

# Public Document Pack

## Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

### Bridgend County Borough Council



Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont, CF31 4WB / Civic Offices, Angel Street, Bridgend, CF31 4WB

*Rydym yn croesawu gohebiaeth yn Gymraeg.  
Rhowch wybod i ni os mai Cymraeg yw eich  
dewis iaith.*

*We welcome correspondence in Welsh. Please  
let us know if your language choice is Welsh.*

#### **Gwasanaethau Gweithredol a Phartneriaeth / Operational and Partnership Services**

Deialu uniongyrchol / Direct line /: 01656 643147  
Gofynnwch am / Ask for: Andrew Rees

Ein cyf / Our ref:  
Eich cyf / Your ref:

**Dyddiad/Date: 19 April 2016**

Dear Councillor,

#### **CABINET COMMITTEE EQUALITIES**

A meeting of the Cabinet Committee Equalities will be held in the Council Chamber, Civic Offices Angel Street Bridgend CF31 4WB on **Thursday, 28 April 2016 at 11.00 am.**

#### **AGENDA**

1. Apologies for Absence  
To receive apologies for absence from Members.
2. Declarations of Interest  
To receive declarations of personal and prejudicial interest (if any) from Members/Officers in accordance with the provisions of the Members' Code of Conduct adopted by Council from 1 September 2008
3. Approval of Minutes 3 - 8  
To receive for approval the Minutes of a meeting of the Cabinet Equalities Committee of 14 January 2016.
4. Human Trafficking and Slavery in Bridgend 9 - 16
5. Update Report on Implementation of the Welsh Language (Wales) Measure 2011 and Welsh Language Standards 17 - 26
6. Forward Work Programme 2016-2017 27 - 30
7. Development of the Strategic Equality Plan 2016-2020 31 - 46
8. Urgent Items  
To consider any other item(s) of business in respect of which notice has been given in accordance with Rule 4 of the Council Procedure Rules and which the person presiding at the meeting is of the opinion should by reason of special circumstances be transacted at the meeting as a matter of urgency

Ffôn/Tel: 01656 643643

Facs/Fax: 01656 668126

Ebost/Email: [talktous@bridgend.gov.uk](mailto:talktous@bridgend.gov.uk)

Negeseuon SMS/ SMS Messaging: 07581 157014

[Twitter@bridgendCBC](https://twitter.com/bridgendCBC)

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

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We welcome correspondence in Welsh. Please let us know if your language choice is Welsh

Yours faithfully

**P A Jolley**

Corporate Director Operational and Partnership Services

**Distribution:**

Councillors:

HJ David  
M Gregory  
MEJ Nott OBE

Councillors

CE Smith  
HJ Townsend  
PJ White

Councillors

HM Williams

Invitees:

Councillor M Butcher  
Councillor N Farr  
Councillor CA Green  
Councillor RC Jones  
Councillor AD Owen  
Councillor CL Reeves  
Councillor M Reeves  
Councillor D Sage  
Councillor M Thomas

## CABINET COMMITTEE EQUALITIES - THURSDAY, 14 JANUARY 2016

### MINUTES OF A MEETING OF THE CABINET COMMITTEE EQUALITIES HELD IN COMMITTEE ROOMS 2/3, CIVIC OFFICES ANGEL STREET BRIDGEND CF31 4WB ON THURSDAY, 14 JANUARY 2016 AT 10.00 AM

#### Present

Councillor HJ Townsend – Chairperson

M Gregory

MEJ Nott OBE

PJ White

HM Williams

#### Invitees:

Councillor M W Butcher

Councillor N Farr

Councillor C A Green

Councillor R C Jones

Councillor A D Owen

Councillor C Reeves

Councillor M Reeves

Councillor D Sage

Councillor M Thomas

#### Officers:

Avril Bracey

Group Manager - Mental Health

Sarah Daniel

Democratic Services Officer - Committees

Paul Williams

Equality and Engagement Officer

#### 112. APOLOGIES FOR ABSENCE

Apologies for absence were received from the following Officers/ Members for the reasons so stated

Councillor H David – Other Council Business

Councillor C E Smith – Other Council Business

#### 113. DECLARATIONS OF INTEREST

None

#### 114. APPROVAL OF MINUTES

RESOLVED: That the minutes of a meeting of the Cabinet Committee Equalities held on 17 September 2015 were approved as a true and accurate record of the meeting.

#### 115. WALES EXTREMISM AND COUNTER TERRORISM UNIT

The Equality and Engagement Officer welcomed Simon Thomas and Jane Morris from the Wales Extremism and Counter Terrorism Unit at South Wales Police to the meeting. He introduced the report which detailed the current threat of extremism and terrorism across the UK and provided a local context for Members.

The Officers from the Wales Extremism and Counter Terrorism Unit gave an insightful presentation to the Cabinet Committee that covered the current threat and risk picture

across the UK, and provided a local context for Bridgend. The presentation also covered the New Prevent Duty under the Counter Terrorism Security Act 2015, and the Channel Programme, which was designed to manage and support people vulnerable to violent extremism. The Officers also provided an overview of the new statutory authority duties in relation to the above.

A Member asked if awareness training was available for street-refuse collectors given that bombs were being made out of easily available household items. The Prevent Case Management Coordinator stated that South Wales Police had made an application to the Home Office for a grant of £10k for the delivery of "prevent awareness" training. If successful the training would focus on schools, but there would also be a series of E-Learning training packages made available to raise awareness for frontline staff.

The Cabinet Member Adult Social Care and Health and Wellbeing thanked the Officers for the report and presentation and stated that awareness of radicalised extremism was essential to ensure that everyone stayed safe.

A Member thanked the officers for the presentation and asked if the protection strategy included a possible cyber-attack. The Prevent Case Manager stated that there was a cyber unit based in London that researched and removed extreme and radical views from the internet. She added that the unit also looked at the content of what the public were researching online so they could reduce possibilities of an attack.

A Member stated that a law should be passed to not allow people back into the UK if they have been to Syria to train with ISIS. The Prevent Case Manager stated that this law is in fact already in place but the difficulty was proving that this is what they had in fact been to Syria for. Many people are able to easily claim they have been to visit family, providing aid or receiving healthcare and it was very difficult to prove otherwise if they had strong links to the Country.

A Member suggested that in order to raise awareness further, it would be useful to arrange for the presentation to be presented to full Council; members could then share their awareness with their constituents.

RESOLVED: That the Cabinet Equalities Committee received and considered the report.

116. SUPPORT IN BRIDGEND COUNTY BOROUGH FOR PEOPLE WITH MENTAL HEALTH AND SUBSTANCE MISUSE ISSUES

The Group Manager Mental Health submitted a report to the Cabinet Committee with an update regarding the provision of mental health services to adults in the borough, the Mental Health Commissioning Plan and progress concerning the Dementia Strategy Plan. She reported on progress in the following areas:

- The Local Primary Mental Health Service continued to go from strength to strength with customer service questionnaires indicated that 90% of those in receipt of the service indicating they would recommend it to others.
- A single point of access (SPA) for GP referrals into secondary mental health services had successfully been piloted in Bridgend. This was being evaluated with a view to rolling out the scheme in Neath, Port Talbot and Swansea.
- An accommodation work stream had been put in place for a single procurement and brokerage process for high cost specialist mental health placements. This was enabling the Authority to collaborate with colleagues in communities to develop specific mental health housing projects such as increased provision of

floating support and a specialist housing project for those with complex mental health issues.

- An initiative was being developed to raise awareness of mental health issues in schools. The initiative also aimed to help early identification of mental health concerns regarding young people and facilitate early intervention.
- The development of an electronic library of online self-help guides to offer information and advice on a wide range of subjects that included anxiety, dealing with bereavement and alcohol dependency. By the 5 November 2015 there had been 1624 visits to the electronic library across the region.
- There had been a comprehensive consultation and engagement exercise on the delivery of the dementia strategy. This had taken the form of focus groups throughout the borough and individuals had also been able to respond via the BCBC website. Early indications showed that the priorities identified improvements in service provision, diagnosis and timely intervention, access to information and training were correct although concern had been raised regarding the ability to deliver in a challenging financial context.
- A system for monitoring individual movement (Just Checking) to confirm levels of support required was currently being piloted.

The Group Manager added that whilst much had been achieved over the last year a lot remained to be achieved and there were significant challenges ahead.

The Cabinet Member Adult Social Care and Health and Wellbeing congratulated the Group Manager on her new post and thanked her for her immense work and efforts on considerably improving the Mental Health Service within the Borough.

A Member stated that providing drop-ins was an excellent way for the public to receive support as it removed a lot of the stigma attached to Mental Health issues and was easy for people to access which made it more likely that they would seek help.

The Equality and Engagement Officer informed Members that the Authority had recently provided training to staff on mental health issues to remove the stigma. He stated that over 200 people had attended the courses and many were able to discuss their own experiences of mental health. He added that there was also an E-Learning training module available for staff to complete.

A Member asked if there was a possibility of providing a crisis centre in the Borough. The Group Manager Mental Health stated that discussions were taking place to explore if this was a possibility as this had been a success in Leeds

The Chairperson asked if the police were trained and knew how to manage a situation if they took someone into custody with a mental health issue. The Group Manager Mental Health stated there was a multi-agency risk forum that included the police, the probation service, housing agencies and mental health team that had agreed a collaborative plan on how to work with individuals with mental health issues, she added that for example under the Mental Health Act people with Mental Health issues should not be detained in a cell.

