

Meeting of:	CABINET COMMITTEE EQUALITIES
Date of Meeting:	17 JULY 2024
Report Title:	ANNUAL REPORT ON EQUALITY IN THE WORKFORCE (2023/2024)
Report Owner / Corporate Director:	CHIEF EXECUTIVE
Responsible Officer:	PAUL MILES, GROUP MANAGER – HUMAN RESOURCES & ORGANISATIONAL DEVELOPMENT
Policy Framework and Procedure Rules:	There is no impact on the policy framework or procedure rules.
Executive Summary:	This report details the protected characteristics of the Council’s workforce as at 31 March 2024.

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 2024.

2. Background

- 2.1 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.

3. Current situation / proposal

- 3.1 **Appendix 1** shows a summary of protected characteristics during 2023/2024 using the total workforce as at 31 March 2024.
- 3.2 **Appendix 2** provides an equality profile of the Council’s workforce as at 31 March 2024, with comparative data from the previous two years.
- 3.3 **Appendix 3** provides information on pay gaps as at 31 March 2024.
- 3.4 The profile includes protected characteristics of the workforce (gender, disability, ethnicity, age, sexual orientation, marriage/civil partnership, religion and belief, pregnancy and maternity, carers and Welsh language).

- 3.5 Communications are issued regularly to remind staff of the importance of keeping their sensitive information up to date.
- 3.6 The Council continues to work through the Strategic Equality Plan in terms of specific actions and has been working to move forward on the new 2024 – 2028 Strategic Action Plan.
- 3.7 The Equalities monitoring form has been revised to bring it more up to date. The form is now being used for new starters and current staff to update their sensitive information, using Employee Self Service.
- 3.8 Whilst reviewing the monitoring form the Welsh Language categories have also been updated to ensure consistency on a national level.

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 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. 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.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 The well-being goals identified in the Act were considered in the preparation of this report:

Involvement	Publication of the report ensures that the public and stakeholders can review the work that has/is being undertaken.
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 1 and 2 has been gathered through collaboration with all employees within the Council.

5.2 This report assists in the achievement of the following corporate well-being objectives:

- A County Borough with fair work, skilled, high-quality jobs and thriving towns
- A County Borough where people feel valued, heard and part of their community

6. Climate Change Implications

6.1 There are no climate change implications in this report.

7. Safeguarding and Corporate Parent Implications

7.1 There are no safeguarding and corporate parent implications in this report.

8. Financial Implications

8.1 There are no financial implications in this report.

9. Recommendation

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

Background documents:

None

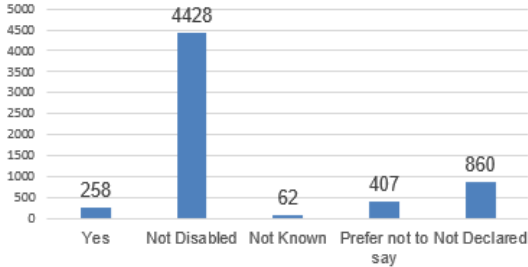
Equalities in the Workplace 2023-2024

Gender

Male 1,294 (21.5%) Female – 4,721 (78.5%)

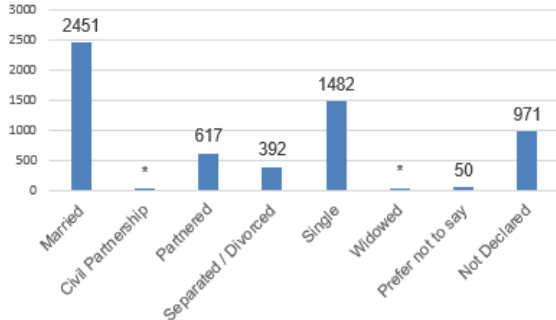


Disability



4.29% of our workforce are disabled

Marital Status



40.75% of our workforce are Married

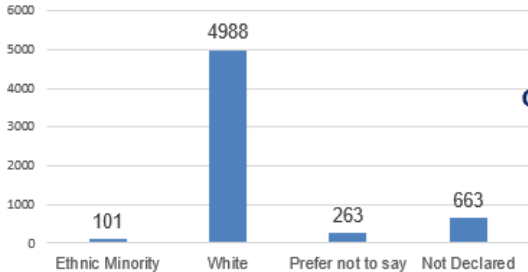
Age Range

Age Range	BCBC - Total			
	Male	Female	Total	%
16-19	13	30	43	0.71%
20-25	71	224	295	4.90%
26-30	108	345	453	7.53%
31-35	122	494	616	10.24%
36-40	131	614	745	12.39%
41-45	143	614	757	12.59%
46-50	160	633	793	13.18%
51-55	186	705	891	14.81%
56-60	174	574	748	12.44%
61-65	134	368	502	8.35%
66+	52	120	172	2.86%
Total	1294	4721	6015	

46 Is the average age of BCBC's workforce

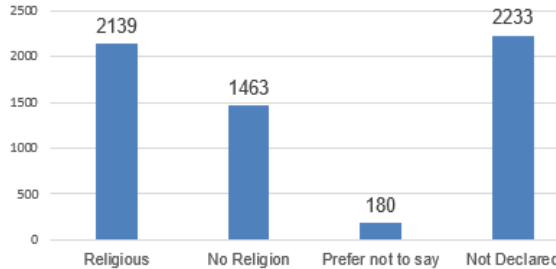
62.6% Of the Bridgend population are between 15-64

Ethnic Minority



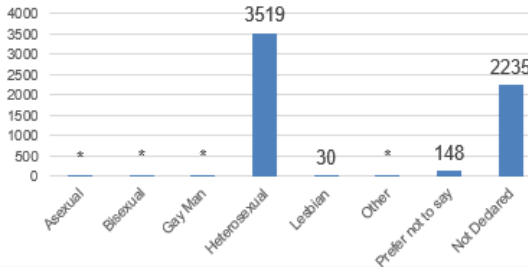
1.68% of our workforce are of Ethnic Minority

Religion & Belief



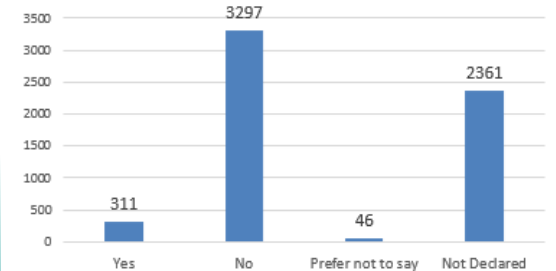
35.56% of our workforce are Religious

Sexual Orientation



1.87% of our workforce identified with an LGBT+ sexual orientation

Carers Responsibility



5.17% of our workforce are unpaid carers

Workforce Equality Monitoring

Introduction

This appendix gives an overview of the workforce, by protected characteristic, as at 31.03.24 with trend analysis for the previous 2 years, for some, along with other relevant information. Data within this report is based on sensitive information voluntarily provided by employees.

