

Meeting of:	CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS
Date of Meeting:	2 SEPTEMBER 2026
Report Title:	WORKFORCE DATA – QUARTER 1
Report Owner: Responsible Chief Officer / Cabinet Member	CHIEF EXECUTIVE 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:	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 2026.

- 3.2 The total workforce headcount is 5,942. An increase from 5,921 at 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 above.
- 3.6 Appraisal completions for quarter 1 are included in **Appendix 1**, noting that the annual appraisal meeting should take place between Quarter 1 and Quarter 2 and would not be completed for anyone absent or under probation. Allowing for this, the target is 80% completions. With the split of completions between desktop-based staff and frontline staff consistent.
- 3.7 The days lost per FTE for quarter 1 in 2026/2027 is 3.55. This is higher than for the same period last year when it was 3.08. There will be further promotion of the HR Briefing on Health and Wellbeing for managers to attend, alongside continued support in managing absences.
- 3.8 Musculoskeletal Disorder (MSD) including back and neck injury equates to 15.71% of days lost per quarter, with a consistent split between desktop users, frontline staff and school staff with the overall headcount. There is a similar position with overall absence and will continue to review this to factor in potential seasonal variations.
- 3.9 In addition to the existing wellbeing offer to staff, we are looking to introduce Benenden Health that acts as an affordable alternative to traditional private health insurance for staff and their family to sign up to for a monthly fee. They offer a range of services, including:
- 24/7 GP Helpline
 - 24/7 Mental Health Service
 - Neurodiversity and Disability Advice Service
 - Medical Diagnostics
 - Surgical Treatment
 - Treatment of Tuberculosis
 - Physiotherapy
 - Mental Health Support
 - Cancer Advice Service

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

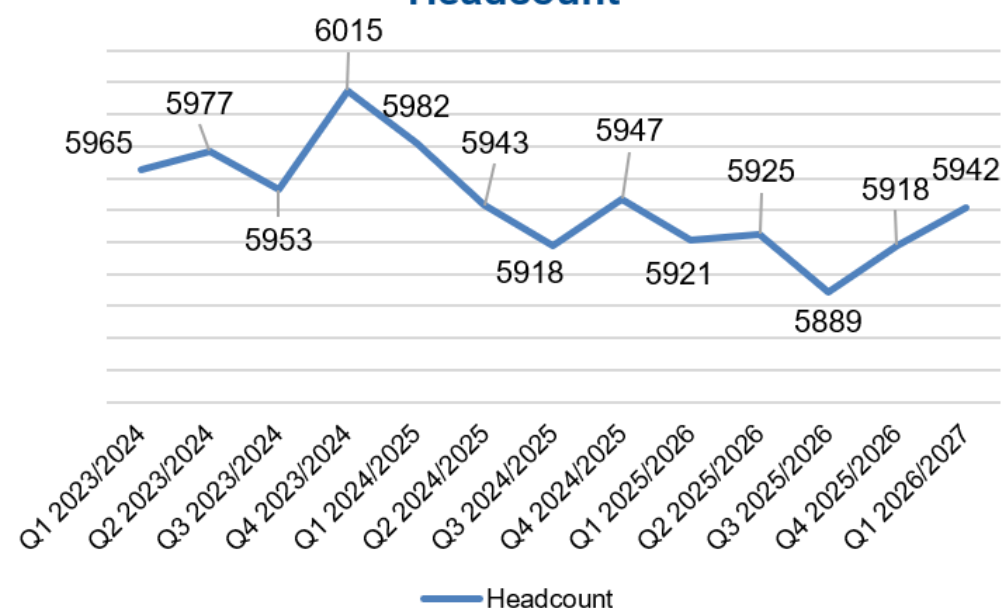
- 9.1 It is recommended that the Cabinet Committee Equalities and Employee Relations note the information contained in this report.

