

# Strategic Equality Plan

## ANNUAL REPORT

2021-22

This document is also available in Welsh



[bridgend.gov.uk](http://bridgend.gov.uk)

Cyngor Bwrdeistref Sirol





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# Background

As an authority, our 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 for 2020-2024:

Objective	What we hope to achieve/support?
<b>Objective 1: Education</b>	Everyone who accesses education should be free from discrimination, bullying and abuse in educational settings.
<b>Objective 2: Work</b>	Promote a more inclusive workforce and improve the participation, wellbeing, and opportunities for development for those with protected characteristics.
<b>Objective 3: Living Standards</b>	Tackle poverty and support independent living by considering the impact of any policy changes or decisions under the socioeconomic duty
<b>Objective 4: Health and Wellbeing</b>	Support and promote good mental and physical health within our communities and our workforce and provide opportunities to participate in leisure and cultural activities
<b>Objective 5: Safety and Respect</b>	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.
<b>Objective 6: Participation</b>	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 which sit under these six objectives.

We consulted with the public and equality groups on these actions and 647 participants shared their views with us via surveys. Details of this consultation can be viewed [here](#). Following this, we developed our action plan which was approved by our Cabinet Equalities Committee on 10 March 2020.

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 Equalities Committee and that feedback is provided to partners, local equality and diversity groups and other key stakeholders.

# Introduction

**This is our second 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 2021/22

Key progress under our seven objectives can be summarised as:

### Education

- New Discrimination Incident Report Forms have been issued to all schools at the beginning of the academic year 2021/22, and discrimination incidents will be monitored and reported to Cabinet Committee Equalities
- All learners were invited to participate in learner evaluations throughout the academic year, which ask learners for their preferences on subject areas, delivery methodologies and also checks on learner satisfaction with courses delivered. Results of the annual report are fed back to learners and actions are taken in response to learner views, e.g., courses have remained online where learner indicated this was their preference.
- In addition, Individual Learning Plans have been completed by all learners on all courses, which gives the learners the opportunity to disclose any learning needs and discuss these with their tutor in the first instance to ensure that learning needs are met on their programme of learning.
- Laptops, tablet and connectivity devices have been loaded to learners throughout the academic year. Grants have been utilised to purchase additional resources which will support learners further.



## Work

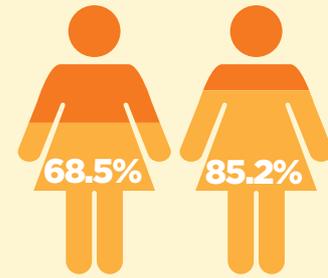
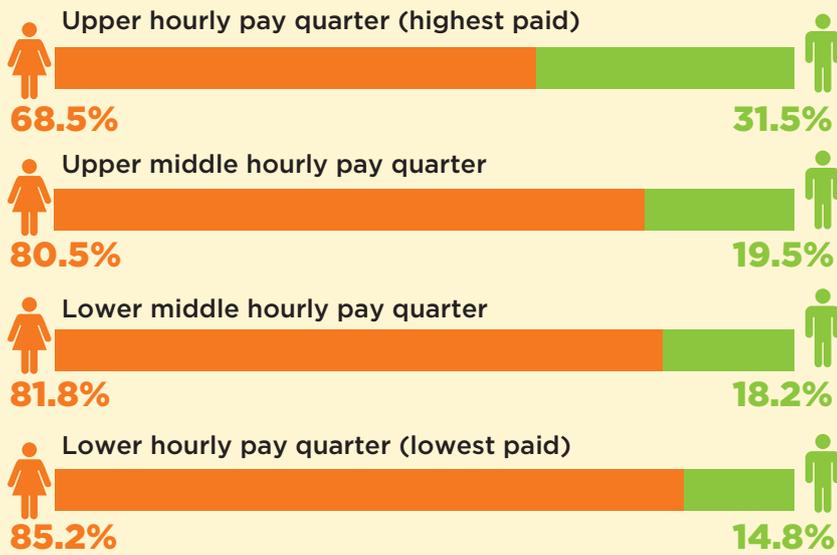
- Campaigns have taken place for carers, LGBTQ+ history month, Black History Month, White Ribbon Day, Shwmae Sumae Day and Disability History month.
- Employees have been encouraged to provide and update their own personal equality details to assist with equality workforce monitoring. This is also encouraged 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.

For reporting, Schools are individual organisations and as such are not included in the council's gender pay data in the table below.

BCBC (excluding schools)	31st March 2022	
	Median	Mean
Male	£12.17	£14.25
Female	£10.60	£12.54
Pay Gap	12.9%	12.0%
Female compared to Male £1	£0.87	£0.88



## The percentage of women in each pay quarter



In this organisation, women occupy **68.5%** of the highest paid jobs and **82.2%** of the lowest paid jobs.

A variety of factors including the range of in-house services, and full part time and gender profiles, will affect the pay gap position. The employee figures include all those in corporate roles on a permanent, temporary, and casual basis at the snapshot date of 31 March 2022.

- The council continued to make progress on appointing apprentices, with 40 employed during 2021/2022.
- The council has appointed two graduates as part of its corporate graduate programme.
- The council has held its status as a Disability Confident Employer, which will be reviewed in November 2023.
- Collaboration has taken place between the council and Remploy, the UK's leading disability specialist in transforming lives through sustainable employment, on recruitment. This has involved supporting their clients to apply for vacancies in the council and appointments have been made as a result.
- Remploy promote council vacancies and they have been invited from to give any suggestions/considerations regarding the council's recruitment process.
- 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 2021/2022, three LGBTQ+ workshops, facilitated by Stonewall, have taken place with 24 delegates attending.
- Referrals to and from other providers are continuing as Employability Bridgend triage clients to the best service to meet their needs from the large range of provision across the county.
- Employability Bridgend works with strategic partners such as DWP and Working Wales to identify and fill gaps in provision to ensure clients get the best service.

## Living standards

- The Equality Impact Assessment has been updated to include poverty as a protected characteristic as per statutory duty.
- With effect from 1 April 2021, payment of the Real Living Wage positively impacted on 1,038 employees, 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 website which staff can refer to for guidance.
- Food parcels were replaced by payment vouchers in October 2021. Digital payment vouchers are provided for holiday period and for COVID-19 related self-isolation. This support will end at the end of August 2022.
- The School Holiday Enrichment Programme (Food and Fun) was offered at two secondary schools within Bridgend (Cynffig Comprehensive and Coleg Cymunedol Y Dderwen). The programme ran from Monday 26 July to Thursday 12 August, four sessions per week were offered in line with the Welsh Local Government Association guidance. Both programmes offered 33 places to children from the primary sector aged 9-11 years. Take was effective and the evaluation of the programme is now underway. Initial feedback from staff and the children who attend is excellent.

## Health and wellbeing

There has been regular health and wellbeing employee communications which promote a wide range of physical activities to enable self-help. Some examples include:

- **Cycle to Work**
- **Halo membership**
- **Nature walks**
- **World Cancer Day**
- **Employee wellbeing checklist to include physical activity**
- **Eating disorders**
- **Nutrition & Hydration week**
- **World Sleep day**
- **World Oral Health day**



- Employees have accessed a range of courses to help support and/or manage mental wellbeing. A total of 9 courses were provided to 61 employees. Some were provided internally in-house including Mental Health Awareness, Mindfulness and Resilient Training, whilst others were delivered in partnership through Wales Union Learning Fund (WULF) resources.
- In addition to the Mental Health awareness courses being promoted to employees, the council's Employee Assistance Programme, via Care First has continued to deliver webinars (3 per week) on a range of wellbeing issues.
- Weekly staff messages continue to signpost employees to various support and resources on a varied range of health and wellbeing issues.
- Staff survey indicated that employees were interested in participating in networks for mental health, carers and menopause.
- The council's HR policies provide a range of options that can be accessed to provide carers with flexibility in employment. These will all feature in the council's carers policy.
- As restrictions have eased, in terms of sport, leisure and culture, there has been a progressive rebuilding of participation, particularly in relation to targeted population groups. Social care recovery investment has been supporting leisure access for care experienced children, young carers and also children and families with additional needs. Where there are third sector organisations in place, they have been supported to co-produce a range of community opportunities and programmes making best use of a range of investments. In particular work has progressed with the Bridgend Inclusive network Group (BING) with a focus on supporting third sector groups to be more inclusive and to be confident to do so.
- Partnership working with Disability Sport Wales and central south local authorities has continued. A new regional approach will be developed by DSW for 2023 onwards. The success of the partnership with Bridgend Inclusive Network Group continues and community and educational 9 opportunities have been developed together with new and expanded partnerships. Bespoke community opportunities have been launched offering evening activities to children and young people differently able, creating a safe environment to promote wellbeing, physical activity and social connections.
- BCBC has worked with a range of partners during the year to support play sufficiency assessment action planning and delivery of initiatives. BCBC has a duty to work with partners to secure a sufficient quantity and quality of play opportunities and the range of partnerships has expanded during 21-22. A range of government initiatives have been supported such as Summer of Fun, Holiday Play works and the Winter of Wellbeing programme. There were over 10,000 individual beneficiaries for the latter programme. A focus has been retained on redressing imbalances and supporting vulnerable groups within these programmes whilst also promoting inclusive approaches. A vulnerable hub programme was delivered to support children and young people known to social care, disability specific opportunities supported, Welsh language activities and a focus on a broader range of ages including youth groups via the Bridgend Youth Matters network.
- The Council has continued to offer its disability play and activity programmes although modified approaches are sometimes required. BCBC has ensured that programmes delivered by the third sector and community groups, leisure venues, libraries and with town and community councils were supported where feasible. Welsh Government play capital supported some improved features and accessibility in leisure settings also.

