

Workforce Equality Monitoring

Introduction

This appendix gives an overview of the workforce, by protected characteristic, as at 31.03.23 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.

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. The [Equality, Diversity and Inclusion Policy](#) statement will provide the foundation for all policies, strategies and schemes and links directly to the council's Strategic Equality Plan.

Headcount & Gender

The total headcount as at 31.03.23 is 5948, as follows:

Male – 1,254



Female – 4,694



Description	BCBC - Corporate			BCBC - Schools		
	Male	Female	Total	Male	Female	Total
BCBC Headcount	723	2240	2963	531	2454	2985
Percentage	24.4%	75.6%		17.8%	82.2%	

Table 1 - BCBC headcount

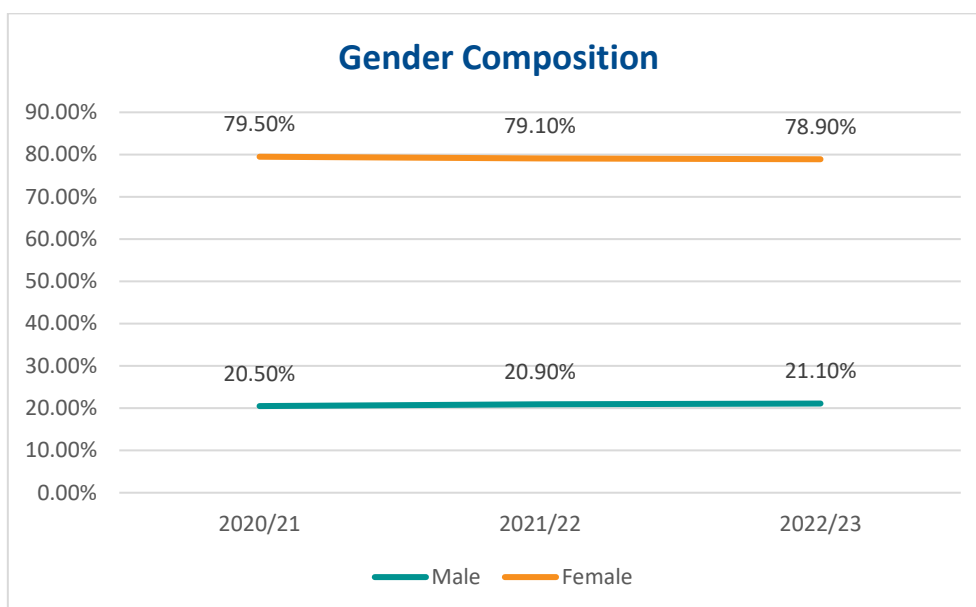


Figure 1 - Gender Composition

The gender composition has remained fairly consistent over previous years. In comparison with other Local Authorities in Wales (21/22), 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
31/03/2023
31/03/2022
31/03/2021

BCBC - Corporate			
Male	Female	Total	%
69	128	197	6.6%
52	106	158	5.4%
48	108	156	5.2%

