Strategic Equality Plan (SEP) Monitoring Report

April 2021- March 2022

Cyngor Sir
CEREDIGION
County Council

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Background

The General Equality Duty

The Equality Act 2010 places a public sector duty on Local Authorities to consider the needs of all individuals when carrying out their day to day work, in developing policy, in delivering services and in relation to the public and their own employees. The Act requires public bodies to have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.

2. Advance equality of opportunity between people who share a protected characteristic and those who do not.

3. Foster good relations between people who share a protected characteristic and those who do not.

The Equality Act makes it unlawful to discriminate against people with a 'protected characteristic'. The protected characteristics are:

- Age
- Disability
- Gender Reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation

Welsh Language Commitment

The promotion and use of the Welsh Language is not included within the Equality Act, it is covered by the requirements set out in the Welsh Language Measure 2011. However, in Ceredigion it is important to consider Welsh language requirements alongside the protected characteristics of the Equality Act to encourage a holistic approach to the needs of all communities in designing and delivering services.

Under the requirements of the Welsh Language Measure 2011, Ceredigion County Council is required to ensure that Welsh language services are built into planning and delivery of services, and that Welsh language services are offered to Welsh speakers without them having to request it (i.e. the concept of the active offer).

When thinking of how to advance equality of opportunity between persons who share a relevant protected characteristic and those who do not, the Council must think about the need to:

- Remove or minimise disadvantages experienced by people due to their protected characteristics.
- Take steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low. The Council also has to particularly think about how it will tackle prejudice and promote mutual understanding and respect.

The Specific Public Sector Equality Duties Wales

The Specific Duties in Wales are set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and came into force on the 6 April 2011. The Specific Duties on Local Authorities in Wales cover:

- Equality Objectives
- Strategic Equality Plans
- Engagement
- Assessing impact
- Equality information
- Pay differences
- Staff training
- Procurement
- Annual reporting
- Publishing
- Review (every four years)
- Accessibility

How we meet the Equality Duties:

This Equality Monitoring Report outlines our commitment to meeting the Equality Act 2010 including the Specific Public Sector Equality Duties for Wales. It describes the progress of our Strategic Equality Plan between 1st April 2021 and 31st March 2022.

Corporate Governance

Equalities is a cross-cutting theme in our Corporate Strategy 2017-2022.

The Leader of the Council is the council's nominated Equalities and Welsh Language Champion. A Corporate Equalities Working Group has been established to enable the development and implementation of the Strategic Equality Plan 2020-2024; the group is chaired by our Equalities Champion.

The Equalities Champion and the Equalities Working Group are both supported by the Council's Equalities and Engagement officer.

Ceredigion Strategic Equality Plan & Objectives

The Strategic Equality Plan Monitoring Report 2021-22 is the second report on progress of our 2020-24 Strategic Equality Plan, *'A Fair and Equal Ceredigion.'* The plan and related documents can be found at Strategic Equality Plan & Objectives - Ceredigion County Council

'A Fair and Equal Ceredigion 2020-24,' lists five Equality Objectives. An action plan ensures the delivery of the objectives.

The five Equality Objectives are –

1. **An Exemplar Equal Opportunities Employer**

   To be an equal opportunities employer, with staff trained and aware of equality related needs and issues. To continue to close the gender pay gap.

2. **Fostering Good Relations and Tackling Prejudice**

   To foster good relations between those who share a protected characteristic and those who do not by building community cohesion and tackling prejudice. Everyone should be able to live without the fear of violence and abuse and to be treated with respect.

3. **Engagement and Participation**

   To ensure that we engage effectively with people who share protected characteristics. To enable people to influence decisions and to have the opportunity to participate in political and everyday life.

4. **Dignity, Respect and Access to Services**

   To ensure fair and equal access to all services. We will do this by ensuring that people with protected characteristics are treated with dignity and also meeting their needs where they are different from the needs of other people.

5. **Fair and Inclusive Education**

   We want to ensure that children and young people reach their full potential. The right to education and training should also ensure accessibility and an environment free from bullying or harassment. This also includes lifelong learning.

Identifying, collecting and analysing relevant equality information

Service Users Equality Data

Up to date information on our citizens, particularly those who share one or more of the protected characteristics, is vital to support our progress and compliance with the

Equality duty. Staff are encouraged to use the '*Ceredigion Equality Data'* document which details information about the equality demographics of Ceredigion citizens. The document is held on our internal CeriNet site and should be used to support the development of integrated impact assessments.

An equalities and diversity monitoring form template has been developed by the Corporate Equalities Working Group, and all service areas are required to use these templates to gather equality data when carrying out engagement and consultations.

Workforce Equality Data

We collect and analyse data relating to staff who share one or more of the Protected Characteristics through our internal HR CeriNet system; however it is not mandatory for employees to provide this data.

The Workforce Equality Annual Report and the Gender Pay Annual report are published by our People and Organisation Section separately to this report. The reports are published on our website: Strategic Equality Plan & Objectives - Ceredigion County Council

Consultation and Engagement

Under the Specific Public Sector Equality Duties in Wales, Ceredigion County Council is required to engage and consult with people with Protected Characteristics when making strategic decisions. The Council has engagement and consultation guidance in place on its intranet site. We are reviewing our guidance on engagement and working on a new Engagement Policy, 'Talking, Listening and Working Together.' The process of consultation and adoption of this new policy is scheduled for 2022/23.

As in the previous year our levels of engagement have been impacted by the Covid-19 pandemic. However, several engagement exercises were successfully undertaken, including a large regional survey to support Ceredigion Public Service Board's Assessment of Local Well-being.

In addition to public consultation, there exists in Ceredigion a comprehensive network of forums and partnerships which staff contribute to and consult with service users, for example the Youth Council, the Carers' Forum and Ceredigion Disability Forum.

Assessing for Impact

Ceredigion County Council is a listed public body in Wales under the Equality Act and is therefore required by law to undertake Equality Impact Assessments. This involves assessing the impacts of new policies and practices, as well as changes to existing policies and practices, on those who share one or more of the Protected Characteristics.

We have developed an Integrated Impact Assessment Tool. In addition to assessing the impacts on Equality, the tool also assesses impacts on the principles and goals of the Well-being of Future Generations (Wales) Act 2015, the Welsh Language Measure 2011 (Welsh Language Standards Requirements) and Risk Management.

The tool has been revised to consider the United Nations Convention on the Rights of the Child within our decision making. A total of 27 Integrated Impact Assessment were submitted with Cabinet Reports during 2021-22.

Staff Training

The Learning and Development Team launched a new Learning Management System, Ceredigion Learning Pool. This bilingual resource allows completion of e-learning modules. Through online training delivery using Microsoft Teams the ability to utilise 'captions and translation' has made training more accessible for those with hearing or sight impairments.

- 388 staff completed the Equality and Diversity e-learning programme, this is down from 514 staff who completed it last year.
- 80 managers completed the online Equality and Diversity Training
- Equality and Diversity training was suspended due to Covid-19 and later reinstated, 3 sessions were delivered, one through the medium of Welsh.
- 26 staff members completed online LGBTQ+ training.
- 57 staff members completed the Unconscious Bias e-learning module.
- 12 staff attended a Deaf Awareness & Sign Language Workshop
- 1 member of staff was supported to undertake British Sign Language training
- 3 Bespoke sessions were delivered to 15 Social Workers to increase their Welsh language abilities & confidence in undertaking Best Interests Assessment for Service Users through the medium of Welsh
- 94 staff were supported to undertake a variety of Welsh languages courses through the Council's Work Welsh Scheme
- BAWSO sessions on Domestic Abuse, Cultural Diversity, Forced Marriage and FGM were also promoted and made available to staff

Procurement Arrangements

All significant contracts are tendered using the e-tender-wales e-Tendering system and 100% of these have Equality questions and Welsh Language requirements built into them as part of a standardised process. Those who submit a tender and are unable to respond positively to the requirements may not proceed to the next stage.

The Welsh Government's Code of Practice for Ethical Employment in Supply Chains is also included in those tenders as standard. A standardised contract specification template has been developed which puts Equality and Welsh Language requirements on those who provide goods or services on behalf of the Council.

Accessibility

The Council produces information in a wide variety of formats according to need and on request. All public documents are required to have the tagline 'this document is available in Welsh, or in other formats on request'. We have placed guidance on accessible formats for staff on our internal internet.

The Council's public website is fully compliant to AA accessibility ratings and 90% of the content is compliant with AAA accessibility ratings. We will continue to respond to any new standards or changes to technology as they come.

We have a contract with Wales Interpretation and Translation Service (WITS), to provide an interpretation service in circumstances where the service user has limited or no Welsh or English language skills. Guidelines and 'how to book instructions' has been published, and available for all staff to access from the internal CeriNet site.

Progress in meeting our specific objectives during 2021-22

The Strategic Equality Plan itself is a 4-year strategy but we publish an annual progress monitoring report. The full Strategic Equality Plan Monitoring Report 2021-22 is shown at Appendix 1.

A 'BRAG' system shows us how well an action is performing or being delivered.