## Safety and respect

- The application deadline for the EU Settlement Scheme has now passed. Application support is available for those who submit late applications under reasonable grounds. BCBC will continue to signpost to support agencies that offer this service and the GOV.UK website, where residents can find a list of reasonable grounds for late applications. We have conducted a successful social media campaign to encourage residents to submit late applications. Bridgend has exceeded its predicted target of EUSS applications by 100%.
- BCBC has continued to monitor and respond to community tensions relating to Brexit. Brexit related tensions have since decreased since the EU Referendum however tensions may arise as a result of policy changes.
- BCBC 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.
- Work is ongoing to support Pride events, there has been event cancellations due to the Covid-19 pandemic, we expect to return to in person events in 2022.
- In 2021 we promoted an online calendar of events for LGBTQI+ history month that was shared via social media and internally with staff. Proud Councils also worked together this year to create an art completion around Pride Cymru on the theme "becoming me".
- Engagement tables held throughout Hate Crime Awareness Week with CSP & SWP at local college campus and comprehensive schools. A social media campaign also took place, promoting the meaning of hate crime/incidents and hate online.
- Hate Crime Awareness sessions have been delivered by Victim Support to staff and key partners. Key objectives of the session included the definitions of hate crime and hate incident, terminology, who could be vulnerable to this form of crime and how staff can support in their professional and personal life.
- BCBC has continued to raise awareness of new potential victims of hate crime based on evolving global events and trends, i.e., Anti-Russian/Ukrainian rhetoric.
- Refugee and Asylum Seeker Awareness Raising sessions delivered to staff by Displaced People in Action. These sessions highlight the risk of refugees becoming victims of hate crimes and support pathways available.



## 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.
- The citizens panel continue to receive key consultations. We have not yet recommenced face to face engagement due to the impact of Covid-19 but this should be further explored in 2022, and reintroduce Citizens Panel live engagement events.
- The youth council were involved in developing the 2021 annual budget consultation report and have engaged with key consultations throughout 2021.
- The annual budget consultation and the Bridgend Town Centre Masterplan produced easy read versions of surveys to ensure inclusion.
- Annual budget consultation, Bridgend Town Centre Masterplan and Local Development Plan consultations shared with BCCEF, and engagement events have taken place via online meetings
- 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 Bridgenders weekly messages.



**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

ARC mental health - throughout year

Senedd election

Register tvote - foreign and 16s citizens

Early help launch of new website

Chinese New Year - year of the ox

International Day for the Elimination of Racial Discrimination

Welsh in the workplace

Youth justice launch of new website

Volunteer week

International Women's Day

Armed Forces day

Shwmae Sumae day

World Environment Day

St Dwynwens Day

Welsh Language Rights day

Digital pride

Hate Crime awareness week 2020,

Domestic abuse launch of assia

LGBTQ+ Adoption and Fostering Week

World Social worker day

Child Sexual Exploitation

Young Carers Action Day

Live fear free from abuse

Apprenticeship week

LGBTQ History Month

National wind rush day

Show Racism the Red Card workshops (Equalities training for schools)

World Mental Health Day - Civic offices turn green

Remembrance day

Black history month

Hanukkah

Diwali

Iaith gwaith

International Men's day

Carers rights day

Safeguarding week

# Communication, consultation and engagement

Between 1 April 2021 and 31 March 2022, the council carried out 13 public consultations:

Pencoed Level Crossing and Penprysg Road Bridge

Porthcawl Harbour Byelaws

Public Service Board Wellbeing Assessment

Public Service Protection Order

Welsh Language Strategy

Porthcawl Tourism 2021

Shaping Bridgend's Future Consultation 2021

Bridgend Traditional Foster Carers

Active Travel

Bridgend West Primary School

Ysgol Cynwyd Sant Consultation

Tremains Primary School

Ysgol Gymraeg Bro Ogwr

Citizens' Panel members were sent the following surveys:

**Public Service Board Wellbeing Assessment**

**Shaping Bridgend's Future Consultation 2021**

Due to the Covid-19 pandemic, there were no Citizen Panel engagement events undertaken between 1 April 2021 and 31 March 2022.



# Equality Impact Assessments (EIAs)

A total of 266 employees have completed the e-learning modules, with 10 employees doing so in 2021/2022. A further three EIA workshops were delivered to 25 delegates.

## 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.



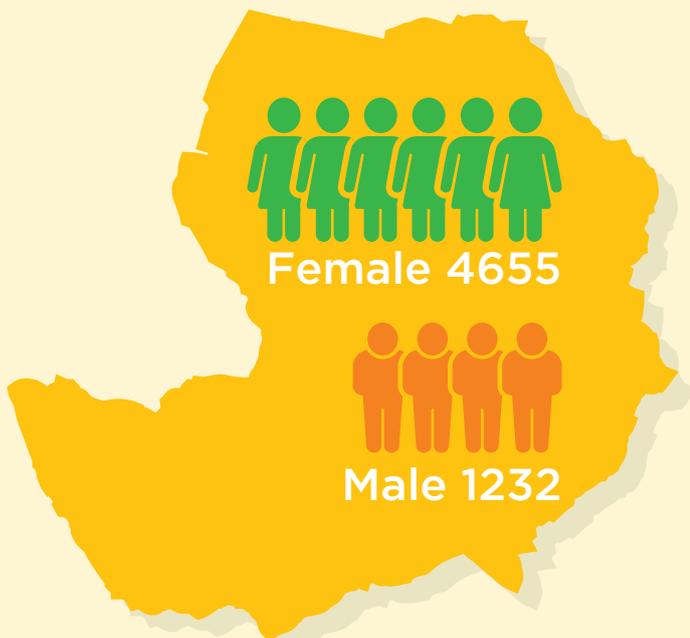
# Employment Information

This report is based on employment information as at 31 March 2022 at which point there were 5887 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 of 31 March 2022 is 5887, as follows:



At present this report does not include any other gender categories as this data is not currently captured. Information within this report is voluntarily provided by employees and percentage figures reflect the information available as a percentage of the whole workforce.

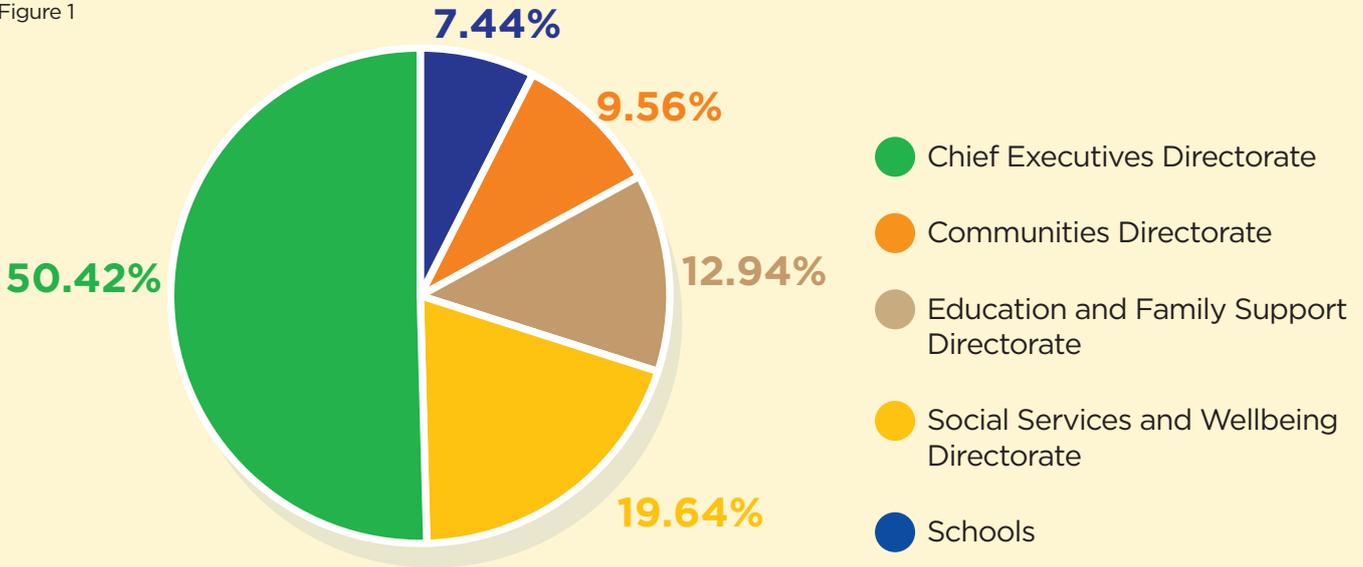
When comparing with data from 31 March 2021 the overall headcount has decreased by 42 employees.



