

# Public Document Pack

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

### Bridgend County Borough Council



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

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

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



Annwyl Cyngorydd,

#### **PWYLLGOR Y CABINET CYDRADDOLDEB**

Cynhelir Cyfarfod Pwyllgor Y Cabinet Cydraddoldeb yn Siambr y Cyngor, Swyddfeydd Dinesig, Stryd Yr Angel, Penybont Ar Ogwr CF31 4WB ar **Dydd Iau, 21 Tachwedd 2019** am **09:30**.

#### **AGENDA**

1. Ymddiheuriadau am absenoldeb  
Derbyn ymddiheuriadau am absenoldeb gan Aelodau.
2. Datganiadau o fuddiant  
Derbyn datganiadau o ddiddordeb personol a rhagfarnol (os o gwbl) gan Aelodau / Swyddogion yn unol â darpariaethau'r Cod Ymddygiad Aelodau a fabwysiadwyd gan y Cyngor o 1 Medi 2014.
3. Cymeradwyaeth Cofnodion 3 - 18  
I dderbyn am gymeradwyaeth y Cofnodion cyfarfod y 26/03/2019 a 04/07/2019
4. Diweddariad ar yr Arolwg Cydlyniant Cymunedol a rôl y Swyddog Cydlyniant Cymunedol yn CBSP 19 - 56
5. Adroddiad diweddar ar weithredu Rheoliadau Mesur Cymraeg (Cymru) 2011 a Safonau'r Gymraeg 57 - 72
6. Diweddariad Blynyddol ar y cynnydd a wnaed o ran bodloni'r amcanion o fewn strategaeth pum mlynedd Safonau'r Gymraeg 73 - 82
7. Adroddiad Blynyddol ar waith Fforwm Cydlyniant Cymunedol a Chydraddoldeb Pen-y-bont ar Ogwr 83 - 86
8. Materion Brys  
I ystyried unrhyw eitemau o fusnes y, oherwydd amgylchiadau arbennig y cadeirydd o'r farn y dylid eu hystyried yn y cyfarfod fel mater o frys yn unol â Rhan 4 (pharagraff 4) o'r Rheolau Trefn y Cyngor yn y Cyfansoddiad.

Ffôn/Tel: 01656 643643

Facs/Fax: 01656 668126

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

Negeseuon SMS/ SMS Messaging: 07581 157014

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

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

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Rydym yn croesawu gohebiaeth yn y Gymraeg. Rhowch wybod i ni os yw eich dewis iaith yw'r Gymraeg

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Yn ddiffuant

**K Watson**

Pennaeth Gwasanaethau Cyfreithiol a Rheoleiddiol

**Dosbarthiad:**

Cynghowrwr

SE Baldwin

TH Beedle

HJ David

SK Dendy

J Gebbie

DG Howells

Cynghorwyr

JE Lewis

D Patel

JC Radcliffe

KL Rowlands

CE Smith

E Venables

Cynghorwyr

SR Vidal

PJ White

HM Williams

RE Young

COFNODION CYFARFOD Y PWYLLGOR Y CABINET CYDRADDOLDEB A GYNHALIWYD YN SIAMBR Y CYNGOR, SWYDDFEYDD DINESIG, STRYD YR ANGEL, PENYBONT AR OGWR CF31 4WB DYDD MAWRTH, 26 MAWRTH 2019, AM 10:00

Presennol

Y Cyngorydd D Patel – Cadeirydd

SE Baldwin  
DG Howells  
HM Williams

TH Beedle  
JE Lewis  
RE Young

HJ David  
JC Radcliffe

J Gebbie  
E Venables

Ymddiheuriadau am Absenoldeb

CE Smith, PJ White a Mark Shephard

Swyddogion:

Emma Blandon	Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu
Jackie Davies	Pennaeth Gofal Cymdeithasol Oedolion
Robert Goodwin	Rheolwr Ardal Gwasanaethau Iechyd Meddwl ac Anabledd Dysgu Pen-y-bont
Mark Lewis	Rheolwr Grŵp Gwaith Integredig a Chymorth i Deuluoedd
Martin Morgans	Pennaeth Gwasanaeth - Perfformiad a Gwasanaethau Partneriaeth
Michael Pitman	Prentys Busnes Gweinyddol Gwasanaethau Democrataidd

42. DATGANIADAU O FUDD

Gwnaed y Datganiadau canlynol:

Datganodd y Cyng. D Patel fudd personol yn Eitem 5 – Gwasanaethau Iechyd Meddwl ym Mhen-y-bont ar Ogwr, gan ei bod hi'n ymddiriedolwraig o Mental Health Matters Wales.

Datganodd y Cyng. R Young fudd personol yn Eitem 5 – Gwasanaethau Iechyd Meddwl ym Mhen-y-bont ar Ogwr gan ei fod yn Gadeirydd ar Mental Health Matters Wales.

43. CYMERADWYO'R COFNODION

PENDERFYNWYD: Bod cofnodion cyfarfod 19 Tachwedd 2018 yn cael eu cymeradwyo fel cofnod gwir a chywir.

44. CAM-DRIN DOMESTIG – DIWEDDARIAD AR BOBL HŶN A THRAMGWYDDWYR

Cyflwynodd Pennaeth y Gwasanaethau Perfformiad a Phartneriaeth adroddiad a roddodd ddiweddariad i Bwyllgor Cydraddoldeb y Cabinet ynghylch cam-drin domestig a phobl hŷn; a'r ymyrraeth tramgwyddwr (Dewisiadau) ym Mhen-y-bont ar Ogwr.

Esboniodd waith Ystafell Assia, a ddangosodd iddynt gefnogi cyfanswm o 973 o fenywod a 153 o wrywod a oedd wedi dioddef camdriniaeth yn 2017-18. Datganodd na fyddai unrhyw ddioddefwyr heb dramgwyddwyr a chydabuwyd ar raddfa leol a chenedlaethol fod rhaglen ymyrraeth yn hollbwysig er mwyn diogelu a chynorthwyo dioddefwyr.

Ailadroddodd Aelod bwysigrwydd Ystafell Assia a'r gwaith maen nhw wedi'i wneud. Gofynnodd am eglurhad mewn perthynas â dioddefwyr clefyd Alzheimer a gofynnwyd beth oedd yn cael ei ystyried yn berthynas gydsyniol a sut roedd hyn yn cael ei fonitro.

Esboniodd Cynrychiolydd Calan DVS nad oeddent yn siŵr o ran yr ystadegau'n ymwneud â hyn gan nad oedd yn cael ei fonitro ar y pryd ond gallai newid wrth i dueddiadau ddigwydd. Datganodd hefyd efallai bod gan Fywydau Diogelach ragor o wybodaeth a byddai'n hapus i gysylltu â nhw a darparu unrhyw wybodaeth mewn perthynas â hyn.

Gofynnodd Aelod a oedd ganddynt ystadegau ar berthnasoedd LGBT yn ogystal â pherthnasoedd yn cynnwys gwahanol ryweddau.

Dywedodd y cynrychiolydd o Calan DVS fod ganddynt rywfaint o ddata mewn perthynas â hyn a byddai'n hapus i ddarparu'r hyn oedd ganddynt.

Gofynnodd Aelod i ba raddau yr oedd dementia yn broblem ac a oedd hyn yn newid y dull a gymerir i ddelio â dioddefwyr.

Esboniodd Pennaeth y Gwasanaethau Perfformiad a Phartneriaeth nad oedd hi bob amser yn sefyllfa syml mewn perthynas â dioddefwyr Dementia a chlefyd Alzheimer. Rhoddodd enghraifft o sefyllfa lle'r oedd gwraig yn cam-drin ei gŵr, o ymchwilio ymhellach, darganfyddon nhw mai'r wraig oedd yn cael ei cham-drin. Newidiodd hyn y ffordd yr oedd rhaid iddynt ddelio â'r sefyllfa.

Roedd yr Arweinydd yn falch â'r gwerthusiad o'r prosiect ac roedd hi wedi'i chalonogi y byddai 100% o'r goroeswyr yn argymhell y prosiect. Credodd fod hyn yn dangos yr effaith yr oedd y prosiect yn ei gael ar bobl a sut roedd hyn yn helpu i gadw pobl yn fwy diogel. Roedd yn falch o glywed bod y tramgwyddwyr yn gweld effaith y prosiect a'r effaith yr oedd yn ei gael ar eu plant eu hunain.

Gofynnodd Aelod sut roedd y prosiect yn cael ei fonitro ac a oedd yn rymus ym mhob maes, yn enwedig plant a dioddefwyr.

Calonogodd cynrychiolydd Calan DVS yr Aelodau fod y prosiect yn cael ei fonitro'n gyson er mwyn sicrhau yr edrychir ar bob agwedd ac roedd yn cael ei ddiwygio neu ddiweddarau yn ôl yr angen. Rhoddodd wybod i'r Aelodau fod gwerthusiad yn mynd yn ei flaen ar hyn o bryd, a oedd yn cynnwys myfyriwr Meistr yn cyflawni dadansoddiad llawn fel rhan o'u cwrs Prifysgol.

Gofynnodd Aelod am eglurhad ar adran 3.8 yr adroddiad a oedd yn datgan mai 'aelod o'r teulu sy'n oedolyn' yw'r prif dramgwyddwr. Gofynnodd os nad aelod o'r teulu sy'n oedolyn oedd y tramgwyddwr, pwy arall fyddai.

Esboniodd y cynrychiolydd o Calan DVS fod nifer fawr o achosion lle bu pobl hŷn yn byw mewn cartrefi a lle buon nhw'n destun camdriniaeth wrth aelodau'r teulu oedd yn ymweld â nhw. Mae hyn yn aml wedi golygu cam-drin meddyliol gan gynnwys cam-drin ariannol.

Gofynnodd Aelod beth yw'r ystadegau sy'n ymwneud â Phlant sy'n Derbyn Gofal.

Dywedodd Pennaeth y Gwasanaethau Perfformiad a Phartneriaeth iddo gredu bod yr ystadegau'n amlwg mewn perthynas â phlant sy'n derbyn gofal o ganlyniad i gam-drin domestig yn y cartref. Dywedodd y byddai'n edrych ymhellach i hyn gyda'r Gwasanaethau Cymdeithasol.

Gofynnodd y Cadeirydd a oedd unrhyw gyfleoedd i ddioddefwyr cam-drin domestig wynebu'r tramgwyddwr ac a oedd unrhyw amgylchedd diogel i wneud hyn.

Esboniodd cynrychiolydd Calan DVS nad oedd system ar waith ar gyfer hyn ar hyn o bryd. Roedd y dioddefwyr yn cael cyfle i weithio gyda'r tramgwyddwr mewn perthynas ag amddiffyn plant.

Gofynnodd Aelod pa hyfforddiant oedd yn cael ei roi i swyddogion yn ychwanegol at yr hyfforddiant ar-lein oedd yn cael ei ddarparu ar hyn o bryd.

Esboniodd cynrychiolydd Calan DVS fod 78% o swyddogion wedi cwblhau'r hyfforddiant ar-lein, maen nhw'n edrych i ddarparu hyfforddiant dyfnach i'r swyddogion ar y rheng flaen. Dywedodd pan fyddai'r system hyfforddiant ar gael, y bydden nhw'n edrych ar sut orau i'w gweithredu.

Anogodd yr Arweinydd aelodau'r cyhoedd i ddod ymlaen os ydyn nhw'n mynd trwy unrhyw sefyllfa anodd, gallent wneud hynny'n gyfrinachol dim ots beth yw eu hoedran, rhywedd neu gefndir.

Pwysleisiodd Aelod yr angen i ddiweddarau polisi Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr i gynnwys gwrywod, LGBT a mwy. Dywedodd ei fod ar hyn o bryd ond yn targedu benywod a allai roi'r argraff anghywir ac ansicrwydd i grwpiau eraill o bobl nad oedd modd iddynt gael y cymorth yr oedd arnynt ei angen.

Dywedodd y Cadeirydd mai hyn oedd yr achos hefyd gyda deddfwriaeth Llywodraeth Cymru. Cytunodd fod angen ac y bydd hi'n edrych i mewn i hyn.

Calonogodd Pennaeth y Gwasanaethau Perfformiad a Phartneriaeth yr Aelodau eu bod yn derbyn dioddefwyr a thramgwyddwyr o bob math ac yn delio â phob sefyllfa yn unigol.

**PENDERFYNWYD:** Bod Pwyllgor Cydraddoldeb y Cabinet yn nodi'r diweddariad mewn perthynas â'r cyflwyniad/diweddariad y gofynnwyd amdano a'r cynnydd a wnaed.

**45. Y GWASANAETHAU IECHYD MEDDWL YM MHEN-Y-BONT AR OGWR**

Cyflwynodd Pennaeth Gofal Cymdeithasol Oedolion adroddiad a ddarparodd wybodaeth i'r Pwyllgor am ystod y gwasanaethau ar draws y Fwrdeistref Sirol.

Esboniodd i Aelodau'r boblogaeth o bobl ym Mhen-y-bont ar Ogwr a Chymru a chanddynt broblemau iechyd meddwl a darparodd ystadegau. Esboniodd yng Nghymru, bydd 1 o bob 4 oedolyn yn cael profiad o ryw fath o broblem iechyd neu salwch meddwl yn ystod eu hoes a bydd gan 2 o bob 100 o bobl salwch meddwl difrifol fel Sgitsoffrenia neu Anhwylder Deubegwn.

Esboniodd hefyd ym Mhen-y-bont ar Ogwr, fod asesiad o'r boblogaeth wedi dynodi y bydd cynnydd ym mynychter dementia. Rhagwelir y bydd y boblogaeth o oedolion hŷn 65+ yn cynyddu gan 48% erbyn 2030.

Esboniodd y ddarpariaeth gwasanaeth iechyd meddwl oedolion a'r model cyfredol ar gyfer gwasanaethau iechyd meddwl ym Mhen-y-bont ar Ogwr. Caiff cydrannau allweddol y model cyfredol eu cynnwys yn yr adroddiad.

Rhoddodd wybod i'r Aelodau am y Gwasanaeth Gweithwyr Proffesiynol Iechyd Meddwl Cymeradwy ym Mhen-y-bont ar Ogwr. Esboniodd fod y gweithwyr hyn yn weithwyr proffesiynol wedi'u cymeradwyo gan yr awdurdod lleol i gyflawni rhai dyletswyddau dan y Ddeddf Iechyd Meddwl.

Rhoddodd wybod i'r Aelodau hefyd am yr adolygiad o dîm Gwaith Cymdeithasol Iechyd Meddwl lle'r oeddent yn anelu at ddefnyddio adnoddau'n well i ganolbwyntio ar faterion allweddol fel darparu gwybodaeth, cyngor a chymorth, atal ac ymyrraeth gynnar a gweithio mewn partneriaeth. Rhoddodd wybod hefyd fod y cynnig hwn yn y cyfnod ymgynghori ar hyn o bryd.

Rhoddodd y Rheolwr Ardal ar gyfer Gwasanaethau Iechyd Meddwl ac Anableddau Dysgu Pen-y-bont ar Ogwr wybod i'r Aelodau am Ddarpariaeth yr Awdurdod Lleol i gefnogi plant a phobl ifanc gyda'u hiechyd meddwl. Esboniodd fod yr awdurdod lleol yn cyflogi saith cynghorydd yn yr ysgol, dau gynghorydd cymunedol a therapydd chwarae, a phob un ohonynt wedi'u cofrestru gyda Chymdeithas Cynghori a Seicotherapi Prydain (BACP). Esboniodd fod yna isafswm safon y mae'n rhaid ei chyflawni i fod yn gymwys a bod yna isafswm lefelau goruchwyllo a gofynion datblygu proffesiynol parhaus er mwyn cynnal cofrestrriad.

Esboniodd fod yr hyfforddiant o fewn cyrraedd y swyddogion, a oedd yn cynnwys ystod eang o sefydliadau. Rhoddodd wybod fod hyfforddiant pellach wedi'i gyflwyno ar raddfa ehangach hefyd pan oedd cyllid grant ar gael. Rhoddodd esiampl hyfforddiant Thrive, a ddarparodd y ddealltwriaeth sgiliau i aelodau staff ysgol allweddol i reoli datblygiad emosiynol plant a phlant agored i niwed oedd yn dangos ymddygiad aflonyddgar/cythryblus.

Rhoddodd y Cynrychiolydd o Fwrdd Iechyd Prifysgol Abertawe Bro Morgannwg ddiweddariad i Aelodau ar CAMHS a'r perfformiad a chyfeiriad strategol. Esboniodd ym mis Ionawr 2018, gwelodd ostyngiad sylweddol mewn amserau aros a pharhaodd y duedd hon am bum mis. Fodd bynnag, ym mis Mai, dechreuodd y perfformiad ostwng, a oedd yn gysylltiedig â staff yn gadael a'r oedi oedd yn gysylltiedig â hysbysebu a llenwi'r swyddi hyn. Rhoddodd sylwadau ar y newid ffin parhaus o Fwrdd Iechyd Prifysgol Abertawe Bro Morgannwg i Fwrdd Iechyd Prifysgol Cwm Taf Morgannwg a dywedodd eu bod nhw'n edrych i integreiddio'r timau llai o faint yn llai o dimau mwy o faint. Fodd bynnag, dywedon nhw y byddai angen iddynt aros tan i'r newid yn y ffin fynd rhagddo cyn rhoi'r syniad hwn ar waith.

Gofynnodd Aelod pa hyfforddiant a ddarperir i athrawon gan mai nhw yn aml yw'r man cyswllt cyntaf i blentyn.

Dywedodd y Cynrychiolydd o Fwrdd Iechyd Prifysgol Abertawe Bro Morgannwg y gall athrawon ofyn am hyfforddiant os credant mai nhw yw'r un gorau i ddelio â sefyllfa. Dywedodd eu bod yn gobeithio gwella'r maes ymyrraeth hwn oherwydd cytunai ei bod hi'n debygol mai athro/athrawes yw'r cyswllt dewis gorau i blentyn.

Ychwanegodd y Rheolwr Ardal ar gyfer Gwasanaethau Iechyd Meddwl ac Anableddau Dysgu Pen-y-bont ar Ogwr fod hyfforddiant yn cael ei ddarparu ar-lein hefyd sy'n cwmpasu ystod o bynciau a allai baratoi athrawon yn well i ddelio â phroblemau plant.

Datganodd yr Arweinydd er bod gwelliannau i'w gwneud o hyd mewn rhai meysydd, bod y cynnydd a wnaed yn sylweddol ac roedd am ddiolch yn bersonol i Fwrdd Iechyd Prifysgol Abertawe Bro Morgannwg am eu gwaith caled.

**PENDERFYNWYD:** bod Pwyllgor Cydraddoldeb y Cabinet yn nodi cynnwys yr adroddiad.

46. **ADRODDIAD DIWEDDARU AR WEITHREDIAD MESUR YR IAITH GYMRAEG (CYMRU) 2011 A SAFONAU'R GYMRAEG**

Cyflwynodd y Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu adroddiad a oedd yn diweddarau Pwyllgor Cydraddoldeb y Cabinet ar weithrediad Mesur yr Iaith Gymraeg (Cymru) 2011 a Safonau'r Gymraeg.

Esboniodd er mis Awst 2018, bod gwaith wedi parhau ar fodloni safonau perthnasol a diweddarau dogfennaeth. Roedd cynllun gweithredu drafft yn cael ei ddatblygu i gynnwys unrhyw waith oedd yn weddill, yn ogystal â mynd i'r afael ag unrhyw faterion a gododd o weithdai arfer gorau Comisiynydd y Gymraeg ar ddiwedd 2018. Cynghorodd y byddai cynllun gweithredu'n cael ei drefnu ar gyfer cyfarfod nesaf Pwyllgor Cydraddoldeb y Cabinet ym mis Gorffennaf 2019.

Esboniodd tra'r oedd hi yng ngweithdy arfer gorau Comisiynydd y Gymraeg ym mis Rhagfyr, cododd sawl cyngor faterion o ran beth nad oedd yn gweithio'n dda iddynt a bu hyn yn sesiwn llawn gwybodaeth iddi. Nodwyd hefyd fod angen i'r holl gynghorau weithio ar eu strategaeth 5 mlynedd, y mesuriadau a'r datblygiad ohoni yn ogystal â'r safonau creu polisiâu. Esboniodd fod swyddogion yn edrych i gryfhau'r Aseiad o Effaith ar Gydraddoldeb yn ogystal ag ailsefydlu cyfarfodydd chwarterol o Fwrdd yr Iaith Gymraeg mewnol gyda'r cyfarfod cyntaf wedi'i drefnu ar gyfer 30 Ebrill.