'BRAG' status totals for the 2021/22 are shown below.

BRAG Status	Definition	2021-22 Progress
Blue	Action completed	3
Red	Action not started / there are concerns that it will not be completed	0
Amber	Action slightly behind target	17
Green	Action progressing to plan	34

This is the second report on progress of our Strategic Equality Plan.

- 3 actions (6%) are completed. (1 action in 2020-21).
- None of the actions are marked 'Red.' (0 actions in 2020-21).
- 17 actions (31%) are slightly behind target. The majority of these come under the Engagement and Participation objective and this is partly attributable to the impacts of the Covid-19 pandemic. (14 actions in 2020-21).
- 34 actions (63%) are in progress and on track. (39 actions in 2020-21).

The table below shows progress of each Equality Objective.

2021/22 figures (2020/21 figures in brackets)		Blue	Red	Amber	Green
1	Equal Opportunities Employer	**0** (0)	**0** (0)	**2** (4)	**6** (4)
2	Fostering Good Relations and Tackling Prejudice	**1** (0)	**0** (0)	**0** (0)	**5** (6)
3	Engagement and Participation	**0** (0)	**0** (0)	**9** (4)	**3** (8)
4	Dignity, Respect and Access to Services	**2** (1)	**0** (0)	**4** (4)	**11** (12)
5	Fair and Inclusive Education	**0** (0)	**0** (0)	**2** (2)	**9** (9)

Highlights from 2021/22

Objective 1 – An exemplar equal opportunities employer

A revised pregnancy risk assessment has been introduced. This now better reflects the current Public Health Wales guidance on pregnant people in the workplace. Pregnant employees can seek advice and support from the Employee Health and Wellbeing Officer, the Health and Safety Team and the HR absence team.

Temporary adjustments to flexi working hours have been adopted. This has been agreed to help alleviate the pressures of home working on those with families.

The Carers' Policy has been implemented which includes a Carers Passport. The Carers Passport allows employees who are unpaid Carers to use up to 5 days paid leave for undertaking their caring responsibilities.

Objective 2 – Fostering good relations and tackling prejudice

The Community Cohesion team continue to work with partners to encourage people to raise awareness of, and report hate crime. Events and awareness raising campaigns to tackle hate crime have continued. These have included:

- Hate Crime Awareness Week
- A 'Blue Light' event for refugees
- Online Hate Pilot Sessions
- Small Steps Right Wing Training

Multi-agency tension monitoring meetings are held weekly. These have enabled the Community Cohesion team to successfully monitor and mitigate a range of community tensions.

Objective 3 – Engagement and participation

Elected as our new Member for the United Kingdom Youth Parliament (UKYP); Poppy Evans (MYP) representing Aberaeron Secondary School, was prominent in her role advocating on behalf of young people living in Ceredigion.

Lloyd Warburton, a pupil at Penglais School, was elected as the new Member of Wales Youth Parliament for Ceredigion and was also an active member of the Ceredigion Youth Council.

Ceredigion County Council Youth Council continued with its scheduled virtual programme and ensured that 22 young people representing Ceredigion Secondary Schools, Ceredigion Young Farmers Clubs and Porth Cymorth Cynnar (Support and Prevention service) had a meaningful platform to participate.

Democratic Services delivered a presentation to the Ceredigion County Youth Council regarding 'Voting at 16' and how to register to vote for the forthcoming local elections in 2022. Youth Council members tasked with sharing the information with their peers (presentation shared).

Meetings with the Disability Forum continued to take place online. During 2021-22 the forum discussed the Assessment of Local Well-being, the Future of Town Centres, Pavement Parking, the Cost of Living Crisis, the Local Well-being Plan and Experimental Traffic Regulation Orders.

Objective 4 – Dignity, respect and access to services

Covid continues to have a significant impact on the level of uptake of the Ymuno scheme. Pre-covid there were 18 children registered but just one child was supported by Ymuno to attend an Out of School childcare setting in 2020/21.

The 1st cohort of of Camu 'Mlaen (post-16 students with additional learning needs) have successfully completed their second year. There is effective collaborative working to ensure seamless provision post-16 into adulthood.

The number of people using the Accessible Housing Register and subsequently receiving offers continues to increase. The most recent report highlights the fact that 15% of applications to the Housing Register require some form of accessible property.

Disabled access (or lack of) is a criterion on our scoring/assessment of works when setting up the prioritised list of maintenance and/or improvement of footways and carriageways. With decreasing budgets, the number of footway refurbishment schemes, highway improvement and maintenance schemes will have to be reduced and consequently the opportunity to improve accessibility will also diminish.

100% of our corporate website has now achieved an accessibility rating of AA. Over 90% of the website has an accessibility rating of AAA.

Objective 5 – Fair and inclusive education

All schools have now completed their individual Strategic Equality Plans.

The Anti-bullying policy has been approved by Cabinet. Each School has a copy of the policy, which is reviewed annually every autumn term

Performance of Ceredigion pupils with Special Education Needs/Additional Educational Needs is good. There is an increase in the number of pupils who are diagnosed with severe autism in the early years, and in pupils with complex needs. Early recognition ensures that pupils receive early intervention and support to meet their additional learning needs.

The Covid-19 pandemic has had a big impact on the progress of learners with English as an Additional Language (EAL), although we have exceeded targets: 9.5% of pupils moved up a level (target = 5%). 3.4% made 2 or more levels of progress (target = 1%). 77.7% of EAL pupils are on codes C-E. Of these, 56.9% are competent (D) or fluent (E).

School pupils & volunteers are provided with training to learn how to adapt / involve others in sport & physical activity. 108 Bronze Young Ambassadors are now trained in Disability Inclusion and they will lead inclusive physical activity sessions. There are a further 12 to follow. Additionally, there are 13 'Play For All' Ambassadors who are based in the ALN Units in the secondary schools trained in leadership skills.

Appendix 1: Strategic Equality Plan Monitoring Form April 2021 – March 2022

Objective 1: To be an Exemplar Equal Opportunities Employer. To be an equal opportunities employer, with staff trained and aware of equality related needs and issues. To continue to close the gender pay gap.			
Action 1.1	We will monitor and close possible gender pay gap differences. We will publish an annual Workforce Pay Gap Report.	**Lead Officer: Geraint Edwards, People and Organisation**	**Green**
Outcome: Continue to close the gender pay gap.			
Progress 2021/22: The Workforce Pay Gap report for 2021/22 will be produced by end of October 2022 and published on the Council's website following approval through the democratic process.			
Action 1.2	We will continue to gather workforce equality and Welsh language data from new staff and voluntary data from existing staff. We will publish an annual Workforce Equality Report.	**Lead Officer: Geraint Edwards, People and Organisation**	**Green**
Outcome: Increased number of staff disclosing equality and Welsh language data.			
Progress 2021-22: • Workforce equality and Welsh language data is collected from all new staff joining the Council and existing staff are reminded on an annual basis to update their equality data through Ceri self-service. Updating Welsh language data is included in the annual appraisal process. • The Workforce Equality Report for 2021/22 will be produced by end of October 2022 and published on the Council's website following approval through the democratic process.			
Action 1.3	We will improve staff awareness of equality issues and the Public Sector Equality Duty through training.	**Lead Officer: Debbie Ayriss ,**	**Amber**

		People and Organisation	

Outcomes:
Increased number of staff completing the mandatory Equality and Diversity e-learning.
Increased number of managers completing Equality and Diversity training.
Increased number of staff completing LGBT awareness training.

Progress 2021/22:

The Learning & Development Team launched a new Learning Management System, Ceredigion Learning Pool which is a bilingual provision that allows completion of e learning modules through the medium of Welsh or English. Through on-line training delivery using Microsoft Teams, the ability to utilise 'captions and translation' has also made training more accessible for those with hearing or sight impairments.

- 388 (336 internal & 52 external staff) completed Equality & Diversity e-learning module
- 80 managers completed the online Equality & Diversity training session
- 26 staff completed LGBTQ+ online training
- 57 staff completed Unconscious Bias e learning module
- 44 (35 internal & 9 external staff) completed Diversity & Cultural Awareness training
- 12 staff attended a Deaf Awareness & Sign Language Workshop
- 1 member of staff was supported to undertake British Sign Language training
- 3 Bespoke sessions were delivered to 15 Social Workers to increase their Welsh language abilities & confidence in undertaking Best Interests Assessment for Service Users through the medium of Welsh
- 94 staff were supported to undertake a variety of Welsh languages courses through the Council's Work Welsh Scheme
- Training sessions on Domestic Abuse, Cultural Diversity, Forced Marriage and FGM were also promoted and made available to staff

Action 1.4	We will continue to promote and implement the Disability Confident Scheme, (which welcomes applications from disabled people and commits to making adaptations in the workplace).	**Lead Officer: Geraint Edwards, People and Organisation**	**Green**

Outcome: Increased number of appointments recorded as having a disability.

