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Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

Bridgend County Borough Council



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

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

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Annwyl Cyngorydd,

FFORWM CYNGOR TREF A CHYMUNED

Cynhelir Cyfarfod Fforwm Cyngor Tref a Chymuned o bell trwy timau microsoft ar **Dydd Llun, 6 Mawrth 2023** am **16:00**.

AGENDA

1. Ymddiheuriadau am absenoldeb
Derbyn ymddiheuriadau am absenoldeb gan Aelodau.
2. Datganiadau o fuddiant
Derbyn datganiadau o ddiddordeb personol a rhagfarnol (os o gwbl) gan Aelodau / Swyddogion yn unol â darpariaethau'r Cod Ymddygiad Aelodau a fabwysiadwyd gan y Cyngor o 1 Medi 2008.
3. Cymeradwyaeth Cofnodion 3 - 8
I dderbyn am gymeradwyaeth y Cofnodion cyfarfod y 21/11/2022
4. Cynllun Corfforaethol 2023-28 9 - 72
5. Costau Byw / Canolbwyntiau Cynnes 73 - 78
6. Materion Brys
I ystyried unrhyw eitemau o fusnes y, oherwydd amgylchiadau arbennig y cadeirydd o'r farn y dylid eu hystyried yn y cyfarfod fel mater o frys yn unol â Rhan 4 (pharagraff 4) o'r Rheolau Trefn y Cyngor yn y Cyfansoddiad.

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

Yn ddiffuant

K Watson

Prif Swyddog, Gwasanaethau Cyfreithiol a Rheoleiddio, AD a Pholisi Corfforaethol

Cynghorwyr:

H T Bennett
E L P Caparros
HJ David
C Davies
C L C Davies
S Easterbrook

Cynghorwyr

M J Evans
P Ford
J Gebbie
RM Granville
P W Jenkins
M R John
M Jones

Cynghorwyr

R J Smith
I M Spiller
JH Tildesley MBE
MJ Williams
E D Winstanley
T Wood

Gan gynnwys cynrychiolydd o
bob Cyngor Tref a Chymuned

Presennol

Y Cyngorydd HJ David – Cadeirydd

H T Bennett	E L P Caparros	G Chappell	C Davies
S Easterbrook	M J Evans	P Ford	J Gebbie
RM Granville	P W Jenkins	M R John	L Lewis
S Parker	R J Smith	I M Spiller	Y Walton-Davies
MJ Williams	E D Winstanley	T Wood	

Ymddiheuriadau am Absenoldeb

M Jones a/ac JH Tildesley MBE

Swyddogion:

Phillip Angell	Arweinydd Tîm Rheoli Traffig a Pharcio
Gary Ennis	Rheolwr Grŵp – Cefnogaeth Busnes
Mark Galvin	Uwch Swyddog Gwasanaethau Democratiaid - Pwyllgorau
Guy Smith	
Mark Shephard	
Zak Shell	

6. DATGANIADAU O FUDDIANNAU

Dim.

7. CYMERADWYO'R COFNODION

PENDERFYNWYD:

Cymeradwyo cofnodion cyfarfod Fforwm y Cyngorau Tref a Chymuned dyddiedig 14 Awst 2022, fel cofnod gwir a chywir, yn amodol ar ychwanegu enw'r Cyngorydd M Evans at restr y rhai a ymddiheurodd am eu habsenoldeb o'r cyfarfod hwnnw.

8. ADOLYGIAD LLYWODRAETHU CYMUNEDOL

Cyflwynodd Rheolwr y Grŵp Cymorth Busnes adroddiad, a'i ddiben oedd rhoi amlinelliad i'r Cyngorau Tref a Chymuned o'r broses ar gyfer Adolygiad Llywodraethu Cymunedol llawn ym Mhen-y-bont ar Ogwr, i'w gyflawni ar gyfer Etholiadau Lleol Mai 2027.

Fel rhywfaint o wybodaeth gefndir, dywedodd fod ffiniau wardiau a threfniadau etholiadol Cyngor Pen-y-bont ar Ogwr wedi cael eu hadolygu a'u gweithredu gan Gomisiwn Ffiniau a Democratiaeth Leol Cymru (y Comisiwn) ar gyfer Etholiadau Lleol Mai 2022.

Roedd adolygiad y Comisiwn hefyd yn cynnwys rhai newidiadau o bwys mewn dau Gyngor Cymuned: Cyngor Cymuned Bracla a Chyngor Tref Porthcawl; a gweithredwyd y rhain hefyd ar gyfer Etholiadau Lleol Mai 2022.

Ychwanegodd Rheolwr y Grŵp Cymorth Busnes, fod y Cyngor hefyd wedi cynnal adolygiad o drefniadau etholiadol Cyngor Cymuned Coety Uchaf yn dilyn cais ffurfiol gan

y Cyngor Cymuned, oedd hefyd wedi cael ei weithredu mewn pryd ar gyfer Etholiadau Lleol Mai 2022.

Cwblhawyd yr Adolygiad Llywodraethu Cymunedol llawn diwethaf yn 2009 a byddai fel arfer yn dilyn cylch 10 mlynedd. Arweiniodd yr oedi cyn cwblhau Adolygiad Etholiadol Pen-y-bont ar Ogwr a'r pandemig at ddiffyg digon o amser i gynnal adolygiad llawn mewn pryd ar gyfer yr Etholiadau Lleol ym mis Mai 2022.

Eglurodd mai'r Cylch Gorchwyl (ToR) yw'r enw ar y ddogfen allweddol sy'n cychwyn yr Adolygiad Llywodraethu Cymunedol. Mae'r Cylch Gorchwyl yn nodi'r amserlen a'r gweithdrefnau arfaethedig ar gyfer yr adolygiad, yn rhoi arweiniad, ac yn nodi'r materion fydd yn cael eu hystyried yn ystod yr adolygiad. Mae hefyd yn caniatáu i'r Cyngor sicrhau ei fod yn dilyn gweithdrefn benodol, yn ystyried yr ystyriaethau priodol ar gyfer yr adolygiad, ac yn galluogi partïon â diddordeb i ddeall sut i gymryd rhan yn effeithiol yn yr adolygiad. Mae hefyd yn rhoi gwybodaeth i'r Comisiwn p'un a yw'r Cyngor wedi cynnal yr adolygiad yn briodol neu beidio o dan delerau'r Ddeddf. Cafwyd esboniad pellach o'r Cylch Gorchwyl ym mharagraff 4.2 yr adroddiad.

O ran y trefniadau etholiadol, rhydd yr adolygiad y cyfle i ystyried i ba raddau y cyflawnir "cydraddoldeb etholiadol" ar draws cymunedau Pen-y-bont ar Ogwr, ac ar draws unrhyw wardiau sy'n bodoli o fewn cymuned. Adwaenir hwn fel polisi maint cyngor, a bydd yn ystyried:

- Dyraniad bras y cynghorwyr fesul etholaeth;
- Darparu isafswm ac uchafswm cyffredinol nifer y cynghorwyr cymuned ar gyfer cyngor cymuned. Yn hanesyddol, lleiafswm nifer y cynghorwyr ar gyfer cyngor cymuned oedd 7. Mae'r cyngor cymuned mwyaf yng Nghymru ar hyn o bryd yn 24. Gall y maint mwyaf fod yn ddibynnol ar y ffactorau a ganlyn:
 - Maint y cynghorau cymuned presennol;
 - Graddfa gweithgaredd y cynghorau cymuned;
 - Daearyddiaeth ardal y Cyngor; a
 - Dwysedd poblogaeth ardal y Cyngor;

Cadarnhaodd Rheolwr y Grŵp Cymorth Busnes pe bai uno dwy neu fwy o gymunedau'n cael ei argymhell, yna byddai'r cynghorau cymuned presennol yn cael eu diddymu a châi ardal gymunedol newydd ar wahân ei sefydlu. Dan yr amgylchiadau hyn mae'n arferol i'r gymuned gael ei rhannu'n wardiau i adlewyrchu ffiniau'r cymunedau blaenorol a gafodd eu huno.

Fe gymer y broses 12 mis o leiaf i'w chwblhau o gyhoeddi'r Cylch Gorchwyl, unwaith y bydd wedi cael ei gymeradwyo'n ffurfiol gan y Cyngor. Y dyddiad amcangyfrifedig ar gyfer dechrau'r broses ymgynghori yw 1 Mehefin 2023 ac mae'n caniatáu 12 wythnos o leiaf o ymgynghori yn ystod y cam ymchwilio cychwynnol a cham yr adroddiad drafft.

Daeth Rheolwr y Grŵp Cymorth Busnes â'i gyflwyniad i ben drwy ddweud mai'r cam rhagarweiniol fydd cyhoeddi'r Cylch Gorchwyl ac yna gwahodd cyflwyniadau cychwynnol i'r Cyngor eu hystyried wrth ddrafftio argymhellion ar gyfer unrhyw newidiadau i ffiniau a gweinyddiaeth etholiadol. Câi'r argymhellion drafft wedyn eu cyhoeddi, gydag ymarferiad ymgynghori pellach yn cael ei gynnal yn gwahodd rhagor o gyflwyniadau. Ar ôl ystyried unrhyw gyflwyniadau pellach, bydd y Cyngor yn cyhoeddi'r argymhellion terfynol ac yn cwblhau'r adolygiad. Y cam olaf fydd gwneud y Gorchymyn i weithredu unrhyw newidiadau i ffiniau a threfniadau etholiadol a ddaw i rym ar gyfer Etholiadau Lleol Mai 2027.

Teimlai Aelod y dylid ymdrechu i geisio cael aelodau'r cyhoedd i ddangos diddordeb mewn bod yn Gyngorydd Tref/Cymuned oherwydd bod, hyd yn oed yn dilyn etholiadau'r llynedd, nifer o seddi gweigion o hyd ar Gyngorau Tref/Cymuned y Fwrdeistref Sirol.

Teimlai Aelod y dylid cynnal unrhyw adolygiad o fewn yr amserlenni perthnasol a amlinellwyd yn yr adroddiad ac y dylai'r adolygiad gael ei arwain yn ddigonol o safbwynt gweinyddol, gan staff yr awdurdod lleol.

Cadarnhaodd Rheolwr y Grŵp Cymorth Busnes, y byddai'r broses a'i chynigion yn cael eu harchwilio'n fanylach ac yn fwy dwys maes o law wrth i faterion ddatblygu, gyda sefydliadau allweddol fel, er enghraifft, Comisiwn y Ffiniau ac Un Llais Cymru. Ychwanegodd y gellid ymgynghori hefyd ag awdurdodau lleol eraill sydd wedi bod yn rhan o'r broses hon o'r blaen.

Mewn ymateb i gwestiwn pellach gan Aelod, cadarnhaodd y byddai'r Cylch Gorchwyl yn cynnwys edrych ar faint y gwahanol etholaethau a wardiau unwaith yn rhagor, fel rhan o unrhyw adolygiad.

Teimlai'r Arweinydd y dylid cyflwyno adroddiad cynnydd i'r Fforwm mewn cyfarfod yn y dyfodol a'i bod yn bwysig bod Clercod holl Gyngorau Tref/Cymuned BCB yn cael y wybodaeth ddiweddaraf am y mater hwn ac yn ymwybodol o'r canlyniadau posibl fydd yn deillio ohono.

PENDERFYNWYD:

Nodi'r adroddiad.

9. TERFYN DIOFYN O 20 MYA YNG NGHYMRU O FIS MEDI 2023

Cyflwynodd Pennaeth Gweithrediadau'r Gwasanaethau Cymunedol adroddiad ar yr eitem uchod ac, yn dilyn cyflwyniad byr, gwahoddodd Arweinydd y Tîm Rheoli Traffig a Pharcio i roi cyflwyniad.

Cadarnhaodd Arweinydd y Tîm Rheoli Traffig a Pharcio fod Strategaeth Trafnidiaeth Cymru 2021, a gyhoeddwyd gan Lywodraeth Cymru, wedi nodi un o'i blaenoriaethau allweddol sef 'newid y terfyn cyflymder diofyn o 30mya i 20mya mewn ardaloedd adeiledig i leihau anafiadau a marwolaethau sy'n gysylltiedig â thraffig a gwneud cerdded a beicio yn fwy diogel ac yn fwy deniadol'.

Y cynnig oedd, drwy alluogi llawer mwy o bobl i ddefnyddio terfynau 20mya, y byddai'n sicrhau manteision sylweddol o ran diogelwch ffyrdd, yn enwedig mewn cymdogaethau difreintiedig. Yn y tymor hwy, disgwylir y bydd gweld llai o berygl ar y ffyrdd yn arwain mwy o bobl i gerdded a beicio, fydd yn gwella iechyd y cyhoedd ac yn cymryd lle rhai teithiau car byr, gan gyflawni gostyngiadau pellach mewn gwrthdrawiadau ac anafusion. Mae mwy o gerdded a beicio hefyd yn debygol o arwain at fwy o gydlynid cymdeithasol fydd yn esgor ar fanteision cymdeithasol ac iechyd pellach. Ar ben hynny, bydd cyflymderau is yn arwain at ostyngiad mewn sŵn traffig, tra bydd yr effeithiau ar ansawdd yr aer yn niwtral ar y gwaethaf ac y bydd cynnydd bach mewn amseroedd teithio.

Cadarnhaodd, fel rhan o'r ddeddfwriaeth newydd, fod Tasglu 20mya wedi'i greu i weithio'n agos gydag awdurdodau lleol i nodi'r ffyrdd hynny fyddai'n eithriad i'r ddeddfwriaeth. Darparodd yr Awdurdod wybodaeth leol ac arbenigedd rheoli traffig i helpu i nodi'r ffyrdd hynny a ddylai fod yn eithriad i'r ddeddfwriaeth er mwyn helpu i sicrhau y cedwir at derfynau ledled y fwrdeistref ac o ganlyniad nad yw'r ddeddfwriaeth yn dioddef anfri.

Fel rhan o'i gyflwyniad, dywedodd Arweinydd y Tîm Rheoli Traffig a Pharcio, o fis Medi 2023, y bydd terfyn cyflymder diofyn newydd o 20mya yn berthnasol i'r rhan fwyaf o strydoedd preswyl a strydoedd prysur i gerddwyr sydd â goleuadau stryd yng Nghymru.

Gallai'r cynnig i leihau terfynau cyflymder diofyn o 30mya i 20mya yn yr ardaloedd hyn arwain at nifer o fanteision, gan gynnwys:

- gostyngiad mewn gwrthdrawiadau ar y ffordd
- mwy o gyfleoedd i gerdded a beicio yn ein cymunedau
- cynorthwyo i wella ein hiechyd a'n lles
- gwneud ein strydoedd yn fwy diogel
- diogelu'r amgylchedd ar gyfer cenedlaethau'r dyfodol

Cadarnhaodd y byddai'r cyfyngiadau cyflymder uchod yn cael eu cyflwyno gan Lywodraeth Cymru o 17 Medi 2023.

Cadarnhaodd Arweinydd y Tîm Rheoli Traffig a Pharcio fod cyflwyno cynlluniau peilot wedi nodi problemau gyda chyflwyniad cyffredinol yr 20mya, yn benodol ar yr holl ffyrdd cyfyngedig.

Roedd deiseb a gyflwynwyd o fewn misoedd i'r cynnig cychwynnol, wedi sicrhau 40,000 o lofnodion yn awgrymu nad oedd terfyn cyflymder cyffredinol o 20mya yn briodol ar gyfer pob ffordd, a bod angen ceisio barn cymunedau ynglŷn â hyn er mwyn cael adborth.

