

# Public Document Pack

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

### Bridgend County Borough Council



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

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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.*



#### **Cyfarwyddiaeth y Prif Weithredwr / Chief Executive's Directorate**

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

Gofynnwch am / Ask for: Democratic Services

Ein cyf / Our ref:

Eich cyf / Your ref:

**Dyddiad/Date:** Wednesday, 21 July 2021

Dear Councillor,

### **CABINET COMMITTEE EQUALITIES**

A meeting of the Cabinet Committee Equalities will be held remotely - via Microsoft Teams on **Tuesday, 27 July 2021 at 10:00.**

### **AGENDA**

1. Apologies for Absence  
To receive apologies for absence from Members.
2. Declarations of Interest  
To receive declarations of personal and prejudicial interest (if any) from Members/Officers in accordance with the provisions of the Members' Code of Conduct adopted by Council from 1 September 2008.
3. Approval of Minutes 3 - 8  
To receive for approval the Minutes of 08/03/21
4. All Wales Race Equality Action Plan Update Report 9 - 32
5. Bridgend County Borough Council Welsh Language Promotion Strategy 2021-2026 33 - 80
6. Equality Diversity and Inclusion Policy Statement 81 - 92
7. Annual Report on Equality in the Workforce (2020/21) 93 - 106
8. Strategic Equalities Plan Action Plan Report (update on work undertaken by Directorates in the last 12 months) 107 - 140
9. Welsh Language Standards Annual Report 2020/2021 141 - 164
10. Equality Impact Assessment (EIA) Annual Review Report 165 - 174
11. Update report on implementation of Welsh Language Standards 175 - 178

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12. Urgent Items

To consider any other item(s) of business in respect of which notice has been given in accordance with Rule 4 of the Council Procedure Rules and which the person presiding at the meeting is of the opinion should by reason of special circumstances be transacted at the meeting as a matter of urgency.

Note: Please note: Due to the current requirement for social distancing this meeting will not be held at its usual location. This will be a virtual meeting and Members and Officers will be attending remotely. The meeting will be recorded for subsequent transmission via the Council's internet site which will be available as soon as practicable after the meeting. If you have any queries regarding this, please contact [cabinet\\_committee@bridgend.gov.uk](mailto:cabinet_committee@bridgend.gov.uk) or tel. 01656 643147 / 643148.

Yours faithfully

**K Watson**

Chief Officer, Legal, HR & Regulatory Services

Councillors:

SE Baldwin  
TH Beedle  
NA Burnett  
HJ David  
SK Dendy  
J Gebbie

Councillors

DG Howells  
JE Lewis  
D Patel  
JC Radcliffe  
KL Rowlands  
CE Smith

Councillors

E Venables  
SR Vidal  
HM Williams  
RE Young

## CABINET COMMITTEE EQUALITIES - MONDAY, 8 MARCH 2021

### MINUTES OF A MEETING OF THE CABINET COMMITTEE EQUALITIES HELD REMOTELY VIA MICROSOFT TEAMS ON MONDAY, 8 MARCH 2021 AT 10:00

#### Present

Councillor D Patel – Chairperson

|              |           |            |          |
|--------------|-----------|------------|----------|
| SE Baldwin   | TH Beedle | NA Burnett | HJ David |
| SK Dendy     | J Gebbie  | DG Howells | JE Lewis |
| JC Radcliffe | CE Smith  | E Venables | SR Vidal |
| HM Williams  | RE Young  |            |          |

#### Apologies for Absence

KL Rowlands

#### Officers:

|                |   |
|----------------|---|
| Nicola Bunston | Consultation Engagement and Equalities Manager  |
| Lindsay Harvey | Corporate Director Education and Family Support |
| Michael Pitman | Democratic Services Officer – Committees        |

#### 93. DECLARATIONS OF INTEREST

Cllr Gareth Howells declared a personal Interest in item 5 as there was reference to streets within his ward.

Cllr Nicole Burnett declared a prejudicial interest in Item 5 as her parents lived in Picton Gardens and withdrew from the meeting during that item.

Cllr Richard Young declared a personal interest in Item 5 as there was reference to streets within his ward.

Cllr Janice Lewis declared a personal interest in Item 4 as her daughter in law and husband were on the board of governors.

#### 94. APPROVAL OF MINUTES

RESOLVED: That the minutes of the 03 December 2020 be approved as a true and accurate record

#### 95. UPDATE ON EQUALITIES WORK WITHIN SCHOOLS

The Consultation, Equalities and Engagement Manager presented a report which provided information on racial incidents within schools, as monitored using the Racist Incident Report Form.

She stated that in March 2019, all schools were given guidance on reporting racist incidents within schools and the guidance included notifying the local authority of racist incidents as well as notification to the police where incidents were recorded as a hate crime. As such, schools were provided with an updated Racist Incident Report Form to complete where necessary.

The Consultation, Equalities and Engagement Manager provided figures for reported incidences during the 2020-2021 academic year, which totalled 10 across 5 different schools, the type of incidents reported were at 4.1.1 of the report with the age of the

perpetrators and age of victims listed at 4.1.2. A further breakdown of gender and the range of interventions taking place were listed at section 4 of the report. She added that the proposed Hate Crime in Schools project had been delayed due to the onset of the Covid-19 pandemic, and the WLGA were in discussions with Welsh Government about the possibility of extending the allocated funding beyond the end of this financial year.

The Cabinet Member Education and Regeneration referenced his past profession as a teacher and stated that casual racism was more prevalent back then, even down to children's nicknames, so it was encouraging to see progress being made since those times. However, racism whether conscious or unconscious was still occurring, and everyone was capable of it. He asked whether parents were notified of anything that was reported about their child as a matter of caution.

The Corporate Director Education and Family Support confirmed that parents were notified of these issues. The Schools were also required to notify the local authority on an annual basis.

A Member asked if there was a way of anonymising the forms that were submitted so that the Committee were able to visualise them and gain a greater understanding. He explained that many people use the words gay or queer as a way of name calling as well as many other words, without them carrying the same meaning, so being able to visualise the full complaint would give a greater understanding of how these words may be used. The Consultation, Equalities and Engagement Manager explained that part of the Strategic Equality Plan 2020-2024, a review of how reporting of incidences in schools would be looked at. The Corporate Director Education and Family Support added that guidance was issued by ESTYN and Welsh Government which established protocols on how schools reported bullying which he would circulate to all members following the meeting.

A Member asked in relation to the funding for hate crime projects mentioned in the report, if the funding was forthcoming, how would the authority carry out the work.

The Corporate Director Education and Family Support explained that the work must be sustainable and while the authority relied on funding from the excellent work carried out Show Racism the Red Card and the hate crime project, there were already key elements that were being undertaken with schools that complement the work of the above-mentioned initiatives. The work was from a multiagency approach with a variety of different parts, for example; an education and engagement team who work closely with schools to advise and guide them on these issues; early help teams who work with schools as well as the parents to support the correct behaviours that were expected; a communication and relationships team who work with children who had specific behavioural and emotional needs. These teams were supported through current funding available.

A Member asked if further figures could be provided on gender specific incidences on future reporting. The Corporate Director Education and Family Support agreed that additional figures for future reporting would be beneficial to gain a greater understanding on the issues and deal with them effectively. BCBC had robust policies and procedures in place and the aim was to drive these to a point whereby there were no incidences.

The Leader asked if in future reports could provide figures on the take-up of the awareness raising and training that had been offered to understand the extent of that and whether as an authority we needed to do more.

The Chairperson expressed disappointment that during the pandemic, with schools having been closed for a large portion of the academic year that there were still cases of

bullying being reported. She believed that it was important to receive this report frequently.

**RESOLVED:** That Cabinet Committee Equalities received and noted the report.

96. **USE OF THE NAME PICTON IN STREET NAMES AND BUILDINGS IN BRIDGEND COUNTY BOROUGH - UPDATE REPORT**

The Consultation, Equalities and Engagement Manager presented a report which updated Cabinet Committee Equalities with information on research that had taken place into the use of the name Picton in street names and buildings across Bridgend County Borough.

She provided figures which outlined the number of streets in Bridgend which had used the name 'Picton', which was broken down into 4 areas; Bridgend, Porthcawl, Kenfig Hill and Nantyllyon, these figures were at section 4 of the report.

She stated that 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. The report from Glamorgan Archives was attached at Appendix 1, the conclusion of which was at 4.3 of the report.

The Consultation, Equalities and Engagement Manager that aside from the report received at the last committee meeting, there had been no further information provided from Welsh Government in terms of the Audit they carried out, therefore were unaware of their next steps.

The Cabinet Member Communities stated that the report made it clear how difficult it can be to pinpoint the origin of the street names in Bridgend and thanked everyone involved with pulling the information together in a short timeframe.

The Cabinet Member Education and Regeneration added that the exercise of researching the origin of street names was beneficial to help understand and remember as well as learning history that may have been forgotten. He added that a policy may be required in the future to prevent naming streets after certain people and to broaden the scope of who they can be named after. He believed that housing developers should not be allowed to name streets, and the rights should be for the Council and Town and Community Councils to work collaboratively.

The Leader welcomed the report and thanked everyone involved with the work put in to obtain the information. He said it was fitting to wait for Welsh Government's next steps on the matter.

A Member asked if BCBC had a Race Equality Policy as this would provide a greater understanding and a uniformed approach across the borough including 3<sup>rd</sup> sector organisations and help engagement with the public also. She also asked what the engagement in schools in relation to black history was as this would provide more understanding and potentially help with the naming of streets.

The Corporate Director Education and Family Support welcomed the suggestion and agreed to take it up with Headteachers as well as Welsh Government.

The Consultation, Equalities and Engagement Manager explained that BCBC had a Strategic Equality Plan which covered all protected characteristics. BCBC had also signed up to the zero-tolerance policy to eradicate racial discrimination across Wales.

The Member asked if the Corporate Director could link in with the Education Welfare Officer as she was doing a piece of work on Black History in relation to the curriculum.

**RESOLVED:** That Cabinet Committee Equalities considered the update report and the research report from the Glamorgan Archives and awaited the next steps from Welsh Government Audit.

97. **STRATEGIC EQUALITY PLAN ANNUAL REPORT 2019 - 2020**

The Consultation, Equalities and Engagement Manager presented a report which updated the Committee on the work completed within the Strategic Equality Plan (SEP) 2016 - 2020 for the period 2019 - 2020.

The SEP aimed 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.

The Consultation, Equalities and Engagement Manager explained that the annual report (Appendix 1) covered 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. She outlined the key points of the report as listed at section 4.3 of the report. She added that within the Appendix detailed further information such as;

- consultation and engagement
- workforce information
- information on gender and pay grade
- job applications
- staff training
- details of employees who had left the Council

The Cabinet Member Social Services and Early Help thanked the team who worked on the report and was looking forward to further progress reports. She mentioned that based on the demographic of the current workforce, the Council benefited greatly from the experienced staff members who had been in the Council for a number of years but these members of staff were older and may retire. She asked what succession planning was in place to cover this.

The Group Manager – Human Resources and Organisational Development agreed that succession planning was important and employees were given opportunities to develop their own skills as well as train new staff and pass down that expertise. She added that professional development programmes were also available to enable existing staff to gain recognised qualifications and open opportunities for them to further themselves. She added that apprenticeship schemes were also in place and increasing by the year to allow for on the job training and recognised qualifications in a variety of areas. There were also plans for graduate programmes and social work secondment schemes.

A Member asked what methods of informal learning could be made available to all staff to give them opportunity to develop in additional ways.

The Group Manager – Human Resources and Organisational Development agreed that all types of learning was necessary and beneficial. She explained that one to one's with

managers as well as appraisals were a good opportunity for staff to talk about their learning needs and personal development. She added that a member of her team was at the meeting today to observe how a committee runs and how the work she had provided was used in a committee format, so this was a good way that staff can also gain experience. She added that a training needs analysis was being undertaken which informed corporate training provision and this was being discussed with managers. She added that training for managers was available both formally as well as informally by being able to dip in to a variety of programmes that they found beneficial or interesting.

**RESOLVED:** That the Committee noted the progress being made and approved the Strategic Equality Plan Annual Report 2019-2020.

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

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

She advised that since the last report, there had been no new complaints about BCBCs welsh language implementation, and no existing complaints to resolve. The Cabinet Member Wellbeing and Future Generations was pleased to see no outstanding complaints as well as no new complaints.

The Consultation, Equalities and Engagement Manager advised that while there were no incidences to report, it was important to keep reporting regularly to ensure regular monitoring of compliance.

**RESOLVED:** That the committee noted the report.

99. **FORWARD WORK PROGRAMME 2021-2022**

The Consultation, Equalities and Engagement Manager presented a report which sought approval for the proposed Forward Work Programme for 2021–2022.

She explained that Appendix 1 set out the proposal for the committee’s regular business items and key equality issues to be considered from March 2021 to March 2022. The proposal was 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;

## CABINET COMMITTEE EQUALITIES - MONDAY, 8 MARCH 2021

- consideration of other council priorities and external reports.

The Cabinet Member Social Services and Early Help asked for clarification on an item in March 2022 – Socioeconomic duty – A year on, but could not see any plans for this item before that date. She believed that this was going to become increasingly important and believed that it should be brought to the Cabinet Committee Equalities to provide background on what it was and how it would impact the Council.

The Consultation, Equalities and Engagement Manager explained that a report on this could be added to the July 2021 meeting. She added that a report which outlined previous topics that had been brought to the committee would be useful to ensure a range of topics were discussed as well as presenting refresher reports on past topics.

A Member asked if an update report could be provided detailing the uptake on equalities training online, to help the committee understand how the staff were taking the importance of the training.

The Leader asked if a report could be provided on the effects of Covid-19 and the pandemic on inequalities, as there was a fear that some of the inequalities may be amplified. He added that If this was the case, the committee may wish to respond to this.

The Consultation, Equalities and Engagement Manager asked whether the committee wished to see the Equalities Work in Schools item as an annual report, or as when required. The Chairperson stated that as that item garnered a lot of interest, she preferred to see the report annually or six-monthly. The committee agreed that an annual report starting in November to cover the academic year and then a report as and when required afterwards would be suitable.

**RESOLVED:** That the Cabinet Committee Equalities approved the proposed Forward Work Programme 2021-2022 subject to the amendments listed above.

### 100. URGENT ITEMS

None



## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET COMMITTEE EQUALITIES

27 JULY 2021

#### REPORT OF THE CHIEF EXECUTIVE

#### ALL WALES RACE EQUALITY ACTION PLAN UPDATE REPORT

#### 1. Purpose of report

- 1.1 The purpose of this report is to update Cabinet Committee Equalities on the All Wales Race Equality Action Plan and consultation.

#### 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**:

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 In the summer of 2020, Jane Hutt MS, The Deputy Minister responsible for Equalities, asked officials to develop an “ambitious and radical” - Race Equality Plan: An Anti-racist Wales. The Plan aims to make Wales an anti-racist nation and make the Welsh Government and all public bodies become anti-racist organisations by 2030.
- 3.2 In January 2021, Welsh Government wrote to Welsh Chief Executives informing them of their intention to develop the plan before the end of the current Senedd term.
- 3.3 Both the ministerial and co-chairs' foreword also make clear that the plan is intended to be practical and 'action orientated', and raises questions around the efficacy of the current legislative frameworks (particularly in regards to the Equality Act 2010, the Social Services and Well-being Act 2014 and the Well-being of Future Generations (Wales) Act 2015).

- 3.4 The Race Equality Action Plan (REAP) journey started with the Wales Race Forum and race equality organisations calling on the government to develop a race-specific Strategy. The killing of George Floyd and the Covic-19 pandemic related inequalities further strengthened the argument towards the need for this plan.

#### **4. Current situation / proposal**

- 4.1 Aimed at Welsh Government, the action plan put forward a large number of recommendations spanning a wide range of policy areas. The REAP is a large, complex document at 147 pages with around 64 goals and approximately 340 actions. It covers 13 policy themes and 5 cross-cutting themes.
- 4.2 Whilst not all of these policy areas apply to local authorities, there are several areas where there is significant overlap, and relevance to the council's ongoing community cohesion and equalities work and delivery of our 2020-2024 Strategic Equality Plan.
- 4.3 A public consultation for the Welsh Government Race Equality action closed on 15 July 2021, and the Council Equality team sought responses from Corporate Directors to fully understand the operational implications of implementing the proposed actions before submitting a formal response to the consultation on behalf of the Local Authority.
- 4.4 The Regional Community Cohesion Coordinator for Swansea, Neath Port Talbot and Bridgend will provide an overview of **Appendix One** and **Appendix Two**.

#### **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 Act 2010 Implications**

- 6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions.

This is an information report, therefore it is not necessary to carry out an Equality Impact Assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of 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 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.

**Collaboration** - Partnership working assists the council in meeting its Public Sector Equalities Duties and ensures appropriate collaboration is carried to support the workforce 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 regarding this report

## **9. Recommendation**

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

**Mark Shephard**  
**Chief Executive**  
**27 July 2021**

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Consultation, Engagement and Equalities Manager

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**Background papers:** None

## Appendix one

### **BRIEFING NOTE: WELSH GOVERNMENT RACE EQUALITY ACTION PLAN (REAP)**

#### **Purpose**

This briefing paper aims to provide an initial, high-level overview of the Welsh Government's draft [Race Equality Action Plan \(REAP\)](#).

This action plan is currently out for public consultation (deadline for responses 15<sup>th</sup> July), and the Council Equality team has sought responses from Corporate Directors to fully understand the operational implications of implementing the proposed actions.

This internal exercise, along with discussions with other public sector partners, will inform the authority's official response. The Welsh Government intend to publish a final version of the plan by late autumn 2021.

#### **Summary**

In the summer of 2020, Jane Hutt MS, The Deputy Minister responsible for Equalities, asked officials to develop an "ambitious and radical" - Race Equality Plan: An Anti-racist Wales. The Plan aims to make Wales an anti-racist nation and make the Welsh Government and all public bodies become anti-racist organisations by 2030.

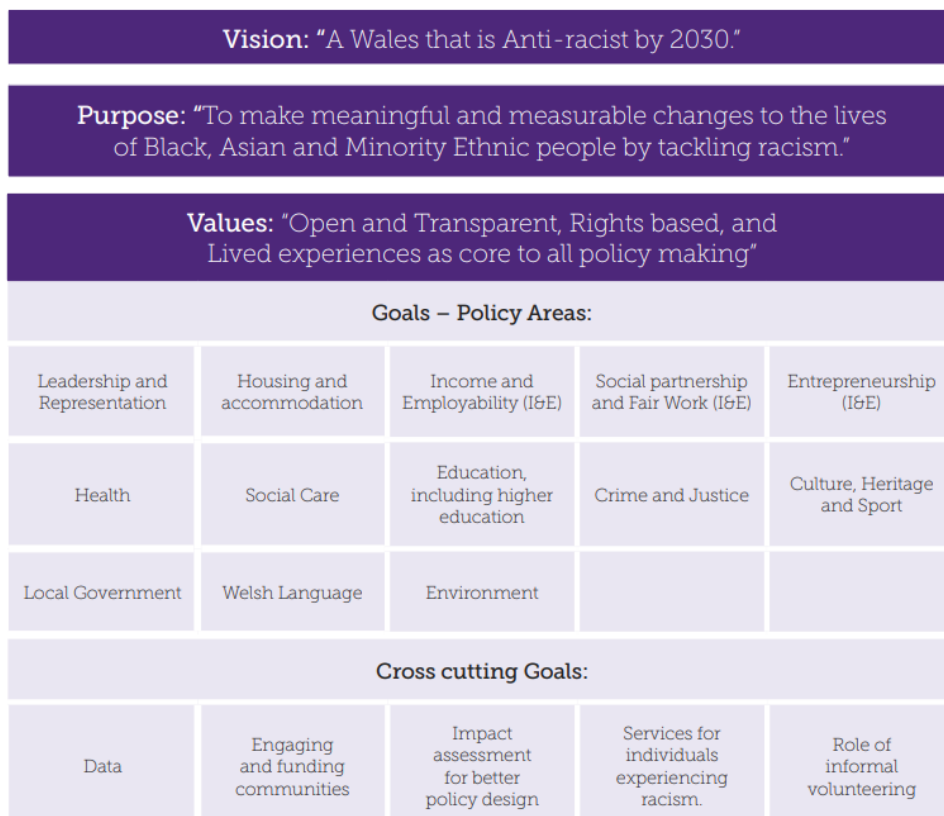
- In January 2021, Welsh Government wrote to Welsh Chief Executives informing them of their intention to develop the plan before the end of the current Senedd term.
- The plan itself makes clear that the relatively short development time is linked to the BLM movement and the inequalities highlighted by the COVID-19 pandemic.
- Both the ministerial and co-chairs' foreword also make clear that the plan is intended to be practical and 'action orientated', and raises questions around the efficacy of the current legislative frameworks (particularly in regards to the Equality Act, the Social Services and Well-being Act and the Well-being of Future Generations Act).
- The REAP journey started with the Wales Race Forum and race equality organisations calling on the government to develop a race-specific Strategy. The killing of George Floyd and the Covid-19 pandemic related inequalities further strengthened the argument towards the need for this plan.
- The plan was guided by a rapid evidence review undertaken by the Wales Centre for Public Policy, informed by research and existing evidence and wider engagement with community representatives and stakeholders and has been shaped by lived experiences.

- The work and recommendations of wider working groups convened by the Welsh Government in response to Black Lives Matter and the impact of COVID-19 on Black, Asian and Minority Ethnic people, including the COVID 19 BAME Socio-economic Sub-Group have also informed the development of this plan.
- The REAP steering group was established to oversee this work and it was co-chaired by Professor Emmanuel Ogbonna, Cardiff University and Dame Shan Morgan Permanent Secretary, Welsh Government.
- To make the plan more inclusive, the Welsh Government awarded 24 grants to Community groups across Wales to engage the hard to reach communities to gather their views.
- 17 community mentors were appointed to work with Senior Welsh government officials and Policy focussed deep dives and round tables sessions were held during the development of the plan.

Aimed at Welsh Government, the action plan put forward a large number of recommendations spanning a wide range of policy areas. The REAP is a large, complex document at 147 pages with around 64 goals and approximately 340 actions. It covers 13 policy themes and 5 cross-cutting themes.

Whilst not all of these policy areas apply to local authorities, there are several areas where there is significant overlap, and relevance to the council's ongoing community cohesion and equalities work and delivery of our 2020-2024 Strategic Equality Plan.

The diagram below summarises the whole approach towards the development of the REAP and that how the Vision-setting and the Goals fit together:



## **BAME as a terminology**

The report also suggests practitioners move away from the use of “BAME” and should instead use ‘Black, Asian and Minority Ethnic’ in full within further communications. When shortened, the report suggests that ‘ethnic minority groups/communities/individuals’ should be used. This position has already been adopted by the Welsh Government and has been broadly welcomed by WLGA, communities, and other local authorities.

## **Values**

The plan is underpinned by three core values:

**Anti-racism:** This can be best described as a standard whereby organisations acknowledge the salience of institutional racism and work consciously and deliberately to provide opportunities for everyone on an individual and systemic level.

The report acknowledges that this approach may alienate some members of the “dominant community” as anti-racism involves accepting “privilege/white privilege” as a fundamental concept and examining the stereotypes and biases that contribute to racism being created through structure and policy.

**Co-production:** The plan is described as a culmination of open dialogues between various stakeholders across sectors and individual members of minority groups across Wales. The development of the plan has been led by a Steering Group, co-chaired by Professor Emmanuel Ogbonna, Cardiff University, and Shan Morgan, Permanent Secretary, Welsh Government.

**Closing the implementation gap:** The action plan suggests that previous Race Equality Plans have not resulted in meaningful improvements to the lives of ethnic minority communities and that there are a number of questions relating to the efficacy of current legislative frameworks.

## **Links to existing BCBC policies**

BCBC has already been working towards its agreed equality objectives within the 2020-2024 Strategic Equality Plan (SEP).

- While work in delivering this action plan has been slowed by the COVID-19 pandemic.
- There are clear overlaps of approach and themes within the authority’s current SEP and Welsh Government’s draft REAP.
- Many actions within the REAP mirror actions within the authority’s SEP.
- It is anticipated that actions within the REAP could if required, be absorbed into ongoing SEP workstreams.

## **Synergy in approach**

The REAP's outcome-orientated approach and emphasis on co-production sit well with the authority's aim to deliver more people-centred services and work towards setting clear outcome-focused actions within our own SEP.

- Community empowerment and participation in decision-making are also important themes within the REAP and align well with the council's approach to building community engagement.
- The council has also recently signed up to the Zero Tolerance to Racism Wales campaign, which commits to developing an organisation that is anti-racist in its culture and practices.

## **The Challenge**

The REAP represents a bold policy initiative, that lays down a challenge for both Welsh Government and the Welsh public sector.

- It stands in stark contrast to the recent UK government report produced by the [Commission on Race and Ethnic Disparities](#), which rejects many of the values that underpin the Welsh Government's action plan.
- Reasonable risks associated with the REAP's recommendations, therefore, include operationally focused challenges associated with implementing a wide range of recommendations, but also the politically charged landscape which surrounds current conversations on race, race equality, and anti-racism.
- Commitment to delivery of the plan's recommendations for local government will require local authorities, their staff, senior officers, and Elected Members to fully accept the **values** on which it is based.

## **WLGA concerns re. Governance and Support**

- Feedback has been supportive about the principles and aims of the REAP but more attention is focusing on the implications of some of the actions. One area that WLGA has highlighted is the proposals for 'Governance for Implementation' (P29) which suggests changing the existing Steering Group into an Accountability Group to hold the Welsh Government, public services and others to account for their commitments and actions concerning race equality/anti-racism as outlined in the Plan.
- WLGA argue that this model although appropriate for monitoring the Welsh Government's own compliance and progress, is not an appropriate governance or accountability model to oversee local government or arguably other public bodies.
- WLGA maintained that local authorities have their own internal democratic and managerial governance and accountability arrangements. Progress against REAP actions, as well as wider Strategic Equality Objectives, should be overseen by cabinet and senior leadership teams with oversight and challenge through scrutiny committees, informed by staff forums and networks and community and local stakeholder engagement. Authorities are also subject to regulatory regimes, including through the Equality and Human Rights Commission and Estyn.



- A copy of WLGA initial draft briefing report on REAP is attached as Appendix two.

### **Race Disparity Unit and Equality Data and Evidence Unit**

- The Welsh Government is currently scoping the remit of a proposed new Race Disparity Unit and an Equality Data and Evidence Unit. It is envisaged that the Race Disparity Unit will play a key role by providing data and analysis. The Race Disparity Unit could also play a role in sharing good practise across public services.
- The proposed Race Disparity Unit is a welcome development as is ongoing funding for particular programmes delivered through local government, such as the Hate Crime in Schools project and the Community Cohesion Programme.

### **Theory into Practice: Implementation**

The council intend to provide a formal response to the Welsh Government's consultation. The Equality Team is currently seeking the views of different service areas to which the plan is most relevant to ensure an inclusive response.

- There are 11 questions in total to respond to by the extended deadline of 15th July 2021.
- Whilst it is anticipated that areas of work will align with the council's existing and planned approach to equalities and community cohesion, it is noted that this area of work is rapidly expanding and becoming increasingly complex.
- Delivery of those actions set out in the plan will require an organisation-wide commitment.

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## **WELSH GOVERNMENT RACE EQUALITY ACTION PLAN**

### **Purpose**

1. To summarise the Welsh Government's Race Equality Action Plan and seek members' views to inform the WLGA's draft consultation response.

### **Background**

2. The Welsh Government published its 'Race Equality Action Plan: An Anti-racist Wales' on 24<sup>th</sup> March<sup>1</sup>. The consultation closes on 17<sup>th</sup> June 2021 and the Welsh Government intends to publish a final Plan in September 2021.
3. The Plan aims to make Wales an anti-racist nation and make the Welsh Government and all public bodies become anti-racist organisations by 2030.
4. Jane Hutt MS, the then Deputy Minister and Chief Whip and Minister with lead responsibility for equalities updated leaders on the Race Equality Action Plan (the REAP) at the Leaders' Meeting on 12<sup>th</sup> March. Civil servants also provided a briefing on the Action Plan to Equalities Cabinet Members on 3<sup>rd</sup> March 2021.
5. The REAP has been informed by research and existing evidence and wide engagement with community representatives and stakeholders and has been shaped by lived experiences. It also incorporates commissioned research from the Wales Centre for Public Policy and the work and recommendations of wider working groups convened by the Welsh Government in response to Black Lives Matter and the impact of COVID-19 on Black, Asian and Minority Ethnic people, including the COVID 19 BAME Socio-economic Sub-Group.
6. The REAP steering group was co-chaired by Professor Emmanuel Ogbonna, Cardiff University and Dame Shan Morgan Permanent Secretary, Welsh Government. The WLGA was represented on the steering group (of circa 40 participants) by the Head of Policy and several WLGA officials commented on draft sections and discussions during drafting.
7. There was however limited pre-consultative engagement with local authorities or professional groups due to the pre-election protocol period, although the Welsh Government is currently organising several consultation events with relevant professional or service networks, for example social services.

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<sup>1</sup> [Race Equality Action Plan: An Anti-racist Wales | GOV.WALES](#)

## Race Equality Action Plan

8. The REAP is ambitious and is challenging of the status quo and demands leadership and commitment to action from public bodies.
9. The REAP states that despite concerted efforts and previous action plans: *'Wales is not an equal country, and the experiences of the many communities within it are very different. Black, Asian and Minority Ethnic people face discrimination and racism.'*
10. The REAP sets the 'case for change' and notes several concerns that:
  - This should not be "another strategy" but focus on delivery of actions, including delivery of pre-existing plans and promises
  - the Welsh Government does not have all the necessary systems and levers in place to incentivise action or apply appropriate sanctions
  - current regulatory organisations do not have a strong enough experience or understanding about racism
  - public bodies' compliance with the Equality Act 2010 is inconsistent; and
  - 'generic Diversity and Inclusion Plans' tended to result in a lack of focus on race issues.
11. The diagram below summarises the core focus of the REAP:



12. The REAP defines anti-racism as:

*'...usually structured around conscious efforts and deliberate actions to provide equitable opportunities for all people, on an individual, organisational and systemic level. It requires individuals to scrutinise the stereotypes they and others hold, and to understand how their actions may impact on people of different races and ethnicities. Anti-racism at organisational and institutional levels requires a careful audit of policies, practices, functions and processes to uncover whether and how practices and behaviours which may seemingly appear benign may inadvertently discriminate against ethnic minority groups.'*

13. The work also explored language and terminology, with consensus emerging that that 'BAME' as an acronym should not be used. The Welsh Government has decided to discontinue the use of 'BAME' but to retain the use of 'Black, Asian and Minority Ethnic' in full in all its communications, and when shortened it is to be 'ethnic minority groups' (or communities or individuals).
14. In summary, the draft REAP states that by 2030 Public services and the third sector will have:
- Provided demonstrable leadership at all levels to meet their existing commitments to challenge systemic and institutional racism.
  - Self-motivated to comply with Equality Act (2010) and Well-being of Future Generations (Wales) Act 2015.
  - Changed the experience of education, job seeking and career progression for ethnic minority people, to bridge the "attainment gap" in education and the "reward gap" in employment.
  - Provided equitable, culturally appropriate services, recognising intersectionality and differences among groups.
  - Provided a safe and nurturing workplace for ethnic minority people to thrive and flourish.
  - Implemented the policies they agreed to deliver.
  - Collected the right data, established baselines from which to measure progress and used evidence to identify where action is needed.
  - Recognised the differential impact of racism in different locations in Wales.

## **Local Government Commitment to Zero Racism**

15. Local government in Wales has always stood firmly against racism and discrimination and is committed to promoting equality and fairness for all communities.
16. There is widespread recognition that inequalities remain embedded in Wales and in its communities and that councils, the Welsh Government and public services need to do more individually and collectively to address entrenched inequalities.
17. Councils responded to COVID-19 and the Black Lives Matter movement during the summer of 2020, with several establishing race forums or task and finish groups to tackle racism or to undertake reviews of statues or street names.
18. The WLGA contributed to several Welsh Government convened groups including the BAME Socio-Economic Advisory Sub-Group and the Welsh Government's Audit of statues and street names.
19. The WLGA is coordinating the Welsh Government funded Hate Crime Project in schools, working with partners such as the North Wales Race Equality Network Ltd, Race Council Cymru, Race Equality Wales and Show Racism the Red Card and SAPERE: Philosophy for Children (P4C), to deliver the Hate Crime in Schools

project across Wales, which will deliver training and produce resources on critical, collaborative, creative and caring thinking skills to teachers and others around tackling hate crime.

20. Local authorities have a proud record in supporting and welcoming refugees and asylum seekers and in supporting their integration into local communities. All Welsh authorities participated in the Syrian Refugee Resettlement Programme and the majority have committed to continuing their participation in the further settlement of refugees across Wales. Four local authorities have also accommodated dispersed asylum seekers in their areas and more recently the majority of authorities also agreed to their participation in the future. A number of authorities also care for unaccompanied asylum-seeking children and all have been involved in ensuring EU nationals in the care of the authority are able to apply for settled status following Brexit. The WLGA also host the Wales Strategic Migration Partnership, funded by the Home Office to help coordinate migration issues in Wales. Four local authorities (Wrexham, Swansea, Cardiff & Newport) already act as Initial Accommodation & Dispersal Areas, and more recently the majority of authorities agreed to their participation into the future. A number of authorities also care for unaccompanied asylum-seeking children, and, following Brexit all have been involved in ensuring EU nationals in the care of the authority are able to apply for settled status. The WLGA also host the Wales Strategic Migration Partnership, funded by the Home Office to help coordinate migration issues in Wales.
21. The WLGA Council recently made a commitment to deliver an ambitious 'Diversity in Democracy' programme ahead of the 2022 elections to seek to encourage more diverse candidates to stand for election.
22. The WLGA and each of Wales' 22 councils signed the #ZeroRacismWales pledge in advance of the publication of the draft REAP and to mark UN International Day for the Elimination of Racial Discrimination on 21<sup>st</sup> March. The pledge sees all councils commit to:
  - take a stand against racism and promote a more inclusive and equal society for all.
  - not tolerate racial prejudice, discrimination, harassment, victimisation, abuse, or violence against any individual.
  - stand in solidarity, come together, and say no to racism, in all its forms.
  - promote good race relations between people from diverse ethnic backgrounds in organisation.
  - promote equal and fair opportunities for people from diverse ethnic backgrounds to attain promotion.
  - eliminate unlawful race discrimination, harassment, victimisation and abuse.
23. The WLGA welcomed the publication of the REAP, with Cllrs Mary Sherwood and Susan Elsmore, Joint WLGA Spokespersons for Equalities, Welfare Reform and Anti-Poverty stating:

*"We are committed to working with the Welsh Government and our communities to make Wales an anti-racist country. The Welsh Government's Race Equality Action Plan is welcome in challenging our public bodies and wider society to do more. It demands leadership, it demands action and it demands change. We are committed to responding positively to this consultation to ensure we tackle racism and inequality in Wales."*

*"Councils have worked towards reducing inequalities but the Race Equality Action Plan shows that we need concerted, collective action as racism remains within our society and inequality continues to adversely affect the lives of Black, Asian and Minority Ethnic people in Wales."*

## **REAP: Expectations of Local Government**

24. The REAP sets out ambitious and challenging expectations for action for all public bodies to improve engagement and involvement, improve services and employment practices.
25. Much of the focus of the REAP is on the Welsh Government itself, however, there are several chapters and actions which will have an indirect or direct impact on or expectation of local government.
26. The WLGA is currently seeking the views of authorities and is engaging with relevant professional groups and cabinet member networks to consider the response to the REAP consultation. Most local authorities will be considering their draft responses in early June, ahead of the consultation deadline of 17<sup>th</sup> June.
27. It is proposed therefore that Executive Board provide initial comments on the REAP to inform the WLGA's developing draft response, which then incorporates authority feedback and the final draft response is considered by the Equalities Cabinet Members' Network on 10<sup>th</sup> June, with final approval via the WLGA Spokesperson for Equality in consultation with WLGA Group Leaders.
28. The WLGA has received limited feedback from local authorities to date, but there have been some discussions amongst Equality Cabinet Member and Education Cabinet Member networks, where the REAP's aims and ambitions were supported. It was also noted that:
  - Black, Asian and Minority Ethnic role models, whether in senior leadership positions and particularly teachers and teaching assistants, were vital; and
  - Although actions and targets need to be proportionate and reflective of the demographic diversity of local populations, it was important that all authorities and all organisations demonstrated a clear commitment and progressed actions. =
  - Support and improved awareness and anti-racist approaches were needed in organisations where there were fewer black, Asian or Minority Ethnic employees, school pupils or residents than other areas; without such

corporate leadership, empathy and understanding there was a risk the emotional burden of promoting anti-racism and tackling racism would fall disproportionately on a limited number of, often black, Asian and minority ethnic, individuals or staff members.