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

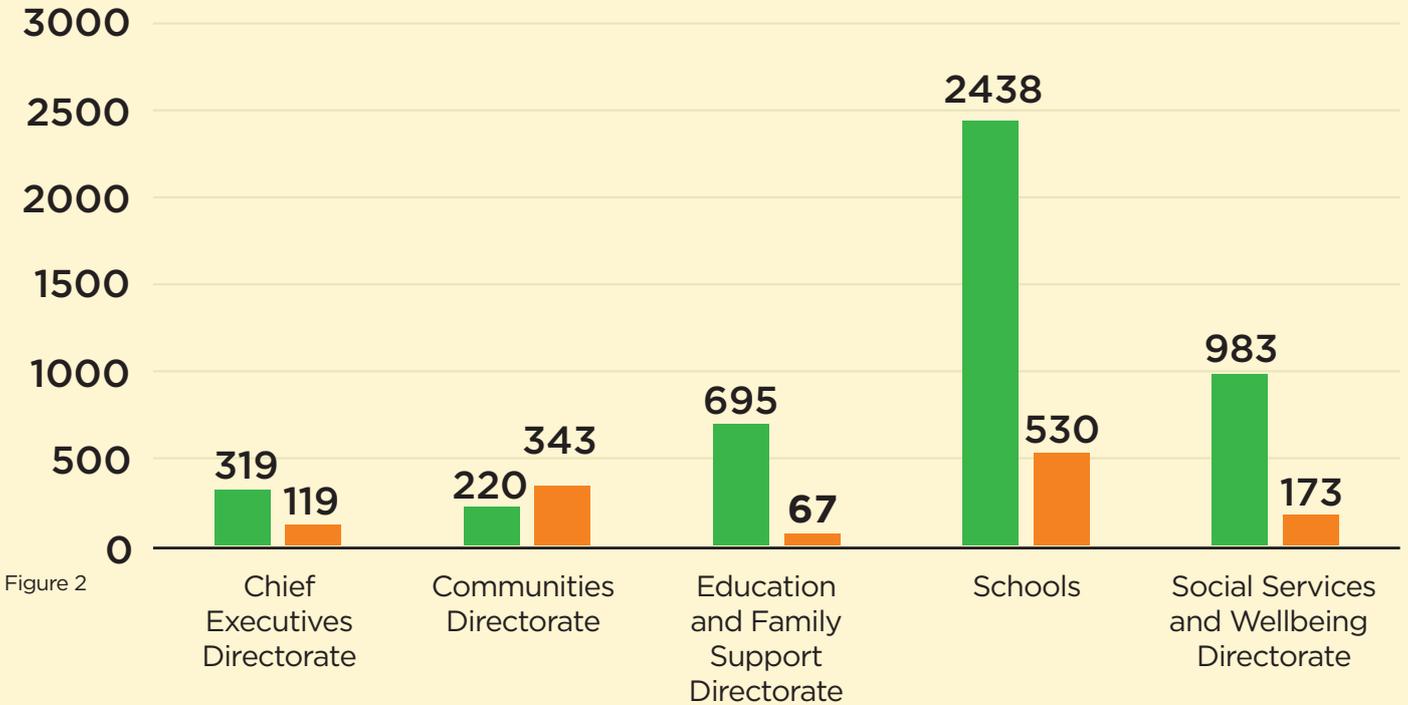
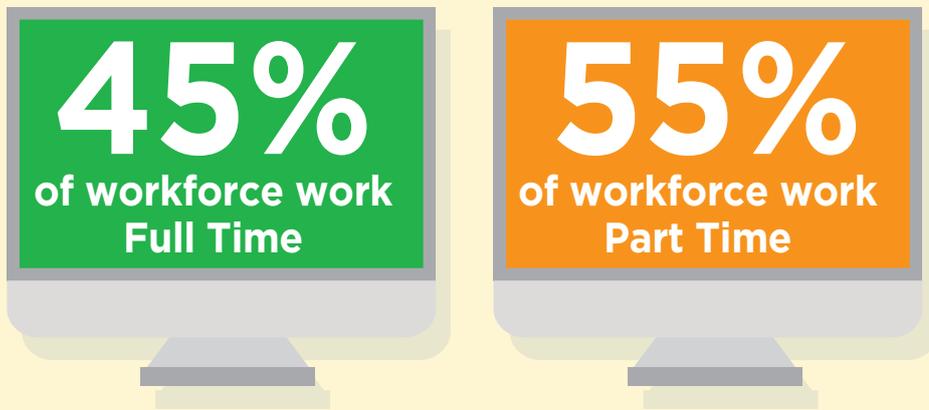


Figure 2

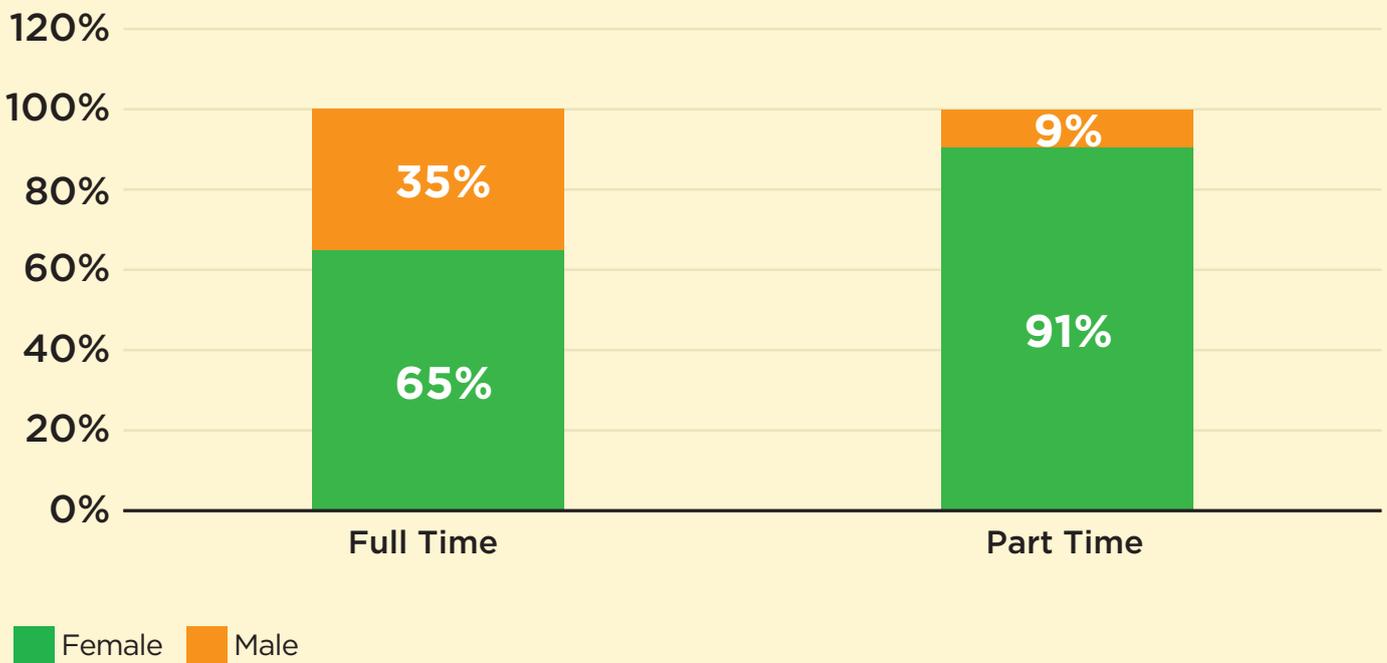
The breakdown of the workforce by full and part time working is detailed below and by gender within figure 3. (part time workers also includes casual staff).

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 (20/21), 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

3.6% of our workforce have declared that they have a disability, which represents a small increase from 20/21. Over 75% of the workforce have declared that they do not have a disability with 8.2% 'preferring not to say' and 12.09% not declaring.



The council continues to maintain and promote its Disability Confident status. There has been recent collaboration between the council and Remploy (the UK's leading disability specialist 'in transforming lives through sustainable employment'). During weekly job days, Remploy support individuals to consider council vacancies and several applicants have subsequently gained employment. Feedback has also been provided to those unsuccessful, to assist any future applications alongside the assistance provided by Remploy.

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

The Disability Equality E-Learning module has been updated to include detail on hidden disabilities and the council continues to improve awareness of different disabilities by celebrating awareness days and weeks. This includes celebrating Disability History Month during November – December 2021 which was supported by a wide range of disability groups, unions and voluntary organisations. It aimed to promote disabled people's rights and their struggle for equality now and in the past. The themes of which were 'Disability and Hidden Impairment as well as Disability Sex and Relationships'.



# Ethnicity

Figure 4 shows ethnicity within the workforce which is at 1.6%. For context, the latest population estimates from StatsWales (December 2021) indicate that 1.9% of the county borough residents identify themselves from a Black Asian and Minority Ethnic background.

## % of Workforce Ethnicity

Figure 4



During November 2021 the council showed its commitment to tackling Islamophobia by adopting the All-Party Parliamentary Group on British Muslims’ definition:

*‘Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness.’*

The adoption of this definition aims to demonstrate the council’s commitment to supporting the Muslim community and its workforce and to work with them to tackle Islamophobia.

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.