Progress 2021-22:

The Disability Confident Scheme is an established part of the Council's recruitment procedures and covered in the mandatory Ceredigion Manager Training Programme. During the year we received 81 applications from individuals who recorded that they had a disability and 13 were successfully appointed to roles in the Council.			
Action 1.5	We will support employees who are pregnant or have recently given birth by adopting the six areas of action under the *'Pregnancy and Maternity Discrimination in the Workplace: Recommendations for Change,'* report.	**Lead Officer: Geraint Edwards, People and Organisation**	**Green**
Outcome: The areas of action are adopted.			
Progress 2021/22: • A revised pregnancy risk assessment has been introduced and regularly reviewed, reflecting current Public Health Wales guidance on pregnant women and workplaces. • Advice and support are available to pregnant employees from the Employee Health and Wellbeing Officer, the Health and Safety Team and the HR Absence Team. • A review of the Maternity Support policy will take place as part of the disaggregation of the Work-Life Balance policy which is scheduled to take place during 2022/23			
Action 1.6	We will offer, where appropriate, flexi and part-time working to support parents and carers. We will revise our policies on flexi-working and work-life balance.	**Lead Officer: Geraint Edwards, People and Organisation**	**Green**
Outcome: Revised flexi and agile working polices implemented.			
Progress 2021/22: • Temporary adjustments have been made to flexi hours working scheme as a result of the enforced home working during the Covid-19. The temporary adjustments made during the initial lockdown period have been extended to support staff juggling parental and caring responsibilities during the Covid-19 pandemic. • Carers' Policy has been implemented which includes a Carers Passport, allowing employees to use up to 5 days paid leave for undertaking their caring responsibilities.			

- Work on an Interim Hybrid Working Policy has commenced, setting out the opportunity for staff to choose where they work providing that they are as productive at home as they are in the office, and subject to line manager approval. Implementation of the Policy will take place during 2022/23 following approval through the democratic process.
- Disaggregation of Work-Life Balance Policy is schedule to take place during 2022/23.

Action 1.7	We will work towards reducing gender segregation and under-representation of ethnic minorities and disabled people in apprenticeships, including working with our contractors through applying Community Benefits as core to all relevant Council procurement contracts.	**Lead Officer: Mark Gleeson, Porth Cymorth Cynnar**	**Amber**

Outcomes:
Decreased gender segregation in apprenticeships.
Increased BME and disabled apprentices.

Progress 2021/22:

Hyfforddiant Ceredigion Training apprenticeships data:

- Gender: 71 apprentices. Male - 65 (92%); Female - 6 (8%)
- Ethnicity: 71 apprentices. White - 48 (68%); White Irish - 23 (32%).
- Disability: 71 apprentices. 8 (11%) reporting Autistic Spectrum Disorder (ASD)/Moderate Learning Difficulties, Attention Deficit Hyperactivity Disorder (ADHD) or Dyslexia.

The council continues to implement its policy on community benefits and guidance to tenderers for the larger council contracts. Community benefits guidance has been provided for Aberaeron Coastal Defence Scheme, Ysgol Uchradd Aberteifi school improvements, Aeron Valley new school, Ysgol Gynradd Aberteifi.

Work continues to develop a 'Community Benefits wish list' where local charities, groups and organisations can publicise projects which is shared with contractors looking for ideas for community benefits to support. Contact has been made with managers in the council to raise the awareness of community benefits and identify possible recipients in Ceredigion to include in the wish list.

Action 1.8	We will continue to implement our Modern Slavery Policy. This includes our commitment with our suppliers and contractors to meet Welsh Government's Code of Practice on Ethical Employment and Transparency in the Supply Chain, for example guarding against insecure employment contracts and securing workers' rights.	**Lead Officer: Debbie Ayriss, People and Organisation**	**Green**

Outcomes: Increased number of Modern Slavery Sessions delivered, increased number of staff attending Increased number of Human and Child Trafficking sessions delivered.
Progress 2021/22: • 3 sessions of Human & Child trafficking Awareness delivered in 2020 with 44 staff attending, more sessions planned for 22/23 • 36 (23 internal & 13 external staff) attended Modern Slavery training and a programme of regular events is now scheduled • 10 staff attended Safeguarding people from abuse linked to culture & religion • 13 staff attended Child Criminal Exploitation, County Lines, Knife Crime & Child Sexual Exploitation training • 32 staff attended Prevent Awareness training (including WRAP) • 11 staff attended Prevent & Channel Panel Awareness training • Hate & Mate Crime sessions are scheduled for 22/23

Objective 2: Fostering Good Relations and Tackling Prejudice. To foster good relations between those who share a protected characteristic and those who do not by building community cohesion and tackling prejudice. Everyone should be able to live without the fear of violence and abuse and to be treated with respect.			
Action 2.1	We will work with the Regional Community Cohesion Co-ordinator to support a Ceredigion of cohesive communities.	**Lead Officer: Kay Howells, Community Cohesion**	**Green**
Outcome: Community Cohesion-framework to be developed and outcomes delivered.			
Progress 2021-22: The Community Cohesion team is one of 8 regional teams across Wales funded by Welsh Government. The aim is to deliver a consistent approach to Community Cohesion across Wales. The team works to an annual action plan and have satisfactorily completed actions established for 2021/22.			
Action 2.2	We will continue to raise awareness of hate crime and to signpost potential victims to report and support services.	**Lead Officers: Naomi McDonagh, Partnerships and**	**Green**

		Performance / Kay Howells, Community Cohesion	

Outcomes:
Increased number of Hate Crime awareness sessions delivered.
Increased number of staff attended.

Progress 2021-22:

The team continue to work with partners to encourage people to raise awareness of, and report hate crime.

Hate Crime Awareness Week (Oct 2021)

The team led a regional group coordinating Hate Crime Awareness Week activities. The cohesion team led on a number of projects during HCAW:

1. Schools/Youth Group "Design a Diversity T Shirt" project in partnership with Victim Support. Winning entries being informed in Jan 2022 with Cllrs presenting the winners with T Shirts, press release to accompany and Certificates for all entries.
2. Virtual Coffee Morning, in collaboration with Victim Support, worked with third sector to encourage people to attend. Focus on raising awareness of HC and how to report it. The coffee morning had around 50 attendees.
3. Social Media slots with Local Authorities and would encourage partners to reshare during the week.
4. Shared the Cohesion Hate Crime Awareness 1 min film
5. Promoted an event on Migrant Rights across the region.
6. 4 pre HCAW online events in collaboration with Victim Support to raise awareness that the week was coming up.
7. Cohesion film and quiz as part of Victim Support HWB pack for Schools.

Blue Light Event

Working with the Refugee Lead in Ceredigion Council and British Red Cross, the Cohesion team coordinated a blue light event in Aberystwyth to promote and normalise the importance of understanding how to access support from emergency services at appropriate times. The event included short, translated presentations from Community Cohesion, the Police, Fire, Ambulance and RNLI, the Hywel Dda Engagement team and Victim Support. By holding an event of this nature, hopefully more of our families will feel confident enough to access key services in the future. The event was held at the Aberystwyth Arts Centre on 17 March and approximately 25 Syrians and Afghans attended.

Online Hate Pilot Session

Working with Victim Support, the team cohosted an event around Online Hate. The event, held in March 2021, was promoted by Facebook admins (local area/interest groups). Additional general promotion took place on Safer Internet Day in early Feb. Local community Facebook groups represented included: Pembroke Dock community group, Aberaeron Community Forum, Ennyn Cymru, Supporting Refugees in Pembrokeshire, Llanelli Standard, Abermule Communities Together, Lampeter Community Hub, Extinction Rebellion Aberystwyth, Meghan & the food squad and Homeless Pembrokeshire. 38 people attended the pilot and feedback was overwhelmingly positive. VS 2022 Online Hate Pilot_Report_Final.pdf. It is hoped that the session could be delivered in other parts of Wales and audiences could be widened.

Small Steps RW Training

The training focuses on Awareness and Counter Narrative on Right Wing activity. Small Steps employ staff members who are former far-right activists, this gives the benefit of having lived experience. The training outlines grievances manipulated by the far right, a local and national activity breakdown, recruitment techniques and counter narrative ideas explained.

Worked with Victim Support to share Hate Crime Awareness Materials for Ukrainian citizens living in the region in relevant community languages. The Team attend the Hate Crime Group run by DP Police which provides a strategic overview with regard the situation in our region.

Action 2.3	We will continue to support work to increase reporting of domestic abuse to Goleudy, (Victim Support).	**Lead Officers: Sian Howys Porth Cynnal / Amy Taylor VAWDASV Regional Co-ordinator**	**Blue**

Outcomes:
Increased number of staff completed VAWDASV e-learning
Increased number of Ask and Act sessions completed.

Progress 2021-22:

Systems are well established with signposting low risk cases to Goleudy.

