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



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Date / Dyddiad: 13 May 2014

Dear Councillor,

EQUALITIES CABINET COMMITTEE

A meeting of the Equalities Cabinet Committee will be held in the Council Chamber, Civic Offices, Angel Street, Bridgend on **Monday, 19 May 2014 at 10.00 am.**

AGENDA

1. Election of Chairperson
To appoint a Chairperson for the meeting
2. Apologies for Absence
To receive apologies for absence (to include reasons, where appropriate) from Members/Officers.
3. 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.
4. Approval of Minutes 3 - 10
To receive for approval the minutes of the Cabinet Committee - Equalities held on 13 March 2014.
5. Bridgend County Borough C.O.A.S.T. Project. 11 - 18
6. Welsh Language Provision in Youth Services 19 - 22
7. Forward Work Programme 23 - 26
8. 6 monthly report on Equality in the Workforce. 27 - 32
9. Urgent Items
To consider any other item(s) of business in respect of which notice has been given in

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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.

Yours faithfully

P A Jolley

Assistant Chief Executive Legal and Regulatory Services

Distribution:

Councillors:

H J David
M Gregory

Councillors

L C Morgan
M E J Nott OBE

Councillors

D Sage
P J White

Invitees

Councillors

M Butcher
C A Green
D M Hughes

Councillors

C Jones
C L Jones
A D Owen

Councillors

M Thomas
C Reeves

Councillors

M Reeves
H Townsend

MINUTES OF A MEETING OF THE CABINET COMMITTEE - EQUALITIES HELD IN COMMITTEE ROOM 2/3, CIVIC OFFICES, ANGEL STREET, BRIDGEND, ON THURSDAY, 13 MARCH 2014 AT 10.00AM

Present:

Councillor D Sage - Chairperson

Councillors

M E J Nott MBE
M Gregory

Councillors

L C Morgan
P J White

Invitees:

Councillors

M W Butcher
C A Green
R C Jones

Councillors

M Reeves
M Thomas
H J Townsend

Officers:

D Mepham - Chief Executive
S Kingsbury - Head of Human Resources and Organisational Development
E Blandon - Marketing and Engagement Manager (HR)
W Wilcox - Group Manager Disability, Transition and Case Management
A Rees - Senior Democratic Services Officer – Committees
P Williams - Equalities and Engagement Officer

Invitees:

S Bowler
J Rowlands

54 THANK YOU

The Deputy Leader and Chairperson placed on record his thanks to Councillor Gregory - Cabinet Member - Resources for his support in chairing meetings of the Committee during his recovery from an accident.

55 APOLOGIES FOR ABSENCE

Apologies for absence were received from the following Members for the reasons so stated:-

Councillor H J David - Other Council Business
Councillor D M Hughes - Work Commitment
Councillor C L Jones - Work Commitment
Councillor C Reeves - Trade Union Commitment

56 DECLARATIONS OF INTEREST

None.

57 MINUTES OF THE PREVIOUS COMMITTEE MEETING

RESOLVED: That the minutes of a meeting of the Cabinet Committee - Equalities of 18 December 2013 be approved as a true and accurate record.

58 SUPPORT FOR TRANSGENDER PEOPLE IN BRIDGEND

The Corporate Director Resources presented a report which gave an overview of the support available for transgender people in Bridgend County Borough and introduced Samantha Bowler - Diversity and Equality Trainer/Consultant and Vice-Chair of VALREC who would make a presentation to the Committee on raising awareness and supporting transgender people and who would describe the issues faced by transgender people and the support available to them in the County Borough.

Samantha Bowler presented her life story of living with gender dysphoria in presenting the issues faced by transgender people. She stated that she is a father and had suffered racism and had lost her job as she was going through the transition process. As a result of her dismissal, she had taken her former employer to a tribunal and won her case against dismissal.

Samantha Bowler informed the Committee that there are thousands of transgender people in all walks of life and they need a platform to be heard in order to highlight their issues.

Samantha Bowler informed the Committee that she was going through the medical transition and had previously been well thought of in her job in the construction industry and during the transitioning had lost contact with many members of her family and friends. She outlined the difficulties in the transition process and that she had required changing her body.

Samantha Bowler outlined to the Committee the different characteristics of gender and sexuality in that transgenderists are persons who live full time as a gender other than their biological sex. Transexuals are persons whose gender identity through their self-perception as a male or female, while gender queer is a term used to describe a gender variant person. She informed the Committee that sex is assigned at birth and gender refers to socially constructed roles. Transgenderism is a birth condition and that people suffer from gender dysphoria which is also known as gender identity disorder. She stated that transgenderism is not about sexuality and that men, women and animals can be affected with gender dysphoria affecting 1 in 10,000 babies.

Samantha Bowler informed the Committee that supporting transgender people had improved but accessing the NHS was still problematic in that there were a few GP's who did not understand transgender issues or had personal prejudices and it was difficult to have access to treatment. Many transgender people faced losing their wife, husband, partner, family and friends, their home, job and may have to cope with rejection, hate crime and prejudice.

Samantha Bowler informed the Committee that she wanted to help children in the transitioning process.

She stated that her son had experienced bullying by teachers as a result of her transition and highlighted the importance of training being available in schools to raise awareness of transgender people. She also highlighted the difficulties in employers accepting transgender persons and stated that although hate crime could not be eradicated, people could be educated at an early stage.

Samantha Bowler outlined to the Committee the NHS care pathway and that she had gone through a four and a half years process of waiting as there was only one clinic available in

Charing Cross, London but no longer taking on more cases. She highlighted the benefits of treatment in that since her transition was now working delivering training and therefore paying taxes. She stated that without treatment she would not have been able to get a job, would have had difficulty in accessing housing and been on benefit.

Samantha Bowler outlined the male to female transition and that since her transition had been offered a job as an assessor in the construction industry training board. She stated that transgender people's liberty was restricted in accessing facilities such as swimming pools and that more than one in three people had attempted suicide and had also required access to mental health services. Locally, the support group ABFABB was facing cuts in its funding which would affect the organisation's future, thereby impacting on the support available locally to transgender people. Since September 2011, the Police had reported a rise in transgender hate crime in the United Kingdom and that hate crime in Bridgend was still prevalent, however the reporting of incidents was low. She stated that the Crown Prosecution Service would often downgrade hate crime prior to Court to disorder in order to secure a conviction. She stated that the Welsh Government had no reliable statistics on the number of people in Wales based on gender reassignment. There was a need for positive role models and that 48% of transgender people had been the victims of assault and 79% had been verbally abused by strangers and 43% the victims of crime, whilst 80% of transgender people had been the victims of domestic abuse. She stated that there was a need for support and that the Police had taken positive steps in that they had trained her to be a trainer. The ABFABB project based in Bridgend Town Centre had set up a Forum with the Police and the Council's Equality and Engagement Officer. The project's funding was largely through the Big Lottery Fund, and with its Communities First funding ending, the project faced uncertain times ahead.

