

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



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Strategic Equality Plan 2016 – 2020

Action Plan Update 2017/18

Objective 1: Transportation			
What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update
Increase provision of raised kerbs at bus stops	Where bus stops feature as a part of highways works, new developments or an infrastructure review, we will endeavour to ensure that raised kerbs are provided.		There have been no developments during this period which include bus stops reviews. The plans for 2018-19 do include bus stop improvements (including raised kerbs)
Progress the implementation of our dropped kerb programme	Where highway works, new developments or infrastructure redevelopments are undertaken, we will endeavour to ensure that, where possible, dropped kerbs are included.	66 dropped kerbs were installed in 2016/17 as follows: <ul style="list-style-type: none"> • 46 new developments • 4 BCBC maintenance works • 16 BCBC works for third parties 	92 junctions were treated at various locations throughout the borough. For new developments two streets have been adapted in 2017/18 and they required two pairs of pedestrian aids. For new developments two junctions were created. Existing highway network pedestrian aids introduced at 92 junctions.
Increase the number of wheelchair accessible taxis	We will liaise with our taxi licensing department and the taxi trade to consider whether more can be done to increase the number of wheelchair accessible taxis in Bridgend County Borough.	52 vehicles are currently licensed and operating within Bridgend County Borough, including hackney carriages (immediate hire) and private hire (pre-booking only). These are operated by Village Bus and Taxi; Peyton Travel; Easyway; 3A's Maesteg;	The list of designated vehicles was published on the council website on 1 April 2018. We have been advised of the Welsh Government consultation on reforming taxi legislation in Wales. An update will be provided to CEC once Welsh Government has published more detailed proposals.

<p>Work towards a more integrated bus network by supporting the provision of community transport</p>	<p>We have a Bridgend Community Transport (BCT) strategy in place and we will continue to encourage BCT to make applications for grant funding to introduce new routes and improve the frequency of existing routes. The council meets the BCT Business Development Manager to monitor progress and the increase in miles travelled as a result of the grant funding.</p>	<p>G & S Travel and Welshbreakers.</p>	<p>£85,029.00 from Welsh Government grant was provided towards Bridgend Community Transport. We continue to work with the operator to increase usage and services, especially services where some supported or commercial routes have been reduced. Bridgend Community Transport provide an annual report which includes expenditure and service delivery.</p>
<p>Work with transport providers to monitor equality related complaints and devise systems to report abuse experienced or witnessed on buses, as well as ensuring their employees are aware of and are sensitive to equality issues</p>	<p>We will request that the Bridgend Equality Forum becomes a member of the First Cymru Customer Panel to feed in any equality related issues and concerns the forum becomes aware of. We will also encourage all bus operators in Bridgend County Borough to raise awareness on buses of hate crime and hate crime reporting, and use/support Bus Users Cymru campaigns.</p>	<p>This has been requested however the First Cymru Customer Panel (Bridgend and Neath Port Talbot) has not met since July 2015. It is believed that a panel will be set-up soon.</p>	<p>Work to re-establish the First Cymru Customer panel is ongoing. All complaints are dealt with in line with BCBC procedures for complaints.</p>

<p>Provide DDA compliant routes as part of our Active Travel scheme</p>	<p>We will ensure that we undertake robust and meaningful stakeholder consultation and engagement, and use the information to support the development of DDA compliant routes.</p>	<p>An active travel route was provided as part of the Ford Access Road scheme and a further route created to serve Croesty Primary and Pencoed Comprehensive schools. The schools, a local community group and council officers were consulted.</p>	<p>National Cycle Network Route 885 – Phase 2. The scheme designs were presented to the Bridgend Equalities Forum for comment prior to being finalised. Any suggestions were incorporated in the final design.</p> <p>Croesty Primary and Pencoed Comprehensive School Safe Routes in Communities – Phase 2. The scheme was designed following consultation with pupils of both schools, as well as local stakeholders including local residents and the Community Access Group which reported to Pencoed Town Council.</p>
<p>Assess routes to school as part of our Learner Travel Safer Routes work and work towards improving road safety around schools</p>	<p>We will ensure that, with the reduction in home to school transport provision, regular risk assessments of routes to school are undertaken to assess elements such as pavement widths and any social danger.</p>	<p>Physical assessments have been undertaken at Pencoed and Maesteg secondary schools and the assessment at Cynffig secondary school is currently underway</p>	<p>Ongoing consultation on review of learner travel. Consultation has concluded on Pencoed and Maesteg clusters with 667 responses and 523 responses received respectively.</p>
<p>Objective 2: Fostering good relations and awareness raising</p>			
<p>What we will do to achieve this objective</p>	<p>How we will we do this</p>	<p>2016/17 Update</p>	<p>2017/18 Update</p>
<p>Continue with promoting awareness</p>	<p>We will demonstrate our support for local, national and international awareness</p>	<p>BCBC has promoted campaigns via Twitter, Facebook and the BCBC website, including</p>	<p>BCBC has promoted campaigns via Twitter, Facebook, Instagram and the BCBC website, including International</p>

