

# Public Document Pack

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

### Bridgend County Borough Council



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

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

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



#### 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:** Thursday, 17 November 2022

Dear Councillor,

### **CABINET COMMITTEE EQUALITIES**

A meeting of the Cabinet Committee Equalities will be held hybrid in the Council Chamber/ remotely - via Microsoft Teams on **Wednesday, 23 November 2022 at 09:30.**

### **AGENDA**

1. Apologies for Absence  
To receive apologies for absence from Members.
2. Declarations of Interest  
To receive declarations of personal and prejudicial interest (if any) from Members/Officers in accordance with the provisions of the Members' Code of Conduct adopted by Council from 1 September 2008.
3. Approval of Minutes 3 - 8  
To receive for approval the Minutes of 25/07/2022
4. Strategic Equality Plan Annual Report 2021 - 2022 9 - 48
5. Community Cohesion Annual Report 49 - 58
6. Annual Update report on progress made with meeting the objectives within the Welsh Language Standards five year strategy. 59 - 90
7. Update report on the implementation of the Welsh Language Measure (2011) and Welsh Language Standards 91 - 94
8. Urgent Items  
To consider any other item(s) of business in respect of which notice has been given in accordance with Rule 4 of the Council Procedure Rules and which the person presiding at the meeting is of the opinion should by reason of special circumstances be transacted at the meeting as a matter of urgency.

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Note: This will be a hybrid meeting and Members and Officers will be attending in the Council Chamber, Civic Offices, Angel Street, Bridgend and remotely. The meeting will be recorded for subsequent transmission via the Council's internet site which will be available as soon as practicable after the meeting. If you have any queries regarding this, please contact [cabinet\\_committee@bridgend.gov.uk](mailto:cabinet_committee@bridgend.gov.uk) or tel. 01656 643147 / 643148.

Yours faithfully

**K Watson**

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

Councillors:

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

Councillors

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

Councillors

JC Spanswick  
A Wathan  
AJ Williams  
HM Williams  
E D Winstanley

Present

Councillor W R Goode – Chairperson

JPD Blundell	HJ David	N Farr	J Gebbie
D M Hughes	J Llewellyn-Hopkins	RL Penhale-Thomas	AJ Williams
E D Winstanley			

Apologies for Absence

A R Berrow, JC Spanswick, A Wathan and HM Williams

Officers:

Debra Beeke	Group Manager – Human Resources and Organisational Development
Rachel Keepins	Democratic Services Manager
Lucy King	Consultation & Engagement Officer
Philip O'Brien	Digital Transformation and Customer Services Manager
Michael Pitman	Technical Support Officer – Democratic Services
Andrew Rees	Democratic Services Officer - Committees
Susan Roberts	Group Manager School Improvement

1. DECLARATIONS OF INTEREST

Cllr Ross Thomas declared a personal interest in all agenda items as he worked for a charity that specialised in equalities.

2. APPROVAL OF MINUTES

RESOLVED: that the minutes of the meeting be approved as an accurate record.

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

The Group Manager Human Resources and Organisational Development presented a report which provided the Cabinet Equalities Committee with a summary of the equality profile of the Council's workforce as at 31 March 2022.

She stated that Appendix 1 provided an equality profile of the Council's workforce as at 31 March 2022, with comparative data from the previous two years, where available. The profile included 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.

The Group Manager Human Resources and Organisational Development highlighted Equality, Diversity and Inclusion Policy, which was an addition in 2021/22 and aimed to reinforce the council's existing commitment and approach to equalities.

The Group Manager Human Resources and Organisational Development provided a summary of the statistics for each category in Appendix 1. Some key points were noted:

## CABINET COMMITTEE EQUALITIES - MONDAY, 25 JULY 2022

- The council's workforce was an aging one, with the average age being 47. This reflected similar figures in other local authorities.
- Low figures were reported on sexual orientation
- Pregnancy and maternity were new items included in the figures
- Caring responsibilities were reported by 7.5% of the workforce, an increase on previous years. This was something that the Council wanted to support the staff in doing so.

The Chairperson asked if the Council was looking at including non-binary as a figure in future reports.

The Group Manager Human Resources and Organisational Development explained that this was something that is being built into the system to allow for reporting on, but it had taken longer than was expected. She hoped that this would be available in the next report to the Committee.

The Chairperson asked in terms of employees from ethnic minorities, did we know how this compared to the overall makeup of Bridgend County Borough. The Group Manager Human Resources and Organisational Development believed the figure to be around 1.9%, but would clarify this at a later date.

The Leader mentioned that the number of students who were speaking Welsh in schools was much higher than that of the workforce in BCBC. In terms of succession planning and building on improving Welsh in the workforce, it may be a time to reflect on this and see what further work could be done.

The Group Manager Human Resources and Organisational Development explained that there was a careers event approaching and we were working closely with the employability team and schools so this was an important event to raise these issues and awareness of the roles available in the Council. She added that a new apprentice appointment is planned within HR, who's role is to improve the support for current and help promote the opportunities for new apprentices, including new Welsh speaking apprentices.

**RESOLVED:** That Cabinet Committee Equalities note the information contained in this report and within Appendix 1.

#### 4. EQUALITY IMPACT ASSESSMENTS - ANNUAL REVIEW 2021/2022

The Group Manager – Transformation and Customer Services presented a report 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.

He explained that 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.

The Group Manager – Transformation and Customer Services explained that an EIA training module on the E Learning website was available to all employees and provided 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. He highlighted the number of staff who had undertaken training in the period Apr 2021 – Mar 2022 as indicated in 4.2.2 of the report.

The Group Manager – Transformation and Customer Services highlighted the EIA's undertaken in the year 2021/22. Four full EIAs were undertaken and accompanied Cabinet reports and these are listed in Appendix one. 33 EIA screenings were undertaken during this period and these are listed in Appendix two.

The Chairperson stated that it was encouraging to see over 250 staff undertake the EIA training. In terms of front-line services where EIA training is even more important, what was the council doing to promote the importance of EIA as well as the training modules.

The Group Manager – Transformation and Customer Services explained that the team were closely working with HR and the Learning & Development section to promote the importance to staff and it was now included as the managers induction programme. He added that there was also an equalities officer within the team which will further look at Cabinet reports to check on the EIA's and reach out to the service areas that were lacking experience or completeness in this area.

**RESOLVED:** That Cabinet Committee Equalities noted 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.

#### 5. **THE IMPLEMENTATION OF THE SOCIO-ECONOMIC DUTY - ONE YEAR ON**

The Group Manager – Transformation and Customer Services presented a report which provided the committee information on the Socio-economic Duty one year on from its implementation on 31st March 2021.

He explained that 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 socioeconomically disadvantaged, tackling inequality at the heart of decision-making, and build on the good work public bodies are already doing. 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.

The Group Manager – Transformation and Customer Services highlighted that 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.

He added that 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. Further details on this were at 4.3 of the report.

**RESOLVED:** That Cabinet Committee Equalities received and considered this information.

6. **UPDATE ON EQUALITIES WORK WITHIN SCHOOLS**

The Group Manager – Transformation and Customer Services presented a report which provided Cabinet Committee Equalities 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.

He explained that 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 was 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.

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. Details on this were listed at section 3.4 and 3.5 of the report.

The Group Manager – Transformation and Customer Services explained that in January 2020, WLGA commissioned Show Racism the Red Card (SRtRC) as their preferred partner to deliver the project to identified schools across Wales. Further details on the project were at section 3.7 and 3.8 of the report.

The Group Manager – Transformation and Customer Services explained that in the academic year 2020-21 there have been twenty-five racist incidents reported by schools across the county borough. These were listed at 4.1 of the report. with the details of these incidences being categorised as the following:

- 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)
- 

Further information on the figures and actions taken was at section 4 of the report.

The Leader asked if we were able to identify any trends over the years on the figures provided.

The Group Manager – Transformation and Customer Services stated that the data was there showing trends and was happy to collate this and share with Committee as well provide at future meetings.

The Leader asked if the feedback received from the work that SRtRC had been doing was still positive. The Group Manager – Transformation and Customer Services was happy to provide data at future meetings on the feedback received.

The Leader asked if the delivery method was focusing on teachers or pupils as it alluded to both in the report. The Group Manager School Support stated that the delivery method applied to both teachers and pupils. The feedback received on this had been positive.

The Chairperson stated that the report noted that the work was focused on KS3 pupils however some of the incidences reported had been primary age. What work was being done to ensure that primary school were also receiving training. The Group Manager School Support explained that she was unsure of what additional training was being provided to primary schools over and above their normal teacher training, however would provide further details on this at a later meeting.

**RESOLVED:** That Cabinet Committee Equalities received and considered this report.

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

The Group Manager – Transformation and Customer Services presented a report which updated Cabinet Committee Equalities on the implementation of the Welsh Language (Wales) Measure 2011 and Welsh Language Standards.

He explained that since the Council received its compliance notice from the Welsh Language Commissioner in 2015, progress towards implementing the 171 assigned standards has continued. Updates on compliance had been provided at every CCE since 28 April 2016.

The Group Manager – Transformation and Customer Services provided details on the up to date number of complaints that had been progressed updated since the last report. Details of these were at section 4 of the report.

He advised that there was an outstanding complaint in relation to the Mynydd Cynffig school consultation, evidence had been provided to the Commissioner and we were presently awaiting the outcome of the complaint. There were no further outstanding complaints.

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

8. **WELSH LANGUAGE STANDARDS ANNUAL REPORT 2021/2022**

The Group Manager – Transformation and Customer Services presented a report which informed Cabinet Committee Equalities of the content and approach taken with the Council's seventh Welsh Language Standards Annual Report for 2021/2022.

The Group Manager – Transformation and Customer Services explained that the Welsh Language Standards gave 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. Standards 158, 164 and 170 require the Council to produce and publish an annual report, in Welsh, by 30 June each year and does not require approval by the Council or the Welsh Language Commissioner prior to publication.

He advised that the Council's Welsh Language Standards Annual Report 2021/2022 covered the period 1 April 2021 to 31 March 2022 and was published, as required, by 30 June 2022. The report was attached as Appendix one (Welsh) and Appendix two (English). Further details on this were at 4.3 of the report. The Group Manager – Transformation and Customer Services highlighted key areas that the annual report covered.

The Chairperson stated that he recently emailed all Members on work that had been ongoing with the Democratic Services Team to ensure that Members had the same

**CABINET COMMITTEE EQUALITIES - MONDAY, 25 JULY 2022**

access and opportunities to learn Welsh as staff at BCBC. He added that he was starting a course shortly to further develop his abilities in the medium of Welsh and encouraged all Members who had spare time to take the opportunity to do so.

The Leader asked if it were possible to explore any available funding for the purpose of Welsh language centres for adults as this would further support the aims of BCBC in ensuring access to the wider public. The Group Manager – Transformation and Customer Services explained that we will be attending Bridgend College's Welsh Language coffee mornings to raise the profile of the Council and have discussions with the attendees there. He added that the team were looking to further build relationships with AWEN and Mentor Bro Ogwr and other companies in the borough.

**RESOLVED:** That Cabinet Committee Equalities received and noted the content of this report and the Welsh Language Standards Annual Report 2021/2022.

9. **URGENT ITEMS**

None

The meeting closed at 10:56



## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET COMMITTEE EQUALITIES

23 NOVEMBER 2022

#### REPORT OF THE CHIEF EXECUTIVE

##### STRATEGIC EQUALITY PLAN ANNUAL REPORT 2021 - 2022

### 1. Purpose of report

- 1.1 The purpose of this report is to provide Committee with an update on the work completed within the Strategic Equality Plan (SEP) 2020 – 2024 for the period 2021 - 2022.

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

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

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

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

### 3. Background

- 3.1 The SEP annual report enables the council to:
- monitor and review progress against its strategic equality objectives;
  - review its objectives and processes in light of any new legislation and other new developments;
  - engage with relevant stakeholders around equality objectives, providing transparency;
  - include relevant updates on equality impact assessments, procurement arrangements and training.

Specifically, the report sets out:

- the steps taken to identify and collect relevant information;
- any reasons for not collecting relevant information;
- where appropriate, employment information, including information on training and pay.

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

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

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

4.1 The annual report (Appendix 1) covers the period 1 April 2021 to 31 March 2022. The annual report must be published on the council website/made available by 1 April 2023.

4.2 Our six strategic equalities objectives for 2020 – 2024 are:

- Education
- Work
- Living standards
- Health and wellbeing
- Safety and respect
- Participation

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

- The council has held its status as a Disability Confident Employer since 2016 which will be reviewed in November 2023.
- Collaboration has taken place between the council and Remploy, the UK's leading disability specialist in transforming lives through sustainable employment, on recruitment. This has involved supporting their clients to apply for vacancies in the council and appointments have been made as a result.
- The Equality Awareness Workshop has been updated to include Unconscious Bias, Critical Thinking and Hidden Disabilities. Three workshops have been held with 24 delegates attending.
- The council continued to make progress on appointing apprentices, with 40 employed during 2021/2022. The council has appointed two graduates as part of its corporate graduate programme.
- There has been regular health and wellbeing employee communications which promote a wide range of physical activities to enable self-help. Some examples include:

- Cycle to Work
  - Partnership working with Halo
  - Nature walks
  - World Cancer Day
  - Wellbeing Checklist to include physical activity
  - Eating disorders
  - Nutrition & Hydration week
  - World Sleep day
  - World Oral Health day
- In 2021 we promoted an online calendar of events for LGBTQI+ history month that was shared via social media and internally with staff. Proud Councils also worked together this year to create an art competition around Pride Cymru on the theme "becoming me".
- BCBC continued to work with community and equality groups within the Bridgend Community Cohesion Forum (BCCEF). Representatives from across a wide range of community organisations met quarterly to share practice, receive joint briefings and training. All members are invited to share information about BCCEF with other organisations with the aim to increase membership and representation.
- BCBC have promoted campaigns via Twitter, Facebook, Instagram and the BCBC website, including:
    - Foster care fortnight 2020
    - Social care jobs – wecarewales
    - Day of reflection
    - Woman of Wales event
    - LGBT fostering – throughout year
    - Youth support
    - Hate hurts Wales – hate crime
    - Childcare offer
    - Give blood
    - Community testing
    - World autism week
    - EU settlement
    - ARC mental health – throughout year
    - Senedd election
    - Register to vote – foreign and 16s citizens
    - Early help launch of new website
    - Chinese New Year – year of the ox
    - International Day for the Elimination of Racial Discrimination
    - Welsh in the workplace
    - Youth justice launch of new website
    - Volunteer week
    - International Women’s Day
    - Armed Forces day
    - Shwmae Sumae day
    - World Environment Day

- St Dwynwens Day
- Welsh Language Rights day
- Digital pride
- Hate Crime awareness week 2020,
- Domestic abuse launch of assia
- LGBTQ+ Adoption and Fostering Week
- World Social worker day
- Child Sexual Exploitation
- Young Carers Action Day
- Live fear free from abuse
- Apprenticeship week
- LGBTQ History Month
- National wind rush day
- Show Racism the Red Card workshops (Equalities training for schools)
- World Mental Health Day – Civic offices turn green
- Remembrance day
- Black history month
- Hanukkah
- Diwali
- Iaith gwaith
- International Men's day
- Carers rights day
- Safeguarding week

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

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

## **6. Equality Act 2010 Implications**

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

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

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

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

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

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

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

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

## **8. Financial implications**

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

## **9. Recommendation**

9.1 That the Committee notes the progress being made.

**Mark Shephard**  
**Chief Executive**  
**8 March 2021**

**Contact officers:**     Alix Howells  
                                  Consultation, Engagement and Equalities  
                                  Manager

**Telephone:**           01656 643664

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

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

Bridgend  
CF31 4WB

Background papers: **None**

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



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



# **Strategic Equality Plan Annual Report 2021-22**

**This document is also available in Welsh**

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## 1. Background

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

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

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

Following public consultation, the council's Strategic Equality Plan 2020-2024 was approved by Cabinet on 10 March 2020, with the following six strategic objectives for 2020-2024:

<b>Objective</b>	<b>What we hope to achieve/support?</b>
<b>Objective 1: Education</b>	Everyone who accesses education should be free from discrimination, bullying and abuse in educational settings.
<b>Objective 2: Work</b>	Promote a more inclusive workforce and improve the participation, wellbeing, and opportunities for development for those with protected characteristics.
<b>Objective 3: Living standards</b>	Tackle poverty and support independent living by considering the impact of any policy changes or decisions under the socio-economic duty
<b>Objective 4: Health and wellbeing</b>	Support and promote good mental and physical health within our communities and our workforce and provide opportunities to participate in leisure and cultural activities
<b>Objective 5: Safety and respect</b>	Ensure that people within our communities have access to services that support them to live without fear of violence or abuse, and to be treated with respect.
<b>Objective 6: Participation</b>	Encourage people and communities to participate and engage in issues that are important to them and influence the decisions that affect their lives.

Following this, we worked with a range of key managers across the authority to develop the 58 actions which sit under these six objectives.

We consulted with the public and equality groups on these actions and 647 participants shared their views with us via surveys. Details of this consultation can be viewed [here](#). Following this, we developed our action plan which was approved by our Cabinet Equalities Committee on 10 March 2020.

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

## **2. Introduction**

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

To prepare this report, we collated data gathered from service areas updating progress in achieving their respective objectives. Data provided by service areas and partners, offer a continual way of monitoring progress against our objectives and actions.

## **3. Progress in meeting our objectives during 2021/22**

Key progress under our seven objectives can be summarised as:

### **Education**

- New Discrimination Incident Report Forms have been issued to all schools at the beginning of the academic year 2021/22, and discrimination incidents will be monitored and reported to Cabinet Committee Equalities
- All learners were invited to participate in learner evaluations throughout the academic year, which ask learners for their preferences on subject areas, delivery methodologies and also checks on learner satisfaction with courses delivered. Results of the annual report are fed back to learners and actions are taken in response to learner views, e.g., courses have remained online where learner indicated this was their preference.
- In addition, Individual Learning Plans have been completed by all learners on all courses, which gives the learners the opportunity to disclose any learning needs and discuss these with their tutor in the first instance to ensure that learning needs are met on their programme of learning.

