

---

# Strategic Equality Plan Monitoring Report

April 2023- March 2024

---



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



Author: CM, Partnerships and Performance  
Approved by Cabinet: 1<sup>st</sup> October 2024

# Contents

<b>1. Background</b> .....	<b>3</b>
<b>1.1 The General Equality Duty</b> .....	<b>3</b>
<b>1.2 Welsh Language Commitment</b> .....	<b>3</b>
<b>2. The Specific Public Sector Equality Duties Wales</b> .....	<b>4</b>
<b>2.1 Equality Objectives, Strategic Equality Plan and Annual reporting</b> .....	<b>4</b>
<b>2.2 Engagement</b> .....	<b>5</b>
<b>2.3 Accessibility of Published Information</b> .....	<b>5</b>
<b>2.4 Pay Difference</b> .....	<b>5</b>
<b>2.5 Assessing Impact</b> .....	<b>5</b>
<b>2.6 Staff Training</b> .....	<b>5</b>
<b>2.7 Procurement</b> .....	<b>6</b>
<b>3. Progress in meeting our specific objectives during 2023-24</b> .....	<b>6</b>
<b>3.1 Achievements</b> .....	<b>7</b>
<b>3.2 Challenges</b> .....	<b>7</b>
<b>Appendix 1: Monitoring Form April 2023 – March 2024</b> .....	<b>9</b>

## **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 final 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 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 Appendix 1.

## **2.3 Accessibility of Published Information**

The Council produces information in a 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 Appendix 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 Appendix 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 has been revised, the updated tool was approved by Cabinet in October 2023. Progress is reported under Objective 3 (actions 3.9 and 3.10) in the monitoring report at Appendix 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 2023-24. Progress is reported under Objective 1 (action 1.3) in the monitoring report at Appendix 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 Appendix 1.

### 3. Progress in meeting our specific objectives during 2023-24

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

As expected, there are far more 'Blue' and 'Green' actions in this final year of the plan. 'Amber' and 'Red' actions are carried forward to our next Strategic Equality Plan which will be delivered 2024-28.

BRAG Status	Definition	2020-21	2021-22	2022-23	2023-24
<b>Blue</b>	Action completed	1	3	8	18
<b>Green</b>	Action progressing to plan	39	34	36	31
<b>Amber</b>	Action slightly behind target	14	17	10	4
<b>Red</b>	Action not started / there are concerns that it will not be completed	0	0	0	1

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

2023/24 figures		Blue	Green	Amber	Red
1	Equal Opportunities Employer	1	6	1	0
2	Fostering Good Relations and Tackling Prejudice	1	5	0	0
3	Engagement and Participation	5	7	0	0
4	Dignity, Respect and Access to Services	5	8	3	1
5	Fair and Inclusive Education	6	5	0	0

### 3.1 Achievements

**Training** - the number of staff completing Equality and Diversity training, and the range of training offered, has hugely increased during the life of Strategic Equality Plan 2020-24.

**Inclusive recruitment** - the number of disabled people appointed to the council workforce has risen steadily during the life of the Equality Plan.

**Flexible working** - there has been an increased uptake of Carers passports leading to unpaid carers gaining access to an additional 5 days paid leave. This is beyond the statutory right to take 5 days unpaid leave.

**Children and Young Persons' Participation** - membership of Ceredigion Youth Council has extended to include representation from the GOATS Youth Hub in Lampeter, Talybont Youth Club and the Elected Home Education community.

**Hate Crime Awareness** - we were awarded the Hate Crime Charter Trustmark, as a result of the work we have done to raise awareness of Hate Crime and how to report it in all areas of the Council's work.

**Co-production** - we have adopted the Dream Team's Learning Disability charter and work with them on a monthly basis to discuss any issues that arise. We are now working with members of the Dream Team to develop a regional Learning Disability strategy.

**EAL Pupils** - 30.8% (compared to 19.7% in 22/23) of pupils who are learning through English as an Additional Language (EAL) have progressed one level in their language acquisition. 10.8% of EAL learners have raised two or more levels.

### 3.2 Challenges

**Gender pay gap in our workforce** - men and women are paid equally for doing equivalent jobs across the Council but there 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. This action is carried over to the 2024-28 Equality Plan.

**Website** - we fall just short of the AAA standard with our website, due to the continued use of pdf documents. These are almost impossible to make accessible. The solution is to publish 2 or 3 more webpages instead of single pdf documents. This action is carried over to the 2024-28 Equality Plan.

**Childcare** – reduced funding affects our capacity to support childcare in general, including childcare for pre-school children who have additional needs. This results in pre-school children missing out on 1:1 support. A reduction in the number of registered After School Clubs has had a significant impact on the number of disabled children having access to after school childcare. This action is carried over to the 2024-28 Equality Plan.

**Accessible Play areas** – we had included a specific focus on accessibility of play areas in our grant scheme for owners of community play areas. Reduced funding means that we are no longer able to offer these grants. This action is not carried over to the 2024-28 Equality Plan.

**Housing** – we received a number of applications for accessible housing across Ceredigion. However, very few accessible properties have been allocated in this year. This action is carried over to the 2024-28 Equality Plan.

**Public Transport** - following withdrawal of WG funding to support the Flecsi Bwcabus operating in Mid and South Ceredigion, this service has stopped. Work is ongoing with Transport for Wales to identify future possible travel opportunities in this area to help improve access to public transport. This action is carried over to the 2024-28 Equality Plan.

**Accessible footways/carriage ways** – we planned to increase the number of improvements to footways that address accessibility issues. However, budget availability dictates that no improvements are viable at the moment. We must now concentrate solely on maintenance rather than improvement. This action is carried over to the 2024-28 Equality Plan.



