

Workforce Equality Monitoring

Introduction

This appendix gives an overview of the workforce, by protected characteristic, as at 31.03.22 with trend analysis for the previous 2 years along with other relevant information. Data within this report is mainly based on sensitive information voluntarily provided by employees.

During 2021/22 a new [Equality, Diversity and Inclusion Policy](#) was launched to reinforce the council's existing commitment and approach to equalities. The council values diversity and no individual should be treated less favourably on the grounds of age, disability, gender identity/reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, socio-economic disadvantage or use of Welsh Language. This statement will provide the foundation for all policies, strategies and schemes and links directly to the council's Strategic Equality Plan.

It should be noted that the information requested as part of equality monitoring has been reviewed with a view to ensuring wider capture of information such as gender reassignment. Employees will be invited to provide this information which will be for future reporting.

Headcount & Gender

The total headcount as at 31.03.22 is 5887, as follows:

Male – 1232



Female - 4655



Description	BCBC - Corporate			BCBC - Schools		
	Male	Female	Total	Male	Female	Total
BCBC Headcount	702	2217	2919	530	2438	2968
Percentage	24.0%	76.0%		17.9%	82.1%	

Table 1 - BCBC headcount

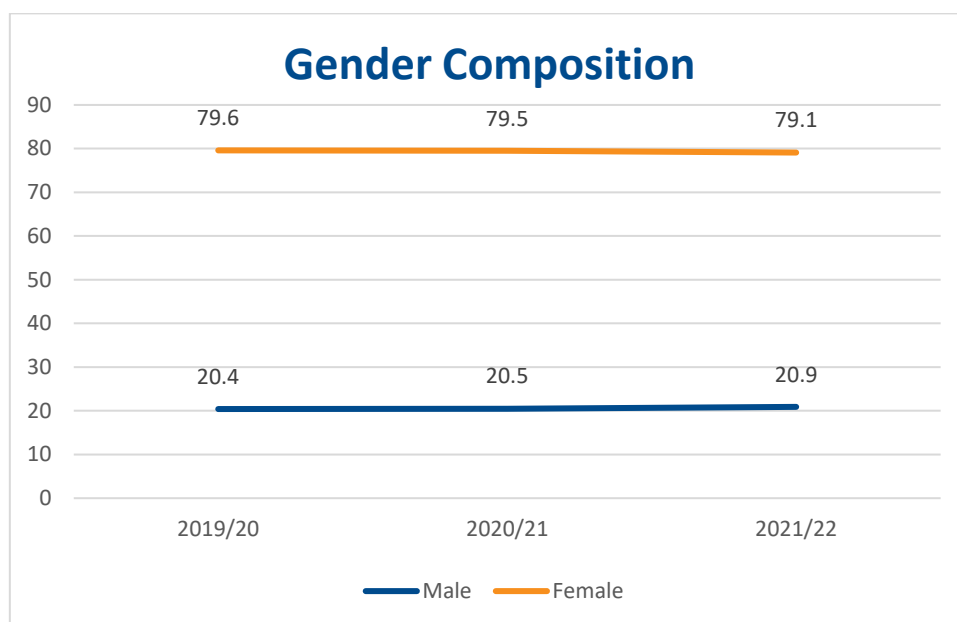


Figure 1 - Gender Composition

The gender composition has remained fairly consistent over previous years. In comparison with other Local Authorities in Wales (20/21), 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
31/03/2022
31/03/2021
31/03/2020

BCBC - Corporate			
Male	Female	Total	%
52	106	158	5.4%
48	108	156	5.2%
50	101	151	5.0%