- Laptops, tablet and connectivity devices have been loaned to learners throughout the academic year. Grants have been utilised to purchase additional resources which will support learners further.

## Work

- Campaigns have taken place for carers, LGBTQ+ history month, Black History Month, White Ribbon Day, Shwmae Sumae Day and Disability History month.
- Employees have been encouraged to provide and update their own personal equality details to assist with equality workforce monitoring. This is also encouraged when communicating on equality matters.
- The council continues to report annually on the gender pay gap, which is a statutory equality measure of the difference in average pay of men and women, irrespective of their work, across the organisation. It is different from equal pay, which compares how men and women are paid for carrying out the same or comparable roles.

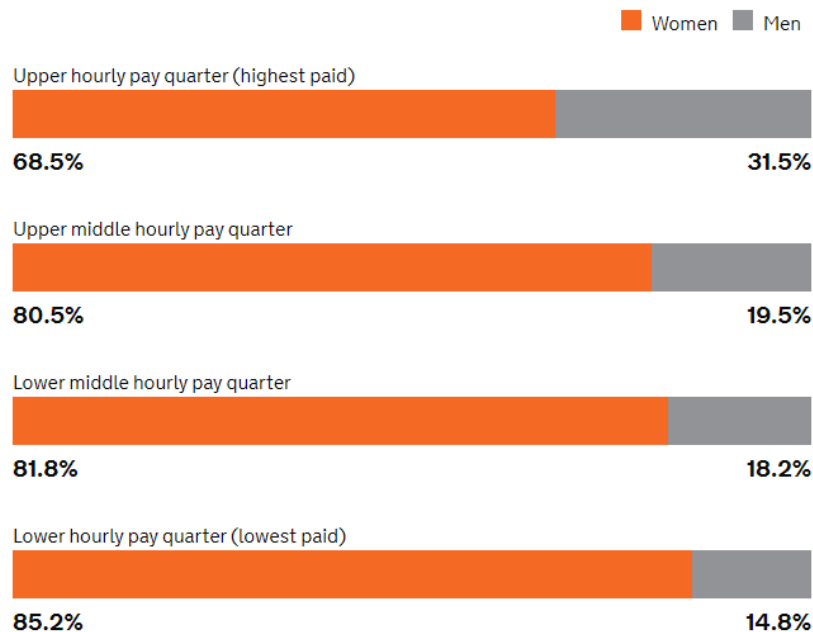
For reporting purposes, schools are individual organisations and therefore are not included in the council's gender pay data in the table below.

<b>BCBC (excluding schools)</b>	<b>31st March 2022</b>	
	<b>Median</b>	<b>Mean</b>
<b>Male</b>	£12.17	£14.25
<b>Female</b>	£10.60	£12.54
<b>Pay Gap</b>	12.9%	12.0%
<b>Female compared to Male £1</b>	£0.87	£0.88

The council has a predominantly female workforce which occupies a high percentage of jobs across all four pay quartiles, as demonstrated in the table extract below from our 2022/23 gender pay gap report.

## The percentage of women in each pay quarter

In this organisation, women occupy 68.5% of the highest paid jobs and 85.2% of the lowest paid jobs.



A variety of factors including the range of in-house services, and full/part time and gender profiles, will affect the pay gap position. The employee figures include all those in corporate roles on a permanent, temporary, and casual basis at the snapshot date of 31 March 2022.

- The council continued to make progress on appointing apprentices, with 40 employed during 2021/2022. The council has appointed two graduates as part of its corporate graduate programme.
- The council has held its status as a Disability Confident Employer, which will be reviewed in November 2023.
- Collaboration has taken place between the council and Remploy, the UK's leading disability specialist in transforming lives through sustainable employment, on recruitment. This has involved supporting their clients to apply for vacancies in the council and appointments have been made as a result.
- Remploy promote council vacancies and they have been invited to give any suggestions/considerations regarding the council's recruitment process.
- All equality related e-learning modules have been reviewed and updated.
- The Equality Awareness Workshop has been updated to include Unconscious Bias, Critical Thinking and Hidden Disabilities. Three workshops have been held with 24 delegates attending.

- During 2021/2022, three LGBTQ+ workshops, facilitated by Stonewall, have taken place with 24 delegates attending.
- Referrals to and from other providers are continuing as Employability Bridgend triage clients to the best service to meet their needs from the large range of provision across the county.
- Employability Bridgend works with strategic partners such as DWP and Working Wales to identify and fill gaps in provision to ensure clients get the best service.

### **Living standards**

- The Equality Impact Assessment has been updated to include poverty as a protected characteristic as per the statutory duty.
- With effect from 1 April 2021, payment of the Real Living Wage positively impacted on 1,038 employees, of whom 88% were female.
- In March 2022 the council became an accredited Living Wage Employer, the second local authority in Wales to have been certified by the Living Wage Foundation.
- Training on the implementation of the socio-economic duty has been completed and rolled out to staff members. There is also a dedicated page on the website which staff can refer to for guidance.
- Food parcels for pupils entitled to free school meals were replaced by payment vouchers in October 2021. Digital payment vouchers are provided for holiday periods and for COVID-19 related self-isolation. This support is now expected to end in February 2023.
- The School Holiday Enrichment Programme (Food and Fun) was offered at two secondary schools within Bridgend (Cynffig Comprehensive and Coleg Cymunedol Y Dderwen). The programme ran from Monday 26 July to Thursday 12 August, four sessions per week were offered in line with the Welsh Local Government Association guidance. Both programmes offered 33 places to children from the primary sector aged 9-11 years. Take was effective and the evaluation of the programme is now underway. Initial feedback from staff and the children who attend is excellent.

### **Health and wellbeing**

- There has been regular health and wellbeing employee communications which promote a wide range of physical activities to enable self-help. Some examples include:

- Cycle to Work
  - Halo membership
  - Nature walks
  - World Cancer Day
  - Employee wellbeing checklist to include physical activity
  - Eating disorders
  - Nutrition & Hydration week
  - World Sleep day
  - World Oral Health day
- Employees have accessed a range of courses to help support and/or manage mental wellbeing. A total of 9 courses were provided to 61 employees. Some were provided internally in-house including Mental Health Awareness, Mindfulness and Resilient Training, whilst others were delivered in partnership through Wales Union Learning Fund (WULF) resources.
  - In addition to the Mental Health awareness courses being promoted to employees, the council's Employee Assistance Programme, via Care First has continued to deliver webinars (3 per week) on a range of wellbeing issues.
  - Weekly staff messages continue to signpost employees to various support and resources on a varied range of health and wellbeing issues.
  - Staff survey indicated that employees were interested in participating in networks for mental health, carers and menopause.
  - The council's HR policies provide a range of options that can be accessed to provide carers with flexibility in employment. These will all feature in the council's carers' policy.
  - As restrictions have eased, in terms of sport, leisure and culture, there has been a progressive rebuilding of participation, particularly in relation to targeted population groups. Social care recovery investment has been supporting leisure access for care experienced children, young carers and also children and families with additional needs. Where there are third sector organisations in place, they have been supported to co-produce a range of community opportunities and programmes making best use of a range of investments. In particular work has progressed with the Bridgend Inclusive Network Group (BING) with a focus on supporting third sector groups to be more inclusive and to be confident to do so.
  - Partnership working with Disability Sport Wales and central south local authorities has continued. A new regional approach will be developed by DSW for 2023 onwards. The success of the partnership with Bridgend Inclusive Network Group continues and community and educational opportunities have been developed together with new and expanded partnerships. Bespoke community opportunities have been launched offering evening activities to children and young people differently able, creating a

safe environment to promote wellbeing, physical activity and social connections.

- BCBC has worked with a range of partners during the year to support play sufficiency assessment, action planning and delivery of initiatives. BCBC has a duty to work with partners to secure a sufficient quantity and quality of play opportunities and the range of partnerships has expanded during 21-22. A range of government initiatives have been supported such as Summer of Fun, Holiday Play works and the Winter of Wellbeing programme. There were over 10,000 individual beneficiaries for the latter programme. A focus has been retained on redressing imbalances and supporting vulnerable groups within these programmes whilst also promoting inclusive approaches. A vulnerable hub programme was delivered to support children and young people known to social care, disability specific opportunities supported, Welsh language activities and a focus on a broader range of ages including youth groups via the Bridgend Youth Matters network.
- The Council has continued to offer its disability play and activity programmes although modified approaches are sometimes required. BCBC has ensured that programmes delivered by the third sector and community groups, leisure venues, libraries and with town and community councils were supported where feasible. Welsh Government play capital supported some improved features and accessibility in leisure settings also.

### **Safety and respect**

- The application deadline for the EU Settlement Scheme has now passed. Application support is available for those who submit late applications under reasonable grounds. BCBC will continue to signpost to support agencies that offer this service and the GOV.UK website, where residents can find a list of reasonable grounds for late applications. We have conducted a successful social media campaign to encourage residents to submit late applications. Bridgend has exceeded its predicted target of EUSS applications by 100%.
- BCBC has continued to monitor and respond to community tensions relating to Brexit. Brexit related tensions have since decreased since the EU Referendum however tensions may arise as a result of policy changes.
- BCBC continue to work with community and equality groups within the Bridgend Community Cohesion Forum (BCCEF), representatives from across the community representing a wide range of organisations meet quarterly to share practice, receive joint briefings and training. All members are invited to share information about BCCEF with other organisations with the aim to increase membership and representation.
- Work is ongoing to support Pride events. Events have been cancelled due to the Covid-19 pandemic, however it is expected to return to in-person events in 2022. In 2021 we promoted an online calendar of events for LGBTQI+ history month that was shared via social media and internally with staff. Proud

Councils also worked together in 2021 to create an art completion around Pride Cymru on the theme "becoming me".

- Engagement tables were held throughout Hate Crime Awareness Week with Community Safety Partnership (CSP) & South Wales Police (SWP) at local college campus and comprehensive schools. A social media campaign also took place, promoting the meaning of hate crime/incidents and hate online.
- Hate Crime Awareness sessions have been delivered by Victim Support to staff and key partners. Key objectives of the session included the definitions of hate crime and hate incident, terminology, who could be vulnerable to this form of crime and how staff can support in their professional and personal life.
- BCBC has continued to raise awareness of new potential victims of hate crime based on evolving global events and trends, i.e., Anti-Russian/Ukrainian rhetoric.
- Refugee and Asylum Seeker Awareness Raising sessions delivered to staff by Displaced People in Action. These sessions highlight the risk of refugees becoming victims of hate crimes and support pathways available.

## **Participation**

- The consultation team discuss the need for youth and easy read surveys with all services, and continue to work with People First Bridgend and the youth council to develop and promote youth and easy read consultations.
- The citizens panel continue to receive key consultations. Face-to-face Citizen Panel live engagement events have not yet recommenced since the impact of Covid-19, but is being explored to look at reintroducing.
- The youth council were consulted on the 2021 annual budget consultation and have engaged with key consultations throughout 2021.
- The annual budget consultation and the Bridgend Town Centre Masterplan produced easy read versions of surveys to ensure inclusion.
- Annual budget, Bridgend Town Centre Masterplan and Local Development Plan consultations shared with BCCEF, and engagement events have taken place via online meetings
- Information and events such as PRIDE Cymru, Black History Month, Holocaust Memorial Day, Hate Crime awareness month and others promoted via bi-lingual corporate social media channels as well as press releases and internally via Bridgend's weekly messages.
- BCBC have promoted campaigns via Twitter, Facebook, Instagram and the BCBC website, including:



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

- International Men's day
- Carers rights day
- Safeguarding week

#### **4. Communication, consultation and engagement**

Between 1 April 2021 and 31 March 2022, the council carried out 13 public consultations:

Pencoed Level Crossing and Penprysg Road Bridge
Porthcawl Harbour Byelaws
Public Service Board Wellbeing Assessment
Public Service Protection Order
Welsh Language Strategy
Porthcawl Tourism 2021
Shaping Bridgend's Future Consultation 2021
Bridgend Traditional Foster Carers
Active Travel
Bridgend West Primary School
Ysgol Cynwyd Sant Consultation
Tremains Primary School
Ysgol Gymraeg Bro Ogwr

Citizens' Panel members were sent the following surveys:

- Public Service Board Wellbeing Assessment
- Shaping Bridgend's Future Consultation 2021

Due to the Covid-19 pandemic, there were no Citizen Panel engagement events undertaken between 1 April 2021 and 31 March 2022.

#### **5. Equality Impact Assessments (EIAs)**

A total of 266 employees have completed the e-learning modules, with 10 employees doing so in 2021/2022. A further 3 EIA workshops were delivered to 25 delegates.

#### **6. Procurement arrangements**

Service areas work with the procurement team to ensure that EIAs are integrated in the procurement process. The contract procedures rules require contracts which are

subject to the contract procedure rules to include, as a minimum, clauses relating to equalities and human rights, Welsh language Standards and Modern Slavery. Equality issues are fully integrated into the procurement process from pre-qualification to awarding of contract. The Welsh language standards clause is included in contracts where compliance with the Welsh Language compliance notice is required.

## 7. Employment Information

This report is based on employment information as at 31 March 2022 at which point there were 5887 employees, including those employed in schools.

This report contains the data, where disclosed, on the protected characteristics of the workforce.

### Headcount & Gender

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

Male – 1232



Female - 4655



At present this report does not include any other gender categories as this data is not currently captured. Information within this report is voluntarily provided by employees and percentage figures reflect the information available as a percentage of the whole workforce.

When comparing with data from 31.03.2021 the overall headcount has decreased by 42 employees.

Figure 1 shows the workforce headcount by directorate and schools and the accompanying figure 2 informs the gender breakdown within these.

Figure 1

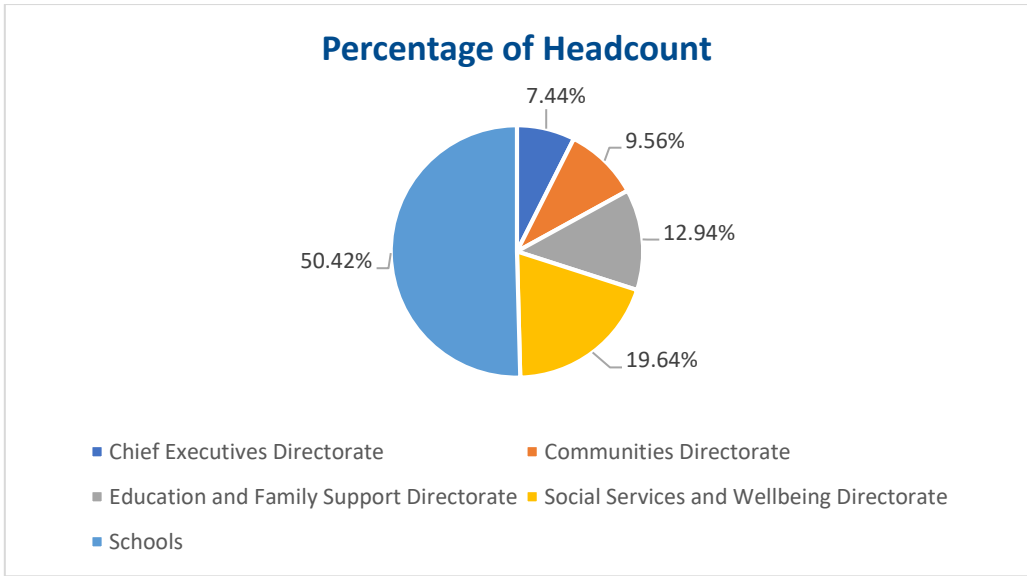
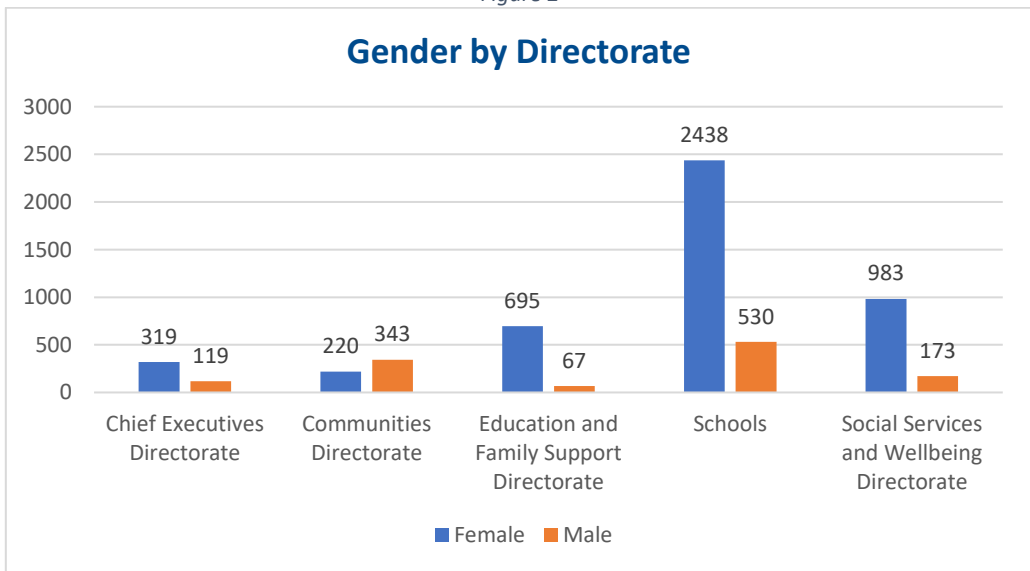


Figure 2



The breakdown of the workforce by full and part time working is detailed below and by gender within figure 3. (part time workers also includes casual staff).

