

CYNGOR SIR CEREDIGION COUNTY COUNCIL

Report to: Cabinet

Date of meeting: 03/10/2023

Title: Strategic Equality Plan – Monitoring Report 2022-23

Purpose of the report: To describe progress on achieving the Equality Objectives in our Strategic Equality Plan 2020-24

For: Information

Cabinet Portfolio and Cabinet Member:

Councillor Catrin M S. Davies, Cabinet Member for Culture, Leisure and Customer Services

Introduction

The Equality Act 2010 places a duty on Local Authorities to consider the needs of all individuals when carrying out our day-to-day work. The Act includes Specific Public Sector Equality Duties for Wales which require the Council to set Equality Objectives and a Strategic Equality Plan, these must be reviewed every four years.

The promotion and use of the Welsh Language is set out in the Welsh Language (Wales) Measure 2011, rather than the Equality Act. However, we consider Welsh language requirements alongside the protected characteristics of the Equality Act so that our approach to the communication needs of all communities is coordinated.

An action plan ensures the delivery of the Council's Strategic Equality Plan 2020-24, grouped under five Equality Objectives, which are:

1. An Exemplar Equal Opportunities Employer
2. Fostering Good Relations and Tackling Prejudice
3. Engagement and Participation
4. Dignity, Respect and Access to Services
5. Fair and Inclusive Education

The plan and related documents can be found at [Strategic Equality Plan & Objectives - Ceredigion County Council](#).

This is the third annual report on progress of our Strategic Equality Plan 2020-24. It outlines how the Council has progressed with our Equality Objectives between April 2022 and March 2023.

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

- Blue: Action completed
- Red: Action not started
- Amber: Action slightly behind target
- Green: Action progressing to plan

2022-2023 figures	Blue	Red	Amber	Green
Equal Opportunities Employer	1	0	2	5
Fostering Good Relations and Tackling Prejudice	1	0	0	5
Engagement and Participation	1	0	4	7
Dignity, Respect and Access to Services	3	0	4	10
Fair and Inclusive Education	2	0	0	9

Amber actions are:

1. 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).
2. 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.
3. We will engage with the people of Ceredigion, including people with protected characteristics and link in to local, regional and national groups.
4. We will continue to support the Ceredigion Disability Forum.
5. We will monitor and advise on Integrated Impact Assessments (IIAs).
6. We will adopt the principles of the Dream Team's Learning Disability Charter
7. Cylch Caron Project – we will establish community-based care to meet health and housing needs that are fit for purpose.
8. We will consider the needs of disabled people when maintaining or improving footways and carriageways (for example dropped kerbs).
9. We will continue to support community sports clubs to achieve the Insport Disability Award.
10. We will develop a vision for Ceredigion Actif in achieving a gold standard Insport award.

Highlights of 2022/23

- The number of staff attending equalities related training has increased significantly. In 2020-21, 514 staff completed e-learning modules and 4 training sessions were arranged. 4,021 staff completed e-learning modules and 28 training sessions were arranged in 2022-23.

- There has been an increased uptake of Carers passports which gives unpaid carers access to an additional 5 days paid leave. The Interim Hybrid working policy has allowed most corporate staff to work in a more flexible way. It is important to us to retain talent in our workforce, and we work hard to be flexible in how our work is done.
- Cabinet signed up to the Victim Support Hate Crime Charter in November 2022. We will work with Victim Support in 2023-24 to deliver actions that will enable us to become an active partner.
- Our Engagement and Participation policy has been revised. It was approved by Cabinet in October 2022 and is published on our website. Monitoring reports will be scrutinised by Corporate Resources Overview and Scrutiny Committee before they are presented to Cabinet.
- A successful event – ‘Pawb a’i Farn Ceredigion 2022’ – gave youth council members the opportunity to discuss key issues with Ben Lake MP, Ceredigion County Council’s Chief Executive Officer, our Chief Education Officer and our Deputy Leader and Cabinet member for Through Age and Wellbeing, Cllr Alun Williams. This is an annual event.
- The percentage of female County Councillors increased from 12% to 24% following the election in May and Lampeter by-election in October, and the percentage of newly appointed female Members is significantly higher which demonstrates positive steps towards achieving diversity in democracy.
- The number of actions that are behind target has reduced from 14 to 10. None of the actions are marked Red. The number of completed actions has increased from 3 to 8.

For further details please refer to the attached Strategic Equality Plan Monitoring report, March 2022 to April 2023, included as Appendix 1

Wellbeing of Future Generations:

Has an Integrated Impact Assessment been completed? If, not, please state why.

No. this report is not related to a new policy or a change in service.

Summary of Integrated Impact Assessment:

Long term: Not applicable
Collaboration: Not applicable
Involvement: Not applicable
Prevention: Not applicable
Integration: Not applicable

Recommendation(s):

To receive and approve the Council’s Strategic Equality Plan monitoring report 2022-23.

Reasons for decision:

It is a requirement of the Public Sector Equality Duty that we produce an Annual Strategic Equality Plan Monitoring Report for 2022-23 and publish this on our external website by 31/03/24.

Overview and Scrutiny:

The report was presented to Overview and Scrutiny Co-ordinating Committee on 11/09/23. Following discussion, Members agreed to recommend that Cabinet receive and endorse the Council's Strategic Equality Plan Monitoring Report 2022-23.

Policy Framework:

Corporate Strategy 2023-28
Strategic Equality Plan

Corporate Well-being Objectives:

- Boosting the Economy, Supporting Businesses and Enabling Employment
- Creating Caring and Healthy Communities
- Providing the Best Start in Life and Enabling Learning at All Ages
- Creating Sustainable, Green and Well-connected Communities

Finance and Procurement implications:

None

Legal Implications:

The Equality Act 2010 and the specific Public Sector Equality Duties (Wales) require us to review progress on our Strategic Equality Plan and our Equality Objectives.

Staffing implications:

None

Property / asset implications:

None

Risk(s):

There is a risk of reputational damage, complaint and legal challenge if we do not comply with the Equality Act and the Public Sector Equality Duties (Wales).

Statutory Powers:

Equality Act 2010

Background Papers:

None

Appendices:

Appendix A- Strategic Equality Plan Monitoring Report 2022-2023

Corporate Lead Officer:

Alun Williams, Corporate Lead Officer: Policy, Performance and Public Protection

Reporting Officer:

Cathryn Morgan, Equalities and Inclusion Manager

Date:

12/09/2023

Strategic Equality Plan (SEP) Monitoring Report

April 2022- March 2023



This document is available in Welsh, or in other formats on request.



Author: Cathryn Morgan, Partnerships and Performance

Approved by Cabinet: XX/XX/XXXX

Publication Date: XX/XX/XXXX

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1. Background

1.1 The General Equality Duty

The Equality Act 2010 places a duty on Local Authorities to consider the needs of all individuals when carrying out our day-to-day work, in developing policy, in delivering services and in relation to the public and to our workforce. Public bodies must 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 who share one or more 'protected characteristic'. Some people share more than one of these characteristics. This is called 'intersectionality'. We need to be aware of this when we consider our Equality Duty. The protected characteristics are listed below

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

1.2 Welsh Language Commitment

The promotion and use of the Welsh Language is covered by the requirements of the Welsh Language Measure 2011 rather than the Equality Act, it. However, in Ceredigion it is important to consider Welsh language requirements alongside the protected characteristics of the Equality Act to encourage a co-operative 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).

