

Appendix one

Bridgend County Borough Council

Strategic Equality Plan 2020-2024

Action Plan

2020-2021 review

Objective one – Education

Everyone who accesses education should be free from discrimination, bullying and abuse in educational settings.

Outcome one - To reduce incidents of hate based bullying in schools		
	Actions:	
1.1.1	Review the process in place to report hate-based bullying to the local authority in schools, to include homophobia, disability, religion and belief as well as gender based and racial incidents Lead: Education and Family Support	The current form for reporting racist incidents is under review, alongside a guidance document. This will be available for the 2021/2022 academic year. Information will be shared with all head teachers in advance of the new academic year.
1.1.2	Analyse bullying data gathered by schools, including racist bullying, to identify trends and review anti-bullying strategies so that there are effective solutions in place Lead: Education and Family Support & Equalities team	The current form for reporting racist incidents is under review, alongside a guidance document. This will be available for the 2021/2022 academic year. Information will be shared with all head teachers in advance of the new academic year. Reports will continue to be shared with Cabinet Committee Equalities on incidents within schools annually. This will help to inform a revised anti-bullying strategy.

Outcome two – To amend the curriculum in schools to reflect the Black Lives Matter campaign		
	Actions:	
1.2.1	To fully implement the findings and recommendations of the Welsh Government working group review of learning resources available to support the teaching of themes relating to Black Asian, and Minority Ethnic (BAME) communities and	Following the disruption caused by Covid 19, this work is currently being scoped out ready for implementation in the next academic year (2021-22). It will align closely with the Central South Consortium's "Equity and

Outcome two – To amend the curriculum in schools to reflect the Black Lives Matter campaign		
	Actions:	
	‘cynffin’ across all parts of the curriculum within our schools Lead: Education and Family Support	Excellence Strategy” (currently being updated).

Outcome three - To improve access to equality information in schools for both learners and staff		
	Actions:	
1.3.1	Provide equality, unconscious bias and critical thinking training to all learners as part of the curriculum Lead: Education and Family Support	Following the disruption caused by Covid, this work is currently being scoped out ready for implementation in the next academic year (2021-22). It will align closely with the Central South Consortium’s "Equity and Excellence Strategy” (currently being updated).
1.3.2	Provide equality, unconscious bias and critical thinking training to teaching staff and all school governing bodies Lead: Education and Family Support	Following the disruption caused by Covid, this work is currently being scoped out ready for implementation in the next academic year (2021-22). It will align closely with the Central South Consortium’s "Equity and Excellence Strategy” (currently being updated).

Outcome four – Ensure individual needs are considered in adult learning and other educational settings		
	Actions:	
1.4.1	To consult with learners to determine and monitor needs throughout programs of learning; to offer additional support where needs are identified and offer inclusive yet differentiated learning opportunities.	From April 2020 onwards learners have been offered individual digital support in order for them to access online learning provision. In addition to this, all learners are asked to complete individual learning plans which will help to

Outcome four – Ensure individual needs are considered in adult learning and other educational settings		
	Actions:	
	Lead: Education and Family support	identify any learning needs and determine additional support that can be offered directly by the tutor in addition to any support that can be offered by the wider service. Where learners disclose learning needs these are recorded on a support plan. All courses offered are differentiated to suit a range of learning needs and abilities.
1.4.2	Continue to offer additional resources where any deficit or disadvantage is identified. Lead: Education and Family support	From April 2020 additional resources have been offered to learners to enable them to access online learning opportunities. Learners have access to devices such as laptops, tablets etc as well as access to connectivity options. A number of learners have accessed devices in order to take part in courses.

Outcome five – Develop a whole education approach to Violence against women domestic abuse and sexual violence		
	Actions:	
1.5.1	Work with schools to ensure the effective implementation of the nine elements of the whole school approach across all schools in Bridgend Lead: Community Safety Partnership	Survey template shared with BCBC - Activity not undertaken due to Covid and schools being closed for most of the time, commence activity in 2021-22

Objective two - work

Promote a more inclusive workforce and improve the participation, wellbeing and opportunities for development for those with protected characteristics

