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Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

Bridgend County Borough Council



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

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

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



Annwyl Cyngorydd,

PWYLLGOR Y CABINET CYDRADDOLDEB

Cynhelir Cyfarfod Pwyllgor Y Cabinet Cydraddoldeb o bell trwy Microsoft Teams ar **Dydd Llun, 8 Mawrth 2021 am 10:00.**

AGENDA

1. Ymddiheuriadau am absenoldeb
Derbyn ymddiheuriadau am absenoldeb gan Aelodau.
2. Datganiadau o fuddiant
Derbyn datganiadau o ddiddordeb personol a rhagfarnol (os o gwbl) gan Aelodau swyddogion yn unol â darpariaethau'r Cod Ymddygiad Aelodau a fabwysiadwyd gan Cyngor o 1 Medi 2008.
3. Cymeradwyaeth Cofnodion 3 - 12
I dderbyn am gymeradwyaeth y Cofnodion cyfarfod y 03/12/2020
4. Y wybodaeth ddiweddaraf am waith Cydraddoldeb o fewn Ysgolion 13 - 18
5. Y defnydd o'r enw Picton mewn Enwau Strydoedd ac Adeiladau ledled Bwrdeistref Sirol Pen-y-bont ar Ogwr - adroddiad diweddar 19 - 36
6. Adroddiad Blynyddol y Cynllun Cydraddoldeb Strategol 2019 - 2020 37 - 58
7. Adroddiad Diweddar ar Weithredu Mesur Cymraeg (Cymru) 2011 a Safonau Iaith Gymraeg 59 - 62
8. Blaenraglen Waith 2021/22 63 - 68
9. Materion Brys
I ystyried unrhyw eitemau o fusnes y, oherwydd amgylchiadau arbennig y cadeirydd o'r farn y dylid eu hystyried yn y cyfarfod fel mater o frys yn unol â Rhan 4 (pharagraff 4) o'r Rheolau Trefn y Cyngor yn y Cyfansoddiad.

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Cyfnwid testun: Rhowch 18001 o flaen unrhyw un o'n rhifau ffon ar gyfer y gwasanaeth trosglwyddo testun

Text relay: Put 18001 before any of our phone numbers for the text relay service

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

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

Nodyn: Sylwch: Yn sgil yr angen i gadw pellter cymdeithasol, ni fydd y cyfarfod hwn yn cael ei gynnal yn ei leoliad arferol. Yn hytrach, bydd hwn yn gyfarfod rhithwir a bydd Aelodau a Swyddogion yn mynychu o bell. Bydd y cyfarfod yn cael ei recordio i'w ddarlledu ar wefan y Cyngor cyn gynted ag sy'n ymarferol ar ôl y cyfarfod. Os oes gennych unrhyw gwestiwn am hyn, cysylltwch â cabinet_committee@bridgend.gov.uk neu ffoniwch 01656 643147 / 643148.

Yn ddiffuant

K Watson

Prif Swyddog – Gwasanaethau Cyfreithiol, Adnoddau Dynol a Rheoleiddio

Dosbarthiad:

Cynghowrwy

SE Baldwin

TH Beedle

NA Burnett

HJ David

SK Dendy

J Gebbie

Cynghorwyr

DG Howells

JE Lewis

D Patel

JC Radcliffe

KL Rowlands

CE Smith

Cynghorwyr

E Venables

SR Vidal

HM Williams

RE Young

PWYLLGOR Y CABINET CYDRADDOLDEB - DYDD IAU, 3 RHAGFYR 2020

COFNODION CYFARFOD Y PWYLLGOR Y CABINET CYDRADDOLDEB A GYNHALIWYD O BELL TRWY SKYPE DYDD IAU, 3 RHAGFYR 2020, AM 10:00

Presennol

Y Cyngorydd D Patel – Cadeirydd

SE Baldwin	TH Beedle	NA Burnett	HJ David
J Gebbie	DG Howells	JE Lewis	JC Radcliffe
KL Rowlands	CE Smith	SR Vidal	HM Williams
RE Young			

Ymddiheuriadau am Absenoldeb

SK Dendy a/ac E Venables

Swyddogion:

Nicola Bunston	Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb
Mark Galvin	Uwch Swyddog Gwasanaethau Democrataidd - Pwyllgorau
Riaz Hassan	Cydlynnydd Cydlyniant Cymunedol Rhanbarthol
Judith Jones	Rheolwr Partneriaeth a Diogelwch Cymunedol
Claire Marchant	Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles
Philip O'Brien	Rheolwr Trawsnewid Digidol a Gwasanaethau Cwsmer
Michael Pitman	Swyddog Gwasanaethau Democrataidd – Pwyllgorau
Susan Roberts	Rheolwr Grŵp Gwella Ysgolion
Andrew Thomas	Rheolwr Grŵp - Chwaraeon a Gweithgarwch Corfforol
Elizabeth Walton-	Rheolwr Grŵp - Diogelu a Sicrhau Ansawdd
James	

84. DATGANIADAU O FUDDIANT

Dim

85. CADARNHAU COFNODION

PENDERFYNWYD: dylid cymeradwyo cofnodion 20/01/2020, 04/02/2020 a 13/02/2020 fel cofnodion gwir a chywir.

86. ADRODDIAD BLYNYDDOL AR GYDLYNIANT CYMUNEDOL

Cyflwynwyd adroddiad gan Reolwr y Bartneriaeth a'r PDC a oedd yn rhoi'r wybodaeth ddiweddaraf am waith swyddog Cydlyniant Cymunedol a ariennir gan Lywodraeth Cymru a gwaith cydlyniant cymunedol Partneriaeth Diogelwch Cymunedol Pen-y-bont ar Ogwr.

Ym mis Rhagfyr 2018 cyhoeddodd Llywodraeth Cymru ei e-bost 'bwriad i ariannu' i bob Cydlynnydd Cydlyniant Cymunedol Rhanbarthol yng Nghymru. Nododd Llywodraeth Cymru y byddai pob rhanbarth yn cael £140,000 i:

- Nodi a lliniaru tensiynau cymunedol (troseddau casineb, eithafiaeth, pryder, ymddygiad gwrthgymdeithasol) sy'n ymwneud â Brexit;
- Gwella cyfathrebu cydlyniant cymunedol;
- Trefnu digwyddiadau/gweithgareddau i hyrwyddo cynhwysiant cymdeithasol; a

- Darparu gweithgareddau nad ydynt yn ymwneud â Brexit fel yr amlinellir yn y Cynllun Cydlyniant Cymunedol Cenedlaethol (2019)

Bryd hynny, roedd Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr, (CBSP), Cyngor Abertawe a Chyngor Bwrdeistref Sirol Castell-nedd Port Talbot yn cynnwys Rhanbarth Cydlyniant Cymunedol Bae'r Gorllewin, dan arweiniad Cydgysylltydd Cydlyniant Cymunedol Rhanbarthol yng Nghyngor Abertawe.

Ychwanegodd fod Swyddog Cydlyniant Cymunedol ym mis Medi 2019. Ariannwyd y swydd tan 31 Mawrth 2021. Amlinellodd rôl y Swyddog Cydlyniant Cymunedol fel y nodir yn adran 4 o'r adroddiad

Nododd Rheolwr y Bartneriaeth a'r PDC y ffigurau troseddau casineb ar gyfer y cyfnod rhwng mis Ebrill a mis Medi 2020 gyda chymhariaeth â'r 2 flynedd flaenorol. Cafodd y rhain eu labelu fel siart 1 a siart 2 yn yr adroddiad.

Amlinellodd Rheolwr y Bartneriaeth a PDC y cynnydd a wnaed hyd yma gan nodi bod llawer iawn o waith yn ymwneud â Brexit yn cael ei wneud. Eglurodd mai un o feysydd allweddol gwaith Brexit oedd ymgysylltu ag unigolion a chymunedau i sicrhau'r defnydd mwyaf posibl o Gynllun Setliad yr Undeb Ewropeaidd (EUSS). Roedd rhagor o wybodaeth am yr EUSS yn Atodiad 1.

Ychwanegodd fod arolwg sgiliau iaith ychwanegol wedi'i gynnal ymhlith cyflogeion CBSP yn haf 2020. Nodwyd y rhain fel a ganlyn:

- Ffrangeg 4
- Eidaleg 3
- Almaeneg 3
- Rwsieg 2
- Pwyleg 2
- Sbaeneg 2
- Japaneg 1
- Mandarin 1
- Sinhala 1
- Creole 1
- Slofacaidd 1
- Cantoneg 1
- Tsieceg 1
- Wcreineg 1

O'r ymatebwyr i'r arolwg, roedd 59% yn cytuno y byddent yn gwirfoddoli i gefnogi preswylwyr ag anghenion iaith penodol. Rhestrwyd cynnydd pellach hyd yma yn 4.2 o'r adroddiad.

Amlinellodd y Cydgysylltydd Cydlyniant Cymunedol Rhanbarthol bwyntiau allweddol yr adroddiad yn ymwneud â Chynllun Setliad yr Undeb Ewropeaidd (EUSS) a chyfanswm y bobl a wnaeth gais i'r cynllun ar lefel leol a chenedlaethol. Darparodd ffigurau ar hyn yn ogystal â dadansoddiad o'r ffigurau ar gyfer yr Awdurdodau Lleol yn Rhanbarth Bae'r Gorllewin a chenedligrwyd yr ymgeiswyr. Rhestrwyd y rhain yn Atodiad 1 i'r adroddiad.

Darparodd y Cydgysylltydd Cydlyniant Cymunedol Rhanbarthol ffigurau hefyd ar ethnigrwydd disgyblion mewn ysgolion ym Mhen-y-bont ar Ogwr a oedd yn cwmpasu ethnigrwydd yr UE a'r tu allan i'r UE.

Gofynnodd Aelod mewn perthynas â'r ceisiadau a gwblhawyd gan genedligrwydd yr Eidal, beth oedd proffil oedran cyffredinol y preswylwyr hyn a pha mor hir y buont ym Mhen-y-bont ar Ogwr cyn mynd drwy'r broses ymgeisio.

Eglurodd y Cydgysylltydd Cydlyniant Cymunedol Rhanbarthol nad oedd y ffigurau a ddarparwyd yn cynnwys Eidalwyr a oedd wedi gwneud cais am genedligrwydd Prydeinig, ond yn hytrach pobl a oedd wedi cadw eu cenedligrwydd fel Eidaleg, felly efallai fod llawer mwy wedi bod, ond nid oedd ganddo ddata ar broffiliau oedran y trigolion hyn.

Diolchodd yr Aelod Cabinet dros Gymunedau i'r Swyddogion a oedd yn rhan o'r adroddiad hwn a'r ymchwil a'r gwaith a wnaed yn y gymuned. Ychwanegodd ei bod yn drueni bod troseddau casineb yn broblem a bu cynnydd sydyn yn ystod cyfnod Brexit, ond roedd y gwaith a wnaed gan ein Swyddogion wedi cael ei groesawu.

Ychwanegodd Rheolwr y Bartneriaeth a'r PDC ei bod wedi bod yn flwyddyn anodd yn ei chyfanrwydd, gyda Covid19 yn ogystal â Brexit yn dod i ben. Bu rhywfaint o waith o ran delio ag eithafiaeth asgell dde ond gydag ansicrwydd o'r fath ynghylch beth yn union fydd yn digwydd ar 1 Ionawr 2021, bu'n anodd canolbwyntio ar unrhyw un mater.

Ychwanegodd yr Aelod Cabinet dros Gymunedau fod llawer iawn o waith yn cael ei wneud gan SWP hefyd. Dywedodd fod gwersi wedi'u dysgu o 2016 yn ystod y cynnydd sydyn mewn troseddau casineb a bod y gwersi hyn yn cael eu rhoi ar waith nawr i geisio ei liniaru.

Dywedodd y Cadeirydd ei bod wedi siarad yn ddiweddar â'r Prif Weithredwr, yr Arweinydd a'r Maer Ifanc am faterion yn ymwneud â newyddion a rennir ar y cyfryngau cymdeithasol a phwysigrwydd cwestiynu ffynhonnell y wybodaeth, er mwyn sicrhau nad oedd gwybodaeth anghywir yn cael ei lledaenu. Ychwanegodd y gallai hyn fod yn rhywbeth y mae'r Cyngor yn edrych ar ei hyrwyddo. Cytunodd y Bartneriaeth a'r PDC fod hwn yn bwnc gwerth ei hyrwyddo i godi ymwybyddiaeth.

Roedd yr Arweinydd yn cydymdeimlo â phwysigrwydd a gwerth pawb a oedd yn byw, yn gweithio ac yn magu eu teuluoedd ym Mhen-y-bont ar Ogwr, ac roedd croeso iddynt bob amser.

Gofynnodd yr Arweinydd a oedd angen darparu cymorth neu wasanaethau drwy broses y cynllun anheddu, yn enwedig mewn perthynas â thri grŵp mwyaf a nodwyd.

Eglurodd y Cydgysylltydd Cydlyniant Cymunedol Rhanbarthol fod gan lawer o'r cymunedau hyrwyddwr neu sefydliad y gallai pobl estyn allan iddo. Nid oedd hyn yn wir am gymunedau'r UE o'r blaen felly roedd hyn yn rhywbeth yr oedd gwaith yn cael ei weithio tuag ato.

Diolchodd yr Aelod Cabinet dros Addysg ac Adfywio i'r tîm am eu gwaith caled ar yr adroddiad wrth nodi'r amrywiaeth o grwpiau o gymunedau'r UE. Esboniodd y gallai ymweliad ag Ysgol Gynradd Pen-y-Bont fod yn fuddiol gan mai'r ysgol yw un o'r rhai mwyaf amrywiol ym Mhen-y-bont ar Ogwr. Ychwanegodd y byddai cydweithio pellach ganddo'i hun yn cael ei ddarparu lle bo hynny'n bosibl.

Ychwanegodd y Cadeirydd ei bod yn ysbrydoledig ein gweld yn mynd o gael dim data ar Wladolion yr UE, i gynnwys yr holl ddata yn yr adroddiad a diolchodd i bawb a fu'n gweithio ar gyflawni hyn.

PENDERFYNWYD:

Bod y Pwyllgor wedi nodi a derbyn cynnwys yr adroddiad.

87. DIWEDDARIAD BLYNYDDOL AR Y CYNNYDD A WNAED O RAN CYFLAWNI'R AMCANION O FEWN STRATEGAETH PUM MLYNEDD SAFONAU'R GYMRAEG

Cyflwynwyd adroddiad gan y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb a oedd yn rhoi'r wybodaeth ddiweddaraf i'r Pwyllgor am y gwaith a wnaed i gyflawni amcanion Strategaeth Pum Mlynedd Safonau'r Gymraeg (2016 i 2021), yn ystod y bedwaredd flwyddyn ers ei chyflwyno.

Esboniodd fod hysbysiad cydymffurfio terfynol y cyngor gan Gomisiynydd y Gymraeg yn cynnwys dwy safon (145 a 146) a oedd yn ei gwneud yn ofynnol i'r cyngor gynhyrchu a chyhoeddi Strategaeth Pum Mlynedd erbyn 30 Medi. Roedd y strategaeth ynghlwm yn Atodiad 1 i'r adroddiad ac roedd yn nodi sut mae'r Cyngor yn hyrwyddo'r Gymraeg ac yn hwyluso'r defnydd ohoni hi ym Mwrdeistref Sirol Pen-y-bont ar Ogwr.

Eglurodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb y cytunwyd y dylid rhannu'r strategaeth yn ddwy adran, adran un i annerch y gweithwyr, ac adran dau ar gyfer y cyhoedd. Roedd rhagor o fanylion am amcanion yr adrannau hyn yn 3.3 o'r adroddiad.

Amlinellodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb pa ddatblygiadau sydd wedi digwydd yn ystod y 12 mis diwethaf. Esboniodd fod Swyddogion wedi mynd i'r digwyddiad lansio ar gyfer adroddiad sicrwydd Comisiynydd y Gymraeg, 'Cau'r Bwlch', ar 15 Medi 2020. Hwn oedd y chweched adroddiad sicrwydd a gyhoeddwyd gan y Comisiynydd. Roedd yr adroddiad yn mynd i'r afael â'r materion y mae angen i sefydliadau weithredu arnynt dros y misoedd nesaf. Roedd yn cynnwys tystiolaeth ar:

- perfformiad sefydliadau o ran darparu gwasanaethau Cymraeg ac annog pobl i'w defnyddio
- trefniadau cydymffurfio – yr hyn y mae sefydliadau yn ei wneud i sicrhau bod eu darpariaeth yn cydymffurfio
- gallu'r gweithlu – sicrhau bod digon o siaradwyr Cymraeg yn y rolau cywir
- hyrwyddo'r Gymraeg – cyfrannu at ddyfodol y Gymraeg drwy ystyried effaith polisi a phenderfyniadau grant ar yr iaith
- gweithredu strategaethau hybu'r Gymraeg.

Roedd copi cryno o'r adroddiad yn Atodiad 2 (Cymraeg) a 3 (Saesneg).

Eglurodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb, yn dilyn ymgynghoriad Llywodraeth Cymru yn gofyn am sylwadau ar Reoliadau Drafft Cynlluniau Strategol Cymraeg mewn Addysg (Cymru) 2019 a Chanllawiau, y daeth rheoliadau newydd i rym ddiwedd Ionawr 2020, gyda'r canllawiau'n cael eu cyhoeddi ym mis Chwefror 2020. Byddai WESPs yn dod yn gynlluniau 10 mlynedd yn hytrach na 3 blynedd a bydd angen cynlluniau gwaith blynyddol ac adroddiadau cynnydd. Roedd rhagor o wybodaeth yn adran 4.1 o'r adroddiad.

Amlinellodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb y datblygiadau gweithwyr a oedd yn ceisio:

- nodi'r gallu mewn meysydd gwasanaeth i ddarparu gwasanaethau yn Gymraeg
- darparu atebion dysgu a datblygu priodol ar wahanol lefelau i ddiwallu anghenion a nodwyd o fewn dyraniad y gyllideb.

- Sefydlu trefniadau wrth recriwtio i swyddi lle mae sgiliau Cymraeg yn hanfodol

Roedd y manylion am y datblygiadau hyn yn 4.2 o'r adroddiad.

Amlinellodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb y datblygiadau cyhoeddus a oedd yn ceisio codi proffil yr iaith Gymraeg, diwylliant a gweithgareddau a digwyddiadau lleol a drefnwyd gan y cyngor a'n partneriaid mewn ffordd strwythuredig, yn ogystal â chynyddu hyrwyddo ac ymwybyddiaeth o Gynllun Strategol Cymraeg mewn Addysg (WESP) y cyngor, yn enwedig mewn perthynas ag amcanion un, dau a phedwar o gynllun WESP. Roedd manylion am y datblygiadau hyn yn adran 4.3 o'r adroddiad.

