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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

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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: Thursday 16 October 2025

Dear Councillor,

COUNCIL

A meeting of the Council will be held Hybrid in the Council Chamber Civic Offices, Angel Street, Bridgend, CF31 4WB on **Wednesday, 22 October 2025** at **16:00**.

AGENDA

1 Apologies for absence

To receive apologies for absence from Members.

2 Declarations of Interest

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

3 Approval of Minutes

7 - 18

To receive for approval the minutes of 24/09/2025

4 To receive announcements from:

(i) Mayor (or person presiding)

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(ii) Chief Executive

5 To receive announcements by the Leader

6 State of the County Borough Debate

'Instances of extreme weather are affecting the Borough more frequently. This can lead to flooding, problems with highways infrastructure and interruptions to essential services, ie – electricity/water.

How resilient is the County Borough in adapting to these events, which could possibly be attributed to Climate Change, and when they occur how effective are we in supporting our communities'.

7 Self-Assessment 2024/25

19 - 96

8 Panel Performance Assessment

97 - 140

9 Review of Community Arrangements

141 - 472

10 Notice of Motion proposed by Councillor Jane Gebbie

Motion Title: Ensuring Ethical Investment of Local Government Pension Funds

This Council notes:

1. BCBC employees are able to join the Rhondda Cynon Taf Pension Fund, which, as part of the Wales Pension Partnership (WPP), manages over £3 billion on behalf of local government employees and retirees.
2. That current investments include holdings in fossil fuel companies, arms manufacturers, and multinational corporations accused of contributing to human rights violations or environmental degradation.
3. That Local Government Pension Scheme (LGPS) funds have a fiduciary duty to act in the best long-term interests of members, which includes managing environmental, social, and governance (ESG) risks.
4. That numerous other public bodies, including city and county councils across the UK, have adopted Responsible Investment policies with stronger commitments to divest from harmful sectors and align with international human rights and climate goals.
5. That the Wales Pension Partnership has adopted a Responsible Investment policy but currently allows fund managers significant discretion over ethical criteria and sector exclusions.

This Council resolves to:

1. **Write to the RCT Pension Fund and the Wales Pension Partnership** requesting:

- Greater transparency on current investments, including sector exposure (e.g. fossil fuels, arms, surveillance tech).
- A strengthened Responsible Investment Policy with clear **exclusion criteria** for companies involved in:
  - Fossil fuel extraction
  - Arms manufacturing or sales to regimes violating international law
  - Human rights abuses (e.g. violations of UN Global Compact principles)
  - Environmental destruction or systemic deforestation

2. **Call on the Pension Committee and Local Pension Board** to:
   - Explore options to **accelerate decarbonisation** of the fund's portfolio in line with a **1.5°C climate target**.
   - Engage with asset managers to develop **a plan for phased divestment** from the most harmful sectors, where consistent with fiduciary duty.
   - Ensure active member representation in future policy reviews concerning ethical or responsible investment.
3. **Support the development of a transparent Ethical Investment Charter** for the fund, published annually, reporting on progress toward socially responsible and climate-aligned investments.
4. Send this motion to the **Local Government Association (LGA) and the Welsh Local Government Association (WLGA)**, urging a coordinated LGPS-wide approach to ethical investment.
5. This Council expresses concern over investments in companies complicit in violence or occupation in Palestine, Myanmar, or other territories subject to international sanction, and urges fund managers to align holdings with international humanitarian and human rights law.

11 Notice of Motion proposed by Councillor Rhys Goode

'This Council recognises the increasing pressures placed upon South Wales Police as a result of hosting major national and international events within Cardiff and the wider region.

Events such as major sporting fixtures, concerts, political summits, and cultural gatherings often require significant additional police presence, planning, and resources, with costs and operational pressures borne locally.

We further note that other UK city-regions notably Belfast and Edinburgh are recognised by the Home Office as Capital City regions and receive additional funding and support from the Home Office to reflect the unique policing demands associated with hosting high-profile events.

Currently, South Wales Police does not receive equivalent levels of support, despite facing comparable challenges and resource demands, such as. being the second highest area for Royal vists, Rugby and Cricket Interntional programmes and major concert venues.(TBC)

This Council therefore resolves to:

- Formally call on the UK Government's Home Office to recognise Cardiff as a City region in the same way as Belfast and Edinburgh for future funding.
- Write to the Home Secretary and to relevant Welsh Members of Parliament and Members of the Senedd, urging them to support the case for recognition of Cardiff as a city region and call for fair and sustainable funding for South Wales Police.
- Request a review of current Home Office funding formulas, to ensure fair and consistent support for all Wales police forces based on event load, city-region status, and policing pressures.
- Invite the Chief Constable of South Wales Police and the Police and Crime Commissioner to present to the Council on the operational and financial impacts of major event policing and to discuss potential joint advocacy efforts.

We believe that a fair and equitable approach to policing resources is essential to maintain community safety, officer wellbeing, and public confidence, and to ensure that South Wales is not disadvantaged in comparison to other UK city-regions'.

12 Urgent Items

To consider any item(s) of business in respect of which notice has been given in accordance with Part 4 (paragraph 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.

13 Exclusion of the Public

The report relating to the following item is not for publication as it contains exempt information as defined in Paragraph 12 of Part 4 and Paragraph 21 of Part 5 of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007.

If following the application of the public interest test that Council resolves pursuant to the Act to consider this item in private, the public will be excluded from the meeting during such consideration.

14 School Modernisation Programme - Welsh - Medium Secondary Provision

473 - 480

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 live and recorded for subsequent transmission via the Council's internet site. 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:
All Members

MINUTES OF A MEETING OF THE COUNCIL HELD HYBRID IN THE COUNCIL CHAMBER - CIVIC OFFICES, ANGEL STREET, BRIDGEND, CF31 4WB ON WEDNESDAY, 24 SEPTEMBER 2025 AT 16:00

Present

Councillor HJ David – Chairperson

H T Bennett	A R Berrow	E L P Caparros	N Clarke
O Clatworthy	RJ Collins	C Davies	P Davies
S Easterbrook	N Farr	J Gebbie	W R Goode
RM Granville	GC Haines	M L Hughes	M R John
M Jones	W J Kendall	J Llewellyn-Hopkins	J E Pratt
JC Spanswick	I M Spiller	T Thomas	AJ Williams
HM Williams	I Williams	MJ Williams	E D Winstanley
JP Blundell	D Harrison	D Hughes	

Present Virtually

S Aspey	F D Bletsoe	S J Bletsoe	P Jenkins
C L C Davies	M J Evans	P Ford	S J Griffiths
RM James	M Lewis	R J Smith	A Ulberini-Williams
A Wathan			

Officers:

Mark Galvin	Senior Democratic Services Officer - Committees
Adam Provoost	Strategic Planning Policy Team Leader
Lindsay Harvey	Corporate Director - Education, Early Years & Young People
Carys Lord	Chief Officer - Finance, Housing & Change
Claire Marchant	Corporate Director - Social Services and Wellbeing
Jake Morgan	Chief Executive
Janine Nightingale	Corporate Director - Communities
Kelly Watson	Chief Officer - Legal & Regulatory Services, HR & Corporate Policy

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Louis Pannell	Principal Strategic Planning Policy Officer
Rachel Keepins	Democratic Services Manager
Michael Pitman	Democratic Services Officer - Technical

181. Apologies for Absence

Decision Made	Apologies for absence were received from Councillors T Wood, J Tildesley, R Penhale-Thomas, P Jenkins, R Williams, H Griffiths and G Walter.
Date Decision Made	24 September 2025

182. Declarations of Interest

Decision Made	The following declarations of interest were received: • Cllr M James declared a personal interest in agenda items 7 and 8, as his wife chairs the Fostering Panel. • Cllr E Winstanley declared a personal interest in agenda item 8, as her employer AWEN Cultural Trust is mentioned in the report, as well as her support of the Feel Good for Life Programme run by HALO. • Cllr H Bennett declared a personal interest in agenda item 8, as her employing organisation BAVO is noted in the report. • Cllr J Spanswick declared a personal interest in agenda item 11, as a trustee of Peace for Nature.
Date Decision Made	24 September 2025

183. Approval of Minutes

Decision Made	RESOLVED:	That the minutes of a meeting of Council dated 23 July 2025, be approved as a true and accurate record.
Date Decision Made	24 September 2025	

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184. Presentation to Council by the Police and Crime Commissioner (South Wales)

Decision Made	The Chief Executive submitted a report that introduced Police and Crime Commissioner E Wools and her colleagues to Council to give a power point presentation entitled, 'Together for a Safe, Just and Inclusive South Wales. She advised that the Police Crime and Justice Plan focused on delivering effective policing, fostering community cohesion and ensuring transparency and accountability in the manner by which the police tackled crime. The presentation covered five main themes, as follows:- 1. Visible connected and community focused policing; 2. Crime prevention and violence; 3. Protecting vulnerable people and communities, including on-line; 4. Delivering justice for victims and reducing re-offending, and 5. Policing that is 'Fit for the Future'. Following the presentation, members made a number of points and raised a certain issues, including:- • What are the police doing to combat disinformation, mysogony, transphobia, racism and homophobia on-line which was often disguised at being innocuous content targeting the younger generation, as well as encouraging people to report this; • The deployment of an extra 70 Officers to the South Wales region, were these PCSO's of Police Officers, or a combination of both; • Could the South Wales Police consider making more use of the provision of the Council's CCTV facilities and perhaps supplement this important function with a contribution of funding or further funding, to assist further with the prevention of crime and disorder within the County Borough; • There was a problem with albeit low level but persistent anti-social behaviour often taking place in social rented property and sometimes a reluctance for those who are victims of this, reporting it to the Police (for fear of further repercussions). There needed to be a clear channel of communication whereby tenants could report such incidents, ie to the Community Safety Partnership (CSP), the

	South Wales Police or Registered Social Landlord (RSL's). How are the Police supporting victims and improving communications with the CSP and RSL's to effectively respond to such incidents; • South Wales Police need to possibly look further at adequately addressing problems associated with the increase in communities of e:bikes and e:scooters; and • In terms of attendance times to incidents of emergency, what plans are in place to improve the speed of these visits by the police. The Leader concluded debate on this item, by thanking the South Wales Police representatives for their attendance at today's meeting and sharing some important information with Council as outlined in their presentation. He gave his personal commitment of continued strong partnership working between BCBC and the police. He also complimented in particular, community sector policing, which he felt was very important in conveying key information to residents of any particular community. RESOLVED: That the report of the Chief Executive and the presentation by the Police and Crime Commissioner be noted.
Date Decision Made	24 September 2025

185. To receive announcements from:

Decision Made	Announcements were received from the following dignitaries (no decisions required or made):- • Mayor; • Chief Executive
Date Decision Made	24 September 2025

186. To receive announcements by the Leader

Decision Made	Announcements were received from the Leader (no decisions required or made).
Date Decision Made	24 September 2025

This document is available in Welsh / Mae'r ddogfen hon ar gael yn Gymraeg

187. Care Inspectorate Wales (CIW) Improvement Check of Childrens and Family Services June 2025

Decision Made	The Corporate Director – Social Services and Wellbeing submitted a report, the purpose of which, was to present to Council the Care Inspectorate Wales (CIW) Improvement Check (IC) findings report and to request that the Council considers the report and scrutinises the associated Action Plan. The report advised that Care Inspectorate Wales (CIW) Improvement Check (IC) visited Bridgend County Borough Council (BCBC) children and family services in June 2025. The improvement check focused on understanding how well the Council had progressed recommendations for improvement set out in a Performance Evaluation Inspection and Improvement Check undertaken in May and December 2022 and a CIW led Joint Inspection of Child Protection Arrangements (JICPA) undertaken in June 2023. The Deputy Leader and Cabinet Member, Social Services, Health and Wellbeing advised that the IC had identified that BCBC leaders had consistently prioritised children and family services since the above, to support sustained and timely improvements. This, in turn, had significantly strengthened the quality and delivery of the authority's social services functions. The Deputy Leader and Cabinet Member, Social Services, Health and Wellbeing and Corporate Director – Social Services and Wellbeing then gave a joint power point presentation, highlighting the key areas of the IC and the Action Plan introduced as result of this. Back in 2022 the CIW had made 21 recommendations and since then improvements had been made in respect of all of these recommendations, which were the subject of continuous monitoring in order to improve the service further. As a result of the progress that had been made in the last 3 years, a number of new Strategies had been introduced, for example the 3-year strategic plan entitled, "Think Family". 86% of the workforce had confirmed that they would now recommend other potential employees to come and work for Childrens and Family Services, which maybe was not the case back in 2022. Following a restructure in 2023-24, there was a 16% reduction in the total number of children allocated to specialist teams, together with a 48% reduction in child protection allocations.

	92% of children supported by the Edge of Care services in 2024-25, were successfully prevented from entering the care system. The latest CIW Inspection had revealed that the most significant method of change had been a 'positive practice' and that the Council avenues of leadership, should continue to support this advanced approach to quality and learning assurance, not just in Children's Services but Adult Services also. The CIW inspection also commended the Council's approach to an increase in positive partnership working with its stakeholders, etc. The Corporate Director – Social Services and Wellbeing followed on from the Deputy Leader and Cabinet Member, Social Services, Health and Wellbeing by giving some examples of case studies, as a conclusion to the presentation. The Mayor confirmed that he would not invite questions from members on this item, given that it was due to be debated at the Social Services, Health and Wellbeing Overview and Scrutiny Committee tomorrow. RESOLVED: That Council noted the CIW findings report and associated Action Plan.
Date Decision Made	24 September 2025

188. Social Services Annual Report 2024-25

Decision Made	The Corporate Director – Social Services and Wellbeing presented a report, in order to submit the Social Services Annual Report 2024-25 (Appendix one of the report referred), to Council for approval. The Social Services Annual Report 2024-25 was a statutory requirement providing the Council, the people of Bridgend County Borough, regulators and partners with an overview of the effectiveness of Social Services and Wellbeing in the county borough within the last 12 months. The report reflected upon 2024-25, highlighting achievements and challenges whilst also outlining priorities for 2025-26. The Corporate Director – Social Services and Wellbeing confirmed that new report guidance has been introduced for the reporting year, with performance being assessed across the 4 areas of

	People, Prevention, Partnership and Integration and Well-being, with each area focusing on 2 quality standards. As well as the performance assessment section of the report, it also included a Director's summary, information on leadership, workforce, inspections and reviews and complaints and representations. The report highlighted some major risks and financial resources, noting the key challenges and pressures the Directorate and the Council faces in fulfilling its statutory social services and wellbeing duties for the people of the County Borough. The Corporate Director – Social Services and Wellbeing gave a resume of the report, highlighting some key information from the detail that was contained therein and she also expanded upon some of the more important detail that was included within the attached appendix. She specifically made reference to the rising demands faced by Adult and Children's Services, however, notwithstanding these, she was pleased to confirm that the Annual Report reflected some significant improvement in both these areas of work. Members commended the report and the Chairperson of the Social Services, Health and Wellbeing Overview and Scrutiny Committee congratulated the Deputy Leader and Cabinet Member, Social Services, Health and Wellbeing for the improvements highlighted in the report and the innovative way of working to reach these, which were significant. She added that the methods used to achieve this could be set as an example of 'best practice' and used across other service areas within BCBC. She added that the Draft Annual Report 2024-25 had been the subject of scrutiny at the Social Services, Health and Wellbeing Overview and Scrutiny Committee on 11 September 2025 and whilst the Committee were very pleased with the improvements that had been made, caution was raised in relation to the Authority's reliance on grant funding from the likes of Welsh Government etc, which often comes through very late in the financial year which the Committee had some concerns over. If some of this was not forthcoming, then obviously it could compromise financially speaking, the further progress of the service going into the following financial year. She therefore urged Councillors to raise this issue with Welsh Government moving forward. A member stressed the need to prioritise the wellbeing of staff in Children's and Adult Services as these were work pressure areas and to continue the progress made to date, in the positiveness of recruitment and retention of staff.

	A member also referred to page 77 of the report where reference was made to the number of people reaching out for the Council's help for services, where there revealed that there was a 24% increase in contacts for Children and Family Services. He made the point that this equated in terms of actual numbers to an extra 14,828 contacts, which was a significant increase to that of previously. The Deputy Leader and Cabinet Member, Social Services, Health and Wellbeing finally extended thanks to the Corporate Director – Social Services and Wellbeing and her staff for the report and the very improved picture that this reflected in the key service areas. She added that a few local authorities in Wales were now committing more of their budget to Social Services than they were to Education. RESOLVED: That Council approved the 2024-25 Director of Social Services Annual Report.
Date Decision Made	24 September 2025

189. Retail and Commercial Development Supplementary Planning Guidance

Decision Made	Following approval by Cabinet at its meeting on 22nd July 2025, the Corporate Director – Communities submitted a report, so as to provide Council with an overview of the public consultation exercise that was carried out on the draft Retail and Commercial Development Supplementary Planning Guidance (SPG) document. The report also sought Council approval to adopt the final form Retail and Commercial Development SPG. Adoption of the SPG would enable effective implementation of the Retail and Commercial Development Policies within the adopted Replacement Local Development Plan, March 2024 (RLDP), the Council's statutory land-use Planning document. A member noted that there had only been two responses received to the 6 week consultation period, and therefore, he asked how confident Officers were that the SPG reflected the views of the business and commercial community and what methods had been used to engage as fully as possible with those who had an interest in the SPG. He also asked what methods of engagement will be used to ensure that further views received are reflected in the SPG, going forward. The Principal Strategic Planning Officer advised that the consultation had involved all key stakeholders, Councillors and planning consultants and other individuals who have submitted planning applications etc.

	He added that the fact that only two responses had been received to the consultation, did reflect to some degree, that the new SPG proposals had been considered as a positive move by consultees. A members referred to Table 3 in Appendix 1 and asked if some clarification could be shared with Council, on the difference between the category of District Centres and Local Centres. The Principal Strategic Planning Officer confirmed that a District Centre had to include a 'shop' and had more of a range of services and facilities than a Local Centre, but was also smaller than the category of a Town Centre, which was the next level up. Some further questions were posed to the Corporate Director – Communities and the Planning Officer's present at the meeting and these were responded to accordingly. RESOLVED: That Council: a) Noted the contents of this Report and approved the Officer's consultation responses to the representations received following public consultation on the draft Retail and Commercial Development SPG, together with resultant amendments set out in Appendix 2 of the report. b) Adopted the final form Retail and Commercial Development SPG (Appendix 1) for immediate application in making development management decisions and in the determination of planning applications along with the adopted RLDP, subject to the provisions of c) below. c) Authorised the Corporate Director – Communities and Group Manager – Planning and Development Services to make minor presentational changes, typographical or factual corrections as necessary prior to publication of the adopted Retail and Commercial Development SPG.
Date Decision Made	24 September 2025

190. Information Reports for Noting

Decision Made	RESOLVED: That Council acknowledged the publication of the reports referred to in paragraph 3.1 of this report.
Date Decision Made	24 September 2025

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191. To receive the following Questions from:

Decision Made	Councillor Ian Williams to the Cabinet Member - Climate Change & the Environment (response circulated previously to Members). A supplementary question was asked by Councillor Williams which was responded to at the meeting. Councillor Ian Spiller to the Cabinet Member - Regeneration, Economic Development & Housing (response circulated previously to Members). A supplementary question was asked by Councillor Spiller which was responded to at the meeting.
Date Decision Made	24 September 2025

192. Notice of Motion Proposed by Councillor Tim Thomas

Decision Made	Arising from some debate on the wording of the Notice of Motion submitted by Cllr Thomas, it was RESOLVED: That Council agreed to delegate authority to the political group Leaders, stand alone independent members along with Councillor Tim Thomas, to work with Officers and seek legal advice, to finalise the wording of the motion to ensure it is effective and legally sound, within five working days from the date of the meeting. it was further agreed that the wording when agreed, be circulated to all Members, rather than brought back to the October meeting for a vote to avoid delay in the resolution of this motion.
Date Decision Made	24 September 2025

193. Notice of Motion Proposed by Councillor Jane Gebbie

Decision Made	RESOLVED:	Members agreed to defer this Notice of Motion to the next meeting of Council dated 22 October 2025.
Date Decision Made	24 September 2025	

194. Notice of Motion Proposed by Councillor Rhys Goode

Decision Made	RESOLVED:	Members agreed to defer this Notice of Motion to the next meeting of Council dated 22 October 2025.
Date Decision Made	24 September 2025	

195. Urgent Items

Decision Made	There were no urgent items.
Date Decision Made	24 September 2025

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

The meeting closed at 19:23.

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Meeting of:	**COUNCIL**
Date of Meeting:	**22 OCTOBER 2025**
Report Title:	**SELF-ASSESSMENT 2024/25**
Report Owner / Corporate Director:	**CHIEF OFFICER – LEGAL AND REGULATORY SERVICES, HR AND CORPORATE POLICY** **CABINET MEMBER FOR FINANCE AND PERFORMANCE**
Responsible Officer:	**ALEX RAWLIN** **POLICY AND PUBLIC AFFAIRS MANAGER**
Policy Framework and Procedure Rules:	**The Corporate Plan and Performance Framework (on which Self-Assessment is based) form part of the Policy Framework.**
Executive Summary:	**This report seeks Council approval of the corporate self-assessment 2024/25, particularly focusing on the draft scores and narrative. Key points are –** • **This is the second year judging performance against the Council's Corporate Plan 2023-28.** • **Judgements / scores are developed based on the objective methodology agreed by Cabinet / Corporate Management Board and the Governance and Audit Committee in 2024.** • **All Wellbeing Objective scores are yellow (good) and amber (adequate).** • **Use of resources score is amber (adequate).** • **Governance score is yellow (good).**

1. Purpose of Report

1.1 The purpose of this report is to seek Council approval of the self-assessment for 2024/25 included at **Appendix 1** and the accompanying performance information at **Appendix 2**.

2. Background

2.1 The Local Government and Elections (Wales) Act 2021 set out a new local government improvement regime. One of the requirements of the Act is for the Council to make and publish a self-assessment report once each financial year. The self-assessment report has to set out conclusions on whether the Council met the 'performance requirements' during that financial year, and actions needed to improve. The 'performance requirements' focus on –

- Are we exercising our functions effectively;

- Are we using our resources economically, efficiently and effectively;
- Is our governance strong.

2.2 The Council published its first self-assessment in October 2022 based on performance in 2021/22. The process was new, but based on existing data, reports and meeting fora where possible. Feedback on the report was generally positive in terms of the honesty and transparency of ratings, length of the report and simplicity of the language. Some members felt that annual performance data should have been published alongside the self-assessment.

2.3 The Council published its second self-assessment in December 2023 based on performance in 2022/23. Reflecting on the first self-assessment, some changes were made, including –

- Using information from the newly developed regulatory tracker,
- Publishing performance information alongside the self-assessment,
- Adding case studies to the document.

2.4 The Council published its third self-assessment in October 2024, based on performance in 2023/24. This was the first time self-assessment reviewed performance against the Council's new Corporate Plan 2023-28. Reflecting on the second self-assessment, further changes were made, notably –

- Including more comprehensive information on major consultation and engagement activity around the Council throughout the year;
- Scoring wellbeing objectives and aims using an objective and agreed process;
- Including a section on how well the Council performed against improvement activities from the previous self-assessment;
- Embedding self-assessment in the quarterly performance process so that large parts of the report write themselves and are familiar to senior officers and members.

3. Current situation / proposal

3.1 For 2024/25, the performance section of the self-assessment report followed the same process as in 2023/24. This section includes –

- A performance overview summarising performance against the whole corporate plan, using two graphs showing how are we doing on our commitments / projects and how are we doing on our performance indicators.
- A performance section for each wellbeing objective to include a graph showing performance, a summary of performance against each aim with a Red Amber Yellow Green (RAYG) rating for each and a short narrative section, what we will we do to improve and a case study.

3.2 The same methodology was also used for developing a RAYG rating for each of the wellbeing objectives and aims. This means that the RAYG is objective and based on performance on the commitments and performance indicators (PIs). This

would provide useful information to the public about how we are doing at a strategic level (but beyond the Wellbeing Objective level).

3.3 The approach gives a score to each commitment and performance indicator based on their RAYG rating. The individual scores are then combined to give an overall score for the aim (as a proportion of the maximum), using the approach provided in the performance framework. This methodology worked well last year, and improvements have been made to ensure it is more accurate this year. After a score for each aim is developed, a narrative for each aim has been developed pulling information on commitments and PIs directly from the end of year performance dashboards and testing this with Heads of Service and Corporate Management Board (CMB).

3.4 Since 1 April 2024 the Council has been subject to the Social Partnership duty under the Social Partnership and Public Procurement (Wales) Act 2023 (SPPP Act). The Council's first Social Partnership Annual Report is required to be reported to Welsh Government as soon as is possible after the end of financial year, explaining action to comply with the duty in the preceding 12 months. This information has also been included in the Corporate Self-Assessment as it is so closely aligned with existing content, particularly the consideration of consultation and engagement work completed in the year. This section has therefore been extended to cover –

- Evidence of work with staff and Trade Unions on how the Council will achieve its wellbeing objectives in the year (particularly budget setting)
- Evidence of how the Council worked with staff and Trade Unions to agree last year's self-assessment
- How frequently the Council met with Trade Unions as part of its Social Partnership duty
- Any training provided to employees / trade union representatives on how the Social Partnership Duty is being implemented; and
- Any interesting case studies of work related to the Social Partnership Duty.

3.5 The Council's assessment of progress against the second performance requirement on use of resources follows the same process as last year. Firstly, the 7 use of resources templates were reviewed and updated by the lead officers. All of the 7 areas have been included in the work of Audit Wales in the past three years, and in many cases reviewed, discussed and followed-up by the Governance and Audit Committee or Corporate Overview and Scrutiny Committee, so there is significant additional evidence to draw on. These 7 are then collated by the performance team for scrutiny and challenge.

3.6 The third performance requirement, on governance, is covered by the annual governance statement (AGS) which is scrutinised by the Governance and Audit Committee and audited by Audit Wales. This document has been summarised by the performance team as in previous years.

3.7 The draft findings from each of the three performance requirements has been brought together into a single presentation for officer scrutiny and challenge in the first instance. This was discussed and moderated by Heads of Service at their

meeting on 17 June 2025 and CMB on 18 June 2025. It was then considered by CMB / Cabinet (CCMB) on 24 June 2025.

Judgements for 2024/25

3.8 The Council's proposed self-assessment judgements for 2024/25 are –

1	A County Borough where we protect our most vulnerable	**Good**
2	A County Borough with fair work, skilled, high-quality jobs and thriving towns	**Good**
3	A County Borough with thriving valleys communities	**Adequate**
4	A County Borough where we help people meet their potential	**Good**
5	A County Borough that is responding to the climate and nature emergency	**Good**
6	A County Borough where people feel valued, heard and part of their community	**Adequate**
7	A county borough where we support people to be healthy and happy	**Good**

3.9 The Use of Resources judgement remains at 'Adequate'.

3.10 The Governance judgement remains at 'Good'.

Next steps

3.11 The moderated findings have been brought together into a single draft self-assessment (included at **Appendix 1**).

3.12 The performance information that supports the self-assessment is included at **Appendix 2** to provide a better understanding of the Council's performance against each Wellbeing Objective, Aim, PI and Commitment that underpins the self-assessment judgements. This should give additional reassurance about the fairness and accuracy of the process.

3.13 Following its consideration at the Governance and Audit Committee and Corporate Overview and Scrutiny Committee in July, and updates made as a result, the Council discussed the draft document with –

- Trade unions through the Council's regular meeting programme.
- Town and Community Council Forum (TCCF).

3.14 Following approval by Council, the self-assessment will be shared with Regulators and Welsh Government and published on the Council's website.

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. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

5. Wellbeing of Future Generations implications and connection to Corporate Wellbeing Objectives

5.1 This report reviews the following corporate wellbeing objectives under the Well-being of Future Generations (Wales) Act 2015 that form part of the Council's Corporate Plan 2023-28:-

1. A county borough where we protect our most vulnerable
2. A County Borough with fair work, skilled, high-quality jobs and thriving towns
3. A County Borough with thriving valleys communities
4. A County Borough where we help people meet their potential
5. A County Borough that is responding to the climate and nature emergency
6. A County Borough where people feel valued, heard, part of their community
7. A County Borough where we support people to live healthy and happy lives

5.2 The 5 ways of working set out in the Well-being of Future Generations (Wales) Act have also been included in the Council's wellbeing objectives. The ways of driving and measuring them is also contained in the Corporate Plan Delivery Plan.

6. Climate Change and Nature Implications

6.1 There are no specific implications of this report on climate change or nature. However, the self-assessment considers the Council's performance on areas including climate change.

7. Safeguarding and Corporate Parent Implications

7.1 There are no specific implications of this report on safeguarding or corporate parenting. However, the self-assessment considers the Council's performance on areas including safeguarding and corporate parenting.

8. Financial Implications

8.1 There are no financial implications arising from this report.

9. Recommendations

9.1 It is recommended that Council:-

- Consider and approve the draft Self-assessment 2024/25 report in **Appendix 1** supported by performance information in **Appendix 2**.

Background documents

None

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Corporate Self-Assessment

Bridgend County Borough Council

2024/25



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



The purpose of this report

In January 2021, the Welsh Parliament passed a new law that changed the way councils work. Every year, we must publish a self-assessment report. This report covers 6 April 2024 to 5 April 2025.

We want the report to assure Welsh Government that we are performing well. We also want it to tell them that we are using our money and other resources properly and making decisions in a sensible, open way. Most importantly, the report must tell local residents, businesses and all stakeholders how we are doing. Welsh Government (WG) and the Welsh Local Government Association (WLGA) published guidance that told us how to develop our self-assessment and what evidence to use to judge ourselves.

Our self-assessment also acts as our annual report, our wellbeing report and for the first time this year as our social partnership duty report.



2024/25

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

The changing world for local government

The world is changing fast, and this is having a big impact on the way the Council works. Some of the hardest things we are dealing with in 2024/25 are -

- **The ongoing cost-of-living crisis causing increased energy costs, changes to the cost and availability of goods and services, and impacts on residents that add demand to our services. Long term council funding is not increasing at the same rate so our funding can't keep up with our outgoings.**
- **Political changes both at home and abroad, including a new UK Labour Government. This means a changing financial situation and changing priorities and expectations of the council, for example increases to employer National Insurance Contributions likely to add significant costs for councils and our partners.**
- **New and far-reaching legislation from UK and Welsh Governments on issues including social partnerships, immigration, elimination of profit from social care, employment rights and procurement that affect large parts of our organisation.**
- **Exceptional demands across some of our key service areas including support for children with Additional Learning Needs (ALN), older people's care, complex children's placements and homelessness. Changing patterns of need in other service areas, for example behaviour in schools and attendance. And services struggling to meet expectations due to capacity / resilience issues following years of budget cuts.**

Our progress against last year's areas for improvement

In our 2023/24 Annual Self-Assessment we identified a series of areas that needed specific improvements in 2024/25. Below is an update on the work we have undertaken in these areas. More detail is provided on actions to date, and those that are still planned in each detailed section of this report.

2024/25

Wellbeing Objective One

1

- Mandatory E-Learning modules for staff have been reviewed and an updated process will be used going forward.
- We have significantly reduced the backlog of historical Disabled Facilities Grants. There are now 83 individual historic cases (2020/23) awaiting allocation, compared to 268 cases at the end of 2023/24.
- The Family Support Service has been reviewed and Integrated family support service and family group conferencing is in place.
- Prevention and wellbeing service have given support for 72 new young carers in primary school and 106 in secondary and higher education. Also provided support through 167 new young carers accessing a young carer ID card, 282 new young carers with a halo membership card (and 377 new household members).
- Brought in 'what matters' conversations and proportionate carers assessments. These can reduce the need for a full carer assessment through social workers.
- A young carers network event was held to get Young Carers meeting each other, sharing information, and getting away from responsibilities, caring and school.
- The children's services action plan is regularly reviewed, and good progress has been made on the priorities.
- The adult services 3-year strategic plan has been developed and adopted and implementation is underway.
- The future operating model for children's services is now in place and the underpinning processes / panels have been established.
- A 4-day training programme for strength-based practice to front-line social care staff has been developed and delivered. We are also working to support our partners to understand the Signs of Safety model.
- A draft Children and Families Placement Commissioning strategy has been developed and submitted to Welsh Government. There has also been a review of daytime opportunities in Bridgend which has been approved by Cabinet.
- The Corporate Safeguarding Board continues to oversee safeguarding practice across the Council. A reasonable assurance of corporate safeguarding arrangements has been given by internal audit.
- We have made good progress implementing the action plan from the housing support programme strategy, including mobilisation of Leasing Scheme Wales and development of additional accommodation models, including the Council purchasing Homes of Multiple Occupation (HMO) style accommodation. A review of Social Housing Allocation is now complete.
- We have provided regular safeguarding training to school governors both online and on a face-to-face basis.
- A Regional Strategy for Safeguarding and Exploitation has been signed off and local plans developed for implementation in the Council.

Wellbeing Objective Two

2

- The Shared Prosperity Fund (SPF) programme has been delivered successfully in 2024/25 with 37 businesses receiving funding.

- The employability offer for people with care and support needs has signed up 1,778 participants in 2024/25. We have worked with partners to support with training, volunteering and employment. The Marketing and Engagement team is well established and successful with promoting employability.

- We are helping people with support needs overcome barriers to work. Bridgend Employability Network holds monthly meetings with partner organisations to inform and develop referral pathways and collaborative opportunities.

- The Transforming Towns Programme has awarded £340,307 to five schemes which contribute towards regenerating our town centres.

- A new procurement contract (to reflect the Procurement Act 2023) has been developed, published on the Intranet for staff and shared with suppliers.

- We have run focus groups to better understand the results of the 2024 staff survey and developed plans to address the issues and run staff surveys differently in future.

- We have identified seven Real Living Wage employers in 2024/25 that were awarded contracts, taking the total to 257. We have included a question in our tender documentation to help us identify Real Living Wage employers more easily.

- Learning and development to support social workers includes an introduction to the practice model, 2-day introductory training, 5-day advanced training, partnership workshops, manager workshops, practice intensive workshops for specific teams and the development of e-learning (awareness level) package.

Wellbeing Objective Three

3

- Consultation on the Placemaking Plan for Maesteg has been completed and the Plan is now ready for formal approval.
- The Commercial Property Enhancement Grant paid out £168,280 against seven properties to enhance and consolidate the high street in commercial areas across our valley areas. This fund was supported by SPF.
- The Community Asset Transfer (CAT) Programme encountered challenges, and we only completed two transfers against a target of ten, partly due to staffing issues.
- The development of 180 new homes is continuing on the Ewenny Road site. Sale of the former Ewenny Road Industrial Estate to a housing developer is being finalised.
- The Valley Regeneration Strategy is in final draft form. Once is formally adopted, we will use this as a tool to develop potential funding bids
- The Green Spaces Enhancement Project has been completed.
- We continue to work with Registered Social Landlords (RSLs), Welsh Government and other partners to resolve issues affecting the delivery of new affordable housing sites in the Valleys.
- We have secured funding for a feasibility study for new facilities for people with learning disabilities at Wood-B and B-Leaf.
- Capital investment via Sport Wales and SPF has added value to Ogmore Life Centre with the extension of the studio to allow the growth of older adult's activities.
- HALO Leisure have been working with schools / community groups to promote the use of the upgraded library facilities in Ogmore Life Centre.
- Feel Good for Life wellbeing programme has supported 600 attendances. Super-Agers community wellbeing activities have supported 163 individuals (2061 attendances and 126 opportunities). The National Exercise Referral Scheme has supported 1331 new referrals.
- The tender process for the Bettws Welsh-medium childcare facility has concluded and a preferred provider has accepted the opportunity. The tender process for the Blackmill provision will run through May 2025.



Wellbeing Objective Four

4

- We have implemented the mandatory requirements of the Curriculum for Wales in all Bridgend schools.
- The Trauma Recovery Model has been implemented, and we are creating a range of trauma interventions for Bridgend services and partners, adopting the trauma-based practice model with children.
- The Prevention and Diversion Panel has input from a range of stakeholders (including South Wales Police and Bridgend College), to help plan exit strategies from the earliest point possible. It also enables allocation of referrals that may not be suitable for support from Bridgend Youth Justice Service.
- Youth Support Services held a multi-agency panel to review Year 11 pupils with less than 50% attendance and discuss support. The number of Year 11 leavers presenting as not in education, employment or training (NEET) in Bridgend remain below the Wales average.
- The 'Your Voice' digital forum has concluded and had 790 participants. Staff from the Children's Rights and Participation Team will work with Youth Councillors to identify the themes and issues raised.
- A governor skills audit was conducted in summer 2024, to collect information on the profession learning and skills training needs for school governors. Feedback has been used to identify areas of professional development needed.
- A total of 67 governors attended safeguarding training (Group A Safeguarding, Group B Safeguarding and Child Protection) between April 2024 and March 2025. Training is provided as in-person sessions or online.
- Schools have had additional digital learning training on topics such as, online safety, the use of the Digital Competence Framework 'Planning for Progression' resource, Adobe Express. Teachers and practitioners are now well-prepared to integrate these digital tools and frameworks into their curriculum.
- We are redeveloping the youth-led website. Youth Support Services are awaiting the outcome of a business proposal to trial for a corporate TikTok account.
- Our Welsh in Education Strategic Plan (WESP) communication and engagement plan has been finalised, with a vision, messaging and promotion of Welsh-medium education. The 'Comms Cymraeg Schedule' is finalised, which is a plan for targeted communication over the year. We also launched a Facebook campaign to promote Welsh-medium education.
- The school design for Ysgol Gymraeg Bro Ogwr has been progressed and Council approved extra capital funding needed. Ecological issues continue to affect the Ffordd Cadfan site. This has impacted on the timing of a site investigation.
- Cabinet Secretary for Education gave approval to proceed the Heronsbridge School project to Full Business Case stage. Council approved the extra capital funding needed and a tender process is underway.
- The planning application for the replacement Mynydd Cynffig Primary School was submitted in November 2024. The detailed design and contract preliminaries have been progressed. Cabinet Secretary for Education gave approval to proceed to Full Business Case stage.
- Cabinet approval has been received to transition the Bridgend West scheme from Mutual Investment Model (MIM) funding to capital and the planning application has been submitted. The tender process started in February 2025.
- The Education Engagement Team have scheduled 'drop-in' sessions with the Care Experienced Children Team to ensure that our teams become aware of care-experienced children at the earliest opportunity to ensure smooth transitions into education and appropriate support is given.
- Performance framework and action plans have been developed on support for care-experienced children so the Corporate Parenting Board can hold partners to account on progress against the priorities they set.
- A Regional Accommodation Strategy for people with a Learning Disability and a Regional Report on transition for children with a Learning Disability have been completed - commissioned by the Regional Learning Disability Commissioning Group. An accommodation-based review has been completed in the Council.

Wellbeing Objective Five

5

- Work has begun on the development of a fleet transition strategy review.
- There are currently six electric vehicles in the Support at Home Service, Mobile Response Team, and at Trem-Y-Mor, the base for our integrated community resource team staff. Charging points are in operation.
- The final Air Quality Action Plan (AQAP) was approved by Cabinet and submitted to Welsh Government in April 2024.
- We have completed energy efficiency improvements for council buildings including installing solar panels.
- Planning have successfully updated their website to include additional information and guidance about the new Local Development Plan (LDP).
- The Local Nature Partnership (LNP) continues to be supported by the Climate Change Response Team. The team are developing projects with partners and community groups to include in our Local Places for Nature 2025/27 application. A section has also been added to the staff Corporate Induction e-learning module on the Biodiversity Duty, what it is and what it means for Council employees.
- A decision was made at Cabinet to bring waste services in house. A Waste Transition Board meets fortnightly.
- The recycling centre at Tythegston has now been decommissioned following the opening of the new centre in Pyle.

Wellbeing Objective Six

6

- The Strategic Equalities Plan (SEP) 2024-2028 Action Plan has now been completed and signed-off by Cabinet Committee Equalities. It has been published on our website.

- Three staff network groups have been established for Menopause, Disability and LGBTQ+. Terms of reference have been agreed and information on staff networks is promoted with staff. A Welsh Language Forum for staff of all proficiency levels has been established.

- A Participation and Engagement Strategy has been implemented and published.

- The National Residents Survey was actively promoted and closed with over 3,000 responses. Results are being analysed.

- A draft Net Zero Strategy was completed in March 2025, feedback from officers and Scrutiny Committee has been provided to Carbon Trust and the revised strategy anticipated to be complete in May 2025. It will then be subject to a 12 week public consultation before formal adoption.

- We undertook a pilot in 2024 in Garw and Ogmore Valley libraries to provide extra support for residents in libraries. Demand was extremely low and a decision has been made to focus on how we improve performance across all the customer channels to improve the way we deal with customer demand.

- Community Navigators are based in BAVO, supported by Regional Integrated Fund Investment (RIF). BAVO are sustaining a range of community-based networks as part of a prevention and wellbeing within communities approach.

- We work closely with Cwm Taf Morgannwg (CTM) partners and third sector organisations, including the CTM WISE project, working on streamlining health services and social prescribing pathways. Support has been made to increase community resilience in dementia services. We celebrated Older Persons Week with free activities including art workshops, cinema screenings and a silent disco run by our cultural trust Awen.

Wellbeing Objective Seven

7

- The Metrolink bus facility was made fully operational in November 2024.
- A tender process to award the contract for the construction work for Porthcawl Grand Pavilion Redevelopment has been completed.
- 22 play area refurbishments were completed and handed back to the community
- Over £13 million was allocated through Social Housing Grant and Transitional Capital Programme Grant to deliver 108 houses.
- Active leisure membership has increased within Garw Valley Life Centre at just over 320 live members. Ogmore Valley Life Centre capital works will be finished soon allowing more structured use of facilities and extra investment to change the main entrance and upgrade the sports hall have been secured.
- External support has been commissioned to help us develop a plan for the long-term Active Bridgend Plan and leisure strategy and a lot of initial engagement has taken place. Discussions have taken place to address key policy areas including community focused schools, community asset transfer, active travel, play sufficiency and the population needs assessment.
- We have developed a draft play sufficiency assessment and action plan with a focus on policy and implementation across the whole council.
- Universal Primary Free School Meals roll out has finished so free school meals are now available for all Bridgend primary school pupils.
- There has been a small Welsh Government-funded expansion in Flying Start (26 additional places). Five new providers have been recruited to support the ongoing delivery of the Flying Start childcare programme.
- We have a new operating model for the Multi-Disciplinary Team (MDT) which includes a screening and triage function based on urgency of need.

How is the council performing in 2024/25?

Every five years the council publishes a new Corporate Plan. A new Corporate Plan was published in April 2023. It describes the council's priorities, why they are important and how progress will be measured. The priorities, or well-being objectives (WBO), show our commitments to residents and our contribution to Wales' well-being goals –

Your Council's Wellbeing Objectives

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

In line with the Future Generations Act and the sustainable development principle, when we developed this 5-year corporate plan, we thought hard about how we could work differently to respond to short- and medium-term issues, like the financial crisis, while protecting our natural environment and helping young people meet their potential for the long-term.

Each year, we allocate resources through the development of an annual budget. This is set in line with the priorities in the Corporate Plan. Alongside this, we publish a detailed delivery plan that sets out the specific priorities for the year and how we will measure them.

We have a process for measuring how we are doing on our priorities. We use –

- performance indicators,
- evidence on delivery of our projects,
- feedback from residents, businesses, and partners, and
- the views of our regulators and auditors.

Each part of the council pulls this information together and presents it to councillors who look at the data, check it and ask questions. This was done for the year 2024-25 in June and July 2025.

We use all of this information to come to overall judgements on progress against each of our aims and wellbeing objectives using this scale -

What does this Status mean?

	Overall / self assessment performance	Commitments, projects or Improvement plans	Performance Indicators
COMPLETE (BLUE)	Not applicable	Project is completed	Not applicable
EXCELLENT (GREEN)	Very strong, sustained performance and practice	As planned - within timescales, on budget, achieving outcomes	On target and performance has improved / is at maximum
GOOD (YELLOW)	Strong features, minor aspects may need improvements	Minor issues. One of the following applies - deadlines show slippage, project is going over budget or risk score increases	On target
ADEQUATE (AMBER)	Needs improvement. Strengths outweigh weaknesses, but important aspects need improvement	Issues - More than one of the following applies - deadlines show slippage, project is going over budget or risk score increases	Off target (within 10% of target)
UNSATISFACTORY (RED)	Needs urgent improvement. Weaknesses outweigh strengths	Significant issues - deadlines breached, project over budget, risk score up to critical or worse	Off target (target missed by 10%+)

Performance Overview

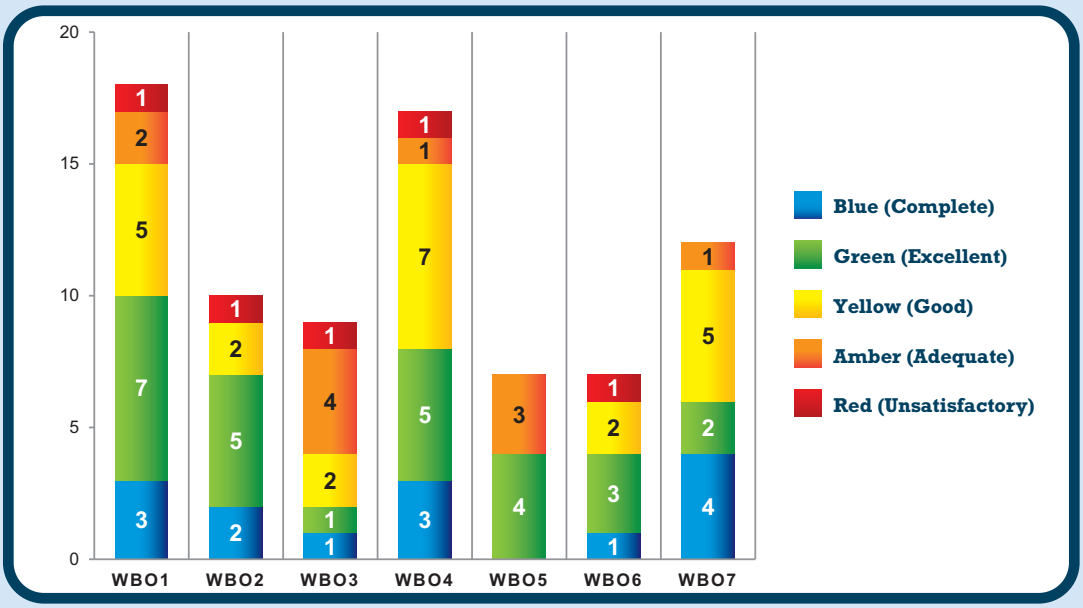
To support the new, 5-year Corporate Plan, we developed a 1-year delivery plan for 2024/25. The plan included 7 wellbeing objectives supported by 41 aims. We measure progress against these by looking at –

- 80 commitments that measure our projects and initiatives, for example, opening a new metrolink bus facility in Porthcawl.
- 108 performance indicators or PIs to measure our day-to-day activities, for example, collecting and recycling your household waste.

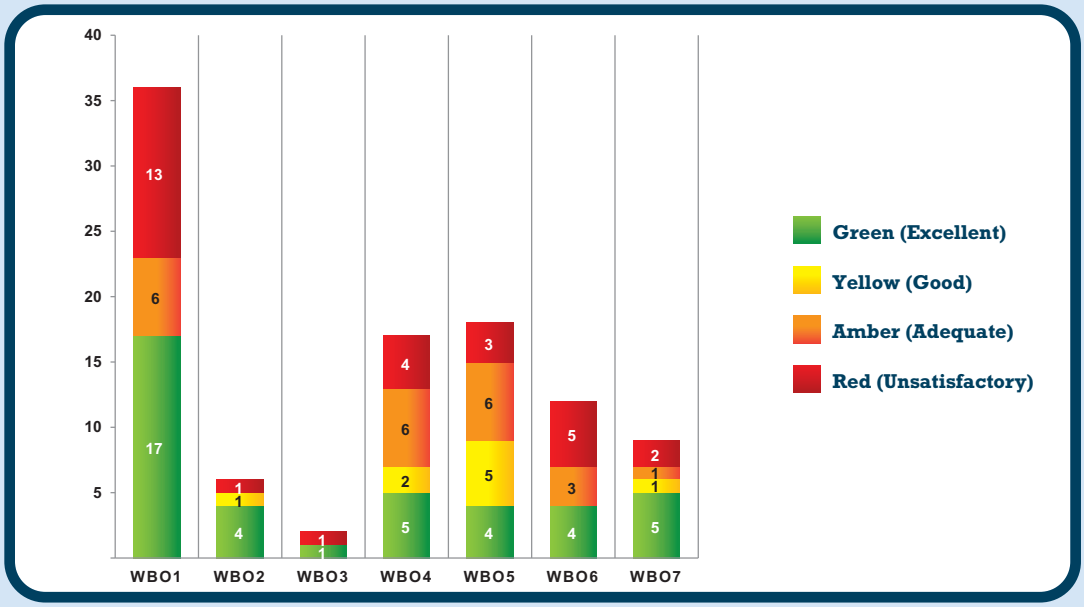
Each one of these has been given a blue, red, amber, yellow or green rating to show you whether we are doing well or struggling to achieve them, and the two graphs below summarise these.

Alongside the self-assessment, we have published a separate, short performance document that details our progress against each PI and commitment.

Graph 1 How we are doing on our commitments / projects

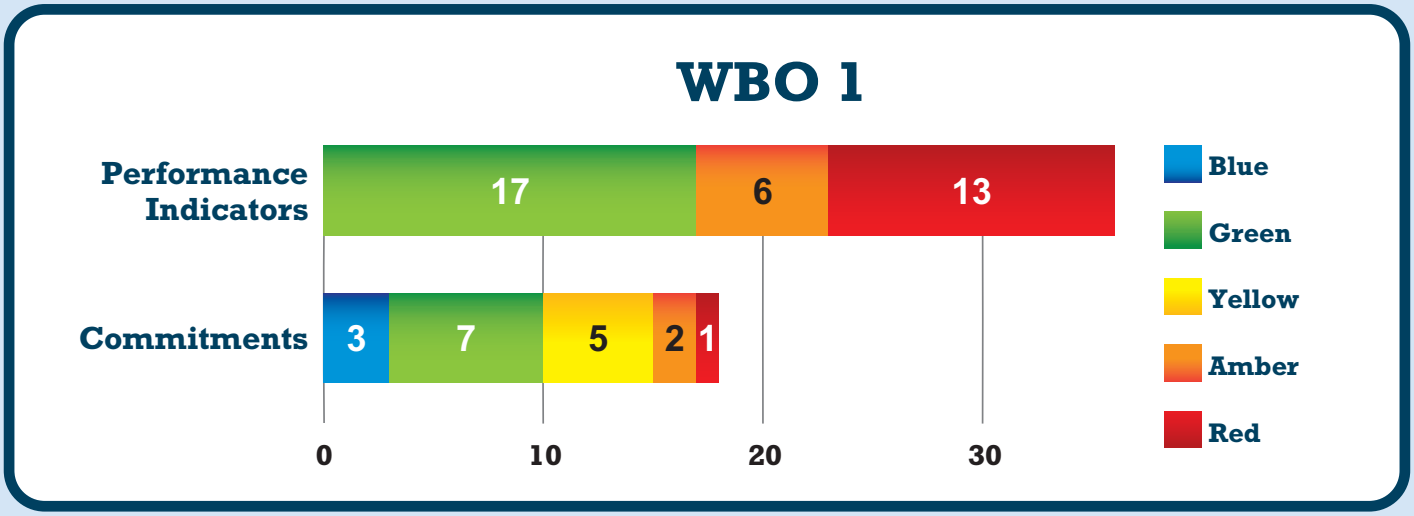


Graph 2 How we are doing on our performance indicators



Wellbeing Objective 1

A County Borough where we protect our most vulnerable	SCORE
	GOOD



The information below gives you more detail on how we are doing on each aim under this wellbeing objective

Aim	Status	Description
Providing high-quality children's and adults social services and early help services to people who need them	GOOD	Social Services continues to make good progress in delivering our priorities and commitments. We have a clear 3-year strategic plan for Children and Family Services, a significantly improved position in the children's workforce and reduction in the agency workforce. The Signs of Safety model of practice is being embedded. The number of children on the child protection register has steadily reduced and is on target. We have achieved a safe reduction in the number of care experienced children. 100% of carers (in children's services) have been offered a carer's assessment. There have been further improvements in the timeliness of visits to children who are care-experienced and on the child protection register. We have some performance challenges with care-experienced children, placements and in-house fostering. The children's placement spend is much higher than the budget allocated for the service. There have been positive regulatory inspections of children's residential care homes. Our biggest challenge is availability of fostering and residential placements which has led to a small number of children being supported in operating without registration (OWR) arrangements. A new Placement Commissioning Strategy has been developed to address this. Adult Social Care also has a clear 3-year Strategic Plan. There have been positive regulatory inspections in adult social care. 509 reablement packages have been completed, supporting people to retain or regain their independence, although the percentage that mitigated the need for support has got worse. There are positive outcomes in tier 1 and tier 2 services but more challenges in tier 3 specialist services, particularly the community learning disability team where workforce challenges are impacting on practice and performance.

Aim	Status	Description
Providing high-quality children's and adults social services and early help services to people who need them	GOOD	There have been some improvements in performance but still higher than Welsh average delayed pathways of care. There has been good progress in the commissioning with complex care project to undertake in depth reviews of care packages and commissioning arrangements. There have been detailed service reviews of regulated accommodation (care homes, extra care and supported living) and daytime opportunities. The percentage of enquiries to the Adult Social Care front door which result in information and advice only has increased again and met our target. Numbers of people accessing independent advocacy both in Children's and Adult Social Care is well below target and we are working to improve capacity and provision. We have completed more team around the family support plans and the percentage of plans closing with a successful outcome is similar to last year at 82% There has been a 67% reduction in the number of cases stepping up to statutory services, a key outcome that highlights the effectiveness of our preventative work.
Supporting people in poverty to get the support they need / help they are entitled to	EXCELLENT	Our Council Tax Reduction Scheme (CTRS) is efficient, with applications dealt with promptly. The average time taken to process a new claim for CTR is 19 days. We provide advice and support through our financial advice and assistance service (FASS). This service provides advice and support in managing or reducing household debt to 94% of the people who have contacted it. It is also helping people access benefits and allowances, and 96% of people using the service saw an in increased income through claims for additional or increased benefits and allowances, a total of £1.7 million in income gains this year.
Supporting people facing homelessness to find a place to live	ADEQUATE	Changes to Welsh Government legislation means there is a crisis of housing supply and demand across Wales. Demand is very high for homelessness services and our supply of accommodation (particularly specific types of accommodation like large homes and accessible homes) is very low. This means we can't help people as quickly as we should, and we are relying on temporary accommodation more than we would like. But a complex housing scheme was commissioned and is now operational. We have increased the use of, and built relationships, in the private rented sector by the adoption of the Welsh Government Leasing Scheme and are proactively bringing empty properties back into use. We have purchased accommodation to use as a more suitable form of temporary accommodation for those that are homeless. There has been a further 12% increase in homeless presentations in 2024/25 compared to last year. Homelessness prevention has improved and we have met our target for the year. This is a result of the introduction of longer notice periods in the Renting Homes Act and work with RSL's to prevent homelessness by ensuring those who are facing homelessness are given priority for housing.

Aim	Status	Description
Supporting children with additional learning needs to get the best from their education	ADEQUATE	The number of pupils on the waiting lists for specialist provision is a lot higher than our target. This includes previous referrals where support in mainstream schools has not been successful. This has resulted in a further increase in the number of pupils needing specialist placements. We have produced a five-year plan to meet increasing demand on ALN support services, specialist provision and schools. Extra finances have been found to meet demand for ALN places, and we are developing three new learning resource centres. We are bringing in an online Individual Development Plan (IDP) system, but it has been delayed due to issues found in testing. It is likely to be in place early in 2025/26. To comply with the ALN Code for Wales, all (100%) year 9 pupils with Additional Learning Needs with a transition plan in place, should have had an annual review by 31 March of each current school year. We haven't hit this target, we have achieved 74.3% due to non-attendance of key stakeholders, rescheduling and ALN Coordinator (ALNCo) capacity. Estyn has inspected Heronsbridge School and The Bridge and both have resulted in excellent outcomes. We have used the Welsh Government ALN Capital Grant effectively to improve provision (including sensory rooms and outdoor play areas) across schools and specialist settings.
Safeguarding and protecting people who are at risk of harm	GOOD	A regional safeguarding strategy has been agreed and we have a local plan that reflects it. The Corporate Safeguarding Board continues to oversee safeguarding practice across the Council. A reasonable assurance of corporate safeguarding arrangements has been given by internal audit. Almost all children's safeguarding referrals decisions are made within the 24-hour target, but our target is 100%. 84% of child protection investigations are completed within required timescales, so we have met this year's target. Average waiting time on the Deprivation of Liberty Safeguards (DoLS) waiting list has reduced again to 10 days and we are now meeting our target. But the percentage of adult safeguarding inquiries which receive initial response within seven working days has improved but is below target. We have introduced a weekly monitoring system so we can escalate issues as needed. Not all staff are using the safeguarding e-learning module, although completion has increased to 88%, but we are changing the system to recognise prior learning.
Help people to live safely at home through changes to their homes	UNSATISFACTORY	The Disabled Facilities Grant (DFG) process was taken in-house in 2021. Historical cases with agents have now been cleared (often after many years) so this has had an impact on the average time to complete a DFG. Demand is still higher than we can manage within existing budgets. But the DFG procurement framework is now live, the budget was fully spent and an extra £90,000 was secured from the Regional Partnership Board, which allowed us to adapt a further 15 homes. A total of 238 adaptations were completed, a 5% rise on the previous year. 99% of those receiving a service were satisfied with the adaptations to their homes and felt they helped them to remain in their own home independently and safely.

Aim	Status	Description
Support partners to keep communities safe	GOOD	The council's CCTV system and operatives have reported over 1,000 incidents to South Wales Police to help them deal with incidents and keep the public safe. The Cwm Taf Morgannwg Community Safety Partnership (CTMCSP) has been established; Terms of Reference have been developed; and the partnership has met. Almost all (99%) of Assia domestic abuse service users report increased feelings of safety at their exit evaluation. 100% of high-risk domestic abuse victims and public protection notices received by the service were contacted within 48 hours, and 100% of medium risk domestic abuse victims and public protection notices were contacted within 72 hours. Bridgend Youth Justice Service (BYJS) has done presentations to schools, Early Help Teams and Pupil Support Services to raise awareness of their prevention offer. Various activities have been held and played a role in diverting children who offend from being criminalised, significantly reducing the number of first-time entrants into the criminal justice system. Around 76% of council staff have completed Violence Against Women training, which is below our target.

What will we do to improve?

- Continue implementation of the Children's and Adult Services three-year strategic plans.
- Implement the Early Help Commissioning Strategy.
- Create a strategic carers group to ensure unpaid carers' views are heard
- Take part in Welsh Government's Local Authority Benefit Take-up Pilot to identify residents who are missing out on entitlements to financial support and undertake targeted campaigns to help them.
- Develop and consult on a new social housing allocation policy
- Maximise the budget for disabled facilities grants so that we can complete as many projects as possible in 2025/26
- Identify schools to host three new learning resource centres – a Foundation Phase observation class, a Foundation Phase Nurture Class for pupils with Emotional, Social and Behavioural Difficulties (ESBD) and a secondary Communication, Autism Resource Education (CARE) base. Open these provisions in September 2025.
- We are on track to meet the additional learning needs (ALN) commencement orders (moving statements of special education needs to IDPs) by 31 August 2025.
- Host a session on the online IDP system for ALNCos at the next forum in May 2025, testing the system before rollout in schools.
- Complete actions from Day Opportunities and Accommodation Based Service reviews.
- Complete a deep dive into adult safeguarding

Case Study
Early Help



In 2024/25 we integrated our Early Help Services in our Social Services and Wellbeing Directorate. Demand and referrals for Early Help have been increasing significantly. We have worked hard to strengthen the early help offer and improve outcomes for families. New front door arrangements have helped us with early identification of risk, allowing teams to intervene before needs escalate.

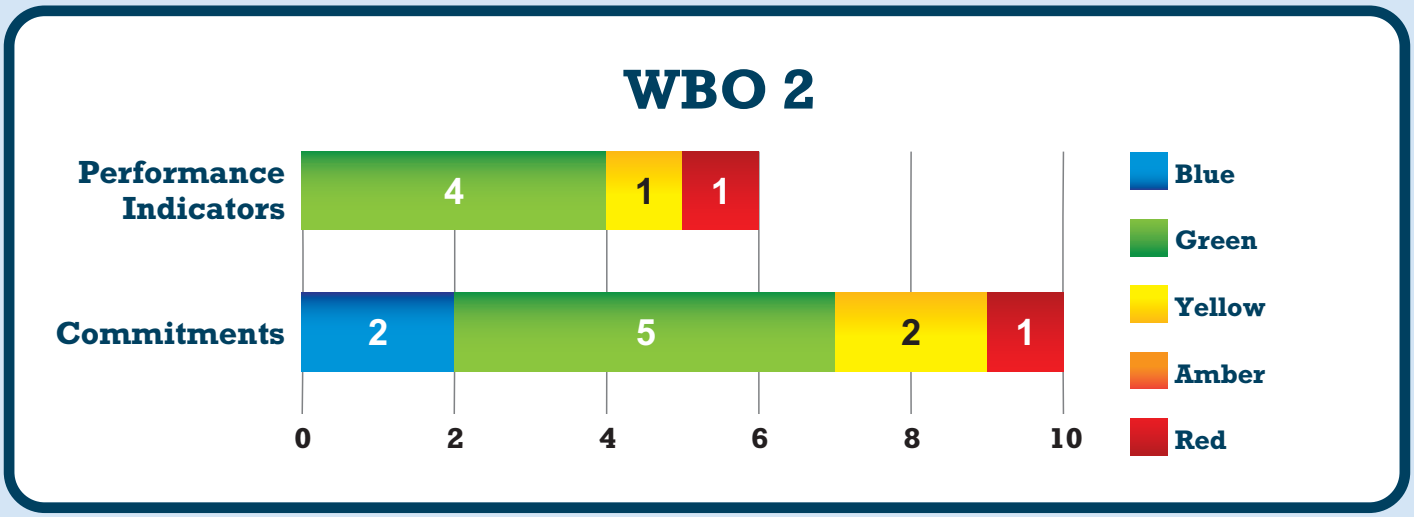
A mapping pilot in the North hub has been rolled out, helping us understand family needs and coordinating support. We have worked with partner agencies, and health services, to make sure families receive timely and appropriate support. Earlier identification has allowed teams to undertake preventative work rather than reacting to crises. As a result of all of this, there has been a 67% reduction in the number of cases stepping up to statutory services, which highlights the effectiveness of this early and preventative work. Impact measures have shown that 96% of families reported feeling more able to make positive lifestyle and behaviour changes, and 94% of families reported improved family resilience.

Wellbeing Objective 2

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

SCORE

GOOD



The information below gives you more detail on how we are doing on each aim under this wellbeing objective

Aim	RAYG	Performance this year
Helping our residents get the skills they need for work	EXCELLENT	Employability Bridgend provides support to unemployed people, and those in work but struggling with low skills or in-work poverty. This year, 453 participants (above the target of 233) of the Employability Bridgend programme went into employment. Over the course of the year 1,778 participants were signed up into the programme. We have worked with partners such as other Council departments, particularly the neurodivergence team in January for the Pathways conference, to support with training, volunteering and employment. We signpost as appropriate and collaborate with other services and projects as appropriate. The Marketing and Engagement Team is well established and successful in promoting Employability. The Shared Prosperity Fund (SPF) programme was completed in line with funder requirements and over 95% of targets were exceeded, overseen by the Economic Programme Board. All projects finished on time, but the programme had an 11% underspend.
Making sure our young people find jobs, or are in education or training	ADEQUATE	678 participants in the Employability Bridgend programme have been supported into education or training (against a target of 409). The percentage of year 11 school leavers not in education, employment or training (NEET) is better than the Wales average, 5th in Wales, but slightly worse than last year at 1.9%. Social Services staff have attended college careers events and open days and had input in Health and Social Care Diploma programmes, giving presentations on working in social care, also provision of information on work pathways, apprenticeship programmes and careers in social care.

Aim	RAYG	Performance this year
Improving town centres, making them safer and more attractive	GOOD	The £8 million refurbishment project on Maesteg Town Hall has been completed and the building was opened in November 2024. This listed building was restored and extended to provide a community hub and arts and cultural centre for the Llynfi Valley. Five projects have been awarded grants totalling over £340,000 from Welsh Government's Transforming Towns Schemes, to contribute towards regenerating our town centres. The availability of Commercial Property Grants has been marketed, with some feasibility finance available for projects in the valley areas available throughout. Significant consultation has been undertaken on the new Placemaking Strategies and marketing continues on availability of funding.
Attracting investment and supporting new and existing local businesses	EXCELLENT	94 business start-ups (compared with a target of 53) have been supported through advice, grant bids, web material, face to face networking and event opportunities. 37 businesses (compared with a target of 21) have received support through the SPF, which is a higher demand than we expected. 68 start-up grants were awarded in 2024/25. Support has been provided from UK Steel Enterprises to enhance the Start-up Grant and it is expected that it will be of interest to former TATA, and TATA supply chain, employees. 27 Business Development Grants and 10 Business Feasibility Grants were supported in the year. The Corporate Joint Committee (CJC) has been formed. A draft Delivery Agreement for Cardiff Capital Region (CCR) was completed by September 2024, monitored by the Economic Directors Forum. Work with the CJC to produce a Regional Transport Plan was completed in December 2024.
Making the council an attractive place to work	GOOD	This year we have been awarded the Disability Confident - Leader status. We continue to pay the Real Living Wage and promote a range of benefits such as staff discounts, our health and wellbeing platform and flexible employment options. The number of apprentices employed across the organisation during 2024/25 was 22. A workforce planning e-learning module has been written, and a toolkit for managers is being developed. The response rate to last year's staff survey was low. We have held staff focus groups to find out why and look at their concerns. We will use these to change the way we engage with staff. New communications channels have been introduced including a Chief Executive's quarterly message, a monthly managers' briefing note and managers forum.
Making the council an attractive place to work	EXCELLENT	We have worked with our supply chain, encouraging employers to offer more training and to find out if they are Real Living Wage Employers. We have identified 257 employers in the Borough are Real Living Wage accredited. We have implemented new contract procedure rules in line with the UK Procurement Act. Social value and carbon reduction have been strengthened as a consideration in our tenders. Contractor Safeguarding Protocol has also been included to ensure suppliers are aware of their duties for safeguarding vulnerable people. We have developed an external website for tenders and procurement, including a Corporate Contracts Register and a new 'Selling to the Council' guide to support suppliers to do business with us. We have developed and implemented a Modern Slavery Statement and standard terms and conditions for use across the council.

What will we do to improve?

- Continue our comprehensive Employability Programme.
- Award grants from Welsh Government's Transforming Towns Scheme, to contribute towards regenerating our town centres.
- Further develop plans for the Porthcawl waterfront regeneration area
- We are running Business Start-up Grants and a series of engagement events through Bridgend Business Forum.
- Provide opportunities for short-term, test trading through 'For a Limited Time Only'.
- Execute the package of Shared Prosperity Fund (SPF) activities for the transition year, 2025-26, as agreed by Cabinet in January 2025.
- Bridgend Music Service will further develop links with partners to broaden the learning offer including members of the BBC National Orchestra of Wales visiting Bridgend in May 2025 to deliver two concerts to pupils.
- Complete the change to a biannual staff survey supported by surveys tailored to frontline staff at different times of the year.

Case Study

Reducing our agency workforce in Social Services

In 2024/25 we have used international recruitment and 'grow our own' to reduce our agency workforce. We have promoted careers in social care through schools and colleges, Careers Wales, job centres and our own Employability Programme.



We have defined and improved progression routes, including work placements and apprenticeships, training and development opportunities, and a social work degree.

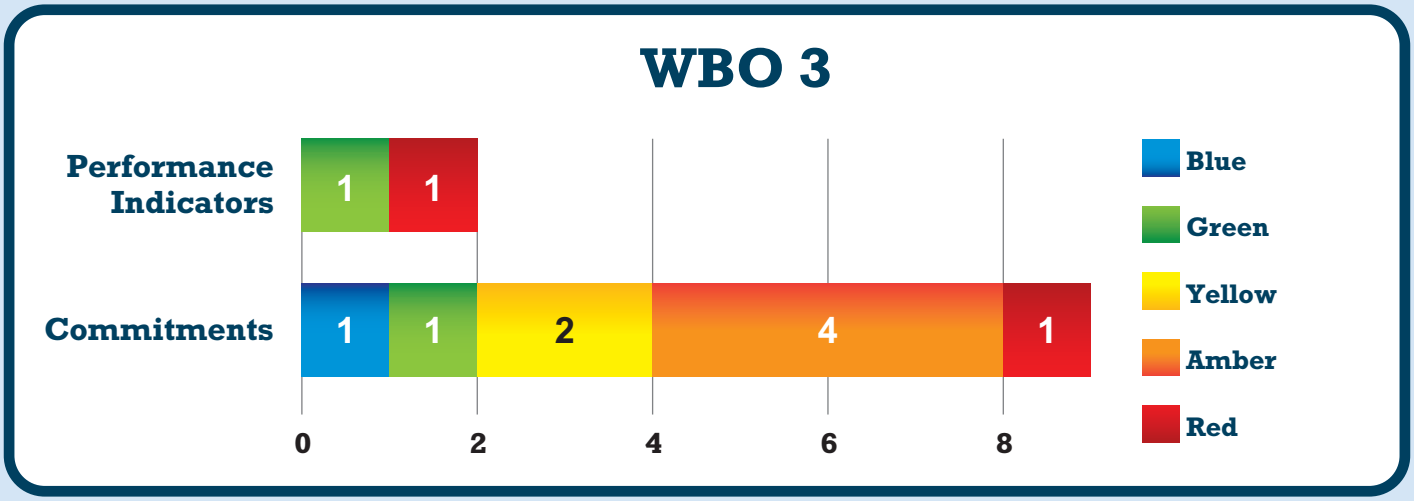
We have also recruited 13 international social workers, winning a prestigious Social Care Wales Accolade for 'Developing and inspiring the workforce'. Together this work has seen us reduce our agency social worker workforce from over 40% in March 2023 to 9% in March 2025, as well as helping us retain staff and improve the experience of our workforce.

Wellbeing Objective 3

A County Borough with thriving valleys communities

SCORE

ADEQUATE



The information below gives you more detail on how we are doing on each aim under this wellbeing objective

Aim	Status	Description
Investing in town centres, including Maesteg town centre	EXCELLENT	A Placemaking Plan for Maesteg has been developed and consulted on and is ready for approval. It will guide investment and policy decisions which will shape the town's future. It will support applications for project funding and demonstrate need and opportunities for activity to support the town centre. The Commercial Property Enhancement Grant is underway with over £168,000 paid out against seven properties to enhance and consolidate the high street in commercial areas across our valley areas. Grants were awarded in Ogmore Vale, Garw, Llynfi, Pencoed and Pyle. Examples include Ogmore Valley Family Dental, and Ogmore Boxing Club; where support was given to maintain active frontages on the high street and retaining health services and benefits in the valley.
Creating more jobs in the Valleys	ADEQUATE	Good progress has been made on the development of the Valley Regeneration Strategy. It is now in final draft form to be circulated for completion. Once formally adopted, we can use this as a tool to develop funding bids. Discussions are still ongoing about the Northern Valleys Gateway Initiative (NVI) nearly two years after starting. Funding still has not been released to develop much needed business units in the valleys.

Aim	Status	Description
Improving education and skills in the Valleys	ADEQUATE	Flying Start Nurseries at Pontycymmer, Nantymoel and Ogmore Vale are now operating. The tender process for the opportunity to open a Welsh-medium provision in Bettws has concluded and a preferred provider has been identified. The tender process for the Blackmill has been delayed and will run to May 2025.
Investing in green spaces and supporting tourism to the valleys	GOOD	Good progress has been made on the development of the Valley Regeneration Strategy. It is now in final draft form to be circulated for completion. Once formally adopted, we can use this as a tool to develop funding bids. We have invested in parks in the valleys with five refurbished children's play areas with accessible facilities. There has also been significant investment in refurbishing tennis courts in partnership with the Lawn Tennis Association including at Maesteg Welfare Park and Caedu Park.
Encourage the development of new affordable homes in the valleys	ADEQUATE	We meet Registered Social Landlords (RSLs) regularly to encourage new social housing in the valleys. Valley areas are considered in line with the Local Housing Market Assessment; valley sites feature in the programme of development and future pipeline development. Only two (against a target of 20) additional affordable homes have been provided by RSLs in the valleys this year, although 13 have been built or acquired and will soon be ready for occupation. The development of 180 new homes on the former Ewenny Road Industrial Estate site is continuing, but progress is slower than planned. The sale of the land to a housing developer is being finalised.

What will we do to improve?

- Approve and adopt the Placemaking Plan for Maesteg.
- Continue to award Commercial Property Enhancement Grants to enhance and consolidate high street in commercial areas across our valley areas.
- Complete and adopt the Valleys Regeneration Strategy.
- Keep working on the release of funds for business units in the valleys through the Northern Valleys Initiative (NVI).
- Implement the proposed delivery plan for the universal expansion of Flying Start childcare (phase three) from April 2025.
- Complete the tender process for Welsh-medium childcare provision in Blackmill.
- Complete the sale of the Ewenny Road site to a housing developer.

Case Study
Maesteg Town Hall

On 20 November 2024 Maesteg Town Hall opened its doors to the public, following multi-million-pound redevelopment project delivered by the Council and our partners at Awen Cultural Trust.



The 140-year-old building has been returned to its former glory, but now boasts a new glass atrium, library and heritage centre, studio theatre and cinema space, café and mezzanine bar. The main auditorium is a multi-functional performing arts venue with a stage lift, dressing rooms and a bar.

The balcony has been retained and refurbished. Historic paintings from Christopher Williams have been restored and are on display. We now have one of the finest cultural venues in Wales in the Llynfi Valley.

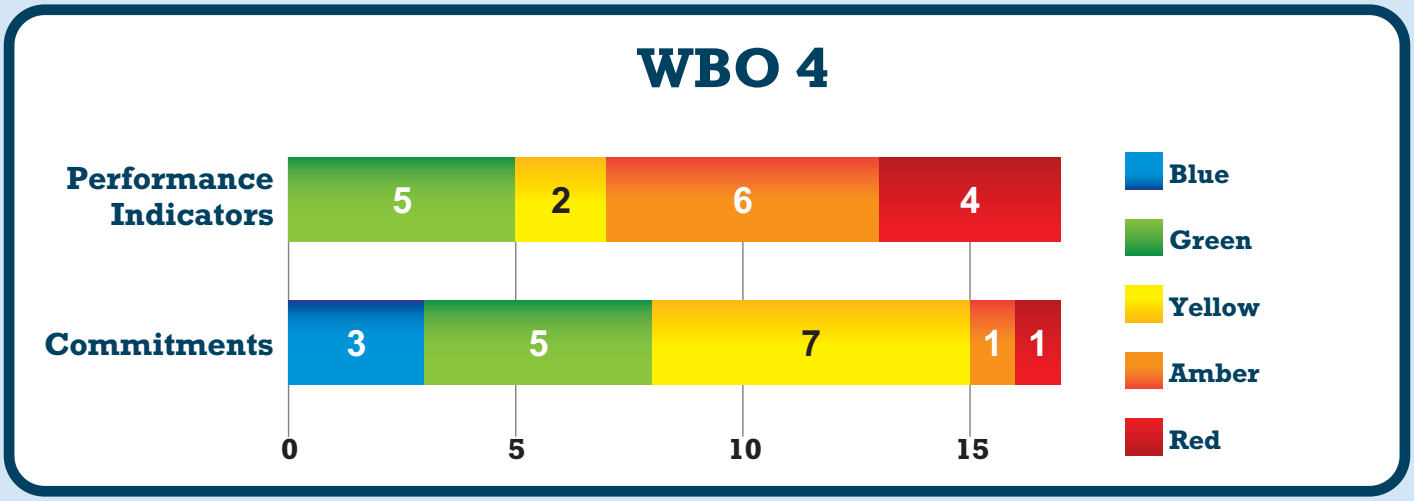
The project was funded by the Council, the European Regional Development Fund, the National Lottery Heritage Fund, Welsh Government including CADW, Awen Cultural Trust, Maesteg Town Council, the Garfield Weston Foundation, the Davies Trust, and the Pilgrim Trust.



Wellbeing Objective 4

SCORE
GOOD

A County Borough where we help people meet their potential



The information below gives you more detail on how we are doing on each aim under this wellbeing objective

Aim	Status	Description
Providing safe, supportive schools with high quality teaching	ADEQUATE	One school has been removed from Estyn 'special measures' category, while another school now requires special measures after an Estyn inspection. The post-inspection action plan was submitted and approved by Estyn in February 2025. All schools have completed safeguarding audits, with 93% rated as "green". Safeguarding will be an agenda item at student council meetings and we aim to increase governor engagement with safeguarding training. Fixed-term school exclusions are increasing due to behavioural changes and an increased complexity of needs, especially in primary schools. A group has been convened to identify trends and themes including areas of best practice to address violence in school. Pupil attendance rates in primary schools continue to increase, but attendance in secondary school remains lower than that of primary pupils. We are supporting pupil attendance across all schools. The average capped 9 scores for pupils in year 11 (measuring GCSE results or equivalent) are below target but above Wales average, placing Bridgend in 9th compared to other local authorities in Wales. Throughout this year, schools have been supported with a variety of digital professional learning and skills training, and a Schools' Digital Learning Strategy 2025-2028 has been developed. The youth support social media presence is growing but we await the outcome of a proposal for a trial for a corporate TikTok account. Your Voice digital forum is completed and had 790 participants.

Aim	Status	Description
Expanding Welsh medium education opportunities	GOOD	There are a variety of groups, projects and initiatives in place to increase opportunities for children to use the Welsh language, but targets we have set have not been achieved in all areas. The percentage of year 1 learners taught through the medium of Welsh is 8.83% and continues to show an improving trend, and the percentage of learners studying for assessed qualifications through the medium of Welsh at the end of Key Stage 4 has also improved to 7.23%, indicating a higher proportion of children studying at a Welsh medium secondary school. The number of students who were entered for an A level examination in Welsh second language has reduced since last year and the target has been missed. There has been significant progress in delivering the actions in the Welsh in Education Strategic Plan (WESP). These include; Cymraeg i Blant sessions in Porthcawl to support readiness for the childcare hub and seedling school. Regular groups such as baby massage, baby yoga and Welsh Rhymetime in Maesteg, Y Sarn, Bridgend Town and Pyle, with 152 groups this year, and 1460 parents attending. 100% of schools are now engaged with Siarter Iaith and Siarter Iaith Cymraeg Campus. A communications plan will help celebrate schools that have received awards. A press release has been published to celebrate the Siarter Iaith awards ceremony in March 2025.
Modernising our school buildings	ADEQUATE	Each of the five schemes are in design and development phases and significant progress has been made on their approvals, funding and in some cases tenders. Due to a variety of issues (including ecology issues, delays in Welsh Government reviews, planning approval and funding), the timescales for the five schemes have been impacted. The replacement Ysgol Gymraeg Bro Ogwr school design has been progressed. Cabinet Secretary for Education gave approval to proceed to Full Business Case stage. In November 2024, Council approved the extra capital funding needed for the scheme. Ecological issues continue to affect the site, and this has impacted on the site investigation. The Heronsbridge School has also received approval to proceed to Full Business Case stage. In November 2024, Council approved the extra capital funding needed for the scheme. The tender process commenced in March. A change to the school opening date will be needed. The replacement Mynydd Cynffig Primary School has also received approval to proceed to Full Business Case stage. In November 2024, Council approved the extra capital funding needed for the scheme. The planning application was submitted in November 2024. Challenges and delays mean a revised programme will be considered by Cabinet. Changes to the funding for Bridgend West (the replacement Ysgol y Ferch o'r Sgêr and the new English-medium school) have been approved and the opening date for the school has been changed to September 2026. The planning application has been submitted and the tender process commenced in February 2025. Changes to the funding for the new two-form entry English-medium school to replace the existing Afon Y Felin and Corneli Primary Schools has been approved, and the opening date for the school has been changed to September 2026. The planning application has been submitted and tender process commenced in Feb 2025.

Aim	Status	Description
Attract and retain young people into BCBC employment	ADEQUATE	We have engaged with schools through the termly Director Reports and have attended job fairs, options and careers events to promote the apprenticeship offer, including specific roles, e.g. business admin, IT and multi-trade apprentices. Workshops have been delivered on applying for apprenticeship jobs and interview skills as well as "Dragon's Den" events and mock interviews. The number of apprentices employed by the council has reduced from 46 in 2023/24 to 22 in 2024/25, and this year only half of those concluding their apprenticeships have gone on to obtain a non-apprentice role due to budget constraints and the recruitment freeze.
Offering youth services and school holiday programmes for our young people	EXCELLENT	540 young people took part in targeted activities for people with additional or diverse needs. This is much higher than last year, and better than our target. Participation in the national free swimming initiative during school holidays and weekends was over 23,000, which was higher than last year and better than our target. The Healthy Living partnership has supported 119 vulnerable households to learn to swim based on referrals from Children and Families Services. 20 families have been referred and 63 individuals supported in our "step up and step down" approach for low level social care. The Halo Health and Wellbeing Membership Card in partnership with the Council is supporting 173 foster children, 76 carer leavers, five individuals in a residential setting, 79 youth justice participants, 63 young adults and 142 children and young adults with a disability. Six Food and Fun programmes operated in the summer holidays 2024 with 213 children benefitted from attending.
Work with people to design and develop services	EXCELLENT	The Bridgend Inclusive Network Group (BING) network has supported 20 organisations, creating over 100 community opportunities, and assisting over 211 individuals living with disabilities in the borough. Our partnership with BAVO has supported 272 third sector organisations, supported to develop or deliver prevention opportunities focusing on "what matters". 137 individuals attending network meetings. 564 people have increased knowledge of the services available to them locally. 587 people report increased social connections.
Work with people to design and develop services	GOOD	The number of care leavers who experience homelessness is higher than last year but still met our target. The number of care leavers completing 12 months consecutive employment, education or training (EET) since leaving care has reduced to 59% and is off target, but those completing 13-24 months has increased to 82% and is on target. The Corporate Parenting Board strengthens partnership work and monitors implementation of the Corporate Parenting Strategy. The Youth Forum meets regularly with support from Tros Gynnal Plant Cymru and their views are taken to Corporate Parenting Board for consideration. We are supporting 178 care-experienced individuals and their households to access health and wellbeing opportunities. We are also supporting care-experienced children to access training and development linked to leadership and volunteering with some sessions already held between services, specifically 16+ Team and Youth Support Services.

What will we do to improve?

- Work to increase governor engagement with safeguarding training.
- Support the school in 'special measures' to enact the post-inspection action plan.
- Through the 'Weapons-Related Incidents in Bridgend Educational Settings Strategy Group' look at the use of violence and weapons within schools, to identify trends and themes including areas of best practice to address violence in school.
- Support schools to complete attendance audits to identify best practice and development needs.
- Complete work to improve persistent absence levels in primary schools.
- Work with school leaders to improve capped 9 scores by sharing effective practice, the role of improvement partners, brokering support, developing leadership capacity, local authority network groups, evaluating the quality of teaching and judging the impact of teaching on the outcomes for learners.
- Continue to support and promote education through the medium of Welsh, with a variety of groups, projects and initiatives in place to increase opportunities for children to use the Welsh language.
- Continue to progress our plans for School Modernisation
- Prepare an options paper for the Food and Fun Programme to consider how barriers to schools' participation could be reduced.

Case Study

The Welsh in Education Strategic Plan (WESP) communications strategy

This year, we have worked hard on promoting, marketing and celebrating our Welsh in Education Strategy Plan (WESP) – developing a communication and engagement plan to support it.



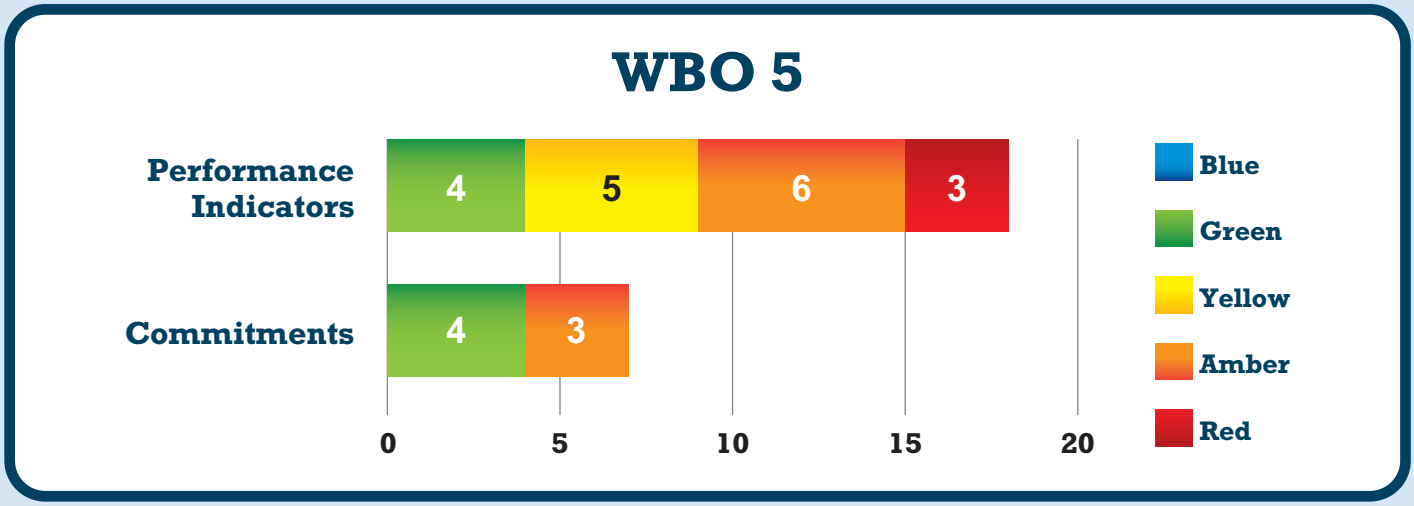
To deliver this, the WESP Co-ordinator has worked closely with the Regional Welsh-medium Education Promotion Champion and members of the Welsh Education Forum (WEF) sub-group.

This plan states our vision, messaging and promotion of Welsh-medium education. We have also finalised the 'Comms Cymraeg Schedule', which maps out targeted communication over the year to promote Welsh-medium provisions and education, the use of Welsh in English-medium schools and studying Welsh as a subject at A level. As part of this, we have developed a paid Facebook campaign using videos, posters and links to webpages.

Wellbeing Objective 5

SCORE
GOOD

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



The information below gives you more detail on how we are doing on each aim under this wellbeing objective.

Aim	Status	Description
Moving towards net zero carbon, and improving our energy efficiency	ADEQUATE	Overall, a 1% reduction in emissions was achieved in 2024/25, less than our 5% target but a positive step in our 2030 obligations, with reductions in electricity and gas consumption and CO_2 related energy consumption across our buildings. Funding has been approved for a LED (Light Emitting Diode) replacement programme and solar PV (technology that converts sunlight directly into electricity using semiconductor materials) roll out on sites including schools. 17 buildings have had insulation levels improved and a further five have had new LED lighting to replace less efficient fittings. 220.8kWp of PV has been installed, two buildings have had gas heating systems replaced with more efficient heat pumps. Draft Net Zero Strategy delivered in March 2025, and feedback from officers and Scrutiny Committee has been provided to Carbon Trust. Air quality monitoring along Park Street in the air quality management areas (AQMA) showed reducing NO_2 levels again for 2024, but still exceed the annual average air quality objective set at (40µg/m^3). The Air Quality Action Plan (AQAP) was approved by cabinet in April 2024 and submitted to WG.



Aim	Status	Description
Protecting our landscapes and open spaces and planting more trees	GOOD	The Local Nature Partnership (LNP) has continued to be supported by the Climate Change Response Team. We have done work to improve awareness and understanding of the LNP through a communication plan and a dedicated LNP webpage on Visit Bridgend. All Local Places for Nature (LPfN) 2024/25 funding has been spent or committed, supporting a number of groups with equipment for surveying, nest boxes, tree planting etc. Biodiversity schemes at Coychurch Playing Fields, Tondu Post Office and Caerau Mens Shed have been developed. Guidance on the Biodiversity Duty has been added to our staff intranet, alongside links to the Bridgend Biodiversity Duty Plan and monitoring templates. A section has also been added to the Corporate Induction e-learning module on the Biodiversity Duty and what it means for staff. Three beaches at Rest Bay, Trecco Bay and Porthcawl Marina retained their Blue Flag status, and Coychurch crematorium and Maesteg Welfare Park maintained their status as Green Flag parks or green spaces.
Improve the public realm / built environment through good placemaking principles	ADEQUATE	Our percentage of planning appeals dismissed is slightly worse than last year (81% compared to 87%) but higher than in other authorities. The number of planning applications determined within eight weeks is around the same as last year (67% compared to 68%) although this is still below target. There are not enough planning officers to deal with the increase of complex and major applications which is being addressed by a restructure and agency staff in the short term, with changes to funding and recruitment in the next 12 months. We have consulted on a range of Supplementary Planning Guidance to support our Local Development Plan that was adopted in 2024. The consultations on affordable housing and retail and commercial development have now closed.
Reducing, reusing or recycling as much of our waste as possible	GOOD	Our high standards in recycling have continued, with the percentage of street cleansing waste being recycled increased to 41.22%, the percentage of municipal waste collected that is prepared for re-use, recycled, or biowaste that is composted reducing slightly to 70.93% due to issues with processing wood and green waste at the onward destination facility. The amount of residual waste generated has decreased further to 117.8 kg per person. The percentage of highways land found to be of acceptable or high level of cleanliness is around the same at 99.35%. Work is underway on our future waste services model, with a Cabinet decision to bring the Waste Service in-house in November 2024. Workstream leads are in place and are feeding into this process with project support agency on board and feeding into Waste Transition Board, which meets fortnightly.
Improving flood defences and schemes to reduce flooding of our homes and businesses	GOOD	Schemes have been completed in Adare Street, Ogmore Vale and Dinam Street, Nantymoel to repair damaged culvert and mitigate flood risk. Funding has been approved from WG FCERM (Flood and Coastal Erosion Risk Management) Capital Pipeline funding (feasibility) for a catchment wide study of the Nant Cefn Glas following the Bryntirion flooding event in September 2024. Improvements have been made to the statutory sustainable drainage systems (SUDs) application process, with 100% of applications being processed within seven weeks.

What will we do to improve?

- Complete and consult on the draft Net Zero Strategy.
- Commence the REFIT2 Scheme in Spring 2025.
- Make a Local Places for Nature 2025/27 application.
- Implement the catchment wide study of the Nant Cefn Glas following the Bryntirion flooding event in September 2024 with funding from WG FCERM (Flood and Coastal Erosion Risk Management) Capital Pipeline.
- Continue work on Supplementary Planning Guidance to support the LDP.
- Continue work to bring the Waste Service in-house.

Case Study

We are named top performing local authority in Wales for recycling



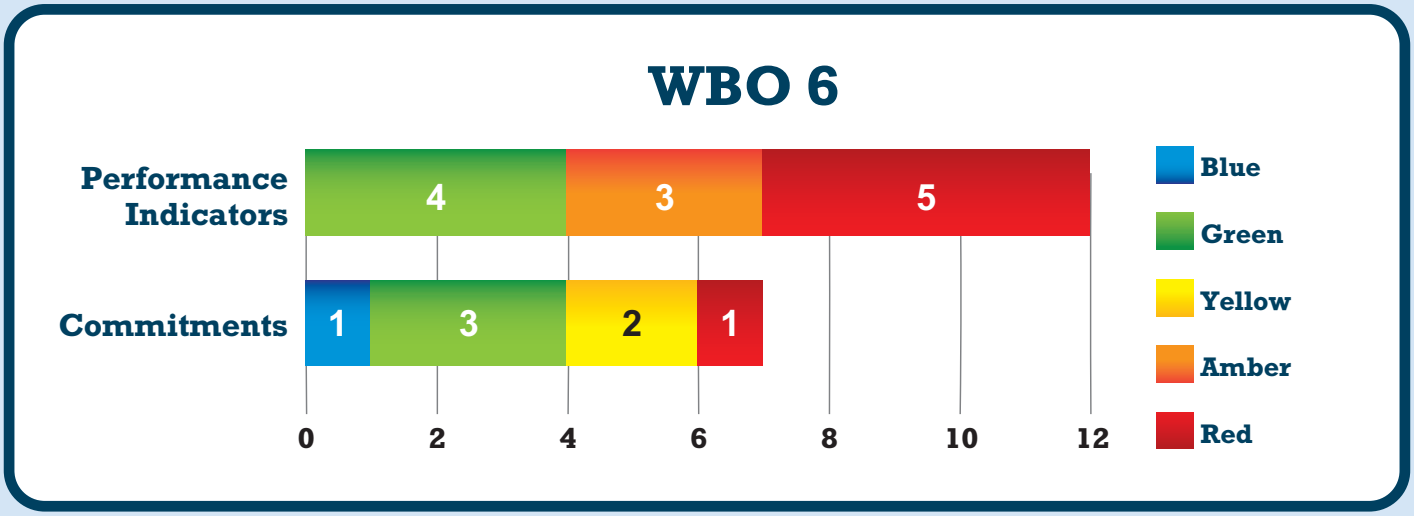
In November 2024 Bridgend County Borough was named as the best performing Local Authority in Wales for recycling (based on performance in 2023/24). The top spot with a recycling rate of 73%, statistics revealed that the County Borough increased its performance by 17% over the last decade. In the previous 12 months, we recycled 39,000 tonnes of waste including nearly 5,000 tonnes of glass, 11,000 tonnes of organic waste and 6,000 tonnes of paper, with over 9,000 tonnes of waste processed at community recycling centres, including the new recycling centre in Pyle that opened in March 2024.

Wellbeing Objective 6

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

SCORE

ADEQUATE



The information below gives you more detail on how we are doing on each aim under this wellbeing objective

Aim	Status	Description
Celebrating and supporting diversity and inclusion and tackling discrimination	GOOD	A new Strategic Equality Plan 2024-28 (SEP) was approved in July 2024 and is published on our website. An SEP Action Plan that shows how we will achieve our aims was agreed in November 2024. 64% of council staff have completed Introduction to Equality and Diversity Training, higher than last year but below the target of 100%. There are now three staff network groups: menopause, disability and LGBTQ+. A Welsh Language Forum for staff of all proficiency levels has also been established.
Improving the way we engage with local people, including young people, listening to their views and acting on them.	ADEQUATE	The percentage of consultation participants who believe we have been effective at meeting our aim of being citizen-focused over the last 12 months has fallen slightly to 44% against a target of 50%. An easy-read version of Budget Consultation 2025 was available on the consultation webpage. Improvements have been made to the online forms for planning consultations. The Participation and Engagement Strategy has been implemented and published. A National Residents Survey was carried out in Autumn 2024. The results of the survey will now be analysed. The level of engagement with residents using the digital communications platform has increased, and the targets have been achieved. But engagement across corporate social media accounts has fallen and the targets have been missed. The level of engagement on corporate consultations has increased but the target has been missed.

Aim	Status	Description
Offering more information and advice online, and at local level, and making sure you can talk to us and hear from us in Welsh	GOOD	We have not quite achieved our targets for first call resolutions but performance has increased compared to last year, to 73%. This shows the number of phone calls handled by the Customer Services Team at the first point of contact without having to transfer the caller on. The number of online transactions using the digital platform has increased and we have achieved our target. The number of hits or views on the council website has dropped compared to 2023/24 and we have missed the target. The percentage of staff with Welsh language speaking skills has increased to 28.36% which achieves our target. 63% of council staff have completed Welsh Language Awareness E-Learning, more than last year but still below target.
Helping clubs and community groups take control of and improve their facilities and protect them for the future	UNSATISFACTORY	The Community Asset Transfer (CAT) Programme has encountered numerous challenges in the 2024/25, and we have only completed two CATs this year against a target of ten, partly due to capacity issues. The two successful CAT completions were in Coytrahen Community Centre and Evanstown Welfare Park Bowling Green. Capacity has been addressed and we have made good progress, with three new leases signed and awaiting completion, 23 needing more work within the council, seven awaiting planning outcomes and 13 awaiting club decisions. 566 people have been supported to have their needs met in their communities by Local Community Co-ordinators. This is well above target for the new roles.
Becoming an age friendly council	GOOD	Bridgend is participating in an all-Wales programme supported by Welsh Government. We work closely with Cwm Taf Morgannwg (CTM) partners and third sector organisations, working on streamlining health services and the social prescribing pathways, including National Exercise Referral Scheme (NERS) and the 60+ Active Leisure Scheme. Support has been made to increase community resilience in dementia services. Over ten voluntary organisations have been supported through grant applications for community projects active in dementia prevention. We celebrated Older Persons Week with cultural and artistic opportunities including art workshops, cinema screenings and a silent disco run by our cultural trust Awen.



What will we do to improve?

- Implement the action plan for the Strategic Equalities Plan.
- Approve and implement our new Digital Strategy.
- Review and improve the corporate front door.
- Reflect on findings from the National Residents Survey and take action to address issues.
- Start tracking Community Asset Transfers that move from short-term leases to longer-term leases.

Case Study

Case study - Artificial intelligence (AI) in schools

AI technology is increasingly being introduced to schools in Bridgend County Borough. We have a clear and agreed policy direction which has been communicated to schools with guidance and skills training to support it. Headteacher and practitioner skills training for AI use has been provided.

Training has been delivered on topics such as, online safety, the use of the Digital Competence Framework 'Planning for Progression' resource, Microsoft 365, Google for Education, Adobe Express and additional Hwb tools and services.

Teachers and practitioners are now well-prepared to integrate these digital tools and frameworks into their curriculum. We also deliver online safety learning events that support parents and carers with their understanding of online safety and the means to better safeguard themselves and their children.

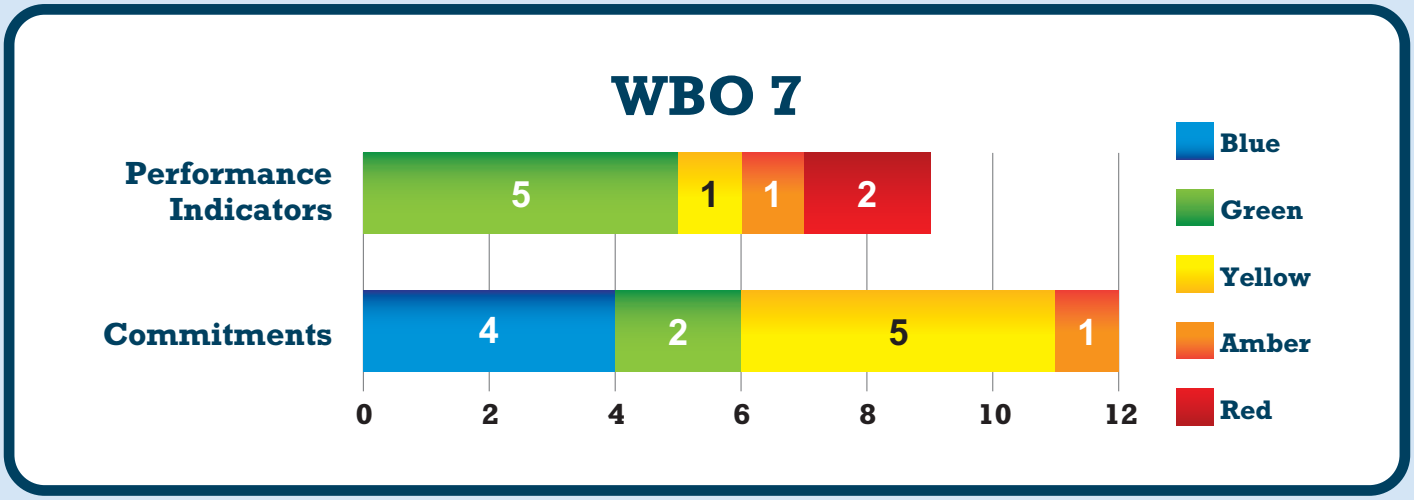




Wellbeing Objective 7

SCORE
GOOD

A County Borough where we support people to be healthy and happy



The information below gives you more detail on how we are doing on each aim under this wellbeing objective.

Aim	Status	Description
Improving active travel so people can walk and cycle	GOOD	The Metrolink bus facility in Porthcawl opened in November 2024. The active travel improvements work planned for the year is now also complete with drop kerb installations added throughout the borough.
Offering attractive leisure and cultural activities	EXCELLENT	The Grand Pavilion refurbishment project is underway and a tender process to award the contract for the construction work has been completed. Enabling works at the site have been completed to prepare the site for the main contract work. The National Exercise Referral Scheme (NERS)operated beyond capacity with 1331 new referrals across 24,663 sessions. 473 participants completed a 16-week course. There were 157 referrals for carer support with 35 participants starting the course and 26 participants completing the course. For pulmonary rehabilitation 141 participants started and 117 completed the course. The Feel Good for Life wellbeing programme has supported 600 attendances. Super-Agers community wellbeing activities have supported 163 individuals including 2061 attendances across 126 opportunities. Work has begun on a long-term strategy for libraries. A public engagement exercise has been developed for use next year. Library usage is monitored quarterly looking at events, borrowing and digital resources. There have been over 73,000 attendances (supporting nearly 34,000 junior issues and just over 3,700 ICT sessions).

Aim	Status	Description
Improving children's play facilities and opportunities	EXCELLENT	The refurbishment of play areas has progressed as planned. Investment in play areas in 2024/25 has reached over £1.7 million, exceeding the target of £1.6 million. A total of 22 play areas were refurbished and handed over to the community. We are doing a play sufficiency assessment looking at what we have already and what we need for the future. 142 children and young adults with additional needs have had free HALO membership to support health and wellbeing.
Providing free school meals and expanding free childcare provision	GOOD	The roll out of Universal Primary Free School Meals (UPFSM) has been completed across the County Borough. There has been a further increase in children accessing Flying Start funded childcare with a total of 542 children now registered. This is slightly below target with falling birth rates in Flying Start areas believed to be impacting the numbers. The percentage of non-maintained settings judged by Care Inspectorate Wales as at least 'good' was 83% which was below the target of 100% we have set. We are awaiting reinspection of settings that received less than good judgements dating back to 2019. We provide extensive support to settings to prepare for inspections.
Integrating our social care services with health services so people are supported seamlessly	GOOD	70 people were delayed on the national pathway of care, which is much better than last year and slightly better than our target. We have used Welsh Government 50-day challenge grant money to support the remodelling of support at home. We are working with the health board around the enhanced community care model. We have fully embedded the strengths-based practice model. This has led to an increase in the overall number of people receiving reablement, and a reduction in the overall domiciliary care hours provided, in line with the Discharge to Recover and Assess model.
Improving the supply of affordable housing	ADEQUATE	Only 77 additional affordable homes have been provided by Registered Social Landlords this year against a target of 110, although 92 have been built or acquired and will soon be ready for occupation. The Welsh Government Leasing Scheme has been adopted with a growing portfolio of accommodation already in use and further properties in the pipeline. We have engaged with all RSLs and Welsh Government to discuss general housing needs, temporary accommodation and supported housing schemes. Over the last 12 months we have made progress with the top 20 priority empty properties. Five properties have been sold; seven properties have been subject to renovation works; two have been placed up for sale and two have become occupied. Enforcement action has been taken against four of the properties. Five properties have been subject to informal action whereas two properties have received no intervention in this financial year. The Empty Property Loan Scheme is live and is generating interest.

