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Bridgend County Borough Council



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Cyfarwyddiaeth y Prif Weithredwr / Chief Executive's Directorate

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Gofynnwch am / Ask for: Michael Pitman

Ein cyf / Our ref:

Eich cyf / Your ref:

Dyddiad/Date: Friday, 15 November 2019

Dear Councillor,

CABINET COMMITTEE EQUALITIES

A meeting of the Cabinet Committee Equalities will be held in the Council Chamber, Civic Offices Angel Street Bridgend CF31 4WB on **Thursday, 21 November 2019 at 09:30.**

AGENDA

1. Apologies for Absence
To receive apologies for absence from Members.
2. Declarations of Interest
To receive declarations of personal and prejudicial interest (if any) from Members/Officers in accordance with the provisions of the Members' Code of Conduct adopted by Council from 1 September 2008.
3. Approval of Minutes 3 - 18
To receive for approval the Minutes of 26/03/2019 and 04/07/2019
4. Update on the Community Cohesion Survey and the role of the Community Cohesion Officer within BCBC. 19 - 56
5. Update report on implementation of Welsh Language (Wales) Measure 2011 and Welsh Language Standards 57 - 72
6. Annual update report on progress made with meeting the objectives within the Welsh Language Standards Five Year Strategy 73 - 82
7. Annual report on the work of Bridgend Community Cohesion and Equality Forum. 83 - 86
8. Urgent Items
To consider any other item(s) of business in respect of which notice has been given in accordance with Rule 4 of the Council Procedure Rules and which the person presiding at the meeting is of the opinion should by reason of special circumstances be transacted at the meeting as a matter of urgency.

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Yours faithfully

K Watson

Head of Legal and Regulatory Services

Councillors:

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

Councillors

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

Councillors

SR Vidal
PJ White
HM Williams
RE Young

MINUTES OF A MEETING OF THE CABINET COMMITTEE EQUALITIES HELD IN COUNCIL CHAMBER, CIVIC OFFICES ANGEL STREET BRIDGEND CF31 4WB ON TUESDAY, 26 MARCH 2019 AT 10:00

Present

Councillor D Patel – Chairperson

SE Baldwin	TH Beedle	HJ David	J Gebbie
DG Howells	JE Lewis	JC Radcliffe	E Venables
HM Williams	RE Young		

Apologies for Absence

CE Smith and PJ White

Officers:

Emma Blandon	Communications, Marketing and Engagement Manager
Jackie Davies	Head of Adult Social Care
Robert Goodwin	Locality Manager-Bridgend Mental Health and Learning Disability Services
Mark Lewis	Group Manager - Integrated Working
Martin Morgans	Head of Performance and Partnership Services
Michael Pitman	Business & Administrative Apprentice

42. DECLARATIONS OF INTEREST

The Following Declarations were made:

Cllr D Patel declared a personal interest in Item 5 – Mental Health Services in Bridgend, as she is a trustee of Mental Health Matters Wales.

Cllr R Young declared a personal interest in Item 5 – Mental Health Services in Bridgend as he is Chair of Mental Health Matters Wales

43. APPROVAL OF MINUTES

RESOLVED: That the minutes of the meeting of the 19 November 2018 be approved as a true and accurate record.

44. DOMESTIC ABUSE - OLDER PEOPLE AND PERPETRATOR UPDATE

The Head of Performance and Partnership Services presented a report which updated the Cabinet Equalities Committee on domestic abuse and older people; and the perpetrator intervention (Choices) in Bridgend.

She explained the work of the Assia Suite which showed that in the year 2017-18, they supported a total of 973 female abuse victims and 153 male victims respectively. He stated that there would be no victims without perpetrators and was recognised locally and nationally that to protect and assist victims, a perpetrator programme is paramount.

A Member reiterated the importance of the Assia Suite and the work that they have done. He requested clarification regarding Alzheimer's sufferers and asked what was considered a consensual relationship and how was this being monitored.

The representative from Calan DVS explained that they were unsure of the statistics relating to this as it was not being monitored at that time but could change with trends that occur. She also stated that Safer Lives may have further information and she would be happy to link in with them and provide any information regarding this.

A Member asked if they have statistics on LGBT relationships as well as relationships involving different genders.

The representative from Calan DVS said that they did have some data regarding this and would be happy to provide what they have.

A Member asked to what extent was dementia an issue and did this change the approach that is taken to deal with sufferers.

The Head of Performance and Partnership Services explained that it was not always a straightforward situation with regard to Dementia and Alzheimer's sufferers. He gave an example of a situation where a wife was abusing her husband, on further investigation they discovered that it was the wife who was being abused. This changed the way they had to deal with the situation.

The Leader was pleased with the evaluation of the project and found it encouraging that 100% of survivors would recommend the project. He believed this showed the effect that the project had on people and how it helped with keeping people safer. He was pleased to hear that the perpetrators saw the impact of the project and the impact it had on their own children.

A Member asked how the project was being monitored and was it robust in all areas, particularly children and victims.

The representative from Calan DVS assured Members that the project was continuously monitored to ensure all aspects of it are looked at and amended or updated when needed. She advised Members that there was currently an evaluation ongoing, which involved a Masters student performing a full analysis as part of their University course.

A Member asked for clarification on section 3.8 of the report which stated that an 'adult family member' being the primary perpetrator. She asked if not an adult family member, who else would the perpetrator be.

The representative from Calan DVS explained that there have been many cases where older people have been living in homes and they have been subject to abuse from family members visiting them. This has often involved mental abuse including financial abuse.

A Member asked what are the statistics relating to Looked After Children (LAC)

The Head of Performance and Partnership Services said that he believed the statistics are prominent regarding children being looked after as a result of domestic abuse in the home. He said that he would look into this further with Social Services.

The Chairperson asked if there were any opportunities for the victims of domestic abuse to address the perpetrator and was there any safe environment to do this.

The representative from Calan DVS explained that there was no system in place for this at the current time. The victims did have the opportunity to work with the perpetrator with regard to child protection.

A Member asked what training was provided to officers in addition to the online training that was currently provided.

The representative from Calan DVS explained that 78% of officers have completed the online training, they are looking to provide more in depth training to the front line officers. She said that once the training system is made available they would be looking at how to best implement it.

The Leader urged members of the public to come forward if they are experiencing any difficult situation, they could do so in confidence no matter what their age, gender or background was.

A Member stressed the need for the policy of Bridgend County Borough Council to be updated to include males, LGBT and more. She said that currently only targets females which may give the false impression and uncertainty for other groups of people that they could not get the help they needed.

The Chairperson said that this was also the case with Welsh Government legislation. She agreed this needed to be looked into and will look to do this.

The Head of Performance and Partnership Services assured Members that they accept victims and perpetrators of all kinds and deal with every situation on an individual basis.

RESOLVED: That the Cabinet Equalities Committee noted the update in relation to the requested submission/update and progress made.

45. MENTAL HEALTH SERVICES IN BRIDGEND

The Head of Adult Social Care presented a report that provided information to the Committee on the range of services across the County Borough.

She explained to Members the population of people with mental health problems in Bridgend and Wales and provided statistics. She explained that in Wales, 1 in 4 adults will experience some kind of mental health problem or illness within their lifetime and 2 in 100 people will have a severe mental illness such as Schizophrenia or Bipolar Disorder.

She also explained that in Bridgend the population assessment indicated that there will be an increase in the prevalence of dementia. The population of older adults 65+ is predicted to increase by 48% 2030.

She explained the adult mental health service provision and the current model for mental health services in Bridgend. Key components of the current model are included in the report.

She advised Members on the new Approved Mental Health Professional (AMHP) Service in Bridgend. She explained that the AMHPs are professionals who had been approved by the local authority to carry out certain duties under the Mental Health Act.

She also advised Members on the review of the Mental Health Social Work team where they aimed to better utilise resources to focus on key issues like provision of information, advice and assistance, prevention and early intervention and partnership working. She advised that this proposal was currently in the consultation phase.

The Locality Manager for Bridgend Mental Health and Learning Disability Services advised Members of the Local Authority Provision for supporting children and young

people with mental health. He explained that the local authority employed seven school-based counsellors, two community counsellors and a play therapist, all of which are British Association of Counsellors Psychotherapists (BACP) registered. He explained that there was a minimum standard that had to be achieved to become qualified and that there are minimum supervision levels and continuous professional development requirements to maintain registration.

He explained the training that was accessible to officers, which included a wide range of organisations. He advised that further training was also rolled out on a wider scale when grant funding was available. He gave the example of Thrive training, which provided key school staff with the skills understanding to manage the emotional development of children and vulnerable children which disruptive/troubling behaviour.

The Representative from ABMU gave Members an update on CAHMS and the performance and strategic direction. She explained that in January 2018, it saw a significant decrease in waiting times and this trend continued for five months. However in May, performance started to reduce, which correlated with staff leaving and the delays that related to advertising and filling these posts. She commented on the ongoing boundary change from ABMU to Cwm Taf Morgannwg University Health Board and said that they were looking to integrate the smaller teams into fewer but bigger teams, however they said they would need to wait until the boundary change is underway before implementing this idea.

