

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



[www.bridgend.gov.uk](http://www.bridgend.gov.uk)



# **Strategic Equality Plan**

# **Annual Report 2019-2020**

**This document is also available in Welsh**

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## 1. Background

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

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

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

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

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

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

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

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

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

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

Following this, we developed our action plan which was approved by our Cabinet Equalities Committee on 14 July 2016. Our fourth action plan annual report was received by this committee on 7 October 2020 and [can be viewed here.](#)

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

## 2. Introduction

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

In order to prepare this report, we collated data gathered from our annual report of our action plan in October 2020. Data provided at that time by service areas and partners, provide a continual way of monitoring progress against our objectives and actions.

### **3. Progress in meeting our objectives during 2019/2020**

Key progress under our seven objectives can be summarised as:

#### **Transportation**

- 112 junctions were treated at various locations throughout the borough and had dropped kerbs installed.
- A mystery shopper exercise was carried out by our enforcement team to find out on driver behaviour and attitudes when carrying passengers using wheelchairs in Bridgend. While no issues of concern were found the exercise will be repeated to build up a fuller picture of customer experiences.
- Operator telephone numbers now appear on the published list of wheelchair accessible vehicles.
- Bridgend Community Transport (BCT) vehicles are specially adapted for passengers with additional mobility needs. Passenger numbers on BCT's Town Rider service is increasing by approximately 15% each year.

#### **Fostering good relations**

- During 2019/2020 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.
- During Hate Crime awareness week joint South Wales Police and BCBC events were held in Bridgend, Garw Valley, Ogmere Valley, Porthcawl, Pyle, Brackla, Maesteg, Caerau, Pencoed, Sarn, Ynysawdre and Bryntirion.
- BCBC has promoted campaigns via Twitter, Facebook, Instagram and the BCBC 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 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.
- 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. The five schools identified were:
  - Brynteg School
  - Bryntirion Comprehensive School
  - Coleg Cymunedol Y Dderwen
  - Maesteg School
  - Pencoed Comprehensive School
- To date over 4,900 employees have completed the training module on violence against women, domestic abuse and sexual violence.

### **The council's role as an employer**

- 26 front line employees attended LGBTQI awareness training delivered by Stonewall.
- The EIA e-learning module continues to be available for employees, 18 managers undertook this training during 2019/20.
- 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.
- 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.

### **Mental health**

- 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 new service model for carers, which focuses on voice, choice and control for individuals.
- 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 fund. This will enable the further development of this service over an extended period.
- 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 Morgannwg region.

## **Children**

- 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.
- The Local Authority ensures that each 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.
- Show Racism the Red Card have delivered workshops in schools throughout the county, 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.

## **Leisure, arts and culture**

- Discovery and after school programmes supported 70 households with children/young people with additional needs to access community opportunities.
- Continued growth of opportunities for older adults, carers and people living with dementia via dementia swimming, dance, creative activities. Both Halo and Awen are supporting these programmes.
- Halo Leisure have worked with parents and carers of children/young people with autism have developed an autism friendly swimming programme.

- Joint working has taken place between Halo Leisure and Bridgend Carers Centre to better understand the wellbeing needs of carers. Awen have supported the Carers choir ongoing development and also collated podcast information.
- 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 have been developed supporting girls, young carers and looked after children.
- Awen have continued to operate the Hynt scheme providing free access for carers.
- Following the reduction in Welsh Government Free Swimming investment for the over 60's the Access to Leisure scheme has provided low cost continued access to a broader range of activities. Circa 400 older adults have taken up a membership related offer.
- Work commenced on the redevelopment of Maesteg Town Hall and co-location of services recognising changing places accessibility requirements.
- An Ageing Well calendar has been created featuring wellbeing advice, partnerships and services and 4000 copies have been distributed.

## **Data**

- Equality monitoring continues to be included in all public consultations. Relevant information is shared with services to help inform their EIA.
- In 2019/2020 we engaged with over 18,000 residents across the County Borough through a range of consultations and engagement sessions.
- Public consultation respondents continue to be asked if they would like to be informed of the outcome of consultations, and where relevant information is shared when the consultation report is publically available.
- Details of consultations, outcomes and next steps are shared on the closed consultation page of the website.
- As a result of the formal complaints process, four equality monitoring forms have been processed.
- Equalities data is gathered for all new employees and we continue to promote the employee self-service system to encourage existing staff to complete/update their personal data.
- 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 Committee Equalities.



