

Meeting of:	COUNCIL
Date of Meeting:	17 APRIL 2024
Report Title:	CORPORATE PLAN DELIVERY PLAN FOR 2024 / 25
Report Owner / Corporate Director:	CHIEF OFFICER – LEGAL AND REGULATORY SERVICES, HR AND CORPORATE POLICY
Responsible Officer:	ALEX RAWLIN POLICY AND PUBLIC AFFAIRS MANAGER
Policy Framework and Procedure Rules:	Council’s priorities in the Corporate Plan Delivery Plan inform Service Plans which form part of the Policy Framework. The Performance Framework forms part of the Policy Framework.
Executive Summary:	<p>This report sets out a draft Corporate Plan Delivery Plan for 2024-25 to reflect agreed budgets. It asks Council to approve –</p> <ul style="list-style-type: none"> • The proposed one-year draft delivery plan • Work required to improve the council’s use of service user perspectives.

1. Purpose of Report

- 1.1 The purpose of this report is to present a proposed one-year Corporate Plan Delivery Plan (CPDP) for 2024-25 for Council approval.

2. Background

- 2.1 Bridgend County Borough Council (BCBC) currently has a high level, five-year Corporate Plan 2023-28. The Council took a new approach for 2023-24 and did not include commitments or performance indicators in the Corporate Plan. Instead, the Council developed a one-year delivery plan so it could be more agile and flexible to the changing operating environment.

3. Current situation / proposal

- 3.1 Council approved the Medium-Term Financial Strategy 2024-25 to 2027-28 at its meeting on 28 February 2024, including a detailed budget for 2024-25. Council officers have used the budget information to review the Corporate Plan Delivery Plan for 2023-24 and propose the draft Corporate Plan Delivery Plan for 2024-25 in **Appendix 1**. The Plan has been scrutinised by Corporate Overview and Scrutiny Committee (COSC) twice, at their meetings on 30 January 2024 and 19 March 2024.

- 3.2 To prepare the updated delivery plan, Directorate Management Teams (DMTs) reviewed the 2023-24 Corporate Plan Delivery Plan to identify –
- Unfunded commitments for removal
 - Partly funded commitments for updating
 - Unfunded / unstaffed areas of business as usual where performance indicators should be removed
 - Unfunded / unstaffed areas of business as usual where performance indicators' targets will need to be changed
 - New priority areas of work to be added (from within the directorate or from previous COSC feedback)
- 3.3 Their findings were discussed and moderated at a meeting of Heads of Service / Corporate Management Board on 31 January 2024. Further changes were made and incorporated into the Plan.
- 3.4 This process has led to a small number of elements of the previous CPDP being removed. The plan is now made up of:
- 7 wellbeing objectives
 - 42 aims, supported by:
 - 84 commitments
 - 88 performance indicators.
- 3.5 In addition to the review of priorities in light of financial pressures, Corporate Overview and Scrutiny Committee also considered:
- The committee's proposals for additional indicators throughout the year,
 - Audit Wales' views of the council's use of service user perspectives.
- 3.6 COSC agreed to work with the Corporate Performance Team during the early part of 2024-25 to consider how best to improve the council's use of service user perspectives to inform decision making, by developing a small suite of service user perspective performance indicators.
- 4. Equality implications (including Socio-economic Duty and Welsh Language)**
- 4.1 An initial Equality Impact Assessment (EIA) screening included at **Appendix 2**, has identified that there would be no negative impact on those with one or more of the protected characteristics, on socio-economic disadvantage or the use of the Welsh Language. It is therefore not necessary to carry out a full EIA on this policy or proposal.
- 5. Wellbeing of Future Generations implications and connection to Corporate Wellbeing Objectives**

5.1 This report proposes updates to the following corporate well-being objectives under the Well-being of Future Generations (Wales) Act 2015 that form part of the Council's Corporate Plan 2023-28:

1. A County Borough where we protect our most vulnerable
2. A County Borough with fair work, skilled, high-quality jobs and thriving towns
3. A County Borough with thriving valleys communities
4. A County Borough where we help people meet their potential
5. A County Borough that is responding to the climate and nature emergency
6. A County Borough where people feel valued, heard and part of their community
7. A County Borough where we support people to live healthy and happy lives

5.2 The 5 ways of working set out in the Well-being of Future Generations (Wales) Act have also contributed to the Council developing its own five ways of working. The ways of driving and measuring those ways of working is also contained in the proposed draft Corporate Plan Delivery Plan.

6. Climate Change Implications

6.1 There are no specific implications of this report on climate change. However, the proposed draft Corporate Plan Delivery Plan proposes measures and targets to help us assess the Council's performance on areas including climate change.

7. Safeguarding and Corporate Parent Implications

7.1 There are no specific implications of this report on safeguarding or corporate parenting. However, the proposed draft Corporate Plan Delivery Plan proposes measures and targets to help us assess the Council's performance on areas including safeguarding and corporate parenting.

8. Financial Implications

8.1 Review of the Corporate Priorities has been undertaken in line with the Medium Term Financial Strategy 2024-25 to 2027-28 and the funding set out therein.

9. Recommendations

9.1 It is recommended that Council:

- Approves the proposed Corporate Plan Delivery Plan for 2024-25 as set out in **Appendix 1**.
- Considers the proposed work of Corporate Overview and Scrutiny Committee to support the Corporate Performance Team looking at how best to measure service user perspectives as part of the Council's performance management framework.