O ganlyniad i'r ymgynghoriad hwn, cyflwynwyd rhai eithriadau cyffredinol ac ni chawsant eu caniatáu ar gyfer ffyrdd 30mya A a B, os oeddent wedi'u lleoli fel a ganlyn:

O fewn 100 metr ar droed i unrhyw leoliad addysgol;
O fewn 100 metr ar droed i unrhyw ganolfan gymunedol;
O fewn 100 metr ar droed i unrhyw ysbyty;
Lle mae nifer yr eiddo preswyl a/neu fanwerthu ar ymyl ffordd yn fwy na dwysedd diffiniedig

Felly ystyriwyd dau brif gwestiwn cyn ystyried a ddylid gosod terfyn cyflymder o 20mya mewn lleoliad penodol, sef a) A oes niferoedd sylweddol (neu niferoedd posibl, pe bai'r cyflymder yn is) o gerddwyr a beicwyr yn teithio ar hyd neu ar draws y ffordd? a b) Os mai 'oes' yw'r ateb i hyn, a yw'r cerddwyr a'r beicwyr yn cymysgu â thraffig moduron?

O ran Rheoliadau a Chyfarwyddiadau Cyffredinol Arwyddion Traffig, dywedodd Arweinydd y Tîm Rheoli Traffig a Pharcio, y câi arwyddion terfynell eu caniatáu ar ddechrau a diwedd ffordd gyfyngedig; fodd bynnag, ni chaniateid arwyddion ailadroddus o fewn yr un ardal / parth.

At hynny, os cedwir 30mya ar ffyrdd dosbarthu, caiff parthau 30mya gynnwys arwyddion ailadroddus. Byddai hyn yn caniatáu arwyddion 20mya / 30mya ar gyffyrdd oddi ar y ffyrdd dosbarthu, gan gynyddu ymwybyddiaeth gyrrwyr a chynyddu diogelwch y ffyrdd yn yr ardal o bosibl, meddai.

Ychwanegodd ymhellach y byddai cyfyngiadau cyflymder dros dro o 20mya y tu allan i ysgolion (ar barthau 30mya) yn cynnwys nodweddion pyrth wedi eu goleuo.

Dywedodd Arweinydd y Tîm Rheoli Traffig a Pharcio y byddai'r newidiadau cyn eu gweithredu yn gofyn am gryn dipyn o gymorth gweinyddol o ran gwneud a/neu ddiwygio Gorchmynion Rheoleiddio Traffig (GRhT), er enghraifft:-

1. Newid GRhT presennol, yn gyfan gwbl neu'n rhannol i statws 'ffordd gyfyngedig';
2. Newid parthau 20mya presennol i statws 'ffordd gyfyngedig';

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3. GRhT newydd ar gyfer eithriadau y cytunwyd arnynt;
4. GRhT newydd ar gyfer lleoliadau cyflymder amrywiol; a
5. GRhT newydd ar gyfer nodweddion porth

Gan fod hyn yn cynnwys diwedd cyflwyniad y Swyddog, gofynnodd yr Arweinydd i'r Aelodau a oedd ganddynt unrhyw gwestiynau i Bennaeth Gweithrediadau y Gwasanaethau Cymunedol a/neu Arweinydd y Tîm Rheoli Traffig a Pharcio.

Ymatebwyd i nifer o gwestiynau gan Swyddogion Priffyrdd, a cheir manylion amdanynt yma.

PENDERFYNWYD:

Nodi'r adroddiad a'r cyflwyniad cysylltiedig

10. **EITEMAU BRYD**

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO TOWN AND COMMUNITY COUNCIL FORUM

6 MARCH 2023

REPORT OF THE CHIEF EXECUTIVE

CORPORATE PLAN 2023-28

1. Purpose of report

- 1.1 The purpose of this report is to provide an update on the Council's Corporate Plan and seek support from Town and Community Council Forum on sharing the Corporate Plan 2023-28, attached as **Appendix 1**.

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

- 2.1 This report proposes replacements for the following current corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:-

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

3. Background

- 3.1 The Council's Corporate Plan 2023-28 is being presented to Council for approval on 1 March 2023 and is attached at **Appendix 1**.
- 3.2 The Wellbeing of Future Generations (Wales) Act 2015 ("the Act") states that public bodies, including local authorities, must work to improve the economic, social, environmental and cultural well-being of Wales. The actions the Council must take include:

- a. setting and publishing well-being objectives designed to maximise its contribution to achieving each of the well-being goals; and
 - b. taking all reasonable steps to meet those objectives.
- 3.3 There are 7 wellbeing goals for Wales, set out in the Act. We must demonstrate our contribution to each of these goals, which are –
 - A prosperous Wales
 - A resilient Wales
 - A healthier Wales
 - A more equal Wales
 - A Wales of cohesive communities
 - A Wales of vibrant culture and thriving Welsh language
 - A globally responsible Wales
- 3.4 The Council must also consider the 5 ways of working as it develops the new Corporate Plan. These are –
 - Long term - balancing short-term needs with the need to safeguard the ability to also meet long-term needs
 - Prevention - acting to prevent problems occurring or getting worse to help the Council meet its objectives
 - Integration – thinking about how its wellbeing goals will contribute to the 7 national goals, on its other objectives and on partners objectives.
 - Collaboration – working across different parts of the Council and partners to achieve its objectives
 - Involvement - involving people with an interest in achieving the well-being goals, and ensuring those people reflect the diversity of its area.
- 3.5 The Corporate Plan is the Council’s main vehicle for demonstrating and communicating the priorities to local people and businesses. It is also an important part of the assurance framework for its regulators. Audit Wales intend to test approaches to developing the Corporate Plan (especially the well-being objectives) across Wales over the next 6 months, including:
 - **Planning** – Was the process the body put in place to set its well-being objectives underpinned by the sustainable development principle? Their Key Lines of Enquiry (KLoEs) focus on the Council’s use of information, involving others and focusing on long- and short-term activities.
 - **Resourcing and delivery** - Has the body considered how it will make sure it can deliver its well-being objectives in line with the sustainable development principle? KLoEs focus on the Council’s resource allocation and work with partners.
 - **Monitor and review**: Has the body put in place arrangements to monitor progress and improve how it applies the sustainable development principle when setting its well-being objectives? KLoEs focus on measurement and monitoring, self-awareness and reflection on the past.
- 3.6 Welsh Government are also taking a keen interest in the development of well-being objectives, in line with the evolution of the Social Partnership Bill and

guidance. They are keen to see evidence of the Council working with staff and Trade Unions on the development of its well-being objectives and plan.

Use of research, data and information to inform the Corporate Plan

- 3.7 A series of desktop reviews were completed by the Policy, Performance and Public Affairs Team, to reflect on:
- Existing, agreed priorities that the Council should consider in developing its Corporate Plan e.g. Public Services Board (PSB) plan, Regional Partnership Board (RPB) plan, Health board, police and Housing associations' plans, national plans, including the Future Generations Commissioner's plan and Welsh Government's Programme for Government.
 - Views on the Council's existing plans, performance, services and areas for particular improvement in the coming year e.g. self-assessment judgements, budget consultation / other consultations, staff survey, regulator inspections.
 - Local, regional or national data, intelligence and evidence we should use to inform our plan and objectives e.g. PSB wellbeing assessment, RPB population assessment, regulators' national studies, poverty data, wellbeing tool, net zero comparison tool, National Resources Wales (NRW) State of Natural Resources Report (Sonarr) and area plans.
 - Other Councils' corporate plan priorities and measures.
- 3.8 Further research has been completed to look at the use of performance information across Wales, performance indicators included in corporate plans, presentation of performance information, and benchmarking across Wales. This was presented to Corporate Management Board (CMB) on 11 January 2023.

Use of engagement, involvement and consultation to inform the Corporate Plan

- 3.9 Phase 1 of engagement and involvement focused on the approach to the development of the Corporate Plan and wellbeing objectives.
- 3.10 The Council's Phase 1 engagement demonstrated that those involved were largely satisfied with the proposed approach and contributed numerous useful suggestions, including—
- Focus and audience for the report – putting residents first, focusing on responsiveness and communications.
 - Content of the report – focusing on core behaviours and principles as well as well-being objectives, clarifying the financial situation in simple terms, introducing the idea of a new operating model with fewer services and additional roles / responsibilities for residents and the third sector, work with specific communities or geographical areas, looking at the long term rather than being reactive, looking at a range of resources to support services and improvement.
 - Format of the report – keeping the report short and making it clear and accessible with infographics, images, videos etc

- Review of the report and performance management framework– learning from other organisations’ corporate plans, having challenging targets and a clear and robust performance and review framework.

3.11 Phase 2 engagement focused on the draft principles and well-being objectives. Engagement has included: –

- A session with Bridgend PSB to discuss how the Corporate Plan fits alongside the PSB plan and other partner plans
- Questions in the staff survey and discussions with CMB and Heads of Service
- Monthly discussion and updates with Trade Unions
- Questions in the ‘Shaping Bridgend’s Future 2022 budget consultation
- A discussion and engagement session with the Youth Council
- Discussion sessions with political groups

3.12 Phase 2 engagement from the budget consultation showed that 1,009 people responded to the question about the new ways of working for the Council and 1,025 people responded to the questions about the new proposed well-being objectives. Of those, 805 people (80%) were satisfied with the proposed principles, a high rate of satisfaction. Similarly, 793 people (77%) were satisfied with the proposed Wellbeing Objectives. The main comments and criticisms were:–

- Criticism of two of the principles (stopping or cutting services and helping communities to find their own solutions) which were felt to be very negative and would need more consideration and consultation
- There should be more focus on Bridgend Town Centre and tourism in Porthcawl
- There should be a clear focus on listening to local communities and acting on their views
- There should be more focus on universal, high-quality services for all Council taxpayers
- The wording of the Objectives was positive and aspirational but lacked a clear link to Council services

3.13 Youth Council, on 18 January 2023 provided the following feedback:-

- Criticism of the same two principles which were felt to be very negative and would need more consideration and consultation
- Would like to see a stronger focus on employment for young people
- Would like to see a stronger focus on arts and music in schools
- General agreement with the inclusion of a separate Valleys objective, as they believed the challenges faced were different/ worse than in the towns

3.14 Responses from the Staff Survey showed that 911 people responded to the question about principles and objectives, of those 829 people (90%) were satisfied with the principles and 840 people (92%) were satisfied with the objectives. The main comments and criticisms were:–

- Criticism of two of the principles which were felt to be very negative and would need more consideration and consultation
 - There should be more focus on Bridgend Town Centre and tourism in Porthcawl
 - There should be something in the objectives to focus on staff welfare, recruitment and pay.
 - The wording of the Objectives was positive and aspirational but lacked a clear link to council services.
- 3.15 Phase 3 engagement focused on the draft Corporate Plan with the Corporate Overview and Scrutiny Committee.
- 3.16 Phase 3 engagement feedback from discussions with the Corporate Overview and Scrutiny Committee were as follows:-
- The wording of some of the principles (and the icons that represent them) was negative and they should be more focused on positive aims and aspirations for the Council
 - Positive feedback about the cost of services diagram but would like to see the information per household, or even per household per day
 - There should be a clear focus on listening to local communities and acting on their views
 - The Corporate Overview and Scrutiny Committee were keen to be involved in the development of the Corporate Plan Delivery Plan
- 3.17 The findings from all of the consultation and engagement work has been thoroughly considered and shaped the final version of the Corporate Plan. Some of the feedback was not consistent and therefore the Council has sought to achieve an overall balance. The most significant changes made following consultation and engagement and summarised in paragraph 4.6.

4 Current situation/proposal

- 4.1 The research and early engagement feedback were brought together into a set of draft principles and wellbeing objectives, which formed part of the annual budget consultation and the staff survey, and were discussed with Cabinet Members, and political groups.
- 4.2 These principles and wellbeing objectives have been brought together in the Corporate Plan presented to Council for approval on the 1 March, as attached at **Appendix 1**. It is brief and accessible with simple language, wide use of infographics (although these will be developed by the designers following Council approval) and a focus on principles / ways of working as well as the well-being objectives. There is a focus throughout the report on the financial situation and need for change, putting residents first and improving responsiveness and communications as well as personal / community responsibility alongside Council services.
- 4.3 The research undertaken showed that around half of Welsh local authorities do not include performance indicators in their corporate plans at all, instead develop annual delivery plans to cover Performance Indicators (PIs) and

targets. This has many benefits, as detailed below, and it is proposed that this is the approach taken for Bridgend County Borough Council (BCBC):

- Providing less rushed timescales for producing the Corporate Plan
- Enabling the Council to produce a shorter, more accessible Corporate Plan with less technical detail
- Allowing flexibility to change the course of action when needed
- Allowing for additional engagement and involvement of staff, trade unions and members (particularly Scrutiny Members) in the development of performance indicators in March and April 2023.

4.4 The draft principles or ways of working (which have recently been out for consultation as part of the budget consultation and the staff survey) are –

- Improving responsiveness to residents, making communication faster, more honest, and accessible
- Supporting communities to create their own solutions and reduce dependence on the Council
- Stopping or reducing services that aren't highly valued or well used
- Using resources in more planned and efficient ways, focusing them on those in the greatest need
- Acting as one Council working with partner organisations for the good of communities

The principles will need to be properly defined, and the mechanisms to drive them and measure their progress will need to be developed and agreed. This will form part of the Corporate Plan Delivery Plan.

4.5 The draft well-being objectives (which have also recently been out for consultation as part of the budget consultation and staff survey) are –

- A County Borough where we protect our most vulnerable
- A County Borough with fair work, skilled, high-quality jobs and thriving towns
- A County Borough with thriving Valleys communities
- A County Borough where we help people meet their potential
- A County Borough that is responding to the climate and nature emergency
- A County Borough where people feel valued, heard and part of their community
- A County Borough where we support people to be healthy and happy

The detail of the objectives and performance indicators (or key results) will form part of the Corporate Plan Delivery Plan, to be developed alongside the Corporate Overview and Scrutiny Committee in March and April 2023.

4.6 Since initial engagement with the Corporate Overview and Scrutiny Committee, significant changes have been made to the Corporate Plan to reflect the Committee's views, and the views of staff and residents. The main changes are –

- Rewriting the principles, and changing the icons that represent them, so they are more positive, aspirational and forward looking

- Adding a small section on context to each wellbeing objective to demonstrate the link with specific council services
- Reconfiguring the diagram on the Council's finances to reflect costs per day (per household)
- Adding references to town centres and Porthcawl
- Adding information in Wellbeing Objective 2 to focus on staff welfare, recruitment and pay.
- Adding information in Wellbeing Objective 6 to focus on listening to and responding to residents' views
- Adding information on youth employment, and the music service.

5 Effect upon policy framework and procedure rules

5.1 Performance against the Corporate Plan forms part of the Council's Performance Management Framework. The draft Corporate Plan proposes an update to the Performance Management Framework.

6 Equality Act 2010 implications

6.1 A full Equality Impact Assessment (EIA) has been undertaken on the Council's Corporate Plan (attached as **Appendix 2**). The full EIA considers the impact of the strategy, policy or proposal on the nine protected characteristics, the Socio-economic Duty and the use of the Welsh Language. The proposals contained within this report cover a wide range of services and it is inevitable that they will impact on the local population in different ways. In developing these proposals, consideration has been given to their potential impact on protected groups within the community and on how to avoid a disproportionate impact on people within these groups.