Amlinellodd Rheolwr y Grŵp – Cymorth i Ysgolion y cynlluniau Grant Cyfalaf gwerth £2.6m ar gyfer darparu pedwar lleoliad blynyddoedd cynnar i fwydo ysgolion cynradd cyfrwng Cymraeg presennol ym Mhen-y-bont ar Ogwr ac unrhyw ddarpariaeth yn y dyfodol. Ychwanegodd bod gwaith wedi'i wneud i hyrwyddo addysg Gymraeg i rieni newydd hefyd gan obeithio rhoi manteision iddynt o ymgymryd â'r Gymraeg gartref a'r manteision i'w plentyn fod yn ddwyieithog.

Amlinellodd Rheolwr y Grŵp – Cymorth i Ysgolion y cynnydd ar Ddeiliant 1: Mwy o blant saith oed yn cael eu haddysgu drwy gyfrwng y Gymraeg. Dywedodd mai data Cyfrifiad Ysgolion Blynyddol ar Lefel Disgyblion (CYBLD) oedd y dull presennol o fonitro'r data hwn yn hytrach na'r dyddiad geni data a ddefnyddiwyd yn flaenorol. Cyflwynodd dabl a oedd yn nodi nifer y plant 7-8 oed ers 2016 a ymgymerodd ag addysg Gymraeg. Roedd rhagor o fanylion am amcan 2 a chanlyniad 1 yn 4.3 o'r adroddiad.

Eglurodd Rheolwr y Grŵp – Cymorth i Ysgolion fod y tîm derbyn wedi nodi bod Ysgol Bro Ogwr yn llawn, felly nid oedd nifer o ddisgyblion wedi cael eu derbyn ac ymuno ag ysgol arall nad oedd efallai wedi bod yn ysgol Cyfrwng Cymraeg. Roedd hyn wedi arwain at golli nifer o gyfleoedd i fwy o ddisgyblion cyfrwng Cymraeg.

Darparodd Rheolwr y Grŵp – Cymorth i Ysgolion ffigurau hefyd ar y cynnydd ar Ddeiliant 2: Mwy o ddysgwyr yn parhau i wella eu hiaith medrau ar drosglwyddo o'r ysgol gynradd i'r ysgol uwchradd yn ogystal â disgyblion sy'n dilyn y Gymraeg fel pwnc TGAU a/neu Safon Uwch. Cafodd y ffigurau hyn eu cynnwys yn yr adroddiad am 4.3.

Eglurodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb fod y sefyllfa bresennol yn ymwneud â'r cyhoedd a mesur llwyddiant o ran canran y siaradwyr Cymraeg ym Mwrdeistref Sirol Pen-y-bont ar Ogwr yn ogystal â mesur llwyddiant gweithgareddau unigol a gynhelir sy'n anelu at gynnal nifer y siaradwyr Cymraeg. Rhestrwyd y tri amcan a'r dulliau o fesur eu llwyddiant yn adran 3 o'r adroddiad.

Dywedodd Aelod fod nifer o feithrinfeydd ynghlwm wrth ysgol a bod rhai meithrinfeydd cyfrwng Cymraeg nad oeddent. Gofynnodd a oedd unrhyw waith yn cael ei wneud i sicrhau bod plant ar gael yn parhau i ysgolion cynradd cyfrwng Cymraeg ar ôl meithrin ac a oedd tuedd benodol o blant a oedd yn gollwng o addysg cyfrwng Cymraeg.

Dywedodd Rheolwr y Grŵp – Cymorth i Ysgolion fod patrymau yn y gorffennol o ran plant nad oeddent yn parhau ag addysg cyfrwng Cymraeg ond nid oedd hynny'n ymddangos yn broblem fawr yn awr ac roedd y gostyngiadau o addysg cyfrwng Cymraeg yn gyson ymhlith pob ysgol cyfrwng Cymraeg, er yn uwch nag yr hoffem.

Ychwanegodd fod Pennaeth Ysgol Gyfun Gymraeg Llangynwyd yn rhagweithiol iawn ac yn ymweld ag ysgolion cynradd i weithio gyda rhieni i sefydlu llinell welediad glir i'w plant.

Ychwanegodd ein bod wedi awgrymu'r syniad o ysgol gyfan, lle gallai plant 3-19 oed fynd, a fyddai'n helpu rhieni i ymrwymo i addysg cyfrwng Cymraeg i'w plant.

Eglurodd Rheolwr y Grŵp – Cymorth i Ysgolion fod tîm y Blynyddoedd Cynnar a Gofal Plant yn gweithio'n agos gyda'r meithrinfeydd nas cynhelir a oedd wedi dangos gwelliant yn addysg barhaus cyfrwng Cymraeg dros y blynyddoedd diwethaf. Ychwanegodd fod gwaith y rhaglen moderneiddio Ysgolion i sicrhau bod mwy o ddarpariaeth ar waith yn ddarn pwysig o waith, yn ogystal â sicrhau bod y ddarpariaeth yn ei lle o ansawdd uchel.

Soniodd Aelod ei fod, ar y strategaeth, yn nodi bod 'y ddogfen hon ar gael yn Gymraeg' ond ei bod wedi'i hysgrifennu yn Saesneg. Awgrymodd ein bod, wrth symud ymlaen, yn cynnwys y frawddeg honno yn Gymraeg.

Gofynnodd yr Arweinydd beth oedd effaith agor Ysgol Gynradd Calon y Cymoedd yn ei lleoliad newydd ar y nifer sy'n manteisio ar y Gymraeg.

Eglurodd Rheolwr y Grŵp – Cymorth i Ysgolion ei fod yn gyson â blynyddoedd blaenorol o ran cynyddu'r nifer sy'n manteisio ar Addysg Cyfrwng Cymraeg pan agorwyd ysgol cyfrwng Cymraeg newydd.

Dywedodd yr Aelod Cabinet dros Les a Chenedlaethau'r Dyfodol y byddai'r asesiad blynyddol a gynhaliwyd y flwyddyn nesaf ar yr ysgol yn ddiddorol i'w weld. Gofynnodd a oedd unrhyw arwyddion cynnar ar effeithiau'r pandemig ar blant ynglŷn ag addysg cyfrwng Cymraeg.

Eglurodd Rheolwr y Grŵp – Cymorth i Ysgolion fod yr awdurdod wedi bod yn rhagweithiol o ran sicrhau bod y Gymraeg yn cael ei chyflwyno'n effeithiol i blant a oedd wedi bod yn arbennig o ddefnyddiol i deuluoedd lle nad oedd rhieni'n siarad Cymraeg. Cyflawnwyd hyn gyda chymorth gwaith amlasiantaethol.

Gofynnodd yr Aelod Cabinet dros Les a Chenedlaethau'r Dyfodol am wybodaeth am wasanaethau cwsmeriaid a'r hyn y dylai preswlydd sy'n galw i mewn i'r awdurdod gyda'r nod o sgwrsio yn Gymraeg ei ddisgwyl.

Dywedodd Rheolwr y Grŵp – Trawsnewid a Gwasanaethau Cwsmeriaid fod llinell ffôn bwrpasol ar gyfer siaradwyr Cymraeg a fyddai'n hanesyddol angen i gwsmeriaid fynd drwy'r llwybr Saesneg cyn y gallent ddewis siarad Cymraeg. Mae hyn bellach wedi newid fel bod prif rif ffôn CBSP yn gofyn a hoffai'r person siarad yn Gymraeg neu yn Saesneg, a'i gyfarwyddo yn unol â hynny. Yn ogystal, cyflogwyd 3 aelod o staff sy'n siarad Cymraeg mewn gwasanaethau cwsmeriaid. Gan fod y nifer sy'n manteisio ar y cynllun yn weddol isel, defnyddiwyd y staff hyn hefyd ar gyfer y galwadau Saesneg, ond cynigiwyd gwasanaeth galw'n ôl iddynt lle y gallent adael neges llais pe na bai siaradwr Cymraeg yn gallu mynd drwodd a byddai'r aelod o staff sy'n siarad Cymraeg yn cysylltu â nhw yn ôl yn fuan ar ôl hynny. Dywedodd nad oedd unrhyw adborth gan y gwasanaeth hwn hyd yma.

Gofynnodd yr Aelod Cabinet dros Les a Chenedlaethau'r Dyfodol a fu unrhyw waith 'siopa dirgel' yn cael ei wneud i weld sut yr oedd gwasanaethau Cymru'n cael eu darparu.

Eglurodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb fod hyn yn rhywbeth yr oeddent yn ei ddilyn ychydig yn ôl, ond yn y pen draw daethant ar draws rhwystrau ac nad oeddent wedi llwyddo i ymgymryd â'r gwaith hwn, ond roedd yn rhywbeth yr oeddent am barhau ag ef drwy gysylltu â nifer o ysgolion Cyfrwng Cymraeg ar ôl Covid-19.

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

88. EFFAITH COVID-19 A'R CYFNOD CLO AR BOBL Â CHYFRIFOLDEBAU GOFALU

Cyflwynwyd adroddiad gan y Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol a oedd yn rhoi'r wybodaeth ddiweddaraf i'r Cabinet am effaith Covid-19 a'r cyfyngiadau symud ar bobl â chyfrifoldebau gofalu a'r cymorth ychwanegol sydd wedi bod ar gael yn ystod y pandemig.

Rhoddodd gefndir i'r sefyllfa ym Mhen-y-bont ar Ogwr a'r heriau a wynebwr ar lefel leol a chenedlaethol a'r gwaith a wnaed i gefnogi gofalwyr ym Mhen-y-bont ar Ogwr. Ychwanegodd fod ymchwil Ymddiriedolaeth Gofalwyr wedi nodi'r heriau canlynol i ofalwyr di-dâl a nodwyd ledled Cymru: -

- Ddim yn gallu cymryd amser i ffwrdd o ofalu 74%
- Rheoli straen a chyfrifoldeb 73%
- Effeithiau negyddol ar iechyd corfforol a meddyliol 73%
- Yr effaith ar berthnasoedd personol eraill 65%
- Effaith ariannol costau gofal ychwanegol 53%
- Effaith negyddol ar y gallu i wneud gwaith cyflogedig 50%
- Peidio â chael unrhyw un i siarad â nhw am heriau gofalu 46%

Eglurodd y Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol, er mwyn cefnogi'r tair blaenoriaeth weinidogol ar gyfer gofalwyr, y gwnaed dyraniad o £1 filiwn i fyrdau partneriaethau gofalwyr rhanbarthol ac, ar gyfer 2020-21, £1 miliwn ychwanegol o Gronfa Gymorth Covid ar gyfer gofalwyr wedi'i sefydlu.

Darparodd y Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol grynodedb o'r cymorth a ddarparwyd gan CBSP yn ogystal â sefydliadau partner trydydd a oedd yn cynnwys gwasanaeth cymorth dros y ffôn a estynnwyd i gwmpasu saith diwrnod, 24 awr gyda staff ar gael ar sail rota, cymorth ariannol o hyd at £300 drwy'r cynllun grant brys i ofalwyr a thros 7000 o eitemau PPE a ddsbarthwyd i ofalwyr ledled y fwrdeistref. Rhestrwyd rhagor o wybodaeth am y cymorth a ddarperir yn adran 4 o'r adroddiad.

Diolchodd yr Aelod Cabinet Gwasanaethau Cymdeithasol a Chymorth Cynnar i'r holl swyddogion a thimau dan sylw a oedd wedi rhoi cymorth i ofalwyr yn ystod y pandemig. Gofynnodd a oedd y pandemig a'r cyfyngiadau symud wedi effeithio ar y dulliau cyfathrebu tuag at ofalwyr ac os felly, beth y gellid ei wneud i wella hyn.

Eglurodd Rheolwr y Grŵp – Gwasanaethau Cymunedol Integredig fod yr awdurdod, ar ddechrau'r pandemig, wedi dechrau cysylltu â gofalwyr i sicrhau nad oeddent yn teimlo'n ynysig neu heb gymorth. Tynnodd Rheolwr y Grŵp – Chwaraeon a Gweithgarwch Corfforol sylw hefyd at nifer o wasanaethau cymorth a ddarparwyd a oedd yn helpu gyda materion o ddydd i ddydd.

Roedd yr Aelod Cabinet dros Les a Chenedlaethau'r Dyfodol yn falch o weld y gwaith a wnaed gan y timau yn CBSP i gefnogi gofalwyr. Ategodd yr Arweinydd hyn a dywedodd ei bod yn bwysig bod gofalwyr yn cael gwybod am y cymorth sydd ar gael ac na allent ddiolch digon i'n gofalwyr am eu gwaith yn y fwrdeistref. Gofynnodd yr Arweinydd pa waith y gellid ei wneud gydag ysgolion i gefnogi gofalwyr ifanc.

Eglurodd y Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol fod y cysylltiad ag ysgolion yn bwysig ac roedd angen i ni weithio'n agos gyda nhw i nodi gofalwyr ifanc a'r

cymorth sydd ei angen arnynt. Dywedodd fod y pandemig yn debygol o barhau am o leiaf ychydig fisoedd eto ac felly roedd lles a chyflwr meddyliol gofalwyr ifanc yn arbennig o agored i niwed yn ystod yr adegau hyn ac felly roedd rhywfaint o waith â ffocws yn cael ei wneud i sicrhau dealltwriaeth o'r effeithiau ar ofalwyr ifanc a'u rheoli.

PENDERFYNWYD: Bod y pwyllgor wedi nodi'r wybodaeth yn yr adroddiad.

89. ADRODDIAD BLYNYDDOL AR WAITH FFORWM CYDLYNIANT CYMUNEDOL A CHYDRADDOLDEB PEN-Y-BONT AR OGWR

Darparodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb y wybodaeth ddiweddaraf am waith Fforwm Cydlyniant Cymunedol a Chydraddoldeb Pen-y-bont ar Ogwr (BCCEF).

Dywedodd mai hwn oedd y trydydd adroddiad a gyflwynwyd i Bwyllgor Cydraddoldebau Pwyllgor y Cabinet ar gynnydd a gwaith BCCEF. Cadeiriwyd y Fforwm ar hyn o bryd gan y Cynghorydd Dhanisha Patel – yr Aelod Cabinet dros Les a Chenedlaethau'r Dyfodol. Cynhaliwyd y cyfarfodydd bob chwarter, gyda mis Mehefin a mis Medi yn cael eu cynnal o bell oherwydd Covid-19.

Amlinellodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb y cyflwyniadau canlynol a roddwyd yn 2020:

- Ymgynghoriad Cynllun Cydraddoldeb Strategol CBSP
- Adborth ar yr Ymgynghoriad ar Gyllideb CBSP
- ATAL Cymunedol
- Adborth ymgynghoriad Cynllun Cydraddoldeb Strategol CBSP
- Y rhwystrau y mae pobl â cholled golwg yn eu hwynebu ac effaith COVID-19

Dywedodd fod pob sefydliad dan sylw yn cael cyfle i roi'r wybodaeth ddiweddaraf i'r fforwm am eu gwaith ac unrhyw gyfleoedd partneriaeth ar gyfer ymgysylltu neu hyfforddi. Ychwanegodd fod Heddlu De Cymru yn rhoi'r wybodaeth ddiweddaraf ym mhob cyfarfod am ffigurau troseddau casineb, defnyddio grym, ffigurau ar drais yn erbyn menywod a merched, stopio a chwilio a chwynion a godwyd yn erbyn camymddygiad yr heddlu a'r heddlu. Rôl y grŵp yw derbyn yr adroddiad hwn a chraffu arno.

Roedd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb yn falch bod BCCEF, yn ystod y pandemig, wedi gallu cyfarfod a pharhau i rannu gwybodaeth.

Gofynnodd yr Aelod Cabinet dros Les a Chenedlaethau'r Dyfodol i'r Aelodau ddarparu unrhyw eitemau ar gyfer BCCEF pe baent yn cael unrhyw un drwy eu rolau amrywiol fel Aelodau'r Cabinet.

PENDERFYNWYD: Bod Pwyllgor Cydraddoldebau Pwyllgor y Cabinet wedi ystyried a nodi'r adroddiad.

90. ADRODDIAD DIWEDDARU AR WEITHREDU SAFONAU'R GYMRAEG

Cyflwynwyd adroddiad gan y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb a oedd yn rhoi'r wybodaeth ddiweddaraf am safbwynt gweithredu Safonau'r Gymraeg.

Esboniodd fod Swyddogion wedi mynd i ddigwyddiad lansio ar gyfer adroddiad sicrwydd Comisiynydd y Gymraeg, 'Cau'r Bwlch', ar 15 Medi 2020. Hwn oedd y chweched adroddiad sicrwydd a gyhoeddwyd gan y Comisiynydd. Roedd yr adroddiad yn mynd i'r

afael â'r materion yr oedd angen i sefydliadau weithredu arnynt dros y misoedd nesaf. Roedd yn cynnwys tystiolaeth ar:

- perfformiad sefydliadau o ran darparu gwasanaethau Cymraeg ac annog pobl i'w defnyddio
- trefniadau cydymffurfio – yr hyn y mae sefydliadau yn ei wneud i sicrhau bod eu darpariaeth yn cydymffurfio
- gallu'r gweithlu – sicrhau bod digon o siaradwyr Cymraeg yn y rolau cywir
- hyrwyddo'r Gymraeg – cyfrannu at ddyfodol y Gymraeg drwy ystyried effaith polisi a phenderfyniadau grant ar yr iaith
- gweithredu strategaethau hybu'r Gymraeg.

Copi o'r fersiwn gryno o 'Cau'r Bwlch' iaith Gymraeg
Gellir gweld adroddiad sicrwydd y Comisiynydd yn Atodiad un (Cymraeg) ac Atodiad dau (Saesneg).

Eglurodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb na dderbyniwyd unrhyw gwynion newydd ers yr adroddiad diweddar diwethaf, a rhestrwyd diweddariad blaenorol ar gwynion yn adran 4 o'r adroddiad.

Roedd yr Aelod Cabinet dros Les a Chenedlaethau'r Dyfodol yn falch o weld gostyngiad mewn cwynion yn gyffredinol, ac ni dderbyniwyd unrhyw gwynion newydd yn dangos ein gwaith rhagweithiol ar wella gwasanaethau Cymraeg.

PENDERFYNWYD: Bod Pwyllgor Cydraddoldebau Pwyllgor y Cabinet wedi ystyried a nodi'r adroddiad.

91. Y DEFNYDD O'R ENW PICTON MEWN ENWAU STRYDOEDD AC ADEILADAU LEDLED BWRDEISTREF SIROL PEN-Y-BONT AR OGWR

Cyflwynwyd adroddiad gan y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb a oedd yn rhoi'r wybodaeth ddiweddaraf i'r pwyllgor am yr ymchwil sy'n digwydd i'r defnydd o'r enw Picton mewn enwau strydoedd ac adeiladau ledled Bwrdeistref Sirol Pen-y-bont ar Ogwr.

