

Public Document Pack

Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

Bridgend County Borough Council



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

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

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let us know if your language choice is Welsh.*



Cyfarwyddiaeth y Prif Weithredwr / Chief Executive's Directorate

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

Gofynnwch am / Ask for: Democratic Services

Ein cyf / Our ref:

Eich cyf / Your ref:

Dyddiad/Date: Tuesday, 19 July 2022

Dear Councillor,

CABINET COMMITTEE EQUALITIES

A meeting of the Cabinet Committee Equalities will be held remotely - via Microsoft Teams on **Monday, 25 July 2022 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 - 10
To receive for approval the Minutes of 08 11 21
4. Annual Report on Equality in the Workforce (2021/22) 11 - 24
5. Equality Impact Assessments - Annual Review 2021/2022 25 - 34
6. The Implementation of the Socio-Economic Duty - One Year On 35 - 40
7. Update on Equalities Work within Schools 41 - 48
8. Update Report on Implementation of the Welsh Language (Wales) Measure 2011 and Welsh Language Standards 49 - 52
9. Welsh Language Standards Annual Report 2021/2022 53 - 76
10. Urgent Items
To consider any other item(s) of business in respect of which notice has been given in accordance with Rule 4 of the Council Procedure Rules and which the person presiding at the meeting is of the opinion should by reason of special circumstances be transacted at the meeting as a matter of urgency.

Note: Please note: Due to health and safety reasons 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 or tel. 01656 643147 / 643148.

Yours faithfully

K Watson

Chief Officer, Legal and Regulatory Services, HR and Corporate Policy

Cynghowrwy

A R Berrow
JPD Blundell
HJ David
M J Evans
N Farr
P Ford

Cynghorwyr

J Gebbie
W R Goode
D M Hughes
M Lewis
J Llewellyn-Hopkins
RL Penhale-Thomas

Cynghorwyr

JC Spanswick
A Wathan
A Williams
H Williams
E Winstanley

Present

Councillor D Patel – Chairperson

SE Baldwin
DG Howells

TH Beedle
KL Rowlands

NA Burnett
CE Smith

J Gebbie
HM Williams

Apologies for Absence

HJ David and E Venables

Officers:

Nicola Bunston	Consultation Engagement and Equalities Manager
Jamie Cullen	Operational Manager for Customer Services/CCSU
Julie Ellams	Democratic Services Officer - Committees
Riaz Hassan	Regional Community Cohesion Coordinator
Michelle Hatcher	Group Manager - Inclusion
Judith Jones	Partnership Co-ordinator
Philip O'Brien	Digital Transformation and Customer Services Manager

112. DECLARATIONS OF INTEREST

None.

113. APPROVAL OF MINUTES

RESOLVED: That the minutes of the meeting of 27 July 2021 be approved as a true and accurate record.

114. COMMUNITY COHESION ANNUAL REPORT

The Partnerships and Community Safety Manager presented the annual report on the work of the Welsh Government Funded Community Cohesion Officer and the community cohesion work of Bridgend Community Safety Partnership.

She informed the Committee that funding had been allocated for Regional Community Cohesion Coordinators to each region across Wales, with Bridgend being part of the Western Bay Community Cohesion Region. She stated that the Council appointed a Community Cohesion Officer in September 2019, with extensions in funding made by the Welsh Government until March 2022. She outlined the role of the Community Cohesion Officer, who works closely with Bridgend Community Safety Partnership partners to avoid duplication and ensure collaboration across all aspects of community safety and cohesion.

She informed the Committee that the last 18 months has seen unprecedented changes locally, nationally, and internationally, making it difficult to understand the underlying causes of community tensions. She outlined tables which illustrated hate crime during this calendar year had been reported at a similar level to last year, with race related incidents being the most common. She informed the Committee that it was known that there is an under-reporting of hate crime, due to fear of repercussions, crime not being

reported and people not being aware they are victims. Areas of tension and hotspots are monitored.

The Partnerships and Community Safety Manager reported that a key element to the work of the Community Cohesion Officer had been the effect of Brexit, engaging with individuals and communities to ensure maximum uptake of the European Union Settlement Scheme (EUSS), monitoring tension within local communities, regular engagement and support. To date, 4 schools in Bridgend County have received sessions from Show Racism the Red Card via face-to-face delivery or webinars. The Community Cohesion Officer continued to provide the secretariat to the Prevent Channel Panel. The Partnerships and Community Safety Manager informed the Committee that the Community Cohesion Programme is funded by Welsh Government until 31 March 2022, with a decision on funding yet to be made. A rapid review of the Community Cohesion programme was due soon which will shape the future delivery of the programme from April 2022 onwards.

The Regional Community Cohesion Coordinator presented an update on the EU Settlement Scheme, which the UK Government had estimated that 4 million would go through the programme, however applications exceeded 5.42 million as at 30 April 2021. By the deadline for applications of 30 June 2021, 6 million applications were received, with 72,230 applications received from people residing in Wales. He highlighted the top five nationalities received in each UK country. In Bridgend, the Welsh Government had estimated that 1,000 applications would be received, with funding being based on that number, but 2,290 applications had been concluded, the majority being of working age. The top five nationalities for applications in Bridgend being Polish, Romanian, Lithuanian, Italian and Portuguese. He stated that the data, when available would be used for the planning of services and decision-making. Data on diversity within wards from the recent census will be available in 2022.

The Chairperson asked whether there has been any indication from the Welsh Government on funding post March 2022 and how could the Council influence the Welsh Government's thinking. The Regional Community Cohesion Coordinator informed the Committee that the Community Cohesion programme was in each of the 22 local authorities in Wales, which had benefitted the 3 Councils making up the Western Bay region immensely. He believed that the Community Cohesion programme needs to be funded by the Welsh Government for a period of 3 years going forward.

The Chairperson also asked what the impact in funding was due to the under prediction of applications received to the EU Settlement Scheme being 50% higher. The Regional Community Cohesion Coordinator confirmed there had been an under prediction of applications received, although some funding had been available from the Community Cohesion programme and that no additional funding had been required of local authorities. He stated that there would be financial implications affecting future direction if the correct data was not received and that informed decisions could have been made had there been better data as to the numbers of European citizens living in the region been known. He stated that a rapid review of the Community Cohesion programme and Race Equality Plan would commence shortly.

The Cabinet Member Communities stated that he and his ward colleague were aware of the under representation of the figures for EU citizens, particularly in town centre wards, which resulted in a lack of registrations on the electoral register, with EU citizens not aware of their entitlement to vote in the UK.

RESOLVED: That the Cabinet Committee Equalities noted the content of the and accompanying Appendix 1.

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

The Consultation, Engagement and Equalities Manager reported on the work undertaken to meet the objectives within the Welsh Language Standards Five Year Strategy (2016 to 2021), during the fifth year since its introduction.

She explained that the Council's final compliance notice from the Welsh Language Commissioner included two standards (145 and 146) that required the council have produced and published a Five-Year Strategy by 30 September 2016, setting out how the council will promote the Welsh language and facilitate its use in Bridgend County Borough for the period covered by the strategy. The strategy was split into two sections, section one addressing employees, and section two addressing the public, with a series of actions sitting underneath each objective.

The Consultation, Engagement and Equalities Manager highlighted general developments, with the Welsh Language Commissioner's assurance report, "Steeping Forward", issued in September 2021. The Welsh in the Workplace policy has been promoted and available to all staff via the intranet. Work has continued with Menter Bro Ogwr on agreed actions and the Welsh Language Promotion Strategy and action plan has been developed. The Consultation, Engagement and Equalities Manager highlighted progress made on each of the objectives in relation to employee developments.

The Group Manager Learner Support reported on progress on the objective of raising the profile of the Welsh language, culture and local activities and events organised by the council and its partners in a structured way. In relation to the objective of increasing promotion and awareness of the Council's Welsh in Education Strategic Plan (WESP), the draft 10-year plan is currently out for consultation. She informed the Committee of a growth in the number of seven-year-olds being taught through the medium of Welsh, since the opening of the new Ysgol Gynradd Gymareg Calon y Cymoedd school. Work continues to encourage more families to consider Welsh-medium education for their children. She stated that the leakage in numbers transferring from Year 6 primary to Year 7 in secondary education has reduced and the Council is committed to inspiring children and young people to use Welsh in all aspects of their lives. There is strong collaboration with the Central South Consortium and Ysgol Gyfun Gymraeg Llangynwyd the school to share good practice. Since launching the Siarter Iaith in Welsh-medium schools and the Siarter Iaith Cymraeg Campus in English-medium schools, innovative work has been undertaken by the schools to increase the social use of Welsh within the whole school community. The Group Manager Learner Support also outlined progress made with learners aged 16 to 19 studying subjects through the medium of Welsh and studying Welsh as a first and second language.

The Group Manager Learner Support reported on developments planned for delivery by the end of 2022, namely, a dual-stream, two-form-entry entry school at Parc Afon Ewenni and a one form entry school at Porthcawl. She also informed the Committee of progress made in supporting Flying Start settings through the medium of Welsh.

The Consultation, Engagement and Equalities Manager reported on the progress of work in partnership with Menter Iaith to deliver half term activities and with the Urdd Sports Department to deliver Welsh-medium sports provision. Work was also ongoing to develop opportunities post Covid-19; to provide opportunities during school holidays to continue the use of the Welsh language outside school hours and to introduce Welsh medium opportunities within second language schools.

The Chairperson referred to the figure of 2,850 children accessing Welsh- medium sports provision and asked whether this was during school holidays and whether the figure related to children attending or opportunities to attend. The Group Manager Learner Support stated that she would clarify the figure with the Group Manager Sports and Physical Activity. The Consultation, Engagement and Equalities Manager clarified that the figures in the tables related to activities for children during school holidays. The Group Manager Learner Support informed the Committee that representatives of the Urdd will be attending the next meeting of the WESP Forum and every opportunity was taken to capitalise on new initiatives to promote the Welsh language.

A member of the Committee referred to the table showing the numbers of pupils transferring from one year in Year 6 into Year 7 the following year and questioned the accuracy of the percentages. The Group Manager Learner Support informed the Committee that she would revisit the percentages in the table.

The member also questioned whether research has been undertaken of the reasons why some families choose not to continue their children's education through the medium of Welsh at secondary level. The Group Manager Learner Support informed the Committee that further work needs to be undertaken on the reasons for some pupils not continuing their education through the medium of Welsh when they reach secondary education.

The member further questioned whether research has been undertaken of the location of Welsh- medium schools as many pupils living in the valleys gateways areas choose to attend YGG Llanhari in RCT and not YGG Llangynwyd. The Group Manager Learner Support informed the Committee that a bid to the Welsh Government had recently been submitted for a seedling school at Porthcawl. She stated that the School Modernisation team will always look at the location of schools when drawing up plans for new schools.

A member of the Committee was pleased to see the steps taken to promoting the Welsh language by Cabinet Members and officers.

The Cabinet Member Social Services and Early Help referred to the need for the authority to grow its own Welsh speaking teaching staff and asked what the quality of the teaching material was and whether the authority engages with Universities in this regard, as many teachers, who teach through the medium of Welsh reside outside of the County Borough. The Group Manager Learner Support stated that within Outcome 7 of the draft WESP 10-year, there is a focus on this issue and there was a need to strengthen. Engagement had been undertaken with Swansea University to ensure a breadth of Welsh speaking teachers, teaching through the medium of Welsh. Regarding teaching material being in Welsh, the authority works with the Central South Consortium and the Group Manager Learner Support was unaware of its unavailability in Welsh.

A member of the Committee referred to the unavailability of textbooks in the medium of Welsh for pupils previously, which was no longer the case. The Cabinet Member Education and Regeneration believed that the teaching material and textbooks had improved significantly and there was a need to have as much of a Welsh culture and dimension as possible.

RESOLVED: That the Cabinet Committee Equalities Committee received and considered the report.

116. **UPDATE REPORT ON THE WORK OF BRIDGEND COMMUNITY COHESION AND EQUALITY FORUM.**

The Consultation, Engagement and Equalities Manager provided an update on the work of the Bridgend Community Cohesion and Equality Forum (BCCEF).

