

strategic equality plan

2022
2023

2022
2023

Contact us

If you would like further information on our SEP or a copy of the plan in an alternative format, please contact us:

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Our Customer Contact Centre is open from 8:30am-5pm Monday-Thursday and 8:30am-4:30pm Friday.

This is our complaints procedure.

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Background

The authority's aim is to understand and tackle the equality barriers that people face so that everyone has a fair chance to fulfil their potential. We aim to ensure that equality is a part of everything we do and the services we deliver.

We aim to develop our services and activities in line with the Public Sector Equality Duty (PSED) and the general duties outlined in the Equality Act 2010. This will help us to eliminate unlawful discrimination, advance equality of opportunity and foster good relations.

Our aim is to mainstream equality and diversity, both internally and externally.

Following public consultation, the council's Strategic Equality Plan 2020-2024 was approved by Cabinet on 10 March 2020, with the following six strategic objectives:

	What we hope to achieve/support?
Objective 1: Education	Everyone who accesses education should be free from discrimination, bullying and abuse in educational settings.
Objective 2: Work	Promote a more inclusive workforce and improve the participation, wellbeing, and opportunities for development for those with protected characteristics.
Objective 3: Living Standards	Tackle poverty and support independent living by considering the impact of any policy changes or decisions under the socioeconomic duty
Objective 4: Health and Wellbeing	Support and promote good mental and physical health within our communities and our workforce and provide opportunities to participate in leisure and cultural activities
Objective 5: Safety and Respect	Ensure that people within our communities have access to services that support them to live without fear of violence or abuse, and to be treated with respect.
Objective 6: Participation	Encourage people and communities to participate and engage in issues that are important to them and influence the decisions that affect their lives.

Following this, we worked with a range of key managers across the authority to develop the 58 actions to underpin these six objectives.

We consulted with the public and equality groups on these actions and 647 participants shared their views with us. Following this, we developed our action plan which was approved by our Cabinet Equalities Committee.

Heads of Service and senior service managers are responsible for ensuring the actions are achieved within their service areas. The Communications, Marketing and Engagement team (who are responsible for the equalities agenda) will ensure progress and regular updates are reported at the council's Cabinet Committee Equalities and that feedback is provided to partners, local equality and diversity groups and other key stakeholders

Introduction

This is our third annual report for this strategic annual plan.

To prepare this report, we collated data gathered from service areas updating progress in achieving their respective objectives. Data provided by service areas and partners, offer a continual way of monitoring progress against our objectives and actions.

Progress in meeting our objectives during 2022/23

Key progress under our seven objectives can be summarised as:

Education

- Following a Welsh Government review, and subsequent publishing of guidance relating to schools' responsibilities for bullying practice, this is now devolved to individual settings. Additionally, data pertaining to racist bullying is reported direct to Equalities Team mailbox and reported to Cabinet Committee Equalities annually.
- The professional learning and resources developed by Central South Consortium (CSC) to support the teaching of themes relating to Black Asian, and Minority Ethnic (BAME) communities and Cynefin are aligned to the findings and recommendations of the Welsh Government working group.
- CSC provides a professional learning programme to support the teaching of themes relating to Black Asian, and Minority Ethnic (BAME) communities and 'cynefin'. These professional learning programmes are available to all schools.
- CSC works in partnership with Diversity and Anti-Racism Professional Learning (DARPL) in ensuring high quality professional learning is available to all schools.
- Where schools have a particular need and require more intensive support, this can be brokered through the school improvement partner.
- CSC provides resources and signposts schools to further resources that can be used by schools and practitioners to support the teaching of these themes.



Work

- Several awareness campaigns have been promoted such as autism awareness day, international women's day etc. A list of campaigns linked to protected characteristics has been developed and promotion of these will continue.
- Employees have been encouraged to provide and update their own personal equality details to assist with equality workforce monitoring. This is also encouraged when communicating on equality matters.
- The council continues to report annually on the gender pay gap, which is a statutory equality measure of the difference in average pay of men and women, irrespective of their work, across the organisation. It is different from equal pay, which compares how men and women are paid for carrying out the same or comparable roles.
- The council continued to make progress on appointing apprentices, with 29 being appointed during 2022-23. The council has also appointed 5 graduates to support with succession planning.
- The disability confident action plan has been completed, with status agreed until November 2023. Going forward to 23/24 the intention is that the status will be renewed.
- All equality related e-learning modules have been reviewed and updated.
- The Equality Awareness Workshop has been updated to include Unconscious Bias, Critical Thinking and Hidden Disabilities. Three workshops have been held with 24 delegates attending.
- During 2022-23, three Equality and Diversity awareness workshops took place with 34 delegates in attendance.
- Work continues with Stonewall to deliver LGBT+ training to staff with two workshops taking place with 12 delegates attending during 2022-23
- Referrals to and from other providers are continuing as Employability Bridgend triage clients to the best service to meet their needs from the broad range of provision across the county.
- Partnership work is productive with DWP referring 44% of all referrals: 1342 people into Employability which is testament to the strength of the relationship. There are also referrals between Employability and Working Wales and joint working to develop jobs fairs and other engagement activities. A Training Event was held in Carnegie House to promote the diversity of free training available from a range of providers operating in the county which supports people to gain skills so



Living standards

- The Equality Impact Assessment has been updated to include poverty as a protected characteristic as per the statutory duty.
- The pay increase for April 2022 positively impacted on 1,018 employees in grade 1 and grade 2, of whom 88% were female.
- In March 2022, the council became an accredited Living Wage Employer, the second local authority in Wales to have been certified by the Living Wage Foundation.
- Training on the implementation of the socio-economic duty has been completed and rolled out to staff members. There is also a dedicated page on the Intranet which staff can refer to for guidance at any time.
- The School Holiday Enrichment Programme (Food and Fun) continued to run over two sites in summer 2022 and 71 children, aged between 8 and 11 years, benefited. Of these children 51% were girls and 49% were boys. 11% of those who attended had Additional Learning Needs.



Health and wellbeing

- Health and Wellbeing has evolved over the course of the past year with the development and launch of the following resources for employees:
 - Health Hub news,
 - Improved health and wellbeing intranet page
 - Health & wellbeing resources & QR code leaflet
- Partnership work continues with CTM Health board and Public Service Board (PSB) in sharing and promoting resources.
- The menopause protocol has been approved and launched. There are leaflets available for managers and staff and Menopause training sessions are taking place.
- The refreshed version of the Health and Wellbeing protocol has been promoted through staff messages and via senior management team meetings as a source of support for staff.
- Employees have accessed a range of courses to help support and/or manage mental wellbeing: During 2022/23 a total of 27 courses were provided to 171 employees. Some were provided internally in-house including Mental Health Awareness, Mindfulness and Resilience Training whilst others were delivered in partnership through Wales Union Learning Fund (WULF) resources.
- Added resources on health and wellbeing launched during 2022/23: staff have a wealth of information and supportive resources on a varied range of health and wellbeing issues.
- Weekly staff messages continue to signpost employees to various support and resources on a varied range of health and wellbeing issues.
- The annual staff survey indicated that employees were interested in participating in networks for mental health, carers and menopause.
- A first draft of the carers protocol has been developed and this will roll forward and be prioritised in the coming year.
- Super Agers programme supports older adults to be active in the community and has developed a regional approach led by Bridgend. The programme has been recognised as a Bevan Exemplar Partnership working with Shout, the older peoples forum and a connection to Age Friendly Communities.



- Since easing of restrictions, swimming pools have performed well with free opportunities for children and young people and also those 60 plus. The Feel Good for Life programme has supported people living with dementia and carers and new carer wellbeing programmes have been developed. The Access to Leisure and Hynt schemes have both supported low cost and no cost access to leisure and culture for the more vulnerable.
- The Love to Walk programme is supporting older adults to be active close to home with volunteer led walking groups and instructor led routes.
- Disability Sport Wales programme has been supported throughout the year with a dedicated officer in place. This will change during 2023-24 as Disability Sport Wales develop a more regional approach.
- Since easing of restrictions clubs and groups have restarted and shown growth and partnership working with Bridgend Inclusive Network Group (BING) has supported an expanded range of community activities. It has also helped deliver training across the county to groups aiming to be more inclusive. Specific aquatic sessions have been developed for disabilities and also a range of youth opportunities also. A regional approach across Cwm Taff Morgannwg is developing in partnership with health to support referrals into community opportunities.
- Play sufficiency assessment and action plan have been completed during this period and approved by Cabinet. Partnership working with Town and Community Councils has continued supporting free holiday opportunities for children and young people. Specific opportunities also developed to support diverse needs including disabilities, care experienced children and young carers. Welsh Government summer of Fun investment enabled new partnership working with community groups and particularly youth groups. Holiday Playworks programmes have supported targeted interventions. Halo Leisure have supported free opportunities throughout the year and Awen have delivered library-based programmes and a range of cultural events.



Safety and respect

- Information for EU Citizens living in Bridgend with a link to the UK Government EU Settlement Scheme (EUSS) is available via the Council website. The application deadline for most EU Citizens was June 2021, however applications can still be submitted in certain circumstances.
- We continue to work with key partners including South Wales Police in monitoring tensions related to Brexit, including contributing to local Community Tension Incident reports when required. Brexit related tensions have eased in recent years.
- We continue to work with community and equality groups within the Bridgend Community Cohesion Forum (BCCEF), representatives from across the community representing a wide range of organisations meet quarterly to share practice, receive joint briefings and training. All members are invited to share information about BCCEF with other organisations with the aim to increase membership and representation.
- We continue to support Pride events. Events have been attended by the Equalities officer and we have promoted the events held by other local authorities as part of our Proud-councils forum commitment. LGBTQIA+ History Month Proud Councils also worked together this year to create a 'behind the lens' online event to promote awareness.
- An information session on Hate Crime Awareness was delivered by Victim Support to external partners across the region, including to our community groups and voluntary sector. We continue to promote support pathways for victims of hate crime via social media and engagement events.
- Awareness raising tables are organised by our Community Safety Partnership (CSP) team at key locations across the county, two or three times a month, to raise awareness and encourage reporting of all CSP priorities including Hate crime.
- Engagement events were held during Hate Crime Awareness Week to raise awareness of hate crime, hate incidents and discrimination. For example, working with local partners such as Bridgend College in coordinating a film afternoon for students, promoting free material on hate crime/incidents and the support pathways available.
- We continue to share information via social media platforms to raise awareness of hate crime/incidents and how to access support via Victim Support and South Wales Police. During October 2022 Hate Crime Awareness Week, we promoted Victim Supports All Wales Hate Support Centre via social media and promoted the scheduled webinars with key partners.
- Whilst Black History Month has been promoted each year, further work is being explored to promote and raise awareness in order to increase awareness and celebrate.



Participation

- The consultation team discuss the need for youth and easy read surveys with all services and continue to work with People First Bridgend and the youth council to develop and promote youth and easy read consultations.
- A new digital engagement platform has been implemented to encourage more people to get involved in council consultations. In-person engagement events have also started to pick up following the Covid pandemic.
- A complete overview has been undertaken on how the citizen panel is managed. Work is underway to explore better ways of utilising both the digital communication and engagement platforms to manage subscriptions, production of newsletters and updates and driving up subscribers/membership.
- Information and events such as PRIDE Cymru, Black History Month, Holocaust Memorial Day, Hate Crime awareness month and others promoted via bi-lingual corporate social media channels as well as press releases and internally via Bridgend's weekly messages.
- A new corporate Engagement and Participation Strategy is in the process of being developed to ensure all people are kept well-informed and involved in key decisions about changes that can affect them.
- BCBC have promoted campaigns via Twitter, Facebook, Instagram and the BCBC website, including:

Foster care fortnight 2020	Social care jobs – wecarewales
Day of reflection	Woman of Wales event
LGBT fostering – throughout year	Youth support
Hate hurts Wales – hate crime	Childcare offer
Give blood	Community testing
World autism week	EU settlement
International Day Against Homophobia, Biphobia and Transphobia	Men’s Health Week
Armed Forces Day	Samaritans Awareness Day
Anti-Slavery Day	Ramadan
Stress Awareness Month	Pride Month
Plastic Free July	National Walking Month
Black History Month	Refugee Week
Deaf Blind Awareness Week	Mental Health Awareness Week
Pride Month	#AnAntiRacistWales
Carers Week	Infant Mental Health Awareness
Gypsy, Roma and Traveller History Month	Disability Pride Month
ASB Awareness Week	Eisteddfod
World Mental Health Day	Shwmae Sumae Day
#LGBTplusHM	Welsh
#RaceEqualityWeek23	LGBTQ+ Adoption and Fostering Week 2023.
International Day of the Elimination of Racial Discrimination	World Down Syndrome Day
Ramadan	#worldsocialworkday
Trans Day of Visibility	

Communication, consultation and engagement

Between 1 April 2022 and 31 March 2023, the council carried out 12 public consultations:

PSPO
2030 Net Zero Carbon
Porthcawl Harbour Byelaws
Air Quality Action Plan – Park Street, Bridgend
Stakeholders Survey
Aging well in Bridgend
Empty Properties and Second Homes
Coety Primary School
Licensing Policy (CIP)
Annual Budget 2022
Service children
Porthcawl Welsh-Medium Seeding School

Citizens' Panel members were sent the following surveys:

2030 Net Carbon Zero

Shaping Bridgend's Future Consultation 2022

There were no Citizen Panel engagement events undertaken between 1 April 2022 and 31 March 2023.

Equality Impact Assessments (EIAs)

A total of 289 employees have completed the EIA e-learning module to date.

During the period April 2022 to March 2023, 20 Council employees have completed EIA training (via e-learning). A further 13 employees have completed EIA training (via workshops)



Procurement arrangements

Service areas work with the procurement team to ensure that EIAs are integrated in the procurement process. The contract procedures rules require contracts which are subject to the contract procedure rules to include, as a minimum, clauses relating to equalities and human rights, Welsh language Standards and Modern Slavery. Equality issues are fully integrated into the procurement process from pre-qualification to awarding of contract. The Welsh language standards clause is included in contracts where compliance with the Welsh Language compliance notice is required.



