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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

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Rhowch wybod i ni os mai Cymraeg yw eich
dewis iaith.*

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let us know if your language choice is Welsh.*



Cyfarwyddiaeth y Prif Weithredwr / Chief Executive's Directorate

Deialu uniongyrchol / Direct line /: 01656 643148 /
643147 / 643694

Gofynnwch am / Ask for: Mrs Julie Ellams

Ein cyf / Our ref:

Eich cyf / Your ref:

Dyddiad/Date: Wednesday, 20 March 2019

Dear Councillor,

CABINET COMMITTEE EQUALITIES

A meeting of the Cabinet Committee Equalities will be held in the Committee Rooms 2/3, Civic Offices, Angel Street, Bridgend, CF31 4WB on **Tuesday, 26 March 2019 at 10:00.**

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 - 6
To receive for approval the Minutes of 19 11 18
4. Domestic Abuse - Older People and Perpetrator Update 7 - 22
5. Mental Health Services in Bridgend 23 - 44
6. Update Report on Implementation of the Welsh Language (Wales) Measure 2011 and Welsh Language Standards 45 - 48
7. Strategic Equality Plan Annual Report 2017/2018 49 - 66
8. Equality Impact Assessments - Annual Review 2018/19 67 - 76
9. Forward Work Programme 2019 - 2020 77 - 80
10. 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.

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Yours faithfully

K Watson

Head of Legal and Regulatory Services

Councillors:

SE Baldwin
TH Beedle
HJ David
SK Dendy
J Gebbie
DG Howells

Councillors

JE Lewis
D Patel
JC Radcliffe
KL Rowlands
CE Smith
E Venables

Councillors

SR Vidal
PJ White
HM Williams
RE Young

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.

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;

CABINET COMMITTEE EQUALITIES - MONDAY, 19 NOVEMBER 2018

- 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

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

26 MARCH 2019

REPORT OF THE INTERIM CHIEF EXECUTIVE

DOMESTIC ABUSE – OLDER PEOPLE AND PERPETRATOR UPDATE

1. Purpose of Report.

- 1.1 The purpose of this report is to provide an update as requested by the Cabinet Equalities Committee on domestic abuse and older people; and the perpetrator intervention (Choices) in Bridgend.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 This report assists in the achievement of the following corporate priority/priorities:-
1. **Smarter use of resources** – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

3. Background.

- 3.1 The Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 requires relevant authorities to work to improve the arrangements for the prevention; protection; and support of gender-based violence, domestic abuse and sexual violence.
- 3.2 Bridgend provides a robust range of services for victims of domestic abuse in order to protect victims, prevent abuse and violence and support those affected by domestic abuse using a trauma-informed approach and to aid the recovery process.
- 3.3 Anybody can be a victim of domestic abuse irrespective of their age, sexuality, sex, (dis)ability, ethnicity, cultural or religious beliefs and nobody should be subjected to abuse and violence. It is further a violation of human rights and is an abhorrent and insidious crime that affects children and adults alike and will not be tolerated in Bridgend.
- 3.4 **Perpetrator** – 2017-2018, the Assia Suite supported 973 female victims of abuse (compared to 153 male victims). There are a number of theories why people become abusers such as, learned behaviour - witnessed abuse and violence in the home while growing up, power and control, ACEs (Adverse Childhood Experiences). There would be no victims without perpetrators and it is recognized nationally and locally that to protect and assist victims a perpetrator intervention is paramount. Perpetrators are often serial in nature using abusive tactics in all their relationships which can result in multiple victims, multiple child victims with long-

lasting effects through society. It is recognized that in order to keep victims and children safe and to minimize the long term effects of living in situations of domestic abuse (ACE agenda) for children and victims, it is fundamental that the destructive behaviours of perpetrators are also addressed. In order to assist victims, perpetrators and children living within households where abuse and violence exists, a perpetrator intervention called 'Choices' is funded by the local authority. The Choices programme is delivered by Calan DVS (Domestic Violence Service).

3.5 The model is based on a male perpetrator and female victim model, The intervention programme in Bridgend is an accredited programme (respect accredited) with a number of different key officers. It is important to take a whole family approach to service delivery and as perpetrators are complex the safety of the victim and children need to be the primary focus. A woman's safety worker supports the victim during the intervention and up to 6 months after the intervention has ceased, while two facilitators deliver the programme over a 32 week period. It is a lengthy programme and perpetrators have to recognize their abusive behaviour and want to change it. Unfortunately not all are suitable for the intervention and 1:2:1 in depth assessments are undertaken over a five week period to ascertain suitability. If the intervention is not appropriate for the perpetrator then techniques to reduce harm are provided during the assessment process.

3.6 Statistics for the Choices Intervention (from July 2018 – present) – **Appendix 1** contains further information.

Commence date: July 2018-present		
Number of referrals received	26	Males Only
Number undertaking the intervention	11	
Number of children supported (of perpetrator and/or victim)	14	47 sessions – participating age range 5-16 years
Number of ex/partners supported	11	58 1-2-1 sessions

3.7 **Older people** – are a vulnerable group and violence and abuse occurring within this cohort is under-reported. Older people can have different vulnerability factors that are age-associated such as disability, health issues, mobility problems, etc. The perpetrator may also be the older persons care giver and administer medication or withdraw their care and medication. SafeLives recognizes this vulnerable cohort and further requires MARACs (Multi-agency Risk Assessment Conferences) to monitor the numbers of older people entering the MARAC (Multi-agency Risk Assessment) process. National MARAC data analysis on high risk MARAC victims highlights show victims aged 61+ are:

- 7 times more likely to experience abuse from an adult family member than those 60 and under.
- More likely to experience abuse from a current intimate partner than those 60 and under.
- Older victims (68%) are less likely to attempt to leave their perpetrator in the year before accessing help than those 60 and under (27%).

- Older victims are 3.5 times more likely than those below 60 to be living with the perpetrator after getting support.
- Older victims are significantly more likely to have a disability – for a third, this is physical (34%).

3.8

Profile of clients	60 and under	Over 60
Perpetrator is current partner	28%	40%
Male clients	4%	21%
Adult family member is the primary perpetrator	6%	44%
Multiple perpetrators	9%	7%
Attempted to leave the perpetrator	68%	27%
Average length of abuse	4 years	6.5 years
Physical abuse	69%	69%
Sexual abuse	25%	10%
Harassment and stalking	73%	57%
Jealous and controlling behaviours	83%	73%

Source: Safe Lives, 2019

3.9 Bridgend Data Snapshot

Older People and Domestic Abuse (60+)

Standard and Medium Risk	2017-2018 (Apr - Mar)	2018-2019 (Apr – Jan)		
Number of victims	64 45 female 19 male	69 52 female 17 male		
High Risk	2015	2016	2017	2018
Number of victims	6	10	17	12

An older person is defined as over 60 years of age.

2016-2017 – victims aged 55+ was 23 – data collection methodology changed in 2017.

Further supporting information is contained within **Appendix 2** of this document.

- 3.10 Domestic abuse and older people is a priority for the ‘Older People’s Commissioner Wales’ along with Bridgend County Borough Council referring to the ‘Aging Well in Bridgend’ information platform for mature citizens.
(link: <http://www.ageingwellbridgend.co.uk/>).

4. Current situation / proposal.

- 4.1 In order to address the issue of older people and domestic abuse, the Community Safety Partnership undertakes domestic abuse awareness raising sessions on a weekly basis. This engagement work has been undertaken in urban, rural and valley locations – Garw Valley; Maesteg and Caerau, Nantymoel with older people in mind and how and where they are likely to access services and spaces, such as, the bus station in Bridgend town centre, during the day time in a variety of supermarkets, in Civic offices, YMCA in Porthcawl, slimming clubs in the evenings, Princess of Wales Hospital, Caerau Community Centre and Young at Heart (cancelled due to the snow but will be re-arranged) along with other intelligence-led community locations. Links are well established to the ‘Local Community Coordinators’.
- 4.2 To accommodate older people, the Assia Suite will undertake domestic abuse assessments and offer support to older victims in a location of their choice and one that is suitable to them during a time that also suits their needs.

Support can include:

- Support in the community
- Target hardening
- Police Watch/Cocoon Watch/property markers
- Personal alarms
- Identifying abuse –
financial/economic/emotional/psychological/sexual/physical
- Housing-related support including refuge
- Safety advice

This can be at a time when the perpetrator is not at home, at a day centre that they attend, GP or hospital appointment, for example. Assia Suite staff will collect the victim and bring them to a safe place or to Civic to provide them with support based on their needs and level of risk. The service is flexible in its approach to service delivery with the service user at the heart of the service. Equality is mainstreamed into the domestic abuse services, for example, to take into account the different needs of the older population and the experiences and difficulties they face due to their age, mobility and age-related illnesses. Should an older victim be engaged with Adult Services, support workers will work jointly to assist the victim.

- 4.3 The high risk IDVA (Independent Domestic Violence Advocates) will be an advocate for older victims through the criminal justice system and the Crown Prosecution Service will arrange transport to and from court upon request. This applies to any risk level and the Specialist Domestic Violence Court (SDVC) is held in Cardiff every Monday.

5. Effect upon Policy Framework & Procedure Rules.

- 5.1 There will be no direct effect on the Policy Framework & Procedure Rules.

6. The Equalities Impact Assessments

6.1 The work undertaken by this service is in line with the Authorities duties under the Equalities Act. If necessary, assessments will be undertaken on a case by case basis.

7. Well-being of Future Generations (Wales) Act 2015 Assessment

7.1 The wellbeing goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievements of the wellbeing goals or objectives.

8. Financial Implications.

8.1 There are no financial implications identified as this is an information/update report.

9. Recommendation.

9.1 The Cabinet Equalities Committee notes the update in relation to the requested submission/update and progress made.

Mark Shephard

Interim Chief Executive – Chief Executive’s Directorate.

Date: 26 March 2019

10. Contact Officer:

Bethan Lindsey-Gaylard

Violence Against Women, Domestic Abuse and Sexual Violence Strategic Manager

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E-mail: Bethan.Lindsey-Gaylard@Bridgend.gov.uk

Postal Address

Bridgend Police Station

Brackla Street

Bridgend CF31 1BZ

Background documents

Appendix 1 - Supporting document attached – perpetrator update from Calan DVS.

Appendix 2 - Supporting document attached – Safe Lives Older People.

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Choices report content

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1. Introduction

Research clearly demonstrates the devastating impact that living with DA has on family members.

The evidence from Domestic Homicide Reviews is that agencies are poor at identifying levels of risk and the biennial and triennial reviews of 'Serious Cases' have identified that the rate of child death and serious harm as a result of DA in families has not reduced over the last 10 years.

The effects of domestic abuse on victims are widespread and will vary depending on the typology of abuse.

Typically victims will experience fear, uncertain of when the next abusive encounter will begin. It is common for a victim to suffer a loss of self-esteem and become isolated from friends or family. Participants on previous programmes have reported anxiety and depression or other mental health conditions resulting from their abuse. Victims often report feeling conflicting emotions relating to self-blame, anger or resentment.

An estimated 1.9 million adults aged 16 to 59 years experienced domestic abuse in the last year, according to the year ending March 2017 Crime Survey for England and Wales (1.2 million women, 713,000 men).

The police recorded 1.1 million domestic abuse-related incidents and crimes in the year ending March 2017 and of these, 46% were recorded as domestic abuse-related crimes; domestic abuse-related crimes recorded by the police accounted for 32% of violent crimes.

Children exposed to domestic abuse are also known to be at far greater risk of ACEs related outcomes.

It is widely accepted that DA is over represented in Children's Social Care resulting in a significant and disproportionate demand on resources.

Numerous initiatives over the last 15 years have had a positive impact in identifying domestic abuse, however 'whole family' approaches to the problem remain rare.

At Calan DVS we appreciate how DA affects all family members and believe our 'whole family' approach through The Choices Programme, meets a significant need for those directly affected and for public services tasked with managing risk.

2. Choices programme summary

The Choices programme has been developed to comply with the most recent national standards to ensure the safety of women and children.

The programme is offered by Calan DVS within Bridgend County for male perpetrators of abuse within heterosexual relationships.

The purpose of the programme is to challenge and support perpetrators of abuse to cease their violence and abusive behaviour and to develop a respectful and responsible attitude towards those around them and themselves.

Choices is used to support change and understanding of past behaviours and abuse from men towards women. The programme aims of teaching ways of being non-abusive, whilst taking perpetrators through a step by step and highly structured programme and supporting them to understand they are accountable for their actions.

As a programme Choices covers multiple topics and areas of abusive behaviour including:

- Respect within a relationship
- Gender
- Parenting
- Emotional Intimacy
- Sexual Respect
- Support and Trust

The Programme is delivered in accordance to RESPECT accreditation standards and facilitated over a 28 week period. (5 weeks for one to one assessments and 23 weeks for group work).