29. The REAP is a large, complex document at 147 pages with around 64 goals and approximately 340 actions. It covers 13 policy themes and 5 cross-cutting themes.
30. This report therefore seeks to summarise the main themes of most relevance to and/or impact on local government and local services.

## **Leadership and Representation**

31. This section applies to all public bodies and seeks to ensure that the public sector workforce and senior leadership is representative and inclusive, that people in public bodies are anti-racist and provide a safe and inclusive environment for ethnic minority people and that spending power is used to improve leadership and representation across the public, private and third sectors.
32. The REAP notes that leadership extends beyond senior leaders in public bodies and it is important to recognise, value and cultivate the essential contribution made by community leaders.
33. Local government is likely to be supportive of the principles and objectives and many align with Strategic Equality Plans or build on existing corporate arrangements, for example:
  - 33.1 Use conditions of grants and public procurement to incentivise other organisations to improve leadership and representation and anti-racism;
  - 33.2 Making available existing provision for ethnic minority staff within organisations to community leaders; and
  - 33.3 Co-create mentoring, coaching, community mentorship, reverse mentoring for community leaders with public service leaders.
34. There are also several proposed actions that would apply *personally* to public service leaders, for example:
  - 34.1 All public service leaders held personally accountable for delivering a representative workforce;
  - 34.2 Chief executives to identify one inclusion and diversity objective, with a focus on anti-racism;

## **Local Government**



35. The local government section builds on local leadership, developing practice and recent legislation. There is also a separate section on health, in recognition of both sectors as major employers and public service deliverers.
36. The section recognises the critical importance of local government as an employer, a service provider, procurer of services and as a community leader.
37. It focuses on ensuring local democracy is more representative of the population it serves. This aligns with (and references) the Diversity in Democracy commitments the WLGA has already made about encouraging and supporting more diverse candidates to stand for election.
38. Several democratic and electoral reforms within the Local Government and Election (Wales) Act are also detailed, much of which the WLGA has supported previously.
39. The REAP focuses on local government becoming an exemplar employer where '...all employment and human resources policies are anti-racist to create a safe and inclusive environment for black, Asian and minority ethnic people.'
40. In seeking to achieve this, the Welsh Government specifically proposes to:
  - 40.1 Review the workforce data which local government is required to publish in its pay policy statements to ensure accurate and timely diversity data is used to inform policies and performance frameworks.
  - 40.2 Work with the WLGA, local authorities, professional bodies and One Voice Wales to support reviews of recruitment, human resources and internal complaints processes including coaching and employee support schemes to ensure they are anti-racist and that good practice examples such as staff support groups are promoted.
  - 40.3 Work with the WLGA, One Voice Wales, Academi Wales and local government bodies to ensure all graduate recruitment and mentoring schemes are accessible to minority ethnic people.
41. Data is a theme running through many of the interventions and is identified as cross-cutting. There are already systems in place that seek to capture data to meet requirements of current broader equality duties.
42. There are likely to be administrative and resource implications in changing data collection, collation and reporting as well as wider human resource implications of reviewing and introducing new initiatives, policies, processes and training programmes.

## **Social Care**

43. Social care services are key public services through which anti-racist, intersectional and dignified practice can be delivered. There are duties on those performing social services functions to ensure that the rights, views, wishes and

feelings of those receiving services are considered and acted on. There are also duties to ensure that people's characteristics, culture and beliefs are taken into account and acted on.

44. At its core social care is a profession which values everybody no matter how society perceives them, it seeks to ensure social justice, equality and human rights are accessible to all and where they are absent does something about it. Despite this there is clear evidence that racial disparities are experienced by health and social care staff, mental health and social care service users.
45. We know that the health and social care sectors tend to be more diverse than the Welsh population as a whole, with Black, Asian and Minority Ethnic health and social care staff being over-represented in lower paid and lower status health and social care jobs in the UK. In addition, it is likely that the proportion of Black, Asian and Minority Ethnic practitioners in senior levels of management is far lower than at the front line.
46. A key part of this is recognising the important value people working in social care play. This includes making sure there is parity of pay and terms and conditions with comparable roles in the NHS as well as ensuring that social care is considered as a career option in the same way that NHS roles are. This needs to include professional qualifications, career progression, as well as equal pay. As a starting point we believe that the resources need to be made available which enable the whole social care workforce to be paid the Real Living Wage as a minimum.
47. The REAP highlights the need to bridge the operational gap between what the legislation and policy tells leaders and practitioners to do and how leaders lead it and practitioners do it. As the REAP recognises there are many complex and systemic factors that contribute to these implementation gaps and the structure and make up of the sector adds to this. It is essential that thought is given to how we can best support the whole range of providers and employers across the sector to tackle racism and promote race equality and guide behaviour change, both in how they support their own workforces, but also in how they deliver services.
48. A major feature highlighted in the plan is to significantly increase the range and the quality of the data, research and evidence that is available about people who use social care services and the social care workforce and this is supported. This is needed to help design future, more targeted activity that benefits the Black, Asian and Minority Ethnic people that use services and their families, builds the cultural competence and assets based practice of the wider workforce and protects and develops our Black, Asian and Minority Ethnic workforce.
49. During the consultation work that has led to the publishing of the draft Plan there were clear and strong messages from Black, Asian and Minority Ethnic people about past experiences and their levels of trust in the system. A key focus of the work going forward must be on how this can be addressed and how services to Black, Asian and Minority Ethnic people are delivered in order to ensure that

social care services are provided with the highest quality support that is accessible, dignified and culturally appropriate and that people are confident in accessing and using social services whenever they are needed.

50. Social services professionals and stakeholders have been invited to a social services-specific REAP consultation event on 9<sup>th</sup> and 14<sup>th</sup> June.

## **Education**

51. Education and in particular schools, play a key role in promoting anti-racism and tackling racism in society.

52. There are significant challenges within schools currently, as has been noted in recent reports (Race Alliance Wales 'Show us you care' April 2021 and Show Racism the Red Card – Report June 2020<sup>2</sup>), notably that 'there is growing evidence of the extent of racist bullying they experience in schools and colleges during their formative years' and 77% of pupils told Show Racism the Red Card that racism existed in their schools.

53. Show Racism the Red Card have also noted that recording of racist incidents in schools and authorities is mixed and therefore the true scale of the problem is not known.

54. The REAP's goals and actions are supported and present an opportunity to bring together and ensure improved alignment of ambition between the various policy initiatives including Curriculum for Wales, anti-bullying guidance, Home Office initiatives such as Prevent and also the ambitions of Cymraeg 2050.

55. The REAP aims to improve the experiences of Black, Asian and Minority Ethnic learners and teachers in schools and improve the diversity of the teaching workforce and improve understanding of diversity and racism in the wider education sector. Specific actions include:

- Strengthening rights, respect, equality anti-bullying guidance, with a particular focus on the disciplinary procedures in schools for handling incidence of identity-based bullying:
- Strengthen data collection and reporting of racist incidents and harassment in schools:
- publishing statutory Gypsies, Roma and Travellers' guidance:
- Strengthening guidance on Exclusion from Schools and PRUs:
- making learning about Black, Asian and Minority Ethnic stories mandatory within the Curriculum for Wales and take forward the recommendations set out in Professor Charlotte Williams' report:
- Raising awareness and encourage increased take-up of Welsh medium education by Black, Asian and Minority Ethnic children:
- Strengthening and enhancing training for all teachers in Wales on race equality and anti-racism:

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<sup>2</sup> <https://racealliance.wales/wp-content/uploads/2021/04/Show-Us-You-Care-Full-Report-1.pdf>  
<https://www.theredcard.org/news/2020/6/2/7h506q77y3wunsc33ot983m2u8m6y>

- Developing a strategy to increase the numbers in the teaching workforce from Black, Asian and Minority Ethnic groups:
- Working with Estyn to determine how a refreshed inspection framework can be strengthened for anti-racism.

## Housing

56. Securing safe and appropriate housing has long been viewed as a basic human right and there is much evidence that good quality housing is an integral factor for the general wellbeing and health of people and communities, for example, bad quality housing and instability can negatively affect children's mental and physical health. Over the last century, council house building has been essential in helping the most vulnerable in society gain access to a home and has helped to prevent homelessness and following recent changes, many councils are building homes at a scale not seen for many decades.
57. The housing function in local government however is more than the provision of homes and tackling homelessness as not all local authorities are landlords, the strategic housing role of all local authorities is important, involving assessing needs, determining local priorities and planning how the need for good quality affordable housing can best be met. Housing also plays an important role in the economy and economic development of local areas, including bringing jobs and training opportunities for local people. Ensuring there is fairness and equality for all in all aspects of the housing agenda is therefore integral to achieving fairer and more equal outcomes.
58. The proposed actions for housing and accommodation in the draft REAP will help drive forward improved race equality, tackling racial inequalities and achieving more equal outcomes in housing, addressing both employment and service delivery issues.
59. While improved data and information collection and analysis is required across all relevant areas, which will help identify racial disparities against which progress can be monitored and evaluated, existing evidence and discussions on key housing issues with Black and minority ethnic people with lived experience have been used to identify and inform the priority areas for action included in the draft plan. It is therefore proposed that we support the proposed action. However, better links and reference to related issues would be helpful (while noting there are a number of cross-cutting issues in the plan that will also require addressing in the area of housing such as data collection), for example reference to employment and training opportunities: skills development: and commissioning and contracting processes.
60. There are a number of areas in the proposed actions where the involvement of the WLGA is identified, many working with other partners in the housing sector, and this is supported.
61. The WLGA Housing Spokesperson met *Tai Pawb* at the end of last year, and *Tai Pawb* also attended a meeting with Housing Cabinet Members to discuss their

*Deeds not Words* pledge: housing organisations have been asked to commit to the pledge to make change in four key strategic areas of work: mitigating the impact of COVID-19 on Black and minority ethnic staff and communities; improving the ethnic diversity of board and staff at all levels; communication and engagement; and developing an inclusive culture. Within each strand are practical action points that housing providers can work towards over the short, medium and long term, with a view to overall achievement within five years.

## Other Themes

62. The above are the major themes demanding action from local government leadership or significant local government services. The REAP includes several other chapters which will demand attention by local authorities or their partners:

- **Social Partnership and Fair Work** – which aims to build diversity, inclusion and anti-racism objectives into the new work programme of the Workforce Partnership Council and ensure the Council supports the actions in the REAP and improve access to Trade Unions and the support they provide in tackling discrimination, bullying and harassment in workplaces.
- **Crime, justice, hateful attitudes and community cohesion** – key role for authorities and their partners around improvements in tackling hate crime and a focus on enhancing the community cohesion programme and teams.
- **Culture, Heritage & Sport** – focusing on celebrating cultural diversity, as well as an emphasis on the leadership of relevant governing bodies.
- **Welsh Language** – review and remove barriers regarding access to the Welsh language and Welsh medium education, including working with local authorities and schools
- **Environment** - encouraging efforts to improve engagement and involvement in environmental activity by black, Asian and minority ethnic communities.
- **Income, Employability and Entrepreneurship** - including supporting people from ethnic minority people undertaking Apprenticeships and improved data analysis.
- **Health Services and Health Outcomes** – a focus on health (as social care is covered separately) with similar emphasis on leadership, workforce, data, access to health services and tackling health inequalities.

## Governance and Support

63. The Welsh Government is currently scoping the remit of a proposed new Race Disparity Unit and an Equality Data and Evidence Unit. It is envisaged that the Race Disparity Unit will play a key role by providing data and analysis. The Race Disparity Unit could also play a role of sharing good practice across public services.

64. The proposed Race Disparity Unit is a welcome development as is ongoing funding for particular programmes delivered through local government, such as the Hate Crime in Schools project and the Community Cohesion Programme.

65. There are however likely to be significant administrative and resource implications on local government, particularly within human resources, and within the WLGA, given expectations around coordination and support.
66. The REAP understandably focuses on delivery, reflecting an impatience in public bodies' ability to deliver on agreed actions. The Welsh Government therefore commits to a governance framework that provides 'a robust level of authority and power to ensure delivery of the actions stated in the Race Equality Action Plan, both creating an enabling environment and compelling people to action.'
67. The Race Disparity Unit will provide valuable data and evidence to assess improvements and progress on a community, organisational and all-Wales level.
68. The Welsh Government's core proposal however is to change the Steering Group into an Accountability Group to hold the Welsh Government, public services and others to account on their commitments and actions in relation to race equality/anti-racism as outlined in the Plan.
69. This model although appropriate for the monitoring the Welsh Government's own compliance and progress, is not an appropriate governance or accountability model to oversee local government or arguably other public bodies.
70. The Steering Group's membership is largely civil servants and stakeholder representatives, and whilst it can play a vital continued role in providing guidance, and reporting progress, it would not be appropriate for such a forum to hold to account or scrutinise democratically accountable organisations.
71. This is reflected in the Local Government section of the REAP, which notes that '...each local government body is a sovereign body in its own right and in terms of their role as an employer it is for each body to ensure an anti-racist culture exists within the organisation and that this underpins its recruitment policies, complaints policies, terms and conditions'.
72. Local authorities have their own internal democratic and managerial governance and accountability arrangements. Progress against REAP actions, as well as wider Strategic Equality Objectives, should be overseen by cabinet and senior leadership teams with oversight and challenge through scrutiny committees, informed by staff forums and networks and community and local stakeholder engagement. Authorities are also subject to regulatory regimes, including through the Equality and Human Rights Commission and Estyn.

## **Recommendations**

### **73. Members are recommended to:**

#### **73.1 Consider the contents of the report;**

- 73.2 **Provide views on the draft Race Equality Action Plan's aims, goals and actions to inform the WLGA's draft consultation response;**
- 73.3 **Note that the draft WLGA consultation response will be considered by Equality Cabinet Members' Network on 14<sup>th</sup> June and agree that the response is approved on behalf of the WLGA by the Spokesperson for Equalities in consultation with WLGA Group Leaders; and**
- 73.4 **Encourage all local authorities to respond to the Race Equality Action Plan consultation.**

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**Report Cleared by:**

Cllr Susan Elsmore

WLGA Spokesperson for Equalities, Welfare Reform and Anti-Poverty

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET COMMITTEE EQUALITIES

27 JULY 2021

#### REPORT OF THE CHIEF EXECUTIVE

### BRIDGEND COUNTY BOROUGH COUNCIL WELSH LANGUAGE PROMOTION STRATEGY 2021-2026

#### 1. Purpose of report

The purpose of this report is to update Cabinet Committee Equalities on the development of the Bridgend County Borough Council (BCBC) draft Five Year Welsh Language Promotion Strategy for 2021 to 2026.

#### 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**:

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 focused on raising the skills, qualifications and ambitions of 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** – 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 deliver the Council's well-being objectives.

#### 3. Background

3.1 The Welsh Language Standards places a requirement on the council to produce a Five year Welsh Language Promotion Strategy. This is a statutory requirement relating to the Welsh Language (Wales) Measure passed by the National Assembly for Wales in 2011. This is our second Welsh Language Promotion Strategy and aims to build on progress made over the last five years.

### 3.2 Welsh Language Standards

|                                    |  |
|------------------------------------|--|
| <p>Welsh Language standard 145</p> | <p>You must produce, and publish on your website, a 5-year strategy that sets out how you propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in your area; and the strategy must include (amongst other matters) - (a) a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area by the end of the 5 year period concerned, and (b) a statement setting out how you intend to reach that target; and you must review the strategy and publish a revised version on your website within 5 years of publishing a strategy (or of publishing a revised strategy).</p> |
| <p>Welsh Language standard 146</p> | <p>Five years after publishing a strategy in accordance with standard 145 you must - (a) assess to what extent you have followed that strategy and have reached the target set by it, and (b) publish that assessment on your website, ensuring that it contains the following information - (i) the number of Welsh speakers in your area, and the age of those speakers; (ii) a list of the activities that you have arranged or funded during the previous 5 years in order to promote the use of the Welsh language.</p>   |

3.3 The first Welsh language strategy devised six objectives, three that focussed on internal practices and three that focussed on our communities.

The three key objectives for internal practices were:

- Objective one: Identify the capacity in service areas to deliver services in Welsh.
- Objective two: To provide appropriate learning and development solutions at various levels to meet identified needs within budget allocation.
- Objective three: To establish arrangements in recruiting to positions where Welsh language skills are essential.

The three key objectives for our communities were:

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

3.4 Progress against the objectives for 2016-2021 has been reported annually to Cabinet Committee Equalities, and annual reports are published on the BCBC

website. This current strategy builds on the progress that has been made, meets the needs of the Welsh speakers and learners in the county borough, meets the legislative requirements and most importantly, is meaningful, appropriate and achievable for everyone involved.

#### **4. Current situation/proposal**

- 4.1 In devising this strategy, consideration has been given to the policy context and created a language profile of Bridgend County. Six overarching objectives have been developed and will use information gathered from the consultation to work with services across the council to develop an action plan to achieve these aims. The Draft five year Welsh Language Strategy can be seen in **Appendix one**.
- 4.2 In developing this strategy consultation has been undertaken with the public, key stakeholders, schools and members. The consultation took place between 10 May and 18 June 2021. The consultation received a total of 439 completions, and the responses will be used to develop the Five year Welsh Language Strategy 2020-2026 action plan. This means that our strategy uses established national criteria but localises the information and targets.
- 4.3 The objectives have been set to build on the progress made over the past five years and in line with the Welsh Language Commissioner's Commissioners strategic objectives which are:
- Influencing policy to develop the Welsh language
  - Expanding people's rights to use Welsh
  - Ensuring that public bodies comply with Welsh language standards
  - Facilitating wider use of Welsh with businesses and charities
- 4.4 A public consultation has been carried out, where key stakeholders including Welsh-medium schools in the county borough, and members of the WESP forum were engaged. Details of the consultation can be seen in **Appendix two**.
- 4.5 Based on the progress made with the objectives from the last five year Welsh Language Strategy, the feedback from the consultation, and local and national developments the following overarching objectives have been developed:
- **Promote the use of the Welsh Language within the workforce:**  
Increase the opportunities for staff to access the Welsh language and increase the use of Welsh in the workplace.
  - **Increase awareness of the Welsh Language and opportunities to use Welsh within Bridgend County Borough Council:**

Raise the profile of the Welsh language, culture and local activities and events organised by the council and our partners in a structured way and improve access to services through the medium of Welsh.

- **Support and promote the Welsh in Education Strategic Plan (WESP):**

Continue to support the use of the Welsh language in early year's settings, expand Welsh-education within the County and provide Welsh language community learning opportunities for adults. Promote all objectives of the WESP but in particular promote and monitor outcomes one, two, three, four and five.

- **Promote the use of Welsh Language and culture in town centre businesses and charities:**

Promote the advantages of using the Welsh language within business, charities, tourism, care etc. and support promotion of the availability of Welsh products and services.

- **Participation and engagement:**

Ensure that all full public consultations ask residents to feedback on how the policy or proposals may affect the use of, or impact on the Welsh language and conduct an annual public consultation (for the lifetime of the strategy) to allow feedback on Welsh language services and performance.

- **Implement the new early years settings in Bridgend County Borough:**

Deliver early year's development plans within Bettws, Ogmere Valley, Porthcawl and Bridgend Town to support current Welsh-medium primary schools in Bridgend. Promote early years settings and develop, alongside the WESP, a career pathway which is promoted to learners within Bridgend College and YGG Llangynwyd.

4.6 In addition to these objectives a target has been set to increase the Welsh speaking population of Bridgend, in line with the Welsh Government 2050 target of one million Welsh speakers. The Welsh Government's strategy, *Cymraeg 2050: A million Welsh speakers*, notes the Government's ambition of reaching a million Welsh speakers by 2050.

A projection for the number of Welsh speakers aged three and over up to 2050 has been produced as part of the strategy.

It is projected that there will be **666,000 people aged three and over able to speak Welsh by 2050, equivalent to around 21 per cent of the population**. This is just over 100,000 more Welsh speakers than there were in 2011 but around 334,000 short of the target of a million Welsh speakers by 2050.

BCBC's aim therefore is for 21% of residents aged 3 and over to be able to speak Welsh by 2050. According to the 2011 census 9.7% of the population of Bridgend

county borough aged 3 and over are already Welsh speakers meaning that we need to increase this by 11.3% to meet the Welsh Government target by 2050.

To reach this target, the aim is to increase Welsh speakers within the county borough by a minimum of 1.9% during the lifetime of the current strategy and each subsequent strategy period up until 2050.

| Welsh Language strategy delivery periods (years) | Projected percentage of Welsh speakers |
|--|--|
| 2011 (Census data)                               | 9.7% (actual)                          |
| 2021-2026  | 11.6%                                  |
| 2026-2031  | 13.5%                                  |
| 2031-2036  | 15.4%                                  |
| 2036-2041  | 17.3%                                  |
| 2041-2046  | 19.2%                                  |
| 2046-2051  | 21.1%                                  |

4.7 The above objectives formed the basis for the council's consultation exercise (**Appendix two**) which began on 10 May and ended on 18 June 2021. The consultation received a total of 439 survey responses.

Headline figures from the consultation show that:

- 70% of respondents either strongly agreed (49%) or agreed (21%) with Objective one: Promote the use of the Welsh Language within the workforce
- 73% of respondents strongly agreed (52%) or agreed (21%) with Objective two: Increase awareness of the Welsh Language Standards and opportunities to use Welsh within Bridgend County Borough Council
- 76% of respondents either strongly agreed (61%) or agreed (15%) with Objective three: Support and promote the Welsh in Education Strategic Plan (WESP)
- 74% of respondents either strongly agreed (52%) or agreed (22%) with Objective four: Promote the use of Welsh Language and culture in town centre businesses and charities
- 69% of respondents either strongly agreed (49%) or agreed (20%) with Objective five: Encourage statutory participation and engagement through the Welsh Language
- 73% of respondents either strongly agreed (58%) or agreed (15%) with Objective six: Implement the new Welsh Language early years settings in Bridgend County Borough

4.8 Details of the consultation were shared on social media using the council's corporate Facebook and Twitter accounts.

4.9 The survey responses received and the feedback gained was used to support the final development of the Draft five year Welsh Language Strategy.

4.10 A detailed action plan will now be developed during July and August 2021. The action plan will outline the specific tasks and actions to be undertaken over the next five years and will be outcome focused.

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

5.1 The report has no direct effect upon the policy framework or procedure rules but is required to effectively implement the council's statutory duties in relation to compliance with the The Welsh Language (Wales) Measure 2011 and The Welsh Language Standards.

## **6. Equality Impact 2010 implications**

6.1 The actions set out in the Draft five year Welsh Language Strategy will positively assist the council in delivering its equality objectives. A Full Equality Impact Assessment will be undertaken during the development of the action plan in July and August 2021.

## **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 Welsh Language objectives the short-term and in the long term.

**Prevention** – Compliance with the Welsh Language Standards ensures that there the Welsh Language is treated no less favourably than the English Language.

**Integration** – Compliance with the Welsh Language Standards support all the wellbeing objectives and ensures integration for all people within our communities.

**Collaboration** - Monitoring compliance of the Welsh Language Standards is done in collaboration with all 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 The implementation of the plan will be managed within existing resources.

## **9. Recommendation**

9.1 That Cabinet Committee Equalities approve the draft Five year Welsh Language

Promotion Strategy and endorse the development of the action plan.

**Mark Shephard**  
**Chief Executive**  
**27 July 2021**

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**Background papers:**

None

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# **Bridgend County Borough Council**

## **Five year Welsh Language Promotion Strategy 2021 to 2026**

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## Introduction

The Welsh Language Standards places a requirement on the council to produce a five year Welsh Language Strategy. This is a statutory requirement relating to the Welsh Language (Wales) Measure passed by the National Assembly for Wales in 2011. This is our second Welsh Language Strategy and aims to build on progress made over the last five years.

|                             |   |
|-----------------------------|---|
| Welsh Language standard 145 | You must produce, and publish on your website, a 5-year strategy that sets out how you propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in your area; and the strategy must include (amongst other matters) - (a) a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area by the end of the 5 year period concerned, and (b) a statement setting out how you intend to reach that target; and you must review the strategy and publish a revised version on your website within 5 years of publishing a strategy (or of publishing a revised strategy). |
| Welsh Language standard 146 | Five years after publishing a strategy in accordance with standard 145 you must - (a) assess to what extent you have followed that strategy and have reached the target set by it, and (b) publish that assessment on your website, ensuring that it contains the following information - (i) the number of Welsh speakers in your area, and the age of those speakers; (ii) a list of the activities that you have arranged or funded during the previous 5 years in order to promote the use of the Welsh language.   |

The first Welsh language strategy devised six objectives, three that focussed on internal practices and three that focussed on our communities.

The three key objectives for internal practices were:

- Objective one: Identify the capacity in service areas to deliver services in Welsh
- Objective two: To provide appropriate learning and development solutions at various levels to meet identified needs within budget allocation
- Objective three: To establish arrangements in recruiting to positions where Welsh language skills are essential

The three key objectives for our communities were:

- Objective one: To raise the profile of the Welsh language, culture and local activities and events organised by the council and our partners in a structured way.
- Objective two: To increase the promotion and awareness of the council's Welsh in Education Strategic Plan (WESP) particularly in relation to objectives one, two and four of the plan.

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

Progress against the objectives for 2016-2021 has been reported annually to Cabinet Committee Equalities, and annual reports are published on the BCBC website. This current strategy builds on the progress that has been made, meets the needs of the Welsh speakers and learners in the county borough, meets the legislative requirements and most importantly is meaningful, appropriate and achievable for everyone involved.

In devising this strategy, consideration has been given to the policy context and created a language profile of Bridgend County. Six overarching objectives have been developed with XX number of actions and we will work with our partners to achieve these aims.

In developing this strategy consultation has been undertaken with the public, key stakeholders, schools and members. The consultation received a total of 439 completions, and the responses have been used to develop the Welsh Language Strategy 2020-2026 action plan. This means that our strategy uses established national criteria but localises the information and targets.

## **Policy context**

### **The Welsh Language (Wales) Measure 2011**

The Welsh Language (Wales) Measure 2011 makes Welsh an official language in Wales. This means it must be treated no less favourably than English.

The Welsh Language (Wales) Measure 2011 established a legal framework to impose a statutory duty on public bodies in Wales to comply with the Welsh Language Standards. It recognises that there are two official languages in Wales- Welsh and English. The legislation enables people to live their lives through the medium of Welsh, if they choose to do so. As of 1 April 2018, the Welsh Language Standards replaced the Welsh Language Act 1993.

### **Welsh Language Standards**

The Welsh Language Standards were published by the Welsh Language Commissioner. Bridgend County Borough Council (BCBC) received its final Welsh Language Standards compliance notice in September 2015. This notice comprised of 171 standards, 144 required by March and a further 27 by September 2016. The Commissioner has put these into five themes.

- Service delivery;
- Policy making;
- Promotion;
- Operational;
- Record keeping.

The Welsh Language Standards require an annual report to be produced which outlines compliance with the standards, progress made towards the objectives, and how, in collaboration with partners, promoted the Welsh language and facilitated the use of the Welsh language more widely in the county borough.

### **Cymraeg 2050: A million Welsh speakers**

In 2017 Welsh Government launched Cymraeg 2050: A million Welsh Speakers which outlines the aim of achieving a million Welsh speakers by the 2050. It follows on from '*A living language: a language for living 2012-2017*' and is a strategy for the whole of Wales and is a long term vision to increase the number of Welsh speakers. It recognises that to achieve this target the foundations and actions must be identified now and reflect the scale of this ambition. Welsh Government has identified three strategic themes to achieve this vision.

1. Increasing the number of Welsh speakers.
2. Increasing the use of Welsh.
3. Creating favourable conditions – infrastructure and content.

The strategy also recognises the need to develop strategies that are relevant to each area of Wales. For example, in Welsh-speaking communities, the challenge is to ensure that people have good quality jobs, fulfilling careers and homes so that they can stay, or return to those communities. In other areas, promoting the use of Welsh as a language for the workplace and business will become increasingly important. The themes and aims of this strategy has informed our objectives to create actions that are of national significance but locally focussed.

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

The Well-being of Future Generations Act requires public bodies in Wales to think about the long-term impact of their decisions, to work better with people, communities and each other, and to prevent persistent problems such as poverty, health inequalities and climate change. The Act puts in place seven well-being goals, including – 'a society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.'

The Act establishes a statutory Future Generations Commissioner for Wales and also establishes Public Services Boards (PSBs) for each local authority area in Wales. Each PSB must improve the economic, social, environmental and cultural well-being of its area by working to achieve the well-being goals.

### **Welsh in Education Strategic Plans Regulations (Wales) 2019**

All local authorities have been required to develop a Welsh in Education Strategic Plan. BCBC are working on the 2022 to 2032 ten year WESP which is due for Welsh Government approval on the 31 January 2022. The WESP and the Welsh Strategic Plan are closely aligned to ensure that the WESP continues to be promoted as part

of the Welsh Language Strategy, and recognise the progress made within the WESP as part of the Welsh Language Strategy annual report.

### **Bridgend County Borough Council corporate plan 2018 -2022**

The corporate plan is a central component of the local authority business architecture, linking key elements such as policy, organisation, operational activity, governance, and performance management. BCBC's corporate plan sets out the well-being objectives and the long-term outcomes for the county borough. In formulating this corporate plan the council has considered the type of organisation it wants to be. The vision is to act as **“One Council working together to improve lives”**. This will be achieved by delivering the following well-being objectives:

- Supporting a successful sustainable economy
- Helping people and communities to be more healthy and resilient
- Smarter use of resources

### **Bridgend County Borough Welsh language profile**

Devising a current language profile of Bridgend County Borough supports the construction of achievable objectives and outcomes. There are different datasets which outline the number of Welsh speakers in Bridgend County Borough. The most cited dataset is Census data, which gathers information from the whole population. The last census was conducted in 2011. Another dataset is the National survey for Wales which collects data from a smaller sample. The National Survey for Wales includes questions about whether people can speak Welsh, how often they do so, and their level of fluency. The questions are asked of people aged 16+. Survey estimates of the number of Welsh speakers are historically higher than those produced by the Census.

#### **Bridgend County Borough**

According to the 2011 Census, Bridgend County Borough was home to 139,178 people. Mid-year population estimates in 2019 estimates the population has risen to 147,049<sup>1</sup>. Welsh Government population predictions envisage the population of Bridgend County Borough will be 150,447 by 2026.<sup>2</sup>

The 2011 Census identified that 9.7 percent (13,103 people) aged over three living in Bridgend County Borough answered yes to the question ‘can you speak Welsh?’ The age range of these respondents is broken down in the table below:

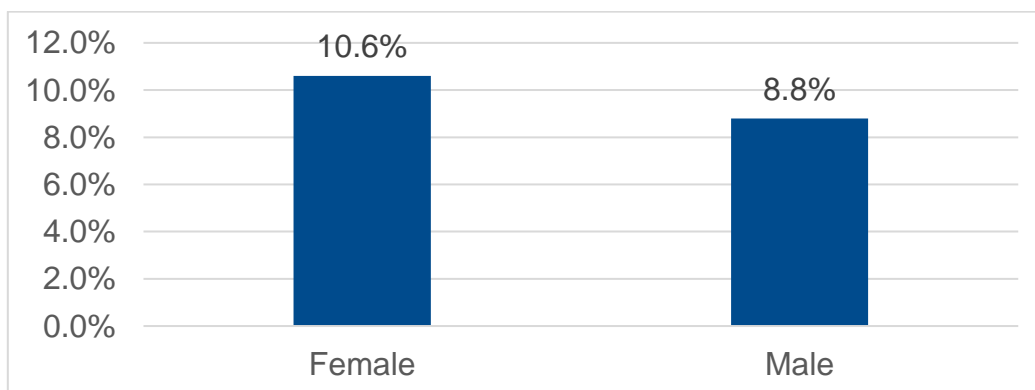
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<sup>1</sup> <https://statswales.gov.wales/Catalogue/Population-and-Migration/Population/Estimates/Local-Authority/populationestimates-by-localauthority-year>

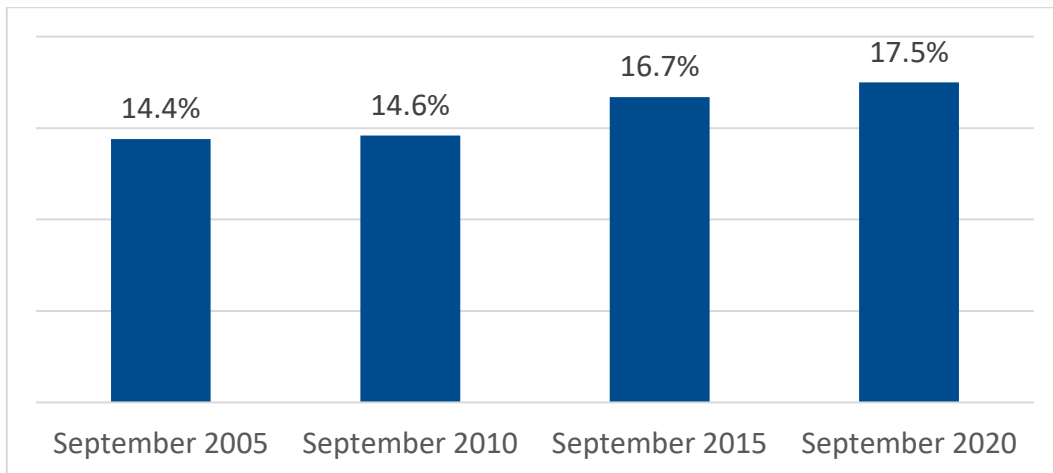
<sup>2</sup> <https://statswales.gov.wales/Catalogue/Population-and-Migration/Population/Projections/Local-Authority/2018-based/populationprojections-by-localauthority-year>

| Age band     | Number       | % of total in band |
|--------------|--------------|--------------------|
| 3 – 4        | 473          | 15.3               |
| 5 – 9        | 1843         | 24.3               |
| 10 – 14      | 2450         | 29.3               |
| 15 – 19      | 1740         | 20.7               |
| 20 – 24      | 937          | 11.4               |
| 25 – 29      | 803          | 9.5                |
| 30 - 34      | 663          | 8.0                |
| 35 – 39      | 698          | 7.6                |
| 40 – 44      | 589          | 5.6                |
| 45 – 49      | 445          | 4.2                |
| 50 – 54      | 430          | 4.6                |
| 55 – 59      | 386          | 4.5                |
| 60 – 64      | 363          | 4.0                |
| 65 - 69      | 323          | 4.3                |
| 70 – 74      | 272          | 4.4                |
| 75 – 79      | 247          | 5.2                |
| 80 - 84      | 201          | 6.1                |
| 85+          | 240          | 7.9                |
| <b>Total</b> | <b>13103</b> | <b>-</b>           |

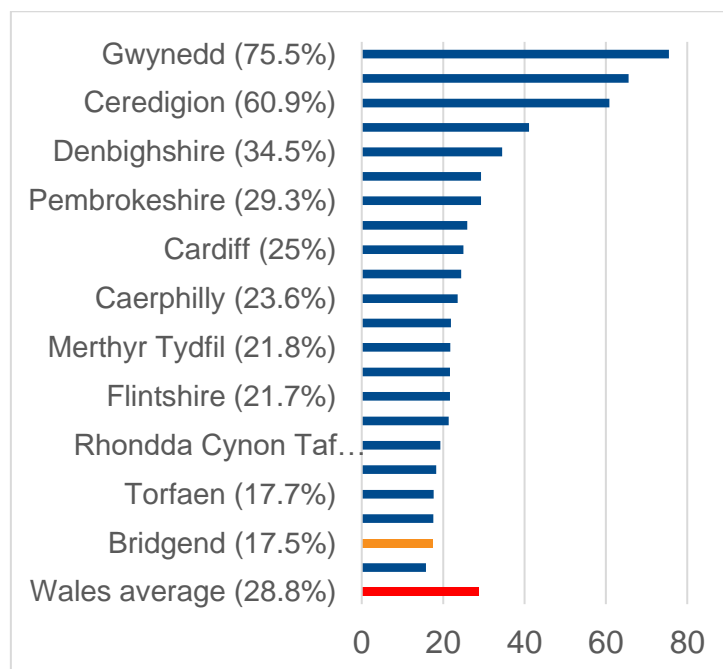
Of those who said they could speak Welsh, 7263 were female (10 percent of female population) and 5840 were male (8.8 percent of the male population).