Darparodd ddiweddariad i'r Aelodau ar y cwynion ffurfiol a dderbyniodd / ymdriniodd â nhw ers y cyfarfod diwethaf. Mae'r Cyngor wedi derbyn tair cwyn newydd ers y cyfarfod diwethaf. O'r tair cwyn flaenorol, mae un ohonynt yn mynd rhagddi gydag un wedi dod i'w chasgliad. Mae'r drydedd gŵyn yn cael ei chynnal yn erbyn y cyngor ac mae dyddiad cau o chwe mis i weithredu a chyfleu cynllun gweithredu i liniaru rhag i hyn ddigwydd eto.

Gofynnodd Aelod a oedd y cyngor wedi gwneud trefniadau ar gyfer cyfieithu ar y pryd.

Esboniodd y Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu fod gan yr holl staff fynediad i ddarpariaeth cyfieithu ar y pryd, er enghraifft ar gyfer digwyddiadau cyhoeddus. Esboniodd mewn perthynas ag un o'r cwynion, trefnwyd rhan o'r digwyddiad gan y cyngor a rhan gan yr ysgol. Efallai bod hyn wedi achosi cam-gyfathrebu ac felly wedi arwain at y camgymeriad. Byddai'r Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu'n darparu manylion i'r Pwyllgor o amgylch y gŵyn yn ymwneud ag arwydd ar y ffordd.

Atebodd yr Aelod y byddai'n haws cael y Gymraeg a'r Saesneg ar yr un ddogfen a dylai fod gweithdrefn rhestr wirio i sicrhau bod y Gymraeg yn cael ei rhoi ar waith yn gywir.

Esboniodd y Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu y gellid ei wneud ar gyfer y dogfennau llai o faint ac roedd hyn yn cael ei wneud yn aml. Fodd bynnag, gyda'r dogfennau mwy o faint, aeth yn heriol oherwydd eu maint. Esboniodd o ran y rhestr wirio, bod un ar gael i aelodau staff ei defnyddio yn y pecyn cymorth ymgynghori a ddarperir ar-lein.

**PENDERFYNWYD:** Bod Pwyllgor Cydraddoldeb y Cabinet yn derbyn ac yn ystyried yr adroddiad.

**47. ADRODDIAD BLYNYDDOL Y CYNLLUN CYDRADDOLDEB STRATEGOL 2017/2018**

Cyflwynodd y Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu adroddiad a roddodd ddiweddariad i'r Aelodau ar y gwaith a gwblhawyd yn y Cynllun Cydraddoldeb Strategol (CCS) 2016-2020 ar gyfer y cyfnod 2017 i 2018.

Esboniodd fod adroddiad blynyddol y CCS yn galluogi'r cyngor i gyflawni tasgau allweddol fel:

- Monitro ac adolygu cynnydd yn erbyn ei amcanion cydraddoldeb strategol;
- adolygu ei amcanion a phrosesau yng ngoleuni unrhyw ddeddfwriaeth newydd a datblygiadau newydd eraill;
- ymgysylltu â rhanddeiliaid perthnasol yn ymwneud ag amcanion cydraddoldeb, gan ddarparu tryloywder;
- cynnwys diweddariadau perthnasol ar asesiadau o effaith ar gydraddoldeb, trefniadau caffael a hyfforddiant.

Yn ogystal, gosododd adroddiad CCS:

- Y camau a gymerwyd i ddynodi a chasglu gwybodaeth berthnasol.
- Unrhyw resymau am beidio â chasglu gwybodaeth berthnasol;
- Lle bo'n briodol, gwybodaeth am gyflogaeth, gan gynnwys gwybodaeth am hyfforddiant a chyflog.

Rhoddodd y Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu wybod i'r Aelodau am wall yn yr ystadegau ar dudalen 10 yr adroddiad a dywedodd y dylai nifer yr ymgeiswyr gwrywaidd fod yn 1032, ac nid 2554 fel sydd ar y rhestr.

Gofynnodd y Cadeirydd fod y diffiniad ar wrth-Semitaeth a fabwysiadwyd llynedd yn cael ei ychwanegu at yr adroddiad. Cadarnhaodd y Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu y byddai'n ychwanegu hyn at y CSS nesaf a chynllun gweithredu sy'n cwmpasu cyfnod perthnasol 18/19.

Cyfeiriodd yr Arweinydd at y cyfleuster lleoedd newid newydd yn yr orsaf drenau a'i fod ar agor i holl aelodau'r cyhoedd.

Gofynnodd y Pwyllgor i'r cyfleuster lleoedd newid gael ei hysbysebu'n fwy er mwyn i'r cyhoedd fod yn ymwybodol ohono.

**PENDERFYNWYD:** Bod Pwyllgor Cydraddoldeb y Cabinet wedi nodi'r cynnydd a wnaed ac wedi cymeradwyo Adroddiad Blynyddol y Cynllun Cydraddoldeb Strategol 2017/18.

48. **ASESIADAU O EFFAITH AR GYDRADDOLDEB – ADOLYGIAD BLYNYDDOL 2018/19**

Cyflwynodd y Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu adroddiad a roddodd ddiweddariad blynyddol i'r Aelodau ar ofyniad y Cyngor i ymgymryd ag Aseidiadau o Effaith ar Gydraddoldeb, trosolwg o ddull y cyngor o droi at Aseidiadau o Effaith ar Gydraddoldeb ac amlinelliad o'r aseidiadau a gynhaliwyd ym meysydd gwasanaeth Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr (CBSC) yn 2018/19.

Esboniodd fod Deddf Cydraddoldeb 2010 yn nodi dyletswydd gyffredinol fod angen i CBSP roi ystyriaeth ddyledus yn ei brosesu gwneud penderfyniadau (gan gynnwys penderfyniadau ariannol) i dri ffactor:

- Dileu gwahaniaethu, aflonyddwch ac erledigaeth anghyfreithlon.
- Hyrwyddo cyfle cyfartal a;
- Meithrin cysylltiadau da rhwng pobl sy'n rhannu nodwedd warchoddedig a'r rhai nad ydynt.

Esboniodd fod hyfforddiant Aseiad o Effaith ar Gydraddoldeb ar gael i weithwyr sy'n darparu trosolwg o'u Haseidiadau o Effaith ar Gydraddoldeb, eu rôl wrth wella gwasanaethau ac arweiniad i'w cynnal.



Rhoddodd wybod i'r Aelodau am y gronfa ddata well a oedd yn cadw golwg ar yr Asesiadau o Effaith ar Gydraddoldeb a gwblhawyd. Byddai hyn yn darparu dull canolog o droi at y wybodaeth ac roedd yn gobeithio y byddai'r meysydd gwasanaeth yn bwydo i mewn i hyn, yna gellid defnyddio'r wybodaeth i wella ymhellach yr Asesiadau o Effaith ar Gydraddoldeb.

Awgrymodd yr Arweinydd er bod yr Asesiadau o Effaith ar Gydraddoldeb yn aml yn dweud dim effaith negyddol, byddai o fantais pe bydden nhw'n dangos yr effeithiau cadarnhaol. Dywedodd y Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu y gellid edrych i hyn i'r dyfodol wrth i fwy o welliannau gael eu gwneud.

Rhoddodd y Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu wybod i'r Aelodau am ddiweddariad ar yr Asesiadau o Effaith ar Gydraddoldeb a gynhaliwyd yn 2017/18. Esboniodd rhwng Chwefror 2018 a Ionawr 2019, bod chwe Asesiad o Effaith ar Gydraddoldeb llawn wedi'u gwneud a'u bod yn cydfynd ag adroddiadau'r Cabinet.

**PENDERFYNWYD:** Bod Pwyllgor Cydraddoldeb y Cabinet yn nodi'r cynnydd a wnaed wrth gwblhau'r Asesiadau o Effaith ar Gydraddoldeb, y cynnydd a wnaed gyda hyfforddiant a'r adolygiad o'r prosesau gweinyddu i gefnogi meysydd gwasanaeth.

49. **BLAENRAGLEN WAITH 2019 - 2020**

Cyflwynodd y Rheolwr Cyfathrebu, Marchnata ac Ymgysylltu adroddiad a geisiodd am gymeradwyaeth Pwyllgor Cydraddoldeb y Cabinet am Flaenraglen Waith arfaethedig ar gyfer 2019-2020.

Cyfeiriodd y Pwyllgor at y cynnig am eitemau busnes rheolaidd a materion cydraddoldeb allweddol fyddai'n cael eu hystyried.

Rhoddodd wybod i'r Aelodau fod adroddiad yr Arolwg Staff newydd ei gynnal wedi'i drefnu ar gyfer cyfarfod mis Gorffennaf, lle bydd aelod o staff Adnoddau Dynol yn bresennol.

Esboniodd fod yr atodlen ar gyfer yr adroddiad Asesiad o Effaith ar Gydraddoldeb bellach wedi newid a bydd bellach yn unol â'r flwyddyn ariannol. Rhoddodd wybod fod yr adroddiad Asesiad o Effaith ar Gydraddoldeb nesaf wedi'i drefnu ar gyfer Gorffennaf 2020 yn hytrach na Mawrth 2020.

Gofynnodd y Cadeirydd i'r Aelodau os oedd unrhyw eitemau pellach yr hoffen nhw eu gweld ar y Blaenraglen Waith dros y flwyddyn ariannol nesaf i roi gwybod iddi unrhyw bryd er mwyn gallu edrych arno a'i hamserlennu.

**PENDERFYNWYD:** Bod Pwyllgor Cydraddoldeb y Cabinet yn cymeradwyo Blaenraglen Waith arfaethedig 2019-20.

50. **EITEMAU BRYD**

Dim

Daeth y cyfarfod i ben am 12:20

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**COFNODION CYFARFOD Y PWYLLGOR Y CABINET CYDRADDOLDEB A GYNHALIWYD  
YN SIAMBR Y CYNGOR, SWYDDFEYDD DINESIG, STRYD YR ANGEL, PENYBONT AR  
OGWR CF31 4WB DYDD IAU, 4 GORFFENNAF 2019, AM 10:00**

Presennol

Y Cyngorydd D Patel – Cadeirydd

TH Beedle  
JE Lewis

HJ David  
JC Radcliffe

SK Dendy  
HM Williams

DG Howells  
RE Young

Ymddiheuriadau am Absenoldeb

PJ White, SE Baldwin, J Gebbie, KL Rowlands, E Venables a/ac SR Vidal

Swyddogion:

Nicola Bunston  
Mark Shephard  
Ian Vaughan

Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb  
Prif Weithredwr  
Cynllunio'r Gweithlu a Rheolwr Gweinyddol

52. DATGAN BUDDIANNAU

Cafwyd datganiad o fuddiant personol yn eitem 6 yr Agenda gan y Cyngorydd RE Young fel Cadeirydd Mental Health Matters Wales.

Cafwyd datganiad o fuddiant personol yn eitem 6 yr Agenda gan y Cyngorydd D Patel fel Ymddiriedolwr Mental Health Matters Wales.

53. ADRODDIAD DIWEDDARU AR WEITHREDU MESUR Y GYMRAEG (CYMRU) 2011 A SAFONAU'R GYMRAEG

Cyflwynodd y Prif Weithredwr adroddiad a oedd yn rhoi diweddariad i'r Aelodau ar weithredu Mesur y Gymraeg (Cymru) 2011 a Safonau'r Gymraeg.

Fel cefndir, dywedodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb, ers i'r cyngor dderbyn ei hysbysiad cydymffurfio yn 2015, fod cynnydd tuag at weithredu'r 171 o safonau a aseiniwyd wedi parhau.

Fe atgoffodd hi Bwyllgor y Cabinet fod diweddariadau ar gydymffurfiaeth wedi'u darparu'n flaenorol yn rheolaidd i'r Aelodau.

Roedd paragraff 4.1 yr adroddiad yn amlinellu cynnydd/diweddariadau allweddol o ran cydymffurfio ers mis Mawrth 2019 mewn fformat cryno, tra bod paragraff 4.2 yn rhoi manylion nodau ac amcanion Cynllun Gweithredu'r Gymraeg a ddangosir yn Atodiad 1 yr adroddiad.

Rhoddodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb grynodedb o'r ddau beth hyn er budd yr Aelodau.

Cyfeiriodd Aelod at adran 2 paragraff 4.1 a sefydlu Bwrdd Strategaeth y Gymraeg, sy'n cyfarfod bob chwarter i ddatblygu arferion a monitro cydymffurfriad. Gofynnodd p'un ai oedd unrhyw siaradwyr Cymraeg ar y corff hwn.

Dywedodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb, cyn belled ag yr oedd yn ymwybodol, nad oedd unrhyw rai, ond y byddai'n gwirio hyn ac yn dod yn ôl at yr

Aelod yn unol â hynny. Ychwanegodd y dylai Hyrwyddwr Cydraddoldeb yr Awdurdod (Cadeirydd Pwyllgor Cydraddoldeb y Cabinet) fod yn aelod o'r Bwrdd hefyd.

PENDERFYNWYD: Bod Pwyllgor Cydraddoldeb y Cabinet wedi derbyn, ystyried a nodi'r adroddiad.

54. ADRODDIAD BLYNYDDOL SAFONAU'R GYMRAEG 2018/19

Cyflwynodd y Prif Weithredwr adroddiad i'r Aelodau, er mwyn hysbysu Pwyllgor y Cabinet am y cynnwys a'r dull a ddefnyddiwyd ar gyfer pedwerydd Adroddiad Blynyddol Safonau'r Gymraeg y cyngor ar gyfer 2018/19.

Dywedodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb bod Safonau'r Gymraeg yn rhoi hawliau gwell, y gellir eu gorfodi, i siaradwyr Cymraeg mewn perthynas â'r Gymraeg. Derbyniodd y cyngor ei hysbysiad cydymffurfio terfynol ar 30 Medi 2015, a oedd yn amlinellu 171 o safonau y mae'n ofynnol i'r cyngor gydymffurfio â nhw.

Ychwanegodd fod Safonau rhifau 158, 164 a 170 yn ei gwneud yn ofynnol i'r Cyngor lunio a chyhoeddi adroddiad Blynyddol, yn Gymraeg, erbyn 30 Mehefin bob blwyddyn.

Cadarnhaodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb fod adroddiad blynyddol Safonau'r Gymraeg 2018/19 y cyngor yn cwmpasu'r cyfnod o 1 Ebrill 2018 i 31 Mawrth 2019 ac fe'i cyhoeddwyd, fel sy'n ofynnol, erbyn 30 Mehefin 2019. Atodwyd yr adroddiad fel atodiad 1 i'r prif adroddiad.

Amlinellodd yr adroddiad y ffordd y mae'r cyngor wedi cydymffurfio â'r safonau o dan ddyletswydd i gydymffurfio yn ystod y cyfnod, a hefyd mae'n dogfennu unrhyw gynnydd a datblygiadau newydd o ran ein cydymffurfriad.

Aeth ymlaen gan nodi, fel rhan o'r adroddiad blynyddol, bod dyletswydd ar y cyngor i adrodd yn benodol ar y wybodaeth a ddangosir ar ffurf pwyntiau bwled ym mharagraff 4.3 yr adroddiad.

Esboniodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb ymhellach, nad yw'r safonau sy'n ymwneud â chyhoeddi adroddiad blynyddol yn ei gwneud yn ofynnol i'r adroddiad gael ei gymeradwyo gan y cyngor neu Gomisiynydd y Gymraeg cyn ei gyhoeddi, fel y bu'n ofynnol yn flaenorol o dan y Cynllun Iaith Gymraeg.

Gofynnodd Aelod pam roedd cyrsiau hyfforddiant gweithwyr (h.y. modelau e-ddysgu) wedi'u cwblhau yn Saesneg yn hytrach na'r Gymraeg.

Dywedodd y Rheolwr Cynllunio a Gweinyddu'r Gweithlu fod gweithwyr yn gallu cwblhau modiwlau e-ddysgu yn Gymraeg pe byddent yn dymuno gwneud hynny, ond yn 2018/19, cafodd pob un ei gwblhau yn Saesneg.

Cyfeiriodd Aelod at 2.2 yn yr Atodiad, pwynt bwled 7, a gofynnodd pwy oedd yn penderfynu p'un ai oedd yn briodol i gynnal cyfarfodydd yn Gymraeg, ac a oedd y cyfarfodydd hyn yn gyfarfodydd Pwyllgor ffurfiol neu a oedd hyn yn ymestyn hefyd i gyrff a Gweithgorau eraill.

Dywedodd y Prif Weithredwr fod y cyngor yn gofyn am rybudd ymlaen llaw gan aelod o'r cyhoedd, os oeddent yn gofyn i drafodion a thrafodaeth Pwyllgor ffurfiol gael eu cynnal yn Gymraeg. Roedd yr un peth yn wir hefyd o ran gweddarlledu cyfarfodydd. Fodd bynnag, cynhaliwyd cyfarfodydd mewnol, lle nad oedd cofnodion neu nodiadau'r cyrff hyn ar gael i'r cyhoedd trwy wefan y Cyngor, yn Saesneg gan nad oedd Safonau'r Gymraeg yn berthnasol i'r cyfarfodydd/gweithgorau mwy mewnol ac ati.

Yn yr un modd, roedd yn rhaid i'r Cyngor roi rhybudd os oedd bwriad i gynnal cyfarfod ffurfiol y Pwyllgor yn Gymraeg.

Cyfeiriodd y Cadeirydd at dudalen 24 yr Atodiad i'r adroddiad, lle nodwyd fod 10 swydd newydd/wag wedi'u hysbysebu yn ystod 2018/19, lle nodwyd yn benodol yn yr hysbyseb swydd fod sgiliau Cymraeg yn hanfodol ar gyfer y swyddi hyn. Gofynnodd pa swyddi oedd y rhain.

Dywedodd y Rheolwr Cynllunio a Gweinyddu'r Gweithlu fod 8 o'r swyddi hyn mewn ysgolion, gan gynnwys y Gwasanaeth Cynhwysiant Anghenion Addysgol Arbennig (AAA). Ychwanegodd mai Prentisiaid Adnoddau Dynol oedd y ddwy swydd arall.

**PENDERFYNWYD:** Bod Pwyllgor Cydraddoldeb y Cabinet wedi derbyn a nodi cynnwys yr adroddiad eglurhaol ac adroddiad blynyddol Safonau'r Gymraeg 2018/19.

55. **ADRODDIAD CYNLLUN GWEITHREDU'R CYNLLUN CYDRADDOLDEB STRATEGOL (DIWEDDARIAD AR WAITH A WNAED GAN GYFARWYDDIAETHAU YN YSTOD Y 12 MIS DIWETHAF)**

Cyflwynodd y Prif Weithredwr adroddiad a roddodd y wybodaeth ddiweddaraf i'r Aelodau am y cynnydd a wnaed wrth gyflawni Cynllun Cydraddoldeb Strategol 2016-2020 yn ystod 2018/19. Hwn oedd y trydydd adolygiad blynyddol o'r fath ar gyfer y cynllun.

Roedd y cefndir i'r adroddiad yn cadarnhau, yn dilyn ymgynghoriad cyhoeddus, fod Cynllun Cydraddoldeb Strategol y Cyngor (2016-2020) wedi'i gymeradwyo gan y Cabinet ar 15 Mawrth 2016.

Ers hynny, mae'r Cynllun Cydraddoldeb Strategol wedi datblygu gyda chefnogaeth Cynllun Gweithredu, er mwyn cynorthwyo â chyflawni 7 amcan yn y Cynllun Cydraddoldeb Strategol dros y cyfnod o 4 blynedd.

Bellach, roedd y Cynllun Gweithredu terfynol yn ddogfen fyw, ac roedd yn cynnwys 47 o gamau gweithredu, a chymeradwywyd hyn gan Bwyllgor Cydraddoldeb y Cabinet ym mis Gorffennaf 2016. Roedd y Cynllun Gweithredu wedi'i atodi i'r adroddiad.

Cofnodwyd cynnydd ar gyfer 2018/19 yn Atodiad 1. Pwyntiau allweddol i'w nodi oedd y rhai a amlinellwyd ym mharagraff 4.1 yr adroddiad, a oedd yn ymwneud â'r canlynol:

- Trafnidiaeth:
- Meithrin perthnasoedd da a hyfforddiant ymwybyddiaeth:
- Ein rôl fel cyflogwr
- Iechyd meddwl
- Plant
- Hamdden, y celfyddydau a diwylliant: a
- Data

Rhoddodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb grynodedb o bob un o adrannau uchod yr adroddiad, er budd yr Aelodau.