2. 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 and annual reports,
- Engagement,
- Accessibility of information,
- Pay difference,
- Assessing impact,
- Staff training,
- Procurement.

This report outlines our commitment to meeting the requirements of the Equality Act 2010 including the Specific Public Sector Equality Duties for Wales.

2.1 Equality Objectives, Strategic Equality Plan and Annual reporting

Our Equality Objectives are outlined in our Strategic Equality Plan '*A Fair and Equal Ceredigion 2020-24*'. The plan ensures the delivery of our objectives. Our Equality Objectives are:

1. To be an Exemplar Equal Opportunities Employer
2. To Foster Good Relations and Tackle Prejudice
3. To ensure Engagement and Participation
4. To ensure Dignity, Respect and Access to Services
5. To provide Fair and Inclusive Education

Our Corporate Equalities Working Group meets every three months to monitor the progress of our Strategic Equality Plan and to discuss other issues related to equality. The group is chaired by our Equalities Champion, who is a Ceredigion County Council Cabinet member.

This is the third annual 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](#)

2.2 Engagement

When we design or revise our equality objectives we must engage with and involve people who are protected by the Equality Act, or people who represent them. In fact, we may engage with any persons that we feel are appropriate.

Engagement and consultation guidance is available for all staff and support is provided by our Equalities and Inclusion staff. Further information on our engagement work is listed under Objective 3 of the action plan monitoring report at Section 3.1.

2.3 Accessibility of Published Information

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'. Guidance on accessible formats is available for staff on our internal website.

Our website has achieved an AA accessibility rating but is not yet fully accessible. Progress is reported under Objective 4 (action 4.12) in the monitoring report at Section 3.1.

2.4 Pay Difference

Our Human Resources team collects and analyses data relating to gender pay difference and the proportion of our workforce that share one or more protected characteristic. Annual reports are presented to Cabinet and then published on our website. Progress is reported under Objective 1 (actions 1.1 and 1.2) in the monitoring report at Section 3.1.

2.5 Assessing Impact

If we make significant changes to the way we deliver services we must assess the impact this may have on those who use our services, particularly people who share one or more of the characteristics protected by the Equality Act 2010.

Our Integrated Impact Assessment Tool enables us to do this. This is being revised, we will start using the updated version in 2023-24. Progress is reported under Objective 3 (actions 3.9 and 3.10) in the monitoring report at Section 3.1.

2.6 Staff Training

All our staff can access Ceredigion Learning Pool. This bilingual resource allows completion of e-learning modules. Much of our staff training is now delivered virtually via Microsoft Teams and the use of captions and translation has made training more accessible for those with hearing or sight impairments.

A broad range of equalities related training has been delivered in 2022-23. Progress is reported under Objective 1 (action 1.3) in the monitoring report at Section 3.1.

2.7 Procurement

Our procurement policy and contract specifications include equality and Welsh language requirements as standard. Further detail is reported under Objective 4 (action 4.15) in the monitoring report at Section 3.1.

More work is needed to ensure that community benefit clauses in our contracts are used to their full potential to help reduce inequalities and foster good relations in Ceredigion. This is reported under Objective 5 (action 5.9) in the monitoring report at Section 3.1.

3. Progress in meeting our specific objectives during 2022-23

A 'BRAG' system shows us how well an action is performing or being delivered. BRAG' status totals are shown below.

As expected, there are more 'Blue' actions and fewer 'Amber' actions in 2022-23 as we move into the final year of this four-year Strategic Equality Plan.

BRAG Status	Definition	2020-21	2021-22	2022-23
Blue	Action completed	1	3	8
Red	Action not started / there are concerns that it will not be completed	0	0	0
Amber	Action slightly behind target	14	17	10
Green	Action progressing to plan	39	34	36

The table below shows progress of each of our Equality Objectives.

2022/23 figures		Blue	Red	Amber	Green
1	Equal Opportunities Employer	1	0	2	5
2	Fostering Good Relations and Tackling Prejudice	1	0	0	5
3	Engagement and Participation	1	0	4	7
4	Dignity, Respect and Access to Services	3	0	4	10
5	Fair and Inclusive Education	2	0	0	9

3.1: Equality Plan Monitoring report April 2022 – March 2023

<p>Objective 1: To be an Exemplar Equal Opportunities Employer.</p> <p>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.</p>			
<p>Action 1.1</p>	<ul style="list-style-type: none"> We will monitor and close possible gender pay gap differences. We will publish an annual Workforce Pay Gap Report. 	<p>People and Organisation</p>	<p>Green (on target)</p>
<p>Outcome: Continue to close the gender pay gap.</p>			
<p>The Workforce Pay Gap report 2021-22 showed that a mean pay gap of -6.0% and a median pay gap of -7.6% existed between men and women. This has increased from 31 March 2021 where the mean pay gap was -5.3% and median pay gap was -3.9%.</p> <p>We are confident that men and women are paid equally for doing equivalent jobs across the Council. The main reason for our organisation-wide gender pay gap is an imbalance of male and female colleagues across the organisation. At the moment there are fewer women in senior roles than men, as well as a higher proportion of women relative to men in lower scales. More detail is provided in the annual Workforce Pay Gap report together with the measures we are taking to address the pay gap.</p> <p>The Workforce Pay Gap report for 2022-23 will be produced by end of October 2023 and will be published on the Council’s website following approval through the democratic process.</p>			
<p>Action 1.2</p>	<ul style="list-style-type: none"> 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. 	<p>People and Organisation</p>	<p>Green (on target)</p>
<p>Outcome: Increased number of staff disclosing equality and Welsh language data.</p>			

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 also included in the annual appraisal process. Over 92% of staff have disclosed voluntary equalities data. The [Workforce Equality Report 2021-22](#) was presented to Cabinet in December 2022.

The Workforce Equality Report for 2022-23 will be produced by end of October 2023 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.	People and Organisation	Green (on target)
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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.

E Learning modules

- Equality & Diversity: 1,969 completions (1,817 internal staff and 152 external)
- Welsh Language Awareness: 1,225 completions (1,129 internal staff and 96 external)
- Understanding Autism: 721 completions (577 internal and 144 external)
- Autism Effective communication: 106 completions (56 internal and 50 external)

Training offered to increase equality, diversity and disability awareness:

- 7 x LGBT Awareness Sessions: 44 internal staff attended.
- 1 x Transgender Awareness: 17 attended (7 internal staff and 10 external)
- Equality & Diversity for managers is now included in new format of Ceredigion Manager programme and not delivered separately.
- 1 x Hate Crime: 6 staff attended (4 internal and 2 external)
- 1 x Anti-social behaviour hate crime: 5 staff attended (3 internal and 2 external)
- 6 x Prevent /WRAP sessions: 110 staff attended (101 internal and 9 external)
- 1 x Understanding Asylum & Refugee process: 17 staff attended (12 internal and 5 external)

- 1 x Deaf Awareness: 12 internal staff attended.
- 1 x Deaf Awareness & Sign Language Workshop: 8 internal staff attended.
- 3 x Epilepsy Awareness: 38 staff attended (21 internal and 17 external)
- 1 x Visual Impairment Awareness: 10 internal staff attended.
- 2 x Introduction to Parkinson's disease: 36 staff attended (24 internal and 12 external)
- 2 x Huntington Disease Overview: 13 internal staff attended.
- 1 x Mental Capacity Act & Brain Injury session: 24 internal staff attended.