<p>campaigns around protected characteristics and advertising/attending events e.g. Cardiff Mardi Gras</p>	<p>raising campaigns such as LGBT History Month, International Women's Day and Step out for Stroke etc by sharing information relating to these events and, where relevant, holding/attending local events. We will also promote events and campaigns via social media.</p>	<p>Bisexuality Day, World Mental Health Day, White Ribbon Day, Holocaust Memorial Day, LGBT History Month, LGBT Fostering Week, St. David's Day, Action on Stroke Month and IDAHOT Day (the annual international day against homophobia and transphobia).</p>	<p>Women's Day, Urdd National Eisteddfod, Foster care fortnight 2017, LGBT Fostering 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 campaign, 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). World Mental Health Day.</p>
<p>Ensure we mark Holocaust Memorial Day</p>	<p>We will ensure that our annual Holocaust Memorial Day (HMD) event recognises that the victims of the holocaust were not restricted to the Jewish Faith. We will ensure that our HMD events reflect international, national and local themes.</p>	<p>The theme of HMD 2017 was 'How can life go on?' asking people across the world to think about what happens after genocide and our responsibilities in the wake of such crimes.</p> <p>BCBC marked this with a public event - in partnership with Bridgend College - to remember the victims of the Nazi persecution and subsequent genocides. BCBC's special guest was Antoinette Mushimiyimana, a</p>	<p>The theme of HMD 2018 was 'The power of words' which explores how language has been used in the past, and how it is used in the present day.</p> <p>BCBC marked this with a public event - in partnership with Bridgend College - to remember the millions of Lives lost recognition during the Holocaust and Nazi Persecution. BCBC's special guest was Eric Murangwa Eugene a Rwandan survivor of the 1994 Genocide against the Tutsi and former</p>

		<p>survivor of the 1994 Rwandan genocide and for the first time at a HMD event, Rabbi Michoel Rose recited a Jewish prayer.</p>	<p>Rwandan International football player who founded two charitable organisations Football for Hope, Peace and Unity (FHPU) and Survivors Tribune (ST). Rabbi Michoel Rose recited a Jewish prayer.</p>
<p>Raise awareness of hate crime and mate crime amongst our staff, citizens and our partner agencies</p>	<p>We will work with Victim Support to design a hate crime ‘train the trainer’ session for our staff and partners in Bridgend. Trained staff will deliver three hate crime/mate crime sessions per annum to our staff and partner agencies such as Registered Social Landlords to raise and increase the reporting of hate/mate crime awareness in the county borough.</p>	<p>BCBC Social Care Workforce Development Manager was involved in developing a train the trainer hate crime package. A regional train the trainer workshop was held in February 2017 and Hate Crime Awareness workshops will be held for BCBC and partner agencies later in 2017.</p> <p>South Wales Police (SWP) Hate Crime Officer is working with the Jewish community in Bridgend to raise awareness of hate crime and hate crime reporting. SWP continue to attend events such as Bridgend College’s Wellbeing Day to promote hate crime awareness. The Hate Crime Officer also links in with School Liaison Officers to promote the hate crime agenda among young people.</p>	<p>Regular awareness raising sessions have been across the county at Shopping Centres, offices, bus stations and supermarkets. A series a Hate Crime Awareness Sessions have been held in local schools as well as with Mental Health Matters and the YMCA.</p>

<p>Work with the Community Safety Partnership and South Wales Police to increase the reporting of hate crime</p>	<p>We will work with the Community Cohesion Group to support campaigns such as 'Stop the Hate' and other awareness raising campaigns in the county borough's main towns to increase the level of hate crime reporting. Links are established with safeguarding boards (adults and children) on work to tackle hate crime, including across disability hate crime and mate crime. We will also use the taxi forum to raise awareness of hate crime/incident reporting amongst the taxi trade and taxi drivers.</p>	<p>SWP Hate Crime Officer is located within Bridgend Community Safety Partnership and receives referrals from statutory and non-statutory partners. A multi-agency approach is adopted to support victims of hate crime and links to support groups and organisations such as Victim Support. Hate crime is monitored on an immediate basis with patterns and trends being identified with appropriate responses.</p>	<p>Joint events across the borough during hate Crime Awareness week</p> <p>Events were also held on International IDAHOTB day on 17 May 2018</p> <p>A limited number of taxi drivers attended the taxi drivers' forum, Therefore we are working with Shared Regulatory Services who will send out hate awareness/reporting information with taxi licence renewal notices, which are sent to every taxi driver in the borough.</p>
<p>Increase awareness of domestic abuse issues and support and address violence, abuse and threats to personal safety experienced by people in Bridgend County Borough</p>	<p>We will work with our partners to ensure that Bridgend town retains its White Ribbon Status and will promote annually the November White Ribbon Campaign. We will continue to develop the domestic abuse one-stop-shop (Assia Suite). We will progress the elements contained in Welsh Government's guidance on violence against women,</p>	<p>The 2016 White Ribbon Campaign involved locating the mobile police station in Bridgend town centre, providing information and raising awareness. Partners included SWP, Victim Support and Calan DVS. White ribbons were handed out to the public and self-referrals were taken. The number of incidents of domestic abuse reported to SWP over the past four years were as follows: 2012/13 2,572</p>	<p>During 2017/18 there were 1126 contacts to the Assia Suite, with 150 agency referrals. Contacts comprised of 973 females and 153 males. 39 people were from a BME background, 77 people described themselves as having a disability.</p>