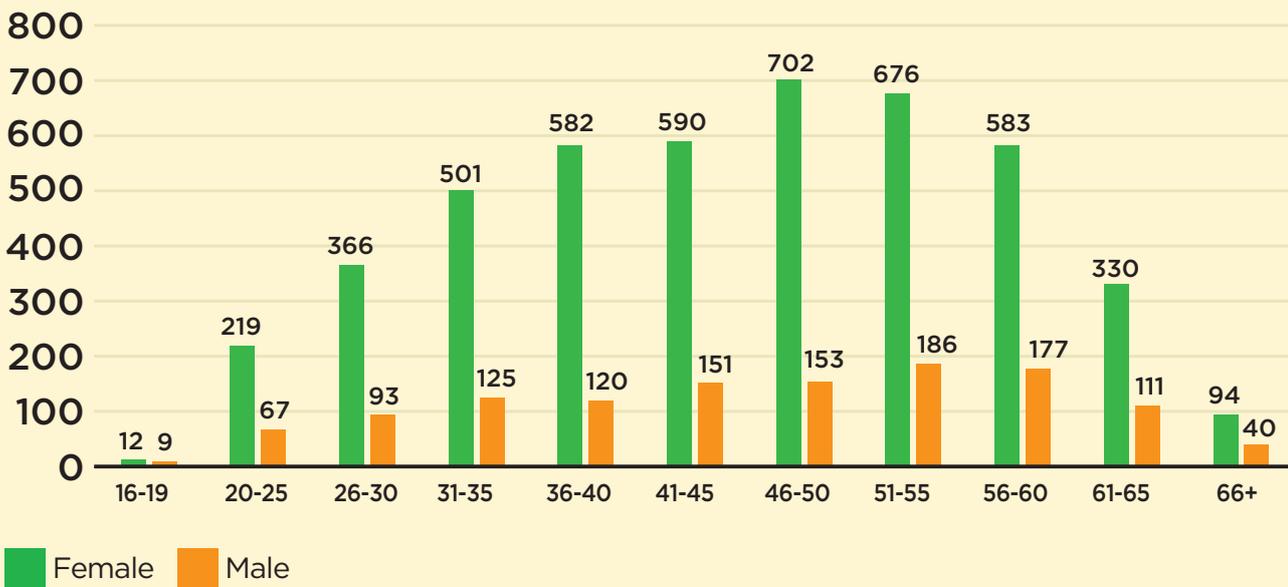


# Age Profile

The average age for the council is currently at 45, with the largest number of employees (1378) being within the 46-55 age bracket.

## Age Profile

Figure 5



The Census 2021 (first phase release) stated ‘the trend of population ageing has continued, with more people than ever before in the older age groups’.

The detail above shows there is an aging workforce across the council, with the age profile being comparable with other Local Authorities. Specific schemes like ‘grow your own’ have been a success over the year with more investment in apprenticeship and graduate positions, promoting succession planning.



# Sexuality

Figure 6 informs most employees have categorised themselves as heterosexual, with 40% of the workforce not declaring their sensitive personal information and 2.4% of employees prefer not to say. It is important to note that reporting of this information is not a mandatory requirement.

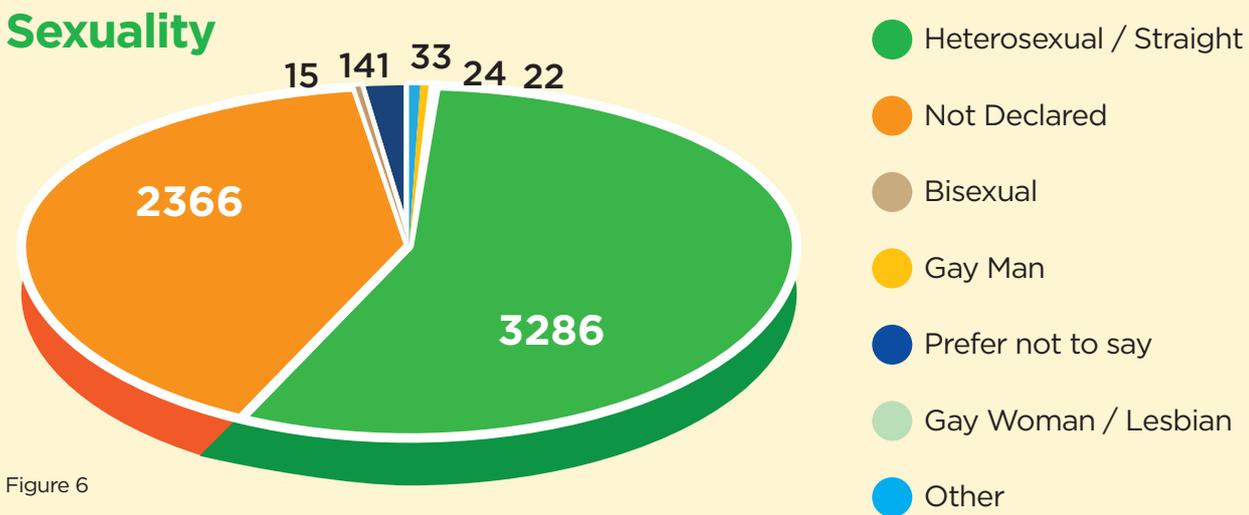


Figure 6



# Marital Status

The marital status of the council's workforce is detailed below. 84% of the workforce have declared their status, with 0.9% preferring not to say and 15% not declaring.

## Marital Status

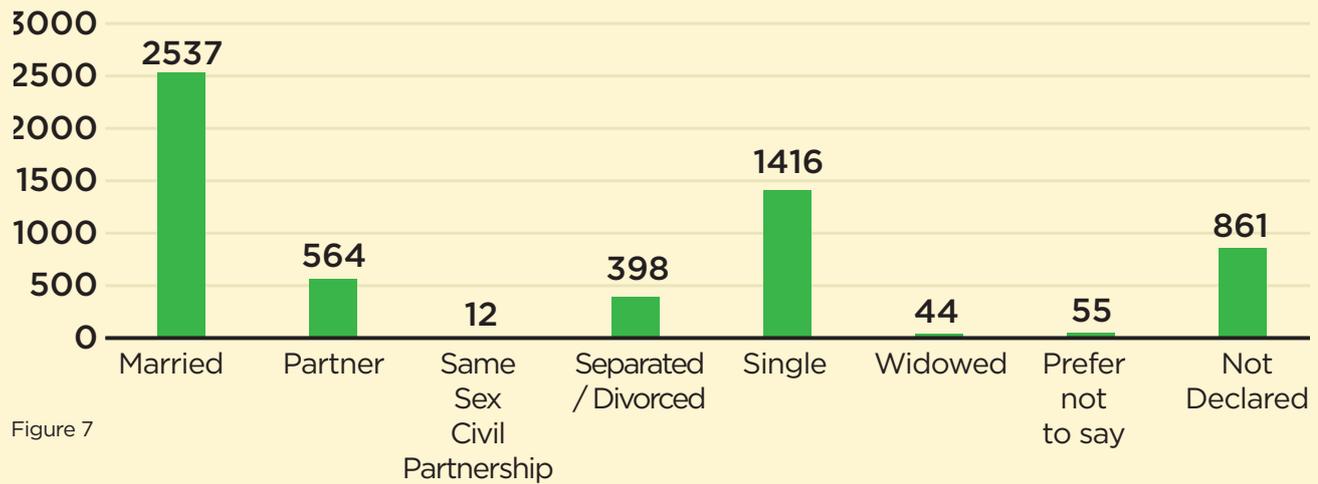


Figure 7



# 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, 40% of the workforce have not declared what their religion/belief is.

Table 1

Religion/Belief	Number of Employees	% of Workforce
Agnostic	214	3.6%
Atheist	235	4.0%
Buddhist - Hinayana	*	*
Buddhist - Mahayana	*	*
Christian - Anglican	36	0.6%
Christian - Church in England	245	4.2%
Christian - Church in Wales	705	12.0%
Christian - Orthodox	65	1.1%
Christian - Protestant	194	3.3%
Christian - Roman Catholic	250	4.2%
Hinduism	8	0.1%
Islam - Sunni	11	0.2%
Judaism - Reformed	*	*
Muslim	*	*
Taoism	*	*
Any other religion or belief	70	1.2%
No Religion	1298	22.0%
Prefer not to say	177	3.0%
Not Declared	2367	40.2%

# Pregnancy & Maternity

During the year 2021/22, 209 employees had been on maternity leave.

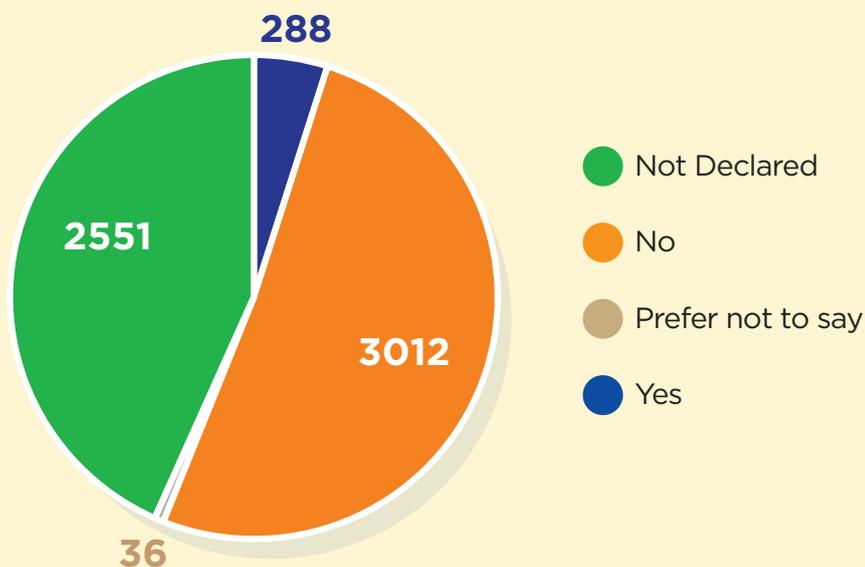


# Caring Responsibilities

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

## Carer Responsibility

Figure 8



Following a staff survey in 2021, staff indicated that they would appreciate having a network for employees that have an unpaid caring role outside of work. A Carers Staff Network group has been established and will support employees who are unpaid carers, as well as build upon the caring culture that already exists within the council. The group will also provide a repository of information for staff, ranging from their rights and entitlements to practical advice, guidance and support, the group is also intended to encourage an open dialogue between employees and line managers so that staff feel confident about asking for support when it is needed.