10 members of Council staff also attended regional events on Neurodivergence and the Mental Health Act and Acquired Brain Injury and the Mental Health Act.

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).	People and Organisation	Amber (behind target)
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Outcome: Increased number of appointments recorded as having a disability.

The Disability Confident Scheme is an established part of the Council's recruitment procedures and covered in the mandatory Ceredigion Manager Training Programme. We are a Disability Confident employer; this is promoted on our Careers website.

Census 2021 showed that 20% of Ceredigion population is disabled. Only 5% of the total number of those who applied for jobs with the Council in 2022-23 identified themselves as disabled. We received 196 applications from individuals who recorded that they had a disability; 23 (12%) were appointed. 2021-22 figure was higher at 16%. 17% of applicants who did not identify as disabled were appointed.

Statistically an applicant who discloses that they identify as disabled is less likely to be appointed. It would appear that compared to population data many applicants may not feel confident to disclose their disability or that we are not attracting disabled applicants.

This area has not progressed as much as we would like, and we aim to promote the Disability Confident Scheme further through additional manager training and through the recruitment website and social media channel. There also needs to be positive action to encourage more applications from disabled applicants and to promote the Disability Confident Scheme.			
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.	People and Organisation	Blue (complete)
Outcomes 6 areas of action adopted.			
These are the 6 areas of action adopted, and our response to the recommendations. Monitoring takes place through the annual Workforce Equality Report.			
<p>Leadership for change: So that employers attract the best talent, create the conditions for their staff to perform well, and avoid the loss of skills and experience which can result from misconceptions and poor practice in relation to pregnant workers and new mothers. Learning and Development ensure that managers are trained to ensure they are not discriminatory and the HR Team provide advice and guidance to managers at all stages of the employee lifecycle. Managers are encouraged to accommodate flexible working requests wherever possible including part time requests for employees who request this when returning after maternity leave. Retaining the best talent in our workforce is important to us.</p>			
<p>Improving employer practice: To promote family-friendly workplaces, effective management and open communication. The interim hybrid working policy has brought in even greater flexibility to a large number of job roles. The work life balance policy is currently being revised and disaggregated into a suite of new family friendly policies.</p>			
<p>Improving access to information and advice: So that women and employers understand their rights and obligations. There is a lot of information on CeriNet and the employee portal and in addition to this we work in partnership with recognised trade unions throughout casework and consultations.</p>			
<p>Improving health and safety management in the workplace: So that employers manage risks effectively and women are not forced to choose between their job and their health or the health of their unborn child. The Health and Safety Team advise managers and employees on pregnancy risk assessments which are revised regularly during a pregnancy.</p>			

Improving access to justice: By removing barriers to women raising complaints. The Council already has robust arrangements for employees to raise concerns e.g. grievance, dignity at work, whistleblowing.

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.	People and Organisation	Green (on target)
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Outcome: Revised flexi and agile working polices implemented.

There has been an increased uptake of Carers passports leading to unpaid carers gaining access to up to an additional 5 days paid leave. The Interim Hybrid working policy has allowed most corporate staff to work in a more flexible way. Only 52.8% of our employees are full time.

Work is ongoing to revise flexible working polices and we will undertake a review this autumn of our interim hybrid working policy. The Council provides up to an additional 5 days paid leave to unpaid carers who hold a carers passport and the Council's Carers in Employment Policy provides additional support to these employees to retain their talent in our workforce.

- 47.2% of our employees are part time.
- 38.5% of our employees are part time females.
- 8.8% of our employees are part time males.

There are more females employed full time (614) than men (533).

Line managers are very proactive in accommodating many flexible working requests; it is important to us to retain talent in our workforce, and we work hard to be flexible in how our work is done. The disaggregation of our Work-Life balance policy will be completed during 2023/24.

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.	Porth Cymorth Cynnar	Amber (behind target)
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Outcome: Decreased gender segregation in apprenticeships. Increased Black, Asian, minority ethnic and disabled apprentices.			
Hyfforddiant Ceredigion Training (HCT) promotes apprenticeships at Careers events across the county. 90% of apprentices are Male, 9% are Female and 1% identify as other. 12% have disclosed that they have some disabilities and 0% reported that they are from Black or Minority Ethnic background.			
A standardised reporting spreadsheet has been created for major capital contracts in the South West Wales Regional Contractors Framework which requires any new training and recruitment deliverables to record by gender, disability and ethnicity. This follows the same approach as that used in the North Wales Construction Partnership. Information is currently being collated for contracts at Cardigan Primary School and Cardigan Secondary School.			
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.	People and Organisation	Green (on target)
Outcomes:			
<ul style="list-style-type: none"> • Increased number of Modern Slavery Sessions delivered, increased number of staff attending • Increased number of Human and Child Trafficking sessions delivered. 			
7 x training sessions on Modern Slavery & Human Trafficking: 50 staff attended (45 internal and 5 external)			

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.	Community Cohesion Team	Green (on target)

Outcome: Community Cohesion-framework is developed, and outcomes are delivered.

Our Community Cohesion team is one of 8 regional teams across Wales funded by Welsh Government. The aim is to deliver a consistent approach to Cohesion across Wales. The team works to an annual action plan and have satisfactorily completed actions established for 2022-23, many of which are included in this report.

Action 2.2 We will continue to raise awareness of hate crime and to signpost potential victims to report and support services.

**Policy,
Performance and
Public Protection/
Community
Cohesion**

Green (on target)

Outcomes:

- Increased number of Hate Crime awareness sessions delivered.
- Increased number of staff attended.

Cabinet agreed to sign the [Victim Support Hate Crime Charter](#) in November 2022. The charter sets out the rights of victims, and the commitments that organisations make to tackle hate crime, provide support and information for victims, and raise awareness of hate crime among staff and communities. We will work with Victim Support in 2023-24 to deliver actions that will enable us to become an 'active partner'.

52 internal staff and 9 external staff attended training sessions on Modern Slavery and Human Trafficking, Hate Crime and Anti-social Behaviour Hate Crime training. Victim Support also met with our Youth Service team to discuss awareness raising on Hate Crime.

The regional Community Cohesion team worked with Victim Support to coordinate a regional LGBTQ+ training day aimed at professionals and a Wales wide webinar on the topic '*Raising Awareness and Understanding of Extremism and Toxic Masculinity*' for professionals working with young people. Hate Crime Awareness week was promoted with a training session looking at the impacts of online hate on individuals and communities and with an engagement event at the Welsh Premier League game - Aberystwyth Town FC vs Haverfordwest County.