	<p>domestic abuse and sexual violence.</p>	<p>2013/14 2,314 2014/15 2,973 2015/16 2,293 During 2016/17 there were 453 referrals to the Assia Suite comprising of 439 females, 12 males and 2 transgender people. 24 people were from a BME background, 109 people had a disability. As at 31 March 2017, 1,802 BCBC employees had completed the VAWSADV e-learning module.</p>	
<p>Raising awareness of changes to housing benefit entitlement</p>	<p>We will raise awareness of the impact of changes affecting claimants for housing benefits as soon as we become aware of them.</p>	<p>Since 2013 there has been a limit on the total benefit a working age person can receive. The Benefits Service contacted approximately 200 potentially affected households to raise awareness of the cap, offer support whilst options were considered, and worked with landlords to provide support to tenants.</p> <p>The Benefits Service works closely with affected families to ensure they are equipped to deal with the income reduction or, in conjunction with DWP, to assist families where possible with the transition into employment. 157</p>	<p>Over 220 households in the Bridgend CB area were potentially affected by the second benefits income cap, effective from November 2016. The Benefits Service contacted all potentially affected households to make people aware that their housing benefit may be capped, and provided information about the support that was available.</p>

		households are currently affected by the caps.	
Recognising, responding to and addressing community tensions	We will ensure we have tension monitoring structures and processes in place and are evidencing processes to solve problems.		The multi-agency ASB management group and the Community Cohesion groups discuss and monitor incidents and potential incidents. Hate crime figures provided by Victim Support presented to the Community Safety Partnership
Ensure consultation and engagement activities are robust whilst encouraging participation that is representative of the community	We will use the council's consultation and engagement toolkit and processes to raise awareness amongst the general public of developments within our services whilst aiming that the feedback we receive is representative of the communities we serve.	The toolkit is regularly used by staff to plan consultation and engagement activities. The Bridgend Equality Forum (BEF) is also briefed regarding consultations and this information is cascaded by the groups represented on BEF to their membership. Whilst participation is increasing the council is working towards ensuring that participation is representative of Bridgend county borough's communities.	The consultation toolkit is available online. The Citizens' Panel is made up of over 1700 members. The demographics of the Citizens' Panel is monitored monthly and we are working to increase participation in under represented wards.
Objective 3: Our role as an employer			
What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update
Increase support for all employees in the workplace by continuing to develop information	Develop packs for disabled employees, those identifying as LGB or T and those from different faith groups to signpost them to sources of	The existing four packs have been updated and five additional packs produced. All of these are available of the staff intranet and an all-staff email has been issued	Online resource is available within the Equalities pages of the intranet. We will continue to review these pages to ensure information is relevant and updated.

<p>packs for employees with protected characteristics</p>	<p>information, advice and support with a view to developing a more inclusive working environment.</p>	<p>to raise awareness of the support available.</p>	
<p>Provide targeted groups of employees with equality and diversity training</p>	<p>Update and promote the equalities and diversity section within the corporate e-learning module.</p> <p>Update the introduction to equality and diversity e-learning module and target front line employees.</p> <p>Develop and promote specific E-learning modules e.g. mental health, domestic abuse.</p>	<p>Existing equalities e-learning modules have been reviewed and updated. New modules have been launched including mental health and Violence Against Women, Sexual Abuse and Domestic Violence (VAWSADV).</p>	<p>EIA training provided for staff identified within each business area. 5 sessions took place between February 2018 and end March 2018, with 46 delegates attending. A further two sessions are planned for 2018-19.</p> <p>The equalities and diversity section within the corporate e-learning module has been amended. An e-learning module has been written on mental health and this has been promoted via Bridgenders.</p>
<p>Provide senior managers with training and support in completing robust EIAs</p>	<p>Update the EIA e-learning module and roll out to target group of employees who are responsible for carrying out EIAs. This will include support materials such as toolkits and case studies.</p>	<p>The EIA e-learning module has been reviewed and updated. A target group of 153 managers and key staff has been identified and completions monitored.</p>	<p>EIA Workshops have been delivered to a target group of employees who are responsible for carrying out EIAs. EIA toolkit updated and made available on the intranet. Face to face training carried out and support for business areas provided by Equalities team.</p>
<p>Increase support for employees by developing further staff networks for those employees</p>	<p>During the last SEP we developed a network for LGBT employees. We will develop further networks, initially developing one for disabled staff to assist them</p>	<p>The LGBT staff network continues to meet. Opportunities are currently being considered to establish networks for disabled staff and faith groups. Examples of best practice are also being</p>	<p>We have identified the need to revisit the ongoing development of staff networks during 18/19</p>

