

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET EQUALITIES COMMITTEE

12 APRIL 2010

REPORT OF THE ASSISTANT CHIEF EXECUTIVE – CORPORATE DEVELOPMENT & PARTNERSHIPS

CORPORATE EQUALITY SCHEME – ANNUAL MONITORING REPORT 2009-10

1. Purpose of Report.

The purpose of this report is to present to the Council's Annual Monitoring Report on the Corporate Equality Scheme.

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

The Corporate Equality Scheme is a statutory scheme and a cross-cutting issue that impacts upon the work of the whole Council. It is linked to the Welsh language Scheme and the Council's Customer Care Programme, and supports the community cohesion agenda.

3. Background.

The Council is committed to report on an annual basis, outlining progress made on implementing its Corporate Equality Scheme.

4. Current situation / proposal.

A draft Annual Monitoring Report is attached. It confirms that improvements have been made in a number of areas and examples of this are:

- The website now includes "Browse Aloud" software to make it accessible for visually-impaired people. This service can also help people with learning difficulties, or people for who English is a second language.
- A language interpretation and translation service is available for minority languages.
- The Customer Service Centre has made hearing loops and a text phone service available to improve access for Deaf people and people with a hearing impairment.
- 16 employees attended a BSL Basic course from diverse service areas.
- 150 managers attended equality and diversity module in the Leadership and Management Development Programme.
- Over 200 employees from across the Council have attended general equality awareness training.
- Dignity at work training has been delivered and an e-learning module is available.
- Training on Equality Impact Assessments has been rolled out and 96 managers completed the course. Further training sessions will be made available in 2010.
- The Council has become a Disability Symbol user.
- A Domestic Abuse Protocol has been developed setting out how the Council, as an employer, will support employees affected by domestic abuse.

- 15 successful community projects have been taken forward by our Community First Partnerships and Safer Bridgend with funding from the Welsh Assembly Government *Community Cohesion Fund*.
- The Council continues to make good progress improving physical access to its properties and is integrating this into its Asset Management Plan. An example being the Grand Pavilion, Porthcawl where a number of improvements have been made to make the venue more accessible.
- The council is working closely with local people and organisations to develop a new Carers' Strategy and has launched a new booklet about the services it provides to support carers.
- The Children and Young People's team have set up a Schools Council for pupils on the autistic spectrum and this is being developed on a regional basis as a model of good practice.
- The council hosted a very successful Holocaust Memorial Day event attended by the First Minister for Wales.

5. Effect upon Policy Framework & Procedure Rules.

As this is a monitoring report, there are no proposed changes to the Policy Framework and Procedure Rules.

6. Legal Implications.

There are no legal implications: This report informs the Committee in relation to the Authority's compliance with its statutory duties

7. Financial Implications.

The annual monitoring report reflect initiatives that are being resourced from current budgets and will help the Authority to mitigate exposure to risk over its responsibilities in this area. The Community Safety Partnership have used additional Welsh Assembly Government funding opportunities to deliver the scheme objectives on promoting strong relationships between people from different backgrounds in our community.

8. Recommendation.

It is recommended the Cabinet Equalities Committee receives the Annual Monitoring Report.

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Background documents:

Bridgend County Borough Council Corporate Equality Scheme 2009-2012.
Bridgend County Borough Council Welsh Language Scheme 2008-2011.