BCBC - Schools			
Male	Female	Total	%
13	45	58	1.9%
13	41	54	1.8%
11	32	43	1.5%

Table 2 - Disability

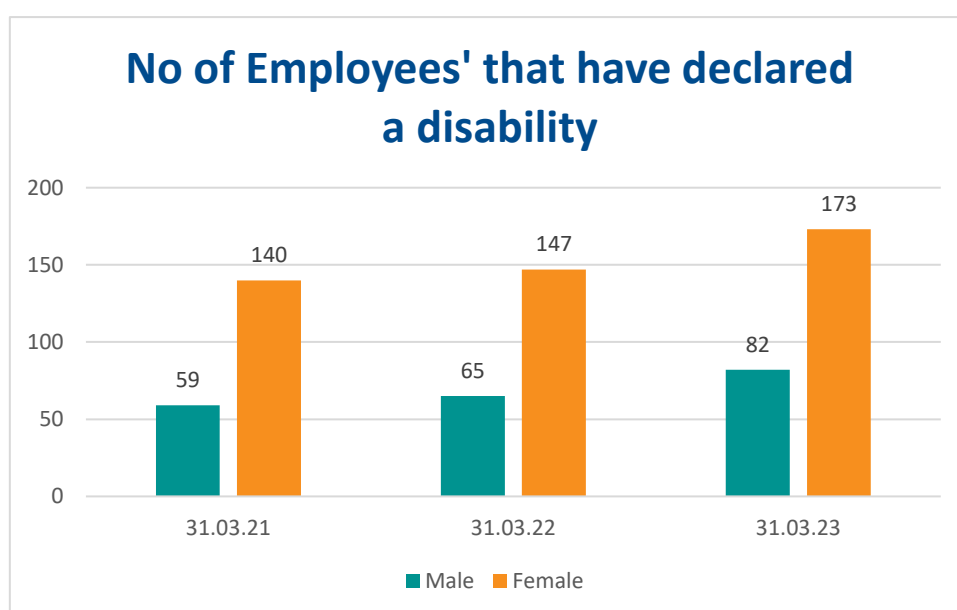


Figure 2 - No. of Employees' that have declared a disability

Numbers below 5 in this document have been replaced by * to protect anonymity.

There is an increase in the number of employees who have declared a disability, 4.3% of our total workforce are disabled employees with 7.3% preferring not to say and 14.3% not declaring whether they have / have not got a disability.

The council continues to maintain and promote its Disability Confident status, which is due to be renewed during 2023/24. There has been collaboration between the council and Remploy (the UK’s leading disability specialist ‘in transforming lives through sustainable employment’). Remploy support individuals to consider council vacancies and there have been several successful applications.

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

Ethnic Minority Employees

Ethnic Minority	BCBC - Corporate				BCBC - Schools			
	Male	Female	Total	%	Male	Female	Total	%
31/03/2023	13	50	63	2.1%	*	27	*	1.0%
31/03/2022	17	47	64	2.2%	*	26	*	1.0%
31/03/2021	16	48	64	2.1%	*	28	*	1.0%

Table 3 - Ethnic Minority

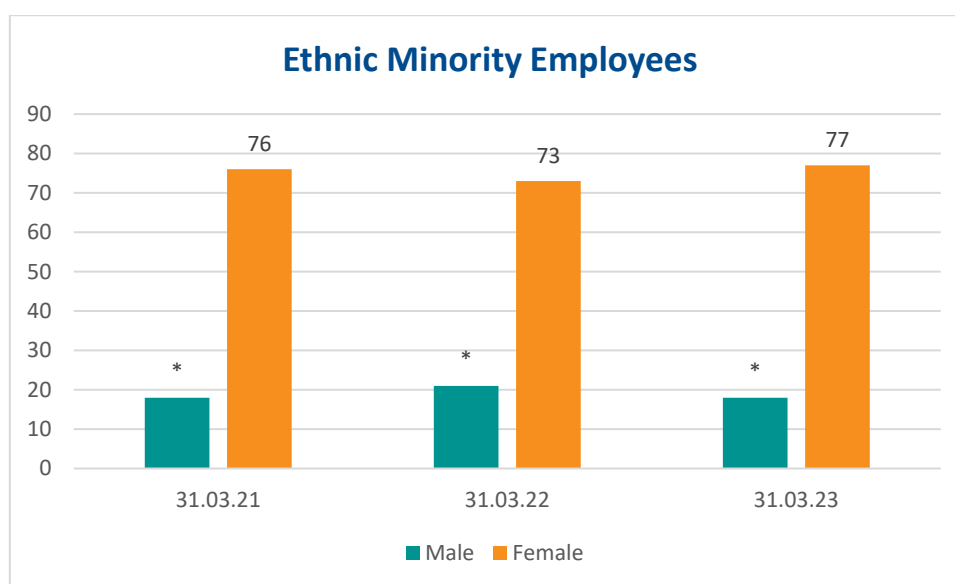


Figure 3 - Minority Ethnic by Gender

The recorded percentage of Ethnic Minority employees has slightly decreased in the corporate workforce over the last 12 months, with schools remaining the same. 1.6% of the total workforce have confirmed being of ethnic origin.

The latest population estimates from StatsWales (December 2022) indicate that 3% of the county borough residents identify themselves from an Ethnic Minority background, however, this is based on a low level of responses so would not be an accurate representation. The 2021 Census reported that 3.3% of Bridgend’s population identified themselves from an Ethnic Minority background. Based on these figures our workforce is under-represented in this area. However, over the course of the past year the council have been exploring options on how to promote being a diverse employer to ethnic minority backgrounds.