A Member asked what training is provided for teachers as they are often the first point of contact for a child.

The Representative from ABMU said that training can be requested from a teacher if they believe they are the best person to deal with a situation. She said that they were hoping to improve this area of intervention as she agreed a teacher is likely to be the child's best option for point of contact.

The Locality Manager for Bridgend Mental Health and Learning Disability Services added that there was also training provided online which covers a range of topics that could better equip teachers to deal with children's issues.

The Leader stated that while there were still improvements to be made in some areas, the progress made has been considerable and he wanted to personally thank the ABMU for their hard work.

RESOLVED: that the Cabinet Committee Equalities noted the contents of the report.

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

The Communications, Marketing and Engagement Manager presented a report which updated the Cabinet Committee Equalities on the implementation of the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards.

She explained that since August 2018, work on meeting relevant standards and updating documentation continued. A draft action plan was being progressed to factor in any outstanding work as well as to address any issues that arose from the Welsh Language Commissioner's best practice workshops at the end of 2018. She advised that the action plan would be scheduled in for the next meeting of Cabinet Committee Equalities in July 2019.

She explained that while at the Welsh Language Commissioner's best practice workshop in December; many councils raised issues on what was not working well for them which she found very informative. It was also noted that all councils needed to work on their 5-year strategy and the measurements and development of it as well as the policy-making standards. She explained that officers were looking to strengthen the Equality Impact Assessment (EIA) as well as re-setting up quarterly meetings of the internal Welsh Language Board with the first meeting scheduled for 30th April.

She provided Members with an update on the formal complaints that had been received / dealt with since the last meeting. The council has received three new complaints since the last meeting. Of the three previous complaints, one of them is still ongoing with one having been concluded. The third complaint is being upheld against the council and there is a six-month deadline to implement and communicate an action plan to mitigate against this happening again.

A Member asked if the council had made arrangements for simultaneous translations.

The Communications, Marketing and Engagement Manager explained that all staff have access to the provision of simultaneous translations, for example for public events. She explained that regarding one of the complaints, part of the event was organised by the council and part by the school, this may have caused miscommunication and therefore led to the error. The Communications, Marketing and Engagement Manager would provide the Committee with details surrounding the complaint regarding a road sign.

The Member responded if it would be easier to have Welsh and English on the same document and there should be a checklist procedure to ensure that the Welsh language is being implemented correctly.

The Communications, Marketing and Engagement Manager explained that it could be done for the smaller documents and often was. However with the larger documents it became a challenge due to their size. She explained with regard to a checklist, there is one available for staff to use in the consultation toolkit that is provided online.

47. **RESOLVED: That the Cabinet Equalities Committee received and considered the report. STRATEGIC EQUALITY PLAN ANNUAL REPORT 2017/2018**

The Communications, Marketing and Engagement Manager presented a report which provided Members with an update on work completed within the Strategic Equality Plan (SEP) 2016-2020 for the period 2017 to 2018.

She explained that the SEP annual report enables the council to perform key tasks such as:

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

The SEP report also set out:

- The steps taken to identify and collect relevant information;
- Any reasons for not collecting relevant information;

- Where appropriate, employment information, including information on training and pay.

The Communications, Marketing and Engagement Manager notified Members of an error in the statistics on page 10 of the report and said that the number of male applicants should have been 1032, not 2554 as listed.

The Chairperson requested that that the definition on anti-Semitism that was adopted last year be added to the report, which the Communications, Marketing and Engagement Manager confirmed she would add this to the next SEP and action plan that covers the relevant period of 18/19.

The Leader referred to the new changing places facility at the railway station and that it was open to all members of the public.

The Committee requested that the changing places facility be advertised more so that the public are aware of it.

RESOLVED: That the Cabinet Committee Equalities noted the progressed made and approved the Strategic Equality Plan Annual Report 2017/18.

48. **EQUALITY IMPACT ASSESSMENTS - ANNUAL REVIEW 2018/19**

The Communications, Marketing and Engagement Manager presented a report which provided Members with an annual update on the Council's requirement to undertake Equality Impact Assessments (EIAs), an overview of the council's approach to EIAs and an outline of EIAs undertaken in Bridgend County Borough Council (BCBC) service areas in 2018/19.

She explained that the Equality Act 2010 sets out a general duty that BCBC is required to have due regard in its decision making processes (including financial decisions) to three factors:

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

She explained that EIA training is available to employees which provides an overview of EIA's, their role in improving services and a guide to conducting them.

She advised Members of the improved database which kept track of the EIA's that had been completed. This would provide a centralised approach to the information and hoped that service areas would feed in to this, the information could then be used to improve the EIA's even further.

The Leader suggested that while the EIA's often say no negative impact, it would be beneficial if they showed the positive impacts. The Communications, Marketing and Engagement Manager said that this could be looked into for the future as more improvements are made.

The Communications, Marketing and Engagement Manager provided Members with an update on the EIA's undertaken in 2017/18. She explained that between February 2018 and January 2019, six full EIA's undertaken and accompanied cabinet reports.

CABINET COMMITTEE EQUALITIES - TUESDAY, 26 MARCH 2019

RESOLVED: That the Cabinet Committee Equalities noted the progress made in the completion of Equality Impact Assessments, the progress made with training and the review of the administration processes to support service areas.

49. **FORWARD WORK PROGRAMME 2019 - 2020**

The Communications, Marketing and Engagement Manager presented a report which sought Cabinet Committee Equalities approval for a proposed Forward Work Programme for 2019-2020.

She referred the Committee to the proposal for regular items of business items and key equality issues that were to be considered.

She advised Members that the report of the recently conducted Staff Survey has been scheduled for the July meeting, at which a member of staff from HR will be in attendance.

She explained that the schedule for the EIA report has now changed and it will now be in line with the financial year. She advised that the next EIA report has been scheduled for July 2020 as opposed to March 2020.

The Chair asked Members if there were any more items they wanted to see on the Forward Work Programme over the next financial year to let her know any time so it could be looked at the be scheduled in.

RESOLVED: That the Cabinet Committee Equalities approved the proposed Forward Work Programme 2019-20.

50. **URGENT ITEMS**

None

The meeting closed at 12:20

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CABINET COMMITTEE EQUALITIES - THURSDAY, 4 JULY 2019

MINUTES OF A MEETING OF THE CABINET COMMITTEE EQUALITIES HELD IN COUNCIL CHAMBER, CIVIC OFFICES ANGEL STREET BRIDGEND CF31 4WB ON THURSDAY, 4 JULY 2019 AT 10:00

Present

Councillor D Patel – Chairperson

TH Beedle
JE Lewis

HJ David
JC Radcliffe

SK Dendy
HM Williams

DG Howells
RE Young

Apologies for Absence

PJ White, SE Baldwin, J Gebbie, KL Rowlands, E Venables and SR Vidal

Officers:

Nicola Bunston
Mark Shephard
Ian Vaughan
Mark Galvin

Consultation Engagement and Equalities Manager
Chief Executive
Workforce Planning and Administrative Manager
Senior Democratic Services Officer – Committees

52. DECLARATIONS OF INTEREST

Councillor RE Young declared a personal interest in Agenda item 6. as Chairperson of Mental Health Matters Wales.

Councillor D Patel declared a personal interest in Agenda item 6. as a Trustee of Mental Health Matters Wales.

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

The Chief Executive submitted a report, which updated Members on the implementation of the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards.

By way of background, the Consultation, Engagement and Equalities Manager, advised that since the council received its compliance notice in 2015, progress towards implementing the 171 assigned standards had continued.

Updates on compliance she reminded the Cabinet Committee, had been provided previously on a regular basis to Members.

Paragraph 4.1 of the report, outlined the key progress/updates with compliance since March 2019 in summary format, whilst paragraph 4.2 gave details of the aims and objectives of the Welsh Language Action Plan shown at Appendix 1 to the report.

The Consultation, Engagement and Equalities Manager gave a resume of both these for the benefit of Members.

A Member referred to section 2. of paragraph 4.1 and the establishment of the Welsh Language Strategy Board, that meets on a quarterly basis to develop practice and monitor compliance. He asked if there were any welsh speakers on this body.

The Consultation, Engagement and Equalities Manager advised that as far as she was aware there were none, but that she would check this and come back to the Member

accordingly. He added that the Equalities Champion for the Authority (Chairperson of the Cabinet Equalities Committee) should also be a member of the Board.

RESOLVED: The Cabinet Committee Equalities received, considered and noted the report.

54. WELSH LANGUAGE STANDARDS ANNUAL REPORT 2018/19

The Chief Executive presented a report to Members, so as to inform the Cabinet Committee of the content and approach taken with the council's fourth Welsh Language Standards Annual Report for 2018/19

The Consultation, Engagement and Equalities Manager advised that the Welsh Language Standards give Welsh speakers improved, enforceable rights in relation to the Welsh language. The council received its final compliance notice on 30 September 2015, which outlined 171 standards requiring compliance.