During the 2023/2024 reporting year it was approved that the Introduction to Equality & Diversity and Welsh Language Awareness E-Learning modules would become part of the Corporate Induction Framework and therefore mandatory courses for new starters and current employees to complete. So far nearly half of the workforce has completed these modules. Further monitoring of this will take place during the next reporting period of 2024/2025.

Headcount & Gender

The total headcount as at 31.03.24 is 6015, as follows:

Male – 1,294
(21.5%)



Female – 4,721
(78.5%)



31.03.2024	BCBC - Corporate			BCBC - Schools			BCBC Total		
Description	Male	Female	Total	Male	Female	Total	Male	Female	Total
BCBC Headcount	746	2334	3080	548	2387	2935	1294	4721	6015
Percentage	24.2%	75.8%		18.7%	81.3%		21.5%	78.5%	

Table 1 - BCBC headcount

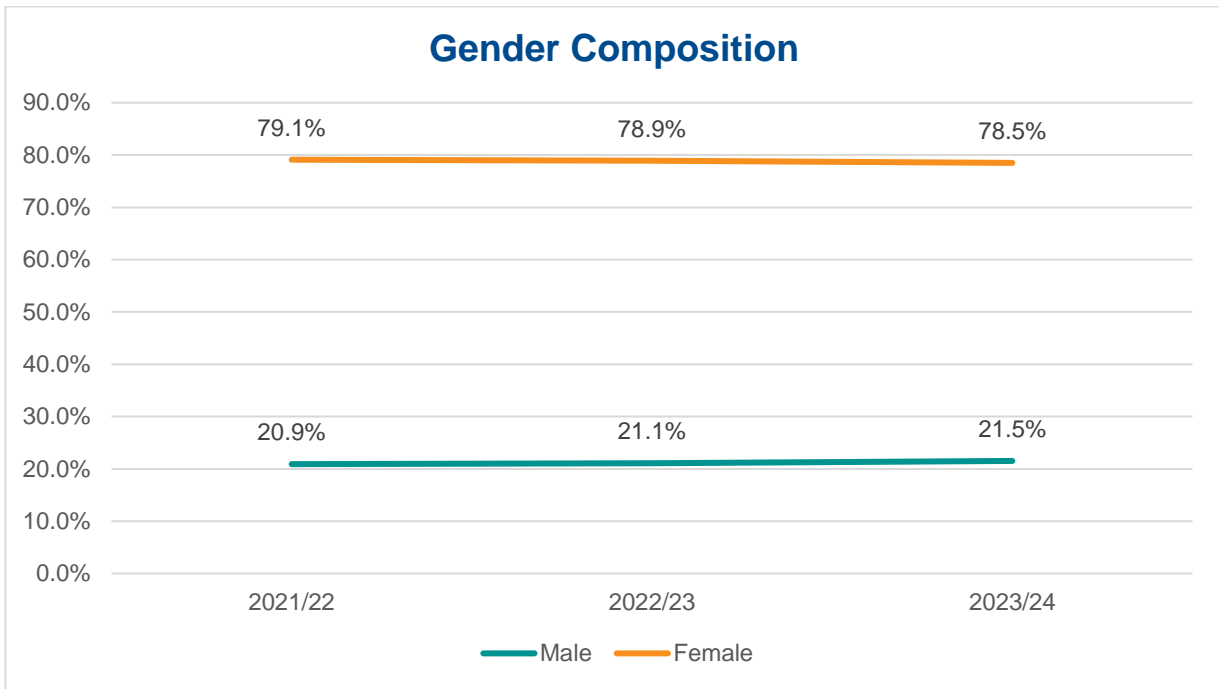


Figure 1 - Gender Composition

The gender composition has remained fairly consistent over previous years. In comparison with other Local Authorities in Wales (22/23), 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 services.

Disability

The percentage of employees who have declared a disability has remained the same at 4.29% with 6.77% preferring not to say and 14.29% not declaring whether they have / do not have a disability and 1.03% not known.

Disability Declared	BCBC - Corporate				BCBC - Schools				BCBC - Total			
	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
31/03/2024	69	129	198	6.43%	12	48	60	2.04%	81	177	258	4.29%
31/03/2023	69	128	197	6.60%	13	45	58	1.90%	82	173	255	4.29%
31/03/2022	52	106	158	5.40%	13	41	54	1.80%	65	147	212	3.60%