She advised that this was the fourth report presented to this Committee Equalities on the progress and work of BCCEF, which is chaired by Councillor Dhanisha Patel, with the Council holding the secretariat for the Forum. She stated that meetings were held quarterly, taking place in December 2020, March, June and September 2021 and remotely due to the impact of Covid-19. The Consultation, Engagement and Equalities Manager outlined the presentations received; all members of the Forum are encouraged to propose main items for the agenda, while each organisation in attendance is given the opportunity to provide an update on their work and any partnership opportunities for engagement or training. She also informed the Committee that South Wales Police provide an update report that was previously presented to the Community Cohesion Group, which includes hate crime figures, use of force, figures on violence against women and girls, stop and search and complaints raised against the police and police misconduct. The role of the BCCEF is to receive this report and provide scrutiny to this report.

The Chairperson stated that this Forum is very challenging to organise due to the number of partners involved and she thanked the secretariat for the excellent support it provides to the Forum.

RESOLVED: That the Cabinet Committee Equalities Committee received and considered the report.

117. **CONSIDERATION FOR ADOPTION OF THE ALL-PARTY PARLIAMENTARY GROUP ON BRITISH MUSLIMS' DEFINITION OF ISLAMOPHOBIA BY BRIDGEND COUNTY BOROUGH COUNCIL**

The Consultation, Engagement and Equalities Manager reported on information on the All-Party parliamentary group (APPG) on British Muslims' definition of islamophobia and sought approval whether the All-Party parliamentary group on British Muslims' definition of islamophobia should be adopted by the Council.

The Consultation, Engagement and Equalities Manager informed the Committee that in July 2021 all Leaders of Labour run councils were sent a letter from the Chair of the Labour Party urging them to demonstrate their commitment to supporting the Muslim community and working with them to root out Islamophobia wherever it rears its head by adopting the All-Party Parliamentary Group (APPG) on British Muslims' definition of Islamophobia. She stated that the adoption of a working definition like the APPG definition of Islamophobia is the first step to help tackle the very real nature of Islamophobia and that without a working definition, Islamophobia was often misunderstood, ignored and even allowed to take place openly across society.

The Consultation, Engagement and Equalities Manager informed the Committee that the adoption of a definition will signal to Muslim communities there is a willingness to tackle Islamophobia and helped build trust in communities which can lead to openness, more reporting on incidents and general relationships being developed for long term work. She stated that a definition is only the first step to tackle Islamophobia but it allowed a framework to be used to identify prejudices that may be faced locally.

The Consultation, Engagement and Equalities Manager highlighted the working definition of the All-Party Parliamentary Group of Islamophobia, together with contemporary examples of Islamophobia in public life, the media, schools, the workplace, and in encounters between religions and non-religions in the public sphere. She stated that if adopted, it will support the work of the Strategic Equality Plan and the

community cohesion agenda and cuts across policy areas and service delivery. Any future requests for the adoption of definitions in relation to equalities, discrimination or community cohesion will be managed in the same way as this definition in that the information will be brought to, discussed in, and a decision made by Cabinet Committee Equalities.

The Cabinet Member Communities in endorsing the approach stated its adoption is an extra step for the Council. A member of the Committee stated that any form of hate crime or racism should not be tolerated at all. The Cabinet Member Social Services and Early Help highlighted the importance in making all communities feel valued and safe with the adoption of the definition of Islamophobia. The Deputy Leader stated that the work of the All-Party was an important step in having a more equal society.

The Cabinet Member Communities asked how the adoption of the definition could be communicated and publicised to staff, Members and more widely to the community. The Consultation, Engagement and Equalities Manager stated that it would be ensured the adoption of the definition would be communicated widely.

RESOLVED: That the Cabinet Committee Equalities Committee received and considered the report and agreed the adoption of the APPG definition of Islamophobia by Bridgend County Borough Council.

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

The Consultation, Engagement and Equalities Manager reported on an update on the implementation of the Welsh Language (Wales) Measure 2011 and Welsh Language Standards. She stated that progress had continued towards implementing the 171 assigned standards, since the Council received its compliance notice from the Welsh language Commissioner in 2015.

The Consultation, Engagement and Equalities Manager summarised the key progress/updates with compliance since the last update report, which included a new Welsh Language Strategy and action plan for 2021 to 2026, published on the Council's website on 1 September 2021; the Welsh in Education Strategic Plan (WESP) consultation launched on 27 September 2021 and the 'Stepping Forward', which is the Welsh Language Commissioner's assurance report for 2020-21 issued in September 2021, focusing on: regulation during the pandemic; the effect of COVID-19 on the provision of Welsh language services and the effect of COVID-19 on organisations' internal arrangements.

The Consultation, Engagement and Equalities Manager informed the Committee that no new complaints were received since the last update report in July 2021 and there were no outstanding complaints to give an update on.

A member of the Committee placed on record his thanks to all members of staff in that there were no new complaints received which was a positive development. The Chairperson felt that services were now in a better place in relation to the use of the Welsh language and more embedded with staff and she thanked the Consultation, Engagement and Equalities Manager and team for their efforts.

RESOLVED: That Cabinet Committee Equalities received and considered the report and its appendices.

119. NICOLA BUNSTON

The Chairperson announced that it was the last meeting Nicola Bunston, Consultation, Engagement and Equalities Manager was attending prior to taking up a new position with Cwm Taf University Health Board. She placed on record her thanks to Nicola for her exceptional work in equalities, which was in a better place within the authority and she wished her well in her new role. The Cabinet Member Social Services and Early Help thanked Nicola Bunston for the contribution she has made and has been an asset to the authority. The Cabinet member Communities commented that Nicola would be sadly missed and he thanked her for her recent work on the Penprysg bridge consultation.

Nicola Bunston thanked the Committee for their kind words and it had been a pleasure working with the Members of the Committee. She informed the Committee that Jamie Cullen, Operational Manager, Customer Services who was present at the meeting would be taking on the role of equalities until such time as an appointment to the role had been made.

120. URGENT ITEMS

There were no urgent items.

The meeting closed at 12:06

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BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET COMMITTEE EQUALITIES

25 JULY 2022

REPORT OF THE CHIEF EXECUTIVE

ANNUAL REPORT ON EQUALITY IN THE WORKFORCE (2021/22)

1. Purpose of report

1.1 The purpose of this report is to provide Cabinet Equalities Committee with a summary of the equality profile of the Council's workforce as at 31 March 2022.

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

2.1 This report assists in the achievement of the following corporate well-being objective 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 1** provides an equality profile of the Council's workforce as at 31 March 2022, with comparative data from the previous two years, where available.

4.2 The profile includes protected characteristics of the workforce (gender, disability, ethnicity, age, and sexual orientation). 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 Council continues to work through the Strategic Equality Plan in terms of specific actions. Reporting of information has also been improved to include protected characteristics such as Maternity, Religion and Beliefs.

5. Effect upon policy framework and procedure rules

5.1 This 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. 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:

Involvement	Publication of the report ensures that the public and stakeholders can review the work that has/is being undertaken.
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 1 has been gathered through collaboration with all employees within the Council.

8. Financial implications

- 8.1 There are no financial implications in this report.

9. Recommendation

- 9.1 It is recommended that the Cabinet Committee Equalities note the information contained in this report and within **Appendix 1**.

Mark Shephard
Chief Executive
 July 2022

Contact officer: Debra Beeke,
 Group Manager – HR/OD

Telephone: (01656) 643212

Email: debra.beeke@bridgend.gov.uk

Postal address: Level three, Civic Offices, Angel Street, Bridgend, CF314WB

Background documents:

None

Workforce Equality Monitoring

Introduction

This appendix gives an overview of the workforce, by protected characteristic, as at 31.03.22 with trend analysis for the previous 2 years along with other relevant information. Data within this report is mainly based on sensitive information voluntarily provided by employees.

During 2021/22 a new [Equality, Diversity and Inclusion Policy](#) was launched to reinforce the council's existing commitment and approach to equalities. The council values diversity and 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 Welsh Language. This statement will provide the foundation for all policies, strategies and schemes and links directly to the council's Strategic Equality Plan.

It should be noted that the information requested as part of equality monitoring has been reviewed with a view to ensuring wider capture of information such as gender reassignment. Employees will be invited to provide this information which will be for future reporting.

Headcount & Gender

The total headcount as at 31.03.22 is 5887, as follows:

Male – 1232



Female - 4655



Description	BCBC - Corporate			BCBC - Schools		
	Male	Female	Total	Male	Female	Total
BCBC Headcount	702	2217	2919	530	2438	2968
Percentage	24.0%	76.0%		17.9%	82.1%	

Table 1 - BCBC headcount

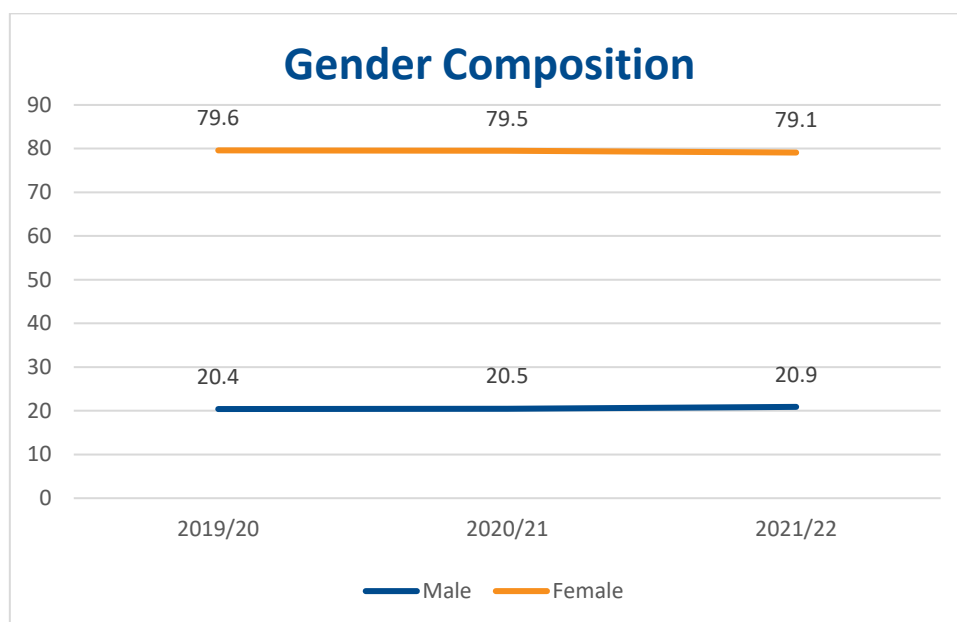


Figure 1 - Gender Composition

The gender composition has remained fairly consistent over previous years. In comparison with other Local Authorities in Wales (20/21), 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
31/03/2022
31/03/2021
31/03/2020

BCBC - Corporate			
Male	Female	Total	%
52	106	158	5.4%
48	108	156	5.2%
50	101	151	5.0%

BCBC - Schools			
Male	Female	Total	%
13	41	54	1.8%
11	32	43	1.5%
*	31		1.2%

Table 2 - Disability

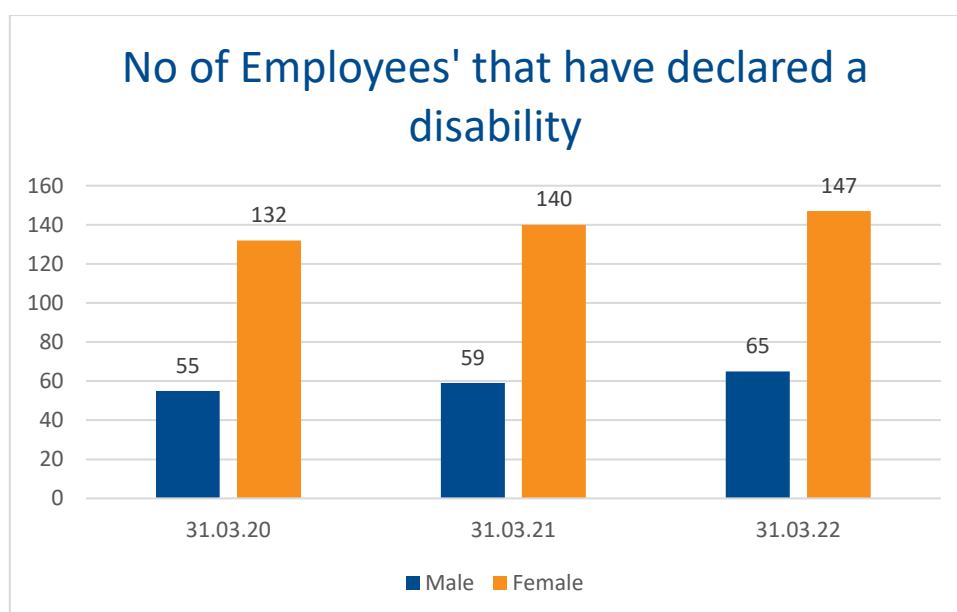


Figure 2 - No. of Employees' that have declared a disability

Numbers below 5 in this document have been replaced by * to protect anonymity.