She added that, Standards 158, 164 and 170 require the Council to produce and publish an Annual report, in welsh, by 30 June each year.

The Consultation, Engagement and Equalities Manager, confirmed that the council's Welsh Language Standards annual report 2018/19 covers the period 1 April 2018 to 31 March 2019 and was published, as required by the 30 June 2019. The report was attached as appendix 1 to the main report.

The report outlined how the council has complied with the standards under a duty to comply during the period and also documents any progress and new developments with our compliance.

She proceeded, by stating that as part of the annual report, there is a duty on the council to report specifically on the information shown in bullet point format, in paragraph 4.3 of the report.

The Consultation, Engagement and Equalities Manager explained further, that the standards that relate to publishing an annual report, do not require that the report be approved by the council or the Welsh Language Commissioner, prior to publication, as was previously required under the Welsh Language Scheme.

A Member asked why employee training courses (ie e-learning models) were completed in English as opposed to Welsh.

The Workforce Planning and Administrative Manager advised that employees were able to complete e-learning modules in welsh should they desire to do so, but in 2018/19, all completions were in English.

A Member referred to 2.2 of the Appendix, bullet point 7 and asked who decided if it was appropriate to conduct meetings in Welsh, and if these meetings were formal Committee meetings or did this also extend to other bodies and Working Groups.

The Chief Executive advised that the council required prior notice from a member of the public, if they required the proceedings and debate of a formal Committee to be conducted in welsh. The same applied also, for webcasting of meetings. In-house meetings however, where the minutes or notes of these bodies were not made available to the public via the Council's web site, were conducted in English as the Welsh Language Standards did not apply to the more internal meetings/working groups etc.

The Council also had to similarly give notice, if a formal Committee meeting was intended to be conducted in Welsh.

The Chairperson referred to page 24 of the Appendix to the report, where it stated that 10 new/vacant posts were advertised during 2018/19, where it was specified in the job advert that Welsh language skills were essential for these posts. She asked what posts these were.

The Workforce Planning and Administrative Manager advised that 8 of these posts were school based, including in the Special Educational Needs (SEN) Inclusion Service. The other two were Human Resources Apprentices, he added.

RESOLVED: The Cabinet Committee Equalities received and noted the content of both the covering report and the Welsh Language Standards annual report 2018/19.

55. **STRATEGIC EQUALITY PLAN ACTION PLAN REPORT (UPDATE ON WORK UNDERTAKEN BY DIRECTORATES IN THE LAST 12 MONTHS)**

The Chief Executive submitted a report, that provided Members with an update on progress made in delivering the Strategic Equality Plan (SEP) 2016 -2020 during 2018/19. This was the third such annual review for the plan.

The background to the report, confirmed that following public consultation, the Council's SEP (2016-2020) was approved by Cabinet on 15 March 2016.

The SEP has since developed with the support of an Action Plan, in order to assist in the achievement of 7 objectives in the SEP over the 4 year period.

The final Action Plan was now a live document, and contained 47 actions, with this being approved by the Cabinet Equalities Committee in July 2016. The Action Plan was attached to the report.

Progress for 2018/19 was documented in Appendix 1. Key points to note, were those outlined in paragraph 4.1 of the report which related to the following:

- Transportation;
- Fostering good relations and awareness training;
- Our role as an employer
- Mental health
- Children
- Leisure, arts and culture; and
- Data

The Consultation, Engagement and Equalities Manager gave a resume of each of the above sections of the report, for the benefit of Members.

A Member noted from the Strategic Equality Action Plan that 69 Hate Crime Awareness sessions had been held throughout the County Borough and she asked in what places these had taken place.

The Consultation, Engagement and Equalities Manager confirmed that she was not aware off hand where these had all taken place, but could find more information out regarding this and pass it on to the Member outside of the meeting.

The Member felt that these awareness sessions should be held in the valleys areas as well as in other areas of the County Borough and 4 towns.

A Member referred to the SEP and noted that adults with Autism were included as part of a wider disability group. She felt that this group should have a Policy/be in a Strategy of their own.

She also noted from the SEP that the council had recruited Welsh speaking apprentices. She felt that both Looked After Children (LAC) and former LAC should be considered for apprenticeships.

Finally, she felt it would be useful for Customer Services staff to have training in how to deal with customers with special needs.

The Consultation, Engagement and Equalities Manager advised that the first point the Member made could be considered as an action within the SEP going forward.

The Workforce Planning and Administrative Manager confirmed that an Apprenticeship Working group existed to support LAC children with apprenticeship and work experience opportunities.

With regard to the third point, he confirmed that every Directorate had their own budget allocation for certain staff training initiatives, particularly public facing staff such as Customer Services.

RESOLVED: That the Cabinet Equalities Committee both received, considered and noted the report and attached Appendix.

56. **STAFF WELLBEING**

The Workforce Planning and Administrative Manager submitted a report, the purpose of which, was to provide an update on the actions taken and those planned, in relation to staff wellbeing, following the findings of the staff survey conducted in September 2018.

The report outlined certain background information, where it was confirmed, that in 2018/19, 11.79 days were lost due to sickness absence per full time equivalent employee, with stress/anxiety/depression/mental health related absences accounting for 30.8% of all days lost.

Reference to the staff survey so conducted, advised of a range of factors relating to job satisfaction and staff wellbeing that were measured as part of the survey. The type of responses received were shown in bullet point format in paragraph 3.5 of the report.

The council supports its employees through the application of various HR protocols, Occupational Health and the Employee Assistance Programme (EAP), as well as various staff benefits. A summary of these amongst other information, was shown at Appendix 1 to the report.

There was scope for employees to request a change in working hours, as well as purchasing extra annual leave, up to a maximum of a further 10 days. Counselling services were also available through EAP.

The Authority was also developing an Employee Wellbeing Strategy, the intention of which would be to focus on how it intends to develop a strong wellbeing culture to support a motivated, flexible and committed workforce. Whilst this is ongoing, there has already been an increased focus on employee wellbeing initiatives.

The following paragraphs of the report outlined in more detail some of the health initiatives the council were providing moving forward, including the convening of monthly health check clinics.

Furthermore, we were exploring with local charities, ways to improve the awareness and understanding of a range of health conditions that could have a positive impact on employee wellbeing within the workforce. This had also included discussions with charities based in Bridgend and working across the Cwm Taf Morgannwg region, including bespoke training and support for mental health and wider employee wellbeing. Any additional services offered as a result of these discussions, would be subject to a separate business case the report identified.

A Member referred to paragraph 3.7 of the report, and he asked by what methods was it intended, to increase awareness of staff in relation to benefits within the Authority that were available to them, particularly health benefits.

The Workforce Planning and Administrative Manager advised that the last few months, the Authority had been actively engaging with iCOM, requesting further details of benefits available to staff (that they may only have a limited knowledge of), and to pass on further information regarding these through Bridgend's.

A Member referred to paragraph 3.4 of the report, where reference was made to there being a problem with stress related sickness absence, which accounted for not far off a third of all sickness absence of staff. He felt that this percentage would not likely reduce any time soon, with staffing reductions still ongoing. He asked therefore, if HR had considered conducting a staff survey specifically relating to stress in/outside the workforce. He felt it would be helpful for the Authority to capture data on this from staff who completed such a survey.

The Chief Executive confirmed that the Staff Survey carried out in 2018, was the first survey of this kind that had been undertaken for a few years. He advised that the survey (which did not include Schools staff) targeted 3,000 employees, and he was pleased with the response from 1,291 members of staff, which equated to 43% of the workforce. A considerable number of the elements of feedback from staff who completed the survey, would be taken on board he added. Notwithstanding the fact that the Human Resources (HR) Department was currently going through a restructure, it was intended to repeat such a survey more frequently, and the HR Department going forward, would be concentrating more on staff wellbeing, particularly as the council was now becoming a shrinking workforce. He added that he would also consider the suggestion put forward by the Member.

A Member enquired why schools were excluded from the staff survey.

The Chief Executive advised that he would find out the answer to this point and advise the Member of this outside of the meeting, but he suspected it was due to the fact that schools provided their own in-house staff surveys/staff engagement.

A Member referred to the eligibility of those employees who were able to work reduced hours/purchase extra annual leave. She asked if this was open to all council staff.

The Workforce Planning and Administrative Manager replied by stating that an employee firstly had to have worked within the Authority for 12 months prior to being considered for the above options. All flexible working requests needed to be considered in the context of service requirements. He was able to obtain data regarding requests for both the above and the outcomes of such requests, outside of the meeting.

A Member referred to those staff that regularly dealt with the public, including on-line, and asked if there was a Policy in place within the council that supported and protected them if they were confronted by abusive customers.

The Chief Executive advised that the council had such a policy in place, as well as adopting a zero tolerance approach to staff having to put up with abusive customers.

The Deputy Leader closed debate on this item, by confirming that bespoke training was also available for staff in their support of dealing with rude or abusive members of the public.

RESOLVED: That the Cabinet Committee Equalities noted the information contained in the report.

