## 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:


| Description |
| :--- |
| BCBC Headcount |
| Percentage |


| BCBC - Corporate |  |  |
| :---: | :---: | :---: |
| Male | Female | Total |
| 702 | 2217 | $\mathbf{2 9 1 9}$ |
| $24.0 \%$ | $76.0 \%$ |  |
| Table 1-BCBC headcount |  |  |


| BCBC - Schools |  |  |
| :---: | :---: | :---: |
| Male | Female | Total |
| 530 | 2438 | 2968 |
| $17.9 \%$ | $82.1 \%$ |  |

[^0]

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 | $5.0 \%$ |
| Table 2 - Disability |  |  |  |


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



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

[^1]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 |
| :--- |
| $31 / 03 / 2022$ |
| $31 / 03 / 2021$ |
| $31 / 03 / 2020$ |


| BCBC - Corporate |  |  |  |
| :---: | :---: | :---: | :---: |
| Male | Female | Total | \% |
| 17 | 47 | 64 | $2.2 \%$ |
| 16 | 48 | 64 | $2.1 \%$ |
| 12 | 42 | 54 | $1.8 \%$ |
| Table 3- Ethnic Minority |  |  |  |


| BCBC - Schools |  |  |  |
| :---: | :---: | :---: | :---: |
| Male | Female | Total | $\%$ |
| $*$ | 26 |  | $1.0 \%$ |
| $*$ | 28 |  | $1.0 \%$ |
| $*$ | 29 |  | $1.0 \%$ |



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 |
| :--- |
| $16-19$ |
| $20-25$ |
| $26-30$ |
| $31-35$ |
| $36-40$ |
| $41-45$ |
| $46-50$ |
| $51-55$ |
| $56-60$ |
| $61-65$ |
| $66+$ |
| Totals |


| BCBC - Corporate |  |  |  |
| :---: | :---: | :---: | :---: |
| Male | Female | Total | $\%$ |
| 7 | $*$ |  | $0.41 \%$ |
| 35 | 117 | 152 | $5.21 \%$ |
| 39 | 153 | 192 | $6.58 \%$ |
| 51 | 191 | 242 | $8.29 \%$ |
| 64 | 243 | 307 | $10.52 \%$ |
| 82 | 267 | 349 | $11.96 \%$ |
| 91 | 325 | 416 | $14.25 \%$ |
| 105 | 333 | 438 | $15.01 \%$ |
| 130 | 332 | 462 | $15.83 \%$ |
| 81 | 210 | 291 | $9.97 \%$ |
| 17 | 41 | 58 | $1.99 \%$ |
| $\mathbf{7 0 2}$ | $\mathbf{2 2 1 7}$ | $\mathbf{2 9 1 9}$ |  |
| Table 4-Age Profile |  |  |  |


| BCBC - Schools |  |  |  |
| :---: | :---: | :---: | :---: |
| Male | Female | Total | $\%$ |
| $*$ | 7 |  | $0.30 \%$ |
| 32 | 102 | 134 | $4.51 \%$ |
| 54 | 213 | 267 | $9.00 \%$ |
| 74 | 310 | 384 | $12.94 \%$ |
| 56 | 339 | 395 | $13.31 \%$ |
| 69 | 323 | 392 | $13.21 \%$ |
| 62 | 377 | 439 | $14.79 \%$ |
| 81 | 343 | 424 | $14.29 \%$ |
| 47 | 251 | 298 | $10.04 \%$ |
| 30 | 120 | 150 | $5.05 \%$ |
| 23 | 53 | 76 | $2.56 \%$ |
| 530 | $\mathbf{2 4 3 8}$ | $\mathbf{2 9 6 8}$ | $\mathbf{1 0 0 . 0 0 \%}$ |

$48.1 \%$ 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.

BCBC Corporate


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.