Action 2.3	We will continue to support work to increase reporting of domestic abuse to Goleudy, (Victim Support).	Porth Cynnal	Green (on target)
Outcomes: <ul style="list-style-type: none"> Increased number of staff completing Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) e-learning Increased number of Ask and Act sessions completed. 			
1,696 staff (1,589 internal and 107 external) completed VAWDASV e-learning. 40 internal staff attended Ask & Act Training Sessions.			
Action 2.4	We will monitor and respond to community tensions relating to the Brexit process.	Policy, Performance and Public Protection/Community Cohesion	Green (on target)
Outcome: Increased number of interventions and de-escalations.			
<p>Brexit issues (Trade) have lessened since the signing of the Trade & co-operation agreement. There have been no significant challenges or issues in the past 12 months and Brexit has been removed from the corporate risk register. However, a watching brief is maintained particularly in terms of right to work, immigration and access to benefits and services.</p> <p>We monitor community tensions through weekly tension monitoring meetings with Dyfed Powys Police, Aberystwyth University, Mid and West Wales Fire Service, Victim Support, Race Council Cymru, University of Wales Trinity Saint David and various departments within the Local Authority including Community Safety, Housing and Substance misuse. A range of tensions have been identified and mitigated over the past year including protests movements, extreme right wing leafleting and Gypsy Roma Traveller temporary accommodation.</p> <p>We also carry out regular social media/online source scanning to monitor issues and tensions. Key issues are logged and raised at Tension Monitoring meetings. Community cohesion and tension monitoring are regular agenda items at meetings of the Community Safety Partnership, CONTEST (Counter Terrorism), Serious and Violence Organised Crime (SVOC), Ceredigion Refugee Resettlement group and the Gypsy Traveller Steering Group. We also attend national Special Interest Group on Countering Extremism (SIGCE) to discuss right wing activity in our region and national activity targeted at refugee and migrant groups.</p>			

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.	Community Cohesion and Customer Contact	Blue (complete)
Outcome: Increased number of EU citizen's resident in Ceredigion who apply to the scheme.			
The scheme has now closed.			
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.	Democratic Services/ Community Cohesion	Green (on target)
Outcome: Increased number of campaigns undertaken.			
<p>The Regional Community Cohesion team and the Council's External Communications team support an annual calendar of national days and campaigns to promote awareness, celebrate diversity, and commemorate certain historical events. During 2022/23 both teams promoted and supported a number of campaigns including:</p> <ol style="list-style-type: none"> 1. Hate Hurts Wales - Welsh Government campaign. 2. Human Rights Day 3. Diwrnod Hawliau'r Gymraeg (Welsh Rights Day) 4. Carers Rights Day 5. White Ribbon Day - international campaign calling on men to stand against violence against women. 6. National Safeguarding week 7. Diwrnod Pobl Hyn/Older Persons' Day 8. Diwali 9. Armed forces week/day 10. Hate Crime Awareness Week 11. Pride Month – social media 12. Black History Month – social media 13. Transgender Day of Visibility – social media 			

- 14. Interfaith Week – social media
- 15. Holocaust Memorial Day - social media messaging and lighting public buildings purple
- 16. LGBT History Month - social media posts
- 17. Refugee Week – social media posts
- 18. Gypsy Traveller History Month – social media posts and training (regional).

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.	Policy, Performance and Public Protection (all service areas to implement)	Amber (behind target)
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Outcome: Engagement undertaken is meaningful. People are involved and can influence decisions and an Engagement Annual Report reflects this.

A lot is being done to engage with residents and stakeholders, but the corporate approach is inconsistent. There are good examples of continuous engagement listed in our [Engagement and Participation Annual Report 2022-23](#) and we facilitate a range of service user fora and stakeholder groups. Seven targeted engagement exercises, five consultation exercises and four ‘inform’ exercises (where the Council has a duty to inform the public and provide a way for interested parties to respond) were undertaken during 2022-23.

However, the average response rate for UK public consultations stands at 0.7% and the number of responses to the Council’s campaigns is generally lower. We need to continue to develop innovative methods of engagement whilst recognising that the resource for this work is finite.

Action 3.2	We will revise and implement our Engagement Policy.	Policy, Performance and Public Protection	Blue (complete)
Outcome: Engagement Policy published and implemented. Progress is recorded in the Engagement Annual Report.			
The Engagement and Participation policy has been revised. It was approved by Cabinet in October 2022 and is published on our website. Monitoring reports will be scrutinised by Corporate Resources Overview and Scrutiny Committee before they are presented to Cabinet.			
Action 3.3	We will implement our Children and Young Persons' (CYP) Participation Strategy and take account of the United Nations' Convention on the Rights of the Child, (UNCRC) in our decision making.	Porth Cymorth Cynnar	Green (on target)
Outcomes: <ul style="list-style-type: none"> • 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 			
<p>The Ceredigion Youth Service Children and Young People's Participation Strategy 2018-2021 has now expired. Our approach to the participation of children and young people in decision making is now included in the Council's new Engagement and Participation Policy. This means that children and young people participation is part of our Through-age approach to engagement and participation.</p> <p>Ceredigion Youth Council is composed of 25 young people representing all Ceredigion Secondary Schools, Coleg Ceredigion, Aberystwyth Community Ambassadors, Clybiau Ffermwyr Ifanc Ceredigion, URDD Forum and Porth Cymorth Cynnar: Support and Prevention service. 4 full meetings were held and an end of year event, 'Pawb a'i Farn Ceredigion 2022' – an opportunity for youth council members to discuss key issues with Ben Lake MP, Ceredigion County Council's Chief Executive Officer, our Chief Education Officer and our Deputy Leader and Cabinet member for Through Age and Wellbeing, Cllr Alun Williams. The event was chaired by Lloyd Warburton, Wales Youth Parliament member for Ceredigion. All Youth Council meeting minutes are presented to Scrutiny Committee and Cabinet.</p>			

<p>Young people attended the Dyfed Powys Police and Crime Commissioner Forum to discuss policing and crime levels in the Dyfed Powys police force area. In addition, three focus groups were delivered with a group of young people on young people's mental health and young victims of crime, substance mis-use prevention activities and support for young people who are committing low level offences.</p> <p>The Give us Support (GUS) forum ensures that the voices of seldom heard young people are heard. 12 young people met monthly during 2022-23 and gave their feedback on 10 local and national consultations.</p> <p>114 people (94 internal staff & 20 external) completed the UNCRC Awareness e-learning module which is available to all Ceredigion County Council staff. A UNCRC Young People's Workshop pack was updated and redesigned. The purpose of the pack is to enable staff to deliver an hour long session in the classroom or in a community space around Children's Rights and Participation.</p>			
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.	Democratic Services	Green (on target)
<p>Outcome: Increased number of women, disabled people and BME people represented.</p>			
<p>The percentage of female County Councillors increased from 12% to 24% following the election in May and Lampeter by-election in October, and the percentage of newly appointed female Members is significantly higher which demonstrates positive steps towards achieving diversity in democracy. It was also noted that the number of female Councillors elected was representative of the number of candidates that stood for election.</p> <p>The figures for both Plaid Cymru and the Liberal Democrats are positive however there is still considerable work to do. Independent members noted that the figures do not represent the number of women approached to stand as candidates, and that more work needs to be done to encourage them to stand for election.</p> <p>Figures showing representation of disabled people and members from Black and Minority Ethnic backgrounds are not available.</p>			
Action 3.5	We will support engagement with 16- and 17-year-olds if the voting age is lowered in Wales.	Democratic Services / Porth Cymorth Cynnar	Green (on target)

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.

