

**BRIDGEND COUNTY BOROUGH COUNCIL**  
**REPORT TO CABINET COMMITTEE EQUALITIES**

**20 MARCH 2023**

**REPORT OF THE CHIEF EXECUTIVE**  
**FORWARD WORK PROGRAMME 2023-2024**

**1. Purpose of Report**

1.1 The purpose of this report is to seek Cabinet Committee Equalities (CCE) approval for a proposed Forward Work Programme for 2023–2024.

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

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

- **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions for all people in the county borough.
- **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 remit of the Cabinet Committee Equalities is wide ranging across the authority. An annual Forward Work Programme allows the committee to consider key national and local equality issues alongside its regular business items.

**4. Current situation/proposal**

4.1 The Forward Work Programme is outlined annually in March, setting out a proposal for the committee’s key equality issues to be considered within the next financial year. The proposed Forward Work Programme is attached to this report as **Appendix 1**.

4.2 The proposal is based on:

#### Equalities related updates

- All Wales Race Equality Action Plan update report
- Annual report on Equality in the Workforce
- Strategic Equality Plan (SEP) annual report, along with a SEP action plan update
- Equality Impact Assessment (EIA) annual review report
- Community Cohesion Annual Report
- Update of Equalities work within schools
- Annual report on the work of Bridgend Community Cohesion and Equality Forum
- Violence against women, domestic abuse, and sexual violence update report
- Male victims of domestic violence and perpetrator programme update report

#### Welsh Language related updates

- Welsh Language Standards annual report
- Annual update on progress made with meeting the objectives within the Welsh Language Standards Five Year Strategy (year 5)

### **5. Effect upon policy framework and procedure rules**

5.1 The report has no direct effect upon the policy framework or procedure rules.

### **6. Equality Act 2010 implications**

6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

### **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 in the short-term and in the long term.

**Prevention** – The Forward Work Programme aims to identify issues that are relevant in our community and workforce and bring key reports to prevent problems from occurring.

**Integration** - The Forward Work Programme ensures collaboration with key stakeholders to ensure integration for all people within our community and our workforce with protected characteristics.

**Collaboration** - Partnership working assists the Council in meeting its Public Sector Equalities Duties.

**Involvement** - Publication of the report ensures that the public and stakeholders can review the work that will be undertaken over the next 12 months.

## **8. Financial Implications**

8.1 There are no financial implications within this report.

## **9. Recommendation**

9.1 That Cabinet Committee Equalities approves the proposed Forward Work Programme 2023-24 and considers any other equality matters to report on in the coming year.

**Mark Shephard**  
**CHIEF EXECUTIVE**  
**10 March 2023**

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**Background papers:** None

Appendix 1

Date	Agenda items	Responsible Officer
March 2023	<ul style="list-style-type: none"> <li>Forward Work Programme (FWP) 2023-2024</li> </ul>	Zoe Edwards, Consultation, Engagement and Equalities (CEE) Manager
	<ul style="list-style-type: none"> <li>Report on raising the profile of the equalities agenda across BCBC</li> </ul>	Councillor Rhys Goode, Cabinet Member for Future Generations
July 2023	<ul style="list-style-type: none"> <li>All Wales Race Equality Action Plan update report</li> </ul>	Kirsty Williams, Partnership and CSP Manager
	<ul style="list-style-type: none"> <li>Annual report on Equality in the Workforce 2022/23</li> </ul>	Group Manager, HR and Organisational Development
	<ul style="list-style-type: none"> <li>Equality Impact Assessment (EIA) annual review report</li> </ul>	Zoe Edwards, CEE Manager
	<ul style="list-style-type: none"> <li>Welsh Language Standards annual report 2022/23</li> </ul>	Zoe Edwards, CEE Manager
November 2023	<ul style="list-style-type: none"> <li>Community Cohesion Annual Report</li> </ul>	Kirsty Williams, Partnership and CSP Manager
	<ul style="list-style-type: none"> <li>Violence against women, domestic abuse, and sexual violence</li> </ul>	Kirsty Williams, Partnership and CSP Manager
	<ul style="list-style-type: none"> <li>Male victims of domestic violence and perpetrator programme update report</li> </ul>	Kirsty Williams, Partnership and CSP Manager
	<ul style="list-style-type: none"> <li>Update on Equalities work within Schools (academic year 2022/2023)</li> </ul>	Zoe Edwards, CEE Manager and Dave Wright, Group Manager, VGS / Mark Lewis, Group Manager, FS
	<ul style="list-style-type: none"> <li>SEP action plan report (update on work undertaken by directorates in the last 12 months)</li> </ul>	Zoe Edwards, CEE Manager and HR representative
	<ul style="list-style-type: none"> <li>Annual update on progress made with meeting the objectives within the Welsh Language Standards Five Year Strategy (year 5)</li> </ul>	Zoe Edwards, CEE Manager
	<ul style="list-style-type: none"> <li>Annual report on the work of Bridgend Community Cohesion and Equality Forum</li> </ul>	Zoe Edwards, CEE Manager

	<ul style="list-style-type: none"><li>• Strategic Equality Plan (SEP) annual report 2022/2023</li></ul>	Zoe Edwards, CEE Manager
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