

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO CABINET COMMITTEE EQUALITIES
27 JULY 2021

REPORT OF THE CHIEF EXECUTIVE
ANNUAL REPORT ON EQUALITY IN THE WORKFORCE (2020/21)

1. Purpose of report

- 1.1 The purpose of this report is to provide Cabinet Committee Equalities with a summary of the equality profile of the council's workforce as at 31 March 2021.

2. Connection to corporate well-being objectives/other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objective under the **Well-being of Future Generations (Wales) Act 2015**:

- **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 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, and aids decision making.

4. Current situation/proposal

- 4.1 **Appendix one** provides an equality profile of the council's workforce as at 31 March 2021, with comparative data from the previous two years.
- 4.2 The profile includes protective characteristics of the workforce (gender, disability, ethnicity, age and sexual orientation); details of those in the workforce with caring responsibilities and Welsh language skills. There is a full data set available on gender and age although it is not mandatory for employees to disclose their sensitive personal information for equality monitoring.
- 4.3 The equality information gathered for monitoring purposes has been reviewed to ensure that data collected will enable a better understanding of the council's employment profile. Going forward this will mean employees will have additional options in relation to Gender, Transgender/Gender Identity, and Marital Status. Employees are encouraged regularly to provide and/or update their sensitive information and further promotion will take place once the system has been revised.

4 Effect upon policy framework and procedure rules

4.1 The report has no direct effect upon the policy framework or procedure rules.

5 Equality Act 2010 implications

5.1 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.

5.2 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.

6 Well-being of Future Generations (Wales) Act 2015 implications

6.1 The well-being goals identified in the Act were considered in the preparation of this report.

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 **Appendix one** has been gathered through collaboration with all employees within the council.

Involvement - Publication of the report ensures that the public and stakeholders can review the work that has/is being undertaken.

8. Financial implications

8.1 There are no financial implications arising from this report.

9. Recommendations

9.1 It is recommended that the Cabinet Committee Equalities note the information contained in this report and within **Appendix one**.

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Background documents:

None