Nododd Aelod, o'r Cynllun Gweithredu Cydraddoldeb Strategol, fod 69 sesiwn Ymwybyddiaeth Troseddau Casineb wedi'u cynnal ledled y Fwrdeistref Sirol, a gofynnodd ym mha leoedd y cynhaliwyd y rhain.

Cadarnhaodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb nad oedd yn ymwybodol ar hyn o bryd ym mhle y cafodd pob un o'r rhain eu cynnal, ond y gallai ddod o hyd i ragor o wybodaeth am hyn a'i chyfleu i'r Aelod y tu allan i'r cyfarfod.

Teimlai'r Aelod y dylid cynnal y sesiynau ymwybyddiaeth hyn yn ardaloedd y cymoedd yn ogystal ag ardaloedd eraill yn y Fwrdeistref Sirol ac yn y 4 tref.

Cyfeiriodd Aelod at y Cynllun Cydraddoldeb Strategol a nododd fod oedolion ag Awtistiaeth wedi'u cynnwys fel rhan o grŵp anabledd ehangach. Teimlai y dylai'r grŵp hwn fod â Pholisi/fod mewn Strategaeth eu hunain.

Nododd hefyd o'r Cynllun Cydraddoldeb Strategol fod y cyngor wedi recriwtio prentisiaid sy'n siarad Cymraeg. Teimlai y dylid ystyried Plant sy'n Derbyn Gofal a Phlant a fu'n Derbyn Gofal yn flaenorol ar gyfer prentisiaethau.

Yn olaf, teimlai y byddai'n ddefnyddiol pe bai staff Gwasanaethau Cwsmeriaid yn cael hyfforddiant ar sut i ymdrin â chwsmeriaid ag anghenion arbennig.

Dywedodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb y gellid ystyried y pwynt cyntaf a wnaeth yr Aelod fel cam gweithredu o fewn y Cynllun Cydraddoldeb Strategol wrth symud ymlaen.

Cadarnhaodd y Rheolwr Cynllunio a Gweinyddu'r Gweithlu fod Gweithgor Prentisiaeth yn bodoli i gefnogi Plant sy'n Derbyn Gofal â chyfleoedd prentisiaeth a phrofiad gwaith.

O ran y trydydd pwynt, cadarnhaodd fod gan bob Cyfarwyddiaeth ei dyraniad cyllideb ei hun ar gyfer rhai mentrau hyfforddiant staff, yn enwedig staff sy'n wynebu'r cyhoedd, fel Gwasanaethau Cwsmeriaid.

**PENDERFYNWYD:**

Bod Pwyllgor Cydraddoldeb y Cabinet wedi derbyn, ystyried a nodi'r adroddiad a'r Atodiad cysylltiedig.

**56. LLESIANT STAFF**

Cyflwynodd y Rheolwr Cynllunio a Gweinyddu'r Gweithlu adroddiad, a'i ddiben oedd rhoi diweddariad ar y camau a gymerwyd a'r rhai a gynlluniwyd mewn perthynas â llesiant staff, yn dilyn canfyddiadau'r arolwg staff a gynhaliwyd ym mis Medi 2018.

Amlinellwyd rhywfaint o wybodaeth gefndir yn yr adroddiad, a chadarnhawyd, yn ystod 2018/19, y collwyd 11.79 o ddiwrnodau oherwydd absenoldeb salwch fesul gweithiwr cyfwerth ag amser llawn, gydag absenoldebau yn ymwneud â straen/gorbryder/iselder/iechyd meddwl yn cyfrif am 30.8% o'r holl ddyddiau a gollwyd.

Cyfeiriwyd at yr arolwg staff a gynhaliwyd, a nodwyd ystod o ffactorau yn ymwneud â boddhad swydd a llesiant staff a fesurwyd fel rhan o'r arolwg. Dangoswyd y math o ymatebion a dderbyniwyd ar ffurf pwyntiau bwled ym mharagraff 3.5 yr adroddiad.

Mae'r cyngor yn cefnogi ei weithwyr trwy'r defnydd o amrywiaeth o brotocolau AD, Rhaglen Iechyd Galwedigaethol a'r Rhaglen Cymorth i Weithwyr, yn ogystal ag amrywiaeth o fuddion ar gyfer staff. Dangoswyd crynodeb o'r rhain ymhlith gwybodaeth arall yn Atodiad 1 yr adroddiad.

Roedd cyfle i weithwyr ofyn am newid eu horiau gwaith, ynghyd â phrynu gwyliau blynyddol ychwanegol, hyd at uchafswm o 10 diwrnod arall. Roedd gwasanaethau cwnsela ar gael hefyd trwy'r Rhaglen Cymorth i Weithwyr.

Yn ogystal, roedd yr Awdurdod yn datblygu Strategaeth Llesiant Gweithwyr, a'r nod fyddai canolbwyntio ar sut mae'n bwriadu datblygu diwylliant llesiant cryf i gefnogi gweithlu brwdfrydig, hyblyg ac ymroddedig. Mae hyn yn barhaus, ac eisoes, bu mwy o ffocws ar fentrau llesiant gweithwyr.

Roedd paragraffau dilynol yr adroddiad yn amlinellu'n fanylach rai o'r mentrau iechyd roedd y cyngor yn eu darparu wrth symud ymlaen, gan gynnwys cynnull clinigau gwirio iechyd misol.

At hynny, roeddem yn gweithio gydag elusennau lleol i archwilio ffyrdd o wella ymwybyddiaeth a dealltwriaeth o ystod o gyflyrau iechyd a allai gael effaith gadarnhaol ar lesiant gweithwyr o fewn y gweithlu. Roedd hyn wedi cynnwys trafodaethau ag elusennau sydd wedi'u lleoli ym Mhen-y-bont ar Ogwr ac sy'n gweithio ledled rhanbarth Cwm Taf Morgannwg, gan gynnwys hyfforddiant a chefnogaeth bwrrasol ar gyfer iechyd meddwl a llesiant ehangach y gweithwyr. Byddai unrhyw wasanaethau ychwanegol a gynigir o ganlyniad i'r trafodaethau hyn yn amodol ar achos busnes ar wahân a nodwyd yn yr adroddiad.

Cyfeiriodd Aelod at baragraff 3.7 yr adroddiad, a gofynnodd pa dulliau y bwriadwyd eu defnyddio i gynyddu ymwybyddiaeth staff mewn perthynas â buddion o fewn yr Awdurdod a oedd ar gael iddynt, yn enwedig buddion o ran iechyd.

Dywedodd y Rheolwr Cynllunio a Gweinyddu'r Gweithlu fod yr Awdurdod, dros y misoedd diwethaf, wedi bod yn ymgysylltu'n weithredol ag iCOM, gan ofyn am fanylion pellach ynghylch buddion sydd ar gael i staff (y gallent fod â gwybodaeth gyfyngedig yn unig yn eu cylch), a throsglwyddo'r wybodaeth bellach am y rhain trwy Bridgenders.

Cyfeiriodd Aelod at baragraff 3.4 yr adroddiad, lle cyfeiriwyd at broblem gydag absenoldebau oherwydd salwch sy'n gysylltiedig â straen, a oedd yn cyfrif am ychydig yn llai na thraean yr holl absenoldebau staff oherwydd salwch. Teimlai na fyddai'r ganran hon yn debygol o leihau'n fuan, gyda gostyngiadau o ran staffio yn parhau. Felly, gofynnodd a oedd AD wedi ystyried cynnal arolwg staff yn ymwneud yn benodol â straen yn y gweithlu a'r tu allan iddo. Teimlai y byddai'n ddefnyddiol i'r Awdurdod gasglu data yn hyn o beth gan staff yn cwblhau arolwg o'r fath.

Cadarnhaodd y Prif Weithredwr mai'r Arolwg Staff a gynhaliwyd yn 2018 oedd yr arolwg cyntaf o'r math hwn a gynhaliwyd ers ychydig flynyddoedd. Dywedodd fod yr arolwg (nad oedd yn cynnwys staff Ysgolion) wedi targedu 3,000 o weithwyr, a'i fod yn falch o'r ymateb gan 1,291 aelod staff, a oedd yn cyfateb i 43% o'r gweithlu. Ychwanegodd y byddai nifer sylweddol o'r elfennau o adborth gan staff a gwblhaodd yr arolwg yn cael eu hystyried. Er gwaethaf y ffaith bod yr Adran Adnoddau Dynol (AD) yn ailstrwythuro ar hyn o bryd, y bwriad yw ailadrodd arolwg o'r fath yn amlach, a byddai'r Adran Adnoddau Dynol, wrth symud ymlaen, yn canolbwyntio mwy ar lesiant staff, yn enwedig gan fod y cyngor, erbyn hyn, yn dod yn weithlu sy'n crebachu. Ychwanegodd y byddai hefyd yn ystyried yr awgrym a roddwyd gan yr Aelod.

Gofynnodd Aelod pam y cafodd ysgolion eu heithrio o'r arolwg staff.

Dywedodd y Prif Weithredwr y byddai'n cael yr ateb i'r pwynt hwn a rhoi gwybod i'r Aelod y tu allan i'r cyfarfod, ond roedd yn amau mai'r rheswm am hyn oedd y ffaith bod ysgolion yn darparu eu harolygon staff/ymgysylltiad staff mewnol eu hunain.

Cyfeiriodd Aelod at gymhwystra gweithwyr o ran gallu gweithio llai o oriau/prynu gwyliau blynyddol ychwanegol. Gofynnodd a oedd hyn yn agored i holl staff y cyngor.

Atebodd y Rheolwr Cynllunio a Gweinyddu'r Gweithlu trwy nodi bod yn rhaid i weithwyr, yn gyntaf, fod wedi gweithio o fewn yr Awdurdod am 12 mis cyn cael eu hystyried ar gyfer yr opsiynau uchod. Roedd angen ystyried pob cais am weithio hyblyg yng nghydestun gofynion gwasanaeth. Roedd yn gallu cael data ynghylch ceisiadau yn ymwneud â'r ddau fater uchod a chanlyniadau ceisiadau o'r fath, y tu allan i'r cyfarfod.

Cyfeiriodd Aelod at y staff hynny a oedd yn ymdrin â'r cyhoedd yn rheolaidd, gan gynnwys ar-lein, a gofynnodd a oedd Polisi ar waith o fewn y cyngor a oedd yn eu cefnogi a'u hamddiffyn pe baent yn wynebu cwsmeriaid difriol.

Dywedodd y Prif Weithredwr fod gan y cyngor bolisi o'r fath ar waith, yn ogystal â mabwysiadu dull dim goddefgarwch pan fo staff yn ymdrin â chwsmeriaid difriol.

Daeth y Dirprwy Arweinydd â'r drafodaeth i ben ar yr eitem hon trwy gadarnhau bod hyfforddiant pwrpasol ar gael hefyd ar gyfer staff i'w cefnogi wrth ymdrin ag aelodau'r cyhoedd sy'n anghwrtais neu'n ddifriol.

**PENDERFYNWYD:** Bod Pwyllgor Cydraddoldeb y Cabinet wedi nodi'r wybodaeth sydd yn yr adroddiad.

57. **ADRODDIAD BLYNYDDOL AR GYDRADDOLDEB YN Y GWEITHLU (2018/19)**

Cyflwynodd y Rheolwr Cynllunio a Gweinyddu'r Gweithlu adroddiad, er mwyn rhoi crynodeb o broffil cydraddoldeb gweithlu'r cyngor, fel yr oedd ar 31 Mawrth 2019, i Bwyllgor Cydraddoldeb y Cabinet, yn ogystal â diweddiariad ar adrodd ar y bwllch cyflog rhwng y rhywiau.

Cyfeiriodd at Atodiad 1 yr adroddiad, a oedd yn rhoi'r proffil cydraddoldeb uchod ar gyfer y cyfnod a nodwyd.

Dywedodd nad oedd yn orfodol i weithwyr ddatgelu eu gwybodaeth bersonol sensitif at ddibenion monitro cydraddoldeb. Fodd bynnag, anogwyd gweithwyr i ddarparu a/neu ddiweddarau eu gwybodaeth bersonol drwy'r system 'hunanwasanaeth gweithwyr'.

Mae'r bwllch cyflog rhwng y rhywiau yn fesur o'r gwahaniaeth yng nghyflog cyfartalog dynion a menywod, ni waeth beth yw eu rôl, ledled y cyngor. Ychwanegodd y Rheolwr Cynllunio a Gweinyddu'r Gweithlu fod hyn yn wahanol i gyflog cyfartal, a oedd yn cymharu sut mae dynion a menywod yn cael eu talu am gyflawni'r un rolau neu rolau tebyg.

Esboniodd, gan fod ysgolion yn sefydliadau unigol, nad oeddent wedi'u cynnwys yn nata'r cyngor ar gyflogau menywod a dynion yn Nhabl 1 a ddangosir ym mharagraff 4.2.3 yr adroddiad, a oedd yn darparu crynodeb o'r bwllch cyflog ar gyfer 2017 a 2018.

Aeth ymlaen i gadarnhau, er ei fod yn cydnabod bod amrywiaeth o ffactorau'n cyfrannu at y bwllch cyflog rhwng y rhywiau, bod y cyngor wedi ymrwymo i hyrwyddo cydraddoldeb ac amrywiaeth ym mhob agwedd ar gyflogaeth, a ddisgrifir ar ffurf pwyntiau bwled ym mharagraff 4.2.4 yr adroddiad.

Cyfeiriodd y Cadeirydd at Atodiad yr adroddiad, a gofynnodd a oedd rheolwyr wedi tynnu sylw staff yn eu hadran at yr arolwg Holiadur Cydraddoldeb.

Cadarnhaodd y Rheolwr Cynllunio a Gweinyddu'r Gweithlu fod yr holiadur cydraddoldeb wedi'i gynnwys fel cwestiwn ar bob ffurflen arfarnu gweithwyr a bod cwblhau arfarniadau yn cael ei fonitro. Hefyd, anogwyd rheolwyr, yn ystod cyfarfodydd 1:1 â'u staff, i ofyn i weithwyr ddiweddarau eu gwybodaeth bersonol ar-lein.



Wedyn, gofynnodd sut oedd data'n cael ei gyfrifo mewn perthynas â'r bwlch cyflog rhwng y rhywiau.

Dywedodd y Rheolwr Cynllunio a Gweinyddu'r Gweithlu yn gyntaf nad oedd staff ysgolion yn cael eu cynnwys wrth gyfrifo data o'r fath, a bod cyfrifiadau cyflogau menywod a dynion yn berthnasol i staff corfforaethol. Y ffactorau i'w hystyried mewn perthynas â data a luniwyd trwy edrych ar gyflogau menywod a dynion, oedd bod gan Gyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr nifer uwch o fenywod nag unrhyw awdurdod lleol arall yng Nghymru. Ychwanegodd fod gan y cyngor nifer o feysydd gwasanaeth lle'r oedd gweithlu mawr benywaidd, ac i'r gwrthwyneb, meysydd gwasanaeth sydd â gweithlu gwrywaidd i raddau helaeth, megis casglwyr sbwriel (sydd ar gontract allanol). Ychwanegodd ymhellach mai staff benywaidd sydd â 92% o swyddi rhan-amser o fewn Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr, felly roedd hyn yn effeithio'n gyffredinol ar gipio data.

Dywedodd y Prif Weithredwr pe bai staff ysgolion yn cael eu cynnwys wrth gyfrifo'r data, byddai hyn yn adlewyrchu canran uwch o fenywod mewn swyddi â chyflog uwch. Ychwanegodd fod tri o bum aelod y Bwrdd Rheoli Corfforaethol presennol yn fenywod, a bod chwech o'r deg Prif Swyddog yn fenywod.

PENDERFYNWYD: Bod Pwyllgor Cydraddoldeb y Cabinet wedi nodi'r wybodaeth a oedd yn yr adroddiad a'r wybodaeth ategol.

58. EITEMAU BRYS

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET EQUALITIES COMMITTEE

21 NOVEMBER 2019

#### REPORT OF THE CHIEF EXECUTIVE

#### UPDATE ON THE COMMUNITY COHESION SURVEY AND THE ROLE OF THE COMMUNITY COHESION OFFICER WITHIN BRIDGEND COUNTY BOROUGH COUNCIL

##### 1. Purpose of report

- 1.1 The purpose of this report is to provide an update as requested by the Cabinet Equalities Committee on the Community Cohesion Survey and the role of the Community Cohesion Officer within Bridgend County Borough Council (BCBC).

##### 2. Connection to corporate improvement objectives/other corporate priorities

- 2.1 This report assists in the achievement of the following corporate priority:
- 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.

##### 3. Background

- 3.1 In December 2018 Welsh Government issued their 'intention to fund' email to all Regional Community Cohesion Co-coordinators in Wales. Welsh Government indicated that each region would be allocated £140,000 to:

- Identify and mitigate community tensions (hate crime, extremism, anxiety, anti-social behaviour) relating to Brexit;
- Improve community cohesion communications;
- Organise events/activities to promote social inclusion; and
- Deliver non Brexit activities as outlined in the National Community Cohesion Plan (2019).

- 3.2 BCBC, Swansea Council and Neath Port Talbot Council make up the Western Bay Community Cohesion Region, which is led by a Regional Community Cohesion Co-ordinator based in Swansea Council.

- 3.3 The funding application for £140,000 for the Western Bay Community Cohesion Region was submitted and accepted.

##### 4. Current situation/proposal

- 4.1 A Brexit Community Cohesion Delivery Plan was developed as part of the funding application, which set out the key objectives, tasks and monitoring arrangements for

community cohesion across the region. A copy of the delivery plan is attached as appendix 1.

- 4.2 One of the key objectives in the plan was the development of a mapping exercise to better understand the impacts of Brexit on communities.
- 4.3 The Regional Community Cohesion Co-ordinator developed a survey questionnaire which was hosted by BCBC Consultation, Engagement and Equalities team and made available both as an on line survey and as a paper questionnaire.
- 4.4 The survey link was sent to the Community Safety Partnership Executive Board and the Bridgend Community Cohesion and Equality Forum who were asked to circulate to their networks.
- 4.5 The Community Safety Team and the Police Youth Volunteers promoted the survey at engagement and awareness raising events across the County Borough.
- 4.6 A total of 183 people responded to the survey and a copy of the report can be found as appendix 2.
- 4.7 In summary, responses are as follows:
  - 183 people completed the survey, of those, 18 stated they did not live in Bridgend.
  - 71% of respondents are female, 28% male and 1% preferred not to say.
  - Only 2% of those who completed the survey stated they were EU migrants. 98% of respondents described their nationality as British.
  - 78% of respondents said they found it easy or very easy to engage with people from different backgrounds.
  - 7% of respondents stated they had been a victim of hate crime. Descriptions of incidents included 'my children are mixed race and were shouted at in the street', 'someone rude because I am a committed Christian', 'verbally abused for being gay', 'bullied and harassed by neighbours'.
  - 54% of respondents who were victims of hate crime did not report it.
  - 39% of respondents think the vote to leave the European Union (EU) has led to an increase in hate crime.
  - 7% of respondents believed the vote to leave the EU has had a positive impact on them personally.
  - 39% of respondents stated the vote to leave the EU had no impact on them personally.
  - 28% believed vote to leave the EU had a negative impact on them personally.
  - 26% didn't know what impact the vote to leave the EU would have.
  - 32% of respondents think the vote to leave the EU has had a negative impact on their community.
  - 21% believe the vote to leave the EU has not impacted on their community. 40% replied don't know.
  - 7% believe the vote to leave the EU has had a positive impact on their community.
  - 47% of respondents think the vote to leave the EU has had a negative impact on Wales generally.

- 32% don't know if the decision to leave the EU has had an impact on Wales generally.
- 16% of respondents feel that the UK leaving the EU may cause problems or tensions in their community.
- 37% of respondents don't know if the decision to leave the EU would cause problems or tensions in their community.
- 69% of respondents felt people in their area from different backgrounds get on well together.
- 60% of respondents felt people in their area treat each other with respect.

4.8 The survey allowed respondents to provide additional comments to each question, which are included in the report at Appendix 1.

#### 4.9 **The role of the Community Cohesion Co-ordinator (the Co-ordinator) in Bridgend County Borough Council**

4.9.1 The role of the Community Cohesion Co-ordinator is to:

- Support the delivery of the Western Bay Community Cohesion Delivery Plan (Appendix 1) by working with the Regional Community Cohesion Coordinator to identify and mitigate community tensions.
- Work with local partners including South Wales Police to monitor community tensions and hot spots, and co-ordinate a multi-agency response to reduce tensions and / or undertake preventative work.
- Continue the community mapping exercise to better understand the impacts of Brexit on communities, through direct engagement with local residents and communities .
- Undertake regular engagement with groups vulnerable to community tensions in relation to Brexit (EU citizens, Black, Asian and Minority Ethnic Communities, and other protected characteristic groups), collating intelligence on tensions as they emerge.
- Work with community based groups to support them in building their capacity through social integration initiatives and identification of grant funding opportunities.