There is a small increase in the number of employees who have declared a disability, 3.6% of our total workforce are disabled employees with 8.1% preferring not to say and 12.9% not declaring whether they have / have not got a disability.



The council continues to maintain and promote its Disability Confident status. There has been recent collaboration between the council and Remploy (the UK's leading disability specialist 'in transforming lives through sustainable employment'). During weekly job days, Remploy support individuals to consider council vacancies and several applicants have subsequently gained employment. Feedback has also been provided to those unsuccessful, to assist any future applications alongside the assistance provided by Remploy.

The council vacancies continue to be featured on the SCOPE (disability equality charity) website.

The Disability Equality E-Learning module has been updated to include detail on hidden disabilities and the council continues to improve awareness of different disabilities by celebrating awareness days and weeks. This includes celebrating Disability History Month during November – December 2021 which was supported by a wide range of disability groups, unions and voluntary organisations. It aimed to promote disabled people's rights and their struggle for equality now and in the past. The themes of which were 'Disability and Hidden Impairment as well as Disability Sex and Relationships'.

Black Asian and Minority Ethnic Employees

Ethnic Minority	BCBC - Corporate				BCBC - Schools			
	Male	Female	Total	%	Male	Female	Total	%
31/03/2022	17	47	64	2.2%	*	26		1.0%
31/03/2021	16	48	64	2.1%	*	28		1.0%
31/03/2020	12	42	54	1.8%	*	29		1.0%

Table 3 - Ethnic Minority

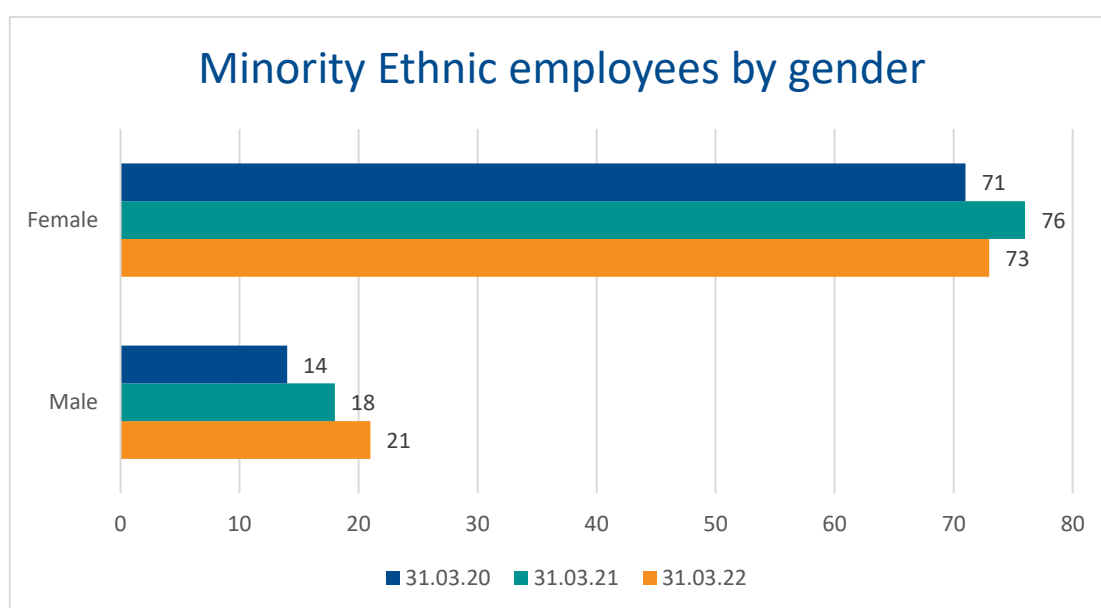


Figure 3 - Minority Ethnic by Gender

Numbers below 5 in this document have been replaced by * to protect anonymity.

The recorded percentage of Black Asian and Minority Ethnic employees has slightly increased in our corporate workforce over the last 12 months, with schools remaining the same. 1.6% of the total workforce have confirmed being of ethnic origin. For context, the latest population estimates from StatsWales (December 2021) indicate that 1.9% of the county borough residents identify themselves from a Black Asian and Minority Ethnic background.

4.9% of the total workforce prefer not to inform their ethnicity and 8.6% are not declaring.

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.

The anti-racism pledge will be promoted across the council to ensure that all council employees are aware of their duties in relation to the Anti-Racist Wales action plan.

Age Profile

Table 4 presents the number and percentage of employees in each age range. According to the Census 2021 (first phase release) the population of Bridgend has increased by 4.5% which was third highest in Wales. The Census also confirmed 'the trend of population ageing has continued, with more people than ever before in the older age groups'. At the time of the Census, 62.6% of the population in Bridgend were between the age of 15 – 64, the highest percentage being in Cardiff at 68.4%.

Age Range	BCBC - Corporate				BCBC - Schools			
	Male	Female	Total	%	Male	Female	Total	%
16-19	7	*		0.41%	*	7		0.30%
20-25	35	117	152	5.21%	32	102	134	4.51%
26-30	39	153	192	6.58%	54	213	267	9.00%
31 - 35	51	191	242	8.29%	74	310	384	12.94%
36 - 40	64	243	307	10.52%	56	339	395	13.31%
41 - 45	82	267	349	11.96%	69	323	392	13.21%
46 - 50	91	325	416	14.25%	62	377	439	14.79%
51 - 55	105	333	438	15.01%	81	343	424	14.29%
56 - 60	130	332	462	15.83%	47	251	298	10.04%
61 - 65	81	210	291	9.97%	30	120	150	5.05%
66 +	17	41	58	1.99%	23	53	76	2.56%
Totals	702	2217	2919	100.00%	530	2438	2968	100.00%

Table 4 - Age Profile

48.1% of the total workforce are between the age of 16-45, with 49.5% between the age of 46 and 65. The remaining 2.4% represent those employees that are 66+ years old. The average age in the corporate workforce is 47 years with 46 years being the average in schools.

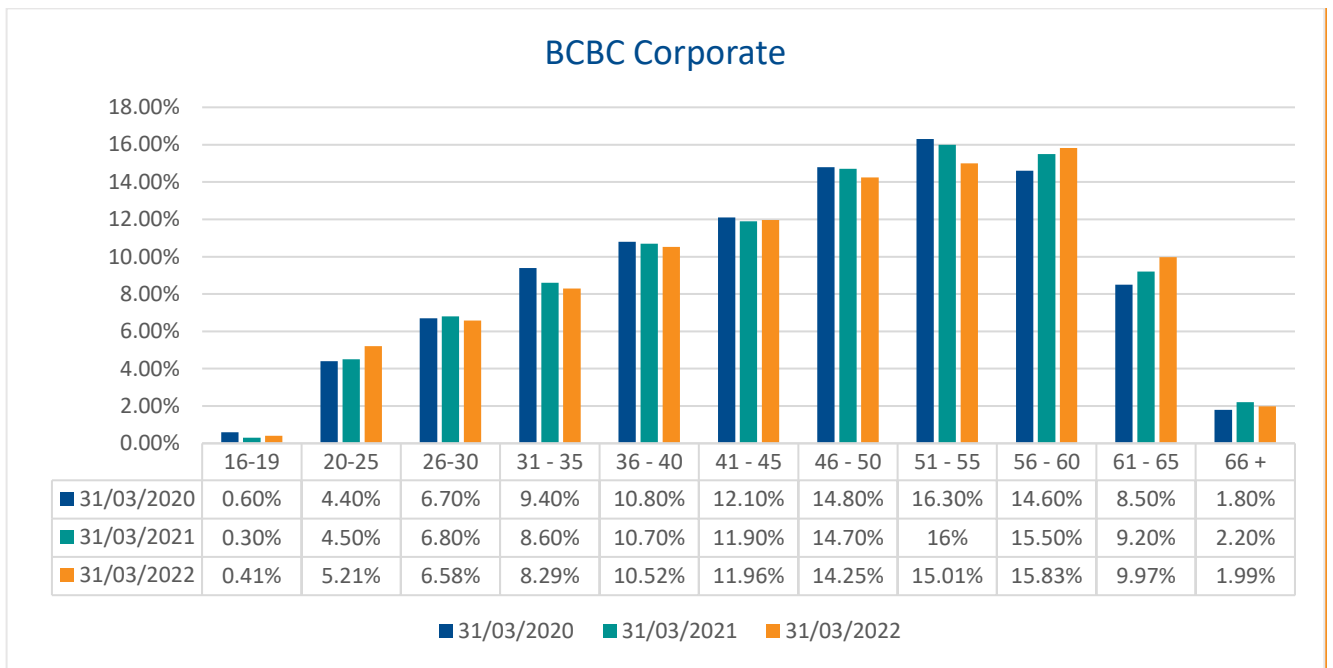


Figure 4 - BCBC Age Profile Corporate

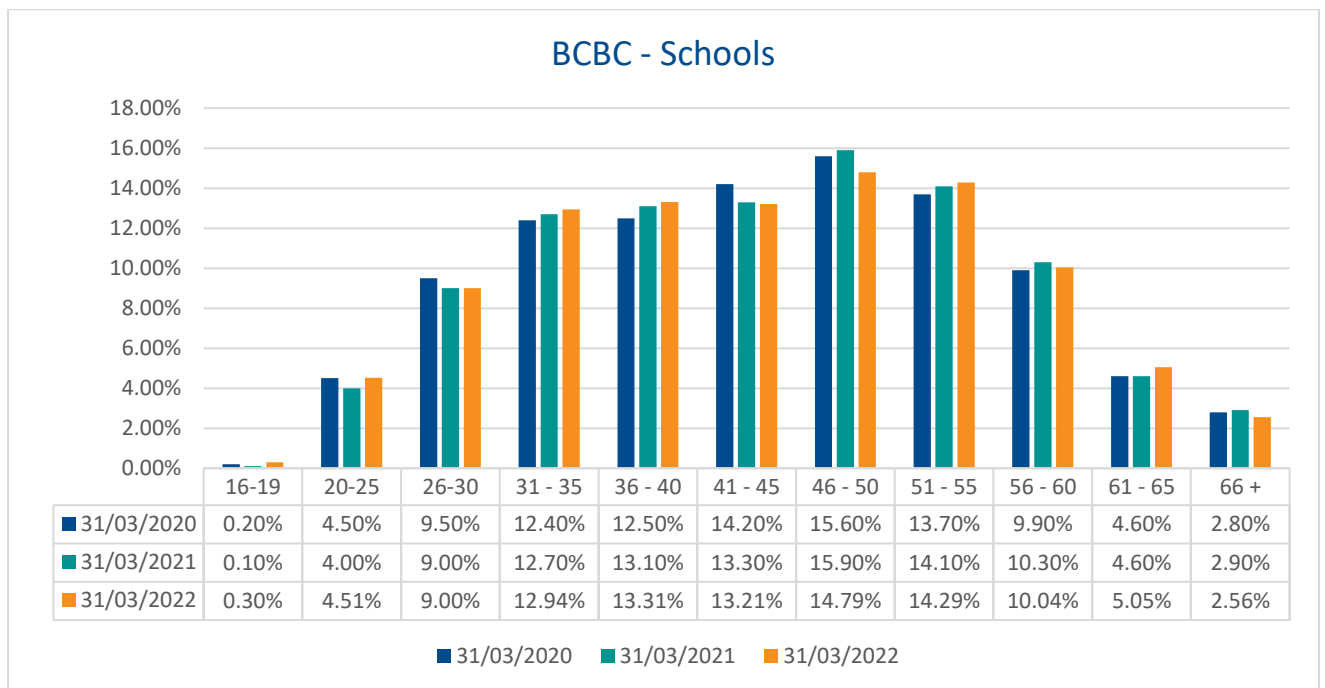


Figure 5 - BCBC Age Profile Schools

The detail above shows there is an aging workforce across the council, with the age profile being comparable with other Local Authorities. Specific schemes like 'grow your own' have been a success over the year with more investment in apprenticeship and graduate positions, promoting succession planning.