# Welsh Language

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

Table 2

Description	Total
<b>Welsh Speaker</b>	<b>1394</b>
'A little'	970
'Fairly Good'	149
'Fluent'	275

Description	Total
<b>Welsh Reader</b>	<b>1462</b>
'A little'	1007
'Fairly Good'	177
'Fluent'	278

Description	Total
<b>Welsh Writer</b>	<b>1254</b>
'A little'	847
'Fairly Good'	158
'Fluent'	249

## To put this into context:

**16.48%** of the council's workforce stated that they were able to speak Welsh 'a little'

**2.53%** stated they could speak Welsh 'fairly good'

**4.67%** stated they could speak Welsh 'fluently'

**17.11%** of the council's workforce stated that they were able to read Welsh 'a little'

**3.01%** stated they could read Welsh 'fairly good'

**4.72%** stated they could read Welsh 'fluently'

**14.39%** of the council's workforce stated that they little'

**2.68%** stated they could write Welsh 'fairly good'

**4.23%** stated they could write Welsh 'a little'



# Welsh Language

The Annual population survey shows the population within Bridgend County Borough that has Welsh language skills, for the year ending 31 December 2021.

	Read Welsh	Write Welsh	Understand spoken Welsh
<b>Bridgend</b>	<b>16.3%</b>	<b>14.8%</b>	<b>20.2%</b>

There has been a slight decrease in all three percentages of the population survey since 31 December 2020.

Opportunities are also available for employees to undertake Welsh language training which includes 'Cwrs Mynediad' delivered by the University of South Wales. During the year 26 employees attended year 1 of this training, whilst 28 employees were supported to attend Welsh language courses within the community.

A further 34 employees have also completed the council E-Learning modules on Welsh language awareness and Welsh language standards during this reporting period.

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



# Employees as at 31 March 2022 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

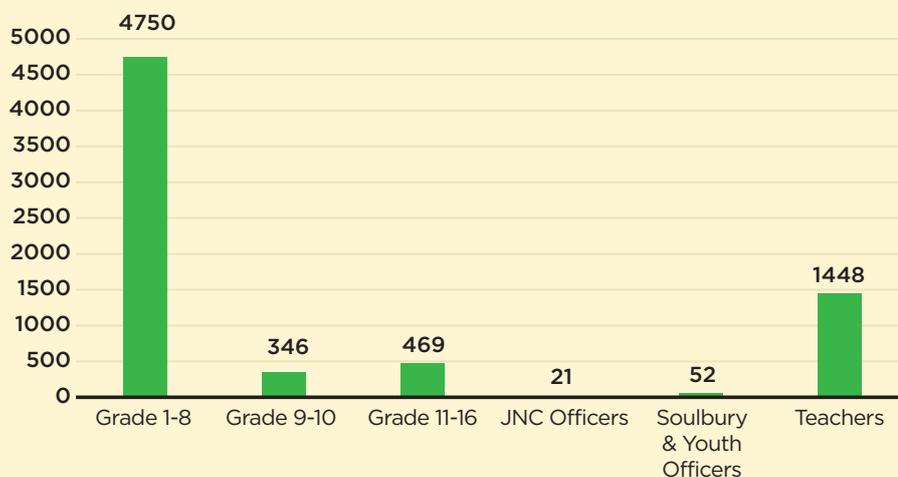


Figure 9

When comparing against 31 March 2021 there has been a decrease in positions that fall within grade 1-8 and 11-16, with an increase in positions in grade 9-10, JNC Officers and teachers. Soulbury has seen an increase by 1 position.

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

Table 3

Grade	Female	Male
JE grades 1 - 8 (£18,333 - £26,446) (as at 31.03.2022)	4026	724
JE grades 9 - 10 (£28,226 - £32,798) (as at 31.03.2022)	236	110
JE grades 11 - 16 (£34,373 - £53,665) (as at 31.03.2022)	323	146
JNC Officers (£56,951 - £145,099) (as at 31.03.2022)	10	11
Soulbury & youth officers (£21,814 - £67,278) (as at 01.09.2021)	43	9
Unqualified teachers, Teachers, head, deputy, and assistant head teachers (£18,487 - £119,248)	1096	352

# Disability

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

## Disability by Grade

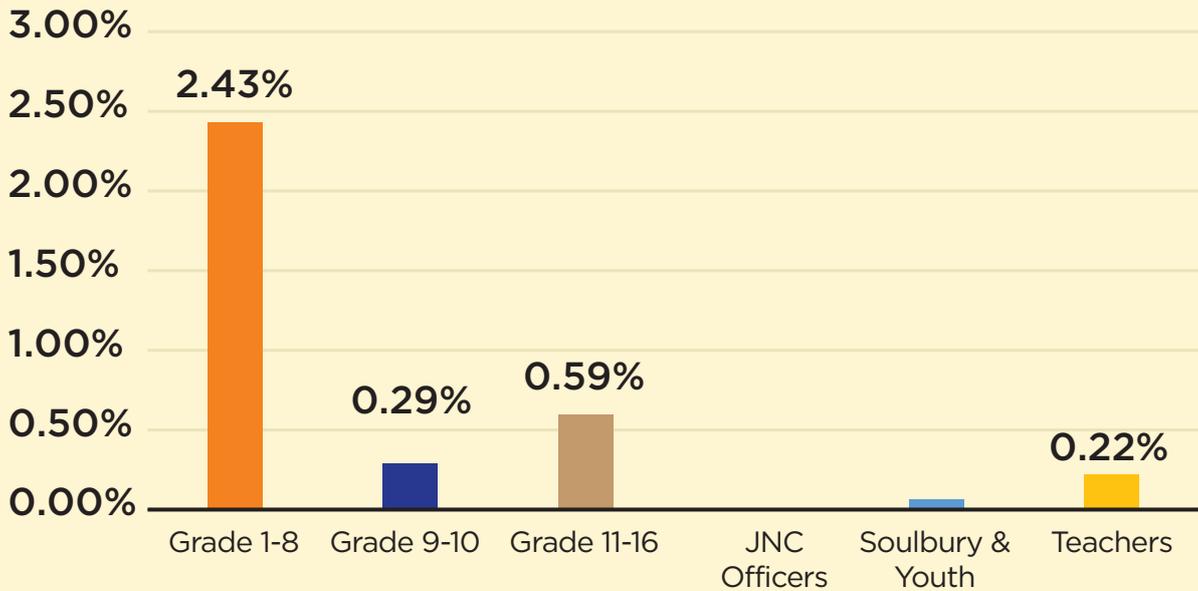
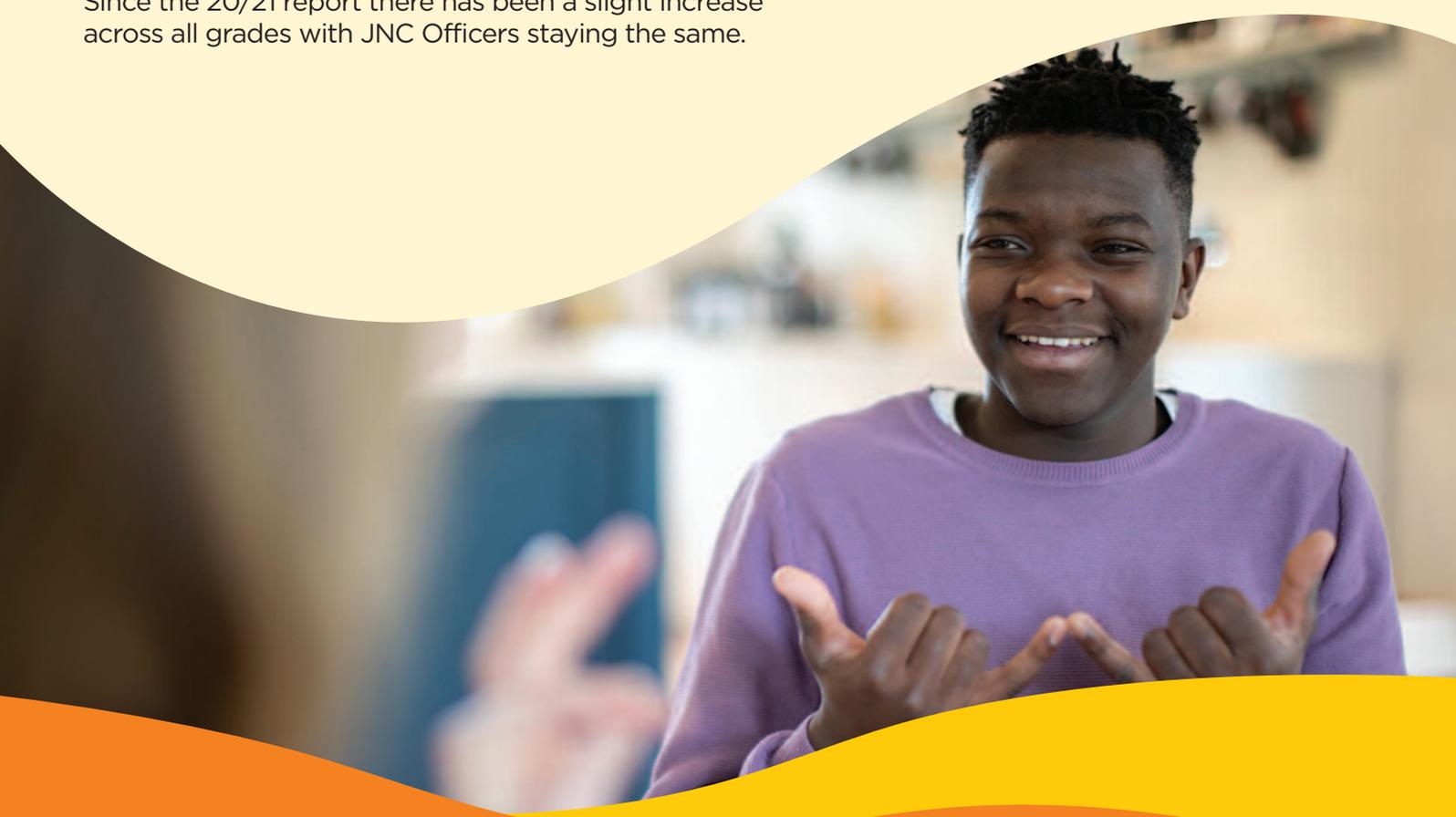


