

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



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Strategic Equality Plan 2016 – 2020

Action Plan Update 2019/2020

Objective 1: Transportation					
What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update	2018/19 Update	2019/20 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)	A survey of all bus stops has been carried out to assist in future bids for funding of improvements	Of the 870 bus stops in the county borough, 322 have high access kerbs. There have been 2 No. existing bus stops which have been enhanced with the installation of high access 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 	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	50 junctions were treated at various locations throughout the borough and had dropped kerbs. New Developments :- 40No. BCBC program :-	112 No. junctions were treated at various locations throughout the borough and had dropped kerbs installed. New Developments :- 35No.

		<ul style="list-style-type: none"> 16 BCBC works for third parties 	<p>of pedestrian aids. For new developments two junctions were created.</p> <p>Existing highway network pedestrian aids introduced at 92 junctions.</p>	<p>9No.</p> <p>1No. Introduced by Third party (e.g. Town Council)</p>	<p>BCBC program :- 72No.</p> <p>5 No. Introduced by Third party (e.g. Town Council)</p> <p>29 No. Locations were also altered on behalf of a Town Council to remove the raised kerb at private household vehicular accesses.</p>
<p>Increase the number of wheelchair accessible taxis</p>	<p>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.</p>	<p>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</p>	<p>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</p>	<p>Officers of the Licensing Department recently met with Bridgend residents who require Wheelchair Accessible Vehicles (WAVs), to see what steps could be taken to improve provision for passengers in wheelchairs.</p>	<p>A Mystery Shopper exercise was carried out by our enforcement team to fact find on driver behaviour and attitudes when carrying passengers using wheelchairs in Bridgend.</p>

		<p>Village Bus and Taxi; Peyton Travel; Easyway; 3A's Maesteg; G & S Travel and Welshbreakers.</p>	<p>CEC once Welsh Government has published more detailed proposals.</p>	<p>Following the meeting the department wrote to all WAV proprietors to ask if their direct details could be shared. The department will also invite the main operators and wheelchair passengers to meet to discuss if anything further can be done to improve services for passengers in wheelchairs.</p> <p>The Welsh Government published a White Paper in December 2018 which included a consultation that ended 27 March 2019. There have been no further publications since</p>	<p>No issues of concern found but the exercise will be repeated to build up a fuller picture of customer experiences.</p> <p>Operator telephone numbers now appear on the published list of wheelchair accessible vehicles.</p>
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				the consultation. An update will be provided to Cabinet Equalities Committee once Welsh Government has published more detailed proposals.	
Work towards a more integrated bus network by supporting the provision of community transport	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.		£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	Welsh Government grant in 18/19 was £84,934.32p for community transport. The use of community transport is a vital component in transport provision around the County Borough and can provide assistance to communities where other bus services have	BCT awarded £87,000.00 from the Welsh Government's BSSG funding for 19/20. Community Transport continues to play a vital role in transport provision around the County Borough and provides assistance to communities where other bus services have

			an annual report which includes expenditure and service delivery.	been reduced or moved	been reduced or removed. Vehicles are also specially adapted for passengers with additional mobility needs. Passenger numbers on BCT's Town Rider service is increasing by approximately 15% each year.
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	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	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.	Work to re-establish the First Cymru Customer panel is ongoing. All complaints are dealt with in line with BCBC procedures for complaints.	First Cymru are still trying to establish their Customer panel. All complaints are dealt with in line with BCBC procedures for complaints.	First Cymru are still endeavouring to re-establish a Customer Panel meeting. However, a management restructure and COVID-19 has delayed the discussions about future Customer Panel meetings. All complaints are dealt with in line with BCBC

	use/support Bus Users Cymru campaigns.				procedures for complaints.
Provide DDA compliant routes as part of our Active Travel scheme	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.	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>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</p>	Works continues in the development of active travel routes within Bridgend. In 18/19 the Croesty primary phase 3 routes was completed along with Phase 2 of NCN 885 and Partial completion of Newton Primary Phase 1 in Porthcawl.	Active travel consultation is now complete and the plan and maps were approved by Welsh Government these have been published on the BCBC and Welsh Government websites.

			Access Group which reported to Pencoed Town Council.		
Assess routes to school as part of our Learner Travel Safer Routes work and work towards improving road safety around schools	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.	Physical assessments have been undertaken at Pencoed and Maesteg secondary schools and the assessment at Cynffig secondary school is currently underway	Ongoing consultation on review of learner travel. Consultation has concluded on Pencoed and Maesteg clusters with 667 responses and 523 responses received respectively.	All initial assessments have been carried out for learner Travel Safer Routes for school catchments.	All routes have been assessed and with the sponsor (Education), CPE team assess and monitor all roads in vicinity of schools within the Authority for parking contraventions with foot patrols and use of mobile enforcement vehicle on a rota basis and identified 'hot spots'
Objective 2: Fostering good relations and awareness raising					
What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update	2018/19 Update	2019/20 Update
Continue with promoting	We will demonstrate our support for local,	BCBC has promoted	BCBC has promoted	BCBC has promoted	BCBC has promoted

