

Workforce Equality Monitoring

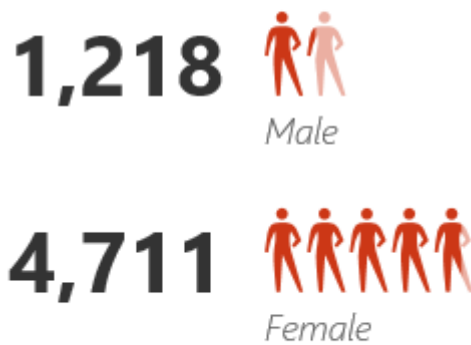
Introduction

This appendix gives an overview of the workforce, by protected characteristic, as at 31.03.21, trend analysis for the previous 2 years along with relevant information about this profile or work being undertaken.

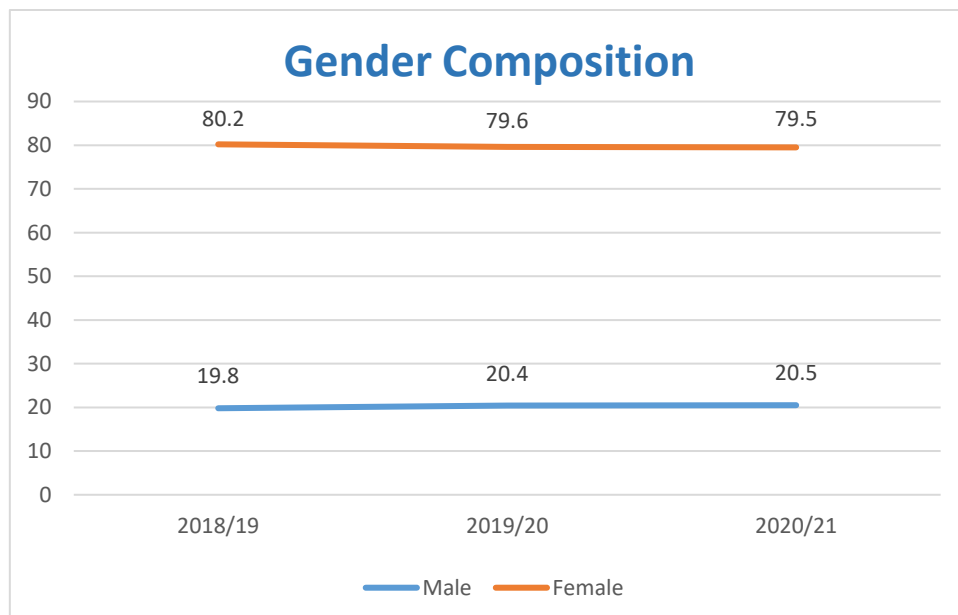
Headcount & Gender

The total headcount as at 31.03.21 is as follows:

HEADCOUNT



Description	BCBC excluding Schools			Schools		
	Male	Female	Total	Male	Female	Total
BCBC Headcount	696	2316	3012	522	2395	2917
Percentage	23.1%	76.9%		17.9%	82.1%	



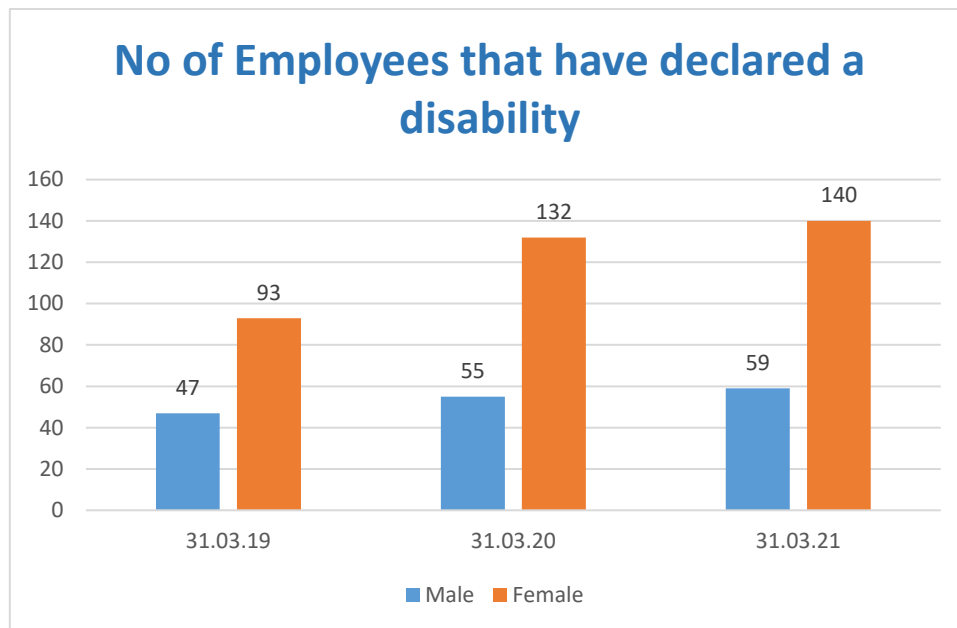
The gender composition has remained fairly consistent over previous years. In comparison with other Local Authorities in Wales (19/20), the council continues to have a higher percentage of female employees. However, it is inevitable that the workforce composition will vary according to the scope of in-house services.

