

# Public Document Pack

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

### Bridgend County Borough Council



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

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

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



Annwyl Cyngorydd,

#### **PWYLLGOR Y CABINET CYDRADDOLDEB**

Cynhelir Cyfarfod Pwyllgor Y Cabinet Cydraddoldeb Hybrid yn Siambr y Cyngor Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont ar Ogwr, CF31 4WB / o bell trwy Dimau Microsoft ar **Dydd Mercher, 12 Gorffennaf 2023 am 10:00.**

#### **AGENDA**

1. Ymddiheuriadau am absenoldeb  
Derbyn ymddiheuriadau am absenoldeb gan Aelodau.
2. Datganiadau o fuddiant  
Derbyn datganiadau o ddiddordeb personol a rhagfarnol (os o gwbl) gan Aelodau / Swyddogion yn unol â darpariaethau'r Cod Ymddygiad Aelodau a fabwysiadwyd gan y Cyngor o 1 Medi 2014.
3. Cymeradwyaeth Cofnodion 3 - 8  
I dderbyn am gymeradwyaeth y Cofnodion cyfarfod y 20/03/23.
4. Adroddiad Blynyddol ar Gydraddoldeb yn y Gweithlu - 2022-23 9 - 24
5. Aseidiadau Effaith Cydraddoldeb - Adolygiad Blynyddol - 2022-23 25 - 36
6. Adolygiad Safonau Cymreig Blynyddol 37 - 62
7. Diweddariad ar Gynllun Gweithredu Gwrth-hiliaeth Cymru 63 - 66
8. Materion Brys  
I ystyried unrhyw eitemau o fusnes y, oherwydd amgylchiadau arbennig y cadeirydd o'r farn y dylid eu hystyried yn y cyfarfod fel mater o frys yn unol â Rhan 4 (pharagraff 4) o'r Rheolau Trefn y Cyngor yn y Cyfansoddiad.

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Nodyn: Bydd hwn yn gyfarfod Hybrid a bydd Aelodau a Swyddogion mynychu trwy Siambr y Cyngor, Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont ar Ogwr / o bell Trwy Timau Microsoft. Bydd y cyfarfod cael ei recordio i'w drosglwyddo drwy wefan y Cyngor. Os oes gennych unrhyw gwestiwn am hyn, cysylltwch â [cabinet\\_committee@bridgend.gov.uk](mailto:cabinet_committee@bridgend.gov.uk) neu ffoniwch 01656 643147 / 643148.

Yn ddiffuant

**K Watson**

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

**Dosbarthiad:**

Cynghorwyr

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

Cynghorwyr

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

Cynghorwyr

JC Spanswick  
A Wathan  
AJ Williams  
HM Williams  
E D Winstanley

COFNODION CYFARFOD Y PWYLLGOR Y CABINET CYDRADDOLDEB A GYNHALIWYD YN HYBRID YN SIAMBR Y CYNGOR SWYDDFEYDD DINESIG, STRYD YR ANGEL, PEN-Y-BONT AR OGWR, CF31 4WB / O BELL TRWY DIMAU MICROSOFT - SWYDDFEYDD DINESIG, STRYD YR ANGEL, PEN-Y-BONT AR OGWR, CF31 4WB DYDD LLUN, 20 MAWRTH 2023, AM 09:30

## Presennol

Y Cyngorydd – Cadeirydd

A R Berrow	HJ David	M J Evans	J Gebbie
W R Goode	D M Hughes	M Lewis	RL Penhale-Thomas
JC Spanswick	A Wathan	AJ Williams	HM Williams
E D Winstanley			

## Ymddiheuriadau am Absenoldeb

JPD Blundell a/ac N Farr

## Swyddogion:

Zoe Edwards	Consultation Engagement and Equalities Manager
Stephen Griffiths	Swyddog Gwasanaethau Democrataidd – Pwyllgorau
Emily Longley	Equalities & Welsh Language Officer
Carys Lord	Prif Swyddog - Cyllid, Perfformiad a Newid
Philip O'Brien	Rheolwr Trawsnewid Digidol a Gwasanaethau Cwsmer
Michael Pitman	Swyddog Gwasanaethau Democrataidd – Pwyllgorau
Lara Rowlands	Community Cohesion Officer
Lois Sutton	Children's Rights and Participation Worker

## 17. YMDDIHEURIADAU AM ABSENOLDEB

Derbyniwyd ymddiheuriadau am absenoldeb gan y Cyngorwyr JP Blundell a N Farr.

## 18. DATGANIADAU O FUDDIANNAU

Datganodd y Cyngorydd J Gebbie fuddiant personol yn eitem 5 ar yr Agenda, fel Cadeirydd Corff Llywodraethu Ysgol Gynradd Mynydd Cynffig.

Datganodd y Cyngorwyr R Penhale-Thomas a R Goode ddiddordeb personol cyffredinol yn yr agenda yn ei chyfanrwydd, oherwydd eu bod ill dau yn gyflogedig gydag elusen dai yng Nghymru sy'n ymgychu ar faterion Cydraddoldeb.

## 19. CYMERADWYO COFNODION

PENDERFYNWYD: Cymeradwyo cofnodion cyfarfod Pwyllgor Cydraddoldeb y Cabinet dyddiedig 23 Tachwedd 2022, fel cofnod gwir a chywir.

## 20. ADRODDIAD AR GODI PROFFIL AGENDA CYDRADDOLDEBAU AR DRAWS CYNGOR BWRDEISTREF SIROL PEN-Y-BONT AR OGWR (CBSP)

Cyflwynodd Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldebau adroddiad, a'i bwrpas oedd rhoi diweddariad i Bwyllgor Cydraddoldeb y Cabinet dros am gynlluniau i godi proffil Cydraddoldebau a llunio cynllun gweithredu fydd yn siapio amcanion y Cynllun Cydraddoldeb Strategol (CCS) ar gyfer 2024-2028.

Fel gwybodaeth gefndir, dywedodd fod Deddf Cydraddoldeb 2010 yn cynnwys Dyletswydd Cydraddoldeb y Sector Cyhoeddus sy'n datgan bod yn rhaid i'r Cyngor ystyried yr angen i wneud y canlynol:

- Dileu gwahaniaethu, aflonyddu, erledigaeth ac unrhyw ymddygiad arall nas caniateir o dan y Ddeddf.
- Hyrwyddo cyfle cyfartal rhwng pobl y mae ganddynt nodweddion gwarchoddedig a'r rhai sydd hebddynt, er enghraifft drwy gael gwared ar anfanteision neu eu lleihau, cwrdd ag anghenion pobl sydd â nodwedd warchoddedig neu annog cyfranogiad mewn bywyd cyhoeddus a gweithgareddau.
- Annog cysylltiadau da rhwng y rhai sy'n rhannu nodwedd warchoddedig a'r rhai nad ydynt, er enghraifft drwy fynd i'r afael â rhagfarn a hyrwyddo dealltwriaeth.

Fe wnaeth Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldebau atgoffa'r Aelodau fod y Cyngor yn ymrwymedig i gynorthwyo i sicrhau bod pobl o bob nodwedd warchoddedig yn medru cyfranogi'n llawn yn ein cymuned fel dinasyddion cyfartal. Y naw nodwedd warchoddedig yma oedd:

- oedran
- anabledd
- ailbennu rhywedd
- priodas a phartneriaeth sifil
- beichiogrwydd a mamolaeth
- hil
- crefydd a chred
- rhyw
- tuedd rywiol

Esboniodd fod Cynllun Cydraddoldeb Strategol CBSP yn egluro sut y caiff amcanion cydraddoldeb eu cyflawni, gan wneud gwasanaethau'n hygyrch ac yn ymatebol i anghenion amrywiol y rhai sy'n byw, yn gweithio ac yn ymweld â'r fwrdeistref sirol.

Ychwanegodd ymhellach fod Cydraddoldeb yn amrywiol a bod angen i'r awdurdod gynnwys pobl a'u grwpiau cynrychioliadol yn ei brosesau cynllunio a gwneud penderfyniadau fydd yn eu cynorthwyo i ddatgloi eu potensial. Roedd angen i'r Cyngor hefyd ymgysylltu'n briodol â phobl i'n cynorthwyo i gyflawni ein dyletswyddau o dan Ddyletswydd Cydraddoldeb y Sector Cyhoeddus er mwyn:

- Gosod amcanion cydraddoldeb yn y dyfodol;
- Adolygu ein Cynllun Cydraddoldeb Strategol;
- Nodi sut y gall ein gwaith a'n gweithgareddau gyfrannu at gyflawni'r ddyletswydd gyffredinol;
- Asesu effaith debygol y polisiau a'r arferion, sy'n cael eu cynnig neu eu hadolygu gennym, ar grwpiau gwarchoddedig.

Daeth Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldebau â'i hadroddiad i ben drwy gynghori, er mwyn cyflawni'r amcanion hyn, mai'r nod yw edrych i mewn i ffyrdd o godi proffil cydraddoldebau ar draws y sefydliad drwy fwrw golwg dros y Cynllun Cydraddoldeb Strategol cyfredol ac edrych ar y cyfle i sefydlu gweithgor corfforaethol i adolygu'r Cynllun Cydraddoldeb Strategol presennol a thrafod a chreu amcanion perthnasol i ffurfio'r camau newydd ar gyfer CCS 2024-2028.

Roedd y Cadeirydd o'r farn y gellid defnyddio Pwyllgor y Cabinet yn fwy effeithiol i yrru ei agenda ymlaen ac edrych am aelodau Grwpiau a Chymdeithasau i chwarae rhan

weithredol mewn materion cydraddoldeb ac amrywiaeth fel rhan o fusnes yr agenda yn y dyfodol, o dan ddeddfwriaeth fel Deddf Llesiant Cenedlaethau'r Dyfodol.

Cadarnhaodd y Dirprwy Arweinydd y gallai strategaethau caffael a chomisiynu CBSP hefyd hyrwyddo'r nodau a'r amcanion uchod, yn ogystal â Bil a basiwyd yn ddiweddar yn y Senedd, o'r enw Partneriaeth Gymdeithasol. Gellid defnyddio hyn i gomisiynu darpariaeth, gan fod CBSP yn un o'r cyflogwyr mwyaf ym Mhen-y-bont ar Ogwr.

Roedd yr Arweinydd o blaid cyflwyno gweithgor corfforaethol a gobeithiai y byddai hyn yn cynnwys rôl i'n partneriaid allweddol, er enghraifft, Heddlu De Cymru, y Bwrdd Iechyd, yr Awdurdod Tân, y Gwasanaeth Prawf ac yn y blaen.

Ychwanegwyd ymhellach y byddai cynrychiolaeth o ysgolion a Chonsortia'r Ysgolion yn fuddiol, er mwyn cael mewnbwn gan yr ieuenctid o fewn y Fwrdeistref. Enwyd y grŵp YPOP fel enghraifft.

Dywedodd y Cadeirydd y byddai hefyd yn gadarnhaol gweld cynigion yng Nghynllun Lles y Bwrdd Iechyd yn cael eu cydlynu â Chynllun Corfforaethol y Cyngor a'r Cynllun Cydraddoldeb Strategol.

Teimlai Aelod hefyd y byddai'n fuddiol pe gallai'r rhai ag anabledd dysgu, sy'n derbyn cefnogaeth, hefyd chwarae rhyw ran ym musnes agendâu cyfarfodydd yn y dyfodol ac ategwyd hyn gan Aelod arall, gan ychwanegu pwysigrwydd cael cyfranogiad gan bobl oedd â 'phrofiad byw' o faterion a phroblemau, yr oeddent wedi bod drwyddynt yn eu bywyd nad oedd eraill mewn cymdeithas efallai wedi eu profi.

Dywedodd y Dirprwy Arweinydd yr hoffai weld ar yr agenda yn y cyfarfod nesaf a drefnwyd, Gynllun Gweithredu Hil, yn ogystal ag adroddiadau yn y dyfodol yn ymwneud â grwpiau yn ein cymdeithas â nodweddion gwarchoddedig.

**PENDERFYNWYD:** Bod Pwyllgor y Cabinet yn nodi'r adroddiad.

## 21. **ADRODDIAD DIWEDDARU GAN Y CYNGOR IEUENCTID**

Cyflwynodd y Gweithiwr Hawliau a Chyfranogiad Plant adroddiad, a'i bwrpas oedd rhoi diweddariad i Bwyllgor Cydraddoldeb y Cabinet ar y gwaith a wnaed yn ystod y misoedd diwethaf gan y Cyngor Ieuenctid a Phobl Ifanc Balchder (YPOP).

Er mwyn rhoi rhywfaint o wybodaeth amlinellol i'r Aelodau, eglurodd fod Cyngor Ieuenctid Pen-y-bont ar Ogwr yn cynnwys maer, aelodau cabinet a thimau o gynghorwyr ifanc. Cafodd y corff ei sefydlu a'i redeg gan bobl ifanc leol, ac mae'n endid hollol ar wahân i Gyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr.

Roedd y prif flaenoriaethau a amlygwyd gan y Maer Ieuenctid a'r Dirprwy fel a ganlyn:

- Cynladwyedd ar gyfer y dyfodol;
- Addysg Democratiaeth a gwleidyddiaeth y DU mewn ysgolion;
- Ymdrin â Thrais Ieuenctid drwy atal;
- Ymwybyddiaeth o Iechyd Meddwl pobl ifanc a chymorth mewn ysgolion;
- Atal addysgol i ddod â hiliaeth ac anghyfiawnder i ben;
- Cefnogi Hawliau LGBTQ+

Cadarnhaodd y Gweithiwr Hawliau a Chyfranogiad Plant fod y Cyngor Ieuenctid yn awr yn cael dwy sesiwn y mis. Un sesiwn ar-lein, 'Sgwrsio ac Ymlacio', sy'n galluogi aelodau i fewngofnodi i Zoom/ar-lein i sgwrsio â Gweithiwr Ieuenctid a chymryd rhan mewn

cwisiau a gemau. Mae'r sesiwn arall yn gyfarfod ffurfiol y Cyngor Ieuenctid wyneb yn wyneb, sy'n digwydd ar y 3ydd dydd Mercher o bob mis. Mae'r Cyngor Ieuenctid yn cwrdd yn Neuadd Bytholwyrdd ac yn cymryd rhan mewn gweithdai, hyfforddiant, dadleuon ac ymgynghoriadau.

Maent wedi gweithio gyda staff Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr a sefydliadau allanol fel Barod, Tîm y Comisiynydd Heddlu a Throsedd, Bwrdd Iechyd Cwm Taf, ynghyd ag eraill, ychwanegodd.