Samantha Bowler stated that work was ongoing with Social Services and that a three year training and advocacy project was being developed. However, there was a lack of support from public service providers to transgender people and there was a need to improve diversity training and the need for increased support services. She thanked the Committee for listening to her presentation.

The Committee asked whether there was a process in place for the gender of birth certificates to be changed. Samantha Bowler confirmed that as a result of the Gender Recognition Act 2004 a person who had gone through transition could now be issued with a new birth certificate of a different gender, however this could take up to a year to process and a great deal of evidence would have to be presented before a birth certificate was changed. The old birth certificate would then be archived.

In response to a question from the Committee on the Welsh Government initiative to tackle hate crime, Samantha Bowler stated that the Welsh Government initiative was likely to come out later this year. ABFABB are working with the Police in an effort to tackle hate crime in the Bridgend area which was not only prevalent locally but throughout the UK. Samantha Bowler confirmed there were more organisations supporting transgender now and that advances had taken place through training in the Police, however hate crime was increasing. Many abuses experienced by transgender people went unreported as it was not worth the paper trail of pressing charges.

Members of the Committee considered the need to increase public awareness and for support to transgender people to be raised on a wider basis at a pre-Council presentation.

Jayne Rowlands informed the Committee that a march to celebrate equal marriage would be taking place in Bridgend Town Centre on 29 March 2014.

Samantha Bowler informed the Committee that she worked with the Scrutiny Panel on hate crime and that in the interests of securing a conviction the CPS will prosecute on a reduced charge from the original offence of hate crime.

The Chief Executive informed the Committee that the biggest impact to supporting transgender people would be to have the right training in place which could be held at a Head Teachers Conference. The Committee also considered that training on support for transgender people could be provided to school governors. Samantha Bowler stated that she had highlighted her child's bullying to the governing body of the school he attended which had since implemented recommendations she had made to the school.

Jayne Rowlands informed the Committee that a Focus Group had been set up with health professionals due to there being only one clinic available for treatment.

The Group Manager Disability, Transition and Case Management informed the Committee that she would raise the issue of training for front line social services workers on support for transgender people.

RESOLVED: That:-

- (1) The Committee place on record its thanks to Samantha Bowler for her very informative presentation on support to transgender people.
- (2) That arrangements be made to all Members to receive a presentation on support for transgender people at a pre-Council briefing.
- (3) That arrangements be made for governor awareness training and a head teachers conference on support for transgender people in Bridgend.

59 SUPPORT FOR CHILDREN WHO ARE CARERS IN BRIDGEND COUNTY BOROUGH

The Group Manager Disability, Transition and Case Management reported on the definition of a carer which was defined in the Carers Strategy (Wales) Measure 2010 as an individual whether an adult or a child, who provides or intends to provide a substantial amount of care on a regular basis for a child who is disabled or an individual aged 18 or over. It was estimated that there are over 350,000 unpaid carers in Wales and that young carers are children and young people who look after someone in their family who has an illness, disability, or is affected by mental health or substance misuse. She stated that young carers often take on practical and/or emotional caring responsibility that would normally be expected of an adult, with the tasks undertaken varying in nature and the level and frequency of need for care and the structure of the family as a whole. She also stated that some young carers may undertake high levels of care, whereas for others it may be frequent low levels of care, however, either can impact heavily on a child or young person.

The Group Manager Disability, Transition and Case Management outlined the local support for carers and achievements to date.

The Group Manager Disability, Transition and Case Management informed the Committee that the Carers Strategy (Wales) Measure enabled the introduction of legal duties on the NHS and local authorities in Wales to work together and in consultation with carers, to prepare, publish and implement a joint Carers Information and Consultation Strategy. The Measure was not targeted at specific age groups but encompassed carers of all ages including Young Carers and Young Adult Carers.

The Group Manager Disability, Transition and Case Management reported that senior managers in the Childrens and Wellbeing Directorates work closely in relation to the Carers

Strategy, with a key component being young carers. She stated that the assessment of young carers as an issue currently being addressed by the Carers Development Officer, which is a post funded for 12 months by the ABMU led Carers Strategy. Whilst some carers are being identified and signposted to support services, they were not being assessed consistently and there may be a number of young carers within the County Borough who had not yet been identified and unaware of the support potentially available to them. This was being addressed as part of ABMU Carers Strategy and the Development Officer post will play a pivotal role in moving this forward.

The Group Manager Disability, Transition and Case highlighted an overview of service provision for young carers and young adult carers within the County Borough to date and informed the Committee of a workshop for young carers taking place on 29 April at the Heronston Hotel and that representatives from the Committee were welcome to attend.

The Committee questioned whether the Council was successful in identifying more young carers. The Group Manager Disability, Transition and Case Management stated that improvements are being made and that schools are keen to working with officers to identify young carers. The Committee considered the need for schools to be more aware of young carers and to have a better understanding of the problems facing young carers and to provide young carers with support. The Committee also considered that it would wish to see areas where it was improving support to young carers to ensure that communities have the correct levels of support in place for young carers and a further report be submitted to the Committee.

The Committee questioned whether young carers were reticent about approaching Social Services for fear they may be taken away from their family. The Group Manager Disability, Transition and Case Management stated that there could be an element of young carers not approaching Social Services, but there was a need to identify service provision being put in place, not only education provision but Families First support and Early Intervention.

RESOLVED: That the information noted in the report be noted.

60 EMPLOYEE DATA COLLECTION PROJECT UPDATE

The Equalities and Engagement Officer reported on an update on the work being done to capture employees' equality and other sensitive information. He stated that the Council published its first Strategic Equality Plan in 2012 with an objective to describe the actions the Council will undertake to address equality issues within its workforce. An objective within this action is that "a significant increase in the level of employee data collected will be available which will assist the identification of barriers and arrears requiring action".

He reported that implementation of Phase 1 of the Data Collection exercise was planned over a twelve month period concluding in November 2013 and employees were asked to respond to a standard set of equality monitoring questions. An overall employee profile by each of the protected characteristics would then be reported to Committee for review on a bi-annual basis. Issues such as a disproportionate or over or under representation of a specific equality group in the Authority as a whole or in specific service areas would be addressed by Human Resources. He stated that the response rate was low with 924 employees completing the survey and work was now underway to address the reasons for this low response rate and to develop a more engaging employee strategy encouraging employees to respond. The revised date for conclusion of the project was the 30 September 2014. He stated that he would also encourage Members to engage in the survey.