# 45%

of workforce work  
Full Time

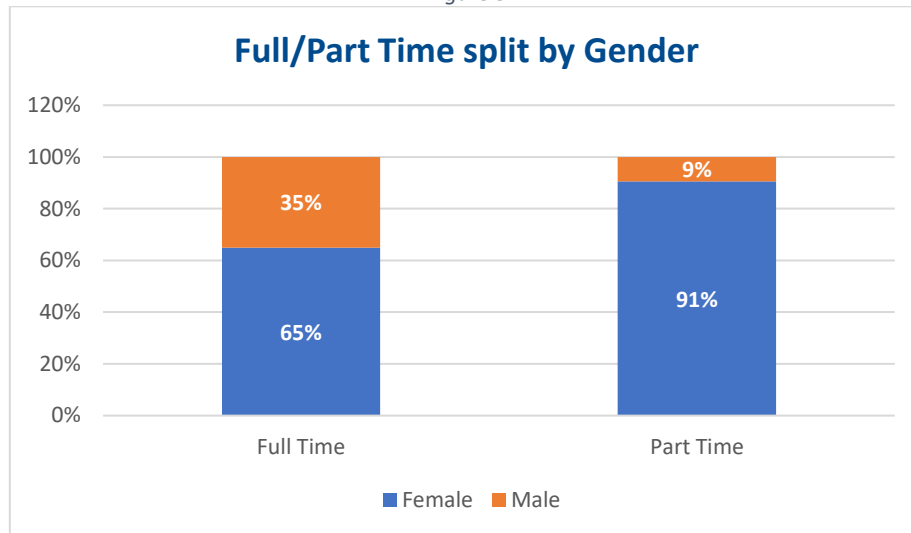
# 55%

of workforce work  
Part Time

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.

Figure 3



### Disability

3.6% of our workforce have declared that they have a disability, which represents a small increase from 20/21. Over 75% of the workforce have declared that they do not have a disability with 8.2% 'preferring not to say' and 12.09% not declaring.

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.

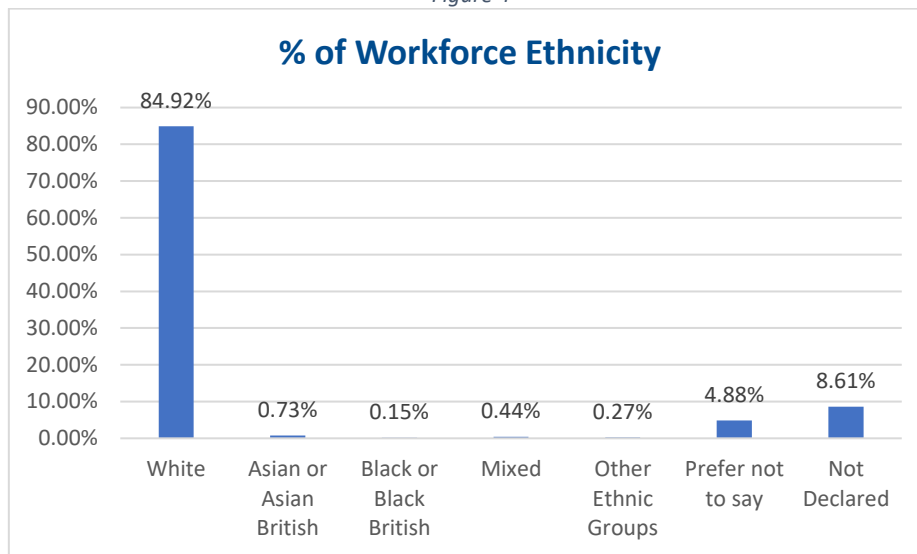
The council vacancies continue to be featured on the SCOPE (disability equality charity) website.

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'.

### Ethnicity

Figure 4 shows ethnicity within the workforce which is at 1.6%. 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.

Figure 4



During November 2021 the council showed its commitment to tackling Islamophobia by adopting the All-Party Parliamentary Group on British Muslims' definition:

*'Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness.'*

The adoption of this definition aims to demonstrate the council's commitment to supporting the Muslim community and its workforce and to work with them to tackle Islamophobia.

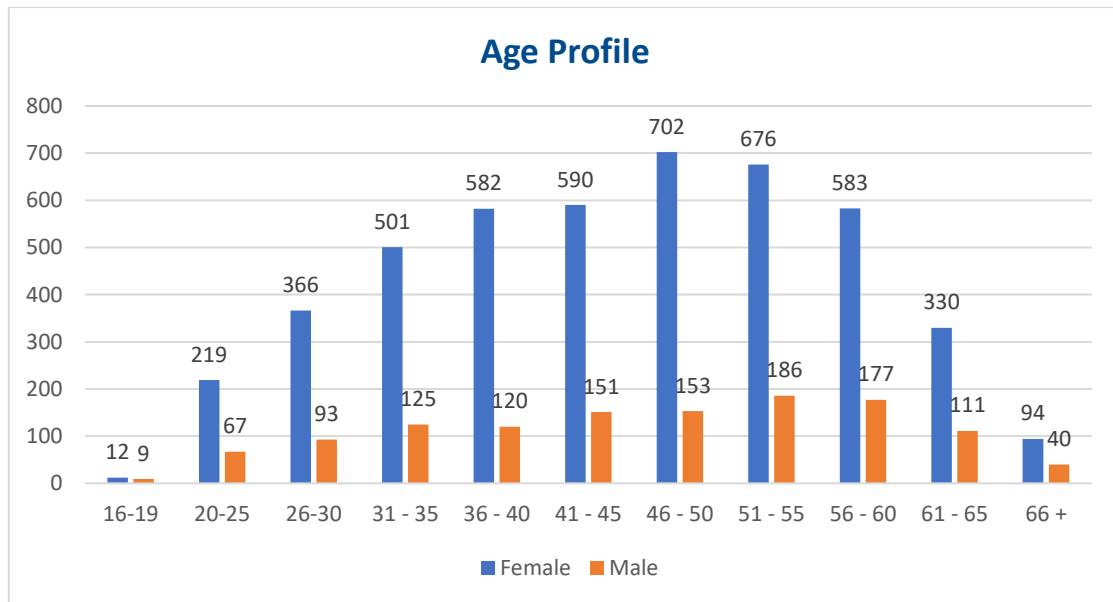
As a local authority we are one of 900 organisations across Wales who have signed up to the Zero Racism Wales Pledge. Thereby agreeing to take a stand against racism and promote a more inclusive and equal workplace and society that gives every individual in Wales the right to feel safe, valued and included.

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

The average age of the council workforce is currently at 45, with the largest number of employees (1378) being within the 46-55 age bracket.

Figure 5



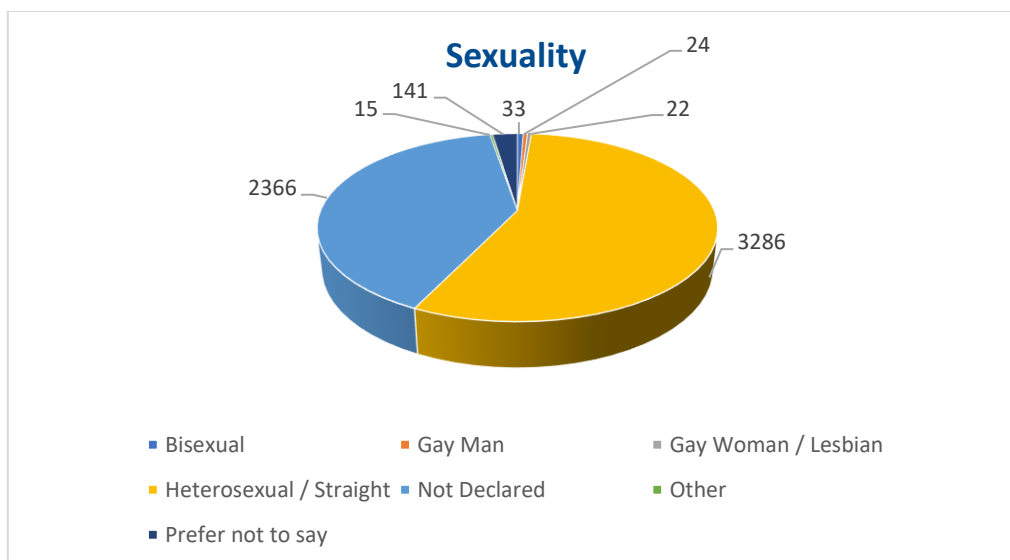
The Census 2021 (first phase release) stated ‘the trend of population ageing has continued, with more people than ever before in the older age groups’.

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.

### Sexuality

Figure 6 informs most employees have categorised themselves as heterosexual, with 40% of the workforce not declaring their sensitive personal information and 2.4% of employees preferring not to say. It is important to note that reporting of this information is not a mandatory requirement.

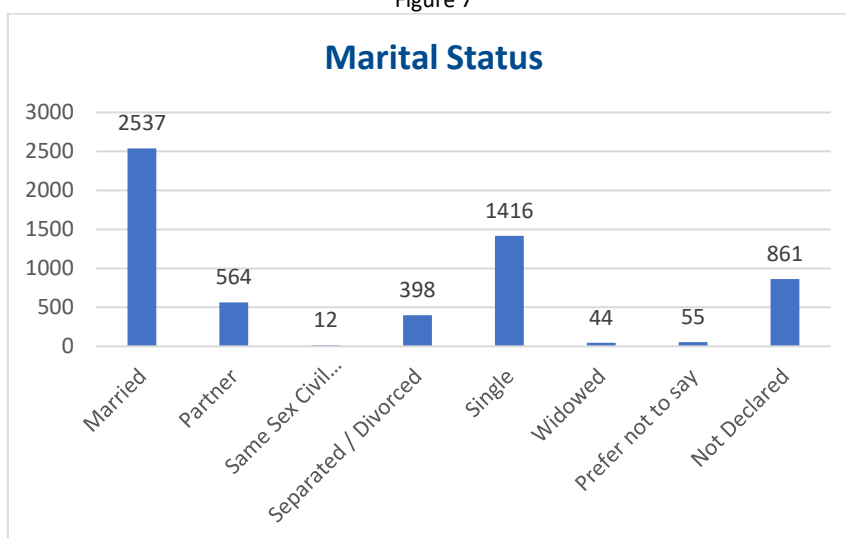
Figure 6



### Marital Status

The marital status of the council's workforce is detailed below. 84% of the workforce have declared their status, with 0.9% preferring not to say and 15% not declaring.

Figure 7



### Religion and Belief

Table 1 below shows the different religions/beliefs of the workforce. The council's largest is Christianity – Church of Wales at 12%. However, 40% of the workforce have not declared what their religion/belief is.

Table 1

Religion/Belief	Number of Employees	% of Workforce
Agnostic	214	3.6%
Atheist	235	4.0%
Buddhist - Hinayana	*	*



Buddhist - Mahayana	*	*
Christian - Anglican	36	0.6%
Christian - Church in England	245	4.2%
Christian - Church in Wales	705	12.0%
Christian - Orthodox	65	1.1%
Christian - Protestant	194	3.3%
Christian - Roman Catholic	250	4.2%
Hinduism	8	0.1%
Islam - Sunni	11	0.2%
Judaism - Reformed	*	*
Muslim	*	*
Taoism	*	*
Any other religion or belief	70	1.2%
No Religion	1298	22.0%
Prefer not to say	177	3.0%
Not Declared	2367	40.2%

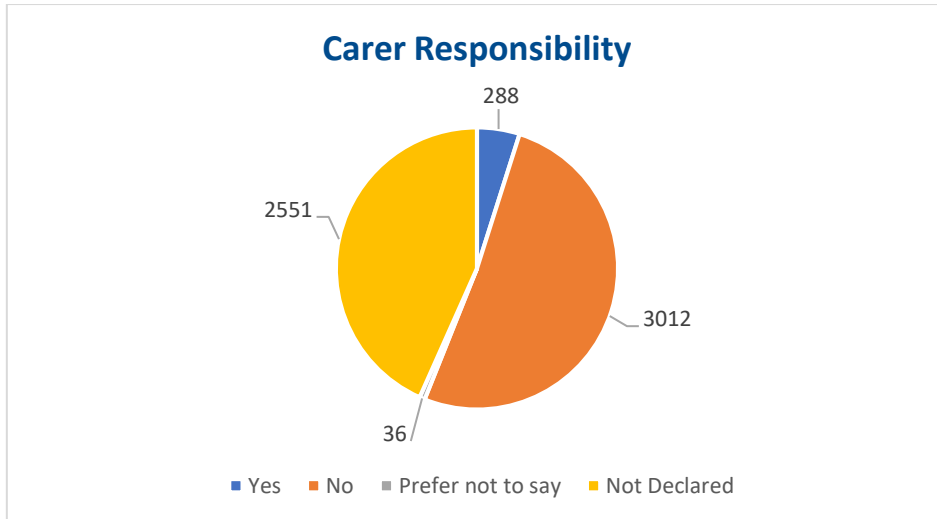
### Pregnancy & Maternity

During the year 2021/22, 209 employees had been on maternity leave.

### Caring Responsibilities

Figure 8 details the number of employees who have identified themselves as being carers.

*Figure 8*



Following a staff survey in 2021, staff indicated that they would appreciate having a network for employees that have an unpaid caring role outside of work. A Carers Staff Network group has been established and will support employees who are unpaid carers, as well as build upon the caring culture that already exists within the council. The group will also provide a repository of information for staff, ranging from their rights and entitlements to practical advice, guidance and support, the group is also intended to encourage an open dialogue between employees and line managers so that staff feel confident about asking for support when it is needed.

Welsh Language

Table 2 shows the number of employees that have Welsh Language skills within our workforce.

Table 2

Description	Total
<b>Welsh Speaker</b>	<b>1394</b>
'A little'	970
'Fairly Good'	149
'Fluent'	275

Description	Total
<b>Welsh Reader</b>	<b>1462</b>
'A little'	1007
'Fairly Good'	177
'Fluent'	278

Description	Total
<b>Welsh Writer</b>	<b>1254</b>
'A little'	847
'Fairly Good'	158
'Fluent'	249

To put this into context:

- 16.48% of the council’s workforce stated that they were able to speak Welsh ‘a little’
- 2.53% stated they could speak Welsh ‘fairly good’
- 4.67% stated they could speak Welsh ‘fluently’
- 17.11% of the council’s workforce stated that they were able to read Welsh ‘a little’
- 3.01% stated they could read Welsh ‘fairly good’
- 4.72% stated they could read Welsh ‘fluently’

- 14.39% of the council’s workforce stated that they were able to write Welsh ‘a little’
- 2.68% stated they could write Welsh ‘fairly good’
- 4.23% stated they could write Welsh ‘a little’

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

	<b>Read Welsh</b>	<b>Write Welsh</b>	<b>Understand spoken Welsh</b>
<b>Bridgend</b>	16.3%	14.8%	20.2%

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

Opportunities are also available for employees to undertake Welsh language training which includes ‘Cwrs Mynediad’ delivered by the University of South Wales. During the year 26 employees attended year 1 of this training, whilst 28 employees were supported to attend Welsh language courses within the community.

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

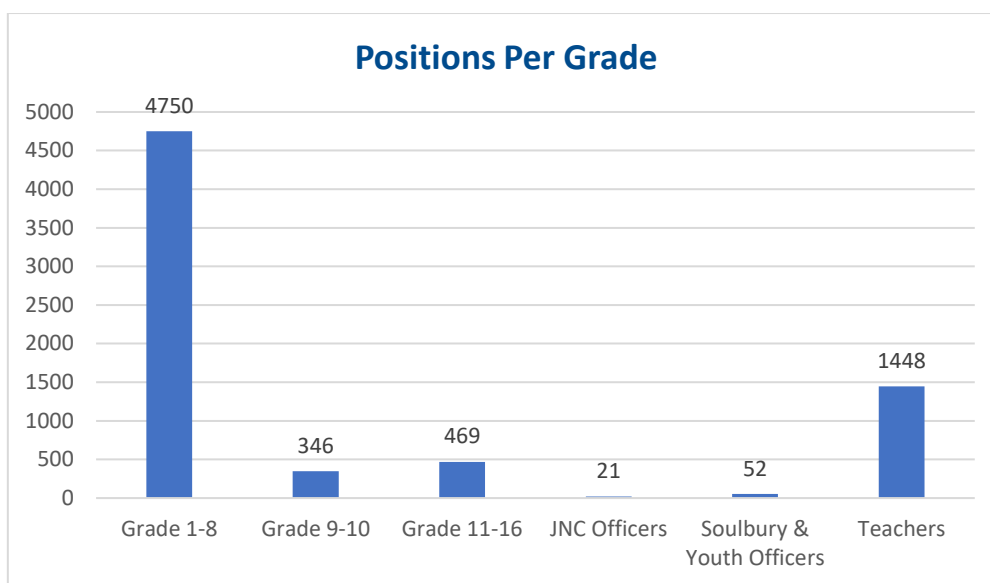
All apprentices are encouraged to gain new Welsh language skills. Prentis-iath courses are for apprentices who have little or no Welsh language skills and highlights the importance of the Welsh language as a workplace skill.

### **8. Employees as at 31 March 2022 by Grade**

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

Figure 9 shows the number of positions within the council’s pay and grading structure. When an employee has more than one position they will be counted for each position they hold. (As such the figures will not correlate with other totals in this report, which are based on headcount)

Figure 9



When comparing against 31.03.2021 there has been a decrease in positions that fall within grade 1-8 and 11-16, with an increase in positions in grade 9-10, JNC Officers and teachers. Soulbury has seen an increase by 1 position.

Table 3 shows the gender within each of the grading groups.