Outcome one - To ensure equal pay for equal work		
	Actions:	
2.1.1	Develop knowledge of our workforce by improving the collection of workforce data by encouraging employees to provide up to date equality information Lead: Human Resources	Communication has been written for inclusion into the weekly Bridgenders to remind staff that they should update and review their personal and sensitive information. Detail has been added within the communication to inform why it is important that this information is updated / reviewed on a regular basis. This communication is to be issued every quarter. A plan is being established to obtain data for those that are not desktop users.
2.1.2	Promote awareness campaigns linked to protected characteristics Lead: Human Resources & Equalities team	Awareness campaigns have focussed on hidden disabilities, hate crime awareness, zero tolerance to hate crime and LGBTQ+/Pride history month. Information is shared internally via Bridgenders weekly messages with all staff. Wellbeing information for staff focussed on resilience, mental health and are also promoted via Bridgenders.
2.1.3	Continue to report on the gender Pay Gap and progress gender equality actions Lead: Human Resources	The gender pay gap as at March 2020 and 2021 has been reported which shows a marginal improvement each year. An action plan will be developed in 2021/22
2.1.4	Establish process to monitor pay levels for Black Asian and Minority Ethnic employees and those with a disability with the view to identify and address any gaps that may be discovered Lead: Human Resources	Process and data are being designed.

Outcome two – To support our communities into the world of work		
	Actions:	
2.2.1	Employability Bridgend to work in partnership with DWP, Working Wales and training providers to deliver	Progress has been made this year despite restrictions with a fortnightly online partnership meetings taking place with DWP

	programmes which support people to prepare for employment. Lead: Communities Directorate	and Working Wales regarding new vacancies and sharing good practice and information to support clients.
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Outcome three – To improve diversity in our workforce, with a focus on age, race and disability		
	Actions:	
2.3.1	Introduce more graduate and apprenticeship opportunities to increase workforce diversity Lead: Human Resources	<p>BCBC provided apprenticeship opportunities to 34 people in the year 2020-2021. Further opportunities have been explored for graduates and apprenticeships and these will be in place within the next financial year.</p> <p>Breakdown of the figure, 34:</p> <ul style="list-style-type: none"> • Total number of Apprentices during 20-21 = 34 (21+13) • Number of Apprentices in post as at 31.03.21 = 16 (as detailed above) • Number of Apprentices leaving within 20-21 = 18
2.3.2	Review recruitment processes and introduce specific campaigns with an aim to attract applications from the BAME community and people with a disability Lead: Human Resources	<p>Work is ongoing to promote Disability Confident scheme – Disability Confident Employer badge now visible on Jobs Pages & Equal Opportunities page of BCBC website</p> <p>Recruitment testing for applicants with a disability: Feedback form complete and sent to BCDP and People First Bridgend for feedback.</p> <p>Positive feedback has been received as well as some recommendations for changes. Online application form has been amended and implemented to reflect the feedback received</p> <p>BCBC promoted on SCOPE website as a disability confident employer and linked back to</p>

		BCBC jobs pages for applicants to apply for vacancies
2.3.3	Become more disability confident as an employer by maintaining our Disability Confident status and developing our Disability Confident action plan Lead: Human Resources	The Disability Confident Action Plan has been updated and we have undertaken and completed the Disability Confident self-assessment and have received our Disability Confident Employer badge, which is valid up to 28/11/2023.

Outcome four – To increase training opportunities for staff		
	Actions:	
2.4.1	To review existing e-learning provision to ensure appropriate and relevant equality and diversity training is available, including the section on equality legislation of the mandatory corporate induction module to encourage increased participation in training Lead: Human Resources	Review of all e-learning modules is underway and updated modules have been published on the e-learning website, this work will be completed in 2022/2022.
2.4.2	Provide equality and unconscious bias training to employees Lead: Human Resources	During 2020-21, 3 courses were delivered and 24 delegates attended.
2.4.3	Provide equality and unconscious bias training to councillors to encourage increased participation in training Lead: Democratic Services	Equality and unconscious bias training has been provided to members. This was delivered by Red Shiny Apple in September 2020. 33 members attended the training
2.4.4	Work with community organisations such as Stonewall, Mental Health Matters, People First Bridgend, Ethnic Minorities and Youth Support Team (EYST) and Show Racism the Red Card to develop training opportunities for employees Lead: Human Resources & Equalities team	During 2020-21, 2 LGBT courses were delivered with 17 delegates attending. These workshops were delivered by Stonewall.