## Appendix 1: Monitoring Form April 2023 – March 2024

<b>Objective 1: To be an Exemplar Equal Opportunities Employer.</b>			
<b>Action 1.1</b>	<ul style="list-style-type: none"> <li>We will monitor and close possible gender pay gap differences.</li> <li>We will publish an annual Workforce Pay Gap Report.</li> </ul>	<b>People and Organisation</b>	Slightly behind target
<b>Outcome:</b> Continue to close the gender pay gap.			
<p>The 2022-23 Workforce Pay Gap report was published in October 2023. The Workforce Pay Gap report for 2023-24 will be produced by end of October 2024 and will be published on the Council's website following approval through the democratic process.</p> <p>For the last two years the gender pay gap has widened with a mean pay gap of -6.0% and median pay gap of -7.6%. While 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. Our report contains actions to address the gender pay gap.</p>			
<b>Action 1.2</b>	<ul style="list-style-type: none"> <li>We will continue to gather workforce equality and Welsh language data from new staff and voluntary data from existing staff.</li> <li>We will publish an annual Workforce Equality Report.</li> </ul>	<b>People and Organisation</b>	Progressing to plan
<b>Outcome:</b> Increased number of staff disclosing equality and Welsh language data.			
<p>The Workforce Equality Report for 2023/24 will be produced by end of October 2024 and published on the Council's website following approval through the democratic process.</p> <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. The lowest voluntary disclosure of equality information is for religion or belief.</p>			
<b>Action 1.3</b>	We will improve staff awareness of equality issues and the Public Sector Equality Duty through training.	<b>People and Organisation</b>	Progressing to plan
<b>Outcomes:</b>			
<ul style="list-style-type: none"> <li>Increased number of staff completing the mandatory Equality and Diversity e-learning.</li> <li>Increased number of managers completing Equality and Diversity training.</li> <li>Increased number of staff completing LGBT awareness training.</li> </ul>			
An increased range and number of sessions promoting equality & diversity have been provided in year:			
<ul style="list-style-type: none"> <li>Equality &amp; Diversity eLearning module completed by 756 internal and 226 external staff = 982 total</li> </ul>			

- 14 sessions of LGBT awareness delivered to 60 internal and 5 external = 65 total
- Ceredigion manager programme has been updated to include Equality & Diversity. 27 managers completed the new 4 day programme and 158 managers completed the annual manager update session
- 1 session on Unconscious Bias delivered to 21 Councillors
- Unconscious Bias eLearning module completed by 65 internal and 9 external staff = 74 total
- 2 sessions of Transgender Awareness delivered to 11 internal and 7 external staff = 18 total
- 4 sessions of Disability Awareness delivered to 33 internal and 2 external staff = 35 total
- 4 sessions of Neurodiversity delivered to 43 internal staff
- 1 Dyslexia Workshop delivered to 14 internal staff
- 1 session of Deaf Awareness delivered to 11 internal staff
- 1 session of Visually Impaired Awareness delivered to 12 internal staff
- 5 sessions of Autism Awareness delivered to 8 internal and 14 external staff= 22 total
- 4 Autism Reality Experience sessions delivered to 10 internal and 10 external staff = 20 total
- Understanding Autism eLearning module completed by 342 internal and 93 external staff = 435 total
- Autism – Understanding Effective Communication eLearning module completed by 300 internal and 121 external staff = 421 total
- Understanding Assessment and Autism eLearning module completed by 15 internal and 5 external staff = 20 total
- Understanding Tourette Syndrome eLearning module completed by 55 internal and 8 external staff = 63 total
- 3 sessions of Epilepsy Awareness delivered to 21 internal and 21 external staff = 42 total
- United Nations Convention on the Rights of the Child eLearning module completed by 64 internal and 15 external staff = 79 total
- Welsh Language Awareness eLearning module completed by 612 internal and 93 external staff = 705 total

<b>Action 1.4</b>	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).	<b>People and Organisation</b>	Progressing to plan
-------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------	---------------------

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

Of staff members appointed this year:

- 31 identify as disabled
- 163 unknown
- 588 do not identify as disabled
- 122 skipped the question

We promote our commitment to the Disability Confident scheme in Ceredigion Manager Programme. We also promote it on social media and include the 'Disability Confident' logo, with an explanation of what this means, on our careers site. Our 'Disability Confident' commitment is highlighted on our job application forms alongside the disability question. We have also attended a range of careers fairs and held a number of info sessions at Job Centres etc. We cover our 'disability confident' commitment as part of the presentation, explaining the benefits of ticking the disability box on our application form.

We are awaiting an invite to attend a meeting with DWP and other aspiring employers to learn more about the process or attaining Disability Confident Level 3 accreditation.

<b>Action 1.5</b>	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.	<b>People and Organisation</b>	<b>Complete</b>
-------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------	-----------------

**Outcomes** 6 areas of action adopted.

The 6 areas of action were adopted last year. More work has been undertaken to support the areas this year.

1. Leadership for change - the HR Team provides 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.
2. Improving employer practice - our work-life balance policy has been in place for many years and the interim hybrid working policy has brought more flexibility to a lot of job roles. A range of revised policies that support family friendly ways of working are going through the democratic process and will be in place by autumn 2024. Pregnant women and new parents now receive greater protection from redundancy under new legislation which came into effect in April 2024; we are compliant with the new legislation.
3. Improving access to information and advice - there is a lot of information on Cerinet and the employee portal. We also work in partnership with recognised trade unions throughout casework and consultations.
4. Improving health and safety management in the workplace - our Health and Safety Team advise managers and employees on pregnancy risk assessments, these are revised regularly during a pregnancy.

5. Improving access to justice – we have robust arrangements in place for employees to raise concerns e.g. grievance policy, dignity at work policy, whistleblowing policy.

6. Monitoring progress – this happens through the annual Workforce Equality Report.

<b>Action 1.6</b>	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.	<b>People and Organisation</b>	Progressing to plan
-------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------	---------------------

**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, this is over and above the statutory right to those 5 days being unpaid and was in place before the law changed in April 2024.

The Interim Hybrid working policy has allowed the majority of corporate staff to work in a more flexible way. Note that only 50.3% of our employees are full time.

Revised policies have been drafted and are going through the democratic process for implementation by the autumn. The Council offers flexible working and part time working in a wide range of roles. 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.

<b>Action 1.7</b>	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.	<b>Lifelong Learning</b>	Progressing to plan
-------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------	---------------------

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

HCT has been promoting apprenticeships through various open evening which are run 3 times a year. We have also attended local agricultural shows to promote apprenticeships and courses that we offer. We attended a number of secondary Schools and the Careers festival at Aberystwyth University where all Ceredigion secondary schools were in attendance.