Figure 10

Since the 20/21 report there has been a slight increase across all grades with JNC Officers staying the same.



# Ethnicity

Table 4 details the ethnicity of staff by grade. The number of employees who are Black and Ethnic Minority 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	53.95%	5.20%	7.39%	0.31%	0.70%	17.38%
Ethnic Groups	1.07%	•	0.22%	•	0.00%	0.24%
Prefer not to say	2.96%	0.19%	0.12%	•	0.00%	1.60%
Not Declared or Stated	7.12%	0.37%	0.20%	•	•	5.71%

# Age Profile

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

Table 5

Grades / Age Category	16-25	26-35	36-45	46-55	56-65	66+
Grade 1-8	4.03%	10.01%	13.08%	17.50%	15.46%	2.07%
Grade 9-10	0.17%	0.87%	1.44%	1.87%	1.27%	0.00%
Grade 11-16	*	0.97%	2.04%	2.60%	2.02%	0.15%
JNC Officers	0.00%	0.00%	0.08%	0.19%	0.08%	0.00%
Soulbury & Youth Officers	*	0.17%	0.14%	0.29%	0.08%	0.02%
Teachers	0.93%	6.42%	7.73%	6.73%	1.48%	0.03%

# Sexuality

Table 6 is a breakdown of employees by sexual orientation and their grades. Information is held on 57% of the workforce, which is a slightly improved position than the previous year.

Table 6

Grades / Sexuality	Grade 1-8	Grade 9-10	Grade 11-16	JNC Officers	Soulbury & Youth Officers	Teachers
White	0.41%	*	*	0.00%	0.00%	*
Bisexual Gay Man	0.22%	*	0.10%	0.00%	0.00%	*
Gay Woman / Lesbian	0.25%	*	*	0.00%	0.00%	*
Heterosexual / Straight	36.79%	4.16%	6.32%	0.27%	0.59%	7.68%
Other	0.20%	*	*	*	*	*
Prefer not to say	1.48%	0.14%	0.42%	*	*	0.34%
Not Declared	22.78%	1.24%	0.88%	0.07%	0.14%	15.08%



# 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	26.89%	2.75%	4.69%	0.27%	0.39%	8.10%
Partner	6.64%	0.58%	0.76%	*	*	1.53%
Same Sex Civil Partnership	0.10%	0.00%	*	0.00%	0.00%	*
Separated / Divorced	5.10%	0.54%	0.61%	*	*	0.46%
Single	14.27%	1.22%	1.32%	*	0.22%	6.98%
Widowed	0.56%	*	0.10%	0.00%	0.00%	*
Prefer not to say	0.70%	*	0.08%	0.00%	0.00%	0.14%
Not Declared	7.88%	0.46%	0.20%	*	*	6.01%



# 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

Welsh Speaker	Grade 1-8	Grade 9-10	Grade 11-16	JNC Officers	Soulbury & Youth Officers	Teachers
A little	9.72%	1.04%	1.53%	*	0.10%	4.08%
Fairly Good	0.92%	0.08%	0.22%	*	*	1.26%
Fluent	2.26%	0.27%	0.36%	0.00%	*	1.72%

Welsh Reader	Grade 1-8	Grade 9-10	Grade 11-16	JNC Officers	Soulbury & Youth Officers	Teachers
A little	10.28%	1.12%	1.46%	*	0.17%	4.03%
Fairly Good	1.22%	0.12%	0.27%	*	*	1.36%
Fluent	2.33%	0.22%	0.37%	0.00%	*	1.73%

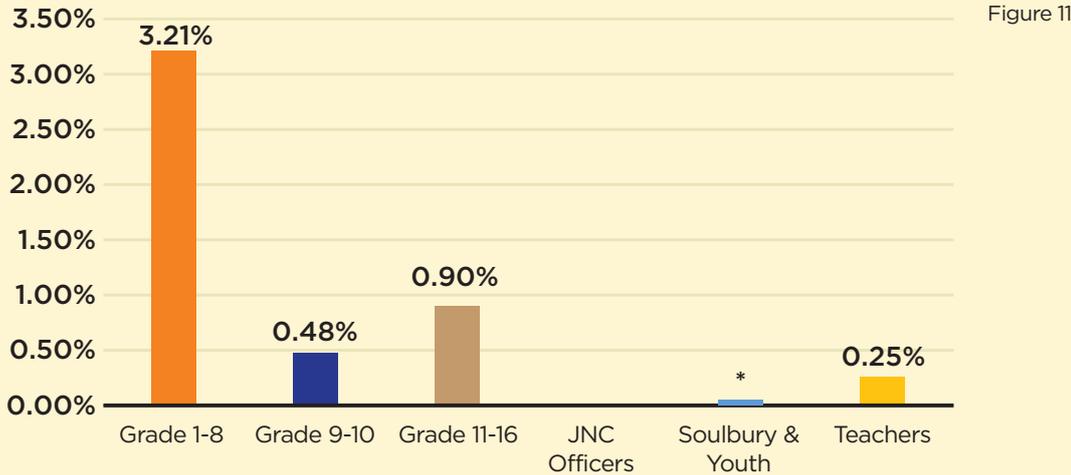
Welsh Writer	Grade 1-8	Grade 9-10	Grade 11-16	JNC Officers	Soulbury & Youth Officers	Teachers
A little	8.31%	0.87%	1.02%	0.00%	0.19%	4.01%
Fairly Good	1.10%	0.12%	0.32%	*	0.00%	1.12%
Fluent	2.04%	0.20%	0.24%	0.00%	*	1.68%



# Carers Responsibility

Out of the 288 employees that have confirmed themselves as being carers, 3.21% fall within grades 1-8 as demonstrated in figure 11. This is a slightly improved position than the previous year.

## Carers by Grade



## 9. Job Applicants

Due to discrepancies with the data, this information is not available at the time of this annual report.

## 10. 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 2021/2022 all training programmes were active with an extensive programme of delivery being offered online. E-learning modules were completed by 1336 employees. Where a percentage breakdown has been used this is based on the total number of employees that have undertaken e-learning (1336).

## Gender of Employees



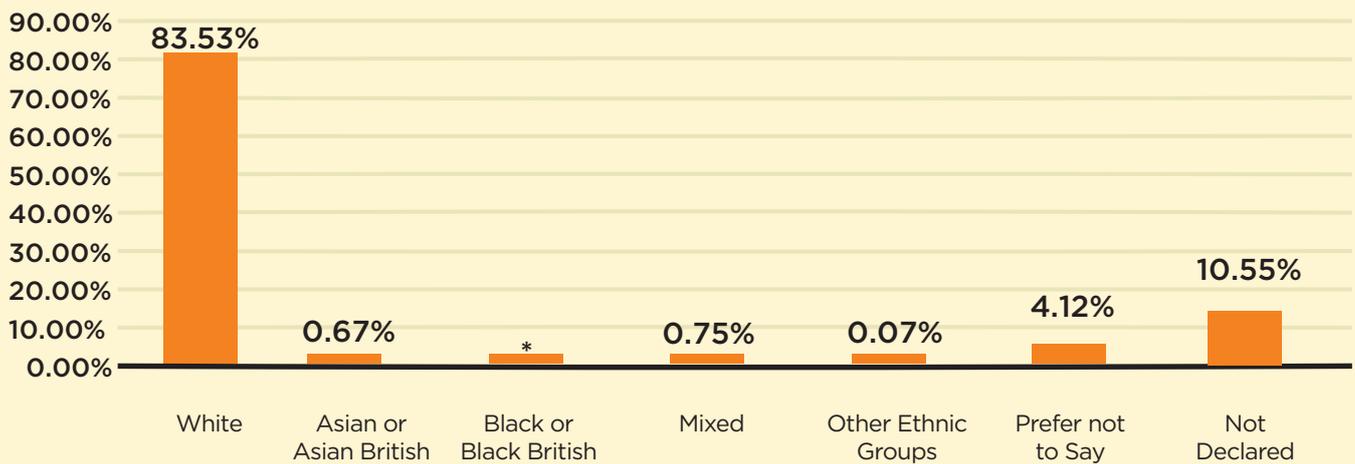
# Disability

Of the employees undertaking training, **3.67% (49)** identified as having a disability, with **13.62%** not declaring, **76.42%** informing they were not disabled and 6.29% preferring not to say.

