

# **Bridgend County Borough Council**

## **Strategic Equality Plan 2020-2024**

### **Action Plan**

**The Strategic Equality Plan action plan will be reviewed annually, to demonstrate progress against actions, incorporate new areas of work for the council, changes to legislation and the development of any new objectives for the duration of the plan.**

## Objective one – Education

Everyone who accesses education should be free from discrimination, bullying and abuse in educational settings.

<b>Outcome one - To reduce incidents of hate based bullying in schools</b>	
	Actions:
1.1.1	Review the process in place to report hate-based bullying to the local authority in schools, to include homophobia, disability, religion and belief as well as gender based and racial incidents <b>Lead: Education and Family Support</b>
1.1.2	Analyse bullying data gathered by schools, including racist bullying, to identify trends and review anti-bullying strategies so that there are effective solutions in place <b>Lead: Education and Family Support &amp; Equalities team</b>

<b>Outcome two – To amend the curriculum in schools to reflect the Black Lives Matter campaign</b>	
	Actions:
1.2.1	To fully implement the findings and recommendations of the Welsh Government working group review of learning resources available to support the teaching of themes relating to Black Asian, and Minority Ethnic (BAME) communities and ‘cynefin’ across all parts of the curriculum within our schools <b>Lead: Education and Family Support</b>

<b>Outcome three - To improve access to equality information in schools for both learners and staff</b>	
	Actions:
1.3.1	Provide equality, unconscious bias and critical thinking training to all learners as part of the curriculum <b>Lead: Education and Family Support</b>
1.3.2	Provide equality, unconscious bias and critical thinking training to teaching staff and all school governing bodies <b>Lead: Education and Family Support</b>

<b>Outcome four – Ensure individual needs are considered in adult learning and other educational settings</b>	
	Actions:
1.4.1	To consult with learners to determine and monitor needs throughout programs of learning; to offer additional support where needs are identified and offer inclusive yet differentiated learning opportunities.

**Outcome four – Ensure individual needs are considered in adult learning and other educational settings**

	Actions:
	<b>Lead: Education and Family support</b>
1.4.2	Continue to offer additional resources where any deficit or disadvantage is identified. <b>Lead: Education and Family support</b>

**Outcome five – Develop a whole education approach to Violence against women domestic abuse and sexual violence**

	Actions:
1.5.1	Work with schools to ensure the effective implementation of the nine elements of the whole school approach across all schools in Bridgend <b>Lead: Community Safety Partnership</b>

**Protected Characteristics**

Age	✓	Religion or belief	✓
Disability	✓	Sex	✓
Gender reassignment	✓	Sexual orientation	✓
Marriage or civil partnership		Race	✓
Pregnancy or maternity		Poverty	✓

**Future Generations Act – 5 ways of working**

Long Term	✓	Prevention	✓
Integration	✓	Collaboration	✓
Involvement	✓		

**Corporate priorities**

Supporting a successful sustainable economy		Helping people and communities to be more healthy and resilient	✓
Smarter use of resources	✓		

## Objective two - work

Promote a more inclusive workforce and improve the participation, wellbeing and opportunities for development for those with protected characteristics

<b>Outcome one - To ensure equal pay for equal work</b>	
	Actions:
2.1.1	Develop knowledge of our workforce by improving the collection of workforce data by encouraging employees to provide up to date equality information <b>Lead: Human Resources</b>
2.1.2	Promote awareness campaigns linked to protected characteristics <b>Lead: Human Resources &amp; Equalities team</b>
2.1.3	Continue to report on the gender Pay Gap and progress gender equality actions <b>Lead: Human Resources</b>
2.1.4	Establish process to monitor pay levels for Black Asian and Minority Ethnic employees and those with a disability with the view to identify and address any gaps that may be discovered <b>Lead: Human Resources</b>

<b>Outcome two – To support our communities into the world of work</b>	
	Actions:
2.2.1	Employability Bridgend to work in partnership with DWP, Working Wales and training providers to deliver programmes which support people to prepare for employment. <b>Lead: Communities Directorate</b>

<b>Outcome three – To improve diversity in our workforce, with a focus on age, race and disability</b>	
	Actions:
2.3.1	Introduce more graduate and apprenticeship opportunities to increase workforce diversity <b>Lead: Human Resources</b>
2.3.2	Review recruitment processes and introduce specific campaigns with an aim to attract applications from the BAME community and people with a disability <b>Lead: Human Resources</b>
2.3.3	Become more disability confident as an employer by maintaining our Disability Confident status and developing our Disability Confident action plan <b>Lead: Human Resources</b>

<b>Outcome four – To increase training opportunities for staff</b>	
	Actions:
2.4.1	To review existing e-learning provision to ensure appropriate and relevant equality and diversity training is available, including the section on equality legislation of the mandatory corporate induction module to encourage increased participation in training <b>Lead: Human Resources</b>
2.4.2	Provide equality and unconscious bias training to employees <b>Lead: Human Resources</b>
2.4.3	Provide equality and unconscious bias training to councillors to encourage increased participation in training <b>Lead: Democratic Services</b>
2.4.4	Work with community organisations such as Stonewall, Mental Health Matters, People First Bridgend, Ethnic Minorities and Youth Support Team (EYST) and Show Racism the Red Card to develop training opportunities for employees <b>Lead: Human Resources &amp; Equalities team</b>