4.9.2 Interviews for the post were held on 3 October 2019, and a candidate was offered, subject to suitable references

### 5. **Effect upon policy framework and procedure rules**

5.1 There is no effect on policy framework and procedure rules.

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

6.1 There are no negative equality impacts. The Community Cohesion project aims to support those with protected characteristics and other vulnerable groups

### 7. **Well-being of Future Generations (Wales) Act 2015 implications**

7.1 The Community Cohesion project demonstrates the sustainable development principle by ensuring that by meeting the needs of the present they do not compromise the ability of future generations to meet their own needs this is evidenced through the 5 ways of working:

- Long term – the project seeks to understand and mitigate the long term implications on Bridgend residents and communities of the decision for the UK to leave the EU
- Prevention – working with partners to map and understand community tensions will help prevent serious problems occurring and mitigate existing tensions
- Integration – the project contributes to the wellbeing goals: an equal Wales, a healthier Wales and Wales of Cohesive communities and to the Wellbeing objectives Supporting communities in Bridgend to be Safe and Cohesive, and Reducing Social and Economic Inequalities
- Collaboration – the success of the role of the Co-ordinator will rely on collaboration with partners across Bridgend County and the Western Bay region.
- Involvement – a significant element of the project is based on engaging and involving residents and community groups

## 8. Financial implications

8.1 The proposal submitted for the region was successful and the region has been awarded £140,000 for the period 1<sup>st</sup> April 2019 to 31<sup>st</sup> March 2020. This must be claimed in full by 16 April 2020. This is for year 1 of a proposed 2 year funding agreement.

8.2 BCBC costs for Year 1 are set out below and will be funded in full from the Welsh Government Community Cohesion Grant:

Community Cohesion Officer (new Post)	25 hours per week at Grade 8	£21,408
Travel Expenses		£1,000
ICT bundle		£1,336
Community Projects		£6,420
Total		£30,164

8.3 There is no additional financial contribution from BCBC.

## 9. Recommendation

9.1 It is recommended that the Cabinet Equalities Committee note and accept the contents of this report.

**Mark Shephard  
Chief Executive  
November 2019**

**Contact officer**

**Martin Morgans**

**Email:**

Martin [Morgans@bridgend.gov.uk](mailto:Morgans@bridgend.gov.uk)

Level 4,

Bridgend County Borough Council

Civic Centre

Angel Street

Bridgend

CF31 4WB

**Tel:**

01656 642154

**Background documents:** Welsh Government Community Cohesion National Deliver Plan

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## Brexit – Community Cohesion Delivery Plan - Western Bay (Jan 2019 – Mar 2021)

Key Objectives	Task / Activities	Monitoring Progress Report	RAG
<b>Theme A - Identifying and mitigating community tensions (hate crime, extremism, anxiety, anti-social behaviour) relating to Brexit</b>			
<p><b>Engagement:</b> (ESSENTIAL) Regular engagement with groups vulnerable to harassment / experiencing community tensions in relation to Brexit (EU citizens, BAME communities, other protected characteristic groups), gathering intelligence on community tensions as they emerge</p>	<ul style="list-style-type: none"> <li>• Establish a regular dialogue and contact with groups who may likely to experience community tensions locally</li> <li>• Develop a mechanism to gather, report and record all kind of intelligence on community tensions as they emerge locally</li> <li>• Tackling community tension by developing counter narratives and to work with identified socially marginalised groups to promote and foster inclusion</li> </ul>		
<p><b>Tension Monitoring:</b> (ESSENTIAL) Monitor community tensions, and provide regular tension monitoring reports through agreed channels, including regular summaries to the Welsh Government</p>	<ul style="list-style-type: none"> <li>• Creating safe spaces and opportunities to bring people from different backgrounds together</li> <li>• Consistent positive messages supporting cohesive communities to manage and understand demographic change and related tensions</li> <li>• Responses to activism eg. Stickers/demonstrations</li> <li>• Linking with local media including LA, Police Comm teams and to the public information campaign by WG</li> </ul>	<ul style="list-style-type: none"> <li>• Upstream work with positive messaging</li> </ul>	

<p><b>Mitigation:</b> (ESSENTIAL) Engage with relevant networks including the Police to identify tensions / hot spots and plan and implement multi-agency response to reduce tensions and/or undertake preventative work</p>	<ul style="list-style-type: none"> <li>• Establish regular Joint Response/ Intelligence meeting with Police and key stakeholders to proactively tackle area of hot spots / tension and deliver preventative work</li> <li>• Hold community discussions concerning migration, religion, cultural diversity and hate crime</li> </ul>		
<p><b>Community mapping:</b> Mapping exercise (might include consultation) to better understand the impacts of Brexit on communities</p>	<ul style="list-style-type: none"> <li>• Develop engagement methodology</li> <li>• Develop survey's questionnaire</li> <li>• Engage Community Safety partnership to lead on this mapping exercise</li> <li>• In NPT building on community mapping exercise to develop local initiatives with BME association</li> </ul>	<p>Regional Community Co-ordinator develop survey's questionnaire / engagement methodology and BCBC to provide volunteers to undertake the mapping exercise between Jan-Mar 2019</p>	
<p><b>Training for professionals:</b> Training for LA staff, other public bodies front line staff, RSLs, third sector, on e.g. modern day slavery, hate crime, bullying, links to safeguarding (<i>Note – the EU Citizens Rights project includes funding for training Local Authority staff on eligibility for services</i>)</p>	<ul style="list-style-type: none"> <li>• Facilitate the delivery of relevant training around Community Cohesion</li> <li>• Identify a pool of trainers to support specific community cohesion training programme</li> <li>• Establish the delivery of the training programme locally including review of related online trainings</li> <li>• Facilitate the development of a '<b>Safeguarding Children and Adults at Risk of Exploitation</b>' training package that covers areas such as Hate crime, Prevent, Human Trafficking, sexual</li> </ul>		

	exploitation, ACES and embed in the training programme for Western Bay Safeguarding boards		
<b>Theme B - Community Cohesion Communications</b>			
<p><b>Equality and Inclusion Network:</b> (ESSENTIAL) Work with Local Authority communications teams and equalities officers to engage with the Welsh Government Equality and Inclusion Communications Network, around specific calendar events, also cascading information in the event of an incident.</p>	<ul style="list-style-type: none"> <li>Develop a local 'Communication Resource' who will assist us in the delivery of key messages and cascading specific calendar events locally</li> </ul>		
<p><b>Engage with EU Citizens Rights Project:</b> (ESSENTIAL) Engagement with the delivery of the EU Citizens Rights project (starting April 2019) to help Local Authority signpost EU citizens to place they can receive advice and support, linking the project to existing projects, groups and scheme in your region.</p>	<ul style="list-style-type: none"> <li>Coordinate the delivery of EU Citizen Rights project by linking them with local initiatives to maximise its impact</li> </ul>		
<p><b>Community cohesion campaign:</b> Working with other regions,</p>	<ul style="list-style-type: none"> <li>We will establish stronger links with local, regional and national campaigns to create a strong</li> </ul>		

<p>partners or Welsh Government as appropriate, develop innovative campaign(s) to challenge myths and misconceptions, promoting positive messages, celebrating diversity, promoting a sense of belonging. E.g. Night time economy and public transport communication campaigns and projects.</p>	<p>narrative emphasising the value of diversity in the area</p> <ul style="list-style-type: none"> <li>• We will build community cohesion by promoting positive messages and counter narratives at the local level relating to equality and inclusion</li> </ul>		
<p><b>Theme C - Events / activities to promote social contact and inclusion</b></p>			
<p><b>Events / activities involving marginalised groups:</b> Events to promote social contact and integration (e.g. people from different backgrounds cooking together, community music groups for young people from different nationalities, community arts based projects, active citizenship awards, interfaith events, Welcoming newcomer initiatives)</p>	<ul style="list-style-type: none"> <li>• Promote meaningful contact - given post-Brexit polarisations, this isn't just about ethnic and faith diversity, but it has to be an everybody issue</li> <li>• Social contact matters a lot - promote community based events e.g. our Abertawe</li> <li>• Engagement with faith communities, identify faith leaders and establish a local interfaith forum</li> </ul>		
<p><b>Cohesion Projects:</b> E.g. Development of community charter, school twinning projects,</p>	<ul style="list-style-type: none"> <li>• Understanding demographic changes and debunking myths such as the delivery of community led cohesion initiatives</li> <li>• School linking locally and internationally</li> </ul>		

<p>town of sanctuary work, local community cohesion network</p>			
<p><b>Integration of new arrivals:</b> integration activity to support new arrivals (migrants, refugees) e.g. Syrian Resettlement Scheme, development pathways into volunteering, employment, ESOL etc. <i>(Note – need to coordinate with Welsh Government ReStart project)</i></p>	<ul style="list-style-type: none"> <li>• Identify Councillors and senior officers to become cohesion champions for their area</li> <li>• Support the existing integration activities such as SRP programme and establishing strong working relationship with the Welsh Government ReStart project.</li> </ul>		
<p><b>Build community capacity:</b> Work with community based organisations to identify and secure additional sources of funding to support community cohesion / social integration projects, and manage and coordinate grant funding / commissioning arrangements</p>	<ul style="list-style-type: none"> <li>• Work with community based groups to support them in building their capacity through social integration initiatives and identification of grant funding etc.</li> </ul>		
<p><b>Theme D - Delivery of non-Brexit activities in the National Community Cohesion Plan</b></p>			
<p>Gypsies and Travellers (ESSENTIAL)</p>	<ul style="list-style-type: none"> <li>• We will provide cohesion support around proposed and approved Gypsy and Traveller Accommodation sites, including promoting the needs of G&amp;T communities in the site selection process</li> </ul>		

	<ul style="list-style-type: none"> <li>• We will support media strategies and community engagement in relation to sites</li> <li>• We will support Elected Member training regarding their duties and planning processes in relation to sites</li> </ul>		
Refugees and Asylum Seekers (ESSENTIAL)	<ul style="list-style-type: none"> <li>• We will promote positive inclusion of refugees and asylum seekers including during Refugee week, tackle misinformation, and monitor community tensions</li> <li>• We will support the delivery of the Welsh Government Refugees and Asylum Seekers delivery plan</li> </ul>		
Modern Day Slavery (ESSENTIAL)	<ul style="list-style-type: none"> <li>• Increase awareness and reporting of Anti-slavery / human trafficking including county-lines and to understand its impact on our communities</li> <li>• Continue with the delivery of modern-slavery and county-lines awareness sessions</li> <li>• Strengthened the leadership and membership of the Western Bay Human Trafficking forum</li> </ul>		
Prevent duty	<ul style="list-style-type: none"> <li>• Further develop work addressing hate crime and far right extremism at both local and regional level</li> <li>• Increase awareness and reporting of hate crime and to understand its impact on our communities</li> <li>• Empowering teachers to challenge perceptions concerning migration, religion, cultural diversity and hate crime</li> <li>• We will explore how we can better support vulnerable individuals who are drawn into right</li> </ul>	<ul style="list-style-type: none"> <li>• Anti Bullying snapshot</li> <li>• E-learning training</li> <li>• Explore community navigator function to support referrals into other activities alongside or instead of Home Office Interventions.</li> </ul>	

	wing extremism in particular by establishing closer links with Channel Panel members.	<ul style="list-style-type: none"> <li>NPT – work with Community Safety Partnership Manager</li> </ul>	
<b>Theme E - Administration and Reporting to support work under themes A-D</b>			
Monitoring of progress (ESSENTIAL)	<ul style="list-style-type: none"> <li>Regular self-monitoring against objectives and targets</li> <li>This monitoring should be completed on at least a monthly basis</li> </ul>		
Tension monitoring reporting to Welsh Government (ESSENTIAL)	<ul style="list-style-type: none"> <li>Completion and submission of monthly reports which highlight current levels of tensions (if any)</li> </ul>		
Quarterly progress reporting to Welsh Government (ESSENTIAL)	<ul style="list-style-type: none"> <li>Completion and submission of quarterly monitoring reports to Welsh Government</li> </ul>		
Quarterly meetings of the Community Cohesion network (ESSENTIAL)	<ul style="list-style-type: none"> <li>Attendance at the quarterly network meetings (all 8 regions) – rotating chair</li> </ul>		
Biannual meetings of the Equality and Inclusion network (ESSENTIAL)	<ul style="list-style-type: none"> <li>Attendance at the biannual network meetings.</li> </ul>		
Support to Local Authority Brexit groups	<ul style="list-style-type: none"> <li>Attend Local Authority Brexit Group meeting as and when needed</li> </ul>		
Develop a community cohesion network and structure at local level	<ul style="list-style-type: none"> <li>Establish local Community Cohesion programme and Delivery structure</li> </ul>		

	<ul style="list-style-type: none"><li>• Finalise and approve local CoCo Delivery Plan, Leadership, ToRs, and Membership</li><li>• Agree to establish local team with action plan</li></ul>		
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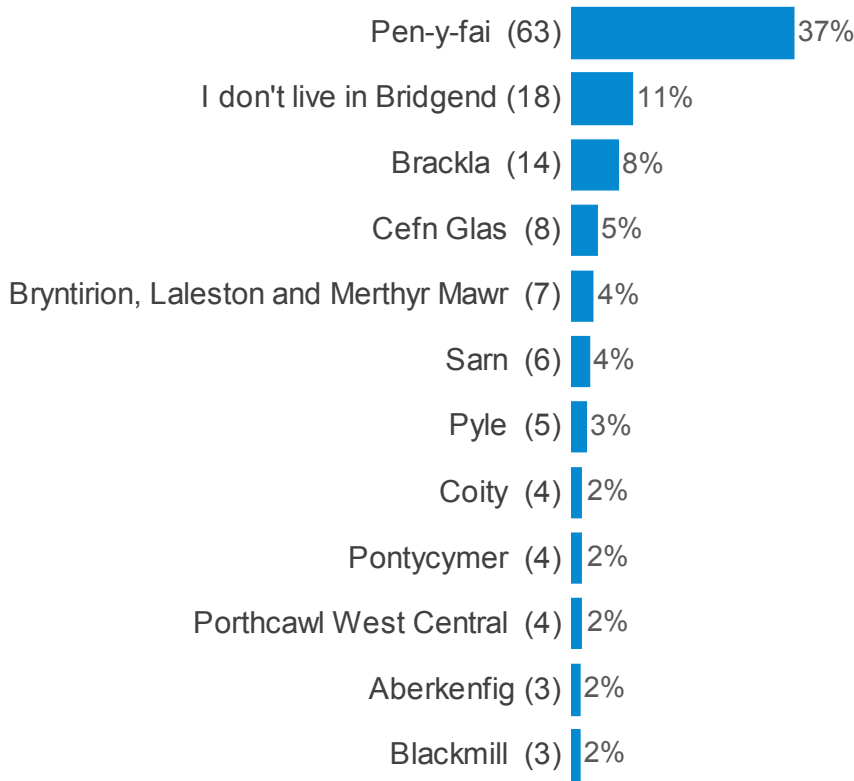
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This report was generated on 27/09/19. Overall 183 respondents completed this questionnaire. The report has been filtered to show the responses for 'All Respondents'.

The following charts are restricted to the top 12 codes. Lists are restricted to the most recent 100 rows.

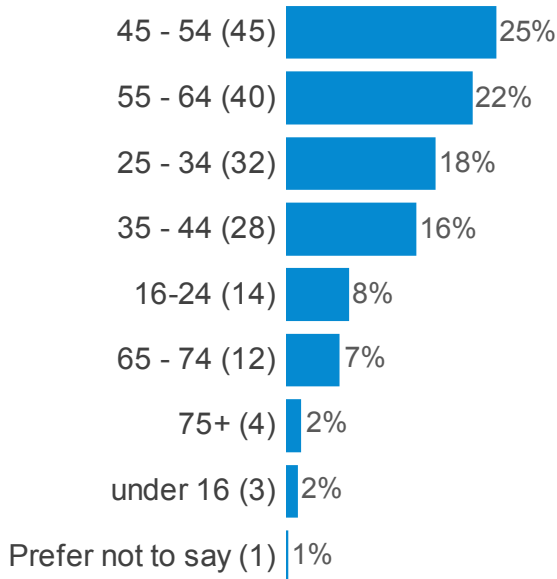
### Where do you live?



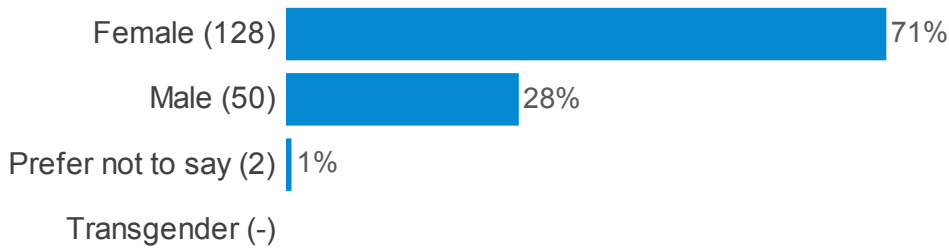
**If you don't live in Bridgend, please tell us where you live:**

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Cowbridge	Rhondda Fach	Alltwen
Cardiff - Wenvoe	Cardiff	Barry
Swansea	Cowbridge, Vale of Glamorgan	llantwit Major
vale of glamorgan	NFA	

**Please tell us your age group:**



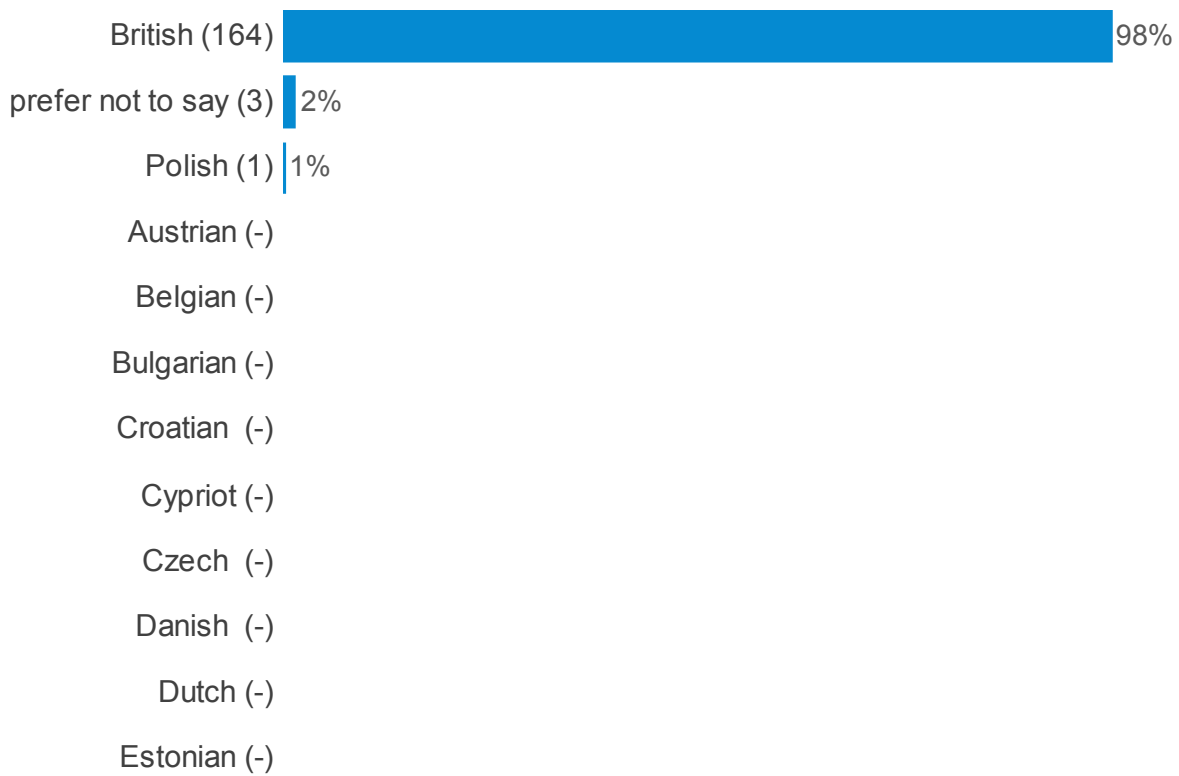
**Are you:**



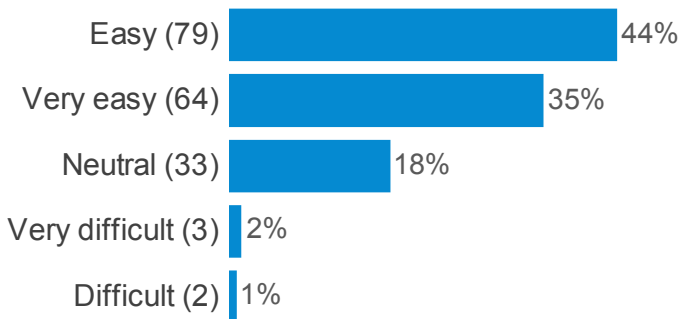
**Are you an EU migrant?**



### How would you describe your nationality?



### How easy/difficult do you find engaging with people from other backgrounds?

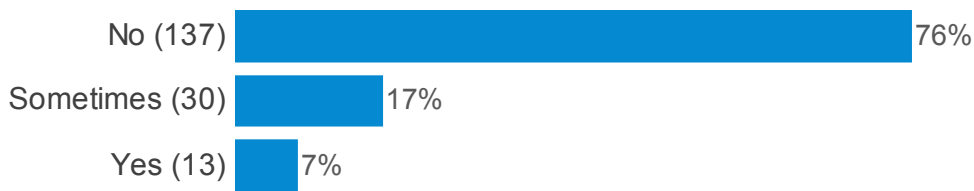


### If you answered difficult or 'very difficult', is there anything that you can suggest to help improve the situation?

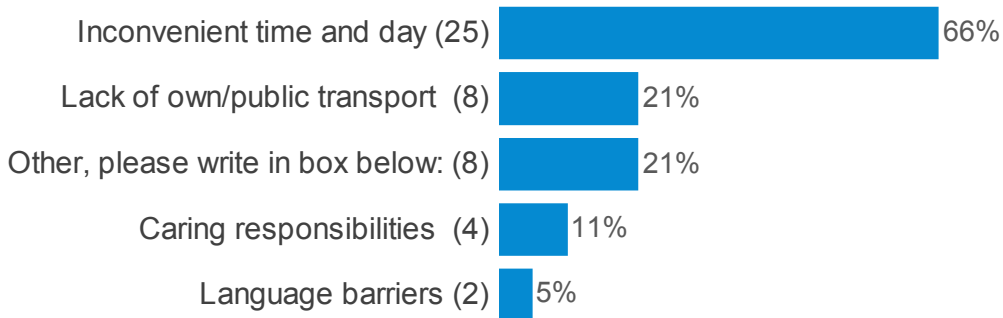
Hard to converse - Language barrier

I find it difficult to engage with men because of things that have happened in my past.