7 Wellbeing of Future Generations (Wales) Act 2015 implications

7.1 The Wellbeing of Future Generations (Wales) Act 2015 provides a framework for embedding sustainable development principles within the activities of the Council and has major implications for the long-term planning of service provision. The 7 well-being goals identified in the Act have driven the Council's proposed new well-being objectives, which are designed to complement each other and be part of an integrated way of working to improve well-being for people in Bridgend County. In developing the Corporate Plan, officers have considered the importance of balancing short-term needs in terms of meeting savings targets, with safeguarding the ability to meet longer-term objectives.

7.2 The proposals contained within this report cover a wide range of services and it is inevitable that new principles and wellbeing objectives will impact on the well-being goals in different ways.

7.3 The Council's approach to meeting its responsibilities under the Wellbeing of Future Generations (Wales) Act 2015, including acting in accordance with the sustainable development principle, is reflected in several areas within the Corporate Plan, not least:

5 Ways of Working	Examples
Long Term	<ul style="list-style-type: none"> • Focusing on long term, high level actions before committing to detailed performance indicators and targets • Introducing annual Corporate Plan Delivery Plans to provide an element of flexibility to the Council • Focusing our principles on making smarter use of resources with service reductions kept to a minimum and only as a last resort
Prevention	<ul style="list-style-type: none"> • Focusing on preventative measures to reduce the burden on more costly statutory services • Introducing a principle focused on supporting and empowering communities to help them help themselves
Collaboration	<ul style="list-style-type: none"> • Introduced a principle focused on acting as one council, working well with partners • Achievements and commitments focus on collaboration and integrated working • Clear actions focusing on Health and Social Care integration
Integration	<ul style="list-style-type: none"> • Explicit links between the Corporate Plan, the Capital Strategy, the Treasury Management Strategy and the Medium-Term Financial Strategy • Clear links with the Social Services and Education strategic plans
Involvement	<ul style="list-style-type: none"> • A robust consultation exercise, including surveys and in person engagement, to inform proposals

7.4 The above features are aimed at ensuring the Council’s Corporate Plan supports future generations. Although resources are limited, the Council aims to target them in a way that reflects the Council’s priorities, including the seven wellbeing goals. The new proposed principles focus on better and more targeted use of resources, protecting our priority services and supporting and empowering communities.

8. Financial implications

8.1 There are no direct financial implications arising from this report. The report has been developed in tandem with the Medium-Term Financial Strategy so that they support each other.

9. Recommendation

9.1 Town and Community Council Forum is recommended to: -

Note the Corporate Plan 2023-28 presented for approval to Council on 1 March as attached at **Appendix 1**.

Mark Shephard
CHIEF EXECUTIVE
27 February 2023

Contact Officer: Alex Rawlin
Corporate policy and public affairs manager

E-mail: Alex.Rawlin@bridgend.gov.uk

Postal Address: Legal and Regulatory Services, HR and Corporate Policy
Chief Executives Directorate
Level 4, Civic Offices, Angel Street, CF31 4WB

Background documents: None

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Bridgend County Borough Council

Delivering together,
Our Corporate Plan
2023-28



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Foreword

This plan is about you, the people of Bridgend. We've worked with residents, staff, trade unions, elected members and businesses to shape our ambitions for all of us in the next 5 years. In these tough times, a clear set of priorities (and a plan for how to meet them) is more important than ever. This plan does not cover every service we provide or every goal we want to meet. Instead, it tells you how we will work differently and what our priorities will be. It responds to the short and medium-term issues, like the financial crisis, while protecting our natural environment and helping young people meet their potential for the long-term. Sustainability is at the centre of all we do, including our commitment to achieving net-zero carbon status by 2030.

A big challenge for us all in coming years will be the cost-of-living crisis. Rising bills and prices put a strain on our personal finances, and on the Council's budget. This means we will have to work differently in the future.

We all have a part to play in the success of the County Borough. We have a duty to residents, and our residents have a duty to their communities and each other. Our plan sets out what we will do, and what you can do to help build a great future for us all. In 2022 we were one of the best County Boroughs in Wales at recycling. This is an example of a service we provide made possible by your efforts.

After a decade of austerity, with more and more of our residents struggling, we will also continue to improve efficiency and making better use of the resources we have.

This plan also tells you how we will work differently in the future. The pandemic forced us all to rethink how we work. Our staff, from social care to education to waste and recycling, adapted to this change. We need to build-on this to respond to our new and future challenges.

These are challenging times for the whole County Borough. By working together and we can emerge stronger with healthy and vibrant towns and communities.

A handwritten signature in black ink that reads "Huw David".

Cllr. Huw David
Leader of the Council





































A handwritten signature in black ink that reads "M. Shephard".

Mark Shephard
Chief Executive

Section 1 – What your Council does

Our Corporate Plan

Every 5 years your Council publishes a new Corporate Plan. This plan describes what challenges your Council is facing, how we will work, our priorities for delivery and what success will look like. The Well-being of Future Generation Act 2015 says that public bodies, including your Council, must work to improve the wellbeing of Wales. We have to agree and publish a set of well-being objectives to tell you how we will contribute to the national wellbeing goals. This link is summarised in the table below.

	Your Council's Well-being Objectives						
National Well-being Goal	Protecting our most vulnerable	Fair work, skilled, jobs and thriving towns	Creating thriving Valleys communities	Helping people meet their potential	Responding to the climate and nature emergency	Making people feel valued, heard and connected	Supporting people to be healthy and happy
A prosperous Wales							
A resilient Wales							
A healthier Wales							
A more equal Wales							
A Wales of cohesive communities							
Vibrant culture and thriving Welsh language							
A globally responsible Wales							



We have taken time to learn from the past and from other organisations to help us develop these objectives. We have looked at –

- Our past plans and how we have performed, good and bad
- Other organisations' plans and priorities – partners, the Public Service Board and other Council s
- Other people's views of us – from our regulators, staff and residents
- Data and research that tell us more about how Bridgend is doing

We have also talked to lots of people to see what they think, understand how well you think we are doing, and make sure the priorities make sense to them. We have talked to your councillors, our people and trade unions, our partner organisations, residents and your youth Council.

DRAFT

The area we cover

Bridgend County Borough covers around 100 square miles with a population of 145,760 in the 2021 census. In our population –

- 50.6% are female and 49.4% are male.
- 94.4% of people are the same gender as registered at birth, 5.3% didn't answer, 0.12% are a different gender (0.06% trans woman, 0.05% trans man, 0.2% non-binary)
- 91% of people are straight, 6.5% didn't answer the question, 1.35% are gay / lesbian and 0.95% of people are bisexual.
- 1% of people identify as Asian, 0.5% identify as black, 1.2% identify as mixed race, 96.7% identify as white and 0.3% identify as other.
- 17.8% of people are aged 0-15, 61.4% are 16-64 and 20.8% are 65+.
- 22.2% have disabilities that limit their day-to-day activities a little or a lot.

We have a diverse geography, with beautiful valleys in the North to the 12.5 miles of coastline and beaches to the south.

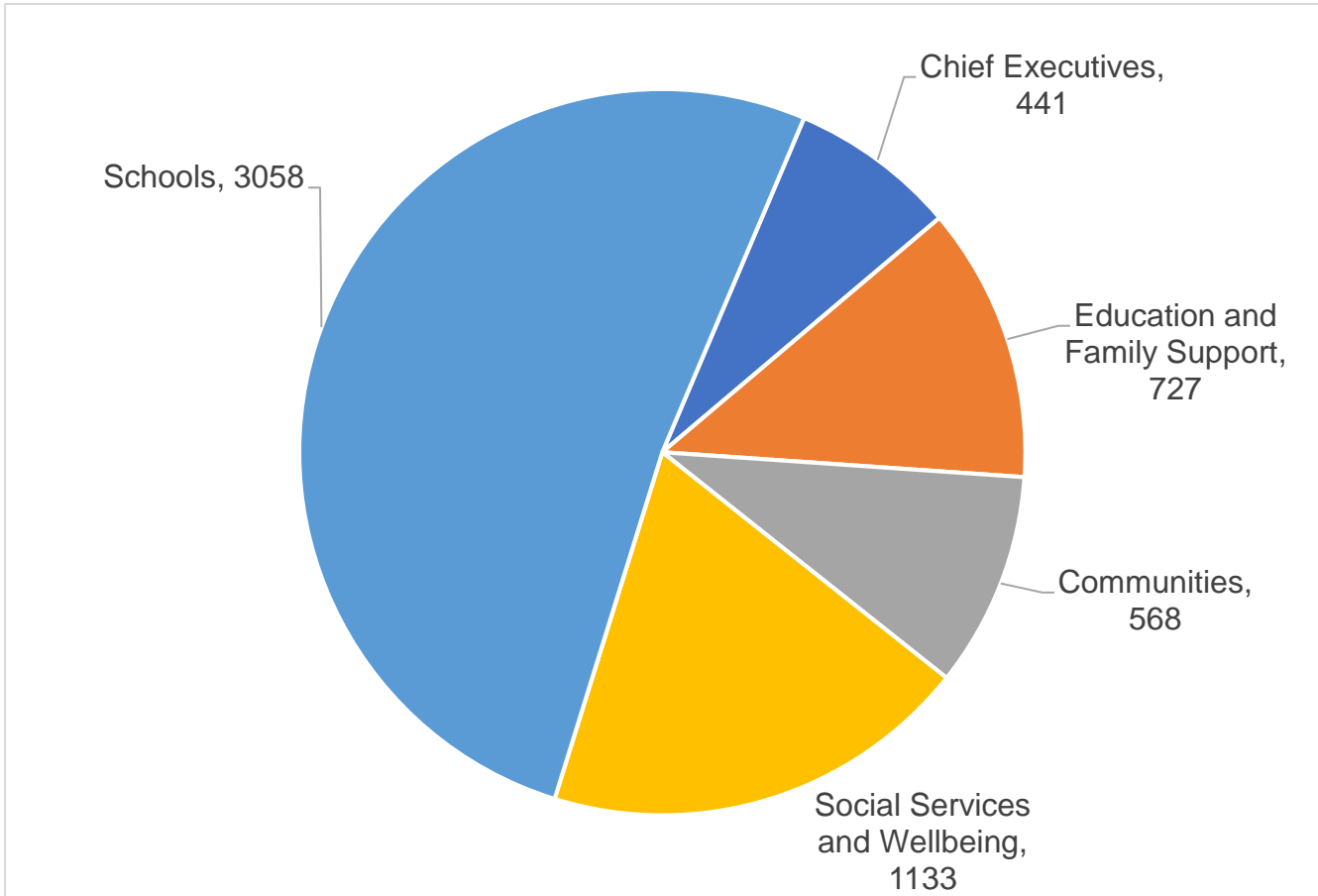
The M4 runs right through the centre of the County Borough, and we have main-line rail links to Cardiff and London to the East, and Swansea in the West.



The resources we use

Our People

The Council is a large organisation employing around 6,000 people. People in our four directorates provide services to support communities through all stages of life. For this, we rely on our people, from engineers to teachers to care workers.



51 Councillors elected by you to represent 28 wards



Our Assets

Our assets help us keep our communities connected and supported. Without our land, buildings and roads / footpaths we wouldn't be able to provide most of our services.

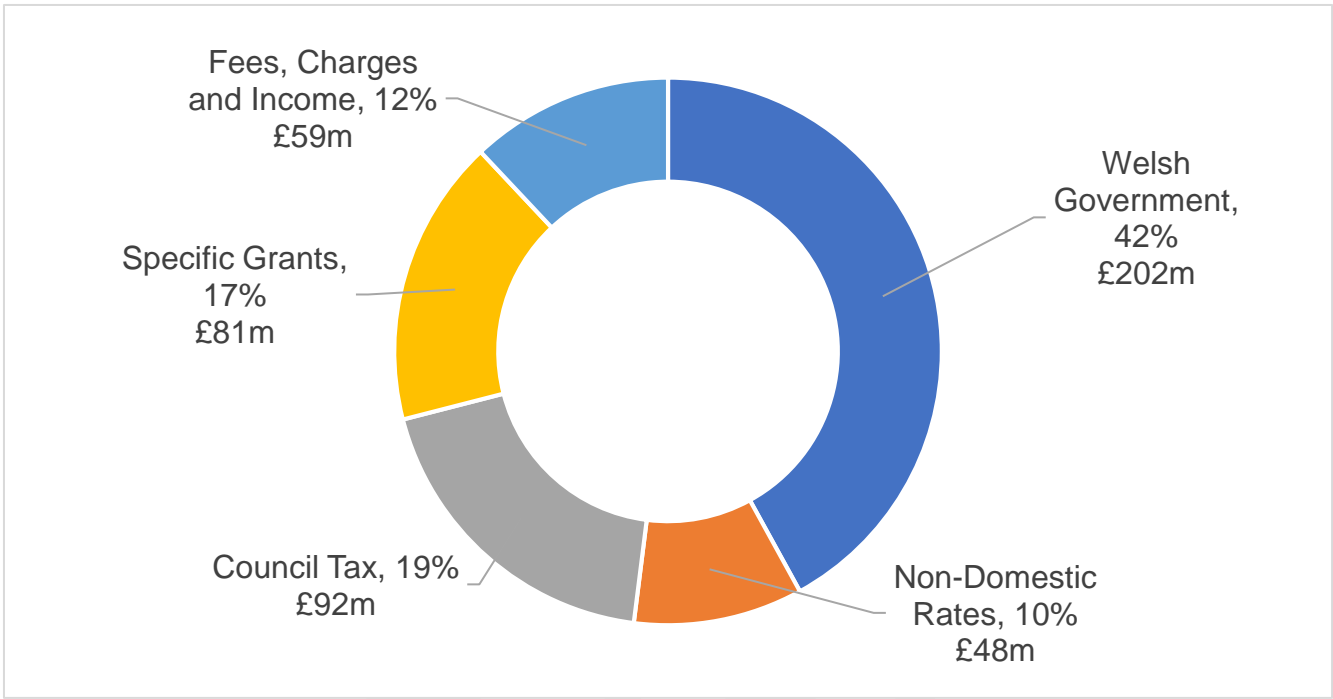
Leisure centres	8	Libraries standalone	4
Primary Schools	48	Libraries in leisure centres	7
Secondary Schools	9	Community centres managed by BCBC	8
Special Schools	2	Community centres leased to 3 rd party	17
Residential homes	10	Recycling centres	3

We also maintain **882km** of road network and **613.72 Km** of public rights of way, which include footpaths. This is further than the distance from Bridgend to John O'Groats!