RESOLVED: That the Committee noted the progress being made with the employee data collection project.

61 WELSH LANGUAGE (WALES) MEASURE 2011/WELSH LANGUAGE STANDARDS

The Equalities and Engagement Officer reported the Welsh Language (Wales) Measure 2011 will replace the Welsh Language Scheme with a set of enforceable national standards, which would impact on the work of the Council. The standards will be linked to the equalities agenda and form a key component of the Council's Customer Care Programme.

The Equalities and Engagement Officer reported that the First Minister had announced a timetable for making the first set of standards relating to the Welsh Language, with the Welsh Government aiming to have draft regulations for the standards in September 2014 in force by November 2014. He stated that the Council's Welsh Language Scheme would therefore come to a legal end in 2015, and that the first set of proposed standards had been published with the Welsh Language Commissioner using these as a basis for a 12 week standards investigation to determine whether Welsh Councils, National Parks and Welsh Ministers can comply with the standards and, if so, which standards should apply. There would be a requirement for annual monitoring reports in the interim period. The Welsh Language Commissioner will submit a report on the standards investigation to Welsh Ministers in May 2014 to allow for the drafting of the regulations. Preparations were underway for the Commissioner to conduct investigations in order to test performance and a compliance checklist had been drafted in order to test the Council's compliance with the proposed standards.

The Equalities and Engagement Officer reported that Council welcomed developments in legislation offering a more consistent level of service to Welsh speakers, and highlighted key points and concerns about the measure.

The Committee expressed concern regarding the additional burdens being placed on the Council which would not only have financial implications for the Council but was disproportionate to the number of Welsh speakers in the County Borough. The Committee also considered that the established Welsh medium comprehensive school in the County Borough would better promote the use of the Welsh language than the Council having onerous duties being placed on it. The Committee further considered the onerous requirements to be placed on contractors to comply with the Welsh language.

The Equalities and Engagement Officer informed the Committee that he would produce a further report on compliance with the Welsh Language Standards.

RESOLVED: That the Committee considered that compliance with the Welsh Standards would be onerous on the Council.

62 DRAFT ANNUAL REPORT 2012/13 ON THE STRATEGIC EQUALITY PLAN

The Equalities and Engagement Officer reported on an update on the work being done to develop the Council's second annual report on the Strategic Equality Plan. He stated that the Equality Act 2010 had set out both general and specific duties for local authorities in Wales, which included the specific duty to develop a Strategic Equality Plan to identify the Council's equality objectives and the publication of an annual report. The Act also introduced a new general duty for public bodies to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between persons who share a protected characteristic and persons who do not share it.

The Equalities and Engagement Officer also reported that the Welsh Government had introduced specific duties for public authorities to publish equality objectives and a strategic equality plan by 2 April 2012. He stated that the SEP annual report gave the Council the opportunity to include 2012/13 updates relevant to required information, detail on equality impact assessments, procurement arrangements and training. It also allowed the Council to

outline work that had been taken forward under the previous Corporate Equality Scheme or linked in to the SEP. He highlighted the purpose of the annual report and the opportunities provided by the annual report, which placed an emphasis on evaluating progress over the reported period, rather than reproducing information included in the SEP. Progress made by the Council on each of the equality objectives and themes had also been included in the report.

The Committee commended the improvements made on the Strategic Equality Plan and on progress made in meeting the equality objectives and that the Council had been proactive in flying the LGBT flag amongst its equalities achievements. The Committee considered that a national performance indicator be developed to measure the performance of Councils on equalities issues. The Committee placed on record it thanks to officers for the hard work they do in communities on equalities issues.

RESOLVED: That Committee noted the progress being made on the Strategic Equality Plan.

The meeting closed at 12.20pm.

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE EQUALITIES

19 MAY 2014

REPORT OF CORPORATE DIRECTOR OF WELLBEING

BRIDGEND COUNTY BOROUGH C.O.A.S.T PROJECT

1. Purpose of Report

- 1.1 To update the Cabinet Committee Equalities regarding progress and achievements made by Bridgend Coast Project.

2. Connection to Corporate Improvement Plan / Other Corporate Priority

- 2.1 This report demonstrates that the project has helped to support the following priorities in the Corporate Plan 2013 – 2017:

- **Priority 1:** Working together to develop the local economy
- **Priority 2:** Working together to raise aspirations and drive up educational achievement
- **Priority 4:** Working together to help vulnerable people to stay independent
- **Priority 5:** Working together to tackle health issues and encourage healthy lifestyles
- **Priority 6:** Working together to make the best use of our resources

3. Background

- 3.1 The C.O.A.S.T.AL Project is a Regional Strategic Project covering six local authority areas Bridgend, Neath Port Talbot, Swansea, Carmarthenshire, Pembrokeshire and Ceredigion.

- 3.2 COASTAL stands for 'Creating Opportunities and Skills Team Alliance' It aims to promote vocational guidance, employment, skills training and lifelong learning opportunities for individuals who are currently economically inactive as a result of:

- Illness
- Disability (Mental Illness, Learning Disability,
- Physical Disability, Sensory Impairment)
- Substance misuse problems
- Serious social disadvantage associated with the transition from long-term care into adulthood

- 3.3 The City and County of Swansea is the lead authority for C.O.A.S.T.AL and has a Service Level Agreement (SLA) with the Welsh European Funding Office (W.E.F.O) as part of the convergence programme.

- 3.3 Convergence is the highest level support from the European Structural Funds programme (2007 – 2013) maintained by the Welsh European Funding Office (W.E.F.O). The Convergence programmes for West Wales and the Valleys comprise funding from two separate European Structural Funds: the European

Regional Development Fund (ERDF) and the European Social Fund (ESF). C.O.A.S.T.AL is funded through ESF and sits in the West Wales convergence area. ESF aims to tackle economic inactivity and increase skill development and employment.

- 3.4 Bridgend C.O.A.S.T. has delivered a £2million training and employment project to participants across the county borough over the last three years. One million pounds was funded by ESF convergence grant funding and the balance was provided as “match funding” by Wood B, B Leaf and Environmental Projects managed by Bridgend County Borough Council (B.C.B.C.) The main aim has been to raise levels of employment and economic activity, and secure higher participation in the labour market.

4. Current situation.

Projection on targets set for Bridgend County Borough Council and the legacy of C.O.A.S.T

- 4.1 The information at **appendix 1** shows, in graphical format, a report of outcome data regarding the project to the end of April 2014. These graphs show targets for the number of people enrolled on to the project; the number of people entering employment; the number of people gaining a qualification; the number of people entering further learning and the number of people gaining a positive outcome. A positive outcome would constitute the following: an interview, non-accredited training, work placement or volunteering opportunity.