Objective three – Living standards

Tackle poverty and support independent living by considering the impact of any policy changes or decisions under the socio-economic duty

Outcome one - To ensure that the socio-economic duty is fully considered as part of the council's governance and strategic decision making processes		
	Actions:	
3.1.1	Review the Equality Impact Assessment (EIA) to include poverty as a protected characteristic Lead: Equalities Team	The EIA process has been reviewed. New paperwork has been created and training and guidance documents have been produced. The EIA e-learning has been reviewed to reflect the changes to the process and the implementation of the socio-economic duty
3.1.2	Produce guidance and training for staff on the implementation of the socio-economic duty Lead: Equalities Team	New guidance available on the intranet, webinars have been delivered to ensure officers have access to information about the socio-economic duty. The EIA e-learning module has been reviewed to include socio-economic duty and the new EIA process.
3.1.3	Evidence the impact of the changes to the EIA in the EIA annual report produced to Cabinet Committee Equalities Lead: Equalities Team	The Annual Equality Impact report to Cabinet Committee Equalities will reflect the changes to the EIA process and the impact of the Socio-Economic Duty in July 2022.

Outcome two – Demonstrate commitment to low paid employees by introducing Real living wage		
	Actions:	
3.2.1	Progress implementation of the Real Living wage to all council employees benefitting those on the lowest pay grades Lead: Human Resources	The Real Living wage was implemented with effect from 1 April 2021, for council employees, which positively impacted on 1,038 employees, of whom 88% were female

Outcome three – Support low income families through increased commitment for free school meals		
	Actions:	
3.3.1	Continue to ensure families are able to access free school meals and provide food parcels for families eligible for free school meals throughout the COVID-19 pandemic Lead: Education and Family Support	The provision of food parcels as the local authority's strategy to support pupils eligible for free school meals (eFSM) is ongoing as it has been since Spring 2020. Welsh Government funding continues to financially support the provision of support for eFSM pupils until March 2022.
3.3.2	Deliver the national School Holiday Enrichment Programme, subject to funding in agreed local areas. Lead: Education and Family Support	SHEP is planned to be delivered in the summer holiday period in July/August 2021. Recruitment for appropriate staffing has begun for the 2021 SHEP project. Two cohorts have been identified and the programme will deliver from Cynffig Comprehensive and Coleg Cymunedol y Dderwen in July /August 2021.

Outcome four – Support learners by ensuring all schools participate in the Period Dignity scheme		
	Actions:	
3.4.1	Continue to work in partnership with Welsh Government and Wings Cymru to ensure free menstrual products are provided to all learners in primary, secondary and special schools within the county borough. Lead: Education and Family Support	During the first lockdown we (Youth Development service) had to ensure that young people in need of free-to-access menstrual products could do so even if they were self-isolating and/or shielding. Linking with colleagues in the Corporate Communications team, a social media campaign was carried out to promote the

		<p>availability of products to school aged young people. Within the first couple of months the post had reached over 42,000 people resulting in 700 young people receiving home deliveries of products.</p> <p>The home deliveries were facilitated by the youth work team, and the decision was made to deliver by hand (as opposed to posting) as staff members would be able to have a quick catch up with, what was often found to be, vulnerable young people. If there were any concerns raised, these could then be escalated to appropriate services for additional support.</p> <p>Products were also distributed to our Community Hubs (repurposed schools during lockdown), and mainstream schools following their reopening in September 2020.</p> <p>The campaign continued throughout the second lockdown (December 2020 onwards) and the offer of supplies will continue through the coming summer holidays.</p>
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Objective four - Health and wellbeing

Support and promote good mental and physical health within our communities and our workforce and provide opportunities to participate in leisure and cultural activities.

Outcome one - To improve the physical wellbeing of staff		
	Actions:	
4.1.1	Implement the COVID-19 risk assessment for employees Lead: Human Resources	Covid-19 risk assessments have been made available for employees to complete in order to assess their risk. Discussions with managers are encouraged in situations where risks are identified, so that supportive actions can be identified, implemented and reviewed.
4.1.2	Promote the health and wellbeing of employees through partnerships with Halo, the Cycle to Work scheme Lead: Human Resources	Funding has been approved for health and wellbeing support, which includes physical wellbeing initiatives being developed with Halo.
4.1.3	Development of menopause protocol Lead: Human Resources	Managers guidelines on supporting employees who are suffering from symptoms of the menopause, are in draft and consultation with trade union representatives are underway.