Background documents

None

Appendix 1 - Corporate Delivery Plan 2024-25

How we will measure our 7 Wellbeing Objectives

WBO1 - A County Borough where we protect our most vulnerable

Aim	Performance indicators	Commitments / projects
<p>1.1 Providing high-quality children's and adults social services and early help services to people who need them</p>	<p>Carers</p> <ul style="list-style-type: none"> • SSWB55 - Percentage of eligible carers who were offered a carer's assessment (SSWB) <p>Children's social care</p> <ul style="list-style-type: none"> • SSWB78 - Timeliness of visits to <ul style="list-style-type: none"> a) children who are care experienced b) children on the child protection register (SSWB) • SSWB39 - Safe reduction in the number of care experienced children (SSWB) • CH/026 - Safe reduction in the number of children on the child protection register (SSWB) <p>Adult social care</p> <ul style="list-style-type: none"> • SSWB57 - Percentage of enquiries to the Adult Social Care front door which result in information and advice only • SSWB76 - Number of packages of reablement completed during the year (SSWB) • SSWB38 - Percentage of reablement packages completed that <ul style="list-style-type: none"> a) reduced the need for support b) maintained the same level of support c) mitigated need for support (SSWB) • SSWB61 - Number of people who access independent advocacy to support their rights with <ul style="list-style-type: none"> a) Children's Social Care b) Adult Social Care (SSWB) 	<p>1.1.1 Continue to improve early help services by increasing the number of team around the family (TAF) interventions that close with a positive outcome (SSWB)</p> <p>1.1.2 Help communities become more resilient, so more people will find help / support they need in their community. (SSWB)</p> <p>1.1.3 Support the wellbeing of unpaid carers, including young carers, to have a life beyond caring. (SSWB)</p> <p>1.1.4 Improve Children's Services by delivering the actions in our three-year strategic plan. (SSWB)</p> <p>1.1.5 Improve adult social care with a new three-year strategic plan to tackle physical and mental health impacts of Covid-19 on people with care and support needs, and our workforce. (SSWB)</p> <p>1.1.6 Change the way our social workers work to build on people's strengths and reflect what matters to our most vulnerable citizens, the relationships they have and help them achieve their potential. (SSWB)</p> <p>1.1.7 Address the gaps in social care services such as care and support at home, specialist care homes for children and adults and recruiting more foster families. (SSWB)</p>

	<p>Early help</p> <ul style="list-style-type: none"> • DEFS29 Percentage of completed Team Around the Family (TAF) plans closed with a successful outcome (SSWB) 	
1.2 Supporting people in poverty to get the support they need / help they are entitled to	<ul style="list-style-type: none"> • CED43 - Percentage of people supported through FASS (Financial Assistance and Support Service) where support has resulted in increased income through claims for additional/increased benefits and allowances (CEX) • CED44 - Percentage of people supported through FASS who have received advice and support in managing or reducing household debt (CEX) 	<p>1.2.1 Support eligible residents to receive financial help through the Council Tax Reduction Scheme. (CEX)</p> <p>1.2.2 Raise awareness of financial support available to residents. (CEX)</p>
1.3 Supporting people facing homelessness to find a place to live	<ul style="list-style-type: none"> • PAM/012- Percentage of households threatened with homelessness successfully prevented from becoming homeless (CEX) • DOPS39 - Percentage of people presenting as homeless or potentially homeless for whom the Local Authority has a final legal duty to secure suitable accommodation (CEX) 	1.3.1 Continue to improve our housing and homelessness service to reduce homelessness across the borough through implementation of the agreed action plan (CEX)
1.4 Supporting children with additional learning needs to get the best from their education	<ul style="list-style-type: none"> • NEW - Percentage of new local authority Individual Development Plans (IDPs) delivered via the online IDP system (EFS) 	1.4.1 Implement the online IDP (Individual Development Plan) system for local authority and school-based IDPs.(EFS)
1.5 Safeguarding and protecting people who are at risk of harm	<ul style="list-style-type: none"> • CORPB1 - Percentage of council staff completing safeguarding awareness training (CEX/All) • SSWB77 - Percentage of Adult safeguarding inquiries which receive initial response within 7 working days (SSWB) • CH/003 - Percentage of Childrens referrals where decision is made within 24 hours (SSWB) 	<p>1.5.1 Work as One Council to effectively safeguard children and adults at risk</p> <p>1.5.2 Safeguard children, young people and adults at risk of exploitation. (SSWB)</p>

	<ul style="list-style-type: none"> SSWB62 - Percentage of child protection investigations completed within required-timescales (SSWB) SSWB63 Average waiting time on the Deprivation of Liberty Safeguards (DoLS) waiting list (SSWB) 	
1.6 Help people to live safely at home through changes to their homes	<ul style="list-style-type: none"> CED45 - Average number of days taken to deliver a Disabled Facilities Grant for: <ul style="list-style-type: none"> a) low level access showers b) stair lifts c) ramps d) extensions (CEX) DOPS41 - Percentage of people who feel they can live more independently as a result of receiving a DFG in their home (CEX) 	1.6.1 Improve the process and access to grants for older and disabled people who need to make changes to their home (CEX)
1.7 Support partners to keep communities safe	<ul style="list-style-type: none"> CORPB2 - Percentage of council staff completing Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) training (Level 1) (CEX/All) CED46 - Number of instances where CCTV supports South Wales Police in monitoring incidents (CEX) New - Percentage of Assia service users reporting increased feelings of safety at their exit evaluation New – Percentage of high risk domestic abuse victims / public protection notices received by the service contacted within 48 hours. New – Percentage of medium risk domestic abuse victims / public protection notices received by the service contacted within 72 hours. 	<p>1.7.1 Regionalise the Community Safety Partnership (CSP), creating a single CSP covering the three respective local authority areas, providing strategic oversight for VAWDASV, Contest & Serious Violence (CEX)</p> <p>1.7.2 Identify children who are more likely to offend and provide them with support to reduce offending behaviour. (EFS)</p>