Yn ystod yr ychydig fisoedd diwethaf, gwnaeth y Cyngor Ieuenctid gyfraniad i'r ymgynghoriadau a amlinellwyd ym mharagraff 4.2 yr adroddiad.

Maent hefyd wedi tynnu sylw at ddiwyddiadau cenedlaethol ar y cyfryngau cymdeithasol megis:

- #gwisgomelynarDdiwrnodlechyddMeddwlIeuenctid;
- Diwrnod Rhyngwladol y Merched;
- Cymerodd y Maer Ieuenctid ac Aelod o'r Senedd Ieuenctid Aspen ran yn y Digwyddiadau Diwrnod Coffa Blynyddol ym Mhen-y-bont ar Ogwr;
- Cymerodd aelodau ran hefyd mewn sesiynau drwy ein Hwythnos Ddiogelu, gan dynnu sylw at wybodaeth ynghylch defnyddio sylweddau, trais domestig a chymorth iechyd meddwl.

Bu Gwion, y Dirprwy Faer Ieuenctid, yn brysur yn darparu ei hyfforddiant ar Ymwybyddiaeth Traws ar gyfer y Tîm Datblygu Ieuenctid a'r Tîm Uwchreoli ym Mhen-y-bont ar Ogwr. Cafodd Gwion ei gydnabod am ei wasanaeth i'r gymuned drwy ennill Gwobr Uchel Siryf Canol Morgannwg.

Yna amlinellodd y Gweithiwr Hawliau a Chyfranogiad Plant rywfaint o waith a chynnydd Clwb Ieuenctid LGBTQIA+ (YPOP). Roedd mwy o fanylion am hyn ym mharagraff 4.5 yr adroddiad.

Gofynnodd y Cadeirydd a oedd yr aelodau ar y Cyngor Ieuenctid yn dod o bob rhan o'r Fwrdeistref Sirol.

Ymatebodd y Gweithiwr Hawliau a Chyfranogiad Plant drwy ddweud bod 10 aelod yn y Cyngor Ieuenctid presennol, er bod ymgyrch recriwtio yn mynd rhagddi ar hyn o bryd i gynyddu hyn, gan gynnwys drwy ysgolion. Roeddent hefyd yn ystyried grwpiau cynrychioliadol o Heronsbridge a grwpiau Iaith Gymraeg i gymryd rhan yn agenda'r Cyngor Ieuenctid. Ychwanegodd fod gwaith hefyd ar y gweill gyda Chynghorau Ysgol, er mwyn adeiladu rhwydwaith ohonynt fyddai'n bwydo i mewn i Gynlluniau Corfforaethol uwch.

Teimlai Aelod y Cabinet dros Gymunedau y gallai'r Cyngor Ieuenctid a grwpiau eraill fod yn rhan o weithio gydag ef ar brosiectau megis y Contract Gwastraff, yr agenda Di-garbon Net a'r agenda Werdd, ac yn y blaen.

Teimlai Aelod y dylid gwneud mwy i hyrwyddo'r Cyngor Ieuenctid a sut i gymryd rhan ynddo er mwyn i bobl ddod yn fwy ymwybodol ohono yn ardaloedd cymoedd y Fwrdeistref Sirol, gan nad oedd cynrychiolaeth ynddo o Gwm Ogwr.

Cymerodd y Gweithiwr Hawliau Plant a Chyfranogiad hyn i ystyriaeth ac ychwanegodd y gellid edrych ar hyrwyddo digwyddiadau Llais Ieuenctid ymhellach, yn enwedig gan fod cefnogaeth ychwanegol yn awr oddi wrth ddau weithiwr Ieuenctid Digidol newydd oedd wedi cael eu recriwtio'n ddiweddar.

Teimlai'r Arweinydd a'r Dirprwy Arweinydd hefyd yn eu tro y gallai'r Cyngor leuenctid gael rhywfaint o gysylltiad yn y dyfodol â Blaenraglen Waith y Cabinet.

**PENDERFYNWYD:** Bod Pwyllgor Cydraddoldeb y Cabinet yn nodi'r adroddiad diweddar.

22. **BLAENRAGLEN WAITH 2023-2024**

Rhoddodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldeb adroddiad, yn gofyn am gymeradwyaeth Pwyllgor Cydraddoldeb y Cabinet (PCC) ar gyfer Blaenraglen Waith arfaethedig 2023–2024.

Câi'r Flaenraglen Waith ei hamlinellu'n flynyddol ym mis Mawrth, gan gynnig materion cydraddoldeb allweddol i'r Pwyllgor eu hystyried o fewn y flwyddyn ariannol i ddod. Roedd y Flaenraglen Waith arfaethedig ynghlwm yn Atodiad 1 yr adroddiad.

Teimlai'r Cadeirydd y dylid ystyried Bywydau Traws yn y Fwrdeistref Sirol fel eitem ar gyfer yr agenda yn y dyfodol. Teimlai hefyd fod angen mwy o waith o ran ystyried sefydlu Gweithgorau ar gyfer rhai unigolion o fewn y Fwrdeistref Sirol.

Dywedodd Swyddogion y câi hyn ei ystyried fel rhan o'r Rhaglen ehangach.

**PENDERFYNWYD:** Bod Pwyllgor y Cabinet dros Gydraddoldeb yn cymeradwyo Blaenraglen Waith arfaethedig 2023-2024.

23. **EITEMAU BRYS**

Dim.

Daeth y cyfarfod i ben am 11:30

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# Agenda Item 4

<b>Meeting of:</b>	<b>CABINET COMMITTEE EQUALITIES</b>
<b>Date of Meeting:</b>	<b>12 JULY 2023</b>
<b>Report Title:</b>	<b>ANNUAL REPORT ON EQUALITY IN THE WORKFORCE (2022/23)</b>
<b>Report Owner / Corporate Director:</b>	<b>CHIEF EXECUTIVE</b>
<b>Responsible Officer:</b>	<b>PAUL MILES, GROUP MANAGER – HUMAN RESOURCES &amp; ORGANISATIONAL DEVELOPMENT</b>
<b>Policy Framework and Procedure Rules:</b>	There is no impact on the policy framework or procedure rules.
<b>Executive Summary:</b>	This report details the protected characteristics of the Council's workforce as at 31 March 2023.

## 1. Purpose of Report

- 1.1 The purpose of this report is to provide Cabinet Committee Equalities with a summary of the equality profile of the Council's workforce as at 31 March 2023.

## 2. Background

- 2.1 The provision of relevant and accurate workforce information enables the Council to meet its statutory duties and obligations in relation to the Equality Act 2010, the Public Sector Equality Duty and the Welsh Language Standards.

## 3. Current situation / proposal

- 3.1 **Appendix 1** provides an equality profile of the Council's workforce as at 31 March 2023, with comparative data from the previous two years, where available.
- 3.2 The profile includes protected characteristics of the workforce (gender, disability, ethnicity, age, sexual orientation, marriage/civil partnership, religion and belief, pregnancy and maternity, carers and Welsh language). There is a full data set available on gender and age.
- 3.3 Communications are issued every quarter to remind staff of the importance of keeping their sensitive information up to date.

3.4 The Council continues to work through the Strategic Equality Plan in terms of specific actions. The Equalities monitoring form is currently being revised and is planned to be rolled out during 2023/24.

#### 4. Equality implications (including Socio-economic Duty and Welsh Language)

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

#### 5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 The well-being goals identified in the Act were considered in the preparation of this report:

Involvement	Publication of the report ensures that the public and stakeholders can review the work that has/is being undertaken.
Long term	This information report will, in the long term, assist in supporting the Council to improve the information gathered for protected characteristics.
Prevention	Workforce reporting aims to identify issues that are relevant in our workforce and help us to set objectives to prevent any disproportionate impact to any characteristic groups.
Integration	All employees are regularly provided the opportunity to confirm or update their protected characteristics.
Collaboration	The detail within <b>Appendix 1</b> has been gathered through collaboration with all employees within the Council.

5.2 This report assists in the achievement of the following corporate well-being objectives:

- **A County Borough with fair work, skilled, high-quality jobs and thriving towns**
- **A County Borough where people feel valued, heard and part of their community**

#### 6. Climate Change Implications

6.1 There are no climate change implications in this report.

**7. Safeguarding and Corporate Parent Implications**

7.1 There are no safeguarding and corporate parent implications in this report.

**8. Financial Implications**

8.1 There are no financial implications in this report.

**9. Recommendation**

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

**Background documents:**

None

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## Workforce Equality Monitoring

### Introduction

This appendix gives an overview of the workforce, by protected characteristic, as at 31.03.23 with trend analysis for the previous 2 years along with other relevant information. Data within this report is mainly based on sensitive information voluntarily provided by employees.

The council values diversity and no individual should be treated less favourably on the grounds of age, disability, gender identity/reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, socio-economic disadvantage or use of Welsh Language. The [Equality, Diversity and Inclusion Policy](#) statement will provide the foundation for all policies, strategies and schemes and links directly to the council's Strategic Equality Plan.

### Headcount & Gender

The total headcount as at 31.03.23 is 5948, as follows:

Male – 1,254



Female – 4,694



Description	BCBC - Corporate			BCBC - Schools		
	Male	Female	Total	Male	Female	Total
BCBC Headcount	723	2240	<b>2963</b>	531	2454	<b>2985</b>
Percentage	24.4%	75.6%		17.8%	82.2%	

Table 1 - BCBC headcount

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

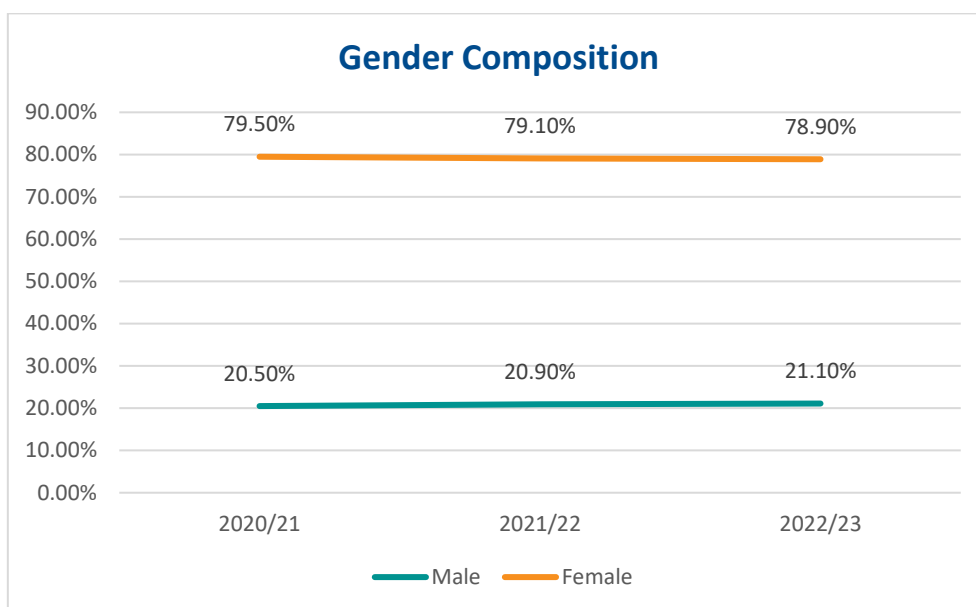


Figure 1 - Gender Composition

The gender composition has remained fairly consistent over previous years. In comparison with other Local Authorities in Wales (21/22), the council continues to have a higher percentage of female employees. However, it is inevitable that the workforce composition will vary according to the scope of in-house services.

## Disability

Disability Declared
31/03/2023
31/03/2022
31/03/2021

BCBC - Corporate			
Male	Female	Total	%
69	128	197	6.6%
52	106	158	5.4%
48	108	156	5.2%

BCBC - Schools			
Male	Female	Total	%
13	45	58	1.9%
13	41	54	1.8%
11	32	43	1.5%

Table 2 - Disability

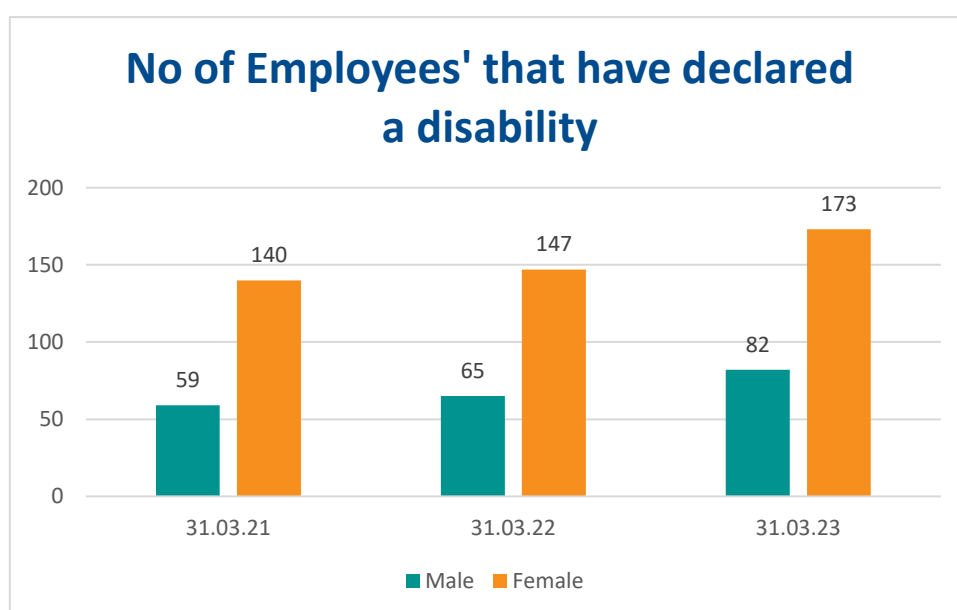


Figure 2 - No. of Employees' that have declared a disability

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

There is an increase in the number of employees who have declared a disability, 4.3% of our total workforce are disabled employees with 7.3% preferring not to say and 14.3% not declaring whether they have / have not got a disability.

The council continues to maintain and promote its Disability Confident status, which is due to be renewed during 2023/24. There has been collaboration between the council and Remploy (the UK's leading disability specialist 'in transforming lives through sustainable employment'). Remploy support individuals to consider council vacancies and there have been several successful applications.