In September 2020 the National Survey for Wales identified 17.5 percent (24,100 people) living in Bridgend County Borough could speak Welsh, an increase of 3.1% from the same survey in 2005.

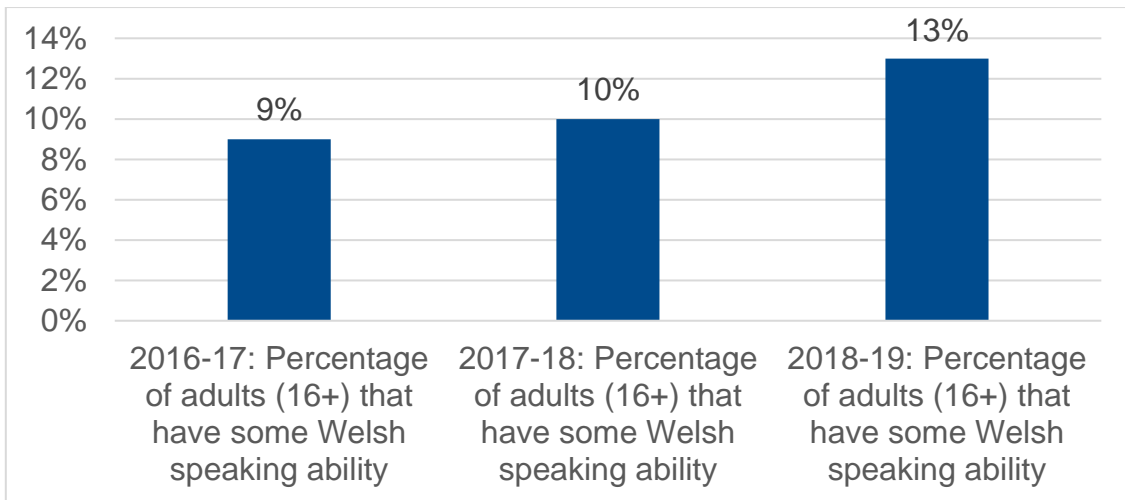


The National Survey for Wales (September 2020) identified the average percentage of Welsh Speakers for Wales at 28.8 percent. Out of the 22 local authorities in Wales Bridgend County Borough ranks 21 for the percentage of Welsh speakers.



The National Survey for Wales also collects data on those who have some Welsh speaking ability. In 2018-2019 the percentage of adults (over 16) who has some Welsh speaking language ability in Bridgend County Borough was 13 percent. This is a 4 percent increase from the same survey in 2016-2017.

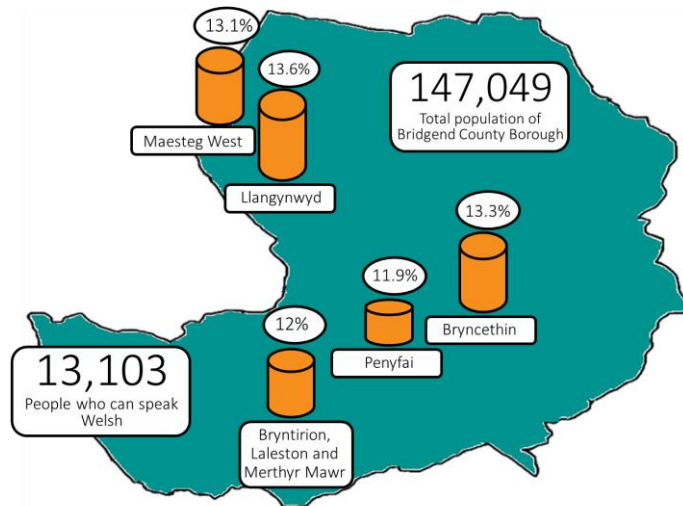




### Wards within Bridgend County Borough

In addition to the number of Welsh speakers within the borough the 2011 Census also highlights Welsh speakers within each ward within the borough. There are 39 wards that make up Bridgend County Borough. The 2011 Census identified the five wards with the highest percentage of Welsh speakers are:

- Llangynwyd: 13.6 percent
- Bryncethin: 13.3 percent
- Maesteg West: 13.1 percent
- Bryntirion, Laleston and Merthyr Mawr: 12 percent
- Pen-y-fai: 11.9 percent



To see the percentage of Welsh speakers in all of the wards from the 2011 Census see appendix 1.

### Bridgend County Borough Council workforce

On 31 March 2020, 4.46% of the BCBC workforce stated that they were able to speak Welsh fluently, a further 2.3% stated they could speak Welsh fairly well and 14.47% stated they could speak Welsh a little.

| BCBC - as at 31.03.2020 |      |        |       |        |
|-------------------------|------|--------|-------|--------|
| Welsh speaker           | Male | Female | Total | %      |
| 'A little'              | 166  | 677    | 843   | 14.47% |
| 'Fairly good'           | 21   | 113    | 134   | 2.30%  |
| 'Fluent'                | 44   | 226    | 270   | 4.64%  |

1.65% of the BCBC workforce stated that they were able to read Welsh fluently, a further 2.83% stated they could read Welsh fairly well and 15.21% stated they could read Welsh a little.

| BCBC - as at 31.03.2020 |      |        |       |        |
|-------------------------|------|--------|-------|--------|
| Welsh reader            | Male | Female | Total | %      |
| 'A little'              | 173  | 713    | 886   | 15.21% |
| 'Fairly good'           | 31   | 133    | 164   | 2.82%  |
| 'Fluent'                | 43   | 228    | 271   | 1.65%  |

4.16% of the BCBC workforce stated that they were able to write Welsh fluently, a further 2.49% stated they could write Welsh fairly well and 12.62% stated they could read Welsh a little.

| BCBC - as at 31.03.2020 |      |        |       |        |
|-------------------------|------|--------|-------|--------|
| Welsh writer            | Male | Female | Total | %      |
| 'A little'              | 128  | 607    | 735   | 12.62% |
| 'Fairly good'           | 27   | 118    | 145   | 2.49%  |
| 'Fluent'                | 38   | 204    | 242   | 4.16%  |

The National Survey for Wales (2018-2019) found that:

- 80% of Welsh speakers spoke Welsh with at least some of their Welsh-speaking colleagues.
- 93% of fluent Welsh-speaking employees reported that they spoke at least some Welsh with people outside their organisation. However for those who were not fluent, only 42% spoke any Welsh with those outside the organisation.

- Just under a third of employees reported that their employer offered staff opportunities to learn Welsh.<sup>3</sup>

### **Bridgend County Borough schools**

Ysgol Gyfun Gymraeg Llangynwydd near Maesteg is Bridgend's Welsh-medium secondary school and has four feeder primary schools within the county borough: Ysgol Gymraeg Bro Ogwr in Bridgend; Ysgol y Ferch o'r Sgêr in Cornelly; Ysgol Cynwyd Sant in Maesteg and Ysgol Gynradd Calon y Cymoedd in Bettws. There are ten English-medium secondary schools and 46 English-medium primary schools in the county borough.

Plans are also well underway for four early years settings in Bettws, Ogmere Valley, Porthcawl and Bridgend Town to feed current Welsh-medium primary schools in Bridgend

### **Objectives**

The Welsh Government's strategy, *Cymraeg 2050: A million Welsh speakers*, notes the Government's ambition of reaching a million Welsh speakers by 2050. A projection for the number of Welsh speakers aged three and over up to 2050 has been produced as part of the strategy.

It is projected that there will be **666,000 people aged three and over able to speak Welsh by 2050, equivalent to around 21 per cent of the population**. This is just over 100,000 more Welsh speakers than there were in 2011 but around 334,000 short of the target of a million Welsh speakers by 2050.

BCBC's aim therefore is for 21% of residents aged 3 and over to be able to speak Welsh by 2050. According to the 2011 census 9.7% of the population of Bridgend county borough aged 3 and over are already Welsh speakers meaning that this needs to increase by 11.3% to meet the Welsh Government target by 2050.

To reach this target, the aim is to increase Welsh speakers within the county borough by a minimum of 1.9% during the lifetime of the current strategy and each subsequent strategy period up until 2050.

| <b>Welsh Language strategy delivery periods (years)</b> | <b>Projected percentage of Welsh speakers</b> |
|---|---|
| 2011 (Census data)                                      | 9.7% (actual)                                 |
| 2021-2026   | 11.6%   |
| 2026-2031   | 13.5%   |
| 2031-2036   | 15.4%   |
| 2036-2041   | 17.3%   |
| 2041-2046   | 19.2%   |
| 2046-2051   | 21.1%   |

<sup>3</sup> <https://gov.wales/welsh-language-work-place-national-survey-wales-april-2018-march-2019>

Based on the progress made with the objectives from the last five year Welsh language strategy, the feedback from the consultation, and local and national development the following overarching objectives have been developed:

- **Promote the use of the Welsh Language within the workforce:**

Increase the opportunities for staff to access the Welsh language and increase the use of Welsh in the workplace.

- **Increase awareness of the Welsh Language and opportunities to use Welsh within Bridgend County Borough Council:**

Raise the profile of the Welsh language, culture and local activities and events organised by the council and our partners in a structured way and improve access to services through the medium of Welsh.

- **Support and promote the Welsh in Education Strategic Plan (WESP):**

Continue to support the use of the Welsh language in early year's settings, expand Welsh-education within the County and provide Welsh language community learning opportunities for adults. Promote all objectives of the WESP but in particular promote and monitor outcomes one, two, three, four and five.

- **Promote the use of Welsh Language and culture in town center businesses and charities:**

Promote the advantages of using the Welsh language within business, charities, tourism, care etc. and support promotion of the availability of Welsh products and services.

- **Participation and engagement:**

Ensure that all full public consultations ask residents to feedback on how the policy or proposals may affect the use of, or impact on the Welsh language and conduct an annual public consultation (for the lifetime of the strategy) to allow feedback on Welsh language services and performance.

- **Implement the new early years settings in Bridgend County Borough:**

Deliver early year's development plans within Bettws, Ogmere Valley, Porthcawl and Bridgend Town to support current Welsh-medium primary schools in Bridgend. Promote early years settings and develop, alongside the WESP, a career pathway which is promoted to learners within Bridgend College and YGG Llangynwyd.

## **Key partners**

The council cannot develop the strategy or reach any agreed targets without working in partnership with a number of other bodies and organisations in the county, the region and nationally within Wales. A concerted effort by all involved offers the chance to meet the aspirations of this strategy.

Though it is the council's duty to publish the strategy, it cannot implement and deliver all the requirements alone. By consulting with so many local partners, it also means that the strategy in its final form will be "owned" by everyone; through working closely with partners, organisations, schools, individuals and communities. The council is confident that delivering this strategy will successfully promote the Welsh language and support its continuing success in the county borough.

### **Menter Bro Ogwr**

Menter Bro Ogwr was established in 1993 by a few enthusiasts who wanted to ensure that the Welsh language had a voice in the county.

The intention of the initiative was to raise the profile of the language in Bro Ogwr by offering opportunities for people to use Welsh in addition to fostering confidence and increasing the number of new Welsh speakers.

The Welsh Language Initiative of Bro Ogwr promotes and furthers the use of the Welsh Language by co-operating with associations, societies, businesses, learners and schools. The Initiative's intention is to raise the profile of the Welsh Language in the county by increasing the opportunities for residents to use the Welsh Language in a variety of fields.

The council continues to work with Menter Bro Ogwr (MBO) to advertise Welsh-essential jobs and MBO is working with Halo and Awen Trust to provide recreational courses through the medium of Welsh for adults in Bridgend.

### **University of South Wales**

The University of South Wales has been the provider of our Welsh Language courses for many years and currently deliver the Cwrs Mynediad Year 1 qualification for BCBC employees. Employees are either supported to attend this course or if they wish to attend higher levels then they are supported to do so under the Welsh Language Training Protocol, so would attend courses, delivered by the UoSW, in the community.

### **The Urdd**

The Urdd, as a Welsh medium youth organisation, is focused on giving young people the opportunity to develop as well rounded individuals. Within Newport, the Urdd works closely with our Welsh medium schools, offering a range of activities to pupils throughout the year. The Urdd is the principle organiser of the annual Eisteddfod, but also organises residential and sporting activities for young people.

The partnership with the Urdd has included continuing the successful development of the family 'Chwaraeon Bach' programmes which include rugby, netball and football, introducing a structured programme of Welsh medium activities for second language schools, and supporting children and young people to access Welsh medium provision, with leaders and coaches receiving training.

### **Fforwm Iaith / Welsh Language Forum**

Fforwm Iaith Bro Ogwr is made up a range of key stakeholders from across the public and voluntary sectors. The group aims to create a forum for partnership working and the dissemination of good practice.

### **Mudiad Meithrin**

Mudiad Meithrin is a voluntary organisation and the main provider of Welsh Medium early years care and education in the voluntary sector in Wales. Its aim is to give every young child in Wales the opportunity to benefit from early years and education experiences. The organisation employs 200 staff nationally, and an additional 1500 staff work in Cylchoedd Meithrin (Welsh Medium playgroups) throughout Wales.

## **Implementation and monitoring**

This is the second Welsh language strategy developed by Bridgend County Borough Council in collaboration with its partners.

Progress against the objectives will be monitored annually, with accountability shared across all partners who are responsible for delivering actions.

The local authority will outline progress made annually as part of our Welsh Language Report required by Welsh Language Standards 158, 164 and 170. This will also be reported to the council's Cabinet Committee Equalities.

## Appendices:

### Appendix one: the percentage of Welsh speakers in all of the wards from the 2011 Census

| Ward                                  | Percentage of Welsh speakers |
|---------------------------------------|------------------------------|
| Llangynwyd                            | 13.6                         |
| Bryncethin                            | 13.3                         |
| Maesteg West                          | 13.1                         |
| Bryntirion, Laleston and Merthyr Mawr | 12.0                         |
| Pen-y-Fai                             | 11.9                         |
| Hendre                                | 11.6                         |
| Pontycymmer                           | 11.5                         |
| Penprysg                              | 11.1                         |
| Felindre                              | 10.7                         |
| Maesteg East                          | 10.6                         |
| Cornelly                              | 10.3                         |
| Brackla                               | 10.0                         |
| Blaengarw                             | 9.8                          |
| Oldcastle                             | 9.7                          |
| Bryncoch                              | 9.6                          |
| Caerau                                | 9.5                          |
| Litchard                              | 9.5                          |
| Rest Bay                              | 9.4                          |
| Porthcawl West Central                | 9.3                          |
| Coychurch Lower                       | 9.1                          |
| Pyle                                  | 9.0                          |
| Llangewydd and Brynhyfryd             | 8.9                          |
| Ynysawdre                             | 8.9                          |
| Aberkenfig                            | 8.7                          |
| Newcastle                             | 8.6                          |
| Sarn                                  | 8.6                          |
| Morfa                                 | 8.4                          |
| Nottage                               | 8.4                          |

| Ward                   | Percentage of Welsh speakers |
|------------------------|------------------------------|
| Newton                 | 8.3                          |
| Llangeinor             | 8.2                          |
| Nant-y-moel            | 8.2                          |
| Cefn Cribwr            | 8.1                          |
| Pendre                 | 8.0                          |
| Bettws                 | 7.8                          |
| Porthcawl East Central | 7.6                          |
| Blackmill              | 7.5                          |
| Cefn Glas              | 7.4                          |
| Ogmore Vale            | 6.8                          |
| Coity                  | 6.5                          |



**Appendix two: action plan**

|   |          |
|---|----------|
| <b>Objective one: Promote the use of the Welsh Language within the workforce.</b> |          |
|   | Actions: |
|   |          |
|   |          |
|   |          |

|   |          |
|---|----------|
| <b>Objective two: Increase awareness of the Welsh Language and opportunities to use Welsh within Bridgend County Borough Council.</b> |          |
|   | Actions: |
|   |          |
|   |          |
|   |          |

|  |          |
|--|----------|
| <b>Objective three: Support and promote the Welsh in Education Strategic Plan (WESP)</b> |          |
|  | Actions: |
|  |          |
|  |          |
|  |          |

|  |          |
|--|----------|
| <b>Objective four: Promote the use of Welsh Language and culture in town center businesses and charities</b> |          |
|  | Actions: |
|  |          |
|  |          |
|  |          |

|   |          |
|---|----------|
| <b>Objective Five: Participation and engagement</b> |          |
|   | Actions: |
|   |          |
|   |          |
|   |          |

|   |  |
|---|--|
| <b>Objective Six: Implement the new early years settings in Bridgend County Borough</b> |  |
|---|--|

|  |          |
|--|----------|
|  | Actions: |
|  |          |
|  |          |
|  |          |

# Draft Welsh Language five year Strategy objectives 2021-2026

Consultation report

## Contents

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## 1. Overview

This consultation sought to invite views on Bridgend County Borough Council's Draft Welsh Language five year strategy objectives 2021-2026 from residents, workforce, elected members and stakeholders on the proposed Welsh Language Objectives for 2021-2026.

### **The Welsh Language (Wales) Measure 2011**

The Welsh Language (Wales) Measure 2011 makes Welsh an official language in Wales. This means it must be treated no less favourably than English.

The Welsh Language (Wales) Measure 2011 established a legal framework to impose a statutory duty on public bodies in Wales to comply with the Welsh Language Standards. The Welsh Language Standards replaced the Welsh Language Act 1993. It recognises that there are two official languages in Wales- Welsh and English. The legislation enables people to live their lives through the medium of Welsh, if they choose to do so.

### **Welsh Language Standards**

The Welsh Language Standards were published by the Welsh Language Commissioner. Bridgend County Borough Council (BCBC) received its final Welsh Language Standards compliance notice in September 2015. This notice comprised of 171 standards, 144 required by March 2016 and a further 27 by September 2016. The Commissioner put these into five themes.

- Service delivery;
- Policy making;
- Promotion;
- Operational;
- Record keeping.

The purpose of the Standards is to:

- Provide greater clarity to organisations about their duties regarding the Welsh Language
- Provide greater clarity to Welsh speakers about the services they can expect to receive in Welsh
- Ensure greater consistency of Welsh language services and improve their quality

The Welsh Language Standards require an annual report to be produced which outlines compliance with the standards, progress made towards the objectives, and how, in collaboration with partners, promoted the Welsh language and facilitated the use of the Welsh language more widely in the county borough.

## 2. Introduction

A public survey based on Bridgend County Borough Council's draft Welsh Language Strategy objectives was completed over a six week period between 10 May 2021 and the 18 June 2021. The survey was available to complete online on the consultation page of the council's website and paper copies were made available upon request. The survey was available in English and Welsh. Residents could request a paper copy or another alternative format by telephone or email via the Consultation and Engagement Team.

In total, there were 19 questions which required a reply from respondents. All survey responses offered the option of anonymity. The council's standard set of equalities monitoring questions were also included with the survey, this is recommended good practice for all public facing surveys carried out by the council.

The content of the consultation remains available online in closed consultations.

Comments regarding the consultation were also invited via social media, letter, email and phone call.

### 3. Promotional tools and engagement methods

This section details the specific communications and engagement methods used to reach people and encourage them to share their views during the consultation period.

#### 3.1 Social media and govDelivery



Facebook Twitter and Instagram have been widely used to promote the consultation.

The Welsh Language Strategy Consultation was promoted on the council's corporate Facebook, Twitter, Instagram and LinkedIn social media channels throughout the consultation period to raise awareness of the consultation and to encourage citizens to share their views on the proposals.

Information was posted in both English and Welsh 24 times, reaching 19,400 people with 46 shares, 4 comments, 26 reactions and 141 link clicks through to the consultation webpage.

In June 2020 the local authority implemented a new digital communications platform called govDelivery. govDelivery sends messages directly to residents' email inboxes in the language of their choice. There are currently 36,987 English subscribers and 228 Welsh subscribers from Bridgend County Borough signed up to receive weekly update emails.

The Welsh Language Strategy Consultation was included in 3 weekly English and Welsh bulletins. This generated 258 link clicks through to the consultation webpage.

#### 3.2 Local press

Details of the consultation were sent as part of press releases emailed to local and national press at the start of the consultation (10 May 2021) and towards the end of the consultation (11 June 2021). They also featured in 7 news updates (12 May, 14 May, 19 May, 21 May, 26 May, 11 June and 16 June) and were supported with social media messages throughout the live period.

#### 3.3 Internal communications

Internally, details of the consultation were published within the Bridgend's weekly staff messages three times (20 May, 3 June, 17 June).

### **3.4 Community engagement**

Details of the consultation were shared with members of the Welsh in Education's Strategic Plan Forum, Welsh-medium schools across the county borough, council members, staff and other key stakeholders.

Details of the consultation were discussed with WESP Training and Apprenticeship Strategy sub-group on 10 May 2021 as well as members of the WESP meeting on 16 June 2021. There were a total of 30 attendees in these meetings.

### **3.5 Draft Welsh Language Strategy objectives 2021-2026 survey**

The survey contained 19 questions which required a reply from respondents.

The survey was available on the council's website and surveys were readily available in English and Welsh. Alternative formats were available on request.

## **4. Response rate**

In total, there were 473 interactions. The response rate has been divided into several areas including: consultation survey responses, interactions in meetings and social media interactions:

- 439 survey responses were received in total (all online submissions);
- During the consultation period, there were four comments on the social media channels;
- The Consultation and Engagement team engaged with 30 members of the WESP Forum and the WESP Training and Apprenticeship Strategy sub-group.

## **5. How effective was the consultation?**

The data collection methods, which included the online survey and a paper survey were developed using plain English to maximise understanding. These response methods were designed to give a consistency to the survey across multiple platforms.

## **6. Headline figures**

- 36% of respondents said they could speak Welsh fluently, 29% said they could speak Welsh a little, 23% said they could not speak Welsh at all and 12% said they could speak Welsh fairly well

- 36% of respondents said they could read Welsh fluently, 26% said they could not read Welsh at all, 23% said they could read Welsh a little, and 14.5% said they could read Welsh fairly well
- 33% of respondents said they could write Welsh fluently, 32% said they could not write Welsh at all, 20% said they could write Welsh a little, and 14.5% said they could write Welsh fairly well
- 15% of respondents said they access all services in Welsh, 19% said they access some services in Welsh and 33% said they choose not to access services in Welsh
- 70% of respondents either strongly agreed (49%) or agreed (21%) with Objective one: Promote the use of the Welsh Language within the workforce
- 73% of respondents strongly agreed (52%) or agreed (21%) with Objective two: Increase awareness of the Welsh Language Standards and opportunities to use Welsh within Bridgend County Borough Council
- 76% of respondents either strongly agreed (61%) or agreed (15%) with Objective three: Support and promote the Welsh in Education Strategic Plan (WESP)
- 74% of respondents either strongly agreed (52%) or agreed (22%) with Objective four: Promote the use of Welsh Language and culture in town centre businesses and charities
- 69% of respondents either strongly agreed (49%) or agreed (20%) with Objective five: Encourage statutory participation and engagement through the Welsh Language
- 73% of respondents either strongly agreed (58%) or agreed (15%) with Objective six: Implement the new Welsh Language early years settings in Bridgend County Borough

## 7. Question and analysis - consultation survey

Section seven of the report looks at the questions asked in the consultation survey – with 439 respondents in total.

### 7.1 Language to complete the survey.

Respondents to the consultation survey were initially asked in which language they would like to complete the survey. Overall, 974% of respondents selected English with 26% selecting Welsh.

| Language     | #          | %            |
|--------------|------------|--------------|
| English      | 324        | 74           |
| Welsh        | 115        | 26           |
| <b>Total</b> | <b>439</b> | <b>100.0</b> |

### 7.2 Draft Welsh Language Strategy objectives 2021-2026 survey

Respondents were asked to complete an about you section and were given an overview of the draft Welsh Language Strategy objectives for the council:

- **Objective one:** Promote the use of the Welsh Language within the workforce



- **Objective two:** Increase awareness of the Welsh Language Standards and opportunities to use Welsh within Bridgend County Borough Council
- **Objective three:** Support and promote the Welsh in Education Strategic Plan (WESP)
- **Objective four:** Promote the use of Welsh Language and culture in town centre businesses and charities
- **Objective five:** Encourage statutory participation and engagement through the Welsh Language
- **Objective six:** Implement the new Welsh Language early years settings in Bridgend County Borough

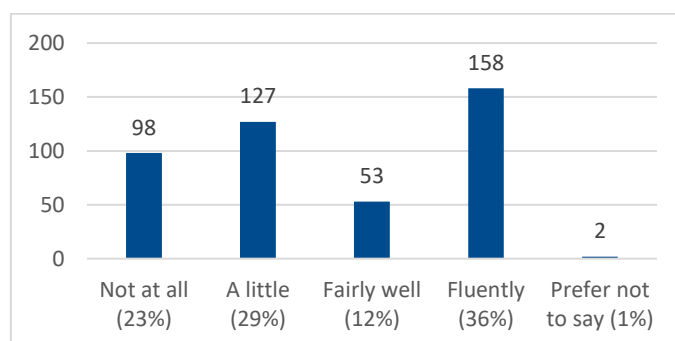
They were asked to tell us if they agreed with the objective and given the opportunity to comment on each objective.

## 7.2.1 About you

### 7.2.1.1 Are you able to speak/read/write Welsh?

#### Are you able to speak Welsh?

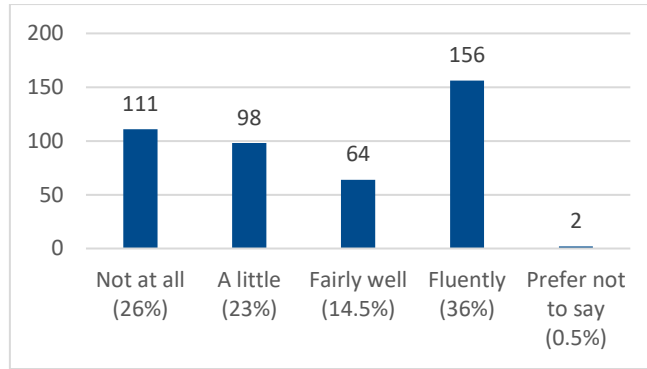
There were 438 responses to this question.



36% of respondents said they could speak Welsh fluently, 29% said they could speak Welsh a little, 23% said they could not speak Welsh at all and 12% said they could speak Welsh fairly well. 1% of respondents chose prefer not to say.

#### Are you able to read Welsh?

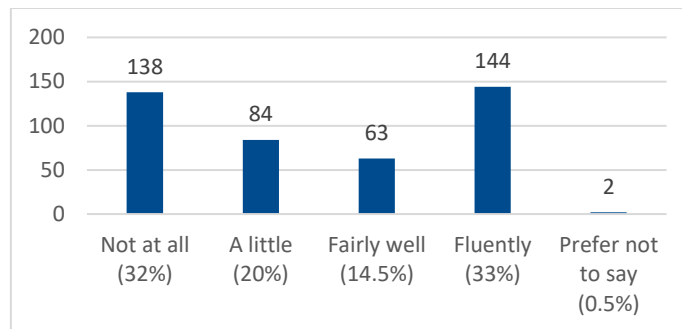
There were 431 responses to this question.



36% of respondents said they could read Welsh fluently, 26% said they could not read Welsh at all, 23% said they could read Welsh a little, and 14.5% said they could read Welsh fairly well. 0.5% of respondents chose prefer not to say.

### Are you able to write Welsh?

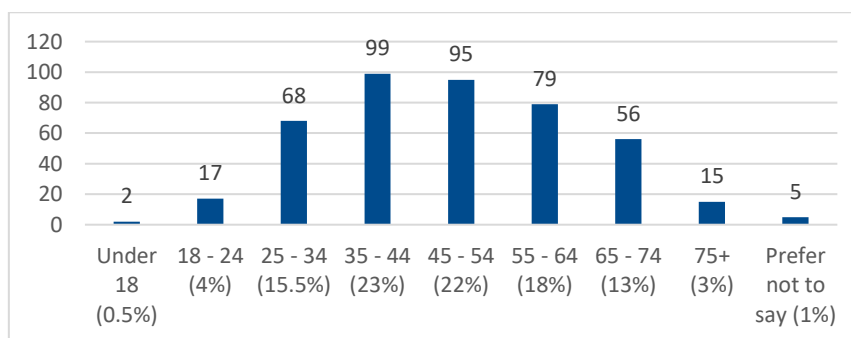
There were 431 responses to this question.



33% of respondents said they could write Welsh fluently, 32% said they could not write Welsh at all, 20% said they could write Welsh a little, and 14.5% said they could write Welsh fairly well. 0.5% of respondents chose prefer not to say.

### 7.2.1.2 Please select your age category

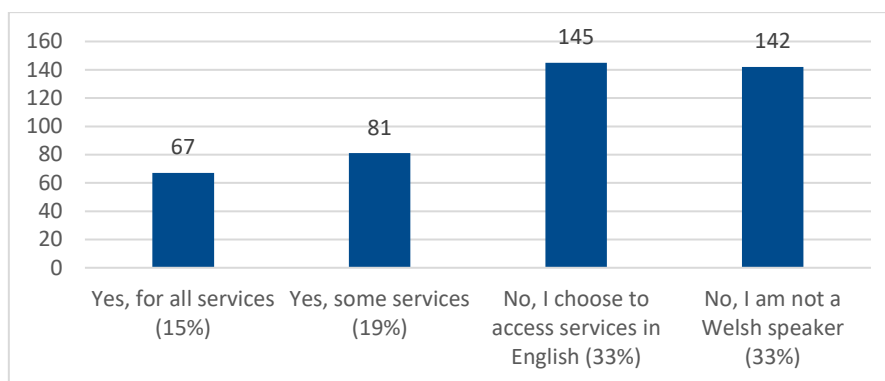
There were 436 responses to this question.



23% of respondents were aged 35-44, 22% were aged 45-54 and 18% were aged 55-64.

### 7.2.1.3 Do you access council services in Welsh?

There were 435 responses to this question.



15% of respondents said they access all services in Welsh, 19% said they access some services in Welsh and 33% said they choose not to access services in Welsh. 33% of respondents said they were not a Welsh speaker.

### If no, I choose to access service in English please tell us why

121 comments were made in relation to this question and have been themed in the table below:

| Theme   | Number of responses |
|---|---------------------|
| Lack confidence using Welsh/ am a Welsh learner and is a second language                        | 67                  |
| Unsure of Welsh when discussing technical or important issues                                   | 12                  |
| We waste far too much time and money on Welsh/ everyone understands English                     | 11                  |
| Was unaware I could/ Welsh is rarely available and English is usually the default language used | 8                   |
| Easier/quicker to use English   | 7                   |
| I speak English   | 5                   |
| There are members of the family that do not speak Welsh   | 5                   |
| When I have attempted to use Welsh have been told a Welsh speaker is not available              | 2                   |
| Don't want to be difficult  | 1                   |
| Could never see the benefit of speaking or learning Welsh                                       | 1                   |
| I don't use services often  | 1                   |
| My choice   | 1                   |

The most popular responses were lack confidence using Welsh/ am a Welsh learner and is a second language followed by unsure of Welsh when discussing technical or important issues and then we waste far too much time and money on Welsh/ everyone understands English.

### If yes, some services please tell us why

52 comments were made in relation to this question and have been themed in the table below:

| Theme   | Number of responses |
|---|---------------------|
| I use Welsh when it is available/ not all services are available in Welsh                               | 25                  |
| Lack confidence using Welsh/ am a Welsh learner and is a second language                                | 13                  |
| There are members of the family that do not speak Welsh   | 4                   |
| Easier/quicker to use English   | 3                   |
| Formal writing used by the Council can be difficult in Welsh  | 2                   |
| Some services are worse in Welsh  | 2                   |
| Don't really access the council services  | 1                   |
| I prefer spoken Welsh but written English   | 1                   |
| If documentation is in English it is easier to discuss in English especially if specific jargon is used | 1                   |

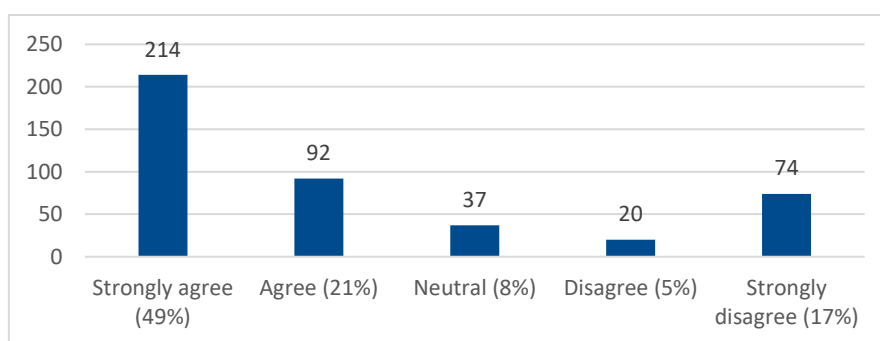
The most popular responses were I use Welsh when it is available/ not all services are available in Welsh followed by lack confidence using Welsh/ am a Welsh learner and is a second language and then there are members of the family that do not speak Welsh.