WBO 2 - A County Borough with fair work, skilled, high-quality jobs and thriving towns

Aim	Performance indicators	Commitments / projects
2.1 Helping our residents get the skills they need for work	<ul style="list-style-type: none"> DEFS82 - Number of participants in the Employability Bridgend programme going into employment (COMM) 	<p>2.1.1 Invest £22m of Shared Prosperity Funding in projects in the County Borough by 2025, with third sector partners, including in people and skills, supporting local businesses, and developing communities and place. (COMM)</p> <p>2.1.2 Employability Bridgend will work with funders and partners, including the Inspire to Work Project to deliver a comprehensive employability and skills programme (COMM)</p>
2.2 Making sure our young people find jobs, or are in education or training	<ul style="list-style-type: none"> DEFS80 - The number of participants in the Employability Bridgend programme supported into education or training (COMM) PAM046 - Percentage of Year 11 leavers not in education, training, or employment (NEET) in the careers Wales annual destination statistics (EFS) 	<p>2.2.1 Increase employment and training opportunities in the County Borough for young people aged 16 to 24 years old. (COMM)</p> <p>2.2.2 Employ and develop a well-motivated, well supported, qualified social care workforce in the Council and with partners. Fill vacancies in our social care services and reduce dependence on agency workers. (SSWB)</p> <p>2.2.3 Bridgend Music Service will further develop links with partners to explore income generation opportunities and broaden the learning offer where appropriate. (EFS)</p>
2.3 Improving our town centres, making them safer and more attractive		<p>2.3.1 Deliver a further £1.3m of Transforming Towns investment across our town centres in partnership with Welsh Government over the next two years to improve the economic sustainability of our town centres.(COMM)</p> <p>2.3.3 Redevelop Bridgend Central Station including improving the front public area and consider the feasibility of developing a transport interchange at the rear, providing links between bus services and trains, in partnership with Welsh Government and Network Rail. (COMM)</p>
2.4 Attracting investment and supporting new and	<ul style="list-style-type: none"> DCO23.03 - Number of businesses receiving support through Shared Prosperity Funding (COMM) 	<p>2.4.1 Invest in business start-ups in the County Borough by providing both professional and grant support, supporting key</p>

existing local businesses	<ul style="list-style-type: none"> • DCO23.04 - Number of business start-ups assisted (COMM) 	<p>growth sectors like research and development, finance and the green economy. (COMM)</p> <p>2.4.3 Work with the Cardiff City Region (CCR) and its 10 local authorities to transition to the Corporate Joint Committee (CJC) and to continue to work regionally on strategic planning, transport and economic development (COMM)</p>
2.5 Making the council an attractive place to work	<ul style="list-style-type: none"> • CED29 - Percentage of staff reporting through survey that they agree or strongly agree with the statement: <ul style="list-style-type: none"> a) I feel every department is working towards the same common goal b) I am satisfied with BCBC as an employer c) Working here makes me want to perform to the best of my ability d) I feel that BCBC values its employees' ideas and opinions e) Do you think there are opportunities for two-way communication to discuss and raise ideas and issues? (CEX) • CED49 - Percentage of staff reporting through survey that they agree or strongly agree with the statement: <ul style="list-style-type: none"> a) I feel supported to manage my personal wellbeing whilst in work b) The council is dedicated to taking positive action to support employees achieve a positive sense of wellbeing in their working lives. (CEX) • CED50 - Number of sign up of new subscribers to the staff extranet (CEX) 	<p>2.5.1 Improve the Council 's culture as an employer, offering fair work opportunities to current and potential employees. Use the views of our workforce to make improvements, develop and motivate employees and improve staff retention. (CEX)</p>
2.6 Ensuring employment is fair, equitable and pays at least the real living wage	<ul style="list-style-type: none"> • CED54 - Number of real living wage employers identified (CEX) 	<p>2.6.2 Encourage employers to offer growth/ training options to employees (CEX)</p>

WBO3 - A County Borough with thriving valleys communities

Aim	Performance indicators	Commitments / projects
3.1 Investing in town centres, including Maesteg town centre	<ul style="list-style-type: none"> • DCO23.01 - Number of commercial properties assisted through the enhancement grant scheme (COMM) 	<p>3.1.1 Complete a Placemaking Strategy for Maesteg town centre to improve the environment and support future investment bids. (COMM)</p> <p>3.1.2 Develop a commercial property enhancement grant for all valley high streets, to make them look better and bring properties back into commercial use. (COMM)</p>
3.2 Creating more jobs in the Valleys		<p>3.2.1 Develop funding bids for our valleys, to enhance the economy and stimulate new job opportunities. (COMM)</p> <p>3.2.2 Increase the amount of land and premises available for businesses, including industrial starter units, in the Valleys. (COMM)</p>
3.4 Improving education and skills in the Valleys		<p>3.4.1 Establish three new Flying Start provisions, offering free childcare for two-year-olds in Nantymoel, Ogmore Vale and Pontycymmer. (EFS)</p> <p>3.4.2 Open Welsh-medium childcare in the Ogmore Valley and Bettws, with 32 full-time-equivalent childcare places. (EFS)</p>
3.5 Investing in our parks and green spaces and supporting tourism to the valleys		<p>3.5.1 Develop a regeneration strategy for the valleys (including Ogmore and Garw Valleys).(COMM)</p> <p>3.5.2 Work with the Cwm Taf Nature Network Project to improve access to high quality green spaces (COMM)</p>
3.6 Encourage the development of new affordable homes in the valleys	<ul style="list-style-type: none"> • CED55 - Number of additional affordable homes provided by Registered Social Landlords (RSLs) in the Valleys (CEX) 	<p>3.6.1 Promote and encourage the development of new social housing in the valleys. (CEX)</p> <p>3.6.2 Redevelop the Ewenny Road site, including new and affordable homes, an enterprise hub, open space and green infrastructure, in partnership with the adjoining landowner. (COMM)</p>

