



Equalities Training Annual Report

2014
-
2015

**WORKING TOGETHER
FOR THE GOOD OF ALL**

CONTENTS

Section	Title	Page
1.	Introduction	3
2.	The Training Report –	
	2.1 Language	3
	2.2 Disability	6
	2.3 Race	6
	2.4 General Equalities Courses	6
	2.5 Other Equalities Related Courses	8
	2.6 Other Courses / Projects / Regional Work	10
	2.7 Issues	14
	2.8 Analysis of Course Participants	15
	2.9 Drop-outs	15
	2.10 Feedback from Course Participants	15
3.	Impact	15
4.	List of Consultees	16
Appendices	1. Welsh Language Courses Breakdown 2013-14	17
	2. Newspaper Cutting – Welsh Courses	20
	Newspaper Cutting – Landlord Project	21
	3. Equalities Courses Breakdown 2013-14	24
	4. Selected Feedback from Course Participants 2013-14	27



EQUALITIES TRAINING REPORT FOR THE ACADEMIC YEAR 2014-2015

1. INTRODUCTION

- 1.1 The report looks at the development of Welsh language, British Sign language and Equalities training courses during the academic year 2014-2015.

2. THE TRAINING REPORT

2.1 LANGUAGE

Welsh Language Courses

- During the academic year 2014-15, a total of 142 members of staff, elected members, staff from partner organisations and staff from local authorities enrolled on Welsh language training courses.

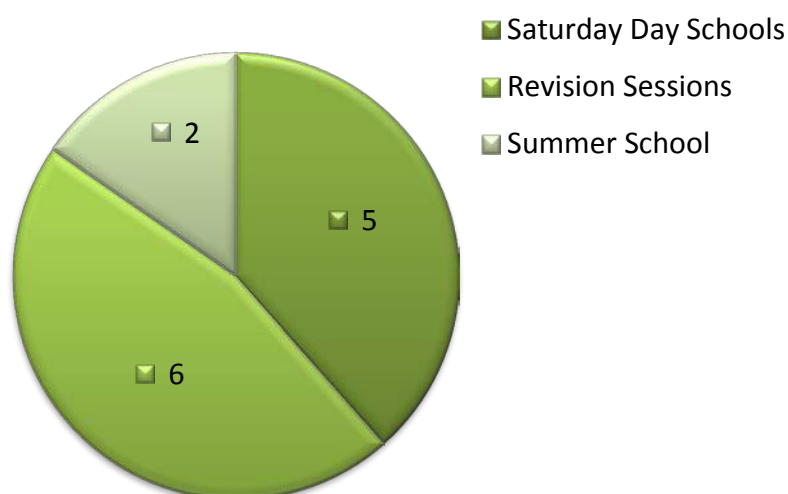
ORGANISATION				No. ENROLLED
Corporate Services	Education	Environment	Social Services	114
17	27	53	17	
Blaenau Gwent County Borough Council				14
Cardiff Council				6
Caerphilly People First				3
Groundwork Caerphilly				1
Gwent Police				1
Resident				1
Torfaen County Borough Council				1
Welsh Joint Education Committee (WJEC)				1

- Courses offered to staff and elected members included taster courses and 30 week courses.
- 114 members of staff
- 7 members of staff enrolled on courses out of county. Reasons for attending these courses were that they were courses which best suited their work life balance or these courses were not running within Caerphilly county borough.
- Collaboratively, Caerphilly County Borough Council in partnership Blaenau Gwent C B Council, Torfaen CB Council, Rhondda Cynon Taf C B Council, Cardiff City Council and the WJEC arranged and hosted 2-Day Welsh Courses. 23 people attended the Caerphilly course 13 of which were from Caerphilly C B Council. A further 5 members of CCBC staff attended the other sessions.

- In September 2014, the Equalities and Welsh Language Officer arranged for a 30 week Welsh course to run at Llancaiach Fawr in readiness for the Urdd National Eisteddfod being held there in May 2015. 3 members of staff from Llancaiach Fawr attend the course, with the others anticipating the taster courses which were to be arranged in Spring 2015.
- In February 2015, 2 10 week Welsh Taster courses commenced for staff at Blackwood Miners Institute and at Llancaiach Fawr. 26 members of staff attended the Llancaiach Fawr course and 11 attended the Blackwood Miners Institute course. These courses would give staff common every day words and phrases that they could use at the Eisteddfod, as well as teaching them about the culture and the history of the language and the Eisteddfod. See relevant newspaper cutting in **Appendix 2**.
- Courses offered during the academic year include;

TYPE OF COURSE	No. OF COURSES	TOTAL IN ATTENDANCE
Welsh Taster Course (1/2 day)	1	9
2-Day Welsh Course	7	40
10 Week Welsh Taster Course	2	37
30 Week (Caerphilly county borough)	44	48
30 Week (Out of county)	7	7
<i>Say Something in Welsh</i> (e-Learning)	1	1

- As well as the above mentioned courses, we also offer staff and elected members courses which support them in their learning. These courses include Saturday and Weekend Welsh Schools, Lampeter Residential Course and any revision courses required to prepare staff for examinations in the summer of each year.



- The Welsh in the Workplace and Welsh in the Community courses are all delivered by tutors from the Gwent Regional Welsh for Adults Centre, based at Coleg Gwent's Pontypool Campus. Staff attending courses based at locations outside of Gwent, are being delivered by staff from the Welsh for Adults Centre for that area.