Employment Information

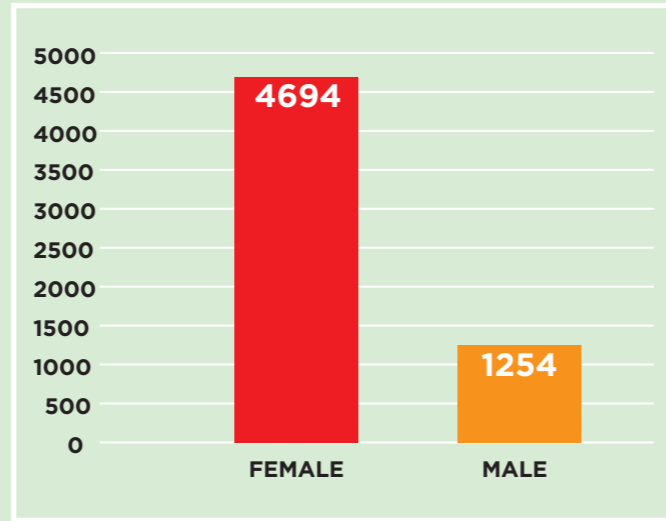
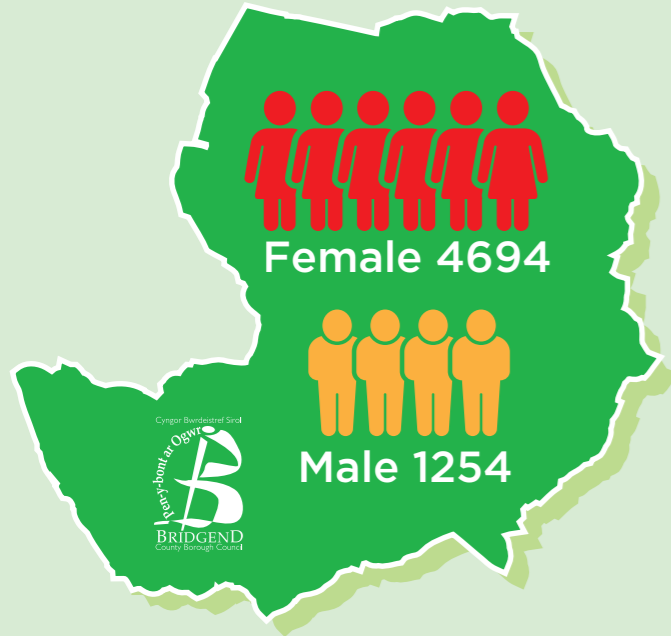
This report is based on employment information as at 31 March 2023 at which point there were 5,948 employees, including those employed in schools.

This report contains the data, where disclosed, on the protected characteristics of the workforce.



Headcount & Gender

The total headcount as at 31.03.23 is 5948, as follows:



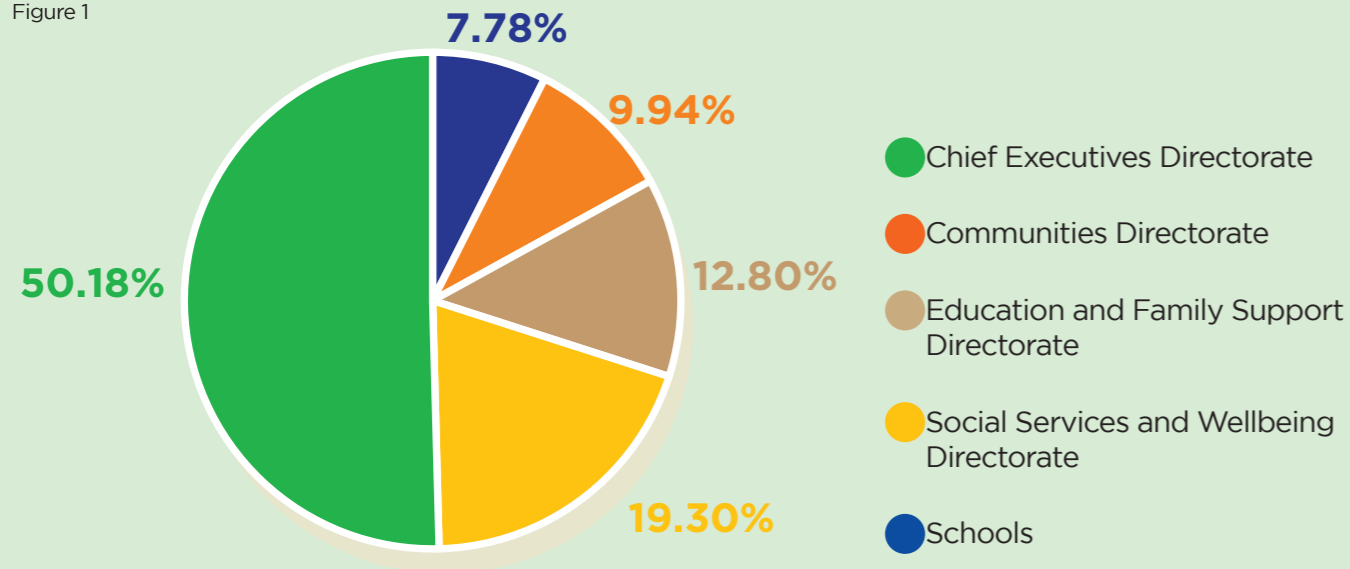
Information within this report is voluntarily provided by employees and percentage figures reflect the information available as a percentage of the whole workforce.

When comparing with data from 31.03.2022 the overall headcount has increased by 61 employees.

Figure 1 shows the workforce headcount by directorate and schools and the accompanying figure 2 informs the gender breakdown within these.

Percentage of Headcount

Figure 1



Gender by Directorate

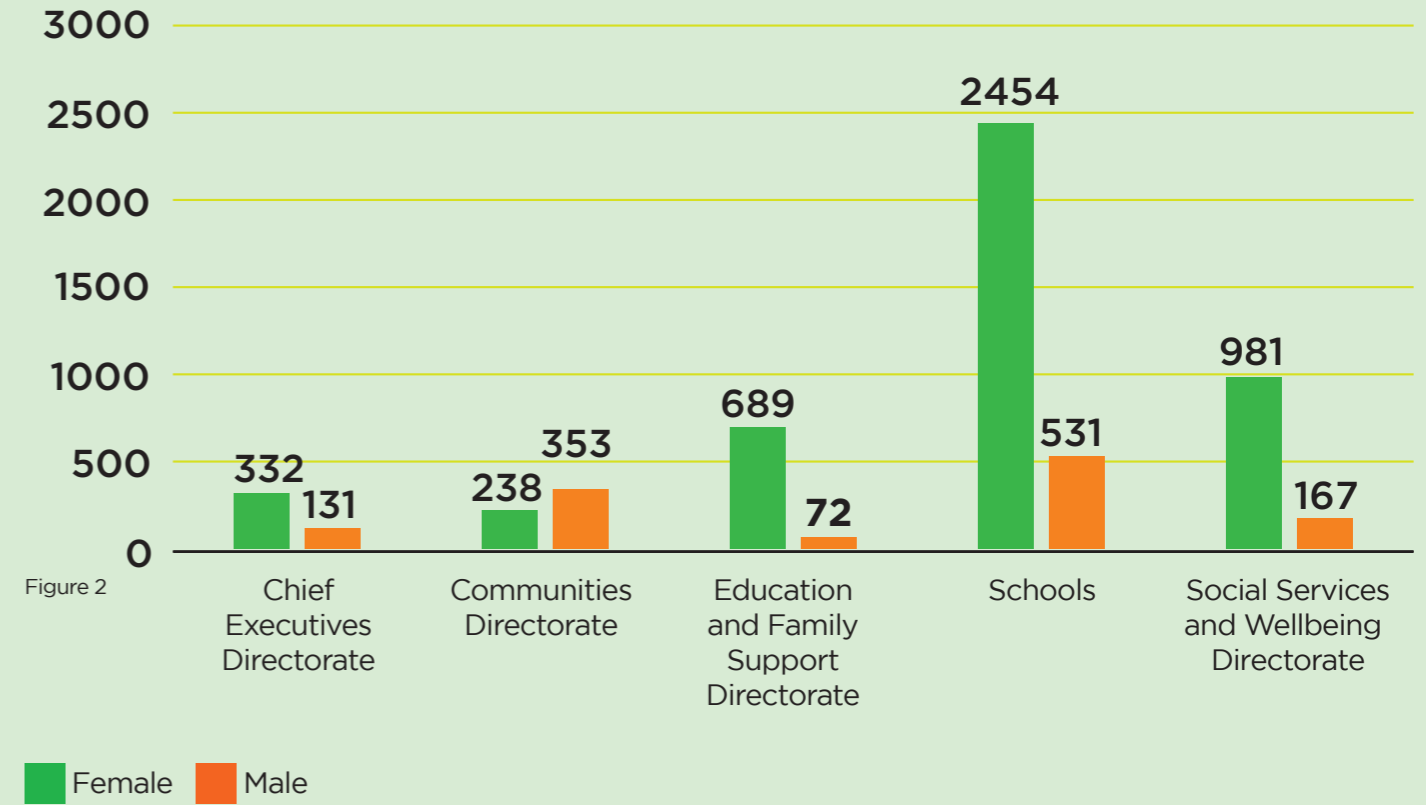


Figure 2

The breakdown of the workforce by full and part time working is detailed below and by gender within figure 3. (part time workers also includes casual staff).

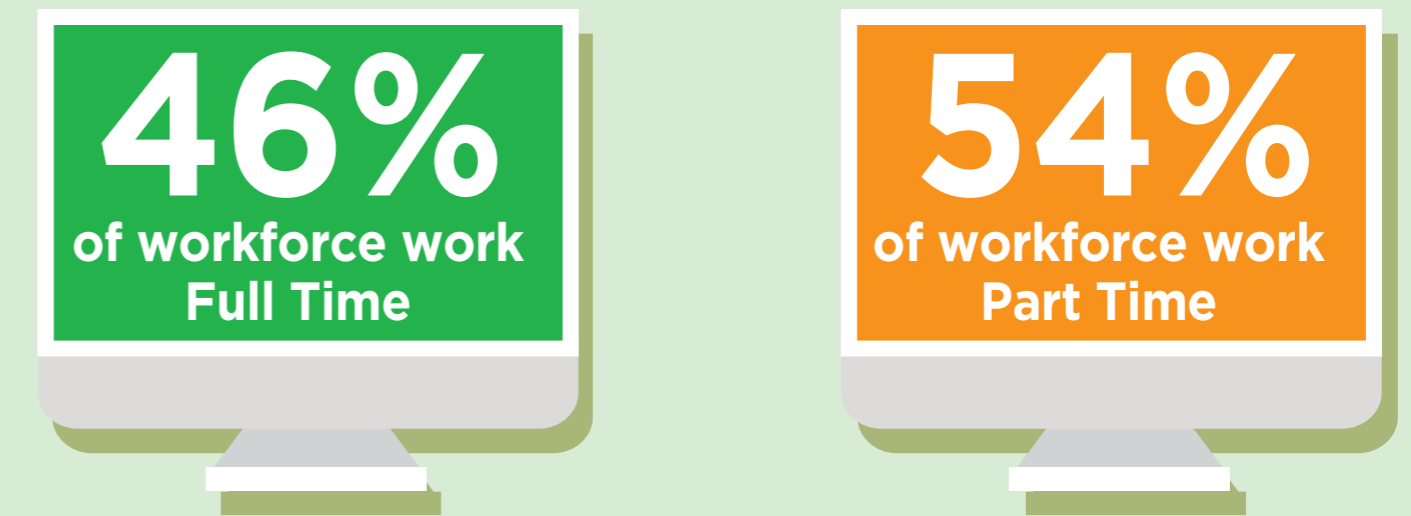
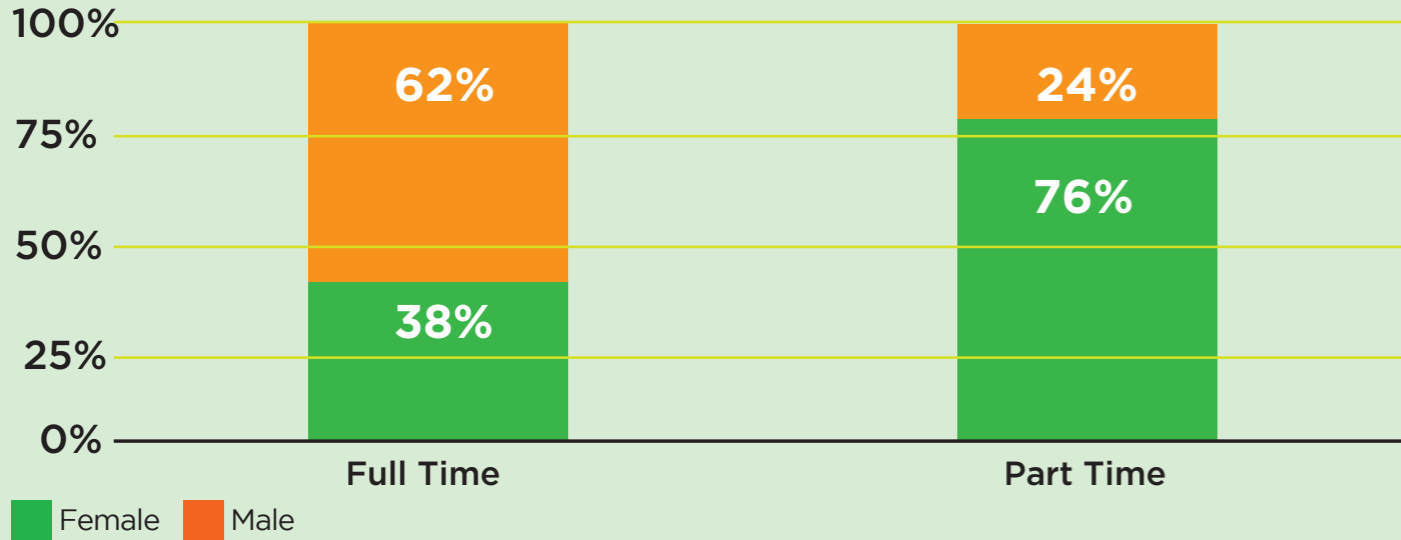


Figure 3

Full/Part Time split by Gender

The gender composition has remained fairly consistent over previous years. In comparison with other Local Authorities in Wales (21/22), the council continues to have a higher percentage of female employees. However, it is inevitable that the workforce composition will vary according to the scope of in-house services.



