

# Public Document Pack

## Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

## Bridgend County Borough Council

Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont, CF31 4WB / Civic Offices, Angel Street, Bridgend, CF31 4WB



*Rydym yn croesawu gohebiaeth yn Gymraeg. Rhwch wybod i ni os mai Cymraeg yw eich dewis iaith.*

*We welcome correspondence in Welsh. Please let us know if your language choice is Welsh.*



**Cyfarwyddiaeth y Prif Weithredwr / Chief Executive's Directorate**  
Deialu uniongyrchol / Direct line /: 01656 643148 / 643694 / 643513  
Gofynnwch am / Ask for: Democratic Services

Ein cyf / Our ref:  
Eich cyf / Your ref:

**Dyddiad/Date:** Thursday, 29 May 2025

Dear Councillor,

### **CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS**

A meeting of the Cabinet Committee Equalities and Employee Relations will be held Hybrid in the Council Chamber - Civic Offices, Angel Street, Bridgend, CF31 4WB on **Wednesday, 4 June 2025** at **10:00**.

### **AGENDA**

1 Apologies for Absence

To receive apologies for absence from Members.

2 Declarations of Interest

To receive declarations of personal and prejudicial interest (if any) from Members/Officers in accordance with the provisions of the Members' Code of Conduct adopted by Council from 1 September 2008.

3 Approval of Minutes

3 - 6

To receive for approval the Minutes of 19/02/2025

4 Remit of Cabinet Committee Equalities and Employee Relations

7 - 12

5 Annual Report on Equality in the Workforce (2024/2025)

13 - 32

**By receiving this Agenda Pack electronically you will save the Authority approx. £00.00 in printing costs**

6	<u>Violence Against Women, Domestic Abuse and Sexual Violence</u>	33 - 50
7	<u>Corporate Equalities Update</u>	51 - 58
8	<u>Signing of the Disability Employment Charter and Anti-Racism Charter</u>	59 - 66
9	<u>Annual Welsh Standards Review</u>	67 - 84
10	<u>Urgent Items</u>	

To consider any other item(s) of business in respect of which notice has been given in accordance with Rule 4 of the Council Procedure Rules and which the person presiding at the meeting is of the opinion should by reason of special circumstances be transacted at the meeting as a matter of urgency.

**Note: This will be a Hybrid meeting and Members and Officers will be attending in the Council Chamber, Civic Offices, Angel Street Bridgend / Remotely via Microsoft Teams. The meeting will be recorded for subsequent transmission via the Council's internet site which will be available as soon as practicable after the meeting. If you would like to view this meeting live, please contact [cabinet\\_committee@bridgend.gov.uk](mailto:cabinet_committee@bridgend.gov.uk) or tel. 01656 643148 / 643694 / 643513 / 643159.**

Yours faithfully

**K Watson**

Chief Officer, Legal and Regulatory Services, HR and Corporate Policy

Councillors:

A R Berrow  
 E L P Caparros  
 P Davies  
 M J Evans  
 N Farr  
 P Ford  
 J Gebbie  
 W R Goode  
 D M Hughes  
 M Jones  
 M Lewis  
 J Llewellyn-Hopkins  
 RL Penhale-Thomas  
 JC Spanswick  
 A Wathan  
 AJ Williams  
 HM Williams  
 E D Winstanley

MINUTES OF A MEETING OF THE CABINET COMMITTEE EQUALITIES HELD HYBRID IN THE COUNCIL CHAMBER - CIVIC OFFICES, ANGEL STREET, BRIDGEND, CF31 4WB ON WEDNESDAY, 19 FEBRUARY 2025 AT 10:00

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Present

Councillor N Farr – Chairperson

E L P Caparros

P Davies

JC Spanswick

J Gebbie

Present Virtually

A R Berrow  
M Lewis

W R Goode

RL Penhale-Thomas

AJ Williams

Apologies for Absence

P Ford, D M Hughes, J Llewellyn-Hopkins, A Wathan and E D Winstanley, M Jones

Officers:

Neil Arbery  
Zoe Edwards  
Michael Pitman  
Susan Roberts

Schools Group - Lead Officer Strategic Development (Primary)  
Consultation Engagement and Equalities Manager  
Technical Support Officer – Democratic Services  
Group Manager School Improvement

Declarations of Interest

Cllr Neelo Farr – Agenda item 4, personal interest in Agenda item 4 as a school governor of Porthcawl Primary and Comprehensive Schools

Cllr Rhys Goode – Agenda item 4, personal interest as his partner runs an LGBT training company for schools

Cllr Amanda Williams – Agenda item 4, personal interest in Agenda item 4, as she is now a Community Governor and not an LEA Governor at Coity Primary School

**This document is available in Welsh / Mae'r ddogfen hon ar gael yn Gymraeg**

**56. Approval of Minutes**

Decision Made	<u>RESOLVED:</u> That the minutes of the 06/11/2024 be approved as a true and accurate record.
Date Decision Made	19 February 2025

**57. Update on Equalities Work Within Schools (School Year 2023-2024)**

Decision Made	<p>The Group Manager School Improvement presented a report which provide Cabinet Committee Equalities (CCE) with information on racial and/or discriminative incidents within schools, as monitored using the Racist Incident Report Form.</p> <p>She explained that the local authority has improved communication with schools around reporting incidents of discrimination, along with information on good practice within schools.</p> <p>She highlighted Appendix A which contained the reported incidences of discrimination by schools across the county borough. There was an increase in the number of reported incidents from the previous year, from 43 to 67.</p> <p>A Member was concerned at the lack of statistics specifically relating to LGBT discrimination and bullying. He believed that this area was being minimized or grouped in with racial incidents which was not appropriate. All aspects of discrimination were important and should be logged separately and reported separately to ensure it was given full attention.</p> <p>He added that training needs to be provided across all schools and we needed to ensure that all teachers and staff understood the differences between each type of discrimination. This would allow the statistics to be much more thorough, uniformed and representative of what was happening across the borough as currently the statistics do not represent truly the levels or types of discrimination.</p> <p>The Leader asked in relation to bullying and discrimination there needs to be a clear separation in the form for these. Something that may be discrimination might not be a recurring issue as well as a bullying issue might not be discrimination. He stressed the importance of full and clear reporting of the incident to ensure that we are tackling the right issues in the right way while ensuring no issues are slipping through the net.</p>
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	<b><u>RESOLVED:</u></b> That Cabinet Committee Equalities noted the annual update on racial and/or discriminative incidents within schools.
Date Decision Made	19 February 2025

**58. Urgent Items**

Decision Made	There were no urgent items.
Date Decision Made	19 February 2025

To observe further debate that took place on the above items, please click this [link](#)

The meeting closed at 11:30

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Meeting of:	<b>CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS</b>
Date of Meeting:	<b>4 JUNE 2025</b>
Report Title:	<b>REMIT OF CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS</b>
Report Owner / Corporate Director:	<b>CHIEF OFFICER LEGAL, REGULATORY AND HUMAN RESOURCES</b>
Responsible Officer:	<b>PAUL MILES, GROUP MANAGER – HUMAN RESOURCES &amp; ORGANISATIONAL DEVELOPMENT</b>
Policy Framework and Procedure Rules:	<b>There is no impact on the policy framework or procedure rules.</b>
Executive Summary:	<b>The purpose of this report is to confirm the remit of the Cabinet Committee Equalities &amp; Employee Relations.</b>

## 1. Purpose of Report

- 1.1 The purpose of this report is to confirm the remit of the Cabinet Committee Equalities and Employee Relations and identify items to be included on the Forward Work Programme.

## 2. Background

- 2.1 It was agreed at the Cabinet Meeting on 13 May 2025 and the Annual General Meeting of Council on 14 May 2025 to revise the Terms of Reference of the Cabinet Committee Equalities and to rename it the Cabinet Committee Equalities and Employee Relations. The approved Terms of Reference are attached at **Appendix 1**.

## 3. Current situation / proposal

- 3.1 Following the changes to the remit, consideration needs to be given to incorporating additional items into the work programme for the Committee. The Committee will continue to receive its usual reports in relation to equalities and Welsh language to ensure procedures are in place to fulfil the authority's statutory duties.

- 3.2 In addition, the Committee will receive quarterly reports on the authority's workforce related to key areas such as absence, appraisals and other related performance statistics.
- 3.3 The Committee can also consider and review the Health and Wellbeing resources available to employees and receive statistical information on engagement with the services.
- 3.4 Annual reports will be presented to the Committee to update on the Apprentice/ Graduate Schemes, Organisational Development and staff training opportunities.
- 3.5 Recognised trade unions will be invited to provide annual feedback to facilitate the development of strong industrial relations.
- 3.6 The Committee is scheduled to have 6 meetings over the next municipal year. It is proposed that the following reports are brought to those meetings:
- 4 June 2025:
    - Remit of Committee
    - Annual report on Equalities in the Workforce
    - Annual Update on Progress Meeting the Objectives Within the Welsh Language Standards Five Year Strategy
    - Violence Against Women, Domestic Abuse, and Sexual Violence
  - 3 September 2025:
    - Human Resources & Organisational Development (HR&OD) Quarter 1 Data
    - Annual Report on Health and Wellbeing
    - Annual Report on Apprentice / Graduate Schemes, Organisational Development and Staff Training
  - 5 November 2025
    - HR&OD Quarter 2 data
    - All Wales Race Equality Action Plan Update Report
    - Community Cohesion Annual Report
    - Update on Equalities work within Schools (Academic Year 2024/2025)
    - Strategic Equality Plan (SEP) Annual Report 2024/2025
  - 21 January 2026 – Annual Trade Union Feedback
  - 4 March 2026 – HR&OD Quarter 3 data
  - 22 April 2026 – HR&OD Quarter 4 data
- 3.7 During the year the Human Resources service will continue its rolling programme of policy review. These policies will be presented to the Committee for approval at the appropriate time.
4. **Equality implications (including Socio-economic Duty and Welsh Language)**



- 4.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

**5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives**

- 5.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

**6. Climate Change Implications**

- 6.1 There are no climate change implications in this report.

**7. Safeguarding and Corporate Parent Implications**

- 7.1 There are no safeguarding and corporate parent implications in this report.

**8. Financial Implications**

- 8.1 There are no financial implications in this report.

**9. Recommendation**

- 9.1 It is recommended that the Cabinet Committee Equalities and Employee Relations. note the information contained in this report and agree the agenda items as set out at paragraph 3.6

**Background documents:**

None

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Member Body	Membership	Functions.
Equalities and Employee Relations	17 elected members, 7 of whom are Cabinet members and have voting rights.	<ul style="list-style-type: none"> <li>• To ensure that appropriate equality and Welsh language policies and procedures are in place to fulfil the Authority's statutory duties.</li> <li>• To consider and make recommendations to Cabinet on proposals from the Corporate Equality Management Group on the development and implementation of the Authority's Corporate Equality Scheme and Welsh language Scheme.</li> <li>• To monitor and review community and employee involvement in the development and implementation of the Corporate Equality Scheme.</li> <li>• To request and receive information and statistical monitoring reports about the authority's workforce related to those groups of people protected by anti-discrimination legislation, (including: gender, marital status, age, race, disability, Welsh language, religion, belief and sexual orientation).</li> <li>• To monitor and assess the Authority's performance against the Equality Improvement Framework.</li> <li>• To report annually to Cabinet on the Authority's progress against the objective set out in the Corporate Equality Scheme and Welsh language scheme in line with the Wales Programme for Improvement.</li> <li>• To make recommendations to Cabinet for improvement in performance in fulfilment of the Authority's statutory duties.</li> <li>• To monitor, review and amend staffing policies and practices to ensure they contribute effectively to the overall delivery of the corporate strategy.</li> <li>• To request and receive information and statistical monitoring reports about the authority's workforce related to absence management, recruitment, retention, appraisals and other HR related performance statistics.</li> <li>• To consider and review the Health and Wellbeing resources available to employees and receive statistical information on engagement with the services.</li> <li>• To receive update reports on the Apprenticeship / Graduate schemes.</li> <li>• To receive reports on Organisational Development and staff training opportunities</li> <li>• To receive annual feedback from recognised Trade Unions to facilitate the development of strong industrial relations.</li> </ul>

		<ul style="list-style-type: none"><li>• To receive reports on the staff survey. Review, monitor and evaluate its performance and contribute to development of further surveys to maximise involvement, engagement and participation.</li></ul>
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<b>Meeting of:</b>	<b>CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS</b>
<b>Date of Meeting:</b>	<b>4 JUNE 2025</b>
<b>Report Title:</b>	<b>ANNUAL REPORT ON EQUALITY IN THE WORKFORCE (2024/2025)</b>
<b>Report Owner / Corporate Director:</b>	<b>CHIEF EXECUTIVE</b>
<b>Responsible Officer:</b>	<b>PAUL MILES, GROUP MANAGER – HUMAN RESOURCES &amp; ORGANISATIONAL DEVELOPMENT</b>
<b>Policy Framework and Procedure Rules:</b>	<b>There is no impact on the policy framework or procedure rules.</b>
<b>Executive Summary:</b>	<b>This report details the protected characteristics of the Council's workforce as at 31 March 2025.</b>

## 1. Purpose of Report

- 1.1 The purpose of this report is to provide Cabinet Committee Equalities and Employee Relations with a summary of the equality profile for the Council's workforce as at 31 March 2025.

## 2. Background

- 2.1 The provision of relevant and accurate workforce information enables the Council to meet its statutory duties and obligations in relation to the Equality Act 2010, the Public Sector Equality Duty and the Welsh Language Standards.

## 3. Current situation / proposal

- 3.1 **Appendix 1** shows a summary of protected characteristics during 2024/2025 using the total workforce as at 31 March 2025 (5,947).
- 3.2 **Appendix 2** provides an equality profile of the Council's workforce as at 31 March 2025, with comparative data from the previous two years.
- 3.3 **Appendix 3** provides information on pay gaps as at 31 March 2025.

- 3.4 Numbers below 5 in relation to the protected characteristics been replaced by an asterisk (\*) to protect anonymity.
- 3.5 The profile includes protected characteristics of the workforce (sex, gender identity, disability, ethnicity, age, sexual orientation, marriage/civil partnership, religion and belief, pregnancy and maternity, carers, care experience and Welsh language).
- 3.6 Communications are issued regularly to remind staff of the importance of keeping their sensitive information up to date, by completing a hard copy or via the Employee Self-Service (ESS) platform.
- 3.7 The Council continues to work through the Strategic Equality Plan in terms of specific actions.

#### **4. Equality implications (including Socio-economic Duty and Welsh Language)**

- 4.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

#### **5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives**

- 5.1 The well-being goals identified in the Act were considered in the preparation of this report:

Involvement	Publication of the report ensures that the public and stakeholders can review the work that has/is being undertaken.
Long term	This information report will, in the long term, assist in supporting the Council to improve the information gathered for protected characteristics.
Prevention	Workforce reporting aims to identify issues that are relevant in our workforce and help us to set objectives to prevent any disproportionate impact to any characteristic groups.
Integration	All employees are regularly provided the opportunity to confirm or update their protected characteristics.
Collaboration	The detail within <b>Appendix 1 and 2</b> has been gathered through collaboration with all employees within the Council.

- 5.2 This report assists in the achievement of the following corporate well-being objectives:

- A prosperous place with thriving communities
- Creating modern, seamless public services
- Enabling people to meet their potential
- Supporting our most vulnerable

## **6. Climate Change Implications**

6.1 There are no climate change implications in this report.

## **7. Safeguarding and Corporate Parent Implications**

7.1 There are no safeguarding and corporate parent implications in this report.

## **8. Financial Implications**

8.1 There are no financial implications in this report.

## **9. Recommendation**

9.1 It is recommended that the Cabinet Committee Equalities and Employee Relations note the information contained in this report and within the Appendices.