<p>sharing a protected characteristic</p>	<p>with gaining advice and guidance on everyday living and employment.</p>	<p>explored within the public and private sectors and where appropriate, these will be adopted in BCBC.</p>	
<p>Monitor our pay and grading structure every three years</p>	<p>An independent body will carry out an EIA every three years to ensure our pay and grading structure remains fit for purpose.</p>	<p>The outcome of the independent EIA concluded that our pay structure:</p> <ul style="list-style-type: none"> • shows a marginal increase in the overall gender pay gap from -12.64% to -13.19% predominantly caused by a change in workforce composition; • has continued to maintain its integrity with employees allocated to grades and no pay gaps of more than 1% in any grade; • overall continues to ensure a non-biased approach to pay in terms of allocation to grades and pay progression. 	<p>The above information remains valid. Workforce report to CEC July 2018. EIA review due 2019</p>
<p>Review the recruitment and selection processes to take account of the government's Disability Confident campaign</p>	<p>Update our recruitment and selection guidelines and e-learning to ensure that the principles of the Disability Confident campaign are reflected.</p>	<p>The recruitment and selection managers' guidelines have been updated and launched. A new e-learning module has been implemented which includes good practice guidance relating to equality in the recruitment process.</p>	<p>The recruitment and selection guidelines and e-learning have been updated to ensure the Disability Confident campaign are reflected.</p>

		Further work is progressing on the Disability Confident Employer commitment to assess practice against the standards.	
Take a range of actions to ensure that employees have an awareness and understanding of the variety and extent of support available through the Employee Assistance Programme, available from Care First.	We will raise awareness of the health and wellbeing advice, guidance and support available for our employees by providing quarterly updates signposting them to Care First (an organisation providing counselling related services).	<p>Promotion of the Care First services has been undertaken through:</p> <ul style="list-style-type: none"> • briefing sessions by the Care First contract manager; • monthly all-staff emails/Bridgenders messages, including one from the Chief Executive; • features in the 2016/17 editions of the Bridgenders staff newsletter; • intranet pages have been updated to promote the range of wellbeing services available. <p>BCBC receives quarterly reports from Care First on the number of employees accessing the different services available.</p>	<p>We continue to promote the Care First service to staff via an ongoing communication plan and quarterly Bridgenders newsletter.</p> <p>Three further Care First briefing sessions have been held for managers, facilitated by our Care First contract manager.</p> <p>We continue to monitor quarterly usage reports from Care First.</p>
Objective 4: Mental health			
What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update

<p>Improve the provision of multi-agency support for people in the county borough including provision for people (including carers and family) experiencing mental health issues</p>	<p>The council is required to comply with new responsibilities under the new Social Services and Wellbeing (Wales) Act. We will develop stronger links with the health board to develop better integration in our day to day services.</p>	<p>Relationships with the ABMU Delivery Board are developing well and this work continues to be part of the service development plan and Western Bay partnership working.</p>	<p>Work ongoing with ABMU</p>
<p>Improving accessibility of / to information, advice and guidance</p>	<p>We will develop systems to enable people to source robust information and advice in order for them to meet their own needs.</p>	<p>Significant progress has been made through the development of local community coordination, the service provided through ARC, information provision through DEWIS and infoengine, development of community hubs, the GP referral scheme, the 'Ageing well in Bridgend' initiative and partnership work to deliver the prevention and wellbeing agenda.</p>	<p>Work ongoing with the service</p>
<p>Continue working towards increasing the level of support for people with mental health issues by supporting the Time to Change Wales project and the</p>	<p>The council signed the Time to Change Wales organisational pledge in February 2016. The pledge requires the council to meet a number of commitments e.g. to provide management development training and raise awareness of the</p>	<p>A mental health e-learning module has been developed to raise awareness amongst employees of mental health issues and to help them identify the many forms, causes and types of mental illness. The module also helps employees</p>	<p>Training continues to be available online.</p>

Western Bay action plan	importance of mental health and wellbeing amongst employees.	understand the different methods for treating mental illness.	
Objective 5: Children			
What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update
Continue to develop our Vulnerable Groups Strategy	The Vulnerable Groups Strategy is a joint strategy between our Education and Transformation and Social Services and Wellbeing Directorates and external partners to ensure that, by working collaboratively, the educational ambitions, aspirations and outcomes of children who are deemed to be 'vulnerable' can be raised to equip them for further learning and the world of work.	The Vulnerable Groups Strategy has been approved. Outcomes for identified vulnerable groups continue to be monitored. A multi-agency Looked After Children's Education (LACE) Forum has been established. An Elective Home Educated and Vulnerable Groups Officer position will be recruited to for a September start. Corporate Parenting Committee will be asked in July 2017 to advocate a 'Champion Scheme' for the most vulnerable looked after children.	Ongoing
Work with the families of children such as Gypsies and Travellers, Syrian refugees and other asylum seekers to encourage them to attend and remain	We will continue to work in partnership with education welfare officers, family engagement officers and Early Help teams to encourage families of these children to increase their regular attendance within the education system.	47 Gypsy and Traveller pupils have attended 17 schools in Bridgend between September 2015 and July 2016. Their attendance ranged from 64% to 95%. Between 1 April 2016 and 31 March 2017, 35 pupils received 59 support sessions on a weekly basis in 7 schools.	Our Gypsy and Traveller Education Service will continue to build capacity in individual schools as required.

