

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET COMMITTEE EQUALITIES

8 MARCH 2021

REPORT OF THE CHIEF EXECUTIVE

STRATEGIC EQUALITY PLAN ANNUAL REPORT 2019 - 2020

1. Purpose of report

- 1.1 The purpose of this report is to provide members with an update on the work completed within the Strategic Equality Plan (SEP) 2016 - 2020 for the period 2019 - 2020.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 The Equality Act 2010 sets out both general and specific duties for local authorities in Wales. The specific duties include the development of a SEP to identify the council's equality objectives and the publication of an annual report.

- 2.2 This report assists in the achievement of the following corporate well-being objective/objectives under the **Well-being of Future Generations (Wales) Act 2015**:-

Helping people and communities to be more healthy and resilient - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.

Smarter use of resources - ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 The SEP annual report enables the council to:

- monitor and review progress against its strategic equality objectives;
- review its objectives and processes in light of any new legislation and other new developments;
- engage with relevant stakeholders around equality objectives, providing transparency;
- include relevant updates on equality impact assessments, procurement arrangements and training.

Specifically, the report sets out:

- the steps taken to identify and collect relevant information;
- any reasons for not collecting relevant information;

- where appropriate, employment information, including information on training and pay.

3.2 Progress made by the council on each of its seven equality objectives is included in the report, which will be of interest to:

- Elected Members;
- Members of the community and community groups;
- Equality and Human Rights Commission;
- Welsh Government.

4. Current situation/proposal

4.1 The annual report (Appendix 1) covers the period 1 April 2019 to 31 March 2020. The annual report must be published on the council website/made available by 1 April 2021.

4.2 Our seven strategic equalities objectives for 2016 – 2020 are:

- transportation;
- fostering good relations and awareness raising;
- our role as an employer;
- mental health;
- children;
- leisure, arts and culture;
- data.

4.3 Some key points to note from the annual report are:

- During 2019/20 regular Hate Crime awareness sessions have taken place across the County Borough. A total of 82 sessions took place in which we engaged with 1881 people.
- We have continued to mark, support and raise awareness of national equalities and diversity campaigns via social media and our website, including:
 - Foster care fortnight 2019
 - International Women's Day
 - Wartime Bridgend
 - Armed Forces day
 - Shwmae Sumae day
 - Welsh Language Rights day
 - Changing Places awareness day
 - Step out for stroke
 - Pride Cymru 2019
 - Olympage games 2019
 - Hate Crime awareness week 2019,
 - White ribbon campaign
 - LGBTQ+ Adoption and Fostering Week

- BCBC marked Holocaust Memorial Day 2020 with a public event, held at the 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.
- 26 front line employees attended LGBTQI awareness training delivered by Stonewall.
- The wide range of resources available to employees and elected members via the Employee Assistance Programme and delivered by Care First have been widely and regularly promoted.
- 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 the Cwm Taf Morgannwg region.
- Show Racism the Red Card have delivered workshops in schools throughout the county borough, promoting an anti-bullying and anti-racism message. The sessions included a resource pack that we can share with other schools (post session delivery). Sessions included critical thinking, conflict resolutions and unconscious bias.
- Halo Leisure have worked with parents and carers of children/young people with autism have developed an autism friendly swimming programme.
- An Ageing Well calendar has been created featuring wellbeing advice, partnerships and services and 4000 copies have been distributed.

5. Effect upon policy framework and procedure rules

- 5.1 As this is an information report, there is no effect upon the policy framework and procedure rules.

6. Equality Impact Assessment

- 6.1 The report provides the committee with information which will positively assist in the delivery of the authority's equality duties.

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

- 7.1 The well-being goals identified in the Act were considered in the preparation of this report. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

Long-term -The consideration and approval of this report will assist in supporting equalities objectives the short-term and in the long term.

Prevention - The Strategic Equality Plan aims to identify issues that are relevant in our community and workforce and set objectives to prevent problems from occurring.

Integration - The Strategic Equality plan supports all the wellbeing objectives and ensures integration for all people with protected characteristics.

Collaboration - The creation of and the monitoring of the Strategic Equality Plan is done in collaboration with all council services and the community.

Involvement - Publication of the report ensures that the public and stakeholders can review the work that has been undertaken.

8. Financial implications

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

9. Recommendation

9.1 That the Cabinet Committee Equalities notes the progress being made and approves the Strategic Equality Plan Annual Report 2019-2020.

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8 March 2021

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Background papers: **None**