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



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

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

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



Cyfarwyddiaeth y Prif Weithredwr / Chief Executive's Directorate
Deialu uniongyrchol / Direct line /: 01656 643148 / 643694 / 643513
Gofynnwch am / Ask for: Democratic Services

Ein cyf / Our ref:
Eich cyf / Your ref:

Dyddiad/Date: Wednesday, 30 October 2024

Dear Councillor,

CABINET COMMITTEE EQUALITIES

A meeting of the Cabinet Committee Equalities will be held Hybrid in the Council Chamber - Civic Offices, Angel Street, Bridgend, CF31 4WB / remotely via Microsoft Teams on **Wednesday, 6 November 2024 at 10:00**.

AGENDA

1 Apologies for Absence

To receive apologies for absence from Members.

2 Declarations of Interest

To receive declarations of personal and prejudicial interest (if any) from Members/Officers in accordance with the provisions of the Members' Code of Conduct adopted by Council from 1 September 2008.

3 Approval of Minutes

To receive for approval the Minutes of 17/07/2024

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4 Community Cohesion Annual Report

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5 Strategic Equality Plan Annual Report

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By receiving this Agenda Pack electronically you will save the Authority approx. £00.00 in printing costs

6 Anti Racist Wales Action Plan Update

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7 Urgent Items

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

Note: This will be a Hybrid meeting and Members and Officers will be attending in the Council Chamber, Civic Offices, Angel Street Bridgend / Remotely via Microsoft Teams. The meeting will be recorded for subsequent transmission via the Council's internet site which will be available as soon as practicable after the meeting. If you would like to view this meeting live, please contact cabinet_committee@bridgend.gov.uk or tel. 01656 643148 / 643694 / 643513 / 643159.

Yours faithfully

K Watson

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

Councillors:

A R Berrow

P Davies

M J Evans

N Farr

P Ford

J Gebbie

W R Goode

D M Hughes

M Jones

M Lewis

J Llewellyn-Hopkins

RL Penhale-Thomas

JC Spanswick

A Wathan

AJ Williams

HM Williams

E D Winstanley

MINUTES OF A MEETING OF THE CABINET COMMITTEE EQUALITIES HELD HYBRID IN THE COUNCIL CHAMBER - CIVIC OFFICES, ANGEL STREET, BRIDGEND, CF31 4WB ON WEDNESDAY, 17 JULY 2024 AT 10:00

Present

Councillor N Farr – Chairperson

E L P Caparros
HM Williams

M J Evans

J Gebbie

JC Spanswick

Present Virtually

A R Berrow
A Wathan

D M Hughes
AJ Williams

M Lewis
E D Winstanley

RL Penhale-Thomas

Apologies for Absence

None

Officers:

Zoe Edwards

Consultation Engagement and Equalities Manager

Carys Lord

Chief Officer - Finance, Performance & Change

Paul Miles

Group Manager – Human Resources & Organisational
Development

Angela Granville

HR Business Development Manager

Oscar Roberts

Business Administrative Apprentice - Democratic Services

Nimi Chandrasena

Democratic Services Officer – Support

Declarations of Interest

Councillor Ross Penhale-Thomas made a personal declaration as he is employed by a housing charity that specializes in equality, diversity, and inclusion

44. Approval of Minutes

Decision Made	<u>RESOLVED</u> : That the Minutes of the Cabinet Committee Equalities dated 20/03/24 were approved as a true and accurate record.
Date Decision Made	17.07.24

45. Annual Report on Equality in the Workforce (2023-2024)

Decision Made	<p>The Group Manager Human Resources and Organisational Development presented a report providing the Cabinet Committee Corporate Parenting with an update on - Human Resources & Organisational Development .</p> <p>Discussions took place regarding the following aspects mentioned in the report :</p> <ul style="list-style-type: none">• How data on minority groups was captured and if correct terminology was used to categorise Black, Asian and Minority Ethnic groups. The Group Manager-Human Resources stated that he would seek clarification on the use of the terminology and advise the committee. He stated that the team have a commitment to improve data capture in the current year so that the information presented in 2025 would be more detailed.• The age range where a depiction of an ageing workforce was noted and a question was asked about what was done to attract younger people into the workforce. The Group Manager-Human Resources stated that the ageing workforce was a result of an extension of the retirement age which was expected to be further extended in the future. He also stated that over the next 12 months the HR service was looking at engagement with people applying for jobs via social media platforms because he felt there was a link to the age group they were looking to recruit.
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- The positivity of the Apprenticeship Scheme that the Authority have run since 2013 was mentioned. The Human Resources Department's focus was in the key areas where they had vacancies or challenges to recruit future apprentices. In relation to care leavers, the Group Manager Human Resources and Organisational development stated that the Department had been working with colleagues from social services and were due to have a meeting with Care Leavers to discuss employment with Bridgend Council and employment in general with a view to supporting them to look for employment opportunities with BCBC and elsewhere.
- Unpaid carers , the reasons they were not forthcoming and the support they may require. A question was asked around how an individual assesses if they were a carer and if there was guidance available individuals to make this assessment. There was a further question as to how Bridgend compared with other local authorities. The Group Manager, Human Resources and Organisational Development stated that all staff had access to a 'Carer's Protocol' . He mentioned that a comparison had been made with other local authorities and several differences had been established, he mentioned that this would be in line with the differences in the make up and external services available to Bridgend's workforce. The suggestion was that emphasis was given to data capture and gathering of information to enable sourcing accurate figures of the numbers for unpaid carers.
- The gender pay-gap and the measures the Authority had in place to promote equality in opportunities available. The Group Manager, human Resources and Organisational Development stated one of the measures adopted to improve the gender pay gap was looking to work with services about flexible work and opportunities.
Creating working patterns to allow individual females to apply for jobs where they were able to work flexibly or be able to work part time thereby providing them with opportunities where they were able to apply for jobs that should then bring them in at promoted levels.
- A member queried the data provided giving examples of figures in question. The Chairperson wished to add a further question in relation to advertising employment opportunities specifically to ethnic minority groups. The Group Manager, human Resources and Organisational Development responded that the data collected was not broken down by service area and there were concerns around presenting the data while maintaining confidentiality. He assured the committee that recruitment is carried out wherever possible advertising on various websites in order to capture the interest of all communities. It was agreed that in the year that follows, figures would be presented in a manner in which they are not over or under-represented and that they encapsulated all groups.

	<ul style="list-style-type: none"> • The e-learning modules and the support available to employees completing modules assigned to them. A question was asked about support available to employees who were unable to access the electronic system and the Group Manager Human Resources and Organisational Development stated that in the event staff were unable to access the online modules, they were provided with workbooks in paper format. The drive would be for the service areas to promote and ensure the modules were completed by their staff. • A member suggested that whilst appreciating that the discussion involved the diversity of the workforce, it maybe of interest to critically look at the diversity within the Council Chamber and this point was to be added as a discussion point in the future. • The location of a quiet space/prayer room for employees and time for employees to attend Welsh language training and focus groups to work on Ethnic Minority, Disability groups and LGBTQ+ groups was discussed. • It was agreed that the discussion in relation to Race Equality Charter and the Disability Charter would be discussed separately and the committee would be provided with an update at a later date. <p><u>RESOLVED :</u> The Cabinet Committee Equalities noted the information contained in the report and within the Appendices. It was further agreed that the following were revisited :</p> <ul style="list-style-type: none"> - Seek clarification of the correct terminology used when referring to members from Ethnic Minority Groups - Data capture information to be presented in 2025 to be more detailed - Discuss diversity represented in the Council Chamber - The Committee to be updated on progress in relation to the Race Equality Charter and the Disability Charter.
Date Decision Made	17.07.2024

Annual Welsh Standards Review

<p>Decision Made</p>	<p>The Chief Officer, Finance, Housing and Change presented a report which provided the Cabinet Committee Corporate Parenting with an update on the content and approach taken with the council’s Welsh Language Standards Annual Report for 2023/2024.</p> <p>A member sought clarity on the progress made in relation to the Welsh Language Standards over time and made inquiries as to whether there was a Cabinet Member position that oversaw the Welsh Language on behalf of the Authority in addition to the appointment of a Welsh Language Champion within the members of the Council.</p> <p>The Leader responded that the Cabinet Member, Education and Services had a responsibility for the Welsh in the Education Strategic Plan. Whilst it is not mentioned in the list of responsibilities, it was contained within, he also stated that it was his opinion that the responsibility of promoting the Welsh language sat with all members.</p> <p>The Chief Officer, Finance, Housing and Change stated that the detail in the report was only a snapshot of the progress over the last financial year and agreed that the next report would include a comparison of the priorities along side progress made.</p> <p>There was a discussion around the Welsh Language module on the E-Learning portal and the methods used to celebrate the usage of the Welsh Language across the authority.</p> <p>There was also a discussion about the language option chosen by callers who contact the Local Authority via the telephone system and technical issues around the availability of Welsh speakers in the Departments to coincide with the time the calls were received.</p> <p>The Consultation Engagement and Equalities Manager stated that the Authority did not have a Welsh speaker in every department and whilst there was encouragement to recruit Welsh speakers there were ongoing challenges that the team faced in achieving this.</p> <p>RESOLVED : The Cabinet Committee Equalities noted the report and the progress made during 2023/2024 in meeting its Welsh Language duties</p>
<p>Date Decision Made</p>	<p>17.07.2024</p>

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Equalities Impact Assessments - Annual Review 2023-2024

Decision Made	<p>The Chief Officer, Finance, Housing and Change presented a report 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 2023/2024.</p> <p>Members posed questions on the Equality Impact Assessments which were addressed by The Chief Officer, Finance, Housing and the Change Consultation Engagement and Equalities Manager and included a discussion on below mentioned points :</p> <ul style="list-style-type: none">• A comparison to be produced in relation to the number of employees who undertook the training via the various methods with a view to making improvements to enhance the uptake. It was requested that the figures are presented sooner rather than wait for it to be included in the report the following year.• Information was requested to enable members to understand the outcome of the Equality impact assessments. It was agreed that the issues arising from the assessments and the impact of would be clearly outlined in the report so that members are made aware of the issues and the impact so they are fully informed when making any decisions based on the reports.• It was understood that managers were required to undertake training through an option of e-learning and workshop. The training itself was governed by the Learning and Development Team, although there was no one designated to monitor the EIA.• There was a request from to show progression of the training undertaken within the report. <p><u>RESOLVED</u> : The Cabinet Committee Equalities noted the progress made in the Council during 2023/24 in the completion of Equality Impact Assessments and the progress made with Training . The Committee agreed that the statistics for the number of employees who had undertaken the training would be made available as soon as possible. It was also agreed that the issues arising from the assessments would be clearly outlined in the report to enable the decision-making process. The report is expected to include a depiction of the progression made in training.</p>
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CABINET COMMITTEE EQUALITIES - WEDNESDAY, 17 JULY 2024

Date Decision Made	17.07.2024
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Urgent Items

Decision Made	There were no urgent items
Date Decision Made	17.07.2024

To observe further debate that took place on the above items, please click :

[Part 1](#)

[Part 2](#)

The meeting closed at 11:25.

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Meeting of:	CABINET COMMITTEE EQUALITIES
Date of Meeting:	6 NOVEMBER 2024
Report Title:	COMMUNITY COHESION ANNUAL REPORT
Report Owner / Corporate Director:	REPORT OF THE CHIEF OFFICER – FINANCE, HOUSING AND CHANGE
Responsible Officer:	LARA ROWLANDS REGIONAL COMMUNITY COHESION CO-ORDINATOR KIRSTY WILLIAMS COMMUNITY SAFETY AND PARTNERSHIPS MANAGER
Policy Framework and Procedure Rules:	THERE IS NO IMPACT ON POLICY FRAMEWORK AND PROCEDURE RULES
Executive Summary:	<ul style="list-style-type: none"> • Funding has been confirmed for the Community Cohesion Programme up to March 2026 with the possibility of another two years extension. • The Cohesion Officer role for Bridgend has been vacant following the previous role holder accepting a position as Regional Community Cohesion Coordinator. • The progress updates for this report are based on the National Community Cohesion Delivery Plan for October 2023 – March 2026. • Hate Crime figures have been provided by South Wales Police and are included as background documents.

1. Purpose of Report

- 1.1 The purpose of this document is to provide an annual update to Cabinet Committee Equalities on the work of the Welsh Government funded Western Bay Community Cohesion Team and the community cohesion work of Bridgend Community Safety Partnership.

2. Background

- 2.1 In December 2018 Welsh Government issued their 'intention to fund' email to all Regional Community Cohesion Co-coordinators in Wales. Welsh Government indicated that each region would be allocated £140,000 to:

- Identify and mitigate community tensions (hate crime, extremism, anxiety, anti-social behaviour) relating to Brexit.
 - Improve community cohesion communications.
 - Organise events / activities to promote social inclusion; and
 - Deliver non-Brexit activities as outlined in the National Community Cohesion Plan (2019)
- 2.2. At that time Bridgend County Borough Council (BCBC), Swansea Council and Neath Port Talbot (NPT) County Borough Council made up the Western Bay Community Cohesion Region, led by a Regional Community Cohesion Co-ordinator (the Co-ordinator) based in Swansea Council. An application for £140,000 for the Western Bay Community Cohesion Region was submitted and accepted.
- 2.3 BCBC appointed a Community Cohesion Officer in September 2019. The post was originally funded until 31 March 2021 and subsequently until 30 June 2021 closely aligned with the Brexit deadline towards the European Union (EU) settlement scheme.
- 2.4 Subsequent extensions extended the Officer role to March 2022, then to March 2023, with the latest confirmation setting out the funding being extended to March 2026. In addition to the £140,000 for each region, £17,500 is awarded for a community small grant fund scheme.
- 2.5 There is a possibility of another two-year extension to March 2028.
- 2.6 Western Bay Community Cohesion team have a workplan based on the new delivery plan (2023 – 2026). The areas of work cover:

Mainstream Community Cohesion

- Mainstreaming community cohesion in public bodies and wider community through training and awareness raising, dovetailing with other Welsh Government legislation and policies, including Well-being of Future Generations Act, the Socio-Economic Duty, Nation of Sanctuary, Cymraeg 2050, the Anti-racist Wales Action Plan, and the LGBTQ+ action plan, and any others that are developed during the lifespan of the funding such as the Disability Rights Action Plan, due in 2024.
- Acting as conduits between communities and public bodies to promote participation in policymaking and equality of opportunity for communities.
- Improving visibility and awareness of the Community Cohesion Programme

Community Engagement

- Delivering accessible and inclusive outreach and engagement events, activities, and initiatives which foster good relations between groups through reducing segregation and increasing empathy and understanding. This should include intersectional and intergenerational experiences, involving individuals and communities in a co-productive way.
- Eliminating barriers to participation, taking into consideration the language, cultural and accessibility needs of communities, as well as other factors such as digital exclusion.
- Delivery of activities for schools and other educational setting, with a focus on celebrating diversity.
- Supporting the inclusion of marginalised communities across Wales.

Building Resilient Communities

- Continually monitoring emerging community tensions and work with key partners, including police and community members, as part of the response to mitigate them.
- Delivering a small grant scheme to provide opportunities for grassroots community groups and those closest to the issues to deliver work to promote cohesion and address community tensions.
- Working with community-based organisations to identify and secure additional sources of funding to support community cohesion projects.

Bespoke Priorities

- To be decided based on meeting local need and emerging issues.

- 2.7 The Community Cohesion Officer is based within the Bridgend Community Safety Partnership (CSP). The work of the CSP is embedded into that of the Public Services Board. The CSP brings together public, private and voluntary agencies to reduce crime, disorder and fear of crime. They do this by tackling the needs of both individuals and communities. More information on Bridgend CSP can be found at <https://www.bridgend.gov.uk/my-council/community-safety-partnership/>
- 2.8 In September 2022, the Community Cohesion Officer started a secondment to Swansea Council as the Community Cohesion Co-ordinator for the region. This secondment became permanent in spring 2024.
- 2.9 Attempts to fill the vacancy in Bridgend have been previously unsuccessful but the role is currently in the process of going out to advert again.
- 2.10 The workload is being managed by Bridgend CSP with support from the Co-Ordinator. This avoids duplication and ensures collaboration across all aspects of community safety and cohesion.

3. Current situation / proposal

- 3.1 Since October 2023, Community Cohesion have been using Welsh Government's 'National Community Cohesion Delivery Plan' (included as Appendix One). This is a result of a rapid review of the Cohesion Delivery Plan, conducted by Diverse Cymru in October 2021.

The objectives of the new work plan include were covered in paragraph 2.6.

- 3.2 Recent years have seen unprecedented changes locally, nationally and internationally due to the impacts of the Covid pandemic, cost of living crisis and global events.
- 3.3 This makes it difficult to identify the underlying causes of community tensions. The data included in Appendix Two has been provided by South Wales Police and Victim Support.
- 3.4 At a local and force level there has been an increase in the reports of hate crime, notably the racially motivated hate crime.
- 3.5 The below provides an update on work undertaken between September 2023 and October 2024 to deliver the Objectives of the Community Cohesion Work Plan.