57. **ANNUAL REPORT ON EQUALITY IN THE WORKFORCE (2018/19)**

The Workforce Planning and Administrative Manager presented a report, in order to supply the Cabinet Committee Equalities with a summary of the equality profile of the council's workforce as at 31 March 2019 and an update also, on gender pay gap reporting.

He referred to Appendix 1 to the report, which provided the above mentioned equality profile for the period stated.

He advised that it was not mandatory for employees to disclose their sensitive personal information for equality monitoring purposes. However, employees were encouraged to provide and/or update their personal information via the 'employee self-service' system.

The gender pay gap is a measure of the difference in average pay of men and women, irrespective of their role across the council. The Workforce Planning and Administrative Manager added, that it differed from equal pay, which compared how men and women are paid for carrying out the same or comparable roles.

He explained that as schools were individual organisations, they were not included in the council's gender pay data in the Table 1 shown in paragraph 4.2.3 of the report, that provided a summary of the pay gap for 2017 and 2018.

He proceeded by confirming that, whilst recognising that a variety of factors contributed to the gender pay gap, the council was committed to promoting equality and diversity in all aspects of employment, described in bullet point format in paragraph 4.2.4 of the report.

The Chairperson referred to the report's Appendix, and enquired if the Equalities Questionnaire survey for staff was flagged-up by managers to the staff in their section.

The Workforce Planning and Administrative Manager, confirmed that the equalities questionnaire was included as a question on all employee appraisal forms and appraisal completion is monitored. Managers were also encouraged during 1 : 1's with their staff, to ask employees to update their personal information on-line.

She then asked how data was calculated with regard to the gender pay gap.

The Workforce Planning and Administrative Manager advised firstly that school staff were not included when calculating such data, and that gender pay calculations applied to corporate staff. The factors to figure-in regarding data produced through gender pay,

CABINET COMMITTEE EQUALITIES - THURSDAY, 4 JULY 2019

were that Bridgend CBC has a higher number of females than any other local authority in Wales. He added that the council had a number of service areas where there was a large female workforce and conversely, service areas with a largely male workforce, such as refuse collectors (who were outsourced). He further added that 92% of part time jobs in BCBC were occupied by female staff, therefore this impacted on the overall data capture.

The Chief Executive advised that if school staff were included as part of the data calculations, then this would reflect a higher percentage of females in higher paid jobs. He added that three of the five current Corporate Management Board were also female, with six out of ten Chief Officers also being female.

RESOLVED: That the Cabinet Committee Equalities noted the information contained in the report and supporting information.

58. **URGENT ITEMS**

None.

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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 1st April 2019 to 31st 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**

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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
Theme A - Identifying and mitigating community tensions (hate crime, extremism, anxiety, anti-social behaviour) relating to Brexit			
<p>Engagement: (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"> • Establish a regular dialogue and contact with groups who may likely to experience community tensions locally • Develop a mechanism to gather, report and record all kind of intelligence on community tensions as they emerge locally • Tackling community tension by developing counter narratives and to work with identified socially marginalised groups to promote and foster inclusion 		
<p>Tension Monitoring: (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"> • Creating safe spaces and opportunities to bring people from different backgrounds together • Consistent positive messages supporting cohesive communities to manage and understand demographic change and related tensions • Responses to activism eg. Stickers/demonstrations • Linking with local media including LA, Police Comm teams and to the public information campaign by WG 	<ul style="list-style-type: none"> • Upstream work with positive messaging 	

<p>Mitigation: (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"> • Establish regular Joint Response/ Intelligence meeting with Police and key stakeholders to proactively tackle area of hot spots / tension and deliver preventative work • Hold community discussions concerning migration, religion, cultural diversity and hate crime 		
<p>Community mapping: Mapping exercise (might include consultation) to better understand the impacts of Brexit on communities</p>	<ul style="list-style-type: none"> • Develop engagement methodology • Develop survey's questionnaire • Engage Community Safety partnership to lead on this mapping exercise • In NPT building on community mapping exercise to develop local initiatives with BME association 	<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>Training for professionals: 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"> • Facilitate the delivery of relevant training around Community Cohesion • Identify a pool of trainers to support specific community cohesion training programme • Establish the delivery of the training programme locally including review of related online trainings • Facilitate the development of a 'Safeguarding Children and Adults at Risk of Exploitation' training package that covers areas such as Hate crime, Prevent, Human Trafficking, sexual 		

	exploitation, ACES and embed in the training programme for Western Bay Safeguarding boards		
Theme B - Community Cohesion Communications			
<p>Equality and Inclusion Network: (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"> Develop a local 'Communication Resource' who will assist us in the delivery of key messages and cascading specific calendar events locally 		
<p>Engage with EU Citizens Rights Project: (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"> Coordinate the delivery of EU Citizen Rights project by linking them with local initiatives to maximise its impact 		
<p>Community cohesion campaign: Working with other regions,</p>	<ul style="list-style-type: none"> We will establish stronger links with local, regional and national campaigns to create a strong 		

<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"> • We will build community cohesion by promoting positive messages and counter narratives at the local level relating to equality and inclusion 		
<p>Theme C - Events / activities to promote social contact and inclusion</p>			
<p>Events / activities involving marginalised groups: 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"> • Promote meaningful contact - given post-Brexit polarisations, this isn't just about ethnic and faith diversity, but it has to be an everybody issue • Social contact matters a lot - promote community based events e.g. our Abertawe • Engagement with faith communities, identify faith leaders and establish a local interfaith forum 		
<p>Cohesion Projects: E.g. Development of community charter, school twinning projects,</p>	<ul style="list-style-type: none"> • Understanding demographic changes and debunking myths such as the delivery of community led cohesion initiatives • School linking locally and internationally 		

town of sanctuary work, local community cohesion network			
<p>Integration of new arrivals: 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"> • Identify Councillors and senior officers to become cohesion champions for their area • Support the existing integration activities such as SRP programme and establishing strong working relationship with the Welsh Government ReStart project. 		
<p>Build community capacity: 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"> • Work with community based groups to support them in building their capacity through social integration initiatives and identification of grant funding etc. 		
Theme D - Delivery of non-Brexit activities in the National Community Cohesion Plan			
Gypsies and Travellers (ESSENTIAL)	<ul style="list-style-type: none"> • We will provide cohesion support around proposed and approved Gypsy and Traveller Accommodation sites, including promoting the needs of G&T communities in the site selection process 		

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

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

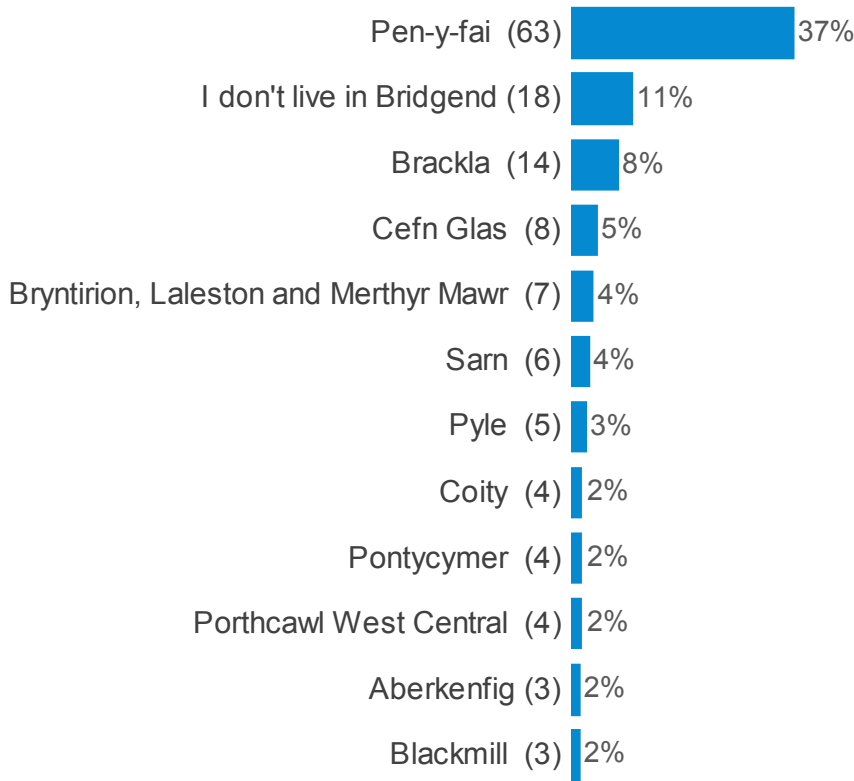
	<ul style="list-style-type: none">• Finalise and approve local CoCo Delivery Plan, Leadership, ToRs, and Membership• Agree to establish local team with action plan		
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DRAFT

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.

