

**BRIDGEND COUNTY BOROUGH COUNCIL**  
**CYNGOR BWRDEISTREF SIROL PEN-Y-BONT AR OGWR**

**REPORT TO EQUALITIES COMMITTEE**

**REPORT OF THE EXECUTIVE DIRECTOR - RESOURCES**

**18 JULY 2007**

**Report on Equalities in the Bridgend County Borough Council Workforce**

**1. Purpose**

The purpose of this report is to provide the Equalities Committee with comparable data for 2006 and 2007 on the equality strands identified in the Council's equality plan and schemes, namely:-

- Total headcount of employees;
- Full and part time employees;
- Gender;
- Ethnicity;
- Disability;
- Age;
- Welsh speakers; and
- Unpaid carers.

**1.2** The regular reporting of reliable management information on the equality dimensions of the workforce will assist the Equalities Committee in reviewing the Authority's performance in meeting its statutory duties.

**2. Connection to Corporate Improvement Plan & other Corporate Priorities**

**2.1** The information set out in this report will help mitigate the risk of failure to meet the Authority's statutory duties in respect of equalities that was identified in the Corporate Improvement Plan 2006/09. This information will support all of the Authority's corporate priorities, especially supporting our disadvantaged communities.

**3. Background**

**3.1** Reliable workforce data is essential to meet the Authority's statutory duties under the Welsh Language Act 1993, the Race Relations (Amd) Act 2000, the Disability Discrimination Act 2005 and the Equality Act

2006. It is also a crucial part of achieving the Equality Standard for Local Government in Wales which forms part of the Authority's Welsh Assembly Government Policy Agreement (local measure 15).

- 3.2** In addition the Wales Programme for Improvement requires the Authority to report annually on ethnicity and disability rates in the workforce.

#### **4. Current status and proposal**

##### **4.1 Data Coverage and Availability**

The data included in this report are for 31<sup>st</sup> May 2006 and 31<sup>st</sup> May 2007 respectively and are used to demonstrate statistical variances (see **Appendix 1**). The data has been validated by officers in the Corporate Human Resources and Information Technology departments of the Resources Directorate.

A significant amount of data used for analysis is generated by the Trent integrated HR/Payroll system. New starter forms have been amended to record information at the start of employment and reports continue to be developed to aid the capture of equalities data. However, further data fields would need to be created and populated to provide meaningful analysis in certain areas such as sexual orientation, and religion and belief. On-going work between the Human Resources Officer and Equalities Co-ordinator will consider these matters and other information gathering issues.

Reports provided distribute the data across seven Directorates. There are some employees who work in more than one directorate, they are included in the BCBC figure once; but will appear in each directorate sub-total.

- 4.2** This data provides the Authority with an opportunity to carry out further analysis to look at how representative the workforce is of the wider community, identify opportunities to promote equality and help to ensure that the workforce meets the changing needs of the community we serve. Among those areas we will be looking at include:

- Gender balance at horizontal and vertical levels with the authority
- Age profile of the workforce
- Relatively low levels of self-declaration on ethnicity and disability
- Relatively low levels of Welsh language skills among the workforce
- Relatively low levels of representation for disabled employees
- Comparative analysis with national and local population profiles

## **5. Effect on Policy Framework and Procedure Rules**

- 5.1** The report has no direct effect upon the policy framework or procedure rules but is required to effectively implement the Authority's statutory duties in relation to equalities and human rights.

## **6. Legal implications**

- 6.1** The proposal contained within this report will help to ensure the effective implementation of relevant equality and human rights legislation.

## **7. Financial implications**

- 7.1** The proposal contained within this report will ensure the efficient use of corporate resources and budgets and help to mitigate any potential legal claims.

## **8. Recommendation**

It is recommended that the Human Resources officers continue to work with the Equalities Co-ordinator to provide a more detailed report for the Equalities Committee meeting on 10 September 2007 that will inform the development of the Authority's statutory equality schemes.