Outcome two – To improve the emotional wellbeing of staff		
	Actions:	
4.2.1	Introduce and implement a health and wellbeing protocol to support all employees Lead: Human Resources	The Health and Wellbeing protocol has been developed, and was launched in October 2020, following consultation with trade union representatives. Staff can access this via the intranet and the range of other wellbeing resources available. A part time Health and Wellbeing Officer has been appointed who will take the wellbeing agenda forward and ensure all staff are aware of the wellbeing resources and support available.
4.2.2	Work with partners to provide training and resources in mental health awareness, mindfulness and resilience Lead: Human Resources	In 2020-21, the following courses were delivered in conjunction with Valley Steps and WULF (Multi-Unions): • Mindfulness – 4 courses delivered / 37 delegates attended

		<ul style="list-style-type: none"> • Resilience – 4 courses delivered / 45 delegates attended • Confidence in the Workplace – 4 courses delivered / 38 delegates attended • Communication in the workplace – 5 courses delivered / 50 delegates attended
4.2.3	<p>Promote mental health awareness to staff and the support mechanisms in place, including adapting to work in the COVID-19 pandemic.</p> <p>Lead: Human Resources</p>	<p>There has been lots of activity to promote awareness of mental health and the supports that staff can access. This includes:</p> <p>Mental Health Awareness training which is available for both staff and managers</p> <p>The Health and Wellbeing protocol which details a range of resources for staff to access</p> <p>The council's Employee Assistance programme delivered by Care First has delivered daily webinars to support staff on a range of wellbeing issues as well as issues related to working in a pandemic</p> <p>Care First has also provided a new mental health app for staff which includes a range of interactive tools, helpful tips, and visual and mental exercises using cognitive behavioural therapy</p> <p>A new Portal for Covid-19 and Recovery includes detail on Homeworking, information on DSE assessments and gives advice to take frequent breaks from work stations and other wellbeing resources</p> <p>Weekly Bridgenders staff messages are also signposting supports and advice as well as messages from the Leader and Chief Executive</p>
4.2.4	<p>Work with partners to develop BAME, LGBTQI and disability staff networks (BLM action)</p> <p>Lead: Equalities Team</p>	<p>The 2021 staff survey includes information about staff networks, in order to establish the desire/need for networks to be created. Feedback will be used to inform the direction for the development of staff networks.</p>

4.2.5	Development of carers protocol Lead: Human Resources	This work will progress during 2021/22
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Outcome three - To provide and promote activities in the community for people with protected characteristics		
4.3.1	<p>Work with Sport Wales, Welsh Government and Arts Council for Wales to develop inclusive and integrated community activities for people with a protected characteristic in partnership with Halo and Awen.(e.g. super-agers, Hynt scheme, free swimming)</p> <p>Lead: Social Services and Wellbeing</p>	<p>New approaches developed with our key partners. Super Aged supported people at home and in communities when permitted and chosen as a Bevan Exemplar.</p> <p>Free swimming opportunities have been reviewed in regard to young people with disabilities and also socio economic disadvantage. Some programmes commenced when venues permitted to open.</p> <p>Additional support for unpaid carers of vulnerable groups created within Halo Leisure. Halo at home digital activities developed including inclusive opportunities.</p> <p>Awen increased availability of digital library resources and home delivery of books etc. via the books at home service.</p> <p>Feel good for life programme has supported people living with dementia and cognitive impairment including the development of digital skills and knowledge.</p>
4.3.2	<p>Work with Disability Sport Wales to operate the national disability sport programme for households in Bridgend and across the Central South region</p> <p>Lead: Social Services and Wellbeing</p>	<p>New approaches have been developed to remotely support young people with additional needs and families including digital opportunities.</p> <p>The Bridgend Inclusive Network Group (BING) has been supported to bring community groups together to develop collaborative approaches. Work differs to previous years but has</p>

		<p>expanded the opportunities for many going forward.</p> <p>Partnership working has continued regionally with Disability Sport Wales.</p>
4.3.3	<p>Work in partnership with Town and Community Councils and other partners including Halo Leisure, Awen, Play Wales, Sport Wales, schools and Welsh Government to offer inclusive and integrated play opportunities for all securing play sufficiency requirements across the county</p> <p>Lead: Social Services and Wellbeing</p>	<p>Play sufficiency action plan delivered and reported to Welsh Government. Work has included developing a summer play programme for looked after young people and those who are a safeguarding concern.</p> <p>Family Active Zone programme has supplied home activity resources linked to partners identifying socio economic disadvantage of household needs.</p> <p>Digital opportunities developed for young people and households linked to disabled children's team and also support provided for third sector groups of parent carers to develop their own opportunities and resources .</p> <p>Active young people services have supported schools and community partners with resources to support activity development and wellbeing of young people.</p>