BCBC - Schools			
Male	Female	Total	%
13	41	54	1.8%
11	32	43	1.5%
*	31		1.2%

Table 2 - Disability

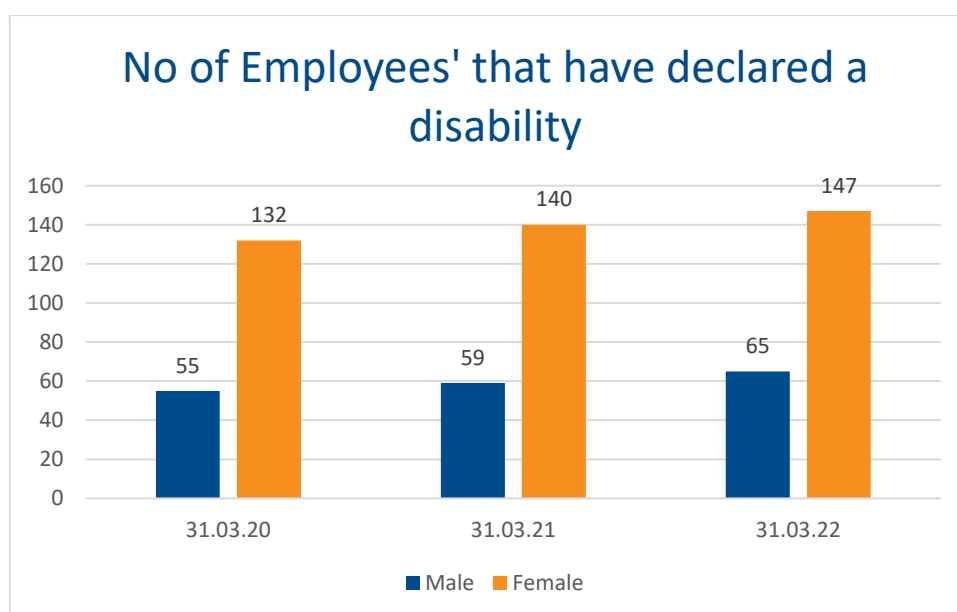


Figure 2 - No. of Employees' that have declared a disability

Numbers below 5 in this document have been replaced by * to protect anonymity.

There is a small increase in the number of employees who have declared a disability, 3.6% of our total workforce are disabled employees with 8.1% preferring not to say and 12.9% not declaring whether they have / have not got a disability.



The council continues to maintain and promote its Disability Confident status. There has been recent collaboration between the council and Remploy (the UK's leading disability specialist 'in transforming lives through sustainable employment'). During weekly job days, Remploy support individuals to consider council vacancies and several applicants have subsequently gained employment. Feedback has also been provided to those unsuccessful, to assist any future applications alongside the assistance provided by Remploy.

The council vacancies continue to be featured on the SCOPE (disability equality charity) website.

The Disability Equality E-Learning module has been updated to include detail on hidden disabilities and the council continues to improve awareness of different disabilities by celebrating awareness days and weeks. This includes celebrating Disability History Month during November – December 2021 which was supported by a wide range of disability groups, unions and voluntary organisations. It aimed to promote disabled people's rights and their struggle for equality now and in the past. The themes of which were 'Disability and Hidden Impairment as well as Disability Sex and Relationships'.

Black Asian and Minority Ethnic Employees

Ethnic Minority	BCBC - Corporate				BCBC - Schools			
	Male	Female	Total	%	Male	Female	Total	%
31/03/2022	17	47	64	2.2%	*	26		1.0%
31/03/2021	16	48	64	2.1%	*	28		1.0%
31/03/2020	12	42	54	1.8%	*	29		1.0%