<p>awareness campaigns around protected characteristics and advertising/attending events e.g. Cardiff Mardi Gras</p>	<p>national and international awareness 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>campaigns via Twitter, Facebook and the BCBC website, including 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>campaigns via Twitter, Facebook, Instagram and the BCBC website, including International 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</p>	<p>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, New Welsh-medium provision for pupils with autism, St David’s Day, Dementia friendly communities, Apprenticeship week, Pencoed autism school, Urdd 2018, International Day for the Elimination of Racial Discrimination, Step out for</p>	<p>campaigns via Twitter, Facebook, Instagram and the BCBC website, including Foster care fortnight 2019, Roots street festivals, International Women’s Day, Wartime Bridgend, Bridgend Festival, Mental health awareness week 2019, Dementia friendly communities, Off Duty carers choir event, Eid Mubarak, Welsh provision at Calon Y Cymoedd for kids with autism, apprenticeship week, Festival of learning, Fostering throughout year,</p>
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			<p>Racial Discrimination. International awareness day for epilepsy. IDAHOT Day (the annual international day against homophobia and transphobia). World Mental Health Day.</p>	<p>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, LGBT History Month.</p>	<p>#Worldwellbeing week, Armed forces day, urdd schools out events, Bridgend show (my account, consultation and free childcare provision), summer mentor bro ogwr welsh language play schemes, St Dwynwen's Day, Eisteddfod Urdd, Shwmae Sumae day, Welsh language rights day, Welsh medium booklet, Celebrate 70 years of Welsh medium education in the Llynfi Valley, St Davids Day, The welsh rockability fair, changing places awareness day, Step out for</p>
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					stroke, Pride cymru 2019, Mayors citizenship award 2019, Apprenticeship week, Mini Olympage events, Olympage games 2019, Moving more often dementia support events, International Day of Older Persons 2019, Hate Crime awareness week 2019, world red card day 2019, Mental Health Day 2019, National adoption week 2019, Remembrance day, White ribbon campaign, carers rights day, LGBT History Month, LGBT fostering, 20 reasons to foster campaign,
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					<p>inclusive surf club, food and fun programme, We care wales campaign, world suicide prevention day 2019, Everyday Ageism 2019, National stress awareness day 2019, National safeguarding week 2019, Carers rights day 2019, Time to talk day campaign, EU citizen settlement scheme info sessions, LGBTQ+ adult peer support group, LGBTQ+ Adoption and Fostering Week</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</p>	<p>The theme of HMD 2017 was 'How can life go on?' asking people across the world to</p>	<p>The theme of HMD 2018 was 'The power of words' which explores how language has been used in the</p>	<p>The theme for HMD 2019 was 'torn from home', which aimed to encourage attendees to</p>	<p>BCBC marked Holocaust Memorial Day 2020 with public event, held at the</p>

	<p>restricted to the Jewish Faith. We will ensure that our HMD events reflect international, national and local themes.</p>	<p>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 survivor of the 1994 Rwandan genocide and for the first time at a HMD event, Rabbi Michoel Rose recited a Jewish prayer.</p>	<p>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 Rwandan International football player who founded two charitable organisations Football for Hope, Peace and Unity (FHPU) and</p>	<p>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.</p> <p>BCBC marked the event with a poignant public event, held at the Sony Theatre, Bridgend College.</p> <p>Members of the public joined local AMs, staff from South Wales Police, members of the local community, pupils from local secondary schools and Bridgend College students to remember the victims and honour the</p>	<p>Sony Theatre, Bridgend College. The theme for the 2020 event, which is provided by the Holocaust Memorial Trust was 'Stand Together' and aimed to encourage attendees to stand together with their friends, colleagues and neighbours to speak out against oppression.</p> <p>Members of the public joined the Mayor of Bridgend County Borough, the High Sheriff of Mid Glamorgan, councillors, staff from South Wales Police, members of the Jewish community and pupils from local</p>
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			<p>Survivors Tribune (ST). Rabbi Michael Rose recited a Jewish prayer.</p>	<p>survivors of the Holocaust and subsequent genocides in Cambodia, Rwanda, Bosnia and Darfur.</p> <p>Over 120 people attended the event, which was held in partnership with Bridgend College, to hear special guest, Jean-Paul Samputu, survivor of the 1994 Genocide against the Tutsi in Rwanda, speak movingly about his personal experiences of losing his parents and three siblings during the genocide.</p> <p>The traditional 'Seven Statements of</p>	<p>secondary schools and Bridgend College students to remember the victims and honour the survivors of the Holocaust and subsequent genocides in Cambodia, Rwanda, Bosnia and Darfur.</p> <p>Over 130 people attended the event, which was held in partnership with Bridgend College, to hear special guest, Ganza Gahizi, survivor of the 1994 Genocide against the Tutsi in Rwanda, speak movingly about his personal experiences of losing over 50</p>
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				<p>Commitment' were read by community representatives and a candle of remembrance was lit by Mayor of Bridgend County Borough.</p> <p>In addition, Louise Fuller from Cardiff Reform Synagogue provided a Jewish prayer and pupils from local schools read poems. To close the event, Bridgend College Performing Arts students performed 'I dreamed a dream' from the musical Les Miserable and 'This is me' from the recent hit movie, 'The</p>	<p>members of his family during the genocide.</p> <p>As part of the ceremony, the traditional 'Seven Statements of Commitment' were read by community representatives and a candle of remembrance was lit by Mayor of Bridgend County Borough, Councillor Stuart Baldwin. A twenty second silence was also held to remember the lives that were tragically lost.</p> <p>In addition, Reverend Rachel Wheeler from Bridgend United Church read a prayer in both Welsh and</p>
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				Greatest Showman.'	English. To close the event, Bridgend College Performing Arts students performed 'She used to be mine' by Sara Bareilles and 'Long way from home' from the movie, 'Pretty Woman.'
Raise awareness of hate crime and mate crime amongst our staff, citizens and our partner agencies	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.	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	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.	Regular awareness raising activities and events have taken place across the across the County Borough. Through the period of April 2018 – March 2019 there have been 69 awareness tables across the county borough. During 2018/19 we have engaged	For Hate Crime Awareness Week 2019, 4 Public Awareness Tables were held at the following locations: Civic Offices, Pencoed College, Bridgend Bus Station and Bridgend College. Collectively, a total of 67 people were given information at the tables. The online training module,

		<p>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</p>		<p>with approximately 1,392 people at awareness tables.</p>	<p>Hate Crime, continues to be available to staff.</p> <p>A total of 35 employees have completed the hate crime e-learning module.</p> <p>Last Autumn, Welsh Government announced a number of grant funded streams to deal with Hate Crime. Amongst these was a project for work specifically in 100 schools, and its aim was to deliver critical thinking skills and raise awareness of all aspects of Hate Crime in schools, with a focus on Key Stage 3.</p>
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		agenda among young people.			<p>Following a series of meetings between WLGA, Community Cohesion Coordinators and preferred providers for delivering hate crime projects, a number of schools in Bridgend were identified on the basis of analysis on reported hate crime in the community, anti-social behaviour in the area and discussions with the school liaison officers.</p> <p>The five schools identified were:</p> <ul style="list-style-type: none">• Brynteg School
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					<ul style="list-style-type: none"> • Bryntirion Comprehensive School • Coleg Cymunedol Y Dderwen • Maesteg School • Pencoed Comprehensive School <p>Due to the ongoing Covid-19 pandemic, the sessions have been delayed until a new round of dates can be agreed in the new academic year.</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</p>	<p>SWP Hate Crime Officer is located within Bridgend Community Safety Partnership and</p>	<p>Joint events across the borough during hate Crime Awareness week</p>	<p>Joint events during Hate Crime week (15 to 19 October) were held in :</p>	<p>During the period from April 2019 to Mid-March 2020, CSP employees held 82 Public Awareness Tables at various</p>

