

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

**24 AUGUST 2020**

**REPORT OF THE CHIEF EXECUTIVE**

**STRATEGIC EQUALITY PLAN ANNUAL REPORT 2018 - 2019**

**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 2018 - 2019.

**2. Connection to Corporate Well-being 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 and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
- **Priority 3: Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

**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 The annual report (Appendix 1) covers the period 1 April 2018 to 31 March 2019. The annual report must be published on the council website/made available by 1 April 2020.

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
  - 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;
  - Remembrance day;
  - 100 years since the end of WW1;
  - White ribbon campaign;
  - Carers rights day;
  - International Migrants day;
  - St Dwynwen's day;
  - LGBTQ History Month.
- In November 2018 Cabinet Committee Equalities confirmed that Bridgend County Borough Council would adopt the Full Definition of Antisemitism as proposed by the International Holocaust Remembrance Alliance (IHRA).
  - 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 within Bridgend College.
  - 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.
  - 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.
  - The Active 4 Life programmes have supported 9,769 visits across 12 sites providing free access and in targeted communities.
  - 1,494 people have engaged in Park Lives outdoor activity programme.
  - 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 1,392 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.

- Progress has been made through the local community coordination service, the integrated provision provided through ARC (Assisted Recovery in the Community) with outreach services being developed in the Borough. Also information and advice provided through community hubs, links with GP clusters, the 'Ageing well in Bridgend' initiative and other key partnerships working towards the prevention and wellbeing agenda
- During 2018-2019 Awen have become the first Welsh library operator to remove library fines, to encourage greater usage.
- We have started to offer monthly health check clinics to staff, which include blood pressure and cholesterol monitoring and bodimetrics measurements.

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

- 5.1 As this is an information report, there is no effect upon 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. Well-being of Future Generations (Wales) Act 2015 Assessment**

- 7.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

## **8. Financial Implications**

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

## **9. Recommendation**

- 9.1 That the Cabinet Committee Equalities notes the progress being made and approves the Strategic Equality Plan Annual Report 2018-19.

**Mark Shephard**  
**Chief Executive**  
**Date: 24 August 2020**

## **10. Contact officers:**

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**Background papers:**

**None**