**RESOLVED:** That the Cabinet Equalities Committee received the report and noted the developments in mental health services, the mental health commissioning and delivery plan and progress concerning the dementia strategy and delivery plan.

117. 6 MONTHLY UPDATE ON THE IMPLEMENTATION OF THE STRATEGIC EQUALITY PLAN 2012 - 2016

The Equality and Engagement Officer provided a report to members with an update on the implementation of the current Strategic Equality Plan and equality objectives. He informed Committee that many actions had been concluded which supported the development of new/improved service provision and the remaining actions were on track for completion during the remainder of the current Strategic Equality Plan.

The Chairperson thanked the Equality and Engagement Officer for his work in implementing the plan and stated it was pleasing to see so many of the objectives had been marked as green.

A Member stated that there were only three taxis in the whole Borough that that were able to carry a disabled passenger making it extremely difficult to be able to get a taxi for the time needed, especially at short notice. He stated that the Licensing department could look at increasing this when issuing licenses for new drivers. The Chairperson added that it would be useful for Councillors to work with the disabled community and spend the day shadowing them to see the challenges that they are faced with on a daily basis. The Equalities and Engagement Officer stated that transportation was a major issue and one that the Authority was continually trying to improve and continued to be an objective.

RESOLVED: That Cabinet Equalities Committee considered the report and the progress being made.

118. DRAFT ANNUAL REPORT 2014-2015 ON THE STRATEGIC EQUALITY PLAN

The Equalities and Engagement Officer provided a report to Committee with an update on the work being done to develop the Council's fourth Annual report 2014-2015 on the strategic equality plan. He added that the Council had published annual reports on its Strategic Equality Plan since 2011/12. The SEP annual report specifically set out:

- The steps taken to identify and collect relevant information
- Any reasons for not collecting relevant information
- Progress towards fulfilling each of the equality objectives
- Specific employment information, including information on training and pay

The Cabinet Member Communities asked if there were subsidies in place for people with disabilities that need to use taxis as Welsh Government offered a subsidy for bus use. The Equality and Engagement officer stated that this was currently not an option as the taxi firms were private firms, although this could be something that the Authority could explore.

A Member stated that the Authority should speak to the local AM to lobby to put a quota on licensing taxis that are suitable to carry disabled passengers, he added that it would be in their interest to provide this service as they would in turn get more business.

RESOLVED: That the Cabinet Equalities Committee noted the progress being made and approved the Strategic Equality Plan Annual Report 2014/15.

119. URGENT ITEMS

None

**CABINET COMMITTEE EQUALITIES - THURSDAY, 14 JANUARY 2016**

The meeting closed at 12.08 pm

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

**28 APRIL 2016**

**REPORT OF THE CORPORATE DIRECTOR – OPERATIONAL AND PARTNERSHIP SERVICES**

**HUMAN TRAFFICKING AND SLAVERY IN BRIDGEND.**

**1. Purpose of Report**

The purpose of this report is to inform Cabinet Equalities Committee of current intelligence surrounding human trafficking and slavery in Bridgend and the wider western bay area.

**2. Connection to Corporate Improvement Objectives/Other Corporate Priorities**

2.1 The Strategic Equality Plan (SEP) 2016 - 2020 is a statutory plan that impacts on the whole of the council. The SEP outlines equality objectives that are linked to fostering good relations, awareness raising and community cohesion.

2.2 This report also supports the following corporate priorities:

- Priority 2: Helping people to be more self-reliant
- Priority 3: Smarter use of resources

**3. Background**

3.1 Modern slavery and human trafficking is defined as the movement of a person from one place to another (within a country or across borders) with deception or coercion, abuse of power or of a position of vulnerability into conditions of exploitation including:

- sexual exploitation;
- labour exploitation;
- domestic servitude / slavery and
- exploitation of human tissue (organ harvesting).

3.2 Regionally, a Western Bay Anti – Slavery Forum was established in 2013 focusing on:

- promoting anti – slavery awareness training across the western bay region;
- considering the frequency and type of referrals under the National Referral Mechanism (NRM) and receiving information on local slavery via a Multi - Agency Referral system (MARAC) and
- exchanging human trafficking information and intelligence gathering across the range of statutory services and 3<sup>rd</sup> sector organisations.

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

4.1 The briefing note attached to this report as appendix 1, provided by the Regional Community Cohesion Coordinator, outlines detailed information and data on human trafficking and slavery in Bridgend and the wider western bay region. The key issues for Cabinet Equalities Committee within the briefing note are:

- the lack of awareness of what constitutes human trafficking and how to report it;
- the support available for victims of human trafficking;
- information gathering and trend analysis of child sexual exploitation.

The briefing note also describes the steps taken to increase local awareness.

#### **5. Effect upon Policy Framework & Procedure Rules**

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

#### **6. Equality Impact Assessment**

Whilst no Equality Impact Assessment has been carried out, this report will positively support the authority in meeting its equality duties.

#### **7. Financial Implications.**

7.1 There are no financial implications within this report.

#### **8. Recommendation.**

8.1 That Cabinet Equalities Committee receives and considers this report and appendix.

**Andrew Jolley**

**Corporate Director – Operational and Partnership Services**

**Date: 18 April 2016**

#### **Contact Officers:**

Sarah Kingsbury

Head of Human Resources and Organisational Development

**Email: [Sarah.kingsbury@bridgend.gov.uk](mailto:Sarah.kingsbury@bridgend.gov.uk)**

**Telephone: 643212**

Paul Williams

Equality Officer

**Email: [Paul.williams2@bridgend.gov.uk](mailto:Paul.williams2@bridgend.gov.uk)**

**Telephone: 643606**

**Background papers: None.**

## Briefing Note

### Western Bay Regional Anti-Slavery/ Human Trafficking

#### What is Modern Slavery / Human Trafficking?

Anti-slavery / Human Trafficking can be defined as the movement of a person from one place to another (within a country or across borders) with deception or coercion, abuse of power or of a position of vulnerability into conditions of exploitation. Exploitation types include:

- Sexual Exploitation
- Labour Exploitation
- Domestic Servitude / Slavery
- Less common but equally valid is Exploitation of Human Tissue (Organ Harvesting).

Slavery has been outlawed on both sides of the Atlantic since 1805 but unfortunately it is still happening and here in Wales. We now have the Modern Slavery Act 2015 to help us tackle this heinous crime.

#### Regional approach:

The Western Bay Anti-Slavery Forum (WBASF) formerly known as the WB Anti-Slavery/Human Trafficking Group was set up in autumn 2013, meeting quarterly, the key focus of the forum is to:

- promote Anti-Slavery awareness training across the Western Bay footprint
- consider the frequency and type of referrals under the National Referral Mechanism (NRM) and receive updates on local Anti-Slavery MARAC
- facilitate an exchange of human trafficking information and intelligence gathering across the whole range of statutory services, and associated third party organisations.

#### Is slavery happening locally?

Yes, slavery is happening locally, but the cases are often 'hidden in plain sight'. We have had a number of 'high profile' cases across Wales with the survivors being supported by our multi-agency partnerships. These cases included Forced Labour, Domestic Servitude and Sexual Exploitation for example a woman, aged 26, was sentenced to eight years in jail in 2014 after being found guilty for trafficking Nigerian women into the UK to work in the sex industry. During the original trial, the jury heard the trafficked women worked in brothels - including in Cardiff and Swansea - to repay the women a £50,000 for travel from Nigeria and false documents. On 7<sup>th</sup> March 2016, a confiscation order was granted for £21,905 at Cardiff Crown Court under the Proceeds of Crime Act which means that the money must be paid back within 28 days or she faces a further nine month prison sentence being imposed.

Only in the last quarter (Oct – Dec 2015), there were a total of 22 Anti-Slavery/ Human Trafficking intelligence reports submitted to South Wales Police. Many relating to female working in the sex industry within Cardiff and Swansea massage parlours. These intelligence were also included the illegal trafficking of persons into the UK, cultivation of cannabis, and supplying fake passports and driving licences.

### Local Intelligence:

The below table gives a breakdown of the number of intelligence submissions relating Human Trafficking based criminality between 01/10/2015 and 31/12/2015. Eastern Basic Command Unit (BCU) Cardiff saw the largest number of occurrences, many relating to females working in the sex industry within the cities massage parlours, whilst Western BCU (Swansea, Neath, Port Talbot ) reported a similar theme with much of the intelligence relating to massage parlours and Hand Car Wash businesses.

| Number of Intelligence submissions per BCU during the period 01/10/2015 – 31/12/2015. |   |  |   |
|---|---|--|---|
| Eastern BCU (Cardiff)   | Western BCU (Swansea, Neath, Port Talbot, Briton Ferry) | Northern BCU (Rhondda, Cynon, Taff, Merthyr) | Central BCU (Bridgend, Maesteg, Vale of Glamorgan, Barry) |
| 22  | 20  | 7  | 2   |

The below contains some Intelligence relating to Western and Central Basic Command Unit (BCU) for this period including a short summary of the content of the intelligence. All personal details and exact address locations have been removed. Some intelligence has not been included as it is currently still being assessed.