WBO4 - A County Borough where we help people meet their potential

Aim	Performance indicators	Commitments / projects
4.1 Providing safe, supportive schools with high quality teaching	<ul style="list-style-type: none"> • DEFS156 – Number of schools judged by Estyn to be in ‘significant improvement’ or ‘special measures’ (EFS) • PAM032 - Average ‘Capped 9’ score for pupils in Year 11 (EFS) • EDU016a/PAM007 - Percentage of pupil attendance in primary schools • EDU016b/PAM008 - Percentage of Pupil attendance in secondary schools (EFS) • EDU010a - Percentage of school days lost due to fixed-term exclusions during the school year in primary schools (EFS) • EDU010b - Percentage of school days lost due to fixed-term exclusions during the school year in secondary schools (EFS) • DEFS155 - Percentage of schools that have self-evaluated themselves as ‘green’ as part of their annual safeguarding audit (EFS) 	<p>4.1.1 Help schools achieve their improvement plans by analysing needs and offering training to address this, ensuring that all schools will be judged by Estyn as ‘not requiring any follow-up’ (EFS)</p> <p>4.1.2 Ensure all local schools are rated as green following their safeguarding audit and provide support they need to improve (EFS)</p> <p>4.1.3 Make additional digital learning training available to all school staff to improve teaching and learning in our schools (EFS)</p> <p>4.1.4 Improve the digital offer to young people, including youth led interactive website (EFS)</p>
4.2 Improving employment opportunities for people with learning disabilities		4.2.1 Improve the offer to adults with Learning Disabilities to enable them to develop new skills and deliver their potential (SSWB)
4.3 Expanding Welsh medium education opportunities	<ul style="list-style-type: none"> • DEFS138 - Percentage of Year 1 pupils taught through the medium of Welsh (EFS) • DEFS157 - Percentage of learners studying for assessed qualifications through the medium of Welsh at the end of Key Stage 4 (EFS) 	4.3.1 Deliver the actions in the Welsh in Education Strategic Plan (WESP) (EFS)

	<ul style="list-style-type: none"> DEFS158 - Number of learners studying for Welsh as a second language (EFS) 	
4.4 Modernising our school buildings		<p>4.4.1 Enlarge Ysgol Gymraeg Bro Ogwr to a 2.5 form-entry new-build school. (EFS)</p> <p>4.4.2 Provide a new-build for Mynydd Cynffig Primary School. (EFS)</p> <p>4.4.3 Enlarge Ysgol Ferch o'r Sgêr to a two form-entry new-build school. (EFS)</p> <p>4.4.4 Provide a new two-form entry English-medium school to replace the existing Afon Y Felin and Corneli Primary Schools. (EFS)</p> <p>4.4.5 Relocate Heronsbridge School to a new-build 300-place school. (EFS)</p>
4.5 Attract and retain young people into BCBC employment	<ul style="list-style-type: none"> DOPS36 - Number of apprentices employed across the organisation (CEX) CED56 - Percentage of those concluding apprenticeships and obtaining a non-apprentice role (CEX) 	4.5.1 Work with local schools to promote the Council as an employer and promote apprenticeships (CEX)
4.6 Offering youth services and school holiday programmes for our young people	<ul style="list-style-type: none"> SSWB66 - Participation in targeted activities for people with additional or diverse needs (SSWB) SSWB67 - Participation in the national free swimming initiative for 16 and under (SSWB) 	<p>4.6.1 Make our leisure and culture programmes more accessible to children with additional needs (SSWB)</p> <p>4.6.2 Enlarge the Food and Fun Programme for summer 2024. (EFS)</p>
4.7 Work with people to design and develop services		4.7.1 Work co-productively with people to develop their own solutions (SSWB)
4.9 Being the best parents we can to our care experienced children	<ul style="list-style-type: none"> SSWB48 - Percentage of care leavers who have completed at least 3 consecutive months of employment, education or training in the a)12 months since leaving care 	4.9.1 Give care experienced children love, care, safe homes to live in and opportunities to try new activities, gain new skills and fulfil their potential working across the Council and partners (SSWB)

	<p>b)13- 24 months since leaving care (SSWB)</p> <ul style="list-style-type: none">• CH/052 - Percentage care leavers who have experienced homelessness during the year (SSWB)	<p>4.9.2 Work with partners to deliver improved outcomes for care experienced children through the delivery of actions in the corporate parenting action plan and informed by the views of our children and young people (SSWB)</p> <p>4.9.3 - Support the implementation of the Corporate Parenting Strategy in schools.(EFS)</p>
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WBO5 - A County Borough that is responding to the climate and nature emergency