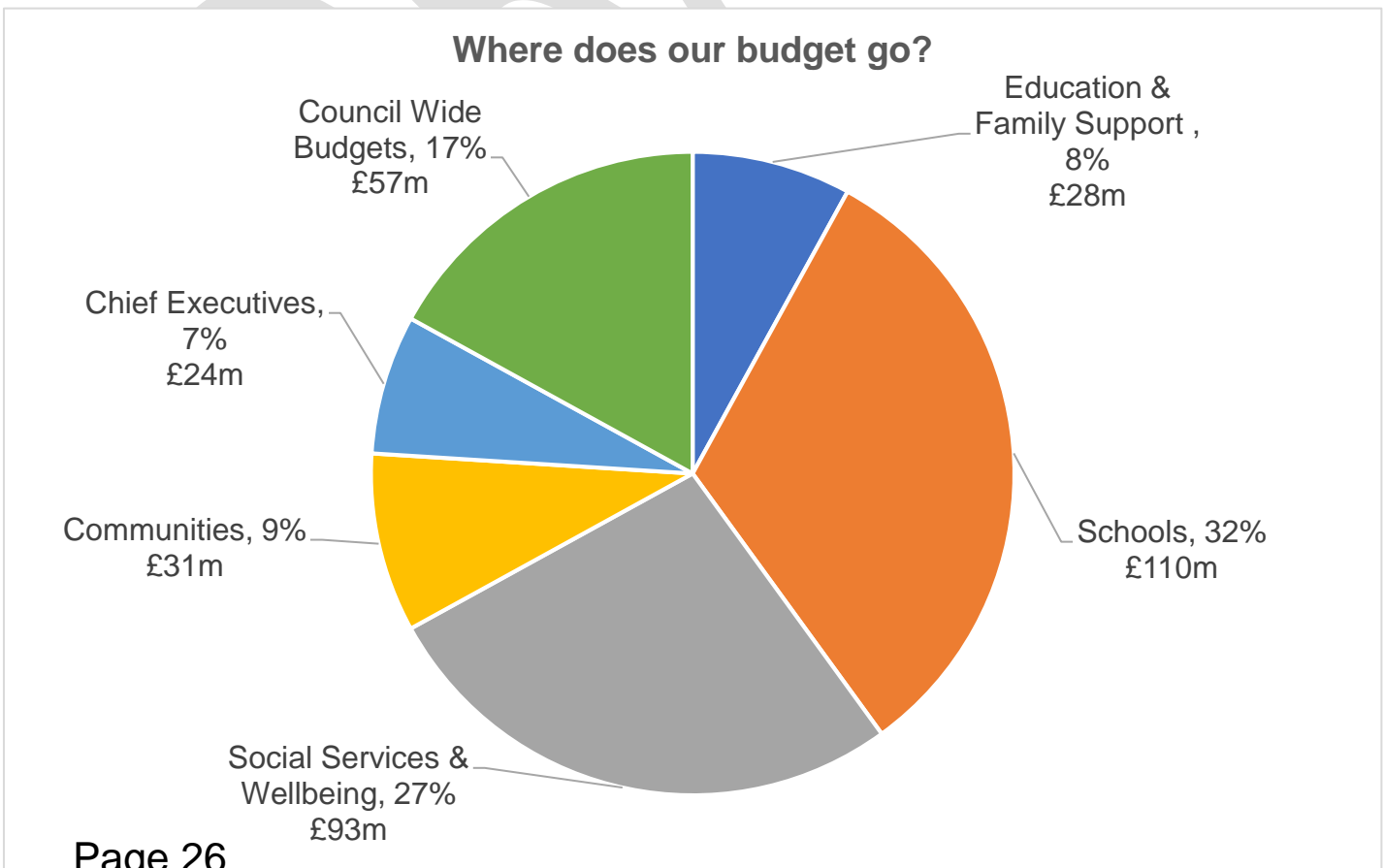
Our Money

We will spend over £485 million in 2023/24. The priorities in this plan have been developed alongside very detailed financial plans, to make sure we can afford to deliver them.

A lot of Your Council's budget comes directly from the Welsh Government, and less than one fifth comes from Council Tax. You can see the detail in the chart below.



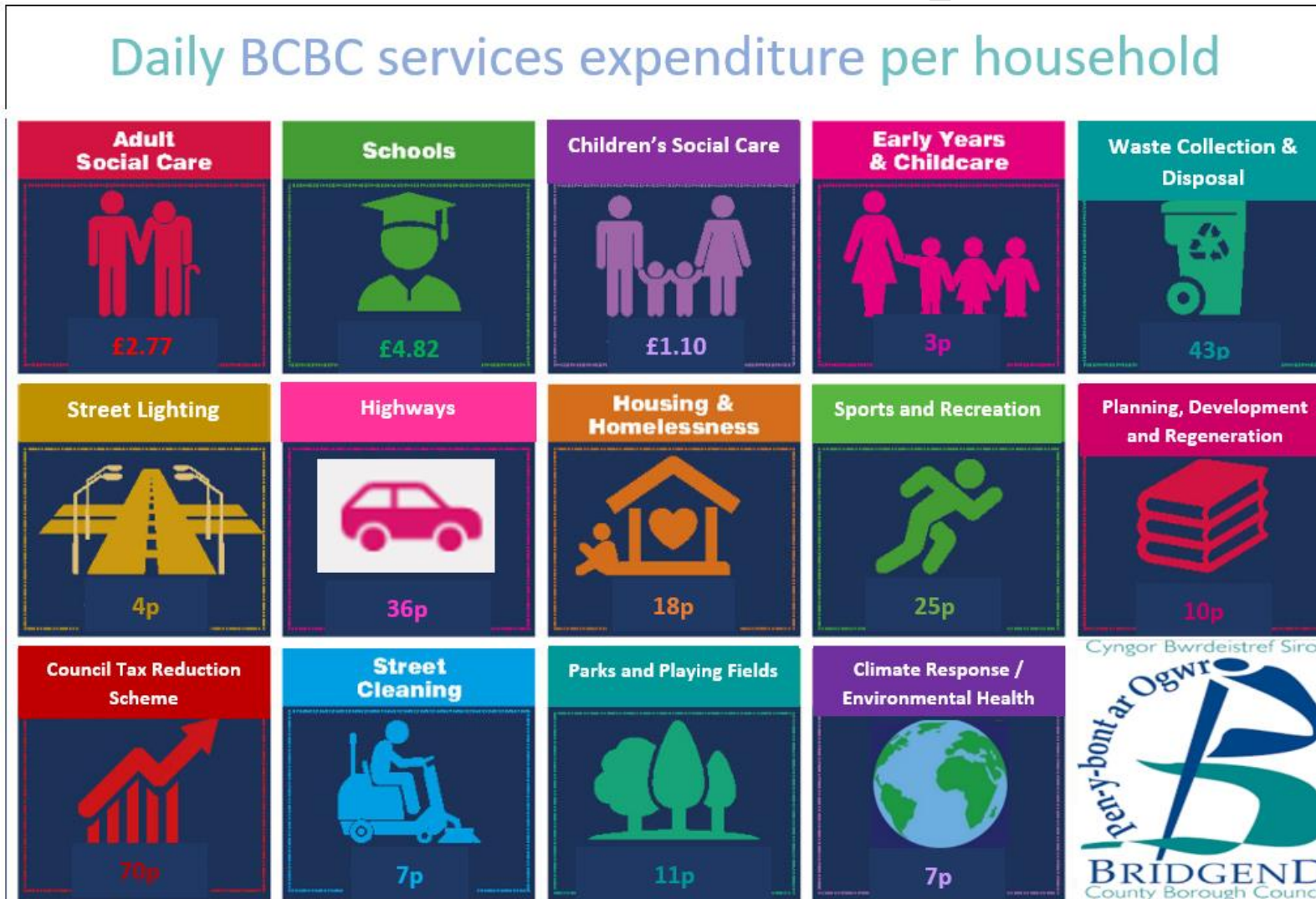
Nearly half of Your Council's budget is spent on our schools and another quarter is spent on social services and wellbeing. You can see the detail in the chart below.





The services we currently provide

We provide around 800 services to the community. This diagram gives an overview of the daily cost of some of our services.



The changing world for local government

The world has changed a lot since the pandemic, and it is having a big impact on the way the Council works. The cost-of-living crisis is making things difficult for you as residents and businesses, and it is making it harder for the Council to manage too. Some of the challenge your Council faces are –

- Increasing energy costs for community centres, care homes, leisure centres and schools
- Increasing fuel costs for school transport, home carers and recycling vehicles
- Changes to the cost and availability of goods like food for residential homes and building materials for new schools
- Pay rises for our staff who provide indispensable services
- National Government asking us to provide extra services like distributing cost of living payments
- Impacts on residents that add demand to services, including increased homelessness and safeguarding referrals
- Funding for the Council not increasing at the same rate as prices

This means we can't provide our services in the same way.

It is important that we understand what matters to our residents. In the economic crisis and during the pandemic, what people want has changed.

- You want cleaner streets, more green spaces and leisure facilities which are affordable, so that there are nice places to spend time with friends and family.
- Your wellbeing is important. Being healthy, including having access to health services is important. As is protecting the most vulnerable and ensuring people have support they need to live the lives they want to lead.
- You want your children to have the best start in life and a bright ambitious future, access to good education and equal opportunities to realise their potential. We all want our most vulnerable children to be safeguarded and protected from neglect and harm. Our care experienced children deserve the best opportunities to meet their full potential.
- You are more aware than ever of the importance of having a secure job and work-life balance and the implications on your families of the problems in the wider economy.
- You want to enjoy and promote the arts in Wales, our culture and heritage and the Welsh language.
- You understand that there is less money to spend so want the services that are provided by your Council to be more focused on the needs of the community, for us to listen to you and act on your views.
- You understand that you have a part to play in making our County Borough a more pleasant place to live such as cleaning up after your dogs, reducing waste and recycling what you can.

We have agreed how we will work differently to adapt to all of these changes.

Section 2 – Our ambition for Bridgend

How we will work differently for you

Over the next 5 years, we want to invest in the right things, the things that make the biggest difference and are most valued by you. We are faced with difficult choices about how we prioritise spending, we won't be able to do everything for everyone.

We will need to get better at working with other organisations and most importantly with local people. We all need to work together to get the best outcomes for the whole County Borough. We will need to focus on supporting local people and directing them to advice and support, as well as directly delivering services.

Because our budget is limited and the demand for services like social care, housing and homelessness keep rising, we will have to make hard decisions about reducing or even stopping some other services. We will do this in an open and transparent way, asking local people about your priorities to inform our decisions.



Your Council's 7 Wellbeing Objectives



Objective One

A County Borough where we protect our most vulnerable



Wellbeing Objective One – A County Borough where we protect our most vulnerable

The main ways we will achieve this are:

- Providing high-quality children's and adults social services and early help services to people who need them
- Supporting people in poverty to get the support they need or help they are entitled to
- Supporting people facing homelessness to find a place to live
- Supporting children with additional learning needs to get the best from their education
- Safeguarding and protecting people who are at risk of harm

What we've done	What we plan to do next
<p>Provided temporary accommodation to 2080 people between 2020 and 2022 who were homeless or in danger of becoming homeless</p> <p>Supported older and disabled people, investing £4.6 million to help them make changes to their homes</p> <p>Supported vulnerable people to stay in accommodation through alcohol, drug and mental health services working with the 3rd sector</p> <p>Spent almost £8 million Housing Support Grant to deliver our homelessness strategy</p> <p>Opened 2 learning resource centres (LRCs) (one English and one Welsh-medium) with space for 23 learners with additional learning needs</p> <p>Created the Early Help and safeguarding Locality Hub at Brynteg School to provide better support for children and their families.</p> <p>Paid over 14,700 winter fuel payments and 50,000 cost of living payments and supported over 16,000 residents to pay Council Tax.</p> <p>Provide support for families with issues such as school and education, behaviour, health, or housing, through Team Around the Family (TAF). 73% of interventions ended with a positive outcome in 2021-2022.</p>	<p>Develop a new homeless strategy with partners to deliver new projects to prevent and reduce homelessness</p> <p>Invest £750K 'safer streets' funding on extra CCTV, youth activities and women's self-defence classes</p> <p>Improve the process and access to grants for older and disabled people who need to make changes to their home</p> <p>Provide training to at least 60 school-based staff about ALN reform and how to support children with Additional Learning Needs (ALN).</p> <p>We will continue to improve early help services by increasing the number of team around the family (TAF) interventions that close with a positive outcome.</p> <p>Support eligible residents to pay their energy bills by administering the UK Government's Energy Bill Support Scheme.</p> <p>Raise awareness of financial support available to residents.</p> <p>Help communities become more resilient, so more people will find help and support they need in their community, with the 3rd sector.</p> <p>Support the wellbeing of unpaid carers – adults and young carers - to have a life beyond caring.</p>

<p>Provided unpaid carers with early support and advice to prevent the need for formal support or services.</p> <p>Supported over 5000 vulnerable people through the pandemic working with BAVO and communities.</p> <p>Made sure that all parts of the Council understand their safeguarding responsibilities.</p> <p>Improved Children's Social Care which has improved outcomes for our most vulnerable children and families</p> <p>Created seamless community health and social care services, to keep people healthy, independent and well-connected</p> <p>Improved social work assessments to focus on what matters to each person and care plans to support them to live the lives they want to live.</p> <p>Improved advocacy services, mental health and learning disability services working with people</p> <p>Developed an Exploitation Strategy to safeguard children and young people at risk of criminal and sexual exploitation.</p> <p>Reduced numbers of young people going into the criminal justice system from 167 per 100,000 aged 10-17 in July 2018 to 121 in 2022.</p>	<p>Work as one Council on a strategic plan to improve our safeguarding arrangements</p> <p>Safeguard children, young people and adults at risk of exploitation.</p> <p>Improve Children's Services by delivering the actions in our 3-year strategic plan.</p> <p>Improve adult social care with a new 3-year strategic plan to tackle physical and mental health impacts of Covid-19 on people with care and support needs, and our workforce.</p> <p>Change the way our social workers work to build on people's strengths and reflect what matters to our most vulnerable citizens, the relationships they have and help them achieve their potential.</p> <p>Address the gaps in important social care services such as care and support at home, specialist care homes for children and adults and recruiting more foster families identified by the Council and partners.</p> <p>Support the development of 'warm hubs' in partnership with Welsh Government and other partners.</p> <p>Identify children who are more likely to offend and provide them with support to reduce offending behaviour.</p>
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How you can help us...

- Consider becoming a foster carer or adopting
- Let us know about someone rough sleeping so we can try and assist
- If you are concerned about a vulnerable child, friend or neighbour tell us so that we can help
- Submit eligible, accurate claims for financial support to speed up the payment process
- Engaging with schools and the Council to support children in a way that best meets their needs.
- Become a community volunteer to assist Bridgend Youth Justice Service delivery
- Signposting people who you feel would benefit from early help support

Objective Two

**A County Borough with fair
work, skilled, high-quality
jobs and thriving towns**



Wellbeing Objective Two – A County Borough with fair work, skilled, high-quality jobs and thriving towns

The main ways we will achieve this are: -

- Helping our residents get the skills they need for work
- Making sure our young people find jobs or are in education or training
- Improving our town centres, making them safer and more attractive
- Attracting investment and supporting new and existing local businesses

What we've done	What we plan to do next
<p>Awarded over £2m in Transforming Town capital grants to 14 projects which have transformed old and derelict properties into new assets within our town centres.</p> <p>Awarded £255K in capital grants to 17 town centre business to help economic recovery and adapt how they operate post pandemic.</p> <p>Invested £595K in CCTV and added free public access wifi in Bridgend, Porthcawl and Pencoed town centres</p> <p>Facilitated the development of a new £48m Bridgend College Campus in the town centre working with Bridgend College and Welsh Government, which will be help town centre regeneration.</p> <p>Secured over £22m of investment from the Shared Prosperity Fund for economic and community projects, with 3rd sector and charities.</p> <p>Supported 550 new business start-ups since 2021 and awarded 23 business start-up grants in this current round, to encourage a thriving business community.</p> <p>Developed the Inspire 2 Work Programme helping over 460 young people aged 16-24 with CVs and interviews to help them find jobs or training.</p> <p>Supported 300 sixth-form students to attend Bridgend Jobs Fair in September 2022.</p>	<p>Deliver a further £1.3m of Transforming Town investment across our town centres in partnership with Welsh Government over the next three years to improve the economic sustainability of our town centres.</p> <p>Prioritise the replacement of the Penprysg Road Bridge and removal of the level crossing in Pencoed and seek funding from UK Government for this project.</p> <p>Redevelop Bridgend Central Station, including improving the front public area with a transport interchange at the rear, providing links between bus services and trains, in partnership with Welsh Government and Network rail.</p> <p>Invest £22m of Shared Prosperity Funding in Projects in the County Borough by 2025, with third sector partners, including in people and skills, supporting local businesses, and developing communities and place.</p> <p>Invest in Business Start up's in the County Borough by providing both professional and grant support, supporting key growth sectors like research and development, finance and the green economy.</p> <p>Increase employment / training opportunities in BCBC for young people aged 16 to 24-years-old.</p> <p>Encourage our suppliers to become real living wage employers</p>

Bridgend Music Service has run regular visits to Wellington Barracks, London for learners to experience life as a professional army musician.