Table 2 - Disability

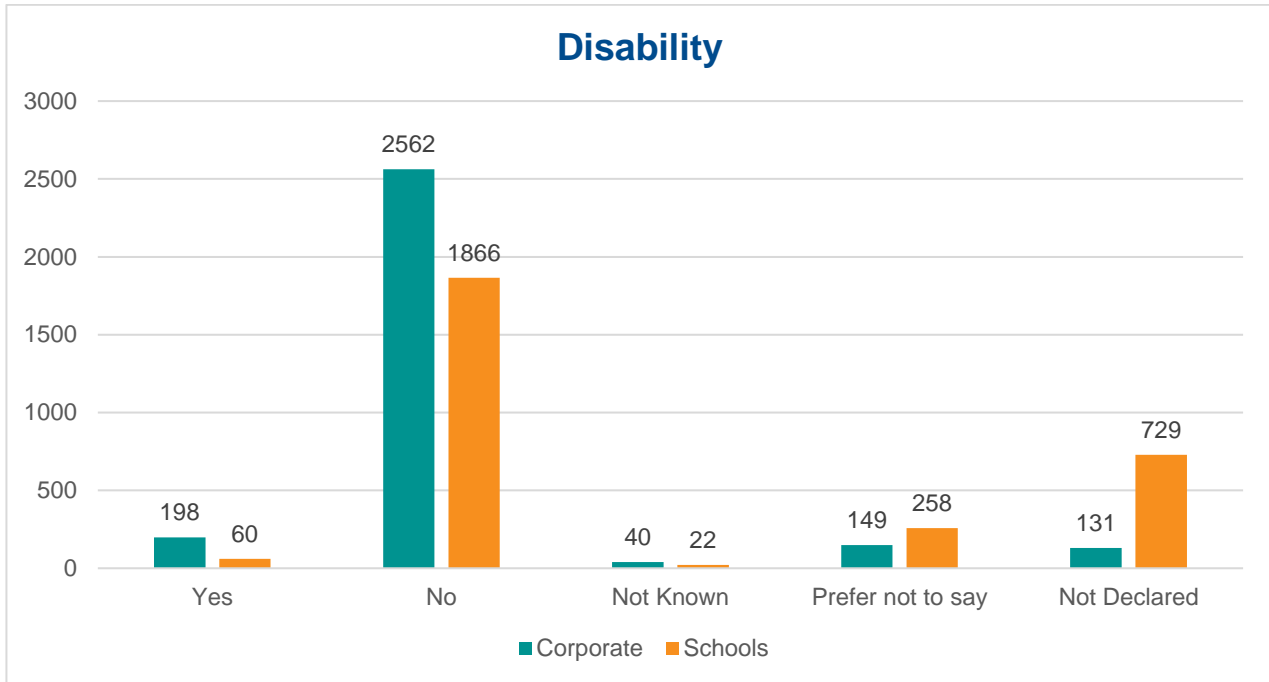


Figure 2 – Disability Data

The Council renewed its Disability Confident status during 2023/24 and will be pursuing the next level – Disability Confident Leader, during the new 2024-2028 Strategic Equality Plan. The Council vacancies continue to be featured on the SCOPE (disability equality charity) website.

Ethnic Minority

Ethnic Minority	BCBC - Corporate				BCBC - Schools				BCBC - Total			
	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
31/03/2024	18	48	66	2.14%	7	28	35	1.19%	25	76	101	1.68%
31/03/2023	13	50	63	2.10%	*	27	*	1.00%	*	77	*	1.60%
31/03/2022	17	47	64	2.20%	*	26	30	1.00%	21	73	94	1.60%

Table 3 - Ethnic Minority

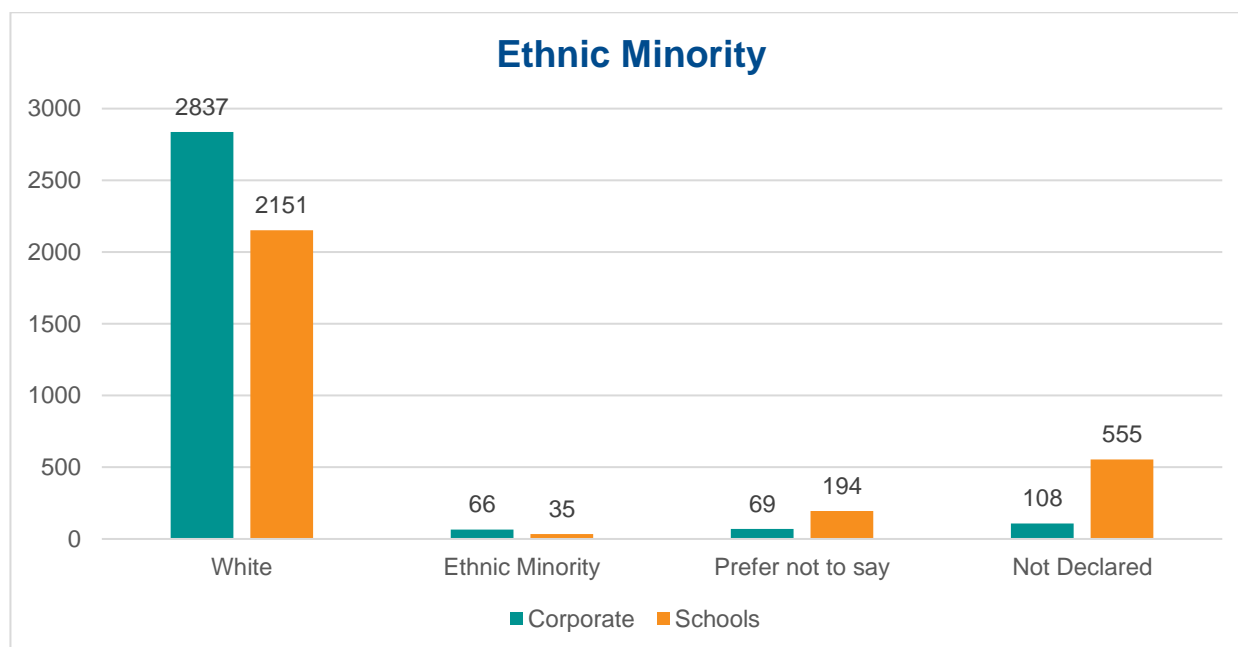


Figure 3 – Ethnic Minority Data

The recorded percentage of Ethnic Minority employees has remained the same in the corporate workforce over the last 12 months, with schools slightly increasing. 1.68% of the total workforce have confirmed being of ethnic origin. This can be split between those that live in Bridgend (1.21%) and those that live in other Local Authority regions (0.47%). 4.37% of the workforce prefer not to say and 11.02% not declared.

The latest population estimates from StatsWales (September 2023) indicate that 4.1% of the county borough residents identify themselves as Black, Asian and Minority Ethnic. The 2021 Census reported that 3.3% of Bridgend's population identified themselves from an Ethnic Minority background. Based on both these figures our workforce is under-represented in this area.

The Council's website continues to promote 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. The Anti-Racist Wales action plan will form part of the new Strategic Equality Plan actions for 2024 – 2028.

Age Profile

Table 4 presents the number and percentage of employees in each age range.

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)’.

31.03.2024												
Age Range	BCBC - Corporate				BCBC - Schools				BCBC - Total			
	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
16-19	12	24	36	1.17%	*	6	*	0.24%	*	30	*	0.71%
20-25	37	125	162	5.26%	34	99	133	4.53%	71	224	295	4.90%
26-30	54	172	226	7.34%	54	173	227	7.73%	108	345	453	7.53%
31-35	60	208	268	8.70%	62	286	348	11.86%	122	494	616	10.24%
36-40	67	278	345	11.20%	64	336	400	13.63%	131	614	745	12.39%
41-45	75	276	351	11.40%	68	338	406	13.83%	143	614	757	12.59%
46-50	96	301	397	12.89%	64	332	396	13.49%	160	633	793	13.18%
51-55	100	348	448	14.55%	86	357	443	15.09%	186	705	891	14.81%
56-60	125	330	455	14.77%	49	244	293	9.98%	174	574	748	12.44%
61-65	99	216	315	10.23%	35	152	187	6.37%	134	368	502	8.35%
66+	21	56	77	2.50%	31	64	95	3.24%	52	120	172	2.86%
Total	746	2334	3080		548	2387	2935		1294	4721	6015	

Table 4 - Age Profile – 31.03.2024

61.5% of the total workforce are between the age of 16-50, with 35.6% between the age of 51 and 65. The remaining 2.9% represent those employees that are 66+ years old.

The Census 2021 confirms that the average (median) age of Bridgend increased from 41 to 43 years of age. The average age in the corporate workforce is 46 years with 45 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.