### Do you ever have difficulties accessing services /activities?



### If 'yes' or 'sometimes', is this due to: (please tick all that apply)



Get someone else to do it

Shift worker

Phoning to enquire about a service and being unable to speak directly to a human being.

Mental health

schools unfriendly

Doctor Receptionist

lack of health care staff

Access to GP, mental health

### What do you think could be done to address these difficulties?

more training

better appointment system at the doctors

### Have you ever been a victim of a hate incident/ hate crime?



**If 'yes', can you tell us what happened:**

- \_\_\_\_\_ A person's ethics conflicted with my lifestyle choice.
- \_\_\_\_\_ Someone rude because I am a committed christian
- \_\_\_\_\_ name calling / swearing
- \_\_\_\_\_ Being called a sheep shagger
- \_\_\_\_\_ People calling me a pedo and kiddy fiddler
- \_\_\_\_\_ Ex partner used to beat me up daily, controlling my finances etc.
- \_\_\_\_\_ Ended up in coma.
- \_\_\_\_\_ When we complained about neighbours, as we both work, we both faced verbal abuse.
- \_\_\_\_\_ I was verbally abused for being gay
- \_\_\_\_\_ Car vandalised on drive
- \_\_\_\_\_ Bullied and harassed by neighbours
- \_\_\_\_\_ Bullied. Personal property smashed. Stones thrown at me. Pet injured. Name calling.
- \_\_\_\_\_ My children are mixed race and were shouted at in the street

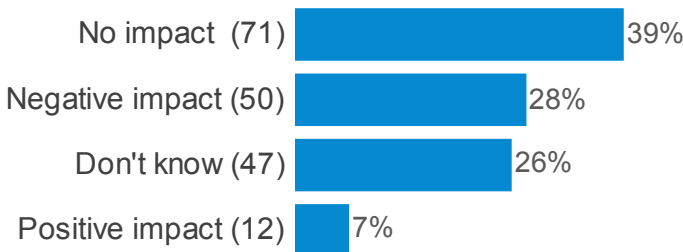
**If 'yes', did you report the incident?**



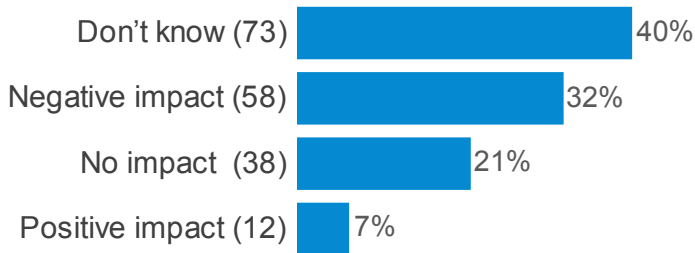
**Do you know where to get the support for victims of hate crime?**



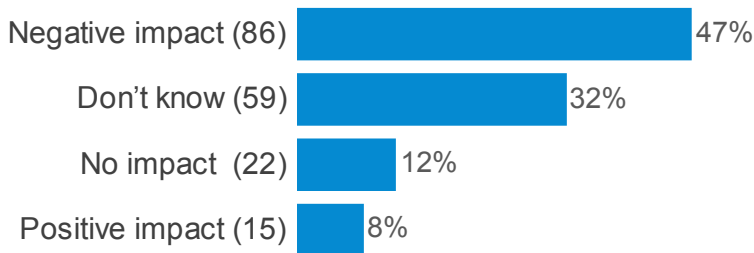
**Do you think the vote to leave the European Union has had an impact: (On you personally?)**



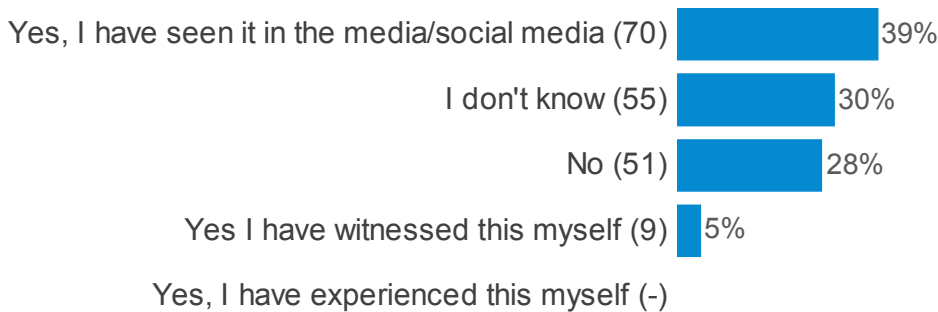
**Do you think the vote to leave the European Union has had an impact: (On your community?)**



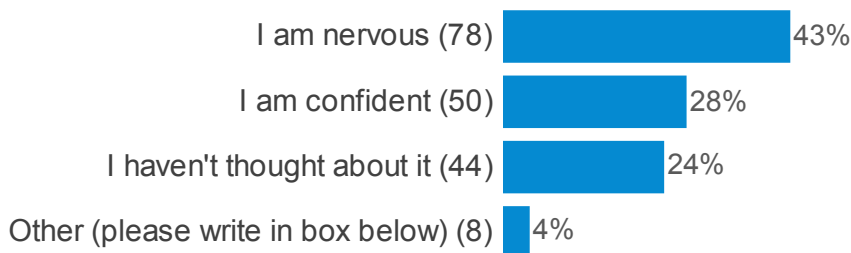
**Do you think the vote to leave the European Union has had an impact: (On Wales generally?)**



**Do you think the vote to leave the European Union has led to an increase in hate incidents / crime? (please tick all that apply)**

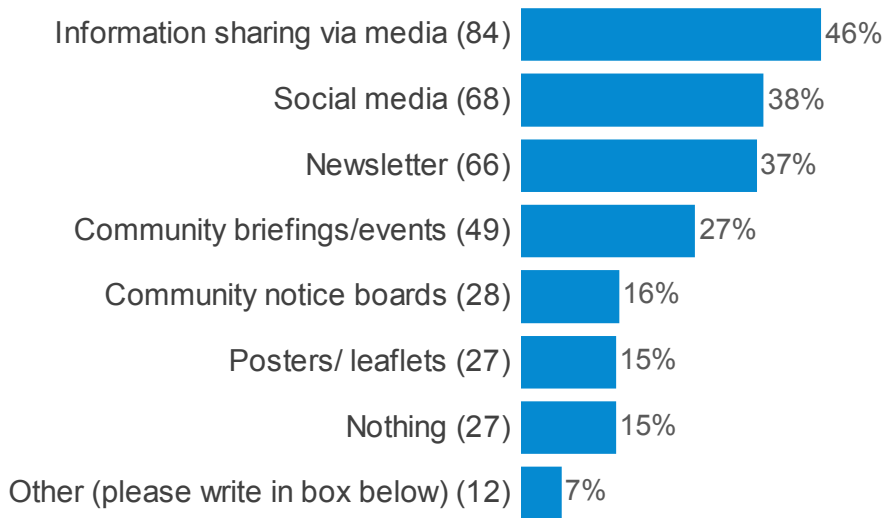


**With the UK set to leave the EU, how do you feel about your own future prospects?**



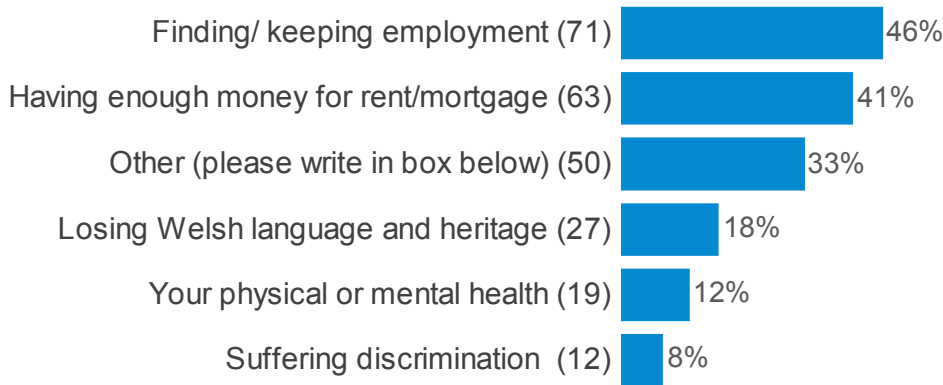
- Not sure at my age
- Not worried
- Worry about grandchildren
- Don't know.
- Not sure.
- Concerned for large industry and future prospects of younger generations.
- More concerned about my children
- I have thought about it but as the way forward is so unclear cannot decide

**What would you find useful to help you understand the impact of leaving the EU?  
(please tick all that apply)**



- Correct news reporting and not scaremongering.
- In terms to understand
- Honesty
- Politicians telling the truth!
- Blogs
- After all the political lies, I don't know if I trust any information sources
- Anything that is genuine & positive not simply scaremongering people!
- Unbiased honest report
- I am already fully aware of the impact through research, experience and speaking to people
- Somebody to tell the truth
- too much information at the moment!
- realistic information addressing all aspects of the debate

**With the UK set to leave the EU, which of the following issues worry you? (please choose up to three)**



with change there are always opportunities and it is natural to feel apprehensive

None

Everything

N/A

Nothing, what will be will be

None

Don't know

None of the above

Live day by day - Fear of the unknown

How it will impact on the area I live

loss of future opportunities for young people to get employment both here and in Europe. continuing leave/remain mistrust and division in communities and in families and between generations, increasing far right extreemism

rather than worry about issues i'd rather look forward to opportunities

No political parties in Wales representing the people's wishes

Nothing I believe it will help us to explore markets, become creative. We have to stop playing the victim become pro active instead of reactive and be responsible for ourselves, communities, family etc

Overall economic impact - less money available in grant funding for charities

None of the above.

i am not worried

None.

Nothing bothers me about leaving the EU

None

Divided communities and reduced tolerance/ erosion of equalities ; including the rise in popularity of local right wing activity and views

None

No worries

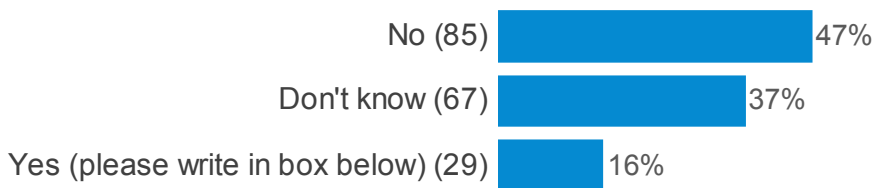
Don't know

No worries



- Nothing
- Travel throughout Europe
- None worry me
- rise of the far right and breakdown of relations between and inside countrys
- More difficult for my children to get visas for their foreign wives to visit. Home Office already declined 3 Visa applications for my daughter in law to visit at Christmas. She is Vietnamese
- Wales staying on the map
- Loss of funding for local development previously funded by EU regional development grants
- None of the above
- Loss of employment protection, loss of Health and safety legislation
- Childrens future
- Price increases on food etc, employment for my children - will they be able to work in other European countries
- The general affect on the UK economy particularly Wales
- Nothing
- none
- keep up to date with changes
- none
- services funded by EU
- none
- very positive views
- none really
- none
- nothing
- increase in prices
- access to services and medicines

**With the UK set to leave the EU, do you feel that this may cause problems or tensions in your community?**



Probably - People arguing

I think it will have an impact due to lack of jobs & facilities of - If nothing is done fairly quickly

increase in hate crime and discrimination

damage to relationships between neighbours who voted differently in the referendum. This will take some time to repair

Conflicting views

Divisions have been created between leavers and retainers. I believe many people voted to leave out of fear of or hostility to other races and cultures and to leave is to validate these responses. Leaving could have a devastating effect on the country's economy and lead to increased unemployment and generally more human misery in many spheres of life.

It is possible.

Tensions between people of different ethnic backgrounds

As previous. Rise in right wing views being and extremism creating population divides and unrest

Differences of opinions

Intolerance of others perspectives and acceptance of each other

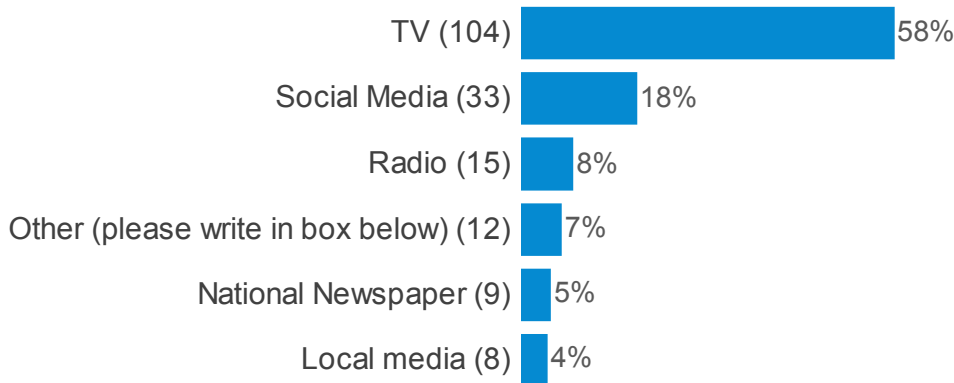
divides in opinion could create tension and violence

crime increase, theft etc, community neglected, sense of community

future jobs

both leaving and not leaving causing tension

**Where do you get most of the news about leaving the European Union?**



Haven't listened to anything about the EU

I read 7 newspapers daily and watch daily politics and parliament live

Internet: News websites, YouTube

YouTube

Bloggers

Word of mouth

propergander from one sided newspapers bbc and socialmedia that only stand for one side

Sky News

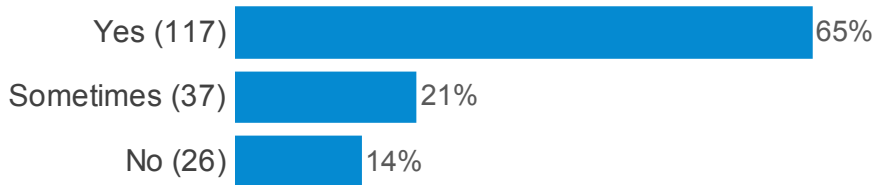
Father

Internet

talking to each other

internet

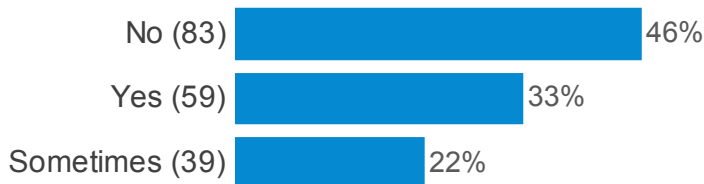
**Do you feel part of your community?**



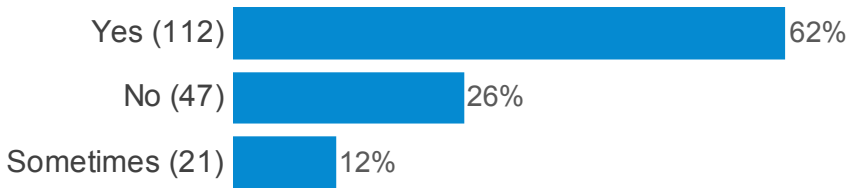
**Is your local area free from heavy traffic?**



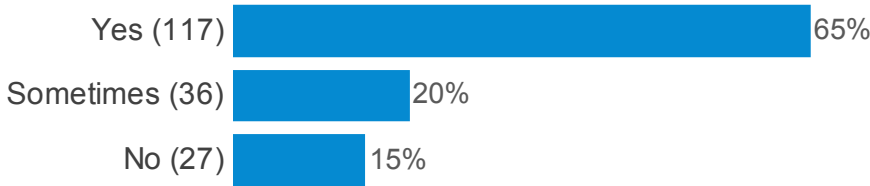
**Is your local area free from litter and rubbish?**



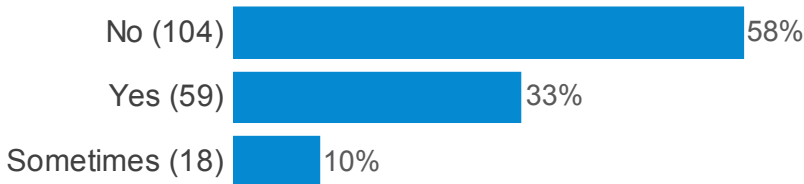
### Is your local area free from graffiti and vandalism?



### Is it safe for children to play outside?



### Do you participate in any community groups or sports?



### If you do participate in community groups/ sports, please tell us what they are:

- member of the local gym and Park Run
- Church in Aberkenfig
- Karate
- Local Community Association + Junior Rugby Club
- Football - GOI Centre, Leckwith
- charity work for example food bank, after school club etc.
- yoga group, church fair/ coffee mornings, summer fete, christmas carol singing
- member of the local gym and Park Run
- Hockey, Netball and community events in Bridgend Town Centre
- I sit on a the board of a range of charities i.e Bad Bikes, People First Bridgend, Drive Ltd
- running
- Roller derby and my own skating group.
- Sarn club
- Voluntary work for Age Connect; help with charity fund-raising; some involvement with church activities; attending local social events.
- Football and rugby with my son
- Club meeting. Other club get together.
- Church, Library

**If you do participate in community groups/ sports, please tell us what they are:**

Work in The Zone.

Rugby club/ local Halo pool/ tennis club/

local life centre

Gateway - tuesdays and fridays

St Johns Ambulance.

Mother + toddlers - OAP Hall    Cooking club - Caerau Development Trust

Noddfa Community Project    Llynfi BMX Racing Club

Football

I used to attend AbFabb but it closed due to lack of funding

Running, swimming, cycling, youth clubs, community association, local church,

Organising village fundays

Admin of Penyfai village Facebook page

Swimming

Church, Knit and Natter charity work,

Netball, Swimming and lifeguards.