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

## Ethnic Minority Employees

Ethnic Minority	BCBC - Corporate				BCBC - Schools			
	Male	Female	Total	%	Male	Female	Total	%
31/03/2023	13	50	63	2.1%	*	27	*	1.0%
31/03/2022	17	47	64	2.2%	*	26	*	1.0%
31/03/2021	16	48	64	2.1%	*	28	*	1.0%

Table 3 - Ethnic Minority

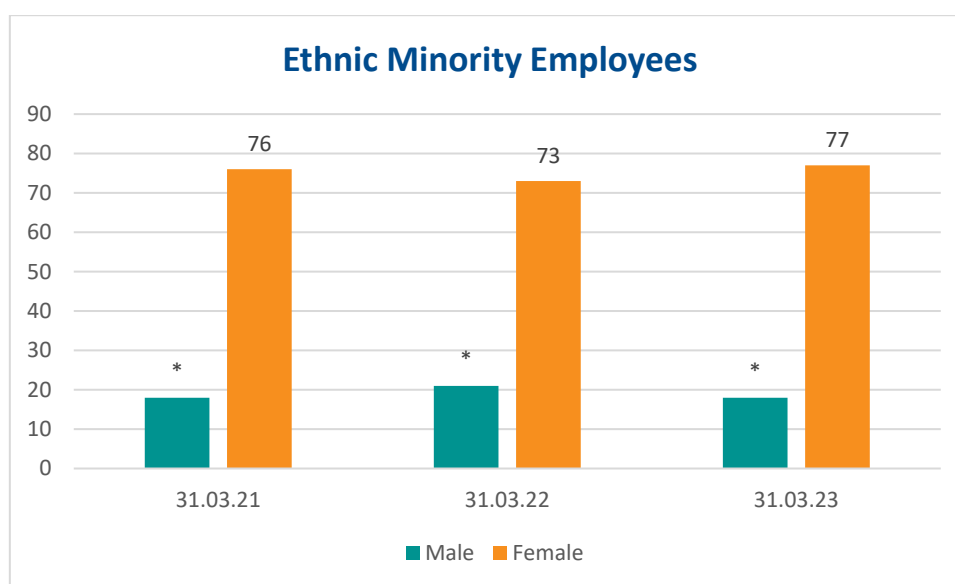


Figure 3 - Minority Ethnic by Gender

The recorded percentage of Ethnic Minority employees has slightly decreased in the corporate workforce over the last 12 months, with schools remaining the same. 1.6% of the total workforce have confirmed being of ethnic origin.

The latest population estimates from StatsWales (December 2022) indicate that 3% of the county borough residents identify themselves from an Ethnic Minority background, however, this is based on a low level of responses so would not be an accurate representation. The 2021 Census reported that 3.3% of Bridgend's population identified themselves from an Ethnic Minority background. Based on these figures our workforce is under-represented in this area. However, over the course of the past year the council have been exploring options on how to promote being a diverse employer to ethnic minority backgrounds.

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

The council's website has been improved by promoting the council as a good employer where diversity is welcomed. Particular attention has been given to the council's recruitment landing page to attract applications from Ethnic Minority backgrounds as part of the council's commitment to address under-representation across all levels of the organisation.

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

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

## Age Profile

Table 4 presents the number and percentage of employees in each age range. According to the Census 2021 the population of Bridgend has increased by 4.5% which was third highest in Wales and has increased the ranking of Bridgend.

At the time of the Census, 62.6% of the population in Bridgend were between the age of 15 – 64, the highest percentage being in Cardiff at 68.4%. The Census also confirmed 'the trend of population ageing has continued, with more people than ever before in the older age groups (65 and over)'.

Age Range	BCBC - Corporate				BCBC - Schools			
	Male	Female	Total	%	Male	Female	Total	%
16 - 19	4	9	13	0.44%	1	2	3	0.10%
20 - 25	28	94	122	4.12%	21	82	103	3.45%
26 - 30	50	160	210	7.09%	50	190	240	8.04%
31 - 35	46	190	236	7.96%	64	287	351	11.76%
36 - 40	62	240	302	10.19%	67	340	407	13.63%
41 - 45	72	250	322	10.87%	67	343	410	13.74%
46 - 50	95	287	382	12.89%	61	334	395	13.23%
51 - 55	101	350	451	15.22%	76	374	450	15.08%
56 - 60	122	339	461	15.56%	56	261	317	10.62%
61 - 65	122	266	388	13.09%	38	189	227	7.60%
66 +	21	55	76	2.56%	30	52	82	2.75%
Totals	<b>723</b>	<b>2240</b>	<b>2963</b>	<b>100.00%</b>	<b>531</b>	<b>2454</b>	<b>2985</b>	<b>100.00%</b>

Table 4 - Age Profile

45.7% of the total workforce are between the age of 16-45, with 51.6% between the age of 46 and 65. The remaining 2.7% represent those employees that are 66+ years old.

The Census 2021 confirms that the average (median) age of Bridgend has increased from 41 to 43 years of age. The average age in the corporate workforce is 47 years with 44 years being the average in schools. This shows that the average age of the council's workforce is higher than the residents age profile, however, it is worth noting that 23% of the workforce are not Bridgend residents.

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



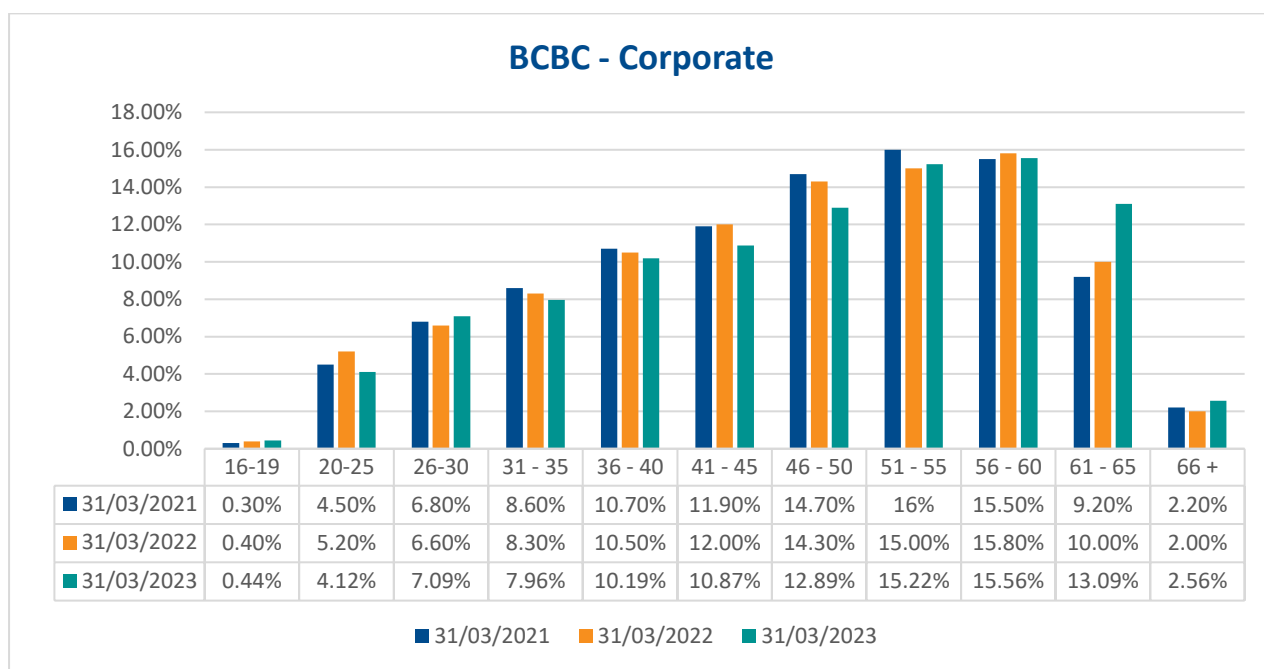


Figure 4 - BCBC Age Profile Corporate

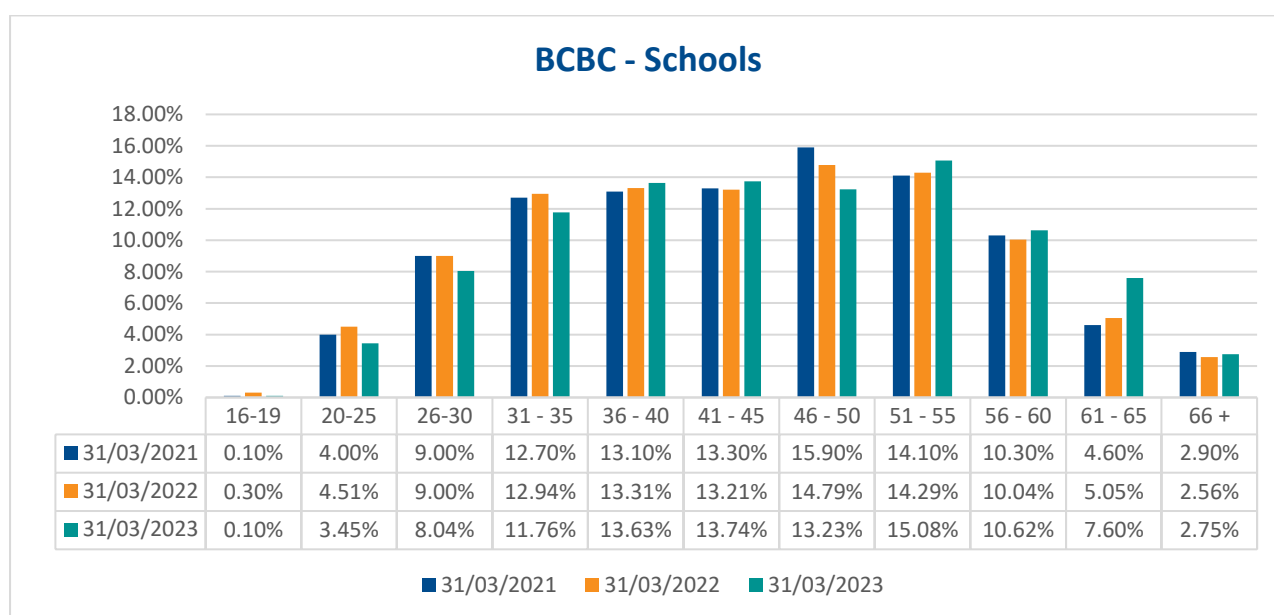


Figure 5 - BCBC Age Profile Schools

The detail above shows there is an aging workforce across the council, with the age profile being comparable with other Local Authorities. Specific schemes like ‘grow your own’ have continued to be a success over the year with more investment in apprenticeships (36 appointed) and graduate positions (5 appointed), promoting succession planning.

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

## Sexual Orientation

31.03.2023

Description
Bisexual
Gay Man
Lesbian
Other

BCBC - Corporate			
Male	Female	Total	%
*	18	*	0.78%
19	0	19	0.64%
0	15	15	0.51%
*	*	*	0.27%

BCBC - Schools			
Male	Female	Total	%
*	8	*	0.34%
6	0	6	0.20%
0	13	13	0.44%
0	*	*	0.13%

31.03.2022

Description
Bisexual
Gay Man
Lesbian

BCBC - Corporate			
Male	Female	Total	%
*	22	*	0.92%
16	0	16	0.55%
0	13	13	0.45%

BCBC - Schools			
Male	Female	Total	%
*	*	*	0.20%
8	0	8	0.27%
0	9	9	0.30%

31.03.2021

Description
Bisexual
Gay Man
Lesbian

BCBC - Corporate			
Male	Female	Total	%
*	17	*	0.80%
17	0	17	0.50%
0	13	13	0.40%

BCBC - Schools			
Male	Female	Total	%
*	*	*	0.20%
9	0	9	0.30%
0	6	6	0.20%

Table 5 - Sexual Orientation

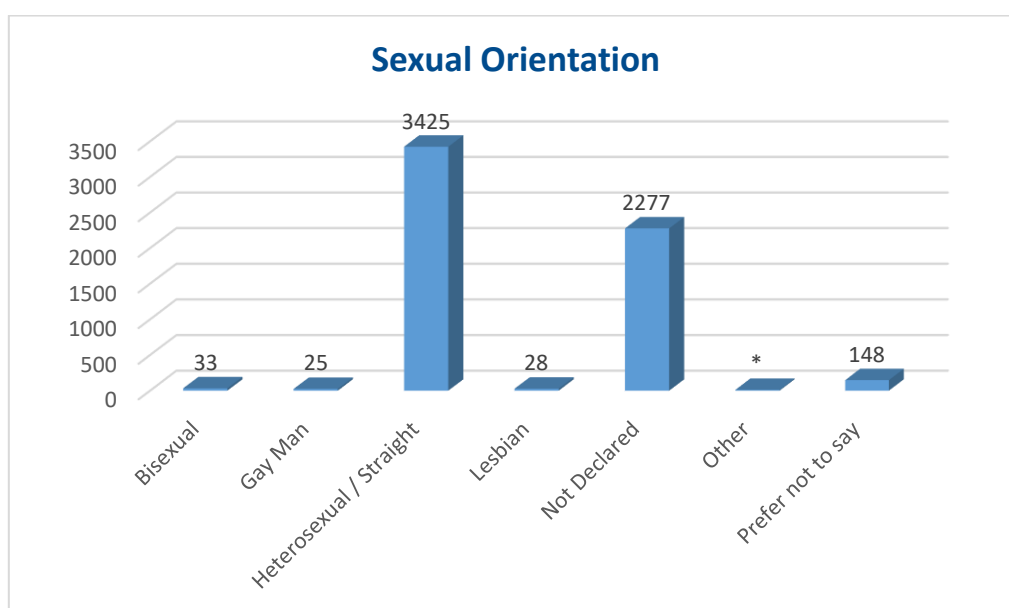


Figure 6 - Sexual Orientation

Most employees have categorised themselves as heterosexual / straight. 1.7% of our total workforce are gay or lesbian, which is higher than 1.35% as recorded in the 2021 Census.

38% of our workforce have not declared their sensitive personal information and 2.5% of employees prefer not to say. It is important to note that reporting of this information is not a mandatory requirement.

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

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

Throughout February 2023, the council proudly flew the LGBT+ progress flag at Civic Offices, along with illuminating the building on four different days to celebrate LGBT+ History month and to positively acknowledge the diversity within our communities and champion inclusivity.

This year’s theme is “Behind the Lens”, which looks at LGBT+ people’s contributions to cinema and film from behind the camera, including cinematographers, screen writers, make-up artists and much more. The council celebrated this by hosting an online event which included guest speakers from the industry which was shared internally.

