

Meeting of:	CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS
Date of Meeting:	3 SEPTEMBER 2025
Report Title:	WORKFORCE DATA – QUARTER 1
Report Owner / Corporate Director:	CHIEF OFFICER – LEGAL & REGULATORY SERVICES, HR & CORPORATE POLICY
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:	To provide information on the profile of the Council's workforce, wellbeing and performance.

1. Purpose of Report

- 1.1 The purpose of this report is to provide information of the Council's workforce, to assist workforce planning.

2. Background

- 2.1 The provision of relevant and accurate workforce information is a key component of workforce planning in terms of understanding the current workforce profile, trends and any relevant issues.
- 2.2 A workforce report is prepared for Cabinet Committee Equalities and Employee Relations on a quarterly basis and will include key information.

3. Current situation / proposal

- 3.1 **Appendix 1** gives the overall Bridgend County Borough Council's position on 30 June 2025.
- 3.2 The total workforce headcount is 5,921 a reduction of 61 from same period last year.

- 3.3 The split across the organisation of 79% female and 21% male is consistent with previous periods.
- 3.4 The working patterns across the Council illustrate the variety of working arrangements in place with 46% of staff full time, 48% part time and 6% working in casuals and relief positions.
- 3.5 The average age is 46, with 51% of employees aged 46 and above.
- 3.6 Appraisal completions for quarter 1 are included in **Appendix 1**, along with detail of the previous years' completions.
- 3.7 The days lost per FTE for quarter 1 in 2025/2026 is 3.08. This is lower than for the same period last year when it was 3.34. However, the percentage of absences that are categorised as long term has increased from 77% to 81%.

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. It is considered that there will be no significant or unacceptable impacts upon the achievement of the well-being goals or objectives as a result of this report.

6. Climate Change and Nature Implications

- 6.1 There are no climate change or nature implications arising from this report.

7. Safeguarding and Corporate Parent Implications

- 7.1 There are no safeguarding and corporate parent implications arising from this report.

8. Financial Implications

- 8.1 There are no financial implications arising from this report as it is an information report.

9. Recommendation

- 9.1 It is recommended that the Cabinet Committee Equalities and Employee Relations note the information contained in this report.

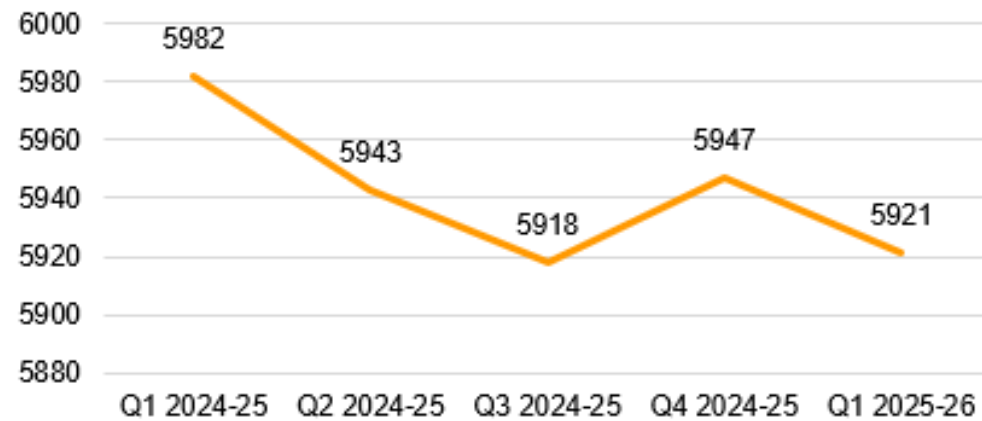
Background documents

None

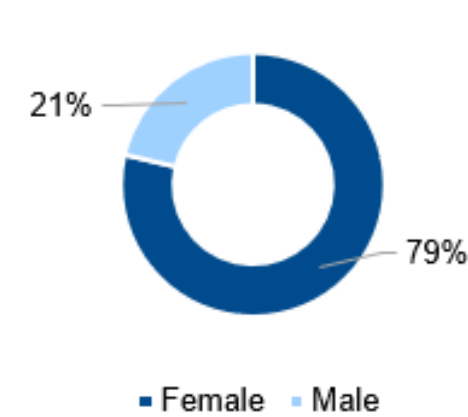


BCBC – Workforce Q1 2025-2026

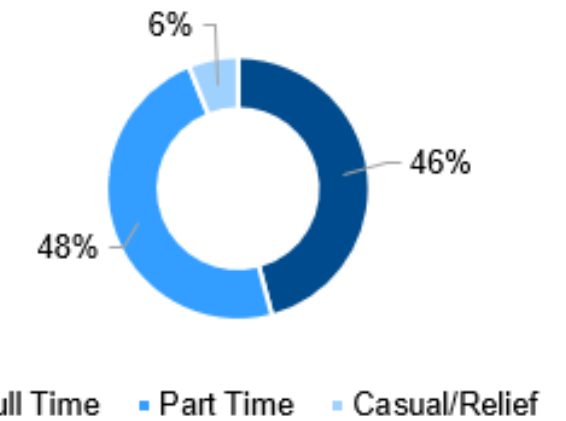
Headcount



Sex



Working Patterns



Age Profile

The average age of our workforce is 46 years.