Mainstream Community Cohesion

- Awareness Session for the Muslim Community.
In response to rising tensions due to the Palestine/Israel Conflict, as well as community feedback from the Muslim student population who felt unable to ask lecturers for accepted religious exemptions, the Cohesion Team commissioned the Wales Hate Support Centre to deliver a Hate Crime and Support Awareness Webinar to community members, to help raise awareness of support pathways and increase confidence in reporting.
- Training and Awareness Raising.
Small Steps Organisation have delivered training/awareness sessions on
 - Extreme Right-Wing Awareness
 - Antisemitism & Islamophobia Awareness
 - Patriotism & Identity Session
 - Debate Not Hate115 members of staff and key partners across the region took part in the sessions.
- 'Cultural Competence' and 'Understanding Unconscious Bias Training' delivered by University College London to staff across the region.
60 members of staff across the region took part in the sessions.
- The Experience of a Refugee and People Seeking Asylum.
A training session for World Refugee Week in June 2024, delivered by Displaced People in Action.
50 members of staff across the region took part in the session.
- An online session on EU Citizens Rights and the EU Settlement Scheme took place in April 2024 for EU Citizens and key partners across the region. This

session was delivered in partnership with Settled Organisation and provided an overview of the below topics:

- Overview of the EU Settlement Scheme (EUSS).
- Situations where applications to the EUSS can still be made.
- Rights and entitlements for EEA citizens with pre-settled status comparatively with settled status.
- Settled's service and the referral process.

Building Resilient Communities

- StreetSnap App
The App launched in Bridgend on the 24th January 2024. The Co-Ordinator continues to support the data analyst in the roll out of the App and there has been good buy-in from across council departments as well as partners such as South Wales Police. The app will continue to be promoted and embedded into work and will benefit from an e-learning training module being developed.
- The Co-Ordinator attends monthly tension monitoring meetings with Welsh Government and regional cohesion teams.
- The Community Cohesion Team have developed a 2024 calendar of events to mark social and cultural times of year.
- Croeso Bridgend Network
The Co-Ordinator supported the Croeso Bridgend Network chaired by BAVO. The network initially started as a Ukraine Support Working Group but has now expanded to support all refugees and asylum seekers.
- The Co-Ordinator attends all Community Safety Partnership Board meetings across the region to provide cohesion updates.
- Monthly tension monitoring reports are submitted to Welsh Government, providing updates on behalf of the region.
- The Co-Ordinator attends the Special Interest Group in Counter Extremism (SIGCE) roundtables, including specific roundtables on community tensions arising from Israel/Gaza and its impact on 'the extremism landscape'.
- The Co-Ordinator attends the Forum for Tackling Anti-Asylum Activity.
- The Western Bay Community Cohesion Team Small Grant Fund 2024 launched in September. The objective of the grant is to award funding to community groups based on projects that promote and support integration and welcome initiatives.

Community Engagement

- Hate Crime Awareness Week 2023 – Youth Engagement Street Art Event
In partnership with Bridgend Community Safety Team and local artist, 'Another Day Another Spray', a spray-painting workshop was held at a local youth centre. All young people involved engaged with the artist to create positive art on canvas, which they then took home with them. A social media campaign on Hate Crime Awareness also took place throughout the week.
- Hate Crime Awareness Week 2024

Two training and awareness raising sessions were delivered to staff and key partners for Hate Crime Awareness Week 2024. The sessions included Online Hate, the role of a bystander and how to be an ally. The sessions were delivered by the Community Cohesion Team in partnership with Victim Support. In addition to this, a drop-in session for councilors was held at Bridgend Civic Offices during Hate Crime Awareness Week.

- **Interfaith Week 2023**

A Creative Competition was launched across the region for Interfaith Week. Submissions could include any form of creative outlet (poem, photography, short story, art etc.) which expressed what faith means to the individual. This competition was in partnership with the Interfaith Forum. A social media campaign also took place throughout the week.

- In partnership with Bridgend Community Safety Team and Youth Services, the Cohesion Team delivered an engagement day at Wildmill Community Centre to celebrate International Youth Day. Young people had the chance to take part in music and art workshops, outdoor activities and held discussions on topics such as community, safety and issues that are important to them. The young people discussed ideas for a future community art project.

- **Bridgend College Diversity Project**

In partnership with Bridgend Community Safety Partnership Team and the Rhiw Shopping Centre, a window exhibition was created by the College's Art and Design department, on the theme of 'Bridgend Celebrates Diversity'. The artwork has been installed in empty shop windows of the center and has received very positive feedback from the community.

- The Co-Ordinator continues to support Bridgend Equality Focus Group and Bridgend Community Cohesion and Equality Network.

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 Community Cohesion project demonstrates the sustainable development principle by ensuring that by meeting the needs of the present we do not compromise the ability of future generations to meet their own needs. This is evidenced through the five ways of working:

- **Long term** – community cohesion work seeks to understand and mitigate the long-term implications on Bridgend residents and its diverse communities, as a result of ongoing changes to the social and political climate.
- **Prevention** – working with partners to map and understand community tensions will help prevent serious problems occurring and mitigate existing tensions.
- **Integration** – the project contributes to the national well-being goals: an Equal Wales, a Resilient Wales, and a Wales of Cohesive Communities and to the Well-being objectives of ‘Protecting our most vulnerable’, ‘Creating thriving valleys communities’, and ‘Making people feel valued, heard and part of their community’.
- **Collaboration** – the success of the role of the Co-Ordinator relies on collaboration with partners across Bridgend County and the wider partnerships, such as Western Bay Community Cohesion and Bridgend Community Safety Partnership.
- **Involvement** – the consultation with partners, stakeholders, local residents, communities and elected members will inform the decision of whether to extend the PSPOs.

6. Climate Change Implications

6.1 There are no Climate Change implications linked to this report.

7. Safeguarding and Corporate Parent Implications

7.1 In considering how we support community cohesion, Bridgend County Borough Council is ensuring that all people living in the county borough are safe and protected.

8. Financial Implications

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

9. Recommendation

9.1 It is recommended that Cabinet Committee Equalities note the content of this update report.

Background documents

- National Community Cohesion Work Plan
- Hate Crime figures, supplied by South Wales Police
- Feedback report from Small Steps Organisation

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Community Cohesion Programme Workplan

Theme 1 - Mainstreaming Cohesion		
<p>Objective 1.1 - Mainstream community cohesion in public bodies and wider community through training* and awareness raising, dovetailing with other Welsh Government legislation and policies, including Well-being of Future Generations Act, the Socio-Economic Duty, Nation of Sanctuary, Cymraeg 2050, the Anti-Racist Wales Action Plan, and the LGBTQ+ action plan, and any others that are developed during the lifespan of the funding such as the Disability Rights Action Plan, due in 2024.</p> <p><i>*Training may be commissioned or directly delivered by teams, but only if in-house expertise is sufficient to enable high-quality training to be delivered.</i></p>		
Action	Impact	Evidence
Provide, commission, or coordinate community cohesion related training, for local authority staff, other public bodies staff, third sector, elected officials, or others with a key role to play in building community cohesion.	<p>Delivery of more inclusive services.</p> <p>Better understanding of the communities served.</p>	<p>Training/Information Sharing Log with narrative included in the monitoring form.</p> <p>Please do not include examples of training attended.</p>
Seek opportunities to deliver initiatives with other cohesion regions on a cross-regional or all-Wales basis where appropriate.	Avoids duplication and ensures the best use of resource.	As above
<p>Objective 1.2 - Act as conduits between communities and public bodies to promote participation in policymaking and equality of opportunity for communities</p>		
Action	Impact	Evidence
Ensure that public bodies are engaging with minority groups and considering their perspectives and circumstances when developing policies or taking decisions which are likely to affect them. This would include Well-being Plans, Strategic Equality Plans, Equality Impact Assessments, and/or Community Safety planning.	Policymaking should be more inclusive of minority communities.	<p>Engagement Event Log with narrative included in the monitoring form.</p> <p>Capture case studies of co-production and share with other cohesion teams and public bodies across Wales.</p> <p>Promote and monitor the role of the cohesion team in inclusive policymaking.</p>

Develop an understanding of opinion shapers, local community leaders, and trusted voices in the region.	More effective communication with grassroots communities.	Training/Information Sharing Log with narrative included in the monitoring form
Raise awareness of relevant consultations and decisions with local community networks.	Policy will be developed with a more diverse set of viewpoints and experience.	Training/Information Sharing Log with narrative included in the monitoring form
Develop stronger links across public sector different departments and services in each local area and region.	Provision of more well connected and holistic services.	Engagement Event Log with narrative included in the monitoring form.

Objective 1.3 - Improve visibility and awareness of the Community Cohesion Programme

Action	Impact	Evidence
Explore and identify methods of raising awareness of the Cohesion Programme and its work within the region, highlighting successes and upcoming events. This might include online presence such as adding information to local authority website, and/or engaging with more traditional local media such as local press and radio.	Widen the reach of the programme, provide more opportunities for collaboration, and potentially support more people.	Engagement Event Log or Training/Information Sharing Log with narrative included in the monitoring form
Establish and maintain links with other Welsh Government funded programmes and projects, including the refreshed Equality and Inclusion Programme.	Provision of more well connected and holistic services and avoids duplication of effort.	Engagement Event Log with narrative included in the monitoring form.

Theme 2 – Community Engagement

Objective 2.1 - Deliver accessible and inclusive outreach and engagement events, activities, and initiatives which foster good relations between groups through reducing segregation and increasing empathy and understanding. This should include intersectional and intergenerational experiences, involving individuals and communities in a co-productive way.

Eliminate barriers to participation, taking into consideration the language, cultural and accessibility needs of communities, as well as other factors such as digital exclusion.

Action	Impact	Evidence
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Work with grassroots organisations on events and activities which build a shared sense of community and belonging and celebrate diversity.	% of people agreeing that they belong to their local area; % who agree that people from different backgrounds get on together; and % who agree that people in the area treat each other with respect should all increase.	Engagement Event Log with narrative included in the monitoring form.
Collaborate with other community teams, and/or key partners to mark annual calendar events which celebrate diversity.	Foster cohesion and forge links between people from different backgrounds. Increased awareness of commemorative events.	Engagement Event Log with narrative included in the monitoring form.
Create opportunities and safe spaces for local community members to express their views and highlight concerns about the issues affecting their communities.	Better understanding of the issues adversely impacting local communities on a grassroots level.	Engagement Event Log with narrative included in the monitoring form.
Objective 2.2 - Delivery of activities for schools and other educational setting, with a focus on celebrating diversity.		
Action	Impact	Evidence
Enable school pupils and teaching staff to learn about the experiences of people from diverse backgrounds. This could include: <ul style="list-style-type: none"> • Training and awareness raising, bringing in speakers. • Marking commemorative calendar events. • Initiatives such as Schools of Sanctuary and twinning of schools. 	Promote two of the four purposes of the curriculum, which support children and young people to be: <ul style="list-style-type: none"> • Ethical, informed citizens of Wales and the world. • Healthy, confident individuals, ready to lead fulfilling lives as valued members of society. 	Engagement Event Log or Training/Information Sharing Log with narrative included in the monitoring form.
Support schools to foster inclusivity and a safe learning environment. This could include:	Promote two of the four purposes of the curriculum, which	Engagement Event Log or Training/Information Sharing Log with

<ul style="list-style-type: none"> Promoting Welsh Government's Rights Respecting Schools Anti-Bullying Guidance. Tackling myths and misconceptions about minority communities. 	<p>support children and young people to be:</p> <ul style="list-style-type: none"> Ethical, informed citizens of Wales and the world. Healthy, confident individuals, ready to lead fulfilling lives as valued members of society. 	<p>narrative included in the monitoring form.</p>
<p>Objective 2.3 – Support the inclusion of marginalised communities across Wales.</p>		
<p>Action</p>	<p>Impact</p>	<p>Evidence</p>
<p>Support the settlement and inclusion of migrant communities into local communities.</p>	<p>Supports the delivery of the Nation of Sanctuary – Refugee and Asylum Seeker Plan's action to 'provide cohesion support around the widening of dispersal areas and the resettlement of refugees.'</p>	<p>Engagement Event Log or Training/Information Sharing Log with narrative included in the monitoring form.</p>
<p>Provide support to Gypsy, Roma, and Traveller communities to access services, and help address potential issues around proposed and approved accommodation sites.</p>	<p>Supports the delivery of the Enabling Gypsies, Roma and Travellers Plan's action 'Regional Community Cohesion Coordinators will be funded to provide cohesion support around proposed and approved Gypsy and Traveller sites.'</p>	<p>Engagement Event Log or Training/Information Sharing Log with narrative included in the monitoring form.</p>
<p>Consider rural communities when delivering work, ensuring that isolated people or communities are not excluded from activities or projects.</p>	<p>Supports the delivery of Connected Communities, Welsh Government's strategy for tackling loneliness and social isolation and building stronger social connections.</p>	<p>Engagement Event Log or Training/Information Sharing Log with narrative included in the monitoring form.</p>
<p>Theme 3 - Building Resilient Communities</p>		

Objective 3.1 – Continually monitor emerging community tensions and work with key partners, including police and community members, as part of the response to mitigate them.

Action	Impact	Evidence
Monitor ongoing and emerging community tensions and put in place processes and procedures to address them as required.	A more joined up response to community tensions.	Engagement Event Log with narrative included in the monitoring form.
Provide consistent tension monitoring reports through agreed channels, including monthly overview to the Welsh Government and ad-hoc incident reports. Share information with other regions to address cross-border and pan-Wales issues or developing situations.	Relevant Welsh Government policy leads become better informed about the issues affecting local communities.	Monthly tension reports submitted to Welsh Government.
Work with other regions, partners, or Welsh Government on preventative work to address the underlying causes of community tensions, which challenges myths, misconceptions, and attitudes, including the promotion of positive messaging.	Reduce the reach of misinformation and/or disinformation on a local level.	Engagement Event Log or Training/Information Sharing Log with narrative included in the monitoring form.
Support the local authorities' response to tackling exploitation and extremism in the region.	Ensure that community cohesion is considered as part of this work.	Engagement Event Log with narrative included in the monitoring form.

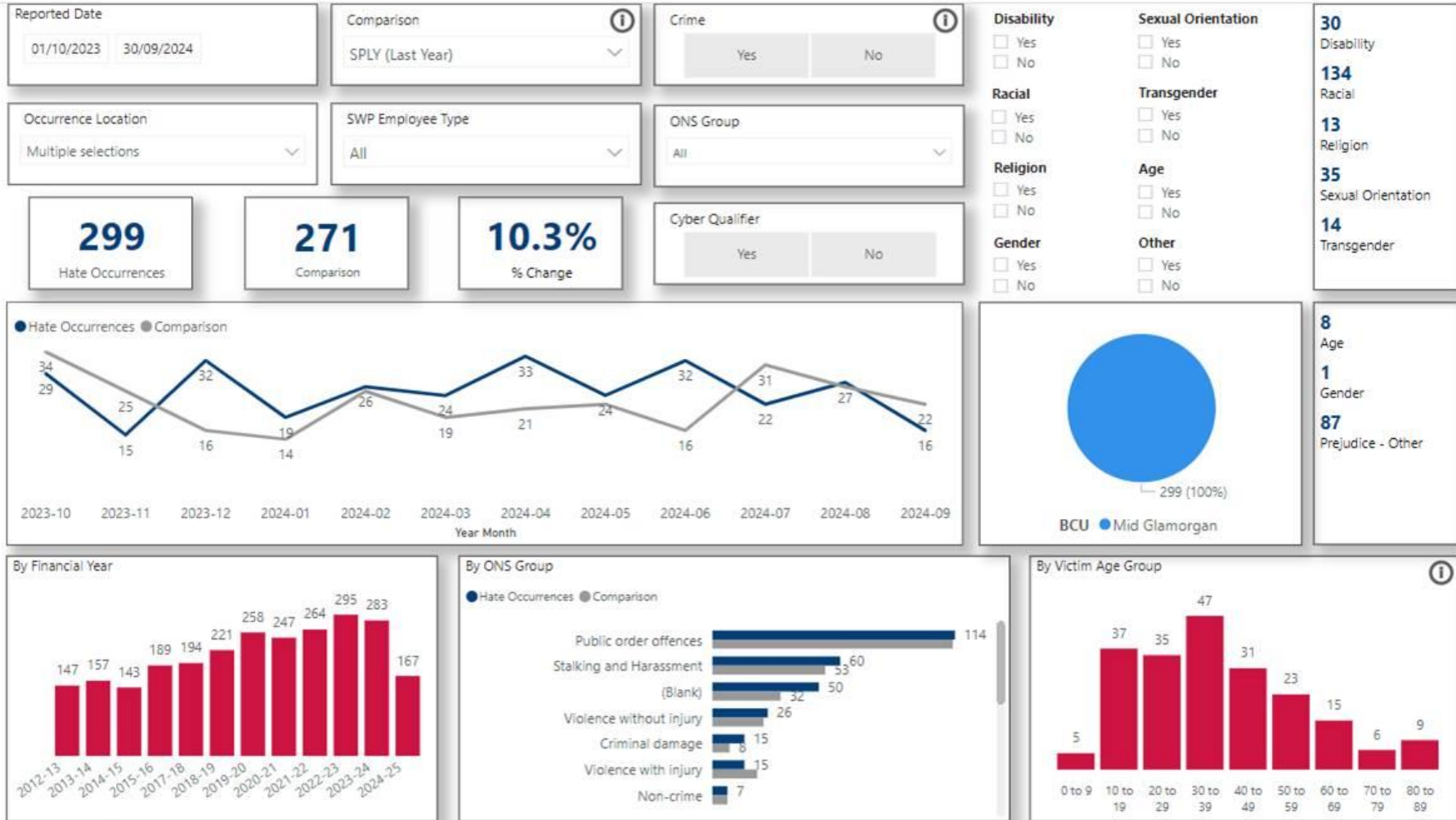
Objective 3.2 - Delivery of a small grant scheme which provide opportunities for grassroots community groups and those closest to the issues to deliver work to promote cohesion and address community tensions.

