

**Strategic Equality Plan (SEP)
Monitoring Report**

April 2020- March 2021



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This report is available in Welsh and English on the Council's website at: <http://www.ceredigion.gov.uk/your-council/strategies-plans-policies/equality-diversity/strategic-equality-plan-objectives/>

If you require a hard copy of the report or a copy in a different format for example large print, audio version or a word format for screen readers please contact:

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Foreword

Welcome to the first annual monitoring report of our newly revised Strategic Equality Plan 2020/24, '*A Fair and Equal Ceredigion.*' This report covers the year of 2020/21 and coincides with a full year of living under Covid-19 rules and guidance. It has been a difficult and challenging year, but the pandemic has highlighted how important it is to tackle inequalities. Equalities will need to be at the forefront of our recovery plans from the impacts of Covid-19.

The annual monitoring report tracks progress on how we have meet the five Equality Objectives of '*A Fair and Equal Ceredigion.*'

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

Equality is at the heart of our service delivery and our values at Ceredigion County Council. Equality is a cross-cutting theme in our Corporate Strategy. We take careful consideration of equality needs and issues in our decision making with equalities embedded into our Integrated Impact Assessments. '*A Fair and Equal Ceredigion,*' also applies across all sections of the Council and all of the services that we deliver. We will strive to make Ceredigion a fairer and a more equal place as we rebuild in the wake of the Covid-19 pandemic.



Eifion Evans
Chief Executive



Cllr. Ellen ap Gwynn
Leader &
Equality Executive Champion

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1. Background

1.1 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:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- 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, and is instead 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 don't, the Council also has to think about the need to:

- Removing or minimising disadvantages experienced by people due to their protected characteristics.
- Taking 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.

1.2 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 and note that the listed bodies will undertake the following requirements:

- Annual Monitoring Report
- Strategic Equality Plans
- Setting Objectives
- Collecting and Analysing Equality Information.
- Service Users Equality Information
- Workforce Equality Information & Workforce Pay Differences
- Consultation & Engagement
- Assessing Impact
- Staff training
- Procurement
- Accessibility

2. How we meet the Equality Duties:

This Equality Monitoring Report builds on our previous Equalities work, covering a widespread commitment to meeting the Equality Act 2010 including the Specific Public Sector Equality Duties for Wales, which came into force 6 April 2011. The report outlines how the Council is progressing against its equality duties from the 1st April 2020 to the 31st March 2021.

2.1 Corporate Governance

To demonstrate its commitment to the equality agenda the Council has nominated the Leader as the Equality and Welsh Language Champion. The Equality Champion was supported by the Equalities and Engagement Officer within Policy and Performance.

To support the equality agenda, a Corporate Equalities Working Group has been established. Members of the group represent lead officers across the authority's service areas, with the Leader of the Council chairing the meetings. The Corporate Equalities Working Group is responsible for contributing to the strategic development, monitoring and reviewing to implement the Equality Strategic Plan (SEP). Equality is a cross-cutting theme in our Corporate Strategy 2017-2022.

2.2 Ceredigion Strategic Equality Plan & Setting Objectives

The Strategic Equality Plan Monitoring Report for 2020/21 is the first report on progress of our 2020-24 Strategic Equality Plan, '*A Fair and Equal Ceredigion.*' The plan and related documents can be found at <http://www.ceredigion.gov.uk/your-council/strategies-plans-policies/equality-diversity/strategic-equality-plan-objectives/>

In order to drive equality improvements, the Council is required to set Equality Objectives as part of the Strategic Equality Plan. Engagement and consultation was carried out to inform and produce '*A Fair and Equal Ceredigion 2020-24.*' This helped to ensure that we were meeting equality related needs and issues faced by the people of Ceredigion. We worked in

partnership on the consultation with other public bodies in the region. The consultation included a regional survey and local engagement events.

By analysing feedback from the consultation and 'weighing-up' the different types of data and evidence, (including findings from the Equality and Human Rights Commission Report '*Is Wales Fairer?*'), the issues considered to be the most pertinent have been taken forward into the finalised Equality Objectives.

The Strategic Equality Plan and proposed Equality Objectives were presented to the Overview and Scrutiny Coordinating Committee on the 14th of November 2019. There was overall support, and a recommendation for the Cabinet to approve the SEP and the Equality Objectives, this was concluded on the 17th of March 2020.

'*A Fair and Equal Ceredigion 2020-24*,' has five Equality Objectives and an Action Plan to support 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.

Please see Appendix 1, for information on how the Council progressed in meeting our Equality Objectives during 2020.21.

2.3 Identifying, collecting and analysing relevant equality information

Service Users Equality Data

Good quality and up to date information and data on protected characteristic groups in Ceredigion are vital in assessing equality-related needs, impacts and progress.

Ceredigion County Council's Research Team has developed a '*Ceredigion Equality Data*,' document which holds current information about the equality demographics of the citizens of Ceredigion, and is available for all staff to use via the Cerinet site. Staff are encouraged to use this information when developing their Integrated Impact Assessments, in addition to any local data about service users.

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

Workforce Equality Data

The Authority is constantly striving to collect and analyse staff data on the protected characteristics through our internal HR CeriNet system; however it is not mandatory for employees to provide this data.

An equality monitoring form has been included in the CeriNet system, and promoted widely via the Corporate News Bulletin. In this equality monitoring exercise, consideration has been given to the protected characteristics of marital status, religion, ethnicity, sexual orientation, disability, and transgender, where that information has been disclosed to the Authority. Age and gender data is captured within other Human Resources systems. The Council has also started to undertake an analysis of those who have applied for vacant posts within the Authority. The Workforce Equality Annual Report and the Gender Pay Annual report are published by our People and Organisation Section separately to this report. To see the

reports, please click on this link [Strategic Equality Plan & Objectives - Ceredigion County Council](#)

2.4 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 2021/22.