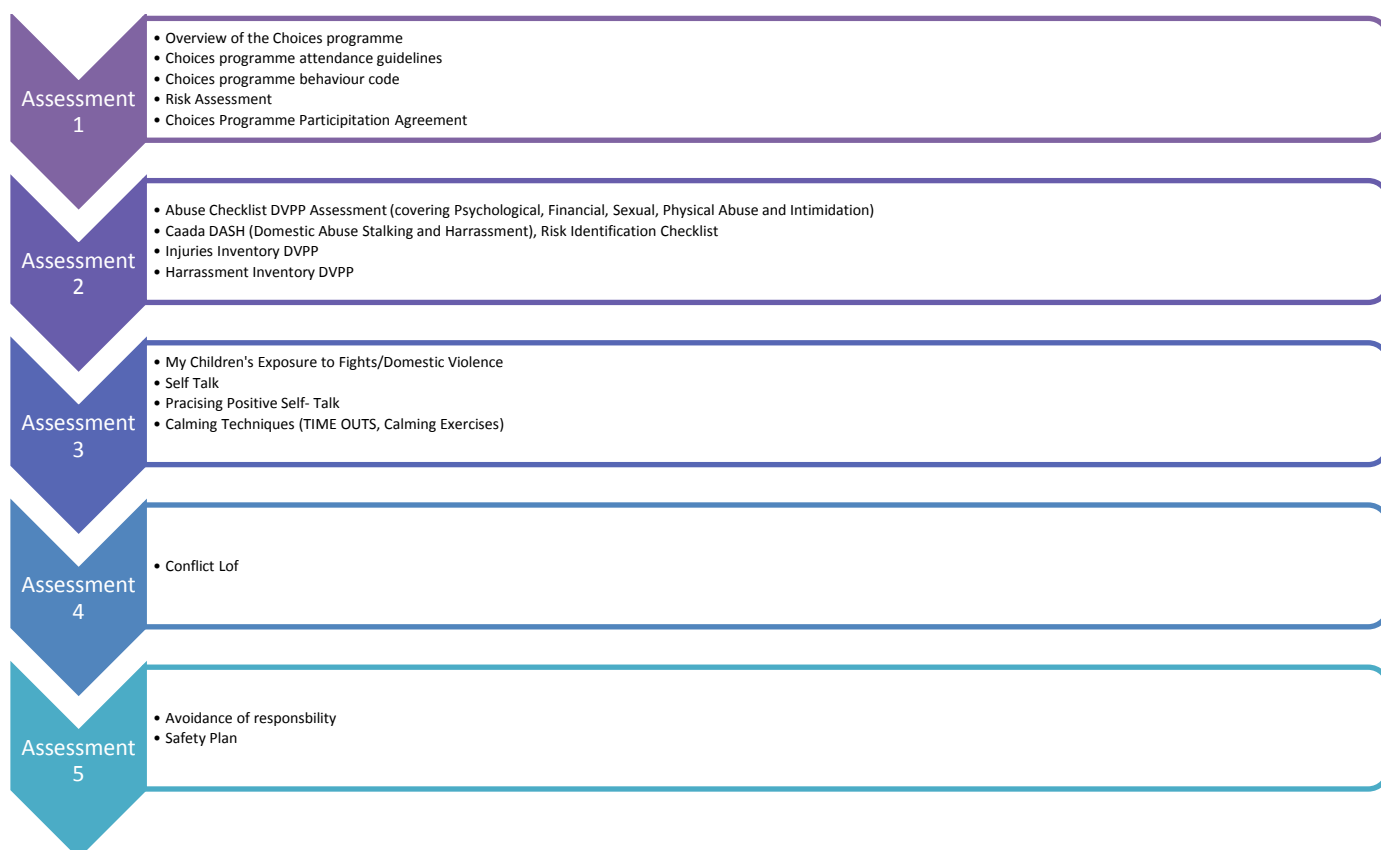
In addition to the male programme, the Choices programme also works with the survivors and children within these relationships. These services are offered to the survivors once a male signs and agree to the terms of our participation agreement.

Calan's aim is to work with all of those affected in past or current abusive relationships to support and to help each move towards more positive outcomes in the future.

3. Choices programme delivery – Assessments Males

The 1:2:1 assessment for alleged perpetrators is delivered over the course of 3-5 one hour assessments (dependent on the male's engagement). As part of the delivery, the Choices team complete a risk assessment; discuss attendance guidelines and the expected behaviour code.

The framework of the 1:2:1 assessments covers:



When complete the male perpetrator is then assigned as either suitable or not suitable for group work. Throughout this process the assessments are video recorded in Bridgend Council offices which is relayed to the perpetrator. This is for programme facilitators to be evaluated later on during supervision.

4. Choices programme delivery – Males

RESPECT accreditation standards are followed closely by the Choices team in order to deliver the programme as effectively as possible. Throughout Calan's delivery we aim for the RESPECT outcomes where we see a reduction in perpetrator's violent and abusive behaviour, an increase in survivor's safety, well being and freedom, improvement in children's well being and safety, improvement in multiagency work and the effective targeting of interventions.

The programme does have a degree of flexibility and as such the team can add research and activities they find appropriate based on the dynamics and needs of the groups. The Choices team carry out additional research to obtain an evidence base and examples which is incorporated into the session lesson plans. It is paramount that the perpetrators continue to engage with an amount of humility and whilst accepting of circumstances, acknowledge their actions as solely their own.

The Group Work Modules include:

- Respect
- Gender
- Parenting
- Emotional Intimacy
- Sexual Respect
- Support and Trust

5. Choices programme delivery – Survivors and Children

The delivery of the programme for survivors and children incorporates elements of the framework to introduce the different forms of abuse and to support in safeguarding the service users from abuse.

The women accessing the programme are proactively offered:

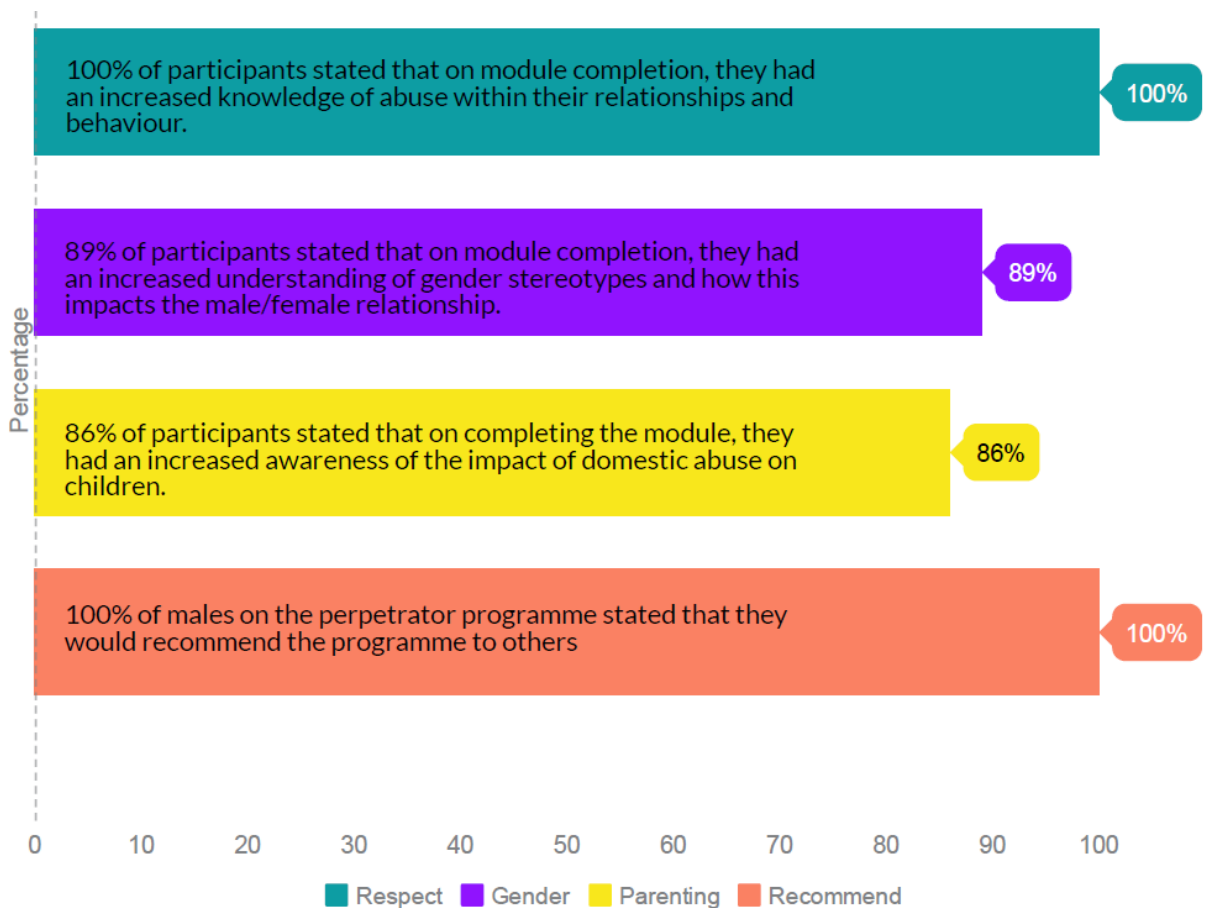
- Ongoing support (for up to 6 months after the perpetrator has completed programme)
- Face to face or telephone support
- Risk assessment and safety planning
- Signposting to specialist services
- Parenting input and support
- Awareness raising about the nature of domestic abuse
- Emotional support

The Choices programme has dedicated Children and Young Persons (CYP) worker, Women's safety officer and a Family Mediation officer therefore ensuring effective support to the whole family.

6. Choices – Participants data and feedback



Perpetrator feedback

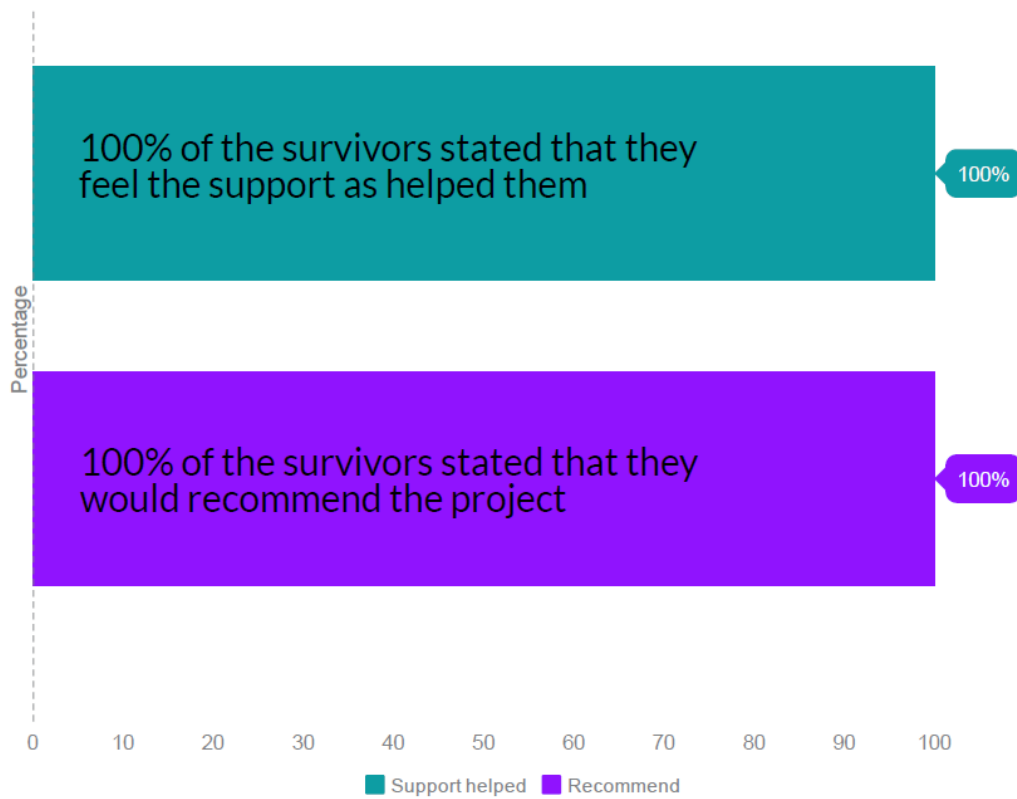


"While all the projects are very relevant to myself in particular, this particular project (parenting) is the main one I asked for... It was good to learn things from my kids perspective but also difficult to learn those things as well..."

"I have learned a lot about the course and feel it will help moving forward in the future"

"Roleplay observed was very intense. Well put forward but difficult to watch"

Survivor feedback



7. Choices – Referral partner feedback

- 100% of partners stated that they found the support from the Choices programme as beneficial and that they were happy with the referral process.
- 100% of partners stated that the referral was received and actioned within a reasonable timeframe.
- 100% of partners said that they would recommend Choices to their colleague and other agencies.

“Excellent communication from the Choices service which supports better working together between agencies”

“Staff are incredibly approachable for staff and myself”

“The Choices programme itself is excellent and a much needed service for the area”

“The Service user stated that he found the support from the Choices programme beneficial and he now sees how his behaviours caused difficulties in his relationship with his wife and son, also causing them emotional problems”

“I would highly recommend this service and am thankful for the support and intervention and support the Choices team have provided this family”

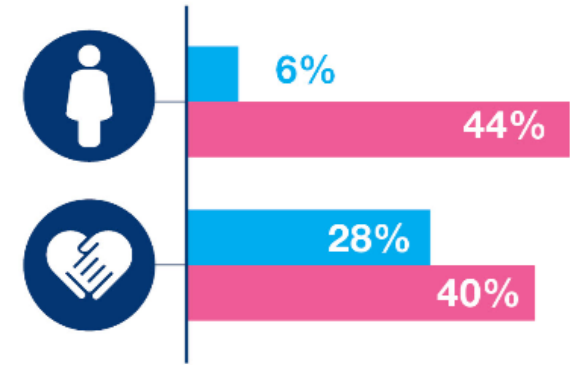
Spotlight #1 Older people and domestic abuse

Source: SafeLives Insights, 2015-16

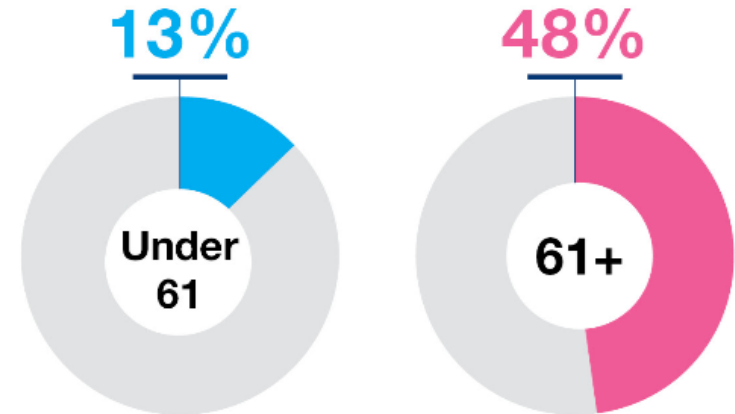
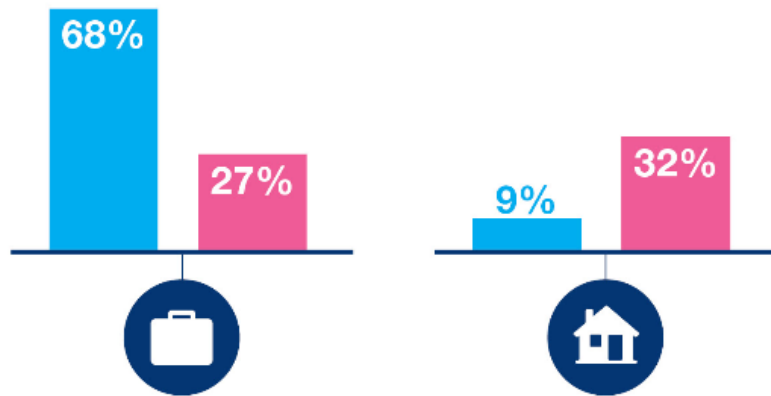


Victims aged 61+ are much more likely to experience abuse from an **adult family member** or **current intimate partner** than those 60 and under

- Victims aged 60 and under
- Victims aged 61+



Older victims are **less likely to attempt to leave** in the year before accessing help, and **more likely to be living with the perpetrator** after getting support



Older victims are significantly **more likely to have a disability** – for a third, this is physical (34%)

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE EQUALITIES

26 MARCH 2019

JOINT REPORT OF THE CORPORATE DIRECTOR, SOCIAL SERVICES and WELLBEING and the CORPORATE DIRECTOR, EDUCATION AND FAMILY SUPPORT MENTAL HEALTH SERVICES IN BRIDGEND

1.0 Purpose of Report

- 1.1 To provide the Committee with information on the range of services across the county borough. The report will seek to describe the:
- Collaboration between the Bridgend County Borough Council (BCBC) and health;
 - Collaboration between BCBC and the third sector;
 - Recent changes or development in provision;
 - Any future work and planned changes to provision.