Supported the local economy by improving the way we procure our goods and service, making contracts more accessible to local and small businesses

Gained Real Living Wage employer accreditation, with the biggest impact on low paid employees and increased the number of Apprentices and Graduates we employ, growing our own workforce for the future.

Set up a new, Council employee wellbeing group and appointed a Health and Wellbeing Officer. We have also brought-in Hybrid working so employees can work more flexibly and improve work life balance.

Provided over £54m in grant funding from Welsh Government to support local businesses, through the Pandemic.

Used over £7m in grant funding from the Cardiff City Region (CCR) to help with our projects and benefitted from working together as a region, investment support and training.

Employ and develop a well-motivated, well supported, qualified social care workforce in the Council and with partners. Fill vacancies in our social care services and reduce dependence on agency workers.

Bridgend Music Service will further develop links with Universities and Conservatoires to develop music skills in young people that lead to jobs.

Helping local businesses to tender for public sector work through our SRM project and external procurement webpage, supporting local businesses to be viable post-covid

Help people with care and support needs to overcome barriers to work and get jobs

Improve the Council's culture as an employer, offering fair work opportunities to current and potential employees. Use the views of our workforce to make improvements, develop and motivate employees and improve staff retention.

Work with the Cardiff City Region (CCR) and its 10 local authorities to think regionally about planning, transport and economic development

How you can help us...

- Be ambitious, starting your own business or get a new job
- Support local businesses by buying local
- Access the support available to make the most of your business
- If you run a business, consider taking on an apprentice or work with schools to help students think about careers
- If you run a business, bid to provide goods and services for public sector partners
- Support child/ren to take advantage of the offer for application and interview skills support
- Signpost young people to the Inspire 2 Work programme
- If you are an employer, pay the real living wage

A scenic landscape featuring a winding road and a river through a valley with green hills and a forested area. The road curves through a lush green valley, and a river flows alongside it. The hills are covered in dense green vegetation, and a forested area is visible in the foreground. The overall scene is bright and vibrant, with a clear sky and strong lighting.

Objective Three

**A County Borough with
thriving valleys communities**

Wellbeing Objective Three – A County Borough with thriving valleys communities

The main ways we will achieve this are:

- Investing in Maesteg town centre and creating more jobs in the Valleys
- Improving community facilities and making them more accessible
- Improving education and skills in the Valleys
- Investing in our parks and supporting tourism to the Valleys

What we've done	What we plan to do next
<p>Invested £8m into the restoration, refurbishment, and extension of the Grade II listed Maesteg Town Hall, providing a unique community and arts facility.</p> <p>Secured £3.5m from Cardiff City Region to remediate Ewenny Road site in Maesteg, with the neighbour, to develop over 200 homes, public open space, transport interchange and enterprise hub.</p> <p>Awarded £360k of capital grants to 51 Valley business and facilities to help with economic recovery.</p> <p>Built two new (1 English-medium, 1 Welsh-medium) primary schools in Bettws, with state-of-the-art learning for 420 learners aged 4 to 11 plus nursery provision.</p> <p>Redeveloped Maesteg Sports Centre for the community after its use as a covid vaccination centre.</p> <p>Invested in community centres to make them more digitally connected in partnership with Cwmpas and health partners</p>	<p>Complete a Placemaking Strategy for Maesteg town centre to improve the environment and support future investment bids.</p> <p>Develop a regeneration strategy for the Ogmore and Garw Valleys</p> <p>Progress with Community Asset Transfers in the valleys, including Llangynwyd Playing Fields, to protect these valuable community assets for future generations.</p> <p>Develop a commercial property enhancement grant for all valley high streets, to make them look better and bring properties back into commercial use.</p> <p>We intend to establish 3 new Flying Start provisions, offering free childcare for two-year-olds in Nantymoel, Ogmore Vale and Pontycymmer.</p> <p>Redevelop the Ewenny Road site, including new and affordable homes, an enterprise hub, open space and green infrastructure, in partnership with the adjoining landowner.</p> <p>Develop funding bids for our Valleys, to enhance the economy and stimulate new job opportunities.</p> <p>Open Welsh-medium childcare in the Ogmore Valley and Bettws, with 32 full-time-equivalent childcare places</p>

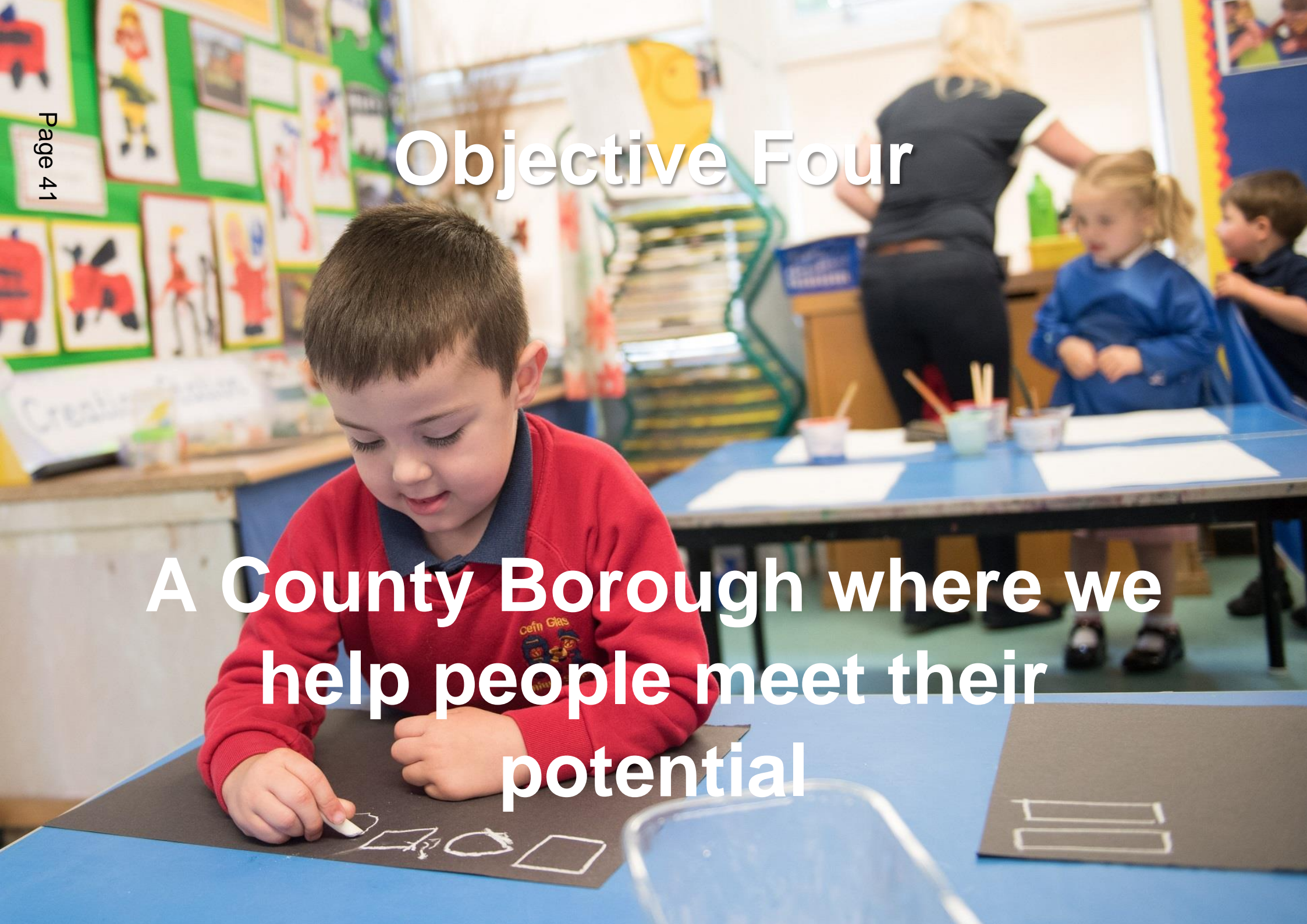
<p>Secured £1m capital funding through the Valleys Regional Park for Awen Cultural Trust (£636k) for Bryngarw Park and Wildlife Trust for South and West Wales (£391k) for Parc Slip nature reserve to improve visitor facilities.</p> <p>Invested in CCTV and free public access wifi in Maesteg town centre</p>	<p>Increase participation in physical and mental wellbeing programmes and leisure activities at Maesteg Town Hall, Garw and Ogmores Valley Life Centre, Maesteg Swimming Pool and Maesteg Sports Centre</p> <p>Promote and encourage the development of new social housing in the Valleys. Encourage the development of self-build homes on infill plots, to increase the range of housing available</p> <p>Provide new facilities for supported training for people with learning disabilities at Wood B and B-Leaf in Bryngarw</p> <p>Deliver additional activities in community venues in the Valleys, including digital activities.</p> <p>Work with the Cwm Taf Nature Network Project to improve access to high quality green spaces</p> <p>Increase the amount of land and premises available for businesses, including industrial starter units, in the Valleys.</p>
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How you can help us...

- Support local businesses – keep more of your money in your community
- Take part in activities in our community centres and hubs
- Use our parks and nature reserves across our Valleys
- Use the health and leisure facilities in your Valleys
- If you're looking for business premises, consider sites in the Valleys
- Volunteer and get involved in your communities

Objective Four

A County Borough where we help people meet their potential



Wellbeing Objective Four – A County Borough where we help people meet their potential

The main ways we will do this are -

- Providing safe, supportive schools with high quality teaching
- Expanding Welsh medium education opportunities
- Modernising our school buildings
- Supporting and encouraging lifelong learning
- Being the best parents we can to our care experienced children
- Offering youth services and school holiday programmes for our young people

What we've done	What we plan to do next
<p>Employability Bridgend has worked with 5,650 residents, bought 1,762 training courses, and helped 1,868 residents to find jobs since January 2018.</p> <p>Supported all schools and trained 1,841 teachers and school-based staff to provide the new curriculum, working with the consortium.</p> <p>Built 5 new primary schools and remodelled a secondary school for learners with ALN.</p> <p>Helped schools to review how they provided the best possible learning opportunities to children and young people.</p> <p>Delivered safeguarding training to all schools to help them protect children from harm.</p> <p>Deliver adult learning courses that people in the community said they wanted, with 222 adult learners on courses.</p>	<p>Employability Bridgend will work with funders and partners, including the Inspire to Work Project, to deliver a comprehensive employability and skills programme</p> <p>Help schools achieve their school improvement plans by analysing needs in the plans and offering training to address them. This will make sure that all schools will be judged by Estyn as 'not requiring any follow-up'.</p> <p>Enlarge Ysgol Gymraeg Bro Ogwr to a 2.5 form-entry new build off Ffordd Cadfan in Brackla.</p> <p>Provide a new build for Mynydd Cynffig Primary School at the junior site in Kenfig Hill.</p> <p>Enlarge Ysgol y Ferch o'r Sgêr to a 2 form-entry new build on the existing school site.</p> <p>Provide a new 2 form-entry English-medium school at Marlas Estate, Cornelly, to replace the existing Afon Y Felin and Corneli Primary Schools which will discontinue.</p> <p>Relocate Heronsbridge School to a new build 300-place school at Island Farm.</p> <p>Make additional digital learning training available to all school staff to improve teaching and learning in our schools</p> <p>Ensure all Bridgend schools are rated as 'green' following their safeguarding audit and provide support they need to improve.</p>

<p>Set-up Welsh language immersion support which 10 children have taken part in.</p> <p>Helped care experienced children, young carers and children with additional needs improve their wellbeing through summer hub activities, and discovery days.</p> <p>Employed Local Community Co-ordinators to support communities and connect them to local opportunities working with our partners at BAVO.</p> <p>Engaged and listened to children in all aspects of children's social care</p> <p>Consulted with care experienced children to improve our understanding of what they need from services</p> <p>Opened new youth centres at Brackla and Bryntirion.</p> <p>Delivered a 'Food and Fun' Programme to 71 pupils in years 4, 5 and 6 in summer 2022.</p> <p>Reviewed the quantity and quality of play opportunities in Bridgend.</p>	<p>Run more sessions that communities have expressed an interest in. Following feedback from the public, provide 20 more in-person training sessions.</p> <p>Deliver the actions in the Welsh Language Promotion Strategy and Welsh in Education Strategic Plan (WESP)</p> <p>Work with local schools to promote the Council as an employer and promote apprenticeships</p> <p>Develop of our future wellbeing programmes with people who are going to use them.</p> <p>Make our leisure and culture programmes more accessible to children with additional needs.</p> <p>Support communities to develop their own services</p> <p>Give care experienced children love, care, safe homes to live in and opportunities to try new activities, gain new skills and fulfil their potential working across the Council and partners</p> <p>Give young adults with learning disabilities chance to try activities, gain new skills and fulfil their potential working across the Council and partners</p> <p>Develop a Corporate Parenting Strategy with care experienced children to explain what public services will do to help them meet their potential and celebrate 'rights of passage'.</p> <p>Extend the 'Food and Fun' Programme in Summer 2023 to at least 80 pupils.</p> <p>Improve the digital offer to young people, including a youth led interactive website.</p>
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How you can help us...