What will we do to improve?

- Continue the redevelopment of Porthcawl Grand Pavilion.
- Phase three expansion of Flying Start will target new areas in 2025/26.
- Complete the Play Sufficiency Assessment looking at what we have already and what we need for the future.
- Complete engagement on the long-term strategy for libraries.
- Continue to target long-term empty properties.
- Support childcare settings to prepare for Care Inspectorate Wales inspections.

Case Study

Porthcawl's new Metrolink

The new Porthcawl Metrolink opened on 18 November 2024. It is a modern transport interchange, located on land in the Porthcawl regeneration area alongside the Portway and Salt Lake.

It forms part of the wider Metro Plus programme, improving public transport links across south-east Wales. It will be used by all bus services currently operating within Porthcawl, can accommodate up to four buses at a time, and features a covered shelter and station building, space for a kiosk, outdoor seating areas, an environmentally friendly 'green' roof, and a rain garden.

The facility was constructed using money from the Cardiff Capital Region City Deal and UK Government as well as the council's own Porthcawl Regeneration budget.



How is the council using its resources?

We have always had to report how well we are using our resources. For example, telling Audit Wales about our spending, workforce and buildings. Until recently, we did not have a process for reviewing how we are managing all our different resources. To help us write this report, we developed a process to look at:

- Finances and risk management,
- Commissioning and procurement,
- Corporate planning and performance management,
- Workforce planning, and
- Asset management.

To come to our judgements, we used:

- Performance indicators e.g. staff vacancy levels and building maintenance,
- Evidence on delivery of our projects and improvement plans,
- Feedback from customers, staff and trade unions, and
- The views of regulators e.g. Audit Wales report on workforce planning

We asked questions based on the Well-being of Future Generations Act, including:

- Do we focus on prevention, not just putting things right when they go wrong?
- Are we making strong long-term plans?
- Do we share ideas, plans and resources with partner organisations?
- Are we making links and doing things consistently across the council?
- Are we involving the community and customers in key plans and decisions?

We presented findings to councillors who scrutinised them, checked and asked questions, and used the same judgement scale from excellent to unsatisfactory.

Overall judgement

Use of resources	ADEQUATE	For the fourth year in a row, our use of resources is adequate. Some things have got better; we have implemented almost all of our performance management improvement plan and reviewed our Corporate Plan Delivery Plan. Improvements have been made to the identification, management and reporting of risk and a review by internal audit found there is a generally sound system of governance, risk management and control in place. We have improved or automated some of our Human Resources (HR) policies and procedures and reduced our use of agency workers. We have updated our Contract Procedure Rules to reflect new legislation and strengthened consideration of social value and carbon reduction in our tenders. Audit Wales have reviewed our Financial Sustainability and concluded that we 'understand our financial position with good arrangements to support financial sustainability'. Our Financial Procedure Rules have been updated. We have reduced our asset management maintenance backlog, improved our management of Statutory Building Compliance with Big-5 Compliance at 95%, and made progress with the rationalisation of our estate. Other things have stayed the same or got worse. Budget monitoring and outturn projections have been difficult with a large projected overspend changing to a large underspend within the year. Some agreed budget reductions were not achieved, and some base budget pressures remain. As reserves fall, there is a risk that this will put our financial sustainability at risk. Our financial position overall has become more challenging. Planned improvements on more consistent corporate commissioning, reviewing our performance framework, and workforce planning have not gone ahead as there is limited capacity in corporate teams. We have strong frameworks and robust processes for day-to-day management of resources, with clear and agreed working models and good working relationships between corporate teams and directorates. But longer-term planning, addressing capacity in corporate and directorate teams, improving proactiveness and developing our corporate services to meet changing demands will be difficult with the resource issues we face.



Theme judgements

Finances	ADEQUATE	Financial Planning is adequate. This is based on generally positive judgements from regulators, success in balancing our budget every year, and unqualified Statements of Accounts signed off by the Auditor General for Wales. Budget monitoring and outturn projections have been difficult with a large projected overspend changing to a large underspend within the year. Some agreed budget reductions were not achieved, and some base budget pressures remain. As reserves fall, there is a risk to our financial sustainability. Our financial position has become more challenging, due to pay and price increases and service pressures and greater difficulty in collecting Council Tax. The challenges continue in 2025/26 and beyond. Strong financial planning will be crucial to setting balanced budgets in future. Audit Wales have reviewed our Financial Sustainability and concluded that we 'understand our financial position with good arrangements to support financial sustainability'. It included two recommendations to strengthen financial sustainability. Our financial framework is robust, with strong governance arrangements which drive the budget, including Financial Procedure Rules which were updated this year, Treasury Management Strategy and Medium-Term Financial Strategy (MTFS) principles, and budget principles, which drive the budget and spending, and investment and borrowing decisions of the Council. The financial position is set out in regular reports, for members and the public, and we demonstrate a high level of compliance with the CIPFA Financial Management Code, principles and standards. Areas for improvement include earlier longer-term planning, including work with Welsh Government towards sustainable funding, multi-year settlements, and flexibility around grants. We will focus on early engagement with Members to set a balanced budget for 2026/27 and supporting services to manage their budgets tightly to minimise overspends.
Corporate planning	GOOD	Corporate planning is good. We have reprioritised the corporate plan delivery plan (CPDP) to reflect the ambitions of elected members, staff and partners as well as challenges and limitations. The CPDP was agreed by Council on 9 April 2025 with directorate business plans are to follow. In September 2024, Audit Wales published their review of our setting of wellbeing objectives (in the Corporate Plan), concluding, 'The Council has applied the sustainable development principle when setting its well-being objectives, but there are opportunities to build on how it involves citizens and intends to work with partners.' Opportunities for improvement include starting the review process earlier and engaging better with staff and trade unions as part of the social partnership duty.

Risk management	GOOD	Risk management is good. Improvements have been made to the identification, management and reporting of risk in the past year. An updated Corporate Risk Assessment was developed at the start of 2025 and was positively received by Governance and Audit Committee (GAC) in January 2025. Reports and the reporting process for risk are straightforward and accessible, including for members. A review by internal audit of the Council's Corporate Risk Management, completed in March 2024, reported reasonable assurance in relation to risk management. We will continue to support GAC to scrutinise the Corporate Risk Assessment, standardise risk reporting across directorates and integrate risk reporting with performance and finance across all service areas. We will also consider whether we are overly risk-averse at a corporate level.
Commissioning and Procurement	ADEQUATE	Procurement and commissioning are adequate. The procurement element is good. A new, UK Procurement Act 2023 came into force 24 February 2025 and a Welsh Social Partnership & Public Procurement (Wales) Act 2023 came into force April 2024. We have implemented new contract procedure rules in line with the UK Act and will develop and run training sessions on these. We are working on the development of a new strategy and delivery plan to reflect these changes. Social value and carbon reduction have been strengthened as a consideration in our tenders. Contractor Safeguarding Protocol has also been included to ensure suppliers are aware of their duties for safeguarding vulnerable people. We have developed a website for tenders and procurement, including a Corporate Contracts Register and a new 'Selling to the Council' guide to support suppliers and contractors to do business with the council. We have developed and implemented a Modern Slavery Statement and standard terms and conditions for use across the council. We made changes to our processes and procedures in light of the Council's financial position in 2023/24 including a price cap and authorisations for purchasing card spending. These have continued as they have proved successful. The overall judgement is assessed as adequate based on the need for improved capacity in the corporate and directorate teams, particularly to focus on supplier relationships and reporting on social value, the need for an improved and more consistent approach to commissioning across directorates.

Performance management	ADEQUATE	Performance management is adequate. Since our last self-assessment, we have made progress on our Performance Management Improvement Plan, closed the recommendations of the Audit Wales Review of Performance Management and addressed the remaining recommendations of the internal audit of performance indicators (PIs). Main improvements include – **More effective review of quarterly performance information through separate reporting to Cabinet and Scrutiny Committees.** **Developed a whole council approach to performance reporting, presenting performance data under corporate wellbeing objectives rather than directorates.** **Improved our regulatory tracker and better integrated this into our quarterly performance management.** **Improved data quality and accuracy through PI audits and better use of supporting evidence.** **Supported Group Managers and Performance Champions to improve data quality and reporting timescales.** **Developed and implemented a more objective system to make judgements on our performance for self-assessment.** **Improved our use of service user perspectives through the National Residents Survey and work with Data Cymru.** Improvements are still needed, including improving challenge and effective use of performance information, building capacity in corporate and directorate teams, reviewing our performance framework and improving resilience of our performance system.
Workforce planning	ADEQUATE	Workforce management is good. Feedback from employees, managers, trade union representatives and internal audits is generally positive. Managers are assisted to deal effectively with people issues through appropriate and timely support from the HR and Organisational Development Service. The HR operating model aims to give managers an improved service focused on proactive and preventative HR services and an incremental reduction in the need for and provision of reactive support services. There have been improvements to our Strategic Workforce Planning and further development of HR policies and procedures e.g. automation in the recruitment process. Managers have been supported to manage sickness absence. HR briefings on key workforce topics have provided support for managers. We have focused on reducing use of agency workers with success in social services including international recruitment and grow your own. We continue to focus on organisation wellbeing, supporting employees and managers where needed. We will continue to develop HR processes, where automation will be key. There is still the need for added capacity amongst managers and in the HR team, and an increased focus on strategic workforce planning across the council, including succession planning.

Asset management	ADEQUATE	Asset management policy is good with good engagement internally from all directorates. The asset management strategy is dynamic and undergoes annual and bi-annual service, asset and market linked reviews with services and partners. The overall judgement is assessed as adequate, based on the need to address the continued workforce and resource challenges that are impacting on our ability to plan more strategically, and resulting in a continued reactive approach. Over the last year we have – **Reduced our maintenance backlog** **Improved our management of Statutory Building Compliance. Overall compliance is now 78%, Big-5 Compliance at 95% and Legionella compliance 88%.** **Started procuring an Integrated Works Management System (IWMS) and development of a new plant asset database.** **Rationalised our estate with the sale of Ravenscourt to South Wales Police and vacating The Innovation Centre for disposal. Supported the move of MASH to Civic Offices.** **Continued to develop the new Asset Management Plan.** **Worked on a new condition survey commissioning specification to allow enhanced condition surveys in 2025/26.** **Completed an external Audit of our Major Projects Team to enhance work as we design and construct new schools.** But more improvements are still needed, including adopting the new strategic asset management plan, continuing improvements in the maintenance backlog and statutory building compliance, procuring and implementing the IWMS and focusing on our workforce capacity. We will also work closely with the decarbonisation team to enhance our asset management approach.



How good is the council's governance?

Organisations that have good governance use clear decision-making processes and communicate openly about what they are doing. They work well with their stakeholders, manage the risks they face, and take responsibility for their assets.

We have always had to report on our governance, to Audit Wales. There is a clear process for developing an 'Annual Governance Statement' (AGS) that has existed for many years. The information below summarises the Council's AGS for 2024/25.

What is our judgement?

Governance	**GOOD**

Our governance arrangements are good and work well.

Decision making

Our Governance Framework, Code of Corporate Governance explain how we work, how we are accountable and how decisions are made. In 2022 we developed a new constitution with a simple guide to help members of the public understand it. Through these documents (along with the Member's Code of Conduct, Standards Committee and role of Internal Audit) the Council operates with integrity, ethical values and within its legal powers.

Governance arrangements are reviewed each year and included within the Annual Governance Statement (AGS), which is reviewed and approved by the Governance and Audit Committee.

We are committed to ensuring we have good governance principles and management practices. These are used right across the councils to make sure we have the public's trust. The arrangements the Council has for Corporate Governance are set out below.

1	**Bridgend County Borough Council Code of Corporate Governance**	The Council's Code of Governance provides a public statement that sets out the way in which the Council meets and demonstrates compliance with the CIPFA Governance principles.
2	**The Governance Framework**	The Council's Code is underpinned by a Governance Framework which comprises the policies, procedures, behaviours and values by which the Council is governed and controlled.

3 The Annual Governance Statement

The Annual Governance Statement provides assurances regarding the Council's Governance arrangements, together with identifying areas of future focus and improvement. The purpose of the Annual Governance Statement is to report publicly on the extent to which the Council complies with its Code of Corporate Governance. It identifies those areas which have been identified as needing improvement following self-assessment.

4 Annual Governance Statement Action Plan

The Council continues to review the areas for improvement identified within the Governance Statement which are monitored through the Annual Governance Statement Action Plan.

A number of significant issues were identified in the Council's 2023/24 AGS, to be taken forward during 2024/25, so in the past year we have made improvements including:

- Improvements to our medium to long-term financial management processes include holding early meetings with political groups so they could comment on budget proposals and two focused meetings with Budget Research and Evaluation Pane (BREP) looking at Education and Schools, and Social Care and Wellbeing.
- Workforce planning activities including grow your own via apprentices and graduates and international recruitment have resulted in continued improvement with the recruitment of Childrens Social Workers. These principles need to be applied in other areas that are experiencing difficulty in recruiting.
- The Carbon Trust reviewed our progress towards the 2030 zero carbon objective, our governance arrangements and to provide approximate implementation costs for the objective. They presented initial findings to Overview and Scrutiny Committee in April 2025. We will review their findings and update Cabinet on the action plan and governance on the 2030 journey.
- We are participating in a Performance Information Community of Practice to help enhance the quality of performance information (particularly focused on responding to the Audit Wales criticisms) and provide opportunities to review performance management arrangements, share best practice, and collaborate on data development. A National Resident Survey (WLGA/Data Cymru) ran in the Autumn.
- Revised Finance Procedure Rules were agreed by Cabinet and noted by Council in January 2025. The budget continues to be closely monitored and reported to Cabinet on a quarterly basis. More briefings for members have also been provided. Social media posts were put out in the Autumn to raise awareness of the Council's budget position and explain how the money is spent. This preceded the full budget consultation which was completed in January 2025.
- A new draft Digital Strategy has been developed, reflecting on previous criticisms from Audit Wales and the key priorities for the Council. A consultation process on the document will start in May 2025.

Listening to the views of others

The council provides services to all residents of Bridgend County Borough. Some of our services are universal (used by all residents), like roads and pavements, and waste and recycling. When we are developing, reviewing and changing these services, we need to try and talk to the whole population of the Borough to help us decide what to do. We have a range of different methods for doing this, from formal consultations on major changes, public drop-in sessions and discussions, and the regular, day-to-day engagement from our social media accounts.

Other services are more specialist and used by smaller numbers of residents, like school transport and services for people with learning disabilities or young people leaving care. When we are developing, reviewing and changing these services, we need to try and talk to the people who rely on those services and their families to help us decide what to do. We have a range of methods for doing this, from consultation and engagement sessions, to coproducing those services directly with the users and their families.

Over the last year, we have completed a huge range of activities to understand and use service user perspectives, and the opinions of our regulators. The main ones are summarised below.

Consultation and engagement

Corporate consultations are promoted bilingually on the council's social media channels, shared through weekly resident bulletins and weekly staff messages throughout the consultation period. Up to three consultations a year are shared with our citizen panel to raise awareness and encourage participation. Face to face engagement sessions are held where necessary and our Youth Council are involved with relevant consultations.

We consulted on a number of our key strategies and reports, for example the Director of Social Services Annual Report. This year we also took part in the Data Cymru and WLGA supported 'National Residents Survey' from September to November 2024. This comprehensive consultation aimed to improve our understanding of residents' perceptions, priorities, and experiences on themes including quality of life, community safety, satisfaction with council services, and levels of public trust and engagement. We received over 3,000 responses. We are currently analysing the detail of the responses and the information gathered will help us shape our services and communications.

Other strategies and services are coproduced with service users and their families to help us create services that are more responsive, inclusive and effective. This has included the development of key strategies for carers such as the Young Carers Network and the creation of Young Carer Ambassadors, ensuring that young carers influence the development of peer support, educational resources and policies that directly affect them, promoting awareness and engagement across communities.

We also consulted on some significant proposed changes to the way the council or our services work. Some of the main consultations in 2024/25 were –

- **Our Annual Budget Consultation** included engagement with the Citizens' Panel and took place in January 2025. Respondents were asked about budget principles, reducing or closing services, new charges, Council Tax and citizen focus. There were 1,637 interactions with the consultation from survey completions, social media engagement and via the Citizens' Panel. Participants largely opposed reductions in services for vulnerable people, education, and child protection. Lower priority was given to services like leisure facilities or nursery provision. Over 54% of respondents supported Council Tax increases of 4.5% or above.

- A **Childcare Sufficiency Assessment** was carried out in winter 2024 with surveys for parents and providers. The parent survey received a total of 984 responses and the provider received 30. This assessment will help us better understand parents and carers use of childcare, the overall supply of childcare and any issues or changes that might have an impact on the demand of childcare over the next five years.

- A consultation on a new **Assisted Transport Policy** took place August to October 2024. It outlined our approach on the provision of transport for people accessing services meeting an assessed care or support need. The consultation raised concerns which were reflected in an amended policy then agreed by Cabinet.

- On the **Porthcawl Town Centre Placemaking Plan** early engagement workshops with local and organisational stakeholders between September and December 2024.

- On the **Regeneration Masterplan for Salt Lake and Sandy Bay** engagement took place over a month between January and February 2025, to gain feedback to help guide the final redevelopment option. Over 900 people attended the public exhibition. In addition feedback was received via email, online feedback forms and hard copies at the exhibitions. This was supported by a project website and numerous stakeholder engagement session in schools and roundtables.

- We consulted on five proposed changes to **Home-to-School Transport** between April and July 2024 including four public consultation sessions and four pupil and youth sessions. In total, there were 1,308 responses to the survey. Responses received were mixed. Between 48 and 70% of respondents opposed each of the proposals, for reasons focused on child safety and wellbeing, environmental concerns, social and economic impact, and the effect on attendance and education. Cabinet reluctantly agreed to four of the five proposals due to the urgent need to save money, saying it has become impossible to offer what was previously one of the most generous levels of provision in Wales. Changes to proposal five which looked at transport for pupils with additional learning needs will be deferred until more research is completed. Starting from September 2025, these changes will be made:

    - Where a safe walking route has been identified, qualifying distances for school transport will change to the statutory limits set by Welsh Government of two miles for primary school pupils, and three miles for secondary school pupils.

    - In future, pupils who have had eligibility for free school transport passed on by an older sibling will no longer be entitled to receive the same provision.

    - Free transport for nursery and post-16 learners will no longer be available, but continues for those attending Welsh-medium or faith schools who live beyond qualifying distances.

Complaints and compliments

We have a clear and agreed two stage process for dealing with complaints:

Informal Complaint Stage

Informal complaints should be dealt with quickly and where possible informally. It advises customers to contact the office responsible for the service to provide an opportunity to solve the problem. Informal complaints are logged by our Information Team and we report on them every quarter to the Public Services Ombudsman. In 2024/25 we had the following informal complaints:

	Number	Resolved	Upheld	Discontinued / withdrawn	Ongoing
Adult Social Care	0	0	0	0	0
Benefits Administration	4	2	2	0	0
Children's Social Services	4	4	0	0	0
Community Facilities	18	12	2	3	1
Complaints handling	4	4	0	0	0
Education	25	22	2	1	0
Environment	7	6	0	1	0
Finance & Council Tax	36	31	2	3	0
Housing	29	26	3	0	0
Planning / Building Control	18	15	1	2	0
Roads & Transport	40	37	0	3	0
Various/Other	1	0	0	0	1
Waste & Refuse	3	1	0	2	0

Formal Complaint Stage

Formal complaints can be lodged by email, telephone, letter or online complaint form. All formal complaints with the exception of Schools and Social Services (which have their own statutory procedures) are received, logged and acknowledged centrally by the Information Team within five working days. These complaints are sent to a Head of Service who appoints a senior officer from the service to investigate the complaint and respond directly within 20 working days. The Information Team is provided with a copy of the response. We monitor numbers of complaints, time to respond, category of complaint and where in the Borough they come from. The Information Team has received, logged, acknowledged and referred a total of 39 formal complaints during 2024/25:

	Number	Resolved	Upheld	Discontinued / withdrawn	Ongoing
Adult Social Care	0	0	0	0	0
Benefits Administration	1	0	1	0	0
Children's Social Services	1	0	1	0	0
Community Facilities	2	2	0	0	0
Complaints handling	2	0	2	0	0
Education	6	6	0	0	0
Environment	0	0	0	0	0
Finance & Council Tax	4	3	1	0	0
Housing	4	4	0	0	0
Planning / Building Control	4	4	0	0	0
Roads & Transport	5	4	1	0	0
Various/Other	9	8	0	1	0
Waste & Refuse	1	1	0	0	0

There are separate processes for dealing with Social Services complaints, Elected Member conduct concerns and school-based complaints.

Following an internal audit of the corporate complaints process, and a review of the current complaints system and process, a range of improvements are underway including:

- An e-learning module for all complaint handlers.
- A more consistent way of working to collate, record and report complaints and compliments as well as documenting working procedures to support all officers involved in the complaints process.
- Improving the process for customers to make both complaints and compliments (incorporating stage one and stage two complaints in the same system).
- An improved triage and escalation process.
- Improvements to customer feedback and communication.
- Automating elements of the process where possible to streamline the whole process from beginning to end.
- Developing the process to ensure all feedback is captured and recorded, including whether the complaint was upheld or not, and any steps taken in relation to lessons learnt and allowing complaints data to be analysed as a means of identifying potential areas for improvement, and from this to establish areas for further learning and development.
- Reviewing and developing monitoring reports.

Regulator views

Engagement with regulators is strong and systematic. Regular meetings take place between regulators and senior officers in the Council to discuss regulators' work and the Council's improvement plans.

We regularly test our progress against the views and recommendations of our regulators, through a regulatory tracker. This regulatory tracker itself was a response to an Audit Wales recommendation that we needed to improve the way audit, inspection and regulation findings are logged, scrutinised and used to improve the Council's activities. The mechanism was developed to monitor progress against recommendations from all inspections and audits completed by key regulators of local government services. This is reported to Governance and Audit Committee (GAC) in January and July each year. The following new reviews were published in 2024/25.

- An Audit Wales review of our Digital Strategy was published in April 2024. It concluded there are weaknesses in the Council's approach to developing and delivering its Digital Strategy and provided three recommendations. A new Digital Strategy has now been developed and is under consultation.
- An Audit Wales review of Financial Sustainability was published in September 2024. It concluded 'the Council understands its financial position with good arrangements to support its financial sustainability which it flexes and adapts but is at the early stage of developing its long-term approach'. It provided two recommendations. Work is ongoing to ensure that elected members are fully briefed on the financial position of the Council and the BREP process is being reviewed to support longer term financial planning.
- An Audit Wales review of decision-making arrangements was published in October 2024. It concluded 'the Council generally has proper decision-making arrangements in place but weaknesses in forward planning and pre-decision scrutiny are undermining their effectiveness'. It provided five recommendations. Actions were put in place to respond to the recommendations, including publishing a 6-month scrutiny forward work plan, updating our scheme of delegation, scrutiny training and the development of proposals for new scrutiny arrangements including the renaming of the Scrutiny Committees.
- An Audit Wales report on out setting of Well-being Objectives was published in October 2024. It concluded 'the Council has applied the sustainable development principle when setting its well-being objectives, but there are opportunities to build on how it involves citizens and how it intends to work with partners' and provided three recommendations. One of the recommendations is addressed in this report and the other two will form part of the development of the next Corporate Plan.

Internal Audit is also a statutory requirement in Local Government. The Council's internal audit is undertaken by the Regional Internal Audit Service, a partnership shared service between Bridgend County Borough Council, Merthyr Tydfil County Borough Council and hosted by the Vale of Glamorgan Council. The Head of Internal Audit's annual opinion on the adequacy and effectiveness of the Council's framework of governance, risk management and control for 2024/25 is: "Reasonable Assurance". That means based on the work they have done, no significant cross-cutting control issues have been identified that would impact on the Council's overall control environment. Any weaknesses that have been identified are service specific.

Staff and Trade Union views - Social Partnership Reporting Duty 2024/25

Since 1 April 2024 the Council has been subject to the Social Partnership duty under the Social Partnership and Public Procurement (Wales) Act 2023. This means that we have to explain how we have worked with staff and trade unions within the year, and any areas for improvement we have identified.

Relations with the recognised Trade Unions are extremely positive at present and their support is welcomed to ensure we are working in a true social partnership.

Regular work

There is a monthly meeting with Trade Unions, where a range of Officers present on a variety of topics, Trade Union colleagues' views are tested and any issues discussed. The Trade Unions involved in these regular meetings are both those for corporate teams – Unison, Unite, and GMB. Our teaching Trade Unions also take part in the monthly meetings – ASCL, NEU, NASUWT, NAHT and UCAC

In 2024/25 we had ten monthly meetings, usually avoiding January, April and August due to school holiday and general availability. The meetings in 2024/25 took place on 12th April, 14th May, 14th June, 14th July, 20th September, 18th October, 15th November and 13th December 2024, and 7th February and 21st March 2025.

In addition to these regular meetings, Trade Unions have direct access to HR Officers and there is regular and open communication to work together. Trade Unions are involved regularly in workforce and other related meetings.

All policies, protocols and programmes are shared with the relevant Trade Unions at the earliest opportunity to include their views and thoughts. During the recent appointment of the new Chief Executive a Trade Union Officer sat on one of the stakeholder panels as part of the assessment centre.

Planning the year ahead

As part of the annual budget development process, the Chief Officer Finance, Housing and Change attended the regular Trade Union meetings in November 2024 and February 2025. She provided an update on the process, the approach, assumptions made (and later the draft settlement from Welsh Government) and savings proposals.

Trade Unions played an integral part in the development of the Council's 5-year, high level Corporate Plan 2023/28. They were involved at three key points; firstly, developing the approach, then developing, setting and agreeing the wellbeing objectives and finally at the draft report stage. To date, Trade Unions have not been directly involved in the development of the 1-yearly Corporate Plan Delivery Plan.

Reviewing the year behind

Each year since its inception, Trade Unions have been involved in the development of the Council's Corporate Self-Assessment. As part of the development of the corporate Self-Assessment 2023/24 the Corporate Policy and Performance Manager, attended the regular Trade Union meeting on 14 July 2024. She presented the key points and judgements from the draft self-assessment and took views, areas for development and any issues from the Trade Unions in attendance. The draft report itself was also circulated to Trade Unions for review and any additional comments or changes.

Areas for improvement

- Develop a more engaging and interactive process for involving Trade Union colleagues in the self-assessment process
- Develop a clear and agreed role for Trade Union colleagues as part of formal budget consultation.
- Involve Trade Union colleagues in the development and review of the 1-year Corporate Plan Delivery Plan (every year rather than the current involvement every 5 years).
- Providing training or awareness raising to employees and Trade Union representatives on how the Social Partnership Duty is being implemented.
- Working to confirm updated Trade Union facilities time agreements.

Our Strategic Equality Plan

Our new Strategic Equality Plan (SEP) was developed and consulted on in early 2024 and outlined our six strategic equality objectives, which will shape how we plan, provide, and deliver our services to reflect the diversity of our communities.

We have developed a Strategic Equality Action Plan for 2024/28 which was approved in July 2024 and has now been published on our website. Work towards achieving these actions will continue over the next 4-year lifespan of the SEP.

Progress on the plans is regularly reported to the Corporate Equality Network, and responsibility for operational delivery lies with all service areas and teams. Our Cabinet Committee Equalities monitors and scrutinises delivery against the objectives.

How do we identify and collect relevant information?

We are committed to collecting and using data to identify where some protected characteristic groups experience a disproportionate impact or where we could deliver services in a different way. We collect data on customers and residents via our consultation and engagement activities and on our employees via our own internal systems. We will collect and use the following equality data:

- Employment profile data for all protected characteristics.
- Service user data to understand the characteristics of our service users.
- Job applicants for all protected characteristics.

This data will be published annually as part of our Strategic Equality Plan annual reporting process (which will now include the full equality impact assessments undertaken). In addition we will publish annually:

- The Strategic Equality Plan action plan review.
- The Strategic Equality Plan annual report.
- Welsh language Standards annual report.



How effective are the council's arrangements for identifying and collecting relevant information?

Each year we try to improve the Equality Monitoring Data we hold for employees, revising the data capture to include more characteristics. We encourage employees to update information regularly through communications, appraisals and other methods.

What do our arrangements tell us regarding the equality of access to employment, training and pay?

Every year, we report our 'equalities in the workforce' report to Cabinet Committee Equalities. This tells us about a range of things including the numbers of employees with protected characteristics where declared. It also tells us about pay, recruitment and training of employees with protected characteristics. This is all put together and included in the Strategic Equality Plan. Areas for development are included in the Strategic Equality Plan Action Plan.






Except buses
Ac eithro bysiau
GIVE WAY
to reversing vehicles
ILDIWCH

2024/25

Performance against the Corporate Plan 2024-25

In March 2023 the Council published its new 5-year Corporate Plan 2023-28 and seven new wellbeing objectives. A 1 year Corporate Plan Delivery Plan for 2024-25 was agreed in April 2024 which defined 41 aims, with 80 commitments to deliver these objectives and 108 performance indicators (and sub indicators) to measure progress.

This document is intended to provide an overview of the Council's performance against the wellbeing objectives as set out in the Corporate Plan Delivery Plan at quarter 4 of 2024-25, which is the final year-end position.

The wellbeing objectives are:

- 1 - A County Borough where we protect our most vulnerable
- 2 - A County Borough with fair work, skilled, high-quality jobs and thriving towns
- 3 - A County Borough with thriving valleys communities
- 4 - A County Borough where we help people meet their potential
- 5 - A County Borough that is responding to the climate and nature emergency
- 6 - A County Borough where people feel valued, heard, and part of their community
- 7 - A County Borough where we support people to live healthy and happy lives

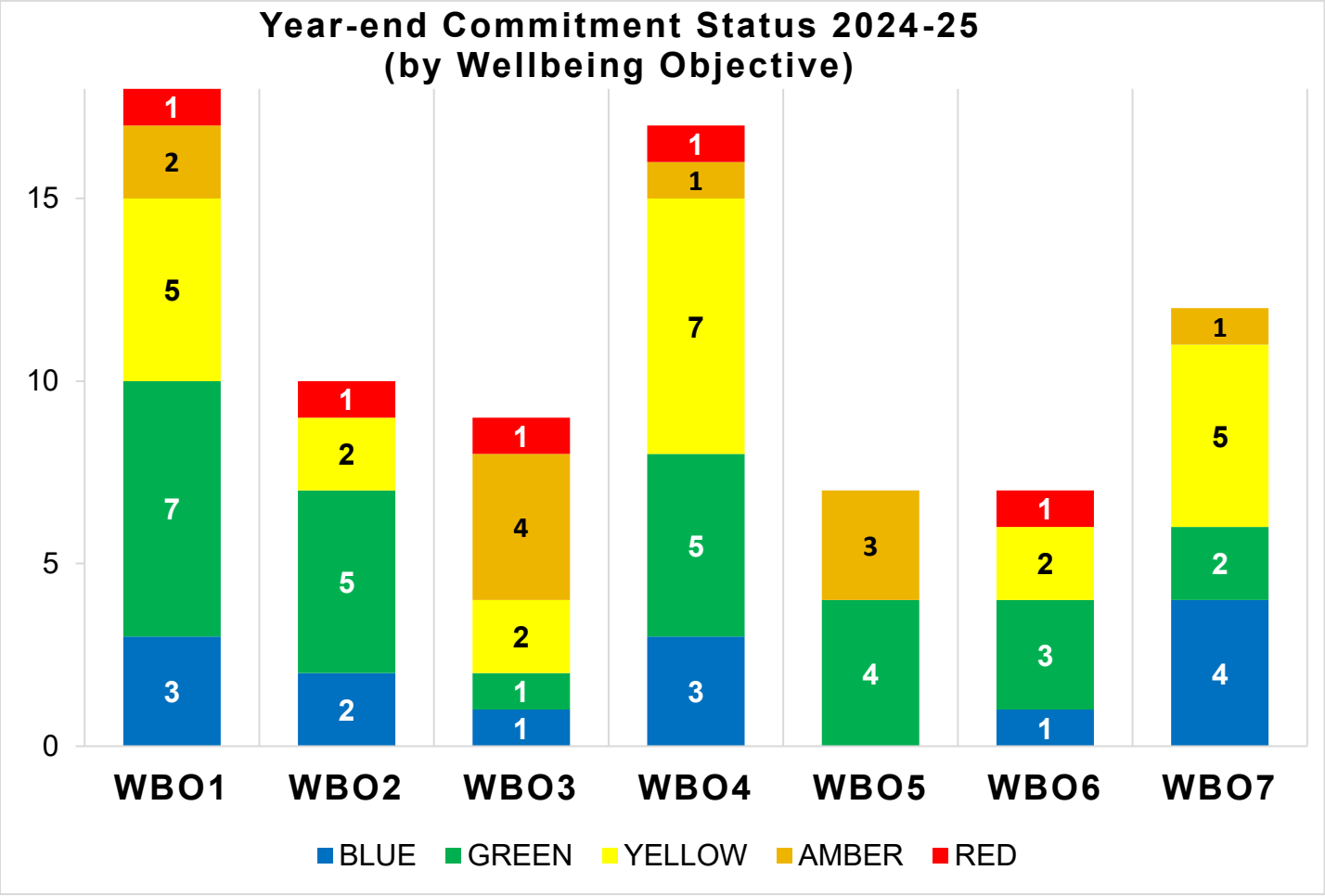
Summary of progress on Corporate Commitments

Each of the commitments has been awarded an appropriate Blue, Red, Amber, Yellow or Green (BRAYG) status at the end of quarter 4. Table 1 below shows a summary of the overall status of the 80 commitments with Chart 1 demonstrating this for each of the well-being objectives.

Table 1 – Commitments by BRAYG status

Status	Meaning of this status	Performance at year end	
		Number	%
COMPLETE (BLUE)	Project is completed	14	17.5%
EXCELLENT (GREEN)	As planned (within timescales, on budget, achieving outcomes)	27	33.75%
GOOD (YELLOW)	Minor issues. One of the following applies - deadlines show slippage, project is going over budget or risk score increases	23	28.75%
ADEQUATE (AMBER)	Issues. More than one of the following applies - deadlines show slippage, project is going over budget or risk score increases	11	13.75%
UNSATISFACTORY (RED)	Significant issues – deadlines breached, project over budget, risk score up to critical or worse	5	6.25%
	Total	80	100%

Chart 1 – Commitments by BRAYG status for each wellbeing objective



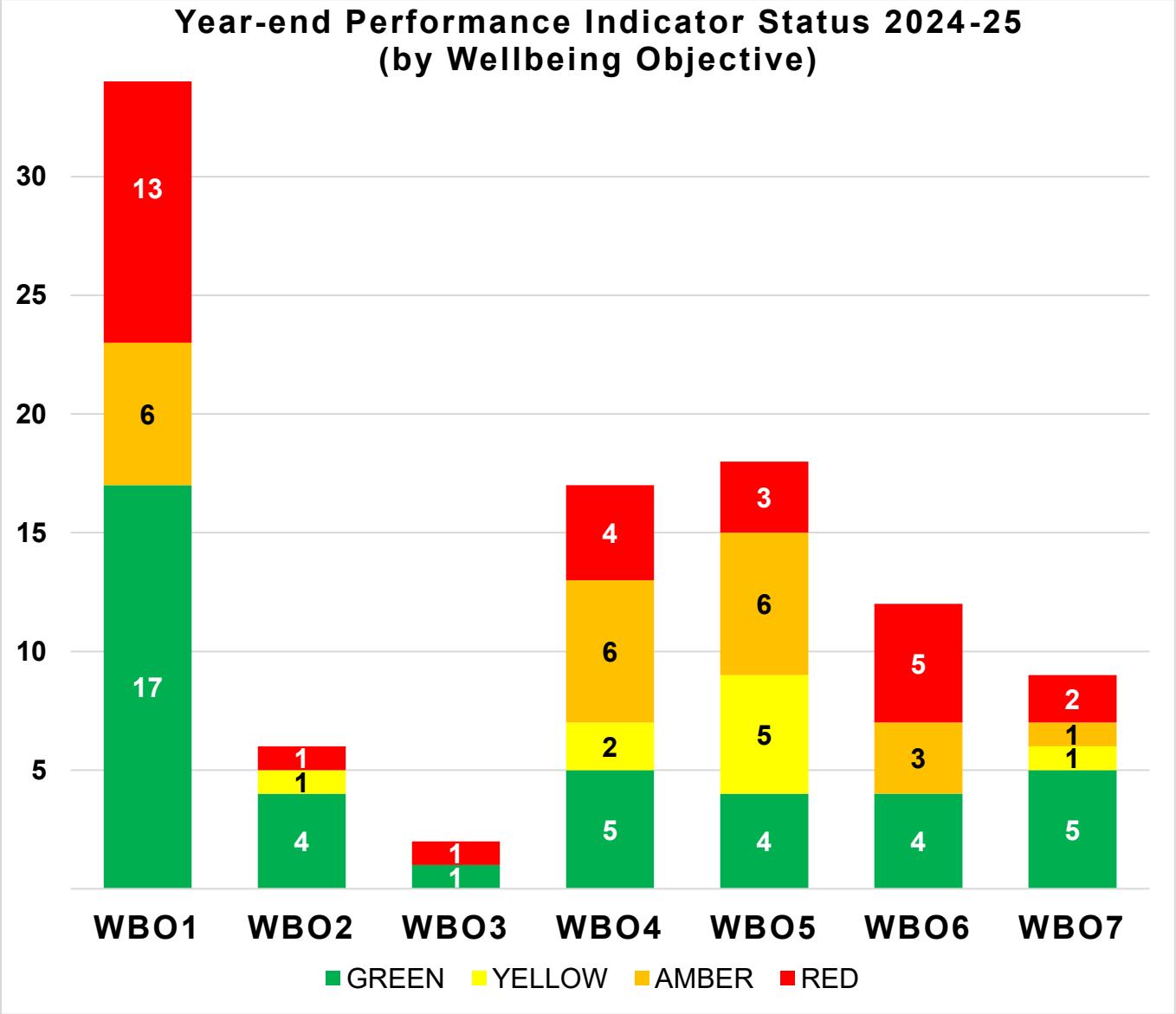
Summary of Performance Measures

Performance is being judged against the revised performance indicator (PI) targets approved in summer 2024. Of the 108 indicators (including all sub indicators), 100 could be compared against a target and awarded a Red, Amber, Yellow or Green (RAYG) status. Table 2 below shows a summary of performance by status, with Chart 2 providing this summary broken down by well-being objective.

Table 2 - PIs by RAYG status

Status	Meaning of this status	Performance at year end	
		Number	%
EXCELLENT (GREEN)	On target and improved or is at maximum	40	40%
GOOD (YELLOW)	On target	9	9%
ADEQUATE (AMBER)	Off target (within 10% of target)	22	22%
UNSATISFACTORY (RED)	Off target (target missed by 10%+)	29	29%
	Total	100	100%

Chart 2 - PIs by RAYG status for each wellbeing objective



Set out below is our performance for each of these performance indicators, or measures of success which we set ourselves for each well-being objective. This also shows performance trend, so you can see how this outturn position compares with the same period last year, where appropriate to do so.

Performance Indicators Trend Definition	
↑	Performance has improved compared to last year
↔	Performance has been maintained (this includes those at maximum)
↙	Performance has declined BUT within 10% of the last year
↓	Performance has declined by 10% or more compared to previous year

WBO 1 - A County Borough where we protect our most vulnerable

Aim 1.1 Providing high-quality children's and adults social services and early help services to people who need them

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Percentage of eligible carers who were offered a carer's assessment in: a) Children's Social Care. *(Quarterly Indicator, higher preferred)*	100%	100%	**100% GREEN**	⟷
Percentage of eligible carers who were offered a carer's assessment in: *b)* Adult Social Care. *(Quarterly Indicator, higher preferred)*	Data not available	100%	**92.78% AMBER**	No trend
Timeliness of visits to a) children who are care experienced. *(Quarterly Indicator, higher preferred)*	85.31%	87%	**88.28% GREEN**	↑
Timeliness of visits to b) children on the child protection register. *(Quarterly Indicator, higher preferred)*	86.77%	87%	**89.27% GREEN**	↑
Safe reduction in the number of care experienced children *(Quarterly Indicator, lower preferred)*	370	350	**333 GREEN**	↑
Safe reduction in the number of children on the child protection register. *(Quarterly Indicator, lower preferred)*	189	175	**75 GREEN**	↑
Percentage of enquiries to the Adult Social Care front door which result in information and advice only. *(Quarterly Indicator, higher preferred)*	74.88%	75%	**84.58% GREEN**	↑
Total number of packages of reablement completed during the year. *(Quarterly Indicator, higher preferred)*	377	400	**509 GREEN**	↑
Percentage of reablement packages completed that a) reduced the need for support. *(Quarterly Indicator, higher preferred)*	14.32%	18%	**17.49% AMBER**	↑
Percentage of reablement packages completed that b) maintained the same level of support *(Quarterly Indicator, higher preferred)*	13.79%	14%	**15.72% GREEN**	↑
Percentage of reablement packages completed that c) mitigated need for support. *(Quarterly Indicator, higher preferred)*	66.58%	68%	**55.99% RED**	↓
Number of people who access independent advocacy to support their rights within: a) children's social care. *(Annual Indicator, higher preferred)*	64	130	**39 RED**	↓
Number of people who access independent advocacy to support their rights within: b) adult's social care. *(Annual Indicator, higher preferred)*	87	180	**67 RED**	↓

Percentage of completed Team Around the Family (TAF) plans closed with a successful outcome. *(Quarterly Indicator, higher preferred)*	83%	87%	**82% AMBER**	↙

Aim 1.2 Supporting people in poverty to get the support they need / help they are entitled to

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Percentage of people supported through FASS (Financial Assistance and Support Service) where support has resulted in increased income through claims for additional/increased benefits and allowances. *(Quarterly Indicator, higher preferred)*	92%	85%	**96% GREEN**	↑
Percentage of people supported through FASS who have received advice and support in managing or reducing household debt. *(Quarterly Indicator, higher preferred)*	93%	85%	**94% GREEN**	↑

Aim 1.3 Supporting people facing homelessness to find a place to live

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Percentage of households threatened with homelessness successfully prevented from becoming homeless. *(Quarterly Indicator, higher preferred)*	11%	20%	**31.2% GREEN**	↑
Percentage of people presenting as homeless or potentially homeless for whom the Local Authority has a final legal duty to secure suitable accommodation. *(Quarterly Indicator, lower preferred)*	29%	10%	**26.4% RED**	↑

Aim 1.4 Supporting children with additional learning needs to get the best from their education

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2023-24 & RAYG	Trend
Percentage of new local authority individual development plans (IDPs) delivered using the online IDP system. *(Quarterly Indicator, higher preferred)*	New 2024-25	100%	**0% RED**	No trend
Number of pupils on the waiting lists for specialist provision. *(Quarterly Indicator, lower preferred)*	23	10	**55 RED**	↓
Percentage of year 9 pupils with Additional Learning Needs (ALN) with a transition plan in place, that have had an annual review by 31 March of each current school year. *(Annual Indicator, higher preferred)*	New 2024-25	100%	**74.3% RED**	No trend

Aim 1.5 Safeguarding and protecting people who are at risk of harm

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Percentage of council staff completing safeguarding awareness training *(Quarterly Indicator, higher preferred)*	82.73%	100%	**85.77% RED**	↑
Percentage of Adult safeguarding inquiries which receive initial response within 7 working days. *(Quarterly Indicator, higher preferred)*	81.85%	85%	**83.08% AMBER**	↑
Percentage of Childrens referrals where decision is made within 24 hours. *(Quarterly Indicator, higher preferred)*	99.69%	100%	**99.97% AMBER**	↑
Percentage of child protection investigations completed within required timescales. *(Annual Indicator, higher preferred)*	77.78%	75%	**84.4% GREEN**	↑
Average waiting time on the Deprivation of Liberty Safeguards (DoLS) waiting list. *(Quarterly Indicator, lower preferred)*	16 days	16 days	**10 days GREEN**	↑

Aim 1.6 Help people to live safely at home through changes to their homes

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Average number of days taken to deliver a Disabled Facilities Grant (DFG) for: a) Low level access showers *(Quarterly Indicator, lower preferred)*	694 days	210 days	**811 days RED**	↓
Average number of days taken to deliver a DFG for: b) Stair lifts *(Quarterly Indicator, lower preferred)*	351 days	210 days	**527 days RED**	↓
Average number of days taken to deliver a DFG for: c) Ramps *(Quarterly Indicator, lower preferred)*	835 days	210 days	**980 days RED**	↓
Average number of days taken to deliver a DFG for: d) Extensions *(Quarterly Indicator, lower preferred)*	945 days	210 days	**1,319 days RED**	↓
Percentage of people who feel they can live more independently as a result of receiving a DFG in their home *(Quarterly Indicator, higher preferred)*	98%	98%	**99.3% GREEN**	↑

Aim 1.7 Support partners to keep communities safe

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Percentage of council staff completing Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) training (Level 1) *(Quarterly Indicator, higher preferred)*	75.54%	100%	**75.92% RED**	↑
Number of instances where CCTV supports South Wales Police in monitoring incidents *(Quarterly Indicator, higher preferred)*	944	944	**1,020 GREEN**	↑
Percentage of Assia service users reporting increased feelings of safety at their exit evaluation *(Quarterly Indicator, higher preferred)*	New 2024-25	100%	**99.12% AMBER**	No trend
Percentage of high-risk domestic abuse victims / public protection notices received by the service contacted within 48 hours *(Quarterly Indicator, higher preferred)*	New 2024-25	100%	**100% GREEN**	No trend
Percentage of medium risk domestic abuse victims / public protection notices received by the service contacted within 72 hours *(Quarterly Indicator, higher preferred)*	New 2024-25	100%	**100% GREEN**	No trend

WBO 2 - County Borough with fair work, skilled, high-quality jobs and thriving towns

Aim 2.1 Helping our residents get the skills they need for work

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Number of participants in the Employability Bridgend programme going into employment *(Quarterly Indicator, higher preferred)*	366	233	**453 GREEN**	Trend not applicable

Aim 2.2 Making sure our young people find jobs, or are in education or training

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Number of participants in the Employability Bridgend programme supported into education or training. *(Quarterly Indicator, higher preferred)*	76	409	**678 GREEN**	Trend not applicable
Percentage of Year 11 leavers not in education, training, or employment (NEET) in the careers Wales annual destination statistics. *(Annual Indicator, lower preferred)*	1.4%	1.5%	**1.9% RED**	↓

Aim 2.4 Attracting investment and supporting new and existing local businesses

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Number of businesses receiving support through Shared Prosperity Funding *(Quarterly Indicator, higher preferred)*	25	21	**37 GREEN**	↑
Number of business start-ups assisted. *(Annual Indicator, higher preferred)*	219	53	**94 YELLOW**	↓

Aim 2.5 Making the council an attractive place to work

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Percentage of staff reporting through survey that they agree or strongly agree with the statement: a) I feel every department is working towards the same common goal. *(Annual Indicator, higher preferred)*	35%	42%	Data not available	No trend
Percentage of staff reporting through survey that they agree or strongly agree with the statement: b) I am satisfied with BCBC as an employer. *(Annual Indicator, higher preferred)*	66%	74%	Data not available	No trend
Percentage of staff reporting through survey that they agree or strongly agree with the statement: c) Working here makes me want to perform to the best of my ability. *(Annual Indicator, higher preferred)*	73%	79%	Data not available	No trend
Percentage of staff reporting through survey that they agree or strongly agree with the statement: d) I feel that BCBC values its employees' ideas and opinions. *(Annual Indicator, higher preferred)*	39%	48%	Data not available	No trend
Percentage of staff reporting through survey that they agree or strongly agree with the statement: e) Do you think there are opportunities for two-way communication to discuss and raise ideas and issues? *(Annual Indicator, higher preferred)*	85%	86%	Data not available	No trend
Percentage of staff reporting through survey that they agree or strongly agree with the statement: a) I feel supported to manage my personal wellbeing whilst in work: *(Annual Indicator, higher preferred)*	67%	71%	Data not available	No trend
Percentage of staff reporting through survey that they agree or strongly agree with the statement: b) The council is dedicated to taking positive action to support employees achieve a positive sense of wellbeing in their working lives. *(Annual Indicator, higher preferred)*	50%	54%	Data not available	No trend

Number of sign up of new subscribers to the staff extranet *(Quarterly Indicator, higher preferred)*	Data not available	Baseline Setting	Data not available	No trend

Aim 2.6 Ensuring employment is fair, equitable and pays at least the real living wage

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Number of real living wage employers identified. *(Annual Indicator, higher preferred)*	250	255	**257 GREEN**	↑

WBO 3 - A County Borough with thriving valleys communities

Aim 3.1 Investing in town centres, including Maesteg town centre

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Number of commercial properties assisted through the enhancement grant scheme *(Annual Indicator, higher preferred)*	4	2	**7 GREEN**	↑

Aim 3.6 Encourage the development of new affordable homes in the valleys

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Number of additional affordable homes provided by Registered Social Landlords (RSLs) in the valleys. *(Annual Indicator, higher preferred)*	2	20	**2 RED**	↔

WBO 4 - A County Borough where we help people meet their potential

Aim 4.1 Providing safe, supportive schools, with high quality teaching

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Number of schools judged by Estyn to be in 'significant improvement' or 'special measures'. *(Quarterly Indicator, lower preferred)*	1	0	**1 RED**	⟷
Average 'Capped 9' score for pupils in Year 11 *(Annual Indicator, higher preferred)*	361.5	363.0	**357.40 AMBER**	↙
Percentage pupil attendance in primary schools *(Annual Indicator, higher preferred)*	91.5%	93%	**92.49% AMBER**	↑
Percentage pupil attendance in secondary schools *(Annual Indicator, higher preferred)*	87.9%	90%	**87.31% AMBER**	↙
Percentage of school days lost due to fixed-term exclusions during the school year in primary schools. *(Annual Indicator, lower preferred)*	0.024%	0.03%	**0.031% AMBER**	↓
Percentage of school days lost due to fixed-term exclusions during the school year in secondary schools. *(Annual Indicator, lower preferred)*	0.165%	0.15%	**0.152% AMBER**	↑
Percentage of schools that have self-evaluated themselves as 'green' as part of their annual safeguarding audit. *(Annual Indicator, higher preferred)*	93%	100%	**93% AMBER**	⟷

Aim 4.3 Expanding Welsh medium education opportunities

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Percentage of Year 1 pupils taught through the medium of Welsh. *(Annual Indicator, higher preferred)*	8.56%	8.7%	**8.83% GREEN**	↑
Percentage of learners studying for assessed qualifications through the medium of Welsh at the end of Key Stage 4. *(Annual Indicator, higher preferred)*	6.62%	7.16%	**7.23% GREEN**	↑
Number of learners studying for Welsh as a second language at AS Level and A Level *(Annual Indicator, higher preferred)*	29	20	**17 RED**	↓

Aim 4.5 Attract and retain young people into BCBC employment

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Number of apprentices employed across the organisation *(Annual Indicator, higher preferred)*	46	20	**22 YELLOW**	↓
Percentage of those concluding apprenticeships and obtaining a non-apprentice role *(Annual Indicator, higher preferred)*	90%	90%	**55.56% RED**	↓

Aim 4.6 Offering youth services and school holiday programmes for our young people

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Participation in targeted activities for people with additional or diverse needs *(Quarterly Indicator, higher preferred)*	357	400	**540 GREEN**	↑
Participation in the national free swimming initiative for 16 and under *(Annual Indicator, higher preferred)*	19,659	16,000	**23,208 GREEN**	↑

Aim 4.9 Being the best parents we can to our care experienced children

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Percentage of care leavers who have completed at least 3 consecutive months of employment, education or training in the a)12 months since leaving care. *(Quarterly Indicator, higher preferred)*	68.97%	70%	**59.38% RED**	↓
Percentage of care leavers who have completed at least 3 consecutive months of employment, education or training in the b)13- 24 months since leaving care. *(Quarterly Indicator, higher preferred)*	57.69%	65%	**82.14% GREEN**	↑
Percentage care leavers who have experienced homelessness during the year *(Quarterly Indicator, lower preferred)*	7.17%	10%	**9.96% YELLOW**	↓

WBO 5 - A County Borough that is responding to the climate and nature emergency

Aim 5.1 Moving towards net zero carbon, and improving our energy efficiency

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Reduction in emissions (across our buildings, fleet & equipment, streetlighting, business travel, commuting, homeworking, waste, procured goods and services) *(Annual Indicator, higher preferred)*	4.3%	5%	**1% RED**	↓
Annual Gas Consumption across the Authority (kWh) *(Annual Indicator, lower preferred)*	21,966,783 kWh	20,868,443 kWh	**21,122,938 kWh AMBER**	↑
Annual Electricity Consumption across the Authority (kWh) *(Annual Indicator, lower preferred)*	15,210,536 kWh	14,450,009 kWh	**15,019,064 kWh AMBER**	↑
Annual CO2 related to gas consumption across the Authority (tonnes) *(Annual Indicator, lower preferred)*	4,018 tonnes	3,817 tonnes	**3,866 tonnes AMBER**	↑
Annual CO2 related to electricity consumption across the Authority (tonnes) *(Annual Indicator, lower preferred)*	3,150 tonnes	2,925 tonnes	**3,110 tonnes AMBER**	↑
Levels of nitrogen dioxide (NO2) pollution in the air (micrograms per m3) *(Annual Indicator, lower preferred)*	43.80	40	**43.60 AMBER**	↑

Aim 5.2 Protecting our landscapes and open spaces and planting more trees

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Number of green flag parks and green spaces *(Annual Indicator, higher preferred)*	2	2	**2 YELLOW**	↔
Number of blue flag beaches *(Annual Indicator, higher preferred)*	3	3	**3 YELLOW**	↔

Aim 5.3 Improve the quality of the public ream and built environment through good placemaking principles

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Percentage of all planning applications determined within 8 weeks. *(Quarterly Indicator, higher preferred)*	68%	80%	**67% RED**	↙

Percentage of planning appeals dismissed. *(Quarterly Indicator, higher preferred)*	87%	80%	**81% YELLOW**	

Aim 5.4 Reducing, reusing or recycling as much of our waste as possible

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Percentage of street cleansing waste prepared for recycling. *(Annual Indicator, higher preferred)*	41.18%	40%	**41.22% GREEN**	
Percentage of waste reused, recycled or composted (Overall) *(Quarterly Indicator, higher preferred)*	72.78%	70%	**70.93% YELLOW**	
Percentage of waste a) reused *(Quarterly Indicator, higher preferred)*	1.43%	1%	**0.54% RED**	
Percentage of waste b) recycled. *(Quarterly Indicator, higher preferred)*	50.42%	49%	**50.59% GREEN**	
Percentage of waste c) composted *(Quarterly Indicator, higher preferred)*	20.14%	20%	**19.8% AMBER**	
Kilograms of residual waste generated per person. *(Quarterly Indicator, lower preferred)*	119.80kg	125kg	**117.76kg GREEN**	
Percentage of highways land inspected and found to be of a high / acceptable standard of cleanliness. *(Quarterly Indicator, higher preferred)*	99.8%	99%	**99.35% YELLOW**	

Aim 5.5 Improving flood defences and schemes to reduce flooding of our homes and businesses

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Percentage of statutory sustainable drainage systems (SuDS) applications processed within 7 weeks from receipt of appropriate scheme drawings. (*Quarterly Indicator, higher preferred)*	100%	95%	**100% GREEN**	

WBO 6 - A County Borough where people feel valued, heard, and part of their community

Aim 6.1 Celebrating and supporting diversity and inclusion and tackling discrimination

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Percentage of council staff completing Introduction to Equality and Diversity E-Learning. *(Quarterly Indicator, higher preferred)*	47.61%	100%	**64.25% RED**	↑

Aim 6.2 Improving the way we engage with local people, including young people, listening to their views and acting on them

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Percentage of consultation participants who answered positively: How effective do you think we have been in meeting our aim of being citizen-focused over the last 12 months? *(Annual Indicator, higher preferred)*	49.4%	50%	**44.2% RED**	↓
Level of engagement (Welsh / English) a) across consultations *(Annual Indicator, higher preferred)*	7,946	8,300	**8,050 AMBER**	↑
Level of engagement (Welsh / English) b) with corporate communications to residents using the digital communications platform. *(Annual Indicator, higher preferred)*	972,384	972,500	**1,203,706 GREEN**	↑
Level of engagement (Welsh / English) c) across all corporate social media accounts *(Annual Indicator, higher preferred)*	1,715,802	1715,900	**1,488,712 RED**	↓

Aim 6.3 Offering more information and advice online, and at local level, and making sure you can talk to us and hear from us in Welsh

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Percentage first call resolutions (via Customer Contact Centre) *(Quarterly Indicator, higher preferred)*	69.17%	75.92%	**72.67% AMBER**	↑
Number of online transactions using the digital platform *(Quarterly Indicator, higher preferred)*	72,500	72,500	**81,034 GREEN**	↑
Number of hits on the corporate website *(Quarterly Indicator, higher preferred)*	3,415,000	3,415,000	**3,267,538 AMBER**	↙
Percentage of staff with Welsh language speaking skills (including schools) *(Annual Indicator, higher preferred)*	26.82%	28%	**28.35% GREEN**	↑

Percentage of council staff completing Welsh Language Awareness E-Learning *(Quarterly Indicator, higher preferred)*	47.61%	100%	**63.12% RED**	

Aim 6.4 Helping clubs and community groups take control of and improve their facilities and protect them for the future

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Number of council owned assets transferred to the community for running (CATs) *(Annual Indicator, higher preferred)*	7	10	**2 RED**	
Number of people supported to have their needs met in their communities by local community co-ordinators. *(Annual Indicator, higher preferred)*	395	450	**566 GREEN**	

WBO 7 - A County Borough where we support people to live healthy and happy lives

Aim 7.2 Offering attractive leisure and cultural activities

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Number of visits by older adults to physical activity opportunities supported *(Annual Indicator, higher preferred)*	23,308	23,500	**24,663 GREEN**	

Aim 7.3 Improving children's play facilities and opportunities

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Value of investment in play areas. *(Annual Indicator, higher preferred)*	£54,443	£1.6 million	**£1,709,584 GREEN**	
Number of play areas that have been refurbished. *(Annual Indicator, higher preferred)*	0	22	**22 GREEN**	

Aim 7.4 Providing free school meals and expanding free childcare provision

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Percentage of eligible learners offered a free school meal.	100%	100%	**100%**	

(Quarterly Indicator, higher preferred)			**GREEN**	
Percentage of non-maintained settings that are judged by Care Inspectorate Wales as at least 'good'. *(Quarterly Indicator, higher preferred)*	76.5%	100%	**83% RED**	↑
Number of two-year-olds accessing childcare through the Flying Start programme. *(Quarterly Indicator, higher preferred)*	530	570	**542 AMBER**	↑

Aim 7.5 Integrating our social care services with health services so people are supported seamlessly

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Number of people recorded as delayed on the national pathway of care. *(Quarterly Indicator, lower preferred)*	104	71	**70 GREEN**	↑

Aim 7.6 Improving the supply of affordable housing

Performance Indicator Description	2023-24 Actual	2024-25 Target	Actual 2024-25 & RAYG	Trend
Number of additional affordable homes provided by Registered Social Landlords (RSLs) across the County Borough. *(Annual Indicator, higher preferred)*	64	110	**77 RED**	↑
Number of empty properties returned to use with local authority intervention. *(Annual Indicator, higher preferred)*	70	5	**36 YELLOW**	↓

Meeting of:	**COUNCIL**
Date of Meeting:	**22 OCTOBER 2025**
Report Title:	**PANEL PERFORMANCE ASSESSMENT**
Report Owner / Corporate Director:	**CHIEF EXECUTIVE** **LEADER OF THE COUNCIL**
Responsible Officer:	**ALEX RAWLIN** **POLICY AND PUBLIC AFFAIRS MANAGER**
Policy Framework and Procedure Rules:	**The Corporate Plan and Performance Framework (on which Self-Assessment and Panel Performance Assessments (PPA) are based) form part of the Policy Framework.**
Executive Summary:	**This report informs Council of the findings of the Panel Performance Assessment that took place between 16-19 September 2025. It seeks approval of the next steps in terms of -** • **Writing a formal, Council response to the PPA** • **Communicating the findings more widely** • **Developing actions to address the findings**

1. Purpose of Report

1.1 The purpose of this report is to inform Council of the findings of the Panel Performance Assessment that took place between 16-19 September 2025. It seeks Council approval of the next steps.

2. Background

2.1 The Local Government and Elections (Wales) Act 2021 set out a new local government improvement regime. One of the requirements of the Act is for the Council to undertake a Panel Performance Assessment, or PPA, between each local government election. The PPA has to set out conclusions on whether the Council met the 'performance requirements' during that financial year, and actions needed to improve. The 'performance requirements' focus on –

- Are we exercising our functions effectively?
- Are we using our resources economically, efficiently and effectively?
- Is our governance strong?

2.2 In addition to the three statutory areas, the Corporate Management Board (CMB) and Cabinet agreed three further areas for the peers' consideration which were -

- **Transformation** – The development of a transformation strategy that meets political and key stakeholder aspirations that is underpinned by effective arrangements for delivery, performance management and a culture of constructive challenge. A clear need to focus on mechanisms and capacity for transformation that will improve citizens experience and create an organisation that is sustainable in the medium and long term.
- **Addressing workforce challenges** – Building on strengthened workforce planning, address challenges in recruitment in key areas, and improve succession planning, to help the Council create a long-term workforce strategy.
- **Improving engagement** – Building on improvements to strategic communication, improve the Council's engagement and relationships internally with councillors and externally with local communities and town and community councils to help it become more citizen focused.

2.3 The panel were on site between 16-19 September 2025 and consisted of –

Role	Name	Details
Independent Chair	Sally Loudon	Former Chief Executive of the Convention of Scottish Local Authorities (COSLA), former Chief Executive of Argyll and Bute Council.
Senior Elected Member	Cllr. Andrew Stevens	Serving Councillor and Cabinet Member for Environment & Infrastructure at Swansea Council.
Serving Local Government Senior Officer	Gareth Newell	Head of Performance and Partnerships, Cardiff Council
Associate Peer from the Wider Public, Private or Voluntary Sectors	Anne-Louise Clark	Former Executive Director – Communication and Change for Audit Wales & Chair of the Board of Trustees for Platform for Change Ltd.

2.4 During the onsite week, the Panel undertook 1-2-1 interviews with a range of elected members, council officers and partners. They also held focus groups with users of council services and community representatives including:

- Trade Unions
- Town & Community Councils
- Business community
- Youth Council
- Older people
- Citizens
- Headteachers

3. Current situation / proposal

3.1 At the end of the peers' week on site, they gave a presentation on their findings which addressed the three performance requirements and the three areas of focus we provided. Since then, their final report has been received by the Council. The report is included at **Appendix 1** and presentation at **Appendix 2.**

3.2 The headline findings of the PPA are –

- Bridgend is a good Council with untapped potential.
- A political and managerial leadership that is ambitious for Bridgend.
- Workforce that is enthusiastic, committed, cares deeply about the Council and the communities it serves.
- High levels of self-awareness - clear and shared assessment of strengths and the challenges ahead.
- Ready for change and positive about the future.

Despite these positives it describes the council as now being at '*a crossroads in terms of its development and now is the time to act at pace. By making the necessary changes now, the council can make sure it can sustain services and continues to deliver for its communities for years to come.'* This description aligns strongly with most officers and elected members' assessment of the council, its services and the imperative and desire to change.

3.3 For each of the three performance requirements, the peers outlined strengths and areas for improvement. These are -

Exercise of functions / council performance

Strengths	Areas for improvement
Good performance in services and consistent performance narrative across members and officers.	Unnecessary bureaucracy and procedures are stifling empowerment and delaying decision making.
Dedicated and committed members and staff.	Corporate and strategic capacity required.
A real eagerness for change.	
Some examples of cross-Council working, but not evident across the whole authority.	

Use of resources

Strengths	Areas for improvement
Good financial management and monitoring.	Looking forward, ensure the budget and MTFS is closely aligned with the new vision and change programme.
Wider member involvement in the budget setting process.	The Council should, as a whole, increase its appetite for innovation.

Good relationships with partners and wider stakeholders, who are eager to be more strategically involved.	An opportunity for greater cross-service and partner working and culture – 'Team Bridgend.'
	Whole Council approach to communications needed.

Governance

Strengths	Areas for improvement
Overall, the Council has good governance arrangements and systems in place.	Continuing to build a cohesive leadership team and culture.
Good performance management framework in place.	Performance management framework needs to be embedded across the Council and culture needs to be developed to ensure ownership and accountability.
Good engagement and relationships with Trade Unions.	Responsiveness to members, scrutiny, stakeholders and citizens is not consistent across the Council.
Good scrutiny arrangements which are valued by members.	Scrutiny papers could be more concise, with greater evidence of impact of scrutiny also needed.

3.4 For each of the three focus areas provided by the Council, the peers outlined strengths and areas for improvement. These are –

Transformation

Strengths	Areas for improvement
Alignment of ambition for change.	Develop and agree a new transformation plan, involving staff, members, partners and communities.
Excitement and appetite for change.	Strategic and corporate capacity required to deliver change.
It's the right thing to do at the right time.	Transformation programme needs to be based on data and insight.
Evidence of innovation in some areas.	Review approach to digital and data to support the emerging Transformation Plan including funding, systems, skills and culture.

Workforce challenges

Strengths	Areas for improvement
Staff feel appreciated – it's a good and caring culture.	Move to a more strategic and future focussed workforce plan, linked to new vision and transformation plan – including

	succession planning, workforce of the future, digital and data.
Proud of Bridgend County and the impact the Council has.	Consider a corporate grow your own programme, developing links with local higher and further education.
Good relationships with Trade Unions.	Consider approach to staff celebration/appreciation.

Engagement

Strengths	Areas for improvement
Strong desire and commitment from Cabinet to hear and listen to citizens and communities.	The Council should consider a whole-Council approach to promoting the work of the Council and the county of Bridgend.
Evidence of engagement with stakeholders across the organisation.	Responsiveness to members, scrutiny, town and community councils and citizens is not consistent across the Council.
Town and Community Council liaison officer now in place.	Improve consultation and engagement practice, including greater use of local members, community groups and infrastructure to promote engagement and closing 'the feedback loop'.
Citizen panel in place and innovative plan to use citizen focus groups	Forward-looking corporate communications needed which reaches all staff – especially at a time of change.
Corporate communications in place.	

3.5 Finally, the peers provided eight recommendations which are –

1. The Council has appointed a Chief Executive to lead and deliver change. The Council should now support him to develop an inspiring vision, a transformation strategy, underpinning corporate strategies and the cultural shift required to produce both sustainability of services, greater cross-Council working and innovation – which involves staff, communities and partners.

2. The Council should put in place leadership development for senior staff and Members to support this change.

3. The Council should, as a whole, increase its appetite for innovation with a focus on the future and delivery of outcomes, supporting staff and Members to do that. This should involve reducing unnecessary bureaucracy to release capacity and empower managers.

4. The Council should rapidly review corporate and strategic capacity to ensure both sustainability of service delivery and supporting the overall emerging change programme. In addition, the Council should consider bringing together key corporate enablers to unlock the potential of the organisation: e.g. Human Resources, performance and communications.

5. The Council should review and refresh its approach to digital and data to support the emerging Transformation Plan including: funding, systems, skills, and culture.

6. The Council should consider a whole Council approach to promoting the work of the Council and the county of Bridgend – with pride.

7. The Council should consider building on its good relations with partners in the public, private, community and voluntary sector to deliver Bridgend's vision and priorities.

8. As an immediate priority, the Council should improve its responsiveness to Members, stakeholders and citizens as part of building a culture of mutual respect for all.

Next steps

3.6 Following the Council's receipt of the PPA report, it is required to produce a response, and to test the response through the Governance and Audit Committee (GAC). Corporate Management Board and Cabinet will work together to develop this response. It will be presented to the Governance and Audit Committee and Full Council for their consideration, alongside an action plan that is already in development.

3.7 The Council will also communicate the findings of PPA through -

- Town and Community Council Forum
- Trade Unions through the regular monthly meeting
- Staff Forums

3.8 It is evident from the report that there is an urgency to act '*at pace'.* Any delays will pose potential risks to the Authority's sustainability. There is a widespread acceptance of the report's main findings. The next step is to develop an action plan and the capacity and skills to manage the change. A full action plan will be developed to allow the Council to meet these expectations by the end of November.

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. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

5. Wellbeing of Future Generations implications and connection to Corporate Wellbeing Objectives

5.1 This report reviews the following corporate wellbeing objectives under the Well-being of Future Generations (Wales) Act 2015 that form part of the Council's Corporate Plan Delivery Plan 2025/26:-

1. THRIVING - A prosperous place with thriving communities,
2. EMPOWERING - Supporting our most vulnerable,
3. ACHIEVING - Enabling people to meet their potential,
4. MODERNISING - Creating modern, seamless public services

5.2 The 5 ways of working set out in the Well-being of Future Generations (Wales) Act have also been included in the Council's wellbeing objectives. The ways of driving and measuring them is also contained in the Corporate Plan Delivery Plan.

6. Climate Change and Nature Implications

6.1 There are no specific implications of this report on climate change or nature.

7. Safeguarding and Corporate Parent Implications

7.1 There are no specific implications of this report on safeguarding or corporate parenting.

8. Financial Implications

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

9. Recommendations

9.1 It is recommended that Council:-

- Consider the findings of the PPA in **Appendix 1** and **Appendix 2.**
- Endorse the next steps in responding to the PPA as outlined in paragraphs 3.6, 3.7 and 3.8 of the report.

Background documents

None

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Bridgend County Borough Council
Panel Performance Assessment (PPA)
Report
September 2025



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

1. Introduction and Background

1.1 In accordance with the performance duties under the Local Government & Elections (Wales) Act 2021, Bridgend County Borough Council (Cyngor Bwrdeistref Sirol Pen-Y-Bont ar Ogwr) commissioned a Panel Performance Assessment (PPA) via the Welsh Local Government Association (WLGA).

1.2 The onsite assessment was completed over a four-day period concluding on 19th September 2025 with a feedback presentation provided to the Council outlining the key findings detailed within this report.

1.3 The assessment was undertaken based on the Council's agreed scoping document and the WLGA's PPA methodology, which was developed with the sector. The PPA methodology provides an overarching framework: the lines of enquiry are not prescriptive but provide guidance to the Panel on the areas that could be explored to meet the statutory duty. However, the extent to which the Panel explores those areas should be proportionate to the Council's scope but sufficient to enable the Panel to form a conclusion.

1.4 In accordance with the statutory guidance the PPA is not an audit or an inspection and does not seek to duplicate work undertaken by regulators and other bodies. Whilst the Panel has undertaken a corporate assessment, this assessment was not in-depth and should be considered alongside other sources of assurance such as the Council's own self-assessment, internal audit reviews, external audit, and regulatory reviews.

1.5 In preparing for the PPA, the Council scoped their requirements to maximise the value and impact of the assessment to the Council. The specific areas of focus identified by the Council are reflected in paragraph 3.2.

1.6 This report provides a summary overview of the conclusions of the Panel reported by exception.

2. Peer Team

2.1 The following Peers were commissioned by the WLGA to undertake the assessment. Selection of the Peers was agreed and at the discretion of the Council, based on suitability of skills and experience:

- Independent Chair: Sally Loudon - Former Chief Executive of the Convention of Scottish Local Authorities (COSLA), former Chief Executive of Argyll and Bute Council.
- Senior Member Peer: Cllr Andrew Stevens - Serving Councillor and Cabinet Member for Environment & Infrastructure at Swansea Council.
- Senior Officer Peer: Gareth Newell - Head of Performance and Partnerships, Cardiff Council.
- Wider Public, Private, or Voluntary Sector Peer: Anne-Louise Clark, former Executive Director – Communication and Change for Audit Wales & Chair of the Board of Trustees for Platform for Change Ltd.

2.2 The Panel was supported by, Cerith Thomas, Senior Policy Officer (Improvement – Democratic Services) and Lyndon Puddy (Panel Performance Assessment Manager, both from the WLGA's Improvement Team.

3. Scope and Approach

3.1 The Panel is required to assess the extent to which the Council:

- Is exercising its functions effectively.
- Is using its resources economically, efficiently, and effectively; and
- Has effective governance in place for securing the above.

3.2 The Council identified the following three areas where peer insight would be valued as part of the Panel assessment: **Transformation, Addressing Workforce Challenges and Improving Engagement**. The Council welcomed the Panel's support in providing high-level insights on these priority areas which encompass the whole Council and involve all directorates.

- **Transformation** – The development of the Council's approach to transformation that meets political and key stakeholder aspirations, including how effective arrangements are for delivery, performance management and the culture underpinning transformation. The Council had identified a clear need to focus on mechanisms and capacity for transformation that would improve citizens experience and create an organisation that is sustainable in the medium and long term.
- **Addressing Workforce Challenges** – Building on strengthened workforce planning, consider the Council's approach to address challenges in recruitment in key areas, and improve succession planning, to help create a long-term workforce strategy.
- **Improving Engagement** – Building on improvements to strategic communication, identify what further the Council can do to improve engagement and relationships internally with Councillors and externally with local communities and Town and Community Councils to help it become more citizen focused.

3.3 To prepare for the onsite assessment, the Panel first conducted a desktop review of Council documentation, data, external reports, and other relevant intelligence. The Peers also participated in preliminary online meetings.

3.4 The Panel spent approximately 240 hours plus, during onsite stage of the review involving a series of individual meetings and focus groups with the following stakeholders:

- Leader of the Council
- Chief Executive
- The Cabinet – Focus Group
- Cabinet Member for Health & Social Services and Deputy Leader
- Cabinet Members for Resources (Job Share)
- Cabinet Member for Finance and Resources
- Focus Group, Elected Members - non-executive
- Leaders of the Opposition Groups (Bridgend County Independents & Democratic Alliance)
- Focus Group - Scrutiny Chairs
- Chair of Democratic Services Committee
- Independent Chair of the Governance & Audit Committee
- Independent Chair of the Standards Committee

- Chief Officer, Legal and Regulatory Services, HR and Corporate Policy
- Chief Officer Finance Housing & Change (Section 151 Officer)
- Corporate Director, Social Services and Wellbeing
- Corporate Director, Communities
- Corporate Director, Education, Early Years and Young People
- Interim Head of Operations - Community Services (recently seconded from Head of Partnerships and Housing)
- Group Manager - Human Resources and Organisational Development
- Group Manager for Communications and Public Affairs, Marketing, Consultation and Engagement
- Deputy Head of Finance and Deputy Head of the Regional Internal Audit Service Corporate Policy and Public Affairs Manager and Corporate Performance Manager
- Group Manager Economy, Natural Resources & Sustainability
- Group Manager Planning & Development (Head of Planning)
- Staff Focus Group - Heads of Service and Deputy Heads of Service
- Staff Focus Group (Group Managers)
- Staff Focus Group – (Frontline staff)
- Headteachers - Focus Group
- Youth Council Representatives – Focus Group
- Leader and Chief Executive of Rhondda Cynon Taf County Borough Council
- Leader and Chief Executive of the Vale of Glamorgan Council
- Chief Executive of Cwm Taf Morgannwg University Health Board
- South Wales Police – Chief Superintendent
- Town and Community Councils – Focus Group
- Trade Unions – Focus Group
- Business Community – Focus Group
- Citizens Panel Focus Group
- Stakeholder Focus Group - Older people
- Chief Executive of Halo Leisure – Community focussed social enterprise

4. Overall Conclusion

4.1 Bridgend is a good Council with untapped potential. The political and managerial leadership is ambitious for the whole County and they have the full support of a dedicated and enthusiastic workforce. The staff are deeply committed to the Council and the communities it serves, demonstrating a high level of self-awareness and a shared understanding of both the Council's strengths and the challenges ahead.

4.2 The Council has already demonstrated its capability with impressive turnarounds in key areas, particularly Children's Services, and is well positioned to build on this success for the benefit of the wider Council. The assessment findings show that Bridgend is ready and ambitious for change and has a positive outlook on its future.

4.3 The Council is, however, at a "crossroads" in terms of its development and now is the time to act at pace. By making the necessary changes now, the Council can ensure it can sustain services and continue to deliver for its communities for years to come.

5. Local Context *(source PPA scoping document)*

5.1 Bridgend County Borough Council covers around 110 square miles, stretching from the Ogmore, Garw, and Llynfi valleys in the north to the Bristol Channel coastline in the south. The main commercial centres are Bridgend, Maesteg, and the seaside resort of Porthcawl. The county borough is divided by the M4 and boasts main-line rail links going east to London and west to Swansea.

Population and Community Demographics

5.2 Bridgend had a population of 145,760 at the 2021 census, a 4.5% increase from 2011. The population is projected to grow by 7.5% in the next 20 years. In its population:

- 50.6% are female and 49.4% are male.
- 96.78% identify as white. 1.48% of people identify as Asian. 1.16% identify as mixed race. 0.29% identify as black. 0.29% identify as other ethnic group
- 22.64% have disabilities that limit their day-to-day activities a little or a lot.

5.3 Similar to the rest of Wales, the borough has an aging population with the fastest growing age category being over 65 which increased by 21.5% between 2011 and 2021. During the same time, under 15s only increased by 2.6%. This can present challenges to the Council's services including health, social care and housing.

Health and Deprivation

5.4 In 2021, 46.3% of residents described their health as “very good,” up from 45.1% in 2011. However, there are significant health disparities.
Bridgend has 7 areas identified as having ‘Deep Rooted Deprivation’. These are areas that have remained within the top 50 most deprived areas in Wales for the last five publications of Welsh Index of Multiple Deprivation ranks.
In Bridgend 70% of people aged 16+ are in “good or very good” general health, which is the national average. Physical activity uptake and healthy eating rates are below the national average and Bridgend is home to some of the most materially deprived places in Wales. Bridgend has an obesity rate above the national average. The healthy weight in under 25s is also slightly below the Wales average. 18% of adults in Bridgend smoke, slightly above the national average (17%). Mental wellbeing is slightly better than the Wales average.

Employment and Skills

5.5 Bridgend has around 3,770 enterprises, with a significant number of micro-enterprises (up to nine employees). Key employers include Bridgend County Borough Council, which employs around 6,000 people, and major public and private sector employers in manufacturing and medical device engineering.
The employment rate (ages 16 to 64) is 67.1% and employment in Bridgend has decreased compared with the previous year. Bridgend's employment rate was lower than Wales as a whole in the year ending December 2023.

Skills and Unemployment Welfare

5.6 As of May 2024, Bridgend has an unemployment rate of 3.5%, though people looking for work has risen since a year earlier. The most recent unemployment rate for Bridgend was lower than Wales as a whole. Economic inactivity has increased since the previous year; these are people who are neither employed nor seeking work. The Claimant Count measures the number of people who are claiming unemployment-related benefits between the ages of 16-64 is 2.8%. Claimant Count was lower in March 2024 compared with a year earlier.

Infrastructure and Transport Links

5.7 The county benefits from excellent transport infrastructure, including the M4 motorway, which provides quick access to Cardiff and Swansea. There are also high-speed rail services and proximity to Cardiff Airport. Active travel routes are being developed to improve walking and cycling infrastructure. The Council has recently adopted a new Local Development Plan (LDP), which will shape development up to 2033.

Housing and Affordability

5.8 The average house price in Bridgend is approximately £187,812. 71% of households in Bridgend County either own their home outright or via a mortgage. A further 15% rented privately, while 14% rented socially. Porthcawl has the highest levels of home ownership and the Pyle/Kenfig Hill area the lowest. The Ogmore Valley had the highest proportion of private tenants (21%). The Council manages a common housing register to allocate social housing and offers various support services to prevent homelessness. The Council’s Housing Support Programme Strategy 2022-26 sets out six new priorities and associated objectives.

The proportion of properties liable for council tax that are second homes (0.1%) is well below the all-Wales average (1.8%).

Local Climate Challenges

5.9 Bridgend has committed to achieving net-zero carbon emissions by 2030. The Council has a comprehensive strategy to address climate change, including decarbonising its operations and promoting sustainable practices. Achievements to date include LED street lighting, retrofit programme for energy efficiency, the expansion of local nature reserves, tree planting and a sustainable procurement strategy.

The Council

5.10 **Political Leadership**

At the last local elections in May 2022, there were 51 seats contested in the election, 3 fewer than in 2017. The next Bridgend County Borough Council elections are due to take place in May 2027.

5.11 The current administration is a Labour majority with 26 Councillors, 23 independents (13 Bridgend County Independents, 8 Democratic Alliance and 2 Independent), 1 Conservative and 1 Reform.

5.12 The Leader of the Council is Councillor John Spanswick and Councillor Jane Gebbie is the Deputy Leader.

5.13 **Senior Management**

The Council's senior management comprises the Chief Executive, Jake Morgan, who started in post in July 2025. He is supported by three Corporate Directors who are responsible for services delivery. There are two Chief Officers in the Chief Executives' directorate, and a Head of Internal Audit.

6. Strengths and Areas of Innovation

6.1 Bridgend County Borough Council demonstrated a consistent alignment of ambition for the area. The Panel noted that Cabinet, Officers, backbench Members, opposition Members and stakeholders were positive and ambitious for the County, promoting a positive, welcoming and friendly culture. This is supported by enthusiastic, committed and caring staff who are optimistic about the future. The Council shows a tangible appetite for change that was evident to the peer panel members.

6.2 A prime example of this is the successful turnaround in children's services. This achievement highlights strong political and officer leadership and remarkable resilience, providing valuable lessons that can be shared throughout the organisation to drive future success.

6.3 The Council also exhibits a high level of self-awareness with a clear and shared understanding of both its strengths and its areas for improvement. This is further reinforced by the establishment of a new **budget working group** which demonstrates a proactive and collaborative approach to financial management and strategic planning that involves a substantial number of elected members from across the Administration and Opposition parties.

6.4 The Panel noted that Bridgend Council has the highest recycling rate in Wales, 73% in 2023-24. That exceeds the Welsh Government's statutory target for all Councils to reach a recycling rate of 70% by 2024-25, a target that Bridgend and a few other Councils have already exceeded.

6.5 Schools in Bridgend are rated as strong in inspections, with only one school currently requiring follow up by Estyn. There have been 18 spotlights of effective practice were identified by Estyn from the 15 core inspections in the 2024-2025 school year.

7. Local and National Challenges

7.1 Bridgend County Borough Council, like all Councils in Wales, is facing significant financial sustainability challenges with a Q1 projection of £898k overspend for 2025/26.

7.2 The Council highlighted exceptional demands across some of its key service areas including support for children with Additional Learning Needs, older people's care, complex children's placements and homelessness. There are changing patterns of need in other service areas, for example behaviour in schools and attendance. Some services have worked hard to meet expectations but have limited capacity and resilience following years of budget cuts.

7.3 **Financial Performance:**

- In 2024/25 Bridgend underspent by £300,000 against its £361 million budget, which is around 0.1% of the budget. However, the overall position masks significant pressure in some areas of the budget as well as a significant contribution to reserves.
- Schools' balances fell from £2.4m on 31st March 2024 to a negative balance of £619,000 on 31st March 2025
- The Council reported that 88% of the 2024/25 budget savings were achieved in full.

7.4 **Strategic Financial Planning:**

- The total budget gap over the four-year period from 2025/26 is approximately £39.5m using a most likely scenario. After identified savings (25/26) a gap of £27.265m remains.
- The Council reports work will now be undertaken to identify the mitigations required in order to bridge the gap and allow for any required investment over and above the unavoidable pressures already identified.

7.5 **Budget Setting:**

- The 2025/26 budget includes a Council Tax increase of 4.5%.
- The 2025/26 Local Government Funding Settlement was better than the Council's initial assumptions.
- The budget required £8.379m of savings. It would have been higher but for the better-than-expected financial settlement from Welsh Government

7.6 **Other Issues:**

- The August 2024 Audit Wales Financial Sustainability Assessment review of Bridgend County Borough Council found *'the Council understands its financial position with good arrangements to support its financial sustainability which it flexes and adapts but is at the early stage of developing its long-term approach'.*
- The Council does not have its own housing stock so does not have a Housing Revenue Account (HRA).
- Bridgend has a ten-year rolling capital programme that has been set for 2025-26, and on an indicative basis for the nine years thereafter. It has been profiled in accordance with technical advice relating to regulatory processes, timetables and work plans.

7.7 **Performance Against its 2024/25 Budget**

7.7.1 The net revenue budget for 2024-25 was £360.671 million. The overall outturn at 31st March 2025 was a net under spend of £300,000 which was transferred to the Council's General Fund.

7.7.2 This takes into account the setting up of a net £13.063 million of new earmarked reserves in 2024-25 to enable service investment, to mitigate future risks and expenditure commitments. Total Directorate budgets had a net over spend of £2.376 million and Council Wide budgets a net underspend of £15.128 million. The outturn position includes additional council tax income collected over budget of £611,000 during the financial year.

7.7.3 The Council states *'the overall under spend on the Council budget significantly masks underlying budget pressures in Additional Learning Needs services, Home to School Transport, and Children's social care'.*

7.7.4 The main reasons for the overall under spend in 2024-25 are: -

- Unanticipated Welsh Government grant of £3.290 million towards the teachers' pay award for 2024 25 and NJC pay pressures.
- A £2.044 million saving from Council agreeing a change in the Minimum Revenue Provision Policy on 23 October 2024.
- Unanticipated Welsh Government grant of £2.024 million towards revenue cost pressures.
- Not needing to utilise the £1.558 million that was built into the Medium-Term Financial Strategy 2024-28 towards emerging budget pressures and as a contingency against non-deliverability of budget reduction proposals.

7.7.5 The budget approved for 2024-25 included budget savings of £13.045 million. At 31st March 2025 there was a shortfall on the savings target of £1.569 million, or 12.03% of the overall reduction target.

7.7.6 During 2024-25 Directorates drew down funding from specific earmarked reserves. The final draw down of revenue reserves was £5.397 million.

8. Overview of Findings.

Local areas, as identified by the Council, where peer insight would be valued as part of the Panel assessment

8.1 Transformation

8.1.1 There is a clear alignment of ambition for change, with a strong appetite and excitement for transformation across the organisation. This shared belief that it is the right thing to do at the right time, coupled with evidence of innovation in some areas, provides a powerful foundation. To fully capitalise on this momentum, the following areas require focussed attention:

8.1.2 **Develop a new Transformation Plan**: The Council should create a clear, comprehensive transformation plan. This process must be highly collaborative, actively involving staff, Members, partners, and communities to ensure buy-in and a shared vision.

8.1.3 **Strengthen Strategic Capacity**: Delivering on this level of change requires greater strategic and corporate capacity within the organisation. The Council should address any gaps to ensure its ability to manage and implement a large-scale transformation programme, maintain or improve its performance and the ability to measure impact.

8.1.4 **Transformation based on Data and Insight:** To be truly effective, the Council's transformation efforts must be grounded in robust data and insight. This will ensure its decisions are evidence based and its efforts are focussed on the area that will deliver the greatest impact.

8.1.5 **Review Digital and Data Approach:** A critical component of the emerging transformation plan is the Council's approach to digital and data. It should review its current funding, systems, skills and culture to ensure the digital function can be an enabler to the changes it aims to achieve.

8.2 Addressing Workforce Challenges

8.2.1 Bridgend County Borough Council has a strong and positive organisational culture, staff feel appreciated and the culture is perceived as caring. This is further reinforced by the strong working relationships with Trade Unions. Officers are also proud of the impact the Council has on communities across the County.

8.2.2 While the Council has a firm foundation, there are opportunities to become more strategic and forward-thinking. The current workforce plan needs to evolve to be more aligned with a new vision and transformation plan for the organisation. This includes addressing key areas such as succession planning, developing the workforce for the future to meet changing demands, and integrating digital and data capabilities into the workforce strategy.

8.2.3 To support this the Council should consider implementing a corporate “grow your own” programme. This would involve strengthening links with local higher and further education institutions to create a pipeline of talent that is specifically developed to meet the Council’s needs.

8.2.4 Finally, while staff already feel appreciated, the Council should consider a more formal and corporate approach to staff celebration and appreciation. This could further embed positive feelings across all departments and initiatives.

8.3 Improving Engagement

8.3.1 The Council demonstrates a clear commitment to improving engagement with its citizens and communities. This commitment is evidenced by the appointment of a Town and Community Council Liaison Officer and the refreshing of the Citizens Panel – recruiting new members and utilising citizen focus groups. The plan to utilise citizen focus groups is a positive step towards gaining deeper insights into community perspectives. Furthermore, the organisation has a corporate communications function in place and shows evidence of engagement across various departments.

8.3.2 However, several areas require attention to ensure a consistent and effective approach to engagement. While there are pockets of good practice, responsiveness to key stakeholders, including Members, scrutiny bodies, Town and Community Councils, and the general public, is not consistent across all parts of the organisation and was frequently reported as being slow and frustrating to those involved. The Council should focus on improving responsiveness to Members and the public as a short-term priority.

8.3.3 The Council should consider a more holistic, “whole Council approach” to promoting its work and the wider county of Bridgend. This would help to create a unified message and ensure that all departments are aligned in their communication efforts. While corporate communications are in place, they need to become more forward looking and proactive, especially in a period of change. It is vital that these communications effectively reach all staff, as internal communication is a key element of a successful and responsive organisation.

8.3.4 Additionally, there is a need to improve existing consultation and engagement practices. This includes making greater use of local Members, community groups, and other existing or established engagement or community infrastructure to promote engagement initiatives.

8.3.5 A critical component of effective engagement is “closing the feedback loop,” in a timely manner and this needs to be strengthened to ensure that members, citizens and wider stakeholders are informed of the results of engagement and how it has been used to inform decision making.

Statutory performance requirements considered by the Panel.

8.4 The extent to which the Council is exercising its functions effectively.

8.4.1 Bridgend County Borough Council demonstrates a robust framework in the effective use of its resources, shown by good performance across its services and a consistent performance narrative shared by both Members and Officers. This success is underpinned by the dedication and commitment of its staff and elected Members, who share a genuine eagerness for positive change.

8.4.2 While there are commendable examples of cross-Council collaboration, this practice is not yet evident across the entire Authority, suggesting an area for future development. The Council’s self-assessment also identifies key areas for improvement. Specifically, there is a need to strengthen corporate and strategic capacity.

8.4.3 The Panel notes from a number of different meetings that unnecessary bureaucracy and procedures are currently stifling empowerment and delaying decision-making, which hinders the agile and efficient use of resources including staff time. The panel heard, for example ‘having to have a business case for all spend’, ‘committee reports having multiple versions as it went through the different layers of the Council’ and that this took significant time and led to frustration. Addressing systematic and potentially unnecessary procedural delays will be crucial for unlocking the full potential of the Council’s workforce.

8.5 The extent to which the Council is using its resources economically, efficiently, and effectively.

8.5.1 Bridgend County Borough Council demonstrates strong financial stewardship, characterised by effective financial management and robust monitoring. This is further enhanced by greater involvement from a wider range of Members in the budget setting process, promoting a more collaborative approach to financial planning. The Council also benefits from good relationships with its partners and stakeholders, who have expressed a strong desire to be more strategically involved in future activities.

8.5.2 Looking ahead, there are key opportunities for improvement. It is essential to ensure that the budget and Medium-Term financial Strategy (MTFS) are more closely aligned with the new vision and change programme, providing a clear financial roadmap for the Council’s strategic direction. The Council as a whole should also encourage a greater appetite for innovation moving beyond traditional approaches to find new and innovative ways of working.

8.5.3 A significant area for development is cultivating a unified “Team Bridgend” culture. This involves promoting greater cross-service and partner working to break down silos and encourage a more collaborative environment. To support this a whole Council approach to communication is needed, moving beyond the sole responsibility of the Communications Team to ensure a consistent and cohesive message is shared by everyone.

8.6 The extent to which the Council has effective Governance in place.

8.6.1 Overall, the Council demonstrates strong governance arrangements and systems, with a robust performance management framework already in place. The organisation’s engagement with Trade Unions is effective, supporting positive relationships that contribute to a collaborative environment. Furthermore, the existing scrutiny arrangements are well-regarded by the majority of Members, highlighting their value overseeing the Council’s work.

8.6.2 While there are clear strengths, the Panel identified several key areas for improvement to enhance overall effectiveness:

8.6.3 **Leadership and Culture:** There is a continuing need to build a more cohesive leadership team and develop a culture that promotes unity and shared purpose.

8.6.4 **Performance Management:** Although a good framework is in place, it needs to be more deeply embedded across the Council to ensure consistent ownership and accountability for performance goals.

8.6.5 **Stakeholder responsiveness:** The Council’s responsiveness to Members, Scrutiny committees, stakeholders and citizens is inconsistent. Efforts should be made to ensure that communication and action are uniform and reliable across all services.

8.6.6 **Scrutiny Processes:** Scrutiny papers should be more concise, the panel heard of some papers being over 600 pages and lengthy Scrutiny Committees. Additionally, there is a need for greater evidence demonstrating the impact of outcomes of the scrutiny process.

9. Opportunities for Improvement – Recommendations

9.1 We have carefully considered the three required performance areas and the additional three areas identified by the Council for local consideration as part of the assessment process. This report contains a number of observations and comments about the Council's performance in each of these areas. They should be considered along with the recommendations set out below.

9.2 Overall, the Panel has concluded that Bridgend is a good Council at a crossroads. Without effective change, service delivery will be impacted; however, this can be avoided and for the Council to take its performance to the next level we recommend it should implement the following recommendations:

1.	The Council has appointed a Chief Executive to lead and deliver change. The Council should now support him to develop an inspiring vision, a Transformation Strategy, underpinning corporate strategies and the cultural shift required to produce both sustainability of services, greater cross-Council working and innovation – which involves staff, communities and partners.
2.	Put in place leadership development for senior staff and Members to support this change.
3.	The Council should, as a whole, increase its appetite for innovation with a focus on the future and delivery of outcomes; supporting staff and Members to do that. This should involve reducing unnecessary bureaucracy to release capacity and empower managers.
4.	Rapidly review corporate and strategic capacity to ensure both sustainability of service delivery and supporting the overall emerging change programme. In addition, the Council should consider bringing together key corporate enablers to unlock the potential of the organisation: e.g. Human Resources, Performance and Communications**.**
5.	Review and refresh its approach to digital and data to support the emerging Transformation Plan including: • Funding • Systems • Skills • Culture
6.	Consider a whole Authority approach to promoting the work of the Council and the County of Bridgend – with pride.
7.	Consider building on its good relations with partners in the public, private, community and voluntary sector in order to deliver Bridgend's vision and priorities.
8.	As an immediate priority, the Council should improve its responsiveness to Members, stakeholders and citizens as part of building a culture of mutual respect for all.

10. Improvement Support

If you would like to discuss any further improvement support, please contact Jo Hendy, WLGA Head of Improvement.

11. Acknowledgements

11.1 The Panel and the WLGA would like to extend their thanks to the Council for its engagement throughout the PPA and we especially appreciate the support and openness from the Leader, Councillor John Spanswick and Chief Executive, Jake Morgan. Our thanks and appreciation also go to the following Council Officers for their invaluable support in coordinating documentation requests, responding to queries, arranging meetings and workshops, and providing onsite assistance:

Alex Rawlin – Corporate Policy and Public Affairs Manager
Kate Pask – Corporate Performance Manager
Michael Spanswick – Information and System Support Officer
Emma Griffiths – Senior CMB Support Officer
Michelle Lachetta – CMB Support Officer

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Cymdeithas Llywodraeth Leol Cymru
Welsh Local Government Association

Cyngor Bwrdeistref Pen-y-Bont ar Ogwr
Bridgend County Borough Council

Asesiad Perfformiad Panel 2025

Panel Performance Assessment 2025

Adborth o'r Panel 19eg Medi 2025
Feedback from the Panel 19th September 2025

Purpose and Scope

The Panel Performance Assessment (PPA) has been undertaken in accordance with the statutory performance duties within the Local Government & Elections (Wales) Act 2021

The purpose: To provide an independent and objective assessment of the extent to which Bridgend County Borough Council is meeting the performance requirements:

- exercising its functions effectively;
- using its resources economically, efficiently and effectively;
- effective governance in place for securing the above.

Additional areas identified by the council:

- Transformation
- Addressing workforce challenges
- Improving engagement

Purpose and Scope continued…

Additional local areas identified by the council:

Transformation – The **d**evelopment of a transformation strategy that meets political and key stakeholder aspirations that is underpinned by effective arrangements for delivery, performance management and a culture of constructive challenge. A clear need to focus on mechanisms and capacity for transformation that will improve citizens experience and create an organisation that is sustainable in the medium and long term.

Addressing workforce challenges – Building on strengthened workforce planning, address challenges in recruitment in key areas, and improve succession planning, to help create a long-term workforce strategy.

Improving engagement – Building on improvements to strategic communication, improve the Council's engagement and relationships internally with councillors and externally with local communities and Town and Community Councils to help the Council to become more citizen focused.

Overview of Approach

- Desktop review of council documentation.
- Observation of council meetings.
- Introductory online meetings.
- 240 hours plus spent on site speaking to members, officers, strategic partners, residents, businesses, to get a feel of what it's like in Bridgend.
- 1-2-1 meetings.
- Review of regulator findings.
- Focus groups.

Panel Membership

Independent Chair: Sally Loudon
Former Chief Executive of the Convention of Scottish Local Authorities (COSLA), former Chief Executive of Argyll and Bute Council.

Senior Member Peer: Cllr. Andrew Stevens
Serving Councillor and Cabinet Member for Environment & Infrastructure at Swansea Council.

Serving Local Government Senior Officer: Gareth Newell
Head of Performance and Partnerships, Cardiff Council.

Peer from the wider public, private, voluntary sector: Anne-Louise Clark
Executive Director – Communication and Change for Audit Wales & Chair of the Board of Trustees for Platform for Change Ltd.

Panel overall findings and conclusions

Bridgend is a good Council with untapped potential.

A political and managerial leadership that is ambitious for Bridgend.

Workforce that is enthusiastic, committed, cares deeply about the Council and the communities it serves.

High levels of self-awareness - clear and shared assessment of strengths and what needs to happen next.

Good performing services with an impressive turn-around in Children's Services.

Ready for change and positive about the future.

Bridgend is a Council at a cross-roads.

The Council understands the change needed and should act now to make sure it can sustain services now and continue to deliver for its communities over the years ahead.

Strengths and Areas of Innovation

Alignment of ambition for BCBC and it's communities
Positive, welcoming, friendly culture.

Enthusiastic, committed and caring staff, who are positive about the future.

Tangible appetite for change from all parts of the Council.

Children's Services turn-around shows strong leadership and resilience – there are lessons to be learnt and shared.

High levels of self-awareness – clear and shared assessment of strengths and areas of improvement

New budget working group.

Effective exercise of functions

Good performance in services and consistent performance narrative across members and officers.

Dedicated and committed members and staff.

A real eagerness for change.

Some examples of cross-Council working, but not evident across the whole authority.

Areas for Improvement:

Corporate and strategic capacity required.

Unnecessary bureaucracy and procedures are stifling empowerment and delaying decision making.

Economic, efficient and effective use of resources

Good financial management and monitoring.

Wider member involvement in the budget setting process.

Good relationships with partners and wider stakeholders, who are eager to be more strategically involved.

Areas for Improvement:

Looking forward, ensure the budget and MTFS is closely aligned with the new vision and change programme.

The Council should, as a whole, increase its appetite for innovation.

An opportunity for greater cross-service and partner working and culture – 'Team Bridgend.'

Whole Council approach to communications needed.

Effective Governance

Overall, the Council has good governance arrangements and systems in place.

Good performance management framework in place.

Good engagement and relationships with Trade Unions.

Good scrutiny arrangements which are valued by members.

Areas for Improvement:

Continuing to build a cohesive leadership team and culture.

Performance management framework needs to be embedded across the Council and culture needs to be developed to ensure ownership and accountability.

Responsiveness to members, scrutiny, stakeholders and citizens is not consistent across the Council.

Scrutiny papers could be more concise, with greater evidence of impact of scrutiny also needed.

Additional local area(s) for consideration

Transformation

Alignment of ambition for change.

Excitement and appetite for change.

It's the right thing to do at the right time.

Evidence of innovation in some areas.

Areas for Improvement:

Develop and agree a new transformation plan, involving staff, members, partners and communities.

Strategic and corporate capacity required to deliver change.

Transformation programme needs to be based on data and insight.

Review approach to digital and data to support the emerging Transformation Plan including funding, systems, skills and culture.

Additional local area(s) for consideration

Addressing Workforce Challenges

Staff feel appreciated – it's a good and caring culture.
Proud of Bridgend County and the impact the Council has.
Good relationships with Trade Unions.

Areas of Improvement:

Move to a more strategic and future focussed workforce plan, linked to new vision and transformation plan – including succession planning, workforce of the future, digital and data.
Consider a corporate grow your own programme, developing links with local higher and further education.
Consider approach to staff celebration/appreciation.

Additional local area(s) for consideration

Improving Engagement

Strong desire and commitment from Cabinet to hear and listen to citizens and communities.
Evidence of engagement with stakeholders across the organisation.
Town and Community Council liaison officer now in place.
Citizen panel in place and innovative plan to use citizen focus groups
Corporate communications in place.

Areas for Improvement:

The Council should consider a whole-Council approach to promoting the work of the Council and the county of Bridgend.

Responsiveness to members, scrutiny, town and community councils and citizens is not consistent across the Council.

Improve consultation and engagement practice, including greater use of local members, community groups and infrastructure to promote engagement and closing 'the feedback loop'.

Forward-looking corporate communications needed which reaches all staff – especially at a time of change.

Opportunities for improvement - Recommendations

The Council has appointed a Chief Executive to lead and deliver change. The Council should now support him to develop an inspiring vision, a transformation strategy, underpinning corporate strategies and the cultural shift required to produce both sustainability of services, greater cross-Council working and innovation – which involves staff, communities and partners.

The Council should put in place leadership development for senior staff and Members to support this change.

The Council should, as a whole, increase its appetite for innovation with a focus on the future and delivery of outcomes; supporting staff and Members to do that. This should involve reducing unnecessary bureaucracy to release capacity and empower managers.

Opportunities for improvement - Recommendations

The Council should rapidly review corporate and strategic capacity to ensure both sustainability of service delivery and supporting the overall emerging change programme. In addition, the Council should consider bringing together key corporate enablers to unlock the potential of the organisation: e.g. Human Resources, performance and communications.

The Council should review and refresh its approach to digital and data to support the emerging Transformation Plan including:

- **Funding**
- **Systems**
- **Skills**
- **Culture**

Opportunities for improvement - Recommendations

The Council should consider a whole Council approach to promoting the work of the Council and the county of Bridgend – with pride.

The Council should consider building on its good relations with partners in the public, private, community and voluntary sector in order to deliver Bridgend's vision and priorities.

As an immediate priority, the Council should improve its responsiveness to Members, stakeholders and citizens as part of building a culture of mutual respect for all.

Next steps

Initial feedback from the council on findings, conclusions and opportunities for improvement.

Draft and agree the report with the panel.

Draft report shared with the council for comment on factual accuracy.

Agree the final report, WLGA on behalf of the Panel to submit to the council, the Auditor General for Wales, His Majesty's Chief Inspector of Education and Training in Wales; the Welsh Ministers (including Care Inspectorate Wales).

Council to respond to the panel assessment report in accordance with the statutory guidelines.

Diolch – Thank you!

Any questions?

