

## **Equalities Workforce Information**

The workforce information is based on the data provided by employees in relation to their protected characteristics and ability to speak, read and write in the Welsh language. Whilst it is not mandatory for employees to provide such data, every effort will be made to improve the level and accuracy of this information.

Initially, this will involve developing the Employee Self Service Module within the HR system. This will enable employees, who are desk top users, to access and update, when necessary, their own personal details. Further actions will be developed to reach other employees as part of this exercise.

The following reports have been developed in line with other Workforce Information reports for internal and external purposes. These are based on the following principles being applied to ensure accuracy and consistency of information:

- All permanent, temporary, fixed term and casual/relief employees are included
- In Appendix 1, each employee is counted once to give an accurate headcount in BCBC.
- The % breakdown is the number of employees with the designated protected characteristic against the total number of employees across the authority.
- At appendix 2 these figures are broken down to Schools and All Other Services. There are 295 employees who have a position in both Schools and All Other Services. To ensure accurate data for these areas, they are included under both. As such, the totals for each area will not total the overall BCBC figure.

Consequently, it is important to note that the following figures will not match previous figures reported to the Equalities Committee.

## BCBC Equality Breakdown – as at 31/03/2016

Description	BCBC - as at 31.03.2016			
	Male	Female	Total	%
Total Headcount	1284	4927	<b>6211</b>	
<b>Of the above :</b>				
Full Time	997	1714	2711	<b>43.6%</b>
Part Time	287	3213	3500	<b>56.4%</b>
<b>Total</b>				
Disability Declared	36	72	108	<b>1.7%</b>
Carer Responsibility Declared	38	250	288	<b>4.6%</b>
Ethnic Minority	11	69	80	<b>1.3%</b>
<b>Welsh Speaker</b>				
'A little'	122	511	633	10.2%
'Fairly Good'	23	77	100	1.6%
'Fluent'	41	219	260	4.2%
<b>Welsh Reader</b>				
'A little'	121	522	643	10.4%
'Fairly Good'	29	92	121	1.9%
'Fluent'	40	218	258	4.2%
<b>Welsh Writer</b>				
'A little'	90	426	516	8.3%
'Fairly Good'	21	78	99	1.6%
'Fluent'	38	208	246	4.0%
Bisexual	3	13	16	<b>0.3%</b>
Gay Man	0	15	15	<b>0.2%</b>
Gay Woman / Lesbian	1	12	13	<b>0.2%</b>
Transgender	2	5	7	<b>0.1%</b>
<b>Age Profile</b>				
16-19	13	28	41	<b>0.7%</b>
20-25	74	262	336	<b>5.4%</b>
26-30	114	426	540	<b>8.7%</b>
31 - 35	124	550	674	<b>10.9%</b>
36 - 40	145	596	741	<b>11.9%</b>
41 - 45	159	782	941	<b>15.2%</b>
46 - 50	188	760	948	<b>15.3%</b>
51 - 55	201	703	904	<b>14.6%</b>
56 - 60	145	530	675	<b>10.9%</b>
61 - 65	88	217	305	<b>4.9%</b>
66 +	33	73	106	<b>1.7%</b>
<b>Total</b>	<b>1284</b>	<b>4927</b>	<b>6211</b>	

**Note**

1. The following figures will not match previous figures reported to the Equalities Committee.
2. Each employee is counted once to give an accurate headcount in BCBC
3. The % breakdown is the number of employees with the designated protected characteristic against the total number of employees across the authority.

## Schools and Non Schools Equality Information – as at 31/03/2016

Description	Schools				All Other Services			
	Male	Female	Total	%	Male	Female	Total	%
Total Headcount	541	2700	<b>3241</b>		757	2508	<b>3265</b>	
<b>Of the above :</b>								
Full Time	398	911	1309	40.4%	603	810	1413	<b>43.3%</b>
Part Time	143	1789	1932	59.6%	154	1698	1852	<b>56.7%</b>
<b>Total</b>								
Disability Declared	4	15	19	<b>0.6%</b>	32	62	94	<b>2.9%</b>
Carer Responsibility Declared	7	66	73	<b>2.3%</b>	32	192	224	<b>6.9%</b>
Ethnic Minority	3	30	33	<b>1.0%</b>	8	44	52	<b>1.6%</b>
<b>Welsh Speaker</b>								
'A little'	31	255	286	8.8%	92	288	380	11.6%
'Fairly Good'	14	45	59	1.8%	10	36	46	1.4%
'Fluent'	25	147	172	5.3%	16	78	94	2.9%
<b>Welsh Reader</b>								
'A little'	27	243	270	8.3%	95	302	397	12.2%
'Fairly Good'	15	48	63	1.9%	15	47	62	1.9%
'Fluent'	25	148	173	5.3%	15	76	91	2.8%
<b>Welsh Writer</b>								
'A little'	22	222	244	7.5%	69	227	296	9.1%
'Fairly Good'	14	45	59	1.8%	8	35	43	1.3%
'Fluent'	24	143	167	5.2%	14	71	85	2.6%
Bisexual	0	3	3	<b>0.1%</b>	3	11	14	<b>0.4%</b>
Gay Man	5	0	5	<b>0.2%</b>	10	0	10	<b>0.3%</b>
Gay Woman / Lesbian	0	2	2	<b>0.1%</b>	1	10	11	<b>0.3%</b>
Transgender	0	0	0	<b>0.0%</b>	2	5	7	<b>0.2%</b>
<b>Age Profile</b>								
16-19	6	14	20	<b>0.6%</b>	8	15	23	<b>0.7%</b>
20-25	42	165	207	<b>6.4%</b>	33	115	148	<b>4.5%</b>
26-30	70	260	330	<b>10.2%</b>	45	189	234	<b>7.2%</b>
31 - 35	56	324	380	<b>11.7%</b>	71	251	322	<b>9.9%</b>
36 - 40	74	358	432	<b>13.3%</b>	72	268	340	<b>10.4%</b>
41 - 45	70	455	525	<b>16.2%</b>	89	380	469	<b>14.4%</b>
46 - 50	70	405	475	<b>14.7%</b>	119	400	519	<b>15.9%</b>
51 - 55	57	360	417	<b>12.9%</b>	145	397	542	<b>16.6%</b>
56 - 60	41	224	265	<b>8.2%</b>	106	327	433	<b>13.3%</b>
61 - 65	32	91	123	<b>3.8%</b>	59	134	193	<b>5.9%</b>
66 +	23	44	67	<b>2.1%</b>	10	32	42	<b>1.3%</b>
<b>Total</b>	<b>541</b>	<b>2700</b>	<b>3241</b>		<b>757</b>	<b>2508</b>	<b>3265</b>	

**Note**

1. The following figures will not match previous figures reported to the Equalities Committee.
2. There are 295 employees who have a position in both Schools and All Other Services. To ensure accurate data for these areas, they are included under both. As such, the totals for each area will not total the overall BCBC figure in Appendix 1.