Numbers below 5 in this document have been replaced by * to protect anonymity.

Sexual Orientation

31.03.2022

Description
Bisexual
Gay Man
Lesbian

BCBC - Corporate			
Male	Female	Total	%
*	22		0.9%
16	0	16	0.5%
0	13	13	0.4%

BCBC - Schools			
Male	Female	Total	%
*	*		0.2%
8	0	8	0.3%
0	9	9	0.3%

31.03.2021

Description
Bisexual
Gay Man
Lesbian

BCBC - Corporate			
Male	Female	Total	%
*	17		0.7%
17	0	17	0.6%
0	13	13	0.4%

BCBC - Schools			
Male	Female	Total	%
*	*		0.2%
9	0	9	0.3%
0	6	6	0.2%

31.03.2020

Description
Bisexual
Gay Man
Lesbian

BCBC - Corporate			
Male	Female	Total	%
*	15	19	0.6%
17	0	17	0.6%
0	9	9	0.3%

BCBC - Schools			
Male	Female	Total	%
0	*		0.1%
7	0	7	0.2%
0	*		0.1%

Table 5 - Sexual Orientation

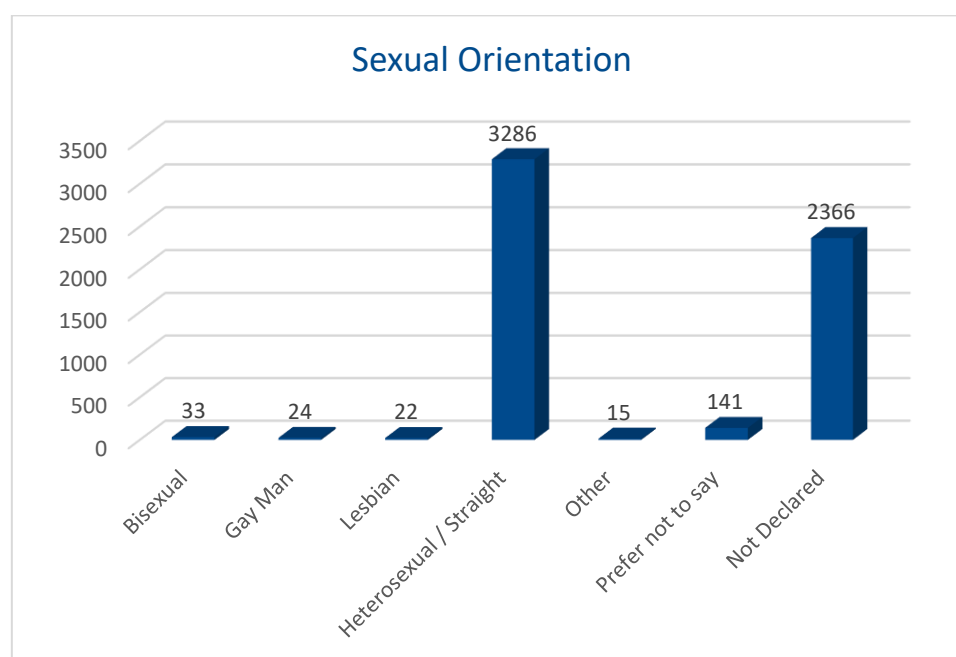


Figure 6 - Sexual Orientation

Most employees have categorised themselves as heterosexual / straight. However, 40% of our workforce have not declared their sensitive personal information and 2.4% of employees prefer not to say. It is important to note that reporting of this information is not a mandatory requirement.

The proud council network, made up of 9 Local Authorities, are working together to address any LGBTQIA+ issues and will promote any work undertaken during pride Cymru. During 2021 Proud

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Councils worked together to create an art competition around Pride Cymru on the theme "becoming me".

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

Marriage / Civil Partnership

Marital Status	BCBC excluding Schools				Schools			
	Male	Female	Total	%	Male	Female	Total	%
Married	309	1052	1361	46.63%	178	998	1176	39.62%
Same Sex Civil Partnership	*	*		0.17%	*	*		0.24%
Partner	103	263	366	12.54%	32	166	198	6.67%
Separated / Divorced	45	221	266	9.11%	17	115	132	4.45%
Single	184	527	711	24.36%	145	560	705	23.75%
Widowed	*	28		1.06%	*	12		0.44%
Prefer not to say	12	17	29	0.99%	*	24		0.88%
Not Declared	45	105	150	5.14%	153	558	711	23.96%
Total	702	2217	2919	100.00%	530	2438	2968	100.00%

Table 6 – Marital Status

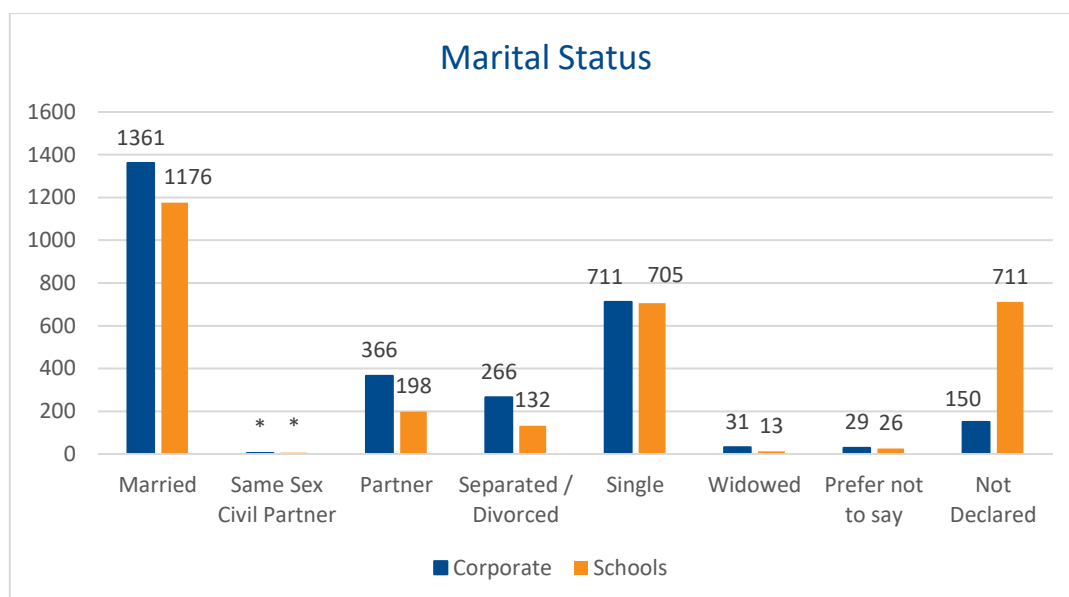


Figure 7 - Marital Status

84% of the marital status of the council's workforce has been declared with 0.9% preferring not to say and 15% not declaring. 43% of the workforce are married, with 24% being single.

Religion & Belief

Religion & Belief	BCBC - Corporate				BCBC - Schools			
	Male	Female	Total	%	Male	Female	Total	%
Agnostic	41	92	133	4.56%	16	65	81	2.73%
Atheist	58	110	168	5.76%	28	39	67	2.26%
Buddhist - Hinayana	0	*		0.10%	*	*		0.03%
Buddhist - Mahayana	0	*		0.07%	0	0	0	0.00%
Christian - Anglican	6	18	24	0.82%	*	11		0.40%
Christian - Church in England	26	121	147	5.04%	21	77	98	3.30%
Christian - Church in Wales	75	327	402	13.77%	40	263	303	10.21%
Christian - Orthodox	15	37	52	1.78%	*	9		0.44%
Christian - Protestant	34	101	135	4.62%	11	48	59	1.99%
Christian - Roman Catholic	38	122	160	5.48%	12	78	90	3.03%
Hinduism	0	*		0.17%	*	*		0.10%
Islam - Sunni	*	*		0.24%	0	*		0.13%
Judaism - Reformed	0	*		0.03%	0	0	0	0.00%
Muslim	*	0		0.03%	0	*		0.10%
Taoism	*	0		0.03%	0	0	0	0.00%
Any other religion or belief	13	34	47	1.61%	*	17		0.77%
No Religion	185	690	875	29.98%	61	362	423	14.25%
Prefer not to say	45	89	134	4.59%	*	38		1.45%
Not Declared	160	462	622	21.31%	322	1423	1745	58.79%
Total	702	2217	2919	100.00%	530	2438	2968	100.00%

Table 7 - Religion & Belief

Of the total workforce 40% have not declared their religion/belief, with only 3% preferring not to say. The council's largest religion / belief is Christianity – church in Wales at 12%.

Pregnancy & Maternity

During the year 2020/21, 209 employees had been on maternity leave.

Caring Responsibilities

31.03.2022	BCBC - Corporate				BCBC - Schools			
Description	Male	Female	Total	%	Male	Female	Total	%
Carer Responsibility Declared	28	192	220	7.5%	8	60	68	2.3%
31.03.2021	BCBC - Corporate				BCBC - Schools			
Description	Male	Female	Total	%	Male	Female	Total	%
Carer Responsibility Declared	33	189	222	7.4%	6	55	61	2.1%
31.03.2020	BCBC - Corporate				BCBC - Schools			
Description	Male	Female	Total	%	Male	Female	Total	%
Carer Responsibility Declared	29	190	219	7.2%	6	60	66	2.2%

Table 8 - Caring Responsibilities

Numbers below 5 in this document have been replaced by * to protect anonymity.

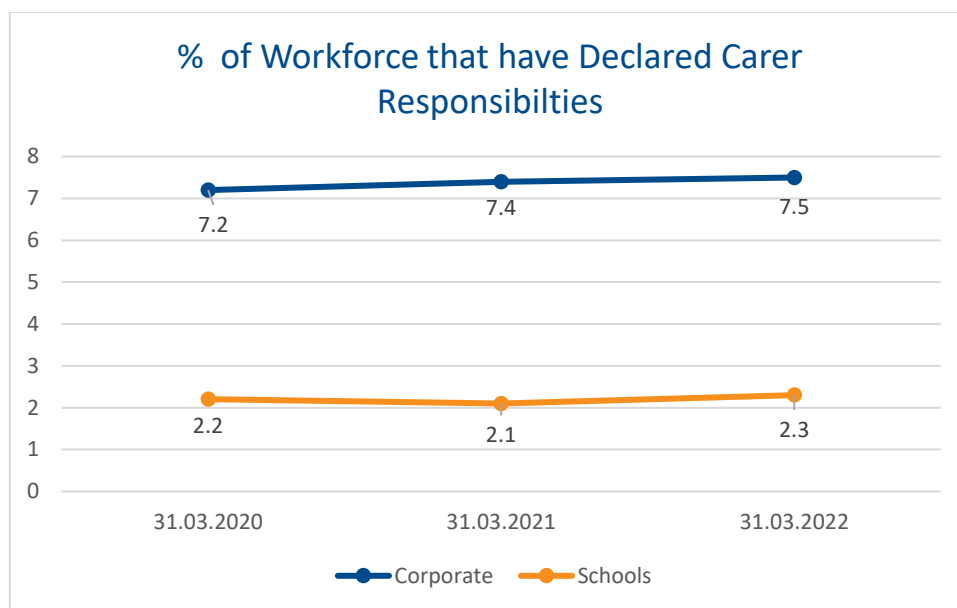


Figure 8 - Carers

The number of carers identifying themselves within the schools workforce has increased from the previous year, however, there has been a decrease in the number of male carers within the corporate workforce.