It was a difficult year for engagement, with a range of Covid-19 measures in place that affected engagement taking place. Nevertheless, a number of engagement exercises were undertaken including Town Centre Safe Zones, consultation on the Economic Strategy and flood defences at Aberaeron Harbour.

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 Service Forum, the Carers' Forum and the Ceredigion Disability Forum.

Meetings of Ceredigion Disability Forum were affected by the coronavirus pandemic and have now moved to online video conferences. The Disability Forum met four times over 2020/21 to discuss the Town Centre Safe Zones. Forum members provided influential feedback on the Safe Zones. One general meeting of the Forum was also held.

2.5 Assessing for Impact

Ceredigion County Council, as a listed public body in Wales under the Equality Act, is required to undertake Equality Impact Assessments. This includes assessing the impacts on the protected characteristics of new policies and practices and changes to existing policies and practices.

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 also been revised to take into account the United Nations Convention on the Rights of the Child within our decision making. A total of 29 Integrated Impact Assessment were submitted with Cabinet Reports during 2020-21.

2.6 Staff Training

Ceredigion County Council is committed to the development of employees and elected members to ensure that those employed and working for us are skilled, trained and motivated to meet the diverse needs of the community.

- 514 staff completed the Equality & Diversity e learning programme over 2020/21.
- Equality & Diversity training was suspended due to Covid, and later reinstated with 3 sessions arranged including one through the medium of Welsh.
- LGBT training was suspended due to Covid. Transgender Awareness Training was attended by 18 staff.
- An Unconscious Bias e-learning programme was launched for teaching staff which included the Public Sector Equality Duty.

2.7 Procurement Arrangements

The procurement team ensure that an equality and Welsh language statement is included in all commissioned or contracted services.

Over 202/21, all significant contracts are tendered using the e-tender-wales system and 100% of those have Equality questions and Welsh Language requirements built into them as part of a standardised process. The Welsh Government's Code of Practice for Ethical Employment in Supply Chains was also included in those tenders as standard.

2.8 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 AAA accessibility ratings and we will continue to respond to any new standards or changes to technology.

We have a contract with WITS, (Wales Interpretation and Translation Service), 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.

3. Progress in meeting our specific objectives during 2020-21

To help us in implementing the Equality Objectives, Ceredigion County Council has developed an action plan. 'A Fair and Equal Ceredigion 2020-24,' is a 4 year strategy, however a monitoring report is developed on an annual basis in order to report on how the Council is progressing against each of our 5 Equality Objectives. Specific actions have been identified, in order to achieve the 5 Equality Objectives in Ceredigion. Please see Appendix 1 for the full Strategic Equality Plan Monitoring Report 2020-21

In order to track progress of the Strategic Equality Objectives across the Authority, this report has used the BRAG system. The BRAG system aims to report on how well an action is performing or being delivered, or to indicate how on track or at risk the action is. Please find the BRAG status totals for the 2020/21 monitoring report in the below table.

BRAG COLOUR	DEFINITION	2020/21 progress on actions identified
BLUE (B)	Action completed	1
GREEN (G)	Action progressing to plan	39
AMBER (A)	Action slightly behind target	14
RED (R)	Action not started although it was anticipated that it would have/ concerns if action will be completed	0

1 action was completed; 39 actions were progressing to plan; 14 actions were slightly behind target and no actions were not started.

Objective:	Blue	Green	Amber	Red
1. An Exemplar Equal Opportunities Employer	0	4	4	0
2. Fostering Good Relations and Tackling Prejudice	0	6	0	0
3. Engagement & Participation	0	8	4	0
4. Dignity, Respect and Access to Services	1	12	4	0
5. Fair & Inclusive Education	0	9	2	0

2020/21 was the first year of delivery of 'A Fair and Equal Ceredigion 2020-24. Most of the actions are in progress and on track, (39 green actions). 14 actions are marked as amber and slightly behind target, partly attributable to the impacts of Covid-19 pandemic, but the aim is to deliver over the four year course of the plan. One action is marked as blue and completed. There are no red actions that have not been started or with concerns that they will not be achieved.

For full details of each individual action, please refer below to the full Strategic Equality Plan Monitoring Report 2020-21 template.

APPENDIX 1

Draft

Ceredigion County Council Strategic Equality Plan Monitoring Report 2020-21

Progress towards fulfilling our five Equality Objectives

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	<p>We will monitor and close possible gender pay gap differences.</p> <p>We will publish an annual Workforce Pay Gap Report.</p>	<p>Lead Officer</p> <p>Geraint Edwards People and Organisation</p>	<p>Blue, Red, Amber or Green BRAG</p> <p>GREEN</p>
Outcomes: Continue to close the gender pay gap.			
Progress to date: Workforce Pay Gap report for 2021/21 to be produced by end of July 2021 and will be published on the Council's website following approval through the democratic process.			
Action 1.2	<p>We will continue to gather workforce equality and Welsh language data from new staff and voluntary data from existing staff.</p> <p>We will publish an annual Workforce Equality Report.</p>	<p>Lead Officer</p> <p>Geraint Edwards People and Organisation</p>	<p>Blue, Red, Amber or Green BRAG</p> <p>GREEN</p>
Outcomes: Increased number of staff disclosing equality and Welsh language data.			
Progress to date: 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. Workforce Equality Report for 2021/21 to be produced by end of July 2021 and will be 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 People and Organisation	Blue, Red, Amber or Green BRAG AMBER
<p>Outcomes: Increased number of staff completing the mandatory Equality and Diversity e-learning.</p> <p>Increased number of managers completing Equality and Diversity training.</p> <p>Increased number of staff completing LGBT awareness training.</p>			
<p>Progress to date:</p> <ul style="list-style-type: none"> • 514 staff completed the Equality & Diversity e- learning programme • Equality & Diversity training was suspended due to Covid and later reinstated with 3 sessions arranged including one through the medium of Welsh • LGBT training was suspended due Covid, Transgender Awareness training was attended by 18 staff • An Unconscious Bias e-learning programme was launched for teaching staff which included Public Sector Equality Duty 			
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	Blue, Red, Amber or Green BRAG GREEN