### **Background documents:**

None

# Equalities in the Workplace 2024-2025

Appendix 1



**Total Workforce as at  
31.03.2025 is 5947**

## Age Range

Age Range	Male	Female	Total	%
16-19	22	42	64	1.08%
20-25	60	181	241	4.05%
26-30	98	362	460	7.73%
31-35	112	468	580	9.75%
36-40	142	631	773	13.00%
41-45	132	634	766	12.88%
46-50	160	620	780	13.12%
51-55	179	694	873	14.68%
56-60	180	559	739	12.43%
61-65	129	355	484	8.14%
66+	54	133	187	3.14%
<b>Total</b>	<b>1268</b>	<b>4679</b>	<b>5947</b>	

**46**  
Is the average  
age of BCBC's  
workforce

**62.6%**  
Of the Bridgend  
population are  
between 15-64

## Sex

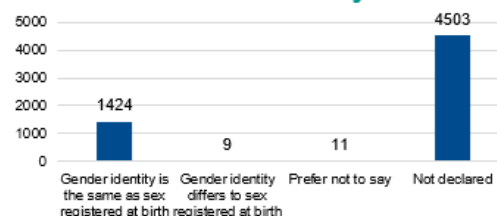
Male 1,268  
(21.3%)



Female 2,312  
(78.7%)

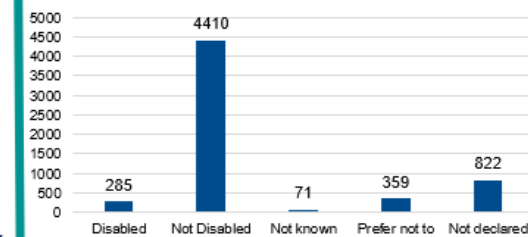


## Gender Identity



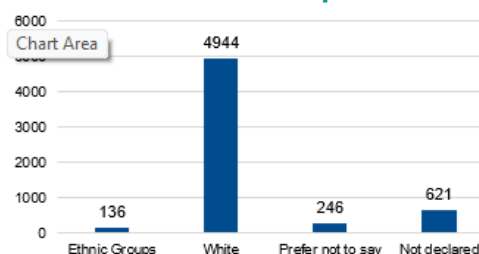
**0.15% of our workforce's gender identity differs to their sex registered at birth**

## Disability



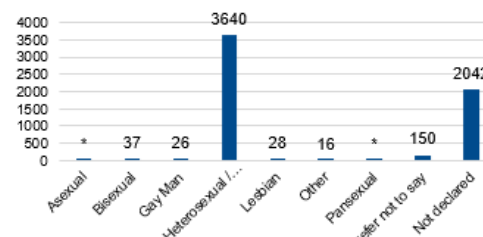
**4.79% of our workforce are disabled**

## Ethnic Groups



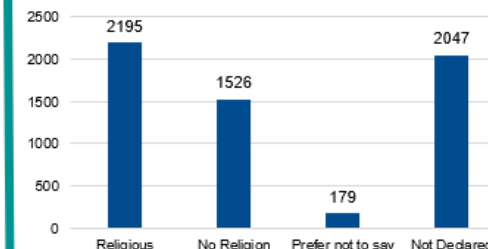
**2.29% of our workforce are of Ethnic Group**

## Sexual Orientation



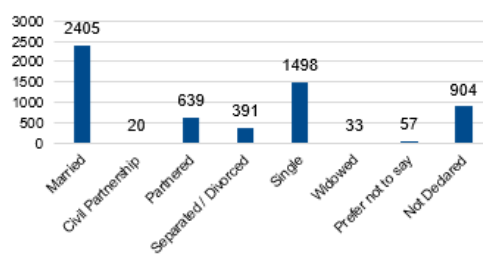
**1.93% of our workforce identify with an LGBT+ sexual orientation**

## Religion & Belief



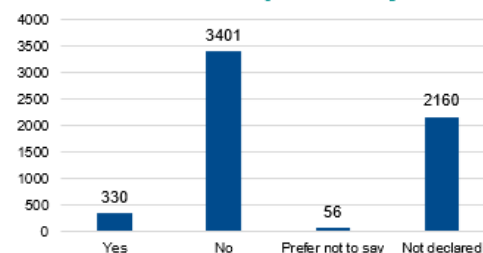
**36.91% of our workforce are Religious**

## Marital Status



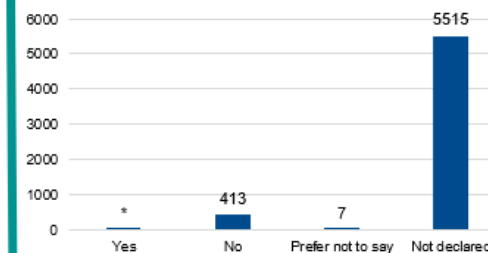
**40.75% of our workforce are Married**

## Carers Responsibility



**5.55% of our workforce are unpaid carers**

## Care Experienced



**0.20% of our workforce are care experienced**



# Workforce Equality Monitoring

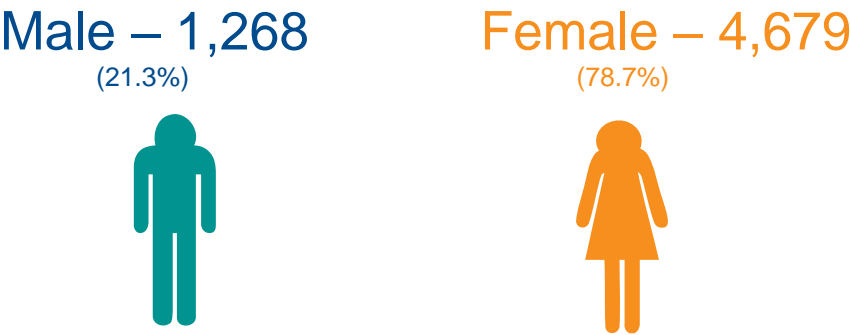
## Introduction

This appendix gives an overview of the workforce, by protected characteristic, as at 31.03.25 with trend analysis for the previous 2 years, for some, along with other relevant information. Data within this report is based on sensitive information voluntarily provided by employees.

During the 2023/2024 reporting year it was approved that the Introduction to Equality & Diversity and Welsh Language Awareness E-Learning modules would become part of the Corporate Induction Framework and therefore mandatory courses for new starters and current employees to complete. So far 64% of the workforce have completed the Equality and Diversity e-learning module.

## Headcount, Sex and Gender Identity

The total headcount as at 31.03.25 is 5947, as follows:



31.03.2025	BCBC - Corporate			BCBC - Schools			BCBC Total		
Description	Male	Female	Total	Male	Female	Total	Male	Female	Total
BCBC Headcount	747	2367	3114	521	2312	2833	1268	4679	5947
Percentage	24.0%	76.0%		18.4%	81.6%		21.3%	78.7%	

Table 1 - BCBC headcount

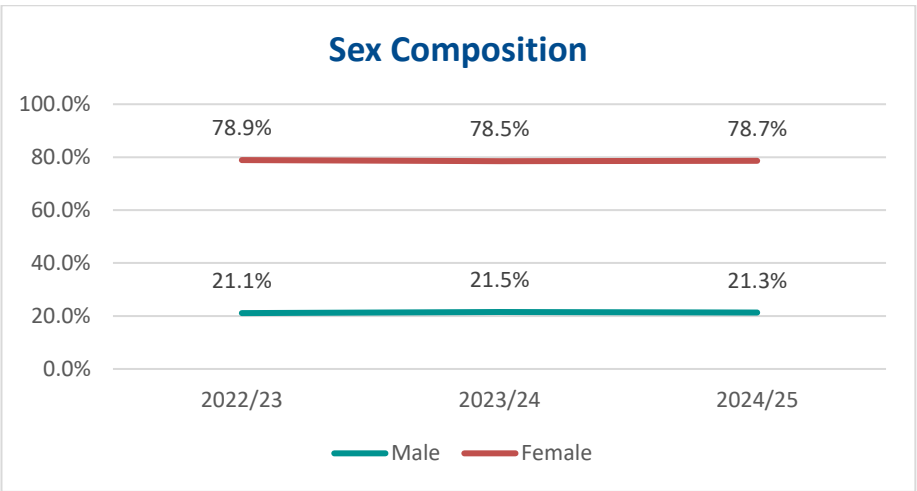


Figure 1 - Sex Composition

The sex composition has remained consistent over previous years. In comparison with other Local Authorities in Wales (23/24), the council continues to have a higher percentage of female employees. However, it is inevitable that the workforce composition will vary according to the scope of in-house services.

During 2024 the equal opportunities questionnaires and the employee self-service (ESS) platform, that collects sensitive information, were reviewed to introduce gender identification. At present the percentage of employees that have declared their gender identity is 24.28%. The number of those that have declared has increased since the previous year.

31.03.2025	BCBC - Corporate				BCBC - Schools				BCBC - Total				
Gender Identity	Male	Female	Total	%	Male	Female	Total	%	Gender Identity	Corporate	Schools	Total	%
Gender identified - same as sex registered at birth	239	889	1128	36.22%	244	52	296	10.45%	Gender identified is the same as sex registered at birth	1128	296	1424	23.94%
Gender identified - differs to sex registered at birth	*	*	*	*	*	*	*	*	Gender identified differs to sex registered at birth	*	*	*	*
31.03.2024	BCBC - Corporate				BCBC - Schools				BCBC - Total				
Gender Identity	Male	Female	Total	%	Male	Female	Total	%	Gender Identity	Corporate	Schools	Total	%
Gender identified is the same as sex registered at birth	130	591	721	23.41%	25	152	177	6.03%	Gender identified is the same as sex registered at birth	721	177	898	14.93%
Gender identified differs to sex registered at birth	*	*	*	*	*	*	*	*	Gender identified differs to sex registered at birth	*	*	*	*

Table 2 - Gender Identification

Communications were issued during the year to encourage employees to complete their sensitive information. Employees and managers were also encouraged to contact the HR Business Development Manager for any hard copies of the equalities form for those staff that require it.

The 2021 Census informs that 94.40% of the Bridgend residents identify as 'same sex at birth', with 0.12% stating their gender 'differs to their sex registered at birth'. 0.16% identified as either trans women, trans man or non-binary. 5.33% did not answer the census for this category.

## Disability

The percentage of employees who have declared a disability has slightly increased to 4.79% of which 3.62% are residents within Bridgend County Borough Council.

6.04% of employees' prefer not to say, with 13.82% not declaring whether they have / do not have a disability and 1.19% not known.

The 2021 Census reported that 22.63% of Bridgend's population identified themselves as being disabled under the Equality Act. Based on these figures our workforce is under-represented in this area.

Disability Declared	BCBC - Corporate				BCBC - Schools				BCBC - Total			
	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
31.03.2025	80	143	223	7.16%	12	50	62	2.19%	92	193	285	4.79%
31.03.2024	69	129	198	6.43%	12	48	60	2.04%	81	177	258	4.29%
31.03.2023	69	128	197	6.60%	13	45	58	1.90%	82	173	255	4.29%

Table 3 - Disability

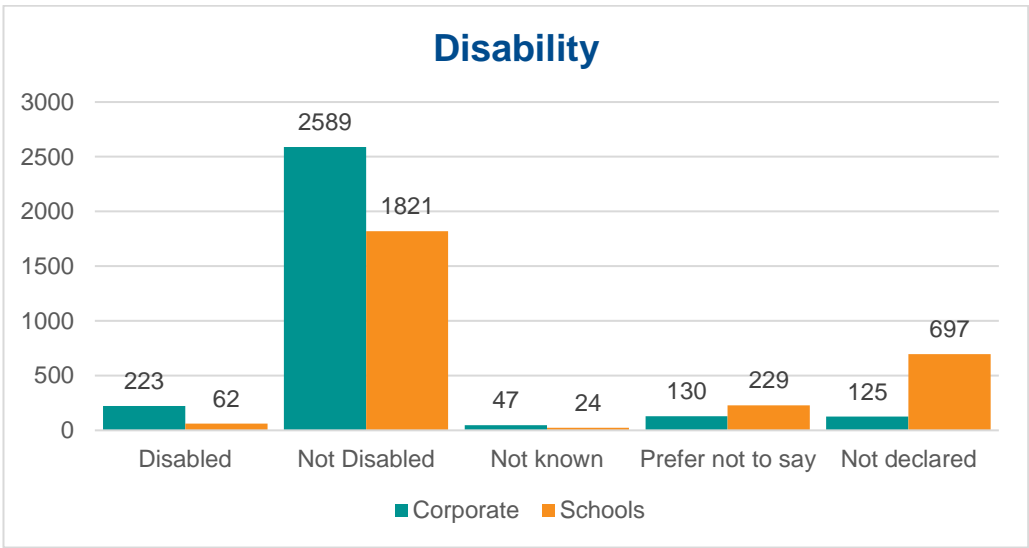


Figure 2 – Disability Data

The council successfully achieved the next level in the Disability Confident status during 2024/25 and is now recognised as a Disability Confident Leader employer. The council also includes the gov.uk link within its job page for further information [Disability Confident employer scheme - GOV.UK \(www.gov.uk\)](https://www.gov.uk/disability-confident-employer-scheme)

There is also consideration for reasonable adjustments to be put in place for candidates that require assistance, for example: allowing job coaches to attend interviews to assist candidates (via Maximus), allowing candidates to have sight of interview questions prior to the interview.

The council vacancies continue to be featured on the SCOPE (disability equality charity) website and further links are to be considered during 2025/2026 to widen the reach.

Ethnicity

	BCBC - Corporate					BCBC - Schools					BCBC - Total				
Ethnic Groups	Male	Female	Total	%		Male	Female	Total	%		Ethnic Groups	Male	Female	Total	%
31.03.2025	35	64	99	3.2%		7	30	37	1.3%		31.03.2025	42	94	136	2.29%
31.03.2024	18	48	66	2.1%		7	28	35	1.2%		31.03.2024	25	76	101	1.68%
31.03.2023	13	50	63	2.1%		5	27	32	1.0%		31.03.2023	18	77	95	1.60%

Table 4 - Ethnic Groups

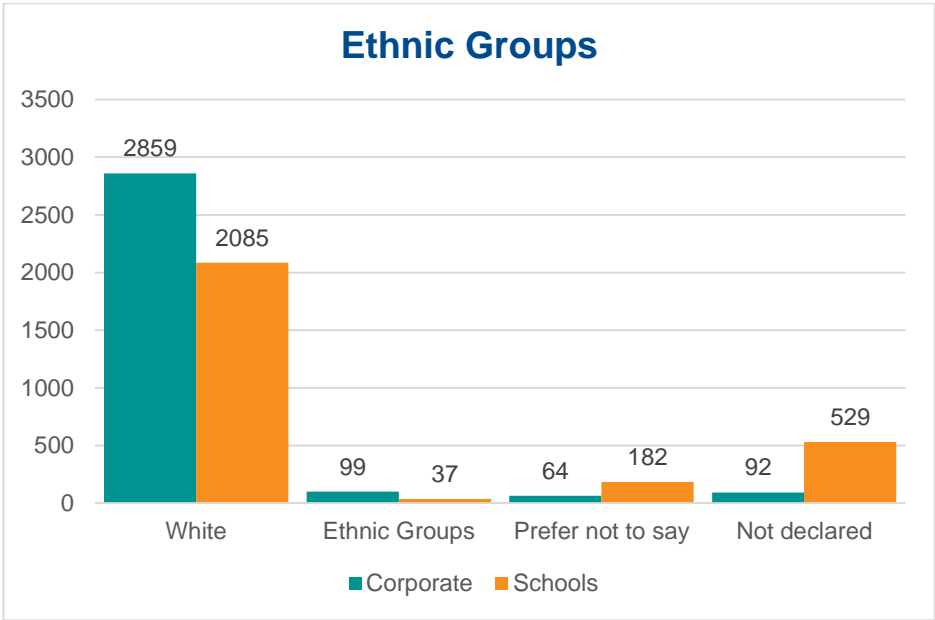


Figure 3 – Ethnic Group Data

The recorded percentage of Ethnic Group employees has increased over the last 12 months. 2.29% of the total workforce have confirmed being of ethnic origin. This can be split between those that live in Bridgend (1.58%) and those that live in other Local Authority regions (0.71%). 4.14% of the workforce prefer not to say and 10.44% not declared.

The 2021 Census reported that 3.3% of Bridgend’s population identified themselves from an Ethnic group. Based on these figures our workforce is under-represented in this area.

The council’s website continues to promote the council as a good employer where diversity is welcomed. Particular attention has been given to the council’s recruitment landing page to attract applications from Ethnic groups as part of the council’s commitment to address under-representation across all levels of the organisation.

Some elements of the Anti-Racist Wales action plan (ARWAP) have been included within the HR&OD SEP actions for 24/25 and various organisations have been contacted to ascertain whether the council’s job vacancies can be added to their recruitment pages in order to extend the reach to Ethnic groups. At present those organisations contacted charge per advert and therefore this is not viable in the current financial climate. Further searches will take place during 2025/2026 for relevant organisations that could potentially assist the council with this.

# Age Profile

Table 5 presents the number and percentage of employees in each age range.

At the time of the Census, 62.6% of the population in Bridgend were between the age of 15 – 64, the highest percentage being in Cardiff at 68.4%. The Census also confirmed ‘the trend of population ageing’ has continued, with more people than ever before in the older age groups (65 and over)’.

Age Range	BCBC - Corporate				BCBC - Schools				BCBC - Total				
	Male	Female	Total	%	Male	Female	Total	%	Age Range	Male	Female	Total	%
16-19	19	31	50	1.61%	*	11	*	*	16-19	*	42	*	*
20-25	34	96	130	4.17%	26	85	111	3.92%	20-25	60	181	241	4.05%
26-30	49	191	240	7.71%	49	171	220	7.77%	26-30	98	362	460	7.73%
31-35	58	209	267	8.57%	54	259	313	11.05%	31-35	112	468	580	9.75%
36-40	78	288	366	11.75%	64	343	407	14.37%	36-40	142	631	773	13.00%
41-45	68	306	374	12.01%	64	328	392	13.84%	41-45	132	634	766	12.88%
46-50	96	305	401	12.88%	64	315	379	13.38%	46-50	160	620	780	13.12%
51-55	99	350	449	14.42%	80	344	424	14.97%	51-55	179	694	873	14.68%
56-60	125	310	435	13.97%	55	249	304	10.73%	56-60	180	559	739	12.43%
61-65	98	220	318	10.21%	31	135	166	5.86%	61-65	129	355	484	8.14%
66+	23	61	84	2.70%	31	72	103	3.64%	66+	54	133	187	3.14%
Total	747	2367	3114		521	2312	2833		Total	1268	4679	5947	

Table 5 - Age Profile

61.61% of the total workforce are between the age of 16-50, with 35.24% between the age of 51 and 65. The remaining 3.14% represent those employees that are aged 66+.