## Sexual Orientation

31.03.2022

| Description |
| :--- |
| Bisexual |
| Gay Man |
| Lesbian |

31.03.2021

| Description |
| :--- |
| Bisexual |
| Gay Man |
| Lesbian |

31.03.2020

| Description |
| :--- |
| Bisexual |
| Gay Man |
| Lesbian |


| BCBC - Corporate |  |  |  |
| :---: | :---: | :---: | :---: |
| Male | Female | Total | $\%$ |
| $*$ | 22 |  | $0.9 \%$ |
| 16 | 0 | 16 | $0.5 \%$ |
| 0 | 13 | 13 | $0.4 \%$ |


| BCBC - Corporate |  |  |  |
| :---: | :---: | :---: | :---: |
| Male | Female | Total | $\%$ |
| $*$ | 17 |  | $0.7 \%$ |
| 17 | 0 | 17 | $0.6 \%$ |
| 0 | 13 | 13 | $0.4 \%$ |


| BCBC - Corporate |  |  |  |
| :---: | :---: | :---: | :---: |
| Male | Female | Total | $\%$ |
| $*$ | 15 | 19 | $0.6 \%$ |
| 17 | 0 | 17 | $0.6 \%$ |
| 0 | 9 | 9 | $0.3 \%$ |
| Table 5- Sexual Orientation |  |  |  |


| BCBC - Schools |  |  |  |
| :---: | :---: | :---: | :---: |
| Male | Female | Total | $\%$ |
| 0 | $*$ |  | $0.1 \%$ |
| 7 | 0 | 7 | $0.2 \%$ |
| 0 | $*$ |  | $0.1 \%$ |



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

[^2]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 |
| :--- |
| Married |
| Same Sex Civil Partnership |
| Partner |
| Separated / Divorced |
| Single |
| Widowed |
| Prefer not to say |
| Not Declared |
| Total |


| BCBC excluding Schools |  |  |  |
| :---: | :---: | :---: | :---: |
| Male | Female | Total | $\%$ |
| 309 | 1052 | 1361 | $46.63 \%$ |
| ${ }^{*}$ | ${ }^{*}$ |  | $0.17 \%$ |
| 103 | 263 | 366 | $12.54 \%$ |
| 45 | 221 | 266 | $9.11 \%$ |
| 184 | 527 | 711 | $24.36 \%$ |
| $*$ | 28 |  | $1.06 \%$ |
| 12 | 17 | 29 | $0.99 \%$ |
| 45 | 105 | 150 | $5.14 \%$ |
| $\mathbf{7 0 2}$ | $\mathbf{2 2 1 7}$ | $\mathbf{2 9 1 9}$ | $\mathbf{1 0 0 . 0 0 \%}$ |


| Schools |  |  |  |
| :---: | :---: | :---: | :---: |
| Male | Female | Total | $\%$ |
| 178 | 998 | 1176 | $39.62 \%$ |
| ${ }^{*}$ | ${ }^{*}$ |  | $0.24 \%$ |
| 32 | 166 | 198 | $6.67 \%$ |
| 17 | 115 | 132 | $4.45 \%$ |
| 145 | 560 | 705 | $23.75 \%$ |
| ${ }^{*}$ | 12 |  | $0.44 \%$ |
| ${ }^{*}$ | 24 |  | $0.88 \%$ |
| 153 | 558 | 711 | $23.96 \%$ |
| $\mathbf{5 3 0}$ | $\mathbf{2 4 3 8}$ | $\mathbf{2 9 6 8}$ | $\mathbf{1 0 0 . 0 0 \%}$ |

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.

[^3]Religion \& Belief

| Religion \& Belief |
| :--- |
| Agnostic |
| Atheist |
| Buddhist - Hinayana |
| Buddhist - Mahayana |
| Christian - Anglican |
| Christian - Church in |
| England |
| Christian - Church in |
| Wales |
| Christian - Orthodox |
| Christian - Protestant |
| Christian - Roman |
| Catholic |
| Hinduism |
| Islam - Sunni |
| Judaism - Reformed |
| Muslim |
| Taoism |
| Any other religion or belief |
| No Religion |
| Prefer not to say |
| Not Declared |
| Total |


| BCBC - Corporate |  |  |  |
| :---: | :---: | :---: | :---: |
| Male | Female | Total | $\%$ |
| 41 | 92 | 133 | $4.56 \%$ |
| 58 | 110 | 168 | $5.76 \%$ |
| 0 | $*$ |  | $0.10 \%$ |
| 0 | $*$ |  | $0.07 \%$ |
| 6 | 18 | 24 | $0.82 \%$ |
| 26 | 121 | 147 | $5.04 \%$ |
| 75 | 327 | 402 | $13.77 \%$ |
| 15 | 37 | 52 | $1.78 \%$ |
| 34 | 101 | 135 | $4.62 \%$ |
|  |  | 160 | $5.48 \%$ |
| 38 | 122 |  | $0.17 \%$ |
| 0 | $*$ |  | $0.24 \%$ |
| $*$ | $*$ |  | $0.03 \%$ |
| 0 | $*$ |  | $0.03 \%$ |
| $*$ | 0 |  | $0.03 \%$ |
| $*$ | 0 |  | $1.61 \%$ |
| 13 | 34 | 47 |  |
| 185 | 690 | 875 | $29.98 \%$ |
| 45 | 89 | 134 | $4.59 \%$ |
| 160 | 462 | 622 | $21.31 \%$ |
| $\mathbf{7 0 2}$ | $\mathbf{2 2 1 7}$ | $\mathbf{2 9 1 9}$ | $\mathbf{1 0 0 . 0 0 \%}$ |