- Encourage your child to attend school regularly and get there safely
- Support your child to get the best out of their education
- Support your local school, take part in fundraising events, consider joining the PTA or governors
- Take part in lifelong learning courses and events and promote them to your friends and family
- Report any safeguarding concerns to the local Multi-Agency Safeguarding Hub
- Engage with schools when they ask for your views and take part in consultations about new schools
- Let us know what adult learning courses you are interested in and take part in our adult learning courses
- Use our food and fun summer holiday programmes

Objective Five

A County Borough that is responding to the climate and nature emergency



Wellbeing Objective Five – A County Borough that is responding to the climate and nature emergency

The main ways we will do this are -

- Moving towards net zero carbon
- Improving the energy efficiency of our buildings and services
- Protecting our landscapes and open spaces and planting more trees
- Reducing, reusing or recycling as much of our waste as possible
- Improving flood defences and schemes to reduce flooding of our homes and businesses

What we've done	What we plan to do next
<p>Saved over 7,000 tonnes of carbon from our operations as part of our approved 2030 Net Zero Carbon Strategy, playing our part in the Climate Emergency.</p> <p>Developed a draft Air Quality Action Plan to help us improve air quality in the Park Street Air Quality Management Area.</p> <p>Invested £9.5 Million in renewal / improvement of sea defences in Porthcawl to provide flood protection in partnership with Welsh Government.</p> <p>Invested over 500k in flood improvement schemes across the County Borough, including the use of alarms in storm culverts, to protect homes and businesses.</p> <p>Planted over 13,000 trees, designated Bedford Park as a new nature reserve and extended the Frog Pond Wood nature reserve to improve and protect the biodiversity of our County Borough.</p> <p>Invested £1.5m in a Refit Energy Scheme for 19 schools to improve energy efficiency, lower energy costs and improve sustainability, replacing lighting with LEDs, upgrading lighting controls and installing solar photovoltaic panels.</p>	<p>Keep reducing our carbon footprint by changing our Council vehicles to electric and further energy efficiency schemes</p> <p>Use feedback from the consultation to agree an Air Quality Action Plan and start work on the measures to improve air quality along Park Street.</p> <p>Invest in and improve flood mitigation measures in our valleys communities to reduce the flood risk.</p> <p>Deliver projects such as woodland protection, develop and protect our natural environment in partnership with our communities as part of our Bridgend Biodiversity Plan.</p> <p>Plant a further 10,000 trees a year and provide a Community Planting scheme to green our County Borough.</p> <p>Invest in a second round of the Refit Energy Scheme to offer energy efficiency improvements to Council buildings including schools.</p> <p>Develop our Future Waste Services Model, improving our recycling targets further and converting our vehicles. We will consult on the options with residents in 2024.</p>

<p>Increased our recycling rate to 72.6% in 2022, the 2nd best in Wales, with the support of our residents</p> <p>Converted all our 16,000 streetlights to Energy Efficient LED light fixtures, to save energy and running costs.</p> <p>Included carbon reduction criteria in our procurement process</p> <p>Piloted electric vehicles in our home care teams</p> <p>Invested over £580K in green spaces, parks and nature reserves as part of the Cwm Taf Nature Network Project.</p>	<p>Build five new net zero carbon schools.</p> <p>Deliver more frontline social care services with workers using the Council's electric vehicles</p> <p>Ensure that the new Community Recycling Centre at Pyle is opened</p> <p>Work with the Cwm Taf Nature Network Project to enhance and improve access to high quality green spaces in our County.</p>
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How you can help us...

- Reuse and recycle more, recycle right. Think about your buying habits and how we can reduce our waste.
- Take pride in our County Borough by not dropping litter, fly tipping or fly posting and cleaning up after your dog.
- Use our County Borough's parks and greenspaces to get out, have fun and improve your own health and wellbeing.
- Think greener, live greener, reduce use of single use plastics and energy where possible.
- Get involved with environmental volunteering such as litter picking.
- Take responsibility for your local area by resolving, recording and reporting any issues.
- Buy local to reduce your own carbon footprint
- Think about how you can make your home more energy efficient.

Objective Six

**A County Borough where
people feel valued, heard and
part of their community**





Wellbeing Objective Six – A County Borough where people feel valued, heard and part of their community

- Improving the way we engage with local people, including young people, listening to their views and acting on them
- Offering more information and advice online and in your libraries and community buildings, not just in Civic Offices
- Helping clubs and community groups take control of and improve their facilities and protect them for the future
- Make sure you can talk to us and hear from us in Welsh
- Celebrating and supporting diversity and inclusion and tackling discrimination

What we've done	What we plan to do next
<p>Worked to deliver our equalities commitments, including supporting Pride events, raising awareness of hate crime, helping disabled people to apply for jobs in the Council and many other activities</p> <p>Consulted with residents, including on the budget, the local development plan and school modernisation, and consulted with staff through our staff survey. All to inform our plans and decisions.</p> <p>Made our website more accessible and intuitive. Invested in 'my account' our digital platform, to help people report issues, pay for things, resulting in a monthly average of 6500 online transactions</p> <p>Made sure our communications and information about services can all be accessed bi-lingually</p> <p>Invested over £1.1m in more than 30 Community Asset Transfers, helping clubs and community groups to improve their facilities and protect their facilities for the future.</p> <p>Engaged with the Community on major planning issues including the Bridgend Town Centre Master Plan and the Porthcawl</p>	<p>Finish the work on our current Strategic Equalities Plan and work with communities to develop a new one, supporting Welsh Government on race equality and LGBTQ+ action plans</p> <p>Review how we communicate and engage with residents, including children and young people to help us become more customer focussed and responsive.</p> <p>Develop more 'community hubs' in libraries and other Council buildings, so that residents can get more information and help without travelling to the Civic Offices.</p> <p>Invest a further £400K in Community Asset Transfers and support Clubs and Community Groups with equipment grants to improve and safeguard these facilities</p> <p>Provide new opportunities for the community to engage with us on our Regeneration Plans, holding workshops with key stakeholders including Town Council s, Learners and Community Groups.</p> <p>Encourage people, communities, children and young people to talk to the Council about issues that are important to them, and influence the decisions that affect their lives</p>

Placemaking Strategy, using responses to shape the new strategies.

Talked to adults and older adults about becoming a more Age Friendly Community and a great place to grow older.

Community navigators and connectors have helped people find the services and support they need in the place they live

Make Bridgend a great place to grow old, working with partners to improve leisure activities, accessible housing, care and support as an Age Friendly Council

Develop a more coordinated approach with partners to helping people find activities and groups in their communities (and develop new ones where there are gaps)

Develop the Bridgend County Borough Climate Citizens Assembly to allow our communities to shape our 2030 Net Zero Carbon Agenda.

How you can help us...

- Responding to consultations, taking part in Council events, engagement and focus groups and using petitions when you need to
- Reporting issues as you see them on the report it app
- Accessing Council services digitally wherever possible
- Talking up your County Borough – be proud of the great things here and tell others about it
- Encouraging young people to be heard

Objective Seven

A County Borough where we support people to live healthy and happy lives



Wellbeing Objective Seven – A County Borough where we support people to live healthy and happy lives

The main ways we will do this are -

- Improving active travel routes and facilities so people can walk and cycle
- Offering attractive leisure and cultural activities
- Improving children’s play facilities and opportunities
- Providing free school meals and expanding free childcare provision
- Integrating our social care services with health services so people are supported seamlessly
- Improve the supply of affordable housing

What we’ve done	What we plan to do next
<p>Invested over £5m in active travel routes, to enable communities to make greener travel choices, with support from Welsh Government.</p> <p>Invested over £1.5m in improvements to play facilities across the County Borough with 9 facilities being completed to date.</p> <p>Brought in £18m levelling up funding for the redevelopment of the Grand Pavilion in Porthcawl</p> <p>Delivered free school meals to all reception pupils since September 22, covering 617 pupils every day</p> <p>Tried out a Dare2Explore project to support 56 learners with emotional difficulties</p> <p>Supported 1350 children (aged 0-3 years) through Flying Start every year. This was recently extended to include a further 151 children.</p> <p>Invested £400,000 and led the regional Super Agers programme supporting older adults to become more active</p> <p>Invested £1.2 million in improved wellbeing hub facilities at Bridgend and Maesteg and supported accessibility improvements in swimming pools.</p>	<p>Improve the quantity and quality of play opportunities. We will Invest in all Children’s play areas and make sure inclusive play equipment is provided to allow opportunities for all.</p> <p>Improve sustainable and active travel choices, including the Metrolink Bus facility in Porthcawl, to increase connectivity and greener travel choices.</p> <p>Redevelop Porthcawl Grand Pavilion to increase the use of the new facilities and extend social and leisure facilities, in partnership with Awen Cultural Trust.</p> <p>Provide free school meals to all primary school learners by September 2024.</p> <p>Increase the number of affordable homes in Bridgend in partnership with Welsh Government and social landlords</p> <p>Get a better understanding of housing and support needs and work with social landlords to provide homes to suit those needs</p> <p>Improve the way we deal with empty homes</p>

<p>Expanded “books on wheels” and access to digital resources through the library service and Awen to reach more people.</p> <p>Bridgend Music Service provides after school youth music ensemble activities during term time. This includes rehearsals, concerts and social events.</p> <p>Provided an exercise referral programme helping 2,408 people with physical or mental health problems to become more active, working with Halo leisure.</p> <p>Integrated our community health and care services in community teams so people are supported by the right person at the right time</p> <p>Worked faster and more effectively with partners during the pandemic to support all homeless people</p> <p>Delivered 522 affordable houses Working in partnership with Welsh Government and Registered Social landlords.</p>	<p>Roll-out the Dare2Explore project in at least 1 more school</p> <p>Work with childminders, nurseries and others to roll-out universal childcare for all two-year-olds.</p> <p>Develop an Active Leisure offer for older adults to improve physical and mental wellbeing</p> <p>Increase the use of the exercise referral programme by people who may have found it hard to participate in the past</p> <p>Complete the refurbishment of Pencoed library</p> <p>Develop a long-term Active Bridgend plan and leisure strategy</p> <p>We will increase the range of after school music ensembles and activities to ensure more pupils benefit from this provision.</p> <p>Increase participation in leisure and cultural activities.</p> <p>Work even more closely with the NHS so all people receive the right health or care service at the right time.</p>
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How you can help us...

- Attend and take part in events and activities and encourage others to get involved too.
- If you are part of the County Borough’s artistic community, work with us to strengthen our cultural offer.
- Use our culture and leisure facilities
- Take part in sports or get involved by volunteering to run a local team in your area.
- Leading active and healthy lives and encouraging your children to do the same
- Signpost friends and family to check if they are eligible for the funded childcare provision for two-year-olds
- Use greener travel options – walking, cycling, car sharing and low emission vehicles.
- Encourage young musicians to attend youth music ensembles.
- If you are a landlord, provide quality homes

How we will measure and show you our progress

Our corporate plan tells you our priorities, and actions needed to achieve them. But we also need to report back regularly so we can tell you whether we are on track.

We use a standard ‘Plan, Do, Revise, Review’ model to do this.

- Identify needs
- Set priorities, develop targets and actions
- Set budgets



- Deliver services
- Achieve commitments
- Gather information
- Monitor performance

- Research changing environment
- Check priorities, targets and actions
- Use lessons learned

- Review performance
- Review budgets and risks
- Review and challenge at CPA and scrutiny

We regularly take performance reports to Corporate Management Board and to your elected members. We use meetings of the Cabinet, Scrutiny committees and Council to do this, as well as a special meeting called Corporate Performance Assessment (or CPA). Here, the Council’s senior managers, Cabinet and Scrutiny Chairs get together to assess and challenge performance and make service changes where needed. The cycle over a year looks like this -

	Quarter 1 (September)	Quarter 2 (December)	Quarter 3 (March)	Quarter 4 (June)
CPA	<ul style="list-style-type: none"> • Review and challenge targets • Make changes where needed 	<ul style="list-style-type: none"> • Review performance and trend data for quarter 2 • Agree actions needed if targets aren't being met 	<ul style="list-style-type: none"> • Review performance against targets for quarter 3 • Make changes where needed 	<ul style="list-style-type: none"> • Review the year's performance • Review our annual self-assessment report
Corporate Overview and Scrutiny (COSC)		<ul style="list-style-type: none"> • Challenge under performance • Refer detail to scrutiny committees 		<ul style="list-style-type: none"> • Analyse end year performance • Compare • Refer detail to scrutiny committees
Overview and scrutiny committees		<ul style="list-style-type: none"> • Investigate performance issues 		<ul style="list-style-type: none"> • Investigate performance issues

Our regulators and our own self-assessment told us we need to improve the way we manage performance. We will do this over the next 5 years, looking at –

- The quality and accuracy of our data
- Culture, roles and responsibility for performance management
- Capacity of staff and teams to manage performance
- Our performance system
- The way we compare our performance over time and with others

How we will use your views

Every year, we will consult on and then publish a self-assessment of how we have done in the previous year.

We will also keep asking you about our priorities and performance in our annual budget survey.

Specific performance and service issues also regularly form part of our Citizens Panel and Youth Council engagement.

DRAFT

This document is a multi-purpose tool ensuring the appropriate steps are taken to comply with the [Public Sector Equality Duty](#) Equality Impact Assessment legislation and to demonstrate that we have shown due regard to the need to reduce inequalities of outcome resulting from socio-economic disadvantage when taking strategic decisions under the [Socio-economic Duty](#). It also ensures consideration of the [Welsh Language Standards](#). [Click here to access more information and guidance to help you complete this EIA.](#)

- This assessment should be carried out **before your policy or proposal commences but after your engagement or consultation activities**.
- Your EIA screening form should have informed your consultation or engagement activities.
- If you are undertaking a full public consultation as part of your policy or proposal this form should be completed after the consultation has concluded.
- The results of your consultation and engagement activities will have helped you to gain a better understanding of the needs of those who may be impacted by the policy or proposal.
- **All sections and all questions require a response and must not be left blank even if they are ‘not applicable’.**

Name of project, policy, function, service or proposal being assessed:	Bridgend County Borough Council Corporate Plan 2023-28
Brief description and aim of policy or proposal:	The Corporate Plan is the strategic plan for the county borough and sets out the long-term outcomes we want to achieve. Every 5 years the Council publishes a new Corporate Plan. which describes the Council’s priorities, why they are important and what success will look like. The priorities, or well-being objectives, show our commitments to our citizens and our contribution to Wales’s seven well-being goals:
Who is responsible for delivery of the policy or proposal?	Chief Executive, Mark Shephard
Date EIA screening completed:	Screening not completed due to scale of the plan and significance to BCBC activities, therefore full EIA undertaken

Evidence

Record of other consultation/engagement with people from equality groups, people who represent these groups, staff who work with groups, including any sessions run as part of a public consultation.

Group or persons consulted	Date/venue and number of people	Feedback/areas of concern raised	Action Points
Bridgend Youth Council (Young People)	A discussion and engagement session with the Youth Council was held on 18 Jan 2023 at Evergreen Hall (12 attendees,	Youth Council, on 18 January 2023 <ul style="list-style-type: none"> • Criticism of two of the principles which were felt to be very negative and would need more consideration and consultation 	Points raised in the discussion and engagement session have been taken into account and included in the final plan

	<p>8 were members of the youth council)</p> <p>The Consultation team provided the Youth Council with a link to the youth version of Shaping Bridgend's Future 2022 budget consultation which included questions regarding the proposed 5 ways of working and 7 wellbeing objectives.</p>	<ul style="list-style-type: none"> • Would like to see a stronger focus on employment for young people • Would like to see a stronger focus on arts and music in schools • General agreement with the inclusion of a separate Valleys objective, as they believed the challenges faced were different/ worse than in the towns 	<p>The results of the public consultation will be presented to Cabinet for their consideration in finalising the Medium Term Financial Strategy</p>
Bridgend Community Cohesion and Equality Forum	N/a	<p>The consultation team sent the survey link and associated communications e.g. posters and infographics, to be distributed to all forum members, to encourage completions.</p>	<p>The results of the public consultation will be presented to Cabinet for their consideration in finalising the Medium Term Financial Strategy.</p>
Menter Bro Ogwr (MBO)	N/a	<p>The consultation team developed an article promoting the consultation and sent it to MBO with a QR code to be included in their newsletter "Hogwr"</p>	<p>The results of the public consultation will be presented to Cabinet for their consideration in finalising the Medium Term Financial Strategy.</p>

<p>If you undertook a full public consultation please enter the details and a summary of the findings here:</p>	<p>Questions related to the proposed 5 ways of working and 7 wellbeing objectives were included within the he Council's Medium Term Financial Strategy (MTFS) consultation, which ran from 19 December 2022 to 22 January 2023. The consultation received 1,441 interactions from a combination of survey completions, attendance at engagement events (face-to face drop in sessions), social media engagement and via the Council's Citizens' panel.</p> <p>Details of the consultation were shared with the following stakeholders: general public/residents, Citizens' panel members, elected members, Bridgend County Borough Council employees, businesses, Bridgend Business Forum members, local media, town councils, school governors, Bridgend Community Cohesion and Equality Forum (BCCEF) members.</p> <p>Details of the consultation were also sent to HALO who were asked to help raise the profile through their own organisation and its social media channels.</p>
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In order to encourage participation of young people within Bridgend secondary schools and Bridgend College the consultation team wrote to all governing bodies and headteachers as well as Bridgend College to promote the consultation amongst their learners as well as school staff and parents/carers.