The Census 2021 confirms that the average (median) age of Bridgend increased from 41 to 43 years of age. The average age in the corporate workforce is 46 years with 45 years being the average in schools. This shows that the average age of the council’s workforce is higher than the residents age stated above, however, it is worth noting that 23.46% of the workforce are not Bridgend residents.

The corporate graph below shows that the age profile between 16-19 year olds has increased since 2023. Other age ranges 26 – 45 have also seen slight increases over the years, with the age groups 51-65 seeing a reduction.

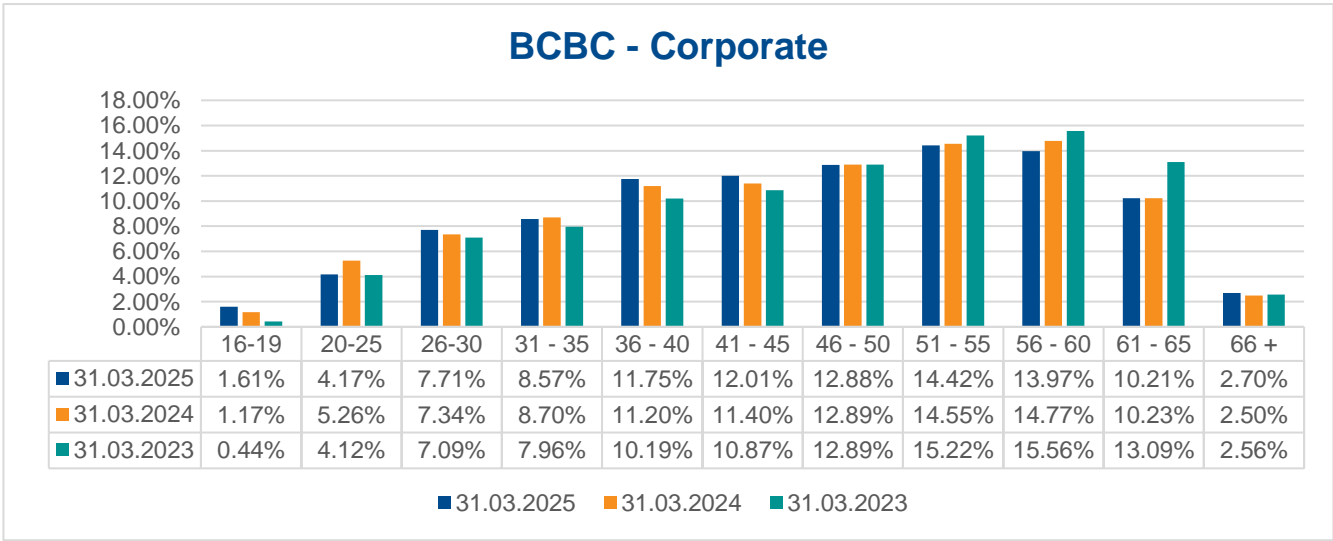
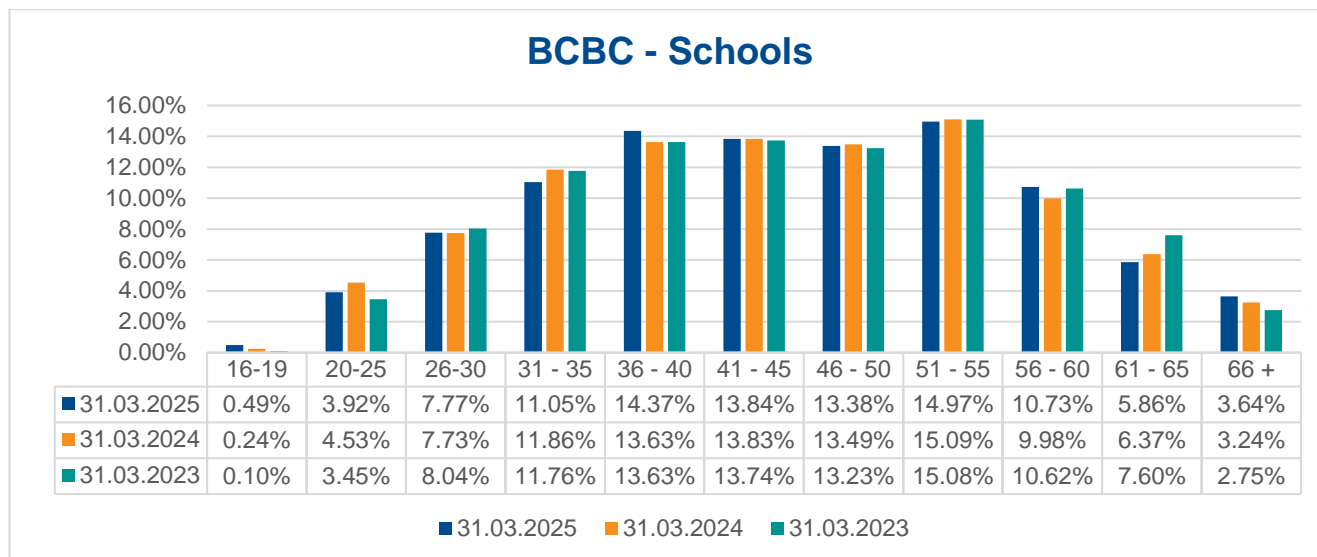


Figure 4 - BCBC Age Profile Corporate

For schools, there is a slight increase in 16-19 year olds with the mid ranges of 41-55 remaining consistently steady over the years, however the information shows the 66+ age range increasing.



*Figure 5 - BCBC Age Profile Schools*

The detail above shows there is an aging workforce across the council, with the age profile being comparable with other Local Authorities.

Specific schemes like 'grow your own' have continued to be a success with 18 apprenticeships being completed during the year and 55.56% of those obtaining roles within the council, others went on to employed positions elsewhere having gained experience and training. However, due to the current financial position, investment in apprenticeships and graduates schemes will be at a lower rate. During 2024/2025, 22 apprentices and 1 graduate were employed within the council.

# Sexual Orientation

65.66% of the council’s workforce have declared their sexual orientation with the majority categorising themselves as heterosexual / straight.

1.93% of the workforce identified themselves with a sexual orientation, which is lower than the Wales average 3.0% (Census 2021).

31.03.2025		BCBC - Corporate				BCBC - Schools				BCBC - Total				
Sexual Orientation		Male	Female	Total	%	Male	Female	Total	%	Sexual Orientation	Male	Female	Total	%
Asexual		0	*	*	*	0	*	*	*	Asexual	0	*	*	*
Bisexual		6	23	29	0.93%	*	5	8	0.28%	Bisexual	9	28	37	0.62%
Gay Man		22	0	22	0.71%	*	0	*	0.14%	Gay Man	26	0	26	0.44%
Lesbian		0	19	19	0.61%	0	9	9	0.32%	Lesbian	0	28	28	0.47%
Pansexual		0	*	*	*	*	*	*	*	Pansexual	*	*	*	*
Other		*	8	*	*	0	5	5	0.18%	Other	*	13	*	*
31.03.2024		BCBC - Corporate				BCBC - Schools				BCBC - Total				
Sexual Orientation		Male	Female	Total	%	Male	Female	Total	%	Sexual Orientation	Male	Female	Total	%
Asexual		0	*	*	*	0	0	0	0.00%	Asexual	0	*	*	*
Bisexual		8	23	31	1.01%	*	6	*	*	Bisexual	11	29	40	0.67%
Gay Man		22	0	22	0.71%	5	0	5	0.17%	Gay Man	27	0	27	0.45%
Lesbian		0	19	19	0.62%	0	11	11	0.37%	Lesbian	0	30	30	0.50%
Other		*	7	*	*	0	*	*	*	Other	*	11	*	*
31.03.2023		BCBC - Corporate				BCBC - Schools				BCBC - Total				
Sexual Orientation		Male	Female	Total	%	Male	Female	Total	%	Sexual Orientation	Male	Female	Total	%
Bisexual		*	18	*	*	*	8	*	*	Bisexual	*	26	*	*
Gay Man		19	0	19	0.64%	6	0	6	0.20%	Gay Man	25	0	25	0.42%
Lesbian		0	15	15	0.51%	0	13	13	0.44%	Lesbian	0	28	28	0.47%
Other		*	*	*	0.27%	0	*	*	*	Other	*	8	*	*

Table 6 - Sexual Orientation

2.52% of our workforce preferred not to say and 34.34% have not declared their sensitive personal information. It is important to note that reporting of this information is not a mandatory requirement.

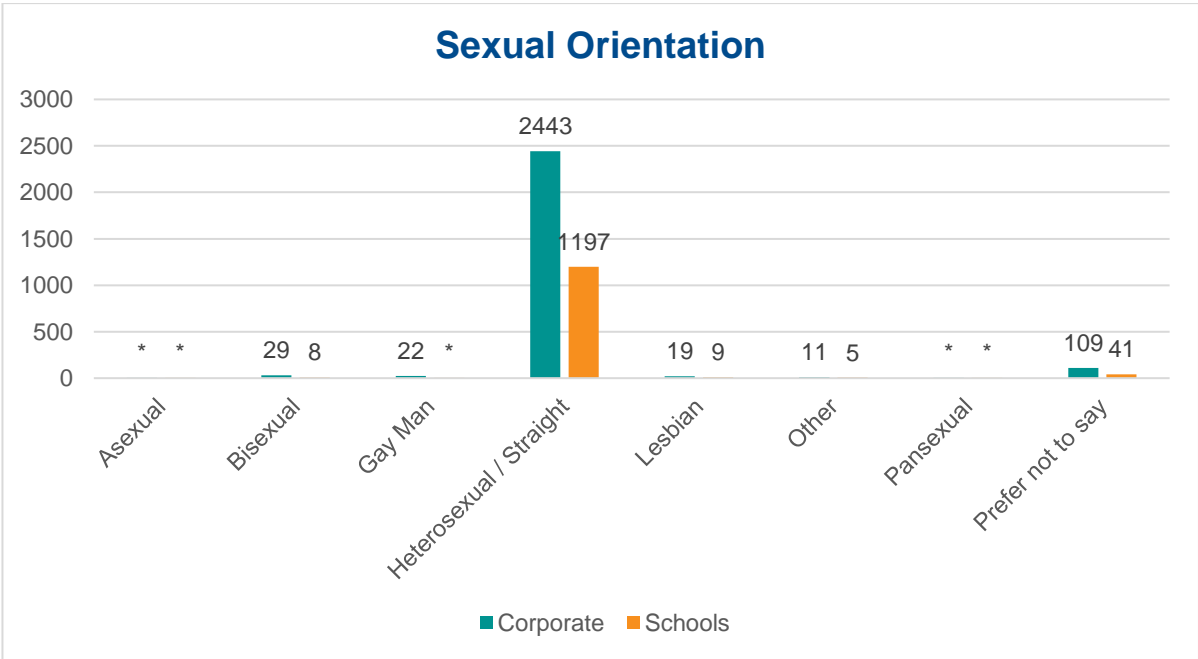


Figure 6 - Sexual Orientation

An E-Learning module for LGBTQ+ awareness has been developed and went live during 2024. This e-learning is promoted through the Learning and Development bulletin and sits within the Equalities modules. So far approximately 25 employees have undertaken the e-learning course and this will be monitored over the course of the SEP and promoted as necessary.

The Proud Council network, made up of 9 Local Authorities, are working together to address any LGBTQ+ issues and will promote any work undertaken during pride Cymru.

This year's theme is 'Activism and Social Change', and the council demonstrated this through the sharing and promotion of the LGBTQ+ Timeline – Bridgend Edition, in Partnership with Awen and Swansea University.

The council continues to promote and engage in national events such as Pride, LGBTQ+ History Month as well as other events to build awareness. This year the Equalities manager was able to attend a local Pride event and the council will also have a presence at BARC (Bridgend Community Outreach Centre) Pride to demonstrate our commitment to inclusion and the diversity of our communities.



## Marriage / Civil Partnership

Marital status is a protected characteristic to prevent relationship-based bias, within employment, and ensures equal treatment for people in legally recognised partnerships.

40.44% of the workforce are married, with 25.19% being single.

31.03.2025	BCBC - Corporate				BCBC - Schools				BCBC - Total				
Marital Status	Male	Female	Total	%	Male	Female	Total	%	Marital Status	Male	Female	Total	%
Married	324	1067	1391	44.67%	156	858	1014	35.79%	Married	480	1925	2405	40.44%
Civil Partnership	*	10	*	*	*	*	*	*	Civil Partnership	*	*	*	*
Partnered	101	308	409	13.13%	40	190	230	8.12%	Partnered	141	498	639	10.74%
Separated / Divorced	44	225	269	8.64%	14	108	122	4.31%	Separated / Divorced	58	333	391	6.57%
Single	218	601	819	26.30%	137	542	679	23.97%	Single	355	1143	1498	25.19%
Widowed	*	23	*	*	0	7	7	0.25%	Widowed	*	30	*	*
31.03.2024	BCBC - Corporate				BCBC - Schools				BCBC - Total				
Marital Status	Male	Female	Total	%	Male	Female	Total	%	Marital Status	Male	Female	Total	%
Married	316	1059	1375	44.64%	165	911	1076	36.66%	Married	481	1970	2451	40.75%
Civil Partnership	*	5	*	*	*	*	*	*	Civil Partnership	*	*	*	*
Partnered	110	292	402	13.05%	43	172	215	7.33%	Partnered	153	464	617	10.26%
Separated / Divorced	45	228	273	8.86%	14	105	119	4.05%	Separated / Divorced	59	333	392	6.52%
Single	208	585	793	25.75%	136	553	689	23.48%	Single	344	1138	1482	24.64%
Widowed	*	25	*	*	*	8	*	*	Widowed	*	33	*	*
31.03.2023	BCBC - Corporate				BCBC - Schools				BCBC - Total				
Marital Status	Male	Female	Total	%	Male	Female	Total	%	Marital Status	Male	Female	Total	%
Married	318	1057	1375	44.64%	169	966	1135	38.67%	Married	487	2023	2510	41.73%
Civil Partnership	*	*	*	*	*	*	*	*	Civil Partnership	*	*	*	*
Partnered	110	262	372	12.08%	37	178	215	7.33%	Partnered	147	440	587	9.76%
Separated / Divorced	44	216	260	8.44%	16	115	131	4.46%	Separated / Divorced	60	331	391	6.50%
Single	196	549	745	24.19%	142	567	709	24.16%	Single	338	1116	1454	24.17%
Widowed	*	26	*	0.94%	*	8	*	*	Widowed	*	34	*	*

Table 7 – Marital Status

83.84% of the marital status of the council's workforce has been declared with 0.96% preferring not to say and 15.20% not declaring.

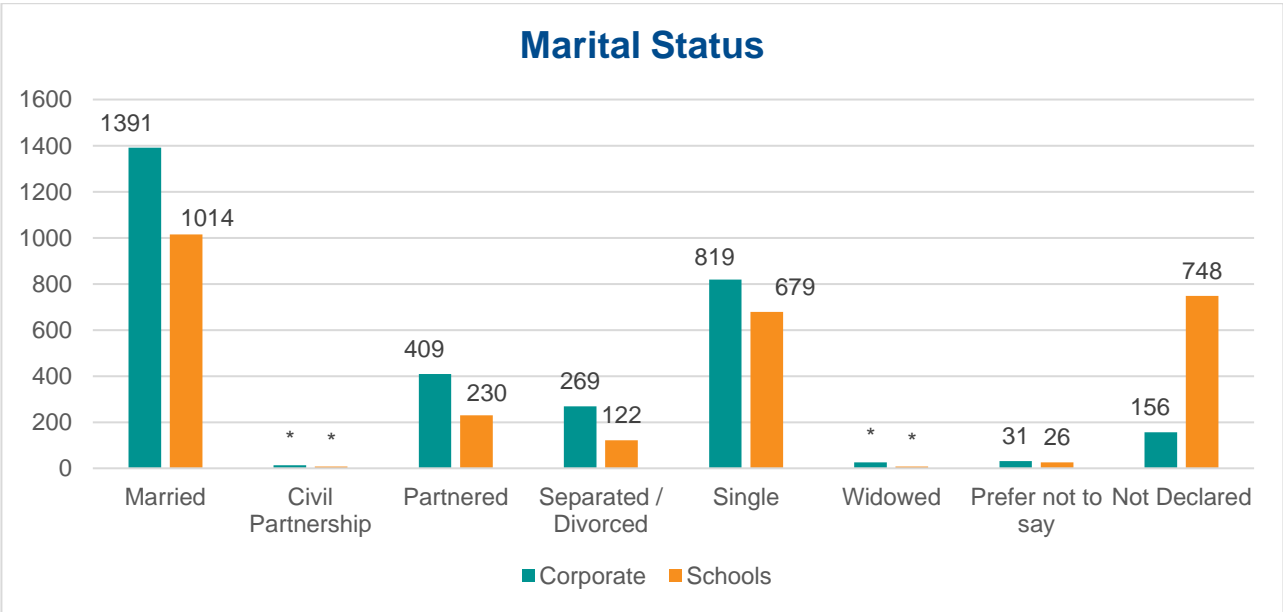


Figure 7 - Marital Status

## Religion & Belief

The largest religion / belief in the council is Christianity at 25.78%, with 25.66% informing they have no religion.

