

**CABINET COMMITTEE EQUALITIES - WEDNESDAY, 6 NOVEMBER 2024**

**MINUTES OF A MEETING OF THE CABINET COMMITTEE EQUALITIES HELD HYBRID IN THE COUNCIL CHAMBER - CIVIC OFFICES, ANGEL STREET, BRIDGEND, CF31 4WB ON WEDNESDAY, 6 NOVEMBER 2024 AT 10:00**

Present

Councillor N Farr – Chairperson

M J Evans

M Lewis

JC Spanswick

Present Virtually

A R Berrow  
RL Penhale-Thomas  
E D Winstanley

P Davies  
A Wathan

D M Hughes  
AJ Williams

M Jones  
HM Williams

Apologies for Absence

Cllr Jane Gebbie, Cllr Rhys Goode, Paul Miles

Officers:

Carys Lord  
Zoe Edwards  
Kirsty Williams  
Lindsay Harvey  
Michael Pitman  
Mark Galvin  
Oscar Roberts

Chief Officer – Finance, Performance and Change  
Consultation Engagement and Equalities Manager  
Partnership and CSP Manager  
Corporate Director – Education, Early Years and Young People  
Technical Support Officer - Democratic Services  
Senior Democratic Services Officer – Committees  
Business Administrative Apprentice - Democratic Services

Declarations of Interest

Councillor Ross Penhale-Thomas made a personal declaration as he is employed by a housing charity that specializes in equality, diversity, and

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Inclusion

Cllr Winstanley declared an interest in item 5 as she works for AWEN, which contributed to initiatives that formed part of the report.

**51. Approval of Minutes**

Decision Made	<u>RESOLVED:</u> That the Committee approved the minutes of the 17/07/2024 as a true and accurate record.
Date Decision Made	6 November 2024

**52. Community Cohesion Annual Report**

Decision Made	<p>The Partnership and CSP Manager presented this report detailing the work done within the Western Bay on projects to increase community cohesion through awareness, strengthening relationships between communities and public bodies and delivering training.</p> <p>Members of the Committee posed questions on subjects including:</p> <ul style="list-style-type: none"><li>• The reasoning behind the open post of Community Cohesion Officer mentioned in the report following a secondment to Swansea Council.</li><li>• Measurement of success criteria and added value.</li><li>• Encouraging participation.</li><li>• Responses to community tensions and public disturbances.</li></ul> <p>These questions were addressed by the Chief Officer – Finance, Performance and the Change and the Partnership and CSP Manager, noting the need to balance the need to develop employees with the needs of the organization to staff existing roles and stressing a desire to work across teams to ensure that any feedback and improvements can be implemented.</p> <p><u>RESOLVED:</u> The Committee noted the report, additionally asking if South Wales Police can attend a future meeting to discuss further topics on safeguarding communities from potential disinformation and disorder.</p>
Date Decision Made	6 November 2024

**53. Strategic Equality Plan Annual Report**

Decision Made	<p>The Chief Officer - Finance, Performance and Change gave this report to update the Committee on progress made to advance the Council's Strategic Equality Plan objectives.</p> <p>Members asked questions around topics such as:</p> <ul style="list-style-type: none"> <li>• Clarifying details behind the separate objectives.</li> <li>• A timeline on completion for the Equality and Diversity E-Learning rollout to all staff.</li> <li>• Any updates on the Carer's Protocol developed from central government legislation.</li> <li>• Whether a comparison can be done on Bridgend's demographics and protected characteristic statistics versus BCBC's workforce and elected Members.</li> <li>• Data collection and analysis on satisfaction surveys conducted by officers.</li> <li>• Reach and participation rates of public consultations.</li> <li>• Support offered to schools and teachers within Bridgend County.</li> <li>• Reasons behind losses in staff and infrastructure to collect data on staff leaving.</li> <li>• Data regarding action plans from the previous year.</li> </ul> <p>These queries were responded to by the Chairperson, the Corporate Director – Education, Early Years, the Partnerships and CSP Manager and the Young People and the Consultation Engagement and Equalities Manager, noting that Human Resources could be better-placed to answer some of the questions posed, and pledging to take forward suggestions around how data can be additionally framed and analysed going forward. Additionally, further detail on figures excluding or including schools was sought following the meeting, as well as seeking answers from HR on questions that could not be posed to them during the meeting.</p> <p><b><u>RESOLVED:</u></b> The Committee noted the report. Accessibility concerns over the report's detail were also raised by the Committee.</p>
Date Decision Made	6 November 2024

**54. Anti Racist Wales Action Plan Update**

Decision Made	<p>The Partnership and CSP Manager delivered this report updating the Committee on actions to implement the Council's Anti-Racist objectives, noting an identified need to go further in the past year focusing on several key areas of policy to ensure Wales is Anti Racist by 2030. This initiative also involved working alongside various other teams within the Council and external partners.</p> <p>Councillors posed questions on the Streetsnap App and additional costs imposed by the objectives. These were answered by the Partnership and CSP Manager, mentioning that regional organisations such as the Western Bay Cohesion Team can be a major help in ensuring that communities are inclusive and welcoming.</p> <p>RESOLVED: The Committee noted the report.</p>
Date Decision Made	6 November 2024

**55. Urgent Items**

Decision Made	None.
Date Decision Made	6 November 2024

To observe further debate that took place on the above items, please click this [link](#).

The meeting closed at 11:19