

CABINET COMMITTEE EQUALITIES - MONDAY, 19 NOVEMBER 2018

MINUTES OF A MEETING OF THE CABINET COMMITTEE EQUALITIES HELD IN CIVIC OFFICES ANGEL STREET BRIDGEND CF31 4WB ON MONDAY, 19 NOVEMBER 2018 AT 10:00

Present

Councillor D Patel – Chairperson

SE Baldwin
CE Smith
RE Young

DG Howells
E Venables

JC Radcliffe
PJ White

KL Rowlands
HM Williams

Apologies for Absence

TH Beedle, HJ David, SK Dendy and J Gebbie

Officers:

Michael Pitman
Andrew Rees

Business & Administrative Apprentice
Democratic Services Manager

34. DECLARATIONS OF INTEREST

None

35. APPROVAL OF MINUTES

RESOLVED: That the Minutes of a meeting of the Cabinet Committee Equalities dated 16 July 2018, be approved as a true and accurate record.

36. CONSIDERATION FOR THE ADOPTION OF THE FULL DEFINITION OF ANTISEMITISM AS PROPOSED BY THE INTERNATIONAL HOLOCAUST REMEMBRANCE ALLIANCE (IHRA) BY BRIDGEND COUNTY BOROUGH COUNCIL.

The Committee received a report requesting that it consider the adoption of the Full Definition Of Antisemitism As Proposed By The International Holocaust Remembrance Alliance (IHRA). This definition has been adopted in full by Welsh Government, other local authorities in Wales and England and the four police forces across Wales.

The IHRA definition will help all organisations and bodies in Wales to understand and recognise contemporary antisemitism. This will help to ensure that fewer perpetrators get away with being anti-Semitic.

RESOLVED: That the Cabinet Equalities Committee considered the working definition for adoption by Bridgend County Borough Council.

37. UPDATE REPORT ON THE MERGER OF BRIDGEND EQUALITY FORUM AND COMMUNITY COHESION GROUP (NOW BRIDGEND COMMUNITY COHESION AND EQUALITY FORUM)

The Consultation, Engagement and Equalities Manager updated the Committee on the progress of the merger of the Bridgend Equality Forum and the Community Cohesion Group.

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She provided the Committee with the reasons and aims of the merger. Attendance of both groups was low and as some of the same individuals and groups were involved, it was decided to explore the merits of merging. Other reasons included shared responsibilities among many of the attendees, considering a joint approach with the Community Cohesion and a further review of Bridgend Equality Forum's Terms of Reference (TOR).

She explained that an initial scoping meeting took place on 1 February 2018 which was attended by representatives of both groups. The first joint meeting took place on 27 April 2018 at which the Charing and Secretariat arrangements and Terms of Reference were agreed. Two further meetings had taken place in July and October 2018, with the aim of each meeting to have a main agenda where a presentation is received relevant to the attendees. The Group has received presentations on Operation Guardian - County Lines, Hate Crime awareness and the role and work of Ethnic Youth Support Trust. Attendance at the group has increased and attendees believe the meetings are more meaningful and fulfilling and also believe that they have benefited since the merge. The next meeting will discuss wellbeing and will be held in January 2019.

South Wales Police have also provided a report that was previously presented to the Community Cohesion Group that provided hate crime figures, use of force, figures on violence against women and girls, stop and search and complaints raised against the police and police misconduct.

A Member of the Committee asked if Town and Community Councils have been made aware of the group and could they be involved.

The Consultation, Engagement and Equalities Manager believed that Town and Community Councils should be aware of the group and she would write to them inviting them to attend and would make reports and minutes available to them to see whether they would be interested in attending. She believed it to be beneficial to reach as many organisations as can be.

Members of the Committee asked whether BAVO, Dementia Friendly and Welsh Language Groups could be invited to the group so that the group can have a larger reach. The Consultation, Engagement and Equalities Manager stated there was a need to encourage as broad a membership to be involved in the group. BAVO have already agreed to attend future meetings.

A Member asked if there were any targets set for attendance for the new merged group. The Consultation, Engagement and Equalities Manager stated there is not a specific target for attendance numbers but there was a need to ensure the group has a broad attendance

The Consultation, Engagement and Equalities Manager asked the Committee whether it had a preferred method for receiving communication from the group. Members requested that it receive the annual report of the group which would be the most informative and beneficial means of receiving information.