	<p>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>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>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>	<ul style="list-style-type: none"> • Bridgend Civic Centre • Porthcawl • Maesteg • Caerau • Bridgend Bus Station <p>We carried out a Hate Crime leaflet drop to Bridgend Traders.</p> <p>SWP Hate Crime Officer attended the PSB Bridgend Asset Mapping Event on 12 October 2018, which was attended by a range of public and 3rd sector organisations.</p> <p>SWP Hate Crime officer attending the PSB Faith</p>	<p>locations around the County Borough, covering the following areas: Bridgend, Garw Valley, Ogmore Valley, Porthcawl, Pyle, Brackla, Maesteg, Caerau, Pencoed, Sarn, Ynysawdre and Bryntirion. These tables covered a wide range of subjects – general crime prevention subjects, Hate Crime, White Ribbon Campaign, Orange Day (domestic abuse against women), Safeguarding, Stalking Awareness, also, Halloween and Bonfire Night. For National</p>
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				<p>event on 14 November 2018. The event attracted 70 attendees from a range of faith groups and third sector organisations.</p>	<p>Safeguarding Week, 4 tables were held, and during the White Ribbon Campaign fortnight in Nov/Dec, 7 tables were held. The total number of persons reached at all the Awareness tables held during the period from April 2019 to mid-March amounted to 1,881. The majority of these tables held were advertised on Twitter by PCSOs in attendance and some were also advertised by the BCBC Comms Team.</p> <p>Weekly updates with SWP Hate Crime Officer,</p>
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					<p>discussing CTI Reports (Community Tension Incidents Report) and monitoring potential community tensions/hate incidents. Regular discussion on how BCBC and SWP can promote the same messages on hate crime, establishing a unified approach. Tension Monitoring forms sent from Safer Bridgend mailbox to key partners every week (Safer Bridgend part of Community Safety Partnership)</p>
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<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, domestic abuse and sexual violence.</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>From April 2018 to March 2019 there were 1268 contacts to the Assia Suite with a total of 308 CYP agency referrals.</p> <p>Contacts consisted of 1027 females and 241 males. There have been 0 transgender contacts within this period. 94 people stated they had a disability.</p>	<p>During the White Ribbon Campaign in Nov/Dec 2019, 7 Public Awareness tables were held by CSP staff at the following locations: Bridgend, Maesteg and Porthcawl. A total of 56 persons engaged. Domestic Abuse is covered on the majority of tables held by the CSP, and is usually emphasised once or twice a month, when tables are held predominantly on the subject of 'Orange Day', a domestic-abuse related campaign begun by the United Nations with a view to</p>
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		<p>2013/14 2,314</p> <p>2014/15 2,973</p> <p>2015/16 2,293</p> <p>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>ending cruelty to women and girls worldwide. There were 10 tables where the main theme was Orange Day held during April-mid-March 2019/20, attracting 182 persons.</p> <p>To date over 4,900 employees have completed the training module on violence against women, domestic abuse and sexual violence.</p>
Raising awareness of changes to housing benefit entitlement	We will raise awareness of the impact of changes affecting claimants for housing benefits as	Since 2013 there has been a limit on the total benefit a	Over 220 households in the Bridgend CB area were potentially	There were no further changes to the income limits during	There were no further changes to the income limits during

	<p>soon as we become aware of them.</p>	<p>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</p>	<p>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>	<p>2018/19. However, the service continues to work with existing affected households and provides support when necessary.</p>	<p>2019/20. The service continues to work with existing affected households and provides support when necessary.</p>
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		the transition into employment. 157 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	The Community Safety Partnership board and Bridgend Community Cohesion and Equality Forum discuss and monitor hate crime figures provided by South Wales Police. BCBC (along with other local authorities) are recruiting a Community Cohesion Officer to support the work of the regional Community Cohesion Co-	Tension Monitoring Forms sent to key partners via Safer Bridgend mailbox every week. Weekly updates with SWP Hate Crime Officer, discuss CTI Reports (Community Tension Incident Reports), which areas could benefit from more monitoring, community engagement and cohesion. Staff and key partner training taken place, covering Far-Right Extremism

				ordinators to work on community tension issues arising from Brexit.	Awareness and Counter-Narrative Training from the organisation, <i>Small Steps</i> . Establishing the 'Sharing from Home' campaign to help ease community tensions during the lockdown period.
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.	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.	In 2018/19 we engaged with over 15,000 residents across the County Borough through a range of consultations and engagement sessions. Services continue to use the consultation toolkit to develop consultations, and EIAs ensure that Equality issues are	In 2029/2020 we engaged with over 18,000 residents across the County Borough through a range of consultations and engagement sessions. We have developed face to face engagement sessions for Citizens' Panel members to engage with us in a different way,

		<p>Whilst participation is increasing the council is working towards ensuring that participation is representative of Bridgend county borough's communities.</p>		<p>considered when developing and carrying out consultation.</p> <p>The introduction of new data protection guidance (GDPR) had a significant impact on the Citizens' Panel. At the end of March 2019 there were 1108 Citizens Panel members.</p> <p>We continue to work within the community to recruit new members with the aim to make all wards representative.</p>	<p>and continue to promote membership across the county borough to ensure that all wards are represented on the panel.</p>
<p>Objective 3: Our role as an employer</p>					

What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update	2018/19 Update	2019/20 Update
<p>Increase support for all employees in the workplace by continuing to develop information packs for employees with protected characteristics</p>	<p>Develop packs for disabled employees, those identifying as LGB or T and those from different faith groups to signpost them to sources of information, advice and support with a view to developing a more inclusive working environment.</p>	<p>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 to raise awareness of the support available.</p>	<p>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>	<p>Resources continue to be available online under the following headings:</p> <ul style="list-style-type: none"> • Civil partnerships and marriage • Age • Retirement • Disability • Maternity pregnancy and adoption • Race religion and belief • Domestic abuse and violence against women • LGBT • Carers 	<p>Following feedback gained from Early Help staff through annual supervisions and formal feedback from head teachers, the Youth Development Service, through funding from the Corporate Management Board, sought to commission an external partner to deliver sessions to give pastoral, anti-bullying and curriculum leads in schools the knowledge, tools and confidence to train colleagues on tackling homophobic,</p>