Information regarding 'Voting at 16' and how to register to vote for future local and Senedd elections have been shared on the Ceredigion Youth Council Teams Channel. Youth Council members are tasked with sharing the information with their peers.

Ceredigion Youth Service shared information on their social media to raise awareness to the electoral commission 'Welcome to your vote week' campaign that ran between 30th Jan – 5th February 2023. The campaign helped to raise awareness to register to vote. Information regarding the 'Welcome to your vote Week' was also shared with the Ceredigion Youth Council, third sector partners and further education establishments in Ceredigion.

Action 3.6	We will continue to support the Ceredigion Disability Forum.	Policy, Performance and Public Protection	Amber (behind target)
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Outcome: 4 open meetings per year and 4 meetings with CCC. The voice of disabled people is heard and influential.

Meetings were held during the year, but attendance remains low. The voice of disabled people who attend meetings is heard but there is work to be done to ensure that disabled people are fully represented at the Disability Forum.

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.	Policy, Performance and Public Protection	Green (on target)
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Outcome: Up to date Equalities page on CCC website.

The [Equality and Diversity](#) page on Ceredigion County Council website is up to date and includes links to the Strategic Equality Plan 2020-24 and the 2021-22 Annual Monitoring Report.

Action 3.8	We will monitor progress of the Strategic Equality Plan and produce and publish an annual monitoring report.	Policy, Performance and Public Protection	Green (on target)
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Outcomes: Number of Blue and Green Actions against total actions.			
There are 54 actions in the Strategic Equality Plan. 8 are Blue (complete), 0 are Red (not yet started), 10 are Amber (behind target) and 36 are Green (on target). Progress is monitored by the Strategic Equality Working group and an annual report is published on our website after it has been scrutinised by our Overview and Scrutiny Co-ordinating Committee and Cabinet has approved the content.			
Action 3.9	We will review the Integrated Impact Assessment process.	Policy, Performance and Public Protection	Green (on target)
Outcomes: Revised IIA process implemented			
The revised Integrated Impact Assessment tool is at 'draft' stage. It contains up to date information about Ceredigion population (<i>Census 2021</i>) and requires officers to consider stakeholder engagement as part of the assessment. The draft tool will be presented to Cabinet for approval in October 2023 and implemented after this.			
Action 3.10	We will monitor and advise on Integrated Impact Assessments (IIAs).	Policy, Performance and Public Protection	Amber (behind target)
Outcomes: Number of IIAs to the required standard submitted with Cabinet Papers / the total number of IIAs required x 100 = A%			
12 x Integrated Impact Assessments to the required standard were submitted with Cabinet Papers / 21 x IIAs were required = 57% were of the required standard. In 2020-21, 41% were of the required standard and in 2021-22, 48% were of the required standard. This shows a steady improvement on previous years but there is more work to be done to achieve 100%.			
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.	Democratic Services	Green (on target)
Outcome: Welsh medium services are actively available to Welsh speakers			

The Welsh Language Standards Annual Compliance Report 2022-23 will be presented to Cabinet in June 2023. A self-monitoring framework has been developed and each Chief Corporate Officer has scored their service performance against this. The Council's Welsh Language Policy Officer works closely with service managers to help them set plans to improve the quality and availability of Welsh-language services.

During 2022-23 we reviewed the Council's Customer Charter, which describes the level of service users can expect when contacting the Council; this includes providing our services in Welsh or English, in accordance with the user's preferred language. We have published the Welsh Language Policy on the Award of Grants, to ensure that grant award processes consider any impact on the Welsh language.

We have reviewed the Council's corporate complaints process to facilitate the submission of Welsh language concerns. We received no complaints regarding our Welsh-language services or about the implementation of the Welsh Language Standards this year. We developed the Council's five-year Language Strategy Review Report and published a [topic report](#) on the implications of 2021 census data on the Welsh language in Ceredigion; this in preparation for the development and publication of a new Language Strategy for the next 5-year period.

Action 3.12	We will adopt the principles of the Dream Team's Learning Disability Charter	Lead Officers - All services	Amber (behind target)
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Outcome: Improved outcomes for people with learning disabilities.

The Council has signed up to the Dream Team Charter – ldcharter.com. This was written by people with learning disabilities and asks us to consider their life and their rights, the way we communicate, their support, their community, their access to health, their independence, their social life and their relationships. Health and Social Care staff work with the Dream Team on a regional basis to develop ways to improve services for people with learning disabilities. As part of the Charter commitment, audits will be carried out by West Wales Dream Team members. Ceredigion Council does not yet have an audit date.

In 2022-23, 128 staff attended Disability Awareness, Autism Reality Experience and Essential Autism Awareness training sessions (89 internal staff and 38 external). 15 people attended Easy Read training (14 internal and 1 external). 12 licences to use an Easy Read Photosymbols library were purchased to help the Council create Easy Read signage, letters and documents.

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.	Porth Cymorth Cynnar	Green (on target)
Outcomes:			
<ul style="list-style-type: none"> • Increased number of people assisted. • Increased number of dementia friendly sessions delivered. 			
<p>There are 543 registered users on Dewis and 607 resources covering Ceredigion as at end of March 2023. All registered childcare providers are reminded to update their information on Dewis. All grants administered by the Childcare Unit require applicants to regularly update information on Dewis to qualify for the grants.</p> <p>The Connectors offered 42 drop-in sessions across Ceredigion to provide local access to information, advice and assistance and the Carers and Community team dealt with 3,538 enquiries via Clic. These included requests for support from the Connectors, applications for Welsh Government unpaid carers low-income payment and Ceredigion Carers cards which give unpaid carers access to free memberships and discounts across Ceredigion. In addition to these enquiries the team dealt with an additional 621 applications for the Carers fund. 1,970 unpaid Carers were registered with the Carers information service in March 2023.</p> <p>86 staff attended Dementia Awareness sessions and Dementia Interpreter training sessions (59 internal staff and 27 external). A further 146 people, some of whom are unpaid Carers, had virtual dementia training on the dementia bus. 5 engagement sessions were held with 93 older people. Their feedback has contributed to our Age Friendly self-assessment which will enable us to join the Age Friendly Communities network in Wales.</p>			
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.	Porth Cynnal / Schools	Green (on target)

Outcome: Children with additional needs are able to attend mainstream childcare and play activities.