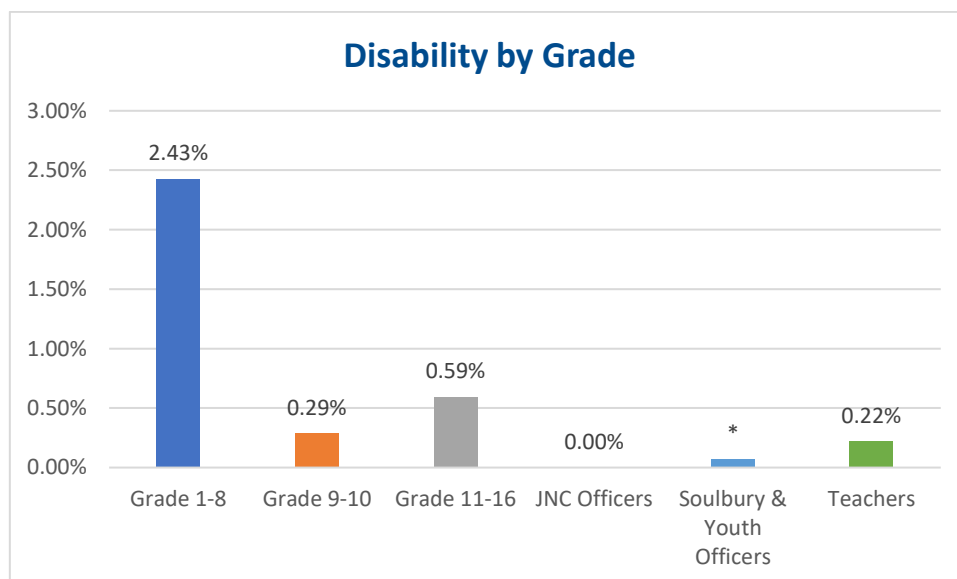
Table 3

Grade	Female	Male
JE grades 1 – 8 (£18,333 - £26,446) (as at 31.03.2022)	4026	724
JE grades 9 – 10 (£28,226 - £32,798) (as at 31.03.2022)	236	110
JE grades 11 – 16 (£34,373 - £53,665) (as at 31.03.2022)	323	146
JNC Officers (£56,951 - £145,099) (as at 31.03.2022)	10	11
Soulbury & youth officers (£21,814 - £67,278) (as at 01.09.2021)	43	9
Unqualified teachers, Teachers, head, deputy, and assistant head teachers (£18,487 - £119,248) (as at 01.09.2021)	1096	352

### Disability

Figure 10 provides a summary of employees with a disability by grade. It shows the majority of the disabled workforce are falling within grades 1-8.

Figure 10



Since the 20/21 report there has been a slight increase across all grades with JNC Officers staying the same.

### Ethnicity

Table 4 details the ethnicity of staff by grade. The number of employees who are Black and Ethnic Minority have been collated together due to numbers being low.

Table 4

Grades / Ethnicity	Grade 1-8	Grade 9-10	Grade 11-16	JNC Officers	Soulbury & Youth Officers	Teachers
White	53.95%	5.20%	7.39%	0.31%	0.70%	17.38%
Ethnic Groups	1.07%	*	0.22%	*	0.00%	0.24%
Prefer not to say	2.96%	0.19%	0.12%	*	0.00%	1.60%
Not Declared or Stated	7.12%	0.37%	0.20%	*	*	5.71%

### Age Profile

Table 5 shows the percentage of the council's workforce by grade.

Table 5

Grades / Age Category	16-25	26-35	36-45	46-55	56-65	66+
Grade 1-8	4.03%	10.01%	13.08%	17.50%	15.46%	2.07%
Grade 9-10	0.17%	0.87%	1.44%	1.87%	1.27%	0.00%

Grade 11-16	*	0.97%	2.04%	2.60%	2.02%	0.15%
JNC Officers	0.00%	0.00%	0.08%	0.19%	0.08%	0.00%
Soulbury & Youth Officers	*	0.17%	0.14%	0.29%	0.08%	0.02%
Teachers	0.93%	6.42%	7.73%	6.73%	1.48%	0.03%

### Sexuality

Table 6 is a breakdown of employees by sexual orientation and their grades. Information is held on 57% of the workforce, which is a slightly improved position than the previous year.

Table 6

<b>Grades / Sexuality</b>	<b>Grade 1-8</b>	<b>Grade 9-10</b>	<b>Grade 11-16</b>	<b>JNC Officers</b>	<b>Soulbury &amp; Youth Officers</b>	<b>Teachers</b>
Bisexual	0.41%	*	*	0.00%	0.00%	*
Gay Man	0.22%	*	0.10%	0.00%	0.00%	*
Gay Woman / Lesbian	0.25%	*	*	0.00%	0.00%	*
Heterosexual / Straight	36.79%	4.16%	6.32%	0.27%	0.59%	7.68%
Other	0.20%	*		*		*
Prefer not to say	1.48%	0.14%	0.42%		*	0.34%
Not Declared	22.78%	1.24%	0.88%	0.07%	0.14%	15.08%

### Marital Status

Table 7 shows the marital status of the council's workforce by grade, with 87% declaring their marital status.

Table 7

<b>Grades / Marital Status</b>	<b>Grade 1-8</b>	<b>Grade 9-10</b>	<b>Grade 11-16</b>	<b>JNC Officers</b>	<b>Soulbury &amp; Youth Officers</b>	<b>Teachers</b>
Married	26.89%	2.75%	4.69%	0.27%	0.39%	8.10%
Partner	6.64%	0.58%	0.76%	*	*	1.53%
Same Sex Civil Partnership	0.10%	0.00%	*	0.00%	0.00%	*
Separated / Divorced	5.10%	0.54%	0.61%	*	*	0.46%
Single	14.27%	1.22%	1.32%	*	0.22%	6.98%
Widowed	0.56%	*	0.10%	0.00%	0.00%	*
Prefer not to say	0.70%	*	0.08%	0.00%	0.00%	0.14%
Not Declared	7.88%	0.46%	0.20%	*	*	6.01%

## Welsh Language

With regards to Welsh language the majority of the council's employees who are Welsh speakers, readers and writers fall within grades 1-8.

Table 8

<b>Welsh Speaker</b>	<b>Grade 1-8</b>	<b>Grade 9-10</b>	<b>Grade 11-16</b>	<b>JNC Officers</b>	<b>Soulbury &amp; Youth Officers</b>	<b>Teachers</b>
A little	9.72%	1.04%	1.53%	*	0.10%	4.08%
Fairly Good	0.92%	0.08%	0.22%	*	*	1.26%
Fluent	2.26%	0.27%	0.36%	0.00%	*	1.72%

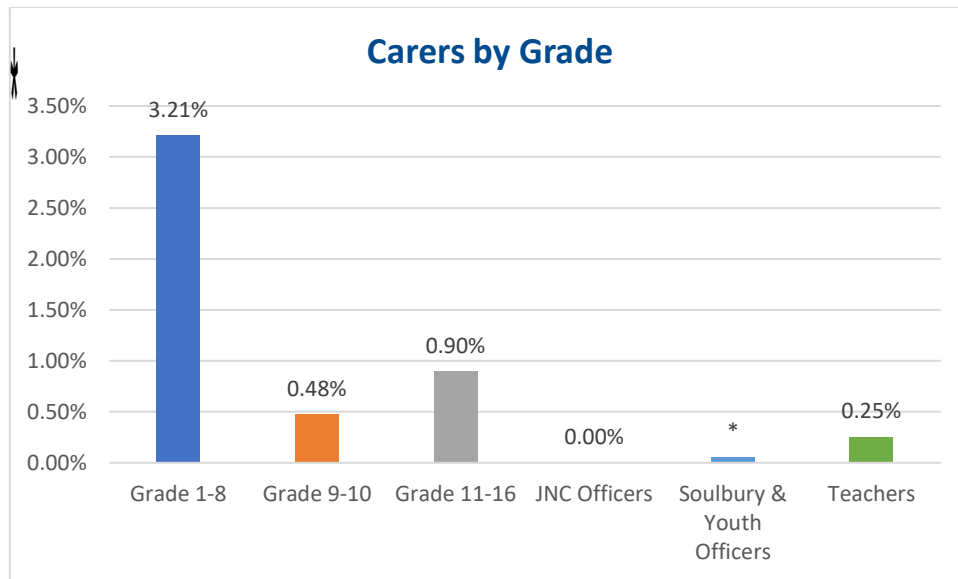
<b>Welsh Reader</b>	<b>Grade 1-8</b>	<b>Grade 9-10</b>	<b>Grade 11-16</b>	<b>JNC Officers</b>	<b>Soulbury &amp; Youth Officers</b>	<b>Teachers</b>
A little	10.28%	1.12%	1.46%	*	0.17%	4.03%
Fairly Good	1.22%	0.12%	0.27%	*	*	1.36%
Fluent	2.33%	0.22%	0.37%	0.00%	*	1.73%

<b>Welsh Writer</b>	<b>Grade 1-8</b>	<b>Grade 9-10</b>	<b>Grade 11-16</b>	<b>JNC Officers</b>	<b>Soulbury &amp; Youth Officers</b>	<b>Teachers</b>
A little	8.31%	0.87%	1.02%	0.00%	0.19%	4.01%
Fairly Good	1.10%	0.12%	0.32%	*	0.00%	1.12%
Fluent	2.04%	0.20%	0.24%	0.00%	*	1.68%

## Carers Responsibility

Out of the 288 employees that have confirmed themselves as being carers, 3.21% fall within grades 1-8 as demonstrated in figure 11. This is a slightly improved position than the previous year.

Figure 11



### 9. Job Applicants

Due to discrepancies with the data, this information is not available at the time of this annual report.

### 10. Employee Training

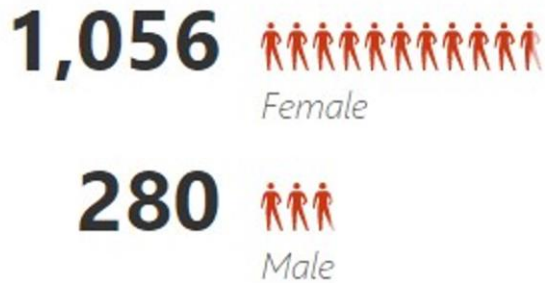
The council's corporate staff training provision, is categorised as follows:

- **Post entry training** – service specific training is requested by employees via the post entry training policy. Only requests agreed by line managers are forwarded to human resources and so it is not possible to identify any that may have been rejected.
- **Face to face training** – the majority of face-to-face training is targeted at employees based on the nature of the role and responsibilities. As such no requests for this training have been declined.
- **E- Learning** – the majority of corporate training is provided via e-learning which in the majority of cases can be accessed directly by employees.

During 2021/2022 all training programmes were active with an extensive programme of delivery being offered online. E-learning modules were completed by 1336 employees. Where a percentage breakdown has been used this is based on the total number of employees that have undertaken e-learning (1336).



# GENDER OF EMPLOYEES



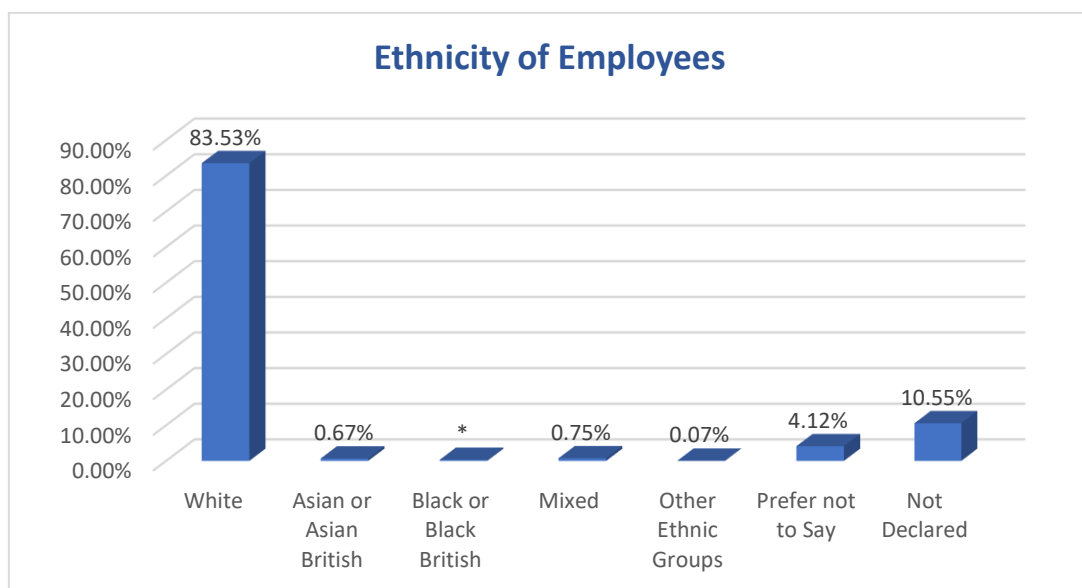
## Disability

Of the employees undertaking training, 3.67% (49) identified as having a disability, with 13.62% not declaring, 76.42% informing they were not disabled and 6.29% preferring not to say.

## Ethnicity

The number of employees who identified as ethnic minority was 1.79%. Employees identifying as white is a similar percentage to the workforce (83.53%), which is lower than the previous year.

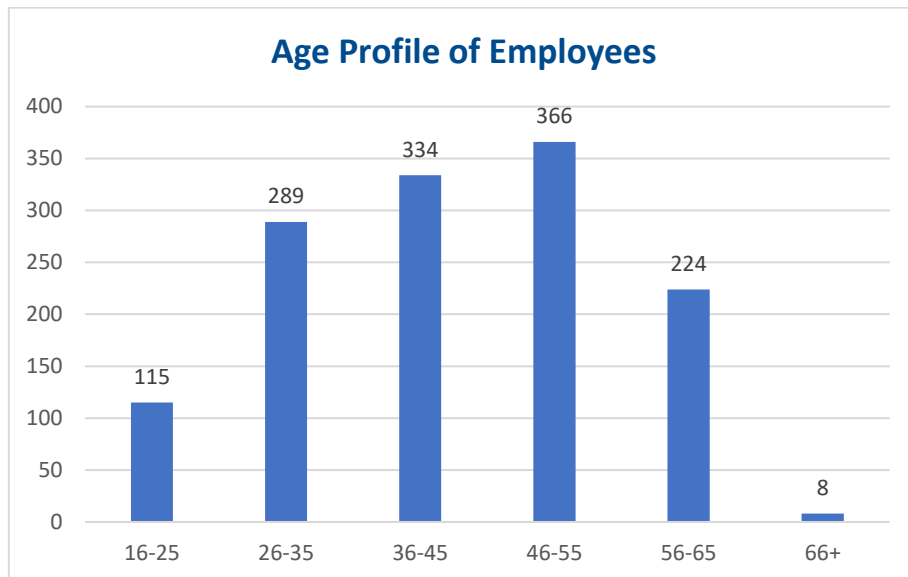
Figure 126



## Age Profile

The highest percentage of delegates (27.40%) that undertook e-learning were in the age range of 46-55. This informs that 21.3% of the workforce within this age range (1717) has undertaken some corporate training during the period of this report.

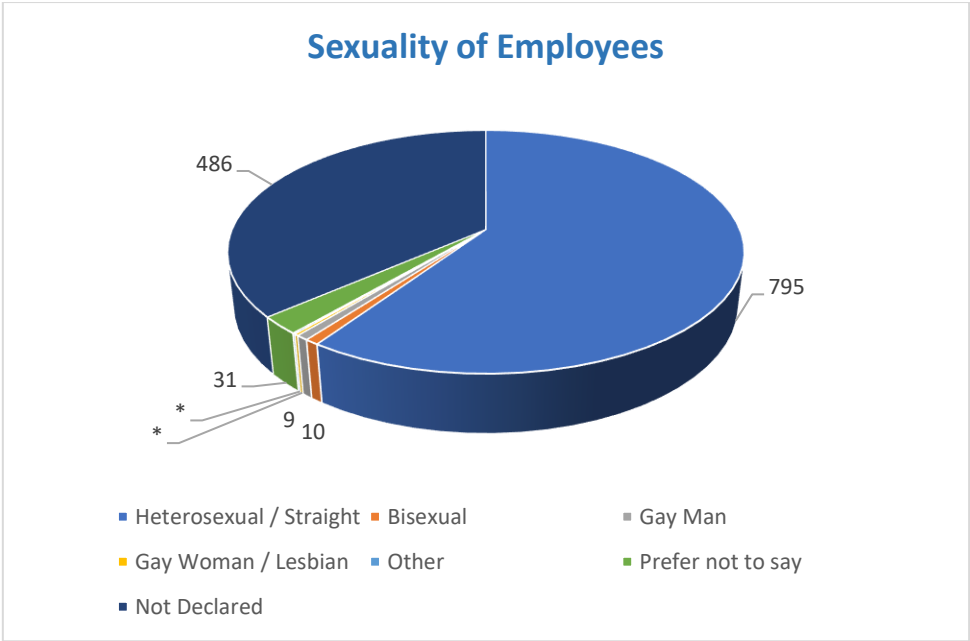
Figure 17



## Sexuality

As per the current workforce detail the majority of delegates fall within the Heterosexual/Straight category with a large number of delegates (36.38%) not declaring.

