

Workforce Equality Monitoringas at **31/03/2018****1. Gender**

Description	BCBC excluding Schools			Schools		
	Male	Female	Total	Male	Female	Total
BCBC Headcount	676	2425	3101	537	2610	3147
Percentage	22%	78%		17%	83%	

- The gender split in Bridgend remains consistent with the figures reported during 2016/17.
- Gender information is collected from all Welsh local authorities as part of the national workforce benchmarking collection. The figures below (as at 31/03/2017) show that BCBC current gender split differs from the Welsh average, with the proportion of male workers lower than any other LA at the time of the collection;

	% Females	% Males
Bridgend	80	20
Wales average	73.6	26.4

2. Disability

Disability Declared	BCBC excluding Schools				Schools			
	Male	Female	Total	%	Male	Female	Total	%
31/03/2018	32	69	101	3.3%	6	17	23	0.7%
31/03/2017	32	63	95	3.0%	6	12	18	0.5%

- There has been an overall increase in the number of employees with a declared disability between March 2017 and March 2018.
- We do not have a declared disability status for 24% of employees as at 31st March 2018.

3. Ethnicity

Ethnic Minority	BCBC excluding Schools				Schools			
	Male	Female	Total	%	Male	Female	Total	%
31/03/2018	6	48	54	1.7%	6	28	34	1.1%
31/03/2017	7	42	49	1.6%	6	27	33	1.0%

- There has been a slight increase in the number of employees from ethnic minority backgrounds during the last year.
- Based on population estimates as at 31st December 2017, the percentage of the population from a 'non white background' in Bridgend was 2.7%
- We do not hold a declared ethnicity for 7% of employees.

4. Age

Age Profile	BCBC (exc. Schools)	Schools
16-19	0.5%	0.5%
20-25	3.7%	4.5%
26-30	7.2%	10.5%
31 - 35	9.1%	11.7%
36 - 40	11.2%	13.4%
41 - 45	12.9%	14.4%
46 - 50	15.9%	16.3%
51 - 55	17.0%	12.6%
56 - 60	14.1%	9.6%
61 - 65	6.9%	4.1%
66 +	1.6%	2.3%

- The age profile has remained consistent with the figures reported during 2016/17.
- Although the age profile for non school employees is slightly older than for School employees, there is a larger percentage of employees aged 66years and older working in Schools than in corporate services.
- Age profiles are collected from all welsh LAs as part of the national benchmarking return. The Bridgend profile is consistent with the Welsh average for 2016/17.

5. Sexual Orientation

Description	BCBC excluding Schools				Schools			
	Male	Female	Total	%	Male	Female	Total	%
Bisexual	3	13	16	0.5%	1	2	3	0.1%
Gay Man	13	0	13	0.4%	7	0	7	0.2%
Gay Woman / Lesbian	0	8	8	0.3%	0	2	2	0.1%
Transgender	1	6	7	0.2%	0	0	0	0.0%

- Whilst there has been some fluctuation in the responses compared to 2016/17, the overall percentage of employees declaring a sexual orientation listed above has remained consistent.
- According to ONS 2014 figures, 1.4% of the population in the Bridgend and Neath Port Talbot region identify as 'Gay/Lesbian/Bisexual'. This is consistent with the combined totals in BCBC corporate services, although school based figures are lower.
- 53% of employees have not declared their sexual orientation as at 31/03/2018.

6. Caring Responsibilities

Description	BCBC excluding Schools				Schools			
	Male	Female	Total	%	Male	Female	Total	%
Carer Responsibility Declared	25	208	233	7.5%	8	60	68	2.2%

- Overall, the proportion of employees who have declared a caring responsibility has remained consistent with level seen in 2016/17, although the percentage for school employees has decreased slightly.
- Data collected via the 2011 census showed that 12.9% of Bridgend’s population declared caring responsibility.

7. Welsh Language

Description	BCBC excluding Schools				Schools			
	Male	Female	Total	%	Male	Female	Total	%
Welsh Speaker	120	469	589	19.0%	93	519	612	19.4%
'A little'	99	339	438	14.1%	58	327	385	12.2%
'Fairly Good'	7	39	46	1.5%	15	55	70	2.2%
'Fluent'	14	91	105	3.4%	20	137	157	5.0%
Welsh Reader	132	497	629	20.3%	93	524	617	19.6%
'A little'	102	358	460	14.8%	57	323	380	12.1%
'Fairly Good'	17	48	65	2.1%	15	62	77	2.4%
'Fluent'	13	91	104	3.4%	21	139	160	5.1%
Welsh Writer	94	396	490	15.8%	86	482	568	18.0%
'A little'	72	269	341	11.0%	53	294	347	11.0%
'Fairly Good'	12	48	60	1.9%	13	57	70	2.2%
'Fluent'	10	79	89	2.9%	20	131	151	4.8%

- The above figures are based upon personal assessment of language ability.
- Self-assessed welsh language levels remained fairly consistent in School based employees, although there has been an increase of around 0.5% in employees identifying as ‘fluent’ in each category for non-school based employees.
- 52% of employees have not declared welsh language capabilities.