6 children benefitted from Ymuno support at 3 childcare settings during 2022-23 (1 child benefitted in 2021-22). 1 family and 2 x childcare settings responded to the 2022-23 feedback questionnaire. They all reported that Ymuno has made a positive difference to the child's social development and the family reported that the scheme has enabled them to remain in work.

Take up of Ymuno remains low but is improving slowly. The number of disabled children who attended after school clubs understandably reduced during the pandemic and it is taking a while for numbers to increase. The situation is exacerbated by the fact that the two main childcare settings that used the Ymuno scheme (in Cardigan and Penparcau), closed during the pandemic. Childcare provision has not yet resumed in these two areas and this is a big loss to disabled children and their families. The number of registered out of school clubs in Ceredigion has declined due to a variety of reasons but we have seen an increase in the number of unregistered clubs. Ymuno only funds support in registered childcare settings.

175 children with additional needs were supported in pre-school settings by Cynllun Cyfeirio (150 in 2021-22). 7 children were supported by the Childcare Offer Additional Support Grant (ASG). This was additional hours to the Cynllun Cyfeirio funding that they also received.

Following the appointment of the Early Years Additional Learning Needs Lead Officer (EYALNLO) by the Local Authority, a specific training programme was developed for the Early Years and Childcare sector. 87% of childminders and 100% of childcare setting leaders have now undertaken this training and it is well received by the sector. The following comments were collected from feedback forms:

- *“Makes me more aware of any difficulties a child may have and how I can hopefully help them or get them additional help”.*
- *“I feel that I have the confidence to address problems with the family's and they listen to me”*
- *“One little girl is in my care and lacking language skills. We felt confident enough to discuss the way forward for the parents without worrying them.”*

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).	Porth Gofal / Schools	Green (on target)
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Outcome: Increased number of people who have accessed advocacy services.

<p>'Camu 'Mlaen' is led by Ceredigion Council and delivered by Ceredigion schools, Social Care staff, Coleg Ceredigion and Careers Wales. The initiative gives young people with additional learning needs the opportunity to stay and continue their education within Ceredigion and to develop key skills as they prepare for their next stage in life. The 3rd cohort of young people started this 2-year course in September 2022 with the 1st cohort graduating in August 2022. Young people in school start a gradual transition from school to 'Camu 'Mlaen' provision in January each year.</p>			
<p>Action 4.4</p>	<p>We will develop specification documentation and tender documentation for new advocacy services for Learning Disabilities, Mental Health and for Older People.</p>	<p>Finance & Procurement</p>	<p>Blue (complete)</p>
<p>Outcome: Increased number of people who have accessed advocacy services.</p>			
<p>The new regional advocacy contract with 3CIPA commenced on the 1st of April 2022. The provider is a consortium of 5 providers, which broadens the scope of the areas of advocacy provision and specialisms. This has enabled the service to be available to all, not just to older people or those with learning disabilities or mental health issues. 3CIPA took 65 new referrals in 2022-23.</p> <p>The regional Advocacy Strategy has been drafted and is going through the signoff processes with the three Local Authorities and Hywel Dda Health Board prior to adoption.</p>			
<p>Action 4.5</p>	<p>We will deliver a bilingual range of Health Intervention classes across all areas of the county, including complex chronic conditions for Cardiac, Mental Health, Pain Management (Escape) Cancers and Falls Prevention including the Postural Stability Instruction (PSI) Programme under the National Exercise Referral Scheme (NERS).</p>	<p>Porth Cymorth Cynnar</p>	<p>Green (on target)</p>
<p>Outcomes:</p> <ul style="list-style-type: none"> • Over 200 Health Intervention Classes held each month, all within 20 minutes travel time for all clients. • Number of Activity Units delivered per annum. • Programmes built around the client in order to build life changing habits in keeping active & mental health wellbeing. 			
<p>1,011 NERS referrals were received in 2022/23. All referrals are followed up, although not all residents decide to start the intervention. 29,000 Activity Units were delivered in 2022-23.</p>			

424 Health Intervention classes or activities, including NERS, Fit4Life and Wellbeing Walks, were offered each month in North, Mid & South of the county. 3,137 people were attending Health Intervention programmes in April 2023. All programmes are busy and are well received by clients from all around Ceredigion.			
Action 4.6	Cylch Caron Project – we will establish community-based care to meet health and housing needs that are fit for purpose.	Porth Gofal	Amber (behind target)
Outcome: The number of additional services required as part of the Cylch Caron Project are identified.			
Tender specifications for Cylch Caron project are currently being worked on and scheduled to go through Scrutiny and Cabinet for approval in 2023-24.			
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.	Porth Gofal	Green (on target)
Outcome: Increased satisfaction levels of people applying for accessible housing.			
The Accessible Housing Register is now live. Applicants can self-refer but additional steps are taken by officers to ensure they are shortlisted for the right properties and that opportunities are maximised for people who apply for accessible housing. Further work is underway to map the accessible properties in the County so that we can advise applicants appropriately. There were no allocations of accessible housing in 2022-23.			
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.	Highways and Environmental Services	Green (on target)
Outcomes:			
<ul style="list-style-type: none"> • Work is currently being undertaken on improvement to bus shelters and stops along the T2/T5 route. • We 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 			

Welsh Government initiative to provide free weekend travel on the TrawsCymru network has now ended. Work has continued on improvements to access, new shelters and provision of information on the T2 and T5 corridors. We have put in place short term contracts to retain service levels during a particular turbulent time for the bus industry. We continue to work with key partners including Welsh Government, Transport for Wales and the operators with a view of providing the best level of travel opportunities and services for the public with the resources that are available.

We have secured funding from Welsh Government and have undertaken a procurement exercise to deliver local bus contracts. These services will start operating in September 2023. As part of this we have provided a mileage-based fare table which should make bus fares more consistent across the county.

We continue to work with other stakeholders including neighbouring local authorities on services including the Link/Bwcabus as well as cross border services. New electric buses have started in operation on the T1 service between Aberystwyth and Carmarthen. These services are commissioned and managed by Transport for Wales on behalf of the Welsh Government. This will be the model moving forward for TrawsCymru services – until now Local Authorities have fulfilled the role of commissioning and managing contracts.

Action 4.9	We will consider the needs of disabled people when maintaining or improving footways and carriageways (for example dropped kerbs).	Highways and Environmental Services	Amber (behind target)
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Outcome: Increased number of improvements to footways which address accessibility issues.

With a decreasing Highways budget the amount of work undertaken is reducing and therefore the emphasis must be on maintenance rather than improvement.

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.	Highways and Environmental services	Green (on target)
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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.

The [Clutter Free Ceredigion](#) publications are used and referenced with a view of having a positive influence on the matter of footway obstructions.

Action 4.11	We will undertake accessible audits to ensure all members of the public can access council offices.	Economy and Regeneration	Green (on target)
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Outcome: Increased number of accessible reviews undertaken, and recommended improvements addressed.

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.	Customer Contact	Blue (complete)
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Outcome: Increased levels of customer satisfaction.

This action will always be on-going to meet any new standards – we have achieved all the necessary base standards for accessibility (AA rating). Over 90% of the website has achieved the AAA standard. The remaining 10% is due to the use of pdf documents which are almost impossible to make accessible. We are encouraging web content providers to consider publishing 2 or 3 more webpages instead of single pdfs documents.