31.03.2025	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Religion & Belief	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Agnostic	51	119	170	5.46%	17	66	83	2.93%	68	185	253	4.25%
Atheist	79	145	224	7.19%	27	59	86	3.04%	106	204	310	5.21%
Buddhist - Hinayana	0	*	*	*	*	*	*	*	*	*	*	*
Buddhist - Mahayana	*	*	*	*	0	0	0	0.00%	*	*	*	*
Christian - Anglican	9	17	26	0.83%	*	14	*	*	*	31	*	*
Christian - Church in England	27	128	155	4.98%	18	64	82	2.89%	45	192	237	3.99%
Christian - Church in Wales	83	345	428	13.74%	41	266	307	10.84%	124	611	735	12.36%
Christian - Orthodox	18	45	63	2.02%	*	10	*	*	*	55	*	*
Christian - Protestant	33	89	122	3.92%	11	43	54	1.91%	44	132	176	2.96%
Christian - Roman Catholic	45	125	170	5.46%	17	80	97	3.42%	62	205	267	4.49%
Hinduism	*	*	*	*	*	*	*	*	*	*	*	*
Islam - Sunni	*	*	*	*	*	*	*	*	*	*	*	*
Judaism - Reformed	*	*	*	*	*	*	*	*	*	*	*	*
Muslim	*	*	*	*	*	*	*	*	*	*	*	*
Sikhism	*	*	*	*	*	*	*	*	*	*	*	*
Taoism	*	*	*	*	*	*	*	*	*	*	*	*
Any other religion or belief	7	33	40	1.28%	6	15	21	0.74%	13	48	61	1.03%
No Religion	223	848	1071	34.39%	65	390	455	16.06%	288	1238	1526	25.66%

31.03.2024	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Religion & Belief	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Agnostic	48	109	157	5.10%	16	61	77	2.62%	64	170	234	3.89%
Atheist	72	132	204	6.62%	31	49	80	2.73%	103	181	284	4.72%
Baha'i	0	*	*	*	*	*	*	*	*	*	*	*
Buddhist - Hinayana	*	*	*	*	*	*	*	*	*	*	*	*
Buddhist - Mahayana	*	*	*	*	0	0	0	0.00%	*	*	*	*
Christian - Anglican	10	18	28	0.91%	*	9	*	*	*	27	*	*
Christian - Church in England	26	128	154	5.00%	21	70	91	3.10%	47	198	245	4.07%
Christian - Church in Wales	79	338	417	13.54%	38	262	300	10.22%	117	600	717	11.92%
Christian - Orthodox	16	42	58	1.88%	*	10	*	0.48%	*	52	*	*
Christian - Protestant	36	89	125	4.06%	11	47	58	1.98%	47	136	183	3.04%
Christian - Roman Catholic	43	127	170	5.52%	15	81	96	3.27%	58	208	266	4.42%
Hinduism	*	*	*	*	*	*	*	*	*	*	*	*
Islam - Sunni	*	*	*	*	*	*	*	*	*	*	*	*
Judaism - Reformed	*	*	*	*	*	*	*	*	*	*	*	*
Muslim	*	*	*	*	*	*	*	*	*	*	*	*
Taoism	*	*	*	*	*	*	*	*	*	*	*	*
Any other religion or belief	11	36	47	1.53%	6	15	21	0.72%	17	51	68	1.13%
No Religion	220	796	1016	32.99%	62	385	447	15.23%	282	1181	1463	24.32%

31.03.2023	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Religion & Belief	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Agnostic	49	98	147	4.77%	19	58	77	2.62%	68	156	224	3.72%
Atheist	59	130	189	6.14%	27	52	79	2.69%	86	182	268	4.46%
Baha'i	*	*	*	*	*	*	*	*	*	*	*	*
Buddhist - Hinayana	*	*	*	*	*	*	*	*	*	*	*	*
Buddhist - Mahayana	*	*	*	*	*	*	*	*	*	*	*	*
Christian - Anglican	7	19	26	0.84%	*	10	*	*	*	29	*	*
Christian - Church in England	27	127	154	5.00%	20	74	94	3.20%	47	201	248	4.12%
Christian - Church in Wales	84	332	416	13.51%	40	263	303	10.32%	124	595	719	11.95%
Christian - Orthodox	15	39	54	1.75%	*	13	*	*	*	52	*	*
Christian - Protestant	34	89	123	3.99%	10	48	58	1.98%	44	137	181	3.01%
Christian - Roman Catholic	36	126	162	5.26%	15	73	88	3.00%	51	199	250	4.16%
Hinduism	*	*	*	*	*	*	*	*	*	*	*	*
Islam - Sunni	*	*	*	*	*	*	*	*	*	*	*	*
Judaism - Reformed	*	*	*	*	*	*	*	*	*	*	*	*
Muslim	*	*	*	*	*	*	*	*	*	*	*	*
Taoism	*	*	*	*	*	*	*	*	*	*	*	*
Any other religion or belief	12	34	46	1.49%	7	16	23	0.78%	19	50	69	1.15%
No Religion	211	724	935	30.36%	59	397	456	15.54%	270	1121	1391	23.13%

Table 8 - Religion & Belief

Of the total workforce 34.42% have not declared their religion/belief, which is slightly lower than 2024 and 3.01% of the total workforce have preferred not to say.

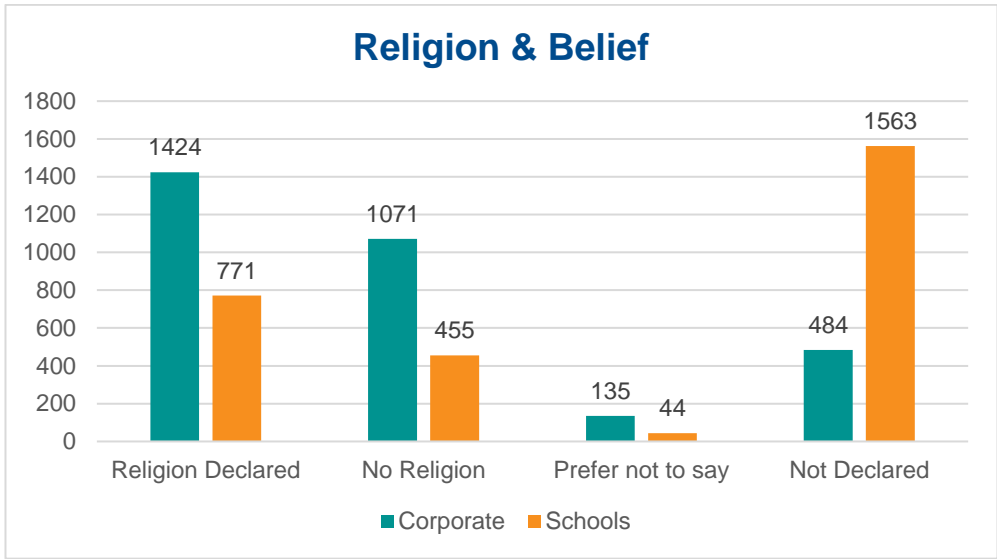


Figure 8 - Religion & Belief

The 2021 Census informed that 52.33% of Bridgend residents reported having ‘no religion’, which is an increase from the 36.7% in the 2011 Census.

### Pregnancy, Maternity, Paternity and Adoption

During the year, 176 employees have taken maternity leave, 28 have taken paternity leave and there have been no employees taking adoption leave.

# Caring Responsibilities

The percentage of the total workforce identifying themselves as carers has slightly increased to 5.55%.

There have been a number of communications during the year, such as:

- During National Carers Week of 10-16 June 2024 the May/June edition of Health Hub News shared the amazing story of any employee who talks about the delicate balance between her role as a carer and her professional life. Sharing these lived experiences can assist with encouraging other employers to come forward. It was also an opportunity to communicate the Carers Protocol that was approved and launched during April 2024.
- Carers’ Rights Day was also communicated in the November/December of Health Hub News to share information about the Working Carers’ Hub and how it explores the rights of carers who are in employment. This was another opportunity to highlight the Carers’ Protocol that available for staff that are unpaid carers’.
- Promoting the free Carers’ Respite Programme at Bridgend Life Centre during February and March 2025.
- Encouraging employees to update their sensitive information, which includes carers, every quarter.

36.32% of the total workforce have not declared whether they have a caring responsibility outside of the workplace. There are some employees that do not recognise themselves as carers and therefore don’t always come forward to share their sensitive information. The council is committed to recognising and supporting employees who have an unpaid caring role and more communication on this will be shared during 2025/2026.

31.03.2025	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Description	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Caring Responsibility Declared	41	223	264	8.48%	5	61	66	2.33%	46	284	330	5.55%
31.03.2024	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Description	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Caring Responsibility Declared	35	214	249	8.08%	5	57	62	2.11%	40	271	311	5.17%
31.03.2023	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Description	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Caring Responsibility Declared	29	193	222	7.49%	6	61	67	2.24%	35	254	289	4.86%

Table 9 - Caring Responsibilities

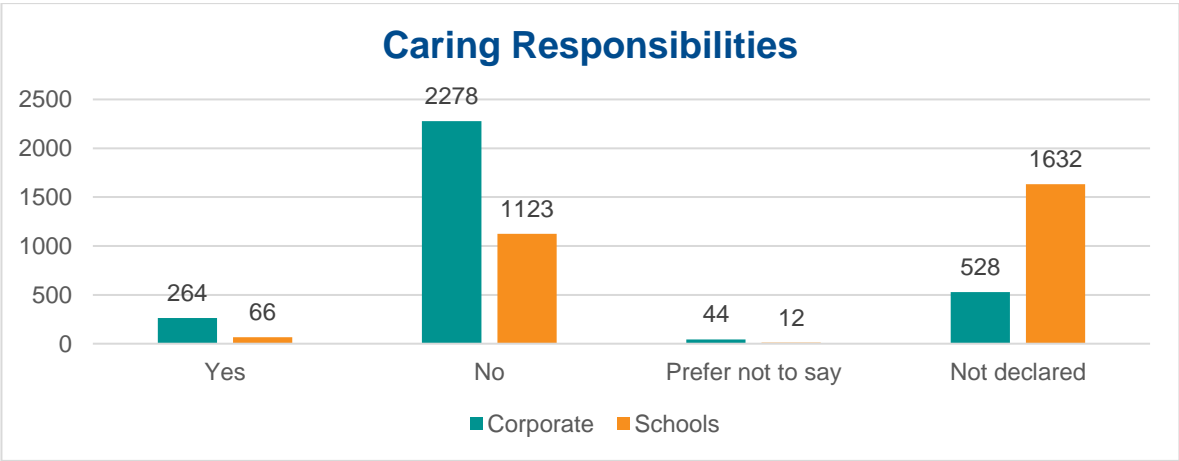


Figure 9 - Carers

# Care Experience

In May 2024 the council agreed to further strengthen the rights of children and young people who have been supported by the care system and confirmed the council includes care-experience as a protected characteristic when delivering its Public Sector Equality duty.

Based on this care experience will be included in publications, in the reviewing of equality objectives, and the annual publication of information relating to people who share a protected characteristic both in services and employment.

Care experience is now detailed within the council’s equal opportunities form and the employee self-service system and it has been requested for candidates, new and current employees to complete this as part of their sensitive information. In November 2024 communications were issued requesting employees to update their sensitive information, including the new care experienced protected characteristic.

31.03.2025	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Care Experience	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Yes	*	*	*	*	*	*	*	*	*	*	*	0.20%
No	87	262	349	11.21%	16	48	64	2.26%	103	310	413	6.94%

Table 10 – Care Experience

During 2025/2026 Human Resources will be working with colleagues in the Care Experienced Team to provide Q & A sessions/workshops for those aged 15+ on the type of roles out in the community and within the council as well as identifying what type of support they may require to obtain employment, which can also be applied within HR processes. Further communication on this protected characteristic will also be issued during this coming year to encourage the completion of employees’ sensitive information.

## Welsh Language

During 2023/2024 the Welsh Language categories had been updated to ensure consistency across a national level. Data already held was assimilated across to the new categories and communications were issued in January 2024 to request employees to update their sensitive information as well as check and update their Welsh Language abilities following the required [descriptors](#).

As at 31 March 2025 the number of Welsh speakers within the council rose to 28%, an increase of 2 % on the previous years.

31.03.2025	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Description	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Welsh Speaker					Welsh Speaker				Welsh Speaker			
O - No Skills	383	1168	1551	49.81%	82	352	434	15.32%	465	1520	1985	33.38%
A1 - Entry Level	178	548	726	23.31%	80	397	477	16.84%	258	945	1203	20.23%
A2 - Foundation Level	*	13	*	*	*	13	*	*	*	26	*	0.52%
B1 - Intermediate Level	16	50	66	2.12%	13	88	101	3.57%	29	138	167	2.81%
B2 - Advanced Level	*	*	*	*	*	*	*	*	*	*	*	*
C1 - Proficiency Level	22	85	107	3.44%	18	131	149	5.26%	40	216	256	4.30%
C2 - Fully proficient	*	10	*	*	*	5	8	*	7	15	22	0.37%
Prefer not to say	*	*	*	*	*	10	13	*	7	14	21	0.35%
Not declared	136	486	622	19.97%	319	1314	1633	57.64%	455	1800	2255	37.92%
Welsh Reading					Welsh Reading				Welsh Reading			
O - No Skills	389	1169	1558	50.03%	82	352	434	15.32%	471	1521	1992	33.50%
A1 - Entry Level	167	529	696	22.35%	77	394	471	16.63%	244	923	1167	19.62%
A2 - Foundation Level	*	16	18	*	*	12	16	*	6	28	34	0.57%
B1 - Intermediate Level	24	59	83	2.67%	12	94	106	3.74%	36	153	189	3.18%
B2 - Advanced Level	*	*	*	*	*	*	*	*	*	*	*	*
C1 - Proficiency Level	17	89	106	3.40%	19	129	148	5.22%	36	218	254	4.27%
C2 - Fully proficient	*	13	*	*	*	5	8	*	7	18	25	0.42%
Prefer not to say	*	*	8	*	*	11	14	*	7	15	22	0.37%
Not declared	138	486	624	20.04%	320	1312	1632	57.61%	458	1798	2256	37.94%
Welsh Writer					Welsh Writer				Welsh Writer			
O - No Skills	449	1295	1744	56.01%	90	400	490	17.30%	539	1695	2234	37.57%
A1 - Entry Level	112	426	538	17.28%	70	360	430	15.18%	182	786	968	16.28%
A2 - Foundation Level	*	14	*	*	*	15	*	*	*	29	*	*
B1 - Intermediate Level	22	46	68	2.18%	13	81	94	3.32%	35	127	162	2.72%
B2 - Advanced Level	*	*	*	*	*	*	*	*	*	*	*	*
C1 - Proficiency Level	14	86	100	3.21%	17	125	142	5.01%	31	211	242	4.07%
C2 - Fully proficient	*	8	12	*	*	5	8	*	7	13	20	0.34%
Prefer not to say	*	*	*	*	*	10	13	*	7	14	21	0.35%
Not declared	138	486	624	20.04%	321	1314	1635	57.71%	459	1800	2259	37.99%
Welsh Listener					Welsh Listener				Welsh Listener			
O - No Skills	98	304	402	12.91%	13	47	60	2.12%	111	351	462	7.77%
A1 - Entry Level	64	213	277	8.90%	16	67	83	2.93%	80	280	360	6.05%
A2 - Foundation Level	5	21	26	0.83%	6	16	22	0.78%	11	37	48	0.81%
B1 - Intermediate Level	*	12	*	*	*	9	*	*	8	21	29	0.49%
B2 - Advanced Level	*	*	*	*	*	5	*	*	*	8	*	*
C1 - Proficiency Level	*	12	*	*	*	*	*	*	*	*	*	*
C2 - Fully proficient	*	20	*	*	*	11	*	*	*	31	*	*
Prefer not to say	*	6	*	*	*	11	*	*	*	17	*	*
Not declared	563	1776	2339	75.11%	475	2145	2620	92.48%	1038	3921	4959	83.39%

Table 11 - Welsh Language

The [annual population survey](#) shows the percentage of the population within Bridgend County Borough and all Wales that have Welsh language skills, for September 2024.

	<b>Welsh Speaker</b>	<b>Welsh Reader</b>	<b>Welsh Writer</b>	<b>Understand spoken Welsh</b>
Bridgend	18.4%	16.9%	14.3%	22.3%
Wales	27.7%	24.4%	22.1%	32.2%

A quarterly 'meet and greet' workshop takes place for all employees to attend with the aim to provide an overview of the Welsh Language and to give learners the tools and confidence with pronunciation.