**Gareth Moss**  
**Executive Director – Resources**  
**18 July 2007**

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### **Background papers and legislation:**

- Wales Programme of Improvement Guidance for Local Authorities 2005 (Circular 28/2005)
- Equal Pay Act 1970 and 1983
- Sex Discrimination Act 1975 and 1986
- Race Relations Act 1976 and 2000 and 2003
- Welsh Language Act 1993
- Disability Discrimination Act 1995 and 2005
- Employment Rights Act 1996
- Government of Wales Act 1998

- Crime and Disorder Act 1998
- Human Rights Act 1998
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Gender Recognition Act 2004
- Carers (Equal Opportunities) Act 2004
- Civil Partnership Act 2005
- Equality Act 2006
- Employment Equality (Age) Regulations 2006
- Equality Act (Sexual Orientation) Regulations 2007

## Appendix 1

### DATA ANALYSIS

Below is a summary of employee data held on Trent as at 31<sup>st</sup> May. More detailed analysis per Directorate is appended.

TOTAL HEADCOUNT	2006	2007
	<b>8371</b>	<b>8411</b>

% FULL TIME	2006	2007
	<b>66.77%</b> 5589	<b>66.15%</b> 5563
% PART TIME		
	<b>38.47%</b> 2832	<b>40.13%</b> 2848

*Historically, the staffing establishment increases at this time of the year when seasonal workers are engaged on temporary part-time contracts.*

% GENDER SPLIT	2006	2007
Males	<b>24.86%</b> 2081	<b>25.28%</b> 2126
Females	<b>75.14%</b> 6290	<b>74.71%</b> 6284

See Page 4

% ETHNICITY	2006	2007
Ethnic white	<b>71.65%</b> 5998	<b>72.20%</b> 6073
Ethnic minority	<b>0.70%</b> 59	<b>0.77%</b> 65

See Pages 5-6

<b>% DISABILITY</b>	<b>2006</b>	<b>2007</b>
	<b>1.06%</b> 89	<b>1.02%</b> 86

See Pages 7-8

<b>% AGE PROFILE</b>	<b>2006</b>	<b>2007</b>
Under 30's	<b>16.99%</b> 1422	<b>18.75%</b> 1577
Over 50's	<b>32.03%</b> 2681	<b>30.02%</b> 2525

See Pages 9-10

<b>% WELSH SPEAKERS</b>	<b>2006</b>	<b>2007</b>
	<b>4.56%</b> 382	<b>4.28%</b> 360

See Pages 11-13 (Welsh Speakers, Readers and Writers)

<b>% UNPAID CARERS</b>	<b>2006</b>	<b>2007</b>
	<b>4.28%</b> 358	<b>4.01%</b> 337

See Page 14

**GENDER SPLIT BY DIRECTORATE  
2006 DATA**

**APPENDICES**

<b>Sex: People(Male /Female)</b>	
Female	6,290.00
Male	2,081.00
Unspecified	
<b>Actual People</b>	<b>8,371.00</b>

<b>Gender by Directorate</b>	<b>Female</b>	<b>Male</b>	<b>Unspecified</b>	<b>Sum:</b>
<b>Education Leisure &amp; Community Services Directorate</b>	4,366.00	1,257.00		<b>5,623.00</b>
<b>Environmental &amp; Planning Services Directorate</b>	175.00	448.00		<b>623.00</b>
<b>Legal &amp; Democratic Service Directorate</b>	49.00	25.00		<b>74.00</b>
<b>Office of the Chief Executive</b>	95.00	37.00		<b>132.00</b>
<b>Personal Services Directorate</b>	1,398.00	217.00		<b>1,615.00</b>
<b>Regeneration Directorate</b>	60.00	25.00		<b>85.00</b>
<b>Resources Directorate</b>	372.00	151.00		<b>523.00</b>
<b>Sum:</b>	<b>6515.00</b>	<b>2160.00</b>		<b>8675.00</b>

**2007 DATA**

<b>Sex: People(Male /Female)</b>	
Female	6,284.00
Male	2,126.00
Unspecified	1.00
<b>Actual People</b>	<b>8,411.00</b>

<b>Gender by Directorate</b>	<b>Female</b>	<b>Male</b>	<b>Unspecified</b>	<b>Sum:</b>
<b>Education Leisure &amp; Community Services Directorate</b>	4,366.00	1,276.00		<b>5,642.00</b>
<b>Environmental &amp; Planning Services Directorate</b>	168.00	449.00		<b>617.00</b>
<b>Legal &amp; Democratic Services Directorate</b>	68.00	35.00		<b>103.00</b>
<b>Office of the Chief Executive</b>	15.00	6.00		<b>21.00</b>
<b>Personal Services Directorate</b>	1,354.00	205.00	1.00	<b>1,560.00</b>
<b>Regeneration Directorate</b>	82.00	45.00		<b>127.00</b>
<b>Resources Directorate</b>	352.00	142.00		<b>494.00</b>
<b>Sum:</b>	<b>6,405.00</b>	<b>2,158.00</b>	<b>1.00</b>	<b>8,564.00</b>