Disability

4.3% of our workforce have declared that they have a disability, which represents an increase from 21/22. Over 74% of the workforce have declared that they do not have a disability with 7.2% 'preferring not to say' and 14.4% not declaring.

The council continues to maintain and promote its Disability Confident status, which is due to be renewed during 2023/24. There has been collaboration between the council and Remploy (the UK's leading disability specialist 'in transforming lives through sustainable employment'). Remploy support individuals to consider council vacancies and there have been several successful applications.

The council vacancies continue to be featured on the SCOPE (disability equality charity) website.



Ethnicity

Figure 4 shows ethnicity within the workforce which is at 1.6%. The latest population estimates from StatsWales (December 2022) indicate that 3% of the county borough residents identify themselves from an Ethnic Minority background, however, this is based on a low level of responses so would not be an accurate representation.

The 2021 Census reported that 3.3% of Bridgend's population identified themselves from an Ethnic Minority background. Based on these figures our workforce is under-represented in this area. However, over the course of the past year the council have been exploring options on how to promote being a diverse employer to ethnic minority backgrounds.

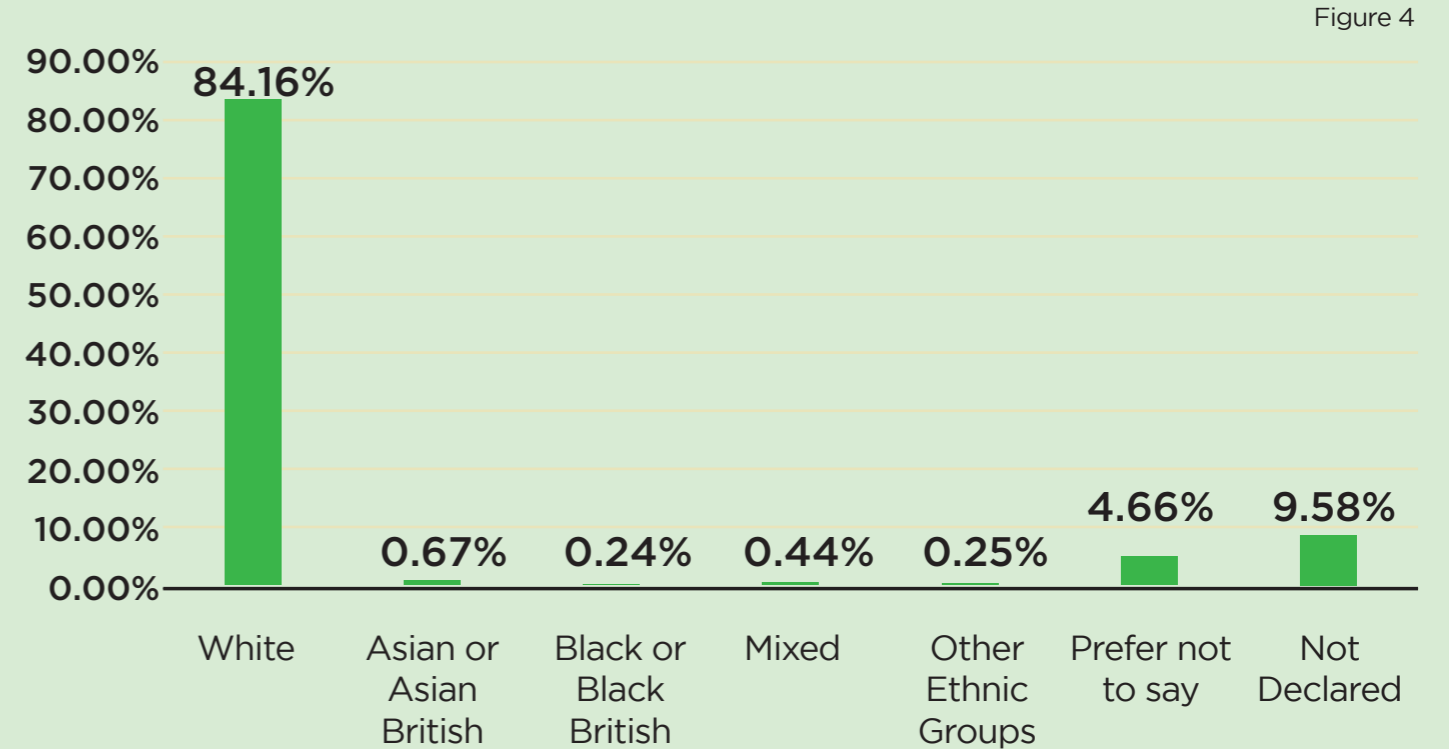


Figure 4

The council's website has been improved by promoting the council as a good employer where diversity is welcomed. Particular attention has been given to the council's recruitment landing page to attract applications from Ethnic Minority backgrounds as part of the council's commitment to address under-representation across all levels of the organisation.

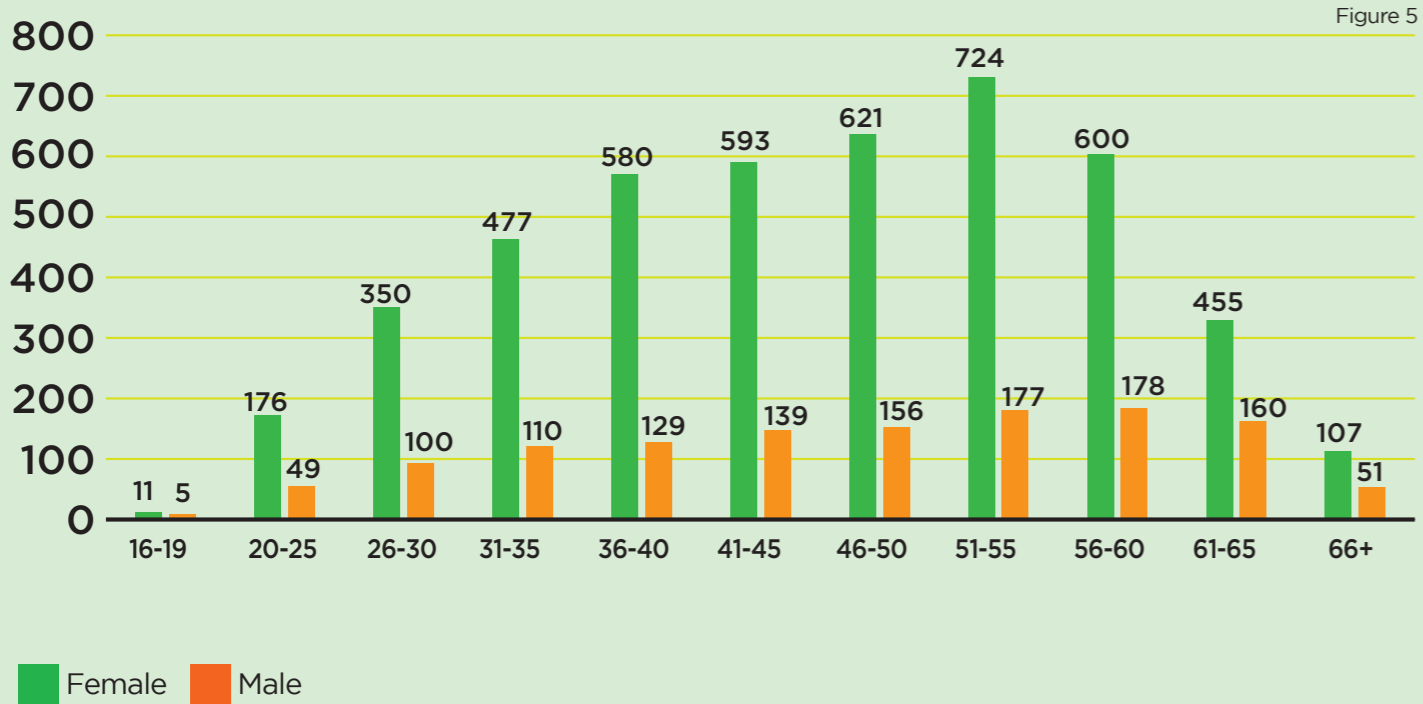
As a local authority we are one of 900 organisations across Wales who have signed up to the Zero Racism Wales Pledge. Thereby agreeing to take a stand against racism and promote a more inclusive and equal workplace and society that gives every individual in Wales the right to feel safe, valued and included.

The anti-racism pledge will be promoted across the council to ensure that all council employees are aware of their duties in relation to the Anti-Racist Wales action plan.

Age Profile

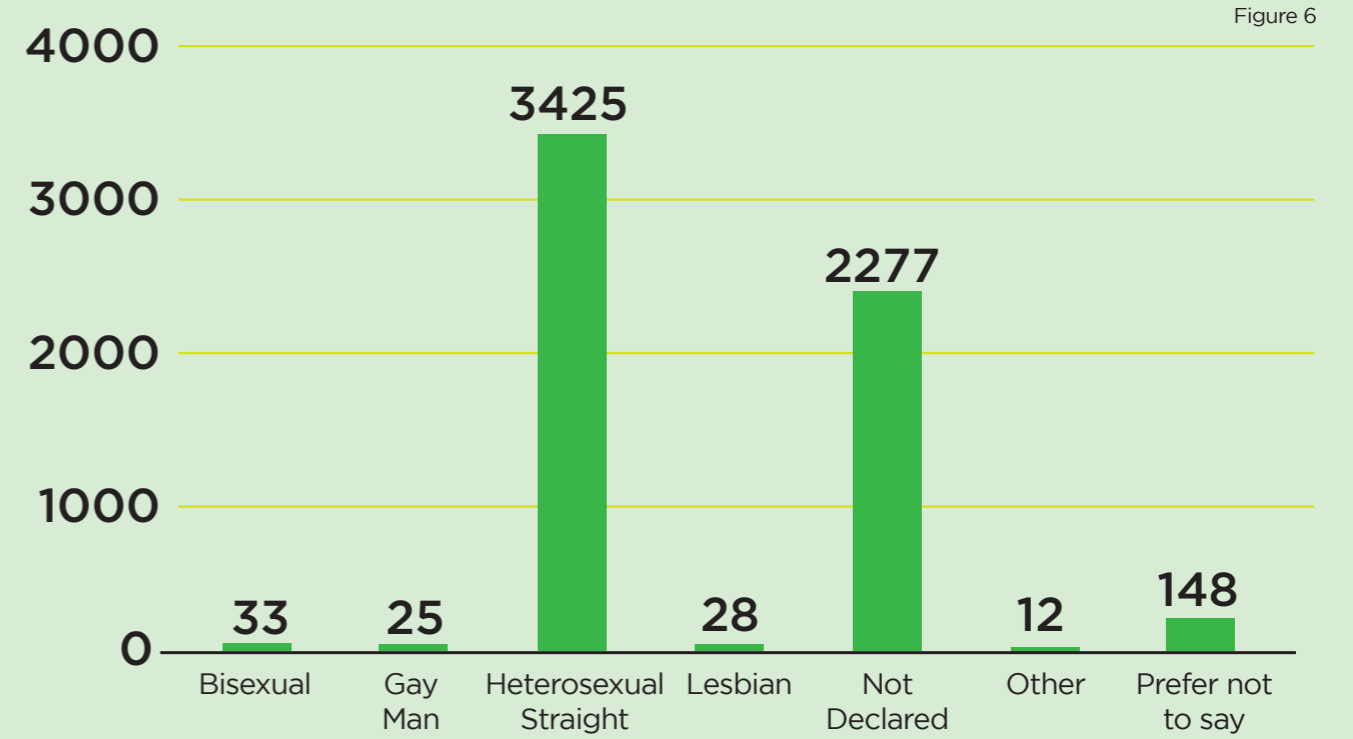
The average age for the council is currently at 45, with the largest number of employees (1678) being within the 46-55 age bracket.

1836 employees are aged 55+, which means that 30% of our workforce, as at 31st March 2023, are able to retire within the coming years.



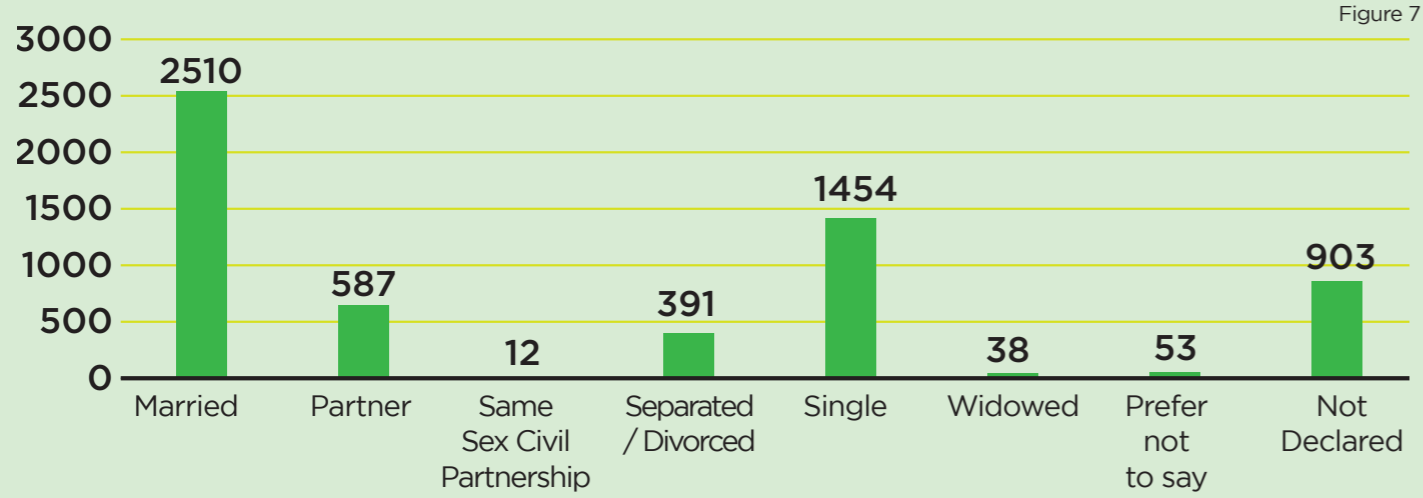
Sexuality

Figure 6 informs most employees have categorised themselves as heterosexual, with 38% of our workforce have not declared their sensitive personal information and 2.5% of employees prefer not to say. It is important to note that reporting of this information is not a mandatory requirement.