Table 3 - Ethnic Minority

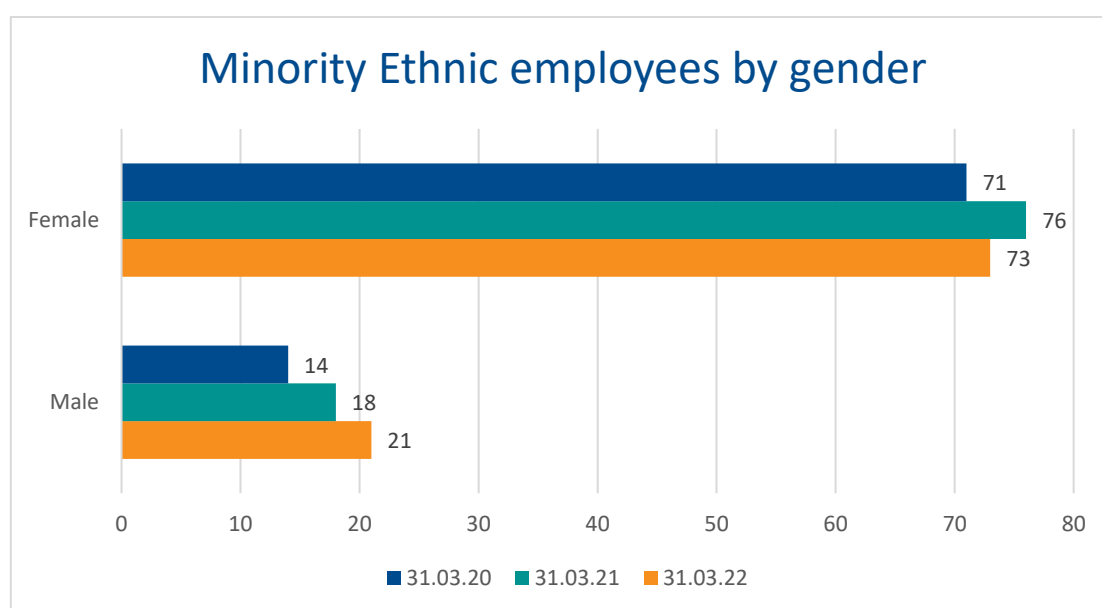


Figure 3 - Minority Ethnic by Gender

Numbers below 5 in this document have been replaced by * to protect anonymity.

The recorded percentage of Black Asian and Minority Ethnic employees has slightly increased in our corporate workforce over the last 12 months, with schools remaining the same. 1.6% of the total workforce have confirmed being of ethnic origin. For context, the latest population estimates from StatsWales (December 2021) indicate that 1.9% of the county borough residents identify themselves from a Black Asian and Minority Ethnic background.

4.9% of the total workforce prefer not to inform their ethnicity and 8.6% are not declaring.

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.

The anti-racism pledge will be promoted across the council to ensure that all council employees are aware of their duties in relation to the Anti-Racist Wales action plan.

Age Profile

Table 4 presents the number and percentage of employees in each age range. According to the Census 2021 (first phase release) the population of Bridgend has increased by 4.5% which was third highest in Wales. The Census also confirmed 'the trend of population ageing has continued, with more people than ever before in the older age groups'. 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%.

Age Range	BCBC - Corporate				BCBC - Schools			
	Male	Female	Total	%	Male	Female	Total	%
16-19	7	*		0.41%	*	7		0.30%
20-25	35	117	152	5.21%	32	102	134	4.51%
26-30	39	153	192	6.58%	54	213	267	9.00%
31 - 35	51	191	242	8.29%	74	310	384	12.94%
36 - 40	64	243	307	10.52%	56	339	395	13.31%
41 - 45	82	267	349	11.96%	69	323	392	13.21%
46 - 50	91	325	416	14.25%	62	377	439	14.79%
51 - 55	105	333	438	15.01%	81	343	424	14.29%
56 - 60	130	332	462	15.83%	47	251	298	10.04%
61 - 65	81	210	291	9.97%	30	120	150	5.05%
66 +	17	41	58	1.99%	23	53	76	2.56%
Totals	702	2217	2919	100.00%	530	2438	2968	100.00%

Table 4 - Age Profile

48.1% of the total workforce are between the age of 16-45, with 49.5% between the age of 46 and 65. The remaining 2.4% represent those employees that are 66+ years old. The average age in the corporate workforce is 47 years with 46 years being the average in schools.

