

Meeting of:	CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS
Date of Meeting:	4 JUNE 2025
Report Title:	SIGNING OF THE DISABILITY EMPLOYMENT CHARTER AND ANTI-RACISM CHARTER
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 report seeks approval to sign the Disability Employment Charter and the Anti-Racism Charter. These commitments form part of the Council's ongoing equalities agenda and align with its strategic goals to support fair and inclusive employment practices.

1. Purpose of Report

- 1.1 The purpose of this report is to seek approval for the Council to pledge its commitment to the Disability Employment Charter and the Unison Anti-Racism Charter.

2. Background

- 2.1 The Disability Employment Charter sets out a series of proposals aimed at increasing the number of disabled people in meaningful employment.
- 2.2 The Anti-Racism Charter, developed in collaboration with the Welsh Government and various equality bodies, supports public sector organisations to actively tackle racism and create inclusive workplaces.
- 2.3 Signing these Charters will demonstrate the Council's commitment to inclusive employment practices and the broader equality, diversity, and inclusion agenda.

3. Current situation / proposal

- 3.1 Bridgend County Borough Council already delivers a range of work in support of diversity, equity, and inclusion. Signing both Charters will publicly reinforce and extend this commitment.

3.2 Each Charter provides a framework for further action, see attached as **Appendix 1** and **Appendix 2**. The Council will align its internal policies and practices with the principles set out in both Charters.

3.3 The commitments include actions such as inclusive recruitment, supporting employee networks, removing workplace barriers, providing targeted support and training, and setting internal accountability measures.

3.4 If approved, the Council will arrange a formal signing and associated communications to promote the commitment across the organisation and community.

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

4.1 Consideration has been given to the protected characteristics identified within the Equality Act 2010, the Socio-economic Duty, and the Welsh Language Standards. The signing of these charters represents a positive step towards advancing equality of opportunity and eliminating discrimination

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. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

- Long-term: Promoting systemic improvements to inclusive employment over time.
- Prevention: Addressing structural barriers to employment and progression.
- Integration: Aligning with national strategies and corporate priorities.
- Collaboration: Working with stakeholders, staff networks, and external partners.
- Involvement: Ensuring representation of diverse voices in the development of internal policies and practices.

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 report.

9. Recommendation

9.1 It is recommended that Members approve signing the Disability Employment Charter and the Anti-Racism Charter.

Background documents: None