Outcome four - To raise awareness of hidden disabilities within the community and with businesses across the county borough		
4.4.1	<p>Promote awareness of the Hidden Disability sunflower lanyard scheme and awareness of support cards, including the 'Can't Wait card', to ensure that our communities and businesses become more aware of the needs of people with hidden disabilities</p> <p>Lead: Equalities</p>	<p>Awareness of hidden disabilities has been raised using corporate social media platforms as well as internally via Bridgendors.</p>

4.4.2	Celebrate Awareness Days and weeks that highlight hidden disabilities such as deaf awareness week, dementia action week and mental health awareness days Lead: Equalities	Campaigns such as autism awareness, the hidden disability lanyard scheme and mental health awareness have been promoted and further promotional activities will be carried out through a calendar of events and awareness days in 2020 to 2022.
4.4.3	Improve awareness of hidden disabilities within the workforce Lead: Equalities	The awareness of hidden disabilities has been raised using corporate social media platforms as well as internally via Bridgend.

Objective five - Safety and respect

Ensure that people within our communities have access to services that support them to live without fear of violence or abuse, and to be treated with respect.

Outcome one – Develop and promote community cohesion		
	Actions:	
5.1.1	Signpost European Union (EU) citizens living in Bridgend County Borough to the Home Office EU Settlement Scheme and provide the appropriate level of local authority support Lead: Community Safety Partnership	Deadline for the application was 30th June 2021. The number of expected applications for the area has been exceeded and residents will continue to be signposted to the scheme after the deadline, to ensure any late applications are submitted.
5.1.2	Monitor and respond to community tensions relating to the Brexit process Lead: Community Safety Partnership	Work with SWP and local groups continues to ensure any trends and hotspots are monitored and dealt with appropriately. Regular engagement with affected groups and weekly reports discussed with local hate crime officer.
5.1.3	Identify community groups that represent the range and diversity of Bridgend citizens and develop appropriate communication channels Lead: Community Safety Partnership	BCBC continues to work with community and equality groups within the Bridgend Community Cohesion Forum, representatives from across the community representing a wide range of organisations meet quarterly to share practice, receive joint briefings and training and share. All members are invited to share information about BCCEF with other organisations with the aim

Outcome one – Develop and promote community cohesion		
	Actions:	
		to increase membership and representation.
5.1.4	<p>Hold community events, promote positive community cohesion and celebrate diversity. Explore the use of online methods for community groups in light of COVID-19</p> <p>Lead: Community Safety Partnership & Equalities Team</p>	<p>BCBC marked Holocaust Memorial Day 2020 with virtual event, the Grand Pavilion and the Civic Offices were lit up purple. The theme for the 2020 event, which is provided by the Holocaust Memorial Trust was 'Be the light in the darkness'. This theme asks everyone to consider different kinds of 'darkness', for example, identity-based persecution, misinformation, denial of justice; and different ways of 'being the light', for example, resistance, acts of solidarity, rescue and illuminating mistruths.</p> <p>World Mental Health Day was promoted by lighting the main Civic Offices green, and BCBC worked in collaboration with Halo to light up the Grand Pavilion to remember the sacrifices made and those we have lost on the anniversary of the first coronavirus lockdown.</p> <p>BCBC has continued to work with partner organisations within Bridgend Community Cohesion and Equality Forum to share information on Hate Crime, Dangos launch, BAVO's Black and Minority Ethnic outreach work, barriers that people with sight loss face and the impact of Covid-19, and BCBC's Strategic Equality Plan.</p>
5.1.5	Work collaboratively to support Pride events through the brand 'Proud Councils'. To demonstrate our commitment to the LGBTQI community and our workforce through the	BCBC worked with seven other local authorities to promote LGBTQ+ history month by producing and promoting a calendar of events, information,

