

Strategic Equality Plan

If you require any additional information about this survey or would like to receive the questions in any other format (e.g. large print) please contact Paul Williams on 01656 643212 or email Paul.Williams2@bridgend.gov.uk

As a local authority in Wales, Bridgend County Borough Council is required by law to develop and publish a Strategic Equality Plan (SEP). The purpose of the plan is to show the steps the council is taking to make Bridgend County Borough a fairer place.

In the plan we have to include a series of equality objectives (some of the things that we plan to do) which will show how the council intends to promote equal opportunities for all and aims to make a real difference to the lives of those living and working in Bridgend County Borough.

We have taken into account things that people have told the council are important to them in terms of equality and fairness, and this has helped us to develop 9 draft equality objectives. Before we put these objectives into our plan, we would like to find out what you think of them.

Throughout this survey we refer to people who share 'protected characteristics'. This means the groups of individuals who are protected by the Equality Act 2010.

The protected characteristics are:

age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation

Throughout this survey we also use a few terms that may not already be familiar to you. Their meaning is explained here.

Community Cohesion - what must happen in all communities to enable different groups of people to get on well together

Community Safety Partnership - partner agencies from the public, private and voluntary sector working together to reduce crime, disorder and fear of crime locally

Equality Impact Assessment (EIA) - an EIA helps the council to find out if the way it works has an unequal impact on people who share protected characteristics, so that it can then take action to address any inequalities

Gender Reassignment - the process of changing from one gender to another

1. Are you answering these questions as an individual or on behalf of an organisation?

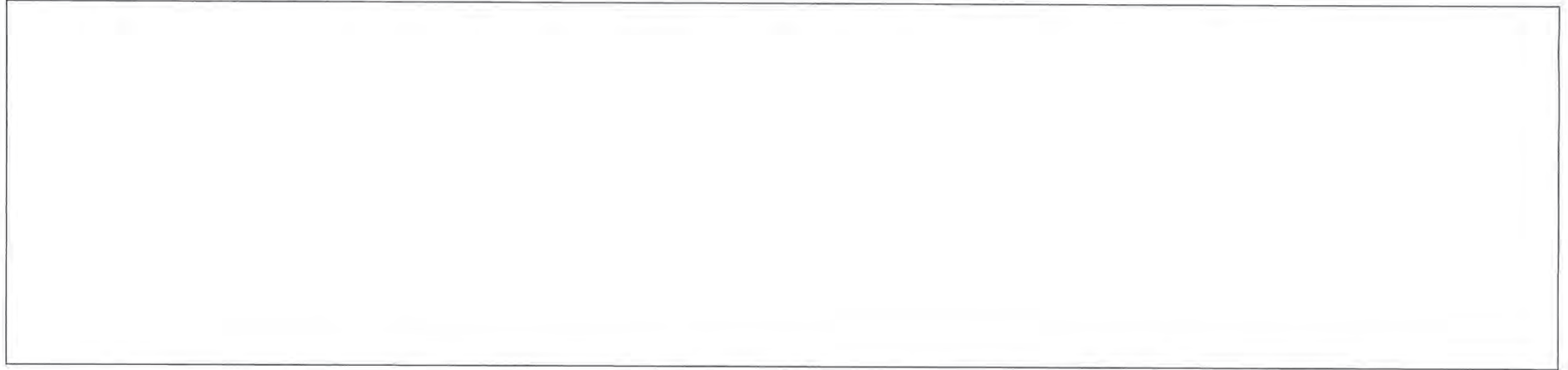
- individual*
- organisation*

2. If you are answering on behalf of an organisation, which of the following is your organisation particularly interested in?

