

BRIDGEND COUNTY BOROUGH COUNCIL
DIVERSITY IN DEMOCRACY ACTION PLAN

OBJECTIVE	POTENTIAL ACTIONS / PROPOSED WAY FORWARD	TIMFRAME
<p>Increase understanding of different tiers of government in Wales, the role each plays in society and how they operate.</p>	<p>Dissemination of Welsh Government educational resources to accompany the extension of the franchise to 16 and 17 year olds in Wales</p> <p>Promote Welsh Government's Guidance / materials for 16 and 17 year olds regarding Democracy in Wales. Explore Web-based platforms.</p> <p>Overview of the Council website page 'Becoming a Councillor' to be reviewed and promoted.</p> <p>Consultation Engagement and Equalities Team to explore other potential avenues through school forums / youth councils / career fairs. Continue to engage with schools (subject to pandemic), including links with school councils and youth councils.</p>	<p>Resources have been developed by WG and have been disseminated to YEPs / schools.</p> <p>Autumn 2021</p> <p>Autumn 2021</p> <p>Autumn 2021</p>
<p>Increase engagement with the public to raise awareness of the role and activities of the Council provide clarity about how the public can better inform local decision making; build greater community cohesion through a greater presence at community events, creating and building upon community networks.</p>	<p>Overview of the Council website page 'Becoming a Councillor' to be reviewed and promoted.</p> <p>Work with Town and Community Council's to ensure links with 'Becoming a Councillor page' are promoted.</p> <p>Work with Bridgend Community Cohesion and Equality Forum (BCCEF) to ensure links with 'Becoming a Councillor page' are promoted.</p> <p>Publication of Council's Constitution. Constitution guide now a requirement under the Local Government and Elections (Wales) Act 2021.</p> <p>Develop Public Participation Strategy Scheme for compliance with duty under the 2021 Act. Encouraging people to participate in decision making and promoting awareness of how to become a</p>	<p>Autumn 2021</p> <p>Autumn 2021</p> <p>October to December 2021</p> <p>Constitution currently on the website. Guide to be in place by May 2022.</p> <p>Provision in force May 2022.</p>

	<p>Member, what membership entails, promoting / facilitating processes</p> <p>To continue the webcasting of meetings as specified under the 2021 Act and explore the opportunity of hybrid meetings and the availability of translation facilities for meetings to be conducted bilingually.</p> <p>Appoint Diversity Champions for each political group.</p>	<p>All meetings are currently being webcasted.</p> <p>August 2021</p>
<p>Comprehensive training and awareness programme available through a variety of routes available for members to support them in their role.</p>	<p>Desktop review of the Elected Member Learning and Development Strategy identifying areas and development available for Members.</p> <p>Review areas of training and development which can be made available online, core set of training materials which can be used for all Members.</p> <p>Members Induction Programme - work with the WLGA and share good practices with other councils.</p> <p>Ensuring training opportunities are available bilingually whenever possible.</p> <p>Provide the opportunity for mentoring / shadowing for newly Elected Members and undertaking Personal Development Reviews.</p> <p>Promoting the WLGA's online "Councillor Guide" for the 2022 elections and the suite of National e'learning modules specifically developed for Members and freely available via the NHS learning@wales website.</p>	<p>Completed – reported to Council in June 2021.</p> <p>Ongoing</p> <p>Ongoing</p> <p>As outlined in Elected Member Learning and Development Strategy</p> <p>May 2022</p>
<p>Improve the safety of councillors and their families when undertaking their council duties</p>	<p>Ensure that members undertake health and safety training, lone working training to ensure their safety during elections and when they are elected. Promote the Lone Working Policy and guidance.</p> <p>Publish official addresses on council website rather than personal addresses for Members (where requested).</p>	<p>Completed, to be promoted again following election.</p> <p>Completed. To be reviewed again following election.</p>