Engagement from the budget consultation showed that 1,009 people responded to the question about the new principles to support the proposed new objectives of the Council and 1,025 people responded to the questions about the new proposed well-being objectives. Of those, 805 people (80%) were satisfied with the proposed principles, a high rate of satisfaction. Similarly, 793 people (77%) were satisfied with the proposed Well-being Objectives. The main comments and criticisms were:–

- Criticism of two of the principles which were felt to be very negative and would need more consideration and consultation (stopping or cutting services and helping communities to find their own solutions)
- There should be more focus on Bridgend Town Centre and tourism in Porthcawl
- There should be a clear focus on listening to local communities and acting on their views
- There should be more focus on universal, high-quality services for all council taxpayers
- The wording of the Objectives was positive and aspirational but lacked a clear link to council services

Points raised have been considered and included in the final plan.

Please list any existing documents, reports, evidence from previous engagement, previous EIAs, service user information etc. which have been used to inform this assessment.

Assessment is based on Shaping Bridgend's Future consultation exercise undertaken between 19 December 2022 to 22 January 2023, previous corporate plan EIA screening documents, evidence gathered during various phases of drafting the corporate plan as detailed in the cabinet report.

If you have identified any data gaps then you **MUST** undertake more consultation/engagement/research.

Assessment of Impact

It is important that you record the mitigating actions you will take when developing your final policy or proposal. Record here what measures or changes you will introduce to the policy or proposal in the final draft which could:

- Reduce or remove any unlawful or negative impact or disadvantage;
- Improve equality of opportunity;
- Introduce positive change;
- Reduce inequalities of outcome resulting from socio-economic disadvantage;
- Provide opportunities for people to use the Welsh Language;
- Ensure that the Welsh Language is treated no less favourably than the English Language.

Protected characteristics

Based on the data you have analysed, and the results of consultation or engagement, consider what the potential impact will be upon people with protected characteristics (negative or positive). Include any examples of how the policy or proposal helps to promote equality. If you do identify any adverse impact you **must seek legal advice as to whether, based on the evidence provided, an adverse impact is or is potentially discriminatory, and identify steps to mitigate any adverse impact – these actions will need to be included in your action plan.**

	What are the impacts of your policy or proposal? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation and any supporting evidence.	Considerations to mitigate negative impact(s) and/or secure positive impact(s)
	Positive impact(s)	Negative impact(s)	No impact		
Gender	X			<p>From the 2021 census there were 145,500 people living in the county borough comprising of a gender split of 49.4% male (71,800) and 50.6% (73,600) female.</p> <p>Within the consultation, 749 people responded to the question regarding gender as follows:</p> <ul style="list-style-type: none"> • Female – 342 • Male – 391 • Prefer not to say – 16 <p>No negative impacts were identified as part of the public consultation feedback or other research and engagement exercises completed.</p>	<p>Work is underway on analysis of the finer details of the consultation feedback which will inform us further.</p> <p>Additional work on identifying impact will be completed when the delivery plan is written and service areas complete their business plans and agree the specific activities linked to the corporate plan commitments</p> <p>Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny,</p>

				<p>The Corporate Plan does not prioritise services by sex therefore there is no positive or negative impact on any sex. Neither the vision nor the priorities outlined in the Corporate Plan favour or discriminate within this group. However, some of the commitments will impact carers, parents and children. As the vast majority of caring and parenting responsibilities are undertaken by women; some commitments may have a differing positive impact for women.</p>	<p>with annual progress detailed in our self-assessment report at year end.</p> <p>Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas.</p> <p>It is recommended that comprehensive and detailed equality analysis is carried out which will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.</p>
Disability	X			<p>From the 2021 census, 11% of Bridgend residents were identified as being disabled and limited a lot.</p> <p>Of the 746 people responding to the question on the consultation survey, 126 (17%) stated they considered themselves disabled.</p> <p>No negative impacts were identified as part of the public consultation feedback or other research and engagement exercises completed.</p> <p>The Corporate Plan vision and priorities do not impact negatively on this group. The plan seeks to have a positive impact, reduce health inequalities and improve health outcomes for all residents, as well as improving access to services including providing more community hubs, helping people with care and support needs to overcome barriers to employment, improved access to grants for disabled people, and provide greater support for children with additional learning needs in education.</p>	<p>Work is underway on analysis of the finer details of the consultation feedback which will inform us further.</p> <p>Additional work on identifying impact will be completed when the delivery plan is written and service areas complete their business plans and agree the specific activities linked to the corporate plan commitments</p> <p>Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny, with annual progress detailed in our self-assessment report at year end.</p> <p>Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas.</p> <p>It is recommended that comprehensive and detailed equality analysis is carried out which will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.</p>

Race	X			<p>From the 2021 census there are 4,691 BAME people living in Bridgend comprising of 3.2% of the total population.</p> <p>The responses to the public consultation exercise were from:</p> <ul style="list-style-type: none"> • Welsh – 466 • English – 51 • British – 215 • Scottish – 5 • Other – 9 • Prefer not to say – 6 <p>In terms of ethnicity, the following data was captured:</p> <ul style="list-style-type: none"> • White – 716 • Mixed/multiple ethnic groups – 4 • Prefer not to say – 20 • Other ethnic group – 5 <p>No negative impacts were identified as part of the public consultation feedback or other research and engagement exercises completed.</p> <p>It is unlikely that the Corporate Plan will have any negative impact on this group. The following commitment aims to have a positive impact “Finish the work on our current Strategic Equalities Plan and work with communities to develop a new one, supporting Welsh Government on race equality and LGBTQ+ action plans”</p>	<p>Work is underway on analysis of the finer details of the consultation feedback which will inform us further.</p> <p>Additional work on identifying impact will be completed when the delivery plan is written and service areas complete their business plans and agree the specific activities linked to the corporate plan commitments</p> <p>Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny, with annual progress detailed in our self-assessment report at year end.</p> <p>Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas.</p> <p>It is recommended that comprehensive and detailed equality analysis is carried out which will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.</p>
Religion and belief			X	<p>From the 2021 census 52.3% of residents reported having ‘No religion’, 40.4% described themselves as Christian and 5.6% did not state their religion.</p>	<p>Work is underway on analysis of the finer details of the consultation feedback which will inform us further.</p>

			<p>The responses to the public consultation exercise were from:</p> <ul style="list-style-type: none"> • Buddhist – 5 • Christian – 335 • Hindu – 1 • No religion – 355 • Other – 12 • Prefer not to say – 39 <p>No impacts were identified as part of the public consultation feedback or other research and engagement exercises completed</p> <p>It is unlikely that the Corporate Plan will have any negative or positive impact on individuals from different beliefs. Any negative impacts identified will need to be monitored and remedied by services.</p>	<p>Additional work on identifying impact will be completed when the delivery plan is written, and service areas complete their business plans and agree the specific activities linked to the corporate plan commitments</p> <p>Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny, with annual progress detailed in our self-assessment report at year end.</p> <p>Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas.</p> <p>It is recommended that comprehensive and detailed equality analysis is carried out which will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.</p>
Sexual Orientation	X		<p>From the consultation exercise, the following data was collected:</p> <ul style="list-style-type: none"> • Heterosexual/Straight – 662 • Gay man – 9 • Gay woman/lesbian – 7 • Bisexual – 1 • Other – 6 • Prefer not to say – 43 <p>No negative impacts were identified as part of the public consultation feedback or other research and engagement exercises completed.</p> <p>It is unlikely that the Corporate Plan will have any negative impact on this group. The following commitment aims to have a positive</p>	<p>Work is underway on analysis of the finer details of the consultation feedback which will inform us further.</p> <p>Additional work on identifying impact will be completed when the delivery plan is written, and service areas complete their business plans and agree the specific activities linked to the corporate plan commitments</p> <p>Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny, with annual progress detailed in our self-assessment report at year end.</p>

				<p>impact “Finish the work on our current Strategic Equalities Plan and work with communities to develop a new one, supporting Welsh Government on race equality and LGBTQ+ action plans”</p>	<p>Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas.</p> <p>It is recommended that comprehensive and detailed equality analysis is carried out which will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.</p>
Age	X			<p>From the 2021 census the age breakdown of people living in Bridgend is:</p> <ul style="list-style-type: none"> • 0 – 14 = 16.7% (24,300) • 15 – 64 = 62.6% (91,100) • 65+ - 20.7% (30,200) <p>From the consultation exercise, the following data was gathered from the 747 people who provided a response to this question:-</p> <ul style="list-style-type: none"> • Age 18 to 24 – 7 • Age 25 to 34 – 69 • Age 35 to 44 - 125 • Age 45 to 54 – 146 • Age 55 to 64 – 191 • Age 65 to 74 – 134 • Age 75+ - 64 • Prefer not to say - 11 <p>No negative impacts were identified as part of the public consultation feedback or other research and engagement exercises completed</p> <p>Due to the wide range of commitments and services covered by the plan it is likely that there will be differences in the way the commitments will impact on different age groups. Whilst many</p>	<p>Work is underway on analysis of the finer details of the consultation feedback which will inform us further.</p> <p>Additional work on identifying impact will be completed when the delivery plan is written, and service areas complete their business plans and agree the specific activities linked to the corporate plan commitments</p> <p>Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny, with annual progress detailed in our self-assessment report at year end.</p> <p>Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas.</p> <p>It is recommended that comprehensive and detailed equality analysis is carried out which will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.</p>

				of the commitments are focused on improving outcomes and accessibility of services for all residents, others are more focused on certain age groups, such as improving learner outcomes for young people, increase employment / training opportunities in BCBC for young people aged 16 to 24 years-old, free school meals etc, and making Bridgend a great place to grow old, working with partners to improve leisure activities, accessible housing, care and support as an Age Friendly Council.	
Pregnancy & Maternity			X	<p>From the consultation exercise, the following data was collected:</p> <ul style="list-style-type: none"> • Pregnant – 10 <p>No impacts were identified as part of the public consultation feedback or other research and engagement exercises completed</p> <p>It is unlikely that the Corporate Plan will have any specific impact on individuals who are pregnant but there may be benefits from commitments to improve or extend services provided to assist and support families and improve health outcomes for residents.</p>	<p>Work is underway on analysis of the finer details of the consultation feedback which will inform us further.</p> <p>Additional work on identifying impact will be completed when the delivery plan is written, and service areas complete their business plans and agree the specific activities linked to the corporate plan commitments</p> <p>Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny, with annual progress detailed in our self-assessment report at year end.</p> <p>Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas.</p> <p>It is recommended that comprehensive and detailed equality analysis is carried out which will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.</p>

Transgender	X			<p>From the public consultation exercise the following data was collected of those who took part (not all respondents choose to share this information):</p> <p>749 people responded to the question regarding gender as follows:</p> <ul style="list-style-type: none"> • Female – 342 • Male – 391 • Prefer not to say – 16 <p>No negative impacts were identified as part of the public consultation feedback or other research and engagement exercises completed.</p> <p>It is unlikely that the Corporate Plan will have any negative impact on this group. The following commitment aims to have a positive impact “Finish the work on our current Strategic Equalities Plan and work with communities to develop a new one, supporting Welsh Government on race equality and LGBTQ+ action plans”</p>	<p>Work is underway on analysis of the finer details of the consultation feedback which will inform us further.</p> <p>Additional work on identifying impact will be completed when the delivery plan is written, and service areas complete their business plans and agree the specific activities linked to the corporate plan commitments</p> <p>Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny, with annual progress detailed in our self-assessment report at year end.</p> <p>Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas.</p> <p>It is recommended that comprehensive and detailed equality analysis is carried out which will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.</p>
Marriage and Civil partnership			X	<p>From the public consultation exercise the following data was collected of those who took part:</p> <ul style="list-style-type: none"> • Single – 99 • Married/Civil partnered – 445 • Divorced - 41 • Partnered – 94 • Widowed – 41 • Prefer not to say - 28 	<p>Work is underway on analysis of the finer details of the consultation feedback which will inform us further.</p> <p>Additional work on identifying impact will be completed when the delivery plan is written and service areas complete their business plans and agree the specific activities linked to the corporate plan commitments</p> <p>Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny,</p>

				<p>No impacts were identified as part of the public consultation feedback or other research and engagement exercises completed.</p> <p>It is unlikely that the Corporate Plan will have any negative or positive impact on this group</p>	<p>with annual progress detailed in our self-assessment report at year end.</p> <p>Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas.</p> <p>It is recommended that comprehensive and detailed equality analysis is carried out which will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.</p>
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Socio-economic impact

Does the evidence gathered suggest that your policy or proposal will have a disproportionate impact on people living in socio-economic disadvantage? This could include communities of place or communities of interest (i.e., where stakeholders, service users, staff, representative bodies, etc. are grouped together because of specific characteristics or where they live).

	What are the impacts of your policy or proposal? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation and any supporting evidence.	Considerations to mitigate negative impact(s) and/or secure positive impact(s)
	Positive impact(s)	Negative impact(s)	No impact		
Socio-economic disadvantage	X			<p>The plan aims to support those experiencing or at-risk of socioeconomic disadvantage. For example, providing eligible residents with support to pay energy bills and raising awareness of financial support available to residents, helping communities become more resilient, so more people will find help and support they need in their community,</p>	<p>Work is underway on analysis of the finer details of the consultation feedback which will inform us further.</p> <p>Additional work on identifying impact will be completed when the delivery plan is written and service areas complete their business plans and</p>

				<p>supporting the well-being of unpaid carers, helping our residents get the skills they need for work, Reducing the number of young people not in employment, education or training. Also Increasing the number of affordable homes in Bridgend in partnership with Welsh Government and social landlords and providing free school meals and expanding free childcare provision</p>	<p>agree the specific activities linked to the corporate plan commitments</p> <p>Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny, with annual progress detailed in our self-assessment report at year end.</p> <p>Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas.</p> <p>It is recommended that comprehensive and detailed equality analysis is carried out which will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.</p>
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Welsh language

Consider how your policy or proposal ensures that you are working in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011), to ensure the Welsh Language is not treated less favourably than the English Language, and that every opportunity is taken to promote the Welsh Language (beyond providing services bilingually) and increase opportunities to use and learn the language in the community.

