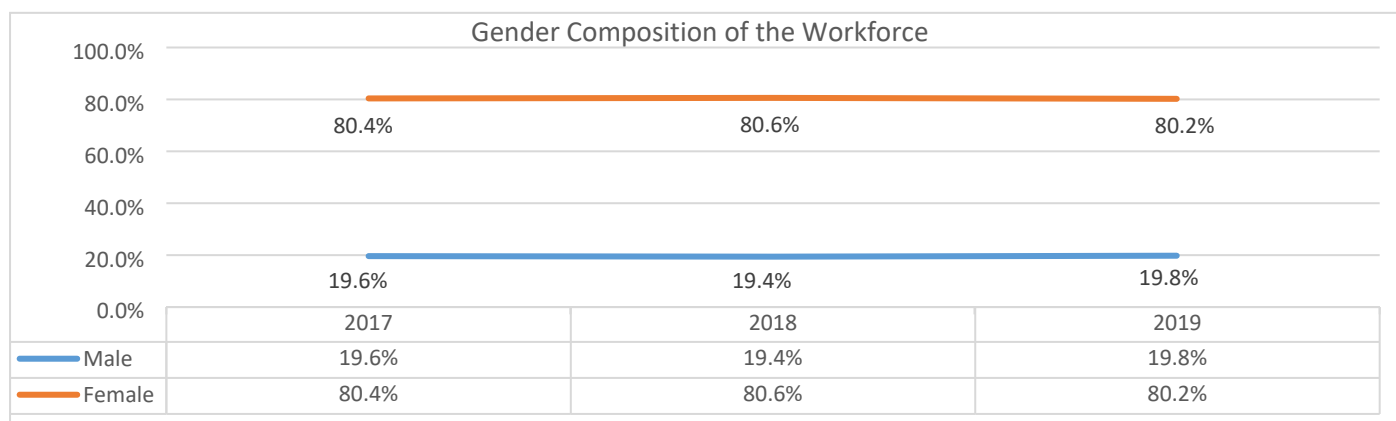


Equality in the workplace Monitoring

As at 31/03/2019

1. Gender

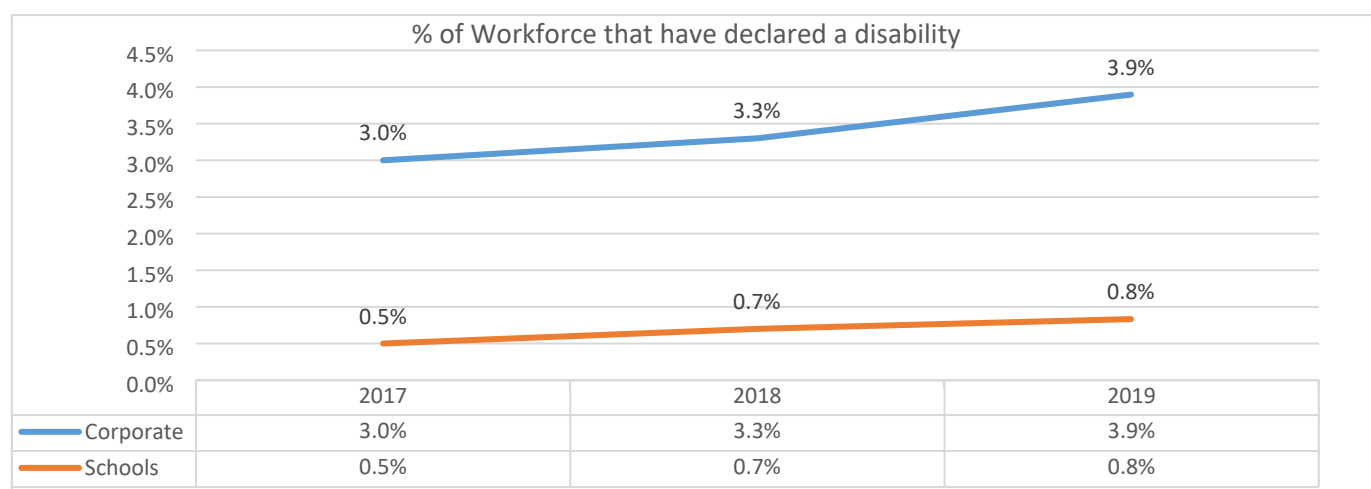
Description	BCBC excluding Schools			Schools		
	Male	Female	Total	Male	Female	Total
BCBC Headcount	667	2284	2951	510	2490	3000
Percentage	22.6%	77.4%		17.0%	83.0%	



- The gender composition has remained consistent over the last 3 years.
- Bridgend continues to have a higher percentage of female employees than other Welsh LAs.