Action 4.13	We will continue ongoing management of the coastal path to ensure that the path meets visitor expectations, including continued application of ‘ <i>Least Restrictive Access</i> ’ principles where possible. We will consider the needs of people with disabilities when maintaining or improving public rights of way.	Economy and Regeneration	Green (on target)
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Outcome: Least restrictive access principles are included within the Rights of Way Improvement Plan.

Identification of barriers to access, for example, stile, surfacing and route gradients, are included as standard in all promoted routes leaflets. We continue to work towards least restrictive access principles. Gates are the primary option on public rights of way with a stile only being used in exceptional circumstances and where landowners cannot be persuaded otherwise. Continual improvement is carried out on path surfacing and improved width on the coastal path and other inland routes. An online questionnaire has been established to understand local needs. This is an open-ended survey that is informing local access improvement work.

Further capital funding was utilised to replace footbridges which help comply with 1.2m width included within the “by all reasonable means” guidance on least restrictive access. £75,000 Welsh Government Access Improvement Grant was obtained to improve access throughout the county.

Action 4.14	We will address equal access to play areas to support play sufficiency action plan	Porth Cymorth Cynnar	Green (on target)
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Outcome: Increased number of grant applications to the Council for play area improvement that are supported by policy or plans to provide accessible play space.

Support is offered to all members of the Play Area Network via email. Unfortunately, no capital grants were available this year from Welsh Government, and it is very difficult to improve accessibility without capital funding. An application to UKSPF for capital funding improvements for parks and play areas was unsuccessful. We worked with CAVO to create a document which outlines where Park and Play area trustees can apply for support.

Action 4.15	We will ensure that our procurement policy and contract specification include equality and Welsh language as standard information.	Finance and Procurement	Blue (complete)
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Outcome: Percentage of contract specifications issued with Equality and Welsh Language requirements.

All significant contracts are advertised on the e-tender-Wales system. 100% of these tenders 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 these 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.	Porth Cymorth Cynnar	Amber (behind target)
<p>Outcome: Increased number of volunteer / community projects to train and educate people to become more confident and develop more inclusive opportunities in our communities.</p>			
<p>There has been some delay with supporting Ceredigion Community Sports Clubs with the Insport club accreditation process. This is due to staff changes within our service as well as Disability Sport Wales (DSW) reviewing the Insport Club process. This did not hamper our progress in supporting inclusive opportunities within our communities, however.</p> <p>This year's Ceredigion Sports Awards went to the Disability Sport Volunteer of the Year and the two Young Ambassador Volunteer of the Year Awards volunteer at a Disability Sports Club in Cardigan. Additionally, 15 young volunteers (who have learning disabilities) helped to run the inclusive Play for All programme across Ceredigion for approximately 60 young people.</p> <p>This year's Holiday Programme included disability specific events organised in north, mid and south Ceredigion. Ceredigion Actif also hosted two Insport events in 2023 - a team event with archery, fencing, boccia, wheelchair basketball & rugby and swimming available and an event for the hearing-impaired event with rugby, golf, football, tennis, table tennis and athletics available.</p>			
Action 4.17	We will develop a vision for Ceredigion Actif in achieving a gold standard Insport award.	Porth Cymorth Cynnar	Amber (behind target)
<p>Outcomes:</p> <ul style="list-style-type: none"> • 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. 			
<p>The initial pre-panel meeting has taken place between our team and representatives of Disability Sports Wales to discuss what is required for Gold accreditation and where we are as a Local Authority currently. Further work is now required to collate the information to move forward to full panel.</p>			

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 includes lifelong learning.

Action 5.1	We will support Schools to ensure that they review and update their Strategic Equality Plans.	Schools and Culture	Blue (complete)
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Outcomes:

- All Schools report and confirm completion of individual strategic equality plans during the Summer term at their governing body meetings.
- Schools have a Strategic Equality Plan in place.

Both outcomes are achieved.

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.	Schools and Culture	Blue (complete)
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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.

The Anti-Bullying Guidance has been approved by Cabinet and is now adopted as a policy. Each school has a copy of the policy, which continues to be revised annually. All primary schools have been offered KiVa anti-bullying training. 6 Primary schools have received the training. There is currently no training available for Secondary schools.

The Relationships and Sexuality Education policy has been approved by Cabinet and shared with schools. This will now be adopted by Governors to support healthy and respectful relationships.

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.	Schools and Culture	Green (on target)
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Outcomes:

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

In 2021/22, 44.4% of ALN learners achieved 5 A*-C grades (or equivalent) at KS4, while 78.8% achieved 5 A*-G grades. On average, ALN learners achieved a Capped 9 score of 283. It is not possible to compare this with previous years due to the impact COVID has had on qualifications since 2019, and also the impact that the new ALN code is having on this cohort of pupils.

Action 5.4	We will improve provision and outcomes for children looked after in order to reduce identified attainment gaps.	Schools and Culture	Green (on target)
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Outcome: All Children Looked After pupils made appropriate progress according to need (evidenced by data on the achievement of children looked after at all key stages).

Overall, the performance of Children Looked After in Ceredigion is good. Internal monitoring evidence shows that pupils are making progress. There will be no reporting on End of Key stage data, due to Covid-19. There are currently 92 Ceredigion children in care on the register (48 placed in Ceredigion & 44 placed out of county), 35 of whom have ALN. In addition, there are 26 out of county LAC pupils placed in Ceredigion from other authorities; 14 of these have ALN which requires an additional level of support, see numbers below:

Support level	Ceredigion pupils from Ceredigion	Ceredigion pupils from other authorities
SAPRA – School Action Plus Resource Agreement	5	
S - Statement	1	7
SAP - School Action Plus	13	3
SA - School Action	11	3
IDP - Individual Development Plan	5	1
Total	35	14

The majority of pupils Looked After are educated within our mainstream schools, however in some cases there is a need to provide an alternative curriculum pack to meet the needs of the pupil. Currently the identified cohort are transitioning from the old SEN system to the new ALN system.

Attachment, Trauma, and relationship-based play training modules are now available for all education staff to access via the HWB platform. There has also been additional focus on pupils' wellbeing. This has increased the capacity of school staff to understand and meet the attachment needs of a wider number of pupils.

Action 5.5	We will support minority ethnic learners to access the curriculum to ensure that they achieve their full potential and increase attainment.	Schools and Culture	Green (on target)
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Outcomes:

- Provision of ongoing Peripatetic support and/or intervention for targeted schools and coordinated action between stakeholders within the Local Authority.
- 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).

When comparing PLASC in 2023 with 2022, 20% of EAL pupils moved up a level with regard to their fluency, while 8% made 2 or more levels progress. 73% of EAL pupils are now coded C-E, with 55% being competent (D) or fluent (E).

Action 5.6	We will develop targeted interventions for children in receipt of free school meals.	Schools and Culture	Green (on target)
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Outcomes:

- Targeted training is provided for interventions e.g. Numeracy, Language, ALN, Thinking Skills.
- Training supports effective use of Hafan and FSM within Profile assessment.
- Conferences promote understanding and intervention on Bullying, Voice of the child, Health and Wellbeing.