- 4.2 The data in the graphs is explained in more detail below:

1. Participants Enrolled onto the Project

- The graph shows that the expected overall target of participants enrolled onto the project for Bridgend by the end of June is 359.
- The graph also shows that Bridgend enrolled 462 participants onto the project at the point this report was run at the end of April 2014. This is the actual overall target for Bridgend and will not increase as the project stopped taking on new referrals in Feb 14th 2014.

2. Number of Participants Claiming a Qualification

- The graph shows that expected overall target of participants claiming a qualification by the end of the project is 216.
- The graph also shows that Bridgend has exceeded this target. The actual target number of participants that have claimed a qualification when the report was run at the end of April 2014 was 287 and it is anticipated that this target will increase when the project ends in June 2014.

3. Number of participants entering Further Learning

- The graph shows that the expected overall target of participants entering further learning by the end of the project in June 2014 is 90.
- The actual target of participants entering further learning also shown in the graph when the report was run at the end of April 2014 is 41.
- It is anticipated however, that when the project is completed at the end of June 2014 the target of 90 will be comprehensively exceeded. This will be as a result of work that is still continuing with people actively engaged on the project and evidence from files that are still yet to be closed.

4. Number of participants entering employment

- The graph shows that the expected overall target of participants entering employment by the end of the project in June 2014 is 36
- The graph shows that the actual target when the report was run at the end of April 2014 was 77. There is an expectation that there may be a small number of additional people entering employment before the project closes in June 2014 as we are still engaged with people who have interviews for positions.

5. Number of participants achieving a positive outcome

- The graph shows that expected overall target of participants achieving a positive outcome by the end of the project in June 2014 is 216
- The actual target when the report was run at the end of April 2014 was 242. There is also an expectation that there may be a small number of additional people achieving a positive outcome before the project closes in June 2014. We are still engaged with people who have interviews for positions and we have commenced the file closure process which may identify more positive outcomes

4.3 These Targets were re-profiled in 2012 and agreed by BCBC and the lead authority for C.O.A.S.T.A.L the City and County of Swansea.

4.4 All targets set for Bridgend C.O.A.S.T have been achieved and exceeded with the exception of the further learning target.

4.5 At the end of the project, all participants still active will be sign posted to the most appropriate employment or training organisation. Also, Bridgend is working very hard to achieve a Social Enterprise from the current work related projects that we provide at B Leaf, Wood B and the Environmental Project.

5. Effect on the Policy Framework and Procedure Rules.

5.1 There is no impact on the policy framework and procedure rules.

6. Equality Impact Assessment

6.1 This is an information report and, as such, no Equality Impact Assessment is required.

7. Financial Implications

7.1 The COASTAL project has been part funded via the European Social Fund which has met all the additional costs of delivering the outcomes identified above. Match funding has been provided to the scheme through the use of existing provision within the Day Services work related projects. The Council will receive £1m in grant monies covering the period 1 January 2011 to 30 June 2014 and has provided an equivalent amount in match funding.

8. Recommendations

8.1 This has been a very successful project and it is recommended that Cabinet Committee Equalities notes the information contained in this report regarding future ESF funding. .

Susan Cooper
Corporate Director, Wellbeing
May 2014

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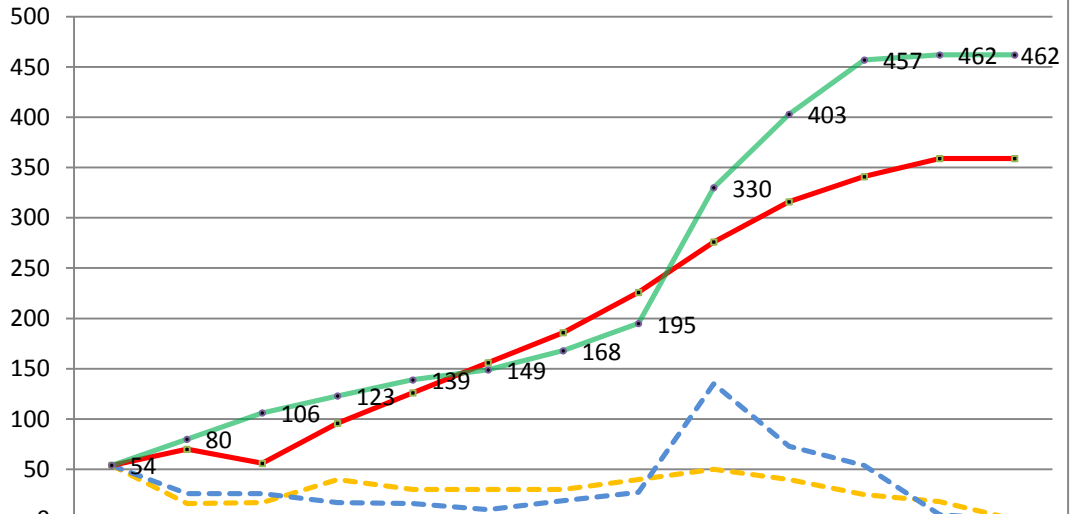
Contact Officer: **Paul Williams**
Telephone: (01656) 643606
E-mail: paul.williams@bridgend.gov.uk
Postal Address Ravens Court, Brewery Lane, Bridgend CF31 4AP