Aim	Performance indicators	Commitments / projects
<p>5.1 Moving towards net zero carbon, and improving our energy efficiency</p>	<ul style="list-style-type: none"> • DCO23.05 - Reduction in emissions (across our buildings, fleet & equipment, streetlighting, business travel, commuting, homeworking, waste, procured goods and services) (COMM) • DCO20.01 - Annual Gas Consumption across the Authority (kWh) (COMM) • DCO20.02 - Annual Electricity Consumption across the Authority (kWh) (COMM) • DCO20.03 - Annual CO2 related to gas consumption across the Authority (tonnes) (COMM) • DCO20.04 - Annual CO2 related to electricity consumption across the Authority (tonnes) (COMM) • CED57 - Levels of nitrogen dioxide (NO2) pollution in the air (micrograms per m3) (CEX SRS) 	<p>5.1.1 Keep reducing our carbon footprint by changing our Council vehicles to electric and further energy efficiency schemes. (COMM)</p> <p>5.1.2 Continue work to finalise and implement our Air Quality Action Plan, and start work on the measures to improve air quality along Park Street (CEX SRS)</p> <p>5.1.3 Ensure all new build schools meet the requirement for net zero carbon (EFS)</p> <p>5.1.5 Invest in energy efficiency improvements to Council buildings including schools. (COMM)</p>
<p>5.2 Protecting our landscapes and open spaces and planting more trees</p>	<ul style="list-style-type: none"> • DCO23.07 - The number of green flag parks and green spaces (COMM) • DCO23.06 - The number of blue flag beaches (COMM) 	<p>5.2.1 Deliver projects such as woodland protection, develop and protect our natural environment in partnership with our communities as part of our Bridgend Biodiversity Plan. (COMM)</p> <p>5.2.2 Work with the Cwm Taf Nature Network Project to enhance and improve access to high quality green spaces in our County Borough. (COMM)</p> <p>5.2.3 Deliver 5 tree planting schemes, seeking to promote maximum carbon sequestration based on the principle of 'right tree in the right place' (COMM)</p>

<p>5.3 Improve the quality of the public realm and built environment through good placemaking principles</p>	<ul style="list-style-type: none"> • PAM/018 Percentage of all planning applications determined within 8 weeks (COMM) • PAM/019 Percentage of planning appeals dismissed (COMM) 	<p>5.3.1 Adoption of the Replacement Local Development Plan (COMM)</p>
<p>5.4 Reducing, reusing or recycling as much of our waste as possible</p>	<ul style="list-style-type: none"> • DCO20.05 – Percentage of street cleansing waste prepared for recycling (COMM) • PAM/030 – Percentage of municipal waste collected by local authorities <ul style="list-style-type: none"> ○ prepared for reuse, and/or recycled, including source segregated biowastes that are composted or treated biologically in any other way ○ prepared for reuse ○ prepared for being recycled ○ as source segregated biowastes that are composted or treated biologically in another way (COMM) • PAM/043 - Kilograms of residual waste generated per person (COMM) • PAM/010 – Percentage of highways land inspected by the Local Authority to be found to be of a high / acceptable standard of cleanliness (COMM) 	<p>5.4.1 Develop our Future Waste Services Model and seek to improve our recycling rates further in line with Welsh Government targets. We will consult on the options with residents in 2024 (COMM).</p>
<p>5.5 Improving flood defences and schemes to reduce flooding of our homes and businesses</p>	<ul style="list-style-type: none"> • DCO23.08 - Percentage of statutory sustainable drainage systems (SuDS) applications processed within 7 weeks from receipt of appropriate scheme drawings (COMM) 	<p>5.5.1 Invest in and improve flood mitigation measures throughout our communities to reduce flood risk. (COMM)</p>

WBO6 – A County Borough where people feel valued, heard and part of their community

Aim	Performance indicators	Commitments / projects
<p>6.1 Celebrating and supporting diversity and inclusion and tackling discrimination</p>	<ul style="list-style-type: none"> • CORPB3 - Percentage of council staff completing Introduction to Equality and Diversity E-Learning (CEX/All) 	<p>6.1.1 Implement the agreed action plan supporting Welsh Government on race equality and LGBTQ+ (CEX)</p> <p>6.1.2 Establish new BCBC staff groups for people with protected characteristic (CEX)</p>
<p>6.2 Improving the way we engage with local people, including young people, listening to their views and acting on them.</p>	<ul style="list-style-type: none"> • CED58 - Percentage of consultation participants who answered positively: How effective do you think we have been in meeting our aim of being citizen-focused over the last 12 months? (CEX) • CED59 - Level of engagement (Welsh / English) <ul style="list-style-type: none"> a) across consultations b) with corporate communications to residents c) across all corporate social media accounts (CEX) 	<p>6.2.1 Review how we communicate and engage with residents, including children and young people to help us become more customer focused and responsive. (CEX)</p> <p>6.2.2 Provide new opportunities for the community to engage with us on our regeneration plans, holding workshops with key stakeholders including town councils, learners and community groups. (COMM)</p>
<p>6.3 Offering more information and advice online, and at local level, and making sure you can talk to us and hear from us in Welsh</p>	<ul style="list-style-type: none"> • CED5 - Percentage first call resolutions (via Customer Contact Centre) (CEX) • CED51 - Number of online transactions using the digital platform (CEX) • CED52 - Number of hits on the corporate website (CEX) • CED53 - Percentage of staff with Welsh language speaking skills (CEX) • CORPB4 - Percentage of council staff completing Welsh Language Awareness E-Learning (CEX/All) 	<p>6.3.1 Continue to evaluate and review the communication options available to ensure information is available to all residents across the borough (CEX)</p>

<p>6.4 Helping clubs and community groups take control of and improve their facilities and protect them for the future.</p>	<ul style="list-style-type: none"> • DCO16.8 - Number of council owned assets transferred to the community for running (CATs) (COMM) • SSWB69 - Number of people supported to have their needs met in their communities by local community co-ordinators and community navigators (SSWB) 	<p>6.4.1 Invest in Community Asset Transfers and support clubs and Community Groups with equipment grants to improve and safeguard the facilities. (COMM)</p>
<p>6.5 Becoming an age friendly council</p>		<p>6.5.1 To work towards becoming an accredited Age Friendly Council. (SSWB)</p>