- Two females worked at Swansea massage parlour for three nights during Sept 2015. The two females spoke Bulgarian and little English. Blonde female appeared to be in charge of the Brunette female, who spent a lot of time crying and was not in possession of a passport.
- Bulgarian male, resident in Swansea, is supplying fake passports and driving licences for a total cost of £1000.00 cash. £500.00 upfront in cash and then £500.00 after passport or driving licence handed to buyer. This person has contacts in London and you will find large amounts of cash at this address.
- The male at Swansea address has five to six females working for him as in prostitution. Females are sold for sex and may be **underage**. Drugs are possibly sold at this address including lot of used cash at this address. There is a bright light on outside of this house for the people in the know when sex is on offer for business.
- Mother and son from Swansea are actively involved in the cultivation of Cannabis. They have recently had one of their grow houses discovered by Police and a large crop seized. They have a number of other 'grow houses', one of which is believed to be a terrace house in Briton Ferry. The addresses are full conversions with plants in every room and are being looked after by a Vietnamese 'Gardener'. They are involved with a male person from the Newport area who is responsible for the setting up of the factories and placing of the Vietnamese Gardener. This male is paying Swansea female £2000 a month per house.

- A person from Port Talbot reporting that her daughter has travelled to Macedonia and for the last few months she has been staying with a male, who has disclosed to her daughter that he is a human trafficker. He has explained that he has set up a business based in Gevgelija, and is transporting refugees and other people across 'the border' for money. He has bought a couple of cars and vans so that he can move people. He was in Italy last week and believes that the trip may have been connected with the trafficking. The person has no other details to pass/share.

## UK National Referral Mechanism (NRM) statistics at glance (2015)

### Key points

- 3266 potential victims were referred in to the National Referral Mechanism in 2015; a 40% increase on 2014
- Potential victims of trafficking were reported to be from 102 different countries of origin
- Albania, Vietnam and Nigeria remain the most common country of origin of potential victims referred.
- Potential victims from Sudan saw the highest percentage increase in the number of referrals compared to the previous year
- The most common exploitation type recorded for potential victims exploited as an adult was labour exploitation, which also includes criminal exploitation
- The most prominent exploitation type recorded for potential victims first exploited as a minor, where known, was labour exploitation, which includes the sub category of criminal exploitation.

## Wales NRM statistics at glance (2015)

In 2015 the UK National Referral Mechanism (NRM) received 134 referrals of potential victims (PV) first encountered in Wales; this represents a 91.4% increase on 2014 referral totals and 4.1% of all UK referrals to the NRM.

The 134 referrals were comprised of 60 females (45%) and 74 males (55%) with 108 (81%) referred for adult exploitation categories and 26 (19%) being referred for exploitation as a minor.

| Claimed exploitation Type                     | Female    | Male      | Total 2015 | 2014 - 2015 % Change |
|---|-----------|-----------|------------|----------------------|
| Adult - Domestic Servitude                    | 8         | 3         | 11         | 10.0%                |
| Adult - Labour Exploitation                   | 5         | 57        | 62         | 181.8%               |
| Adult - Organ Harvesting                      | 0         | 1         | 1          | N/A                  |
| Adult - Sexual Exploitation                   | 28        | 2         | 30         | 50.0%                |
| Adult - Unknown exploitation                  | 3         | 1         | 4          | -42.9%               |
| Minor - Domestic Servitude                    | 0         | 1         | 1          | N/A                  |
| Minor - Labour Exploitation                   | 2         | 2         | 4          | -20.0%               |
| Minor - Sexual Exploitation (non-UK national) | 6         | 0         | 6          | 200.0%               |
| Minor - Sexual Exploitation (UK national)     | 4         | 1         | 5          | N/A                  |
| Minor - Unknown exploitation type             | 4         | 6         | 10         | 150.0%               |
| <b>Total</b>                                  | <b>60</b> | <b>74</b> | <b>134</b> |                      |

## Referring Agency Totals – Wales - All Referrals

| Referring Agency               | Adult      | Minor     | Total      |
|--------------------------------|------------|-----------|------------|
| <b>Government Agency</b>       |            |           |            |
| Home Office                    | 68         | 5         | 73         |
| UKBF                           | 0          | 3         | 3          |
| <b>Government Agency Total</b> | <b>68</b>  | <b>8</b>  | <b>76</b>  |
| <b>Local Authority</b>         |            |           |            |
| Cardiff                        | 0          | 1         | 1          |
| Newport                        | 0          | 4         | 4          |
| Torfaen County                 | 0          | 1         | 1          |
| Wrexham                        | 0          | 1         | 1          |
| <b>Local Authority Total</b>   | <b>0</b>   | <b>7</b>  | <b>7</b>   |
| <b>NGO/Third Sector</b>        |            |           |            |
| BAWSO                          | 15         | 1         | 16         |
| New Pathways                   | 13         | 6         | 19         |
| Salvation Army                 | 1          | 0         | 1          |
| <b>NGO/Third Sector Total</b>  | <b>29</b>  | <b>7</b>  | <b>36</b>  |
| <b>Police</b>                  |            |           |            |
| Dyfed-Powys                    | 3          | 0         | 3          |
| Gwent Police                   | 2          | 1         | 3          |
| South Wales                    | 6          | 3         | 9          |
| <b>Police Total</b>            | <b>11</b>  | <b>4</b>  | <b>15</b>  |
| <b>Total</b>                   | <b>108</b> | <b>26</b> | <b>134</b> |

## Country of Origin of Referrals 2015 – Wales - All Referrals

| Rank | Nationality  | Adult              |                     |                  |                     |                      | Adult Total | Minor              |                     |                     |                      |           | Minor Total | Total |
|------|--------------|--------------------|---------------------|------------------|---------------------|----------------------|-------------|--------------------|---------------------|---------------------|----------------------|-----------|-------------|-------|
|      |              | Domestic Servitude | Labour Exploitation | Organ Harvesting | Sexual Exploitation | Unknown Exploitation |             | Domestic Servitude | Labour Exploitation | Sexual Exploitation | Unknown Exploitation |           |             |       |
| 1    | Sudan        | 0                  | 21                  | 0                | 1                   | 1                    | 23          | 0                  | 0                   | 0                   | 1                    | 1         | 24          |       |
| 2    | Vietnam      | 1                  | 7                   | 0                | 2                   | 0                    | 10          | 0                  | 4                   | 0                   | 3                    | 7         | 17          |       |
| 3    | Eritrea      | 3                  | 7                   | 1                | 0                   | 2                    | 13          | 0                  | 0                   | 0                   | 0                    | 0         | 13          |       |
| 4    | UK           | 0                  | 4                   | 0                | 1                   | 0                    | 5           | 0                  | 0                   | 5                   | 1                    | 6         | 11          |       |
| 5    | Poland       | 1                  | 8                   | 0                | 1                   | 0                    | 10          | 0                  | 0                   | 0                   | 0                    | 0         | 10          |       |
| 6    | Nigeria      | 1                  | 0                   | 0                | 7                   | 0                    | 8           | 0                  | 0                   | 0                   | 0                    | 0         | 8           |       |
| 7    | Czech Rep.   | 0                  | 3                   | 0                | 0                   | 0                    | 3           | 0                  | 0                   | 4                   | 0                    | 4         | 7           |       |
| 8    | Albania      | 0                  | 0                   | 0                | 5                   | 0                    | 5           | 0                  | 0                   | 0                   | 1                    | 1         | 6           |       |
| 8    | China        | 1                  | 3                   | 0                | 2                   | 0                    | 6           | 0                  | 0                   | 0                   | 0                    | 0         | 6           |       |
| 10   | Ethiopia     | 0                  | 4                   | 0                | 0                   | 0                    | 4           | 0                  | 0                   | 0                   | 1                    | 1         | 5           |       |
| 11   | North Korea  | 0                  | 1                   | 0                | 2                   | 0                    | 3           | 0                  | 0                   | 0                   | 0                    | 0         | 3           |       |
| 12   | Morocco      | 0                  | 0                   | 0                | 1                   | 1                    | 2           | 0                  | 0                   | 0                   | 0                    | 0         | 2           |       |
| 12   | Pakistan     | 0                  | 1                   | 0                | 1                   | 0                    | 2           | 0                  | 0                   | 0                   | 0                    | 0         | 2           |       |
| 14   | Afghanistan  | 0                  | 0                   | 0                | 0                   | 0                    | 0           | 1                  | 0                   | 0                   | 0                    | 1         | 1           |       |
| 14   | Angola       | 0                  | 0                   | 0                | 1                   | 0                    | 1           | 0                  | 0                   | 0                   | 0                    | 0         | 1           |       |
| 14   | Bangladesh   | 0                  | 0                   | 0                | 1                   | 0                    | 1           | 0                  | 0                   | 0                   | 0                    | 0         | 1           |       |
| 14   | Bulgaria     | 0                  | 0                   | 0                | 1                   | 0                    | 1           | 0                  | 0                   | 0                   | 0                    | 0         | 1           |       |
| 14   | Burma        | 0                  | 1                   | 0                | 0                   | 0                    | 1           | 0                  | 0                   | 0                   | 0                    | 0         | 1           |       |
| 14   | Ghana        | 0                  | 1                   | 0                | 0                   | 0                    | 1           | 0                  | 0                   | 0                   | 0                    | 0         | 1           |       |
| 14   | Iraq         | 1                  | 0                   | 0                | 0                   | 0                    | 1           | 0                  | 0                   | 0                   | 0                    | 0         | 1           |       |
| 14   | Kenya        | 0                  | 0                   | 0                | 1                   | 0                    | 1           | 0                  | 0                   | 0                   | 0                    | 0         | 1           |       |
| 14   | Lithuania    | 0                  | 0                   | 0                | 1                   | 0                    | 1           | 0                  | 0                   | 0                   | 0                    | 0         | 1           |       |
| 14   | Malawi       | 0                  | 0                   | 0                | 1                   | 0                    | 1           | 0                  | 0                   | 0                   | 0                    | 0         | 1           |       |
| 14   | Mauritania   | 0                  | 0                   | 0                | 0                   | 0                    | 0           | 0                  | 0                   | 0                   | 1                    | 1         | 1           |       |
| 14   | New Zealand  | 0                  | 0                   | 0                | 0                   | 0                    | 0           | 0                  | 0                   | 1                   | 0                    | 1         | 1           |       |
| 14   | Not known    | 0                  | 0                   | 0                | 0                   | 0                    | 0           | 0                  | 0                   | 1                   | 0                    | 1         | 1           |       |
| 14   | Philippines  | 1                  | 0                   | 0                | 0                   | 0                    | 1           | 0                  | 0                   | 0                   | 0                    | 0         | 1           |       |
| 14   | Romania      | 0                  | 0                   | 0                | 1                   | 0                    | 1           | 0                  | 0                   | 0                   | 0                    | 0         | 1           |       |
| 14   | Somalia      | 0                  | 1                   | 0                | 0                   | 0                    | 1           | 0                  | 0                   | 0                   | 0                    | 0         | 1           |       |
| 14   | Spain        | 0                  | 0                   | 0                | 0                   | 0                    | 0           | 0                  | 0                   | 0                   | 1                    | 1         | 1           |       |
| 14   | Syria        | 0                  | 0                   | 0                | 0                   | 0                    | 0           | 0                  | 0                   | 0                   | 1                    | 1         | 1           |       |
| 14   | Uganda       | 1                  | 0                   | 0                | 0                   | 0                    | 1           | 0                  | 0                   | 0                   | 0                    | 0         | 1           |       |
| 14   | Zimbabwe     | 1                  | 0                   | 0                | 0                   | 0                    | 1           | 0                  | 0                   | 0                   | 0                    | 0         | 1           |       |
|      | <b>Total</b> | <b>11</b>          | <b>62</b>           | <b>1</b>         | <b>30</b>           | <b>4</b>             | <b>108</b>  | <b>1</b>           | <b>4</b>            | <b>11</b>           | <b>10</b>            | <b>26</b> | <b>134</b>  |       |