| BCBC - Schools |  |  |  |
| :---: | :---: | :---: | :---: |
| Male | Female | Total | $\%$ |
| 16 | 65 | 81 | $2.73 \%$ |
| 28 | 39 | 67 | $2.26 \%$ |
| $*$ | $*$ |  | $0.03 \%$ |
| 0 | 0 | 0 | $0.00 \%$ |
| $*$ | 11 |  | $0.40 \%$ |
| 21 | 77 | 98 | $3.30 \%$ |
| 40 | 263 | 303 | $10.21 \%$ |
| $*$ | 9 |  | $0.44 \%$ |
| 11 | 48 | 59 | $1.99 \%$ |
|  |  | 90 | $3.03 \%$ |
| 12 | 78 |  | $0.10 \%$ |
| $*$ | $*$ |  | $0.13 \%$ |
| 0 | $*$ |  | $0.00 \%$ |
| 0 | 0 | 0 |  |
| 0 | $*$ |  | $0.10 \%$ |
| 0 | 0 | 0 | $0.00 \%$ |
| $*$ | 17 |  | $0.77 \%$ |
| 61 | 362 | 423 | $14.25 \%$ |
| $*$ | 38 |  | $1.45 \%$ |
| 322 | 1423 | 1745 | $58.79 \%$ |
| 530 | 2438 | 2968 | $\mathbf{1 0 0 . 0 0 \%}$ |

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

[^4]

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 | $\%$ |
| $\mathbf{1 5 6}$ | $\mathbf{5 1 3}$ | $\mathbf{6 6 9}$ | $\mathbf{2 2 . 9 \%}$ |
| 123 | 386 | 509 | $17.4 \%$ |
| 10 | 40 | 50 | $1.7 \%$ |
| 23 | 87 | 110 | $3.8 \%$ |


| BCBC - Schools |  |  |  |
| :---: | :---: | :---: | :---: |
| Male | Female | Total | \% |
| $\mathbf{1 1 3}$ | $\mathbf{6 1 2}$ | $\mathbf{7 2 5}$ | $\mathbf{2 4 . 4 \%}$ |
| 80 | 381 | 461 | $15.5 \%$ |
| 11 | 88 | 99 | $3.3 \%$ |
| 22 | 143 | 165 | $5.6 \%$ |


| Welsh Reader |
| ---: |
| 'A little' |
| 'Fairly Good' |
| 'Fluent' |


| $\mathbf{1 5 1}$ | $\mathbf{5 5 8}$ | $\mathbf{7 0 9}$ | $\mathbf{2 4 . 3 \%}$ |
| :---: | :---: | :---: | :---: |
| 112 | 416 | 528 | $18.1 \%$ |
| 18 | 53 | 71 | $2.4 \%$ |
| 21 | 89 | 110 | $3.8 \%$ |


| $\mathbf{1 1 2}$ | $\mathbf{6 3 1}$ | $\mathbf{7 4 3}$ | $\mathbf{2 5 . 0 \%}$ |
| :---: | :---: | :---: | :---: |
| $\mathbf{7 7}$ | 392 | 469 | $15.8 \%$ |
| 12 | 94 | 106 | $3.6 \%$ |
| 23 | 145 | 168 | $5.7 \%$ |


| Welsh Writer |
| ---: |
| 'A little' |
| 'Fairly Good' |
| 'Fluent' |


| $\mathbf{1 1 6}$ | $\mathbf{4 5 6}$ | $\mathbf{5 7 2}$ | $\mathbf{1 9 . 6 \%}$ |
| :---: | :---: | :---: | :---: |
| $\mathbf{8 1}$ | 337 | $\mathbf{4 1 8}$ | $\mathbf{1 4 . 3 \%}$ |
| 19 | 42 | 61 | $2.1 \%$ |
| 16 | 77 | 93 | $3.2 \%$ |


| $\mathbf{1 0 3}$ | $\mathbf{5 7 9}$ | $\mathbf{6 8 2}$ | $\mathbf{2 3 . 0 \%}$ |
| :---: | :---: | :---: | :---: |
| 70 | 359 | 429 | $14.5 \%$ |
| 12 | 85 | 97 | $3.3 \%$ |
| 21 | 135 | 156 | $5.3 \%$ |