2. Disability

Disability Declared	BCBC excluding Schools				Schools			
	Male	Female	Total	%	Male	Female	Total	%
31/03/2019	43	72	115	3.9%	4	21	25	0.8%
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%



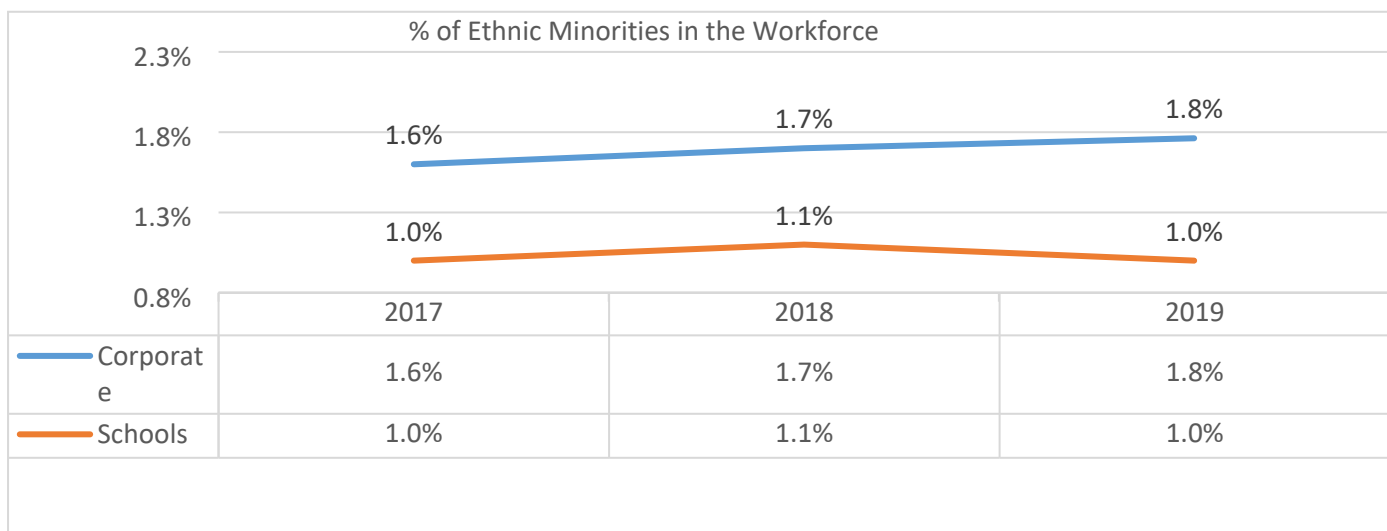
- The percentage of employees who have declared a disability has increased in both Schools and Corporate workforce in each of the last 3 years.
- We do not have a declared disability status for X% of the workforce as at 31.03.2019.

3. Ethnicity

Ethnic Minority
31/03/2019
31/03/2018
31/03/2017

BCBC excluding Schools			
Male	Female	Total	%
7	45	52	1.8%
6	48	54	1.7%
7	42	49	1.6%

