

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



www.bridgend.gov.uk



Strategic Equality Plan

Annual Report 2018-19

This document is also available in Welsh

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1. Background

As an authority, our aim is to understand and tackle the equality barriers that people face so that everyone has a fair chance to fulfil their potential. We aim to ensure that equality is a part of everything we do and the services we deliver.

We aim to develop our services and activities in line with the [Public Sector Equality Duty](#) (PSED) and the general duties outlined in the Equality Act 2010. This will help us to eliminate unlawful discrimination, advance equality of opportunity and foster good relations.

Our aim is to mainstream equality and diversity, both internally and externally.

Between January-March 2016, we developed our Strategy Equality Plan (SEP) and objectives for 2016-2020. In order to do this, we reviewed previous objectives, achievements and what we learnt through our work and engagement with local equality and diversity groups.

We consulted with the public and equality groups on these objectives and 101 people shared their views. The detail of this consultation can be viewed [here](#).

Our SEP was approved by our Cabinet on 15 March 2016 with the following seven strategic objectives for 2016-2020:

Objective	What we hope to achieve/support?
Objective 1: Transportation	We will help to provide an accessible, cost effective, all-inclusive transport network within Bridgend County Borough.
Objective 2: Fostering good relations and awareness raising	We will positively promote a fairer society in the county borough by increasing public awareness of the issues faced by people with protected characteristics and increasing our efforts to help tackle issues such as hate crime and domestic abuse. We will also improve the ways in which we communicate, consult and engage with those who share a protected characteristic.
Objective 3: Our role as an employer	We will build on our efforts to be an inclusive, supportive employer promoting diversity and equality within our workforce, enabling all employees who have a protected characteristic to fulfil their potential.
Objective 4: Mental health	Our adult social care service will build on its partnership work with the third (voluntary) sector to provide mental health support and

	services.
Objective 5: Children	We will positively promote and support the emotional and educational attainment of children in the county borough and address the issues children face such as bullying.
Objective 6: Leisure, arts and culture	We will work with our partners to help to promote fair and equal access to participation in sport and recreation services as well as in the arts and culture services to all members of the community.
Objective 7: Data	We will continue to develop systems to collect, collate, monitor and publish equalities data on our service users and employees as well as improve our equality impact assessments.

Following this, we worked with a range of key managers across the authority to develop the 47 actions which sit under these seven objectives.

We consulted with the public and equality groups on these actions and 317 participants shared their views with us via surveys and through nine engagement workshops. The details of this consultation can be viewed [here](#).

Following this, we developed our action plan which was approved by our Cabinet Equalities Committee on 14 July 2016. Our third action plan annual report was received by this committee on 04 July 2019 and can be viewed [here](#).

Heads of Service and senior service managers are responsible for ensuring the actions are achieved within their service areas. The Communications, Marketing and Engagement team (who are responsible for the equalities agenda) will ensure progress and regular updates are reported at the council's Cabinet Equalities Committee and that feedback is provided to partners, local equality and diversity groups and other key stakeholders.

2. Introduction

This is our third annual report for this strategic annual plan.

In order to prepare this report, we collated data gathered from our annual report of our action plan in July 2019. Data provided at that time by service areas and partners, provide a continual way of monitoring progress against our objectives and actions.

3. Progress in meeting our objectives during 2018/19

Key progress under our seven objectives can be summarised as:

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.

Fostering good relations

- 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:
 - 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 Equalities Committee 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 council's role as an employer

- Equality Impact Assessments (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.

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.

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 (VG) 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 LGBTQ+ bullying in schools and an LGBTQ+ school network is being developed with the inclusion and schools and Vulnerable Groups teams.

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, Alzheimers, 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.

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.

4. Communication, consultation and engagement

Between 1 April 2018 and 31 March 2019, the council carried out 12 public consultations:

Gynradd Gymraeg Calon y Cymoedd ALN
Betws Primary School ALN provision
Shaping Bridgend's Future 2018

Licensing Policy Consultation (Gambling Act 2005)
Call for candidate sites submissions (preparing Replacement Local Development Plan (LDP) for the County Borough)
The potential re-organisation of post-16 provision
Supported bus consultation 2019 to 2020
Proposal to Consult on the Empty Property Strategy 2019-2023
University support packages for care leavers
Public consultation public spaces: protection order control of dogs

In addition to the above consultation exercises, we carried out two engagement surveys with our Citizens' Panel members. The first survey covered adult community learning, digital developments, employability Bridgend, recycling and waste, mental health provision and customer services the second survey was a replication of the Shaping Bridgend's Future survey.

5. Equality Impact Assessments (EIAs)

During June 2018, 18 employees completed EIA workshops and a total of 217 employees have completed the e-learning module to date.