## What steps we have taken to increase local awareness:

The regional Community Cohesion programme have arranged for free train the trainer sessions including the delivery of **free** half day Anti-slavery/ human trafficking session as below:

### 1. Train the Trainer programme:

- Via the South Wales Anti-Slavery/ Human Trafficking group, we have arranged 'Child Sexual Exploitation Train the Trainer' session on 9<sup>th</sup> October 2015 in Swansea. 25 staff attended the session from across the region. They will be assisting us in further rolling out the awareness around child sexual exploitation.
- We have also 10 staff from across the region who have been trained in the delivery of 'Anti-slavery/human trafficking awareness' programme.

### 2. Regional Anti-slavery/human trafficking awareness sessions:

- Since January 2015, we have delivered 52 anti-slavery/ human trafficking awareness sessions which are attended by 1014 participants across the Western Bay region. Amongst them was 767 staff in Swansea, 117 staff in Bridgend and 130 in Neath Port Talbot.

The training, which is being delivered to frontline professionals in Wales, is designed to help people spot the signs of Modern Slavery / Human Trafficking and:

- understand and define modern slavery/human trafficking
- discuss strategies to improve reporting of modern slavery/human trafficking
- be able to identify a victim of trafficking
- have knowledge about the National Referral Mechanism (NRM)
- know whom to contact for further advice

These training sessions will enable participants to gain better understanding of the various types of modern slavery/human trafficking and discuss strategies to raise awareness within the workplace or with the communities they work in. For 2016-17, the following sessions have now been agreed to be delivered in Swansea. Further NPT and Bridgend sessions will be finalised soon.

| Date                 | Time         | Course venue                                  |
|----------------------|--------------|---|
| 7 <sup>th</sup> Apr  | 1.00 – 2.00  | Education Centre, Morrison Hospital, Swansea, |
| 18 <sup>th</sup> Apr | 1.00 – 2.00  | Princess of Wales Hospital, Bridgend          |
| 21 <sup>st</sup> Apr | 1.30 – 5.00  | Committee Room 1, Civic Centre, Swansea       |
| 4 <sup>th</sup> May  | 10.00 – 1.00 | Princess of Wales Hospital, Bridgend          |
| 10 <sup>th</sup> May | 1.00 – 2.00  | Princess of Wales Hospital, Bridgend          |
| 18 <sup>th</sup> May | 10.00 – 1.30 | Committee Room 2, Civic Centre, Swansea       |
| 27 <sup>th</sup> May | 1.00 – 2.00  | NPT Hospital, Baglan Way Port Talbot          |
| 20 <sup>th</sup> Jun | 9.30 – 1.00  | Committee Room 1, Civic Centre, Swansea       |
| 21 <sup>st</sup> Jul | 10.00 – 1.30 | Committee Room 1, Civic Centre, Swansea       |
| 7 <sup>th</sup> Sep  | 12.30 – 4.30 | Committee Room 2, Civic Centre, Swansea       |
| 5 <sup>th</sup> Oct  | 10.00 – 1.30 | Committee Room 1, Civic Centre, Swansea       |
| 3 <sup>rd</sup> Nov  | 1.00 – 4.30  | Committee Room 2, Civic Centre, Swansea       |

## Key issues for the Cabinet Equality Committee Members to be concerned about:

Anti-slavery/Human trafficking is a relatively new emerging area. There is still a significant lack of basic knowledge regarding this heinous crime. The Cabinet members to be concerned about the following key issues:

- Lack of staff awareness about 'what is human trafficking' and how to report it
- What support are available for victims of Human trafficking
- Child sexual exploitation and our arrangement particularly with regards to missing children and its link with child sexual exploitation including sex work; any trend analysis undertaken and are we recording relevant information and taking necessary actions, when needed. This is a very sensitive area in term of information sharing and for community cohesion implication.

## The Way Forward:

We would seek your support:

- To encourage staff from key services e.g. Social Services, Education, Housing and those working closely with vulnerable people to receive our free courses on Anti-slavery/human trafficking.
- All relevant staff and especially those who are involved in the strategy meetings **MUST** attend both Anti-slavery awareness and First Responders awareness workshop to fully understand this agenda and ensure that referral are made to the Anti-slavery National Referral Mechanisms, as and when needed.
- The new Act places a requirement on public bodies to co-operate with the UK Anti-Slavery Commissioner and to report incidents of slavery to the Slavery Safeguarding Leads (SSL). SSL will be established in every public body after the findings of the current pilots in Yorkshire and the South West of England.
- Western Bay Anti-Slavery Forum should be regularly attended by a senior manager from Social Services and Western Bay Children and Adult Safeguarding Boards to ensure a safe and consistent flow of information between both groups.

Since the introduction of the new anti-slavery law last year, prosecutions for human trafficking in England and Wales have increased. There has also been an increase in the trafficking of people for sham marriages.

The number of people trafficked as labourers or domestic workers now exceeded the number forced into sexual exploitation. There are an estimated 13,000 victims of forced labour, sexual exploitation and domestic servitude in Britain. Globally, forced labour generates an estimated \$150 billion in illegal profits every year, reported AFP.

We are at the same understanding stage of Human Trafficking as we were with domestic abuse a decade ago. There have been dramatic changes in the way domestic abuse is reported and handled. We can now learn from this field of work and fast-track people so they have a much greater understanding of the human trafficking and the extent of the issue in Western Bay.



## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET EQUALITIES COMMITTEE

28 APRIL 2016

#### REPORT OF THE CORPORATE DIRECTOR - OPERATIONAL AND PARTNERSHIP SERVICES

#### UPDATE REPORT ON IMPLEMENTATION OF THE WELSH LANGUAGE (WALES) MEASURE 2011 AND WELSH LANGUAGE STANDARDS

##### 1. Purpose of Report

To update Cabinet Equalities Committee on the implementation of the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards.

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

The Welsh Language (Wales) Measure 2011 has replaced the council's Welsh Language Scheme with a set of standards impacting upon the work of the whole council. The standards link to the equalities agenda, form a key component of the council's Customer Care Programme and link to the following corporate priorities:

- working together to raise ambitions and drive up educational achievement
- working together to help vulnerable people to stay independent
- working together to make the best use of our resources

##### 3. Background

The Welsh Language Standards give Welsh speakers improved, enforceable rights in relation to the Welsh language. The council received its final compliance notice on 30 September 2015 and has since been working to determine the implications involved in the implementation of the standards. The compliance notice requires 144 of the standards to be implemented by 30 March 2016 and a further 27 standards by 30 September 2016.