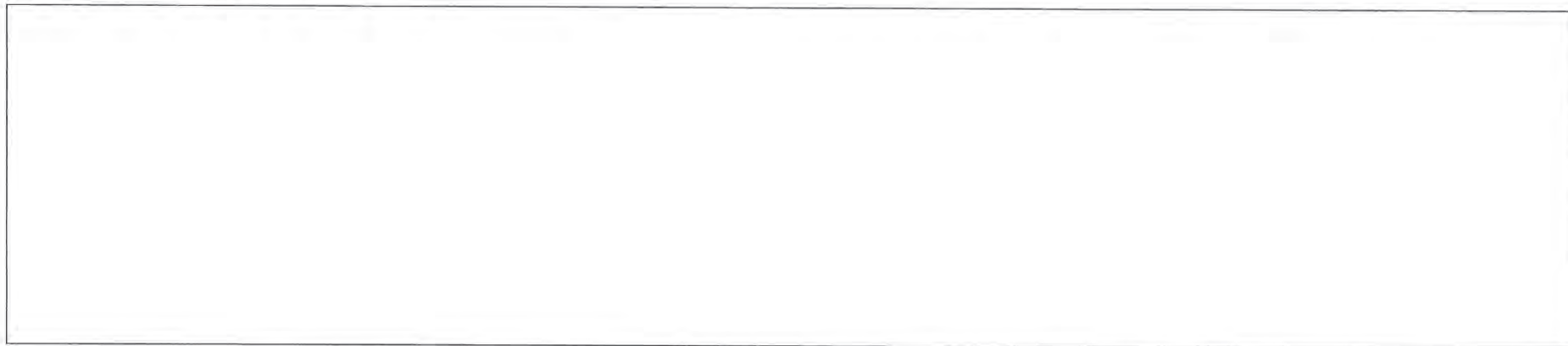
- age*
- disability*
- gender reassignment*
- marriage and civil partnership*
- pregnancy and maternity*
- race - including ethnic or national origin, colour or nationality*
- religion or belief - including lack of belief*
- sex*
- sexual orientation*
- other*

Please write it in

4. **Is there anything else you think we should include in the equality objective about transportation? Please write it in**

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6. Is there anything else you think we should include in the equality objective about fostering good relations? Please write it in

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8. Is there anything else you think we should include in the equality objective about the council's role as an employer? Please write it in

Equal Pay

To ensure that employees are paid the same for doing the same jobs, regardless of their protected characteristics, an Equality Impact Assessment (EIA) will be conducted on our final proposed Pay & Grading structure, and we will conduct EIAs at specific intervals to ensure that the council's pay structure remains robust in terms of equality issues.

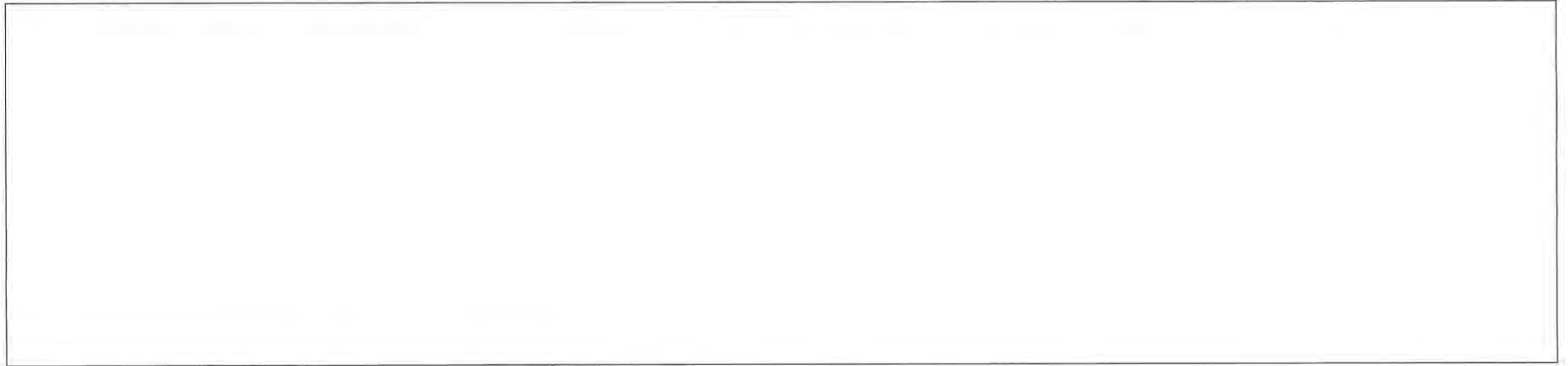
9. Thinking about the draft equal pay equality objective, how important do you think it could be in helping to promote equal opportunities and make a difference to people's lives?