within the education system			
Develop systems to monitor school bullying (victims and perpetrators) by protected characteristic	A priority of our anti-bullying network is to develop a consistent approach to identifying, recording and therefore reducing incidences of bullying. The network will utilise internal systems to record and monitor incidences of bullying against the protected characteristics. Schools reporting mechanisms are being considered with a view to developing a single bullying reporting and recording framework.	Following a recommendation from the Anti-Bullying Task Group, a pilot utilising the Schools Information Management System (SIMS) behaviour module for schools was agreed. Since roll out, staff from 39 primary and secondary schools have received training and are now inputting data into this module.	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 (7 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.
Raise awareness of the impact of school bullying amongst teachers and support staff	Training will continue to be delivered to teachers and school staff based on identified need. We will continue to work with Actus Education to deliver training to school based staff and teachers including (but not limited to); digital literacy, leadership and management, personal social education, mentoring and coaching – all of which are specific and tailored to bullying.	Funding has been identified to commission Show Racism the Red Card (SRtRC) to deliver workshops to Year 5 & 6 pupils for the 2017/18 academic year. The Integrated Working and Family Support service is currently mapping out specific training needs.	The Youth Development service mapped out specific training needs through engaging with primary school head teachers. 21 primary schools requested workshops to be delivered to their respective Year 5 and 6 cohorts. To cover the demand from schools, a total of 44 workshops were delivered between July 2017 and February 2018.

	<p>We will continue to work with Show Racism the Red Card to provide school based training for teachers, support staff and pupils. Our Gypsy and Traveller Education Service will continue to build capacity in individual schools as required.</p>		
<p>Work with parents, schools and the local health board to maximise the potential attendance of children at school</p>	<p>We are aware that some children have complex medical needs and/or are disabled which means that a multi -agency approach is needed. The Education Welfare Service will continue to work closely with health and education professionals in order to agree to an appropriate education plan.</p>		<p>Education Welfare Officers (EWOs) work closely to schools and identify those pupils who have complex medical information. Multi-agency meetings are regularly completed. There is a nominated EWO for alternative provision which includes working with those pupils who have complex health issues, and also has close links with health professionals including Child and Adolescent Mental Health Service (CAMHS) colleagues. In addition the Lead EWO attends the CAMHS and complex medical multi-agency meetings and provides advice and support.</p> <p>The Vulnerable Groups (VG) team also supports children who are electively home educated and offers advice and support to enable those children who want to seek</p>

			<p>appropriate school provision and offers a point of contact for parents to facilitate meetings at school etc. with school and Education Welfare Service (EWS) where parents have concerns that medical needs are not being met and to ensure these are fully and appropriately addressed by school or complex medical panel or otherwise. The VG and EWS service share good links and will co-work cases and work alongside the specialist medical needs team.</p>
<p>Consider the alternative forms of schooling and tuition available within the education system to enable children to remain within the system and receiving suitable full time education in some form.</p>	<p>Where a child is not attending school for reasons other than complex needs or disability, we will work collaboratively to identify the most suitable model of tuition for the child. This will involve considering provisions such as:</p> <ul style="list-style-type: none"> • Elective home tuition; • Educated other than school (EOTS); and • Building to progress. <p>Schools will continue to review the cases of non-attendance at school via teacher interventions and will engage with the education welfare officer service for</p>		<p>EAL, minority and ethnic groups. Gypsy, Traveller and EHE elective home educated children and the post of Lead Education Welfare Officer will all be located within the VG team and so there will be increased opportunities for smooth transition and support of these children if their parents do choose for them to become EHE. There will also be capability for suitable support and robust monitoring of EHE provision by the VG team where the decision to elect to home educate has arisen due to poor attendance or has led to prosecution by the EWS, or in case where there is concern that the legal threshold for EHE is not being met or where there are safeguarding</p>

	advice and further intervention.		concerns. Increased participation with and monitoring of EHE children and increased engagement of EHE community and families including those from other Estyn identified Vulnerable Groups such as minority and ethnic groups, EAL and Gypsy and Traveller families
Objective 6: Leisure, Arts and Culture			
What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update
Increase access to opportunities for older people	We will respond to the 'Ageing Well Plan for Bridgend' and develop services and activities that reduce loneliness and isolation, develop skills and employability and help to make Bridgend an age-friendly county. We will link with national programmes designed for older people and also listen to older voices when designing opportunities.	The over 60's free swimming initiative achieves 80,000 visits per annum and is among the best performing in Wales. The exercise referral scheme supports people dealing with/recovering from a stroke and Parkinson's disease, as well as those with pulmonary rehabilitation needs and age-acquired chronic conditions. Halo Leisure has supported free access to swimming for armed forces veterans as part of a Welsh Government initiative. The 'Later Life' programme has supported physical activity and exercise in day care, residential care and community settings including the Olympage Games.	'Move more often' physical activity programme for older adults developed and Olympage games with care providers. The national free swim programme for over 60's attracted 77,000 participants. Loneliness and isolation initiatives developed with Awen including men's sheds, my sporting day's etc. falls prevention network operational and mobile programme developed. Dementia swimming programme operating. Over 400 older adults hold memberships of Halo Leisure. National Exercise Referral Scheme supporting older adults with chronic conditions. Regional working group