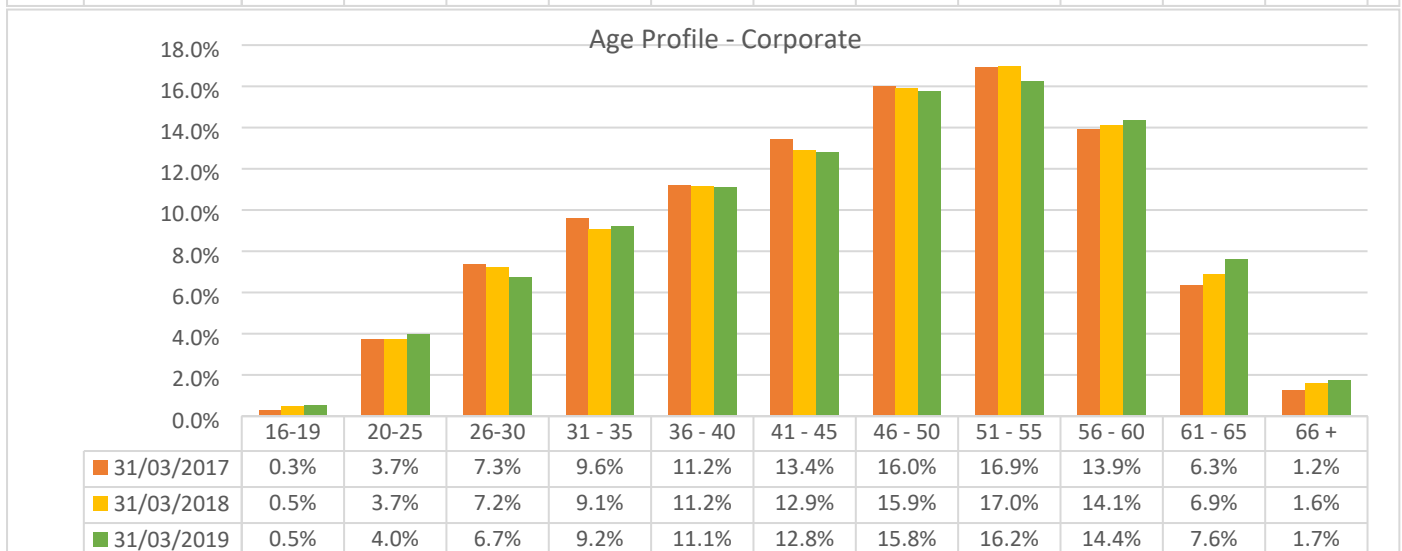
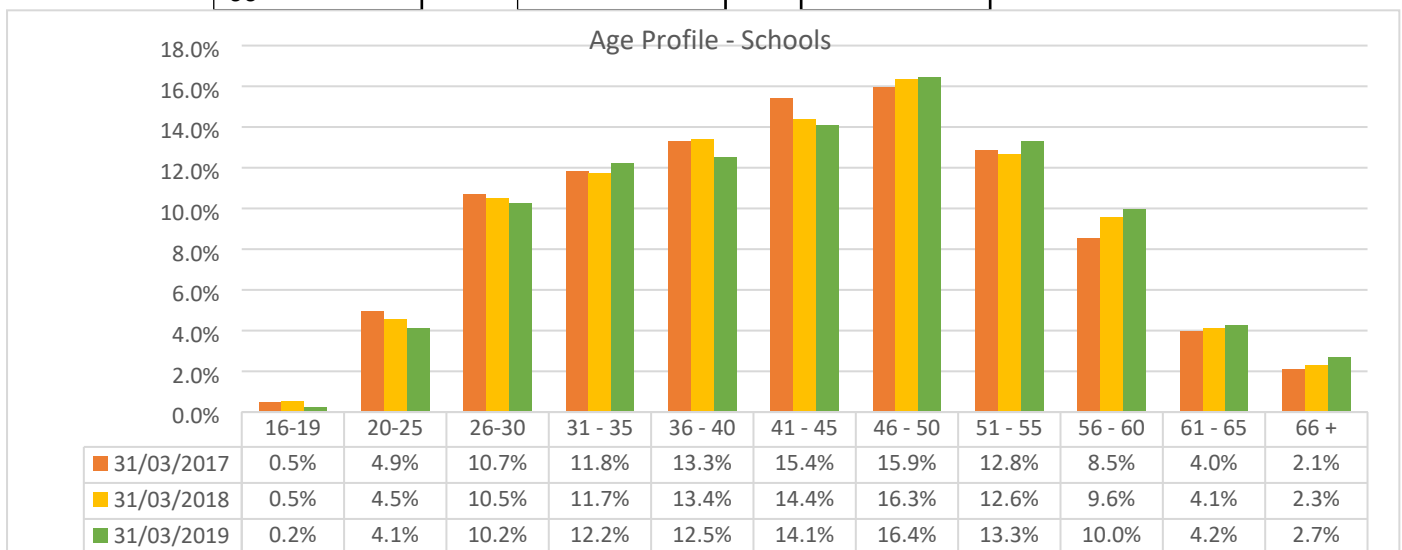
Schools			
Male	Female	Total	%
3	27	30	1.0%
6	28	34	1.1%
6	27	33	1.0%



- The percentage of BAME employees has increased in the corporate workforce in each of the last 3 years.
- 1% of the Schools workforce is BAME, a slight reduction on 2018 but consistent with the percentage as at 31.03.2017.
- For context, the latest population estimates from ONS (Dec 2018) indicate that 1.9% of county borough residents are from a BAME background.