*neither
important
or
unimp-
ortant*

*very
important* *fairly
important* *not very
important* *not at all
important* *don't
know*

10. Is there anything else you think we should include in the equality objective about equal pay? Please write it in

12. Is there anything else you think we should include in the equality objective about mental health? Please write it in

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Leisure

We will promote fair and equal access to participation in sport and recreation services to all members of the community.

One of the things that we plan to do to achieve this equality objective is:

increase the number of girls taking part in sport and physical activity

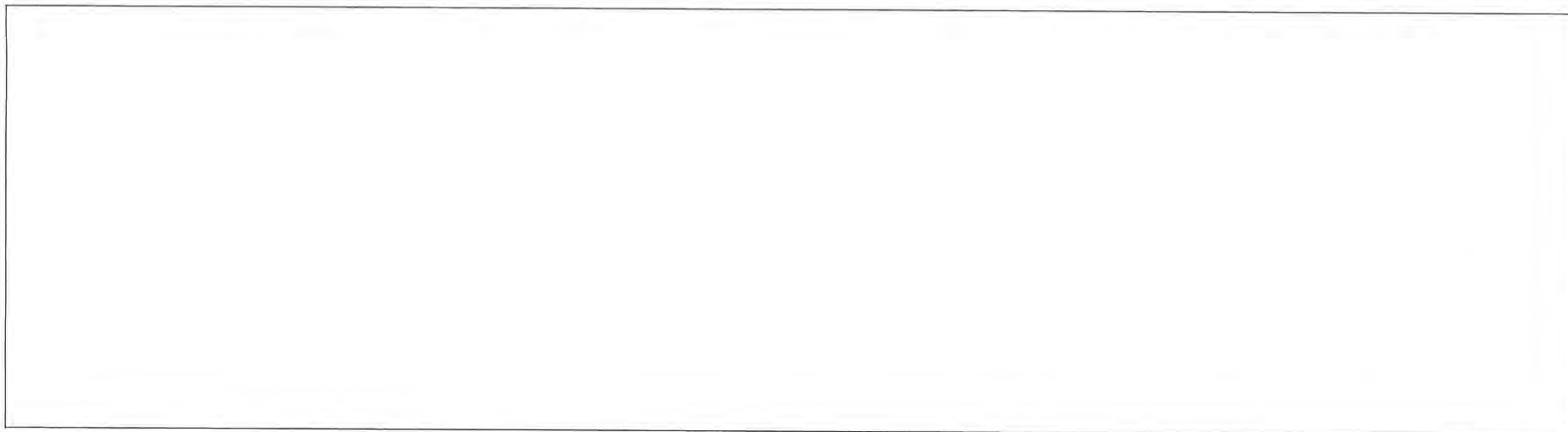
13. Thinking about the draft leisure equality objective, how important do you think it could be in helping to promote equal opportunities and make a difference to people's lives?

*neither
important
or
unimp-
ortant*

<i>very important</i>	<i>fairly important</i>	<i>neither important or unimp- ortant</i>	<i>not very important</i>	<i>not at all important</i>	<i>don't know</i>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. Is there anything else you think we should include in the equality objective about leisure? Please write it in

16. Is there anything else you think we should include in the equality objective about benefits? Please write it in

A large, empty rectangular box with a thin black border, intended for the respondent to write their answer to question 16.

