyping. Race discrimination occurs when prejudice combines with power to inform any attitude, action or institutional structure that subordinates a person because of colour, race, ethnic background, national origin or religion. There is significant evidence that such discrimination continues to have a negative impact on the lives of all people in Wales and throughout the UK, including refugees, gypsies and the traveller community. The council has an important role to play in challenging and changing this.

We will challenge negative stereotypes and attitudes that can lead to unfair treatment and social disadvantage. We will also make sure that all people are able to access our services and employment opportunities and that we are responsive to the diverse cultural needs of black and minority ethnic people. We will also work with partner organisations to tackle racial harassment and violence.

Gender Equality Statement

Bridgend County Borough Council is committed to promoting equality between women and men, regardless of marital status, and enabling all people to participate in the democratic, social and economic life of the county.

The council acknowledges the harmful effect gender discrimination can have in the community and in the workplace. Gender discrimination stems from prejudiced attitudes and beliefs about the abilities, skills or characteristics of women or men. There is significant evidence that such discrimination continues to have a negative impact on the lives of all people in Wales and throughout the UK, including transgender people. The council values the vital contribution women and men make to the county borough, but recognise that women disproportionately experience social and economic disadvantage.

We will challenge traditional gender expectations in education and job roles to maximise the opportunities for both women and men to reach their full potential. We will also make sure that our services and employment practices are flexible and responsive to the needs of women and men. We will also work with partner organisations to tackle sexual harassment and domestic violence.

Disability Equality Statement

Bridgend County Borough Council is committed to disability equality and creating a place where everyone feels they can live life to the full. The council recognises the rights of disabled people to participate fully in the democratic, social and economic life of the county. The council is committed to challenging all forms of disability discrimination by adopting the social model of disability and the principle of inclusive design. The council recognise that disability covers a wide range of physical, sensory and mental impairments and affects people across all ages and from across the whole community and that each person will have differing needs. We also recognise social disadvantage and exclusion is not an inevitable consequence of people's medical condition or impairment, but rather that people are disabled by society's negative attitudes and treatment of disabled people. This can limit their opportunities and choices and prevent disabled people from taking part fully in the life of their community. Such discrimination stems from prejudiced attitudes and beliefs about the abilities, skills or characteristics of disabled people. Further, the council is aware that exclusion and unfamiliarity can make disabled people more vulnerable to discrimination, hostility and inappropriate treatment. The council has an important role to play in challenging and changing the social, attitudinal and environmental barriers that disadvantage disabled people.

We are committed to removing barriers to disabled people, in particular in education, employment, and services. We are committed to involving disabled people on issues that affect them and our aim is to provide accessible services, information and buildings for everyone. We will promote positive attitudes towards disabled people and will work with partner organisations to tackle harassment and violence towards disabled people. We will make sure that we provide supportive and responsive working arrangements that enable disabled employees to achieve their full potential.

Lesbian, Gay, Bisexual and Transsexual Equality Statement

Bridgend County Borough Council is committed to valuing diversity in the community and recognises the rights of lesbian, gay, bisexual and transsexual (LGBT) people to participate fully in the democratic, social and economic life of the county. The council is committed to challenging all forms of homophobic prejudice and discrimination.

The council understands that everyone has the right to define their own sexual identity and that its procedure and practices should not assume that everyone is or should be heterosexual. The council recognises that LGBT people may experience multiple forms of discrimination and that each person will have differing needs. Further, the council is aware that exclusion and unfamiliarity can make LGBT people more vulnerable to discrimination, hostility and inappropriate treatment. The council has an important role to play in challenging and changing prejudiced attitudes and treatment that disadvantages LGBT people.

We are committed to raising awareness and understanding of the experiences and needs of LGBT people. We will work with partner organisations to combat prejudice, harassment and violence towards LGBT people. We will also make sure that our services and employment practices are supportive and responsive to LGBT people so that they are able to maximise their potential and live a full life.