The 2021 staff survey showed that staff were interested in participating in a staff network group for carers. This work will be progressed during the current year.

Welsh Language

31.03.2022

Description
Welsh Speaker
'A little'
'Fairly Good'
'Fluent'

BCBC - Corporate			
Male	Female	Total	%
156	513	669	22.9%
123	386	509	17.4%
10	40	50	1.7%
23	87	110	3.8%

BCBC - Schools			
Male	Female	Total	%
113	612	725	24.4%
80	381	461	15.5%
11	88	99	3.3%
22	143	165	5.6%

Welsh Reader
'A little'
'Fairly Good'
'Fluent'

151	558	709	24.3%
112	416	528	18.1%
18	53	71	2.4%
21	89	110	3.8%

112	631	743	25.0%
77	392	469	15.8%
12	94	106	3.6%
23	145	168	5.7%

Welsh Writer
'A little'
'Fairly Good'
'Fluent'

116	456	572	19.6%
81	337	418	14.3%
19	42	61	2.1%
16	77	93	3.2%

103	579	682	23.0%
70	359	429	14.5%
12	85	97	3.3%
21	135	156	5.3%

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31.03.2021		BCBC - Corporate				BCBC - Schools			
Description		Male	Female	Total	%	Male	Female	Total	%
Welsh Speaker		136	481	617	20.5%	100	557	657	22.6%
	'A little'	110	352	462	15.3%	68	348	416	14.3%
	'Fairly Good'	7	37	44	1.5%	11	70	81	2.8%
	'Fluent'	19	92	111	3.7%	21	139	160	5.5%
Welsh Reader		143	524	667	22.2%	99	573	672	23.1%
	'A little'	111	382	493	16.4%	65	354	419	14.4%
	'Fairly Good'	14	50	64	2.1%	12	78	90	3.1%
	'Fluent'	18	92	110	3.7%	22	141	163	5.6%
Welsh Writer		99	429	528	17.6%	90	522	612	21.0%
	'A little'	73	306	379	12.6%	57	320	377	12.9%
	'Fairly Good'	11	42	53	1.8%	13	71	84	2.9%
	'Fluent'	15	81	96	3.2%	20	131	151	5.2%
31.03.2020		BCBC - Corporate				BCBC - Schools			
Description		Male	Female	Total	%	Male	Female	Total	%
Welsh Speaker		134	479	613	20.2%	96	553	649	21.6%
	'A little'	103	341	444	14.6%	64	345	409	13.6%
	'Fairly Good'	7	40	47	1.6%	14	73	87	2.9%
	'Fluent'	24	98	122	4.0%	18	135	153	5.1%
Welsh Reader		152	519	672	22.1%	96	571	667	22.1%
	'A little'	114	368	482	15.9%	62	354	416	13.8%
	'Fairly Good'	16	54	70	2.3%	15	82	97	3.2%
	'Fluent'	22	97	119	3.9%	19	135	154	5.1%
Welsh Writer		104	427	531	17.5%	87	517	604	20.0%
	'A little'	72	295	367	12.1%	54	318	372	12.3%
	'Fairly Good'	13	48	61	2.0%	16	74	90	3.0%
	'Fluent'	19	84	103	3.4%	17	125	142	4.7%

Table 9 - Welsh Language

The Annual population survey shows the population within Bridgend County Borough that has Welsh language skills, for the year ending 31 December 2021.

	Read Welsh	Write Welsh	Understand spoken Welsh
Bridgend	16.3%	14.8%	20.2%

There has been a slight decrease in all three percentages of the population survey since 31 December 2020.

All apprentices are encouraged to gain new Welsh language skills. Prentis-iath courses are for apprentices who currently have little or no Welsh language skills and highlights the importance of the Welsh language as a workplace skill.

Opportunities are also available for employees to undertake Welsh language training which includes 'Cwrs Mynediad' delivered by the University of South Wales. During this year 26

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employees attended year 1 of this training, whilst 28 employees were supported to attend Welsh language courses within the community.

A number of employees (34) have also completed the council E-Learning modules on Welsh language awareness and Welsh language standards during this reporting period.

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BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET COMMITTEE EQUALITIES

25 JULY 2022

REPORT OF THE CHIEF EXECUTIVE

EQUALITY IMPACT ASSESSMENTS - ANNUAL REVIEW 2021/2022

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 2021/2022.

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

2.1 This report assists in the achievement of the following corporate well-being 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

4.1 EIAs – an overview

4.1.1 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.

4.1.2 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.

4.1.3 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.

- 4.1.4 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.
- 4.1.5 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.
- 4.1.6 The EIA toolkit was 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.
- 4.1.7 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.
- 4.1.8 Currently full EIAs are linked to Cabinet reports and as such become public documents. All EIA screenings are retained by the service area.

4.2 EIA training

- 4.2.1 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.
- 4.2.2 During the period April 2021 to March 2022, 18 council employees have completed EIA training (via e-learning) per the following table:

Directorate	Completions
Social Services and Wellbeing	6
Communities	2
Education and Family Support	5
Chief Executive	5
Total	18

During the period April 2021 to March 2022, 24 council employees have completed EIA training (via workshops) per the following table:

Directorate	Completions
Social Services and Wellbeing	2
Communities	4
Education and Family Support	4
Chief Executive	14
Total	24

To date 266 council employees have completed the EIA e-learning module.

There have been five Socio Economic Duty webinars delivered since April 2021 with a total of 56 employees attending. The webinar is available for staff to view at any time on the Learning and Development website.

4.3 EIAs undertaken in 2021/2022

4.3.1 Between April 2021 and March 2022, four full EIAs were undertaken and accompanied Cabinet reports and these are listed in **Appendix one**.

4.3.2 33 EIA screenings were undertaken during this period and these are listed in **Appendix two**. 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 Equalities 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 – 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 well-being 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 2021/2022 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
25 July 2022

Contact officer: Alix Howells
Consultation, Engagement and Equalities
Manager

Telephone: (01656) 643664

Email: Alix.Howells@bridgend.gov.uk

Postal address: Level one, Civic Offices, Angel Street,
Bridgend, CF314WB

Contact officer: Philip O'Brien
Group Manager - Transformation and
Customer Services

Telephone: (01656) 643333

Email: Philip.OBrien@bridgend.gov.uk

Postal address: Level one, Civic Offices, Angel Street,
Bridgend, CF314WB

Background papers:

None

Appendix one - Full Equality Impact Assessments undertaken between April 2021 and March 2022

	EIA name:	Date Completed:
1.	Deposit Replacement Local Development Plan (LDP) 2018-33	April 2021
2.	Update on the Early Childhood Education and Care (ECEC) Pilot	October 2021
3.	Provision for Pupils with Additional Learning Needs (ALN) – Establishing a Learning Resource Centre (LRC) for Pupils with Autistic Spectrum Disorders (ASD) at Tremains Primary School	December 2021
4.	Provision for Pupils with Additional Learning Needs (ALN) – Establishing a Learning Resource Centre (LRC) for Pupils with Moderate Learning Difficulties (MLD) at Ysgol Cynwyd Sant	December 2021

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Appendix two - Initial Screening Equality Impact Assessments undertaken between April 2021 and March 2022

	EIA name:	Date completed:	Outcome:
1	School Modernisation Programme: Outcome of the Consultation on Bridgend West Schools' Modernisation Proposal	06-Apr-21	No impact - screened out
2	Looked After Children in Education	08-Apr-21	No impact - screened out
3	Transitional Foster Care Policy	12-May-21	No impact - screened out
4	Appointment of Local Authority Governors	18-May-21	
5	DBS Policy April 2021	25-May-21	No impact - screened out
6	Relocation and Refurbishment of Maple Tree house	03-Jun-21	No impact - screened out
7	Secondary Employment Protocol	03-Jun-21	No impact - screened out
8	Resolution Policy EIA	03-Jun-21	No impact - screened out
9	Regulated Home Care Services Framework	03-Jun-21	No impact - screened out
10	Code of Conduct Policy	07-Jun-21	No impact - screened out
11	Internal Audit Plan 2021-2022	09-Jun-21	No impact - screened out
12	School Modernisation Programme: Bridgend West Schools Modernisation Proposal – Draft Objections Report	22-Jun-21	No impact – screened out
14	Suspension of the Contract Procedure Rules for Home-to-School Transport Minibuses and Taxis	20-Jul-21	No impact – screened out
15	Minor Adaptions Service August 2021	20-Aug-21	No impact - screened out
16	Dimensions Novations of Contracts September 2021	28-Sep-21	No impact - screened out
17	Hafal to Adferiad Novation of Contract September 2021	28-Sep-21	No impact - screened out
18	Appointment of Local Authority Governors	14-Sep-21	No impact - screened out
19	School Modernisation Porthcawl Welsh-medium Seedling School	14-Sep-21	No impact – screened out
20	School Modernisation Mutual Investment Model and Land at Plas Morlais	14-Sep-21	No impact – screened out
21	Suspension of Council's Contract Procedure Rules and Award of Contract for Parent Partnership Services	14-Sep-21	No impact – screened out

	EIA name:	Date completed:	Outcome:
22	Welsh in Education Strategic Plan	14-Sep-21	Impact identified – full EIA to be completed within 12 months
25	School Governing Bodies	18-Oct-21	No impact - screened out
26	School Modernisation Programme Mynydd Cynffig Primary School	19-Oct-21	No impact - screened out
27	School Modernisation Programme – Bridgend North East	19-Oct-21	No impact – screened out
28	Update on the Early Childhood Education and Care (ECEC) Pilot	19-Oct-21	Impact identified – full EIA completed as part of proposal
29	Provision for Pupils with Additional Learning Needs (ALN) – Establishing a Learning Resource Centre (LRC) for Pupils with Autistic Spectrum Disorders (ASD) at Tremains Primary School	14-Dec-21	Impact identified – full EIA required
30	Provision for Pupils with Additional Learning Needs (ALN) – Establishing a Learning Resource Centre (LRC) for Pupils with Moderate Learning Difficulties (MLD) at Ysgol Cynwyd Sant	14-Dec-21	Impact identified – full EIA required
31	Electoral Arrangement Review of Coity Higher Community Council	06-Jan-22	Screened out
32	School Modernisation Programme – Bridgend North East	18-Jan-22	No impact – screened out
33	Bridgend to Pencoed Active Travel Scheme (Phase 3)	21-Feb-22	No impact - screened out

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE EQUALITIES

25 JULY 2022

REPORT OF THE CHIEF EXECUTIVE

THE IMPLEMENTATION OF THE SOCIO-ECONOMIC DUTY – ONE YEAR ON

1. Purpose of report

- 1.1 The purpose of this report is to provide Cabinet Committee Equalities (CCE) with information on the Socio-economic Duty one year on from its implementation on 31st 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 objectives under the **Well-being of Future Generations (Wales) Act 2015**:

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

3. Background

- 3.1 The Socio-economic Duty came into force in Wales on 31 March 2021 as a statutory requirement, with an aim to improve decision making and help those who are socio-economically disadvantaged, tackling inequality at the heart of decision-making, and build on the good work public bodies are already doing.
- 3.2 The introduction of the Socio-economic Duty meant that public bodies now must think about how their strategic decisions, such as setting objectives and developing public services, can improve inequality of outcome for people who suffer socio-economic disadvantage.
- 3.3 Although public authorities in Wales are to comply with several statutory duties, including ones which seek to embed equality consideration throughout, more consideration was needed to eliminate inequality of outcome associated with socio-

economic disadvantage.

- 3.4 The definition of socio-economic disadvantage is described as “living in less favorable social and economic circumstances than others in the same society.”

4. Current situation/proposal

- 4.1 To ensure that the socio-economic duty is fully considered as part of the Council’s governance and strategic decision-making processes, Bridgend Council has adopted the following initiatives:

- Include the Socio-economic Impact within the full corporate Equality Impact Assessments (EIA) and initial screenings, to ensure Managers consider implications to the socio-economic disadvantaged.
- Produce guidance and corporate learning and development training for staff on the implementation of the Socio-economic Duty and Equality Impact assessment.

