

Meeting of:	CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS
Date of Meeting:	5 NOVEMBER 2025
Report Title:	WORKFORCE DATA – QUARTER 2
Report Owner: Responsible Chief Officer / Cabinet Member	CHIEF OFFICER – LEGAL AND REGULATORY SERVICES, HR & CORPORATE POLICY CABINET MEMBER FOR RESOURCES
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

1. Purpose of Report

- 1.1 The purpose of this report is to provide information for 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 September 2025.
- 3.2 The total workforce headcount is 5,925 a reduction from the 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 over.
- 3.6 Appraisal completion for quarter 2 are included in **Appendix 1**, along with detail of the previous years' completions.
- 3.7 **Appendix 1** also shows the sickness detail, and the days lost per FTE for quarter 2 in 2025/2026 is 5.89. This is lower than the same period last year when it was 6.22. However, the percentage of absences that are categorised as long term remains at 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 parenting 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.

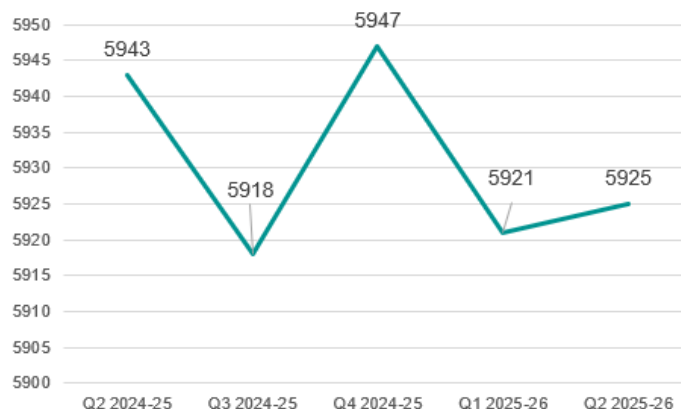
Background documents

None

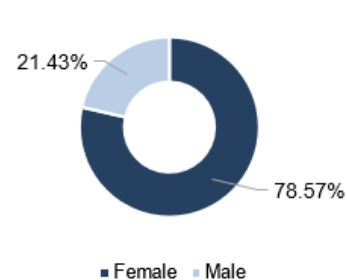


BCBC – Workforce Q2 2025-2026

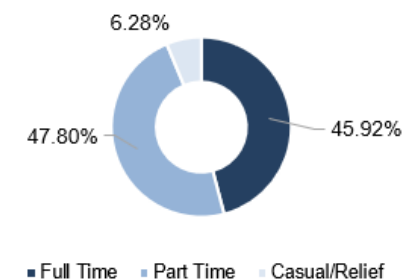
Headcount



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	62	1.05%
21-25	238	4.02%
26-30	445	7.51%
31-35	589	9.94%
36-40	782	13.20%
41-45	767	12.95%
46-50	778	13.13%
51-55	882	14.89%
56-60	707	11.93%
61-65	488	8.24%
66+	187	3.16%

Appraisal Completion

Directorate		Q1	Q2	Q3	Q4		Q1	Q2
Chief Executives Directorate	Year 2024 / 2025	12.42%	55.98%	71.89%	81.57%	Year 2025 / 2026	35.71%	64.24%
Communities Directorate		35.51%	47.14%	52.97%	55.48%		7.91%	35.98%
Education and Family Support Directorate		27.21%	60.80%	63.61%	76.36%		20.82%	49.12%
Social Services and Wellbeing Directorate		5.18%	24.81%	52.63%	65.03%		12.07%	59.07%
Total		18.04%	42.96%	58.32%	68.42%		17.00%	52.82%

BCBC – Appraisal Completion Q2 2025-2026

Chief Executives Directorate		Q1	Q2	Q3	Q4		Q1	Q2
Finance, Housing & Change	Year 2024 / 2025	9.12%	49.26%	67.57%	78.25%	Year 2025 / 2026	32.34%	59.65%
Legal & Regulatory Services, HR & Corporate Policy		21.93%	77.36%	86.14%	92.23%		47.42%	80.41%
Total		12.42%	55.98%	71.89%	81.57%		35.71%	64.24%

Communities Directorate		Q1	Q2	Q3	Q4		Q1	Q2
Cleaner Streets & Waste Contract Management	Year 2024 / 2025	0.00%	0.00%	66.04%	78.43%	Year 2025 / 2026	0.00%	1.96%
Corporate Landlord		77.14%	80.49%	82.27%	78.43%		2.90%	70.05%
Economy, Natural Resources & Sustainability		44.94%	43.30%	41.84%	43.16%		49.32%	54.17%
Highways & Green Spaces		2.27%	36.61%	34.25%	37.02%		1.08%	5.46%
Operations - Communities Services		0.00%	0.00%	0.00%	0.00%		25.00%	20.00%
Planning & Development Services		0.00%	7.89%	7.89%	19.44%		0.00%	16.67%
Strategic Regeneration		7.14%	21.43%	28.57%	57.14%		0.00%	15.38%
Total		35.45%	47.14%	52.97%	55.48%		7.91%	35.98%