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

## Marriage / Civil Partnership

Marital Status	BCBC - Corporate				BCBC - Schools			
	Male	Female	Total	%	Male	Female	Total	%
Married	318	1057	1375	46.41%	169	966	1135	38.02%
Same Sex Civil Partnership	*	*	*	0.20%	*	*	*	0.20%
Partner	110	262	372	12.55%	37	178	215	7.20%
Separated / Divorced	44	216	260	8.77%	16	115	131	4.39%
Single	196	549	745	25.14%	142	567	709	23.75%
Widowed	*	26	*	0.98%	*	8	*	0.30%
Prefer not to say	9	15	24	0.81%	*	27	*	0.97%
Not Declared	41	111	152	5.13%	162	589	751	25.16%
<b>Total</b>	<b>723</b>	<b>2240</b>	<b>2963</b>	<b>100.00%</b>	<b>531</b>	<b>2454</b>	<b>2985</b>	<b>100.00%</b>

Table 6 – Marital Status

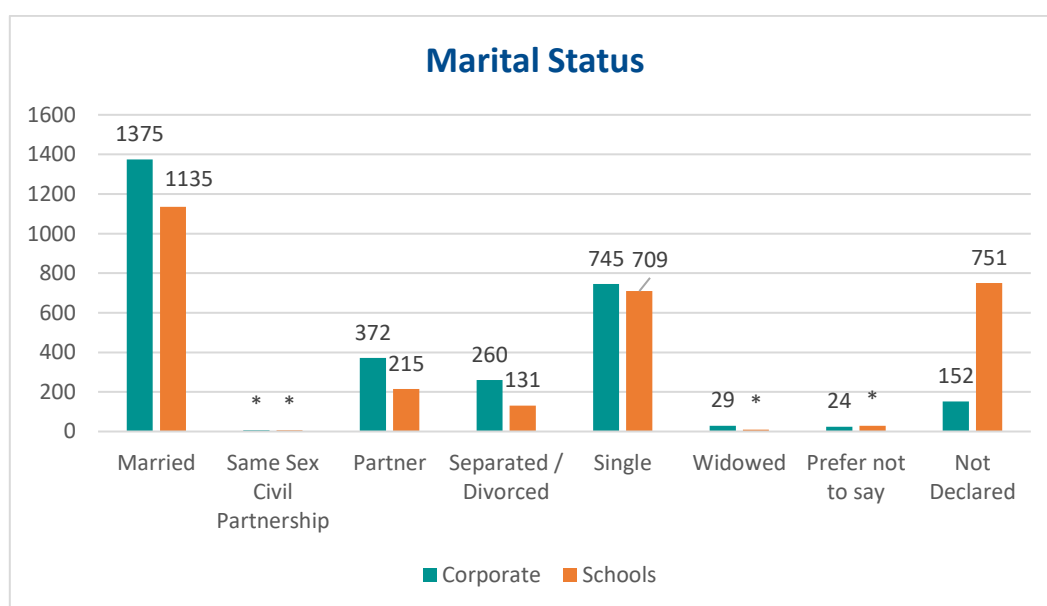


Figure 7 - Marital Status

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

84% of the marital status of the council's workforce has been declared with 0.9% preferring not to say and 15% not declaring. 42% of the workforce are married, with 24% being single.

## Religion & Belief

Religion & Belief	BCBC - Corporate				BCBC - Schools			
	Male	Female	Total	%	Male	Female	Total	%
Agnostic	49	98	147	4.96%	19	58	77	2.58%
Atheist	59	130	189	6.38%	27	52	79	2.65%
Baha'i	0	*	*	0.03%	0	0	0	0.00%
Buddhist - Hinayana	0	*	*	0.10%	*	0	*	0.03%
Buddhist - Mahayana	0	*	*	0.07%	0	0	0	0.00%
Christian - Anglican	7	19	26	0.88%	*	10	12	0.40%
Christian - Church in England	27	127	154	5.20%	20	74	94	3.15%
Christian - Church in Wales	84	332	416	14.04%	40	263	303	10.15%
Christian - Orthodox	15	39	54	1.82%	*	13	*	0.57%
Christian - Protestant	34	89	123	4.15%	10	48	58	1.94%
Christian - Roman Catholic	36	126	162	5.47%	15	73	88	2.95%
Hinduism	0	*	*	0.17%	*	*	*	0.13%
Islam - Sunni	*	*	*	0.20%	0	*	*	0.07%
Judaism - Reformed	0	*	*	0.03%	0	0	0	0.00%
Muslim	0	*	*	0.03%	0	*	*	0.07%
Taoism	*	0	*	0.03%	0	0	0	0.00%
Any other religion or belief	12	34	46	1.55%	7	16	23	0.77%
No Religion	211	724	935	31.56%	59	397	456	15.28%
Prefer not to say	44	91	135	4.56%	6	39	45	1.51%
Not Declared	142	414	556	18.76%	319	1405	1724	57.76%
<b>Total</b>	<b>723</b>	<b>2240</b>	<b>2963</b>	<b>100.00%</b>	<b>531</b>	<b>2454</b>	<b>2985</b>	<b>100.00%</b>

Table 7 - Religion & Belief

Of the total workforce 38% have not declared their religion/belief, with only 2% preferring not to say. The largest religion / belief is Christianity at 25%, with 23% informing they have no religion.

The 2021 Census informed that 52.3% of Bridgend residents reported having 'no religion', which is an increase from the 36.7% in the 2011 Census.

## Pregnancy, Maternity & Paternity

During the year 2022/23, 195 employees have had maternity leave and 26 have had paternity leave.

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

## Caring Responsibilities

31.03.2023	BCBC - Corporate				BCBC - Schools			
Description	Male	Female	Total	%	Male	Female	Total	%
Carer Responsibility Declared	29	193	222	7.49%	6	61	67	2.24%

31.03.2022	BCBC - Corporate				BCBC - Schools			
Description	Male	Female	Total	%	Male	Female	Total	%
Carer Responsibility Declared	28	192	220	7.50%	8	60	68	2.30%

31.03.2021	BCBC - Corporate				BCBC - Schools			
Description	Male	Female	Total	%	Male	Female	Total	%
Carer Responsibility Declared	33	189	222	7.40%	6	55	61	2.10%

Table 8 - Caring Responsibilities

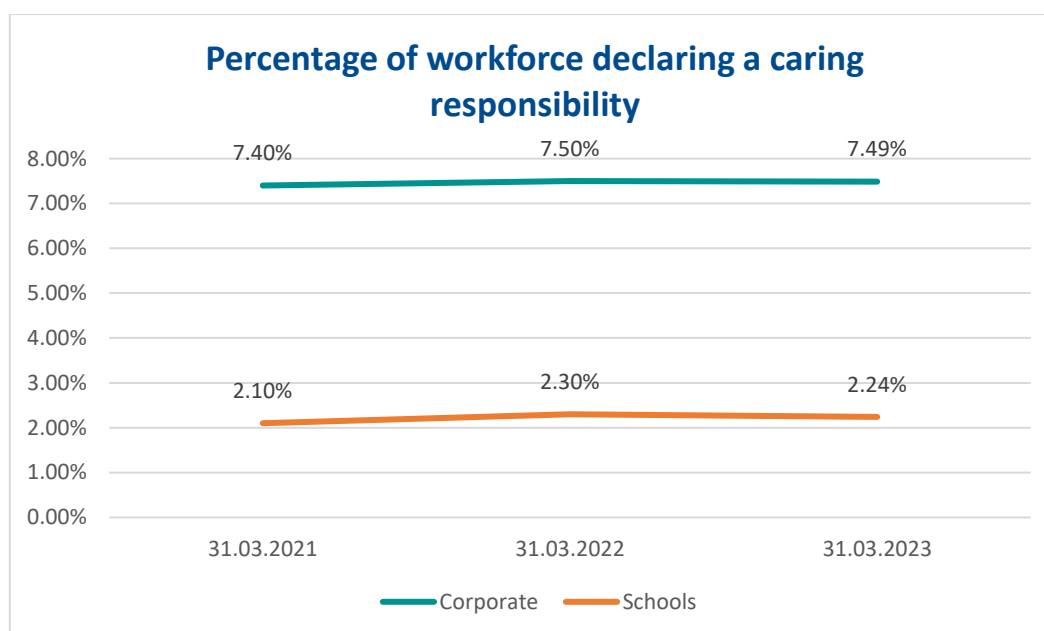


Figure 8 - Carers

The percentage of the total workforce identifying themselves as carers has slightly decreased from the previous year (due to the change in headcounts), however, there has been a slight increase in the number of male and female carers within the corporate workforce.

During June 2022 communications were issued promoting and supporting Bridgend's Carers Wellbeing service as well as asking the workforce to update their sensitive information tab in relation to being a carer. Within September 2022 a new carers staff group was formed and one meeting has taken place. This group will support the development of a new carers policy during the coming year.

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

## Welsh Language

31.03.2023

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

BCBC - Corporate			
Male	Female	Total	%
<b>170</b>	<b>594</b>	<b>764</b>	<b>25.78%</b>
136	459	595	20.08%
14	45	59	1.99%
20	90	110	3.71%

BCBC - Schools			
Male	Female	Total	%
<b>116</b>	<b>637</b>	<b>753</b>	<b>25.23%</b>
80	398	478	16.01%
12	92	104	3.48%
24	147	171	5.73%

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

<b>178</b>	<b>632</b>	<b>810</b>	<b>27.34%</b>
138	482	620	20.92%
23	59	82	2.77%
17	91	108	3.64%

<b>115</b>	<b>654</b>	<b>769</b>	<b>25.76%</b>
77	410	487	16.31%
13	99	112	3.75%
25	145	170	5.70%

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

<b>127</b>	<b>513</b>	<b>640</b>	<b>21.60%</b>
93	385	478	16.13%
20	43	63	2.13%
14	85	99	3.34%

<b>108</b>	<b>595</b>	<b>703</b>	<b>23.55%</b>
71	366	437	14.64%
14	92	106	3.55%
23	137	160	5.36%

31.03.2022

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

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

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

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

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

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

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

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

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

31.03.2021

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

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

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

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

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

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

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

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

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

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

Table 9 - Welsh Language

The annual population survey shows the percentage of the population within Bridgend County Borough and all Wales that have Welsh language skills, for the year ending 31 December 2022.

	<b>Welsh Speaker</b>	<b>Welsh Reader</b>	<b>Welsh Writer</b>	<b>Understand spoken Welsh</b>
Bridgend	22.8%	21.6%	19.4%	25.1%
Wales	29.5%	25.7%	23.7%	33.4%

There has been an increase in all Bridgend percentages of the population survey since 31 December 2021.

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

Opportunities are also available for employees to undertake Welsh language training which includes 'Cwrs Mynediad' delivered by the University of South Wales. During this year 12 employees attended year 1 of this training, whilst 10 employees were supported to attend Welsh language courses within the community.

A number of employees (76) have also completed the council E-Learning modules on Welsh language awareness and Welsh language standards during 2022/23.

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<b>Meeting of:</b>	<b>CABINET COMMITTEE EQUALITIES</b>
<b>Date of Meeting:</b>	<b>12 JULY 2023</b>
<b>Report Title:</b>	<b>EQUALITY IMPACT ASSESSMENTS - ANNUAL REVIEW 2022/23</b>
<b>Report Owner / Corporate Director:</b>	<b>CHIEF EXECUTIVE</b>
<b>Responsible Officer:</b>	<b>ZOE EDWARDS, CONSULTATION, ENGAGEMENT AND EQUALITIES MANAGER</b>
<b>Policy Framework and Procedure Rules:</b>	<b>There is no impact on the policy framework or procedure rules</b>
<b>Executive Summary:</b>	<b>Annual update on the Council's requirement to undertake Equality Impact Assessments (EIAs), an overview of the Council's approach to EIAs and an outline of EIAs undertaken in Bridgend County Borough Council (BCBC) service areas 2022/2023.</b>

## 1. Purpose of Report

- 1.1 The purpose of this report is to provide Committee members with an annual update on the Council's requirement to undertake Equality Impact Assessments (EIAs), an overview of the Council's approach to EIAs and an outline of EIAs undertaken in Bridgend County Borough Council (BCBC) service areas in 2022/2023.

## 2. Background

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

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

- To eliminate unlawful discrimination, harassment and victimisation,
- To advance equality of opportunity, and
- To foster good relations between people who share a protected characteristic and those who do not.

2.2 Reports on assessments must set out in particular:

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

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

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

### **3. Current situation/proposal**

#### **3.1 EIAs – an overview**

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

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

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

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

3.1.3 The Welsh Language Standards requires the following considerations:

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

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

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

## **3.2 EIA training**

- 3.2.1 An e-learning module continues to be available to employees which provides an overview of EIAs, their role in improving services and a guide to conducting them. At the end of the module, staff have an opportunity to complete an EIA and compare this against an already completed version to assess how the module has assisted in terms of knowledge and understanding.
- 3.2.2 During the period April 2022 to March 2023, 20 Council employees have completed EIA training (via e-learning) as shown in the following table:

<b>Directorate</b>	<b>Completions</b>
Social Services and Wellbeing	6
Communities	2
Education and Family Support	2
Chief Executive	10
<b>Total</b>	<b>20</b>

During the period April 2022 to March 2022, 13 Council employees have completed EIA training (via workshops) as shown in the following table:

Directorate	Completions
Social Services and Wellbeing	3
Communities	4
Education and Family Support	1
Chief Executive	5
<b>Total</b>	<b>13</b>

Overall, 289 Council employees have completed the EIA e-learning module to date.

Whilst there have been no Socio-Economic Duty webinars delivered since April 2022, the webinar from 2021 is still relevant and is available for staff to view at any time on the Learning and Development website.

### 3.3 EIAs undertaken in 2022/2023

3.3.1 Between April 2022 and March 2023, four full EIAs were undertaken and accompanied Cabinet reports and these are listed in **Appendix One**.

3.3.2 Sixty-two EIA screenings were undertaken during this period and these are listed in **Appendix Two**. These screenings were referenced in the relevant Cabinet reports and indicated that the policies being assessed could either be “screened out” or would require a full EIA to be undertaken.

Where full EIAs are needed the following timeframes apply:

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

## 4. Equality implications (including Socio-economic Duty and Welsh Language)

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

## **5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives**

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

**Long-term** – the consideration and approval of this report will assist in support equalities objectives in both the short term and long term. This will ensure that the Council’s services are fully accessible to all and that any full consideration is given to any policy changes to minimise the impact for all key stakeholders.

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

**Integration** – Equality Impact Assessments support all the well-being objections and ensures integration for all people with protected characteristics.