Background documents

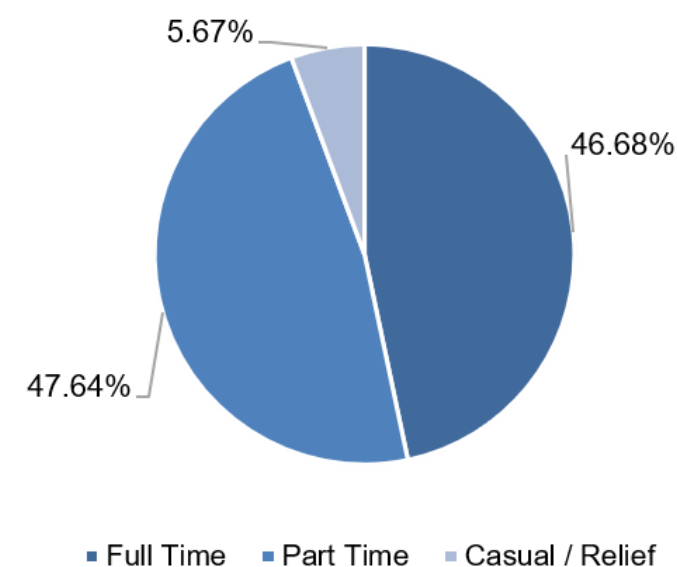
None

BCBC – Workforce Q1 2026-2027

Headcount



Working Patterns



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+
Communities Directorate	0.80%	2.55%	4.30%	6.53%	8.12%	10.99%	14.33%	13.69%	17.04%	16.08%	5.57%
Education, Early Years & Young People Directorate	0.82%	2.45%	5.49%	7.13%	15.19%	15.77%	13.08%	14.60%	13.67%	9.46%	2.34%
Schools	0.28%	3.45%	7.38%	10.30%	14.55%	13.75%	13.54%	15.07%	11.63%	6.61%	3.45%
Legal, Regulatory and Electoral Services	0.00%	2.82%	15.49%	7.04%	8.45%	8.45%	11.27%	14.08%	15.49%	8.45%	8.45%
Performance & Workforce Cultural Change	0.00%	3.28%	4.92%	18.03%	8.20%	16.39%	19.67%	21.31%	6.56%	1.64%	0.00%
Social Services and Wellbeing Directorate	2.56%	5.48%	9.14%	11.99%	11.04%	12.35%	12.21%	12.79%	11.26%	8.92%	2.27%
Transformation & Finance Directorate	0.67%	4.70%	5.37%	9.73%	8.05%	11.07%	11.74%	21.14%	16.11%	8.05%	3.36%
BCBC Total	0.94%	3.77%	7.37%	10.06%	12.84%	13.35%	13.06%	14.73%	12.34%	8.25%	3.30%

BCBC – Appraisal Completion Q1 2026-2027

Directorate	Q1
Communities Directorate	4.42%
Education and Family Support Directorate	25.28%
Legal, Regulatory and Electoral Services	26.67%
Performance & Workforce Cultural Change	22.95%
Social Services and Wellbeing Directorate	16.83%
Transformation & Finance Transformation	21.14%
Total	17.18%

Communities Directorate		Q1
Operations	Cleaner Streets & Waste Contract Management	0.00%
	Corporate Landlord	2.33%
	Highways and Infrastructure	1.56%
Public Realm	Economic Development	25.00%
	Green Spaces and Sustainability	7.23%
	Planning & Development Services	0.00%
	Strategic Regeneration	0.00%
Total		4.42%

Education and Family Support Directorate		Q1
Learning	Inclusion	0.75%
	School Improvement Team	0.00%
Strategy, Early Years and Youth	Early Years and Young People Group	15.71%
	Strategy, Performance and Support Group	40.16%
	Sustainable Communities for Learning Team	0.00%
Total		25.28%

Legal, Regulatory and Electoral Services		Q1
Electoral Services		0.00%
Legal Section		23.08%
Procurement		0.00%
Register Office		100.00%
Total		26.67%

Performance & Workforce Cultural Change		Q1
Communications, Public Affairs and Policy		0.00%
Human Resources and Organisational Development		31.11%
Total		22.95%

Social Services and Wellbeing Directorate		Q1
Adult Social Care		3.59%
Business Support - SS&W		17.28%
Children and Family Services		40.83%
Commissioning		10.00%
Housing & Homelessness Services		0.00%
Prevention and Wellbeing		12.90%
Total		16.83%