#### **4. Communication, consultation and engagement**

Between 1 April 2019 and 31 March 2020, the council carried out 12 public consultations:

Learner travel review consultation
Shaping Bridgend's Future 2019
Replacement local development plan strategy consultation
Polling districts, places and stations review
Play area and grass cutting review and potential increased charges for the use of sports fields, and sports pavilions consultation 2019
Homelessness Consultation 2019
Consultation on penalties for environmental offences
Review of post-16 education
Strategic Equality Plan Objectives 2020 to 2024
Supplementary Planning Guidance (SPG) Consultation
Gypsy, Traveller and showpeople sites consultation
Park Street Air Quality Management Area

Citizens' Panel members were sent the following surveys:

- Shaping Bridgend's Future 2019
- Play area and grass cutting review and potential increased charges for the use of sports fields, and sports pavilions consultation 2019
- Strategic Equality Plan Objectives 2020 to 2024.

Members were also invited to attend Citizens' Panel events for Shaping Bridgend's Future 2019 and Strategic Equality Plan Objectives 2020 to 2024 to discuss the consultations and share their views with officers and Cabinet Members.

#### **5. Equality Impact Assessments (EIAs)**

During the period February 2019 to March 2020, 18 employees completed EIA training via e-learning. To date a total of 225 employees have completed the e-learning module.

## 6. Procurement arrangements

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

## 7. Employment information

As at 31 March 2020 there were 5824 employees in the council, including those employed in schools. The headcount and age profiles provide a breakdown of these employees. However, details of the remaining protected characteristics are based on the information voluntarily provided by employees. Percentage figures therefore reflect the information available as a percentage of the whole workforce.

<b>BCBC - as at 31.03.2020</b>				
<b>Description</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>%</b>
Total headcount	1190	4634	<b>5824</b>	
<b>Of the above :</b>				
Full time	899	1611	<b>2510</b>	<b>43.10%</b>
Part time	291	3023	<b>3314</b>	<b>56.90%</b>
<b>Disability declared</b>	55	127	<b>182</b>	<b>3.13%</b>
<b>Carer responsibility declared</b>	37	246	<b>283</b>	<b>4.86%</b>
<b>Ethnicity</b>				
White	1004	4008	5012	86.06%
Asian or Asian British	6	26	32	0.55%
Black or Black British	2	6	8	0.14%
Mixed Race	4	16	20	0.34%
Any other ethnic group	2	15	17	0.29%

Not declared	172	563	735	12.62%
<b>Welsh speaker</b>				
'A little'	166	677	843	14.47%
'Fairly good'	21	113	134	2.30%
'Fluent'	44	226	270	4.64%
<b>Welsh reader</b>				
'A little'	173	713	886	15.21%
'Fairly good'	31	133	164	2.82%
'Fluent'	43	228	271	1.65%
<b>Welsh writer</b>				
'A little'	128	607	735	12.62%
'Fairly good'	27	118	145	2.49%
'Fluent'	38	204	242	4.16%
<b>Sexuality</b>				
Heterosexual	609	2414	3023	51.91%
Bisexual	5	20	25	0.43%
Gay man	24		24	0.41%
Gay woman / lesbian		16	16	0.27%
Transgender	0	0	0	0.00%
Other	4	12	16	0.27%
Prefer not to say	30	109	139	2.39%

<b>Age profile</b>				
16-19	12	11	23	0.39%
20-25	55	206	261	4.48%
26-30	95	385	480	8.24%
31 - 35	121	522	643	11.04%
36 - 40	122	558	680	11.68%
41 - 45	134	632	766	13.15%
46 - 50	167	713	880	15.11%
51 - 55	189	678	867	14.89%
56 - 60	179	530	709	12.17%
61 - 65	75	306	381	6.54%
66 +	41	93	134	2.30%
<b>Total</b>	<b>1190</b>	<b>4634</b>	<b>5824</b>	

### 8. Employees as at 31 March 2020 by gender and pay grade

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

<b>Grade</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
JE grades 1 – 8 (£17,364 - £25,295)	689	4361	<b>5050</b>
JE grades 9 – 10 (£26,999 - £31,371)	103	216	<b>319</b>
JE grades 11 – 16 (£32,878 - £51,330)	153	304	<b>457</b>
Chief officers (£54,608 - £139,126)	7	7	<b>14</b>
Soulbury & youth officers (£20,865 - £64,351)	8	41	<b>49</b>
Teachers, head, deputy, and assistant head teachers (£17,682 - £114,060)	334	1056	<b>1390</b>

**NB** Where an employee has more than one position, they will be counted for each position they hold. As such, the above figures will not correlate with other totals in this report, which are based on headcount.

## 9. Job applications

Between 1 April 2019 and 31 March 2020, the Council received 7,667 job applications via the HR recruitment system from 4,184 individuals, comprising both internal and external applicants. The data does not include applications received directly by some schools.