2.0 Connection to Corporate Plan

- 2.1 This report assists in the achievement of the following corporate priorities:-
- **Helping people to be more self-reliant** – taking early steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services.
 - **Smarter use of resources** – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

3.0 Background

Population of people with mental health problems.

- 3.1 The Welsh Health Survey (2012) states that in Bridgend, 13% of adult respondents report being treated for a mental health illness. The survey also highlighted that in Wales a higher percentage of women (14%) than men (8%) report being treated for a mental illness.
- 3.2 In Wales, 1 in 4 adults will experience some kind of mental health problem or illness within their lifetime and 2 in 100 people will have a severe mental illness such as Schizophrenia or Bipolar Disorder.
- 3.3 The population assessment has indicated that there will be an increase in the prevalence of dementia in Bridgend County Borough. The Population of older adults 65+ is predicted to increase by 48% by 2030, and it is well known that dementia is more common as people age; for example one in 14 people over 65 and one in 6 people over 80 will have a form of dementia. This is likely to mean, that somewhere

in the region of 3000 people aged over 65, will be living with dementia in Bridgend by 2030.

- 3.4 The Office for National Statistics (2004) stated that 1 in 10 children and young people aged 5-16 had a clinically diagnosed mental health disorder, 4% an emotional disorder (anxiety or depression), 6% a conduct disorder, 2% hyperkinetic disorder, 1% a less common disorder (autism, eating disorder) with 2% having more than one disorder. Research suggests that 20% of children have a mental health problem in any given year and about 10% at any one time. The National Mental Health Strategy indicates that 1 in 10 children aged 5-16 has a mental health problem.

Mental Health Services

- 3.5 The range of services across the county borough covers both adults and children and young people and includes Child and Adolescent Mental Health Services (CAMHS), dementia services, adult mental health and services for prisoners.
- 3.6 This definition of mental health problem, mental illness and mental ill health has been taken from the Western Bay Health and Social Care Programme Moving Forward Together: Joint Commitments for Mental Health 2015.

Mental health problem: Emotional distress that may not constitute a mental illness but may be a predisposing factor to mental illness.

Mental illness: A diagnosable condition including both common mental health problems and severe and enduring mental health problems.

Mental ill health: A term which incorporates mental illness and mental health problems.

- 3.7 Typical mental health problems include:

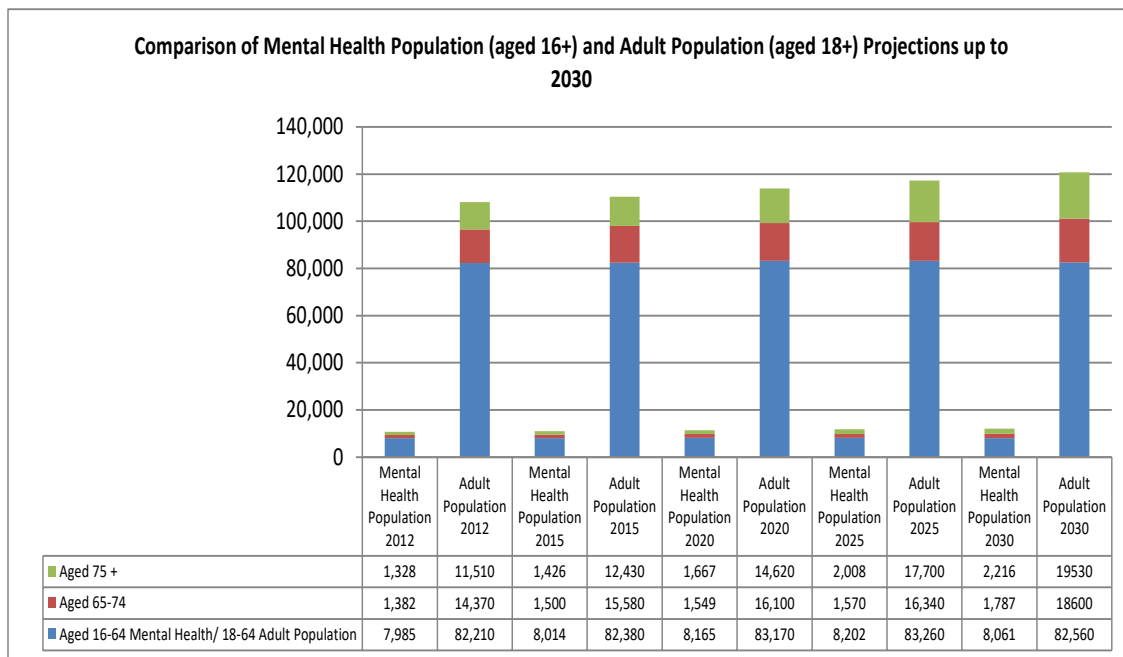
- Anxiety and panic attacks;
- Depression;
- Eating problems;
- Obsessive Compulsive Disorder.
- Loneliness

- 3.8 Typical types of mental illness include:

- Bipolar disorder;
- Personality disorder;
- Post-traumatic stress disorder;
- Schizophrenia;
- Suicidal feelings.

Projection of need

- 3.9 The diagram below shows the predicted number of people in Bridgend with a mental health problem. These predictions are based on projection data from Daffodil using information taken from the Welsh Health Survey. Adult respondents were classified as having a mental health problem if they reported as currently being treated for depression, anxiety or 'another mental illness'.



National context

- 3.10 The Welsh Government strategy Together for Mental Health: A Strategy for Mental Health and Wellbeing in Wales and Delivery Plan: 2012-16 was launched in October 2012. This strategy covers all age groups and replaces previous age-specific Welsh Government strategies and service frameworks. By introducing an all-age strategy, the aim is to promote fully integrated partnership working intended to improve mental health and wellbeing. The strategy has a solid emphasis on prevention and early intervention, in addition to setting out a framework for the provision of specialist mental health services for those who need them.
- 3.11 The strategy aims to improve outcomes for those who require mental health services, their carers and their families and improve the wellbeing of the wider population. It places the person at the centre of service delivery, emphasises the importance of partnership working and promotes a 'recovery and enablement' approach to help people to live independently and reach their full potential. The Strategy focuses on six outcomes:-
1. To improve whole population mental health and wellbeing;
 2. To reduce the impact of mental health problems and/or mental illness on individuals, families, carers and their communities;
 3. To reduce inequalities amongst people experiencing mental illness and mental health problems;
 4. To increase the feeling of control that people in receipt of assessment, treatment services have over decisions made that affect them;
 5. To improve the values, attitudes and behaviours of staff within the public, independent and Third Sector in relation to mental health and wellbeing.
- 3.12 **Mental Health (Wales) Measure 2010** - Places a legal duty on Local Health Boards and Local Authorities to the assessment and treatment of people with mental health problems and will improve access to independent mental health advocates. The Measure will result in an increase of services available within primary care, ensure that all patients receiving secondary services have a Care and Treatment plan, enable adults discharged from secondary services to refer themselves back into

services for assessment and provide opportunities for all in-patients to receive help from an independent mental health advocate if required.

- 3.13 **Social Services and Wellbeing (Wales) Act 2014** - Aims to empower those in need of social care services and their carers and to promote their independence by affording them a stronger voice and giving them more control over the services they receive. The Act emphasises the promotion of equality, improvement of service quality and provision of information and stresses the need for commissioners to achieve a shared focus on prevention and early intervention. Key elements of the Act include:-
- Revised assessment, care planning and review arrangements;
 - New ways of providing information, guidance and wellbeing support for the public;
 - Strengthening early intervention, re-ablement and prevention services;
 - Further strengthening our work with and support for carers;
 - Revising safeguarding arrangements;
 - Strengthening Direct Payments arrangements;
 - Promoting social enterprises, co-ops and the third sector in the provision of care, support and preventative services;

Local Context

- 3.14 The key considerations for adult mental health services in Bridgend are:
- Optimise opportunities for community networks and support systems;
 - Create a progression pathway model for accommodation and community based services, which promotes the recovery philosophy;
 - Review current unscheduled care and crisis provision;
 - Undertake a review of care coordination and Community Mental Health Teams (CMHTs).
- 3.15 The vision for the future of mental health services is ambitious. Prioritisation of the objectives has taken into account the following factors:-
- Responding to the individual needs of people with a mental illness who potentially require Social services;
 - Delivering statutory duties;
 - Meeting national, local and regional objectives and performance targets;
 - Effectively managing resources;
 - Putting in place service developments that enable the efficient and effective delivery of services in line with the councils Medium Term Financial Strategy;
 - Collaboration between the authority, health and the third sector.

Dementia

- 3.16 As previously reported to Scrutiny in April 2018, Bridgend County Borough Council, in partnership with Abertawe Bro Morgannwg University (ABMU) Health Board and third sector, had previously developed a Dementia Strategy and Delivery Plan 2015. During the implementation of the plan there were a number of national changes and initiatives that impacted on how the plan should be delivered, the most of significance of which were the Social Services and Wellbeing (Wales) Act in April 2014, and the Well-Being of Future Generations (Wales) Act 2015, the development

of the *National Dementia Vision for Wales 2016* and the development of the *Together For Mental Health Delivery Plan 2016 – 2019*.

- 3.17 It was the intention of partners locally to revise the plan in the context of these changes, however further work on the Dementia Strategy was delayed by the decision to await the publication of Welsh Government's Dementia Action Plan for Wales 2018 – 2022; this plan was published in February 2018 with the intention of delivering on Wales as a *Dementia Friendly Nation*. The ambition of the plan was summed up by the Cabinet Secretary as follows:

"We have a clear vision for Wales to be a dementia friendly nation that recognises the rights of people with dementia to feel valued and to live as independently as possible in their communities."

Vaughan Gething, Cabinet Secretary for Health and Social Services

- 3.18 Regionally, ABMU Health Board has brought together the Local Authorities and other stakeholder partners, to deliver a regional approach to older people's mental health services; as well as supporting the development of local delivery boards in each local authority area. However with the Welsh Government announcement of the health board boundary change, the local authority has been minded that future planning for the provision and delivery of dementia services will need to be agreed in line with the ambitions of the Cwm Taf Morgannwg University Health Board.

- 3.19 The following statements from stakeholders and people with dementia have been adopted by Welsh Government as principles to underpin the Dementia Action Plan for Wales:

- *We have the right to be recognised as who we are, to make choices about our lives including taking risks, and to contribute to society. Our diagnosis should not define us, nor should we be ashamed of it.*
- *We have the right to continue with day-to-day and family life, without discrimination or unfair cost, to be accepted and included in our communities and not live in isolation or loneliness.*
- *We have the right to an early and accurate diagnosis, and to receive evidence based, appropriate, compassionate and properly funded care and treatment, from trained people who understand us and how dementia affects us. This must meet our needs, wherever we live.*
- *We have the right to be respected, and recognised as partners in care, provided with education, support, services, and training which enables us to plan and make decisions about the future.*
- *We have the right to know about and decide if we want to be involved in research that looks at cause cure and care for dementia and be supported to take part.*

- 3.20 Following consultation Welsh Government has structured the National Action Plan around outcomes which follow a pathway approach to dementia care. The planned outcomes are:

- *Individuals will understand the steps they can take to reduce their risk, or delay the onset, of dementia.*
- *The wider population understands the challenges faced by people living with dementia and are aware of the actions they can take to support them.*
- *People are aware of the early signs of dementia; the importance of a timely diagnosis; and know where to go to get help.*

- *More people are diagnosed earlier, enabling them to plan for the future and access early support and care if needed.*
- *Those diagnosed with dementia and their carers and families are able to receive person-centred care and support which is flexible.*
- *Research is supported to help us better understand the causes and management of dementia and enables people living with dementia, including families and carers, to be co-researchers.*
- *Staff have the skills to help them identify people with dementia and to feel confident and competent in supporting individual's needs post-diagnosis.*

3.21 To support the delivery of the National Vision Welsh Government invested £10 million from 2018/19 over three years, to support the delivery of the following key actions in this document, which include:

- Developing 'teams around the individual' to provide additional support for people with dementia and their families and / or carers;
- Reviewing and standardising the role of dementia support workers;
- Development of an All Wales Dementia Allied Health Practitioner Consultant post which will give advice and support to health boards and local authorities to drive forward service improvements;
- Increasing the rate and timeliness of dementia diagnosis;
- Strengthening collaborative working between social care and housing to enable people to stay in their homes longer;
- To roll out the 'Good work – Dementia Learning and Development Framework' to enable people who work with those living with dementia to have the skills to recognise symptoms earlier and help them feel confident and competent in caring for and supporting those living with dementia;
- Introducing the principles of 'John's Campaign' across all health boards and trusts.

Services to Prisoners

3.22 The Social Services and Wellbeing (Wales) Act 2014 came into effect on 6th April 2016; and accordingly changed the Authority's responsibilities for people in prison. Since April 2016, local authorities are responsible for addressing and meeting the care and support needs of all adults and children in the secure estate not just upon release but while they are in custody. This is a significant change and additional responsibility for the Authority as the Act applies equally to those in the secure estate as it does for those individuals in the community.