- 4.2 A total of thirty-three EIA screenings and four full EIA’s have been completed in the 2021/2022 financial year across directorates. Of the thirty-three EIA’s completed, four indicated that there would be a positive impact on the Socio-economic disadvantaged, where the other ten were identified as no impact. No EIA’s displayed a negative impact on the Socio-economic disadvantaged.

- 4.3 Of the four EIA’s that identified a positive impact, these were in relation to the strategic changes made on the following proposals:

4.3.1 The procedure for the appointment of local authority (LA) governors

All school governing bodies have, as a minimum, four compulsory groups of governors. One of these groups is local authority (LA) governors and LA governors have to be appointed by the LA. This proposal was to set out how the LA will undertake LA governor appointments, as the need for school governing bodies is set out in law and their roles, responsibilities and constitution are also defined in law. This was indicated as having a positive impact on the Socio-economic disadvantaged because schools and governing bodies play a pivotal role in the community and contributing to community cohesion, not only through education provision but also through a focus on relationship between pupils and the school, their community and wider society. They provide opportunities for people to interact, work together, develop positive relationships, and contribute to their community. Further, they emphasise the importance of a common vision, shared values based on democracy, equality, diversity, tolerance, fairness, and justice and creating a sense of belonging.

Local authority governors are a key stakeholder group on school governing bodies. School governing bodies take a strategic role in running schools ensuring that all pupils are supported to learn and achieve, so that they can access opportunities for further learning and employment, know how to maintain their wellbeing, play active roles in their communities, and contribute positively to society.

4.3.2 The new Transitional Foster Care Policy

The overall aim of the Transitional Foster Care scheme was to move children who are looked after into a successful, long-term placement that aligns with their needs and enables them to reach their full potential, with the possibility of moving into a long-term fostering placement, returning to birth family or a supported independent living environment.

Many of the children and young people who are cared for by Transitional Foster Cares would have come from families and communities that have faced socio-economic impact and dis-advantage and they would be considered to have experienced Trauma and Adverse Childhood Experiences (ACEs). Transitional Foster Carers forms part of a multi-agency approach to support these children to achieve a sense of permanence, which in turn will have a positive impact on a young person's self-esteem, educational outcomes and well-being.

4.3.3 *The relocation and refurbishment of Maple Tree House*

A Remodeling of Children's Residential Services took place in 2017/18 as part of the Remodeling Children's Services Programme. The remit of the project was to review current residential provision to include residential homes and out-of-county placements and to develop a new residential and accommodation model which could provide the right quality of assessment, accommodation, care and support within Bridgend County Borough.

In February 2020, a report was presented to Cabinet/Corporate Management Board (CCMB), to provide an update in relation to the service remodeling proposals, which included a proposed new site for the Children's Residential Placement Hub at the Brynmenyn Primary School site.

The proposed new development on the former Brynmenyn School site aims to provide specially designed and purpose-built Placement Hub, from which the newly implemented service model can be effectively delivered. The new provision allows for more teams to be located within the Hub (including Bridgend Fostering services), which will enable more seamless working and better outcomes for children and young people which cannot currently be delivered to maximum capabilities from the existing site. The new site is also in a much more favorable setting, being close to amenities, without built-up areas and more space and facilities available which will in turn support the best possible outcomes for children and young people.

4.3.4 *The provision of a Regulated Home Care Service Framework*

This proposal related to the remodeling of Bridgend Council's existing Regulated Domiciliary Care Service and to amalgamate it with the existing Short Breaks Service, with the intention to then enter into a tender exercise to procure a new and improved service

The Regulated Domiciliary Care Service, which ended on 31 December 2021, provided personal care and support to people in Bridgend with an assessed and eligible need, enabling them to continue to live as independently as possible in their own homes and communities.

Bridgend County Borough Council's Short Breaks Service, which ended on 20 July 2021 had a much more flexible service and received very positive feedback from the Care Inspectorate Wales (CIW), who were welcoming of that approach being adopted more widely across the board.

It is anticipated that the newly remodeled and combined service will afford individuals and carers greater choice and control, as those using the new service will be able to agree directly with their provider to 'change up' or 'change down' their care calls to suit (up to their assessed weekly hours) if this is what they want to do and to 'bank' any time accrued to use later within a four-week period. Alternatively, people may prefer to opt for regular call lengths and times each day instead.

5. Effect upon policy framework and procedure rules

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

6. Equality Act 2010 implications

- 6.1 The report provides the committee with information that positively assists in the delivery of the authority's equality duties. This is an information report; therefore an EIA is not required.

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

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

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

Prevention - The ongoing work aims to identify issues that are relevant in our community and set objectives to prevent Socio-economic disadvantage.

Integration - The work conducted across all services aims to support all the well-being objectives and ensures integration for all people with Socio-economic disadvantages.

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

Involvement - Publication of the report ensures that the public and stakeholders can review the work that has been undertaken to combat Socio-economic disadvantages.

8. Financial implications

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

9. Recommendation

- 9.1 It is recommended that the Cabinet Committee Equalities receives and considers this information.

Mark Shephard

**Chief Executive
July 2022**

Contact Officers: Alix Howells
Consultation, Engagement and Equalities Manager

Telephone: 01656 643602

Email: Alix.Howells@Bridgend.gov.uk

Postal Address: Civic Offices
Angel Street
Bridgend
CF31 4WB

Philip O'Brien
Group Manager – Transformation and Customer
Services

Telephone: 01656 643333

Email: Philip.OBrien@bridgend.gov.uk

Postal address: Civic Offices,
Angel Street
Bridgend
CF31 4WB

Background papers: None

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE EQUALITIES

25 JULY 2022

REPORT OF THE CHIEF EXECUTIVE

UPDATE ON EQUALITIES WORK WITHIN SCHOOLS

1. Purpose of report

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

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 On 18 March 2019 all schools were sent guidance on reporting racist incidents within schools.
- 3.2 Guidance included notifying the local authority of racist incidents as well as notification to the police where incidents were recorded as a hate crime.
- 3.3 Schools were provided with an updated Racist Incident Report Form.
- 3.4 In Autumn 2019, Welsh Government announced several grant funded streams to deal with hate crime. Amongst these was a project to work specifically in 100 schools across Wales. Its aim is to deliver critical thinking skills and raise awareness of all aspects of hate crime in schools, with a focus on pupils at Key Stage 3. Due to the national scope of the proposals, the Welsh Local Government

Association (WLGA) were deemed to be best placed to act as a lead on the delivery of this project as local authorities are far more aware of the local and regional needs and requirement of its schools.

- 3.5 Following a series of meetings between WLGA, Community Cohesion Coordinators and preferred providers for delivering hate crime projects, a number of schools in Bridgend were identified on the basis of data on reported hate crime in the community, anti-social behaviour in the area and discussions with the school liaison police officers.
- 3.6 The five schools initially identified were:
- Brynteg School
 - Bryntirion Comprehensive School
 - Coleg Cymunedol Y Dderwen
 - Maesteg School
 - Pencoed Comprehensive School
- 3.7 In January 2020, WLGA commissioned Show Racism the Red Card (SRtRC) as their preferred partner to deliver the project to identified schools across Wales. The aim of the project is to deliver a series of workshops to support children and young people to develop critical thinking skills which will enable them to question hateful narratives, assist them in recognising 'fake news', consider the causes of hate crime, and dissuade them from becoming perpetrators of hate crime in future.
- 3.8 The project will also aim to equip school staff (including teachers and key support staff, such as receptionists or break time supervisors) with the skills to challenge hate crime and support victims when it occurs in school through separate train the trainer style workshops facilitated by SAPERE, the national charity supporting Philosophy for Children (P4C).
- 3.9 This report outlines the racist/discrimination incidents reported for the whole 2020-21 academic year, as well as an update on the Welsh Government project in relation to hate crime being delivered in selected secondary schools across Wales.

4. Current situation/proposal

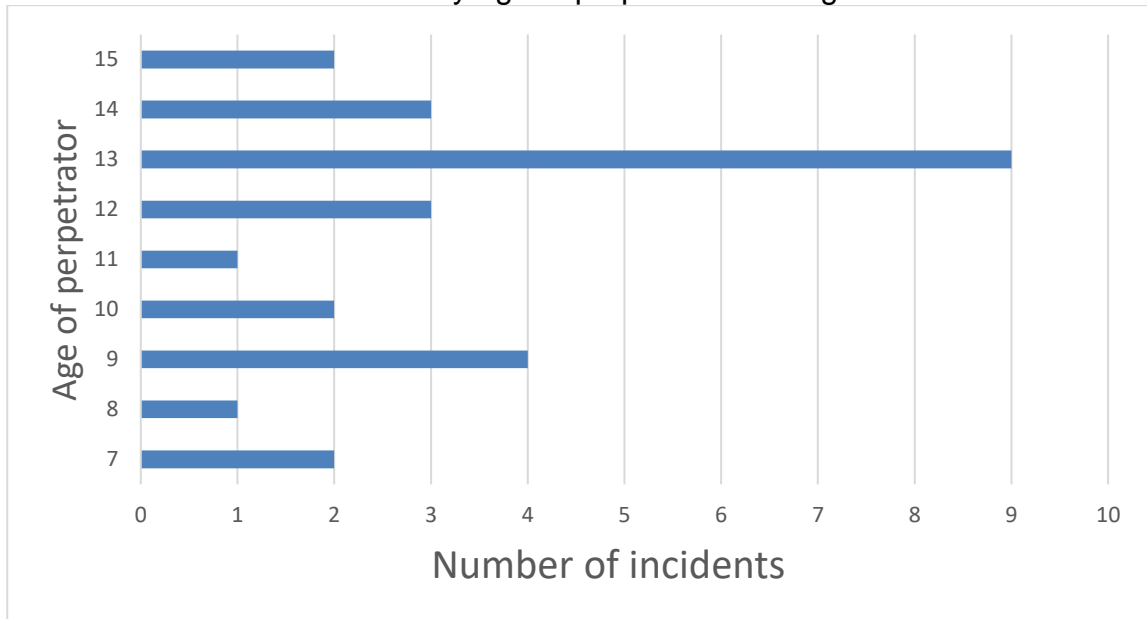
- 4.1 In the academic year **2020-21** there have been twenty-five racist incidents reported by schools across the county borough. Incidents were reported by the following twelve schools:
- Archbishop McGrath Catholic High School
 - Bryncethin Primary School
 - Brynmenyn Primary School
 - Bryntirion Comprehensive School
 - Coleg Cymunedol Y Dderwen
 - Litchard Primary School
 - Llangewydd Junior School
 - Ogmere Vale Primary School
 - Porthcawl Comprehensive School
 - West Park Primary School
 - Ysgol Bryn Castell

- Ysgol Cynwyd Sant

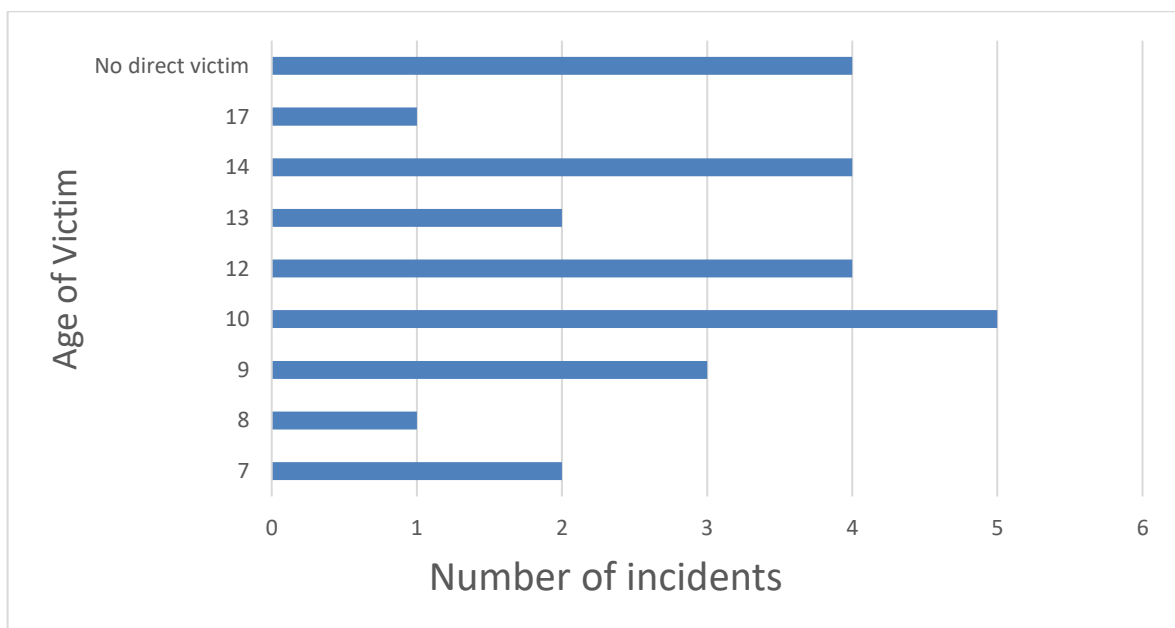
4.1.1 Incidents are recorded by incident type. Incidents were recorded as:

- verbal abuse or insults (18)
- racist comments in the course of a discussion (4)
- social media posts (2)
- refusal to cooperate with others because of religion, ethnicity, or language (1)

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



In two separate incidents, there were more than one perpetrator, where three thirteen year old's were involved in a single incident on a school bus and a further incident involving two fifteen year old's via social media. On one occasion, there was no identified perpetrator.