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The council's website has been improved by promoting the council as a good employer where diversity is welcomed. Particular attention has been given to the council's recruitment landing page to attract applications from Ethnic Minority backgrounds as part of the council's commitment to address under-representation across all levels of the organisation.

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 the population of Bridgend has increased by 4.5% which was third highest in Wales and has increased the ranking of Bridgend.

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%. The Census also confirmed 'the trend of population ageing has continued, with more people than ever before in the older age groups (65 and over)'.

Age Range	BCBC - Corporate				BCBC - Schools			
	Male	Female	Total	%	Male	Female	Total	%
16 - 19	4	9	13	0.44%	1	2	3	0.10%
20 - 25	28	94	122	4.12%	21	82	103	3.45%
26 - 30	50	160	210	7.09%	50	190	240	8.04%
31 - 35	46	190	236	7.96%	64	287	351	11.76%
36 - 40	62	240	302	10.19%	67	340	407	13.63%
41 - 45	72	250	322	10.87%	67	343	410	13.74%
46 - 50	95	287	382	12.89%	61	334	395	13.23%
51 - 55	101	350	451	15.22%	76	374	450	15.08%
56 - 60	122	339	461	15.56%	56	261	317	10.62%
61 - 65	122	266	388	13.09%	38	189	227	7.60%
66 +	21	55	76	2.56%	30	52	82	2.75%
Totals	723	2240	2963	100.00%	531	2454	2985	100.00%

Table 4 - Age Profile

45.7% of the total workforce are between the age of 16-45, with 51.6% between the age of 46 and 65. The remaining 2.7% represent those employees that are 66+ years old.

The Census 2021 confirms that the average (median) age of Bridgend has increased from 41 to 43 years of age. The average age in the corporate workforce is 47 years with 44 years being the average in schools. This shows that the average age of the council's workforce is higher than the residents age profile, however, it is worth noting that 23% of the workforce are not Bridgend residents.