Action	Impact	Evidence
Develop and administer a small grant scheme to assist third sector community groups to promote and foster cohesion within their communities via tailored projects.	More direct and informed interventions utilising grassroots knowledge and experience.	Submission of evaluation of projects.

Objective 3.3 - Work with community-based organisations to identify and secure additional sources of funding to support community cohesion projects.

Action	Impact	Evidence
Raise awareness of cohesion related funding opportunities for local community groups and provide support where appropriate.	Promotes autonomy of communities, providing the freedom to make the decisions that best suit their needs.	Training/Information Sharing Log with narrative included in the monitoring form.

Bridgend Local Authority Level



South Wales Police Hate Crime Data (as per 3.3)

The information above shows an increase of 10.3% in hate crimes for the local authority between October 2023 and September 2024.

- Spikes in reported hate occurrences were in December 2023, April 2024 and June 2024.
- The majority of hate occurrences reported cited discrimination based on race.
- The most common victim age group was 30-39, followed by 10-19.
- Public order offences remain the most common type of offence, followed by stalking and harassment. Yearly comparison shows a reduction in violence with injury offences.


A comparison between the Bridgend and Maesteg sector is below.

Bridgend Sector



Maesteg sector





Small Steps End of Project Evaluation Report 2023/2024

Swansea

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- **Islamophobia and Antisemitism Session p. 13**

Introduction

Extreme Right-Wing (ERW) extremism is growing in the UK. Seeking to reduce this, Small Steps is at the forefront of looking to use education, engagement, mentoring and grassroots activity to combat the ideology, activity, and influence of the ERW locally and nationally.

Operating since 2015 Small Steps is in a unique position of having staff members who are former extreme right-wing activists, organisers or even family members who have had a loved one involved. This gives us the benefit of having lived the experience which allows us to understand the attraction, chaos and even heartache of being involved. Using this knowledge, we can provide an inside view to counter the ERW's message of hate and division.

Offering 1 to 2 hour training sessions to young people, community, faith groups and professionals, Small Steps provides localised information detailing things like – wards the extreme right-wing are active in, groups operating and recruitment techniques. Empowering local people to combat this, attendees can then challenge low level extreme right-wing extremism locally.

Our Training Session Objectives are:

- Provide specialist training to young people, community/faith groups and professionals.
- Raise general awareness of the dangers of Extreme right-wing extremism, how people get involved, vulnerabilities and signs of radicalisation.
- Offer people alternative viewpoints to empower local people to challenge Extreme right-wing extremism at local and national level.
- Create grassroots initiatives which seek to reduce hatred and division, bringing communities together to develop alternatives to Extreme right-wing Ideology and activity.

Assisting people further, we also offer a Support Hub (www.supporthub.uk) where after individuals have attended our training they can register and continue to be upskilled and informed. Available to training attendees and professionals we work with, everyone joining is verified before they can join.

Sessions and Evaluations

Small Steps was commissioned by Swansea Prevent to deliver five training sessions in total: two “ERW Explained”, one “Antisemitism and Islamophobia”, one “Identity and Patriotism”, and one “Debate NOT hate”. All of them were virtually delivered via Microsoft Teams for professionals.

As our team did not have any previous knowledge of the attendees’ background (who they were, age, gender, how much knowledge they had about Extreme right-wing extremism etc), evaluations were necessary to understand the effectiveness of each session delivered.

Survey Monkey was the online platform chosen to host the questionnaires.

The whole evaluation was divided into pre and post session surveys to be possible to analyse the impact of the

training session on the perception and confidence in regards to their knowledge of extreme right-wing extremism.

At the beginning and end of each session attendees received a survey to answer questions about the following topics:

- Knowledge about the extreme right-wing and its landscape in the UK
- Understanding of vulnerabilities and grooming tactics that might led into Extreme right-wing involvement
- Identify radicalisation signs and knowing how to use counter narratives if ever faced with ERW arguments
- Knowledge of what to do and how to seek for help if approached by an extremist (for youth sessions)

Socio-ethnic questions (same for ERW Explained, Debate not Hate, Identity and Patriotism and Islamophobia and Antisemitism)

Question 1: Please confirm your email address (for evaluation purposes and access to Support Hub)

Type of answer: single textbox (optional)

Question 2: *What is your gender?*

Type of answer: Tick box.

Options: Male, Female, Other preferred

Question 3: *What is your age?*

Type of answer: Tick box.

Answer options: 18-29 years old, 30-39 years old, 40-49 years old, 50-59 years old, 60-69 years old, 70+ years old.

Question 4: *What is your ethnic group? Choose one option that best describes your ethnic group or background*

Type of answer: Tick box.

Answer options:

White:

English/Welsh/Scottish/Northern Irish/British

White – Irish

White - Gypsy or Irish Traveller

White - Any other White background

Mixed/Multiple ethnic groups:

White and Black Caribbean

White and Black African

White and Asian

Any other ethnic background

Asian/Asian British:

Indian

Pakistani

Bangladeshi

Chinese

Any other Asian background

Black/ African/Caribbean/Black British:

African

Caribbean

Any other Black/African/Caribbean background

Other ethnic group:

Arab

Any other ethnic group

Extreme Right-Wing Explained Pre-session questions

Question 5: *How much do you agree or disagree with the following statements?*

Type of answer: Rating system from “Strongly agree” to “Strongly disagree” and “Don’t know”

Statements:

a) I know lots about the Extreme right-wing (ERW)

b) I am aware what the current landscape is around ERW in the UK

c) I know how someone gets drawn into ERW extremism

d) I know the recruitment process the ERW use

e) I know what makes people vulnerable to the extreme right-wing

f) I know how to spot signs of radicalisation in individuals

g) I am confident in knowing counter-narratives to the ERW

Question 6: *Do you have any other comments?*

Type of answer: Comment box

Post-session survey questions

Question 1: *How much do you agree or disagree with the following statements?*

Statements:

- a) Feel more aware about extreme right-wing extremism
- b) Feel more aware of the current landscape of the ERW in the UK
- c) Know how someone gets drawn into ERW extremism
- d) Know the recruitment process the ERW use
- e) Know what makes people vulnerable to the extreme right-wing
- f) Know how to spot signs of radicalisation in individuals
- g) Feel more confident knowing counter-narratives to the ERW
- h) Feel you would recommend this training to others in your role/position

Question 2: *Do you have any other comments?*

Type of answer: Comment box

Debate not Hate **Pre-session survey questions**

Question 5: *How much do you agree or disagree with the following statements?*

- a) Do you feel you are aware of why people need open spaces?
- b) Do you feel confident to have conversations with people online?
- c) Do you feel confident with people face to face?
- d) Are you aware how to set up an online meeting?

Post-session survey questions

Question 1: *How much do you agree or disagree with the following statements?*

- a) I feel more are aware of why people need open spaces
- b) I feel more confident to have conversations with people online
- c) I feel more confident with people face to face
- d) I am aware how to set up an online meeting
- e) I am aware how to set up a community meeting

Question 2: *Do you have any other comments?*

Type of answer: Comment box

Identity and Patriotism **Pre and post session survey questions**

Question: *How much do you agree or disagree with the following statements?*

- a) I understand how extremists use patriotism to spread hate
- b) I understand how extreme right-wing extremism can be challenged by inclusive patriotism

Antisemitism and Islamophobia **Pre and post session survey questions**

Question 1: *How much do you agree or disagree with the following statements?*

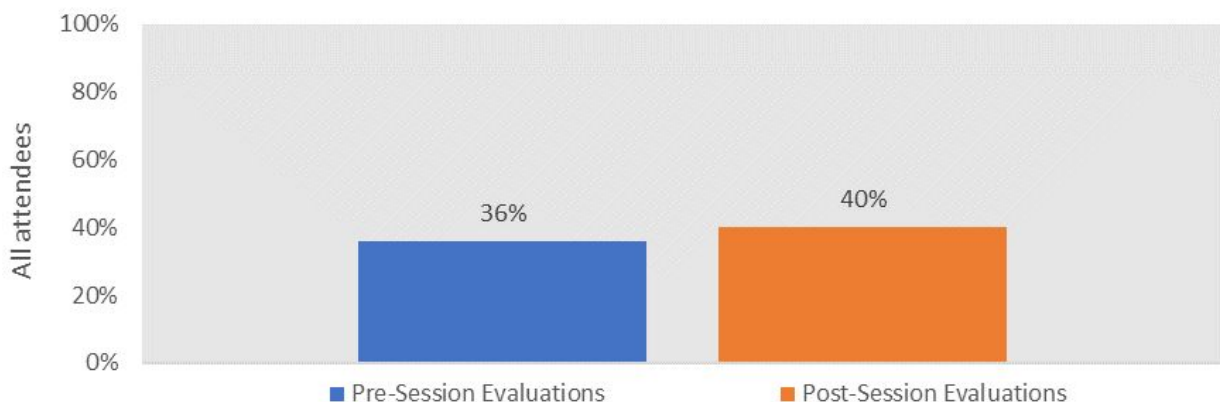
- a) I know lots about the extreme right-wing and islamophobia and anti-semitism?
- b) I am confident in knowing counter-narratives to islamophobia and anti-semitism?

Results and findings

Sessions

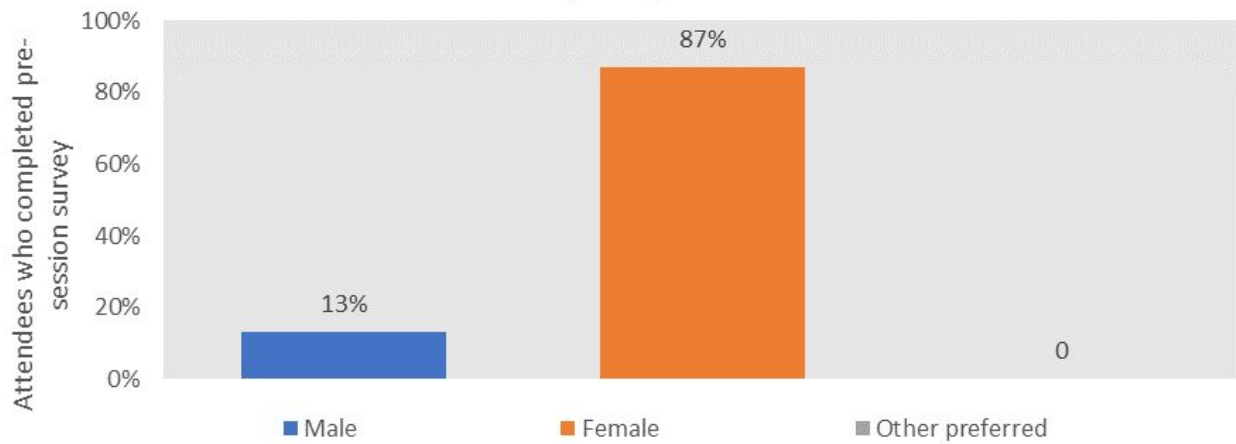
Session	Date	Attendees	Evaluations R		Type of Session
			pre	post	
Session 1	16/02/2024	15	8	8	ERW Explained Virtual
Session 2	19/02/2024	23	4	9	Antisemitism and Islamophobia Virtual
Session 3	05/03/2024	26	10	14	ERW Explained Virtual
Session 4	08/03/2024	26	12	11	Identity and Patriotism Virtual
Session 5	22/03/2024	25	7	4	Debate not Hate Virtual
Total		115	41	46	

Attendees x evaluations received

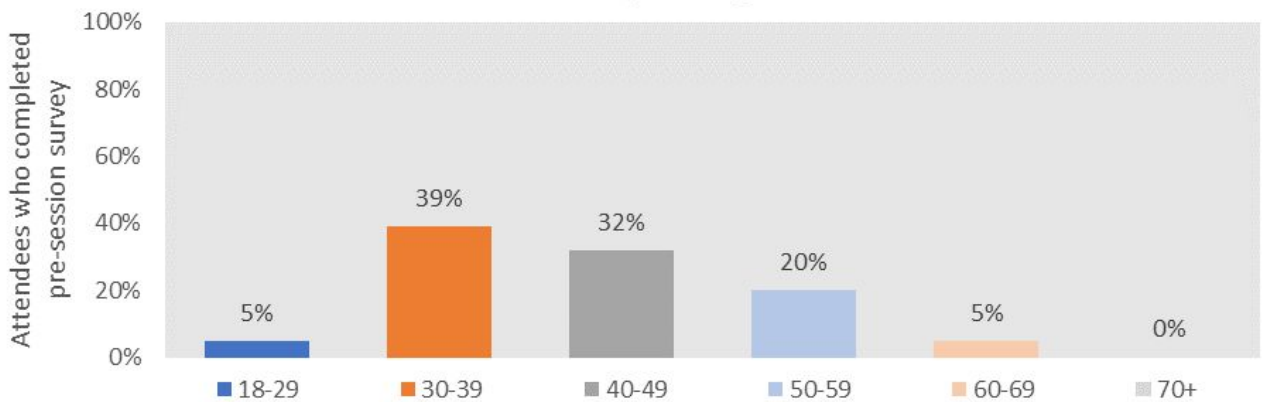


Socio-ethnic questions (all sessions together)

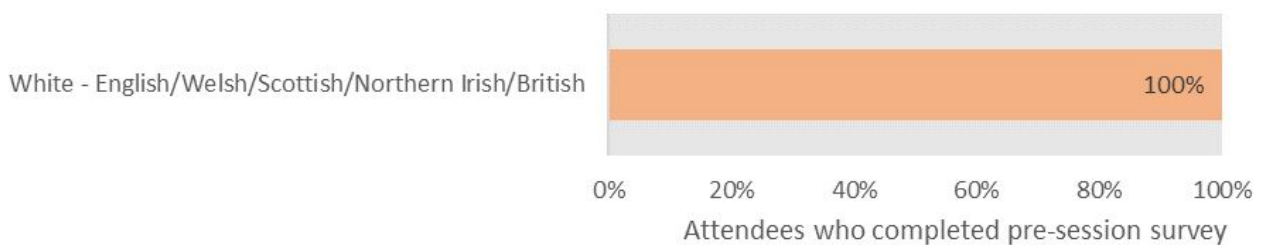
What is your gender?



What is your age?

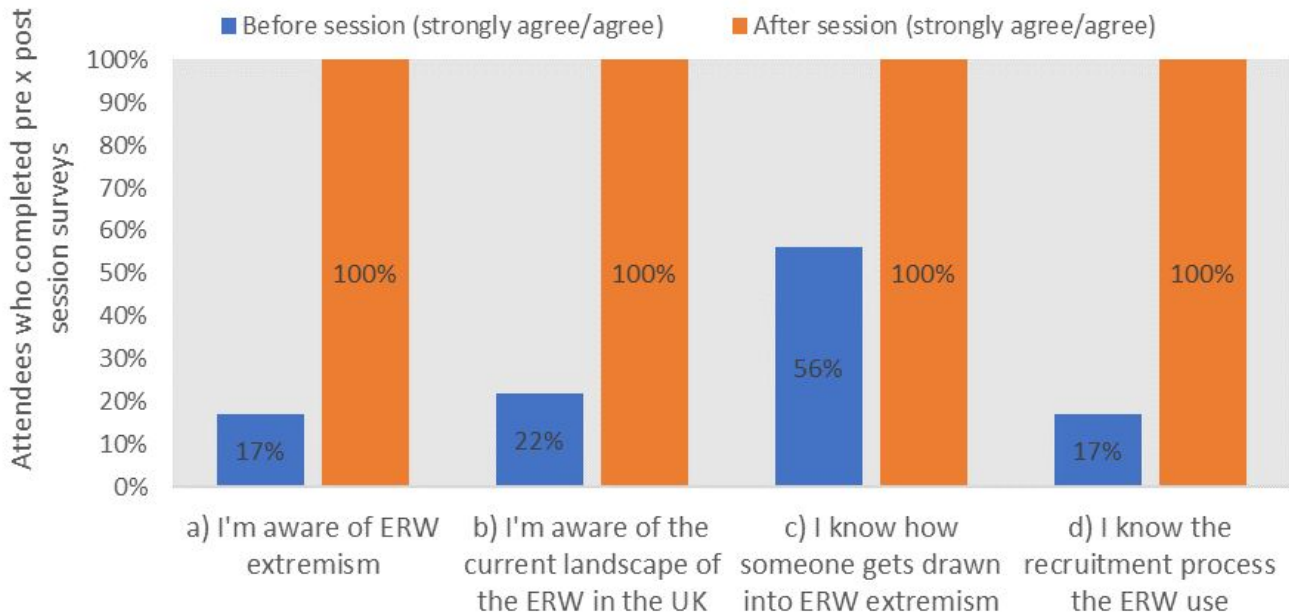


What is your ethnic group? (only selected options included)