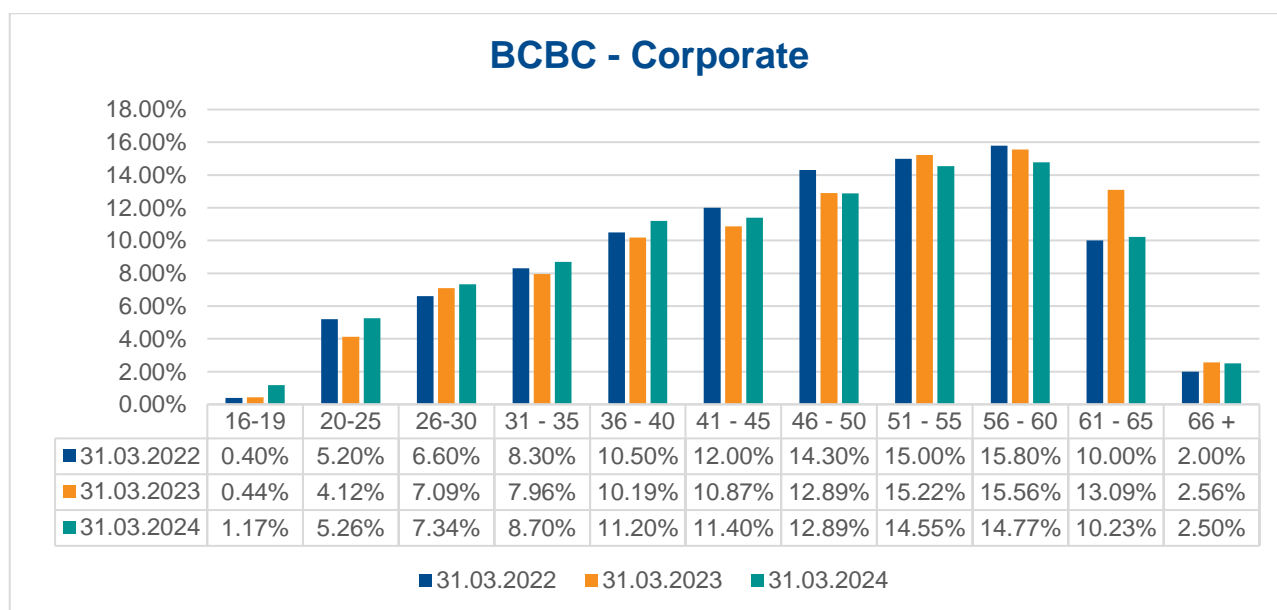


Figure 4 - BCBC Age Profile Corporate

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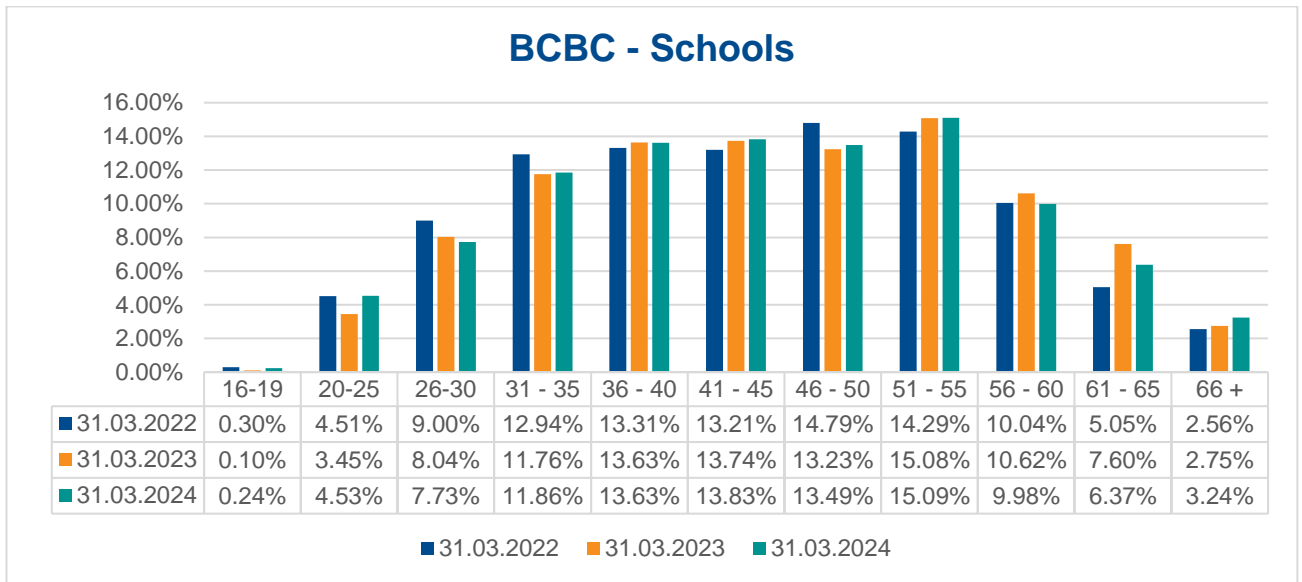


Figure 5 - BCBC Age Profile Schools

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. During 2023/2024, 46 apprentices and 6 graduates were employed within the Council, promoting succession planning.

Sexual Orientation

60.38% of the Council's workforce have declared their sexual orientation with the majority categorising themselves as heterosexual / straight.

1.87% of the workforce identified themselves with an LGBT+ sexual orientation, which is lower than the Wales average 3.0% (Census 2021).

31.03.2024	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Sexual Orientation	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Asexual	*	*	*	*	*	*	*	*	*	*	*	*
Bisexual	8	23	31	1.01%	*	6	9	0.31%	*	29	40	0.67%
Gay Man	22	0	22	0.71%	*	0	*	0.17%	*	0	*	0.45%
Lesbian	0	19	19	0.62%	0	11	11	0.37%	0	30	30	0.50%
Other	*	7	*	0.36%	0	*	*	0.14%	*	*	*	0.25%

31.03.2023	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Sexual Orientation	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Bisexual	*	18	*	0.78%	*	*	*	0.34%	7	26	33	0.55%
Gay Man	19	0	19	0.64%	*	0	*	0.20%	25	0	25	0.42%
Lesbian	0	15	15	0.51%	0	13	13	0.44%	0	28	28	0.47%
Other	*	*	*	0.27%	0	*	*	0.13%	*	*	*	0.20%

31.03.2022	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Sexual Orientation	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Bisexual	*	22	27	0.92%	*	*	*	0.20%	6	27	33	0.55%
Gay Man	16	0	16	0.55%	8	0	8	0.27%	24	0	24	0.40%
Lesbian	0	13	13	0.45%	0	9	9	0.30%	0	22	22	0.37%
Other	*	*	*	0.31%	0	*	*	0.20%	*	12	*	0.25%

Table 5 - Sexual Orientation

2.46% of our workforce preferred not to say and 37.15% have not declared their sensitive personal information. It is important to note that reporting of this information is not a mandatory requirement.

