

<b>Meeting of:</b>	<b>CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS</b>
<b>Date of Meeting:</b>	<b>3 JUNE 2026</b>
<b>Report Title:</b>	<b>WORKFORCE DATA – QUARTER 4</b>
<b>Report Owner: Responsible Chief Officer / Cabinet Member</b>	<b>CHIEF OFFICER – LEGAL AND REGULATORY SERVICES, HR &amp; ELECTORAL  CABINET MEMBER FOR CORPORATE SERVICES</b>
<b>Responsible Officer:</b>	<b>PAUL MILES, GROUP MANAGER – HUMAN RESOURCES &amp; ORGANISATIONAL DEVELOPMENT</b>
<b>Policy Framework and Procedure Rules:</b>	<b>THERE IS NO IMPACT ON THE POLICY FRAMEWORK OR PROCEDURE RULES.</b>
<b>Executive Summary:</b>	<b>TO PROVIDE INFORMATION ON THE PROFILE OF THE COUNCIL’S WORKFORCE.</b>

## **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 the 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 31 March 2026. Key points are:

- The total workforce headcount has increased to 5,918.

- The split across the organisation of 79% female and 21% male remains consistent with previous periods.
- 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.
- The average age is 46, with 51% of employees aged 46 and over.
- Appraisal completions for Quarter 4 show a slight decrease compared to last year.
- The cumulative sickness position has improved for 2025/26 compared to the previous year.
- Long Term sickness has also reduced from the earlier part of the year.

#### **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 and **Appendix 1**.

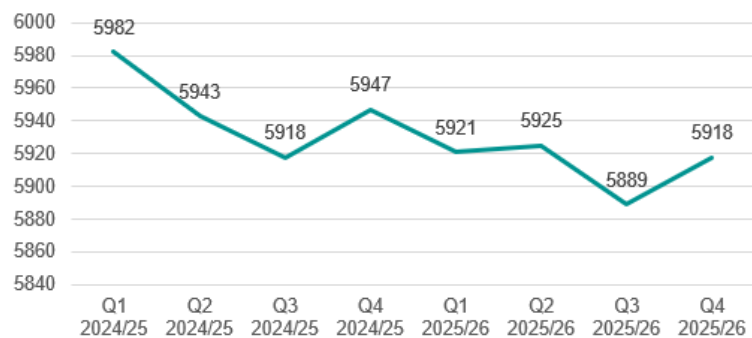
## **Background documents**

None

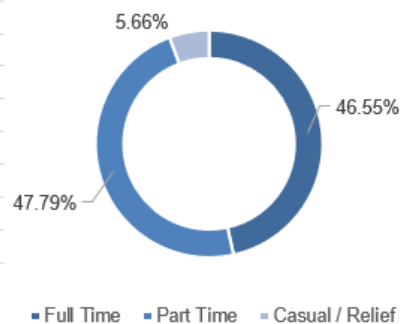


# BCBC – Workforce Q4 2025-2026

**Headcount**



**Working Patterns**



**Working Patterns per Directorate**

Directorate	Full Time	Part Time	Casual / Relief	No. Employees
Chief Executives Directorate	376	71	10	457
Communities Directorate	387	201	26	614
Education, Early Years & Young People Directorate	174	603	96	873
Schools	1130	1567	168	2865
Social Services and Wellbeing Directorate	688	524	114	1326
<b>BCBC Total</b>	<b>2709</b>	<b>2683</b>	<b>526</b>	<b>5918</b>

## Age Profile

The average age of our workforce is 46 years.

Directorate	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	No. Employees
Chief Executives Directorate	0.44%	4.16%	7.66%	10.50%	8.97%	10.50%	13.35%	19.47%	14.22%	7.88%	2.84%	457
Communities Directorate	0.49%	2.12%	4.72%	6.51%	7.98%	10.91%	14.17%	14.01%	17.26%	16.12%	5.70%	614
Education, Early Years & Young People Directorate	0.80%	2.52%	5.84%	8.02%	15.81%	15.69%	11.91%	14.55%	13.52%	9.28%	2.06%	873
Schools	0.24%	3.60%	7.19%	10.58%	14.45%	14.21%	13.40%	15.22%	11.10%	6.63%	3.39%	2865
Social Services and Wellbeing Directorate	2.71%	5.51%	8.90%	11.39%	11.31%	12.22%	11.84%	13.12%	11.54%	9.20%	2.26%	1326
<b>BCBC Total</b>	<b>0.93%</b>	<b>3.80%</b>	<b>7.37%</b>	<b>10.16%</b>	<b>13.01%</b>	<b>13.42%</b>	<b>12.83%</b>	<b>14.87%</b>	<b>12.10%</b>	<b>8.31%</b>	<b>3.21%</b>	<b>5918</b>