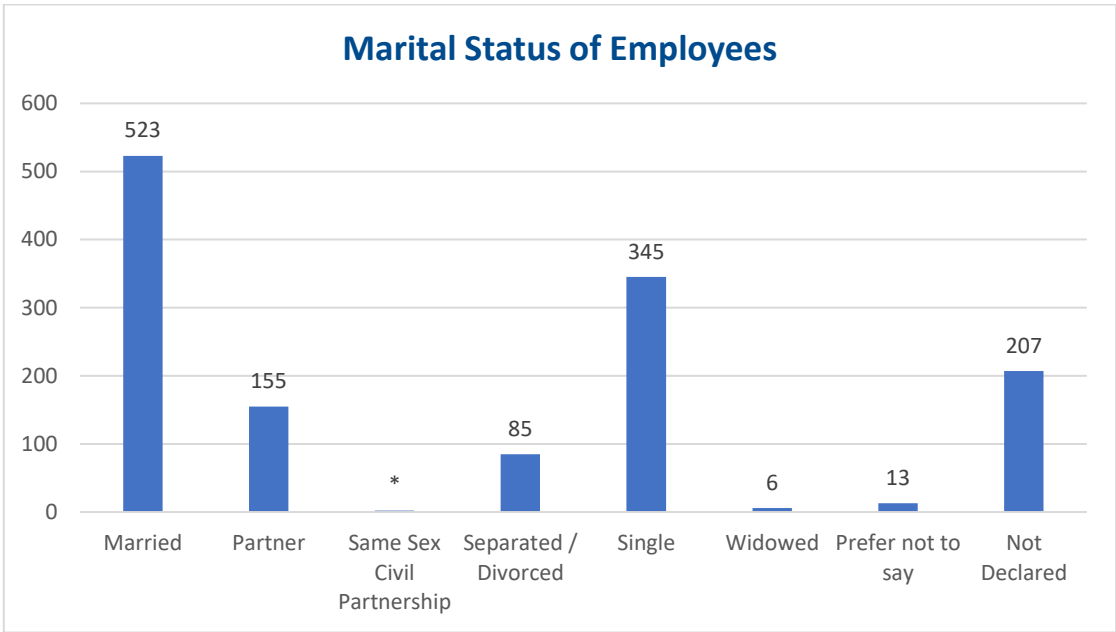
Figure 138



**Marital Status**

As per the workforce the majority of employees are within the married status, with 15.49% not declaring.

Figure 19



**Welsh Language**

Table 11 shows the Welsh Language skills of employees. Out of the 1336 employees, 4.27% stated they could speak Welsh fluently, a further 2.47% could speak Welsh fairly good and 21.03% stated they could speak Welsh a little.

Out of the 1336 employees, 4.27% stated they could read Welsh fluently, a further 2.77% could read Welsh fairly good and 22.38% stated they could read Welsh a little.

Out of the 1336 employees, 3.52% stated they could write Welsh fluently, a further 2.77% could write Welsh fairly good and 18.41% stated they could write Welsh a little.

Table 9

Welsh Speaker	Employees	Welsh Reader	Employees	Welsh Writer	Employees
A little	281	A little	299	A little	246
Fairly good	33	Fairly good	37	Fairly good	37
Fluent	57	Fluent	57	Fluent	47

### Carers Responsibility

Out of the 1336 employees 6.14% confirmed they were a carer.

There are no records in HR about any employee being refused access to any type of training. No grievances have been submitted.

### **11. Grievance and disciplinary matters**

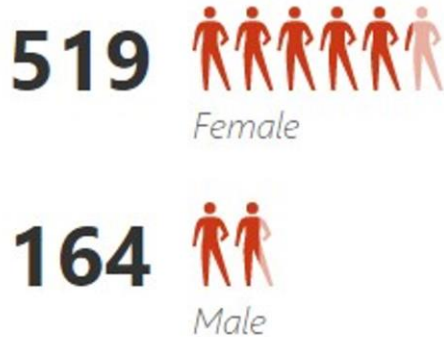
In relation to grievances, information will be available for future reporting. There were 5 disciplinary cases, however, we are unable to disclose the protected characteristics of these employees due to the amount of data being too small for us to interpret in a meaningful way. Albeit this information does not show any cause for concern.

### **12. Leavers**

The following data summaries the protected characteristics of the 683 individuals who left the employment of the council between 1 April 2021 and 31 March 2022. Data on protected characteristics (other than gender and age) is based upon information disclosed voluntarily by the employees.

Where a percentage breakdown has been used this is based on the total number of leavers.

# GENDER OF LEAVERS



## Disability

Of the employees that left the council 3.37% (23) identified as having a disability, with 14.79% not declaring, 73.65% informing they were not disabled and 8.20% not completing the required information.

## Ethnicity

Of those that have left the council, the majority were white, with 2.35% of staff leaving from Black Asian and Ethnic Minority groups.

Figure 140

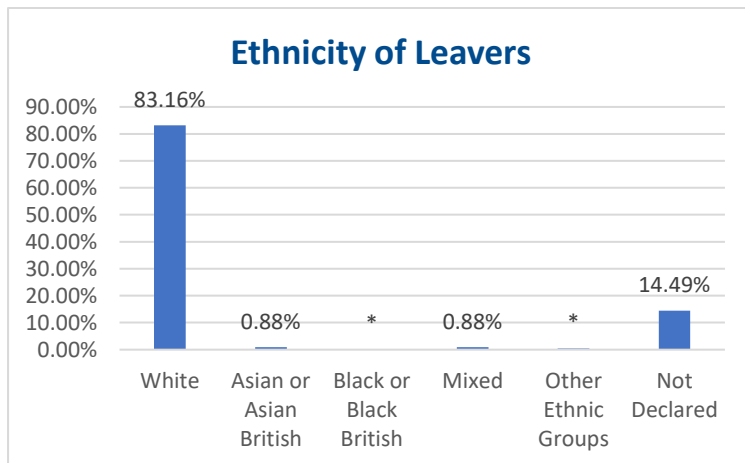


Table 10

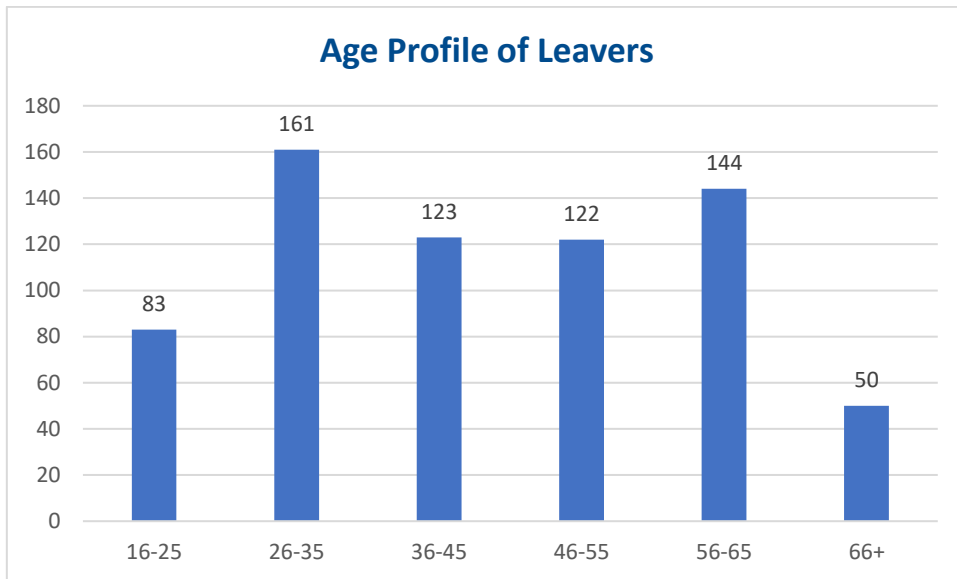
Leavers Ethnicity	
White	568
Asian or Asian British	6
Black or Black British	*
Mixed Ethnicity	6
Other Ethnic Group	*
Not Declared	99

## Age Profile

21.08% of leavers were in the 56-65 age category, of which 68% of those retired, either early or at age – voluntary. 23.57% of leavers were aged between 26-35. Of

these leavers 75% resigned from the council, and 20% left due to contracts coming to an end.

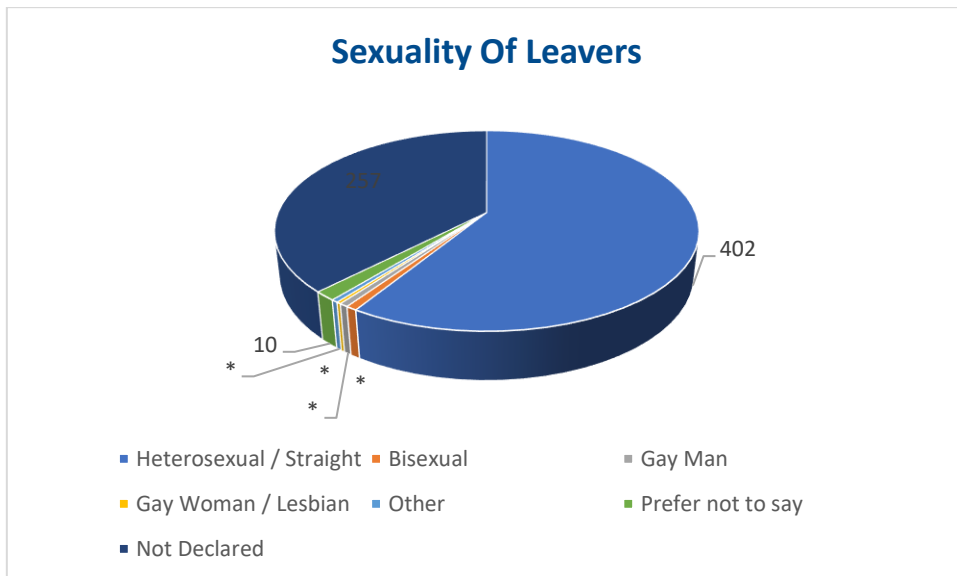
Figure 151



### Sexuality

Like with other areas the vast majority of leavers were within the Heterosexual / Straight category, with 37.63% of staff not declaring their sensitive information.

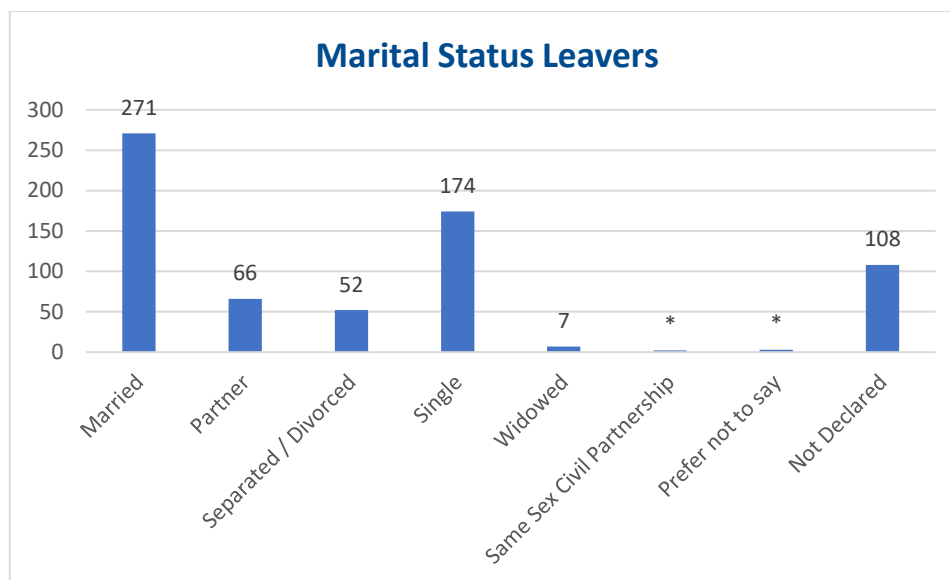
Figure 162



## Marital Status

In the main the marital status of leavers was married or single with 15.81% not declaring this protected characteristic.

Figure 173



## Welsh Language

Table 13 shows the Welsh Language skills of applicants. Out of the 683 leavers, 3.95% stated they could speak Welsh fluently, a further 1.90% could speak Welsh fairly good and 13.62% stated they could speak Welsh a little.

Out of the 683 leavers, 3.81% stated they could read Welsh fluently, a further 2.34% could read Welsh fairly good and 14.79% stated they could read Welsh a little.

Out of the 683 leavers, 3.51% stated they could write Welsh fluently, a further 2.05% could write Welsh fairly good and 11.86% stated they could write Welsh a little.

Table 11

Welsh Speaker	Leaver	Welsh Reader	Leaver	Welsh Writer	Leaver
A little	93	A little	101	A little	81
Fairly good	13	Fairly good	16	Fairly good	14
Fluent	27	Fluent	26	Fluent	24

## Carers Responsibility

The number of carers that left the organisation between 1 April 2020 and 31 March 2021 were 33, 11% of the total amount of carers employed during this period.

## **Conclusion**

The council continues to improve its data collection. However, this is dependent on individuals wishing to disclose their identity, which is particularly sensitive around some of the protected characteristics. Employees are offered the opportunity to state 'prefer not to say' which is useful data in its own right.

With extra promotion for employees to complete their personal and sensitive information via the council's employee self-service system it is hoped these categories of 'not declared' will decrease over the coming years.

## **13. Engagement and consultation**

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

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

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

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

## **14. Contact us**

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

By email: [equalities@bridgend.gov.uk](mailto:equalities@bridgend.gov.uk)

By telephone: 01656 643664

By textphone: 18001 01656 643643

By fax: 01656 668126

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

Our Customer Contact Centre is open from 8.30am to 5.00pm, Monday to Thursday and 8.30am to 4.30pm on Friday

This is our [complaints procedure](#).



## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET COMMITTEE EQUALITIES

23 NOVEMBER 2022

#### REPORT OF THE CHIEF OFFICER - FINANCE, PERFORMANCE AND CHANGE

#### COMMUNITY COHESION ANNUAL REPORT

#### 1. Purpose of report

- 1.1 The purpose of this report is to provide an annual report to Cabinet Committee Equalities on the work of the Welsh Government Funded Community Cohesion Officer and the community cohesion work of Bridgend Community Safety Partnership.

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

- 2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:
- **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.
  - **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.

#### 3. Background

- 3.1 In December 2018 Welsh Government issued their 'intention to fund' email to all Regional Community Cohesion Co-coordinators in Wales. Welsh Government indicated that each region would be allocated £140,000 to:
- Identify and mitigate community tensions (hate crime, extremism, anxiety, anti-social behaviour) relating to Brexit;
  - Improve community cohesion communications;
  - Organise events/activities to promote social inclusion; and
  - Deliver non Brexit activities as outlined in the National Community Cohesion Plan (2019).
- 3.2 At that time Bridgend County Borough Council (BCBC), Swansea Council and

Neath Port Talbot (NPT) County Borough Council made up the Western Bay Community Cohesion Region, led by a Regional Community Cohesion Co-ordinator based in Swansea Council.

- 3.3 To ensure BCBC could access the funding an application for £140,000 for the Western Bay Community Cohesion Region was submitted and accepted.
- 3.4 BCBC appointed a Community Cohesion Officer in September 2019. The post was originally funded until 31 March 2021 and subsequently until 30 June 2021 closely aligned with the Brexit deadline towards the European Union (EU) settlement scheme.
- 3.5 In April 2021 Welsh Government extended the funding for the Community Cohesion Officer until March 2022. The funding has been extended further until March 2023
- 3.6 The role of the community cohesion officer (the officer) up until March 2022 was:
  - **Engagement and Awareness Raising:** engagement with minority communities, involving them in developing initiatives to promote community cohesion based on the needs of that community, the wider community, and mitigate tensions. Fostering good relations by developing events to bring people from across different communities together, whether virtually or in person.
  - **Training and capacity building:** support public bodies and others in the region to build their awareness and capacity to effectively implement the Public Sector Equality Duty. Support wider Welsh Government training programmes and policy development (as required), bringing in community engagement expertise. Build capacity within groups supporting minority communities to improve engagement, understanding of cohesion issues and routes to support.
  - **Tension Monitoring and mitigation:** understand ongoing and emerging community tensions and put in place processes and procedures to address them as required. Engagement with relevant networks including the Police to address tensions / hot spots. This may involve a multi-agency response to reduce tensions and/or undertake preventative work.
  - **Inclusive policy and decision-making:** ensure community cohesion issues are considered in the development of Well-being Plans, Strategic Equality Plans, Equality Impact Assessments, Community Safety planning. Ensure Public Bodies are reaching out to and hearing from minority groups when developing policies or taking decisions which are likely to affect them.
  - **Research and Evidence:** take an evidence based approach to community cohesion using research and evidence to develop provision to meet the changing demographics, challenges, risks and needs of communities.
  - **Prevention of hate, exploitation and extremism:** have an understanding of the likelihood and prevalence of exploitation and extremism in the community and take action to ensure that vulnerable communities are aware of it, are supported and avoid it escalating.

#### 4. Current situation/proposal

4.1 In February 2022 Welsh Government amended the themes for the Community Cohesion project for April 2022 to April 2023. The revised themes are:

- **Engagement and Awareness Raising:** Engagement with minority communities, involving them in developing initiatives to promote community cohesion based on the needs of that community and the wider community. Fostering good relations by developing events to bring people from across different communities together, whether virtually or in person.
- **Training and Capacity Building:** Support public bodies and others in the region to build their awareness and capacity to effectively implement the Public Sector Equality Duty. Support wider Welsh Government training programmes and policy development (as required), bringing in community engagement expertise. Build capacity within groups supporting minority communities.
- **Tension Monitoring and Mitigation:** Understand ongoing and emerging community tensions and put in place processes and procedures to address them as required. Ensure Welsh Government and other key agencies are well informed and aware of tensions as they arise in order to assist with mitigation, as required.
- **Inclusive Policy & Decision Making:** Ensure community cohesion issues are considered in the development of Well-being Plans, Strategic Equality Plans, Equality Impact Assessments, Community Safety planning. Ensure Public Bodies are reaching out to and hearing from minority groups when developing policies or taking decisions which are likely to affect them
- **Prevention of Hate, Exploitation and Extremism:** Have an understanding of the likelihood and prevalence of hate, exploitation and extremism in the community and take action to ensure that vulnerable communities are aware of it, are supported and avoid it escalating.
- **Bespoke Priorities:** To support Ukraine refugees, the UK Government's and WG's Sponsorship Schemes, and coordinate with public, private, and third sectors to share relevant information and support.

4.2 The Community Cohesion Officer is based within the Bridgend Community Safety Partnership (CSP). Bridgend CSP is a sub board of Bridgend Public Services Board. The CSP brings together public, private and voluntary agencies to reduce crime, disorder and fear of crime. They do this by tackling the needs of both individuals and communities. More information on Bridgend CSP can be found at <https://www.bridgend.gov.uk/my-council/community-safety-partnership/>.