[^5]Appendix 1
31.03.2021

| Description |
| ---: |
| Welsh Speaker |
| 'A little' |
| 'Fairly Good' |
| 'Fluent' |


| Welsh Reader |
| ---: |
| 'A little' |
| 'Fairly Good' |
| 'Fluent' |


| Welsh Writer |
| ---: |
| 'A little' |
| 'Fairly Good' |
| 'Fluent' |

31.03.2020

| Description |
| ---: |
| Welsh Speaker |
| 'A little' |
| 'Fairly Good' |
| 'Fluent' |


| Welsh Reader |
| ---: |
| 'A little' |
| 'Fairly Good' |
| 'Fluent' |


| Welsh Writer |
| ---: |
| 'A little' |
| 'Fairly Good' |
| 'Fluent' |$\quad$| $\mathbf{1 0 4}$ | $\mathbf{4 2 7}$ | $\mathbf{5 3 1}$ | $\mathbf{1 7 . 5 \%}$ |
| :---: | :---: | :---: | :---: |
| 72 | 295 | 367 | $12.1 \%$ |
| 13 | 48 | 61 | $2.0 \%$ |
| 19 | 84 | 103 | $3.4 \%$ |
| Table 9 - Welsh Language |  |  |  |


| BCBC - Schools |  |  |  |
| :---: | :---: | :---: | :---: |
| Male | Female | Total | \% |
| $\mathbf{1 0 0}$ | 557 | $\mathbf{6 5 7}$ | $\mathbf{2 2 . 6} \%$ |
| 68 | 348 | 416 | $14.3 \%$ |
| 11 | 70 | 81 | $2.8 \%$ |
| 21 | 139 | 160 | $5.5 \%$ |


| $\mathbf{9 9}$ | $\mathbf{5 7 3}$ | $\mathbf{6 7 2}$ | $\mathbf{2 3 . 1} \%$ |
| :---: | :---: | :---: | :---: |
| 65 | 354 | 419 | $14.4 \%$ |
| 12 | 78 | 90 | $3.1 \%$ |
| 22 | 141 | 163 | $5.6 \%$ |


| $\mathbf{9 0}$ | $\mathbf{5 2 2}$ | $\mathbf{6 1 2}$ | $\mathbf{2 1 . 0 \%}$ |
| :---: | :---: | :---: | :---: |
| 57 | 320 | 377 | $12.9 \%$ |
| 13 | 71 | 84 | $2.9 \%$ |
| 20 | 131 | 151 | $5.2 \%$ |


| BCBC - Schools |  |  |  |
| :---: | :---: | :---: | :---: |
| Male | Female | Total | \% |
| $\mathbf{9 6}$ | $\mathbf{5 5 3}$ | $\mathbf{6 4 9}$ | $\mathbf{2 1 . 6 \%}$ |
| 64 | 345 | 409 | $13.6 \%$ |
| 14 | 73 | 87 | $2.9 \%$ |
| 18 | 135 | 153 | $5.1 \%$ |


| $\mathbf{9 6}$ | $\mathbf{5 7 1}$ | $\mathbf{6 6 7}$ | $\mathbf{2 2 . 1} \%$ |
| :---: | :---: | :---: | :---: |
| 62 | 354 | 416 | $13.8 \%$ |
| 15 | 82 | 97 | $3.2 \%$ |
| 19 | 135 | 154 | $5.1 \%$ |


| $\mathbf{8 7}$ | $\mathbf{5 1 7}$ | $\mathbf{6 0 4}$ | $\mathbf{2 0 . 0} \%$ |
| :---: | :---: | :---: | :---: |
| 54 | 318 | 372 | $12.3 \%$ |
| 16 | 74 | 90 | $3.0 \%$ |
| 17 | 125 | 142 | $4.7 \%$ |

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.


[^0]:    Numbers below 5 in this document have been replaced by * to protect anonymity.

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[^5]:    Numbers below 5 in this document have been replaced by * to protect anonymity.