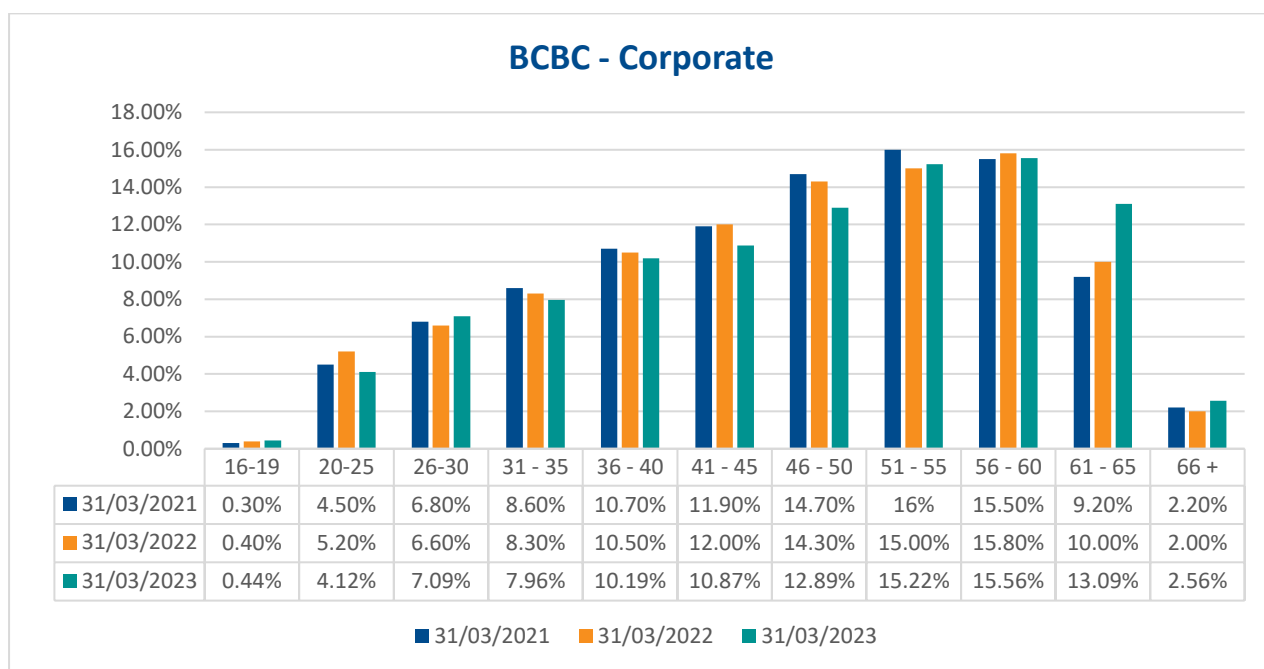


Figure 4 - BCBC Age Profile Corporate

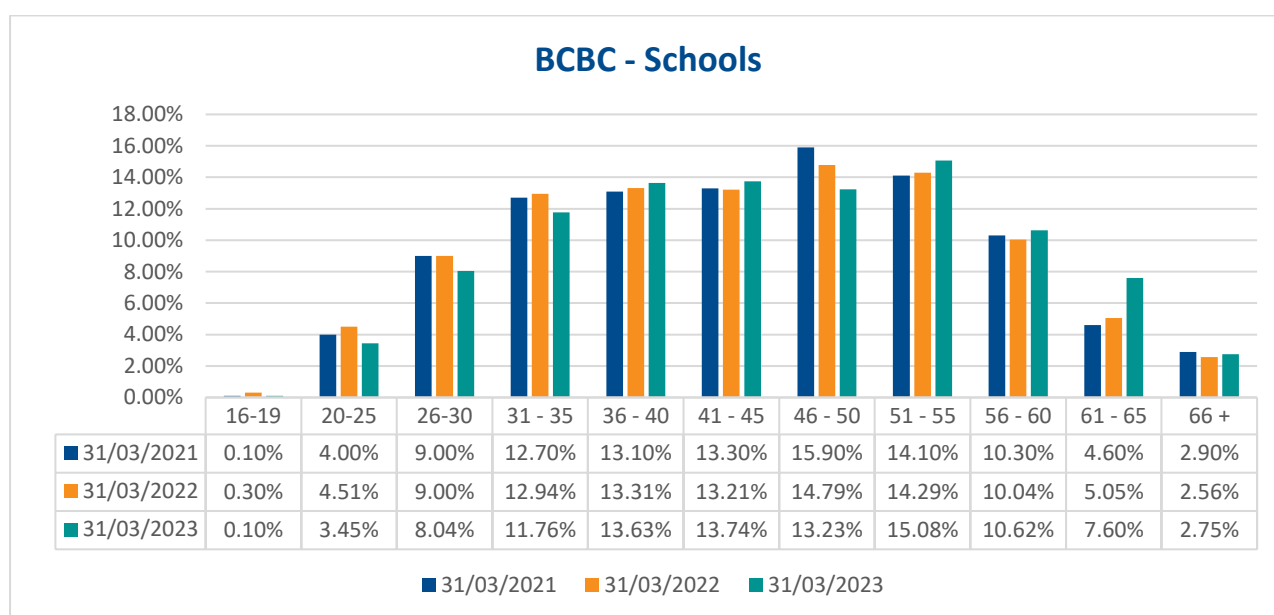


Figure 5 - BCBC Age Profile Schools

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 continued to be a success over the year with more investment in apprenticeships (36 appointed) and graduate positions (5 appointed), promoting succession planning.

Sexual Orientation

31.03.2023

Description
Bisexual
Gay Man
Lesbian
Other

BCBC - Corporate			
Male	Female	Total	%
*	18	*	0.78%
19	0	19	0.64%
0	15	15	0.51%
*	*	*	0.27%

BCBC - Schools			
Male	Female	Total	%
*	8	*	0.34%
6	0	6	0.20%
0	13	13	0.44%
0	*	*	0.13%