				<p>Vulnerable Groups and Central Hub are part of the Stonewall train the trainer training and are sharing this with schools. Also part of a newly set up LGBT school network/ forum alongside schools.</p> <p>Transgender protocol for schools has been developed as well as ongoing work on transgender protocol for the authority.</p>	<p>biphobic and transphobic bullying.</p> <p>Through a procurement process, Stonewall Cymru were identified as the preferred partner and were commissioned to deliver a Train the Trainer programme over three separate dates.</p> <p>The Train the Trainer programme was CPD accredited, and all participants received a certificate upon successful completion. Adopting this approach ensured members of</p>
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					<p>school and early help staff were able to cascade training to other staff, ensuring a greater level of sustainability and value for money.</p> <p>Across the three workshops 65 people attended from primary, secondary and third sector settings.</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</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</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. The equalities and diversity section</p>	<p>Face to Face EIA training took place in 2018/19 for a further 18 officers who have responsibility for the completion of EIAs.</p> <p>The online training module continues to be available and is reviewed alongside any developments</p>	<p>The online training module continues to be available and is reviewed alongside any developments with the EIA toolkit. The eLearning module continues to be promoted as part of the eLearning portfolio.</p>

	E-learning modules e.g. mental health, domestic abuse.	Violence (VAWSADV).	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.	with the EIA toolkit. The eLearning module continues to be promoted as part of the eLearning portfolio.	<p>A total of 158 employees completed the Equality and Diversity E-Learning Module.</p> <p>26 front line employees attended LGBTQI awareness training delivered by Stonewall.</p> <p>A suite of equality related e-learning and resources is available for all employees to access.</p>
Provide senior managers with training and support in completing robust EIAs	Update the EIA e-learning module and roll out to target group of employees who are responsible for carrying out EIAs. This will	The EIA e-learning module has been reviewed and updated. A target group of	EIA Workshops have been delivered to a target group of employees who	All those identified as the target group of employees for EIA training have	The EIA e-learning module continues to be available for employees, 18 managers

	include support materials such as toolkits and case studies.	153 managers and key staff has been identified and completions monitored.	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.	now completed the training.	undertook this training during 2019/20.
Increase support for employees by developing further staff networks for those employees sharing a protected characteristic	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 with gaining advice and guidance on everyday living and employment.	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 explored within the public and private sectors and where	We have identified the need to revisit the ongoing development of staff networks during 18/19	Vulnerable Groups and Central Hub are part of the Stonewall train the trainer training and are sharing this with schools. Also part of a newly set up LGBT school network/ forum alongside schools. We continue to explore other staff networks, a recent staff survey focussed	Following feedback gained from Early Help staff through annual supervisions and formal feedback from head teachers, the Youth Development Service, through funding from the Corporate Management Board, sought to commission an external partner to deliver sessions to give

		<p>appropriate, these will be adopted in BCBC.</p>		<p>on staff wellbeing and a range of wellbeing activities are now available.</p> <p>As a result of feedback from the staff survey we are developing a staff suggestion scheme and within these we have listed Equalities as an area for suggestions.</p>	<p>pastoral, anti-bullying and curriculum leads in schools the knowledge, tools and confidence to train colleagues on tackling homophobic, biphobic and transphobic bullying.</p> <p>Through a procurement process, Stonewall Cymru were identified as the preferred partner and were commissioned to deliver a Train the Trainer programme over three separate dates.</p> <p>The Train the Trainer programme was CPD accredited, and all</p>
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					<p>participants received a certificate upon successful completion. Adopting this approach ensured members of school and early help staff were able to cascade training to other staff, ensuring a greater level of sustainability and value for money.</p> <p>Across the three workshops 65 people attended from primary, secondary and third sector settings.</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 	<p>The above information remains valid. Workforce report to CEC July 2018. EIA review due 2019</p>	<p>The introduction of the national pay award and new pay spine on 1 April 2019, resulted in the implementation</p>	<p>The Pay and Grading Structure and any corresponding policies are reviewed when required and</p>

		<p>increase in the overall gender pay gap from - 12.64% to - 13.19% predominantly caused by a change in workforce composition;</p> <ul style="list-style-type: none"> • 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>of new NJC pay and grading structure with effect from 1 April 2019.</p> <p>A gender equality impact assessment was undertaken by NorthgateArniso in May 2018, which concluded that the proposed assimilation and revision to the pay structure:</p> <ul style="list-style-type: none"> • improved the gender pay gap on a grade by grade basis • demonstrates a narrowing of the overall gender pay gap in basic pay • shows a greater percentage increase in salary 	<p>meet the principles of fairness, equality, accountability and value for money.</p>
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				for female employees	
Review the recruitment and selection processes to take account of the government's Disability Confident campaign	Update our recruitment and selection guidelines and e-learning to ensure that the principles of the Disability Confident campaign are reflected.	<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>Further work is progressing on the Disability Confident Employer commitment to assess practice against the standards.</p>	The recruitment and selection guidelines and e-learning have been updated to ensure the Disability Confident campaign are reflected.	The recruitment and selection guidelines and e-learning will continue to be updated where relevant and promoted to staff.	<p>The Access to Work scheme is promoted to all employees and included in the corporate induction protocol. New starters are supported to make application as and when appropriate.</p> <p>The annual jobs fair, delivered in partnership with Job Centre Plus, hosted a large number of employers with a wide range of job opportunities. The event was supported by a BSL interpreter and the first hour of the event was restricted to</p>

<p>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.</p>	<p>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>	<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 	<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>	<p>We continue to promote the Care First service to staff via an ongoing communication plan and quarterly Bridgenders newsletter.</p> <p>We continue to monitor quarterly usage reports from Care First.</p> <p>In addition to this activity, we started offering monthly health check clinics to staff from October 2018. These checks include blood pressure and cholesterol monitoring and bodimetrics measurements.</p>	<p>people with disabilities.</p> <p>The wide range of resources available to employees and elected members via the EAP and delivered by Care First have been widely and regularly promoted.</p> <p>Additional resources provided to support employees during the COVID-19 pandemic have been promoted on a weekly basis via a dedicated 'COVID-19 Employee Wellbeing' intranet page. This has included access to daily webinars.</p>
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		<p>of the Bridgend staff newsletter;</p> <ul style="list-style-type: none"> • 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>			
Objective 4: Mental health					
What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update	2018/19 Update	2019/20 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>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</p> <p>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</p>	<p>This is the first year of working in a new region and developing new regional partnerships with the Health Board and Local Authorities. A number of discussions and workshops have taken place to establish the ongoing service and operational models of support across the services including support for carers and families. In Bridgend there has been extensive engagement and consultation undertaken with service users, families and stakeholders to develop and implement the</p>
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				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.	new service model for carers, which focuses on voice, choice and control for individuals.
Improving accessibility of / to information, advice and guidance	We will develop systems to enable people to source robust information and advice in order for them to meet their own needs.	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	Work ongoing with the service	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	Progress continues to be made across Social Services with the information, advice and assistance service via the MASH for children's and the Common Access Point for adults. In adults this is being prioritised via the availability of Welsh Government transformation