Our current data regarding apprentices show a small increase during the life of this Equality Plan:

2020-21 - figures not provided.

2021-22 - 92% male/8% female; 0% BME; 11% -disabled.

2022-23 - 90% male/9% female/1% other; 0% BME; 12% - disabled.

2023-24 - 87% male/12% female/1% other; 1% BME; 14% disabled.

Community benefits requirements continue to be included in all relevant council procurement contracts. No specific deliverables identified towards this section in the reporting period.

<b>Action 1.8</b>	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.	<b>People and Organisation</b>	Progressing to plan
<b>Outcomes:</b> <ul style="list-style-type: none"> <li>Increased number of Modern Slavery Sessions delivered, increased number of staff attending</li> <li>Increased number of Human and Child Trafficking sessions delivered.</li> </ul>			
<p>In order to increase number of staff attending Modern Slavery and Human &amp; Child Trafficking training, the training session has been combined into one session, although some sessions have still had to be cancelled due to low booking rate. 4 sessions of Modern Slavery &amp; Human &amp; Child Trafficking were delivered to 14 internal and 11 external staff = 25 total</p>			

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

<b>Action 2.1</b>	We will work with the Regional Community Cohesion Co-ordinator to support a Ceredigion of cohesive communities.	<b>Community Cohesion Team</b>	Progressing to plan
<b>Outcome:</b> Community Cohesion-framework is developed, and outcomes are delivered.			
<p>The new work programme for Community Cohesion across Wales began in October 2023 and will continue until end of March 2026. The first 2 quarters for the regional work programme have been completed and agreed as complete by Welsh Government.</p>			
<b>Action 2.2</b>	We will continue to raise awareness of hate crime and to signpost potential victims to report and support services.	<b>Policy, Performance and Public Protection/Community Cohesion Team</b>	Progressing to plan
<b>Outcomes:</b> <ul style="list-style-type: none"> <li>Increased number of Hate Crime awareness sessions delivered.</li> <li>Increased number of staff attended.</li> </ul>			
<p>Ceredigion Council signed the Victim Support Hate Crime Charter which commits us to tackle hate crime, provide support and information for victims, and raise awareness of hate crime among staff and communities. We delivered an increased number of Hate Crime training to a mix of internal and external staff including 17 Councillors. The range of training now includes Hate Crime, Mate Crime, Antisocial Behaviour Hate Crime and Online Hate. 97 people also completed a ‘Protecting Individuals at Risk of Vulnerability Crimes’ eLearning module.</p>			

<p>The team contributed to events as part of Victim Support's 'Countering Hateful Extremism Wales' week and the Cohesion Officer was a panel member at Aberystwyth University's Festival of Research – 'Brokering peace in communities? How to overcome rural divides.' They also coordinated a 'Cohesion in our Communities' event where 3 people from projects funded by our Community Cohesion Small grants presented to other community groups in the region, sharing good practice and experiences. We also promoted Hate Crime Awareness week with social media posts and events.</p>			
<b>Action 2.3</b>	We will continue to support work to increase reporting of domestic abuse to Goleudy, (Victim Support).	<b>People and Organisation/ Porth Cynnal</b>	Progressing to plan
<p><b>Outcomes:</b></p> <ul style="list-style-type: none"> <li>Increased number of staff completing Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) e-learning</li> <li>Increased number of Ask and Act sessions completed.</li> </ul> <p>A new Ask &amp; Act eLearning module has been developed and launched this year. The VAWDASV eLearning module was completed by 887 internal and 133 external staff = 1,020 total. 1 session of Ask &amp; Act was delivered to 10 internal staff. The Ask &amp; Act eLearning module was completed by 758 internal and 14 external staff = 772 total.</p>			
<b>Action 2.4</b>	We will monitor and respond to community tensions relating to the Brexit process.	<b>Policy, Performance and Public Protection/ Community Cohesion Team</b>	Progressing to plan
<p><b>Outcome:</b> Increased number of interventions and de-escalations.</p> <p>We have 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 Council departments including Community Safety, Housing and Substance misuse. We also scan social media/online sources to monitor issues and tensions. Key issues are logged and raised at tension monitoring meetings.</p> <p>A range of tensions have been identified and mitigated over the past year including protests movements, extreme right wing leafleting and council related matters. 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) and Ceredigion Refugee Resettlement group. The Cohesion team 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>			
<b>Action 2.5</b>	We will signpost EU citizens living in Ceredigion to the Home Office EU Settlement Scheme and provide the appropriate level of local authority support.	<b>Community Cohesion Team/</b>	Complete

		<b>Customer Contact &amp; ICT</b>	
<b>Outcome:</b> Increased number of EU citizen's resident in Ceredigion who apply to the scheme.			
The scheme has now closed.			
<b>Action 2.6</b>	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.	<b>Democratic Services/ Community Cohesion Team</b>	Progressing to plan
<b>Outcome:</b> Increased number of campaigns undertaken.			
We used social media posts to raise awareness about Gypsy Traveller History Month (June 2023), Refugee Week (June 2023), Hate Crime Awareness Week (October 2023), Transgender Day of Remembrance (November 2023), Holocaust Memorial Day (January 2024), LGBT History Month (February 2024) and International Women's Day (March 2024).			
During Refugee week, our Cohesion team worked with Aberystwyth University on a public workshop around trauma informed practice and how we can support our younger refugees sensitively. 75 people attended. Our Refugee Resettlement team also attended an Aberystwyth University event in Aberystwyth Bandstand and our schools encouraged School Assemblies and art work on the theme of 'Home'.			
Our Cohesion team contributed to a range of events during Hate Crime Awareness Week. Canolfan Alun R Edwards and Aberystwyth Bandstand were lit up on Transgender Day of Remembrance and Holocaust Memorial Day. Schools were provided with information about events and resources for Holocaust Memorial Day.			

<b>Objective 3: Engagement &amp; Participation.</b>			
<b>Action 3.1</b>	We will engage with the people of Ceredigion, including people with protected characteristics and link in to local, regional and national groups.	<b>Policy, Performance and Public Protection (all service areas to implement)</b>	Progressing to plan
<b>Outcome:</b> Engagement undertaken is meaningful. People are involved and can influence decisions.			