Faith and Belief Equality Statement

Bridgend County Borough Council is committed to valuing diversity in the community and respects the rights of individuals to practise their religion or beliefs without fear of intimidation, harassment or violence.

The council will provide flexible and responsive services and working practices that are sensitive and respectful of people's religious and other beliefs, practices and obligations. We will work with the local community to promote understanding and break down barriers between faith and other communities and promote diverse religious festivals and events. We are committed to challenging intolerance and will work with partner organisations to tackle unlawful discrimination on the grounds of religion or other beliefs.

Age Equality Statement

Bridgend County Borough Council is committed to eliminating ageism and creating a place where people of all ages enjoy living, working and relaxing, and where they feel they can live life to the full.

We recognise that society has negative attitudes, stereotypes and myths about youth, ageing, younger people and older people and that these attitudes and beliefs can lead to both younger people and older people being socially and economically disadvantaged, excluded and isolated. Younger and older people make a significant and valuable contribution to the community and have the right to be listened to, treated with respect and provided with equality of opportunity.

We will aim to ensure that our children and young people have the best possible start in life and are supported to achieve their full potential. We will ensure that older people are valued as full citizens who can make a full contribution to life within the county borough and beyond. We will work with our partner organisations to develop and deliver strategies to improve the well-being of children and young people and older people in the county borough. We will also seek to build positive relationships and understanding between people of all age groups in the community, to build a stronger, cohesive and more caring community. We will work with our partner organisations to prevent abuse, victimisation or exploitation and will seek to ensure that people are able to live in a safe home and community. We are committed to tackling age discrimination and promoting equality of opportunity for all our employees.

People with Family and Carer Responsibilities Equality Statement

Bridgend County Borough Council is committed to recognising and celebrating the contribution parents, guardians and carers make to the local community and enabling all people to participate in the democratic, social and economic life of the county.

We are committed to raising awareness and understanding of the experiences and needs of people with caring responsibilities. We will also make sure that our services and employment practices are supportive and responsive to people with caring responsibilities so that they are able to maximise their potential and live a full life.

Bridgend County Borough Council Corporate Equality Plan

Leadership and commitment				
	What we will do	Who will do it	When we will do it by	How we will measure our success
LC1	Promote equality as a key theme within the Bridgend County Borough Community Strategy.	Local Strategic Partnership	February 2005 onwards	Community Strategy 2005-2016 includes: 1. A commitment to mainstream equality and diversity into the development and implementation of the strategy. 2. A commitment to adopt an Equality Impact assessment toolkit for the LSP and its partners.
LC2	Put in place appropriate governance structures for equality policy development and strategic management.	Chief Executive's Office	March 2006 Onwards	1. Establishment of a Council Equalities Committee and a Corporate Equalities Management Group. 2. Review governance structures to ensure fitness for purpose and consider improvements.
LC3	Set out what the council's policy and strategic direction on equality and social inclusion.	Chief Executive's Office	March 2007	1. Publish a corporate equality policy and plan. 2. All Directorates to make a commitment to improve equality practice.
LC4	Achieve level 2 of the Equality Standard for Local Government in Wales as part of the Policy Agreement Target with WAG.	Whole Authority	March 2007	1. Complete self-assessment audit in line with WLGA guidance on Equality Standard. 2. Report to WAG.