**Collaboration** – Monitoring Equality Impact Assessments is done in collaboration with all Council services.

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

## **6. Climate Change Implications**

- 6.1 There is a commitment to engage effectively with local communities and EIAs help the Council make better decisions, identify how services can be more accessible or improved and consider the nine protected characteristics as well as the impact on the Welsh language.

In turn this helps protect and sustain the environment over the long term and in line with our climate change ambitions.

## **7. Safeguarding and Corporate Parent Implications**

- 7.1 Where there is a safeguarding concern, all communication will be managed under Bridgend County Borough Council’s Safeguarding Policy. This will safeguard and promote the wellbeing of children, young people and adults at risk of abuse or neglect and to ensure that effective practices are in place throughout the Council and its commissioned services.

## **8. Financial Implications**

- 8.1 There are no financial implications arising from this report.

**9. Recommendation**

- 9.1 That the Cabinet Committee Equalities notes the progress made in the Council during 2022/23 in the completion of Equality Impact Assessments and the progress made with training.

**Background documents** None

**Appendix one - Full Equality Impact Assessments undertaken between  
April 2022 and March 2023**

	EIA name:	Date Completed:
1	Deposit Replacement Local Development Plan (LDP) 2018-33	19/04/2021 (updated 01/07/2022)
2	Coety Primary School four-classroom extension	07/12/2022
3	Medium Term Financial Strategy 2023-2024 to 2026-2027	02/02/2023
4	Bridgend County Borough Council Corporate Plan 2023-28	14/02/2023

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## Appendix two - Initial Screening Equality Impact Assessments undertaken between April 2022 and March 2023

No.	EIA name:	Date completed:	Outcome:
1.	Representation on outside bodies and other committees	May-22	No impact - screened out
2.	Screening - Recycling and Waste Service Post 2024	Jun-22	No impact - screened out
3.	Bridgend Net Zero Carbon - Hydrogen Technology Demonstrator	Jun-22	No impact - screened out
4.	Appointment of Local Authority Governors	Jun-22	No impact - screened out
5.	School Modernisation Programme - Mynydd Cynffig Primary School outcome of published statutory notice	Jun-22	No impact - screened out
6.	School Modernisation Programme - Heronsbridge School Outcome of Consultation Process	Jun-22	No impact - screened out
7.	Outcome of Consultation to Open Provision for Pupils with Additional Learning Needs (ALN) establishing a Learning Resource Centre (LRC) for pupils with moderate learning difficulties (NLD) at Ysgol Cynwyd Sant	Jun-22	No impact - screened out
8.	Outcome of Consultation to Open Provision for Pupils with Additional Learning Needs (ALN) establishing a Learning Resource Centre (LRC) for pupils with autistic spectrum disorder (ASD) at Tremains Primary School	Jun-22	No impact - screened out
9.	Flexi Scheme	Jul-22	No impact - screened out
10.	Award of funding for homelessness projects via the Housing Support Grant	Jul-22	No impact - screened out
11.	The United Kingdom Shared Prosperity Fund	Jul-22	No impact - screened out
12.	2020-2023 Carriageway Resurfacing Programme	Jul-22	No impact - screened out
13.	Allocations under Town and Community Council Capital Grant Scheme 2022-23	Jul-22	No impact - screened out
14.	The Conference of Parties 2022	Jul-22	No impact - screened out
15.	Appointment of Local Authority Governors	Jul-22	No impact - screened out
16.	Foster Carer Allowance Uplift	Jul-22	No impact - screened out

No.	EIA name:	Date completed:	Outcome:
17.	Local Government (Miscellaneous Provisions) Act Section 65: Power to fix fares for hackney carriages. Application to carry the hackney carriages fare tariff	Jul-22	No impact - screened out
18.	Probationary Protocol	Jul-22	No impact - screened out
19.	Hybrid Working Policy	Sept-22	No impact - screened out
20.	Menopause Protocol	Oct-22	No impact - screened out
21.	Domestic Abuse	Oct-22	No impact - screened out
22.	The establishment of an advisory board with Awen to support the strategic direction and partnership development in Bridgend	Oct-22	No impact - screened out
23.	Outcome of public notice to open provision for pupils with additional learning needs establishing a learning resource centre for pupils with autistic spectrum disorder at Tremains Primary School	Oct-22	No impact - screened out
24.	School Modernisation Programme - Coety Primary School - Permission to commence statutory consultation	Oct-22	No impact - screened out
25.	Outcome of public notice to open provision for pupils with additional learning needs establishing a learning resource centre for pupils with moderate learning difficulties at Ysgol Cynwyd Sant	Oct-22	No impact - screened out
26.	Appointment of Local Authority Governors	Oct-22	No impact - screened out
27.	School Modernisation Programme - Heronsbridge School Outcome of Statutory Notice	Oct-22	No impact - screened out
28.	School Modernisation Programme - Heronsbridge School Procurement	Oct-22	No impact - screened out
29.	School Modernisation Programme - Ysgol Gymraeg Bro Ogwr Outcome of Statutory Notice	Oct-22	No impact - screened out
30.	Welsh-Medium Childcare - Bridgend Town	Oct-22	No impact - screened out
31.	Childcare Sufficiency Assessment 2021-2022	Oct-22	No impact - screened out
32.	Approval for tender of annual insurance policies	Oct-22	No impact - screened out
33.	Joint Protocol - Mileage Rates	Oct-22	No impact - screened out

<b>No.</b>	<b>EIA name:</b>	<b>Date completed:</b>	<b>Outcome:</b>
34.	Regional Advocacy and Independent Visiting Service for Children and Young People	Nov-22	No impact - screened out
35.	Social Services Representations and Complaints Annual Report 2021/22	Nov-22	No impact - screened out
36.	Council Tax Premiums - Long Term Empty Homes and Second Homes	Nov-22	No impact - screened out
37.	Re-development of Maesteg Town Hall	Nov-22	No impact - screened out
38.	Bridgend Biodiversity Duty Plan 2022-2025	Nov-22	No impact - screened out
39.	Proposed extension to Frog Pond Wood Local Nature Reserve	Nov-22	No impact - screened out
40.	Appointment of Local Authority Governors	Nov-22	No impact - screened out
41.	Porthcawl Welsh-Medium Seedling School	Nov-22	No impact - screened out
42.	Updated fostering Allowances Policy	Dec-22	No impact - screened out
43.	Appointment of Local Authority Governors	Dec-22	No impact - screened out
44.	Porthcawl Welsh-Medium Seedling School and Childcare	Dec-22	No impact - screened out
45.	Bridgend County Borough Council Destination Management Plan 2022-2027	Dec-22	No impact - screened out
46.	Bridgend 2030 Net Zero Carbon Strategy	Dec-22	No impact - screened out
47.	Council Tax Premiums – Long Term Empty Homes and Second Homes - Outcome of Consultation	Jan-23	No impact - screened out
48.	Unaccompanied Asylum-Seeking Children	Jan-23	No impact - screened out
49.	Appointment of Local Authority Governors	Jan-23	No impact - screened out
50.	Llynfi Development Sites - Former Maesteg Washery Site West	Jan-23	No impact - screened out
51.	Foster Friendly Policy	Jan-23	No impact - screened out
52.	Code of Corporate Governance	Feb-23	No impact - screened out
53.	Review of the Social Services and Wellbeing Supervision Policy	Feb-23	No impact - screened out
54.	Renewal of Section 33 Agreement for Community Equipment	Feb-23	No impact - screened out
55.	Managed Service - Children's Services	Feb-23	No impact - screened out
56.	Appointment of Local Authority Governors	Feb-23	No impact - screened out
57.	School Admissions Policy 2024-2025	Feb-23	No impact - screened out
58.	Re-development of Cosy Corner	Mar-23	No impact - screened out

<b>No.</b>	<b>EIA name:</b>	<b>Date completed:</b>	<b>Outcome:</b>
59.	Result of Tender of Annual Insurance Policies	Mar-23	No impact - screened out
60.	Non-Domestic Rates: Discretionary Relief: Retail, Leisure and Hospitality Rates Relief Scheme 2023-24	Mar-23	No impact - screened out
61.	Service Level Agreement between HM Prison and Probation Service (HMPSS) and Bridgend County Borough Council for Children and Young People held at HM Prison Parc Young Offenders Institution (YOI)	Mar-23	No impact - screened out
62.	Pension Policies	Mar-23	No impact - screened out

<b>Meeting of:</b>	<b>CABINET COMMITTEE EQUALITIES</b>
<b>Date of Meeting:</b>	<b>12 JULY 2023</b>
<b>Report Title:</b>	<b>ANNUAL WELSH STANDARDS REVIEW</b>
<b>Report Owner / Corporate Director:</b>	<b>CHIEF EXECUTIVE OFFICER</b>
<b>Responsible Officer:</b>	<b>ZOE EDWARDS CONSULTATION, ENGAGEMENT AND EQUALITIES MANAGER</b>
<b>Policy Framework and Procedure Rules:</b>	<b>There is no impact on the policy framework or procedure rules</b>
<b>Executive Summary:</b>	<b>The report outlines how the council has complied with the Welsh Language Standards under a duty to comply during the 2022/2023 period and also documents any progress and new compliance developments.</b>

## 1. Purpose of Report

- 1.1 The purpose of this report is to inform Cabinet Committee Equalities of the content and approach taken with the council's Welsh Language Standards Annual Report for 2022/2023.

## 2. Background

- 2.1 The Welsh Language Standards give Welsh speakers improved, enforceable, rights in relation to the Welsh language. The council received its final compliance notice on 30 September 2015, which outlined 171 standards requiring compliance.
- 2.2 Standards 158, 164 and 170 require the council to produce and publish an annual report, in Welsh, by 30 June each year.

## 3. Current situation / proposal

- 3.1 The council's Welsh Language Standards Annual Report 2022/2023 covers the period 1 April 2022 to 31 March 2023 and was published, as required, by 30 April 2023. The report is attached as Appendix one (Welsh) and Appendix two (English).
- 3.2 The report outlines how the council has complied with the standards under a duty to comply during the period and also documents any progress and new compliance developments.
- 3.3 As part of the annual report, there is a duty on us to report specifically on the following information:

- the number of complaints received by the council during the period;
- the number of employees who disclosed Welsh language skills as at 31 March 2023;
- the number of employees attending training courses offered in Welsh during the period;
- the number of new and vacant posts advertised during the period categorised as posts where either:
  - Welsh language skills were essential;
  - Welsh language skills were desirable;
  - Welsh language skills need to be learnt;
  - Welsh language skills are not required.
- In addition to the information specified in section 4.2, updates on Equality Impact Assessments, customer contact and promotional activities have also been included.

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

#### **4. Equality implications (including Socio-economic Duty and Welsh Language)**

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

#### **5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives**

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

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

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

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

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

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

## **6. Climate Change Implications**

- 6.1 The Welsh Language Standards give Welsh speakers improved, enforceable rights in relation to the Welsh language. There is a commitment to engage effectively with local communities to help protect and sustain the environment over the long term and in line with our climate change ambitions.

## **7. Safeguarding and Corporate Parent Implications**

- 7.1 Where there is a safeguarding concern, all communication will be managed under Bridgend County Borough Council's Safeguarding Policy. This will safeguard and promote the wellbeing of children, young people and adults at risk of abuse or neglect and to ensure that effective practices are in place throughout the Council and its commissioned services.

## **8. Financial Implications**

- 8.1 There are no financial implications arising from this report. The development of a strategy will be met from within existing resources.

## **9. Recommendation**

- 9.1 That Cabinet Committee Equalities notes this report and the progress made during 2022/2023 in meeting its Welsh Language duties.

**Background documents** – None

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# Safonau'r Iaith Gymraeg

## Adroddiad blynyddol 2022/23



*This document is also available in English.*

### 1. Cyflwyniad

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

Mae adroddiad blynyddol 2022/23 yn ymdrin â'r cyfnod rhwng 1 Ebrill 2022 a 31 Mawrth 2023 ac mae'n amlinellu sut mae'r cyngor yn parhau i gydymffurfio yn ystod y cyfnod hwn yn ogystal â thynnu sylw at unrhyw ddatblygiadau/meysydd cynnydd newydd.

### 2. Sut mae'r cyngor yn cydymffurfio â Safonau'r Gymraeg

Nid yw'r cyngor yn cael ei herio mwyach ar gyfer unrhyw safonau a gellir gweld unrhyw newidiadau i ddyddiadau cydymffurfio, estyniadau neu amgylchiadau'r safonau a heriwyd yn flaenorol yn hysbysiad cydymffurfio diwygiedig y cyngor.

#### 2.1 Cydymffurfio cyffredinol

- Mae gan y cyngor swyddog arweiniol sy'n delio â'r Gymraeg o hyd
- Mae cyflogeion yn parhau i dderbyn diweddariadau a gwybodaeth rheolaidd am y Gymraeg o ran cydymffurfiaeth, mynediad at adnoddau fel hyfforddiant a chodi proffil yr iaith a'r diwylliant
- Mae gan ein modiwl e-ddysgu cynefino corfforaethol adran benodol sy'n ymwneud â'r Gymraeg a'i phwysigrwydd, sy'n cyfeirio gweithwyr newydd at adnoddau gwybodaeth eraill
- Mae gan ein modiwl e-ddysgu cynefino i reolwyr adran benodol sy'n ymwneud â'r Gymraeg a'i phwysigrwydd, sy'n cyfeirio rheolwyr newydd at adnoddau gwybodaeth eraill
- Fel rhan o'r rhaglen gynefino i reolwyr, mae'r swyddog sy'n gyfrifol am y Gymraeg yn rhoi cyflwyniad ar Safonau'r Gymraeg a beth mae hyn yn ei

olygu'n ymarferol i reolwyr gan sicrhau eu bod yn deall rhwymedigaethau'r cyngor a'u cyfrifoldebau rheoli.