Eleven engagement campaigns and twelve consultation campaigns were completed during 2023-24. We take a ‘continuous engagement’ approach to developing services. This involves regular meetings with specific stakeholders, for example, Ceredigion Youth Council, Disability Forum, Local Nature Partnership and the Carers forum. This gives us a head start when we develop new services and strategies because we have been talking regularly with the people who have lived experience of the topic.

Cabinet and full Council took eleven decisions which resulted in changes to a service, policy or strategy that would significantly impact on the public. Council officers prepare a report for Elected Members to help inform their decisions. The report includes the findings of the consultation and a recommendation. Councillors use the information provided to decide whether or not to follow the recommendation. The officer recommendation that New Quay school should admit 3-year olds on a part time basis from September 2024 for example, was not approved by Councillors.

<b>Action 3.2</b>	We will revise and implement our Engagement Policy.	<b>Policy, Performance and Public Protection</b>	Complete
-------------------	-----------------------------------------------------	--------------------------------------------------	----------

**Outcome:** Engagement Policy published and implemented. Progress recorded in Engagement Annual Report.

Ceredigion County Council’s Engagement and Participation Policy ‘Talking, Listening and Working Together’ was approved by Cabinet on 04/10/2022 and published on our website later that month. The annual report 2023-24 will be scrutinised by Corporate Resources Overview and Scrutiny Committee in May 2024 and presented to Cabinet for approval in June 2024.

<b>Action 3.3</b>	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.	<b>Porth Cymorth Cynnar/ Democratic Services</b>	Progressing to plan
-------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------	---------------------

**Outcomes:**

- Specific targets published in CYP Participation Strategy 2018-21. Progress recorded in CYP Participation Annual Report.
- E learning programme on UNCRC is available to staff.

Ceredigion Youth Council has 25 members. It now includes members from GOATS Youth Hub in Lampeter, Talybont Youth Club and pupils that are Elected Home Educated. The annual programme included a local campaign ‘Rhoi dy Farn Ceredigion’, and an opportunity for members to meet Elin Jones AM whilst visiting Senedd Cymru. The Youth Council’s Environment and Period Dignity subgroups continued with their work. All Youth Council meeting minutes were presented to Scrutiny Committee and Cabinet. The Chair of the Youth Council and UK Member of Youth Parliament met with Ben Lake MP at Westminster to represent and champion the needs of local children and young people.

The Give us Support (GUS) forum ensures that the voices of seldom heard young people are heard. 14 young people met monthly during 2023-24 and gave their feedback on 10 local and national consultations. UNCRC Young People’s Workshop continued to be delivered in Ceredigion Secondary Schools, along with an additional workshop for BA Youth Work students at Univeristy of Wales, Trinity Saint David.



<b>Action 3.4</b>	We will support programmes and plans to increase representation in local politics and decision making, particularly for women, disabled people or global majority people.	<b>Democratic Services</b>	Progressing to plan
<p><b>Outcome:</b> Increased number of women, disabled people and global majority 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 diverse ethnic communities are not available.</p>			
<b>Action 3.5</b>	We will support engagement with 16- and 17-year-olds if the voting age is lowered in Wales.	<b>Democratic Services / Porth Cymorth Cynnar</b>	Progressing to plan
<p><b>Outcome:</b> Targeted approach for promotion and raising awareness utilising Ceredigion Youth Council, Secondary Schools 6<sup>th</sup> Forms, Further Education establishments, Youth Support Services, CYP Forums and Youth Service social media.</p>			
<p>A presentation on 'how to register to vote' was delivered by Ceredigion County Council Democratic Services at a meeting of the Youth Council. Information regarding 'Voting at 16' and how to register to vote for future local and Senedd elections was also shared on the Ceredigion Youth Council Teams Channel. Youth Council members are tasked with sharing the information with their peers.</p> <p>Information regarding how to register to vote was also shared with third sector partners and further education establishments in Ceredigion.</p>			
<b>Action 3.6</b>	We will continue to support the Ceredigion Disability Forum.	<b>Policy, Performance and Public Protection</b>	Progressing to plan
<p><b>Outcome:</b> 4 open meetings per year and 4 meetings with Ceredigion County Council. The voice of disabled people is heard and influential.</p>			
<p>The Council took over facilitation of Ceredigion Disability Forum from CAVO this year. Four meetings were held this year. Attendance at meetings is low (average of 6 people, not including facilitators/presenters). However, information is shared by email to a mailing list of 53 individuals and organisations, many of whom reply to say that they receive messages but don't want to attend meetings.</p> <p>Topics discussed at Forum meetings include Parking, Blue Badge scheme, obstruction of pavements, benefits and employment support and getting outdoors. Forum members advised us that we need to improve on communication, analysing responses to public consultations and telling</p>			

people what has happened as a result of the consultation. The feedback has been noted and steps for improvement are underway – our public consultations webpage is now improved and includes the results of consultations and subsequent decisions. Council officers have undertaken Easy Read training, and our new Engagement toolkit includes advice about producing information in a more inclusive format.

<b>Action 3.7</b>	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.	<b>Policy, Performance and Public Protection</b>	Complete
-------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------	----------

**Outcome:** Up to date Equalities page on Ceredigion County Council website.

The Equality and Diversity page on the Ceredigion County Council website is up to date. The Strategic Equality Plan 2024-2028 is published. Our Strategic Equality Plan 2020-2024 is also available to download, along with annual monitoring reports. The final monitoring report (2023-24) of our 2020-24 Strategic Equality Plan will be available to download once it has been approved by Cabinet.

<b>Action 3.8</b>	We will monitor progress of the Strategic Equality Plan and produce and publish an annual monitoring report.	<b>Policy, Performance and Public Protection</b>	Complete
-------------------	--------------------------------------------------------------------------------------------------------------	--------------------------------------------------	----------

**Outcome:** Number of Blue (complete) and Green (progressing to plan) actions against total actions.

The Corporate Equalities Workgroup has met regularly to monitor progress of this plan. This is the final year of our 2020-2024 Plan. As expected, 49 of the total 54 actions that were agreed back in 2020 are now progressing satisfactorily or complete. 90% are Blue (complete) and Green (progressing to plan).

