

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET EQUALITIES COMMITTEE

22 MARCH 2018

REPORT OF THE CORPORATE DIRECTOR – OPERATIONAL AND PARTNERSHIP SERVICES

STRATEGIC EQUALITY PLAN ANNUAL REPORT 2016 / 2017

1. Purpose of report

The purpose of this report is to provide members with an update on the work completed within the Strategic Equality Plan (SEP) 2016-2020 for the period 2016 to 2017.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

2.1 The Equality Act 2010 sets out both general and specific duties for local authorities in Wales. The specific duties include the development of a SEP to identify the council's equality objectives and the publication of an annual report.

2.2 The strategic equality plan also supports the council's following corporate priorities:

- Priority 2: Helping people to be more self-reliant;
- Priority 3: Smarter use of resources.

3. Background

3.1 The SEP annual report enables the council to:

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

Specifically, the report sets out:

- The steps taken to identify and collect relevant information;
- Any reasons for not collecting relevant information;
- Where appropriate, employment information, including information on training and pay.

3.2 Progress made by the council on each of its seven equality objectives is included in the report, which will be of interest to:

- Elected Members;
- Members of the community and community groups;

- Equality and Human Rights Commission;
- Welsh Government.

4. Current situation

4.1 This annual report (appendix 1) covers the period 1 April 2016 to 31 March 2017. The annual report must be published/made available by 1 April 2018.

4.2 Our seven strategic equalities objectives for 2016 – 2020 are:

- transportation;
- fostering good relations and awareness raising;
- our role as an employer;
- mental health;
- children;
- leisure, arts and culture;
- data.

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

- We have continued to mark, support and raise awareness of national equalities and diversity campaigns via social media and our website, including Bisexuality Day, World Mental Health Day, LGBT Fostering and Adoption Week and Action on Stroke Month
- A ‘train the trainer’ hate crime package was developed and hate crime awareness workshops were held throughout 2017. The South Wales Police Hate Crime Officer linked with school liaison officers to promote the agenda among young people
- The recruitment and selection managers’ guidelines were updated and a new e-learning module has been implemented which includes good practice relating to equality in the recruitment process
- A mental health e-learning module was developed to raise awareness amongst employees to help them understand types, causes and treatment of mental illness
- Since the roll out of SIMS (Schools Information management system) staff from 39 primary and secondary schools have received training and are now inputting into this module
- The Access to Leisure Scheme has exceeded participation targets providing low cost access to over 160,000 people in 2016/17.

5. Effect upon Policy Framework & Procedure Rules

5.1 As this is an information report, there are no proposed changes to the policy framework and procedure rules.

6. Equality Impact Assessment

6.1 The report provides the committee with information which will positively assist in the delivery of the authority's equality duties.

7. Financial Implications

7.1 There are no financial implications identified as this is an information/update report.

8. Recommendation

8.1 That the Cabinet Committee notes the progress being made and approves the Strategic Equality Plan Annual Report 2016/17.

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Background papers: none.