Outcomes: Increased number of appointments recorded as having a disability.			
Progress to date: The Disability Confident Scheme has been implemented and is an established part of the Council's recruitment procedures and covered in the mandatory Ceredigion Manager Training module – Recruitment and Selection.			
Action 1.5	We will support employees who are pregnant or have recently given birth by adopting the six areas of action under the ' <i>Pregnancy and Maternity Discrimination in the Workplace: Recommendations for Change,</i> ' report.	Lead Officer Geraint Edwards People and Organisation	Blue, Red, Amber or Green BRAG AMBER
Outcomes: 6 areas of action adopted.			
Progress to date: There has been limited progress on this action as a result of the Covid-19 pandemic. A revised risk assessment has been introduced to reflect current Public Health Wales guidance on pregnant women and work places.			
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	Blue, Red, Amber or Green BRAG GREEN

Outcomes: Revised flexi and agile working polices implemented.			
Progress to date:			
<ul style="list-style-type: none"> • Temporary adjustments have been made to flexi hours working scheme as a result of the enforced home working during the Covid-19 pandemic to support parents and those with caring responsibilities • Consultation with trade unions on Carers' Policy has been completed and Policy will be submitted for approval during early part of 2021/2 • Work on Agile Working Policy and dis-aggregation of Work-Life balance Policy will commence as part of post-Covid return to office programme 			
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	Blue, Red, Amber or Green BRAG Amber
Outcomes: Decreased gender segregation in apprenticeships. Increased BME and disabled apprentices.			
Progress to date: The council's policy on community benefits and guidance to tenderers for identifying community benefits in their bids states "When selecting apprenticeships/work placements or delivering Community Benefits schemes contractors must not discriminate on the grounds of Age, Sex, Sexual Orientation, Gender Reassignment, Race, Gypsies & Travellers, Religion or Belief, Marriage & Civil Partnership or disability. Furthermore contractors must pay due regard to the requirements of the Welsh Language (Wales) Measure 2011 in relation to these people and schemes."			
Wider community benefits (where contractors can propose to deliver additional social and environmental benefits directly to the Community in which the project operates). These are categorised as:			

- Community
- Education
- Equality and Diversity (i.e. Employment and training opportunities targeting hard to reach groups (long term NEET, disabled, ethnic minorities)
- Environmental

Please find the following tender evaluations:

- Cilmaenllwyd Household Waste site contract (Penparc, Cardigan) – contract started 01/03/21 - contact made with Community Benefits contact. Main offer is for work experience placements which are currently on hold due to Covid.
- Regional Engineering Consultancy Framework (chaired by Carmarthenshire CC)
- Glan Yr Afon Household Waste site contract (due to start 01/05/21)
- Dry Mixed Recyclate Waste contract (due to start 01/06/21, subject to award of contract)

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	Blue, Red, Amber or Green BRAG AMBER
<p>Outcomes: Increased number of Modern Slavery Sessions delivered, increased number of staff attending</p> <p>Increased number of Human and Child Trafficking sessions delivered.</p>			
<p>Progress to date: training was suspended due to Covid</p>			

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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	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Community Cohesion-framework to be developed and outcomes delivered.

Progress to date:

The Community Cohesion team are 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 2020/21.

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 Policy and Performance and Kay Howells Community Cohesion	Blue, Red, Amber or Green BRAG Green
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Outcomes: Increased number of Hate Crime awareness sessions delivered.

Increased number of staff attended.

Progress to date:

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

Hate Crime Awareness week took place between 10th and 17th of October 2020. The aim of the week was to raise awareness of Hate Crime and to encourage people to report it if they see it or witness it. The Cohesion Team took part in a Regional working group to ensure initiatives were coordinated and mapped onto a local calendar. Partners included OPCC, Dyfed Powys Police, Victim Support, Race Council Cymru and the Cohesion Team. The Cohesion Team took the lead on several regional initiatives:

- An Art Competition for Primary School Children. Schools across the region are invited to design a flag celebrating diversity. The details were shared on Y Hyb as part of an online learning resource put together by Victim Support.
- A one-minute Hate Crime Awareness Film. The film was shared widely on social media. Members of the public were invited to watch the film, then take part in a short Hate Crime Quiz – for a chance to win an iPad and shopping vouchers. The project was developed by the Mid and West Wales team and rolled out across Wales by all Cohesion teams. 516 people responded to the quiz, 72 of whom stated they were from Ceredigion. The OPCC ran a youth forum on 13 Oct, the Cohesion team's film was also shown there. Race Council Cymru had a launch event on Saturday 10th October. The Coordinator spoke about the work being undertaken on Hate Crime Awareness in Dyfed Powys and took the opportunity to show the one-minute film.

The team promoted the Welsh Government's Hate Hurts Wales, campaign to help raise awareness and understanding of hate crime and encourage people to report it. The campaign has been developed with input from stakeholders and real experiences of prosecuted hate crime to show the harmful impact that hate crime has on individuals and our wider society. The campaign includes advertising on TV as well as digital and social media channels. See gov.wales/hate-hurts-wales for further information.