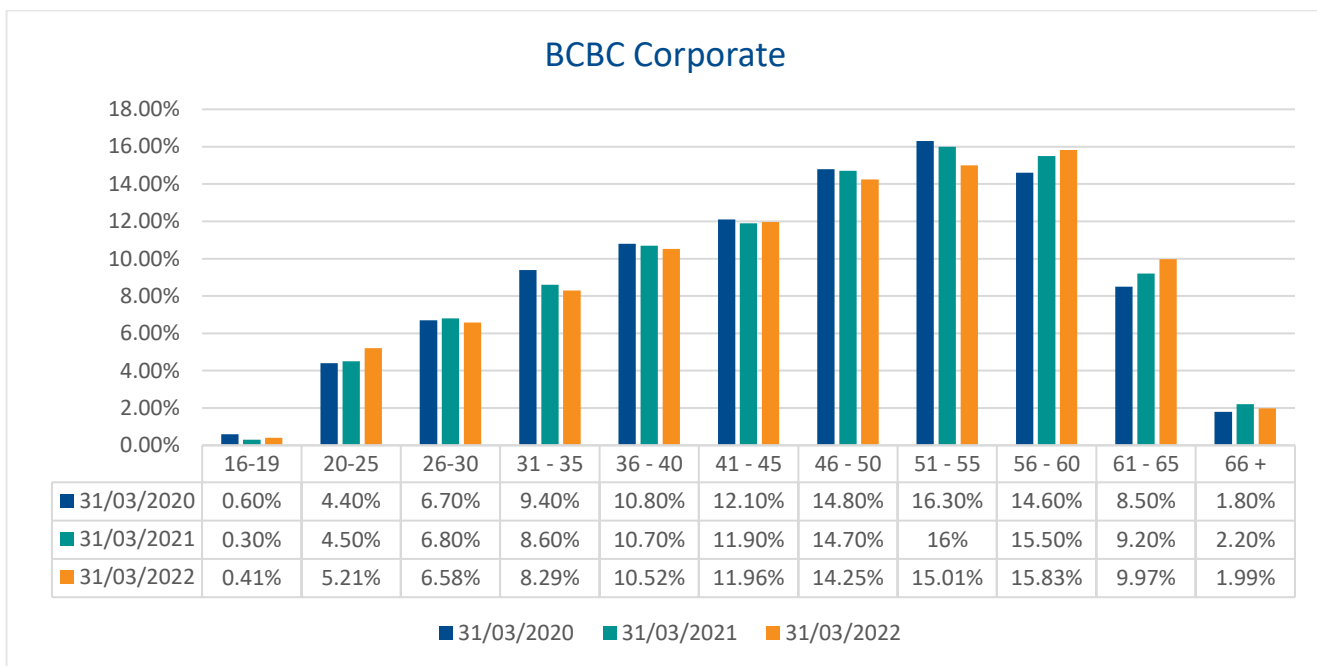


Figure 4 - BCBC Age Profile Corporate

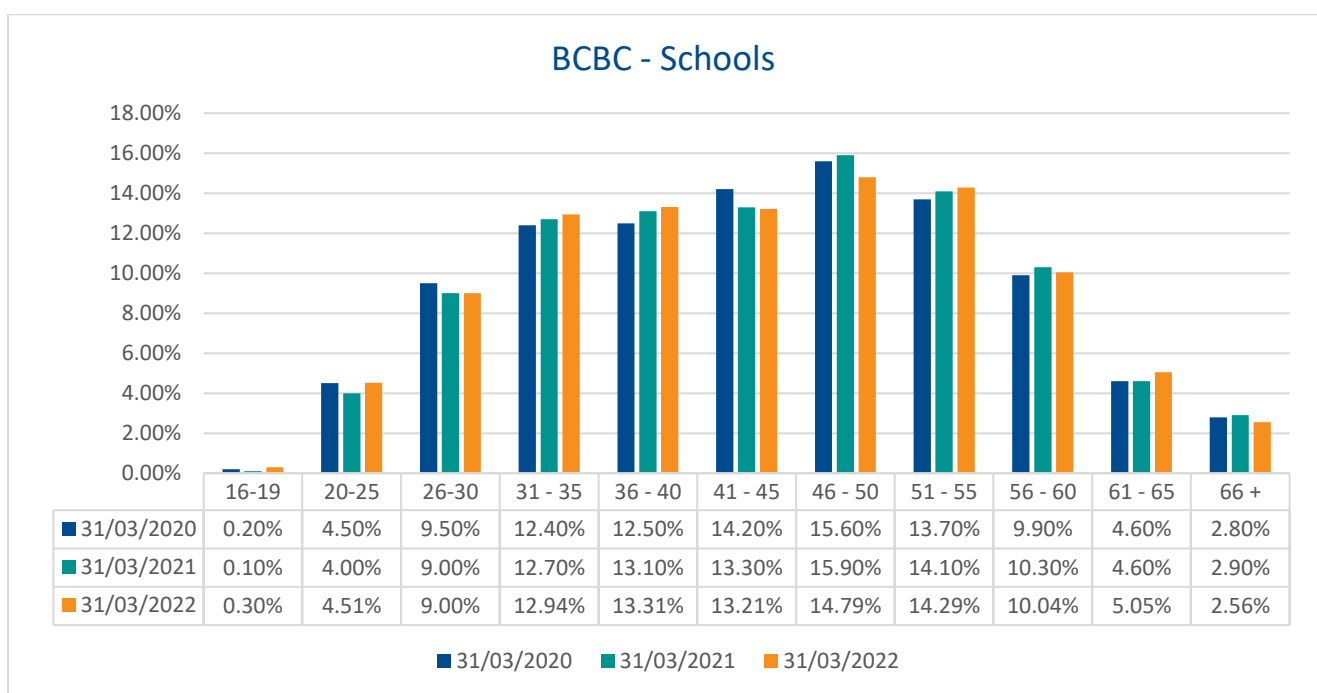


Figure 5 - BCBC Age Profile Schools

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 been a success over the year with more investment in apprenticeship and graduate positions, promoting succession planning.

Numbers below 5 in this document have been replaced by * to protect anonymity.

Sexual Orientation

31.03.2022

Description
Bisexual
Gay Man
Lesbian

BCBC - Corporate			
Male	Female	Total	%
*	22		0.9%
16	0	16	0.5%
0	13	13	0.4%

BCBC - Schools			
Male	Female	Total	%
*	*		0.2%
8	0	8	0.3%
0	9	9	0.3%

31.03.2021

Description
Bisexual
Gay Man
Lesbian

BCBC - Corporate			
