

CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS - WEDNESDAY, 2 SEPTEMBER 2026

MINUTES OF A MEETING OF THE CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS HELD REMOTELY - VIA MICROSOFT TEAMS ON WEDNESDAY, 2 SEPTEMBER 2026 AT 10:00

Present Virtually

Councillor M J Evans – Chairperson

F D Bletsoe
J Gebbie
J Llewellyn-Hopkins

E L P Caparros
GC Haines
JC Spanswick

C Davies
D M Hughes
A Ulberini-Williams

E D Winstanley
M Lewis
HM Williams

Officers:

Zoe Edwards
Paul Miles
Kirsty Williams
Wendi Ross
Michael Pitman
Nimi Chandrasena
Oscar Roberts

Engagement Equalities & Welsh Language Manager
Group Manager - Human Resources and Organisational Development
Partnership & CSP Manager
VAWDASV Manager
Technical Support Officer – Democratic Services
Democratic Services Officer – Support
Democratic Services Officer – Committees

90. Apologies for Absence

Decision Made	Apologies for absence were received from Councillors A Berrow, Colin Davies, R Goode, D Hughes, M Jones and A Wathan.
Date Decision Made	2 September 2026

91. Declarations of Interest

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

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Decision Made	The following declarations of interest were received:- • Councillor John Spanswick declared a personal interest in item 7, as a member of Benenden Health. • Councillor John Spanswick declared a personal interest in item 8, as a family member is working in the service.
Date Decision Made	2 September 2026

92. Approval of Minutes

Decision Made	<u>RESOLVED:</u> That the Minutes of the Cabinet Committee Equalities and Employee Relations dated 3 June 2026 be approved as a true and accurate record, subject to an addition of apologies from Councillor E Winstanley.
Date Decision Made	2 September 2026

93. Welsh Language Standards Annual Report 2025/26

Decision Made	The purpose of this report, presented by the Chairperson, was to present the Welsh Language Standards Annual Report 2025/26 for consideration and approval and to demonstrate the Council's compliance with its duties under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards. Members posed questions on: • The Council's social media presence in Welsh. • Statistics around failed attempts to accommodate Welsh speakers contacting the Council. • Compliance with Welsh Language Standards in schools in the County Borough. • Steps to address compliance complaints made in the report. • Financial implications of the report.
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	• Interactions at the front desk. • Options to specify Welsh language communication when calling BCBC. These questions were addressed by the Engagement Equalities & Welsh Language Manager, the Group Manager - Human Resources and Organisational Development and the Chairperson. • The Engagement Equalities & Welsh Language Manager agreed to speak to the team responsible for the Council's Welsh social media accounts to discuss linking the page to the English version. • The Group Manager - Human Resources and Organisational Development agreed to inform the Cabinet Committee when the integration of external hub users into BCBC's internal system is complete. • The Engagement Equalities & Welsh Language Manager agreed to speak to the front desk around additional signage or other measures to encourage Welsh language communication from members of the public. <u>RESOLVED:</u> That the Cabinet Committee Equalities and Employee Relations: 1. Approved the Welsh Language Standards Annual Report 2025/26 attached as Appendix 1; 2. Noted the actions taken in response to complaints received during the reporting period and the improvements implemented as a result; 3. Note that the Annual Report 2025/26 will be published in accordance with the Council's statutory obligations. Additionally, the Cabinet Committee agreed to have answers to any questions posed at committee meetings that cannot be answered at the time included in reports of the next meeting.
Date Decision Made	2 September 2026

94. Learning & Development

Decision Made	The purpose of this report, presented by the Chairperson, was to provide information of the Council's grow
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	your own schemes and staff training during 2025/2026. Members posed questions on: • Completion rates of mandatory training modules. • BCBC's internship system. • Safeguarding arrangements for education and social services. • Learning and retention of the e-learning among staff and Members. • Whether reminders are being sent to staff about training progress and completion. • Planned financial implications on Council reserves to fund BCBC's apprenticeship levy. • Mandatory completions of e-learning between newly-hired staff and longstanding staff These questions were addressed by the Group Manager - Human Resources and Organisational Development and the Chairperson. The Group Manager - Human Resources and Organisational Development agreed to check how Elected Members and officers receive reminders from the system to conduct their mandatory training. The Group Manager - Human Resources and Organisational Development agreed to look at training completion rates across staff with different lengths of service with BCBC. <u>RESOLVED:</u> That the Cabinet Committee Equalities and Employee Relations noted the information contained in this report and within Appendix 1.
Date Decision Made	2 September 2026

95. Health & Wellbeing

Decision Made	The purpose of this report, presented by the Chairperson, was to provide an overview of health and wellbeing within Bridgend County Borough Council, with a focus on actions and support provided between April 2025 and March 2026. The Council continues to prioritise mental, physical and emotional wellbeing through a range of support and resources. Members posed questions on:
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	• The reasons behind increases in Occupational Health referrals. • Cost implications of increases in Occupational Health usage. • Feedback mechanisms for BCBC's Health & Wellbeing services. These questions were addressed by the Group Manager - Human Resources and Organisational Development and the Chairperson. <u>RESOLVED:</u> That the Cabinet Committee Equalities and Employee Relations noted the information contained in this report.
Date Decision Made	2 September 2026

96. Workforce Data - Quarter 1

Decision Made	The purpose of this report, presented by the Chairperson, was to provide information of the Council's workforce, to assist workforce planning. Members posed questions on: • Succession planning within departments. • Appraisal completion across teams and directorates. • Employee wellbeing, mental health and turnover statistics. These questions were addressed by the Group Manager - Human Resources and Organisational Development, the Chairperson and the Engagement Equalities & Welsh Language Manager. The Group Manager - Human Resources and Organisational Development agreed to investigate the feasibility of a collective workplace health cover plan as a possible invest-to-save measure. <u>RESOLVED:</u> That the Cabinet Committee Equalities and Employee Relations noted the information contained in this report.
Date Decision Made	2 September 2026

97. Violence against Women, Domestic Abuse and Sexual Violence

Decision Made	The purpose of this report, presented by the Deputy Leader / Cabinet Member Social Services, Health and Wellbeing, was to provide an annual update to the Cabinet Committee Equalities and Employers Relations on the services provided by the in-house Assia Domestic Abuse Service and information regarding the range of domestic abuse related services delivered by our third sector partners. Members posed questions on: • Measures to address a recent spike in repeat victims. • When results from pilot schemes such as Learning Before Loss will become available for analysis. • Training available to address concerns around the manosphere and its impact on VAWDASV. These questions were addressed by the Partnership & CSP Manager, the VAWDASV Manager and the Deputy Leader / Cabinet Member Social Services, Health and Wellbeing. The Partnership & CSP Manager agreed to research potential training materials for concerns around the manosphere and its impact on VAWDASV. <u>RESOLVED:</u> That the Cabinet Committee Equalities and Employee Relations noted the content of this update report.
Date Decision Made	2 September 2026

98. Urgent Items

Decision Made	There were no urgent items.
Date Decision Made	2 September 2026

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To observe further debate that took place on the above items, please click this [link](#)

The meeting closed at 11:52.