## 7.2.2 Objectives

### 7.2.2.1 Objective one

Objective one: Promote the use of the Welsh Language within the workforce

There were 437 responses to this question.



70% of respondents either strongly agreed (49%) or agreed (21%) with this objective. 8% gave a neutral response and 21% of respondents either disagreed (5%) or strongly disagreed (17%) with this objective.

119 comments were provided by respondents on this objective and these have been themed and are detailed in the table below:

| Theme | Number of responses |
|-------|---------------------|
|-------|---------------------|

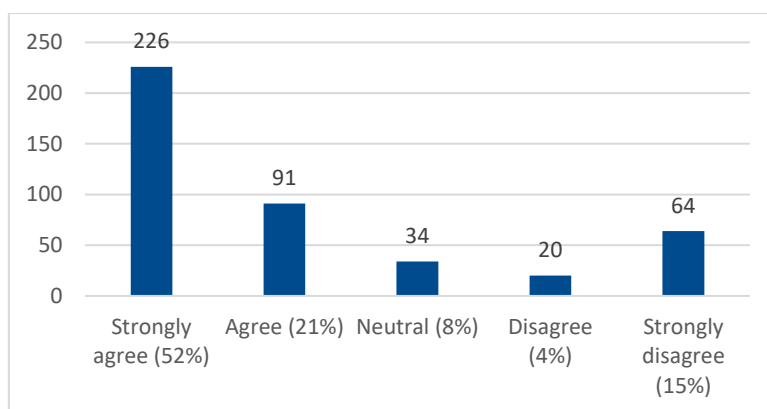
|  |    |
|--|----|
| Waste of money and resources/unnecessary as everyone uses English  | 40 |
| Agree with proposal: we should promote the Welsh language  | 20 |
| This should be a choice, not forced on people  | 18 |
| Agree with proposal: all staff should have equal opportunity to learn Welsh through training/lessons       | 9  |
| Promoting Welsh encourages discrimination against those that speak English                                 | 5  |
| Other languages are more widely spoken in Bridgend i.e. Polish   | 4  |
| Welsh language skills and development should be encouraged and promoted                                    | 4  |
| More opportunities for staff to socialise using the Welsh language   | 3  |
| Should strive to employ more Welsh speaking staff/have a Welsh speaking member of staff in each department | 3  |
| More support for fluent Welsh speakers to brush on skills  | 2  |
| More promotion is needed   | 2  |
| Should focus more on Welsh education   | 2  |
| Corporate messages should be bilingual   | 1  |
| Individuals who wish to learn and use Welsh should pay for it  | 1  |
| I think more businesses in the Borough should be encouraged to promote Welsh                               | 1  |
| It would not be on my list of priorities   | 1  |
| There is a negative environmental impact in producing bilingual resources                                  | 1  |
| Using two languages will result in confusion   | 1  |
| Welsh should be the first option so people recognise it straight away                                      | 1  |

The most common themes were waste of money and resources/unnecessary as everyone uses English followed by agree with proposal: we should promote the Welsh language and then this should be a choice, not forced on people.

### 7.2.2.2 Objective two

**Objective two:** Increase awareness of the Welsh Language Standards and opportunities to use Welsh within Bridgend County Borough Council

There were 435 responses to this question.



73% of respondents strongly agreed (52%) or agreed (21%) with this objective. 8% gave a neutral response and 19% of respondents either disagreed (4%) or strongly disagreed (15%) with this objective.

79 comments were provided by respondents on this objective and these have been themed and are detailed in the table below:

| Theme  | Number of responses |
|--|---------------------|
| Waste of money and resources/unnecessary as everyone uses English  | 34                  |
| Agree with proposal: we should promote the Welsh language and culture  | 16                  |
| More clubs, events, flags, promotion of heritage, parent and child groups and Welsh for adults               | 7                   |
| Promoting Welsh encourages discrimination against those that speak English                                   | 4                   |
| It is important that both languages are treated equally  | 3                   |
| This will help encourage the use of Welsh in the county and raise the profile of the Welsh language          | 3                   |
| More use of 'iaith gwaith' and orange Welsh badges in places like shops                                      | 2                   |
| Need more Welsh medium education in the borough  | 2                   |
| Need high level BCBC staff to speak Welsh  | 2                   |
| People already know about the Welsh standards so no need to raise profile                                    | 2                   |
| Promote partner organisations and activities i.e. Menter, Awen, Eisteddfod activities                        | 2                   |
| In order to emphasise our culture and language ensure ALL street names/signs are bi-lingual with Welsh first | 1                   |
| Welsh cultural activities are awful  | 1                   |

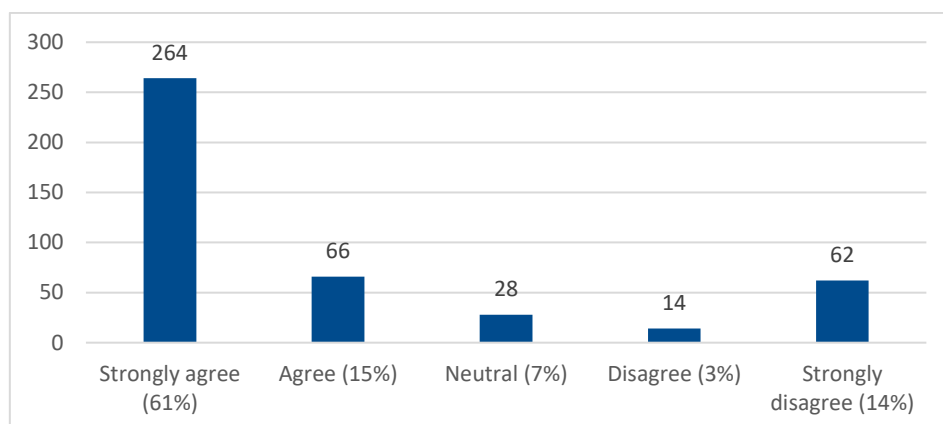
The most common themes were waste of money and resources/unnecessary as everyone uses English followed by agree with proposal: we should promote the Welsh language and

culture and then more clubs, events, flags, promotion of heritage, parent and child groups and Welsh for adults.

### 7.2.2.3 Objective three

**Objective three:** Support and promote the Welsh in Education Strategic Plan (WESP)

There were 434 responses to this question.



76% of respondents either strongly agreed (61%) or agreed (15%) with this objective. 7% gave a neutral response and 17% of respondents either disagreed (3%) or strongly disagreed (14%) with this objective.

119 comments were provided by respondents on this objective and these have been themed and are detailed in the table below:

| Theme  | Number of responses |
|--|---------------------|
| Agree with proposal: Expanding Welsh Medium Education, Meithrin to adulthood, is the best way to encourage the use of the language                               | 29                  |
| Waste of money and resources/unnecessary   | 21                  |
| More support/opportunities for adults and parents to engage and learn Welsh  | 16                  |
| There is not enough Welsh language provision across the county i.e. should be accessible in all communities including Blaengarw, Bridgend, Porthcawl and Pencoed | 16                  |
| Education should focus on more useful subject/ the English language  | 13                  |
| Welsh medium education needs more funding  | 5                   |
| Consider relocating the Welsh secondary school so it is more accessible  | 4                   |
| This should be a choice, not forced on people  | 4                   |
| Put efforts into foreign languages   | 3                   |
| Will promote division  | 2                   |
| Will promote division  | 2                   |

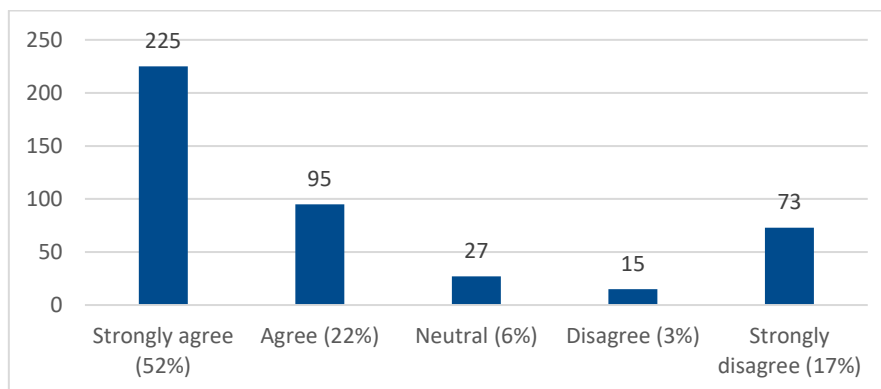
|   |   |
|---|---|
| I would suggest creating secondment opportunities within Welsh Medium schools for learners to develop their skills in a practical setting before returning to their own schools. Encourage mentorship by Welsh speaking schools and the sharing of resources. | 1 |
| No point as young people will move out of Wales   | 1 |
| There needs to be more support for practitioner's confidence using the Welsh language   | 1 |
| Totally support the Welsh Language  | 1 |

The most common themes were agree with proposal: Expanding Welsh Medium Education, Meithrin to adulthood, is the best way to encourage the use of the language followed by waste of money and resources/unnecessary.

#### 7.2.2.4 Objective four

Objective four: Promote the use of Welsh Language and culture in town centre businesses and charities

There were 435 responses to this question.



74% of respondents either strongly agreed (52%) or agreed (22%) with this objective. 6% gave a neutral response and 20% of respondents either disagreed (3%) or strongly disagreed (17%) with this objective.

89 comments were provided by respondents on this objective and these have been themed and are detailed in the table below:

| Theme  | Number of responses |
|--|---------------------|
| Waste of money and resources/unnecessary                     | 25                  |
| Agree with proposal: will promote Welsh language and culture | 18                  |
| This will add additional costs and resources for businesses  | 10                  |
| Tourists do not speak Welsh                                  | 5                   |
| What are the advantages?                                     | 5                   |



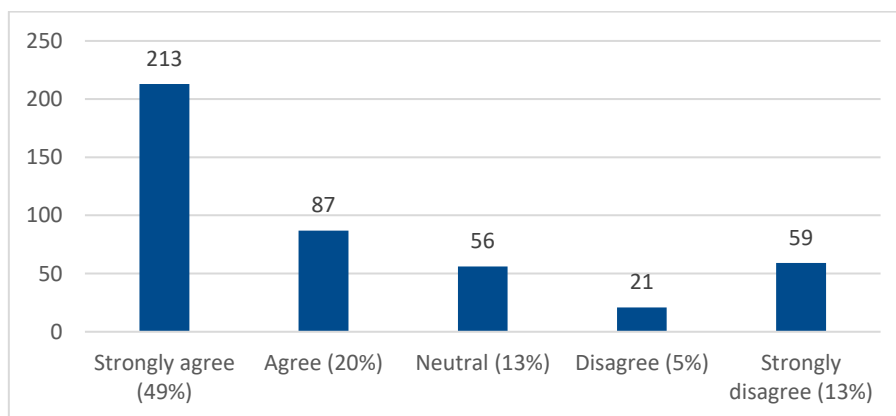
|  |   |
|--|---|
| Agree with supporting the promotion of Welsh products and services   | 4 |
| Everything should be bilingual in any case as we are in Wales.   | 4 |
| This should be a choice  | 4 |
| People find bilingual signs distracting and can be dangerous   | 2 |
| Encourages tourism   | 2 |
| Give workers badges o show they can speak Welsh  | 2 |
| This should not be the responsibility of the Council   | 2 |
| Duplication of resources is bad for the planet   | 1 |
| English should be prominent  | 1 |
| I would like a space in Bridgend such as a cafe where Welsh can be promoted. An event space is a possibility too     | 1 |
| Offer incentives for business to promote the language, lower rent etc  | 1 |
| More Welsh-medium education is needed  | 1 |
| Welsh place names should be more commonly used, especially in tourist areas to increase the profile of the language. | 1 |

The most common themes were waste of money and resources/unnecessary followed by agree with proposal: will promote Welsh language and culture and then this will add additional costs and resources for businesses.

#### 7.2.2.5 Objective five

**Objective five:** Encourage statutory participation and engagement through the Welsh Language

There were 436 responses to this question.



69% of respondents either strongly agreed (49%) or agreed (20%) with this objective. 13% gave a neutral response and 18% of respondents either disagreed (5%) or strongly disagreed (13%) with this objective.

67 comments were provided by respondents on this objective and these have been themed and are detailed in the table below:

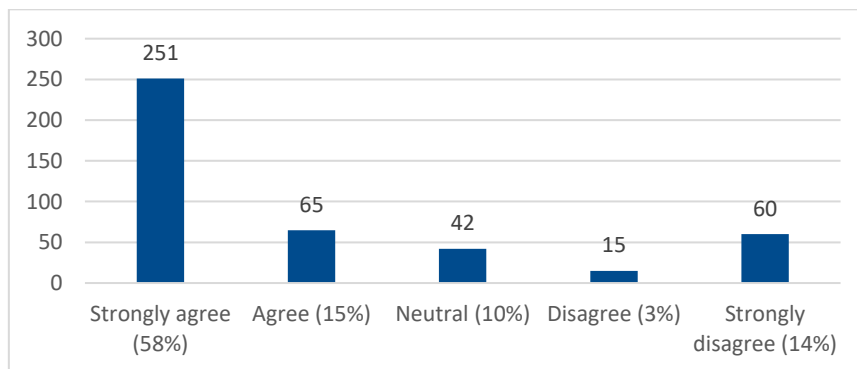
| Theme   | Number of responses |
|---|---------------------|
| Disagree with proposal/waste of money and resources/unnecessary                                       | 31                  |
| Agree with proposal: would be interesting to hear feedback and BCBC should listen and act on feedback | 19                  |
| This should be a choice, not 'statutory'  | 6                   |
| BCBC should capture whether residents wish to receive correspondence in Welsh or English              | 3                   |
| I am not certain that I understand the intention of this objective                                    | 2                   |
| Does this refer only to public consultations on Welsh language issues, or to all council matters?     | 1                   |
| I am disheartened how much time is spent on this and how little is spent on foreign languages         | 1                   |
| More needs to be done to allow adults who are learning to speak Welsh to use the language every day   | 1                   |
| People should be able to speak English fluently   | 1                   |
| More Welsh-medium education is needed   | 1                   |
| Welsh centric   | 1                   |

The most common themes were disagree with proposal/waste of money and resources/unnecessary followed by agree with proposal: would be interesting to hear feedback and BCBC should listen and act on feedback and then this should be a choice, not 'statutory'.

#### 7.2.2.6 Objective six

**Objective six:** Implement the new Welsh Language early years settings in Bridgend County Borough

There were 433 responses to this question.



73% of respondents either strongly agreed (58%) or agreed (15%) with this objective. 10% gave a neutral response and 17% of respondents either disagreed (3%) or strongly disagreed (14%) with this objective.

88 comments were provided by respondents on this objective and these have been themed and are detailed in the table below:

| Theme   | Number of responses |
|---|---------------------|
| Waste of money and resources/unnecessary  | 16                  |
| Education should focus on more useful subject/ the English language   | 14                  |
| Why only these areas? Llynfi valley, Pontycymer, Maesteg, Blaengarw and Porthcawl is not included                               | 13                  |
| Agree with proposal: there should be more Welsh-medium education available  | 11                  |
| The early years are key to introducing the Welsh language and ensuring growth and awareness                                     | 11                  |
| Funding per pupil should be equal between Welsh and English education/encourages discrimination against non welsh speakers      | 5                   |
| This should be based on family choice   | 4                   |
| Welsh-medium education that is available needs better promotion   | 4                   |
| Will need to involve and support parents  | 3                   |
| Career pathways could be promoted wider than the two educational institutions mentioned   | 2                   |
| It's important that children are speaking Welsh as something natural and not a lesson to learn in school                        | 2                   |
| If you do want to increase this then you need to actively reward practitioners/those who have learnt Welsh as a second language | 1                   |
| I also think that some of these areas could have flying start provision   | 1                   |
| This will take a long time to implement   | 1                   |

The most common themes were waste of money and resources/unnecessary followed by education should focus on more useful subject/ the English language and then why only these areas? Llynfi valley, Pontycymer, Maesteg, Blaengarw and Porthcawl is not included.

#### 7.2.2.7 Do you have any other comments about these objectives or proposals for other objectives?

Finally respondents were asked if they had any other comments about these objectives. 157 respondents provided comments and these have been themed and are detailed in the table below:

| Theme   | Number of responses |
|---|---------------------|
| Waste of money and resources/unnecessary                                  | 46                  |
| There needs to be more Welsh-medium education available across the county | 26                  |
| Agree with proposals: we need to promote the Welsh language and culture   | 22                  |

| Theme   | Number of responses |
|---|---------------------|
| BCBC needs to respect the Welsh language, invest in, appoint Welsh speaking staff and support staff who want to learn Welsh | 11                  |
| There should be more support for learners and more courses available  | 11                  |
| All street names in Wales should be Welsh and all signage bilingual   | 8                   |
| This should be a choice, not forced on people   | 8                   |
| There should also be opportunities to promote other languages/support multiculturalism                                      | 5                   |
| Should not prejudice non Welsh speakers.  | 4                   |
| Welsh should not be promoted over English   | 4                   |
| Ask people their language preferences and only communicate with them in their chosen language                               | 3                   |
| People should receive all services bilingually  | 2                   |
| The use of the Welsh language needs to be promoted in every day conversations   | 2                   |
| A lot of people speak Welsh but consider themselves non Welsh speakers because of lack of confidence and practice           | 1                   |
| Advertise in shops and promote Welsh products   | 1                   |
| Should focus on BSL   | 1                   |
| This council has an appalling record in ignoring the wishes of the electorate   | 1                   |
| We need less government not more  | 1                   |

The most common themes were waste of money and resources/unnecessary followed by there needs to be more Welsh-medium education available across the county and then agree with proposals: we need to promote the Welsh language and culture.

### 7.3 Equalities monitoring

#### 7.3.1 How would these proposals affect you because of your: Gender, Age, Ethnicity, Disability, Sexuality, Religion / belief, Gender identity, Relationship status, Pregnancy, Preferred language?

114 comments were provided by respondents and these have been themed and are detailed in the table below:

| Theme  | Number of responses |
|--|---------------------|
| Not at all/no negative impact  | 36                  |
| Positive impact: promote the use of Welsh  | 22                  |
| Would prefer to use the English language/would not like to have to learn or use Welsh language | 15                  |
| Discriminatory towards English speakers  | 7                   |
| Preferred language/language choice   | 6                   |

| Theme  | Number of responses |
|--|---------------------|
| Waste of money and resources/unnecessary   | 5                   |
| Age: too old to start learning a new language  | 4                   |
| I do not have particular characteristics/is not relevant to me                                   | 4                   |
| Discrimination towards BSL/would not be able to lip read Welsh language                          | 2                   |
| Give everybody a choice  | 2                   |
| It wastes my time i.e. listening to bilingual messages and reading bilingual emails              | 2                   |
| They would enhance any/all characteristics   | 2                   |
| Adverse impact on the grounds of ethnicity   | 1                   |
| All of the above   | 1                   |
| Is this a real question?   | 1                   |
| Increase cost of publications of bilingual literature  | 1                   |
| My gender identity   | 1                   |
| Me, because of age, disability and beliefs.  | 1                   |
| My son had to move from a Welsh school to English because of the lack of help for his disability | 1                   |

The most common themes were not at all/no negative impact followed by positive impact: promote the use of Welsh and then would prefer to use the English language/would not like to have to learn or use Welsh language.

### 7.3.2 We would like to know your views on the effects that the guidance would have on the Welsh language, specifically on opportunities for people to use Welsh and on treating the Welsh language no less favourably than English. What effects do you think there would be? How could positive effects be increased, or negative effects be mitigated?

158 comments were provided by respondents and these have been themed and are detailed in the table below:

| Theme  | Number of responses |
|--|---------------------|
| I think it would be a positive effect and could encourage people to learn Welsh if they don't already speak it and encourage those who do to use it more | 49                  |
| Welsh is treated more favourably than English and discriminates against English speakers and causes division   | 18                  |
| Waste of money and resources/unnecessary   | 17                  |
| Welsh should be encouraged socially, in businesses and support and courses offered for people to use/learn the Welsh language                            | 17                  |
| There needs to be promotion of Welsh language and culture to combat resistance and a culture change  | 12                  |

| Theme   | Number of responses |
|---|---------------------|
| BCBC should promote the Welsh language, let the public know if Welsh speaking staff are available and support staff who want to learn Welsh | 8                   |
| There needs to be more Welsh-medium education   | 8                   |
| This should be a choice and not forced on people  | 7                   |
| Welsh and English need to be treated equally  | 7                   |
| There will be no benefits to this   | 4                   |
| Welsh would be treated on an equal basis with English and raise the status of the language  | 4                   |
| Everything needs to be translated/bilingual   | 3                   |
| Street names should be Welsh only/ all road signs should be bilingual   | 2                   |
| Don't understand this question. You need to be more clear   | 1                   |
| Negative impact on deaf son   | 1                   |

The most common themes were I think it would be a positive effect and could encourage people to learn Welsh if they don't already speak it and encourage those who do to use it more and then Welsh is treated more favourably than English and discriminates against English speakers and causes division.

**7.3.3 Please also explain how you believe the guidance could be formulated or changed so as to have positive effects or increased positive effects on opportunities for people to use the Welsh language, and on treating the Welsh language no less favourably than the English language, and ensure there are no adverse effects on opportunities for people to use the Welsh language.**

108 comments were provided by respondents and these have been themed and are detailed in the table below:

| Theme   | Number of responses |
|---|---------------------|
| Waste of money and resources/unnecessary  | 20                  |
| Welsh should be encouraged socially, in businesses and communities to encourage people of all levels and ability  | 14                  |
| There should be more opportunities to use and learn Welsh and more courses offered  | 12                  |
| BCBC should employ more Welsh speaking staff and support staff who want to learn Welsh  | 11                  |
| Welsh and English need to be treated equally  | 10                  |
| I think it would be a positive effect and could encourage people to learn Welsh if they do not already speak it and encourage those who do to use it more | 8                   |
| This should be a choice and not forced on people  | 8                   |

| Theme   | Number of responses |
|---|---------------------|
| There needs to be promotion of Welsh language and culture to combat resistance and a culture change | 7                   |
| Welsh is treated more favourably than English and discriminates against English speakers            | 7                   |
| There needs to be more Welsh-medium education   | 5                   |
| I am struggling to answer this question   | 2                   |
| All communication should be bilingual   | 1                   |
| Naming roads/streets in Welsh only will result in people using a little Welsh daily.                | 1                   |
| Menter Bro Ogwr could help with this.   | 1                   |
| Residents should be asked language preference to prevent duplicating documents                      | 1                   |

The most common themes were waste of money and resources/unnecessary followed by Welsh should be encouraged socially, in businesses and communities to encourage people of all levels and ability and then there should be more opportunities to use and learn Welsh and more courses offered.

## 7.4 Qualitative responses

### 7.4.1 Social media comments

Additional responses from social media comments (4) received during the survey's live period are detailed below:

| Comment  | Number of responses |
|--|---------------------|
| Maybe change your name to the Welsh version to start with.   | 1                   |
| I am implying that you change the name from Bridgend to Pen Y Bont Ar Ogwr (as part of your Welsh strategy). That would be a good start instead of using the English version. There is also a Bridgend in Scotland!                  | 1                   |
| The lowest percentages of Welsh speakers are in Bridgend (17%)   | 1                   |
| Of course the Welsh language should be promoted. I know a little bit, but I chose to put my son in a Welsh school so he would have better opportunities. I hear many speaking Welsh. I didn't have the opportunity when I was young. | 1                   |

## 8. Conclusion

Using statistical analysis, based on a confidence level of 95% a sample of 439 survey completions is considered to be robust to a maximum standard error of  $\pm 4.752\%$ . Therefore, we can be 95% confident that the responses are representative of those that would be given by the total adult population, to within  $\pm 4.752\%$  of the percentages reported.

This means that if the total adult population of Bridgend had taken part in the survey and a statistic of 50% was observed, we can be 95% confident that the actual figure lies between 45.248% and 54.752%.

### 8.1 Equality Impact Assessment

The Full Equality Impact Assessment will be completed alongside the Five year Welsh Language strategy action plan which will be made available to Cabinet Equalities Committee in November 2021.

### 8.2 Welsh Language Five year strategy action plan

The feedback from this consultation will be used to work with service areas within the council to develop the Welsh Language five year strategy action plan which will be presented to Cabinet Committee Equalities in November 2021.



## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET COMMITTEE EQUALITIES

27 JULY 2021

#### REPORT OF THE CHIEF EXECUTIVE

#### EQUALITY, DIVERSITY AND INCLUSION POLICY STATEMENT

#### 1. Purpose of report

- 1.1 The purpose of this report is to present to Cabinet Committee Equalities an Equality, Diversity and Inclusion Policy Statement for approval.

#### 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**:

- **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 focused on raising the skills, qualifications and ambitions of all people in the county borough.
- **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 deliver the Council's well-being objectives.

#### 3. Background

- 3.1 In order to support the council's Strategic Equality Plan 2020-2024, an Equality, Diversity and Inclusion Policy Statement has been developed.

#### 4. Current situation/proposal

- 4.1 An Equality, Diversity and Inclusion Policy Statement, at **Appendix one**, has been developed, which demonstrates the council's existing commitment and approach to equalities. The policy statement provides the foundation for all policies, strategies and schemes and links directly to the council's Strategic Equality Plan.

- 4.2 This policy statement reinforces the council's position on:

- Eliminating direct and indirect discrimination
- Harassment and victimisation
- Promotion of equality of opportunity

- Developing relations between people from different groups

4.3 As an employer and provider of services within our communities, the policy statement outlines the council's commitment to not discriminate against people on the grounds of age, disability, gender identity/reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or, belief, sex, sexual orientation, socio-economic disadvantage or the use of the Welsh language.

4.4 It also recognises the importance of achieving a diverse workforce and the importance of recruitment practices being fair and consistent.

4.5 Consultation has taken place with the recognised trade unions.

4.6 Schools Governing Bodies will be encouraged to adopt this policy statement.

## **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 Act 2010 implications**

6.1 An initial Equality Impact Assessment (EIA) screening has identified that there would be no negative impact on those with one or more of the protected characteristics, on socio-economic disadvantage or the use of the Welsh Language. It is therefore not necessary to carry out a full EIA on this policy statement.

## **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 Equality, Diversity and Inclusion policy statement alongside 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 Equality, Diversity and Inclusion policy statement alongside the Strategic Equality plan supports all the well-being objectives and ensures integration for all people with protected characteristics.

**Collaboration** - The creation of the Equality, Diversity and Inclusion policy statement 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 in this report.

## 9. Recommendation

9.1 Cabinet Committee Equalities are requested to approve the Equality, Diversity and Inclusion Policy statement in **Appendix one**.

**Mark Shephard**  
**Chief Executive**  
**27 July 2021**

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**Background papers:**

None

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**Appendix one**

# **EQUALITY, DIVERSITY AND INCLUSION POLICY STATEMENT**

**Date of Issue:**

|                  |  |             |       |
|------------------|--|-------------|-------|
| Document Title   | Equality, Diversity & Inclusion Policy Statement | Department  | HR&OD |
| Publication date |  | Review Date |       |

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- 2. Key Principles ..... 4
- 3. Policy Statement ..... 4
- 4. Responsibility ..... 5
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|                  |  |             |       |
|------------------|--|-------------|-------|
| Document Title   | Equality, Diversity & Inclusion Policy Statement | Department  | HR&OD |
| Publication date |  | Review Date |       |

## 1. Purpose

- 1.1 This Equality, Diversity and Inclusion Policy Statement sets out the council's commitment to promoting equality, diversity and inclusion in employment and service delivery.
- 1.2 It demonstrates that equality, diversity and inclusion are central to the council's values and the delivery of services.
- 1.3 It demonstrates that the council values diversity and that no individual should be treated less favourably on the grounds of age, disability, gender identity/reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, socio-economic disadvantage or use of the Welsh language.
- 1.4 It sets out a clear commitment to work towards eliminating direct and indirect discrimination, harassment and victimisation, to promote equality of opportunity and to develop good relations between people from different groups.
- 1.5 This policy statement supports the council's Strategic Equality Plan, which outlines how we will comply with the Equality Act 2010 and how we will meet our obligations within the Public Sector Equality Duty.
- 1.6 This policy statement also supports council's duty under the Equality Act (Authorities subject to the Socio-economic Inequality Duty) (Wales) Regulations 2021.

## 2. Key Principles

- 2.1 This policy statement aims to ensure that the council is an organisation that values equality diversity and inclusion and takes proactive steps to remove discrimination and foster good relations. This will be achieved by promoting equality in all council's activities. This policy statement provides the foundation for all policies, strategies and schemes and links directly to the council's Strategic Equality Plan.

## 3. Policy Statement

- 3.1 The council believes in creating a fair, just and inclusive society. As an employer and provider of services within our communities, we will not discriminate against people on the grounds of age, disability, gender identity/reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or, belief, sex, sexual orientation, socio-economic disadvantage or the use of the Welsh language.
- 3.2 We are committed to ensuring that services are relevant and responsive to the needs of all communities. We recognise that all members of the community have specific and individual needs and will strive to meet those needs.
- 3.3 We value all members of the community and will treat people with dignity and respect. We will not tolerate discrimination, harassment or victimisation in any form from our service users or communities or our workforce.

|                  |  |             |       |
|------------------|--|-------------|-------|
| Document Title   | Equality, Diversity & Inclusion Policy Statement | Department  | HR&OD |
| Publication date |  | Review Date |       |



- 3.4 We will ensure that our contractors and others who deliver our services share our values.
- 3.5 We will work closely with local people, voluntary and community groups and other partners to build a respectful place in which we can all live and work.
- 3.6 We recognise that we work in a diverse community and understand the importance of achieving a diverse workforce. We will ensure that our recruitment practices are fair and consistent.
- 3.7 We will aim to ensure our workforce is representative of the community that we serve.
- 3.8 We will develop our employees by valuing their varied skills and experiences; by investing in learning and development; by treating employees fairly; by combating harassment, discrimination and victimisation at work; and by encouraging a culture, which values the difference between us.
- 3.9 Equality Impact Assessments will be carried to ensure that policies, practices and strategic decisions are fair, meet the needs of residents and are not inadvertently discriminating against any protected group. Equality Impact Assessments will also consider the impact on the Welsh Language and the Socio-Economic Duty.
- 3.10 In summary, the council is committed to ensuring that:
  - the services we provide are responsive
  - the services we provide are inclusive
  - employees are treated with dignity and respect;
  - discrimination, harassment and victimisation are not tolerated; and
  - equality becomes a part of all we do.

**4. Responsibility**

- 4.1 The Chief Executive and the Corporate Management Board are responsible for implementing this policy statement and ensuring that equality is mainstreamed throughout the council.
- 4.2 All managers, are responsible for actively promoting equality, removing discrimination and fostering good relations between different groups in employment and service delivery.
- 4.3 All employees, are responsible for following the principles in this policy; we all have an important role to play in ensuring the council carries out its commitment to equality and diversity.
- 4.4 All employees are responsible for ensuring that equality impact assessments are carried out on all new policies, practices and functions so they fulfil the principles of this policy.

|                  |  |             |       |
|------------------|--|-------------|-------|
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- 4.5 All employees have access to induction and equalities training.
- 4.6 All employees have access to the [Equality page](#) on the intranet. This contains further information about responsibly for removing discrimination and promoting equality.
- 4.7 Where public services are provided by other organisations or suppliers, they are responsible for adhering to the principles within this policy statement at all times. Failure to do so could result in termination of contract.

**5. Monitoring**

- 5.1 Cabinet Committee Equalities (CCE) oversees all equality, diversity and inclusion issues and will monitor this policy statement and the Strategic Equality Plan.
- 5.2 The Corporate Management Board have oversight of this policy statement and the Strategic Equality Plan.
- 5.3 This policy statement will be reviewed at least every four years in line with the Strategic Equality Plan or when otherwise required due to changes in legislation or practices.
- 5.4 The council’s Strategic Equality Plan outlines the steps that will be taken to implement this policy. The Strategic Equality action plan will be reviewed yearly and a progress report will be produced, presented to CCE and published on the council’s corporate website.
- 5.5 This policy statement outlines the council’s commitment to prevent discrimination, promote equal opportunities and foster good relations between different groups. If an employee feels that this policy is not being followed, they should raise this with their line manager. If matters cannot be resolved by the line manager, or where the complaint relates to the line manager, the provision within the council’s Resolution Policy will apply.
- 5.6 If an employee has any questions about this policy statement, they should discuss them with the council’s Equality Team or Human Resources.
- 5.7 Disciplinary matters that arise from this policy will be dealt with using the discipline policy and procedure.
- 5.8 If a member of the public feels that this policy statement or the council’s Strategic Equality Plan is not being followed, they can make a complaint through the complaints policy and procedure.
- 5.9 Where unfair practices are discovered through the monitoring process, necessary action will be taken to remedy the disadvantage.

**Related Documents**

[Strategic Equality Plan](#)

Resolution Policy

[Discipline Policy and Procedure](#)

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|                  |  |             |       |
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[Complaints Policy](#)

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| Publication date |  | Review Date |       |

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**BRIDGEND COUNTY BOROUGH COUNCIL**  
**REPORT TO CABINET COMMITTEE EQUALITIES**  
**27 JULY 2021**

**REPORT OF THE CHIEF EXECUTIVE**  
**ANNUAL REPORT ON EQUALITY IN THE WORKFORCE (2020/21)**

**1. Purpose of report**

- 1.1 The purpose of this report is to provide Cabinet Committee Equalities with a summary of the equality profile of the council's workforce as at 31 March 2021.

**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 under the **Well-being of Future Generations (Wales) Act 2015**:

- **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 provision of relevant and accurate workforce information enables the council to meet its statutory duties and obligations in relation to the Equality Act 2010, the Public Sector Equality Duty and the Welsh Language Standards, and aids decision making.

**4. Current situation/proposal**

- 4.1 **Appendix one** provides an equality profile of the council's workforce as at 31 March 2021, with comparative data from the previous two years.
- 4.2 The profile includes protective characteristics of the workforce (gender, disability, ethnicity, age and sexual orientation); details of those in the workforce with caring responsibilities and Welsh language skills. There is a full data set available on gender and age although it is not mandatory for employees to disclose their sensitive personal information for equality monitoring.
- 4.3 The equality information gathered for monitoring purposes has been reviewed to ensure that data collected will enable a better understanding of the council's employment profile. Going forward this will mean employees will have additional options in relation to Gender, Transgender/Gender Identity, and Marital Status. Employees are encouraged regularly to provide and/or update their sensitive information and further promotion will take place once the system has been revised.

#### **4 Effect upon policy framework and procedure rules**

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

#### **5 Equality Act 2010 implications**

5.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions.

5.2 This is an information report, therefore it is not necessary to carry out an Equality Impact Assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

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

6.1 The well-being goals identified in the Act were considered in the preparation of this report.

**Long-term** - This information report will, in the long term, assist in supporting the council to improve the information gathered for protected characteristics.