**ETHNIC GROUP BY DIRECTORATE  
2006 DATA**

<b>Actual People</b>	<b>Asian or Asian British</b>	<b>Black or Black British</b>	<b>Mixed</b>	<b>Not Stated</b>	<b>Other Ethnic Groups</b>	<b>White</b>	<b>Sum:</b>
<b>Female</b>	16.00	5.00	12.00	1,662.00	14.00	4,581.00	<b>6,290.00</b>
<b>Male</b>	2.00	3.00	7.00	652.00		1,417.00	<b>2,081.00</b>
<b>Unspecified</b>							
<b>Sum:</b>	<b>18.00</b>	<b>8.00</b>	<b>19.00</b>	<b>2,314.00</b>	<b>14.00</b>	<b>5,998.00</b>	<b>8,371.00</b>



Ethnic Group by Directorate	Gender	Asian or Asian British	Black or Black British	Mixed	Not Stated	Other Ethnic Groups	White	Sum:
Education Leisure & Community Services Directorate	Female	11.00	1.00	6.00	1,575.00	8.00	2,765.00	4,366.00
Education Leisure & Community Services Directorate	Male		2.00	3.00	537.00		715.00	1,257.00
Environmental & Planning Services Directorate	Female			2.00	4.00	1.00	168.00	175.00
Environmental & Planning Services Directorate	Male		1.00	3.00	84.00		360.00	448.00
Legal & Democratic Services Directorate	Female				2.00		47.00	49.00
Legal & Democratic Services Directorate	Male				1.00		24.00	25.00
Office of the Chief Executive	Female		1.00		6.00		88.00	95.00
Office of the Chief Executive	Male				3.00		34.00	37.00
Personal Services Directorate	Female	4.00	3.00	3.00	37.00	3.00	1,348.00	1,398.00
Personal Services Directorate	Male	2.00		1.00	11.00		203.00	217.00
Regeneration Directorate	Female		1.00		3.00		56.00	60.00
Regeneration Directorate	Male				3.00		22.00	25.00
Resources Directorate	Female	1.00		1.00	53.00	3.00	314.00	372.00
Resources Directorate	Male				21.00		130.00	151.00
	<b>Sum:</b>	<b>18.00</b>	<b>9.00</b>	<b>19.00</b>	<b>2,340.00</b>	<b>15.00</b>	<b>6,274.00</b>	<b>8,675.00</b>

**ETHNIC GROUP BY DIRECTORATE**  
2007 DATA

Actual People	Asian or Asian British	Black or Black British	Mixed	Not Stated	Other Ethnic Groups	White	Sum:
Female	21.00	7.00	10.00	1,605.00	14.00	4,627.00	6,284.00
Male	3.00	3.00	7.00	668.00		1,445.00	2,126.00

<b>Unspecified</b>							1.00	1.00
<b>Sum:</b>	<b>24.00</b>	<b>10.00</b>	<b>17.00</b>	<b>2,273.00</b>	<b>14.00</b>	<b>6,073.00</b>	<b>8,411.00</b>	