- Mae'r Gymraeg yn parhau ar gofrestr risg y cyngor er mwyn helpu i fonitro cydymffurfiaeth
- Mae gweithwyr yn parhau i allu cael mynediad at Hyrwyddwyr y Gymraeg i gael cymorth a chyngor
- Mae tudalennau mewnwyd staff a'r blwch derbyn e-bost Cymraeg pwrpasol ([WLS@bridgend.gov.uk](mailto:WLS@bridgend.gov.uk)) yn dal yn bodoli. Mae llawer o dudalennau'r fewnwyd wedi cael eu diweddarau erbyn hyn ond mae rhywfaint o waith i'w wneud o hyd.
- Mae'r cyngor yn parhau i ddarparu amrywiaeth o hyfforddiant ac adnoddau iaith Gymraeg i staff
- Mae'r cyngor bellach yn cefnogi staff i fynychu cyrsiau cymunedol ar hyfforddiant iaith Gymraeg
- Mae gweithwyr yn gallu cael mynediad at fframwaith NPS i gael gafael ar gymorth cyfieithu
- Rydym yn parhau i fod â [dogfen gydymffurfio](#) ar gael sy'n nodi sut y byddwn yn cydymffurfio â'r safonau cyflenwi gwasanaethau, gweithredu, cadw cofnodion, hyrwyddo a llunio polisi perthnasol. Mae ein [trefn gwyno](#) hefyd ar gael ar ein gwefan yn ogystal ag [adroddiadau blynyddol](#) blaenorol
- Rydym yn parhau i ddarparu gwybodaeth i Gomisiynydd y Gymraeg yn ôl y gofyn.

## 2.2 Safonau cyflenwi gwasanaethau

Yn 22/23 rydym wedi parhau i wneud y canlynol:

- Ymateb i ohebiaeth a dderbynnir yn Gymraeg pan fo angen ateb
- Cyhoeddi fersiynau Cymraeg a Saesneg cyffredinol neu ddwyieithog ar wahân o ohebiaeth, gan beidio â thrin y Gymraeg yn llai ffafriol na'r Saesneg
- Darparu cyfarchiad dwyieithog dros y ffôn a, lle bo hynny'n berthnasol, mae sgysiau'n parhau yn Gymraeg nes eu bod yn dod i ben neu nes bod galwyr yn cael eu trosglwyddo i staff sy'n siarad Cymraeg (os ydynt ar gael), neu i staff sy'n siarad Saesneg os nad oes siaradwr Cymraeg ar gael a bod y cwsmer yn cytuno â hyn
- Gweithredu un prif rif ffôn (01656 643643) ar gyfer y rheini sy'n dymuno siarad â rhywun yn Gymraeg neu'n Saesneg. Os nad oes aelod o staff sy'n siarad Cymraeg ar gael wrth alw, rhoddir gwybod i'r galwyr, yn Gymraeg, pan fydd gwasanaeth o'r fath ar gael. Gall y rheini sy'n dymuno siarad â rhywun yn Gymraeg adael neges yn Gymraeg hefyd
- Nodi ar ddeunyddiau sy'n hysbysebu rhif ffôn Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr bod galwadau'n cael eu croesawu yn Gymraeg ac yn Saesneg. Rydym yn parhau i beidio â thrin y Gymraeg yn llai ffafriol na'r Saesneg ar y deunyddiau hysbysebu

- Gofyn i'r bobl rydyn ni wedi'u gwahodd i gyfarfod os ydyn nhw'n dymuno defnyddio'r Gymraeg yn y cyfarfod a rhoi'r trefniadau angenrheidiol ar waith i hwyluso hyn.
- Anfon gwahoddiadau dwyieithog i gyfarfodydd/digwyddiadau cyhoeddus Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr (Ile bo hynny'n berthnasol) a'r cyfarfodydd/digwyddiadau hynny a ariennir gan Gyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr (50% neu fwy o gyllid). Gofynnir i unrhyw un sy'n bresennol mewn cyfarfodydd a ydynt yn dymuno defnyddio'r Gymraeg yn ogystal â rhoi gwybod i fynychwyr bod croeso iddynt ddefnyddio'r Gymraeg (os cawn wybod ymlaen llaw) yn y cyfarfod. Mae'r deunyddiau a ddefnyddir i hysbysebu'r cyfarfodydd/digwyddiadau hyn neu i'w harddangos yn y cyfarfodydd/digwyddiadau yn ddwyieithog
- Asesu'r galw am gyrsiau addysg cyfrwng Cymraeg sy'n agored i'r cyhoedd ac os oes angen, cynnig y cwrs yn Gymraeg
- Cynhyrchu deunyddiau marchnata, hysbysebu a chyhoeddusrwydd ar gyfer y cyhoedd (gan gynnwys datganiadau i'r wasg) yn ddwyieithog. Mae hyn hefyd yn berthnasol i ddogfennau corfforaethol sy'n wynebu'r cyhoedd fel polisïau a rheolau yn ogystal â dogfennau ymgynghori. Nod y dogfennau hyn yw peidio â thrin y Gymraeg yn llai ffafriol na'r Saesneg. Mae fersiynau Saesneg ar wahân o ddogfennau sydd ar gael yn Gymraeg (Ile mae'n ofynnol iddynt fod) yn nodi hynny ar y fersiwn Saesneg
- Cynhyrchu ffurflenni sydd ar gael i'r cyhoedd yn ddwyieithog neu ar ffurf fersiynau Cymraeg a Saesneg ar wahân. Os oes fersiynau ar wahân ar gael, rydym yn datgan ar y fersiwn Saesneg o'r ffurflen bod ffurflen Gymraeg ar gael
- Ymateb i negeseuon Cymraeg ar y cyfryngau cymdeithasol mewn Cymraeg pan fo angen ateb
- Newid arwyddion stryd, lle a chyfeiriad (gan gynnwys arwyddion dros dro lle bo hynny'n berthnasol) yn dilyn difrod neu draul arferol, gydag arwyddion dwyieithog gyda'r testun Cymraeg yn ymddangos yn gyntaf
- Cynhyrchu hysbysiadau swyddogol yn ddwyieithog gyda'r testun Cymraeg yn ymddangos yn gyntaf
- Staff derbynfa sy'n siarad Cymraeg yn gwisgo cortynnau i ddangos i gwsmeriaid eu bod yn gallu darparu gwasanaeth Cymraeg
- Gwneud cyhoeddiadau sain dwyieithog gyda'r cyhoeddiad Cymraeg yn gyntaf
- Sicrhau bod ceisiadau am grant (a'r broses), tendrau (a chyfweliadau) ar gael yn Gymraeg
- Hyrwyddo gwasanaethau Cymraeg sydd ar gael yn ôl yr angen
- Rydym yn parhau i gynhyrchu ein hagenda a'n cofnodion ar gyfer cyfarfodydd y Cabinet a phwyllgorau yn ddwyieithog (safon 41). Mae'r rhain ar gael ar ein gwefan
- Yn ystod y cyfnod hwn rydym wedi parhau i ddatblygu cynnwys a swyddogaethau dwyieithog ar y wefan yn ôl y gofyn (safon 52 a 56)

- Parhau i gyhoeddi'n ddwyieithog ar y cyfryngau cymdeithasol ac ymateb i ymholiadau Cymraeg a dderbynnir yn Gymraeg, lle mae angen ymateb. Nid ydym yn postio'n ddwyieithog mewn amgylchiadau lle mae angen cyfathrebu mewn argyfwng neu ar frys.

Datblygiadau newydd ar gyfer 22/23:

- Rydym wedi parhau i wella a datblygu ein llwyfan ar-lein Fy Nghyfrif, sy'n galluogi tanysgrifwyr i roi gwybod am faterion fel rheoli plâu a goleuadau stryd drwy'r llwyfan drwy gyfrwng y Gymraeg.
- Mae gennym Swyddog Iaith Gymraeg, sy'n parhau i gefnogi'r swyddog arweiniol newydd i fonitro cydymffurfiaeth a chyflawni Strategaeth Hybu'r Gymraeg.
- Mae modiwlau hyfforddiant e-ddysgu'r Gymraeg a Chydraddoldeb bellach yn orfodol i'r holl staff.

### 2.3 Safonau llunio polisi

Yn 22/23 rydym wedi parhau i wneud y canlynol:

- Defnyddio ein proses asesu effaith ar gydraddoldeb (EIA) i sicrhau bod ystyriaeth yn cael ei rhoi i'r Gymraeg pan fydd polisiau'n cael eu diwygio neu eu datblygu
- Gofyn i'r rhai sy'n cymryd rhan mewn gweithgareddau ymgynghori, ymgysylltu ac ymchwil am eu barn ynghylch a allai penderfyniad polisi (os yw'n berthnasol) effeithio ar y defnydd o'r Gymraeg
- Ystyried yr effeithiau y gallai dyfarnu grantiau eu cael ar y defnydd o'r Gymraeg.

Datblygiadau newydd ar gyfer 22/23:

- Rydym wedi parhau i fonitro ein proses Asesiad o'r Effaith ar Gydraddoldeb i sicrhau ein bod yn asesu effaith unrhyw bolisi, ymarfer neu benderfyniad strategol ar y defnydd o'r Gymraeg ac i sicrhau nad yw'r Gymraeg yn cael ei thrin yn llai ffafriol.
- Protocol Dyfarnu Grantiau wedi'i gymeradwyo gan y CMB a'r protocol wedi'i rannu â swyddogion sy'n gweinyddu grantiau ac wedi'i gyhoeddi ar y fewnwyd.

### 2.4 Safonau gweithredu

Yn 22/23 rydym wedi parhau i wneud y canlynol:

- Galluogi cyflogeion i gael mynediad at y drefn gwyno a'r broses yn Gymraeg, gan gynnwys dogfennau perthnasol

- Galluogi cyflogeion i gael mynediad at y drefn ddisgyblu a'r broses yn Gymraeg, gan gynnwys dogfennau perthnasol
- Darparu mynediad at feddalwedd cyfrifiadurol er mwyn i staff wirio sillafu a gramadeg
- Sicrhau bod yr adrannau/rhyngwynebau perthnasol ar ein mewnwyd ar gael yn Gymraeg a bod adran Gymraeg benodol ar y fewnwyd yn adnodd i staff
- Asesu sgiliau iaith Gymraeg ein gweithwyr yn barhaus
- Cael hyfforddiant 'cwrdd a chyfarch' a Chwrs Mynediad ar gael i staff
- Sicrhau bod pecynnau e-ddysgu ar gael i staff ar ymwybyddiaeth a diwylliant y Gymraeg yn ogystal â safonau'r Gymraeg
- Darparu mynediad at lofnodion e-bost dwyieithog a negeseuon allan o'r swyddfa. Anogir siaradwyr Cymraeg a dysgwyr Cymraeg i nodi eu hunain felly ar eu llofnod e-bost (gan ddefnyddio'r logos cydnabyddedig perthnasol)
- Asesu'r sgiliau iaith Gymraeg ar gyfer swyddi newydd a swyddi gwag. Mae dadansoddiad o'r wybodaeth hon wedi'i gynnwys yn adran pump.
- Sicrhau bod y broses ymgeisio am swyddi a'r dogfennau ar gael yn Gymraeg ac nad yw'r broses Gymraeg yn cael ei thrin yn llai ffafriol na'r Saesneg. Mae hyn hefyd yn cynnwys contractau cyflogaeth
- Gwirio dewis iaith gweithwyr i ddarparu gohebiaeth sy'n ymwneud â'u cyflogaeth, ac amrywiol ffurflenni sy'n ymwneud â chyflogaeth yn Gymraeg yn ôl yr angen
- Sicrhau bod polisiau AD perthnasol ar gael yn Gymraeg, a darparu hyfforddiant (e-ddysgu) yn y Gymraeg o ran recriwtio a chyfweld, rheoli perfformiad, Cynefino a defnyddio'r Gymraeg yn effeithiol mewn cyfarfodydd, cyfweiliadau a gweithdrefnau cwyno a disgyblu (safonau 128 a 129)
- Gosod arwyddion dwyieithog yn ein prif dderbynfa (Swyddfeydd Sifil), gyda'r Gymraeg yn ymddangos yn gyntaf
- Adroddiad blynyddol ar y [strategaeth bum mlynedd](#) ym Mhwyllgor Cydraddoldebau'r Cabinet.

Datblygiadau newydd ar gyfer 22/23:

- Yn ystod mis Ebrill 2023 mae'r cyngor wedi gofyn i drigolion ar draws Bwrdeistref Sirol Pen-y-bont ar Ogwr, ysgolion, Aelodau a rhanddeiliaid eraill rannu eu barn drwy gymryd rhan mewn ymgynghoriad cyhoeddus ar ysgol egin Cyfrwng Cymraeg Porthcawl
- Cafodd Cynllun Strategol y Gymraeg mewn Addysg (WESP) ei roi ar waith ym mis Medi 2022. Rydym wedi parhau i weithio gydag Addysg ac aelodau eraill i fwrw ymlaen â'r amcanion a nodir yn y cynllun 5 mlynedd.
- Rydym wedi parhau i wneud cynnydd o ran datblygu'r lleoliadau gofal plant cyfrwng Cymraeg ar draws y Fwrdeistref Sirol. Sefydlwyd grŵp llywio sy'n cynnwys gweithwyr gofal plant proffesiynol a chydweithwyr yn y trydydd sector ac mae'n cyfarfod yn rheolaidd i sicrhau darpariaeth effeithiol dros y tair blynedd nesaf.

- Rydym wedi gweithio gyda phartneriaid i hyrwyddo ein swyddi Cymraeg hanfodol, gan ganiatáu i ni recriwtio siaradwyr Cymraeg ychwanegol i wella ein darpariaeth Gymraeg.

## 2.5 Safonau cadw cofnodion

Yn 22/23 rydym wedi parhau i wneud y canlynol:

- Cofnodi unrhyw gwynion a dderbyniwyd yn ymwneud â'n cydymffurfiaeth fel rhan o'n system gwyno gorfforaethol
- Monitro a chofnodi nifer y gweithwyr sy'n manteisio ar gyrsiau hyfforddi drwy gyfrwng y Gymraeg a'r Saesneg – gweler adran pedwar am ragor o fanylion
- Cofnodi sgiliau iaith Gymraeg cyflogeion ac asesiadau swyddi newydd a swyddi gwag – gweler adran pump am ragor o fanylion
- Cofnodi nifer y rhyngweithiadau Cymraeg sy'n digwydd dros nifer o sianeli (ffôn, wyneb yn wyneb a digidol) o fewn y ganolfan gyswllt gwasanaethau cwsmeriaid

## 3. Cwynion

- Derbyniodd y Comisiynydd gŵyn gan aelod o'r cyhoedd ar 30/03/2023 am y ffaith nad oes modd cyrchu'r wefan Gymraeg er mwyn gweld bil treth gyngor. Yn dilyn ymchwiliad, nodwyd methiant system a rhoddwyd gwybod i'r gweinyddwyr er mwyn ei ddatrys. Roedd y gŵyn wedi'i datrys ac mae modd gweld biliau'r dreth gyngor a'u darllen ar wefan Cyngor Pen-y-bont ar Ogwr yn Gymraeg.
- Derbyniwyd cwyn hefyd gan y comisiynydd ar 18/04/2023 yn ymwneud ag arwyddion uniaith Saesneg. Mae'r gŵyn yn ymwneud â 4 arwydd ffordd rhwng Cwmfelin ac Ysgol Gyfun Cymraeg Llangynwyd lle honnwyd bod pob arwydd yn datgan "Bridgend" yn Saesneg yn unig. Cyflwynodd Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr ymateb i'r comisiynydd i ddangos tystiolaeth bod yr arwyddion dan sylw wedi bod yn eu lle ers rhwng 2008 a 2011, felly cyn gweithredu'r Safonau. Nid oedd angen ymchwiliad pellach gan y comisiynydd
- Derbyniodd y Comisiynydd gŵyn gan aelod o'r cyhoedd ar 29/03/2023 am dri arwydd stryd Saesneg sydd wedi eu gosod gan y Cyngor o fewn y 12 mis diwethaf: Heol Castell Coety, Rhodfa Davies a Rhodfa Raphael yw'r strydoedd dan sylw. Ar hyn o bryd mae Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr yn gweithio gyda'r comisiynydd i ddatrys y gŵyn hon,
- Derbyniodd y Comisiynydd gŵyn gan aelod o'r cyhoedd ar 15/12/2022 yn honni bod y Cyngor wedi methu â chydymffurfio â safonau llunio polisi mewn

perthynas â'r polisi trefniadau teithio dysgwyr, a bod trefniadau'r Cyngor o ran dalgylchoedd ysgolion yn trin y Gymraeg yn llai ffafriol na'r Saesneg. Ar hyn o bryd, mae ymchwiliadau'n cael eu cynnal i ddatrys y gŵyn hon.