Welsh Language Examination Results – Summer 2015

- Welsh courses have 4 different levels, and each level takes 2 years to complete. At the end of the second year, every learner has the opportunity to sit the relevant examinations to acknowledge that they have reached a particular level and to gain a qualification.
- In Summer 2015, 8 people were registered to sit the relevant examinations – 7 passed, 1 failed.

For a detailed analysis on the Welsh courses as a whole, please see **Appendix 1**.

British Sign Language Courses

- In the academic year 2014-2015 a total of 32 people booked to attend a variety of British Sign Language (BSL) Courses, ranging from taster courses to 30 week courses.
- 2 BSL taster courses were arranged. The first was in February with 5 people from a local primary school registered to attend, however the course had to be cancelled when they all withdrew prior to the course starting. The second course was held in July with 8 people in attendance.
- The 30 week BSL courses are run by Coleg y Cymoedd Ystrad Mynach Campus. Staff are offered these courses annually. This year we had 15 people attending the BSL Introduction and Foundation Course. 7 of the 15 were from St James Primary School in Caerphilly. They were attending so that they could acquire BSL skills to communicate with a Deaf child at the school. 4 people attended the BSL Level 2 course.
- Here's an illustration of the BSL Courses

TYPE OF BSL COURSE	CCBC STAFF	EXTERNAL STAFF	BGCBC STAFF	Failed to attend
BSL Taster	12	0	1	1
BSL Introduction & Foundation	15	0	0	1
BSL Advanced	4	0	0	1

British Sign Language Examination Results – Summer 2015

- At the end of each year, learners sit examinations to assess their understanding and communication skills in British Sign Language. Every member of staff sits the relevant examinations to acknowledge that they have reached a particular level and to gain a qualification.
- In Summer 2015, 12 people were registered to sit examinations – 11 passed, 1 failed but will be re-sitting shortly.

BSL courses form part of the wider Equalities training analysis. For a detailed analysis on the Equalities courses as a whole, please see **Appendix 3**.

2.2 DISABILITY

Autism Awareness

- 11 people attended an Autism Awareness Course delivered by National Autism Society. This course was very popular and has been strongly recommended for others to attend.

Basic Skills Awareness

- In October 2014 we ran a Basic Skills Awareness course which was attended by 6 people, 1 of which was an elected member.

Autism Awareness and Basic Skills Awareness courses form part of the wider Equalities training analysis. For a detailed analysis on the Equalities courses as a whole, please see **Appendix 3**.

2.3 RACE

Gypsy Traveller Awareness

- Welsh Government funded Gypsies and Travellers Equalities and Inclusion Training which was to be piloted and Caerphilly was selected as a pilot area to run a session pan Gwent. The course is designed for Health, Housing and Social workers in partnership with Gypsies and Travellers.

The pilot course was arranged for early December 2014 and aimed specifically at Housing staff across Caerphilly, Blaenau Gwent, Newport, Torfaen and Monmouthshire. Unfortunately there was not much demand for the course, which still went ahead with 4 people in attendance. 3 were CCBC staff and the other from Blaenau Gwent CBC.

The Gypsy Traveller Awareness course forms part of the wider Equalities training analysis. For a detailed analysis on the Equalities courses as a whole, please see **Appendix 3**.

2.4 GENERAL EQUALITIES COURSES

Equalities Awareness

- During the academic year 2014-15 we ran 10 Equalities Awareness courses. 3 of these courses were arranged for staff and elected members to attend. 41 people registered to attend these courses, 4 however withdrew prior to the course starting. 2 courses had to be cancelled altogether due to lack of interest.
- 1 session was held for a primary school in response to a complaint made by a parent, 26 people attended this session which included the school staff and school Governors.
- Another session was delivered at Waunfawr Primary; the headteacher wanted all the staff to receive basic Equalities Awareness training with 18 in attendance.

- The Environmental Health Team requested 2 Equalities Awareness Training to assist them in dealing with clients who operate fast food outlets within the county borough. 12 people attended the sessions.
- The Tenant Representative Group requested an Equalities Awareness refresher course in October 2014, with 12 attending the course.

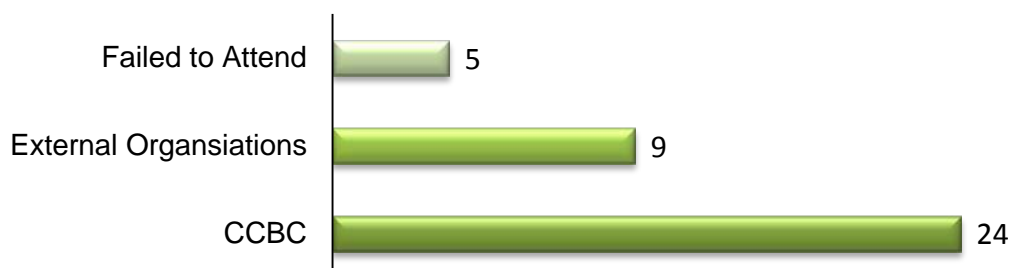
COURSE	No. ATTENDED	WITHDREW
Primary School	26	0
Waunfawr Primary School	18	0
Environmental Health	12	0
General Staff	38	3
Tenant Representatives	12	0

Equality Impact Awareness

- An Equality Impact Awareness session was held in November 2014. The session ran with only 4 people in attendance, 1 of which was from Blaenau Gwent County Borough Council