WI, Pheasant, Ramblers

Rugby

Local photography

Running club

WI and on parents assiosiation for local school

Netball and lifeguards

Yoga

School council, Community meetings, Beavers, local youth tennis

Golf, gardening club, tai chi classes, book club

Canicross/ running

School Governors

Penyfai folk dancers, I was also a school governor

Yoga, Pilates

Bridgend Town centre

Pen y bont ladies football

play group, dance group

local church, police cadets

social netball Hafod, volunteer in 2nd hand shops

westwood community centre activities

rugby team

Ogmore cycling club

jujitsu

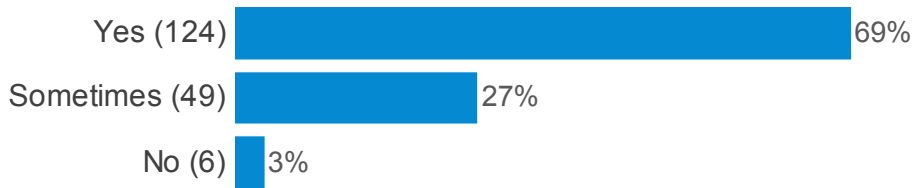
school sporting activities

veterans hub Porthcawl

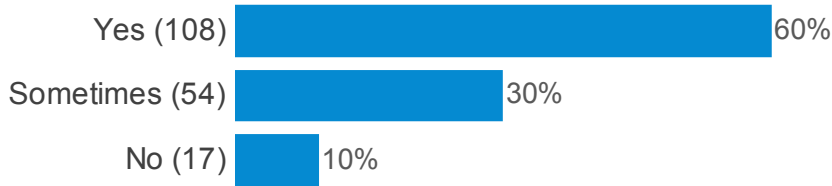
Volunteer Help for Heroes

tennis

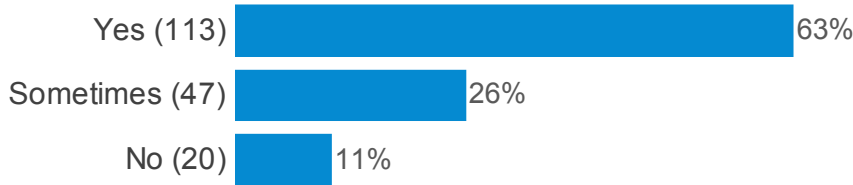
### Do you feel people in area from different backgrounds get on well together



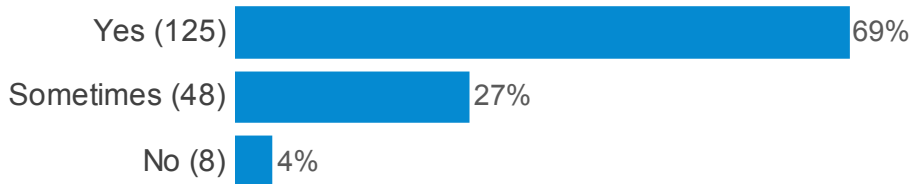
### Do you feel people in area treat each other with respect



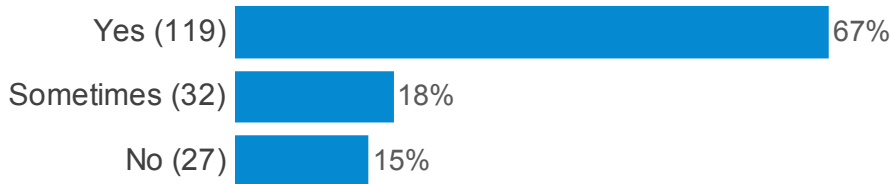
### Do you feel feel that people in the area can be trusted



### Are people in neighbourhood are willing to help their neighbours?



### Do you feel safe in local area after dark?



### Do you feel safe at home after dark?



### Do you feel safe on public transport after dark?



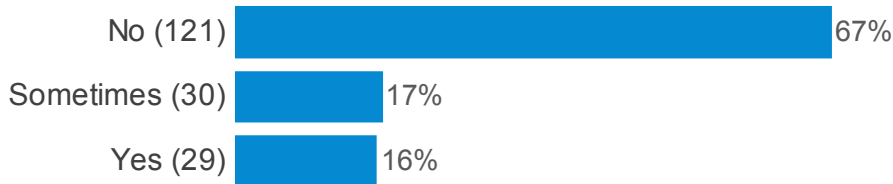
### Do you feel safe travelling by car after dark?



### Have you experienced discrimination in last 12 months?



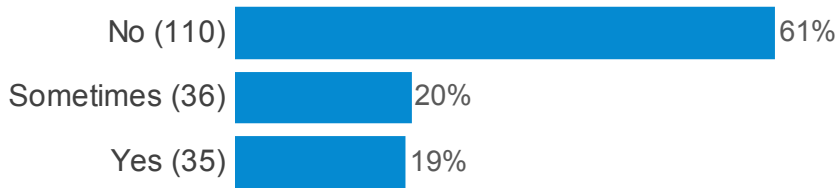
### Do you often feel lonely?



**Do you see your friends or family at least once a month?**



**Do you feel anxious around people in social situations?**



**Do you have people to talk to or support you if you feel lonely?**



**Are you social media accounts positive?**



**Is there anything else you would like to tell us about your experience of living in your community?**

No.

N/A

Brackla is a great family but could improve in the following areas: - More Police (drug dealers around the back of Co-op) - Less litter left on the road after collection - More policing around public parks (due to drug p.)

I feel it very important to be part of the community and actively promote it.

No

Its a mess, the crime rates are huge! You fear for your own personal belongings and safety in Bridgend.



## Is there anything else you would like to tell us about your experience of living in your community?

I live in Cardiff which is very different from Bridgend. My area is now officially a hot spot for crime with at least 26 cultures all distrustful of each other. African gangs warring with each other, 3 murders, threats from extremist Muslims around election time, drugs escalating. My area has always been a mix of cultures which suits my family as through adoption and fostering we are of mixed ethnicity. However, no foresight planning has led to segregated areas. Quality of life outside of work is impacting.

We live in a vibrant community ( Bridgend) We need to share our success stories, portray Bridgend in a positive fashion and stop moaning about what we've not got or lost. People, communities, clubs need to take on responsibilities and stop thinking the Council are the answer to everything. We need to increase the skill levels within our communities to get them strong and up and running again. I felt that some of the questions in this survey were leading, why wasn't being Welsh considered an option in the first question instead of "British" which kind of points to why we are like we are in this county. Are you trying to point out that being in the bigger picture is better than having a local identity? People need a local identity to build on and being Welsh in our community is nothing to be ashamed of, you could have asked peoples ethnicity and what they felt they are, or are you trying not to marginalise groups in communities or be PC?

Although I am White British, growing up in the South Wales valleys after the industrial decline, as an outsider with no heritage or connection to the community, led me to feel socially anxious and isolated; I was easy pickings as a child. My general disposition towards the communities of South Wales has been negative due to my experiences, which has led me on occasions to develop prejudices and stereotyping of valley people (despite growing up amongst them); I feel culturally poles apart. The fact that people in my community turned out in droves to vote leave in Brexit, despite being one of the primary beneficiaries of EU development money, has only furthered my contempt towards them. My community is actually my prime motivator for wanting to leave the community, which I feel terribly sad about, as I feel communities should bring people together.

I live and work in different areas with very different characters. Where I live there is little litter or dog's mess on the street, very little graffiti, and it is rare to hear people using casual obscenities in public. There is occasionally alcohol related trouble late at night and there must be illegal drug use but it's not apparent. Unfortunately Bridgend contrasts in all of these respects. The area around the bus station and the nearby pub seems to be the epicentre of such problems and I do not feel completely safe there, even in the daytime. Litter bothers me hugely. I would like to see a huge drive to force people to take pride in their environment and to fine people heavily for dropping litter. A wider issue is reducing the use of disposable packaging so there is less litter to drop. People who live where I do are often collectively judged to be snobs, implying their opinion can be discounted. I am from a working class family and grew up hundreds of miles away in an area with its own social problems.

Yes - I live on a new estate which has been established for the last 6 years and still waiting on local amenities - shops and park areas for children to play

Children are kind. Halo Manager should not lock the toilets and have bad attitude toward children. Creates a negative community.

Too many rental properties that are being let out to people who don't respect neighbours or other peoples properties. This is a major concern for the local community.

I think the questions regarding Brexit are weighted in a negative fashion and will produce negative responses that may not actually reflect reality.

The estate is now so big that there is little community feeling. The community council do run a summer fan day and a firework display but there seems little else going on. I think this is particularly difficult for people of my age, 56, who work full time. The activities and groups offered are during the daytime and seem to target older people. There is nothing in Bridgend for LGBT people and we all travel to Cardiff if we want a safe night out or to access LGBT groups and services.

## Is there anything else you would like to tell us about your experience of living in your community?

The village is lovely, but being eroded by planning dept, this is causing anger in the community and hostility. For those that can't drive, are younger or older, it can be isolating as there are no safe walking /cycling routes to comp schools or Bridgend town. The church and WI and residents come together to run local coffee mornings to try and bring the community together and tackle isolation, but there are no real youth activities/ opportunities. The one area that is used by young people had its football posts taken down years ago and is under threat of development. penyfai primary school won't open up to host a playscheme for local young people (all paid for by the community council) so it isn't very community spirited or community focused outside of school curriculum/ hours. No chance of a community centre when a perfectly good building resource is in the middle of the village, but under utilised. Bus subsidies cut and limited access to Gp surgery/ hospital etc. Flytipping is becoming a big issue too.

To many second home's up for rental

A biased questionnaire. You clearly want to stay in the EU so questions are tailored to give you the answers you want. Wish I didn't bother

Basically community doesn't exist like they use to and there's no where for the teenagers who aren't sport  to go or do

on the whole pen y fai seems a safe community i love lving here close to cycle track and walks and the peasant and field is great in summer . I myself dont feel threatened by anybody . i have lived here 3 years and find most people interactive and polite. After moving down from the valleys i find there isn't a patch of community spirit here compared to there eventhough there were far more undesirable people and social issues, i felt alot more comfortable leaving my house and property unattended because i knew neighbors would look out for me when not in. I have also noticed through social media and some of my neighbors there is a small core of people in pen y fai with inflated opinions of thierselves and very judgmental of 'outsiders' bearing in mind cavendish park is only 20 years old so must be full of outsiders.

it's a lovely village to live on but there could be more for the younger generation to be involved in such as outdoor sports facilities

I feel the community cares a great deal about the area they live in, which encourages me to participate in their efforts to maintain the positive feel of the community.

Too much traffic coming from different areas through Penyfai. No police officers in the area. Cars speeding through upper estate.

The community feel will be lost as proposed developments occur. Is it really necessary to continue to rape the land for new housing developments? Is anything being done to develop abandoned buildings as a priority? It would be lovely to see the town centre more active. A review of waste services would be of huge benefit. There seems to be little pride in the community from the council & its services. Streets are often strewn with rubbish after collection days. PenyFai & Aberkenfig are lovely villages and had a true community spirit. It would be a shame to lose that feel. Selling land to build on is ruining the community and can only be of benefit if the money earned is put to improving the surrounding areas to accommodate the additional traffic pressures.

I would like to see groups set up in the village, one to discuss community issues and organise events and a reading group established.

Generally very positive, but sadly list our post office.

I don't know what groups I can join or how to find out when they are held.

Nice area, neighbours social, look out for each other - neighbourhood watch do talk about thing that happen.

it's great

It's all safe, nothing to worry about :)

Porthcawl is lovely

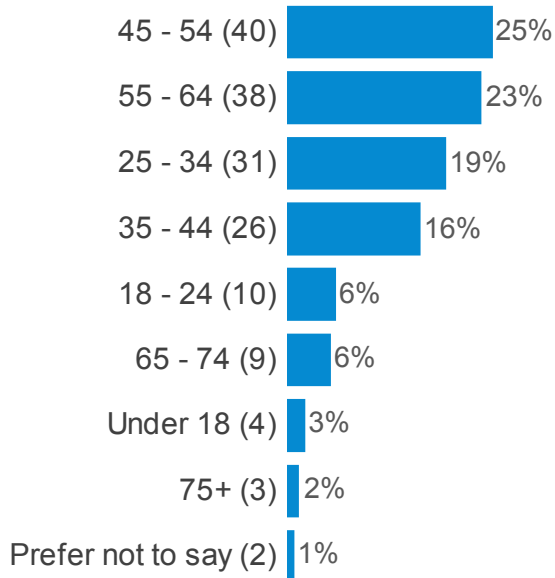
### Is there anything else you would like to tell us about your experience of living in your community?

overall generally very positive and safe, my area is relatively crime free with good levels of community provision and service - always could do with more services but that's the same for all areas. also good levels of integration from people of all different backgrounds. just the way it should be, everyone mixing together to make the community stronger

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



### Please select your age category. Please select one option only.



### Do you consider yourself to be disabled? Please select one option only.



**Please type in the box below**

Dyslexia, deaf, osteoarthritis

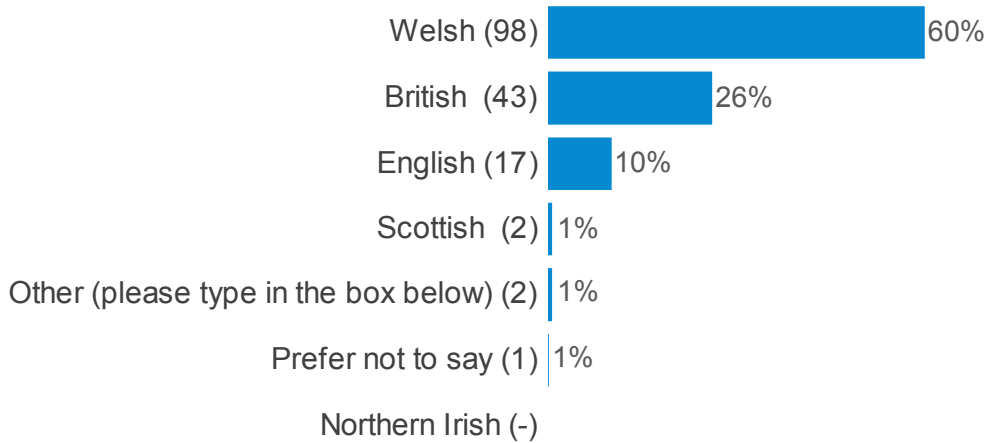
Mental Health

MS

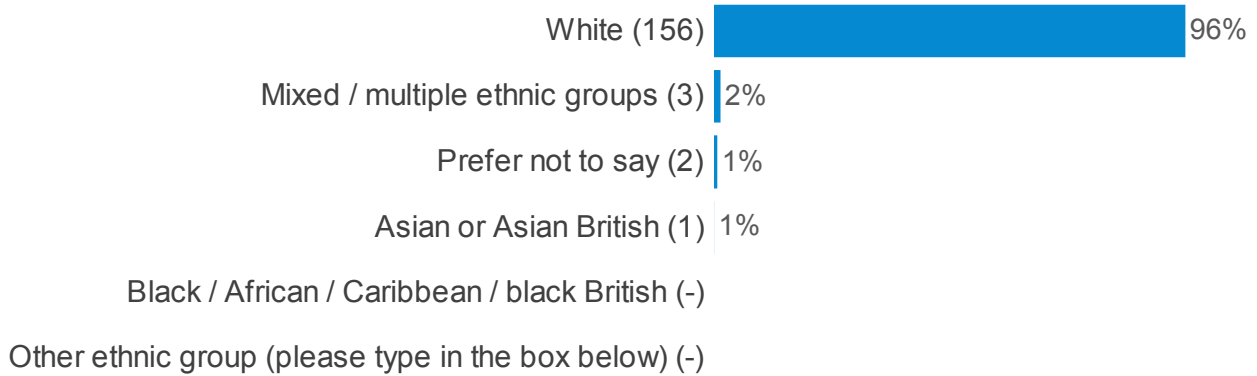
Myalgic Encephalomyelitis

Dyslexic and dyspraxic

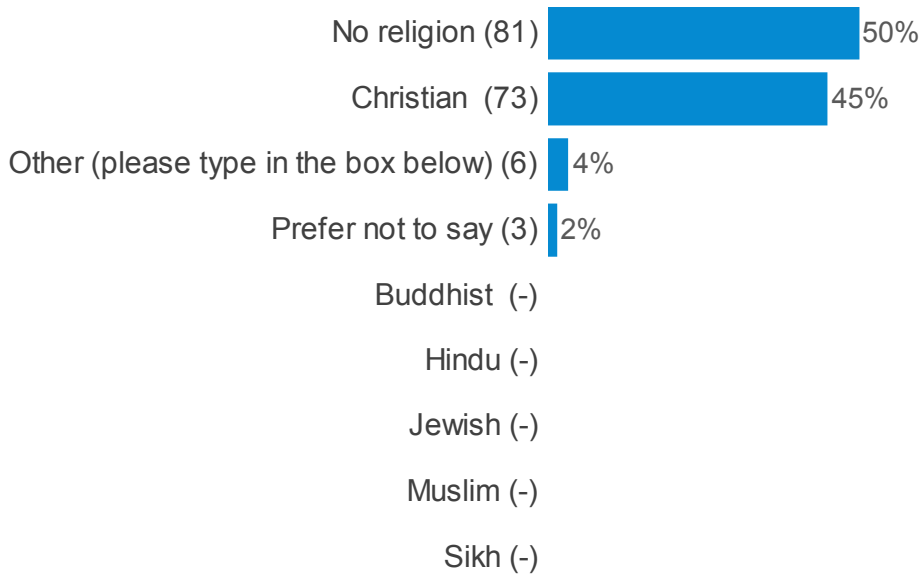
**How would you describe your nationality? Please select one option only.**



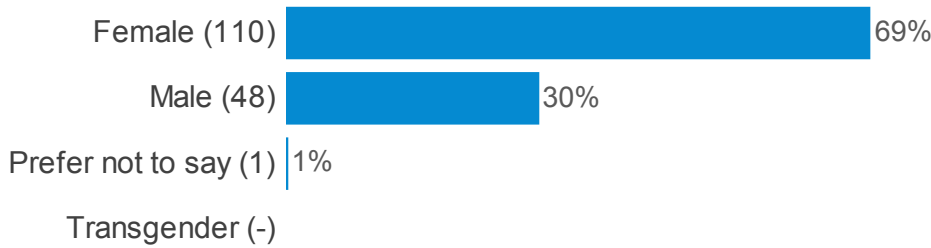
**What is your ethnic group? Please select one option only.**



What is your religion or belief? **Please select one option only.**



What is your gender? **Please select one option only.**



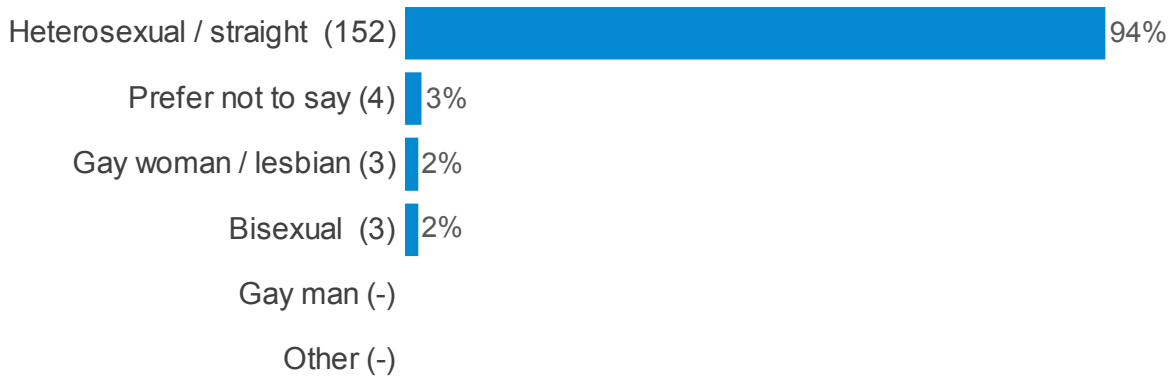
Are you pregnant? **Please select one option only. (Are you pregnant? )**

- Yes (-)
- No (-)
- Prefer not to say (-)

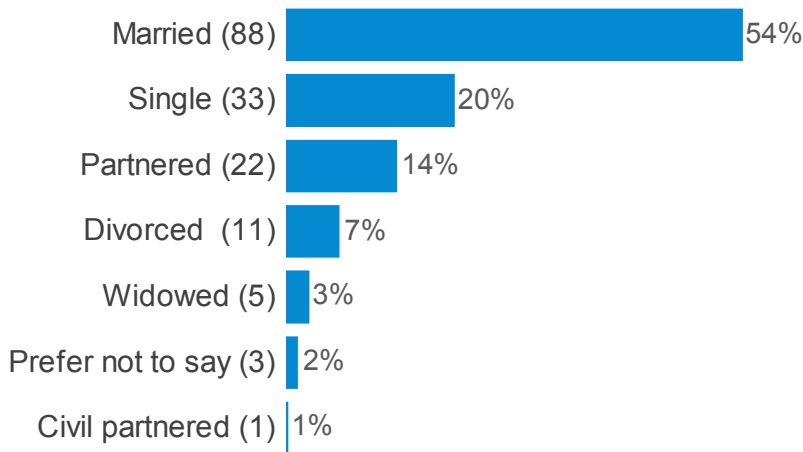
Have you given birth within the past 26 weeks? **Please select one option only. (Have you given birth within the past 26 weeks? )**

- Yes (-)
- No (-)
- Prefer not to say (-)

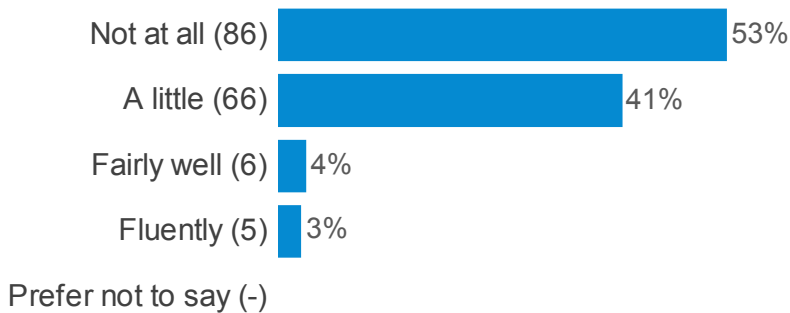
What is your sexual orientation? **Please select one option only.**



What is your marital status? **Please select one option only.**

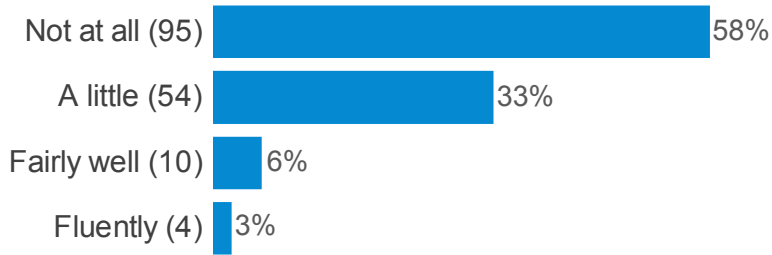


Are you able to...  
**Please select one option per row. (speak Welsh?)**



Are you able to...