Background documents

None

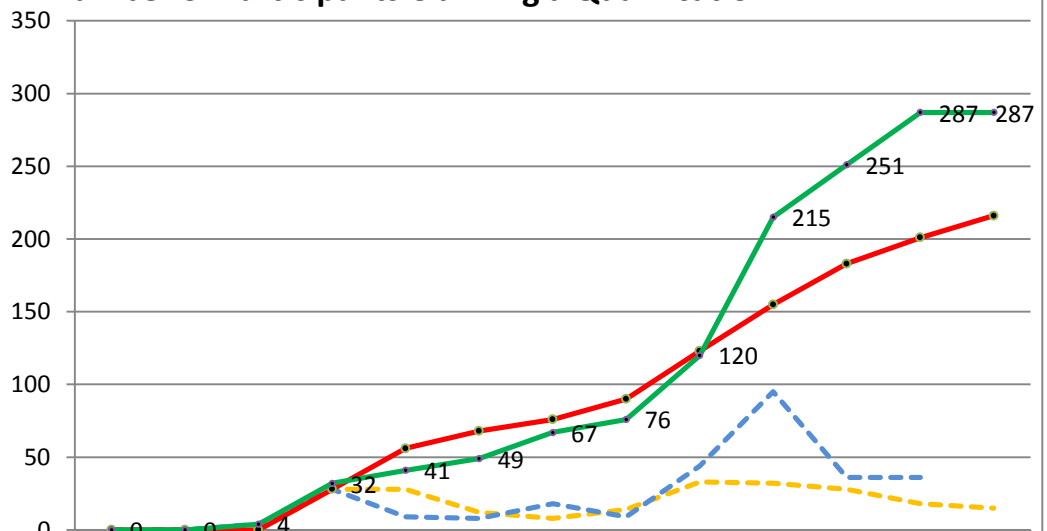
Project Targets

Participants Enrolled onto the Project



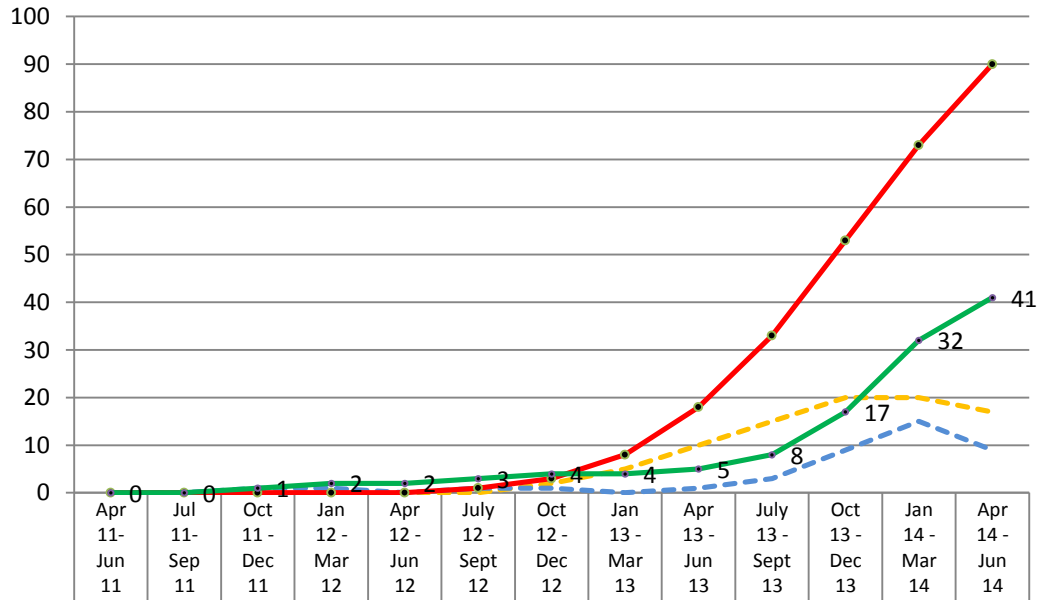
	Apr 11- Jun 11	Jul 11- Sep 11	Oct 11- Dec 11	Jan 12- Mar 12	Apr 12- Jun 12	July 12- Sept 12	Oct 12- Dec 12	Jan 13- Mar 13	Apr 13- Jun 13	July 13- Sept 13	Oct 13- Dec 13	Jan 14- Mar 14	Apr 14- Jun 14
Target Profile	54	16	17	40	30	30	30	40	50	40	25	18	0
Actual	54	26	26	17	16	10	19	27	135	73	54	5	0
Accumulative Target Profile	54	70	86	126	156	186	226	276	316	341	359	359	359
Accumulative Actual	54	80	106	123	139	149	168	195	330	403	457	462	462

Number of Participants Claiming a Qualification



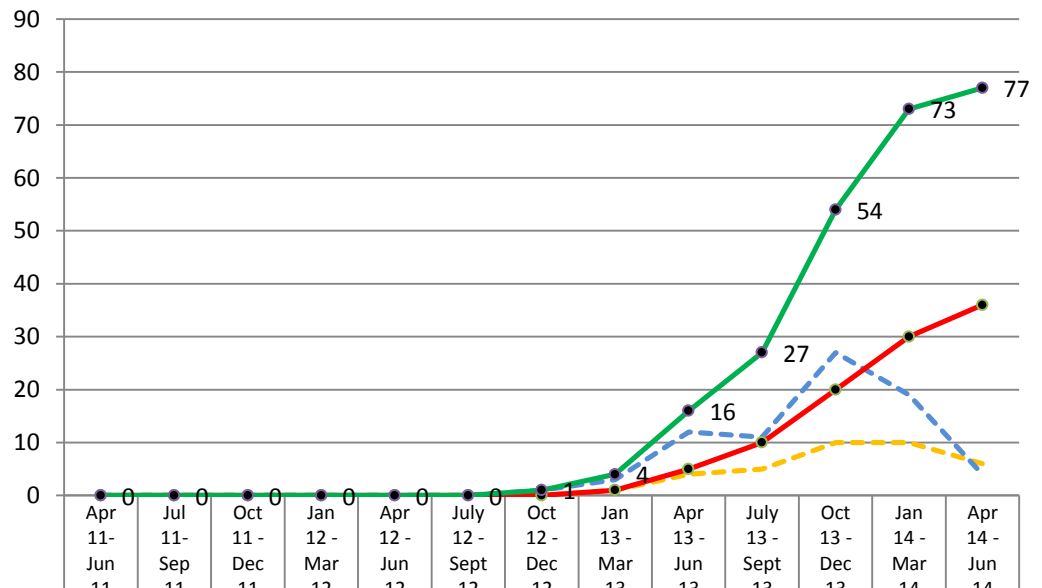
	Apr 11- Jun 11	Jul 11- Sep 11	Oct 11- Dec 11	Jan 12- Mar 12	Apr 12- Jun 12	July 12- Sept 12	Oct 12- Dec 12	Jan 13- Mar 13	Apr 13- Jun 13	July 13- Sept 13	Oct 13- Dec 13	Jan 14- Mar 14	Apr 14- Jun 14
Target Profile	0	0	0	28	28	12	8	14	33	32	28	18	15
Actual	0	0	4	28	9	8	18	9	44	95	36	36	
Accumulative Target Profile	0	0	0	28	56	68	76	90	123	155	183	201	216
Accumulative Actual	0	0	4	32	41	49	67	76	120	215	251	287	287