Darparodd yr enwau strydoedd a'r adeiladau amrywiol a oedd wedi'u nodi gan ddefnyddio'r enw Picton ym Mhen-y-bont ar Ogwr, Porthcawl, Mynydd Cynffig a Nantyffyllon. Manylwyd ar y rhain yn adran 4 o'r adroddiad.

Ychwanegodd fod y gwaith yn mynd rhagddo a'i fod wedi cynnwys hyd yma:

- Nodi ymddangosiad cyntaf lleoedd perthnasol ar fapiau swyddogol
- Sefydlu'r mathau o adeiladau i helpu dyddiadau cul
- Nodi casgliadau o gofnodion a allai roi rhagor o fanylion o fewn casgliad yr archifau

Dywedodd fod goblygiadau ariannol yn gysylltiedig â newid enwau strydoedd a fyddai'n cynnwys newid arwyddion strydoedd, ffoedd cyfreithiol a chostau ymgynghori.

Comisiynwyd Archifau Morgannwg i wneud gwaith ymchwil ar ran Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr hyd at uchafswm gwerth £ £3,000.

Eglurodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb fod system goleuadau traffig wedi'i defnyddio o fewn Archwiliad Llywodraeth Cymru o gerfluniau, strydoedd ac enwau adeiladau i wahaniaethu o ran sicrwydd a diffyg cysondeb y Cadfridog Thomas Picton (ac eraill a restrwyd yn yr archwiliad)

Esboniodd y gellid darparu doler i'r Aelodau i'w galluogi i roi adborth neu sylwadau sy'n ymwneud â'r pwnc hwn i Lywodraeth Cymru.

Gofynnodd yr Aelod Cabinet dros Les a Chenedlaethau'r Dyfodol a oedd Llywodraeth Cymru wedi rhoi unrhyw ddyddiad cau i roi adborth. Nid oedd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb yn ymwybodol o ddyddiad cau nac amserlen ar gyfer eu camau nesaf.

Diolchodd yr Aelod Cabinet dros Addysg ac Adfywio i'r Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb am yr adroddiad ac am ddefnyddio gwasanaeth Archifau Morgannwg. Edrychodd ymlaen at y wybodaeth a oedd i'w darparu ganddynt a dywedodd nad oedd pob enw stryd ac adeilad wedi'u henwi ar ôl y Cadfridog Thomas Picton ac roedd yn bwysig aros am ragor o wybodaeth gan y gwasanaeth archifau cyn cymryd y camau nesaf.

PENDERFYNWYD:

Bod Pwyllgor Cydraddoldebau Pwyllgor y Cabinet wedi ystyried yr adroddiad diweddar ac yn aros am ymchwil gan hanesydd lleol a chanlyniad archwiliad Llywodraeth Cymru cyn rhoi ystyriaeth bellach i gamau y gallai fod angen eu cymryd ym Mwrdeistref Sirol Pen-y-bont ar Ogwr.

92. EITEMAU BRYD

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE EQUALITIES

8 MARCH 2021

REPORT OF THE CHIEF EXECUTIVE

UPDATE ON EQUALITIES WORK WITHIN SCHOOLS

1. Purpose of report

- 1.1 The purpose of this report is to provide Cabinet Committee Equalities (CCE) with information on racial incidents within schools, as monitored using the Racist Incident Report Form.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objective/objectives under the **Well-being of Future Generations (Wales) Act 2015**:

1. **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.
2. **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
3. **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the council's well-being objectives.

3. Background

- 3.1 On 18 March 2019 all schools were sent guidance on reporting racist incidents within schools.
- 3.2 Guidance included notifying the local authority of racist incidents as well as notification to the police where incidents were recorded as a hate crime.
- 3.3 Schools were provided with an updated Racist Incident Report Form.
- 3.4 This report outlines the incidents reported during the 2020-21 academic year (to date). A previous report was brought to CCE in August 2020 for academic years 2018-19 and 2019-20.

4. Current situation/proposal

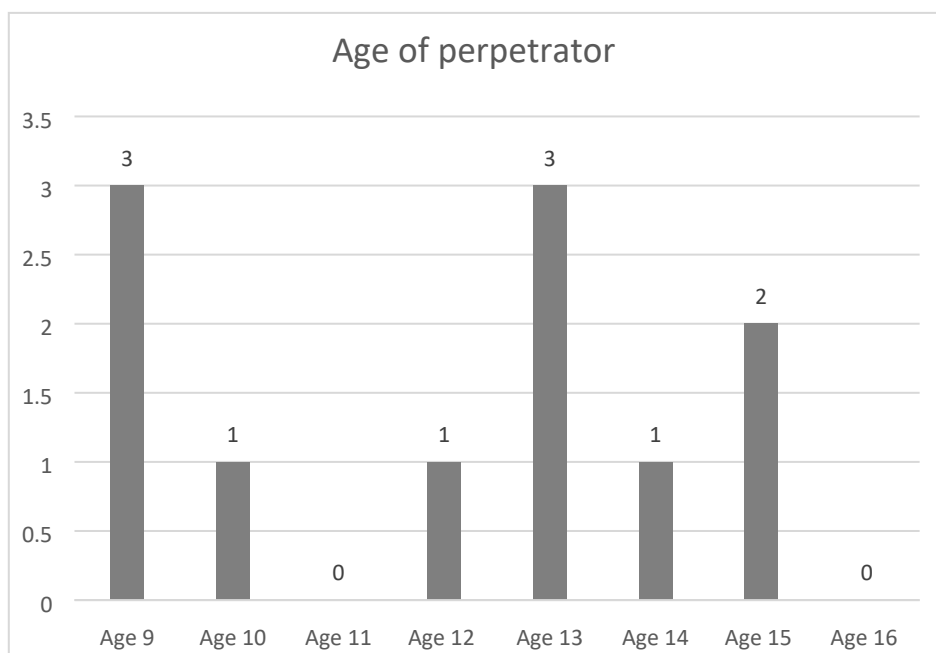
4.1 In the academic year **2020-21** (to date) there have been ten racist incidents reported by schools across the county borough. Incidents were reported by the following schools:

- Bryncethin Primary
- Porthcawl Comprehensive
- Bryntirion Comprehensive
- Llangwydd Primary
- Coleg Cymunedol Y Dderwen

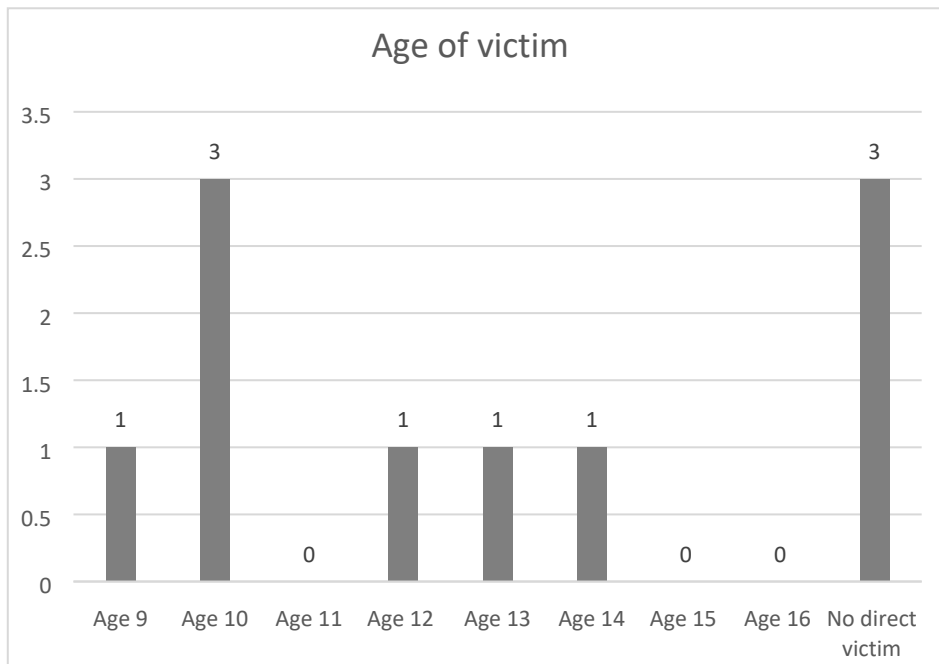
4.1.1 Incidents are recorded by incident type. Incidents were recorded as:

- verbal abuse or insults (5)
- racist comments in the course of a discussion (2)
- social media posts (1)
- refusal to cooperate with others because of religion, ethnicity or language (1)
- racist and homophobic comments in the course of a discussion (1).

4.1.2 Incidents have been recorded by age of perpetrator and age of victim:



In one incident there were two perpetrators.



In three incidents there were no identified victims.

4.1.3 Ten perpetrators were recorded as White British, one perpetrator was recorded as White and black African.

4.1.4 Ethnicity of the victims were recorded as:

- Asian (3)
- Black (1)
- Other black African (1)
- White and black Caribbean (2)

4.1.5 Seven of the perpetrators were recorded as male and four female.

4.1.6 Four victims were recorded as male and three were recorded as female.

4.1.7 The incidents have been recorded by perpetrator to victim gender:



4.1.8 Incidents resulted in a range of interventions taking place including verbal reprimand (4), letter home (1), fixed period exclusion (2), phone call home (1), meeting with parents (3), formal school detention (1), and removal from lesson /internal exclusion (1), referral to police (2) and PREVENT referral (1).

4.2 The proposed Hate Crime in Schools project has been delayed due to the onset of the Covid-19 pandemic, and the WLGA are in discussions with Welsh Government about the possibility of extending the allocated funding beyond the end of this financial year.

5. Effect upon policy framework and 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. Well-being of Future Generations (Wales) Act 2015 implications

7.1 The well-being goals identified in the Act were considered in the preparation of this report. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

Long-term - The consideration and approval of this report will assist in supporting equalities objectives the short-term and in the long term.

Prevention - The ongoing work in schools aims to identify issues that are relevant in our community and set objectives to prevent problems from occurring.

Integration - The equalities work within schools aims to support all the wellbeing objectives and ensures integration for all people with protected characteristics.

Collaboration - The monitoring work is done in collaboration with all schools across the county borough and relevant council services.

Involvement - Publication of the report ensures that the public and stakeholders can review the work that has been undertaken.

8. Financial implications

- 8.1 There are no financial implications associated with this report. The hate crime project is being coordinated by the WLGA and delivered by Show Racism the Red card (SRtRC) using grant funding from Welsh Government.

9. Recommendation

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

Mark Shephard

Chief Executive
8 March 2021

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Background papers: None

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE EQUALITIES

8 MARCH 2021

REPORT OF THE CHIEF EXECUTIVE

USE OF THE NAME PICTON IN STREET NAMES AND BUILDINGS THROUGHOUT BRIDGEND COUNTY BOROUGH – UPDATE REORT

1. Purpose of report

- 1.1 The purpose of this report is to update Cabinet Committee Equalities with information on research that has taken place into the use of the name Picton in street names and buildings across Bridgend County Borough.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objective/objectives under the **Well-being of Future Generations (Wales) Act 2015**:

1. **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.
2. **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
3. **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the council's well-being objectives.

3. Background

- 3.1 The Equality Act 2010 introduced a General Duty for public bodies to:

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity and;
- Foster good relations between people who share a protected characteristic and those who do not.

- 3.2 The Equality Act also introduced specific duties which include:

- Setting Equality Objectives and publishing a Strategic Equality Plan;

- Ensuring it engages with people who have an interest in how the council's decisions affect them and;
- Carrying out Equality Impact Assessments and publishing the results if there is a substantial impact on the council's identified.

3.3 An initial report was presented to Cabinet Committee Equalities on 24 August 2020, which recommended that further research be undertaken by a local historian. The report also recommended that Cabinet Committee Equalities await the outcome of the Welsh Government audit of Wales' historic monuments and statues, and the names of streets and public buildings before further consideration is given to action needed within the county borough. Subsequent reports outlining progress were presented to Cabinet Committee Equalities on 7 October and 3 December 2020.

3.4 This report outlines the progress made since the last report.

4. Current situation / proposal.

4.1 Streets named 'Picton' in Bridgend County Borough

Bridgend:

Street name	Number of properties
Picton Gardens	61
Picton Avenue	9
Picton Close	9

Porthcawl:

Street name	Number of properties
Picton Avenue	48
Middleton Court, Picton Avenue	60

Kenfig Hill:

Street name	Number of properties
Picton Street	39

Nantyffyllon:

Street name	Number of properties
Picton Place	18
Picton Street	116

4.2 Glamorgan Archives were commissioned to carry out research on behalf of the council. It was agreed that the Glamorgan Archives would carry out up to 100 hours research, however due to the restrictions imposed due to Covid-19, a total of 50 hours and 35 minutes research were completed.

4.3 The report produced by Glamorgan Archives is attached as Appendix one.

The report concludes that:

- Searches of the relevant local authority minute books and planning records reveal details of the development of the streets, but no references to the naming of the streets.
- It was, and continues to be, commonplace for streets to be named after local families and landowners. Members of the Picton Turberville family also held positions of authority within the area (for example, Colonel J Picton Turberville was serving on Penybont Rural District Council).
- Picton Street and Picton Place, Nantyffyllon, appear to have been built on Turberville estate land (see sale catalogue, Glamorgan Archives, D548/2/7/9).
- Picton Gardens and Picton Close, Bridgend, are built on the site of Picton Court, but no direct link with the Picton or Picton Turberville family has been established.

5. Effect upon policy framework and procedure rules

- 5.1 The report has no direct effect upon the policy framework or procedure rules but supports the council's statutory duties in relation to equalities and human rights.

6. Equality Impact Assessment

- 6.1 This is an information report to Cabinet Committee Equalities therefore an Equality Impact Assessment is not required at this stage. Further consideration may be given following the outcome of the Welsh Government audit of Wales' historic monuments and statues, and the names of streets and public buildings.

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

- 7.1 The well-being goals identified in the Act were considered in the preparation of this report. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

Long-term -The consideration and approval of this report will assist in supporting equalities objectives the short-term and in the long term.

Prevention - The report aims to identify issues that are relevant in our community and workforce and set objectives to prevent problems from occurring.

Integration - The report supports collaboration with key stakeholders to ensure integration for all people within our community impacted by the research.

Collaboration - Partnership working assists the council in meeting it's Public Sector Equalities Duties and ensures appropriate, professional research is carried out for the purposes of this report.

Involvement - Publication of the report ensures that the public and stakeholders can review the work that has been undertaken.

8. Financial implications

- 8.1 There would be significant financial implications for the council and residents associated with changing street names which would include changes to street

signage, legal fees and consultation costs. The exact costs would be unknown until the extent of any changes are determined. Glamorgan Archives have carried out research on behalf of Bridgend County Borough Council to the value of £1515 funded from existing budgets.

9. Recommendation

- 9.1 That Cabinet Committee Equalities considers the update report and the research report from the Glamorgan Archives. It is recommended that we await the next steps from the Welsh Government audit before further consideration be given to actions that may need to be taken within Bridgend County Borough.

Mark Shephard

Chief Executive
8 March 2021

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Background papers: None

Appendix one
Glamorgan Archives
Picton Street Name Research for Bridgend County Borough Council

Due to having limited access to the records during the local and national lockdowns, it was decided to focus research work on searching the relevant local authority minute books for any reference to the naming of the streets.

New streets are usually named by the developer/builder, with the chosen names being submitted to the relevant local authority, in this case the Urban or Rural District Council, for approval. The process for the naming of streets is outlined in the Towns Improvement Clauses Act, 1847 and the Public Health Act, 1925.

Background Research to establish the dates when the streets were built

The Urban and Rural District Council minute books are extensive in size and are usually not indexed, so staff spent some time doing background research to establish dates for when the streets were being developed and to narrow down the time frame for the search. This included checking Ordnance Survey (OS) plans, tithe maps (maps of parishes drawn up in the 1830s/early 1840s) and searching for any surviving building regulation plans held by Glamorgan Archives (online catalogue: <http://calmview.cardiff.gov.uk/>).

Picton Street, Kenfig Hill
Local Authority: Penybont Rural District Council

Background research:

Location: 100m NW of centre of Kenfig Hill, National Grid Ref: SS 83612 83178.
Mostly pre First World War housing

Earliest road name appearance on OS plan: 1919 3rd edition 25-inch OS.
House numbers 1-11 and 27-37 are listed on the 1911 census

Tithe map

This location is within the parish of Pyle. The Pyle tithe plan indicates that the location was occupied by a field numbered 345 on the apportionment. This field was listed as Pasture, owned by Talbot Christopher Rice Mansel and occupied by John Evans. See *Appendix A* for images from the tithe map.

Building regulation plans:

Glamorgan Archives holds building regulation plans for Penybont Rural District Council and the following plans were found:

- RDPB/Box 5: 4 houses at Picton Street, Kenfig Hill, 28 Oct 1911, on behalf of GK Knight Esq. (bundle 21). Clear from these plans there was already houses on the street before that date and the street had already been named.
- RDPB/Box 4: 4 houses in Picton Street, Kenfig Hill, submitted by RO Clark (architect, surveyor, Port Talbot), on behalf of George Knight, Llewellyn Street, Aberavon, March 1909 (bundle 17). Store room at Picton Street, Kenfig Hill, on behalf of Mr J Nicholls or Nicholas, 18 July 1908 (bundle 16).

Plans were searched back to 1898 but no further plans for Picton Street were found (RDPB/Boxes 2-5 searched).

Local authority minutes:

The following Penybont Rural District Council minute books were searched:

- Ref: RDPB/C/6 – Minutes, Aug 1908-Apr 1910

Col. J. Picton Turberville is recorded as a member of the Council.

p142 - 27th March 1909: Discussion of proposed extension of Council's water mains to streets in Kenfig Hill. "He thought that the extensions proposed on the plan should only proceed as far as Picton Street as the roads are not yet formed beyond that point". Picton Street had been named by this date.

- Ref: RDPB/C/5 – Minutes, Mar 1906-Aug 1908

p397 - 9 May 1908: References to house building underway at Kenfig Hill. Some streets are named, others are just referred to by letters (presumably not named at this point). Picton Street is not included.

1907: Several references to Miss Talbot's contributions to the Kenfig Hill Sewerage Scheme – it seems Miss Talbot (Margam Estate) owned many of the houses in the area.

p295 – 9 November 1907: Plans for 50 houses to be built at Kenfig Hill. No street names given. Involvement of the Margam Estate.

Although, the above references were found on the development of Picton Street, no information was found to the naming of the street.

Picton Street, Nantyffyllon

Local Authorities: Cwmdau Local Board of Health and Maesteg Urban District Council (from 1894)

Background Research

Location: A4063 through Nantyffyllon, National Grid Ref: SS 85030 92733

Victorian terrace

Shown on 1877 OS 1st edition 25-inch plan
Road appears on 1830s tithe plan unnamed

(research for Picton Street, Nantyffyllon, is included with research on Picton Place, Nantyffyllon, below).