##### 4. Current situation / proposal

4.1 Since September 2015 the council has been preparing for compliance with the standards and in summary has taken the following strategic steps:

- held initial awareness raising sessions for staff July-September 2015;
- established a Welsh Language Standards Implementation Board, chaired by the Head of Human Resources and Organisational Development, comprising directorate representatives sharing responsibility for interpreting standards and collating/disseminating data in line with working towards compliance. The board currently meets on a weekly basis;
- developed an action plan for the March standards so progress can be monitored;

- developed a communications plan to ensure information is filtered through the organisation;
- produced a risk register to identify what actions need to be put in place to ensure compliance with the standards;
- identified which of the March standards the council feels are disproportionate or unreasonable and put forward appeals on these grounds;
- developed a team of Welsh Language Champions to help raise awareness of the standards and provide support and guidance to staff;
- developed intranet pages enabling employees to reference information on the standards and access resources to assist them in their work;
- developed a training programme for frontline staff to support them in dealing with Welsh language speakers on a day to day basis;
- issued regular employee communications via email and newsletters;
- developed a DVD of the Chief Executive talking about the implications of the standards as part of a series of further staff briefing sessions held during March 2016;
- developed a suite of staff FAQs from the briefing sessions;
- introduced a Welsh Language Standards email account for staff to ask questions.

4.2 As part of developing the action plans each standard was placed into one of ten themes with an appointed lead officer responsible for ensuring standards are communicated and that plans are in place to ensure they are met. The ten themes and lead officers are outlined in appendix 1.

4.3 The council is working with RCT to provide Welsh language training for frontline staff. The two hour training sessions target employees in posts requiring them to 'meet and greet' customers or answer the telephone bilingually. Staff will also be able to undertake further higher level Welsh language training up to and including the level required for the council to comply with the Welsh Language Standards.

4.5 The Welsh Language Commissioner has introduced an appeals process enabling councils to challenge the proportionality and reasonableness of the standards and compliance timescales. A list of standards that the council has appealed for March 2016 is attached in appendix 2.

The council was required to submit each appeal separately and to provide supporting evidence. At the time of writing this report, the outcome of the appeals is unknown. However, should the Welsh Language Commissioner determine that it is not unreasonable or disproportionate to comply with any of the standards that have been appealed, then there is a right of appeal to the Welsh Language Tribunal to determine the same question. Following a determination by the Tribunal, the Commissioner or the Council can appeal to the High Court on a point of law only. During the appeals process the council is not required to comply with those standards under appeal.

4.6 The council has also been in regular contact with neighbouring councils to establish their interpretation of certain standards and also with the Welsh Language Commissioner where clarification on points of law and interpretation has been required.

4.7 Since the March standards came into effect on 30 March and at the time of writing this report, the council has not received a higher level of phone calls/face to face queries in the customer contact centre from Welsh speakers and has not received any complaints.

4.8 The Welsh Language Implementation Board will be continuing to monitor and review compliance against the March standards with a view to focusing on the September standards from the end of April onwards.

## **5. Effect upon Policy Framework & Procedure Rules**

There are no proposed changes to the Policy Framework and Procedure Rules.

## **6. Equality Impact Assessment**

This is an information report. As such, no Equality Impact Assessment is required.

## **7. Financial Implications**

A recurrent budget pressure of £313,000 and a one-off pressure of £81,000 for 2016/17 to meet the estimated costs of implementing the majority of the Welsh Language Standards have been identified. The pressure does not take into account the financial implications of a number of standards for which the council is appealing on the basis that they are unreasonable or disproportionate. Standards which are considered to be significant in terms of financial impact will be funded corporately and these are outlined in appendix 3. The cost of implementing the Welsh Language Standards will be reviewed during 2016/17 and, if the costs are deemed to be significantly higher than budget; a decision will be made corporately as to how this shortfall will be met.

## **8. Recommendation**

It is recommended that Cabinet Equalities Committee receives and considers this report.

**Andrew Jolley**

**Corporate Director – Operational and Partnership Services**

**Date: 18 April 2016**

**Contact Officers:**

**Sarah Kingsbury**

**Head of Human Resources and Organisational Development**

**Email: Sarah.kingsbury@bridgend.gov.uk**

**Telephone: 643212**

**Paul Williams**

**Equality Officer**

**Email: Paul.williams2@bridgend.gov.uk**

**Telephone: 643606**

**Background documents: None**

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**Action Plan Themes**

| <b>Theme</b>  | <b>Lead Officer</b>   |
|---|---|
| Customer Contact  | Customer Services Manager   |
| Publicity and Advertising                                       | Marketing and Engagement Manager  |
| Meetings (non HR and Public), Public Events and Public Training | Group Manager, Business Support, Social Services and Wellbeing Directorate  |
| Public Documents eg Agendas, Strategies and Public Papers       | Group Manager, Business, Strategy and Performance, Education and Transformation Directorate                             |
| Online presence, ICT Systems and self-service machines          | Marketing and Engagement Manager  |
| Signage and Displays  | (External signs), Group Manager, Business Support, Communities Directorate, (Internal signs), Customer Services Manager |
| Grant Applications, Procurement and Policy Development (non HR) | Group Manager, Business Support, Communities Directorate  |
| Compliance Document and Complaints Procedure                    | Equalities Officer  |
| Consultation and Research                                       | Marketing and Engagement Manager  |
| Human Resources and Employee Relations                          | Head of Human Resources and Organisational Development.   |

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**Standards under appeal**

| No. | Standard   |
|-----|--|
|     | If you don't know whether a person wishes to receive correspondence from you in Welsh, when you correspond with that person you must provide a Welsh language version of the correspondence.   |
| 7   | You must state - (a) in correspondence, and (b) in publications and official notices that invite persons to respond to you or to correspond with you, that you welcome receiving correspondence in Welsh, that you will respond to any correspondence in Welsh <b><i>and that corresponding in Welsh will not lead to delay</i></b> . The council is appealing the part of the standard in bold italics.   |
| 29  | If you invite more than one person to a meeting, and that meeting relates to the well-being of one or more of the individuals invited, you must - (a) ask that individual or each of those individuals whether he or she wishes to use the Welsh language at the meeting, and (b) inform that individual (or those individuals) that, if necessary, you will provide a translation service from Welsh to English and from English to Welsh for that purpose.   |
| 29A | You must provide a simultaneous translation service from Welsh to English and from English to Welsh at a meeting - (a) if you have invited more than one person to the meeting, (b) if the meeting relates to the well-being of one or more of the individuals invited, and (c) if at least one of those individuals has informed you that he or she wishes to use the Welsh language at the meeting; unless you conduct the meeting in Welsh without the assistance of a translation service.   |
| 41  | If you produce the following documents you must produce them in Welsh - (a) agendas, minutes and other papers that are available to the public, which relate to management board or cabinet meetings; (b) agendas, minutes and other papers for meetings, conferences or seminars that are open to the public.<br>You must comply with standard 41(a) in every circumstance, except: <ul style="list-style-type: none"> <li>• other papers that are available to the public, which relate to management board or cabinet meetings</li> </ul> You must comply with standard 41(b) in every circumstance, except: <ul style="list-style-type: none"> <li>• other papers for meetings that are open to the public.</li> </ul> |
| 42  | Any licence or certificate you produce must be produced in Welsh.  |

|    |   |
|----|---|
| 62 | You must ensure that - (a) the text of each page of your website is available in Welsh, (b) every Welsh language page on your website is fully functional, and (c) the Welsh language is not treated less favourably than the English language on your website.   |
| 66 | You must provide the interface and menus on every page of your website in Welsh.  |
| 64 | <p>Any reception service you make available in English must also be available in Welsh, and any person who requires a Welsh language reception service must not be treated less favourably than a person who requires an English language reception service. You must comply with standard 64 in relation to the following by 30 March 2016:</p> <ul style="list-style-type: none"> <li>• The body's main reception service.</li> </ul> <p>You must comply with standard 64 in relation to the following by 30 September 2016:</p> <ul style="list-style-type: none"> <li>• Every other reception service.</li> </ul> |
| 67 | You must display a sign in your reception which states (in Welsh) that persons are welcome to use the Welsh language at the reception.  |



**Standards being funded corporately**

| No. | Standard   |
|-----|--|
|     | When you send the same correspondence to several persons, you must send a Welsh language version of the correspondence at the same time as you send any English language version.  |
| 5   | If you don't know whether a person wishes to receive correspondence from you in Welsh, when you correspond with that person you must provide a Welsh language version of the correspondence.   |
| 37  | Any publicity or advertising material that you produce must be produced in Welsh, and if you produce the advertising material in Welsh and in English, you must not treat the Welsh language version less favourably than you treat the English language version.  |
| 38  | Any material that you display in public must be displayed in Welsh, and you must not treat any Welsh language version of the material less favourably than the English language version.   |
| 41  | <p>If you produce the following documents you must produce them in Welsh - (a) agendas, minutes and other papers that are available to the public, which relate to management board or cabinet meetings; (b) agendas, minutes and other papers for meetings, conferences or seminars that are open to the public.</p> <p>You must comply with standard 41(a) in every circumstance, except:</p> <ul style="list-style-type: none"> <li>• other papers that are available to the public, which relate to management board or cabinet meetings</li> </ul> <p>You must comply with standard 41(b) in every circumstance, except:</p> <ul style="list-style-type: none"> <li>• other papers for meetings that are open to the public.</li> </ul> |
| 42  | Any licence or certificate you produce must be produced in Welsh.  |
| 44  | If you produce the following documents, and they are available to the public, you must produce them in Welsh - (a) policies, strategies, annual reports and corporate plans; (b) guidelines and codes of practice; (c) consultation papers.  |
| 47  | If you produce a document for public use, and no other standard has required you to produce the document in Welsh, you must produce it in Welsh - (a) if the subject matter of the document suggests that it should be produced in Welsh, or (b) if the anticipated audience, and their expectations, suggests that the document should be produced in Welsh.  |

|          |   |
|----------|---|
| Page 120 | <p>You must ensure that –</p> <p>(a) the text of each page of your website is available in Welsh, (b) every Welsh language page on your website is fully functional, and (c) the Welsh language is not treated less favourably than the English language on your website.</p>   |
| 126      | <p>You must provide the interface and menus on every page of your website in Welsh.</p>   |
| 84       | <p>If you offer an education course that is open to the public, you must offer it in Welsh.</p> <p>You must comply with standard 84 in every circumstance except:</p> <ul style="list-style-type: none"> <li>• when an assessment carried out in accordance with standard 86 comes to the conclusion that there is no need for that course to be offered in Welsh.</li> </ul> |
| 120      | <p>You must provide staff with computer software for checking spelling and grammar in Welsh, and provide Welsh language interfaces for software (where an interface exists).</p>  |