Marital Status

The marital status of the council's workforce is detailed below. 84% of the workforce have declared their status. 42% of those are married, with 24% being single. This is mainly the same as previous years.



Religion and Belief

Table 1 below shows the different religions/beliefs of the workforce. The council's largest is Christianity – Church of Wales at 12%. However, 41% of the workforce have either not declared or prefer not to say what their religion and/or belief is.

Religion/Belief	Number of	% of Workforce
Agnostic	224	4%
Atheist	268*	5%
Baha'i	*	0%
Buddhist - Hinayana	*	0%
Buddhist - Mahayana	*	0%
Christian - Anglican	38	1%
Christian - Church in England	248	4%
Christian - Church in Wales	719	12%
Christian - Orthodox	71	1%
Christian - Protestant	181	3%
Christian - Roman Catholic	250	4%
Hinduism	9	0%
Islam - Sunni	8	0%
Judaism - Reformed	*	0%
Muslim	*	0%
Taoism	*	0%
Any other religion or belief	69	1%
No Religion	1391	23%
Prefer not to say	180	3%
Not Declared	2280	38%

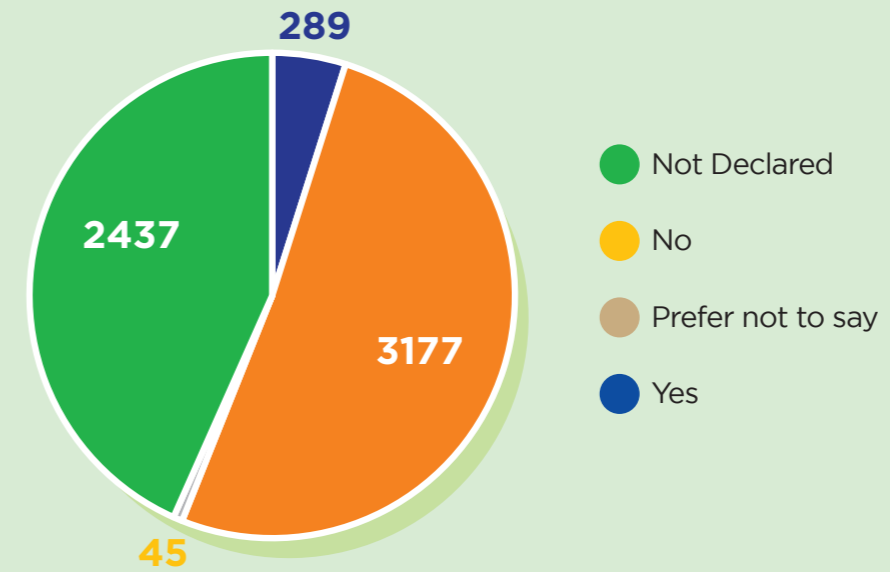
Pregnancy & Maternity

During the year 2022/23, 195 employees have had maternity leave and 26 have had paternity leave.

Caring Responsibilities

Figure 8 details the number of employees who have identified themselves as being carers.

Figure 8



The percentage of the total workforce identifying themselves as carers has slightly increased from the previous year.

During June 2022 communications were issued promoting and supporting Bridgend's Carers Wellbeing service as well as asking the workforce to update their sensitive information tab in relation to being a carer. Within September 2022 a new carers staff group was formed and one meeting has taken place. This group will support the development of a new carers policy during the coming year.



Welsh Language

Table 2 shows the number of employees that have Welsh Language skills within our workforce.

Table 2

Description	Total	Description	Total	Description	Total
Welsh Speaker	1517	Welsh Reader	1579	Welsh Writer	1343
'A little'	1073	'A little'	1107	'A little'	915
'Fairly Good'	163	'Fairly Good'	194	'Fairly Good'	169
'Fluent'	281	'Fluent'	278	'Fluent'	259

To put this into context:

18.04% of the council's workforce stated that they were able to speak Welsh 'a little'

2.74% stated they could speak Welsh 'fairly good'

4.72% stated they could speak Welsh 'fluently'

18.61% of the council's workforce stated that they were able to read Welsh 'a little'

3.26% stated they could read Welsh 'fairly good'

4.67% stated they could read Welsh 'fluently'

15.38% of the council's workforce stated that they little'

2.84% stated they could write Welsh 'fairly good'

4.35% stated they could write Welsh 'a little'



The annual population survey shows the percentage of the population within Bridgend County Borough and all Wales that have Welsh language skills, for the year ending 31 December 2022.

	Welsh Speaker	Welsh Reader	Welsh Writer	Understand spoken Welsh
Bridgend	22.8%	22.8%	22.8%	22.8%
Wales	29.5	29.5	29.5	29.5

There has been an increase in all Bridgend percentages of the population survey since 31 December 2021.

All apprentices are encouraged to gain new Welsh language skills. Prentis-iath courses are for apprentices who currently have little or no Welsh language skills and highlights the importance of the Welsh language as a workplace skill.

Opportunities are also available for employees to undertake Welsh language training which includes 'Cwrs Mynediad' delivered by the University of South Wales. During this year 12 employees attended year 1 of this training, whilst 10 employees were supported to attend Welsh language courses within the community.

A number of employees (76) have also completed the council E-Learning modules on Welsh language awareness and Welsh language standards during 2022/23.



Employees as at 31 March 2023 by Grade

The council's pay and grading structure was implemented on 1 September 2013 and a clear and robust mechanism is in place for evaluating the relative grades of positions. This is based on roles and responsibilities as opposed to any individual factors relating to the employee.

Figure 9 shows the number of positions within the council's pay and grading structure. When an employee has more than one position they will be counted for each position they hold. (As such the figures will not correlate with other totals in this report, which are based on headcount)

Positions Per Grade

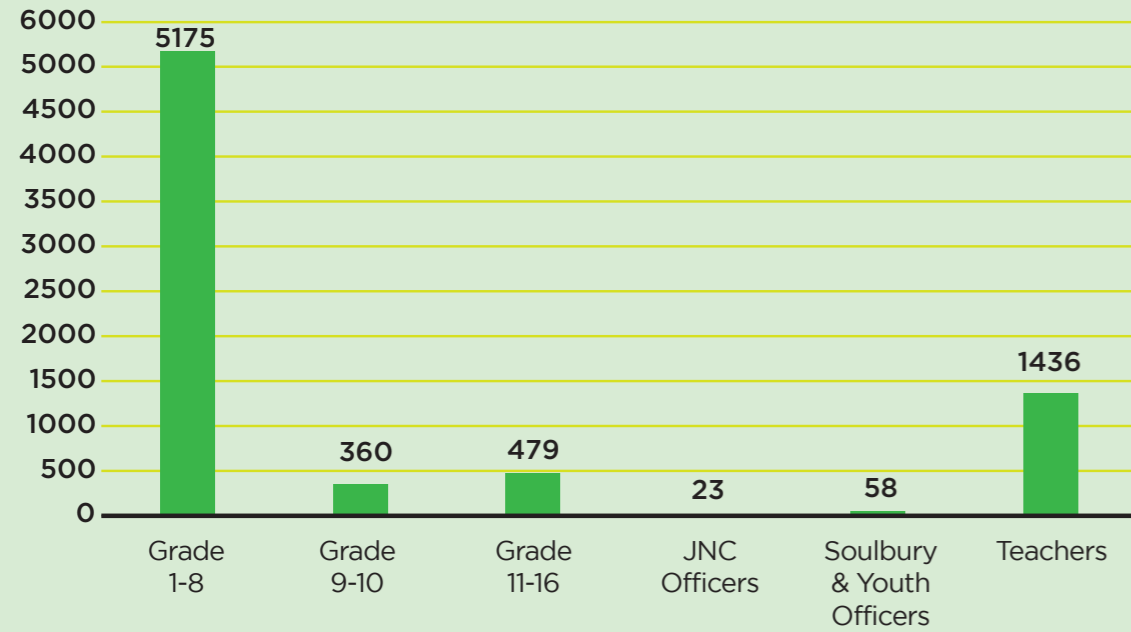


Figure 9

When comparing against 31.03.2022 there has been an increase in the majority of grades, with teachers taking a slight reduction.

Table 3 shows the gender within each of the grading groups.

Table 3

Grade	Female	Male
JE grades 1 - 8 (£20,258 - £28,371) (as at 31.03.2023)	4426	749
JE grades 9 - 10 (£30,151 - £34,723) (as at 31.03.2023)	244	116
JE grades 11 - 16 (£36,298 - £55,590) (as at 31.03.2023)	329	150
JNC Officers (£58,876 - £147,024) (as at 31.03.2023)	11	12
Soulbury & youth officers (£23,739 - £69,616) (Soulbury as at 01.09.2021 / youth as at 01.09.2022)	48	10
Unqualified teachers, Teachers, assistant head teachers, deputy, and heads (£19,412 - £127,000) (as at 01.09.2022)	1092	344

For the next part of this report the figures will correlate with the headcount and therefore staff are counted once in the highest contractual hours position.

Disability

Figure 10 provides a summary of employees with a disability by grade. It shows most of the disabled workforce are falling within grades 1-8.

Disability by Grade

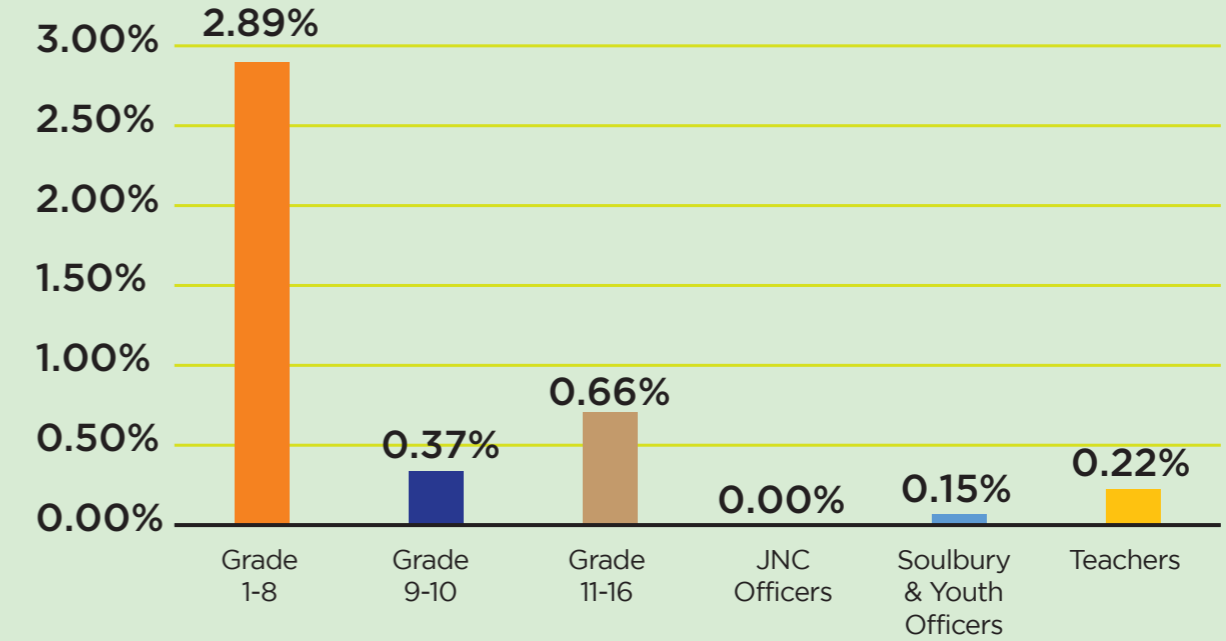


Figure 10

Since the 21/22 report there has been a slight increase across all grades with JNC Officers and teachers staying the same.



Ethnicity

Table 4 details the percentage of the council's workforce by ethnicity and grade. The number of employees who are of Ethnic Minority origin have been collated together due to numbers being low.

Table 4

Grades / Ethnicity	Grade 1-8	Grade 9-10	Grade 11-16	JNC Officers	Soulbury & Youth Officers	Teachers
White	53.26%	5.40%	7.36%	0.34%	0.86%	16.95%
Ethnic Groups	1.13%	*%	0.20%	•	0.00%	0.18%
Prefer not to say	2.77%	0.22%	0.13%	•	0.00%	1.51%
Not Declared or Stated	4.91%	0.15%	0.13%	•	•	4.35%

Age Profile

Table 5 shows the percentage of the council's workforce age by grade.