- O ganlyniad i ymchwiliad a agorwyd ym mis Awst 2022 gan y comisiynydd, mae Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr wedi treulio amser yn adolygu ei ganllawiau presennol ynghylch asesiadau o'r effaith ar yr iaith Gymraeg (AEIG) yn unol â'r cyngor a gafwyd. Mae'r canllawiau newydd yn pwysleisio'r angen i gynnwys cwestiynau am effeithiau'r cynnig ar y Gymraeg. Mae'r canllawiau newydd yn cynnwys set o gwestiynau a rhestr wirio ymgynghori sy'n ymwneud â'r camau y dylai meysydd gwasanaeth eu cymryd wrth ystyried ymarfer ymgynghori.

	Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr ac eithrio Ysgolion					Ysgolion		
Disgrifiad	Benywod	Dynion	Cyfanswm	%	Benywaidd	Dynion	Cyfanswm	%
Cyfanswm Cyfrif Pennau	2240	723	2963		2454	531	2985	
<b>Siaradwr Cymraeg</b>					<b>Siaradwr Cymraeg</b>			
'Ychydig'	459	136	595	20.08 %	398	80	478	16.01 %
'Gweddol Dda'	45	14	59	1.99%	92	12	104	3.48%
'Rhugl'	90	20	110	3.71%	147	24	171	5.73%
'Na'	1181	398	1579	53.29 %	387	81	468	15.68 %
'Heb Ddatgan'	465	155	620	20.92 %	1430	334	1764	59.10 %
<b>Darllen yn Gymraeg</b>					<b>Darllen yn Gymraeg</b>			
'Ychydig'	482	138	620	20.92 %	410	77	487	16.31 %
'Gweddol Dda'	59	23	82	2.77%	99	13	112	3.75%
'Rhugl'	91	17	108	3.64%	145	25	170	5.70%
'Na'	1139	389	1528	51.57 %	368	80	448	15.01 %
'Heb Ddatgan'	469	156	625	21.09 %	1432	336	1768	59.23 %
<b>Ysgrifennu yn Gymraeg</b>					<b>Ysgrifennu yn Gymraeg</b>			
'Ychydig'	385	93	478	16.13 %	366	71	437	14.64 %
'Gweddol Dda'	43	20	63	2.13%	92	14	106	3.55%
'Rhugl'	85	14	99	3.34%	137	23	160	5.36%
'Na'	1259	439	1698	57.31 %	426	87	513	17.19 %
'Heb Ddatgan'	468	157	625	21.09 %	1433	336	1769	59.26 %

## 4. Sgiliau a hyfforddiant gweithwyr

### 4.1 Sgiliau Cymraeg ar 31 Mawrth 2023:

Sylwer os gwelwch yn dda:

- Mae'r categori 'Ysgolion' yn cynnwys gweithwyr sy'n cael eu cyflogi'n uniongyrchol gan gyrff llywodraethu. Mae staff cynhwysiant wedi'u cynnwys yn y categori 'BCBC ac eithrio ysgolion'.
- Mae'r categori 'Heb Ddatgan' yn cynnwys cyflogeion sydd heb roi manylion eu sgiliau iaith Gymraeg.
- Mae'r lefelau sgiliau a nodwyd yn seiliedig ar hunanasesiad unigol.
- Mae gan 214 o weithwyr swydd mewn ysgol a swydd mewn 'Pob gwasanaeth arall' ac maent yn cael eu cyfrif unwaith ym mhob categori.

### **Nifer y cyflogeion a fynychodd gyrsiau hyfforddi yn Gymraeg rhwng 1 Ebrill 2022 a 31 Mawrth 2023:**

- Mae 9 o weithwyr wedi mynychu hyfforddiant 'Cwrs Mynediad' yn 2022/23, gan eu galluogi i ddatblygu eu sgiliau iaith ymhellach. Mae hyn yn cynnwys y rheini sy'n ymgymryd â blwyddyn 1, yn seiliedig ar ddwy awr yr wythnos dros 30 wythnos.
- Mae 13 o weithwyr wedi cael cymorth i fynychu cyrsiau Cymraeg yn y gymuned. Roedd y cyrsiau hyn yn cynnwys Sylfaen, Sylfaen Rhan 1 a Sylfaen Rhan 2, Sylfaen Rhan 3.
- Ni chafwyd unrhyw geisiadau i ddeunyddiau hyfforddi wyneb yn wyneb fod ar gael yn Gymraeg yn ystod y flwyddyn.
- Cwblhawyd 88 e-ddysgu ar gyfer e-Ddysgu Ymwybyddiaeth o'r Gymraeg (Saesneg – 62, Cymraeg - 0) ac e-Ddysgu Safonau'r Gymraeg (Saesneg - 25 Cymraeg - 1).
- Cwblhaodd 542 o weithwyr newydd y modiwl e-ddysgu cynefino corfforaethol a chwblhaodd 72 o weithwyr newydd y modiwl drwy lyfr gwaith. Cyfanswm a gwblhawyd 614. Mae'r broses gynefino gorfforaethol yn cynnwys adran ar gyflwyno'r iaith Gymraeg, Safonau'r Gymraeg a dolenni i Fodiwlau E-Ddysgu'r Gymraeg a Chyfleoedd Hyfforddi Cymraeg.
- Cwblhaodd 60 o reolwyr newydd y modiwl e-ddysgu cynefino i reolwyr. Mae cynefino rheolwyr yn cynnwys cyflwyniad i'r Gymraeg a Safonau'r Gymraeg a chysylltiadau â Modiwl E-ddysgu Safonau'r Gymraeg a'r Modiwl E-ddysgu Ymwybyddiaeth o'r Gymraeg.



## 5. Recriwtio a dethol

Nifer y swyddi newydd a gwag a hysbysebwyd yn ystod 2022/23 lle'r oedd sgiliau yn y Gymraeg:

Categori	Nifer y swyddi a gafodd eu categorreiddio	Canran y swyddi a gafodd eu categorreiddio
Hanfodol	39	4.73%
Dymunol	784	95.26%
Angen dysgu Cymraeg	0	0.00%
Dim angen unrhyw sgiliau Cymraeg	0	0.00%

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

Y galw am wasanaethau Cymraeg yn y Ganolfan Cyswllt Cwsmeriaid rhwng 1 Ebrill 2022 a 31 Mawrth 2023:

Rhyngweithio wyneb yn wyneb yn Gymraeg	2
Cyfanswm yr ymweliadau	7590
Ceisiadau Cymraeg fel % o gyfanswm y rhyngweithiadau a gynhaliwyd	0.02%

Y galw am wasanaethau Cymraeg yn y Ganolfan Gyswllt dros y Ffôn rhwng 1 Ebrill 2022 a 31 Mawrth 2023:

Nifer y galwadau yn ystod oriau gwaith arferol (Cymraeg a Saesneg)	112622
Nifer y galwadau a dderbynnir y tu allan i oriau (Cymraeg a Saesneg)	1619
Cyfanswm y galwadau a dderbyniwyd (Cymraeg a Saesneg)	114241
Nifer y galwadau yn Gymraeg	19
Ceisiadau Cymraeg fel % o gyfanswm y galwadau	0.02

Ailgorodd swyddfeydd y cyngor ar 1 Mawrth 2022, fodd bynnag, mae'r galw am wyneb yn wyn yn dal yn isel ar draws pob iaith.

Roedd nifer y ceisiadau am deleffoni wedi gostwng o 115,671 i 114,241 (oriau gwaith arferol (Cymraeg a Saesneg)

Roedd nifer y galwadau a dderbyniwyd y tu allan i oriau (Cymraeg a Saesneg) hefyd wedi gostwng o 5,112 i 1619.

Roedd ceisiadau Cymraeg fel % o gyfanswm y cysylltiadau hefyd wedi gostwng o 0.05% i 0.02% (cafodd y llinell Gymraeg broblemau ddechrau 2023)

Mae ein gweithgarwch ar-lein yn parhau i gynyddu ac felly rydym wedi sylwi ar ostyngiad yn ein sianeli ffôn ac wyneb yn wyneb.

Mae nifer isel o geisiadau o hyd i gysylltu â ni yn Gymraeg, ond rydym yn parhau i geisio recriwtio siaradwyr Cymraeg lle bo hynny'n bosibl i sicrhau ein bod yn cydymffurfio â Safonau'r Gymraeg.

Yn ogystal â hyn, byddwn hefyd yn cynnal adolygiadau rheolaidd o'n IVR i sicrhau ein bod yn cyfeirio galwadau i'r adran gywir, p'un ai y dewisir Cymraeg neu Saesneg.

## **7. Asesiad o'r Effaith ar Gydraddoldeb (EIA)**

Cynhaliwyd dau Asesiad o'r Effaith ar Gydraddoldeb llawn gan ystyried effaith y polisi/strategaeth ar gyfleoedd pobl i ddefnyddio'r Gymraeg mewn ffordd gadarnhaol neu negyddol a thrin y ddwy iaith yn gyfartal. Ni nodwyd unrhyw effaith ac o ganlyniad ni wnaed unrhyw newidiadau i'r polisiau/strategaethau arfaethedig a aseswyd.

## **8. Hyrwyddo a chodi ymwybyddiaeth o'r Gymraeg a diwylliant Cymraeg**

Roedd y cyngor wedi hyrwyddo'r digwyddiadau a'r gweithgareddau canlynol rhwng 1 Ebrill 2022 a 31 Mawrth 2023:

- Dechreuodd y gwaith adeiladu ar ganolfan gofal plant cyfrwng Cymraeg Cwm Garw
- Diwrnod Hawliau'r Gymraeg
- Shwmae Shwmae
- Mudiad Meithrin a Cymraeg i Blant
- Adroddiad Blynyddol Safonau'r Gymraeg
- Strategaeth yr Iaith Gymraeg / Ymgynghoriad
- Dydd Gŵyl Dewi
- Dydd Santes Dwynwen
- Clwb Coffi
- Cylch chwarae neu ysgol Cyfrwng Cymraeg
- Cynnig Gofal Plant Cymru
- Dydd Miwsig Cymru
- Recriwtio darparwyr gofal plant sy'n siarad Cymraeg
- Recriwtio rolau Cymraeg

- Twitter Cymraeg
- Clwb Cinio
- Diwrnod Dylan Thomas
- Ymgyrch Gymraeg yn cael ei chynnal ar Twitter drwy fis Medi
- Adeilad wedi'i oleuo'n goch i nodi diwrnod ymwybyddiaeth o'r Gymraeg
- Dydd Miwsig Cymru
- Wedi mynychu Gwobrau Siarter Cymraeg
- Dathlu llwyddiant ein hysgolion cyfrwng Cymraeg a Saesneg lleol gyda'r cyflawniadau a gawsant gan y gwobrau Siarter Iaith.

Bydd manylion y gweithgareddau hyrwyddo hyn yn cael eu cofnodi fel rhan o'n proses adrodd ar gyfer ein Strategaeth Iaith Gymraeg. Bydd adroddiad ar y cyfnod hwn ar gael yn ein Pwyllgor Cabinet ar Gydraddoldebau ym mis Gorffennaf 2023.

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# Welsh Language Standards

## Annual report 2022/23



*This document is also available in Welsh.*

### **1. Introduction**

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

This 2022/23 annual report covers the period 1 April 2022 to 31 March 2023 and outlines how the council continues to be compliant during this period as well as highlighting any new developments/areas of progress.

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

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

#### **2.1 General compliance**

- The council continues to have a lead officer who deals with Welsh language
- Employees continue to receive regular updates and information regarding the Welsh language in terms of compliance, access to resources such as training and raising the profile of the language and culture
- Our corporate induction e-learning module has a specific section dedicated to the Welsh language and its importance, which signposts new employees to other information resources
- Our manager induction e-learning module has a specific section dedicated to the Welsh language and its importance, which signposts new managers to other information resources
- As part of the manager induction programme the officer who is responsible for Welsh Language does a presentation on the Welsh Language Standards and what this means in practice for managers so ensuring their understanding of the council's obligations and their management responsibilities.

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

## 2.2 Service delivery standards

In 22/23 we have continued to:

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

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

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

New developments for 22/23:

- We have continued to improve and develop our online platform My Account, enabling subscribers to report issues such as pest control and street lighting via the platform through the medium of Welsh.

- We have a Welsh Language Officer, who continues to support the new lead officer to monitor compliance and deliver the Welsh Language Promotion Strategy.
- The Welsh Language and Equalities e-learning training modules are now mandatory to all staff.

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

In 22/23 we have continued to:

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

New developments for 22/23:

- We have continued to monitor our EIA process to ensure that we assess the impact of any policy, practice or strategic decision on the use of Welsh language and to ensure that the Welsh language is treated no less favourably.
- Awarding Grants Protocol approved by CMB and the protocol shared with officers who administer grants and published on the intranet.