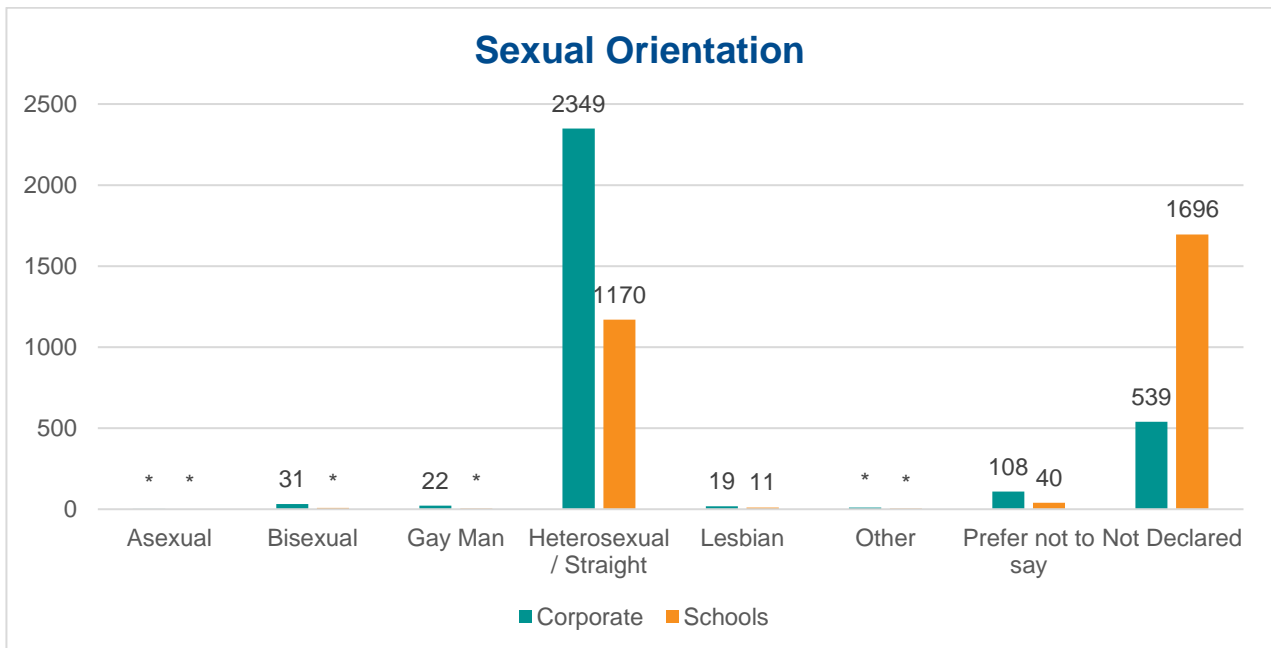


Figure 6 - Sexual Orientation

The Proud Council network, made up of 9 Local Authorities, are working together to address any LGBTQ+ issues and will promote any work undertaken during pride Cymru.

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

Throughout February 2024, the Council proudly flew the LGBTQ+ progress flag at Civic Offices, along with illuminating the to celebrate LGBTQ+ History month and to positively acknowledge the diversity within our communities and champion inclusivity.

This year's theme is "Medicine", which looks at LGBTQ+ people's contributions of doctors and medical students in education, training and the workplace and on how to ensure an inclusive profession.

The Council continues to promote and engage in national events such as Pride, LGBTQ+ History Month as well as other events to build awareness. This year the Equalities Manager was able to attend a local Pride event and BCBC will also have a presence at BARC (Bridgend Community Outreach Centre) Pride to demonstrate our commitment to inclusion and the diversity of our communities.

Marriage / Civil Partnership

40.75% of the workforce are married, with 24.64% being single.

31.03.2024	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Marital Status	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Married	316	1059	1375	44.64%	165	911	1076	36.66%	481	1970	2451	40.75%
Civil Partnership	*	*	*	0.29%	*	*	*	0.20%	*	*	*	0.25%
Partnered	110	292	402	13.05%	43	172	215	7.33%	153	464	617	10.26%
Separated / Divorced	45	228	273	8.86%	14	105	119	4.05%	59	333	392	6.52%
Single	208	585	793	25.75%	136	553	689	23.48%	344	1138	1482	24.64%
Widowed	*	25	*	0.91%	*	8	*	0.31%	*	33	*	0.62%

31.03.2023	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Marital Status	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Married	318	1057	1375	44.64%	169	966	1135	38.67%	487	2023	2510	41.73%
Civil Partnership	*	*	*	0.19%	*	*	*	0.20%	*	*	*	0.20%
Partnered	110	262	372	12.08%	37	178	215	7.33%	147	440	587	9.76%
Separated / Divorced	44	216	260	8.44%	16	115	131	4.46%	60	331	391	6.50%
Single	196	549	745	24.19%	142	567	709	24.16%	338	1116	1454	24.17%
Widowed	*	26	*	0.94%	*	8	*	0.31%	*	34	*	0.63%

31.03.2022	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Marital Status	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Married	1052	309	1361	44.19%	998	178	1176	40.07%	2050	487	2537	42.18%
Civil Partnership	*	*	*	0.16%	*	*	*	0.24%	*	*	*	0.20%
Partnered	263	103	366	11.88%	166	32	198	6.75%	429	135	564	9.38%
Separated / Divorced	221	45	266	8.64%	115	17	132	4.50%	336	62	398	6.62%
Single	527	184	711	23.08%	560	145	705	24.02%	1087	329	1416	23.54%
Widowed	28	*	*	1.01%	12	*	*	0.44%	40	*	*	0.73%

Table 6 – Marital Status

83.02% of the marital status of the Council's workforce has been declared with 0.83% preferring not to say and 16.14% not declaring.