Action 2.4	We will monitor and respond to community tensions relating to the Brexit process.	**Lead Officers: Naomi McDonagh Partnerships and Performance / Kay**	**Green**

		Howells Community Cohesion	
Outcome: Increased number of interventions and de-escalations.			
Progress 2021-22: We monitor community tensions in a number of ways: Weekly tension monitoring continues with partners joining the call from Dyfed Powys Police, Aberystwyth University, Mid and West Wales Fire Service, Victim Support, Race Council Cymru, University of Wales Trinity St David's and various Council departments including the Community Safety manager, Housing and Substance Misuse. The Cohesion team and partners have successfully identified and mitigated a range of tensions over the past year including putting relevant communications around wildfires, intelligence sharing regarding protests movements and managing the creation of a press release regarding an increase in far right/racist graffiti in Aberystwyth. Regular social media/online source scanning to monitor issues and tensions. Key issues logged and raised at Tension Monitoring meetings. The Cohesion team attend and contribute at Community Safety Partnership (CSP)/CONTEST (Counter Terrorism)/ Serious Violence and Organised Crime (SVOC), Ceredigion Refugee Resettlement meeting and Gypsy Traveller Steering Group meeting and meetings supporting Ukrainian resettlement. Weekly/moved to fortnightly meetings of regional meetings around Covid Vaccination of vulnerable/hard to reach groups. Attendance at national Special Interest Group on Countering Extremism (SIGCE) roundtable meetings to discuss Right Wing activity specific within our region and nationally targeted against Refugee and migrant groups.			
Action 2.5	We will signpost EU citizens living in Ceredigion to the Home Office EU Settlement Scheme and provide the appropriate level of local authority support.	**Lead Officers: Kay Howells, Community Cohesion /Arwyn Morris, Customer Contact**	**Green**

Outcome: Increased number of EU citizen's resident in Ceredigion who apply to the scheme.			
Progress 2021-22: A factsheet was developed to share information relating to the EUSS transition period, which could be used to support dealings with EU citizens and contains information connected to housing, homelessness and benefit issues, social services and mental health provision for both adults and children, as well as HR information. The factsheet has been designed with the intention of being distributed within various departments for staff to refer to as and when required.			
Action 2.6	We will continue to implement an annual media and public awareness campaign. Examples could include International Women's Day, Hate Crime Awareness Week and Holocaust Memorial Day.	**Lead Officers: External Communications Team / Kay Howells, Community Cohesion**	**Green**
Outcome: Increased number of campaigns undertaken.			
Progress 2021-22: International Women's Day: no specific activity but social media posts created on 9 March 2021. Hate Crime Awareness Week and throughout the year: A series of graphics produced by Hate Crime Wales and the Community Cohesion Officer were shared on Social Media in June, October, December, January, February and March. Holocaust Memorial Day: A photo showing lit up Council buildings was shared on Social media on 27 Jan 2022. Press release issued on 24.01.2022 www.ceredigion.gov.uk/resident/news/ceredigion-county-council-to-mark-holocaust-memorial-day/ The Cohesion team support an annual calendar of national days and campaigns, closely working with Communications to promote awareness, celebrate diversity, and commemorate certain historical events. During 2021/22 the team promoted and supported a number of campaigns including: • Hate Crime Awareness Week (see 2.2) • Pride Month – Social media • Black History Month – Social Media • Interfaith Wek – Social Media • International Day of Disability – Social Media			

- Holocaust Memorial Day - social media messaging and lighting public buildings purple.
- LGBT History Month - social media posts and lighting public buildings purple.
- Refugee Week – video launched around the successful resettlement of Syrian famileis across the region.
  https://www.dropbox.com/s/vnp1eqlajdve5co/RefugeeProject_v5.0.ENG.mp4?dl=0
  https://www.dropbox.com/s/eu6zjicugb2vfnh/RefugeeProject_v5.0.CYM.mp4?dl=0

Objective 3: Engagement & Participation. To ensure that we engage effectively with people who share protected characteristics. To enable people to influence decisions and to have the opportunity to participate in political and everyday life.			
Action 3.1	We will engage with the people of Ceredigion, including people with protected characteristics and link in to local, regional and national groups.	**Lead Officers: Cathryn Morgan Partnerships and Performance (plus all service areas to implement)**	**Amber**
Outcomes: Engagement undertaken is meaningful. People are involved and can influence decisions. A report on Engagement exercises is published annually.			
Progress 2021-22: Engagement exercises have continued, in a reduced fashion, due to the ongoing pandemic. A wide ranging regional engagement exercise was undertaken to support the Assessment of Local Well-being.			
Action 3.2	We will revise and implement our Engagement Policy.	**Lead Officer: Cathryn Morgan, Partnerships and Performance**	**Amber**
Outcome: Engagement Policy published and implemented. Progress recorded in Engagement Annual Report.			

Progress 2021-22:

A first draft of the Engagement Policy was presented to Cabinet in November 2021 where it was approved to go out to public consultation over the winter of 2021-22. However, the consultation was delayed due to the requirements of the Local Government and Elections (Wales) Act 2021, to consult on and review the Council's Public Participation Strategy. This must take place following a Local Council election. The process was therefore halted and will recommence following the Local Council Elections in May 2022. The draft policy will describe methods of Engagement and Participation to comply with the new legislation.

Action 3.3	We will implement our Children and Young Persons' Participation Strategy and take account of the United Nations' Convention on the Rights of the Child, (UNCRC) in our decision making.	**Lead Officers: Nia Jones, Democratic Services / Gwion Bowen, Porth Cymorth Cynnar**	**Amber**

Outcomes:
Specific targets published in CYP Participation Strategy 2018-21.
Progress recorded in CYP Participation Annual Report.
E learning programme on UNRC under development, anticipated launch to staff 2020

Progress 2021-22:

Priority 4: Ceredigion County Council Youth Council

The Ceredigion County Council Youth Council continued with its scheduled virtual programme and ensured that 22 young people representing all Ceredigion Secondary Schools, Ceredigion Young Farmers Clubs and the Porth Cymorth Cynnar: Support and Prevention service had a meaningful platform to participate.

Due to the pandemic; 5 virtual meetings were held during this period on HWB Teams that included an end of year virtual event 'Dyfodol Ni'. The 'Dyfodol Ni' event was an opportunity for youth council members to discuss with Sally Holland, Children's Commissioner for Wales and Ben Lake MP about matters that were important to young people living in Ceredigion. The event was opened and closed by our outgoing United Kingdom Member of Youth Parliament, Huw Jones representing Ceredigion Young Farmers Clubs on the Ceredigion Youth Council.

The youth council meetings provided an opportunity to share information and consult with members on a wide range of topics that included for example, ‘Voting at 16’, the ‘Ceredigion Assessment of Local Well-being’, the Support and Prevention ‘Mobile Youth Project’ and the ‘Connect to Kindness’ campaign.

Priority 4: United Kingdom Youth Parliament (UKYP)

Elected as our new Member for the United Kingdom Youth Parliament (UKYP); Poppy Evans (MYP) representing Aberaeron Secondary School, was prominent in her role advocating on behalf of young people living in Ceredigion. During the beginning of her annual term, our MYP played a key role in raising awareness around LGBTQ+ rights, supported a partnership Big Lottery Community Fund ‘Mind Our Futures’ (successful) application, met with key figures within the Ceredigion County Council School Services, ran focus groups around challenges facing young people living rurally, promoted the ‘Make your Mark’ campaign locally and attended national MYP Wales meetings hosted by Children in Wales.

Priority 4: Elected Wales Youth Parliament (WYP) Member Ceredigion

Lloyd Warburton a pupil at Penglais School was elected as the new Member of Wales Youth Parliament for Ceredigion and it was pleasing that he was able to become an active member of the Ceredigion Youth Council.

Priority 2: Ceredigion ‘Make your Mark Campaign’ 2022

The ‘Make your Mark’ Campaign once again provided the opportunity for young people living in Ceredigion to vote for the topic that they felt was most important to them in their everyday lives. Having received 2152 votes and a record turnout for the campaign in February 2022; young people living in Ceredigion highlighted Health and Wellbeing (479 votes), Jobs, Money, Homes and Opportunities (450 votes) and the Environment (405 votes) as the main topics of concern affecting young people in Ceredigion at the time of the campaign.

Priority 2 and 4: Pupil Voice and School Council’s

During the 2021/2022 academic year, a Schools Health Research Network (SHRN) consultation was shared with all Ceredigion Secondary Schools. Assessing the Health and Wellbeing of school pupils, the SHRN biannual questionnaire provides an opportunity for pupils to share their feedback on important matters such as healthy living, emotional and mental wellbeing, substance misuse and use and finally, relationships and

sexuality. A regional SHRN summary report was produced highlighting the results of the consultation, as well as an individual school report for all Secondary schools in Ceredigion. Schools and the Local Authority will now use these results to identify priorities for 2022-2023.

Ceredigion School staff were provided with an opportunity to attend a pupil voice training workshop. Developed and delivered by the Ceredigion school service; the training provided an in-depth insight to participation legislation, theory and methods. Guidance for school councils and examples of good practice within Ceredigion schools was also shared during the training. Pupil Voice was also a priority during the second round of Support Advisors' visits, where school councils and committees were given an opportunity to celebrate their work in schools as well as voice their opinion on a number of subjects, based around well-being. During the summer term a transition meeting was also organised where Year 6 pupils had an opportunity to ask questions to Year 7 pupils in their feeder Secondary school. Ysgol Gynradd Aberteifi received the Gold Award for Rights Respecting Schools 2021-2022 and Ysgol Gynradd T Llew Jones received the bronze award.

