

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET COMMITTEE EQUALITIES

5 OCTOBER 2009

**REPORT OF THE ASSISTANT CHIEF EXECUTIVE, CORPORATE DEVELOPMENT &
PARTNERSHIPS**

**REPORT ON EQUALITIES IN THE BRIDGEND COUNTY BOROUGH COUNCIL
WORKFORCE**

1. Purpose

1.1 The purpose of this report is to provide the Equalities Committee with workforce data as at 30th June 2009 on the equality strands identified in the Council's corporate equality scheme and action plan, namely:-

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

1.2 The report includes a gender analysis of the workforce based on grade.

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

1.4 It is important to note that the figures shown are based on people not posts, and include all categories of employee, including casual and relief workers but not agency workers, within Bridgend County Borough Council.

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 Council's statutory duties in respect of equalities as identified in the Corporate Improvement Plan. This information will support all of the Council's corporate priorities, especially supporting our disadvantaged communities.

3. Background

3.1 Reliable workforce data is essential to meet the Council's statutory duties under the Welsh Language, Race Relations, Disability Discrimination and Equality Acts. It is also a crucial part of achieving '*improving authority*' status within the Equality Improvement Framework in Welsh Local Government, and provides meaningful information to aid decision-making.

3.2 Additionally, the Wales Programme for Improvement requires the Council to report annually on ethnicity and disability rates of its workforce.

4. Current situation / proposal

The data included in this report, as at 30th June 2009 provides:-

- a statistical overview of the current workforce within the Council (**Appendix 1**);
- a comparative overview of the workforce within the Council over the 12 months preceding 30th June 2009 (**Appendix 2**);
- an overview of the 16 – 25 age group within the Council (**Appendix 3**);
- an analysis of the current workforce based on gender and pay grade (**Appendix 4**);
- detailed analysis of the current workforce for the *whole* Council based on the equality strands identified at Paragraph 1.1 (**Appendix 5**); and
- detailed analysis of the current workforce for the Council *excluding schools* based on the equality strands identified at Paragraph 1.1 (**Appendix 6**).

4.1 All data captured has been validated by officers in the Corporate Human Resources and Information Technology Departments.

4.2 A significant amount of data used for analysis is generated by the Trent integrated HR/Payroll system. Work is currently being undertaken to review and cleanse the data held in Trent to aid reporting and to reflect the structural changes being made under the Transforming Bridgend programme.

4.3 It should be noted that the collation of data is dependent on employees providing information, some of which is not mandatory. Improvements to data capture at recruitment stage have been implemented to ensure the Trent system produces reports on the information declared.

4.4 The data captured is for employees of Bridgend County Borough Council only and does not include agency staff who are transient in nature, the majority being engaged for short periods.

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 Council's statutory duties in relation to equalities and human rights.

6. Legal implications

6.1 There are no legal implications

7. Financial implications

- 7.1 The information contained within this report will act as an aid to decision-making and ensure the efficient use of corporate resources and budgets to help mitigate potential legal claims.

8. Recommendations

- 8.1 It is recommended that the Equalities Committee consider the quarterly workforce data report produced as at 30th June 2009, and carry out comparative analyses of the Council's workforce for past and subsequent quarters over the past 12 month period.

David Macgregor

Assistant Chief Executive – Corporate Development & Partnerships

11th September 2009

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Background papers:

- 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
- EU Constitutional Treaties as amended

DATA ANALYSIS – Overview of BCBC Employees

Below is a statistical and graphical overview of employee data held on Trent as at 30th June 2009.

The data as collated places employees into one of the following four categories:-

- **Full Time** - Any employee with a position that has a Full Time Equivalent (FTE) = 1, the employee may also have additional casual or part time posts.
Example: A full time System Technician with Resources who also has a part position of ICT Coordinator with Adult Education.
- **Part Time** - Any employee with one position that has a FTE of greater than zero but less than 1.
Example: A Learning Support Officer at a school.
- **Multi Part Time** - Any employee who has more than one part time position.
Example: A Supervisory Assistant and a Cleaner at a school.
- **Casual/Relief** - Any employee who has one or more casual position(s) and no other part time or full time position
Example: A supply teacher, relief homecare worker, casual coach, etc.