<b>Ethnic Group by Directorate</b>	<b>Gender</b>	<b>Asian or Asian British</b>	<b>Black or Black British</b>	<b>Mixed</b>	<b>Not Stated</b>	<b>Other Ethnic Groups</b>	<b>White</b>	<b>Sum:</b>
<b>Education Leisure &amp; Community Services Directorate</b>	<b>Female</b>	15.00	2.00	7.00	1527.00	8.00	2,807.00	<b>4,361.00</b>
<b>Education Leisure &amp; Community Services Directorate</b>	<b>Male</b>		2.00	3.00	562.00		709.00	<b>1,276.00</b>
<b>Environmental &amp; Planning Services Directorate</b>	<b>Female</b>			1.00	5.00	1.00	161.00	<b>168.00</b>
<b>Environmental &amp; Planning Services Directorate</b>	<b>Male</b>		1.00	3.00	80.00		365.00	<b>449.00</b>
<b>Legal &amp; Democratic Services Directorate</b>	<b>Female</b>				4.00		64.00	<b>68.00</b>
<b>Legal &amp; Democratic Services Directorate</b>	<b>Male</b>	1.00			1.00		33.00	<b>35.00</b>
<b>Office of the Chief Executive</b>	<b>Female</b>				1.00		14.00	<b>15.00</b>
<b>Office of the Chief Executive</b>	<b>Male</b>						6.00	<b>6.00</b>
<b>Personal Services Directorate</b>	<b>Female</b>	5.00	4.00	2.00	29.00	4.00	1310.00	<b>1354.00</b>
<b>Personal Services Directorate</b>	<b>Male</b>	1.00		1.00	6.00		197.00	<b>205.00</b>
<b>Personal Services Directorate</b>	<b>Unspecified</b>						1.00	<b>1.00</b>
<b>Regeneration Directorate</b>	<b>Female</b>		1.00		4.00		77.00	<b>82.00</b>
<b>Regeneration Directorate</b>	<b>Male</b>				3.00		42.00	<b>45.00</b>
<b>Resources Directorate</b>	<b>Female</b>	1.00			47.00	2.00	302.00	<b>352.00</b>
<b>Resources Directorate</b>	<b>Male</b>	1.00			23.00		118.00	<b>142.00</b>
	<b>Sum:</b>	<b>24.00</b>	<b>10.00</b>	<b>17.00</b>	<b>2,292.00</b>	<b>15.00</b>	<b>6,206.00</b>	<b>8,564.00</b>

**DISABILITY BY DIRECTORATE**  
2006 DATA

Actual People		No	Not Known	Yes	Sum:
Female		3,784.00	2,456.00	50.00	6,290.00
Male		1,113.00	929.00	39.00	2,081.00
Disability	Sum:	4,897.00	3,385.00	89.00	8,371.00

Disability by Directorate		No	Not Known	Yes	Sum:
Education Leisure & Community Services Directorate		2,830.00	2,759.00	34.00	5,623.00
Environmental & Planning Services Directorate		400.00	202.00	21.00	623.00
Legal & Democratic Services Directorate		55.00	16.00	3.00	74.00
Office of the Chief Executive		96.00	33.00	3.00	132.00
Personal Services Directorate		1,316.00	279.00	20.00	1,615.00
Regeneration Directorate		63.00	20.00	2.00	85.00
Resources Directorate		361.00	148.00	14.00	523.00
	Sum:	5,121.00	3,457.00	97.00	8,675.00

**DISABILITY BY DIRECTORATE**  
2007 DATA

Actual People		No	Not Known	Yes	Sum:
Female		3,690.00	2,545.00	49.00	6,284.00
Male		1,110.00	979.00	37.00	2,126.00
Unspecified			1.00		1.00
Disability	Sum:	4,800.00	3,525.00	86.00	8,411.00

Disability by Directorate		No	Not Known	Yes	Sum:
Education Leisure & Community Services Directorate		2,675.00	2,932.00	35.00	5,642.00
Environmental & Planning Services Directorate		399.00	199.00	19.00	617.00
Legal & Democratic Services Directorate		75.00	25.00	3.00	103.00
Office of the Chief Executive		12.00	9.00		21.00
Personal Services Directorate		1,309.00	232.00	19.00	1,560.00
Regeneration Directorate		98.00	25.00	4.00	127.00
Resources Directorate		345.00	139.00	10.00	494.00
	Sum:	4,913.00	3,561.00	90.00	8,564.00

**AGE PROFILE BY DIRECTORATE  
2006 DATA**

<b>Actual People</b>	<b>16 - 25</b>	<b>26 - 35</b>	<b>36-45</b>	<b>46 - 55</b>	<b>56 - 65</b>	<b>Over 65</b>	<b>Under 16</b>	<b>Sum:</b>
<b>Female</b>	534.00	1,333.00	1,861.00	1,629.00	875.00	57.00	1.00	<b>6,290.00</b>
<b>Male</b>	211.00	397.00	477.00	539.00	419.00	38.00		<b>2,081.00</b>
<b>Sum:</b>	<b>745.00</b>	<b>1,730.00</b>	<b>2,338.00</b>	<b>2,168.00</b>	<b>1,294.00</b>	<b>95.00</b>	<b>1.00</b>	<b>8,371.00</b>