Picton Place, Nantyffyllon

Local Authorities: Cwmdu Local Board of Health and Maesteg Urban District Council (from 1894)

Background Research

Location: part of Heol Tywith, between Grove Street and Barnardo Street in Nantyffyllon. Includes General Picton public house, National Grid Ref: SS 85180 02679.

Victorian terrace.

Some of the terrace exists on the 1877 OS 1st edition 25-inch plan. Street completed on 1899 OS 2nd edition 25-inch plan. First labelled Picton Place on 1919 OS 3rd edition 25-inch plan. General Picton public house first labelled as a public house on 1951 OS plan.

Tithe map

This location is within the parish of Llangynwyd. The Llangynwyd tithe plan indicates that Picton Street and Picton Place crossed areas numbered 526aH, 528H, 530H, 541H, 542H, 543H, 552H, and 554H on the apportionment.

- Field 526aH was labelled as pasture, owned by Turberville, Richard T Esq, occupied by William Evan
- Field 528H was labelled as wood, owned by Thomas Edward, occupied by Thomas Hopkin
- Field 530H was labelled as pasture, owned by Thomas Edward, occupied by Thomas Hopkin
- Field 541H was labelled as pasture, owned by Thomas Edward, occupied by Thomas Hopkin
- Field 542H was labelled as arable, owned by Thomas Edward, occupied by Thomas Hopkin
- Field 543H was labelled as pasture, owned by Thomas Edward, occupied by Thomas Hopkin
- Field 552H was labelled as wood, owned by Richards, John Matthew, occupied by Robt Roberts
- Field 554H was labelled as pasture, owned by Richards, John Matthew, occupied by Robt Roberts

See *Appendix A* for images from the tithe plan.

Building regulation plans

Glamorgan Archives holds building regulation plans for Maesteg Urban District Council. Several plans survive for Picton Street; the following is the earliest found.

- Ref: UDM/S/1/1880/1: New kitchen and bathroom for 24 Picton Street, developer David Traherne, 7 May 1880.

Sales particulars

- D548/2/7/9: Sale catalogue of Turbervill estate, in Maesteg and Nantyffyllon, 27 July 1916.

Picton Street and Picton Place are both listed as lots placed for sale by the Turberville Estate. This shows a direct link between the streets and the Picton Turberville family. Relevant pages from the sales particulars have been digitised and can be found in *Appendix B*

North's Navigation Collieries (1889) Limited Records (ref: D1101)

Legal agreements within this collection reference Picton Street and the Picton Turberville family, but not within the same documents. No direct link is shown between the streets and the Picton Turberville family, although they certainly demonstrate the close links between the family and the Nantyffyllon area.

Local authority minutes

Minutes of Cwmddu Local Board of Health were searched for 1876-1877.

- Ref: LBCW3

Some references to David Treharne, developer of houses on Picton Street, were found, but in relation to properties on other streets.

There is correspondence recorded between the Board and Major Picton Turberville relating to Ewenny Road and Ewenny Bridge, to the Gas Street Bridge, and to land for the construction of a new slaughterhouse, showing a clear link between the Picton Turberville family and the Board, and to his land ownership in the area.

The Board approves building plans fairly regularly. The majority of those submitted already have names and the naming of streets is discussed only occasionally, as in the examples below.

p263 – 8th September 1876

Resolved that the new street by Gas Works be named Ewenny Road

This is one of the few references found to the naming of a street. No details are given as to why this name was chosen, although previous discussions show that Major Picton Turberville of Ewenny owned land in the area around the Gas Works.

p145 – 1st October 1875

The new street leading from Bridge Street was named Bank Street

No further explanation is given as to why this name was chosen.

pp114-115 – 28th May 1875

Discussion of the renaming of roads already named. The proposed new names are listed but the reasons for choosing them are not stated. Picton Street and Picton Place are not included.

Significant building work was underway in the area during this period. The minutes reflect the extent of development at the time.

p102 – 16th April 1875

It was reported that 127 new houses had been built in the district during the year 1 April 1874-31 March 1875.

Picton Avenue, Porthcawl

Local Authority: Porthcawl Urban District Council

Background Research

Location: North from Esplanade, next to Seabank Hotel, National Grid Ref: SS 81507 76724. Possibly interwar housing. Earliest road name appearance: 1940, OS 4th edition 25-inch plan. Named as Picton Avenue in Kelly's Trade Directory, 1920

Tithe map

This location is within the parish of Newton Nottage. The Newton Nottage tithe plan indicates that the location was occupied by two fields numbered 581 and 603 on the apportionment. Field 581 was listed as Rough Ground / Pasture, owned by Henry Hey and occupied by Hopkins David Senior. Field 603 was listed as Rough Ground / Pasture, owned by Price Sir Robert, Baronet and occupied by Henry Jenkin. See *Appendix A* for images from the tithe map.

Building regulation plans

The following building regulation plans submitted to Porthcawl Urban District Council were checked:

- UDPC/S/1/451, 632, 635 and 643: On all the plans the name of the road is labelled 'New Road' and has not yet been named Picton Avenue. It is only referred to as 'Picton Avenue' on the outside of the envelopes but these are later in date.
- UDPC/S/1/451: making new roads on the Porthcawl Estate for RE Jones, by Sidney Williams, Cardiff, architect, Feb 1911. There is also a plan for new street and sewers on Mr R E Jones Estate, which was approved 27 Feb 1911.

- UDPC/S/1/632: Labelled RE Jones Estate, near Sea Bank (Sea Bank Hotel). Plans for amended levels of the proposed new roads, submitted between Feb and April 1915. One plan shows it was received by the Council, 4 March 1915
- UDPC/S/1/635: Proposed new houses for Messrs Jenkins and Burnell. Plans drawn by architect Sidney Williams, Feb 1912, but submitted to Council, Feb 1915. Shows estate layout and plan of a house. Also in bundle amended plan for levels of proposed new road, received by Council, 12 Dec 1914. Refers to date of previous approved plan of 27 Feb 1911.
- UDPC/S/1/643: Layout of roads for RE Jones and showing land to be exchanged between The Nottage Court Estate and RE Jones Esq, March 1915. Also plan dated 23 April 1915 showing Estate at Porthcawl belonging to R E Jones, stamped 'Works Meeting, PCUD (Porthcawl Urban District Council), 23 April 1915.

Local authority minutes

The following Porthcawl Urban District Council Minute Books were searched for Picton Avenue. References to Nottage Court Estate were also included:

- UDPC/C/1/10- Minutes, Jan 1913-Dec 1916

p545 – 4 October 1915: Nottage Court Estate - regarding plans for a new road and that in order to save time, committees would be given the power to approve plans without waiting for confirmation from the council.

p554 – 11 October 1915: Gas Committee meeting. Picton Avenue - regarding the gas manager's request for instructions for fitting a 3" main necessary for connecting up the new station.

p575 – 29 October 1915: Gas Committee meeting. Picton Avenue - tenders were submitted for the supply of pipe and accessories for main laying in Picton Avenue.

p579 – 1 November 1915: Nottage Court Estate - report dated 31 October 1915 regarding the drainage for the estate proposed to be developed.

p581 – 5 November 1915: Nottage Court Estate - regarding the connection of a sewer to a manhole opposite a road to be constructed.

p612 – 3 December 1915: Nottage Court Estate - regarding sewer plans.

p614 – 3 December 1915: Picton Avenue reference to gas main.

p626 – 23 December 1915: Picton Avenue (and Blundell Avenue) - payment regarding water mains.

p736 – 10 April 1916: Gas Committee meeting. Picton Avenue (and Blundell Avenue): manager informed the committee of getting gas services laid and it was also recommended that a site should be selected for lamp columns.

p767 – 19 May 1916: Picton Avenue - Clr. RE Jones stated that as the steam roller was now in the district, he was anxious to have the new street known as Picton Avenue steam rolled, and asked the council to hire the roller and the men required after the completion of the road repair works, and undertaking to pay all charges in connection therewith.

Although the above references were found to the development of Picton Avenue, no information was found relating to the naming of the street.

Middleton Court, Picton Avenue, Porthcawl
Local Authority: Ogwr Borough Council (up to 1996); Bridgend County Borough Council (after 1996).

Background Research

Location: apartment building accessed from West of Picton Avenue, National Grid Ref: SS 81430 76727. Large post 1990s apartment complex.

No further records checked for this address as covered by Picton Avenue research above.

Picton Avenue, Bridgend
Local Authority: Bridgend Urban District Council

Background Research

Location: Brynteg, West of Ewenny Road, National Grid Ref: SS 90443 78863. Interwar Housing, 1930s. Earliest road name appearance: 1940, OS plan 4th edition 25-inch.

Tithe map

This location is within the parish of Coity (Coety). The Coity tithe plan indicates that the avenue was constructed on a field numbered 391 on the apportionment. This field was listed as Pasture owned by a Mrs. Blackwell and occupied by Edward Lewis. See *Appendix A* for images from the tithe map.

Building regulation plans

The earliest building regulation plan that we hold for Picton Avenue is:

Document reference	UDBR/S/1/904
Level of description	Item

Title	Building of 3 bungalows, Picton Avenue, Bridgend
Date	08 May 1934
Description	Owner/builder: H. J. Speck Architect: E. Loveluck Original plan number: 15/34

Registers of electors

- GD/C/RE/51/6 – October 1934
Picton Avenue was not found in this electoral register.
- GD/C/RE/52/6 – October 1935
Picton Avenue first appears in this electoral register. Numbers 1-4, 6 and 8 are listed.
- GD/C/RE/53/6 – October 1936
Picton Avenue is included in this electoral register. Numbers 1-6, 8 and 10 are listed. Additional houses have been added since 1935.

This research suggests that Picton Avenue was in the process of being constructed during the mid-1930s, in all likelihood from 1934 onwards.

Local authority minutes

The following Bridgend Urban District Council Minute Books were searched for Picton Avenue for the period Jul 1933-Sep 1934:

- Ref.: UDBR/C/1/21

p686 - 9 Jan 1934: Naming of new streets at Brynteg and Glanogwr: Recommended that this matter be considered at the next meeting of the council.

p724 - 20 Feb 1934: Naming of streets off Brynteg Avenue: that the two streets referred to in the surveyor's report be named Neville Road and Heol Picton respectively.

The surveyor's report is not included and doesn't survive elsewhere.

As the minutes indicate that the land was known as Brynteg, we searched for references to Brynteg/Brynteg Estate to see if previous ownership indicates why the roads were named Neville Road and Heol Picton/Picton Avenue. A file concerning the sale of Brynteg House and land, ref. DSA/15/21/4, relates to land adjacent to the plot where Picton Avenue was built. It shows that the land just to south was owned by Earl of Dunraven. The Brynteg site was sold to Glamorgan County Council, so there is no obvious link to Picton-Turberville family.

Picton Gardens and Picton Close, Bridgend

Local Authorities: Ogwr Borough Council (up to 1996); Bridgend County Borough Council (after 1996)

Background Research

Location: north of Bypass Road, Bridgend, National Grid Ref: SS 91088 78584 and SS 91053 78614. 1990s housing, fill in of retail estate, from c1980s? Replaced a house 'Picton Court', constructed interwar, appears on the OS plan 1940, 4th edition, 25-inch plan. Estate built post 1995. But planning applications date from earlier in the 1990s.

Tithe map

This location is within the parish of Coity (Coety). The Coity tithe plan indicates that the location was occupied by two fields numbered 263 and 264 on the apportionment. Field 263 was listed as pasture owned by Robert Nichol Esquire and occupied by Richard Jenkins. Field 264 was also listed as pasture, owned by Bennett John Esquire and occupied by Morgan Jones. See *Appendix A* for images from the tithe map. Some of the plots of land adjacent to the site were owned by Richard Turberville Esquire.

Planning records

The earliest entry for the site on the Bridgend Council planning database is for January 1993. This provided a starting point for a search of Ogwr Borough Council planning records.

- Ref. DCOG/BOX65 - Planning Officer's reports, Aug 1992-Mar 1993

Various applications for the Picton Court site, including a reference to permission being granted for retail and residential development, 7 May 1992.

- Ref. DCOG/BOX64 – Planning Officer's reports, Feb-Jul 1992

7 May 1992 – planning permission 92/0376 for retail and residential development at Picton Court, A48 Bridgend. In line with previous application 91/1399. No mention of naming or history of plot at all.

12 Feb 1992 – planning application 91/1399 for residential and retail development at Picton Court, references previous planning application for residential development 89/522 and 89/523.

- Ref. DCOG/BOX59 – Planning Officer's reports, Nov 1988-Jul 1989

29 Jun 1989 – planning application 89/0522 and duplicate application 89/0523 for development of site at Picton Court.

In all these papers there are no references to the naming of roads or the naming of the development. There is also no mention of the history of the site.

Site research – Picton Court

As the retail and residential development is known as the Picton Court site, we investigated the history of Picton Court to find its origin.

The house first appears on the 1941 Ordnance Survey map. Residents on the 1939 Register were a William T Rees and family. A search of the electoral registers pre-dating this found Picton Court listed under Coychurch Road. This is likely to be the same property as the residents are the same as those listed in Picton Court in 1939 when it is listed as on Bypass Road.

Although it doesn't appear on maps prior to 1941 there are listings for Picton Court in the electoral registers, directories and on census records dating back to the 1900 electoral register (ref.: GD/C/RE/11/1). No mention has been found prior to 1900.

The 1910 Finance Act land valuation records (ref.: DVAL/1/41) indicate that Picton Court and its land was owned by Thomas Rees, the same person who was resident in 1900 and 1901.

It is possible that Thomas Rees purchased the land on which Picton Court was built in 1897. Documents relating to the sale of land (ref.: DRA/19/495-504) by Revd. Charles Bodvell Griffith of Bishopstone, Co. Hereford, to Thomas Rees of Bridgend, farmer of part of Waterton Hall Estate, survive but have not been checked to confirm that they relate to the relevant land.

In 1881 and 1891 Thomas Rees lives at Waterton Court. There is no indication of any links to the Picton family but a full genealogy has not been completed.

Conclusion

- Searches of the relevant local authority minute books and planning records reveal details of the development of the streets, but no references to the naming of the streets.
- It was, and continues to be, commonplace for streets to be named after local families and landowners. Members of the Picton Turberville family also held positions of authority within the area (for example, Colonel J Picton Turberville was serving on Penybont Rural District Council).
- Picton Street and Picton Place, Nantyffyllon, appear to have been built on Turberville estate land (see sale catalogue, Glamorgan Archives, D548/2/7/9).
- Picton Gardens and Picton Close, Bridgend, are built on the site of Picton Court, but no direct link with the Picton or Picton Turberville family has been established.

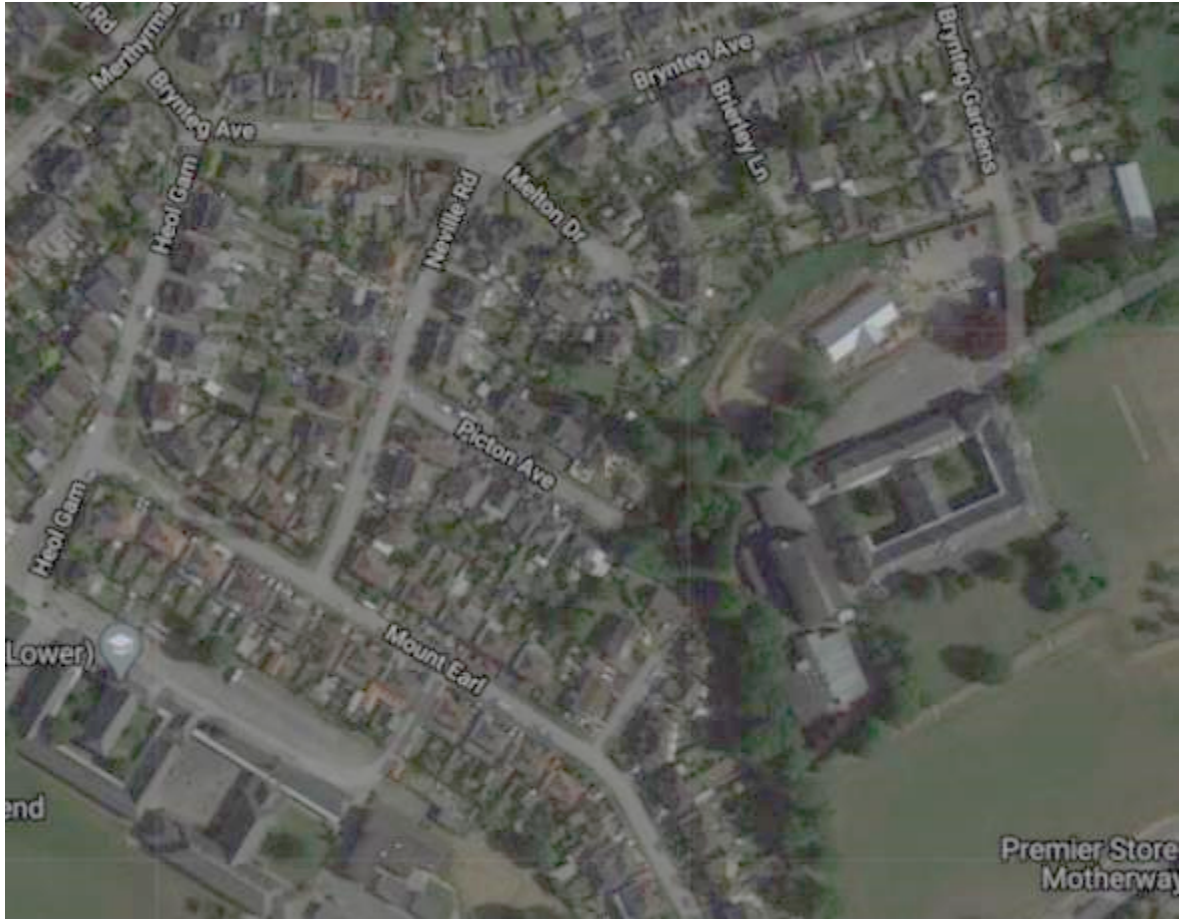
Number of research hours: 50 hrs 35 minutes