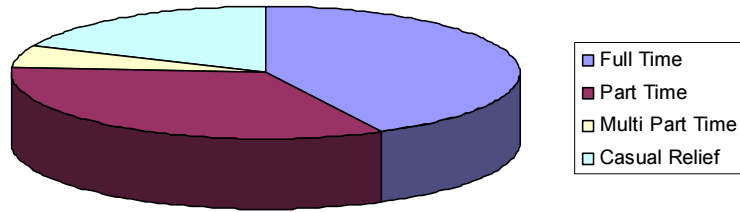
Headcount

TOTAL HEADCOUNT	BCBC	BCBC EX SCHOOLS
	8119	4753

Employment Status

% FULL TIME	BCBC	BCBC EX SCHOOLS
	3447 42.46%	1981 41.68%
% PART TIME		
	2754 33.92%	1657 34.86%
% MULTI PART TIME		
	419 5.16%	88 1.85%
% CASUAL/RELIEF		
	1499 18.46%	1027 21.61%

Employment Status BCBC



Gender

% GENDER SPLIT	BCBC	BCBC EX SCHOOLS
Male	2014 24.81%	1425 29.98%
Female	6105 75.19%	3328 70.02%

Ethnicity

% ETHNICITY	BCBC	BCBC EX SCHOOLS
Ethnic white	6009 74.01%	3807 80.10%
Not Stated	2038 25.10%	896 18.85%
Ethnic minority	72 0.89%	50 1.05%

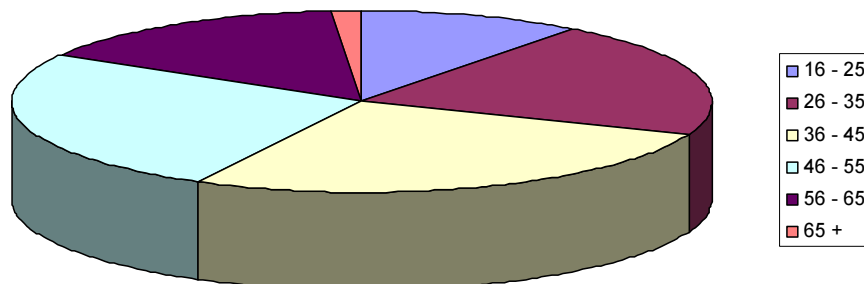
Disability

% DISABILITY	BCBC	BCBC EX SCHOOLS
	77 0.95%	61 1.28%

Age

% AGE PROFILE	BCBC	BCBC EX SCHOOLS
16 - 25	835 10.07%	580 12.20%
26 - 35	1677 20.66%	904 19.02%
36 - 45	2172 26.75%	1180 24.83%
46 - 55	2109 25.98%	1276 26.84%
56 - 65	1221 15.04%	758 15.95%
65+	105 1.29%	55 1.16%