**Prevention** – Workforce reporting aims to identify issues that are relevant in our workforce and help us to set objectives to prevent any disproportionate impact to any characteristic groups.

**Integration** – All employees are regularly provided the opportunity to confirm or update their protected characteristics.

**Collaboration** - The detail within **Appendix one** has been gathered through collaboration with all employees within the council.

**Involvement** - Publication of the report ensures that the public and stakeholders can review the work that has/is being undertaken.

#### **8. Financial implications**

8.1 There are no financial implications arising from this report.

#### **9. Recommendations**

9.1 It is recommended that the Cabinet Committee Equalities note the information contained in this report and within **Appendix one**.

**Mark Shephard**  
**Chief Executive**  
**27 July 2021**

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**Background documents:**

None

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## Workforce Equality Monitoring

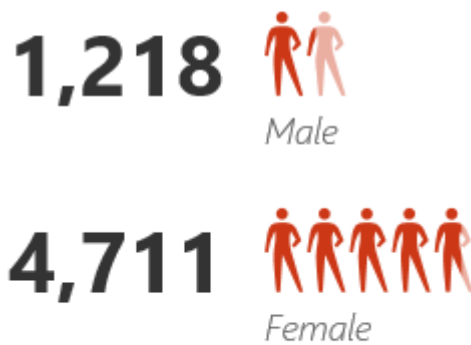
### Introduction

This appendix gives an overview of the workforce, by protected characteristic, as at 31.03.21, trend analysis for the previous 2 years along with relevant information about this profile or work being undertaken.

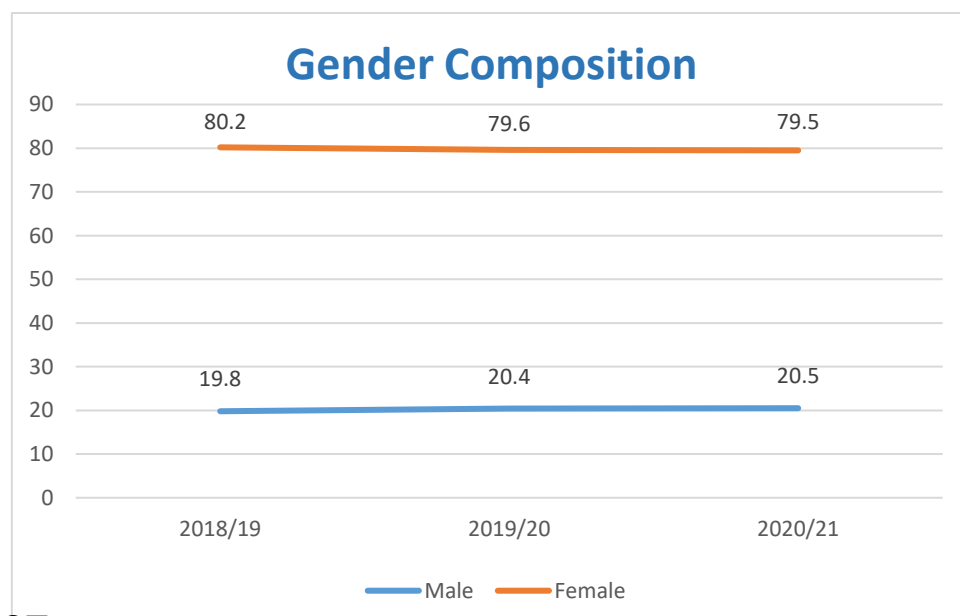
### Headcount & Gender

The total headcount as at 31.03.21 is as follows:

## HEADCOUNT



| Description    | BCBC excluding Schools |        |       | Schools |        |       |
|----------------|------------------------|--------|-------|---------|--------|-------|
|                | Male                   | Female | Total | Male    | Female | Total |
| BCBC Headcount | 696                    | 2316   | 3012  | 522     | 2395   | 2917  |
| Percentage     | 23.1%                  | 76.9%  |       | 17.9%   | 82.1%  |       |



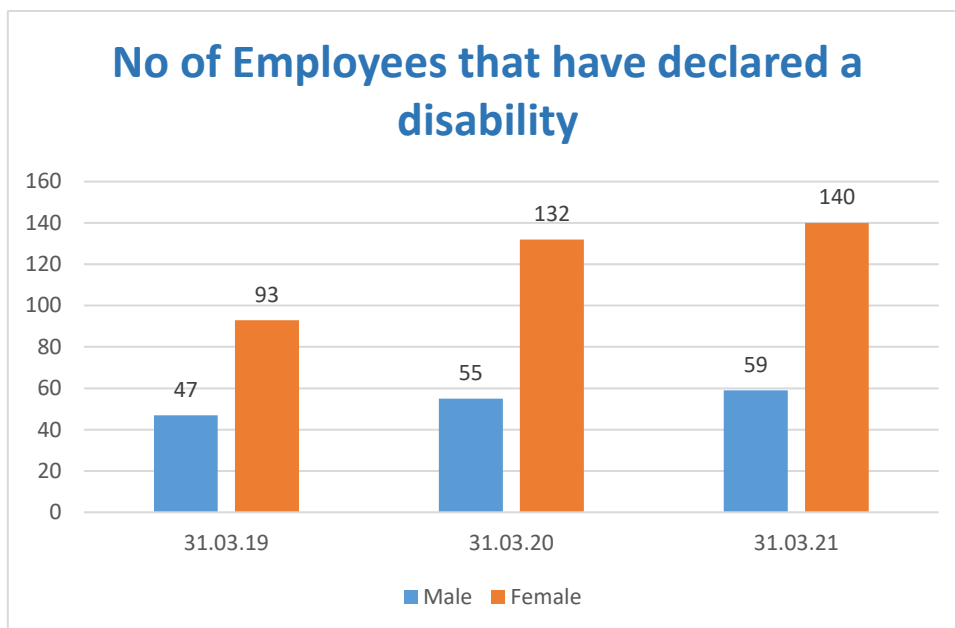
The gender composition has remained fairly consistent over previous years. In comparison with other Local Authorities in Wales (19/20), the council continues to have a higher percentage of female employees. However, it is inevitable that the workforce composition will vary according to the scope of in-house services.

## Disability

| Disability Declared |
|---------------------|
| 31/03/2021          |
| 31/03/2020          |
| 31/03/2019          |

| BCBC excluding Schools |        |       |      |
|------------------------|--------|-------|------|
| Male                   | Female | Total | %    |
| 48                     | 108    | 156   | 5.2% |
| 50                     | 101    | 151   | 5.0% |
| 43                     | 72     | 115   | 3.9% |

| Schools |        |       |      |
|---------|--------|-------|------|
| Male    | Female | Total | %    |
| 11      | 32     | 43    | 1.5% |
| 5       | 31     | 36    | 1.2% |
| 4       | 21     | 25    | 0.8% |



There is a small increase in the number of employees who have declared a disability, 3.3% of our total workforce are disabled employees with 21.2% of the workforce not declaring whether they have / have not got a disability.

The council has maintained its Disability Confident status. This scheme supports employers to make the most of the talents disabled people can bring to the workplace and allows us to draw from the widest possible pool of talent, secure and retain high quality employees' who are skilled, loyal and hard working. This is promoted on the council's job pages and at various recruitment campaigns. The council is also featured on the SCOPE (disability equality charity) website.

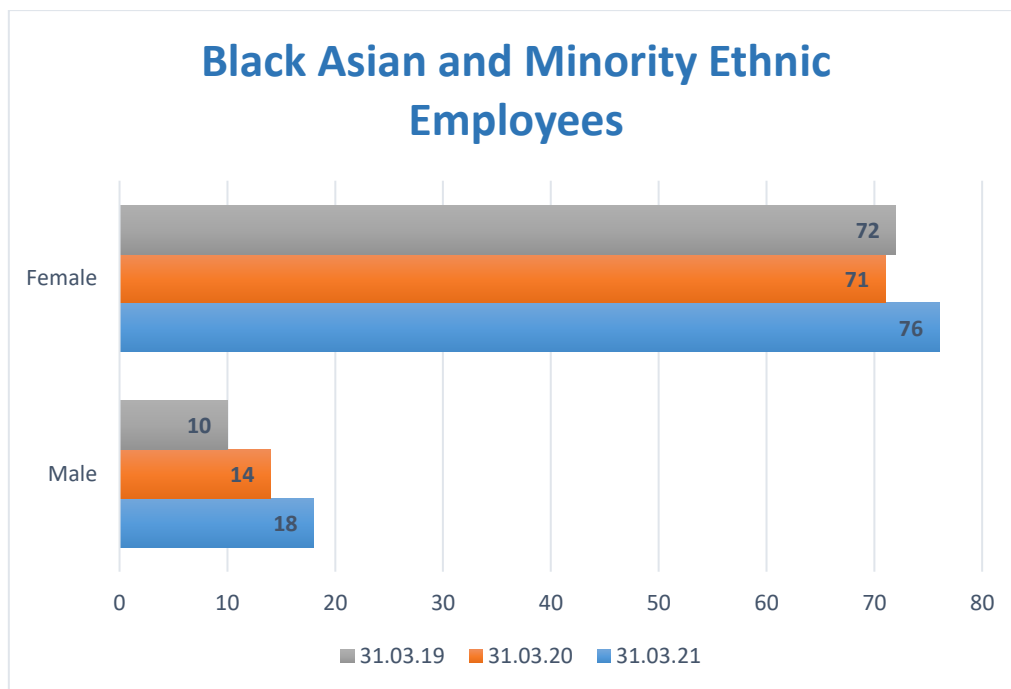
Meanwhile, more is being done to improve awareness of different disabilities by celebrating awareness days and weeks, including hidden disabilities.

## Black Asian and Minority Ethnic Employees

| Ethnic Minority |
|-----------------|
| 31/03/2021      |
| 31/03/2020      |
| 31/03/2019      |

| BCBC excluding Schools |        |       |      |
|------------------------|--------|-------|------|
| Male                   | Female | Total | %    |
| 16                     | 48     | 64    | 2.1% |
| 12                     | 42     | 54    | 1.8% |
| 7                      | 45     | 52    | 1.8% |

| Schools |        |       |      |
|---------|--------|-------|------|
| Male    | Female | Total | %    |
| 2       | 28     | 30    | 1.0% |
| 2       | 29     | 31    | 1.0% |
| 3       | 27     | 30    | 1.0% |

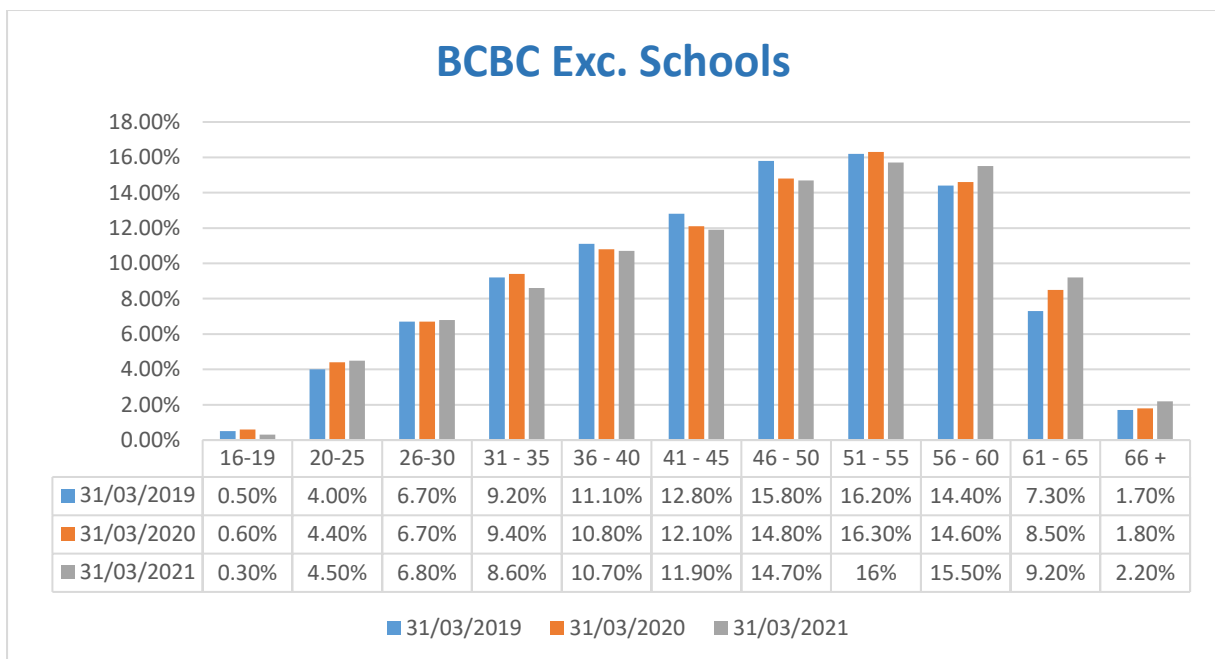


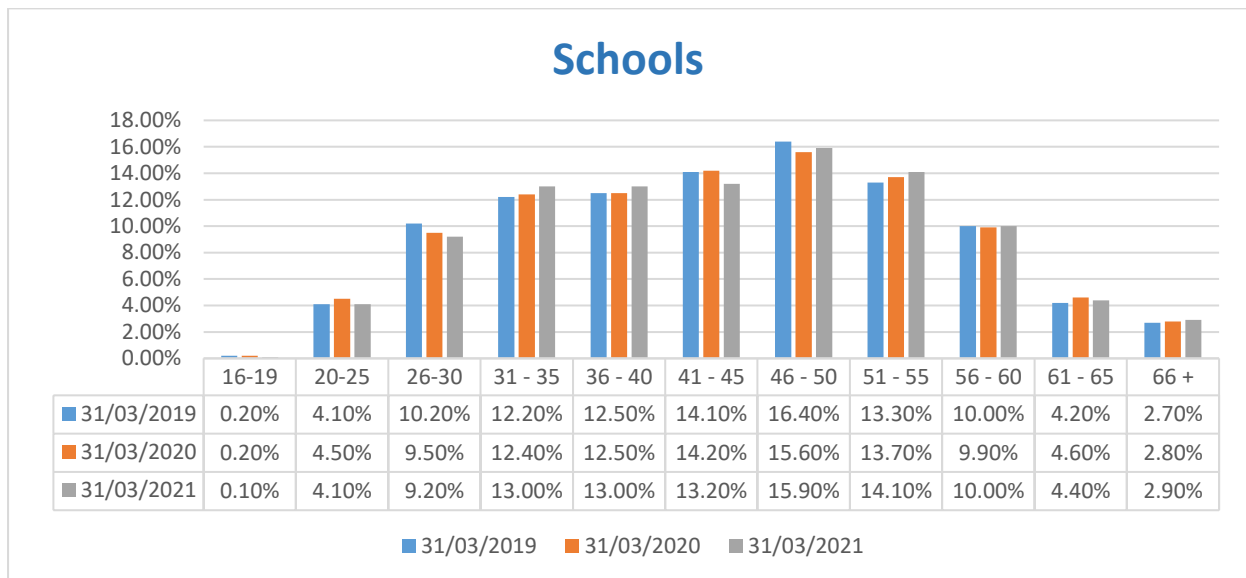
The recorded percentage of Black Asian and Minority Ethnic employees has increased in our corporate workforce over the last 12 months. Those that have not stated their ethnicity equates to 773 employees, which is 13% of our total workforce. For context, the latest population estimates from StatsWales (December 2020) indicate that 2.6% of the county borough residents are from a Black Asian and Minority Ethnic background.

As a local authority we are one of 900 organisations across Wales who have signed up to the Zero Racism Wales Pledge. Thereby agreeing to take a stand against racism and promote a more inclusive and equal workplace and society that gives every individual in Wales the right to feel safe, valued and included.

## Age Profile

| Age Band | BCBC<br>(exc. Schools) | Schools |
|----------|------------------------|---------|
| 16-19    | 0.30%                  | 0.10%   |
| 20-25    | 4.50%                  | 4.10%   |
| 26-30    | 6.80%                  | 9.20%   |
| 31 - 35  | 8.60%                  | 13.00%  |
| 36 - 40  | 10.70%                 | 13.00%  |
| 41 - 45  | 11.90%                 | 13.20%  |
| 46 - 50  | 14.70%                 | 15.90%  |
| 51 - 55  | 16%                    | 14.10%  |
| 56 - 60  | 15.50%                 | 10.00%  |
| 61 - 65  | 9.20%                  | 4.40%   |
| 66 +     | 2.20%                  | 2.90%   |



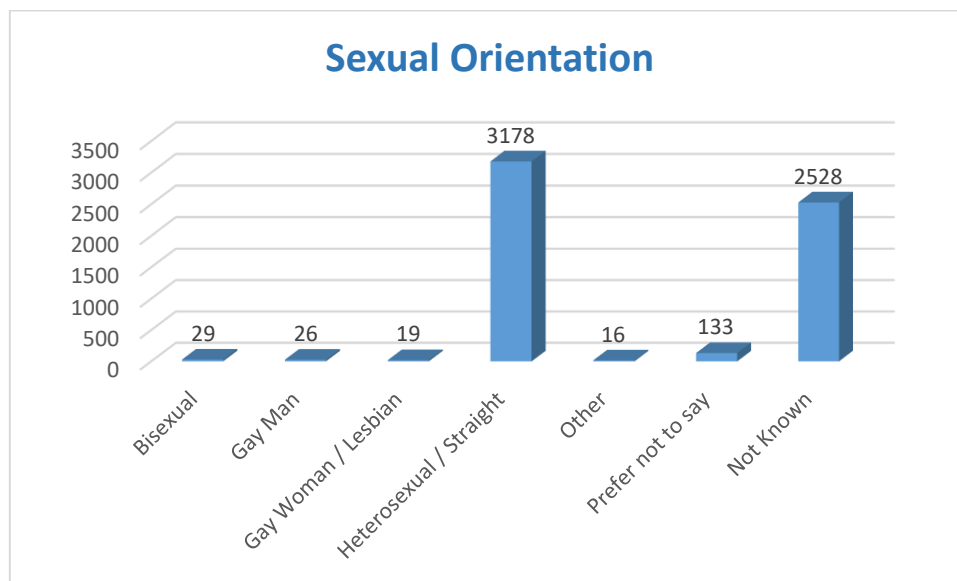


50% of the total workforce are between the age of 46 and 65, with the average age being 46 years. The number of employees aged 61 years old and above has increased within the corporate workforce, whereas those within the 61-65 age range has taken a slight decrease within the schools workforce.

In comparison with other Local Authorities in Wales (19/20), the council has a higher than average number of employees within the age band of 60-64, and is mid-range for those aged 65-69.

The detail above informs there is an aging workforce across the council, which demonstrates the importance of succession planning. The council has and continues to invest in apprenticeship and graduate positions which are a great opportunity to attract new employees and with the potential to 'grow our own'.

## Sexual Orientation



31.03.2021

| Description         |
|---------------------|
| Bisexual            |
| Gay Man             |
| Gay Woman / Lesbian |

| BCBC excluding Schools |        |       |      |
|------------------------|--------|-------|------|
| Male                   | Female | Total | %    |
| 5                      | 17     | 22    | 0.7% |
| 17                     | 0      | 17    | 0.6% |
| 0                      | 13     | 13    | 0.4% |

| Schools |        |       |      |
|---------|--------|-------|------|
| Male    | Female | Total | %    |
| 3       | 4      | 7     | 0.2% |
| 9       | 0      | 9     | 0.3% |
| 0       | 6      | 6     | 0.2% |

31.03.2020

| Description         |
|---------------------|
| Bisexual            |
| Gay Man             |
| Gay Woman / Lesbian |

| BCBC excluding Schools |        |       |      |
|------------------------|--------|-------|------|
| Male                   | Female | Total | %    |
| 4                      | 15     | 19    | 0.6% |
| 17                     | 0      | 17    | 0.6% |
| 0                      | 9      | 9     | 0.3% |

| Schools |        |       |      |
|---------|--------|-------|------|
| Male    | Female | Total | %    |
| 0       | 4      | 4     | 0.1% |
| 7       | 0      | 7     | 0.2% |
| 0       | 5      | 5     | 0.1% |

31.03.2019

| Description         |
|---------------------|
| Bisexual            |
| Gay Man             |
| Gay Woman / Lesbian |

| BCBC excluding Schools |        |       |      |
|------------------------|--------|-------|------|
| Male                   | Female | Total | %    |
| 3                      | 12     | 15    | 0.5% |
| 16                     | 0      | 16    | 0.5% |
| 0                      | 7      | 7     | 0.2% |

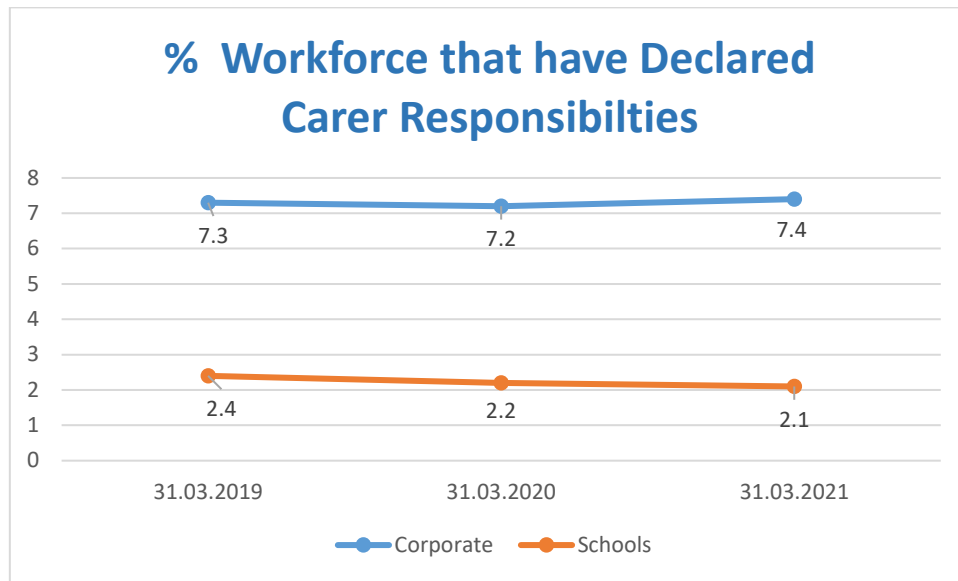
| Schools |        |       |      |
|---------|--------|-------|------|
| Male    | Female | Total | %    |
| 0       | 2      | 2     | 0.1% |
| 6       | 0      | 6     | 0.2% |
| 0       | 0      | 0     | 0.0% |

The majority of employees have categorised themselves as heterosexual / straight. However, 42.6% of our workforce have not declared their sensitive personal information, which is not mandatory.

The staff survey this year will be seeking the views of employees to establish whether there is any interest in developing staff networks for protected characteristic groups. This can help employees feel safe, supported and comfortable at work, give them a voice on matters which are of interest to them and help them feel empowered to contribute to improving the work environment.

The council also continues to promote and engage in national events such as Pride, LGBTQ+ History Month as well as other events to build awareness.

## Caring Responsibilities



31.03.2021

| Description                   |
|-------------------------------|
| Carer Responsibility Declared |

| BCBC excluding Schools |        |       |      |
|------------------------|--------|-------|------|
| Male                   | Female | Total | %    |
| 33                     | 189    | 222   | 7.4% |

| Schools |        |       |      |
|---------|--------|-------|------|
| Male    | Female | Total | %    |
| 6       | 55     | 61    | 2.1% |

31.03.2020

| Description                   |
|-------------------------------|
| Carer Responsibility Declared |

| BCBC excluding Schools |        |       |      |
|------------------------|--------|-------|------|
| Male                   | Female | Total | %    |
| 29                     | 190    | 219   | 7.2% |

| Schools |        |       |      |
|---------|--------|-------|------|
| Male    | Female | Total | %    |
| 6       | 60     | 66    | 2.2% |

31.03.2019

| Description                   |
|-------------------------------|
| Carer Responsibility Declared |

| BCBC excluding Schools |        |       |      |
|------------------------|--------|-------|------|
| Male                   | Female | Total | %    |
| 23                     | 193    | 216   | 7.3% |

| Schools |        |       |      |
|---------|--------|-------|------|
| Male    | Female | Total | %    |
| 8       | 63     | 71    | 2.4% |

The number of carers identifying themselves within the schools workforce has slightly decreased from the previous year, however, there has been a slight increase in the number of male carers within the corporate workforce.

During June the council recognised Carers week for 2021 and the theme 'Making Caring Visible and Valued'. A range of events took place to mark the occasion such as launching Bridgend Carers Centre Website and drop in sessions which were promoted through Bridgend and social media platforms.

## Welsh Language

30.03.21

| Description          |
|----------------------|
| <b>Welsh Speaker</b> |
| 'A little'           |
| 'Fairly Good'        |
| 'Fluent'             |

| BCBC excluding Schools |            |            |              |
|------------------------|------------|------------|--------------|
| Male                   | Female     | Total      | %            |
| <b>136</b>             | <b>481</b> | <b>617</b> | <b>20.5%</b> |
| 110                    | 352        | 462        | 15.3%        |
| 7                      | 37         | 44         | 1.5%         |
| 19                     | 92         | 111        | 3.7%         |

| Schools    |            |            |              |
|------------|------------|------------|--------------|
| Male       | Female     | Total      | %            |
| <b>100</b> | <b>557</b> | <b>657</b> | <b>22.6%</b> |
| 68         | 348        | 416        | 14.3%        |
| 11         | 70         | 81         | 2.8%         |
| 21         | 139        | 160        | 5.5%         |

|                     |
|---------------------|
| <b>Welsh Reader</b> |
| 'A little'          |
| 'Fairly Good'       |
| 'Fluent'            |

|            |            |            |              |
|------------|------------|------------|--------------|
| <b>143</b> | <b>524</b> | <b>667</b> | <b>22.2%</b> |
| 111        | 382        | 493        | 16.4%        |
| 14         | 50         | 64         | 2.1%         |
| 18         | 92         | 110        | 3.7%         |

|           |            |            |              |
|-----------|------------|------------|--------------|
| <b>99</b> | <b>573</b> | <b>672</b> | <b>23.1%</b> |
| 65        | 354        | 419        | 14.4%        |
| 12        | 78         | 90         | 3.1%         |
| 22        | 141        | 163        | 5.6%         |

|                     |
|---------------------|
| <b>Welsh Writer</b> |
| 'A little'          |
| 'Fairly Good'       |
| 'Fluent'            |

|           |            |            |              |
|-----------|------------|------------|--------------|
| <b>99</b> | <b>429</b> | <b>528</b> | <b>17.6%</b> |
| 73        | 306        | 379        | 12.6%        |
| 11        | 42         | 53         | 1.8%         |
| 15        | 81         | 96         | 3.2%         |

|           |            |            |              |
|-----------|------------|------------|--------------|
| <b>90</b> | <b>522</b> | <b>612</b> | <b>21.0%</b> |
| 57        | 320        | 377        | 12.9%        |
| 13        | 71         | 84         | 2.9%         |
| 20        | 131        | 151        | 5.2%         |

30.03.20

| Description          |
|----------------------|
| <b>Welsh Speaker</b> |
| 'A little'           |
| 'Fairly Good'        |
| 'Fluent'             |

| BCBC excluding Schools |            |            |              |
|------------------------|------------|------------|--------------|
| Male                   | Female     | Total      | %            |
| <b>134</b>             | <b>479</b> | <b>613</b> | <b>20.2%</b> |
| 103                    | 341        | 444        | 14.6         |
| 7                      | 40         | 47         | 1.6%         |
| 24                     | 98         | 122        | 4.0%         |

| Schools   |            |            |              |
|-----------|------------|------------|--------------|
| Male      | Female     | Total      | %            |
| <b>96</b> | <b>553</b> | <b>649</b> | <b>21.6%</b> |
| 64        | 345        | 409        | 13.6%        |
| 14        | 73         | 87         | 2.9%         |
| 18        | 135        | 153        | 5.1%         |

|                     |
|---------------------|
| <b>Welsh Reader</b> |
| 'A little'          |
| 'Fairly Good'       |
| 'Fluent'            |

|            |            |            |              |
|------------|------------|------------|--------------|
| <b>152</b> | <b>519</b> | <b>672</b> | <b>22.1%</b> |
| 114        | 368        | 482        | 15.9%        |
| 16         | 54         | 70         | 2.3%         |
| 22         | 97         | 119        | 3.9%         |

|           |            |            |              |
|-----------|------------|------------|--------------|
| <b>96</b> | <b>571</b> | <b>667</b> | <b>22.1%</b> |
| 62        | 354        | 416        | 13.8%        |
| 15        | 82         | 97         | 3.2%         |
| 19        | 135        | 154        | 5.1%         |

|                     |
|---------------------|
| <b>Welsh Writer</b> |
| 'A little'          |
| 'Fairly Good'       |
| 'Fluent'            |

|            |            |            |              |
|------------|------------|------------|--------------|
| <b>104</b> | <b>427</b> | <b>531</b> | <b>17.5%</b> |
| 72         | 295        | 367        | 12.1%        |
| 13         | 48         | 61         | 2.0%         |
| 19         | 84         | 103        | 3.4%         |

|           |            |            |              |
|-----------|------------|------------|--------------|
| <b>87</b> | <b>517</b> | <b>604</b> | <b>20.0%</b> |
| 54        | 318        | 372        | 12.3%        |
| 16        | 74         | 90         | 3.0%         |
| 17        | 125        | 142        | 4.7%         |

30.03.2019

| Description          |
|----------------------|
| <b>Welsh Speaker</b> |
| 'A little'           |
| 'Fairly Good'        |
| 'Fluent'             |

| BCBC excluding Schools |            |            |               |
|------------------------|------------|------------|---------------|
| Male                   | Female     | Total      | %             |
| <b>124</b>             | <b>460</b> | <b>584</b> | <b>19.79%</b> |
| 93                     | 331        | 424        | 14.37%        |
| 9                      | 38         | 47         | 1.59%         |
| 22                     | 91         | 113        | 3.83%         |

| Schools   |            |            |               |
|-----------|------------|------------|---------------|
| Male      | Female     | Total      | %             |
| <b>94</b> | <b>520</b> | <b>614</b> | <b>20.47%</b> |
| 57        | 327        | 384        | 12.80%        |
| 17        | 64         | 81         | 2.70%         |
| 20        | 129        | 149        | 4.97%         |

|                     |
|---------------------|
| <b>Welsh Reader</b> |
| 'A little'          |
| 'Fairly Good'       |
| 'Fluent'            |

|            |            |            |               |
|------------|------------|------------|---------------|
| <b>135</b> | <b>480</b> | <b>615</b> | <b>20.84%</b> |
| 95         | 342        | 437        | 14.81%        |
| 19         | 49         | 68         | 2.30%         |
| 21         | 89         | 110        | 3.73%         |

|           |            |            |               |
|-----------|------------|------------|---------------|
| <b>95</b> | <b>522</b> | <b>617</b> | <b>20.57%</b> |
| 56        | 318        | 374        | 12.47%        |
| 18        | 75         | 93         | 3.10%         |
| 21        | 129        | 150        | 5.00%         |

|                     |
|---------------------|
| <b>Welsh Writer</b> |
| 'A little'          |
| 'Fairly Good'       |
| 'Fluent'            |

|           |            |            |               |
|-----------|------------|------------|---------------|
| <b>93</b> | <b>388</b> | <b>481</b> | <b>16.30%</b> |
| 61        | 262        | 323        | 10.95%        |
| 14        | 49         | 63         | 2.13%         |
| 18        | 77         | 95         | 3.22%         |

|           |            |            |               |
|-----------|------------|------------|---------------|
| <b>88</b> | <b>475</b> | <b>563</b> | <b>18.77%</b> |
| 53        | 287        | 340        | 11.33%        |
| 15        | 65         | 80         | 2.67%         |
| 20        | 123        | 143        | 4.77%         |



The table below shows the percentage of the population within Bridgend County Borough that has the ability to read, write and understand spoken Welsh, according to the Annual Population Survey, for the year ending 31 December 2020.

|                 | <b>Read Welsh</b> | <b>Write Welsh</b> | <b>Understand spoken Welsh</b> |
|-----------------|-------------------|--------------------|--------------------------------|
| <b>Bridgend</b> | 16.8%             | 14.9%              | 21.4%                          |

Opportunities are available for employees to undertake Welsh Language training which includes 'Cwrs Mynediad' delivered by the University of South Wales; as well as support to attend Welsh Language courses in the community; and the Work Welsh programme which is specifically designed to strengthen Welsh Language skills in the workplace. A council employee was recently successful in achieving a top national award for the Work Welsh programme.

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET COMMITTEE EQUALITIES

27 JULY 2021

#### REPORT OF THE CHIEF EXECUTIVE

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

#### 1. Purpose of report

- 1.1 To provide Cabinet Committee Equalities with an update on progress made in delivering the Strategic Equality Plan (SEP) 2020 - 2024 during 2020 to 2021. This is the first review for this plan.

#### 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 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 focused on raising the skills, qualifications and ambitions of 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** – 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 deliver the Council's well-being objectives.

- 2.2 The 2020-2024 SEP is a statutory plan that impacts on the whole of the council. It outlines six overarching equality objectives:

- **Education:** Everyone who accesses education should be free from discrimination, bullying and abuse in educational settings.
- **Work:** Promote a more inclusive workforce and improve the participation, wellbeing and opportunities for development for those with protected characteristics.

- **Living standards:** Tackle poverty and support independent living by considering the impact of any policy changes or decisions under the socio-economic duty
- **Health and wellbeing:** Support and promote good mental and physical health within our communities and our workforce and provide opportunities to participate in leisure and cultural activities.
- **Safety and respect:** Ensure that people within our communities have access to services that support them to live without fear of violence or abuse, and to be treated with respect.
- **Participation:** Encourage people and communities to participate and engage in issues that are important to them, and influence the decisions that affect their lives.

### 3. Background

- 3.1 Following public consultation the council's Strategic Equality Plan 2020-2024 was approved by Cabinet on 10 March 2020.
- 3.2 The outcome focused actions were developed to reflect the views of residents and stakeholders from across the county borough. The action plan is a live document that contains 21 outcomes and 58 actions.
- 3.3. Cabinet Committee Equalities will receive annual updates on the progress of the Strategic Equality Plan action plan.

### 4. Current situation/proposal

- 4.1 Progress for 2020 to 2021 is documented in appendix one.

Key points to note are:

#### Education

The current form for reporting racist incidents is under review, alongside a guidance document. This will be available for the 2021/2022 academic year. Information will be shared with all head teachers in advance of the new academic year. Reports will continue to be shared with Cabinet Committee Equalities on incidents within schools annually. This will help to inform a revised anti-bullying strategy.

From April 2020 onwards learners have been offered individual digital support in order for them to access online learning provision. In addition to this, all learners are asked to complete individual learning plans which will help to identify any learning needs and determine additional support that can be offered directly by the tutor in addition to any support that can be offered by the wider service. Where learners disclose learning needs these are recorded on a support plan. All courses offered are differentiated to suit a range of learning needs and abilities.

From April 2020 additional resources have been offered to learners to enable them to access online learning opportunities. Learners have access to devices such as

laptops, tablets etc. as well as access to connectivity options. A number of learners have accessed devices in order to take part in courses.