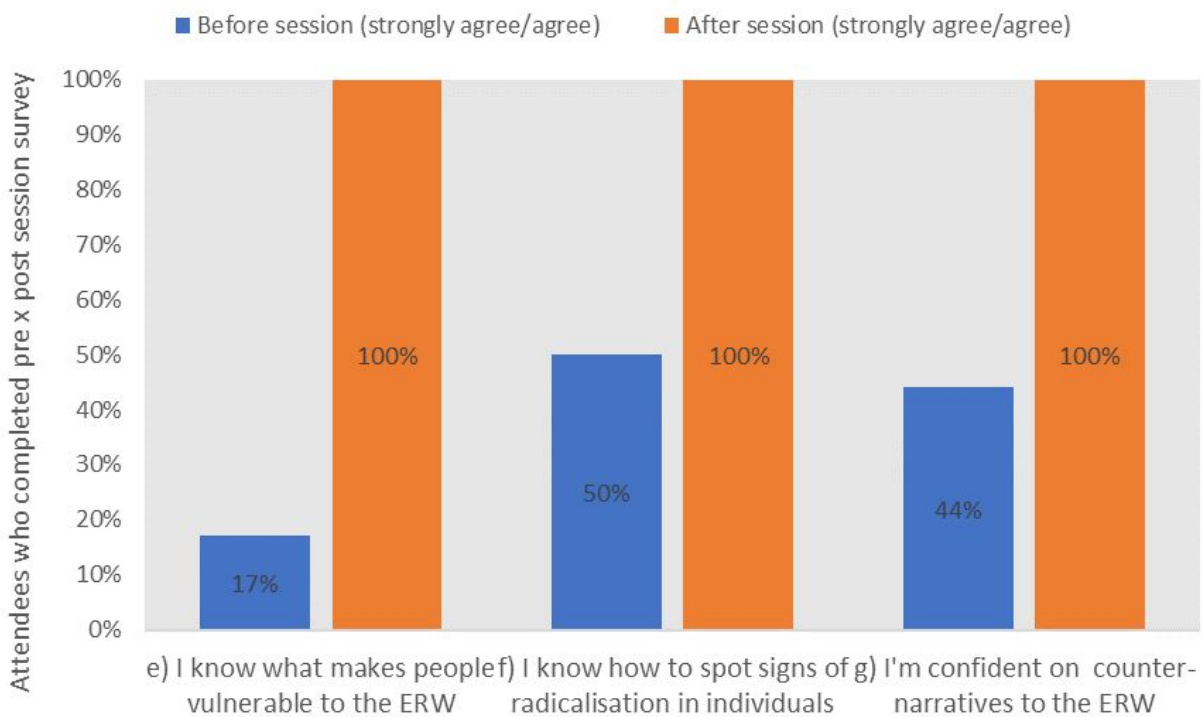


Extreme Right-Wing Explained Pre X Post Session Results

How much do you agree with the following statements

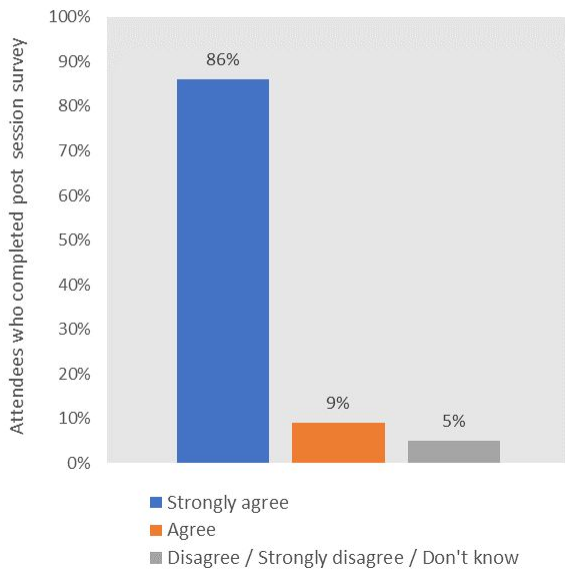


How much do you agree with the following statements



Post Session Only

Feel you would recommend this training to colleagues



Comments

Really good training session. Engaging, relevant and very informative.

Great training - thanks for your personal story - really brought it to life.

Very informative and interesting, obviously a need to be more mindful locally.

Excellent content and presentation. Thank you for sharing your personal experience and glad you're promoting your course for more knowledge.

Great session, learnt a lot about right wing groups/activities in the UK, it would have been good to have heard more about how to support people, so perhaps more focus on this rather than the finer details of right wing groups.

Great training course. Sadly, I had a friend who was radicalized by the far right and saw this unfolding through his facebook posts. I could see a lot of parallels in this training and the same organisations mentioned. Although I don't believe my old friend uses such aggressive or threatening methods and some that were mentioned in this training, he now certainly supports and encourages racist and hateful notions and has become quite powerful online. He is Nick Cotton mentioned in the following article. <https://www.vice.com/en/article/z3exp3/grooming-far-right-propaganda-tool-alt-right>. My one thought for feedback would be that it could be made a little clearer that not all those being groomed are being backed into a corner with threats and aggression, but more having their vulnerabilities or curiosity preyed upon which leads them into hateful and harmful beliefs/activities, and then becoming the groomers themselves. My apologies if I missed this however, as I was late joining the training! Thank you again.

Amazing training.

very interesting , and thoughtful.cheers.

I have more knowledge about this subject and options of how to approach issues that arise.

Absolutely great session, very engaging and informative, would definitely recommend.

Excellent and thorough presentation thank you.

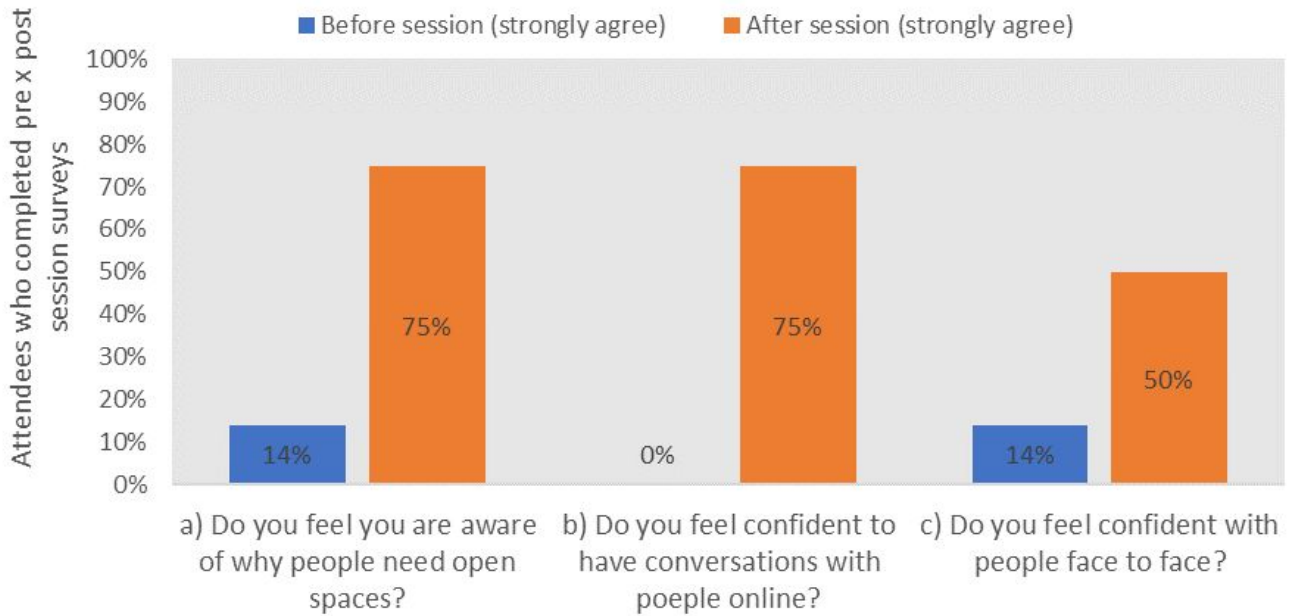
Thank you, really informative.

This is excellent training of a little known are.

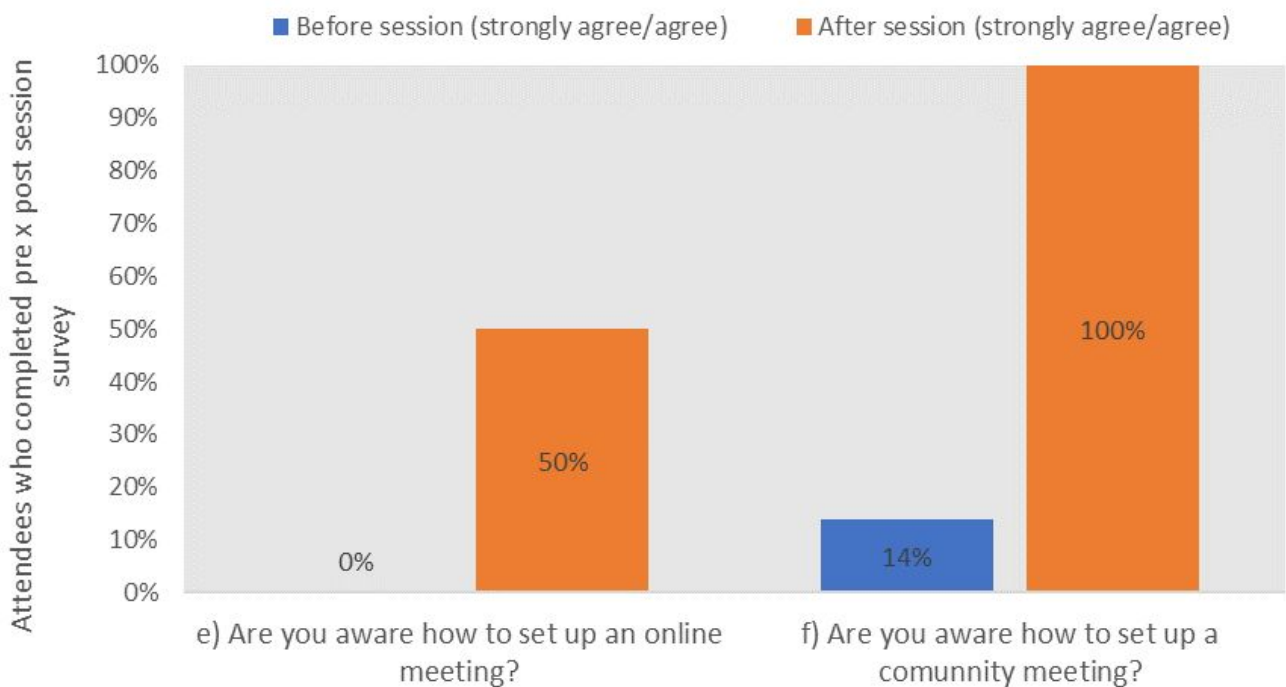
Very good, clear information - thank you.

Debate not Hate Pre X Post Session Results

How much do you agree with the following statements

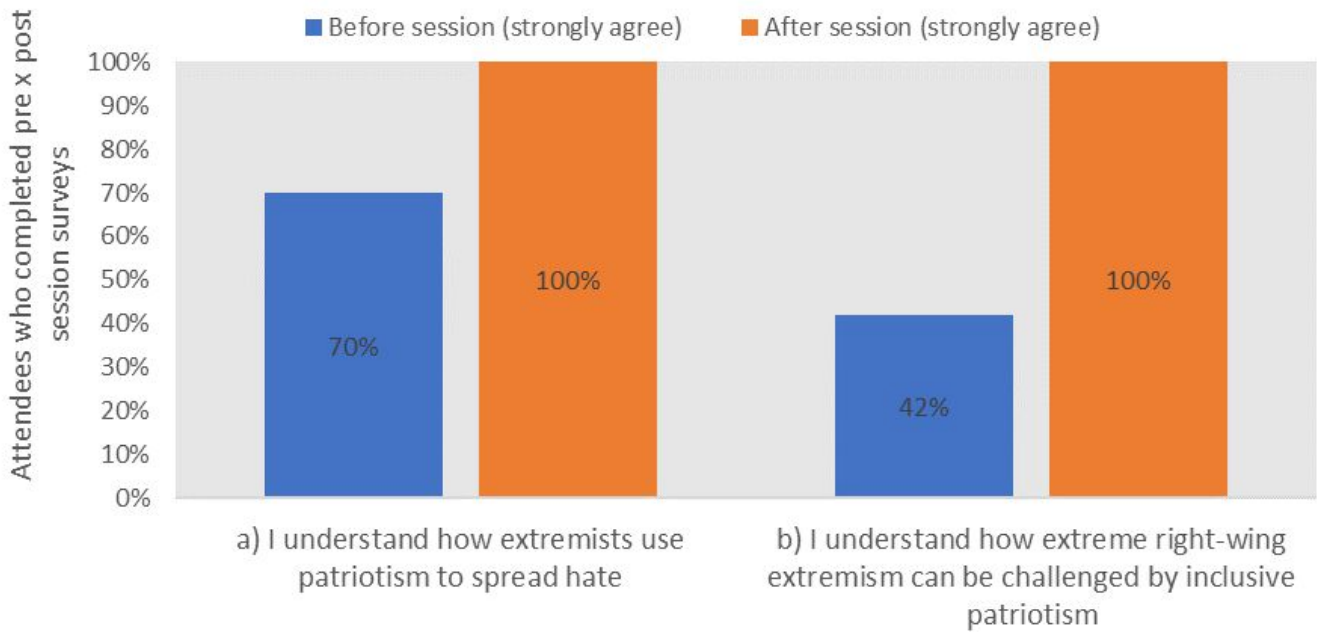


How much do you agree with the following statements



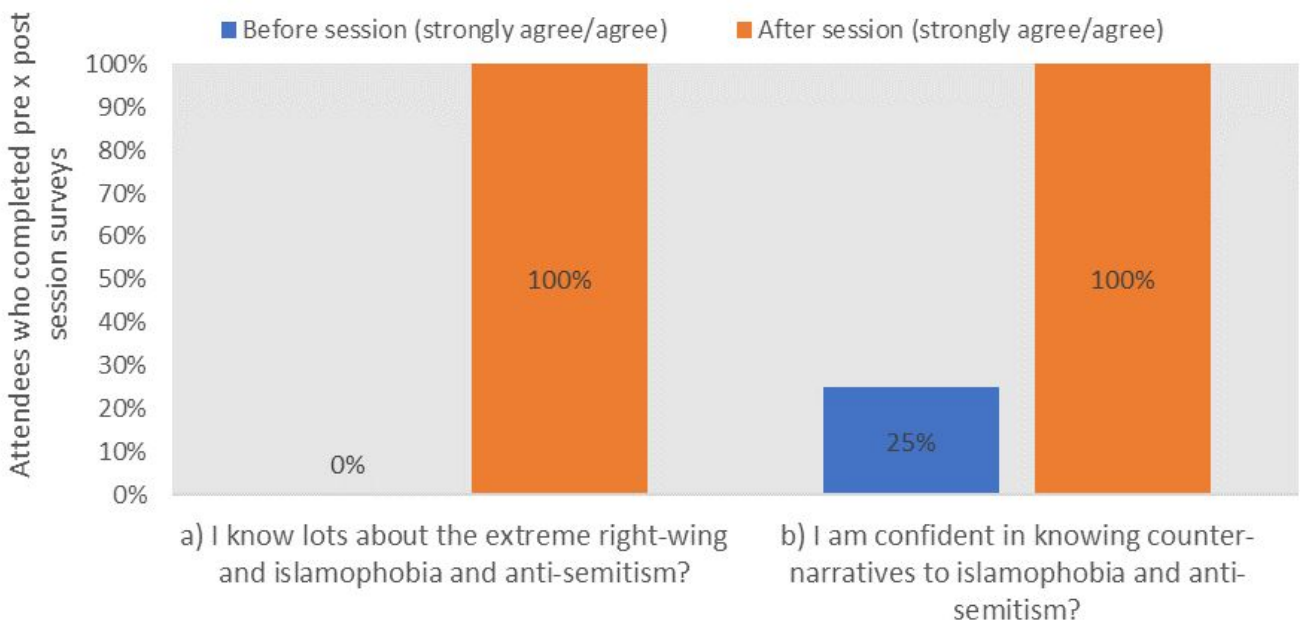
Identity and Patriotism Pre X Post Session Results

How much do you agree with the following statements



Antisemitism and Islamophobia Pre X Post Session Results

How much do you agree with the following statements





Small Steps End of Project Report 2023/2024

Swansea

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Meeting of:	CABINET COMMITTEE EQUALITIES
Date of Meeting:	6 NOVEMBER 2024
Report Title:	STRATEGIC EQUALITY PLAN ANNUAL REPORT
Report Owner / Corporate Director:	CHIEF OFFICER, FINANCE, HOUSING AND CHANGE
Responsible Officer:	ZOE EDWARDS, CONSULTATION, ENGAGEMENT AND EQUALITIES MANAGER
Policy Framework and Procedure Rules:	There is no impact on the policy framework or procedure rules.
Executive Summary:	All public bodies in Wales must comply with the Public Sector Equality Duty. One of the specific duties is to produce the Strategic Equality Plan and an annual progress report.

1. Purpose of Report

- 1.1 The purpose of this report is to provide Cabinet Committee Equalities with an update on the work completed within the Strategic Equality Plan (SEP) 2020 – 2024 for the period 1st April 2023 to 31st March 2024.

2. Background

- 2.1 The SEP annual report enables the Council to:

- monitor and review progress against its strategic equality objectives;
- review its objectives and processes in light of any new legislation and other new developments;
- engage with relevant stakeholders around equality objectives, providing transparency;
- include relevant updates on equality impact assessments, procurement arrangements and training.