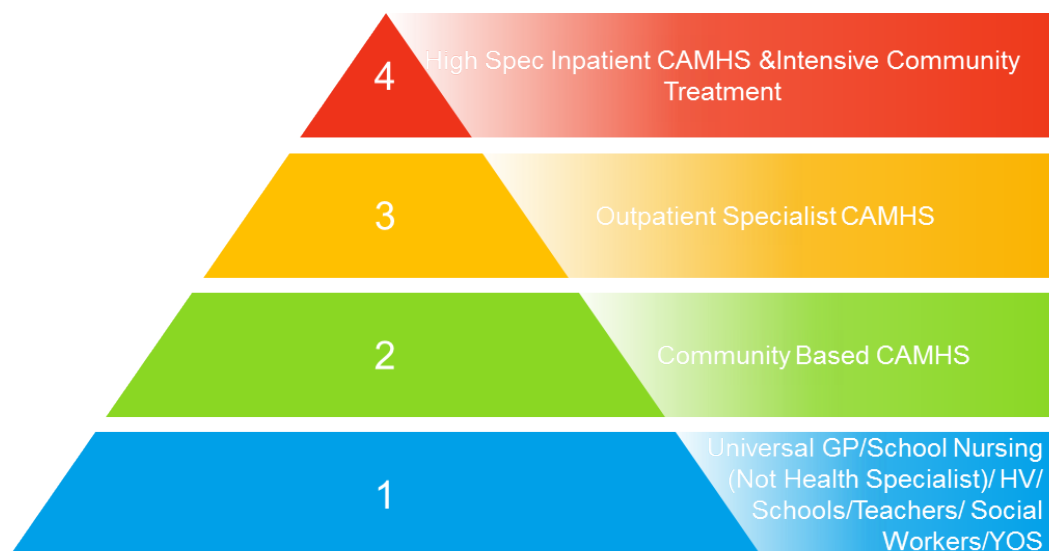
3.23 Welsh Government issued a Code of Practice that set out the requirements on Local Authorities in the exercise of their social services functions in respect of those being held in custody, bail accommodation and on release.

3.24 Bridgend County Borough Council has within its boundary, HMP and YOI Parc, which is a Category B Prison with capacity for 2000 male prisoners, the majority being adult offenders. The current population is 1779 (includes 62 in the Young Persons unit for people up to 18 years of age). The prison opened in November 1997 and is the only private prison in Wales and is managed by G4S on behalf of the Prison Service. All offenders over the age of 18 are deemed to have 'ordinary residence' and the Council is responsible for meeting the care and support needs of individuals with eligible needs

- 3.25 The responsibilities for the Local Authority, as required by the Social Services and Wellbeing (Wales) Act, 2014, are as follows;
- Completing care and support assessments for prisoners;
 - Producing care and support plans (with prison and healthcare involvement);
 - Providing care and support services for those with eligible needs;
 - Specialist and moveable items (e.g. walking frames, hoists);
 - When a prisoner is to be released, or transferred to a different prison, to work with the local authority that they are moving to, ensuring continuity of care and support.

Child and Adolescent Mental Health Services (CAMHS)

- 3.26 The performance of Child and Adolescent Mental Health Services has been a long-standing area of concern across Wales. While the delivery of mental health services for children in Bridgend is primarily a responsibility of ABMU Health Board, there are elements of mental health support that necessarily are delivered by a full range of other services. This is determined by the tiers of need. The tiers of need 1-4 are briefly described below.



- 3.27 Since April 2016, ABMU has taken a new approach to tackling the delivery of these mental health services. This is a tiered approach as set out in the diagram above.
- 3.28 Many children will benefit from early help and support at some time in their childhood and some will require help from specialist mental health services. In addition to those young people with identified mental health needs, there are many more with early stage difficulties, including those living in situations that increase the risk of developing significant problems and who may benefit from receiving early support to actively promote good mental health.
- 3.29 The key to good mental health, in children and young people, is a robust graduated approach involving the family in issues such as: a healthy birth, consistent, positive parenting, balanced nutrition and exercise, attainment at school, having friends and an ability to cope with life events. Children and young people with good mental health are able to develop emotionally, creatively and intellectually and have the resilience to cope with life's difficulties. It is recognised that childhood experiences

impact significantly on the ability to be an effective and nurturing parent in the future.

Commissioned Services

- 3.30 There are a range of services commissioned by the Directorate for adult mental health services which include residential services, care and support at home in the community.

4.0 Current Situation

Adult Mental Health Service Provision

- 4.1 The current model for mental health services in Bridgend is largely a result of incremental changes in service design in response to policy developments, local pressures and organisational transformations. There is recognition locally that there needs to be a greater investment in the development of a wider range of mental health services, for example the expansion of more community based help and support. BCBC works in partnership with stakeholders to ensure that the services provided meets, and continue to meet, the changing needs of the population through effective planning and commissioning.

- 4.2 Key components of the current model include:-

- Community Mental Health Teams (CMHT) is the main source of community mental health services. They are at the core of the mental health system and are specialist, multidisciplinary, multiagency teams which provide mental health assessments and support to individuals accessing services. CMHT's prioritise their work based on a persons need, risk, and vulnerability for whose complexity of care cannot be met within primary care services;
- The multi-disciplinary and multi-agency Home Treatment Team is set up to support people experiencing crisis in their own homes in order to avoid admission or readmission into mental health inpatient services;
- Outpatient consultant clinics to support people in the community;
- Structured day opportunities, psychological and psychotherapeutic interventions provided out of the ARC centre and in local community centres ;
- The specialist Perinatal Response Management Service (PRAMS) for those experiencing significant stress and/or other mental ill health in pregnancy and up to a year after birth;
- A range of inpatient specialist services at Princess of Wales Hospital and Glanrhyd, including assessment, respite, rehabilitation and long-stay beds;
- Residential and nursing care establishments for people with high or intensive support needs;
- Glyn Cynffig is supported accommodation that provides support and assistance to adults recovering from serious mental illness, including those with co-occurring serious mental illness and substance misuse;
- Supported living accommodation providing supportive environments to enable people to live independently in the community;
- Domiciliary care and floating support to providing personal and practical support in a person's home;
- A range of voluntary sector services providing information, support, advocacy, and befriending for service users and carers.

4.3 Below are some recent changes or development in provision:

New Approved Mental Health Professional (AMHP) Service in Bridgend

- 4.3.1 AMHPs are mental health professionals who have been approved by a local authority to carry out certain duties under the Mental Health Act. They are responsible for coordinating assessment and admission to hospital for people who have been detained (sectioned). Doctors can make recommendations that someone should be detained in hospital but it is up to the AMHP to make the final decision. It is also the responsibility of the AMHP to ensure that the law is being applied correctly.
- 4.3.2 BCBC are currently implementing a new daytime AMHP service that will act as a single point of access for the public, carers, GPs, NHS colleagues and the Local Authority for requests for Mental Health Act Assessments. The aim of the Hub is to provide a high quality, auditable AMHP service, that builds on the existing legal knowledge and specialisms within the current team of AMHPs' embedded within the Mental Health and Learning Disability teams in BCBC.
- 4.3.3 The Hub will offer short term support services for individuals with mental health issues and create a service for carers and families thus ensuring that the requirements of Social Services and Wellbeing Act are fulfilled. Additionally, families who experience a loved one being detained will have a point of contact for advice, information and assistance following the event and during the period of detention.
- 4.3.4 The AMHP Hub will link in closely with other agencies, both statutory and third sector to create a high quality AMHP service for citizens. The Hub will be managed by the AMPH lead/Team Manager who will co-ordinate and oversee the AMHP service and lead on the development of a regional professional peer group.

Review of Mental Health Social Work team

- 4.3.5 Mental health social work services in Bridgend are currently delivered via two separate Community Mental Health Teams (CMHT). A review completed in Spring 2018 considered options for the most effective utilisation of resources provided by BCBC within mental health service provision. The review identified the following:
- Need to improve the Information, Advice and Assistance (IAA) service;
 - Need to develop more prevention and early intervention services;
 - Need to build stronger partnership working in primary mental health services;
- 4.3.6 In order to address these issues it was proposed that an element of the staffing resource currently allocated to the CMHTs would be moved into primary mental health service provision where a focus on provision of information, advice and assistance, prevention and early intervention and partnership working could be engendered. This proposal is currently in the consultation phase.

Service Development Plan

- 4.4 There is an Adult Mental Health Development Plan which covers all areas of service. The plan is made up of a number of work streams each with a project lead who reports to the programme team.

4.5 The key considerations in taking mental health services forward are set out below and overleaf:

- Over the last few decades there have been significant changes to the delivery of Mental Health services, not only in Bridgend but across the UK. Current models of support have moved away from traditional inpatient based care, which focused on 'treatment', towards multidisciplinary community based approaches that promotes the 'recovery' philosophy.
- There are many interpretations of the recovery philosophy but the underlying concept within the Mental Health (Wales) Measure 2010 is 'the belief that it is possible for someone to maintain, gain or regain skills that help them to live as fulfilling a life as possible, despite serious mental illness'.
- There are a number of national, regional and local strategic drivers that have and continue to shape the development and delivery of mental health services.

4.6 Locally the plans for mental health services include an aim to work with stakeholders and partner organisations to reshape existing services in order to achieve the vision of providing person centred services that enable independence, maximise personal potential and are flexible and responsive to need, whilst ensuring effective use of funding available.

4.7 Below are some high level objectives which are planned to be taken forward over the next three years with partners in Cwm Taf Morgannwg and the Third sector:

Care Co-ordination

- Continue to ensure that care plans and reviews are person centred;
- Build on current assessment processes to deliver clear outcome focused care planning that support the recovery approach and the progression pathway;
- Work with colleagues in children's services at earlier points to develop more effective transitions to adult services;
- Promote positive approaches to risk taking with partner agencies and Service Users by building on current risk management approaches to enable independence and reduce the need for more intensive support whilst identifying and appropriately supporting those who are at increased risk of suicide, self-harm, self-neglect and/or harm to others;
- Provide information to service users and carers so they can play an informed part in their Care and Treatment pathway;

Range of Care Models

- Develop a clear progression pathway through different models of support and accommodation, which provides alternatives to hospital admission and supports the recovery approach;
- Work with the provider market and stakeholders to develop a wider choice of and increased access to 'move on' accommodation and housing related support models, including enabling, step down and floating support;
- Increase opportunities for people to receive support that enables them to remain in their own homes;

- Develop appropriate and specialist models of care to support those with complex needs and co-occurring conditions;
- Provide robust care pathways for those in crisis and develop a range of support models to ensure that those in crisis receive appropriate and timely responses;
- Develop preventative and specialist models that help people remain out of traditional care services and reduce the likelihood of crisis situations.

Independent Living

- Promote the development of local support networks in the community and prevent social isolation by maximising opportunities for local services to offer natural support networks;
- Continue to expand opportunities for individuals to develop life skills that promotes and enables independence;
- Improve opportunities for individuals to access training, education and work;
- Further develop ways to enable carers to continue in their caring role by providing appropriate information, advice and services.

Collaboration

- Respond to national policies and objectives, such as the implementation of the Social Services and Wellbeing (Wales) Act, the Mental Health (Wales) Strategy, the Cares Strategy (Wales) Measure and Together for Mental Health;
- Seek further opportunities to pool budgets and align services to improve experiences for Service Users through the provision of coordinated care models;
- Work with colleagues in Supporting People to identify housing related support solutions in order to develop effective and sustainable community based lower level support and preventative services, which promote independence;
- Optimise opportunities to identify and attract funding from partner agencies to further develop services.

Commissioning and Planning

- Implement clear mechanisms for improving the information flow from practice to commissioning so that practice knowledge informs commissioning activity;
- Carry out further development activity to ensure that the local market can respond to future demand;
- Strengthen engagement approaches so that service users and carers are involved in the planning, development and implementation of the services they require;
- Produce a robust and transparent market position statement that outlines our commissioning intentions to transform and shape services for the future.

Dementia

- 4.8 In 2019/20 the local authority will reinvigorate its implementation plans to deliver on the Welsh Government's Dementia Action Plan for Wales 2018 – 2022, with its new health partners in Cwm Taf Morgannwg University health board. In the meantime work has been ongoing on reviewing short breaks for carers, and day opportunities

for people with complex needs; as well is the ongoing work to deliver a dementia friendly County Borough.

4.9 Specialist services for people with dementia within Bridgend County Borough include the following:

- A therapy led short term specialist reablement service known as Bridgeway. Individuals are able to access the service following a social work assessment of needs.
- There are two Dementia Support workers which are funded from the Welsh Government grant known as the Integrated Care fund and are based in the Community Resource team. This service provides support to those individuals that are either pre or early diagnosed with Dementia.
- In addition, there is a well-established dementia coordinator service funded via ABM UHB and individuals access this service via a referral from a Consultant; people are followed up individually from clinic after their appointment. It provides support service and includes a home visit element and an Information, Advice and Assistance service.
- A specific social work team collocated with ABMU which is available for those individuals that are in the secondary mental health services with ABMU. There are currently 160 individuals (26/02/19) on this team's case load and is those individuals that present with complex needs which are overseen by a clinical professional.
- In the integrated services which service mainly older adults, approximately 60% of individuals who are being supported have a presenting need that includes early stages of dementia and/or those that have been diagnosed with dementia but are able to live and manage in the community by receiving services from primary care and community based clinical support such as from a community psychiatric nurse (CPN) and services commissioned via a social worker.
- In terms of day services, there is a specialist dementia unit located within the Bridgend Resource Centre based at Waterton in Bridgend. This specialist dementia service is for people who have moderate or advancing dementia; these are people who need higher levels of staffing support to meet their needs. They are usually people whose needs could not be met fully within a community based resource or in a generic day service
- In terms of younger people with dementia, the council commissions specialist services to enable individuals to live and access community services; this includes flexible short break services to support people and their carers.
- Dementia care training is provided in collaboration with the ABMU Dementia Care Training Team.
- The two Extra care schemes in Bridgend are planned to be dementia friendly facilities with the environment designed to support individuals with dementia. These schemes include the creation of 25 residential EMI beds

4.10 There are currently 127 people in specialist dementia residential placements at a forecast annual gross cost of £3.3m in 2018/19; in addition to the many people living with dementia who are supported to live at home.

4.11 In addition to statutory provision there has been a collaborative approach from the local authority with the health board and the third sector, to developing services to ensure that Bridgend meets its commitment, in signing the Dublin Declaration in 2014, to create a dementia friendly Bridgend. In 2016, initial work took place within Maesteg to make it the first town within Bridgend County Borough to gain the status

of 'working towards a Dementia Friendly Community'; in 2018 further areas obtained the same status, and these were Porthcawl, Cefn Cribwr, Cornelly, Kenfig Hill and Pyle. The rollout of dementia friendly communities is being coordinated on behalf of the local authority and health board by Bridgend Association of Voluntary Organisations (BAVO) in partnership with the Alzheimer's Society; the Council and the Health Board are continuing to support BAVO in delivering a dementia friendly Bridgend County Borough.