		<p>A successful initiative linking stroke survivors to indoor bowling activities has commenced. The 'Love to Walk' programme supports a volunteer led walking network. There are over 1,200 regular members using facilities on a membership</p>	<p>with AMBU developed as physical activity for older people. Awen provides a range of spaces and community facilities which support older people. Bridgend Community Transport sessions at Maesteg Library to promote their range of services assisting people who are disadvantaged through lack of appropriate transport to maintain an active life. Strictly Cinema – on-going project designed to tackle social isolation and ensure older people continue to enjoy community activity. Sessions at Cwm Calon Day Centre arranged by Maesteg Library continue successfully and have reached over 60 people in 2017-18. Bridgend Library has worked with Penybont Court Care Home and delivered interactive dementia-friendly readings for the residents as well as a singalong with a ukulele group. Pencoed Library now hosts monthly sessions with Action on Hearing Loss to inform the public about the availability of free maintenance for wearers of NHS hearing aids (the first session drew 6 visitors).</p>
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			<p>At Bridgend Life Centre Awen and Halo have worked in partnership to support dementia friendly activity. This includes a weekly dementia-friendly swimming and social group (launched in January 2018). Sessions are now attended by an average of 17 participants (people with dementia and carers).</p>
<p>Improve access for under-represented groups to sport and leisure opportunities</p>	<p>We will support the development of new community groups and organisations and also build confidence and capability within existing opportunities to be inclusive and engage under-represented groups.</p>	<p>The Community Chest grants programme focusses on tackling inequalities and supports projects that benefit gender, age and disability. Partnership working with the Older People’s Forum is developing exercise and activities in a community setting. A network of ‘In-Sport’ inclusive sports clubs has been developed linked to the Disability Sport Development programme. Disability Inclusion Training (DIT) has been delivered to clubs and leisure providers to better integrate people with disabilities. The Girls Network Group led by young girls has achieved charitable status and developed 11 network groups across the county borough. The Calls 4 Action programme has enabled groups of people with</p>	<p>Girls Network group developed (8 locations) and operating as a charity. ‘Getting Bridgend Moving’ plan has secured targeted investment to develop community sport and leisure. Community Chest programme has used Tackling Inequalities funding to support community groups. ‘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. The Access to Leisure scheme has supported low cost access to leisure and sports activities with 1339 members. Halo has 676 members stating they have disabilities.</p>

		<p>varied disabilities to establish clubs and associations.</p>	<p>Awen is a member of the Hynt scheme. Hynt is a national access scheme that works with theatres and arts centres in Wales to make sure there is a consistent offer available for visitors with an impairment or specific access requirement, and their Carers or Personal Assistants. In 2017/18 Awen issued 388 tickets to 245 Hynt scheme members.</p> <p>Awen works with schools to ensure that pupils due to leave in July 2018 have access to training opportunities that may support them in the future. In doing this we will be making sure that young individuals with learning disabilities have as many options available to them which will better their lives in the future and open up windows of opportunities.</p> <p>Baby-change facilities were introduced or upgraded to all Awen venues in January 2018. 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.</p>
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<p>Review of pricing structures to increase access for marginalised groups</p>	<p>We will ensure that a range of low cost and no cost opportunities are available to support access for hard to reach groups and reduce poverty as a barrier to participation in sport, leisure and cultural activities.</p>	<p>The Access to Leisure scheme is exceeding participation targets at leisure facilities providing low cost access for over 160,000 people in 2016/17. Structured 'free swimming' opportunities are targeted at disadvantaged communities to ensure 'Every child a Swimmer' targets are pursued. Concessionary membership categories of leisure facilities have protected price increases in line with council policy. The National Exercise Referral scheme has developed lower cost membership options to retain participants beyond the core scheme. Free 'Active 4 Life' holiday programmes are developed for young people in partnership with town and community councils. Children and young people with disabilities have regular access to After School Play Club and school holiday 'Discovery Day' programmes, supported by Disabled Children's Team. The 'Level Water' partnership with Halo Leisure supports free 'Learn to Swim' opportunities for children with disabilities. Maintained a low</p>	<p>Free after school play activities for children and young people with disabilities operated. Pricing is protected within the partnership with Halo including access to leisure scheme and membership fees. Hynt scheme with Awen providing free access for carers. Currently 676 disabled people and 1416 older people hold memberships. The access to leisure scheme has supported over 160,000 visits during 2017/18. Pricing is considered as part of the cultural partnership agreement between BCBC and Awen with the aim of balancing service sustainability against achieving social outcomes.</p> <p>Many activities are universal in nature and are either low cost or no cost and provide accessible opportunities for all</p>
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		pricing structure after tapered investment to support pre and post-natal activity for women within the community.	
Improve our Equality Impact Assessments	We will continue to improve our use of EIAs when changing or reviewing our approaches to services. Our contracted partners (e.g. GLL/Halo Leisure and Awen Cultural Trust) will also conduct such assessments and provide them to ourselves for approval. Our focus on EIAs will be enhanced by increasing knowledge of the different protected characteristics and also people with more than one characteristic.	The EIA process is applied to policy changes within the leisure contract. Joint development of assessments can be evidenced using data held by partners (e.g. programme development). EIAs have been conducted in relation to Porthcawl marina, older persons' strategy, aquatics and disability opportunities. These are shared and developed with BCBC's Equalities Officer.	There has been modification of opening hours at some Halo facilities that have required Halo to consult and engage and conduct EIA processes. There have been no internal service modifications requiring EIA in the period. Awen Cultural Trust have an Equalities Policy endorsed by its Board of Trustees Awen Cultural Trust have developed an EIA for use in the implementation of major policy changes.
Using existing data to plan services effectively	We will continue to use secondary data collated by partners (e.g. Sport Wales, Arts Council, Welsh Health Survey) but also progressively develop primary data at a county and, where possible, locality level to support planning for services (e.g. membership, postcodes of users, types of protected characteristic).	National survey data provided by Sport Wales has been used to support development planning and to identify gender, disability and age issues. New primary disability research has been conducted with pupils at two local schools (YBC and The Bridge). Monitoring of membership information of leisure facilities including demographic profile is being conducted by Halo Leisure	Participation monitoring data is integrated within the balanced scorecard of the healthy living partnership including age, gender and disability. A performance framework has been developed capturing key national and local data linked to Getting Bridgend Moving plan. Next phase of national school sport survey data collection has commenced. National Survey for Wales identifies 24% part of clubs (Wales 23%) and