Opportunities are also available for employees to undertake Welsh language training which includes 'Cwrs Mynediad' delivered by the University of South Wales. During this year 8 employees attended year 1 and year 2 of this training, whilst 11 employees were supported to attend Welsh language courses within the community.

A number of employees (3754 / 63.12%) have completed the councils E-Learning module on Welsh language awareness since it became a mandatory e-learning module back in 2023/2024. There were also 20 employees that completed the e-learning module for Welsh Language standards.

## Information on Pay

A [Pay Policy](#) is produced each year which provides a framework for decision making on pay and, in particular, a decision on making senior pay.

The council recognises the importance of remuneration decisions that are appropriate, transparent, provide value for money and reward employees fairly for the work they do maintaining equal pay requirements.

Every employer with 250 or more employees are required to report their gender pay gap data, this has been reported since 2018/2019.

The Gender Pay Gap for the council on the 31.03.2025 shows that women earn 89p for every £1 that men earn when comparing median hourly pay. This is consistent with the previous year.

Although not required to officially report out the gaps for disability and ethnic minority the council has prepared information for these two protected characteristics.

The Disability Pay Gap for 31.03.2025 shows that disabled employees earn £1.12 more for every £1 than non-disabled employees' when comparing median hourly pay. However, it must be noted that the council does not have the information for this protected characteristic on 20% of its workforce as the employee has the right not to declare or prefer not to say their status.

The Ethnic Minority Pay Gap for 31.03.2025 shows that ethnic minority employees earn 94p for every £1 than non-ethnic minority employees earn when comparing median hourly pay. However, it must be noted that the council does not have the information for this protected characteristic on 15% of its workforce as the employee has the right not to declare or prefer not to say their status.



<b>Meeting of:</b>	<b>CABINET COMMITTEE EQUALITIES AND EMPLOYER RELATIONS</b>
<b>Date of Meeting:</b>	<b>4 June 2025</b>
<b>Report Title:</b>	<b>VIOLENCE AGAINST WOMEN, DOMESTIC ABUSE AND SEXUAL VIOLENCE</b>
<b>Report Owner / Corporate Director:</b>	<b>REPORT OF THE CHIEF OFFICER – FINANCE, HOUSING AND CHANGE</b>
<b>Responsible Officer:</b>	<b>VAWDASV MANAGER PARTNERSHIPS AND COMMUNITY SAFETY PARTNERSHIPS MANAGER</b>
<b>Policy Framework and Procedure Rules:</b>	<b>THERE IS NO IMPACT ON POLICY FRAMEWORK AND PROCEDURE RULES</b>
<b>Executive Summary:</b>	<ul style="list-style-type: none"> <li>• The Assia Domestic Abuse service in Bridgend is meeting the purpose of the Violence Against Women, Domestic Abuse and Sexual Violence,(Wales) Act 2015.</li> <li>• The service is delivering against national strategic aims for the Cwm Taf Morgannwg region.</li> <li>• Information contained in this report covers the period from April 2022, when the Assia service was established, to the end of March 2025.</li> <li>• The report demonstrates the positive impact the service is making and the ways in which Assia are trying to engage and support a diverse range of people.</li> </ul>

## 1. Purpose of Report

- 1.1 The purpose of this report is to provide an annual update to Cabinet Committee Equalities and Employers Relations on:
- The services provided by the in-house Assia Domestic Abuse Service
  - Information regarding the range of domestic abuse related services delivered by our third sector partners.

## 2. Background

- 2.1 There are several UK wide, national and local strategies and directives in relation to the Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) agenda. The UK Government defines domestic abuse as:

*“Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality”.*

There are many different forms of domestic abuse. These include but are not limited to:

- coercively controlling behaviour emotional
- psychological abuse
- physical abuse
- sexual abuse
- financial abuse
- harassment and stalking.

Domestic abuse may also include a range of behaviours that, when viewed as isolated incidents, do not seem much. If they involve a pattern of behaviour that results in you feeling fear, alarm or distress, it is abuse.

- 2.2. At a Welsh level, there is the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 (the VAWDASV Act). The purpose of the Act is to improve:
- (a) Arrangements for the prevention of gender-based violence, domestic abuse and sexual violence.
  - (b) Arrangements for the protection of victims of gender-based violence, domestic abuse and sexual violence.
  - (c) Support for people affected by gender-based violence, domestic abuse and sexual violence.
- 2.3 Bridgend County Borough Council (BCBC) also works to deliver the Cwm Taf Morgannwg (CTM) VAWDASV Strategic Aims as set out in the local VAWDASV strategy required under the VAWDASV Act.

CTM aims were as follows:

**Aim 1** – Increase awareness of violence against women, domestic abuse, and sexual violence across the CTM population.

**Aim 2** – To break the generational cycle of VAWDASV behaviour in families by promoting healthy relationships in children and young people.

**Aim 3** – Hold perpetrators to account for their actions and support them to change their behaviour.

**Aim 4** – Ensure services are designed and commissioned to meet the needs of the CTM population.

**Aim 5** – Ensure that services are fit for purpose and quality assured.

The CTM VAWDASV regional Strategic and Commissioning Partnership developed its aims to be consistent with the VAWDASV National Strategy and to meet local need.

Bridgend’s local version of the CTM VASDASV Delivery Plan is included as appendix i.

- 2.4 At BCBC’s Cabinet meeting on 22 October 2020, it was agreed to:
- Bring the externally commissioned support for the community domestic abuse service in house when the contract expired in April 2021.

- Approve the development of an integrated first point of contact / support in the community service for all victims of domestic abuse, based on need as well as risk.

2.5 Following this agreement, Transfer of Undertakings Protection of Employment (TUPE) applied to the team delivering the existing contract, and six members of staff transferred to the new service. A VAWDASV service manager was recruited who commenced the role in July 2021 along with a Multi-Agency Risk Assessment Conference (MARAC) and VAWDASV Business Support Officer.

2.6 The in-house service started on 1st May 2021 and a restructure of services was implemented April 2022. The restructure introduced a new framework and process for the service that would ensure an improvement to the previous key findings. All members of the team now work to the same framework, processes, policies and procedures ensuring a consistent structured approach.

### **3. Current situation**

3.1 In June 2024 the Assia Service achieved the Safe Lives 'Leading Lights' Accreditation. This is the mark of quality for domestic abuse services and is increasingly being recognised by commissioners and funders across the UK. The Leading Lights accreditation programme offers services, partner agencies and commissioners a set of standards for supporting victims of domestic abuse.

3.2 In August 2024 there was an agreement to restructure the Assia team to create a second Team Leader post. This was to better support the team, which had expanded in size and specialities, and to allow the VAWDASV service manager to work more strategically, in line with changes to relevant legislation and guidance. The restructure was also linked to maintaining the 'Leading Lights' accreditation and adhering to good practice.

3.3 The additional Team Leader post was created from the existing team, allowing a member of the team the opportunity for advancement. Consultations with the team and Trade Unions took place, and the recruitment process was completed in February 2025.

3.4 The Assia Suite's drop-in service remains in Civic Offices. In addition, the service also operates in other locations across the county borough including, but not limited to: Hartshorn House, Pyle Life Centre, Garw Valley, Probation offices and Department for Work and Pension offices, such as Job Centres. This ensures ease of access within local communities.

3.5 Assia has a dedicated High Risk (HR) service, led by a Team Leader, that ensures all HR victims / those submitted through Public Protection Notices (PPNs) take a priority and are easily identifiable. Medium Risk (MR) and Standard Risk (SR) are picked up by the triage service that works very closely with and alongside the HR team. This ensures better communication in the team, continuity, and consistency of support as risk changes. Independent Domestic Violence Advisors (IDVAs) that work across any service within the team have regular Case Reviews, line management supervision and clinical supervision.

- 3.6 Every person within the team that are dealing directly with victims are fully IDVA qualified and accredited, and any new team members who do not hold the qualification complete the training. The team may have separate specialisms and / or dedicated roles but all receive the same in-depth training. This ensures that the team can fully support each other during times of sickness and / or leave.
- 3.7 Referrals to the service have increased, which is in part due to increased awareness of domestic abuse and the services available within the borough.

	April 2022 - March 2023	April 2023 – March 2024	April 2024 – March 2025
<b>Total referrals accepting support</b>	2330	2848	2867
<b>Total referrals</b>	2891	2375	2468

- 3.8 The difference between referrals and referrals accepting support includes repeat referrals where the victim is already accessing support from the Assia service. Repeat referrals / incidents can be a high number.

Some referrals are not appropriate as there is no current domestic abuse, and no relevant risk identified so these referrals are signposted as appropriate to the relevant service.

Where the service is unable to make contact, all known agencies are contacted to see if anyone else is working with the individual (or family). When all avenues are exhausted a letter is sent out advising of the service and all contact details along with a safety plan.

It should also be noted that the support offered is not mandatory and service users must want to engage.

- 3.9 There has been a focus on dedicated IDVA roles within Assia as it is recognised that it is not a 'one size fits all' service and there are bespoke support needs.
- 3.10 The service has an Older Persons IDVA who supports victims 60 years plus, although will consider 55 plus due to the additional complexities posed. This post was created to meet an identified gap and to manage the complex nature of abuse within older people, including cases with dementia and where the perpetrator may be the carer. The role works closely with Adult Safeguarding and New Pathways, a crisis and sexual abuse support service, who also have an older person's independent sexual violence adviser (ISVA) for sexual abuse. The numbers are lower within this service, but cases are often more complex.

An older person victim case study is included as appendix ii to this report.

- 3.11 There is a dedicated Court IDVA who works very closely with the Criminal Prosecution Service, Witness Service and Court Officers and supports all victims through the Criminal Justice System. The remote evidence suite in Maesteg has been a real success and has been welcomed by victims that have utilised it, including for civil cases and family court where there is a history of post separation abuse.

- 3.12 A CHIDVA (Childrens IDVA) supports children up to the age of 15 who have experience of familial abuse. The CHIDVA is based in Safer Merthyr Tydfil (SMT), who act as the regional strategic lead for VAWDASV.

As part of the restructure, funding for the Children and Young Persons (CYP) IDVA ended. The role holder had worked with young people, including those not in education, employment or training (NEET) affected by intimate abuse.

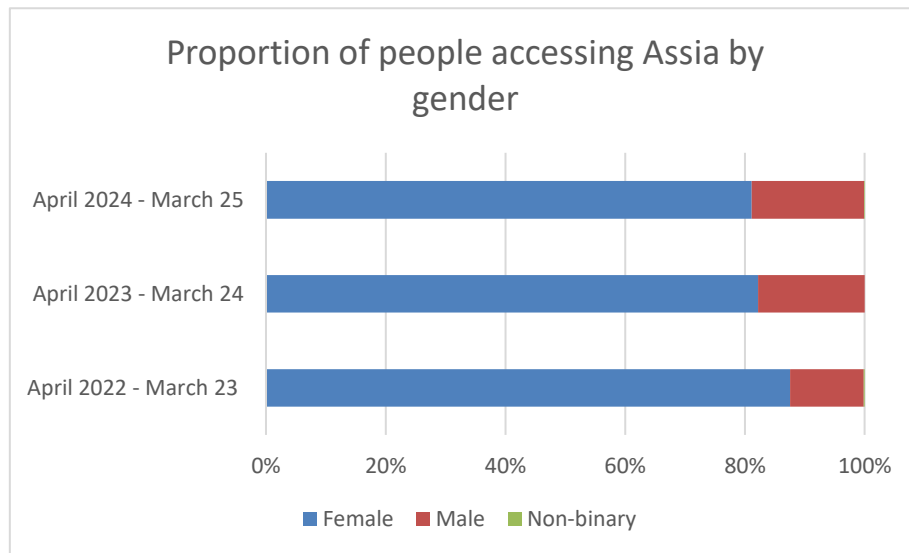
Healthy relationships, behaviours and consent amongst young people remains a concern for the service, particularly in the context of concerning social media trends, rising reports of misogyny and growing attention on the 'manosphere'. Links had been made between the Assia service and Youth Outreach teams and education settings which will be maintained as much as possible.

- 3.13 The Assia team are all IDVA qualified and trained in female genital mutilation and honour-based violence (HBV). There is a dedicated IDVA who completes HBV risk assessments if needed. The service continues to link in with Bawso for training, advice and guidance to ensure the team are up to date with emerging themes. Links are also in place with Opoka, a service working to help women and children in the Polish community improve health, well-being, financial stability, and happiness by stopping domestic violence and abuse.

The translation service in place has seen a noticeable increase in use over the last twelve months to provide support through languages such as Thai and Turkish.

- 3.14 The service has a dedicated Male Victim IDVA and it is largely down to this dedicated role that there has been an increase of referrals in male victims and more male victims are now accessing support, including a male victim focus group.

People accessing Assia support by gender	April 2022-March 2023		April 2023 - March 2024		April 2024 - March 2025	
	Number	%	Number	%	Number	%
<b>Female</b>	2040	87.6	1953	82.2	2002	81.1
<b>Male</b>	286	12.3	422	17.8	464	18.8
<b>Non-binary</b>	*	0.2	0		*	0.1
<b>Total referrals accepting support</b>	2330		2375		2468	



As can be seen from the information above, the proportion of males accessing the service is increasing year on year, linked to the promotion of the Male Victim focus group and Recovery groups.

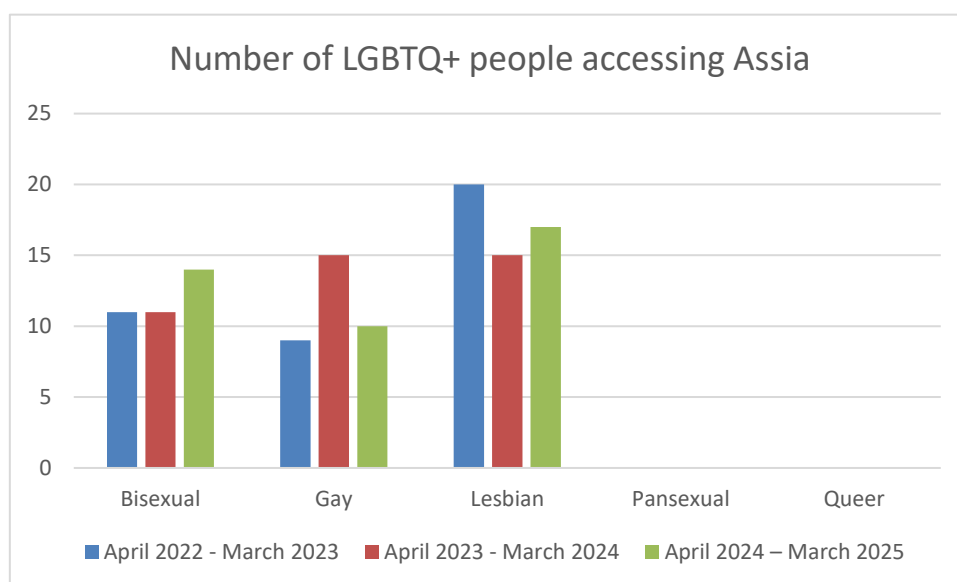
A male victim case study is included as appendix iii to this report.

- 3.15 The Male Victim focus group has run throughout 2024 – 25 and has been attended by 25 people. The group is victim-led, and it was the members of the group who decided that it would be an open group and to meet once a month. The group also made the decision to invite guest speakers to hear an overview of their services and what programmes, activities, and support that they had to offer in the community, including Connecting Dads, Lads and Dads, Employability, BAVO Community Navigators and Men's Shed.
- 3.16 The feedback from focus group members is positive. Attendees welcome the opportunity to discuss with their peers' topics such as issues with child contact, how male victims often feel judged by professionals and the perception that the male is automatically assumed to be the perpetrator.  
  
The group has said it has been extremely useful to learn more about domestic abuse, ways of coping with the abuse, the impact that it has had on the children, leaving safely and how to find the right organisation to meet their needs.
- 3.17 From the beginning of this financial year, more sessions with the Male Victim focus group have been set up, and Assia are also setting up and 'Hope 2 Recovery' for Male Victims. This is a programme that helps victims recover from the abuse and trauma they have experienced.
- 3.18 Commissioning arrangements on a regional basis remain in place with New Pathways and Barod. The New Pathway worker offers sexual violence support and stabilisation work to identified victims that need ongoing trauma work around their experiences whilst the IDVA stays in situ to continue with the specialised domestic violence work.

The Barod role is a VAWDASV worker who will work with both victims and perpetrators where there are substances involved, ensuring we are addressing all needs and working holistically.

- 3.19 All staff are trained to support members of the LGBTQ+ community seeking support and work very closely with the Myriad programme where appropriate / required to ensure specific needs are being met. Myriad are a 'by and for' service for LGBTQ+ victims of domestic abuse to support recovery and resilience.