# Ethnicity

Of the employees who identified as an ethnic minority was 1.79%. Employees identifying as white is a similar percentage to the workforce (83.53%), which is lower than the previous year.

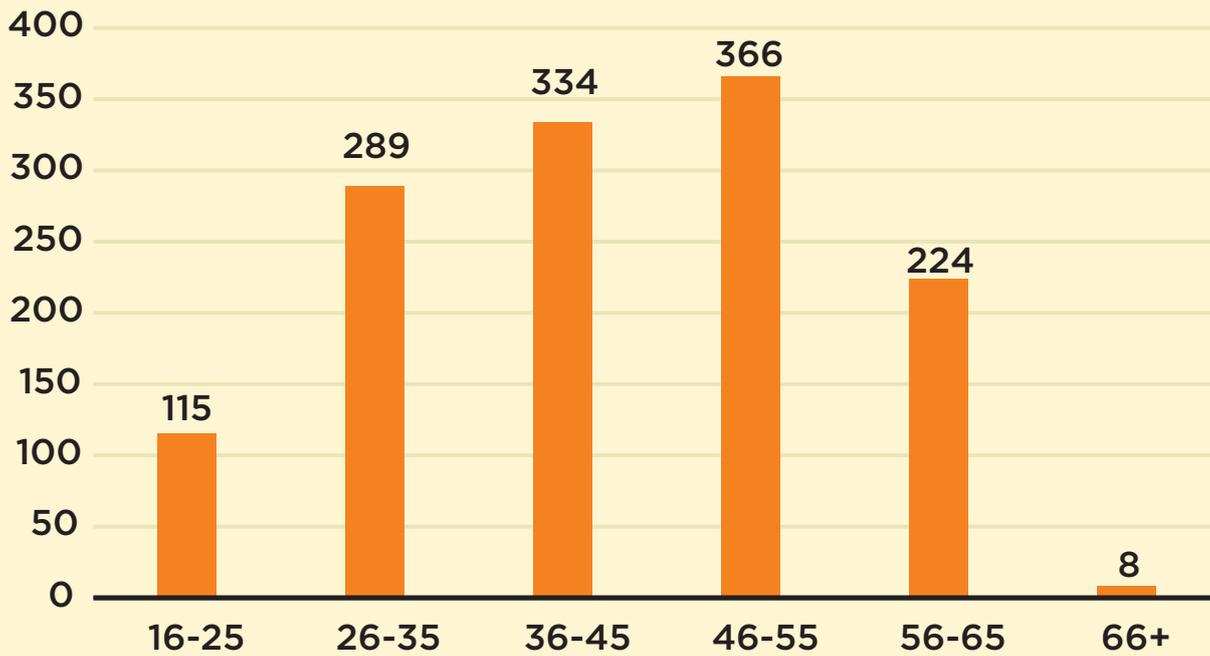
## Ethnicity of Employees



# Age Profile

The highest percentage of delegates (27.40%) that undertook e-learning were in the range of 46-55. This informs that 21.3% of the workforce within this age range (1717) has undertaken some corporate training during the period of this report.

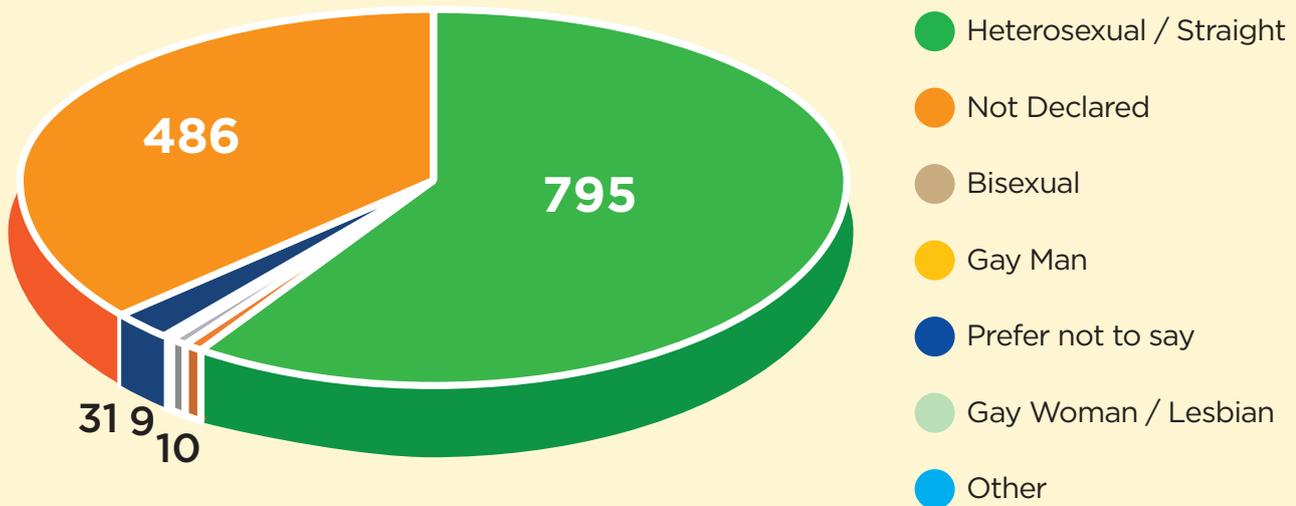
## Age Profile of Employees



# Sexuality

As per the current workforce detail the majority of delegates fall within the Heterosexual/Straight category with a large number of delegates (36.38%) not declaring.

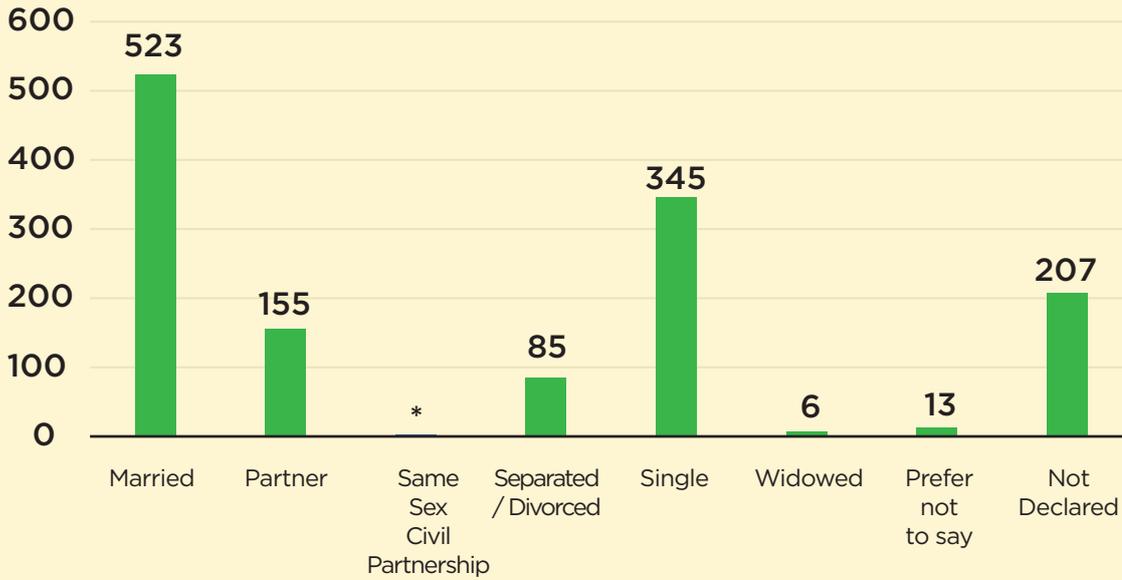
## Sexuality of Employees



# Marital Status

As per the workforce the majority of employees are within the married status, with 15.49% not declaring.

## Marital Status of Employees



# Welsh Language

Table 11 shows the Welsh Language skills of employees. Out of the 1336 employees, 4.27% stated they could speak Welsh fluently, a further 2.47% could speak Welsh fairly good and 21.03% stated they could speak Welsh a little.

Out of the 1336 employees, 4.27% stated they could read Welsh fluently, a further 2.77% could read Welsh fairly good and 22.38% stated they could read Welsh a little.

Out of the 1336 employees, 3.52% stated they could write Welsh fluently, a further 2.77% could write Welsh fairly good and 18.41% stated they could write Welsh a little.

Table 11

Welsh Speaker	Employees	Welsh Reader	Employees	Welsh Writer	Employees
A little	281	A little	299	A little	246
Fairly good	33	Fairly good	37	Fairly good	37
Fluent	57	Fluent	57	Fluent	47

# Carers Responsibility

Out of the 1336 employees 6.14% 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.

## 11. Grievance and disciplinary matters

In relation to grievances, information will be available for future reporting. There were 5 disciplinary cases, however, we are unable to disclose the protected characteristics of these employees due to the amount of data being too small for us to interpret in a meaningful way. Albeit this information does not show any cause for concern.