Age Profile BCBC



Welsh Language

% WELSH SPEAKERS	BCBC	BCBC EX SCHOOLS
	288 3.55%	107 2.25%

% WELSH READER	BCBC	BCBC EX SCHOOLS
	258 3.18%	93 1.96%

% WELSH WRITER	BCBC	BCBC EX SCHOOLS
	198 2.44%	73 1.54%

Carers

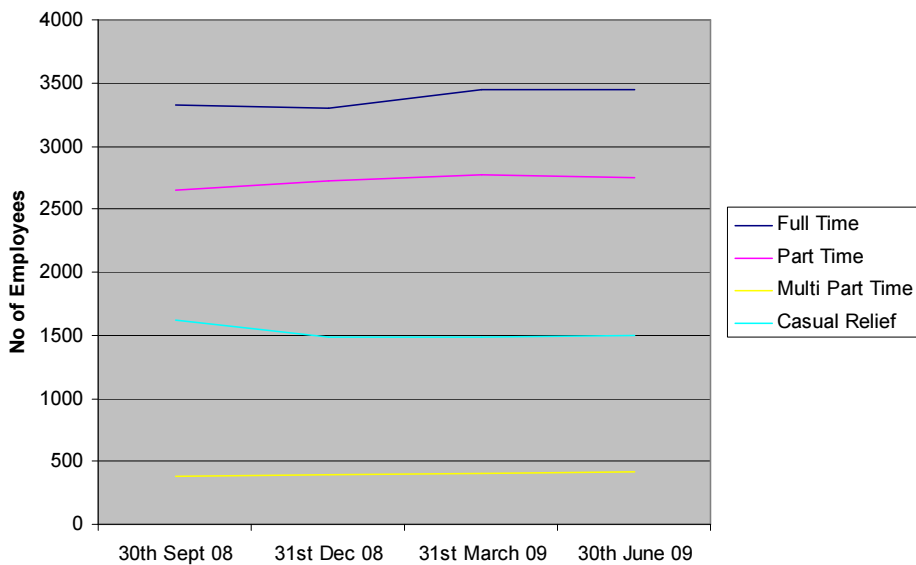
% UNPAID CARERS	BCBC	BCBC EX SCHOOLS
	287 3.53%	203 4.27%

DATA ANALYSIS – Overview of BCBC Employees

Below is a statistical and graphical overview of comparative employee data for the Council over the 12 months preceding the 30th June 2009.

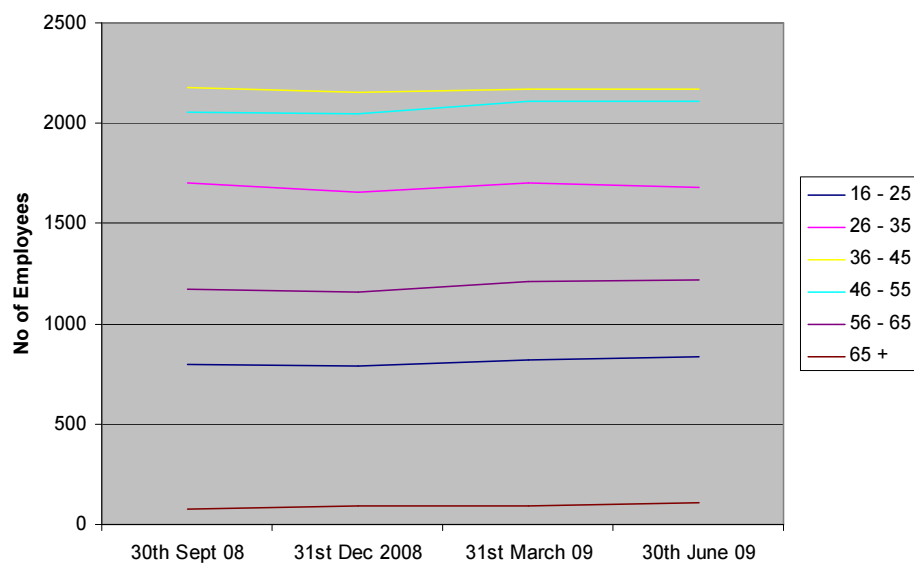
Employment Status - BCBC

% FULL TIME	30/09/08	31/12/08	31/03/09	30/06/09
	3328 41.69%	3299 41.79%	3445 42.46%	3447 42.46%
% PART TIME				
	2656 33.27%	2719 34.44%	2771 34.15%	2754 33.92%
% MULTI PART TIME				
	378 4.47%	388 4.91%	409 5.04%	419 5.16%
% CASUAL/RELIEF				
	1621 20.30%	1489 18.86%	1489 18.35%	1499 18.46%
TOTAL	7983	7895	8114	8119