- 4.12 In addition, in 2017 a partnership of Halo, BAVO and the Alzheimer's Society saw the launch of a pilot to deliver dementia friendly swimming sessions, where people living with dementia and their carers can attend the swimming pool, with assistance from trained dementia friendly staff in the pool, along with the opportunity for a meeting in the café afterwards. There have been other initiatives such as for example, developing Memory Lane Cafe at Pyle, which was developed in partnership with the community, the Library service (AWEN) and the Community Network Team based at Pyle Resource Centre.
- 4.13 With the release of Integrated Care Fund (ICF) monies specifically related to the Welsh Government's Dementia Action Plan for Wales 2018 – 2022, two bids were submitted to create a specialist dementia provision within Integrated Community Services and day opportunities within Bridgend County Borough. The Community Dementia (Support) Team is an integrated health and social care service made up of specialist dementia practitioners from various registered professional backgrounds, as well as dementia support workers; the team aims to support the Integrated Community Services, in delivering support for people with dementia as well as informal carers and staff in their ability to provide person-centred holistic care for people with dementia and/or cognitive impairment.
- 4.14 The staff are embedded within the Integrated Community Service and work directly with people and professionals to provide expert information, signposting, advice, and assistance to citizens who have dementia and carers of people who have dementia or are concerned about their memory.

Services for Prisoners

- 4.15 In order to meet the duties and responsibilities required by the Act, the Authority has established a team within HMP Parc which comprises a senior social work practitioner, a social worker, a senior occupational therapist who carry out assessments and develop managed care and support plans for people in the secure estate, as well as support the work of the existing Health Board's mental health in-reach team.
- 4.16 The Secure Estate Team works extensively with HM Prison and Probation Service as a key partner, in particular at the release planning stage. This work includes attendance at multi-agency public protection arrangement (MAPPA) meetings. In addition the Secure Estate Team carry out Social Care Assessments requested for Parole Board Hearings; this involves liaising with and referring on to relevant receiving home local authorities of prisoners. This work will often involve the initial release of individuals to Approved Premises (AP) prior to move-on into the general community. In some cases, this has resulted in support plans being formulated in order to provide the AP support staff with an initial plan on which to build and inform ongoing intervention as part of re-settlement of individual prisoners. It also provides

continuity for the individual, and engages them in the process surrounding their release and has proved to be more outcome-focussed. This in turn delivers a more holistic approach to support planning, taking account of the Wales Reducing Re-offending Strategy

- 4.17 Local authorities in Wales follow the National Pathway for Homelessness Services to Children, Young People and Adults in the Secure Estate. The pathway was created by a multi-agency Working Group, the Prisoner Accommodation and Resettlement Working Group, in which the Authority was a member; the only referrals the Authority receives are for those prisoners who have a local connection to Bridgend. Anyone not from Bridgend will have the referral sent to their home authority.
- 4.18 The Authority's Secure Estate Team work collaboratively with statutory and third sector organisations relating to issues around housing, homelessness, advocacy as well as alcohol and substance misuse; the team makes referrals and seek advice on behalf of prisoners to these organisations. The type of support a person will need on release will depend on their individual circumstances, and the resources available within the area to which the prisoner is moving. The following are examples of support the Secure Estate Team has provided:
- Arranging case conferences and inviting relevant agencies and providers, including housing and floating support for housing related need schemes, as part of the release planning process;
 - Researching and establishing relevant services that are available in the receiving authority area on release for prisoners. This has including signposting and providing information to the individual prior to release;
 - Advocacy plays a vital role in relation to one of the key principles of the Act 'Voice & Control' and the team has made referrals to both advocacy services within the County Borough Council whilst prisoners are serving their sentence and also to other local authorities as part of release planning;
 - Within the prison, in some cases, the Authority works alongside Her Majesty's Prison and Probation Service resettlement officers and have made referrals to PACT (Prison Advice and Care Trust) as appropriate, for support through the Gate Mentoring Service. On the day of release, the Mentor meets the individual at the prison gate and escorts them to initial appointments with Probation, Housing and other services;
 - The Samaritans train prisoners to provide emotional support to other prisoners by becoming 'Listeners' as part of a peer support service within the prison. This support can form an import element in achieving wellbeing as part of the assessment and support planning process;
 - 'Dyfodol' provides support to people with drug and alcohol issues, targeting people within the criminal justice system. Dyfodol provide services both within HMP Parc and in the community, and therefore forms an essential part of release planning in some individuals.
- 4.19 In terms of mental health support to prisoners, Secondary Mental Health services are provided by the University Health Board's In Reach Team. Professionals in this service include registered mental health nurses, occupational therapy, psychology and a psychiatrist. The Local Authority's Secure Estate team work collaboratively with the In Reach team and contribute to their 'High Risk' meetings. Referrals are made between the teams for a holistic response to need. However, the resourcing of the Secondary Mental Health provision has not risen in line with the rise of the

prison population and there is no specialist mental health service for prisoners who have dementia or cognitive impairment. This service will continue post 1st April 2019 with Cwm Taf Morgannwg University Health Board. The Secure Estate Team also include in their care planning, appropriate ways of working with prisoners who have mental health needs and/or dementia for the wider prison staff and ensure appropriate services are available for the prisoners' release.

Mental Health services for children and young people

Local Authority Provision

- 4.20 There are a number of services and roles that identify and/or support children and young people with mental health issues across the county borough:
- The local authority employs seven school based counsellors, two community counsellors and one play therapist. The majority of counsellors work 28 hours over four days per week. They are all British Association of Counsellors and Psychotherapists (BACP) registered, which means that as a minimum they have completed a BACP accredited course. Accreditation can be at various academic levels, but will be at university, college or other training provider (not online or distance learning) and sets minimum standards in terms of hours of counselling delivery. There are also minimum supervision levels and continuous professional development requirements, to maintain registration.
 - All counsellors are based within early help services. They offer a limited amount of training, support and advice to staff within the wider service but their role is predominately focused on service delivery.
 - In addition to the school counselling service, early help staff have been able to access a number of training opportunities. The majority of lead workers have been trained in ASIST (Applied Suicide Intervention Skills Training). However, staff turnover means that there is an on-going training need for new staff. Approximately half a dozen early help staff have been trained in ELSA (emotional literacy support).
 - Educational psychology colleagues offer half a day's support to each of the early help locality hubs every half term. This has covered a range of topics, such as referral pathways for the panel for autistic disorders (PAD).
- 4.21 Within the Youth Offending Services, staff have accessed the following training:
1. How to create emotional health and wellbeing
 2. Anxiety awareness
 3. Trauma recovery
 4. ASIST

Training

- 4.22 Third sector organisations and colleagues access training, including:
- Mental Health First Aid – subsidised by third sector youth grant – via Bridgend Association of Voluntary Organisations (BAVO)
 - Youth Mental Health First Aid - subsidised by third sector youth grant – via BAVO
 - Applied Suicide Intervention Skills Training – self funded – provided by BAVO
 - STORM (clinical version of ASIST) – ABMU training
 - Suicide Talk – self funded BAVO

- Mental Health Awareness – Mental Health Matters Wales (MHMW) – self funded
- Dual Diagnosis – MHMW – self funded
- Confidence and assertiveness – MHMW – self funded
- Mental Capacity Act – MHMW – self funded
- Depression and Anxiety – free training – MHMW
- Food and Mood – GOFAL – self funded
- Self harm training – MHMW – free
- Mental Health and Adolescence – Mind Cymru – self funded

4.23 These training opportunities are provided and/or promoted by each training provider and by BAVO. Uptake can sometimes be an issue due to the cost of the training.

4.24 Within the local authority's Inclusion Service, there are range of staff who deliver school based interventions and training. On-going training is promoted through the Inclusion Service training directory that provides a menu of training for schools and is distributed termly.

4.25 Additional training is rolled out on a wider scale when there are opportunities provided from grant funding. For example, 'Thrive' training was piloted throughout schools in Bridgend for looked after children (LAC) pupils from the LAC PDG (pupil and deprivation grant). Thrive training provided key school staff with the skills and understanding to manage the emotional development of children, especially vulnerable children with disruptive and troubling behaviour. The Thrive training requires continued professional development of the staff to maintain their licence.

4.26 ELSA is co-ordinated and delivered to school staff (usually support workers) by educational psychologists in Central South Consortia (CSC). ELSA training is advertised on 'Cronfa' which is a system that enables all schools in CSC to log on to courses. Termly emails are also sent to all schools to inform them of the ELSA training dates. ELSA was designed to build the capacity of schools to support the emotional needs of their pupils from within their own resources. It recognises that children learn better and are happier in school if their emotional needs are also addressed. ELSA is an initiative developed and supported by educational psychologists who apply psychological knowledge of children's social and emotional development to particular areas of need and to specific casework.

4.29 The student assist programme (SAP), mindfulness and other psychological interventions are delivered by educational psychologists directly to pupils, either on an individual basis or to groups of pupils as and when appropriate. Some training of these techniques/interventions can be provided to experienced school staff, if the school setting requires this.

CAMHS

Performance & Strategic Direction

4.30 Access to CAMHS for the ABMU population (and most other areas in Wales and across England) has historically been poor with long waiting times for children and young people. Performance has improved over the last 18 months, and as commissioners ABMU have a much improved understanding of the challenges and barriers for the service are when implementing improvements.

- 4.31 In January 2018, performance of CAMHS improved with significant reductions in waiting times, and this upward trend continued for five months. However, in May, performance started to deteriorate and compliance against the Welsh Government targets became less consistent. This correlated with staff leaving and delays in advertising and filling these posts. Action has been taken to stabilise the CAMHS Service to maintain the improved position including additional waiting list clinics, however it has become clear that changes that are more radical are required to transform the service model to provide a sustainable service in the medium to long-term.
- 4.32 ABMU are working with Cwm Taf to develop a new integrated model. The proposed integrated model will include a single point of referral / entry to the service via a telephone triage system, which will allow all professionals working with children and young people to access advice and consultation from CAMHS, and onward referral into CAMHS (primary or secondary) where appropriate. The service will extend the use of the Choice and Partnership Approach (currently embedded within Secondary CAMHS) to facilitate provision of the right support, at the right time, to the right children, young people and families, by the right clinician from across the service. This will therefore provide a single point of access to all primary and secondary CAMHS.
- 4.33 From 1st April 2019, Cwm Taf Morgannwg UHB will replace ABMU Health Board as the commissioner for CAMHS for children and young people resident in Bridgend. This will not change the strategic direction and development already underway.

Services to Support the Emotional Health & Wellbeing of Children & Young People Delivery Plan

- 4.34 Discussions have been held through the Western Bay partnership about the importance of CAMHS to be seen as a multi-agency problem that can only be resolved with a multi-agency response, and this is a joint priority for the Regional Partnership Board.
- 4.35 A Western Bay Delivery Plan for Emotional Health & Wellbeing was developed and agreed for 2017/19 with all partners. The top three priorities are:
- Facilitate the delivery of the Welsh Government performance indicators;
 - Improve multi-agency working, and support the delivery of the single point of access;
 - Develop the NDD Service to meet the needs of the ABM population and the All Wales Pathway.
- 4.36 Some key areas of progress are as follows:
- The Western Bay Emotional Health & Wellbeing Planning Group is currently considering plans to develop universal services to support tier one & two services. In 2017, ABMU were successful in securing Integrated Care Funding for three liaison posts. These posts facilitate joint working and support early intervention and prevention for children, young people and adolescents.
 - The Neurodevelopmental Service transferred to ABMU Health Board from Cwm Taf in 2017. During the first 18 months, the NDD team have worked with stakeholders

to develop evidence-based pathways, assessment frameworks and ongoing professional development tools to ensure that all children and young people within the ABMU footprint are able to access appropriate, robust and timely assessments with specialist clinical staff. Compliance against the Welsh Government target had been excellent, however activity and demand on the service is increasing and compliance has deteriorated since September 2018 and is now below the 80% target. Additional WLI funding has been identified and agreed through Integrated Autism Service slippage monies for the 18/19 financial year. The increase in referrals to the NDD service has been seen across Wales.

- Performance and access to specialist and primary CAMHS has improved over the last 18 months; however, a deterioration in performance was seen in Q2 of 2018. Performance improved in Q3, and this has been achieved through waiting list initiatives and Welsh Government have provided funding for the remainder of 2018/19 for this to continue. Waiting lists are beginning to equalise across the 3 areas and agency staff are being brought in to support the services in NPT and Swansea to accelerate this. As at 8th February 2019 the Welsh Government target for 80% of non-urgent patients being seen within 4 weeks had been achieved in Bridgend for the first time (81.3%). ABMU and Cwm Taf Health Boards are aiming for this target to be achieved across all areas within ABMU by 31st March 2019.

Youth Offending Service (YOS)

- 4.37 The Crime and Disorder Act 1998 sets out in Section 38 the composition of the Youth Offending Service. It states that the YOS must include at least one member of staff nominated by the Local Health Board. Western Bay Youth Justice and Early Intervention Service (WBYJ and EIS) has been without a member of staff provided by health staff to act as the statutorily required member of the YOS since 2013 in Bridgend and has over the years lost the health staff in Swansea and Neath Port Talbot locality teams. The staff have not been withdrawn from the service but as vacancies have occurred naturally these posts have not been filled.
- 4.38 WBYJ and EIS is Wales' largest YOS and is responsible for the care and supervision of highly complex young people who have been subject to a plethora of adverse childhood experiences. Many of these young people will have presenting mental health issues. The expertise that health professionals bring to this work and the wider long-term health benefits that effective rehabilitation of individuals at an early age should not be underestimated. The active participation of health as a statutory partner in the WBYJ and EIS is particularly important at this time. The service is participating in a trial of a psychology-led approach to addressing adverse childhood experiences and the consequent impact on offending behaviour through the application of the "Enhanced Case Management Approach". Health as a key partner in this will be pivotal to seeing the maximum benefit for the children and young people involved.
- 4.39 Work has been ongoing for some time with ABMU to design a model that meets the needs of children and young people who offend or are at risk of offending. The aim being to ensure that children and young people receive the support they need from the right professional, in a timely fashion to prevent escalating difficulties and aimed at equipping non-specialist services with sufficient knowledge and skills to enable them to appropriately identify and respond to emotional and mental health needs. This area of work is also necessary under the Welsh Governments "Together for

Mental Health Delivery Plan”. The proposed model remains with ABMU waiting to be finalised.