4 of the actions are slightly behind target and 1 action was not progressed at all during 2023-24. All but one of these are carried over into our next plan with a timescale of 2024-28.

<b>Action 3.9</b>	We will review the Integrated Impact Assessment process.	<b>Policy, Performance and Public Protection</b>	Complete
-------------------	----------------------------------------------------------	--------------------------------------------------	----------

**Outcome:** Revised IIA process implemented

The revised Integrated Impact Assessment tool was presented to Overview and Scrutiny Co-ordinating Committee and has been approved by Cabinet. A training session was delivered to Corporate Managers in September 2023 and to Elected Members in October 2023. Officers have been using the new tool from 1st December 2023.

<b>Action 3.10</b>	We will monitor and advise on Integrated Impact Assessments (IIA).	<b>Policy, Performance and Public Protection</b>	Progressing to plan
--------------------	--------------------------------------------------------------------	--------------------------------------------------	---------------------

<b>Outcome:</b> Number of IIA to the required standard submitted with Cabinet Papers / the total number of IIA required x 100 = A%			
26 x Integrated Impact Assessments were included with papers to Cabinet. They are used to help Councillors reach an informed decision on matters that involve a change in service, policy or strategy that will significantly impact on the people who use council services. 92% were of required standard. This shows steady progress during the period of this Strategic Equality Plan. (2020-21: 41%; 2021-22: 48%; 2022-23: 57%).			
<b>Action 3.11</b>	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.	<b>Lifelong Learning</b>	Progressing to plan
<b>Outcome:</b> Welsh medium services are actively available to Welsh speakers			
Each Council service has completed a Welsh Language Standards monitoring form. The results have informed our Welsh Language Standards Annual Compliance Report 2023-2024 which will be presented to Cabinet in July 2024. Regular engagement with senior officers and managers ensures awareness of the Welsh Language Standards. Staff are also reminded through messages on Cerinet. Mandatory Welsh Language Awareness training for staff has just been updated. A #Gwena e-newsletter is published on the first Friday of each month for council employees. The main aim of '#Gwena' is to promote the Welsh language.			
The first draft of the Welsh Language Promotion Strategy will be presented to Cabinet in 2024-25. The Strategy is due to be published in December 2024 following a public consultation. This Strategy delivers a number of ambitious steps and outcomes to see the language flourish across the County for the next 5 years.			
<b>Action 3.12</b>	We will adopt the principles of the Dream Team's Learning Disability Charter	<b>Porth Gofal</b>	Complete
<b>Outcome:</b> Improved outcomes for people with learning disabilities.			
We have adopted the Dream Team's Learning Disability charter and are now working with them on a monthly basis to identify any issues, needs or gaps. A regional Learning Disability strategy is currently being developed with help from members of the Dream Team.			

<b>Objective 4: Dignity, Respect and Access to Services.</b>			
<b>Action 4.1</b>	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.	<b>Porth Cymorth Cynnar</b>	Progressing to plan
<b>Outcomes:</b>			
<ul style="list-style-type: none"> <li>Increased number of people assisted.</li> </ul>			

- Increased number of dementia friendly sessions delivered.

Our Carers and Community team received 924 referrals and they made 269 home visits. They attended 200 events to share information about local services available. They also delivered 158 community drop-in sessions and joined 35 events organised by partners plus 4 County Councillor surgeries. They printed the Carers magazine and distributed 8,700 copies across the county. They also supported 796 adult carers and 134 young carers through Gofalwyr Ceredigion Carers service.

7 staff members attended Dementia Interpreter training. 4 Dementia Café sessions were organised and offered by a community group (28 people attended). 4 Dementia Café sessions were held with 3<sup>rd</sup> sector groups, where our staff attend on a regular basis. The team also supports a specific Health dementia group.

<b>Action 4.2</b>	We will provide targeted support such as “Cynllun Cyfeirio” and “Ymuno” projects to enable children with additional needs to attend mainstream activities.	<b>Schools Service</b>	Slightly behind target
-------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------	------------------------

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

Reduced funding and increased costs has affected our capacity to support childcare in general, including childcare for pre-school children who have additional needs. In addition to this, settings are finding it difficult to recruit. 99 pre-school children were supported by the Cynllun Cyfeirio scheme this year (175 were supported in 2022-23 and 150 in 2021-22). An additional 13 children were support through the Childcare Offer Additional Support Grant (7 in 2022-23). The criteria for accessing support have been amended due to the standstill budget, and this is causing concern as not all children are able to access the early intervention support that should be available to them.

A reduction in the number of registered After School Clubs has had a significant impact on the number of disabled children having access to after school childcare. As a result, the project was underspent again this year with only 10 children supported (up from 5 last year). The remaining Ymuno funding was re-purposed for further training and to provide sustainability grants for the childcare sector.

<b>Action 4.3</b>	We will provide opportunities for people with learning disabilities to develop a range of life-skills that meets their needs.	<b>Porth Gofal</b>	Progressing to plan
-------------------	-------------------------------------------------------------------------------------------------------------------------------	--------------------	---------------------

**Outcome:** Appropriate number of life-skills opportunities for individuals living with Learning Disabilities who transitioning from child to adult.

‘Camu ‘Mlaen’ is led by Ceredigion Council and delivered by Ceredigion schools, Social Care staff, Coleg Ceredigion, Careers Wales and - since September 2023 - Adult Learning Wales. The initiative gives young people with additional learning needs the opportunity to continue their education within Ceredigion and to develop key skills as they prepare for their next stage in life. Young people in school start a gradual transition from school to ‘Camu ‘Mlaen’ provision in January each year.

Camu ‘Mlaen is progressing well, with a collaborative approach being taken in supporting the individual aspirations of the young people. The 2024 Estyn report recorded, “For the most profound (ALN) older pupils, the ‘Camu ‘Mlaen’ integrated plan provides beneficial opportunities to develop their independent skills and prepare them to move to the next stage in their lives”. The 5<sup>th</sup> group of young people are due to start in September 2024.