6. Procurement arrangements

Service areas work with the procurement team to ensure that EIAs are integrated in the procurement process. The contract procedures rules include, as a minimum, clauses which include equalities, Welsh language, modern slavery and employment legislation. Equality issues are fully integrated into the procurement process from pre-qualification to awarding of contract. The Welsh language compliance notice is included in every contract.

7. Employment information

As at 31 March 2019 there were 5740 employees in the council, including those employed in schools. The headcount and age profiles provide a breakdown of these employees. However, details of the remaining protected characteristics are based on the information voluntarily provided by employees. Percentage figures therefore reflect the information available as a percentage of the whole workforce.

Description	BCBC - as at 31.03.2019			
	Male	Female	Total	%
Total headcount	1165	4575	5740	
Of the above :				

Full time	899	1566	2465	42.94%
Part time	266	3009	3275	57.06%
Disability declared	47	91	138	2.40%
Carer responsibility declared	30	249	279	4.86%
Ethnicity				
White	980	3909	4889	85.17%
Asian or Asian British	4	26	30	0.52%
Black or Black British	2	5	7	0.12%
Mixed Race	2	16	18	0.31%
Any other ethnic group	2	17	19	0.33%
Not declared	175	602	777	13.54%
Welsh speaker				
'A little'	147	640	787	13.71%
'Fairly good'	26	100	126	2.20%
'Fluent'	42	216	258	4.49%
Welsh reader				
'A little'	148	644	792	13.80%
'Fairly good'	37	121	158	2.75%
'Fluent'	42	215	257	4.48%

Welsh writer				
'A little'	111	533	644	11.22%
'Fairly good'	29	111	140	2.44%
'Fluent'	38	197	235	4.09%
Sexuality				
Heterosexual	561	2146	2707	47.16%
Bisexual	3	13	16	0.28%
Gay man	21		21	0.37%
Gay woman / lesbian		10	10	0.17%
Transgender	0	0	0	0.00%
Other	3	7	10	0.17%
Prefer not to say	29	93	122	2.13%
Age profile				
16-19	12	9	21	0.37%
20-25	55	180	235	4.09%
26-30	100	392	492	8.57%
31 - 35	115	508	623	10.85%
36 - 40	124	555	679	11.83%
41 - 45	134	647	781	13.61%
46 - 50	172	742	914	15.92%
51 - 55	183	652	835	14.55%
56 - 60	160	533	693	12.07%
61 - 65	73	266	339	5.91%

66 +	37	91	128	2.23%
Total	1165	4575	5740	

8. Employees as at 31 March 2019 by gender and pay grade

Our pay and grading structure was implemented on 1 September 2013 and a clear and robust mechanism is in place for evaluating the relative grades of positions. This is based on roles and responsibilities as opposed to any individual factors relating to the employee.

Grade	Male	Female	Total
JE grades 1 – 8 (£16,394 - £24,657)	549	3468	4017
JE grades 9 – 10 (£26,470 - £30,756)	103	224	327
JE grades 11 – 16 (£32,233 - £50,323)	145	284	429
Chief officers (£53,537 - £136,400)	6	5	11
Soulbury & youth officers (£20,456 - £63,089)	6	38	44
Teachers, head, deputy, and assistant head teachers (£17,208 - £106,709)	314	1011	1325

NB The above figures are based on the number of contractual hours positions across the authority. If an employee has more than one position, they will be counted for each position they hold. As such, the above figures will not correlate with other totals in this report, which are based on headcount.

9. Job applications

Between 1 April 2018 and 31 March 2019, we received 6,495 job applications via the HR recruitment system from 3,518 individuals, comprising both internal and external applicants. The data does not include applications received directly by some schools.

In some instances, applicants did not declare information for each protected characteristic. The percentage figures there for identify the level of non response as 'Not Declared' for each particular characteristic.

Description	No. Applicants	%
Male Applicants	1003	28.51%
Female Applicants	2511	71.38%

Not declared	4	0.11%
Disability declared/:	218	6.20%
Age Profile:-		
16 – 25	841	23.91%
26 – 35	1052	29.90%
36 – 45	763	21.69%
46 – 55	594	16.88%
56 – 65	246	6.99%
66+	7	0.20%
Not declared	15	0.43%
Sexual Orientation		
Heterosexual	3132	89.03%
Bisexual	40	1.14%
Gay Man	31	0.88%
Gay Woman/Lesbian	27	0.77%
Prefer not to say	102	2.90%
Other	21	0.60%
Not Declared	165	4.69%
Marital Status		
Married	1196	34.00%
Living with Partner	611	17.37%
Same Sex or Civil Partnership	5	0.14%
Separated/divorced	205	5.83%
Single	1334	37.92%
Widowed	24	0.68%
Prefer not to say	40	1.14%
Not Declared	103	2.93%
Race		
White	3279	93.21%
Asian/Asian British	41	1.17%
Black/Black British	38	1.08%
Chinese	7	0.20%
Mixed Race	26	0.74%
Prefer not to say	31	0.88%
Other Ethnic Group	16	0.45%
Unknown / not stated	80	2.27%