Disability

Disability Declared
31/03/2021
31/03/2020
31/03/2019

BCBC excluding Schools			
Male	Female	Total	%
48	108	156	5.2%
50	101	151	5.0%
43	72	115	3.9%

Schools			
Male	Female	Total	%
11	32	43	1.5%
5	31	36	1.2%
4	21	25	0.8%



There is a small increase in the number of employees who have declared a disability, 3.3% of our total workforce are disabled employees with 21.2% of the workforce not declaring whether they have / have not got a disability.

The council has maintained its Disability Confident status. This scheme supports employers to make the most of the talents disabled people can bring to the workplace and allows us to draw from the widest possible pool of talent, secure and retain high quality employees' who are skilled, loyal and hard working. This is promoted on the council's job pages and at various recruitment campaigns. The council is also featured on the SCOPE (disability equality charity) website.

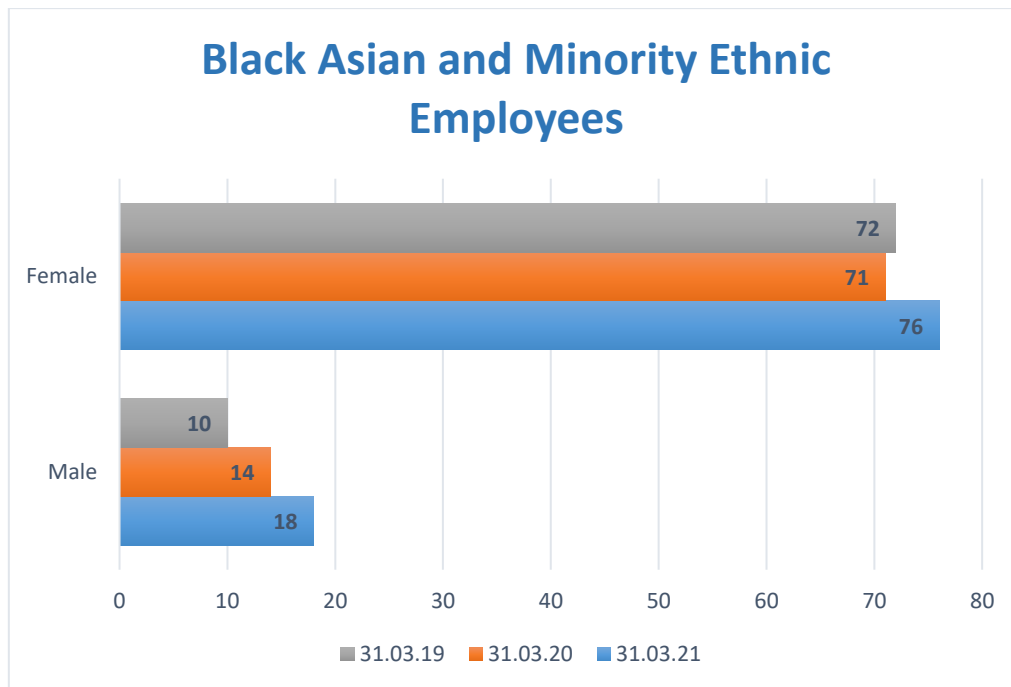
Meanwhile, more is being done to improve awareness of different disabilities by celebrating awareness days and weeks, including hidden disabilities.