4.3 The Officer works closely with Bridgend CSP partners to avoid duplication and ensure collaboration across all aspects of community safety and cohesion.

4.4 The last 2 years or so have seen unprecedented changes locally, nationally and internationally due to the impacts of the Covid pandemic.

4.5 This makes it difficult to understand the underlying causes of community tensions. The data below has been provided by Victim Support. In England and Wales, cases have seen an overall 26% increase. Below is a breakdown of hate crime figures on

a more local level from July 2022 – August 2022. As mentioned, it is difficult to determine a singular underlying cause for this, given the recent unprecedented global events. Factors could include post-covid behaviours, the cost of living crisis, Brexit, an increase in divisive narratives shared by prominent political figures and the global crisis. An increase in awareness raising around hate crime and incidents could also affect figures. Race related incidents have been the most frequently reported form of hate crime/incident nationally.

### Hate Crime - Local Authority Breakdown - Quarterly Breakdown of Hate Crime Type by LA

Local Authority	Disability	Gender Identity (Trans)	Other	Race	Religion	Unknown
Blaenau Gwent	6	1		28		
Bridgend	8		3	1	31	1
Caerphilly	11		3		44	1
Cardiff	15		5	2	174	12
Carmarthenshire	1				24	1
Ceredigion	1				11	1
Conwy	10				38	1
Denbighshire			1		14	
Flintshire	8		2		36	1
Gwynedd	6		1		35	
Isle of Anglesey	2		1		15	1
Merthyr Tydfil	1				13	
Monmouthshire	7				17	
Neath Port Talbot	2				21	1
Newport	18		3		81	2
Outside of Wales	2				5	
Pembrokeshire	2		2		19	
Powys	4				16	
Swansea	12		5	1	59	5
Torfaen	6		2	1	21	
Unknown	3		5	1	39	1
Vale of Glamorgan	3		2	1	20	1
Wrexham	7		1	2	38	
(blank)						
Rhondda Cynon Taff	17		4	1	33	3

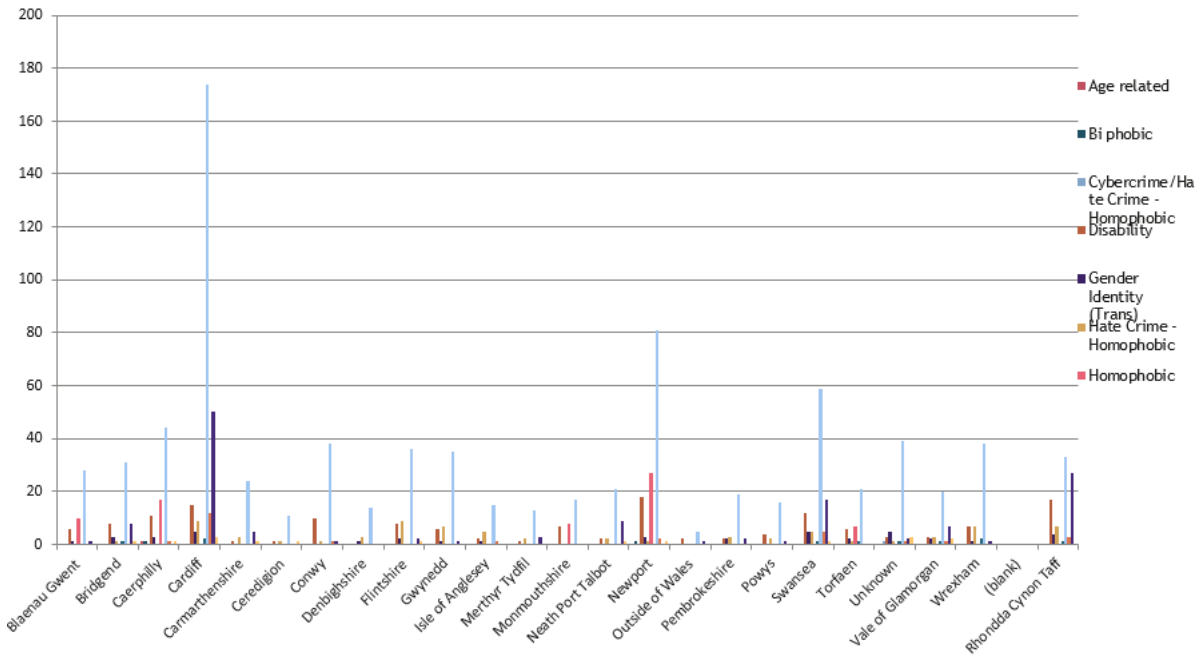
#### Insight

This table shows the breakdown of Hate Crime Type for last quarter across each Local Authority.

A visual representation can be located on the following slide



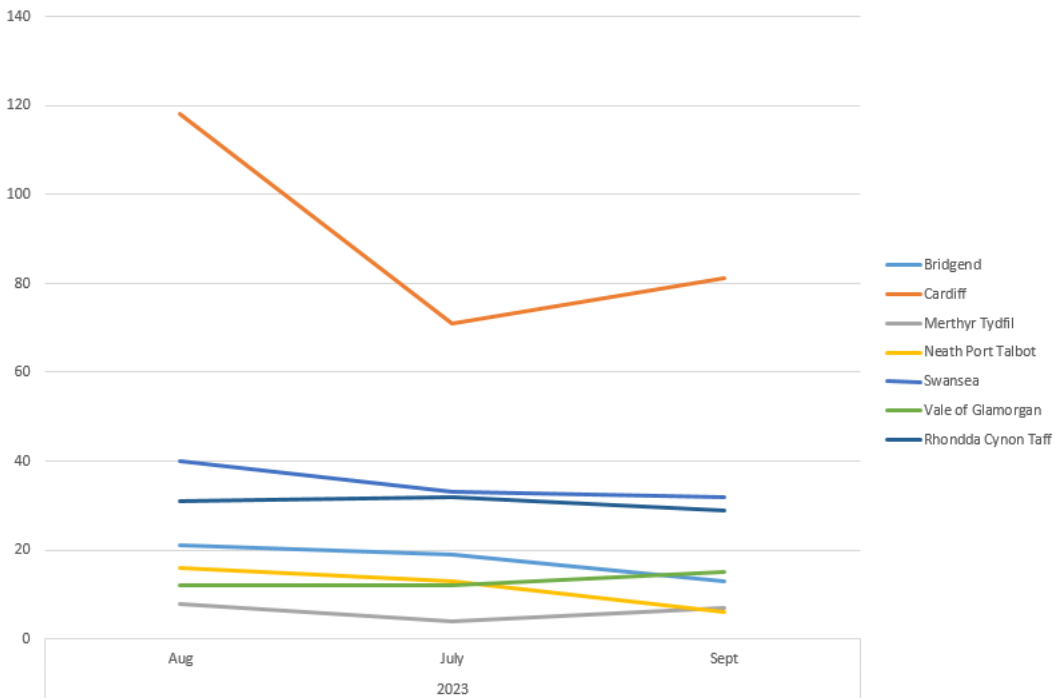
## Hate Crime - Local Authority Breakdown - Quarterly Breakdown of Hate Crime Type by LA



© Victim Support 2022



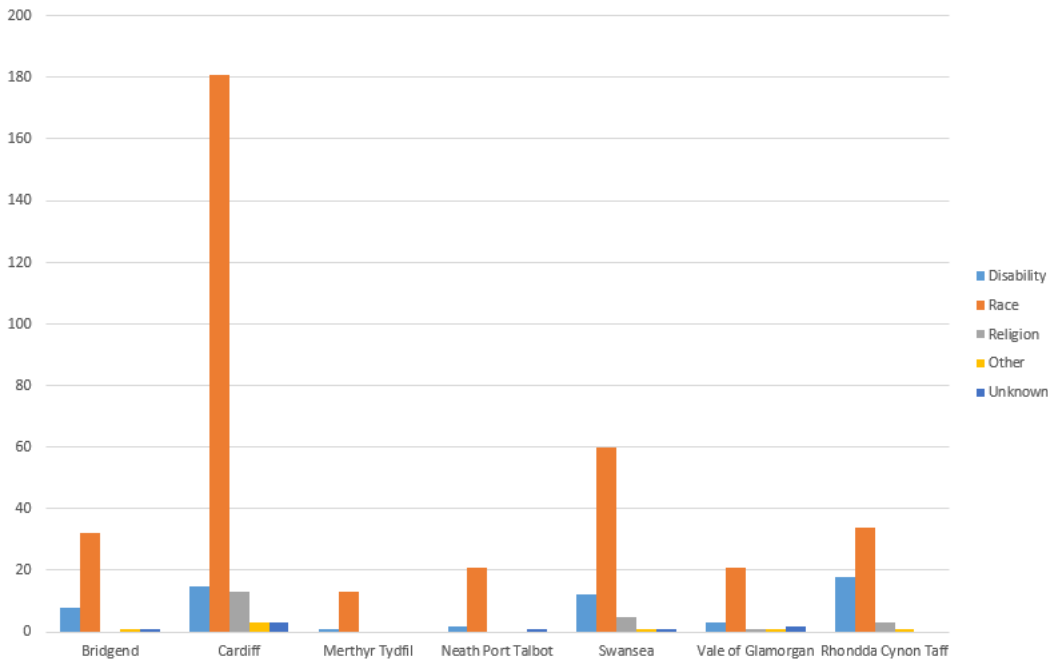
### Rolling Month South



© Victim Support 2022



South: Hate Crime by type  
Q2 2022 / 2023



© Victim Support 2022



## 4.6 Progress to date

4.6.1 The focus of the Community Cohesion Officer has been based on the objectives of the National Community Cohesion Plan (April 2022 – 2023).

### Engagement

- Ongoing support for the Afghan Resettlement Scheme and families reaching the end of the Syrian Resettlement Scheme.
- An active member of the regional Vaccine Equity Group and focus group for our Black, Asian and Minority Ethnic communities.
- Hate Crime Awareness Week 21/22: Social media campaign took place throughout the week and training and engagement tables held locally. A film afternoon was held for Bridgend College students 'Cinema Club' – Screening of the film 'Pride'.
- Black History Month 21/22: Social media campaign and promotion of local and national events.
- Interfaith Week 21/22: A photo competition took place based on the theme of 'A place where you feel most connected to your faith'.
- Refugee Week 2022: A social media campaign took place for Refugee Week on this years' theme of 'Healing', in partnership with Bridgend College, helping to promote the English as a Second Language Department (ESOL)
- Diwali '21: Free Dancercise workshops delivered online for residents (6 sessions, average of 17 attendees for each session).
- Volunteer Awards 2022: Worked with BAVO to coordinate and deliver Community Volunteer Awards, bringing together communities and thanking those who

committed to volunteering during Covid19 and various lockdowns with 140 in attendance.

- Community Rail – Heart of Wales Line Project to be delivered this quarter. A day out on the Heart of Wales Line for Refugee and Asylum Seeker families from across the region, supporting communities to create independent support networks.
- Sub-chair of the Gypsy, Roma & Traveller (GRT) Heritage working group, creating engagement opportunities for the GRT community in learning and promoting their heritage.
- Support the Welsh Government Anti-Hate social media campaign.
- International Café: The Officer supported the establishment of ‘International Café’, run by The Bridge Mentoring Scheme. The initiative took place between July-September 2022 and provided an opportunity for Asylum Seekers and Refugees to establish a support network and create shared experiences. This initiative was initially presented to the Officer as a Café for refugees from Ukraine. In order to be inclusive of all communities, the project went ahead as an ‘International Café’, ensuring all nationalities and communities were welcome. Since the establishment of the café, the centre has seen an increase in the general use of their services by the international community.

#### **4.7 Training & Capacity Building**

- Officer coordinated Displaced People in Action delivery of Refugees and Asylum Seekers Training to staff and key partners during Refugee Week with 35 in attendance.
- Ask & Act training sessions delivered to BCBC staff from various departments. The training focused on domestic violence, including topics such as culturally specific issues (i.e. honour based violence, Female Genital Mutilation) and barriers to disclosure for women from minority communities.
- Attendance at Nation of Sanctuary training with Ethnic Youth Support Team.
- Attendance at The Points Based Immigration System and the Status of EU Citizens workshop.
- Attendance at Diversity in Democracy workshop.
- Attendance at ‘Reaching the Hard to Reach’ workshop.
- Far-Right Visuals and Propaganda Training delivered by Swansea University. Two sessions delivered to staff and councillors with 39 in attendance.
- Far-Right Extremism Awareness Training, delivered by Small Steps with 6 sessions delivered between Feb-March 2022 and 117 staff and partners in attendance.
- Unconscious Bias and Cultural Competence training delivered by Imperial College London to 30 members of staff and key partners.
- Challenges and Barriers faced by the Gypsy, Roma & Traveller Community delivered to staff and partners with 32 in attendance.
- Officer has coordinated the delivery of Safe Online Spaces Training, to be delivered by Victim Support, to help residents create safe spaces online and identify and report hateful language. This is due to be delivered in November 2022.

#### **4.8 Inclusive Policy & Decision Making**

- The Officer has supported the Welsh Government consultation and response to the Anti-Racist Wales Action Plan.

- The Cohesion Officer is a member of the Bridgend Community Cohesion and Equalities Forum.
- Supporting Public Service Boards Wellbeing Plan by directly working with our diverse communities, ensuring the views of all communities are considered in the development of the plan.
- Supporting the Prevent research team in establishing the new Prevent e-learning module.
- The Officer has supported the communications team in promoting support for qualifying citizens to register to vote.
- The Officer is a member of the Wales Community Volunteer Association Grant Panel, ensuring inclusive decision making throughout the grant allocation process.
- The Officer is a member of the Comic Relief Organisational Growth Panel, ensuring cohesion priorities are considered in the decision-making process.
- The Officer has worked with the regional voluntary sector and cohesion officers in establishing a Small Grant Fund. Purpose of the fund is to engage with grass-root community groups that face barriers to funding, in their development.

#### 4.9 Tension Monitoring & Mitigation

- Alongside community and stakeholder engagement, work continues on tension monitoring within local communities.
- Tensions identified by partners are reported via the tension monitoring system to the Safer Bridgend Inbox.
- Weekly virtual meetings are held between the Community Cohesion Officer and South Wales Police Hate Crime Officer to identify areas of tension and identify additional interventions or actions – Bridgend, Swansea and NPT meetings on a weekly basis.
- Fortnightly updates sent to Welsh Government on community tensions and hate crimes/incidents.
- The Community Cohesion Officer has provided the secretariat for the Prevent Channel Panel. This role includes coordinating requests to partners (partnership scanning) for information from the Welsh Extremism and Counter Terrorism Unit (WECTU) on individuals who are at risk of being drawn into extremism and radicalization. The Cohesion Officer provides the cohesion update for the Regional Contest Board and Prevent Board.
- The Officer has supported Swansea University's 'Smart Partnership' application for the establishment of a Graffiti Reporting App, to help tackle and identify extremist related graffiti. Awaiting further information on the progress of the application.
- The Officer is currently working with Community Safety Partnership colleagues in creating a 'Positive Messages Campaign'. The campaign will be focused on 'graffiti hotspots' in the area, replacing hateful graffiti with counter narratives through community murals. These positive messages will be specific to Bridgend.
- The Officer is a member of the National Prevention Extremism Forum.
- The Officer took part in this years' Anti-Modern Slavery & Human Trafficking Conference with University Wales Trinity St. David
- The Officer is a member of the Forum for Anti-Asylum Hate & Crime



4.10 The Welsh Local Government Association (WLGA) commissioned Show Racism the Red Card to support teachers to deliver hate crime prevention sessions in schools. Feedback from the sessions:

- Quality of delivery of training - All rated good or very good 75-100%.
- Raised awareness of Hate Crime - All rated good - 80-100%.
- Would you know what to do? - Indications are that most pupils felt that if a future incident arose, they knew what actions they should take.

4.10.1 The WGLA commissioned the Society for the Advancement of Philosophical Enquiry and Reflection in Education to offer Hate Crime teacher training to all schools. It is hoped that this will provide a more sustainable approach to dealing with the issues of Hate Crime in our schools.

#### **4.11 Bespoke Priorities: Ukraine**

- The Officer has been a member of the Refugee and Asylum Seeker working group while based in Bridgend. The Officer co-designed a welcome pack for those arriving under the Homes for Ukraine Scheme (HFUS) and Afghan Resettlement Scheme in partnership with the Housing Department.
- The Officer has worked with the Homes for Ukraine Point of Contact for Bridgend. Continue to seek and promote accurate information on the Homes for Ukraine Scheme and support for Ukrainians who are seeking to enter Wales via family reunification.
- The Officer is a member of the support group, coordinated by BAVO and consisting of third sector partners and local authority staff supporting families under the HFUS, ensuring the group is inclusive and sharing intelligence/identifying gaps in support at the earliest stage possible.

#### **4.12 Future Arrangements**

4.12.1 The Community Cohesion Programme is funded by Welsh Government until 31 March 2023. Welsh Government has not yet made a decision on whether the Programme will be funded in future years.

4.12.2 A rapid review of the Community Cohesion was published in September 2022 which will shape the future delivery of the programme from April 2023 onwards.

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

5.1 This report has no direct effect upon policy framework and procedure rules

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

6.1 The protected characteristics identified within the Equality Act, Socioeconomic 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 Community Cohesion project demonstrates the sustainable development principle by ensuring that by meeting the needs of the present we do not compromise the ability of future generations to meet their own needs. This is evidenced through the 5 ways of working:

- **Long term** – the project seeks to understand and mitigate the long term implications on Bridgend residents and its diverse communities, as a result of ongoing changes to the social and political climate.
- **Prevention** – working with partners to map and understand community tensions will help prevent serious problems occurring and mitigate existing tensions.
- **Integration** – the project contributes to the well-being goals: an equal Wales, a healthier Wales and Wales of Cohesive communities and to the Well-being objectives ‘Supporting communities in Bridgend to be Safe and Cohesive’, and Reducing Social and Economic Inequalities.
- **Collaboration** – the success of the role of the Co-ordinator will rely on collaboration with partners across Bridgend County and the wider regional partnerships.
- **Involvement** – a significant element of the project is based on engaging and involving residents and community groups.