Priority 4: Ceredigion Young People's Bursary

Supported by a donation from a local business; the Ceredigion Young People's Bursary 2021 was once again made available to young people living in Ceredigion. The bursary enables young people to apply for financial support to achieve a personal goal. Following a 'Dewis Youth Panel' meeting, 3 local young people were awarded a share of the £1,000 bursary to support them with completing a work placement at Glangwili Hospital, to purchase Arts resources to complete a college course and support for a new arts business start-up idea.

Priority 4: 'Dewis' Youth Panel

Meeting virtually on HWB Teams, the 'Dewis' Youth Panel continued with their role as a youth panel that allocated the Youth Led Grant (in partnership with CAVO), and the Ceredigion Young People's Bursary 2021. The panel met on 4 occasions in 2021/22 ensuring that local young people and local youth projects received financial support to develop and reach their goals.

Priority 4: External Youth Forums

Ceredigion Youth Service ensured an opportunity for two young people to represent the service on two external forums. The National Youth Stakeholder Group hosted by Children in Wales and the Dyfed Powys Police and Crime Commissioner Forum were both attended on virtual platforms and provided the opportunity for the two young people to participate on regional and national matters regarding policing and crime and young people's mental health services.

Facilitated by RAY Ceredigion, the Give us Support (GUS) forum met on 11 occasions (monthly) during this accounting period and consisted of 19 youth members. The group were able to share their views and provide feedback regarding 7 local and national consultations.

Priority 1: Children Universal Day Campaign

A digital weeklong campaign was launched to raise awareness and promote the Children's Universal Day that was held on November 20th, 2021. Utilising social media, the campaign highlighted the positive work of local youth services that included DASH Ceredigion, Ceredigion Actif and the Ceredigion Youth Service. Children's Universal Day is the anniversary of the date in 1989 when the UN General Assembly adopted the Convention on the Rights of the Child (UNCRC).

Priority 1: UNCRC Training

An E-learning UNCRC Awareness Module is available to all Ceredigion County Council staff on the Ceri portal.

Through discussions at the All Wales Participation Workers Network (AWPWN) it is anticipated a national approach to Children's Rights (CR) training will be developed. An additional meeting was held with representatives from Cardiff County Council to map the current CR training offer in Wales. The future development and implementation of an all Wales CR training offer will be led by Welsh Government.

Workshops and Consultations

- As part of a pilot project for the assessment of the Whole school approach to emotional and mental wellbeing; a regional workshop was delivered with colleagues from Carmarthen County Council and Pembrokeshire County Council for tri county schools. The workshop highlighted the legislative perspective for children and young people participation and raised awareness to the National Participation Standards (Priority 6).
- A joint response to the Senedd: Children and Young People and Education Committee consultation on the priorities for the Children, Young People and Education Committee in the Sixth Senedd was submitted by Ceredigion Youth Service and the Ceredigion Young Carer Support Service (Priority 6).
- As part of a Ceredigion Youth services partnership Welsh Language Pilot Project, a questionnaire was developed to consult with young people regarding their Welsh language preferences and extracurricular participation in sporting, cultural, healthy living and citizenship activities (whilst in their leisure time and outside of the school curriculum hours). The project aims were to pilot increased opportunities for

young people to participate in local activities that were led through the medium of the Welsh language and responsive to identified individual needs (Priority 2).

- Research by Aberystwyth University regarding the challenges facing young people living rurally in Wales, provided and opportunity for individual and groups of young people in Ceredigion secondary schools and for a panel of young people to express their views on their experiences living rurally in Ceredigion. Following a number of workshops, the feedback received was shared with Aberystwyth University who later produced a 'Young People in Rural Wales Survey Report' (Priority 2).

External Professional Representation

- Representation continued on the Hywel Dda Health Board Children's Rights steering group and on the All Wales Participation Workers Network (AWPWN). All meetings were held virtually during this accounting period (Priority 6).

Action 3.4	We will support programmes and plans to increase representation in local politics and decision making, particularly for women, disabled people or BME people.	**Lead Officer: Glynis Davies, Electoral Services**	**Amber**
Outcome: Increased number of women, disabled people and BME people represented.			
Progress 2021-22: We continue to support national programmes and plans to increase representation in local politics and decision-making. The team that supports refugee resettlement in the Council are contacted regularly to ensure that this vulnerable group are represented on the electoral register.			
Action 3.5	We will support engagement with 16 and 17 year olds when the voting age is lowered in Wales.	**Lead Officers: Glynis Davies, Electoral Services / Gwion Bowen, Porth Cymorth Cynnar**	**Amber**
Outcome: Targeted approach for promotion and raising awareness utilising Ceredigion Youth Council, Secondary Schools 6th Forms, Further Education establishments, Youth Support Services, CYP Forums and Youth Service Social Media.			

Progress 2021-22:

- Democratic Services delivered a presentation to the Ceredigion County Youth Council regarding 'Voting at 16' and how to register to vote for the forthcoming local elections in 2022. Youth Council members tasked with sharing the information with their peers (presentation shared).
- Ceredigion Youth Service shared information on their Social Media to raise awareness to Wales Parliament 'vote 16' campaign raising awareness to 'voting at 16' and to how register to vote.
- Voting at 16 promotional materials was shared with local youth service providers that included third sector youth provision, Coleg Ceredigion and Hyfforddiant Ceredigion Training.

Action 3.6	We will continue to support the Ceredigion Disability Forum.	**Lead Officer: Cathryn Morgan, Partnerships and Performance**	**Amber**

Outcome: 4 open meetings per year and 4 meetings with CCC. The voice of disabled people is heard and influential.

Progress 2021-22:

Meetings with the Disability Forum continued to take place online but membership of the group is much reduced. Disability Forum arrangements will be reviewed in 2022-23 to make sure that we meet the outcomes of this Plan. In 2021-22 The forum met with the council twice, to discuss the Assessment of Local Well-being, the Futures of Town Centres and Pavement Parking. The forum met another two times, without council representatives to discuss the Cost of Living Crisis, the Local Well-being Assessment and Experimental Traffic Regulation Orders.

Action 3.7	We will maintain the equalities page on the council's website to signpost to relevant information and to publish our Strategic Equality plan and reports.	**Lead Officer: Cathryn Morgan, Partnerships and Performance**	**Amber**

Outcome: Up to date Equalities page on CCC website.

Progress 2021-22:

The Equalities page was kept up to date including the publication of the 2020-24 SEP and the 2019-20 Annual Monitoring Report.

Action 3.8	We will monitor progress of the Strategic Equality Plan and produce and publish an annual monitoring report.	**Lead Officers: Cathryn Morgan, Partnerships and Performance (plus all service areas to implement)**	**Green**
Outcome: Number of Blue (completed) and Green (showing good progress) actions against total actions.			
Progress 2021-22: There are 54 actions in the Strategic Equality action plan. 37 (69%) are Blue (completed) and Green (showing good progress).			
Action 3.9	We will review the Integrated Impact Assessment (IIA) process.	**Lead Officer: Cathryn Morgan, Partnerships and Performance**	**Amber**
Outcome: Revised Integrated Impact Assessment (IIA) process implemented			
Progress 2020-21 (please replace with Progress 2021-22): An interim revision to the IIAs was made to take into account the commencement of the socio-economic duty. An overall revision is due in 2022-23.			
Action 3.10	We will monitor and advise on Integrated Impact Assessments.	**Lead Officer** **Cathryn Morgan Policy and Performance**	**Green**
Outcome: Number of Integrated Impact Assessment (IIA) to the required standard submitted with Cabinet Papers / the total number of IIA required			
Progress 2021-22:			

There were 2 fewer IIAs this year compared to last year. 27 IIAs were submitted, of which 48% were of the required standard. We have seen an increase in the proportion of IIAs completed to an acceptable standard. Feedback was given on the 59% of IIAs that needed attention so that revisions could be made. 2021-22 results: 48% of the required standard 2020-21 results: 41% of the required standard			
Action 3.11	To provide support and guidance to all council services to ensure that they implement the Welsh Language Standards, and to increase the availability and standard of Welsh medium services.	**Lead Officer: Carys Morgan, Democratic Services**	**Green**
Outcome: Welsh medium services are actively available to Welsh speakers			
Progress 2021-22: The Welsh Language Standards Annual Compliance Report 2021-22 will be presented to Cabinet in July 2022. The report outlines how the Council complies with the requirements of the standards in terms of providing its services, formulating policies, providing services internally to its staff as well as addressing the use, promotion and facilitation of Welsh more widely throughout the county. The information was gathered based on the Council's ongoing monitoring of its services. A self-monitoring framework has been developed against the requirements of the Welsh Language Standards and each Lead Corporate Officer has scored their service performance against them. The Council's Welsh Language Policy Officer has worked closely with service managers to help them set plans to improve the quality and availability of Welsh-language services. We have published an e-book which sets out guidance on the implementation of the requirements of the Welsh Language Standards." What I need to do". Training has been given to all Council Councillors on the requirements of the Welsh Language Standards, and a guide to the consideration of the use of Welsh when holding public meetings has been shared. We will continue to work in partnership through the Ceredigion Bilingual Futures Forum and will work collaboratively to fulfil the requirements of the Ceredigion Language Strategy 2018-23 to promote and facilitate the wider use of Welsh across the County.			
Action 3.12	We will adopt the principles of the Dream Team's Learning Disability Charter	**Lead Officers** **All**	**Amber**
Outcome: Improved outcomes for people with learning disabilities.			