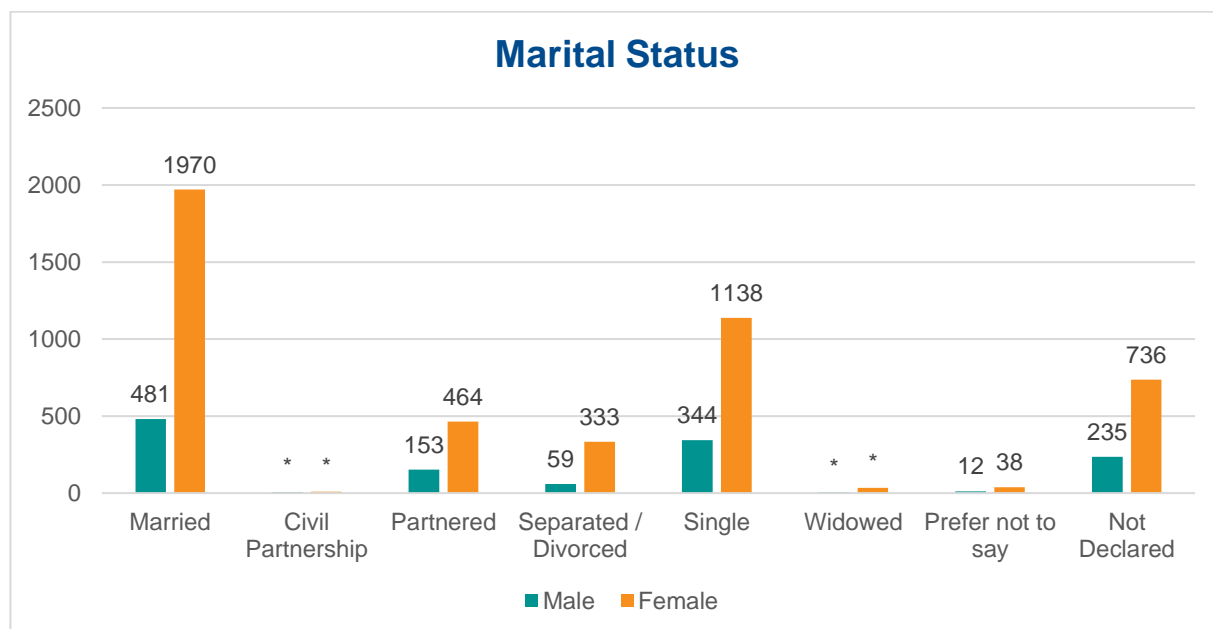


Figure 7 - Marital Status

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

Religion & Belief

The largest religion / belief in the Council is Christianity at 25.30%, with 24.32% informing they have no religion.

31.03.2024	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Religion & Belief	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Agnostic	48	109	157	5.10%	16	61	77	2.62%	64	170	234	3.89%
Atheist	72	132	204	6.62%	31	49	80	2.73%	103	181	284	4.72%
Baha'i	*	*	*	0.03%	*	*	*	0.00%	*	*	*	0.02%
Buddhist - Hinayana	*	*	*	0.13%	*	*	*	0.03%	*	*	*	0.08%
Buddhist - Mahayana	*	*	*	0.10%	*	*	*	0.00%	*	*	*	0.05%
Christian - Anglican	10	18	28	0.91%	*	*	*	0.37%	*	27	*	0.65%
Christian - Church in England	26	128	154	5.00%	21	70	91	3.10%	47	198	245	4.07%
Christian - Church in Wales	79	338	417	13.54%	38	262	300	10.22%	117	600	717	11.92%
Christian - Orthodox	16	42	58	1.88%	*	10	*	0.48%	*	52	*	1.20%
Christian - Protestant	36	89	125	4.06%	11	47	58	1.98%	47	136	183	3.04%
Christian - Roman Catholic	43	127	170	5.52%	15	81	96	3.27%	58	208	266	4.42%
Hinduism	*	*	*	0.16%	*	*	*	0.14%	*	*	*	0.15%
Islam - Sunni	*	*	*	0.19%	*	*	*	0.03%	*	*	*	0.12%
Judaism - Reformed	*	*	*	0.03%	*	*	*	0.00%	*	*	*	0.02%
Muslim	*	*	*	0.03%	*	*	*	0.10%	*	*	*	0.07%
Taoism	*	*	*	0.03%	*	*	*	0.00%	*	*	*	0.02%
Any other religion or belief	11	36	47	1.53%	*	15	*	0.72%	17	*	*	1.13%
No Religion	220	796	1016	32.99%	62	385	447	15.23%	282	1181	1463	24.32%

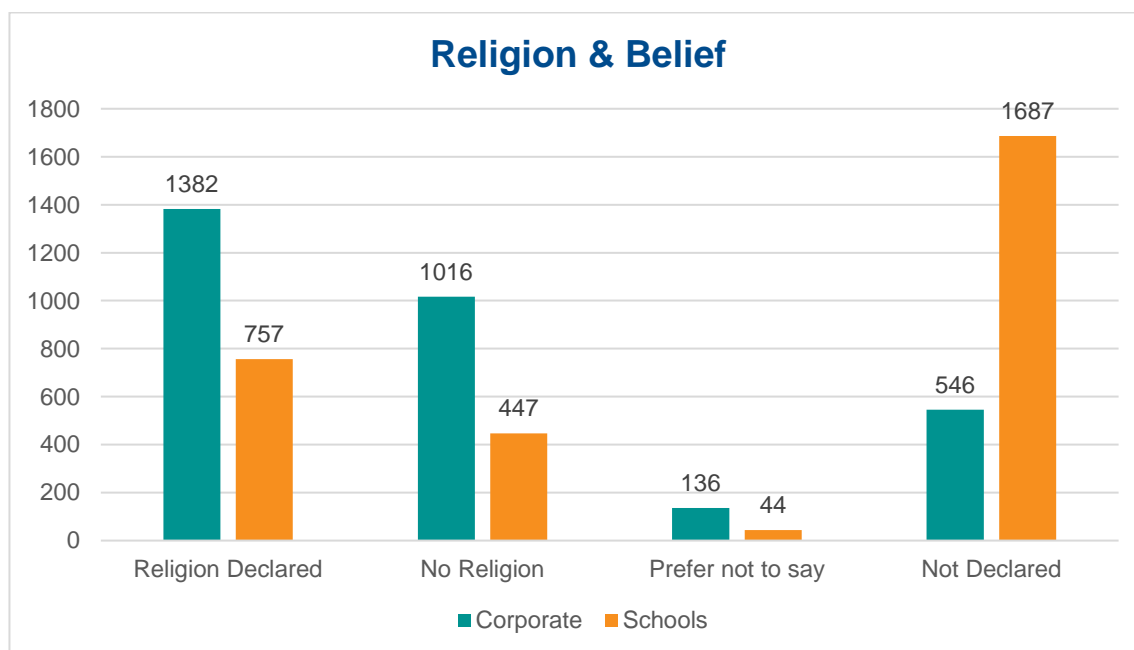
31.03.2023	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Religion & Belief	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Agnostic	49	98	147	4.77%	19	58	77	2.62%	68	156	224	3.72%
Atheist	59	130	189	6.14%	27	52	79	2.69%	86	182	268	4.46%
Baha'i	*	*	*	0.03%	*	*	*	0.00%	*	*	*	0.02%
Buddhist - Hinayana	*	*	*	0.10%	*	*	*	0.03%	*	*	*	0.07%
Buddhist - Mahayana	*	*	*	0.06%	*	*	*	0.00%	*	*	*	0.03%
Christian - Anglican	7	19	26	0.84%	*	*	*	0.41%	*	29	*	0.63%
Christian - Church in England	27	127	154	5.00%	20	74	94	3.20%	47	201	248	4.12%
Christian - Church in Wales	84	332	416	13.51%	40	263	303	10.32%	124	595	719	11.95%
Christian - Orthodox	15	39	54	1.75%	*	13	*	0.58%	*	52	*	1.18%
Christian - Protestant	34	89	123	3.99%	10	48	58	1.98%	44	137	181	3.01%
Christian - Roman Catholic	36	126	162	5.26%	15	73	88	3.00%	51	199	250	4.16%
Hinduism	*	*	*	0.16%	*	*	*	0.14%	*	*	*	0.15%
Islam - Sunni	*	*	*	0.19%	*	*	*	0.07%	*	*	*	0.13%
Judaism - Reformed	*	*	*	0.03%	*	*	*	0.00%	*	*	*	0.02%
Muslim	*	*	*	0.03%	*	*	*	0.07%	*	*	*	0.05%
Taoism	*	*	*	0.03%	*	*	*	0.00%	*	*	*	0.02%
Any other religion or belief	12	34	46	1.49%	7	16	23	0.78%	19	50	69	1.15%
No Religion	211	724	935	30.36%	59	397	456	15.54%	270	1121	1391	23.13%

