

Meeting of:	CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS
Date of Meeting:	3 JUNE 2026
Report Title:	ANNUAL REPORT ON EQUALITY IN THE WORKFORCE (2025/2026)
Report Owner: Responsible Chief Officer / Cabinet Member	CHIEF OFFICER – LEGAL AND REGULATORY SERVICES, HR & ELECTORAL CABINET MEMBER FOR CORPORATE SERVICES
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 2026.

1. Purpose of Report

- 1.1 The purpose of this report is to provide the Cabinet Committee Equalities and Employee Relations with a summary of the equality profile of the Council's workforce as at 31 March 2026.

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 the protected characteristics during 2025/2026 using the total workforce as at 31 March 2026 (5,918).
- 3.2 Numbers below 5 in relation to the protected characteristics have been replaced by an asterisk (*) to protect anonymity in accordance with data protection legislation.
- 3.3 Full reference to employment information will be provided within the Strategic Equality Plan Annual Report in November 2026 and will include protected characteristics of the workforce (sex, gender identity, disability, ethnicity, age, sexual orientation, marriage/civil partnership, religion and belief, pregnancy and maternity, carers, care

experience and Welsh Language) as well as information on the protected characteristics related to grades, recruitment and leavers.

- 3.4 Communications are issued regularly to remind staff of the important of keeping their sensitive information up to date, by completing either a hard copy or via the Employee Self-Service (ESS) platform.
- 3.5 Every employer with 250 or more employees are required to report their gender pay gap data. The Gender Pay Gap for the Council on 31 March shows that women earn 89p for every £1 that men earn when comparing median hourly pay. This is consistent with the previous year.
- 3.6 Although not required to officially report on the gaps for disability and ethnic minority the Council has prepared information for these two protected characteristics:
- The Disability Pay Gap for 31.03.2026 shows that disabled employees earn 8p more for every £1 than non-disabled employees when comparing median hourly pay.
 - The Ethnic Minority Pay Gap for 31.03.2026 shows that ethnic minority employees earn 94p for every £1 than non-ethnic minority employees earn when comparing median hourly pay.

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 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

- 1.1 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 within the **Appendix 1**.

Background documents

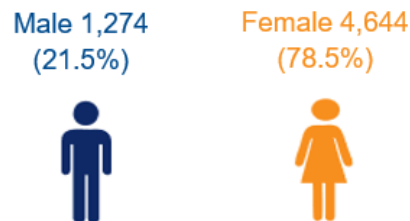
None

Equalities in the Workplace 2025-2026

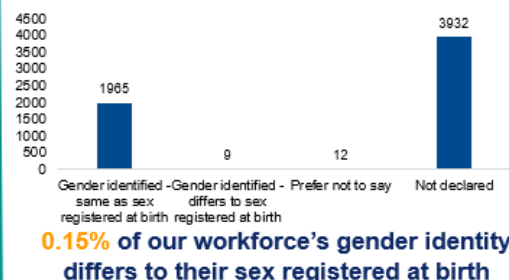


Total Workforce as at 31.03.2026 is 5,918

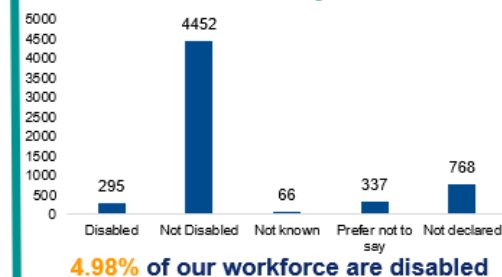
Sex



Gender Identity



Disability



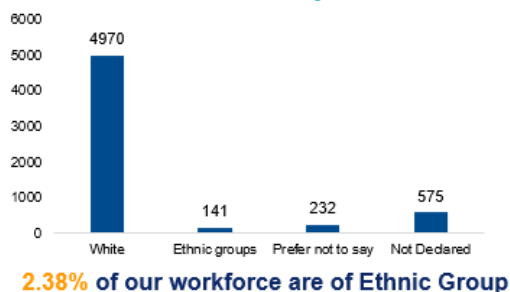
Age Range

Age Range	Male	Female	Total	%
16-19	11	21	32	0.54%
20-25	67	181	248	4.19%
26-30	90	346	436	7.37%
31-35	124	477	601	10.16%
36-40	147	623	770	13.01%
41-45	134	660	794	13.42%
46-50	157	602	759	12.83%
51-55	192	688	880	14.87%
56-60	172	544	716	12.10%
61-65	124	368	492	8.31%
66+	56	134	190	3.21%
Total	1,274	4,644	5,918	

46 Is the average age of BCBC's workforce

62.6% Of the Bridgend population are between 15-64

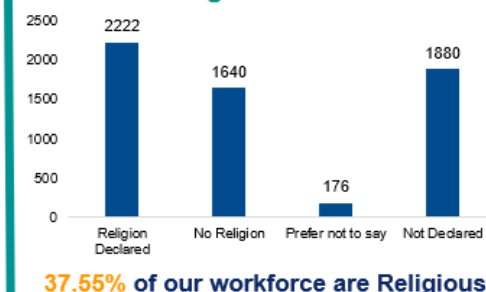
Ethnic Groups



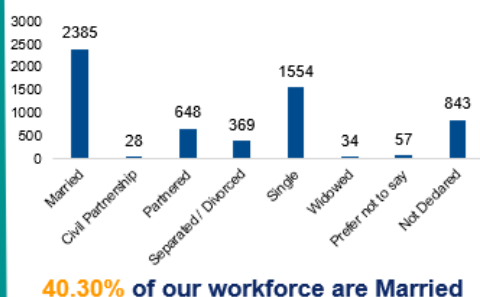
Sexual Orientation



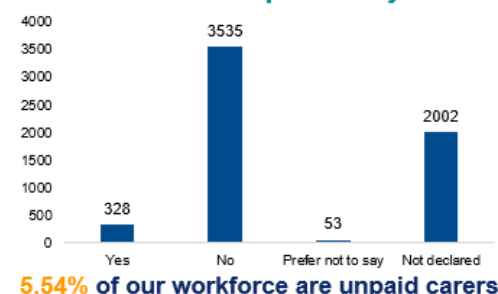
Religion & Belief



Marital Status



Carers Responsibility



Care Experienced