Age Grouping	No. of Employees	Percentage in Age Grouping
16-20	61	1%
21-25	229	4%
26-30	450	8%
31-35	585	10%
36-40	783	13%
41-45	765	13%
46-50	775	13%
51-55	883	15%
56-60	720	12%
61-65	483	8%
66+	187	3%

Appraisal Completion

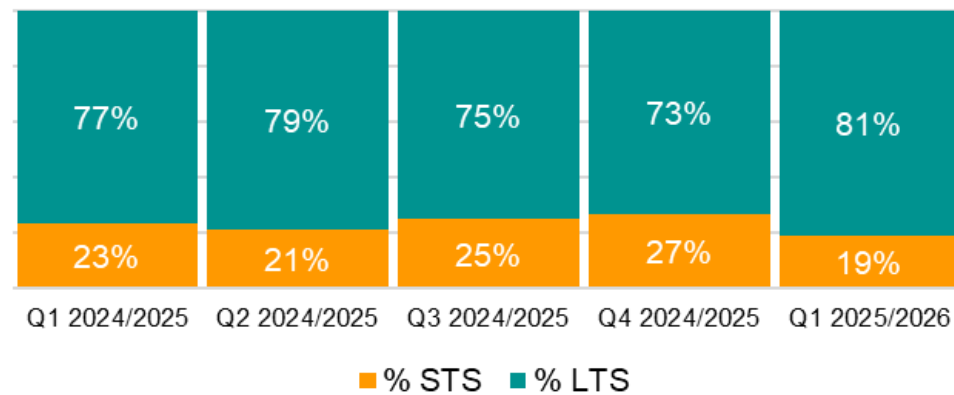
Directorate		Completed Q1	Completed Q2	Completed Q3	Completed Q4		Completed Q1
Chief Executives Directorate	Year 2024/2025	12.42%	55.98%	71.89%	81.57%	Year 2025/2026	35.71%
Communities Directorate		35.45%	47.14%	52.97%	55.48%		7.91%
Education, Early Years and Young People Directorate		27.21%	60.80%	63.61%	76.36%		20.82%
Social Services and Wellbeing Directorate		5.18%	24.81%	52.63%	65.03%		12.07%
Total		18.04%	42.96%	58.32%	68.42%		17.00%

BCBC – Absence Q1 2025-2026

Sickness Days Lost Per FTE (Cumulative)

Year	Q1	Q2	Q3	Q4	Year	Q1
2024/2025	3.34	6.22	10.12	13.76	2025/2026	3.08

Short Term and Long Term Sickness Split



Absence Reasons

Reason	% of total days lost for Q1 2024/2025	% of total days lost for Q2 2024/2025	% of total days lost for Q3 2024/2025	% of total days lost for Q4 2024/2025	% of total days lost for Q1 2025/2026
Stress/Anxiety/Depression not work related	29.55%	28.01%	27.49%	22.82%	22.70%
MSD including Back & Neck	16.52%	16.69%	13.91%	12.25%	16.43%
Stress/Anxiety/Depression work related	5.46%	9.84%	9.05%	10.94%	12.37%
Stomach / Liver / Kidney / Digestion	8.44%	7.18%	8.52%	10.87%	9.45%
Bereavement Related	6.24%	6.88%	5.93%	5.15%	8.29%
Infections	7.25%	6.01%	10.61%	10.83%	7.22%
Neurological	4.03%	3.38%	3.94%	4.57%	5.17%
Eye/Ear/Throat/Nose/Mouth/Dental	4.51%	4.18%	5.02%	5.23%	4.71%
Chest & Respiratory	5.35%	5.98%	6.86%	8.74%	4.14%
Heart / Blood Pressure / Circulation	3.95%	3.52%	1.77%	2.39%	3.31%
Cancer	3.90%	3.78%	2.61%	2.34%	3.11%
Genitourinary / Gynaecological	1.48%	2.48%	2.32%	1.84%	1.85%
Pregnancy related	2.76%	1.40%	1.07%	1.35%	0.81%
Other Mental illness	0.57%	0.20%	0.92%	0.71%	0.45%
Other / Medical Certificate	0.00%	0.47%	0.00%	0.00%	0.00%