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

31.03.2022	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Religion & Belief	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Agnostic	41	92	133	4.32%	16	65	81	2.76%	57	157	214	3.56%
Atheist	58	110	168	5.45%	28	39	67	2.28%	86	149	235	3.91%
Baha'i	*	*	*	0.00%	*	*	*	0.00%	*	*	*	0.00%
Buddhist - Hinayana	*	*	*	0.10%	*	*	*	0.03%	*	*	*	0.07%
Buddhist - Mahayana	*	*	*	0.06%	*	*	*	0.00%	*	*	*	0.03%
Christian - Anglican	6	18	24	0.78%	*	11	*	0.41%	*	29	*	0.60%
Christian - Church in England	26	121	147	4.77%	21	77	98	3.34%	47	198	245	4.07%
Christian - Church in Wales	75	327	402	13.05%	40	263	303	10.32%	115	590	705	11.72%
Christian - Orthodox	15	37	52	1.69%	*	9	*	0.44%	*	46	*	1.08%
Christian - Protestant	34	101	135	4.38%	11	48	59	2.01%	45	149	194	3.23%
Christian - Roman Catholic	38	122	160	5.19%	12	78	90	3.07%	50	200	250	4.16%
Hinduism	*	*	*	0.16%	*	*	*	0.10%	*	*	*	0.13%
Islam - Sunni	*	*	*	0.23%	*	*	*	0.14%	*	*	*	0.18%
Judaism - Reformed	*	*	*	0.03%	*	*	*	0.00%	*	*	*	0.02%
Muslim	*	*	*	0.03%	*	*	*	0.10%	*	*	*	0.07%
Taoism	*	*	*	0.03%	*	*	*	0.00%	*	*	*	0.02%
Any other religion or belief	13	34	47	1.53%	6	17	23	0.78%	19	51	70	1.16%
No Religion	185	690	875	28.41%	61	362	423	14.41%	246	1052	1298	21.58%

Table 7 - Religion & Belief

Of the total workforce 37.12% have not declared their religion/belief, which is slightly lower than 2022. 2.99% of the total workforce have preferred not to say.



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 and Adoption

During the year 2023/24, 195 employees have taken maternity/adoption leave and 14 have taken paternity leave.

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Caring Responsibilities

The percentage of the total workforce identifying themselves as carers has slightly increased to 5.17%. There have been a number of communications during the year to support carers, such as:

- Promoting and supporting Carers' Rights Day with the aim of the campaign to help all carers to become aware of their rights, and to highlight which organisations are available to offer help and support.
- Encouraging employees to update their sensitive information, which includes carers.

31.03.2024	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Description	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Carer Responsibility Declared	35	214	249	8.08%	*	57	*	2.11%	*	271	*	5.17%
31.03.2023	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Description	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Carer Responsibility Declared	29	193	222	7.49%	*	61	*	2.24%	*	254	*	4.86%
31.03.2022	BCBC - Corporate				BCBC - Schools				BCBC - Total			
Description	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Carer Responsibility Declared	28	192	220	7.54%	8	60	68	2.29%	36	252	288	4.89%

Table 8 - Caring Responsibilities

39.25% of the total workforce have not declared whether they have a caring responsibility outside of the workplace. The Council is committed to recognising and supporting employees who have an unpaid caring role.