## **Work**

Awareness campaigns have focussed on hidden disabilities, hate crime awareness, zero tolerance to hate crime and LGBTQ+/Pride history month. Information is shared internally via Bridgenders weekly messages with all staff. Wellbeing information for staff focussed on resilience and mental health are also promoted via Bridgenders.

The gender pay gap as at March 2020 and 2021 has been reported which shows a marginal improvement each year. An action plan will be developed in 2021/22.

BCBC provided apprenticeship opportunities to 34 people in the year 2020/2021. Further opportunities have been explored for graduates and apprenticeships and these will be in place within the next financial year.

Work is ongoing to promote Disability Confident scheme – Disability Confident Employer badge now visible on Jobs Pages & Equal Opportunities page of BCBC website. The Disability Confident Action Plan has been updated and the Disability Confident self-assessment has been undertaken and completed. The Disability Confident Employer badge has been received, which is valid up to 28/11/2023.

During 2020-21, 2 LGBT courses were delivered with 17 delegates attending. These workshops were delivered by Stonewall.

## **Living standards**

The EIA process has been reviewed. New paperwork has been created and training and guidance documents have been produced. The EIA e-learning has been reviewed to reflect the changes to the process and the implementation of the socio-economic duty.

New guidance is available on the intranet, webinars have been delivered to ensure officers have access to information about the socio-economic duty. The EIA e-learning module has been reviewed to include socio-economic duty and the new EIA process.

The Real Living wage was implemented with effect from 1 April 2021, for council employees, which positively impacted on 1,038 employees, of whom 88% were female.

The provision of food parcels as the local authority's strategy to support pupils eligible for free school meals (eFSM) is ongoing as it has been since Spring 2020. Welsh Government funding continues to financially support the provision of support for eFSM pupils until March 2022.

The School, Holiday Enrichment Programme is planned to be delivered in the summer holiday period in July/August 2021. Recruitment for appropriate staffing has begun for the 2021 SHEP project. Two cohorts have been identified and the programme will deliver from Cynffig Comprehensive and Coleg Cymunedol y Dderwen in July /August 2021.

During the first lockdown the Youth Development Service had to ensure that young people in need of free-to-access menstrual products could do so even if they were self-isolating and/or shielding. Linking with colleagues in the Corporate Communications team, a social media campaign was started to promote the availability of products to school aged young people. Within the first couple of months the post had reached over 42,000 people resulting in 700 young people receiving home deliveries of products. The campaign continued throughout the second lockdown (December 2020 onwards) and supplies will continued to be offered through the coming summer holidays.

## **Health and wellbeing**

Covid-19 risk assessments have been made available for employees to complete in order to assess their risk. Discussions with managers are encouraged in situations where risks are identified, so that supportive actions can be identified, implemented and reviewed.

The Health and Wellbeing protocol has been developed, and was launched in October 2020, following consultation with trade union representatives. Staff can access this via the intranet and the range of other wellbeing resources available. A part time Health and Wellbeing Officer has been appointed who will take the wellbeing agenda forward and ensure all staff are aware of the wellbeing resources and support available.

In 2020-21, the following courses were delivered in conjunction with Valley Steps and WULF (Multi-Unions):

- Mindfulness – 4 courses delivered / 37 delegates attended
- Resilience – 4 courses delivered / 45 delegates attended
- Confidence in the Workplace – 4 courses delivered / 38 delegates attended
- Communication in the workplace – 5 courses delivered / 50 delegates attended

New approaches were developed with key partners. Super Agers supported people at home and in communities when permitted and chosen as a Bevan Exemplar. Free swimming opportunities have been reviewed in regard to young people with disabilities and also socio economic disadvantage. Some programmes commenced when venues permitted to open. Additional support for unpaid carers of vulnerable groups created within Halo Leisure. Halo at home digital activities developed including inclusive opportunities. Awen increased availability of digital library resources and home delivery of books etc via the books at home service. Feel good for life programme has supported people living with dementia and cognitive impairment including the development of digital skills and knowledge.

New approaches have been developed to remotely support young people with additional needs and families including digital opportunities. The Bridgend Inclusive Network Group (BING) has been supported to bring community groups together to develop collaborative approaches. Work differs to previous years but has expanded the opportunities for many going forward. Partnership working has continued regionally with Disability Sport Wales.

Play sufficiency action plan delivered and reported to Welsh Government. Work has included developing a summer play programme for looked after young people and those who are a safeguarding concern. Family Active Zone programme has supplied home activity resources linked to partners identifying socio economic disadvantage of household needs. Digital opportunities developed for young people and households linked to disabled children's team and also support provided for third sector groups of parent carers to develop their own opportunities and resources. Active young people services have supported schools and community partners with resources to support activity development and wellbeing of young people.

The council has raised awareness and promoted campaigns such as autism awareness, the hidden disability lanyard scheme, and mental health awareness. Promotional activities will continue through a calendar of events and awareness days in 2020 to 2022.

### **Safety and respect**

Work with SWP and local groups continues to ensure any trends and hotspots are monitored and dealt with appropriately. Regular engagement with affected groups and weekly reports discussed with local hate crime officer.

BCBC continue to work with community and equality groups within the Bridgend Community Cohesion Forum (BCCEF), representatives from across the community representing a wide range of organisations meet quarterly to share practice, receive joint briefings and training and share. All members are invited to share information about BCCEF with other organisations with the aim to increase membership and representation.

BCBC marked Holocaust Memorial Day 2020 with virtual event, the Grand Pavilion and the Civic Offices were lit up purple. The theme for the 2020 event, which is provided by the Holocaust Memorial Trust was 'Be the light in the darkness'. This theme asks everyone to consider different kinds of 'darkness', for example, identity-based persecution, misinformation, denial of justice; and different ways of 'being the light', for example, resistance, acts of solidarity, rescue and illuminating mistruths. World Mental Health Day was promoted by lighting the main Civic Offices green, and have worked in collaboration with Halo to light up the Grand Pavilion to remember the sacrifices made and those we have lost on the anniversary of the first coronavirus lockdown. The council has worked with partner organisations within Bridgend Community Cohesion and Equality Forum to share information on Hate Crime, Dangos launch, BAVO's Black and Minority Ethnic outreach work, barriers that people with sight loss face and the impact of Covid-19, and BCBC's Strategic Equality Plan.

BCBC worked with seven other local authorities to promote LGBTQ+ history month by producing and promoting a calendar of events, information, webinars and Q&A sessions. The calendar was promoted on Proud Councils social media accounts and BCBC corporate social media accounts. The Proud Councils - Proud Insights Event was shared with all staff during LGBTQ+ history month. The event saw panel members from Cardiff and Rhondda Cynon Taf Councils coming together to discuss a range of issues, including the importance of LGBTQ+ staff networks in organisations and how these can be developed. There was also the opportunity to take part in a Q&A with panel members to discuss the things that mattered to them.

The event which was open to all council employees to attend took place on Friday 26 February 2021.

Between December 2020 and April 2021, Small Steps delivered Far Right Extremism Awareness & Counter Narrative Training to 176 members of staff, key partners and community groups.

BCBC promoted Black History month on the council's corporate social media channels. Promoting the Black History Wales Youth Awards, Black Brilliance in Healthcare and the Black History Wales Artists Gallery. BCBC's Youth Mayor made a Black Lives Matter (BLM) video and we co-ordinated a Hate Crime Awareness Wales (HCAW) webinar with Race Council Cymru on Saturday 10 October, which was attended by the Leader of BCBC who gave a short presentation.

To extend the reach of communications across Wales, the council worked closely with regional Violence against women, domestic abuse and sexual violence (VAWDASV) coordinators to fund community communication activities. These activities were aimed at raising awareness of VAWDASV, local services as well as both local and national Live Fear Free campaigns. White Ribbon - Activities were led by survivors of abuse in partnership with specialist services. Events were primarily focused around the 16 Days of Activism and International Day for the Elimination of Violence Against Women and Girls in November and included:

- A survivor-led podcast
- Conferences in South West Wales for victims and professionals
- Development of resources for working with survivors of VAWDASV with additional learning needs
- A community event for young advocates
- Awareness raising and additional training for 'Healthy Relationship Ambassadors' in secondary schools.

### **Participation**

Work continues with services to produce easy read and youth versions of consultations where appropriate. During the pandemic corporate social media accounts have been heavily relied on to share information with communities. Explainer videos have also been produced and traditional press releases and radio advertising has been used to share information about key consultations.

A review of the Citizens Panel has taken place to review demographics and representation across wards within the county borough. An action plan to improve ward representation and increase representation of younger people and people with protected characteristics will be developed for 2021/2022 with an aim to improve the diversity of the panel over the next three years.

Guidance and training has been developed on producing accessible documents. The guidance is available on the intranet for all staff to access when producing documents for the public. Over the next three years guidance will be developed on producing easy read documents and availability of formal training.

BCBC have carried out face to face engagement (online meetings) with Bridgend Community Cohesion and Equality Forum on the BCBC Strategic Equality Plan and



Fit for the Future consultation. Details of the Bridgend Town Centre Masterplan consultation were shared with all members of BCCEF via email, and members were asked to share details of the consultation within their own networks.

BCBC have promoted campaigns via Twitter, Facebook, Instagram and the BCBC website, including:

- Foster care fortnight 2020
- Social care jobs – wecarewales
- Day of reflection
- Woman of wales event
- LGBT fostering – throughout year
- Youth support
- Hate hurts wales – hate crime
- Childcare offer
- Give blood
- Community testing
- World autism week
- EU settlement
- ARC mental health – throughout year
- Senedd election
- Register to vote – foreign and 16s citizens
- Early help launch of new website
- Chinese New Year – year of the ox
- International Day for the Elimination of Racial Discrimination
- Welsh in the workplace
- Youth justice launch of new website
- Volunteer week
- International Women’s Day
- Armed Forces day
- Shwmae Sumae day
- World Environment Day
- St Dwynwens Day
- Welsh Language Rights day
- Digital pride
- Hate Crime awareness week 2020,
- Domestic abuse launch of assia
- LGBTQ+ Adoption and Fostering Week
- World Social worker day
- Child Sexual Exploitation
- Young Carers Action Day
- Live fear free from abuse
- Apprenticeship week
- LGBTQ History Month
- National wind rush day
- Show Racism the Red Card workshops (Equalities training for schools)
- World Mental Health Day – Civic offices turn green
- Remembrance day
- Black history month

- Hanukkah
- Diwali
- Iaith gwaith
- International Men's day
- Carers rights day
- Safeguarding week

## 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 Act 2010 implications

6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions.

Following the consultation in 2020, a full EIA was undertaken which highlighted that the SEP and associated action plan will have a positive impact people with protected characteristics.

This is an information report, therefore it is not necessary to carry out an EIA in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of 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 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 Any financial implications described within the SEP action plan will be met from within existing directorate budgets.

## 9. Recommendation

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

**Mark Shephard**  
**CHIEF EXECUTIVE**  
**27 July 2021**

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### **Background papers:**

None

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**Appendix one**

**Bridgend County Borough Council**

**Strategic Equality Plan 2020-2024**

**Action Plan**

**2020-2021 review**

## Objective one – Education

Everyone who accesses education should be free from discrimination, bullying and abuse in educational settings.

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| <b>Outcome one - To reduce incidents of hate based bullying in schools</b> |  |  |
|  | Actions:   |  |
| 1.1.1  | Review the process in place to report hate-based bullying to the local authority in schools, to include homophobia, disability, religion and belief as well as gender based and racial incidents<br><b>Lead: Education and Family Support</b>  | The current form for reporting racist incidents is under review, alongside a guidance document. This will be available for the 2021/2022 academic year. Information will be shared with all head teachers in advance of the new academic year.   |
| 1.1.2  | Analyse bullying data gathered by schools, including racist bullying, to identify trends and review anti-bullying strategies so that there are effective solutions in place<br><b>Lead: Education and Family Support &amp; Equalities team</b> | The current form for reporting racist incidents is under review, alongside a guidance document. This will be available for the 2021/2022 academic year. Information will be shared with all head teachers in advance of the new academic year. Reports will continue to be shared with Cabinet Committee Equalities on incidents within schools annually. This will help to inform a revised anti-bullying strategy. |

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| <b>Outcome two – To amend the curriculum in schools to reflect the Black Lives Matter campaign</b> |  |  |
|  | Actions:   |  |
| 1.2.1  | To fully implement the findings and recommendations of the Welsh Government working group review of learning resources available to support the teaching of themes relating to Black Asian, and Minority Ethnic (BAME) communities and | Following the disruption caused by Covid 19, this work is currently being scoped out ready for implementation in the next academic year (2021-22). It will align closely with the Central South Consortium's "Equity and |

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| <b>Outcome two – To amend the curriculum in schools to reflect the Black Lives Matter campaign</b> |  |   |
|  | Actions:   |   |
|  | ‘cynffin’ across all parts of the curriculum within our schools<br><b>Lead: Education and Family Support</b> | Excellence Strategy” (currently being updated). |

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| <b>Outcome three - To improve access to equality information in schools for both learners and staff</b> |  |   |
|   | Actions:   |   |
| 1.3.1   | Provide equality, unconscious bias and critical thinking training to all learners as part of the curriculum<br><b>Lead: Education and Family Support</b>         | Following the disruption caused by Covid, this work is currently being scoped out ready for implementation in the next academic year (2021-22). It will align closely with the Central South Consortium’s "Equity and Excellence Strategy” (currently being updated). |
| 1.3.2   | Provide equality, unconscious bias and critical thinking training to teaching staff and all school governing bodies<br><b>Lead: Education and Family Support</b> | Following the disruption caused by Covid, this work is currently being scoped out ready for implementation in the next academic year (2021-22). It will align closely with the Central South Consortium’s "Equity and Excellence Strategy” (currently being updated). |

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| <b>Outcome four – Ensure individual needs are considered in adult learning and other educational settings</b> |  |   |
|   | Actions:   |   |
| 1.4.1   | To consult with learners to determine and monitor needs throughout programs of learning; to offer additional support where needs are identified and offer inclusive yet differentiated learning opportunities. | From April 2020 onwards learners have been offered individual digital support in order for them to access online learning provision. In addition to this, all learners are asked to complete individual learning plans which will help to |

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| <b>Outcome four – Ensure individual needs are considered in adult learning and other educational settings</b> |  |  |
|   | Actions:   |  |
|   | <b>Lead: Education and Family support</b>  | identify any learning needs and determine additional support that can be offered directly by the tutor in addition to any support that can be offered by the wider service. Where learners disclose learning needs these are recorded on a support plan. All courses offered are differentiated to suit a range of learning needs and abilities. |
| 1.4.2   | Continue to offer additional resources where any deficit or disadvantage is identified.<br><b>Lead: Education and Family support</b> | From April 2020 additional resources have been offered to learners to enable them to access online learning opportunities. Learners have access to devices such as laptops, tablets etc as well as access to connectivity options. A number of learners have accessed devices in order to take part in courses.                                  |

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| <b>Outcome five – Develop a whole education approach to Violence against women domestic abuse and sexual violence</b> |  |   |
|   | Actions:   |   |
| 1.5.1   | Work with schools to ensure the effective implementation of the nine elements of the whole school approach across all schools in Bridgend<br><b>Lead: Community Safety Partnership</b> | Survey template shared with BCBC - Activity not undertaken due to Covid and schools being closed for most of the time, commence activity in 2021-22 |

### Objective two - work

Promote a more inclusive workforce and improve the participation, wellbeing and opportunities for development for those with protected characteristics



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| <b>Outcome one - To ensure equal pay for equal work</b> |   |   |
|   | Actions:  |   |
| 2.1.1   | Develop knowledge of our workforce by improving the collection of workforce data by encouraging employees to provide up to date equality information<br><b>Lead: Human Resources</b>                                    | Communication has been written for inclusion into the weekly Bridgenders to remind staff that they should update and review their personal and sensitive information. Detail has been added within the communication to inform why it is important that this information is updated / reviewed on a regular basis. This communication is to be issued every quarter. A plan is being established to obtain data for those that are not desktop users. |
| 2.1.2   | Promote awareness campaigns linked to protected characteristics<br><b>Lead: Human Resources &amp; Equalities team</b>   | Awareness campaigns have focussed on hidden disabilities, hate crime awareness, zero tolerance to hate crime and LGBTQ+/Pride history month. Information is shared internally via Bridgenders weekly messages with all staff. Wellbeing information for staff focussed on resilience, mental health and are also promoted via Bridgenders.  |
| 2.1.3   | Continue to report on the gender Pay Gap and progress gender equality actions<br><b>Lead: Human Resources</b>   | The gender pay gap as at March 2020 and 2021 has been reported which shows a marginal improvement each year. An action plan will be developed in 2021/22  |
| 2.1.4   | Establish process to monitor pay levels for Black Asian and Minority Ethnic employees and those with a disability with the view to identify and address any gaps that may be discovered<br><b>Lead: Human Resources</b> | Process and data are being designed.  |

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| <b>Outcome two – To support our communities into the world of work</b> |   |  |
|  | Actions:  |  |
| 2.2.1  | Employability Bridgend to work in partnership with DWP, Working Wales and training providers to deliver | Progress has been made this year despite restrictions with a fortnightly online partnership meetings taking place with DWP |

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|  | programmes which support people to prepare for employment.<br><b>Lead: Communities Directorate</b> | and Working Wales regarding new vacancies and sharing good practice and information to support clients. |
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| <b>Outcome three – To improve diversity in our workforce, with a focus on age, race and disability</b> |  |   |
|  | Actions:   |   |
| 2.3.1  | Introduce more graduate and apprenticeship opportunities to increase workforce diversity<br><b>Lead: Human Resources</b>   | <p>BCBC provided apprenticeship opportunities to 34 people in the year 2020-2021.<br/>Further opportunities have been explored for graduates and apprenticeships and these will be in place within the next financial year.</p> <p>Breakdown of the figure, 34:</p> <ul style="list-style-type: none"> <li>• Total number of Apprentices during 20-21 = 34 (21+13)</li> <li>• Number of Apprentices in post as at 31.03.21 = 16 (as detailed above)</li> <li>• Number of Apprentices leaving within 20-21 = 18</li> </ul>   |
| 2.3.2  | Review recruitment processes and introduce specific campaigns with an aim to attract applications from the BAME community and people with a disability<br><b>Lead: Human Resources</b> | <p>Work is ongoing to promote Disability Confident scheme – Disability Confident Employer badge now visible on Jobs Pages &amp; Equal Opportunities page of BCBC website</p> <p>Recruitment testing for applicants with a disability:<br/>Feedback form complete and sent to BCDP and People First Bridgend for feedback.</p> <p>Positive feedback has been received as well as some recommendations for changes. Online application form has been amended and implemented to reflect the feedback received</p> <p>BCBC promoted on SCOPE website as a disability confident employer and linked back to</p> |

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|       |  | BCBC jobs pages for applicants to apply for vacancies   |
| 2.3.3 | Become more disability confident as an employer by maintaining our Disability Confident status and developing our Disability Confident action plan<br><b>Lead: Human Resources</b> | The Disability Confident Action Plan has been updated and we have undertaken and completed the Disability Confident self-assessment and have received our Disability Confident Employer badge, which is valid up to 28/11/2023. |

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| <b>Outcome four – To increase training opportunities for staff</b> |   |  |
|  | Actions:  |  |
| 2.4.1  | To review existing e-learning provision to ensure appropriate and relevant equality and diversity training is available, including the section on equality legislation of the mandatory corporate induction module to encourage increased participation in training<br><b>Lead: Human Resources</b> | Review of all e-learning modules is underway and updated modules have been published on the e-learning website, this work will be completed in 2022/2022.      |
| 2.4.2  | Provide equality and unconscious bias training to employees<br><b>Lead: Human Resources</b>   | During 2020-21, 3 courses were delivered and 24 delegates attended.  |
| 2.4.3  | Provide equality and unconscious bias training to councillors to encourage increased participation in training<br><b>Lead: Democratic Services</b>  | Equality and unconscious bias training has been provided to members. This was delivered by Red Shiny Apple in September 2020. 33 members attended the training |
| 2.4.4  | Work with community organisations such as Stonewall, Mental Health Matters, People First Bridgend, Ethnic Minorities and Youth Support Team (EYST) and Show Racism the Red Card to develop training opportunities for employees<br><b>Lead: Human Resources &amp; Equalities team</b>               | During 2020-21, 2 LGBT courses were delivered with 17 delegates attending. These workshops were delivered by Stonewall.  |

### Objective three – Living standards

Tackle poverty and support independent living by considering the impact of any policy changes or decisions under the socio-economic duty

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| <b>Outcome one - To ensure that the socio-economic duty is fully considered as part of the council's governance and strategic decision making processes</b> |   |  |
|   | Actions:  |  |
| 3.1.1   | Review the Equality Impact Assessment (EIA) to include poverty as a protected characteristic<br><b>Lead: Equalities Team</b>                    | The EIA process has been reviewed. New paperwork has been created and training and guidance documents have been produced. The EIA e-learning has been reviewed to reflect the changes to the process and the implementation of the socio-economic duty |
| 3.1.2   | Produce guidance and training for staff on the implementation of the socio-economic duty<br><b>Lead: Equalities Team</b>                        | New guidance available on the intranet, webinars have been delivered to ensure officers have access to information about the socio-economic duty. The EIA e-learning module has been reviewed to include socio-economic duty and the new EIA process.  |
| 3.1.3   | Evidence the impact of the changes to the EIA in the EIA annual report produced to Cabinet Committee Equalities<br><b>Lead: Equalities Team</b> | The Annual Equality Impact report to Cabinet Committee Equalities will reflect the changes to the EIA process and the impact of the Socio-Economic Duty in July 2022.  |

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| <b>Outcome two – Demonstrate commitment to low paid employees by introducing Real living wage</b> |   |  |
|   | Actions:  |  |
| 3.2.1   | Progress implementation of the Real Living wage to all council employees benefitting those on the lowest pay grades<br><b>Lead: Human Resources</b> | The Real Living wage was implemented with effect from 1 April 2021, for council employees, which positively impacted on 1,038 employees, of whom 88% were female |

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| <b>Outcome three – Support low income families through increased commitment for free school meals</b> |   |  |
|   | Actions:  |  |
| 3.3.1   | Continue to ensure families are able to access free school meals and provide food parcels for families eligible for free school meals throughout the COVID-19 pandemic<br><b>Lead: Education and Family Support</b> | The provision of food parcels as the local authority's strategy to support pupils eligible for free school meals (eFSM) is ongoing as it has been since Spring 2020. Welsh Government funding continues to financially support the provision of support for eFSM pupils until March 2022.                                |
| 3.3.2   | Deliver the national School Holiday Enrichment Programme, subject to funding in agreed local areas.<br><b>Lead: Education and Family Support</b>  | SHEP is planned to be delivered in the summer holiday period in July/August 2021.<br><br>Recruitment for appropriate staffing has begun for the 2021 SHEP project.<br><br>Two cohorts have been identified and the programme will deliver from Cynffig Comprehensive and Coleg Cymunedol y Dderwen in July /August 2021. |

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| <b>Outcome four – Support learners by ensuring all schools participate in the Period Dignity scheme</b> |  |  |
|   | Actions:   |  |
| 3.4.1   | Continue to work in partnership with Welsh Government and Wings Cymru to ensure free menstrual products are provided to all learners in primary, secondary and special schools within the county borough.<br><b>Lead: Education and Family Support</b> | During the first lockdown we (Youth Development service) had to ensure that young people in need of free-to-access menstrual products could do so even if they were self-isolating and/or shielding.<br><br>Linking with colleagues in the Corporate Communications team, a social media campaign was carried out to promote the |

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|  |  | <p>availability of products to school aged young people. Within the first couple of months the post had reached over 42,000 people resulting in 700 young people receiving home deliveries of products.</p> <p>The home deliveries were facilitated by the youth work team, and the decision was made to deliver by hand (as opposed to posting) as staff members would be able to have a quick catch up with, what was often found to be, vulnerable young people. If there were any concerns raised, these could then be escalated to appropriate services for additional support.</p> <p>Products were also distributed to our Community Hubs (repurposed schools during lockdown), and mainstream schools following their reopening in September 2020.</p> <p>The campaign continued throughout the second lockdown (December 2020 onwards) and the offer of supplies will continue through the coming summer holidays.</p> |
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**Objective four - Health and wellbeing**

Support and promote good mental and physical health within our communities and our workforce and provide opportunities to participate in leisure and cultural activities.

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| <b>Outcome one - To improve the physical wellbeing of staff</b> |  |  |
|   | Actions:   |  |
| 4.1.1   | Implement the COVID-19 risk assessment for employees<br><b>Lead: Human Resources</b>   | Covid-19 risk assessments have been made available for employees to complete in order to assess their risk. Discussions with managers are encouraged in situations where risks are identified, so that supportive actions can be identified, implemented and reviewed. |
| 4.1.2   | Promote the health and wellbeing of employees through partnerships with Halo, the Cycle to Work scheme<br><b>Lead: Human Resources</b> | Funding has been approved for health and wellbeing support, which includes physical wellbeing initiatives being developed with Halo.   |
| 4.1.3   | Development of menopause protocol<br><b>Lead: Human Resources</b>  | Managers guidelines on supporting employees who are suffering from symptoms of the menopause, are in draft and consultation with trade union representatives are underway.   |

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| <b>Outcome two – To improve the emotional wellbeing of staff</b> |   |   |
|  | Actions:  |   |
| 4.2.1  | Introduce and implement a health and wellbeing protocol to support all employees<br><b>Lead: Human Resources</b>                            | The Health and Wellbeing protocol has been developed, and was launched in October 2020, following consultation with trade union representatives. Staff can access this via the intranet and the range of other wellbeing resources available. A part time Health and Wellbeing Officer has been appointed who will take the wellbeing agenda forward and ensure all staff are aware of the wellbeing resources and support available. |
| 4.2.2  | Work with partners to provide training and resources in mental health awareness, mindfulness and resilience<br><b>Lead: Human Resources</b> | In 2020-21, the following courses were delivered in conjunction with Valley Steps and WULF (Multi-Unions):<br><br>• Mindfulness – 4 courses delivered / 37 delegates attended   |

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|       |   | <ul style="list-style-type: none"> <li>• Resilience – 4 courses delivered / 45 delegates attended</li> <li>• Confidence in the Workplace – 4 courses delivered / 38 delegates attended</li> <li>• Communication in the workplace – 5 courses delivered / 50 delegates attended</li> </ul>   |
| 4.2.3 | <p>Promote mental health awareness to staff and the support mechanisms in place, including adapting to work in the COVID-19 pandemic.</p> <p><b>Lead: Human Resources</b></p> | <p>There has been lots of activity to promote awareness of mental health and the supports that staff can access. This includes:</p> <p>Mental Health Awareness training which is available for both staff and managers</p> <p>The Health and Wellbeing protocol which details a range of resources for staff to access</p> <p>The council's Employee Assistance programme delivered by Care First has delivered daily webinars to support staff on a range of wellbeing issues as well as issues related to working in a pandemic</p> <p>Care First has also provided a new mental health app for staff which includes a range of interactive tools, helpful tips, and visual and mental exercises using cognitive behavioural therapy</p> <p>A new Portal for Covid-19 and Recovery includes detail on Homeworking, information on DSE assessments and gives advice to take frequent breaks from work stations and other wellbeing resources</p> <p>Weekly Bridgenders staff messages are also signposting supports and advice as well as messages from the Leader and Chief Executive</p> |
| 4.2.4 | <p>Work with partners to develop BAME, LGBTQI and disability staff networks (BLM action)</p> <p><b>Lead: Equalities Team</b></p>  | <p>The 2021 staff survey includes information about staff networks, in order to establish the desire/need for networks to be created. Feedback will be used to inform the direction for the development of staff networks.</p>  |



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| 4.2.5 | Development of carers protocol<br><b>Lead: Human Resources</b> | This work will progress during 2021/22 |
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| <b>Outcome three - To provide and promote activities in the community for people with protected characteristics</b> |   |  |
| 4.3.1   | Work with Sport Wales, Welsh Government and Arts Council for Wales to develop inclusive and integrated community activities for people with a protected characteristic in partnership with Halo and Awen.(e.g. super-agers, Hynt scheme, free swimming)<br><b>Lead: Social Services and Wellbeing</b> | <p>New approaches developed with our key partners. Super Agers supported people at home and in communities when permitted and chosen as a Bevan Exemplar.</p> <p>Free swimming opportunities have been reviewed in regard to young people with disabilities and also socio economic disadvantage. Some programmes commenced when venues permitted to open.</p> <p>Additional support for unpaid carers of vulnerable groups created within Halo Leisure. Halo at home digital activities developed including inclusive opportunities.</p> <p>Awen increased availability of digital library resources and home delivery of books etc. via the books at home service.</p> <p>Feel good for life programme has supported people living with dementia and cognitive impairment including the development of digital skills and knowledge.</p> |
| 4.3.2   | Work with Disability Sport Wales to operate the national disability sport programme for households in Bridgend and across the Central South region<br><b>Lead: Social Services and Wellbeing</b>  | <p>New approaches have been developed to remotely support young people with additional needs and families including digital opportunities.</p> <p>The Bridgend Inclusive Network Group (BING) has been supported to bring community groups together to develop collaborative approaches. Work differs to previous years but has</p>  |

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|       |  | <p>expanded the opportunities for many going forward.</p> <p>Partnership working has continued regionally with Disability Sport Wales.</p>   |
| 4.3.3 | <p>Work in partnership with Town and Community Councils and other partners including Halo Leisure, Awen, Play Wales, Sport Wales, schools and Welsh Government to offer inclusive and integrated play opportunities for all securing play sufficiency requirements across the county</p> <p><b>Lead: Social Services and Wellbeing</b></p> | <p>Play sufficiency action plan delivered and reported to Welsh Government. Work has included developing a summer play programme for looked after young people and those who are a safeguarding concern.</p> <p>Family Active Zone programme has supplied home activity resources linked to partners identifying socio economic disadvantage of household needs.</p> <p>Digital opportunities developed for young people and households linked to disabled children's team and also support provided for third sector groups of parent carers to develop their own opportunities and resources .</p> <p>Active young people services have supported schools and community partners with resources to support activity development and wellbeing of young people.</p> |

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| <b>Outcome four - To raise awareness of hidden disabilities within the community and with businesses across the county borough</b> |  |   |
| 4.4.1  | <p>Promote awareness of the Hidden Disability sunflower lanyard scheme and awareness of support cards, including the 'Can't Wait card', to ensure that our communities and businesses become more aware of the needs of people with hidden disabilities</p> <p><b>Lead: Equalities</b></p> | <p>Awareness of hidden disabilities has been raised using corporate social media platforms as well as internally via Bridgendors.</p> |

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| 4.4.2 | Celebrate Awareness Days and weeks that highlight hidden disabilities such as deaf awareness week, dementia action week and mental health awareness days<br><b>Lead: Equalities</b> | Campaigns such as autism awareness, the hidden disability lanyard scheme and mental health awareness have been promoted and further promotional activities will be carried out through a calendar of events and awareness days in 2020 to 2022. |
| 4.4.3 | Improve awareness of hidden disabilities within the workforce<br><b>Lead: Equalities</b>  | The awareness of hidden disabilities has been raised using corporate social media platforms as well as internally via Bridgend.   |

### Objective five - Safety and respect

Ensure that people within our communities have access to services that support them to live without fear of violence or abuse, and to be treated with respect.

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| <b>Outcome one – Develop and promote community cohesion</b> |   |   |
|   | Actions:  |   |
| 5.1.1   | Signpost European Union (EU) citizens living in Bridgend County Borough to the Home Office EU Settlement Scheme and provide the appropriate level of local authority support<br><b>Lead: Community Safety Partnership</b> | Deadline for the application was 30th June 2021. The number of expected applications for the area has been exceeded and residents will continue to be signposted to the scheme after the deadline, to ensure any late applications are submitted.   |
| 5.1.2   | Monitor and respond to community tensions relating to the Brexit process<br><b>Lead: Community Safety Partnership</b>   | Work with SWP and local groups continues to ensure any trends and hotspots are monitored and dealt with appropriately. Regular engagement with affected groups and weekly reports discussed with local hate crime officer.  |
| 5.1.3   | Identify community groups that represent the range and diversity of Bridgend citizens and develop appropriate communication channels<br><b>Lead: Community Safety Partnership</b>   | BCBC continues to work with community and equality groups within the Bridgend Community Cohesion Forum, representatives from across the community representing a wide range of organisations meet quarterly to share practice, receive joint briefings and training and share. All members are invited to share information about BCCEF with other organisations with the aim |

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| <b>Outcome one – Develop and promote community cohesion</b> |   |   |
|   | Actions:  |   |
|   |   | to increase membership and representation.  |
| 5.1.4   | <p>Hold community events, promote positive community cohesion and celebrate diversity. Explore the use of online methods for community groups in light of COVID-19</p> <p><b>Lead: Community Safety Partnership &amp; Equalities Team</b></p> | <p>BCBC marked Holocaust Memorial Day 2020 with virtual event, the Grand Pavilion and the Civic Offices were lit up purple. The theme for the 2020 event, which is provided by the Holocaust Memorial Trust was 'Be the light in the darkness'. This theme asks everyone to consider different kinds of 'darkness', for example, identity-based persecution, misinformation, denial of justice; and different ways of 'being the light', for example, resistance, acts of solidarity, rescue and illuminating mistruths.</p> <p>World Mental Health Day was promoted by lighting the main Civic Offices green, and BCBC worked in collaboration with Halo to light up the Grand Pavilion to remember the sacrifices made and those we have lost on the anniversary of the first coronavirus lockdown.</p> <p>BCBC has continued to work with partner organisations within Bridgend Community Cohesion and Equality Forum to share information on Hate Crime, Dangos launch, BAVO's Black and Minority Ethnic outreach work, barriers that people with sight loss face and the impact of Covid-19, and BCBC's Strategic Equality Plan.</p> |
| 5.1.5   | Work collaboratively to support Pride events through the brand 'Proud Councils'. To demonstrate our commitment to the LGBTQI community and our workforce through the  | BCBC worked with seven other local authorities to promote LGBTQ+ history month by producing and promoting a calendar of events, information,  |

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| <b>Outcome one – Develop and promote community cohesion</b> |  |  |
|   | Actions:   |  |
|   | development of Proud Councils policies and practice across all local authorities who are involved with Proud Councils.<br><b>Lead: Equalities Team</b> | <p>webinars and Q&amp;A sessions. The calendar was promoted on Proud Councils social media accounts and BCBC corporate social media accounts</p> <p>Proud Councils - Proud Insights Event was shared with all staff during LGBTQ+ history month.</p> <p>The event called Proud Insights saw panel members from Cardiff and Rhondda Cynon Taf Councils coming together to discuss a range of issues, including the importance of LGBTQ+ staff networks in organisations and how these can be developed. There was also the opportunity to take part in a Q&amp;A with panel members to discuss the things that mattered to them.</p> <p>The event which was open to all council employees to attend took place on Friday 26 February 2021</p> |

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| <b>Outcome two – Improve awareness and outcomes of hate crimes</b> |   |   |
|  | Actions:  |   |
| 5.2.1  | Develop targeted activities to ensure victims and potential victims of hate crime are aware of reporting mechanisms and have awareness of the support services available to them in collaboration with South Wales Police and Victim Support<br><b>Lead: Community Safety Partnership</b> | <p>December 2020 to April 2021, Small Steps delivered Far Right Extremism Awareness &amp; Counter Narrative Training to 176 members of staff, key partners and community groups.</p> <p>Refugee Week 2020 – comms promotion on the theme of #Imagine #RefugeeWeek2020</p> |
| 5.2.2  | Work with partners to arrange events and activities to promote Hate Crime Awareness week (October)  | Email bulletin on 15.10.2020<br>There is no place for hate in Bridgend County Borough!  |

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|  | <b>Lead: Community Safety Partnership</b> | Social media promo with the Hashtags:<br>#NationalHCAW<br>#NoPlaceForHate<br>#WeStandTogether<br>#SafePlaceForAll<br>(Victim support hate crime charter) |
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| <b>Outcome three – To embrace Black History Month</b> |  |  |
|   | Actions:   |  |
| 5.3.1   | Embrace Black History Month (October) by working closely with schools, and by holding public events to highlight the reality of the negative impact of racial inequality and celebrate the contribution made by BAME communities to our local and national life as well as working with partner organisation such as Awen Cultural Trust to promote and raise awareness of BAME activities such as The Paul Robeson exhibition<br><b>Lead: Equalities Team</b> | BCBC promoted Black History month on the council's corporate social media channels. Promoting the Black History Wales Youth Awards, Black Brilliance in Healthcare and the Black History Wales Artists Gallery.<br><br>BCBC's Youth Mayor made a BLM video and a HCAW webinar was co-ordinated with Race Council Cymru on Saturday 10 October, which was attended by the Leader of BCBC who gave a short presentation. |

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| <b>Outcome four – To improve awareness of how to report VAWDASV and the support available</b> |  |  |
|   | Actions:   |  |
| 5.4.1   | Identify three annual campaigns and plan and deliver appropriate actions to maximise their impact to include: <ul style="list-style-type: none"> <li>• Older persons</li> <li>• Learning disability</li> <li>• Male victims</li> </ul> <b>Lead: Community Safety Partnership</b> | "BCBC has promoted campaigns via Twitter, Facebook, Instagram and the BCBC website, including:<br><br>Anyman Can<br>Safeguarding week<br>Ask Me<br>your not alone<br>ANI - Pharmacies Code word scheme<br><br>To extend the reach of communications across Wales, BCBC worked closely with regional VAWDASV coordinators |

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|  |  | <p>to fund community communication activities. These activities were aimed at raising awareness of VAWDASV, local services as well as both local and national Live Fear Free campaigns.</p> <p>White Ribbon - Activities were led by survivors of abuse in partnership with specialist services. Events were primarily focused around the 16 Days of Activism and International Day for the Elimination of Violence Against Women and Girls in November and included:</p> <ul style="list-style-type: none"> <li>○ A survivor-led podcast</li> <li>○ Conferences in South West Wales for victims and professionals</li> <li>○ Development of resources for working with survivors of VAWDASV with additional learning needs</li> <li>○ A community event for young advocates</li> <li>○ Awareness raising and additional training for 'Healthy Relationship Ambassadors' in secondary schools.</li> </ul> |
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### Objective six - Participation

Encourage people and communities to participate and engage in issues that are important to them, and influence the decisions that affect their lives.