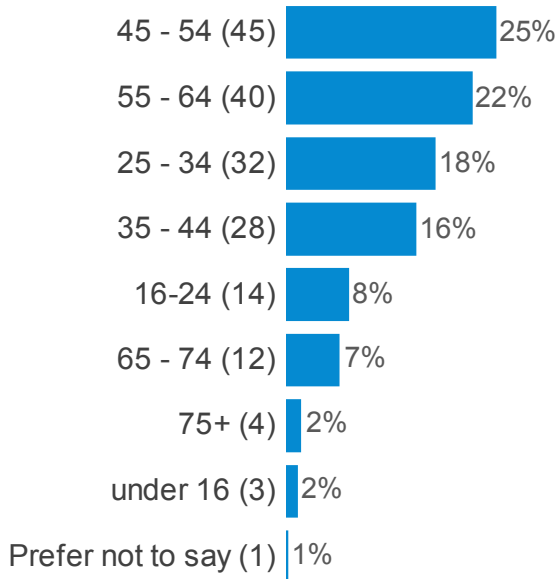
Where do you live?



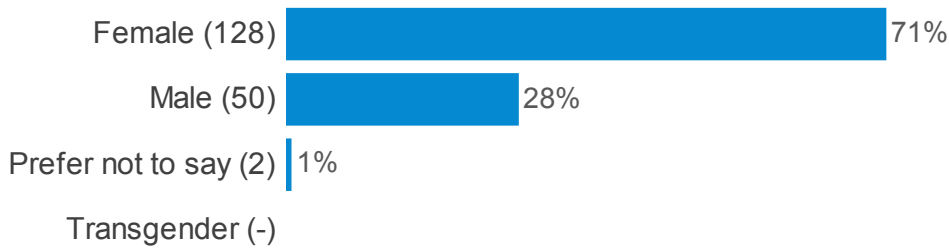
If you don't live in Bridgend, please tell us where you live:

Cardiff	Hengoed	In tent in Bridgend Ind
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:



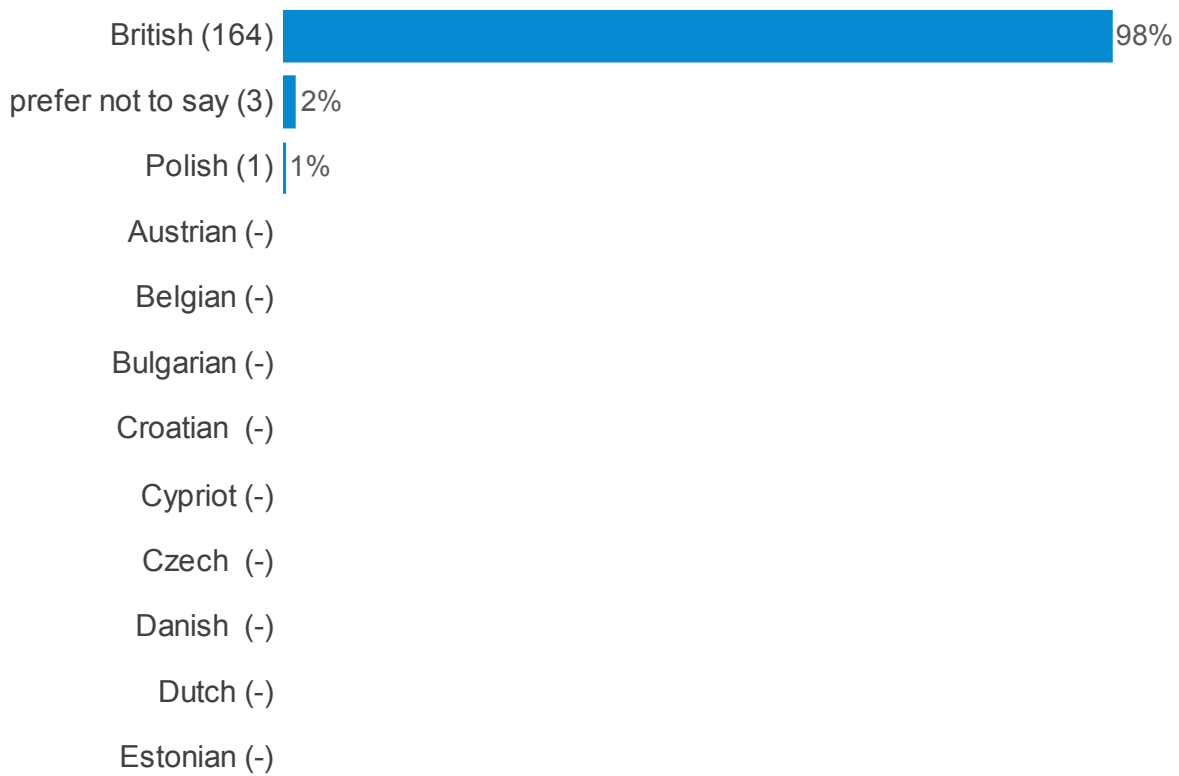
Are you:



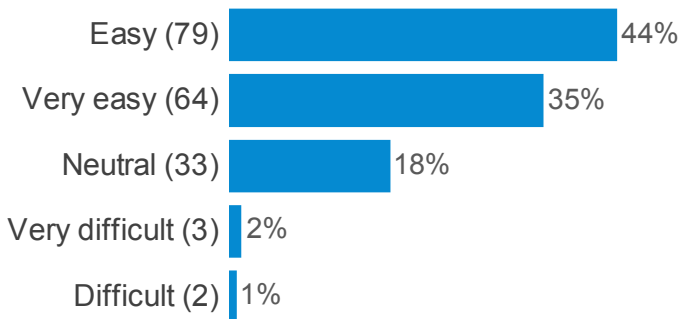
Are you an EU migrant?



How would you describe your nationality?



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

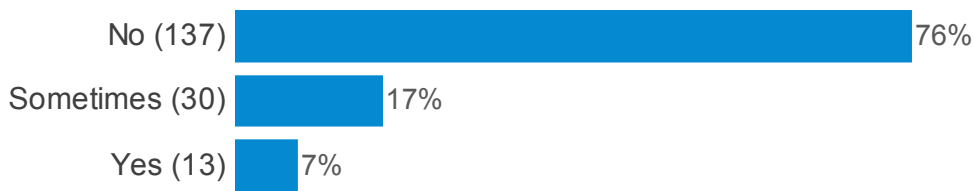


If you answered difficult or 'very difficult', is there anything that you can suggest to help improve the situation?

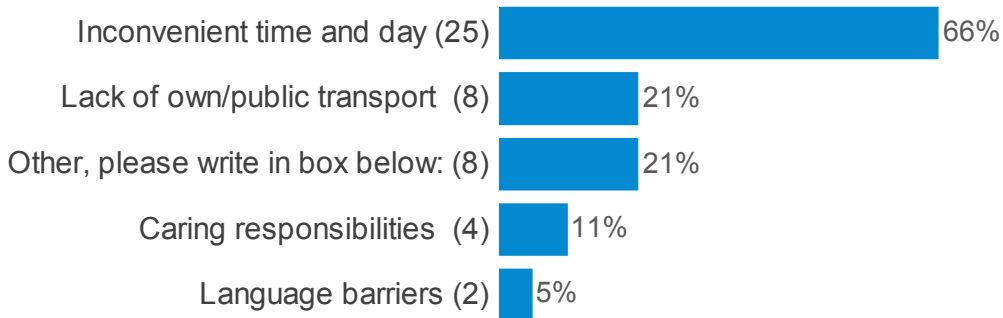
Hard to converse - Language barrier

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

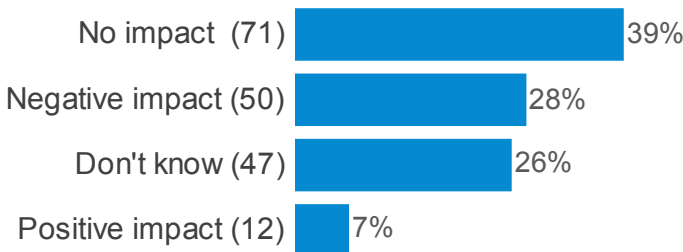
If 'yes', did you report the incident?



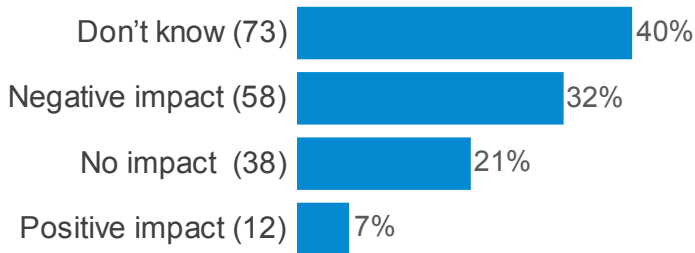
Do you know where to get the support for victims of hate crime?



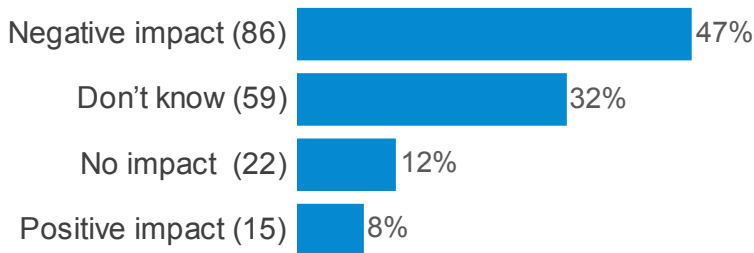
Do you think the vote to leave the European Union has had an impact: (On you personally?)