<b>Action 4.4</b>	We will develop specification documentation and tender documentation for new advocacy services for Learning Disabilities, Mental Health and for Older People.	<b>Finance &amp; Procurement</b>	Complete
<b>Outcome:</b> Increased number of people who have accessed advocacy services.			
The new regional advocacy contract with 3CIPA commenced on the 1st of April 2022. 3CIPA 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 55 new referrals in 2023-24, ten fewer than the 65 they took in 2022-23.			
The regional Advocacy Strategy seeks to shape our commissioning arrangements to meet the legal requirements to ensure good quality advocacy is equitably available to those who want or need it. It was approved by Cabinet in May 2023.			
<b>Action 4.5</b>	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).	<b>Porth Cymorth Cynnar</b>	Complete
<b>Outcomes:</b> <ul style="list-style-type: none"> <li>Over 200 Health Intervention Classes held each month, all within 20 minutes travel time for all clients.</li> <li>36,000 Activity Units per annum.</li> <li>Programmes built around the client in order to build life changing habits in keeping active &amp; mental health wellbeing.</li> </ul>			
The Health Intervention classes have run every week except for 2 weeks over Christmas with over 44,000 activity units delivered overall. Classes are delivered in Aberystwyth, Tregaron, Aberaeron, Lampeter, Cardigan and Llandysul with some outreach specialist sessions also taking place in New Quay and Llanybydder. There are 9 pathways now being delivered which include generic, mental health, pulmonary, falls prevention, cancer rehab, weight management, cardiac, stroke and back care.			
As well as the NERS flagship programme we offer the Fit for Life (NERS exit programme), Walking for Wellbeing and Exercise Buddies programmes for adults with learning disabilities.			
<b>Action 4.6</b>	Cylch Caron Project – we will establish community-based care to meet health and housing needs that are fit for purpose.	<b>Porth Gofal</b>	Slightly behind target
<b>Outcome:</b> The number of additional services required as part of the Cylch Caron Project are identified.			
The revised tender documentation is nearing completion to procure a new development partner to progress with the revision of the Business Case.			
<b>Action 4.7</b>	We will take forward the development of an Accessible Housing Register and work on ensuring Housing Options advice and services are accessible.	<b>Porth Gofal</b>	Progressing to plan

<b>Outcome:</b> Increased satisfaction levels of people applying for accessible housing.			
We received a number of applications requiring accessible housing to varying degrees across Ceredigion. However, very few accessible properties have been allocated in this year. Housing Options advice and services continue to be accessible with further work and development programmed to progress this in 24/25.			
<b>Action 4.8</b>	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.	<b>Highways and Environmental Services</b>	Progressing to plan
<b>Outcomes:</b>			
<ul style="list-style-type: none"> <li>• Work is currently being undertaken on improvement to bus shelters and stops along the T2/T5 route.</li> <li>• We continue to support and facilitate the Welsh Government initiative affording free travel to all on weekends on the TrawsCymru network.</li> <li>• Both interventions improve accessibility by means of infrastructure and service enhancements</li> </ul>			
Ongoing improvement works along the T2/T5 corridor has included new shelters and real time information systems with, where appropriate, enhanced accessibility features e.g. Kassel Kerbs. This includes works at Comins Coch and Llanon. Management of the Traws Cymru services previously undertaken on behalf of WG has now reverted to Transport for Wales (T5, T1C and Cardi Bach).			
We continue to support subsidised bus services and the facilitation of WG funding streams including the concessionary travel scheme and bus related grant schemes. These subsidised services comply with the Public Service Vehicles Accessibility Regulations (PSVAR) The Council continues to support assessment of Companion Disabled Concessionary Travel Card applications.			
Unfortunately following withdrawal of Welsh Government funding supporting the Flecsi Bwcabus operating in Mid and South Ceredigion the service was withdrawn in late 2023. Work is ongoing with Transport for Wales to identify future possible travel opportunities in this area to help improve access to public transport.			
<b>Action 4.9</b>	We will consider the needs of disabled people when maintaining or improving footways and carriageways (for example dropped kerbs).	<b>Highways and Environmental Services</b>	<b>Concerns</b>
<b>Outcome:</b> Increased number of improvements to footways which address accessibility issues.			
Budget availability dictates that no improvements are viable, we have to concentrate solely on our maintenance duties.			
<b>Action 4.10</b>	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.	<b>Highways and Environmental services</b>	Progressing to plan
<b>Outcome:</b> 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.			

Following implementation of the Clutter Free Ceredigion Campaign, the Council continues to promote the initiative on its webpages as part of the wider Caru Ceredigion initiative. Here is a link to the webpage: [Caru Ceredigion - Ceredigion County Council](#)

The Equalities and Inclusion team promoted the Clutter Free Ceredigion Campaign following discussions with Ceredigion Disability Forum.

<b>Action 4.11</b>	We will undertake accessible audits to ensure all members of the public can access council offices.	<b>Economy and Regeneration</b>	Progressing to plan
--------------------	-----------------------------------------------------------------------------------------------------	---------------------------------	---------------------

**Outcome:** Increased number of accessible reviews undertaken, and recommended improvements addressed.

No additional access reviews have been carried out on Council offices due to restrictions on public access. As no adaptations or construction work has been carried out the existing access reviews are sufficient. Any future proposals in connection with New Ways of Working regarding amending public access will be reviewed and assessed.

<b>Action 4.12</b>	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.	<b>Customer Contact &amp; ICT</b>	Complete
--------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------	----------

**Outcome:** Increased levels of customer satisfaction.

We maintain the AA standard, which is the legal requirement. We fall just short of the AAA standard with our website, due to the continued use of pdf documents. These are almost impossible to make accessible. The solution is to publish 2 or 3 more webpages instead of single pdf documents.

The readability toolbar is not particularly used these days. If a person needed this type of provision they would usually have the software they need to read webpages. The website being AA compliant ensures any screen readers that web visitors have will work as expected.

<b>Action 4.13</b>	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.	<b>Economy and Regeneration</b>	Complete
--------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------	----------

**Outcome:** Least restrictive access principles are included within the Rights of Way Improvement Plan.

Council funding was used to replace footbridges which help comply with 1.2m width included within the "by all reasonable means" guidance on least restrictive access. £103,000 Welsh Government Access Improvement Grant has also funded improved access throughout the county.