Hate Crime Awareness

- 2 Hate Crime Awareness courses were arranged, but 1 was cancelled due to lack of interest. The course which did run had 12 people in attendance, 2 from Blaenau Gwent CBC, 3 from external organisations and 7 from CCBC.
- As part of a National Welsh Government funded project, Victim Support were delivering Free Hate Crime Awareness training to key service areas within West Gwent. This free opportunity was being made available to those Local Authority services who may encounter possible cases. The purpose of this training was to improve the knowledge of what a hate crime is and to promote the mechanism available to report any such cases.
- Hate Crimes are any crimes that are targeted at a person because of hostility or prejudice towards that person's Disability, Race or ethnicity, Religion or belief, Sexual orientation or Transgender identity.
- To date we have held 2 sessions with both sessions being aimed at Communities First staff and staff who work in the Youth Service. 33 people registered to attend the session with 7 from external organisations. 5 withdrew from the course.



The General Equalities Courses form part of the wider Equalities training analysis. For a detailed analysis on the Equalities courses as a whole, please see **Appendix 3**.

2.5 OTHER EQUALITIES RELATED COURSES

Modern Day Slavery and Human Trafficking

- The initial training session in October 2014 was a train the trainer event which was arranged by the Crown Prosecution Service and funded by Welsh Government.
- The train the trainer session was hosted at Penallta House and open to staff from across South East Wales from a variety of organisations. 16 people attended the session, 2 from Caerphilly CBC and 14 from external organisations.
- Following on from the train the trainer session, Lisa Davies, the HUB Team Coordinator from the Youth Service has been delivering the Modern Day Slavery and Human Trafficking sessions internally. To date she has delivered 2 sessions training 34 people in total.

Citizens Advice Bureau and NEST Big Energy Saving Week Event

- This event was hosted for Housing staff to raise their awareness of how to advise clients better when it comes to energy and making sure that the product they have in place is the best one for them and their circumstances. The event looked at prepayment meters, energy best deals and fuel poverty.
- 17 people registered for the event with 15 attending, 3 of those from Disability CanDo.

Self-Harm and Thoughts of Suicide in Young People

- Following a request to the Equalities Training and Promotion Officer arranged a training course for the Youth Service called "Self-Harm and Thoughts of Suicide in Young People".
- 17 staff members from the Youth Service attended the training and the feedback received about the course was very positive. Staff felt that they were able to talk openly about personal experiences of dealing with young people who either self-harm or who consider suicide as the only alternative option.

Universal Credit / Welfare Reform

- The Citizen's Advice Bureau ran 5 sessions during this academic year all of which were very well attended with 85 members of staff attending in total. The staff who attended were from a variety of departments including Customer First, Housing, Libraries and Social Services.

Welsh Language Awareness / Sensitivity Training

- This is a new course in the training portfolio which focuses on raising participants awareness of the History of the Welsh language, Welsh language legislation, Welsh language and organisational policy and culture, Use of the Welsh language in the county borough / nationally, prejudice and stereotyping, language and identity and the Welsh language when it comes to service provision
- 3 sessions were arranged during the academic year, one of which was cancelled due to no interest.
- The first session ran in November and was attended by 7 people, 2 of which were from external organisations. It was an interesting session where participants were able to raise issues in confidence.
- The second session which ran was targeted at Social Services, in light of the “More Than Just Words Strategy”, which is about delivering health and social care services whilst having due regard to the Welsh Language and that of service users. 8 people attended this session, 3 from Caerphilly CBC and the other 5 from neighbouring authorities, Blaenau Gwent, Cardiff and Torfaen.

Workshop to Raise Awareness of Prevent (WRAP)

- 5 sessions were held during this academic year. The first session in October 2014 which was open to staff in general was cancelled due to lack of interest.
- The following 4 sessions were targeted to specific service areas which worked better. The following table illustrates the service areas which received this training and the numbers in attendance;

Month	Service Area	Numbers Attended
December 2014	Park Services	9
February 2015	Contact & Referral Team	6
March 2015	WHQS – Tenant Officers	14
July 2015	Youth Offending Service & Social Services	29
Total		58

The Other Equalities Related Courses form part of the wider Equalities training analysis. For a detailed analysis on the Equalities courses as a whole, please see **Appendix 3**.

2.6 OTHER COURSES / PROJECTS / REGIONAL WORK

Partnership Working with Blaenau Gwent County Borough Council

Since April 2013, Caerphilly County Borough Council has been providing Blaenau Gwent County Borough Council with Equalities and Welsh Language training. This has been set-up under an agreed Service Level Agreement which ran initially for 12 months.

Blaenau Gwent CBC's viewpoint of the SLA process is that having this agreement in place is very cost-effective for the authority overall. It is also providing a resource which would be difficult to organise otherwise. A mark of the agreement's success is departmental managers are now proactively approaching the Equalities Training and Promotion Officer to enquire about the possibility of organising courses that fit their needs, be it for a specific requirement or for general awareness raising.

All the courses run in partnership with Blaenau Gwent County Borough Council are included in;

[Blaenau Gwent County Borough Council - Equalities Training Report 2014-2015](#)

For the financial year 2015-16, the Service Level Agreement now in its third year was updated to continue this partnership arrangement. Training has already taken place under this new agreement with 66 members of staff receiving Equalities related awareness training, illustrated below;

COURSE TITLE	MALE	FEMALE
BSL Taster Course	0	1
Equalities Awareness	22	36
Equality Impact Awareness	0	1
Gypsy Traveller Awareness	1	0
Hate Crime Awareness	0	2
Welsh Language Awareness	1	2
	24	42

The Other Courses / Projects / Regional Work that we do, excluding the partnership working with Newport Council, forms part of the wider Equalities training analysis. For a detailed analysis on the Equalities courses as a whole, please see **Appendix 3**.