Male	Female	Total	%
*	17		0.7%
17	0	17	0.6%
0	13	13	0.4%

BCBC - Schools			
Male	Female	Total	%
*	*		0.2%
9	0	9	0.3%
0	6	6	0.2%

31.03.2020

Description
Bisexual
Gay Man
Lesbian

BCBC - Corporate			
Male	Female	Total	%
*	15	19	0.6%
17	0	17	0.6%
0	9	9	0.3%

BCBC - Schools			
Male	Female	Total	%
0	*		0.1%
7	0	7	0.2%
0	*		0.1%

Table 5 - Sexual Orientation

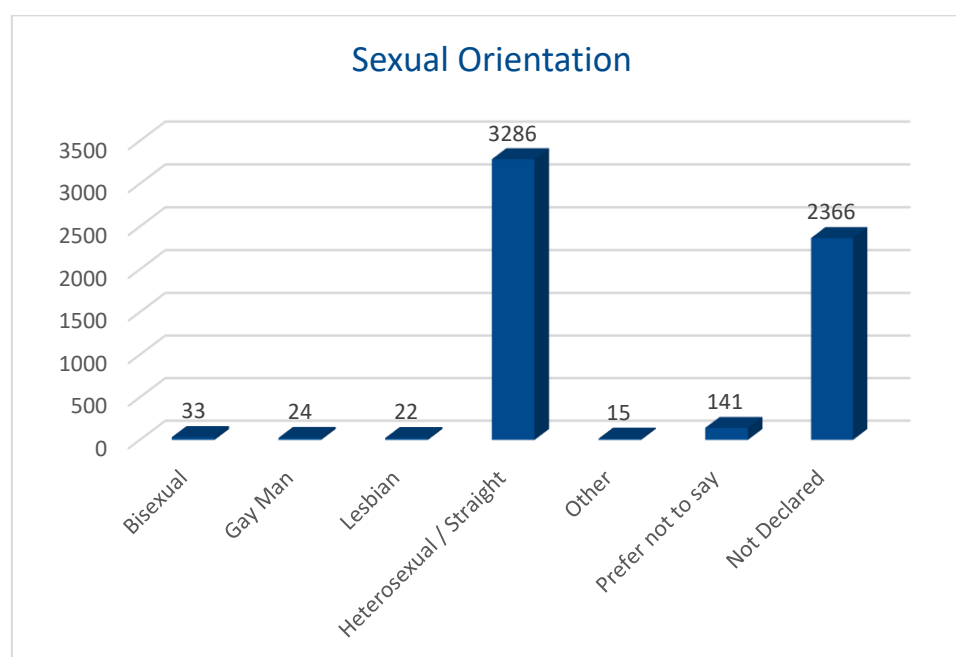


Figure 6 - Sexual Orientation

Most employees have categorised themselves as heterosexual / straight. However, 40% of our workforce have not declared their sensitive personal information and 2.4% of employees prefer not to say. It is important to note that reporting of this information is not a mandatory requirement.