4. Age

Age Profile	BCBC (exc. Schools)	Schools
16-19	0.5%	0.2%
20-25	4.0%	4.1%
26-30	6.7%	10.2%
31 - 35	9.2%	12.2%
36 - 40	11.1%	12.5%
41 - 45	C	14.1%
46 - 50	15.8%	16.4%
51 - 55	16.2%	13.3%
56 - 60	14.4%	10.0%
61 - 65	7.6%	4.2%
66 +	1.7%	2.7%



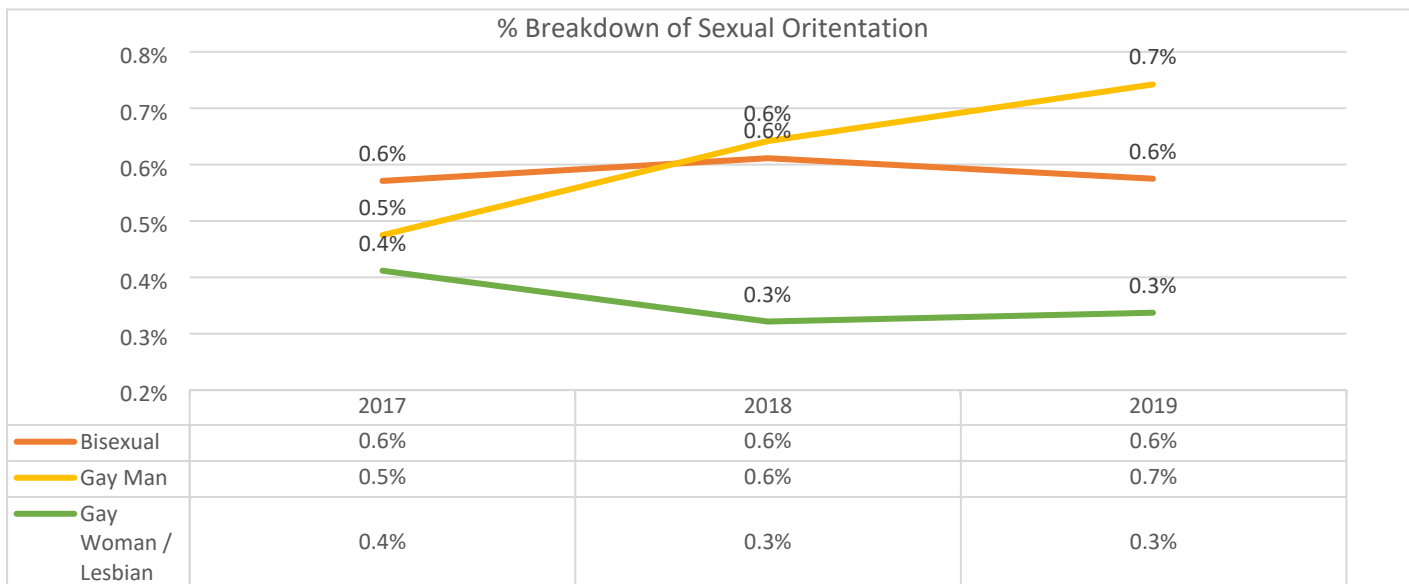
- The corporate workforce has a slightly older age profile than the school workforce. 68.5% of corporate employees are aged 41 years old or older, compared to 60.7% of the schools workforce.
- Despite having a younger age profile overall, the percentage of staff aged 30 years old or younger in Schools has reduced in each of the last 3 years.