<b>Age Groups by Directorate</b>	<b>Gender</b>	<b>16 - 25</b>	<b>26 - 35</b>	<b>36-45</b>	<b>46 - 55</b>	<b>56 - 65</b>	<b>Over 65</b>	<b>Under 16</b>	<b>Sum:</b>
<b>Education Leisure &amp; Community Services Directorate</b>	<b>Female</b>	419.00	1,005.00	1,330.00	1,046.00	521.00	44.00	1.00	<b>4,366.00</b>
	<b>Male</b>	174.00	286.00	273.00	277.00	222.00	25.00		<b>1,257.00</b>
<b>Environmental &amp; Planning Services Directorate</b>	<b>Female</b>	8.00	38.00	54.00	46.00	24.00	5.00		<b>175.00</b>
	<b>Male</b>	13.00	50.00	101.00	163.00	113.00	8.00		<b>448.00</b>
<b>Legal &amp; Democratic Services Directorate</b>	<b>Female</b>	5.00	11.00	11.00	9.00	13.00			<b>49.00</b>
	<b>Male</b>		1.00	3.00	10.00	10.00	1.00		<b>25.00</b>
<b>Office of the Chief Executive</b>	<b>Female</b>	7.00	28.00	24.00	25.00	11.00			<b>95.00</b>
	<b>Male</b>	1.00	8.00	7.00	10.00	11.00			<b>37.00</b>
<b>Personal Services Directorate</b>	<b>Female</b>	53.00	208.00	398.00	465.00	268.00	6.00		<b>1,398.00</b>
	<b>Male</b>	6.00	32.00	65.00	63.00	48.00	3.00		<b>217.00</b>
<b>Regeneration Directorate</b>	<b>Female</b>	4.00	20.00	17.00	15.00	4.00			<b>60.00</b>
	<b>Male</b>	1.00	5.00	4.00	8.00	7.00			<b>25.00</b>
<b>Resources Directorate</b>	<b>Female</b>	52.00	78.00	94.00	79.00	67.00	2.00		<b>372.00</b>
	<b>Male</b>	17.00	24.00	40.00	36.00	31.00	3.00		<b>151.00</b>
	<b>Sum:</b>	<b>760.00</b>	<b>1,794.00</b>	<b>2,421.00</b>	<b>2,252.00</b>	<b>1,350.00</b>	<b>97.00</b>	<b>1.00</b>	<b>8,675.00</b>

**AGE PROFILE BY DIRECTORATE  
2007 DATA**

<b>Actual People</b>	<b>16 - 25</b>	<b>26 - 35</b>	<b>36-45</b>	<b>46 - 55</b>	<b>56 - 65</b>	<b>Over 65 yrs</b>	<b>Sum:</b>
<b>Female</b>	616.00	1,393.00	1,842.00	1,605.00	787.00	41.00	<b>6,284.00</b>
<b>Male</b>	260.00	410.00	488.00	549.00	390.00	29.00	<b>2,126.00</b>
<b>Unspecified</b>		1.00					<b>1.00</b>
<b>Sum:</b>	<b>876.00</b>	<b>1,804.00</b>	<b>2,330.00</b>	<b>2,154.00</b>	<b>1,177.00</b>	<b>70.00</b>	<b>8,441.00</b>

<b>Age Groups by Directorate</b>	<b>Gender</b>	<b>16 - 25</b>	<b>26 - 35</b>	<b>36-45</b>	<b>46 - 55</b>	<b>56 - 65</b>	<b>Over 65 yrs</b>	<b>Sum:</b>
<b>Education Leisure &amp; Community Services Directorate</b>	<b>Female</b>	482.00	1,061.00	1,303.00	1,025.00	464.00	31.00	<b>4,366.00</b>
	<b>Male</b>	209.00	287.00	278.00	279.00	204.00	19.00	<b>1,276.00</b>
<b>Environmental &amp; Planning Services Directorate</b>	<b>Female</b>	9.00	37.00	52.00	44.00	22.00	4.00	<b>168.00</b>
	<b>Male</b>	20.00	53.00	101.00	163.00	104.00	8.00	<b>449.00</b>
<b>Legal &amp; Democratic Services Directorate</b>	<b>Female</b>	9.00	13.00	15.00	14.00	17.00		<b>68.00</b>
	<b>Male</b>	1.00	5.00	5.00	12.00	12.00		<b>35.00</b>
<b>Office of the Chief Executive</b>	<b>Female</b>	1.00	4.00	5.00	2.00	3.00		<b>15.00</b>
	<b>Male</b>		2.00	2.00	1.00	1.00		<b>6.00</b>
<b>Personal Services Directorate</b>	<b>Female</b>	57.00	208.00	389.00	458.00	238.00	4.00	<b>1,354.00</b>
	<b>Male</b>	6.00	29.00	63.00	61.00	45.00	1.00	<b>205.00</b>
	<b>Unspecified</b>		1.00					<b>1.00</b>