Identification of barriers to access is included as standard in all our promoted routes leaflets. We continue to work towards least restrictive access principles – gates being the primary option on public rights of way with a stile only being used in exceptional circumstances and where landowners cannot be persuaded otherwise.

We use an open ended online survey to understand local needs. Responses are used to inform local access improvements [Public Rights of Way questionnaire \(office.com\)](#). A survey of the coastal path was undertaken by Experience Community to identify works that could lead to improved accessibility along section of the path; this will also help inform future access improvements.

A successful bid for UK Shared Prosperity Funding will help make greenspace more accessible from communities and settlements, including a project to install an accessible boardwalk at Cilgerran wildlife centre.

<b>Action 4.14</b>	We will address equal access to play areas to support the Play Sufficiency action plan.	<b>Porth Cymorth Cynnar</b>	Slightly behind target
--------------------	-----------------------------------------------------------------------------------------	-----------------------------	------------------------

**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.

We have not been able to offer funding for improvements to play areas this year. Owners of play areas have been signposted to other funding sources. An Audit of all Parks and Play areas has been completed and accessibility was included in the audit. The results are currently being analysed.

<b>Action 4.15</b>	We will ensure that our procurement policy and contract specification include equality and Welsh language as standard information.	<b>Finance and Procurement</b>	Complete
--------------------	------------------------------------------------------------------------------------------------------------------------------------	--------------------------------	----------

**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.

<b>Action 4.16</b>	We will continue to support community sports clubs to achieve the Insport Disability Award.	<b>Porth Cymorth Cynnar</b>	Progressing to plan
--------------------	---------------------------------------------------------------------------------------------	-----------------------------	---------------------

**Outcome:** Increased number of volunteer / community projects to train and educate people to become more confident and develop more inclusive opportunities in our communities.

There are currently 26 Community Sports Clubs on the insport register and 70 community volunteers have attended courses to help deliver opportunities at their club. There are 15 young volunteers with learning disabilities delivering inclusive opportunities at 5 sites in Ceredigion on a weekly basis and the Exercise Buddies programme offers opportunities for adults with learning disabilities.

<b>Action 4.17</b>	We will develop a vision for Ceredigion Actif in achieving a gold standard Insport award.	<b>Porth Cymorth Cynnar</b>	Progressing to plan
--------------------	-------------------------------------------------------------------------------------------	-----------------------------	---------------------

**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.

Ceredigion County Council is currently a Silver level insport Authority. The level ensures that the local authority supports the development of inclusive thinking, planning, development and delivery across the services so that we deliver across the spectrum to disabled and non-disabled people at whatever level they wish to participate. Disability Sport Wales are focusing less on local authorities at the moment as the establishment of Regional Sport Partnerships takes place.

<b>Objective 5: Fair and Inclusive Education.</b>			
<b>Action 5.1</b>	We will support Schools to ensure that they review and update their Strategic Equality Plans.	<b>Schools Service</b>	<b>Complete</b>
<b>Outcomes:</b>			
<ul style="list-style-type: none"> <li>• All Schools report and confirm completion of individual strategic equality plans during the Summer term at their governing body meetings.</li> <li>• Schools have a Strategic Equality Plan in place.</li> </ul>			
Both outcomes are achieved.			
<b>Action 5.2</b>	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.	<b>Schools Service</b>	<b>Complete</b>
<b>Outcomes:</b>			
<ul style="list-style-type: none"> <li>• All schools to have reviewed their anti-bullying policy.</li> <li>• Draft policy created for schools from the new anti-bullying guidance.</li> <li>• Draft copy sent for consultation/approval of senior education staff ahead of being circulated to schools.</li> </ul>			
We have organised and delivered Diversity and Anti-Racist Professional Learning (DARPL) for School Governors. All schools have now adopted the Relationships and Sexuality Education policy, we continue to offer Relationships and Sexuality Education training to support an environment of healthy relationships, equality and respect in schools.			
Welsh Government is in the process of updating their anti-bullying guidance for schools. This will be cascaded to schools when the latest version is published.			
<b>Action 5.3</b>	We will improve provision and outcomes for children with additional learning needs, reduce the attainment gap between children without ALN and those with ALN.	<b>Schools Service</b>	<b>Progressing to plan</b>

**Outcomes:**

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

Additional Learning Needs pupils are making steady progress. It is no longer possible to measure achievement at all key stages since the introduction of the new curriculum; there is no consistent method until KS4 (GCSE level). The latest official figures are 2022-23, these are measured by the new Capped 9 Points Score. The new ALN code has also made it impossible to compare data with previous years.

However, Estyn inspections of primary and secondary schools indicate that ALN pupils are making good progress from their starting points and that schools are ensuring progress is made against learners' personal targets. The central ALN support team and early identification of learners' needs is key.

<b>Action 5.4</b>	We will improve provision and outcomes for Children Looked After in order to reduce identified attainment gaps.	<b>Schools Service</b>	Progressing to plan
-------------------	-----------------------------------------------------------------------------------------------------------------	------------------------	---------------------

**Outcome:** All pupils Looked After make appropriate progress according to need (evidenced by data on the achievement of children looked after at all key stages).

During this period there were 100 Children Looked After (56 placed in Ceredigion & 44 placed out of county). 26 of those placed in Ceredigion have Additional Learning Needs (ALN). There were 24 Children Looked After placed in Ceredigion from other authorities; 7 of whom have ALN. The majority of these pupils are educated within our mainstream schools, however in some cases we provide an alternative curriculum pack to meet the needs of the pupil. Currently all LAC pupils identified with ALN are transitioning from the old SEN system to the new ALN system.

We have offered bespoke training for designated LAC leads and school governors. The training included:

- Know how the care system functions in Wales
- Understand the typical journey of a child looked after including what happens at particular ages
- Explore the impact of Adverse Childhood Experiences and trauma on current challenges and future choices
- Identify the specific needs of young people in care and care leavers, including how to build resilience
- Provide appropriate support to young people in care in terms of education, social and extra curricula activities
- Know what needs to be considered when sharing information with social workers, foster carers and birth parents.
- The role and expectations of a Designated LAC Co-ordinator within schools

Overall, the performance of Ceredigion Children Looked After is good. Internal monitoring evidence shows that pupils are making progress. Secondary school data shows that school attendance of children looked after is consistently higher than pupils not in care. Primary school attendance data will be available in September 2024.