Black Asian and Minority Ethnic Employees

Ethnic Minority
31/03/2021
31/03/2020
31/03/2019

BCBC excluding Schools			
Male	Female	Total	%
16	48	64	2.1%
12	42	54	1.8%
7	45	52	1.8%

Schools			
Male	Female	Total	%
2	28	30	1.0%
2	29	31	1.0%
3	27	30	1.0%

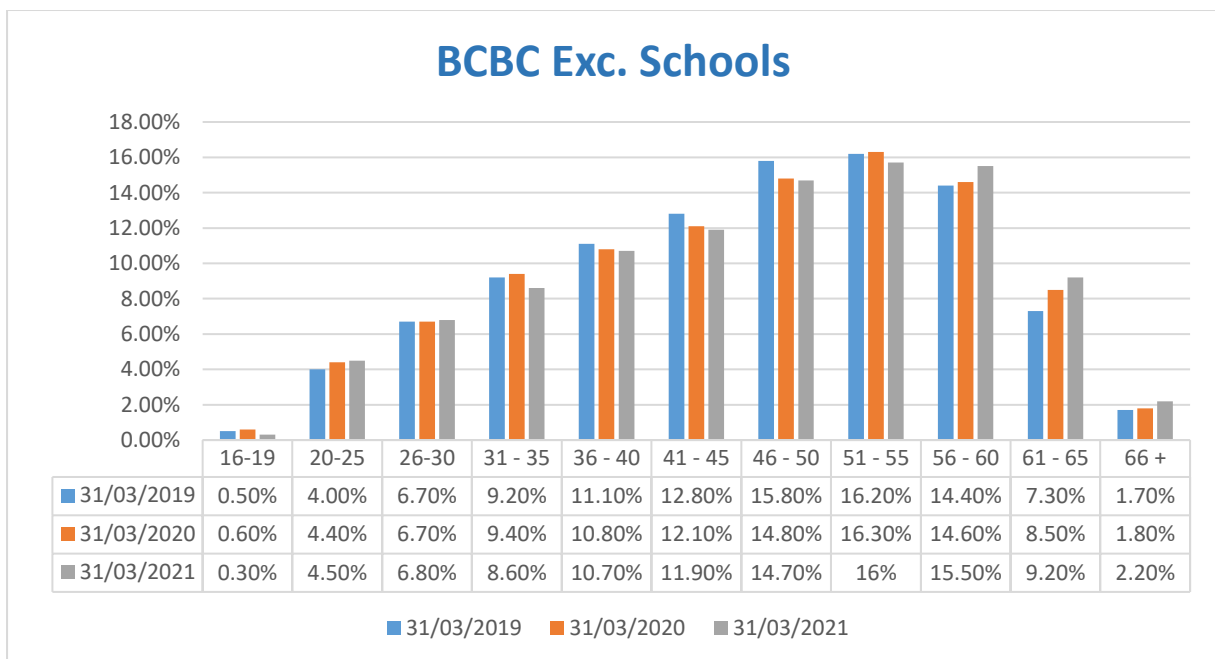


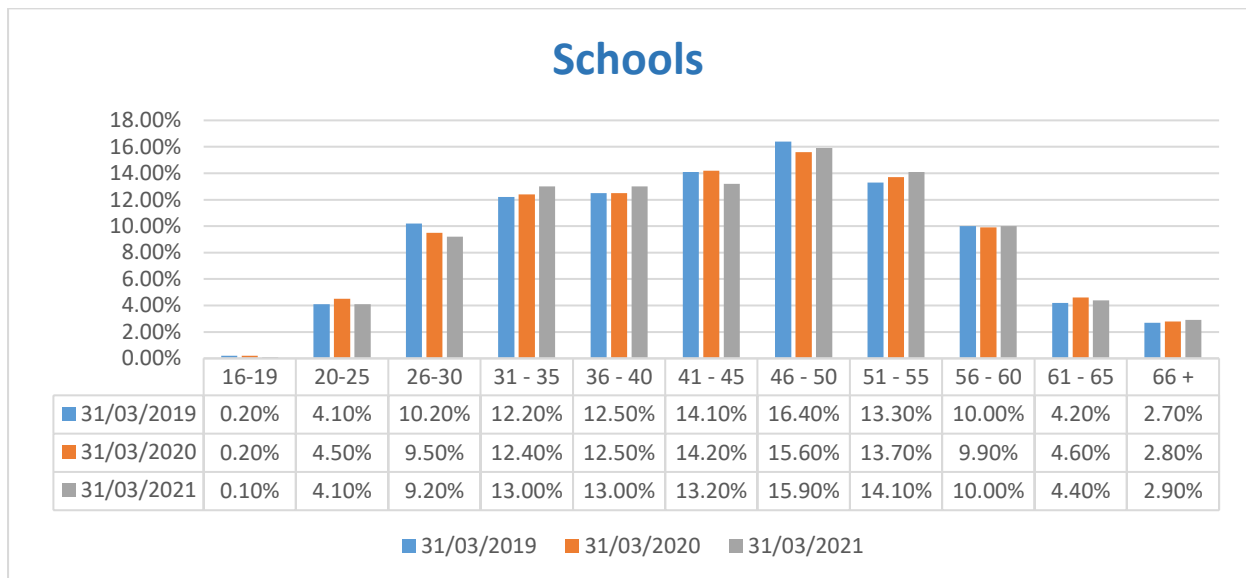
The recorded percentage of Black Asian and Minority Ethnic employees has increased in our corporate workforce over the last 12 months. Those that have not stated their ethnicity equates to 773 employees, which is 13% of our total workforce. For context, the latest population estimates from StatsWales (December 2020) indicate that 2.6% of the county borough residents are from a Black Asian and Minority Ethnic background.