<b>Regeneration Directorate</b>	<b>Female</b>	6.00	23.00	24.00	19.00	10.00		<b>82.00</b>
	<b>Male</b>	2.00	11.00	10.00	13.00	9.00		<b>45.00</b>

Actual People	Female	Male	Sum:
<b>Welsh Speakers</b>	287.00	95.00	<b>382.00</b>
<b>Sum:</b>	<b>287.00</b>	<b>95.00</b>	<b>382.00</b>

Welsh Speakers by Directorate	Female	Male	Sum:
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<b>Resources Directorate</b>	<b>Female</b>	59.00	72.00	93.00	77.00	49.00	2.00	<b>352.00</b>
	<b>Male</b>	24.00	25.00	40.00	31.00	21.00	1.00	<b>142.00</b>
	<b>Sum:</b>	<b>885.00</b>	<b>1,831.00</b>	<b>2,380.00</b>	<b>2,199.00</b>	<b>1,199.00</b>	<b>70.00</b>	<b>8,564.00</b>

**WELSH SPEAKERS BY DIRECTORATE  
2006 DATA**

**2007 DATA**

Actual People	Female	Male	Sum:
Welsh Reader	254.00	83.00	337.00
Sum:	254.00	83.00	337.00

Education Leisure & Community Services Directorate	222.00	64.00	286.00
Environmental & Planning Services Directorate	7.00	14.00	21.00
Legal & Democratic Services Directorate	3.00	1.00	4.00
Office of the Chief Executive	6.00	3.00	9.00
Personal Services Directorate	43.00	9.00	52.00
Regeneration Directorate	5.00	2.00	7.00
Resources Directorate	11.00	7.00	18.00
Sum:	297.00	100.00	397.00

Actual People	Female	Male	Sum:
Welsh Speakers	269.00	91.00	360.00
Sum:	269.00	91.00	360.00

Welsh Speakers by Directorate	Female	Male	Sum:
Education Leisure & Community Services Directorate	210.00	62.00	272.00
Environmental & Planning Services Directorate	6.00	13.00	19.00
Legal & Democratic Services Directorate	4.00	1.00	5.00
Office of the Chief Executive		1.00	1.00
Personal Services Directorate	37.00	8.00	45.00
Regeneration Directorate	6.00	2.00	8.00
Resources Directorate	9.00	6.00	15.00
Sum:	272.00	93.00	365.00

**WELSH READE**

**RS BY DIRECTORATE  
2006 DATA**



<b>Welsh Readers by Directorate</b>	<b>Female</b>	<b>Male</b>	<b>Sum:</b>
<b>Education Leisure &amp; Community Services Directorate</b>	202.00	60.00	<b>262.00</b>
<b>Environmental &amp; Planning Services Directorate</b>	8.00	13.00	<b>21.00</b>
<b>Legal &amp; Democratic Services Directorate</b>	2.00		<b>2.00</b>
<b>Office of the Chief Executive</b>	5.00	3.00	<b>8.00</b>
<b>Personal Services Directorate</b>	33.00	7.00	<b>40.00</b>
<b>Regeneration Directorate</b>	4.00	2.00	<b>6.00</b>
<b>Resources Directorate</b>	8.00	1.00	<b>9.00</b>
<b>Sum:</b>	<b>262.00</b>	<b>86.00</b>	<b>348.00</b>