Progress 2021-22:
The adoption of the Charter is ongoing.

Objective 4: Dignity, Respect and Access to Services. To ensure fair and equal access to all services. We will do this by ensuring that people with protected characteristics are treated with dignity and also meeting their needs where they are different from the needs of other people.			
Action 4.1	We will facilitate access to information, advice and assistance via Porth Cymorth Cynnar, including Dewis and Family Information Services. We will also deliver accessible technology and community dementia friendly awareness sessions.	**Lead Officer: Sara Humphreys, Porth Cymorth Cynnar**	**Green**
Outcomes: Increased number of people assisted. Increased number of dementia friendly sessions delivered.			
Progress 2021-22: No dementia friendly sessions were delivered due to lockdowns and covid. We have 494 registered users on Dewis. 9,662 resource details were viewed in the year. There were 281 Ceredigion based resources on Dewis at end of September 2022. No dementia friendly sessions were delivered due to the pandemic restrictions. We are currently running a refresher course for staff in the team to be able to deliver more sessions going forward. We have set up some engagement events with Carers and drop in events across Ceredigion with Connectors to provide information advice and assistance to members of the communities.			
Action 4.2	We will provide targeted support such as “Cynllun Cyfeirio” and “Ymuno” Projects to enable children with additional needs to attend mainstream activities.	**Lead Officers: Emma Clarke, Porth Cynnal / Ruth Lewis, Schools & Culture**	**Amber**
Outcome: Maintain the return rate of questionnaires at 50% and maintain service rating of good or above at 84%.			

Progress 2021-22: We pay for training, support and additional staffing so that children with disabilities or additional needs can attend mainstream childcare settings. The 'Cynllun Cyfeirio' supports pre-school children and 'Ymuno' is for school aged children. Covid continues to have a significant impact on the level of uptake of the Ymuno scheme. Pre covid there were 18 children registered but just one child was supported by Ymuno in 2020/21. We will contact the settings in 2021-22 to see if there are other identified children who could benefit from the support. 150 children were supported by 'Cynllun Cyfeirio' support for pre-school children, this includes 55 children from a Flying Start area. Children benefitted from additional staff hours to support children with 1:1 support, group based support and smooth transition from pre-school setting to school. 131 children were supported in 2020-21.			
Action 4.3	We will provide opportunities for people with learning disabilities to develop a range of life-skills that meets their needs (Total Communication, Creative Lifestyle Solutions, Llond Bol, Community Support Base).	**Lead Officers: Nerys Lewis, Porth Gofal and Gillian Evans, Schools and Culture**	**Green**
Outcome: Increased number of people who have accessed advocacy services.			
Progress 2021-22: The 1st cohort of of Camu 'Mlaen (post-16 students with additional learning needs) have successfully completed their second year, and a presentation to celebrate their success will be held by Ceredigion Council at the National Eisteddfod in Tregaron. There is effective collaborative working to ensure seamless provision post-16 into Adulthood. A partnership review of the year will be completed, and this will include continued further exploration of the access and use of advocacy services to enhance advocacy where and when needed.			
Action 4.4	We will develop specification documentation and tender documentation for new advocacy services for Learning Disabilities, Mental Health and for Older People.	**Lead Officer: George Ryley, Finance & Procurement**	**Green**
Outcome: Increased number of people who have accessed advocacy services.			
Progress 2021-22:			

The new regional contract for advocacy services went live on 1st of April 2022. It is known as the 3 Counties Independent Advocacy contract (3CIPA). The single provider approach of the contract was chosen following a successful pilot run by Ceredigion County Council. Feedback on the new contract from colleagues in Pembrokeshire and Carmarthenshire has been positive and the approach is working well for them and their service users. The number of people who access the service will be monitored going forward.			
Action 4.5	We will deliver a bilingual range of Health Intervention classes across all areas of the county to improve physical activity levels in older adults. These include: • Developing wellbeing activities for individuals with chronic conditions • Introducing a focussed intervention to improve the physical and emotional wellbeing of individuals in registered settings to regain their independence.	**Lead Officer: Alwyn Davies, Porth Cymorth Cynnar**	**Green**
Outcomes: Assist our Ageing population to be physically and socially active, supporting their independence. Improve the opportunity and capability for everyone to be physically active every day.			
Progress 2021-22: There are Welsh and English Health Intervention classes running at Aberystwyth, Aberaeron, Tregaron, Lampeter, Llandysul and Cardigan. Classes include National Exercise Referral Scheme circuits and gym sessions and Fit4Life (60+) classes. Additionally, there are organised weekly Wellbeing Walks going from Borth, Aberystwyth, Lampeter, Aberporth and Cardigan. A focused intervention pilot has been running in Lampeter for individuals with chronic conditions on a one to one basis. The pilot focuses on individuals who are not ready or unable to attend group classes safely.			
Action 4.6	Cylch Caron Project – we will establish community based care to meet health and housing needs that are fit for purpose.	**Lead Officer: Nerys Lewis, Porth Gofal**	**Amber**
Outcome: Identify the number of additional services required as part of the Cylch Caron Project.			
Progress 2021-22: The Cylch Caron project is currently preparing documentation to procure a development partner. Alongside this is the reviewing and completion of the Full Business Case.			

Action 4.7	We will take forward the development of an Accessible Housing Register and work on ensuring Housing Options advice and services are accessible.	**Lead Officer: Llyr Hughes, Porth Gofal**	**Green**
Outcome: Increased satisfaction levels of people applying for accessible housing.			
Progress 2021/22: The Accessible Housing Register and Accessible Housing Policy have been in place since June 2016. As a result, the number of people using the accessible housing register and subsequently receiving offers continues to increase. During 2021/2022 there have been a number of allocations made to individuals and families requiring accessible housing, including 56 apartments at the Maes y Mor Extra Care Scheme. Most recent reporting highlighted that 15% of applications to the Housing Register require some form of accessible property. Categories captured are: Full Wheelchair/Part Wheelchair/Ground Floor Need/Lifetime Homes/ Max 3 Steps/Step Free. Access to the Housing Options Service is available bilingually and whilst it is encouraged application forms are completed online, facilities are available to enable Applications to be taken over the phone. The Housing Options website also offers the facility of languages other than Welsh and English, together with additional accessibility options such as Text Only/ Graphical Mode/ Read Aloud and the option to increase the size of the text.			
Action 4.8	We will consider the provision of access to public transport service for disabled people, older people and families with young children as part of any maintenance or improvement works undertaken.	**Lead Officer: Gerwyn Jones, Highways and Environmental Services**	**Green**
Outcomes: Work on improvement to bus shelters and stops along the T2/T5 route. Continue to support and facilitate the Welsh Government initiative affording free travel to all on weekends on the TrawsCymru network. Both interventions improve accessibility by means of infrastructure and service enhancements			
Progress 2021-22: The Covid-19 global pandemic has had a significant impact on most aspects of life. This has been especially true of requirements and demand for travel, which includes the impacts arising from travel restrictions and new, or different ways of working and living in general. These impacts have related and extended from international travel to travel at a local level.			

The County Council has worked closely with local bus operators throughout the COVID-19 pandemic to support the industry and maintain a core level of services while adhering to Welsh Government guidelines. This has included the development of COVID-19 risk assessments and implementation of related control mitigation measures. The integrated nature of bus networks in Ceredigion means this has approach has been applied to learner transport as well as services and travel opportunities available to the wider general public. There has been a need to be dynamic and flexible in response to the very volatile and quickly changing situation with COVID-19. In such a challenging operating climate the benefits of a partnership approach and of working in collaboration has come to the fore and is very much recognised, acknowledged and appreciated. Work has continued on improvements to bus shelters and stops along the T2/T5 route this includes in respect of information provision at key interchanges including Aberystwyth Gateway, Alban Square Aberaeron and Finch Square, Cardigan. The County Council continues to work with Welsh Government, Transport for Wales and the bus operators to administer and manage the evolving Bus Emergency Scheme funding. This has been put in place to support operators and services during the pandemic but also as we move towards a new model for how bus services are provided and managed in Wales. The Welsh Government and Transport for Wales have embarked on a review and redesign of bus networks in Wales.			
Action 4.9	We will consider the needs of disabled people when maintaining or improving footways and carriageways (for example dropped kerbs).	**Lead Officer: Phil Jones, Highways and Environmental Services**	**Amber**
Outcome: Increased number of improvements to footways which address accessibility issues.			
Progress 2021/22: This is an ongoing annual activity. Disabled access (or lack of) is a criterion on our scoring/assessment of works when setting up the prioritised list of maintenance and/or improvement schemes. With decreasing budgets, the number of footway refurbishment scheme, highway improvement and maintenance schemes will have to be reduced and consequently the opportunity to improve accessibility will also diminish.			
Action 4.10	We will continue to implement the Clutter Free Ceredigion Campaign to raise awareness and reduce the number of footway obstructions in our towns such as A-Frame advertising boards and wheelie bins.	**Lead Officer: Gerwyn Jones, Highways and Environmental services**	**Green**