Leadership and commitment				
	What we will do	Who will do it	When we will do it by	How we will measure our success
LC5	Revise and implement the Council's Race Equality Scheme 2006 – 2009	Chief Executive's Office & All Executive Directors	November 2006 onwards	<ol style="list-style-type: none"> 1. Publication of 3 year scheme. 2. Annual performance report submitted to Council and published.
LC6	Revise and implement the Council's Welsh Language Scheme 2007 – 2010	Chief Executive's Office & All Executive Directors	March 2007 onwards	<ol style="list-style-type: none"> 1. Publication of approved 3 year scheme. 2. Annual performance report submitted to Council and published.
LC7	Develop and implement the Council's Disability Equality Scheme 2006 – 2009	Chief Executive's Office & All Executive Directors	December 2006 Onwards	<ol style="list-style-type: none"> 1. Publication of 3 year scheme. 2. Annual performance report submitted to Council and published.
LC8	Develop and implement the Council's Gender Equality Scheme 2007 - 2010	Chief Executive's Office & All Executive Directors	April 2007 Onwards	<ol style="list-style-type: none"> 1. Publication of 3 year scheme. 2. Annual performance report submitted to Council and published.
LC9	Establish better ways to mainstream equality into the Council's strategic policy-making, business planning and performance management processes.	Chief Executive's Office & All Executive Directors	November 2006 Onwards	<ol style="list-style-type: none"> 1. Produce a strategic review of equality risks for the authority. 2. Make available equality audit tools and guidance to improve business planning and service delivery. 3. Adopt equality performance reporting mechanism.
LC10	Improve information and guidance for managers, staff, members and the community on equality legislation and issues.	Chief Executive's Office	March 2007 Onwards	<ol style="list-style-type: none"> 1. Produce a 'Know Your Community' information package. 2. Produce and promote an equality information and guidance toolkit.

Consultation and Community Development				
	What we will do	Who will do it	When we will do it by	How we will measure our success
CC1	Develop and implement a corporate language and accessible communication policy and action plan.	Chief Executive's Office	April 2007 Onwards	<ol style="list-style-type: none"> 1. Publish and promote a Corporate Language and Accessible Communication Policy and action plan. 2. Adopt an appropriate audit toolkit. 3. Monitor implementation of action plan.
CC2	Develop and implement Community & Staff Involvement Action Plan linked to EU Year of Equal Opportunities for All.	Chief Executive's Office & All Executive Directors	November 2006 Onwards	<ol style="list-style-type: none"> 1. Publish and promote a Community & Staff Involvement Action Plan. 2. Monitor implementation of action plan. 3. Monitor involvement rates from target equality groups in council consultation activities. 4. Monitor service level agreements to ensure compliance with equality codes of practice and that the Voluntary Sector Compact promotes the involvement of equality target groups. 5. Publish evidence that consultation informs decision-making.
CC3	Consult with local people, the voluntary sector and public agencies on the Council's Corporate Equality Plan and statutory equality schemes.	Chief Executive's Office	On-going	<ol style="list-style-type: none"> 1. Include evidence of consultation in the published plan and schemes. 2. Monitor involvement rates from target equality groups. 3. Increase the involvement of people from the equality target groups in council service planning & review.

Consultation and Community Development				
	What we will do	Who will do it	When we will do it by	How we will measure our success
CC4	Review mechanisms for tackling and responding to hate motivated violence and harassment related to gender, race, disability, sexuality, religion or age.	Safer Bridgend & All Executive Directors	March 2007	<ol style="list-style-type: none"> 1. Produce review report. 2. Implement action plan to improve effectiveness of service response.

Service Delivery and Customer Care				
	What we will do	Who will do it	When we will do it by	How we will measure our success
SD1	<p>Work with partner agencies to develop strategies and services that help us achieve the aims set out in the Community Strategy:</p> <ul style="list-style-type: none"> • Improve the quality of life for all • Increase prosperity • Have safer communities • Tackle health inequalities • Have a more inclusive county borough 	Local Strategic Partnership, Chief Executive's Office & All Executive Directors	May 2008	<ol style="list-style-type: none"> 1. Review of Community strategy action plan. 2. Equality Impact Assessment reports on key joint strategies including: <ul style="list-style-type: none"> • Community Safety • Health, social care & well-being • Economic Regeneration • Children & Young People • Older People
SD2	Improve access to council services through Customer Care Strategy, including a programme of property developments to improve physical access for disabled people.	Chief Executive's Office and All Executive Directors.	March 2007 Onwards	<ol style="list-style-type: none"> 1. Equality objectives and targets are built into strategic service plans and Directorate business plans. 2. Directorates adopt equality monitoring protocol and develop service monitoring action plans. 3. Monitor customer feedback and complaints by equality target groups.