**2007 DATA**

<b>Actual People</b>	<b>Female</b>	<b>Male</b>	<b>Sum:</b>
<b>Welsh Readers</b>	236.00	80.00	<b>316.00</b>
<b>Sum:</b>	<b>236.00</b>	<b>80.00</b>	<b>316.00</b>

<b>Welsh Readers by Directorate</b>	<b>Female</b>	<b>Male</b>	<b>Sum:</b>
<b>Education Leisure &amp; Community Services Directorate</b>	186.00	58.00	<b>244.00</b>
<b>Environmental &amp; Planning Services Directorate</b>	7.00	13.00	<b>20.00</b>
<b>Legal &amp; Democratic Services Directorate</b>	3.00		<b>3.00</b>
<b>Office of the Chief Executive</b>		1.00	<b>1.00</b>
<b>Personal Services Directorate</b>	30.00	6.00	<b>36.00</b>
<b>Regeneration Directorate</b>	5.00	2.00	<b>7.00</b>
<b>Resources Directorate</b>	7.00	1.00	<b>8.00</b>
<b>Sum:</b>	<b>238.00</b>	<b>81.00</b>	<b>319.00</b>

**WELSH WRITERS BY DIRECTORATE**  
2006 DATA

Actual People	Female	Male	Sum:
Welsh Writer	192.00	60.00	252.00
Sum:	192.00	60.00	252.00

Welsh Writers by Directorate	Female	Male	Sum:
Education Leisure & Community Services Directorate	153.00	46.00	199.00
Environmental & Planning Services Directorate	4.00	7.00	11.00
Legal & Democratic Services Directorate	1.00		1.00
Office of the Chief Executive	5.00	3.00	8.00
Personal Services Directorate	26.00	5.00	31.00
Regeneration Directorate	5.00	2.00	7.00
Resources Directorate	7.00		7.00
Sum:	201.00	63.00	264.00

2007 DATA

Actual People	Female	Male	Sum:
Welsh Writer	185.00	57.00	242.00
Sum:	185.00	57.00	242.00

Welsh Writers by Directorate	Female	Male	Sum:
Education Leisure & Community Services Directorate	144.00	44.00	188.00
Environmental & Planning Services Directorate	4.00	7.00	11.00
Legal & Democratic Services Directorate	1.00		1.00
Office of the Chief Executive		1.00	1.00
Personal Services Directorate	27.00	4.00	31.00
Regeneration Directorate	5.00	2.00	7.00

<b>Resources Directorate</b>		6.00		6.00
	<b>Sum:</b>	<b>187.00</b>	<b>58.00</b>	<b>245.00</b>

**UNPAID CARERS BY DIRECTORATE  
2006 DATA**

<b>Actual People</b>		<b>Female</b>	<b>Male</b>	<b>Sum:</b>
<b>Unpaid Carers</b>		283.00	75.00	358.00
	<b>Sum:</b>	<b>283.00</b>	<b>75.00</b>	<b>358.00</b>

<b>Unpaid Carers by Directorate</b>	<b>Female</b>	<b>Male</b>	<b>Sum:</b>	
<b>Education Leisure &amp; Community Services Directorate</b>	133.00	33.00	166.00	
<b>Environmental &amp; Planning Services Directorate</b>	10.00	20.00	30.00	
<b>Legal &amp; Democratic Services Directorate</b>	3.00	3.00	6.00	
<b>Office of the Chief Executive</b>	11.00	2.00	13.00	
<b>Personal Services Directorate</b>	113.00	14.00	127.00	
<b>Regeneration Directorate</b>	8.00	2.00	10.00	
<b>Resources Directorate</b>	19.00	7.00	26.00	
	<b>Sum:</b>	<b>297.00</b>	<b>81.00</b>	<b>378.00</b>

2007 DATA

Actual People		Female	Male	Sum:
Unpaid Carers		267.00	70.00	337.00
	Sum:	267.00	70.00	337.00

Unpaid Carers by Directorate		Female	Male	Sum:
Education Leisure & Community Services Directorate		122.00	31.00	153.00
Environmental & Planning Services Directorate		8.00	18.00	26.00
Legal & Democratic Services Directorate		4.00	3.00	7.00
Office of the Chief Executive		1.00		1.00
Personal Services Directorate		105.00	11.00	116.00
Regeneration Directorate		9.00	3.00	12.00
Resources Directorate		20.00	5.00	25.00
	Sum:	269.00	71.00	340.00