The Community cohesion team were asked by Welsh Government to work with the 4 local authorities we support to consider signing up to Race Council Cymru's Zero Tolerance to Racism Campaign. Ceredigion County Council have signed up and the launch event took place on Sunday 21 March 2021 to celebrate UN International Day for the Elimination of Racial Discrimination.

Hate Crime Schools Training

WLGA are rolling out WG funding training within Schools. The training will be delivered across Wales to schools to develop critical thinking skills in relation to Hate Crime. Having been paused since Covid, the training will now take place between March 2021 – March 2022. 6 schools have been identified in Ceredigion to be in receipt of this training with potential for a further 2 to join due to additional resources received by WLGA.

Hate Crime Training

1 session cancelled due to extenuating circumstances (COVID)

Linking Ceredigion Council with Hate Crime/Mate Crime training being delivered by Victim Support. 27 members of staff attended Hate Crime and Mate Hate Training during this period.

Action 2.3	We will continue to support work to increase reporting of domestic abuse to Goleudy, (Victim Support).	Lead Officer Sian Howys Porth Cynnal / Amy Taylor VAWDASV Regional Co-ordinator	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Increased number of staff completed VAWDASV e-learning

Increased number of Ask and Act sessions completed.

Progress to date: 290 staff have been trained with Ask and Act

Action 2.4	We will monitor and respond to community tensions relating to the Brexit process.	Lead Officers Timothy Bray Policy and Performance and Kay Howells Community Cohesion	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Increased number of interventions and de-escalations.

Progress to date:

We monitor community tensions generally and in relation to the Brexit process in a number of ways:

Tension Monitoring - Weekly tension monitoring continues with partners joining the call from DP Police, Aberystwyth University, Mid and West Wales Fire Service, Victim Support, Race Council Cymru, University of Wales Trinity St David's, various departments within the Local Authority 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 wild fires, intel sharing regarding protests movements and managing the creation of a press release regarding an increase in far right/racist graffiti in Aberystwyth.

Community Cohesion Research - In 2020, the team tendered a research company to carry out a research project initially aimed at looking at the impact that Brexit and Covid may have had on communities living in Carmarthenshire, Pembrokeshire, Ceredigion and Powys. The purpose of this was to provide an evidence base, identifying potential community hotspots, tensions and issues particularly arising from the Brexit referendum in 2016 and its subsequent impact on community cohesion in the following years. The methodology involved a literature and data review, an online survey with key organisations and agencies, in-depth telephone interviews with key stakeholders, focus groups with communities of interest such

as BAME, Refugees, LGBTQ+, people with Disabilities, GT community, EU Citizens, First language Welsh speakers and some mixed groups. Recommendations are being incorporated into the Community Cohesion Action plan for 2021/22.

The Cohesion team attend and contribute at quarterly meetings of the EU Settlement Scheme steering group within Ceredigion County Council, CSP/CONTEST/SVOC, Ceredigion Refugee Resettlement meeting and Gypsy Traveller Steering Group meeting.

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 and Arwyn Morris Customer Contact	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Increased number of EU citizen’s resident in Ceredigion who apply to the scheme.

Progress to date:

Ceredigion EU Settlement Scheme Group coordinates the work being done to ensure that as many EU Citizens in Ceredigion as possible apply to the scheme. Up until March 2021, there were 2,110 applications received and completed from individuals working and living in Ceredigion, up over 500 since the previous quarterly update.

Work the Cohesion team have established includes:

- A nine month radio campaigns across 4 radio stations

- The team had regular Skype meetings with the third sector partners involved in promoting and supporting the EUSS. From this, online training was developed to promote Scheme (ran virtually from November 2020 – March 2021). Training is aimed at front line staff who can signpost applicants to support for of the scheme. At least 15 members of staff from Ceredigion Council attended.
- A monthly social media message from the local authority
- A Press release from the Local Authority
- Direct email contact with local employers (care homes, retail, tourism, agriculture etc.)
- Correspondence with Schools (parents) through tools such as Parent Mail.
- Presentations delivered to key groups such as Care Home Managers and Community Councils.
- Officers have worked with Rural Crime Team delivering EUSS briefing via skype, resulting in key messaging being sent via their FB and Twitter networks to specific farming-based Communities who employ EU workers.

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 Communications Team / Kay Howells	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Increased number of campaigns undertaken.

Progress to date:

The Communications Team has undertaken a wide range of campaigns during the year. Over 30 campaigns were supported in a variety of areas through press releases and Councillors, information sharing on social media, and also the human resources team to share internally with staff. The number of campaigns supported during the year was affected by the Coronavirus pandemic.

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 2020/21 the team promoted and supported a number of campaigns including:

- Hate Crime Awareness Week (see 2.2)
- Black History Month - sharing social media on an ITV documentary exploring what it is to be welsh and black.
- Holocaust Memorial Day - social media messaging and lighting public buildings purple.

- LGBT History Month - social media posts and lighting public buildings purple.
- International Women’s Day – sharing social media around a Cohesion funded project called Faces and Places.
- Refugee Week – social media.

Gypsy Traveller History Month – a photography competition looking at life during lockdown (in collaboration with Travelling Ahead).

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 Michael Smith Policy and Performance and all service areas to implement	Blue, Red, Amber or Green BRAG AMBER
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Outcomes: Engagement undertaken is meaningful. People are involved and can influence decisions – Engagement Annual Report

Progress to date: It was a difficult year for engagement, with a range of Covid-19 measures in place that affected engagement taking place. Nevertheless, a number of engagement exercises took place including town centre safe zones, consultation on the Economic Strategy and flood defences at Aberaeron Harbour.

Engagement Annual reporting may commence next year if the Engagement Policy is adopted.