Outcome: The Clutter Free Ceredigion Publications are shared / published on the Council's social media platforms on a regular basis which provides for ongoing awareness raising.			
Progress 2021-22: Illegal 'private' clutter (not street furniture) would be deemed as an offence of obstruction unless it is licensed/approved.			
Action 4.11	We will undertake accessible audits to ensure all members of the public can access council offices.	**Lead Officer: Lyndon Griffiths, Economy and Regeneration**	**Green**
Outcome: Increased number of accessible reviews undertaken and recommended improvements addressed.			
Progress 2021-22: We continue to undertake accessibility audits for council premises and major developments. This includes the implementation of the Toilet Strategy in terms of accessibility and continued work to increase the number of changing places toilets in the County.			
Action 4.12	We have achieved an accessibility rating of AA for our website and will work towards achieving a rating of AAA, including the provision of a readability toolbar.	**Lead Officer: Arwyn Morris, Customer Contact**	**Blue**
Outcome: Increased levels of customer satisfaction.			
Progress 2021-22: This action will always be on-going to meet any new standards – we have achieved all the necessary base standards for accessibility. This action is blue – achieved but will continue to evolve as technology changes. Over 90% of the website has achieved the AAA standard.			
Action 4.13	We will continue ongoing management of the coastal path to ensure that the path meets visitor expectations, including continued application of *'Least Restrictive Access'* principles where possible. We will consider the needs of people with disabilities when maintaining or improving public rights of way.	**Lead Officer: Eifion Jones, Economy and Regeneration**	**Green**
Outcome: Least restrictive access principles included within the Rights of Way Improvement Plan.			
Progress 2021-22:			

Capital funding obtained from Council to replace footbridges which help comply with 1.2m width included within the “by all reasonable means” guidance on least restrictive access. Identification of barriers to access is now included in all promoted routes leaflets, i.e. stiles gates, surfacing and route gradients etc.			
Action 4.14	Increasing the contribution of Play to positive health and wellbeing	**Lead Officer: Alwyn Davies, Porth Cymorth Cynnar**	**Green**
Outcome: Increasing the number of Play opportunities to Children & Young People.			
Progress 2021-22: The Summer of Fun programme has come to an end with 45 projects running across towns and rural communities in Ceredigion. The funding allowed children and young people aged 0 – 25 with the opportunity to access free activities aimed at supporting their development and wellbeing. In Ceredigion there were various activities offered including a range of play, sporting, cultural and other activities for children and young people in a variety of settings. Activities were offered in Welsh, English and bilingually. Opportunities were offered from CCC internal services and externally through the third sector.			
Action 4.15	We will ensure that our procurement policy and contract specification includes equality and Welsh language as standard information.	**Lead Officers: George Ryley Finance and Procurement / Carys Morgan, Democratic Services**	**Blue**
Outcome: Percentage of contract specifications issued with Equality and Welsh Language requirements.			
Progress 2021-22: All significant contracts are tendered using the e-tender-wales e-Tendering system and 100% of those have Equality questions and Welsh Language requirements built into them as part of a standardised process. Those who submit a tender and are unable to respond positively to the requirements may not proceed to the next stage. The Welsh Government’s Code of Practice for Ethical Employment in Supply Chains is also included in those tenders as standard. A standardised contract specification template has been developed which puts Equality and Welsh Language requirements on those who provide goods or services on behalf of the Council.			

Action 4.16	We will continue to support community sports clubs to achieve the Insport Disability Award.	**Lead Officer: Steve Jones, Porth Cymorth Cynnar**	**Green**
Outcome: Increased number of volunteer/community projects to train and educate people to become more confident and develop more inclusive opportunities in our communities.			
Progress 2021-22: There were 5 disability specific projects included on the Summer of Fun. Many more were inclusive. 5 Gold Cards have been issued for young people with disabilities to have free training facilities at the Wellbeing Centres. Gold Cards are issued to Ceredigion residents who have received international honours or above in a particular sport.			
Action 4.17	We will develop a vision for Ceredigion Actif in achieving a gold standard Insport award.	**Lead Officers: Alwyn Davies, Porth Cymorth Cynnar**	**Amber**
Outcomes: Continue the journey and learning process for staff, partners & services from Ribbon to Gold status. To become an inclusive and visionary service for all standards.			
Progress 2021-22: Discussions are underway with Disability Sport Wales to progress the accreditation process onto the Gold Award.			

Objective 5: Fair and Inclusive Education.

We want to ensure that children and young people reach their full potential. The right to education and training should also ensure accessibility and an environment free from bullying or harassment. This also include lifelong learning.

Action 5.1	We will support Schools to ensure that they review and update their Strategic Equality Plans (SEPs).	**Lead Officer: Nia James, Schools and Culture**	**Green**
Outcomes: All Schools report and confirm completion of individual strategic equality plans during the Summer term at their governing body meetings. All schools have a Strategic Equality Plan in place.			
Progress 2021/22: All schools completed their individual Strategic Equality Plans during the summer term.			
Action 5.2	We will support schools to tackle identity-based bullying and to implement the proposed Welsh Government Anti-Bullying Guidance and Toolkit once it is launched in the spring of 2020.	**Lead Officers: Laurie Hughes / Kizzie Garner-Hughes, Schools and Culture**	**Green**
Outcomes: All schools to have reviewed their anti-bullying policy. Draft policy created for schools from the new anti-bullying guidance. Draft copy sent for consultation/approval of senior education staff ahead of being circulated to schools.			
Progress 2021/22: The Anti-bullying policy has been approved by cabinet since the last strategic equality plan was shared and is therefore no longer in draft form. Each School has a copy of the policy, which is reviewed annually every autumn term We have been sharing relevant information and resources on Teams e.g. Cyber bullying, generic anti-bullying resources and promoting anti-bullying week, anti-racism resources as well as schools working with Show Racism the Red Card, schools services paying a Stonewall membership and therefor enabling schools to access training and support for LGBTQ+, using the Whole School Framework grant to organise KIVA anti-bullying training for schools, a new 'draft' policy for Relationships and Sexuality Education (RSE) where there is a huge emphasis on equality and diversity. Targets for 2022-23: • Relationship and Sex Education (RSE) policy to be adopted through Cabinet in December 2022.			

- Share information with schools and support them in setting priorities/strategies when WG release the Trans guidance later this academic year.
- Finalise a central recording sheet for bullying for schools to use that Governors and specific county support staff have access to so that we can identify trends or schools that need support, and ensure that schools are recording bullying.

Action 5.3	We will improve provision and outcomes for children with additional learning needs, reduce the attainment gap between children without ALN and those with ALN.	**Lead Officer: Gillian Evans, Schools and Culture**	**Green**

Outcomes:

All pupils with ALN made appropriate progress according to need.
Evidenced by data on the achievement of ALN children at all key stages.

Progress 2021-22:

- The performance of Ceredigion SEN/ ALN pupils is good. There is an increase in the number of pupils who are diagnosed with severe autism in the early years, and in the pupils with complex needs. Early recognition ensures that pupils receive early intervention and support to meet their additional learning needs. Since September 2021 we have been implementing the New ALN Code with transition over a 3 year period.
- Ceredigion has continued to invest in training to increase the workforce capacity to meet the needs of mainstream pupils. This includes person centred practice, to reflect the needs of the New ALN Code, autism training.
- Provision of Emotional Literacy Support Assistant (ELSA) is continuing to develop in our schools. Increased training now means that we have at least one ELSA in 36 out of our 39 settings (a rise from 70% to 92.3% of schools). Some schools now have multiple ELSAs on their staff. The Educational Psychology Service continues to provide clinical supervision to the 73 ELSAs (an increase from the previously reported 49) who have been trained in county. Despite the large numbers, schools still ask for further training so that they can continue to support vulnerable children and to train others in the event that an ELSA were to leave their employment. Further training is therefore being arranged for the winter 2022.The provision for vulnerable pupils in Ceredigion continues to be monitored.

Due to Covid 19, End of key stage data within the Foundation Phase and Key Stage 3 will not be collected during the summer term. Internal school data will be monitored to ensure pupils are making progress on entry. The table below shows the number of pupils on the SEN/ALN register and reflects the impact of ALN transformation, person centred planning and intervention within schools. Over the next 3 years pupils who

have ALN will transfer from School Action (SA), School Action Plus (SAP), School Action Plus Resourced Agreement (SAPRA) and Statement to have an Individual Development Plan (IDP), which will be either a school maintained IDP, or a Local Authority maintained IDP.