		<p>in Bridgend' initiative and partnership work to deliver the prevention and wellbeing agenda.</p>		<p>'Ageing well in Bridgend' initiative and other key partnerships working towards the prevention and wellbeing agenda</p>	<p>fund. This will enable the further development of this service over an extended period.</p> <p>The Bridgend Carers Wellbeing Service continues to develop in the county borough and the service continues to support carers through pre-emptive information advice and support Partnership working continues and a performance framework is being developed. BCBC and BAVO are active in the regional social prescribing network across Cwm Taf</p>
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					Morgannwg region.
Continue working towards increasing the level of support for people with mental health issues by supporting the Time to Change Wales project and the Western Bay action plan	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 importance of mental health and wellbeing amongst employees.	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 understand the different methods for treating mental illness.	Training continues to be available online.	From April 2019 Bridgend will no longer be part of the Western Bay region. Future collaboration will be with Cwm Taf Morgannwg Health Board.	No longer applicable
Objective 5: Children					
What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update	2018/19 Update	2019/20 Update

<p>Continue to develop our Vulnerable Groups Strategy</p>	<p>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.</p>	<p>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</p>	<p>Ongoing</p>	<p>Education and Family support have established a Vulnerable Groups Team that provides integrated support a range of pupils identified by Estyn as vulnerable or potentially vulnerable:</p> <ul style="list-style-type: none"> • Elective home education • Looked after children • Children missing education • English as an additional language • Gypsy and Roma Traveller 	<p>This area continues to be supported by the Vulnerable Groups team.</p>
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		looked after children.		<ul style="list-style-type: none">• Permanently excluded pupils <p>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. Estyn recent inspection provided extensive scrutiny of this provision. Feedback was broadly positive stating the service was highly effective in supporting vulnerable learners.</p>	
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<p>Work with the families of children such as Gypsies and Travellers, Syrian refugees and other asylum seekers to encourage them to attend and remain within the education system</p>	<p>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.</p>	<p>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.</p>	<p>Our Gypsy and Traveller Education Service will continue to build capacity in individual schools as required.</p>	<p>EAL and GRT service now sits within VG team – continues to support EAL and GRT families. The team also works alongside Home Office to enable the resettlement of Syrian refugees in BCBC</p>	<p>This area continues to be supported by the Vulnerable Groups team.</p> <p>Updates on the progression and well-being of families under the Syrian Refugee Resettlement programme discussed with SWP Hate Crime Officer weekly, Taf Housing and ESOL Lecturer at Bridgend College. Regular engagement with community leader at the local Mosque, to help ensure the wellbeing of Syrian families that are part of the congregation. Support and guidance for</p>
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					Gypsies Roma and Travellers community during lockdown shared with key partners. Regular communication with TGP Cymru for advice and updates.
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	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.	Another round of training is planned for the new academic year to refresh schools on the SIMS module and to encourage those schools not currently utilising the system to do so. This will allow the authority to have a county wide dataset to inform further training and support needs.	The SIMS module is in use, but as yet is not been mandated for schools to input into. Therefore, the system, while a useful tool for the LA, is not representative of the number of incidents within schools as they continue to record within their own means. The LA ensures that each

		inputting data into this module.	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.	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.	<p>respective schools Anti-Bullying Policy is in date, and where incidents are raised by members of the public, that schools have acted in accordance to their policies.</p> <p>Show Racism the Red Card have delivered workshops in schools throughout the county, promoting an anti-bullying and anti-racism message.</p>
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	Funding has been identified to commission Show Racism the Red Card (SRtRC) to deliver workshops to Year 5 & 6	The Youth Development service mapped out specific training needs through engaging with primary school head teachers. 21	Using feedback from schools and Early Help support staff, the Education and Family Support directorate undertook an exercise to	Alongside the regional Hate Crime project, the local authority, in partnership with neighbouring authorities on the Western Bay footprint, have

	<p>not limited to); digital literacy, leadership and management, personal social education, mentoring and coaching – all of which are specific and tailored to bullying.</p> <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>pupils for the 2017/18 academic year. The Integrated Working and Family Support service is currently mapping out specific training needs.</p>	<p>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>	<p>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.</p> <p>In total 65 members of staff attended from the following organisations: Primary Schools, Secondary Schools, Early Help East, West and North localities, Youth Offending Service, Young Carers, Vulnerable Groups team, Mentor Bro Ogwr, Post-16</p>	<p>used funding to commission Show Racism the Red Card (SRtRC) sessions for Year 5 & 6 and a train the trainer session for teaching staff.</p> <p>The sessions included:</p> <ul style="list-style-type: none"> • Resource pack that we can share with other school (post session's delivery) • Include critical thinking, conflict resolutions, unconscious bias etc. <p>The school based sessions were delivered in 8 of the 9 identified schools through March 2020, and</p>
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				<p>(Aftercare) and our Inspire 2 projects.</p> <p>Participants will be able to cascade training within their respective establishments to increase the coverage of this training further.</p>	<p>501 young people participated.</p> <p>The last workshop and the train the trainer session have both been delayed as a result of the Covid-19 pandemic.</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</p>	<p>Data on EHE now forms part of data collation and sharing that is used to compare school exclusions and attendance.</p>	<p>Data collation and sharing is now embedded to compare school exclusions and attendance.</p>

			<p>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 appropriate school provision and offers a point of</p>		
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			<p>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</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</p>		<p>EAL, minority and ethnic groups. Gypsy, Traveller and EHE elective home educated children and the post of Lead</p>	<p>Inputting into EOTAS reforms and provision review – potential impact of proposed new Welsh Gov</p>	<p>This area continues to be supported by the Vulnerable Groups team through their Elected Home</p>