	<p>Certain key data will be built into performance monitoring systems including those operated by contracted partners (GLL/Halo and Awen Trust).</p>	<p>including age, gender and disability. There is joint review and benchmarking of national performance data to review priorities for local leisure service development planning.</p>	<p>13% involved in volunteering (Wales 10%) Since 2017 Awen has implemented a customer feedback system for all ticketed events across its parks and venues. The feedback provides information that can be used to improve services and experiences for customers. Along with its digital media channels, feedback often includes comments from those wishing to improve the accessibility which, in turn, Awen utilises to plan improvements.</p>
<p>Work with our partners (GLL/Halo Leisure and Awen Trust) to better understand the diversity of people using leisure, arts and culture services</p>	<p>We will progressively improve our insight into gaps in provision for groups with a protected characteristic and to determine capability to meet needs and who may be best placed to do so. This recognises the importance of the third sector and supporting its ability to meet local needs. We will improve our understanding of diversity within protected characteristics (e.g. disability) via ongoing consultation and development of our workforce.</p>	<p>Sharing key data between partners will improve accessibility of local opportunities. Dementia Friends training has taken place for Halo Leisure staff and partners. DIT training has been delivered to a range of leisure staff. Halo is supporting a range of community groups, projects and initiatives for people with a protected characteristic (e.g. rebound trampolining, hydrogym, Girls Network programme, Health Board partnership working etc). A dementia swimming project has commenced development. Bridgend Sharks disability swimming supported via free</p>	<p>There is a strategic approach to develop networked groups networks for girls and disability in place. A networked approach for older people is developing, linked to Ageing Well plan and local older persons forum. The networks are empowered and supported to develop appropriate opportunities and to be self-sustaining. In Sport programme is supporting workforce development via training opportunities for disabilities. Dementia friends training conducted with front line staff and partners. Awen is developing a better understanding of the diversity of</p>

		swimming investment. Around 600 disabled people	people and their needs through its continued development of social media channels. These provide a conversational platform to engage with individuals. Such engagements have led for example to changes to accessible play provision and access to walk ways at Bryngarw Park.
<p>Work with our partners (GLL/Halo Leisure and Awen Trust) to identify any gaps in employees' knowledge and identify training solutions</p>	<p>Equality and diversity training will be available to a range of staff via formal training programmes and e-learning approaches which will be integrated within partner training frameworks as well. Core training will be supplemented by specific, more detailed modules where appropriate.</p>	<p>Equality and diversity training has been formalised within the Halo Leisure employee development programme. A suite of e-learning resources has been established for Halo employees. BCBC has been developing a toolkit for coaches and instructors to support people with disabilities. Later Life training has upskilled 45 people to deliver physical activity interventions to older adults.</p>	<p>Core staff (BCBC) are supported via corporate training including e-learning. Joint training approaches have been taken forward – Asset based community development, Quest modules. BCBC and Halo reviews of equalities impact assessment approaches. Halo has their own corporate e-learning resources.</p> <p>All Awen Cultural Trust staff have been issued with mandatory on-line training modules in Equalities & Diversity. Specialist dementia training has been carried out at Awen venues. All staff at both WOOD-B and B-LEAF are now trained in epilepsy awareness. The need was identified following the diagnosis of a trainee. Awen reacted quickly to ensure that they are in a position to support and respond and put in place required courses of</p>