8 February 2021

Appendix A – Tithe Map Images

- Picton Avenue, Bridgend

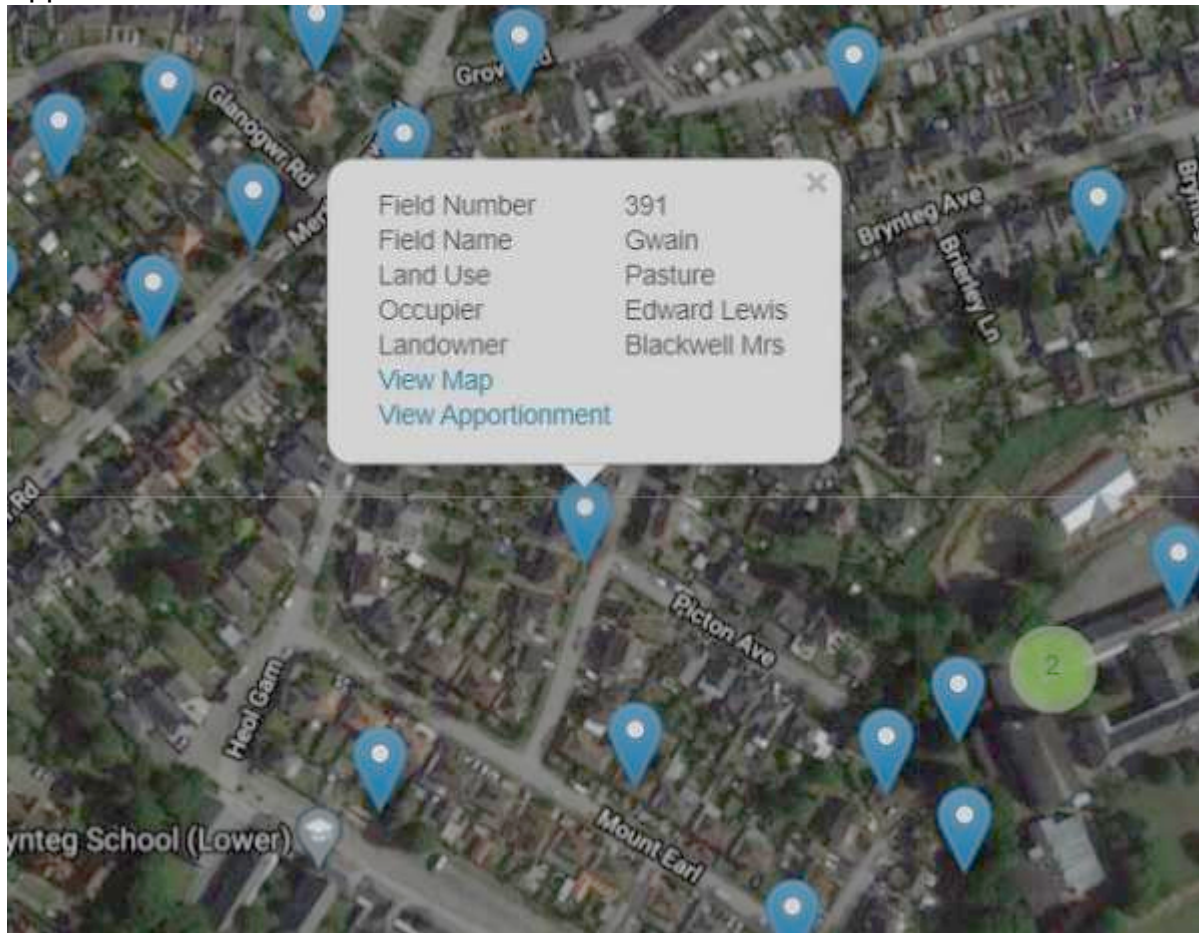
Satellite image



Tithe plan

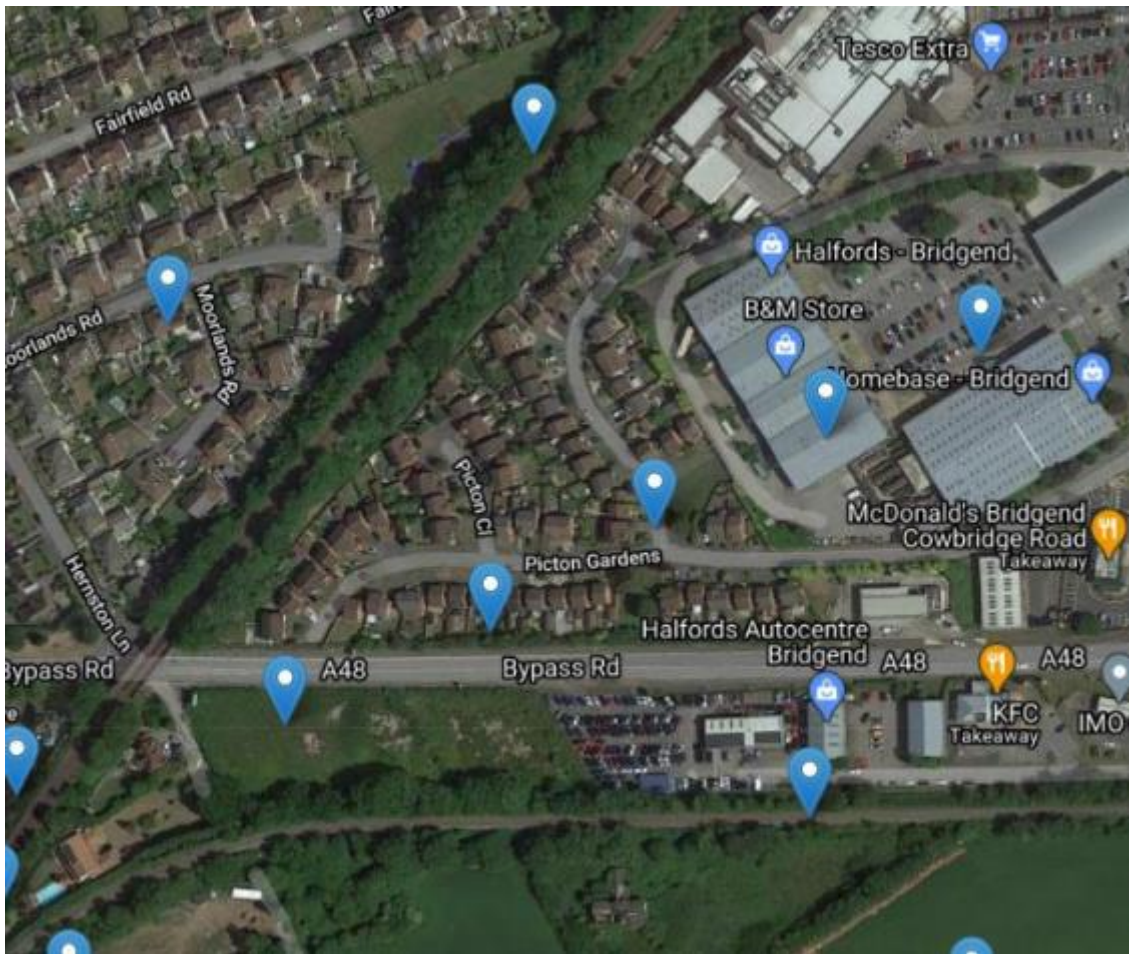


Apportionment



- Picton Gardens and Close, Bridgend

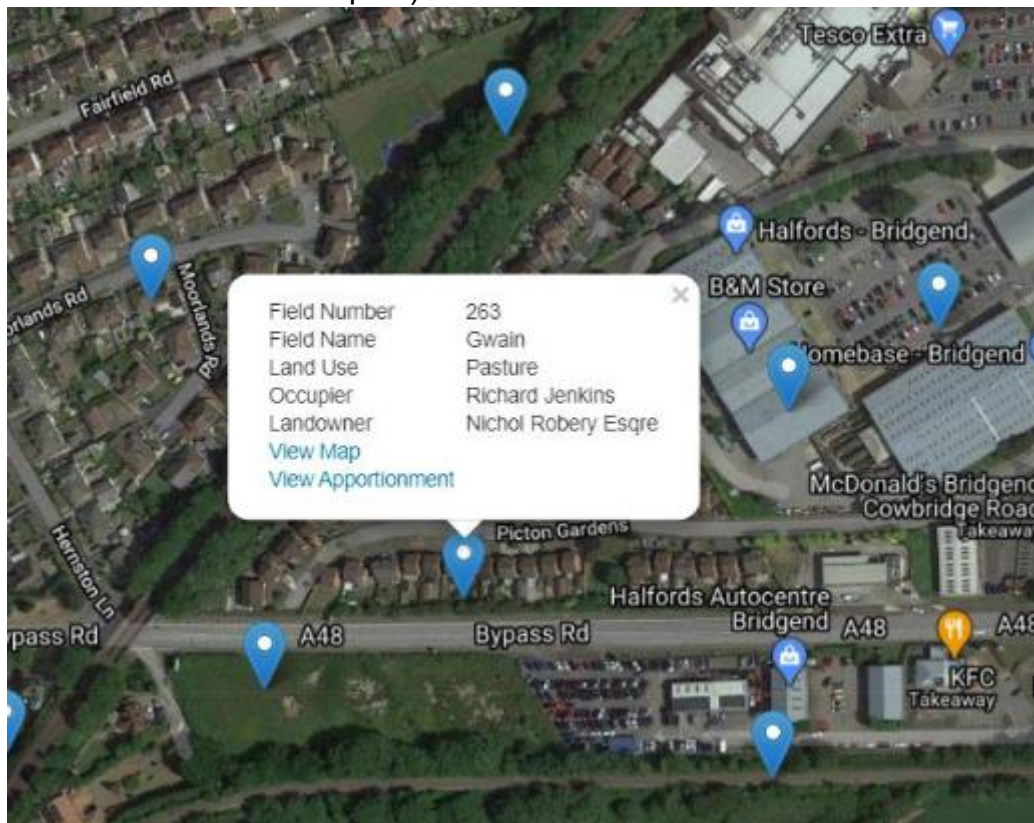
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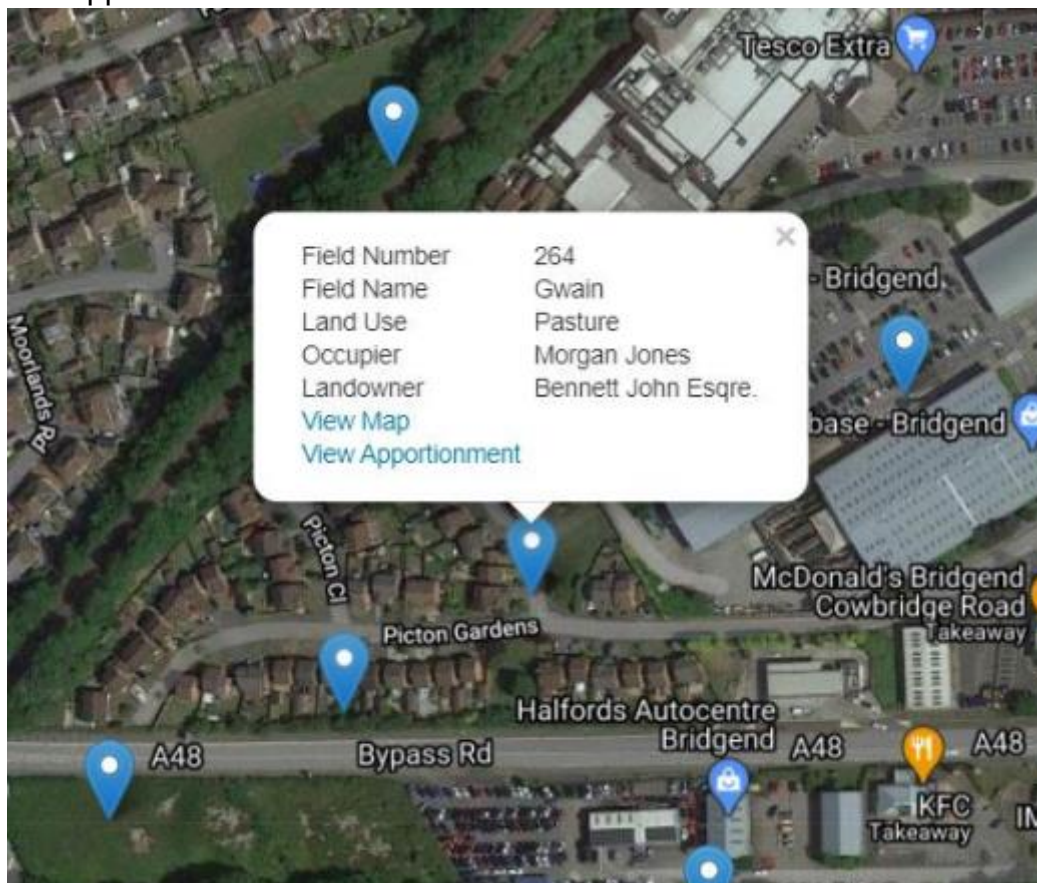
Tithe plan



Field 263 Apportionment (landowner's name has been transcribed incorrectly; it should read Robert Nichol Esquire)

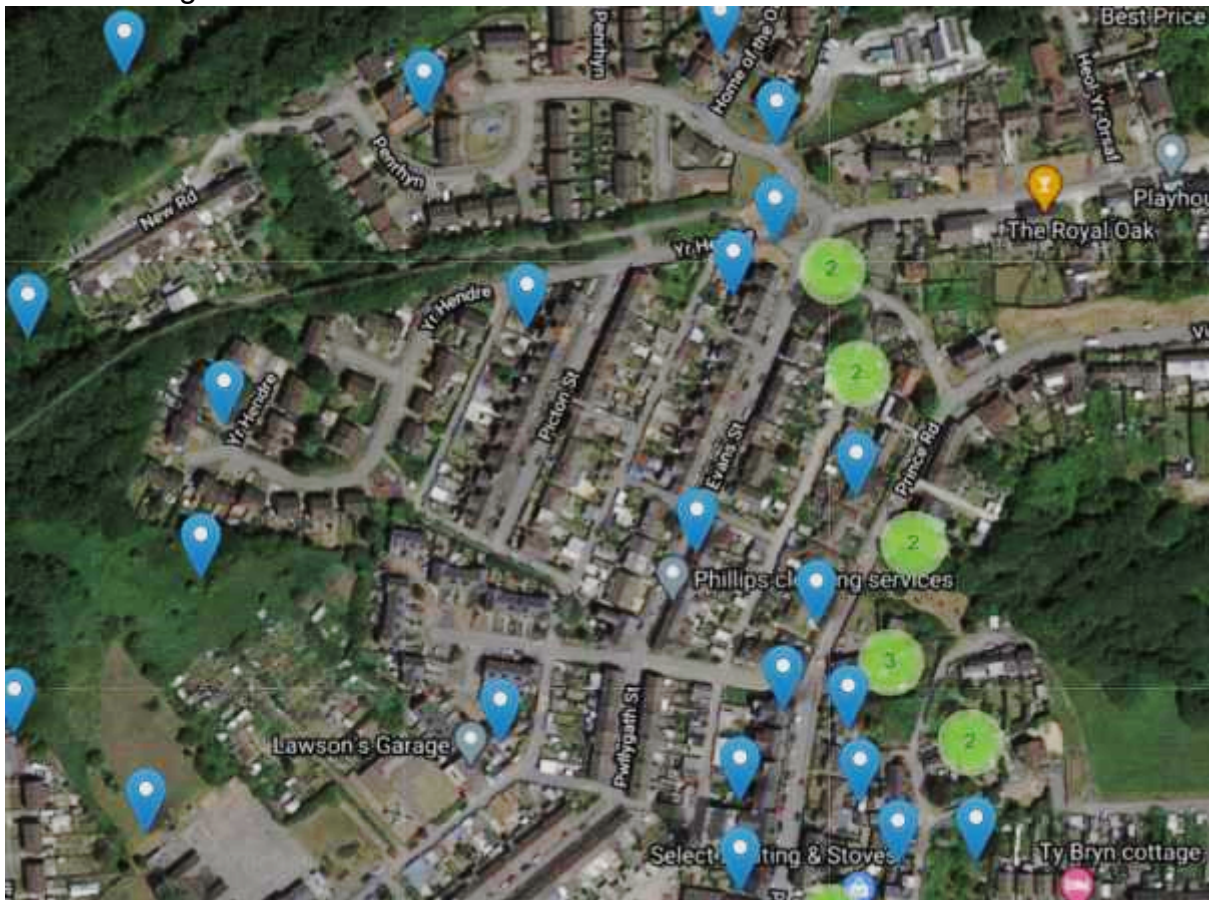


Field 264 Apportionment



- Picton Street, Kenfig Hill

Satellite image



Tithe plan



- Picton Avenue, Porthcawl

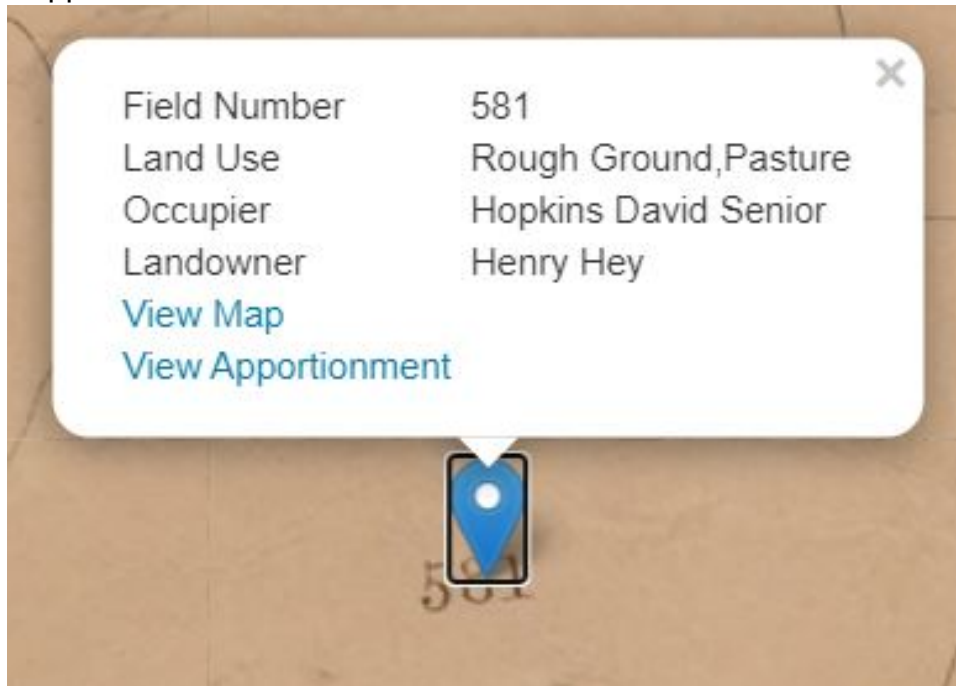
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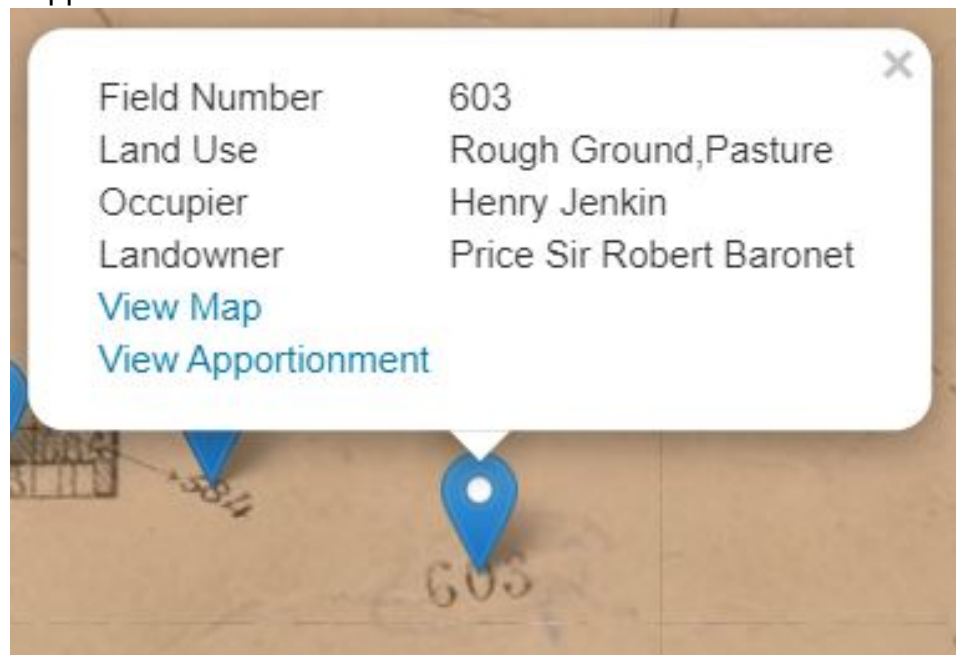
Tithe plan



