

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET EQUALITIES COMMITTEE

4 JULY 2019

REPORT OF THE CHIEF EXECUTIVE

STRATEGIC EQUALITY PLAN ACTION PLAN REPORT (UPDATE ON WORK UNDERTAKEN BY DIRECTORATES IN THE LAST 12 MONTHS)

1. Purpose of report

- 1.1 To provide Cabinet Equalities Committee with an update on progress made in delivering the Strategic Equality Plan (SEP) 2016 - 2020 during 2018/19. This is the third annual review for this plan.

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 (appendix one).

- 3.3. Cabinet Equalities Committee have received two updates on progress. Progress during 2016/17 was presented in the committee meeting in July 2017, and progress during 2017/18 was presented in July 2018.

4. Current situation / proposal

- 4.1 Progress for 2018/19 is documented in appendix one. Key points to note are:

a) Transportation

- 50 junctions were treated at various locations throughout the borough and had dropped kerbs installed.
- Officers of the Licensing Department have met with Bridgend residents who require Wheelchair Accessible Vehicles (WAVs), to see what steps could be taken to improve provision for passengers in wheelchairs. This work is ongoing. A list of accessible taxis is available on the website.

b) Fostering good relations and awareness raising

- During 2018/19 regular Hate Crime awareness sessions have taken place across the County Borough. A total of 69 sessions took place in which we engaged with 1392 people. During Hate Crime awareness week joint South Wales Police and BCBC events were held in Civic Offices, Porthcawl, Maesteg, Caerau and Bridgend bus station.
- BCBC has promoted campaigns via Twitter, Facebook, Instagram and the BCBC website, including International Women's Day, Foster Care fortnight 2018, Pride Cymru 2018, Holocaust Memorial Day, Dementia Awareness week, St David's Day, Dementia friendly communities, Apprenticeship week, Urdd 2018, International Day for the Elimination of Racial Discrimination, Step out for Stroke, Mayor's Citizens awards 2018, Mini Olympage events, Dementia Awareness week 2018, Carers week, Ras yr Iaith - race for welsh language, Eid al-Adha, International Day of Older Persons, Mental Health Day 2018, Hate Crime Awareness week, National adoption week, National safeguarding week, Remembrance day, 100 years since the end of WW1, White ribbon campaign, Carers rights day, International Migrants day, St Dwynwen's day and LGBT History Month.
- The theme for Holocaust Memorial Day 2019 was 'torn from home', which aimed to encourage attendees to reflect on how the enforced loss of a safe place to call home is part of the trauma faced by anyone experiencing persecution and genocide. BCBC marked the event with a poignant public event, which was held in partnership with Bridgend College. held at the Sony Theatre, Bridgend College.

c) Our role as an employer

- EIA training was provided for staff identified within each business area. Five sessions had taken place in 2017/18 and a further two sessions, with 18 delegates, took place in 2018/19. A total of 64 staff (all those identified as the target group of employees for EIA training) have now completed this training.

- We continue to promote the Care First service to staff via an ongoing communication plan and quarterly Bridgend's newsletter. We measure the use of Care First quarterly.
- We have started to offer monthly health check clinics to staff, these include blood pressure and cholesterol monitoring and bodimetrics measurements.

d) **Mental health**

- Since Welsh Government made the announcement in relation to the Health Board boundary change the council has been working with our new Health partners in Cwm Taf Morgannwg. There are ongoing discussions in relation to service models that will be delivered in the Borough
- Progress has been made through the local community coordination service, the integrated provision provided through ARC with outreach services being developed in the Borough. Also Information and advice providing through community hubs, links with GP clusters, the 'Ageing well in Bridgend' initiative and other key partnerships working towards the prevention and wellbeing agenda
- The Vulnerable Groups team have trained two train the trainers in Youth mental health first aid – this is being rolled out to all schools and those undertaking the 2 day course report positive impact amongst staff as well as for pupil support. This is a rolling plan to ensure all schools will have at least one mental health trained staff member by December 2019.

e) **Children**

- Using feedback from schools and Early Help support staff, the Education and Family Support directorate undertook an exercise to procure an organisation to deliver training around LGBT+. Stonewall were the successful organisation and have delivered 3 rounds of their Train the Trainer programme to school and support staff. In total 65 members of staff attended from the organisations such as Primary and Secondary Schools, Early Help teams, Youth Offending Service, Young Carers, Vulnerable Groups team, Mentor Bro Ogwr, Post-16 (Aftercare) and Inspire 2 projects.
- Education and Family support have established a Vulnerable Groups Team that provides integrated support for a range of pupils identified by Estyn as vulnerable or potentially vulnerable:
 - Elective home education
 - Looked after children
 - Children missing education
 - English as an additional language
 - Gypsy and Roma Traveller
 - Permanently excluded pupils
- The team provides safeguarding support to schools. The VG team also facilitate termly Designated LAC and safeguarding lead forums where external speakers and internal training and updates are provided.
- Stonewall support the prevention of LGBT+ bullying in schools and an LGBT+ school network is being developed with the inclusion and schools and Vulnerable Groups teams.

f) **Leisure, arts and culture**

- Community Chest has supported 56 community projects including £5556 investment into tackling inequalities. Partnership with Youth Charter for sport culture and the arts has trained 15 people as social coach leaders to target disadvantage. A further cohort of 13 people attended Get on Track in partnership with Dame Kelly Holmes Trust.
- The Active 4 Life programmes have supported 9769 visits across 12 sites providing free access and in targeted communities.
- Leisure and cultural opportunities are contributing to the development of age friendly communities. Bridgend continues to perform well with the national over 60 free swim initiative with 77011 visits. Bridgend works with Neath Port Talbot and Swansea councils regularly to deliver the Park Lives programme supporting older adults to be active outdoors.
- 1494 people have engaged in Park Lives outdoor activity programme.
- BCBC has delivered a successful programme of dementia supportive activities with partners including BAVO, Alzheimer's, Halo and Awen. The opportunities have included dementia friendly swimming, carers choir and dementia supportive schools.
- 40 schools have participated, in family active zone training to support family activity.
- Awen continue to operate the Hynt scheme and offer concessionary prices for services and activities.
- During 2018-2019 Awen have become the first Welsh library operator to remove library fines, to encourage greater usage.

g) **Data**

- Equality monitoring continues to be included in all public consultations. Services use the equalities information gathered to complete Equality Impact Assessments, alongside the consultation report.
- In 2018/19 we engaged with over 15,000 residents across the County Borough through a range of consultations and engagement sessions.
- Details of the closed consultation, outcomes and next steps are shared on the consultation page of the website. For Citizens' Panel members we produce an annual "You said...We did..." Citizens' Panel newsletter.
- As a result of the formal complaints process, ten equality monitoring forms have been processed.
- We continue to gather equalities data for all new employees, and we continue to promote the employee self-service system to encourage staff to complete/update their personal data
- Between February 2018 and January 2019 the council produced six full EIAs and 33 EIA screenings. Activity related to the number and nature of EIAs undertaken by the council continues to be reported to Cabinet Equalities Committee annually.

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

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

7.1 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.

8. Financial Implications

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

9. Recommendation

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

Mark Shephard
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Date: 04 July 2018

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Background papers:

Appendix one – SEP action plan update 2018/19