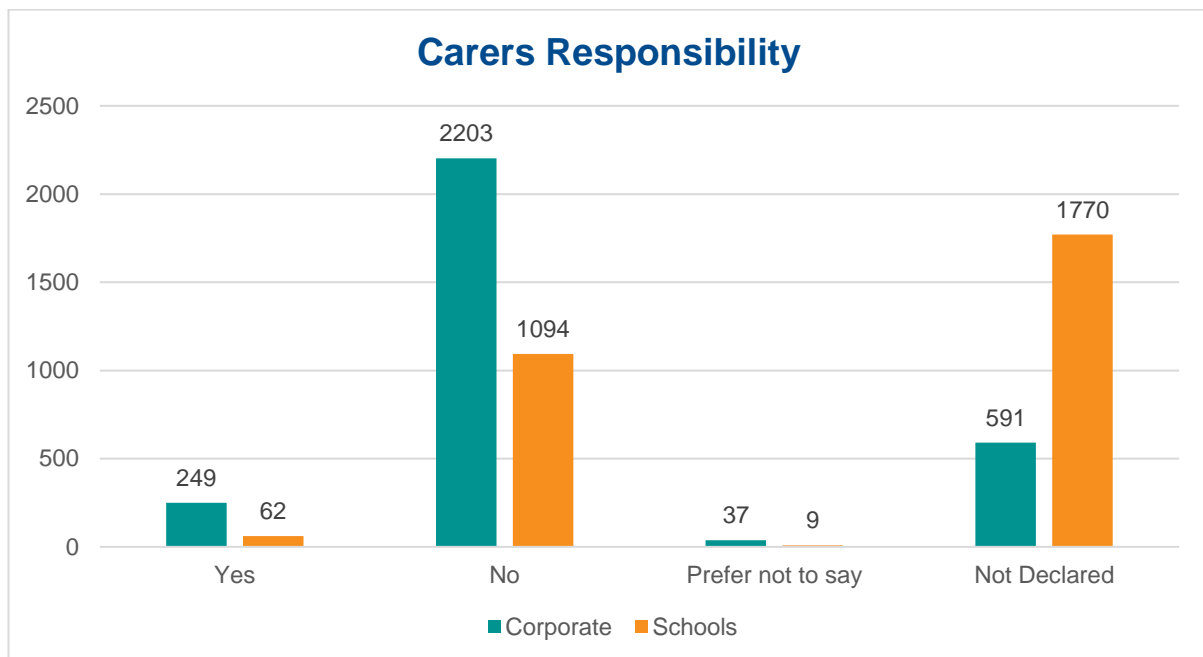


Figure 8 - Carers

During 2024 a new [Carers Protocol](#) was approved, which includes the new Carer's Leave Act 2023. The Act provides all unpaid carers in employment with a new statutory right to take five days unpaid leave from work each year to fulfil caring responsibilities.

Social Services and Wellbeing have also recruited carer's champions across all service areas. There will be an action plan developed to establish clear milestones focusing on practices and processes.

Welsh Language

During 2023/2024 the Welsh Language categories had been updated to ensure consistency across a national level. Data already held was assimilated across to the new categories and communications were issued in January 2024 to request employees to update their sensitive information as well as check and update their Welsh Language abilities following the required [descriptors](#).

31.03.2024	BCBC - Corporate				BCBC - Schools				BCBC - Total				
Description	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	
Welsh Speaker					Welsh Speaker					Welsh Speaker			
A1 - Entry Level	164	514	678	22.01%	79	396	475	16.18%	243	910	1153	44.55%	
A2 - Foundation Level	*	*	*	0.13%	*	*	*	0.00%	*	*	*	0.15%	
B1 - Intermediate Level	16	53	69	2.24%	13	86	99	3.37%	29	139	168	6.49%	
B2 - Advanced Level	*	*	*	0.03%	*	*	*	0.00%	*	*	*	0.04%	
C1 - Proficiency Level	25	94	119	3.86%	23	143	166	5.66%	48	237	285	11.01%	
C2 - Fully proficient	*	*	*	0.06%	*	*	*	0.00%	*	*	*	0.08%	
Welsh Reading					Welsh Reading					Welsh Reading			
A1 - Entry Level	160	515	675	21.92%	76	399	475	16.18%	236	914	1150	44.44%	
A2 - Foundation Level	*	*	*	0.10%	*	0	*	0.03%	*	*	*	0.15%	
B1 - Intermediate Level	24	66	90	2.92%	13	97	110	3.75%	37	163	200	7.73%	
B2 - Advanced Level	*	*	*	0.03%	0	0	0	0.00%	*	0	*	0.04%	
C1 - Proficiency Level	21	100	121	3.93%	24	139	163	5.55%	45	239	284	10.97%	
C2 - Fully proficient	*	*	*	0.06%	0	0	0	0.00%	*	0	*	0.08%	
Welsh Writer					Welsh Writer					Welsh Writer			
A1 - Entry Level	109	411	520	16.88%	71	364	435	14.82%	180	775	955	36.90%	
A2 - Foundation Level	0	*	*	0.10%	*	0	*	0.03%	*	*	*	0.15%	
B1 - Intermediate Level	21	49	70	2.27%	13	84	97	3.30%	34	133	167	6.45%	
B2 - Advanced Level	*	0	*	0.03%	0	0	0	0.00%	*	0	*	0.04%	
C1 - Proficiency Level	18	92	110	3.57%	22	132	154	5.25%	40	224	264	10.20%	
C2 - Fully proficient	*	0	*	0.06%	0	0	0	0.00%	*	0	*	0.08%	
Welsh Listener (New category)					Welsh Listener (New category)					Welsh Listener (New category)			
A1 - Entry Level	7	41	48	1.56%	*	9	12	0.41%	*	50	*	2.32%	
A2 - Foundation Level	0	*	*	0.10%	*	*	*	0.14%	*	*	*	0.27%	
B1 - Intermediate Level	*	*	*	0.13%	*	*	*	0.07%	*	*	*	0.23%	
B2 - Advanced Level	*	0	*	0.03%	*	*	*	0.03%	*	*	*	0.08%	
C1 - Proficiency Level	0	*	*	0.06%	0	0	0	0.00%	0	*	*	0.08%	
C2 - Fully proficient	*	*	*	0.10%	0	*	*	0.07%	*	*	*	0.19%	

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 2023.

	Welsh Speaker	Welsh Reader	Welsh Writer	Understand spoken Welsh
Bridgend	19.2%	18.4%	16.2%	23.1%
Wales	29.2%	25.7%	23.4%	33.3%

There has been a decrease in all Bridgend percentages of the population survey since 31 December 2022. However, our BCBC Welsh Speakers equates to 26.82% of the total workforce.

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.

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A quarterly 'meet and greet' workshop takes place for all employees to attend with the aim to provide an overview of the Welsh Language and to give learners the tools and confidence with pronunciation.

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 11 employees attended year 1 of this training, whilst 14 employees were supported to attend Welsh language courses within the community.

A number of employees (2626) have also completed the Council E-Learning modules on Welsh language awareness and Welsh language standards during 2023/2024.

Information on Pay

A [Pay Policy](#) is produced each year which provides a framework for decision making on pay and, in particular, a decision on making senior pay.

The Council recognises the importance of remuneration decisions that are appropriate, transparent, provide value for money and reward employees fairly for the work they do maintaining equal pay requirements.

Every employer with 250 or more employees are required to report their gender pay gap data, this has been reported since 2018/2019.

The Gender Pay Gap for the Council on the 31.03.2024 shows that women earn 89p for every £1 that men earn when comparing median hourly pay. There is a continual improvement in the gender pay gap.

Although not required to officially report out the gaps for disability and ethnic minority the Council has prepared information for these two protected characteristics.

The Disability Pay Gap for 31.03.2024 shows that disabled employees earn £1.09 more for every £1 than non-disabled employees' when comparing median hourly pay. However, it must be noted that the Council does not have the information for this protected characteristic on 21% of its workforce as the employee has the right not to declare their status.

The Ethnic Minority Pay Gap for 31.03.2024 shows that ethnic minority employees earn 94p for every £1 than non-ethnic minority employees' earn when comparing median hourly pay. However, it must be noted that the Council does not have the information for this protected characteristic on 15% of its workforce as the employee has the right not to declare their status.