

Meeting of:	CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS
Date of Meeting:	4 JUNE 2025
Report Title:	CORPORATE EQUALITIES UPDATE
Report Owner / Corporate Director:	CHIEF OFFICER – FINANCE, HOUSING 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:	This update seeks to inform the Cabinet Committee of Bridgend County Borough Council’s progress made in implementing the council’s equalities and inclusion commitments during the 2024/2025 period.

1. Purpose of Update

- 1.1 The purpose of this update is to inform the Cabinet Committee of the progress made in implementing the council's equalities and inclusion commitments during the 2024/2025 period, as outlined in the Equalities Update attached as **Appendix 1**.

2. Background

- 2.1 The council's Strategic Equality Plan 2024–2028, outlines objectives to improve equalities outcomes and ensure inclusion for all protected characteristic groups. The plan was formally approved by Cabinet Committee Equalities in July 2024 with a view to regular progress monitoring.

This document is not intended to serve as a formal report. It is an internal update from the Equalities Manager summarising progress to date against the Strategic Equality Plan (SEP) 2024–2028. The formal SEP Action Plan will be presented to the Cabinet Committee Equalities in November 2025.

3. Current situation / proposal

- 3.1 The Equalities Update 2024–2025 highlights steps taken across the organisation to promote equality and inclusion as outlined in the Strategic Equality action plan. Key developments include:

- Launch of new staff networks including the Disability, LGBTQ+, Menopause and Menstruation Groups, and the Welsh Language Staff Forum.
- Internal engagement through Education Early Years and Young People (EEYYP) Equalities Group and Corporate Equalities Focus Group meetings.
- Ongoing partnership with external bodies including the Community Cohesion Network, Awen Cultural Trust, and Proud Councils.
- Delivery of Unconscious Bias and Cultural Competence training and updates to all e-learning modules.
- Participation in Pride and Black History Month events.
- New consultation processes requiring Equality Impact Assessments at the start of consultations.
- Support for the Health & Wellbeing Awareness Calendar and public art projects in collaboration with Bridgend College.
- Engagement with the Anti-racist Wales Action Plan Regional Forum.

3.2 The council has worked to ensure all communications remain inclusive, accessible, and reflective of the communities we serve. The promotion of protected characteristics and social inclusion remains a key part of policy and service development.

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

4.1 The content of the Equalities Update Report supports the Council's statutory duties under the Equality Act 2010, the Socio-economic Duty, and the Welsh Language (Wales) Measure 2011 and also demonstrates progress towards achieving the actions set out in the Strategic Equality Plan action plan. 2024-2028

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

5.1 The report aligns with the well-being goals through inclusive and preventative practice, collaborative working, and transparency in equalities reporting.

6. Climate Change Implications

6.1 There are no direct climate change implications arising from this report.

7. Safeguarding and Corporate Parent Implications

7.1 Where there is a safeguarding concern, all communication will be managed under Bridgend County Borough Council's Safeguarding Policy. This will safeguard and promote the wellbeing of children, young people and adults at risk of abuse or neglect and to ensure that effective practices are in place throughout the Council and its commissioned services.

8. Financial Implications

8.1 There are no financial implications arising from this update.

9. Recommendation

- 9.1 That Cabinet Committee Equalities and Employee Relations notes this internal update from the Equalities Manager summarising progress to date against the Strategic Equality Plan (SEP) 2024–2028

Background documents: None