On four occasions, there were no identified victims.

4.1.3 Twenty four perpetrators were recorded as White British, three perpetrators were recorded as White and black African. On one occasion, there was no identified perpetrator.

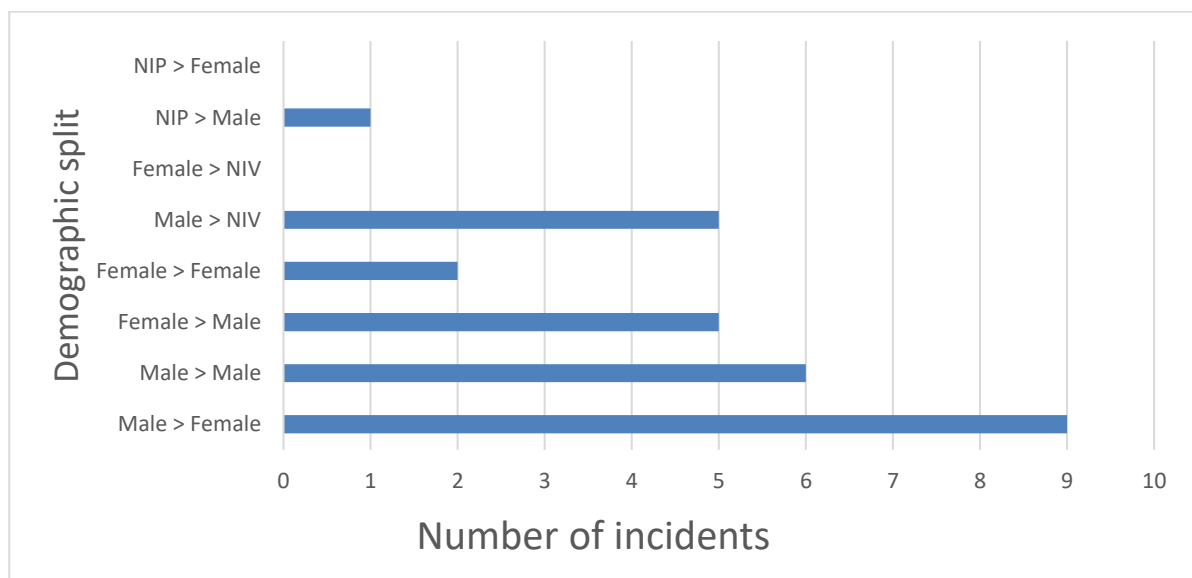
4.1.4 Ethnicity of the victims were recorded as:

- White and black African (5)
- Asian (4)
- Black (4)
- Other black African (2)
- White (2)
- White and black Caribbean (2)
- Chinese (1)
- Polish (1)

4.1.5 Twenty of the perpetrators were recorded as male, seven recorded as female and one non-identified perpetrator. The perpetrator to victim count identified the following:

- 9 male perpetrators to female victims
- 6 male perpetrators to male victims
- 5 female perpetrators to male victims
- 2 female perpetrators to female victims
- 5 male perpetrators to no identified victims (NIV)
- 1 non-identified perpetrator (NIP) to male victim

Of the above count, one incident included two male and one female perpetrators to one female victim and another incident included two male perpetrators to no identified victims (NIV).



4.1.6 Of the twenty-five incidents recorded, a range of interventions took place, some of which had multiple interventions per incident. These included:

- Parents being contact in the form of either letter, phone call or face to face meeting (21)
- Verbal reprimand (14)
- Detention (7)
- Fixed-term exclusion (5)
- Internal referral/internal exclusion (6)
- Wellbeing support/Restorative exercise (2)

On three occasions, referrals were made to local Police Community Support Officers for additional support.

4.2 Due to the onset of the COVID-19 pandemic, delivery of the Hate Crime project within schools was postponed.

4.2.1 In April 2021, after discussions between representatives between Welsh Government and the WLGA, a new funding arrangement was agreed to fund the remainder of the project during the financial year 2021-2022. The agreement included an additional funding allocation which increased the scope and capacity of the project to include an additional 2 schools in each local authority.

4.2.2 Using the information highlighted in 3.5 and data in 4.1 of this report, the additional schools were identified as:

- Porthcawl Comprehensive School
- Ysgol Gyfun Gymraeg Llangynwyd

4.2.3 To date, 4 schools have received sessions from SRtRC via face-to-face delivery or webinars. Of the other schools identified, they have been in contact with SRtRC and are in the process of agreeing their preferred delivery arrangements.

4.2.4 Participant numbers and year groups that were targeted are detailed below:

School	Number of pupils participated	Year Groups
Bryntirion Comprehensive School	100	8 & 9
Coleg Cymunedol Y Dderwen	250	7
Maesteg School	571	7, 8 & 9
Pencoed Comprehensive School	140	7
Brynteg School	Delivery yet to be agreed.	
Porthcawl Comprehensive School		
Ysgol Gyfun Gymraeg Llangynwyd		

In August 2021, an agreement from WLGA was made to alter the delivery model and offer the teacher training to all schools within Bridgend. This broadened the scope of the project to reach a potential 21 schools, as opposed to 3 teachers from each of the above schools attending as initially intended.

4.2.5 This approach will look to provide a more sustainable approach to dealing with the issues of hate crime in our schools, and address key recommendations set out in the recently published report by Victim Support.

5. Effect upon policy framework and procedure rules

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

6. Equality Act 2010 implications

6.1 The report provides the committee with information that positively assists in the delivery of the authority's equality duties. This is an information report; therefore an Equality impact assessment is not required.

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

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

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

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

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

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

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

8. Financial implications

8.1 There are no financial implications associated with this report.

9. Recommendation

9.1 It is recommended that the Cabinet Committee Equalities receives and considers this report.

Mark Shephard

**Chief Executive
July 2022**

Contact Officers: Alix Howells
Consultation, Engagement & Equalities Manager

Telephone: 01656 643602

Email: Alix.Howells@Bridgend.gov.uk

Postal Address: Civic Offices
Angel Street
Bridgend
CF31 4WB

Philip O'Brien
Group Manager – Transformation and Customer
Services

Telephone: 01656 643333

Email: Philip.O'Brien@bridgend.gov.uk

Postal address: Civic Offices,
Angel Street
Bridgend
CF31 4WB

Background papers: None

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE EQUALITIES

25 JULY 2022

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 The purpose of this report is to update Cabinet Committee Equalities (CCE) on the implementation of the Welsh Language (Wales) Measure 2011 and Welsh Language Standards.

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

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

- **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
- **Smarter use of resources** – 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, presented in July 2021 can be summarised as:
- The Welsh in Education Strategic Plan (WESP) consultation was launched on 27 September 2021. This consultation invited views on Bridgend County Borough Council's (BCBC) WESP 2022-2032 and aimed to seek the views of residents, our workforce, elected members and stakeholders on the proposed WESP for 2022-2032. The results from the consultation were used to inform the final WESP which will be implemented in September 2022. The consultation closed on 19 December

2021, and results were presented to Cabinet in January 2022. Following Cabinet approval, the draft WESP has been submitted to Welsh Government for consideration and following feedback from Welsh Government on 24th June, a revised draft WESP was submitted, which is awaiting approval.

- The Commissioner received a complaint from a member of the public on 15 March 2022 regarding Awen Cultural Trust, who are responsible for delivering services on behalf of Bridgend County Borough Council, including libraries, community centres and Bryngarw Country Park.

In the complaint it was identified that Awen Cultural Trust were not fully aware of the requirements upon them under the Welsh Language Standards and it appeared that there are no adequate arrangements in place to ensure that the Trust was aware of which standards are applicable to them and therefore what is required to ensure compliance.

BCBC has submitted evidence to the commissioner to evidence Awen's compliance with the Welsh Language Standards. At the time of the report, BCBC had not received a response to the evidence it had submitted to the Commissioner.

- There is an outstanding complaint in relation to the Mynydd Cynffig school consultation, evidence has been provided to the Commissioner and we are presently awaiting the outcome of the complaint.
- There are no further outstanding complaints.

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 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 – 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 and its appendices.

Mark Shephard
CHIEF EXECUTIVE
July 2022

Contact officer: Alix Howells
Consultation, Engagement and Equalities Manager

Telephone: (01656) 643664

Email: Alix.Howells@bridgend.gov.uk

Postal address: Level one, Civic Offices, Angel Street, Bridgend, CF31 4WB

Contact officer: Philip O'Brien
Group Manager - Transformation and Customer Services

Telephone: (01656) 643333

Email: Philip.O'Brien@bridgend.gov.uk

Postal address: Level one, Civic Offices, Angel Street, Bridgend, CF31 4WB

Background papers:

None

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE EQUALITIES

25 JULY 2022

REPORT OF THE CHIEF EXECUTIVE

WELSH LANGUAGE STANDARDS ANNUAL REPORT 2021/2022

1. Purpose of report

- 1.1 The purpose of this report is to inform Cabinet Committee Equalities of the content and approach taken with the Council's seventh Welsh Language Standards Annual Report for 2021/2022.

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

- 2.1 This report assists in the achievement of the following corporate well-being 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 2021/2022 covers the period 1 April 2021 to 31 March 2022 and was published, as required, by 30 June 2022. 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 2022;
- 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 4.3, 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 Equalities 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 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 2021/2022.

Mark Shephard
Chief Executive
25 July 2022

Contact officer: Alix Howells
Consultation, Engagement and Equalities Manager

Telephone: (01656) 643664

Email: alix.howells@bridgend.gov.uk

Postal address: Level one, Civic Offices, Angel Street, Bridgend, CF314WB

Contact officer: Philip O'Brien
Group Manager - Transformation and Customer Services

Telephone: (01656) 643333

Email: Philip.OBrien@bridgend.gov.uk

Postal address: Level one, Civic Offices, Angel Street, Bridgend, CF314WB

Background papers:

None

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Safonau'r Gymraeg

Adroddiad blynyddol 2021/2022



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 2021/2022 yn ymdrin â'r cyfnod o 1 Ebrill 2021 hyd 31 Mawrth 2022 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).
- 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 polisïau. 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 2021/2022 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.

- 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 polisiau 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 2021/2022:

- We have continued to improve and develop our online platform My Account, enabling subscribers to report issues such as pest control and street lighting via the platform through the medium of Welsh.
- We have appointed a Welsh Language Officer, who will support the lead officer to monitor compliance and deliver the Welsh Language Promotion Strategy.

2.3 Safonau llunio polisi

Yn 2021/2022 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 2021/2022:

- 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.
- Awarding Grants Policy has been written by Grŵp Deddf and will be taken shortly to Corporate Management Team for discussion and adoption. Once approval has been given the policy will be shared with officers who administer grants.