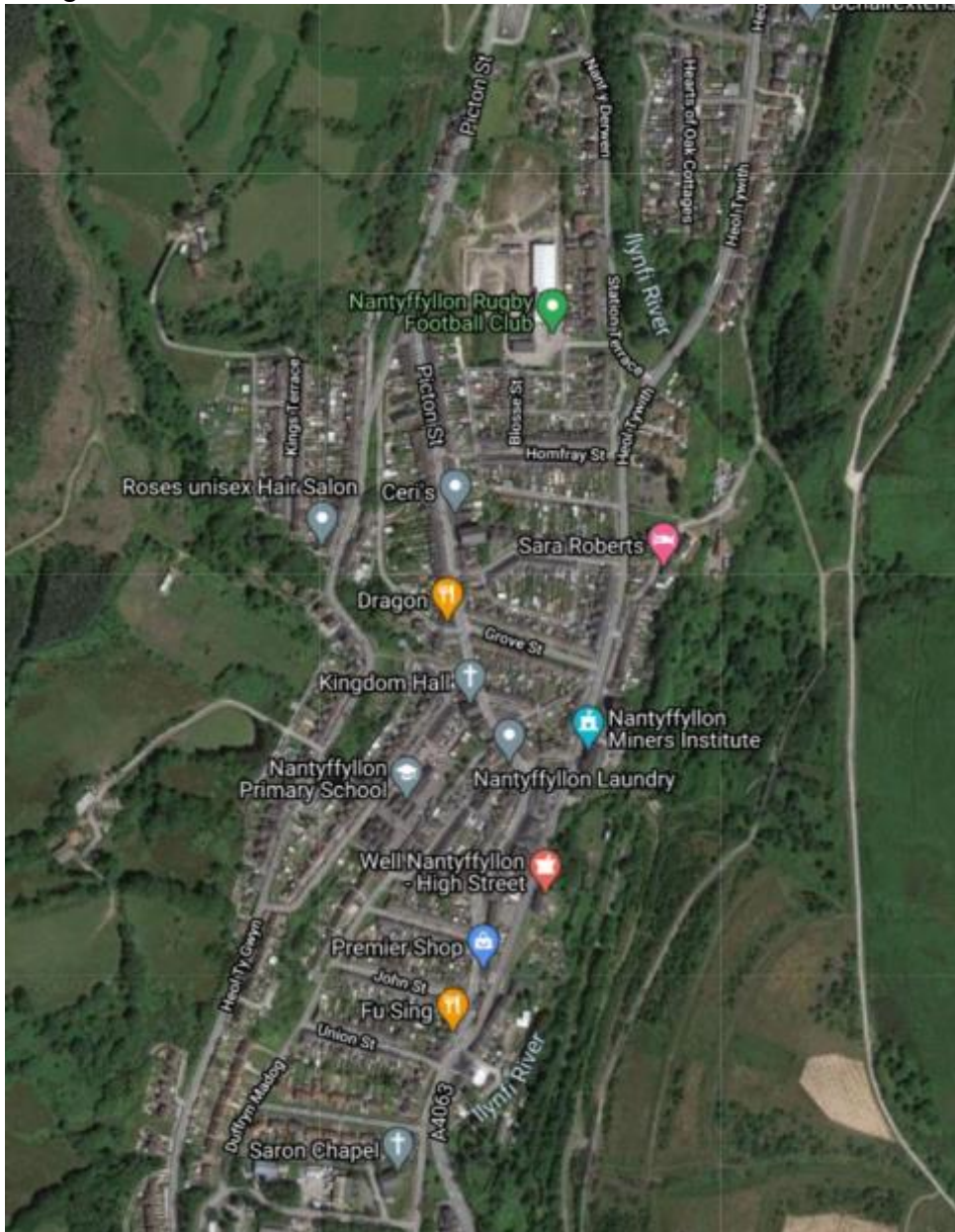
Field 581 Apportionment



Field 603 Apportionment



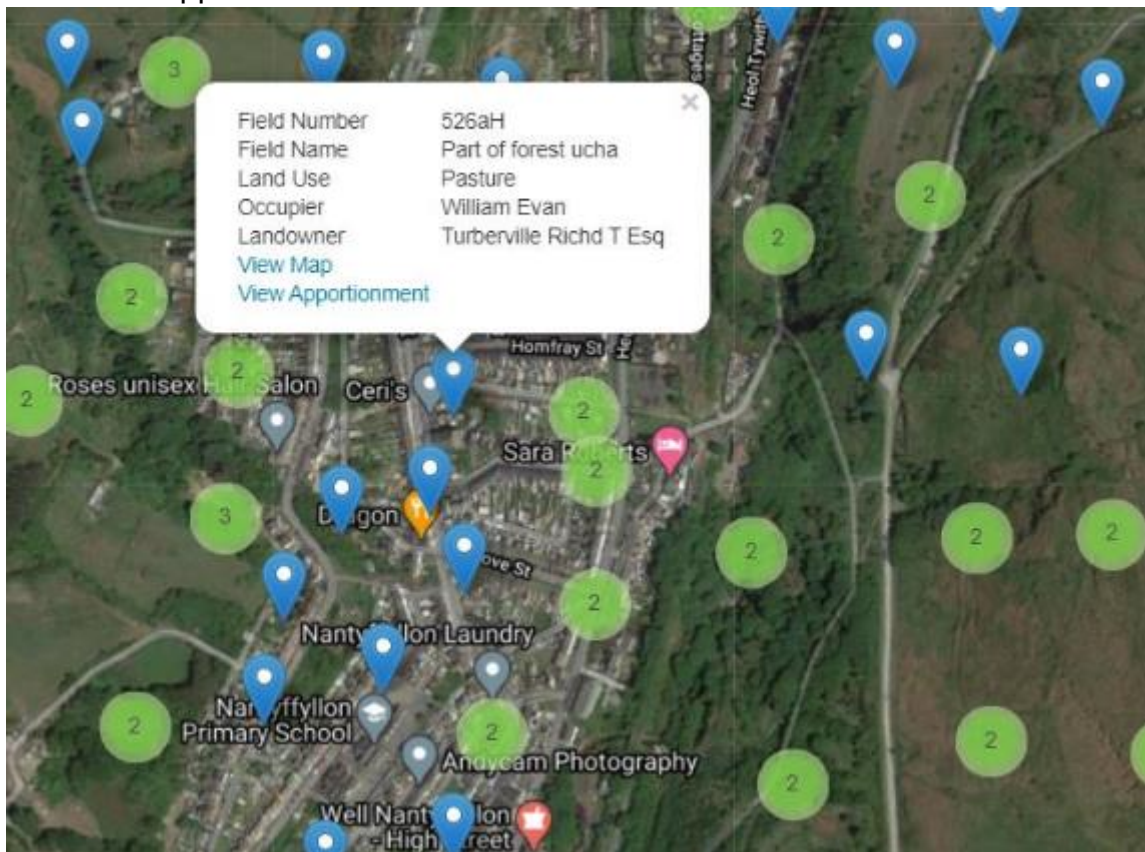
- Picton Street / Picton Place, Nantuffyllon
Satellite image



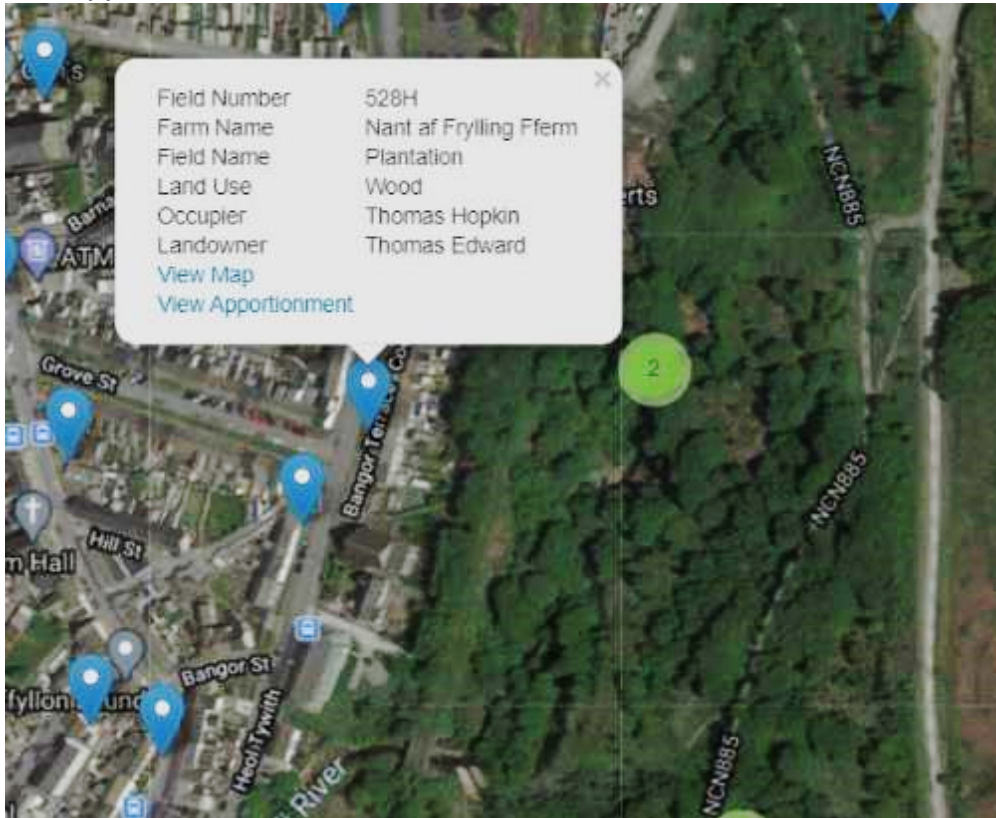
Tithe plan



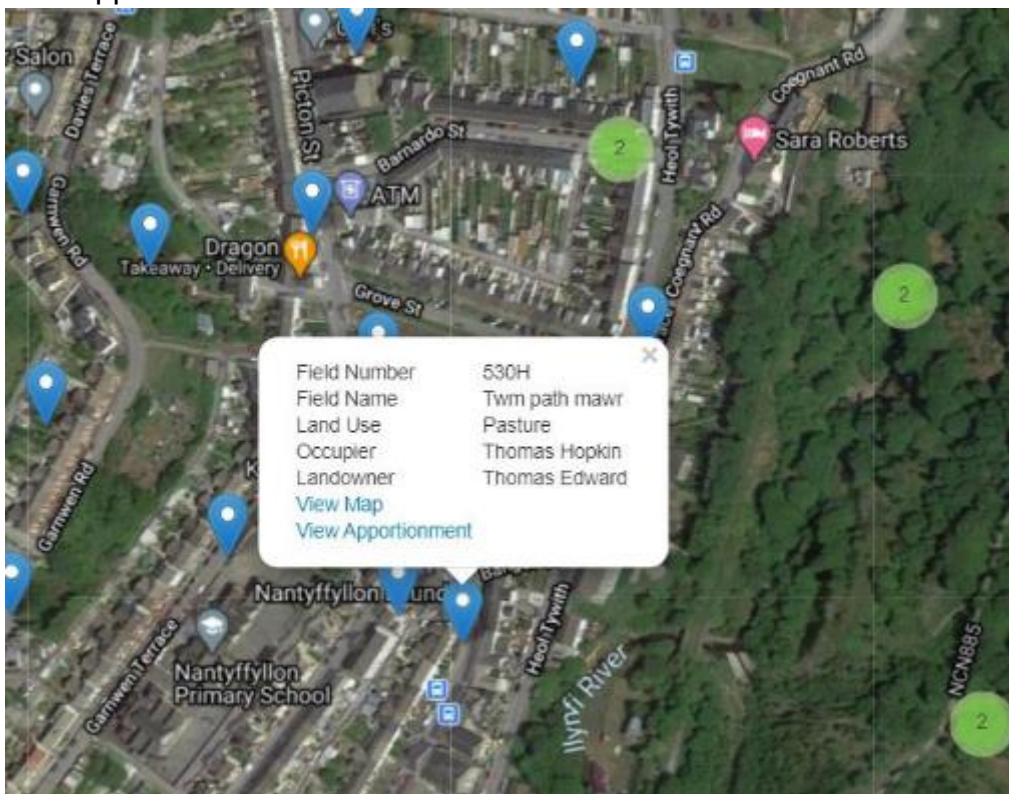
Field 526aH Apportionment



Field 528H Apportionment



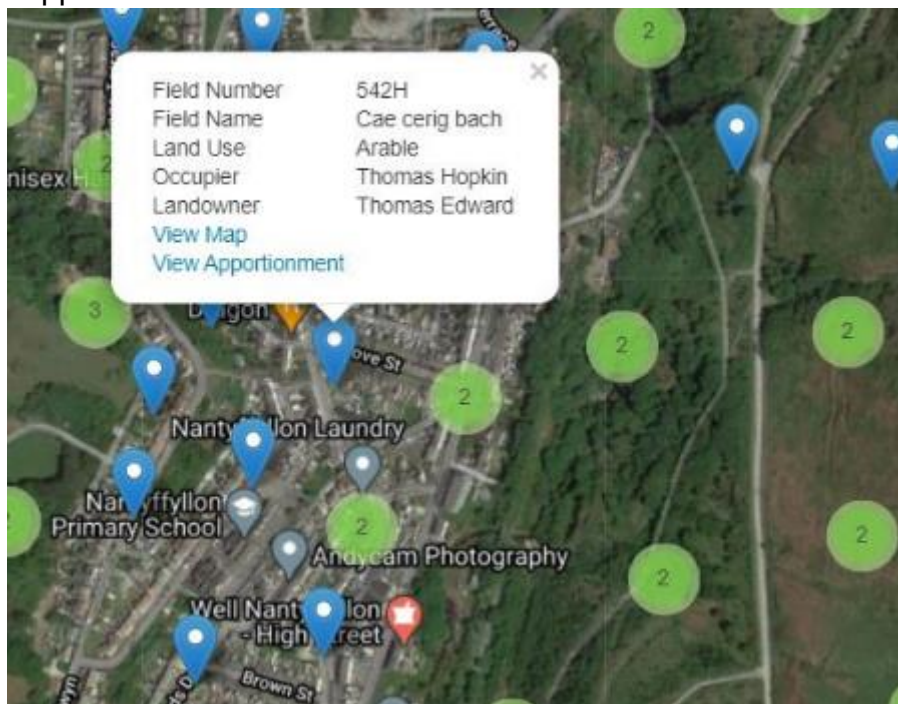
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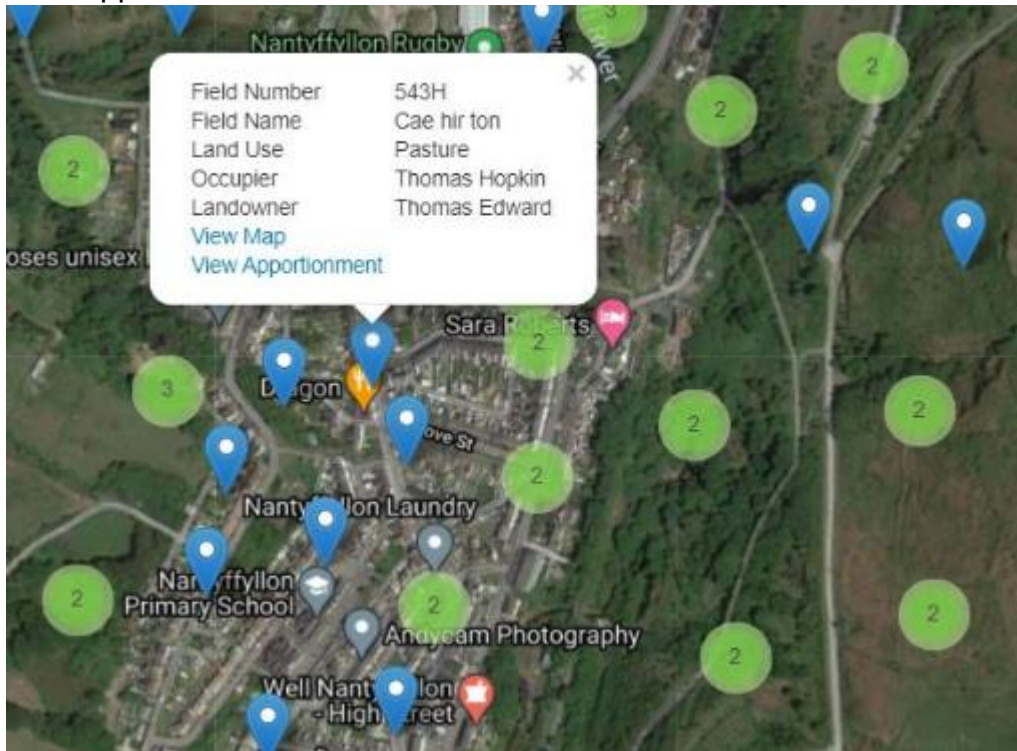
Field 541H Apportionment



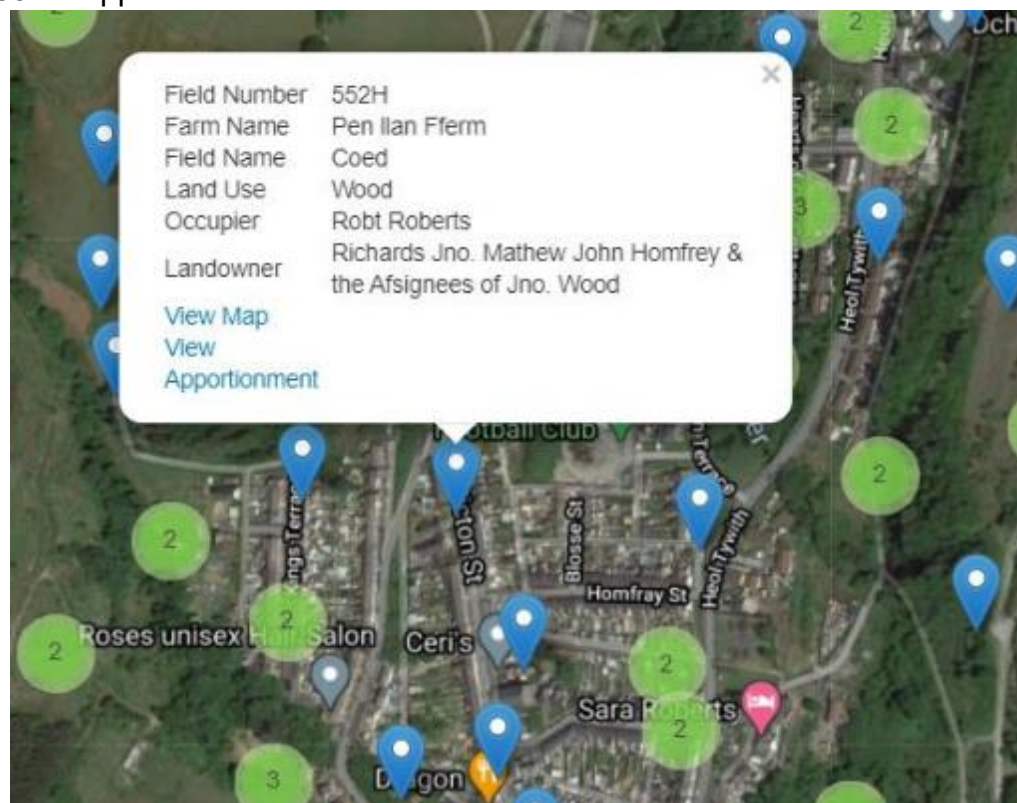
Field 542H Apportionment



Field 543H Apportionment



Field 552H Apportionment



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Appendix B: Sale catalogue of Turbervill estate, in Maesteg and Nantyffyllon,
27 July 1916 (ref.: D548/2/7/9)

D548/2/7/9

TURBERVILL ESTATE

SIXTH DAY'S SALE. Lots 755 to 899.
THURSDAY, JULY 27th, at 5 p.m., at THE WHITE LION HOTEL, MAESTEG.