Specifically, the report sets out:

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

- 2.2 The report will show progress made by the Council on each of its six equality

objectives, which will be of interest to:

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

3. Current situation / proposal

3.1 The annual report (**Appendix 1**) covers the period 1 April 2023 to 31 March 2024. The annual report must be published on the Council's website/made available by 1 April 2025.

3.2 The six strategic equalities objectives for 2020 – 2024 are:

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

3.3 This is our fourth and final annual report for this strategic plan. The next annual report will note the progress made towards the commitments set out in the 2024-2028 Strategic Equality Plan. The individual actions are noted in the corporate action plan developed and attached as **Appendix 2**.

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

- A number of staff network groups have been developed. They meet regularly to provide a safe, confidential environment to network, question, challenge, raise issues and receive support.
- A Welsh Language Staff Forum has been developed: "laeth Gwaeth", consisting of staff of all proficiency levels who meet up on a monthly basis to practice their Welsh Language skills and provide support to the Welsh Language Standards requirements.
- The equality impact assessment process and screening forms have been updated to include care leavers as an additional protected characteristic. This change has been communicated to staff and the e-learning training has been updated to reflect this change.
- The council has exceeded its target of appointing apprentices during 2023/2024 by employing 46 apprentices. There are also a further 6 graduates employed, with one being employed into a hard to fill area to support succession planning.
- The council renewed its Disability Confident status during 2023 and has started the process of becoming a Disability Leader, with support from Awen and Department of Works and Pensions (DWP).

- Whilst Black History Month (BHM) has been promoted each year, in order to mark Black History Month 2023, the team invited Bridgend college students and members of Bridgend Youth Council to create visual boards to represent BHM and what it means to them. We then displayed the boards in the Civic offices in order to promote the month and demonstrate our support of ethnically diverse groups and communities.
- The Council continued to work with community and equality groups within the Bridgend Community Cohesion Equalities Forum (BCCEF), representatives from across the community representing a wide range of organisations meet quarterly to share practice, receive joint briefings and training. All members are invited to share information about BCCEF with other organisations with the aim to increase membership and representation.
- The Council has promoted campaigns via Twitter, Facebook, Instagram and the Bridgend County Borough Council website, including:
 - International Day Against Homophobia, Biphobia and Transphobia
 - Men's Health Week
 - Armed Forces Day
 - Samaritans Awareness Day
 - Anti-Slavery Day
 - Ramadan
 - Stress Awareness Month
 - Pride Month
 - Plastic Free July
 - National Walking Month
 - Black History Month
 - Refugee Week
 - Deaf Blind Awareness Week
 - Mental Health Awareness Week
 - Pride Month
 - #AnAntiRacistWales
 - Carers Week
 - Infant Mental Health Awareness
 - Gypsy, Roma and Traveller History Month
 - Disability Pride Month
 - ASB Awareness Week
 - Eisteddfod
 - World Mental Health Day
 - Shwmae Sumae Day
 - #LGBTplusHM
 - Welsh
 - #RaceEqualityWeek23
 - LGBTQ+ Adoption and Fostering Week 2023.
 - International Day of the Elimination of Racial Discrimination
 - World Down Syndrome Day
 - Ramadan
 - #worldsocialworkday
 - Trans Day of Visibility

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

6. Climate Change Implications

6.1 There are no Climate Change Implications from this report.

7. Safeguarding and Corporate Parent Implications

7.1 There are no Safeguarding and Corporate Parent Implications from this report.

8. Financial Implications

8.1 There are no financial implications in relation to this report.

9. Recommendations

9.1 It is recommended that the Cabinet Committee Equalities notes the update on the work completed within the Strategic Equality Plan (SEP) 2020 – 2024 for the period 2023 - 2024.

Background documents

None

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



www.bridgend.gov.uk



Strategic Equality Plan Annual Report 2023-24

This document is also available in Welsh.

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1. Background

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

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

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

We annually report on progress made towards these six strategic objectives:

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

2. Introduction

This is our fourth and final annual report for this strategic plan. The next annual report will note the progress made towards the commitments set out in the 2024-2028 Strategic Equality Plan. The individual actions are noted in the corporate action plan developed and attached at Appendix 2.

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

3. Progress in meeting our objectives during 2023/24

Key progress under our seven objectives can be summarised as:

3.1 Education

- Central South Consortium have a comprehensive program of professional learning for all practitioners and governors in the region to ensure that they are able to engage with learning, teaching and leadership development at no cost to the schools. The professional learning program and all resources are developed to fulfil the vision of Central South Consortium and empowering schools to improve outcomes for all learners. Equity requires that Central South Consortium ensure that they take account of and respond to the unique range of needs, circumstances and backgrounds of individuals and groups of learners within the region and each local authority.
- Central South Consortium provide a range of professional learning opportunities for schools and practitioners to support the development of curriculums in school and meet the mandatory aspects of the curriculum for Wales including meeting the four purposes of the curriculum and ensuring there is a broad and balanced curriculum offer for all pupils.
- Central South Consortium have launched a new area of their website, 'High Standards and Aspirations: Equity and excellence for all.' The resource provides a repository of professional learning opportunities, guidance materials, self-evaluation tools, and the sharing of school practice in the three key areas:
 - Curriculum, teaching and learning
 - Well-being, care, support and guidance
 - Leading and improvingOver the forthcoming months, Central South Consortium will continue to develop the resources in partnership with schools and local authorities.

The resources aim to support schools to evaluate their provision, identify areas to be further developed and share valuable practice from schools across the region who are effective at meeting the needs of all learners.

- The professional learning opportunities and resources developed by Central South Consortium to support the teaching of themes relating to Black Asian, and Minority Ethnic (BAME) communities and 'cynefin' continue to be aligned to the findings and recommendations of the Welsh Government working group. These resources and professional learning opportunities are available to all practitioners and schools.
- Central South Consortium works in partnership with Diversity and Anti-Racism Professional Learning (DARPL) in ensuring high quality professional learning is available to all schools. Conferences have been facilitated for school leaders, practitioners, and school governors.
- Where schools have a strategic priority linked to equality, Central South Consortium improvement partners will work in partnership with school leaders to evaluate the progress and impact of the school development plan work. Where a school requires more intensive support, this is brokered by the school improvement partner who are former headteachers that have the role of supporting current headteachers with any school improvement identified.
- Central South Consortium has secured free access for every school in the region to the Thinking Differently online pack from Challenge Education. This Professional Learning (PL) is based around six recorded training modules available to all staff. Sessions have been researched and delivered by expert trainers and experienced school leaders who have a wealth of knowledge on leadership and teaching of disadvantaged youngsters. The main aim of this professional learning is raising the attainment of disadvantaged youngsters and is very much targeted at supporting schools in supporting pupils living in poverty, including free school meal pupils.
- Central South Consortium improvement partners work in conjunction with school leaders to plan and evaluate the impact of the Pupil Development Grant that schools use to support and promote attainment of vulnerable and disadvantaged pupils in each school.
- An Education, Early Years and Young People (EEYYP) Equalities Group is due to be established. The group will consist of various local authority officers from within the EEYYP Directorate, along with senior leaders/teachers from schools in Bridgend. The group will be responsible for reporting on actual levels of discriminatory behaviour in our schools, with an aim of supporting schools in reducing the levels of discriminatory behaviour. Part of this process will be identifying good practice on equalities and sharing this across our schools.

3.2 Work

- Several awareness campaigns have been promoted such as autism awareness day, international women's day etc. A list of campaigns linked to protected characteristics has been developed and promotion of these will continue.
- A number of staff network groups have been developed, including one for menopause, and also disability. They meet regularly to provide a safe, confidential environment to network, question, challenge, raise issues and receive support.
- A Welsh Language Staff Forum has been developed: "Iaeth Gwaeth", consisting of staff of all proficiency levels who meet up on a monthly basis to practice their Welsh Language skills and provide support to the Welsh Language Standards requirements.
- The Equality impact assessment process and screening forms have been updated to include care leavers as an additional protected characteristic. This change has been communicated to staff and the e-learning training has been updated to reflect this change.
- Throughout the year the council has encouraged employees to update their sensitive information via employee self-service. A revised equal opportunities form has been developed and implemented within this year and made accessible via Employee Self-Service and for all new starters. Over the course of the SEP the employment information reports have been updated and provide more detail on the protected characteristics.
- The council continues to report annually on the gender pay gap, which is a statutory equality measure of the difference in average pay of men and women, irrespective of their work, across the organisation. It is different from equal pay, which compares how men and women are paid for carrying out the same or comparable roles. The gender pay gap as of 31 March 2024 - submission has been reported which shows on previous years.
- The council has exceeded its target of appointing apprentices during 2023/2024 by employing 46 apprentices. There are also a further 6 graduates employed, with one being employed into a hard to fill area to support succession planning. The council will continue to support services to appoint apprentices and graduates where budget allows.
- The council renewed its Disability Confident status during 2023 and has started the process of becoming a Disability Leader, with support from Awen and DWP.

- The Equality and Diversity awareness e-learning was made mandatory last year, and work has been undertaken throughout the year to promote this module. To date almost half of the workforce has completed the module. Communication will continue throughout the upcoming year to stress the importance of employees completing this module with a view to obtaining 100% completion rate.
- Throughout the year Stonewall has continued to deliver LGBT+ training to council employees. During 2023/24 there were three workshops delivered to 15 delegates. Over the course of the SEP there have been 10 workshops delivered with 68 delegates in attendance. Going forward into 24/25 LGBT+ will be delivered via e-learning.
- Referrals to and from other providers are continuing as Employability Bridgend triage clients to the best service to meet their needs from the broad range of provision across the county.
- Partnership work is productive with the Department of Work and Pensions, referring 1342 people into Employability which is testament to the strength of the relationship. There are also referrals between Employability and Working Wales and joint working to develop jobs fairs and other engagement activities. A Training Event was held in Carnegie House to promote the diversity of free training available from a range of providers operating in the county which supports people to gain skills so they can secure a job or get a better job.

3.3 Living standards

- In March 2022, the council became an accredited Living Wage Employer, the second local authority in Wales to have been certified by the Living Wage Foundation.
- The pay increase for April 2023 positively impacted on 1007 BCBC employees of whom 87.7% were female.
- Training on the implementation of the socio-economic duty has been completed and rolled out to staff members. There is also a dedicated page on the Intranet which staff can refer to for guidance at any time.
- In summer 2023, the Food and Fun programme (previously known as the School Holiday Enrichment Programme) ran in four Bridgend schools, benefitting 126 children.

3.4 Health and wellbeing

- Throughout the year health and wellbeing continues to be promoted and is still a very important agenda for the council. Further initiatives to support Health and Wellbeing have been promoted, such as Cycle to work and the new Brivilege rewards app. Presentations have also been delivered to School governors and this will continue. A Boditrax initiative, in partnership with Halo, has also been discussed and is likely to take place during 24/25.
- Partnership work continues with CTM Health board and Public Service Board (PSB) in sharing and promoting resources.
- Throughout the year research and discussions have taken place with regards to the menopause protocol and the period proud Wales initiative. HR have been working in Partnership with the Dignity Officer to promote the use of the free subscription to Grace and Green as well as provide sanitary wear in all toilets within Civic Offices. This will roll out to wider office buildings during 2024/25.
- The council exceeded its target to provide mental health learning to its staff with over 200 employees taking up the learning during the year. All wellbeing training will now be developed and moved onto e-learning modules during 2024-25 with a view to reaching more employees. Wales Union Learning Fund (WULF) will also be holding funded mental health workshops for all employees to attend. These sessions (both e-learning and WULF) will now form part of the learning package offered to all council employees.
- There are a number of mental health awareness resources and support that staff now have access to which have been made available through workshops, Health Hub News, Intranet page development for Health and Wellbeing as well as wellbeing workshops.
- The council has developed its carers protocol to include the new legislation, Carers Leave Act 2024, which was implemented on 6 April 2024. The new Act entitles employees to one week of unpaid leave per year (pro-rata for part time employees), in order to care for a dependent with a long-term care need. The new protocol will be live on the council's intranet pages for managers and employees to access.
- BCBC has maintained partnership working with Sport Wales and Welsh Government that has included opportunities to tackle inequalities. This has included National programmes such as exercise referral, disability focused initiatives and also the free-swimming programme based on age. Cultural services are delivered by Awen who have secured additional investment by becoming a National partner of Arts Council for Wales to broaden the reach of the arts. The Hynt scheme supports unpaid carers to attend events with those cared for and has seen growth in engagement. The Super Agers programme completed its review of impact achieving £3.85 for every pound invested in terms of social return.

- There has been work with the Bridgend Inclusive Network Group to help deliver and develop training across our communities. There has also been targeted work supporting young people with additional needs with activities such as swimming, rebound therapy, dance and youth activities. A network of community led groups who are supporting opportunities has continued to develop.
- The Council has continued to offer its Discovery Days programmes including the development of opportunities for young adults to support transition into community settings.
- Through the support of Town and Community Councils the summer Active for Life programmes attracted high participation including young people with additional needs who were able to integrate.
- Targeted support for leisure access and also to develop swimming ability has proven possible in 2023-24. An inclusive summer programme was able to be supported in Heronsbridge School which operated successfully. The council has identified supporting young people with additional needs as a priority in its play sufficiency assessment.
- Play sufficiency assessment and action plan have been completed during this period and approved by Cabinet. Partnership working with Town and Community Councils has continued supporting free holiday opportunities for children and young people. Specific opportunities also developed to support diverse needs including disabilities, care experienced children and young carers. Welsh Government summer of Fun investment enabled new partnership working with community groups and particularly youth groups. Holiday Playworks programmes have supported targeted interventions. Halo Leisure have supported free opportunities throughout the year and Awen have delivered library-based programmes and a range of cultural events.

3.5 Safety and respect

- We continue to collaborate with community and equality groups within the Bridgend Community Cohesion Equalities Forum (BCCEF), representatives from across the community representing a wide range of organisations meet quarterly to share practice, receive joint briefings and training. All members are invited to share information about BCCEF with other organisations with the aim to increase membership and representation.
- We continue to support Pride events. Events have been attended by the Equalities officer and we have promoted the events held by other local authorities as part of our Proud-councils forum commitment. LGBTQIA+ History Month Proud Councils also worked together this year to create a calendar of Pride and related events along with health awareness campaigns suitable for the LGBTQ community.

- The Cohesion Team have commissioned Small Steps to deliver a series of training sessions across the region. Small Steps is at the forefront of using education, engagement, mentoring and grassroots activity to combat the ideology, activity, and influence of the Extreme Right-Wing (ERW).
- A Regional Community Cohesion Small Grant Fund was launched during Hate Crime Awareness Week 2023 which has seen positive take-up. The objectives of the fund were based on welcoming initiatives, monitoring community tensions, supporting significant social and cultural times of year such as Hate Crime Awareness Week and Black History Month and initiatives that help build community resilience.
- We continue to share information via social media platforms to raise awareness of hate crime/incidents and how to access support via Victim Support and South Wales Police. A social media campaign for Hate Crime Awareness Week 2023 took place across the region. Materials from the All Wales Hate Support Centre were promoted for the campaign which included information on 2023 theme of Antisemitism and broader support for all forms of hate crime and incidents.
- Whilst Black History Month has been promoted each year, in order to mark Black history month 2023, the team invited Bridgend college students and members of Bridgend Youth Council to create visual boards to represent BHM and what it means to them. We then displayed the boards in the Civic offices in order to promote the month and demonstrate our support of ethnically diverse groups and communities.

3.6 Participation

- The consultation team continue to collaborate with People First Bridgend and the youth council to develop and promote youth and easy read consultations.
- As part of the consultation toolkit and advice to staff conducting consultations, the team advises of the importance of using plain, easy-to-read language. We also provide them with the details of obtaining easy-read versions of any complex information and direct them to these service providers. Translation service information is regularly communicated to staff by the team.
- The youth council, local schools and Bridgend Council have contributed to various consultations throughout the year. Engagement sessions have also been conducted with these networks, including information and participation sessions with schools.
- The new digital engagement platform has been implemented to encourage more people to get involved in council consultations. In-person engagement events have also taken place across the Borough, ensuring harder-to-reach communities in valley areas are included.