Partnership Working with Newport City Council

Since the 1st February 2015, Caerphilly County Borough Council has also been delivering Equalities and Welsh Language Training courses for staff working at Newport City Council, through a 14 month Service Level Agreement.

The figures for Newport City Council staff attending training is not included in the figures for this report as we do not have the staff data to be able to complete a thorough analysis of course participants.

The courses delivered for Newport City Council to date are illustrated in the table below;

Newport City Council - Equalities and Welsh Language Courses		
DATE	COURSE TITLE	No. ATTENDED
14.05.15	Autism Awareness	15
02.06.15	Equalities Awareness	8
07.07.15	Welsh Language Awareness (session 1)	6
07.07.15	Welsh Language Awareness (session 2)	12
28.07.15	Equalities Awareness	10
15.09.15	Autism Awareness	17
15.09.15	Basic Skills Awareness	10
16.09.15	Equalities Awareness (session 1)	13
16.09.15	Equalities Awareness (session 2)	7
TOTAL		98

The Landlords Project

A successful collaboration between the Council's Housing team, the Equalities and Welsh Language team and the TDS Charitable Foundation

In the spring of 2014, Caerphilly CBC's Council's Housing team contacted the Equalities and Welsh Language team for advice following a number of recent examples of case law around tenancy issues that had equalities/ discriminatory aspects to them. See relevant newspaper cutting in **Appendix 2**.

The planned Common Housing Register in the county borough, together with the growing case law led to the two teams within the Council to work together to develop guidance to help all those who have landlord responsibilities (whether council, social or private) to understand the issues involved and to provide training opportunities to Housing staff, social and private landlords, and letting agencies.

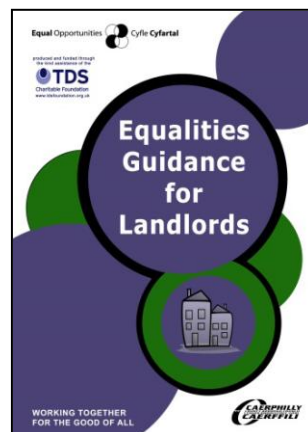
As the work began to develop, it became clear that it brought together a much wider range of local and Welsh national strategies than had first been realised.

- The development of the Common Housing Register and common allocation policy,
- The Council's current Housing Allocations Policy,
- Caerphilly Delivers - the LSB single integrated plan
- The Council's Strategic Equality Plan and Objectives
- Community Cohesion and Hate Crime issues
- "Part 1: Regulation of Private Rented Housing" of the Housing (Wales) Act 2014, which introduces a mandatory training element for all private sector landlords, operated by the licensing authority.

Landlords, whether council, social or private are provided with support and information on legal matters relating to building regulations, health and safety issues and a range of other practical matters that have an impact on their role. Little has been offered in the past however around Equalities-related guidance and the relationship between landlords, tenants and even neighbours.

The guidance document was therefore been developed to help landlords understand that the greater the level of understanding and information they and their tenants share in terms of Equalities issues, the better the business relationship will be. Further, any potential problems or issues, if known about from the very beginning of the business relationship, could be used to the advantage of all parties and thus avoid simple things developing into costly legal action.

The guidance provides landlords with greater access to Equalities information and support when dealing with tenants from different backgrounds, or if issues arise between their tenants and neighbours for example. It also supports the relationship between different landlords, tenants and neighbours by potentially improving or avoiding dispute resolution between people of different backgrounds.



As producing Equalities guidance is a target for the Equalities and Welsh Language Team each year, initially the costs of producing and publishing the guidance document was part of core costs for the Council, met from the existing corporate budget.

The team are always looking for ways of securing additional funding and resources however, and thanks to the use of a system known as Grantfinder, a member of the team found a source of potential grant funding to support this project.

The Tenancy Dispute Service, known as the TDS Charitable Foundation, is the UK's leading provider of insurance based tenancy deposit protection, and works to

advance education amongst landlords and tenants about private rented housing rights and obligations.

The TDS had £35,000 available in each quarter to fund projects which support this aim, and its first round of funding was made available in 2014/2015, where the Foundation invited bids of up to £20,000 for projects.

In its own press release the TDS noted that it was “*overwhelmed by applications from charities, tenant and landlord groups, local councils, and other organisations*” in the first round.

The Council's Equalities and Welsh Language Team submitted a bid to the Foundation for £5,000 to both expand the print run for the guidance document and allow landlords in the county borough to access the Council's Equalities and Welsh language training for free until March 2015.

£35,000 was available in the first round; however the Foundation received bid applications worth over £500,000. Caerphilly County Borough Council was one of only five bodies from around the UK (and the only one in Wales) to be successful and share in grants from the first round of national funding.

The guidance and the training provision were reported to the Caerphilly Homes Task Group (CHTG) on 30th October, with hard copies of the guidance and a press release from the TDS Charitable Foundation about the 1st round of funding included with the report as appendices. The CHTG were very positive about the guidance document and the shared training element.

These were also reported to the local homelessness forum and the Council's Communications team issued a press release about the project. The pdf copies were placed on the Council's updated website - under www.caerphilly.gov.uk/equalities in the Information and guidance section during November 2014.