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Meeting of:	**COUNCIL**
Date of Meeting:	**22 OCTOBER 2025**
Report Title:	**REVIEW OF COMMUNITY ARRANGEMENTS**
Responsible Chief Officer / Cabinet Member	**CHIEF EXECUTIVE**
Responsible Officer:	**NAOMI ROBERTS ELECTORAL SERVICES MANAGER**
Policy Framework and Procedure Rules:	**There is no effect upon the Policy Framework and Procedure Rules.**
Executive Summary:	• **Council previously adopted Terms of Reference for a Community Arrangements Review of all Town & Community Councils under Section 25 of the Local Government (Democracy) (Wales) Act 2013.** • **The review considered creating, merging, altering or abolishing communities; the naming of communities; and the electoral arrangements for communities - council size; number of councillors, and community warding.** • **The review was conducted through three stages: Initial consultation phase, draft recommendations report with further period of consultation, and a final recommendation report with a final period of representations to be made to the Local Democracy and Boundary Commission for Wales (LDBCW).** • **Changes to Communities will take effect from the Local Elections in May 2027.** • **A member Panel was set up to review the responses from the initial consultation; agree the draft recommendations; review any responses to the draft report; and agree the final recommendations for Council to approve and submit to the LDBCW.**

1. Purpose of Report

1.1 The purpose of this report is to present final proposals for Council to consider and, if agreed, seek authority to submit such proposals to the Local and Democracy and Boundary Commission for Wales ('LDBCW') who are the

implementing body for the review.

2. Background

2.1 The review and implementation of the Council's ward boundaries and electoral arrangements was carried out by the LDBCW and implemented for the May 2022 Local Elections.

2.2 The LDBCW review also included some consequential changes to Brackla Community Council and Porthcawl Town Council. These were also implemented for the May 2022 Local Elections.

2.3 The Council undertook a review of the electoral arrangements in Coity Higher Community Council following a formal request from them. These changes were also implemented for the May 2022 Local Elections.

2.4 The Council has a duty under section 22 of the Local Government (Democracy) (Wales) Act 2013 ("the Act") to report every ten years on a community review having regard to the LDBCW timetable for conducting the reviews of principal areas' electoral arrangements required by section 29(1) of the Act.

2.5 A review of Community Arrangements is a legal process whereby the Council will consult with those living in the area, and other interested parties, on the most suitable ways of representing the people in the area identified in the review. This means making sure that those living in the area, and other interested groups, have a say in how their local communities are represented.

2.6 The last full Community review was finalised in 2009 and would normally follow a 10-year cycle. The delays to the completion of the Bridgend Electoral Review and the pandemic resulted in insufficient time to undertake a full review in time for the Local Elections in May 2022.

3. Current situation / proposal

3.1 Reviews must be carried out in accordance with the Local Government (Democracy) (Wales) Act 2013. Section 25 covers the changes to boundaries and any consequential changes to electoral arrangements; and Section 31 only covers changes to electoral arrangements. The Council must undertake a Section 25 review first and, if necessary, follow up with a Section 31 review.

3.2 Any review of Boundaries must reflect local identities and facilitate effective and convenient local government. A review offers an opportunity to put in place strong, clearly defined boundaries tied to ground features, and to remove any anomalous boundaries that exist.

3.3 A review can consider one or more of the following options:

- creating, merging, altering or abolishing communities;
- the naming of communities and the style of new communities and the creation of town councils;
- the electoral arrangements for communities (for instance, the council size; the number of councillors to be elected to the council, and community warding);

- grouping communities under a common community council or de-grouping communities

3.4 In June 2023 Council approved Terms of Reference for the review which set out the scope and indicative timetable, which included key consultation periods to allow plenty of time for responses to be received, allowing communities to participate meaningfully in the process.

3.5 Council also approved the creation of a Member Panel to support the effective review of responses to the consultation exercises and agree the draft proposals. The Panel considered the responses to the consultation exercises and contributed to the recommendations. The Panel was politically and geographically balanced.

3.6 During the process Council have approved a size policy for Town and Community Councils. This determined a minimum size of electorate for a community council to be in the region of 5,000 electors with an upper electorate limit in the region of 10,000 electors, and for town councils to have a minimum electorate in the region of 9,000 but with no maximum limit.

3.7 Attached at **Appendix 1** is the final report which has been prepared following the review process, public consultation and input from the Member Panel. Responses to the review are attached at **Appendix 2**. If the recommendations are accepted by Council any changes to the arrangement of communities will take effect at the next scheduled Town and Community elections in May 2027.

3.8 Should Council not agree the recommendations, the changes will not be implemented by the 2027 elections. Following those elections the Boundary Commission will undertake a review at a financial cost to the Council. Any changes they implement will not take effect until 2032.

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

4.1 An initial Equality Impact Assessment (EIA) screening has identified that there would be no negative impact on those with one or more of the protected characteristics, on socio-economic disadvantage or the use of the Welsh Language. It is therefore not necessary to carry out a full EIA on this policy or proposal.

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 and Nature Implications

6.1 There are no climate change or nature 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 arising directly from this review. If the LDBCW have to undertake a review on our behalf they will charge for the service

9. Recommendations

9.1 To note the Final Report of the Review of the Communiity Arrangements of Bridgend County Borough Council.

9.2 To approve the recommendations as set out in the report and agree to submit the proposals to the Local and Democracy and Boundary Commission for Wales (‘LDBCW’).

Background documents

None

REVIEW OF THE COMMUNITY ARRANGEMENTS OF THE COUNTY OF BRIDGEND



FINAL RECOMMENDATIONS REPORT

October 2025

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Chapter 1. SUMMARY OF FINAL RECOMMENDATIONS

1. The Council recommends a change to the arrangement of communities and community wards that should ensure that communities continue to reflect local identities and facilitate effective and convenient local government across the principal Council area.

2. The Council recommends changes to the boundaries of all 20 communities across the principal Council area. As a consequence of these changes, the Council has recommended changes to the electoral arrangements of all communities.

3. During the initial consultation period the Council received representations from 9 Town and Community Councils, 7 County Borough Councillors, 2 Community Councillors and 1 member of the public. The Council considered the representations carefully before it formulated its recommendations. All representations are published at the end of the report.

4. During the draft consultation period the Council received 16 representations from; 15 Town and Community Councils, 5 County Borough Councillors, 1 Community Councillor and 146 members of the public and 1 petition as part of a campaign opposing one recommendation.

5. As described in the Terms of Reference, in producing a scheme of community arrangements the Council must have regard to a number of issues contained in the legislation. It is not always possible to resolve all of these, sometimes conflicting, issues. In the Council's recommended scheme, it has placed emphasis on ensuring that community Councils are sufficient in size to support the principal authority's aspirations for the future as well as reduce any democratic deficit, whilst continuing to reflect local identities and facilitate effective and convenient local government.

6. The Council recognises that the creation of communities and community wards, which depart from the pattern which now exists, may impact upon existing ties between communities.

Chapter 2. THE COUNCIL SIZE POLICY

1. The Council adopted a 'Town & Community Council Size Policy' at a meeting of full Council on the 17th of April 2024.

2. An ideal minimum size of electorate for a community Council to be in the region of 5,000 electors without any maximum size. At the Local Government elections in May 2022, of the sixteen community Councils nine had an electorate of under 5,000 electors and, apart from one ward, all were uncontested; see Table 1 below. This is an indication of a democratic deficit in that there is a potential lack of democracy when seats are uncontested.

Table 1 – Community Councils under 5,000 electorate at May 2022 Local Elections

Community Council	Electorate	Seats	May 2022 Election Outcome
Merthyr Mawr	234	7	Uncontested
Llangynwyd Lower	381	7	Uncontested
Coychurch Higher	718	7	Uncontested
Coychurch Lower	1120	7	Uncontested
Cefn Cribwr	1187	10	Uncontested
Llangynwyd Middle	2321	12	Uncontested
Ynysawdre	2749	10	Uncontested
Newcastle Higher	3368	12	Aberkenfig ward Uncontested
St Brides Minor	4950	13	Uncontested

3. Existing community Councils with smaller electorates may need to be abolished and merged with other community Councils but the intention will always be to maintain their identities within the new larger community Council. This will be achieved, as far as it is practical to do so, by maintaining their boundaries as a ward in the new community Council as well as considering, in exceptional circumstances, increasing the representation of the abolished community Council on the new Council, albeit the Councillor to elector ratio would be much lower than other wards on the new Council. Each case would need to be assessed on its merits and in the interest of democracy.

4. In setting the ratio of Councillors to electors, it is recommended to use the Aston Business School guidelines published in 1992 to provide a level of flexibility when determining the ratios. Their guidance is set out below in Table 2: -

Table 2 – Ratio of Councillors to Electors

Electorate	Councillor Allocation
Less than 500	5 – 8
501 – 2,500	6 – 12
2,501 – 10,000	9 – 16
10,001 – 20,000	13 – 27
Greater than 20,000	13 - 31

5. Warding of town and community Councils will continue to be appropriate. Where they are warded, there will need to be parity in the ratio of Councillors to electors amongst the wards in each town and community Council albeit some flexibility may be required where mergers have taken place. This will ensure appropriate representation of abolished smaller communities Councils in the new Council.

Chapter 3. THE FINAL RECOMMENDATIONS

1. The Council's recommendations are described in detail in this chapter. For each new recommendation the report sets out:

    - The name(s) of the existing community areas which wholly or in part constitute the recommended amended new communities;

    - a brief description of the existing community arrangements in terms of the number of electors and warding arrangements (if applicable);

    - key arguments made during the deliberations;

    - the composition of the recommended community arrangements;

    - a table which sets out the recommended community Council arrangements including the variance from the ratio of electors per Councillor within the wards of each community; and

    - a map of the recommended community and/or community ward.

BRACKLA

2. The current community Council arrangements in Brackla consist of a total electorate of 8,709 and is represented by 12 community Councillors.

Community ward	Electorate	Number of Councillors
Brackla East	2,225	3
Brackla East Central	1,815	3
Brackla West Central	2,654	3
Brackla West	2,015	3
Total	8,709	12

Representations

3. During the initial consultation period the Council received 3 representations concerning the community of Brackla from County Borough Councillors John Spanswick, Jon-Paul Blundell and Tim Thomas. The representations are published on the Council's website.

4. During the draft consultation period the Council received 86 representations concerning the community of Coychurch Lower and Brackla from: Brackla Community Council, Coychurch Lower Community Council, Coity Higher Community Council, Community Councillor David Unwin and County Borough Councillor Martin Williams, a Petition with 802 signatures and 80 members of the public. Cllr Martin Williams and Coity Higher Community Council opposed a minor boundary change between the community of Brackla and Coity Higher, 1 member of the public supported this minor boundary change. Cllr David Unwin and 3 members of the public supported the Draft Proposals. 7 members of the public opposed the Draft Proposals. 2 members of the public supported the abolition of the communities of Coychurch Lower and Brackla utilising the two areas to form a new community. 3 members of the public supported the allocation of councillors. 1 member of the public opposed the abolition of communities to form new communities. Brackla and Coychurch Lower Community Council opposed the Draft proposals and requested that Coychurch Lower be retained as a community. 64 members of the public and a petition opposed the Draft proposals and requested that Coychurch Lower be retained as a community area. However, Coychurch Lower being retained as a community area would not meet the minimum size policy that was agreed at Council. The community Council electoral arrangements for the Community of Coychurch Lower are considered later in this document on page 99. The representations are published on the Council's website.

Community ward boundary recommendations

5. The Council recommends applying 5 changes to the existing community boundaries which includes the transfer of areas between the following communities and town areas:

- Brackla Central ward to Brackla West ward
- Brackla Central ward to Brackla Tremains ward
- Brackla West ward to Brackla Central ward
- Coity Higher to Brackla
- Brackla to Bridgend

6. It was raised during the initial consultation from County Borough Councillor John Spanswick that the electorate between wards in Brackla should be more evenly distributed and as a result, the Council recommends adjusting the internal community boundaries. The Council recommends transferring part of the recommended Brackla Central Ward to the recommended Brackla West Ward which includes the streets of Maes Dewi Pritchard, Trem y Mor, Yr Helyg, The Willows, Georgian Way and Meadow Walk.

The Council is of the view that this recommendation creates a better-defined boundary as it ensures all streets off Princess Way will remain in 1 ward. This transfer affects 616 electors and ensures an even split of electors between the wards in the community of Brackla. The recommendation can be found on the map on page 9 and in greater detail on the map on pages 10 and 11.

7. The Council also recommends adjusting the internal community boundary between the recommended ward of Brackla Central and the recommended ward of Brackla Tremains. The Council recommends the transfer of part of the recommended Brackla Central Ward to the recommended Brackla Tremains Ward. This involves the transfer of the following streets Sunnybank Court, Pen Onnen, Rhiw Cae Mawr, Bryn Bragl, Rhiw Tremaen, Rhiw Las and Fenwick Drive. The Council is of the view that this recommendation provides for more effective and convenient local government whilst providing a clear boundary. This affects 365 electors and ensures an even split of electors between the wards in the community of Brackla. The recommendation can be found on the map on page 9 and in greater detail on the map on page 12.

8. The Council also recommends adjusting the internal community boundary between the recommended Brackla West Ward and Brackla Central Ward. The Council recommends the transfer of part of the recommended Brackla West Ward to the recommended Brackla Central Ward. This involves the transfer of the following streets Clos Tan yr Cefn, Clos Tan yr Fron and Erw Hir. The Council is of the view that the recommendation provides for more effective and convenient local government whilst providing a clear boundary. This affects 649 electors and ensures an even split of electors between the wards in the community of Brackla. The recommendation can be found on the map on page 9 and in greater detail on the map on page 13.

9. The Council recommends adjusting the boundary between the community of Brackla and the community of Coity Higher. The Council recommends to adjusting the boundary to place the whole of Brackla Industrial Estate within the community of Brackla and the whole of the Litchard Industrial Estate within the Community of Coity Higher. This recommendation would affect 0 electors. The Council recommends splitting the Brackla Industrial Estate between the recommended wards of Brackla West and Brackla East, to provide a clear boundary by utilising the streets 'Main Avenue' and 'Heol Ffaldau' and taking into consideration the future recommended development that appears within the Local Development Plan (LDP). As highlighted in the representations received from County Borough Councillor John Spanswick, Brackla Bunkers, due to historical connections, would then also be transferred from the community of Coity Higher to the community of Brackla. The recommendation can be found on the map on page 9 and in greater detail on the map on pages 14 and 15.

10. The Council recommends the transfer of part of the Town of Bridgend to the Community of Brackla. This involves the transfer of a street Haywain Court from the Town of Bridgend to the Community of Brackla. The Council is of the view that this recommendation creates a clearer boundary and better access. This would affect 39 electors. The recommendation can be found on the map on page 9 and in greater detail on the map on page 16.

11. As a result of these recommendations, the electorate of the recommended community of Brackla would increase to 8,748. With 39 electors transferring from the Town of Bridgend.

Recommended Names

12. As a result of these recommendations the Council recommends retaining the English community name of **Brackla** and recommends retaining the Welsh community name of **Bracla**. The Welsh Language Commissioner agrees with the recommended name.

13. The Council recommends retaining the existing English community ward name of **Brackla East** and recommends retaining the existing Welsh community ward name of **Dwyrain Bracla**. The Welsh Language Commissioner agrees with the recommended name.

14. The Council recommends retaining the existing English community ward name of **Brackla West** and recommends the existing Welsh community ward name of **Gorllewin Bracla**. The Welsh Language Commissioner agrees with the recommended name.

15. The Council recommends the new English community ward name of **Brackla Central** and recommends the new Welsh community ward name of **Canol Bracla**. The Welsh Language Commissioner agrees with the recommended name.

16. The Council recommends the new English community ward name of **Brackla Tremains** and recommends the Welsh community ward name of **Tre-maen Bracla** as recommended by the Welsh Language Commissioner.

Consequential Changes
Community Council electoral arrangements

17. The recommended community Council arrangements in Brackla would consist of 4 wards: Brackla Central, Brackla East, Brackla Tremains and Brackla West. The community is recommended to have a total electorate of 8,748 and be represented by 12 community Councillors.

18. The Council is required to consider the consequential changes to the community Council electoral arrangements that would occur following these recommendations. The Council's recommended electoral arrangements for the community Council can be seen below:

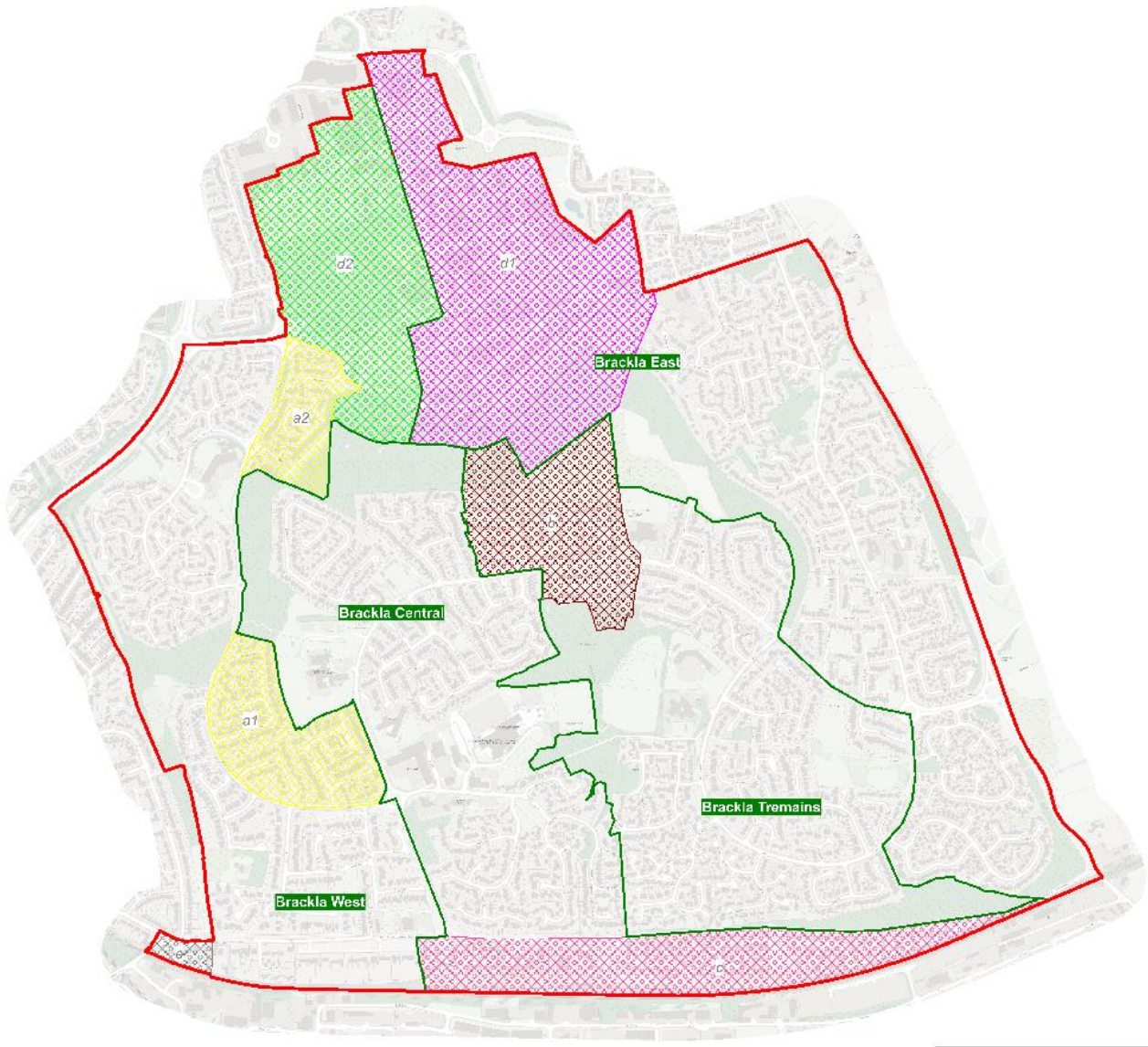
	Brackla Community Council							
	Existing				**Proposed**			
Wards	Electors	Community Councillors	Electors per Councillor	Variance	Electors	Community Councillors	Electors per Councillor	Variance
Brackla East	2,225	3	742	2%	2,225	3	742	2%
Brackla East Central	1,815	3	605	-17%				
Brackla Tremains					2,180	3	727	0%
Brackla West Central	2,654	3	885	22%				
Brackla Central					2,338	3	779	7%
Brackla West	2,015	3	672	-7%	2,005	3	668	-8%
Total	8,709	12	726		8,748	12	729	

The Council has recommended a Council membership of 12. The Council believes the new arrangements would improve the level of effective and convenient local government in the area.

Principal Council electoral ward arrangements

19. The above recommendations will have an impact on the principal Councils' electoral wards, which will need to be considered by the Local Democracy and Boundary Council for Wales

Brackla Community



a1; Area to be transferred from Brackla Central ward to Brackla West ward
a2; Area to be transferred from Brackla Central ward to Brackla West ward
b; Area to be transferred from Brackla Central ward to Brackla Tremains ward
c; Area to be transferred from Brackla West to Brackla Central ward
d1; Area to be transferred from Coity Higher to Brackla
d2; Area to be transferred from Coity Higher to Brackla
e; Area to be transferred from Bridgend Town to Brackla

TOWN & COMMUNITY COUNCIL REVIEW

Scale: 1: 10,000

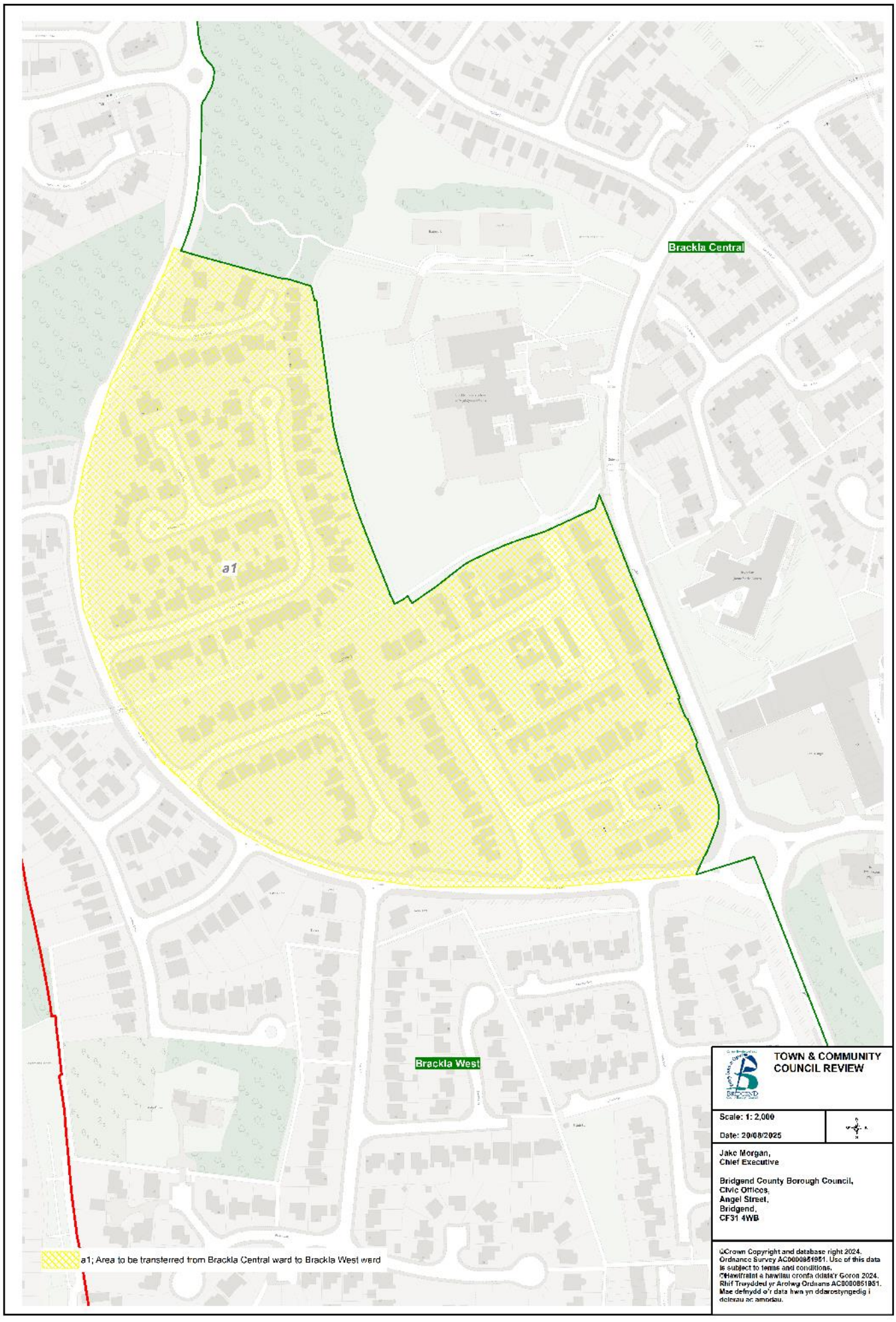
Date: 20/08/2025

Jake Morgan,
Chief Executive

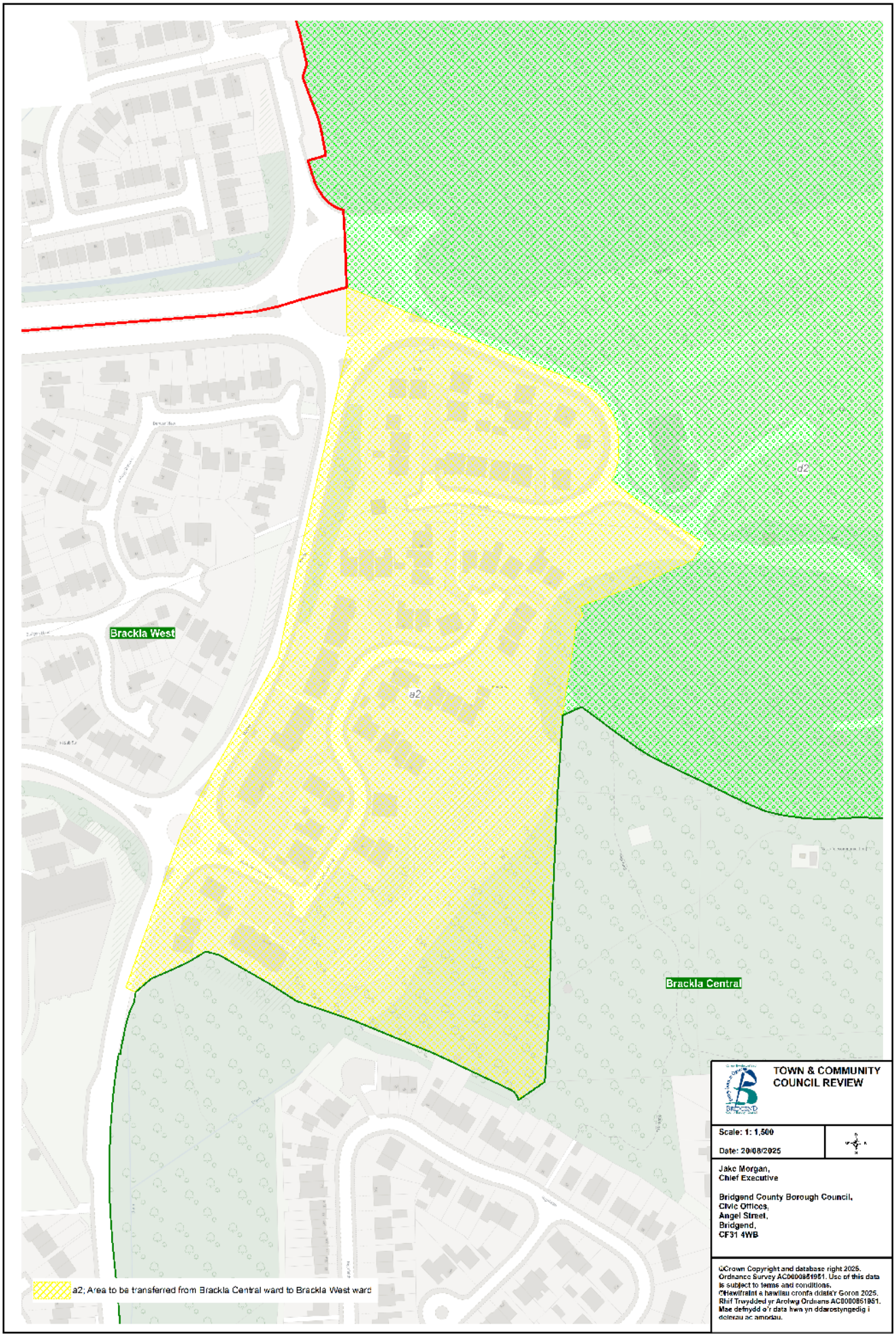
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Brackla Central Ward to Brackla West Ward

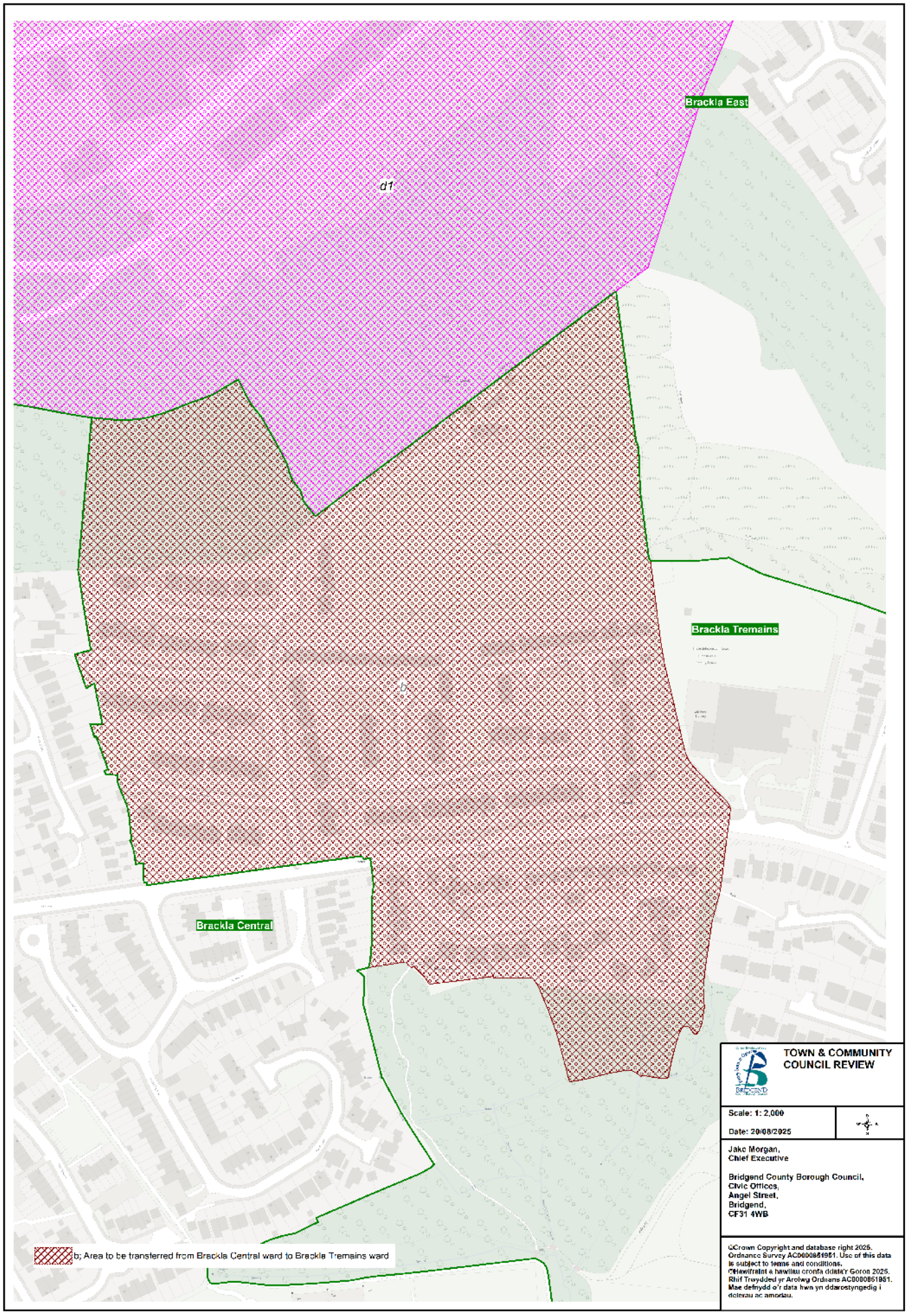


Brackla Central Ward to Brackla West Ward

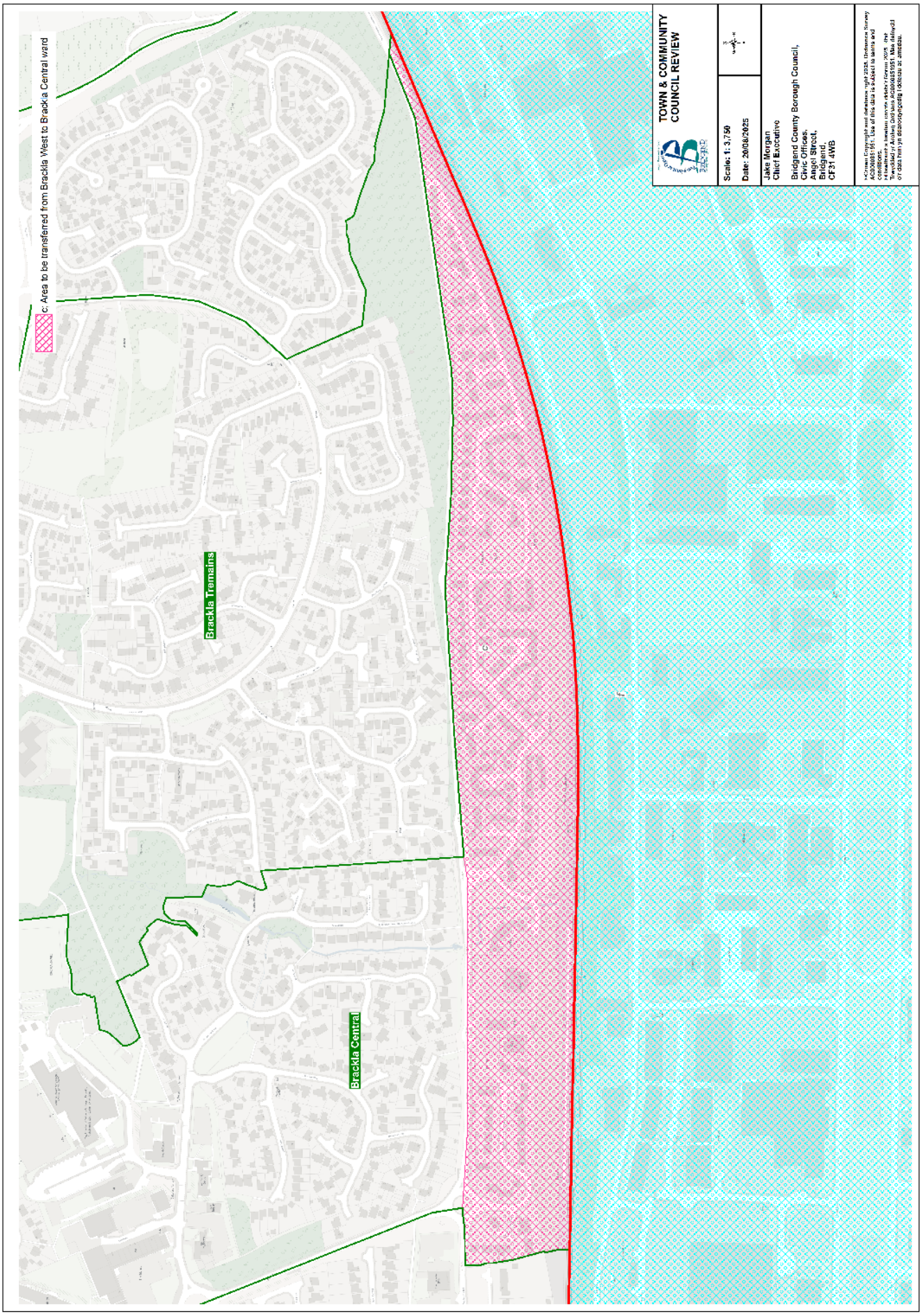


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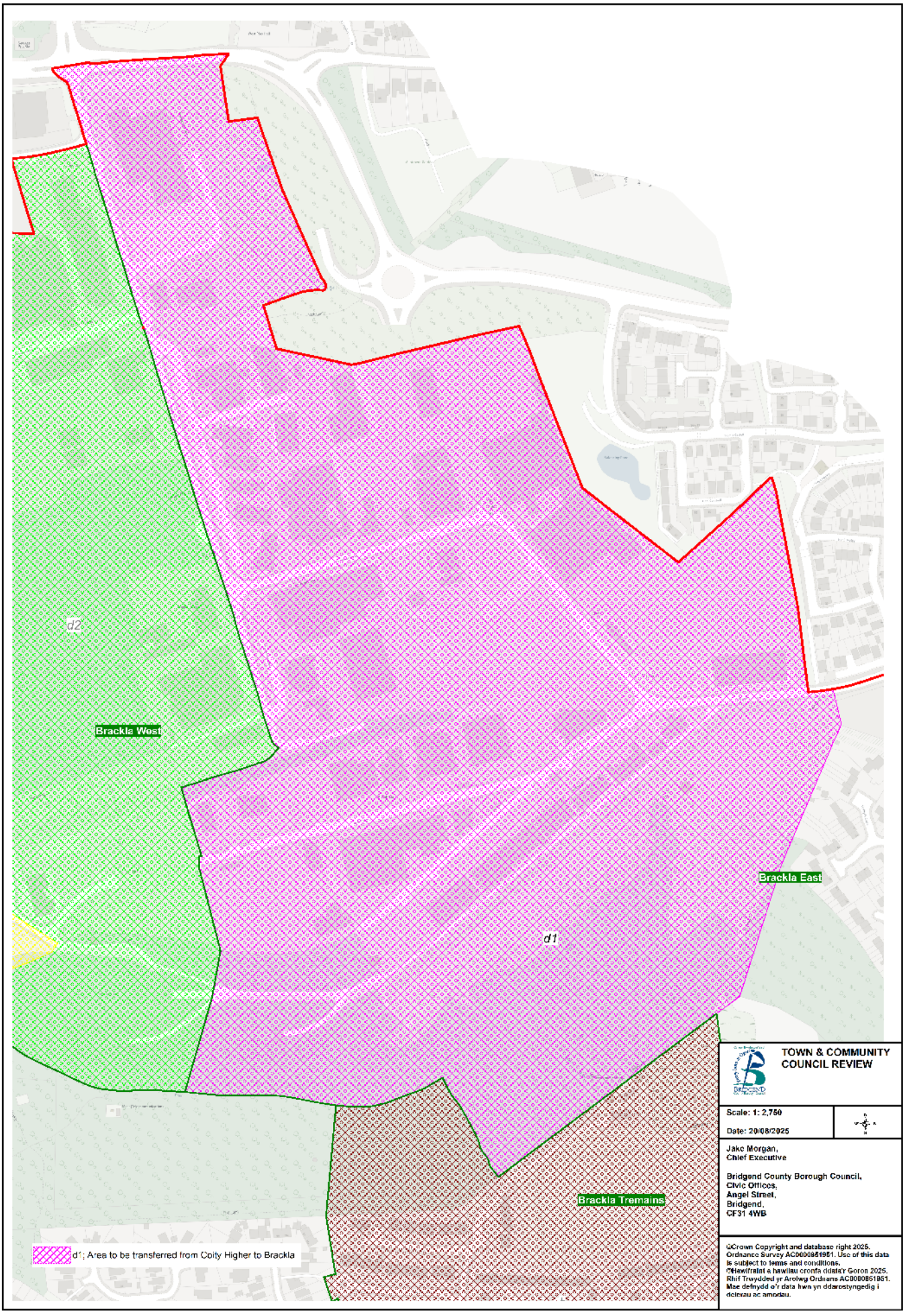
Brackla Central Ward to Brackla Tremains Ward



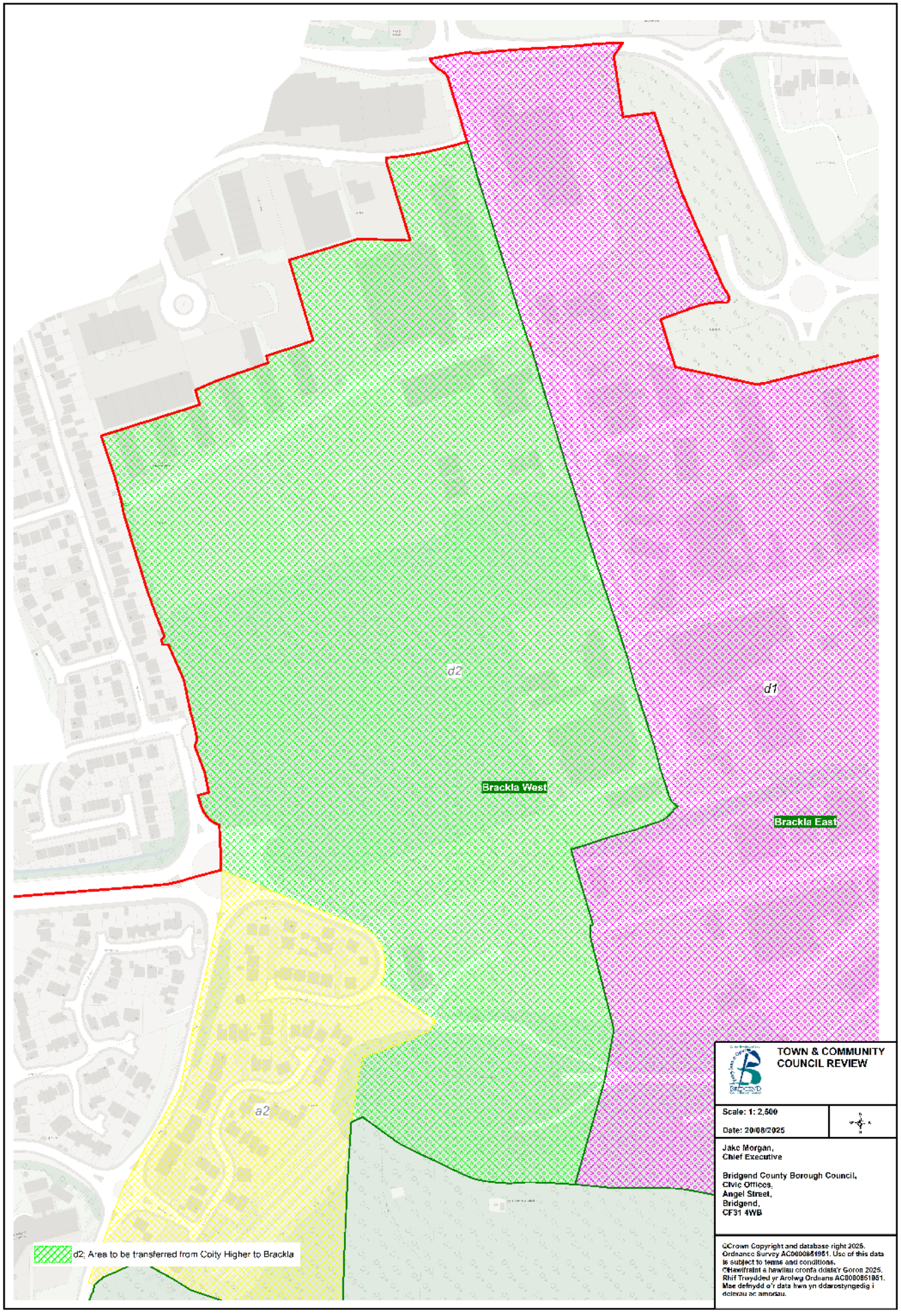
Brackla West Ward to Brackla Central Ward



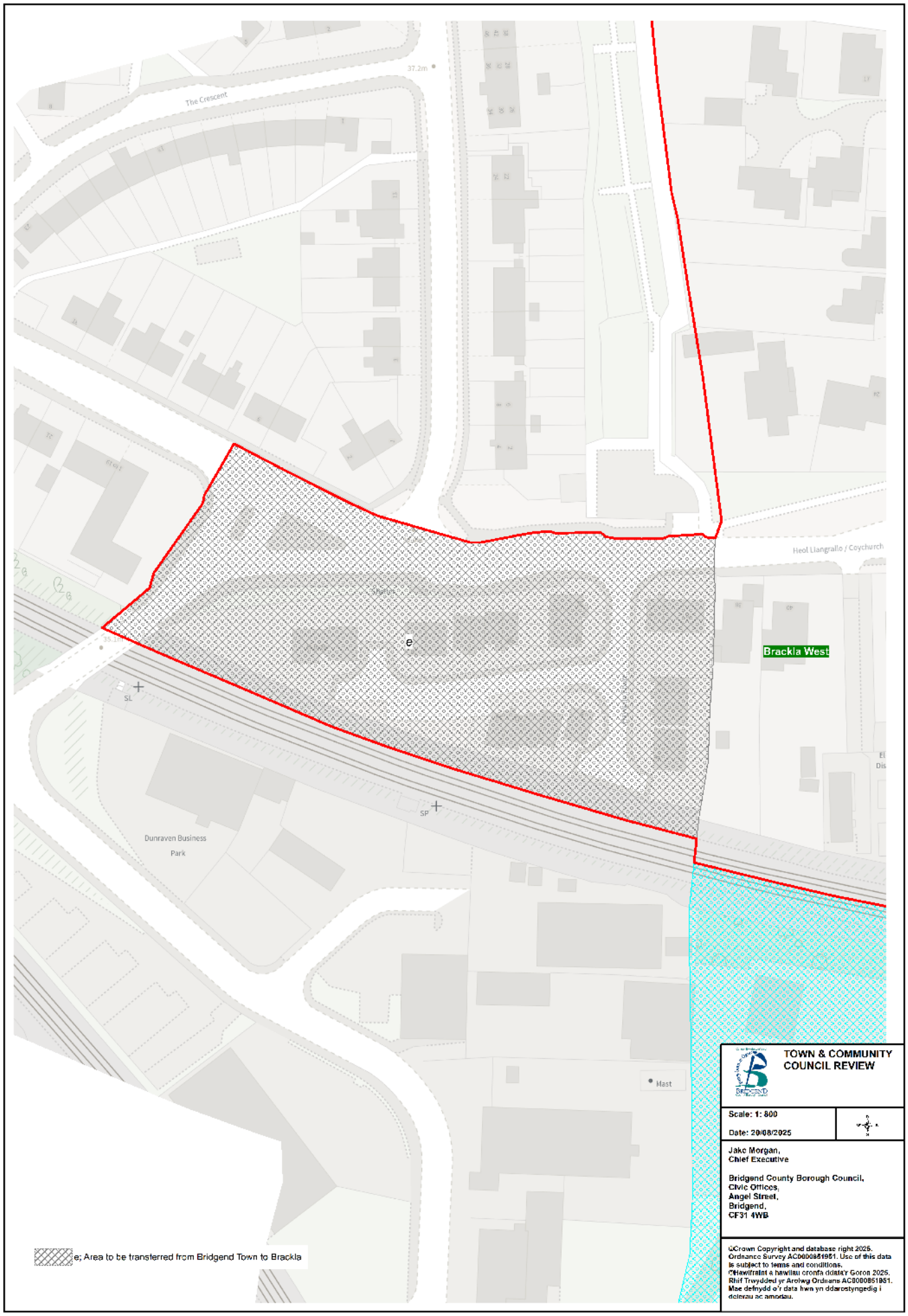
Coity Higher to Brackla



Coity Higher to Brackla



Bridgend Town to Brackla



BRIDGEND

20. The current town Council arrangements in Bridgend consist of a total electorate of 12,231 and is represented by 19 town Councillors.

Town ward	Electorate	Number of Councillors
Morfa	3,544	6
Newcastle	4,654	7
Oldcastle	4,033	6
Total	**12,231**	**19**

Representations

21. During the initial consultation period the Council received 3 representations concerning the Town of Bridgend from Community Councillor David Unwin and County Borough Councillors Jon-Paul Blundell and Tim Thomas.

22. During the draft consultation period the Council received 26 representations concerning the Town of Bridgend from: Community Councillor David Unwin, County Borough Councillor Ian Spiller, Laleston Community Council, Merthyr Mawr Community Council, Coychurch Lower Community Council, 1 Petition with 802 signatures and 16 members of the Public. Cllr Ian Spiller, Cllr David Unwin and Laleston Community Council supported the Draft proposals for Bridgend Town. 3 members of the public supported the Draft proposals. 3 members of the public supported the allocation of councillors. Merthyr Mawr Community Council opposed a boundary change between the Town of Bridgend and the recommended ward of Merthyr Mawr. Coychurch Lower Community Council, 7 members of the public and the petition opposed a boundary change between the Town of Bridgend and the recommended ward of Coychurch Lower. 7 members of the public opposed the Draft Proposals. The representations are published on the Council's website.

Community ward boundary recommendations

23. The Council recommends applying 11 changes to the existing community boundaries which includes the transfer of areas between the following town and community areas:

- Laleston to Bridgend Town / Bridgend Town to Laleston
- Oldcastle ward to Morfa ward
- Pencoed Town to Bridgend Town
- Bridgend Town to Brackla
- Bridgend Town to Laleston
- Laleston to Bridgend Town (1)
- Laleston to Bridgend Town (2)
- Laleston to Bridgend Town (3)
- Laleston to Bridgend Town (4)
- Laleston to Bridgend Town (5)
- Coity Higher to Bridgend Town

24. The Council recommends adjusting the boundary between the Community of Laleston and the Town of Bridgend. This involves the transfer of the properties on Island Farm Road and Island Farm Close, and 2 properties on Merthyr Mawr Road to the Town of Bridgend, re-aligning the boundary between the 2 community areas to follow the A48, Merthyr Mawr Road, New Inn Road and the Railway Line to the South of New Inn Road, this would affect 89 electors. This also involves the transfer of farmland from the Town of Bridgend to the recommended ward of Merthyr Mawr of the Community of Laleston, this would affect 0 electors. The Council is of the view this recommendation provides for more effective and convenient local government as it creates a clearer boundary between the 2 community areas. These recommendations can be found on the map on page 21 and in greater detail on the maps on pages 22 and 23.

25. The Council recommends the transfer of part of the ward of Oldcastle to the ward of Morfa. This involves re-aligning the boundary between the 2 community wards, transferring multiple properties on Tremains Road, The Crescent, Waunscil Avenue, Ffordd Ganol and Heol Dwyrain, which are currently isolated from neighbouring properties to the Morfa ward. This recommendation would affect 344 electors. The council is of the view that this recommendation provides for more convenient local government and creates a clearer boundary. The recommendation can be found on the map on page 21 and in greater detail on the map on page 24.

26. The Council recommends the transfer of part of the recommended ward of Coychurch Lower of the Town of Pencoed to the Ward of Oldcastle of the Town of Bridgend. The involves transferring the Waterton Industrial Estate and surrounding streets Brocastle, Clos Waterton, Lon Tre Dwr and Heol Tre Dwr. This recommendation affects 258 electors. The recommendation is based on the representation from Community Councillor David Unwin received during the Initial Consultation Period. The Council considers this to be more urban and therefore more aligned with the Town of Bridgend. The recommendation can be found on the map on page 21 and in greater detail on the map on page 25.

27. The Council recommends the transfer of part of the Town of Bridgend to the Community of Brackla. This involves the transfer of a street Haywain Court from the Town of Bridgend to the Community of Brackla. The Council is of the view that this recommendation creates a clearer boundary and better access. This would affect 39 electors. The recommendation can be found on the map on page 21 and in greater detail on the map on page 26.

28. The Council recommends the transfer of part of the ward of Newcastle of the Town of Bridgend to the recommended ward of Cefn-Glas of the Community of Laleston. This involves the transfer of multiple properties on Cefn-Glas Road and all properties on the streets of Swn Cloch yr Eglwys and Woodridge. This recommendation would affect 180 electors. The Council considers these streets to be more locally connected with Cefn-Glas. The recommendation can be found on the map on page 21 and in greater detail on the map on page 27.

29. The Council recommends the transfer of part of the recommended community of Laleston to the Town of Bridgend. This involves re-aligning the boundary, which currently bisects 2 properties on Oaklands Avenue and Heol y Bardd, to follow the perimeter of the 2 properties. This recommendation would affect 4 electors and rectifies an existing boundary anomaly between the 2 community areas. This recommendation is a result of the representations received by the Boundary Commission during the Initial Consultation Period. The recommendation can be found on the map on page 21 and in greater detail on the map on page 28.

30. The Council recommends the transfer of part of the recommended ward of Cefn-Glas of the Community of Laleston to the ward of Newcastle of the Town of Bridgend. This involves transferring all residential properties on St Winifreds Road from the Community of Laleston to the Town of Bridgend. Cefn-Glas Infants School will remain within the ward of Cefn-Glas. This recommendation would affect 142 electors. The council is of the view that this recommendation provides for more convenient local government and creates a clearer boundary. The recommendation can be found on the map on page 21 and in greater detail on the map on page 29.

31. The Council recommends the transfer of part of the recommended ward of Cefn-Glas of the Community of Laleston to the ward of Newcastle of the Town of Bridgend. This involves the transfer of multiple properties on Heol y Frenhines, uniting the street within 1 community area. This recommendation would affect 17 electors. The council is of the view that this recommendation

provides for more convenient local government and creates a clearer boundary. The recommendation can be found on the map on page 21 and in greater detail on the map on page 30.

32. The Council recommends the transfer of part of the recommended ward of Cefn-Glas of the Community of Laleston to the ward of Newcastle of the Town of Bridgend. This involves adjusting the boundary between the 2 community areas utilising the main roads Bryngolau and Llangewydd Road and transferring the streets of Maesglas and Heol yr Ysgol, and a block of housing 'Ty-Nant' to the Town of Bridgend. This recommendation would affect 63 electors. Llangewydd Junior School will remain within the ward of Cefn-Glas. The council is of the view that this recommendation provides for more convenient local government and creates a clearer boundary. The recommendation can be found on the map on page 21 and in greater detail on the map on pages 31 and 32.

33. The Council recommends the transfer of part of the recommended ward of Bryntirion of the Community of Laleston to the ward of Newcastle of the Town of Bridgend. This involves adjusting the boundary between the 2 community areas utilising the main roads Bryngolau and Llangewydd Road and transferring the streets Ael y Bryn and Beechwood Avenue, and multiple properties on Heol y Frenhines uniting the street within 1 community area. This recommendation would affect 134 electors. The council is of the view that this recommendation provides for more convenient local government and creates a clearer boundary. The recommendation can be found on the map on page 21 and in greater detail on the map on page 33.

34. The Council recommends the transfer of part of the Community of Coity Higher to the Town of Bridgend. This involves adjusting the boundary between the 2 communities and transferring a row of houses on Ger y Bont from the ward of Pen-dre of the Community of Coity Higher to the ward of Morfa of the Town of Bridgend, which are currently isolated from neighbouring properties. This recommendation would affect 7 electors. The Council is of the view that this recommendation creates a clearer boundary and better access. The recommendation can be found on the map on page 21 and in greater detail on the map on page 34.

35. As a result of these recommendations, the electorate of the recommended Town of Bridgend would increase to 12,725. With 449 electors transferring from the community of Laleston, 258 electors transferring from the Town of Pencoed, 7 electors transferring from the community of Coity Higher, 39 electors transferring to the community of Brackla and 180 electors transferring to the community of Laleston.

Recommended Names

36. As a result of these recommendations the Council recommends retaining the English town name of **Bridgend** and the Welsh town name of **Pen-y-Bont ar Ogwr**. The Welsh Language Commissioner agrees with the recommended names.

37. The Council recommends retaining the existing single Town ward name of **Morfa**. The Welsh Language Commissioner agrees with the recommended name.

38. The Council recommends retaining the existing Town ward name of **Newcastle** and the Welsh Town ward name of **Castellnewydd** as recommended by the Welsh Language Commissioner.

39. The Council recommends retaining the existing Town ward name of Oldcastle and the Welsh Town Council ward name of **Hengastell**. The Welsh Language Commissioner agrees with the recommended names.

Consequential Changes
Community Council electoral arrangements

40. The recommended community Council arrangements in the Bridgend Town Council area would consist of 3 wards: Morfa, Newcastle and Oldcastle. The Town is recommended to have a total electorate of 12,725 and be represented by 19 town Councillors.

41. The Council is required to consider the consequential changes to the town Council electoral arrangements that would occur following these recommendations. The Council's recommended electoral arrangements for the town Council can be seen below:

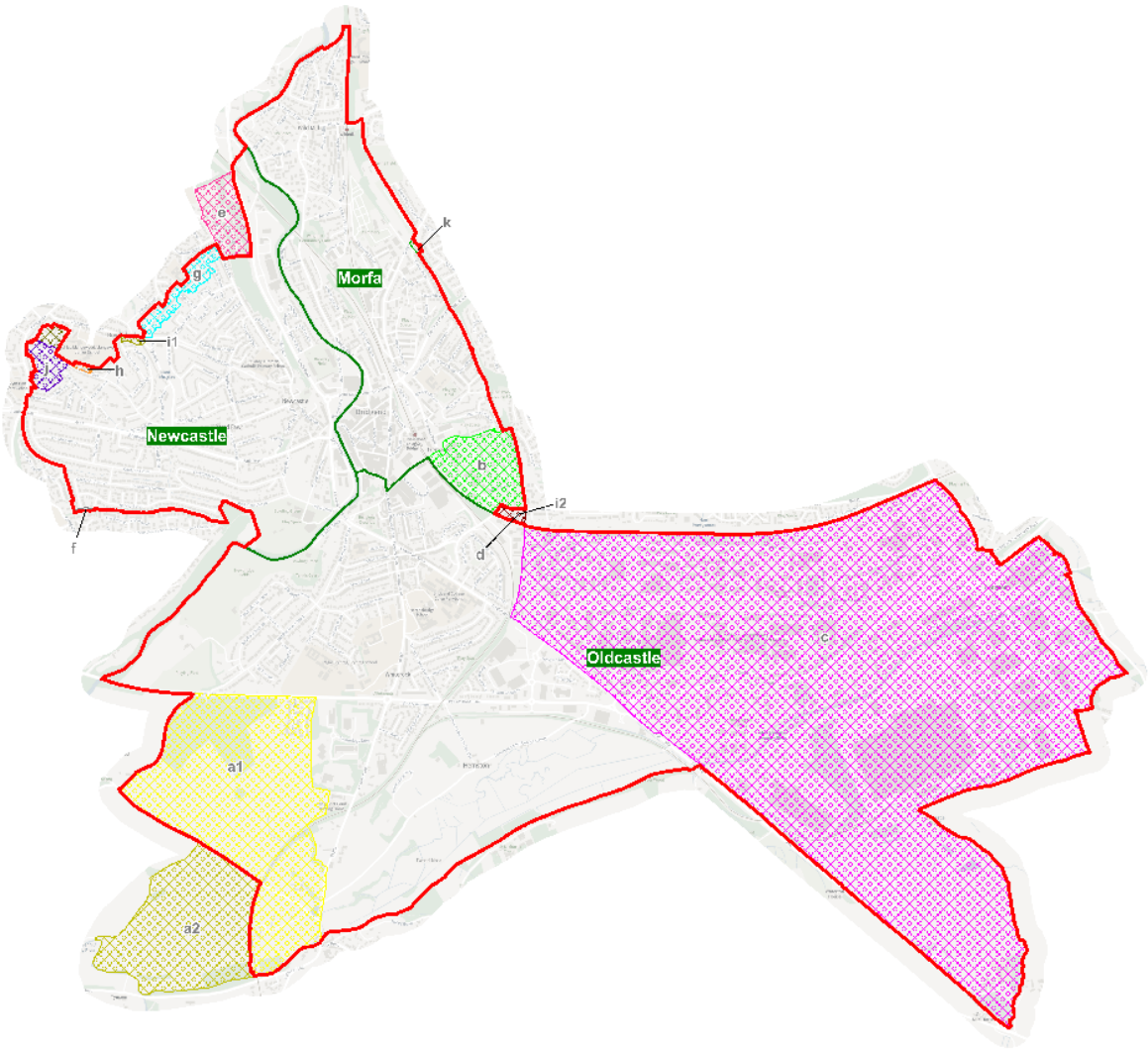
	Bridgend Town Council							
	Existing				**Proposed**			
Wards	Electors	Community Councillors	Electors per Councillor	Variance	Electors	Community Councillors	Electors per Councillor	Variance
Morfa	3,544	6	591	-8%	3,895	6	649	-3%
Newcastle	4,654	7	665	3%	4,834	7	690	3%
Oldcastle	4,033	6	672	4%	3,997	6	666	-1%
Total	12,231	19	644		12,726	19	670	

The Council has recommended a Council membership of 19, which is in line with the Council Size Policy.

Principal Council electoral ward arrangements

42. The above recommendations will have an impact on the principal Councils' electoral wards, which will need to be considered by the Local Democracy and Boundary Council for Wales.

Bridgend Town



a1; Area to be transfered from Laleston to Bridgend Town
a2; Area to be transfered from Bridgend Town to Laleston
b; Area to be transferred from Oldcastle ward to Morfa ward
c; Area to be transferred from Pencoed Town to Bridgend Town
d; Area to be transferred from Bridgend Town to Brackla
e; Area to be transfered from Bridgend Town to Laleston
f; Area to be transfered from Laleston to Bridgend Town (1)
g; Area to be transferred from Laleston to Bridgend Town (2)
h; Area to be transferred from Laleston to Bridgend Town (3)
i1; Area to be transferred from Laleston to Bridgend Town (4)
i2; Area to be transferred from Laleston to Bridgend Town (4)
j; Area to be transferred from Laleston to Bridgend Town (5)
k; Area to be transferred from Coity Higher to Bridgend Town

TOWN & COMMUNITY COUNCIL REVIEW

Scale: 1: 22,500

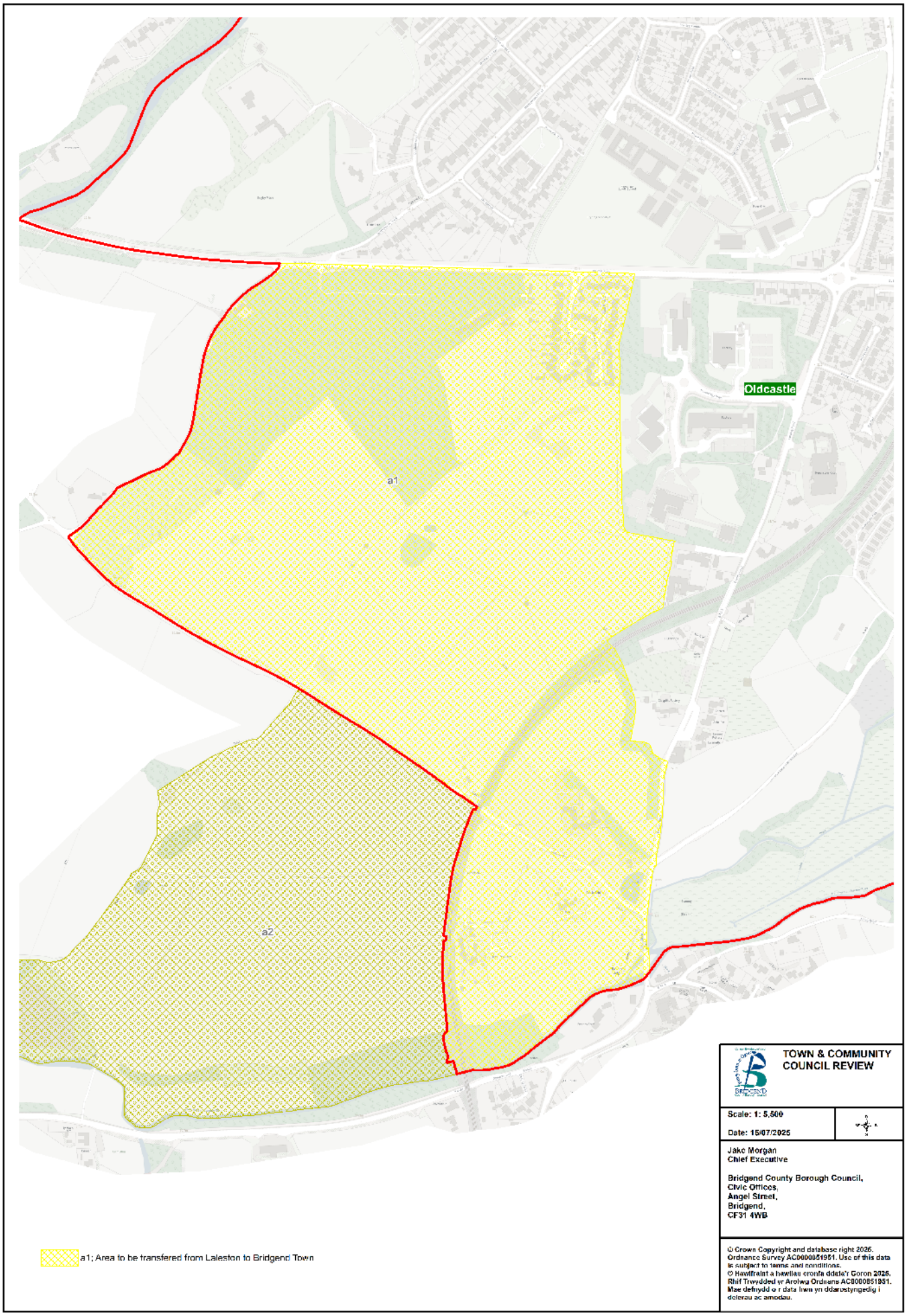
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Jake Morgan
Chief Executive

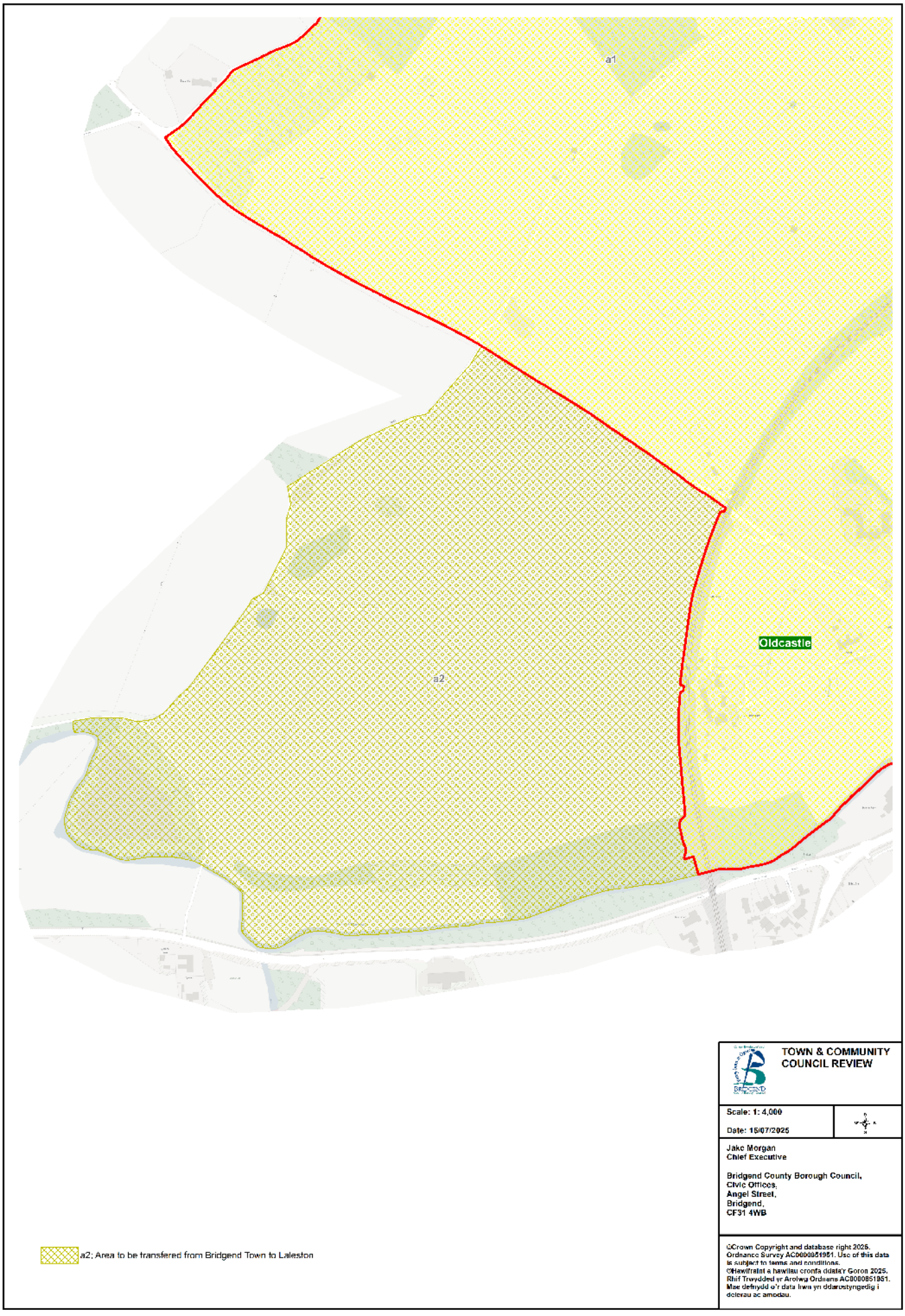
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Laleston to Bridgend Town



Bridgend Town to Laleston



a2; Area to be transfered from Bridgend Town to Laleston

TOWN & COMMUNITY COUNCIL REVIEW

Scale: 1: 4,000

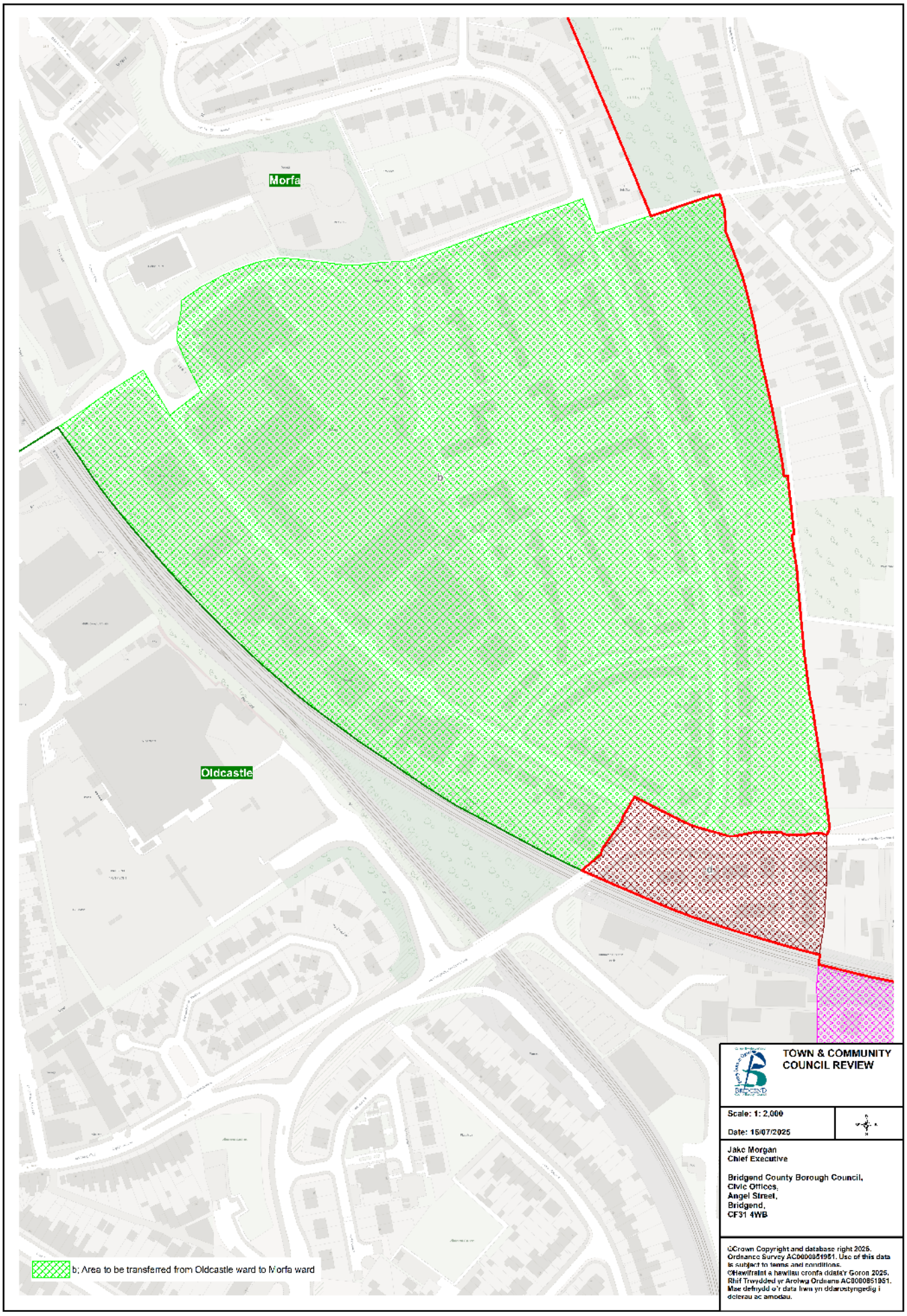
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Jake Morgan
Chief Executive

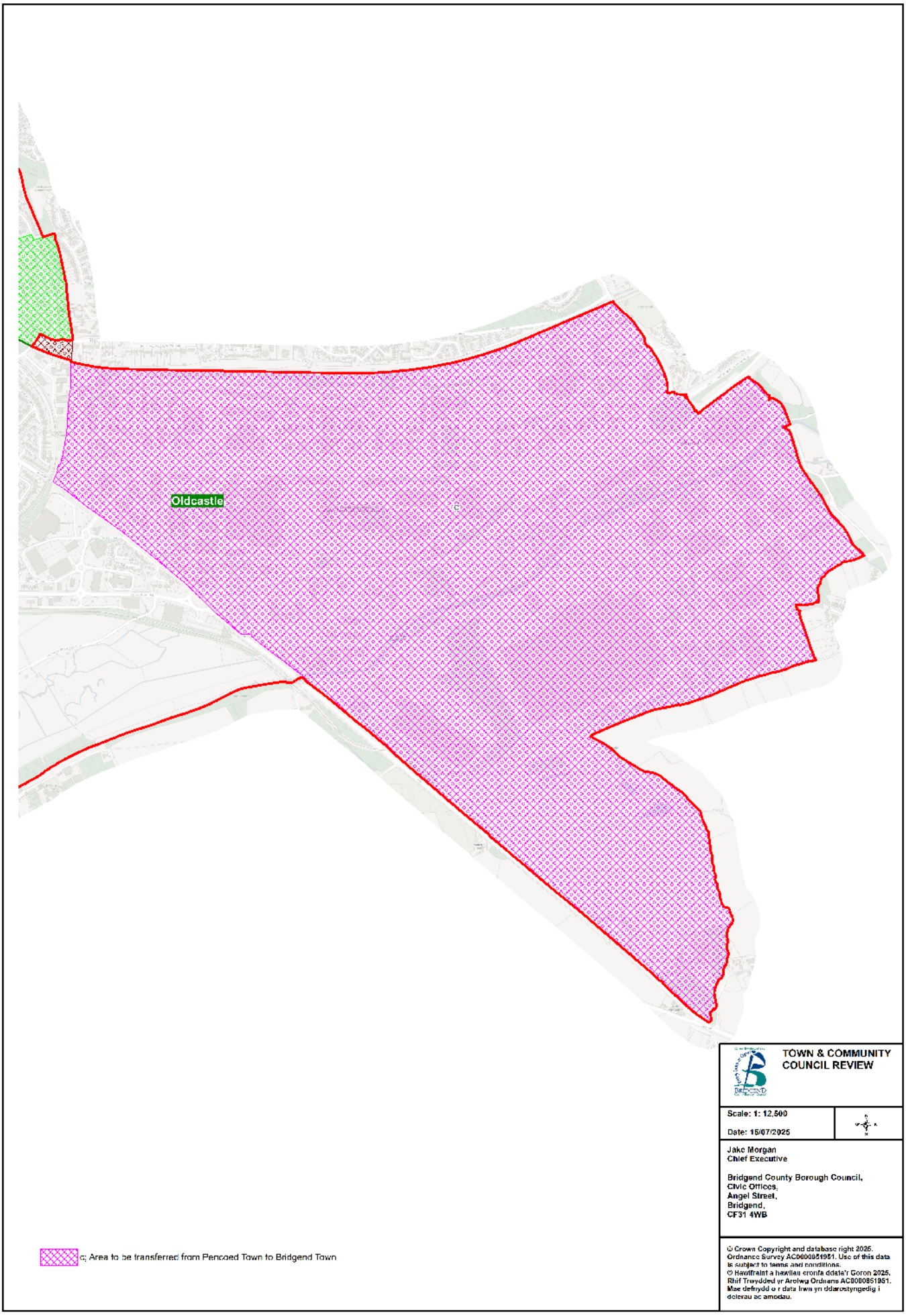
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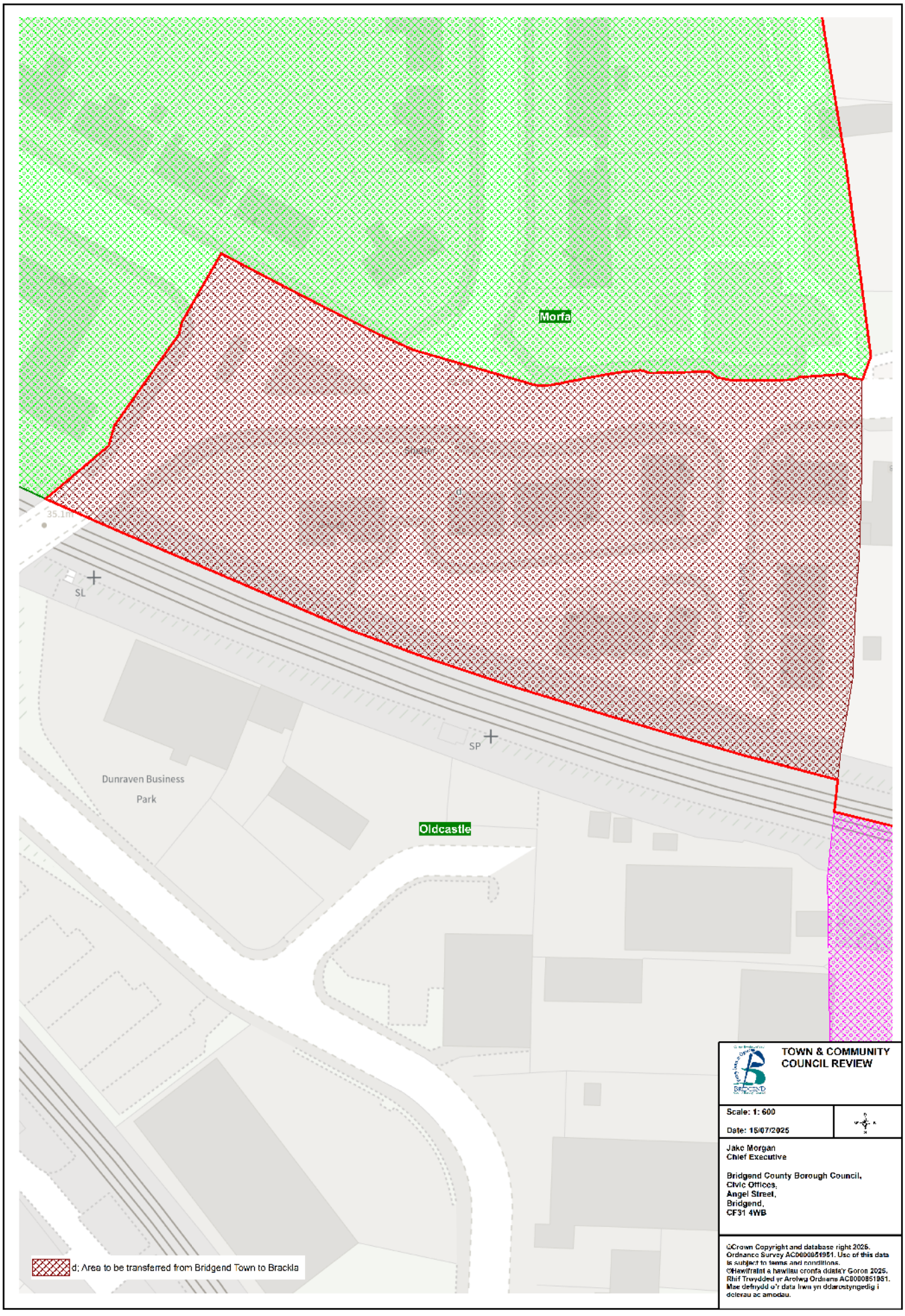
Oldcastle Ward to Morfa Ward



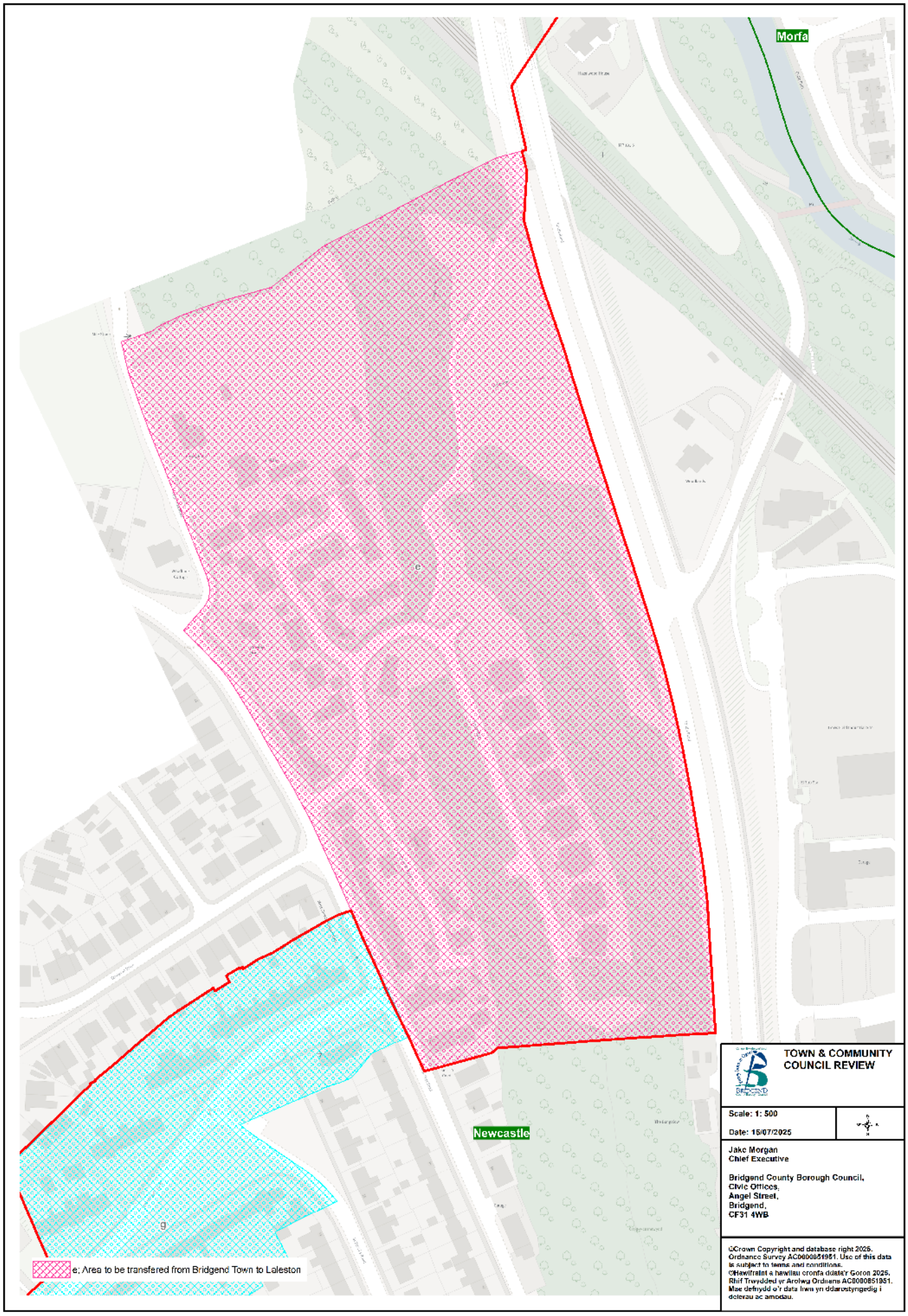
Pencoed Town to Bridgend Town



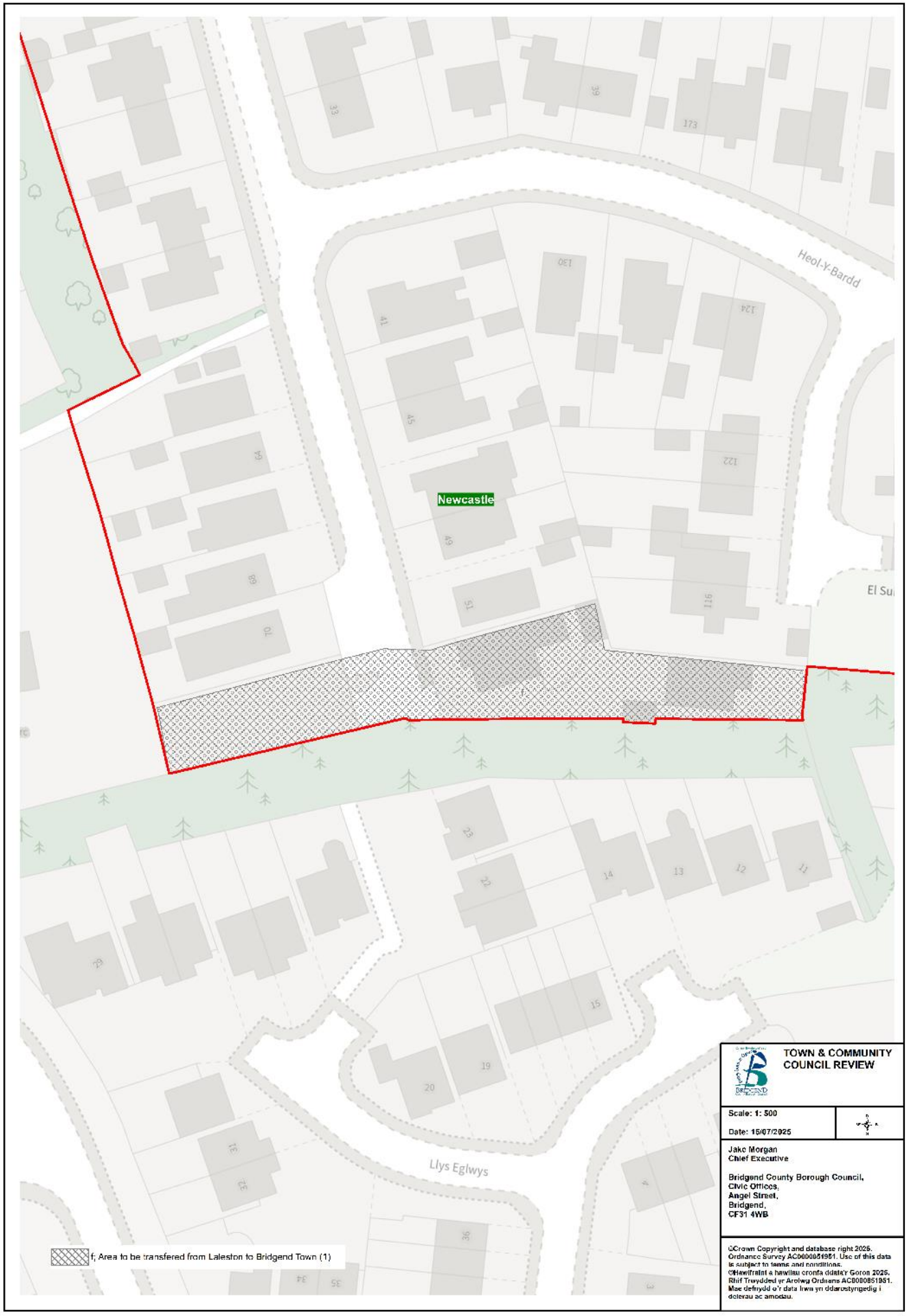
Bridgend Town to Brackla



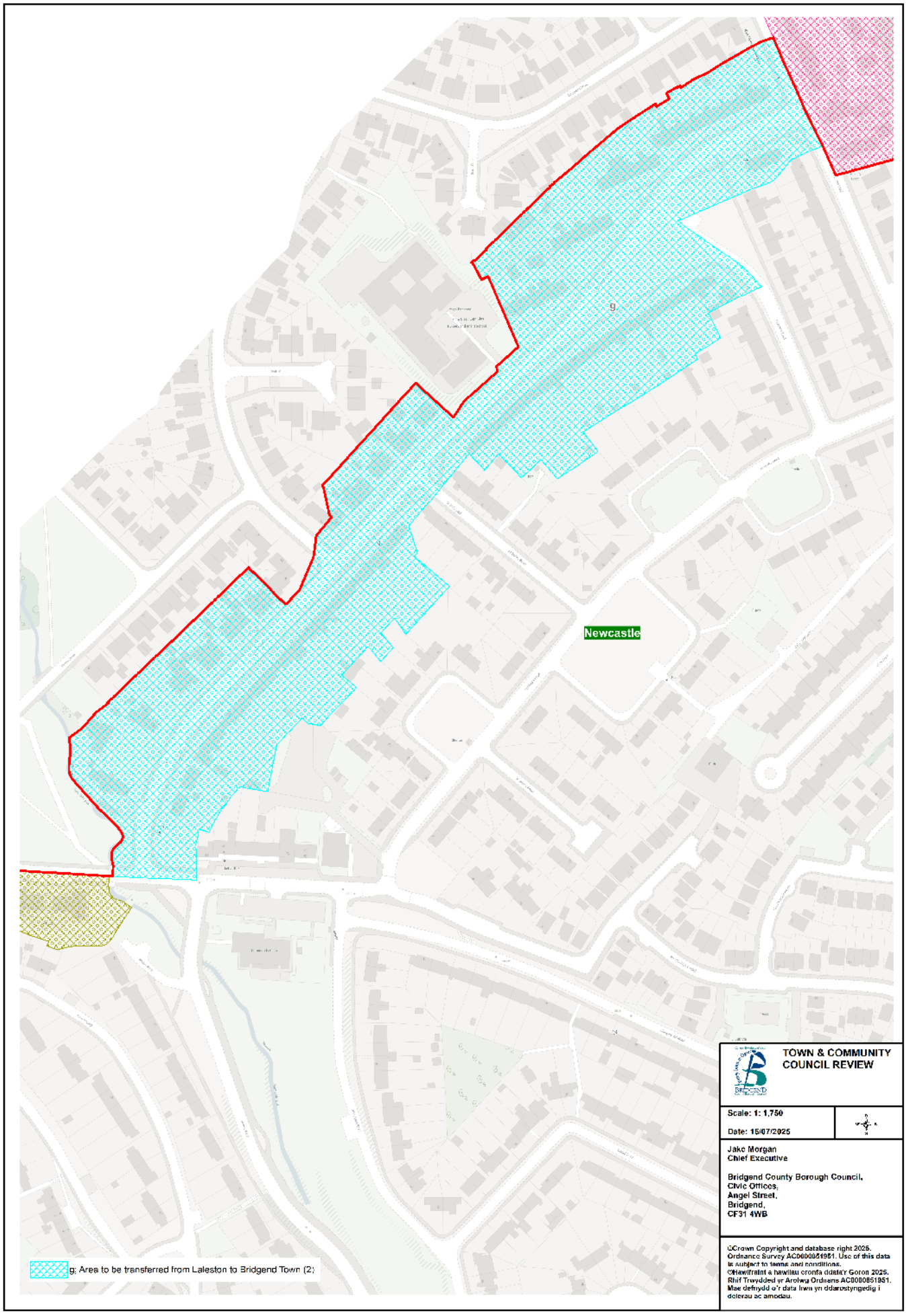
Bridgend Town to Laleston



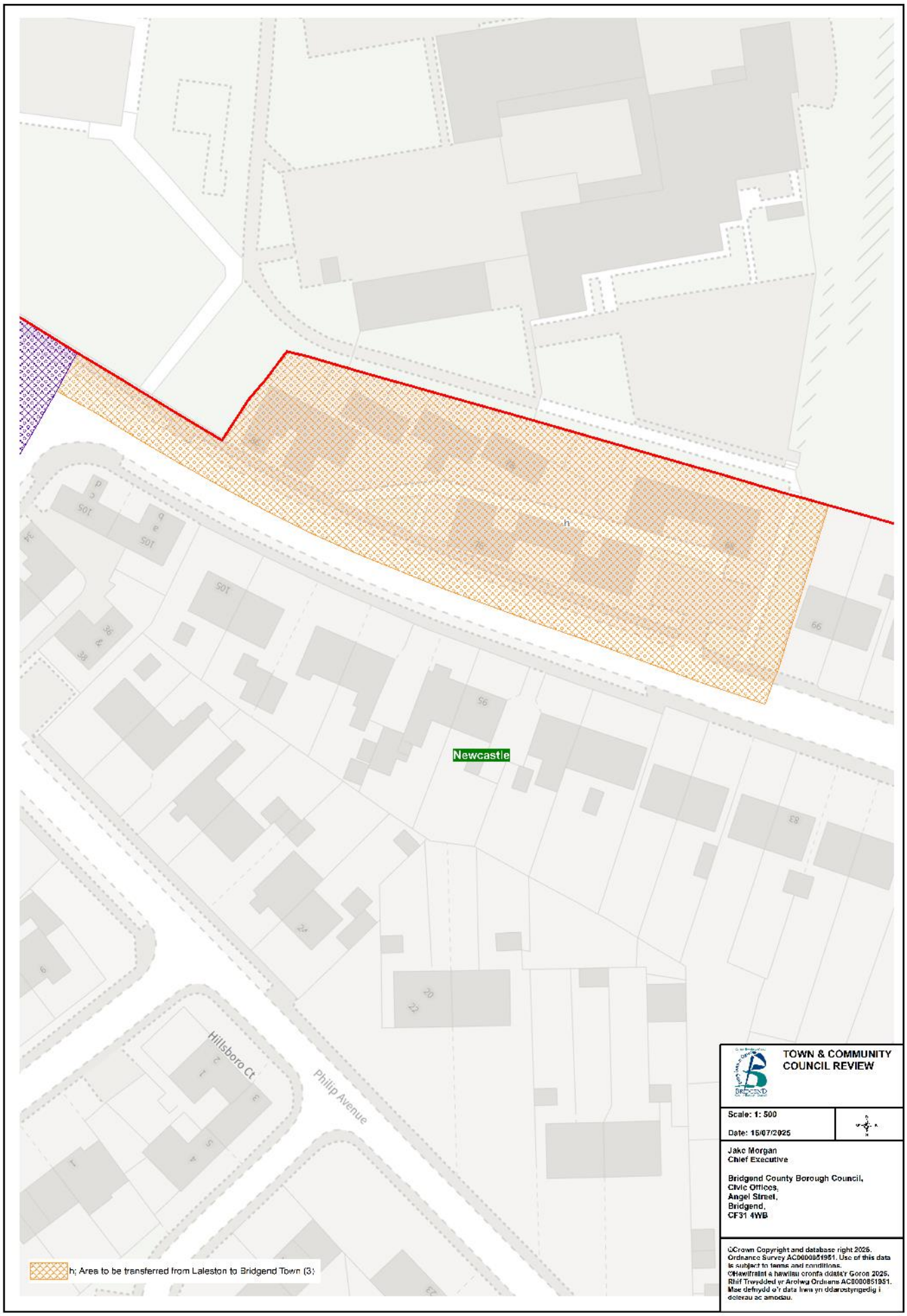
Laleston to Bridgend Town (1)



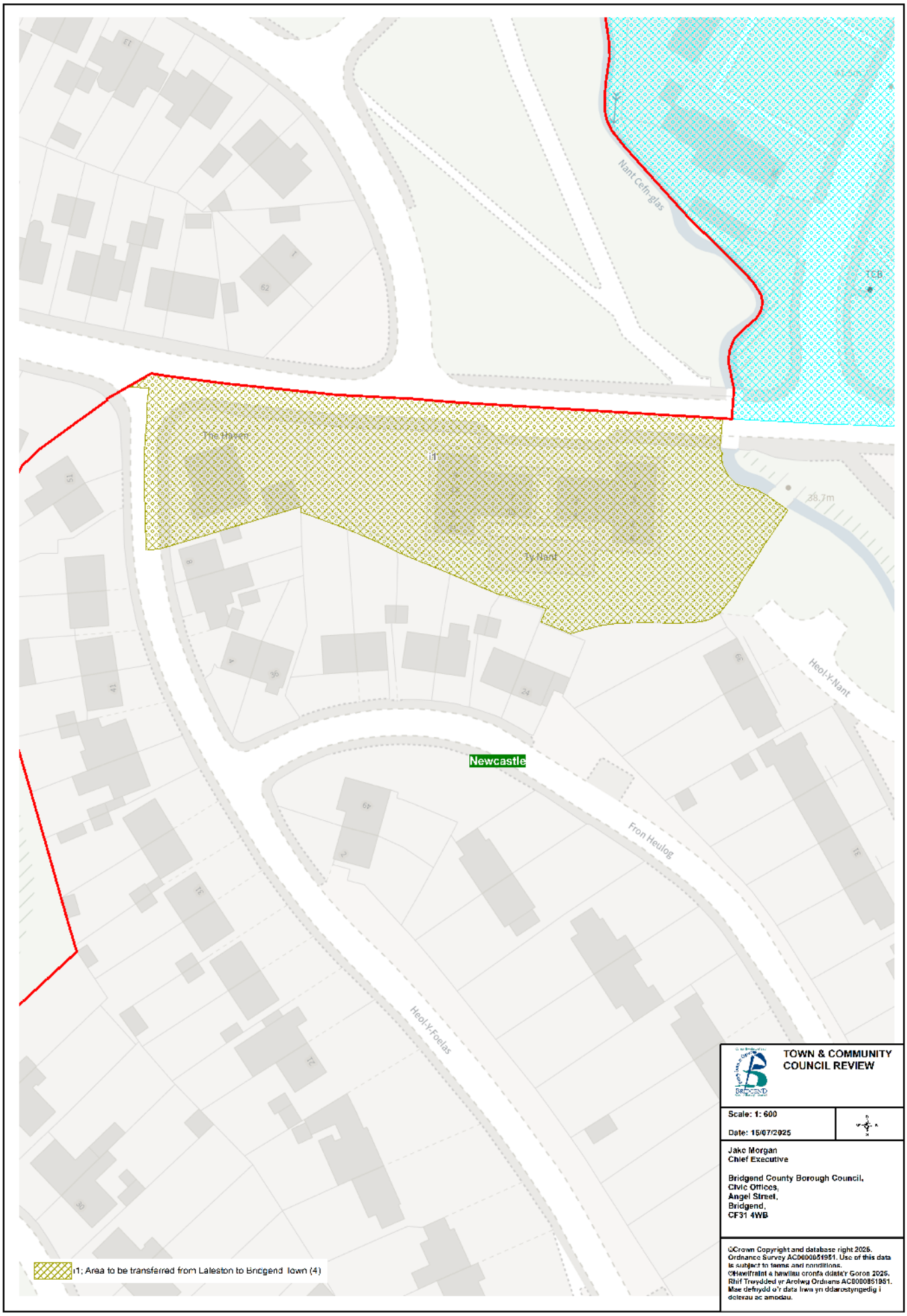
Laleston to Bridgend Town (2)



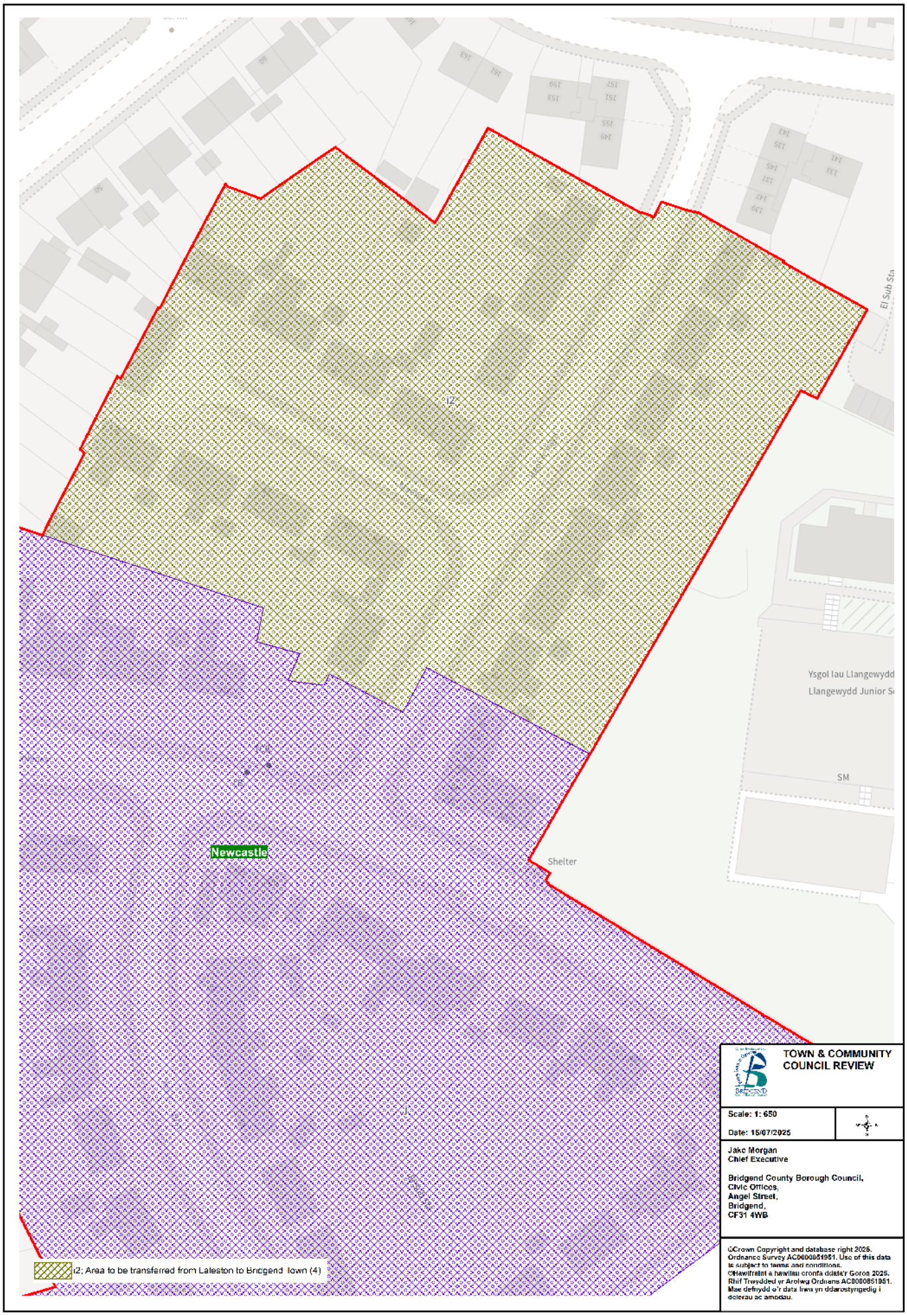
Laleston to Bridgend Town (3)



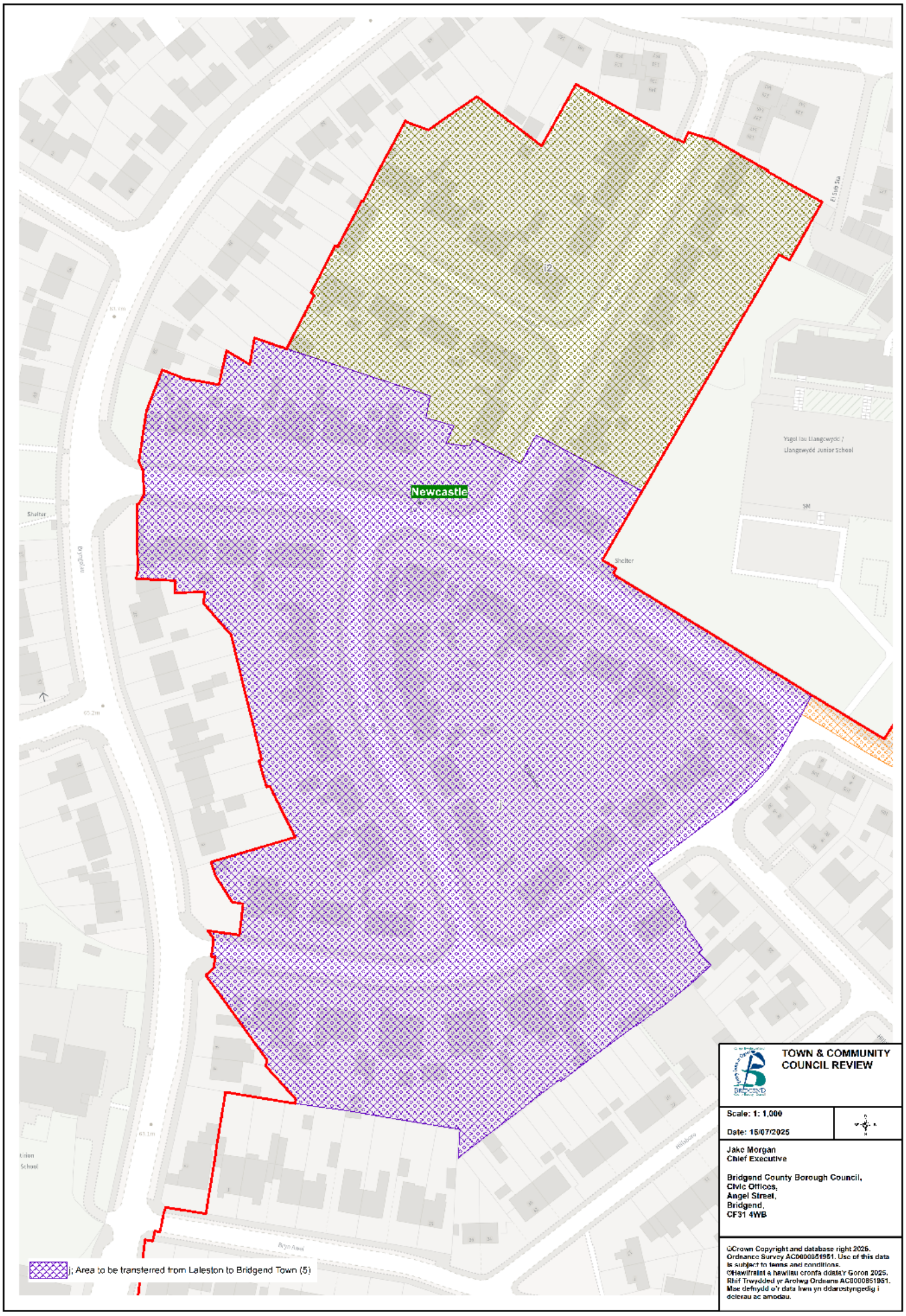
Laleston to Bridgend Town (4)



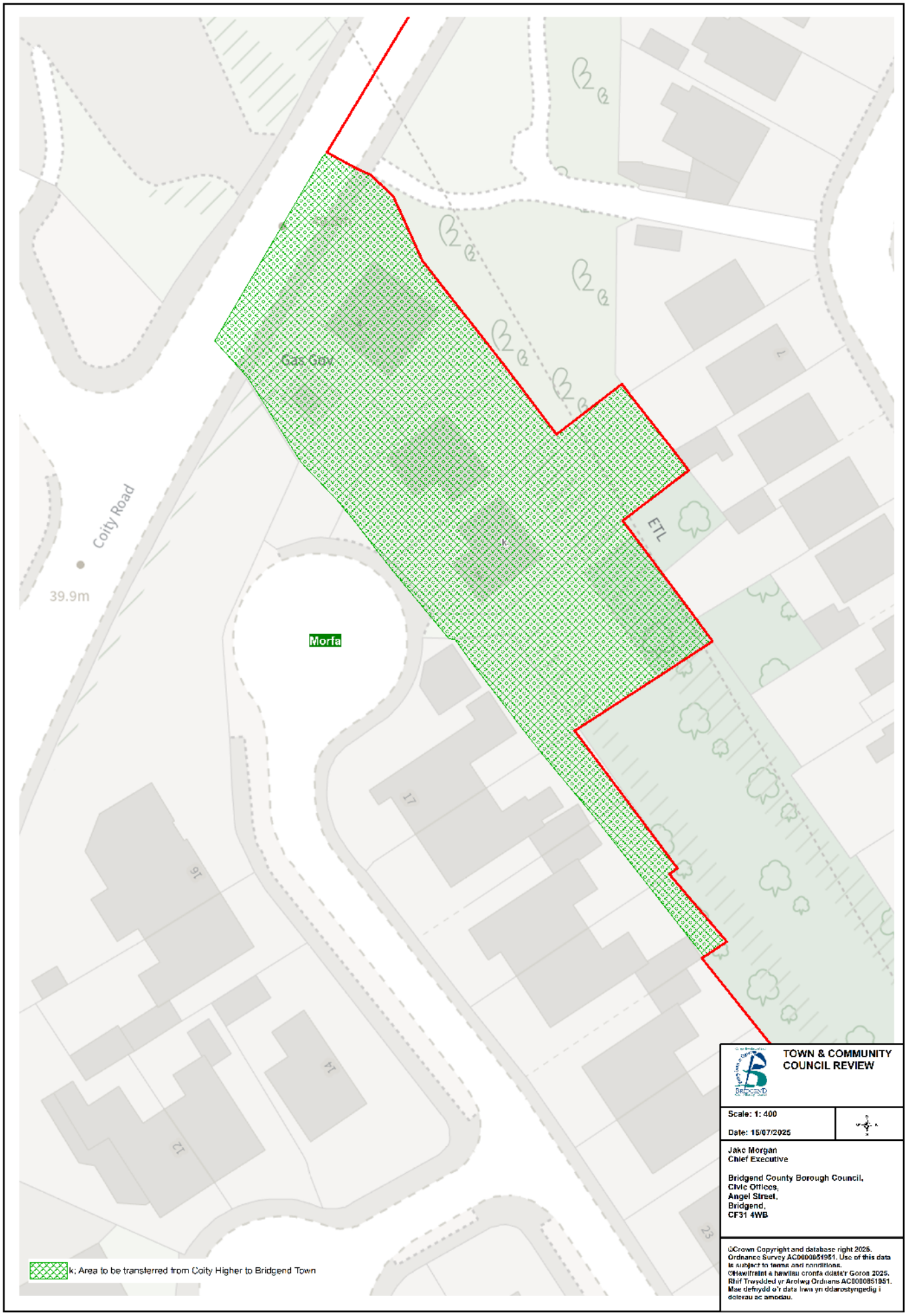
Laleston to Bridgend Town (4)



Laleston to Bridgend Town (5)



Coity Higher to Bridgend Town (1)



LALESTON AND MERTHYR MAWR

43. The current community Council arrangements in Laleston consist of a total electorate of 10,212 and is represented by 13 community Councillors.

