

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET EQUALITIES COMMITTEE

26 MARCH 2019

REPORT OF THE INTERIM CHIEF EXECUTIVE

STRATEGIC EQUALITY PLAN ANNUAL REPORT 2017 / 2018

1. Purpose of report

- 1.1 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 2017 to 2018.

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; 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 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 2017 to 31 March 2018. The annual report must be published on the council website/made available by 1 April 2019.

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 International Women's Day, Urdd National Eisteddfod, Foster Care Fortnight 2017, 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 and White Ribbon campaign.
- A 'train the trainer' hate crime package was developed in 2017 and hate crime awareness workshops were held throughout 2018, including sessions which have been held in local schools as well as with Mental Health Matters and the YMCA.
- EIA workshops have been delivered to a target group of employees who are responsible for carrying out EIAs. The EIA toolkit was updated and made available on the intranet. Support for business areas is provided by the Equalities team.

- 'Move more often' physical activity programme for older adults was developed and the Olympage games with care providers. The national free swim programme for over 60's attracted 77,000 participants.
- The access to leisure scheme has supported over 160,000 visits during 2017/18.
- New 'changing places' facilities have been developed at Bryngarw Park and Pencoed Library. In partnership with Invacare UK these facilities have changing beds and hoist facilities.
- During 2017/18 there were 1126 contacts to the Assia Suite, with 150 agency referrals.
- Loneliness and isolation initiatives have been developed with Awen including men's sheds, my sporting day's etc, the falls prevention network operational and mobile programme. Dementia swimming programme is now operating.
- 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 six visitors).

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. Well-being of Future Generations (Wales) Act 2015 Assessment

- 8.1 This is an update report, therefore a Well-being of Future Generations Act (2015) assessment has not taken place in order to prepare this report.

9. Recommendation

- 9.1 That the Cabinet Committee notes the progress being made and approves the Strategic Equality Plan Annual Report 2017/18.

Mark Shephard
Interim Chief Executive – Chief Executive's Directorate.
Date: 26 March 2019

10. Contact officers:

Emma Blandon
Communications, Marketing and Engagement Manager
Email: emma.blandon@bridgend.gov.uk
Telephone: 642047

Nicola Bunston
Consultation, Engagement and Equalities Manager
Email: nicola.bunston@bridgend.gov.uk
Telephone: 643664

Background papers:

- Appendix 1 – 2017/18 SEP Annual report.