Transformation & Finance Directorate		Q1
Finance	Benefits and Financial Assessments	84.44%
	Budget Management (FIN)	20.00%
	Chief Accountant (FIN)	3.33%
	Revenues	70.83%
Transformation and Digital	Central Grants Team	0.00%
	ICT	1.79%
	Transformation, Business Support & Customer Services	0.00%
Total		21.14%

BCBC – Absence Q1 2026-2027

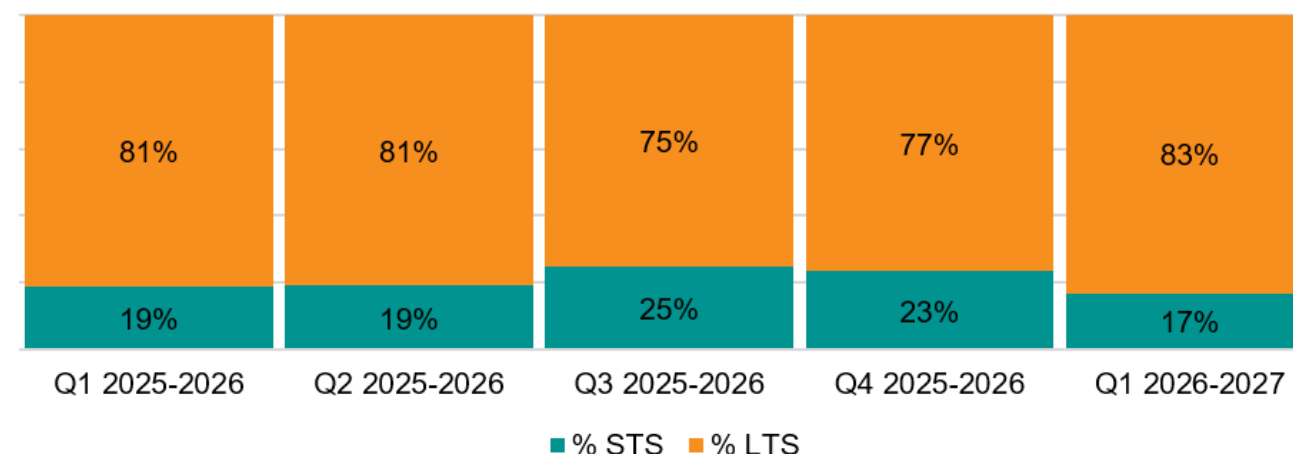
**Sickness Days Lost Per FTE
(Cumulative)**

2025-2026	Q1	Q2	Q3	Q4	2026-2027	Q1
	3.08	5.89	9.82	13.48		3.55

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

2025-2026	Q1	Q2	Q3	Q4	2026-2027	Q1
	3.08	2.81	3.93	3.66		3.55

Short Term and Long Term Sickness Split



Absence Reasons – Percentage of FTE Days Lost

Absence Reason		% 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 2026/27
Stress/Anxiety/Depression not work related	25/26	22.70%	23.11%	20.84%	24.41%	26/27	26.22%
MSD including Back & Neck		16.43%	19.44%	13.07%	13.13%		15.71%
Stress/Anxiety/Depression work related		12.37%	13.81%	10.51%	11.40%		12.77%
Stomach / Liver / Kidney / Digestion		9.45%	8.07%	11.52%	10.20%		7.60%
Neurological		5.17%	4.29%	3.27%	4.03%		6.25%
Bereavement Related		8.29%	6.67%	5.98%	7.15%		6.15%
Infections		7.22%	5.61%	9.35%	7.67%		5.24%
Eye/Ear/Throat/Nose/Mouth/Dental		4.71%	4.25%	6.58%	7.04%		4.60%
Cancer		3.11%	2.91%	2.39%	2.71%		4.27%
Chest & Respiratory		4.14%	3.74%	7.65%	5.26%		3.29%
Genitourinary / Gynaecological		1.85%	1.97%	3.78%	2.76%		2.60%
Pregnancy related		0.81%	0.98%	1.74%	1.27%		2.17%
Heart / Blood Pressure / Circulation		3.31%	4.39%	2.39%	2.11%		1.73%
Other Mental illness		0.45%	0.75%	0.94%	0.87%		1.40%