Data

We will develop a system to collect, collate and monitor equalities data about people who use our services in respect of all protected characteristics. We will use this data to help ensure we are providing our services fairly and making them accessible.

17. Thinking about the draft data equality objective, how important do you think it could be in helping to promote equal opportunities and make a difference to people's lives?

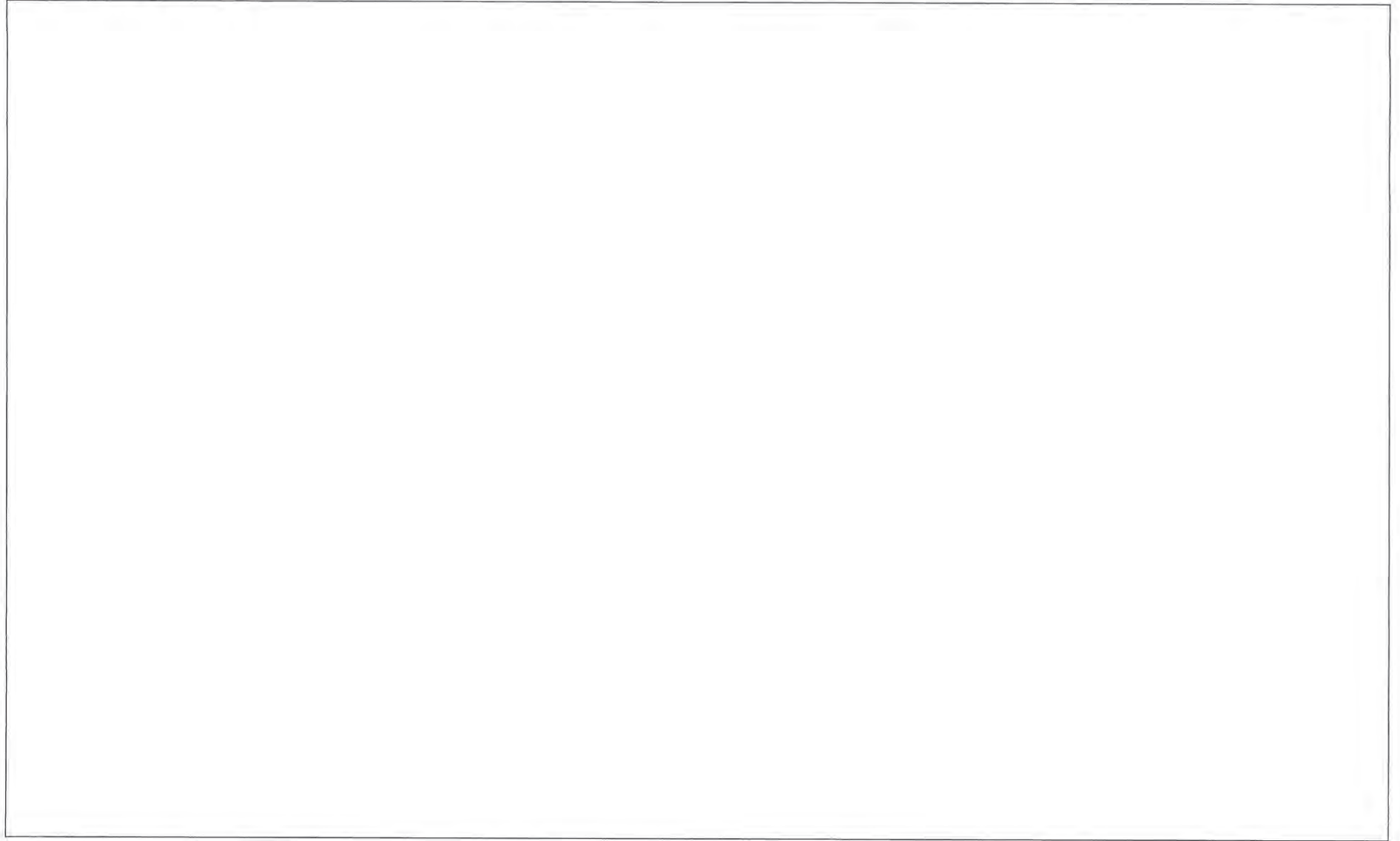
very important *fairly important* *neither important or unimportant* *not very important* *not at all important* *don't know*

18. Is there anything else you think we should include in the equality objective about data? Please write it in

20.