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET EQUALITIES COMMITTEE

28 APRIL 2016

#### REPORT OF THE CORPORATE DIRECTOR – OPERATIONAL AND PARTNERSHIP SERVICES

##### FORWARD WORK PROGRAMME 2016 - 2017

#### 1. Purpose of Report

The purpose of this report is to seek Cabinet Equalities Committee approval for a proposed Forward Work Programme for 2016 – 2017 (Appendix 1).

#### 2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

2.1 The Forward Work Programme supports the committee in monitoring the council's equality duties, broadens the committee's understanding of local and national equalities issues and supports the council's Strategic Equality Plan, Customer Care Programme and compliance with the Welsh Language Standards.

2.2 This report also supports the following corporate priorities:

- Priority 2: Helping people to be more self-reliant
- Priority 3: Smarter use of resources

#### 3. Background

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

#### 4. Current situation / proposal.

4.1 Appendix 1 sets out a proposal for the committee's regular business items and key equality issues to be considered from July 2016 to March 2017.

4.2 The proposal is based on:

- elements of the Strategic Equality Plan 2016 – 2020 such as improving Community Relations in the county borough;
- ongoing implementation of the new Welsh Language Standards including updating the committee on bilingual service developments;
- suggestions from the committee such as closer monitoring of council employee data and information;
- national and local equality issues including the prevalence of Islamophobia in the county borough and issues facing gypsy and traveler communities;
- established reporting arrangements for the Welsh Language Standards and Strategic Equality Plan
- consideration of the council's priorities and external reports

4.3 The 2015/16 Forward Work Programme includes a workforce report as an agenda item for 28 April 2016. This has been deleted and replaced with this report with the agreement of the Committee Chair. A new style workforce report has been agreed with the Committee Chair and Director of Resources and is included as an agenda item for 14 July 2016.

## **5. Effect upon Policy Framework & Procedure Rules**

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

## **6. Equality Impact Assessment**

Whilst no Equality Impact Assessment has been carried out, this forward Work Programme will positively support the authority in meeting its equality duties.

## **7. Financial Implications.**

7.1 There are no financial implications within this report.

## **8. Recommendation.**

8.1 That Cabinet Equalities Committee approves the proposed Forward Work Programme 2016-17.

**Andrew Jolley**  
**Corporate Director – Operational and Partnership Services**  
**Date: 18 April 2016**

### **Contact Officers:**

Sarah Kingsbury  
Head of Human Resources and Organisational Development  
**Email: [Sarah.kingsbury@bridgend.gov.uk](mailto:Sarah.kingsbury@bridgend.gov.uk)**  
**Telephone: 643212**

Paul Williams  
Equality Officer  
**Email: [Paul.williams2@bridgend.gov.uk](mailto:Paul.williams2@bridgend.gov.uk)**  
**Telephone: 643606**

**Background papers: None.**

**Cabinet Committee – Equalities**  
**Forward Work Programme 2016/17**

| Date             | Main Item/s   | Business Items   |
|------------------|---|--|
| 14 July 2016     | <ul style="list-style-type: none"> <li>• Community Relations in Bridgend County Borough: Rhys Gronow, Hate Crime Officer, South Wales Police</li> </ul> | <ul style="list-style-type: none"> <li>• Update report on implementation of Welsh Language Standards</li> <li>• Welsh Language Standards annual report 15/16</li> <li>• Workforce report 15/16</li> <li>• SEP action plan report (will cover consultation and present draft action plan for sign off)</li> </ul> |
| 10 November 2016 | <ul style="list-style-type: none"> <li>• Aberkenfig Mosque and Bridgend County Borough's Muslim Community: Suleman Hawas</li> </ul>                     | <ul style="list-style-type: none"> <li>• Update report on implementation of Welsh Language Standards</li> </ul>  |
| 9 March 2017     | <ul style="list-style-type: none"> <li>• The Gypsy and Traveler Community in Bridgend: Isaac Blake, Director, Romani Culture and Arts</li> </ul>        | <ul style="list-style-type: none"> <li>• Update report on implementation of Welsh Language Standards</li> <li>• SEP annual report 16/17 (ready to go live 1 April 2017)</li> <li>• EIA annual review report (TBC)</li> <li>• FWP 2017/2018</li> </ul>  |

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET EQUALITIES COMMITTEE

28 APRIL 2016

#### REPORT OF THE CORPORATE DIRECTOR – OPERATIONAL AND PARTNERSHIP SERVICES

#### DEVELOPMENT OF THE STRATEGIC EQUALITY PLAN 2016 - 2020

##### 1. Purpose of Report

The purpose of this report is to inform Cabinet Equalities Committee of the approval at Cabinet on 15 March 2016 of Bridgend County Borough Council's Strategic Equality Plan 2016 – 2020.

##### 2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

2.1 The Equality Act 2010 sets out general and specific duties for local authorities in Wales.

2.2 This report also supports the following corporate priorities:

- Priority 2: Helping people to be more self-reliant
- Priority 3: Smarter use of resources

##### 3. Background

3.1 The council has a general duty to:

- eliminate discrimination, harassment and victimization;
- advance equality of opportunity; and
- foster good relations between people who share a protected characteristic and those who do not.

3.2 One of the specific duties is for the council to produce and publish a Strategic Equality Plan (SEP) to include equality objectives describing how the most pressing issues for people in Bridgend will be addressed for the next four years.

3.4 Bi-annual progress reports describing the work involved in implementing the previous SEP 2012 – 2016 have been presented to Cabinet Equalities Committee since 2012.

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

4.1 The nine equality objectives set in 2012 were reviewed in order to develop the SEP for 2016 – 2020. The review of the objectives was based on progress made, further consideration of the protected characteristics, local and national issues, learning from networks and partnerships, feedback received from equality and diversity groups and consideration of the council's priorities and external reports.

As a result of this review, the equality objectives were reduced from nine to seven. The main changes being:

- removal of equal pay as an objective as this is now business as usual for the council and any issues arising will sit under the Our Role as an Employer Objective;
- removal of benefits as an objective as the original welfare reforms have now been introduced and are now business as usual;
- expanding the Fostering Good Relations objective to include awareness raising. This combines the objective and actions previously related to consultation, engagement and communications and now includes community cohesion issues such as hate crime reporting, human trafficking and sexual exploitation;
- expanding leisure to include arts and culture as well as sports and recreation participation;
- developing a new equality objective on children to support the emotional and educational attainment of children in the borough through addressing issues such as school bullying.

4.2 The above changes formed the basis for a consultation exercise which began on 4 February and ended on 25 February 2016. During the consultation a drop in session was arranged to which all members of the Bridgend Equality Forum were invited. A survey was developed and made available to the public in hard copy and online and promoted through a variety of channels. The council received 101 responses to the consultation.

4.3 The majority of respondents agreed with the proposed changes and with each individual objective, therefore there was no change to the proposed objectives in principle. Amendments made to mitigate some concerns were as follows:

- Under the objective for 'Our role as an employer' it has been highlighted that equal pay is still recognised as important and that actions will be developed and progressed accordingly;
- Under the objective for 'Fostering good relations and awareness raising' it has been highlighted that benefits is still recognised as important and that actions will be developed and progressed accordingly;
- The wording of the objective for leisure, arts and culture has been amended to make it clearer that the council will be working with partners to support this objective.

Other relevant points raised when respondents were asked to identify any gaps will be used to support the development of the SEP action plan.

4.4 A copy of the SEP 2016-2020 is attached as appendix 1 and was published on 1 April 2016 as required by equality legislation.

4.5 A detailed SEP action plan will be developed during April 2016 and further consultation and engagement will be arranged. The action plan will outline the specific tasks and actions to be undertaken over the next four years and will be outcome focused. The final action plan will be presented to Cabinet Equalities Committee for approval in July 2016.



## **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**

The objectives set out in the SEP 2016-2020 will positively assist the council in meeting its duties under the Equality Act. A Full Equality Impact Assessment will be undertaken following conclusion of the consultation exercise to be undertaken on the actions that will come under each of the equality objectives in the SEP.

## **7. Financial Implications.**

- 7.1 The implementation of the plan will be managed within existing resources.