Table 5

Grades / Age Category	Grade 1-8	Grade 9-10	Grade 11-16	JNC Officers	Soulbury & Youth Officers	Teachers
16-25	4.19%	0.17%	*%	0.00%	0.12%	0.87%
26-35	10.29%	0.96%	1.06%	0.00%	0.22%	5.93%
36-45	12.93%	1.41%	1.88%	*%	0.17%	7.60%
46-55	16.76%	1.87%	2.62%	0.20%	0.29%	7.04%
56-65	15.50%	1.40%	2.07%	0.10%	*%	1.53%
66+	2.40%	*%	0.17%	0.00%	*%	*%

Sexuality

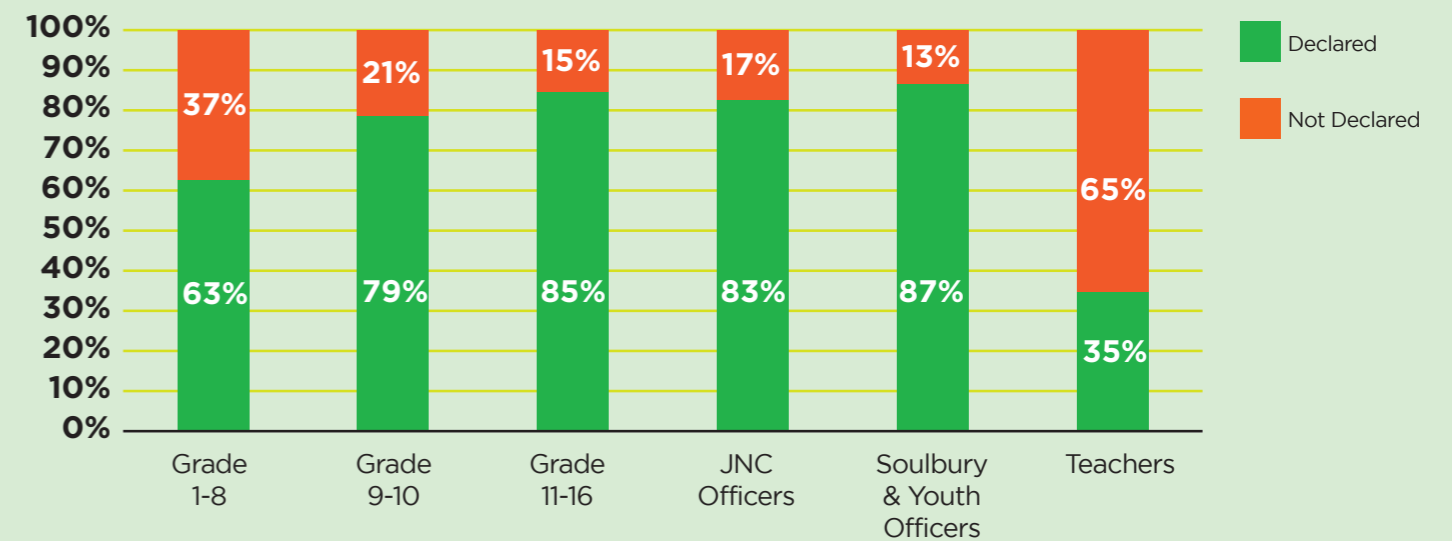
Table 6 is a breakdown of employees that have declared their sexual orientation.

Table 6

Grades / Sexuality	Grade 1-8	Grade 9-10	Grade 11-16	JNC Officers	Soulbury & Youth Officers	Teachers
Heterosexual / Straight	37.81%	4.56%	6.46%	0.29%	0.74%	7.73%
Bisexual	0.42%	0.00%	*%	0.00%	*%	0.10%
Gay Man	0.24%	*%	0.12%	0.00%	0.00%	*%
Lesbian	0.32%	0.00%	*%	*%	0.00%	0.10%
Other	0.15%	*%	*%	*%	0.00%	0.00%
Prefer not to say	1.53%	0.15%	0.40%	0.00%	*%	0.39%
Not Declared	21.60%	1.09%	0.79%	*%	0.10%	14.63%

Information on this protected characteristic is held on 59% of the workforce, which is an improved position than the previous year. The graph below shows the percentage of declared per grade for reference.

Sexuality Declaration Rate by Pay Grade



Marital Status

Table 7 shows the marital status of the council's workforce by grade, with 87% declaring their marital status.

Table 7

Grades / Marital Status	Grade 1-8	Grade 9-10	Grade 11-16	JNC Officers	Soulbury & Youth Officers	Teachers
Married	26.18%	2.93%	4.59%	0.30%	0.39%	7.82%
Partner	6.84%	0.52%	0.89%	0.00%	0.10%	1.50%
Same Sex Civil Partnership	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%
Separated / Divorced	4.89%	0.57%	0.62%	0.00%	0.00%	0.44%
Widowed	0.50%	0.00%	0.00%	0.00%	0.00%	0.00%
Single	14.49%	1.36%	1.31%	0.00%	0.34%	6.91%
Prefer not to say	0.69%	0.00%	0.00%	0.00%	0.00%	0.13%
Not Declared	8.36%	0.40%	0.27%	0.00%	0.00%	6.12%

Welsh Language

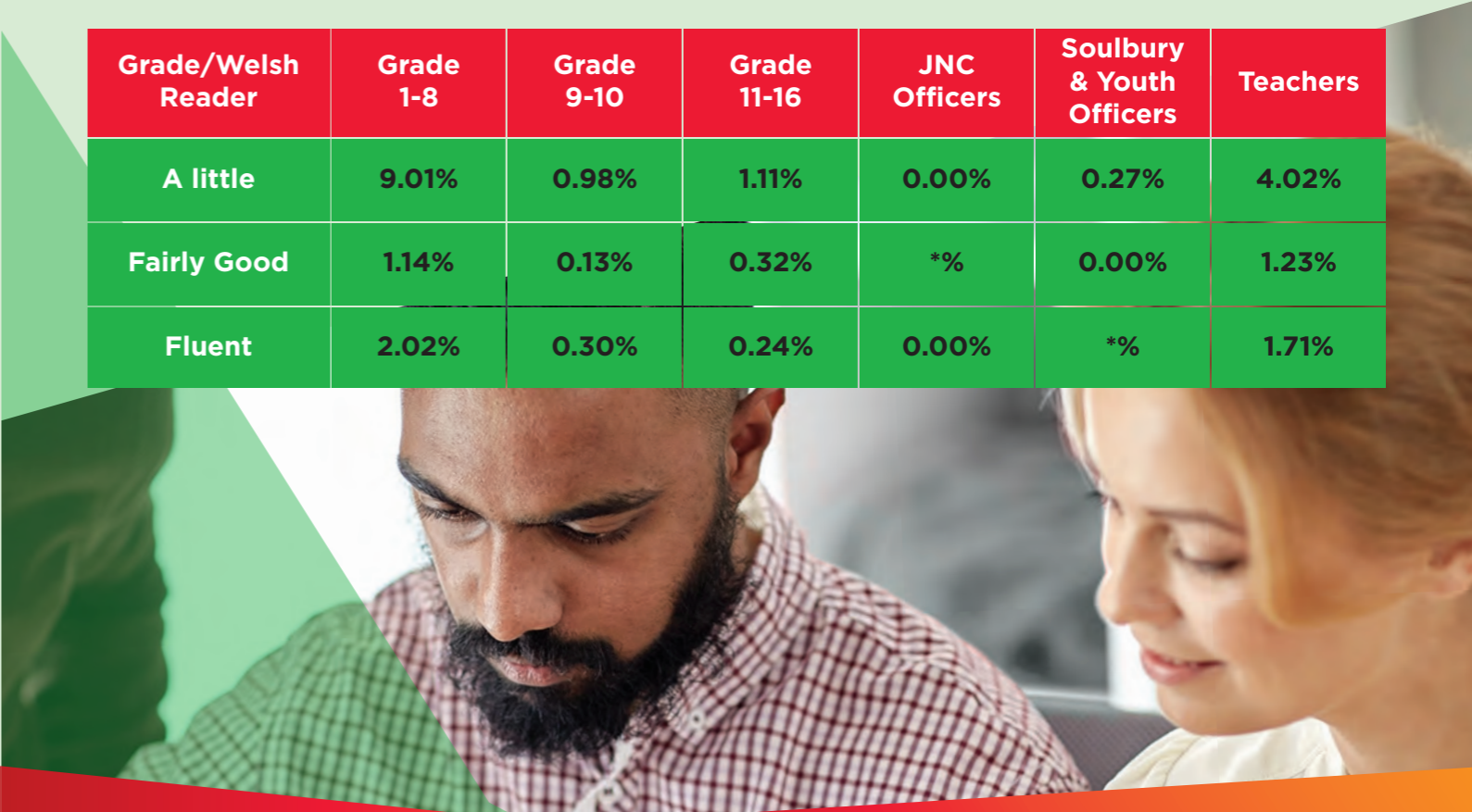
With regards to Welsh language the majority of the council's employees who are Welsh speakers, readers and writers fall within grades 1-8.

Table 8

Grade/Welsh Speaker	Grade 1-8	Grade 9-10	Grade 11-16	JNC Officers	Soulbury & Youth Officers	Teachers
A little	10.91%	1.26%	1.61%	0.00%	0.22%	4.02%
Fairly Good	0.96%	0.10%	0.27%	0.00%	0.00%	1.36%
Fluent	2.20%	0.35%	0.32%	0.00%	0.08%	1.77%

Grade/Welsh Reader	Grade 1-8	Grade 9-10	Grade 11-16	JNC Officers	Soulbury & Youth Officers	Teachers
A little	11.33%	1.26%	1.61%	0.00%	0.29%	4.07%
Fairly Good	1.34%	0.15%	0.30%	0.00%	0.00%	1.43%
Fluent	2.20%	0.30%	0.34%	0.00%	0.00%	1.75%

Grade/Welsh Reader	Grade 1-8	Grade 9-10	Grade 11-16	JNC Officers	Soulbury & Youth Officers	Teachers
A little	9.01%	0.98%	1.11%	0.00%	0.27%	4.02%
Fairly Good	1.14%	0.13%	0.32%	0.00%	0.00%	1.23%
Fluent	2.02%	0.30%	0.24%	0.00%	0.00%	1.71%



Carers Responsibility

Out of the 289 employees that have confirmed themselves as being carers, 3.38% fall within grades 1-8 as demonstrated in figure 11. This is a slightly improved position than the previous year.

Carers by Pay Grade

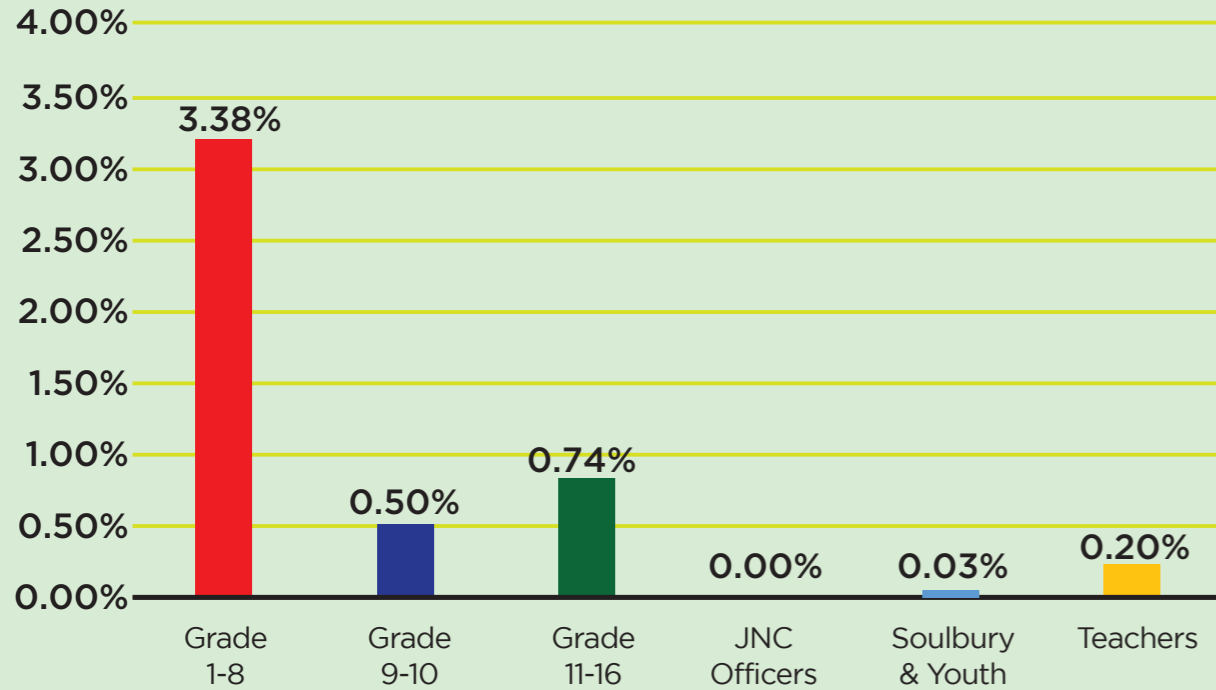


Figure 11

Job Applicants

Between 1 April 2022 and 31 March 2023, the council received 6025 applications via the HR recruitment system, for 1545 jobs and from 3796 individuals, comprising both internal and external applications. The data does not include applications received directly by some schools. In some instances, applicants did not declare information for each protected characteristic. Where a percentage breakdown has been used this is based on the total number of applicants.