Action 3.2	We will revise and implement our Engagement Policy.	Lead Officer Michael Smith Policy and Performance	Blue, Red, Amber or Green BRAG GREEN
Outcomes: Engagement Policy published and implemented. Progress recorded in Engagement Annual Report			
Progress to date: The draft Engagement Policy, 'Talking, Listening and Working Together,' is scheduled to go through the political process during 2021-22. A first draft document has been produced.			
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	Blue, Red, Amber or Green BRAG GREEN
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 to date: We continue to implement the CYP Strategy and implement the e-learning. Progress has been recorded in the CYP Participation Annual Report.			

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	Blue, Red, Amber or Green BRAG AMBER
Outcomes: Increased number of women, disabled people and BME people represented.			
Progress to date: We continue to support national programmes and plans to increase representation in local politics and decision-making.			
Action 3.5	We will support engagement with 16 and 17 year olds if the voting age is lowered in Wales.	Lead Officers Glynis Davies Electoral Services / Gwion Bowen Porth Cymorth Cynnar	Blue, Red, Amber or Green BRAG AMBER
Outcomes: Targeted approach for promotion and raising awareness utilising Ceredigion Youth Council, Secondary Schools 6 th Forms, Further Education establishments, Youth Support Services, CYP Forums and Youth Service Social Media.			
Progress to date: We continue to promote participation in local democracy to young people, linking in with national programmes.			

Action 3.6	We will continue to support the Ceredigion Disability Forum.	Lead Officer Michael Smith Policy and Performance	Blue, Red, Amber or Green BRAG GREEN
Outcomes: 4 open meetings per year and 4 meetings with CCC. The voice of disabled people is heard and influential.			
Progress to date: Meetings were affected by the coronavirus pandemic and have now moved to online video conferences. The Disability Forum met four times to discuss the Town Centre Safe Zones. Forum members provided influential feedback on the Safe Zones. One general meeting of the Forum was also held.			
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 Michael Smith Policy and Performance	Blue, Red, Amber or Green BRAG GREEN
Outcomes: Up to date Equalities page on CCC website.			
Progress to date: 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 Michael Smith Policy and	Blue, Red, Amber or Green BRAG

		Performance and all service areas to implement	GREEN
Outcomes: Number of Blue and Green Actions against total actions.			
<p>Progress to date: 2020/21 was the first year of delivery of 'A Fair and Equal Ceredigion 2020-24.' This is reflected in the delivery of the plan, with most of the actions in progress and on track, (39 green actions). 14 actions are marked as amber and slightly behind target, partly attributable to the impacts of Covid-19 pandemic, but the aim is to deliver over the four year course of the plan. One action is marked as blue and completed. There are no red actions that have not been started or with concerns that they will not be achieved.</p> <p>Blue and green actions = 1 +30</p> <p>Total actions = 54</p> <p>Progress = 40 / 54 x 100 = 74%</p>			
Action 3.9	We will review the Integrated Impact Assessment process.	Lead Officer Michael Smith Policy and Performance	Blue, Red, Amber or Green BRAG GREEN
Outcomes: Revised IIA process implemented			
Progress to date: An interim revision to the IIAs was made to take into account the commencement of the SED. An overall revision is due for 2021-22.			

Action 3.10	We will monitor and advise on Integrated Impact Assessments.	Lead Officer Michael Smith Policy and Performance	Blue, Red, Amber or Green BRAG Amber
Outcomes: Number of IIAs to the required standard submitted with Cabinet Papers / the total number of IIAs required x 100 = A%			
<p>Progress to date: There were fewer IIAs this year due to a reduction in the number of proposals going to Cabinet because of the coronavirus pandemic. 29 IIAs were submitted, of which 41% were of the required standard. Feedback was given on the 59% of IIAs that needed attention so that revisions could be made.</p> <p>12 / 29 x 100 = 41%</p> <p>2020-21 results: 41%</p>			
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	Blue, Red, Amber or Green BRAG GREEN
Outcomes: Welsh medium services are actively available to Welsh speakers			
Progress to date: Provided support and guidance to all council services to ensure that they implement the Welsh Language Standards by monitoring and promoting the use of the Welsh language.			

Action 3.12	We will adopt the principles of the Dream Team’s Learning Disability Charter	Lead Officers All	Blue, Red, Amber or Green BRAG GREEN
Outcomes: Improved outcomes for people with learning disabilities.			
Progress to date: 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 Cyra Shimell / Porth Cymorth Cynnar	Blue, Red, Amber or Green BRAG AMBER
Outcomes: Increased number of people assisted.			

Increased number of dementia friendly sessions delivered.			
Progress to date: No dementia friends sessions since were delivered since the first lockdown, however, we have done many Connect to Kindness sessions online.			
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 Elen James Porth Cymorth Cynnar / Cathryn Morgan Policy and Performance	Blue, Red, Amber or Green BRAG GREEN
Outcomes: Maintain the return rate of questionnaires at 50%, and maintain service rating of good or above at 84%.			
Progress to date: 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. We experienced a reduced number of support requests, partly because not all settings were open and partly because parents wanted to reduce the amount of contact these more vulnerable children had with others.			
131 pre-school children were supported by the Cynllun Cyfeirio this year. 61 children left the scheme during the year, many left suddenly at the first lockdown in March 2020 and then went on to school in September; they were not sent an evaluation form. The provider (Mudiad Meithrin) managed to send the form out via email to 13 parents, just 4 (31%) responded. 100% of these reported that the scheme had a positive impact on their child/family and that the scheme enabled the setting to include their child in all aspects of the Cylch/Playgroup. However, 25% reported that			

they did not have enough opportunity to discuss their child's needs with the professionals involved and did not feel that the information they had been given about their child's development was adequate.