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Pregnancy or maternity	✓	Poverty	✓

### **Future Generations Act – 5 ways of working**

Long Term	✓	Prevention	✓
Integration	✓	Collaboration	✓
Involvement	✓		

### **Corporate priorities**

Supporting a successful sustainable economy	✓	Helping people and communities to be more healthy and resilient	✓
Smarter use of resources	✓		

### Objective three – Living standards

Tackle poverty and support independent living by considering the impact of any policy changes or decisions under the socio-economic duty

<b>Outcome one - To ensure that the socio-economic duty is fully considered as part of the council's governance and strategic decision making processes</b>	
	Actions:
3.1.1	Review the Equality Impact Assessment (EIA) to include poverty as a protected characteristic <b>Lead: Equalities Team</b>
3.1.2	Produce guidance and training for staff on the implementation of the socio-economic duty <b>Lead: Equalities Team</b>
3.1.3	Evidence the impact of the changes to the EIA in the EIA annual report produced to Cabinet Committee Equalities <b>Lead: Equalities Team</b>

<b>Outcome two – Demonstrate commitment to low paid employees by introducing Real living wage</b>	
	Actions:
3.2.1	Progress implementation of the Real Living wage to all council employees benefitting those on the lowest pay grades <b>Lead: Human Resources</b>

<b>Outcome three – Support low income families through increased commitment for free school meals</b>	
	Actions:
3.3.1	Continue to ensure families are able to access free school meals and provide food parcels for families eligible for free school meals throughout the COVID-19 pandemic <b>Lead: Education and Family Support</b>
3.3.2	Deliver the national School Holiday Enrichment Programme, subject to funding in agreed local areas. <b>Lead: Education and Family Support</b>

<b>Outcome four – Support learners by ensuring all schools participate in the Period Dignity scheme</b>	
	Actions:
3.4.1	Continue to work in partnership with Welsh Government and Wings Cymru to ensure free menstrual products are provided to all learners in primary, secondary and special schools within the county borough. <b>Lead: Education and Family Support</b>

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### **Future Generations Act – 5 ways of working**

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## Objective four - Health and wellbeing

Support and promote good mental and physical health within our communities and our workforce and provide opportunities to participate in leisure and cultural activities.

<b>Outcome one - To improve the physical wellbeing of staff</b>	
	Actions:
4.1.1	Implement the COVID-19 risk assessment for employees <b>Lead: Human Resources</b>
4.1.2	Promote the health and wellbeing of employees through partnerships with Halo, the Cycle to Work scheme <b>Lead: Human Resources</b>
4.1.3	Development of menopause protocol <b>Lead: Human Resources</b>

<b>Outcome two – To improve the emotional wellbeing of staff</b>	
	Actions:
4.2.1	Introduce and implement a health and wellbeing protocol to support all employees <b>Lead: Human Resources</b>
4.2.2	Work with partners to provide training and resources in mental health awareness, mindfulness and resilience <b>Lead: Human Resources</b>
4.2.3	Promote mental health awareness to staff and the support mechanisms in place, including adapting to work in the COVID-19 pandemic. <b>Lead: Human Resources</b>
4.2.4	Work with partners to develop BAME, LGBTQI and disability staff networks (BLM action) <b>Lead: Equalities Team</b>
4.2.5	Development of carers protocol <b>Lead: Human Resources</b>

<b>Outcome three - To provide and promote activities in the community for people with protected characteristics</b>	
4.3.1	Work with Sport Wales, Welsh Government and Arts Council for Wales to develop inclusive and integrated community activities for people with a protected characteristic in partnership with Halo and Awen.(e.g. super-agers, Hynt scheme, free swimming) <b>Lead: Social Services and Wellbeing</b>
4.3.2	Work with Disability Sport Wales to operate the national disability sport programme for households in Bridgend and across the Central South region <b>Lead: Social Services and Wellbeing</b>
4.3.3	Work in partnership with Town and Community Councils and other partners including Halo Leisure, Awen, Play Wales, Sport Wales, schools and Welsh Government to offer inclusive and integrated play opportunities for all securing play sufficiency requirements across the county <b>Lead: Social Services and Wellbeing</b>



**Outcome four - To raise awareness of hidden disabilities within the community and with businesses across the county borough**

4.4.1	Promote awareness of the Hidden Disability sunflower lanyard scheme and awareness of support cards, including the 'Can't Wait card', to ensure that our communities and businesses become more aware of the needs of people with hidden disabilities <b>Lead: Equalities</b>
4.4.2	Celebrate Awareness Days and weeks that highlight hidden disabilities such as deaf awareness week, dementia action week and mental health awareness days <b>Lead: Equalities</b>
4.4.3	Improve awareness of hidden disabilities within the workforce <b>Lead: Equalities</b>

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**Corporate priorities**

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Smarter use of resources	✓		

## Objective five - Safety and respect

Ensure that people within our communities have access to services that support them to live without fear of violence or abuse, and to be treated with respect.