The proud council network, made up of 9 Local Authorities, are working together to address any LGBTQIA+ issues and will promote any work undertaken during pride Cymru. During 2021 Proud

Councils worked together to create an art competition around Pride Cymru on the theme "becoming me".

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

Marriage / Civil Partnership

Marital Status	BCBC excluding Schools				Schools			
	Male	Female	Total	%	Male	Female	Total	%
Married	309	1052	1361	46.63%	178	998	1176	39.62%
Same Sex Civil Partnership	*	*		0.17%	*	*		0.24%
Partner	103	263	366	12.54%	32	166	198	6.67%
Separated / Divorced	45	221	266	9.11%	17	115	132	4.45%
Single	184	527	711	24.36%	145	560	705	23.75%
Widowed	*	28		1.06%	*	12		0.44%
Prefer not to say	12	17	29	0.99%	*	24		0.88%
Not Declared	45	105	150	5.14%	153	558	711	23.96%
Total	702	2217	2919	100.00%	530	2438	2968	100.00%

Table 6 – Marital Status

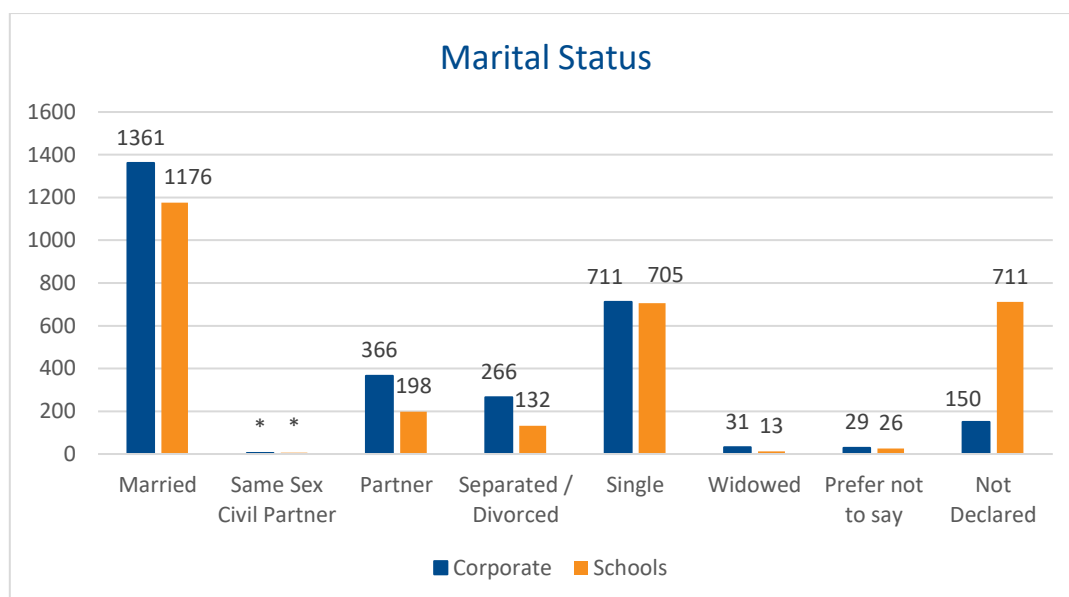


Figure 7 - Marital Status

84% of the marital status of the council's workforce has been declared with 0.9% preferring not to say and 15% not declaring. 43% of the workforce are married, with 24% being single.