Community ward	Electorate	Number of Councillors
Laleston/Bryntirion	6,953	5
Cefn Glas 1	1,865	4
Cefn Glas 2	1,394	4
Total	**10,212**	**13**

44. The current community Council arrangements in Merthyr Mawr consist of a total electorate of 223 and is represented by 7 community Councillors.

Community	Electorate	Number of Councillors
Merthyr Mawr	223	7
Total	**223**	**7**

Representations

45. During the initial consultation period the Council received 7 representations concerning the communities of Laleston and Merthyr Mawr from Laleston Community Council, Merthyr Mawr Community Council, County Borough Councillor Jon-Paul Blundell, Ian Spiller and Tim Thomas, Community Councillor David Unwin and 1 member of the public. These recommendations are published on the Council's website.

46. During the draft consultation period the Council received 18 representations concerning both the communities of Merthyr Mawr and Laleston from County Borough Councillor Ian Spiller, Community Councillor David Unwin, Laleston Community and Merthyr Mawr Community. Cllr Ian Spiller, Cllr David Unwin, Laleston Community Council and 3 members of the public supported the Draft Proposals. 3 members of the public supported the allocation of community councillors. 7 members of the public opposed the Draft Proposals. 1 member of the public opposed the abolition of communities to form new communities. Merthyr Mawr Community Council opposed the Draft proposals and requested that Merthyr Mawr be retained as a community area. However, Merthyr Mawr being retained as a community area would not meet the minimum size policy that was agreed at Council. The representations are published on the Council's website.

Community ward boundary recommendations

47. The Council recommends applying 16 changes to the existing community boundaries, which includes the abolition of communities and the transfer of areas between the following communities and town areas:

- Abolish Merthyr Mawr and Laleston
- Cefn Glas 1 & Cefn Glas 2 to Cefn-Glas
- Laleston/Bryntirion to Laleston, Bryntirion and Broadlands
- Bridgend to Laleston
- Laleston to Bridgend / Bridgend to Laleston
- Laleston to Porthcawl
- Porthcawl to Laleston
- Laleston to Bridgend (1)
- Laleston to Bridgend (2)
- Laleston to Bridgend (3)
- Laleston to Bridgend (4)
- Laleston to Bridgend (5)
- Laleston to Newcastle Higher
- Bryntirion ward to Cefn-Glas ward
- Cefn-Glas ward to Bryntirion ward
- Merthyr Mawr ward to Laleston ward

The Council is of the view that these recommendations provide for more effective and convenient local government.

48. The Council recommends the abolition of the existing communities of Laleston and Merthyr Mawr and utilising the 2 areas to form the new community of Laleston. The existing community boundary of Merthyr Mawr will be retained as a ward within the new community area. The existing community boundary of Laleston will be utilised to create 4 new wards. The projected 5-year forecast for the community of Merthyr Mawr is an electorate of 1,206 and therefore does not meet the Council Size Policy of a minimum of 5,000 electors per community. The recommendation is based on the representation from County Borough Councillors Jon-Paul Blundell and Ian Spiller received during the Initial Consultation Period. The recommendation can be found on the map on page 40.

49. The Council recommends combining the current wards of Cefn-Glas 1 and Cefn-Glas 2, utilising the areas to create a new community ward named 'Cefn-Glas'. The recommendation is based on the representation from Laleston Community Council received during the Initial Consultation Period. The Council is of the view that this recommendation provides for more effective and convenient local government as a single, larger ward is more sustainable. The recommendation can be found on the map on page 40.

50. The Council recommends abolishing the current ward of Laleston/Bryntirion, utilising the area to create the 3 new wards of Laleston, Bryntirion and Broadlands. The recommendation is based on the representation from Laleston Community Council received during the Initial Consultation Period. The recommendation can be found on the map on page 40.

51. The Council recommends the transfer of part of the ward of Newcastle of the Town of Bridgend to the recommended ward of Cefn-Glas of the Community of Laleston. This involves the transfer of multiple properties on Cefn-Glas Road and all properties on the streets of Swn Cloch yr Eglwys and Woodridge. This recommendation would affect 180 electors. The Council considers these streets to be more locally connected with Cefn-Glas. The recommendation can be found on the map on page 40 and in greater detail on the map on page 41.

52. The Council recommends adjusting the boundary between the Community of Laleston and the Town of Bridgend. This involves the transfer of the properties on Island Farm Road and Island Farm Close, and 2 properties on Merthyr Mawr Road to the Town of Bridgend, re-aligning the boundary between the 2 community areas to follow the A48, Merthyr Mawr Road, New Inn Road and the Railway Line to the South of New Inn Road, this would affect 89 electors. This also involves the transfer of farmland from the Town of Bridgend to the recommended ward of Merthyr Mawr of the Community of Laleston, this would affect 0 electors. The Council is of the view this recommendation provides for more effective and convenient local government as it creates a clearer boundary between the 2 community areas. These recommendations can be found on the map on page 40 and in greater detail on the maps on pages 42.

53. The Council recommends the transfer of part of the recommended Ward of Merthyr Mawr of the Community of Laleston to the Ward of Newton of the Town of Porthcawl. The recommendation is based on the representation from Community Councillor David Unwin received during the Initial Consultation Period and addresses natural links by transferring the areas of 'Tythegston' and 'Stormy Down' to the Town of Porthcawl. This recommendation would affect 67 electors. The Council is of the view that this recommendation provides for more effective and convenient local government as it addresses community ties and residents of 'Tythegston' and 'Stormy Down' have clearer and more direct access to the Town of Porthcawl. The recommendation can be found on the map on page 40 and in greater detail on the map on page 43.

54. The Council recommends the transfer of part of the Town of Porthcawl to the recommended Community of Laleston. This involves adjusting the boundary between the ward of Newton of the Town of Porthcawl and the recommended ward of Merthyr Mawr of the Community of Laleston to enable the entirety of Merthyr Mawr Nature Reserve to be included within the recommended ward of Merthyr Mawr as the existing boundary currently divides the nature reserve between 2 community areas. This recommendation would affect 0 electors. The recommendation can be found on the map on page 40 and in greater detail on the map on page 44.

55. The Council recommends the transfer of part of the recommended community of Laleston to the Town of Bridgend. This involves re-aligning the boundary, which currently bisects 2 properties on Oaklands Avenue and Heol y Bardd, to follow the perimeter of the 2 properties. This recommendation would affect 4 electors and rectifies an existing boundary anomaly between the 2 community areas. This recommendation is a result of the representations received by the Boundary Commission during the Initial Consultation Period. The recommendation can be found on the map on page 40 and in greater detail on the map on page 45.

56. The Council recommends the transfer of part of the recommended ward of Cefn-Glas of the Community of Laleston to the ward of Newcastle of the Town of Bridgend. This involves transferring all residential properties on St Winifreds Road from the Community of Laleston to the Town of Bridgend. Cefn-Glas Infants School will remain within the ward of Cefn-Glas. This recommendation would affect 142 electors. The council is of the view that this recommendation provides for more convenient local government and creates a clearer boundary. The recommendation can be found on the map on page 40 and in greater detail on the map on page 46.

57. The Council recommends the transfer of part of the recommended ward of Cefn-Glas of the Community of Laleston to the ward of Newcastle of the Town of Bridgend. This involves the transfer of multiple properties on Heol y Frenhines, uniting the street within 1 community area. This recommendation would affect 17 electors. The council is of the view that this recommendation provides for more convenient local government and creates a clearer boundary. The recommendation can be found on the map on page 40 and in greater detail on the map on page 47.

58. The Council recommends the transfer of part of the recommended ward of Cefn-Glas of the Community of Laleston to the ward of Newcastle of the Town of Bridgend. This involves adjusting the boundary between the 2 community areas utilising the main roads Bryngolau and Llangewydd Road and transferring the streets of Maesglas and Heol yr Ysgol, and a block of housing 'Ty-Nant' to the Town of Bridgend. This recommendation would affect 63 electors. Llangewydd Junior School will remain within the ward of Cefn-Glas. The council is of the view that this recommendation provides for more convenient local government and creates a clearer boundary. The recommendation can be found on the map on page 40 and in greater detail on the map on pages 48 and 49.

59. The Council recommends the transfer of part of the recommended ward of Bryntirion of the Community of Laleston to the ward of Newcastle of the Town of Bridgend. This involves adjusting the boundary between the 2 community areas utilising the main roads Bryngolau and Llangewydd Road and transferring the streets Ael y Bryn and Beechwood Avenue, and multiple properties on Heol y Frenhines uniting the street within 1 community area. This recommendation would affect 134 electors. The council is of the view that this recommendation provides for more convenient local government and creates a clearer boundary. The recommendation can be found on the map on page 40 and in greater detail on the map on page 50.

60. The Council recommends the transfer of part of the recommended community of Laleston to the community of Newcastle Higher. This involves transferring part of the recommended ward of Laleston

situated near the 'Court Coleman' area to the ward of Pen-y-fai of the community of Newcastle Higher. The Council considers this area to have stronger links with the ward of Pen-y-fai and would be better aligned to sit within the community of Newcastle Higher. This recommendation would affect 10 electors. The recommendation can be found on the map on page 40 and in greater detail on the map on page 51.

61. The Council recommends the transfer of part of the recommended ward of Bryntirion to the recommended ward of Cefn-Glas. This involves adjusting the boundary of the recommended ward of Bryntirion to include the housing development known as 'Morgans Meadow' within the ward of Cefn-Glas, to which is has primary access. The Council considers these properties to have closer local links to the recommended ward of Cefn-Glas. The Council is of the view that this recommendation provides for more effective and convenient local government whilst providing a clearer boundary and better access. This recommendation would affect 350 electors. The recommendation can be found on the map on page 40 and in greater detail on the map on page 52.

62. The Council recommends the transfer of part of the recommended ward of Cefn-Glas to the recommended ward of Bryntirion. This involves adjusting the boundary between the 2 community wards and transferring the streets of Westward Place, Westward Close and multiple properties on Llangewydd Road to the recommended ward of Bryntirion. The Council considers these properties to have closer local links to the recommended ward of Bryntirion. The Council is of the view that this recommendation provides for more effective and convenient local government whilst providing a clearer boundary and better access. This recommendation would affect 202 electors. The recommendation can be found on the map on page 40 and in greater detail on the map on page 53.

63. The Council recommends the transfer of part of the recommended ward Merthyr Mawr to the recommended ward of Laleston. This involves adjusting the boundary between the 2 community wards and transferring the properties known as 'Rosedale', 'Danygarn', 'Argraig' and 'Tycoed' to the recommended ward of Laleston. The Council considers these properties to have closer local links to the recommended ward of Laleston. The Council is of the view that this recommendation provides for more effective and convenient local government whilst providing a clearer boundary and better access. This recommendation would affect 10 electors. The recommendation can be found on the map on page 40 and in greater detail on the map on page 54.

64. As a result of these recommendations, the electorate within the community of Laleston would be 10,089.

Recommended Names

65. As a result of these recommendations the Council recommends retaining the English community name of Laleston and retaining the Welsh community name of Trelales. The Welsh Language Commissioner agrees with the recommended names.

66. The Council recommends the new single community ward name of **Broadlands**. The Welsh Language Commissioner agrees with the recommended name.

67. The Council recommends the new single community ward name of **Bryntirion**. The Welsh Language Commissioner agrees with the recommended name.

68. The Council recommends the single community ward name of **Cefn-Glas** as recommended by the Welsh Language Commissioner.

69. The Council recommends the new English community ward name of **Laleston** and recommends the Welsh community ward name of **Trelales**. The Welsh Language Commissioner agrees with the recommended names.

70. The Council recommends the new single community ward name of **Merthyr Mawr**. The Welsh Language Commissioner agrees with the recommended name.

Consequential Changes
Community Council electoral arrangements

71. The recommended community Council arrangements in the Laleston Community Council area would consist of 5 wards: Broadlands, Bryntirion, Cefn-Glas, Laleston and Merthyr Mawr. The community is recommended to have a total electorate of 10,089 and be represented by 16 community Councillors. The councillor allocation and has been adjusted from the proposed 15 to the recommended 16, to ensure more equitable representation across the wards. An additional councillor would better balance the ratio of councillors to electors.

72. The Council is required to consider the consequential changes to the community Council electoral arrangements that would occur following these recommendations. The Council's recommended electoral arrangements for the community Council can be seen below:

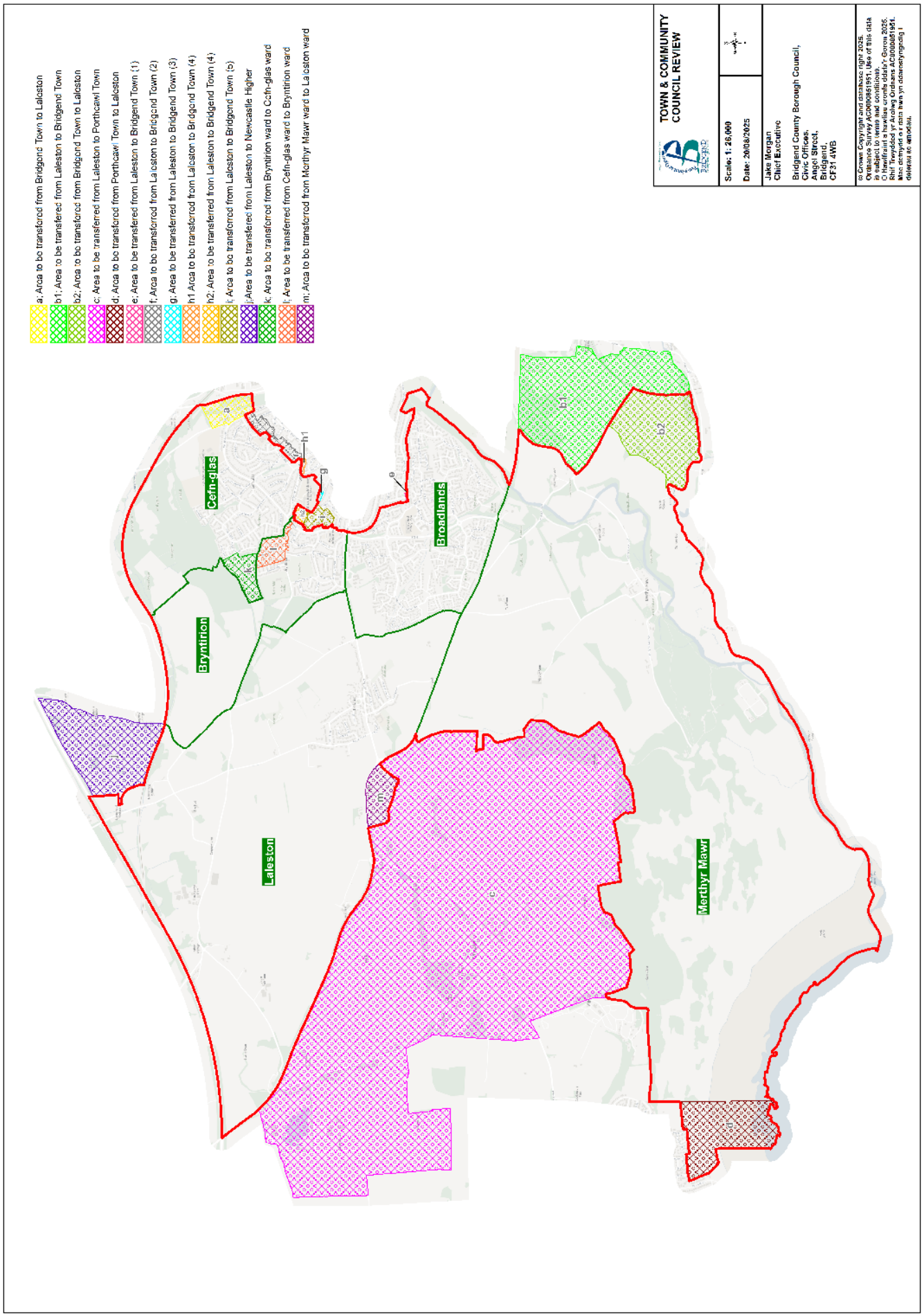
	Laleston Community Council							
	Existing				**Proposed**			
Wards	Electors	Community Councillors	Electors per Councillor	Variance	Electors	Community Councillors	Electors per Councillor	Variance
Broadlands					4,693	7	670	6%
Bryntirion					1,323	2	662	5%
Cefn-Glas					3,332	5	666	6%
Cefn Glas 1	1,865	4	466	-11%				
Cefn Glas 2	1,394	4	349	-33%				
Laleston					684	1	684	8%
Laleston/Bryntirion	6,953	5	1,391	166%				
Merthyr Mawr	223	7	32	-94%	57	1	57	-91%
Total	10,435	20	522		10,089	16	631	

The Council has recommended a Council membership of 16, which is a decrease of 4 from the existing arrangements and is in line with the Council Size Policy. The Council believes the new arrangements would improve the level of effective and convenient local government in the area.

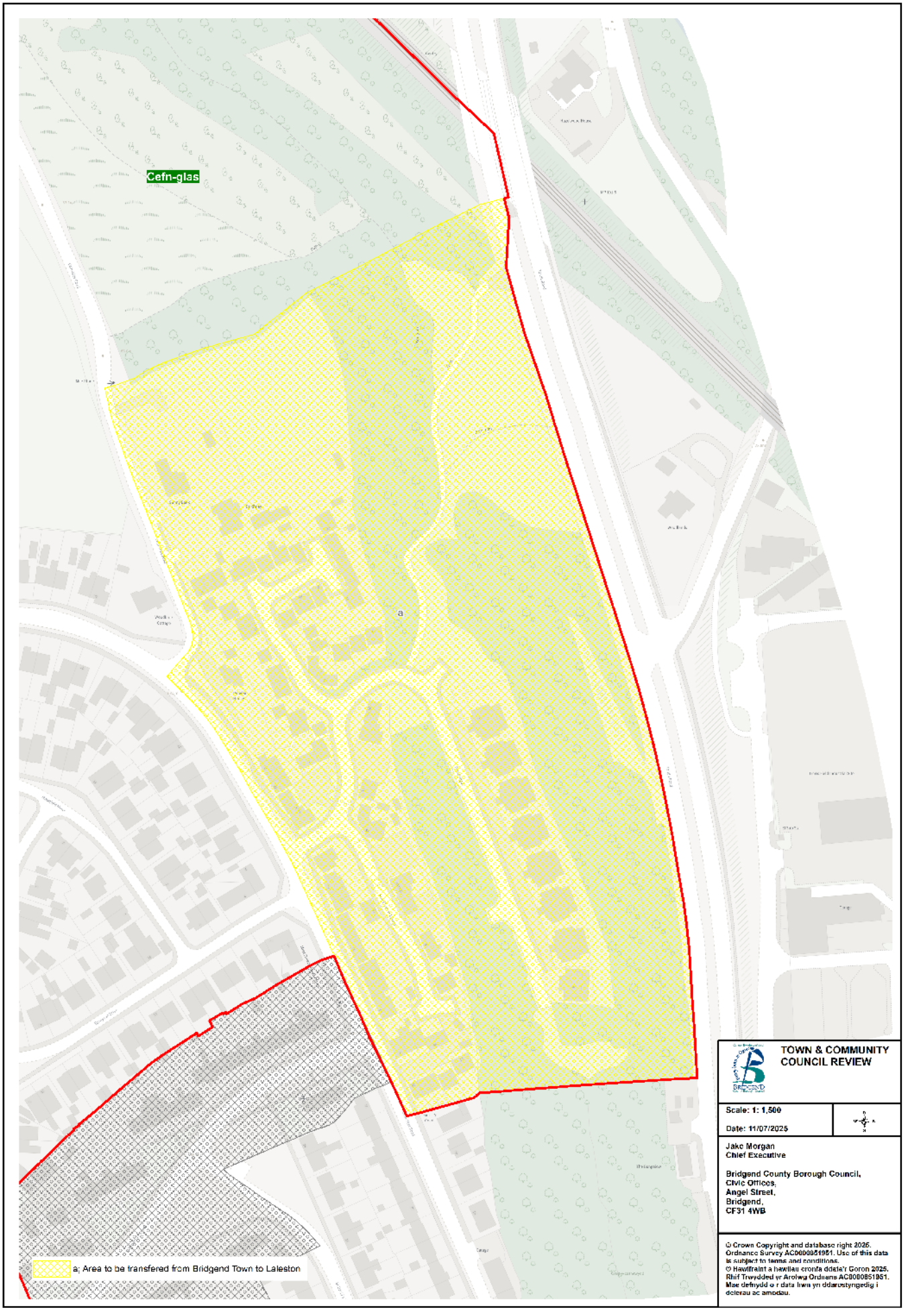
Principal Council electoral ward arrangements

73. The above recommendations will have an impact on the principal Councils' electoral wards, which will need to be considered by the Local Democracy and Boundary Council for Wales.

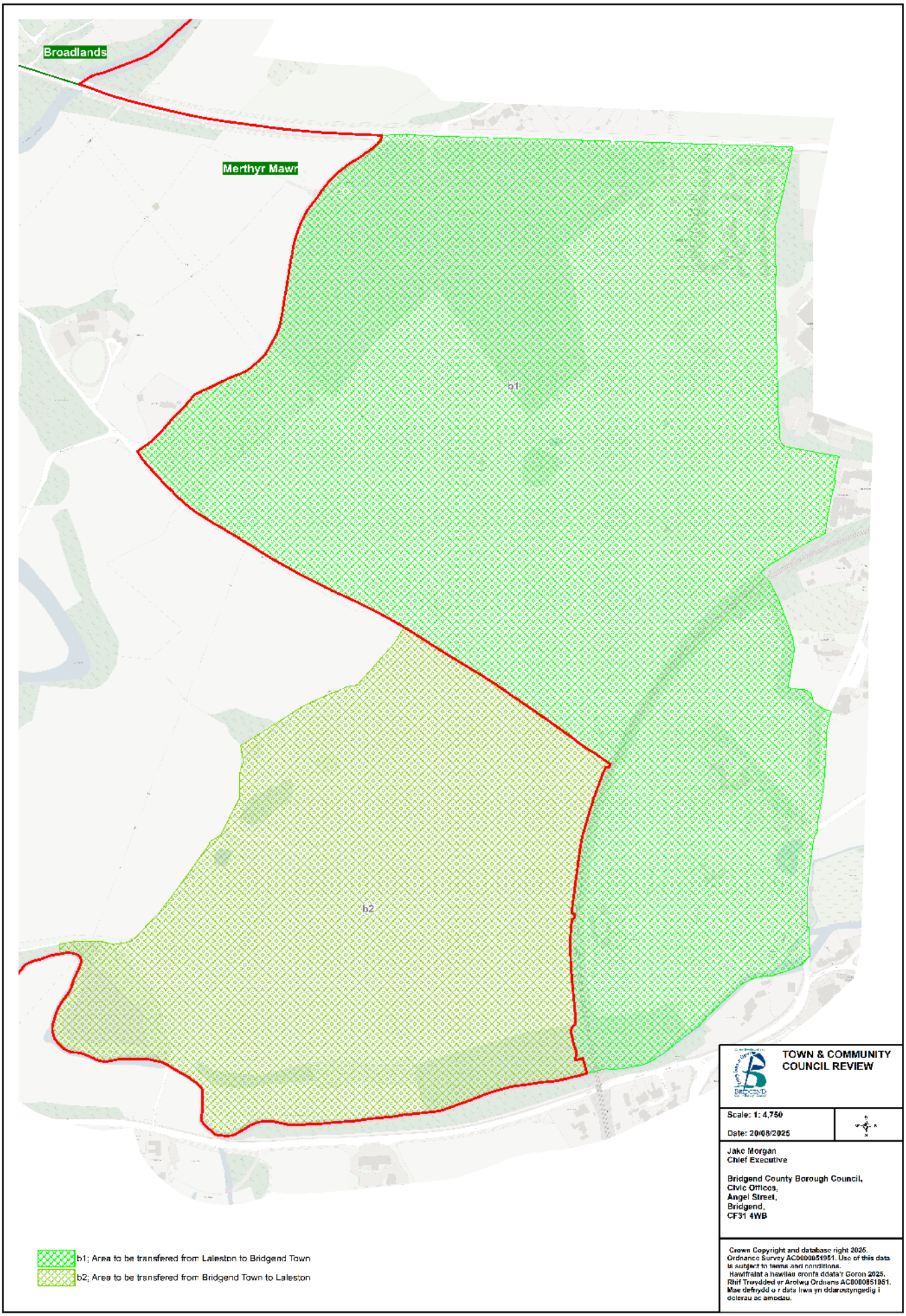
Laleston Community



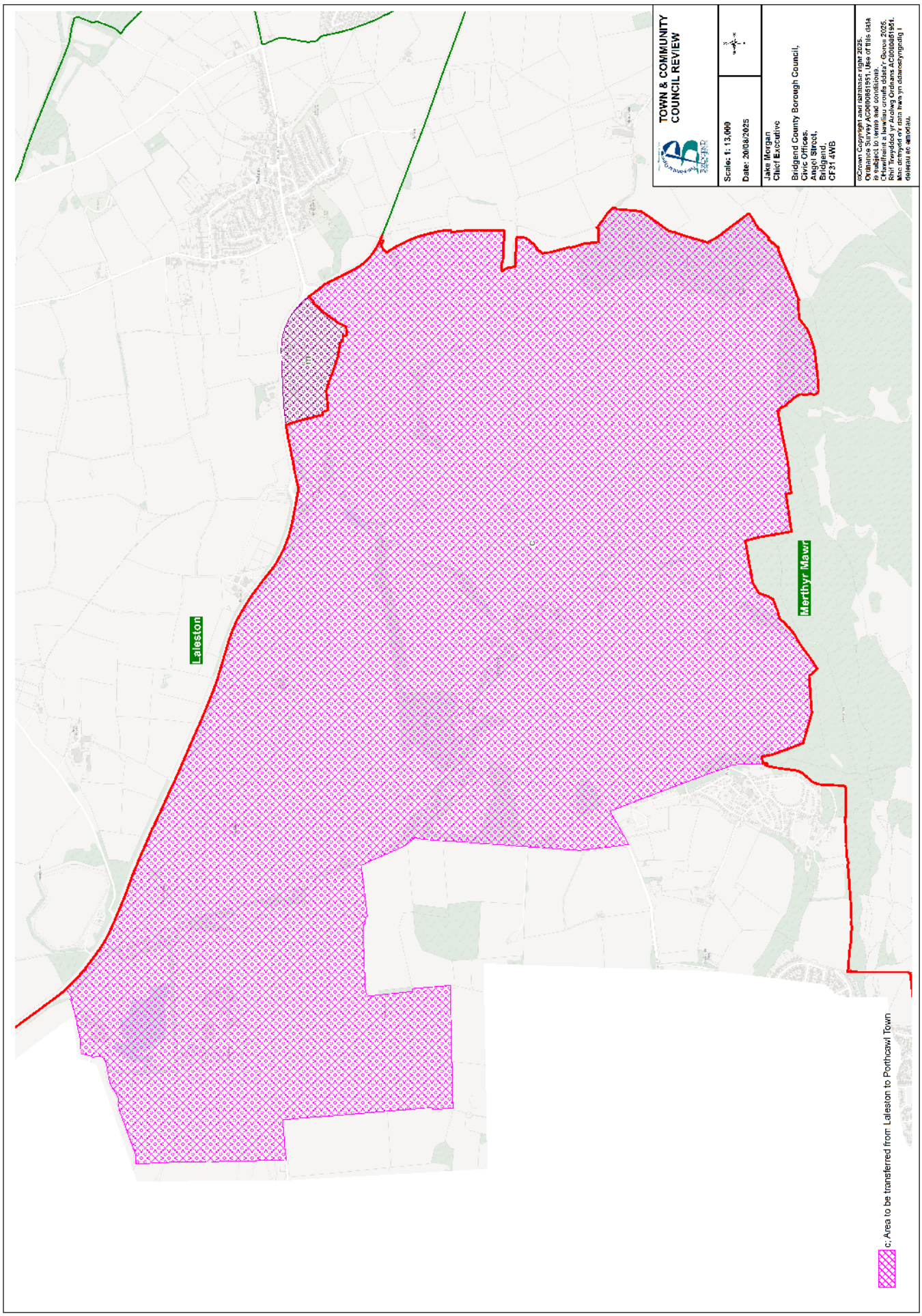
Bridgend Town to Laleston



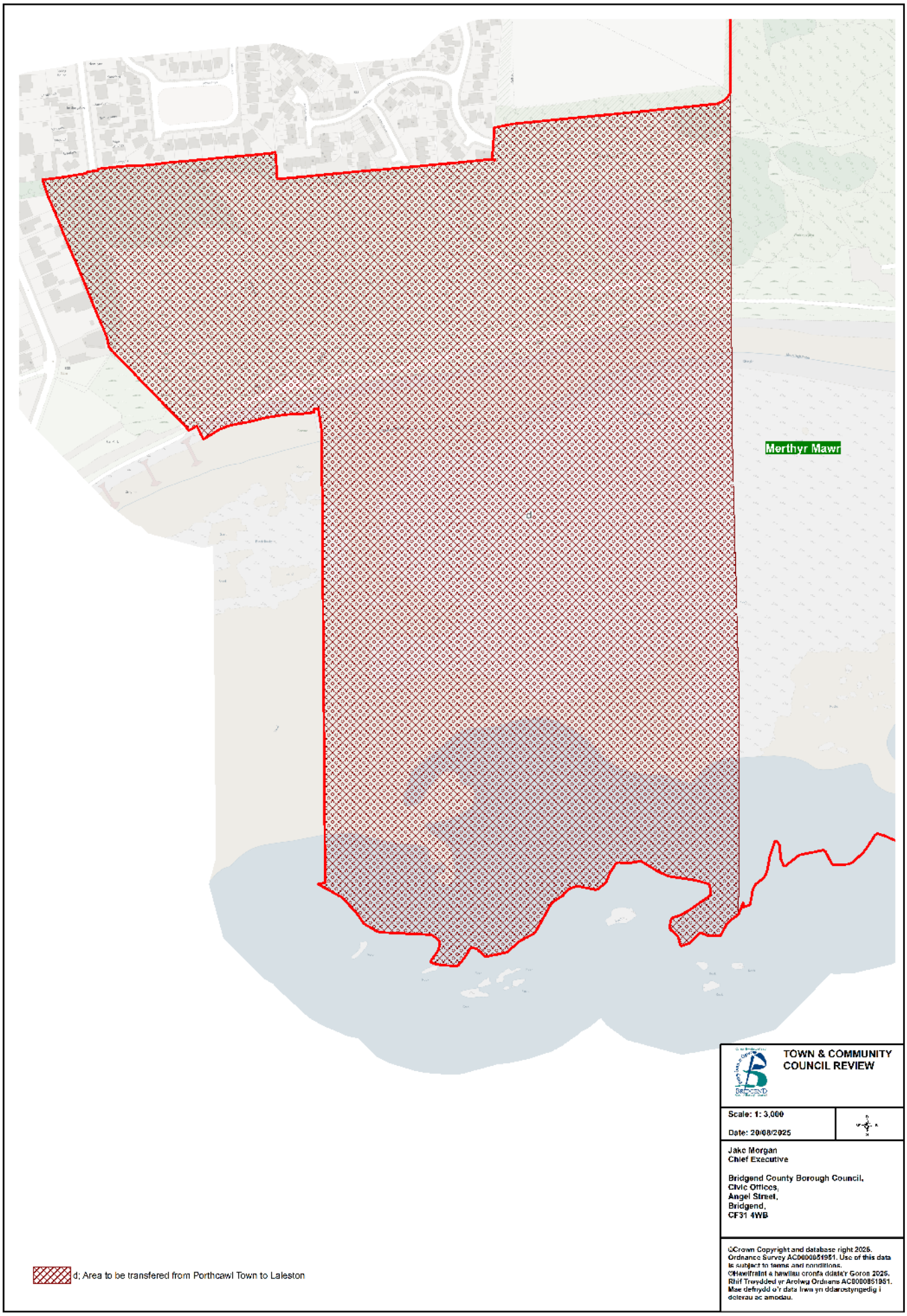
Laleston to Bridgend Town / Bridgend Town to Laleston



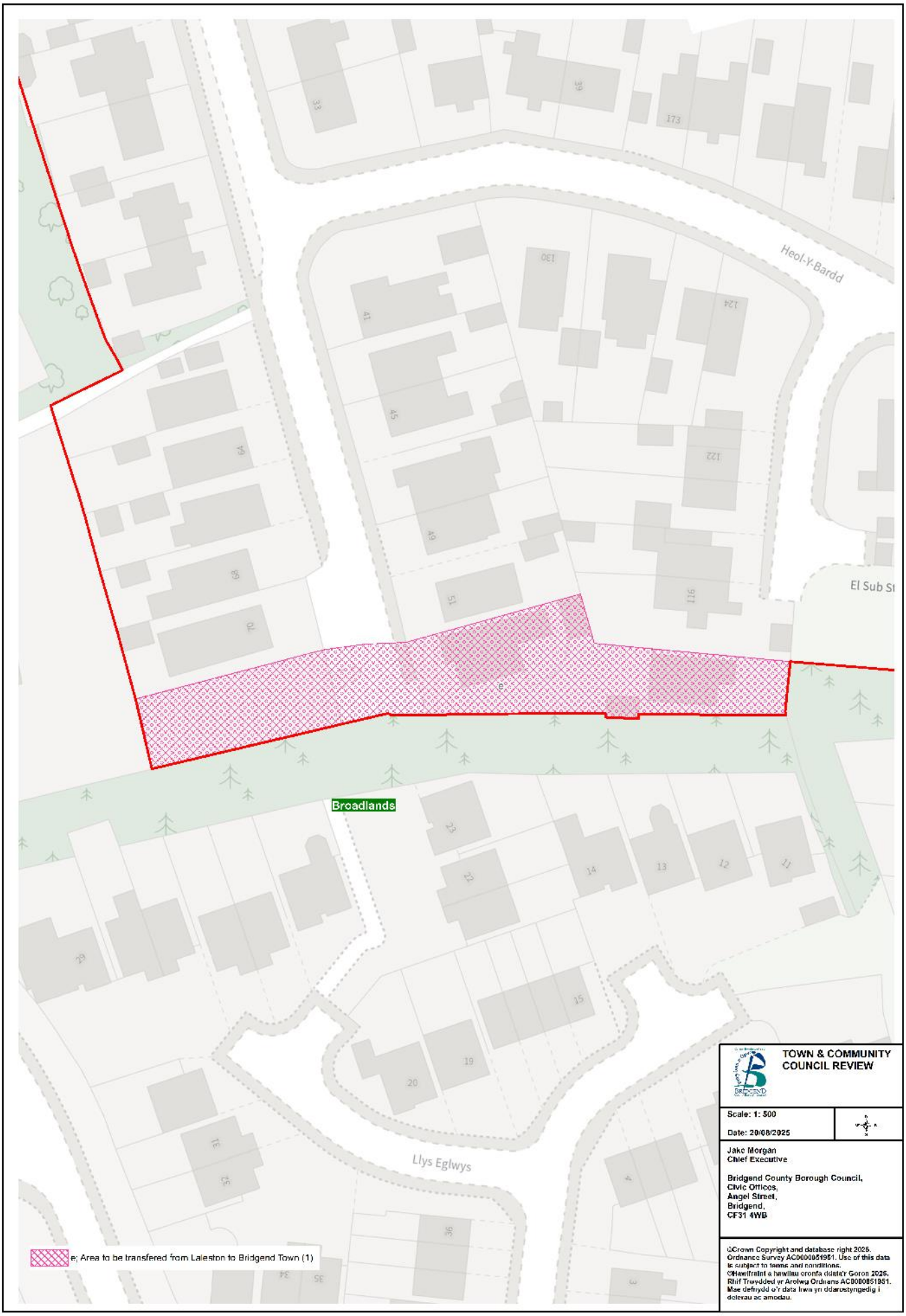
Laleston to Porthcawl Town



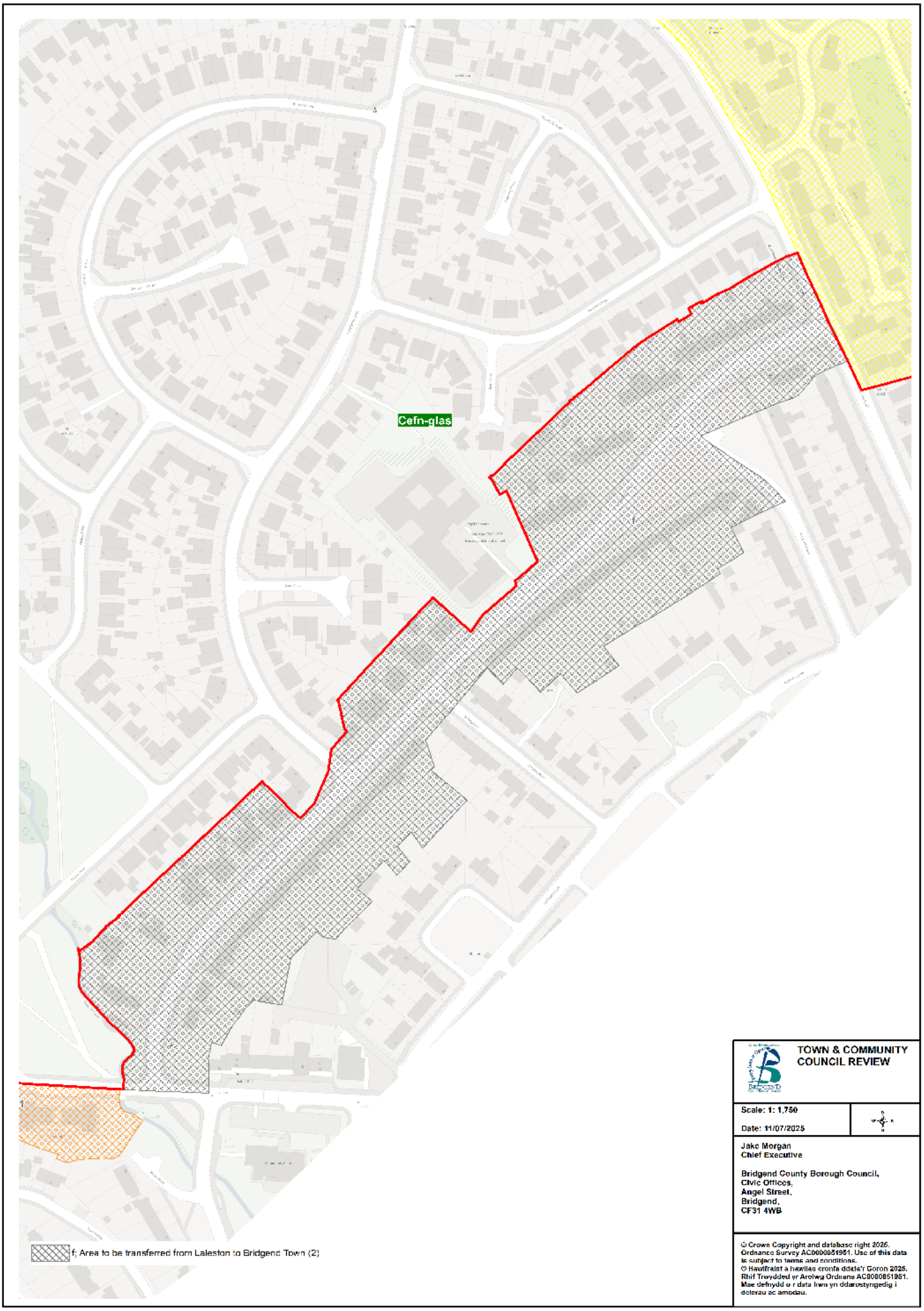
Porthcawl Town to Laleston



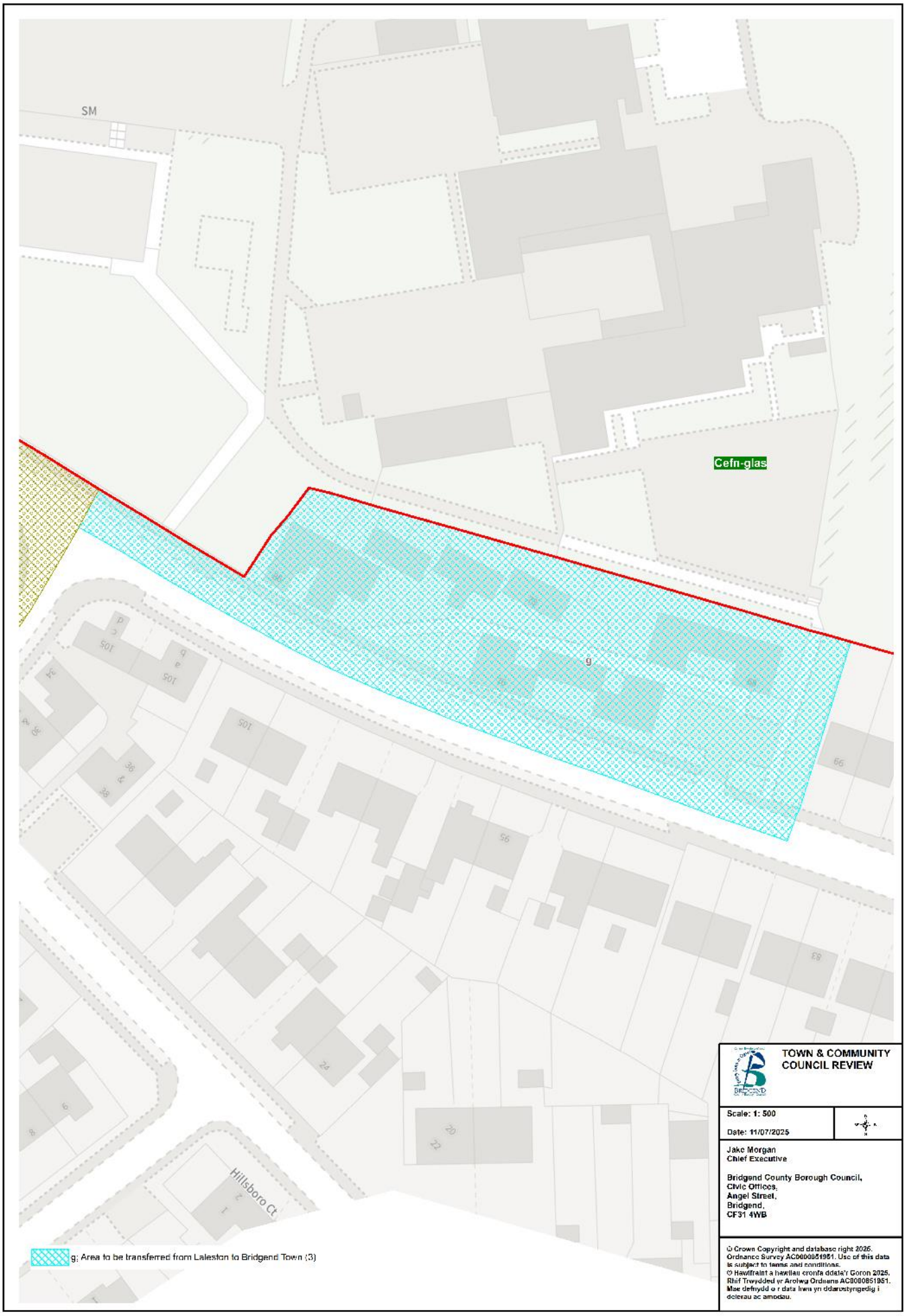
Laleston to Bridgend Town (1)



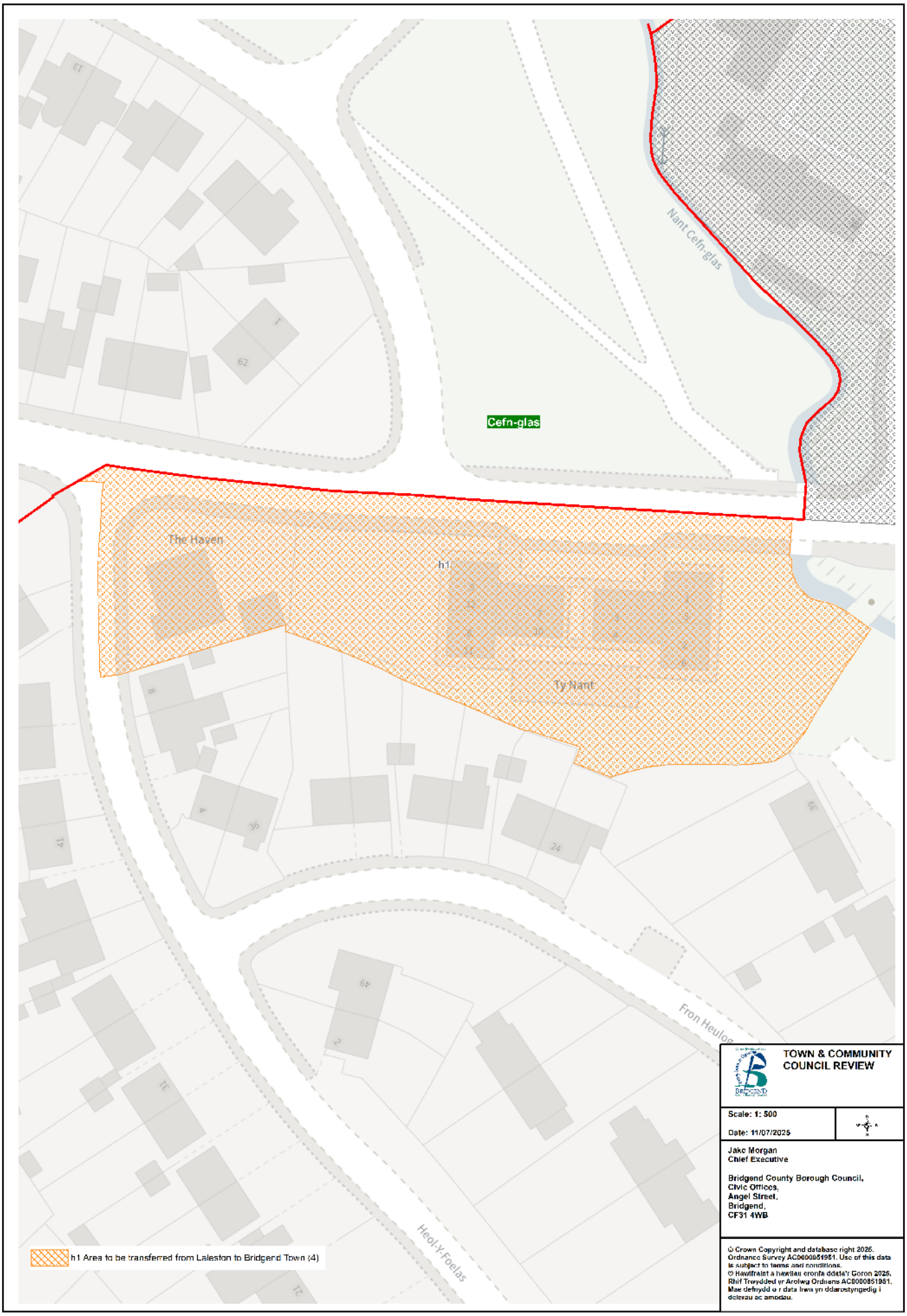
Laleston to Bridgend Town (2)



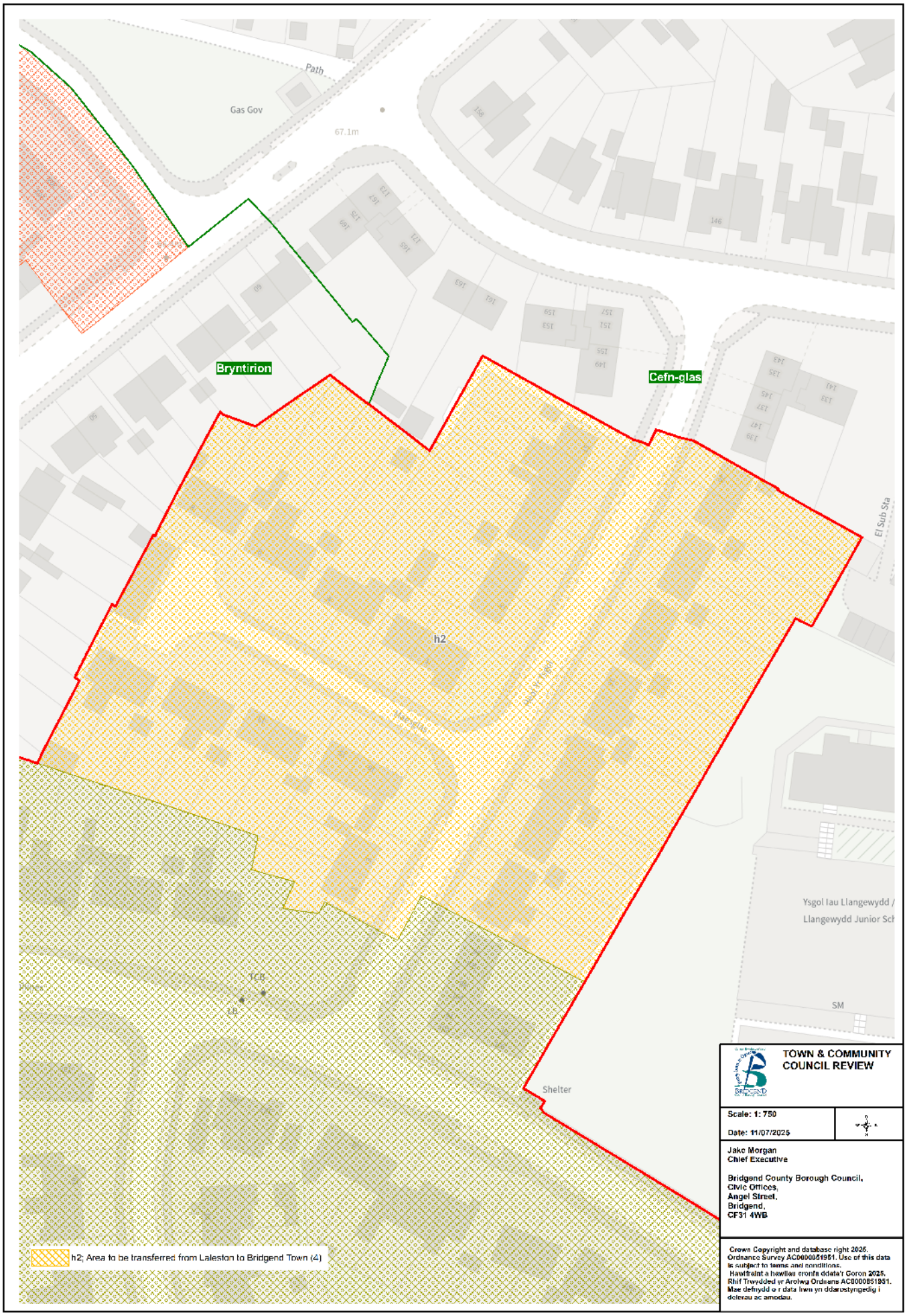
Laleston to Bridgend Town (3)



Laleston to Bridgend Town (4)

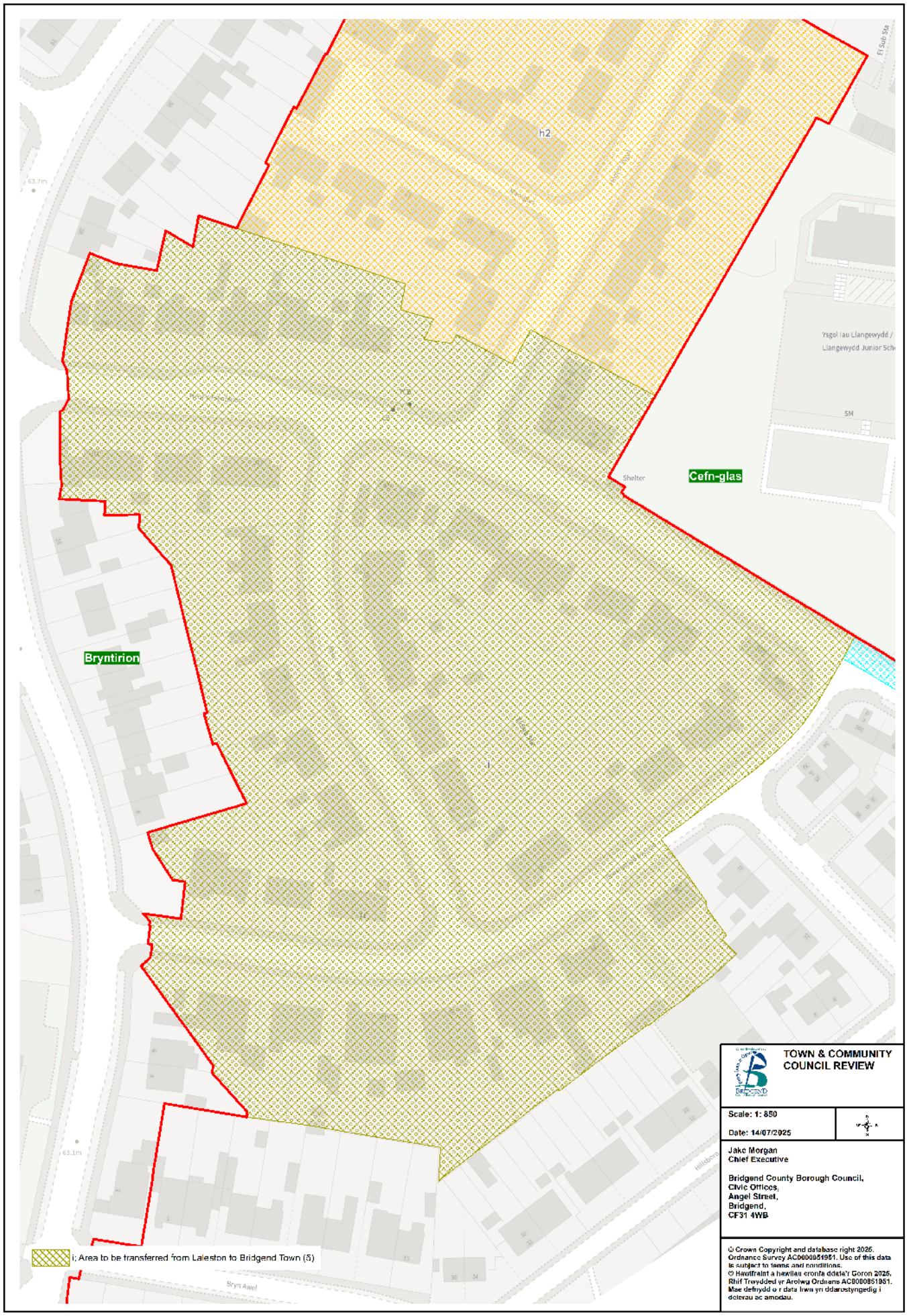


Laleston to Bridgend Town (4)

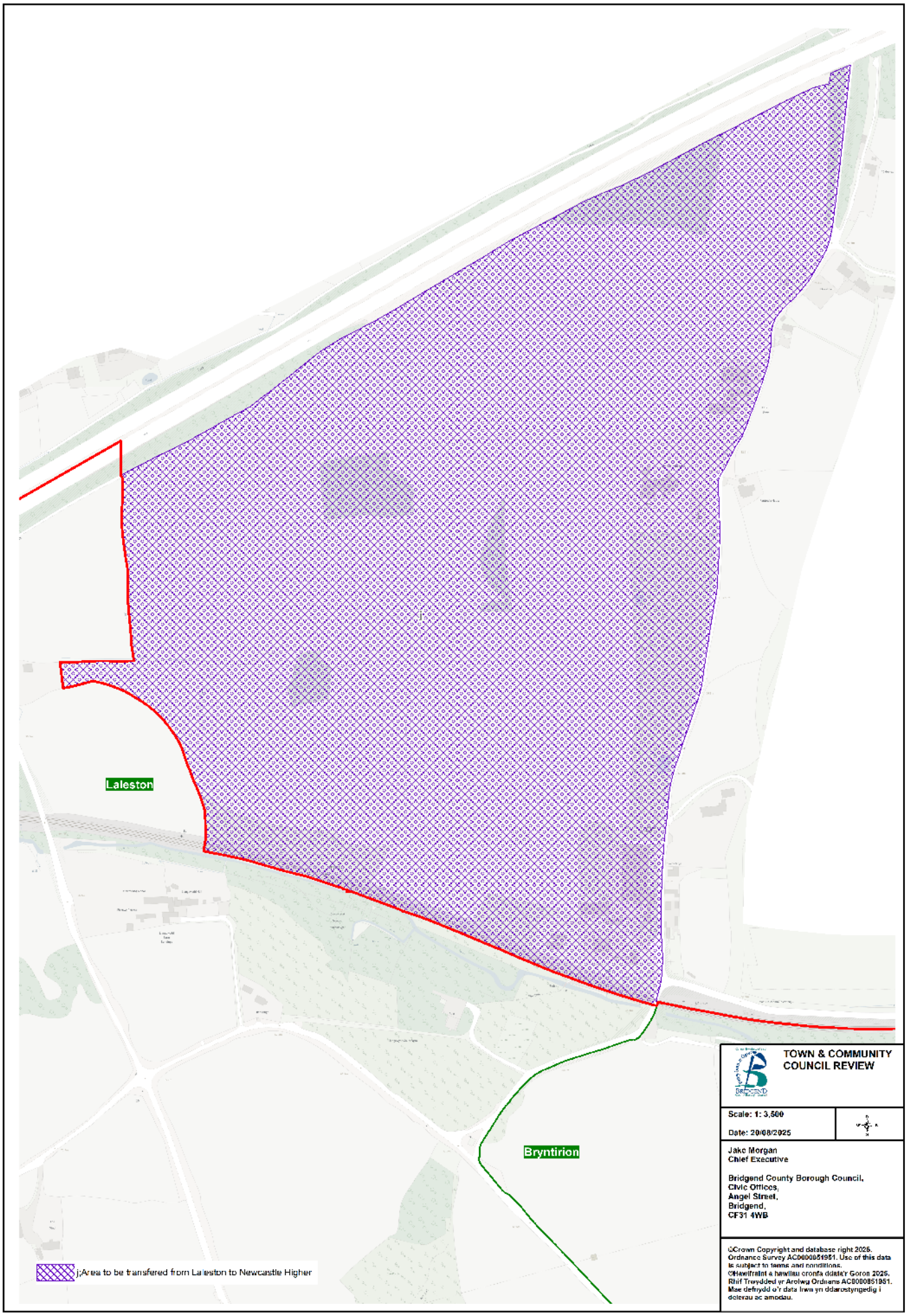


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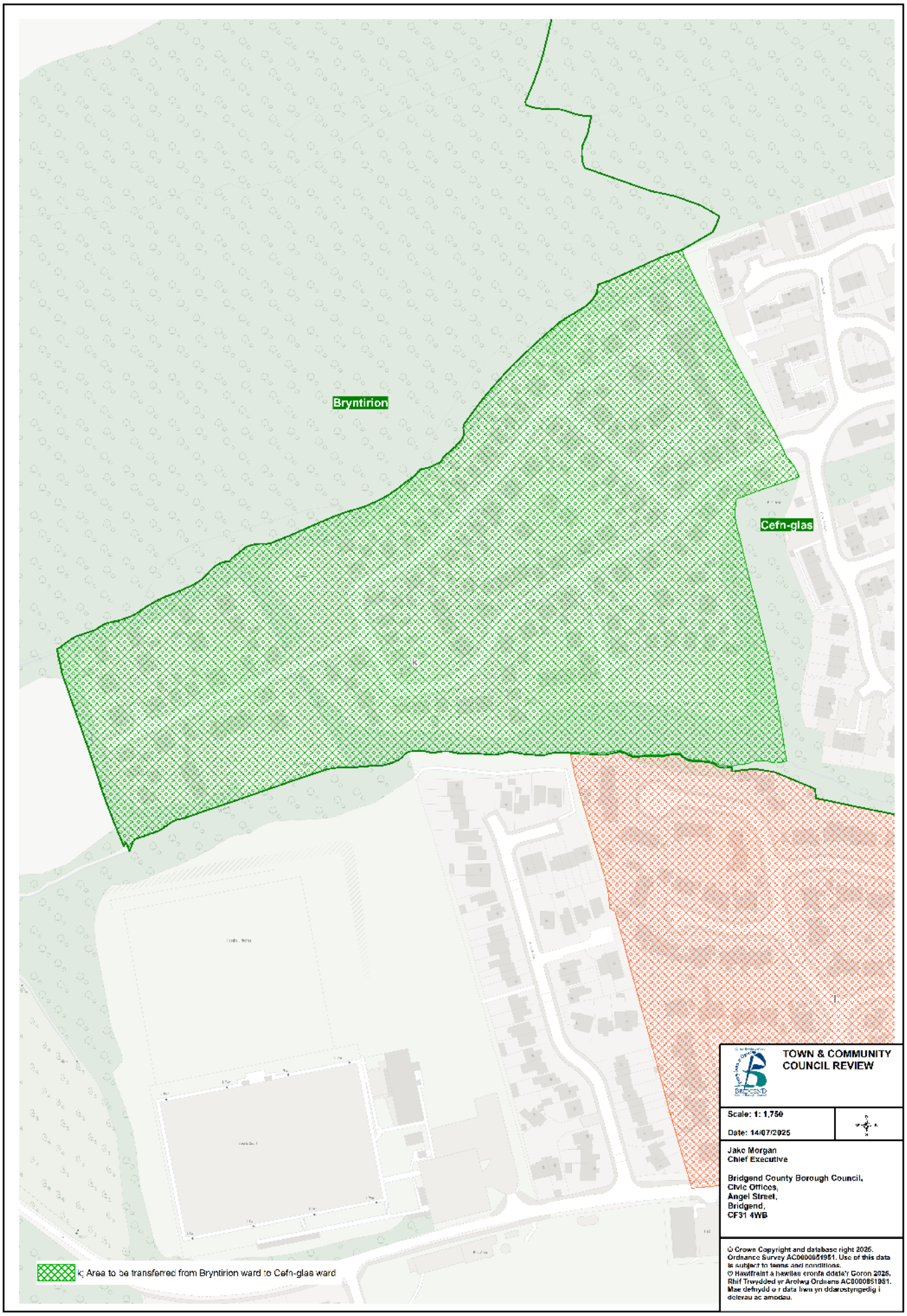
Laleston to Bridgend Town (5)



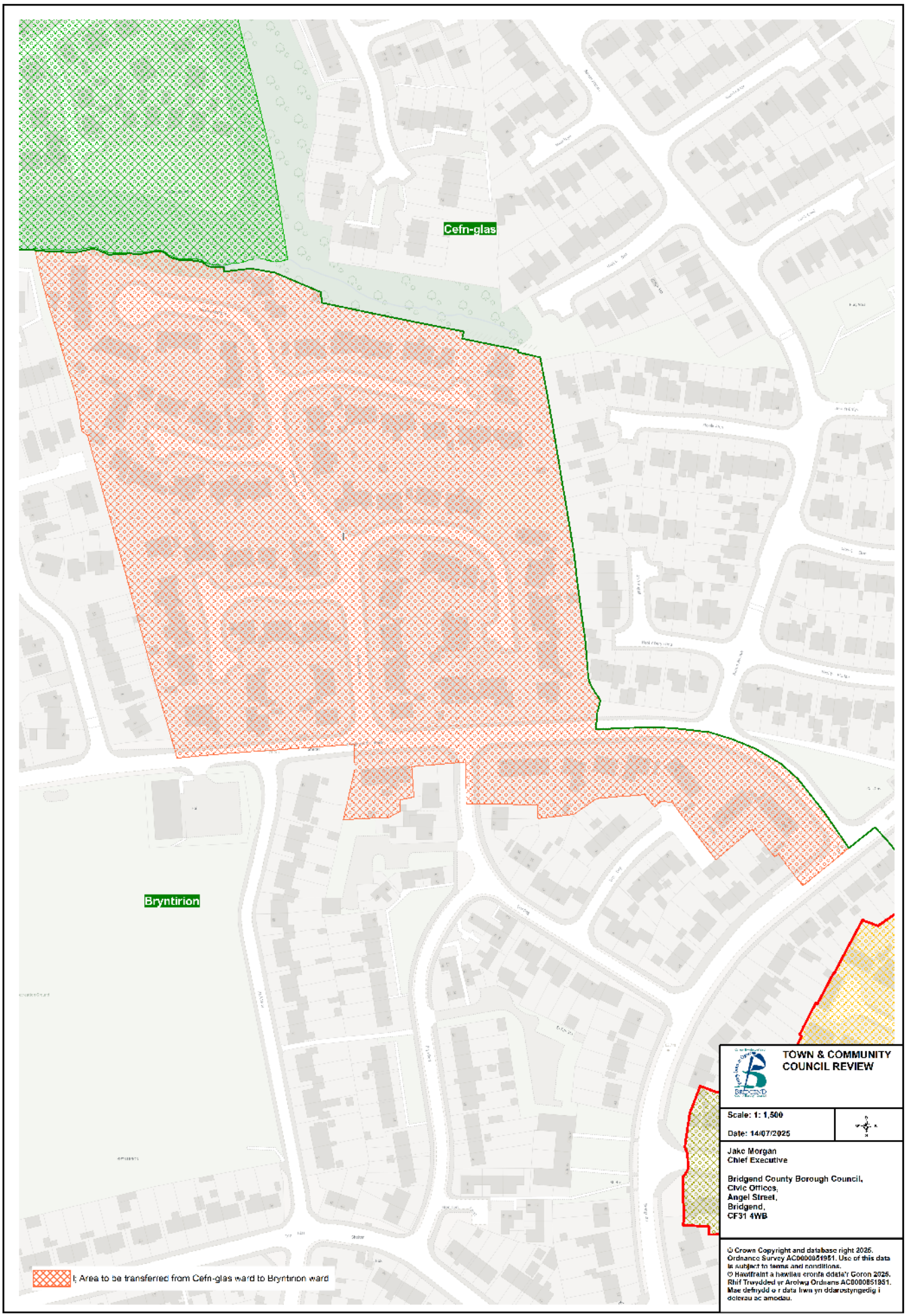
Laleston to Newcastle Higher



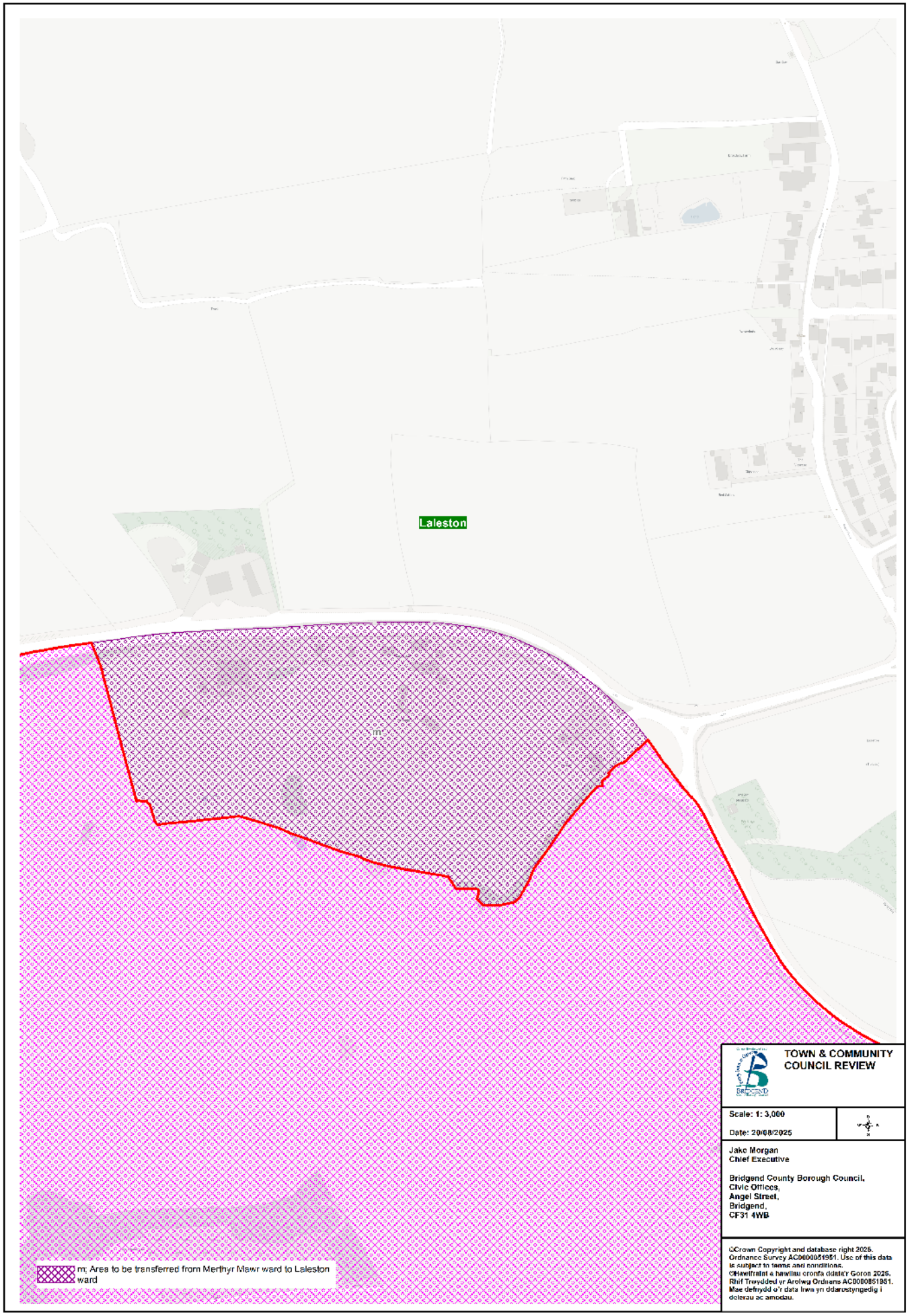
Bryntirion Ward to Cefn-Glas Ward



Cefn-Glas Ward to Bryntirion Ward



Merthyr Mawr Ward to Laleston Ward



COITY HIGHER

74. The current community Council arrangements in Coity Higher consist of a total electorate of 7,756 and is represented by 13 community Councillors.

Community ward	Electorate	Number of Councillors
Coity	3,724	6
Litchard	2,170	4
Pendre	1,862	3
Total	**7,756**	**13**

Representations

75. During the initial consultation period the Council received 4 representations concerning the community of Coity from Coity Higher Community Council, County Borough Councillors John Spanswick and Tim Thomas and Community Councillor David Unwin. The representations are published on the Council's website.

76. During the initial consultation period the Council received 18 representations concerning the community of Coity Higher from: Community Councillor David Unwin, County Borough Councillor Martin Williams, Coity Higher Community Council, St Brides Minor Community Council, 14 members of the public. Cllr David Unwin and 3 members of the public supported the Draft Proposals. 7 members of the public opposed the Draft Proposals. 3 members of the public supported the allocation of community councillors. Cllr Martin Williams and Coity Higher Community Council supported the boundary change between St Brides Minor Community and Coity Higher Community and opposed the boundary change between Brackla Community and Coity Higher Community. 1 member of the public supported the boundary change between Brackla Community and Coity Higher Community. St Brides Minor Community Council supported the boundary change between St Brides Minor and Coity Higher. The representations are published on the Council's website.

Community ward boundary recommendations

77. The Council recommends applying 8 changes to the existing community boundaries which includes the transfer of areas between the following communities and town areas:

- Litchard ward to Coity ward
- St Brides Minor to Coity Higher (1)
- St Brides Minor to Coity Higher (2)
- Coity Higher to Bridgend
- Coity Higher to Brackla
- Pencoed to Coity Higher
- Coity Higher to St Brides Minor
- Coity Higher to Pencoed

78. The Council recommends the transfer of part of the ward of Litchard to the ward of Coity. This involves adjusting the boundary, which currently crosses through the 'Parc Derwen' Housing Estate, to follow the perimeter of the housing estate transferring the whole estate into the ward of Coity. This would affect 492 electors. The council is of the view that this recommendation provides for more effective and convenient local government as it unites the housing estate within 1 community ward. The recommendation can be found on the map on page 59 and in greater detail on the map on page 60.

79. The Council recommends the transfer of part of the community of St Brides Minor to the community of Coity Higher. This involves adjusting the boundary between the 2 community areas utilising the M4 as the boundary and transferring the 'Pen-y-cae' area south of the M4 from the ward of Sarn of the St Brides Minor Community to the ward of Litchard of the Coity Higher community. This recommendation

affects 33 electors. The Council is of the view that this recommendation creates a clearer boundary and better access. The recommendation can be found on the map on page 59 and in greater detail on the map on page 61.

80. The Council recommends the transfer of part of the recommended ward of Bryncethin of the community of St Brides Minor to the ward of Coity of the community of Coity Higher. This involves re-aligning the boundary between the 2 community areas to follow the M4 to create a clearer and more distinct boundary. This recommendation affects 0 electors. The Council is of the view that this recommendation creates a clearer boundary between the 2 communities. The recommendation can be found on the map on page 59 and in greater detail on the map on page 62 and 63.

81. The Council recommends the transfer of part of the Community of Coity Higher to the Town of Bridgend. This involves adjusting the boundary between the 2 communities and transferring a row of houses on Ger y Bont from the ward of Pen-dre of the Community of Coity Higher to the ward of Morfa of the Town of Bridgend, which are currently isolated from neighbouring properties. This recommendation would affect 7 electors. The Council is of the view that this recommendation creates a clearer boundary and better access. The recommendation can be found on the map on page 59 and in greater detail on the map on page 64.

82. The Council recommends adjusting the boundary between the community of Brackla and the community of Coity Higher. The Council recommends adjusting the boundary to place the whole of Brackla Industrial Estate within the community of Brackla and the whole of the Litchard Industrial Estate within the Community of Coity Higher. This recommendation would affect 0 electors. The Council recommends splitting the Brackla Industrial between the recommended wards of Brackla West and Brackla East, to provide a clear boundary by utilising the streets 'Main Avenue' and 'Heol Ffaldau' and taking into consideration the future recommended development that appears within the Local Development Plan (LDP). As highlighted in the representations received from County Borough Councillor John Spanswick, Brackla Bunkers, due to historical connections, would then also be transferred from the community of Coity Higher to the community of Brackla. The recommendation can be found on the map on page 59 and in greater detail on the map on pages 65 and 66.

83. The Council recommends the transfer of part of the ward of Hendre of the recommended Town of Pencoed to the ward of Coity of the Community of Coity Higher. This involves re-aligning the boundary which currently bisects a commercial farm, to follow the perimeter of the property. This recommendation affects 0 electors. The Council is of the view that the recommendation provides for more effective and convenient local government as it creates a clearer boundary between the 2 communities. The recommendation can be found on the map on page 59 and in greater detail on the map on page 67.

84. The Council recommends the transfer of part of the ward of Coity of the Community of Coity Higher to the recommended ward of Bryncethin of the Community of St Brides Minor. This involves adjusting the boundary between the 2 communities where the existing boundary bisects a farm known as 'Parc Ddu Farm'. The Council recommends to re-align the boundary to place the whole of 'Parc Ddu Farm' within the recommended ward of Bryncethin of the community of St Brides Minor. This recommendation affects 2 electors. The Council is of the view that this recommendation provides for more effective and convenient local government whilst providing a clearer boundary and better access. The recommendation can be found on the map on page 59 and in greater detail on the map on page 68.

85. The Council recommends adjusting the boundary between the recommended Coity Higher community and the Town of Pencoed by transferring several isolated properties from the ward of Coity of the Coity Higher community to the Ward of Hendre of the Town of Pencoed. As the primary access for these

properties is situated within the recommended Hendre ward. This recommendation affects 11 electors. The Council is of the view that the recommendation provides for more effective and convenient local government whilst creating a clearer boundary and better access. The recommendation can be found on the map on page 59 and in greater detail on the map on page 69.

86. As a result of these recommendations, the electorate of the recommended community of Coity Higher would increase to 7,769. With 33 electors transferring from the community of St Brides Minor, 7 electors transferring to the Town of Bridgend, 11 electors transferring to the Town of Pencoed and 2 electors transferring to the community of St Brides Minor.

Recommended Names

87. As a result of these recommendations the Council recommends retaining the English community name of **Coity Higher** and the Welsh community name of **Coety Uchaf**. The Welsh Language Commissioner agrees with the recommended names.

88. The Council recommends retaining the existing English community ward name of **Coity** and recommends retaining the Welsh community ward name of **Coety**. The Welsh Language Commissioner agrees with the recommended names.

89. The Council recommends retaining the existing English community ward name of **Litchard** and recommends retaining the Welsh community ward name of **Llidiard**. The Welsh Language Commissioner agrees with the recommended names.

90. The Council recommends the single community Council ward name of **Pen-dre** as recommended by the Welsh Language Commissioner.

Consequential Changes
Community Council electoral arrangements

91. The recommended community Council arrangements in Coity Higher community would consist of 3 wards: Coity, Litchard and Pen-dre. The community is recommended to have a total electorate of 7,769 and be represented by 12 community Councillors.

92. The Council is required to consider the consequential changes to the community Council electoral arrangements that would occur following these recommendations. The Council's recommended electoral arrangements for the community Council can be seen below:

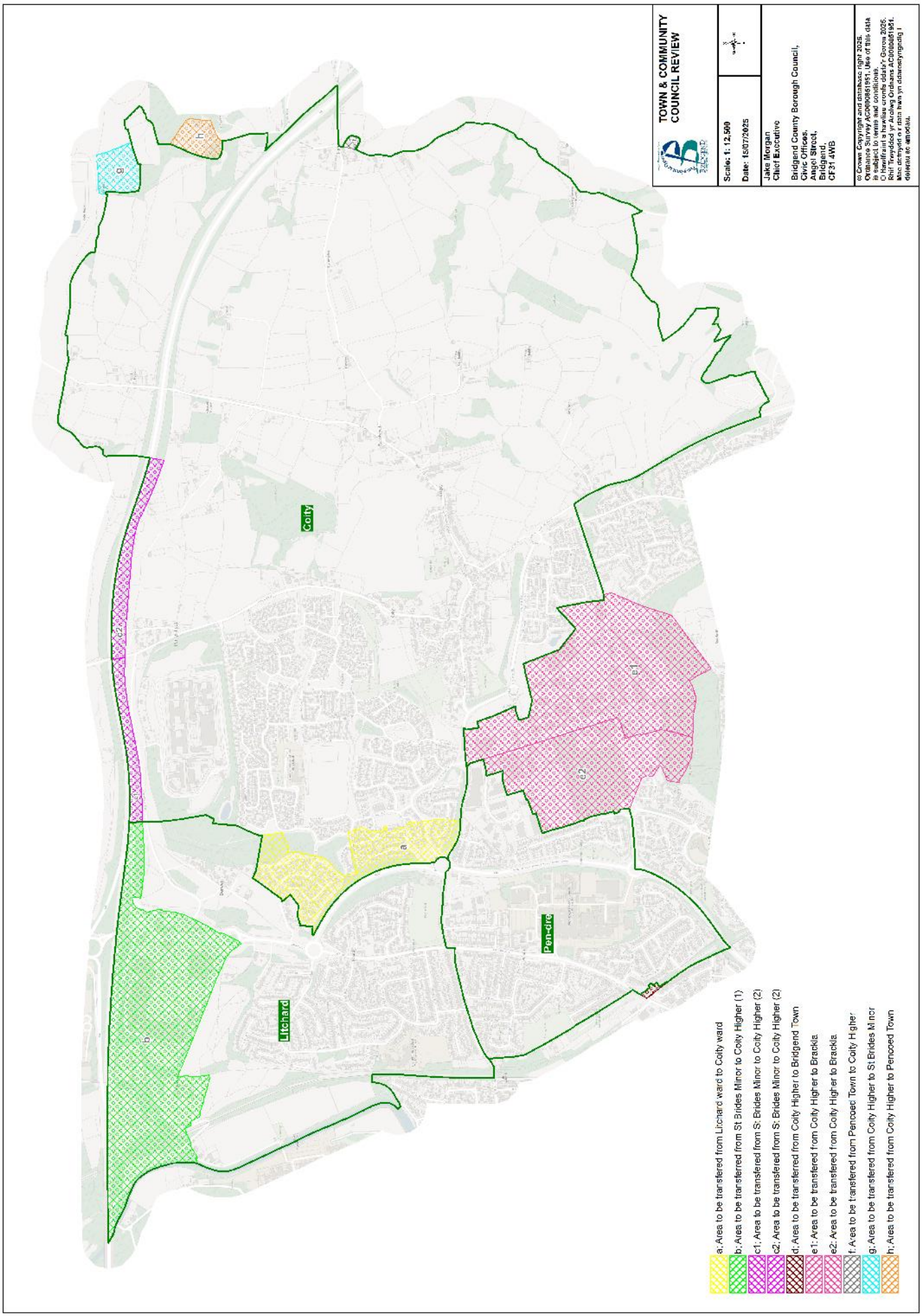
	Coity Higher Community Council							
	Existing				**Proposed**			
Wards	Electors	Community Councillors	Electors per Councillor	Variance	Electors	Community Councillors	Electors per Councillor	Variance
Coity	3,724	6	621	4%	4,204	6	701	8%
Litchard	2,170	4	543	-9%	1,710	3	570	-12%
Pen-dre	1,862	3	621	4%	1,855	3	618	-4%
Total	7,756	13	597		7,769	12	647	

The Council has recommended a Council membership of 12, which is a decrease of 1 from the existing arrangements and is in line with the Council Size Policy. The Council believes the new arrangements would improve the level of effective and convenient local government in the area.