- 4.40 In the interim WBYJ and EIS has taken actions to secure monthly consultations with a consultant child psychiatrist, maintained referral pathways to primary healthcare services, links with forensic services and invested in emotional health and wellbeing training for staff. This cannot however replace the benefits of having a healthcare professional as a seconded staff member. These arrangements are currently under review.

5.0 Effect upon Policy Framework and Procedure Rules

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

6.0 Equality Impact Assessment

- 6.1 Underpinning everything is the commitment to public sector duties of advancing equality of opportunity between people who have protected characteristics and people who do not, fostering good relations between those who have a protected characteristic and those who do not and eliminating discrimination, harassment and victimisation. With this in mind, progress will continue to ensure that:

- There is equitable access to services which are responsive to, and inclusive of, the individual needs of those with protected characteristics;
- People are not discriminated against or stigmatised because of their mental ill health;
- Welsh speakers are able to receive services that meet their linguistic preferences.

- 6.2 As service developments are planned and implemented the service will complete EIAs as required.

7.0 Well-being of Future Generations (Wales) Act 2015 Implications

- 7.1 The implementation of the duties and responsibilities under the Social Services and Wellbeing Act (Wales) (SSWBA) 2014, in turn, supports the promotion of two of the seven goals of the Well-Being of Future Generations (Wales) Act 2015 within the County Borough of Bridgend. By promoting an environment that maximises people’s physical and mental well-being and by supporting children, young people, adults and their carers and families to fulfil their potential no matter what their circumstances, the wellbeing goals of a Healthier and more equal Bridgend and Wales are supported.

- 7.2 The Well-being of Future Generations (Wales) Act 2015 provides the basis for driving a different kind of public service in Wales, with five ways of working to guide how the Authority should work to deliver wellbeing outcomes for people. The following is a summary to show how the five ways of working to achieve the well-being goals have been considered in this report:

- Long Term – Social Services is demand led and the SSWBA focusses on sustainable prevention and wellbeing outcomes for the future. In terms of Mental Health, there is a requirement to meet the needs of people in the

longer term and, because of rising demographics and increasing complexity, the remodelling and transformation of services continues to be a priority.

- Prevention – the report highlights the work to date to address the needs of those people with mental health concerns and the need to develop more prevention and early intervention services.
- Integration – the implementation of the SSWBA requires local authorities to work with partners, particularly the NHS and the Police, to ensure care and support for people and support for carers is provided. The report evidences the work to date and the future plans to developing mental health services.
- Collaboration –The strategic planning and local delivery of integrated support and services are developed with current and new partners in the ABMU and Cwm Taf Health Boards.
- Involvement – the key stakeholders are the people who use social care. There is considerable engagement including surveys, stakeholder meetings, feedback forms and the complaints process. The provision of accessible information and advice helps to ensure that the voice of adults, children and young people is heard.

8.0 Financial Implications

- 8.1 In Bridgend, the gross budget for Mental Health specific services this financial year 2018/19 is £5.4 million. This is in addition to the forecast gross spend on dementia residential placements of £3.3 million highlighted at paragraph 4.10.
- 8.2 In addition to the above funding, the Council is also forecasting expenditure for older person's mental health services to the value of £462,000 in relation to elderly mental health packages provided by independent domiciliary care and direct payments. There is also a secure estate budget of £221,000 that would include mental health services within Parc Prison.
- 8.3 Also within the financial year 2018/19, Supporting people grant funding of approximately £500,000 has also been allocated to mental health services across and Integrated Care Funding (ICF) for dementia schemes of £235,000.

9.0 Recommendation

- 9.1 It is recommended that the Cabinet Committee Equalities note the information contained in this report.

Susan Cooper

Corporate Director – Social Services and Wellbeing
March 2019

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- 11. Background documents**
None

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET EQUALITIES COMMITTEE

26 MARCH 2019

REPORT OF THE INTERIM CHIEF EXECUTIVE

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

1. Purpose of report

- 1.1 This report updates the Cabinet Equalities Committee (CEC) on the implementation of the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards.

2. Connection to Corporate Improvement Plan / Other Corporate Priority

- 2.1 The Welsh Language (Wales) Measure 2011 and subsequent Welsh Language Standards impact upon the work of the whole council. The standards link to the equalities agenda, form a key component of the council's Transformation Programme and Customer Charter, and link to the following corporate priorities:

- **Priority 2:** Helping people to be more self-reliant; enabling people to use the language of their choice by ensuring our systems and front line services are delivered bilingually. Ensuring that bilingual systems enable people to better equipped to manage situations themselves and the council services can concentrate on those in greatest need.
- **Priority 3:** Smarter use of resources; ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the council's priorities.

3. Background

- 3.1 Since the council received its compliance notice in 2015, progress towards implementing the 171 assigned standards has continued.
- 3.2 Updates on compliance have been provided at every CEC since 28 April 2016. Those reports are referenced as background documents to this report.

4. Current situation / proposal

- 4.1 Key progress/updates with compliance since November 2018 CEC can be summarised as:
1. Since having our final determination in August last year, work is continuing in order to meet any relevant standards and update documentation accordingly. A draft action plan is being progressed to factor in any outstanding work as well as to address any issues that arose from attending the Welsh Language Commissioner's best practice workshops at the end of last year, including work to develop our five

year strategy as well as improve our processes in line with the policy-making standards.

2. No further update on the draft code of practice to report at this time.
3. Three formal complaints have been received since the November 2018 committee meeting:
 - A complaint was received 8 February 2018 by the commissioner regarding a consultation presentation to parents that was held at Ysgol Gyfun Gymraeg Llangynwyd as part of the Post-16 review. The allegation is that the session was available in English only. Investigation is ongoing.
 - A complaint was received on 12 February by the commissioner in relation to an English only maintenance/works sign being placed West Drive, Porthcawl (Windsor Road junction). Investigation is ongoing.
 - A complaint was received on 12 February from the commissioner in relation to an alleged failure to provide a Welsh language version of the current subsidised bus consultation document at Pencoed Library. Investigation is ongoing.

Previous complaints update:

- The investigation into an email response being provided in Welsh but with English only attachments as well as issues related to paying council tax online and being diverted to the English version of the external system as opposed to the Welsh version are still ongoing.
- The investigation into English wording on the Welsh page of democratic services website was concluded after the page was amended.
- The investigation into the complaint made in May 2018 (covered at the July 2018 committee meeting) in relation to a failure to respond to a Welsh language email is still ongoing.

5. Effect upon Policy Framework & Procedure Rules

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

6. Equality Impact Assessment

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

7. Financial Implications

- 7.1 A recurring budget of £313,000 and a one-off budget of £81,000 were established in the 2016-17 budget through the Medium Term Financial Strategy to implement those Welsh Language Standards that were agreed to be funded corporately. These budgets did not take into account the financial implications of the standards that the council appealed. To date not much of this funding has been allocated out, as the full financial implications of meeting all standards is not known. The one-off budget has been retained until a clearer picture emerges. The cost of implementing the Welsh Language Standards will continue to be reviewed during 2019-20 and, if the costs are deemed to be significantly higher than budgeted, a decision will be made corporately as to how this shortfall will be met. The current available budget for 2019-20 is £324,649.

8. Well-being of Future Generations (Wales) Act 2015 Assessment

8.1 This is an update report, therefore a well-being of future generations Act (2015) assessment has not taken place in order to prepare this report.

9. Recommendation

9.1 That the Cabinet Equalities Committee receives and considers this report.

Mark Shephard
Interim Chief Executive
Date: 26 March 2019

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11. Background papers:

- 28 April 2016 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards ;
- 14 July 2016 Welsh Language standards annual report 2015/16 ;
- 14 July 2016 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards ;
- 10 November 2016 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards ;
- 9 March 2017 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards ;
- 13 July 2017 Welsh Language standards annual report 2016/17 ;
- 13 July 2017 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards ;
- 23 November 2017 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards.

- 22 March 2018 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards.
- 16 July 2018 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards.
- 19 November 2018 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards.

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

26 MARCH 2019

REPORT OF THE INTERIM CHIEF EXECUTIVE

STRATEGIC EQUALITY PLAN ANNUAL REPORT 2017 / 2018

1. Purpose of report

- 1.1 The purpose of this report is to provide members with an update on the work completed within the Strategic Equality Plan (SEP) 2016-2020 for the period 2017 to 2018.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 The Equality Act 2010 sets out both general and specific duties for local authorities in Wales. The specific duties include the development of a SEP to identify the council's equality objectives and the publication of an annual report.

- 2.2 The strategic equality plan also supports the council's following corporate priorities:

- **Priority 2:** Helping people to be more self-reliant; taking early steps to reduce or prevent people from becoming vulnerable or dependent on the council and its services.
- **Priority 3:** Smarter use of resources; ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the council's priorities

3. Background

- 3.1 The SEP annual report enables the council to:

- Monitor and review progress against its strategic equality objectives;
- review its objectives and processes in light of any new legislation and other new developments;
- engage with relevant stakeholders around equality objectives, providing transparency;
- include relevant updates on equality impact assessments, procurement arrangements and training.

Specifically, the report sets out:

- The steps taken to identify and collect relevant information;
- Any reasons for not collecting relevant information;
- Where appropriate, employment information, including information on training and pay.

3.2 Progress made by the council on each of its seven equality objectives is included in the report, which will be of interest to:

- Elected Members;
- Members of the community and community groups;
- Equality and Human Rights Commission;
- Welsh Government.

4. Current situation

4.1 This annual report (appendix 1) covers the period 1 April 2017 to 31 March 2018. The annual report must be published on the council website/made available by 1 April 2019.

4.2 Our seven strategic equalities objectives for 2016 – 2020 are:

- transportation;
- fostering good relations and awareness raising;
- our role as an employer;
- mental health;
- children;
- leisure, arts and culture;
- data.

4.3 Some key points to note from the annual report are:

- We have continued to mark, support and raise awareness of national equalities and diversity campaigns via social media and our website, including International Women’s Day, Urdd National Eisteddfod, Foster Care Fortnight 2017, LGBT Fostering and Adoption Week, St. David’s Day, St Dwynwen’s day, Holocaust Memorial Day, 100 years since women won the right to vote, LGBT history month and White Ribbon campaign.
- A ‘train the trainer’ hate crime package was developed in 2017 and hate crime awareness workshops were held throughout 2018, including sessions which have been held in local schools as well as with Mental Health Matters and the YMCA.
- EIA workshops have been delivered to a target group of employees who are responsible for carrying out EIAs. The EIA toolkit was updated and made available on the intranet. Support for business areas is provided by the Equalities team.

- ‘Move more often’ physical activity programme for older adults was developed and the Olympage games with care providers. The national free swim programme for over 60’s attracted 77,000 participants.
- The access to leisure scheme has supported over 160,000 visits during 2017/18.
- New ‘changing places’ facilities have been developed at Bryngarw Park and Pencoed Library. In partnership with Invacare UK these facilities have changing beds and hoist facilities.
- During 2017/18 there were 1126 contacts to the Assia Suite, with 150 agency referrals.
- Loneliness and isolation initiatives have been developed with Awen including men’s sheds, my sporting day’s etc, the falls prevention network operational and mobile programme. Dementia swimming programme is now operating.
- Pencoed Library now hosts monthly sessions with Action on Hearing Loss to inform the public about the availability of free maintenance for wearers of NHS hearing aids (the first session drew six visitors).

5. Effect upon Policy Framework & Procedure Rules

- 5.1 As this is an information report, there are no proposed changes to the policy framework and procedure rules.

6. Equality Impact Assessment

- 6.1 The report provides the committee with information which will positively assist in the delivery of the authority’s equality duties.

7. Financial Implications

- 7.1 There are no financial implications identified as this is an information/update report.

8. Well-being of Future Generations (Wales) Act 2015 Assessment

- 8.1 This is an update report, therefore a Well-being of Future Generations Act (2015) assessment has not taken place in order to prepare this report.

9. Recommendation

- 9.1 That the Cabinet Committee notes the progress being made and approves the Strategic Equality Plan Annual Report 2017/18.

Mark Shephard
Interim Chief Executive – Chief Executive’s Directorate.
Date: 26 March 2019

10. Contact officers:

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Background papers:

- Appendix 1 – 2017/18 SEP Annual report.

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



www.bridgend.gov.uk



Strategic Equality Plan Annual Report 2017-18

This document is also available in Welsh

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1. Background

As an authority, our aim is to understand and tackle the equality barriers that people face so that everyone has a fair chance to fulfil their potential. We aim to ensure that equality is a part of everything we do and the services we deliver.

We aim to develop our services and activities in line with the [Public Sector Equality Duty](#) (PSED) and the general duties outlined in the Equality Act 2010. This will help us to eliminate unlawful discrimination, advance equality of opportunity and foster good relations.

Our aim is to mainstream equality and diversity, both internally and externally.

Between Jan-March 2016, we developed our SEP and objectives for 2016-2020. In order to do this, we reviewed previous objectives, achievements and what we have learnt through our work and engagement with local equality and diversity groups.

We consulted with the public and equality groups on these objectives and 101 people shared their views. The detail of this consultation can be viewed [here](#).

Our SEP was then approved by our Cabinet on 15 March 2016 with the following seven strategic objectives for 2016-2020:

Objective	What we hope to achieve/support?
Objective 1: Transportation	We will help to provide an accessible, cost effective, all-inclusive transport network within Bridgend County Borough.
Objective 2: Fostering good relations and awareness raising	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.
Objective 3: Our role as an employer	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.
Objective 4: Mental health	Our adult social care service will build on its partnership work with the third (voluntary) sector to provide mental health support and services.

Objective 5: Children	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.
Objective 6: Leisure, arts and culture	We will work with our partners to help to 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.
Objective 7: Data	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.

Following this, we worked with a range of key managers across the authority to develop the 47 actions which sit under these seven objectives.

We consulted with the public and equality groups on these actions and 317 participants shared their views with us via surveys and through nine engagement workshops. The details of this consultation can be viewed [here](#).

Following this, we developed our action plan which was approved by our Cabinet Equalities Committee on 14 July 2016. Our second action plan annual report was received by this committee on 16 July 2018 and can be viewed [here](#).