WBO7 - A County Borough where we support people to be healthy and happy

Detail / aim	Performance indicators	Commitments / projects
7.1 Improving active travel routes and facilities so people can walk and cycle	<ul style="list-style-type: none"> • DCO23.17 - New active travel routes (length in linear metres) (COMM) 	7.1.1 Improve sustainable and active travel choices, including the Metrolink bus facility in Porthcawl, to increase connectivity and greener travel choices. (COMM)
7.2 Offering attractive leisure and cultural activities	<ul style="list-style-type: none"> • SSWB70 - Number of visits by older adults to physical activity opportunities supported (SSWB) 	7.2.1 Redevelop Porthcawl Grand Pavilion to increase the use of the new facilities and extend social and leisure facilities, in partnership with Awen Cultural Trust.(COMM) 7.2.2 Develop an active leisure offer for older adults to improve physical and mental wellbeing. (SSWB) 7.2.4 Maintain performance against Welsh public library standards. (SSWB) 7.2.5 Develop a long-term Active Bridgend plan and leisure strategy. (SSWB)
7.3 Improving children's play facilities and opportunities	<ul style="list-style-type: none"> • DCO23.09 - Value of investment in play areas (COMM) • DCO23.10 - Number of play areas that have been refurbished (COMM) 	7.3.1 Improve the quantity and quality of play opportunities. We will Invest in children's play areas throughout the Borough and make sure inclusive play equipment is provided to allow opportunities for all. (SSWB/COMM)
7.4 Providing free school meals and expanding free childcare provision	<ul style="list-style-type: none"> • DEFS163 - Percentage of nursery, reception, year 1 and year 2 learners offered a free school meal (EFS) • DEFS162 - Percentage of non-maintained settings that are judged by Care Inspectorate Wales as at least 'good' (EFS) • DEFS160 Number of two-year-olds accessing childcare through the Flying Start programme (EFS) 	7.4.1 Provide free school meals to all primary school learners by September 2024. (EFS) 7.4.2 Work with childminders, nurseries and others to roll-out universal childcare for all two-year-olds. (EFS)

<p>7.5 Integrating our social care services with health services so people are supported seamlessly</p>	<ul style="list-style-type: none"> SSWB75 - Number of people delayed in their transfer of care on the 'discharge to recover and assess' pathways (SSWB) 	<p>7.5.1 Work even more closely with the NHS so all people receive the right health or care service at the right time. (SSWB)</p>
<p>7.6 Improving the supply of affordable housing</p>	<ul style="list-style-type: none"> CED60 - Number of completed affordable new build dwellings provided by RSLs (CEX) CED61 - Total number of empty properties returned to use with local authority intervention (CEX) 	<p>7.6.1 Increase the number of affordable homes in Bridgend County Borough in partnership with Welsh Government and social landlords. (CEX)</p> <p>7.6.2 Get a better understanding of housing and support needs and work with social landlords to provide homes to suit those needs. (CEX)</p> <p>7.6.3 Continue to target those long-term empty properties that have the most detrimental impact on the community, focusing on the Top 20. (CEX)</p>

Demonstrating our 5 Ways of Working (WOWs)

WOW	Performance indicators	Commitments / projects
1) Better and more targeted use of resources	<p>Workforce Data</p> <ul style="list-style-type: none"> • CORPB5 - Percentage of staff that have completed a Personal Review/Appraisal (excluding school staff) • PAM/001 - Number of working days/shifts per full-time equivalent (FTE) Local Authority employee lost due to sickness absence <p>Asset management data (capital receipts, building compliance, carbon etc)</p> <ul style="list-style-type: none"> • DCO16.9 - Realisation of annual capital receipts targets (COMM) • DCO19.02 – Percentage of full statutory compliance across BCBC operational buildings • DCO23.14 - Percentage of statutory compliance across BCBC operational buildings - Big 5 (COMM) <p>Business continuity / resilience</p> <ul style="list-style-type: none"> • DOPS34abc Network Availability (CEX) <p>Finance measures</p> <ul style="list-style-type: none"> • DRE6.1.1 Percentage of budget reductions achieved 	<p>Develop clear and agreed actions to address recommendations from regulators, including</p> <ul style="list-style-type: none"> • Workforce strategy (and specific social services recruitment) • Asset management improvements • Procurement review Audit Wales • Performance management improvement plan • Digital strategy • MTFS / Capital Strategy
2) One council, working well together with partners		<ul style="list-style-type: none"> • A collaborative approach to achieving aims through support of regional PSB • Town and Community Council Review
3) Improving communication, engagement and responsiveness	<ul style="list-style-type: none"> • Customer service measures (including resolution at first point of contact) • Customer satisfaction measures (measures to be added) 	<ul style="list-style-type: none"> • Implement recommendations of communications peer review - including officer and member relations • Implement Public participation strategy

<p>4) Supporting and empowering communities</p>	<ul style="list-style-type: none"> SSWB69 - Number of people supported to have their needs met in their communities by local community coordinators and community navigators (SSWB) 	
<p>5) Protecting the services that matter to you the most</p>	<ul style="list-style-type: none"> Budget and staff survey PIs 	<ul style="list-style-type: none"> Encourage people, communities, children and young people to talk to the Council about issues that are important to them, and influence the decisions that affect their lives