- A joint-working partnership has been developed with the Community Safety Partnership who regularly conduct public awareness sessions.
- Good links have now been established with protected groups in the community. Regular communication with BAVO, People's First, V2C and other supporting organisations is undertaken to review any barriers service users experience and how these can be alleviated.
- A complete overview has been undertaken on how the citizen panel is managed. Work is underway to explore better ways of utilising both the digital communication and engagement platforms to manage subscriptions, production of newsletters and updates and driving up subscribers/membership.
- Information and events such as PRIDE Cymru, Black History Month, Holocaust Memorial Day, Hate Crime awareness month and others promoted via bi-lingual corporate social media channels as well as press releases and internally via Bridgenders weekly messages.
- A new corporate Engagement and Participation Strategy has been developed to ensure all people are kept well-informed and involved in key decisions about changes that can affect them.
- BCBC have promoted campaigns via Twitter, Facebook, Instagram and the BCBC website, including:
 - Foster care fortnight 2020
 - Social care jobs – Wecarewales
 - Day of reflection
 - Women in Wales event
 - LGBT fostering – throughout year
 - Youth support
 - Hate hurts Wales – Hate Crime
 - Childcare offer
 - Give blood
 - Community testing
 - World autism week
 - International Day Against Homophobia, Biphobia & Transphobia
 - Men's Health Week
 - Armed Forces Day
 - Samaritans Awareness Day
 - Anti-Slavery Day
 - Ramadan
 - Stress Awareness Month
 - Pride Month

- Plastic Free July
- National Walking Month
- Black History Month
- Refugee Week
- Deaf Blind Awareness Week
- Mental Health Awareness Week
- Pride Month
- #AnAntiRacistWales
- Carers Week
- Infant Mental Health Awareness
- Gypsy, Roma, and Traveller History Month
- Disability Pride Month
- ASB Awareness Week
- Eisteddfod
- World Mental Health Day
- Shwmae Sumae Day
- #LGBTplusHM
- Welsh
- #RaceEqualityWeek23
- LGBTQ+ Adoption and Fostering Week 2023.
- International Day of the Elimination of Racial Discrimination
- World Down Syndrome Day
- Ramadan
- #worldsocialworkday
- Trans Day of Visibility

4. Communication, consultation, and engagement

Between 1 April 2023 and 31 March 2024, the council carried out 15 public consultations:

20mph Scheme
PSPO - Dog fouling
Directors of Social Services Annual Report Surveys
Community Recycling Centres
3 Year Strategic Plan - Childrens Social Care
Housing Strategy Policy
Maesteg Town Centre - Placemaking Plan
Corporate Self-Assessment
My Account Feedback
Engagement and Participation Strategy
SEP Objectives
Valley Regeneration Strategy

Porthcawl Town Centre Placemaking Plan
Budget 2023
Maesteg Town Centre - Feedback Survey

- The citizens panel continue to receive key consultations and members are sent these via e-mail and post. By panel members actively participating in consultations, this enables us to incorporate their feedback within our findings, ensuring they align with community needs and expectations.

5. Equality Impact Assessments (EIAs)

Overall, 327 Council employees have completed the EIA e-learning module to date. During the period April 2023 to March 2024, 26 Council employees have completed EIA training via e-learning and 11 Council employees have completed EIA training via workshops.

A Socio-Economic Duty webinar is available for staff to view at any time on the Learning and Development website.

6. Procurement arrangements

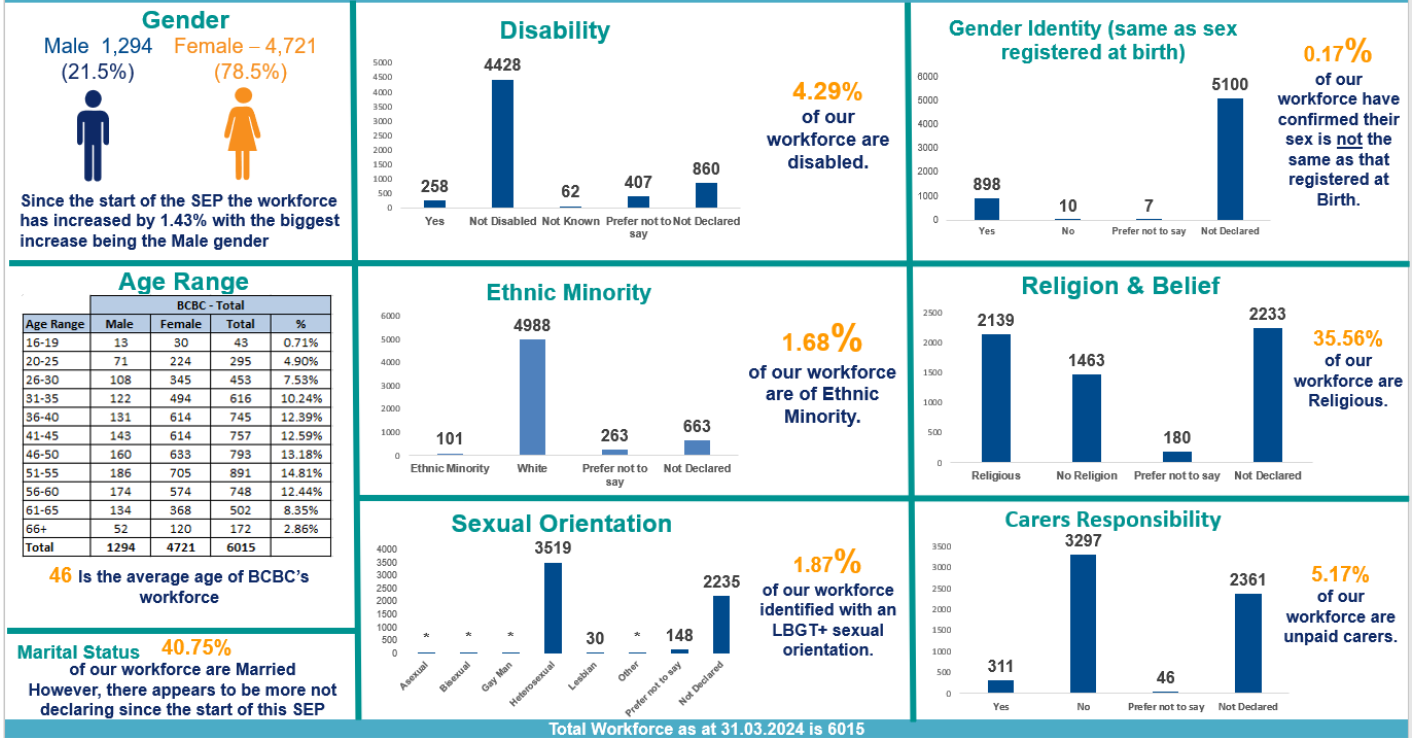
Service areas work with the procurement team to ensure that EIAs are integrated in the procurement process. The contract procedures rules require contracts which are subject to the contract procedure rules to include, as a minimum, clauses relating to equalities and human rights, Welsh language Standards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

7. Employment Information

The detail within this section is based on employment information as of 31 March 2024 at which point there were 6,015 employees, including those employed in schools.

This report contains dashboards on the data, where disclosed, on the protected characteristics of the workforce. Information on this report is voluntarily provided by employees. The information in the workforce dashboard is based on the overall headcount of employees.

Workforce Detail on 2020 – 2024 Strategic Equality Plan



During the year 2023/24, 195 employees have taken maternity/adoption leave and 14 have taken paternity leave.

Welsh Language

The Welsh Language categories have been updated to ensure consistency across a national level. Data already held was assimilated across to the new categories and communications were issued in January 2024 to request employees to update their sensitive information as well as check and update their Welsh Language abilities following the required [descriptors](#).

Welsh Speaking		Welsh Reading		Welsh Writing		Welsh Listening	
WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees
0 - No Skills	1984	0 - No Skills	1952	0 - No Skills	2200	0 - No Skills	75
A1 - Entry Level	1153	A1 - Entry Level	1150	A1 - Entry Level	955	A1 - Entry Level	60
A2 - Foundation Level	*	A2 - Foundation Level	*	A2 - Foundation Level	*	A2 - Foundation Level	7
B1 - Intermediate Level	168	B1 - Intermediate Level	200	B1 - Intermediate Level	167	B1 - Intermediate Level	6
B2 - Advanced Level	*	B2 - Advanced Level	*	B2 - Advanced Level	*	B2 - Advanced Level	*
C1 - Proficiency Level	285	C1 - Proficiency Level	284	C1 - Proficiency Level	264	C1 - Proficiency Level	*
C2 - Fully proficient	*	C2 - Fully proficient	*	C2 - Fully proficient	*	C2 - Fully proficient	*
Prefer not to say	*	Prefer not to say	*	Prefer not to say	*	Prefer not to say	*
Not Declared	2416	Not Declared	2420	Not Declared	2420	Not Declared	5854
Grand Total	6015	Grand Total	6015	Grand Total	6015	Grand Total	6015

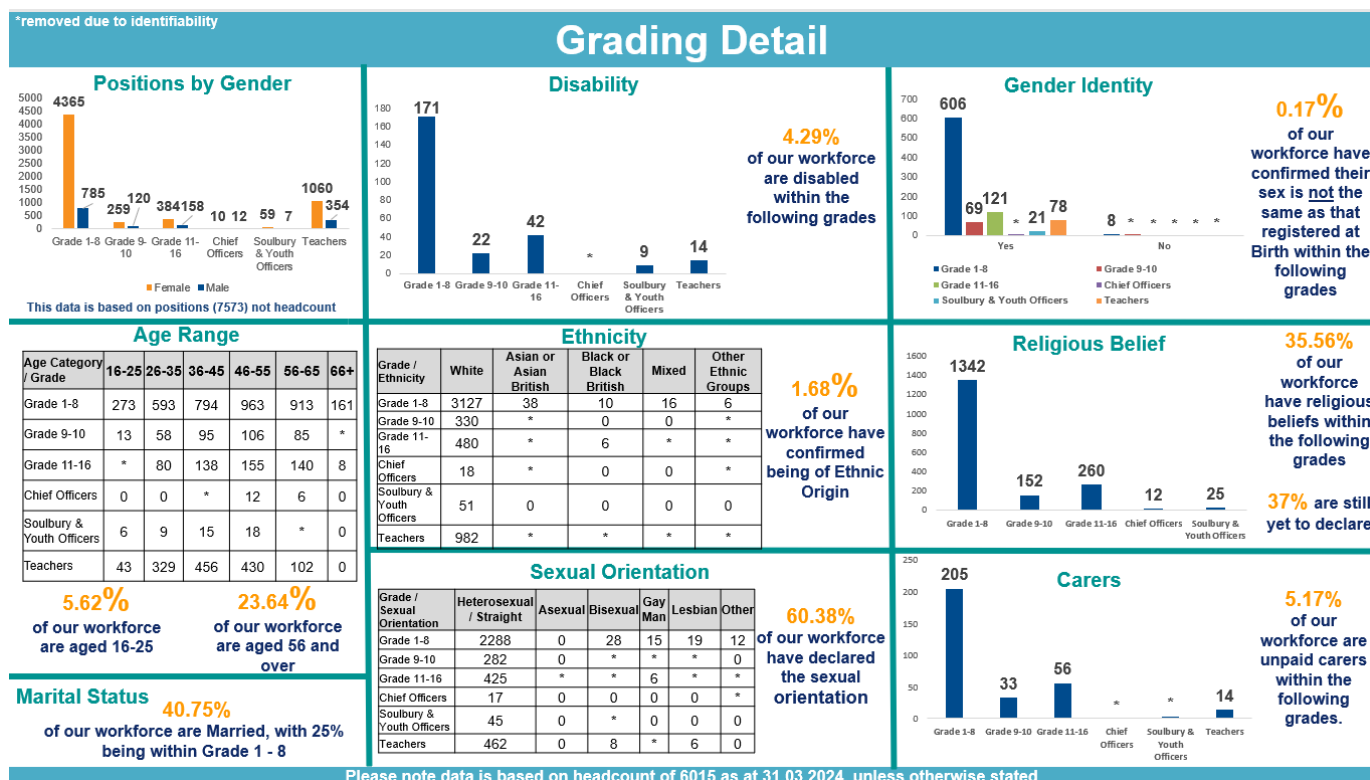
A number of employees (2,626) have also completed the Council E-Learning modules on Welsh language awareness and Welsh language standards during 2023/2024.

8. Employees as of 31 March 2024 by Grade

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

The table below shows the gender within each of the grading groups, and these are counted per position (7,573), not headcount.

Grade	Female	Male
JE grades 1 – 8 (£22,366 - £30,296) (as at 31.03.2024)	4,365	785
JE grades 9 – 10 (£32,076 - £36,648) (as at 31.03.2024)	259	120
JE grades 11 – 16 (£38,223 - £57,747) (as at 31.03.2024)	384	158
Chief Officers (£60,937 - £152,170) (as at 31.03.2024)	10	12
Soulbury & youth officers (£25,664 - £74,403) (Soulbury as at 01.09.2023 / youth as at 01.09.2023)	59	7
Unqualified teachers, Teachers, assistant head teachers, deputy, and heads (£20,674 - £133,350) (as at 01.09.2023)	1,060	354



Welsh Language

Welsh Speaking						
Skills/Grades	Grade 1-8	Grade 9-10	Grade 11-16	Chief Officers	Soulbury & Youth Officers	Teachers
0 - No Skills	1393	172	309	14	23	73
A1 - Entry Level	697	87	112	2	16	239
A2 - Foundation Level	1	1	2	0	0	0
B1 - Intermediate Level	56	10	15	1	2	84
B2 - Advanced Level	0	1	0	0	0	0
C1 - Proficiency Level	131	24	21	0	6	103
C2 - Fully proficient	2	0	0	0	0	0
Prefer not to say	2	0	0	0	0	0
Not Declared	1415	65	65	5	5	861
Grand Total	3697	360	524	22	52	1360

Welsh Reading						
Skills/Grades	Grade 1-8	Grade 9-10	Grade 11-16	Chief Officers	Soulbury & Youth Officers	Teachers
0 - No Skills	1371	174	306	12	20	69
A1 - Entry Level	690	86	112	4	20	238
A2 - Foundation Level	1	1	1	0	0	1
B1 - Intermediate Level	84	9	17	1	1	88
B2 - Advanced Level	0	1	0	0	0	0
C1 - Proficiency Level	130	23	22	0	6	103
C2 - Fully proficient	2	0	0	0	0	0
Prefer not to say	2	0	0	0	0	0
Not Declared	1417	66	66	5	5	861
Grand Total	3697	360	524	22	52	1360

Welsh Writing						
Skills/Grades	Grade 1-8	Grade 9-10	Grade 11-16	Chief Officers	Soulbury & Youth Officers	Teachers
0 - No Skills	1534	196	348	15	24	83
A1 - Entry Level	557	66	74	1	17	240
A2 - Foundation Level	1	1	1	0	0	1
B1 - Intermediate Level	63	11	19	1	0	73
B2 - Advanced Level	0	1	0	0	0	0
C1 - Proficiency Level	121	19	17	0	6	101
C2 - Fully proficient	2	0	0	0	0	0
Prefer not to say	2	0	0	0	0	0
Not Declared	1417	66	65	5	5	862
Grand Total	3697	360	524	22	52	1360

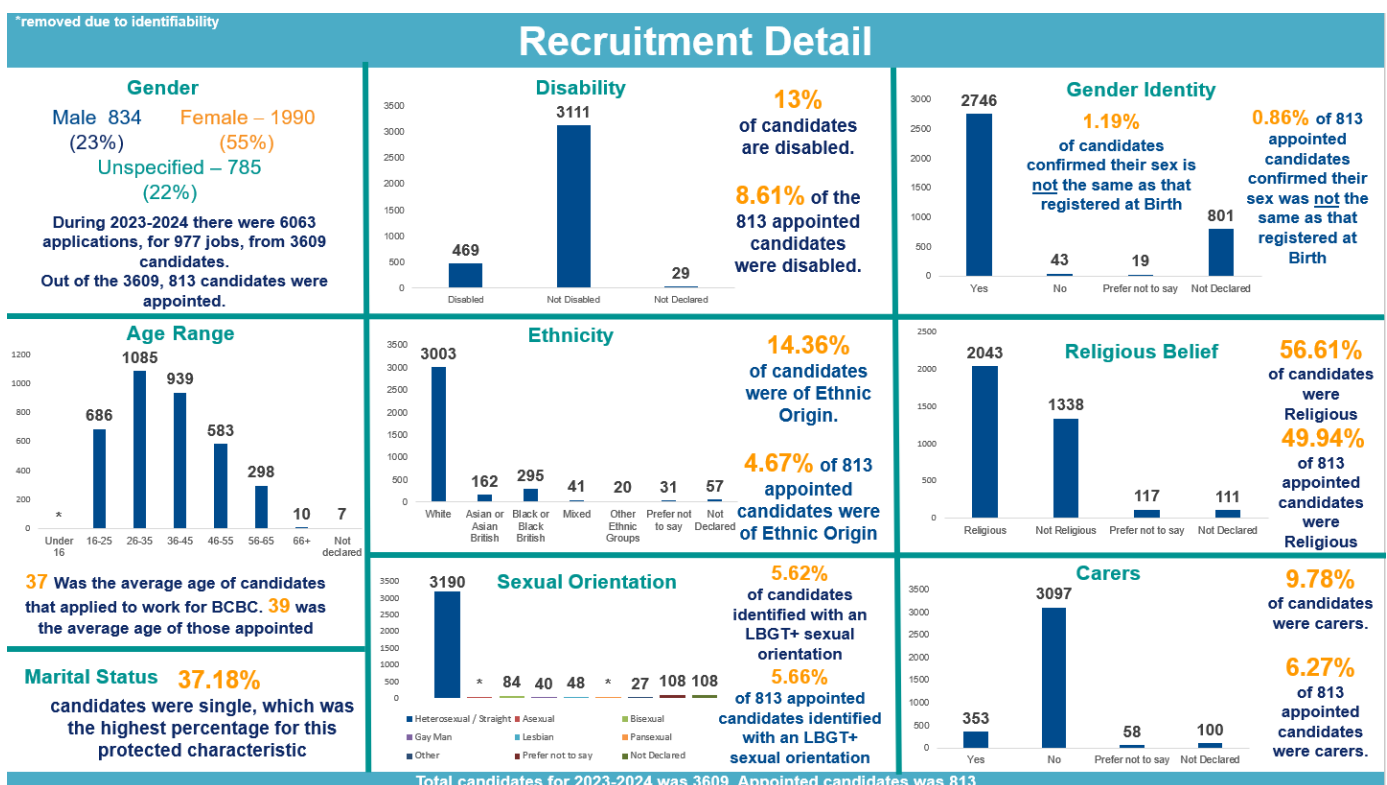
Welsh Listening						
Skills/Grades	Grade 1-8	Grade 9-10	Grade 11-16	Chief Officers	Soulbury & Youth Officers	Teachers
0 - No Skills	1534	196	348	15	24	83
A1 - Entry Level	557	66	74	1	17	240
A2 - Foundation Level	1	1	1	0	0	1
B1 - Intermediate Level	63	11	19	1	0	73
B2 - Advanced Level	0	1	0	0	0	0
C1 - Proficiency Level	121	19	17	0	6	101
C2 - Fully proficient	2	0	0	0	0	0
Prefer not to say	2	0	0	0	0	0
Not Declared	1417	66	65	5	5	862
Grand Total	3697	360	524	22	52	1360

9. Job Candidates

Between 1 April 2023 and 31 March 2024, the council received 6,063 applications via the HR recruitment system, for 977 jobs and from 3,609 candidates, comprising both internal and external applications. The data does not include applications received directly from some schools.