As a local authority we are one of 900 organisations across Wales who have signed up to the Zero Racism Wales Pledge. Thereby agreeing to take a stand against racism and promote a more inclusive and equal workplace and society that gives every individual in Wales the right to feel safe, valued and included.

Age Profile

Age Band	BCBC (exc. Schools)	Schools
16-19	0.30%	0.10%
20-25	4.50%	4.10%
26-30	6.80%	9.20%
31 - 35	8.60%	13.00%
36 - 40	10.70%	13.00%
41 - 45	11.90%	13.20%
46 - 50	14.70%	15.90%
51 - 55	16%	14.10%
56 - 60	15.50%	10.00%
61 - 65	9.20%	4.40%
66 +	2.20%	2.90%



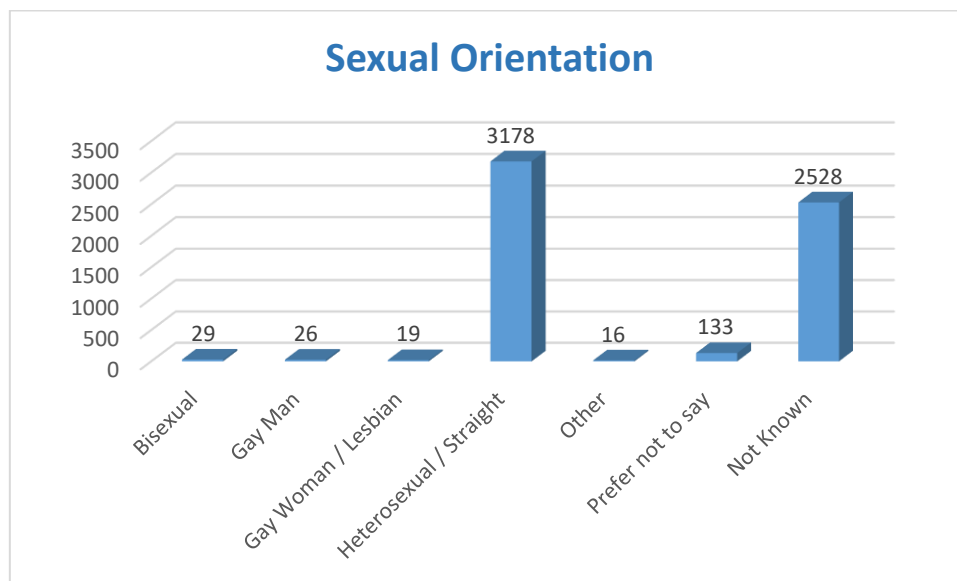


50% of the total workforce are between the age of 46 and 65, with the average age being 46 years. The number of employees aged 61 years old and above has increased within the corporate workforce, whereas those within the 61-65 age range has taken a slight decrease within the schools workforce.