Education and Family Support Directorate		Q1	Q2	Q3	Q4		Q1	Q2
Early Years and Young People Group	Year 2024 / 2025	15.84%	56.57%	59.70%	65.13%	Year 2025 / 2026	6.45%	61.86%
Inclusion		2.11%	17.14%	25.36%	62.07%		1.31%	4.14%
School Improvement Team		N/A	N/A	N/A	N/A		N/A	100%
Schools Group		20.00%	100.00%	100.00%	100.00%		0.00%	42.86%
Sustainable Communities for Learning Team		33.33%	100.00%	100.00%	100.00%		0.00%	66.67%
Strategy, Performance and Support Group		44.50%	78.22%	78.65%	86.86%		35.50%	59.06%
Total		27.21%	60.80%	63.61%	76.36%		20.25%	49.12%

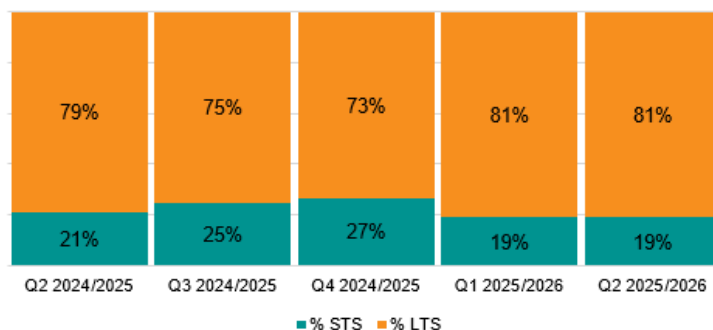
Social Services and Wellbeing Directorate		Q1	Q2	Q3	Q4		Q1	Q2
Adult Social Care	Year 2024 / 2025	1.84%	12.55%	48.98%	65.49%	Year 2025 / 2026	2.64%	47.28%
Business Support - SS&W		27.14%	84.85%	94.03%	87.01%		41.03%	93.24%
Children and Family Services		8.60%	32.96%	48.36%	56.58%		23.64%	70.54%
Commissioning		0.00%	70.00%	90.00%	100.00%		44.44%	100.00%
Prevention and Wellbeing		0.00%	64.52%	83.33%	93.33%		0.00%	89.66%
Total		5.18%	24.81%	52.63%	65.03%		12.07%	59.07%

BCBC – Absence Q2 2025-2026

Sickness Days Lost Per FTE (Cumulative)

Year	Q1	Q2	Q3	Q4	Year	Q1	Q2
2024 / 2025	3.34	6.22	10.12	13.76	2025 / 2026	3.08	5.89

Short Term and Long Term Sickness Split



Absence Reasons

Absence Reason	% Of total days lost for Q2 2024/25	% Of total days lost for Q3 2024/25	% Of total days lost for Q4 2024/25	% Of total days lost for Q1 2025/26	% Of total days lost for Q2 2025/26
Stress/Anxiety/Depression not work related	28.01%	27.49%	22.82%	22.70%	23.11%
MSD including Back & Neck	16.69%	13.91%	12.25%	16.43%	19.44%
Stress/Anxiety/Depression work related	9.84%	9.05%	10.94%	12.37%	13.81%
Stomach / Liver / Kidney / Digestion	7.18%	8.52%	10.87%	9.45%	8.07%
Bereavement Related	6.88%	5.93%	5.15%	8.29%	6.67%
Infections	6.01%	10.61%	10.83%	7.22%	5.61%
Heart / Blood Pressure / Circulation	3.52%	1.77%	2.39%	3.31%	4.39%
Neurological	3.38%	3.94%	4.57%	5.17%	4.29%
Eye/Ear/Throat/Nose/Mouth/Dental	4.18%	5.02%	5.23%	4.71%	4.25%
Chest & Respiratory	5.98%	6.86%	8.74%	4.14%	3.74%
Cancer	3.78%	2.61%	2.34%	3.11%	2.91%
Genitourinary / Gynaecological	2.48%	2.32%	1.84%	1.85%	1.97%
Pregnancy related	1.40%	1.07%	1.35%	0.81%	0.98%
Other Mental illness	0.20%	0.92%	0.71%	0.45%	0.75%