	April 2022 - March 2023	April 2023 - March 2024	April 2024 – March 2025
<b>Bisexual</b>	11	11	14
<b>Gay</b>	9	15	10
<b>Lesbian</b>	20	15	17
<b>Pansexual</b>	*	*	*
<b>Queer</b>	*	*	*
<b>Total LGBTQ+</b>	<b>41</b>	<b>41</b>	<b>43</b>



As shown by the information above, the proportion of service users who identify as LGBTQ+ is relatively low, but this information is reliant on disclosure and is not mandatory.

- 3.20 The service also works with perpetrators. High Risk cases are considered for 'DRIVE', which works with high-harm, high-risk and serial perpetrators of domestic abuse to prevent their negative actions and protect adult and child victims. Through the intervention, the perpetrator is engaged to identify and manage triggers and understand healthy relationships to disrupt and change abusive behaviours. Each perpetrator is looked at as an individual as opposed to completing a one size fits all programme. There is a dedicated DRIVE IDVA who works very closely with the service, and there is a case study included as appendix iv.
- 3.21 Medium Risk cases are considered for 'Driving Change' for perpetrators who recognise that their behaviour in intimate relationships is abusive and/or violent and want to change this, and Standard Risk cases considered for the Change that Lasts Early Perpetrator Response (CLEAR) services with the IDVA service working

closely with them to meet the needs of those who have identified that their behaviour is causing concern and are motivated to do something about it, but are not yet disclosing or taking responsibility for their abuse. This means earlier intervention and support for families.

- 3.22 Raising awareness of domestic abuse and the support available through the Assia is a key area of work for the service. This includes working with partners to provide training on abuse, the signs and how to help, contributing to national work such as Welsh Government VAWDASV Blueprint Programme Board and supporting campaigns such as 'White Ribbon', which was marked in February 2025 with the 5k 'Run for Change, end the violence'.

The service will look to increase this awareness raising work, as detailed in the delivery plan.

#### **4. Equality implications (including Socio-economic Duty and Welsh Language)**

- 4.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report; therefore it is not necessary to carry out an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

#### **5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives**

- 5.1 The Assia Domestic Abuse Service demonstrates the sustainable development principle by ensuring that by meeting the needs of the present it does not compromise the ability of future generations to meet their own needs this is evidenced through the five ways of working:
- **Long term** – the service seeks to understand and mitigate the long-term implications of domestic violence on victims and their children.
  - **Prevention** – delivering a service based on need as well as risk offers longer term support to prevent future incidents of domestic abuse. It also aims to prevent medium and standard risk victims escalating to high risk.
  - **Integration** – the project contributes to the wellbeing goals: an equal Wales, a Healthier Wales, and Wales of Cohesive communities and to the Wellbeing objectives. The Assia Domestic Abuse Service feeds into the regional VAWDASV service and the work is also integrated into that of the Community Safety Partnership.
  - **Collaboration** – the success of the service depends on collaboration with partners, in particular South Wales Police, National Probation Service, Cwm Taf Morgannwg Health Board
  - **Involvement** – the views of stakeholders and service users are regularly sought and used to inform and review delivery models.

#### **6. Climate Change Implications**

- 6.1 There are no Climate Change implications linked to this report.



## **7. Safeguarding and Corporate Parent Implications**

- 7.1 In considering how we tackle violence against women, domestic abuse and sexual violence, Bridgend County Borough Council is ensuring that all people living in the county borough are safe and protected.

## **8. Financial Implications**

- 8.1 There are no financial implications resulting from this information report. The service is funded largely through the Housing Support Grant (HSG) along with grants from the South Wales Police and Crime Commissioner and VAWDASV related Welsh Government grants.

## **9. Recommendation**

- 9.1 That Cabinet Committee Equalities and Employers Relations note the content of this update report.

**Background documents - None**

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## ii. Older Person Case Study

*Note, the name has been changed in the following to protect the person's identity.*

### Summary

X is in his 80s and has been married to his wife for many years.

X was supported to contact Assia in November 2024 by a carer's wellbeing service. He was allocated to the Older Persons IDVA in January 2025.

### Background

X had a good relationship with his wife but reported a change in her behaviour towards him, belittling him and provoking arguments and making accusations. X believes he was being gaslit too and made to feel he was going crazy. Eventually things became physical with his wife throwing things at X. One day X was assaulted and required hospital treatment and whilst there he was referred to Adult Services.

Adult Services assessed X's wife as requiring some care which he was happy to carry out. The case was then closed to Adult Services. X's wife's care needs increased as did her abuse towards X.

### Challenges

X found the changes in his wife's behaviour difficult to understand and accept as it was very different in their relationship. These changes progressed slowly so were unnoticeable until X found them unbearable.

Family was unable to give helpful advice and there were difficulties in accessing support. X became more isolated as he tried to manage his wife's behaviours.

X still loved his wife and did not want her to lose friends or get into trouble if he told people about her behaviour.

### Solution and implementation

X reached out to his GP as he was struggling to manage his increasing injuries and decreasing mental health. He was referred to a carer's wellbeing service. After a few visits X's support worker felt he was at risk of further abuse from his wife. He was supported to attend Assia drop-in service to speak with an IDVA for support around domestic abuse.

On assessment, X was given a safety plan with suggestions on how to de-escalate abusive situations. He learned when and how to find a place of safety.

Further investigation from the IDVA found that the behaviour change could be the onset of dementia. A referral was made to support services and a GP. X's wife was assessed as having the onset of dementia.

## **Results**

The introduction of services made it easier for X and the family. The IDVA was able to apply for benefits and funding for new appliances that helped to make life easier.

Regular professionals' meetings were set up to discuss and address any issues arising as soon as possible and to share information where appropriate. Further safety plans were discussed and agreed with X to continue to assess his own safety and keep himself and his wife safe.

X is aware that he can contact his IDVA and other support workers at any time should he need to in the future.



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### **iii. Male Victim Case Study**

*Note, the name has been changed in the following to protect the person's identity.*

#### **Summary**

Y was referred to Assia through the Domestic Abuse Unit after scoring high on the domestic abuse, stalking, harassment and honour-based abuse risk identification checklist (DASH RIC).

He is a victim of coercive control and stalking. A telephone assessment was completed with Y as it was not safe to attend the property. Y refused refuge as he did not want to move away from his family support network.

#### **Background**

Y's ex-partner had been abusive towards him during the relationship including cutting clothes and damaging his property. She told him he was not their child's biological father.

Y was constantly accused of cheating and stopped seeing his friends.

Y had recordings of the threats his ex-partner made, including over access to his child.

#### **Challenges**

Y feared that his ex-partner would attend his property and his workplace. This had a detrimental impact on his mental health.

#### **Solution and implementation**

The IDVA worked with Y to develop a safety plan. He received target hardening items and installed a video doorbell. His landlord was engaged.

Y was discussed in MARAC and was advised to engage with all services, as well as call 999 if his ex-partner attended his workplace.

Y was referred to a solicitor regarding Child Contact and was advised to report all new incidents to the police.

Y was supported to report his ex-partner to the police and with the court process.

Y blocked his ex-partner on all platforms.

#### **Results**

Y's ex-partner arrested for coercive control, assaults and stalking.

Y attended family court and was granted a court order for his child.

Y was offered support through attending the Male Victim focus group and Hope 2 Recovery programme.

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#### **iv. DRIVE Case Study**

*Note, the name has been changed in the following to protect the person's identity.*

##### **Summary**

Z had been in a relationship with the alleged perpetrator for several years and had children together. The couple originally met overseas; Z moved to the United Kingdom after they married.

##### **Background**

At the beginning of their relationship things were good, they got on well, but Z noticed her partner becoming very controlling, he was always very angry towards her and on occasions became physically abusive.

Following an incident involving police, Z's case was discussed in MARAC which brought her to Assia's attention and the case was allocated to DRIVE.

##### **Challenges**

All work with Z was carried out via a translator.

Z was living here on a spousal visa, which had a No Recourse to Public Funds condition.

##### **Solution and implementation**

Z has done significant work with the IDVA, via an interpreter. After completing safety planning and initial safety work, Assia helped Z access support from a solicitor.

The IDVA helped Z make an application under the Domestic Violence Concession for an Indefinite Leave to Remain visa as she was living here on a spousal visa, which had been used as a form of control. After this was granted, Z was able to access local authority housing and homelessness assistance.

Whilst looking at suitable accommodation the IDVA was also able to help with budgeting.

##### **Results**

Z felt the need for longer term support. Work was also completed with Z around recognising domestic abuse and the effects it has on children. This was carried out on a one-to-one basis with an interpreter due to the Z that not having English as a first language, which meant she would have struggled to attend the Freedom programme.

This intense work allowed Z to understand what had happened to them and how lives will improve when the abuse is removed.

Z was provided with the IDVA's direct number should she need to make contact. The DV helpline number is also given to service users should they need support and advice during out of hours.

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<b>Meeting of:</b>	<b>CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS</b>
<b>Date of Meeting:</b>	<b>4 JUNE 2025</b>
<b>Report Title:</b>	<b>CORPORATE EQUALITIES UPDATE</b>
<b>Report Owner / Corporate Director:</b>	<b>CHIEF OFFICER – FINANCE, HOUSING AND CHANGE</b>
<b>Responsible Officer:</b>	<b>ZOE EDWARDS CONSULTATION, ENGAGEMENT AND EQUALITIES MANAGER</b>
<b>Policy Framework and Procedure Rules:</b>	<b>There is no impact on the policy framework or procedure rules.</b>
<b>Executive Summary:</b>	<b>This update seeks to inform the Cabinet Committee of Bridgend County Borough Council's progress made in implementing the council's equalities and inclusion commitments during the 2024/2025 period.</b>

## 1. Purpose of Update

- 1.1 The purpose of this update is to inform the Cabinet Committee of the progress made in implementing the council's equalities and inclusion commitments during the 2024/2025 period, as outlined in the Equalities Update attached as **Appendix 1**.

## 2. Background

- 2.1 The council's Strategic Equality Plan 2024–2028, outlines objectives to improve equalities outcomes and ensure inclusion for all protected characteristic groups. The plan was formally approved by Cabinet Committee Equalities in July 2024 with a view to regular progress monitoring.

This document is not intended to serve as a formal report. It is an internal update from the Equalities Manager summarising progress to date against the Strategic Equality Plan (SEP) 2024–2028. The formal SEP Action Plan will be presented to the Cabinet Committee Equalities in November 2025.

## 3. Current situation / proposal

- 3.1 The Equalities Update 2024–2025 highlights steps taken across the organisation to promote equality and inclusion as outlined in the Strategic Equality action plan. Key developments include:

- Launch of new staff networks including the Disability, LGBTQ+, Menopause and Menstruation Groups, and the Welsh Language Staff Forum.
- Internal engagement through Education Early Years and Young People (EEYYP) Equalities Group and Corporate Equalities Focus Group meetings.
- Ongoing partnership with external bodies including the Community Cohesion Network, Awen Cultural Trust, and Proud Councils.
- Delivery of Unconscious Bias and Cultural Competence training and updates to all e-learning modules.
- Participation in Pride and Black History Month events.
- New consultation processes requiring Equality Impact Assessments at the start of consultations.
- Support for the Health & Wellbeing Awareness Calendar and public art projects in collaboration with Bridgend College.
- Engagement with the Anti-racist Wales Action Plan Regional Forum.

3.2 The council has worked to ensure all communications remain inclusive, accessible, and reflective of the communities we serve. The promotion of protected characteristics and social inclusion remains a key part of policy and service development.

#### **4. Equality implications (including Socio-economic Duty and Welsh Language)**

4.1 The content of the Equalities Update Report supports the Council's statutory duties under the Equality Act 2010, the Socio-economic Duty, and the Welsh Language (Wales) Measure 2011 and also demonstrates progress towards achieving the actions set out in the Strategic Equality Plan action plan. 2024-2028

#### **5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives**

5.1 The report aligns with the well-being goals through inclusive and preventative practice, collaborative working, and transparency in equalities reporting.

#### **6. Climate Change Implications**

6.1 There are no direct climate change implications arising from this report.

#### **7. Safeguarding and Corporate Parent Implications**

7.1 Where there is a safeguarding concern, all communication will be managed under Bridgend County Borough Council's Safeguarding Policy. This will safeguard and promote the wellbeing of children, young people and adults at risk of abuse or neglect and to ensure that effective practices are in place throughout the Council and its commissioned services.

#### **8. Financial Implications**

8.1 There are no financial implications arising from this update.

## **9. Recommendation**

- 9.1 That Cabinet Committee Equalities and Employee Relations notes this internal update from the Equalities Manager summarising progress to date against the Strategic Equality Plan (SEP) 2024–2028

**Background documents:** None

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## Appendix 1

### Bridgend County Borough Council

#### Equalities Update

2024–2025

##### 1. Strategic Equality Plan (SEP) 2024–2028

The Strategic Equality Plan (SEP) Action Plan for 2024–2028 was approved in July 2024 and published on the council’s website. Cabinet Committee Equalities (CCE) formally agreed the plan in November 2024. Progress toward achieving the outlined actions will continue over the next four years, with a detailed update scheduled for reporting to the CCE in **November 2025**.

##### 2. Staff Networks and Forums

To strengthen internal support and inclusion, the council has successfully established the following staff networks:

- Disability Network Group: 4 members
- LGBTQ+ Network Group: 3 members
- Menopause and Menstruation Group: 11 members
- Welsh Language Staff Forum: 17 members

Each network meets monthly during work hours, with formal terms of reference shared with members. Promotion is ongoing via “Bridgend” and the staff intranet. The Welsh Language Forum, which is open to staff of all proficiency levels, continues to grow steadily in participation.

##### 3. Internal Engagement

- EEYYP Meetings: Regular meetings of the Education, Early Years, and Young People Equalities Group address items including updates on discrimination reporting, Cabinet feedback, and training needs.
- Corporate Equalities Focus Group: These cross-directorate meetings offer a platform to share developments related to equality policy, legislation, and SEP actions.

##### 4. External Engagement and Community Partnerships

- Bridgend Community Cohesion and Equalities Network: Includes key partners such as South Wales Police, local charities, and representatives from diverse community groups. The council chairs these meetings to exchange updates, resources, and community engagement opportunities.

- Proud Councils: Collaborative support for Pride events across local authorities. The council participated in Bridgend Pride and BARC Pride, promoting LGBTQ+ inclusivity and policy development.

- Black History Month (October 2024): In partnership with Awen Cultural Trust, the council promoted events celebrating Black heritage. Social media engagement highlighted Black contributions to national and local history, reinforcing the council's commitment to racial equality.

#### **5. Inclusive Communication and Training**

- Council communications and marketing efforts ensure inclusivity in public-facing materials, reflecting diverse communities.
- Relevant awareness days are marked via social media, events, and building illuminations.
- Weekly reviews by Communications, Marketing, and Engagement teams ensure web and social media content remains accessible and compliant with legal standards.
- Training: Sessions on Unconscious Bias and Cultural Competence were delivered and widely promoted. All equalities-related e-learning modules were reviewed and updated.
- A motion was passed in April 2024 to make “care experienced” individuals a protected characteristic within BCBC, and this has been reflected in all relevant training modules.

#### **6. Consultation and Reporting**

- Discrimination Incident Forms: These remain an accessible online mechanism for reporting. Feedback from schools led to streamlined reporting, focusing on relevant data.
- Equality Impact Assessments (EIAs): A new online consultation form mandates EIA submissions at the beginning of the consultation process, improving consistency and accountability.

#### **7. Collaborative and Cultural Initiatives**

- Health & Wellbeing Awareness Calendar (2025): Developed jointly by Communications, HR, and Equalities to align with the Equalities calendar for more integrated messaging.
- Cultural Collaboration: A project with Bridgend College showcased student artwork on the theme of “Culture” in a public display on the town’s high street, celebrating diverse cultural perspectives.
- Welsh Language: Continued collaboration with education partners to meet Welsh Education Strategic Plan (WESP) objectives and ensure compliance with the Welsh Language Standards.

#### **8. Regional and Strategic Cooperation**

Established a strong working relationship with the Senior Anti-racist Wales Action Plan (ArWAP) Regional Forum Convenor to advance relevant objectives.

Prepared by:  
[Your Name]  
[Your Role]



Bridgend County Borough Council  
Date: [Insert Date]

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<b>Meeting of:</b>	<b>CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS</b>
<b>Date of Meeting:</b>	<b>4 JUNE 2025</b>
<b>Report Title:</b>	<b>SIGNING OF THE DISABILITY EMPLOYMENT CHARTER AND ANTI-RACISM CHARTER</b>
<b>Report Owner / Corporate Director:</b>	<b>CHIEF OFFICER – FINANCE, HOUSING AND CHANGE</b>
<b>Responsible Officer:</b>	<b>ZOE EDWARDS CONSULTATION, ENGAGEMENT AND EQUALITIES MANAGER</b>
<b>Policy Framework and Procedure Rules:</b>	<b>There is no impact on the policy framework or procedure rules.</b>
<b>Executive Summary:</b>	<b>This report seeks approval to sign the Disability Employment Charter and the Anti-Racism Charter. These commitments form part of the Council's ongoing equalities agenda and align with its strategic goals to support fair and inclusive employment practices.</b>

## 1. Purpose of Report

- 1.1 The purpose of this report is to seek approval for the Council to pledge its commitment to the Disability Employment Charter and the Unison Anti-Racism Charter.