Is there anything else you think we should include in the equality objective about communication, consultation and engagement? Please write it in

21. If there are any other issues you would like us to include within our Strategic Equality Plan, please tell us about them below

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Equalities Monitoring

We want to make sure that we are listening to the views of as many different people as we can. We would be grateful if you could complete a few questions about yourself. The information you supply will be anonymous. The information you supply will be kept confidentially and will only be used for the purpose of equality monitoring. Completion of these questions is not required as part of the survey.

22. Are you happy to answer a few more questions about yourself?

Yes

No

A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Do you consider yourself to have a disability?

- Yes
- No
- Prefer not to say

If you have answered yes, please indicate the type of impairment which applies to you.

(If you experience more than one type of impairment, please tick all the types that apply).

- Physical impairment, such as difficulty using your arms or mobility issues which means using a wheelchair or crutches*
- Sensory impairment, such as being blind / having a serious visual impairment or being deaf / having a serious hearing impairment.*
- Mental health condition, such as depression or schizophrenia.*
- Learning disability, (such as Down's syndrome or dyslexia) or cognitive impairment (such as autism or head-injury).*
- Long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy.*
- Any other condition that you'd like us to know about?*

Please specify below

How would you describe your ethnic origin?

Asian, Asian British, Asian English, Asian Scottish, or Asian Welsh

- Bangladeshi*
- Indian*
- Pakistani*
- Other*

Black, Black British, Black English, Black Scottish, or Black Welsh

- African*
- Caribbean*
- Other*

Chinese, Chinese British, Chinese English, Chinese Scottish, or Chinese Welsh, or other ethnic group

- Chinese*
- Other*

Mixed

- White and Asian*
- White and Black African*
- White and Black Caribbean*
- White and Chinese*
- Other*

White

- British*
- English*
- Irish*
- Scottish*
- Welsh*
- Other*

What is your sex?

- Male*
- Female*
- Prefer not to say*

Is your gender the same as that which you were assigned at birth?

- Yes*
- No*
- Prefer not to say*

What is your religion or belief?

- No religion*
- Baha'i*
- Buddhist*
- Christian*
- Hindu*
- Jain*
- Jewish*
- Muslim*
- Sikh*
- Other*
- Prefer not to say*

What is your sexual orientation?

- Bisexual*
- Gay man*
- Heterosexual*
- Lesbian*
- Prefer not to say*

What is your marital status?

- Civil partnership
- Divorced
- Married
- Partner
- Single
- Widowed
- Prefer not to say

Are you a carer? (A carer is someone who provides unpaid support to family or friends who could not manage without this help. This could be caring for a relative, partner or friend who is ill, frail, disabled or has mental health or substance misuse problems.)

- Yes
- No
- Prefer not to say

Do you have Welsh language skills?

	<i>None</i>	<i>A little</i>	<i>Fairly good</i>	<i>Fluent</i>
Speak Welsh	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Read Welsh	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Write Welsh	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Thank you for taking the time to answer these questions.
Please return your survey to a member of staff or post it to:**

**Paul Williams
Human Resources
Bridgend County Borough Council
Raven's Court
Brewery Lane
Bridgend
CF31 4AP
by 30 January 2012**

What are the next steps?

We will use the feedback to develop the final version of the plan. This will be presented to the Council's Cabinet for approval on 6 March 2012. Following approval the Strategic Equality Plan will be published on 2 April 2012.