Numeracy, Language, ALN (behaviour and emotional challenges) and Thinking Skills training was delivered by a range of teams and the training resources are now available on our web site. Our preventative approach means that the training has been targetted according to the ability and needs of individuals, not just at pupils in receipt of free school meals. However, the training does target needs and

strategies that are highly relevant to pupils in receipt of free school meals. Raising the Attainment of Disadvantaged Youngsters (RADY) training, Mental Health First Aid training and Trauma Informed Schools training has also been rolled out.

Training and support for Hafan staff took place at the start of the year. An internal survey was carried out to monitor all Hafan provision in the County. The results showed that schools make highly effective use of Hafan classes, that pupils like what Hafan offers and that they feel it is of great benefit to them. The effective use of Emotional Literacy Support Assistants (ELSA) was also noted. Pupils across schools use the provision, particularly pupils in receipt of FSM, however there is no specific data on the individual children who use Hafan.

The Voice of the child conference took place on-line due to transport costs. Year 6 and 7 pupils in transition were invited and they provided input into the Ceredigion's 5-year Local Well-being plan. Our welfare officer also held discussions with school councils across the county.

Action 5.7	We will undertake upgrades to school buildings on a needs basis in conjunction with individual school accessibility plans.	Schools and Culture	Green (on target)
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Outcomes:

- Applications for capital will be accepted from receiving school accessibility plans that highlight the work required.
- The number of school modifications and the number completed.

One application was received to provide a new lift in a primary school to comply with the accessibility plan – the plans are being developed at present for implementation during 2023/24.

Action 5.8	We will implement our Welsh in Education Strategic Plan.	Schools and Culture	Green (on target)
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Outcomes:

- The Welsh in Education Strategic Plan is in place and continues until 2021 until the publication of WiESP 2021-2031.
- Plan implemented and outcomes monitored.

The Welsh in Education Strategic Plan was approved by Cabinet in July 2022 following revisions based on feedback from Welsh Government. A five-year overview and a more detailed two-year plan have been presented to Welsh Government and Ceredigion Council Scrutiny committee for feedback. This will be presented to Cabinet for approval in 2023-24.

The initial meeting of the Forum was held in February 2023 with Council Leader, Cllr Bryan Davies, appointed Chair and Cllr Wyn Thomas as Vice-Chair. A further meeting was held in March with the Chief Education Officer, School Department Officers, and Heads of transitional primary schools to update them on the action plan which will be publicised in local newspapers and published on the Council website after Cabinet approval.

Action 5.9	<p>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.</p> <p>We will ensure that Community Benefits are applied as a core requirement to all relevant Council procurement contracts and that the % of EET (Education, Employment and Training) opportunities created increase on previous year.</p>	Porth Cymorth Cynnar	Green (on target)
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Outcomes:

- Number of new courses 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 is measured via annual NEET data.

A Youth Worker is designated to each secondary school. They provide support in Pupil Referral Units (PRU) and Alternative Curriculum. Youth Workers work closely with Skills Mentors and Prevention and Diversionary officers to provide support for post-16 young people who are NEET or at risk of NEET. **63** young people re-engaged with education, employment or training following referral to a youth worker.

88 workshops were delivered by youth workers. These focus on personal and social development, wellbeing and EET – examples include volunteering in the local community, indoor bowling, gardening, Welsh culture and heritage discovery and guest speakers.

The Youth Service and Lifelong Learning and Skills staff continue to work with Careers Wales and Job Centre Plus to develop work experience, apprenticeships, and traineeships to ensure that those who are not work ready can access support. Taster sessions are

<p>offered in carpentry, mechanics, hairdressing, beauty and plumbing. The Workways+ and Communities for Work programmes also progress young people into EET.</p> <p>More work is needed to ensure that community benefit clauses include specific targets for work experience placements, new jobs created and support from contractors at careers events.</p>			
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.	Porth Cymorth Cynnar	Green (on target)
<p>Outcomes:</p> <ul style="list-style-type: none"> • 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 (ALN). 			
<p>186 people aged 50+ have enrolled for courses with Dysgu Bro academic year. Of these 8 people (4.3%) indicated they have a disability or an Additional Learning Need. We have increased the numbers by delivering in more community venues around Ceredigion and offering one day workshops. We have tailored our digital classes to cover matters that concern individuals, for instance shopping online and staying safe online. We also loan laptops as required.</p>			
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.	Porth Cymorth Cynnar	Green (on target)
<p>Outcome: In partnership with Active Young People & Sport Wales we will train school pupils & volunteers to learn how to adapt / involve others in sport & physical activity.</p>			
<p>All Bronze Young Ambassadors in primary schools have received the training in 2022-23. It is an annual rolling programme.</p>			

CYNGOR SIR CEREDIGION COUNTY COUNCIL

Report to: Cabinet

Date of meeting: 3 October 2023

Title: Recommendation from the Overview and Scrutiny Co-ordinating Committee in relation to the Strategic Equality Plan Monitoring Report 2022-23

Purpose of the report: To provide feedback from the Overview and Scrutiny Co-ordinating Committee held on 11 September 2023

The Overview and Scrutiny Co-ordinating Committee considered the Strategic Equality Plan Monitoring Report 2022-23, at its meeting on 11th September 2023.

The Equality Act 2010 places a duty on Local Authorities to consider the needs of all individuals when carrying out our day-to-day work. The Act includes Specific Public Sector Equality Duties for Wales which require the Council to set Equality Objectives and a Strategic Equality Plan, these must be reviewed every four years. The promotion and use of the Welsh Language is set out in the Welsh Language Measure 2011, rather than the Equality Act. However, we consider Welsh language requirements alongside the protected characteristics of the Equality Act so that our approach to the communication needs of all communities is coordinated. An action plan ensures the delivery of the Council's Strategic Equality Plan 2020-24, grouped under five Equality Objectives, which are:

1. An Exemplar Equal Opportunities Employer
2. Fostering Good Relations and Tackling Prejudice
3. Engagement and Participation
4. Dignity, Respect and Access to Services
5. Fair and Inclusive Education

During discussion, the following was noted:

- In response to a question regarding PDF documents displaying on the Council Website, Cathryn Morgan confirmed that screen readers used by some people with a visual impairment cannot read the document content, and that best practice is to put information directly on the webpage rather than to upload a document in pdf format.
- In response to a question relating to Disabled persons stating that they are unable to access the coastline, it was confirmed that there are currently two wheelchairs in the County, one available in New Quay. This does, however, need further investigation.

It is a requirement of the Public Sector Equality Duties that the Authority produce an Annual Strategic Equality Plan (SEP) Monitoring Report for 2022/23 and publish on the external website by the 31/03/24.

Following discussion, Members agreed to recommend that Cabinet:

Receive and endorse the Council's Strategic Equality Plan Monitoring Report 2022-23.

Councillor Keith Evans
Chairman of the Overview and Scrutiny Co-ordinating Committee