<b>Outcome one – Develop and promote community cohesion</b>	
	Actions:
5.1.1	Signpost European Union (EU) citizens living in Bridgend County Borough to the Home Office EU Settlement Scheme and provide the appropriate level of local authority support <b>Lead: Community Safety Partnership</b>
5.1.2	Monitor and respond to community tensions relating to the Brexit process <b>Lead: Community Safety Partnership</b>
5.1.3	Identify community groups that represent the range and diversity of Bridgend citizens and develop appropriate communication channels <b>Lead: Community Safety Partnership</b>
5.1.4	Hold community events, promote positive community cohesion and celebrate diversity. Explore the use of online methods for community groups in light of COVID-19 <b>Lead: Community Safety Partnership &amp; Equalities Team</b>
5.1.5	Work collaboratively to support Pride events through the brand 'Proud Councils'. To demonstrate our commitment to the LGBTQI community and our workforce through the development of Proud Councils policies and practice across all local authorities who are involved with Proud Councils. <b>Lead: Equalities Team</b>

<b>Outcome two – Improve awareness and outcomes of hate crimes</b>	
	Actions:
5.2.1	Develop targeted activities to ensure victims and potential victims of hate crime are aware of reporting mechanisms and have awareness of the support services available to them in collaboration with South Wales Police and Victim Support <b>Lead: Community Safety Partnership</b>
5.2.2	Work with partners to arrange events and activities to promote Hate Crime Awareness week (October) <b>Lead: Community Safety Partnership</b>

<b>Outcome three – To embrace Black History Month</b>	
	Actions:
5.3.1	Embrace Black History Month (October) by working closely with schools, and by holding public events to highlight the reality of the negative impact of racial inequality and celebrate the contribution made by BAME communities to our local and national life as well as working with partner organisation such as Awen Cultural Trust to promote and raise awareness of BAME activities such as The Paul Robeson exhibition <b>Lead: Equalities Team</b>

**Outcome four – To improve awareness of how to report VAWDASV and the support available**

	Actions:
5.4.1	<p>Identify three annual campaigns and plan and deliver appropriate actions to maximise their impact to include:</p> <ul style="list-style-type: none"> <li>• Older persons</li> <li>• Learning disability</li> <li>• Male victims</li> </ul> <p><b>Lead: Community Safety Partnership</b></p>

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**Future Generations Act – 5 ways of working**

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Integration	✓	Collaboration	✓
Involvement			

**Corporate priorities**

Supporting a successful sustainable economy	✓	Helping people and communities to be more healthy and resilient	✓
Smarter use of resources	✓		

## Objective six - Participation

Encourage people and communities to participate and engage in issues that are important to them, and influence the decisions that affect their lives.

<b>Outcome one – To improve participation in consultations</b>	
	Actions:
6.1.1	Ensure people are appropriately represented in council consultations and engagement events, and can participate in the future design of council services <b>Lead: Consultation and Engagement Team</b>
6.1.2	Ensure all council consultations consider the development of an easy read and youth version dependent on the potential impact <b>Lead: Consultation and Engagement Team</b>
6.1.3	Review how the Citizens' Panel operates and its interface with relevant council decisions <b>Lead: Consultation and Engagement Team</b>
6.1.4	Include the Youth Council in consultations to ensure participation in the future design of council services <b>Lead: Consultation and Engagement Team</b>

<b>Outcome two – To provide resources to staff to improve communication with the public</b>	
	Actions:
6.2.1	Ensure resources are available to staff to assist them in providing information that is easy to understand and takes accounts of individuals' needs <b>Lead: Consultation and Engagement Team</b>

<b>Outcome three – Improve community engagement with protected characteristic groups</b>	
	Actions:
6.3.1	Strengthen our relationship with protected groups through attendance at forums and meetings to ensure people are included in and kept up to date in council activities <b>Lead: Consultation and Engagement Team</b>
6.3.2	Share all consultations with the Bridgend Community Cohesion and Equality Forum, and where relevant provide face to face or online engagement opportunities for member organisations <b>Lead: Consultation and Engagement Team</b>

<b>Outcome four – Promote community events and equality through the use of corporate social media</b>	
	Actions:
6.4.1	Share information and promote events such as PRIDE Cymru, Black History Month, Holocaust Memorial Day, Hate Crime awareness month and others via our bi-lingual corporate social media channels <b>Lead: Consultation and Engagement Team</b>

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### **Future Generations Act – 5 ways of working**

Long Term		Prevention	
Integration	✓	Collaboration	✓
Involvement	✓		

### **Corporate priorities**

Supporting a successful sustainable economy	✓	Helping people and communities to be more healthy and resilient	✓
Smarter use of resources	✓		