			action should the need arise. This training has been extremely beneficial and could be potentially life-saving.
Work with our partners (GLL/Halo Leisure and Awen Trust) to identify any marketing and promotion opportunities to better promote services within our communities	We will use traditional and digital marketing approaches to improve communication with people with a protected characteristic. In particular we will continue to develop our use of social media and web based information whilst recognising those who are digitally excluded. We will build on direct marketing approaches, improve our database of community partners and further develop relations with our communities.	A database of community clubs and associations is maintained and includes inclusive organisations. Key opportunities have been promoted via the Dewis national database. Halo Leisure can evidence a strong approach to digital marketing and social media use. The Ageing Well website is nearing completion and includes details of leisure opportunities and case studies. The 'Piece of the Action' website also features a suite of inclusive case studies that profile locally available opportunities. Halo Leisure has supported a number of events with the community linked to the LV20 project.	The third sector has been supported to update info-engine. Sport leisure and cultural information has been provided for the Dewis website. An ageing well Bridgend website has been developed and care and repair supported to develop online falls prevention advice.
Objective 7: Data			
What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update
Ensure that our staff are aware of and use relevant internal data e.g.	We will ensure that our managers and staff responsible for producing EIAs are fully aware of the	Between February 2016 and January 2017 the council produced nine full EIAs and 42 EIA screenings. Full EIAs are	Between February 2017 and January 2018 the council produced four full EIAs and 42 EIA screenings.

<p>customer databases and consultation feedback as well as relevant external data e.g. the National Survey for Wales and the Census when drafting Equality Impact Assessments (EIAs) and other relevant / annual reports</p>	<p>need to use robust and reliable internal and external data. This will help the council to make informed decisions and ensure reports we produce accurately represent the services we provide and those who receive them. We will also produce a concise list of data sources which will be published internally and made accessible to all staff.</p>	<p>published alongside the Cabinet / Council reports to which they relate. Activity related to the number and nature of EIAs undertaken by the council is reported to Cabinet Equalities Committee annually.</p>	<p>Full EIAs are published alongside the Cabinet / Council reports to which they relate. Activity related to the number and nature of EIAs undertaken by the council is reported to Cabinet Equalities Committee annually.</p>
<p>Collect and analyse equality data as part of all public consultations</p>	<p>We will ensure the equality monitoring questions we use (based on Welsh Governments standards) are used in every public consultation exercise. We will use the equality data we collect to identify the protected characteristics of those that engage with us and also to identify where the gaps in our engagement lie.</p>	<p>Qualitative and quantitative data collected from public consultations is gathered and reported via Final Consultation Reports. These reports and the key data obtained are published on the council's website and are used to inform and support reports to Cabinet, enabling Elected Members to make robust and transparent decisions.</p>	<p>Equality data continues to be included in all public consultations and key data is published within consultation reports on the council's website. Demographics are gathered as part of Citizens' Panel information and inform our strategy for Citizens' Panel development.</p>
<p>Collect equality data as part of our complaints processes</p>	<p>We will ensure that our equalities monitoring questions continue to be based on the standards set by Welsh Government. We will ensure they remain relevant and that they are</p>	<p>Seven Equality Monitoring Forms have been received over the last twelve months. Equality Monitoring Forms are sent out with Formal Complaint Forms if requested and with the Complaint Handling Satisfaction</p>	<p>17 Equality Monitoring Forms have been received over the last twelve months. Equality Monitoring Forms are sent out with Formal Complaint Forms if requested and with the Complaint Handling Satisfaction Questionnaires on a six monthly</p>

	used in our complaints processes.	Questionnaires on a six monthly basis. Relevant data is collected. Most complaints received by the council are informal.	basis. Relevant data is collected. Most complaints received by the council are informal.
Undertake EIAs whenever we review, or introduce a new policy	We will undertake robust and meaningful EIAs using accurate, up to date and relevant data, to ensure that the likely impact (positive, negative or neutral) is clear and can be addressed.	Please see above for EIA data.	Full EIAs are published alongside relevant Cabinet reports. The Equalities team has reviewed the EIA toolkit and provides support to service areas to ensure EIAs are robust and meaningful.
Ensure feedback is available to all consultees	We will ensure that people with whom we consult and engage with are able to access the outcome of the consultation (positive or negative) e.g. on our website. Consultees will be able to see how their feedback has influenced the decision making process.	The council uses best practice outlined by Participation Wales and also the Gunning Principles when publishing final consultation reports. People who have contributed to consultations are able to access the outcomes by viewing the consultation report and the corresponding Cabinet report - both of which are published on the council's website.	Reports continue to be published on the website. The consultation team are reviewing their post consultation processes to include infographics for public consultations.
Improve the collection of employee equality data	We will take actions to enable and encourage employees to complete and or update their personal data (being mindful that they are under no obligation to respond).	Employees who are desktop users have been provided with access to the self-service system, enabling them to update their personal and sensitive information. Employees have been reminded to review and update self-service with any missing/out of date information	The Equalities team and HR team meet to discuss equalities issues/ joint working and data management to ensure methods of engaging with the workforce to provide equalities information are regularly reviewed.

		(being mindful that staff are under no obligation to provide sensitive information). All online job applicants have completed equalities questionnaire as part of the standard application process (recognising that this information is confidential and not used as part of the recruitment process).	
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