

CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS - WEDNESDAY, 3 JUNE 2026

MINUTES OF A MEETING OF THE CABINET COMMITTEE EQUALITIES AND EMPLOYEE RELATIONS HELD HYBRID IN THE COUNCIL CHAMBER - CIVIC OFFICES, ANGEL STREET, BRIDGEND, CF31 4WB ON WEDNESDAY, 3 JUNE 2026 AT 10:00

Present

Councillor M J Evans – Chairperson

C Davies

JC Spanswick

Present Virtually

A R Berrow
AJ Williams

W R Goode

M Lewis

A Wathan

Officers:

Paul Miles
Zoe Edwards
Neil Arbery
Gayle Shenton
Michael Pitman
Oscar Roberts

Group Manager - Human Resources and Organisational Development
Consultation, Engagement and Equalities Manager
Schools Group - Lead Officer Strategic Development (Primary)
Head of Learning
Technical Support Officer – Democratic Services
Democratic Services Officer – Committees

82. Apologies for Absence

Decision Made	Apologies for absence were received from Councillors J Gebbie, M Jones, E Caparros, G Haines, H Williams, D Hughes and the Corporate Director – Social Services and Wellbeing.
Date Decision Made	3 June 2026

This document is available in Welsh / Mae'r ddogfen hon ar gael yn Gymraeg

83. Declarations of Interest

Decision Made	The following declarations of interest were made:- Councillor Rhys Goode declared a personal interest in item 7, as he is a non-executive director of More Than Flags and Rainbows, a company that delivers Equalities training in schools, and that his husband is the executive director of that organisation. Councillor Amanda Williams declared a personal interest in item 7, as she is a community Governor and Chair of Governors for Coity Primary School.
Date Decision Made	3 June 2026

84. Approval of Minutes

Decision Made	<u>RESOLVED:</u> That the Minutes of the Cabinet Committee Equalities and Employee Relations dated 5 November 2025 be approved as a true and accurate record.
Date Decision Made	3 June 2026

85. Workforce Data - Quarter 4

Decision Made	The purpose of this report, presented by the Chairperson, was to provide information for the Council's workforce, to assist workforce planning. Members posed questions on: • Appraisal participation throughout BCBC. • Patterns and trends in sick leave compared between hybrid and on-site workers. • Corporate initiatives to encourage appraisal participation. • Actions BCBC are taking to reduce work-related and non-work-related stress. • The proportion of sickness cases listed as Musculoskeletal Disorders (MSD) that are work-related.
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	• Potential reviews of the Bereavement Policy. These questions were addressed by the Group Manager - Human Resources and Organisational Development. The Group Manager - Human Resources and Organisational Development agreed to analyse the next set of workplace data for examining sickness rates across teams and different work settings for a future meeting, as well as analysing the proportion of MSD sickness cases and providing more narrative around the appraisal system. <u>RESOLVED:</u> That the Cabinet Committee Equalities and Employee Relations noted the information contained in the report.
Date Decision Made	3 June 2026

86. Annual Report on Equality in the Workforce (2025/2026)

Decision Made	The purpose of this report, presented by the Chairperson, was 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. Members posed questions on: • How the gender pay gap within BCBC is presented within the report. • How the average age of BCBC employees has changed over time and when compared with neighboring Local Authorities. • The proportion of BCBC's workforce over 50 years old and succession planning around potential future demographic issues. These questions were addressed by the Group Manager - Human Resources and Organisational Development, who agreed to provide further clarity on the reasons behind any gendered pay gaps in future reports. It was agreed to analyse the average age of BCBC employees over time and against other Local Authorities at Q4 of each financial year in future reports. <u>RESOLVED:</u> That the Cabinet Committee Equalities and Employee Relations noted the information contained in the report.
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Date Decision Made	3 June 2026

87. Strategic Equality Plan Annual Report

Decision Made	The purpose of this report, presented by the Chairperson, was to provide Cabinet Committee Equalities and Employee Relations with an update on the work completed within the Strategic Equality Plan (SEP) 2024 – 2028 for the period 1 April 2024 to 31 March 2025. Members posed questions on: • Efforts made by BCBC to ensure diverse applicants are given a fair opportunity to progress through the organisation and obtain high-level roles. • Efforts from Councillors to ensure that minority voices are heard during discussions. • Internal mentorship or training to support promising minority members of the workforce. • BCBC’s work in combatting discrimination, violence and public abuse against minority groups, especially through directly involving members of intersectional communities. • Whether BCBC has a robust Anti-Bullying Charter. • Delivery of BCBC’s internal Equality and Diversity Awareness training. • The future of BCBC’s relationship with the Western Bay Community Cohesion Partnership. These questions were addressed by the Group Manager - Human Resources and Organisational Development, the Consultation, Engagement and Equalities Manager and the Schools Group - Lead Officer Strategic Development (Primary). The Group Manager - Human Resources and Organisational Development agreed to provide further information on the breakdown of senior officers outside the meeting. It was suggested that School Governors should be subject to mandatory training on multiple subjects, including Equality and Diversity Awareness. The Schools Group - Lead Officer Strategic Development (Primary) agreed to provide an update on efforts to encourage this in the future. The Cabinet Committee further noted that Welsh Government initiatives around regional partnerships are underway and may alter circumstances of joint working between Local Authorities in future.
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	<u>RESOLVED:</u>	That the Cabinet Committee Equalities noted the update on the work completed within the Strategic Equality Plan (SEP) 2024 – 2028 for the period 2024 - 2025.
Date Decision Made	3 June 2026	

88. Update on Equalities Work within Schools (School Year 2024-2025)

Decision Made	The purpose of this report, presented by the Schools Group - Lead Officer Strategic Development (Primary), was to provide Cabinet Committee Equalities and Employee Relations (CCEER) with information on racial and/or discriminative incidents within schools, as monitored using the Discrimination Incident Report Form. Members posed questions on: • Work being done within primary and secondary schools for years 5 to 8 on developing respect for other people within their community. • Work combatting extreme misogyny in schools. • The effectiveness of DARPL (Diversity and Anti-Racist Professional Learning) training within schools. • The requirements for schools to report instances of racism, sexism and other forms of discriminative incidents to BCBC. These questions were addressed by the Schools Group - Lead Officer Strategic Development (Primary) and the Head of Learning. It was agreed to reinforce the message to schools that they are required to report all instances of racism or discrimination to BCBC. It was noted that instances of racism and discrimination likely remain underreported and improvements are still required to be made to support staff and governors around the importance of dealing with bullying and abuse. A request for a future report was made by the Cabinet Committee for a deep dive into instances of bullying and efforts to combat it, and how they differ in schools across the County Borough. <u>RESOLVED:</u> That Cabinet Committee Equalities and Employee Relations noted the annual update on racial and/or discriminative incidents within Bridgend schools.
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Date Decision Made	3 June 2026

89. Urgent Items

Decision Made	There were no urgent items.
Date Decision Made	3 June 2026

To observe further debate that took place on the above items, please click this [link](#)

The meeting closed at 11:35.