Outcome one – Develop and promote community cohesion		
	Actions:	
	<p>development of Proud Councils policies and practice across all local authorities who are involved with Proud Councils. Lead: Equalities Team</p>	<p>webinars and Q&A sessions. The calendar was promoted on Proud Councils social media accounts and BCBC corporate social media accounts</p> <p>Proud Councils - Proud Insights Event was shared with all staff during LGBTQ+ history month.</p> <p>The event called Proud Insights saw panel members from Cardiff and Rhondda Cynon Taf Councils coming together to discuss a range of issues, including the importance of LGBTQ+ staff networks in organisations and how these can be developed. There was also the opportunity to take part in a Q&A with panel members to discuss the things that mattered to them.</p> <p>The event which was open to all council employees to attend took place on Friday 26 February 2021</p>

Outcome two – Improve awareness and outcomes of hate crimes		
	Actions:	
5.2.1	<p>Develop targeted activities to ensure victims and potential victims of hate crime are aware of reporting mechanisms and have awareness of the support services available to them in collaboration with South Wales Police and Victim Support Lead: Community Safety Partnership</p>	<p>December 2020 to April 2021, Small Steps delivered Far Right Extremism Awareness & Counter Narrative Training to 176 members of staff, key partners and community groups.</p> <p>Refugee Week 2020 – comms promotion on the theme of #Imagine #RefugeeWeek2020</p>
5.2.2	<p>Work with partners to arrange events and activities to promote Hate Crime Awareness week (October)</p>	<p>Email bulletin on 15.10.2020 There is no place for hate in Bridgend County Borough!</p>

	Lead: Community Safety Partnership	Social media promo with the Hashtags: #NationalHCAW #NoPlaceForHate #WeStandTogether #SafePlaceForAll (Victim support hate crime charter)
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Outcome three – To embrace Black History Month		
	Actions:	
5.3.1	Embrace Black History Month (October) by working closely with schools, and by holding public events to highlight the reality of the negative impact of racial inequality and celebrate the contribution made by BAME communities to our local and national life as well as working with partner organisation such as Awen Cultural Trust to promote and raise awareness of BAME activities such as The Paul Robeson exhibition Lead: Equalities Team	BCBC promoted Black History month on the council's corporate social media channels. Promoting the Black History Wales Youth Awards, Black Brilliance in Healthcare and the Black History Wales Artists Gallery. BCBC's Youth Mayor made a BLM video and a HCAW webinar was co-ordinated with Race Council Cymru on Saturday 10 October, which was attended by the Leader of BCBC who gave a short presentation.

Outcome four – To improve awareness of how to report VAWDASV and the support available		
	Actions:	
5.4.1	Identify three annual campaigns and plan and deliver appropriate actions to maximise their impact to include: <ul style="list-style-type: none"> • Older persons • Learning disability • Male victims Lead: Community Safety Partnership	"BCBC has promoted campaigns via Twitter, Facebook, Instagram and the BCBC website, including: Anyman Can Safeguarding week Ask Me your not alone ANI - Pharmacies Code word scheme To extend the reach of communications across Wales, BCBC worked closely with regional VAWDASV coordinators

		<p>to fund community communication activities. These activities were aimed at raising awareness of VAWDASV, local services as well as both local and national Live Fear Free campaigns.</p> <p>White Ribbon - Activities were led by survivors of abuse in partnership with specialist services. Events were primarily focused around the 16 Days of Activism and International Day for the Elimination of Violence Against Women and Girls in November and included:</p> <ul style="list-style-type: none"> ○ A survivor-led podcast ○ Conferences in South West Wales for victims and professionals ○ Development of resources for working with survivors of VAWDASV with additional learning needs ○ A community event for young advocates ○ Awareness raising and additional training for 'Healthy Relationship Ambassadors' in secondary schools.
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Objective six - Participation

Encourage people and communities to participate and engage in issues that are important to them, and influence the decisions that affect their lives.

Outcome one – To improve participation in consultations		
	Actions:	
6.1.1	<p>Ensure people are appropriately represented in council consultations and engagement events, and can participate in the future design of council services</p> <p>Lead: Consultation and Engagement Team</p>	<p>Work with services continued to produce easy read and youth versions of consultations where appropriate. During the pandemic, there was a heavy reliance on corporate social media accounts to share information with communities. Explainer videos were also produced and</p>