A series of training sessions were booked in across the county borough for Housing staff, social and private landlords, and letting agencies and an experienced Equalities trainer, Helen Stephens, was brought in to deliver the sessions after being briefed on the target audience.

The training courses were delivered as follows:

- Moriah Church Hall, Risca - 25/11/14
- Rhymney Room, Penallta House, CCBC HQ, Ystrad Mynach - 02/12/14
- Tredomen Business Centre, Ystrad Mynach - 09/03/15
- ICE Centre, Britannia House, Van Road, Caerphilly - 18/03/15

Across the 4 sessions, 39 people attended:

- 25 private Landlords
- 6 Lettings Agents
- 6 Caerphilly CBC Housing staff
- 2 Rhondda Cynon Taf CBC employees

One member of the Council's Equalities and Welsh Language team attended an Equalities and Human Rights Commission (Wales) event on Monday 2nd Feb and took some of the booklets along to share out.

On the 6th March 2015, two members of the Council's Equalities and Welsh Language team and one from Housing attended a Tai Pawb conference at Cardiff International White Water Centre to give a presentation on the Council's Housing work and upcoming legislative changes, and the Landlords project as a specific section.

The link to their news page where they refer to the conference and the presentation is - <http://www.taipawb.org/article.aspx?nref=167>

Click on the link below to read the full report to the TDS Foundation – [Landlord Project Report](#)

2.7 ISSUES

- The number of CCBC staff and elected members attending courses continues to be relatively low; however the targeted training has proved successful. A number of courses held during the academic year were aimed at specific departments and were well attended.
- These often arose from direct contact from the departments in order to help resolve complaints that had come in to the Council. This highlights the need for the awareness training as 40 Equalities and Welsh Language complaints were received during the financial year 2014-2015, many of which could have been avoided with greater staff awareness of the issues beforehand.
- Some learners do not fully appreciate the terms and conditions of the Equalities and Welsh Language training that they agree to attend, neither do some line managers who authorise their staff to attend the courses. Many learners and line managers do not read the terms and conditions fully, do not fully comply with them and are then unaware of, or argue against, the consequences of non-compliance.
- For example, one of the terms and conditions is that when staff who have signed up to attend training then leave the authority, they or the line manager must notify the Equalities Training and Promotion Officer but this is not always done. When staff members registered on courses leave the authority course fees are reclaimed from the individual and it becomes a time consuming sundry debtor process if the Equalities Training and Promotion Officer is not informed in advance, or managers argue against the requirement despite having signed the terms and conditions.
- Another example is that some managers do not agree to support their staff to attend a course, this happens largely with staff wanting to learn Welsh. Reasons given include that the course was not relevant to their role and so staff can do it in their own time. The Welsh courses are for staff to acquire Welsh language skills for the workplace which is why the council supports and offers staff these courses. When the Welsh Language Standards come into effect on the 30th March 2016 this will change as two of the standards specifically cover staff training and course provision.

2.8 ANALYSIS OF COURSE PARTICIPANTS

Please see **Appendix 1** and **3** for Analysis of Course participants. If you require a more detailed analysis, please contact the Equalities Training and Promotion Officer.

2.9 DROP-OUTS

COURSE TITLE	CS	ED	ENV	SS	ELECTED MEMBERS	BLAENAU GWENT CBC	EXTERNAL ORG	TOTAL
Autism Awareness Course	-	1	-	-	-	-	-	1
British Sign Language 30 Week Course	2	2	-	2	-	-	-	6
British Sign Language Taster Course	-	5	-	1	-	-	-	6
Citizens Advice Bureau / NEST Seminar	-	-	1	1	-	-	-	2
Equalities Awareness Course	1	-	2	-	-	1	-	4
Landlord's Project	-	-	2	-	-	-	9	11
Victim Support Hate Crime Course	-	4	-	-	-	-	1	5
Welsh Language Awareness Course	-	1	-	-	1	-	-	2
Welsh Language 30 Week Course	1	6	-	1	-	-	-	8
Welsh Language Regional 2 Day Taster	1	-	-	3	-	-	2	6
Welsh Language 10 Week Taster	-	-	2	-	-	-	-	2
Workshop Raising Awareness of Prevent	-	1	-	5	-	-	-	6
TOTAL	5	20	7	13	1	1	12	59

2.10 FEEDBACK FROM COURSE PARTICIPANTS

- For a selection of feedback from course participants please see **Appendix 4**.

3. IMPACT

- More staff now have a greater awareness of equalities issues and are better prepared to deal with issues that may arise from the new legislation.
- Officers are now equipped with who they need to contact if an equalities or Welsh language issue arises within their service areas, and this is evidenced by the increasing number of targeted training which is delivered.
- The equalities and Welsh language training courses offered to staff, elected members and staff from partner organisations by Caerphilly County Borough Council is seen as an example of best practice by the Welsh Local Government Association, Equality and Human Rights Commission, training providers and some local authorities and partners.