## **8. Recommendation.**

- 8.1 That Cabinet Equalities Committee notes the content of this report and the approval at Cabinet on 15 March 2016 of the Strategic Equality Plan 2016 – 2020.

**Andrew Jolley**

**Corporate Director – Operational and Partnership Services**

**Date: 18 April 2016**

### **Contact Officers:**

Sarah Kingsbury

Head of Human Resources and Organisational Development

**Email: [Sarah.kingsbury@bridgend.gov.uk](mailto:Sarah.kingsbury@bridgend.gov.uk)**

**Telephone: 643212**

Paul Williams

Equality and Engagement Officer

**Email: [Paul.williams2@bridgend.gov.uk](mailto:Paul.williams2@bridgend.gov.uk)**

**Telephone: 643606**

**Background papers: None.**

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# Strategic Equality Plan 2016 - 2020



This document is also available in Welsh. Should you require this document in an alternative format such as large print or braille please contact us via:

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

Tel: 01656 643643

By fax: 01656 668126

## Introduction and background

This is Bridgend County Borough Council's second Strategic Equality Plan and covers the period 2016 – 2020.

As a council 'equality' for us means understanding and tackling barriers so that everyone has a fair chance to fulfil their potential. Equality and fairness is at the heart of our day to day business and our Strategic Equality Plan forms part of how we plan and deliver our services. We aim to mainstream equalities legislation into all aspects of our work and the services we deliver and support.

During 2012-2016 some of the key achievements in terms of delivering our equality objectives included:

- working with our Community Safety Partnership and South Wales Police to increase the level of hate crime reporting;
- increasing the numbers of dropped and raised kerbs at bus stops and road junctions;
- implementing a pay and grading system for all employees who are employed under NJC Terms & Conditions;
- developing and introducing sport and leisure activities for disabled people in our communities;
- developing a Bridgend Council LGB & T staff network;
- working with South Wales Police and Bridgend College to develop the Bridgend LGB & T Forum;
- arranging race awareness workshops for children in our primary schools to address issues of bullying;
- developing an effective consultation toolkit enabling us to better engage with our citizens on issues that affect them.

We recognise however that there is further work to be done. This plan will build on what we have previously achieved and learnt to support services being delivered more appropriately and for outcomes to focus on individuals' protected characteristics such as race, sex, disability, age, sexual orientation, religion or belief, transgender status, pregnancy and maternity, marriage or civil partnership.

We have welcomed and openly demonstrated our commitment to the duty set by the Government and the [Equality and Human Rights Commission \(EHRC\)](#) to ensure equality is mainstreamed in both internal and external facing functions. Tackling institutional discrimination in policies, practices and procedures are core values in delivering our services.

As the council's Leader and Chief Executive, we see equality as a core principle within our roles, and we will continue to strive to provide high quality services to all individuals, residents and employees.



Leader



Chief Executive

## 1. Overview of Bridgend County Borough and our core functions

Bridgend County Borough is a diverse and vibrant area with 141,214 residents and over three million annual visitors.

We provide a wide range of services in a variety of ways. Some are provided centrally from our main civic offices whilst others are provided from the front-line in our communities, e.g. highway maintenance and care/support at home. Others, such as refuse collection, leisure, libraries and cultural activities are provided by outside agencies or by contractors. As one of the county borough's largest employers and service providers we recognise our unique role and influential position within the area and the contribution we can make to the development of inclusive and confident communities.

## 2. Equality objectives

How have we decided on our equality objectives? We have:

- reviewed our Strategic Equality Plan 2012 – 2016 and our action plan for this period and considered our achievements such as improving access to services for Deaf and hard of hearing people and where further work needs to be done such as with transportation;
- used the council's new corporate objectives of supporting a successful economy; helping people to be more self-reliant and smarter use of resources to help provide a structure and approach to reviewing our objectives, e.g. we have developed a consultation toolkit to support a more consistent and effective approach to consulting and engaging with our communities.
- given further consideration to each of the eight [protected characteristics](#) covered by the three main aims of the general duty and the requirement to eliminate discrimination, harassment and other actions prohibited in the Equality Act 2010 in respect of civil partnerships and [marriage](#).
- considered national and local issues such as immigration;
- assessed what we have learnt from regional networks and partnerships such as regional approaches to meeting the needs of Gypsy and Traveller families, domestic abuse, violence against women, and sexual violence and hate crime;
- looked at a number of the council's existing plans and strategies as well as the [consultations](#) which took place to inform their development, e.g. in 2015/16 we consulted on proposals to review our public toilets, waste collection and the council's budget (Shaping Bridgend's Future);
- considered a number of national reports recently produced by the [Equality and Human Rights Commission](#) such as "Is Wales Fairer?";
- used feedback that we regularly get from local equality and diversity groups and via the Bridgend Equality Forum such as how accessible our services are and how we can help support, promote and raise awareness of issues such as hate crime and LGB & T History Month;

- carried out a consultation and engagement exercise with the public, partners and equality and diversity groups. We asked them for their views on the changes we proposed to make to the objectives set in 2012 and if they felt there were any gaps. 101 people shared their views with us and we have used these views to help shape our final equalities objectives.

**Final objectives:**

| <b>Objective</b>   | <b>What we hope to achieve/support?</b>  | <b>Why we think this objective is important?</b>  |
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| <b>Objective 1: Transportation</b>                                 | We will help to provide an accessible, cost effective, all-inclusive transport network within Bridgend County Borough.   | <ul style="list-style-type: none"> <li>• Transportation continues to be highlighted as an issue by local disability groups who require reliable and accessible transportation helping them maintain community links and access local facilities.</li> <li>• Progress has been made in this area e.g. increasing the number of raised and dropped kerbs but there is still work to be done around accessible taxis and improving the transport network.</li> <li>• 76% of people agreed with this objective as part of the consultation. Top suggestions included checking compliance, subsidised transport and routes/frequency of buses.</li> </ul>  |
| <b>Objective 2: Fostering good relations and awareness raising</b> | We will positively promote a fairer society in the county borough by increasing public awareness of the issues faced by people with protected characteristics and increasing our efforts to help tackle issues such as hate crime and domestic abuse. We will also improve the ways in which we communicate, consult and engage with those who share a protected characteristic. | <ul style="list-style-type: none"> <li>• We know that the county borough is becoming increasingly diverse and will soon welcome its first Syrian asylum seekers;</li> <li>• We know from our work with CalanDVS that the incidences of domestic abuse, violence against women and sexual violence is increasing in the county borough and that children can easily become emotional and physical victims;</li> <li>• We know that between April and December 2015 there were 86 recorded hate crimes in Bridgend County Borough and we want to help encourage more reporting to tackle these issues;</li> <li>• We want to involve people and representative groups in planning and shaping services by giving</li> </ul> |

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|  |  | <p>them a voice in decisions that may impact their lives;</p> <ul style="list-style-type: none"> <li>• As the council looks to reduce its spending, services are being reviewed and we need to consult and engage with people on many of these changes. We want the views we use that help inform our decision-making to be representative of the people of the county borough.</li> <li>• 83% of people agreed with this objective as part of the consultation.</li> <li>• Some consultation respondents highlighted that even though the original welfare reforms have now been introduced they still felt this was important so we will ensure actions related to that sit here.</li> </ul>  |
| <p><b>Objective 3:<br/>Our role as an employer</b></p> | <p>We will build on our efforts to be an inclusive, supportive employer promoting diversity and equality within our workforce, enabling all employees who have a protected characteristic to fulfil their potential.</p> | <ul style="list-style-type: none"> <li>• We think this is important because the council has a role within the wider community to lead the way on equality and diversity;</li> <li>• Supporting our employees whatever their protected characteristics will help enable them reach their potential;</li> <li>• Many of our employees live within the county borough and raising awareness of equality and diversity amongst them may benefit the wider community.</li> <li>• 73% of people agreed with this objective as part of the consultation. Top suggestion related to more staff training at all levels.</li> <li>• Some consultation respondents highlighted that even though the council has introduced its equal pay framework that equal pay was still important so we will ensure actions related to that sit here.</li> </ul> |
| <p><b>Objective 4:<br/>Mental health</b></p>           | <p>Our Adult Social Care service will build on its partnership work with the third (voluntary) sector to</p>   | <ul style="list-style-type: none"> <li>• Raising awareness of mental health issues will help to reduce stigma;</li> <li>• Accessible services such as drop in centres for people with mental</li> </ul>   |

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|                                   | provide mental health support and services.  | <p>health and substance misuse issues are important so that they can get the support they need when they need it;</p> <ul style="list-style-type: none"> <li>• Some of our customers have mental health issues. We want to provide mental health awareness training to our frontline staff so they have an understanding of some of these issues and can support our customers more appropriately;</li> <li>• 86% of people agreed with this objective as part of the consultation. Top suggestion was to support easier and quicker access to specialists.</li> </ul>   |
| <b>Objective 5: Children</b>      | We will positively promote and support the emotional and educational attainment of children in the county borough and address the issues children face such as bullying. | <ul style="list-style-type: none"> <li>• We know that bullying and identity related incidents occur in our schools and we must do all we can to address this. We have an anti-bullying task group in place to assist with this;</li> <li>• We know that the number of NEETs (Not in Education, Employment or Training) leaving secondary school is unacceptable and that life expectancy and the opportunity to achieve can be reduced as a result;</li> <li>• Some children in our county borough do not attend school regularly which can prevent them from reaching their full potential. We must work with the families of children such as Gypsies and Travellers, Syrian refugees and other asylum seekers to encourage them to attend and remain within the education system.</li> <li>• 93% of people agreed with this objective as part of the consultation. Top suggestion was to have more training and support for anti-bullying programmes including anti-cyber bullying in schools.</li> </ul> |
| <b>Objective 6: Leisure, arts</b> | We will work with our partners to help to  | <ul style="list-style-type: none"> <li>• Increasing participation in affordable and accessible sporting</li> </ul>   |