		traditional press releases and radio advertising was used to share information about key consultations.
6.1.2	Ensure all council consultations consider the development of an easy read and youth version dependent on the potential impact Lead: Consultation and Engagement Team	All services are advised to consider the development of youth and easy read consultations alongside the main standard consultation document depending on the nature and scope of the consultation. In 2020/2021 two key consultations - Fit for the Future, and Bridgend Town Centre Masterplan consultation developed both easy read and youth consultation documents.
6.1.3	Review how the Citizens' Panel operates and its interface with relevant council decisions Lead: Consultation and Engagement Team	A review of the Citizens Panel has taken place to review demographics and representation across wards within the county borough. An action plan to improve ward representation and increase representation of younger people and people with protected characteristics will be developed for 2021/2022 with an aim to improve the diversity of the panel over the next three years.
6.1.4	Include the Youth Council in consultations to ensure participation in the future design of council services Lead: Consultation and Engagement Team	The consultation team's relevant officers have attended and engaged with the Youth Council on a number of key consultations during 2020/2021 including the Fit for the Future consultation and Bridgend Town Centre Masterplan. The consultation team engaged with the Youth Mayor to produce a video to promote the Fit for the Future consultation. The Equalities Team have also worked with the Youth Council on the development of Proud Councils work, to ensure the voices of young people are considered.

Outcome two – To provide resources to staff to improve communication with the public		
	Actions:	
6.2.1	Ensure resources are available to staff to assist them in providing information that is easy to understand and takes accounts of individuals' needs Lead: Consultation and Engagement Team	Guidance and training has been developed on producing accessible documents. The guidance is available on the intranet for all staff to access when producing documents for the public. Over the next three years guidance will be developed on producing easy read documents and availability of formal training.

Outcome three – Improve community engagement with protected characteristic groups		
	Actions:	
6.3.1	Strengthen our relationship with protected groups through attendance at forums and meetings to ensure people are included in and kept up to date in council activities Lead: Consultation and Engagement Team	Due to the impact of Covid-19 many community groups have not met for the past 12 months. However key information has continued to be shared with all members of Bridgend Community Cohesion and Equality Forum to ensure relevant information is cascaded to members and their networks.
6.3.2	Share all consultations with the Bridgend Community Cohesion and Equality Forum, and where relevant provide face to face or online engagement opportunities for member organisations Lead: Consultation and Engagement Team	BCBC have carried out face to face engagement (online meetings) with Bridgend Community Cohesion and Equality Forum on the BCBC Strategic Equality Plan and Fit for the Future consultation. Details of the Bridgend Town Centre Masterplan consultation were shared with all members of BCCEF via email, and members were asked to share details of the consultation within their own networks.

Outcome four – Promote community events and equality through the use of corporate social media		
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	Actions:	
6.4.1	<p>Share information and promote events such as PRIDE Cymru, Black History Month, Holocaust Memorial Day, Hate Crime awareness month and others via our bi-lingual corporate social media channels</p> <p>Lead: Consultation and Engagement Team</p>	<p>BCBC have promoted campaigns via Twitter, Facebook, Instagram and the BCBC website, including:</p> <ul style="list-style-type: none"> ○ Foster care fortnight 2020 ○ Social care jobs – wecarewales ○ Day of reflection ○ Woman of wales event ○ LGBT fostering – throughout year ○ Youth support ○ Hate hurts wales – hate crime ○ Childcare offer ○ Give blood ○ Community testing ○ World autism week ○ EU settlement ○ ARC mental health – throughout year ○ Senedd election ○ Register to vote – foreign and 16s citizens ○ Early help launch of new website ○ Chinese New Year – year of the ox ○ International Day for the Elimination of Racial Discrimination ○ Welsh in the workplace ○ Youth justice launch of new website ○ Volunteer week ○ International Women’s Day ○ Armed Forces day ○ Shwmae Sumae day ○ World Environment Day ○ St Dwynwens Day ○ Welsh Language Rights day ○ Digital pride ○ Hate Crime awareness week 2020, ○ Domestic abuse launch of assia ○ LGBTQ+ Adoption and Fostering Week

		<ul style="list-style-type: none">○ World Social worker day○ Child Sexual Exploitation○ Young Carers Action Day○ Live fear free from abuse○ Apprenticeship week○ LGBTQ History Month○ National wind rush day○ Show Racism the Red Card workshops (Equalities training for schools)○ World Mental Health Day – Civic offices turn green○ Remembrance day○ Black history month○ Hanukkah○ Diwali○ Iaith gwaith○ International Men’s day○ Carers rights day○ Safeguarding week
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