5. Sexual Orientation

Description
Bisexual
Gay Man
Gay Woman / Lesbian

BCBC excluding Schools			
Male	Female	Total	%
3	12	15	0.5%
16	0	16	0.5%
0	7	7	0.2%

Schools			
Male	Female	Total	%
0	2	2	0.1%
6	0	6	0.2%
0	3	3	0.1%



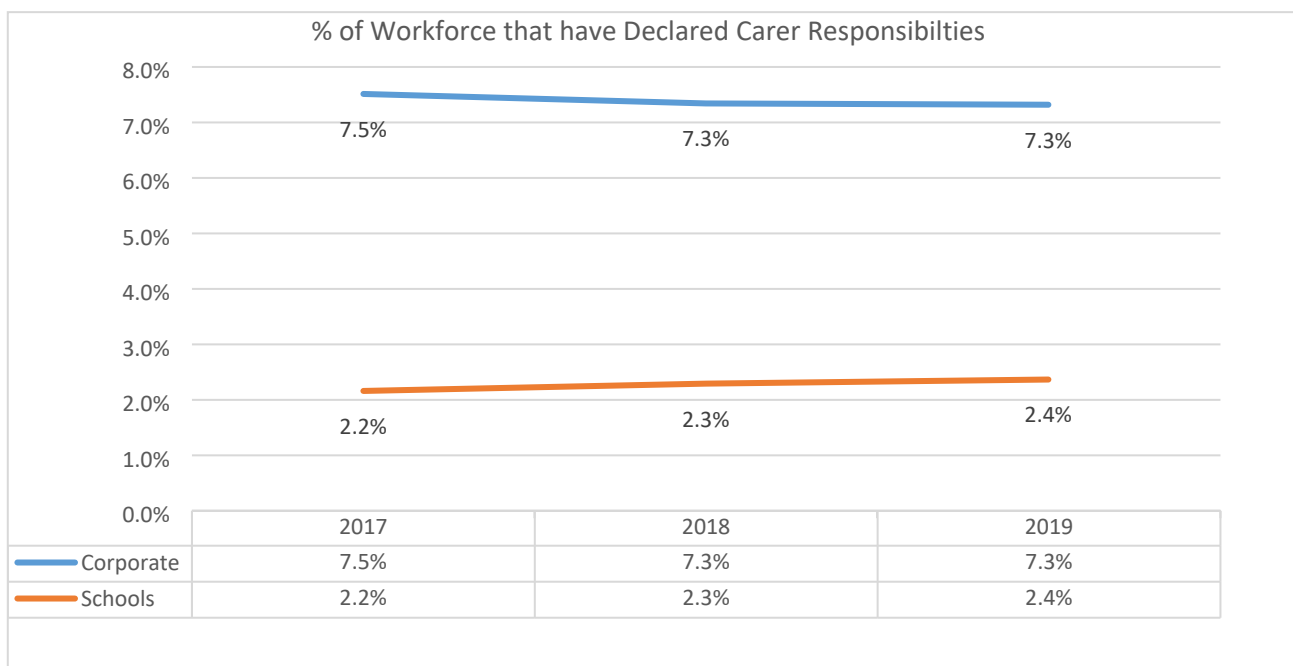
- The percentage of the workforce identifying as a 'Gay Man' has increased slightly in each of the last 3 years.