### **2.4 Operational standards**

In 22/23 we have continued to:

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



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

New developments for 22/23:

- During April 2023 The council has asked residents from across Bridgend County Borough, schools, Members and other stakeholders to share their views by taking part in a public consultation on the Porthcawl Welsh-medium seedling school
- The Welsh in Education Strategic Plan (WESP) was implemented in September 2022. We have continued to work with Education and other members to progress with the objectives set in the 5 year plan.
- We have continued to make progress in the development of the Welsh Medium childcare settings across the County Borough. A steering group made up of childcare professionals and third sector colleagues has been established and meets regularly to ensure effective delivery over the next three years.
- We have worked with partners to promote our Welsh essential jobs, allowing us to recruit additional Welsh speakers to improve our Welsh offering.

## **2.5 Record-keeping standards**

In 22/23 we have continued to:

- Record any complaints received relating to our compliance as part of our corporate complaints system
- Monitor and record the number of employees accessing training courses through the medium of English and Welsh - see section four for further details
- Record Welsh language skills of employees and assessments of new and vacant posts – see section five for further details

- Record the number of Welsh interactions that take place over a number of channels (telephone, face to face and digital) within the customer services contact centre

### 3. Complaints

- The Commissioner received a complaint from a member of the public on 30/03/2023 about the fact that it is not possible to access the Welsh language website in order to see a council tax bill. Following investigation a system failure was noted and reported to the administrators to resolve. The complaint had been resolved and that council tax bills can now be viewed and read on Bridgend Council's website in Welsh.
- A complaint was also received by the commissioner on 18/04/2023 relating to English-only signs. The complaint relates to 4 road signs between Cwmfelin and Ysgol Gyfun Cymraeg Llangynwyd where it was claimed that all signs declared "Bridgend" in English only. BCBC submitted a response to the commissioner to evidence the signs in question have been in place since between 2008 and 2011 therefore before the implementation of the Standards. No further investigation was required by the commissioner
- The Commissioner received a complaint from a member of the public on 29/03/2023 about three English street signs that have been installed by the Council within the last 12 months: Heol Castell Coety, Davies Avenue and Raphael Avenue are the streets in question. BCBC are currently working with the commissioner to resolve this complaint,
- The Commissioner received a complaint from a member of the public on 15/12/2022 claiming that the Council has failed to comply with policy-making standards in relation to the learner travel arrangements policy, and that the Council's arrangements in terms of school catchment areas treat the Welsh language less favourably than the English language. At this time investigations are being carried out to resolve this complaint.
- As a result of an investigation opened in August 2022 by the commissioner Bridgend County Borough Council has spent time reviewing its existing guidance around Welsh language impact assessments (WLIA) as per the advice received. The new guidance emphasises the need to include questions regarding the effects of the proposal on the Welsh language. The new guidance document includes a set of questions and a consultation checklist relating to the steps service areas should take when considering a consultation exercise.

## 4. Employee skills and training

### 4.1 Welsh language skills as at 31 March 2023:

Description	BCBC excluding Schools					Schools			
	Female	Male	Total	%		Female	Male	Total	%
<b>Total Headcount</b>	<b>2240</b>	<b>723</b>	<b>2963</b>			<b>2454</b>	<b>531</b>	<b>2985</b>	
<b>Welsh Speaker</b>						<b>Welsh Speaker</b>			
'A little'	459	136	595	20.08%		398	80	478	16.01%
'Fairly Good'	45	14	59	1.99%		92	12	104	3.48%
'Fluent'	90	20	110	3.71%		147	24	171	5.73%
'No'	1181	398	1579	53.29%		387	81	468	15.68%
'Not Declared'	465	155	620	20.92%		1430	334	1764	59.10%
<b>Welsh Reader</b>						<b>Welsh Reader</b>			
'A little'	482	138	620	20.92%		410	77	487	16.31%
'Fairly Good'	59	23	82	2.77%		99	13	112	3.75%
'Fluent'	91	17	108	3.64%		145	25	170	5.70%
'No'	1139	389	1528	51.57%		368	80	448	15.01%
'Not Declared'	469	156	625	21.09%		1432	336	1768	59.23%
<b>Welsh Writer</b>						<b>Welsh Writer</b>			
'A little'	385	93	478	16.13%		366	71	437	14.64%
'Fairly Good'	43	20	63	2.13%		92	14	106	3.55%
'Fluent'	85	14	99	3.34%		137	23	160	5.36%
'No'	1259	439	1698	57.31%		426	87	513	17.19%
'Not Declared'	468	157	625	21.09%		1433	336	1769	59.26%

Please note:

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

### Number of employees who attended training courses in Welsh between 1 April 2022 and 31 March 2023:

- 9 employees have attended 'Cwrs Mynediad' training in 2022/23, enabling them to develop their language skills further. This includes those undertaking year 1, based on two hours per week over 30 weeks.
- 13 employees have been supported to attend Welsh Language courses in the community. These courses included Foundation, Sylfaen Part 1 and Sylfaen Part 2, Sylfaen Part 3.
- There were no requests for face to face training materials to be made available in Welsh during the year.

- There have been 88 e-learning completions for Welsh Language Awareness e-Learning (English – 62, Welsh - 0) and Welsh Language Standards e-Learning (English - 25 Welsh - 1).
- 542 new employees completed the corporate induction e-learning module and 72 new starters completed it via a workbook. Total completions 614. Corporate induction includes a section on the introduction to Welsh Language, the Welsh Language Standards and links to the Welsh Language E-Learning Modules and Welsh Language Training Opportunities.
- 60 new managers completed the manager induction e-learning module. Manager induction includes an introduction to Welsh Language and the Welsh Language Standards and links to the Welsh Standards E-Learning Module and the Welsh Language Awareness E-Learning Module.

## 5. Recruitment and selection

Number of new and vacant posts advertised during 2022/23 where Welsh language skills were:

Category	Number of posts categorised	Percentage of posts categorised
Essential	39	4.73%
Desirable	784	95.26%
Need to learn Welsh	0	0.00%
No Welsh skills required	0	0.00%

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

Demand for Welsh services in the Customer Contact Centre between 1 April 2022 and 31 March 2023:

Face to face interactions in Welsh	2
Total visits	7590
Welsh requests as % of total interactions conducted	0.02%

Demand for Welsh services in the Telephone Contact Centre between 1 April 2022 and 31 March 2023:

Volume of calls during normal working hours (Welsh and English)	112,622
Volume of calls received out of hours (Welsh and English)	1,619

<b>Total calls received (Welsh and English)</b>	114,241
<b>Volume of calls in Welsh</b>	19
<b>Welsh requests as a % of total calls</b>	0.02

The council offices re-opened on the 1<sup>st</sup> March 2022, however, demand for face remains low across all languages.

Telephony requests decreased this from 115,671 to 114,241 (normal working hours (Welsh and English)

Volume of calls received out of hours (Welsh and English) also decreased from 5,112 to 1619.

Welsh requests as a % of total contacts also decreased from 0.05% to 0.02% (Welsh line did encounter issues early 2023)

Our online activity continues to increase and therefore we have noticed a reduction in our telephone and face to face channels.

There is still a low number of requests to contact us in Welsh, however, we continue to attempt to recruit Welsh speakers where possible to ensure we are complying to the Welsh Language Standards.

In addition to this we will also conduct regular reviews of our IVR to ensure we are routing calls to the correct department, whether Welsh or English is selected.

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

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

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

The council promoted the following events and activities between 1 April 2022 and 31 March 2023:

- Construction started Welsh medium childcare hub Garw Valley
- Welsh Language Rights Day
- Shwmae Shwmae
- Mudiad Meithrin and Cymraeg i Blant
- Welsh Language Standards Annual Report
- Welsh Language Strategy / Consultation
- St David's Day
- St Dwynwen's Day
- Clwb Coffi

- Welsh-Medium playgroup or school
- Childcare Offer Wales
- Dydd Miswg Cymru
- Recruitment of Welsh speaking childcare providers
- Recruitment of Welsh speaking roles
- Welsh Language Twitter
- Clwb Cinio
- Dylan Thomas Day
- Welsh campaign run on twitter through out the month of September
- Building lit up red to mark Welsh awareness day's
- Dydd Miwsig Cymru
- Attended the Siarter Cymraeg Awards
- Celebrated the success of our local Welsh medium and English schools with the achievements they received from the Siarter laeth awards.

The detail of these promotional activities will be documented as part of our reporting process for our Welsh Language Strategy. This period will be reported on at our Cabinet Committee Equalities in July 2023.

<b>Meeting of:</b>	<b>CABINET COMMITTEE EQUALITIES</b>
<b>Date of Meeting:</b>	<b>12 JULY 2023</b>
<b>Report Title:</b>	<b>ANTI-RACIST WALES ACTION PLAN UPDATE REPORT</b>
<b>Report Owner / Corporate Director:</b>	<b>CHIEF OFFICER FINANCE, PERFORMANCE AND CHANGE</b>
<b>Responsible Officer:</b>	<b>KIRSTY WILLIAMS PARTNERSHIPS AND COMMUNITY SAFETY PARTNERSHIP MANAGER</b>
<b>Policy Framework and Procedure Rules:</b>	<b>There is no effect upon policy framework and procedure rules arising from this report.</b>
<b>Executive Summary:</b>	<b>This report provides an update on the delivery of the Welsh government Anti-racist Wales Action Plan in Bridgend County Borough</b>

## 1. Purpose of Report

- 1.1 The purpose of this report is to provide Cabinet Committee Equalities on the work underway and being considered to deliver the Anti-racist Wales Action Plan for Bridgend County Borough Council.

## 2. Background

- 2.1 On 7 June 2022 Welsh Government published the [Anti-racist Wales Action Plan](#) setting out the intention to be an anti-racist nation by 2030. The Plan covers actions to be undertaken between June 2022 to June 2024 with the intention being to learn from the work undertaken during this period. Welsh Government will then develop revised goals and actions for the subsequent period.
- 2.2 The focus of the Plan is on the changes we wish to collectively make to people's experiences of racism in six different aspects of their lives. These are:
- Their experience of racism in every-day life;
  - Their experience of racism when experiencing service delivery;
  - Their experience in being part of the workplace;
  - Their experience in gaining jobs and opportunities;
  - Their experience when they lack visible role models in positions of power;
  - Their experience of racism as a refugee or asylum seeker.
- 2.3 Since the publication of the Plan we have been liaising with colleagues across South Wales around approaches for the delivery of the Plan and are awaiting updates on the appointment of implementation leads.

2.4 The Head of Partnerships Services attended the 'One Public Service Anti-Racism Summit' on 17 May 2023. The summit, hosted by Jane Hutt AS/MS, Minister for Social Justice, discussed both the Anti-Racist Wales Action Plan and the Criminal Justice Anti-Racism Action Plan for Wales, with a view to understanding anti-racism in the public and third sector.

### **3. Current situation / proposal**

3.1 In the absence of the implementation leads, the Community Safety Partnership in Bridgend have worked with Equalities and the regional Community Cohesion officer for Western Bay to discuss how the council can deliver the Plan.

3.2 These discussions have focused on the need for communication and the involvement of staff from different ethnic minority communities in considering and designing our approach to delivering the Plan. We intend to use existing networks and forums as well as establishing new ones to address gaps, to engage with staff and hear their experiences.

3.3 We understand that in some other local authorities, such as Cardiff and Swansea, the Equalities Leads have reviewed the Plan and apportioned the sections of the Plan to the relevant departments, such as education, social care, employability, and skills. Their Equality Officers are currently acting as the holding point for the Plan until further guidance is provided. We will be taking a similar approach once there is clarification on the implementation of the Plan and the delivery expectations.

3.4 One of the ways in which Bridgend is leading the way in delivering against the Anti-Racist Wales Action Plan is through the development of an 'app' that can be used for reporting and monitoring the use of hateful and/or extremist images, stickering and graffiti. Bridgend County Borough Council, working alongside Swansea University, were successful in applying for funding through Welsh Government's SMART Partnership scheme. The app has the working title 'StreetSnap', and a research assistant has been employed to support the development. The app is a pilot and is being developed with a view to being rolled out nationally.

3.5 As a pilot, the researcher will be holding focus groups with colleagues from across the relevant departments, both internal to the council such as street cleaning, town centre management, parking, highways as well as external, including Police colleagues. This is all towards building an improved understanding of extremist and radical sentiment in the county borough and any emerging concerning trends or hot spots. These focus groups will test the app and its usability with stakeholders in the coming months. Guides and training will also be developed.

3.6 Dr Lella Nouri, associate professor and director for the Masters programme on cyber-crime and terrorism at Swansea University, has been involved in the SMART partnership and will be helping to improve our understanding of hateful images as the app develops, building intelligence into the app.

3.7 This innovative approach to understanding the problem and threat posed by hateful images will help Bridgend County Borough Council in its duty to deliver against the Anti-racist Wales Action Plan and contribute to Wales being an anti-racist nation.



#### **4. Equality implications (including Socio-economic Duty and Welsh Language)**

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

#### **5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives**

5.1 The update in this report demonstrates the sustainable development principle by ensuring that by meeting the needs of the present they do not compromise the ability of future generations to meet their own needs, and this is evidenced through the five ways of working:

- Long term – the work being undertaken and planned has the long-term view of creating an anti-racist Bridgend, and Wales, by 2030.
- Prevention – working with partners to prevent our residents from experiencing and being exposed to racism.
- Integration – the delivery of the Anti-racist Wales Action Plan will be integrated in the work of the council and its departments.
- Collaboration – the StreetSnap SMART Partnership work is a collaboration between Bridgend County Borough Council, Swansea University and Welsh Government and will bring together stakeholders from across the public sector.
- Involvement – the proposed way of delivering against the Plan has involvement from our staff and their input at its heart. The stakeholder sessions and app development are also based on involving people.

5.2 The update also provides information on how the approach taken to deliver the Anti-racist Wales Action Plan is connected to the Corporate Well-being Objectives, specifically:

- A County Borough where we protect our most vulnerable
- A County Borough with thriving valleys communities
- A County Borough where we help people meet their potential
- A County Borough where people feel valued, heard and part of their community
- A County Borough where we support people to live healthy and happy lives

#### **6. Climate Change Implications**

6.1 There are no direct climate change implications arising from this update report.

#### **7. Safeguarding and Corporate Parent Implications**

7.1 This update report has no direct safeguarding and corporate parent implications. Delivering the Anti-racist Wales Action Plan and creating an anti-racist Bridgend will

help to safeguard and promote the well-being of children, young people and adults at risk of abuse or neglect.

**8. Financial Implications**

8.1 There are no direct financial implications arising from this update report.

**9. Recommendation**

9.1 That Cabinet Committee Equalities note the content of this update report.

**Background documents**

None