Number of Participants Entering Further Learning



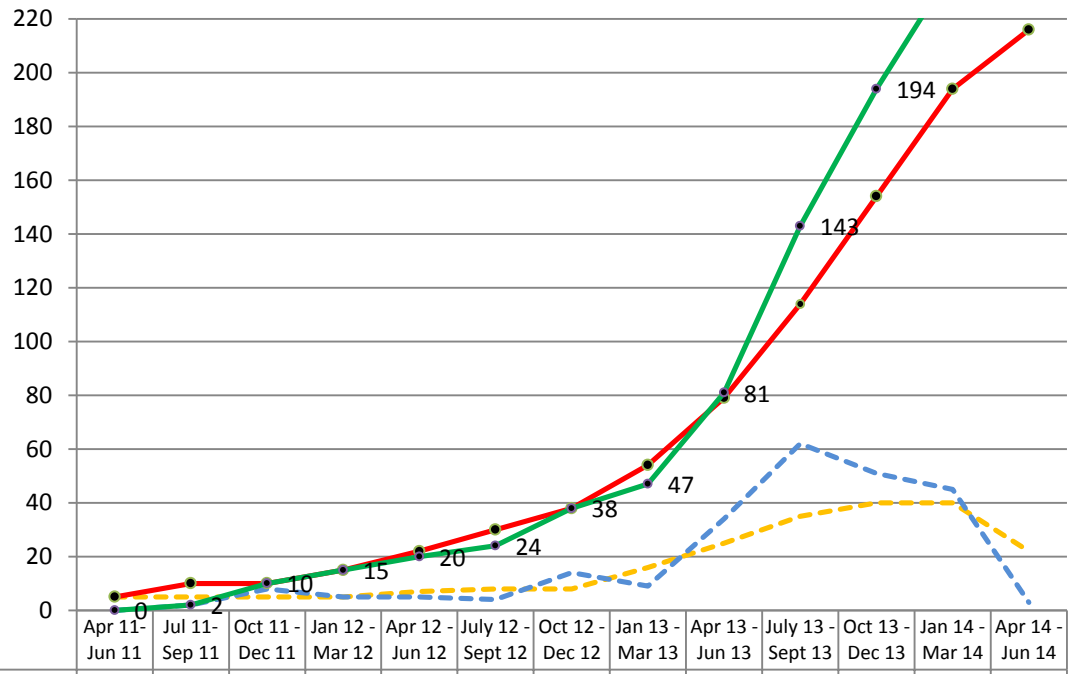
Target Profile	0	0	0	0	0	0	2	5	10	15	20	20	17
Actual	0	0	1	1	0	1	1	0	1	3	9	15	9
Accumulative Target Profile	0	0	0	0	0	1	3	8	18	33	53	73	90
Accumulative Actual	0	0	1	2	2	3	4	4	5	8	17	32	41

Number of Participants Entering Employment



Target Profile	0	0	0	0	0	0	0	1	4	5	10	10	6
Actual	0	0	0	0	0	0	1	3	12	11	27	19	4
Accumulative Target Profile	0	0	0	0	0	0	0	1	5	10	20	30	36
Accumulative Actual	0	0	0	0	0	0	1	4	16	27	54	73	77

Number of Participants Achieving a Positive Outcome



--- Target Profile	5	5	5	5	7	8	8	16	25	35	40	40	22
- - - Actual	0	2	8	5	5	4	14	9	34	62	51	45	3
—●— Accumulative Target Profile	5	10	10	15	22	30	38	54	79	114	154	194	216
—●— Accumulative Actual	0	2	10	15	20	24	38	47	81	143	194	239	242

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE EQUALITIES

19 MAY 2014

REPORT OF THE CORPORATE DIRECTOR CHILDREN

WELSH LANGUAGE PROVISION IN YOUTH SERVICES

1. Purpose of Report

1.1 To update Cabinet Committee Equalities regarding:

- The delivery of youth services through the medium of the Welsh language.

2. This report also demonstrates that the project has helped to support the following priorities in the Corporate Plan 2013 – 2017:

- **Priority 2:** Working together to raise aspirations and drive up educational achievement
- **Priority 6** Working together to make the best use of our resources

3. Background

3.1 Bridgend County Borough Council's Youth Service delivers many Welsh language medium services. An analysis of this provision was provided in the 2012/13 Welsh Language Scheme Annual Monitoring Report which was approved by this committee on 12 June 2013. Members also requested that a further report be presented at a future Cabinet Equalities Committee to explore this provision in more detail.

4. Current situation,

4.1 Bridgend County Borough Council Youth Service undertook a consultation in September 2013 with young people accessing clubs and projects in order to identify gaps and ensure the needs, in relation to Welsh, were being met.

4.2 Of the 153 young people who chose to respond to the consultation, 57 young people attended a Welsh speaking school, 93 young people did not want to access activities in Welsh and 83 young people stated that they were happy accessing the activities already in place but did not want any additional activities delivered through Welsh in relation to Welsh culture. Activities delivered by centres and projects include Welsh cookery, Welsh culture, incorporating IT research, arts and crafts centred around Welsh heritage, off site activities to venues such as the Welsh Mining Museum, St Fagan's and the Millennium Stadium.

4.3 In addition, smaller scale activities are delivered in Welsh on a regular basis such as quizzes and games, singing and choirs, as well as traditional Welsh cooking. Over a seven month period, from September 2013 to February 2014 64 Welsh activity sessions were delivered within youth centres.

- 4.4 Thirty Youth Service staff undertook training enabling them to develop activities in the areas of Welsh heritage and culture. A further training event for staff is scheduled for the end of May 2014 to continue to develop and raise awareness of delivering Welsh in English speaking clubs and projects.
- 4.5 BCBC Youth Service has developed the Youth Inspire Awards which is an informal Youth Service accreditation recognising the skills and knowledge young people gain from taking part in a range of curriculum activities. The award has three different levels, Bronze, Silver and Gold - the higher the level the more challenging the award becomes. It is essential that each activity is an achievement with an outcome above and beyond normal expectations. This award can be undertaken through the medium of Welsh. In addition, young people have the opportunity to undertake the Mayor's Award in Welsh. This award has been designed to provide an opportunity for young people as a progression route to the Duke of Edinburgh's Award. There is a huge choice of activities that count towards each section of the Mayor's Award. Participants can select many activities.

The Duke of Edinburgh Award scheme actively encourages young people to develop an awareness of the diversity in the topography of Wales by the utilisation of National Trust areas when undertaking expeditions. 6 young people completed their Duke of Edinburgh Award in Welsh through the online eDofE model last year.

