

Meeting of:	CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS
Date of Meeting:	3 JUNE 2026
Report Title:	STRATEGIC EQUALITY PLAN ANNUAL REPORT
Report Owner: Responsible Chief Officer / Cabinet Member	CORPORATE DIRECTOR – FINANCE AND TRANSFORMATION CABINET MEMBER CORPORATE SERVICES
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:	All public bodies in Wales must comply with the Public Sector Equality Duty. One of the specific duties is to produce the Strategic Equality Plan and an annual progress report.

1. Purpose of Report

- 1.1 The purpose of this report is to provide Cabinet Committee Equalities and Employee Relations with an update on the work completed within the Strategic Equality Plan (SEP) 2024 – 2028 for the period 1 April 2024 to 31 March 2025.

2. Background

- 2.1 The SEP annual report enables the Council to:

- monitor and review progress against its strategic equality objectives;
- review its objectives and processes in light of any new legislation and other new developments;
- engage with relevant stakeholders around equality objectives, providing transparency;
- include relevant updates on equality impact assessments, procurement arrangements and training.

Specifically, the report sets out:

- the steps taken to identify and collect relevant information;
- any reasons for not collecting relevant information;
- where appropriate, employment information, including information on training and pay.

2.2 The report will show progress made by the Council on each of its six equality objectives, which will be of interest to:

- Elected Members;
- Members of the community and community groups;
- Equality and Human Rights Commission;
- Welsh Government.

3. Current situation / proposal

3.1 The annual report (**Appendix 1**) covers the period 1 April 2024 to 31 March 2025. The annual report must be published on the Council's website/made available by 1st April 2026

3.2 The six strategic equalities objectives for 2024 – 2028 are:

- Access to services
- Protecting our most vulnerable
- Living Standards
- Participation and Engagement
- Learning
- Employment

3.3 This is the first annual report to note the progress made towards the commitments set out in the 2024-2028 Strategic Equality Plan. The individual actions are noted in the corporate action plan developed and attached as **Appendix 2**.

3.4 Some key points to note from the annual report are:

- A number of staff network groups have been developed. They meet regularly to provide a safe, confidential environment to network, question, challenge, raise issues and receive support.
- A Welsh Language Staff Forum has been developed: “Iaeth Gwaeth”, consisting of staff of all proficiency levels who meet up on a monthly basis to practice their Welsh Language skills and provide support to the Welsh Language Standards requirements.
- The Council continued to work with community and equality groups within the Bridgend Community Cohesion Equalities Forum (BCCEF), representatives from across the community representing a wide range of organisations meet quarterly to share practice, receive joint briefings and training. All members are invited to share information about BCCEF with other organisations with the aim to increase membership and representation.
- BCBC continues to play a leadership role in this partnership, helping to coordinate all-Wales Pride visibility campaigns and sharing best practice in LGBTQ+ inclusion.

- The Food and Fun Programme was delivered across four schools, providing meals and wellbeing activities to over 160 children. The programme improved nutrition, physical activity, and social interaction during the school holidays.
- The Community Cohesion Grant supported local projects promoting belonging, such as intergenerational activities, cultural festivals, and art projects celebrating diversity.

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

- 4.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

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. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

6. Climate Change and Nature Implications

- 6.1 There are no Climate Change or nature implications from this report.

7. Safeguarding and Corporate Parent Implications

- 7.1 There are no Safeguarding and Corporate Parent implications from this report.

8. Financial Implications

- 8.1 There are no financial implications in relation to this report.

9. Recommendation

- 9.1 It is recommended that the Cabinet Committee Equalities notes the update on the work completed within the Strategic Equality Plan (SEP) 2024 – 2028 for the period 2024 - 2025.

Background documents

None