<p>system and receiving suitable full time education in some form.</p>	<p>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 advice and further intervention.</p>		<p>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</p>	<p>Statutory Guidance on EHE – support Central Hub plans to increase mental health and counselling support to Primary aged pupils.</p>	<p>Education worker.</p>
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			are safeguarding 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	2018/19 Update	2019/20 Update
Increase access to opportunities for older people	We will respond to the 'Ageing Well Plan for Bridgend' and develop services and activities	The over 60's free swimming initiative achieves 80,000	'Move more often' physical activity programme for older adults	The service leads on the Ageing Well plan for Bridgend, which	Ageing Well web resources have been updated including an

	<p>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.</p> <p>.</p> <p>.</p>	<p>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</p>	<p>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</p>	<p>will be refreshed in line with the new priorities of the older person's commissioner.</p> <p>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. The olympage</p>	<p>Active at Home section and online DVD resources. The pilot programme delivered resources to 170 vulnerable households</p> <p>Partnership working with Shout/older people's forum on community physical activity opportunities. Regular community programmes operating and subsequent move to on-line access.</p> <p>Olympage programme has continued to grow and in different settings. Partners supported with</p>
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		<p>and exercise in day care, residential care and community settings including the Olympage Games. 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>conditions. Regional working group 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</p>	<p>activities programme has expanded and now operates in community settings with local community coordinators, for learning disabilities with community hubs and intergenerational activities in leisure and cultural venues. 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</p>	<p>training and equipment. 12 organisations supported in 2019 event.</p> <p>Welsh Government have reduced investment into over 60 free swimming. BCBC/Halo have developed a modified free offer and a low cost offer for the over 60's.</p> <p>BCBC successful with Healthy and Active fund submission for Super-Agers programme. 3 years investment commenced. Project chosen as a Bevan Exemplar.</p>
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			<p>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</p>	<p>dementia supportive schools.</p>	<p>New 750k wellbeing hub facilities model completed at Bridgend Life Centre. Includes improved access equipment, hydro fitness developments, pool pod access systems to expand reach of services.</p> <p>Feasibility study completed on a similar approach for Maesteg Sports Centre supported by Integrated Care Funding.</p> <p>Halo successful in securing lottery investment to continue and expand dementia friendly activity programmes-“feel good for life”.</p>
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			<p>first session drew 6 visitors). 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>Social prescribing and community building role and programmes created with Awen via transformation investment-supporting inclusive community development programmes.</p> <p>Investment into projects such as “off duty” carers choir, my sporting days reminiscence, dementia dance and cultural olympage opportunities.</p> <p>New “Care to Co-Operate” programme commenced with Wales Co-Operative Centre</p>
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					<p>to establish carers wellbeing co-operatives. Targeting engagement of 200 carers and parent carers.</p> <p>Continued intergenerational activity including training of 70 Bridgend College social care students to support wellbeing programmes.</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</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</p>	<p>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</p>	<p>Community chest scheme continued to provide support for local projects.</p> <p>New youth support networking developed with youth organisations building on youth</p>

		<p>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</p>	<p>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. Awen is a member of the Hynt</p>	<p>disadvantage. A further cohort of 13 people attended Get on Track in partnership with Dame Kelly Holmes Trust.</p> <p>The Active 4 Life programmes have supported 9769 visits across 12 sites providing free access and in targeted communities.</p> <p>A new disability sport officer has been appointed and BCBC planning to build on the In Sport silver accreditations currently in place. Community wellbeing programmes have been piloted targeted free</p>	<p>charter work from 2018-19. Workshops and training opportunities supported.</p> <p>Another " Get on Track" cohort of 12 people supported.</p> <p>Super-Agers programme commenced with new activator role to support community based activities.</p> <p>Disability Sport Wales programme reviewed and partnership working with community groups updated.</p> <p>New disability inclusion network group (BING)</p>
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		<p>groups across the county borough. The Calls 4 Action programme has enabled groups of people with varied disabilities to establish clubs and associations.</p>	<p>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. 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</p>	<p>schools meals, looked after children and young carers.</p> <p>40 schools have participated, in family active zone training to support family activity.</p> <p>1494 people have engaged in Park Lives outdoor activity programme.</p> <p>Halo leisure have supported 15326 junior free swims during the year. "Changing Places" facility at Bridgend Life Centre installed and similar accessible changing at Bryngarw Park and Pencoed library. Awen</p>	<p>created to support co-production.</p> <p>Bridgend one of a small number of successful applicants for Champions of Wales funding working with young people to challenge gender stereotyping and to improve wellbeing.</p> <p>Family Active Zone programmes to support whole household wellbeing further developed with school partnerships.</p> <p>Active 4 Life summer holiday programmes operated in partnership with</p>
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			<p>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. 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>	<p>have operated the Hynt Scheme providing free access to carers whilst Halo have operated the Access to Leisure Scheme. Halo identify 465 people with disabilities as members and 1511 older adults as members. There have been some innovative developments such as indoor bowls for stroke survivors, reband classes for children with autism. Development plan submitted to Welsh Government for Super-Agers project targeting older adults.</p>	<p>town and community councils and halo leisure.</p> <p>Bridgend piloted holiday hunger support models at 4 locations.</p> <p>New approach to books at home/mobile library services developed with AWEN to reach more vulnerable people.</p> <p>Work commenced on the redevelopment of Maesteg Town Hall and co-location of services recognising changing places accessibility requirements.</p>
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					Fundamental review of aquatics /swimming pool programming ,services and investments to broaden the range of services and their inclusivity.
Review of pricing structures to increase access for marginalised groups	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.	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	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	BCBC continues to control the annual price increases for protected services that are operated for Halo. The access to leisure scheme for the most disadvantaged is integrated within the review. A range of low cost and no cost programmes are available, some linked to national programmes.	The access to leisure scheme has continued to operate within the county borough. Following the reduction in Free Swimming investment for the over 60's the Access to Leisure scheme has provided low cost continued access to a broader range of activity. Circa 400 older adults have taken up a membership related offer.