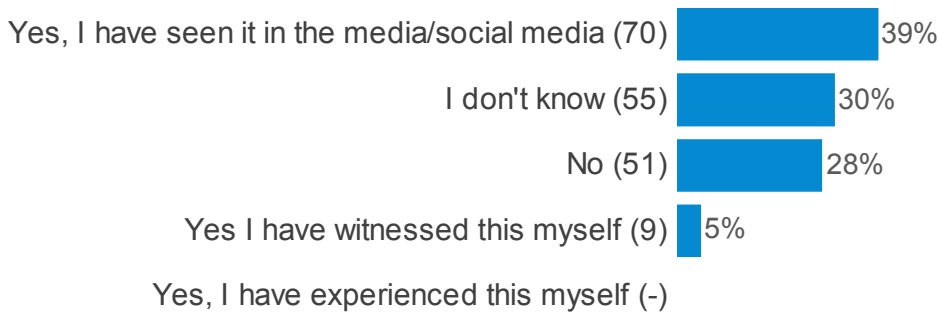
Do you think the vote to leave the European Union has had an impact: (On your community?)



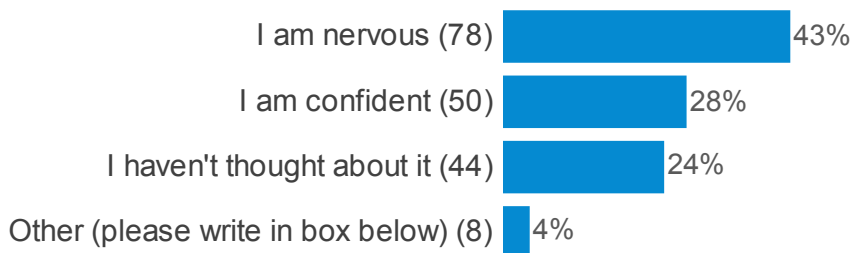
Do you think the vote to leave the European Union has had an impact: (On Wales generally?)



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

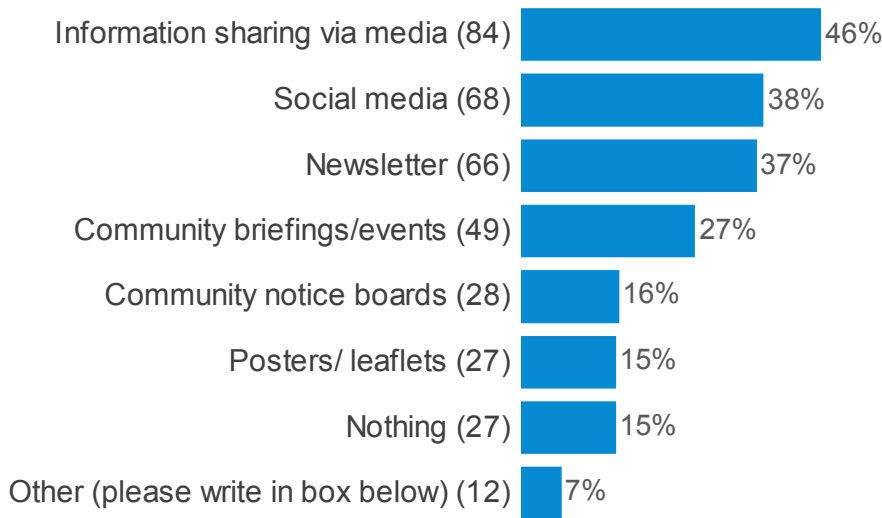


With the UK set to leave the EU, how do you feel about your own future prospects?



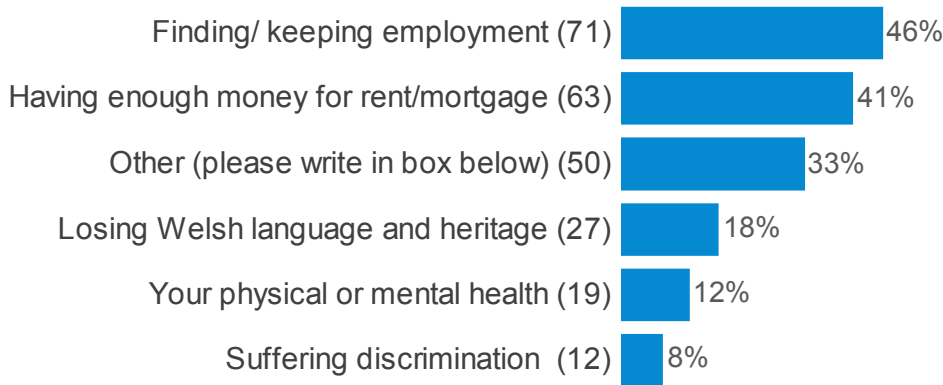
- Not sure at my age
- Not worried
- Worry about grandchildren
- Don't know.
- Not sure.
- Concerned for large industry and future prospects of younger generations.
- More concerned about my children
- I have thought about it but as the way forward is so unclear cannot decide

**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

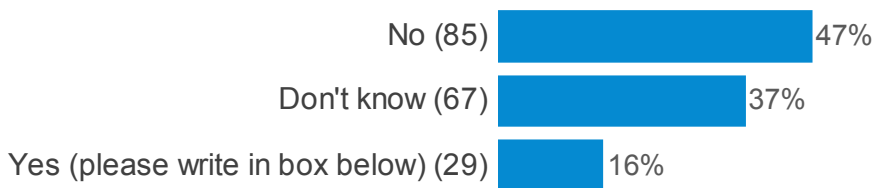
No worries

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

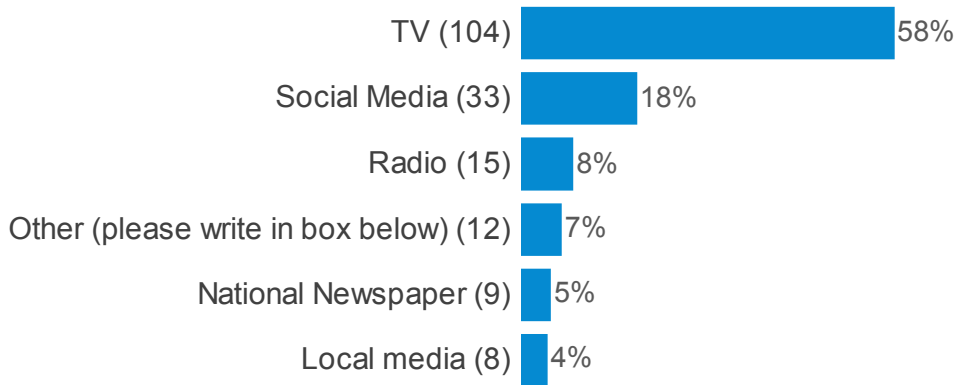
divides in opinion could create tension and violence

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

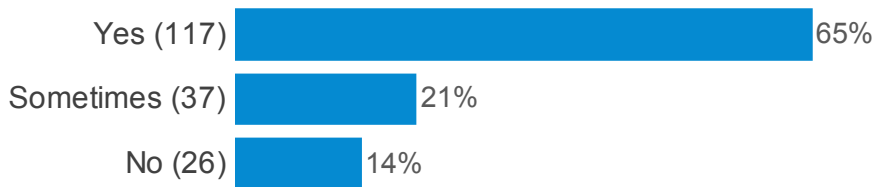
Father

Internet

talking to each other

internet

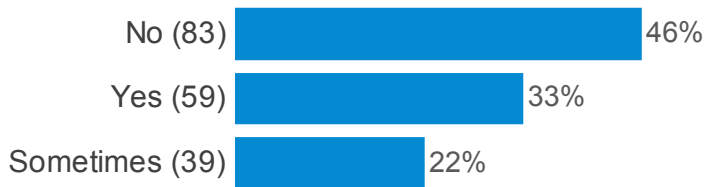
Do you feel part of your community?



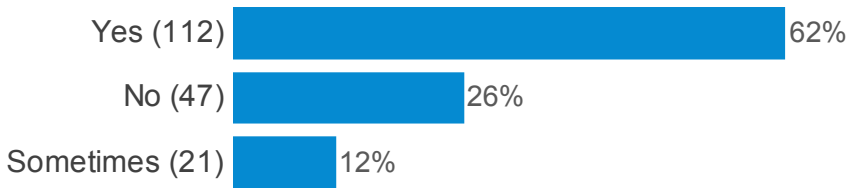
Is your local area free from heavy traffic?



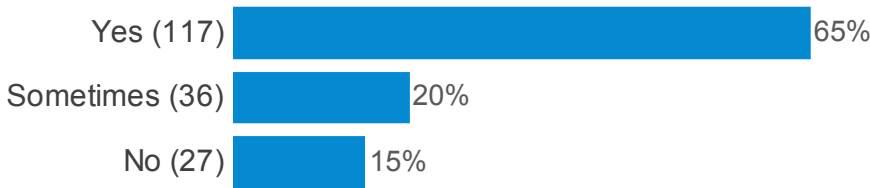
Is your local area free from litter and rubbish?



