

Meeting of:	CABINET COMMITTEE EQUALITIES
Date of Meeting:	8 NOVEMBER 2023
Report Title:	STRATEGIC EQUALITY PLAN ANNUAL REPORT
Report Owner / Corporate Director:	CHIEF OFFICER, FINANCE, PERFORMANCE AND CHANGE
Responsible Officer:	ZOE EDWARDS, CONSULTATION, ENGAGEMENT AND EQUALITIES MANAGER
Policy Framework and Procedure Rules:	There is no impact on the policy framework or procedure rules.
Executive Summary:	All public bodies in Wales must comply with the Public Sector Equality One of the specific duties is to produce the Strategic Equality Plan

1. Purpose of Report

- 1.1 The purpose of this report is to provide Cabinet Committee Equalities with an update on the work completed within the Strategic Equality Plan (SEP) 2020 – 2024 for the period 1st April 2022 to 31st March 2023.

2. Background

- 2.1 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.

- 2.2 The report will show progress made by the Council on each of its six equality objectives, which will be of interest to:

- Elected Members;

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

3. Current situation / proposal

3.1 The annual report (**Appendix 1**) covers the period 1 April 2022 to 31 March 2023. The annual report must be published on the Council's website/made available by 1 April 2024.

3.2 The six strategic equalities objectives for 2020 – 2024 are:

- Education
- Work
- Living standards
- Health and wellbeing
- Safety and respect
- Participation

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

- The Council has held its status as a Disability Confident Employer, which will be reviewed in November 2023.
- Collaboration has taken place between the Council and Remploy, the UK's leading disability specialist in transforming lives through sustainable employment, on recruitment. This has involved supporting their clients to apply for vacancies in the Council and appointments have been made as a result.
- The Equality Awareness Workshop has been updated to include Unconscious Bias, Critical Thinking and Hidden Disabilities. Three workshops have been held with 24 delegates attending.
- The Council continued to make progress on appointing apprentices, with 40 employed during 2022/2023 The Council has appointed two graduates as part of its corporate graduate programme.
- There has been regular health and wellbeing employee communications which promote a wide range of physical activities to enable self-help. Some examples include:
 - Cycle to Work
 - Halo
 - Nature walks
 - World Cancer Day
 - Wellbeing Checklist to include physical activity
 - Eating disorders
 - Nutrition & Hydration week
 - World Sleep day
 - World Oral Health day
- In 2022 an online calendar of events for LGBTQI+ history month was shared via social media and internally with staff. Proud Councils also worked together this

year to create an art completion around Pride Cymru on the theme "becoming me'.

- The Council continued to work with community and equality groups within the Bridgend Community Cohesion Forum (BCCEF), representatives from across the community representing a wide range of organisations meet quarterly to share practice, receive joint briefings and training. All members are invited to share information about BCCEF with other organisations with the aim to increase membership and representation.
- The council has promoted campaigns via Twitter, Facebook, Instagram and the Bridgend County Borough Council website, including:
 - International Day Against Homophobia, Biphobia and Transphobia
 - Men's Health Week
 - Armed Forces Day
 - Samaritans Awareness Day
 - Anti-Slavery Day
 - Ramadan
 - Stress Awareness Month
 - Pride Month
 - Plastic Free July
 - National Walking Month
 - Black History Month
 - Refugee Week
 - Deaf Blind Awareness Week
 - Mental Health Awareness Week
 - Pride Month
 - #AnAntiRacistWales
 - Carers Week
 - Infant Mental Health Awareness
 - Gypsy, Roma and Traveller History Month
 - Disability Pride Month
 - ASB Awareness Week
 - Eisteddfod
 - World Mental Health Day
 - Shwmae Sumae Day
 - #LGBTplusHM
 - Welsh
 - #RaceEqualityWeek23
 - LGBTQ+ Adoption and Fostering Week 2023.
 - International Day of the Elimination of Racial Discrimination
 - World Down Syndrome Day
 - Ramadan
 - #worldsocialworkday
 - Trans Day of Visibility

4. Equality implications (including Socio-economic Duty and Welsh Language)

- 4.1 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. This is an information report, therefore it is not necessary to carry out an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

6. Climate Change Implications

6.1 There are no Climate Change Implications from this report.

7. Safeguarding and Corporate Parent Implications

7.1 There are no Safeguarding and Corporate Parent Implications from this report.

8. Financial Implications

8.1 There are no financial implications in relation to this report.

9. Recommendations

9.1 It is recommended that the Cabinet Committee Equalities notes the update on the work completed within the Strategic Equality Plan (SEP) 2020 – 2024 for the period 2022 - 2023.

Background documents

None