2.4 Safonau Gweithredu

Yn 2021/2022 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 mewnrwyd yn hygyrch yn Gymraeg a bod adran wedi ei neilltuo i'r Gymraeg ar y fewnrwyd fel adnodd i'r staff.
- Asesu sgiliau Cymraeg 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 Cymraeg a dysgwyr i'w disgrifio eu hunain fel y cyfryw ar eu llofnod e-bost (gan ddefnyddio'r logos perthnasol cydnabyddedig).
- Asesu'r sgiliau Cymraeg 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 2021/2022:

- 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. The new Welsh Language Strategy and action plan for 2021 to 2026 was published on the Council's website on 1 September 2021.
- The Welsh in Education Strategic Plan (WESP) consultation was launched on 27 September 2021. This consultation invited views on Bridgend County Borough Council's WESP 2022-2032. The consultation aimed to seek the views of residents, our workforce, elected members and stakeholders on the proposed WESP for 2022-2032. The results from the consultation were used to inform the final WESP which will be implemented in September 2022. The consultation closed on 19 December 2021, and results were presented to

Cabinet in January 2022. Following Cabinet approval, the draft WESP has been submitted to Welsh Government for consideration and following feedback from Welsh Government on 24th June, we submitted a revised draft WESP, which is awaiting approval.

- 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 worked with partners to promote our Welsh essential jobs, allowing us to recruit additional Welsh speakers to improve our Welsh offering.

2.5 Safonau cadw cofnodion

Yn 2021/2022 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

- The Commissioner received a complaint from a member of the public on 15 March 2022 regarding Awen Cultural Trust, who are responsible for delivering services on behalf of Bridgend County Borough Council, including libraries, community centres and Bryngarw Country Park.

In the complaint it was identified that Awen Cultural Trust were not fully aware of the requirements upon them under the Welsh Language Standards and it appeared that there were no adequate arrangements in place to ensure that the trust was aware of which standards are applicable to them and therefore what is required to ensure compliance.

BCBC has submitted evidence to the commissioner to evidence Awen's compliance with the Welsh Language Standards. At the time of the report, BCBC had not received a response to the evidence it had submitted to the Commissioner.

- Ni dderbyniwyd cwynion dan safonau llunio polisi.

4. Sgiliau a hyfforddiant i gyflogeion

Sgiliau Cymraeg ar 31 Mawrth 2021:

Disgrifiad	Ysgolion			
	Gwryw	Benyw	Cyfanswm	%
Cyfanswm yr unigolion	702	2217	2919	
Siarad Cymraeg				
'Ychydig'	123	386	509	17.44%
'Gweddol Dda	10	40	50	1.71%
'Rhugl'	23	87	110	3.77%
'Na'	368	1169	1537	52.66%
'Dim ymateb'	178	535	713	24.43%
Darllen Cymraeg				
'Ychydig'	122	416	538	18.43%
'Gweddol Dda	18	53	71	2.43%
'Rhugl'	21	89	110	3.77%
'Na'	362	1124	1486	50.91%
'Dim ymateb'	179	535	714	24.46%
Ysgrifennu Cymraeg				
'Ychydig'	81	337	418	14.32%
'Gweddol Dda	19	42	61	2.09%
'Rhugl'	16	77	93	3.19%
'Na'	405	1226	1631	55.88%
'Dim ymateb'	181	535	716	24.53%

Disgrifiad	Y Cyngor ac eithrio Ysgolion			
	Gwryw	Benyw	Cyfanswm	%
Cyfanswm yr unigolion	530	2438	2968	
Siarad Cymraeg				
'Ychydig'	80	381	461	15.53%
'Gweddol Dda	11	88	99	3.34%
'Rhugl'	22	143	165	5.56%
'Na'	80	367	447	15.06%
'Dim ymateb'	337	1459	1796	60.51%
Darllen Cymraeg				
'Ychydig'	77	392	469	15.80%
'Gweddol Dda	12	94	106	3.57%
'Rhugl'	23	145	168	5.66%
'Na'	80	347	427	14.39%
'Dim ymateb'	338	1460	1798	60.58%
Ysgrifennu Cymraeg				
'Ychydig'	70	359	429	14.45%
'Gweddol Dda	12	85	97	3.27%
'Rhugl'	21	135	156	5.26%
'Na'	89	398	487	16.41%
'Dim ymateb'	338	1461	1799	60.61%

Sylwch, os gwelwch yn dda:

- Mae categori'r 'Ysgolion' yn cynnwys cyflogeion sy'n cael eu cyflogi'n uniongyrchol gan gyrrff 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 2021 a 31 Mawrth 2022:

- Mae 14 o gyflogeion wedi mynychu hyfforddiant 'Cwrs Mynediad' yn 2021/22, 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 2021/2022 lle roedd sgiliau Cymraeg yn:

Categori	Nifer y swyddi a gategoreiddiwyd	Canran y swyddi a gategoreiddiwyd
Hanfodol	23	3.12%
Dymunol	714	96.88%
Angen dysgu Cymraeg	0	0.00%
Dim angen sgiliau Cymraeg	0	0.00%

6. Gwasanaethau derbynfya: 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 2021 a 31 Mawrth 2022.

Cyfanswm ceisiadau wyneb yn wyneb	0
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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. Aseidiadau 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 2021 a 31 Mawrth 2022:

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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 2021/22



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 2021/22 annual report covers the period 1 April 2021 to 31 March 2022 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.

- Welsh language remains on the council's risk register in order to help monitor compliance
- Employees continue to be able to access the Welsh Language Champions for support and advice
- Staff intranet pages and the dedicated Welsh email inbox (WLS@bridgend.gov.uk) still exist. Many of the intranet pages have now been updated but there is still some work to be completed.
- The council continues to provide a range of Welsh language training and resources for staff
- The council now 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, 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 21/22 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.
- 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
- 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 21/22:

- We have continued to improve and develop our online platform My Account, enabling subscribers to report issues such as pest control and street lighting via the platform through the medium of Welsh.
- We have appointed a Welsh Language Officer, who will support the lead officer to monitor compliance and deliver the Welsh Language Promotion Strategy.

2.3 Policy-making standards

In 21/22 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 21/22:

- We have continued to monitor 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.
- Awarding Grants Policy has been written by Grŵp Deddf and will be taken shortly to Corporate Management Team for discussion and adoption. Once approval has been given the policy will be shared with officers who administer grants.

2.4 Operational standards

In 21/22 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 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 21/22:

- 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. The new Welsh Language Strategy and action plan for 2021 to 2026 was published on the Council's website on 1 September 2021.
- The Welsh in Education Strategic Plan (WESP) consultation was launched on 27 September 2021. This consultation invited views on Bridgend County Borough Council's WESP 2022-2032. The consultation aimed to seek the views of residents, our workforce, elected members and stakeholders on the proposed WESP for 2022-2032. The results from the consultation were used to inform the final WESP which will be implemented in September 2022. The consultation closed on 19 December 2021, and results were presented to Cabinet in January 2022.
- 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 worked with partners to promote our Welsh essential jobs, allowing us to recruit additional Welsh speakers to improve our Welsh offering.

2.5 Record-keeping standards

In 21/22 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 and digital) within the customer services contact centre

3. Complaints

- The Commissioner received a complaint from a member of the public on 15 March 2022 regarding Awen Cultural Trust, who are responsible for delivering services on behalf of Bridgend County Borough Council, including libraries, community centres and Bryngarw Country Park.

In the complaint it was identified that Awen Cultural Trust were not fully aware of the requirements upon them under the Welsh Language Standards and it appeared that there were no adequate arrangements in place to ensure that the trust was aware of which standards are applicable to them and therefore what is required to ensure compliance.

BCBC has submitted evidence to the commissioner to evidence Awen's compliance with the Welsh Language Standards. At the time of the report, BCBC had not received a response to the evidence it had submitted to the Commissioner.

- There were no complaints received under the policy making standards

4. Employee skills and training

Welsh language skills as at 31 March 2022:

Description	BCBC excluding Schools			
	Male	Female	Total	%
Total Headcount	702	2217	2919	
Welsh Speaker				
'A little'	123	386	509	17.44%
'Fairly Good'	10	40	50	1.71%
'Fluent'	23	87	110	3.77%
'No'	368	1169	1537	52.66%
'Not Declared'	178	535	713	24.43%
Welsh Reader				
'A little'	122	416	538	18.43%
'Fairly Good'	18	53	71	2.43%
'Fluent'	21	89	110	3.77%
'No'	362	1124	1486	50.91%

Schools			
Male	Female	Total	%
530	2438	2968	
Welsh Speaker			
80	381	461	15.53%
11	88	99	3.34%
22	143	165	5.56%
80	367	447	15.06%
337	1459	1796	60.51%
Welsh Reader			
77	392	469	15.80%
12	94	106	3.57%
23	145	168	5.66%
80	347	427	14.39%

'Not Declared'	179	535	714	24.46%
Welsh Writer				
'A little'	81	337	418	14.32%
'Fairly Good'	19	42	61	2.09%
'Fluent'	16	77	93	3.19%
'No'	405	1226	1631	55.88%
'Not Declared'	181	535	716	24.53%

338	1460	1798	60.58%
Welsh Writer			
70	359	429	14.45%
12	85	97	3.27%
21	135	156	5.26%
89	398	487	16.41%
338	1461	1799	60.61%

Please note:

- The 'Schools' category covers employees directly employed by governing bodies. Inclusion staff are included under the 'BCBC excluding schools' category.
- The 'Not Declared' category covers employees who have not provided details of their Welsh language skills.
- The skill levels identified are based on individual self-assessment.
- 219 employees hold a school position and an 'All other services' position and are counted once in each category.

Number of employees who attended training courses in Welsh between 1 April 2021 and 31 March 2022:

- 26 employees have attended 'Cwrs Mynediad' training in 2021/22, enabling them to develop their language skills further. This includes those undertaking year 1, based on two hours per week over 30 weeks.
- 28 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 have been 34 e-learning completions for Welsh Language Awareness e-Learning (English – 19, Welsh - 1) and Welsh Language Standards e-Learning (14).
- 298 new employees completed the corporate induction e-learning module and 43 new starters completed it via a workbook. Total completions 341. 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.
- 28 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 2021/22 where Welsh language skills were:

Category	Number of posts categorised	Percentage of posts categorised
Essential	23	3.12%
Desirable	714	96.88%
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 Customer Contact Centre between 1 April 2021 and 31 March 2022:

Face to face interactions in Welsh	0
Total visits	0
Welsh requests as % of total interactions conducted	0%

Demand for Welsh services in the Telephone Contact Centre between 1 April 2021 and 31 March 2022:

Volume of calls during normal working hours (Welsh and English)	115,671
Volume of calls received out of hours (Welsh and English)	5,112
Total calls received (Welsh and English)	120,783
Volume of calls in Welsh	63
Welsh requests as a % of total calls	0.05%

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 a significant uplift in telephone and online contact. Telephony requests increased this

year from 111,072 up to 120,783. We have continued to regularly interact 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 2021 and 31 March 2022:

- Afon Felin – Gold Award Cymraeg Campus
- Litchard Primary – Gold Award Cymraeg Campus
- Urdd Summer of Fun
- Work has started on 4 new Welsh school provision - Blackmill
- Construction started Welsh medium childcare hub Garw Valley
- Two new Welsh Medium childcare provisions coming to Bridgend
- Construction started Welsh Medium childcare Bettws
- Welsh Language Rights Day
- Shwmae Shwmae
- Mudiad Meithrin and Cymraeg i Blant
- Welsh Language Standards Annual Report
- Welsh Language Strategy / Consultation
- St David's Day
- St Dwynwen's Day
- Clwb Coffi
- Welsh-Medium playgroup or school
- Childcare Offer Wales
- Dydd Miswg Cymru
- Funding to increase the capacity of Ysgol Gymraeg Bro Ogwr and establish a new Welsh-medium school in Porthcawl
- Recruitment of Welsh speaking childcare providers

- Comisiynyddy Gymraeg survey
- Recruitment of Welsh speaking roles
- Welsh Language Twitter

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 2022.