Age Profile – BCBC

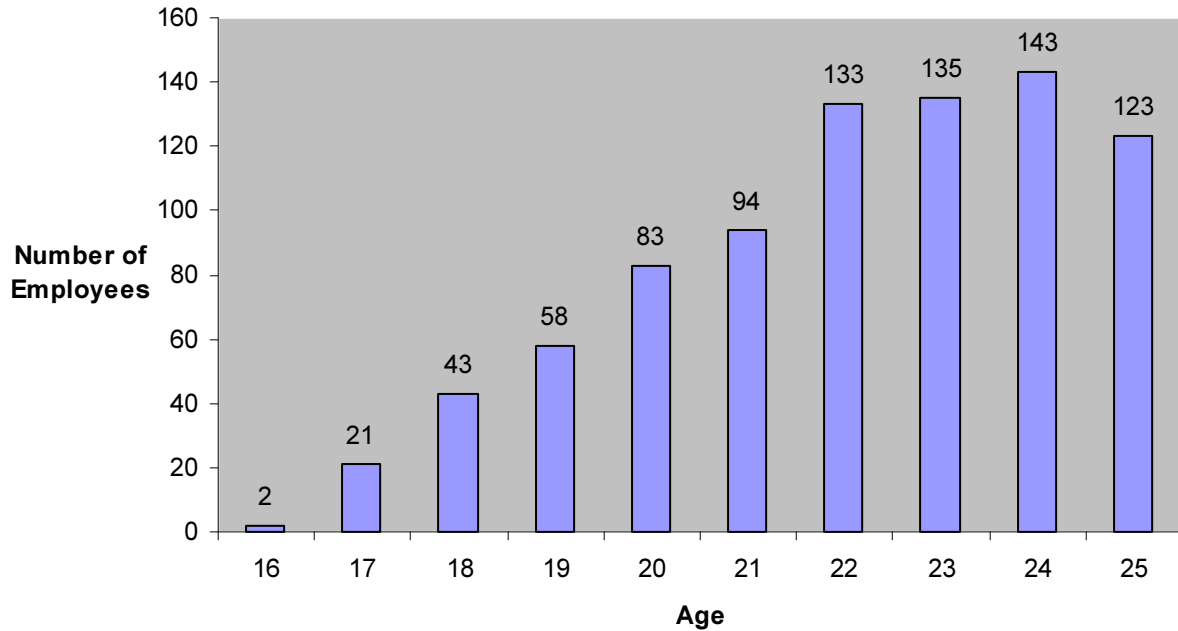
% AGE PROFILE	30/09/08	31/12/08	31/03/09	30/06/09
16 - 25	800 10.02%	787 9.97%	817 10.07%	835 10.28%
26 - 35	1704 21.35%	1654 20.95%	1706 21.03%	1677 20.66%
36 - 45	2175 27.25%	2155 27.29%	2172 26.77%	2172 26.75%
46 - 55	2053 25.72%	2048 25.94%	2111 26.01%	2109 25.98%
56 - 65	1172 14.67%	1161 14.71%	1213 14.95%	1221 15.04%
65+	79 0.99%	90 1.14%	95 1.17%	105 1.29%
Total	7983	7895	8114	8119



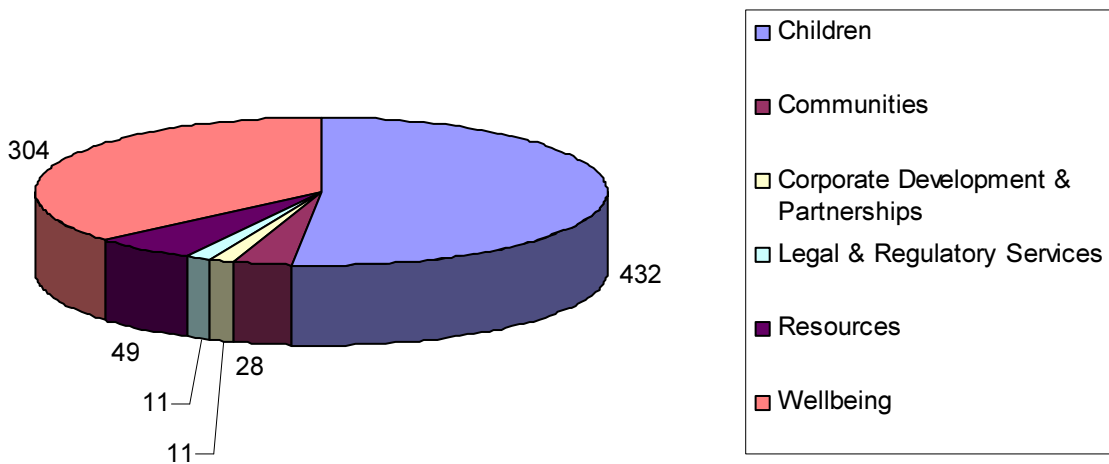
DATA ANALYSIS – Overview of 16 – 25 Age Grouping

