

CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS - WEDNESDAY, 5 NOVEMBER 2025

MINUTES OF A MEETING OF THE CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS HELD HYBRID IN THE COUNCIL CHAMBER - CIVIC OFFICES, ANGEL STREET, BRIDGEND, CF31 4WB ON WEDNESDAY, 5 NOVEMBER 2025 AT 10:00

Present

Councillor M J Evans – Chairperson

N Farr

JC Spanswick

HM Williams

E D Winstanley

Present Virtually

A R Berrow
A Ulberini-Williams

W R Goode
A Wathan

M Jones
AJ Williams

M Lewis

Officers:

Zoe Edwards
Mark Galvin
Paul Miles
Michael Pitman
Kirsty Williams

Consultation Engagement and Equalities Manager
Senior Democratic Services Officer - Committees
Group Manager - Human Resources and Organisational Development
Technical Support Officer – Democratic Services
Partnership & CSP Manager

76. Apologies for Absence

Decision Made	Apologies for absence were received from Councillors D Hughes, P Davies, E Caparros and J Gebbie
Date Decision Made	5 November 2025

77. Declarations of Interest

Decision Made	There were no declarations of interest
---------------	--

CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS - WEDNESDAY, 5 NOVEMBER 2025

Date Decision Made	5 November 2025
--------------------	-----------------

78. Approval of Minutes

Decision Made	<u>RESOLVED:</u> That the minutes of a meeting of the 3 September 2025, be approved as a true and accurate record.
Date Decision Made	5 November 2025

79. Workforce Data - Quarter 2

Decision Made	<p>The Cabinet Member – Resources presented a report, the purpose of which, was to provide information for the Council’s workforce, to assist workforce planning.</p> <p>Appendix 1 of the report, gave the overall Bridgend County Borough Council’s position on 30 September 2025.</p> <p>She confirmed that Appraisal completions for quarter 2 were also included in Appendix 1, together with details of the previous years’ completions.</p> <p>The same Appendix also reflected sickness absence data and the days lost per FTE for quarter 2 in 2025/2026, was 5.89 (on average per employee). This was lower than the same period last year when it was 6.22. However, the percentage of absences that are categorised as long term remained at 81%, which needed to be reduced.</p> <p>The Leader was concerned with detail at page 15 of the report, which reflected that appraisals completed at Quarter 2 for 2025-26 in the Highways and Green Spaces section of the Communities Directorate, was worryingly low. He added that he hoped that employees in management positions who conducted appraisals, were sufficiently trained to do so.</p> <p>The Group Manager – Human Resources and Organisational Development confirmed that all managers were trained on how to undertake staff appraisals, though he would further promote this within the local authority in order for managers to be utmost prepared before carrying out appraisals. He added, that there</p>
---------------	---

CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS - WEDNESDAY, 5 NOVEMBER 2025

	<p>had been some staffing and operational issues in this area of the Directorate during the quarter 2 period, though quarter 3 would show a marked improvement in this statistic.</p> <p>A member referred to the issue of recruitment and retention of staff as well as succession planning in BCBC going forward. She asked what plans the Council had in place to replace more experienced staff when they left the authority, ie for alternative employment or retirement.</p> <p>A member also felt that it would be useful in future, if the Cabinet Committee could have a breakdown of the age profile of employees per Directorate.</p> <p>The Cabinet Member – Resources confirmed that the Council’s workforce was its greatest asset and that feedback from the Panel Performance Assessment report that had been considered by full Council in October 2025, confirmed that BCBC was growing through a period of transformation and to that end, it was looking to achieve succession planning through a number of innovative initiatives.</p> <p>The local authority were addressing and strengthening its workforce through workforce planning, including addressing challenges in recruitment in key areas, and improving succession planning, in order to help the Council create a long-term workforce strategy, for example, through its apprenticeship programme.</p> <p>A member asked that in future reports on this topic, more detail was needed on the number of absences Directorate by Directorate and if possible, any identified correlation between cases of absenteeism and outcomes of appraisals.</p> <p>The Leader also considered that there should be a ‘push’ for trainee staff in areas of the Council where recruitment of qualified staff was proving difficult to replace, such as in the Highways, Parks and Engineering sections of the Communities Directorate. He felt that this could be a topic for a future agenda item.</p> <p><u>RESOLVED:</u> That the Cabinet Committee Equalities and Employee Relations noted the information contained in the report.</p>
Date Decision Made	5 November 2025