# BCBC – Appraisal Completion Q4 2025-2026

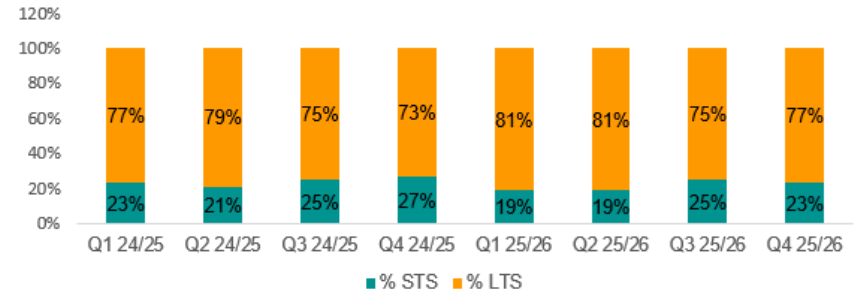
Directorate		Q1	Q2	Q3	Q4		Q1	Q2	Q3	Q4
Chief Executives Directorate	24/25	12.42%	55.98%	71.89%	81.57%	25/26	35.71%	64.24%	77.85%	82.29%
Communities Directorate		35.51%	47.14%	52.97%	55.48%		7.91%	35.98%	50.35%	55.94%
Education and Family Support Directorate		27.21%	60.80%	63.61%	76.36%		20.82%	48.77%	55.71%	65.01%
Social Services and Wellbeing Directorate		5.18%	24.81%	52.63%	65.03%		12.07%	59.07%	65.81%	67.99%
<b>Total</b>		<b>18.04%</b>	<b>42.96%</b>	<b>58.32%</b>	<b>68.42%</b>		<b>17.00%</b>	<b>52.74%</b>	<b>62.04%</b>	<b>67.05%</b>
<b>Chief Executives Directorate</b>		<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>		<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
Finance, Housing & Change	24/25	9.12%	49.26%	67.57%	78.25%	25/26	32.34%	59.65%	76.18%	82.47%
Legal & Regulatory Services, HR & Corporate Policy		21.93%	77.36%	86.14%	92.23%		47.42%	80.41%	83.67%	81.63%
<b>Total</b>		<b>12.42%</b>	<b>55.98%</b>	<b>71.89%</b>	<b>81.57%</b>		<b>35.71%</b>	<b>64.24%</b>	<b>77.85%</b>	<b>82.29%</b>
<b>Communities Directorate</b>		<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>		<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
Cleaner Streets & Waste Contract Management	24/25	0.00%	0.00%	66.04%	78.43%	25/26	0.00%	1.96%	11.32%	50.00%
Corporate Landlord		77.14%	80.49%	82.27%	78.43%		2.90%	70.05%	68.69%	71.03%
Economy, Natural Resources & Sustainability		44.94%	43.30%	41.84%	43.16%		49.32%	54.17%	53.42%	53.42%
Highways & Green Spaces		2.27%	36.61%	34.25%	37.02%		1.08%	5.46%	46.70%	47.31%
Operations - Communities Services		0.00%	0.00%	0.00%	0.00%		25.00%	20.00%	20.00%	20.00%
Planning & Development Services		0.00%	7.89%	7.89%	19.44%		0.00%	16.67%	16.67%	25.71%
Strategic Regeneration		7.14%	21.43%	28.57%	57.14%		0.00%	15.38%	46.15%	64.29%
<b>Total</b>		<b>35.45%</b>	<b>47.14%</b>	<b>52.97%</b>	<b>55.48%</b>		<b>7.91%</b>	<b>35.98%</b>	<b>50.35%</b>	<b>55.94%</b>
<b>Education and Family Support Directorate</b>		<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>		<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
Early Years and Young People Group	24/25	15.84%	56.57%	59.70%	65.13%	25/26	6.45%	61.86%	78.13%	76.68%
Inclusion		2.11%	17.14%	25.36%	62.07%		1.31%	4.14%	7.91%	7.97%
School Improvement Team		-	-	-	-		-	100.00%	100.00%	100.00%
Schools Group		20.00%	100.00%	100.00%	100.00%		0.00%	42.86%	33.33%	33.33%
Sustainable Communities for Learning Team		33.33%	100.00%	100.00%	100.00%		0.00%	66.67%	66.67%	66.67%
Strategy, Performance and Support Group		44.50%	78.22%	78.65%	86.86%		35.50%	59.06%	61.52%	79.89%
<b>Total</b>		<b>27.21%</b>	<b>60.80%</b>	<b>63.61%</b>	<b>76.36%</b>		<b>20.25%</b>	<b>48.77%</b>	<b>55.71%</b>	<b>65.01%</b>
<b>Social Services and Wellbeing Directorate</b>		<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>		<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
Adult Social Care	24/25	1.84%	12.55%	48.98%	65.49%	25/26	2.64%	47.28%	58.50%	61.65%
Business Support - SS&W		27.14%	84.85%	94.03%	87.01%		41.03%	93.24%	89.87%	83.33%
Children and Family Services		8.60%	32.96%	48.36%	56.58%		23.64%	70.54%	71.39%	74.81%
Commissioning		0.00%	70.00%	90.00%	100.00%		44.44%	100.00%	100.00%	100.00%
Prevention and Wellbeing		0.00%	64.52%	83.33%	93.33%		0.00%	89.66%	95.45%	70.00%
<b>Total</b>		<b>5.18%</b>	<b>24.81%</b>	<b>52.63%</b>	<b>65.03%</b>		<b>12.07%</b>	<b>59.07%</b>	<b>65.81%</b>	<b>67.99%</b>