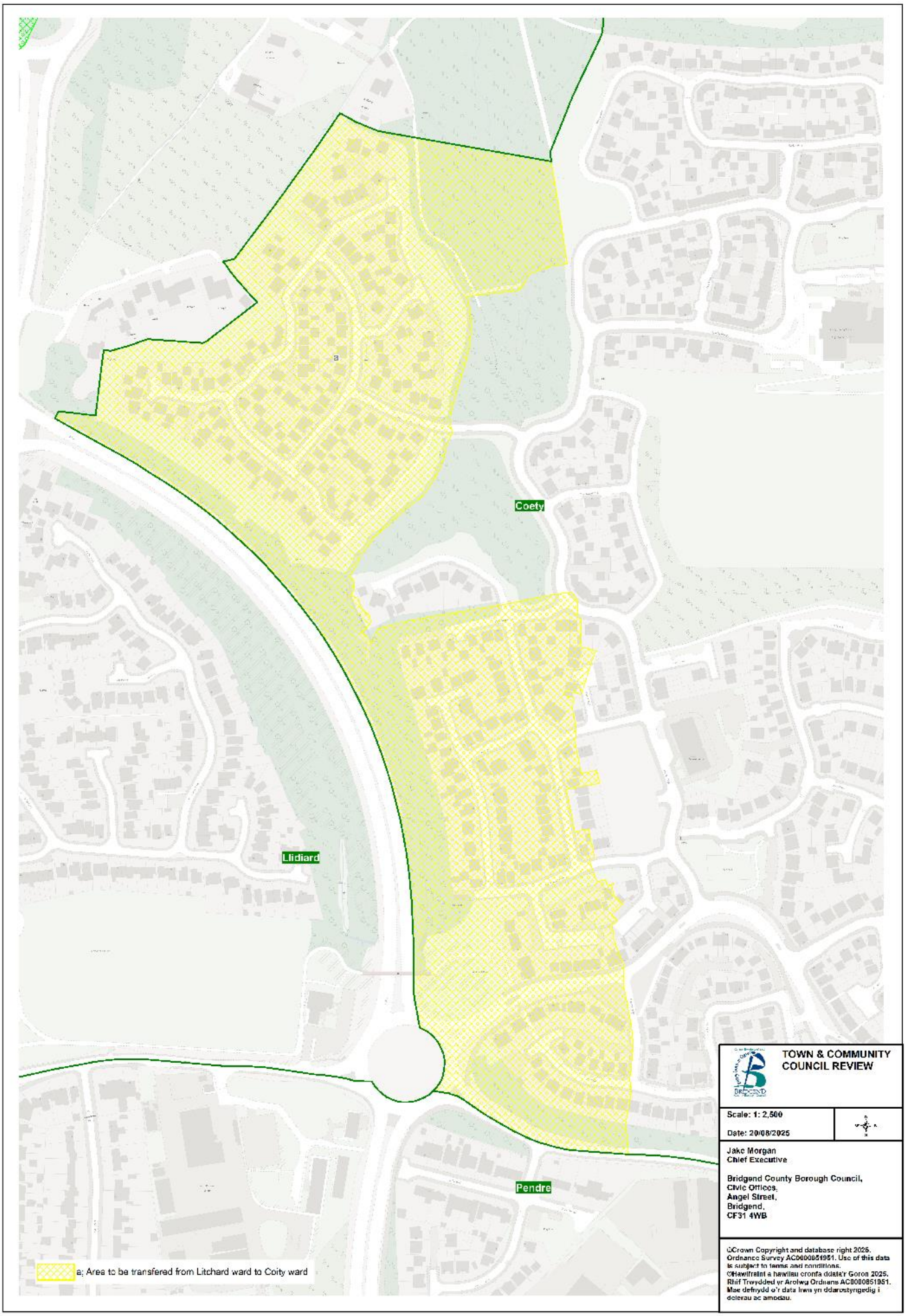
Principal Council electoral ward arrangements

93. The above recommendations will have an impact on the principal Councils' electoral wards, which will need to be considered by the Local Democracy and Boundary Council for Wales

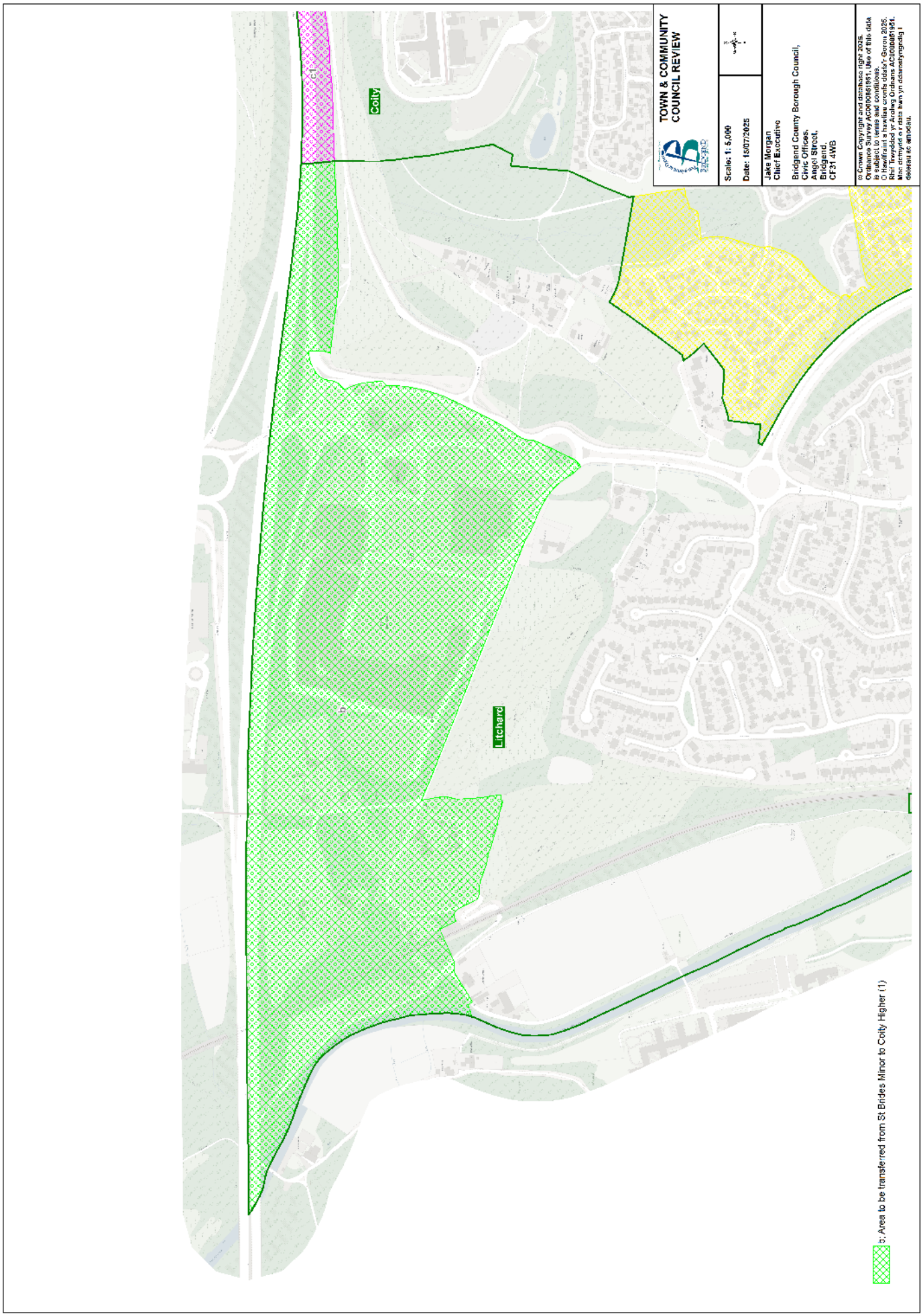
Coity Higher Community



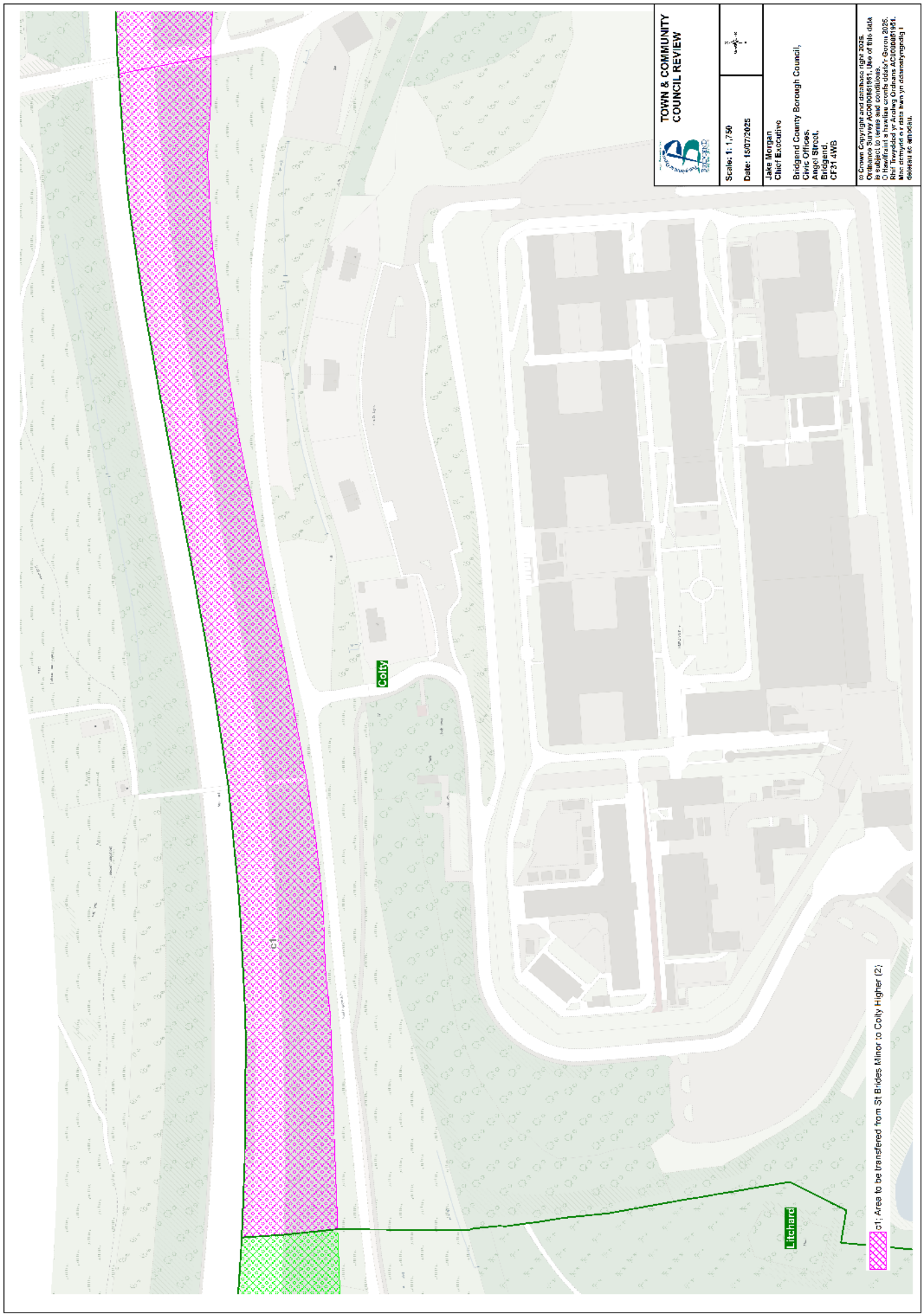
Litchard to Coity



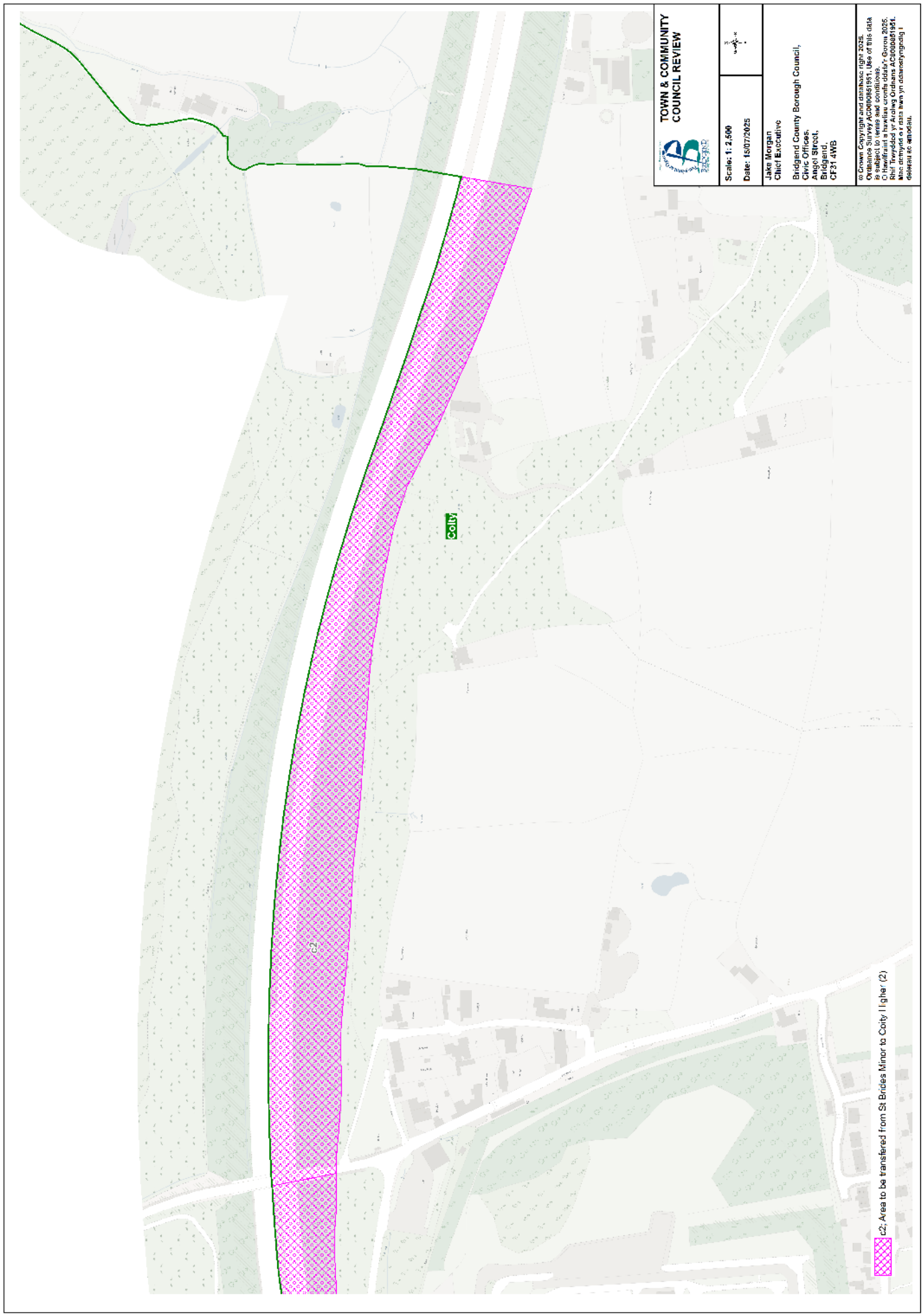
St Brides Minor to Coity Higher (1)



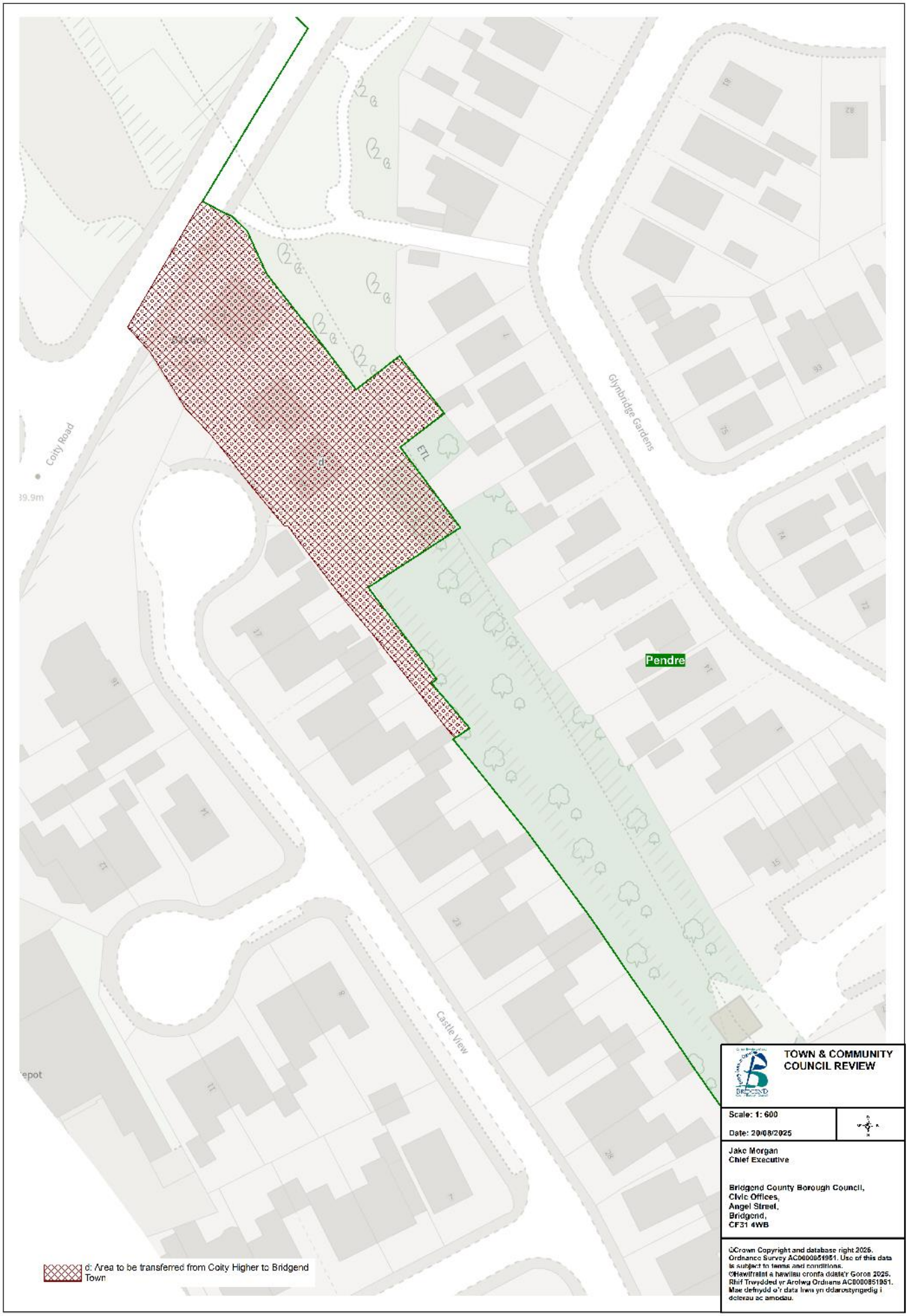
St Brides Minor to Coity Higher (2)



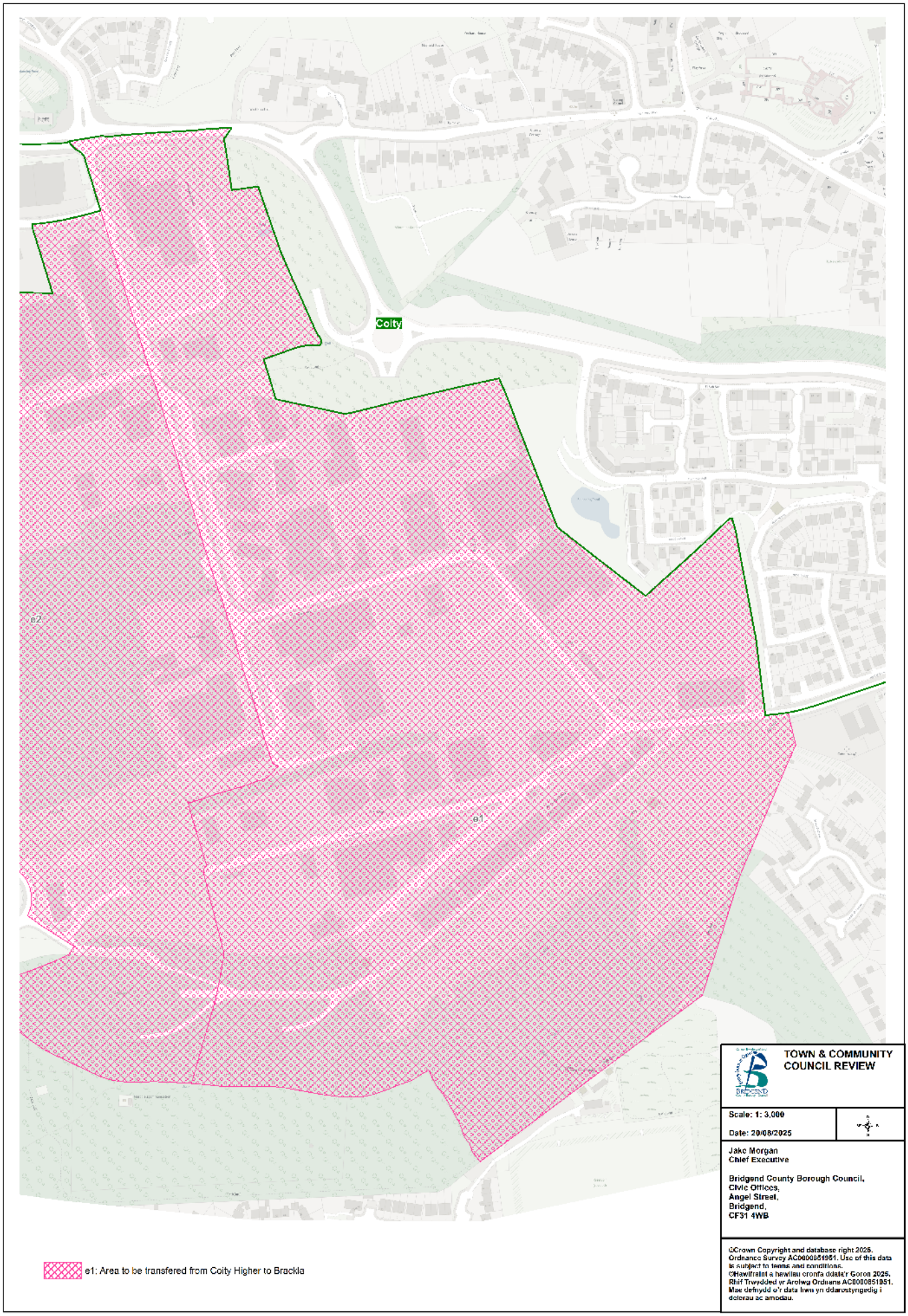
St Brides Minor to Coity Higher (2)



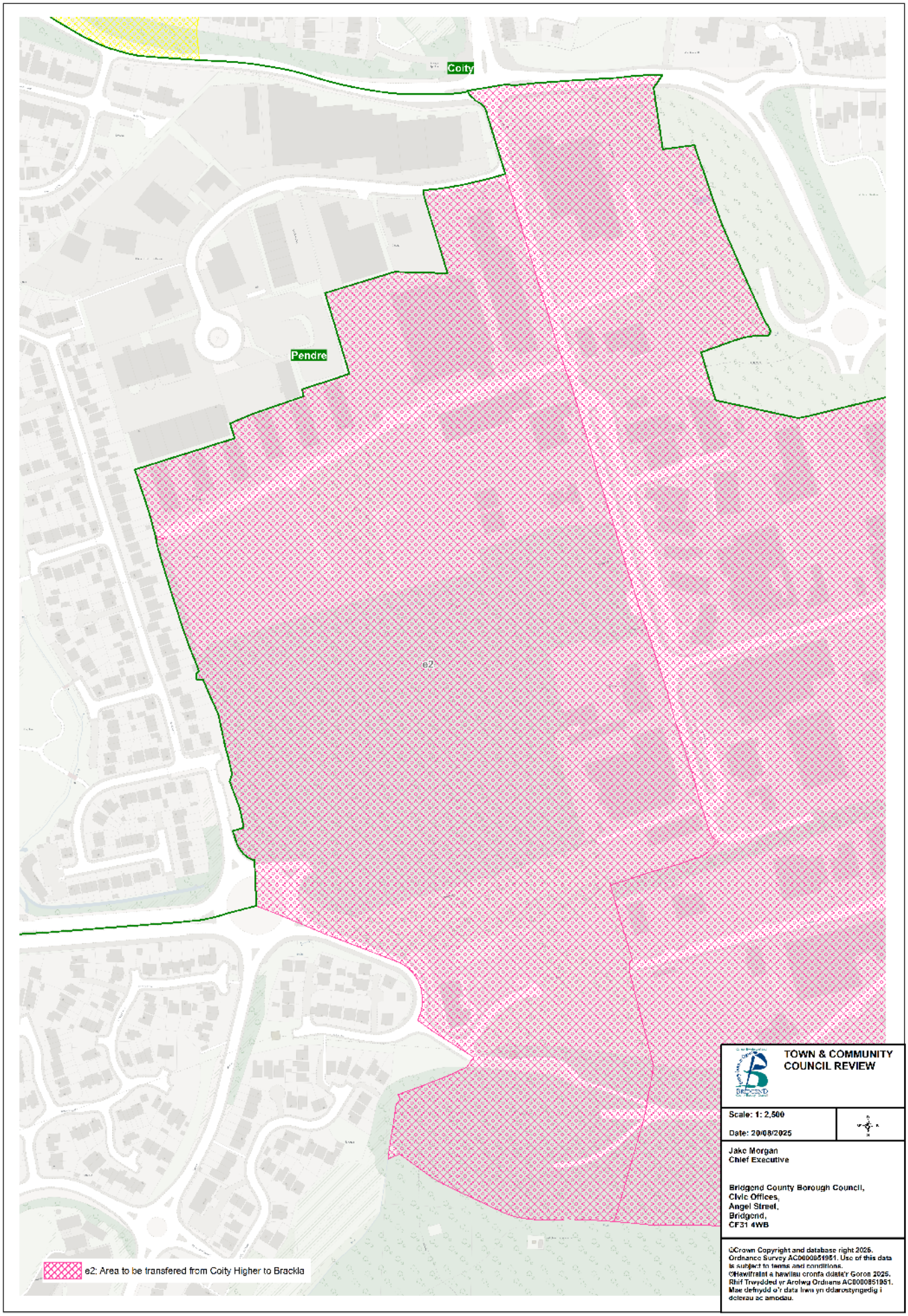
Coity Higher to Bridgend Town



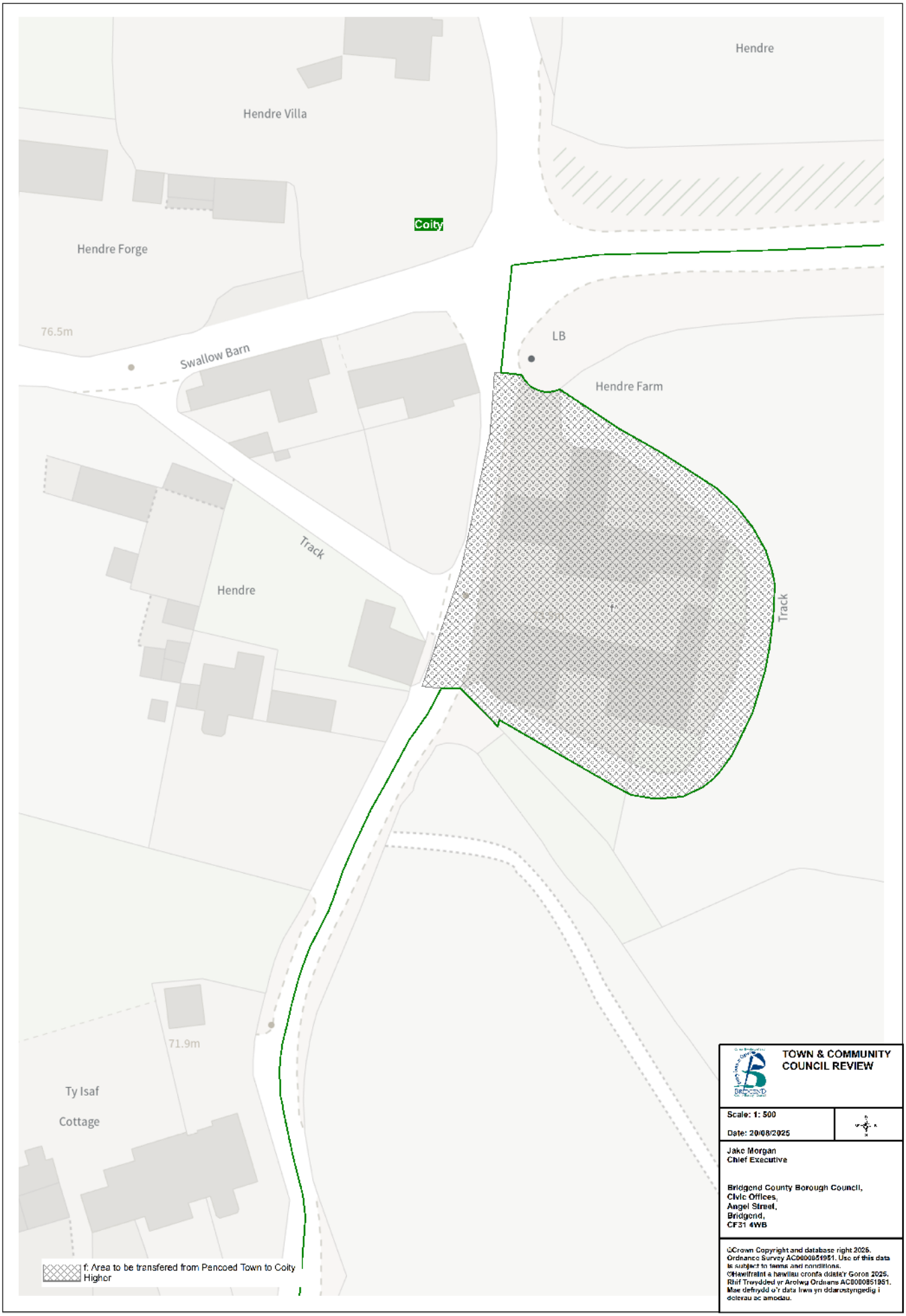
Coity Higher to Brackla



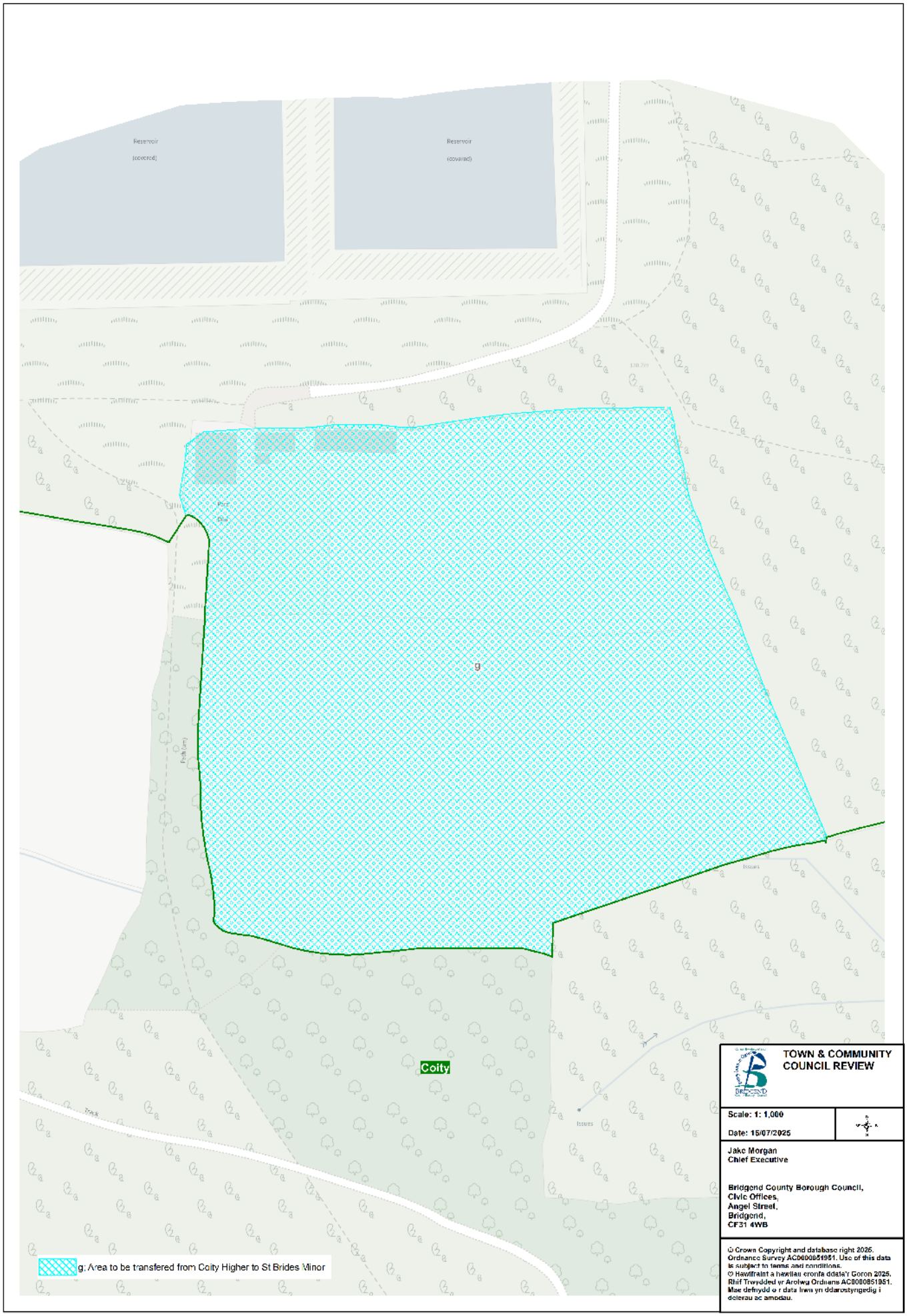
Coity Higher to Brackla



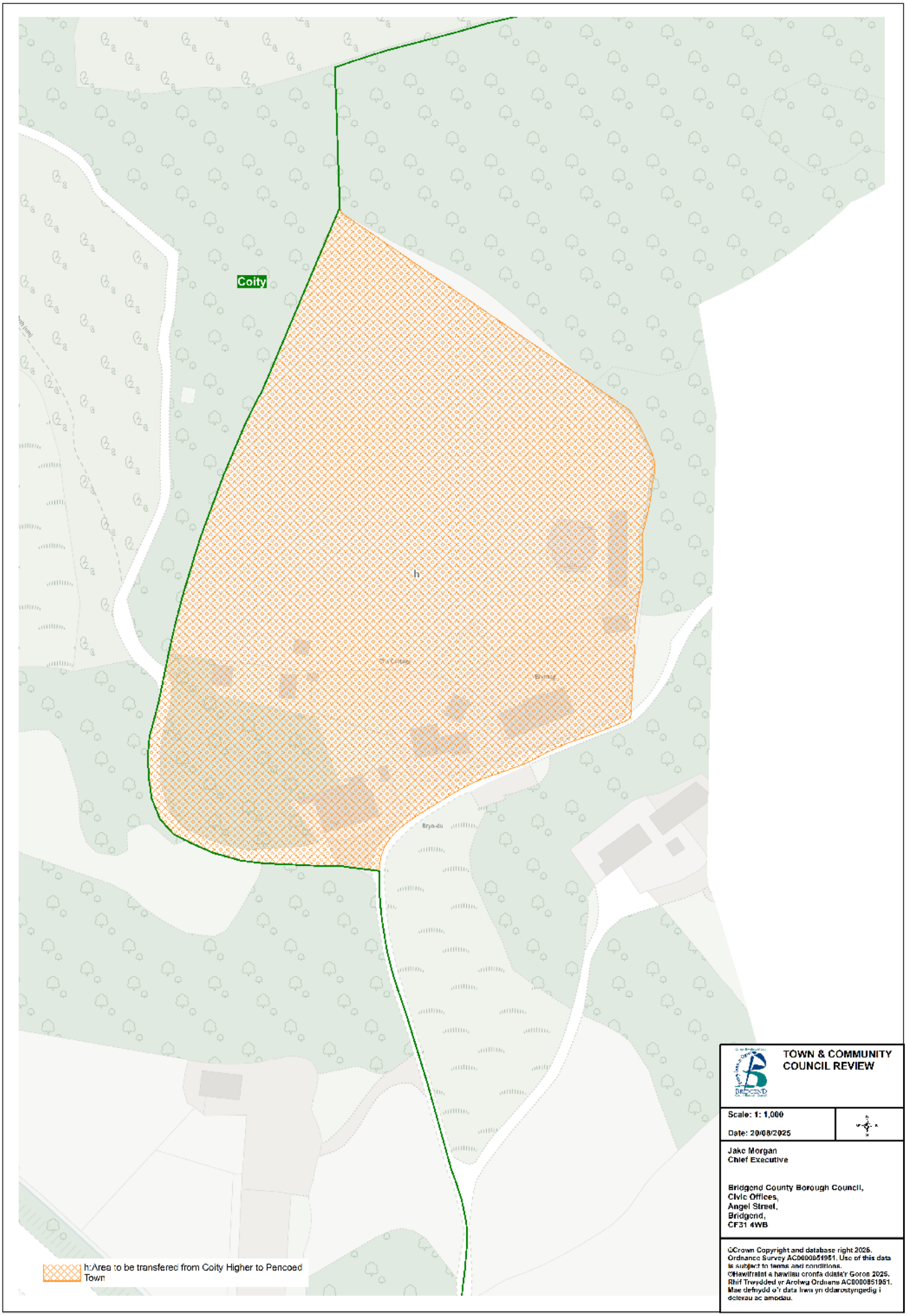
Pencoed Town to Coity Higher



Coity Higher to St Brides Minor



Coity Higher to Pencoed Town



PYLE AND CEFN CRIBWR

94. The current community Council arrangements in Pyle consist of a total electorate of 5,693 and is represented by 9 community Councillors.

Community	Electorate	Number of Councillors
Pyle	5,693	9
Total	**5,693**	**9**

95. The current community Council arrangements in Cefn Cribwr consist of a total electorate of 1,211 and is represented by 7 community Councillors.

Community	Electorate	Number of Councillors
Cefn Cribwr	1,211	10
Total	**1,211**	**10**

Representations

96. During the initial consultation period the Council received 3 representations concerning the communities of Pyle and Cefn Cribwr from: Pyle Community Council and County Borough Councillors Jon-Paul Blundell and Tim Thomas. The representations are published on the Council's website.

97. During the draft consultation period the Council received 22 representations concerning the communities of Pyle and Cefn Cribwr from Pyle Community Council from: Pyle Community Council, Cefn Cribwr Community Council, Cornelly Community Council, County Borough Councillor Elaine Winstanley, Community Councillor David Unwin and 17 members of the public. Cllr David Unwin and 3 members of the public supported the Draft Proposals. 7 members of the public opposed the Draft Proposals. 1 member of the public opposed the abolition of communities to form new communities 3 members of the public supported the allocation of community councillors. Pyle Community Council suggested an alternative name for the Community Council. Cornelly Community Council, Cllr Elaine Winstanley and 1 member of the public opposed a boundary change between Cornelly and Cynffig. 1 member of the public supported the proposed boundary changes and opposed the abolition of Pyle and Cefn Cribwr utilising the two areas to form a new community. Cefn Cribwr Community Council and 1 member of the public opposed the abolition of the communities of Pyle and Cefn Cribwr utilising the two areas to form a new community. Cefn Cribwr being retained as a community area would not meet the minimum size policy that was agreed at Council. The representations are published on the Council's website.

Community ward boundary recommendations

98. The Council recommends applying 5 changes to the existing community boundaries, which includes the abolition of communities and the transfer of areas between the following community and town areas:

- Creation of new community known as 'Cynffig'
- Maesteg to Cynffig
- Newcastle Higher to Cynffig
- Cefn Cribwr ward to Kenfig Hill ward (1)
- Cefn Cribwr ward to Kenfig Hill ward (2)

99. The Council recommends abolishing the existing communities of Pyle and Cefn Cribwr utilising the 2 areas to form the new community of 'Cynffig'. The existing community boundary of Cefn Cribwr will be retained as a ward in the new community area. The existing community ward of Pyle will be utilised

to create two new wards named 'Pyle' and 'Kenfig Hill'. The Council believes that the recommended community ward boundaries within the new community ensures the unique identities and a more sustainable community. The projected 5-year forecast for the community of Cefn Cribwr is an electorate of 1,211 and therefore does not meet the Council Size Policy of a minimum of 5,000 electors per community. The recommendation can be found on the map on page 73.

100. The Council recommends the transfer of part of the recommended Town of Maesteg to the recommended Community of Cynffig. This involves the transfer of properties along the road 'Ffordd y Graith' from the recommended ward of Coytrahen to the recommended ward of Cefn Cribwr of the Community of Cynffig. This recommendation would affect 25 electors. The Council is of the view that this recommendation unites all properties along the road 'Ffordd y Graith' within 1 community creating a clearer boundary and better access. The recommendations can be found on the map on page 73 and in greater detail on the map on page 74.

101. The Council recommends the transfer of part of the community of Newcastle Higher to the recommended community of Cynffig. This involves transferring one property 'Stoney Walls' from the ward of Aberkenfig of the community of Newcastle Higher to the recommended ward of Cefn Cribwr. This recommendation would affect 1 elector. The Council is of the view that the recommendation provides for more effective and convenient local government whilst providing a clear boundary and better access. The recommendation can be found on the map on page 73 and in greater detail on the map on page 75.

102. The Council recommends the transfer of part of the recommended ward of Cefn Cribwr to the recommended ward of Kenfig Hill. This involves adjusting the boundary between the 2 community wards to where it currently crosses a property to unite the whole property within 1 community ward. This recommendation is based on the representations received from the Boundary Commission during the Initial Consultation Period. The Council is of the view that this recommendation creates a clearer boundary and better access. The recommendation can be found on the map on page 73 and in greater detail on the map on page 76.

103. The Council recommends the transfer of part of the recommended ward of Cefn Cribwr to the recommended ward of Kenfig Hill. This involves adjusting the boundary between the 2 community wards to follow the railway line, transferring 1 property known as 'East-West Cottage' to the recommended ward of Kenfig Hill. This recommendation would affect 2 electors. The Council is of the view that this recommendation creates a clearer boundary and better access. The recommendation can be found on the map on page 73 and in greater detail on the map on page 77.

104. As a result of these recommendations, the electorate within the new community of Cynffig would be 6,932.

Recommended Names

105. As a result of these recommendations the Council recommends the new single community name of **Cynffig**. The Welsh Language Commissioner agrees with the recommended name.

106. The Council recommends the new English community ward name of Kenfig Hill and recommends the Welsh community ward name of **Mynydd Cynffig**. The Welsh Language Commissioner agrees with the recommended names.

107. The Council recommends the new English community ward name of **Pyle** and recommends the Welsh community ward name of **Y Pîl**. The Welsh Language Commissioner agrees with the recommended names.

108. The Council recommends the new English community ward name of **Cefn Cribwr** and recommends the Welsh community ward name of **Cefn Cribwr** as recommended by the Welsh Language Commissioner.

Consequential Changes
Community Council electoral arrangements

109. The recommended community Council arrangements in the new Kenfig Community will consist of 3 wards: Cefn Cribwr, Kenfig Hill and Pyle. The community is recommended to have a total electorate of 6,932 and be represented by 10 community Councillors.

110. The Council is required to consider the consequential changes to the community Council electoral arrangements that would occur following these recommendations. The Council's recommended electoral arrangements for the community Council can be seen below:

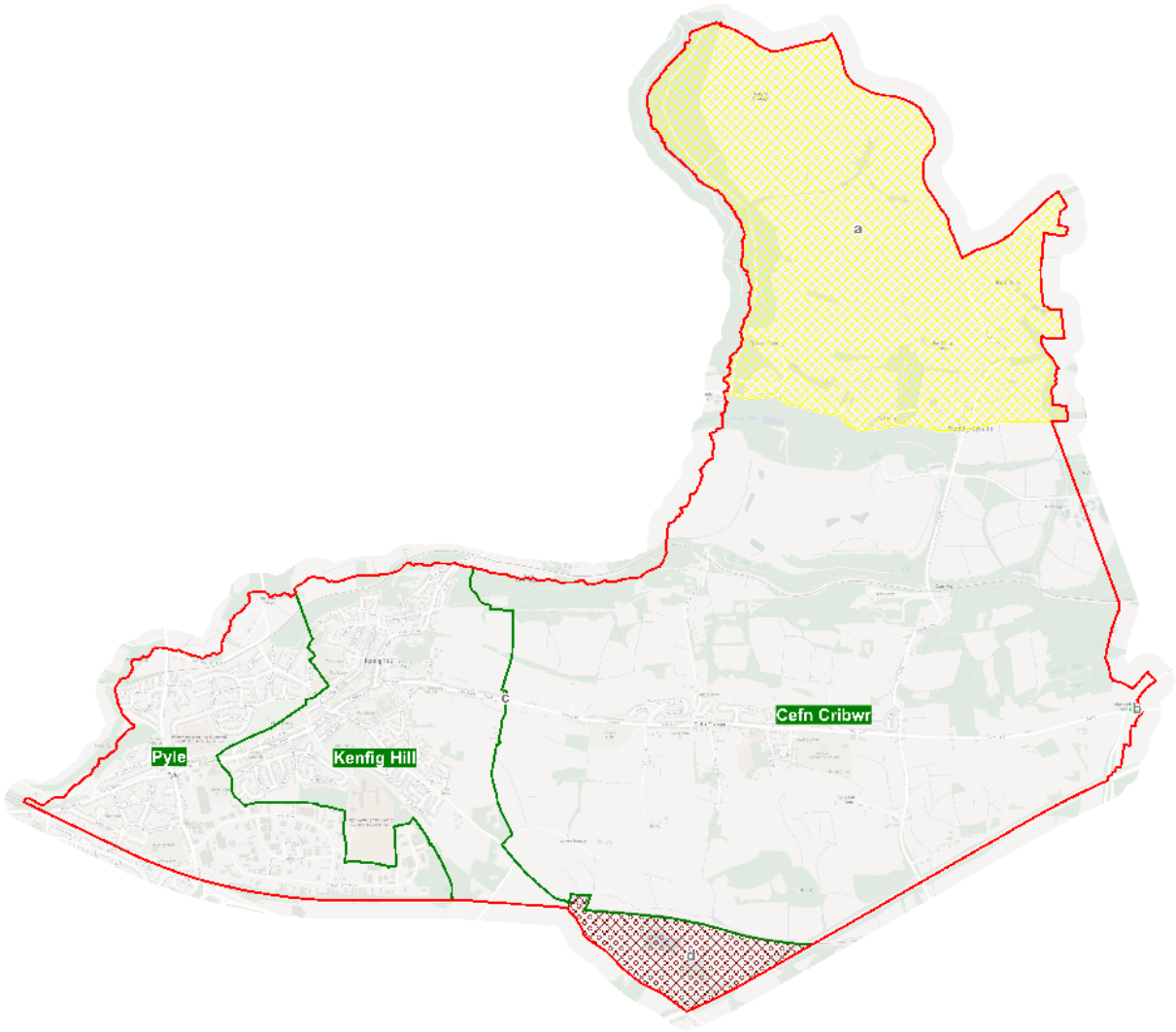
	Cynffig Community Council							
	Existing				**Proposed**			
Wards	Electors	Community Councillors	Electors per Councillor	Variance	Electors	Community Councillors	Electors per Councillor	Variance
Kenfig Hill					3,385	5	677	-2%
Pyle	5,693	9	633	74%	2,310	3	770	11%
Cefn Cribwr	1,211	10	121	-67%	1,235	2	618	-11%
Total	6,904	19	363		6,930	10	693	

The Council has recommended a Council membership of 10 which is in line with the Council Size Policy. The Council believes the new arrangements would improve the level of effective and convenient local government in the area.

Principal Council electoral ward arrangements

111. The above recommendations will have an impact on the principal Councils' electoral wards, which will need to be considered by the Local Democracy and Boundary Council for Wales

Cynffig Community



a: Area to be transfered from Maesteg Town to Cynffig

b: Area to be transfered from Newcastle Higher to Cynffig

c: Area to be transfered from Cefn Cribwr ward to Kenfig Hill ward (1)

d: Area to be transfered from Cefn Cribwr ward to Kenfig Hill ward (2)

TOWN & COMMUNITY COUNCIL REVIEW

Scale: 1: 25,000

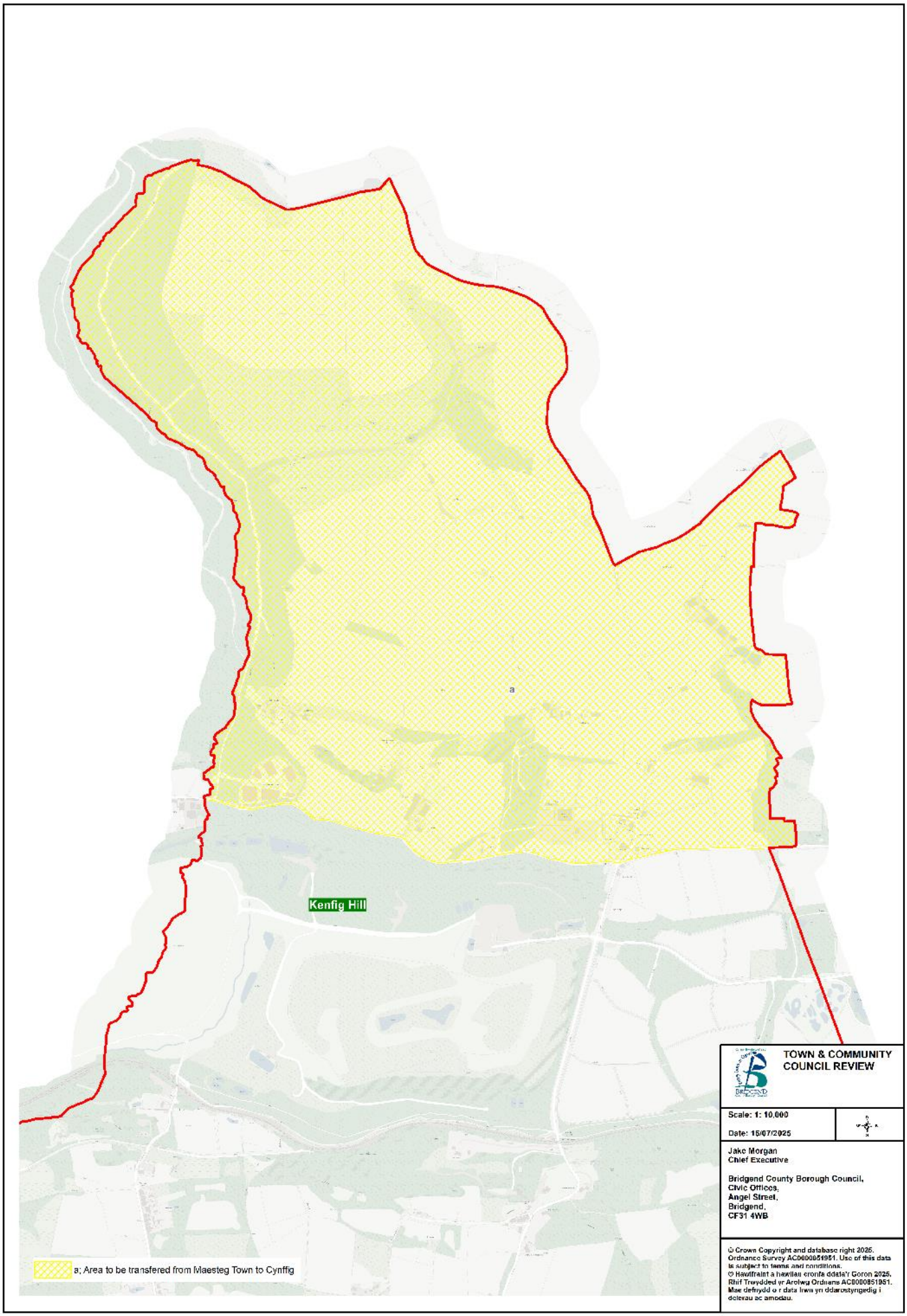
Date: 15/07/2025

Jake Morgan
Chief Executive

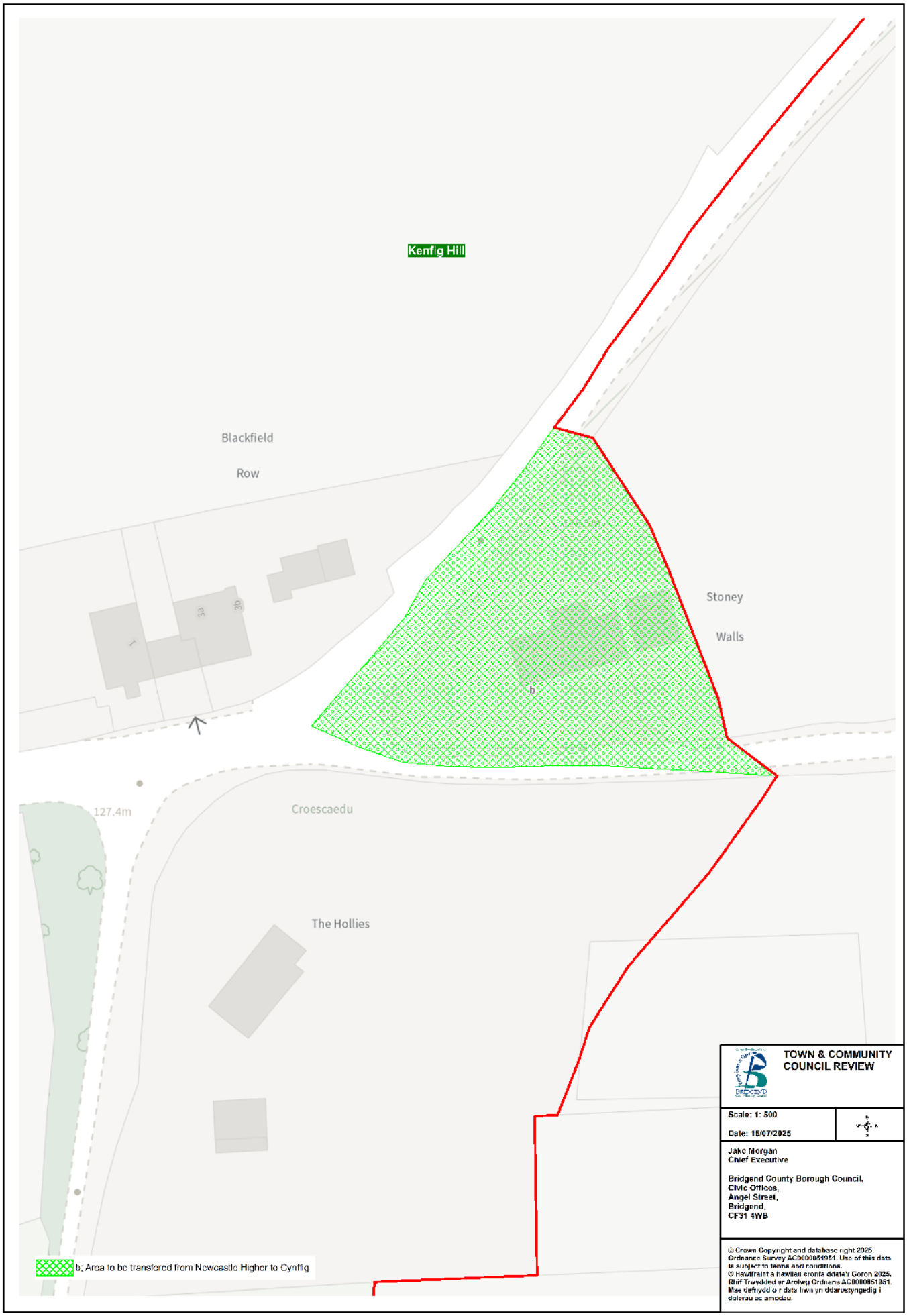
Bridgend County Borough Council,
Civic Offices,
Angel Street,
Bridgend,
CF31 4WB

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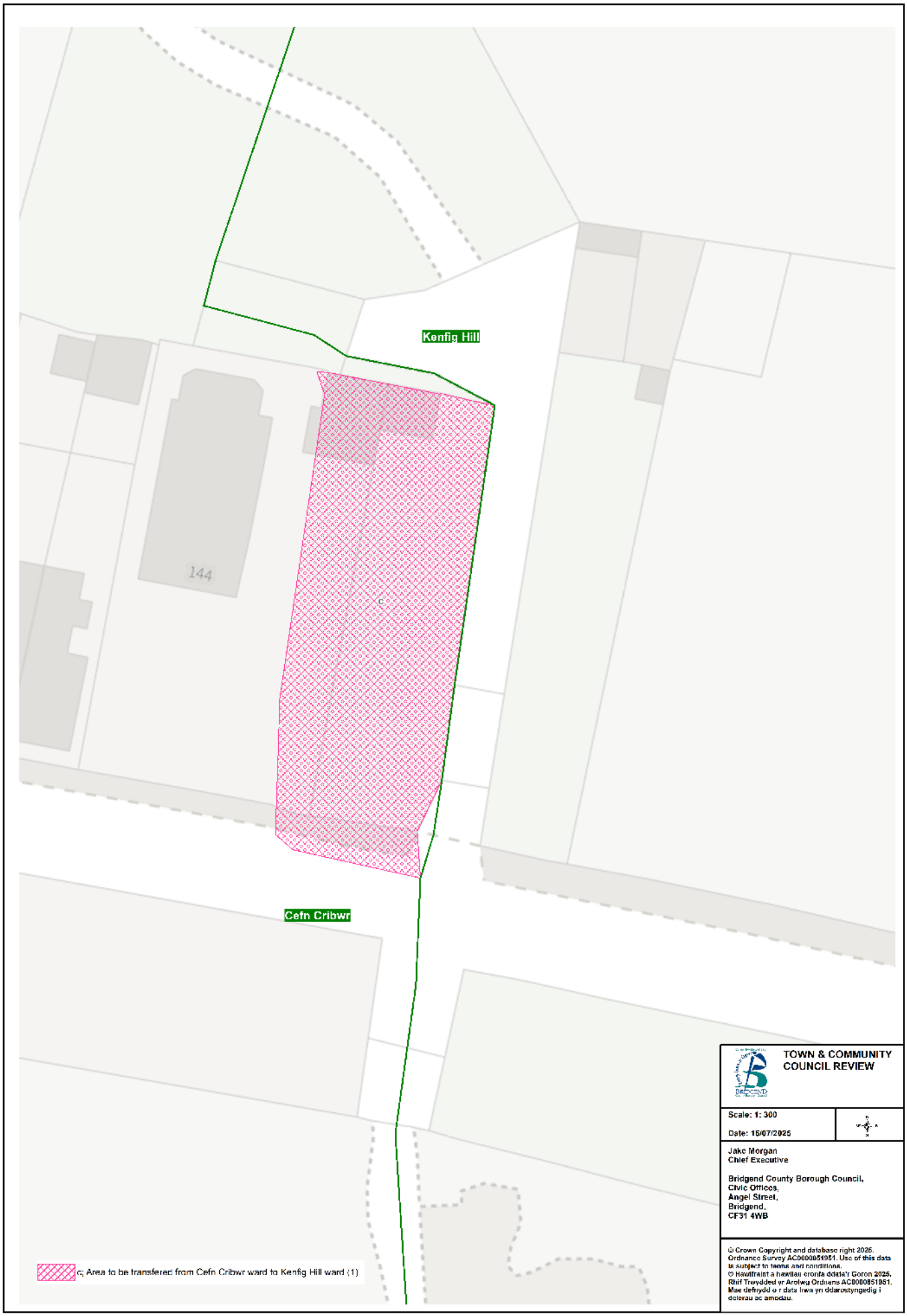
Maesteg Town to Cynffig



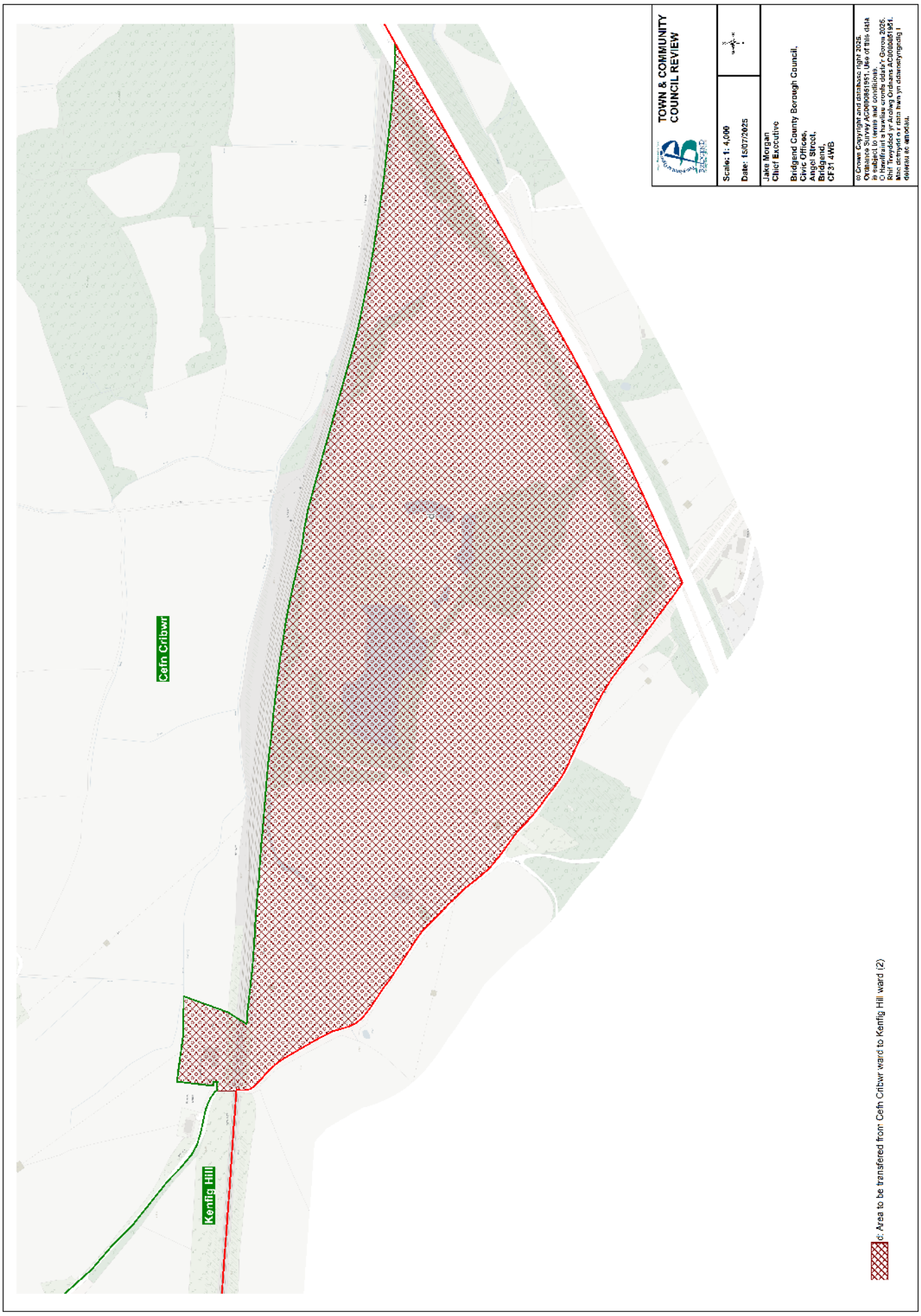
Newcastle Higher to Cynffig



Cefn Cribwr ward to Kenfig Hill ward (1)



Cefn Cribwr ward to Kenfig Hill ward (2)



CORNELLY

112. The current community Council arrangements in Cornelly consist of a total electorate of 5,614 and is represented by 9 community Councillors.

Community	Electorate	Number of Councillors
Cornelly	5,614	9
Total	**5,614**	**9**

Representations

113. During the initial consultation period the Council received 2 representations concerning the community of Cornelly from County Borough Councillors Jon-Paul Blundell and Tim Thomas. The representations are published on the Council's website.

114. During the draft consultation period the Council received 19 representations concerning the community of Cornelly from: County Borough Councillor Elaine Winstanley, Cornelly Community Council, Community Councillor David Unwin and 16 members of the public. Cllr David Unwin and 3 members of the public supported the Draft Proposals. 7 members of the public opposed the Draft Proposals. 3 members of the public supported the allocation of community councillors. Cllr Elaine Winstanley, Cornelly Community Council and 3 members of the public opposed the Draft Proposals and requested that the community retain its existing arrangements and allocation of Councillors. The representations are published on the Council's website.

Community ward boundary recommendations

115. The Council recommends no changes to the boundary of Cornelly Community Council. The recommendation is based on the representation from Cllr Elaine Winstanley, Cornelly Community Council and 3 members of the public during the Draft Proposals Consultation Period.

116. As a result of this recommendation, the electorate within the recommended community of Cornelly would not change.

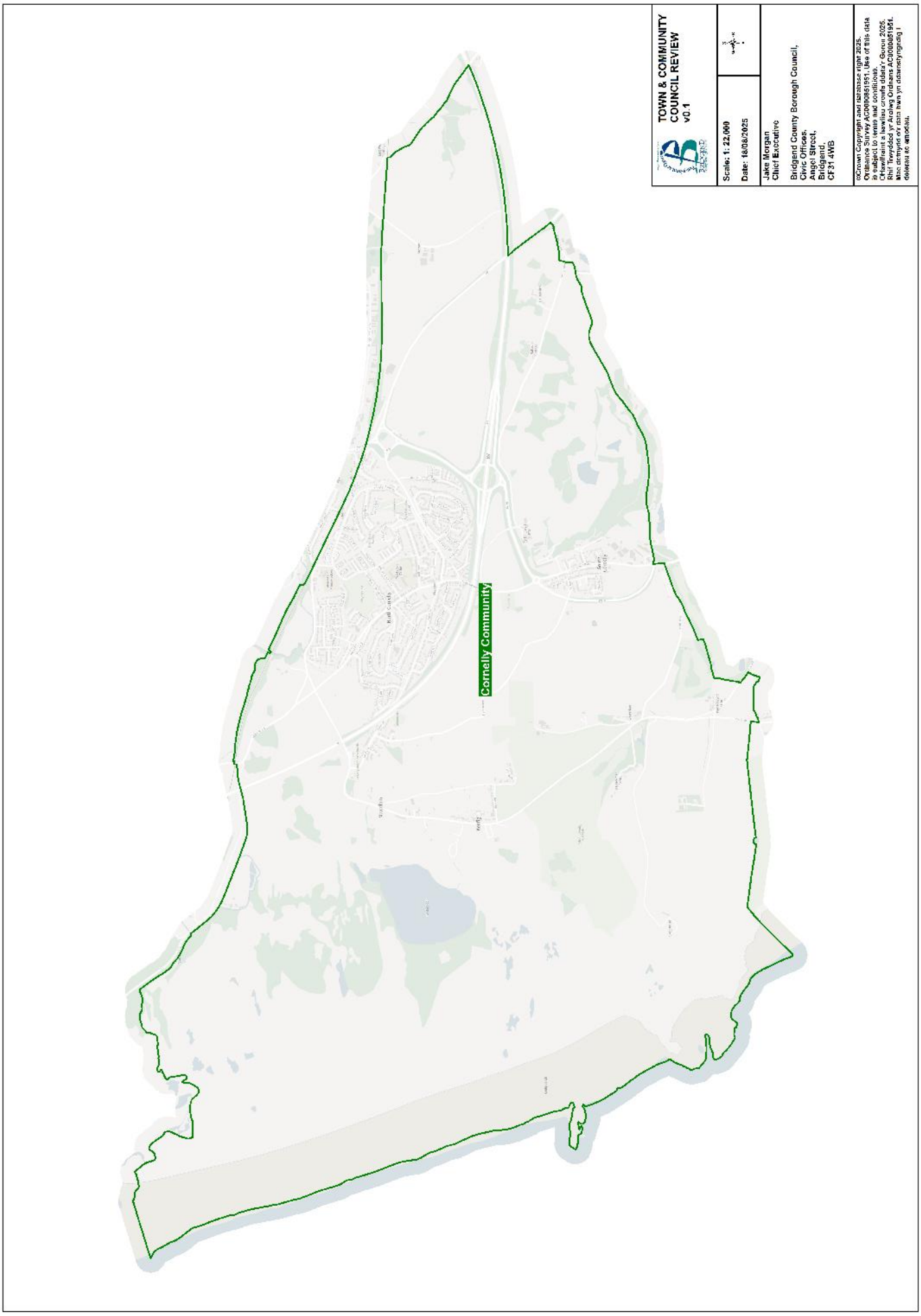
Recommended Names

117. As a result of this recommendation the Council recommends retaining the English community name of **Cornelly** and the Welsh community name of **Corneli**. The Welsh Language Commissioner agrees with the recommended names.

Consequential Changes
Community Council electoral arrangements

118. No Changes

Cornelly Community



PORTHCAWL

119. The current town Council arrangements in Porthcawl consist of a total electorate of 13,656 and is represented by 18 town Councillors.

Town ward	Electorate	Number of Councillors
Porthcawl East Central	4,425	6
Porthcawl West Central	2,276	3
Newton	2,205	3
Nottage	2,499	3
Rest Bay	2,251	3
Total	**13,656**	**18**

Representations

120. During the initial consultation period the Council received 3 representations concerning the Town of Porthcawl from Community Councillor David Unwin and County Borough Councillors Jon-Paul Blundell and Tim Thomas. The representations are published on the Council's website.

121. During the draft consultation period the Council received 18 representations concerning the Town of Porthcawl from: Community Councillor David Unwin, County Borough Councillor Ian Spiller, Merthyr Mawr Community Council, Laleston Community Council and 14 members of the public. Cllr David Unwin and 3 members of the public supported the Draft Proposals. 7 members of the public opposed the Draft Proposals. 3 members of the public supported the allocation of community councillors. Cllr Ian Spiller supported the boundary change between Laleston Community Council and Porthcawl Town Council. Merthyr Mawr Community Council and 1 member of the public opposed the boundary change between Laleston Community Council and Porthcawl Town Council. 1 member of the public supported the boundary change between the wards of Porthcawl East and Porthcawl West and requested the wards retain their existing names. The representations are published on the Council's website.

Town ward boundary recommendations

122. The Council recommends applying 5 changes to the existing community boundaries which includes the transfer of areas between the following town and community areas:

- Laleston to Porthcawl
- Porthcawl to Laleston
- West Central ward to Rest Bay Ward
- East Central ward to West Central ward
- Rest Bay ward to Nottage ward

123. The Council recommends the transfer of part of the recommended Ward of Merthyr Mawr of the Community of Laleston to the Ward of Newton of the Town of Porthcawl. The recommendation is based on the representation from Community Councillor David Unwin received during the Initial Consultation Period and addresses natural links by transferring the areas of 'Tythegston' and 'Stormy Down' to the Town of Porthcawl. This recommendation would affect 67 electors. The Council is of the view that this recommendation provides for more effective and convenient local government as it addresses community ties and residents of 'Tythegston' and 'Stormy Down' have clearer and more direct access to the Town of Porthcawl. The recommendation can be found on the map on page 83 and in greater detail on the map on page 84.

124. The Council recommends the transfer of part of the Town of Porthcawl to the recommended Community of Laleston. This involves adjusting the boundary between the ward of Newton of the Town

of Porthcawl and the recommended ward of Merthyr Mawr of the Community of Laleston to enable the entirety of Merthyr Mawr Nature Reserve to be included within the recommended ward of Merthyr Mawr as the existing boundary currently divides the nature reserve between 2 community areas. This recommendation would affect 0 electors. The recommendation can be found on the map on page 83 and in greater detail on the map on page 85.

125. The Council recommends the transfer of part of the recommended ward of Porthcawl West Central to the ward of Rest Bay. This involves adjusting the boundary between the 2 community wards and transferring the streets of Windsor Road and Mallard Way. This recommendation will affect 79 electors. The Council is of the view that the recommendation provides for more effective and convenient local government whilst creating a clearer boundary. The recommendation can be found on the map on page 83 and in greater detail on the map on page 86.

126. The Council recommends the transfer of part of the recommended ward of Porthcawl East Central to the recommended ward of Porthcawl West Central. This involves adjusting the boundary between the 2 community wards by utilising the A4106 and the road 'The Portway' and transferring the following streets: Blundell Avenue, Church Place, Dock Street, Esplanade, Esplanade Avenue, Gordon Road, Highfield Avenue, Highfield Close, Highfield Court, Hillsboro Place, John Street, Lias Road, Lifeboat Road, Marine Terrace, Mary Street, Old School Road, Pavilion Court, Picton Avenue, The Harbour, The Square and Well Street. This recommendation would affect 753 electors. The Council is of the view that this recommendation provides for more effective and convenient local government whilst creating a clearer boundary. The recommendation can be found on the map on page 83 and in greater detail on the map on page 87.

127. The Council recommends the transfer of part of the ward of Rest Bay to the ward of Nottage. This involves adjusting the boundary of the ward of Rest Bay to include the property known as 'Sker Court' within the ward of Nottage, to which it has primary access. This recommendation would affect 0 electors. The Council is of the view that this recommendation creates a clearer boundary and better access. The recommendation can be found on the map on page 83 and in greater detail on the map on page 88.

128. As a result of these recommendations, the electorate in the recommended Town of Porthcawl would increase to 13,723. With 67 electors transferring from the Community of Laleston.

Recommended Names

129. As a result of these recommendations the Council recommends retaining the single town name of **Porthcawl**. The Welsh Language Commissioner agrees with the recommended name.

130. The Council recommends retaining the existing English Town ward name of **Porthcawl East Central** and the Welsh Town ward name of **Canol Dwyrain Porthcawl** as recommended by the Welsh Language Commissioner.

131. The Council recommends retaining the existing English Town ward name of **Porthcawl West Central** and the Welsh Town ward name of **Canol Gorllewin Porthcawl** as recommended by the Welsh Language Commissioner.

132. The Council recommends retaining the existing Town ward name of Newton and the Welsh Town ward name of **Drenewydd**. The Welsh Language Commissioner agrees with the recommended names.

133. The Council recommends retaining the existing Town ward name of Nottage and the Welsh Town ward name of **Notais**. The Welsh Language Commissioner agrees with the recommended names.

134. The Council recommends retaining the existing single Town ward name of **Rest Bay**. The Welsh Language Commissioner agrees with the recommended name.

Consequential Changes
Community Council electoral arrangements

135. The recommended community Council arrangements in Porthcawl Town will consist of 5 wards: Porthcawl East Central, Porthcawl West Central, Newton, Nottage, Rest Bay. The Town is recommended to have a total electorate of 13,723 and be represented by 19 town Councillors.

136. The Council is required to consider the consequential changes to the town Council electoral arrangements that would occur following these recommendations. The Council's recommended electoral arrangements for the town Council can be seen below:

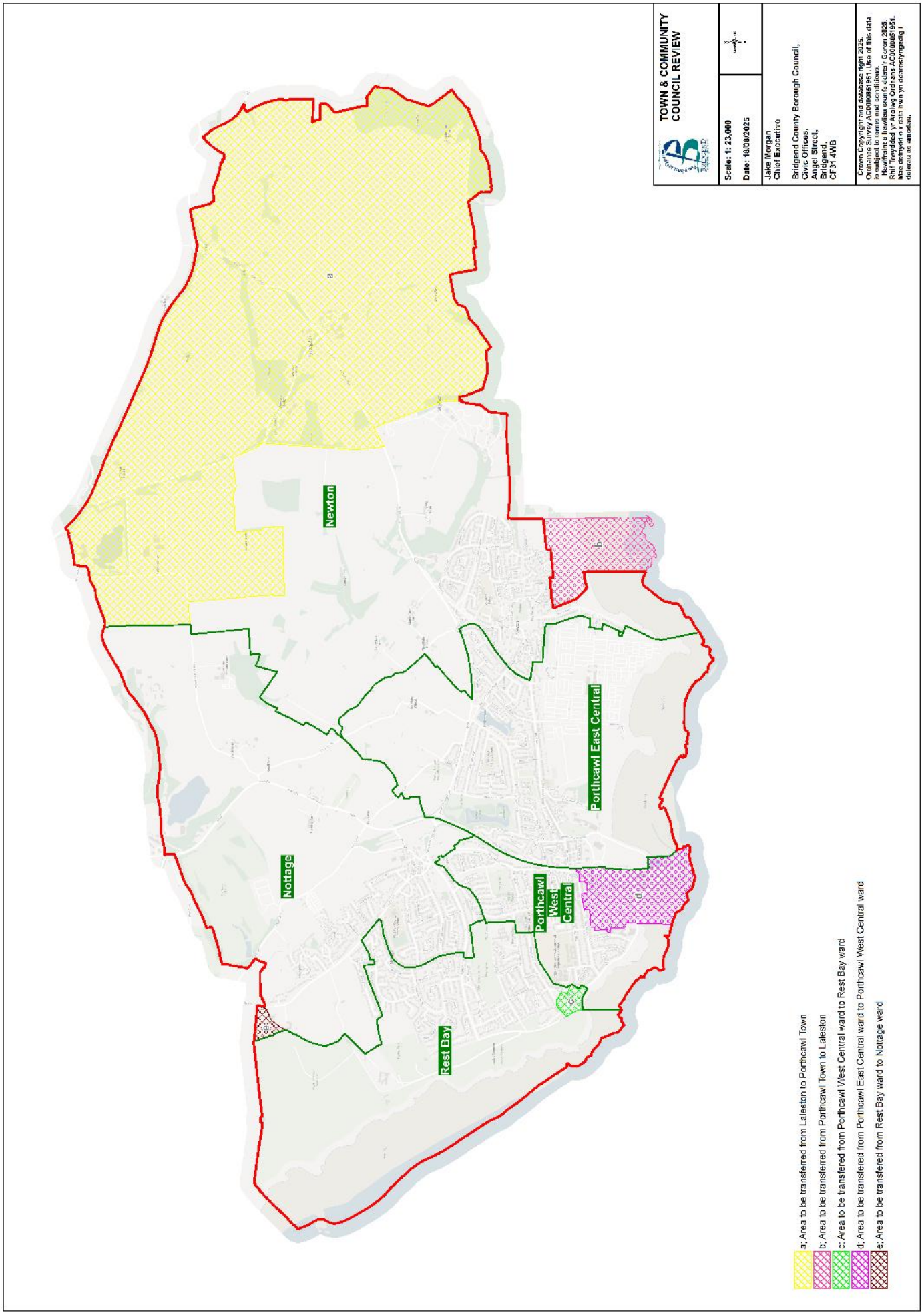
	Porthcawl Town Council							
	Existing				Proposed			
Wards	Electors	Community Councillors	Electors per Councillor	Variance	Electors	Community Councillors	Electors per Councillor	Variance
Porthcawl East Central	4,425	6	738	-3%	3,663	6	611	-15%
Porthcawl West Central	2,276	3	759	0%	2,959	4	740	2%
Newton	2,205	3	735	-3%	2,272	3	757	5%
Nottage	2,499	3	833	10%	2,499	3	833	15%
Rest Bay	2,251	3	750	-1%	2,330	3	777	8%
Total	13,656	18	759		13,723	19	722	

The Council has recommended a Council membership of 19, which is an increase of 1 member from the existing arrangements and is in line with the Council Size Policy. The Council believes the new arrangements would improve the level of effective and convenient local government in the area.

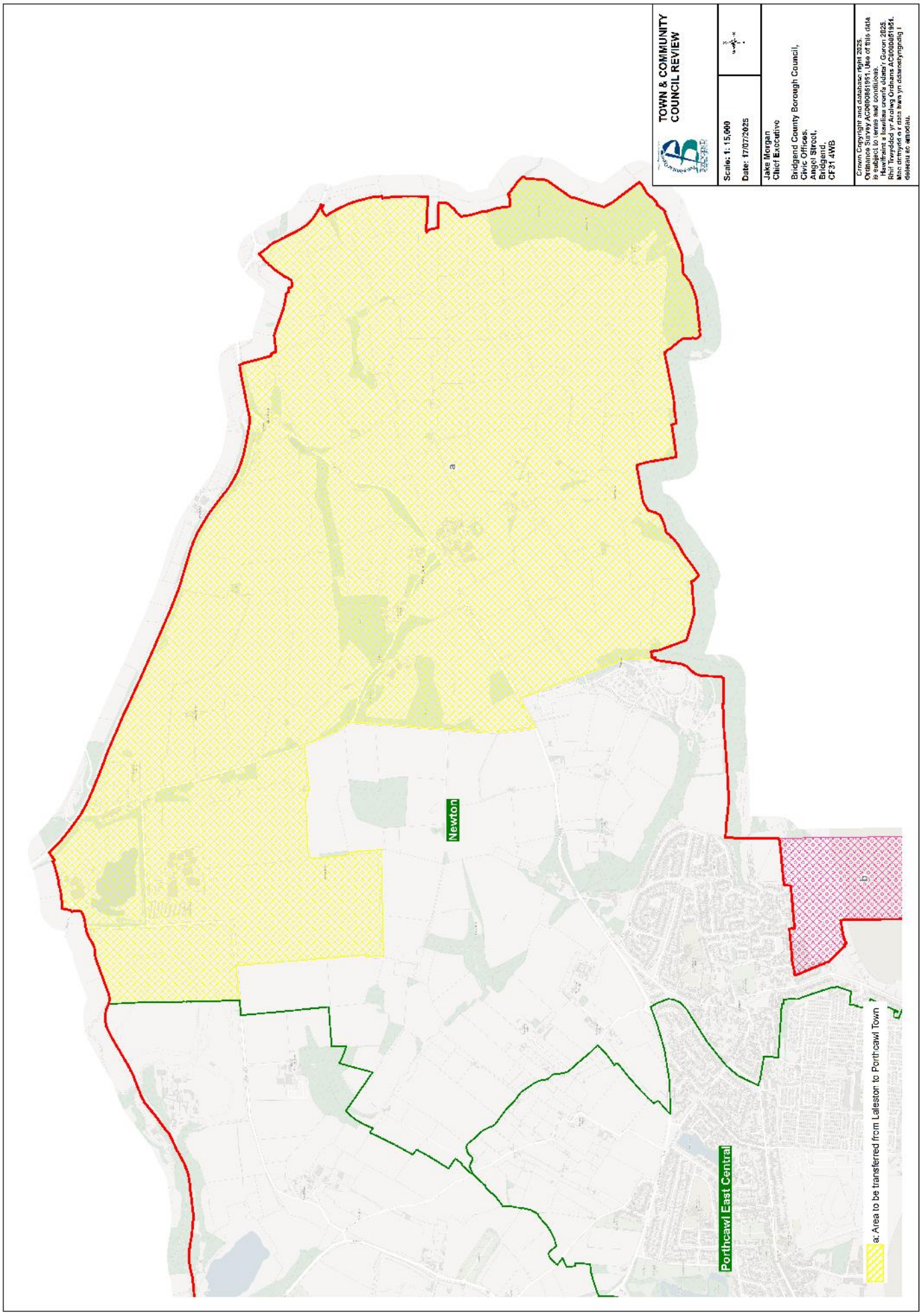
Principal Council electoral ward arrangements

137. The above recommendations will have an impact on the principal Councils' electoral wards, which will need to be considered by the Local Democracy and Boundary Council for Wales

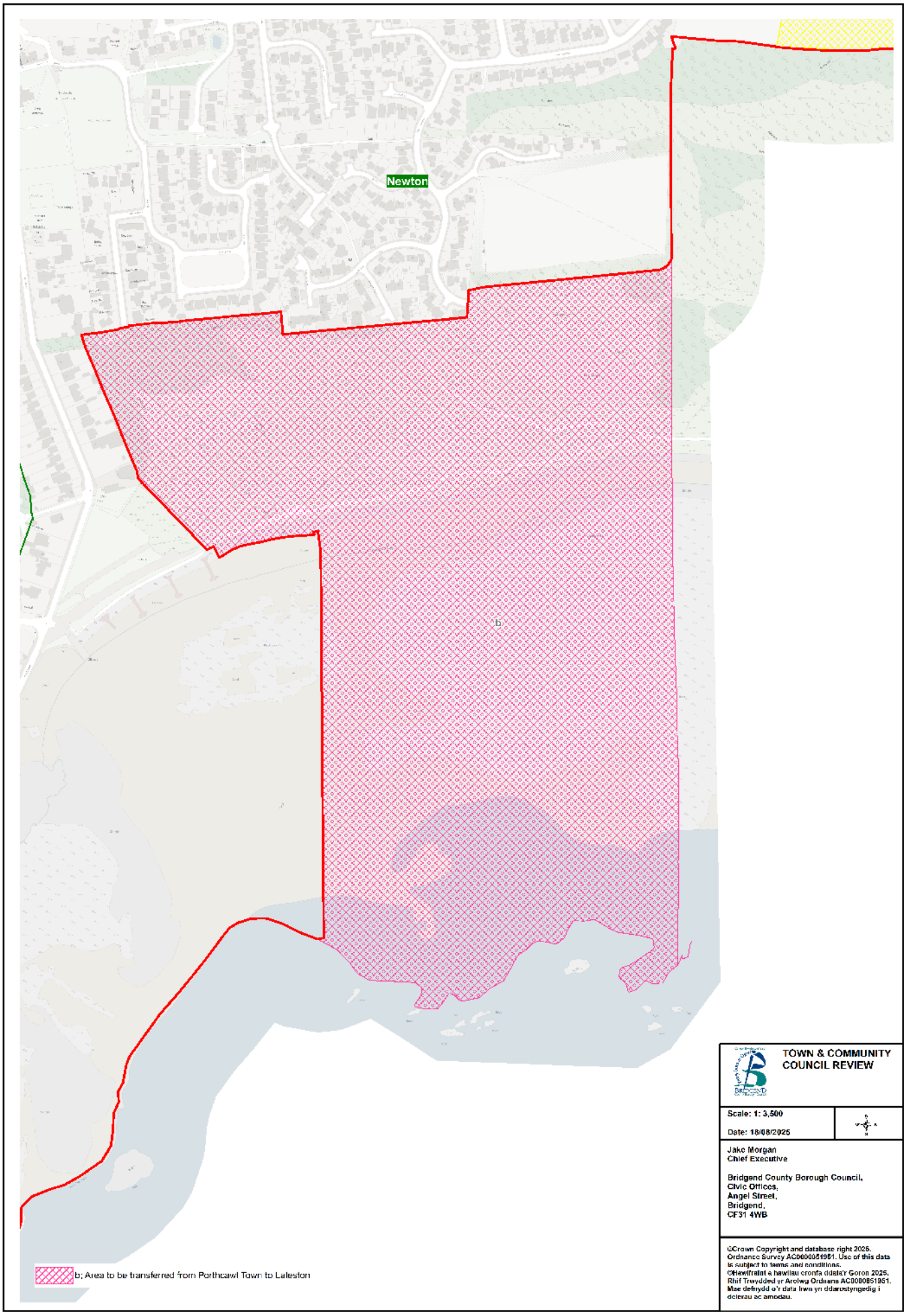
Porthcawl Town



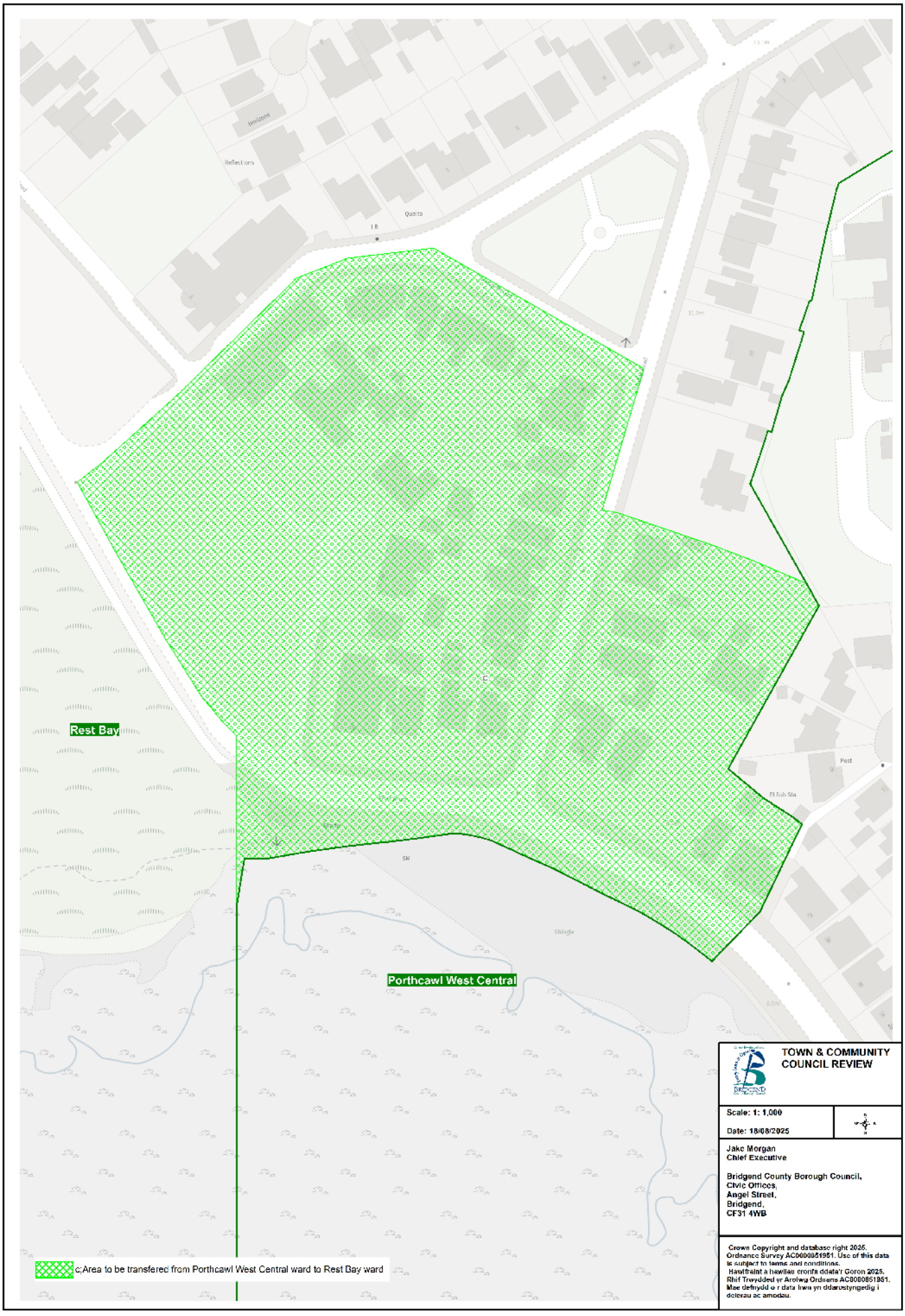
Laleston to Porthcawl Town



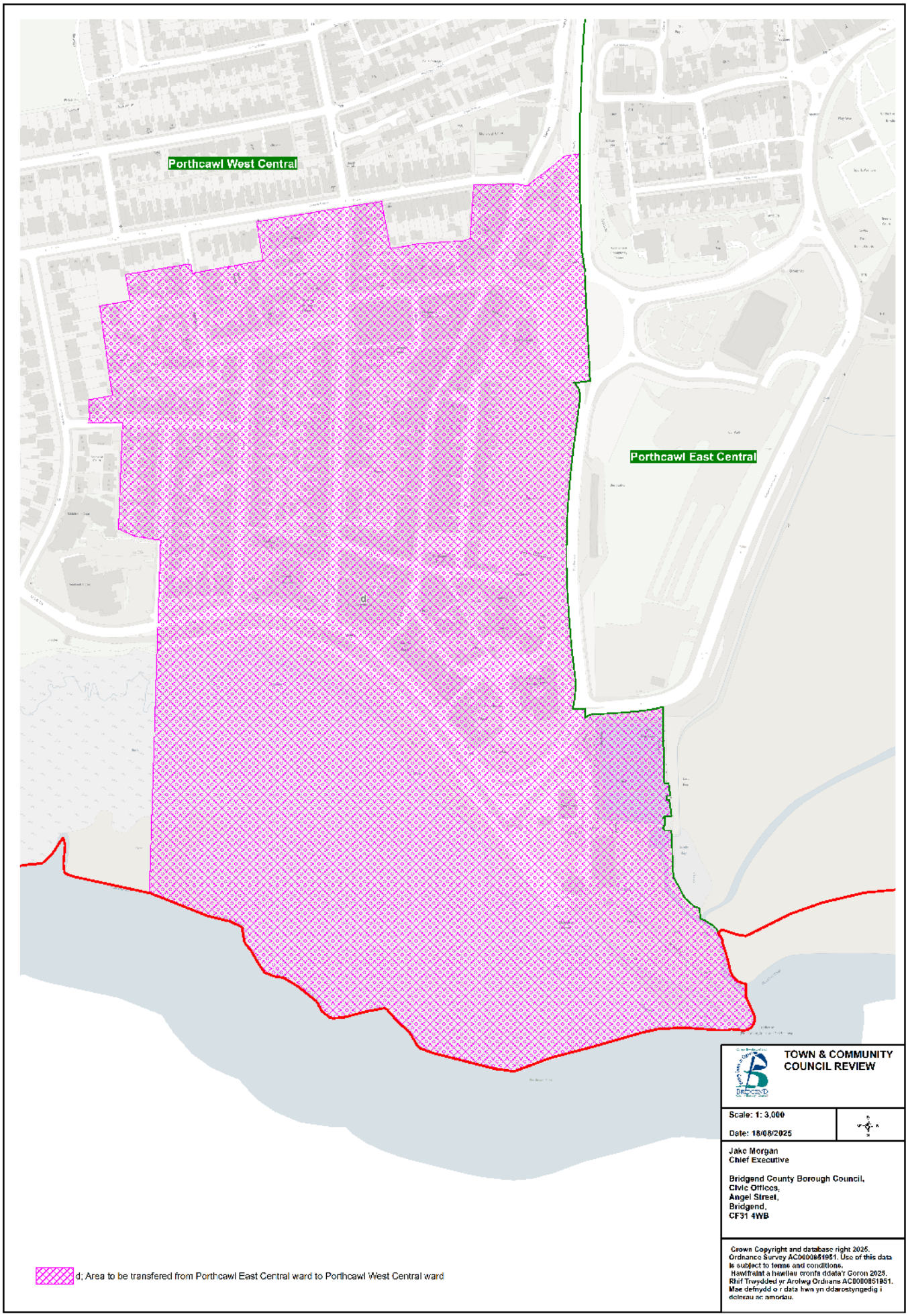
Porthcawl Town to Laleston



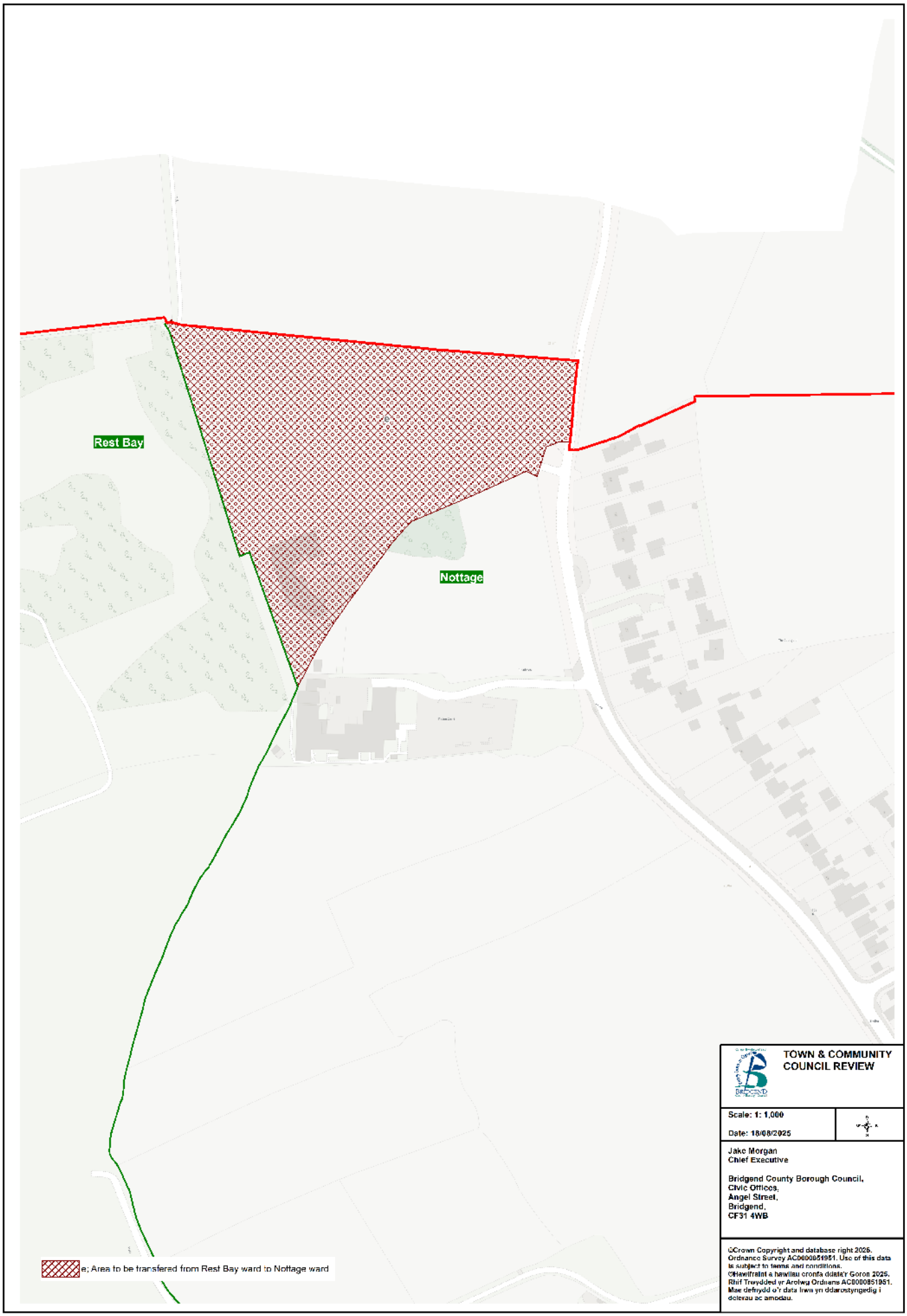
Porthcawl West Central Ward to Rest Bay Ward



Porthcawl East Central Ward to Porthcawl West Central Ward



Rest Bay Ward to Nottage Ward



MAESTEG, LLANGYNWYD MIDDLE AND LLANGYNWYD LOWER

138. The current town Council arrangements in Maesteg consist of a total electorate of 13,117 and is represented by 17 town Councillors.

Town ward	Electorate	Number of Councillors
Caerau	2,585	4
Maesteg East	3,745	5
Nantyfyllon	2,313	3
Maesteg West	4,474	5
Total	**13,117**	**17**

139. The current community Council arrangements in Llangynwyd Middle consist of a total electorate of 2,340 and is represented by 12 community Councillors.

Community ward	Electorate	Number of Councillors
Cwmfelin	1,095	5
Pontryhydycyff	1,245	7
Total	**2,340**	**12**

140. The current community Council arrangements in Llangynwyd Lower consist of a total electorate of 381 and is represented by 7 community Councillors.

Community	Electorate	Number of Councillors
Llangynwyd Lower	381	7
Total	**381**	**7**

Representations

141. During the initial consultation period the Council received 4 representations concerning the Town of Maesteg and Community of Llangynwyd Middle from Llangynwyd Middle Community Council and County Borough Councillors Martin Hughes, Jon-Paul Blundell and Tim Thomas. The representations are published on the Council's website.

142. During the draft consultation period the Council received 23 representations concerning the Town of Maesteg, the community of Llangynwyd Middle and the community of Llangynwyd Lower from: County Borough Councillor Martin Hughes, Community Councillor David Unwin, Maesteg Community Council, Llynfi Valley Labour Party and 18 members of the public. Cllr David Unwin and 3 members of the public supported the Draft Proposals. 7 members of the public opposed the Draft Proposals. 1 member of the public opposed the abolition of communities to form new communities. 3 members of the public supported the allocation of community councillors. 1 member of the public opposed the allocation of community councillors for the proposed ward of Coytrahen of the Community of Newcastle Higher. Cllr Martin Hughes, Maesteg Community Council, Llynfi Valley Labour Party and 1 member of the public supported the abolition of the communities of Maesteg and Llangynwyd Middle utilising the two areas to form a new community, the member of public suggested merging the wards of Cwmfelin and Pontrhydycyff. Ynysawdre Elderly Residents Association supported the abolition of the communities of Llangynwyd Lower and Newcastle Higher utilising the two areas to form a new community. 2 members of the public opposed the abolition of the communities of Llangynwyd Lower and Newcastle Higher and suggested combining the existing communities of Llangynwyd Lower, Llangynwyd Middle and Maesteg. The representations are published on the Council's website.

Town ward boundary recommendations

143. The Council recommends applying 6 changes to the existing community boundaries, which includes the abolition of communities, the combination of community wards and the transfer of areas between the following town and community areas:

- Abolish Maesteg, Llangynwyd Lower and Llangynwyd Middle
- Maesteg to Cynffig
- Maesteg to Newcastle Higher
- Nantyffyllon ward to Maesteg East ward
- Caerau ward to Nantyffyllon ward
- Coytrahen ward to Llangynwyd ward

144. The Council recommends abolishing the existing Town of Maesteg and Communities of Llangynwyd Middle and Llangynwyd Lower, utilising the 3 areas to form the new Town of 'Maesteg'. The existing community boundary of Llangynwyd Lower would be retained as a ward in the new town area with a recommended name change 'Coytrahen'. The existing community wards of Caerau, Maesteg East, Maesteg West and Nantyffyllon would also be retained as wards in the new town area. The existing community wards of Cwmfelin and Pontrhydycyff would be combined to create a new ward named 'Llangynwyd' in the new town area. The projected 5-year forecast for the community of Llangynwyd Middle is an electorate of 3,026, and the projected 5-year forecast for the community of Llangynwyd Lower is an electorate of 381 and therefore these do not meet the Council Size Policy of a minimum of 5,000 electors per community. The recommendation is based on the representation from Llangynwyd Middle Community Council, County Borough Councillors Jon-Paul Blundell and Tim Thomas during the Initial Consultation Period and from 3 members of public during the Draft Proposal Period.

145. The Council recommends the transfer of part of the recommended Town of Maesteg to the recommended Community of Cynffig. This involves the transfer of properties along the road 'Ffordd y Graith' from the recommended ward of Coytrahen to the recommended ward of Cefn Cribwr of the Community of Cynffig. This recommendation would affect 25 electors. The Council is of the view that this recommendation unites all properties along the road 'Ffordd y Graith' within 1 community creating a clearer boundary and better access. The recommendations can be found on the map on page 93 and in greater detail on the map on page 94.

146. The Council recommends the transfer of part of the recommended Town of Maesteg to the Community of Newcastle Higher. This involves transferring the area of 'Cwm Risca' and several isolated properties along 'New Road' from the recommended ward of Coytrahen to the recommended ward of Ton-du of the community of Newcastle Higher. This recommendation would affect 30 electors. The Council is of the view that this recommendation creates a clearer boundary and better access. The recommendation can be found on the map on page 93 and in greater detail on the map on page 95.

147. The Council recommends the transfer of part of the ward of Nantyffyllon to the ward of Maesteg East. This recommendation is based on the representation received from the Boundary Commission during the Initial Consultation Period. This involves adjusting the boundary between the wards of Maesteg East and Nantyffyllon, utilising the track situated to the north of the grounds of 'Ysgol Maesteg' as a boundary line between the 2 wards. The entirety of Ysgol Maesteg would be united within 1 community ward. This recommendation would affect 0 electors. The recommendation can be found on the map on page 93 and in greater detail on the map on page 96.

148. The Council recommends the transfer of part of the ward of Caerau to the ward of Nantyffyllon. This involves the transfer of the following streets Fowlers Place and Bedw Street. This recommendation would affect 25 electors. The Council is of the view that this recommendation provides for more

effective and convenient local government whilst providing a clearer boundary and better access. The recommendation can be found on the map on page 93 and in greater detail on the map on page 97.

149. The Council recommends the transfer of part of the recommended ward of Coytrahen to the recommended ward of Llangynwyd. This recommendation is based on the representation received from the Boundary Commission during the Initial Consultation Period. This involves adjusting the boundary between the 2 community wards where the boundary currently crosses through an Electricity Distribution Site, uniting the whole Distribution Site in the recommended Llangynwyd ward. This recommendation would affect 0 electors. This Council is of the view that this recommendation creates a clearer boundary and better access. The recommendation can be found on the map on page 93 and in greater detail on the map on page 98.

150. As a result of these recommendations, the electorate within the new Town of Maesteg would be 15,783.

Recommended Names

151. As a result of these recommendations the Council recommends retaining the single town name of **Maesteg**. The Welsh Language Commissioner agrees with the recommended name.

152. The Council recommends retaining the existing single Town ward name of **Caerau**. The Welsh Language Commissioner agrees with the recommended name.

153. The Council recommends the new single Town ward name of **Llangynwyd**. The Welsh Language Commissioner agrees with the recommended name.

154. The Council recommends retaining the existing English Town ward name of **Maesteg East** and the Welsh Town ward name of **Dwyrain Maesteg**. The Welsh Language Commissioner agrees with the recommended names.

155. The Council recommends retaining the existing single Town ward name of **Nantyffyllon**. The Welsh Language Commissioner agrees with the recommended name.

156. The Council recommends retaining the existing English Council ward name of **Maesteg West** and the Welsh Town ward name of **Gorllewin Maesteg**. The Welsh Language Commissioner agrees with the recommended names.

157. The Council recommends the new English Town ward name of **Coytrahen** and the Welsh Town ward name of **Goetre-hen** as recommended by the Welsh Language Commissioner.

Consequential Changes
Community Council electoral arrangements

158. The recommended town Council arrangements in the new Maesteg Town would consist of 6 wards: Caerau, Coytrahen, Llangynwyd, Maesteg East, Maesteg West and Nantyffyllon. The town is recommended to have a total electorate of 15,783 and be represented by 23 town Councillors.

159. The Council is required to consider the consequential changes to the town Council electoral arrangements that would occur following these recommendations. The Council's recommended electoral arrangements for the town Council can be seen below:

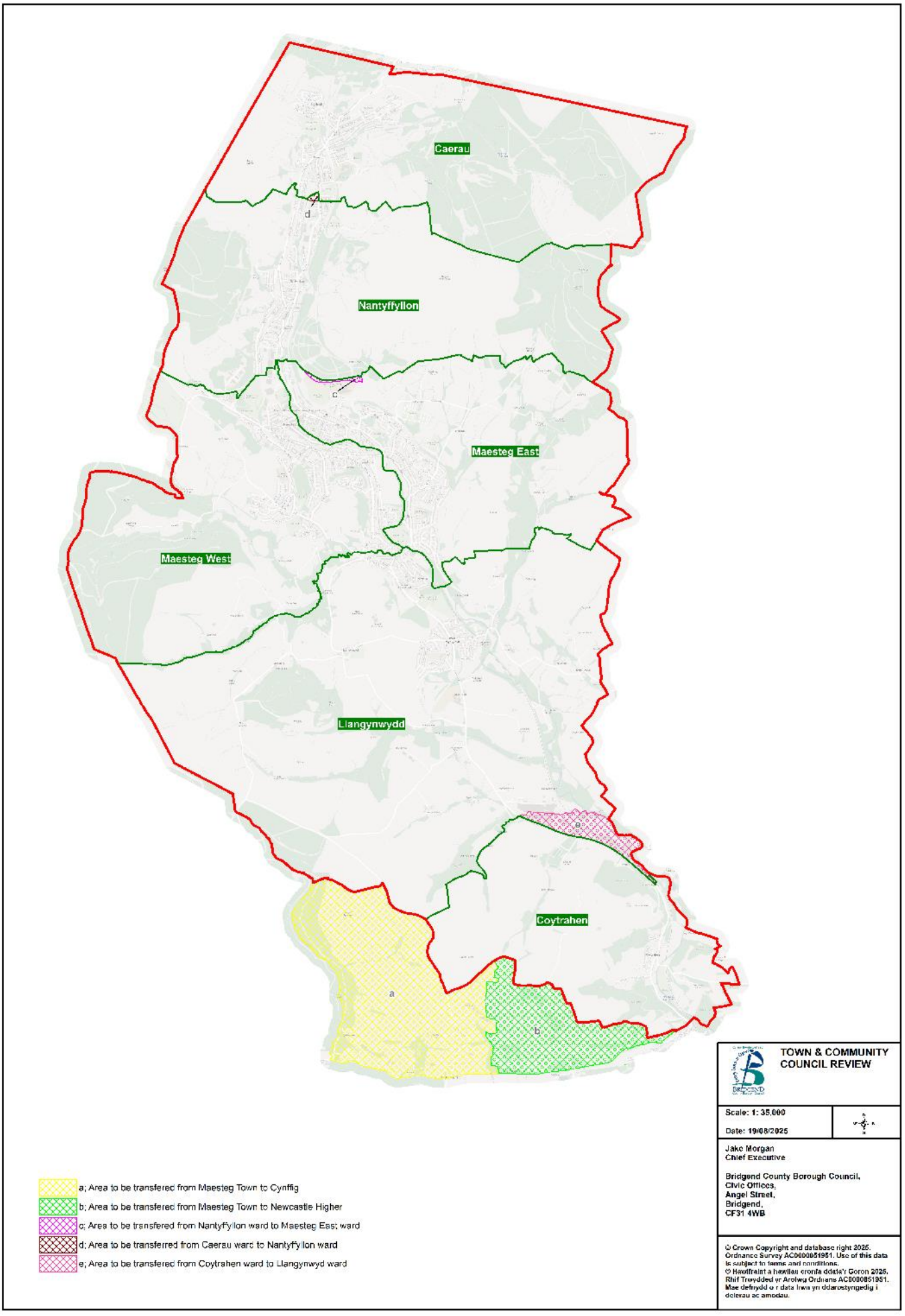
	Maesteg Town Council							
	Existing				Proposed			
Wards	Electors	Community Councillors	Electors per Councillor	Variance	Electors	Community Councillors	Electors per Councillor	Variance
Caerau	2,585	4	646	47%	2,560	4	640	-7%
Coytrahen	381	7	54	-81%	326	2	163	-76%
Cwmfelin	1,095	5	219	-50%				
Llangynwyd					2,340	3	780	14%
Maesteg East	3,745	5	749	70%	3,745	5	749	9%
Nantyffyllon	2,313	3	771	75%	2,338	3	779	14%
Pontrhydycyff	1,245	7	178	-60%				
Maesteg West	4,474	5	895	103%	4,474	6	746	9%
Total	15,838	36	440		15,783	23	686	

The Council has recommended a Council membership of 23 which is in line with the Council Size Policy. The Council believes the new arrangements would improve the level of effective and convenient local government in the area.