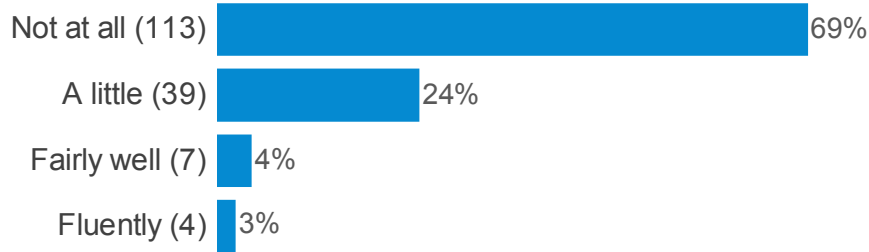
**Please select one option per row. (read Welsh?)**



Prefer not to say (-)

Are you able to...

**Please select one option per row. (write Welsh?)**



Prefer not to say (-)

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET EQUALITIES COMMITTEE

21 NOVEMBER 2019

#### REPORT OF THE 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 Priorities

- 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 'Our Promise', and links 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 July 2019 CEC can be summarised as:
1. Members of the Marketing, Equalities and Customer Services Teams have attended the Welsh Language Commissioner events on promoting the use of the Welsh Language, where we received information on best practice across different organisations.

2. The Welsh in the workplace policy has been updated and made available to staff via the staff intranet. The new policy is available in **appendix one**.
3. Our annual compliance meeting with the Welsh Language Commissioners Office took place on 30 October 2019.
4. No further update on the draft code of practice to report at this time. At a recent event for promotion of the Welsh Language we were informed that the code of practice should be available by the end of the year.
5. Three new complaints have been received as detailed below:
  - The Commissioner received a complaint from a member of the public on **04/07/2019** regarding an allegation that the complainant received correspondence in English from the Council through Bro Ogwr Primary School. The complainant also noted that there was not an option to select a language preference for the course that is the subject of the letter. **The First allegation that the course was not offered in Welsh has been discontinued, the commissioners stated:** The investigation will not be considering the choice or language delivery of the cycling lessons that were the subject of the correspondence under consideration. This is because paragraph 44 of the Welsh Language Standards (No.1) Regulations 2015 notes: "For the purposes of standards 84, 85 and 86 (courses), an "education course" means any seminar, training, workshop or similar provision which is provided in order to educate or to improve the skills of members of the public; but does not include activities or courses provided as part of the curriculum in accordance with any enactment". **In relation to the second part of the complaint that the letter was only sent in English, the commissioner has also discontinued the investigation stating:** Following the councils evidence I am satisfied that it was a one off mistake, as a result of human error, that led to the failure to send the complainant a bilingual letter on this occasion. The Council has accepted and acknowledged the failure to provide a Welsh language version and has explained that the circumstances that led to the complaint was not a reflection of its usual practice.
  - The Commissioner has received a complaint from a member of the public on **30/03/2019**. The complainant alleged that: The page for changing direct debit details under the 'My Account' tab on the Council's website does not function fully through the medium of Welsh. An allegation that the complainant did not receive a full response to Welsh medium correspondence that he sent to the email address [talktous@bridgend.gov.uk](mailto:talktous@bridgend.gov.uk). He received a message stating: "Diolch i chi am eich e-bost, rydym wedi anfon ei ymlaen i'r adran berthnasol ar gyfer eu sylw." In relation to this complaint the commissioner has decided not to carry out an investigation, stating: It would be a disproportionate use of my resources to conduct an investigation into these allegations as the Commissioner has already imposed enforcement actions following cases CSG348 and CSG432 for the purposes of preventing similar failures from being repeated; It would be unreasonable to impose other enforcement actions, following another investigation into the allegations relevant to this complaint, because the requirement to implement the enforcement actions

imposed following cases CSG348 and CSG432 are not operational in practice.

- The Commissioner received a complaint from a member of the public on **16/10/2019** regarding an automatic email the complainant received from the Council acknowledging a council tax payment. The email was sent from the email address AUTOMAILER@E-PAYCAPITA.COM and the same email template was the subject of complaint CSG616. The complainant alleges that the Welsh version contains errors. The council are currently providing information to the commissioner in relation to this complaint.

#### 6. 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 system as opposed to the Welsh version has been concluded. We were issued with a compliance notice on the 8<sup>th</sup> May 2019 which gives us 90 days to ensure that 1. Bridgend County Borough Council must take action to ensure that the public can make payments via its website in Welsh. The Council must ensure that the Welsh language is not treated less favourably than the English language when processing payments. 2. Bridgend County Borough Council must provide sufficient written evidence to satisfy the Welsh Language Commissioner that enforcement action 1 has been completed. All actions have been completed.
- The final determination has been received following a complaint which was received on 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 which was held in English. The complaint has been upheld and the Commissioner concluded that it was the Council that was responsible for the meeting in question as it formed part of its consultation exercise on post-16 education reform in the County. It was therefore the council's responsibility to ensure that invites and simultaneous translation were provided in accordance with the requirements of standards 27, 27A and 27D. The council have three months from the date of the compliance notice (26/09/19) to ensure that any invites sent out in relation to a meeting for which it is responsible (**be that directly or by arranging for another person to do so on its behalf**) asks all those invited whether they wish to use the Welsh language at that meeting.
- The complaint was received on 12 February 2019 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. Initial information was provided and no further action has been taken. The Commissioner decided not to carry out an investigation as the Authority provided evidence to show that the document in question was produced in Welsh, but added that there was doubt that the Welsh version had been distributed in the library. The Commissioner considered that it would not be reasonable to conduct a statutory inquiry into the matter and that it would be more proportionate to give advice rather than carrying out an investigation, in order to try to bring about an improvement in the way the council make other Welsh language

consultation papers, and Welsh language documents in general, available in the future. The Commissioner made the following recommendations:

- Remind your staff who distribute documents to buildings such as libraries of the need to ensure that Welsh versions of documents are distributed at the same time as English versions (where you have a duty to produce a Welsh version); and to
- Inform staff, and in particular library staff at Pencoed library, of the need to draw people's attention to Welsh versions of documents.
- The complaint received on 12 February 2019 by the commissioner in relation to an English only maintenance/works sign being placed on West Drive, Porthcawl (Windsor Road junction) is ongoing. We have confirmed to the commissioner that the signage was immediately removed. Initial information was provided and no further action has been taken.
- Action has been taken in relation to the compliance notice received in relation to 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. Guidance has been produced and communicated to staff via Bridgend and managers. The Guidance is attached in **appendix two**.

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

5.1 There is no effect upon 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 The current available budget in 2019-20 is £324,649. To Quarter 2 in 2019-20 only £4,000 of this funding has been allocated out to Directorates, as the full financial implications of meeting all standards is not yet known. The cost of implementing the Welsh Language Standards will continue to be reviewed during 2019-20.

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

8.1 The well-being 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 achievement of well-being goals/objectives as a result of this report.

## **9. Recommendation**

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

**Mark Shephard**

**Chief Executive**

**Date: 21 November 2019**

**10. Contact officers:**

Nicola Bunston  
Consultation, Engagement and Equalities Manager

**Email:** [nicola.bunston@bridgend.gov.uk](mailto:nicola.bunston@bridgend.gov.uk)

**Telephone:** 01656 643664

**Postal address:** Civic Offices,  
Angel Street  
Bridgend  
**CF314WB**

Phil O'Brien

Group Manager - Transformation and Customer Services

**Email:** [Philip.OBrien@bridgend.gov.uk](mailto:Philip.OBrien@bridgend.gov.uk)

**Telephone:** 01656 643333

**Postal address:** Civic Offices,  
Angel Street  
Bridgend  
**CF314WB**

**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.
- 26 March 2019 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards.
- 04 July 2019 Update report on implementation of the Welsh Language (Wales) measure 2011 and Welsh Language standards.

# **POLICY ON USING WELSH IN THE WORKPLACE**

## **SCOPE STATEMENT**

This Policy applies to all employees of Bridgend County Borough Council

**Date of Issue: September 2019**

## **1.0 Introduction and Guiding Principles**

- 1.1 This policy sets out the council's internal arrangements for using the Welsh language in the workplace. This provides managers with relevant information to ensure compliance within service areas with the Welsh Language Standards.
- 1.2 The following principles underpin how the council is working towards ensuring the provision of language choice in service delivery and within our internal processes:
  - The council must deliver services in Welsh and encourage the use of the language
  - Customers have the right to communicate with the council in Welsh
  - Welsh must be positioned to be read first, i.e. to the left or above the English
  - Language choice is available for employees when dealing with Human Resources (HR) matters
  - The quality of service and a positive attitude are important.

## **2.0 Developing a Five Year Strategy**

- 2.1 The council has produced and publish a [5-year strategy](#) that sets out proposals to promote the Welsh language and to facilitate the use of the Welsh language more widely in the council. This includes the plans for maintaining the number of Welsh speakers by the end of the 5 year period concerned, and details of how it is intended to reach this target.
- 2.2 This strategy must be reviewed to assess its impact and evidence has to be provided to demonstrate the measures the council has taken to increase the number of Welsh speakers in the council.
- 2.3 An annual report must be produced which will demonstrate the way in which the council has complied with service delivery standards, policy making standards and operational standards and relevant records of such.

## **3.0 What Does This Mean for our Customers?**

### **Publications**

- 3.1 All publications, paper and electronic, must be bilingual. Some, e.g. signage must display Welsh first. Others, e.g. correspondence Welsh and English are to be treated equally

### **Correspondence**

- 3.2 The council must state that it welcomes correspondence in Welsh.
- 3.3 If a customer or organisation writes to the council in Welsh then the response must be in Welsh.



## **Telephone Calls**

- 3.4 Callers to the council (via the main contact centre, other reception services, helplines and direct lines) must be greeted in Welsh first and if requested, be able to access a Welsh speaker. Where there is no Welsh speaker available an offer of a call back from a Welsh speaker should be made, wherever possible.
- 3.5 Every attempt must be made to meet the needs of our customers and individuals who wish to use Welsh.
- 3.6 Where contact numbers and helplines are published, the document must state that we welcome calls in Welsh.

## **Reception Areas**

- 3.7 All employees working in the reception areas of the council, who are able to provide a Welsh language reception service, must wear a lanyard to show language ability.
- 3.8 Badges for lanyards are provided for learners to wear.
- 3.9 Signs must state “You are welcome to use Welsh” and all council notices on display must be bi-lingual.

## **Public meetings**

- 3.10 Any advertising material and invitations must be bilingual and confirm the use of Welsh is welcome at the meeting.
- 3.11 Where this is requested by an individual or guest speaker, all attendees must be advised ahead of the meeting that they are welcome to use Welsh and simultaneous translation is provided.

## **Text and or Logo for e-mail Signatures including contact details**

- 3.12 The council’s brand guidelines set out details that must be included on employees’ e-mail signatures which will enable them to indicate if they are able to speak Welsh fluently or learning the language.
- 3.13 These guidelines also contain instructions for employees to enable them to include a Welsh language version of e-mail contact details and out of office messages (where Welsh is positioned to be read first).

## **Social Media**

- 3.14 When using social media if an individual uses Welsh then the response if required, must be in Welsh.
- 3.15 All social media information must be bilingual.

## **4.0 What Does This Mean for our Employees?**

## **Vacancies**

- 4.1 When a vacancy arises, managers must undertake an assessment of the language skills required by considering the duties and requirements of the individual post as well as that of the team. [The Recruitment and Selection Managers' Guidelines](#) provide further advice on this screening process.
- 4.2 In order to increase the number of Welsh speaking employees and improve the Welsh language service provided by the council, all posts will be advertised with Welsh desirable, unless the assessment identifies Welsh is essential.
- 4.3 Relevant details must be included on the Vacancy Management form which will be held and recorded in HR. These details will be included in the Annual Monitoring Report.

## **Recruitment and Selection**

- 4.4 All advertisements are published bilingually via the council's web recruitment pages and any external advertisement must also be published bilingually.
- 4.5 Application information states that those submitted in Welsh will not be treated less favourably than applications in English.
- 4.6 Applicants are able to complete and submit their application in Welsh and can indicate that they wish to use Welsh in the selection process (interview and any assessments). Where this is the candidate's choice, simultaneous translation must be provided.
- 4.7 New employees can choose to receive correspondence relating to the contract of employment in Welsh.

## **Assessment of Skills**

- 4.8 An audit of employees' skills in the Welsh language will provide a foundation for developing a training plan. Assessing the Welsh language skills of employees will enable the council to :
  - Plan its capacity to deliver services through the medium of Welsh, and;
  - Help plan a Welsh in the Workplace training programme.
- 4.9 All employees should, ensure that their personal details, including Welsh language skills are updated via the [iTrent Self Service](#). A reminder will be included in the annual appraisal.
- 4.10 A hard copy of the survey form is available for all non IT users and all new employees are required to complete this information as part of their on line application form.

## Induction

- 4.11 All new employees must undertake the Corporate Induction e-learning module which includes information on the Welsh language for the purpose of raising awareness and language requirements within the workplace. This policy will also be linked to the induction framework.

## Training

- 4.12 A training plan is in place and is reviewed annually to respond to business needs and also encourage employees to take up learning the Welsh language. This includes a range of learning and development activities such as face to face training, e-learning, briefings and the use of IT resources and written materials.
- 4.13 Training is targeted and prioritised to meet specific business needs, e.g. for front line/public facing employees.
- 4.14 There is also an opportunity for employees to have time off to access basic Welsh language lessons and, if desired, to progress to advanced training, to develop their language skills.

## Employment Issues

- 4.15 All existing employees are given the opportunity to state if they wish to receive documentation relating to their employment in Welsh. It is part of the recruitment process and is recorded on the HR system.
- 4.16 Employees have the right to: make complaints in Welsh; receive related correspondence in Welsh; and have simultaneous translation at related meetings (unless the meeting is conducted in Welsh without translation services).
- 4.17 Equally, employees have the right to: respond in Welsh to allegations made against them in any internal disciplinary process; receive related correspondence in Welsh; and have simultaneous translation at related meetings (unless the meeting is conducted in Welsh without translation services).

## 5.0 Roles and responsibilities

- 5.1 The roles and responsibilities for the use of Welsh language in the workplace are as follows:
- **Corporate Management Board (CMB)** - will agree and ensure implementation of the council's Welsh Language Strategy
  - **Chief Executive** – will lead and oversee the work of the Welsh Language Standards project board
  - **Welsh Language Standards Project Board** – comprising Directorate representatives will take responsibility for interpreting requirements of the standards, collating and disseminating data
  - **Heads of Service** – will be responsible for briefing employees and reinforcing and ensuring compliance within their service areas
  - **Group Manager HR/OD** – will take the lead on employment and learning and development matters

- **Welsh Language Champions** – will facilitate 2 way communication
- **Line Managers** – will review service need and identify recruitment and training requirements
- **Employees** – will adopt a positive attitude to service delivery and the Welsh language and be open to opportunities available to learn Welsh

## **CORRESPONDENCE USING THE WELSH LANGUAGE**

### **SCOPE STATEMENT**

**This guidance will apply to Bridgend County Borough Council employees and Cabinet / Council members who receive correspondence through the medium of Welsh.**

**Date of Issue : September 2019**

1. The Welsh Language Standards specify:

**Standard 1**

*If you receive correspondence from a person in Welsh you must reply in Welsh (if an answer is required), unless the person has indicated that there is no need to reply in Welsh.*

2. This guidance has been produced to outline the expectations of all staff when dealing with correspondence received through the Welsh language.

- Our commitment to excellent customer service in both Welsh and English is set out in [Our Promise to you](#).
- Our [Welsh Language compliance document](#) outlines the standards that apply to us and how we will ensure compliance with these.
- Correspondence is defined as any written communication with the council, by letter, email or online form.
- Where the correspondence is in Welsh, all subsequent correspondence must be sent using the Welsh language, unless it is explicit that the recipient does not require a response in Welsh.
- Arrangements should be made to translate Welsh correspondence either via the Directorate Welsh Language Champions, or using the [NPS framework](#).
- Where a response is required translation into Welsh must be arranged using the [NPS framework](#). (Unless the recipient, as a Welsh speaker, is able to respond in Welsh without the requirement for translation).
- The length of time it would take to translate correspondence, or respond to correspondence into the Welsh language, cannot be used as a reason for any delay in responding.
- If correspondence is received via 'Talktous', the automatic response sent by the system is not considered a sufficient holding response. An additional holding response may be required, in the appropriate language, if the request is complex.
- If there is a delay in responding due to the complex nature of the request (either in Welsh or English) the following standard response could be used:

**English standard response**

Dear **INSERT NAME**

Thank you for your correspondence date **INSERT DATE**. I am not able to respond fully at this stage, but wanted to assure you that your correspondence

has been received and is being dealt with. I will provide a further response in due course.

Regards

Your Signature

### **Welsh standard response**

Annwyl **INSERT NAME**

Diolch am eich gohebiaeth dyddiedig **INSERT DATE**. Ni allaf ymateb yn llawn ar hyn o bryd, ond hoffwn eich sicrhau bod eich gohebiaeth wedi dod i law a'i bod yn cael sylw. Byddaf yn darparu ymateb pellach maes o law.

Yn gywir

Your Signature

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET EQUALITIES COMMITTEE

21 NOVEMBER 2019

#### REPORT OF THE CHIEF EXECUTIVES DIRECTORATE

#### ANNUAL UPDATE REPORT ON PROGRESS MADE WITH MEETING THE OBJECTIVES WITHIN THE WELSH LANGUAGE STANDARDS FIVE YEAR STRATEGY

##### 1. Purpose of report

- 1.1 To update Cabinet Equalities Committee on the work undertaken to meet the objectives within the Welsh Language Standards Five Year Strategy (2016 to 2021), during the third year since its introduction.