## **8. Financial implications**

8.1 There are no financial implications resulting from this information report.

## **9. Recommendation**

9.1 That Cabinet Committee Equalities note the content of this report

**Carys Lord - CHIEF OFFICER - FINANCE, PERFORMANCE AND CHANGE**  
**November 2022**

**Contact officer:** Lara Rowlands, Regional Community Cohesion Coordinator

**Telephone:** 01792 635251

**Email:** Lara.Rowlands@swansea.gov.uk

**Postal address:** Swansea Guildhall  
St.Helens Road  
SA1 4PE

**Background documents:**

None

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET COMMITTEE EQUALITIES

23 NOVEMBER 2022

#### REPORT OF THE CHIEF EXECUTIVE

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

#### 1. Purpose of report

- 1.1 The purpose of this report is to update Cabinet Committee Equalities on the work undertaken to meet the objectives within the Welsh Language Standards Five-Year Strategy (2021 to 2026), during the first year since its introduction.

#### 2. Connection to Corporate well-being objectives/Other Corporate Priorities

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

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

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

- 2.2 The Welsh Language (Wales) Measure 2011 introduced Welsh Language Standards which impact upon the work of the whole council.

#### 3. Background

- 3.1 The council's final compliance notice from the Welsh Language Commissioner received in 2015, includes two standards (145 and 146) that require the council to have produced and published a Five-Year Strategy by 30 September 2016. Our second strategy, which is attached as Appendix 1, sets out how the council will promote the Welsh language and facilitate its use in Bridgend County Borough for the period covered by the strategy. The strategy includes:

- a target (in terms of the percentage of Welsh speakers in Bridgend County Borough) for maintaining the number of Welsh speakers by the end of the five-year period; and

- a statement setting out how the council intends to maintain that target. The council is also required to review the strategy and publish a revised version on its website within five years of publishing the initial strategy.

3.2 Five years after publishing the strategy the council must:

- assess to what extent it has followed the strategy and reached the target; and
- publish an assessment on its website, containing:
  - the number of Welsh speakers in the Bridgend area and the ages of those speakers; and
  - a list of activities that have been arranged or funded during the five years to promote use of the Welsh language.

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

#### **Section 1: Employees**

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

#### **Section 2: The Public**

- Objective 1: Raise the profile of the Welsh language, culture and local activities and events organised by the council and our partners in a structured way.
- Objective 2: Increase the promotion and awareness of the council's Welsh in Education Strategic Plan (WESP) particularly in relation to Objectives 1, 2 and 4 of the plan.
- Objective 3: Explore (and implement where possible) any new activities which will support the use of the Welsh language more widely within the county borough, promoting these accordingly.

3.4 A series of actions sit underneath each objective.

3.5 It was agreed previously to report progress on the strategy to Cabinet Committee Equalities on an annual basis rather than just report at the end of the five-year period. This would provide an opportunity to identify any gaps and keep developments and activities on track.

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

Since the last annual report, the following developments in the period October 2021 and September 2022 can be noted:

## **General developments**

- 4.1 The council has asked residents from across Bridgend County Borough, schools, elected 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.
- 4.2 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'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 has been in place since September 2022. The consultation closed on 19 December 2021, and results were presented to Cabinet Committee Equalities in January 2022. BCBC's WESP was approved by Welsh Government and implemented on 1 September 2022. The WESP 2022-2032 can be found on the council's website.
- 4.3 The Welsh in the Workplace policy is available to all staff via our staff intranet.
- 4.4 BCBC continues to work with Menter Bro Ogwr (MBO) on agreed actions. These can be summarised as:
- BCBC to work with MBO to advertise Welsh-essential jobs on their website and Facebook page; and
  - MBO to continue working with Halo and Awen Trust to provide recreational courses through the medium of Welsh for adults in Bridgend

## **Employee developments**

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

- 4.5 Welsh language skills are assessed for each vacancy when advertised. A guidance document is available to the recruiting manager during the recruitment process. The guidance document encourages the recruiting manager to assess the Welsh Language needs of the team before completing and returning the Vacancy Management Form.
- 4.6 Monitoring is carried out monthly to identify the demand for Welsh services across all access channels within Customer Services including telephone, face-to-face, email, online and face-to-face. With there being more English-speaking customers over the phone (99.97 % of contact in this period), an option has been introduced to arrange a call back with a Welsh speaker if none are available at the time of calling.

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

- 4.7 Awareness of Welsh language in the workplace has been raised by promoting two new e-learning modules: Welsh Language Standards (17 completions) and Welsh language awareness (30 completions).
- 4.8 A Welsh language training programme is offered to employees at various levels:
- Cwrs Mynediad – Entry Level Year 1 (October 2021 to September 2022) – 21 enrolled; and
  - Work Welsh – Entry Level 1 (October 2021 to September 2022 – 4 enrolled.
- 4.9 Funding for community-based learning is available to those employees who are unable to access the Welsh language training due to the nature of their role, working hours or the level of provision provided. A total of 34 employees were supported during October 2021 to September 2022 to access this training.

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

- 4.10 New guidance has been developed to ensure that there is clarity about the Welsh language skills needed for vacancies. This includes updating the recruitment documentation so that managers are explicit about the skills needed so candidates can better determine their suitability for roles. The new guidance has been distributed to all staff. Online recruitment is available in Welsh to enable the submission of Welsh applications. Vacancies have been advertised via MBO.

**Public developments:**

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

- 4.11 The rolling calendar of Welsh language activities and events is still in place and details are shared across internal and external communications channels, such as press, social media and Bridgenders, depending on the target audience and nature of the event. During the period the following activities and events have been promoted:
- Afon y Felin Primary School – Gold Award Cymraeg Campus
  - Litchard Primary School – Gold Award Cymraeg Campus
  - Urdd Gobaith Cymru - Summer of Fun
  - Commenced construction of a Welsh-medium childcare facility at Blackmill
  - Commenced construction of a Welsh-medium childcare facility at Bettws
  - Welsh Language Rights Day
  - Diwrnod 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 Miwsig Cymru
- Welsh Government funding approval to temporarily increase the capacity of Ysgol Gymraeg Bro Ogwr with the introduction of a two-classroom mobile unit, until the replacement school is ready for occupation and approval of an 'expression of interest' for funding to establish a new Welsh-medium seedling school in Porthcawl
- Recruitment of Welsh speaking childcare providers

**Objective 2: Increase promotion and awareness of the council's Welsh in Education Strategic Plan (WESP) particularly in relation to Objectives 1, 2 and 4 of the WESP.**

- 4.12 The Council has received £2.8m of capital grant funding from Welsh Government for the provision of four early years' settings to feed Welsh-medium primary schools in Bridgend, the plans for which are well underway. The four early years' settings were planned for Bettws, Ogmere Valley, Porthcawl and Bridgend Town. The Bettws building is complete and was handed over to the local authority on 7 November 2022. Open days are being held at the building over 22 and 23 November 2022 for potential providers. This opportunity is currently being advertised across Bridgend County Borough County social media platforms. The childcare facility in Blackmill is due for handover on 23 December 2022, with similar open days running in January 2023. The local authority continues to work with partners on identifying providers to develop high quality Welsh-medium childcare provision.
- 4.13 The Bridgend town provision will be aligned with plans for the future replacement of Ysgol Gymraeg Bro Ogwr (currently estimated to be open for the beginning of autumn term 2025). Similarly, the Porthcawl provision will align with proposed new Welsh-medium seedling provision in the locality.

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

- 4.14 The council monitors the transition from nursery to primary provision with the aim to increase numbers entering Welsh-medium provision in early years by 5% over the next three years.
- 4.15 The council monitors the number of seven-year-old children being taught through the medium of Welsh by referring to the Year 3 population (7 to 8-year-olds) in the pupil level annual school census (PLASC) data (as outlined in the table below). The PLASC data provides a more meaningful and consistent measure than previously used date of birth data.

**Welsh-medium proportion of the whole cohort for Year 3**

Year 3 pupils (age 7-8) *excluding special schools and excluding dual registrations							
PLASC Year (January)	Ysgol Bro Ogwr	Ysgol Calon y Cymoedd	Ysgol Cynwyd Sant	Ysgol Y Ferch o'r Sgêr	TOTAL Welsh-medium Year 3 cohort	Year 3 cohort for all schools*	% Year 3 pupils in Welsh-medium education
2016	65	20	37	27	149	1631	9.14%

2017	41	21	37	25	124	1593	7.78%
2018	55	13	41	29	138	1694	8.15%
2019**	64	28 **	41	29	162	1780	9.10%
2020	53	21	38	24	136	1713	7.94%
2021	45	28	37	12	122	1668	7.31%

- 4.16 Given the small numbers involved, any difference year-on-year needs to be interpreted cautiously because a small change can impact on the proportions (for example, one family move in/out of the area, or a new school opens). The figures above show a similar pattern over the years with little variation. As part of our aspiration to meet ambitious targets set by Welsh Government, there has been a significant amount of promotional work designed to encourage more families to consider Welsh-medium education for their child/ren. Given that these are pitched at mothers from the birth of their child/ren, we anticipate that the increase in numbers should begin to feed through to Year 3 in approximately four years' time.
- 4.17 While the actual number has decreased from 2019-2020, this is reflective of the smaller cohort. The proportion of the cohort learning through the medium of Welsh has remained similar to previous years, although 2019 showed a slightly higher figure, potentially related to the opening of Ysgol Gynradd Gymraeg Calon y Cymoedd in January 2019.

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

- 4.18 The council monitors the transition from primary provision to secondary provision with the aim to improve transition rates by 10% between each phase of education and increase retention of children in Welsh-medium education in Foundation Phase and Key Stage 2. Further information is provided below:
- Summer 2016 - there were 122 children in Year 6 in the Welsh primary schools in 2015/2016. The number in Year 7 in Ysgol Gyfun Gymraeg Llangynwyd in 2016/2017 was 110
  - Summer 2017 - there were 119 children in Year 6 in the Welsh primary schools in 2016/2017. The number in Year 7 in Ysgol Gyfun Gymraeg Llangynwyd in 2017/2018 was 114.
  - Summer 2018 - there were 110 children in Year 6 in the Welsh primary schools in 2017/2018. The number in Year 7 in Ysgol Gyfun Gymraeg Llangynwyd in 2018/2019 was 106.
  - Summer 2019 - there were 131 children in year 6 in the Welsh primary schools in 2018/2019. The number in Year 7 in Ysgol Gyfun Gymraeg Llangynwyd in 2019/2020 was 125.
  - Summer 2020 - there were 113 children in Year 6 in the Welsh primary schools in 2019/2020. The number in Year 7 in Ysgol Gyfun Gymraeg Llangynwyd in 2020/2021 was 112.



- Summer 2021 - there were 132 children in Year 6 in the Welsh primary schools in 2020/2021. The number in Year 7 in Ysgol Gyfun Gymraeg Llangynwyd in 2021/2022 (as at PLASC 2022 in February) is 130.

4.19 There is a known issue where parents make choices about sending their child to a Welsh-medium primary school and then an English-medium secondary school. Parents are encouraged to commit to continuity of Welsh-medium education for their child/ren.

4.20 Since September 2017, full course GCSE Welsh second language became compulsory and there is encouragement for young people to continue learning through Welsh and maintain their language skills.

4.21 A multi-agency task and finish group was established during the Covid-19 lockdown period to support pupils' language retention and development where they are from non-Welsh speaking families. A vast array of resources was shared with schools for online learning, and many have been added to BCBC's website.

**June 2016 Pupils entered into Welsh language GCSE (short course and full):**

Welsh 1<sup>st</sup> Language 98  
 Welsh 2<sup>nd</sup> Language (Full) 585  
 Welsh 2<sup>nd</sup> Language (Short) 784

**June 2017 Pupils entered into Welsh language GCSE (short course and full):**

Welsh 1<sup>st</sup> Language 99  
 Welsh 2<sup>nd</sup> Language (Full) 877  
 Welsh 2<sup>nd</sup> Language (Short) 769

**June 2018 Pupils entered into Welsh language GCSE (full course):**

Welsh 1<sup>st</sup> Language 77  
 Welsh 2<sup>nd</sup> Language (Full) 1185

**June 2019 Pupils entered into Welsh language GCSE (full course)**

Welsh 1<sup>st</sup> Language 99  
 Welsh 2<sup>nd</sup> Language (Full) 1094

**June 2020 Pupils entered into Welsh language GCSE (full course):**

Welsh 1<sup>st</sup> Language 100  
 Welsh 2<sup>nd</sup> Language (Full) 1122

**June 2021 Pupils entered into Welsh language GCSE (full course):**

Welsh 1<sup>st</sup> Language 99  
 Welsh 2<sup>nd</sup> Language (Full) 1189

4.22 The numbers engaged in the Welsh Second Language Full course have continued to increase since the removal of the short course from the curriculum.

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

- 4.23 The collaboration between Ysgol Gyfun Gymraeg Llangynwyd and Llanhari is still going strong. They have formed links with E-sgol to look at a more blended learning approach for both schools. This has also been piloted this academic year with Pencoed Comprehensive School and Maesteg School using blended learning to increase the number of learners accessing A level Welsh. There has also been the recent addition of a learner from Archbishop McGrath Catholic High School who attends the online lessons.
- 4.24 School's results data is used to improve the provision of Welsh-medium education, BCBC undertakes an annual review of Post-16 provision with each sixth form including Ysgol Gyfun Gymraeg Llangynwyd

**June 2016 Pupils entered into Welsh language A level**

Welsh 1<sup>st</sup> Language 9. Welsh 2<sup>nd</sup> Language 22

**June 2017 Pupils entered into Welsh language A level**

Welsh 1<sup>st</sup> Language 10. Welsh 2<sup>nd</sup> Language 29

**June 2018 Pupils entered into Welsh language A level**

Welsh 1<sup>st</sup> Language 10. Welsh 2<sup>nd</sup> Language 14

**June 2019 Pupils entered into Welsh language A level**

Welsh 1<sup>st</sup> Language 9. Welsh 2<sup>nd</sup> Language 16

**June 2020 Pupils entered into Welsh language A level**

Welsh 1<sup>st</sup> Language 2. Welsh 2<sup>nd</sup> Language 9

**June 2021 Pupils entered into Welsh language A level**

Welsh 1<sup>st</sup> Language 9. Welsh 2<sup>nd</sup> Language 19

- 4.25 The number of pupils completing A Level Welsh as a first language and as a second language has increased.
- 4.26 Central South Consortium continues to deliver training to upskill teachers in Welsh language skills to improve learning. There is a sabbatical scheme on offer which is funded by Welsh Government.

**Progress on increasing capacity within the Welsh-medium sector implemented through the Sustainable Communities for Learning Programme includes:**

- 4.27 Following Cabinet's decision in April 2021 to implement the proposal in respect of on enlargement to Ysgol y Ferch o'r Sgêr, the Welsh Education Partnership Company progressed the design of the replacement school building with input from key stakeholders. This work has culminated in a Stage 1 report which has been submitted to Welsh Government for consideration. The local authority is currently awaiting approval of the Stage 1 report in order to progress the project through the

next phase of design development. The replacement school is programmed to open in September 2024.

- 4.28 In January 2022, Cabinet approval was received to commence a statutory process in respect of a proposed enlargement to Ysgol Gymraeg Bro Ogwr with effect from September 2025. The statutory process has now concluded, and the outcome was reported to Cabinet in October. Cabinet determined to proceed with the proposal and to co-locate the Bridgend Town Welsh-medium childcare facility on the same site as the replacement school.
- 4.29 Welsh Government approved the local authority's 'expression of interest' for Welsh-medium capital grant funding to deliver a Welsh-medium seedling school in Porthcawl.
- 4.30 Welsh Government also approved Welsh-medium capital grant funding for a double mobile classroom as Ysgol Gymraeg Bro Ogwr to assist with the provision of additional pupil places until the replacement school opens in September 2025.
- 4.31 Welsh-medium childcare schemes at Bettws and Ogmere Valley are currently under construction and due for completion in 2022.

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

- 4.32 Within Bridgend, there are ten Flying Start childcare settings operated by the local authority, with a further six settings where places are purchased for Flying Start children. Four of these settings are Welsh-medium providers.
- 4.33 In order to increase the number of Welsh-medium childcare places in the county, the Flying Start setting at Brackla will become a Cylch Meithrin in the afternoon session from January 2023. This is to support the Cymraeg 2050 strategy, prior to the Welsh-medium childcare provision being provided in the Bridgend Town area which is planned for 2025.
- 4.34 Mudiad Meithrin provide data regarding the number of children that transition from Welsh-medium childcare settings to Welsh-medium primary schools. This is analysed to ensure effective transition as a means of maintaining linguistic continuity.
- 4.35 The booklet 'Pam dewis addysg Gymraeg?'/ 'Why choose Welsh-medium education?' has been developed in conjunction with Welsh language partners. When this has been finalised, it will be provided to parents at the birth of their child, at the 18-month home visit by the Flying Start Health Visitor and shared on the BCBC website.
- 4.36 At the 18-month visit, all Flying Start children's parents are given information regarding the opportunity to receive provision at two years via the medium of Welsh if they so wish.
- 4.37 Within Flying Start areas, parents are regularly made aware from the earliest opportunity of the benefits that are available to them from the Flying Start programme, including the opportunity for their child to benefit from Welsh language childcare provision.