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

<b>Description</b>	<b>No. Applicants %</b>	
Male Applicants	1232	29.45%
Female Applicants	2945	70.39%
Not declared	7	0.17%
<b>Disability declared/:</b>		
	297	7.10%
<b>Age Profile:-</b>		
16 – 25	974	23.28%
26 – 35	1249	29.85%
36 – 45	922	22.04%
46 – 55	713	17.04%
56 – 65	286	6.84%
66+	14	0.33%
Not declared	26	0.62%
<b>Sexual Orientation</b>		
Heterosexual	3688	88.15%
Bisexual	61	1.46%
Gay Man	44	1.05%
Gay Woman/Lesbian	45	1.08%
Prefer not to say	137	3.27%
Other	23	0.55%
Not Declared	186	4.45%
<b>Marital Status</b>		
Married	1411	33.72%
Living with Partner	743	17.76%
Same Sex or Civil Partnership	8	0.19%
Separated/divorced	229	5.47%
Single	1604	38.34%

Widowed	20	0.48%
Prefer not to say	44	1.05%
Not Declared	125	2.99%
<b>Race</b>		
White	3887	92.90%
Asian/Asian British	64	1.53%
Black/Black British	35	0.84%
Chinese	6	0.14%
Mixed Race	40	0.96%
Prefer not to say	43	1.03%
Other Ethnic Group	13	0.31%
Unknown / not stated	96	2.29%

## 10. Staff training

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

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

The table below sets out the protected characteristics of those employees who accessed this method of training between 1 April 2019 and 31 March 2020.

Description	Completed e-learning	
Male	534	17.3%
Female	2561	82.7%
<b>Disability declared/:</b>		
	156	5.0%
<b>Age Profile:-</b>		
16 – 25	153	4.9%
26 – 35	656	21.2%

36 – 45	807	26.1%
46 – 55	965	31.2%
56 – 65	485	15.7%
66+	29	0.9%
<b>Sexual Orientation</b>		
Heterosexual	1705	55.1%
Bisexual	14	0.5%
Gay Man	12	0.4%
Gay Woman/Lesbian	9	0.3%
Prefer not to say	66	2.1%
Other	6	0.2%
Not Declared	1283	41.5%
<b>Marital Status</b>		
Married	1438	46.5%
Living with Partner	268	8.7%
Same Sex or Civil Partnership	6	0.2%
Separated/divorced	199	6.4%
Single	736	23.8%
Widowed	24	0.8%
Prefer not to say	28	0.9%
Not Declared	396	12.8%
<b>Race</b>		
White	2690	86.9%
Asian/Asian British	20	0.6%
Black/Black British	3	0.1%
Chinese	2	0.1%
Mixed Race	12	0.4%
Prefer not to say	172	5.6%
Other Ethnic Group	5	0.2%
Unknown / not stated	191	6.2%

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

## 11. Grievance and disciplinary hearings held during 2018-19

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

## 12. Employees that left the council in 2019/20

The following data summarises the protected characteristics of the 728 individuals who left the employment of the council between 1 April 2019 and 31 March 2020. Data on protected characteristics (other than gender and age) is based upon information disclosed voluntarily by the employees. The percentage breakdown is based on the total number of leavers.

Description	No. of leavers	% of leavers
Male Employee	216	29.67%
Female Employee	512	70.33%
<b>Disability</b>		
	23	3.16%
<b>Age Profile:-</b>		
16 – 25	92	12.64%
26 – 35	157	21.57%
36 – 45	148	20.33%
46 – 55	140	19.23%
56 – 65	149	20.47%
66+	42	5.77%
<b>Sexual</b>		
Heterosexual	462	63.46%
Bisexual	2	0.27%
Gay Man	1	0.14%
Gay	1	0.14%
Prefer not to say	8	1.10%
Other	5	0.69%
Not declared	249	34.20%
<b>Marital Status</b>		
Married	293	40.25%
Living with Partner	84	11.54%
Same Sex or Civil	1	0.14%
Separated/divorced	49	6.73%
Single	177	24.31%
Widowed	9	1.24%
Prefer not to say	6	0.82%
Not declared	109	14.97%
<b>Race</b>		
White	619	85.03%
Asian/Asian British	6	0.82%
Black/Black British	1	0.14%
Mixed Race	2	0.27%
Prefer not to say	2	0.27%
Other Ethnic Group	2	0.27%
Not declared	96	13.19%



### **13. Engagement and consultation**

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

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

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

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

### **14. Contact us**

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

By email: [talktous@bridgend.gov.uk](mailto:talktous@bridgend.gov.uk)

By telephone: 01656 643643

By textphone: 18001 01656 643643

By fax: 01656 668126

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

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

[This is our complaints procedure.](#)