A member of the Committee asked if there could be a facility set up through ModernGov that could distribute the annual report to all Members as well as the attendees of the Cohesion And Equality Forum, similarly as agenda documents are. The Senior Democratic Services Officer commented that it would be possible and the Team would look at the most effective way to do this working with the Communications Team.

RESOLVED: That the Cabinet Equalities Committee noted the report.

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

The Communications, Marketing and Engagement Manager updated the Committee on the implementation of the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards.

The Committee also received information on the summary of final determinations.

The Communications, Marketing and Engagement Manager informed the Committee the authority is no longer under challenge in relation to the standards as many of them have been met. . An extension was also given to standard number 52 and 60.

A Member asked if there were any updates on the complaints that were raised at the previous meeting, and why some of the complaints have taken a while to resolve.

The Communications, Marketing and Engagement Manager said there have been no developments as they are still ongoing. The reason some have taken longer to resolve is because they have gone to the Welsh Language Commissioner. She said if these complaints had come straight to BCBC, they would have been easily resolved in a shorter time as the Welsh Language Commissioner has to go through a longer investigative process.

A Member of the Committee asked whether Welsh speakers working in reception are identifiable in any way.

The Communications, Marketing and Engagement Manager explained that Welsh speaking staff are identified with a badge which is attached to the staff lanyard.

A Member asked if a complaint about the Welsh language not being implemented is upheld, what the process is.

The Communications, Marketing and Engagement Manager explained that it depended on the nature of the complaint. Usually if it was not serious, the Welsh Commission Office will notify BCBC that there is something wrong and ask the Council to change it. If the complaint is more serious, then the Commissioner may issue a fine. The may ask to put together an action plan to ensure the same problem does not occur in the future.

RESOLVED: That the Cabinet Equalities Committee noted the report.

39. WELSH LANGUAGE STRATEGY: ANNUAL UPDATE REPORT

The Consultation, Engagement and Equalities Manager updated the Committee on the work undertaken to meet the Welsh Language Five Year Strategy 2016-2021, which is currently in the second year since its introduction.

She explained that the plan is to produce an annual report that evaluates everything that has been changed or implemented each year.

At the end of the 5 years, the Council will then:

- assess to what extent it has followed the strategy and reached the target;
- publish an assessment on its website, containing:
 - the number of Welsh speakers in the Bridgend area and the ages of those speakers;

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- a list of activities that have been arranged or funded during the five years to promote use of the Welsh language.

She explained that the Welsh in Education Strategic Plan for this year had been approved in July and will be published with the amendments shortly. Siop Siarad has recently closed and would be removed from the learning and development website.

Awareness of Welsh language in the workplace has been raised with two new e-learning modules and meet and greet workshops are run for staff. A Welsh language training programme is offered to employees at 3 levels. . Work was being undertaken with YGG Llangynwyd on the recruitment of Welsh speaking apprentices, which has been positive with 2 new Welsh essential positions being filled. There are now 6 apprentices in BCBC total who speak Welsh.

She explained that the Welsh-medium Capital Grant bid of £2.6m had recently been approved by Welsh Government and will cover four primary schools in Betws, Ogmore Valley, Porthcawl and Bridgend Town.

She also explained that there had been a small decline in Primary to Secondary students in Welsh Schools. It was planned to look in to the reasons behind this and encourage parents to encourage their children to carry on with Welsh medium education.

A Member of the Committee commented that he understood many children may be discouraged from carrying on through secondary school as the increase in learning difficulty is quite significant And the authority should encourage parents and ensure that their children would get all the support that they needed.

The Communications, Marketing and Engagement Manager said that they intend to do that as well as keep encouraging students into 6th form too as the amount of pupils have increased for first language welsh as well as second language Welsh.

A Member asked if we could link in with schools and colleges to ensure that Welsh speaking apprentices are not being asked to perform written translations. The Communications, Marketing and Engagement Manager stated that there is a framework in place to ensure that any formal translation should be going outside to a qualified formal translator.

RESOLVED: That the Cabinet Equalities Committee noted the report.

40. URGENT ITEMS

None