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| <b>Outcome one – To improve participation in consultations</b> |  |   |
|  | Actions:   |   |
| 6.1.1  | <p>Ensure people are appropriately represented in council consultations and engagement events, and can participate in the future design of council services</p> <p><b>Lead: Consultation and Engagement Team</b></p> | <p>Work with services continued to produce easy read and youth versions of consultations where appropriate. During the pandemic, there was a heavy reliance on corporate social media accounts to share information with communities. Explainer videos were also produced and</p> |

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|       |  | traditional press releases and radio advertising was used to share information about key consultations.  |
| 6.1.2 | Ensure all council consultations consider the development of an easy read and youth version dependent on the potential impact<br><b>Lead: Consultation and Engagement Team</b> | All services are advised to consider the development of youth and easy read consultations alongside the main standard consultation document depending on the nature and scope of the consultation.<br>In 2020/2021 two key consultations - Fit for the Future, and Bridgend Town Centre Masterplan consultation developed both easy read and youth consultation documents.   |
| 6.1.3 | Review how the Citizens' Panel operates and its interface with relevant council decisions<br><b>Lead: Consultation and Engagement Team</b>                                     | A review of the Citizens Panel has taken place to review demographics and representation across wards within the county borough. An action plan to improve ward representation and increase representation of younger people and people with protected characteristics will be developed for 2021/2022 with an aim to improve the diversity of the panel over the next three years.  |
| 6.1.4 | Include the Youth Council in consultations to ensure participation in the future design of council services<br><b>Lead: Consultation and Engagement Team</b>                   | The consultation team's relevant officers have attended and engaged with the Youth Council on a number of key consultations during 2020/2021 including the Fit for the Future consultation and Bridgend Town Centre Masterplan. The consultation team engaged with the Youth Mayor to produce a video to promote the Fit for the Future consultation.<br><br>The Equalities Team have also worked with the Youth Council on the development of Proud Councils work, to ensure the voices of young people are considered. |



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| <b>Outcome two – To provide resources to staff to improve communication with the public</b> |  |   |
|   | Actions:   |   |
| 6.2.1   | Ensure resources are available to staff to assist them in providing information that is easy to understand and takes accounts of individuals' needs<br><b>Lead: Consultation and Engagement Team</b> | Guidance and training has been developed on producing accessible documents. The guidance is available on the intranet for all staff to access when producing documents for the public. Over the next three years guidance will be developed on producing easy read documents and availability of formal training. |

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| <b>Outcome three – Improve community engagement with protected characteristic groups</b> |   |  |
|  | Actions:  |  |
| 6.3.1  | Strengthen our relationship with protected groups through attendance at forums and meetings to ensure people are included in and kept up to date in council activities<br><b>Lead: Consultation and Engagement Team</b>               | Due to the impact of Covid-19 many community groups have not met for the past 12 months. However key information has continued to be shared with all members of Bridgend Community Cohesion and Equality Forum to ensure relevant information is cascaded to members and their networks.   |
| 6.3.2  | Share all consultations with the Bridgend Community Cohesion and Equality Forum, and where relevant provide face to face or online engagement opportunities for member organisations<br><b>Lead: Consultation and Engagement Team</b> | BCBC have carried out face to face engagement (online meetings) with Bridgend Community Cohesion and Equality Forum on the BCBC Strategic Equality Plan and Fit for the Future consultation. Details of the Bridgend Town Centre Masterplan consultation were shared with all members of BCCEF via email, and members were asked to share details of the consultation within their own networks. |

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| <b>Outcome four – Promote community events and equality through the use of corporate social media</b> |  |  |
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|       | Actions:  |  |
| 6.4.1 | <p>Share information and promote events such as PRIDE Cymru, Black History Month, Holocaust Memorial Day, Hate Crime awareness month and others via our bi-lingual corporate social media channels</p> <p><b>Lead: Consultation and Engagement Team</b></p> | <p>BCBC have promoted campaigns via Twitter, Facebook, Instagram and the BCBC website, including:</p> <ul style="list-style-type: none"> <li>○ Foster care fortnight 2020</li> <li>○ Social care jobs – wecarewales</li> <li>○ Day of reflection</li> <li>○ Woman of wales event</li> <li>○ LGBT fostering – throughout year</li> <li>○ Youth support</li> <li>○ Hate hurts wales – hate crime</li> <li>○ Childcare offer</li> <li>○ Give blood</li> <li>○ Community testing</li> <li>○ World autism week</li> <li>○ EU settlement</li> <li>○ ARC mental health – throughout year</li> <li>○ Senedd election</li> <li>○ Register to vote – foreign and 16s citizens</li> <li>○ Early help launch of new website</li> <li>○ Chinese New Year – year of the ox</li> <li>○ International Day for the Elimination of Racial Discrimination</li> <li>○ Welsh in the workplace</li> <li>○ Youth justice launch of new website</li> <li>○ Volunteer week</li> <li>○ International Women’s Day</li> <li>○ Armed Forces day</li> <li>○ Shwmae Sumae day</li> <li>○ World Environment Day</li> <li>○ St Dwynwens Day</li> <li>○ Welsh Language Rights day</li> <li>○ Digital pride</li> <li>○ Hate Crime awareness week 2020,</li> <li>○ Domestic abuse launch of assia</li> <li>○ LGBTQ+ Adoption and Fostering Week</li> </ul> |

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|  |  | <ul style="list-style-type: none"> <li>○ World Social worker day</li> <li>○ Child Sexual Exploitation</li> <li>○ Young Carers Action Day</li> <li>○ Live fear free from abuse</li> <li>○ Apprenticeship week</li> <li>○ LGBTQ History Month</li> <li>○ National wind rush day</li> <li>○ Show Racism the Red Card workshops (Equalities training for schools)</li> <li>○ World Mental Health Day – Civic offices turn green</li> <li>○ Remembrance day</li> <li>○ Black history month</li> <li>○ Hanukkah</li> <li>○ Diwali</li> <li>○ Iaith gwaith</li> <li>○ International Men’s day</li> <li>○ Carers rights day</li> <li>○ Safeguarding week</li> </ul> |
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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET COMMITTEE EQUALITIES

27 JULY 2021

#### REPORT OF THE CHIEF EXECUTIVE

##### WELSH LANGUAGE STANDARDS ANNUAL REPORT 2020/2021

#### 1. Purpose of report

- 1.1 To inform Cabinet Committee Equalities of the content and approach taken with the council's sixth Welsh Language Standards Annual Report for 2020/2021.

#### 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 Welsh Language Standards give Welsh speakers improved, enforceable rights in relation to the Welsh language. The council received its final compliance notice on 30 September 2015, which outlined 171 standards requiring compliance.

- 3.2 Standards 158, 164 and 170 require the council to produce and publish an annual report, in Welsh, by 30 June each year.

#### 4. Current situation/proposal

- 4.1 The council's Welsh Language Standards Annual Report 2020/2021 covers the period 1 April 2020 to 31 March 2021 and was published, as required, by 30 June 2021. The report is attached as Appendix one (Welsh) and Appendix two (English) .

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

- 4.3 As part of the annual report, there is a duty on us to report specifically on the following information:

- the number of complaints received by the council during the period;
- the number of employees who disclosed Welsh language skills as at 31 March 2021;
- the number of employees attending training courses offered in Welsh during the period;
- the number of new and vacant posts advertised during the period categorised as posts where either:
  - Welsh language skills were essential;
  - Welsh language skills were desirable;
  - Welsh language skills need to be learnt;
  - Welsh language skills are not required.
- In addition to the information specified in section 4.2, updates on Equality Impact Assessments, customer contact and promotional activities have also been included.

4.4 The standards that relate to publishing an annual report do not require that the report be approved by the council or the Welsh Language Commissioner prior to publication as was previously required under the Welsh Language Scheme.

## 5. Effect upon policy framework and procedure rules

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

## 6. Equality Act 2010 implications

6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an EIA in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of 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 Welsh Language objectives the short-term and in the long term.

**Prevention** – Compliance with the Welsh Language Standards ensures that there the Welsh Language is treated no less favourably than the English Language.

**Integration** – Compliance with the Welsh Language Standards support all the wellbeing objectives and ensures integration for all people within our communities.

**Collaboration** - Monitoring compliance of the Welsh Language Standards is done in collaboration with all 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 arising from this report.

## **9. Recommendation**

9.1 It is recommended that Cabinet Committee Equalities receives and notes the content of this report and the Welsh Language Standards Annual Report 2020/2021.

**Mark Shephard**  
**Chief Executive**  
**27 July 2021**

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## **Background papers:**

None

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# Safonau'r Gymraeg

## Adroddiad blynyddol 2020/2021



*Mae'r ddogfen hon ar gael yn Saesneg hefyd.*

### 1. Cyflwyniad

Mae Safonau'r Gymraeg yn ei gwneud yn ofynnol i Gyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr (y Cyngor) gynhyrchu a chyhoeddi adroddiad blynyddol erbyn 30 Mehefin bob blwyddyn.

Mae'r adroddiad hwn am 2020/2021 yn ymdrin â'r cyfnod o 1 Ebrill 2020 hyd 31 Mawrth 2021 ac mae'n amlinellu sut mae'r Cyngor wedi parhau i gydymffurfio yn ystod y cyfnod hwn yn ogystal â thynnu sylw at unrhyw ddatblygiadau newydd /meysydd cynnydd.

### 2. Y ffordd y mae'r Cyngor yn cydymffurfio â Safonau'r Gymraeg

Nid yw'r Cyngor bellach dan her ynghylch unrhyw safonau a gellir gweld unrhyw newidiadau i ddyddiadau cydymffurfio, estyniadau neu amgylchiadau ar gyfer y safonau a heriwyd o'r blaen yn hysbysiad cydymffurfio diwygiedig y Cyngor.

#### 2.1 Cydymffurfio'n Gyffredinol

- Mae gan y Cyngor o hyd swyddog arweiniol sy'n ymdrin â'r Gymraeg.
- Mae'r cyflogeion yn parhau i dderbyn diweddariadau rheolaidd a gwybodaeth ynghylch y Gymraeg o ran cydymffurfio, mynediad at adnoddau megis hyfforddiant a chodi proffil yr iaith a'r diwylliant.
- Yn ein modiwl e-ddysgu cynefino corfforaethol ceir adran benodol sydd wedi ei neilltuo i'r Gymraeg a'i phwysigrwydd, sy'n cyfeirio cyflogeion newydd at adnoddau gwybodaeth eraill.
- Yn ein modiwl e-ddysgu cynefino i reolwyr ceir adran benodol sydd wedi ei neilltuo i'r Gymraeg a'i phwysigrwydd, sy'n cyfeirio rheolwyr newydd at adnoddau gwybodaeth eraill.
- Fel rhan o'r rhaglen gynefino i reolwyr bydd y swyddog sy'n gyfrifol am y Gymraeg yn rhoi cyflwyniad ar Safonau'r Gymraeg a'r hyn y mae hynny'n ei

olygu yn ymarferol i reolwyr, ac felly'n sicrhau eu bod yn deall rhwymedigaethau'r Cyngor a'u cyfrifoldebau hwythau fel rheolwyr.

- Mae tudalennau mewnwyd y staff a'r mewnflwch e-bost Cymraeg yn dal i fodoli ([WLS@bridgend.gov.uk](mailto:WLS@bridgend.gov.uk)).
- Mae'r Cyngor yn dal i ddarparu amrywiaeth o hyfforddiant ac adnoddau Cymraeg i'r staff.
- Mae'r Cyngor yn parhau i gynorthwyo staff i fynychu cyrsiau yn y gymuned ar hyfforddiant Cymraeg.
- Gall cyflogeion gael mynediad at fframwaith y Gwasanaeth Caffael Cenedlaethol i gael cymorth cyfieithu.
- Mae gennym [ddogfen gydymffurfio](#) ar gael o hyd sy'n rhoi manylion sut y byddwn yn cydymffurfio â'r safonau yn ymwneud â darparu gwasanaethau perthnasol, yn weithredol, o ran cofnodion, a hysbysebu a llunio polisiau. Mae ein [gweithdrefn gwynion](#) hefyd ar gael ar ein gwefan yn ogystal ag [adroddiadau blynyddol](#) blaenorol.
- Rydym yn parhau i ddarparu gwybodaeth i Gomisiynydd y Gymraeg yn ôl y gofyn.

## 2.2 Safonau darparu gwasanaeth

Yn 2020/2021 rydym wedi parhau i wneud y canlynol:

- Ymateb yn Gymraeg i ohebiaeth a dderbyniwyd lle bo angen ateb.
- Cyhoeddi fersiynau dwyieithog cyffredinol neu fersiynau Saesneg a Chymraeg ar wahân o ohebiaeth, heb drin y Gymraeg yn llai ffafriol na'r Saesneg.
- Darparu cyfarchiad dwyieithog dros y ffôn a, lle bo'n berthnasol, bydd y sgysiau yn parhau yn Gymraeg tan y diwedd neu trosglwyddir y sawl sy'n galw i staff sy'n siarad Cymraeg (os oes rhywun ar gael), neu i staff sy'n siarad Saesneg os nad oes siaradwr Cymraeg ar gael ac mae'r cwsmer yn fodlon ar hynny.
- Gweithredu un prif rif ffôn (01656 643643) ar gyfer y rheiny sy'n dymuno siarad â rhywun yn Saesneg neu yn Gymraeg. Os na fydd aelod o staff sy'n siarad Cymraeg ar gael ar adeg yr alwad, dywedir yn Gymraeg wrth y sawl sy'n galw pryd y bydd y gwasanaeth hwnnw ar gael. Gall y rheiny sy'n dymuno siarad â rhywun yn Gymraeg adael neges yn Gymraeg hefyd.
- Datgan ar ddeunyddiau, sy'n hysbysebu rhif ffôn y Cyngor, fod croeso i alwadau yn Gymraeg a Saesneg. Rydym yn parhau i drin y Gymraeg heb fod yn llai ffafriol na'r Saesneg ar y deunyddiau hysbysebu.
- Gofyn i bobl yr ydym wedi eu gwahodd i gyfarfod a ydynt yn dymuno defnyddio'r Gymraeg yn y cyfarfod a gwneud y trefniadau angenrheidiol er mwyn hwyluso hyn. Fe wnaeth y pecyn offer a ddatblygwyd ar gyfer

cyfarfodydd nodi, yn ystod 2020/2021, fod 157 o bobl oedd wedi mynychu cyfarfodydd wedi cael cynnig y cyfle i gynnal y cyfarfod yn Gymraeg.

- Anfon gwahoddiadau dwyieithog i gyfarfodydd/digwyddiadau'r Cyngor (Ile bo'n berthnasol) a'r cyfarfodydd/digwyddiadau hynny'n cael eu hariannu gan y Cyngor (50% neu ragor o gyllid). Gofynnir i unrhyw un sy'n rhoi cyflwyniad mewn cyfarfod a yw'n dymuno defnyddio'r Gymraeg a dywedir yn ogystal wrth y rhai sy'n mynd i fod yn bresennol fod croeso iddynt ddefnyddio'r Gymraeg yn y cyfarfod (os byddwn yn cael gwybod ymlaen llaw). Mae'r deunyddiau a defnyddir i hysbysebu'r cyfarfodydd/digwyddiadau hyn neu i gael eu harddangos yn y cyfarfodydd/digwyddiadau hefyd yn ddwyieithog.
- Asesu'r galw am gyrsiau addysg Cymraeg sy'n agored i'r cyhoedd ac, os bydd angen, cynnig y cwrs yn Gymraeg. Mae'r wybodaeth hon yn dal i gael ei chyhoeddi ar ein gwefan.
- Cynhyrchu deunyddiau marchnata, hysbysebu a chyhoeddusrwydd (gan gynnwys datganiadau a chyhoeddiadau i'r wasg) yn ddwyieithog. Mae hyn yn wir hefyd am ddogfennau corfforaethol sydd ar gyfer y cyhoedd megis polisïau a rheolau yn ogystal â dogfennaeth ymgynghori. Nod y dogfennau hyn yw trin y Gymraeg yn ddim llai ffafriol na'r Saesneg. Bydd fersiynau Saesneg o ddogfennau ar wahân, sydd hefyd ar gael yn Gymraeg (Ile mae'n ofynnol iddynt fod), yn datgan hyn ar y fersiwn Saesneg.
- Cynhyrchu ffurflenni, sydd ar gael i'r cyhoedd, yn ddwyieithog neu fel fersiynau Saesneg a Chymraeg ar wahân. Os bydd fersiynau ar wahân ar gael, byddwn yn datgan ar fersiwn Saesneg y ffurflen fod ffurflen Gymraeg ar gael.
- Ymateb yn Gymraeg i negeseuon Cymraeg ar y cyfryngau cymdeithasol lle bo ateb yn ofynnol.
- Newid arwyddion enwau strydoedd, lleoedd a chyfeiriad (gan gynnwys arwyddion dros dro lle bo'n berthnasol), yn dilyn difrod neu draul arferol, am rai dwyieithog gyda'r testun Cymraeg yn ymddangos yn gyntaf.
- Cynhyrchu hysbysiadau swyddogol yn ddwyieithog gyda'r testun Cymraeg yn ymddangos yn gyntaf.
- Peri bod staff y dderbynfa sy'n siarad Cymraeg yn gwisgo laniardiau i ddangos i gwsmeriaid eu bod yn gallu darparu gwasanaeth Cymraeg.
- Gwneud cyhoeddiadau llafar yn ddwyieithog gyda'r cyhoeddiad Cymraeg yn gyntaf.
- Sicrhau bod ceisiadau am grant (a'r broses), tendrau (a chyfweliadau) ar gael yn Gymraeg.
- Hybu'r gwasanaethau Cymraeg sydd ar gael gennym fel bo angen.
- Rydym yn parhau i gynhyrchu ein hagenda a chofnodion ar gyfer cyfarfodydd y Cabinet a phwyllgorau yn ddwyieithog (safon 41). Mae'r rhain ar gael ar ein gwefan.
- Yn ystod y cyfnod hwn rydym wedi parhau i ddatblygu cynnwys a swyddogaethau dwyieithog ar y wefan fel oedd angen (safonau 52 a 56).

- Parhau i osod negeseuon dwyieithog ar y cyfryngau cymdeithasol ac ymateb yn Gymraeg i gwestiynau a dderbynnir yn Gymraeg, lle bo angen ateb. Ni fyddwn yn gosod negeseuon yn ddwyieithog mewn amgylchiadau pan fydd argyfwng neu angen cyfathrebu ar frys.

Datblygiadau newydd yn 2020/2021:

- Rydym wedi sicrhau bod yr holl beiriannau hunanarlwyo, gan gynnwys yr holl beiriannau parcio, yn gweithio'n llawn yn Gymraeg.
- Rydym wedi diweddarau system IVR (Ymateb Llais Rhyngweithiol) newydd y ffôn fel bod pob galwr yn medru dewis yr iaith sydd orau ganddo. Y dewis Cymraeg sy'n ymddangos gyntaf yn y ddewislen o ieithoedd.
- Fel rhan o system IVR newydd y ffôn, os nad oes siaradwr Cymraeg ar gael ar adeg yr alwad ac os nad oes ar y galwr eisiau parhau ei alwad yn Saesneg, gall y system yn awr gynhyrchu e-bost, y bydd cynghorwyr Cymraeg yn gallu ei weld a gweithredu arno wedyn yn Gymraeg.

### 2.3 Safonau llunio polisi

Yn 2020/2021 rydym wedi parhau i wneud y canlynol:

- Defnyddio ein proses asesu effaith ar gydraddoldeb (EIA) i sicrhau bod y Gymraeg yn cael ei chymryd i ystyriaeth pan fydd polisiau yn cael eu hadolygu neu eu datblygu.
- Gofyn i'r rheiny sy'n cymryd rhan mewn ymgynghoriad, ymgysylltiad a gweithgaredd ymchwil am eu barn ynghylch p'un a allai penderfyniad polisi (os yn berthnasol) gael effaith ar y defnydd o'r Gymraeg.
- Ystyried yr effeithiau y gallai dyfarnu grantiau eu cael ar y defnydd o'r Gymraeg.

Datblygiadau newydd ar gyfer 2020/2021:

- Rydym wedi diweddarau ein proses EIA er mwyn sicrhau ein bod yn asesu effaith unrhyw bolisi, arferiad neu benderfyniad strategol ar y defnydd o'r Gymraeg a sicrhau nad yw'r Gymraeg yn cael ei thrin yn llai ffafriol.

### 2.4 Safonau Gweithredu

Yn 2020/2021 rydym wedi parhau i wneud y canlynol:

- Galluogi cyflogeion i gael mynediad at y weithdrefn a'r broses gwyno yn Gymraeg gan gynnwys y ddogfennaeth berthnasol.
- Galluogi cyflogeion i gael mynediad at y weithdrefn a'r broses ddisgyblu yn Gymraeg gan gynnwys y ddogfennaeth berthnasol.

- Darparu mynediad at feddalwedd gyfrifiadurol er mwyn i staff wirio sillafu a gramadeg yn Gymraeg.
- Sicrhau bod yr adrannau/rhyngwyneb perthnasol o'n mewnwyd yn hygyrch yn Gymraeg a bod adran wedi ei neilltuo i'r Gymraeg ar y fewnwyd fel adnodd i'r staff.
- Asesu sgiliau Gymraeg ein cyflogeion yn barhaus.
- Cynnal hyfforddiant 'cyfarfod a chyfarch' a chael cyrsiau Cwrs Mynediad ar gael i'r staff.
- Cael pecynnau e-ddysgu ar gael i'r staff ar ymwybyddiaeth o'r Gymraeg a'i diwylliant yn ogystal ag ar Safonau'r Gymraeg.
- Darparu mynediad at lofnodion e-bost dwyieithog a negeseuon allan o'r swyddfa. Anogir siaradwyr Gymraeg a dysgwyr i'w disgrifio eu hunain fel y cyfryw ar eu llofnod e-bost (gan ddefnyddio'r logos perthnasol cydnabyddedig).
- Asesu'r sgiliau Gymraeg ar gyfer swyddi newydd a swyddi gwag. Ceir dadansoddiad o'r wybodaeth hon yn adran pump.
- Sicrhau bod y broses o ymgeisio am swydd a'r ddogfennaeth ar gael yn Gymraeg ac nad yw'r broses Gymraeg yn cael ei thrin yn llai ffafriol na'r Saesneg. Mae hyn hefyd yn cynnwys contractau cyflogaeth.
- Gwirio dewis iaith y cyflogeion er mwyn darparu gohebiaeth yn ymwneud â'u cyflogaeth, a ffurflenni amrywiol yn ymwneud â chyflogaeth yn Gymraeg fel bo angen.
- Sicrhau bod polisiau perthnasol Adnoddau Dynol ar gael yn Gymraeg, a darparu hyfforddiant (e-ddysgu) yn Gymraeg mewn recriwtio a chyfweld, rheoli perfformiad, hyfforddiant cynefino, a defnyddio'r Gymraeg yn effeithiol mewn cyfarfodydd, cyfweiliadau a gweithdrefnau cwyno a disgyblu (safonau 128 a 129).
- Cael arwyddion dwyieithog yn eu lle yn ein prif dderbynfa (y Swyddfeydd Dinesig) gyda'r Gymraeg yn ymddangos yn gyntaf.
- Adrodd ar y [strategaeth bum mlynedd](#) ym mhwyllgor Cydraddoldeb ein Cabinet yn flynyddol.

#### Datblygiadau newydd ar gyfer 2020/2021:

- Rydym wedi parhau i ddatblygu sgwrsfot dwyieithog er mwyn i breswylwyr gyfathrebu â ni yn Gymraeg ac yn Saesneg ar ein gwefan a'n tudalennau Facebook. Hefyd cafodd gwasanaethau dwyieithog ychwanegol eu hymgorffori yn y sgwrsfot dros y flwyddyn ddiwethaf. Os na all y sgwrsfot ateb yr ymholiad yn llwyddiannus, bydd cynghorwr gwasanaeth cwsmeriaid yn cymryd y sgwrs drosodd, gan ddelio â'r cwsmer yn ei ddewis iaith.
- Er mwyn 'mesur y gallu mewn meysydd gwasanaeth i ddarparu gwasanaethau yn Gymraeg' ac er mwyn 'asesu gofynion sgiliau iaith ar gyfer swyddi mewn meysydd gwasanaeth' rydym wedi defnyddio'r Offeryn Asesu Ieithyddol ar gyfer gwerthuso anghenion ieithyddol y swyddi ym mhrif

dderbynfeydd y Cyngor. Cwblhawyd hyn yn y Swyddfeydd Dinesig, Canolfan Adnoddau Pen-y-bont ar Ogwr a Threm-y-Mor. O ganlyniad i hyn, mae cynlluniau hyfforddiant yn eu lle ac mae'r hyfforddiant perthnasol wrthi'n cael ei drefnu ar gyfer y staff. Caiff cynlluniau hyfforddiant eu monitro er mwyn sicrhau bod rheolwyr yn cael eu hatgoffa am eu hymrwymiad.

- Rydym wedi parhau i wneud cynnydd mewn datblygu lleoliadau gofal plant cyfrwng Cymraeg ar draws y Fwrdeistref Sirol. Sefydlwyd grŵp llywio, yn cynnwys gweithwyr gofal plant proffesiynol a chydweithwyr yn y trydydd sector, ac mae'n cyfarfod yn rheolaidd i sicrhau darpariaeth effeithiol dros y tair blynedd nesaf.
- Rydym wedi parhau i hybu addysg gyfrwng Cymraeg ymysg rhieni ac wedi gweithio gydag ymwelwyr ieuchyd, bydwagedd a gweithwyr proffesiynol eraill i ddarparu'r llyfryn Addysg Gyfrwng Cymraeg i rieni yn gynnar ym mywyd eu plentyn.
- Rydym wedi gweithio gyda chydweithwyr o Lywodraeth Cymru, gweithwyr gofal plant proffesiynol, ysgolion a chydweithwyr yn y trydydd sector i gynorthwyo rhieni di-Gymraeg gydag addysg gartref drwy gyfrwng y Gymraeg yn ystod pandemig Covid-19.
- Fe wnaethom ddiweddarau'r wefan er mwyn sicrhau bod y rhieni yn gallu cael mynediad at ddeunyddiau perthnasol yn ystod y pandemig i gynorthwyo'u plant.

## **2.5 Safonau cadw cofnodion**

Yn 2020/2021 rydym wedi parhau i wneud y canlynol:

- Cofnodi unrhyw gwynion a dderbyniwyd yn ymwneud â'n cydymffurfiaeth fel rhan o'n system gwynion gorfforaethol.
- Monitro a chofnodi nifer y cyflogeion sy'n defnyddio cyrsiau hyfforddi drwy gyfrwng y Saesneg a'r Gymraeg – gweler adran pedwar am fanylion pellach
- Cofnodi sgiliau Cymraeg cyflogeion ac asesiadau o swyddi newydd a swyddi gwag – gweler adran pump am fanylion pellach.
- Cofnodi nifer y rhyngweithiadau Cymraeg sy'n digwydd dros nifer o sianeli (y ffôn, wyneb yn wyneb, e-bost a digidol) yng nghanolfan gyswllt gwasanaethau cwsmeriaid - gweler adran chwech am fanylion pellach.

## **3. Cwynion**

- Derbyniodd y Comisiynydd gŵyn oddi wrth aelod o'r cyhoedd ar 14 Awst 2020 ynghylch y ffaith fod safon y Gymraeg yn y diweddariad, 'Diweddariad Covid-19: Ailagor canolfannau hamdden a phyllau nofio fesul cam ym Mwrdeistref Sirol Pen-y-bont ar Ogwr', yn is na'r diweddariad

cyfatebol yn Saesneg. Derbyniwyd y diweddariad drwy'r e-bost oddi wrth [bridgendcbc@public.govdelivery.com](mailto:bridgendcbc@public.govdelivery.com) ar 13 Awst 2020.

Yn y gŵyn, nododd yr achwynwr y problemau canlynol:

- Defnyddiwyd y gair 'cysgodi' yn nhestun y diweddariad, ond 'gwarchod' yn y ffeithlun cyfatebol.
- Defnyddiwyd 'Addysg a gofal plant cynnar' yn nhestun y diweddariad, ond 'addysg gynnar a gofal' ar y logo cyfatebol.
- Gofynnai pam y mae'r paragraff ar 'Cynnig Gofal Plant Cymru' yn nodi'r flwyddyn 2017.
- Gofynnodd beth oedd y cyswllt rhwng Diwrnod VJ a mabwysiadu, gan fod ffeithlun am Ddiwrnod VJ wedi ei osod uwchben paragraff ynglŷn â mabwysiadu.

Ar 29 Hydref 2020 hysbysodd Comisiynydd y Gymraeg y Cyngor na fyddai'n cynnal ymchwiliad i mewn i'r gŵyn hon, gan ddweud, 'Yn yr achos hwn, er ei bod yn ymddangos ar yr olwg gyntaf fod y Cyngor wedi methu â chydymffurfio â gofynion Safonau'r Gymraeg, nid yw'n achos digonol i gynnal ymchwiliad gan fod y ddau gamgymeriad yn ddealladwy i siaradwyr Cymraeg ac yn ramadegol gywir, a bod eglurhad wedi ei roi ynghylch y camgymeriad o uwchlwytho'r testun anghywir gyda 'Diwrnod dathlu VJ'.

- Ni dderbyniwyd cwynion dan safonau llunio polisi.

#### 4. Sgiliau a hyfforddiant i gyflogieion

Sgiliau Cymraeg ar 31 Mawrth 2021:

| Disgrifiad                   | Ysgolion   |             |             |        |
|------------------------------|------------|-------------|-------------|--------|
|                              | Gwryw      | Benyw       | Cyfanswm    | %      |
| <b>Cyfanswm yr unigolion</b> | <b>522</b> | <b>2395</b> | <b>2917</b> |        |
| <b>Siarad Cymraeg</b>        |            |             |             |        |
| 'Ychydig'                    | 68         | 348         | 416         | 14.26% |
| 'Gweddol Dda                 | 11         | 70          | 81          | 2.78%  |
| 'Rhugl'                      | 21         | 139         | 160         | 5.49%  |
| 'Na'                         | 74         | 337         | 411         | 14.09% |
| 'Dim ymateb'                 | 348        | 1501        | 1849        | 63.39% |
| <b>Darllen Cymraeg</b>       |            |             |             |        |
| 'Ychydig'                    | 65         | 354         | 419         | 14.36% |
| 'Gweddol Dda                 | 12         | 78          | 90          | 3.09%  |
| 'Rhugl'                      | 22         | 141         | 163         | 5.59%  |

| Disgrifiad                   | Y Cyngor ac eithrio Ysgolion |             |             |        |
|------------------------------|------------------------------|-------------|-------------|--------|
|                              | Gwryw                        | Benyw       | Cyfanswm    | %      |
| <b>Cyfanswm yr unigolion</b> | <b>696</b>                   | <b>2316</b> | <b>3012</b> |        |
| <b>Siarad Cymraeg</b>        |                              |             |             |        |
| 'Ychydig'                    | 110                          | 352         | 462         | 15.34% |
| 'Gweddol Dda                 | 7                            | 37          | 44          | 1.46%  |
| 'Rhugl'                      | 19                           | 92          | 111         | 3.69%  |
| 'Na'                         | 355                          | 1187        | 1542        | 51.20% |
| 'Dim ymateb'                 | 205                          | 648         | 853         | 28.32% |
| <b>Darllen Cymraeg</b>       |                              |             |             |        |
| 'Ychydig'                    | 111                          | 382         | 493         | 16.37% |
| 'Gweddol Dda                 | 14                           | 50          | 64          | 2.12%  |
| 'Rhugl'                      | 18                           | 92          | 110         | 3.65%  |

|                           |     |      |      |        |
|---------------------------|-----|------|------|--------|
| 'Na'                      | 75  | 321  | 396  | 13.58% |
| 'Dim ymateb'              | 348 | 1501 | 1849 | 63.39% |
| <b>Ysgrifennu Cymraeg</b> |     |      |      |        |
| 'Ychydig'                 | 57  | 320  | 377  | 12.92% |
| 'Gweddol Dda'             | 13  | 71   | 84   | 2.88%  |
| 'Rhugl'                   | 20  | 131  | 151  | 5.18%  |
| 'Na'                      | 84  | 371  | 455  | 15.60% |
| 'Dim ymateb'              | 348 | 1502 | 1850 | 63.42% |

|                           |      |      |        |
|---------------------------|------|------|--------|
| 347                       | 1144 | 1491 | 49.50% |
| 206                       | 648  | 854  | 28.35% |
| <b>Ysgrifennu Cymraeg</b> |      |      |        |
| 73                        | 306  | 379  | 12.58% |
| 11                        | 42   | 53   | 1.76%  |
| 15                        | 81   | 96   | 3.19%  |
| 389                       | 1239 | 1628 | 54.05% |
| 208                       | 648  | 856  | 28.42% |

Sylwch, os gwelwch yn dda:

- Mae categori'r 'Ysgolion' yn cynnwys cyflogeion sy'n cael eu cyflogi'n uniongyrchol gan gyrff llywodraethu. Mae staff cynhwysiant wedi eu cynnwys yng nghategori'r 'Cyngor ac eithrio Ysgolion'.
- Mae categori 'Dim ymateb' yn cynnwys cyflogeion sydd heb roi manylion eu sgiliau Cymraeg.
- Mae'r lefelau sgiliau a nodwyd yn seiliedig ar hunanasesiad unigolion.