4.38 All antenatal parents in the borough benefit from information regarding Welsh language benefits for their child with Cymraeg I Blant sponsoring information at both the scan and the child health record books that all children receive

**Objective 3: To explore (and implement where possible) any new activities which will support the use of the Welsh language more widely within the county borough, promoting these accordingly.**

4.39 During the period BCBC has worked in partnership and supported activities across the county borough including work with Urdd Gobaith Cymru to deliver school half-term activities:

Summer 2021	737 children
October 2021	150 children
December 2021	30 children
February 2022	138 children

4.40 Bridgend County Borough Council and the Urdd Sports Department have worked in partnership to:

- Deliver high quality Welsh medium sports provision, with a focus on developing sustainable community-based opportunities that support continuity from school engagement programs, which includes the family tots provisions, gymnastics and netball clubs.
- Continue the development of the School Sport and Wellbeing programmes at Ysgol Gyfun Gymraeg Llangynwyd, providing opportunities for extra-curricular provision for Key Stage 3 and 4 pupils, as well as engaging with the Girls Network programme, #FelMerch and MAT leaders.
- Introduce Welsh medium opportunities within second-language schools. This includes a national [Chwarae yn Gymraeg](#) provision which aims to support and encourage the use of Welsh language throughout the school as well as delivering after school provision within targeted areas of need.
- Continue to develop sustainable partnerships with local facilities and organisations as well as National Governing Body organisations to support the growth and development of Welsh language sporting provision across the county borough.
- Support in partnership and through the use of Welsh Government grant funding (Winter of Wellbeing and Summer of Fun) over 2,920 children and young people accessing Welsh medium provision, with 58% of girls attending weekly provision, and 22 leaders and coaches receiving training to support provision in the community.

## 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. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

## **8. Financial Implications**

8.1 There are no financial implications associated with this report.

## **9. Recommendation**

9.1 Cabinet Committee Equalities is recommended to receive and consider this report.

**Mark Shephard**  
**Chief Executive**  
**23 November 2022**

**Contact officer:** Alix Howells (Consultation, Engagement and Equalities Manager)

**Email:** [alix.howells@bridgend.gov.uk](mailto:alix.howells@bridgend.gov.uk)

**Telephone:** 01656 643664

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

### **Background papers:**

None

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# **Bridgend County Borough Council**

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

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## Introduction

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

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

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

The three key objectives for internal practices were:

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

The three key objectives for our communities were:

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

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

In devising this strategy, consideration has been given to the policy context and created a language profile of Bridgend County. Six overarching objectives have been developed with 28 actions and we will work with our partners to achieve these aims.

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

## **Policy context**

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

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

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

### **Welsh Language Standards**

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

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

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

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

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

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

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

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

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

The Act establishes a statutory Future Generations Commissioner for Wales and also establishes Public Services Boards (PSBs) for each local authority area in

Wales. Each PSB must improve the economic, social, environmental and cultural well-being of its area by working to achieve the well-being goals.

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

All local authorities have been required to develop a Welsh in Education Strategic Plan (WESP). Bridgend County Borough Council (BCBC) is currently working on the 2022 to 2032 ten year WESP which is due for Welsh Government approval on the 31 January 2022. The WESP and the Welsh Strategic Plan are closely aligned to ensure that the WESP continues to be promoted as part of the Welsh Language Strategy, and recognise the progress made within the WESP as part of the Welsh Language Strategy annual report.

### **Bridgend County Borough Council Corporate Plan 2018 -2022**

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

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

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

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

### **Bridgend County Borough**

According to the 2011 Census, BCBC was home to 139,178 people. Mid-year population estimates in 2019 estimates the population has risen to 147,049<sup>1</sup>. Welsh

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

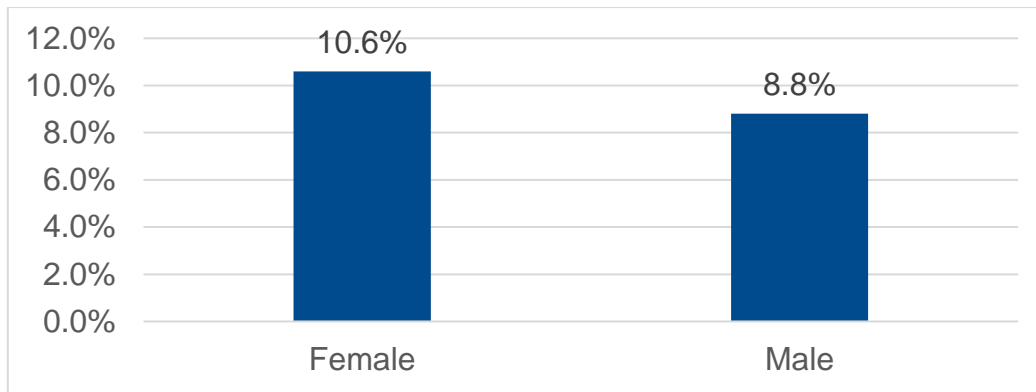
Government population predictions envisage the population of Bridgend County Borough will be 150,447 by 2026.<sup>2</sup>

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

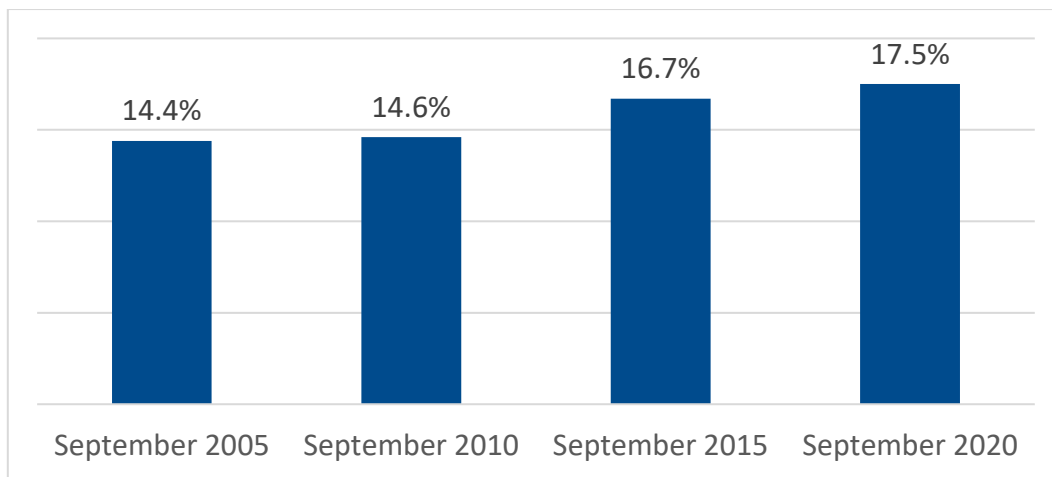
Age band	Number	% of total in band
3 – 4	473	15.3
5 – 9	1843	24.3
10 – 14	2450	29.3
15 – 19	1740	20.7
20 – 24	937	11.4
25 – 29	803	9.5
30 - 34	663	8.0
35 – 39	698	7.6
40 – 44	589	5.6
45 – 49	445	4.2
50 – 54	430	4.6
55 – 59	386	4.5
60 – 64	363	4.0
65 - 69	323	4.3
70 – 74	272	4.4
75 – 79	247	5.2
80 - 84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

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

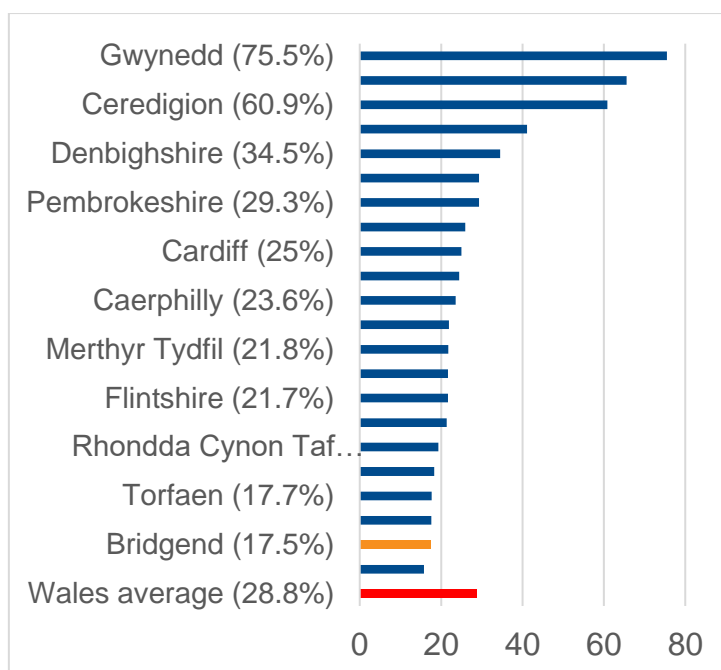
<sup>2</sup> <https://statswales.gov.wales/Catalogue/Population-and-Migration/Population/Projections/Local-Authority/2018-based/populationprojections-by-localauthority-year>



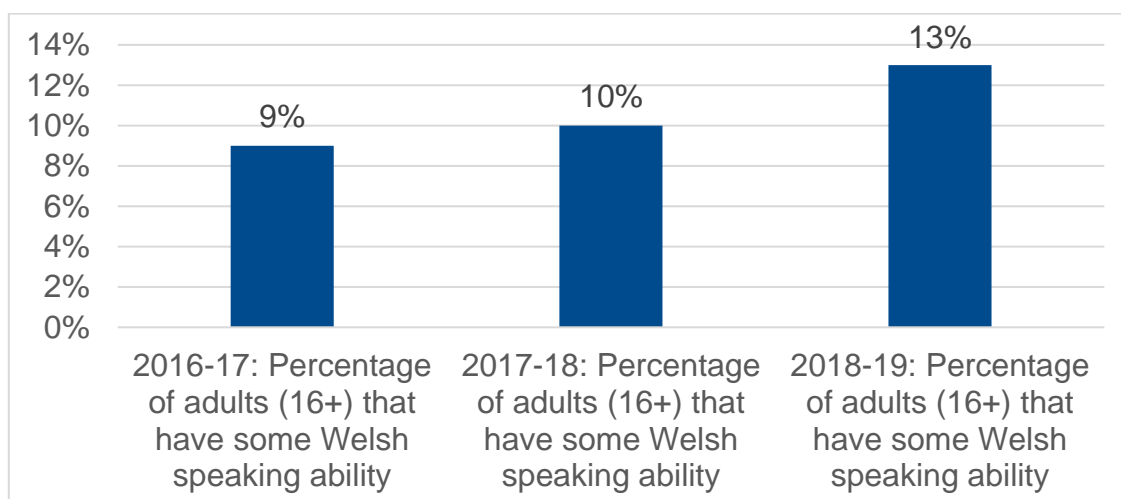
In September 2020 the National Survey for Wales identified 17.5 percent (24,100 people) living in Bridgend County Borough could speak Welsh, an increase of 3.1% from the same survey in 2005.



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



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

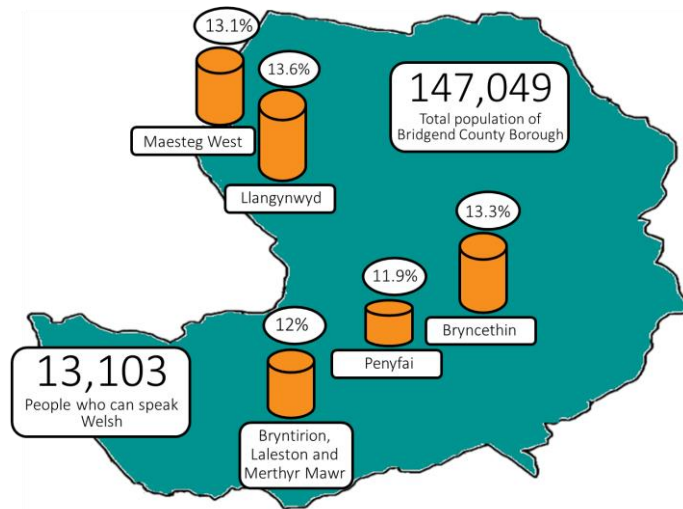


### Wards within Bridgend County Borough

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

- Llangynwyd: 13.6 percent

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



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

### Bridgend County Borough Council workforce

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

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

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

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



'Fluent'	43	228	271	1.65%
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4.16% of the BCBC workforce stated that they were able to write Welsh fluently, a further 2.49% stated they could write Welsh fairly well and 12.62% stated they could read Welsh a little.

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

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

- 80% of Welsh speakers spoke Welsh with at least some of their Welsh-speaking colleagues.
- 93% of fluent Welsh-speaking employees reported that they spoke at least some Welsh with people outside their organisation. However for those who were not fluent, only 42% spoke any Welsh with those outside the organisation.
- Just under a third of employees reported that their employer offered staff opportunities to learn Welsh.<sup>3</sup>

### **Bridgend County Borough schools**

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

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

## **Objectives**

The Welsh Government's strategy, *Cymraeg 2050: A million Welsh speakers*, notes the Government's ambition of reaching a million Welsh speakers by 2050. A

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- **Participation and engagement:**

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

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

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

## **Key partners**

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

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

### **Menter Bro Ogwr**

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

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

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

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

### **University of South Wales**

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

### **The Urdd**

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

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

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

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

### **Mudiad Meithrin**

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

## **Implementation and monitoring**

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

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

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



## Appendices:

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

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

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

## Appendix two: action plan

<b>Objective one: Promote the use of the Welsh Language within the workforce.</b>	
	Actions:
1.1	Create a network of Welsh language speakers to help promote Welsh language in the workplace
1.2	Increase opportunities for Welsh speakers and learners to use Welsh within the working environment
1.3	Promote and support Welsh Language training to all employees, either through in-house provision or courses in the community
1.4	Promote the availability and use of the Welsh language spell and grammar checker for Welsh speakers
1.5	Raise the profile of the Welsh language, culture and local activities and events organised by the council and our partners in a structured way with all staff

<b>Objective two: Increase awareness of the Welsh Language and opportunities to use Welsh within Bridgend County Borough Council.</b>	
	Actions:
2.1	Devise and action a specific communications plan to encourage more people to access online services in Welsh. Raise awareness of the Welsh language website to increase take-up and usage
2.2	Raise the profile of the Welsh language, culture and local activities and events organised by the council and our partners in a structured way within the community
2.3	Celebrate Welsh Language Rights Day annually as well as Welsh cultural events

<b>Objective three: Support and promote the Welsh in Education Strategic Plan (WESP)</b>	
	Actions:
3.1	Continue to support use of the Welsh language in early years' settings
3.2	Continue to develop and expand Welsh-medium primary and secondary education within the county
3.3	Improve opportunities for 16+ year olds to use the Welsh language
3.4	Promote Welsh language learning opportunities for adults
3.5	Promote progress against WESP outcomes one, two, three four and five
3.6	Raise the profile of Welsh-medium education and childcare by providing parents with information on the benefits of being bi-lingual



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

	Actions:
4.1	Promote the advantages of using the Welsh language within business, tourism, care etc.
4.2	Undertake survey to establish Welsh language skills of workers in town centre and County Borough shops/eateries/businesses
4.3	Gather information on Welsh language provision in businesses in Bridgend and share widely
4.4	Create a leaflet aimed specifically at shops and businesses in order to promote the advantages of providing services bilingually and to increase their use of Welsh
4.5	Create a Welsh directory of businesses
4.6	To raise the profile of the Welsh language, culture and local activities and events organised by the council and our partners in a structured way within the community
4.7	Promote Helo Blod to businesses

**Objective Five: Participation and engagement**

	Actions:
5.1	Develop an annual public consultation (for the lifetime of the strategy) to allow for formal feedback to the council and its partners/stakeholders on their Welsh language services and performance
5.2	Ensure the Equality Impact Assessment processes continues to demonstrate that due regard has been paid to the use of and impact on the Welsh language
5.3	Ensure that all full public consultations ask residents to feedback on how the policy proposals may affect the use of, or impact on the Welsh language
5.4	Encourage participation by producing Welsh language Easy Read and Youth versions of surveys where appropriate to the consultation

**Objective Six: Implement the new early years' settings in Bridgend County Borough**

	Actions:
6.1	Deliver early years' development plans within Bettws, Ogmore Valley, Porthcawl and Bridgend Town to feed current Welsh-medium primary schools in Bridgend
6.2	Work with providers to ensure promotion of early years' settings

<b>Objective Six: Implement the new early years' settings in Bridgend County Borough</b>	
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	Actions:
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6.3	Develop, alongside the WESP, a career pathway which is promoted within Bridgend College and YGG Llangynwyd
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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CABINET COMMITTEE EQUALITIES

23 NOVEMBER 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 2022, can be summarised as:

- Following a complaint from the commissioner regarding the Mynydd Cynffig consultation, where it was found that BCBC had not fully considered the effect the enlargement of Mynydd Cynffig Primary school would have on the Welsh Language, new guidance and a Welsh Language Impact Assessment has been developed, which will need to be completed for all new strategies. These

guidelines aim to assist officers in ensuring the above considerations are an integrated aspect of policy development within Bridgend County Borough Council (BCBC) whilst also ensuring that decision makers (including Full Council / the Executive (Cabinet) / and Senior Officers through delegated decisions) are aware of their duties when making a decision.

- The Commissioner received a complaint from a member of the public on 18 August 2022 regarding an issue on the council's website. In the complaint it was identified that BCBC's website had errors on the Welsh version of the internet.

BCBC has submitted evidence to the commissioner. On 21 August 2022, BCBC received a response from the commissioner stating that they will be undertaking a full investigation of this complaint.

- There are no outstanding complaints to give an update on.

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

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

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

- 6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an 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.

**Mark Shephard**  
**CHIEF EXECUTIVE**  
8 November 2021

**Contact officer:** Alix Howells  
Consultation, Engagement and Equalities Manager

**Telephone:** (01656) 643664

**Email:** [Alix.Howells@bridgend.gov.uk](mailto: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](mailto:Philip.O'Brien@bridgend.gov.uk)

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

## **Background papers:**

None

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