MAESTEG.

Bethania Street, Llwydarth Road, Wood Street, Park Street and
Princes Street.

NANTYFFYLLON.

Picton Street, Barnardo Street, Picton Place and Bangor Terrace.

PARTICULARS AND CONDITIONS OF SALE
OF
VALUABLE
Freehold Ground Rents

Situat as above, which will be offered for Sale by Auction,
AT
THE WHITE LION HOTEL, MAESTEG,
ON
THURSDAY, 27th day of JULY, 1916,
AT FIVE P.M. PUNCTUALLY, BY

Messrs. STEPHENSON & ALEXANDER

F.A.I.

Copies of these Particulars and Conditions, together with copies of the Particulars and Conditions for the Auctions on July 18th, 19th and 20th, at The Porth Hotel, Porth; on July 25th and 26th, at The White Lion Hotel, Maesteg; and on July 29th, at The Wyndham Hotel, Bridgend; may be obtained upon application to W. E. LEWIS, Esq., Solicitor, Bridgend; or to the Auctioneers,
5, HIGH STREET, CARDIFF.

STEPHENSON & CO., LTD., 49 & 50, DEAN STREET, LONDON, W.

Thursday, July 27th, at The White Lion Hotel, Maesteg, at 5 p.m.

FREEHOLD GROUND RENTS secured upon Shops, Dwelling Houses and Premises situate in Bethania Street, Llwydarth Road, Wood Street, Park Street and Princes Street, MAESTEG; and FREEHOLD GROUND RENTS secured upon Shops, Dwelling Houses and Premises situate in Picton Street, Barnardo Street, Picton Place and Bangor Terrace, NANTYFFYLLON.

Lot No.	NAME OF STREET.	STREET NO.	GROUND RENT.	DESCRIPTION.	PRESENT LESSEE OR ASSIGNEE.	TERM.	COMMENCING FROM.
PRINCES STREET (continued).							
821	Princes Street	6	£ 10 0	Dwelling House	E. T. Barnett	99	1st May, 1874
822	"	7, 18, 19 and 20	2 0 0	Dwelling Houses	Henry Evans	99	"
823	"	8, 9, 12 and 16	2 0 0	"	Mary Ann Rees	99	"
824	"	10	10 0	Dwelling House	John Powell	99	"
825	"	11	10 0	"	Richard Powell	99	"
826	"	13	10 0	"	Margaret Davies	99	"
827	"	14	10 0	"	Rachel Davies	99	"
828	"	15	10 0	"	Elizabeth Davies	99	"
829	"	17	10 0	"	Mary Jane Evans	99	"
830	"	33	1 2 6	"	James Trigg	99	1st May, 1903
831	"	34	1 2 6	"	D. Thomas	99	"
832	"	35	1 10 0	"	Henry Evans	99	1st May, 1901
833	"	36	1 10 0	"	Charlotte Williams	99	"
834	"	37	1 14 6	"	Albert Pople	99	"
835	"	38	1 14 6	"	William Griffiths	99	"
836	"	39	17 3	"	John Davies	99	1st May, 1900
837	"	40	17 3	"	Thomas Davies	99	"
838	"	41 ("Brookland House")	1 1 0	"	Thomas Griffiths	99	"
839	"	42	1 5 6	"	Frances Leonard	99	1st May, 1902
840	"	43	1 5 6	"	Ben Watts	99	"

**NANTYFFYLLON.
PICKTON STREET.**

841	Pickton Street	" Wyndham Arms "	2 2 0	Double Licensed	Rhondda Valley Brewery Co.	99	29th September, 1892
842	"	19	1 10 8	Public House	John Griffiths	99	1st November, 1877
843	"	87	4 15 6	Shop	Howell Thomas	99	1st May, 1906
844	"	87a	1 5 0	"	Morgan Anthony	99	1st May, 1902
845	"	88	14 9	"	Morgan Anthony	99	1st May, 1869
846	"	89	1 15 0	Dwelling House	Isaac Isaac	99	1st November, 1905
847	"	90	1 15 0	"	Rachel Thomas	99	"
848	"	91 and 92	3 10 0	Shop and Dwelling House	M. A. Thomas	99	"

Lot No.	NAME OF STREET.	STREET NO.	GROUND RENT.	DESCRIPTION.	PRESENT LESSEE OR ASSIGNEE.	TERM.	COMMENCING FROM.
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PICKTON STREET.

849	Pickton Street	93	£ 15 0	Dwelling House	Eliza Evans	99	25th March, 1893
850	"	94	15 0	"	Owen T. Morris	99	"
851	"	95	1 5 6	Shop and Premises	Andrew McKenzie	99	"

BARNARDO STREET.

852	Barnardo Street	3	4 8 8	Dwelling House	Abraham Jenkins	99	1st May, 1904
853	"	4	2 5 0	"	D. Williams	99	1st May, 1901
854	"	5	2 3 6	"	Ben Jenkins	99	"
855	"	6	1 7 6	"	Ivor Scourfield	99	1st November, 1898
856	"	7	1 7 6	"	Isaac Harris	99	"
857	"	8, 10 and 11	4 2 6	Dwelling Houses	William Evans	99	"
858	"	9	1 7 6	Dwelling House	W. Rosser	99	"
859	"	12	1 7 7	"	William D. Williams	99	1st May, 1899
860	"	13	1 7 7	"	D. Harding	99	"
861	"	14	1 7 7	"	R. T. Williams	99	"
862	"	15	1 7 7	"	R. J. Sampson	99	"
863	"	16	1 7 7	"	D. John	99	"
864	"	17	1 7 7	"	D. Davies	99	"
865	"	18	1 0 0	"	Ed. Evans	99	1st May, 1897
866	"	19	1 0 0	"	John Davies	99	"
867	"	20	1 0 0	"	Stephen Dobbs	99	"
868	"	21	1 0 0	"	Howell Williams	99	"
869	"	22	1 0 0	"	G. E. Thomas	99	"
870	"	23	3 0 0	Shop	D. J. Thomas	99	"
871	"	24	1 13 9	Dwelling House	Sam Richards	99	2nd May, 1896
872	"	25	1 13 9	"	Ann Thomas	99	"
873	"	26, 27 and 28	5 1 6	Dwelling Houses	"	99	1st November, 1897
874	"	29	1 8 6	Dwelling House	Henry Evans	99	"
875	"	30	1 8 0	"	W. Lloyd	99	"
876	"	31	1 7 6	"	W. Thomas Gywn	99	"
877	"	32	1 7 0	"	Thomas Perkins	99	"
878	"	33	1 6 6	"	W. Rees	99	"
879	"	34	1 6 0	"	William Davies	99	"
880	"	35	1 2 0	"	David James	99	"

Lot No.	NAME OF STREET.	STREET NO.	GROUND RENT.	DESCRIPTION.	PRESENT LESSOR OR ASSIGNEE.	TERM.	COMMENCING FROM
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BARNARDO STREET (continued).

			£	s.	d.					
881	Barnardo Street	36	-	-	-	Dwelling House	J. Roderick	-	99	1st November, 1897
882	"	37	-	-	-	"	David Jenkins	-	99	"
883	"	38	-	-	-	"	W. B. Evans	-	99	"
884	"	39	-	-	-	"	W. K. Stratton	-	99	"
885	"	40	-	-	-	Shop	Margaret Hitchen	-	99	"

PICTON PLACE.

886	Picton Place	2	-	-	-	Shop and Premises	Gwellian Roderick	-	99	1st May, 1906
887	"	6, 7, 8, 9, 10, 11 and 12	-	-	-	Shop and Dwelling Houses	William Evans	-	99	1st November, 1896

BANGOR TERRACE.

888	Bangor Terrace	Builders' Yard	-	-	-	Builders' Yard, &c.	Henry Evans	-	99	1st May, 1896
889	"	12	-	-	-	Dwelling House	Robert Marshall	-	99	"
890	"	13	-	-	-	"	"	-	99	"
891	"	14	-	-	-	"	Isaac Scourfield	-	99	"
892	"	15	-	-	-	"	David Samuel John	-	99	"
893	"	16	-	-	-	"	Mary Jenkins	-	99	1st November, 1896
894	"	17	-	-	-	"	Mrs. Jenkins	-	99	"
895	"	18	-	-	-	"	Thomas Jenkins	-	99	"
896	"	19 and 20	-	-	-	Dwelling Houses	Watkin Lewis	-	59	29th September, 1858
897	"	21, 22 and 23	-	-	-	"	Watcyn Lewis	-	60	29th September, 1857
898	"	24, 25, 26 (Under), 27, 28 (Under), and 29	-	-	-	"	Henry Evans	-	60	"
899	"	30	-	-	-	Shop and Land	Mrs. Lewis	-	59	29th September, 1858

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE EQUALITIES

8 MARCH 2021

REPORT OF THE CHIEF EXECUTIVE

STRATEGIC EQUALITY PLAN ANNUAL REPORT 2019 - 2020

1. Purpose of report

- 1.1 The purpose of this report is to provide members with an update on the work completed within the Strategic Equality Plan (SEP) 2016 - 2020 for the period 2019 - 2020.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 The Equality Act 2010 sets out both general and specific duties for local authorities in Wales. The specific duties include the development of a SEP to identify the council's equality objectives and the publication of an annual report.
- 2.2 This report assists in the achievement of the following corporate well-being objective/objectives under the **Well-being of Future Generations (Wales) Act 2015**:-

Helping people and communities to be more healthy and resilient - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.

Smarter use of resources - ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 The SEP annual report enables the council to:

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

Specifically, the report sets out:

- the steps taken to identify and collect relevant information;
- any reasons for not collecting relevant information;

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

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

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

4. Current situation/proposal

4.1 The annual report (Appendix 1) covers the period 1 April 2019 to 31 March 2020. The annual report must be published on the council website/made available by 1 April 2021.

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

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

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

- During 2019/20 regular Hate Crime awareness sessions have taken place across the County Borough. A total of 82 sessions took place in which we engaged with 1881 people.
- We have continued to mark, support and raise awareness of national equalities and diversity campaigns via social media and our website, including:
 - Foster care fortnight 2019
 - International Women's Day
 - Wartime Bridgend
 - Armed Forces day
 - Shwmae Sumae day
 - Welsh Language Rights day
 - Changing Places awareness day
 - Step out for stroke
 - Pride Cymru 2019
 - Olympage games 2019
 - Hate Crime awareness week 2019,
 - White ribbon campaign
 - LGBTQ+ Adoption and Fostering Week

- BCBC marked Holocaust Memorial Day 2020 with a public event, held at the Sony Theatre, Bridgend College. The theme for the 2020 event, which is provided by the Holocaust Memorial Trust, was 'Stand Together' and aimed to encourage attendees to stand together with their friends, colleagues and neighbours to speak out against oppression.
- 26 front line employees attended LGBTQI awareness training delivered by Stonewall.
- The wide range of resources available to employees and elected members via the Employee Assistance Programme and delivered by Care First have been widely and regularly promoted.
- The Bridgend Carers Wellbeing Service continues to develop in the county borough and the service continues to support carers through pre-emptive information advice and support Partnership working continues and a performance framework is being developed.
- BCBC and BAVO are active in the regional social prescribing network across the Cwm Taf Morgannwg region.
- Show Racism the Red Card have delivered workshops in schools throughout the county borough, promoting an anti-bullying and anti-racism message. The sessions included a resource pack that we can share with other schools (post session delivery). Sessions included critical thinking, conflict resolutions and unconscious bias.
- Halo Leisure have worked with parents and carers of children/young people with autism have developed an autism friendly swimming programme.
- An Ageing Well calendar has been created featuring wellbeing advice, partnerships and services and 4000 copies have been distributed.

5. Effect upon policy framework and procedure rules

- 5.1 As this is an information report, there is no effect upon the policy framework and procedure rules.

6. Equality Impact Assessment

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

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

- 7.1 The well-being goals identified in the Act were considered in the preparation of this report. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

Long-term -The consideration and approval of this report will assist in supporting equalities objectives the short-term and in the long term.

Prevention - The Strategic Equality Plan aims to identify issues that are relevant in our community and workforce and set objectives to prevent problems from occurring.

Integration - The Strategic Equality plan supports all the wellbeing objectives and ensures integration for all people with protected characteristics.

Collaboration - The creation of and the monitoring of the Strategic Equality Plan is done in collaboration with all council services and the community.

Involvement - Publication of the report ensures that the public and stakeholders can review the work that has been undertaken.

8. Financial implications

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

9. Recommendation

9.1 That the Cabinet Committee Equalities notes the progress being made and approves the Strategic Equality Plan Annual Report 2019-2020.

Mark Shephard
Chief Executive
8 March 2021

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Background papers: **None**

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



www.bridgend.gov.uk



Strategic Equality Plan

Annual Report 2019-2020

This document is also available in Welsh

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1. Background

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

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

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

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

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

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

Objective	What we hope to achieve/support?
Objective 1: Transportation	We will help to provide an accessible, cost effective, all-inclusive transport network within Bridgend County Borough.
Objective 2: Fostering good relations and awareness raising	We will positively promote a fairer society in the county borough by increasing public awareness of the issues faced by people with protected characteristics and increasing our efforts to help tackle issues such as hate crime and domestic abuse. We will also improve the ways in which we communicate, consult and engage with those who share a protected characteristic.
Objective 3: Our role as an employer	We will build on our efforts to be an inclusive, supportive employer promoting diversity and equality within our workforce, enabling all employees who have a protected characteristic to fulfil their potential.
Objective 4: Mental health	Our adult social care service will build on its partnership work with the third (voluntary) sector to provide mental health support and

	services.
Objective 5: Children	We will positively promote and support the emotional and educational attainment of children in the county borough and address the issues children face such as bullying.
Objective 6: Leisure, arts and culture	We will work with our partners to help to promote fair and equal access to participation in sport and recreation services as well as in the arts and culture services to all members of the community.
Objective 7: Data	We will continue to develop systems to collect, collate, monitor and publish equalities data on our service users and employees as well as improve our equality impact assessments.

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

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

Following this, we developed our action plan which was approved by our Cabinet Equalities Committee on 14 July 2016. Our fourth action plan annual report was received by this committee on 7 October 2020 and [can be viewed here.](#)

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

2. Introduction

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

In order to prepare this report, we collated data gathered from our annual report of our action plan in October 2020. Data provided at that time by service areas and partners, provide a continual way of monitoring progress against our objectives and actions.

3. Progress in meeting our objectives during 2019/2020

Key progress under our seven objectives can be summarised as:

Transportation

- 112 junctions were treated at various locations throughout the borough and had dropped kerbs installed.
- A mystery shopper exercise was carried out by our enforcement team to find out on driver behaviour and attitudes when carrying passengers using wheelchairs in Bridgend. While no issues of concern were found the exercise will be repeated to build up a fuller picture of customer experiences.
- Operator telephone numbers now appear on the published list of wheelchair accessible vehicles.
- Bridgend Community Transport (BCT) vehicles are specially adapted for passengers with additional mobility needs. Passenger numbers on BCT's Town Rider service is increasing by approximately 15% each year.

Fostering good relations

- During 2019/2020 regular Hate Crime awareness sessions have taken place across the County Borough. A total of 82 sessions took place in which we engaged with 1881 people.
- During Hate Crime awareness week joint South Wales Police and BCBC events were held in Bridgend, Garw Valley, Ogmere Valley, Porthcawl, Pyle, Brackla, Maesteg, Caerau, Pencoed, Sarn, Ynysawdre and Bryntirion.
- BCBC has promoted campaigns via Twitter, Facebook, Instagram and the BCBC website, including:
 - Foster care fortnight 2019
 - International Women's Day
 - Wartime Bridgend
 - Armed Forces day
 - Shwmae Sumae day
 - Welsh Language Rights day
 - Changing Places awareness day
 - Step out for stroke
 - Pride Cymru 2019
 - Olympage games 2019
 - Hate Crime awareness week 2019,
 - White ribbon campaign
 - LGBTQ+ Adoption and Fostering Week

- BCBC marked Holocaust Memorial Day 2020 with public event, held at the Sony Theatre, Bridgend College. The theme for the 2020 event, which is provided by the Holocaust Memorial Trust was 'Stand Together' and aimed to encourage attendees to stand together with their friends, colleagues and neighbours to speak out against oppression.
- Following a series of meetings between WLGA, Community Cohesion Coordinators and preferred providers for delivering hate crime projects, a number of schools in Bridgend were identified on the basis of analysis on reported hate crime in the community, anti-social behaviour in the area and discussions with the school liaison officers. The five schools identified were:
 - Brynteg School
 - Bryntirion Comprehensive School
 - Coleg Cymunedol Y Dderwen
 - Maesteg School
 - Pencoed Comprehensive School
- To date over 4,900 employees have completed the training module on violence against women, domestic abuse and sexual violence.