Appendix 2 - Equalities Impact Assessment (EIA) Screening Form

This document is a multi-purpose tool ensuring the appropriate steps are taken to comply with the [Public Sector Equality Duty](#) Equality Impact Assessment legislation and to demonstrate that we have shown due regard to the need to reduce inequalities of outcome resulting from socio-economic disadvantage when taking strategic decisions under the [Socio-economic Duty](#). It also ensures consideration of the [Welsh Language Standards](#). [Click here to access more information and guidance to help you complete this EIA.](#)

- **This assessment should be carried out during the formation stage of your policy or proposal. Any negative impact identified will support you to devise engagement strategies for further evidence gathering.**
- **If you are undertaking a full public consultation as part of your policy or proposal this form should be completed before the consultation begins and used as a tool to inform your consultation questions and engagement activities.**
- **All sections and all questions require a response and must not be left blank even if they are ‘not applicable’ or ‘subject to further consultation’.**

Name of project, policy, function, service or proposal being assessed:	Corporate Plan Delivery Plan 2024/25
Brief description and aim of policy or proposal:	Bridgend County Borough Council (BCBC) currently has a high level, five-year Corporate Plan 2023-28. The Council took a new approach for 2023-24 and did not include commitments or performance indicators in the Corporate Plan. Instead, the Council developed a one-year delivery plan so it could be more agile and flexible to the changing operating environment.
Who is responsible for delivery of the policy or proposal?	Chief Executive, Mark Shephard
Date EIA screening completed:	03/04/2024
Does this policy or proposal relate to any other policies? (please state)	Bridgend County Borough Council Corporate Plan 2023-28
Who is affected by this policy (e.g. Staff, residents, disabled people, women only?)	All Bridgend County Borough Council staff and residents within the County Borough

<p>Is the policy related to, influenced by, or affected by other policies or areas of work (internal or external)? <i>Note: Consider this in terms of statutory requirements, local policies, regional (partnership) decisions, national policies, welfare reforms.</i></p>	<p>Relates to the Bridgend County Borough Council Corporate Plan 2023-28. Influenced by MTFS 2024-25 and other plans, strategies and policies named within the plan.</p>
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Assessment of Impact

Protected characteristics

Is it possible that any aspect of the policy or proposal will have a positive or negative impact on people from different groups in different ways?

***Please note: If you identify a negative impact for any protected characteristics you will need to undertake further evidence gathering to complete a full EIA.**

	Please place an X in the relevant box			Explanation of impact
	Positive impact(s)	Negative impact(s)	No impact	
Gender	X			<p>From the 2021 census, there were 145,500 people living in the county borough comprising of a gender split of 49.4% male (71,800) and 50.6% (73,600) female.</p> <p>For the year ending March 2023, the Crime Survey for England and Wales (CSEW) estimated that 1.4 million women and 751,000 men aged 16 years and over experienced domestic abuse in the last year. This is a prevalence rate of approximately 6 in 100 women and 3 in 100 men.</p> <p>There are performance indicators in the Corporate Plan Delivery Plan 2024 - 25 that measure gender specific training programmes such as the percentage of council staff completing Violence Against Women training. It is possible that this performance indicator may have a differing positive impact on women. There are unlikely to be any further positive or negative gender-specific implications because no other commitment, performance indicator, or aim specifically targets a particular sex.</p>
Disability	X			<p>From the 2021 census, 11% of Bridgend residents were identified as being disabled and limited a lot. There are commitments and performance indicators that have been created to improve the health and wellbeing of disabled people within the borough. The Corporate Plan Delivery Plan 2024 - 25 seeks to improve through an improved Disabled Facilities Grant process and improving employment opportunities for those with learning</p>

				disabilities. Subsequently, this group may be positively impacted by the Corporate Plan Delivery Plan 2024 – 25.
Race	X			From the 2021 census there are 4,691 BAME people living in Bridgend comprising of 3.2% of the total population. It is unlikely that any negative implications will arise for this group. Aims are included within the Corporate Plan Delivery Plan 2024 – 25 that seek to celebrate and support diversity and inclusion and tackling discrimination. This includes implementing the agreed action plan supporting Welsh Government on race equality and LGBTQ+. This action plan has been created with the intent of positively impacting and celebrating the different races within the borough.

Religion and belief			X	From the 2021 census, 52.3% of residents reported having ‘No religion’, 40.4% described themselves as Christian, and 5.6% did not state their religion. It is unlikely that the Corporate Plan will have any negative or positive impact on individuals from different beliefs. Any negative impacts identified will need to be monitored and remedied by services.
Sexual Orientation	X			It is unlikely that any negative implications will arise for this group. Aims in the Corporate Plan Delivery Plan 2024 – 25 that seek to celebrate and support diversity and inclusion and tackling discrimination. This includes implementing the agreed action plan supporting Welsh Government on race equality and LGBTQ+. This action plan has been created with the intent of positively impacting and celebrating the different races within the borough.
Age	X			<p>From the 2021 census the age breakdown of people living in Bridgend is:</p> <ul style="list-style-type: none"> • 0 – 14 = 16.7% (24,300) • 15 – 64 = 62.6% (91,100) • 65+ - 20.7% (30,200) <p>Due to the wide range of commitments and services covered by the plan it is likely that there will be differences in the way the commitments will impact on different age groups. Whilst many of the commitments are focused on improving outcomes and accessibility of services for all residents, others are more focused on certain age groups, such as improving learner outcomes for young people, increase employment / training opportunities in BCBC for young people, free school meals etc, and making Bridgend a</p>

				great place to grow old, working with partners to improve leisure activities, accessible housing, care and support as an Age Friendly Council.
Pregnancy & Maternity			X	It is unlikely that the Corporate Plan Delivery Plan will have any specific impact on individuals who are pregnant but there may be benefits from commitments to improve or extend services provided to assist and support families and improve health outcomes for residents.
Transgender	X			It is unlikely that any negative implications will arise for this group. Aims are included within the Corporate Plan Delivery Plan 2024 – 25 that seek to celebrate and support diversity and inclusion and tackling discrimination. This includes implementing the agreed action plan supporting Welsh Government on race equality and LGBTQ+. This action plan has been created with the intent of positively impacting / celebrating different races within the borough.
Marriage and Civil partnership			X	There is not expected to be an impact on marriage and civil partnership as a result of the proposed Corporate Plan Delivery Plan.