Religion & Belief

Religion & Belief	BCBC - Corporate				BCBC - Schools			
	Male	Female	Total	%	Male	Female	Total	%
Agnostic	41	92	133	4.56%	16	65	81	2.73%
Atheist	58	110	168	5.76%	28	39	67	2.26%
Buddhist - Hinayana	0	*		0.10%	*	*		0.03%
Buddhist - Mahayana	0	*		0.07%	0	0	0	0.00%
Christian - Anglican	6	18	24	0.82%	*	11		0.40%
Christian - Church in England	26	121	147	5.04%	21	77	98	3.30%
Christian - Church in Wales	75	327	402	13.77%	40	263	303	10.21%
Christian - Orthodox	15	37	52	1.78%	*	9		0.44%
Christian - Protestant	34	101	135	4.62%	11	48	59	1.99%
Christian - Roman Catholic	38	122	160	5.48%	12	78	90	3.03%
Hinduism	0	*		0.17%	*	*		0.10%
Islam - Sunni	*	*		0.24%	0	*		0.13%
Judaism - Reformed	0	*		0.03%	0	0	0	0.00%
Muslim	*	0		0.03%	0	*		0.10%
Taoism	*	0		0.03%	0	0	0	0.00%
Any other religion or belief	13	34	47	1.61%	*	17		0.77%
No Religion	185	690	875	29.98%	61	362	423	14.25%
Prefer not to say	45	89	134	4.59%	*	38		1.45%
Not Declared	160	462	622	21.31%	322	1423	1745	58.79%
Total	702	2217	2919	100.00%	530	2438	2968	100.00%

Table 7 - Religion & Belief

Of the total workforce 40% have not declared their religion/belief, with only 3% preferring not to say. The council's largest religion / belief is Christianity – church in Wales at 12%.

Pregnancy & Maternity

During the year 2020/21, 209 employees had been on maternity leave.

Caring Responsibilities

31.03.2022	BCBC - Corporate				BCBC - Schools			
Description	Male	Female	Total	%	Male	Female	Total	%
Carer Responsibility Declared	28	192	220	7.5%	8	60	68	2.3%
31.03.2021	BCBC - Corporate				BCBC - Schools			
Description	Male	Female	Total	%	Male	Female	Total	%
Carer Responsibility Declared	33	189	222	7.4%	6	55	61	2.1%
31.03.2020	BCBC - Corporate				BCBC - Schools			
Description	Male	Female	Total	%	Male	Female	Total	%
Carer Responsibility Declared	29	190	219	7.2%	6	60	66	2.2%

Table 8 - Caring Responsibilities

Numbers below 5 in this document have been replaced by * to protect anonymity.

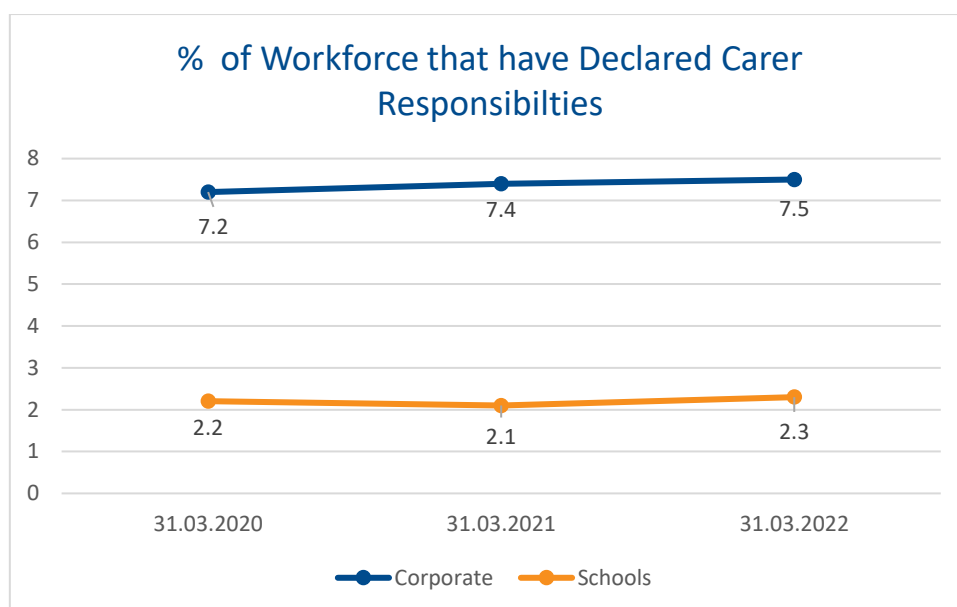


Figure 8 - Carers

The number of carers identifying themselves within the schools workforce has increased from the previous year, however, there has been a decrease in the number of male carers within the corporate workforce.