- 4.6 The Youth Service has developed three new volunteer packs supporting the development of volunteering programmes for young people through to adulthood. The volunteering packs incorporate Junior Leaders aged 14-16 years, Senior Members training 16 – 18 years and 18 + volunteering. The packs have been developed in collaboration with The Vale Youth Service and are currently being translated into Welsh. These can be utilised in both statutory and Third Sector organisations so all young people have the same opportunities to participate in standardised progression routes.
- 4.7 After undertaking consultation with staff members and volunteers the Youth Service's accredited, on-line, induction is currently being updated to reflect the changes in policy steers and to be more user friendly. This will additionally be available in Welsh and will continue to be accredited through Agored Cymru.
- 4.8 BCBC Youth Service offers a counselling service through the medium of Welsh at YGG Llangynwyd via a bilingual therapist, although over 90% of young people accessing this service within the Welsh school chose English as their first language. It is acknowledged at an all Wales level that there is a shortage of Welsh speaking therapists for schools based counselling services.
- 4.9 Bridgend Youth Service continues to develop opportunities for young people through the use of social media. In partnership with CLIC, a national information based initiative, the local 'Bwsted' website delivers information and support in both Welsh and English. The Youth Service has also developed social networking sites for the use of young people. The static information on these sites is bilingual.
- 4.10 Young people also reserve the right to request any information sent out through an online network in Welsh as well as English. In addition, the Youth Service worked nationally with other Youth Services across Wales to develop a social media policy specifically for youth workers. This policy is available in Welsh for teachers and

youth workers who prefer to receive this information in the Welsh medium. The Health and Wellbeing mobile service that, primarily deliver sexual health and substance misuse services within local communities across the borough ensure all literature and resources are bilingual.

- 4.11 The Youth Service, as lead provider for Families First Programme 1 Family Learning Programme, commissioned services to deliver family support, linked to schools, delivered through the medium of Welsh
- 4.12 The Youth Service employs an administration assistant who is a fluent Welsh speaker who is able to provide paperwork and verbal communication through the medium of Welsh.

5. Effect on the Policy Framework and Procedure Rules.

- 5.1 There is no impact on the policy framework and procedure rules.

6. Equality Impact Assessment

- 6.1 This is an information report and, as such, no EIA is required.

7. Financial Implications

- 7.1 There are no financial implications in relation to this report. All provision has been met from existing budgets for the financial year ending March 2014. There may be changes during the period March 2014 – March 2015 as there has been a temporary operational restructure pending the outcome of the Youth Service review, primarily impacting on the part time service. In addition, Welsh is embedded in the Families First programme of which the Youth Service are lead on themes 1 and 5. Funding for the Families First programme has been secured until March 2016.

8. Recommendations

- 8.1 That Cabinet Committee Equalities notes the content of this report.

Deborah Macmillan
Corporate Director Childrens
Date

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Background documents

None

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET EQUALITIES COMMITTEE

19 MAY 2014

REPORT OF THE CORPORATE DIRECTOR RESOURCES

FORWARD WORK PROGRAMME

1. Purpose of Report

To provide Cabinet Equalities Committee with a proposal for a forward work programme for the committee for the next year (Appendix 1).

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

2.1 The committee is responsible for the council's approach in meeting its equalities duties. The forward work programme aims to support the committee's understanding of a wide range of equalities issues. It is directly linked with the council's improvement objectives, the Welsh Language Scheme, the Strategic Equality Plan and the council's Customer Care Programme.

2.2 This report also supports the following priorities in the Corporate Plan 2013 – 2017:

- Working together to help vulnerable people to stay independent;
- Working together to make the best use of our resources.

3. Background

3.1 The committee has a wide area of activity to oversee in meeting the equalities duties of the council. A forward work programme allows the committee to consider key issues on equalities in a structured way alongside its regular business items. A forward work programme is set and reviewed annually.

4. Current Situation / Proposal

4.1 Appendix 1 sets out suggestions for the main items and business items for the committee to consider up to April 2015.

4.2 These proposals are based on:

- key areas of the Strategic Equality Plan and Welsh Language Scheme;
- suggestions from the committee over the last year;
- changes to the national equalities agenda;
- established half yearly reporting arrangements for the Strategic Equality Plan and Welsh Language Scheme.

5. Effect upon Policy Framework & Procedure Rules

5.1 There are no proposed changes to the policy framework and procedure rules.

6. Equality Impact Assessment

- 6.1 Whilst no equality impact assessment has been carried out, this report provides the committee with a forward work programme that will positively assist in the delivery of the authority's equality duties.

7. Financial Implications

There are no financial implications arising from this report.

8. Recommendation

- 8.1 That the Cabinet Equalities Committee approves proposals for the forward work programme.

Ness Young

Corporate Director Resources

Date: 1 May 2014

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Background documents:

Bridgend County Borough Council Strategic Equality Plan 2012-2016

Cabinet Committee – Equalities

Forward Work Programme 2014/15

Date	Main Item/s	Business Items
19 May 2014	<ul style="list-style-type: none"> • Coastal Project - Report on achievements and future arrangements as European funding ends - Mark Wilkinson, Group Manager, Learning Disability Services. • Welsh Language Services in youth service provision – Tammie Newth, Senior Operational Manager, Youth Service. 	<ul style="list-style-type: none"> • Forward Work Programme 2014/15 • 6 monthly report on equality in the workforce
17 July 2014	<ul style="list-style-type: none"> • Show Racism the Red Card - Ian Simpson 	<ul style="list-style-type: none"> • Update report on implementation of Welsh Language Standards • Data collection project update • 6 monthly report on casework undertaken by VALREC (in line with SLA) • Draft Welsh Language Scheme Annual Monitoring Report 2013 – 2014
16 October 2014	<ul style="list-style-type: none"> • Community Cohesion - Riaz Hassan, Community Cohesion Coordinator, Bridgend, Neath Port Talbot and Swansea 	<ul style="list-style-type: none"> • 6 monthly update report on implementation of strategic equality plan and action plan • Equality and diversity training and development update
8 January 2015	<ul style="list-style-type: none"> • Consultation and Engagement - Andrew Harris, Consultation and Engagement Officer, BCBC 	<ul style="list-style-type: none"> • 6 Monthly report on equality in the workforce • 6 monthly update report on implementation of Welsh Language Standards • 6 Monthly report on casework undertaken by VALREC
2 April 2015		<ul style="list-style-type: none"> • Progress with the development of Welsh language standards

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BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET COMMITTEE - EQUALITIES

19 MAY 2014

CORPORATE DIRECTOR RESOURCES

6 MONTHLY REPORT ON EQUALITY IN THE WORKFORCE

1. Purpose of Report

To provide the Cabinet Equalities Committee with data on the council's workforce, together with comparative information and an update on employment related developments.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

Analysing and using workforce data helps the council meet its statutory equality duties and support the following Corporate Priorities:

- **Priority 2:** Working together to raise ambitions and drive up educational achievement;
- **Priority 4:** working together to help vulnerable people to stay independent;
- **Priority 6:** working together to make the best use of our resources.

3. Background

3.1 Reliable workforce data enables us to:

- assess our performance in relation to the statutory duties set out under the Equality Act and the council's Welsh Language Scheme;
- work within the WLGA's Equality Improvement Framework;
- provide meaningful information aiding decision making.