Just 1 child received support from Ymuno scheme to attend a mainstream out of school setting. This parent returned the questionnaire (100% return) and reported that the provision made a positive difference to the family, that their child benefitted from attending and they could not have attended without the support. The provider (DASH Ceredigion) worked with our Disabled Children Team to provide 1:1 support and a specialist play scheme for disabled children with complex needs. They also worked with our Childcare Unit to offer training on hidden disability awareness to staff at mainstream childcare settings.

Feedback from parents:

Getting extra help for my child who has behaviour issues, these people are able to give my child what he needs and are experienced. His learning and behaviour has improved slightly which I believe is (*due to*) the extra help he gets through the nursery. (*Cynllun Cyfeirio*)

I've been very lucky with choosing the nursery my child attends, the Leader picked up on my child's behaviour very quickly and has been supportive for both of us, but mainly my child. He's getting the education he deserves and needs. I am extremely grateful in particular to Ms Jones for her experience and in how she has helped my family. (*Cynllun Cyfeirio*)

We can't thank you enough for the love, support, and encouragement you have given our child. We have felt she has been well cared for especially with her allergies and skin, this is shown in the happiness she has coming to the Meithrin. She has progressed so much and her Welsh is fantastic (*Cynllun Cyfeirio*)

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, and Community Support Base).	Lead Officers Nerys Lewis Porth Gofal and Gillian Evans Schools	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Increased number of people who have accessed advocacy services.

Progress to date: The 1st cohort of Camu 'Mlaen are in the process of completing their first year. A partnership review of the year will be completed and this will include further exploration of the access and use of advocacy services with a plan developed 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 and DSS Contracts and Commissioning Porth Cynnal	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Increased number of people who have accessed advocacy services.

Progress to date: It has been agreed there will be a new regional contract for advocacy services and work has already started to prepare the tender. Pembrokeshire County Council is leading on the project and representatives from Ceredigion and Carmarthenshire County Councils are also on the Project Group, having input to development of the specification and other tender documents. It is expected the new contract will be in place from January 2022. During 2020/21 48 new people in Ceredigion received advocacy services through the Council's current Ceredigion Independent Professional Advocacy (CIPA) contract arrangement, which includes 8 during the last quarter. This figure can be used as a measure for next year and it is expected the final quarter figures will reflect the new regional contract.

Action 4.5	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.	Lead Officer Steve Jones Porth Cymorth Cynnar	Blue, Red, Amber or Green BRAG GREEN
<p>Outcomes: Over 200 Health Intervention Classes held each month, all within 20 minutes travel time for all clients.</p> <p>36,000 Activity Units per annum.</p> <p>Programmes built around the client in order to build life changing habits in keeping active & mental health wellbeing.</p>			
<p>Progress to date:</p> <p>Due to the pandemic and lockdowns the Health Intervention Team have been offering support via Check & Chat to over 600 clients with health issues.</p> <p>Virtual classes for people to stay active via the social media channels, both live and pre-recorded have been running throughout the year, with many taking part.</p> <p>Virtual Walking for Wellbeing projects run during lockdown with participants covering 100,000's miles walking where they live.</p> <p>Very successful.</p>			
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	Blue, Red, Amber or Green BRAG

		Nerys Lewis Porth Gofal	AMBER
Outcomes: Identify the number of additional services required as part of the Cylch Caron Project.			
Progress to date: The Cylch Caron project remains at development of the Full Business Case stage.			
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 / Cerys Purches- Phillips Porth Gofal	Blue, Red, Amber or Green BRAG GREEN
Outcomes: Increased satisfaction levels of people applying for accessible housing.			
Progress to date:			
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 the last year there have been a number of allocations made to individuals and families requiring accessible housing including, most recently, the new Maes Arthur development where 3 of the 33 new flats were wheelchair accessible. Work is now underway to allocate the 56 apartments at the Maes y Mor Extra Care Scheme which will also be fully accessible. 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. In recent weeks works has also been undertaken by the Team to ensure that the Housing Options Website is fully compliant and meets the new requirements of WCAG 2.1 AA Accessibility Guidelines, these are an internationally recognised set of recommendations which defines how to make web content more accessible to people with disabilities.

Despite the challenges of Covid-19 the Housing Register and Homelessness services have ensured that the service can still operate safely with appropriate advice being provided remotely ensuring that no individuals were penalised by the change in approach.

Whilst the service cannot currently record feedback through the IT system, verbal feedback is recorded. However this is not a reportable facility. There is opportunity in the future to develop a process in order to monitor satisfaction levels.

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	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: 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

Progress to date: 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 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	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Increased number of improvements to footways which address accessibility issues.

Progress to date:			
It is an ongoing annual activity. Disabled access (or lack of) is a criteria on our scoring/assessment of works when setting up the prioritised list of maintenance and/or improvement schemes.			
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 and partners.	Blue, Red, Amber or Green BRAG AMBER
Outcomes: 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 to date:			
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	Blue, Red, Amber or Green BRAG

		Lyndon Griffiths Economy and Regeneration	GREEN
Outcomes: Increased number of accessible reviews undertaken and recommended improvements addressed.			
Progress to date: 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, Red, Amber or Green BRAG BLUE
Outcomes: Increased levels of customer satisfaction.			
Progress to date: 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.			
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.	Lead Officer	Blue, Red, Amber or Green BRAG

		Eifion Jones Economy and Regeneration	GREEN
Outcomes: Least restrictive access principles included within the Rights of Way Improvement Plan.			
Progress to date:			
<p>£45k obtained from Council capital funding to replace footbridges which help comply with 1.2m width included within the “by all reasonable means” guidance on least restrictive access.</p> <p>Identification of barriers to access is now included in all promoted routes leaflets; i.e. stiles gates, surfacing and route gradients etc.</p> <p>£160k grant obtained from WG to create all ability boardwalk along the river Teifi in Cenarth (3 year project)</p> <p>£25k obtained to upgrade path surfacing of footpath Aberaeron – all ability access promoted route literature to be prepared as part of this project.</p>			
Action 4.14	We will address equal access to play areas to support play sufficiency action plan	Lead Officer Cathryn Morgan Policy and Performance	Blue, Red, Amber or Green BRAG GREEN
Outcomes: Increased number of grant applications to CCC for play area improvement that are supported by policy/plans to provide accessible play space.			