31.03.2022

Description
Bisexual
Gay Man
Lesbian

BCBC - Corporate			
Male	Female	Total	%
*	22	*	0.92%
16	0	16	0.55%
0	13	13	0.45%

BCBC - Schools			
Male	Female	Total	%
*	*	*	0.20%
8	0	8	0.27%
0	9	9	0.30%

31.03.2021

Description
Bisexual
Gay Man
Lesbian

BCBC - Corporate			
Male	Female	Total	%
*	17	*	0.80%
17	0	17	0.50%
0	13	13	0.40%

BCBC - Schools			
Male	Female	Total	%
*	*	*	0.20%
9	0	9	0.30%
0	6	6	0.20%

Table 5 - Sexual Orientation

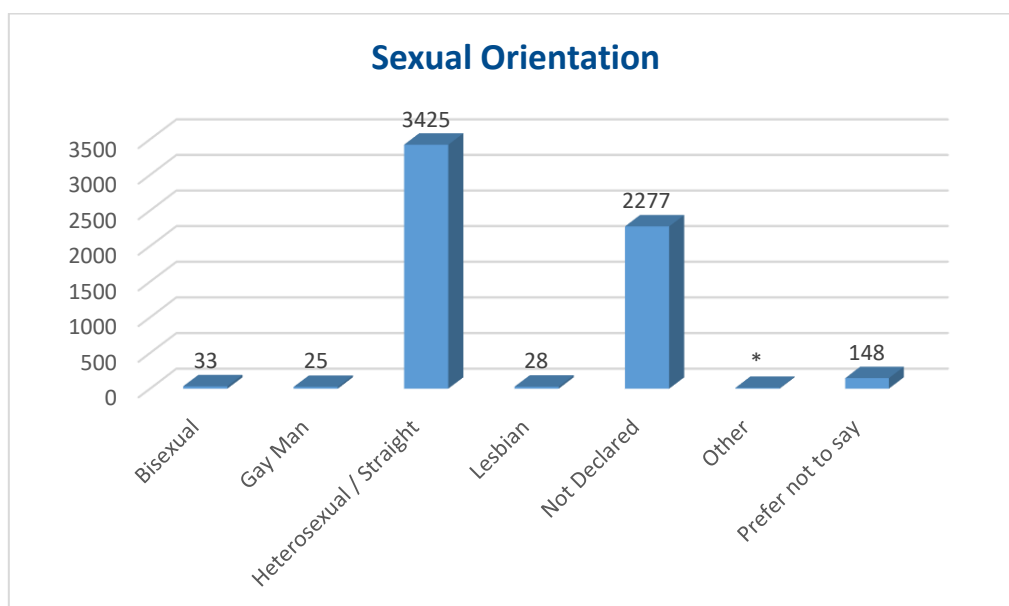


Figure 6 - Sexual Orientation

Most employees have categorised themselves as heterosexual / straight. 1.7% of our total workforce are gay or lesbian, which is higher than 1.35% as recorded in the 2021 Census.

38% of our workforce have not declared their sensitive personal information and 2.5% of employees prefer not to say. It is important to note that reporting of this information is not a mandatory requirement.

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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.

Throughout February 2023, the council proudly flew the LGBT+ progress flag at Civic Offices, along with illuminating the building on four different days to celebrate LGBT+ History month and to positively acknowledge the diversity within our communities and champion inclusivity.

This year’s theme is “Behind the Lens”, which looks at LGBT+ people’s contributions to cinema and film from behind the camera, including cinematographers, screen writers, make-up artists and much more. The council celebrated this by hosting an online event which included guest speakers from the industry which was shared internally.

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 - Corporate				BCBC - Schools			
	Male	Female	Total	%	Male	Female	Total	%
Married	318	1057	1375	46.41%	169	966	1135	38.02%
Same Sex Civil Partnership	*	*	*	0.20%	*	*	*	0.20%
Partner	110	262	372	12.55%	37	178	215	7.20%
Separated / Divorced	44	216	260	8.77%	16	115	131	4.39%
Single	196	549	745	25.14%	142	567	709	23.75%
Widowed	*	26	*	0.98%	*	8	*	0.30%
Prefer not to say	9	15	24	0.81%	*	27	*	0.97%
Not Declared	41	111	152	5.13%	162	589	751	25.16%
Total	723	2240	2963	100.00%	531	2454	2985	100.00%