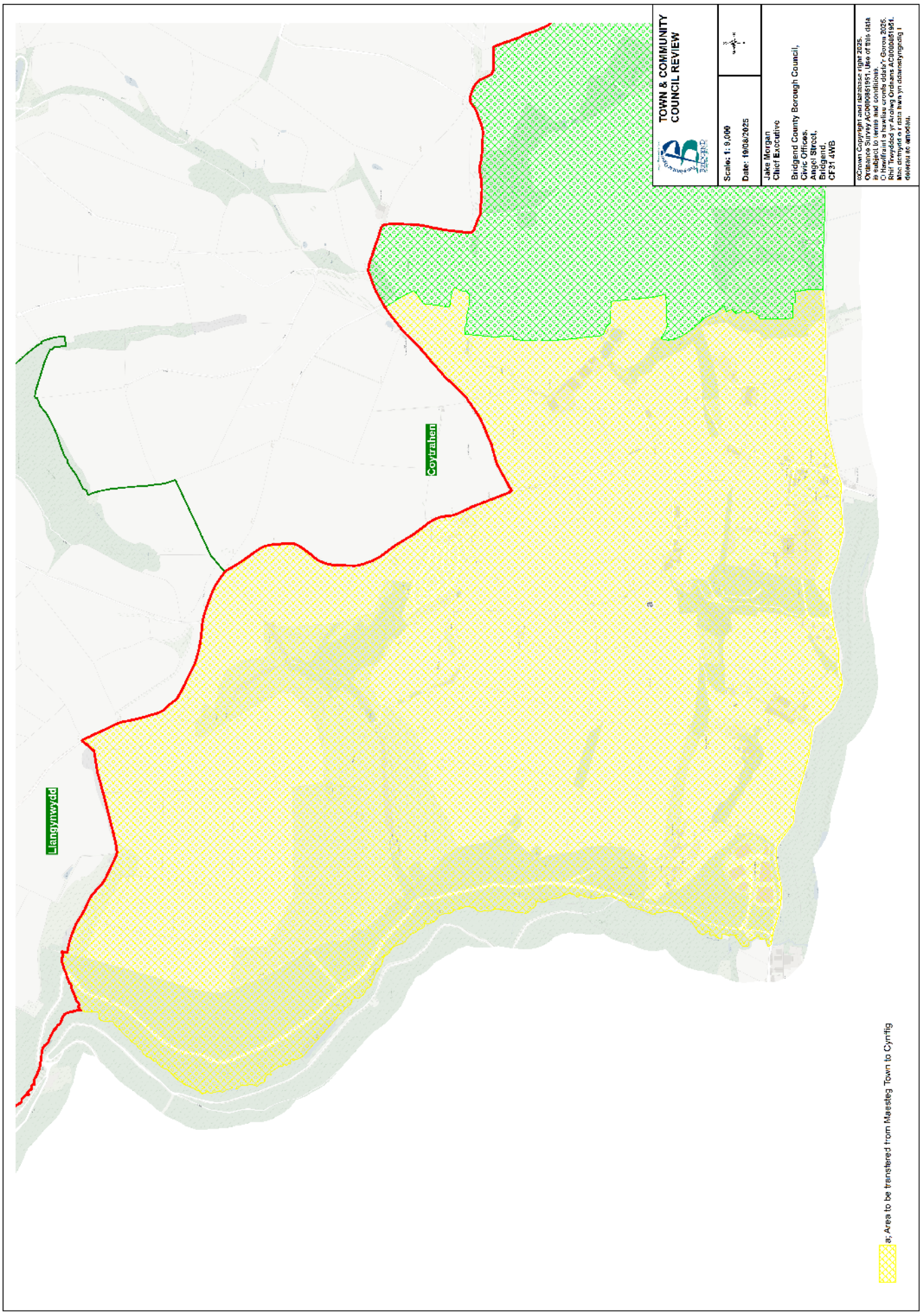
Principal Council electoral ward arrangements

160. The above recommendations will have an impact on the principal Councils' electoral wards, which will need to be considered by the Local Democracy and Boundary Council for Wales

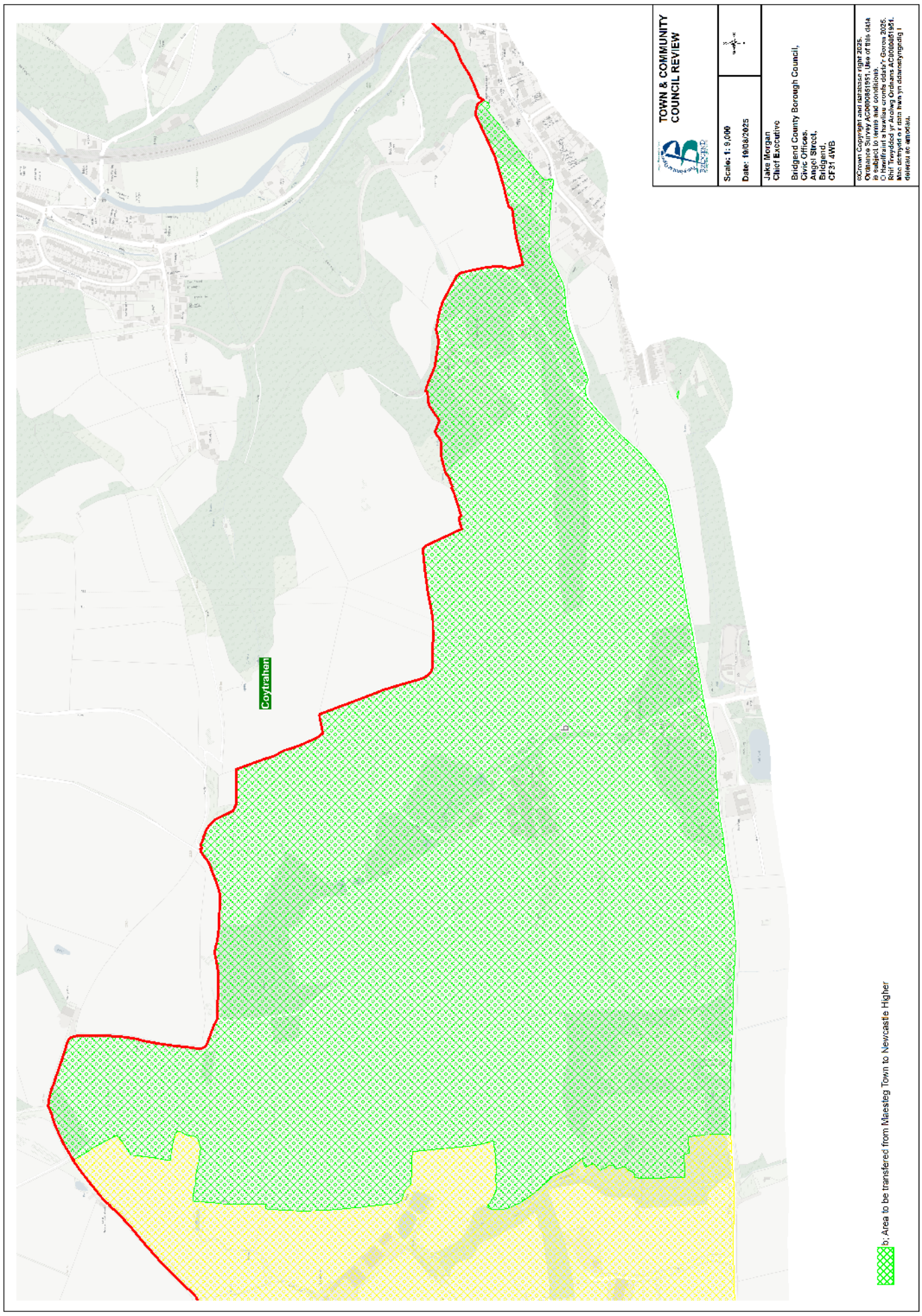
Maesteg Town



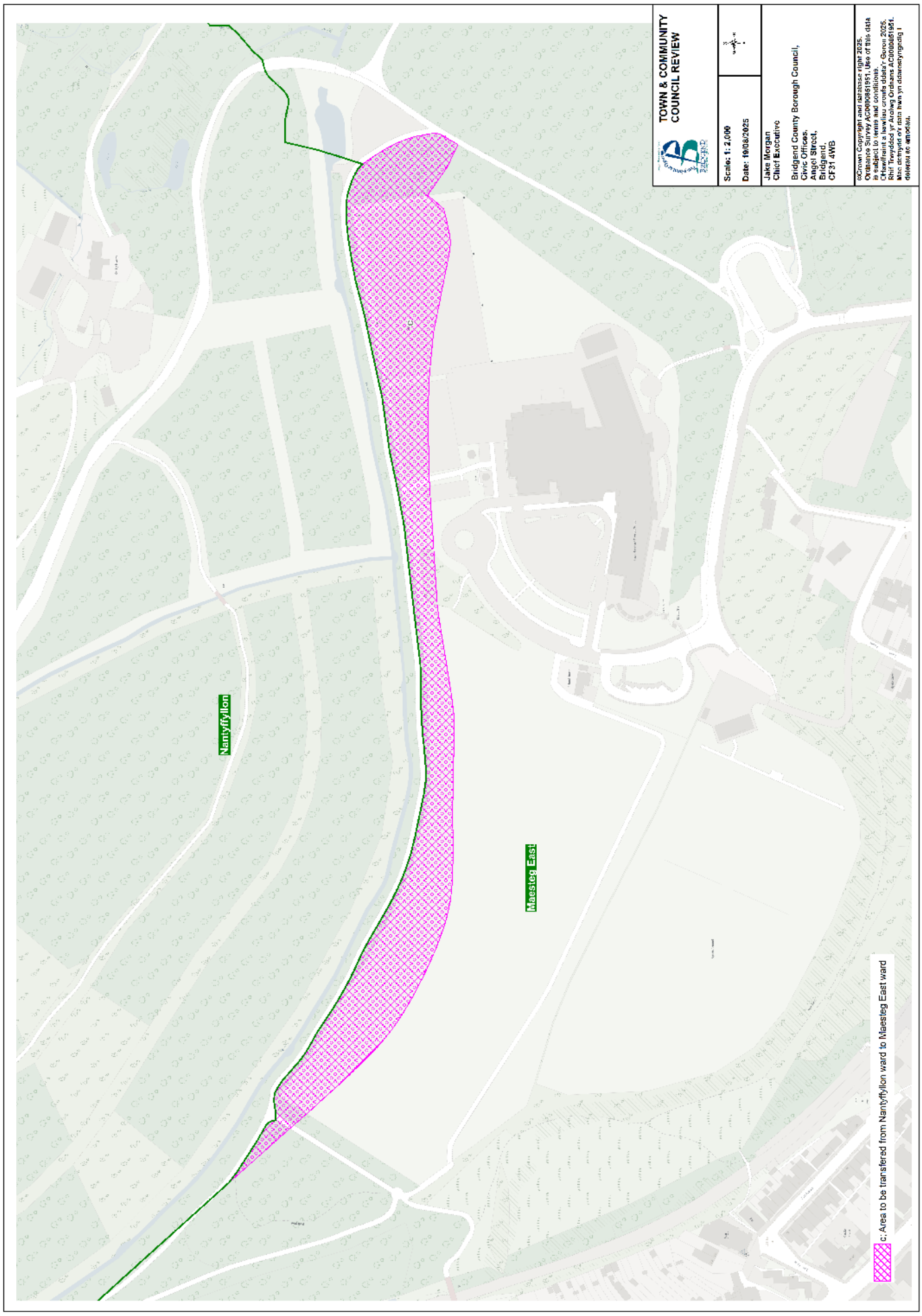
Maesteg to Cynffig



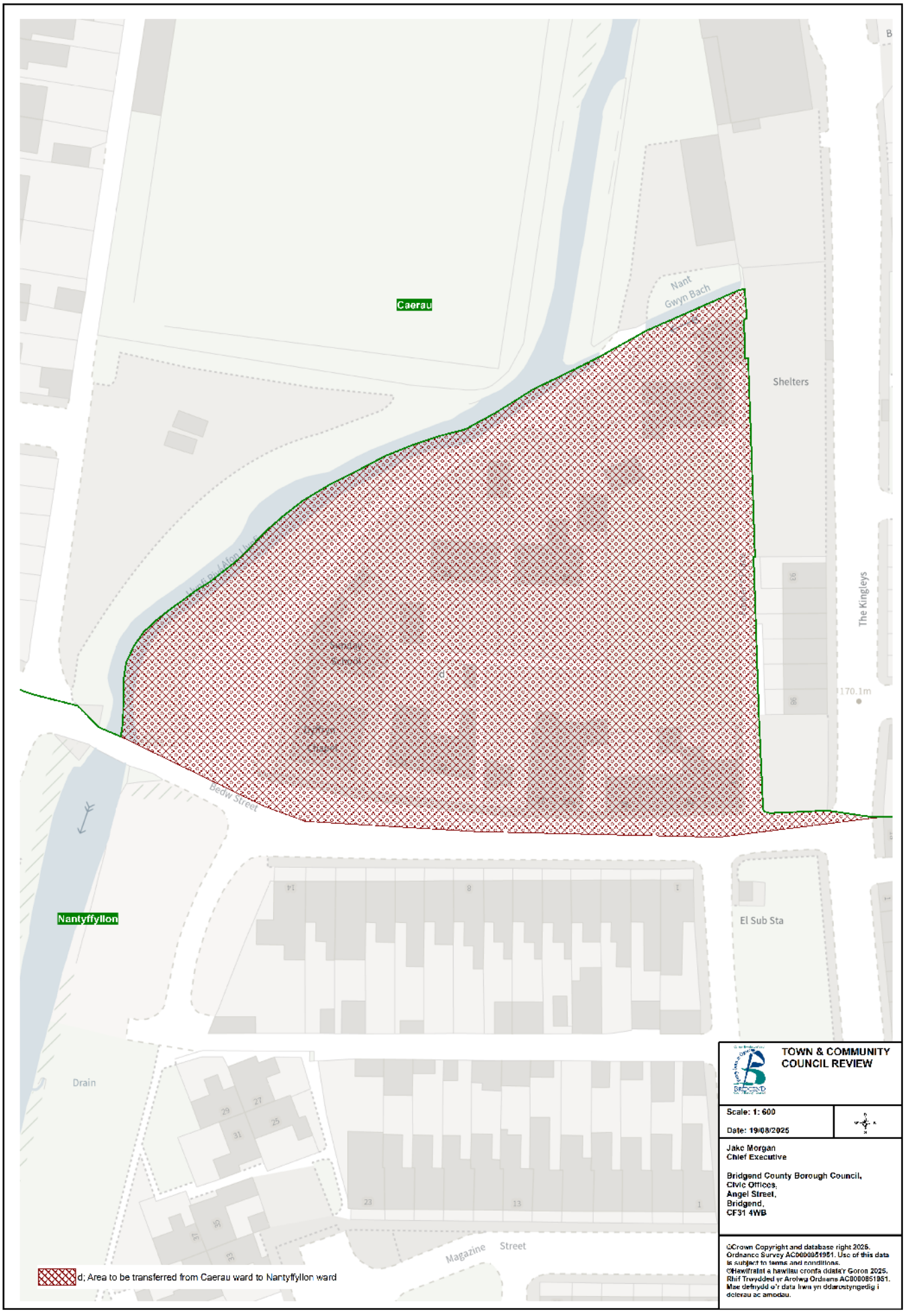
Maesteg to Newcastle Higher



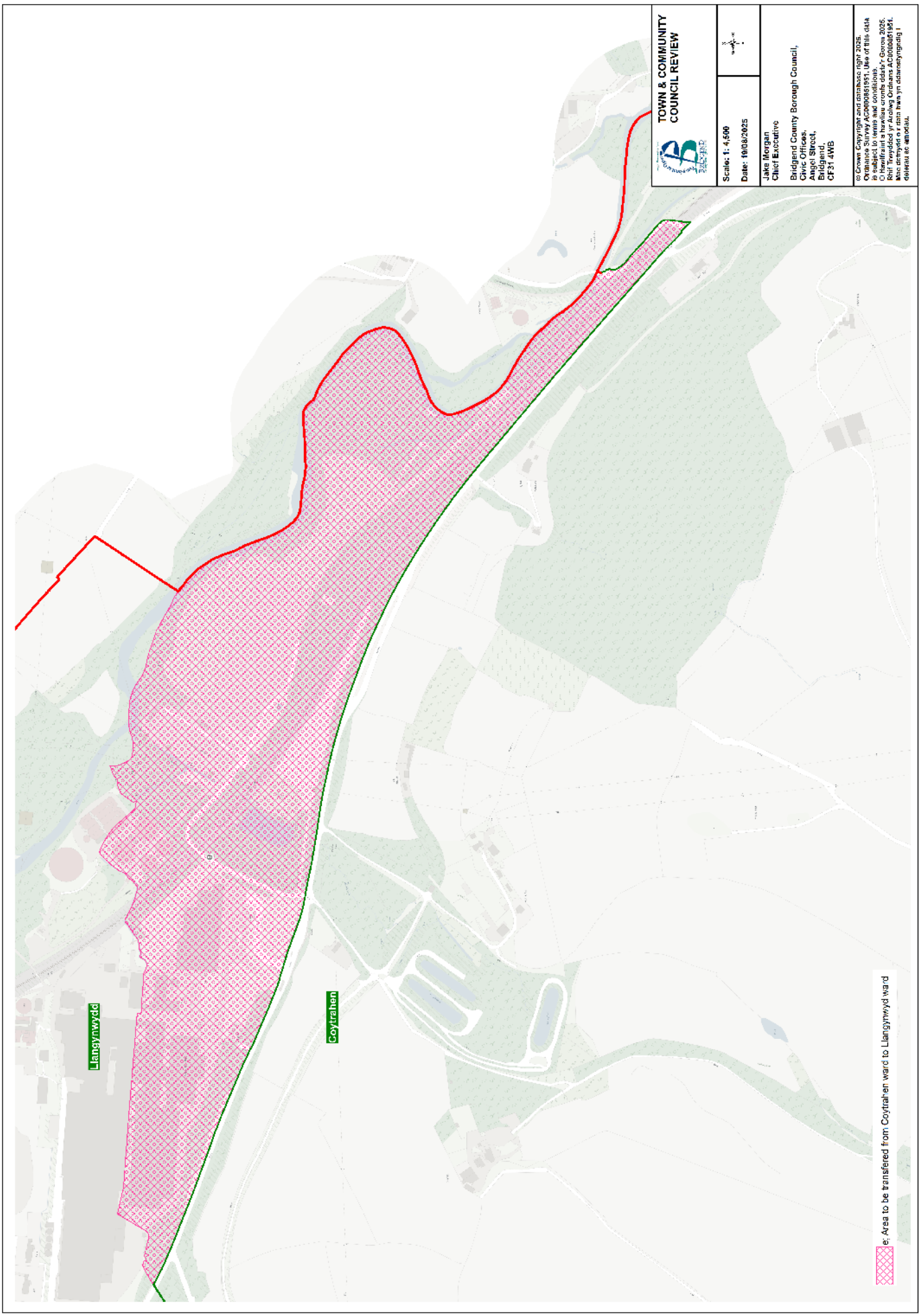
Nantyffyllon ward to Maesteg East ward



Caerau ward to Nantyffyllon ward



Coytrahen ward to Llangynwyd ward



PENCOED, COYCHURCH HIGHER AND COYCHURCH LOWER

161. The current town Council arrangements in Pencoed consist of a total electorate of 7,298 and is represented by 13 town Councillors.

Town ward	Electorate	Number of Councillors
Felindre	2,158	4
Hendre	3,397	6
Penprysg	1,843	3
Total	**7,298**	**13**

162. The current community Council arrangements in Coychurch Higher consist of a total electorate of 737 and is represented by 7 community Councillors.

Community	Electorate	Number of Councillors
Coychurch Higher	737	7
Total	**737**	**7**

163. The current community Council arrangements in Coychurch Lower consist of a total electorate of 1,149 and is represented by 7 community Councillors.

Community	Electorate	Number of Councillors
Coychurch Lower	1,149	7
Total	**1,149**	**7**

Representations

164. During the initial consultation period the Council received 6 representations concerning the Town of Pencoed and Communities of Coychurch Lower and Coychurch Higher from Coychurch Higher Community Council, Community Councillors David Unwin and R Hancock, County Borough Councillors Melanie Evans, Jon-Paul Blundell and Tim Thomas. The representations are published on the Council's website.

During the draft consultation period the Council received 94 representations concerning the Town of Pencoed and the Communities of Coychurch Lower and Coychurch Higher from: Brackla Community Council, Coychurch Lower Community Council, Coychurch Higher Community Council, Pencoed Town Council, Community Councillor David Unwin and County Borough Councillor Martin Williams, a Petition with 802 signatures and 87 members of the public. Cllr David Unwin and 4 members of the public supported the Draft Proposals. 3 members of the public supported the allocation of community councillors. 7 members of the public opposed the Draft Proposals. 1 member of the public opposed the abolition of communities to form new communities

1 member of the public supported the abolition of the communities of Coychurch Lower and Brackla utilising the two areas to form a new community. 1 member of the public opposed a boundary change between the existing community of Coychurch Lower and the existing Town of Bridgend. Brackla Community Council, Coychurch Lower Community Council, 60 members of the public and a petition opposed the Draft proposals and requested that Coychurch Lower be retained as a community area, 3 of these members of public, Coychurch Lower Community Council and the petition also opposed a boundary change between the existing community of Coychurch Lower and the existing Town of Bridgend. 3 members of the public opposed both a boundary change between the existing community of Coychurch Lower and the existing Town of Bridgend and the abolition of the communities of Coychurch Lower and Brackla utilising the two areas to form a new community, they suggested

combining Coychurch Lower with the ward of Coity of the community of Coity Higher and/or the community of Coychurch Higher. 1 member of the public opposed a boundary change between the existing community of Coychurch Lower and the existing Town of Bridgend and the abolition of the communities of Coychurch Lower, Brackla, Coychurch Higher and Pencoed utilising the areas to form two new communities.

Pencoed Town Council and 3 members of the public supported the abolition of the communities of Coychurch Higher and Pencoed utilising the two areas to form a new community, however, Pencoed Town Council and 2 of these members of the public opposed the allocation of councillors to the proposed ward of Heol-y-cyw. 2 members of the public opposed the allocation of councillors to the proposed ward of Heol-y-cyw. Coychurch Higher Community Council and 2 members of the public opposed the abolition of the town of Pencoed and community of Coychurch Higher utilising the two areas to form a new community. Cllr Martin Williams suggested combining Coychurch Higher with Ogmore Valley.

Coychurch Higher and Coychurch Lower being retained as a community area would not meet the minimum size policy that was agreed at Council.

The representations are published on the Council's website.

Town ward boundary recommendations

165. The Council recommends applying 7 changes to the existing community boundaries, which includes the abolition of communities and the transfer of areas between the following town and community areas:

- Creation of new community known as 'Pencoed'
- Pencoed to Bridgend
- Pencoed to Coity Higher
- Coity Higher to Pencoed
- Pencoed to Ogmore Valley
- Hendre ward to Pen-prysg ward
- Hendre ward to Coychurch Lower ward

166. The Council recommends abolishing the Town of Pencoed, the community of Coychurch Higher and the community of Coychurch Lower utilising the 3 areas to form the new Town of Pencoed. The existing community boundary of Coychurch Lower would be retained as a ward in the new town area. The existing community boundary of Coychurch Higher would be retained as a ward in the new town area with a recommended name change 'Heol-y-Cyw'. The existing town wards Felindre, Hendre and Penpryg would be retained as wards within the new town area. The projected 5-year forecast for the community of Coychurch Higher is an electorate of 737, and the projected 5-year forecast for the community of Coychurch Lower is an electorate of 1,221 and these therefore do not meet the Council Size Policy of a minimum of 5,000 electors per community. The recommendation is based on the representation from 2 members of the public received during the Draft Consultation Period. The recommendation sees the combination of 3 neighbouring community areas with a shared historical identity forming a new community area, the Council believe that the existing Coychurch Lower community has good transport and communication links with the existing Town of Pencoed and the existing Coychurch Higher is coterminous with the Pencoed and Pen-prysg electoral ward. The recommendation can be found on the map on page 103.

167. The Council recommends the transfer of part of the recommend ward of Coychurch Lower of the Town of Pencoed to the Ward of Oldcastle of the Town of Bridgend. The involves transferring the Waterton Industrial Estate and surrounding streets Brocastle, Clos Waterton, Lon Tre Dwr and Heol Tre Dwr. This recommendation affects 258 electors. The recommendation is based on the representation from

Community Councillor David Unwin received during the Initial Consultation Period. The Council considers this to be more urban and therefore more aligned with the Town of Bridgend. The recommendation can be found on the map on page 103 and in greater detail on the map on page 104.

168. The Council recommends the transfer of part of the ward of Hendre of the recommended Town of Pencoed to the ward of Coity of the Community of Coity Higher. This involves re-aligning the boundary which currently bisects a commercial farm, to follow the perimeter of the property. This recommendation affects 0 electors. The Council is of the view that the recommendation provides for more effective and convenient local government as it creates a clearer boundary between the 2 communities. The recommendation can be found on the map on page 103 and in greater detail on the map on page 105.

169. The Council recommends adjusting the boundary between the recommended Coity Higher community and the Town of Pencoed by transferring several isolated properties from the ward of Coity of the Coity Higher community to the ward of Hendre of the Town of Pencoed. As the primary access for these properties is situated within the recommended Hendre ward. This recommendation affects 11 electors. The Council is of the view that the recommendation provides for more effective and convenient local government whilst creating a clearer boundary and better access. The recommendation can be found on the map on page 103 and in greater detail on the map on page 106.

170. The Council recommends the transfer of part of the Town of Pencoed to the Community of Ogmore Valley. This involves transferring the area that lies to the North of the recommended ward of Heol-y-cyw to the ward of Blackmill. This recommendation would affect 16 electors. The Council is of the view that the recommendation provides for more effective and convenient local government whilst providing a clearer boundary and better access. The recommendation can be found on the map on page 103 and in greater detail on the map on page 107.

171. The Council recommends the transfer of part of the ward of Hendre to the ward of Pen-prysg. This involves adjusting the boundary between the 2 community wards and transferring the streets Erw Ifan, Glyn-y-mel and Min-y-nant. This recommendation would affect 103 electors. The recommendation can be found on the map on page 103 and in greater detail on the map on page 108.

172. The Council recommends the transfer of part of the ward of Hendre to the recommended ward of Coychurch Lower. This involves adjusting the boundary between the 2 community wards utilising the M4 as the boundary and transferring a few isolated properties 'Coedymwstr Uchaf' and 'Coed y Mwstr Fawr Farm'. The Council is of the view that the recommendation creates a clearer boundary and better access. The recommendation can be found on the map on page 103 and in greater detail on the map on page 109.

173. As a result of these recommendations, the electorate within the new Town of Pencoed would be 8,921.

Recommended Names

174. As a result of these recommendations the Council recommends retaining the single town name of **Pencoed**. The Welsh Language Commissioner agrees with the recommended name.

175. The Council recommends retaining the existing single Town ward name of **Felindre**. The Welsh Language Commissioner agrees with the recommended name.

176. The Council recommends retaining the existing single Town ward name of **Hendre**. The Welsh Language Commissioner agrees with the recommended name.

177. The Council recommends the single Town ward name of **Pen-prysg** as recommended by the Welsh Language Commissioner.

178. The Council recommends the new single Town ward name of **Heol-y-cyw** as recommended by the Welsh Language Commissioner.

179. The Council recommends the new English Town ward name of **Coychurch Lower** and the Welsh Town ward name of **Llangrallo Isaf**. The Welsh Language Commissioner agrees with the recommended names.

Consequential Changes
Community Council electoral arrangements

180. The recommended town Council arrangements in Pencoed would consist of 5 wards: Coychurch Lower, Felindre, Hendre, Heol-y-cyw and Pen-prysg. The Town is recommended to have a total electorate of 8,921 and be represented by 15 town Councillors.

181. The Council is required to consider the consequential changes to the town Council electoral arrangements that would occur following these recommendations. The Council's recommended electoral arrangements for the town Council can be seen below:

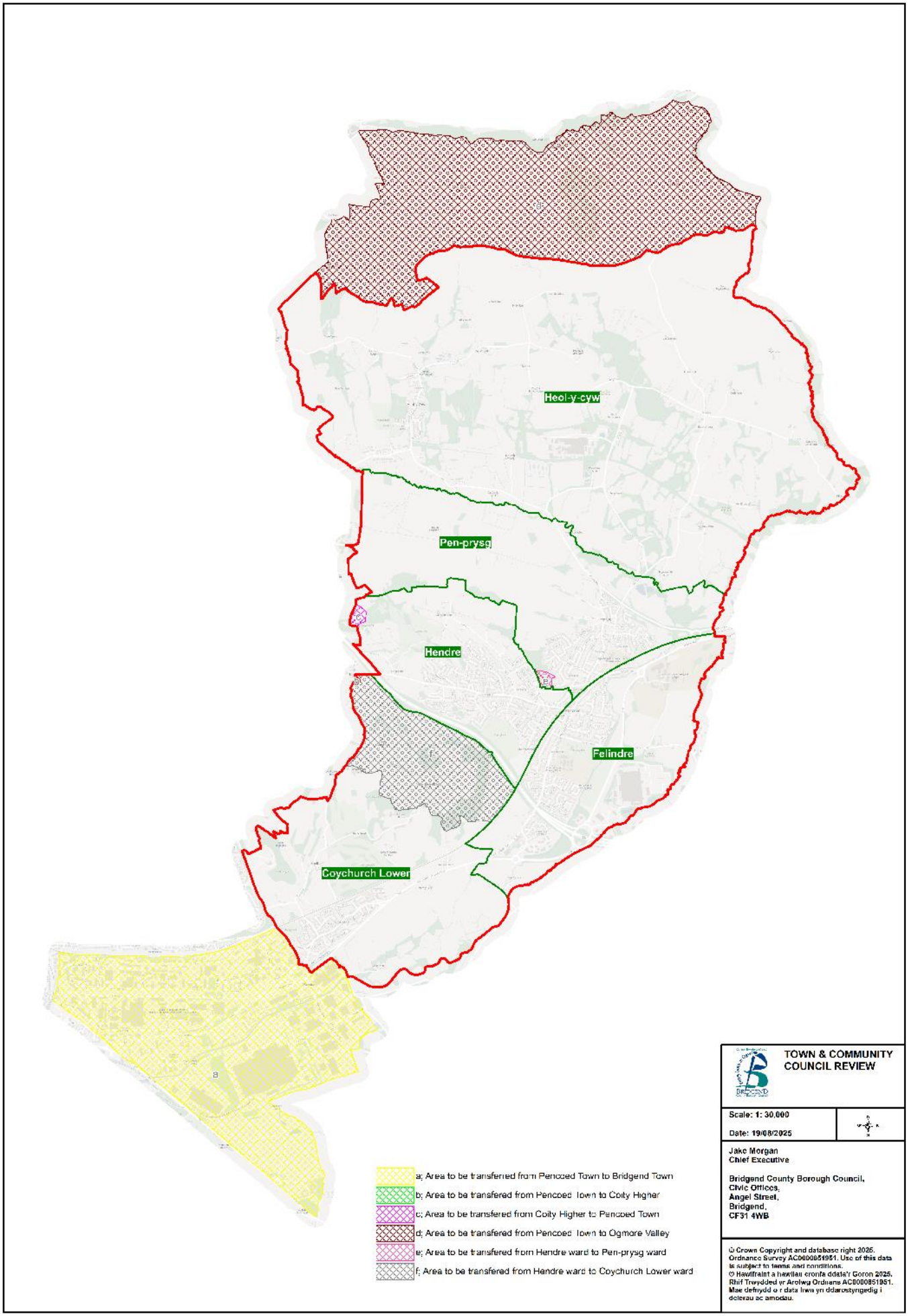
	Pencoed Town Council							
	Existing				Proposed			
Wards	Electors	Community Councillors	Electors per Councillor	Variance	Electors	Community Councillors	Electors per Councillor	Variance
Coychurch Higher	737	7	105	-69%				
Coychurch Lower	1,149	7	164	-52%	896	2	448	-25%
Felindre	2,158	4	540	59%	2,158	3	719	21%
Hendre	3,297	6	550	62%	3,200	5	640	8%
Pen-prysg	1,843	3	614	81%	1,946	3	649	9%
Heol-y-cyw					721	2	361	-39%
Total	9,184	27	340		8,921	15	595	

The Council has recommended a Council membership of 15, which is in line with the Council Size Policy. The Council believes that the new arrangements would provide for improvements to the level of effective and convenient local government in the area.

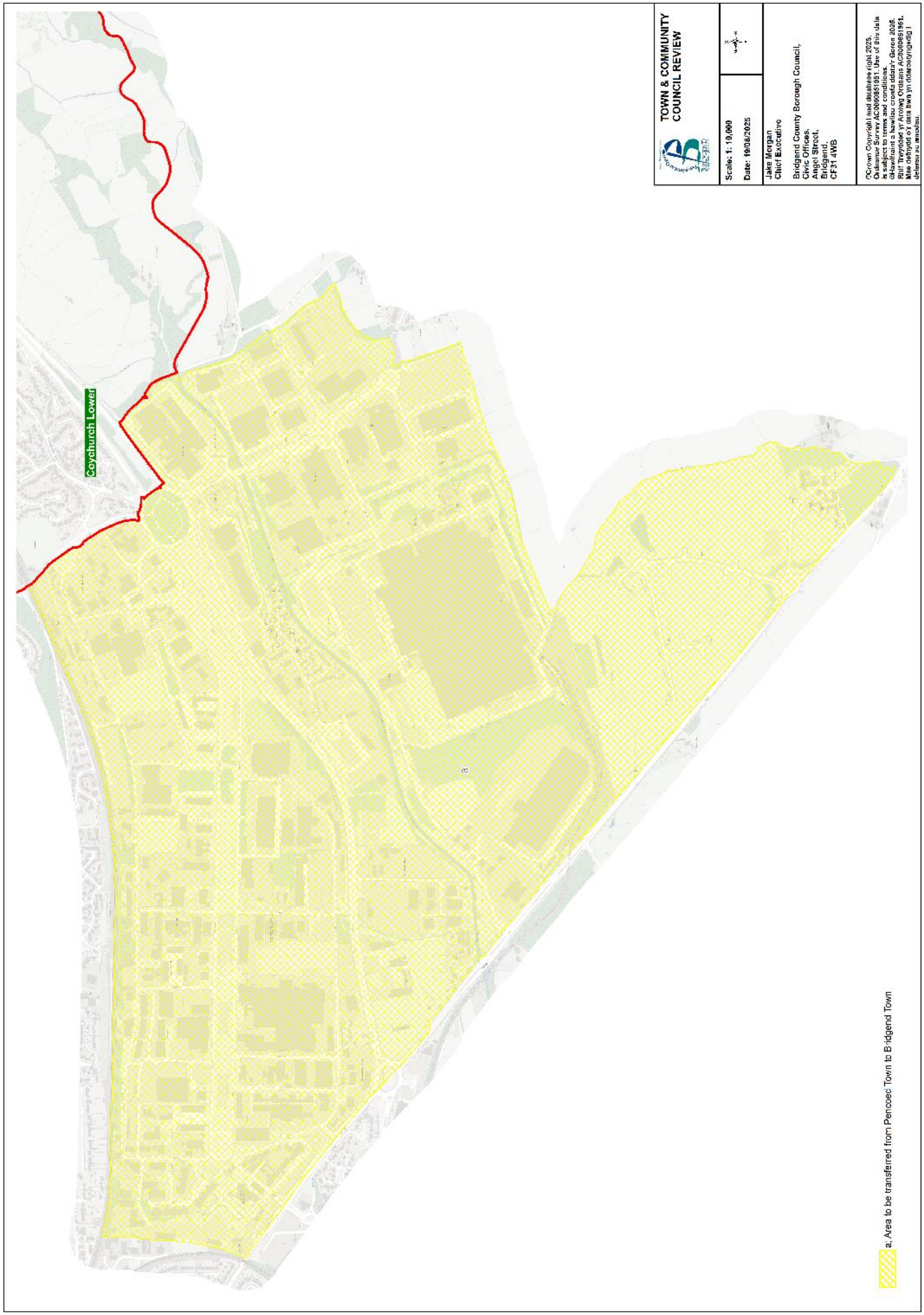
Principal Council electoral ward arrangements

182. The above recommendations will have an impact on the principal Councils' electoral wards, which will need to be considered by the Local Democracy and Boundary Council for Wales.

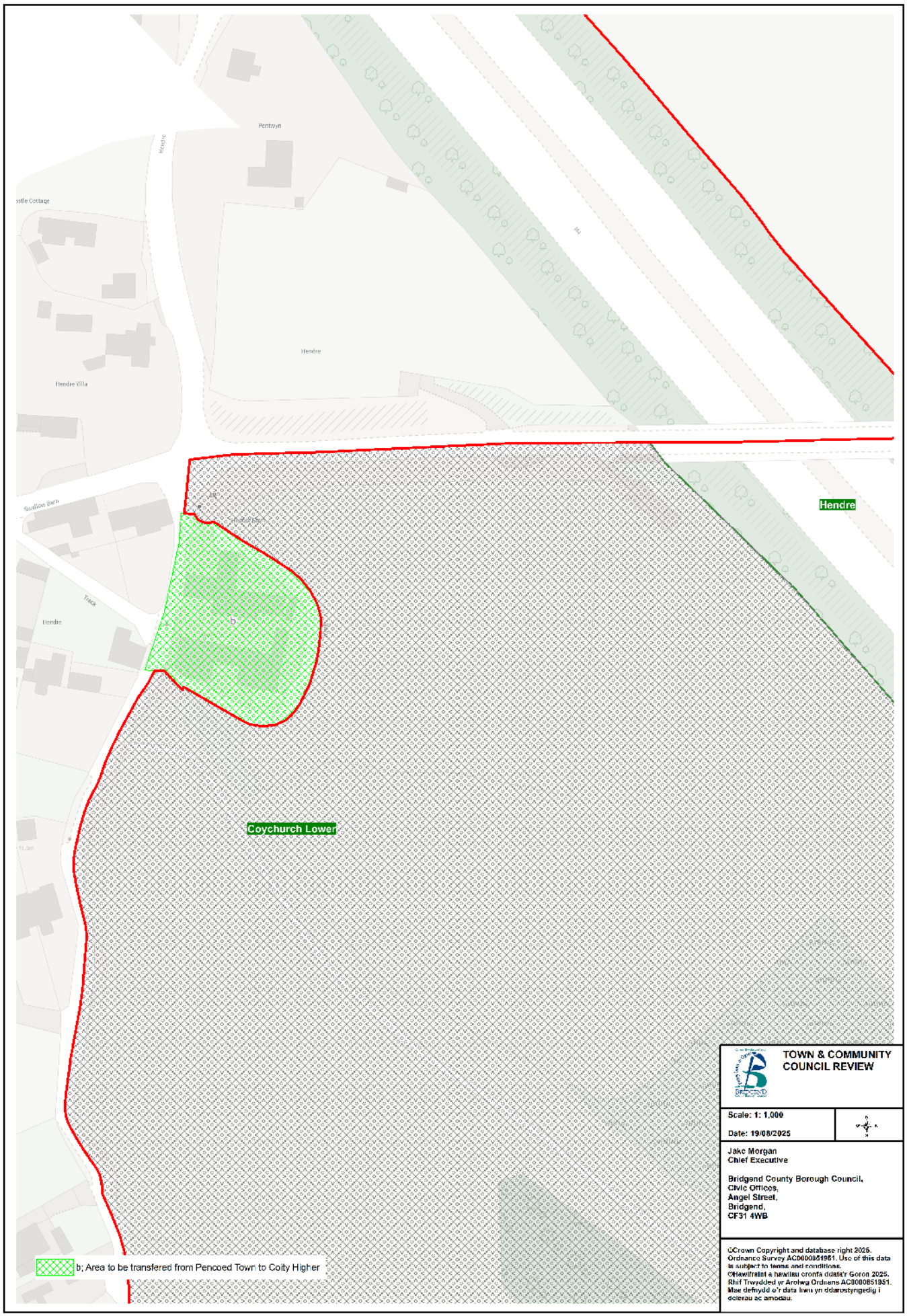
Pencoed Town



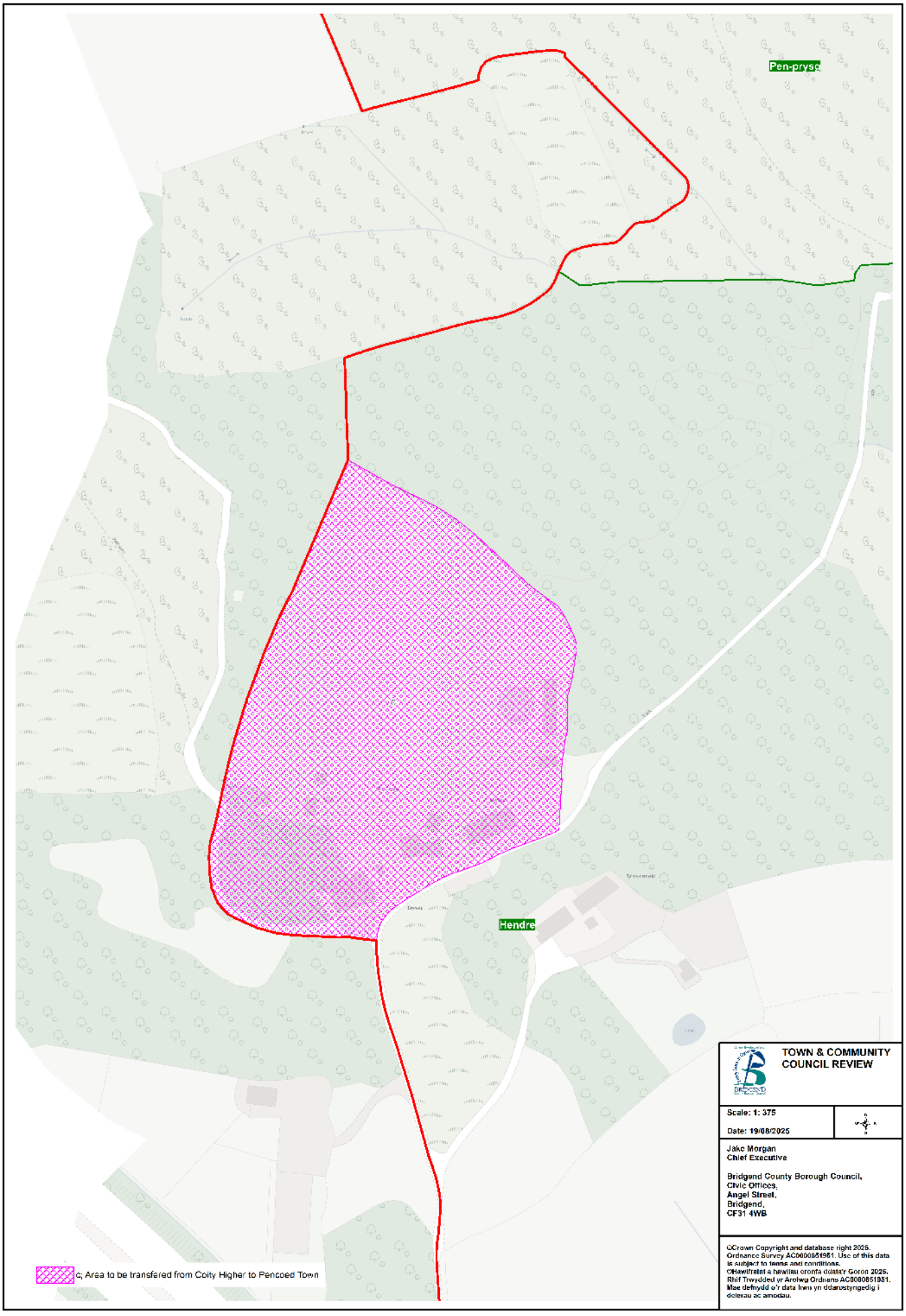
Pencoed Town to Bridgend Town



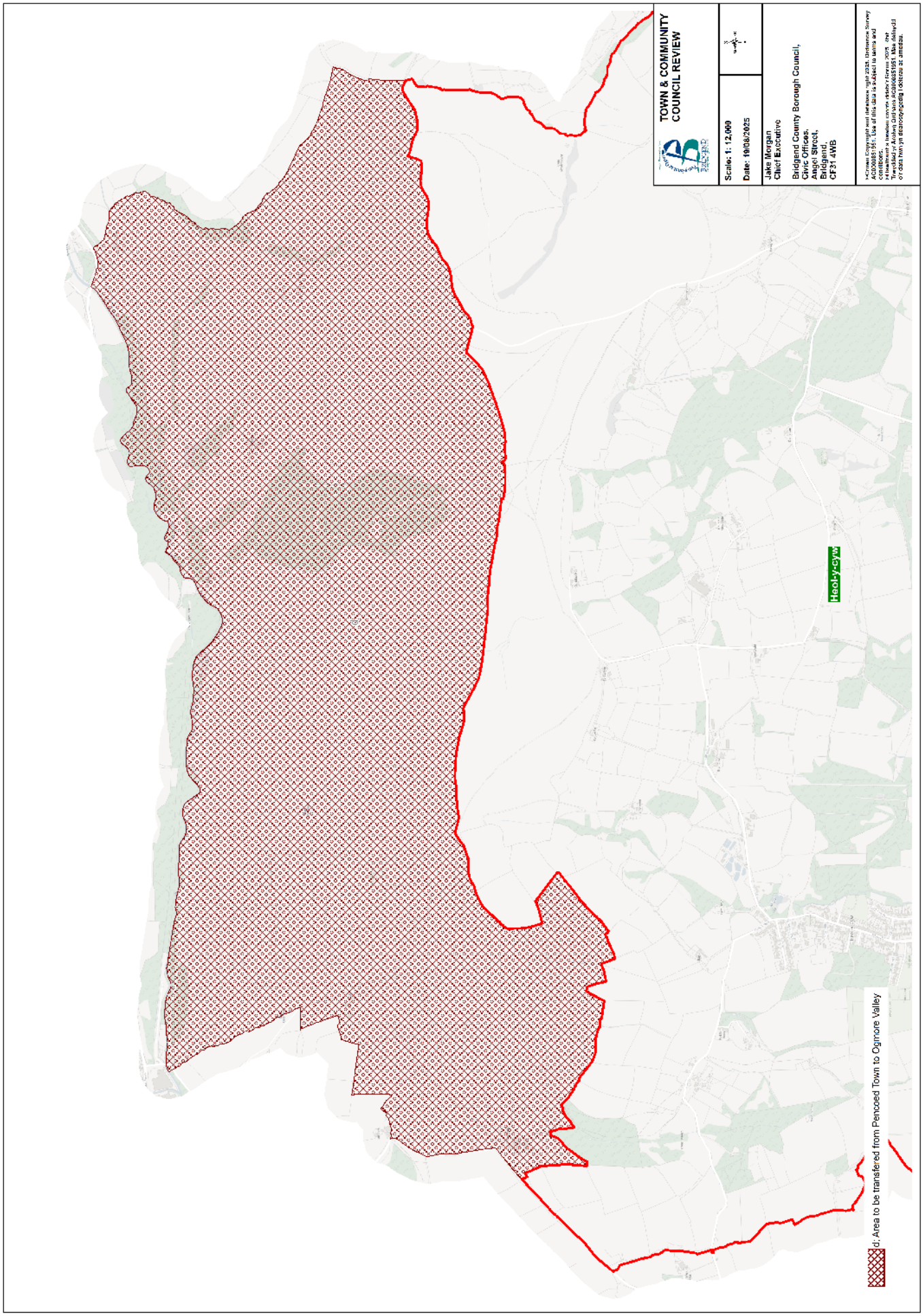
Pencoed Town to Coity Higher



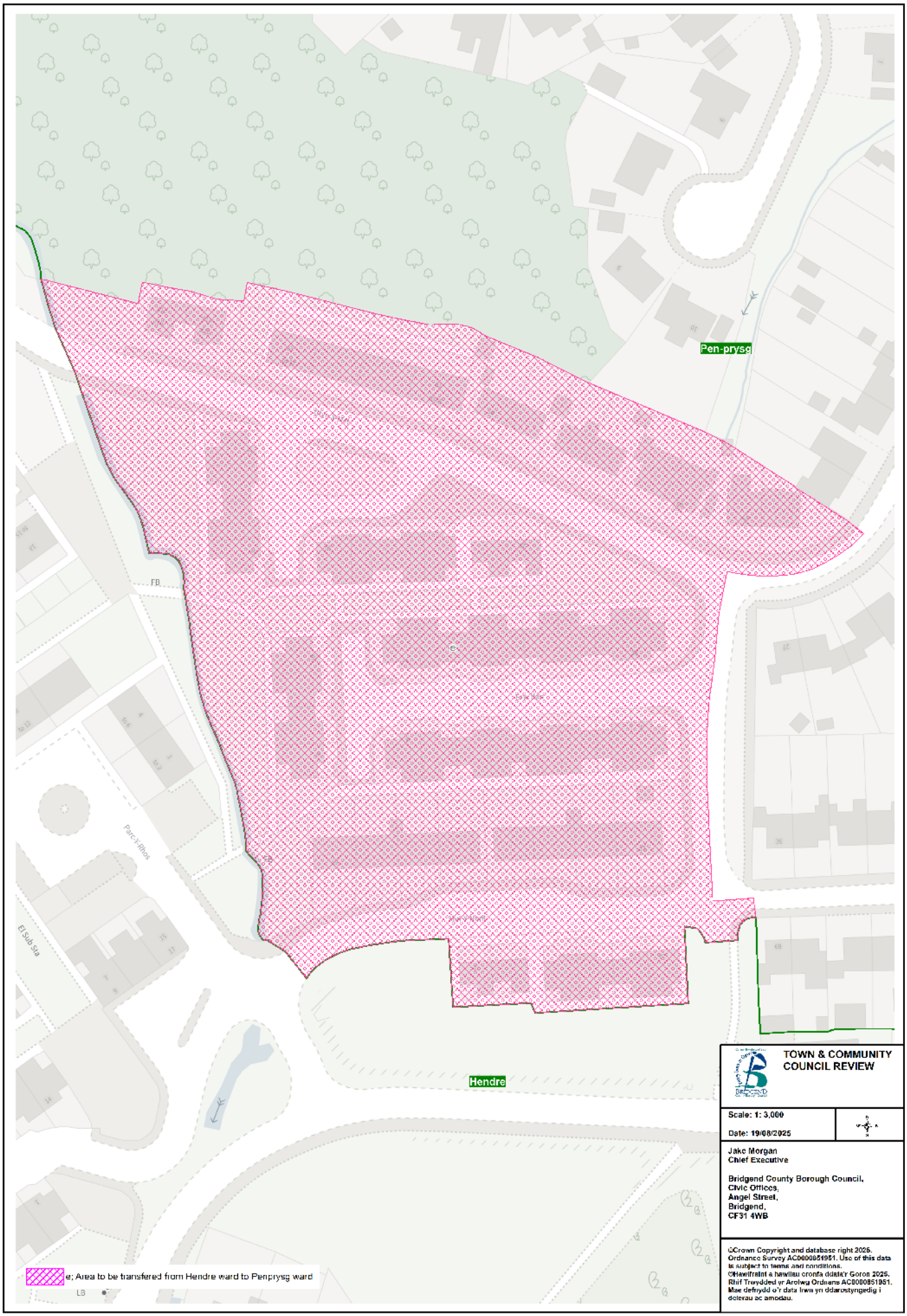
Coity Higher to Pencoed Town



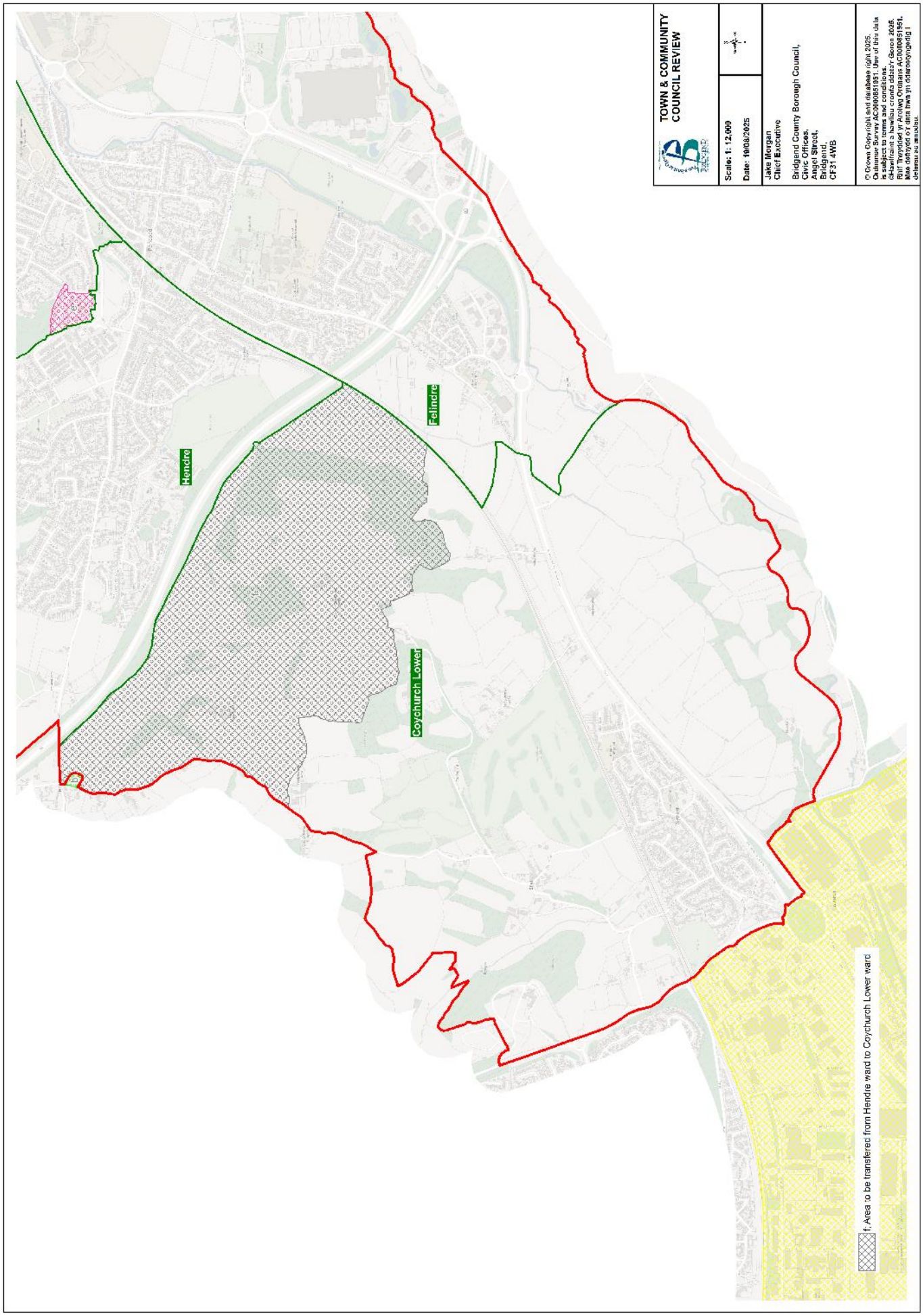
Pencoed Town to Ogmore Valley



Hendre ward to Pen-prysg ward



Hendre ward to Coychurch Lower ward



NEWCASTLE HIGHER AND YNYSAWDRE

183. The current community Council arrangements in Newcastle Higher consist of a total electorate of 3,546 and is represented by 12 community Councillors.

Community ward	Electorate	Number of Councillors
Aberkenfig	1,653	6
Pen y Fai	1,893	6
Total	**3,546**	**12**

184. The current community Council arrangements in Ynysawdre consist of a total electorate of 2,860 and is represented by 10 community Councillors.

Community ward	Electorate	Number of Councillors
Brynmenyn	1,251	4
Ton-du	1,609	6
Total	**2,860**	**10**

Representations

185. During the initial consultation period the Council received 3 representations concerning the community of Newcastle Higher and 3 representations concerning the community of Ynysawdre. The representations are published on the Council's website.

186. During the draft consultation period the Council received 31 representations concerning the communities of Newcastle Higher, Ynysawdre and Llangynwyd Lower from: Newcastle Higher Community Council, Ynysawdre Community Council, St Brides Minor Community Council, County Borough Councillors Mark John and Martin Williams, Community Councillor David Unwin, Ynysawdre Elderly Residents Association and 24 members of the public. Cllr David Unwin and 3 members of the public supported the Draft Proposals. 3 members of the public supported the allocation of community councillors. 7 members of the public opposed the Draft Proposals. 1 member of the public opposed the abolition of communities to form new communities. Ynysawdre Elderly Residents Association and 1 member of the public supported the Draft Proposal, 1 of these members of the public suggested adjusting the boundary between the proposed ward of Ynysawdre and proposed community of St Brides Minor. 1 member of the public suggested to change the proposed ward name of Ynysawdre. 1 member of the public opposed a boundary change between the proposed ward of Ynysawdre and the proposed ward of Aberkenfig. Newcastle Higher Community Council and 5 members of the public opposed the abolition of the existing community of Llangynwyd Lower and the transfer of Ton-du ward from the dissolved community of Ynysawdre. Newcastle Higher community also opposed the allocation of Councillors. 1 member of the public opposed the allocation of Councillors to the proposed ward of Coytrahen. 2 members of the public opposed the abolition of Newcastle Higher and Llangynwyd Lower utilising the two areas to form a new community and suggested forming a new community by utilising the 3 town and community areas of Maesteg Town, Llangynwyd Middle and Llangynwyd Lower. Ynysawdre Community Council, St Brides Minor Community Council and County Borough Councillors Martin Williams and Mark John opposed the transfer of the existing ward of Ton-du from the recommended dissolution of Ynysawdre community and suggested forming a new community by utilising the 2 community areas of St Brides Minor and Ynysawdre. The community Council electoral arrangements for the Community of Llangynwyd Lower are considered in this document on page 89. The representations are published on the Council's website.

Community ward boundary recommendations

187. The Council recommends applying 8 changes to the existing community boundaries, which includes the dissolution of a community Council and the transfer of areas between the following town and community areas:

- Dissolution of Ynysawdre
- Transfer of Ton-du to Ynysawdre
- Newcastle Higher to Cynffig
- Laleston to Newcastle Higher
- Aberkenfig ward to Ton-du ward
- Maesteg to Newcastle Higher

188. The Council recommends dissolving the existing community of Ynysawdre and the transfer of the Ton-du ward to the community of Newcastle Higher. The projected 5-year forecast for the community of Newcastle Higher is an electorate of 4,053 and for Ynysawdre is an electorate of 3,165 therefore none of these communities meets the Council Size Policy of a minimum of 5,000 electors per community. The recommendation sees the combination of 2 neighbouring community areas with a shared identity forming a new community area. The existing boundaries of the Ton-du ward will be retained. The Council is of the view that this recommendation provides for more effective and convenient local government as the existing Ton-du ward has good transport and communication links with the existing community of Newcastle Higher. The recommendation can be found on the map on page 113.

189. The Council recommends the transfer of part of the community of Newcastle Higher to the recommended community of Cynffig. This involves transferring one property 'Stoney Walls' from the ward of Aberkenfig of the community of Newcastle Higher to the recommended ward of Cefn Cribwr. This recommendation would affect 1 elector. The Council is of the view that this recommendation provides for more effective and convenient local government whilst providing a clearer boundary and better access. The recommendation can be found on the map on page 113 and in greater detail on the map on page 114.

190. The Council recommends the transfer of part of the recommended community of Laleston to the community of Newcastle Higher. This involves transferring part of the recommended ward of Laleston situated near the 'Court Coleman' area to the ward of Pen-y-fai of the community of Newcastle Higher. The Council considers this area to have stronger links with the ward of Pen-y-fai and would be better aligned to sit within Newcastle Higher. This recommendation would affect 10 electors. The recommendation can be found on the map on page 115 and in greater detail on the map on page 109.

191. The Council recommends the transfer of part of the ward of Aberkenfig to the recommended ward of Ton-du. This involves adjusting the boundary between the 2 community wards utilising the railway line as the new boundary and transferring the following streets Ffordd Antwn, Rhodfa Parc Slip, Clos Pwll Clai, Cwrt yr Hen Ysgol and one isolated property off Fountain Road to the recommended ward of Ton-du. This recommendation would affect 457 electors. The Council is of the view that this recommendation addresses community links while creating a clearer boundary and providing for more effective and convenient local government. The recommendation can be found on the map on page 113 and in greater detail on the map on page 116.

192. The Council recommends the transfer of part of the recommended Town of Maesteg to the Community of Newcastle Higher. This involves transferring the area of 'Cwm Risca' and several isolated properties along 'New Road' from the recommended ward of Coytrahen to the recommended ward of Ton-du of the community of Newcastle Higher. This recommendation would affect 30 electors. The Council is of the view that this recommendation creates a clearer boundary and better access. The recommendation can be found on the map on page 113 and in greater detail on the map on page 117.

193. As a result of these recommendations, the Community of Ynysawdre would be dissolved.

194. The electorate within the revised community of Newcastle Higher will increase to 5,194. With 1,609 electors transferring from the community of Ynysawdre, 10 electors transferring from the Community of Laleston, 30 electors transferring from the Town of Maesteg and 1 elector transferring to the Community of Cynffig.

Recommended Names

195. As a result of these recommendations the Council recommends retaining the existing English community name of **Newcastle Higher** and recommends the Welsh community name of **Castellnewydd Uchaf** as recommended by the Welsh Language Commissioner.

196. The Council recommends retaining the existing English community ward name of **Aberkenfig** and recommends the Welsh community ward name of **Abercynffig**. The Welsh Language Commissioner agrees with the recommended names.

197. The Council recommends retaining the existing single community ward name of **Pen-y-fai**.

198. The Council recommends the single community ward name of **Ton-du** as recommended by the Welsh Language Commissioner.

Consequential Changes
Community Council electoral arrangements

199. The recommended community Council arrangements in Newcastle Higher would consist of 3 wards: Aberkenfig, Pen-y-fai and Ton-du. The community is recommended to have a total electorate of 5,194 and be represented by 10 community Councillors.

200. The Council is required to consider the consequential changes to the community Council electoral arrangements that would occur following these recommendations. The Council's recommended electoral arrangements for the community Council can be seen below:

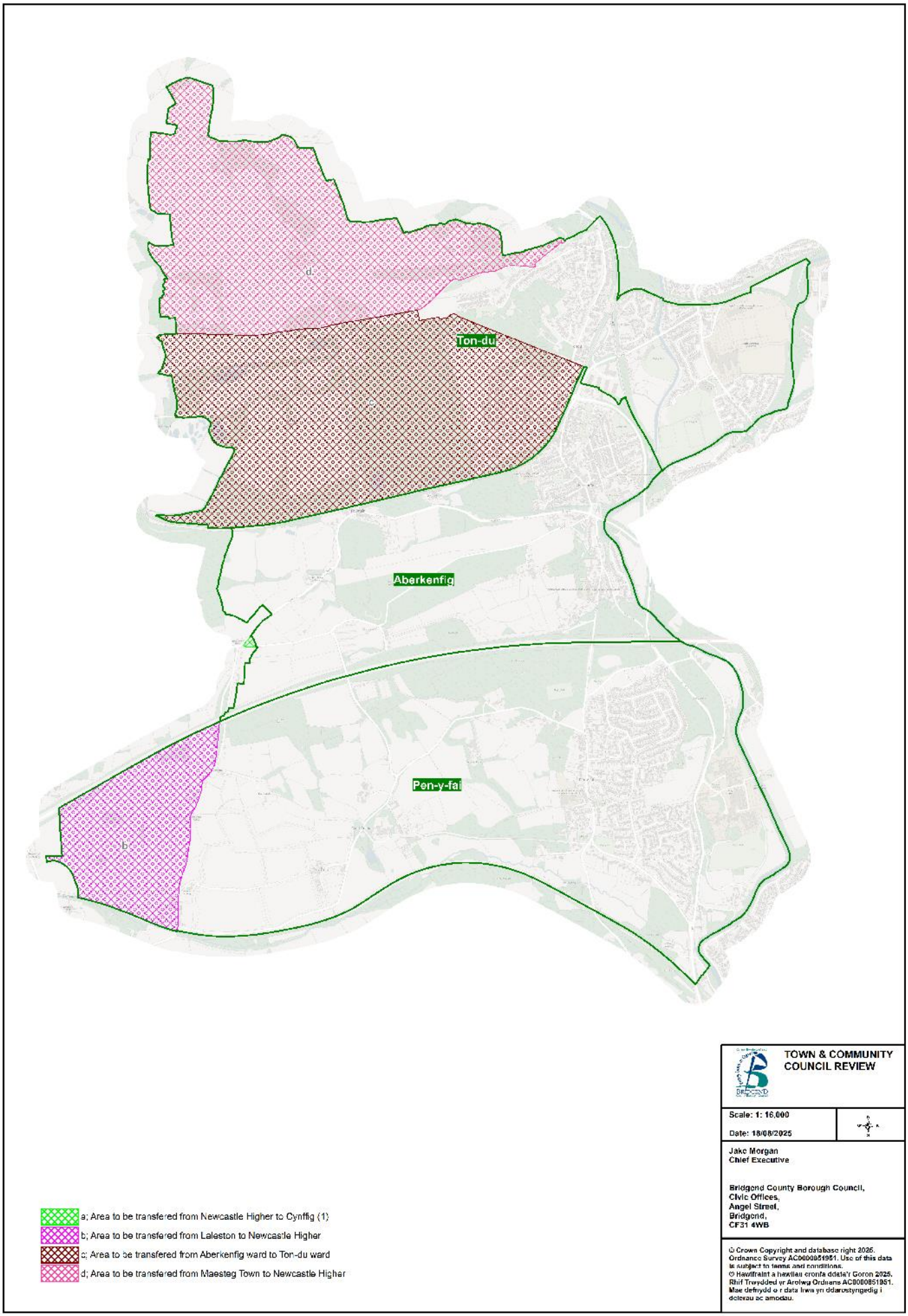
	Newcastle Higher Community Council							
	Existing				**Proposed**			
Wards	Electors	Community Councillors	Electors per Councillor	Variance	Electors	Community Councillors	Electors per Councillor	Variance
Aberkenfig	1,653	6	276	-7%	1,195	2	598	-8%
Pen-y-Fai	1,893	6	316	7%	1,903	3	634	-2%
Ton-du					2,096	3	699	8%
Total	**3,546**	**12**	**296**		**5,194**	**8**	**649**	

The Council has recommended a Council membership of 8, which is in line with the Council Size Policy. The Council believes the new arrangements would improve the level of effective and convenient local government in the area.

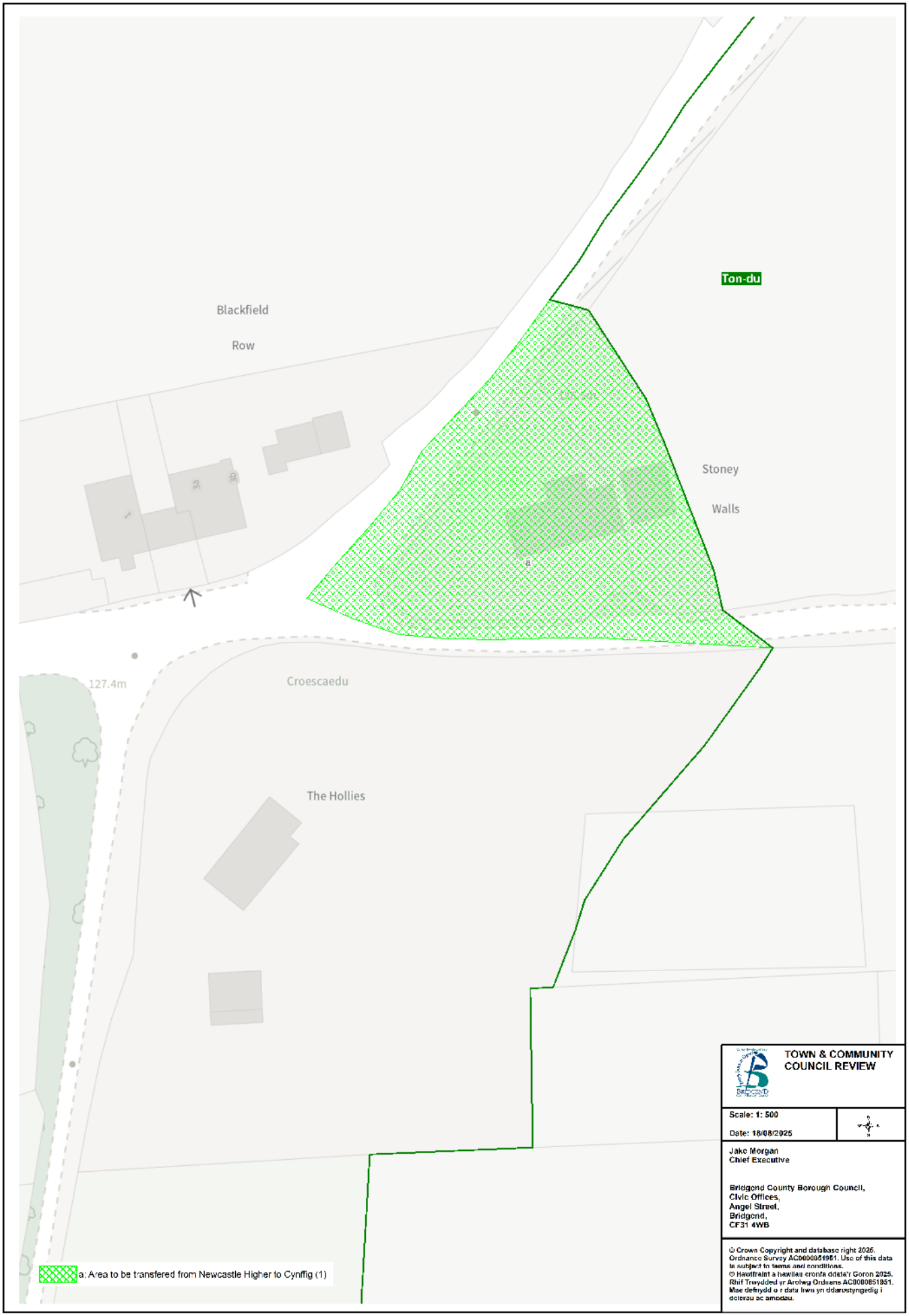
Principal Council electoral ward arrangements

201. The above recommendations will have an impact on the principal Councils' electoral wards, which will need to be considered by the Local Democracy and Boundary Council for Wales.

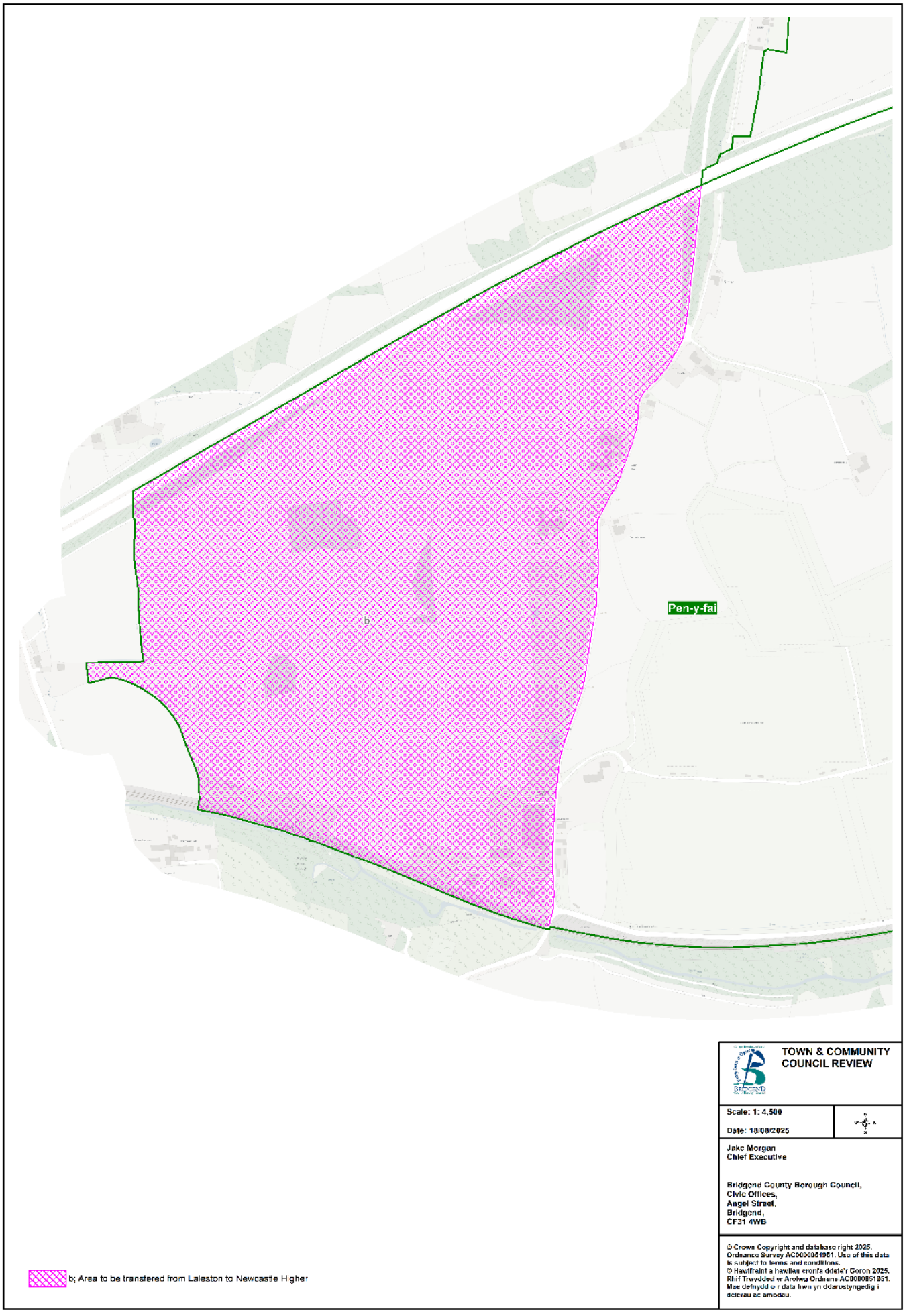
Newcastle Higher



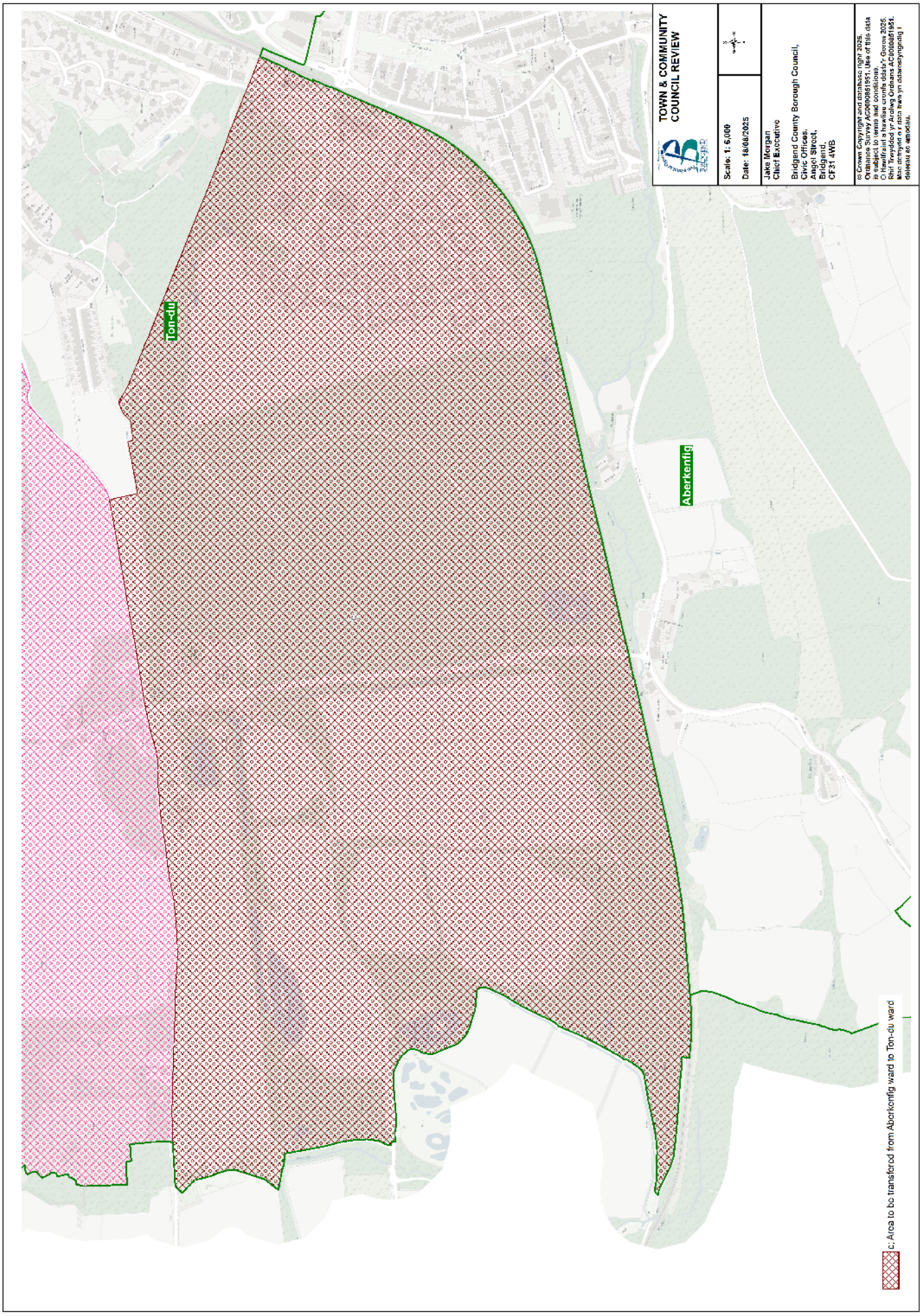
Newcastle Higher to Cynffig



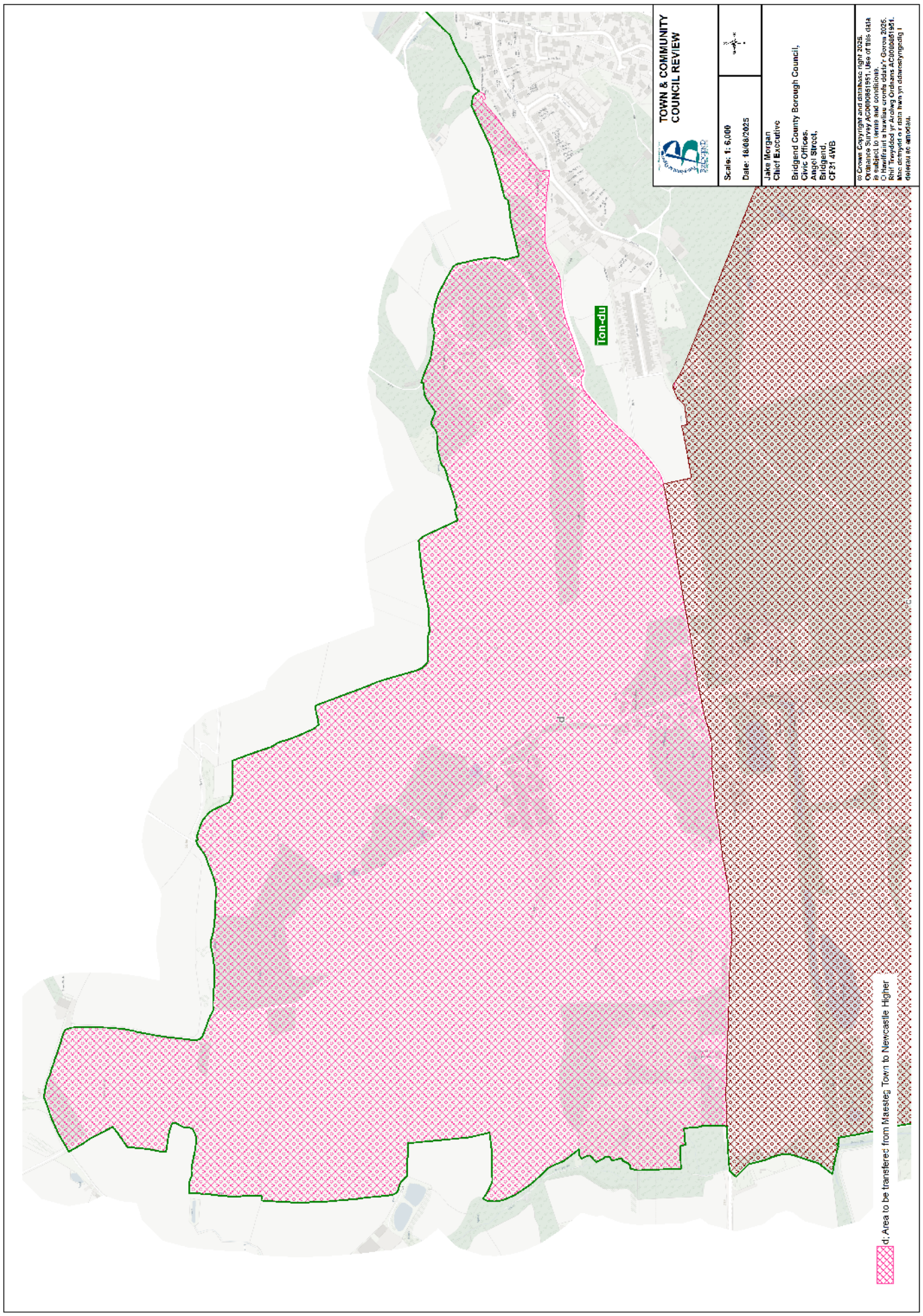
Laleston to Newcastle Higher



Aberkenfig ward to Tondu ward



Maesteg Town to Newcastle Higher



ST BRIDES MINOR AND YNYSAWDRE

202. The current community Council arrangements in St Brides Minor consist of a total electorate of 5,043 and is represented by 13 community Councillors.

Community ward	Electorate	Number of Councillors
Bryncethin	1,320	2
Bryncoch	1,821	5
Sarn	1,902	6
Total	**5,043**	**13**

203. The current community Council arrangements in Ynysawdre consist of a total electorate of 2,860 and is represented by 10 community Councillors.

Community ward	Electorate	Number of Councillors
Brynmenyn	1,251	4
Tondu	1,609	6
Total	**2,860**	**10**

Representations

204. During the initial consultation period the Council received 3 representations concerning the community of St Brides Minor and Ynysawdre from Ynysawdre Community Council, St Brides Minor Community Council and County Borough Councillors Jon-Paul Blundell and Tim Thomas. The representations are published on the Council's website.

205. During the draft consultation period the Council received 20 representations concerning the community of St Brides Minor and Ynysawdre from: Ynysawdre Community Council, St Brides Minor Community Council, County Borough Councillors Martin Williams and Mark John, Community Councillor David Unwin and 15 members of the public. Cllr David Unwin and 3 members of the public supported the Draft Proposals. 7 members of the public opposed the Draft Proposals. 3 members of the public supported the allocation of community councillors. 1 member of the public opposed the abolition of communities to form new communities. 1 member of the public supported the Draft Proposal but suggested adjusting the boundary between the proposed ward of Ynysawdre and proposed community of St Brides Minor. Ynysawdre Community Council, St Brides Minor Community Council and County Borough Councillors Martin Williams and Mark John opposed the transfer of the existing ward of Ton-du from the recommended dissolution of Ynysawdre community and suggested forming a new community by utilising the existing 2 community areas of St Brides Minor and Ynysawdre, St Brides Minor Community Council supported a boundary change between the community areas of St Brides Minor and Coity Higher. The representations are published on the Council's website.

Community ward boundary recommendations

206. The Council recommends applying 8 changes to the existing community boundaries, which includes the abolition of communities and the transfer of areas between the following community areas:

- Dissolution of Ynysawdre
- Transfer of Brynmenyn to St Brides Minor
- Combination of Bryncoch and Bryncethin
- St Brides Minor to Coity Higher (1)
- St Brides Minor to Coity Higher (2)
- Coity Higher to St Brides Minor
- Garw Valley to St Brides Minor
- St Brides Minor to Ogmore Valley
- Bryncethin ward to Sarn ward

207. The Council recommends dissolving the existing community of Ynysawdre and the transfer of the Brynmenyn ward to the existing community of St Brides Minor. The projected 5-year forecast for the community of Ynysawdre is an electorate of 3,165 therefore the existing community of Ynysawdre does not meet the Council Size Policy of a minimum of 5,000 electors per community. The recommendation sees the combination of 2 neighbouring community areas with a shared identity forming a new community area. The existing boundaries of the Brynmenyn ward will be retained. The Council is of the view that this recommendation provides for more effective and convenient local government as the existing Brynmenyn ward has good transport and communication links with the existing community of St Brides Minor. The recommendation can be found on page 122.

208. The Council recommends combining the existing Bryncoch and Bryncethin wards of the community of St Brides Minor to form a new community ward named 'Bryncethin'. This involves the combination of 2 neighbouring wards with a shared identity. The Council is of the view this recommendation provides for more effective and convenient local government as a single larger ward is more sustainable. The recommendation can be found on the map on page 122.

209. The Council recommends the transfer of part of the community of St Brides Minor to the community of Coity Higher. This involves adjusting the boundary between the 2 community areas utilising the M4 as the boundary and transferring the 'Pen-y-cae' area south of the M4 from the ward of Sarn of the St Brides Minor Community to the ward of Litchard of the Coity Higher community. This recommendation affects 33 electors. The Council is of the view that this recommendation creates a clearer boundary and better access. The recommendation can be found on the map on page 122 and in greater detail on the map on page 123.

210. The Council recommends the transfer of part of the recommended ward of Bryncethin of the community of St Brides Minor to the ward of Coity of the community of Coity Higher. This involves re-aligning the boundary between the 2 community areas to follow the M4 to create a clearer and more distinct boundary. This recommendation affects 0 electors. The Council is of the view that this recommendation creates a clearer boundary between the 2 communities. The recommendation can be found on the map on page 122 and in greater detail on the map on page 124 and 125.

211. The Council recommends the transfer of part of the ward of Coity of the Community of Coity Higher to the recommended ward of Bryncethin of the Community of St Brides Minor. This involves adjusting the boundary between the 2 communities where the existing boundary bisects a farm known as 'Parc Ddu Farm'. The Council recommends to re-align the boundary to place the whole of 'Parc Ddu Farm' within the recommended ward of Bryncethin of the community of St Brides Minor. This recommendation affects 2 electors. The Council is of the view that this recommendation provides for more effective and convenient local government whilst providing a clearer boundary and better access. The recommendation can be found on the map on page 122 and in greater detail on the map on page 126.

212. The Council recommends the transfer of part of the Llangeinor ward of the community of Garw Valley to the recommended Brynmenyn ward of the community of St Brides Minor. This involves adjusting the boundary between the 2 community areas where the boundary currently crosses through Bryngarw Country Park, uniting the Country Park in the recommended Brynmenyn ward. This recommendation would affect one property, 'Bryngarw Lodge' with 2 electors. The Council is of the view that the recommendation provides for more effective and convenient local government whilst providing a clearer boundary and better access. The recommendation can be found on the map on page 122 and in greater detail on the map on pages 127 and 128.

213. The Council recommends the transfer of part of the recommended Ward of Brynmenyn of the Community of St Brides Minor to the Ward of Blackmill of the Community of Ogmore Valley. This

involves adjusting the boundary between the 2 community areas where the boundary currently crosses through the 'Blackmill Woods', uniting 'Blackmill Woods' in the Blackmill ward. This recommendation would affect 0 electors. The Council is of the view that this recommendation provides for more effective and convenient local government whilst providing a clearer boundary. The recommendation can be found on the map on page 122 and in greater detail on the map on page 129.

214. The Council recommends the transfer of part of the recommended Bryncethin ward to the recommended Sarn ward. This involves adjusting the boundary between the 2 wards as the existing boundary currently crosses the access to properties on the following streets: Merfield Close, Queens Avenue, Jubilee Crescent, Clos Tyn y Coed and Ffordd Maendy. This would affect 725 electors. The Council is of the view that the recommendation provides for more effective and convenient local government whilst providing a clearer boundary. The recommendation can be found on the map on page 122 and in greater detail on the map on page 130.

215. As a result of these recommendations, the Community of Ynysawdre would be dissolved.

216. As a result of these recommendations, the electorate within the community of St Brides Minor will increase to 6,265. With 1,251 electors transferring from the community of Ynysawdre, 2 electors transferring from Coity Higher, 2 electors transferring from Garw Valley and 33 electors transferring to Coity Higher.

Recommended Names

217. As a result of these recommendations the Council recommends retaining the English community name of **St Brides Minor** and recommends the Welsh community name of **Llansanffraid-ar-Ogwr** as recommended by the Welsh Language Commissioner.

218. The Council recommends retaining the existing single community ward name of **Bryncethin**. The Welsh Language Commissioner agrees with the recommended name.

219. The Council recommends retaining the existing single community ward name of **Brynmenyn**. The Welsh Language Commissioner agrees with the recommended name.

220. The Council recommends retaining the existing single community ward name of **Sarn**. The Welsh Language Commissioner agrees with the recommended name.

Consequential Changes
Community Council electoral arrangements

221. The recommended community Council arrangements in St Brides Minor would consist of 3 wards: Bryncethin, Brynmenyn and Sarn. The community is recommended to have a total electorate of 6,265 and be represented by 10 community Councillors.

222. The Council is required to consider the consequential changes to the community Council electoral arrangements that would occur following these recommendations. The Council's recommended electoral arrangements for the community Council can be seen below:

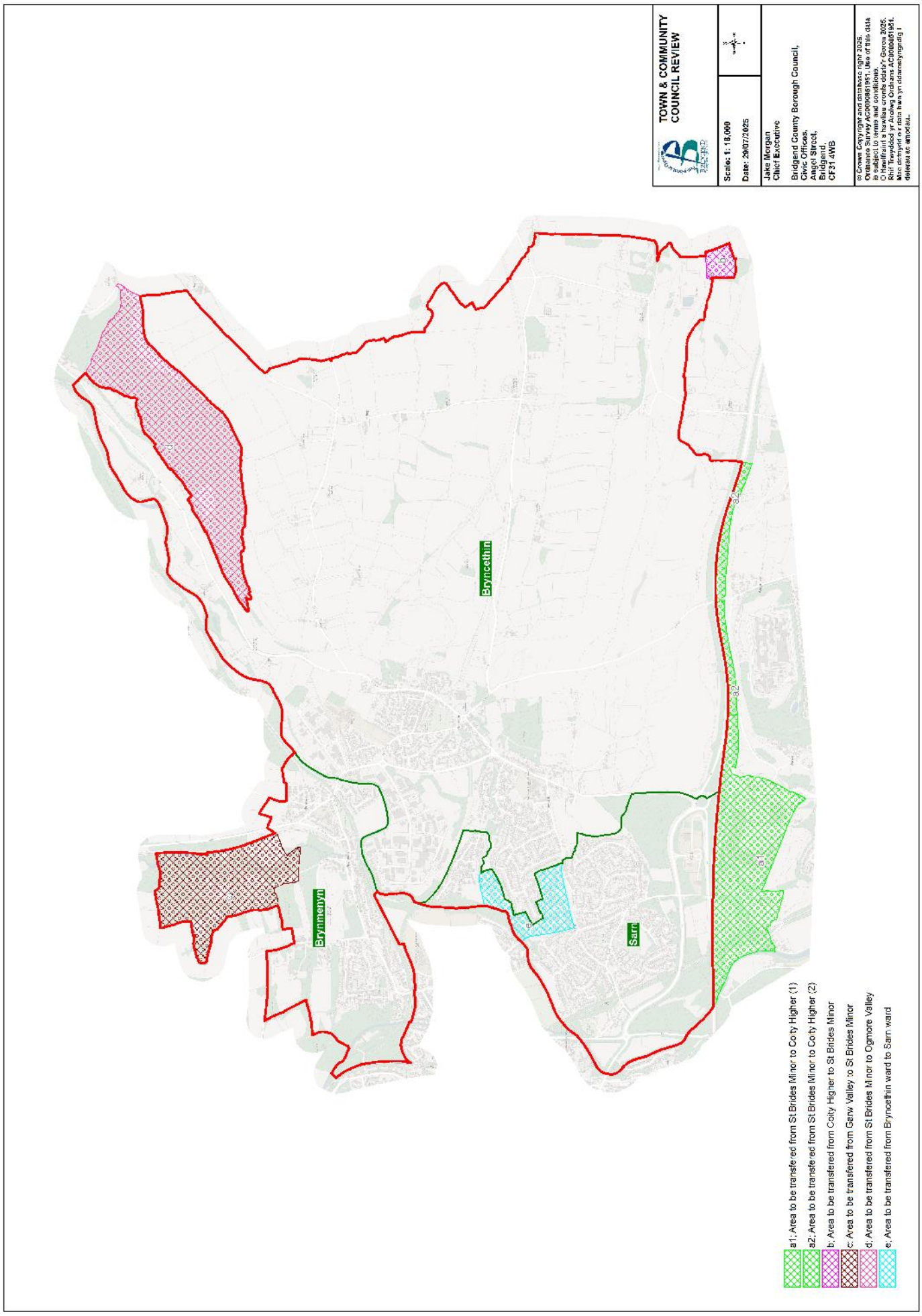
	St Brides Minor Community Council							
	Existing				Proposed			
Wards	Electors	Community Councillors	Electors per Councillor	Variance	Electors	Community Councillors	Electors per Councillor	Variance
Bryncethin	1,320	2	660	70%	2,418	4	605	-4%
Bryncoch	1,821	5	364	-6%				
Brynmenyn					1,253	2	627	0%
Sarn	1,902	6	317	-18%	2,594	4	649	4%
Total	5,043	13	388		6,265	10	627	

The Council has recommended a Council membership of 10, which is a decrease of 3 members from the existing arrangements and is in line with the Council Size Policy. The Council believes the new arrangements would improve the level of effective and convenient local government in the area.

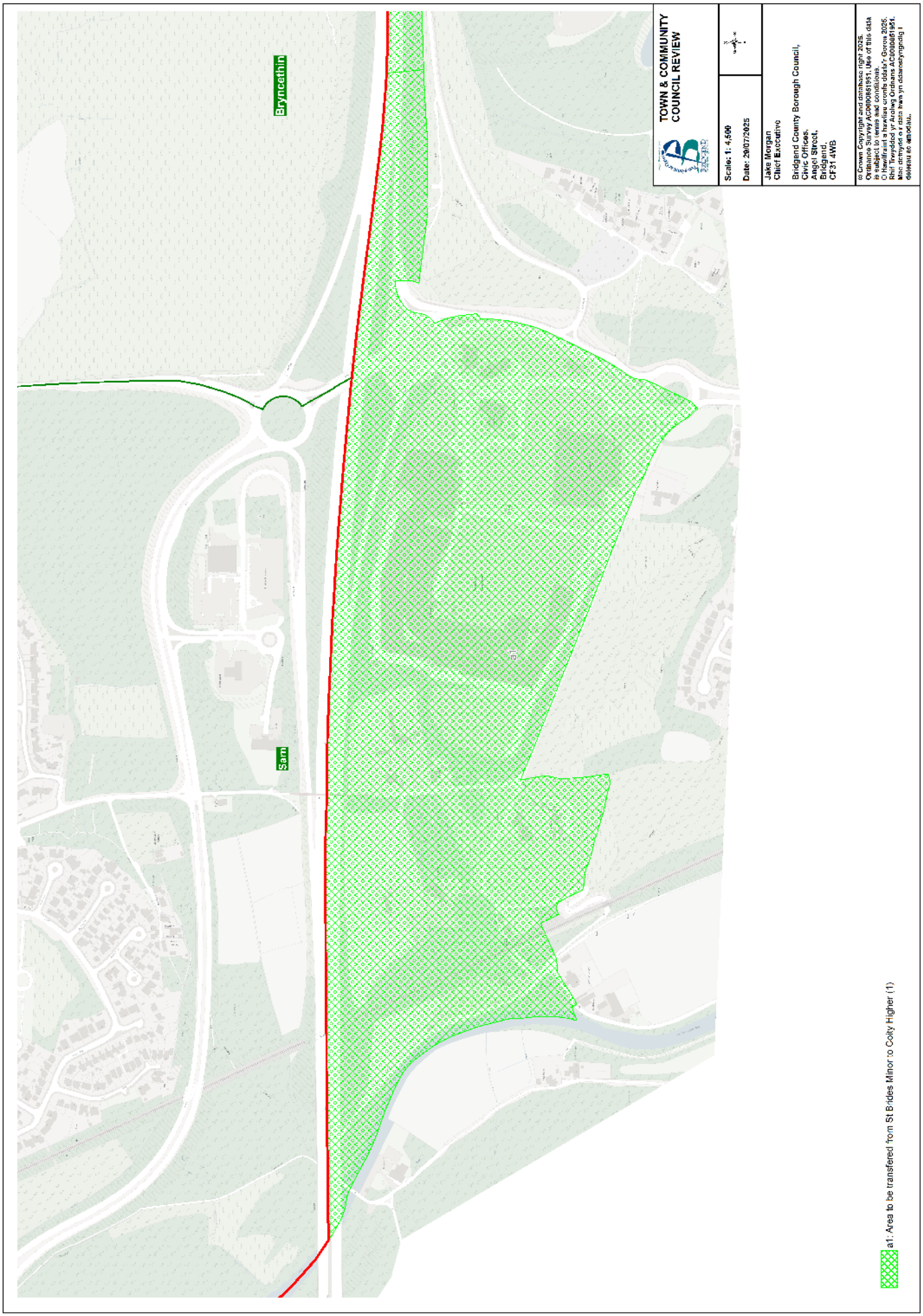
Principal Council electoral ward arrangements

223. The above recommendations will have an impact on the principal Councils' electoral wards, which will need to be considered by the Local Democracy and Boundary Council for Wales.

St Brides Minor



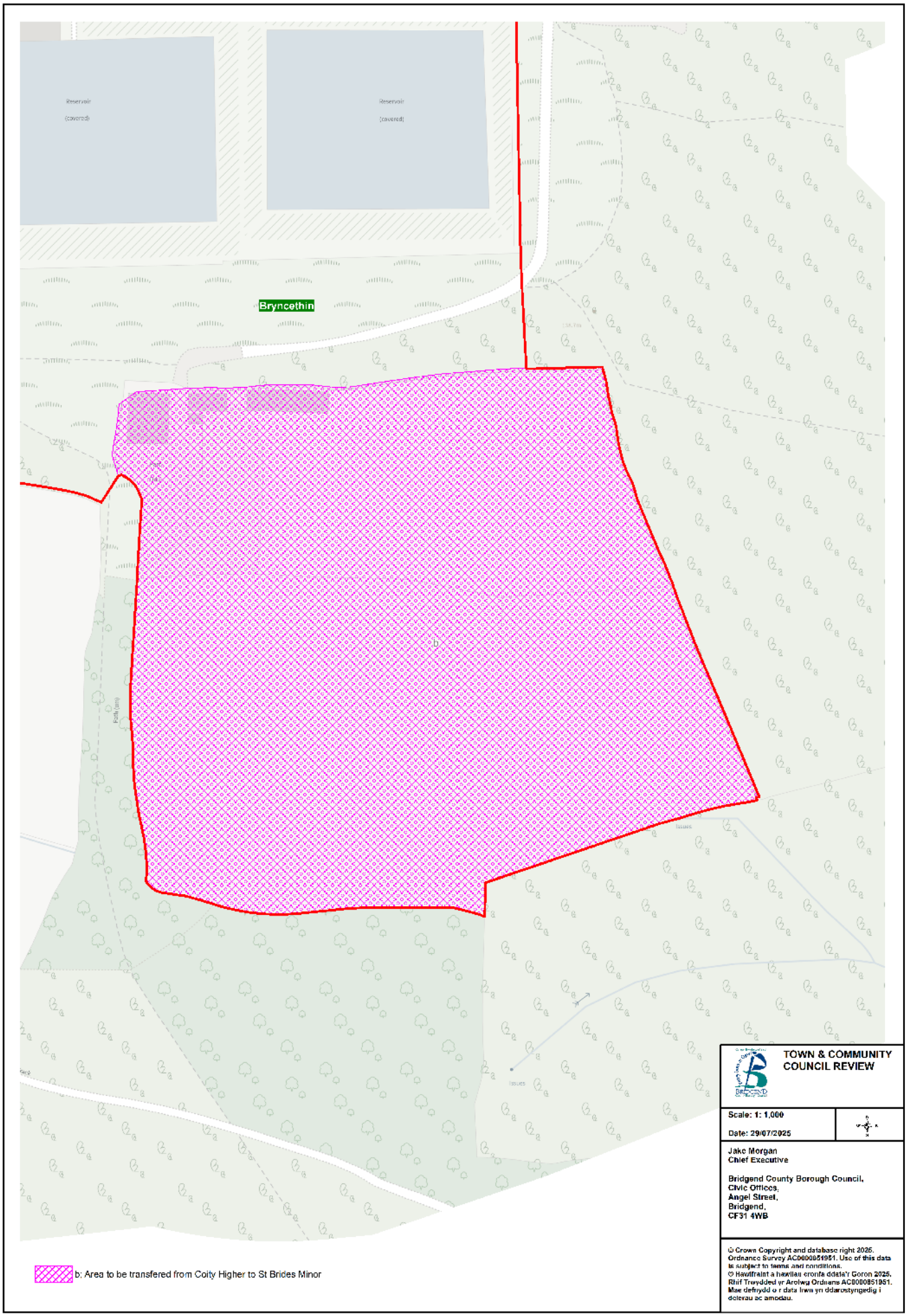
St Brides Minor to Coity Higher (1)



St Brides Minor to Coity Higher (2)

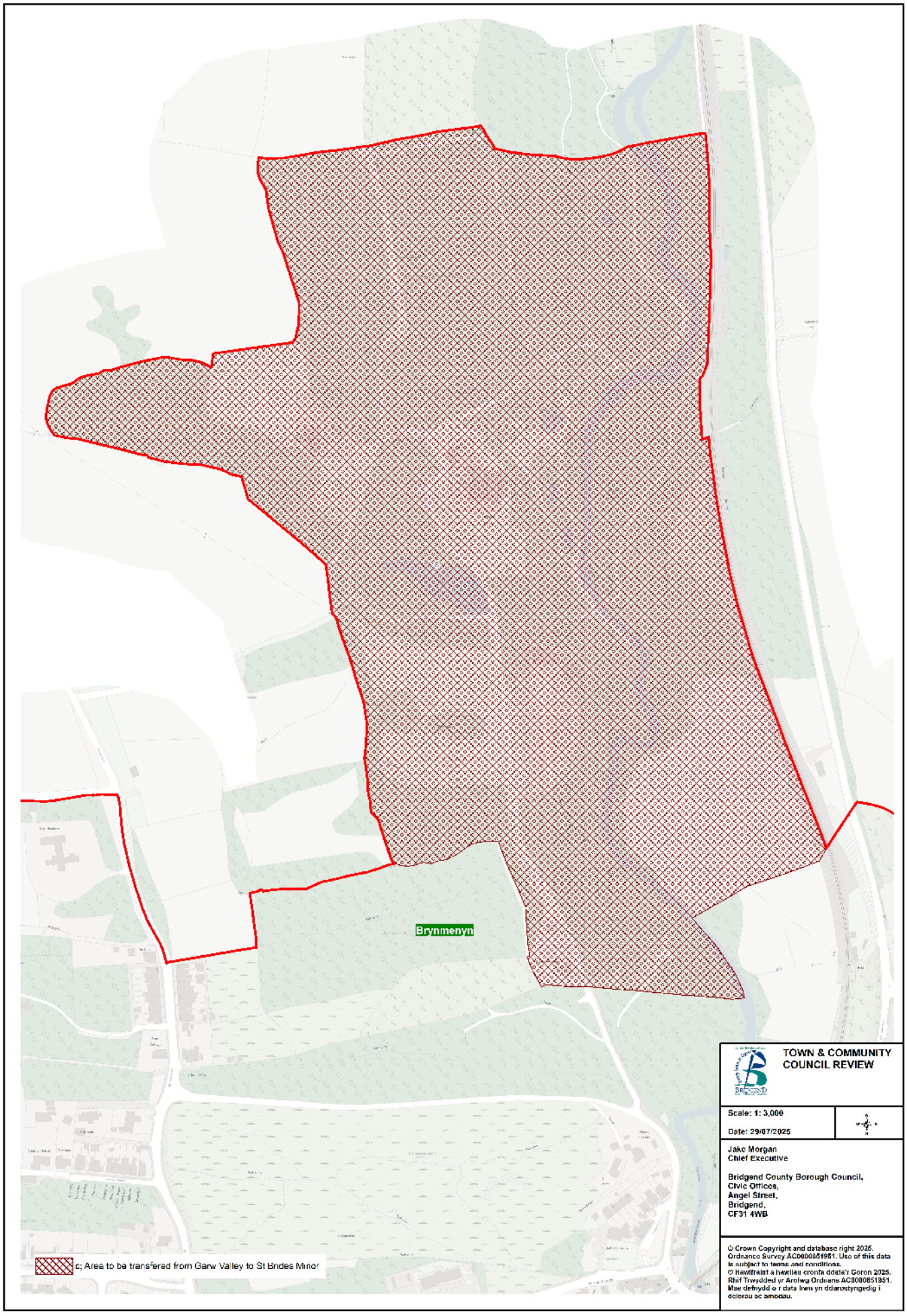


Coity Higher to St Brides Minor

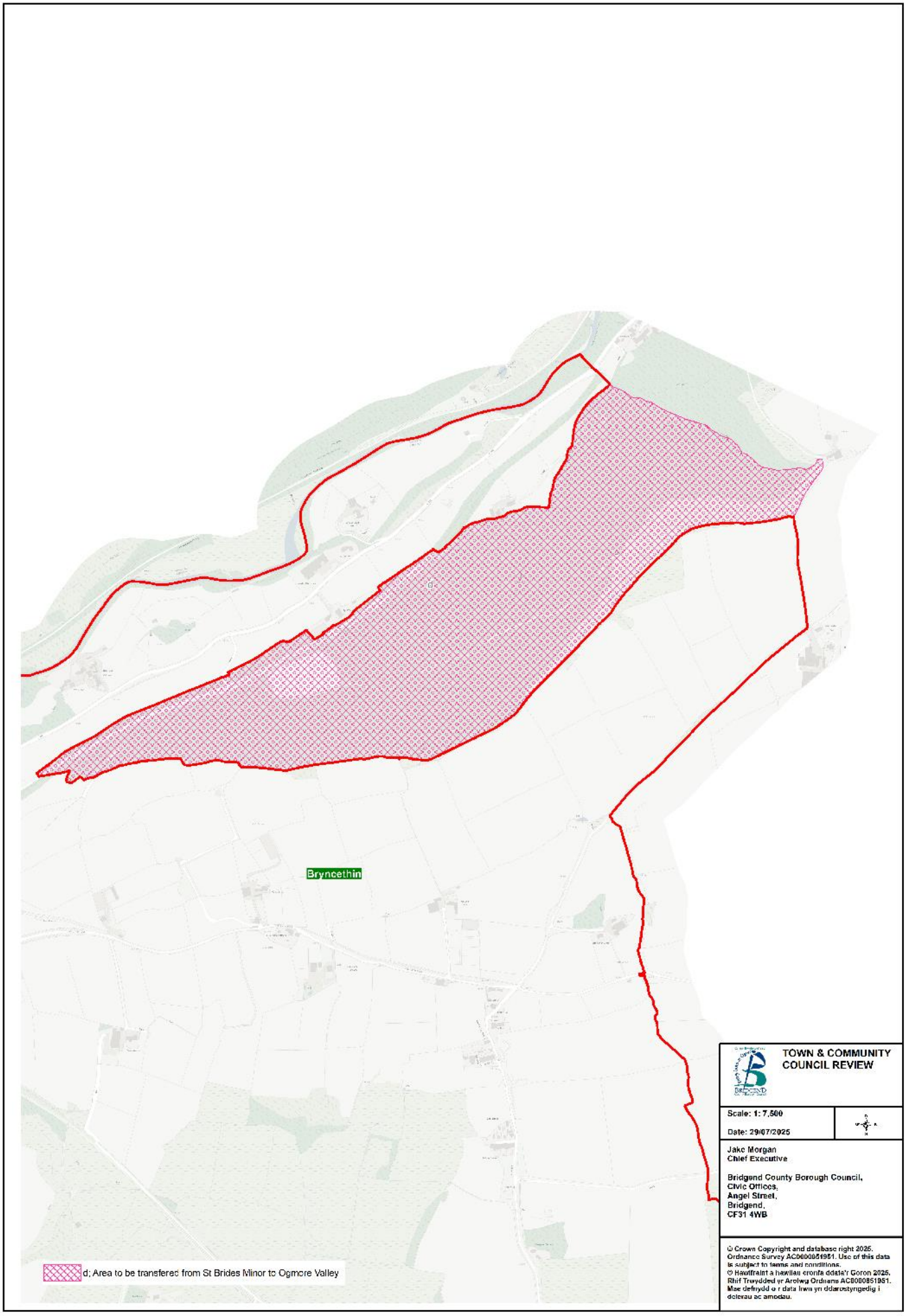


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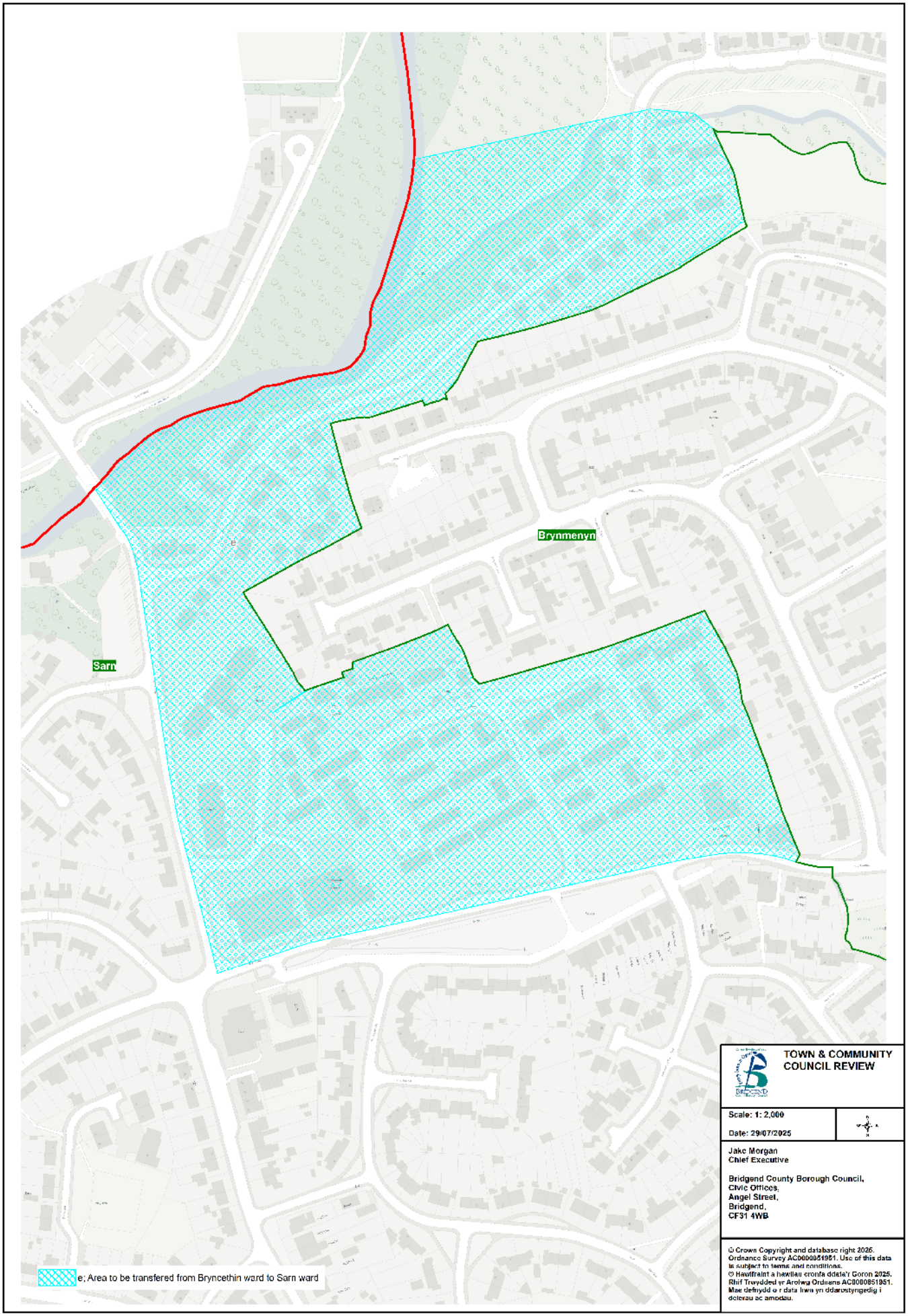
Garw Valley to St Brides Minor



St Brides Minor to Ogmore Valley



Bryncethin Ward to Sarn Ward



GARW VALLEY

224. The current community Council arrangements in Garw Valley consist of a total electorate of 5,924 and is represented by 13 community Councillors.