Gender

Gender of Applicants

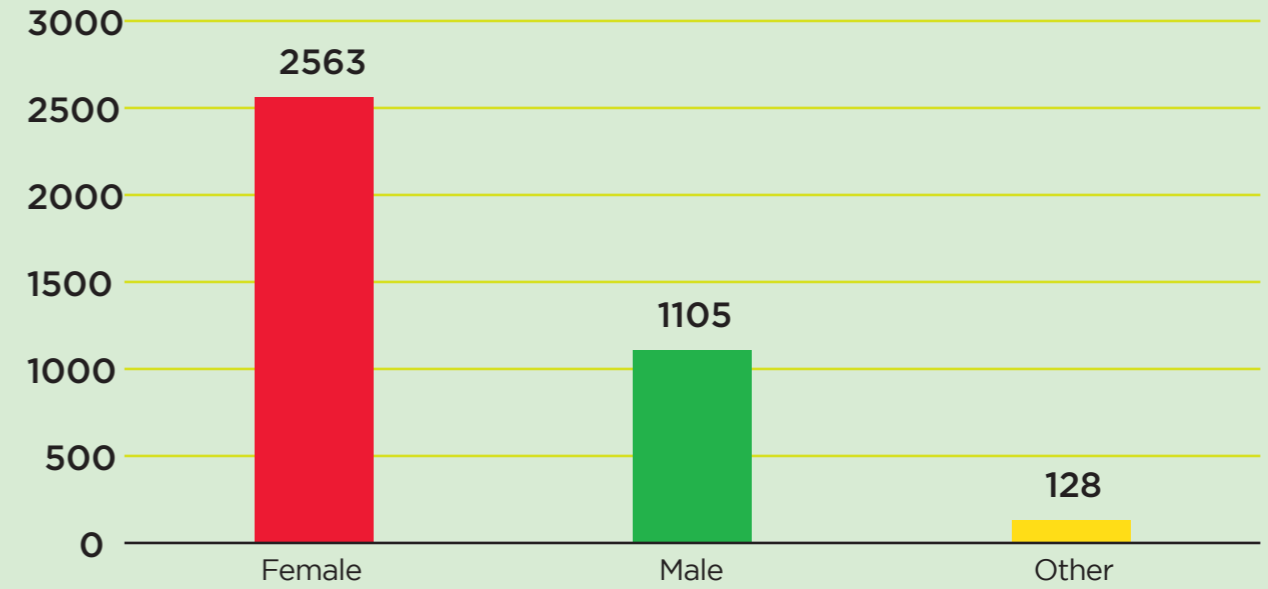


Figure 12

Disability

Of the applicants that applied for roles within the council 12.43% identified themselves as having a disability. 4.08% did not declare their disabled status giving a declaration rate of 92.92%.

Looking at the data for April 2022 - March 2023, there were 292 applicants who received interviews and declared they came under the disability scheme. Of these 107 were offered appointments with BCBC.

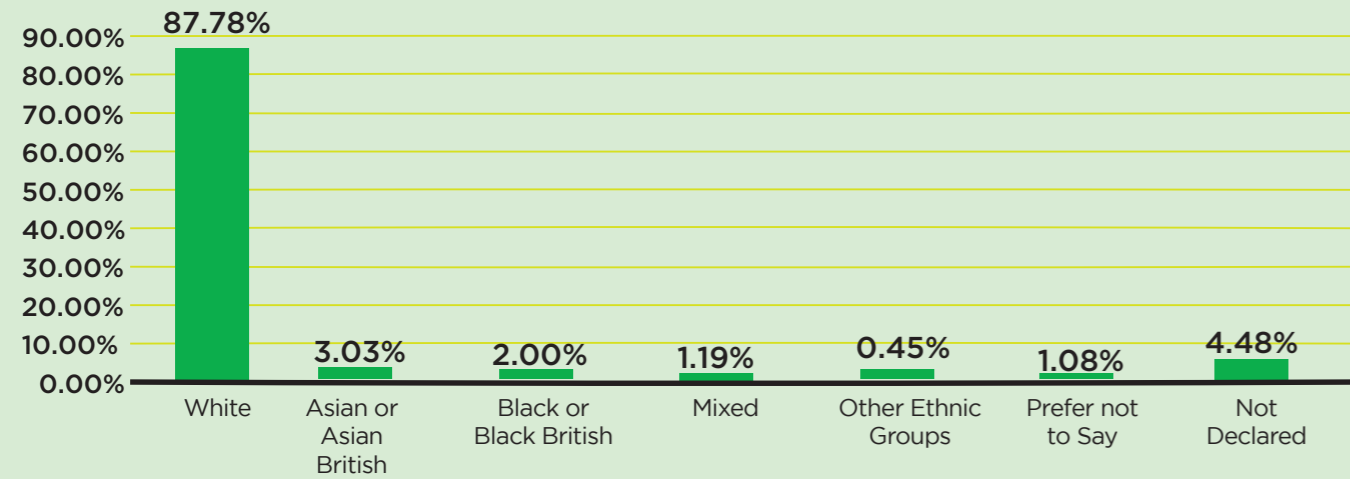


Ethnicity

94% of applicants have declared their ethnicity with 87.78% being white. Inform of their ethnicity being white. Over 5% have either preferred not to say or did not declare, which is an increase on the previous year.

Ethnicity of Applicants

Figure 13

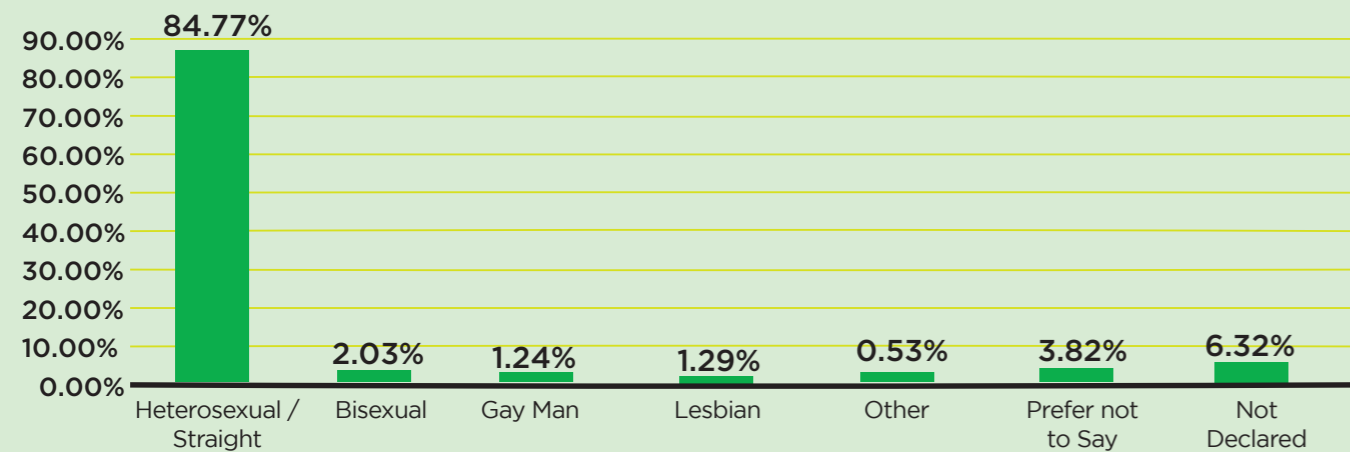


Sexuality

Most applicants identified as heterosexual/straight (84.77%). Over 10% of applicants either preferred not to say or did not declare. This is an increase on the previous year.

Sexuality of Applicants

Figure 14

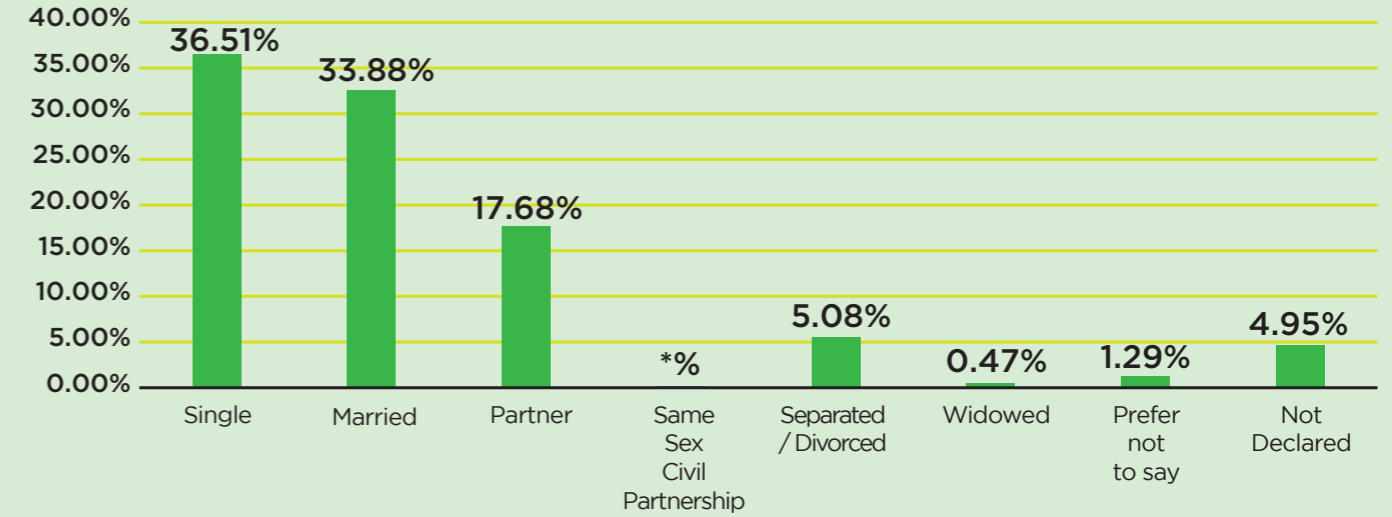


Marital Status

The largest group in terms of marital status was single (36.51%), followed by married at 33.88%. There are still a small number of applicants that either prefer not to say or do not declare their marital status.

Marital Status of Employees

Figure 15

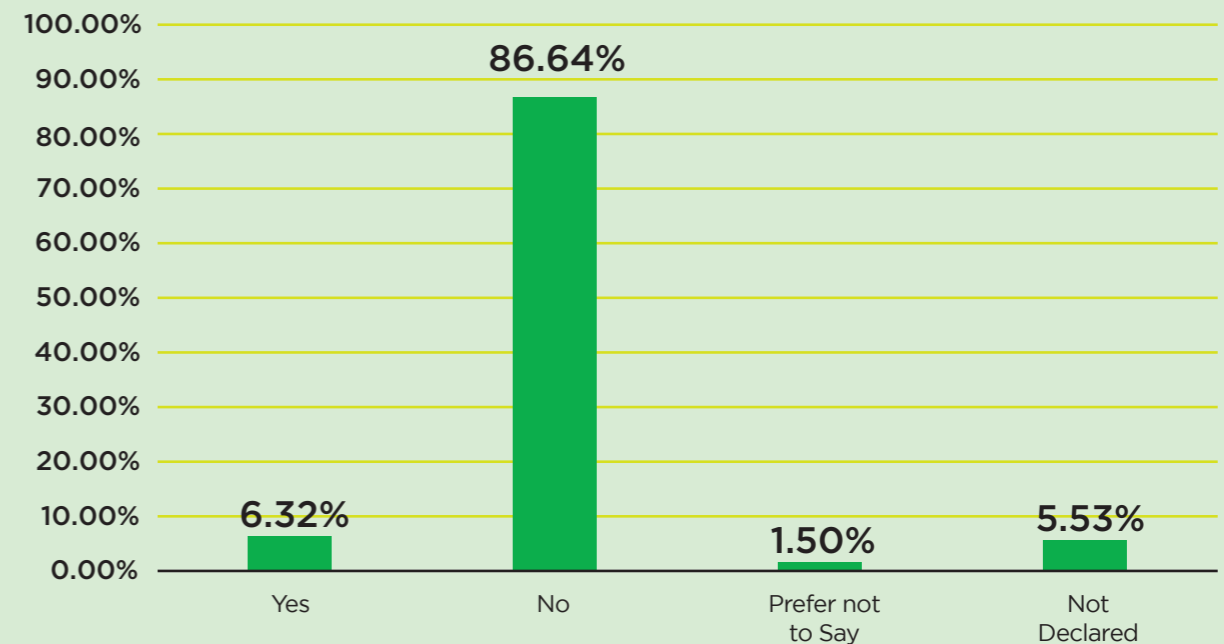


Carers Responsibility

6.32% of applicants declared themselves as being carers. However, there are still over 6% either preferring not to say or declaring their status.

Carers Responsibility

Figure 16



Welsh Language

The below table shows how applicants identified their Welsh language skills.

6% said they can speak and write Welsh fluently, and 5.4% can read fluently.

Most applicants had no Welsh ability at all, with over 50% reporting no ability to speak, read or write in Welsh.