Author - Anwen Rees, Equalities Training and Promotion Officer
Ext. 4404 / reesma@caerphilly.gov.uk
October 2015

Appendix 1 Welsh Language Courses Breakdown
Appendix 2 Newspaper Cutting – Welsh Courses
Newspaper Cutting – Landlord Project
Appendix 3 Equalities Courses Breakdown
Appendix 4 Feedback from Course Participants

4. LIST OF CONSULTEES

Internal Consultees;

Jackie Dix, Policy Unit Manager
Robert Hartshorn, Head of Public Protection
David A Thomas, Senior Policy Officer Equalities & Welsh Language
Cllr James Pritchard, Elected Member – Equalities Champion
Howard Rees, Programme Manager
John Elliott, Research Officer
Jane Haile, Learning and Development Manager
Christopher Hunt, Regional Community Cohesion Coordinator
Lisa Davies, Hub Team Coordinator

External Consultees;

Helen Stephens, Helen Stephens Development Ltd
John Woods, Gwent Welsh for Adults Centre
Huw Lewis, Blaenau Gwent County Borough Council
Llio Elgar, Newport City Council
Sarah Lawrence, Deaf Friendly Ltd.
Donna Sharland, National Autism Society
Sheenagh Sykes, Coleg y Cymoedd Ystrad Mynach
Eleanor Norton, Dynamix Ltd.
Kate Hood, Llamau
Kim-Ann Williamson, Crown Prosecution Service
Mark Williams, Equiversal
Gareth Cuerden, Victim Support
Jan Channing, Citizen's Advice Bureau
Shaun Evans-Pask, Untethered Ltd.
Eleanor Davies, Holutions
PC Andrew Mason, Gwent Police (Prevent)

WELSH LANGUAGE COURSES BREAKDOWN – 2013-2014

DIRECTORATE	MALE	FEMALE	TOTAL
Corporate Services	5	12	17
Education	4	23	27
Environment	19	34	53
Social Services	4	13	17
Community Partnerships/External Partners	12	16	28

142

EXTERNAL PARTNERS	MALE	FEMALE	TOTAL
Blaenau Gwent County Borough Council	4	10	14
Cardiff City Council	3	3	6
Caerphilly People First	0	3	3
Groundwork Caerphilly	1	0	1
Gwent Police	1	0	1
Caerphilly county borough resident	1	0	1
Torfaen County Borough Council	1	0	1
Welsh Joint Education Committee	1	0	1

GENDER	MALE	FEMALE	TOTAL
Male	44		44
Female		98	98

142

AGE	MALE	FEMALE	TOTAL
16 – 25	3	3	6
26 – 39	12	31	43
40 – 49	8	16	24
50 – 65	9	25	34
66+	0	4	4
Not Disclosed	12	19	31

142

SEXUAL ORIENTATION	MALE	FEMALE	TOTAL
Heterosexual	27	73	100
Gay / Lesbian	4	1	5
Bisexual	0	2	2
Not Disclosed	13	22	35

142

MARITAL STATUS	MALE	FEMALE	TOTAL
Single	8	8	16
Married	18	45	63
Divorced	0	9	9
Separated	1	1	2
Widowed	0	1	1
Living With Partner	4	13	17
Civil Partnership	0	1	1
Not Disclosed	13	20	33

142

DISABILITY	MALE	FEMALE	TOTAL
I am not Disabled	26	63	89
Learning Disability	3	1	4
Hearing Impaired	0	3	3
Mobility Impaired	0	5	5
Visually Impaired	0	1	1
Autism	0	1	1
Dyslexia	1	0	1
Not Disclosed	14	24	38

142

WELSH LANGUAGE SKILLS	A Little	Moderate	Quite Well	Fluent	TOTAL
Speak	35	17	6	2	60
Understand	31	13	9	2	55
Read	22	15	7	2	46
Write	22	17	4	2	45

BRITISH SIGN LANGUAGE SKILLS	MALE	FEMALE	TOTAL
Use	1	2	3
Understand	2	3	5

OTHER LANGUAGE SKILLS	MALE	FEMALE	TOTAL
French	2	3	5
German	2	3	5
Spanish	1	2	3
Not Disclosed / None	39	90	129

142

NATIONAL IDENTITY	MALE	FEMALE	TOTAL
Welsh	19	49	68
British	8	25	33
Scottish	1	1	2
English	3	1	4
American	1	0	1
Not Disclosed / None	12	22	34

142

ETHNICITY	MALE	FEMALE	TOTAL
White British	27	74	101
White Asian	1	0	1
Scottish	0	1	1
American	1	0	1
Unwilling to declare	1	0	1
Not Disclosed	14	23	37

142

RELIGION	MALE	FEMALE	TOTAL
No Religion	11	26	37
Christian	12	44	56
Humanist	0	1	1
Spiritualist	0	1	1
Unwilling to Declare	2	2	4
Not Disclosed	19	24	43

142

WITHDRAWN	MALE	FEMALE	TOTAL
Corporate Services	0	1	1
Education	0	6	6
Environment	0	2	2
Social Services	2	2	4
External	1	1	2

15

Campaign

05/02/2015

Staff learning Welsh ready for Eisteddfod

STAFF at Llancaiach Fawr have been learning Welsh, in preparation for the Caerphilly and District Urdd National Eisteddfod which will be held at the site later this year.

The majority of staff at the historical site are non-Welsh speakers but in September some of the staff started a Welsh evening course at the Welsh for Adults Gwent Centre, inspired to learn by the Eisteddfod visit.

Diane Walker, manager at Llancaiach Fawr, said: "There are three of us from Llancaiach Fawr that started on our six-year journey to become fluent Welsh speakers in September – even though I was brought up in England, my mother is a Welsh speaker from Abergele and I always wanted to learn the language. Twenty more of the staff will be starting a taster course at the end of February so that they will know basic Welsh to welcome the Urdd visitors to our historical site."