Socio-economic impact

Is it possible that any aspect of the policy or proposal will have a positive or negative impact on people or communities experiencing socio-economic disadvantage?

***Please note: If you identify a negative socio-economic impact you will need to undertake further evidence gathering to complete a full EIA.**

	Please place an X in the relevant box			Explanation of impact
	Positive impact(s)	Negative impact(s)	No impact	
Socio-economic disadvantage	X			The Corporate Plan Delivery Plan shares the aim of the Socio- economic duty which is to deliver better outcomes for those experiencing socio economic disadvantage. We are supporting these residents through the CPDP by including commitments such as supporting eligible residents to receive financial help, increasing employment opportunities for young people, and supporting residents to become more resilient. We seek to improve development opportunities in our valleys communities and providing free school meals.

Welsh Language

Is it possible that any aspect of the policy or proposal will have a positive or negative impact for persons to use the Welsh language and in treating the Welsh language less favourably than the English language?

***Please note: If you identify a negative impact for persons to use the Welsh language and in treating the Welsh language less favourably than the English language you will need to undertake further evidence gathering to complete a full EIA.**

	Please place an X in the relevant box			Explanation of impact
	Positive impact(s)	Negative impact(s)	No impact	
Will the policy or proposal impact on opportunities for people to use the Welsh language	X			Opportunities for Welsh speakers within the borough should improve as commitments include; opening Welsh- medium childcare in Bettws; making sure you can contact us in Welsh; and expanding Welsh medium education opportunities. It is likely these contributions will impact those who speak the Welsh language positively.
Will the policy or proposal treat the Welsh language no less favourably than the English language	X			Opportunities for Welsh speakers within the borough should improve as commitments include; opening Welsh- medium childcare in Bettws; making sure you can contact us in Welsh; and expanding Welsh medium education opportunities. It is likely these contributions will impact those who speak the Welsh language positively.

Public Sector Equality Duty

The Public Sector Equality Duty consists of a general equality duty and specific duties, which help authorities to meet the general duty. The aim of the general equality duty is to integrate considerations of the advancement of equality into the day-to-day business of public authorities. In summary, those subject to the equality duty, must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a characteristic and those who don't
- Foster good relations between people who share a characteristic and those who don't

The Corporate Plan Delivery Plan has been produced to assist us in achieving the aims of our Corporate Plan. It is an attempt at approving services and outcomes for residents and staff in the Borough. As the plan seeks to make improvements, it should not have a negative impact on anyone that resides within the area. We have considered our Public Sector Equality Duty when creating the document as we seek to celebrate and champion diversity, empowering our communities through the commitments that we create. Consideration has been given to those who could be negatively impacted by decisions made and we have sought to protect these groups to make positive improvements.

How does this policy or proposal demonstrate you have given due regard to the general equality duty?

Procurement and partnerships

The Public Sector Equality Duty (PSED) requires all public authorities to consider the needs of protected characteristics when designing and delivering public services, including where this is done in partnership with other organisations or through procurement of services. The Welsh Language Standards also require all public authorities to consider the effects of any policy decision, or change in service delivery, on the Welsh language, which includes any work done in partnership or by third parties. We must also ensure we consider the Socio-economic Duty when planning major procurement and commissioning decisions to consider how such arrangements can reduce inequalities of outcome caused by socio-economic disadvantage.

Will this policy or proposal be carried out wholly or partly by contractors or partners?

	Please place an X in the relevant box:
Yes	
No	X

If yes what steps will you take to comply with the General Equality Duty, Welsh Language Legislation and the Socio-Economic Duty in regard to procurement and/or partnerships?

	Steps taken to ensure compliance:

General Equality Duty	N/A
Welsh Language legislation	N/A
Socio-economic duty	N/A

What have you decided to do?

Record of decision based on assessment of impact on protected characteristics, socioeconomic impact and Welsh Language. Please place an X in the relevant box.

If you identify negative impact on one, some or all protected characteristics, socioeconomic duty or Welsh Language you will MUST complete a full EIA.

Impact identified	Next steps:	Please place an X in the relevant box:
No negative impact identified		X
One or more negative impact identified		
Please explain the reasons for this decision. If you have 'screened out' you must include information and evidence to justify your decision.		

Approval:

Date EIA screening completed:	04/04/2024
Approved by (Head of Service):	Kelly Watson
Date of approval by HoS:	04/04/24

If this screening has identified that a full EIA is needed, who will carry out the full EIA?	N/A
If this screening has identified that a full EIA is needed when will	N/A

the Full EIA be completed by (Date):	
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When complete, this form must be retained by the service, a copy should also be sent to equalities@bridgend.gov.uk
The EIA screening should be referenced and summarised in the relevant cabinet report for this policy. Where a full EIA is needed this should be included as an appendix with the cabinet report and therefore available publically on the we