Progress to date: Ceredigion's All Wales Play Opportunities Grant application form now asks that groups outline their plan or policy to make sure that their play area is accessible to disabled children and adults. 9 grant applications were received, 100% answered this specific question (some responses are shown below). It is apparent that some additional training would be useful. An online 'inclusive play area' webinar will be developed and delivered during 2021/22. Responses:

1. The community council has a play provision policy and is aware of ensuring that the playgrounds are accessible although specialised play equipment is at a minimum, it is taken into consideration when looking to purchase new equipment.
2. The intention is to look at this in more detail, initially through finding out how much need there is for an accessible play park in this area. We will consult further into the needs of the community and will try and address any barriers.
3. Included in the quote is a basket swing which is suitable for disabled children. There are no steps at the entrance of the play area and the gate is suitable for wheelchairs and push chairs. There is a free car park next to the site.
4. The playground has been designed to make it as accessible as possible given the sloping site. "Zig-zag" paths approaching and within the playground facilitate access for wheelchair users. A concrete access ramp and new entrance for the Wooden Pavilion are to be provided by spring 2021.
5. The park is easily accessible from the road that runs through the village, it has a large layby (2-3 cars) to park in, you can open the five-bar metal gate and drive through to gain closer access to the facilities (if necessary). There is hard standing between the layby and the playing field and from the edge of the playing field there is a tarmac path (approx. 1.5m wide) that leads to the play area. Currently there are no paths between play equipment areas but the grass is kept short and well maintained. All play equipment areas are surrounded by safety matting that would be accessible to a wheelchair user apart from the slide. There are no public toilet facilities in the park or in the village. We hope to make the park more accessible and inclusive in the future for people with different abilities by adding appropriate play equipment as it is so important for all children and adults to be able to enjoy play no matter what their ability.

We also worked with Hywel Dda Health Board's Speech & Language team to get 15 x Communication boards installed in 15 community play areas. These will improve the play experience for non-communicative children and help increase language and communication skills.



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 and Carys Morgan Democratic Services	Blue, Red, Amber or Green BRAG GREEN
Outcomes: Percentage of contract specifications issued with Equality and Welsh Language requirements.			
Progress to date: 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. The Welsh Government's Code of Practice for Ethical Employment in Supply Chains is also included in those tenders as standard.			
Action 4.16	We will continue to support community sports clubs to achieve the Insport Disability Award.	Lead Officer Steve Jones Porth Cymorth Cynnar	Blue, Red, Amber or Green BRAG AMBER
Outcomes: Increased number of volunteer / community projects to train and educate people to become more confident and develop more inclusive opportunities in our communities.			
Progress to date:			

Sports Clubs continue to be encouraged to complete Insport Accreditation. This year the Wheel Together adapted cycling club in Aberystwyth achieved Ribbon status.

Due to the Pandemic and staff changes, the Insport accreditation programme has not been active.

Action 4.17	We will develop a vision for Ceredigion Actif in achieving a gold standard Insport award.	Lead Officers Steve Jones Lifelong Learning and Culture	Blue, Red, Amber or Green BRAG GREEN
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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 to date:

Commitment to achieve Insport Gold Accreditation is included in the L2 Wellbeing Centre Service Business Plan for 2021-22. Preparations are underway to attend a Disability Sport Wales Insport Gold Pre Panel in June 2021

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	Blue, Red, Amber or Green BRAG GREEN
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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.

Progress to date:

All schools have 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	Blue, Red, Amber or Green BRAG GREEN
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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.			
Progress to date:			
Schools have been provided with the anti-bullying guidance. Approval sought from senior education staff, guidance was presented at cabinet on 18/05/21 and gained approval as a policy.			
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	Blue, Red, Amber or Green BRAG 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.			
<ul style="list-style-type: none"> • Progress to date: The performance of Ceredigion SEN pupils is good. There is an increase in the number of pupils who are diagnosed with severe autism in the early years. 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, Elsa training and mental health training. 70% of Ceredigion schools have now achieved accreditation as being autism friendly schools. 79% of our schools have also had a teaching assistant trained as an autism champion. 451 persons have completed the e-learning module on recognising mental health difficulties in young people. ELSa provision is continuing to develop well and schools have requested further training for staff. ELSAs received further training before pupils returned to school in June 2020. Schools have made good use of the mental health in-reach grant to provide additional ELSA sessions for vulnerable young people. 49 teaching assistants have achieved the ELSA (emotional literacy support assistant) qualification. The provision for vulnerable pupils in Ceredigion continues to be monitored. 			

Due to Covid 19 End of key stage data will not be collected during the summer term. Internal school data will be monitored to ensure pupils are making progress on entry.

Evidence from the numbers on the SEN/ALN register shows the impact of the intervention within schools. Over time the numbers on the register have changed significantly. Regular movement between SEN /ALN phases shows that intervention has a positive impact. There has been a reduction in the number of statements, and numbers of pupils on the ALN register. There is an increase in the number of pupils on the SAP / SAPRA phase, which 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 SEN intervention and provision during the year.

