

## Appendix 1

### Bridgend County Borough Council

#### Equalities Update

2024–2025

##### 1. Strategic Equality Plan (SEP) 2024–2028

The Strategic Equality Plan (SEP) Action Plan for 2024–2028 was approved in July 2024 and published on the council’s website. Cabinet Committee Equalities (CCE) formally agreed the plan in November 2024. Progress toward achieving the outlined actions will continue over the next four years, with a detailed update scheduled for reporting to the CCE in **November 2025**.

##### 2. Staff Networks and Forums

To strengthen internal support and inclusion, the council has successfully established the following staff networks:

- Disability Network Group: 4 members
- LGBTQ+ Network Group: 3 members
- Menopause and Menstruation Group: 11 members
- Welsh Language Staff Forum: 17 members

Each network meets monthly during work hours, with formal terms of reference shared with members. Promotion is ongoing via “Bridgendenders” and the staff intranet. The Welsh Language Forum, which is open to staff of all proficiency levels, continues to grow steadily in participation.

##### 3. Internal Engagement

- EEEYP Meetings: Regular meetings of the Education, Early Years, and Young People Equalities Group address items including updates on discrimination reporting, Cabinet feedback, and training needs.
- Corporate Equalities Focus Group: These cross-directorate meetings offer a platform to share developments related to equality policy, legislation, and SEP actions.

##### 4. External Engagement and Community Partnerships

- Bridgend Community Cohesion and Equalities Network: Includes key partners such as South Wales Police, local charities, and representatives from diverse community groups. The council chairs these meetings to exchange updates, resources, and community engagement opportunities.

- Proud Councils: Collaborative support for Pride events across local authorities. The council participated in Bridgend Pride and BARC Pride, promoting LGBTQ+ inclusivity and policy development.

- Black History Month (October 2024): In partnership with Awen Cultural Trust, the council promoted events celebrating Black heritage. Social media engagement highlighted Black contributions to national and local history, reinforcing the council's commitment to racial equality.

## **5. Inclusive Communication and Training**

- Council communications and marketing efforts ensure inclusivity in public-facing materials, reflecting diverse communities.
- Relevant awareness days are marked via social media, events, and building illuminations.
- Weekly reviews by Communications, Marketing, and Engagement teams ensure web and social media content remains accessible and compliant with legal standards.
- Training: Sessions on Unconscious Bias and Cultural Competence were delivered and widely promoted. All equalities-related e-learning modules were reviewed and updated.
- A motion was passed in April 2024 to make “care experienced” individuals a protected characteristic within BCBC, and this has been reflected in all relevant training modules.

## **6. Consultation and Reporting**

- Discrimination Incident Forms: These remain an accessible online mechanism for reporting. Feedback from schools led to streamlined reporting, focusing on relevant data.
- Equality Impact Assessments (EIAs): A new online consultation form mandates EIA submissions at the beginning of the consultation process, improving consistency and accountability.

## **7. Collaborative and Cultural Initiatives**

- Health & Wellbeing Awareness Calendar (2025): Developed jointly by Communications, HR, and Equalities to align with the Equalities calendar for more integrated messaging.
- Cultural Collaboration: A project with Bridgend College showcased student artwork on the theme of “Culture” in a public display on the town’s high street, celebrating diverse cultural perspectives.
- Welsh Language: Continued collaboration with education partners to meet Welsh Education Strategic Plan (WESP) objectives and ensure compliance with the Welsh Language Standards.

## **8. Regional and Strategic Cooperation**

Established a strong working relationship with the Senior Anti-racist Wales Action Plan (ArWAP) Regional Forum Convenor to advance relevant objectives.

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