	What are the impacts of your policy or proposal for persons to use the Welsh language and in treating the Welsh language less favourably than the English language? Please place an X in the relevant box			Why have you come to this decision? Please provide an explanation and any supporting evidence.	Record of mitigation in order to: <ul style="list-style-type: none"> • secure positive or more positive effects • avoid adverse effects or secure less adverse effects
	Positive impact(s)	Negative impact(s)	No impact		
Will the policy or proposal impact on opportunities for people to use	X			Data from the 2021 census, informs us that there were 22,070 people living in the county borough who can read, speak or write Welsh (15.2%).	Additional work on identifying impact will be completed when the service areas complete their business plans and agree the specific activities

the Welsh language				<p>As part of the recent public consultation exercise the following data was collected for those able to speak / read / write Welsh either fairly well or fluently:</p> <ul style="list-style-type: none"> • Speak Welsh – 77 • Read Welsh – 82 • Write Welsh - 63 	<p>linked to the corporate plan commitments</p> <p>Key activities and measurable targets will be included in the corporate plan delivery plan and will be monitored quarterly at CPA and by scrutiny, with annual progress detailed in our self-assessment report at year end.</p> <p>Any negative impacts identified during the cycle of the plan will be monitored and remedied by relevant service areas.</p>
Will the policy or proposal treat the Welsh language no less favourably than the English language	X			<p>The Corporate Plan will not impact negatively or positively the way the Council meets its statutory requirements of the Welsh Language Measure or the Welsh Language Standards.</p> <p>There is not expected to be any negative impact on the use of Welsh language from the aims and commitments detailed in the plan. There is likely to be a positive impact with focus on improving use of the welsh language highlighted in several of the commitments.</p> <p>Examples of these commitments include, providing welsh medium childcare, improving/expanding welsh medium education by building additional welsh medium schools and delivering actions in the Welsh Medium Promotion Strategy. It also aims to ensure the public can communicate with the council in welsh.</p>	<p>The Corporate Plan will be available and published in both Welsh and English. The Council continues to promote the Welsh language and complies with the Welsh Language Standards in all of its activities</p>

Wider impact

Cumulative impact

Page 6

What is the cumulative impact of this policy or proposal on different protected groups when considering other key decisions affecting these groups made by the organisation? (You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will affect certain groups more adversely because of other decisions the organisation is making, eg, financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, eg, disabled people, older people, single parents (who are mainly women), etc)

The Corporate Plan describes the Council's overall approach to working across the Borough, and it therefore applies to the whole Borough. It is intended to focus on the 7 wellbeing objectives in order to protect our priority services, improve outcomes for our residents in both the long and short term, and help to negate negative impact of budget reductions and the current cost of living crisis for our residents, and reduce inequalities.

The overall impact of the plan is positive. The finer detail of how the objectives, aims and commitments will be achieved and how success measured will be included within the delivery plan and the directorate business plans, and will give greater clarity on potential impacts on each of the protected groups and any mitigation activities required. As these plans develop and the ways of working are implemented the way the impact differs within the protected groups will become more evident. It is recommended that an EIA is completed for the Corporate Plan Delivery Plan which will be produced over the coming months.

It is recommended that comprehensive and detailed equality analysis is carried out which will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.

Public Sector Equality Duty

The Public Sector Equality Duty consists of a general equality duty and specific duties, which help authorities to meet the general duty.

The aim of the general equality duty is to integrate considerations of the advancement of equality into the day-to-day business of public authorities. In summary, those subject to the equality duty, must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a characteristic and those who don't
- Foster good relations between people who share a characteristic and those who don't

How does this policy or proposal demonstrate you have given due regard to the general equality duty?

Consideration has been given to the requirements of the Public Sector Equality Duty throughout the development of the Corporate Plan. The aims, objectives and commitments contained within the Corporate plan cover a wide range of services and therefore it is inevitable that implementation of the plan will impact on the local population in different ways. In developing the plan consideration has been given to their potential impact on protected groups within the community and on how to avoid a disproportionate impact on people within these groups, as well as ensuring the potential positive impacts are achieved.

Procurement and partnerships

The Public Sector Equality Duty (PSED) requires all public authorities to consider the needs of protected characteristics when designing and delivering public services, including where this is done in partnership with other organisations or through procurement of services. The Welsh Language Standards also require all public authorities to consider the effects of any policy decision, or change in service delivery, on the Welsh language, which includes any work done in partnership or by third parties. We must also ensure we consider the Socio-economic Duty when planning major procurement and commissioning decisions to consider how such arrangements can reduce inequalities of outcome caused by socio-economic disadvantage.

Will this policy or proposal be carried out wholly or partly by contractors or partners?

	Please place an X in the relevant box:
Yes	
No	X

If yes what steps will you take to comply with the General Equality Duty, Welsh Language Legislation and the Socio-Economic Duty in regard to procurement and/or partnerships?

	Steps taken to ensure compliance:
General Equality Duty	N/a
Welsh Language legislation	N/a
Socio-economic duty	N/a

Record of recommendation and decision

What is the recommendation for the policy or proposal based on assessment of impact on protected characteristics, Welsh Language and socio-economic impact?

If you chose to continue with the policy or proposal in its current form even though negative impacts have been identified a full justification should be provided and actions should be identified with the aim to reduce negative impacts.

	Please place an X in the relevant box	Please explain fully the reasons for this judgement.
Continue with the policy or proposal in its current form as no negative impacts have been identified	X	<p>The EIA has not identified any negative impacts. There are instances where there are differing positive impacts within a protected group however the overall impact is positive.</p> <p>The finer detail of how the objectives, aims and commitments will be achieved and how success measured will be included within the delivery plan and the directorate business plans, and will give greater clarity on potential impacts on each of the protected groups and any mitigation activities required. As these plans develop and the ways of working are implemented the way the impact differs within the protected groups will become more evident.</p> <p>It is recommended that an EIA is completed for the Corporate Plan Delivery Plan which will be produced over the coming months.</p> <p>It is recommended that comprehensive and detailed equality analysis is carried out which will help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.</p>
Continue with the policy or proposal in its current form even though negative impacts have been identified		
Do not continue with this policy or proposal as it is not possible to address the negative impacts.		

Monitoring action plan and review

Equality Impact assessment Action Plan

It is essential that you now complete the action plan. Include any considerations you have identified to mitigate negative impact(s) and/or secure positive impact(s) on protected characteristics, socio-economic impact and Welsh Language. Once your action plan is complete, please ensure that the actions are mainstreamed into the relevant Service Development Plan.

Action	Lead Person	Target for completion	Resources needed	Service Development plan for this action
EIA to be completed for the Corporate Plan Delivery Plan which will be produced over the coming months. Complete equality analysis to help to ensure that opportunities to enhance equality are utilised, and any possible negative impacts or barriers for particular groups are taken account of, and if possible mitigated.	Relevant Corporate Director / Head of Service with support and advice from the Consultation Engagement and Equalities Team	To be undertaken as proposals are taken forward.	Support and advice from the Equalities Team..	Each relevant service area

Please outline how and when this EIA will be monitored in the future and when a review will take place:

Monitoring arrangements:	Date of Review:
A review of this Full EIA will take place on an annual basis	February 2024
EIA to be completed on Corporate Plan Delivery Plan.	30 June 2023

Approval

Date Full EIA completed:	14 February 2023
Name of the person completing the Full EIA:	Alex Rawlin
Position of the person completing the Full EIA:	Corporate Policy and Public Affairs Manager

Approved by (Head of Service or Corporate Director):	Kelly Watson – Chief Officer Legal & Regulatory Services, HR and Corporate Policy
Date Full EIA approved:	15 February 2023

Publication of EIA and feedback to consultation groups

It is important that the results of this impact assessment are published in a user friendly accessible format.

It is also important that you feedback to your consultation groups with the actions that you are taking to address their concerns and to mitigate against any potential adverse impact.

When complete, this form must be signed off and retained by the service and a copy should also be sent to equalities@bridgend.gov.uk

Where a full EIA has been completed this should be included as an appendix with the relevant cabinet report and therefore will become available publically on the website.

If you have queries in relation to the use of this toolkit please contact the Equalities Team on 01656 643664 or equalities@bridgend.gov.uk

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO TOWN AND COMMUNITY COUNCIL FORUM

6 MARCH 2023

REPORT OF THE CORPORATE DIRECTOR COMMUNITIES

COST OF LIVING / WARM HUBS

1. Purpose of report

- 1.1 The purpose of this report is to provide the Town and Community Council Forum with an update on the cost-of-living support activity, more specifically Warm Hubs, being provided to communities across Bridgend County Borough.

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

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

3. Background

- 3.1 The squeeze on household incomes has increased over the past 12 months and the increase in energy prices has played a significant role. Whilst not exclusive to Wales, Welsh households are being hit particularly hard as average incomes are lower than across many parts of the UK and energy costs tend to be above average.
- 3.2 The impact of the rising cost of living affects everyone but there are groups who are likely to be hardest hit. Worse off households, those who are unemployed, on low incomes, people from minority ethnic groups, lone parents, children and young people, people with disabilities, women and social and private renters, spend a greater proportion of their total income on food, housing and energy costs and therefore have less flexibility to meet increased costs. Those who were able to balance their budgets instead start struggling or find themselves in crisis.
- 3.3 Issues with older housing stock means many homes are relatively less energy efficient, lacking insulation for roofs, windows, and walls. In rural areas homes are more likely to be reliant on solid fuel, oil, or LPG for their heating. These are all factors pushing bills up.
- 3.4 In April 2022 the domestic energy price cap was increased to £1,971 per year leading the Welsh Government to estimate that up to 45% of households could be in fuel poverty and up to 8% of households could be in severe fuel poverty. As 1 in 5 homes in Wales posed an unacceptable risk to health prior to the cost-of-living crisis the

increase in households affected by fuel poverty is likely to increase excess winter deaths overall.

3.5 In September 2022, in response to the escalating cost of living crisis, specifically the increasing cost of energy, Welsh Government announced £1m of funding would be made available to support communities to develop Warm Hubs or expand and enhance Warm Hub provision.

3.6 In October 2022 it was announced that the funding would be distributed via local authorities who would work with local partners in the development and delivery of Warm Hubs. Bridgend County Borough Council was allocated £44,590 to support Warm Hubs through a grant scheme to be spent by 31 March 2023.

4. Current situation/proposal

4.1 Warm Hubs are intended as places in local communities where people can find a safe and warm environment during the day to help reduce the cost of heating their own homes and to help people facing extreme fuel poverty this winter. Depending on their location and facilities, Warm Hubs offer a range of support including basic refreshments and snacks as a minimum, extending to a more substantive meal where possible, enrichment activities such as arts and crafts, exercise and cultural activity and the provision of advice and support services such as health and wellbeing, financial matters, and digital accessibility for those who attend.

4.2 The aim of the Warm Hubs fund is to provide safe, accessible, friendly, free to use spaces to provide support with the rising cost of living whilst helping communities to stay and be well. The Welsh Local Government Association (WLGA) set out the purpose of the funding in their '*Warm Hubs Funding – outline and guidance (Oct 22)*', that being to utilise funding to directly support Warm Hubs themselves and the people who attend them and for any additional expenses associated with using a place as a Warm Hub.

4.3 To facilitate the allocation of grant funding a scoping exercise was undertaken across the County Borough. To reflect the diversity of local communities across the County Borough and help to address the unique challenges in different areas, a series of local meetings were held. 11 meetings were organised, and efforts were made to invite representatives from community groups, town and community councils, community venues, Bridgend County Borough Council (BCBC) Councillors and Third Sector organisation including Halo and Awen. These meetings were facilitated by the BCBC Cost of Living Coordinator.

4.4 Groups and organisations were identified in part using local intelligence based on information gathered by Employability Bridgend's Triage team. As part of the delivering the Community Renewal Fund project CELT, the Triage team created a comprehensive dataset of community venues and community delivery partners across the County Borough. Additionally, the Triage team already have a significant bank of knowledge regarding services and activities available in and around Bridgend that directly benefit individuals engaging with Employability Bridgend as well as those referred to the service who require more specialist support.

4.5 The purpose of the scoping meetings was to discuss community solutions to the rising cost of domestic energy, identifying and capturing information on the support

and activities already available to avoid future duplication and create a position to build from. Following the meetings, circulation lists for each area were created to assist with future communication both to and between local representatives. The mailing groups have been an effective way of gathering further information and sharing local knowledge and updates on Warm Hubs.

- 4.6 Information shared includes a weekly update of activities across Bridgend County Borough as the information gathered increases in value when shared locally by trusted groups and organisations. This information is also shared with BCBC Councillors and with relevant services and networks including the Public Services Board, Multi-Agency Safeguarding Hub, Citizens Advice, housing associations, schools, health care workers, Early Help, Care and Repair, Probation services and Job Centre Plus teams in Bridgend, Maesteg and Porthcawl.
- 4.7 The information gathered for the weekly circulation is also provided to the BCBC Comms team who were able to create a dedicated cost of living link on the front page of the BCBC website. Alongside the warm space information, the updates provided to the Comms team from the warm spaces team included links to food banks and community pantries. Links to financial support have also been incorporated bringing together information on the range of support BCBC can help residents to access.
- 4.8 Funding was drawn down from the WLGA and agreement was subsequently made with Bridgend Association of Voluntary Organisations (BAVO) in January 2023 to provide the administration of the funds. BAVO's role extends to the advertising of the Warm Hubs funding scheme and the collation of applications, with BCBC responsible for the decision making through a Grant Panel, and monitoring and reporting to WLGA.
- 4.9 The BCBC Grant Panel is comprised of the Employability and Enterprise Manager, Group Manager – Sports and Physical Activity Prevention and Wellbeing and the Cost of Living Coordinator. The Grant Panel has been able to agree applications quickly, meeting twice weekly since the grant fund was opened. Applications to the fund have now exceeded the amount of funding available from Welsh Government and over 30 recipients have received Warm Hubs funding. Additional funds are being made available through BCBC's Discretionary Cost of Living Funds to ensure eligible applications received to date are funded.
- 4.10 WLGA monitoring requirements have been built into the application process and data will be collected as soon as possible after 31st March 2023. Publicity is being gathered to support monitoring and visits are being made to warm hubs to maintain good communication links.

5. Effect upon policy framework and procedure rules

- 5.1 There is no effect upon the Council's policy framework or procedure rules as a result of this report.

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 impacts as a result of this report.

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

- 7.1 The Warm Hubs have built on work already in progress across the communities of Bridgend. In every area there are a variety of activities engaging local people and the emphasis on enhancing and expanding existing community-led provision reduces the risk of dependency on the Council and its services.
- 7.2 Strengthening links between community groups in local areas has helped to develop communication across local areas. Where this was already happening, community-led solutions have been quicker to implement and in general been successful. Sharing information and understanding what is offered across a locality helps to avoid duplication, offering individuals more opportunity to connect and helping to increase engagement in existing provision.
- 7.3 The development of Warm Hubs across Bridgend County Borough is an example of how community-led solutions can help to build community resilience. Working in parallel with the Local Authority to support active, healthy, and independent lives, supporting those who are hardest hit by the rising cost of living, and developing the sense of community locally.

8. Financial implications

- 8.1 Warm Hubs have been funded using funds made available to Local Authorities by Welsh Government. Demand for the funding has exceeded the amount allocated to Bridgend County Borough Council by Welsh Government and additional monies are being allocated from Discretionary Cost of Living funds.

9. Recommendation

- 9.1 It is recommended that the Town and Community Council Forum notes the report.

Janine Nightingale
Corporate Director, Communities
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Contact officer: Maxine Barrett
Cost of Living Coordinator (Employability Bridgend)

Telephone: (01656) 643648

Email: Maxine.Barret@bridgend.gov.uk

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

Background documents: None

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