Community ward	Electorate	Number of Councillors
Betws	1,665	4
Blaengarw	1,402	3
Llangeinor	950	2
Pontycymer	1,907	4
Total	**5,924**	**13**

Representations

225. During the initial consultation period the Council received 3 representations concerning the community of Garw Valley from Garw Valley Community Council and County Borough Councillors Jon-Paul Blundell and Tim Thomas. The representations are published on the Council's website.

226. During the draft consultation period the Council received 15 representations concerning the community of Garw Valley from: Community Councillor David Unwin, Garw Valley Community Council and 13 members of the public. Cllr David Unwin and 3 members of the public supported the Draft Proposals. 7 members of the public opposed the Draft Proposals. 3 members of the public supported the allocation of community councillors. Garw Valley Community Council opposed the allocation of Councillors in the Betws and Blaengarw Ward. The representations are published on the Council's website.

Community ward boundary recommendations

227. The Council recommends applying 2 changes to the existing community boundaries, which includes the transfer of areas between the following community areas:

- Garw Valley to St Brides Minor
- Betws ward to Llangeinor ward

228. The Council recommends the transfer of part of the Llangeinor ward of the community of Garw Valley to the recommended Brynmenyn ward of the community of St Brides Minor. This involves adjusting the boundary between the 2 community areas where the boundary currently crosses through Bryngarw Country Park, uniting the Country Park in the recommended Brynmenyn ward. This recommendation would affect one property, 'Bryngarw Lodge' with 2 electors. The Council is of the view that the recommendation provides for more effective and convenient local government whilst providing a clearer boundary and better access. The recommendation can be found on the map on page 132 and in greater detail on the map on pages 133 and 134.

229. The Council recommends the transfer of part of the ward of Betws to the ward of Llangeinor. This involves the transfer of the property 'Bradford Cottage' as the current boundary cuts across the access road for the property. This recommendation would affect 2 electors. The Council is of the view that this recommendation provides for more effective and convenient local government whilst providing a clearer boundary and better access. The recommendation can be found on the map on page 132 and in greater detail on the map on page 135.

230. As a result of this recommendation, the electorate within the recommended community of Garw Valley would decrease to 5,922. With 2 electors transferring to the community of St Brides Minor.

Recommended Names

231. As a result of these recommendations the Council recommends retaining the existing English community name of **Garw Valley** and the Welsh community name of **Cwm Garw**. The Welsh Language Commissioner agrees with the recommended names.

232. The Council recommends retaining the single ward name of **Betws**. The Welsh Language Commissioner agrees with the recommended name.

233. The Council recommends retaining the existing single community ward name of **Blaengarw**. The Welsh Language Commissioner agrees with the recommended name.

234. The Council recommends retaining the English community ward name of **Llangeinor** and recommends the Welsh community ward name of **Llangeinwyr**. The Welsh Language Commissioner agrees with the recommended names.

235. The Council recommends the single community ward name of **Pontycymer** as recommended by the Welsh Language Commissioner.

Consequential Changes
Community Council electoral arrangements

236. The recommended community Council arrangements in Garw Valley community would consist of 4 wards: Betws, Blaengarw, Llangeinor and Pontycymer. The community is recommended to have a total electorate of 5,922 and be represented by 11 community Councillors.

237. The Council is required to consider the consequential changes to the community Council electoral arrangements that would occur following these recommendations. The Council's recommended electoral arrangements for the community Council can be seen below:

	Garw Valley Community Council							
	Existing				**Proposed**			
Wards	Electors	Community Councillors	Electors per Councillor	Variance	Electors	Community Councillors	Electors per Councillor	Variance
Betws	1,665	4	416	-9%	1,663	3	554	3%
Blaengarw	1,402	3	467	2%	1,402	3	467	-13%
Llangeinor	950	2	475	4%	950	2	475	-12%
Pontycymer	1,907	4	477	5%	1,907	3	636	18%
Total	5,924	13	456		5,922	11	538	

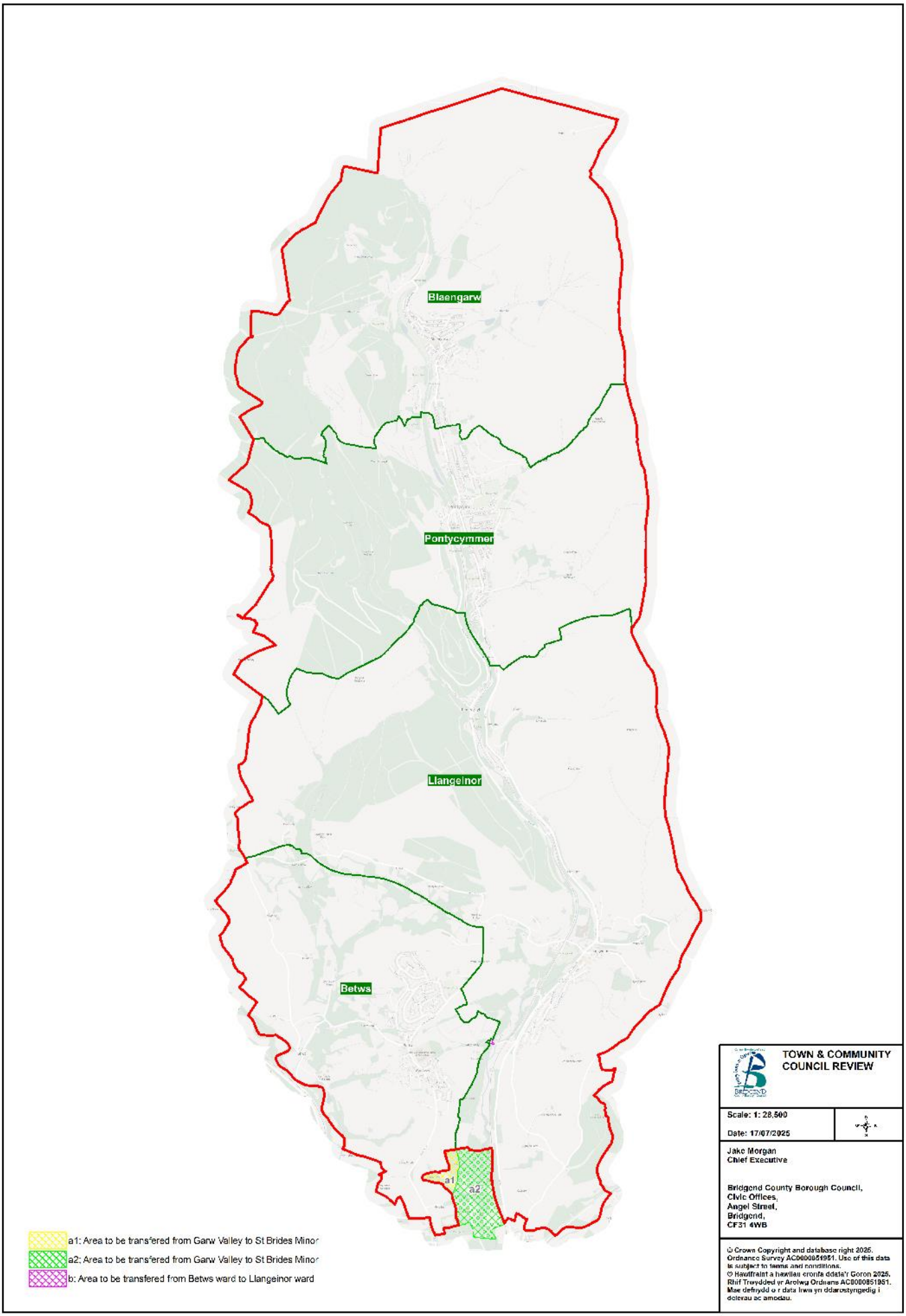
The Council has recommended a Council membership of 11, which is a decrease of 2 members from the existing arrangements and is in line with the Council Size Policy. The Council believes that the new arrangements would provide for improvements to the level of effective and convenient local government in the area. This recommendation is a result of representation received from Garw Valley community Council during the Draft Consultation Period.

As a result of this, the Council recommends that the number of Councillors for the Blaengarw ward remain the same, as the numbers remain in the set variance. The Council will continue with its recommendation to reduce the number of Councillors in the Betws ward, as this reduction is in line with the ratio of the electorate.

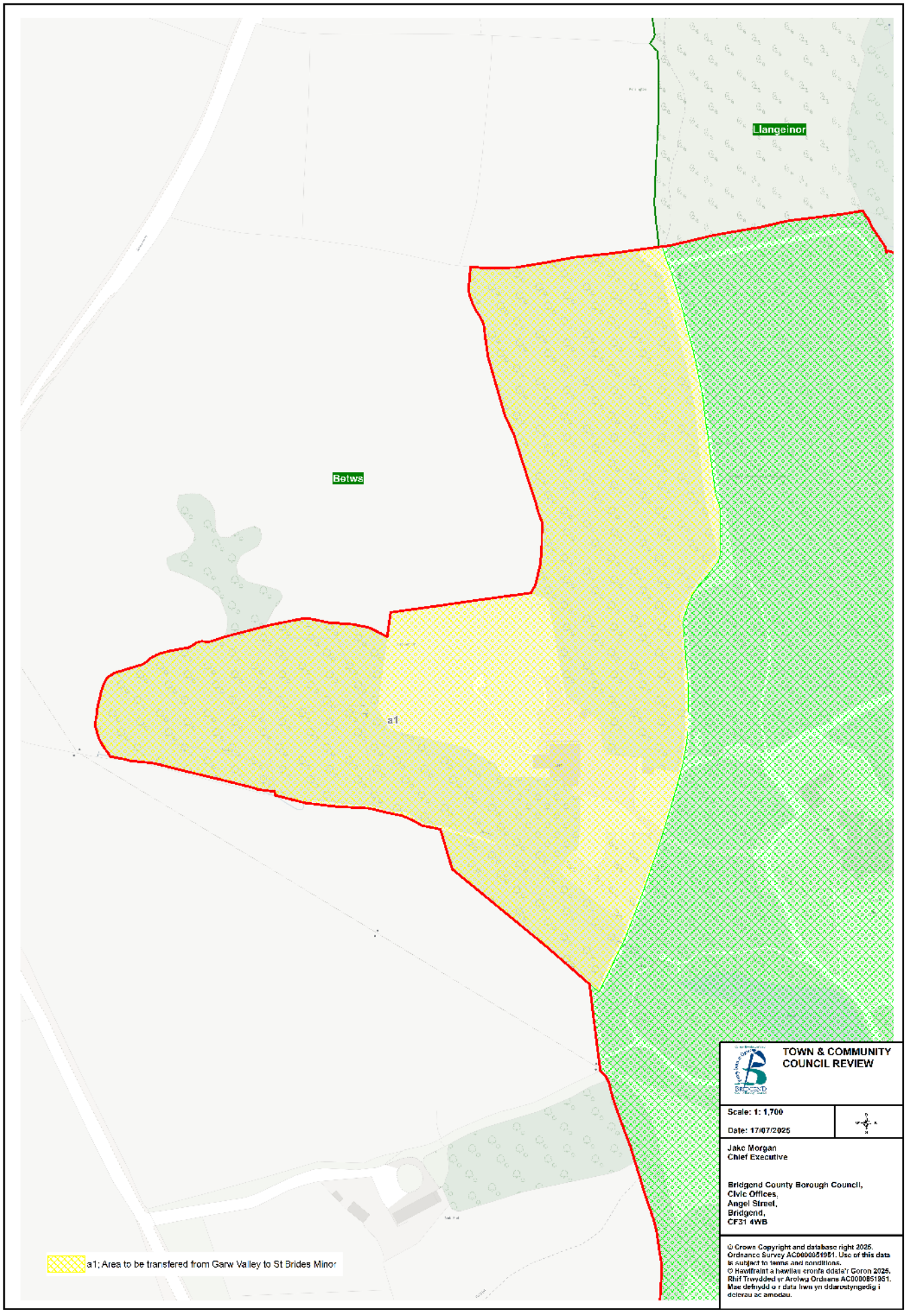
Principal Council electoral ward arrangements

238. The above recommendations will have an impact on the principal Councils' electoral wards, which will need to be considered by the Local Democracy and Boundary Council for Wales.

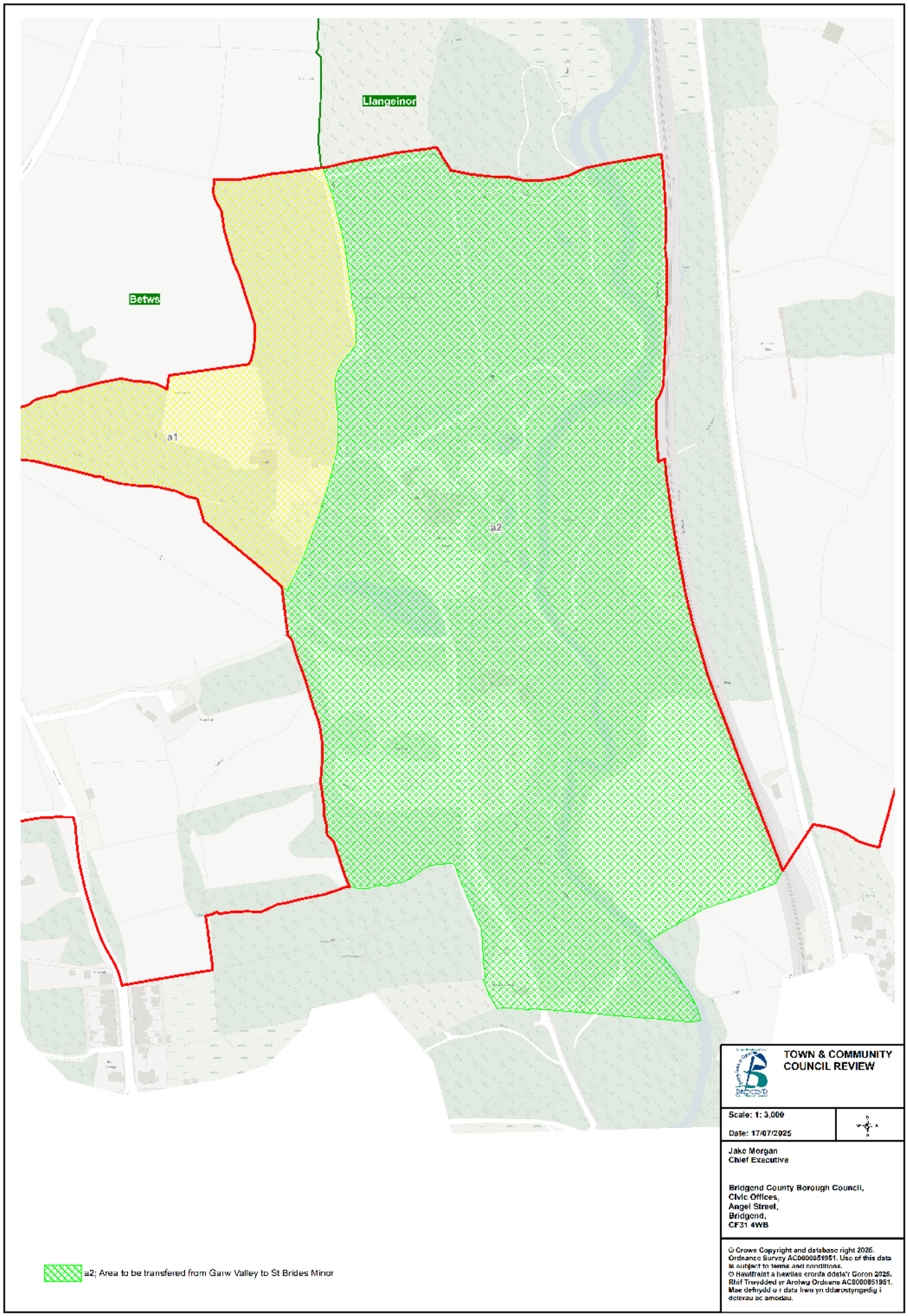
Garw Valley Community



Garw Valley to St Brides Minor

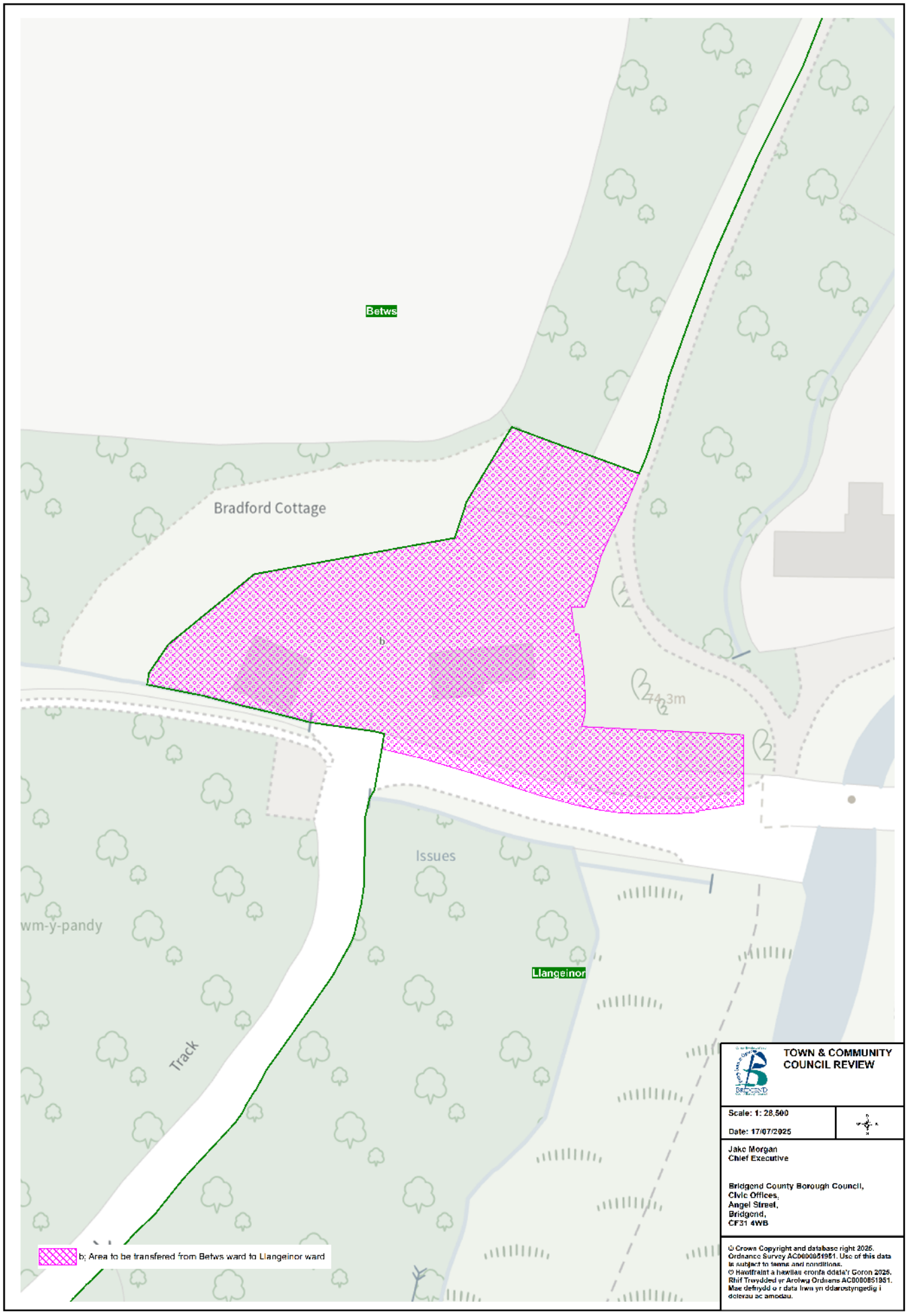


Garw Valley to St Brides Minor



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Betws Ward to Llangeinor Ward



OGMORE VALLEY

239. The current community Council arrangements in Ogmore Valley consist of a total electorate of 6,236 and is represented by 15 community Councillors.

Community ward	Electorate	Number of Councillors
Blackmill	1,197	3
Evanstown	747	3
Nant-y-moel	1,832	4
Ogmore Vale	2,460	5
Total	**6,236**	**15**

Representations

240. During the initial consultation period the Council received 2 representations concerning the community of Ogmore Valley from County Borough Councillors Jon-Paul Blundell and Tim Thomas. The representations are published on the Council's website.

241. During the draft consultation period the Council received 14 representations concerning the community of Ogmore Valley from: Community Councillor David Unwin and 13 members of the public. Cllr David Unwin and 3 members of the public supported the Draft Proposals. 7 members of the public opposed the Draft Proposals. 3 members of the public supported the allocation of community councillors. The representations are published on the Council's website.

Community ward boundary recommendations

242. The Council recommends applying 4 changes to the existing community boundaries, which includes the transfer of areas between the following community areas:

- Pencoed Town to Ogmore Valley
- St Brides Minor to Ogmore Valley
- Nant-y-moel ward to Ogmore Vale ward
- Ogmore Vale ward to Nant-y-moel ward

243. The Council recommends the transfer of part of the Town of Pencoed to the Community of Ogmore Valley. This involves transferring the area that lies to the North of the recommended ward of Heol-y-cyw to the ward of Blackmill. This recommendation would affect 16 electors. The Council is of the view that the recommendation provides for more effective and convenient local government whilst providing a clearer boundary and better access. The recommendation can be found on the map on page 139 and in greater detail on the map on page 140.

244. The Council recommends the transfer of part of the recommended Ward of Brynmenyn of the Community of St Brides Minor to the Ward of Blackmill of the Community of Ogmore Valley. This involves adjusting the boundary between the 2 community areas where the boundary currently crosses through the 'Blackmill Woods', uniting 'Blackmill Woods' in the Blackmill ward. This recommendation would affect 0 electors. The Council is of the view that this recommendation provides for more effective and convenient local government whilst providing a clearer boundary. The recommendation can be found on the map on page 139 and in greater detail on the map on page 141.

245. The Council recommends the transfer of part of the ward of Nant-y-moel to the ward of Ogmore Vale. This involves transferring 2 farms 'Bryngawr' and 'Nant Dyrus Farm' as the existing boundary crosses an access lane to the properties isolating them from their associated community ward. This recommendation would affect 1 elector. The Council is of the view that this recommendation creates

a clearer boundary and better access. The recommendation can be found on the map on page 139 and in greater detail on the map on page 142.

246. The Council recommends the transfer of part of the ward of Ogmore Vale to the ward of Nant-y-moel. This involves the transfer of Aber Houses, on Aber Road. This recommendation would affect 32 electors. The Council considers these properties to have closer local links to the ward of Nant-y-moel. The Council is of the view that this recommendation provides for more effective and convenient local government whilst providing a clearer boundary and better access. The recommendation can be found on the map on page 139 and in greater detail on the map on page 143.

247. As a result of these recommendations, the electorate within the recommended community of Ogmore Valley will increase to 6,252. With 16 electors transferring from the Town of Pencoed.

Recommended Names

248. As a result of these recommendations the Council recommends retaining the English community name of **Ogmore Valley** and the Welsh community name of **Cwm Ogwr**. The Welsh Language Commissioner agrees with the recommended names.

249. The Council recommends retaining the existing English community ward name of **Blackmill** and recommends the Welsh community ward name of **Melin Ifan Ddu**. The Welsh Language Commissioner agrees with the recommended names.

250. The Council recommends retaining the existing single community ward name of **Evanstown**. The Welsh Language Commissioner agrees with the recommended name.

251. The Council recommends retaining the existing single community ward name of **Nant-y-moel**. The Welsh Language Commissioner agrees with the recommended name.

252. The Council recommends retaining the existing English community ward name of **Ogmore Vale** and recommends the Welsh community ward name of **Bro Ogwr**. The Welsh Language Commissioner agrees with the recommended names.

Consequential Changes
Community Council electoral arrangements

253. The recommended community Council arrangements in Ogmore Valley community would consist of 4 wards: Blackmill, Evanstown, Nant-y-moel and Ogmore Vale. The community is recommended to have a total electorate of 6,252 and be represented by 11 community Councillors.

254. The Council is required to consider the consequential changes to the community Council electoral arrangements that would occur following these recommendations. The Council's recommended electoral arrangements for the community Council can be seen below:

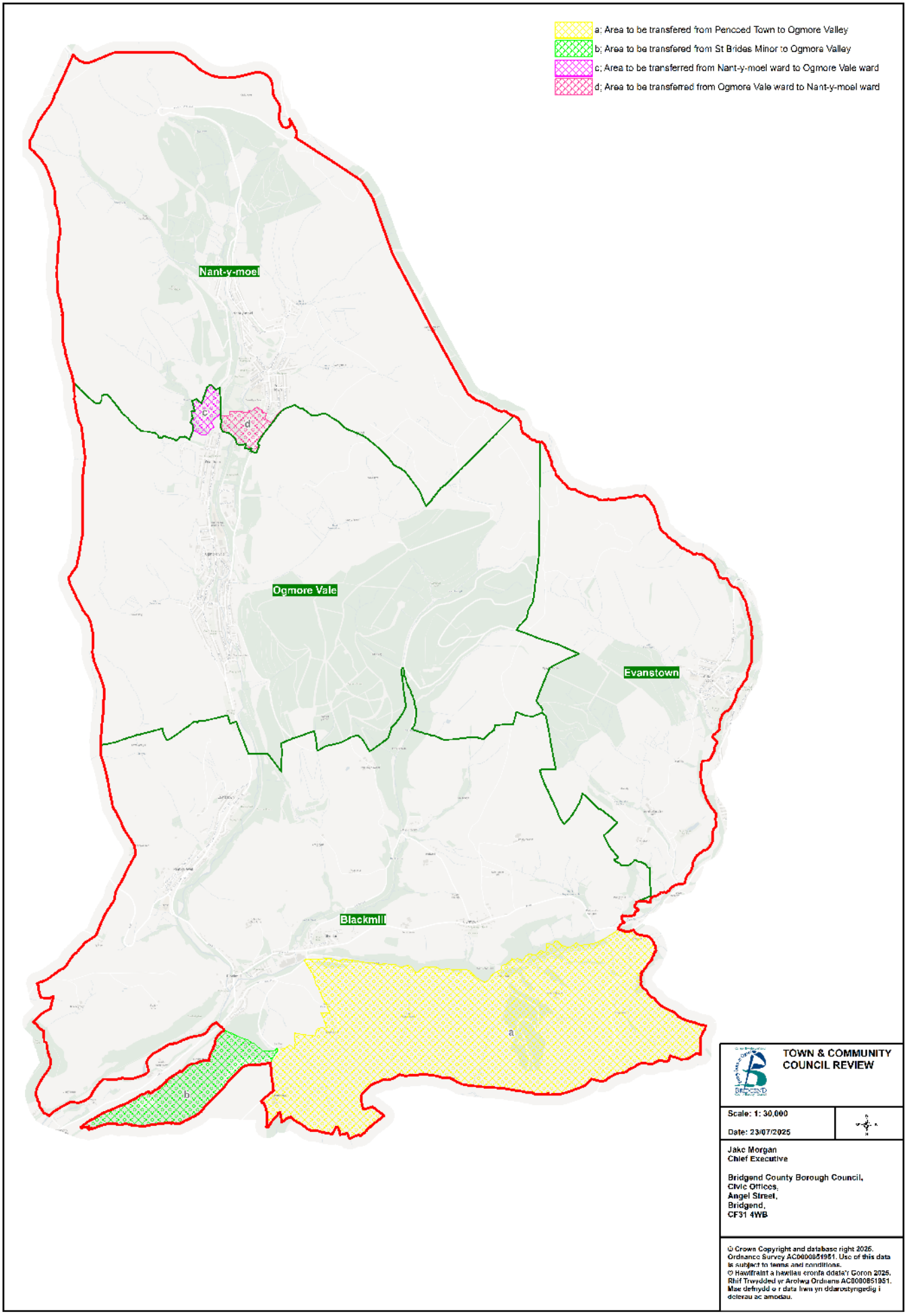
	Ogmore Valley Community Council							
	Existing				**Proposed**			
Wards	Electors	Community Councillors	Electors per Councillor	Variance	Electors	Community Councillors	Electors per Councillor	Variance
Blackmill	1,197	3	399	-4%	1,213	2	607	7%
Evanstown	747	3	249	-40%	747	2	374	-34%
Nant-y-moel	1,832	4	458	10%	1,863	3	621	9%
Ogmore Vale	2,460	5	492	18%	2,429	4	607	7%
Total	6,236	15	416		6,252	11	568	

The Council has recommended a Council membership of 11, which is a decrease of 4 members from the existing arrangements and is in line with the Council Size Policy. The Council believes the new arrangements would improve the level of effective and convenient local government in the area.

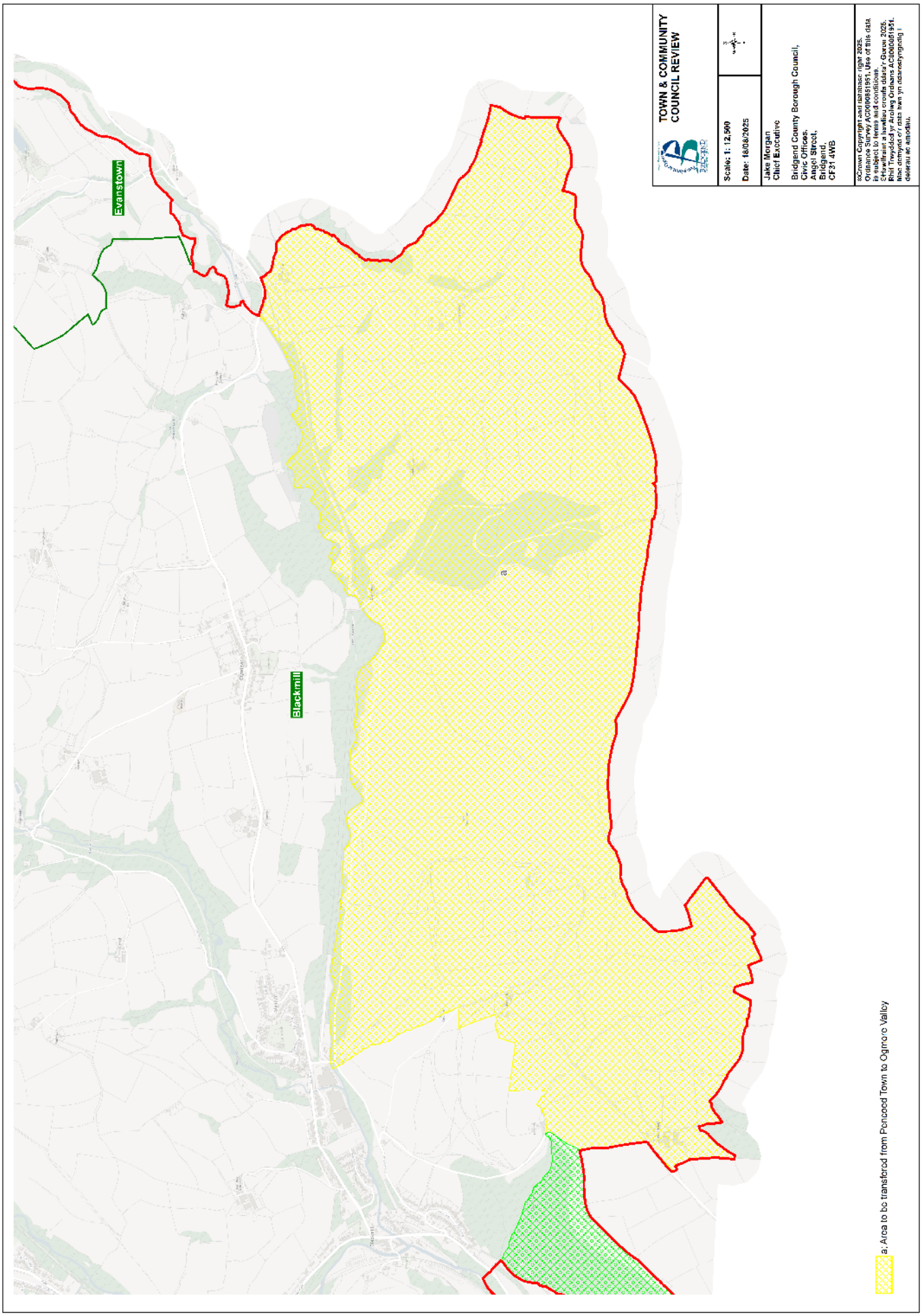
Principal Council electoral ward arrangements

255. The above recommendations will have an impact on the principal Councils' electoral wards, which will need to be considered by the Local Democracy and Boundary Council for Wales.

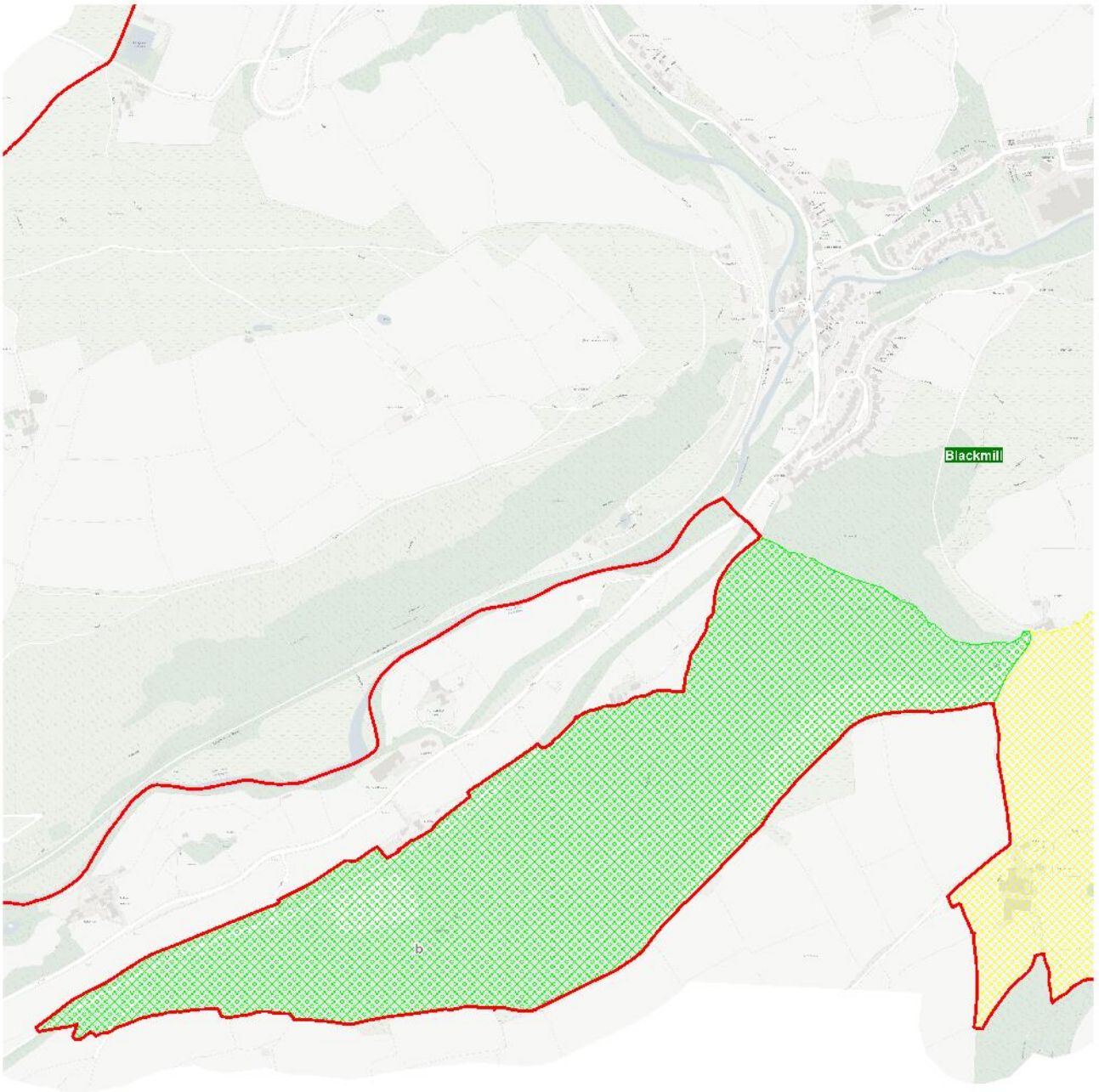
Ogmore Valley Community



Pencoed Town to Ogmore Valley



St Brides Minor to Ogmore Valley



TOWN & COMMUNITY COUNCIL REVIEW

Scale: 1: 7,500

Date: 23/07/2025

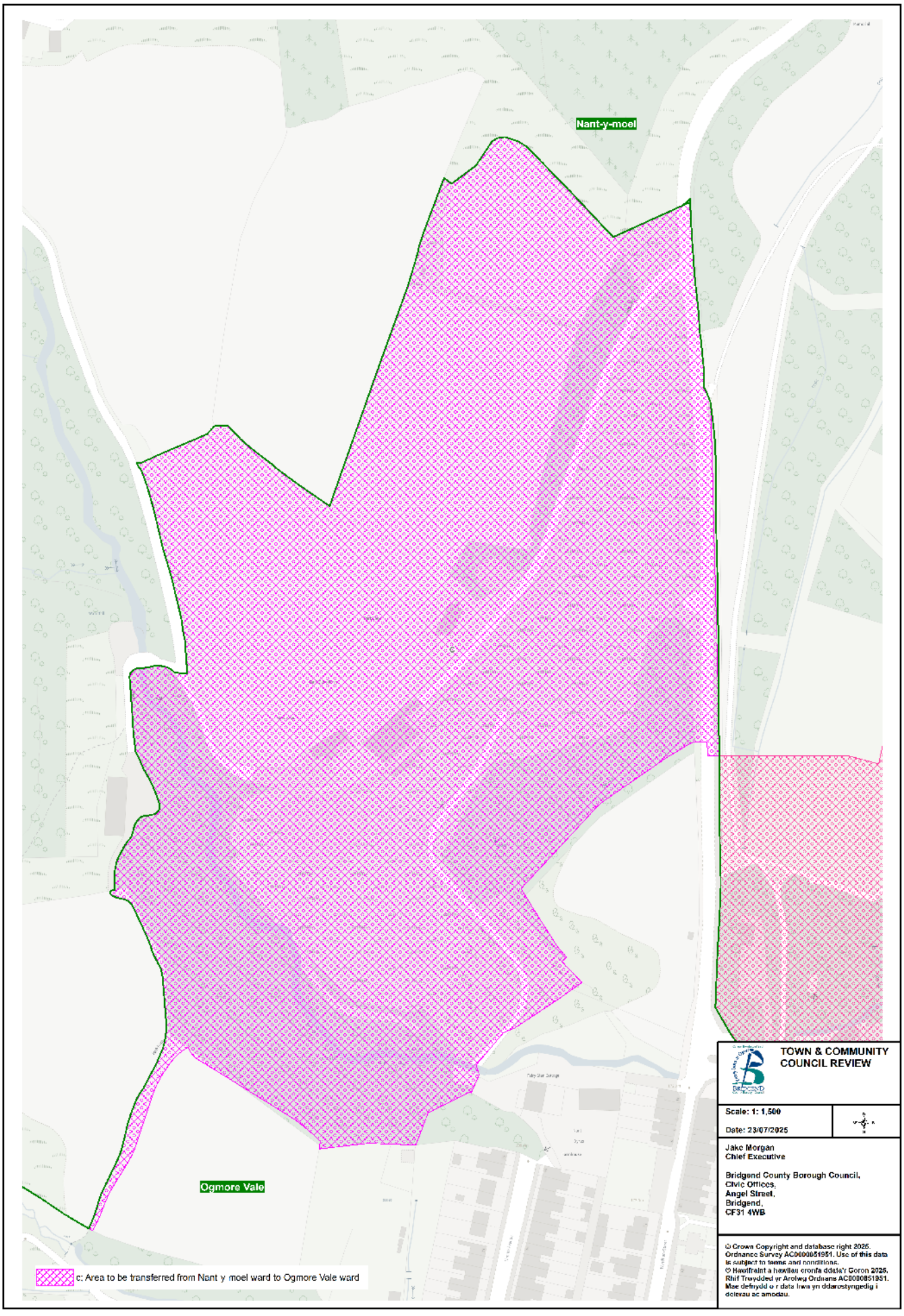
Jake Morgan
Chief Executive

Bridgend County Borough Council,
Civic Offices,
Angel Street,
Bridgend,
CF31 4WB

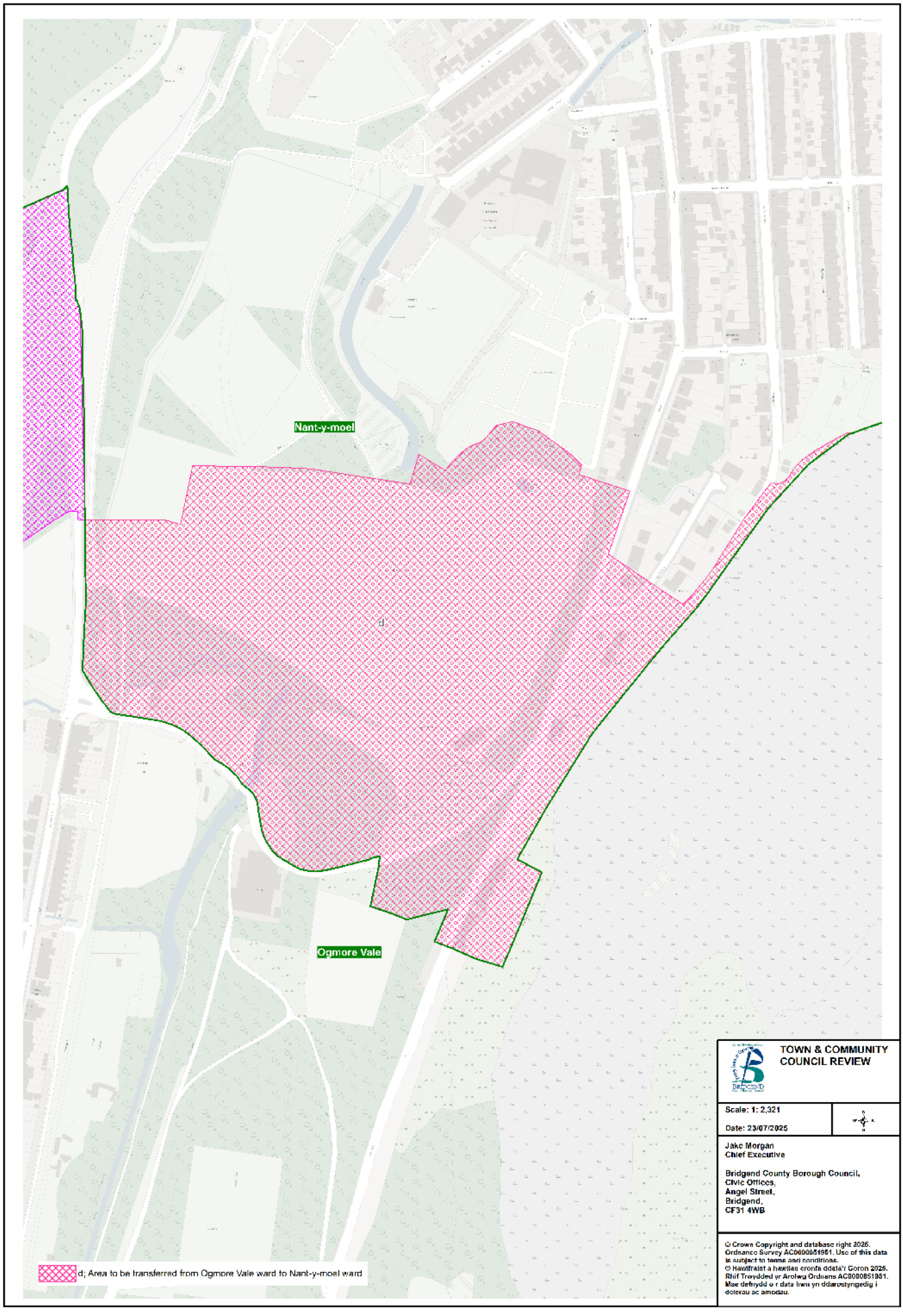
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b; Area to be transfered from St Brides Minor to Ogmore Valley

Nant-y-moel Ward to Ogmore Vale Ward



Ogmore Vale to Ward to Nant-y-moel Ward



THE COUNTY OF BRIDGEND COUNCIL
CURRENT COMMUNITY COUNCIL MEMBERSHIP

COMMUNITY NAME	DESCRIPTION	No. OF COUNCILLORS	ELECTORATE 2023	RATIO 2023	% variance from existing County average	ELECTORATE 2028	RATIO 2028	% variance from existing County average
Brackla	The Community Wards of Brackla East [2225], Brackla East Central [1815], Brackla West [2015], and Brackla West Central [2654]	12	8709	726	50%	8,709	726	38%
Bridgend	The Town Wards of Morfa [1533], [2011], Newcastle [1319], [1896], [712], [727] and Oldcastle [383], [1913], [1737]	19	12231	644	33%	13,290	699	33%
Cefn Cribbwr	The Community of Cefn Cribwr [1211]	10	1211	121	-75%	1,211	121	-77%
Coity Higher	The Community Wards of Coity [1356], [2368], Litchard [2170], and Pendre [1862]	13	7756	597	24%	7,756	597	13%
Cornelly	The Community of Cornelly [5614]	9	5614	624	29%	7,399	822	56%
Coychurch Higher	The Community of Coychurch Higher [737]	7	737	105	-78%	737	105	-80%
Coychurch Lower	The Community of Coychurch Lower [1149]	7	1149	164	-66%	1,221	174	-67%
Garw Valley	The Community Wards of Bettws [1665], Blaengarw [1402], Llangeinor [950], and Pontycymer [759], [1148]	13	5924	456	-6%	5,924	456	-13%
Laleston	The Community Wards of Laleston/Bryntirion [1582], [678], [2036], [2657], Cefn Glas 1 [1865], and Cefn Glas 2 [1394]	13	10212	786	63%	11,776	906	72%
Llangynwyd Lower	The Community of Llangynwyd Lower [381]	7	381	54	-89%	381	54	-90%
Llangynwyd Middle	The Community Wards of Cwmfelin [1011], [84] and Pontrhydycyff [1245]	12	2340	195	-60%	3,026	252	-52%
Maesteg	The Town Wards of Maesteg East [994], [1051], [1700], Maesteg West [1036], [1023], [1365], [1050], Caerau [878], [1126], [581] and Nantyffyllon [780], [1533]	17	13117	772	60%	13,221	778	48%
Merthyr Mawr	The Community of Merthyr Mawr [146], [77]	7	223	32	-93%	1,206	172	-67%
Newcastle Higher	The Community Wards of Pen-y-fai [1893], and Aberkenfig [1653]	12	3546	296	-39%	4,053	338	-36%
Ogmore Valley	The Community Wards of Blackmill [592], [605], Evanstown [747], Nant-y-moel [1832], and Ogmore Vale [709], [1751]	15	6236	416	-14%	6,236	416	-21%
Pencoed	The Town Wards of Felindre [821], [1337], Hendre [1942], [1355], and Penprysg], [1843]	13	7298	561	16%	8,846	680	29%
Porthcawl	The Town Wards of Newton [2103], [102], Nottage [2499], Porthcawl East Central [2215], [2210], Porthcawl West Central [1507], [769] and Rest Bay [1579], [672]	18	13656	759	57%	15,384	855	62%
Pyle	The Community Wards of Pyle [1078], [1232], [870], [2513]	9	5693	633	31%	5,733	637	21%
St Bride's Minor	The Community Wards of Bryncethin [1320], Bryncoch [609], [1212], and Sarn [1902]	13	5043	388	-20%	5,060	389	-26%
Ynysawdre	The Community Wards of Brynmenyn [1251], and Tondu [943], [666]	10	2860	286	-41%	3,165	317	-40%
		236	113936	483		124334	527	

	2023	%		2028	%
Greater than + or - 50% of County average	9	45%		9	45%
Between + or - 25% and + or - 50% of County average	6	30%		7	35%
Between + or - 10% and + or - 25% of County average	4	20%		4	20%
Between 0% and + or - 10% of County average	1	5%		0	0%

THE COUNTY OF BRIDGEND COUNCIL
PROPOSED COMMUNITY COUNCIL MEMBERSHIP

COMMUNITY NAME	DESCRIPTION	No. OF COUNCILLORS	ELECTORATE 2023	RATIO 2023	% variance from existing County average	Additional Electorate Permissions	Additional Electorate LDP	ELECTORATE 2028	RATIO 2028	% variance from existing County average
Brackla	The Community Wards of Brackla Central [2338], Brackla East [2225], Brackla Tremains [2180], and Brackla West [2005]	12	8,748	729	12%			8,748	729	3%
Bridgend	The Town Wards of Morfa [1884], [2011], Newcastle], [1319], [1858], [716], [941], and Oldcastle [2002], [1995]	19	12,726	670	3%	463	1451	14,640	771	9%
Laleston	The Community Wards of Broadlands [2032], [2661], Bryntirion [1323], Cefn-Glas [1432], [1900], Laleston [684], and Merthyr Mawr [57]	16	10,089	631	-3%		1764	11,853	741	4%
Coity Higher	The Community Wards of Coity [1342], [2862], Litchard [1710], and Pen-dre [1855]	12	7,769	647	-1%			7,769	647	-9%
Cynffig	The Community Wards of Pyle [1078], [1232], Kenfig Hill [870], [2517], and Cefn Cribwr [1235]	10	6,930	693	6%	40		6,970	697	-2%
Cornelly	The Community of Cornelly [5614]	9	5,614	624	-4%		1785	7,399	822	16%
Porthcawl	The Town Wards of Newton [2103], [169], Nottage [2499], Porthcawl East Central [1443], [2220], Porthcawl West Central [1507], [1452] and Rest Bay [1579], [751]	19	13,723	722	11%	292	1436	15,451	813	15%
Maesteg	The Town Wards of Maesteg East [994], [1051], [1700], Maesteg West [1036], [1023], [1365], [1050], Caerau [853], [1126], [581], Nantyffyllon [805], [1533], Coytrahen [326], and Llangynwyd [1245]	23	15,783	686	5%	104	686	16,573	721	2%
Pencoed	The Town Wards of Felindre [821], [1337], Hendre [1948], [1252], Pen-prysg [1946], Heol-y-cyw [721] and Coychurch Lower [896]	15	8,921	595	-9%	68	1480	10,469	698	-2%
Newcastle Higher	The Community Wards of Pen-y-fai [1903], Aberkenfig [1195], and Ton-du [932], [1164]	8	5,194	649	0%	812		6,006	751	6%
St Brides Minor	The Community Wards of Bryncethin [1322], [1096], Sarn [2594], and Brynmenyn [1253]	10	6,265	627	-4%	17		6,282	628	-12%
Garw Valley	The Community Wards of Betws [1663], Blaengarw [1402], Llangeinor [950], and Pontycymer [759], [1148]	11	5,922	538	-17%			5,922	538	-24%
Ogmore Valley	The Community Wards of Blackmill [608], [605], Evanstown [747], Nant-y-moel [1863], and Ogmore Vale [710], [1719]	11	6,252	568	-13%			6,252	568	-20%
	TOTAL:	175	113936	651		1796	8602	124334	710	

	2023	**%**				**2028**	**%**
Greater than + or - 50% of County average	0	0%				0	0%
Between + or - 25% and + or - 50% of County average	0	0%				0	0%
Between + or - 10% and + or - 25% of County average	4	31%				5	38%
Between 0% and + or - 10% of County average	9	69%				8	62%

Chapter 4. RESPONSES TO THIS REPORT

1. Having completed the review of the principal council area and submitted the recommendations to the Commission on the future community arrangements for the principal authority, Bridgend County Borough Council has fulfilled its statutory obligations under the Act. For any further information on the review process please see the Final Recommendations Information document which is on the Bridgend County Borough Council website.

2. Any further comments concerning the matters in this report should be addressed to the Commission. They should be made as soon as possible and, in any event, not later than 6 weeks from the date that Bridgend County Borough Council submits the recommendations to the Commission. Representations should be addressed to:

   Democracy and Boundary Commission Cymru
   4th Floor Welsh Government Building
   Cathays Park
   Cardiff
   CF10 3NQ

   Or by email to: consultations@dbcc.gov.wales

3. After the 6-week period, the Commission will decide whether the principal council has complied with both the requirements of the Act and the detailed arrangements within its agreed Terms of Reference document. The Commission will consider the individual recommendations, and the representations received in respect of each recommendation and decide whether to implement the recommendations submitted by the principal council.

4. For further information on the review and the review process please refer to the Bridgend County Borough Council webpage: www.bridgend.gov.uk/my-Council/elections/boundary-reviews/

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

Responses Received to Bridgend County Borough Council Electoral Arrangement Review



Bridgend 001 – Clerk to Brackla Community Council via E-Mail – Brackla, Coychurch Lower:
Good Afternoon

Following the recent Electoral Arrangement review of all Town and Community Councils across Bridgend County Borough, please see the below feedback from Brackla Community Council:

At its recent Full Council Meeting, Brackla Community Council considered Bridgend CBC's proposals for a review of electoral arrangements within the county borough, with particular attention paid to the proposed merger of Brackla CC and Coychurch Lower CC.

It is the view of Brackla CC that the disadvantages of the proposed merger far outweigh any perceived advantages.

Our current Chairperson, Cllr Eugene Caparros (who is also the current Chairperson at Coychurch Lower CC) commented that the residents of Coychurch Lower are also opposed to the proposed merger.

Although geographical neighbours, it is felt that Brackla and Coychurch Lower are two disparate communities.

With regard to BCBC's proposed minimum Community Council size of 5,000 electors, it is felt that this is an extremely arbitrary figure and one which is inflexible and penalises smaller Councils.

In terms of the new community ward boundary proposals for Brackla, it is felt that the naming and constitution of the proposed 7 new wards is confusing.

Should the proposed merger between Brackla CC & Coychurch Lower CC go ahead (against the will of both Community Councils), Councillors commented that there is a distinct lack of clarity regarding:

- The new Council inheriting the Williams Memorial Hall
- Staffing implications of the merger
- Would Brackla CC simply inherit Coychurch Lower CC's precept?
- Would Brackla CC inherit Coychurch Lower's CAT plans?
- Would two Councillors on the newly-merged Council be sufficient to meet the needs of the Coychurch Lower residents?

If you require any further information, please do not hesitate to contact me.

Bridgend 002 – Member of Public via Online Survey – Brackla, Coity Higher:
I like that the 8x are back in Brackla, and with the potential of development on the Brackla north Estate and all the amenities being in Brackla I think it's a fair move

Bridgend 003 – Member of Public via Online Survey – Coychurch Lower, Brackla, Bridgend Town, Coychurch Higher:

I strongly disagree with the proposals for Coychurch Lower and Coychurch Higher wards. With the adopting of 5000 electors as a minimum for a community council it becomes obvious that the authors of this report have adopted a bigger is better approach. The changes to the Coychurch Lower ward (moving residents of Waterton and Brocastle into Bridgend Town on the basis of the presence of the industrial/retail estates) can be seen as a deliberate attempt to reduce the electorate and this make the ward less sustainable. There is a disturbing trend here to absorb smaller mainly rural/semi-rural community councils into larger urban communities. This will disenfranchise the residents in the smaller communities as they will never have sufficient votes on the new councils to have enough influence to action the needs of their distinctly different communities. This takes the decision making for the smaller community both physically and psychologically further from the residents rather than bringing democracy closer to the people (as claimed in the consultation document). If the aim is to reduce the number of community councils why not merge similar communities even if they don't add up to the "magic" number of 5000. Eg, Coychurch Lower and Coychurch Higher are both rural/semi-rural and both have councils that are the sole trustee for a village hall. Both of these councils have worked hard of the years for and with, their residents to improve their environments, obtain funding for community projects and create community cohesion and identity through shared activities. Much, if not all, of this could be lost by being swallowed up by a much larger urban community. This could create a sense of being forgotten or ignored rather than inclusion amongst the residents, in particular, for older residents and those who would have difficulty getting to the venue of the new council's meetings. Communities are much more than numbers on a spreadsheet. This review is based on numbers of electors. The report does not take into account the socio-economic demographic or cultural distinctiveness of communities "on the ground". From the county borough councils view it may make some sense to reduce the number of community councils but not necessarily financially. In the case of Coychurch Lower the councillors forgo their entitled payment as they are motivated to volunteer to do something for their community. So reducing 7 to 2 councillors would not have an impact. It is this personal involvement in the community where they live that is at risk of being lost. On another notes, one of the main differences between these small communities' councils and the larger urban ones is the amount of part politics and possible confrontation. In Coychurch Lower 5 of the 6 current councillors (and all previous councillors) have no political affiliation (official party or "independent"). They are a team of volunteers focussed solely on providing service to the residents in the Coychurch Lower ward where discussion and consensus is preferred. The residents value this and will not easily engage with a council with a different ethos.

Bridgend 004 – Member of Public via Online Survey – Coychurch Lower, Brackla:
Coychurch must not be linked to Brackla. It's a completely separate community which is run very well. No payment is made to councillors. The process is democratic to elect them and becomes not attested when no one else comes forward.

Bridgend 005 – Member of Public via Online Survey – Coychurch Lower, Brackla:
Excellent plan to merge Coychurch Lower with Brackla. Over recent years Coychurch lower have been an utter disgrace especially in connection to the ruination of our playing field. Hopefully when merged with Brackla we, the taxpayer, will benefit from the economies of scale that as a very small CC we cannot get on our own. More importantly I hope the new CC will benefit more professionally run

Bridgend 006 – Member of Public via Online Survey – Coychurch Lower, Brackla:
I do not want Coychurch lower to end up under brackla. If this is to go ahead, is the council tax going to reduce? Why should I save my hard earned money and pay the money I do to live in Coychurch (my decision) for it to be swallowed up by brackla. You're taking the mick out of all Coychurch residents. It's time to fight back against your behaviour.

Bridgend 007 – Member of Public via Online Survey – Coychurch Lower, Brackla:
Do not agree that Coychurch should merge with brackla. Will loose community identity and power which is the appeal of the village. It will put people off living here. We already have a historic effective community council this will upset the supportive balance in the village which would be a huge set back.

Bridgend 008 – Member of Public via Online Survey - General:
Your map appears incorrect for the house numbers in Briary Way.

Bridgend 009 – Member of Public via E-Mail – Coychurch Lower, Brackla:
My wife and I are residents of Coychurch and have read and studied the draft proposals for the above and would like to have recorded our observation and disagreements to these proposals.

As background, we are residents of Coychurch and have been so for 40 plus years, I [REDACTED] have served on the Community Council and the Villagers Association have been a Trustee of the Williams Memorial Hall.

Whilst we understand the proposals were drawn up taking into account the Aston Business School guidelines, these were published in 1992, some 23 years ago and are therefore not up to date in today's modern society.

We understand that economy of scale strategies in both financial and in administrative processes, however that is not the case in ALL circumstances, and, without doubt, that applies to the proposed amalgamation of Coychurch Community Council with Brackla.

Our first concern rest on the fact that both communities are totally different in many aspects. Brackla is a large housing estate, whilst Coychurch, a village of long standing, a village with a village community, which through the Community Council supports itself. It is separated from Brackla by a main road and a railway line and as such there are two separate communities.

Also, the current democratic differences are evident, in that the Brackla Community Council is very much politically driven whist the Coychurch Community Council is run on a totally nonpolitical basis, allowing the interests of the village to be the main driving point to delivery, as opposed to the political alignment in Brackla.

The suggested structure of the proposed Brackla Community Council weighs heavily in favour of the residents of Wards in Brackla. The twelve / two split in elected members will undoubtably result in the precepts paid by the villagers of Coychurch being spent in Brackla to the detriment of Coychurch, due to the overtly bias split of 12 councillors to Brackla to 2 for Coychurch.

The Williams Memorial Hall will no doubt be the first casualty of this as the Coychurch Community Councillors ensure the survival of this very popular and fully used facility. The Councillors are Trustees of the Hall and without them in place the management responsibilities would be lost. Without ringfencing the money paid by residents of Coychurch via the precept, funding will be lost in the political malaise of the proposed new Council i.e. subsidising Brackla residents.

The recent asset transfer of the Coychurch children's park is another area of financial concern as are the many other service s provided by the Coychurch Community Council e.g. supporting the youth club, over 60 club and other community groups as well as being very closely involved with the St, Crallo's Church (known as the Cathedral of the Vale).

Should the proposals go ahead the current ongoing asset transfer of the playing field from BCBC to Coychurch Community Council must now be in doubt, as any such decision should be made by the proposed new administration. Again, I suggest that the funding for this area will be very problematic due to the proposed arrangements.

I am keen to understand your definition of urban and rural. In note 12 on page 6 of the document you state the Council CONSIDERS the areas listed in that paragraph to be more urban, can this be explained in much greater detail and provide the definitive definition used in this statement as the residents in all those areas would consider themselves to be living in a rural community and not an urban area.

Further the document says, 'The Council considers' I take this to mean the Council has already discussed this and the proposals supplied to us are therefore only a means to satisfy consultation requirements on an issue already agreed, and not an issue for discussions with Coychurch residents.

I do not see how the alignment of those area with Bridgend Town will have benefits other than equalling numbers as opposed to considering the like for like benefits for residents.

As for the proposed changes which will affect other areas, I will allow them to pass comment themselves.

It is our opinion the proposed changes to nothing to add benefit to the residents of any of the areas throughout the County of Bridgend. It is clearly on a numbers game bases, as I have said, on outdated academic research.

At a time when the County Council is struggling to deliver services due to the financial constraints on it budget, we are amazed that these proposals, which will provide the Council with no financial gain, but will require enormous expenditure, is being considered.

We are therefore registering out objections to these proposals in the strongest possible manner.

Bridgend 010 – Member of Public via E-Mail – Coychurch Lower, Brackla:
I am concerned and opposed to to the proposal to change the boundary of the Coychurch Community council and its possible merger with Brackla to form a Brackla Community Council.

As a resident of Coychurch for over 40 years, Coychurch has successfully retained a rural, village community ethos and has a very different approach to the more urban Brackla. I foresee the probability of the erosion of our culture and priorities as we would have a much lesser voice – 2 against 14 – with Brackla.

To create boundaries based arbitrarily on population size is not taking into the account the different values and cultures of communities.

I sincerely hope that the council will reconsider its propsal and the possible damage to communities that these changes would incur.

Bridgend 011 – Member of Public via E-Mail – Coychurch Lower, Brackla:
I would like to register my opposition to the proposal to merge Coychurch with Brackla.

Coychurch is geographically separate from Brackla and has a completely different dynamic. I would therefore like to object to the proposal to merge the two communities.

Bridgend 012 – Member of Public via E-Mail – Coychurch Lower, Brackla, Bridgend Town:

On Tuesday 11th February I attended the Coychurch public council meeting regarding the above subject [Changes to Community and Town Council Ward Boundaries]. Having been a resident of Coychurch since 2000, that being a short time compared to many of the Coychurch residents, it was quite evident at the night of the meeting that all those attended disagreed with the draft proposal.

As you are aware, the proposal reduces the number of councillors for Coychurch lower from 7 to 2 and to place Coychurch within the Brackla ward which has an unchanged number of councillors being 12 in total. Obviously, this is due to the size policy you intend to adopt. This puts Coychurch lower into an exceptionally low and an unfair minority which I believe will not improve the level of local government in the area.

The villagers are extremely happy with the work that the local councillors carry out, as they have done over many years helping to keep a sense of community, something of which will be lost if your proposal goes ahead.

I also disagree with the council's proposal to move Waterton and Brocastle placing them as urban when they are obviously rural communities more attached to Coychurch than the large urban area of Bridgend.

Furthermore, if moving the boundaries to the M4 motorway then why not include the new housing site, which is near the Mercedes dealership on the Coychurch lower side of the M4.

One person in the meeting suggested adjoining Coychurch and Coity. If that were to happen to also include Coychurch Higher that would substantially increase the number of electors achieving an established ward with historic relevance.

Also discussed in the meeting was the future of the Williams Memorial Hall, a place where several organisations meet and community events can be held. It would be a backward step and a huge loss to our community should we lose this important building/meeting place.

Finally, The village of Coychurch has a historic background encompassing Saint Crallo's church which dates back to the 13th century together with some older properties dotted within the community not like the much younger community of Brackla and I find the proposal totally unacceptable.

Bridgend 013 – Member of Public via E-Mail – Coychurch Lower, Brackla:
I attended the Coychurch Public Council Meeting on Tuesday evening 11th February at the Williams Memorial Hall.

As a resident of Coychurch Lower, I am very passionate about retaining the identity of this very people focused village and ensuring that we get the balance right of this situation.

Reading through your proposal it certainly does NOT reflect or bode well for this village as our representation from our current 7 Councillors to 2, where out voice is silenced amongst the 14 in the proposal. I also know that this community is a close knit community with villagers moving and living here for their lifetime or many years and this is an inherent difference to Brackla. There are also several members of the same family's living within the village community, of which I am one, and moved here to be close to family.

Appreciative of the new ward number required to be a minimum of 5000. Is this really necessary within Coychurch? The council has been established and worked very well together with their members to keep the feel of a "traditional" village for the people who have chosen to live in it. If I wanted to be in a newer larger housing estate I would have bought a property in Brackla. I wanted to live in traditional village with a Parish Church, Local shop, village pubs, community centre being the memorial hall, Play park and field for everyone now the field have been upgraded all within walking distance, Coychurch. I feel that if we were to merge with Brackla that the sense of "Community" would be lost completely as we would have very little voice of "our people" within the village for what is important to us who live in it. I feel very strongly about keeping this village with its own identity.

It is a very disturbing and unacceptable proposal put forward by BCBC.

The villagers expressed at our meeting, which was well attended, and had a single voice about this proposal. NO we do not want this to go ahead and feel that all that what the Community Council achieve here is in the residents interest and this will be gone.

Also an alarming comment to hear was about the potential lack of future of the Williams Memorial Hall. If this went ahead, it would absolutely crush the community activities and spirit.

I hope the feedback from our representative councillor at the meeting has reflected these views that we want to keep our unique identity of Coychurch.

Bridgend 014 – Member of Public via E-Mail – General:
What's the basis for the number of councillors ie Coychurch merge with Brackla? Population?

Bridgend 015 – Member of Public via E-Mail – Coychurch Lower, Brackla:

I am writing to formally express my concerns regarding the council boundary changes.

My family and now myself have lived in the village since the 1800. We have been active community members participating in many activities to improve and create the identity, reputation and surroundings of our beautiful village.

I am extremely concerned regrading the proposals in that it will seriously impact on the historical identity of our village. We have a school and church historically named in recognition of who we are.

There is an active community council and it is absolutely inevitable that our village voice will be lost.

Large councils with a small minority from the village will significant impact on ability to influence decisions.

Most importantly the village hall has a very strong history. It was left in trust to the village for the village people. Hence its important to ensure that history is protected and maintained into the future. People on the council who have no connection or history or passion for the village are unlikely to have its best interests at heart.

My grandchildren will be going to the school and my 4 children are actively looking to come back to live in the village. Maintaining its unique voice, identity, history is vital and as such I strongly feel these proposals aim to achieve the opposite of its intention.

Thank you for considering my points.

Bridgend 016 – Member of Public via E-Mail – Coychurch Lower, Brackla:
I am writing to express my strong objection to the proposed merger of Coychurch Community Council with Brackla Community Council. This merger would be highly detrimental to Coychurch Lower and its residents for several key reasons.

Firstly, the proposed council structure is unfair. With only two councillors representing Coychurch out of a total of 14, our community's voice would be significantly weakened. Such an imbalance would make it difficult for Coychurch residents to have any meaning influence on decisions that directly impact them.

Secondly, this merger risks the loss of Coychurch's distinct village identity. Our community has a rich history and a strong sense of belonging, which would be undermined if we were absorbed into a much larger area. The character of Coychurch is important to those who live here, and merging councils would threaten what makes our village unique.

Furthermore, Coychurch residents would have little control over local decisions affecting their area. With so few representatives, key matters such as planning, infrastructure, and local services could be decided without properly addressing our village's specific needs. It is vital that our community retains the ability to influence the polices that shape its future.

For these reasons, I strongly urge that this merger be reconsidered. Keeping Coychurch Community Council independent is essential to ensuring fair representation, maintaining our village identity, and protecting the interests of local residents.

Thank you for considering this objection. I look forward to your response.

Bridgend 017 – Member of Public via E-Mail – Coychurch Lower, Brackla:

I am writing to oppose the draft proposals for the changes of the ward of Coychurch. In the meeting I attending it said that BCBC was proposing that Coychurch Lower would join and become part of Brackla. I oppose this because for multiple reasons:

- As a family with small children we have recently chosen to buy a house in a stable village community. With a very special community feel. Brackla as I'm sure you will agree is a much larger estate and not the close knit community feel etc. of Coychurch
- As stated in your document that BCBC would ensure that Communities continue to reflect local identities, which would definitely not be the case if Coychurch and Brackla were to join as a community. I feel Coychurch would lose its identity as a small village community, where we all look out for one an other.
- With the councillors in Brackla being a larger number and Coychurch having much fewer representatives, there would be no hope for anything Coychurch wanted or suggested being carried out, as the councillors for Coychurch would be out numbered.
- A village like Coychurch and a large housing estate like Brackla have absolutely nothing in common. I feel it would be detrimental to the village of Coychurch and its residence if these proposals are enforced.

So on the grounds mentioned above I am against these changes.

Bridgend 018 – Member of Public via E-Mail – Coychurch Lower, Brackla:
I am writing to formally object to the proposed merger of Coychurch Community Council with Brackla Community Council.

This merger raises significant concerns that I believe will negatively impact Coychurch Lower and it's residents.

Under the proposed arrangements out of 14 councillors only 2 will represent Coychurch. This is extremely unfair and will result in our village have a minority voice. This severely limiting our ability to influence that directly affect our community such as planning, infrastructure etc. Such an imbalance undermines the principles of fair representation and fair governance.

This merger threatens the unique identity of Coychurch village. Coychurch has a long history, strong community ties, a distinct character that would be at risk of being overshadowed by a much larger Brackla Community.

Therefore, as a person who moved from Brackla to Coychurch I strongly oppose the merger and urge the decision makers to reconsider. Preserving an independent Coychurch Community Council to protect the village identity and safeguard the interests of residents.

I also believe that if a merger has to go ahead due to financial reasons villages should be merged not a village and housing estate which have different values.

Bridgend 019 – Member of Public via E-Mail – Coychurch Lower, Brackla:

I am writing to oppose the draft proposals for the changes of the ward of Coychurch. In the meeting I attended it said that BCBC was proposing that Coychurch Lower would join and become part of Brackla. I oppose this because:

- We chose to buy a house in a stable village community. Brackla as I'm sure you will agree has a large turnover of families moving in and out of the area, as families grow and people move on.
- As you said in your document that BCBC would ensure that Communities continue to reflect local identities, which would definitely not be the case if Coychurch and Brackla were to join as a community.
- With the councillors in Brackla being something like 12 in number and Coychurch having 2 representatives, there would be no hope for anything Coychurch wanted or suggested being carried out, as the councillors for Coychurch would be far out numbered.
- A village like Coychurch and a large modern housing estate like Brackla have absolutely nothing in common.

So on the grounds mentioned above and I'm sure many more I am against these changes.

Bridgend 020 – Member of Public via E-Mail – Coychurch Lower, Brackla:
I am writing to voice my objections to the proposed boundary changes relating to abolishing Coychurch Lower Community Council. I am very concerned that there will be a loss of village identity, as well as Coychurch not being represented fairly on the new Brackla Community Council, as many of the councillors would have no links to Coychurch. For these reasons I would not want this change to go ahead as proposed.

I hope this feedback may be of help and look forward to the continued representation of Coychurch in its current form, which I am very happy with.

Bridgend 021 – Member of Public via E-Mail – Coychurch Lower, Brackla:
With regard to abolishing Coychurch Lower Community council, I would like to ask the reasoning behind this proposal? If the merger does go ahead why call it Brackla community council? We do exist in Coychurch & being represented by ten non-residents will totally devalue our existence. I totally disagree with this proposal.

Bridgend 022 – Member of Public via E-Mail – Coychurch Lower, Brackla:
I am writing to formally object to the proposed merger of Coychurch Community Council with Brackla Community Council. I believe this decision would be highly detrimental to Coychurch Lower and its residents for the following reasons.

Firstly, the proposed council structure is deeply unbalanced. Coychurch would only have two representatives out of a total of 14 councillors, leaving our community with an unreasonably small voice in decision-making. This lack of fair representation means that the interests of Coychurch residents could easily be overshadowed.

Additionally, this merger threatens the unique identity of Coychurch. Our village has a strong sense of community and a distinct heritage that would be at risk if we were absorbed into a much larger area. Losing our independent council would inevitably weaken the local character and sense of belonging that residents value.

Furthermore, with so few representatives, Coychurch residents would have little influence over key decisions affecting their area. Matters such as local planning, services, and infrastructure would likely be decided with little regard for the specific needs of our community. The residents of Coychurch should have a meaningful say in the issues that impact their daily lives.

For these reasons, I strongly oppose the merger and urge those responsible to reconsider. Maintaining an independent Coychurch Community Council is essential to ensuring fair representation, preserving our village's identity, and protecting the interests of its residents.

I appreciate your attention to this matter and look forward to your response.

Bridgend 023 – Member of Public via E-Mail – Coychurch Lower, Brackla:
I am contacting regarding the proposed plans to abolish Coychurch Lower Community Council.

We have been advised that the plans are to merge into Brackla's Community Council leaving only 14 Community councillors, with just two members for Coychurch.

We are absolutely shocked at the suggested that Coychurch should not have voices in these matters. I'd ask how you intend to hear the voices of those in Coychurch, whom I might add have vastly different needs to that of Brackla, with just two members.

My partner and I moved to Coychurch to be part of Coychurch and can't help but feel that this is the first step in trying to phase us into Brackla; a heavily built-up landscape in stark contrast.

Coychurch is its own identity with its own people and should be treated thusly.
Our deepest concern here is that we will suddenly have an inability to influence decisions that pertain to, or affect, Coychurch lower.

I am appalled that this proposal has been made without first asking those of us that live here what our thoughts to the matter are. Thus, I am drawing to the conclusion of the above; if our voices don't count enough to vote for or against this matter, then surely our voices don't matter enough to influence decisions that could impact our beautiful village.

A step in stripping from Coychurch its sense of Community indeed.

I would urge you to at least bring this proposal to a vote before planning to progress any further.

I'd say kind regards, but I have none to give on this matter.

Bridgend 024 – Member of Public via E-Mail – Coychurch Lower, Brackla, Bridgend Town:

Introduction:

I am resident in the Coychurch Lower Ward and have lived here for 12 years. I moved from Cardiff to the village following my retirement from South Wales Police where I served as an Officer. My last posting was as the [REDACTED], and this is when my fondness for Coychurch began and why I chose to settle here.

Since moving here in 2013, I have been actively involved in village life, serving in various roles namely, Treasurer of the Coychurch Garden Society, Chairperson of the over 50's Community Café, Committee Member on the Williams Memorial Hall (WMH) Fundraising group. I have also attended and assisted with many village events, School Carnivals, Part in the Coychurch Playing Fields, Craft Fayres, Social gatherings held at the WMH.

Public Meeting:

On Tuesday 12th February 2025, I attended a public meeting held by my local Community Council to discuss Bridgend County Borough Council's (BCBC) proposed changes to Community Councils and ward boundaries.

The document circulated at the meeting was that which is the published on BCBC's website titled, **"Review of the Community Arrangements of the County of Bridgend – Draft Proposals – January 2025"**.

I have studied this document at length and whilst I intend to outline my opposition to the proposals, the document lacks clarity on several issues.

Further Clarity:

Chapter 1

Point 1 – BCBC proposing these changes to, ***".....facilitate effective & convenient local government across the principal council area"***

Clarity Required: This statement tends to suggest that the current arrangements are NOT effective or convenient. Why are they not effective? Convenient for who, BCBC or the community? What does this statement actually mean?

Point 4 – ***".....in producing a scheme of community arrangements the Council must have regard to a number of issues contained in the legislation"***

Clarity Required: What legislation are BCBC referring to?

Point 4 – The scheme proposed to places an emphasis on ***".....ensuring community councils are sufficient in size to support the principal authority's aspirations for the future....."***

Clarity Required: What are the principals authority's aspirations for the future which necessitate these changes?

View of Coychurch Village:

My perception of Coychurch Village is that it is a semi-rural area, surrounded by farmland. Whilst we are fortunate to have families resident here, there is no getting away from the fact that there is an aging demographic that have either lived here all their lives or retired here, like myself. This village CANNOT be described as having a transient community, and it is that very fact that generates truly tangible community spirit.

This community spirit was never more apparent than during the COVID pandemic, when every street had a dedicated 'street warden'. Their responsibility was to patrol their respective street twice daily and check for displays of red or green cards in resident windows. A red card would indicate the occupant needed some assistance which could range from essential shopping to prescription medication. In my lifetime, never have I experienced such a community feel.

At the heart of the village is the Williams Memorial Hall, left to the community by the Williams Family over 100 years ago. This hall is so important to the community and whilst the Coychurch Lower Community Council is the sole trustee, residents' involvement in raising funds to assist with its maintenance is ongoing, thus emphasising its importance.

View of Brackla:
Whilst I accept my view of Brackla is limited, my perception is that this is a large residential housing estate, consisting of privately owned & social housing, but most definitely, not a village.

In 2011, Brackla made up almost a quarter of the population of the Bridgend area.

The 2021 census highlighted that of the total population, only 18% of Brackla Ward was composed of residents aged 65+. In stark contrast, Coychurch residents 65+ more than double that of Brackla at 37% of its total population.

Coychurch Lower Community Council:
Aside from the chairperson, Coychurch Lower Community Council comprises of non-political individuals, resident in the village. This has always been the case to my knowledge. They have no political motives / interference or bias but instead are personally invested in improving the village of Coychurch.

Whilst I appreciate any councillor would argue their motives for entering public services are for the betterment of the community they serve, when you represent a political party, there will always be the risk that decisions will be made that support party views and not necessarily the community. This DOES NOT happen in Coychurch.

As a result of this independence, the community & councillors have achieved great success within the village, for example:

- Complete refurbishment of the children's playing park – using grant funding obtained by our Community Council
- Fundraising for repairs to the WMH – no assistance from BCBC
- Display of Christmas Lights throughout the village and Waterton
- Village competitions – Best front Garden / Best dressed house (Queens Jubilee)
- Community Council led beacon lighting for D-Day Celebrations / Queens Jubilee / Kings Coronation

Brackla Community Council:
This council *has* far greater political representation with over 50% of the named councillors on their website, being members of the Welsh Labour Party. Brackla Community Council is coloured by political affiliations and there is the possibility that decisions could be made that priorities party interests over the welfare of local communities.

Summary of Opposing Views re BCBC's Proposals:
I have outlined below the reasons why I strongly oppose a merger of Coychurch Lower with Brackla to form one Community Council.

1. Unfair Representation

The proposed community council affords Coychurch only 2 councillor seats. Whilst mathematically that may be accurate, in reality it will mean Coychurch will ALWAYS be a minority voice, hindering our ability to influence decisions about our own village. This has the very real potential to adversely affect any allocation of funds to our village & ultimately result in a poor quality of service. It also fails to ***'retain the identity'*** of Coychurch, something BCBC claims it intends to do.

2. No Affiliation with Brackla

For some reason, BCBC feels that Coychurch Village is more aligned to Brackla than any other ward. This could not be further from the truth.
Both Community Councils are run completely differently, Coychurch heavily weighed as Independent of political influence, whilst Brackla is the complete opposite.
The demographic makeup of each area is completely different as highlighted previously in my report. Coychurch is arguably a semi-rural area, Brackla is most definitely an urban area.

The railway line forms a natural boundary dividing both wards.
Waterton residents have family ties in the village & use Coychurch facilities. BCBC's proposal is to remove Waterton & Brocastle & merge it with Bridgend Town, again with no natural or existing affiliation.

3. Uncontested Seats

This has been cited as a reason for BCBC's proposals to enlarge the electorate numbers within wards to 5000+. BCBC have suggested that to have uncontested seats is ***'an indication of a democratic deficit'*** that could result in ***'a lack of democracy'***.

The Oxford dictionary defines a demographic deficit as ***'a perceived deficiency in the way a particular political arrangement works in practice against a benchmark as to how it is supposed to work in theory'.***

This democratic deficit could be interpreted in a number of ways:

a) The seats were uncontested because the communities were happy with the current representation and it did not warrant change.
b) A general apathy & mistrust from the public towards politics/communities resulting in a reluctance to 'get involved' or vote.

My own view is that BCBC's use of this issue as a reason to propose changes is flawed. The apathy that exists among the general public is an issue across the whole of Wales and England and CANNOT be attributed solely to Wales or indeed Coychurch Lower just because it has an electorate below 5000.

A merger of smaller Community Council wards WILL NOT solve this 'lack of interest'. In fact, there is a very real possibility it will make the situation worse, as big is most definitely not always beautiful. The public may be even less inclined to volunteer or put themselves forward for councillor seats, particularly for Coychurch, knowing they will be a minority voice.

Public engagement in Coychurch is achieved through personal knowledge of the Community Councillors and excellent use of the WMH, local shop & garage. To move from this to a larger Community Council, made up of 14 councillors, 12 of whom will be faceless individuals with no vested interest in Coychurch, has the potential to damage that 'democratic deficit' not repair it.

Recent General Elections have highlighted the lack of trust the public have in politics & more importantly politicians. BCBC has amplified that mistrust in this draft document which as I highlighted at the start of my report, lacks clarity and details of the principal authority's true aspirations & motives for these changes. As residents we are being asked to provide feedback from an ill-informed position, simply so that BCBC is able to say they consulted on our views.

4. Potential Loss of Williams Memorial Hall

As previously mentioned, this building is at the heart of Coychurch village. BCBC's proposal will see 12 Brackla community councillors appointed as trustees and only 2 representing Coychurch.

As trustees, they are supposed to manage the hall to the benefit of the community. There is nothing stopping 12 faceless individuals deciding that the WMH is no longer viable and disposing of it.

5. No benefits to proposed changes

Nowhere in BCBC's draft proposal document does it outline;
a. Why the current ward structure is not working?
b. Why the current ward structure is ineffective?
c. Why the current ward structure is not convenient?
d. Aside from giving each ward an electorate of over 5000, the benefits of these proposals are not apparent & certainly are not contained within the document.
e. Democratic Deficit is likely to worsen with larger faceless community councils.
f. The financial burden to make these changes will indirectly fall to the local taxpayer. For example, administrative costs & general rebranding costs.

In the absence of any real substance in BCBC's draft proposal, then surely the argument should be, 'if it isn't broken, don't fix it'.

I submit this report in opposition to BCBC's draft proposals to change Community Councils & ward boundaries.

Bridgend 025 – Member of Public via E-Mail – Coychurch Lower, Brackla:
I have currently heard that Bridgend Council is planning to have both Coychurch and Brackla to work together for one community council. Not good.

I have to say that this is just NOT a good idea. We have always worked ourselves with no problems so do not need to work with Brackla, so why on earth think of doing this. I have heard that we will only be able to have two people whilst working with Brackla and they will have 12 people. This also is not right is it.

I am concerned that Brackla will have enough to discuss so won't have the best interests for Coychurch. So, how would we sort out our own affairs?

The idea of being together is just not a good idea and I would think the same for any other places in the same way.

I, and many other people I know in Coychurch, would be very pleased and grateful if you would decide not to do this. So please give more thoughts to this and get back to me.

Bridgend 026 – Member of Public via E-Mail – Coychurch Lower, Brackla:
As a long standing Coychurch resident I strongly oppose the village being placed with Brackla. Coychurch is a self contained area and many of the buildings pre-date Brackla by many years. Our current council members have the best interest of the village which will be lost forever in the new larger community. I note that it is proposed that the new area will have 14 councillors with only 2 being from Coychurch and as a result I feel, as do many others, that the best interests of the village will not be heard.

In addition I understand that the current council pays rent at the Memorial Hall and this will have a serious impact on the financial viability of the hall in the long term. Should it close this will have a impact on several groups who meet there throughout the week.

I would urge you to seriously the re-consider this proposal.

Bridgend 027 – Member of Public via E-Mail – Coychurch Lower, Brackla:
I attended the Coychurch Public Council Meeting on Tuesday evening 11th February at the Williams Hall.

As a resident of Coychurch Lower, I am very passionate about retaining the identity of this very people focused village and ensuring that we get the balance right of this situation.

Reading through your proposal it certainly does NOT reflect or bode well for this village as our representation goes down to 2 Councillors from 7 currently and so straight away our voice is silenced amongst the 14 in the proposal.

Not only that, this community is close knit and static with villagers here for their lifetime or years and this is an inherent difference to Brackla.

I lived in Brackla myself for a short time and come from an open eyed view on this and it's not at all a disrespectful one to people in Brackla.

Appreciative of the new ward numbers required to be a minimum of 5000.

Coychurch as a whole would be 1838 and so why not join us with a part of Coity (excluding Parc Derwen) which is again a Brackla type area with us to get the Ward representation and to retain the village concept and values.

It's a very disturbing and unacceptable the proposal put forward by BCBC.

We asked at our meeting which was well attended and had a single voice about this, namely No we don't want this to go ahead and feel that all that the Community Council achieve here in the residents interest will be gone.

Also an alarming comment to hear was about the potential lack of future of the Williams Hall, if this went ahead it would absolutely crush the community activities and spirit.

I hope also you listen to the feedback from this meeting given to you from our representative councillor.

We ask that you also come to the next meeting so you can hear quite clearly the spirit of community relations here and reconsider what you're Proposing for Coychurch.

We want to keep our unique identity of Coychurch.

Bridgend 028 – Member of Public via E-Mail – Coychurch Lower, Brackla:
I understand that there is a proposal to make a change to the Community Councillor for Coychurch and that Coychurch will be associated with Brackla. I am strongly opposed to this suggestion as there will be a much reduced possibility of required action to be taken on issues required for attention by Coychurch residents due to our smaller location and our much smaller village population as there will only be 2 Coychurch Community Councillors against 14 from Brackla.

My wife and I have lived in Coychurch for 40 years and the village Community Council has served the Coychurch village constantly and competently and the village public have been consulted on many major decisions that have been made.

The proposed new "Brackla Community Council" will be biased due to the far greater number of Brackla Councillors and some decisions may not, as a result, be beneficial to Coychurch residents.

Bridgend 029 – Member of Public via Letter – Coychurch Lower, Brackla, Bridgend Town:
My family and I have resided in Coychurch Lower Ward for over 60 years and have been extremely active and involved with village life. My father was a founder member of Coychurch Gardening Society, my husband was a former Chairman of the Community Council, a youth club leader for over 25 years, the chairperson of the Coychurch Villagers Association and with fellow village residents organised the village carnival, dances, Christmas children's parties and a Christmas lunch for the OAP's resident in the village; all these vents using the invaluable Williams Memorial Hall (WMH). I am a member of Coychurch W.E. which meet monthly and we assist in any fund raising events held to support the WMH. The WMH is currently used for several other activities e.g. the over 50's Café, dance classes. I attended the public meeting on 12/02/25 in the WMH held by my local Community Council to discuss BCBC proposed changes to Community Councils and ward boundaries. A document was distributed at the meeting and is identical to the BCBC's website "Review of the Community Arrangements of the County of Bridgend – Draft Proposals – January 2025". On studying the document I strongly oppose several proposals as follows:

POINT 1: BCBC proposing these changes to, "facilitate effective and convenient local government across the principal council area". Please clarify, as the above tends to infer that the current arrangements are NOT effective or convenient. Why are they NOT effective? Who are they convenient for, BCBC or the community? What in fact does this statement mean? **PLEASE CLARIFY.**

POINT 4: "in producing a scheme of community arrangements the Council must have regard to a number of issues contained in the legislation". What is the legislation that BCBC are referring to? The scheme proposed places an emphasis on "ensuring community councils are sufficient in size to support the principal authority's aspirations for the future." What are the principal authority's aspirations for the future that necessitate such changes? **PLEASE CLARIFY.**

My views on Coychurch Village:
I see Coychurch as a semi-rural area surrounded by farmland. We are fortunate to have families living here and many of the youngsters that attended the youth club years ago left school, worked away, married and moved back into the village to raise their children and to be close to their retired parents. Coychurch cannot be described as a transient community and this in turn generates true community spirit. And how apparent that spirit was during COVID when every street had a dedicated street warden who patrolled their street twice a day checking to see if a red or green card was displayed in the resident's window. A red card indicated that the occupant needed some help be it for needed shopping or collecting a prescription whatever. The late Queen's Jubilee was again clearly an indication of how the residents came together to celebrate this special occasion. The Williams Memorial was bequeathed to the village of Coychurch over a century ago by the Williams family of The Mansion House, Plas Coed-y-Mwstwr. The hall is extremely important to the population of Coychurch, the Coychurch Lower Community Council being the sole trustee, and with residents' involvement in raising funds to assist with the ongoing maintenance emphasises its importance.

My views on Brackla:
I see Brackla as a large residential housing estate consisting of both privately owned and social housing; definitely not a village. Brackla in 2011 made up almost 25% of the population of the Bridgend area. In the 2021 census the total population showed that only 18% of Brackla Ward comprised of residents aged over 65+. Whilst, Coychurch records show 65+ more than double that of Brackla with 37% of its total population.

Coychurch Lower Community Council:
Apart from the chairperson, CLCC is made up of non-political people resident in the village. And, as I recall over the past 60 years this has always been the case with the elected people holding a vested interest in improving the village for the benefit of the people without any political interference or bias; therefore looking after the best interest of the village residents/the community. In my opinion when a councillor represents a political party there is a risk that any decisions made will support party views and not what is necessarily best for the community as a whole. This does not happen in CLCC meetings and being independent a great deal of success has been achieved for example:

- With fund raising for repairs to the Williams Memorial Hall without assistance from BCBC
- A complete refurbishment of the children's play park using a grant obtained by our Community Council

- Christmas lights displayed throughout Coychurch and Waterton village
- Various village competitions held during the Queen's Jubilee – Best front garden, best dressed house
- The Community Council led beacon lighting to celebrate the D-Day Landings, Queen's Jubilee, and King's Coronation
- I remember also when Prince Charles was invested as the Prince of Wales each child in the village received an Investiture Mug and likewise when he married Princess Diana celebration mugs were distributed

Brackla Community Council:
This council being represented with over 50% of the named councillors being member of the Welsh Labour Party hence affording great possibility that any decisions made could prioritise party interests over local community interests.

My Opposing Views Regarding BCBC's Proposals:
I strongly oppose any merger between Coychurch Lower and Brackla to form one Community Council:

POINT 1: Because Coychurch council has only 2 councillor seats this means that Coychurch will **ALWAYS** be a minority voice and could adversely affect any decisions made to the detriment of any funding and quality of services. This would inhibit Coychurch to retain its identity, something that BCBC claims it intends to do. **How?**

POINT 2: It appears that BCBC feels that Coychurch Village is more aligned to Brackla than any other ward, **how is this?** Both Community Councils could not be more different, Coychurch being independent of political influence and Brackla being the complete opposite. The demography of the areas are completely different as stated previously. Arguably Coychurch is a semi-rural area, whilst Brackla is definitely an urban area and the railway line forms a natural boundary dividing both wards. The residents of Waterton have family ties in the village and use the facilities. The proposal by BCBC to remove Waterton and Brocastle and to merge them with Bridgend Town **WHY?** There is no existing or natural affiliation.

POINT 3: Uncontested seats have been cited as a reason for BCBC's proposals to enlarge the electorate numbers within wards to 5000+ and have suggested that to have uncontested seats is "an indication of a democratic deficit" this could result in "a lack of democracy". This demographic deficit could be interpreted as: a) the seats were not contested because the communities were happy with the current representation and did not want to change it, b) an apathy and mistrust from the public towards politics/communities resulting in a reluctance to get involved or to vote. My personal view is that BCBC's use of this issue is a reason to proposes changes is flawed and unjust. The existence of apathy among the general public is an issue across the whole of Wales and England and **CANNOT or SHOULD NOT be attributed solely to Wales or Coychurch Lower because the electorate is below 5000.** The merger of smaller Community Council wards **WILL NOT** in my opinion solve this lack of interest and could possibly make the situation worse, as **BIG IS NOT ALWAYS BEAUTIFUL**. People could become less inclined to volunteer their services or put their name forward to become a councillor, particularly for Coychurch as they will have a minority voice/vote. The public are engaged in Coychurch because of the personal knowledge of the Community Councillors and using the village hall, shop and garage. To change to a larger Community Council comprising of 14 councillors', 12 of which will have no real vested interest in Coychurch could potentially damage that democratic deficit not repair it. General elections of late have shown the lack of trust the public have in politics and notably politicians. BCBC has magnified mistrust in this draft document as I have already highlighted, lacking clarity and details of the principle authority's true motives and aspirations for such changes. As a resident I am being asked to provide feedback from an ill-informed position, quite simply because BCBC can say that they consulted my views.

POINT 4: A potential loss of the Williams Memorial Hall. As mentioned previously, the WMH is the heart of village life and BCBC's proposal will mean that 12 Brackla community councillors being appointed trustees with representation of just 2 from Coychurch. The job of the trustees is to manage the WMH for the benefit of the community so, in my opinion those not residing in the village community could deem it unviable and hence render disposing of it. This has happened many times within Bridgend town no longer being the quaint, thriving old market town as it was formerly known. Take note of the catastrophic market and Rhiw area, diabolical decisions made by past councillors.

POINT 5: The BCBC draft proposal does not outline any of the following: Why the current ward structure is not working and why it is ineffective and not convenient. Apart from an electorate of 5000 in each ward, any benefits are not apparent and are not contained in the document. Democratic Deficit is likely to worsen with larger faceless community councils. The proposed changes will become a financial burden which will indirectly fall to the local taxpayer for such things as rebranding and administration costs.

I oppose BCBC's draft proposals to change Community councils and ward boundaries as explained within and would like a response to my letter with clarity please.

Bridgend 030 – Member of Public via Letter – Coychurch Lower, Brackla:

I read with interest your Draft Proposal Report, and would like to make the following observations on your intention to merge Coychurch Lower with the greater community of Brackla. I can only take it that your proposals are based on a need for financial efficiency and gain, rather than overall community effectiveness, so could you please respond by informing me of the anticipated financial gain to BCBC, once this plan has been implemented? It would also be interesting to hear your views on what n on-financial benefits your proposals would bring to the individual merged communities.

Observations:-

(1). It must be admitted that Coychurch Lower C.C. has 'enjoyed' the benefits of a community councillor representation beyond the norm, but that is not to say that it's always been efficiently and effectively run by its 7 members, and indeed, might well benefit from some degree of 'pruning' and overall cost saving, to minimise the amount of the precept being used for overheads and administrative purposes.
Having said that, your proposed merger will result in Coychurch having a representation so low as to be totally dominated by Brackla's influence. This cannot be considered democratic, and as such, is unacceptable, and will reduce Coychurch's position to one who scrabbles for crumbs of the large cake – simply not acceptable.

(2). You mention in Chapter 1 that '.....reflect the character of the areas involved....'
Amalgamating the rural and semi rural community of Coychurch with the domineering urban expanse of Brackla cannot in any way be considered linking communities with similar needs.

(3). Coychurch has in the past been a non political based council with councillors classing themselves as Independent to avoid any political bias or influence. Your proposed merger will result in Coychurch's two representatives being left to contend with what would seem to be an overall majority of a single political party representation of Brackla. Again not an ideal situation.

(4). Referring in part back to my opening paragraph, and my reference to financial implications, can I take it that the merged community precepts would simply aoumd to that currently paid to community A plus that currently paid to B? If so, can I also take it that you will not dictate how that total precept is distributed between the needs of the old A and B? If that is indeed the case, I'm sure you will appreciate that the minority representation of Coychurch's requirements are likely to be hard fought for.

(5). Finally, but certainly not of the lowest priority, Coychurch Lower CC have always acted as trustees of the all important village facility – The Williams Memorial Hall. Could you please let me know how you intent to satisfy the Trust holder's requirements within the new proposed merger?

The following is littler more than background narrative, but may serve to give a indication/modelling of diverse requirements even within comparatively small areas :-

Coychurch Lower encompasses the more densely populated area south of the main railway line, together with the greater, but less densely populated, rural area north of the line. Having lived within the rural area for near to 50 years we have witnessed the need to continually fight for a shared cut of the cake, with (understandably?) the village's needs, which seem to automatically come first. I think scaling this experience up to the proposed Brackla/Coychurch merger, should provide a flavour of the potential issues which will confront the representatives of Coychurch.

Trusting the forgoing will be taken into consideration, and that you will be able to respond to the questions raised.

Bridgend 031 – Member of Public via Online Survey – Coychurch Lower, Brackla:

Interested area – Coychurch Lower to Brackla Community Council

Firstly I agree that overall there is a large imbalance with representation of community councillors in the Coychurch area, for the population of Coychurch representation is too high and therefore costs out of proportion. I however, object to moving the Voychurch lower area into Brackla on the following grounds.

1. The current Coychurch Community Council is well thought of in the area, is a source of information and maintains a high profile. A move into a larger area will reduce the effectiveness of our local representatives.
2. Coychurch Lower is not directly linked to Brackla and is a has different economic and social needs.
3. Coychurch Lower would represent under 10% of the total electorate and would therefore have difficulty in obtaining both any influence in the running of the new community area and be at the back of the queue for any resources or other considerations. Brackla due to population size would inevitably monopolise the funding and influence over the community council area.
4. Due to the difference in geography of the two areas, larger parts of Coychurch are rural and Brackla is completely built over the requirements of the two areas are not compatible. Disproportionate funding will inevitably be taken by the needs of the larger community within the council.
5. The area should remain as a wider Coychurch Lower area but with fewer representatives, two seeming to be (as the research shows) the optimum number of community councillors.

Bridgend 032 – Member of Public via Online Survey – Coychurch Lower:
The proposal is unsatisfactory for the community of Coychurch, who will suffer not having the representation on the community council and it seems unfair that no other ward within the existing will lose community councillors and there we will be less decision making powers for our village.

Bridgend 033 – Member of Public via E-Mail – Coychurch Lower, Brackla:

I have recently been made aware of the proposed changes to the council boundaries and its effect on the village of Coychurch. As a long time residential of the village I have to say that I feel that the changes will have an adverse effect on the community of the village.

As a member of the Coychurch Women's Institute and the Williams Memorial Hall Fund Raising Committee, I see first hand the senser of community that lives in the village. If the village is run by Brackla Council with only 2 Coychurch councillors we will lose our voices and our identity. Many of the residents are elderly and I cannot envisage them going to a council meeting in Brackla. How are they going to get their opinions heard? Currently it is a walk to the village hall.

Also, the village hall is a very busy hub for all sorts of activities. If the council no longer need it will it have to close. This will further rob us of our community space. The elderly and the young all use and appreciate the activities that are run there. Please don't ignore that.

Having a focus in Coychurch brings people together to work for the village. Losing our council will remove our focus, To raise funds, we hold, parties, fashion shows, fun evenings, flower arranging, over 50's café, pop-up café, craft meetings, etc. to raise funds and maintain our village. Please allow us to maintain our identity. We are a separate village, not a part of the large area of Brackla.

Bridgend 034 – Member of Public via Letter – Coychurch Lower, Brackla:
I've just found out that you propose to amalgamate Coychurch Community Council with Brackla CC, if it makes any difference here are my thoughts on the matter.

1. I realise that your funds are low and you must make ends meet but your proposals are based on economics rather than the needs of the community
2. BCBC funds out much of its admin WHY! Eg. I have receipts for my care and repair package from Leicester – are there no tidy clerks in Bridgend
3. What happens to Williams Hall in Coychurch
- Will the new council meet there?
- Will all the activities still take place? OR will it be run for a profit?
4. Who will be responsible for keeping Williams Hall in good repair? OR will it be left to fall apart and sold as a premium housing site
5. Where will the village hold its
- Famous flower show
- Craft days
- OAP coffee mornings
- Election venue etc
6. If we lose our Community Council, who will keep an eye out for our footpaths, that need maintenance, hedges and verges that need trimming and any damage over our fantastic children's park and newly refurbished "cricket" ground. Many thanks to our present nd past Community Councillors who've given such a great service

Finally,
14 on the new CC
12 from Brackla
2 from Coychurch

This may be pro rata, but will NOT, be what Coychurch needs. Coychurch would end up as a minor part of Bridgend's history, a sort of Llareggub (sorry Dylan T).