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| <b>and culture</b>       | promote fair and equal access to participation in sport and recreation services as well as in the arts and culture services to all members of the community.                        | <p>facilities amongst residents will improve health and fitness levels;</p> <ul style="list-style-type: none"> <li>• Improving access to affordable and accessible arts and culture facilities amongst people from all protected characteristic groups will promote inclusion and improve their cultural development in these activities.</li> <li>• 84% of people agreed with this objective as part of the consultation highlighting affordability and awareness of services as the top suggestions.</li> </ul>  |
| <b>Objective 7: Data</b> | We will continue to develop systems to collect, collate, monitor and publish equalities data on our service users and employees as well as improve our equality impact assessments. | <ul style="list-style-type: none"> <li>• By collecting and analysing data we can better understand the demographics of our employees and our service users;</li> <li>• We need to be confident that our employment practices are transparent;</li> <li>• We need to be able to identify any gaps in service provision where, perhaps, a particular groups needs are not being fully met;</li> <li>• We will be able to make evidence based, informed decisions on service developments outlined within the council's Medium Term Financial Strategy.</li> <li>• 51% of people agreed with this objective as part of the consultation.</li> </ul> |

In arriving at our objectives, we have kept in mind the overriding purpose of the general duty. This is the requirement to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

### 3. **Strategic Equality Plan action plan**

We will develop an action plan to support this plan which will outline:

- the actions we are seeking to progress under each of our objectives which will make a positive difference to peoples' lives;
- when we expect to achieve these actions;
- who is responsible for taking the actions forward; and
- how we will measure our success.

We will use information that has come out of the initial consultation to support the development of our actions. Following the development of our proposed actions to support the objectives outlined within this Strategic Equality Plan we will consult on these actions in the spring of 2016. The action plan will be finalised after this has been completed and added to this plan as an appendix 1.

#### **4. How will our equality objectives help us meet the duties in respect of each protected characteristic?**

We believe our objectives will improve outcomes for the protected characteristic groups. Through our on-going work and engagement activity we are aware of priority issues in respect of sex, disability, sexuality and race.

Collecting, using and publishing equality data will help us develop an evidence base on which to make informed decisions.

##### **Race, religion and belief**

We have described how we intend to address issues in relation to race, religion and belief within our objectives, particularly in terms of:

- raising public awareness of race, religion and belief related hate crimes and hate crime reporting;
- working with local race and religious groups to help promote awareness of culture and practice;
- increasing the involvement of people from BME backgrounds in local and public life.

##### **Disability**

We have addressed disability issues within our objectives, particularly through our commitment in respect of:

- developing a better transportation infrastructure;
- raising awareness of disability issues via awareness campaigns;
- improving our mental health services;
- increasing the involvement of disabled people in sport, leisure, arts and culture.

##### **Gender and sex including maternity and pregnancy**

Delivering equal pay for women and men continues to be important for us and, in addition, we have a range of processes in place to ensure our female and male employees are treated fairly e.g. maternity, adoption and paternity leave policy.

Gender and sex is also supported within our objectives under:

- Fostering good relations, particularly around domestic abuse, violence against women and sexual violence;
- Data, as we intend to capture employee equality information to help us identify and address any issues of inequality and
- Children, particularly where we will work closely with families to ensure that both boys and girls regularly attend and remain in the education system.

### **Sexual orientation and transgender**

Between 2012 and 2016 we engaged with transgender people who often experience the most difficult barriers and discrimination in employment, receiving services, experiencing hate crime and in education. We now have a much better understanding of the issues faced by LGB & T people in Bridgend County Borough and have established a closer working relationship with them. To assist us in meeting our equality duties over the next four years we will:

- work with the Bridgend Lesbian, Gay, Bisexual and Transgender Forum to develop support services for LGB & T people such as advice, guidance and signposting to other sources of support such as health and housing;
- work with the council's LGB & T staff network to ensure our work practices are inclusive and to develop a support network for employees (and/or their families) who are contemplating "coming out";
- promote and support local and national awareness raising events such as LGB & T History Month by raising the rainbow and transgender flags.

### **Age**

We will continue to collect age related information for staff and service users and prospective service users. We will continue working towards identifying and differentiating between age appropriate provision and aspects of our functions which may be creating disproportionate outcomes for people of different ages. We will do this by:

- collating and monitoring equality related information (including age) that we gather from public consultation and engagement activities;
- ensuring that the protected characteristic of Age is represented at our Bridgend Equality Forum and;
- monitoring feedback and complaints that we receive from customers and service users.

## **5. How will we monitor progress of our Strategic Equality Plan objectives?**

Successful delivery of our objectives requires strong leadership which is driven primarily by the Cabinet Member holding the Equalities Portfolio and our Head of Human Resources, Organisational Development and Customer Services.

Responsibility for operational delivery rests with all service areas and teams within the authority. Each Corporate Director and Head of Service ensures their employees have the appropriate skills and knowledge of equality that are required. Our Cabinet Equalities Committee monitors delivery against the objectives and scrutinises information available to ensure we identify and implement new strategies and objectives appropriately.

Reports summarising progress against each of the objectives will also be presented to the Cabinet Equalities Committee for consideration.

Our main area of focus in monitoring progress is to undertake further, regular consultation and engagement with all protected characteristic groups. We are mindful that our most reliable measure of success of our equality objectives is via our citizens, service users and employees as it is they that will use our services and be able to tell us where we need to improve.

## **6. How will we collect and publish relevant equality information?**

We are committed to collecting data where it is useful and to use that data in an effective manner to identify where some protected characteristic groups may be experiencing a disproportionate impact or where there may be opportunities to deliver a service/s in a different way. We will collect data on customers and citizens via our consultation and engagement activities and on our employees via our own internal systems.

### **We will collect and use the following equality data:**

- employment profile data in respect of all protected characteristics;
- service user data so that we understand the characteristics of the people who use our services;
- job applicants in respect of all protected characteristics.

This data will be published annually as part of our Strategic Equality Plan annual reporting process.

We recognise that there are limitations to the data we currently have in respect of protected characteristics and the robustness and completeness of data collected particularly in respect of certain characteristics such as sexual orientation, religion and belief and transgender status. These limitations exist because some people do not wish to share their personal information with us. We hope that, in building better relationships with protected characteristic groups in the future, we can build trust and confidence amongst them which will help us to:

- encourage people taking part in our consultation and engagement activities to share more information with us;
- encourage our employees to disclose their sensitive personal data with us and;
- build more robust and complete data on the people we employ and those that use our services.

In addition we will publish annually:

- a list of the Full Equality Impact Assessments undertaken;
- the Strategic Equality Plan action plan and
- the Strategic Equality Plan annual report.

## **7. How will we assess the impact or potential impact on protected groups?**

We are committed to assessing the impact of new and existing policies, practices and procedures on all equality groups by conducting appropriate

equality impact assessments. Our Equality Impact Assessment page is available on the council's website or by [clicking here](#). When conducting equality impact assessments we will:

- collect and analyse relevant data;
- engage appropriately, through involvement and consultation, with people who are likely to be affected by policies and programmes from the start of the development and planning processes;
- provide our staff with training and support to ensure they carry out robust and meaningful equality impact assessments with confidence and knowledge.

In order to assess the impact of our policies and programmes on all protected characteristic groups we will continue to utilise the following information:

- demographic data and other statistics, including census findings;
- survey data;
- equality monitoring data.

We have also produced an Equality Impact Assessment toolkit which is a practical guide for service managers to use to assess the likely impact of their functions, policies and procedures on different groups of people. In addition to publishing our Equality Impact Assessments we have also published this [guide](#) on our website.

Our published EIAs clearly highlight where there is either:

- a positive impact on protected characteristic groups in which case there will be a clear outline of the work to be done to ensure that the impact remains positive
- a negative impact on protected characteristic groups in which case there will be a clear outline of the mitigating work to be done to reduce or remove barriers or a statement outlining why the barrier/s will remain.

**8. How will we promote knowledge and understanding of the general and specific duties amongst employees?**

Our objectives will include the commitment to continue developing and implementing a comprehensive training and awareness programme for staff in respect of the general and specific duties. We will develop a rolling training programme for the period of this plan.

**9. Engagement**

Equality is diverse and we need to include people and their representative groups in our planning and decision making processes to help them unlock their potential. We also need to engage appropriately with people to help us meet our duties in the Public Sector Equality Duty in order to:

- set equality objectives;
- prepare and review our Strategic Equality Plan;

- identify how our work and activities may contribute to meeting the general duty;
- assess the likely impact on protected groups of our policies and practices being proposed or reviewed.

We recognise that we need specific processes in place to ensure that the needs of people are taken into account. We use a range of approaches to engage with people, from formal consultation and engagement activities to informal meetings with local groups and individuals.