It can also be confirmed that 813 candidates were successful in obtaining employment with BCBC during this period. In some instances, candidates did not declare information for each protected characteristic.

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



Welsh Language

There has been two lots of data pulled together for Welsh Languages in relation to the recruitment data. These show the number of candidates and the number of appointed candidates with Welsh Language skills.

Candidates

Welsh Speaking		Welsh Reading		Welsh Writing		Welsh Listening	
WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees
0 - No Skills	762	0 - No Skills	811	0 - No Skills	906	0 - No Skills	501
A1 - Entry Level	543	A1 - Entry Level	488	A1 - Entry Level	424	A1 - Entry Level	315
A2 - Foundation Level	94	A2 - Foundation Level	91	A2 - Foundation Level	84	A2 - Foundation Level	104
B1 - Intermediate Level	72	B1 - Intermediate Level	75	B1 - Intermediate Level	62	B1 - Intermediate Level	34
B2 - Advanced Level	12	B2 - Advanced Level	14	B2 - Advanced Level	13	B2 - Advanced Level	17
C1 - Proficiency Level	56	C1 - Proficiency Level	56	C1 - Proficiency Level	57	C1 - Proficiency Level	16
C2 - Fully proficient	33	C2 - Fully proficient	38	C2 - Fully proficient	29	C2 - Fully proficient	42
Prefer not to say	22	Prefer not to say	20	Prefer not to say	19	Prefer not to say	23
Not Declared	2015	Not Declared	2016	Not Declared	2015	Not Declared	2557
Grand Total	3609	Grand Total	3609	Grand Total	3609	Grand Total	3609

Appointed Candidates

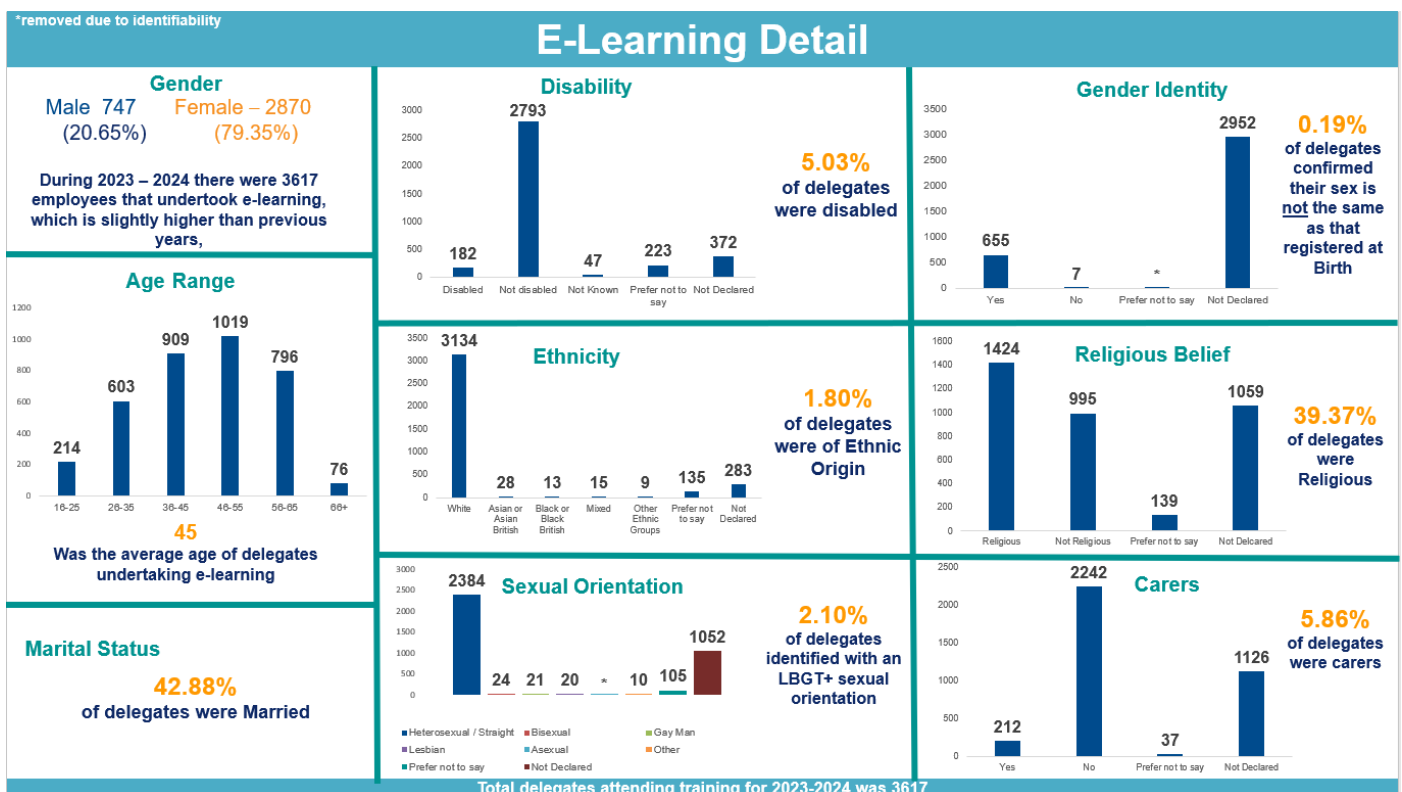
Welsh Speaking		Welsh Reading		Welsh Writing		Welsh Listening	
WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees
0 - No Skills	267	0 - No Skills	303	0 - No Skills	341	0 - No Skills	103
A1 - Entry Level	248	A1 - Entry Level	205	A1 - Entry Level	180	A1 - Entry Level	84
A2 - Foundation Level	9	A2 - Foundation Level	10	A2 - Foundation Level	8	A2 - Foundation Level	14
B1 - Intermediate Level	30	B1 - Intermediate Level	32	B1 - Intermediate Level	25	B1 - Intermediate Level	6
B2 - Advanced Level	*	B2 - Advanced Level	*	B2 - Advanced Level	*	B2 - Advanced Level	*
C1 - Proficiency Level	36	C1 - Proficiency Level	37	C1 - Proficiency Level	34	C1 - Proficiency Level	8
C2 - Fully proficient	7	C2 - Fully proficient	9	C2 - Fully proficient	8	C2 - Fully proficient	11
Prefer not to say	5	Prefer not to say	*	Prefer not to say	*	Prefer not to say	*
Not Declared	210	Not Declared	210	Not Declared	210	Not Declared	580
Grand Total	813	Grand Total	813	Grand Total	813	Grand Total	813

10. Employee E-Learning

The council's corporate staff training provision:

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

During 1 April 2023 and 31 March 2024 all training programmes were active with an extensive programme of delivery being offered online. E-Learning modules were completed by 3,617 employees. Where a percentage breakdown has been used this is based on the total number of employees that have undertaken e-learning (3,617).



Welsh Language

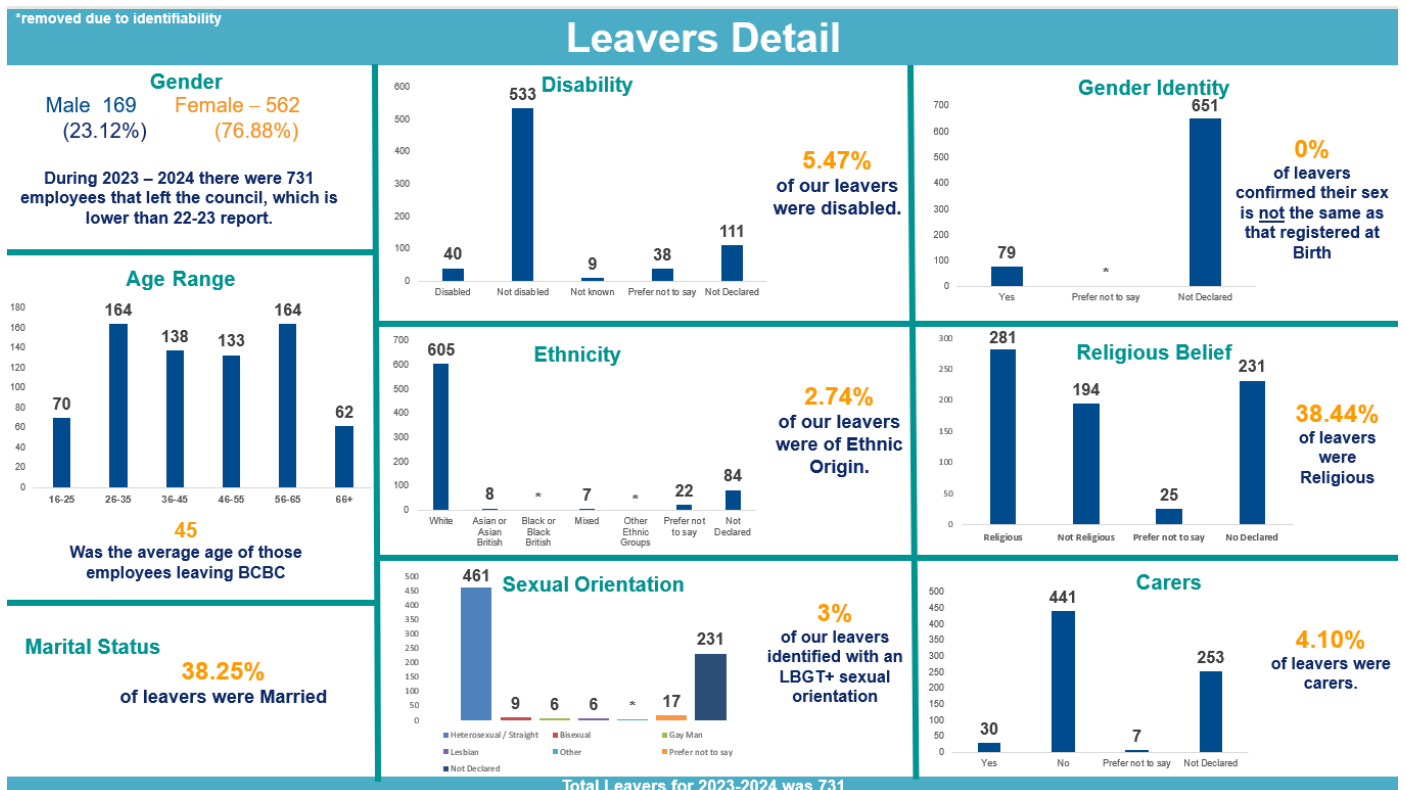
Welsh Speaking		Welsh Reading		Welsh Writing		Welsh Listening	
WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees
0 - No Skills	1379	0 - No Skills	1366	0 - No Skills	1547	0 - No Skills	120
A1 - Entry Level	761	A1 - Entry Level	751	A1 - Entry Level	603	A1 - Entry Level	113
A2 - Foundation Level	*	A2 - Foundation Level	*	A2 - Foundation Level	*	A2 - Foundation Level	10
B1 - Intermediate Level	91	B1 - Intermediate Level	108	B1 - Intermediate Level	90	B1 - Intermediate Level	9
B2 - Advanced Level	*	B2 - Advanced Level	*	B2 - Advanced Level	*	B2 - Advanced Level	*
C1 - Proficiency Level	162	C1 - Proficiency Level	166	C1 - Proficiency Level	152	C1 - Proficiency Level	9
C2 - Fully proficient	*	C2 - Fully proficient	*	C2 - Fully proficient	*	C2 - Fully proficient	10
Prefer not to say	*	Prefer not to say	*	Prefer not to say	*	Prefer not to say	*
Not Declared	1214	Not Declared	1216	Not Declared	1215	Not Declared	3338
Grand Total	3617	Grand Total	3617	Grand Total	3617	Grand Total	3617

11. Resolution and Disciplinary Matters

During 1 April 2023 and 31 March 2024 there were 17 resolution and disciplinary matters in total. We are unable to disclose the protected characteristics of these employees due to the amount of data being too small to interpret in a meaningful way. Albeit this information does not show any cause for concern.

12. Leavers

The following detail summarises the protected characteristics of the 731 individuals who left the employment of the council between 1 April 2023 and 31 March 2024. Data on protected characteristics (other than gender and age) is based on information disclosed voluntarily by the employees. Where a percentage breakdown has been used this is based on the total number of leavers (731).



Welsh Language

Welsh Speaking		Welsh Reading		Welsh Writing		Welsh Listening	
WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees
0 - No Skills	84	0 - No Skills	86	0 - No Skills	96	0 - No Skills	10
A1 - Entry Level	41	A1 - Entry Level	37	A1 - Entry Level	30	A1 - Entry Level	10
A2 - Foundation Level	*	A2 - Foundation Level	*	A2 - Foundation Level	*	A2 - Foundation Level	*
B1 - Intermediate Level	8	B1 - Intermediate Level	10	B1 - Intermediate Level	8	B1 - Intermediate Level	*
B2 - Advanced Level	*	B2 - Advanced Level	*	B2 - Advanced Level	*	B2 - Advanced Level	*
C1 - Proficiency Level	10	C1 - Proficiency Level	10	C1 - Proficiency Level	7	C1 - Proficiency Level	*
C2 - Fully proficient	*	C2 - Fully proficient	*	C2 - Fully proficient	*	C2 - Fully proficient	*
Prefer not to say	*	Prefer not to say	*	Prefer not to say	*	Prefer not to say	*
Not Declared	583	Not Declared	583	Not Declared	583	Not Declared	703
Grand Total	731	Grand Total	731	Grand Total	731	Grand Total	731

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

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

13. Engagement and consultation

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

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

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

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

14. Contact us

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

By email: equalities@bridgend.gov.uk

By telephone: 01656 643664

By textphone: 18001 01656 643643

By fax: 01656 668126

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

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

This is our [complaints procedure](#).

APPENDIX 2

Bridgend County Borough Council Strategic Equality Action Plan 2024-2028

Introduction

Since our last Strategic Equality Plan 2020-24, the Welsh Government has introduced further commitments including the Anti-Racist Wales Action Plan, the LGBTQ+ Action Plan, the Action on Disability Plan and the Advancing Gender Equality Plan. This plan contributes to delivering on these important ambitions.

A significant update in this regard is that Bridgend County Borough Council has proudly agreed to further strengthen the rights of children and young people who have been supported by the care system. As a council we recognise how care-experienced people face significant barriers which can affect their entire lives. We will therefore regard this as a protected characteristic in the same way as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

It is vital that we value and make the most of the abilities and contributions of everyone in our communities. The objectives and the actions outlined in this plan are the things that we are committed to delivering over the next four years to ensure that everyone in our county is able to achieve their full potential.

Objective 1 – Access to services

Improve the experience and outcomes for our customers, ensuring that every resident has equity of access to the services that they need.

Why this matters

The Equality Act 2010 and the Public Sector Equality Duty require local authorities to advance equality of opportunity and eliminate discrimination. Ensuring access to services is a fundamental part of meeting these legal obligations. Improving access to services helps ensure that all members of the community, regardless of their protected characteristics (such as age, disability, race, or gender), can participate fully in society and benefit from public resources. Also, some groups may face barriers in accessing services due to various factors like language, physical accessibility, or cultural differences. By focusing on access, local authorities can identify and address these disparities.

Outcome		
Ensure our engagement with residents is continuous and inclusive and further develops relationships with diverse and underrepresented groups.		
Action	Responsibility	Timescale
Ensure all council communications and public-facing materials are inclusive and representative of LGBTQ+ and ethnic minority communities	Communication, Marketing & Engagement Team	November 2026
To engage in genuine and meaningful communication with residents, this includes the implementation of the residents survey	Engagement Team	April 2025
Enhance accessibility of services by ensuring communication to residents is in accessible versions such as BSL, Easy Read and non-digital formats	Communication, Marketing & Engagement Team	March 2025
Review the Equality Impact Assessment (EIA) to include care experience as a protected characteristic	Equalities Team	November 2024
Hold community events, promote positive community cohesion and celebrate diversity	Community Safety Partnership Team	April 2025

Objective 2 – Protecting our most vulnerable

To establish comprehensive policies and procedures that effectively safeguard and support the rights and well-being of our most vulnerable populations, including children, the elderly, people with disabilities, those experiencing homelessness or poverty and those that access care and support from Social Services.

Why this matters

Local authorities have a duty of care to protect those who are most at risk in society. This is not only a moral imperative but also a legal requirement under various Welsh and UK laws, including the Social Services and Well-being (Wales) Act 2014 and the Equality Act 2010.