80. Community Cohesion Annual Report

This document is available in Welsh / Mae’r ddogfen hon ar gael yn Gymraeg

CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS - WEDNESDAY, 5 NOVEMBER 2025

Decision Made	<p>The Cabinet Member for Regeneration, Economic Development and Housing presented a report, the purpose of which, was to provide an annual update to members on the work of the Welsh Government funded Western Bay Community Cohesion Team and the community cohesion work of Bridgend Community Safety Partnership.</p> <p>The report Executive Summary informed the Cabinet Committee on the following key issues:-</p> <ul style="list-style-type: none">• The Annual Report outlined work undertaken in relation to community cohesion between October 2024 and September 2025.• Funding has been confirmed for the Community Cohesion Programme from March 2026 to March 2029, with the possibility of another three-year extension.• The Cohesion Officer role for Bridgend has been vacant following the previous role holder accepting a position as Regional Community Cohesion Coordinator.• The progress updates for this report are based on the National Community Cohesion Delivery Plan, noting that there has been a change in work plan since April 2025.• Hate Crime figures have been provided by South Wales Police and were included at Appendix I to the report.• The Evaluation Report from training and awareness sessions carried out by Small Steps Organisation is included at Appendix ii.• An end of project evaluation report for the Western Bay Community Cohesion Small Grant Fund (2024-2025) was included at Appendix iii. <p>The Leader noted that the report revealed that there had been some difficulty in recruiting to the post of Community Cohesion Officer when it was first advertised and he asked, if there had been any more success when this post had been recently re-advertised.</p> <p>The Partnership and CSP Manager advised that when the post had been advertised first, funding for the position was only available up to March 2026. However, this had since been increased to March 2029, which had resulted in more interest in the post following this being re-advertised for a second time.</p> <p>A member noted that incidents of hate crime had reduced slightly in the last 12 months, though he was conscious that a lot of incidents of this type of crime did go unreported, which would affect these figures. He asked therefore, what work was being done to engage with the public, on avenues through which individuals could pursue support if they were subjected to such incidents.</p> <p>The Partnership and CSP Manager confirmed that victim support work in this area of society had</p>
---------------	---

CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS - WEDNESDAY, 5 NOVEMBER 2025

	<p>increased, whereby BCBC was applying extra focus than may have previously been the case including through the avenue of social media reporting. Focus had not just been applied to hate crime per se, but to incidents that just fall below this threshold.</p> <p>Joint working with stakeholders had helped improve this, with an example being through regular engagement through the Basic Command Unit (BCU), a regional body made up of a number of welsh local authorities and other key partners.</p> <p>There was also in place a Community Cohesion Collaborative Agreement that was supported by a Steering Group, in order to provide links with and to better understand what some people are experiencing with regards to problems of this nature.</p> <p>The Leader added that Councillors had a key part to play also, as well as partners such as the Police, whereby they could be a link between complaints from residents of a community on problems such as hate crime and report these to partners such as the Police, Probation and Housing Associations like V2C, so that appropriate action could be taken to address these incidents.</p> <p>Residents could also report any such problems to their PCSO's he added.</p> <p><u>RESOLVED:</u> That Cabinet Committee Equalities and Employee Relations noted the content of the update report.</p>
Date Decision Made	5 November 2025

81. Urgent Items

Decision Made	There were no urgent items.
Date Decision Made	5 November 2025

CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS - WEDNESDAY, 5 NOVEMBER 2025

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

The meeting closed at 12:00 midday.