6. Caring Responsibilities

Description
Carer Responsibility Declared

BCBC excluding Schools			
Male	Female	Total	%
23	193	216	7.3%

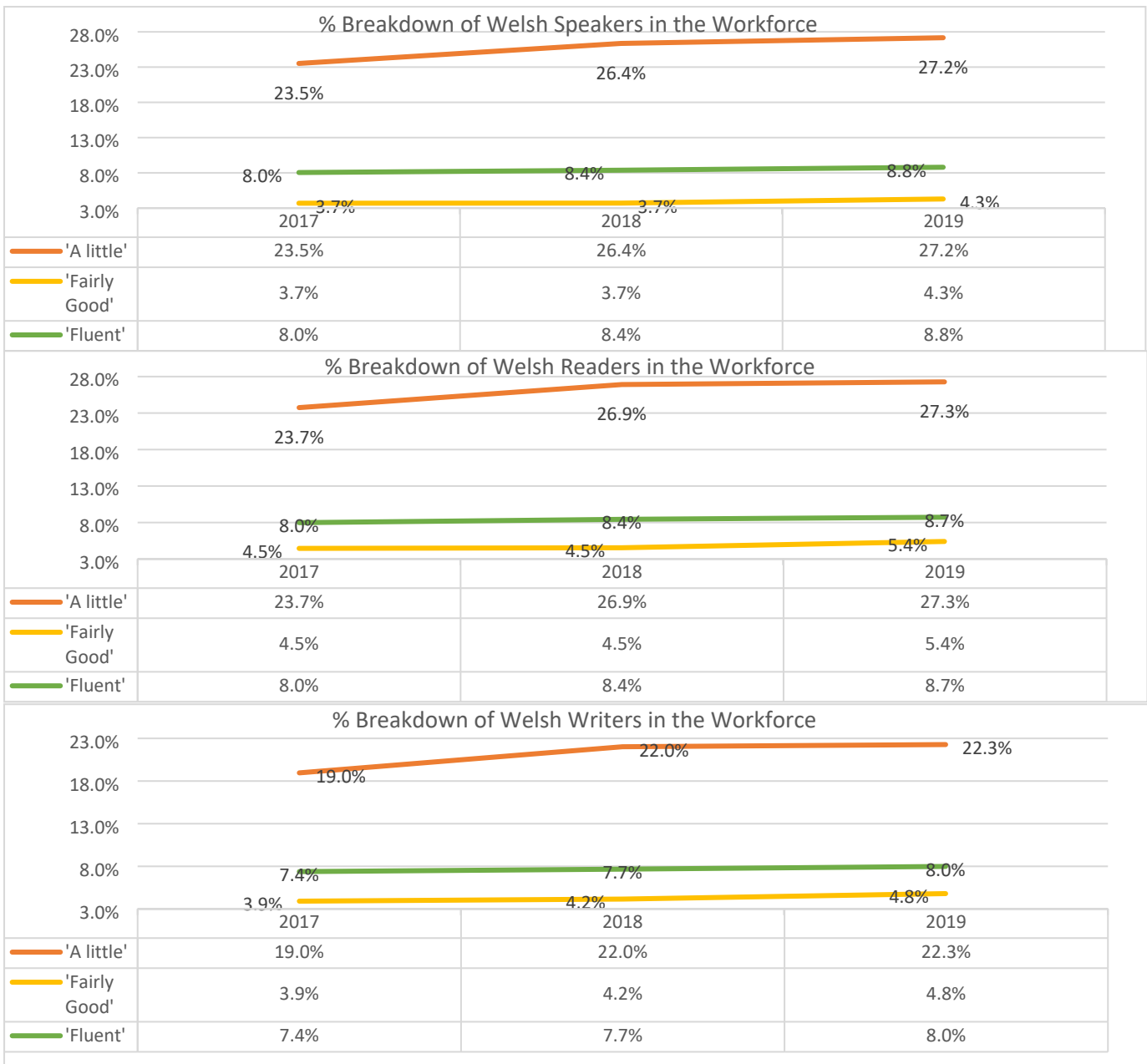
Schools			
Male	Female	Total	%
8	63	71	2.4%



- The percentage of the school workforce who have declared caring responsibilities has slightly increased over the last three years, although this remains considerably lower than the percentage of corporate staff who have declared a caring responsibility.

7. Welsh Language

Description	BCBC excluding Schools				Schools			
	Male	Female	Total	%	Male	Female	Total	%
Welsh Speaker	124	460	584	19.79%	94	520	614	20.47%
'A little'	93	331	424	14.37%	57	327	384	12.80%
'Fairly Good'	9	38	47	1.59%	17	64	81	2.70%
'Fluent'	22	91	113	3.83%	20	129	149	4.97%
Welsh Reader	135	480	615	20.84%	95	522	617	20.57%
'A little'	95	342	437	14.81%	56	318	374	12.47%
'Fairly Good'	19	49	68	2.30%	18	75	93	3.10%
'Fluent'	21	89	110	3.73%	21	129	150	5.00%
Welsh Writer	93	388	481	16.30%	88	475	563	18.77%
'A little'	61	262	323	10.95%	53	287	340	11.33%
'Fairly Good'	14	49	63	2.13%	15	65	80	2.67%
'Fluent'	18	77	95	3.22%	20	123	143	4.77%



- There has been an increase in the percentage of staff who have declared a level of welsh language skills across all aspects of language understanding.