Years	SA		SAP/SAPRA		Statement	
	0-6	7-11	0-6	7-11	0-6	7-11
2021	849	739	473	289	7	71
	1588		762		78	
2020	792	839	274	176	7	62
	1788		717		72	
2019	940	861	384	229	21	68
	1,801		613		89	
2018	1,078	850	360	195	25	77

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	Blue, Red, Amber or Green BRAG GREEN
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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 to date: 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 91 children in care on the register, 55% of whom have ALN, and 36% of whom have a SAPRA or Statement. The number of out of county LAC pupils placed in Ceredigion from other authorities has increased during the year. Currently, 42% of Ceredigion pupils in care come from outside the Authority, 58% of these have ALN which requires an additional level of support. The pupils 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. This has been a significant challenge during the past year due to Covid regulations.

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 2021.

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	Blue, Red, Amber or Green BRAG GREEN
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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.

<p>5% of pupils moved up a level with regard to EAL progress, with 1% making 2 or more levels of progress.</p> <p>64% of pupils are on code C-E, of these 61% are competent (D) or fluent (E).</p>			
<p>Progress to date:</p>			
<p>Action 5.6</p>	<p>We will develop targeted interventions for children in receipt of free school meals.</p>	<p>Lead Officers</p> <p>Vanessa Bowen / Gwion Dafydd Schools</p>	<p>Blue, Red, Amber or Green BRAG</p> <p>AMBER</p>
<p>Outcomes: Targeted training provided for interventions e.g. Numeracy, language, ALN, thinking skills. Training also supports effective use of Hafan and FSM within Profile assessment.</p> <p>Conferences promote understanding and intervention on Bullying, Voice of the child, Health and Wellbeing.</p>			
<p>Progress to date: Cynhaliwyd yr hyfforddiant ar lein, bydd mwy i ddilyn gyda dyfodiad Cwricwlwm i Gymru Mehefin- Medi 2021. Hyfforddiant ADY yn cael ei ddiweddarau oherwydd newidiadau cyson i'r Bill newydd. Hafan ar gau hyd yn hyn, gobeithio ail agor y ddarpariaeth ar ôl Mehefin 7fed.</p>			
<p>Action 5.7</p>	<p>We will undertake upgrades to school buildings on a needs basis in conjunction with individual school accessibility plans.</p>	<p>Lead Officer</p> <p>Nia James Schools</p>	<p>Blue, Red, Amber or Green BRAG</p>

			GREEN
Outcomes: We will undertake upgrades to school buildings on a needs basis in conjunction with individual school accessibility plans.			
Progress to date: 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 Silyn Roberts Schools	Blue, Red, Amber or Green BRAG GREEN
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.			
Progress to date: As a result of COVID-19 and the delays this has created, CSGA 2022-2032 will now be submitted to the Welsh Government in January 2022 and, if approved, will be operational in September 2022. The current WESP is operational in the interim and progress on that will be reported in December annually to the Welsh Government across the seven expected outcomes.			

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>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.</p>	<p>Lead Officer</p> <p>Mark Gleeson Porth Cymorth Cynnar</p>	<p>Blue, Red, Amber or Green BRAG</p> <p>GREEN</p>
<p>Outcomes: Two new courses have been added to the alternative curriculum provision since September 2019.</p> <p>Good progress is being made, all appropriate CCC procurement contracts have community benefits as a core requirement.</p> <p>Progress will be measured when annual NEET data is available.</p>			
<p>Progress to date: We are currently at that time of year were we are concentrating on collecting data regarding year 11 leavers. Lifelong Learning and Skills are working collaboratively with Careers Wales, Schools and Youth service to target undecided leavers. HCT will be running a number of tasters session for alternative curriculum learners after half term. We are currently in discussions also to hold taster days for year 11 leavers.</p> <p>The council's policy on community benefits and guidance to tenderers for identifying community benefits in their bids states "When selecting apprenticeships/work placements or delivering Community Benefits schemes contractors must not discriminate on the grounds of Age, Sex, Sexual Orientation, Gender Reassignment, Race, Gypsies & Travellers, Religion or Belief, Marriage & Civil Partnership or disability. Furthermore contractors must pay due regard to the requirements of the Welsh Language (Wales) Measure 2011 in relation to these people and schemes."</p> <p>Wider community benefits (where contractors can propose to deliver additional social and environmental benefits directly to the Community in which the project operates). These are categorised as:</p> <ul style="list-style-type: none"> • Community • Education 			

- Equality and Diversity (i.e. Employment and training opportunities targeting hard to reach groups (long term NEET, disabled, ethnic minorities)
- Environmental

Please find the following tender evaluations:

- Cilmaenllwyd Household Waste site contract (Penparc, Cardigan) – contract started 01/03/21 - contact made with Community Benefits contact. Main offer is for work experience placements which are currently on hold due to Covid.
- Regional Engineering Consultancy Framework (chaired by Carmarthenshire CC)
- Glan Yr Afon Household Waste site contract (due to start 01/05/21)
- Dry Mixed Recyclate Waste contract (due to start 01/06/21, subject to award of contract)

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 Lifelong Porth Cymorth Cynnar	Blue, Red, Amber or Green BRAG AMBER
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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 to date: With the advent of the pandemic and the lockdown restriction impacting classes these targets have not been reached. During the lockdown restrictions we have provided online classes to people, including a class of over 65's. Where learners have not had access to digital

equipment we have been able to provide laptops for them to use at home, this have proved advantageous to many learners across a variety of subjects and we also provided many learners sessions on how to use Zoom or Teams in order to access the 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 Steve Jones Porth Cymorth Cynnar	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: In partnership with AYP & Sport Wales we will train school pupils & volunteers to learn how to adapt / involve others in sport & physical activity.

Progress to date:

Mini DIT (Play Together) module has been included in all Young Ambassador training. This year, we have trained over 100 Bronze Young Ambassadors with this unit included.