<u>Outcome</u>		
Ensure that the most vulnerable people within our communities have access to services that support them, to live without fear of violence or abuse, and to be treated with respect.		
Action	Responsibility	Timescale
Work collaboratively to support Pride events through the brand 'Proud Councils'. To demonstrate our commitment to the LGBTQ+ community and our workforce through the development of Proud Councils policies and practice across all local authorities who are involved with Proud Councils	Equalities Manager	April 2025
Improve awareness and outcomes of hate crimes by developing targeted activities to ensure victims and potential victims of hate crime are aware of reporting mechanisms, and have awareness of the support services available to them in.	Community Safety Partnership Team	April 2025
Continue collaborative- working with South Wales Police and Victim Support	Community Safety Partnership Team	December 2025
Work with partners to arrange events and activities to promote Hate Crime Awareness week (October)	Community Safety Partnership Team	December 2025

Promote the StreetSnap app Share any relevant training opportunities with partners	Community Safety Partnership Team	December 2025
Work with schools to resolve tensions and signpost to support where necessary.	Community Safety Partnership Team	December 2025
Develop a whole education approach to Violence against women domestic abuse and sexual violence	VAWDASV Team	December 2025
Work with schools to ensure the effective implementation of the nine elements of the whole school approach across all schools in <u>Bridgend</u>	VAWDASV Team	December 2025
To improve awareness of how to report VAWDASV and the support available	VAWDASV Team	December 2025
Identify three annual campaigns and plan and deliver appropriate actions to maximise their impact to include: Older persons, Learning disability and Male victims, LGBTQ+	VAWDASV Team	December 2025

Objective 3 – Living Standards

Tackle poverty and support independent living by considering the impact of any policy changes or decisions under the socio-economic duty. Consideration to vital services such as housing and the impact of homelessness, cost of living and adverse effects on individuals.

Why this matters

Ensuring adequate living standards helps meet fundamental human needs like housing, nutrition, and healthcare. By focusing on living standards directly it addresses poverty and its wide-ranging impacts on individuals and communities.

Evidence shows that there is a strong correlation between better living standards and improved physical and mental health.

<u>Outcome</u>		
Tackle poverty and support independent living by considering the impact of any policy changes or decisions under the socio-economic duty		
Action	Responsibility	Timescale
Continue to support and report on the progress on the number of socially excluded people accessing support	Employability Bridgend	April 2025
Continue to support and report on the number of people accessing mental and physical health support leading to employment	Employability Bridgend	April 2025
Continue to support and report on the effective work between keyworkers and additional services	Employability Bridgend	April 2025
Continue to support and report on the number of people experiencing reduced structural barriers into employment and into skills provision	Employability Bridgend	April 2025

Produce guidance and support for staff on the addition of care experience to the protected groups.	Equalities Manager	March 2025
Progress implementation of the Real Living wage to all council employees benefitting those on the lowest pay grades.	Human Resources	April 2025
Promote the health and wellbeing of employees through partnerships with Halo, the Cycle to Work scheme	Human Resources	March 2025
Report on the total number of households eligible, unintentionally homeless and in priority need presented to the authority on an annual basis.	Housing Solutions Team	November 2025
Report on the total number of homeless households temporarily accommodated by your authority at the end of the year.	Housing Solutions Team	November 2025
Total number of Free School Meal applications awarded annually.	Benefits Team	November 2025
Total number of Distinctive Uniform Grant applications awarded annually.	Benefits Team	November 2025
Deliver the national School Food and Fun Programme, subject to funding in agreed local areas.	Early Years and Childcare Team	Annually – November 2025

Objective 4 – Participation and Engagement

Encourage people and communities to participate and engage in issues that are important to them and influence the decisions that affect their lives. Building and increasing quality relationships with communities to ensure a focus on what matters to them.

Why this matters

This objective ensures diverse voices and perspectives are heard in decision-making processes. Engagement allows residents to have a say in shaping their local areas and services. Input from diverse groups leads to more effective and relevant policies and services, therefore active engagement fosters trust between the community and local government.

<u>Outcome</u>		
Encourage people and communities to participate and engage in issues that are important to them and influence the decisions that affect their lives.		
Action	Responsibility	Timescale
Review online and social media content to improve visibility and encourage accessibility.	Comms, Engagement Team/Equalities Manager	April 2024
Streamline the consultation process by implementing an online Planning form, making the equality impact assessment a mandatory submission as part of the initial process.	Equalities Manager	January 2025

<p>Improve community engagement by promoting equality of opportunity, eliminating barriers, and delivering accessible and inclusive outreach and engagement events. Celebrate diversity and support marginalised communities.</p>	<p>Regional Community Cohesion</p>	<p>March 2025</p>
<p>Build resilient communities by monitoring community tensions and promote community cohesion-based projects.</p>	<p>Regional Community Cohesion</p>	<p>April 2025</p>
<p>Embrace Black History Month (October) by working closely with partner, to highlight the reality of the negative impact of racial inequality and celebrate the contribution made by ethnic communities to our local and national life. Co-working with partner organisations such as Awen Cultural Trust to promote and raise awareness.</p>	<p>Equalities Manager</p>	<p>November 2025</p>

Objective 5 – Learning

To promote equal access to quality learning for all students, regardless of their socioeconomic background, abilities, age or ethnic background. Support diversity, equity, and inclusion throughout.

Why this matters

Learning opportunities can help break cycles of disadvantage and promote upward social mobility and at the same time encourages lifelong learning, helping communities adapt to changing economic and social landscapes.

It also promotes understanding and respect for diverse cultures within the community and targeted learning initiatives can help address educational disparities among different groups. Overall evidence suggests that education is linked to better health awareness and outcomes.

<u>Outcome</u>		
Everyone who accesses education should be free from discrimination, bullying and abuse in educational settings.		
Action	Responsibility	Timescale
Provide regular reports of discrimination-related incidents gathered from schools and share with the education teams.	Education & Equalities Manager	November 2025
Identify trends and review anti-bullying/ hate-crime strategies so that there are effective solutions in place	Education & Equalities Manager	December 2024
Establishing an EYYP Equalities Group to analyse data around reported discriminatory incidents within schools.	Education	April 2028
<p>In line with the ARWAP we aim to improve the experience of Black, Asian and Minority Ethnic Learners by:</p> <ul style="list-style-type: none"> • Ensuring consistent reporting by schools. • Sharing good practice between schools through a variety of forums. • Listening to learners experiences. 	Education	April 2028

Objective 6 – Employment

Promote a more inclusive workplace that values diversity. Improve the participation, wellbeing, and opportunities for development for those with protected characteristics

Why this matters

This objective recognizes that employment is not just about economic gain, but also about dignity, purpose, and social cohesion. It's a key factor in creating a more equal and prosperous society.

Outcome		
To improve diversity in our workforce		
Action	Responsibility	Timescale
Develop staff networks to provide support and inclusion opportunities that include representatives from the protected groups.	Equalities Manager	December 2025
Update the Equality, Diversity, and Inclusion Policy statement. Promoting diversity and inclusion in employment and the workplace.	Human Resources & Equalities Manager	March 2025
Develop knowledge of our workforce by collating and encouraging the completion of sensitive personal information, via appropriate means.	Human Resources	March 2025
Use data, quantitative and qualitative (inc lived experience) to monitor and improve recruitment, retention and exit experience.	Human Resources	April 2028
Together with Equalities team, promote awareness campaigns linked to protected characteristics	Human Resources and Equalities Manager	Annually-April 2025
To continue to pay the Real Living Wage (subject to Pay Award) to all council employees benefitting those on the lowest pay grades.	Human Resources	Annually-April 2025
To report on gender, ethnic minority and disability pay gaps.	Human Resources	Annually-April 2025
To review existing e-learning provision to ensure appropriate and relevant equality and diversity training is available, including the section on equality legislation of the mandatory corporate induction module.	Human Resources	April 2025

To encourage increased participation in equality and diversity training and Corporate Induction	Human Resources	April 2025
To review recruitment practices to ascertain whether removal of personal identifications where reasonable.	Human Resources	April 2026
To establish the new protected characteristic – Care Experienced within HR documents and recruitment process.	Human Resources	April 2025
To offer Q&A workshop sessions to young people from care experience to assist them in applying for roles.	Human Resources	April 2025
To promote and monitor employment opportunities to ethnic groups to improve representation within the workforce	Human Resources	April 2028
To continue with being a disability confident employer and increase the council's status to 'disability leader'.	Human Resources	April 2026
Review the menopause protocol in line with the Welsh Government Period Poverty initiative and supporting menstruation.	Human Resources	April 2025
Promote the health and wellbeing of all employees ensuring support and resources are current and up to date.	Human Resources	April 2028
Provide equalities training that includes the needs of LGBTQ+ people to all.	Human Resources	April 2028
Provide equality and unconscious bias training to councillors to encourage increased participation in training	Democratic Services	Annually - April 2028

Meeting of:	CABINET COMMITTEE EQUALITIES
Date of Meeting:	6 NOVEMBER 2024
Report Title:	ANTI RACIST WALES ACTION PLAN UPDATE
Report Owner / Corporate Director:	REPORT OF THE CHIEF OFFICER – FINANCE, HOUSING AND CHANGE
Responsible Officer:	KIRSTY WILLIAMS PARTNERSHIP AND COMMUNITY SAFETY PARTNERSHIPS MANAGER
Policy Framework and Procedure Rules:	THERE IS NO IMPACT ON POLICY FRAMEWORK AND PROCEDURE RULES
Executive Summary:	<ul style="list-style-type: none"> • The Anti-racist Wales Action Plan (ArWAP) was published in June 2022 and set out a purpose to collectively make a measurable difference to the lives of Black, Asian and Ethnic minority people. • A national review has taken place to assess the impact being made by the ArWAP. • Updates on the recommendations of the review are due this autumn. • Local implementation of the Plan has followed the national approach across identified areas of leadership and policies and will be influenced by the findings of the review.

1. Purpose of Report

1.1 The purpose of this document is to provide an update to Cabinet Committee Equalities on the work to deliver the Anti-racist Wales Action Plan (ArWAP) for Bridgend.

2. Background

2.1 In early 2020, the Welsh Government started work on an action plan for race equality, following calls by the Wales Race Forum, and other grassroots organisations.

2.2 The killing of George Floyd in 2020 and the disproportionate impact of the Covid-19 pandemic on people from ethnic minority communities reinforced the need for

action. This is underscored by social and structural differences, leading to health disparities and a range of other inequalities.

- 2.3 The Welsh Government and others in the public and third sectors have previously pursued approaches such as ‘equality of opportunity’, ‘managing diversity’, ‘integration and assimilation’, ‘multiculturalism’ and race equality to tackle institutional racism. These approaches had good intentions but were often neutral in their execution. They failed to take enough account of unequal power structures, especially in relation to racialised power in our society.
- 2.4 A national consultation was undertaken in 2022 on a race equality action plan that will help make Wales anti-racist.
- 2.5 The Anti-racist Wales Action Plan (ArWAP) was published in June 2022 and set out a purpose to collectively make a measurable difference to the lives of Black, Asian, and Ethnic minority people.
The vision is for Wales to be an anti-racist nation by 2030.
- 2.6 The commitment to eliminate racism focuses on six areas where ethnic minority people experience racism:
 - Everyday life.
 - Service delivery.
 - Workplace inclusion.
 - Employment opportunities.
 - Representation in power.
 - Refugees and Asylum Seekers or other intersectionality.
- 2.7 Welsh Government and Criminal Justice Wales collaborated to host a summit in May 2023 on ‘One Welsh Public Service Approach to Anti-Racism’. Key aims for the summit were around committing to action to implementing the Anti-Racist Wales Action Plan and enabling leadership from across the Welsh public sector to share the vision of Wales becoming anti-racist by 2030.
- 2.8 Welsh Government published an annual report ‘Anti-racist Wales Action Plan – A Year On’ updating on the progress being made nationally in December 2023.

3. Current situation

- 3.1 Section B of the Anti-racist Wales Action Plan details actions for different areas of leadership and policies.
- 3.2 These same eleven themes have been considered locally and a desktop exercise has been undertaken to map out what is already in place locally.
- 3.3 In March 2024 the Welsh Parliament’s Equality and Social Justice Committee published [‘Action not words: towards an anti-racist Wales by 2030’](#). The document

commends the scale and ambition of the aim to be an anti-racist nation by 2030 but states the Plan “will struggle to make meaningful progress unless the complexity of its governance arrangements are simplified and the role of partner organisations are better explained and clarified”.

- 3.4 Of the recommendations in ‘Action not words’, there are two of particular note for Bridgend County Borough Council to consider:
- The Welsh Government should conduct a rapid review of the structures established to facilitate collaboration and oversee implementation of the ArWAP
 - The Welsh Government should consider utilising the expertise of an external organisation to examine the Strategic Equality Plans (SEPs) of each public body in order to identify improvements as part of the setting of new Plans in April 2024 and report back by October 2024.
- 3.5 The Committee asked for feedback from public sector bodies. Several Councils and the Welsh Local Government Association (WLGA) said they were not clear in their role and responsibilities in delivering the actions in the ArWAP.
- 3.6 The Future Generations Commissioner noted that “integration of anti-racism measures into all strategies and plans is critical to ensuring all actors and departments in public bodies are delivering against them”. This approach has been considered by the Consultation Engagement and Equalities Manager and the Community Safety and Partnerships (CSP) Manager to identify how delivery of the ArWAP can be taken forward within Bridgend.
- 3.7 Most notably, the work to develop the new Strategic Equality Plan (SEP) and its Action Plan have been carried out through an ‘anti-racist’ lens and recognising the need to change and be more active in tackling engrained racism. Consideration has been given to how the aims of the ArWAP can be incorporated into service level objectives from the SEP.

Human Resources (HR) have been engaged to consider how delivering the Plan will impact on existing and future workforce and policies.

Within education, a new equality group has been set up and there is an identified intention to work more with Diversity and Anti-Racism Professional Learning (DARPL) to become anti-racist and understand what that means for our schools.

Closer working between departments to learn from experiences and improve understanding will also be important.

- 3.8 A clearer understanding on expectations for delivery is hoped for following the updates on the recommendations of the Welsh Parliament’s Equality and Social Justice Committee review expected this autumn. Once known, this will allow the findings of the desktop review to be taken forward, particularly around addressing gaps.
- 3.9 Whilst the updates are awaited, work carried out which is aligned to local ArWAP delivery includes:

- Community Safety and Regional Cohesion held a 'drop in' clinic for staff and Members during Hate Crime Awareness week covering issues around community cohesion and diversity, and officers also attended the 'Anti slavery conference'.
- Activities for that same week included youth workers holding relevant sessions and talks across youth club provisions and with year seven groups across secondary schools.
- The Cohesion Officer and CSP Manager have also been taking part in themed monthly seminars hosted by the ArWAP team at Welsh Government and participated in the Bridgend Community Cohesion and Equalities Forum.
- Projects with Bridgend College have been successful in Bridgend town centre, creating a more vibrant space and promoting visuals and messages on the theme of diversity and inclusion. Further work with the College is planned as part of 'Black History Cymru 365' (BHC365).
- Alongside community and stakeholder engagement, work continues on tension monitoring within local communities and schools. Monthly updates are sent to Welsh Government on community tensions and hate crime incidents. Updates are all fed into Bridgend CSP through the regular strategic meetings, with a specific cohesion update. Rates of hate occurrences are covered in the Community Cohesion Annual Report.
- Bridgend was the pilot area for the 'StreetSnap' app and drew a lot of media interest. This App is helping to identify and report hateful graffiti, stickering and images in the county borough and collect accurate data on hot spot areas and graffiti trends. It is proving a useful engagement tool across the council and partners, with South Wales Police being particularly strong advocates. A training module is being prepared that will be available to all staff as e-learning, and there are supporting documents available, such 'Signs and Symbols' reference sheet.

3.10 Partners such as South Wales Police have been engaged to understand how they are adopting and taking forward ArWAP.

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 work to locally deliver the Anti-racist Wales Action Plan demonstrates the sustainable development principle by ensuring that by meeting the needs of the present we do not compromise the ability of future generations to meet their own needs. This is evidenced through the five ways of working:

- **Long term** – the work seeks to understand and mitigate the long term implications on Bridgend residents and its diverse communities, as a result of ongoing changes to the social and political climate.
- **Prevention** – working with partners to understand the different experiences those in our communities have faced and the impact this has will help prevent serious problems occurring and mitigate existing tensions.
- **Integration** – the project contributes to the national well-being goals: an Equal Wales, a Resilient Wales, and a Wales of Cohesive Communities and to the Well-being objectives of 'Protecting our most vulnerable', 'Creating thriving valleys communities', and 'Making people feel valued, heard and part of their community'.
- **Collaboration** – successful delivery of the Plan relies on collaboration with partners across Bridgend County and the wider partnerships, such as Western Bay Community Cohesion and Bridgend Community Safety Partnership.
- **Involvement** – the consultation with partners, stakeholders, local residents, communities and elected members will help us to achieve the national vision of becoming an anti-racist Wales.

6. **Climate Change Implications**

6.1 There are no Climate Change implications linked to this report.

7. **Safeguarding and Corporate Parent Implications**

7.1 In considering how we deliver against the Anti-racist Wales Action Plan Bridgend County Borough Council is ensuring that all people living in the county borough are safe and protected.

8. **Financial Implications**

8.1 This is an increased requirement on the Council which is not funded and therefore having to be met within existing resources.

9. **Recommendation**

9.1 It is recommended that Cabinet Committee Equalities note the content of this update report.

Background documents

None

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