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

- 2.1 The Welsh Language (Wales) Measure 2011 introduced Welsh Language Standards which 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 The council's final compliance notice from the Welsh Language Commissioner includes two standards (145 and 146) that require the council to have produced and published a Five Year Strategy by 30 September 2016. The strategy, which is attached as **appendix one**, sets out how the council will promote the Welsh language and facilitate its use in Bridgend County Borough for the period covered by the strategy. The strategy includes:

- a target (in terms of the percentage of Welsh speakers in Bridgend County Borough) for maintaining the number of Welsh speakers by the end of the five year period;
- a statement setting out how the council intends to maintain that target. The council is also required to review the strategy and publish a revised version on its website within five years of publishing the initial strategy.

### 3.2 Five years after publishing the strategy the council must:

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

### 3.3 It was agreed that the strategy would be split into two sections, section one to address our employees and section two for our public. The following individual objectives were agreed:

#### 3.3.1 Section one: employees

- Objective 1: Identify the capacity in service areas to deliver services in Welsh.
- Objective 2: Provide appropriate learning and development solutions at various levels to meet identified needs within budget allocation.
- Objective 3: Establish arrangements in recruiting to positions where Welsh language skills are essential.

#### 3.3.2 Section two: the public

- Objective 1: Raise the profile of the Welsh language, culture and local activities and events organised by the council and our partners in a structured way.
- Objective 2: Increase promotion and awareness of the council's Welsh in Education Strategic Plan (WESP) particularly in relation to objectives one, two and four of the WESP plan.
- Objective 3: to explore (and implement where possible) any new activities which will support the use of the Welsh language more widely within the county borough, promoting these accordingly.

A series of actions sit underneath each objective. A copy of the strategy is attached as **appendix one**.

### 3.4 Internally it was agreed that we would report on the strategy to Cabinet Equalities Committee on an annual basis rather than just report at the end of the five-year period. This would give us opportunity to identify any gaps and keep developments and activities on track. The second annual report was presented to Cabinet Equalities Committee at the November 2018 meeting to cover the period of October 2017 to September 2018.

## 4. Current situation / proposal

Since the last annual report the following developments in the period October 2018 and September 2019 can be noted:

### 4.1 General developments:

- Officers have attended workshops on best practice in 2018, and policy making standards. We are still awaiting the Welsh Language Commissioner Code of Practice.

- The WESP plan was approved in July 2018. We continue to work towards the actions within the WESP to ensure progress within Welsh Medium Education.
- In September 2019 we updated our Welsh in the Workplace policy and made this available to all staff via our staff intranet.
- We continue to work with Menter Bro Ogwr on agreed actions. These can be summarised as:
  - BCBC to work with MBO to advertise Welsh-essential jobs on their website and Facebook page
  - MBO to continue working with Halo and Awen Trust to provide recreational courses through the medium of Welsh for adults in Bridgend

## **4.2 Employee developments:**

### 4.2.1 Objective 1: Identify the capacity in service areas to deliver services in Welsh

- A Welsh language assessment tool has been developed to help managers further understand the linguistic skills and development needs of their team so future training can be more targeted. This has now been rolled out to customer services and Bridgend Day Centre.
- An assessment of the Welsh language capacity of the team and service area is undertaken for every vacancy to determine whether Welsh language skills are essential or desirable
- Actions have been taken to monitor the demand for Welsh services in the Telephone Contact Centre and Customer Contact Centre. Monitoring is carried out monthly to identify the demand for Welsh services across all access channels within Customer Services including telephone, face-to-face, email and online

### 4.2.2 Objective 2: Provide appropriate learning and development solutions at various levels to meet identified needs within budget allocation

- Awareness of Welsh language in the workplace has been raised by promoting two new e-learning modules: Welsh Language Standards (18 completions) and Welsh language awareness (32 completions).
- Welsh language 'meet and greet' workshops have been run for staff to ensure they can meet and greet customers. Between November '18 to March '19, 21 employees have completed this training.
- A Welsh language training programme is offered to employees at various levels:
  - Cwrs Mynediad/Mynediad blwyddyn – Entry Level Year 1 – Year 1 (Sept 2018 to June 2019) – **10** enrolled
  - Cwrs Mynediad/Mynediad blwyddyn – Entry Level Year 2 – Year 2 (Sept 2018 to June 2019) – **7** enrolled

- Cwrs Mynediad/Sylfaen blwyddyn1 – Foundation Level Year 1 – Year 3 (Sept 2018 – June 2019) – 8 enrolled.
- All community-based learning and other learning opportunities are promoted via the council’s learning and development website.

#### 4.2.3 Objective 3: Establish arrangements in recruiting to positions where Welsh language skills are essential

- Examples of Welsh Language requirements for Person Specifications are included in the recruitment and selection managers guidelines
- Availability of online recruitment in Welsh so enabling submission of Welsh applications.
- A range of recruitment advertising methods, which target Welsh speakers has been identified and adopted e.g. via Menter Bro Ogwr. Also engagement with Welsh language schools to promote apprenticeship opportunities for Welsh speakers.
- A range of assessment tools in the selection process relating to Welsh language skills is available.

### 4.3 Public developments:

#### 4.3.1 **Objective 1:** Raise the profile of the Welsh language, culture and local activities and events organised by the council and our partners in a structured way

The rolling calendar of Welsh language activities and events is still in place and details are shared across internal and external communications channels, such as press, social media and Bridgend, depending on the target audience and nature of the event. During the period the following activities and events have been promoted:

- Shwmae Sumae day: 2 tweets resulting in 1658 and 2 likes
- New welsh medium provision for pupils with autism will be created at Ysgol Gynradd Gymraeg Calon y Cymoedd 3 posts : 4842 impressions 10 retweets and 20 likes
- Welsh Christmas festival 2 post: 3368 impressions 6 likes, 6 retweets
- Opening of new welsh school Calon y Cymoedd 5 posts: 5580 impressions, 46 likes, 3 retweets
- Spending 2.6m on creating welsh medium provision across the county 9 posts: 17592 impressions, 30 likes and 20 retweets
- Bridgend Business Forum St Davids Day: 4 posts, 5801 impressions 10 likes and 5 retweets
- The Welsh Rockabilly Fair: 1 post, 783 impressions and 1 like
- Menter Bro Ogwr Welsh language play scheme: 15 posts, 16460 impressions, 8 likes, 5 retweets
- 3 – 6 year olds can enjoy a #Welsh language sports camp with @Urdd. 3 posts: 3607 impressions, 1 like, 1 retweet
- Find out how Afon-Y-Felin Primary School have teamed up with the Welsh Rugby Union 1 post: 1387 and 2 likes
- Shared post: Welsh for adults
- Shared post: Careerswales #Welshintheworkplace fair
- Shared post: Cyfleoedd Siarad #Cymraeg? Interested in learning Welsh?

- Shared post: Menter bro Ogwr Welsh events and activities for adults-
- Shared post: Menter bro Ogwr - Welsh in the Bag
- Shared post: welsh rugby union Owen Watkin I owe everything to Bryncethin and my parents

4.3.2 **Objective 2:** Increase promotion and awareness of the council's Welsh in Education Strategic Plan (WESP) particularly in relation to objectives one, two and four of the WESP plan.

- Following the Welsh Government review of WESP, there have been several reviews of WESPs. Following consultation with Welsh Government officials, we have continued to review the plan. Part of these discussions included the Capital Grant bid submitted to Welsh Government in June 2018 which includes plans for the provision of four early years' settings to feed current Welsh-medium primary schools in Bridgend and any future provision (including nursery provision in Bridgend town). The £2.6m Welsh-medium Capital Grant bid has recently been approved by Welsh Government. The four early years' setting are planned for Bettws, Ogmore Valley, Porthcawl and Bridgend Town. The local authority has secured £2.6m in order to construct four purpose-built venues from which to deliver sessional childcare, wrap-around breakfast and after-school provision along with holiday childcare. The plans for these early years settings have progressed with the location for the provision at Bettws and Ogmore Valley having been identified and the design development is underway. The stakeholder group continues to support the planned developments, meetings are being held with colleagues within the procurement team to identify how the local authority is able to secure providers who will deliver all the above services through the medium of Welsh.

Progress on **Outcome 1: More seven-year-old children being taught through the medium of Welsh** include:

- The authority monitors the transition from nursery to primary provision with the aim to increase numbers entering Welsh-medium provision in early years by **5%** over the next three years

Jan 2016 Number of seven year olds in Welsh medium schools	136
Jan 2017 Number of seven year olds in Welsh medium schools	143
Jan 2018 Number of seven year olds in Welsh medium schools	164
Jan 2019 Number of seven year olds in Welsh medium schools	142

- These figures demonstrate an increase in learners in Welsh-medium primary schools

Progress on **Outcome 2: More learners continuing to improve their language skills on transfer from primary to secondary school** include:

- The authority monitors the transition from primary provision to secondary provision with the aim to improve transition rates **by 10%** between each phase of education and increase retention of children in Welsh-medium education in FP and KS2

- Summer 2016 - there were 122 children in year 6 in the Welsh primaries in 15/16. The number in year 7 in YGG Llangynwyd in 16/17 was 110
- Summer 17 - there were 119 children in year 6 in the Welsh primaries in 16/17. The number in year 7 in YGG Llangynwyd in 17/18 was 114
- Summer 18 - there were 110 children in year 6 in the Welsh primaries in 17/18. The number in year 7 in Ysgol Gyfun Gymraeg Llangynwyd in 18/19 was 106.
- There is a known issue for us where parents make choices about sending their child to a Welsh-medium primary school and then an English-medium secondary school and it is something that we are working on with plans for a 'Growth and Retention Strategy'.
- In September 2017, full course GCSE Welsh second language became compulsory and there is encouragement for young people to continue learning through Welsh and maintain their language skills.

June 2016 Pupils entered into Welsh language GCSE (short course and full)  
**Welsh 1<sup>st</sup> Language 98**  
**Welsh 2<sup>nd</sup> Language (Full) 585**  
**Welsh 2<sup>nd</sup> Language (Short) 784**

June 2017 Pupils entered into Welsh language GCSE (short course and full)  
**Welsh 1<sup>st</sup> Language 99**  
**Welsh 2<sup>nd</sup> Language (Full) 877**  
**Welsh 2<sup>nd</sup> Language (Short) 769**

June 2018 Pupils entered into Welsh language GCSE (full course)  
**Welsh 1<sup>st</sup> Language 77**  
**Welsh 2<sup>nd</sup> Language (Full) 1185**

June 2019 Pupils entered into Welsh language GCSE (full course)  
**Welsh 1<sup>st</sup> Language 99**  
**Welsh 2<sup>nd</sup> Language (Full) 1094**

The numbers engaged in the Welsh 2<sup>nd</sup> Language Full course have increased since the removal of the short course from the curriculum.

Progress on **Outcome 4: More learners' aged 16-19 studying subjects through the medium of Welsh** include:

- There is a close working partnership and collaboration with YGG Llanhari in Rhondda Cynon Taff
- Currently there are 12 collaborative AS courses in Year 12 and 10 collaborative A2 courses in Year 13.
- YGG Langynwydd in collaboration with YGG Llanhari is able to meet the requirements of the Learning & Skills Measure by offering 30 Level 3 courses including five vocational courses along with the Welsh Baccalaureate. Following choices made by students, the school timetables 23 courses in Year 12 and 26 courses in Year 13 plus the Welsh Baccalaureate.
- We use the results of schools data to improve the provision of Welsh medium education, BCBC undertakes an annual review of Post 16 provision with each sixth form including YGG Langynwydd

June 2016 Pupils entered into Welsh language A level  
**Welsh 1<sup>st</sup> Language 9. Welsh 2<sup>nd</sup> Language 22**

June 2017 Pupils entered into Welsh language A level  
**Welsh 1<sup>st</sup> Language 10. Welsh 2<sup>nd</sup> Language 29**

June 2018 Pupils entered into Welsh language A level  
**Welsh 1<sup>st</sup> Language 10. Welsh 2<sup>nd</sup> Language 14**

June 2019 Pupils entered into Welsh language A level  
**Welsh 1<sup>st</sup> Language 9. Welsh 2<sup>nd</sup> Language 16**

Pupils completing A Level Welsh as a first language has remained fairly stable, however pupils completing Welsh A Level as a second language has decreased.

- Central South Consortium is delivering training to upskill teachers in Welsh language skills to improve learning.
- There is a sabbatical scheme on offer which is funded by Welsh Government.

Progress on **increasing capacity within the Welsh medium sector implemented through school 21st Century Schools and Education programme** includes:

- A feasibility study of Welsh-medium provision across the county has concluded and this has informed the Strategic Outline Programme for Band B of the 21<sup>st</sup> Century School and Education Programme.
- Work is progressing on the options appraisals for the Band B schemes identified. It is anticipated that Cabinet will be presented with reports detailing the outcome of the appraisals in the near future.

Progress on **supporting Flying Start settings** include:

- Within Bridgend there are 18 Flying Start childcare providers, seven of which are Cylch Meithrin offering Welsh language provision.
- Mudiad Meithrin data related to the transition from these settings to Welsh-medium primary schools is analysed to ensure effective transition as a means of maintaining linguistic continuity. This work is ongoing and the data held within BCBC and supplied to the local authority by colleagues at Mudiad Meithrin forms part of this intelligence.
- The LA childcare team work to investigate the reasons for some parents not continuing with Welsh-medium education and to improve the transfer rates where they are not already 100%. This will now be supplemented by the newly developed booklet 'Pam dewis addysg Gymraeg?'/ 'Why choose Welsh medium education? This will be given to parents at the birth of their child and at the 18-month home visit by the Flying Start Health Visitor.
- Welsh-medium head teachers have developed a leaflet in consultation with Mudiad Meithrin and RhAG.
- At the 18 month visit all Flying Start children's parents are given information regarding the opportunity to receive provision at two years via the medium of Welsh if they so wish.

- Within Flying Start areas, parents are regularly made aware from the earliest opportunity of the benefits that are available to them from the Flying Start programme, including the opportunity for their child to benefit from Welsh language childcare provision. This will now be supported by the booklet 'Pam dewis addysg Gymraeg?'/ 'Why choose Welsh-medium education?'
- All antenatal parents in the borough benefit from information regarding Welsh language benefits for their child with Cymraeg I blant sponsoring information at both the scan and the child health record books that all children receive.

4.3.3 **Objective three:** to explore (and implement where possible) any new activities which will support the use of the Welsh language more widely within the county borough, promoting these accordingly.

During the period we have worked in partnership and supported activities across the county borough including:

- Work with Menter Bro Ogwr to deliver Cynlluniau Chwarae 2018 / 2019 Play schemes. The following schools and children have been involved.

Ferch o'r Sgêr	13 children
Bro Ogwr	32 children
Calon y Cymoedd	11 children
Cynwyd Sant	24 children

This represents an increase in 33 children since the play schemes held in 2018

- Bridgend County Borough Council and the Urdd have worked in partnership to:
  - Develop weekly clubs across Welsh Medium Primary Schools as well as the continuation of the extra-curricular programme at YGG Llangynwydd. Provide opportunities for ages 3 - 11 in Maesteg and Brackla providing clear pathways for development for all primary children under the Urdd netball provision.
  - Develop programmes such 'Rygbi Bach' and 'Pêl-rwyd Bach' in Maesteg, Brackla, and Kenfig in order to provide opportunities for children age 3 - 5 and their families to engage with physical activity - promoting physical literacy through fun, creative and imaginative activity through the network of 'Chwaraeon Bach' programmes.
  - Develop the Girls Network at YGG Llangynwydd
  - In partnership we have supported 594 young people to access weekly clubs, 389 young people have accessed holiday provision, 103 individuals have accessed family activities and over 2500 have accessed the Urdd sports provision.

## 5. Effect upon Policy Framework & Procedure Rules

There is no effect upon the policy framework and procedure rules.



## **6. Equality Impact Assessment**

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

## **7. Financial Implications**

There are no financial implications associated with this report.

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

- 8.1 The well-being 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 achievement of well-being goals/objectives as a result of this report.

## **9. Recommendation**

That the Cabinet Equalities Committee receives and considers this report.

**Mark Shephard**

**Chief Executive – Chief Executive’s Directorate.**

**Date: 21 November 2019**

## **10. Contact officers:**

Nicola Bunston

Consultation, Engagement and Equalities Manager

**Email:** [nicola.bunston@bridgend.gov.uk](mailto:nicola.bunston@bridgend.gov.uk)

**Telephone:** 01656 643664

**Postal address:** Civic Offices,

Angel Street

Bridgend

**CF314WB**

Phil O’Brien

Group Manager - Transformation and Customer Services

**Email:** [Philip.OBrien@bridgend.gov.uk](mailto:Philip.OBrien@bridgend.gov.uk)

**Telephone:** 01656 643333

**Postal address:** Civic Offices,

Angel Street

Bridgend

**CF314WB**

## **Background papers:**

WESP

Welsh in the Workplace Policy

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET EQUALITIES COMMITTEE

21 NOVEMBER 2019

#### REPORT OF THE CHIEF EXECUTIVE

#### UPDATE REPORT ON THE WORK OF BRIDGEND COMMUNITY COHESION AND EQUALITY FORUM

##### 1. Purpose of report

- 1.1 The purpose of this report is to update Cabinet Equalities Committee on the work of the Bridgend Community Cohesion and Equality Forum

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

- 2.1 The Bridgend Community Cohesion and Equality Forum links to following corporate priorities:
- **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 In 2017, discussions took place between the police and Bridgend County Borough Council on a proposed merger of the Bridgend Equality Forum and the Community Cohesion Group. The first meeting of the Bridgend Community Cohesion and Equality Forum (BCCEF) took place on 27 April 2018. Since then the group has met quarterly.
- 3.2 This is the second report presented to Cabinet Equalities Committee on the progress and the work of BCCEF. The first report was presented in November 2018.
- 3.3 The meeting is currently chaired by Cllr Dhanisha Patel and the BCBC Equalities Team hold the secretariat role for the meeting.

##### 4. Current situation

- 4.1 The first BCCEF meeting took place on 27 April 2018.
- 4.2 The meetings are held quarterly, and since the last update report meetings have taken place in January, April July and October 2019
- 4.3 The aim of each meeting is to have a main agenda item where a presentation is received that is relevant and informative to attendees.

In 2019 we have received presentations on:

- Promoting apprenticeships to under-represented groups including BAME, people with additional learning needs, more girls studying Science Technology Engineering and Maths (STEM) subjects
- EU Exit community tensions
- Update on accessible transport and taxis
- Update on “scores on the doors” in Bridgend
- The Cwm Taf Morgannwg Health Board Strategic Equality Plan consultation
- BCBC Budget Consultation 2019

All members are encouraged to propose main agenda items for each meeting.

- 4.4 Each organisation in attendance is given the opportunity to update on their work and any partnership opportunities for engagement or training.
- 4.5 South Wales Police provide an update report that was previously presented to Community Cohesion Group. This report includes 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. The role of the group is to receive this report and provide scrutiny to this report.
- 4.6 New organisations/representatives that have joined the forum in 2019 include:
- BAVO;
  - Cwm Taf Substance misuse services;
  - Citizens Advice Bureau;
  - Show Racism the Red Card ;
  - Bridgend Neath Port Talbot Community Cohesion coordinator.

All members continue to invite new attendees to the group in order to expand the scope of the group.

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

- 5.1 The report has no direct effect upon the policy framework or procedure rules but it enables us to effectively implement the council’s statutory duties in relation to equalities and human rights.

## **6. Equality Impact Assessment**

- 6.1 The report provides the committee with information that positively assists in the delivery of the authority’s equality duties.

## **7. Financial Implications**

- 7.1 There are no financial implications associated with this report.

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

- 8.1 The well-being 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 achievement of well-being goals/objectives as a result of this report.

**9. Recommendation**

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

**Mark Shephard**

**Chief Executive – Chief Executive’s Directorate.**

**Date: 21 November 2019**

**10. Contact Officers:**

Nicola Bunston  
Consultation, Engagement and Equalities Manager  
**Email:** [nicola.bunston@bridgend.gov.uk](mailto:nicola.bunston@bridgend.gov.uk)  
**Telephone:** 01656 643664  
**Postal address:** Civic Offices,  
Angel Street  
Bridgend  
CF314WB

Phil O’Brien  
Group Manager - Transformation and Customer Services  
**Email:** [Philip.OBrien@bridgend.gov.uk](mailto:Philip.OBrien@bridgend.gov.uk)  
**Telephone:** 01656 643333  
**Postal address:** Civic Offices,  
Angel Street  
Bridgend  
**CF314WB**

**Background papers:**

- Update Report on the Merger of Bridgend Equality Forum and Community Cohesion Group (Now Bridgend Community Cohesion And Equality Forum) November 2019

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