Table 6 – Marital Status

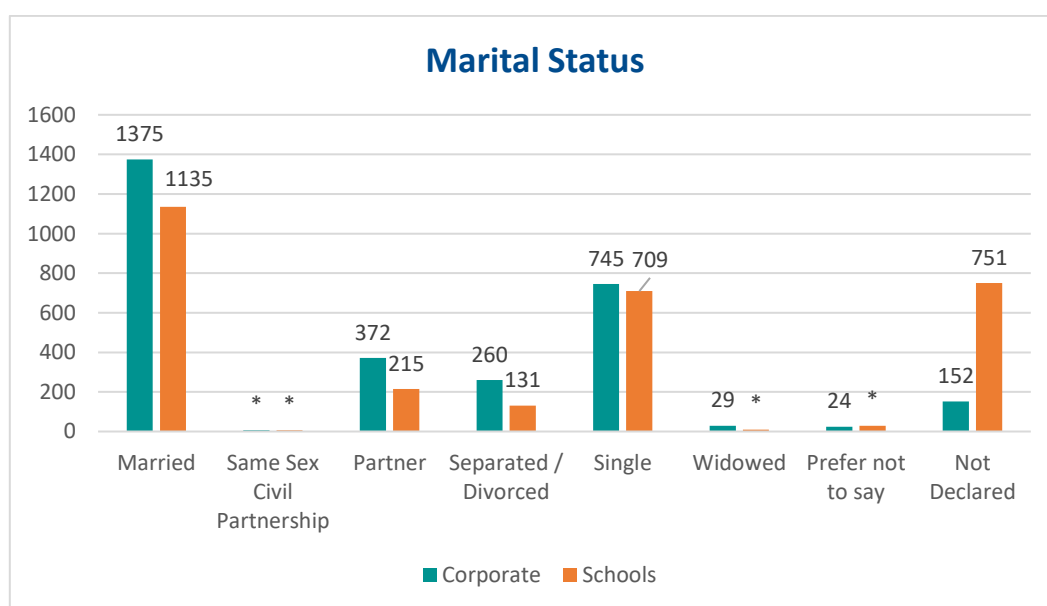


Figure 7 -Marital Status

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

84% of the marital status of the council's workforce has been declared with 0.9% preferring not to say and 15% not declaring. 42% of the workforce are married, with 24% being single.

Religion & Belief

Religion & Belief	BCBC - Corporate				BCBC - Schools			
	Male	Female	Total	%	Male	Female	Total	%
Agnostic	49	98	147	4.96%	19	58	77	2.58%
Atheist	59	130	189	6.38%	27	52	79	2.65%
Baha'i	0	*	*	0.03%	0	0	0	0.00%
Buddhist - Hinayana	0	*	*	0.10%	*	0	*	0.03%
Buddhist - Mahayana	0	*	*	0.07%	0	0	0	0.00%
Christian - Anglican	7	19	26	0.88%	*	10	12	0.40%
Christian - Church in England	27	127	154	5.20%	20	74	94	3.15%
Christian - Church in Wales	84	332	416	14.04%	40	263	303	10.15%
Christian - Orthodox	15	39	54	1.82%	*	13	*	0.57%
Christian - Protestant	34	89	123	4.15%	10	48	58	1.94%
Christian - Roman Catholic	36	126	162	5.47%	15	73	88	2.95%
Hinduism	0	*	*	0.17%	*	*	*	0.13%
Islam - Sunni	*	*	*	0.20%	0	*	*	0.07%
Judaism - Reformed	0	*	*	0.03%	0	0	0	0.00%
Muslim	0	*	*	0.03%	0	*	*	0.07%
Taoism	*	0	*	0.03%	0	0	0	0.00%
Any other religion or belief	12	34	46	1.55%	7	16	23	0.77%
No Religion	211	724	935	31.56%	59	397	456	15.28%
Prefer not to say	44	91	135	4.56%	6	39	45	1.51%
Not Declared	142	414	556	18.76%	319	1405	1724	57.76%
Total	723	2240	2963	100.00%	531	2454	2985	100.00%

Table 7 - Religion & Belief

Of the total workforce 38% have not declared their religion/belief, with only 2% preferring not to say. The largest religion / belief is Christianity at 25%, with 23% informing they have no religion.

The 2021 Census informed that 52.3% of Bridgend residents reported having 'no religion', which is an increase from the 36.7% in the 2011 Census.

Pregnancy, Maternity & Paternity

During the year 2022/23, 195 employees have had maternity leave and 26 have had paternity leave.