The council's role as an employer

- 26 front line employees attended LGBTQI awareness training delivered by Stonewall.
- The EIA e-learning module continues to be available for employees, 18 managers undertook this training during 2019/20.
- The Access to Work scheme is promoted to all employees and included in the corporate induction protocol. New starters are supported to make application as and when appropriate.
- The wide range of resources available to employees and elected members via the Employee Assistance Programme and delivered by Care First have been widely and regularly promoted.

Mental health

- This is the first year of working in a new region and developing new regional partnerships with the Health Board and Local Authorities. A number of discussions and workshops have taken place to establish the ongoing service and operational models of support across the services including support for carers and families.

- In Bridgend there has been extensive engagement and consultation undertaken with service users, families and stakeholders to develop and implement the new service model for carers, which focuses on voice, choice and control for individuals.
- Progress continues to be made across Social Services with the information, advice and assistance service via the MASH for children's and the Common Access Point for adults. In adults this is being prioritised via the availability of Welsh Government transformation fund. This will enable the further development of this service over an extended period.
- The Bridgend Carers Wellbeing Service continues to develop in the county borough and the service continues to support carers through pre-emptive information advice and support Partnership working continues and a performance framework is being developed.
- BCBC and BAVO are active in the regional social prescribing network across Cwm Taf Morgannwg region.

Children

- Updates on the progression and well-being of families under the Syrian Refugee Resettlement programme discussed with SWP Hate Crime Officer weekly, Taf Housing and ESOL Lecturer at Bridgend College. Regular engagement with community leader at the local Mosque, to help ensure the wellbeing of Syrian families that are part of the congregation.
- The Local Authority ensures that each respective schools Anti-Bullying Policy is in date, and where incidents are raised by members of the public, that schools have acted in accordance to their policies.
- Show Racism the Red Card have delivered workshops in schools throughout the county, promoting an anti-bullying and anti-racism message. The sessions included a resource pack that we can share with other schools (post session delivery). Sessions included critical thinking, conflict resolutions and unconscious bias.

Leisure, arts and culture

- Discovery and after school programmes supported 70 households with children/young people with additional needs to access community opportunities.
- Continued growth of opportunities for older adults, carers and people living with dementia via dementia swimming, dance, creative activities. Both Halo and Awen are supporting these programmes.
- Halo Leisure have worked with parents and carers of children/young people with autism have developed an autism friendly swimming programme.

- Joint working has taken place between Halo Leisure and Bridgend Carers Centre to better understand the wellbeing needs of carers. Awen have supported the Carers choir ongoing development and also collated podcast information.
- The active young people programmes operated in partnership with schools have continued. There has been a focus on the impact of disadvantage and gender on participation. New models have been developed supporting girls, young carers and looked after children.
- Awen have continued to operate the Hynt scheme providing free access for carers.
- Following the reduction in Welsh Government Free Swimming investment for the over 60's the Access to Leisure scheme has provided low cost continued access to a broader range of activities. Circa 400 older adults have taken up a membership related offer.
- Work commenced on the redevelopment of Maesteg Town Hall and co-location of services recognising changing places accessibility requirements.
- An Ageing Well calendar has been created featuring wellbeing advice, partnerships and services and 4000 copies have been distributed.

Data

- Equality monitoring continues to be included in all public consultations. Relevant information is shared with services to help inform their EIA.
- In 2019/2020 we engaged with over 18,000 residents across the County Borough through a range of consultations and engagement sessions.
- Public consultation respondents continue to be asked if they would like to be informed of the outcome of consultations, and where relevant information is shared when the consultation report is publically available.
- Details of consultations, outcomes and next steps are shared on the closed consultation page of the website.
- As a result of the formal complaints process, four equality monitoring forms have been processed.
- Equalities data is gathered for all new employees and we continue to promote the employee self-service system to encourage existing staff to complete/update their personal data.
- Between February 2019 and March 2020 the council produced eight full EIAs and 68 EIA screenings. An Equality Impact assessment annual report continues to be presented to Cabinet Committee Equalities.

4. Communication, consultation and engagement

Between 1 April 2019 and 31 March 2020, the council carried out 12 public consultations:

Learner travel review consultation
Shaping Bridgend's Future 2019
Replacement local development plan strategy consultation
Polling districts, places and stations review
Play area and grass cutting review and potential increased charges for the use of sports fields, and sports pavilions consultation 2019
Homelessness Consultation 2019
Consultation on penalties for environmental offences
Review of post-16 education
Strategic Equality Plan Objectives 2020 to 2024
Supplementary Planning Guidance (SPG) Consultation
Gypsy, Traveller and showpeople sites consultation
Park Street Air Quality Management Area

Citizens' Panel members were sent the following surveys:

- Shaping Bridgend's Future 2019
- Play area and grass cutting review and potential increased charges for the use of sports fields, and sports pavilions consultation 2019
- Strategic Equality Plan Objectives 2020 to 2024.

Members were also invited to attend Citizens' Panel events for Shaping Bridgend's Future 2019 and Strategic Equality Plan Objectives 2020 to 2024 to discuss the consultations and share their views with officers and Cabinet Members.

5. Equality Impact Assessments (EIAs)

During the period February 2019 to March 2020, 18 employees completed EIA training via e-learning. To date a total of 225 employees have completed the e-learning module.

6. Procurement arrangements

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

7. Employment information

As at 31 March 2020 there were 5824 employees in the council, including those employed in schools. The headcount and age profiles provide a breakdown of these employees. However, details of the remaining protected characteristics are based on the information voluntarily provided by employees. Percentage figures therefore reflect the information available as a percentage of the whole workforce.

BCBC - as at 31.03.2020				
Description	Male	Female	Total	%
Total headcount	1190	4634	5824	
Of the above :				
Full time	899	1611	2510	43.10%
Part time	291	3023	3314	56.90%
Disability declared	55	127	182	3.13%
Carer responsibility declared	37	246	283	4.86%
Ethnicity				
White	1004	4008	5012	86.06%
Asian or Asian British	6	26	32	0.55%
Black or Black British	2	6	8	0.14%
Mixed Race	4	16	20	0.34%
Any other ethnic group	2	15	17	0.29%

Not declared	172	563	735	12.62%
Welsh speaker				
'A little'	166	677	843	14.47%
'Fairly good'	21	113	134	2.30%
'Fluent'	44	226	270	4.64%
Welsh reader				
'A little'	173	713	886	15.21%
'Fairly good'	31	133	164	2.82%
'Fluent'	43	228	271	1.65%
Welsh writer				
'A little'	128	607	735	12.62%
'Fairly good'	27	118	145	2.49%
'Fluent'	38	204	242	4.16%
Sexuality				
Heterosexual	609	2414	3023	51.91%
Bisexual	5	20	25	0.43%
Gay man	24		24	0.41%
Gay woman / lesbian		16	16	0.27%
Transgender	0	0	0	0.00%
Other	4	12	16	0.27%
Prefer not to say	30	109	139	2.39%

Age profile				
16-19	12	11	23	0.39%
20-25	55	206	261	4.48%
26-30	95	385	480	8.24%
31 - 35	121	522	643	11.04%
36 - 40	122	558	680	11.68%
41 - 45	134	632	766	13.15%
46 - 50	167	713	880	15.11%
51 - 55	189	678	867	14.89%
56 - 60	179	530	709	12.17%
61 - 65	75	306	381	6.54%
66 +	41	93	134	2.30%
Total	1190	4634	5824	

8. Employees as at 31 March 2020 by gender and pay grade

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

Grade	Male	Female	Total
JE grades 1 – 8 (£17,364 - £25,295)	689	4361	5050
JE grades 9 – 10 (£26,999 - £31,371)	103	216	319
JE grades 11 – 16 (£32,878 - £51,330)	153	304	457
Chief officers (£54,608 - £139,126)	7	7	14
Soulbury & youth officers (£20,865 - £64,351)	8	41	49
Teachers, head, deputy, and assistant head teachers (£17,682 - £114,060)	334	1056	1390

NB Where an employee has more than one position, they will be counted for each position they hold. As such, the above figures will not correlate with other totals in this report, which are based on headcount.

9. Job applications

Between 1 April 2019 and 31 March 2020, the Council received 7,667 job applications via the HR recruitment system from 4,184 individuals, comprising both internal and external applicants. The data does not include applications received directly by some schools.

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

Description	No. Applicants %	
Male Applicants	1232	29.45%
Female Applicants	2945	70.39%
Not declared	7	0.17%
Disability declared/:		
	297	7.10%
Age Profile:-		
16 – 25	974	23.28%
26 – 35	1249	29.85%
36 – 45	922	22.04%
46 – 55	713	17.04%
56 – 65	286	6.84%
66+	14	0.33%
Not declared	26	0.62%
Sexual Orientation		
Heterosexual	3688	88.15%
Bisexual	61	1.46%
Gay Man	44	1.05%
Gay Woman/Lesbian	45	1.08%
Prefer not to say	137	3.27%
Other	23	0.55%
Not Declared	186	4.45%
Marital Status		
Married	1411	33.72%
Living with Partner	743	17.76%
Same Sex or Civil Partnership	8	0.19%
Separated/divorced	229	5.47%
Single	1604	38.34%

Widowed	20	0.48%
Prefer not to say	44	1.05%
Not Declared	125	2.99%
Race		
White	3887	92.90%
Asian/Asian British	64	1.53%
Black/Black British	35	0.84%
Chinese	6	0.14%
Mixed Race	40	0.96%
Prefer not to say	43	1.03%
Other Ethnic Group	13	0.31%
Unknown / not stated	96	2.29%

10. Staff training

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

- **Post-entry training** – service specific training is requested by employees via the post entry training policy. Only requests agreed by line managers are forwarded to human resources and so we are unable to identify any that may have been rejected.
- We are unable to disclose information relating to those accessing post entry training as, even though data is collected, the number of employees and the amount of data is too small for us to interpret in a meaningful way.
- **Face to face training** – the majority of our face to face training is targeted at employees based on the nature of the role and responsibilities. As such, no requests for this training have been declined.
- **E-learning** – the majority of corporate training is provided via e-learning which can be accessed directly by employees.

The table below sets out the protected characteristics of those employees who accessed this method of training between 1 April 2019 and 31 March 2020.

Description	Completed e-learning	
Male	534	17.3%
Female	2561	82.7%
Disability declared/:		
	156	5.0%
Age Profile:-		
16 – 25	153	4.9%
26 – 35	656	21.2%

36 – 45	807	26.1%
46 – 55	965	31.2%
56 – 65	485	15.7%
66+	29	0.9%
Sexual Orientation		
Heterosexual	1705	55.1%
Bisexual	14	0.5%
Gay Man	12	0.4%
Gay Woman/Lesbian	9	0.3%
Prefer not to say	66	2.1%
Other	6	0.2%
Not Declared	1283	41.5%
Marital Status		
Married	1438	46.5%
Living with Partner	268	8.7%
Same Sex or Civil Partnership	6	0.2%
Separated/divorced	199	6.4%
Single	736	23.8%
Widowed	24	0.8%
Prefer not to say	28	0.9%
Not Declared	396	12.8%
Race		
White	2690	86.9%
Asian/Asian British	20	0.6%
Black/Black British	3	0.1%
Chinese	2	0.1%
Mixed Race	12	0.4%
Prefer not to say	172	5.6%
Other Ethnic Group	5	0.2%
Unknown / not stated	191	6.2%

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

11. Grievance and disciplinary hearings held during 2018-19

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

12. Employees that left the council in 2019/20

The following data summarises the protected characteristics of the 728 individuals who left the employment of the council between 1 April 2019 and 31 March 2020. Data on protected characteristics (other than gender and age) is based upon information disclosed voluntarily by the employees. The percentage breakdown is based on the total number of leavers.

Description	No. of leavers	% of leavers
Male Employee	216	29.67%
Female Employee	512	70.33%
Disability		
	23	3.16%
Age Profile:-		
16 – 25	92	12.64%
26 – 35	157	21.57%
36 – 45	148	20.33%
46 – 55	140	19.23%
56 – 65	149	20.47%
66+	42	5.77%
Sexual		
Heterosexual	462	63.46%
Bisexual	2	0.27%
Gay Man	1	0.14%
Gay	1	0.14%
Prefer not to say	8	1.10%
Other	5	0.69%
Not declared	249	34.20%
Marital Status		
Married	293	40.25%
Living with Partner	84	11.54%
Same Sex or Civil	1	0.14%
Separated/divorced	49	6.73%
Single	177	24.31%
Widowed	9	1.24%
Prefer not to say	6	0.82%
Not declared	109	14.97%
Race		
White	619	85.03%
Asian/Asian British	6	0.82%
Black/Black British	1	0.14%
Mixed Race	2	0.27%
Prefer not to say	2	0.27%
Other Ethnic Group	2	0.27%
Not declared	96	13.19%

13. Engagement and consultation

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

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

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

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

14. Contact us

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

By email: talktous@bridgend.gov.uk

By telephone: 01656 643643

By textphone: 18001 01656 643643

By fax: 01656 668126

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

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

[This is our complaints procedure.](#)

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE EQUALITIES

8 MARCH 2021

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

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015:-**

- **Helping people and communities to be more healthy and resilient** – taking steps to reduce or prevent people from becoming vulnerable or dependent on the council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
- **Smarter use of resources** - ensuring that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the council's well-being objectives.

3. Background

- 3.1 Since the council received its compliance notice from the Welsh Language Commissioner in 2015, progress towards implementing the 171 assigned standards has continued.

- 3.2 Updates on compliance have been provided at every CCE since 28 April 2016.

4. Current situation / proposal

- 4.1 Key progress/updates with compliance since the last update report can be summarised as:

- Officers have received correspondence from the Commissioner's Office on 15 January 2021, outlining contact points which were operational from 4 January 2021.

1. No new complaints have been received since the last update report.

2. There are no outstanding complaints to update on.

5. Effect upon policy framework and 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. Well-being of Future Generations (Wales) Act 2015 implications

7.1 The well-being goals identified in the Act were considered in the preparation of this report. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

Long-term – Ensuring that the council is able to deliver bilingual services now and in the future.

Prevention – Improving services and upskilling staff will ensure that everyone regardless of language choice has equal access to services and thus preventing complaints and Welsh Language Commissioner Investigations.

Integration - By providing bilingual services to the public we make everyone feel equal and valued.

Collaboration - Partnership working assists the council in meeting its duties under the Welsh Language Standards. Working in collaboration with partners is further evidenced in the Five-Year Welsh Language Strategy.

Involvement - Publication of the report ensures that the public and stakeholders can review the work that has been undertaken.

8. Financial implications

8.1 There are no financial implications arising from this report.

9. Recommendation

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

Mark Shephard
Chief Executive
8 March 2021

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Background documents: None

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BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET COMMITTEE EQUALITIES

8 MARCH 2021

REPORT OF THE CHIEF EXECUTIVE
FORWARD WORK PROGRAMME 2021-2022

1. Purpose of Report

- 1.1 The purpose of this report is to seek Cabinet Committee Equalities (CCE) approval for a proposed Forward Work Programme for 2021–2022.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objective/objectives under the **Well-being of Future Generations (Wales) Act 2015**:

Helping people and communities to be more healthy and resilient - taking steps to reduce or prevent people from becoming vulnerable or dependent on the council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.

Smarter use of resources – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the council’s well-being objectives.

3. Background

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

4. Current situation/proposal

- 4.1 Appendix one sets out a proposal for the committee’s regular business items and key equality issues to be considered from March 2021 to March 2022.

- 4.2 The proposal is based on:

- the strategic equality objectives in the Strategic Equality Plan 2020–2024 such as improving community relations in the county borough;
- the consultation on the draft objectives for the Strategic Equality Plan 2020-2024;
- ongoing monitoring of the Welsh Language Standards’ implementation, including providing updates on service developments;
- suggestions from the committee;
- national and local equality issues;

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

5. Effect upon policy framework and procedure rules

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

6. Equality Impact Assessment

6.1 It is considered that there will be no negative impacts from this report

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

7.1 The well-being goals identified in the Act were considered in the preparation of this report. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

Long-term - The consideration and approval of this report will assist in supporting equalities objectives in the short-term and in the long term.

Prevention – The Forward Work Programme aims to identify issues that are relevant in our community and workforce and bring key reports to prevent problems from occurring.

Integration - The Forward Work Programme ensures collaboration with key stakeholders to ensure integration for all people within our community and our workforce with protected characteristics.

Collaboration - Partnership working assists the Council in meeting its Public Sector Equalities Duties.

Involvement - Publication of the report ensures that the public and stakeholders can review the work that will be undertaken over the next 12 months.

8. Financial Implications

8.1 There are no financial implications within this report.

9. Recommendation

9.1 That Cabinet Committee Equalities approves the proposed Forward Work Programme 2021-22.

Mark Shephard
Chief Executive
8 March 2021

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Background papers: None

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**Bridgend County Borough Council: Cabinet Committee Equalities
Forward Work Programme 2021/2022**

Date	Main Item/s	Business Items
8 March 2021	<ul style="list-style-type: none"> • Update report on the Hate Crime project for schools • Update on Equalities work within Schools 	<ul style="list-style-type: none"> • Update report on implementation of Welsh Language Standards • Strategic Equality Plan (SEP) annual report 2019/2020 • Forward Work Programme (FWP) 2021/2022
July 2021	<ul style="list-style-type: none"> • All Wales Race Equality Action Plan update report • BCBC Welsh Language Strategy 2021-2026 	<ul style="list-style-type: none"> • Update report on implementation of Welsh Language Standards • Welsh Language Standards annual report 2020/2021 • Workforce report 2020/21 • Equality Impact Assessment (EIA) annual review report • SEP action plan report (update on work undertaken by directorates in the last 12 months)
November 2021	<ul style="list-style-type: none"> • Community Cohesion Annual Report • Update report on the Hate Crime project for schools 	<ul style="list-style-type: none"> • Update report on implementation of Welsh Language Standards • Annual update on progress made with meeting the objectives within the Welsh Language Standards Five Year Strategy (year 5) • Annual report on the work of Bridgend Community Cohesion and Equality Forum.
March 2022	<ul style="list-style-type: none"> • The implementation of the socio-economic duty in BCBC, one year on, update report 	<ul style="list-style-type: none"> • Update report on implementation of Welsh Language Standards • Strategic Equality Plan (SEP) annual report 2020/2021 • Forward Work Programme (FWP) 2022/2023

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