The 2021 staff survey showed that staff were interested in participating in a staff network group for carers. This work will be progressed during the current year.

Welsh Language

31.03.2022

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

BCBC - Corporate			
Male	Female	Total	%
156	513	669	22.9%
123	386	509	17.4%
10	40	50	1.7%
23	87	110	3.8%

BCBC - Schools			
Male	Female	Total	%
113	612	725	24.4%
80	381	461	15.5%
11	88	99	3.3%
22	143	165	5.6%

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

151	558	709	24.3%
112	416	528	18.1%
18	53	71	2.4%
21	89	110	3.8%

112	631	743	25.0%
77	392	469	15.8%
12	94	106	3.6%
23	145	168	5.7%

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

116	456	572	19.6%
81	337	418	14.3%
19	42	61	2.1%
16	77	93	3.2%

103	579	682	23.0%
70	359	429	14.5%
12	85	97	3.3%
21	135	156	5.3%

31.03.2021		BCBC - Corporate				BCBC - Schools			
Description		Male	Female	Total	%	Male	Female	Total	%
Welsh Speaker		136	481	617	20.5%	100	557	657	22.6%
	'A little'	110	352	462	15.3%	68	348	416	14.3%
	'Fairly Good'	7	37	44	1.5%	11	70	81	2.8%
	'Fluent'	19	92	111	3.7%	21	139	160	5.5%
Welsh Reader		143	524	667	22.2%	99	573	672	23.1%
	'A little'	111	382	493	16.4%	65	354	419	14.4%
	'Fairly Good'	14	50	64	2.1%	12	78	90	3.1%
	'Fluent'	18	92	110	3.7%	22	141	163	5.6%
Welsh Writer		99	429	528	17.6%	90	522	612	21.0%
	'A little'	73	306	379	12.6%	57	320	377	12.9%
	'Fairly Good'	11	42	53	1.8%	13	71	84	2.9%
	'Fluent'	15	81	96	3.2%	20	131	151	5.2%
31.03.2020		BCBC - Corporate				BCBC - Schools			
Description		Male	Female	Total	%	Male	Female	Total	%
Welsh Speaker		134	479	613	20.2%	96	553	649	21.6%
	'A little'	103	341	444	14.6%	64	345	409	13.6%
	'Fairly Good'	7	40	47	1.6%	14	73	87	2.9%
	'Fluent'	24	98	122	4.0%	18	135	153	5.1%
Welsh Reader		152	519	672	22.1%	96	571	667	22.1%
	'A little'	114	368	482	15.9%	62	354	416	13.8%
	'Fairly Good'	16	54	70	2.3%	15	82	97	3.2%
	'Fluent'	22	97	119	3.9%	19	135	154	5.1%
Welsh Writer		104	427	531	17.5%	87	517	604	20.0%
	'A little'	72	295	367	12.1%	54	318	372	12.3%
	'Fairly Good'	13	48	61	2.0%	16	74	90	3.0%
	'Fluent'	19	84	103	3.4%	17	125	142	4.7%

Table 9 - Welsh Language

The Annual population survey shows the population within Bridgend County Borough that has Welsh language skills, for the year ending 31 December 2021.

	Read Welsh	Write Welsh	Understand spoken Welsh
Bridgend	16.3%	14.8%	20.2%

There has been a slight decrease in all three percentages of the population survey since 31 December 2020.

All apprentices are encouraged to gain new Welsh language skills. Prentis-iath courses are for apprentices who currently have little or no Welsh language skills and highlights the importance of the Welsh language as a workplace skill.

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 26

employees attended year 1 of this training, whilst 28 employees were supported to attend Welsh language courses within the community.

A number of employees (34) have also completed the council E-Learning modules on Welsh language awareness and Welsh language standards during this reporting period.