## 2. Background

- 2.1 The Disability Employment Charter sets out a series of proposals aimed at increasing the number of disabled people in meaningful employment.
- 2.2 The Anti-Racism Charter, developed in collaboration with the Welsh Government and various equality bodies, supports public sector organisations to actively tackle racism and create inclusive workplaces.
- 2.3 Signing these Charters will demonstrate the Council's commitment to inclusive employment practices and the broader equality, diversity, and inclusion agenda.

## 3. Current situation / proposal

- 3.1 Bridgend County Borough Council already delivers a range of work in support of diversity, equity, and inclusion. Signing both Charters will publicly reinforce and extend this commitment.

- 3.2 Each Charter provides a framework for further action, see attached as **Appendix 1** and **Appendix 2**. The Council will align its internal policies and practices with the principles set out in both Charters.
- 3.3 The commitments include actions such as inclusive recruitment, supporting employee networks, removing workplace barriers, providing targeted support and training, and setting internal accountability measures.
- 3.4 If approved, the Council will arrange a formal signing and associated communications to promote the commitment across the organisation and community.

#### **4. Equality implications (including Socio-economic Duty and Welsh Language)**

- 4.1 Consideration has been given to the protected characteristics identified within the Equality Act 2010, the Socio-economic Duty, and the Welsh Language Standards. The signing of these charters represents a positive step towards advancing equality of opportunity and eliminating discrimination

#### **5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives**

- 5.1 The well-being goals identified in the Act were considered in the preparation of this report. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:
- Long-term: Promoting systemic improvements to inclusive employment over time.
  - Prevention: Addressing structural barriers to employment and progression.
  - Integration: Aligning with national strategies and corporate priorities.
  - Collaboration: Working with stakeholders, staff networks, and external partners.
  - Involvement: Ensuring representation of diverse voices in the development of internal policies and practices.

#### **6. Climate Change Implications**

- 6.1 There are no direct climate change implications arising from this report.

#### **7. Safeguarding and Corporate Parent Implications**

- 7.1 Where there is a safeguarding concern, all communication will be managed under Bridgend County Borough Council's Safeguarding Policy. This will safeguard and promote the wellbeing of children, young people and adults at risk of abuse or neglect and to ensure that effective practices are in place throughout the Council and its commissioned services.

#### **8. Financial Implications**

8.1 There are no financial implications arising from this report.

**9. Recommendation**

9.1 It is recommended that Members approve signing the Disability Employment Charter and the Anti-Racism Charter.

**Background documents:** None

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## 240+ ORGANISATIONS WORKING TOGETHER

Disabled people continue to experience significant labour market disadvantage, including a near 30 percentage point disability employment gap, and a 14 per cent pay gap.

The Disability Employment Charter ([www.disabilityemploymentcharter.org](http://www.disabilityemploymentcharter.org)) was launched by Disability Rights UK, Disability@Work, Leonard Cheshire, Scope, the DFN Charitable Foundation, the Shaw Trust Foundation, UNISON, and the University of Warwick, to outline to government the policies that are needed to address this disadvantage, and also to demonstrate the support for these policies among a wide range of stakeholders.

The Charter calls on the government to implement proposals in nine key areas including in relation to: mandatory disability employment and pay gap reporting; reform of Access to Work and Disability Confident; leveraging of government procurement; and enhanced access to reasonable adjustments. Enacting the Charter's proposals will not only benefit disabled people, but will also help employers address their labour and skills shortages.

The Charter has now been signed by over 240 organisations including all the UK's large disability charities (including Mind, National Autistic Society, Mencap, Sense, RNIB, RNID), large corporates (including Adecco, CMS Law, Coca-Cola Europacific Partners, DPD UK, Herbert Smith Freehills, McDonalds, PageGroup, the Post Office, Publicis Groupe, and Schroders), other leading organisations including the Trades Union Congress and the British Paralympic Association, and a growing number of NHS Trusts and local authorities.

This strength of support is already proving transformative. Under the previous government, the Charter helped secure £3 million funding for supported internships in the 2023 Spring Budget. It was also listed as one of three stakeholders (alongside the Work and Pensions Select Committee and the Centre for Social Justice Disability Commission) to which the last government's review of Disability Confident sought to respond.

Regarding the new government, several of the Charter's proposals were included in Labour's general election manifesto, and its proposals regarding disability pay gap reporting were subsequently included in the draft Equality (Race and Disability) Bill, while its proposals regarding statutory rights to time off for trade union representatives, flexible working as the default from day one, and reform of Statutory Sick Pay were included in the Employment Rights Bill.

However, to keep building momentum, it is essential that we continue to increase the number of signatories to the Charter. As such, if you wish to join a growing community of organisations calling on the government for a much-needed step change in disability employment policy by **signing your organisation up to the Charter**, please go to [www.disabilityemploymentcharter.org/get-involved](http://www.disabilityemploymentcharter.org/get-involved), or email us at [disabilityemploymentcharter@gmail.com](mailto:disabilityemploymentcharter@gmail.com)

Signing the Charter is completely free of charge.

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# Anti-Racism Charter

Our organisation pledges we will introduce the following ongoing commitments within 12 months of signing:

## Our leaders will

- Recognise the need and benefit in championing a racially diverse workforce.
- Challenge racism internally and externally wherever it arises in relation to the organisation.
- Recognise the impact of racism upon staff members' wellbeing.
- Set and regularly review strategy to improve racial equality, diversity and inclusion so that the organisation reflects the communities it serves.

## Our organisation will

- Have a clear and visible race equality policy championed by leadership.
- Have a clear and visible anti-racism programme of initiatives and actions.
- Undertake equality impact assessments for all strategic-level decisions.
- Undertake ethnicity pay gap recording and publicly publish results.
- Undertake workforce ethnicity recording and publicly publish results.
- Provide unconscious bias and anti-racism training for all staff members.
- Provide a racism reporting process for notifying, investigating and recording outcomes.
- Provide robust equality training for managers involved in recruiting, promotions and investigating allegations.
- Provide a wellbeing support facility for staff experiencing racism in the workplace.
- Will be anti-racist, not just non-racist in all we do.

## Our equality auditing process will review

- Recruitment processes to identify and address race disparities in equality of opportunity.
- Exit interview results to identify and address race disparities in retention of staff members.
- Promotional processes to identify and address race disparities in equality of opportunity.
- Discipline and grievance to identify and address race disparity in outcomes of comparable cases.
- Policies and research under a duty or commitment to promote solidarity and tackle racism.
- Our mission, values, and support to removing racial discrimination in all its forms.

Employer

Date



# Siarter Gwrth-Hiliaeth

Mae ein mudiad yn addo y byddwn yn cyflwyno'r ymrwymïadau parhaus canlynol o fewn 12 mis i arwyddo'r siarter:

## Bydd ein harweinwyr yn

- Cydnabod yr angen a'r budd mewn hyrwyddo gweithlu sy'n hiliol amrywiol.
- Herio hiliaeth yn fewnol ac yn allanol ble bynnag y mae'n codi mewn perthynas â'r mudiad.
- Cydnabod effaith hiliaeth ar lesiant aelodau staff.
- Gosod ac adolygu strategaeth yn rheolaidd i wella cydraddoldeb hiliol, amrywioldeb a chynhwysiant fel bod y mudiad yn adlewyrchu'r cymunedau y mae'n eu gwasanaethu.

## Bydd gan ein mudiad

- Bolisi cydraddoldeb hiliol clir a gweladwy wedi'i hyrwyddo gan yr arweinyddiaeth.
- Rhaglen glir a gweladwy o fentrau a chamau gweithredu gwrth-hiliaeth.
- Bydd yn cynnal asesiadau effaith cydraddoldeb ar gyfer pob penderfyniad ar lefel strategol.
- Bydd yn cofnodi'r bwlch cyflog ar sail ethnigrwydd ac yn cyhoeddi'r canlyniadau yn gyhoeddus.
- Bydd yn cofnodi ethnigrwydd y gweithlu ac yn cyhoeddi'r canlyniadau yn gyhoeddus.
- Bydd yn darparu hyfforddiant ar ragfarn anymwybodol a gwrth-hiliaeth i bob aelod o staff.
- Bydd yn darparu proses adrodd am hiliaeth ar gyfer hysbysu, ymchwilio a chofnodi canlyniadau.
- Bydd yn darparu hyfforddiant cydraddoldeb cadarn i reolwyr sy'n ymwneud â recriwtio, dyrchafu ac ymchwilio i honiadau.
- Bydd yn darparu cyfleuster cymorth llesiant ar gyfer staff sy'n profi hiliaeth yn y gweithle.
- Bydd yn wrth-hiliol, nid dim ond peidio â bod yn hiliol ym mhopeth a wnawn.

## Bydd ein proses archwilio cydraddoldeb yn adolygu

- Prosesau recriwtio i nodi a mynd i'r afael â gwahaniaethau hiliol o ran cyfleoedd cyfartal.
- Canlyniadau cyfweiliadau ymadael i nodi a mynd i'r afael â gwahaniaethau hiliol o ran dargadwedd aelodau staff.
- Prosesau dyrchafu i nodi a mynd i'r afael â gwahaniaethau hiliol mewn cyfle cyfartal.
- Prosesau disgyblu a chwyno i nodi a mynd i'r afael ag anghydraddoldeb hiliol mewn canlyniadau achosion tebyg.
- Polisiâu ac ymchwil o dan ddyletswydd neu ymrwymiad i hyrwyddo undod a mynd i'r afael â hiliaeth.
- Ein cennad, gwerthoedd, a chefnogaeth i gael gwared ar gamwahaniaethu hiliol o bob math.

### Cyflogwr

### Dyddiad



**UN\$AIN**  
Cymru Wales

<b>Meeting of:</b>	<b>CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS</b>
<b>Date of Meeting:</b>	<b>4 JUNE 2025</b>
<b>Report Title:</b>	<b>ANNUAL WELSH LANGUAGE STANDARDS REVIEW</b>
<b>Report Owner / Corporate Director:</b>	<b>CHIEF OFFICER – FINANCE, HOUSING AND CHANGE</b>
<b>Responsible Officer:</b>	<b>ZOE EDWARDS CONSULTATION, ENGAGEMENT AND EQUALITIES MANAGER</b>
<b>Policy Framework and Procedure Rules:</b>	<b>There is no impact on the policy framework or procedure rules</b>
<b>Executive Summary:</b>	<b>The report outlines how the council has complied with the Welsh Language Standards during the 2024/2025 financial year and documents any progress and new compliance developments.</b>

## 1. Purpose of Report

- 1.1 The purpose of this report is to inform Cabinet Committee Equalities and Employee Relations of the content and approach taken with the council's Welsh Language Standards, and how we continue to ensure we comply with the Welsh Language Standards for the financial year 2024/2025.

## 2. Background

- 2.1 The Welsh Language Standards give Welsh speakers improved, enforceable, rights in relation to the Welsh language. The council received its final compliance notice on 30 September 2015, which outlined 171 standards requiring compliance.
- 2.2 Standards 158, 164 and 170 require the council to produce and publish an annual report, in Welsh, by 30 June each year.

## 3. Current situation / proposal

- 3.1 The council's Welsh Language Standards Annual Report 2024/2025 covers the period 1 April 2024 to 31 March 2025 and will be published on the website by 30 June 2025. The report is attached as **Appendix 1**.
- 3.2 The report outlines how the council has complied with the standards during the period and also documents any progress and new compliance developments.

3.3 As part of the annual report, there is a duty to report specifically on the following information:

- the number of complaints received by the council during the period;
- the number of employees who disclosed Welsh language skills as at 31 March 2024;
- the number of employees attending training courses offered in Welsh during the period;
- the number of new and vacant posts advertised during the period categorised as posts where either:
  - Welsh language skills were essential;
  - Welsh language skills were desirable;
  - Welsh language skills need to be learnt;
  - Welsh language skills are not required.
- In addition to the information specified in section 3.2, updates on Equality Impact Assessments, customer contact and promotional activities have also been included.

3.4 The standards that relate to publishing an annual report do not require that the report be approved by the council or the Welsh Language Commissioner prior to publication as was previously required under the Welsh Language Scheme.

#### **4. Equality implications (including Socio-economic Duty and Welsh Language)**

4.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

#### **5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives**

5.1 The well-being goals identified in the Act were considered in the preparation of this report. The following is a summary to show how the five ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

**Long-term** – Ensuring that the council is able to deliver bilingual services now and in the future.

**Prevention** – Improving services and upskilling staff will ensure that everyone regardless of language choice has equal access to services and thus preventing complaints and Welsh Language Commissioner Investigations.

**Integration** - By providing bilingual services to the public we make everyone feel equal and valued.

**Collaboration** - Partnership working assists the council in meeting its duties under the Welsh Language Standards. Working in collaboration with partners is further evidenced in the Five-Year Welsh Language Strategy.

**Involvement** - Publication of the report ensures that the public and stakeholders can review the work that has been undertaken.

## **6. Climate Change Implications**

- 6.1 The Welsh Language Standards give Welsh speakers improved, enforceable rights in relation to the Welsh language. There is a commitment to engage effectively with local communities to help protect and sustain the environment over the long term and in line with our climate change ambitions.

## **7. Safeguarding and Corporate Parent Implications**

- 7.1 Where there is a safeguarding concern, all communication will be managed under Bridgend County Borough Council's Safeguarding Policy. This will safeguard and promote the wellbeing of children, young people and adults at risk of abuse or neglect and to ensure that effective practices are in place throughout the Council and its commissioned services.

## **8. Financial Implications**

- 8.1 There are no financial implications arising from this report. The development of a strategy will be met from within existing resources.

## **9. Recommendation**

- 9.1 That Cabinet Committee Equalities and Employee Relations notes this report and the progress made during 2024/2025 in meeting its Welsh Language duties.

**Background documents** - None

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## APPENDIX 1

### Welsh Language Standards Annual report 2024/25

*This document is also available in Welsh.*

#### Contents

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## 1. Introduction

The Welsh Language Standards require Bridgend County Borough Council (BCBC) to produce and publish an annual report by 30 June each year.

This 2024/25 annual report covers the period 1 April 2024 to 31 March 2025 and outlines how the council continues to be compliant during this period as well as highlighting any new developments/areas of progress.

## 2. How the council complies with the Welsh Language Standards

- 2.1 The council is not under challenge for any standards at this time.
- 2.2 The council is currently reliant on the Equalities, Welsh language, and Engagement manager to oversee the commissioner requirements since the post of the Welsh Language Office became vacant last October 2023. Employees continue to receive regular updates and information regarding the Welsh language in terms of compliance, access to resources such as training and raising the profile of the language and culture. In April 2023 the Welsh Language e-learning training module was made mandatory to all staff and this is regularly communicated to staff via Bridgenders to increase completion levels.
- 2.3 Since May 2023 a project has been ongoing to review the Welsh telephony options available to all customers calling. Work took place to provide service areas with the relevant options to ensure full compliance to the Welsh language standards. We are looking to undertake a review of this project to ensure a Welsh Language option is always available to callers, albeit a bi-lingual answer machine message with the option of a call-back from a Welsh speaker when requested.
- 2.4 Support to the Welsh Education Strategic Plan is ongoing in order to achieve the commitments outlined. This includes the launch, promotion, and ongoing marketing of the Welsh-medium education journey video as part of the Welsh in Education Forum. We have developed a Welsh language schedule in order to ensure that we are regularly promoting various Welsh Language resources. The communications and marketing team post at least twice a week on social media to encourage attendance of WME schools, promote adult learning – DysguCymraeg, advertise different partners and the activities they run, i.e baby yoga, promote Welsh events and important dates such as the Eisteddfod.



- 2.5 Significant updates have been made to the Welsh-medium education section of the BCBC Website: <https://www.bridgend.gov.uk/residents/schools-and-education/welsh-medium-education/> The pages include a list of Welsh-medium schools including additional provisions available at the school, support for non-Welsh-speaking families, early years and transition support and much more.
- 2.6 The Welsh Language Manager attends quarterly meetings with partners and voluntary organisations that deliver services through the medium of Welsh. These meetings are an opportunity to share information, ideas and experience whilst helping to identify Welsh language related priorities for Bridgend County Borough across partner agencies.
- 2.7 As part of the manager induction programme, the Equalities and Welsh Language manager delivers a presentation on the Welsh Language Standards and what this means in practice for managers. This is to ensure there is a full understanding of the council's obligations and their management responsibilities to ensuring staff are aware of the Welsh Language compliance standards. Staff intranet pages remain available to access any guidance required around the Welsh Language compliance. There is also the dedicated Welsh email inbox ([WLS@bridgend.gov.uk](mailto:WLS@bridgend.gov.uk)) for staff to utilise for any Welsh Language queries or guidance required.
- 2.8 The council provides a range of Welsh language training and resources to staff, including support with community courses on Welsh language training which is regularly communicated via staff messages. There continues to be a compliance document available, which details how we will provide the relevant service delivery, operational, record-keeping, promotional and policy making standards. Our complaints procedure is also available on our website as well as previous annual reports.
- 2.9 We provide information to the Welsh Language Commissioner as requested, investigating complaints, and providing support to service areas to address any escalated issues. We continue to take part in audit procedures internally and externally that are carried out by the Commissioner's office to ensure that we are compliant as and when presented.