<b>Action 5.5</b>	We will support minority ethnic learners to access the curriculum to ensure that they achieve their full potential and increase attainment.	<b>Schools Service</b>	Progressing to plan
-------------------	---------------------------------------------------------------------------------------------------------------------------------------------	------------------------	---------------------

**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).

Our PLASC data for 2023-24 shows 577 learners on the English as Another Language (EAL) register. Investment in the EAL team this year means that we've been able to continue with peripatetic support and/or interventions for specific schools with EAL newcomers. These are the learners who are at Stage A, B or Early C of the EAL Language Acquisition 5 Stage Model. All target learners supported by the team are making progress in their language skills.

30.8% (compared to 19.7% in 2022-23) of EAL learners have made one level of progress, and 10.8% have raised 2 or more levels. 71% of EAL learners are on code C-E. Of these, 51% are Qualified (D) or Fluent (E).

49 EAL learners receive a Post-16 education within our schools which continues to show a very successful outcome, and proves that they have the skills to be able to access the curriculum at a higher level.

<b>Action 5.6</b>	We will develop targeted interventions for children in receipt of free school meals.	<b>Schools Service</b>	Complete
-------------------	--------------------------------------------------------------------------------------	------------------------	----------

**Outcomes:**

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

We provide ongoing support for schools on use of research informed practice when considering effective use of the Pupil Development Grant (PDG). We also provide ongoing emotional literacy training to Emotional Literacy Support Assistants (ELSA) across the local authority. We organised a Deprivation Conference to help support a whole-school approach to interventions for pupils on free school meals and use of Community Focussed School Managers and Family Engagement Officers.

<b>Action 5.7</b>	We will undertake upgrades to school buildings on a needs basis in conjunction with individual school accessibility plans.	<b>Schools Service</b>	Complete
-------------------	----------------------------------------------------------------------------------------------------------------------------	------------------------	----------

**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 for capital work has been received this year. Work is underway and will be complete by the summer term.

<b>Action 5.8</b>	We will implement our Welsh in Education Strategic Plan.	<b>Schools Service</b>	Complete
<p><b>Outcomes:</b></p> <ul style="list-style-type: none"> <li>• The Welsh in Education Strategic Plan is in place and continues until 2022 until the publication of WiESP 2022-2032.</li> <li>• Detailed 5-year and two-year action plans have been approved by the Welsh Government</li> <li>• Plan implemented and results kept in check. Progress is reported annually to the Ceredigion CySGA Forum and the Welsh Government</li> </ul>			
<p>In February and March 2024 Ceredigion Cabinet approved the process to change the language of Foundation Phase teaching in 5 schools (New Quay Primary School, Llwyn yr Eos Primary School, Plascrug Primary School and St Padarn's Catholic School and Comins Coch Primary School).</p> <p>Action Plans for Primary and Secondary have been created and are closely monitored. More schools have moved forward on the Language Charter framework and have reached the next step.</p>			
<b>Action 5.9</b>	<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 Education, Employment and Training opportunities created increase on previous year.</p>	<b>Lifelong Learning</b>	Progressing to plan
<p><b>Outcomes:</b></p> <ul style="list-style-type: none"> <li>• Number of new courses added to the alternative curriculum provision since September 2019.</li> <li>• Good progress is being made, all appropriate CCC procurement contracts have community benefits as a core requirement.</li> <li>• Progress is measured via annual NEET data.</li> </ul>			
<p>We have a range of process to identify and consider the support needs of young people who are NEET or at risk of becoming NEET.</p> <p>Early support options are considered at our pilot 'Team Around the Pupil, Parent and School' meetings. The needs of 290 pupils in years 7-11 were considered in the Summer term, 312 pupils in the Winter term and 252 pupils in the Autumn term. Support services meet monthly to discuss support and next steps for 20-40 young people who are not ready or available to seek employment, education or training. These process have helped to identify 149 young people in year 11 deemed at risk of becoming NEET.</p> <p>We deliver the Alternative Curriculum from two sites: Hyfforddiant Ceredigion Training and Cwrtnwydd old Primary school. UK Shared Prosperity funding has been used to erect a new state of the art workshop to deliver Motor Mechanics, Carpentry, Construction and Engineering at Cwrtnwydd. We have also turned one of the classrooms into a Hairdressing salon. We enrolled 106 learners last year and 71 learners achieved accreditation on vocational courses.</p>			

Community benefit clauses include specific targets, based on the value of the contract. Targets include work experience placements for those not in education, new jobs created and support from contractors at careers events. An example of this is in Cardigan Primary School where 2 Traineeship posts were provided for 4 weeks, and 3 new jobs were created.

<b>Action</b> <b>5.10</b>	We will support older people and disabled people to take advantage of digital technologies, and to recognise the benefits of being online.	<b>Lifelong Learning</b>	Progressing to plan
------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------	--------------------------	---------------------

- 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 (ALN).

Progress in 2023-24:

- 57 more Dysgu Bro enrolments aged over 50 in 2023-24 compared with 2022-23
- 50 more enrolments of learners aged over 50 on digital literacy classes
- 19 more enrolments of learners aged over 50 on digital literacy classes with a disability or additional learning need (ALN).

Plans are in place for more digital skills courses to be offered in a wider range of community venues for 2024-25. We continue to loan laptops as and when required.

<b>Action</b> <b>5.11</b>	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.	<b>Porth Cymorth Cynnar</b>	Complete
------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------	----------

**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.

All young volunteers on the Young Ambassadors programme receive formal training. One unit included in the leadership training is the Mini Disability Inclusion Training (DIT) Module. Mini DIT training includes how to prepare an adapted session, how to differentiate effectively, effective ways of communication with participants with disabilities, classification of disabilities and correct use of terminology. We currently have the following numbers, all of which have received mini DIT training.

- 124 Bronze Young Ambassadors
- 23 Silver Young Ambassadors
- 13 Play for All Ambassadors