Heads of service and senior service managers are responsible for ensuring the actions are achieved within their service areas. The Communications, Marketing and Engagement team (who are responsible for the equalities agenda) will ensure progress and regular updates are reported at the council's Cabinet Equalities Committee and that feedback is provided to partners, local equality and diversity groups and other key stakeholders.

2. Introduction

This is our second annual report for this strategic annual plan.

In order to prepare this report, we collated data gathered from our annual report of our action plan in July 2018. Data provided at that time by service areas and partners, provide a continual way of monitoring progress against our objectives and actions.

3. Progress in meeting our objectives during 2017/18

Key progress under our seven objectives can be summarised as:

Transportation

- Highway network pedestrian aids were introduced at 92 junctions.
- A £85,029.00 grant was provided by Welsh Government towards Bridgend Community Transport. We continue to work with the operator to increase usage and services, especially services where some supported or commercial routes have been reduced.
- Ongoing consultation on the review of learner travel. Consultation has concluded on Pencoed and Maesteg clusters with 667 responses and 523 responses received respectively.

Fostering good relations

- We have continued to mark, support and raise awareness of national equalities and diversity campaigns via social media and our website, including International Women's Day, Urdd National Eisteddfod, Foster Care Fortnight 2017, LGBT Fostering Week, St. David's Day, St Dwynwen's day, Holocaust Memorial Day, 100 years since women won the right to vote, LGBT History Month, White Ribbon campaign, International Day for the Elimination of Racial Discrimination, IDAHOT Day (the annual international day against homophobia and transphobia) and World Mental Health Day.
- A 'train the trainer' hate crime package was developed in 2017 and hate crime awareness workshops were held throughout 2018, including sessions which held in local schools as well as with Mental Health Matters and the YMCA. Regular awareness raising sessions have also taken place across the county at shopping centres, offices, bus stations and supermarkets.
- The theme of Holocaust Memorial Day 2018 was 'The Power of Words' which explores how language has been used in the past, and how it is used in the present day. BCBC marked this with a public event in partnership with Bridgend College.
- During 2017/18 there were 1126 contacts to the Assia Suite, with 150 agency referrals.

The council's role as an employer

- The equalities and diversity section within the corporate e-learning module has been amended.
- EIA workshops have been delivered to a target group of employees who are responsible for carrying out EIAs. The EIA toolkit was updated and

made available on the intranet. Support for business areas is provided by Equalities team.

- The recruitment and selection guidelines and e-learning have been updated to ensure the Disability Confident campaign are reflected.
- We continue to promote the Care First service to staff via an ongoing communication plan and quarterly Bridgend's newsletter. Three further Care First briefing sessions have been held for managers, facilitated by our Care First contract manager.

Mental health

- Services provided through ARC, information provision through DEWIS and the GP referral scheme and the 'ageing well in Bridgend' initiative have worked to deliver the prevention and well-being agenda.
- A mental health e-learning module was developed to raise awareness amongst employees to help them understand types, causes and treatment of mental illness. This has been further promoted through Bridgend's.
- Relationships with ABMU delivery board have developed well and are ongoing.

Children

- Our Gypsy and Traveller Education Service will continue to build capacity in individual schools as required.
- Through the Anti-Bullying Task Group, a behaviour module has been developed using the schools SIMS.net management information system. Within the module is an agreed set of characteristics for the recording/monitoring of bullying incidents within respective schools.
- Training on this module has been delivered to key staff within 39 schools (7 secondary and 32 primary). Follow on sessions have been organised to allow schools that have not participated the opportunity, as well as refreshers for those that have already attended.

Leisure, arts and culture

- A 'Move more often' physical activity programme for older adults developed and Olympage Games with care providers.
- The national free swim programme for over 60's attracted 77,000 participants.
- Loneliness and isolation initiatives have been developed with Awen including men's sheds, my sporting day's etc, falls prevention network

operational and mobile programme.. Dementia swimming programme is now in operation.

- Pencoed Library now hosts monthly sessions with Action on Hearing Loss to inform the public about the availability of free maintenance for wearers of NHS hearing aids (the first session drew 6 visitors).
- At Bridgend Life Centre, Awen and Halo have worked in partnership to support dementia friendly activity. This includes a weekly dementia-friendly swimming and social group (launched in January 2018). Sessions are now attended by an average of 17 participants (people with dementia and carers).
- Currently 676 disabled people and 1416 older people hold Halo memberships.
- The access to leisure scheme has supported over 160,000 visits during 2017/18.
- New 'changing places' facilities have been developed at Bryngarw Park and Pencoed Library. In partnership with Invacare UK these facilities have changing beds and hoist facilities.

Data

- Equality data continues to be included in all public consultations and key data is published within consultation reports on the council's website. Demographics are gathered as part of Citizens' Panel information and inform our strategy for Citizens' Panel development.
- Full EIAs are published alongside relevant Cabinet reports. The Equalities team has reviewed the EIA toolkit and provides support to service areas to ensure EIAs are robust and meaningful.
- Between February 2017 and January 2018 the council produced four full EIAs and 42 EIA screenings.

4. Communication, consultation and engagement

Between 1 April 2017 and 31 March 2018, the council carried out 12 public consultations:

Proposal to enlarge Coychurch Primary School
Public Space Protection Order consultation
Shaping Bridgend's Future (budget consultation)
Additional learning needs proposal at Ysgol Gyfun Cymraeg Llangynwyd

Childcare Sufficiency Assessment
Active Travel
Taxi age and testing policy consultation
Bridgend Public Services Board draft well-being plan
Pencoed Primary School, additional learning needs
Supported bus service consultation
Public conveniences consultation
Replacement Local Development Plan consultations

In addition to the above consultation exercises, we carried out two engagement surveys with our Citizens' Panel members. The first survey covered school meals and meals at home, recycling and waste, customer services and how we could improve the Citizens' Panel and the second survey was a replication of the Shaping Bridgend's Future survey.

5. Equality Impact Assessments (EIAs)

Between 1 April 2017 and 31 March 2018, 17 employees completed the EIA e-learning module. A further 26 employees completed EIA workshops during March 2018. A total of 204 employees have completed the e-learning module to date.

6. Procurement arrangements

Service areas work with the procurement team to ensure that EIAs are integrated in the procurement process. The contract procedures rules include, as a minimum, clauses which include equalities, Welsh language, modern slavery and employment legislation. Equality issues are fully integrated into the procurement process from pre-qualification to awarding of contract. The Welsh language compliance notice is included in every contract.

7. Employment information

As at 31 March 2018 there were 6000 employees in the council, including those employed in schools. The headcount and age profiles provide a breakdown of these employees. However, details of the remaining protected characteristics are based on the information voluntarily provided by employees. Percentage figures therefore reflect the information available as a percentage of the whole workforce.

Description	BCBC - as at 31.03.2018			
	Male	Female	Total	%
Total headcount	1202	4798	6065	
Of the above :				

Full time	920	1610	2530	42.2%
Part time	282	3188	3470	57.8%
Disability declared	38	84	122	2.0%
Carer responsibility declared	33	258	291	4.9%
Ethnicity				
White	1011	4094	5105	85.1%
Asian or Asian British	3	28	31	0.5%
Black or Black British	4	5	9	0.2%
Mixed Race	3	21	24	0.4%
Any other ethnic group	2	16	18	0.3%
Not declared	97	323	420	7.0%
Welsh speaker				
'A little'	154	645	799	13.3%
'Fairly good'	22	92	114	1.9%
'Fluent'	34	225	259	4.3%
Welsh reader				
'A little'	156	661	817	13.6%
'Fairly good'	32	108	140	2.3%
'Fluent'	34	227	261	4.4%
Welsh writer				
'A little'	122	546	668	11.1%
'Fairly good'	25	102	127	2.1%
'Fluent'	30	208	238	4.0%
Sexuality				
Heterosexual	543	2092	2635	43.9%
Bisexual	4	14	18	0.3%
Gay man	20	0	20	0.3%
Gay woman / lesbian	0	10	10	0.2%
Transgender	0	0	0	0%
Other	3	9	12	0.2%
Prefer not to say	29	95	124	2.1%
Age profile				
16-19	15	14	29	0.5%
20-25	57	197	254	4.2%
26-30	113	424	537	9.0%
31 - 35	105	523	628	10.5%

36 - 40	150	587	737	12.3%
41 - 45	130	699	829	13.8%
46 - 50	190	761	951	15.9%
51 - 55	175	709	884	14.7%
56 - 60	153	551	704	11.7%
61 - 65	80	250	330	5.5%
66 +	34	83	117	2.0%
Total	1228	4837	6065	

8. Employees as at 31 March 2017 by gender and pay grade

Our pay and grading structure was implemented on 1 September 2013 and a clear and robust mechanism is in place for evaluating the relative grades of positions. This is based on roles and responsibilities as opposed to any individual factors relating to the employee.

Grade	Male	Female	Total
JE grades 1 – 8 (£14,514 - £23,935)	629	4032	4661
JE grades 9 – 10 (£25,694 - £29,854)	111	221	332
JE grades 11 – 16 (£31,288 - £48,848)	146	300	446
Chief officers (£75,287 - £132,402)	6	6	12
Soulbury & youth officers (£19,856 - £61,239)	10	36	46
Teachers, head, deputy, and assistant head teachers (£22,467 - £108,283)	320	1030	1350

NB The above figures are based on the number of contractual hours positions across the authority. If an employee has more than one position, they will be counted for each position they hold. As such, the above figures will not correlate with other totals in this report, which are based on headcount.

9. Job applications

Between 1 April 2017 and 31 March 2018, we received 6,683 job applications via the HR recruitment system from 3,597 individuals, comprising both internal and external applicants. The data does not include applications received directly by some schools.

In some instances, applicants did not declare information for each protected characteristic. The percentage figures there for identify the level of non response as 'Not Declared' for each particular characteristic.

Description	No. Applicants	%
Male Applicants	2554	71.0%
Female Applicants	2554	28.7%
Not declared	11	0.3%
Disability declared/:	186	5.2%
Age Profile:-		
16 – 25	876	24.4%

26 – 35	1103	30.7%
36 – 45	791	22.0%
46 – 55	588	16.3%
56 – 65	223	6.2%
66+	16	0.4%
Sexual Orientation		
Heterosexual	3263	90.7%
Bisexual	33	0.9%
Gay Man	43	1.2%
Gay Woman/Lesbian	40	1.1%
Prefer not to say	104	2.9%
Other	18	0.5%
Not Declared	96	2.7%
Marital Status		
Married	1214	33.8%
Living with Partner	648	18.0%
Same Sex or Civil Partnership	3	0.1%
Separated/divorced	245	6.8%
Single	1391	38.7%
Widowed	17	0.5%
Prefer not to say	34	0.9%
Not Declared	45	1.3%
Race		
White	3442	95.7%
Asian/Asian British	36	1.0%
Black/Black British	30	0.8%
Chinese	5	0.1%
Mixed Race	22	0.6%
Prefer not to say	29	0.8%
Other Ethnic Group	14	0.4%
Unknown / not stated	19	0.5%

10. Staff training

Our arrangements for providing corporate staff training are categorised as follows:

- **Post-entry training** – service specific training is requested by employees via the post entry training policy. Only requests agreed by line managers are forwarded to human resources and so we are unable to identify any that may have been rejected.

We are unable to disclose information relating to those accessing post entry training as, even though data is collected, the number of employees and the amount of data is too small for us to interpret in a meaningful way.

- **Face to face training** – the majority of our face to face training is targeted at employees based on the nature of the role and responsibilities. As such, no requests for this training have been declined.
- **E-learning** – the majority of corporate training is provided via e-learning which in the majority of cases can be accessed directly by employees.

The table below sets out the protected characteristics of those employees who accessed this method of training between 1 April 2017 to 31 March 2018

Description	Completed e-learning	
Male	523	19.3%
Female	2185	80.7%
Disability declared/:		
	64	2.4%
Age Profile:-		
16 – 25	161	5.9%
26 – 35	588	21.7%
36 – 45	701	25.9%
46 – 55	810	29.9%
56 – 65	416	15.4%
66+	32	1.2%
Sexual Orientation		
Heterosexual	1397	51.6%
Bisexual	11	0.4%
Gay Man	12	0.4%
Gay Woman/Lesbian	7	0.3%
Prefer not to say	68	2.5%
Other	7	0.3%
Not Declared	1206	44.5%
Marital Status		
Married	1272	47.0%
Living with Partner	211	7.8%
Same Sex or Civil Partnership	6	0.2%
Separated/divorced	202	7.5%
Single	644	23.8%
Widowed	16	0.6%
Prefer not to say	16	0.6%
Not Declared	341	12.6%
Race		
White	2376	87.7%
Asian/Asian British	16	0.6%
Black/Black British	6	0.2%
Chinese	0	0.0%

Mixed Race	13	0.5%
Prefer not to say	0	0%
Other Ethnic Group	7	0.3%
Unknown / not stated	290	10.7%

There are no records in HR about employees being refused access to training as outlined above, nor has there been any grievance received on this matter.

11. Grievance and disciplinary hearings held during 2017-18

This includes employees involved in grievance procedures as a complainant, against whom a complaint was made or subject to a disciplinary procedure. To comply with the Data Protection Act, we are unable to disclose this information. In each category, the number of employees and the amount of data is too small for us to interpret in a meaningful way.

12. Employees that left the council in 2017-18

The following data summarises the protected characteristics of the 741 individuals who left the employment of the council between 1 April 2017 and 31 March 2018. Data on protected characteristics (other than gender and age) is based upon information disclosed voluntarily by the employees. The percentage breakdown is based on the total number of leavers.

Description	No. of leavers	% of leavers
Male Employee	205	28.7%
Female Employee	536	71.3%
Disability	18	2.7%
Age Profile:-		
16 – 25	92	8.7%
26 – 35	186	26.0%
36 – 45	158	22.6%
46 – 55	141	21.2%
56 – 65	147	19.4%
66+	17	2.2%
Sexual		
Heterosexual	384	47.8%
Bisexual	4	0.5%
Gay Man	4	0.4%
Gay	6	0.7%
Prefer not to say	17	2.4%
Other	1	0.1%
Not declared	325	48.0%
Marital Status		
Married	306	42.4%

Living with Partner	59	6.8%
Same Sex or Civil	1	0.1%
Separated/divorced	63	8.6%
Single	201	27.1%
Widowed	5	0.8%
Prefer not to say	8	1.2%
Not declared	98	13.0%
Race		
White	644	88.0%
Asian/Asian British	4	0.4%
Black/Black British	4	0.6%
Mixed Race	1	0.1%
Prefer not to say	0	0%
Other Ethnic Group	3	0.4%
Not declared	85	10.6%

13. Engagement and consultation

We aim to include the views of representative groups in our planning and decision making processes so we can develop accessible services for the public and our employees.