By Rob Owen

01633 777242

robert.owen@gwent-wales.co.uk

Twitter @ArgusROwen

Built in the early sixteenth century, Llancaiach Fawr was named as one of the top ten most haunted buildings in Britain in a recent poll.

Ms Walker added: "We very much look forward to welcoming the Eisteddfod to Llancaiach Fawr at the end of May, and to seeing our grounds transformed. The manor house will be a part of the Maes and to enable us to be fully prepared I've been discussing with staff at Llanerchaeron, the 18th century estate that housed the Eisteddfod in 2010, how it will work practically."

Anwen Rees, Caerphilly council's equalities training and promotion officer, said: "We have offered an additional

entry level course this September following a rise in demand for Welsh lessons in the area.

"It's great that the staff at Llancaiach Fawr are eager to learn Welsh and I'm also aware that members of Blackwood Miners' Institute are keen to learn Welsh ready for the Eisteddfod.

"The Eisteddfod visit is a great opportunity for us to promote and encourage local people to learn Welsh and the will and enthusiasm to learn is evident. We will start the taster course with Llancaiach Fawr staff in February, teaching them simple sentences but also the history of the Welsh language. Our hope is that the staff on the entry level 1 course this year will move on to entry level 2 in September."

If you would like details of Welsh lessons in the Caerphilly area, visit www.welshforadults.org. For details of the Urdd eisteddfod, visit urdd.cymru/eisteddfod.

South Wales Argus

29/08/2014

Council grant to support landlords on equality

A GWENT council has been awarded £5,000 to deliver important equalities and discrimination guidance to landlords.

Caerphilly council's Equalities and Welsh Language team successfully bid for the funding from the TDS Charitable Foundation, which will allow the council to produce a guidance and information document to

help landlords better understand their tenants.

The information will be aimed at social and private landlords and the council's housing staff, although the document will also be of use to tenants.

The TDS Charitable Foundation grant boost also means the council will be able to deliver free Equalities and Welsh Lan-

guage training to local landlords.

Cllr James Pritchard, Caerphilly council's equalities champion, said: "I'm pleased that the council has been able to secure this grant to deliver this important piece of work."

Equalities Guidance for Landlords will be available at caerphilly.gov.uk by the autumn.

Caerphilly Observer

04/09/2014

Grant money for training

Caerphilly County Borough Council has been awarded £5,000 to deliver equalities and discrimination guidance to landlords.

The council's Equalities and Welsh Language team successfully bid for the funding from the TDS Charitable Foundation.

The funding will allow the council to produce guidance and information to help landlords better understand their tenants.

The information will be aimed at social and private landlords and the council's housing staff, although the document will also be of use to tenants.

The TDS Charitable Foundation grant also means the council will be able to deliver free Equalities and Welsh Language training to landlords.

Cllr James Pritchard, Caerphilly County Borough Council's Equalities Champion, said: "I'm pleased that the council has been able to secure this grant to deliver this important piece of work. These funds will give landlords greater access to information and support when dealing with different tenants, or if issues arise between their tenants and neighbours."

Campaign

04/09/2014

Guidance boost to help train landlords

CAERPHILLY council has been awarded £5,000 to deliver equality and discrimination guidance to landlords.

The local authority's equalities and Welsh language team successfully bid for the funding from the TDS Charitable Foundation, which will allow the council to produce a guidance and information document to help landlords better understand their tenants.

The information will be aimed at social and private landlords and the council's housing staff, although the document will also be of use to tenants.

The TDS Charitable Foundation grant also means the council will be able to deliver free equalities and Welsh language training to local landlords.

Councillor James Pritchard, Caerphilly Council's equalities champion, said: "I'm pleased that the council has been able to secure this grant to deliver this important piece of work."

"These funds will give landlords greater access to information and support when deal-

By Caio Iwan

01633 777252

ciw@southwalesargus.co.uk

Twitter @ArgusCiwan

ing with different tenants, or if issues arise between their tenants and neighbours."

The council is one of a number of bodies from around the UK to share grants from this round of TDS Charitable Foundation funding for educational projects in the private rented sector.

Martin Blakey, trustee of the TDS Charitable Foundation, said: "It has been a great pleasure to distribute much needed funding to some excellent initiatives."

"Many of these projects simply would not have started without the support of the TDS Charitable Foundation."

"I am looking forward to seeing the progress of each project in the coming months."

Equality guidance for landlords will be available on caerphilly.gov.uk by the autumn.

APPENDIX 3

EQUALITIES COURSES BREAKDOWN – 2013-2014

DIRECTORATE	MALE	FEMALE	TOTAL
Corporate Services	34	79	113
Education and Leisure	26	118	144
Environment	27	48	75
Social Services	15	50	65
External / School Pupils	53	88	141
Not Disclosed	24		24

562

EXTERNAL PARTNERS	No.
AGSA Ltd	1
Blaenau Gwent C B Council	54
Bridgend C B Council	1
Caerphilly Borough Mind	2
Calan DVS	3
Cardiff Council	1
Cardiff University	1
Care and Repair Caerphilly	1
Davis & Sons Estate Agents	1
Disability CanDo	2
Independent Estate Agents	4
GAVO	4
Groundwork Caerphilly	4
Hafan Cymru	1

