

**BRIDGEND COUNTY BOROUGH COUNCIL**  
**REPORT TO CABINET EQUALITIES COMMITTEE**

**16 JULY 2018**

**REPORT OF THE CHIEF EXECUTIVE – CHIEF EXECUTIVE’S DIRECTORATE**

**ANNUAL REPORT ON THE STRATEGIC EQUALITY PLAN 2016 – 2020 ACTION PLAN**

**1. Purpose of report**

To provide Cabinet Equalities Committee with an update on progress made in delivering the Strategic Equality Plan (SEP) 2016 - 2020 during 2017/18.

**2. Connection to Corporate Improvement Objectives/Other Corporate Priorities**

2.1 The SEP is a statutory plan that impacts on the whole of the council. It outlines seven equality objectives, namely:

1. Transportation;
2. Fostering good relations and awareness raising;
3. Our role as an employer;
4. Mental health;
5. Children;
6. Leisure, arts and culture;
7. Data.

2.2 The SEP also supports the following corporate priorities:

- Priority 2: Helping people to be more self-reliant; taking early steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services.
- Priority 3: Smarter use of resources; ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council’s priorities

**3. Background**

3.1 Following public consultation the council’s SEP (2016-2020) was approved by Cabinet on 15 March 2016.

3.2 Further consultation with the public and local equality and diversity groups took place during May and June 2016 in order to develop the action plan which would support achieving the seven objectives in the SEP over the four year period. Key/ lead officers were consulted regarding the development of meaningful and achievable actions within their respective services. The final action plan is a live document and contains 47 actions and was approved by Cabinet Equalities Committee in July 2016. The action plan is attached as a background document to this report.

3.3. Cabinet Equalities Committee received an update on progress during the 2016/17 period at the committee meeting in July 2017.

#### **4. Current situation / proposal**

4.1 Progress for 2017/18 is documented in appendix 1. Key points to note are:

##### **a) Transportation**

- 92 pedestrian aids were introduced at existing junctions and two introduced at new junctions;
- The list of designated accessible taxis was published on the council website from 1 April 2018.

##### **b) Fostering good relations and awareness raising**

- A series of hate crime awareness sessions were held in local schools as well as with Mental Health Matters and the YMCA. Joint events were held across the borough during Hate Crime Awareness Week;
- BCBC has promoted various campaigns via Twitter, Facebook, Instagram and the BCBC website, including International Women's Day, Urdd National Eisteddfod, LGBT Fostering and Adoption Week, St. David's Day, St Dwynwen's Day, Holocaust Memorial Day, 100 years since women won the right to vote, LGBT history month, Chinese New Year, White Ribbon, Fuel Poverty Awareness Day, Dementia friendly areas, apprentice week, St Patricks, World Social Work Day, International Day for the Elimination of Racial Discrimination, International awareness day for epilepsy, IDAHOT Day (the annual international day against homophobia and transphobia) and World Mental Health Day;
- The theme of Holocaust Memorial Day 2018 was 'The power of words' which explored how language has been used in the past, and how it is used in the present day.

##### **c) Our role as an employer**

- EIA training was provided for staff identified within each business area. Five sessions took place between February and March 2018, with 46 delegates attending. A further two sessions are planned for 2018-19;
- The recruitment and selection guidelines and e-learning have been updated to ensure the Disability Confident campaign are reflected;
- We continue to promote the Care First service to staff via an ongoing communication plan and quarterly Bridgenders newsletter.

##### **d) Mental health**

- Work with the ABMU Delivery Board is progressing and this work continues to be part of the service development plan and Western Bay partnership working;
- Training resources are available online, this was developed to raise awareness of the importance of mental health and wellbeing amongst employees.

##### **e) Leisure**

- The 'access to leisure' scheme has supported over 160,000 visits during 2017/18;

- New 'changing places' facilities are being developed at Bryngarw Park and Pencoed Library. In partnership with Invacare UK these two spaces will have changing beds and hoist facilities;
- 'Calls for Action' resources via Sport Wales have developed new community groups and activities. There are 12 clubs and organisations meeting the Disability Sport Wales 'In Sport' accreditation. BCBC has achieved silver accreditation;
- A networked approach for older people is developing, linked to the Ageing Well plan and local older persons' forum.

#### f) **Children**

Following the Youth Development service mapping out specific training needs in 2016/17 through engaging with primary school head teachers, 21 primary schools requested Show Racism the Red Card workshops to be delivered to their respective year five and six cohorts., A total of 44 workshops were delivered between July 2017 and February 2018;

- Through the Anti-Bullying Task Group, a behaviour module has been developed using the schools SIMS.net management information system. Within the module is an agreed set of characteristics for the recording/monitoring of bullying incidents within respective schools. Training on this module has been delivered to key staff within 39 schools (seven secondary and 32 primary). Follow on sessions are being organised to allow schools that have not participated the opportunity, as well as refreshers for those that already attended.

#### g) **Data**

- Between February 2017 and January 2018 the council produced four full Equality Impact Assessments (EIAs) and 42 EIA screenings. EIA data is reported to Cabinet Equalities Committee annually;
- As a result of the formal complaints process, seventeen equality monitoring forms have been processed.

### **5. Effect upon Policy Framework & Procedure Rules**

5.1 The report has no direct effect upon the policy framework or procedure rules.

### **6. Equality Impact Assessment**

Following the consultation in 2016, a full EIA was undertaken which highlighted that the SEP and associated action plan will have a positive impact on most of the protected characteristic groups.

As this is an information report, no further EIA is required at this time.

### **7. Financial Implications**

7.1 Any financial implications described within the SEP action plan will be met from within existing directorate budgets.

### **8. Recommendation**

8.1 That Cabinet Equalities Committee receives and considers this report and appendix.

**Darren Mepham**  
**Chief Executive – Chief Executive’s Directorate.**  
**Date: 16 July 2018**

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