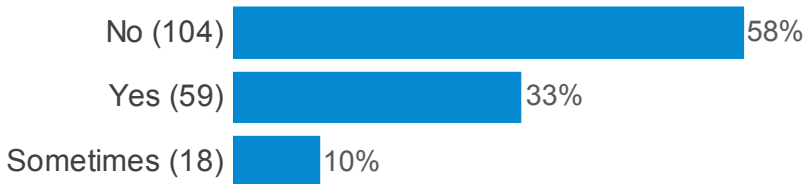
Is your local area free from graffiti and vandalism?



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

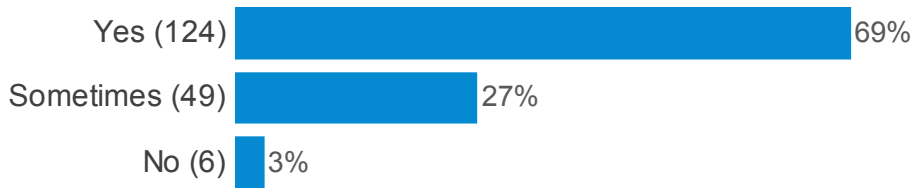
school sporting activities

veterans hub Porthcawl

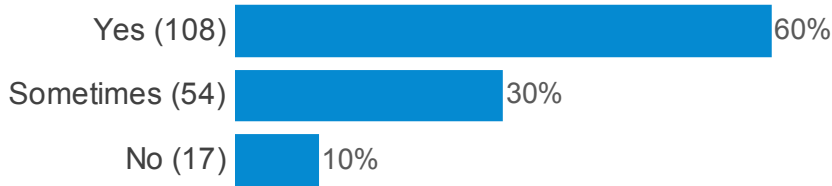
Volunteer Help for Heroes

tennis

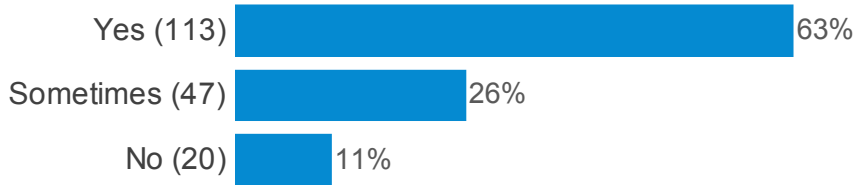
Do you feel people in area from different backgrounds get on well together



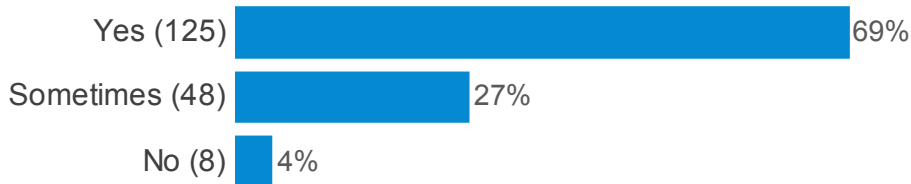
Do you feel people in area treat each other with respect



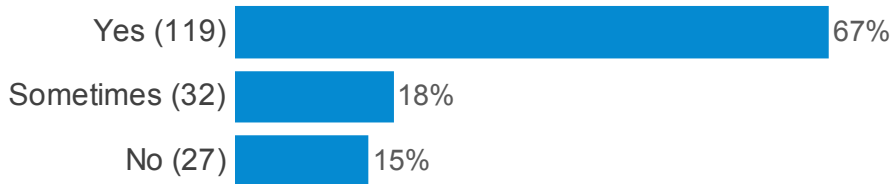
Do you feel feel that people in the area can be trusted



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?



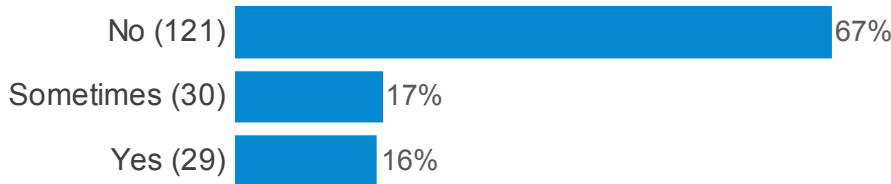
Do you feel safe travelling by car after dark?



Have you experienced discrimination in last 12 months?



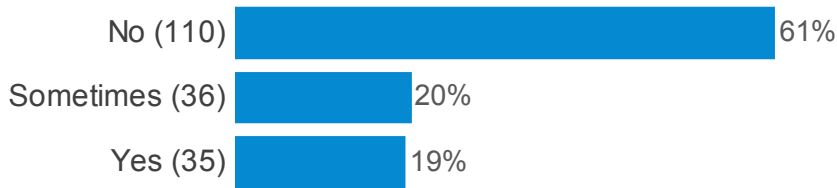
Do you often feel lonely?



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

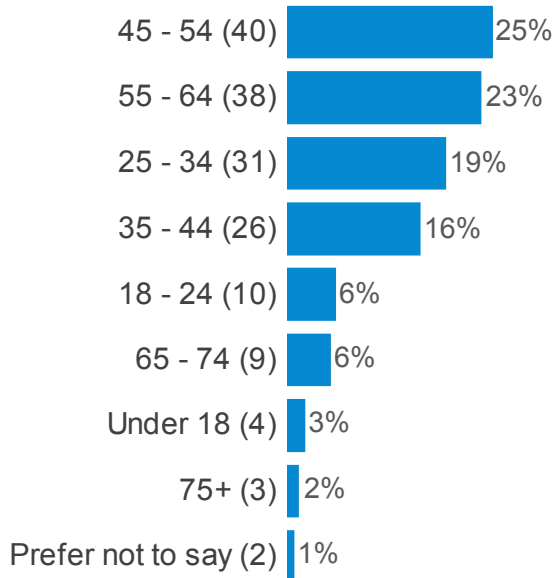
Is there anything else you would like to tell us about your experience of living in your community?