Engagement is an important part of our work so we put specific processes in place to ensure that people's needs are taken into account and that the dimensions of diversity are addressed.

Employees and stakeholders who represent the protected characteristic groups are involved with the delivery, implementation, monitoring and evaluation of our objectives.

We publish consultation reports on the outcome of our engagement activity to show clearly how people have influenced planning and decision making within Bridgend County Borough Council.

14. Contact us

If you would like further information on our SEP or a copy of the plan in an alternative format, please contact us:

By email: talktous@bridgend.gov.uk

By telephone: 01656 643643

By textphone: 18001 01656 643643

By fax: 01656 668126

In writing: Bridgend County Borough Council Civic Offices, Angel Street, Bridgend, CF31 4WB.

Our Customer Contact Centre is open from 8am to 5.30pm, Monday to Friday

This is our [complaints procedure](#).

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET EQUALITIES COMMITTEE

26 MARCH 2019

REPORT OF THE INTERIM CHIEF EXECUTIVE

EQUALITY IMPACT ASSESSMENTS - ANNUAL REVIEW 2018/19

1. Purpose of report

1.1 The purpose of this report is to provide members with an annual update on the council's requirement to undertake Equality Impact Assessments (EIAs), an overview of the council's approach to EIAs and an outline of EIAs undertaken in Bridgend County Borough Council (BCBC) service areas in 2018/19.

2. Connection to Corporate Improvement Objectives / Other Corporate Priorities

2.1 The Equality Act 2010 sets out both general and specific duties for local authorities in Wales - one of which relates to assessing the impact of policies and practices.

2.2 Undertaking EIAs also supports the council's following corporate priorities:

- **Priority 2:** Helping people to be more self-reliant; taking early steps to reduce or prevent people from becoming vulnerable or dependent on the council and its services.
- **Priority 3:** Smarter use of resources; ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the council's priorities

3. Background

3.1 The Equality Act 2010 sets out a general duty that as a public body in Wales, BCBC is required to have due regard in its decision making processes (including financial decisions) to three factors:

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

3.2 Reports on assessments must set out in particular:

- the purpose of the policy or practice that is being assessed;
- a summary of the steps taken to carry out the assessment, including consultation and engagement;
- a summary of the information used in the assessment;
- results, and any decisions taken in relation to those results.

3.3 In addition, when assessing the impact on protected characteristic groups, listed authorities must:

- comply with the engagement provisions;
- have due regard to any relevant information held.

4. Current situation

EIAs – an overview

4.1 The EIA is a tool to assess whether new (or changes to existing) policies/services/functions, or the removal of services, could impact on different sectors of society in different ways.

EIAs help the council make better decisions, identify how services can be more accessible or improved and consider the nine protected characteristics as well as the impact on the Welsh language.

4.2 Assessing the impact of proposed changes to policies and strategies is not just something the law requires, it is an opportunity to ensure decisions are based on robust evidence and that they:

- include a consideration of actions that would help to avoid or mitigate any impact on individuals or groups;
- are based on evidence;
- are transparent;
- record the equality considerations that have been taken into account.

4.3 The Welsh Language Standards require us to consider:

- whether a policy-related decision could have a positive or negative impact on opportunities for people to use Welsh;
- treating Welsh and English equally;
- ways to demonstrate how positive effects could be increased;
- how any identified adverse effects could be decreased.

We added questions related to this into the EIA toolkit in 2016 as an existing assessment tool rather than create an additional impact assessment.

4.4 It is important to recognise that our duty to eliminate discrimination is a continuing one. It cannot be exercised once and for all, but must be

continually revisited and borne in mind, therefore the EIA should be revisited as policies change and are reviewed.

- 4.5 The lead person drafting or reviewing a policy or strategy within the service area is responsible for conducting the EIA. EIA screenings should be retained by the service area, referenced and summarised in the equalities section of the relevant cabinet report. Where a full EIA is needed this should be included as an appendix to the report.
- 4.6 The EIA toolkit was revised and updated in February 2018, including the EIA screening and full assessment forms. The update involved simplifying wording and consolidating information to make the toolkit easier to use in preparation for face to face training.
- 4.7 The administration of the EIA processes was reviewed in 2018, and a central database of EIAs is now maintained by the Equalities team. Full EIAs are linked to Cabinet reports and as such become public documents. All EIA screenings are retained by the service area and the Equalities team.
- 4.8 Following attendance at the Welsh Language Commissioner's best practice workshops at the end of 2018, we will review the EIA toolkit and documentation in early 2019 against the requirements within the Welsh Language Standards to ensure that services are able to fully consider the impact of a policy related decision on the Welsh Language.

EIA training

- 4.9 An e-learning module continues to be available for employees which provides an overview of EIAs, their role in improving services and a guide to conducting them. At the end of the module, staff have an opportunity to complete an EIA and compare this against an already completed version to assess how the module has assisted in terms of knowledge and understanding.
- 4.10 In response to requests for additional face to face training on EIAs, Corporate Management Board (CMB) agreed a training programme which has been developed and will be delivered by external trainers Red Shiny Apple. Seven training sessions took place between February 2018 and June 2018, with 64 staff attending these sessions.
- 4.11 The feedback on the sessions was extremely positive, with 68% of participants rating the quality of the course as excellent and 27% good. 83% rated the trainer as excellent and 27% good. 83% of participants told us that the course was relevant to their role now, and 91% stated that they felt the course would be relevant to them in the future.

- 4.12 During the period February 2018 to January 2019, 43 council employees have completed EIA training per the following table:

Directorate	Completions
SS & WB	11
Communities	5
Education and Family Support	2
Chief Executive	25
Total	43

To date 204 council employees have completed the EIA e-learning module.

EIAs undertaken in 2017/18

- 4.13 Between February 2018 and January 2019, six full EIAs were undertaken and accompanied Cabinet reports and these are listed in appendix 1.
- 4.14 33 EIA screenings were undertaken during this period and these are listed in appendix 2. These screenings were referenced in the relevant Cabinet report/s and indicated that the policy/ies being assessed could either be “screened out” or would require a full EIA to be undertaken.

Where full EIAs are needed the following timeframes apply:

- Within six months or before approval of policy (high impact);
- Within one year of screening (medium impact);
- Within three years of screening (low impact).

5. Effect upon Policy Framework & Procedure Rules

- 5.1 As this is an information report, there are no proposed changes to the policy framework and procedure rules.

6. Equality Impact Assessment

- 6.1 The report provides the committee with information which will positively assist in the delivery of the authority’s equality duties.

7. Financial Implications

- 7.1 There are no financial implications identified as this is an information/update report.

8. Well-being of Future Generations (Wales) Act 2015 Assessment

- 8.1 This is an update report, therefore a Well-being of Future Generations Act (2015) assessment has not taken place in order to prepare this report.

9. Recommendation

- 9.1 That the Cabinet Equalities Committee notes the progress made in the council during 2018/19 in the completion of Equality Impact Assessments, the progress made with training (e-learning and development of face to face training) and the review of the administration processes to support service areas.

Mark Shephard

Interim Chief Executive – Chief Executive’s Directorate.

Date: 26 March 2019

10. Contact officers:

Emma Blandon

Communications, Marketing and Engagement Manager

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Consultation, Engagement and Equalities Manager

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Background papers: None

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Appendix 1 - Full Equality Impact Assessments undertaken between February 2018 and January 2019

	EIA name:	Date:
1.	Provision for pupils with additional learning needs (ALN): proposal for changes to Ysgol Gyfun Gymraeg Llangynwyd autism spectrum Disorder (ASD) learning resource centre (LRC)	Feb 2018
2.	Western Bay regional area plan	March 2018
3.	Provision for pupils with additional learning needs (ALN): Establishing a learning resource centre for pupils with autistic spectrum disorders at Pencoed Primary School	April 2018
4.	Rationalisation of supported bus services 2018/2019	May 2018
5.	Provision of public conveniences	June 2018
6.	Medium Term Financial Strategy 2019-20 to 2022-23	December 2018

Appendix 2 - Initial Screening Equality Impact Assessments undertaken between February 2018 and January 2019

	EIA name:	Date:	Type:	Impact:
1.	Remodelling older persons accommodation	Feb 2018	Screening	Low impact
2.	Remodelling children's residential services project	Feb 2018	Screening	Ongoing Consultation
3.	Additional learning needs (ALN) reform	Feb 2018	Screening	Ongoing Consultation
4.	Direct payments policy	March 2018	Screening	Screened out
5.	Cardiff Capital Region City Deal - joint working agreement business plan	March 2018	Wellbeing and equalities assessment	Wellbeing and equalities assessment
6.	Employability programme	March 2018	Screening	Screened out
7.	Bridgend County destination management plan and destination action plan	March 2018	Screening	Screened out
8.	The provision of beach and water safety services in partnership with the Royal Lifeboat Institution (RNLI)	March 2018	Screening	Screened out
9.	Bridgend County Borough Council biodiversity and ecosystems resilience forward work plan 2018-2022	April 2018	Screening	Screened out
10.	Enterprise hubs development programme	April 2018	Screening	Screened out
11.	Bridgend town heat network (civic centre) project	April 2018	Screening	Screened out

12.	Review of post-16 education (phase two)	April 2018	Screening	High impact
13.	Telecare assistive technology equipment	May 2018	Screening	Low impact
14.	Car parking review	May 2018	Screening	Ongoing Consultation
15.	Review of the Community Mental Health teams existing services and proposed options for service development	June 2018	Screening	Screened out
16.	Proposal to incorporate the shared internal audit service (RIASS into a larger service hosted by the Vale of Glamorgan Council to include two additional councils	June 2018	Screening	Screened out
17.	Transition team	June 2018	Screening	Low impact
18.	Bridgend County Borough Council tree management policy	June 2018	Screening	Screened out
19.	Visit Wales regional tourism engagement fund (RTEF), Porthcawl seascape project (discover Porthcawl)	June 2018	Screening	Screened out
20.	Cwmfelin Primary School capital project	June 2018	Screening	Screened out
21.	Bridgend Market improvement plan	June 2018	Screening	Screened out
22.	Public consultation on public spaces protection order control of dogs	July 2018	Screening	Ongoing Consultation
23.	Playing fields, outdoor sports facilities and parks pavilions	September 2018	Screening	Ongoing Consultation
24.	Rationalisation of supported bus services 2019/2020	September 2018	Screening	Ongoing Consultation

25.	Children's social care – university support packages for care leavers	September 2018	Screening	High impact
26.	Vulnerable person's resettlement scheme (VPRS)	October 2018	Screening	Screened out
27.	Our green spaces – enabling natural resources and well-being grant	October 2018	Screening	Low impact
28.	Porthcawl and the RUN4WALES 10k series	October 2018	Screening	Screened out
29.	School modernisation programme – Band B	November 2018	Screening	Ongoing Consultation
30.	Parc Afon Ewenni	November 2018	Screening	Screened out
31.	Traffic regulation order/traffic calming and pedestrian crossing process	December 2018	Screening	Screened out
32.	Empty property strategy consultation	January 2019	Screening	Screened out
33.	Homelessness strategy 2018-2020	January 2019	Screening	Screened out

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET EQUALITIES COMMITTEE

26 MARCH 2019

REPORT OF THE INTERIM CHIEF EXECUTIVE

FORWARD WORK PROGRAMME 2019 - 2020

1. Purpose of Report

1.1 The purpose of this report is to seek Cabinet Equalities Committee (CEC) approval for a proposed Forward Work Programme for 2019 – 2020.

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; taking early steps to reduce or prevent people from becoming vulnerable or dependent on the council and its services.
- **Priority 3:** Smarter use of resources; ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the council's priorities

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 March 2019 to March 2020.

4.2 The proposal is based on:

- the strategic equality objectives in the Strategic Equality Plan 2016 – 2020 such as improving community relations in the county borough;
- ongoing monitoring of the Welsh Language Standards' implementation, including providing updates on service developments;
- suggestions from the committee;
- national and local equality issues;

- established reporting arrangements for the Welsh Language Standards and Strategic Equality Plan;
- consideration of other council priorities and external reports.

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

6.1 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. Well-being of Future Generations (Wales) Act 2015 Assessment

8.1 This is an update report, therefore a Well-being of Future Generations Act (2015) assessment has not taken place in order to prepare this report.

9. Recommendation

9.1 That Cabinet Equalities Committee approves the proposed Forward Work Programme 2019-20.

Mark Shephard

Interim Chief Executive – Chief Executive’s Directorate.

Date: 26 March 2019

10. Contact officers:

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Telephone:643664

Background papers: None

Bridgend County Borough Council: Cabinet Equalities Committee
Forward Work Programme 2019/20 DRAFT

Date	Main Item/s	Business Items
26 March 2019	<p>Domestic abuse – older people and perpetrator update</p> <p>Update on mental health provision within Bridgend County Borough</p>	<ul style="list-style-type: none"> • Update report on implementation of Welsh Language Standards • Strategic Equality Plan (SEP) annual report 2017/18 • Equality Impact Assessment (EIA) annual review report • Forward Work Programme (FWP) 2019/2020
July 2019	<p>Report on workforce wellbeing. Update on the core offer for staff and progress since the staff survey.</p>	<ul style="list-style-type: none"> • Update report on implementation of Welsh Language Standards • Welsh Language Standards annual report 17/18 • Workforce report 18/19 • SEP action plan report (update on work undertaken by directorates in the last 12 months)
November 2019	<p>Update on the Community Cohesion Survey and the role of the Community Cohesion Officer within BCBC.</p>	<ul style="list-style-type: none"> • Update report on implementation of Welsh Language Standards • Annual update on progress made with meeting the objectives within the Welsh Language Standards Five Year Strategy (year 3) • Annual report on the work of Bridgend Community Cohesion and Equality Forum.
March 2020	<p>Update on Equalities work within schools. To include incidents of bullying, racial incidents, partnership working, the impact of the Community Cohesion Officer role and working with the police.</p>	<ul style="list-style-type: none"> • Update report on implementation of Welsh Language Standards • Strategic Equality Plan (SEP) annual report 18/19 • Equality Impact Assessment (EIA) annual review report • Forward Work Programme (FWP) 2020/2021

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