Below is a graphical overview of 16 – 25 Age Grouping data and directorate split for 30th June 2009.

BCBC 16 - 25 Age Grouping



Directorate Split of 16 - 25 Age Grouping



DATA ANALYSIS – Gender based on Pay Grade

Below is a summary of employee data held on Trent as at 30th June 2009 based on gender/pay grade.

The data as collated places employees into one of the following six categories:-

- **Scale 1 – 6** - Local government employees including Craft & Manual Workers employed up to scale 6.
- **Senior Officers** – Local government employees employed at Senior Officer level.
- **Principal Officers** – Local government employees employed at Principal Officer level.
- **Chief Officers** – Local government employees employed JNC level.
- **Soulbury & Youth Officers** – these include Educational Psychologists, Education Advisers and Youth Workers.

TOTAL HEADCOUNT
8119 Employees

	MALE	FEMALE
SCALE 1 - 6	1169 14.40%	4338 53.44%
SENIOR OFFICERS	123 1.51%	139 1.71%
PRINCIPAL OFFICERS	240 2.96%	345 4.25%
CHIEF OFFICERS	9 0.11%	8 0.10%
SOULBURY & YOUTH OFFICERS	81 1.00%	103 1.26%
TEACHERS	392 4.83%	1172 14.43%
TOTAL	2014 24.81%	6105 75.19%

DATA ANALYSIS – Overview of BCBC Employees *including* Schools

Bridgend CBC

Age/Gender Split

AGE/GENDER GROUPING								
		16 - 25	26 - 35	36 - 45	46 - 55	56 - 65	65+	SUM
Male	Full Time	48	262	370	419	303	4	1406
	Part Time	28	30	28	23	34	7	150
	Multi Part Time	2	5	4	3	1	0	15
	Casual/Relief	158	81	65	50	62	27	443
	SUB TOTAL	236	378	467	495	400	38	2014
Female	Full Time	114	528	557	572	266	4	2041
	Part Time	168	452	811	746	393	34	2604
	Multi Part Time	18	66	138	141	40	1	404
	Casual/Relief	299	253	199	155	122	28	1056
	SUB TOTAL	599	1299	1705	1614	821	67	6105
SUM		835	1677	2172	2109	1221	105	8119

Ethnicity

ETHNICITY								
		Other Ethnic Origin	Asian or Asian British	Black or Black British	Mixed	Not Stated	White	SUM
Male	Full Time	0	1	4	4	276	1121	1406
	Part Time	0	1	0	1	44	104	150
	Multi Part Time	1	0	0	0	6	8	15
	Casual/Relief	1	1	0	0	212	229	443
	SUB TOTAL	2	3	4	5	538	1462	2014
Female	Full Time	3	6	2	4	337	1689	2041
	Part Time	6	12	2	5	559	2020	2604
	Multi Part Time	1	3	0	0	118	282	404
	Casual/Relief	3	7	2	2	486	556	1056
	SUB TOTAL	13	28	6	11	1500	4547	6105
SUM		15	31	10	16	2038	6009	8119

Disability

DISABLED					
		Yes	No	Not Stated	SUM
Male	Full Time	27	894	485	1406
	Part Time	6	72	72	150
	Multi Part Time	0	7	8	15
	Casual/Relief	1	172	270	443
	SUB TOTAL	34	1145	835	2014
Female	Full Time	22	1369	650	2041
	Part Time	15	1617	972	2604
	Multi Part Time	4	214	186	404
	Casual/Relief	2	397	657	1056
	SUB TOTAL	43	3597	2465	6105
SUM		77	4742	3300	8119