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

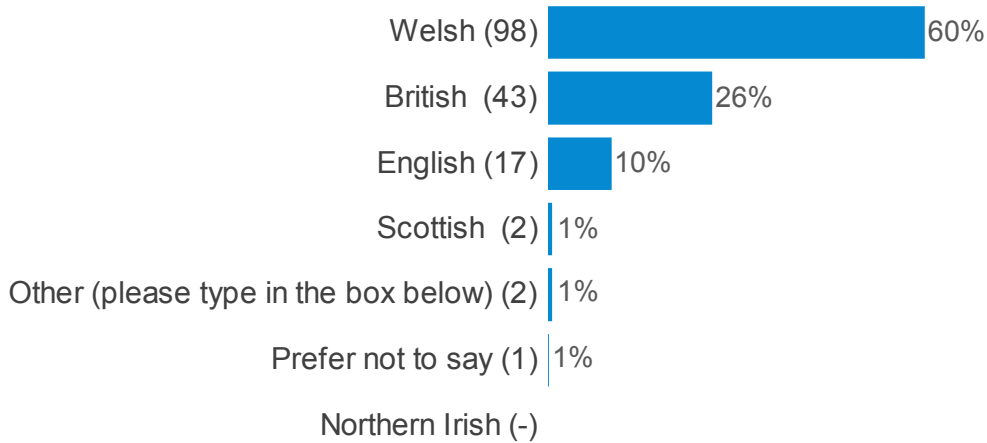
Mental Health

MS

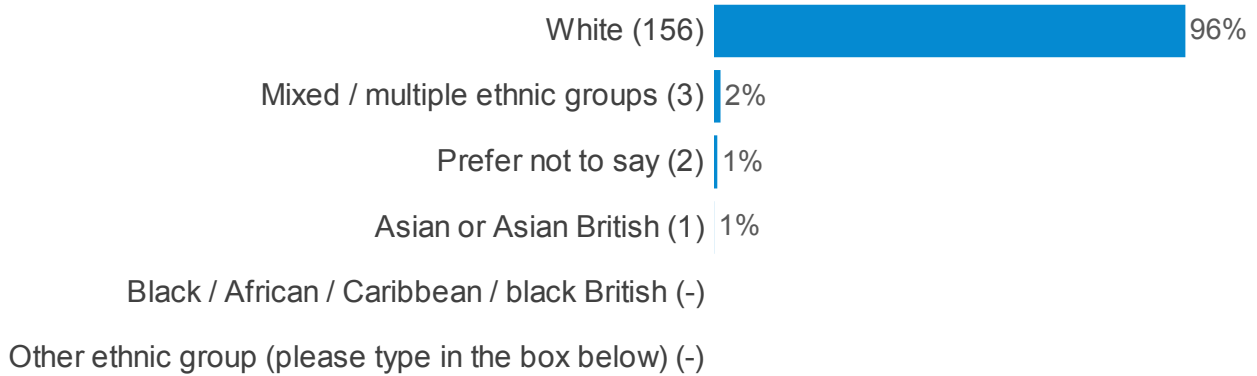
Myalgic Encephalomyelitis

Dyslexic and dyspraxic

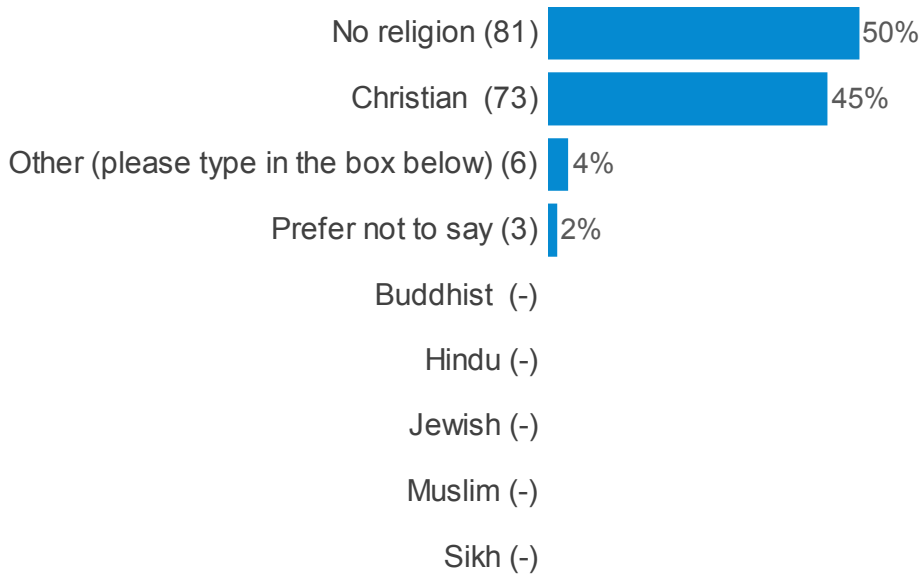
How would you describe your nationality? Please select one option only.



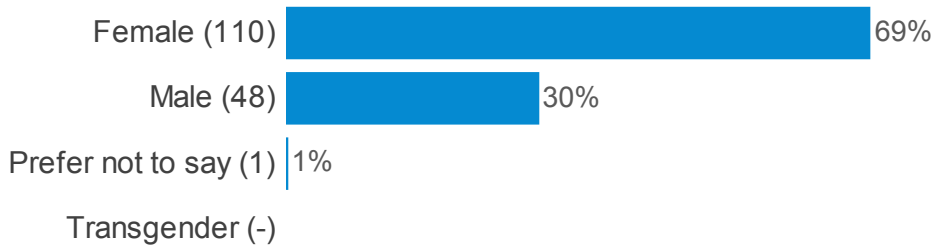
What is your ethnic group? Please select one option only.



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



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



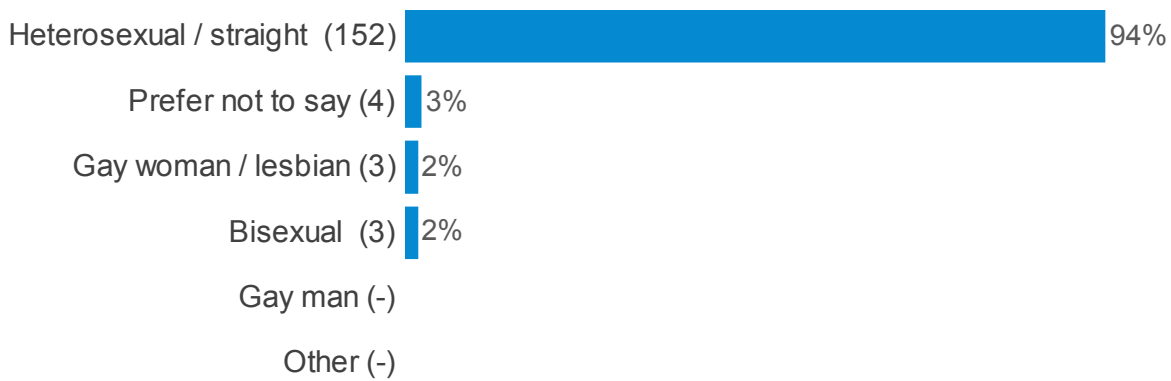
Are you pregnant? **Please select one option only. (Are you pregnant?)**

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

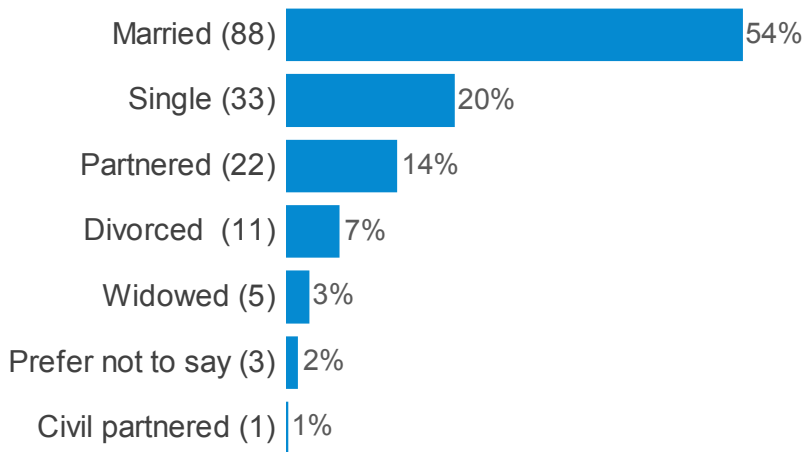
Have you given birth within the past 26 weeks? **Please select one option only. (Have you given birth within the past 26 weeks?)**

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

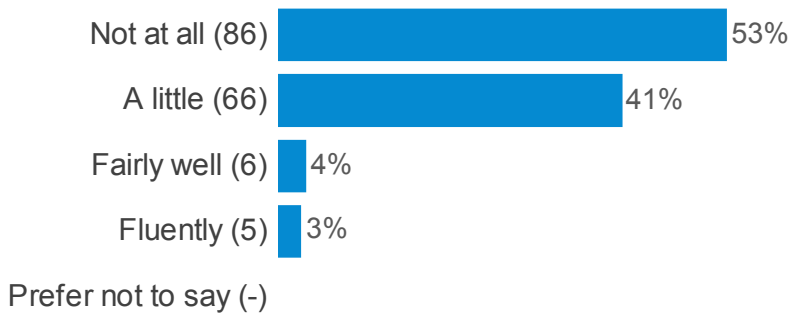
What is your sexual orientation? **Please select one option only.**



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

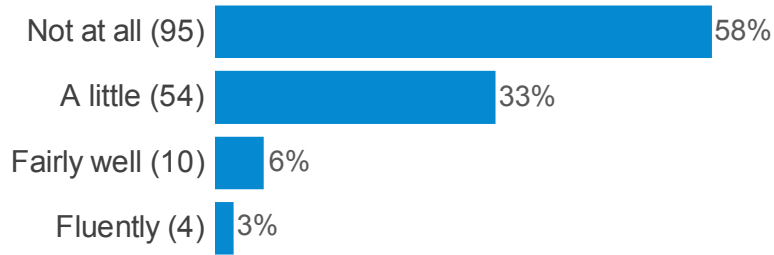


Are you able to...
Please select one option per row. (speak Welsh?)



Are you able to...

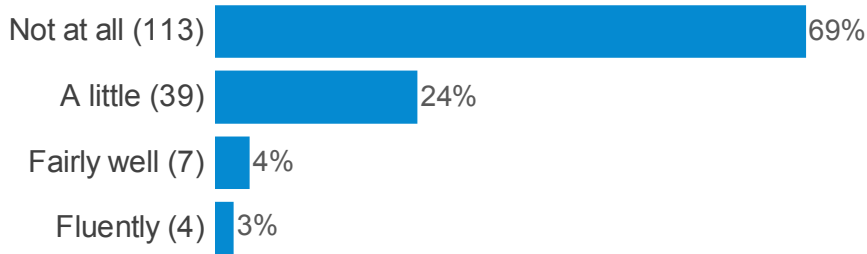
Please select one option per row. (read Welsh?)



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. 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 8th 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:

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Consultation, Engagement and Equalities Manager

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Bridgend
CF314WB

Phil O'Brien

Group Manager - Transformation and Customer Services

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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 1st Language 98
Welsh 2nd Language (Full) 585
Welsh 2nd Language (Short) 784

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

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

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

The numbers engaged in the Welsh 2nd 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 1st Language 9. Welsh 2nd Language 22

June 2017 Pupils entered into Welsh language A level
Welsh 1st Language 10. Welsh 2nd Language 29

June 2018 Pupils entered into Welsh language A level
Welsh 1st Language 10. Welsh 2nd Language 14

June 2019 Pupils entered into Welsh language A level
Welsh 1st Language 9. Welsh 2nd 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 21st 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:

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Consultation, Engagement and Equalities Manager

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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 Morganwg 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

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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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