#### **Nifer y cyflogeion a fynychodd gyrsiau hyfforddi yn Gymraeg rhwng 1 Ebrill 2020 a 31 Mawrth 2021:**

- Mae 14 o gyflogeion wedi mynychu hyfforddiant 'Cwrs Mynediad' yn 2020/21, sydd wedi eu galluogi i ddatblygu eu sgiliau iaith ymhellach. Mae hyn yn cynnwys y rheiny oedd yn dilyn blwyddyn 1, ar sail dwy awr yr wythnos dros 30 wythnos.
- Cafodd 7 o gyflogeion eu cynorthwyo i fynychu cyrsiau Cymraeg yn y gymuned. Roedd y cyrsiau hyn yn cynnwys Lefel Sylfaenol, Sylfaen Rhan 1 a Sylfaen Rhan 2, Sylfaen Rhan 3.
- Ni wnaed ceisiadau am ddeunyddiau hyfforddiant wyneb yn wyneb i fod ar gael yn Gymraeg yn ystod y flwyddyn.
- Cwblhawyd 74 o fodiwlau e-ddysgu Cymraeg.
- Cwblhawyd 136 o fodiwlau e-ddysgu Ymwybyddiaeth o'r Gymraeg a Safonau'r Gymraeg.
- Cwblhaodd 351 o gyflogeion newydd fodiwl e-ddysgu hyfforddiant cynefino corfforaethol a chwblhaodd 34 o ddechreuwr ef drwy gyfrwng llyfr gwaith. Cyfanswm y rhai a gwblhaodd oedd 385. Mae'r modiwl cynefino corfforaethol yn cynnwys adran ar gyflwyniad i'r Gymraeg, Safonau'r Gymraeg a chysylltiadau i'r Modiwlau E-ddysgu Cymraeg a Chyfleoedd Hyfforddiant Cymraeg.
- Cwblhaodd 22 o reolwyr newydd y modiwl e-ddysgu cynefino i reolwyr. Mae'r hyfforddiant cynefino i reolwyr yn cynnwys cyflwyniad i'r Gymraeg a Safonau'r Gymraeg a chysylltiadau i'r Modiwl e-ddysgu ar Safonau'r Gymraeg a'r Modiwl e-ddysgu ar Ymwybyddiaeth o'r Gymraeg.



## 5. Recriwtio a dethol

Nifer y swyddi newydd a swyddi gwag a hysbysebwyd yn ystod 2020/2021 lle roedd sgiliau Cymraeg yn:

| Categori                  | Nifer y swyddi a gategoreiddiwyd | Canran y swyddi a gategoreiddiwyd |
|---------------------------|----------------------------------|-----------------------------------|
| Hanfodol                  | 28                               | 4.74%                             |
| Dymunol                   | 563                              | 95.26%                            |
| Angen dysgu Cymraeg       | 0                                | 0.00%                             |
| Dim angen sgiliau Cymraeg | 0                                | 0.00%                             |

## 6. Gwasanaethau derbynfa: canolfannau cyswllt a chanolfannau cyswllt dros y ffôn

Y galw am wasanaethau Cymraeg yn y ganolfan Wyneb yn Wyneb a'r ganolfan Cyswllt dros y Ffôn rhwng 1 Ebrill 2020 a 31 Mawrth 2021.

|  |         |
|--|---------|
| Cyfanswm ceisiadau wyneb yn wyneb  | 0       |
| Ceisiadau Cymraeg fel % o gyfanswm y rhyngweithiadau wyneb yn wyneb a gynhaliwyd | 0       |
| Swm y galwadau yn ystod oriau gwaith arferol (Cymraeg a Saesneg)                 | 108,291 |
| Swm y galwadau a dderbyniwyd y tu allan i oriau (Cymraeg a Saesneg)              | 2,734   |
| Cyfanswm y galwadau a dderbyniwyd (Cymraeg a Saesneg)                            | 111,072 |
| Swm y galwadau yn Gymraeg  | 47      |
| Ceisiadau Cymraeg fel % o gyfanswm y galwadau                                    | 0.0004% |

Oherwydd bod swyddfeydd y Cyngor ar gau, ni chofnodwyd ymweliadau wyneb yn wyneb am y flwyddyn ariannol ddiwethaf ar draws unrhyw iaith. Oherwydd hyn, disgwyliem weld cynnydd yn y cyswllt dros y ffôn ac ar-lein ond, er i rhyngweithiadau ar-lein gynyddu'n sylweddol, gostwng eto wnaeth nifer y ceisiadau dros y ffôn am flwyddyn arall yn olynol o 126,691 i lawr i 111,072. Roedd hyn oherwydd mentrau cyfathrebu a theleffoni, lle buom yn rhyngweithio'n gyson â'r cyhoedd ynghylch y gefnogaeth oedd yn cael ei chynnig, gyda datrysiadau ar-lein ar gyfer rhyngweithio â ni, yn ogystal â datblygu ein hymateb llais rhyngweithiol dros y ffôn i gyfeirio galwadau drwodd i'r adran gywir y tro cyntaf, yn hytrach nag i wasanaeth switsfwrdd.

Wedi dweud hynny, rydym wedi gweld gostyngiad enfawr yn y nifer o geisiadau i siarad â ni yn Gymraeg, er inni recriwtio siaradwr Cymraeg ychwanegol i'n canolfan gyswllt yn ystod y flwyddyn i gynorthwyo i ddelio â mwy o siaradwyr Cymraeg pan fyddai angen.

## **7. Asesiadau Effaith ar Gydraddoldeb (EIAs)**

Cynhaliwyd pedwar EIA llawn ac roeddent yn ystyried effaith polisiau/strategaethau ar gyfle pobl i ddefnyddio'r Gymraeg mewn ffordd gadarnhaol neu negyddol a thrin y ddwy iaith yn gyfartal. Ni chanfuwyd effaith ac, o ganlyniad, ni wnaed diwygiadau i'r polisiau/strategaethau arfaethedig a aseswyd.

## **8. Hybu a chodi ymwybyddiaeth o'r Gymraeg a'r diwylliant Cymreig**

Bu'r Cyngor yn hybu'r digwyddiadau a'r gweithgareddau canlynol rhwng 1 Ebrill 2020 a 31 Mawrth 2021:

- Mae cyfleuster gofal plant cyfrwng Cymraeg ar gyfer mwy na 30 o blant i gael ei adeiladu yng Nghwm Ogwr.
- Cymerwch gamau syml i gynorthwyo eich plant i ddefnyddio'r Gymraeg gartref #Cadwch yn ddiogel #Daliwch i ddysgu
- Gwersi Cymraeg yn fyw ar Facebook
- Edrych ar ddewisiadau ar gyfer cynyddu'r ddarpariaeth addysg drwy gyfrwng y Gymraeg
- Sesiynau Clwb Cylch ar-lein
- Gweithgareddau haf Cymraeg
- Rhaglen Gymraeg Fi a'm Baban
- #Adeoli ac ymestyn ysgol gynradd gyfrwng Cymraeg Bracla
- Shwmae sumae
- Llyfryn cyfrwng Cymraeg
- Y Gymraeg a mabwysiadu yng Nghymru
- #IaithGwaith
- Diwrnod Santes Dwynwen
- Diwrnod hawliau'r Gymraeg
- Dydd Gŵyl Ddewi
- Cymraeg yn y gweithle

Caiff manylion y gweithgareddau hyrwyddo hyn eu dogfennu fel rhan o'n proses adrodd am ein Strategaeth Gymraeg. Adroddir am y cyfnod hwn ym Mhwyllgor Cydraddoldeb ein Cabinet ym mis Tachwedd 2021.

# Welsh Language Standards

## Annual report 2020/2021



*Mae'r ddogfen hon ar gael yn Saesneg hefyd.  
This document is also available in Welsh.*

### 1. Introduction

The Welsh Language Standards require Bridgend County Borough Council (BCBC) to produce and publish an annual report by 30 June each year.

This 2020/2021 annual report covers the period 1 April 2020 to 31 March 2021 and outlines how the council continues to be compliant during this period as well as highlighting any new developments/areas of progress.

### 2. How the council complies with the Welsh Language Standards

The council is no longer under challenge for any standards and any changes to compliance dates, extensions or circumstance for the previously challenged standards can be viewed in the council's amended compliance notice.

#### 2.1 General compliance

- The council continues to have a lead officer which covers the Welsh language
- Employees continue to receive regular updates and information regarding the Welsh language in terms of compliance, access to resources such as training and raising the profile of the language and culture
- Our corporate induction e-learning module has a specific section dedicated to the Welsh language and its importance, which signposts new employees to other information resources
- Our manager induction e-learning module has a specific section dedicated to the Welsh language and its importance, which signposts new managers to other information resources
- As part of the manager induction programme the officer who is responsible for Welsh Language does a presentation on the Welsh Language Standards and

what this means in practice for managers so ensuring their understanding of the council's obligations and their management responsibilities.

- Staff intranet pages and the dedicated Welsh email inbox ([WLS@bridgend.gov.uk](mailto:WLS@bridgend.gov.uk)) still exist.
- The council continues to provide a range of Welsh language training and resources for staff
- The council continue to support staff to attend community courses on Welsh language training
- Employees are able to access the NPS framework to access translation support
- We continue to have a [compliance document](#) available which details how we will comply with the relevant service delivery, operational, record-keeping, and promotional and policy making standards. Our [complaints procedure](#) is also available on our website as well as previous [annual reports](#)
- We continue to provide information to the Welsh Language Commissioner as requested.

## 2.2 Service delivery standards

In 2020/2021 we have continued to:

- Respond to correspondence received in Welsh where a reply is required
- Issue generic bilingual or separate English and Welsh versions of correspondence, treating the Welsh language no less favourably than English
- Provide a bilingual greeting over the telephone and, where relevant, conversations continue in Welsh until they are concluded or callers are passed to Welsh speaking staff (if available), or to English speaking staff if no Welsh speaker is available and the customer is agreeable to this
- Operate a single main telephone number (01656 643643) for those wishing to speak to someone in Welsh or English. If a Welsh speaking member of staff is not available at the time of calling, callers are advised, in Welsh, when such a service will be available. Those wishing to speak to someone in Welsh can also leave a message in Welsh
- State on materials that advertise a BCBC telephone number that calls are welcomed in Welsh and English. We continue to treat the Welsh language no less favourably than the English language on the advertising materials
- Ask people we have invited to a meeting if they wish to use the Welsh language at the meeting and put the necessary arrangements in place to facilitate this. The meeting toolkit that was developed identified that during 2020/2021, 157 people attending meetings were offered the opportunity to conduct the meeting in Welsh.
- Send bilingual invitations to BCBC public meetings/events (where relevant) and those meetings/events funded by BCBC (50% or more funding). Anyone presenting at meetings will be asked if they wish to use Welsh as well as

attendees being advised that they are welcome to use the Welsh language (if we are advised in advance) at the meeting. Materials used for advertising these meeting/events or for display at the meetings/events are bilingual

- Assess the demand for Welsh language education courses that are open to the public and if there is a need, offer the course in Welsh. This information continues to be published on our website.
- Produce public-facing marketing, advertising and publicity materials (including press releases and statements) bilingually. This is also applicable to public-facing corporate documents such as policies and rules as well as consultation documentation. These documents aim to treat the Welsh language no less favourably than the English. Separate English versions of documents that are available in Welsh (where they are required to be) state this on the English version
- Produce publically available forms bilingually or as separate English and Welsh versions. If separate versions are in place, we state on the English version of the form that a Welsh form is available
- Respond to Welsh language social media messages in Welsh where a reply is required
- Replace street, place and direction signs (including temporary signs where applicable) following damage or normal wear and tear, with bilingual signs with the Welsh text appearing first
- Produce official notices bilingually with the Welsh text appearing first
- Have Welsh speaking reception staff wearing lanyards to show customers they are able to provide a Welsh language service
- Make bilingual audio announcements with the Welsh announcement first
- Make grant applications (and the process), tenders (and interviews) available in Welsh
- Promote Welsh language services that we have available as required
- We continue to produce our agenda and minutes for Cabinet and committee meetings bilingually (standard 41). These are available on our website
- During this period we have continued to develop bilingual content and functionality on the website as required (standard 52 and 56)
- Continue to post bilingually on social media and respond to Welsh queries received in Welsh, where a response is required. We do not post bilingually in circumstances where there is an emergency or urgent communications need to be issued.

New developments for 2020/2021:

- We have ensured that all self-service machines, including all parking machines are fully functional in Welsh
- We have updated the new telephone IVR system so that all callers can select their language preference. The option for Welsh appears first in the options menu.

- As part of the new telephone IVR, if a Welsh speaker is unavailable to the time of the call the system is now able to generate an email, if the caller does not wish to continue the call in English, which is accessed by Welsh speaking advisors and is then acted upon in Welsh.

### **2.3 Policy-making standards**

In 2020/2021 we have continued to:

- Use our equalities impact assessment (EIA) process to ensure consideration is given to the Welsh language when policies are revised or developed
- Ask those taking part in consultation, engagement and research activity for their views on whether a policy decision (if applicable) could impact on the use of the Welsh language
- Consider the effects that awarding grants may have on the use of the Welsh language

New developments for 2020/2021:

- We have updated our EIA process to ensure that we assess the impact of any policy, practice or strategic decision on the use of Welsh language and to ensure that the Welsh language is treated no less favourably

### **2.4 Operational standards**

In 2020/2021 we have continued to:

- Enable employees to access the complaints procedure and process in Welsh including relevant documentation
- Enable employees to access the disciplinary procedure and process in Welsh including relevant documentation
- Provide access to computer software for staff to check Welsh spelling and grammar
- Ensure the relevant sections/interface of our intranet are accessible in Welsh and have a dedicated Welsh section on the intranet as a resource for staff
- Assess the Welsh language skills of our employees on an ongoing basis
- Have 'meet and greet' training and Cwrs Mynediad courses available for staff
- Have e-learning packages available for staff on Welsh language awareness and culture as well as on the Welsh language standards
- Provide access to bilingual email signatures and out of office messages. Welsh speakers and Welsh learners are encouraged to identify themselves as such on their email signature (using the relevant recognised logos)
- Assess the Welsh language skills for new and vacant posts. A breakdown of this information is included in section five

- Ensure the job applications process and documentation is available in Welsh and that the Welsh language process is treated no less favourably than the English. This also includes contracts of employment
- Check language preference of employees to provide correspondence relating to their employment, and various employment related forms in Welsh as required
- Ensure relevant HR policies are available in Welsh, and provide training (e-learning) in Welsh in recruitment and interviewing, performance management, Induction and using Welsh effectively in meetings, interviews and complaints and disciplinary procedures (standards 128 and 129)
- Have bilingual signage in place at our main reception area (Civic Offices), with Welsh appearing first
- Report on the [five year strategy](#) at our Cabinet Equalities Committee on an annual basis.

#### New developments for 2020/2021:

- We've continued to develop a bilingual chatbot for residents to communicate with us in both Welsh and English on our website and Facebook pages. Also additional bilingual services have been incorporated within the chatbot over the past year. If the chatbot is unable to answer the query successfully, the conversation is taken over by a customer service advisor who will deal with the customer in their chosen language.
- In order to 'identify the capacity in service areas to deliver services in Welsh' and to 'Assess language skill requirements for posts within service areas' we have used the Linguistic Assessment Tool for evaluating the linguistic needs of posts within the main reception areas of the council, this has been completed within Civic Offices, Bridgend Resource Centre and Trem-y-Mor. As a result of this, training plans are in place and relevant training is being arranged for staff. Training plans are monitored to ensure managers are reminded of their commitment
- We have continued to make progress in the development of the Welsh Medium childcare settings across the County Borough. A steering group made up of childcare professionals and third sector colleagues has been established and meets regularly to ensure effective delivery over the next three years
- We have continued to promote Welsh Medium Education to parents and have worked with health visitors, midwives and other professionals to deliver the Welsh Medium Education booklet to parents at an early stage in their child's life
- We have worked with colleagues from Welsh Government, childcare professionals, schools and third sector colleagues to support non Welsh speaking parents with Welsh Medium home schooling during the Covid-19 pandemic

- We updated the website to ensure parents had access to relevant materials during the pandemic to support their children

## 2.5 Record-keeping standards

In 2020/2021 we have continued to:

- Record any complaints received relating to our compliance as part of our corporate complaints system
- Monitor and record the number of employees accessing training courses through the medium of English and Welsh - see section four for further details
- Record Welsh language skills of employees and assessments of new and vacant posts – see section five for further details
- Record the number of Welsh interactions that take place over a number of channels (telephone, face to face, email and digital) within the customer services contact centre – see section six for further details.

## 3. Complaints

- The Commissioner received a complaint from a member of the public on 14 August 2020 regarding the fact that the standard of the Welsh language in the update 'Diweddariad Covid-19: Ailagor canolfannau hamdden a phyllau nofio fesul cam ym Mwrdeistref Sirol Pen-y-bont ar Ogwr' is lower than the equivalent update in English. The update was received via e-mail from bridgendcbc@public.govdelivery.com on 13 August 2020.

In the complaint, the complainant identified the following issues:

- The word 'cysgodi' was used in the text of the update, but 'gwarchod' in the corresponding infographic
- 'Addysg a gofal plant cynnar' is used in the text of the update, but 'addysg gynnar a gofal' on the corresponding logo
- He asked why the paragraph on 'Cynnig Gofal Plant Cymru' notes the year 2017
- He asked how VJ Day is linked to adoption, as an infographic about VJ day is placed above a paragraph about adoption

On 29 October 2020 the Welsh Language Commissioner notified BCBC that they would not carry out an investigation into this complaint, stating that 'In this case, although it appears on the face of it that the council has failed to comply with the requirements of the Welsh language standards, it is not a matter sufficient to conduct an investigation as both errors are understandable to Welsh speakers and grammatically correct, and clarification was given regarding the error of uploading the wrong text with the 'VJ' celebration day.'



- There were no complaints received under the policy making standards

#### 4. Employee skills and training

Welsh language skills as at 31 March 2021:

|                        | Schools    |             |             |        |
|------------------------|------------|-------------|-------------|--------|
| Description            | Male       | Female      | Total       | %      |
| <b>Total Headcount</b> | <b>522</b> | <b>2395</b> | <b>2917</b> |        |
| <b>Welsh Speaker</b>   |            |             |             |        |
| 'A little'             | 68         | 348         | 416         | 14.26% |
| 'Fairly Good'          | 11         | 70          | 81          | 2.78%  |
| 'Fluent'               | 21         | 139         | 160         | 5.49%  |
| 'No'                   | 74         | 337         | 411         | 14.09% |
| 'No Response'          | 348        | 1501        | 1849        | 63.39% |
| <b>Welsh Reader</b>    |            |             |             |        |
| 'A little'             | 65         | 354         | 419         | 14.36% |
| 'Fairly Good'          | 12         | 78          | 90          | 3.09%  |
| 'Fluent'               | 22         | 141         | 163         | 5.59%  |
| 'No'                   | 75         | 321         | 396         | 13.58% |
| 'No Response'          | 348        | 1501        | 1849        | 63.39% |
| <b>Welsh Writer</b>    |            |             |             |        |
| 'A little'             | 57         | 320         | 377         | 12.92% |
| 'Fairly Good'          | 13         | 71          | 84          | 2.88%  |
| 'Fluent'               | 20         | 131         | 151         | 5.18%  |
| 'No'                   | 84         | 371         | 455         | 15.60% |
| 'No Response'          | 348        | 1502        | 1850        | 63.42% |

|                        | BCBC excluding Schools |             |             |        |
|------------------------|------------------------|-------------|-------------|--------|
| Description            | Male                   | Female      | Total       | %      |
| <b>Total Headcount</b> | <b>696</b>             | <b>2316</b> | <b>3012</b> |        |
| <b>Welsh Speaker</b>   |                        |             |             |        |
| 'A little'             | 110                    | 352         | 462         | 15.34% |
| 'Fairly Good'          | 7                      | 37          | 44          | 1.46%  |
| 'Fluent'               | 19                     | 92          | 111         | 3.69%  |
| 'No'                   | 355                    | 1187        | 1542        | 51.20% |
| 'No Response'          | 205                    | 648         | 853         | 28.32% |
| <b>Welsh Reader</b>    |                        |             |             |        |
| 'A little'             | 111                    | 382         | 493         | 16.37% |
| 'Fairly Good'          | 14                     | 50          | 64          | 2.12%  |
| 'Fluent'               | 18                     | 92          | 110         | 3.65%  |
| 'No'                   | 347                    | 1144        | 1491        | 49.50% |
| 'No Response'          | 206                    | 648         | 854         | 28.35% |
| <b>Welsh Writer</b>    |                        |             |             |        |
| 'A little'             | 73                     | 306         | 379         | 12.58% |
| 'Fairly Good'          | 11                     | 42          | 53          | 1.76%  |
| 'Fluent'               | 15                     | 81          | 96          | 3.19%  |
| 'No'                   | 389                    | 1239        | 1628        | 54.05% |
| 'No Response'          | 208                    | 648         | 856         | 28.42% |

Please note:

- The 'Schools' category covers employees directly employed by governing bodies. Inclusion staff are included under the 'BCBC excluding schools' category.
- The 'No Response' category covers employees who have not provided details of their Welsh language skills.
- The skill levels identified are based on individual self-assessment.

**Number of employees who attended training courses in Welsh between 1 April 2020 and 31 March 2021:**

- 14 employees have attended 'Cwrs Mynediad' training in 2020/21, enabling them to develop their language skills further. This includes those undertaking year 1, based on two hours per week over 30 weeks.
- 7 employees have been supported to attend Welsh Language courses in the community. These courses included Foundation, Sylfaen Part 1 and Sylfaen Part 2, Sylfaen Part 3.
- There were no requests for face to face training materials to be made available in Welsh during the year.
- There were 74 Welsh language e-learning module completions
- There have been 136 e-learning completions for Welsh Language Awareness e-Learning and Welsh Language Standards e-Learning
- 351 new employees completed the corporate induction e-learning module and 34 new starters completed it via a workbook. Total completions 385. Corporate induction includes a section on the introduction to Welsh Language, the Welsh Language Standards and links to the Welsh Language E-Learning Modules and Welsh Language Training Opportunities.
- 22 new managers completed the manager induction e-learning module. Manager induction includes an introduction to Welsh Language and the Welsh Language Standards and links to the Welsh Standards E-Learning Module and the Welsh Language Awareness E-Learning Module.

## 5. Recruitment and selection

Number of new and vacant posts advertised during 2020/2021 where Welsh language skills were:

| Category                 | Number of posts categorised | Percentage of posts categorised |
|--------------------------|-----------------------------|---------------------------------|
| Essential                | 28                          | 4.74%                           |
| Desirable                | 563                         | 95.26%                          |
| Need to learn Welsh      | 0                           | 0.00%                           |
| No Welsh skills required | 0                           | 0.00%                           |

## 6. Reception services: contact centres and telephone contact centres

Demand for Welsh services in the Face to Face centre and Telephone Contact Centre between 1 April 2020 and 31 March 2021

|  |         |
|--|---------|
| Total face to face requests                                      | 0       |
| Welsh requests as % of total face to face interactions conducted | 0       |
| Volume of calls during normal working hours (Welsh and English)  | 108,291 |
| Volume of calls received out of hours (Welsh and English)        | 2,734   |
| Total calls received (Welsh and English)                         | 111,072 |
| Volume of calls in Welsh   | 47      |
| Welsh requests as a % of total calls                             | 0.0004% |

Due to the closure of council offices, there were no face to face visits recorded for the last financial year across all languages. With this, we expected to see an uplift in telephone and online contact and although online interactions increased considerably, telephony requests actually reduced again for another consecutive year from 126,691 down to 111,072. This was due to communication and telephony initiatives, whereby we regularly interacted with the public surrounding the support on offer, with online solutions to interact with us, as well as develop our telephone interactive voice response to route calls through to the correct area first time, rather than to a switchboard service.

With that said, we have seen a vast decrease in the number of requests to speak with us in Welsh, even though we recruited an additional Welsh speaker into our contact centre during the year to assist in dealing with more Welsh speakers when required.

## 7. Equality Impact Assessments (EIAs)

Four full EIAs were carried out and considered the impact of the policy/strategy on people's opportunity to use the Welsh language in a positive or negative way and treat both languages equally. No impact was identified and as a result, no amendments were made to the proposed policies/strategies assessed.

## 8. Promoting and raising awareness of the Welsh language and Welsh culture

The council promoted the following events and activities between 1 April 2020 and 31 March 2021:

- Welsh-medium childcare facility for more than 30 children is to be built in the Ogmere Valley.
- Access simple steps on how to support your children to use the Welsh language at home #StaySafe #StayLearning
- Welsh lessons on Facebook live

- Exploring options for increasing the provision of Welsh medium education
- Clwb Cylch online sessions
- Welsh summer activities
- Welsh Me and my baby programme
- #Brackla relocation and extension of Welsh medium primary
- Shwmae sumae
- Welsh medium booklet
- Welsh language and adopting in Wales
- #IaithGwaith
- Saint Dwynwens day
- Welsh Language rights day
- St David's Day
- Welsh in the workplace

The detail of these promotional activities will be documented as part of our reporting process for our Welsh Language Strategy. This period will be reported on at our Cabinet Committee Equalities in November 2021.

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

**27 JULY 2021**

**REPORT OF THE CHIEF EXECUTIVE**

**EQUALITY IMPACT ASSESSMENTS - ANNUAL REVIEW 2020/2021**

**1. Purpose of report**

- 1.1 The purpose of this report is to provide members with an annual update on the council's requirement to undertake Equality Impact Assessments (EIAs), an overview of the council's approach to EIAs and an outline of EIAs undertaken in Bridgend County Borough Council (BCBC) service areas in 2020/2021.

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

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

- To eliminate unlawful discrimination, harassment and victimisation;
- To advance equality of opportunity and;

- To foster good relations between people who share a protected characteristic and those who do not.

3.2 Reports on assessments must set out in particular:

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

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

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

## 4. Current situation/proposal

### EIAs – an overview

4.1 The EIA is a tool to assess whether new (or changes to existing) policies/services/functions, or the removal of services, could impact on different sectors of society in different ways. EIAs should be carried out when making strategic decisions.

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

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

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

4.3 The Welsh Language Standards requires the following considerations:

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

Questions related to this were added into the EIA toolkit in 2016 as an existing assessment tool rather than creating an additional impact assessment.

- 4.4 It is important to recognise that the duty to eliminate discrimination is a continuing one. It cannot be exercised once and for all, but must be continually revisited and borne in mind, therefore the EIA should be revisited as policies change and are reviewed.
- 4.5 The lead person drafting or reviewing a policy or strategy within the service area is responsible for conducting the EIA. EIA screenings should be retained by the service area, referenced and summarised in the Equality Act 2010 implications section of the relevant cabinet report. Where a full EIA is needed this should be included as an appendix to the report.
- 4.6 The EIA toolkit has been revised in readiness for the implementation of the socio-economic duty in March 2021, to include guidance for officers on the socio-economic duty and when this needs to be considered. Workshops for members and officers took place in April 2021. These will be reported on in the 2021/2022 annual report.
- 4.7 The administration of the EIA process has been reviewed and consideration continues to be given to an online assessment process to assist in the collation and publication of data.
- 4.8 Currently full EIAs are linked to Cabinet reports and as such become public documents. All EIA screenings are retained by the service area.

### **EIA training**

- 4.9 An e-learning module continues to be available for employees which provides an overview of EIAs, their role in improving services and a guide to conducting them. At the end of the module, staff have an opportunity to complete an EIA and compare this against an already completed version to assess how the module has assisted in terms of knowledge and understanding.
- 4.10 During the period April 2020 to March 2021, 10 council employees have completed EIA training (via e-learning) per the following table:

| <b>Directorate</b>            | <b>Completions</b> |
|-------------------------------|--------------------|
| Social Services and Wellbeing | 5                  |
| Communities                   | 1                  |
| Education and Family Support  | 0                  |
| Chief Executive               | 4                  |
| <b>Total</b>                  | <b>10</b>          |

To date 238 council employees have completed the EIA e-learning module.

Face to face training and training on the Socio-Economic Duty commenced in April 2020 and will be reported on in the 2021/2022 annual report.

### **EIAs undertaken in 2019/2020**

- 4.11 Between February 2020 and March 2021, four full EIAs were undertaken and accompanied Cabinet reports and these are listed in Appendix one.
- 4.12 26 EIA screenings were undertaken during this period and these are listed in appendix 2. These screenings were referenced in the relevant Cabinet report/s and indicated that the policy/ies being assessed could either be “screened out” or would require a full EIA to be undertaken.

Where full EIAs are needed the following timeframes apply:

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

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

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

### **6. Equality Act 2010 implications**

- 6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an EIA in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of 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 the short-term and in the long term.

**Prevention** – Equality Impact Assessments aim to identify issues that are relevant in our community or workforce and set objectives to prevent problems disproportionate impact to any protected characteristic groups, on socio-economic disadvantage or on the Welsh Language.

**Integration** – Equality Impact Assessments support all the wellbeing objectives and ensures integration for all people with protected characteristics.

**Collaboration** - Monitoring Equality Impact Assessments is done in collaboration with all 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 identified as this is an information/update report.

## **9. Recommendation**

- 9.1 That the Cabinet Committee Equalities notes the progress made in the council during 2020/2021 in the completion of Equality Impact Assessments, the progress made with training - e-learning and the development of face to face training and workshops in preparation for the implementation of the Socio-Economic Duty.

**Mark Shephard**  
**CHIEF EXECUTIVE**  
**27 July 2021**

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**Background papers:**

None

**Appendix one - Full Equality Impact Assessments undertaken between April 2020 and March 2021**

|    | EIA name:  | Date Completed: |
|----|--|-----------------|
| 1. | Deposit Replacement Local Development Plan (LDP) 2018-33 | April 2021      |
| 2. | Medium Term Financial Strategy 2021-22 to 2024-25        | February 2021   |
| 3. | Post 16 Education  | July 2020       |
| 4. | Learner Travel   | September 2020  |

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## Appendix 2 - Initial Screening Equality Impact Assessments undertaken between April 2020 and March 2021

|    | EIA name:  | Date completed: | Outcome:  |
|----|--|-----------------|---|
| 1  | Barnes Avenue- Traffic calming and 20mph zone                      | February 2021   | No impact – screened out  |
| 2  | Brynmenyn- removal of school keep clear                            | March 2021      | No impact – screened out  |
| 3  | Heol Mostyn- parking restrictions                                  | October 2021    | No impact – screened out  |
| 4  | BNDR – removal of prohibition of pedestrians                       | January 2021    | No impact – screened out  |
| 5  | Llangewydd Road- traffic calming and parking restrictions          | December 2020   | No impact – screened out  |
| 6  | Clos Yr Mametz- 20mph zone and parking restrictions                | April 2021      | No impact – screened out  |
| 7  | Wimborne Road – traffic calming                                    | March 2020      | No impact – screened out  |
| 8  | Medium Term Financial Strategy 2021-22 to 2024-25                  | January 2021    | High Impact – Full EIA within six months or policy implementation |
| 9  | In-house Service for Victims of Domestic Abuse                     | September 2020  | Low impact – Full EIA within three years                          |
| 10 | Employee Health and Wellbeing Protocol                             | October 2010    | No impact – screened out  |
| 11 | Real Living Wage   | January 2021    | No impact – screened out  |
| 12 | Care and Support at HMP YOI Parc                                   | January 2021    | No impact – screened out  |
| 13 | Partnership Agreement for Dementia Training                        | February 2021   | No impact – screened out  |
| 14 | Novation of Contract - Crossroads to Carers Trust South East Wales | August 2020     | No impact – screened out  |
| 15 | Multi Agency Placement Support Service (MAPSS)                     | September 2020  | Low impact – Full EIA within three years                          |
| 16 | CM Mobile for Home carers  | July 2020       | No impact – screened out  |

|    |   |               |  |
|----|---|---------------|--|
| 17 | School Modernisation Programme Band B - Mynydd Cynffig Primary School   | July 2020     | Proposals will be assessed on a scheme-by-scheme basis ie see Bridgend West below  |
| 18 | School Modernisation Programme - Band B Mutual Investment Model, Welsh Education Partnership – Strategic Partnering Agreement | October 2020  | No impact – screened out   |
| 19 | Extension of the Supply of Fresh, Frozen And Cooked Meats and Kitchen Milk Contracts  | October 2020  | No impact – screened out   |
| 20 | Invitation of Tenders for Home-to-School Transport Contracts  | December 2020 | No impact – screened out   |
| 21 | Contract for the Supply of Home-to-College Transport – Suspension of the Contract Procedure Rules                             | December 2020 | Proposals will be assessed on a scheme-by-scheme basis ie see Bridgend North East, Bridgend West and Heronsbridge Special School |
| 22 | School Modernisation - Band B Capital Programme - Land Costs  | January 2021  | No impact – screened out   |
| 23 | School Modernisation – Bridgend North East  | January 2021  | EIA to be progressed in due course   |
| 24 | School Modernisation – Bridgend Special School  | January 2021  | Unlikely to be any direct negative impact on any protected group   |
| 25 | School Modernisation Programme – Bridgend West – Permission to Consult on Statutory Proposal                                  | February 2021 | No impact – screened out   |
| 26 | Additional Learning Needs Grant   | July 2020     | Proposals will be assessed on a scheme-by-scheme basis ie see Bridgend West below  |

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET COMMITTEE EQUALITIES

27 JULY 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 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 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:
- The new Welsh Language Strategy for 2021 to 2026 is currently being developed. The council has asked residents from across Bridgend County Borough, schools, Members and other stakeholders to share their views by taking part in a public consultation on the draft Welsh Language objectives. The public consultation went live on 10 May 2021 and closed on 18 June 2021. Details of the public consultation will be published on the council's website.

- No new complaints have been received since the last update report.
- There are no outstanding complaints to give an 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 Act 2010 implications**

6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an EIA in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of 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** – 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**  
27 July 2021

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**Background papers:**

None

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