Bridgend 035 – Member of Public via E-Mail – Coychurch Lower, Brackla:

This is email is regarding to abolish Coychurch lower community council and form new Brackla community council. I am very against this proposal. Coychurch is a small village and Brackla is a very large housing estate. Two totally different identities. Coychurch has been around a lot longer than Brackla and has been a very well run village. To loose our identity would be devastating for our village, We are a very close community. My family have been here for close to a hundred years. My grandmother run the post office for many years and was a close member of the church. My mother then took over the post office for another twenty years. So I have very close ties to this community.

Changing boundaries would not Benefit Coychurch at all. We will be forgotten and Brackla will thrive.

I am very against this proposal, this village is very well run with the community council we have now. Leave our boundaries alone.

Thank you for your consideration in this matter.

Bridgend 036 – Member of Public via E-Mail – Coychurch Lower, Brackla, Bridgend Town:

I have been a resident of Coychurch village for 44 years and as such I am writing to you to strongly object to the proposed boundary changes.

During my time living in the village, the Community Council has serves its residents very well. Members do not take payment thereby actually saving money. As trustees of the Williams Memorial Hall the Community Council supports both the maintenance of the Hall itself and the many organisations that use it and value it as a community resource. In addition we have a well used playpark and the newly refurbished community field. The Hall has many flourishing clubs and in addition puts on many other village events both for adults and children. We are currently fund raising to cover repairs and updates to the Hall. How can we ensure that the new Brackla Community Council will continue along the same vein? Will these facilities still be maintained by a new Community Council based in Brackla where the majority of the members will reside? What interest would they have in spending future money on these areas that won't directly benefit them unless they are willing to travel? The close connection and understanding between the Community Council and the residents would be lost if the proposed merger with Brackla Community Council was to go ahead.

In the draft proposal document great emphasis is placed on the term 'democratic deficit'. When this phrase was first coined it referred to cases where individuals did not receive a fair democratic right due to lack of elections, not where there was no need for an election but where elections were prevented from happening. It cannot be inferred from the number of recent uncontested elections that residents are suffering from 'democratic deficit'. There are many reasons why elections are uncontested; satisfaction with existing councillors, availability of transport, immobility, age, to name a few. None of these imply that there is a lack of interest or willingness.

In the recent Senedd consultation document on role Governance and Accountability of Community Councils, it is recognised that community councils play a vital role in delivering community focused services and contribute to the quality of life and democratic representation of rural areas in Wales. They provide a voice for their communities and ensure local priorities are considered in broader local planning. The proposal to merge Coychurch Community Council and Brackla into a new Community Council one could argue would still meet some of the points made by the Senedd. But it fails on two major aspect in that the two communities are completely different demographically and one is urban whilst the other is rural.

The merger proposal states there will be 14 councillors for this newly merged area, with 2 representing Coychurch who would very much be in a minority. How would BCBC ensure the 2 members would be from the Coychurch area? If there was a contested election – as BCBC hopes there would be to avoid its definition of 'Democratic Deficit' – then the 2 candidates from Coychurch would attract a much lower vote due to the number of residents in Coychurch compared to Brackla. On a simple first past the post system it is highly likely that the 2 Coychurch candidates would therefore not be elected. How is this more democratic for the residents of Coychurch? If the seats were to be ring fenced then this would go against the principles of avoiding 'Democratic Deficit' and in that case you might as well leave things as they are.

Coychurch would be marginalised and this would certainly not meet the views of the Senedd but seems to be acting against their views and the views of many councils in Wales who commented during their consultation. The Senedd report states that boundary reviews need to take into account communities as offering a place of local identity of residents. Coychurch Community Council does this. Being a part of a bigger Brackla Community Council would destroy this. Furthermore the report states that the views of local communities and inhabitants are of central importance when undertaking a review of community governance. BCBC would claim this consultation does just that – but the view of the residents must not be ignored and as I understand it residents of Brackla are also not in favour of the proposed merger. These views must not be ignored. That is certainly not democratic.

I wish to make a further point in relation to the precept – would this all now go to the new Community Council or would the precept be ring fenced for the residents of Coychurch? If the latter is the case there would have to be Councillors from Coychurch to make decisions as to how this money would be used and liaise with the

residents. If it is not and becomes part of the larger pot, then again Coychurch will be at a disadvantage. Even with Community Councillors from the Coychurch area, 2 voices out of 14 is very much a minority when it comes to deciding how money will be allocated and therefore again Coychurch will be at a disadvantage. Once again I ask how is this democratic? It seems the proposals will put Coychurch at a severe disadvantage and will cause much ill will and should not be a seriously considered proposal in a democratic country.

The proposal document recognises that the proposals will impact some areas more than others and asks for suggestions for alternatives. If this reorganisation must go ahead it would be better to cluster Coychurch Lower and Coychurch Higher where the demographic is very similar and local concerns and needs coincide. Coychurch Higher also has a flourishing Community Council with similar values as our own. We could liaise on certain areas that require contracts etc and would therefore obtain better quotes for work and get better value for money. Waterton and Brocastle could also be encompassed in this area as they are much more aligned with the rural aspect of Coychurch than the town area of Bridgend. Although this would not meet your arbitrary number to 5000 (which if this was applied to the whole of Wales, few councils would meet) exceptions are needed to cater for the very rural aspect of Coychurch as opposed to the town aspect of Brackla. Coychurch is one of the unique areas of the borough in being so rural. It does not sit on the edge of any major housing development or town area, being cut off from these developments by the main road on one side and the railway line on the other. For County Council elections the method used at the last election could be used which worked well, whereby Coychurch Lower was joined with Brackla East for voting purposes but each community continued to be served by its respective community council.

Lack of engagement in local elections is being looked into by the Senedd with a task and finish group set up to explore good practice in this area and come up with suggestions to improve participation. In this regard BCBC is jumping the gun and would be better placed to make recommendations once the Senedd has reported its findings.

I hope that you will give serious considerations to the points I have made and raise them at the forthcoming debate on the proposed boundary changes.

Bridgend 037 – Member of Public via E-Mail – Coychurch Lower, Brackla:
I am writing to express my dismay at the possible joining of Coychurch with Brackla. Coychurch has been a village for many hundreds of years and has a very different entity to that of the far more recent Brackla estate. The residents of Coychurch are here because they wish to live in a village served by its own councillors. If they wished to be governed by councillors of Brackla they would live on Brackla. I understand that the current economic climate is probably directing these changes but for our village, and probably others too, to lose its identity is unacceptable. I find Bridgend's proposal quite upsetting.

Bridgend 038 – Member of Public via E-Mail – Coychurch Lower, Brackla:
I have lived in Coychurch Village for over 60 years.

My father was a Village Councillor for over 25 years and my late husband also served on our local Council.

Growing up in village life, starting at our local Primary school and enjoying our local parks and facilities in our village hall, including Badminton, Youth Club. Garden Society and afternoons Bridge to name but a few, is something to be proud of.

I was Confirmed in our Parish church, took my first communion, married and over the years my son was christened and confirmed here.

So I feel I am an expert on local Village life and know the importance of being a village community. We have local councillors who are all devoted to ensuring village life is accommodated for all residents.

I therefore feel strongly that to alter the boundary and engulf Coychurch with Brackla would be of no benefit whatsoever and very much oppose this suggestion.

I would like you to communicate this to decision makers and look forward to receiving your comments please.

Bridgend 039 – Member of Public via E-mail – Coychurch Lower, Brackla:

Introduction:

I have been a resident in Coychurch for 24 years. I moved to the village from Reading as part of a significant personal relocation. Part of the reason for choosing Coychurch to live was the feeling that there was a real community spirit in the village. You got a sense of that even just as a visitor, which I was before buying my house and settling there.

Since moving here, I have brough up a family and find it such a lovely place to raise children. In recent years having trained as a dance teacher, I now teach weekly dance classes in the Williams Memorial Hall (WMH). Which has been fundamental for me getting to know so many more people from the village that I didn't previously know. The hall is a great resource for the community and I would say a necessity for many otherwise lonely inhabitants. It is a community hub and strong friendships have developed for some, who attend many of the events held there.

Public Meeting:

My perception of Coychurch Village is that it is a semi-rural area, surrounded by farmland. We are fortunate to have many families resident here, but there is also an aging demographic that have either lived here all their lives or have retired here.

The community spirit has manifested itself in several ways over the years – during Covid, every street had a dedicated 'street warden'. Their responsibility was to patrol their respective street twice daily and check for displays of red or green cards in resident windows. Assistance was given to those in need using this system and lots of people joined in. There are lots of other examples, such as at Easter time, easter eggs, organised by the local council, are hidden in the gardens where children live. Many events such as Halloween parties, Christmas parties, etc are held in the hall for local children. The older generation is also catered for with regular over-50's coffee mornings.

The Williams Memorial Hall, left to the community by the Williams Family over 100 years ago is central to community life in the village, for those of all ages, from young children to the elderly.

View of Brackla:

My view of Brackla is limited and based on my knowing other families living there. My perception is that it is a large residential housing estate, comprising of privately owned & social housing.

Many families that I know don't even know their neighbours. It doesn't have a sense of community spirit – as far as I can tell.

In 2011, Brackla made up almost a quarter of the population of the Bridgend area.

Coychurch Lower Community Council:

Aside from the chairperson, the council comprises of non-political individuals, resident in the village.

As a result of this independence, the community & councillors have achieved great success within the village, for example:

- Complete refurbishment of the children's playing park, using grand funding obtained by our Community Council
- Fund raising for repairs to the WMH, no assistance from BCBC
- Display of Christmas Lights throughout the village and Waterton
- Village competitions; best front garden / best dressed house (Queen's Jubiliee)
- Community Council led beacon lighting for D-Day Celebrations / Queen's Jubilee / King's Coronation

Brackla Community Council:

This council *has* far greater political representation with over 50% of the named councillors on their website. There is the possibility that decisions could be made that prioritise party interests over the welfare of local communities.

Opposing Views re BCBC's Proposals:
Unfair representation
The proposed community council affords Coychurch only 2 councillor seats. Whilst mathematically that may be accurate, in reality it will mean Coychurch will ALWAYS be a minority voice, hindering our ability to influence decisions about our own village. This has the very real potential to adversely affect any allocation of funds to our village & ultimately result in a poor quality of service. It also fails to '*retain the identity*' of Coychurch, something BCBC claims it intends to do.

Potential Loss of Williams Memorial Hall
As previously mentioned, this building is at the heart of Coychurch village. BCBC's proposal will see 12 Brackla community councillors appointed as trustees and only 2 representing Coychurch.

As trustees, they are supposed to manage the hall to the benefit of the community. There is nothing stopping 12 faceless individuals deciding that the WMH is no longer viable and disposing of it.

No Affiliation with Brackla
For some reason, BCBC feels that Coychurch Village is more aligned to Brackla than any other ward. This could not be further from the truth.

Both Community Councils are run completely differently, Coychurch heavily weighted as Independent of political influence, whilst Brackla is the complete opposite.

The demographic make up of each area is completely different.

Coychurch is arguably a semi-rural area, Brackla is most definitely an urban area.

The railway line forms a natural boundary dividing both wards.

No benefits to proposed changes:
Nowhere in BCBC's draft proposal document does it outline:

a. Why the current ward structure is not working?
b. Why the current ward structure is ineffective?
c. Why the current ward structure is not convenient?
d. Aside from giving each ward an electorate of over 5000, the benefits of these proposals are not apparent & certainly not contained within the document
e. The financial burden to make these changes will be ineffective to the local taxpayer

I submit this report in opposition to BCBC's draft proposals to change Community Councils & ward boundaries.

Bridgend 040 – Member of Public via E-mail – Coychurch Lower, Brackla:
The proposed merger of Coychurch Lower Community Council with Brackla.

I want to raise the strongest objection to this merger.

The two areas are completely different Coychurch is a village with a village community and Brackla is a large housing estate.

Coychurch has a strong community based around the two Pubs, the Church and the Williams Memorial Hall. There is a very active Coychurch Community Facebook hub.

Coychurch would only have 2 councillors as against 12 for Brackla meaning our needs will not be met. Also it is possible that all 14 councillors could be from Brackla depending on the election giving Coychurch no local voice.

Coychurch has a slow turnover of population where most properties only come on the market due to deaths or owners going into care. There are many families who have been in Coychurch for decades and many residents who have been in the village tens of years, whereas Brackla is a large housing estate with a more transient population with a constant turn over of properties.

Coychurch has more rural aspect which includes many farming communities.

Our village Hall is an asset to the village and is used for many events by Coychurch residents, National and Local Area groups as well. The hall is managed by trustees who are the members of the Community Council and the Clerk on a part time basis.

The community is fund raising to improve and maintain the building for the next 100 years.

Brackla already has a community hall so how much interest would they have in the hall in Coychurch?

Please support us against the proposed changes to the Community Council.

Bridgend 041 – Member of Public via E-mail – Coychurch Lower, Brackla:
We are writing to express our concerns about the proposed new Community and Town Council Ward boundaries.

We have lived in Coychurch since 1992 and throughout this time we have had our own very successful Community Council. They meet in Coychurch in the village hall and work hard to make Coychurch the village community it is today. This new proposal could lead to the loss of village identity.

Within the new proposal the 14 Community Councillors become Trustees of the Williams Memorial Hall with the possibility that 12 of them have no affinity to Coychurch. The two Coychurch councillors will have very little if any ability to influence decisions affecting Coychurch Lower. To expect us to go from having our own Council to suddenly only having 2 members out of 14 is totally unacceptable.

It stands to reason that with the majority of the members being from Brackla more time will be spent discussing issues arising there and could well lead to people who do not live in Coychurch making decisions for us.

We are not aware of anyone living in Coychurch who is happy with this proposal and we sincerely hope that BCBC reconsiders this ill thought out proposal.

Bridgend 042 – Member of Public via E-mail – Coychurch Lower, Brackla:
As residents of Coychurch Lower we would like to register our objections to your proposed boundary changes.

Two councillors for the village replacing the seven in May 2022 elections hardly seems equitable and doesn't reflect the good work they do in the village. The proposed number doesn't even confirm to the Ashton School guideline quoted in your proposal. To maintain parity we feel at least three would be required.

In Coychurch we have already lost our local representatives on BCBC as the two elected members live in Brackla. This has had a very significant effect as they are not conversant with the needs of the village and communication is virtually non existent. This we feel would be extended to the proposed re-organisation of the Community Council as our representatives will be heavily outnumbered. We fear that Coychurch needs will be overlooked and there are no reasons to think otherwise.

We write therefore in hope rather than expectation as, although the public are asked for their opinions, historically it has been shown that if these clash with the proposals set out then we are " heard but not listened to" and the smaller organisations are swallowed up and disappear.

Regarding the name change it would be good if Coychurch could at least be acknowledged in the ward name.

Bridgend 043 – Member of Public via E-mail – Coychurch Lower, Brackla:
Why do you think it wise to change Coychurch and put us as part of Brackla?? What will it achieve that helps Coychurch residents?? Why do you want to amalgamate small villages with larger complexes?? We look after our village and it is managed extremely well because we are proud of where we live.. It has not helped Coity by including them as part of Brackla in fact it has had the opposite effect.

Bridgend 044 – Member of Public via E-mail – Coychurch Lower, Brackla:

I am sending this email as ai strongly oppose to your proposed changes to community and town council ward boundaries.

I very strongly object to Coychurch lower community being abolished and merged with Brackla East which could ultimately see the village of Coychurch no longer being a Welsh village with its own closely knit community.

Residents of Coychurch are very concerned in what happens in our local area and I strongly disagree that only numbers in an unknown consultation document would indicate a lack of interest by residents and this should not be used as a reason to merge.

As a resident of Coychurch I appreciate that Coychurch Lower CC meets in the village and therefore can be easily accessible. I am very happy with the current Lower CC ethos of being local volunteers who work together as a team for the benefit of our community.

I am very concerned as to how this would work with a different council and the village having just two members of fourteen. Every issue for the village could and would be overridden with their majority.

As Coychurch has natural boundaries with rail and roads I feel a merger would not enhance the village in respect to our community, play park and more concerning, the well used Williams Memorial Hall which requires the continuing support of Coychurch Lower CC as it's sole trustee. I do not believe a Brackla community council would take on Coychurch village issues in the same diligent way as our Coychurch Lower CC does.

I believe the proposed changes detrimental to the services provides to residents in Coychurch.

Please do not merge Coychurch.

Bridgend 045 – Member of Public via E-mail – Coychurch Lower, Brackla:

I am writing to formally express my concerns regarding the proposal to alter the boundary of Coychurch Community Council, thereby merging it with the community of Brackla.

If this proposal is implemented, I fear that Coychurch, with its representation of only two councillors compared to Brackla's twelve, will be overshadowed and its unique identity diminished. Coychurch is a vibrant and welcoming village, and the Memorial Hall serves as the heart of our social gatherings. Should this merger occur, residents of Coychurch may find themselves required to travel to Brackla for essential amenities, leaving our beloved Memorial Hall at risk of closure or demolition.

Furthermore, we have a significant population of pensioners within our community, many of whom may be unable to engage with a larger council due to age or disability. The Coychurch Community Council has demonstrated exceptional commitment and effectiveness in serving our village for over fifty years. It raises the question: why disrupt a system that is functioning well.

I appreciate your attention to this matter and urge you to consider the implications of this proposal on our community.

Bridgend 046 – Member of Public via E-mail – Coychurch Lower, Brackla:

Why do you think it necessary to change a great situation and harm our community this way?? We pay our bills, we look after our village. We do not want to be part of Brackla, the road and railway segregate us automatically anyway. Please do not try to mess with a good thing. Improve the places that need it if you have the funds to spend.

Bridgend 047 – Member of Public via E-mail – Coychurch Lower, Brackla:
I write to express my rejection and opposition to the proposed abolition of Coychurch Lower Community Council and the consequential subsuming into a new Brackla Community Council.

This "merger" proposal flies in the face of all modern thinking that government should come closer to the people. Take the history of Glamorgan County Council (not to mention devolution of welsh government from Westminster). The once enormous Glamorgan County Council was considered too big and was reorganised into three counties i.e. South, Mid and West Glamorgan. After a very short period of time, these counties were considered still to be too big and a further reorganisation resulted in the creation of much smaller County Boroughs, ours being Bridgend CBC.

Coychurch Community Council is dedicated to looking after Coychurch alone. Coychurch is a complete community with its Historic church, a village hall, a primary school, two public houses, a village shop, a garage, a children's recreation park and a public park. The village is geographically isolated by two dual carriage ways and a railway line. We are a fully integrated community.

I see absolutely no advantage in being merged with our bigger neighbour.

As a village we have our own history and culture, dating back to at least, to the eighth century. The village hall was built to commemorate the Men of the village who served, and died, in the Great War. The descendants of those men are still to be found in the village.

If we become part of the proposed Brackla community council we will have two representatives on a committee of fourteen councillors. The other twelve members will be of, and concerned with the needs of the huge housing conurbation of Brackla. That situation does not favour the needs and interests of Coychurch. Brackla is a totally different community to Coychurch with its own needs and culture. Coychurch is a discrete community, geographically, demographically, and culturally. Coychurch Community Council has looked after the community of Coychurch very successfully and we wish it to continue to do so.

Bridgend 048 – Member of Public via E-mail – Coychurch Lower, Brackla:
I want to raise the strongest objection to this merger.

The two areas are completely different Coychurch is a village with a village community and Brackla is a large housing estate.

Coychurch has a strong community based around two Pubs, the Church and the Williams Memorial Hall. There is a very active Coychurch Community Facebook hub

Coychurch would only have 2 councillors as against 12 for Brackla meaning our needs will not be met. Also it is possible that all 14 councillors could be from Brackla depending on the election giving Coychurch no local voice.

Coychurch has a slow turnover of population where most properties only come on the market due to deaths or owners going into care. There are many families who have been in Coychurch for decades and many residents who have been in the village tens of years, whereas Brackla is a large housing estate with a more transient population area with a constant turn over of properties.

Coychurch has a more rural aspect which includes many farming communities.

Our village Hall is an asset to the village and is used for many events by Coychurch residents, National and Local Area groups as well. The hall is managed by trustees who are members of the Community Council and the Clerk on a part time basis.

The community is fund raising to improve and maintain the building for the next 100 years.

Brackla already has a community hall so how much interest would they have in the hall in Coychurch?

Please support us against the proposed changes to the Community Council.

Bridgend 049 – Member of Public via E-mail – Coychurch Lower, Brackla:
As a long standing Coychurch resident I strongly oppose the village being placed with Brackla. Coychurch is a self defined village bounded by river, road and rail. We have an excellent community ethos with a long standing history of providing for all our residents through specific pojects aimed at making a difference for our community and local charities. My understanding of our community council can boast of being free of any political differences with elected representatives wanting to get on with the delivery of much needed provision and support for its residents.

This is in complete contrast to Brackla where I would suggest has a different demography and socio-economical environment when compared with Coychurch. Issues there I would suspect to be completely different because of its age, position and scale resulting in little or no interest to the needs of our village which predates Brackla by some 700+ years should this boundary change go ahead. Adding to this and referring to your supporting document whereby you have identified Brackla to have 12 councillors compared to Coychurch 2 representatives would to my mind make it difficult (undemocratic even) to obtain support for any projects specific for our village of Coychurch. This proposed boundary change model could in time lead to a to a lack of interest in local issues due to the lack of perceived un-democratic influence consequently distancing residents from local government which cannot be a good outcome for all.

With your proposed boundary change I fear our village Williams Memorial hall. A well used focal point for all in our village. Reorganisation with Brackla may well place additional financial pressure, possibly closure, due to expected downsizing resulting from these proposed changes.

I would urge you to re-consider this proposal.

Bridgend 050 – Member of Public via E-mail – Coychurch Lower, Brackla:

I wish to object to the loss of our community council for the following reasons-

1. We have continually reported the poor state of our street for the last number of years but understand it is being prioritised alongside other local areas. It will worsen our chances of seeing an improvement if we are to be reprioritised within an even larger geographical area. Bear in mind that the street has not been resurfaced since our house was built in 1967.
2. Welsh residents were assured that local government reorganisation in 1996 would see improved economies of scale. However, in practice our council tax bills have increased exponentially. I anticipate the same impact will be felt by Coychurch residents in order to subsidise areas of Brackla.
3. We have already lost our County Borough Councillor and anticipate that the loss of our community council will see a further democratic deficit to ourselves.
4. Our Williams Memorial Hall is a greatly valued local resource. The significant reduction of local representation on its management board and competition for resources with other facilities in Brackla will jeopardise its continued existence and ongoing improvement.

I hope that you will pay due regard to local feelings and reject the abolition of Coychurch Lower Community Council.

Bridgend 051 – Member of Public via E-mail – Coychurch Lower, Brackla:
I am writing to strongly oppose the proposed merger of Coychurch Community Council with Brackla Community Council. This decision would have a negative impact on Coychurch Lower and its residents for several important reasons.

Firstly, the proposed representation is unfair. With only two councillors from Coychurch out of a total of 14, our community would have little influence over decisions that affect us. This imbalance would leave Coychurch residents at a disadvantage, with their concerns and priorities likely to be overlooked.

Secondly, this merger would undermine the unique identity of Coychurch. As a village with a rich history and a close-knit community, we take pride in our distinct character. Merging with a much larger area would diminish our individuality and erode the sense of local identity that residents value so highly.

Additionally, the ability of Coychurch residents to have a say in local matters would be significantly reduced. With such limited representation, crucial decisions regarding planning, infrastructure, and local services could be made without properly considering the specific needs of our village. Our community deserves to have a strong voice in shaping its own future.

For these reasons, I urge decision-makers to reconsider this merger. Preserving Coychurch's independence is vital to ensuring fair representation, protecting our village identity, and safeguarding the interests of local residents.

Thank you for taking the time to consider this objection. I look forward to your response.

Bridgend 052 – Member of Public via E-mail – Coychurch Lower

I am writing to oppose your plans to abolish Coychurch lower community council.

I disagree with this motion as retaining communities identities are crucial for community spirit decisions locally that affect our community. Also the William Memorial Hall is well used within the community for a variety of community projects, so to lose control of that would be catastrophic.

Also local decision making and maintenance of the play park would get lost

Bridgend 053 – Member of Public via E-mail – Coychurch Lower, Brackla:

We are writing to register our opposition to the proposal to merge Coychurch with Brackla.
The demographic of Coychurch and Brackla are completely different.

1. Coychurch is an old community, with a large percentage of elderly people who have lived here for many years.
2. Brackla is a young community with a much more fluid population,
3. This will mean their needs are very different.

The representation of Coychurch on the new community council, may reflect the correct numbers by population, but it would mean that Coychurch would have no effective voice.
Brackla's needs would come first, Coychurch's needs would be very much second.
In our view, this would not represent true democracy.

We assume that the reason for this proposal is financial, but the destruction of a community like Coychurch should not be decided by money.
We urge you not to agree to this merger.

Bridgend 054 – Member of Public via E-mail – Coychurch Lower, Brackla:

I wish to make my feelings clear about the proposed boundary changes that is likely to have an adverse effect on my village of Coychurch, in as much as the idea that we as a village will lose both our identity, and our voting rights, if we are to become what will be merely a part of Brackla who it seems will have 12 community councillors to 2 for Coychurch, something I believe to be totally undemocratic and very unfair.

I hope in the end that common sense will stop this travesty in its tracks.

Bridgend 055 – Member of Public via E-mail – Coychurch Lower, Brackla:
We feel that we must put on record our strongest possible objection to the proposed abolition of the Coychurch Lower community and the forming of the new community of Brackla.

Establishing what would seem to be an arbitrary number of 5,000 electors per community totally ignores the needs of small communities such as Coychurch Lower. As residents of Coychurch Lower we feel it is critical that the identities of such small community are maintained and that their specific needs are adequately represented. The needs of a more rural environment such as Coychurch Lower are vastly different to those of Brackla and to forcibly merge them will not benefit either community.

The proposal that the new community would have 12 councillors with only 2 representatives of Coychurch Lower also risks the needs of Coychurch Lower being overshadowed by the much more urban and populous community of Brackla.

The current Community Council understand the needs of Coychurch and serves its community well. Of course in the current environment it is important for local authorities to drive efficiencies and seek to reduce costs. Surely though there are better ways of achieving these goals rather than forcibly merge the representation to such different communities. Would it not make more sense to combine the communities of Coychurch Higher and Coychurch Lower?

We hope that you will seriously consider these comments and the representations made by residents of your smaller communities.

Bridgend 056 – Member of Public via E-mail – Coychurch Lower, Brackla:

I write to you to express objection to the merging of community councils. I believe that the merging of Brackla and Coychurch would be detrimental to the community of Coychurch Lower. My family and I moved to the village in 2022 due to it being a place where our little boy would grow up and flourish, this was based on the fact the village is well looked after and has the great amenities such as the playground and field. When we eventually moved here we learnt of the importance of the community council in the village and the positive impact their have on our small community. There is a genuine desire to do well for our community and there is a level of care about the impact the choices made have as our community councillors are all invested in the place that they live.

If this merger were to happen with only 2 representatives for Coychurch I think it would be to the detriment of the village and I believe that there would not be fair decisions made about the amount of money put into the village. Coychurch is a special place where community thrives and I believe it is one of the few places that this still exists. To remove decisions and money away from the area would result in the decline of the village.

Thank you for taking the time to read my email and acknowledge my objection to the merging of Brackla and Coychurch lower community councils.

Bridgend 057 – Member of Public via E-mail – Coychurch Lower, Brackla:

As a long term Coychurch resident I must express my serious concerns regarding the BCBC proposal to join Coychurch Community Council with Brackla. I understand that there will be 14 councillors on the new ward with only 2 from Coychurch. How will the concerns and interests of people in the village be adequately represented? Coychurch is physically separated from Brackla by the railway line and Simonston Road and that that makes the village a totally separate conurbation. There are 3 areas of major concern:-

1. The playing field – This has recently been improved at great expense and is difficult for Brackla residents to access this due to the separation issues mentioned above.
2. The Memorial Hall. Brackla already has a modern one on Whitehorn Drive.
3. The play park between Glenwood Close and the main road.

Will Brackla councillors have the best interests of Coychurch at heart. I do not think so!

I hope that you will seriously consider these comments and vote against the proposals.

Bridgend 058 – Member of Public via E-Mail – Coychurch Lower, Brackla:

I am a resident of Coychurch, and I undertint that there is a proposal to abolish Coychurch Lower Community Council, and merge with Brackla to form a new Brackla Community Council.

I'm strongly against this proposal as I feel Coychurch will have little or no say as to how the village is run, especially as the newly formed council will apparently consist of 14 councillors, but only 2 of these will be from Coychurch.

I feel the village will loose its identity.

Bridgend 059 – Member of Public via E-mail – Coychurch Lower, Brackla:

I write to register my concern and to ask that the boundary changes proposed do not include Coychurch.
We have a very successful and efficient village council who work well to address all the needs of the village.
This would definitely be adversely affected if we were linked with the Brackla.
Actually, I was talking to 5 teenager who live in Brackla who had come to Coychurch play park to use the basketball hoops because and I quote "Brackla have taken down our hoops because they couldn't be bothered to fix them and they have a taken away our skate park area"
"we come to Coychurch because it's better here and we use Coychurch field too to play football because it's better kept than ours"
Please don't ruin our village just for the sake of change.

Bridgend 060 – Member of Public via Letter – Coychurch Lower, Brackla:
I wish to express my rejection and opposition to the proposed abolition of Coychurch Lower Community Council and the consequential subsuming into a new Brackla Community Council. The proposal is absolutely abhorrent to us.

Coychurch as a village community dates back at least, to the eighty century and wishes to remain as an autonomous entity within the local government structure. We have our own history and culture. The village hall was built to commemorate the Men of the village who serves, and died, in the Great War. The descendants of those men are still to be found in the village.

This "merger" proposal flies in the face of all modern thinking that government should come closer to the people. Take the history of Glamorgan County Council (not to mention devolution of Welsh Government from Westminster). The once enormous Glamorgan County Council was considered too big and was reorganised into three counties i.e. South, Mid and West Glamorgan. After a very short period of time, these counties were considered still to be too big and a further reorganisation resulted in the creation of much smaller County Boroughs, ours being Bridgend CBC.

Coychurch Community Council is dedicated to looking after Coychurch Lower. Coychurch is a complete community with its Historic church, a village hall, a primary school, two public houses, a village shop, a garage, a children's recreation park and a public park. The village is geographically isolated by two dual carriage ways and a railway line with no safe walking routes to other communities. We are a fully integrated community. We see absolutely no advantage in being merged with our bigger neighbour.

If we become part of the proposed Brackla Community Council we will have two representatives on a committee of fourteen councillors. The other twelve members will be of, and concerned with the needs of the huge housing conurbation of Brackla. That situation does not favour the needs and interests of Coychurch. We are self funded so we should control our budget. If this merger goes ahead we, the Coychurch Lower citizens, will have to stand aside and watch strangers manage our village including our village hall.
Brackla is a totally different community to Coychurch with its own needs and culture. Coychurch is a discrete community, geographically, demographically, and culturally. Coychurch Community Council has looked after the community of Coychurch very successfully and we wish it to continue to do so.

Bridgend 061 – Member of Public via Online Survey – Coychurch Lower, Brackla, Coity Higher:
Could Coychurch Lower become a ward of Coity Higher? That council has green space policies much more in line with Coychurch Lower's approach to its community field and play park. Though the issue of the trusteeship for the village's Williams Memorial Hall will remain a problem whether Coychurch Lower becomes part of Brackla or Coity Higher.

Bridgend 062 – Member of Public via Online Survey – Coychurch Lower:
To your proposal abolishing Coychurch lower I am against it

Bridgend 063 – Member of Public via E-Mail – Coychurch Lower, Brackla, Coity Higher:

My husband and I have lived in Llangrallo (Coychurch) since 1982. Originally we lived in a late 18th century cottage. Our village is unique in its history and culture and has different needs to the vast housing estate of Brackla. Indeed we have more in common with Coity!

The Coed y Mwstwr hotel was originally the home of a liberal M.P. whose widow built the Williams Memorial Hall to commemorate his name and to give the villagers a meeting place. The names of the villagers who died fighting in the wars for freedom and democracy are displayed there.

THE Church built in the 13TH Century was originally a monastery and famous people are buried there.

The well that provided drinking water to the villagers is exhibited in the garden of Well's cottage.

There is a wealth of history in this village and Coity, with its ruined castle, that should be shown on the tourist map of Wales.

We should not be losing our identity. We should be called Llangrallo as the Welsh assembly wants and our Welsh heritage should be preserved, not diluted with only 2 councillors representing us at Brackla, with whom we have nothing in common.

Please reconsider your original idea!

Bridgend 064 – Member of Public via Letter – Coychurch Lower, Brackla:
I am writing to formally notify you of my concerns regarding the recent proposal to amend the boundary of Coychurch Community Council, thereby merging is with the community of Brackla.

My fear is this proposal is implemented is that Coychurch will be underrepresented as we currently only have 2 councillors to Brackla's twelve, we will be overshadowed and its unique identity diminished. Coychurch has always been a vibrant and welcoming village with the Memorial Hall at the heart of our social gatherings. Should this merger occur I worry that the residents of Coychurch may find themselves required to travel to Brackla for essential amenities, leaving our beloved Memorial Hall at risk of closure or demolition.

Furthermore, there is an increasing number of pensioners within the village community, many of whom will become isolated and may be unable to engage with a larger council due to age or disability. The Coychurch Community Council has demonstrated exceptional commitment and effectiveness in serving our village for over fifty years. It raises the question: why disrupt a system that is functioning well?

I appreciate your attention to this matter and urge you to consider the implications of this proposal on our community.

Bridgend 065 – Clerk to Coychurch Lower Community Council via E-Mail – Coychurch Lower, Brackla, Bridgend Town:

As clerk to the Coychurch Lower Community Council (Coychurch Lower CC) I write to inform you that the community council strongly objects to the proposed boundary changes which will result in the ward being split into two with part being absorbed into the Oldcastle ward of Bridgend Town and the rest becoming a ward of the new Brackla Community Council.

During the last local elections Coychurch Lower was joined with Brackla East for county councillor voting purposes but each separate community has continued to be well served by its respective community council and we see no reason to change, or advantage in changing, that arrangement. There is a difference between voting for representatives at county / Senedd / UK Government level and having a local and accessible community council to respond to your concerns and improve your community.

We do not agree that the "democratic deficit" referred to in the consultation documents indicates a lack of interest by residents in what happens in their local area and this should not be used as a reason to merge the smaller councils into larger ones. In Coychurch Lower we have had high levels of engagement in public consultations which indicates the level of interest is more than that assumed by looking at councillor numbers. Currently we have 6 councillors on a council of 7.

We find it unfortunate that Bridgend County Borough Council has chosen to confuse two issues by using the statutory requirement to review voting numbers/boundaries as a means to reorganise the town and community council sizes to serve its financial objectives. Why can't the minimum number be adjusted to cater for providing a tailored local service to smaller communities (which was the reason for setting up community councils in the first place)? Bridgend County Borough Council agreed an arbitrary minimum of 5000 electors for community council at its meeting in April 2024. The report gives no evidence for needing this figure other than an opinion that it is necessary to achieve the county councils financial objectives which are not defined.

When Bridgend County Borough Council put forward the idea of merging councils it was originally proposed that councils would join together for purchasing arrangements to benefit from the cost savings available and to engage in combined projects. This is what the Welsh Government report on the Role, Governance and Accountability of the Community and Town Council Sector calls "Clustering" in Recommendation 7. This seems a much more sensitive approach to achieving the devolution of services from the County Borough Council to Town and Community Councils.

Councillors and residents are concerned about the following:

- **Distancing the Electorate from the First Level of Local Government** – Currently the Coychurch Lower CC meets in Coychurch and it is locally available to the residents with an office in the Williams Memorial Hall
- **Different Council Approaches** – The current Coychurch Lower CC ethos is that of local volunteers, working together as a team to better their community. There is concern about how this would fit with a very politicised council. Having 2 members in a total group of 14 councillors will make it very difficult to obtain consent for anything specific to Coychurch Lower
- **The Erosion of Community Identity and Cohesion** – We feel that while Brackla and Coychurch are physically adjacent communities, there is no actual connection between the two as Coychurch Road/Simonston Road and the railway line act as distinct boundaries between the two. The residents of Waterton have family ties and make use of the amenities in Coychurch as well as having such things as lamppost festive lights, poppies, etc. provided by the community council. Will these disappear as they will be at the very edge of the Oldcastle ward? Absorbing Waterton and Brocastle into Bridgend Town for the sole purpose of situating the industrial estates within the town council boundary means these electors will no longer have a distinct identity and no specific councillor to represent them.
- **Widely Differing Cultures and Priorities** – Brackla is very much an urban area with associated issues common to larger communities with a more transient population. Coychurch Lower includes considerable farmland to the east and south as well as the industrial and retail parks in the west with 3 small historically "rural" communities – Coychurch village, Waterton and Brocastle. People come to

Coychurch to experience village life for themselves and their children rather than being part of an urban estate community.

- **Loss of Control over Future Enhancements and the Maintenance of the Current Amenities:**
- Coychurch Community Field: This is in the process of a Community Asset Transfer and there is an established plan for the development of the area which has been agreed by residents of Coychurch Lower. Phase 1 has been completed and there has been an increase in footfall from the residents. However, the only ways for people for Brackla to access the Community Field is to drive there or walk through the dangerous junction under the railway bridge. What interest will people from Brackla CC in continuing with the CAT, finishing this project and providing the ongoing maintenance?
- Coychurch Play Park set between Glenwood Close and Main Road: This was revamped in 2021-22 and is the responsibility of Coychurch Lower CC which has a Lease with BCBC. Will Brackla CC take this on, complete the Capital Asset Transfer process and maintain the facility – equipment, boundaries and grounds?

- **The resulting uncertainty about the future of the Williams Memorial Hall** and the support that is currently provided by the community council. Brackla already has a community hall on Whitehorn Drive. How much interest will they have in the one in Coychurch? Coychurch Lower CC is the sole trustee of the Williams Memorial Hall and the building is in need or extensive renovation works. Would Brackla Community Council take this on?

In conclusion, we believe that the proposed changes are detrimental to the democratic process and will endanger the services provide to our residents in Coychurch Lower.

Bridgend 066 – Member of Public via Online Survey – Brackla:
Don't agree with any of it. Why does brackla need all those community councils. Not one councillor in any of those wards does anything to earn their right to be there. Only when there is an election they all come out of the woodwork.

Bridgend 067 – Member of Public via Online Survey – Coychurch Lower, Brackla:
I disagree with the proportion merge Coychurch with Brackla and reduce the number of members from Coychurch. It is an undemocratic approach

Bridgend 068 – Member of Public via Online Survey – Coychurch Lower, Brackla:
As far as Coychurch is concerned, I oppose any changes to the Coychurch Community Council or boundaries. Coychurch is unique and des not need to be part of Brackla.

Bridgend 069 – Member of Public via Online Survey – Coychurch Lower:
Coychurch Lower is a distinct village and should remain so within the Community council areas.

Bridgend 070 – Member of Public via E-Mail – Coychurch Lower, Brackla, Bridgend Town:
Waterton Lane is most definitely not, "urban". We don't even have pavements! Bounded by industrial estates, the B & Q retail park, Wick's van hire, and Council grounds, Waterton Lane is located, "out of town" which is not the same as "urban".

Some hold onto the romantic notion that Waterton Lane is a village, which the reality is that, Waterton Lane is a no-through road remnant, of what once was a village.

I appreciate that in tidying up boundaries, to include Waterton Lane within the Bridgend Town Ward looks to be a logical mapping exercise, however, Geographically and Perceptionwise, Waterton Lane has little in common with Bridgend Town.

I've lost count of the number of conversations I've had with delivery drivers and sometimes baffled, distressed, disbelieving couriers on the phone, when guiding them to Waterton Lane. Even new couriers who have resided in Treos all their lives, have only "discovered" Waterton Lane because of their new courier job, along with my much-practised, detailed directions which include the observation that, "after dropping downhill and turning through the dog-leg behind B & Q's over-flow car-park, it looks like a country lane".

One family member when visiting, described Waterton Lane as, "something out of Brigadoon"!

Waterton Lane has more in common with the existing Coychurch Lower Ward. Even their little egrets hang out over here in the Ewenny River. Furthermore, the Coychurch Lower Community Council knows that Waterton Lane exists. When the Clerk, Mabyn was new to the job, I mentioned to her that I live in Waterton Lane and was deeply impressed when she said that it was, "on the very edge of the Coychurch Lower boundary". Even though Mabyn was new to her post, she had clearly done her homework – unlike many taxi drivers who always as me if I'm sure I know where I'm wanting to go, as they are not familiar with this section of Waterton Lane that was cut off by the A473.

There would also be great concerns about the Williams Memorial Hall. Much effort has been made to keep it open and available to the Community. Buildings such as these in all Wards, are vulnerable to neglect. These buildings need to be used and maintained. They are part of the local Identity, History and Community. Each such building needs to be protected and a concern would be that when Wards are merged, then it could create a priority interest for some buildings over others when in reality, **all** of these buildings need Guardianship. Discussions about anything takes time and resources which as we all know, are finite. Looking after the Community Halls and building is important for, and to the local Residents. Even if the weather were not a consideration, not everyone can visit Parks and fields.

Waterton Lane, is a bit of a riddle for you. Not enough infrastructure (and fortunately, no graffiti) to be urban; looks like a country lane, but isn't rural; no longer big enough and none of the Services associated with a village; too far out of town to be considered "towny"; proximitywise, closer to our fellow Community in Coychurch Lower.

Good luck with your deliberations!

Bridgend 071 – Cllr Ian Spiller via E-Mail – Laleston, Merthyr Mawr, Bridgend Town:

I am writing to support the boundary review in relation to Laleston community council, Merthyr Mawr community council and Bridgend Town Council, as a borough councillor for the ward of Bryntirion, Laleston & Merthyr Mawr, a community councillor with Laleston community council and a town councillor with Bridgend town council.

Firstly, I believe the balance has been struck between sensible changes and maintaining the identity of communities within the areas above.

It was very important that the village of Merthyr Mawr is not lost within the boundary review and I am pleased to see the development at Craig Y Parcau included within a ward called Merthyr Mawr within Laleston Community Council.

Likewise I am pleased to see Island Farm move to Bridgend town council, into the Oldcastle ward where the wartime history of Bridgend can be preserved within its logical home of Bridgend town.

To me it also makes sense for Stormy Down and Tythegston to be aligned with Porthcawl.

Turning to the changes within Laleston Community Council:

I am in agreement with the new development in the circus field in the LDP [Local Development Plan] form part of the new Laleston ward, it makes sense in terms of geographical context and electors per representative.

The re-alignment of Westward Place and Westward Close into a new Bryntirion ward, and moving of Morgan's Meadow into Cefn Glas has been something Laleston community councillors previously suggested and supported when Morgan's Meadow was being developed due to the access points for both.

The moving of Ael y Bryn, Beachwood Avenue, Heol y Frenhines (part), Heol y Ysgol and Maes Glas from LCC to BTC makes complete sense in geographical terms ad moves all the former West House estate into Newcastle Ward. Whilst it is regrettable that the access to the MUGA funded by LCC moves to BTC I believe a sensible balance has been obtained by leaving the MUGA and Llangewydd Junior School within the LCC boundary recognising LCCs investment in the community.

The moving of Church Bell Sounds and Woodridge into the Cefn Glas ward in LCC from Newcastle Ward and the movement of St Winifred's Road creates a tidier boundary following modern access roads on the eastern side of LCCs and the western side of BTCs boundary.

Finally, the creation of a Broadlands ward has been long overdue. The largest community within LCC has finally been recognised as an electoral ward which has long been called for, from the early days of Broadlands Residents Association some 20 years ago, it is a much needed change and I am grateful it has finally been addressed.

I would also like to commend the review for listening and addressing the concerns of the communities. Given the minimum size restrictions for community councils this change is the best result for our communities.

Bridgend 072 – Clerk to Laleston Community Council via E-Mail – Laleston, Merthyr Mawr, Bridgend Town:
Response to the Electoral Arrangement Review from Laleston Community Council:

Laleston Community Council was pleased to see the inclusion of the proposals submitted by its Members during the initial consultation phase of the Electoral Arrangement Review, and fully support the recommendations as presented in the Draft Proposals Report.

Bridgend 073 – Clerk to Merthyr Mawr Community Council via E-Mail – Laleston, Merthyr Mawr, Bridgend Town, Porthcawl Town:

We are told the proposals have been made in order to reflect our local identities and facilitate effective and convenient local government across the principal council area.

The Council puts forward the following general observation:-
Regarding the proposals to reflect the local identity; this Council represents a large rural area which would be fragmented and divided between three surrounding councils. The unique identity of the Community that Merthyr Mawr Community Council represents would be severely compromised.

Responses to specific points made regarding the future of MMCC by Councillor David Unwin

1. *MMCC has had 11 clerks in 15 years and has had to manage for several periods with no clerk necessitating a councillor take on the clerking duties also that David Unwin has had to prepare the annual audit on at least 8 occasions in order to keep the council in session*

A few years ago our council took steps to completely transform the way in which it attracts, advertises for, selects and crucially retains a Clerk. At the last selection process, we had an excellent response from well qualified candidates. For the last three years MMCC has retained an extremely efficient, conscientious and competent clerk.

An essential element of running a Council is a clear, accurate, financial records. Our current clerk has 34 years experience in government finance and has completed module 1 of One Voice Wales – Finance as has at least one other member of the Council. Our clerk is the Responsible Financial Officer and, with her experience in government finance and experience elsewhere within the Council, should David Unwin ever choose to step down, our Council is more than confident that the financial records and auditing will be actioned efficiently and correctly.

2. *The MMCC area is projected to see an increase by 500% in the number of dwellings which will swamp the area and make it impossible to govern under the current MMCC set up.*

There is no doubt that the new developments at Island Farm and Craig y Parcau will necessitate a big step up in the responsibilities and opportunities for our Council. As such we will look forward to encouraging and welcoming the new residents onto our Council so that they, and we as a Council, may advocate for the new residents and help to foster social cohesion and a sense of place both within the new development and as part of our wider Merthyr Mawr community.

3. *Currently the MMCC area has no shop, school, play area, community hall etc, and much of the land is owned by 2 large "Private Estates", so the Council is limited in what it can do… MMCC's precept is therefore regularly the lowest in BCBC with the vast majority of expenditure directed into the statutory admin and costing every resident an average of £18 per head with no material benefits to them.*

What do our constituents get for £18 of their Council Tax?
Councillors are available or answer constituents concerns
Planning applications are rigorously scrutinised
Potholes are reported
Footpaths are maintained
Disturbances are reported to the police
Litter picking
Bulb planting and wild flower meadow seeding
CPR demonstrations arranged
Park benches installed and upkept
An interpretation board is also in the pipeline

We believe that the Council offers excellent value for money on it's £5,000 a year precept, championing the needs of the various stakeholders in the community ranging from farmers to those using the area for recreational purposes.

It is acknowledged that MMCC is an anomaly, being by far the smallest Council in the Bridgend County Borough Council area. Even with the 1,000 odd new houses to be built at Island Farm and Craig y Parcau, it is unlikely that we will reach more than 2,500 residents. Having said that, we would argue that the needs and priorities of our largely rural constituency, dominated as it is by 2 large private estates, is of a vastly different nature to that of Laleston CC, Bridgend TC or Porthcawl TC.

We have very little in the way of assets, our precept is tiny and the amount our constituencies pay, at £18 pa, is just over a third of that paid by residents of Laleston. This is indeed in part because so much of the area is owned by 2 private estates which does limit the areas in which we can contribute. MMCC however understands the importance of maintaining a healthy working relationship with the landowners in the area in order to bring about improvements to the area and to advocate on behalf of the residents.

The issues and concerns of residents in our area are not those of residents in an urban area for whom play areas, skate parks, community halls etc are a priority and will surely and rightly, take up a huge amount of council time and energy. Conversely our small precept reflects the current reality of our reach.

We believe strongly however that it is important to represent the needs of the semi rural community and villages in the area. To simply absorb each bit of rural area into the nearest conurbation is anti democratic and does much to undermine the sense of place and belonging which the new boundary changes are apparently seeking to foster.

Our deep reservation is that to subsume Merthyr Mawr Village into Laleston CC which has to manage the concerns of nearly 13,000 residents (soon to increase), living in 3 discrete and very separate areas, will leave little space for the concerns of Merthyr Mawr residents. Exactly the same can be said for Stormy Down vis a vis Porthcawl CC and Island Farm vis a vis Bridgend TC.

We argue that, rather than subsuming Bridgend's rural area into the nearest urban councils, who will not have the bandwidth to focus on our needs and issues, it would make more sense to beef up MMCC. The addition of the new housing developments will go a long way to do this but we would also suggest that Wigfach might be brought back under the wing of MMCC and furthermore we suggest that Laleston village could join up with Merthyr Mawr CC. This will provide the rural and semi rural area to the south of Bridgend Town with proper representation in accordance with our own needs and priorities.

We reiterate that MMCC functions perfectly well in its current form, representing and advocating for our community in a way that is appropriate for its needs whilst working with other stakeholders to maintain and bring about the enhancements to the area. We also work to ensure that all the separate geographical entities within our large, spread out area, are properly represented within the Council.

We do understand that our diminutive size is not in keeping with the efforts of BCBC to rationalise community and town councils, but simply absorbing our area into three large councils will result in residents having little to no representation. Hence it would make far more sense either to leave us as we are, a perfectly functional, conscientious and enthusiastic community council, or to join forces with Wigfach and Laleston village to increase our size and clout to be more in line with other councils. In this way, we would be able to properly focus on meeting the needs of our local community and environment whilst also welcoming visitors from the wider community.

Bridgend 074 – Cllr David Unwin via Letter – General:
REVIEW OF TOWN & COMMUNITY COUNCIL FOR MAY 2027

The above review document was issued recently and, by and large, I fully agree with the new proposals contained therein as eminently sensible given the situation we now find the sector in, as opposed to what seemed right back in 1974.

As a continuously elected councillor across six councils (three at Community level) for a collective 50 years since 1976, I am probably best placed of ALL local councillors to give a considered view on the proposals.

At the outset of the consultation, I supplied BCBC with a series of views on the way forward; most of which have been included in the final proposals. Well done.

Apart from my current 41 years on Bridgend Town Council and 17 years on Merthyr Mawr Council – currently Chairman for the past two years – my views submitted previously were my own considerations and not perhaps the views of other council members.

To that end, I have now had sight of a paper being sent to you from other members of MMCC with conflicting views from mine. That is democracy – I have no problem with that.

I must confirm however, that this paper is a majority opinion; not unanimous for the reasons stated. I basically do not agree with the views now being submitted so I have not changed my mind in any way in the light of this paper.

Your proposals should go ahead without alteration and MMCC disbanded and the various geographical parts allocated to other councils now better placed to administer the MMCC area in the future.

I am personally named in the new submission – something that could be considered as inappropriate; but the writers of the paper saw fit to do this – a matter for them.

I will not comment further except to congratulate your team on the sterling effort that has been put into this in-depth report which cannot have been easy.

I look forward to the full proposals being effected for the May 2027 elections.

Bridgend 075 – Llynfi Valley Labour Party Branch via E-Mail – Maesteg Town, Llangynwyd Middle:
Would you please note the following representations which are made in response to the above consultation by Llynfi Valley Branch Labour Party:-
In respect of the proposals which apply to the Llynfi Valley (incorporating Maesteg and Llangynwyd Middle), Llynfi Valley Branch Labour Party wishes to note that, by consensus, it is in favour as those outlined on pages 88-93 of the Report.

Bridgend 076 – Member of Public via E-Mail – Maesteg Town, Llangynwyd Middle:

[Boundary Review Maesteg & Llangynwyd Middle Town Councils]

I would like to make the following suggestions:

1) These two town councils should be merged, they are both situated in the Llynfi valley
2) Cwmfelin & pontrhydycff should be one ward, and only have Three town councillors and not Four this would mean that there are 790 voters per councillor, on a similar par to Nantyffyllon
3) Both of these two Town Councils have been both subject of Police Investigations. Both involving theft of council funds by the Clerk of both town councils. While there is no guarantee that lightning will strike twice in the same place if both town councils are merged any subsequent wrong doing will be easier for the police to investigate (or not)
4) Merger will mean having all the rotten eggs in one basket
5) I'm still trying to get my head around why the Maesteg Town Councillor (he who should not be named) who signed something like 100 blank cheques wasn't prosecuted for Misconduct in Public Office and False Accounting?

Bridgend 077 – Clerk to Maesteg Town Council via E-Mail – Maesteg Town, Llangynwyd Middle:
In our recent full council meeting we discussed the proposed review of boundaries for T&CC's and Maesteg Town Council support the draft proposal of merging Maesteg Town Council with Llangynwyd Community Council – see below extract from the drafts minutes of the meeting.

FULL COUNCIL 04/02/2025 – MINUTE 424
TO DISCUSS BCBC REVIEW OF COMMUNITY ARRANGEMENTS OF THE COUNTY OF BRIDGEND
Members decided against going into committee to discuss this agenda item as this was only a consultation document for consideration.

Members discussed the proposed review with the following comments:

- We've known about this for years, the proposals seem fair
- Could we create a working group to deal with the merger?
- Proposal to represent the whole valley is good
- This was suggested to Llan Middle CC many years ago and was rejected at the time, now it seems good for the valley
- Nothing is set in stone

Cllr L Thomas **proposed**, seconded by Cllr G Thomas, that the Council support the proposal to merge Maesteg Town Council with Llangynwyd Community Council. Cllr P Jenkins objected to the draft proposal and wanted his objections noted.

RESOLVED: To support the draft proposal of merging MTC with Llan Middle CC

Bridgend 078 – Cllr Martin Hughes via E-Mail – Maesteg Town, Llangynwyd Middle:
[Town and Community Councils – Electoral Arrangement Review Consultation Response]
Would you please note my following representations in respect of the above:-

I would like to express my support for the proposals which apply to the Llynfi Valley (incorporating Maesteg and Llangynwyd Middle); these are as outlined on pages 88-93 of the Report.

Bridgend 079 – Clerk to Pyle Community Council via E-Mail – Pyle, Cefn Cribwr:

Further to your email 16th January. Pyle Community Council would like to make the following comment on the suggested name for the community council that would represent Pyle, Kenfig Hill and Cefn Cribwr, should the recommend proposal be accepted; ***Pil, Cynffig and Cefn Cribwr Community Council***.

The members of Pyle Community Council do not feel that the name suggested in the recommendations; 'Cynffig', would be inclusive to the villages of Pyle and Cefn Cribwr and a name that indicates the inclusion of all the villages represented by the Community Council would be a better proposal.

Bridgend 080 – Member of Public via Online Survey – Pyle, Cefn Cribwr:

I am in favour of reducing the number of Community Councils within BCBC and also the subsequent number of community councillors. There would be a further advantage to reduce the number of BCBC Councillors. To amalgamate the existing Cefn Cribwr Community Council within BCBC and Pyle I believe would be a good fit and would be beneficial to the residents of both Cefn Cribwr and Pyle.

Bridgend 081 – Clerk to Cefn Cribwr Community Council via E-Mail – Pyle, Cefn Cribwr:
I write on behalf of the Members of the Cefn Cribwr Community Council in response to your consultation in regard of the Town and Community Councils – Electoral Arrangement review.

Cefn Cribwr is a distinctive and historically rich settlement within Bridgend County Borough, with a legacy that dates back to the Iron Age – well before that of Kenfig Hill and Pyle. Our village boasts a strong, tightly knit community, supported by a range of vital local services and amenities. These include an over-subscribed Primary School, a Community Centre, shops, a garage, a Community Pub, an Athletic Club, a Sports & Social Club, playing field featuring sports pitches, a bowling green, and multi-purpose all-weather courts, as well as five places of worship, a Community Association, a Community Pantry, a Labour Party Branch, the Y Cefn Gwyrdd Local History Society, a Gardening Club, and more. These facilities reflect the vibrant, multi-generational nature of our community, which is deeply integrated and self-sustaining. A community identity we are keen not to lose.

While we recognize and value the connections with neighbouring communities, the geographic and topographical differences between them make meaningful integration – and, crucially, community cohesion – unfeasible. Community cohesion is not just an ideal but a foundational element of any democratic society, one that Town and Community Councils should serve. Therefore, attempts to merge or substantially alter our community's structure risk undermining the very purpose of these councils.

We strongly reject the notion that a larger community council would necessarily be more efficient or effective. Our track record of successful community engagement and the delivery of significant, beneficial projects, often in partnership with Bridgend County Borough Council (and local organisations speaks for itself. It's clear that our community thrives when our voice is heard and our needs are met on a more localised, manageable scale.

Furthermore, we dispute the assumption that an uncontested election reflects a lack of democracy or support for the community council. On the contrary, we believe that the absence of contested elections is a sign of satisfaction and contentment with the council's work. The notion that uncontested elections signify failure, or a democratic deficit is not only misguided but fails to take into account the unique nature of our community. The risk posed by a larger, less localised council without clear geographical relationships, is that smaller communities like ours will be overshadowed, leaving our distinct needs unheard. Several members of our community have expressed their concerns that such changes would inevitably marginalise Cefn Cribwr's interests in favour of larger populations.

We also note that the current proposals would result in the new Community Council spanning two separate democratic boundaries: Cefn Cribwr falls within the Bridgend & Porthcawl Parliamentary Constituency, while Pyle and Kenfig Hill are situated within the Aberavon & Maesteg Constituency. Additionally, Cefn Cribwr is in the Bridgend and Vale of Glamorgan Welsh Government Constituency, while Pyle and Kenfig Hill are part of Aberavon, Rhondda and Ogmore. It is difficult to understand how anyone could view this arrangement as offering coherent or effective representation. We fear that this proposal will only create confusion and divide the interests of our community.

Already, the loss of an individual representative from Cefn Cribwr has heightened concerns about our village's voice being lost in future decisions. Without dedicated representatives, the unique needs of Cefn Cribwr could easily be drowned out by larger, more populous areas.

Additionally, we are deeply concerned by the proposal to reduce the number of representatives for Cefn Cribwr to just two members on the newly formed Community Council. Given the dynamic, active nature of our community, currently served by ten members and a dedicated Clerk, this would be entirely unsustainable. We strongly believe that such a drastic reduction in representation, driven by an ill-conceived focus on electoral parity, would severely hinder our ability to effectively serve our community. The proposed changes would effectively reduce our representation by up to 90%, which is untenable for a community of our size and vibrancy.

Moreover, we would appreciate seeing evidence of a thorough and meaningful public consultation. The subject heading for the draft proposals, "*Review of the Community Arrangements of the County of Bridgend*", does not adequately convey the far-reaching impact of these proposals on the communities involved. A generic consultation of this nature is insufficient to capture the nuanced views of residents and fails to provide the kind of in-depth feedback necessary to make an informed decision. We do not believe that an appropriate consultation have been undertaken with community councils, which is lacking democratic processes and is unconstitutional. We would have objected to the 5,000-electorate baseline, as it does not fit local community natural boundaries.

In conclusion, we believe that these proposals, if ratified, would be a direct attack on grassroots democracy. They would dilute the voice of local communities, weakening our ability to engage in meaningful, localised governance. We urge the Members of Bridgend County Borough Council to reject these proposals and to protect the integrity of our community's voice.

Bridgend 082 – Member of Public via Letter – Pyle, Cefn Cribwr:
RE-DRAWING OF COMMUNITY COUNCILS BOUNDARIES
PROPOSALS FOR CEFN CRIBWR AND PYLE

CEFN CRIBWR
I have lived in the village of Cefn Cribwr all of my life (86 years, so far) and have spent well over 35 of those years on the local Community Council and 8 years as a County Borough Councillor representing the Cefn Cribwr Ward. I firmly believe I have a great affinity with and a considerable knowledge of the Village, or as a "Cefn Rider" (known locally).

Cefn Cribwr is a small and very closely knitt community, something that could not be identified with our neighbouring communities of Kenfig Hill, Pyle or Aberkenfig. So much so the Bridgend County Borough Council, in its infinite wisdom (rightly so) designated it as a Rural Settlement and therefore receiving protection against over development.

Unlike many other Community / Town Councils we have enjoyed years of settled and productive, representation of our population, small of otherwise.

THE PROPOSALS
Firstly, and some may say of little importance, but not to me and many others like me, as lifelong residents, the spelling of the work "Cribwr" with two "b's" is wrong and was officially accepted (using one "b") I the 70s / 80s by the then Ogwr Borough Council and was officially continued by the current BCBC.
It's worrying that the current Council Officers get such an issue so very wrong, which leads me to wonder how much more of this and other proposals are affectively wrong and / or misleading.

To start, whilst there are one or two small re-alignments proposed to the Cefn Cribwr (spelt with one "b") boundaries that make sense and should have been done years ago, your entire proposals are based solely on preconceived numbers of residents and NOT on the people that live within the Community of Cefn Cribwr.

The Community of Cefn Cribwr (whatever the numbers) has worked extremely successful, as an administrative area for many years, neigh generations, even way back when the Council area was called "Tythegston Higher". IT concerns me that changing the Council area because it does not fit statistically and therefore comfortably into your numbering ratios does not, in any way, make for a cohesive Council area or for better governance.

Additionally proper governance does not depend solely numbers suggested in your proposals, but on local knowledge and having adequate representatives to operate that governance. According to your proposals, the number of representatives (councillors) will only be two (2) people, even you much agree it wouldn't take much for: -

1. Those representatives for Cefn Cribwr would be overwhelmed by our neighbouring area, which is already operating as a Community Council – Pyle.
2. For any number of reasons namely illness, absenteeism or a lack of interest caused by No. 1 above, Cefn Cribwr could well find itself with NO representatives, on occasions.

NOT ACCEPTABLE – SHOULD NEVER BE ALLOWED

I would strongly hope that Cefn Cribwr (spelt with one "b") will be kept as a Community Council area in its own right, no matter what its number of residents, it's a sad problem that when history is played around with, you find this can never ben put right afterwards.

HOWEVER
In the event that the very strong wishes of the people of Cefn Cribwr are ignored then I feel the following should be considered: -

The spelling for the word Cribwr should be with one "b" (the Welsh way) reflecting the long standing wishes of local people. In fact all three areas should be known by their Welsh i.e. – Cefn Cribwr / Mynydd Cynfig / Pil.

For the reasons highlighted earlier in this letter the representation of the new proposed Community Council should be:-

WARD	**COUNCILLOR REPRESENTATION**
Mynydd Cynfig	6
Pil	5
Cefn Cribwr	4
TOTAL	15

This better reflects the area and number ratios should not come into the equation. Ten Councillors in no way is enough to reflect proper governance for the proposed area.

As already stated the small changes to the boundaries effecting Cefn Cribwr should remain.

The Principal Council Election Ward should revert back to single member' representation, to enable better and clearer representation (people will better understand who their Councillor is):-

1. Cefn Cribwr and upper Mynydd Cynfig – (High Street, and Crown Road/Victoria Road/Station Road area.
2. Mynydd Cynffig – from the bottom of High street to the Mynydd Cynfig sign (near Pyle library)
3. Pil – From the above sign to the main railway line.

I respectfully present this letter for consideration.

Bridgend 083 – Clerk to St Bride's Minor Community Council via E-Mail – St Bride's Minor, Ynysawdre, Newcastle Higher, Coity Higher, Coychurch Higher, Ogmore Valley:

The following are St Bride's Minor Community Council's observations on the draft review:

- SBM does not accept the proposed new arrangements and wishes to strongly reiterate its previous recommendation that St Brides Minor Community Council and Ynysawdre Community Council should be amalgamated into one council. In line with the arrangements for borough councillor representation of these wards. In particular it will not split communities
- SBM accepts that the part of SBM which sits south of the M4 should be excluded and accepts the review's view that these should sit within Coity Higher Community Council
- That the council's name should be St Brides Minor and Ynysawdre Community Council
- That councillor representation should be in line with the equation mentioned in the review
- The review proposals are not compatible with the two Coity Wallia Acts of 1976 and 2006. BCBC will be aware that the terms of these Acts in their present form must be complied with. Should the review wish to amalgamate Coychurch Higher with another council, with the legislation of the acts in mind, SBM suggest that consideration be given to amalgamate Coychurch Higher CC with Ogmore Valley CC

Bridgend 084 – Member of Public via E-Mail – Ynysawdre:
Message to the Change Team:

My message is focused on Ynysawdre CC, in particular Tondu (Maesteg Rd side) CF329DG. I became an elected councillor for Tondu in the May 2023 elections. I was interested in representing my neighbours in helping improve their experience when choosing Tondu as their place of residence for their families. At that time 6 opportunities were designated for residents to represent Tondu. Now under section 204 of the draft proposal the new structure shows none. The Tondu 'postcoded' homes across Ynysawdre are the majority, the other being Brynmenyn. As a result, I would feel uncomfortable putting myself forward at a future election as it does not feel 'inclusive'. This boundary changing initiative would seem a good time to rebrand some of these community councils in a naming format that is meaningful to a modern society.

When I moved to the area and saw the precept payment on my council tax demand was being paid to Ynysawdre CC and I was confused. Ynysawdre does not exsit as a place. It has historical links that go back over 150 years but has little relevance to the current population. Had I seen on my tax demand a precept payment going to Tondu & Brynmenyn CC, I would instantly have related to that description and felt more inclusive. The council team acknowledgement of these concerns in a revised plan would be respected.]

Bridgend 085 – Member of Public via Online Survey – Ynysawdre, Newcastle Higher, St Bride's Minor:
Ynysawdre Community councils under the proposals majority will be absorbed by Newcastle Higher, while agree anything the non railway side of Tondu Road should be part of Newcastle higher as it sits better, anything the railway side of Tondu Road should be incorporated into St Brides so that would be Ynusawdre and Brynmenyn as they sit right next to St Brides and have a closer link, incorporating majority of the community council into st brides makes no sense. It cant be that st Brides would be too big as it will be smaller than Brackla which under the proposals would increase in size. Plus Ynysawdre and Brynmenyn are both represented by the same county councillor as St Brides and this would offer better continuity of the area.

Bridgend 086 – Member of Public via Online Survey – Newcastle Higher, Llangynwyd Lower:
In relation to the new Newcastle Higher, the proposal for two councillors for Cotragen seems to be high for the population size compared with other much larger wards

Bridgend 087 – Member of Public via Online Survey – Ynysawdre, Newcastle Higher:
Moving Tondu from Ynysawdre CC to Newcastle Higher CC.

Bridgend 088 – Member of Public via Online Survey – Newcastle Higher, Llangynwyd Lower:
I don't agree with the proposals. I don't agree with the policy of a baseline of around 5k electorate either. For my community I am happy with the current situation in Newcastle Higher. We have had good Councillors recently who are local residents and doing good work. To move to a larger area that extends as far as Coytrahen where there is little in common and the reduction in our representation does not make sense to me. It isn't broken and doesn't need changing. It would not encourage me to stand as it is a lot of responsibility across a wider area for a voluntary role, and waters down the current focus on our community.

Bridgend 089 – Member of Public via Online Survey – Newcastle Higher, Llangynwyd Lower, Maesteg Town:
Coytrahen is part of the Llynfi Valley NOT NEWCASTLE HIGHER. We do not want to inherit failing community councils special measures. Coytrahen prides itself and community being a small village. This is how we wish to remain. Llynfi Valey. BCBC are taking our heritage away from us via failing councils and their funds. We/communities are taking the brunt for this. Why should we be punished for your failings.

Bridgend 090 – Member of Public via Online Survey – Newcastle Higher, Llangynwyd Lower, Maesteg Town:
I recently purchased my property purely to be in coytrahen and the llynfi Valley for the historic and valley traditions. Should i become aware of this change i certainly would not have purchased my property. should boundaries change our house prices will go down. people do not want to be known as Newcastle higher

Bridgend 091 – Member of Public via Online Survey – Llangynwyd Lower, Newcastle Higher:
I am fostered and came to live in Coytrahen this is the 1st place I have felt safe and the community is accepting no matter who you are. Being fostered I have moved from area to area and never felt safe up to now. I was previously fostered in the areas you wish to mix Coytraahen with and i am having anxiety just to think about it and the bullying I was having. I would not go to any council meetings and this will make me vulnerable and not being part of the community i will become isolated in fear should i bump into these violent bullys by entering their community. Thank you for taking my safety net away from me.

Bridgend 092 – Cllr Mark John via E-Mail – St Bride's Minor, Newcastle Higher, Ynysawdre, Coychurch Higher, Pencoed Town, Coity Higher:

It would be beneficial to merge St Brides Minor with Ynysawdre Community Council, this would not just align the Boundaries with the Borough Council Boundaries but would rreduce the overall number of Councilor's from 23 to 15 using the equation of 660 residents to each Community Councillor as there are a total of 9940 electors between the two wards.

I would also like clarification about merging Coychurch Higher with Pencoed, my reason being that there are two places per Community Councils of the councils named below that sit on the Board of Conservators of Coity Gwalia, I believe this is stated in the Coity Walia Act of Parliament 1976.

St Brides Minor
Coychurch Higher
Pencoed
Coity Higher

Bridgend 093 – Clerk to Newcastle Higher Community Council via E-Mail – Newcastle Higher, Llangynwyd Lower:

Newcastle Higher Community Council object to the proposal as it is currently presented, with emphasis on the below points.

Newcastle Higher Community Council appreciates the opportunity to contribute to the consultation on the proposed boundary review, We welcome the rationale behind ensuring that community councils represent a minimum of 5,000 electors, as this aims to create structures that are sustainable long term. However, we would like to highlight several concerns regarding the potential impact of these changes, particularly in relation to representation and service delivery.

1. **Increased Area/Ward Size**
   Expanding the geographic size of our community council area may present challenges in maintaining meaningful engagement with residents. A larger area could lead to difficulties in addressing hyper-local issues effectively, as community councils play a crucial role in representing distinct neighbourhood concerns. Although the rationale for ensuring wards are inclusive of a minimum of 5,000 electors, this concern should be recognised.

2. **Ratio of Community Councillors per Elector**
   A key concern is that the ratio of community councillors to electors will not remain consistent across all wards. Under the proposed changes, Newcastle Highers' current representation of 12 councillors – equally divided between Pen-y-Fai and Aberkenfig – would be reduced to 2 in Aberkenfig and 3 in Pen-y-Fai. This significant reduction in representation could lead to an increased workload for remaining councillors, making it more difficult to engage fully with residents and community initiatives. Disparities in councillor-to-elector ratios across different wards may also create inequalities in representation, which should be addressed as part of this review. We highlight the disparity between the proposed Coytrahen and Aberkenfig wards where there is a different of 902 electors but the representation is the same, with two councillors. **Newcastle Higher understand that the policy adopted by BCBC on Electorate sizes was never consulted on we question if this adoption should have been approved by the council without proper public consultation.**

3. **Service Provision to Residents**
   Maintaining a larger ward could reduce our capacity to provide the same level of service and responsiveness that residents currently expect. With an increased population to serve, there is a concern that engagement and support for community initiatives, local events, and resident concerns could be diluted due to limited resources and volunteer capacity. Community Councillors are volunteers, however increasing the workload to cover much larger areas raises concerns if Councillors will be attracted to these roles. **OVW and the NALC have in the past expressed concerns over the ability to recruit and retain Clerk's and proper officers and increasing the work and the job roles for many could further deter the successful appointments to these roles.**

4. **Impact on Community Identity**
   One of the strengths of a community council is its ability to foster a strong sense of local identity and belonging. Expanding ward boundaries may risk diluting this sense of community, making governance feel more distant and corporate. Residents may feel disengaged if the council becomes too large to maintain the close-knit, grassroots approach that is essential for effective community representation. Newcastle Higher Council do agree that retaining the name and the NHCC identity does alleviate some of these concerns.

5. **Presentation of the Proposals**
   The presentation of the proposal is something BCBC need to reflect on. We appreciate this is a complex and varied task to undertake, however the response has been that of confusion, the need to decipher and further need for clarity.

Newcastle Higher appreciates the opportunity given by BCBC to clarify the proposals in a 1:1 meeting which has helped further understand the documents and maps.

We encourage the consultation team to carefully consider these factors when finalising recommendations. If changes are necessary, we urge that BCBC and the community councils effected work together collaboratively to ensure the best possible scenario, ensuring:

- Adequate representation
- Acknowledgement that community councillors are volunteers and a major increased in workload may deter future interest to serve
- Consideration that many Clerks work part time and major changes could see further retention issues
- Further understanding of how such changes will work, logistically, staffing on an employment and working rights basis and asset management when wards are being merged or dissolved

Thank you for considering our views. We look forward to further discussions on how to best support our community through this process.

Bridgend 094 – Ynysawdre Elderly Residents Association via Letter – Ynysawdre, Newcastle Higher, Llangynwyd Lower:

At a meeting of Ynysawdre Elderly Residents Association on 2nd April 2025 a discussion was held regarding the proposed boundary changes. A straw poll was taken of those present and note was taken of their views. The vote was unanimous that Ynysawdre should join with Newcastle Higher, Penyfai and Coytrahen.

Most of our members do not have access to the internet and therefore cannot fill in the online questionnaire. To enable their views to be known and following advice we are attaching the names of our members who have agreed with the views above.

All the names listed below are members of our association and where members were not present at the meeting they have been contacted by phone and have agreed to add their names to the list.

Could we respectfully ask you to take our members' views into consideration when arriving at your decision.

[NAMES REDACTED]

Bridgend 095 – Clerk to Ynysawdre Community Council via E-Mail – Ynysawdre, St Bride's Minor, Newcastle Higher:

Ynysawdre Community Council's response to the boundary review is to again express our preference to join with St Brides Minor Community Council in line with the boundaries of the St Brides and Ynysawdre ward with 3 BCBC councillors.

Our residents, through the Ynysawdre Elderly Residents Association, have noted that they supported the 2022 boundary changes with the combination of St Brides Minor and Ynysawdre as an electoral ward and they thought the natural progression was to combine the two community councils. They note the two communities of Ynysawdre and St Brides are of a similar type and share a similar culture, and many residents have family connections, friendships and combined memberships of associations. Many of the services and facilities are shared between the two communities, such as the surgery and chemist, shops and Post Office, the life centre and library, swimming pool and leisure centre, extra care facilities, CCYD and the primary schools, and the PCSO. The local bus service goes through Ynysawdre to St Brides Minor which enhances the links between the two communities. These services will be better served by our council merging with St Brides Minor Community Council.

Bridgend 096 – Member of Public via Online Survey – Llangynwyd Lower:
LLCC has very limited funding and covers mainly just the community of Coytrahen. Whilst this feels applicable it also feels like it has struggled to make big financial decisions for some time.

Bridgend 097 – Member of Public via Online Survey – Newcastle Higher:
I do not agree with pen y fai becoming part of Newcastle

Bridgend 098 – Member of Public via Online Survey – Newcastle Higher:
This movement will not improve anything or provide any value to our community of Pen Y Fai

Bridgend 099 – Member of Public via Online Survey – Newcastle Higher, Ynysawdre, Llangynwyd Lower:
I disagree with the proposals, including for my area Newcastle higher particularly. I don't agree with the initial policy of 5000. I can understand why councils of under 1000 electors need to be brough into an existing functioning council for sustainability and to reduce the duplication of costs (for example of clerks), and precepts in those small areas can be put to better use. However the way in which community councils operate particularly is at a very 'community' level – the clue is in the title. Expanding the NHCC ward to include areas such as Tondu, Coytrahen and Ynysawdre is just too big. I don't think it will encourage people to stand, it is a lot of work for volunteers to do now on the very local level, to expect them to take on more and outside of what is really their 'community' is likely to kill off the democratic process. As new areas in the Borough get developed (Porthcawl and Bryntirion for example, then consideration should be made at a time that happens – maybe the new community councils evolve at that stage it is it the public will.

Bridgend 100 – Member of Public via Online Survey – Newcastle Higher, Llangynwyd Lower: I think this is a bad idea. Living in Pen Y Fair with higher house prices which also influences council tax band prices. We will be paying in a lot more to the area pot which will then be pumped in to less nicer areas where residents don't care about what goes on where they live. They don't look after things, causing damage etc and not caring because it's not theirs. Once they have created carnage they will move in to the next village who will have them. I work in contraction and I currently see local authorities lie V2C pumping money into their rented house to make them a nice place to live and Tennent just destroying them. Long and short of it I don't want to be footing the bill for repairs around people who live live animals and treat their house like a zoo.

Bridgend 101 – Member of Public via Online Survey – Newcastle Higher:
I believe that extending the boundaries of Pen y Fai Cefn Glas will serve to dilute the services we currently have which are already being reduced it the grass cutting in Cavendish park and around pen y Fai. We are paymi g more council tax for less services

Bridgend 102 – Member of Public via Online Survey – Newcastle Higher, Ynysawdre:
I live in Parc Tondu and walk daily to the park in Aberkenfig, visit the shops and café there, post letters and also catch the bus from there. I therefore feel much more aligned to Aberkenfig than Ynysawdre and would prefer to be in Aberkenfig ward

Bridgend 103 – Cllr Martin Williams via E-Mail – Coity Higher, Brackla, St Bride's Minor, Ynysawdre, Newcastle Higher, Llangynwyd Lower, Coychurch Higher, Ogmore Valley:

1 – Coity Higher: I am broadly supportive of the proposed changed in particular that the M4 forms the northern boundary which is sensible.

However, I share the community council's view that the proposed eastern boundary with Brackla is inappropriate. It will take a 'bite' out of the industrial estate creating a messy boundary. I am content with the existing boundary of Brackla ridge however, recognising the apparent desire for Brackla residents to have the entire woods and the 8Xs within their community I propose the following alternative. That the boundary should be a line from Heol Simonston along Wyndham Crescent and connecting with the existing boundary at the roundabout next to Ffordd Cadfan/Shepherds vets.

2 – St Brides Minor and Ynysawdre: I am opposed to the splitting of Ynysawdre between the Newcastle Higher/Llangynwyd Lower council and existing St Brides Minor.

Although this solution does create two councils in line with the agreed minimum council size I feel it is messy and the process of dissolving and recreating the councils will be complex and fraught with difficulty.

Ynysawdre and St Brides Minor councils have both expressed a strong preference to combine. There is already co-operation between the two. It would be sensible and pragmatic to formalise this by combine the two in their entirely.

Furthermore, it is unclear how the assets of the existing YCC would be allocated between the new councils. For example, there is a property within one proposed council area. How would that be allocated? This could lead to future acrimony and legal challenge.

A combined YCC/St Brides Minor would be fully aligned with the BCBC ward.

3 – Coychurch Higher: Although the merger of Coychurch Higher with a neighbouring council is sensible and aligns with the minimum council size policy the proposal does not take into account the 1976 Coity Wallia Act.

The Act, which is primary legislation, provides for a board of conservators comprising of 18 members 10 of whom are representatives of the 5 relevant local councils. Ogwr Borough (inherited by BCBC), Coity Higher, St Brides Minor, Pencoed and Coychurch Higher who have two seats each.

Although it is appropriate that Ogwr's seats would be taken by its successor, BCBC, there is no provision in the act for a merger of the four minor authorities.

The Act ensures that there must be 10 seats held by councils, this is to ensure that elected public bodies hold a collective majority. The Act also ensures that no one council has greater say on the board than another. Given that the area of common within each council area differs considerably it is clear that this allocation of seats was deliberate with the intention of balance.

Therefore, it is reasonable to conclude that it would be unlawful for the new enlarged Pencoed Town Council to inherit the seats of Coychurch Higher as it would give it a disproportionate influence over the board.

But it would also be unlawful for Coychurch Higher's seats to become vacant because the Act specifically requires a total of 18 seats, two of which must be held by Coychurch Higher.

Given the considerable development proposed on the common the board will become increasingly influential. Therefore, if this matter isn't properly considered it is highly likely to be a source of future legal challenge.

Given that the specific provisions of the Act are primary legislation they cannot be amended without a new Act of Parliament the proposed arrangement will need to be revisited.

In light of this I see only two solutions. Firstly that Coychurch Higher remains at it is. Although this would result in a council far below the minimum size.

Or alternatively, Coychurch Higher is combined with Ogmore Valley community council. This solution would be compliant with the Act as Ogmore Valley currently has no seats on the board. It would also meet the minimum council size.

Bridgend 104 – Member of Public via E-Mail – Pencoed Town:
After reading the draft proposal as a residing resident of Pencoed, and I think I speak for many people in my area when I say this, there was always a feeling of too many councillors. As we are all aware we live in financial tightening times and to reduce the number of councillors paid for by the tax payer given the high salaries that they earn is a great sounding business plan to save money. You have my backing and I'm sure the majority of others too.

Bridgend 105 – Member of Public via E-Mail – Pencoed Town, Coychurch Higher:

General

It is fully appreciated that the proposals are only draft and have been based purely on a numbers of electorate basis for the areas being considered. Also a certain amount of "logic" has been used where smaller T&CC's have been considered in merging. All and every comments received will be duly considered.

As far as Pencoed is concerned we would be happy to merge with Coychurch Higher CC as the electorate is lower than 700. However, the rationale of the logic used in proposing two councillors for that area could be a perceived problem.

As discussed should the proposal go through as suggested then there would have to be detailed and informed discussions on the practicalities of implication going forward. Again this would be a matter of public perception and could be a deterrent against the current proposals.

You may recall that some years ago Pencoed sought to merge with Coychurch Higher CC. This was rejected by Coychurch Higher as they felt that they would be the poor relation if they agreed to a merger at this time!!!

Overview of Process by BCBC

It is now understood that a Panel as opposed to a Cttee has been overseeing the draft proposals. A question posted was whether or not some of the Panel should declare on interest on any matter that affected their current area and role. You indicated that the Panel was made up of the heads of all the Political Groups of BCBC. Again from a public perception point of view this could be a contentious issue.

Bridgend 106 – Clerk to Pencoed Town Council via E-Mail – Pencoed Town, Coychurch Higher:
At last week's tow council meeting the following was resolved in respect of the above.

Pencoed Town Council supports the merger of Pencoed Town Council and Coychurch Higher Community Council subject to the figure being used to allocate membership/councillors of the new Council going forward is on the basis of circa 700 electorate per member/councillor per ward.

Bridgend 107 – Member of Public via E-Mail – Pencoed Town, Coychurch Higher:
Can I ask what advantage the village [Heol y Cyw] will have be been adopted by Pencoed council.

What will the local people gain from this as I fear we will become the poor cousins and be ignored by Pencoed council and our tiny voice will never be heard again. How will this benefit us.

I look forward to an answer.

RESPONSE VIA E-MAIL FROM BCBC:
Thank you for your email.

As part of our review, we must adhere to the council size policy. Currently, Coychurch Higher Community Council does not meet the size policy. Our proposals suggest Heol y Cyw becoming a ward within Pencoed Town council in order to meet this, which would then address the current democratic deficit that is in place in small councils.

More information on the council size policy can be found here:
https://www.bridgend.gov.uk/media/gylmlcby/draft-proposals-report.pdf

RESPONSE BACK VIA E-MAIL FROM MEMBER OF PUBLIC:
Thank you.

But if the local population is not for this. Then this is undemocratic

Bridgend 108 – Member of Public via Online Survey – Coychurch Higher, Pencoed Town:
Coychurch Higher community Council should jerge with Pencoed Town Council and Pencoed retain 13 seats and an additional 3 seats.

Bridgend 109 – Member of Public via Online Survey – Coychurch Higher, Pencoed Town:
Feel for the village of Heol y Cyw. Our voice will be lost. Pencoed will be master of the decision and we be the poor chil looking for breadcrumbs

Bridgend 110 – Member of Public via Online Survey – General:
I feel our small village will become lost and the small things the community council do will be lost as the bigger town that adopts us will fail to see us and nothing will get done.

Bridgend 111 – Member of Public via Online Survey – Pencoed Town, Coychurch Higher:
We are providing feedback in relation to the merging of Pencoed and Heol y Cyw. Taking in to account the representational proportion of electors in both areas. Heol y Cyw would have 2 Councillors per 700 given them 350 per councillor whilst Pencoed Town Council will have 670 per councillor, which is double to Heol y Cyw. We therefore suggest and recommend that Heol y Cyw have one councillor to fall in line with the proportional representation ratio of Electors to councillors.

Bridgend 112 – Member of Public via Online Survey – Pencoed Town, Coychurch Higher:
We are providing feedback in relation to the merging of Pencoed and Heol y Cyw. Taking in to account the representational proportion of electors in both areas. Heol y Cyw would have 2 Councillors per 700 given them 350 per councillor whilst Pencoed Town Council will have 670 per councillor, which is double to Heol y Cyw. We therefore suggest and recommend that Heol y Cyw have one councillor to fall in line with the proportional representation ratio of Electors to councillors.

Bridgend 113 – Clerk to Coychurch Higher Community Council via E-Mail – Coychurch Higher, Pencoed Town:

Coychurch Higher Community Council (CHCC) wishes to confirm that is strongly opposes the proposed merger with Pencoed Town Council, as outlined in Bridgend County Borough Council's Draft Proposals for the Review of Community Arrangements, published in January 2025.

As expressed in a previous representation, CHCC is a small community council with just seven members, yet it serves one of the largest geographic areas in Bridgend Borough County, delivering a high standard of service. The proposed merger would reduce our council representation to just two members, who would account for only 15% of the total Pencoed Town Council. This would be detrimental to the residents of Coychurch Higher, as it could result in us having very little influence in decision-making and the prioritisation of the needs of our rural area. CHCC members emphasise the importance of preserving the identity of Coychurch Higher and urge that areas such as Heol-y-Cyw and Rhiwceiliog are not subsumed into Pencoed Town Council, potentially being overlooked within a much larger, urban-focused governance framework.

The needs of CHCC, as a rural community, differ substantially from those of Pencoed Town Council. CHCC members are committed to representing the unique challenges faced by our residents. Many of our councillors have lived in Coychurch Higher for most of their lives, and this deep local knowledge and personal connection would be lost if a merger occurred.

As trustees of Heol-y-Cyw Welfare Hall, as required by the Charity Commission, CHCC members have invested considerable time and effort to ensure the hall remains compliant with regulations and is well-maintained. The Welfare Hall, which hosts the county's first Digital Hub, is a vital resource for our community and is regularly used by various organisations. Its success is a testament to the partnership between the Hall Management Committee and the Community Council, as our members take direct responsibility for the hall's upkeep and development.

While CHCC may be small, it is a dedicated and effective council, having successfully secured substantial funding for local initiatives and grants. In collaboration with BCBC, a new landscaping project has recently been completed, bringing significant benefits to the area's biodiversity. CHCC also maintains a Millennium Garden and woodland footpaths that are regularly used by the community. Furthermore, CHCC holds charitable competitions, organises an annual Carol Service, and creates poppy displays for Remembrance Day – all for the enjoyment and enrichment of our residents.

We would also like to draw attention to the Welsh Parliament's Local Government and Housing Committee's report, 'Role, Governance and Accountability of the Community and Town Council Sector', published March 2025. CHCC fully supports the view of One Voice Wales, which argues that mergers would not be in the best interests of communities like ours. Coychurch Higher, as a rural community with unique needs, would be better served by maintaining its distinct council rather than merging with a larger council that may not fully understand or prioritise our specific requirements.

In conclusion, merging CHCC with another council risks diminishing our community's voice and overshadowing its unique needs, as larger, more urban areas would inevitably take precedence. Such a merger would likely erode local identity and could undermine ongoing efforts to support vital community assets, such as Heol-y-Cyw Welfare Hall.

Bridgend 114 – Member of Public via Online Survey – Pencoed Town:
Makes sense for Pencoed area.

Bridgend 115 – Member of Public via Online Survey – Coychurch Higher, Pencoed Town:
I strongly believe that to merge Heol y cyw with Pencoed would be of no benefit to anyone, especially Heol y cyw! I live in Pencoed but I know how important it is for them to keep their identity and to be able to work for their community themselves. Both of these areas have very different issues and identities and it would be to the detriment of Heol y cyw if you took this away from them.

Bridgend 116 – Member of Public via E-Mail – Porthcawl Town:

It is blatantly obvious the proposed changes to extend Newton ward as shown below is to make way for the planning application for the housing on the field at the bottom of Dan y Graig Avenue. This area of Newton ward is already saturated. Police have been called to the new development of Llys Penfro several times for antisocial behaviour by nonresidents, the foot tall due to the new through way is extensive, changing the area completely.

Bridgend 117 – Member of Public via Online Survey – Porthcawl Town:
The proposal to transfer part of Porthcawl East Central to West Central makes sense; the Portway seems the obvious boundary. I'm not so sure about dropping "Central" from the ward names, it seems to hint that Nottage etc are in some way not part of the town.

Bridgend 118 – Member of Public via Online Survey – General:
Porthcawl and further west should be NPT

Bridgend 119 – Member of Public via Online Survey – Cornelly:

How much money is being wasted on this when Council tax is being put up and yet again services cut, it's a wonder we have had services left. Cornell'y should just be Cornell'y, no dividing it up.. Most Councellors are only seen when they want to be elected and never seen again… It's been a nightmare with Cornell'y MP being part of Aberfan Maesteg and not Bridgend, no you are trying to sub divide this small community more dividing up the main B rd into 2 areas, Time you provided some real services to the area and stopped wasted money trying to decide where you will draw your pencil line just to make the umbers right for each area…!

Bridgend 120 – Member of Public via Online Survey – Cornelly, Pyle:

I write on behalf of Cornelly Community Council. Members have requested that the boundary stays as it is now, with Cornelly remaining as a stand alone ward with 9 community councillors, and all existing land is retained, including Stormy Farm. The land marked on the map as yellow should be retained by Cornelly Community Council and not transferred to Pyle. This was an objection that all members wanted to raise.

Bridgend 121 – Cllr Elaine Winstanley via E-Mail – Cornelly, Pyle:
Having looked at various proposals I am keen that Cornelly Community Council retains its existing boundaries including the areas where the new development is planned.

I also want to keep as is in the proposal, Cornelly being served by one Community Council and not merging with adjacent Community Councils.

Warding only works at the moment if, Cornelly is split into three roughly equal wards but none of the proposals but forward so far fit that pattern. We know that the electorate will be increasing due to proposed developments including west of Bridgend along the A48 but there are also smaller developments which are planned. The number of Councillors will eventually have to be increased at both Community and Borough level but it is tricky to work out boundaries when we know there are changes planned in the near future, but where building work hasn't started yet. It may be simplest to split Cornelly into two wards (5 or 6 Community Councillors each) once the building is under way.

Bridgend 122 – Clerk to Cornelly Community Council via E-Mail – Cornelly, Pyle:

The Cornelly Community Councillors discussed the proposed changes at a recent meeting and were unanimous in their views which are as below:

1) Cornelly Community Council to remain as a stand-alone council with 9 councillors and to stay as it is currently
2) To retain the existing land marked in yellow on the map and not transfer this over to Pyle
3) To retain Stormy Farm within the Cornelly Council boundary

Bridgend 123 – Member of Public via Online Survey – Cornelly:
I believe the Cornelly area should not be split into four wards. I also disagree that there should be an increase to 11 community councillors but remain at 9

Bridgend 124 – Member of Public via Online Survey – Garw Valley:
At the moment GVCC works well, I think if you merge with another CC it will become unmanageable. While every Councillor might not all agree on everything the one thing that we do agree on is whats best for our area. Smaller CC will lose their identity if they merge with another CC

Bridgend 125 – Clerk to Garw Valley Community Council via E-Mail – Garw Valley:

The following are the Garw Valley Community Council's observations on the draft review:

- The council does not agree with the proposed decrease in the number of councillors for Blaengarw ward as this ward contains a large amount of GVCC managed parkland, Parc Calon Lan and a decrease in councillors will increase the burden of effort on the remaining two
- The council does not agree with the proposed decrease in the number of councillors for the Bettws ward as there is proposed expansion of the number of electorate in this ward over the next 5 years due the proposed housing developments

Bridgend 126 – Clerk to Coity Higher Community Council via E-Mail – Coity Higher, St Bride's Minor, Brackla:

The following are Coity Higher Community Council's observations on the draft review:

- Coity Higher CC does not accept the proposed adjustment to the boundary change between the proposed Brackla community and the proposed Coity Higher community. It does not accept the proposal to re-align the boundary to pace the whole of Brackla Industrial Estate within the Brackla community. Coity Higher strongly suggests that the boundary should be along Wyndham Close and continue to and end at the roundabout at Oakwood View.
- Coity Higher CC agrees with the proposal to adjust the boundary between the community of Llansantffraid and the community of Coity Higher to transfer the area south of the M4 from the ward of Sarn to the ward of Litchard and the transfer from the ward of Bryncoch to the ward of Coity.
- The review proposals are not compatible with the two Coity Wallia Acts of 1976 and 2006. BCBC will be aware that the terms of these Acts in their present form must be complied with.

Bridgend 127 - Member of Public via Online Survey – General:

There is such an imbalance in the number of electors per Councillor across the proposals. For example Porthcawl are at 733 per councillor, but at the other end, Cornelly are at 515. What is the rationale being such a large variance? I believe there should be a consistent approach, so that each Community Council has around the same number of councillors per elector. Somewhere between 675 and 700. This would bring in line with current populations and be fair.balanced. There should be no political motivation to look after 'ones role' by retaining seats where there is no clear rationale behind the numbers being so skewed. More savings could be made by bringing the number per elector between 675-700.

Bridgend 128 – Member of Public via Online Survey – General:
Waste of time and money. There are more important issues to be looking at like the state of our borough and waste going on within our budget.

Bridgend 129 – Member of Public via Online Survey – General:
Reading the draft it is change for change sake. Nothing wrong with existing wards.

Bridgend 130 – Member of Public via Online Survey – General:
Agree

Bridgend 131 – Member of Public via Online Survey – General:
These proposals are not fit for purpose. They attempt to take Community Councils out of their Communities, and amalgamate them with larger Community Councils therfore swallowing them up. No consideration has been given to the fact that all Community Councillors are volunteers, giving their free time to make their Communities a better place. Some have served their Communities for decades and these proposed changes will mean they are likely to reconsider their roles. I cannot believe how shortsighted BCBC have been and I would like to state my person strong opposition to this proposal that is currently out for consultation

Bridgend 132 – Member of Public via Online Survey – General:
Don’t waste money changing

Bridgend 133 – Member of Public via Online Survey – General:
I don't see why it's necessary. Surely the money could be better spent on other things? Maybe reconsider it in the future when we're in a better financial situation. I don't mind you putting up things like council tax to fund things that are essential, but this feels like this is an unnecessary waste of my money.

Bridgend 134 – Member of Public via Online Survey – General:
Happy to have less councillors. They dont listen to what the villagers want only what they want!

Bridgend 135 – Member of Public via Online Survey – General:
It is absolutely ridiculous in a borough the size of Bridgend to have so many town councils.

Bridgend 136 – Member of Public via Online Survey – General:
Look at your link to proposals – Page not found. You really should be checking these really simple hints, because not only does it make you look incompetent, it raises questions that you have something to hide

Bridgend 137 – Member of Public via Online Survey – General:
There are way too many councillors. Most of which don't act on behalf of their constituents. We never hear them promoting the work the council is doing or asking opinions on how they should vote on proposals going to committee. Instead everything is based on part politics (regardless of whether they are 'independent' or not). A complete waste of money where residents don't get a say!

Bridgend 138 – Member of Public via Online Survey – General:
Get rid of all Community Councils!! They are too small, expensive and their services would be better run by the Unitary Authority. They just become an expensive talking shop for irrelevant very local issues with expensive useless councillors that can't make the grade at County level.

Bridgend 139 – Member of Public via Online Survey – General:
I strongly believe that Bridgend Tax Payers now deserve and need a break from all this utter nonsense of Bridgend overpaid councillors, We Do Not Need 55 Councillors, this is now a TAX burden on the people of Bridgend and this must now STOP

Bridgend 140 – Member of Public via Online Survey – General:
WE DO NOT NEED 55 COUNCILLORS Representing us, the decision has been taken and it's been agreed by 100% of Bridgend's Tax Payers that all councillors in April will now be paid only £4 thousand pounds per year, we have not taken this dessison lightly and we no wait will have a positive inlander on all the councill tax payers in the area.

Bridgend 141 – Member of Public via Online Survey – General:
Now idea, as I can not work out from the proposal where I currently am and where you plan to move me. As usual a dreadful service from Bridgend council and I have no doubt you will ignore what people say and do exactly what you want anyway.....so this is a complete waste of time

Bridgend 142 – Member of Public via Online Survey – General:
Councillors cost the Bridgend Tax payers who work over 825 thousand pounds per year, this now needs to stop this is now unrealistic and a waste of tax payers money, with rising costs to the tax payers its time for a change and change is coming very soon.

Bridgend 143 – Member of Public via Online Survey – General:
We currently have 55 Overpaid and underworked councillors representing the local taxpayers, they are no longer a asset to Bridgend and they all should be removed from office, lowering council tax must be a priority one and lowering the amount of overpaid councillors should be a big focus, change is coming .....

Bridgend 144 – Member of Public via Online Survey – General:
Total waste of taxpayers money, yet again a Labour council wasted hard working tax payers money, bring in the local elections so we can all make Labour Councillors collect their P45's ...

Bridgend 145 – Member of Public via Online Survey – General:
Please do not make any changes as things are already stretched and this will just make the situation worse

Bridgend 146 – Member of Public via Online Survey – General:
Not a good move individual areas have their own u ique ide tities and needs what suit one community diesnt necessarily suit another even if neighbouring

Bridgend 147 – Member of Public via Online Survey – General:
I don't agree with these proposals. These would mean that there are now, in some cases 5000 plus people in the electoral region. While this may seem beneficial, attending meetings will provide difficult for constituents with that amount of people to take into consideration, all with diverse needs (ie disability, working arrangements etc).

Bridgend 148 – Member of Public via Online Survey – General:
This should not go ahead under circumstances. Any changes that cost more are not wanted.

Bridgend 149 – Member of Public via Online Survey – General:
Why are you extending the area when you can't provide a proper service in the area you already cover ?

Bridgend 150 – Member of Public via Online Survey – General:
Not happy with the proposed changes. Currently feel we don't get value for money with current council tax arrangements. If the area is wide larger this could result in even less investment in my local area

Bridgend 151 – Member of Public via Online Survey – General:
I support the proposals to reduce the number of community councils and number of councillors. The interest in community councils is abysmal, with councillors frequently having to be co-opted. Scrutiny of Community councils and their use of public funds is poor, if not non-existent. I support any proposal to increase scrutiny, oversight and general public interest in community councils.

Bridgend 152 – Member of Public via Online Survey – General:
What an absolute waste of money. Considering there was a massive black hole in the budget, how much is this non-essential “work” costing?!?!

Bridgend 153 – Member of Public via Online Survey – General:
Year after year after year after year after year our poll tax goes up!!!!! I'm sick of it. My wages nevet go up by what you charge. I'm sick to death of it!!!!

Bridgend 154 – Member of Public via Online Survey – General:
I am concerned that the reduction of local Community Councillors for my area, may mean my area may get lost or forgotten. I believe our Community Council does a great job as it is, and the proposal is is to try and fix something that isn't broken.

Bridgend 155 – Member of Public via Online Survey – General:
Along with changes to the electoral boundaries and the development of the new M.S's proposed, we have yet another example of administrators creating changes for no other reason that the proliferation of more administrators. Instead of wasting more money on this, try apportioning money on schemes that will benefit more constituents, road repairs, more community carers etc.

Bridgend 156 – Member of Public via Online Survey – General:
Far far too many councillors and 'public servants' both locally and as proposed in the Senedd. We don't have money to pay for these excess participants. More councillors/mp than population perhaps.

Bridgend 157 – Member of Public via Online Survey – General:
There is a lot of information, but no clarity of what the benefits are for this change. Seems like a lot of work time and money spent on this proposal. With no information on why this is being done, and the pros and cons. With very little communication to the community involved. Are you hoping to slip under the radar with the changes

Bridgend 158 – Member of Public via Online Survey – General:
We need less councillors

Bridgend 159 – Member of Public via Online Survey – General:
I live in area C of the proposals. It will from what I understand have no impact on me or my family if we are transitioned from one ward to another. It almost feels like a waste of council funds to be doing this exercise despite my support of the council's survey process in general.

Bridgend 160 – Member of Public via Online Survey – General:
I think it makes sense to reduce the number of councillors. Representation isn't particularly great and people don't fully engage with the democratic process. It's time to modernise, move on and save money exploring better solutions.

Bridgend 161 – Member of Public via Online Survey – General:
I feel increasing the boundaries of some town and community councils will lead to some areas being neglected and damage community spirit and appearance of the locality.

Bridgend 162 – Member of Public via Online Survey – General:
The community councils cannot handle the responsibility for the area they are currently operating. There is fraud, financial mismanagement and misplaced spending and providing more control to lay members who are not able to take responsibility is wreckless

Bridgend 163 – Member of Public via Online Survey – General:
If it saves money then great cause there are lots of councillors and what do they actually do? Writing on Facebook groups is not pro active and to take away customer service to pay these people for not filling their roles is just out of order

Bridgend 164 – Member of Public via Online Survey – General:
Positive idea although retention of historic ward names in some fashion would be even better

Bridgend 165 – Member of Public via Online Survey – Pyle, Cefn Cribwr:
amalgamating smaller Communities in to more urban one is a terrible idea identity of community will be lost, people will be suffer under representation on councils due to councillors oer head of residents what's good for jenfig hill isn't good for Cefn Cribwr this should have public meeting gs not all residents entitled to a say have online rescources

Bridgend 166 – Signed Petition – Coychurch Lower, Brackla, Bridgend Town:

COYCHURCH LOWER COMMUNITY PETITION
Re: BRIDGEND COUNTY BOROUGH COUNCIL
TOWN AND COMMUNITY COUNCILS BOUNDARY REVIEW

BACKGROUND: Bridgend County Borough Council's review of town and community council wards proposes to split the Coychurch Lower ward into two parts. Waterton and Brocastle will be added to the Oldcastle ward of Bridgend Town and Coychurch village and the surrounding area will be known as Coychurch Lower and included in a new community of Brackla.

PETITION: We the undersigned residents of Coychurch Lower and users of our facilities object to the proposed boundary changes for Coychurch Lower and call on Bridgend County Borough Council to reject the proposal on the following grounds:
1 – We understand that this is a required review of **electoral arrangements** but it is being confused with changes to the number and size of Town/Community councils preferred by Bridgend County Borough Council. We had election arrangements whereby Coychurch Lower and East Brackla were put together for the last county councillors elections and each continued to be supported by their own community council. We see no need to remove a local community council which has served its residents well for many years.
2 – Rather than bringing democracy closer to the electorate (as claimed in the Summary of the proposals), the proposal distances the residents from the local level representatives/decision makers physically, psychologically and emotionally. The Coychurch Lower Community Council has worked effectively to improve our local amenities and environment and takes the lead on community events (Civic Act of Remembrance, Annual Civic Carol Service, etc.) We have no confidence that being a very small part of a much larger group will enable the same level of focus on our community.
3 – On our behalf the community council provides support to our Memorial Hall which enables local groups for adults and children to meet regularly. We have no confidence that this support would continue even if the Trusteeship of the Hall was transferred to the new Brackla Community Council (which already has its own community hall and they do have the right to refuse the Trusteeship). Thus degrading the availability of a much needed venue for the community and surrounding areas.
4 – Our community council arranges to supplement the services provided by Bridgend County Borough Council to improve our environment so there would be no additional services as a result of being joined with Brackla. Any benefits arising from bulk purchasing can be obtained by co-operation agreements with other councils.
5 – We do not have confidence that Bridgend Town councillors will be as close to, or as concerned about, the residents of Waterton and Brocastle which would be added on to the edge of the Oldcastle ward of Bridgend Town. This is so that the industrial estates and the retail park can be included in Bridgend Town as they are classed as "urban" but there is no electoral reason for doing this.

PETITION INCLUDED SIGNATURES FROM 802 MEMBERS OF THE PUBLIC

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By virtue of paragraph(s) 12 of Part 4 of Schedule 12A
of the Local Government Act 1972.

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