3.2 The council is also required to include employee monitoring data by protected characteristic in its SEP annual report.

4. Current situation / proposal

4.1 Workforce data

4.1.1 Appendix 1 provides half yearly profiles and a data analysis of the contracted workforce from 30 September 2012 until 31 March 2014. From 31 March 2014, the profile now includes data relating to the number of employees disclosing as lesbian, gay, bisexual and transgender captured following the recent data collection exercise and also a more detailed breakdown of employees' Welsh speaking, reading and writing skills.

4.2 Developments

4.2.1 A revised data capture project is underway with a fresh approach to “marketing” the project to employees. The revised focus is on the benefits to employees of completing the questionnaire and disclosing sensitive information. Asking employees to declare sensitive data is different from asking them to be open about their sexuality or disability. The project has an end date of 30 September 2014. The benefits to the council and its employees include:

- an opportunity to better understand our employees and help create better workplaces;
- support for BCBC objectives to address inequality in the workplace and treat people with dignity and respect;
- help in setting up staff networks and improve employee training on diversity;
- publicise “zero tolerance” approach to bullying and harassment in the workplace;
- BCBC credibility enhanced by openly recognising diversity;
- Positive messages sent to employees.

4.2.2 Four employee information packs have been developed and published on the council’s intranet site. The packs comprise:

- Pregnancy and maternity including partners and adoptive parents;
- Support for employees who are carers;
- Retirement, and;
- Domestic abuse.

Additionally, edited versions of these packs (for use by the general public) have been published on the council’s public facing website and made available on the screens in the Customer Contact Centre.

4.2.3 Work is underway to meet the four actions in the “Council’s Role as an Employer” objective which are due for completion in 2015. These relate to:

- staff networks;
- equality and diversity learning and development for staff;
- equality and diversity learning and development for managers, and;
- employee policy updates.

4.2.4 Following Council's appointment of the Deputy Leader as Mental Health Champion, work is now underway to raise awareness of mental health issues amongst employees. Statistics show that one in four employees are likely to be affected by anxiety, depression and stress every year. However, research shows that if supported, they will become more loyal, engaged and motivated. Talking about mental health in the workplace helps to tackle discrimination which can have a significant effect on workplaces and employees. The council's Mental Health team is supporting developments by advising on:

- raising awareness of mental health issues amongst employees;
- supporting employees with experience of mental health problems;
- talking to employees who are distressed and;
- making arrangements for 'mental health checks'.

5. Effect upon Policy Framework & Procedure Rules

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

6. Equality Impact Assessment

Whilst no Equality Impact Assessment has been carried out, this report provides the committee with information which will positively assist in the delivery of the authority's equality duties.

7. Financial Implications

None

8. Recommendation

8.1 That the Cabinet Equalities Committee receives and considers this workforce report.

Ness Young
Corporate Director Resources
Date: 1 May 2014

9. Contact officers:

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Background papers: None.

Half yearly analysis of the council's workforce from 30.9.12 to 31.3.14

Description	30 September 2012				31 March 2013				30 September 2013				31 March 2014			
	Schools	All Other Services	BCBC Total	BCBC %	Schools	All Other Services	BCBC Total	BCBC %	Schools	All Other Services	BCBC Total	BCBC %	Schools	All Other Services	BCBC Total	BCBC %
Total Headcount			6585				6665				6549				6462	
Of the above:-																
Full Time	1648	1921	3569	54.2	1660	1917	3577	53.7	1675	1972	3647	55.7	1673	1943	3616	55.9
Part Time - 1post held	859	1609	2468	37.5	855	1632	2487	37.3	844	1503	2347	35.8	858	1424	2169	33.6
Multi Part Time	408	140	548	8.3	450	149	599	9	411	144	555	8.5	413	151	677	10.5
Totals	2915	3670	6585	100	2967	3698	6665	100	2930	3619	6549	100	2944	3518	6462	100
Male	518	983	1501	22.8	519	1005	1524	22.9	516	957	1473	22.5	524	909	1433	22.2
Female	2397	2687	5084	77.2	2448	2693	5141	77.1	2414	2662	5076	77.5	2420	2609	5029	77.8
Totals	2915	3670	6585	100	2967	3698	6665	100	2930	3619	6549	100	2944	3518	6462	100
Disability declared/recorded	8	68	76	1.2	10	79	89	1.3	12	93	105	1.6	14	89	103	1.6
Carer Responsibilities declared	55	160	215	3.3	61	208	269	4	61	234	295	4.5	59	226	285	4.4
Ethnic Minority	26	37	63	1.0	27	43	70	1.1	27	40	67	1	30	40	70	1.1
Welsh Speaker	149	97	246	3.7	152	99	251	3.8	254	368	622	9.5	277	656	933	14.4
Welsh Reader													274	671	945	14.6
Welsh Writer													258	572	830	12.8
Bisexual													-	-	10	0.2
Gay Man													-	-	9	0.1
Gay Women/Lesbian													-	-	11	0.2
Transgender													-	-	4	0.1
Age Profile:-																
16 - 25	213	197	410	6.2	220	190	410	6.2	219	163	382	5.8	213	156	369	5.7
26 - 35	653	647	1300	19.7	673	641	1314	19.7	676	632	1308	20	668	584	1252	19.4
36 - 45	926	950	1876	28.5	929	939	1868	28	926	925	1851	28.3	926	903	1829	28.3
46 - 55	759	1144	1903	29.0	768	1171	1939	29.1	750	1145	1895	28.9	772	1128	1900	29.4
56 - 65	347	694	1041	15.8	354	710	1064	15.9	334	703	1037	15.8	333	692	1025	15.9
65 +	17	38	55	0.8	23	47	70	1.1	25	51	76	1.2	32	55	87	1.3
Totals	2915	3670	6585	100	2967	3698	6665	100	2930	3619	6549	100	2944	3518	6462	100

Some points to note from the data in appendix 1 are:

- a) Data relating to Welsh reader, Welsh writer, bisexual, gay man, gay women/lesbian and transgender employees from 30 September 2012 to 30 September 2013 is not available. Data for LGB & T employees for 31 March 2014 has been anonymised by using totals for the council.
- b) The total number of employees has reduced by 123 since 30 September 2012 and by a further 203 since March 2013.
- c) The number of part time employees has decreased by 170 since September 2012.
- d) The number of full time employees has increased by 47 since September 2012.
- d) The number of employees with caring responsibilities declared has increased by 70 since September 2012.
- e) The number of employees able to speak Welsh has increased by 687 since September 2012. This is as a result of better reporting following employees' completion of the data collection form.
- f) The number of employees aged 65 and over has increased by 32 since September 2012.