		<p>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</p>	<p>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>	<p>Awen continue to operate the Hynt scheme and offer concessionary prices for services and activities.</p> <p>During 2018-2019 Awen have become the first Welsh library operator to remove library fines, to encourage greater usage.</p> <p>BCBC directly operates school sport programmes and has partnership agreements with most primary and secondary schools with activities at no cost.</p>	<p>The Park Lives initiative continued to provide free access to activities in the natural environment.</p> <p>Awen have continued to operate the Hynt scheme providing free access for carers.</p> <p>The active young people programmes operated in partnership with schools have continued. There has been a focus on the impact of disadvantage and gender on participation. New models developed supporting girls, young carers and</p>
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		<p>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 pricing structure after tapered investment to support pre and post-natal activity for women within the community.</p>			<p>looked after children.</p> <p>Through the support of town and community councils and welsh government resources access to summer programmes were once again free.</p> <p>Discovery and after school programmes supported 70 households with children/young people with additional needs to access community opportunities.</p> <p>"Same As" advocacy DVD produced with children and families and</p>
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					podcasts via "Take Care" with Awen
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	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.	Halo and Awen have responsibilities for conducting their own equalities impact assessment. The exceptions would relate to library provision due to the statutory nature of the services. BCBC has been developing EIA screening for the potential changes that might arise for the local and family history service and also the mobile library service. BCBC and Halo have worked together on assessing Welsh language	The major policy change in year applied to the redevelopment of Maesteg Town Hall. An EIA had been produced as part of the capital development project but this was supplemented by an EIA recognising the interim relocation of the family history service due to the closure of Ty'r Ardd. This was jointly considered and developed by BCBC/AWEN utilising local and national insight. A second EIA has looked at

		Equalities Officer.		swimming provision at the request of the commissioner's office.	modifying the mobile library services to recognise a broader range of equalities groups who might be unable to access resources. Again this EIA was jointly considered and developed. Both policy changes were dealt with via Cabinet reporting
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). Certain key data will be built into	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	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	There are monthly and quarterly performance review meetings and quarterly performance reports are produced. Both Halo and Awen provide a balanced scorecard that reviews population data	The Super-Agers programme has utilised population needs assessment, wellbeing plan objectives and logic models to plan for improved outcomes. The aquatic reviews have seen BCBC/Halo evaluate a range of data on

	<p>performance monitoring systems including those operated by contracted partners (GLL/Halo and Awen Trust).</p>	<p>schools (YBC and The Bridge). Monitoring of membership information of leisure facilities including demographic profile is being conducted by Halo Leisure 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>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 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</p>	<p>alongside business performance. In addition there is annual service development planning that takes into consideration the data from key surveys such as the Sport Wales national sport survey and the National Survey for Wales. In addition, there are national public accountability measures for libraries, leisure facilities and exercise referral that are reported to Welsh Government and utilised in performance planning with benchmarking applied.</p>	<p>targeted demographic groups and patterns, considerations of price sensitivity and also the needs of carers. National data sets and reports also utilised.</p> <p>Large numbers of young people attending Active 4 Life engaged on lifestyle and wellbeing issues to provide insight that would inform service planning going forward.</p> <p>Joint working has taken place between Halo Leisure and Bridgend Carers Centre to better understand the wellbeing needs of carers. Awen</p>
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			<p>comments from those wishing to improve the accessibility which, in turn, Awen utilises to plan improvements.</p>	<p>BCBC and Halo have undergone qualitative inspection under Quest UK the quality scheme for sport and recreation. Bridgend achieved the highest score for developing active communities in the UK with a focus on targeted demographic groups.</p>	<p>have supported the carers choir ongoing development and also collated podcast information.</p> <p>The “Care to Co-Operate” approach with Wales Co-Operative can build on this going forward.</p> <p>Bridgend has utilised the “Quest -active communities” framework to benchmark its progress and performance particularly in regards to equalities and inclusion.</p> <p>The prevention and wellbeing service has</p>
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					<p>collated an annual report based on its framework of key measures used to inform service development.</p> <p>The Active Bridgend planning process was assessed by Wales Audit Office in terms of alignment with Future Generations themes with many positives identified.</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</p>	<p>Sharing key data between partners will improve accessibility of local opportunities. Dementia Friends training has taken place for Halo Leisure staff and</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</p>	<p>During this year, there has been engagement with disability sport groups via the forum and discussion with Halo on aquatic activity programming.</p>	<p>Partners mapping demographic data to profile users of services or memberships.</p> <p>Exercise referral team working with partners to co-produce new approaches to meet needs-e.g.</p>

	<p>meet local needs. We will improve our understanding of diversity within protected characteristics (e.g. disability) via ongoing consultation and engagement and development of our workforce.</p>	<p>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 swimming</p>	<p>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 people and their needs through its continued development of social media channels. These</p>	<p>Positive work has progressed with people living with dementia and cares linked to BAVO and Alzheimer's Society.</p> <p>The local community coordinators have increased the volume and range of older adults accessing facilities and services and to help the understanding of needs.</p> <p>There has been a positive example of intergenerational work linked to Olympage programmes that has been trialled, bringing older adults and</p>	<p>mobile falls prevention in care settings, joint care programmes with health board.</p> <p>Halo work with parent carers of children/young people with autism has developed autism friendly swimming programme.</p> <p>Continued work with carers to develop carer friendly opportunities that enhance wellbeing and meet needs.</p> <p>Supported by Family Engagement Programme investment (healthy and active fund) development of</p>
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		<p>investment. Around 600 disabled people</p>	<p>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>	<p>primary school children together.</p> <p>A range of network groups have been developed with people with a protected characteristic. These include disability, girls, older adults and work is developing with carers to better understand wellbeing support needs. Where programmes are developed that capture learning and insight, a series of digital stories and case studies are produced to share across networks.</p>	<p>support progressing for young carers and looked after children.</p> <p>Continued growth of opportunities for older adults, carers and people living with dementia via dementia swimming, dance, creative activities.(Both Halo and Awen supporting these programmes.)</p> <p>Use of digital stories and case studies continuing to support service development and planning.</p> <p>Super-Agers programme engaging with older adults to</p>
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					understand barriers to participation-e.g. housebound, transport, digital exclusion etc.
Work with our partners (GLL/Halo Leisure and Awen Trust) to identify any gaps in employees' knowledge and identify training solutions	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.	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	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. All Awen Cultural Trust staff have been issued with mandatory on-line training modules in	The active young people service has participate in workforce development evaluation across the central south region and is leading on developing an impact tool based on work with targeted populations. There is a joint approach to developing training opportunities that support programme operation (e.g. carers, dementia). The disability play	The Quest programme now supports cross organisational training and joint service planning. Growing support from broader third sector to support learning and insight (e.g. carers, alzheimers, mental health organisations.) Co-production approaches being applied to development of new services, programmes e.g swimming, therapeutic