EXTERNAL PARTNERS	No.
Private & Social Landlords	32
Libra IPS Limited	1
Merthyr Tydfil C B Council	2
Parkmans Property	1
Rhondda Cynon Taf C B Council	5
Right from the Start	1
Sisters of Charity	1
Soroptimist International	1
Tenant Forum	11
Torfaen C B Council	3
YOS – Volunteer	1
Wales CRC Probation Service	1
Welsh Refugee Council	1

Total number of staff attended from external organisations = 141

GENDER	MALE	FEMALE	TOTAL
Male	156		156
Female		385	385
Transgender			0
Not Disclosed	21		21

562

AGE	MALE	FEMALE	TOTAL
16 – 25 (Not in Education)	13	18	31
26 – 39	32	90	122
40 – 49	29	80	109
50 – 65	30	55	85
66+	7	6	13
Not Disclosed	202		202

562

SEXUAL ORIENTATION	MALE	FEMALE	TOTAL
Heterosexual	102	230	332
Gay / Lesbian	3	2	5

562

Bisexual	0	2	2
Not Disclosed	223		223
MARITAL STATUS	MALE	FEMALE	TOTAL
Single	25	47	72
Married	58	125	183
Separated	1	2	3
Divorced	0	14	14
Civil Partnership	1	0	1
Widowed	1	0	1
Living With Partner	22	52	74
Not Disclosed	214		214

562

DISABILITY	MALE	FEMALE	TOTAL
I am not Disabled	96	218	314
Learning Difficulties	1	2	3
Hearing Impaired	2	3	5
Mobility Impaired	2	5	7
Visually Impaired	1	1	2
Dyslexia	1	2	3
Epilepsy	0	1	1
Not Disclosed	227		227

562

WELSH LANGUAGE SKILLS					
Skill	A Little	Moderate	Quite Well	Fluently	TOTAL
Speak	115	8	6	17	146
Understand	102	12	8	18	140
Read	84	8	9	17	118
Write	84	8	7	16	115

BRITISH SIGN LANGUAGE SKILLS	MALE	FEMALE	TOTAL
Use	2	10	12
Understand	3	7	10
Not Disclosed / None	540		540

562

OTHER LANGUAGE SKILLS	MALE	FEMALE	TOTAL
French	3	5	8
Polish	1	2	3
Portuguese	1	0	1
German	3	2	5
Russian	1	0	1
Hebrew	0	1	1
Makaton	0	1	1
Not Disclosed / None	542		542

562

NATIONAL IDENTITY	MALE	FEMALE	TOTAL	562
Welsh	61	85	146	
British	41	146	187	
English	2	2	4	
Irish	0	1	1	
Canadian	0	1	1	
New Zealand	0	1	1	
Polish	0	2	2	
Scottish	1	3	4	
Not Disclosed	216		216	

ETHNICITY	MALE	FEMALE	TOTAL	562
White British	107	226	333	
White and Black Caribbean	0	1	1	
White and Asian	0	1	1	
Irish	0	1	1	
Caribbean	0	1	1	
Canadian	0	1	1	
New Zealand	0	1	1	
Polish	0	2	2	
Not Disclosed	221		221	

RELIGION	MALE	FEMALE	TOTAL	562
No Religion	40	77	117	
Christian	52	120	172	
Buddhist	1	1	2	
Humanist	0	1	1	
Jehovah's Witness	0	1	1	
Jewish	0	1	1	
Not Disclosed Religion	268		268	

WITHDRAWN	MALE	FEMALE	TOTAL	38
Corporate Services	2	2	4	
Education and Leisure	1	8	9	
Environment	2	2	4	
Social Services	7	2	9	
External Organisation	3	9	12	

SELECTED FEEDBACK FROM COURSE PARTICIPANTS 2014-15

The following comments are taken from a selection of council staff members, elected members and staff from partner organisations who either completed an evaluation form or gave feedback by email;

Autism Awareness

- An interesting course. Very thought provoking.
- Thoroughly enjoyed this course. I feel I now greater understanding of autism. Very interesting.
- Very interesting course, would have liked a day long course with films and more tasks.

British Sign Language Taster

- Fantastic course. Sarah was really energetic and energising. Thank you.
- Fantastic session, very interesting, good fun, very informative and a good experience. The quality of teaching was excellent.
- I very much enjoyed this course, have learned so much, would love to learn more. Sarah was excellent! Thank you.

Equalities Awareness

- Excellent trainer – very enthusiastic and knowledgeable, a lot more interesting than I thought it would be! Thanks Helen!
- I really enjoyed this course very enjoyable and informative. Loved the Q and A's. More of this subject please!
- Very interesting and informative. Helen was an excellent speaker and the course was a bit of an 'eye-opener'.
- Excellent course. Really thought provoking. Glad I came.
- More governors should have attended

Equalities Awareness – Landlords Project

- Interesting. Helen was very adaptable and organised the course according to our specific needs. Enjoyed it and learned a lot.
- Was very informative. It was good that there was room for discussion. Very helpful indeed!
- Good course – good interaction between all participants. Increased my awareness of the Equality Act.

Hate Crime Awareness

- Very interesting and informative course
- The tutor was excellent, very informative and friendly
- Very informative and valuable to my role

Self-Harm and Thoughts of Suicide in Young People

- Really good training anyone working that works with young people should take part in the training.
- Doing the training with similar professionals was more beneficial!!
- The whole course was very good.

Welsh Language Taster

- Very clearly produced, spoken and encouraged.
- Great course and would like to learn more.
- Bendigedig! It has inspired me to learn more.