Welsh Speakers

WELSH SPEAKER					
	Full Time	Part Time	Multi Part Time	Casual/Relief	SUM
Male	50	7	0	7	64
Female	131	54	11	28	224
SUM	181	61	11	35	288

Welsh Writer

WELSH WRITER					
	Full Time	Part Time	Multi Part Time	Casual/Relief	SUM
Male	33	3	0	5	41
Female	92	40	5	20	157
SUM	125	43	5	25	198

Welsh Reader

WELSH READER					
	Full Time	Part Time	Multi Part Time	Casual/Relief	SUM
Male	45	5	0	8	58
Female	114	50	6	30	200
SUM	159	55	6	38	258

Unpaid Carers

UNPAID CARERS					
	Full Time	Part Time	Multi Part Time	Casual/Relief	SUM
Male	47	2	0	5	54
Female	105	99	17	12	233
SUM	152	101	17	17	287

DATA ANALYSIS – Overview of BCBC Employees *excluding* Schools

Bridgend CBC excluding Schools

Age/Gender Split

AGE/GENDER GROUPING								
		16 - 25	26 - 35	36 - 45	46 - 55	56 - 65	65+	SUM
Male	Full Time	41	155	250	292	208	4	950
	Part Time	13	18	20	19	26	7	103
	Multi Part Time	1	3	2	1	1	0	8
	Casual/Relief	133	76	58	48	35	14	364
	SUB TOTAL	188	252	330	360	270	25	1425
Female	Full Time	63	239	279	287	160	3	1031
	Part Time	79	244	435	505	271	20	1554
	Multi Part Time	5	15	21	30	9	0	80
	Casual/Relief	245	154	115	94	48	7	663
	SUB TOTAL	392	652	850	916	488	30	3328
SUM		580	904	1180	1276	758	55	4753

Ethnicity

ETHNICITY								
		Other Ethnic Origin	Asian or Asian British	Black or Black British	Mixed	Not Stated	White	SUM
Male	Full Time	0	1	1	4	146	798	950
	Part Time	0	1	0	0	21	81	103
	Multi Part Time	1	0	0	0	3	4	8
	Casual/Relief	1	1	0	0	162	200	364
	SUB TOTAL	2	3	1	4	332	1083	1425
Female	Full Time	1	6	2	2	70	950	1031
	Part Time	4	9	2	3	173	1363	1554
	Multi Part Time	1	2	0	0	16	61	80
	Casual/Relief	2	3	1	2	305	350	663
	SUB TOTAL	8	20	5	7	564	2724	3328
SUM		10	23	6	11	896	3807	4753

Disability

DISABLED					
		Yes	No	Not Stated	SUM
Male	Full Time	27	636	287	950
	Part Time	5	63	35	103
	Multi Part Time	0	4	4	8
	Casual/Relief	0	157	207	364
	SUB TOTAL	32	860	533	1425
Female	Full Time	14	815	202	1031
	Part Time	13	1152	389	1554
	Multi Part Time	1	46	33	80
	Casual/Relief	1	282	380	663
	SUB TOTAL	29	2295	1004	3328
SUM		61	3155	1537	4753

Welsh Speakers

WELSH SPEAKER					
	Full Time	Part Time	Multi Part Time	Casual/Relief	SUM
Male	21	7	0	4	32
Female	37	29	0	9	75
SUM	58	36	0	13	107

Welsh Writer

WELSH WRITER					
	Full Time	Part Time	Multi Part Time	Casual/Relief	SUM
Male	15	3	0	2	20
Female	22	25	0	6	53
SUM	37	28	0	8	73

Welsh Reader

WELSH READER					
	Full Time	Part Time	Multi Part Time	Casual/Relief	SUM
Male	20	5	0	5	30
Female	28	26	0	9	63
SUM	48	31	0	14	93

Unpaid Carers

UNPAID CARERS					
	Full Time	Part Time	Multi Part Time	Casual/Relief	SUM
Male	37	1	0	3	41
Female	72	81	3	6	162
SUM	109	82	3	9	203