10. Staff training

Our arrangements for providing corporate staff training are categorised as follows:

- **Post-entry training** – service specific training is requested by employees via the post entry training policy. Only requests agreed by line managers are forwarded to human resources and so we are unable to identify any that may have been rejected.
- We are unable to disclose information relating to those accessing post entry training as, even though data is collected, the number of employees and the amount of data is too small for us to interpret in a meaningful way.
- **Face to face training** – the majority of our face to face training is targeted at employees based on the nature of the role and responsibilities. As such, no requests for this training have been declined.
- **E-learning** – the majority of corporate training is provided via e-learning which in the majority of cases can be accessed directly by employees.

The table below sets out the protected characteristics of those employees who accessed this method of training between 1 April 2018 and 31 March 2019.

Description	Completed e-learning	
Male	608	19.5%
Female	2506	80.5%
Disability declared/:	98	3.1%
Age Profile:-		
16 – 25	164	5.3%
26 – 35	622	20.0%
36 – 45	822	26.4%
46 – 55	962	30.9%
56 – 65	514	16.5%
66+	30	1.0%
Sexual Orientation		
Heterosexual	1890	60.7%
Bisexual	13	0.4%
Gay Man	18	0.6%
Gay Woman/Lesbian	8	0.3%
Prefer not to say	89	2.9%
Other	7	0.2%
Not Declared	1089	35.0%
Marital Status		
Married	1509	48.5%
Living with Partner	272	8.7%
Same Sex or Civil Partnership	7	0.2%

Separated/divorced	272	8.7%
Single	704	22.6%
Widowed	18	0.6%
Prefer not to say	25	0.8%
Not Declared	307	9.9%
Race		
White	2803	90.0%
Asian/Asian British	18	0.6%
Black/Black British	5	0.2%
Chinese	3	0.1%
Mixed Race	11	0.4%
Prefer not to say	140	4.5%
Other Ethnic Group	6	0.2%
Unknown / not stated	128	4.1%

There are no records in HR about employees being refused access to training as outlined above, nor has there been any grievance received on this matter.

11. Grievance and disciplinary hearings held during 2018-19

This includes employees involved in grievance procedures as a complainant, against whom a complaint was made or subject to a disciplinary procedure. To comply with the Data Protection Act, we are unable to disclose this information. In each category, the number of employees and the amount of data is too small for us to interpret in a meaningful way.

12. Employees that left the council in 2018/19

The following data summarises the protected characteristics of the 886 individuals who left the employment of the council between 1 April 2018 and 31 March 2019. Data on protected characteristics (other than gender and age) is based upon information disclosed voluntarily by the employees. The percentage breakdown is based on the total number of leavers.

Description	No. of leavers	% of leavers
Male Employee	203	22.91%
Female Employee	683	77.09%
Disability		
	31	3.50%
Age Profile:-		
16 – 25	113	12.75%
26 – 35	161	18.17%
36 – 45	193	21.78%
46 – 55	203	22.91%

56 – 65	193	21.78%
66+	23	2.60%
Sexual		
Heterosexual	477	53.84%
Bisexual	8	0.90%
Gay Man	4	0.45%
Gay	3	0.34%
Prefer not to say	21	2.37%
Other	2	0.23%
Not declared	371	41.87%
Marital Status		
Married	366	41.31%
Living with Partner	76	8.58%
Same Sex or Civil	0	0.00%
Separated/divorced	76	8.58%
Single	233	26.30%
Widowed	5	0.56%
Prefer not to say	7	0.79%
Not declared	123	13.88%
Race		
White	772	87.13%
Asian/Asian British	5	0.56%
Black/Black British	3	0.34%
Mixed Race	6	0.68%
Prefer not to say	0	0.00%
Other Ethnic Group	3	0.34%
Not declared	97	10.95%

13. Engagement and consultation

We aim to include the views of representative groups in our planning and decision making processes so we can develop accessible services for the public and our employees.

Engagement is an important part of our work so we put specific processes in place to ensure that people's needs are taken into account and that the dimensions of equality are addressed.

Employees and stakeholders who represent the protected characteristic groups are involved with the delivery, implementation, monitoring and evaluation of our objectives.

We publish consultation reports on the outcome of our engagement activity to show clearly how people have influenced planning and decision making within Bridgend County Borough Council.

14. Contact us

If you would like further information on our SEP or a copy of the plan in an alternative format, please contact us:

By email: talktous@bridgend.gov.uk

By telephone: 01656 643643

By textphone: 18001 01656 643643

By fax: 01656 668126

In writing: Bridgend County Borough Council Civic Offices, Angel Street, Bridgend, CF31 4WB.

Our Customer Contact Centre is open from 8am to 5.30pm, Monday to Friday

This is our [complaints procedure](#).