Caring Responsibilities

31.03.2023	BCBC - Corporate				BCBC - Schools			
Description	Male	Female	Total	%	Male	Female	Total	%
Carer Responsibility Declared	29	193	222	7.49%	6	61	67	2.24%

31.03.2022	BCBC - Corporate				BCBC - Schools			
Description	Male	Female	Total	%	Male	Female	Total	%
Carer Responsibility Declared	28	192	220	7.50%	8	60	68	2.30%

31.03.2021	BCBC - Corporate				BCBC - Schools			
Description	Male	Female	Total	%	Male	Female	Total	%
Carer Responsibility Declared	33	189	222	7.40%	6	55	61	2.10%

Table 8 - Caring Responsibilities

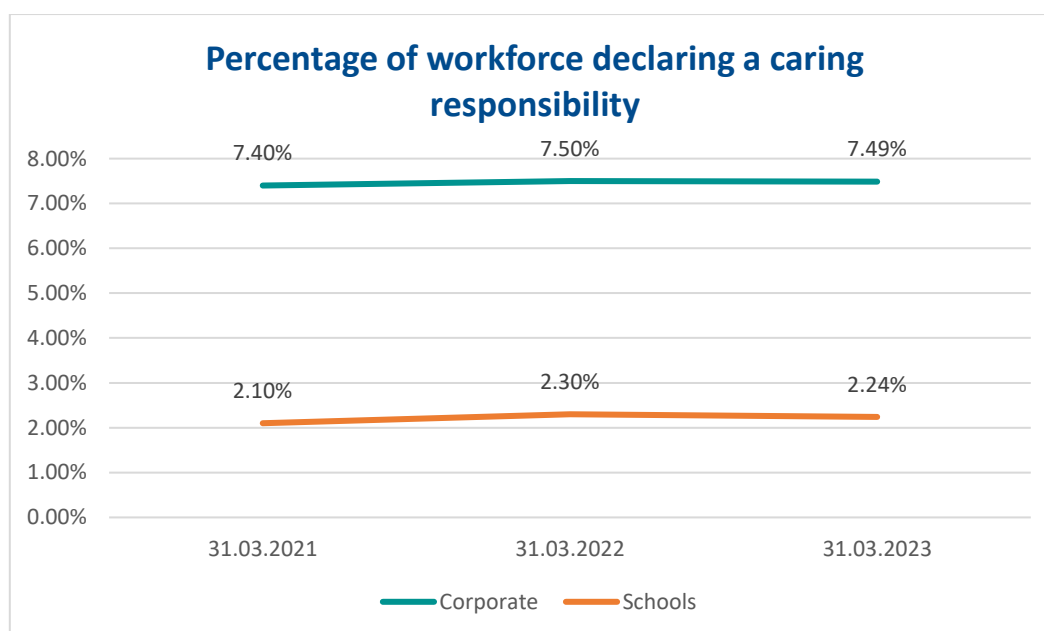


Figure 8 - Carers

The percentage of the total workforce identifying themselves as carers has slightly decreased from the previous year (due to the change in headcounts), however, there has been a slight increase in the number of male and female carers within the corporate workforce.

During June 2022 communications were issued promoting and supporting Bridgend's Carers Wellbeing service as well as asking the workforce to update their sensitive information tab in relation to being a carer. Within September 2022 a new carers staff group was formed and one meeting has taken place. This group will support the development of a new carers policy during the coming year.

Welsh Language

31.03.2023

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

BCBC - Corporate			
Male	Female	Total	%
170	594	764	25.78%
136	459	595	20.08%
14	45	59	1.99%
20	90	110	3.71%

BCBC - Schools			
Male	Female	Total	%
116	637	753	25.23%
80	398	478	16.01%
12	92	104	3.48%
24	147	171	5.73%

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

178	632	810	27.34%
138	482	620	20.92%
23	59	82	2.77%
17	91	108	3.64%

115	654	769	25.76%
77	410	487	16.31%
13	99	112	3.75%
25	145	170	5.70%

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

127	513	640	21.60%
93	385	478	16.13%
20	43	63	2.13%
14	85	99	3.34%

108	595	703	23.55%
71	366	437	14.64%
14	92	106	3.55%
23	137	160	5.36%

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

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

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

BCBC - 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%

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

Table 9 - Welsh Language

The annual population survey shows the percentage of the population within Bridgend County Borough and all Wales that have Welsh language skills, for the year ending 31 December 2022.

	Welsh Speaker	Welsh Reader	Welsh Writer	Understand spoken Welsh
Bridgend	22.8%	21.6%	19.4%	25.1%
Wales	29.5%	25.7%	23.7%	33.4%

There has been an increase in all Bridgend percentages of the population survey since 31 December 2021.

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 12 employees attended year 1 of this training, whilst 10 employees were supported to attend Welsh language courses within the community.

A number of employees (76) have also completed the council E-Learning modules on Welsh language awareness and Welsh language standards during 2022/23.