Service Delivery and Customer Care				
	What we will do	Who will do it	When we will do it by	How we will measure our success
				4. Annual performance reporting.
SD3	Develop appropriate language, translation and interpretation facilities to enable the delivery of accessible services to all groups and develop appropriate training, guidance and translation support to front line staff.	Chief Executive's Office & Information Technology	March 2007 Onwards	<ol style="list-style-type: none"> 1. Carry out a Linguistic Skills and Translation Audit of services. 2. Establish a cost-effective and high quality interpretation and translation facility to meet the needs of the local community. 3. Monitor take up and report through annual performance reports.
SD4	Improve the design, accessibility and usability of the council website.	Executive Director Resources & Information Technology	March 2007 Onwards	<ol style="list-style-type: none"> 1. Compliance with E-Government requirements. 2. External accreditation of website.
SD5	Ensure that external contractors delivering services on behalf of the Council comply with good practice in equality and contribute to the aims of the Council's Corporate Equality Plan and statutory schemes.	Strategic Procurement	March 2007 Onwards	<ol style="list-style-type: none"> 1. Carry out review of procurement process and include equality requirements in contracts. 2. Monitor compliance by contractors.

Employment and Training				
	What we will do	Who will do it	When we will do it by	How we will measure our success
ET1	The Council to become an employer of choice in Bridgend by ensuring employment policies and practices are fair and inclusive and enable staff to achieve a work-life balance.	Human resources	March 2007 Onwards	<ol style="list-style-type: none"> 1. Annual performance reporting as part of corporate equality plan and statutory equality schemes. 2. Monitor new employment initiatives to measure equality impact and staff satisfaction.
ET2	Create opportunities to employ a workforce that reflects the diversity of the county borough.	Human Resources	March 2007 Onwards	<ol style="list-style-type: none"> 1. Produce a local employment profile and annual workforce analysis report to identify under-representation and barriers to employment. 2. Monitor initiatives undertaken to challenge barriers to employment equality. 3. Annual reports on employment related performance indicators.
ET3	Regularly monitor and review the council's recruitment, selection, promotion and retention processes to ensure that we are operating a fair process that delivers fair outcomes for all people.	Human Resources	March 2007	<ol style="list-style-type: none"> 1. Annual workforce analysis report to include disaggregated equality data on recruitment & selection rates. 2. Monitor complaints and grievances.
ET4	Apply a transparent way to evaluating jobs that ensure the Council is providing equal pay for work or equal value to all employees covered by National Joint Council terms and conditions.	Human Resources	April 2007	<ol style="list-style-type: none"> 1. Job evaluation and equal pay review carried out. 2. Implement outcomes.

Employment and Training				
	What we will do	Who will do it	When we will do it by	How we will measure our success
ET5	Provide a safe and accessible working environment that is free from discrimination and harassment.	Human resources	March 2007 Onwards	<ol style="list-style-type: none"> 1. Report on the council's anti-bullying and harassment policy to reflect good practice. 2. Training for staff and managers on anti-bullying and harassment. 3. Feedback from staff and managers to measure confidence in and effectiveness of policy.
ET6	Ensure that all employees understand and are able to challenge barriers to equality	Human Resources	March 2007 Onwards	<ol style="list-style-type: none"> 1. Develop, implement and evaluate a corporate equality training programme for staff and managers. 2. Monitor take up of training across Directorates and impact on service delivery.
ET7	Mainstream equality into management development programme.	Human Resources	March 2007 Onwards	<ol style="list-style-type: none"> 1. Evaluate management development programme for equality content. 2. Monitor take up of training across Directorates and impact on service delivery.
ET8	Mainstream equality into member development programme so that members are able to act as community champions on equality and social inclusion issues.	Members Services	March 2007 Onwards	<ol style="list-style-type: none"> 1. Evaluate member development programme for equality content. 2. Monitor take up of training and impact