In comparison with other Local Authorities in Wales (19/20), the council has a higher than average number of employees within the age band of 60-64, and is mid-range for those aged 65-69.

The detail above informs there is an aging workforce across the council, which demonstrates the importance of succession planning. The council has and continues to invest in apprenticeship and graduate positions which are a great opportunity to attract new employees and with the potential to 'grow our own'.

Sexual Orientation



31.03.2021

Description
Bisexual
Gay Man
Gay Woman / Lesbian

BCBC excluding Schools			
Male	Female	Total	%
5	17	22	0.7%
17	0	17	0.6%
0	13	13	0.4%

Schools			
Male	Female	Total	%
3	4	7	0.2%
9	0	9	0.3%
0	6	6	0.2%

31.03.2020

Description
Bisexual
Gay Man
Gay Woman / Lesbian

BCBC excluding Schools			
Male	Female	Total	%
4	15	19	0.6%
17	0	17	0.6%
0	9	9	0.3%

Schools			
Male	Female	Total	%
0	4	4	0.1%
7	0	7	0.2%
0	5	5	0.1%

31.03.2019

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%

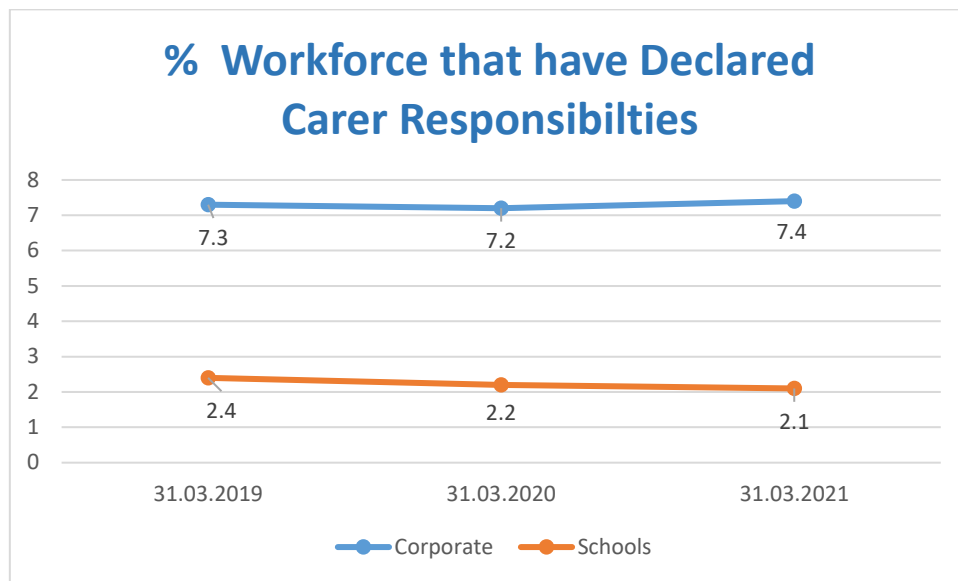
Schools			
Male	Female	Total	%
0	2	2	0.1%
6	0	6	0.2%
0	0	0	0.0%

The majority of employees have categorised themselves as heterosexual / straight. However, 42.6% of our workforce have not declared their sensitive personal information, which is not mandatory.

The staff survey this year will be seeking the views of employees to establish whether there is any interest in developing staff networks for protected characteristic groups. This can help employees feel safe, supported and comfortable at work, give them a voice on matters which are of interest to them and help them feel empowered to contribute to improving the work environment.

The council also continues to promote and engage in national events such as Pride, LGBTQ+ History Month as well as other events to build awareness.