		<p>people to deliver physical activity interventions to older adults.</p>	<p>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 action should the need arise. This training has been extremely beneficial and could be potentially life-saving.</p>	<p>service has shared its knowledge of complex needs and autism with deliverers of holiday activities. The quest accreditation process has seen joint evaluation of workforce skills and knowledge across partnerships. E-Learning resources are in place and there have been some bespoke resources developed also (e.g. dementia, vulnerable groups).</p> <p>The venues operated by Halo and Awen are used regularly to host training and development for</p>	<p>activities linked to wellbeing hubs</p>
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				Third Sector and community groups to ensure consistency between partners (e.g. schools, clubs, charities).	
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	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.	Collaborative marketing of holiday activities and Active 4 Life programmes social media utilised to support campaigns such as National Carers Day and Fostering Week. National programmes such as Hynt promoted to support carers. Continued use of digital stories to promote programmes and achievements (e.g. mobile falls prevention, same as/disability plan).	Joint approaches to communications planning on partnership programmes or projects developed (e.g. changes to free swimming opportunities, redevelopment of facilities and services.) Halo and Awen have strong digital communications platforms and approaches. Halo and Awen services

		<p>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.</p>		<p>Sharing of data and performance targets is an established way of working as partners.</p> <p>The work with network groups helps to co-design activities and opportunities for equalities groups.</p>	<p>identifiable within Ageing Well in Bridgend web resources.</p> <p>Cross fertilisation of digital stories and media messaging between BCBC partners and targeted network groups.</p> <p>Community Information Ambassadors network being developed across the third sector to promote support, services and opportunities.</p> <p>Development of on line activity resources has progressed e.g. halo at home, active at home, creative at home with AWEN and</p>
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					shared promotion of resources. Ageing Well calendar created featuring wellbeing advice, partnerships and services and 4000 copies distributed.
Objective 7: Data					
What we will do to achieve this objective	How we will we do this	2016/17 Update	2017/18 Update	2018/19 Update	
Ensure that our staff are aware of and use relevant internal data e.g. 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	We will ensure that our managers and staff responsible for producing EIAs are fully aware of the 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	Between February 2016 and January 2017 the council produced nine full EIAs and 42 EIA screenings. Full EIAs are published alongside the Cabinet / Council reports to which they relate. Activity related to the number and	Between February 2017 and January 2018 the council produced four full EIAs and 42 EIA screenings. 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	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	Between February 2019 and March 2020 the council produced eight full EIAs and 68 EIA screenings. An Equality Impact assessment annual report continues to be presented to Cabinet

	concise list of data sources which will be published internally and made accessible to all staff.	nature of EIAs undertaken by the council is reported to Cabinet Equalities Committee annually.	reported to Cabinet Equalities Committee annually.	Equalities Committee annually.	Committee Equalities.
Collect and analyse equality data as part of all public consultations	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.	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	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.	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.	Equality monitoring continues to be included in all public consultations. Relevant information is shared with services to help inform their EIA.

		make robust and transparent decisions.			
Collect equality data as part of our complaints processes	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 used in our complaints processes.	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 Questionnaires on a six monthly basis. Relevant data is collected. Most complaints received by the council are informal.	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 basis. Relevant data is collected. Most complaints received by the council are informal.	10 Equalities Monitoring Forms have been received over the last 12 months. The Equality Monitoring Form is part of the online corporate complaints form which people can complete if they choose. The relevant data is collected by the Complaints Team. Most complaints received by the council are informal.	Four Equalities Monitoring Forms have been received over the last 12 months. The Equality Monitoring Form continues to be part of the online corporate complaints form which people can complete if they choose.

<p>Undertake EIAs whenever we review, or introduce a new policy</p>	<p>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.</p>	<p>Please see above for EIA data.</p>	<p>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.</p>	<p>EIAs are monitored on an annual basis and reported to Cabinet Equalities Committee. The Equalities Team are able to offer advice to services where needed to ensure EIAs are carried out appropriately.</p>	<p>The EIA toolkit and guidance is available on the staff intranet to ensure managers are aware of their responsibilities when complying an EIA.</p> <p>EIAs are monitored on an annual basis and are reported to Cabinet Committee Equalities.</p> <p>Full EIAs accompany Cabinet Reports and are available to view on the BCBC website.</p>
<p>Ensure feedback is available to all consultees</p>	<p>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</p>	<p>The council uses best practice outlined by Participation Wales and also the Gunning Principles when publishing final</p>	<p>Reports continue to be published on the website. The consultation team are reviewing their post consultation processes to</p>	<p>All public consultations give respondents the opportunity to tell us that they would like to be informed of the outcome of the</p>	<p>Public consultation respondents continue to be asked if they would like to be informed of the outcome of</p>

	<p>be able to see how their feedback has influenced the decision making process.</p>	<p>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.</p>	<p>include infographics for public consultations.</p>	<p>consultation. Where requested information is sent to respondents following the consultation.</p> <p>Details of the consultation, outcomes and next steps are shared on the closed consultation page of the website. For Citizens' Panel members we produce an annual "You said...We did..." Citizens' Panel newsletter.</p>	<p>consultations, and where relevant information is shared when the consultation report is publically available.</p> <p>Details of consultations, outcomes and next steps are shared on the closed consultation page of the website.</p>
<p>Improve the collection of employee equality data</p>	<p>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).</p>	<p>Employees who are desktop users have been provided with access to the self-service system, enabling them</p>	<p>The Equalities team and HR team meet to discuss equalities issues/ joint working and data management to ensure methods of engaging with</p>	<p>We continue to gather equalities data for all new employees.</p> <p>We continue to promote the employee self-</p>	<p>Equalities data is gathered for all new employees and we continue to promote the employee self-service system to encourage</p>

		<p>to update their personal and sensitive information. Employees have been reminded to review and update self-service with any missing/out of date information (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</p>	<p>the workforce to provide equalities information are regularly reviewed.</p>	<p>service system to encourage staff to complete/update their personal data</p>	<p>existing staff to complete/update their personal data.</p> <p>The annual appraisal process reminds employees of their ability to update data.</p>
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		not used as part of the recruitment process).			
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