	<p>Newly Elected Members to have identity cards to allow secure access to council buildings.</p> <p>To continue the webcasting of Council meetings as specified under the 2021 Act and explore the opportunity of hybrid meetings.</p> <p>Social media safety training to be delivered to members through the Member Induction Programme and built upon during their term of office.</p> <p>Promote the WLGA's advice and support service to individual Members who receive online abuse.</p>	<p>May 2022</p> <p>Ongoing</p> <p>May 2022</p>
<p>Maximise opportunities for individuals to work in ways that enable them to achieve a work / life balance which protects their welfare and wellbeing and allows them to manage any caring / dependency relationships.</p>	<p>Arrangements in place for remote attendance in meetings in light of the experience of virtual meetings during the COVID-19 pandemic. Review opportunity for hybrid meetings.</p> <p>Promote job-sharing by executive leaders and other office holders.</p> <p>Promote the remunerations that are available to Members on the Council website and to candidates standing for Election by linking with the Council Business page.</p> <p>Promote family absence provisions.</p> <p>Promote the IRPW Contribution Towards Costs of Care and Personal Assistance</p> <p>Encourage all Members to claim any necessary allowances or expenses incurred.</p>	<p>Ongoing</p> <p>Monitoring Officer in line with 2021 Act.</p> <p>Completed and promoted again following election.</p> <p>Completed. Details to be provided to candidates and again promoted following election.</p> <p>Completed. "Claim Form" designed and available via the DS Team. Details to be provided to candidates and again promoted following election.</p> <p>Completed and promoted again following election.</p>

	<p>Support the Welsh Government's and IRPW's commitment to explore Resettlement grants or 'parachute payments' payments for Members who lose their seats at election.</p> <p>Reviewing meeting times to have more flexibility to suit the committee Members.</p>	<p>Completed. In accordance with the 2011 Measure this must be undertaken at least once per term.</p>
<p>Assess the effectiveness of the provisions in 2011 Measure in relation to data collection, and in relation to other candidate data that could be collected in order for political parties to support diverse candidates at elections</p>	<p>Undertake a diversity and inclusion survey with Members which will provide a benchmark for future elections and allow the feedback to be reviewed to support / barriers that may have been experienced by a Member during their term of office. The survey feedback will help to deliver a positive and diverse environment for future Members to undertake their roles.</p> <p>Share survey feedback with Members.</p>	<p>Completed.</p> <p>July 2021.</p>
<p>Greater respect and support for those standing for and securing elected office.</p>	<p>Promote duty on political group leaders to promote high standards of conduct.</p> <p>Standards Committee to monitor compliance in relation to standards of conduct and provide training.</p> <p>Supporting the Welsh Government's plans to introduce an Access to Elected Office fund to assist disabled people to stand for elected office at the 2022 Local Elections.</p>	<p>Monitoring Officer in line with the 2021 Act.</p> <p>All Members required to have mandatory Code of Conduct Training. Refresher training took place January 2021, training to be arranged for newly elected members.</p>
<p>Increase awareness of the role of members, the contribution they make to society and how to become an Elected Member.</p>	<p>Overview of the Council website page 'Becoming a Councillor' to be reviewed and promoted.</p> <p>Produce a series of short explainer videos and sessions for the public highlighting the role of the member including: the benefits from both a member and community perspective, type of work undertaken, the remuneration received, training provided to undertake the role.</p>	<p>Autumn 2021</p> <p>Autumn 2021</p>

	<p>Promote the WLGA website 'Becoming a Councillor'.</p> <p>Seek the participation of Group Leaders to champion the diversity expectations within the selection processes of their political parties and to encourage Group Leaders to promote the advice available to future candidates or individuals considering standing for office at the earliest opportunity.</p> <p>Encourage Members to utilise own media platforms to promote the role of a Councillor through Member blogs / 'day in the life of'.</p> <p>Consultation Engagement and Equalities team to present and share videos and relevant information with BCCEF</p>	<p>October to December 2021</p>
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