Caring Responsibilities



31.03.2021

Description
Carer Responsibility Declared

BCBC excluding Schools			
Male	Female	Total	%
33	189	222	7.4%

Schools			
Male	Female	Total	%
6	55	61	2.1%

31.03.2020

Description
Carer Responsibility Declared

BCBC excluding Schools			
Male	Female	Total	%
29	190	219	7.2%

Schools			
Male	Female	Total	%
6	60	66	2.2%

31.03.2019

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 number of carers identifying themselves within the schools workforce has slightly decreased from the previous year, however, there has been a slight increase in the number of male carers within the corporate workforce.

During June the council recognised Carers week for 2021 and the theme 'Making Caring Visible and Valued'. A range of events took place to mark the occasion such as launching Bridgend Carers Centre Website and drop in sessions which were promoted through Bridgend and social media platforms.

Welsh Language

30.03.21

Description
Welsh Speaker
'A little'
'Fairly Good'
'Fluent'

BCBC excluding Schools			
Male	Female	Total	%
136	481	617	20.5%
110	352	462	15.3%
7	37	44	1.5%
19	92	111	3.7%

Schools			
Male	Female	Total	%
100	557	657	22.6%
68	348	416	14.3%
11	70	81	2.8%
21	139	160	5.5%

Welsh Reader
'A little'
'Fairly Good'
'Fluent'

143	524	667	22.2%
111	382	493	16.4%
14	50	64	2.1%
18	92	110	3.7%

99	573	672	23.1%
65	354	419	14.4%
12	78	90	3.1%
22	141	163	5.6%

Welsh Writer
'A little'
'Fairly Good'
'Fluent'

99	429	528	17.6%
73	306	379	12.6%
11	42	53	1.8%
15	81	96	3.2%

90	522	612	21.0%
57	320	377	12.9%
13	71	84	2.9%
20	131	151	5.2%

30.03.20

Description
Welsh Speaker
'A little'
'Fairly Good'
'Fluent'

BCBC excluding Schools			
Male	Female	Total	%
134	479	613	20.2%
103	341	444	14.6
7	40	47	1.6%
24	98	122	4.0%

Schools			
Male	Female	Total	%
96	553	649	21.6%
64	345	409	13.6%
14	73	87	2.9%
18	135	153	5.1%

Welsh Reader
'A little'
'Fairly Good'
'Fluent'

152	519	672	22.1%
114	368	482	15.9%
16	54	70	2.3%
22	97	119	3.9%

96	571	667	22.1%
62	354	416	13.8%
15	82	97	3.2%
19	135	154	5.1%

Welsh Writer
'A little'
'Fairly Good'
'Fluent'

104	427	531	17.5%
72	295	367	12.1%
13	48	61	2.0%
19	84	103	3.4%

87	517	604	20.0%
54	318	372	12.3%
16	74	90	3.0%
17	125	142	4.7%

30.03.2019

Description
Welsh Speaker
'A little'
'Fairly Good'
'Fluent'

BCBC excluding Schools			
Male	Female	Total	%
124	460	584	19.79%
93	331	424	14.37%
9	38	47	1.59%
22	91	113	3.83%

Schools			
Male	Female	Total	%
94	520	614	20.47%
57	327	384	12.80%
17	64	81	2.70%
20	129	149	4.97%

Welsh Reader
'A little'
'Fairly Good'
'Fluent'

135	480	615	20.84%
95	342	437	14.81%
19	49	68	2.30%
21	89	110	3.73%

95	522	617	20.57%
56	318	374	12.47%
18	75	93	3.10%
21	129	150	5.00%

Welsh Writer
'A little'
'Fairly Good'
'Fluent'

93	388	481	16.30%
61	262	323	10.95%
14	49	63	2.13%
18	77	95	3.22%

88	475	563	18.77%
53	287	340	11.33%
15	65	80	2.67%
20	123	143	4.77%

The table below shows the percentage of the population within Bridgend County Borough that has the ability to read, write and understand spoken Welsh, according to the Annual Population Survey, for the year ending 31 December 2020.

	Read Welsh	Write Welsh	Understand spoken Welsh
Bridgend	16.8%	14.9%	21.4%

Opportunities are available for employees to undertake Welsh Language training which includes 'Cwrs Mynediad' delivered by the University of South Wales; as well as support to attend Welsh Language courses in the community; and the Work Welsh programme which is specifically designed to strengthen Welsh Language skills in the workplace. A council employee was recently successful in achieving a top national award for the Work Welsh programme.