# BCBC – Absence Q4 2025-2026

**Sickness Days Lost Per FTE  
(Cumulative)**

Year	Q1	Q2	Q3	Q4	Year	Q1	Q2	Q3	Q4
24/25	3.34	6.22	10.12	13.76	25/26	3.08	5.89	9.82	13.48

**Short Term & Long Term sickness split**



**Absence Reasons – Percentage of Days Lost**

Absence Reason	24/25				25/26			
	% Of total days lost for Q1	% Of total days lost for Q2	% Of total days lost for Q3	% Of total days lost for Q4	% Of total days lost for Q1	% Of total days lost for Q2	% Of total days lost for Q3	% Of total days lost for Q4
Stress/Anxiety/Depression not work related	29.55%	28.01%	27.49%	22.82%	22.70%	23.11%	20.84%	24.41%
MSD including Back & Neck	16.52%	16.69%	13.91%	12.25%	16.43%	19.44%	13.07%	13.13%
Stress/Anxiety/Depression work related	5.46%	9.84%	9.05%	10.94%	12.37%	13.81%	10.51%	11.40%
Stomach / Liver / Kidney / Digestion	8.44%	7.18%	8.52%	10.87%	9.45%	8.07%	11.52%	10.20%
Infections	7.25%	6.01%	10.61%	10.83%	7.22%	5.61%	9.35%	7.67%
Bereavement Related	6.24%	6.88%	5.93%	5.15%	8.29%	6.67%	5.98%	7.15%
Eye/Ear/Throat/Nose/Mouth/Dental	4.51%	4.18%	5.02%	5.23%	4.71%	4.25%	6.58%	7.04%
Chest & Respiratory	5.35%	5.98%	6.86%	8.74%	4.14%	3.74%	7.65%	5.26%
Neurological	4.03%	3.38%	3.94%	4.57%	5.17%	4.29%	3.27%	4.03%
Genitourinary / Gynaecological	1.48%	2.48%	2.32%	1.84%	1.85%	1.97%	3.78%	2.76%
Cancer	3.90%	3.78%	2.61%	2.34%	3.11%	2.91%	2.39%	2.71%
Heart / Blood Pressure / Circulation	3.95%	3.52%	1.77%	2.39%	3.31%	4.39%	2.39%	2.11%
Pregnancy related	2.76%	1.40%	1.07%	1.35%	0.81%	0.98%	1.74%	1.27%
Other Mental illness	0.57%	0.20%	0.92%	0.71%	0.45%	0.75%	0.94%	0.87%