Description	Total	Description	Total	Description	Total
Welsh Speaker	43.78%	Welsh Reader	36.30%	Welsh Writer	42.20%
'A little'	33.01%	'A little'	25.79%	'A little'	30.45%
'Fairly Good'	4.77%	'Fairly Good'	5.11%	'Fairly Good'	5.66%
'Fluent'	6.01%	'Fluent'	5.40%	'Fluent'	6.09%

Employee Training

The council's corporate staff training provision, is categorised as follows:

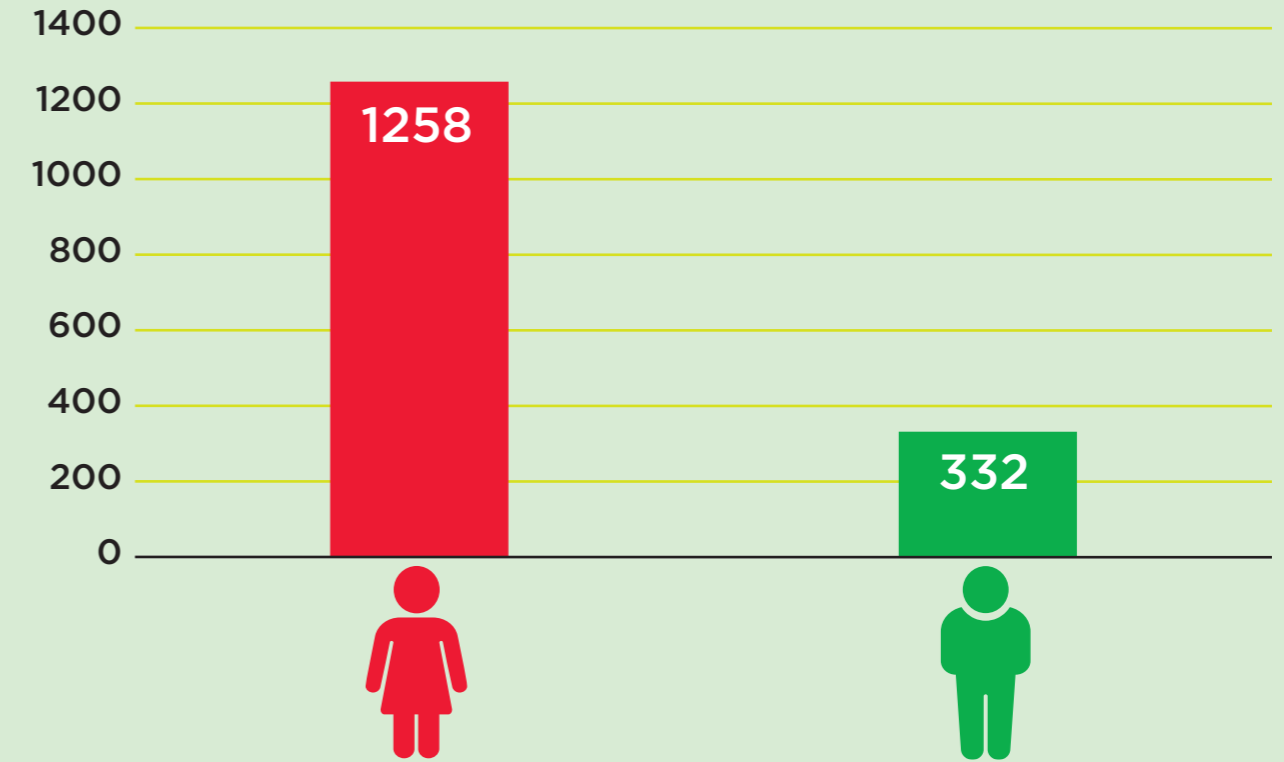
- **Post entry training** - service specific training is requested by employees via the post entry training policy. Only requests agreed by line managers are forwarded to human resources and so it is not possible to identify any that may have been rejected.
- **Face to face training** - the majority of face-to-face training is targeted at employees based on the nature of the role and responsibilities. As such no requests for this training have been declined.
- **E- Learning** - the majority of corporate training is provided via e-learning which in the majority of cases can be accessed directly by employees.

During 2022/2023 all training programmes were active with an extensive programme of delivery being offered online. E-learning modules were completed by 1590 employees. Where a percentage breakdown has been used this is based on the total number of employees that have undertaken e-learning (1590).



Gender

Figure 17



Disability

Of the employees undertaking training, 4.28% (68) identified as having a disability, with 25.79% not declaring, 65.09% informing they were not disabled and 3.84% preferring not to say. Some employees (1.01%) have opted to include the option of 'not known.'

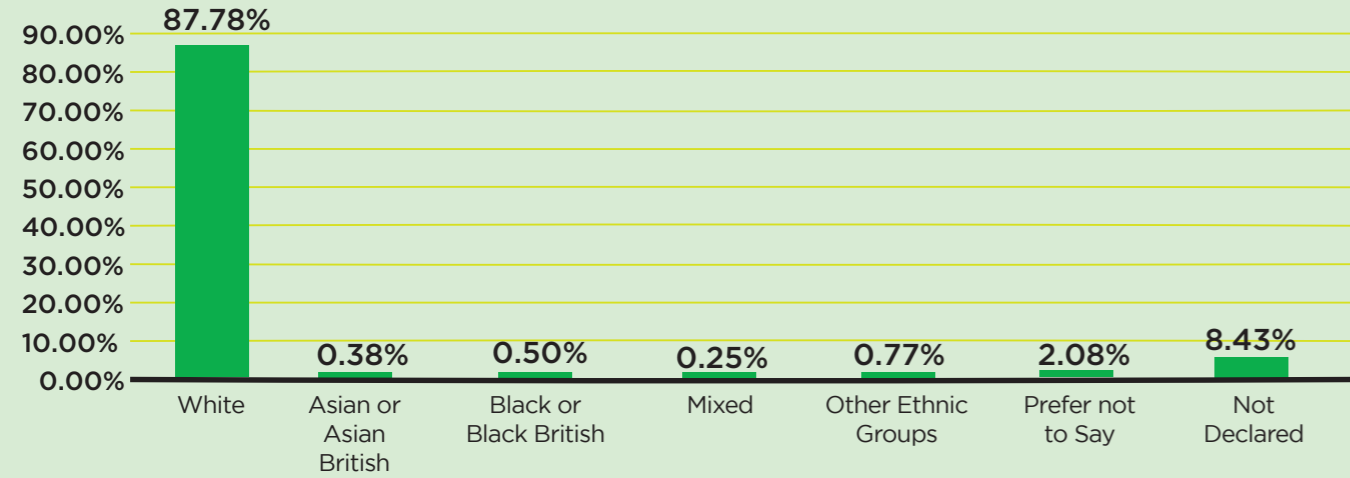


Ethnicity

The number of employees who identified as ethnic minority was 1.26%, which is lower than the previous year. Employees identifying as white is 87.55% which is 4% higher than reported last year.

Ethnicity of Employees

Figure 18



Age Profile

The highest percentage of employees (27.23%) that undertook e-learning were in the age range of 46-55. This informs that 25.7% of the workforce within this age range (1678) has undertaken some corporate training during the period of this report.

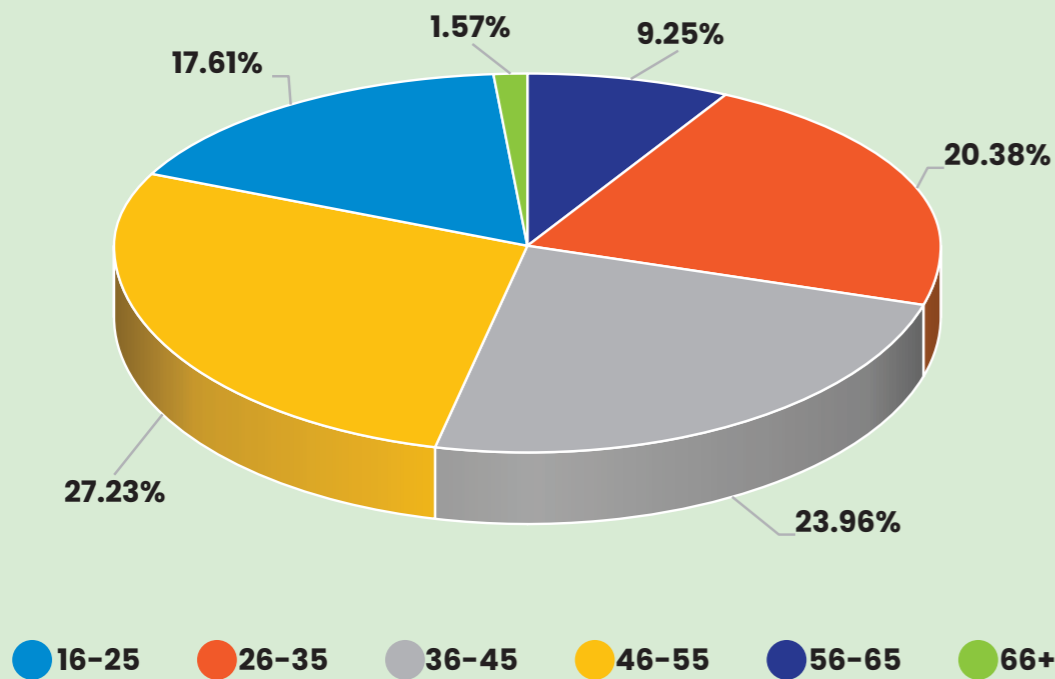


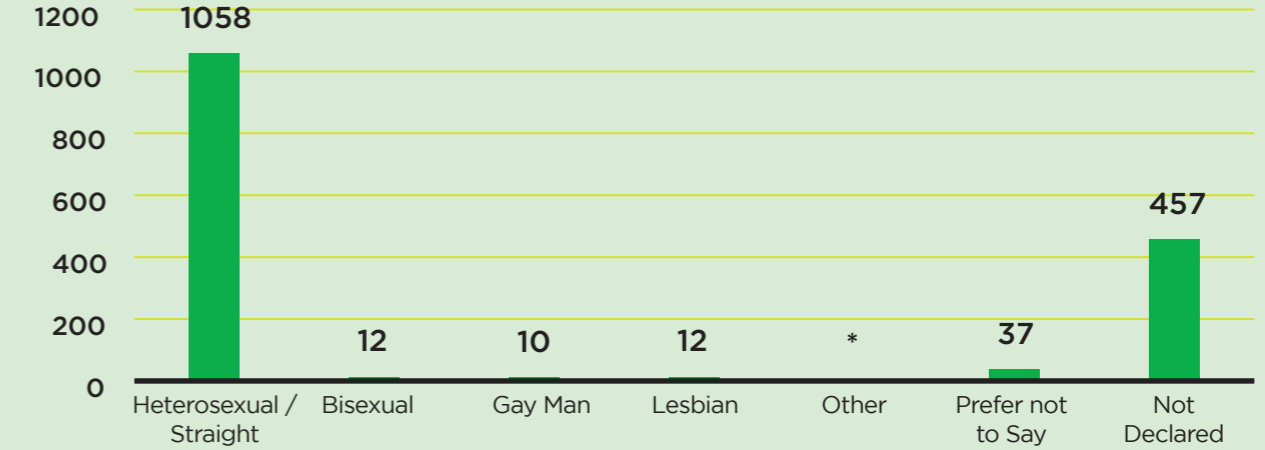
Figure 19

Sexuality

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Sexuality of Employees

Figure 20

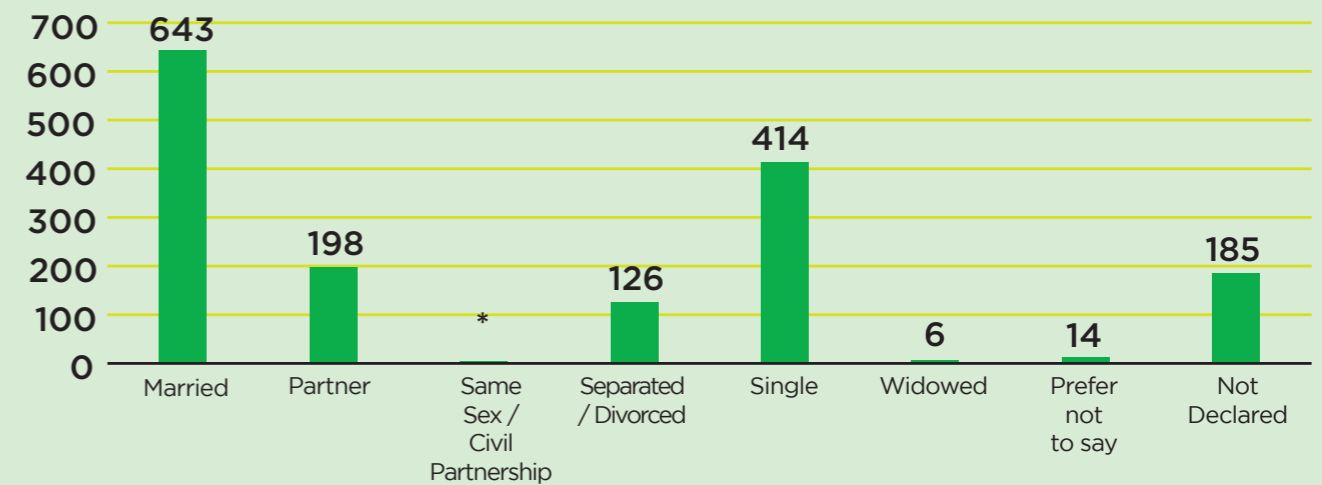


Marital Status

As per the workforce the majority of employees are within the married status, with 11.64% not declaring.

Marital Status of Employees

Figure 21



Welsh Language

Table 10 shows the Welsh Language skills of employees. Out of the 1590 employees, 4.47% stated they could speak Welsh fluently, a further 2.33% could speak Welsh fairly good and 21.64% stated they could speak Welsh a little.

Out of the 1590 employees, 4.47% stated they could read Welsh fluently, a further 3.21% could read Welsh fairly good and 22.08% stated they could read Welsh a little.

Out of the 1590 employees, 4.47% stated they could write Welsh fluently, a further 2.20% could write Welsh fairly good and 17.92% stated they could write Welsh a little.

Table 10

Welsh Speaker	Employees	Welsh Reader	Employees	Welsh Writer	Employees
A little	10.91%	A little	1.61%	A little	0.22%
Fairly Good	0.96%	Fairly Good	0.27%	Fairly Good	*%
Fluent	2.20%	Fluent	0.32%	Fluent	0.08%

Carers Responsibility

Out of the 1590 employees 6.10% confirmed they were a carer.

There are no records in HR about any employee being refused access to any type of training. No grievances have been submitted.

Leavers

During 2022/20223 there were 19 resolution and disciplinary matters in total. We are unable to disclose the protected characteristics of these employees due to the amount of data being too small to interpret in a meaningful way. Albeit this information does not show any cause for concern.

Gender of Employees

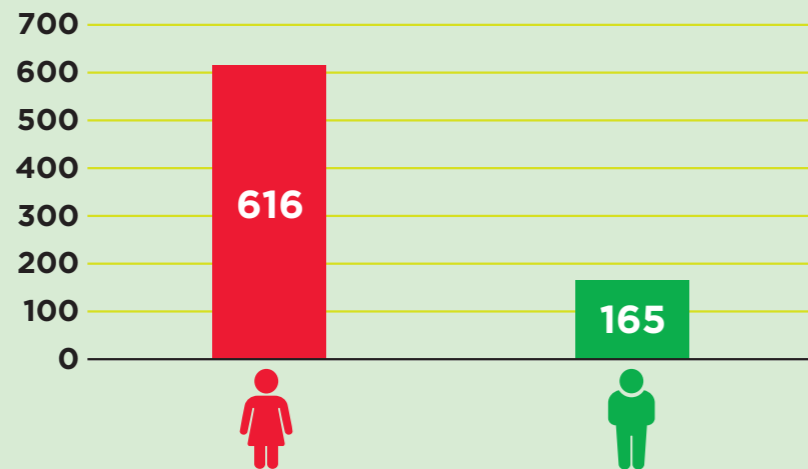


Figure 22

Disability

Of the employees that left the council 3.97% (31) identified as having a disability, with 13.06% not declaring, 76.95% informing they were not disabled, 4.99% preferring not to say and 1.02% choosing not known.