	SA		SAP/SAPRA		Statement		IDP - Sch		IDP - LA	
Years	0-6	7-11	0-6	7-11	0-6	7-11	0-6	7-11	0-6	7-11
Oct 2022	409	327	215	205	14	24	143	40	31	10
	736		**420**		**38**		**183**		**41**	
					0-6	7-11				
May 2022					10	49				
					59					
May 2021	849	739	473	289	7	71				
	1,588		**762**		**78**					

The dramatic fall in the number of statements in years 7-11 can be explained by a) the number of pupils with statements leaving school in year 11 and b) the number of pupils with statements transferring to year 12. (16 pupils)

The ***increase*** in the number of Statements in the early years/ primary sector (0-6) is explained by the number of pupils with Statements/Education, Health & Care Plan (EHCP) who moved into Ceredigion during the period May 21 – October 22. Only 1 pupil with a Ceredigion maintained statement moved from primary to secondary school during the period, however, 6 pupils moved into Ceredigion and 2 statements were issued by Ceredigion during the period May 21 – October 22.

There has been an increase in the number of pupils with ALN in the early years, this reflects the number of pupils starting in our schools with more intensive and complex needs, and also the impact of Covid on school's ability to ensure a graduated response and full ALN intervention and provision during the year. ALN Transformation is being implemented gradually, and person-centred planning is having a positive impact. The number of IDP's created during the year will be carefully monitored ensuring that schools keep within the transformation timetable. The provision for pupils with ALN/SEN will continue to be carefully monitored.			
Action 5.4	We will improve provision and outcomes for looked after children in order to reduce identified attainment gaps.	**Lead Officer: Catrin Petche, Schools and Culture**	**Green**
Outcomes: All LAC pupils made appropriate progress according to need. Evidenced by data on the achievement of looked after children at all key stages.			
Progress 2021-22: Overall, the performance of Ceredigion looked after children is good. Internal monitoring evidence shows that pupils are making progress on their access. There will be no reporting on End of Key stage data, due to Covid 19. There are currently 85 Ceredigion children in care on the register, 32% of whom have ALN, and 10% of whom have a SAPRA, IDP or Statement. In addition, there are 32 out of county LAC pupils placed in Ceredigion from other authorities; 42% of these have ALN which requires an additional level of support. Majority of these pupils are educated within our mainstream schools, however in some cases there is a need to provide an alternative curriculum packages to meet the needs of the pupil. Attachment and relationship-based play training and trauma informed practice has developed further. There has also been additional focus on pupils' wellbeing. All schools have been provided a LA wellbeing questionnaire, and a wellbeing support package. This has increased the capacity of school staff to understand and meet the attachment needs of a wider number of pupils. The impact of this will be monitored over the next year. Further training has been earmarked for 2022/23.			

Action 5.5	We will support minority ethnic learners to access the curriculum to ensure that they achieve their full potential and increase attainment.	**Lead Officer: Carole Price, Schools and Culture**	**Green**
Outcomes: Provision of ongoing Peripatetic support and/or intervention for targeted schools and coordinated action between stakeholders within the LA. 5% of pupils moved up a level with regard to EAL progress, with 1% making 2 or more levels of progress. 64% of pupils are on code C-E, of these 61% are competent (D) or fluent (E).			
Progress 2021/22: 9.5% of pupils moved up a level with regard to EAL progress, with 3.4% making 2 or more levels of progress. 77.7% of EAL pupils are on codes C-E, of these 56.9% are competent (D) or fluent (E). We have observed that the Covid-19 pandemic has had an impact on the progress of English as an Additional Language Learners. The data is still positive when considering the outcomes detailed above.			
Action 5.6	We will develop targeted interventions for children in receipt of free school meals.	**Lead Officers: Vanessa Bowen / Gwion Dafydd, Schools and Culture**	**Green**
Outcomes: Targeted training provided for interventions e.g. Numeracy, language, ALN, thinking skills. Training also supports effective use of Hafan and Free School Meal eligibiity within Profile assessment. Conferences promote understanding and intervention on Bullying, Voice of the child, Health and Wellbeing.			
Progress 2021-22: Schools and settings have received training to target further need such as Language and Oracy. Schools and settings have received full training on the ALN changes.			

Action 5.7	We will undertake upgrades to school buildings on a needs basis in conjunction with individual school accessibility plans.	**Lead Officer: Nia James, Schools and Culture**	**Green**
Outcome: We will undertake upgrades to school buildings on a needs basis in conjunction with individual school accessibility plans.			
Progress 2021/22: No updates completed during the reporting period as no issues highlighted within the school accessibility plans.			
Action 5.8	We will implement our Welsh in Education Strategic Plan.	**Lead Officer: Mary Davies, Schools and Culture**	**Green**
Outcomes: The Welsh in Education Strategic Plan is in place and continues until 2021 until the publication of WiESP 2022-2032. The Plan is implemented and outcomes monitored.			
Progress 2021-22: By September 2032, Ceredigion County Council's aspiration is that all pupils in the authority's schools will attend Welsh-medium immersion education until the age of seven. The Welsh in Education Strategic 2022-32 Plan outlines the key objectives to achieve this. Ceredigion Cabinet Members approved the content of the Welsh in Education Strategic 2022-32 Plan in February 2022.			
Action 5.9	NEET (not in employment, education or training) – we will increase the opportunities and provisions for vulnerable young people who are supported by an alternative curriculum. NEET - we will ensure that Community Benefits are applied as a core requirement to all relevant Council procurement contracts and that the % of Education, Employment and Training opportunities created increase on previous year.	**Lead Officer: Gethin Jones and Mark Gleeson, Porth Cymorth Cynnar**	**Amber**
Outcomes: Two new courses have been added to the alternative curriculum provision since September 2019. Good progress is being made, all appropriate CCC procurement contracts have community benefits as a core requirement. Progress will be measured when annual NEET data is available.			

Progress 2021-22:

We are currently at that time of year where we are concentrating on collecting data regarding year 11 leavers. Lifelong Learning and Skills are working collaboratively with Youth service and Careers Wales to target undecided leavers. HCT is offering Jobs Growth Wales+ (JGW+) which is a training and development programme for 16–18-year-olds that gives young people the skills, qualifications and experience they would need to get a job or further training. Our Alternative Curriculum programme has developed another workshop which is situated mid county in Cwrtnewydd which offers schools south of the county this provision. We are expecting higher figures this year due to the pandemic and one area of concern is young people's mental health which is a major barrier to employment and training.

Community Youth Work and Prevention team continue to offer bespoke programmes of support for young people at risk of disengagement.

Out of 520 open cases:

- 74% of cases were identified as 'vulnerable', 15% 'complex' and 10% 'universal'
- An average of 160 pupils received weekly support via school-based youth worker, with Skills' Mentors supporting an additional 150 pupils each week
- 170 pupils identified as at risk of disengagement/ exclusion engaged in weekly targeted projects such as Pathways, Phoenix Course, Tonic Surf etc.
- An average 75 children and young people accessed weekly universal and extra-curricular activities (after-school clubs, youth clubs and community-based programmes)
- 105 young people aged 16-18 and a further 76 aged 18-25 referred to community youth work team due to factors affecting their route into education, employment and training (EET) such as substance misuse, mental health and youth homelessness.
- 90 organised workshops have been delivered with 66 young people successfully entering EET with 48 young people reporting an increase in self-efficacy and confidence.

The council continues to implement its policy on community benefits and guidance to tenderers for the larger council contracts. Community benefits guidance has been provided for the Aberaeron Coastal Defence Scheme, Cardigan Secondary School improvements, Aeron Valley new school and Cardigan Primary School.

Action 5.10	We will support older people and disabled people to take advantage of digital technologies, and to recognise the benefits of being online.	**Lead Officer: Denise Owen,**	**Amber**

		Porth Cymorth Cynnar	
Outcomes: Increased number of Dysgu Bro enrolments over 50. Increased number of over 50s enrolled on digital literacy classes. Increased number of over 50s enrolled on digital literacy classes with a disability or additional learning need.			
Progress 2021-22: With the pandemic and the lockdown restrictions impacting classes these targets have not been reached. During the lockdown restrictions we did provide online classes to people, including a class of over 65's. This class has now restarted face to face, we have some older learners returning (online and face to face) but not in their numbers pre-pandemic. We still provide laptops for use at home, this have proved advantageous to many learners across a variety of subjects. We also provide 5 free lessons to those new to using digital skills classes.			
Action 5.11	We will offer 'Play Together,' (Disability Awareness Training), courses for school pupils to raise awareness of impairments and how to involve friends in inclusive physical activities.	**Lead Officers: Alwyn Davies, Porth Cymorth Cynnar**	**Green**
Outcome: Increased number of volunteer/community projects to train and educate people to become more confident and develop more inclusive opportunities in our communities.			
Progress 2021-22: In partnership with Active Young People & Sport Wales we are training school pupils & volunteers to learn how to adapt / involve others in sport & physical activity. 108 Bronze Young Ambassadors and have already been trained in Disability Inclusion and they will lead inclusive physical activity sessions. There are a further 12 to follow. Additionally, there are 13 'Play For All' Ambassadors who are based in the ALN Units in the secondary schools trained in leadership skills.			