### 3. Service delivery

During 2024/25 the Council maintained our service delivery commitments by:

- 3.1 Ensuring any responses to correspondence received in Welsh are reciprocated where a reply is required. Additionally, we issue generic bilingual or separate English and Welsh versions of correspondence, treating the Welsh language no less favourably than English depending on declared language choice. All departments are required to provide a bilingual greeting over the telephone and, where relevant, conversations continue in Welsh until they are concluded or callers are passed to Welsh speaking staff (if available), or to English speaking staff if no Welsh speaker is available and the customer is agreeable to this.

The operation of a single main telephone number (01656 643643) is available for those wishing to speak to someone in Welsh or English. If a Welsh speaking member of staff is not available at the time of calling, callers are advised, in Welsh, when such a service will be available. Those wishing to speak to someone in Welsh can also leave a message in Welsh and we state on materials that advertise a BCBC telephone number that calls are welcomed in Welsh and English.

- 3.2 We continue to treat the Welsh language no less favourably than the English language on any advertising materials. When we invite attendees to a meeting, it is instilled that staff offer the Welsh language option at the meeting and put the necessary arrangements in place to facilitate this. This process is also reflected when sending bilingual invitations to BCBC public meetings/events (where relevant) and those meetings/events funded by BCBC (50% or more funding). Anyone presenting at meetings will be asked if they wish to use Welsh as well as attendees being advised that they are welcome to use the Welsh language (if we are advised in advance) at the meeting. Materials used for advertising these meeting/events or for display at the meetings/events are bilingual also.
- 3.3 We ensure that we produce public-facing marketing, advertising, and publicity materials (including press releases and statements) bilingually. This is also applicable to public-facing corporate documents such as policies and rules as well as consultation documentation. These documents aim to treat the Welsh language no less favourably than the English. Separate English versions of documents that are available in Welsh (where they are required to be) state this on the English version. Also, any publicly available forms are bilingual or available as English and Welsh versions. If separate versions are in place, we state on the English version of the form that a Welsh form is available.

- 3.4 BCBC respond to Welsh language social media messages in Welsh where a reply is required. We also replace street, place and direction signs (including temporary signs where applicable) following damage or normal wear and tear, with bilingual signs with the Welsh text appearing first. In addition, we also produce official notices bilingually with the Welsh text always appearing first.
- 3.5 We have Welsh speaking reception staff wearing lanyards to show customers they are able to provide a Welsh language service and bilingual audio announcements are done with the Welsh announcement first at all times. We continue to produce our agenda and minutes for Cabinet and committee meetings bilingually (standard 41) and these are available on our website.
- 3.6 During this period we have continued to develop bilingual content and functionality on the website as required (standard 52 and 56). We post bilingually on social media and respond to Welsh queries received in Welsh, where a response is required as standard.

#### 4. New developments

- 4.1 We have continued to improve and develop our online platform 'My Account', enabling subscribers to report issues such as pest control and street lighting via the platform through the medium of Welsh. Work is underway to implement a bilingual staff intranet.
- 4.2 By changing the Welsh Language e-learning training to a mandatory module for staff this allows Learning and Development to have access to completion figures and the ability to send out reminders to staff that have the training outstanding.
- 4.3 A Staff network "Iaith Gwaith" has been established which is a forum for Welsh language practice. This offers a great opportunity for staff that want to improve their Welsh skills and connect with colleagues. All proficiency levels are welcome and encouraged to participate, we currently have 16 members of the forum that meet monthly for an hour.

#### 5. Policy-making standards

- 5.1 Staff are required to use our equalities impact assessment (EIA) process to ensure consideration is given to the Welsh Language when policies are revised or developed. This process ensures a thorough risk assessment is

carried out and requires evidence-gathering and investigation to ensure the Welsh language is not at detriment. This is a consideration for those taking part in any consultation, engagement and research activity the Council carries out whereby views on whether a policy decision (if applicable) could impact on the use of the Welsh language.

- 5.2 An Awarding Grants Protocol has been approved, which ensures that decisions on awarding grants identify the effects on the Welsh language, and then consider how negative effects can be minimised and positive effects maximised. This has been shared with officers who administer grants and published on the intranet as a guide for BCBC staff. The Protocol is in line with the requirements of the Welsh Language Standards (No.1) Regulations 2015, which must be considered.

## 6. Operational standards

- 6.1 In February 2024 Internal Audit carried out an inspection on our Welsh Language adherence against the operational standards. During the audit a number of strengths and areas of good practice were identified as follows:
- Guidance is available to all staff members on the Welsh Language Standards via Bridgenders, which is a staff magazine produced on a quarterly basis.
  - The Council have published a 5-year strategy to promote and facilitate the Welsh Language in addition to an Annual Report on the Council's compliance with the Standards.
  - Step-by-step guidance is available to staff members via Bridgenders detailing how the Welsh Translation Framework must be followed.
  - A record of complaints received by the public relating to the Council's compliance with the Standards is maintained.
  - All internal policies sampled by the Auditor which were required to be translated in accordance with Welsh Language Standards 105-111, were available in Welsh.
- 6.2 Human Resources assess the Welsh language skills of our employees and staff are encouraged to update their personal development and language skills on an ongoing basis. Training is available such as 'meet and greet' and Cwrs Mynediad which are available to all staff. There are multiple e-learning packages available to staff from Welsh language awareness and culture to Welsh language standards guidance. The language preference of employees

is always captured in order to provide correspondence relating to their employment, and various employment related forms in Welsh as required.

- 6.4 All Council buildings have bilingual signage in place including at our main reception areas and customers can expected to be greeted bilingually with the Welsh language taking precedent. Customers and visitors are welcomed to utilise our services through the medium of Welsh and all front-line staff can greet the public in Welsh.
- 6.5 We provide a report on the five-year strategy at our Cabinet Equalities Committee on an annual basis. The Welsh in Education Strategic Plan (WESP) was implemented in September 2022. We have continued to work with Education and other members to progress with the objectives set in the 5-year plan. We have continued to make progress in the development of the Welsh Medium childcare settings across the County Borough. A steering group made up of childcare professionals and third sector colleagues has been established and meets regularly to ensure effective delivery over the next three years.

## 7. Record-keeping standards

- 7.1 All complaints received relating to our compliance are recorded as part of our corporate complaints system. The Welsh Language officer also maintains records of any queries or initial investigations that are received by the Local Authority.
- 7.2 Human Resources monitor and record the number of employees accessing training courses through the medium of English and Welsh - see section 9 for further details. Additionally keeping a record of the Welsh language skills of employees and assessments of new and vacant posts – see section 10 for further details.
- 7.3 A record is kept of the number of Welsh interactions that take place over a number of channels (telephone, face to face and digital) within the customer services contact centre.

## 8. Complaints

- 8.1 A complaint was received by the commissioner on 12/04/2024 from a member of the public about a sign in the car park near the John Street toilets in Porthcawl which has an incorrect Welsh translation - 'wedi lalu' instead of 'wedi talu'. The complainant has already submitted a complaint about this to the Council on 23/03/2024 to [complaints@bridgend.gov.uk](mailto:complaints@bridgend.gov.uk) and the sign was rectified therefore no further action was required.
- 8.2 Another complaint was received by the commissioner from a member of the public on 13<sup>th</sup> June about the fact that he did not receive a response to an e-mail which he wrote in Welsh to the Council's elections department on Sunday night 09/06/2024 about being able to vote by proxy, but he received a response in English at 8:45am on 13/06/2024. A response was sent from the legal team advising that the electoral arrangements are the responsibility of the Registration Officer and Returning Officer. The Council is not the responsible body, those functions are the responsibility of the Registration Officer and Returning Officer respectively whose roles are independent of the Council.
- 8.3 On the 7<sup>th</sup> December a complaint was sent directly to the communications mailbox, in relation to the Council's Welsh webpage not being updated to reflect the emergency community recycling centre closures on that weekend. The team responded to advise that, this was an exceptional circumstance/emergency situation and there were no translation services available as it was the weekend. No further action was required at this time.
- 8.4 A complaint was received by the commissioner from a member of the public on 23<sup>rd</sup> January, to report errors on the Welsh version of the Council's Website. The 'cashless catering' system contained a number of Welsh language errors. The system in question is provided by a 3<sup>rd</sup> party therefore took longer to resolve, but the Commissioners Office was made aware and extra time was provided to rectify the errors.

## 9. Employee skills and training

Welsh language skills as of 31 March 2025:

BCBC excluding Schools					Schools			
Welsh Speaker					Welsh Speaker			
Description	Female	Male	Total	%	Female	Male	Total	%

<b>Total Headcount</b>	<b>2367</b>	<b>747</b>	<b>3114</b>	
0 - No Skills	1168	383	1551	49.81%
A1 - Entry Level	548	178	726	23.31%
A2 - Foundation Level	13	3	16	0.51%
B1 - Intermediate Level	50	16	66	2.12%
B2 - Advanced Level	3	1	4	0.13%
C1 - Proficiency Level	85	22	107	3.44%
C2 - Fully proficient	10	4	14	0.45%
Prefer not to say	4	4	8	0.26%
Not declared	486	136	622	19.97%

<b>2312</b>	<b>521</b>	<b>2833</b>	
352	82	434	15.32%
397	80	477	16.84%
13	2	15	0.53%
88	13	101	3.57%
2	1	3	0.11%
131	18	149	5.26%
5	3	8	0.28%
10	3	13	0.46%
1314	319	1633	57.64%

BCBC excluding Schools				
Welsh Reader				
Description	Female	Male	Total	%
<b>Total Headcount</b>	<b>2367</b>	<b>747</b>	<b>3114</b>	
0 - No Skills	1169	389	1558	50.03%
A1 - Entry Level	529	167	696	22.35%
A2 - Foundation Level	16	2	18	0.58%
B1 - Intermediate Level	59	24	83	2.67%
B2 - Advanced Level	2	2	4	0.13%
C1 - Proficiency Level	89	17	106	3.40%
C2 - Fully proficient	13	4	17	0.55%
Prefer not to say	4	4	8	0.26%
Not declared	486	138	624	20.04%

Schools			
Welsh Reader			
Female	Male	Total	%
<b>2312</b>	<b>521</b>	<b>2833</b>	
352	82	434	15.32%
394	77	471	16.63%
12	4	16	0.56%
94	12	106	3.74%
3	1	4	0.14%
129	19	148	5.22%
5	3	8	0.28%
11	3	14	0.49%
1312	320	1632	57.61%

BCBC excluding Schools
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Schools
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Welsh Writer				
Description	Female	Male	Total	%
<b>Total Headcount</b>	<b>2367</b>	<b>747</b>	<b>3114</b>	
0 - No Skills	1295	449	1744	56.01%
A1 - Entry Level	426	112	538	17.28%
A2 - Foundation Level	14	2	16	0.51%
B1 - Intermediate Level	46	22	68	2.18%
B2 - Advanced Level	2	2	4	0.13%
C1 - Proficiency Level	86	14	100	3.21%
C2 - Fully proficient	8	4	12	0.39%
Prefer not to say	4	4	8	0.26%
Not declared	486	138	624	20.04%

Welsh Writer			
Female	Male	Total	%
<b>2312</b>	<b>521</b>	<b>2833</b>	
400	90	490	17.30%
360	70	430	15.18%
15	3	18	0.64%
81	13	94	3.32%
2	1	3	0.11%
125	17	142	5.01%
5	3	8	0.28%
10	3	13	0.46%
1314	321	1635	57.71%

BCBC excluding Schools				
Welsh Listener				
Description	Female	Male	Total	%
<b>Total Headcount</b>	<b>2367</b>	<b>747</b>	<b>3114</b>	
0 - No Skills	304	98	402	12.91%
A1 - Entry Level	213	64	277	8.90%
A2 - Foundation Level	21	5	26	0.83%
B1 - Intermediate Level	12	4	16	0.51%
B2 - Advanced Level	3	1	4	0.13%
C1 - Proficiency Level	12	4	16	0.51%
C2 - Fully proficient	20	4	24	0.77%
Prefer not to say	6	4	10	0.32%
Not declared	1776	563	2339	75.11%

Schools			
Welsh Listener			
Female	Male	Total	%
<b>2312</b>	<b>521</b>	<b>2833</b>	
47	13	60	2.12%
67	16	83	2.93%
16	6	22	0.78%
9	4	13	0.46%
5	1	6	0.21%
1	0	1	0.04%
11	3	14	0.49%
11	3	14	0.49%
2145	475	2620	92.48%



Please note:

- The 'Schools' category covers employees directly employed by governing bodies. Inclusion staff are included under the 'BCBC excluding schools' category.
- The 'Not Declared' category covers employees who have not provided details of their Welsh language skills.
- The skill levels identified are based on individual self-assessment.
- 194 employees hold a school position and an 'All other services' position and are counted once in their highest contracted hour position across BCBC.

**Number of employees who attended training courses in Welsh between 1 April 2024 and 31 March 2025:**

- 8 employees have attended 'Cwrs Mynediad' training in 2024/25, enabling them to develop their language skills further. This includes those undertaking year 1 and 2, based on four hours per week over 30 weeks.
- 11 employees have been supported to attend Welsh Language courses in the community. These courses included Foundation, Sylfaen Part 1 and Sylfaen Part 2, Sylfaen Part 3.
- 24 employees have attended 'Welsh Language Meet and Greet' training in 2024-25, enabling them to answer the telephone and greet customers in Welsh.
- There were no requests for face-to-face training materials to be made available in Welsh during the year.
- There have been 1015 e-learning completions for Welsh Language Awareness e-Learning (English – 1014, Welsh - 1) and 20 for Welsh Language Standards e-Learning (English - 20 Welsh - 0).
- 585 new employees completed the corporate induction e-learning module, and 100 new starters completed it via a workbook. Total completions 685. Corporate induction includes a section on the introduction to Welsh Language, the Welsh Language Standards and links to the Welsh Language E-Learning Modules and Welsh Language Training Opportunities.
- 22 new managers completed the manager induction e-learning module. Manager induction includes an introduction to Welsh Language and the Welsh Language Standards and links to the Welsh Standards E-Learning Module and the Welsh Language Awareness E-Learning Module.

### New and Vacant Posts

Number of new and vacant posts advertised during 2024/25 where Welsh language skills were:

<b>Category</b>	<b>Number of posts categorised</b>	<b>Percentage of posts categorised</b>
Essential	15	1.60%
Desirable	464	49.57
Need to learn Welsh	0	0%
No Welsh skills required	457	48.82%

### 11. Reception services: contact centres and telephone contact centres

Demand for Welsh services in the Customer Contact Centre between 1 April 2024 and 31 March 2025:

Face to face interactions in Welsh	<b>0</b>
<b>Total visits</b>	11,186
<b>Welsh requests as % of total interactions conducted</b>	0.00%

Demand for Welsh services in the Telephone Contact Centre between 1 April 2024 and 31 March 2025:

Volume of calls during normal working hours (Welsh and English)	<b>76,582</b>
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<b>Volume of calls received out of hours (Welsh and English)</b>	3,100
<b>Total calls received (Welsh and English)</b>	79,682
<b>Volume of calls in Welsh</b>	98
<b>Welsh requests as a % of total calls</b>	0.12%

Over the last year our demand continued to be low for our face-to-face channel, across all languages.

Telephony requests decreased from 79,146 to 76,582 (normal working hours (Welsh and English). Whilst our volume of calls received out of hours (Welsh and English) increased from 1,361 to 3,100.

Welsh requests as a % of total contacts also increased from 0.07% to 0.08%

Customer demand for the online channel continues to increase, which in turn has impacted the customer demand on both our telephone and face-to-face channels.

There are still a low number of requests to contact us in Welsh. We also have a low number of staff who can speak Welsh and whilst we do all we can when we are able to recruit, recruiting Welsh speakers continues to be very difficult.

In addition to this we will also carry out regular reviews of our Telephony system to ensure we are routing calls to the correct department, whether Welsh or English is selected. We also continue to work with front-line services to review their inbound channels to make sure the Welsh language is not treated less favourably than the English language.

## 12. Equality Impact Assessments (EIAs)

Three full EIAs were carried out and considered the impact of the policy/strategy on people's opportunity to use the Welsh language in a positive or negative way and treat both languages equally. No negative impact was identified and as a result, no amendments were made to the proposed policies/strategies assessed.

### 13. Promoting and raising awareness of the Welsh language and Welsh culture

The council is proud to promote, celebrate and raise awareness of the Welsh language, the culture and any events taking place locally to raise the profile of the language. Below are just some of the events and activities we have promoted between 1 April 2023 and 31 March 2024:

- St Dwynwen's Day
- Welsh Language Music Day
- St David's Day
- Urdd Eisteddfod
- Cymraeg for kid's programme
- The Urdd
- Gwyl Ogi Ogi
- Shwmae Sumae Day
- Gŵyl Ogi Ogi Ogwr 2024
- Siarter iaith awards