Ethnicity

Of those that have left the council, the majority were white, with 2.69% of staff leaving from Ethnic Minority groups.

Leavers Ethnicity	Count
White	658
Asian or Asian British	10
Black or Black British	•
Mixed Ethnicity	•
Other Ethnic Group	•
Prefer not to say	21
Not Declared	81

Ethnicity of Leavers

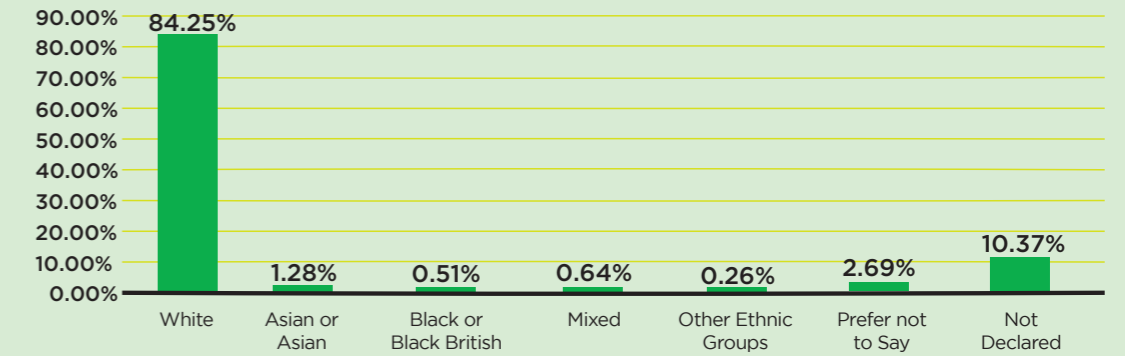


Figure 23

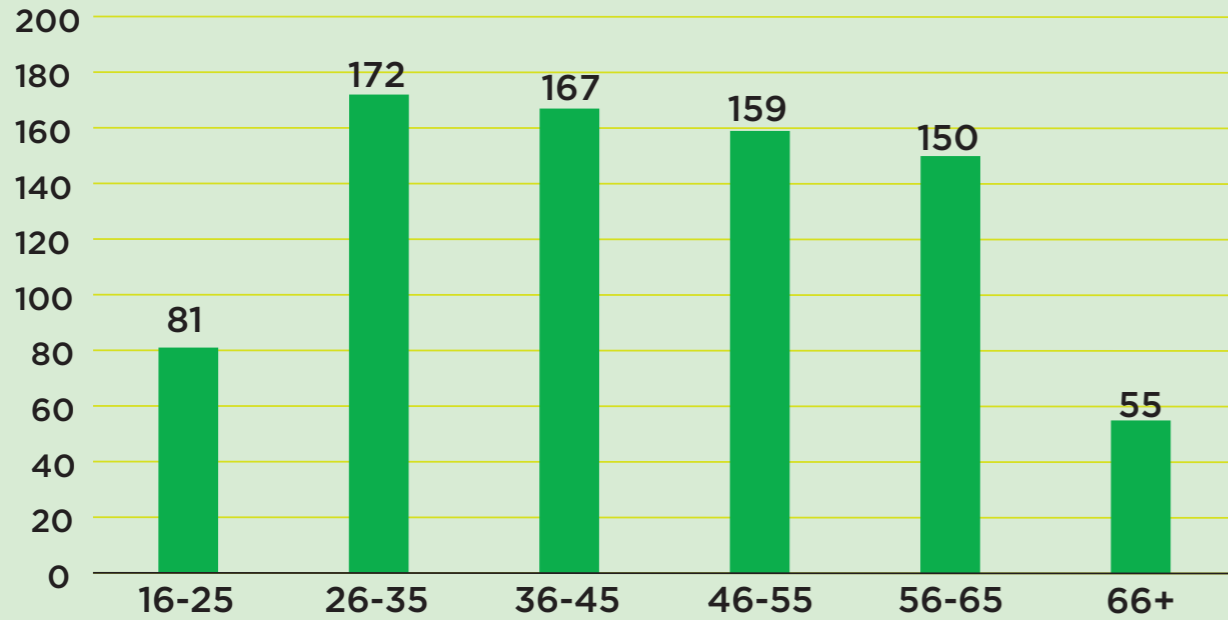


Age Profile

19.21% of leavers were in the 56-65 age category, of which 55.33% of those retired, either early or at age – voluntary. 21.94% of leavers were aged between 26-35. Of these leavers 82.94% resigned from the council, and 16.47% left due to contracts coming to an end.

Age Profile of Employees

Figure 24

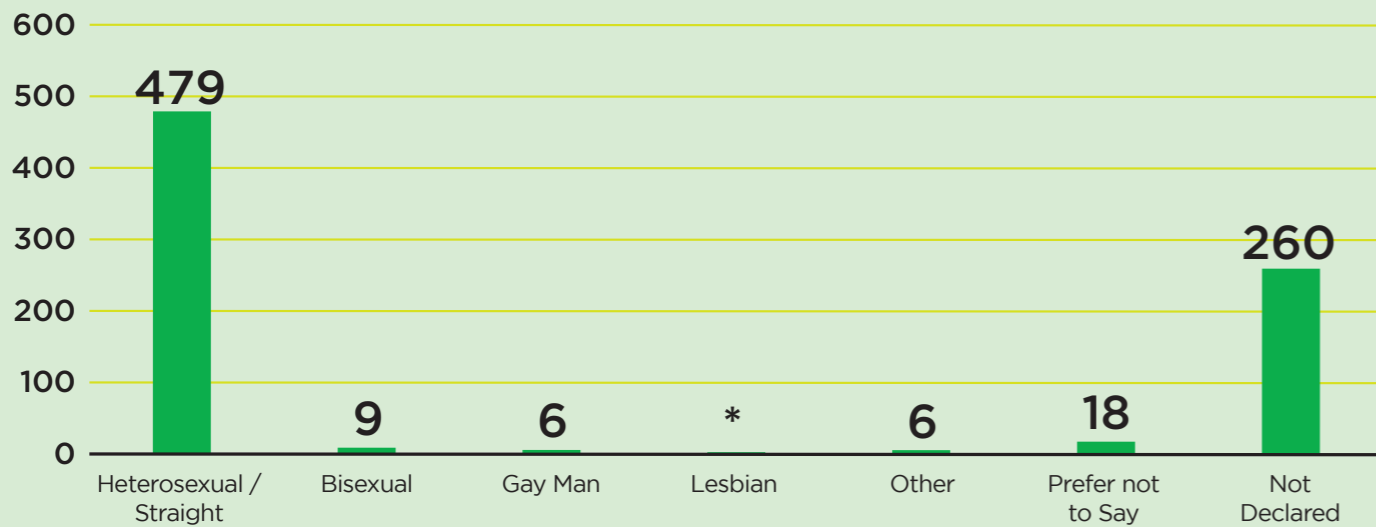


Sexuality

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Sexuality of Leavers

Figure 25

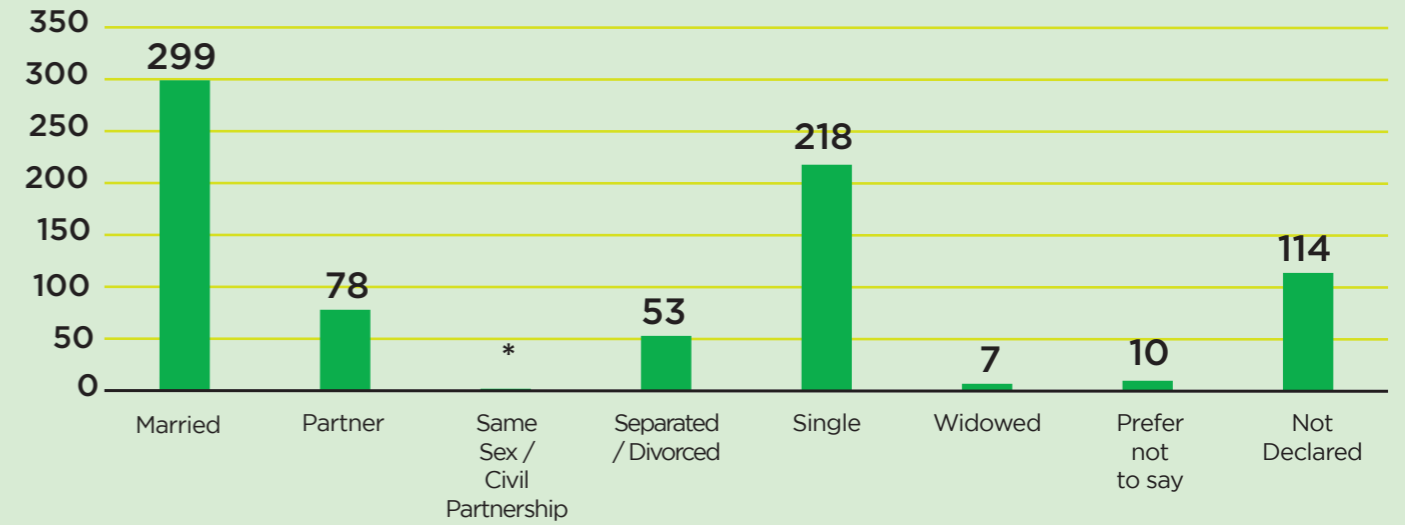


Marital Status

19.21% of leavers were in the 56-65 age category, of which 55.33% of those retired, either early or at age – voluntary. 21.94% of leavers were aged between 26-35. Of these leavers 82.94% resigned from the council, and 16.47% left due to contracts coming to an end.

Marital Status of Employees

Figure 26



Welsh Language

Table 12 shows the Welsh Language skills of applicants. Out of the 781 leavers, 5.12% stated they could speak Welsh fluently, a further 3.07% could speak Welsh fairly good and 18.82% stated they could speak Welsh a little.

Out of the 781 leavers, 5.51% stated they could read Welsh fluently, a further 2.69% could read Welsh fairly good and 18.05% stated they could read Welsh a little.

Out of the 781 leavers, 4.35% stated they could write Welsh fluently, a further 2.82% could write Welsh fairly good and 16.39% stated they could write Welsh a little.

Table 12

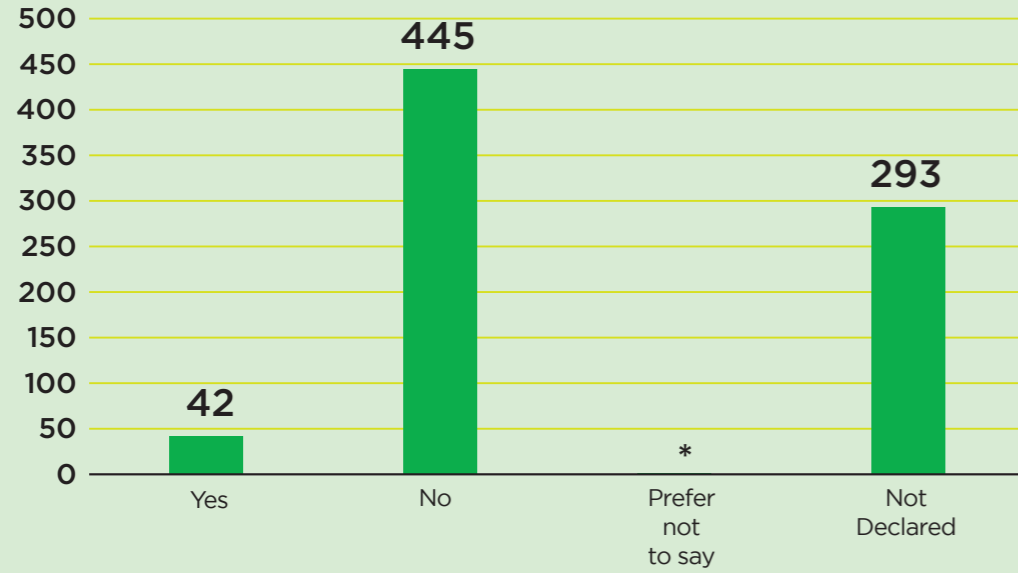
Welsh Speaker	Leaver	Welsh Reader	Leaver	Welsh Writer	Leaver
A little	147	A little	141	A little	128
Fairly Good	24	Fairly Good	21	Fairly Good	22
Fluent	40%	Fluent	43	Fluent	34

Carers Responsibility

The number of carers that left the organisation between 1 April 2022 and 31 March 2023 were 42.

Carers Responsibility

Figure 27



Conclusion

The council continues to improve its data collection. However, this is dependent on individuals wishing to disclose their identity, which is particularly sensitive around some of the protected characteristics. Employees are offered the opportunity to state 'prefer not to say' which is useful data in its own right.

With extra promotion for employees to complete their personal and sensitive information via the council's employee self-service system it is hoped these categories of 'not declared' will decrease over the coming years.

Engagement and consultation

We aim to include the views of representative groups in our planning and decision making processes so we can develop accessible services for the public and our employees.

Engagement is an important part of our work so we put specific processes in place to ensure that people's needs are taken into account and that the dimensions of equality are addressed.

Employees and stakeholders who represent the protected characteristic groups are involved with the delivery, implementation, monitoring and evaluation of our objectives.

We publish consultation reports on the outcome of our engagement activity to show clearly how people have influenced planning and decision making within Bridgend County Borough Council.