## 12. Leavers

The following data summaries the protected characteristics of the 683 individuals who left the employment of the council between 1 April 2021 and 31 March 2022. Data on protected characteristics (other than gender and age) is based upon information disclosed voluntarily by the employees.

Where a percentage breakdown has been used this is based on the total number of leavers.

## Gender of Leavers



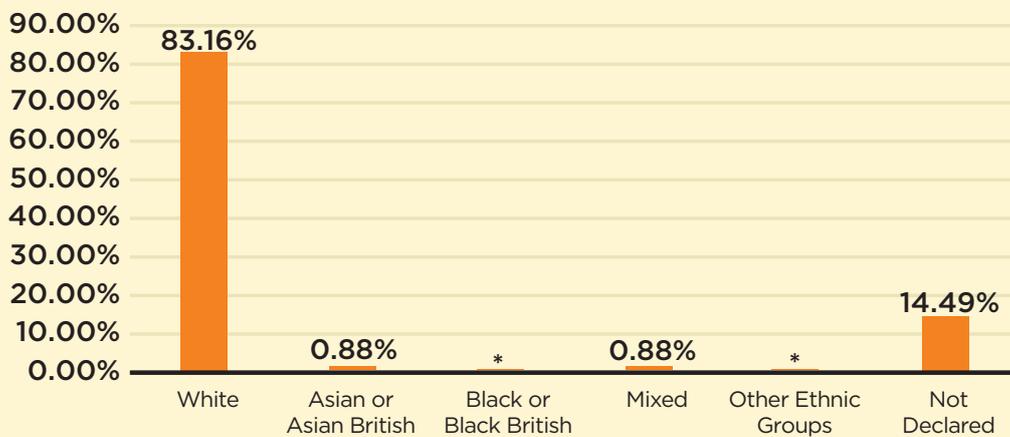
# Disability

Of the employees that left the council 3.37% (23) identified as having a disability, with 14.79% not declaring, 73.65% informing they were not disabled and 8.20% not completing the required information.

# Ethnicity

Of those that have left the council, the majority were white, with 2.35% of staff leaving from Black Asian and Ethnic Minority groups.

## Ethnicity of Leavers

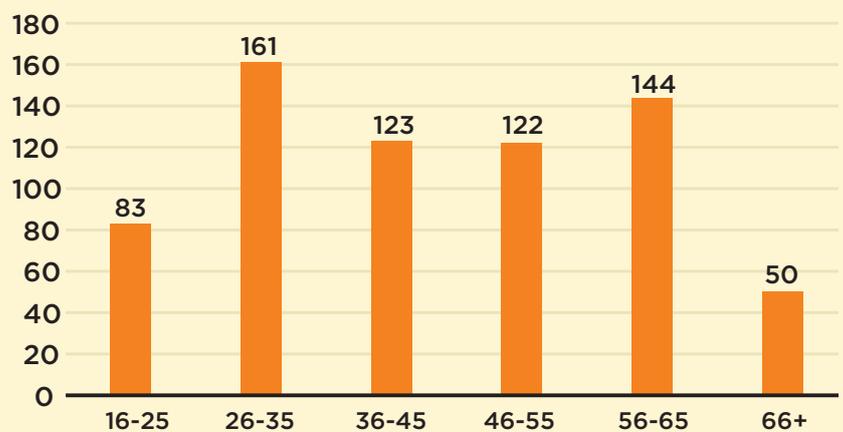


Leavers Ethnicity	
White	568
Asian or Asian British	6
Black or Black British	*
Mixed Ethnicity	6
Other Ethnic Group	*
Not Declared	99

# Age Profile

## Age Profile of Leavers

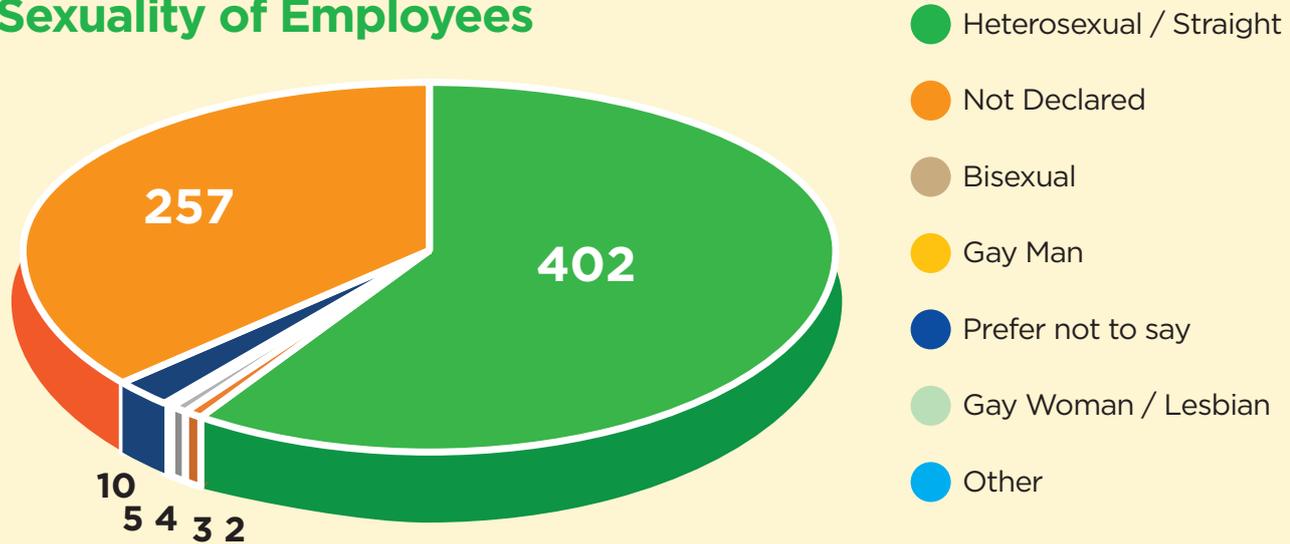
21.08% of leavers were in the 56-65 age category, of which 68% of those retired, either early or at age - voluntary. 23.57% of leavers were aged between 26-35. Of these leavers 75% resigned from the council, and 20% left due to contracts coming to an end.



# Sexuality

Like with other areas the vast majority of leavers were within the Heterosexual / Straight category, with 37.63% of staff not declaring their sensitive information.

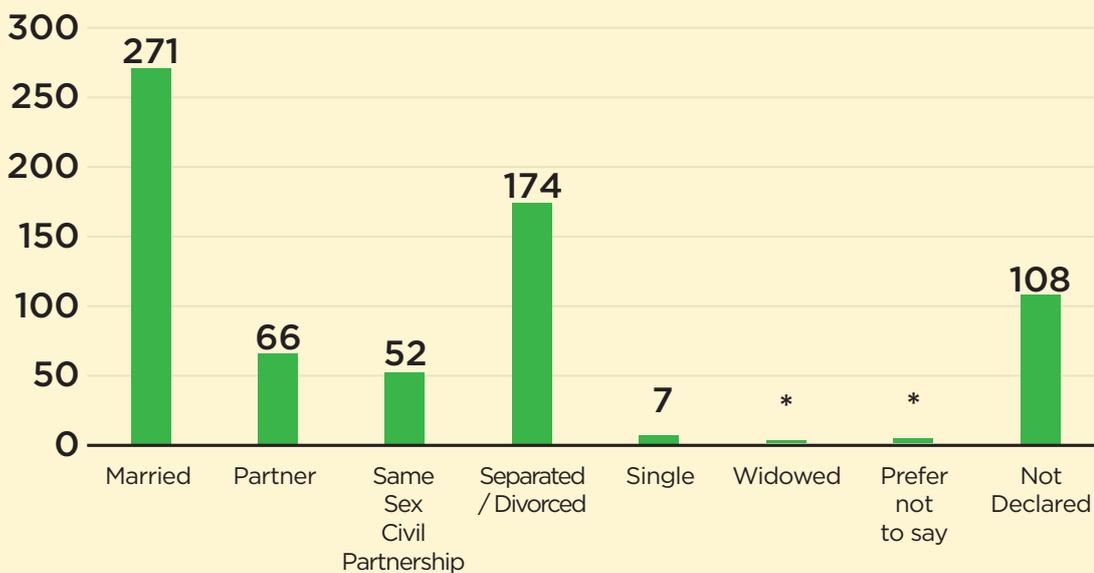
## Sexuality of Employees



# Marital Status

In the main the marital status of leavers was married or single with 15.81% not declaring this protected characteristic.

## Marital Status of Leavers



# Welsh Language

Table 13 shows the Welsh Language skills of applicants. Out of the 683 leavers, 3.95% stated they could speak Welsh fluently, a further 1.90% could speak Welsh fairly good and 13.62% stated they could speak Welsh a little.

Out of the 683 leavers, 3.81% stated they could read Welsh fluently, a further 2.34% could read Welsh fairly good and 14.79% stated they could read Welsh a little.

Out of the 683 leavers, 3.51% stated they could write Welsh fluently, a further 2.05% could write Welsh fairly good and 11.86% stated they could write Welsh a little.

Table 13

Welsh Speaker	Leaver	Welsh Reader	Leaver	Welsh Writer	Leaver
A little	93	A little	101	A little	81
Fairly good	13	Fairly good	16	Fairly good	14
Fluent	27	Fluent	26	Fluent	24

# Carers Responsibility

The number of carers that left the organisation between 1 April 2020 and 31 March 2021 were 33, 11% of the total amount of carers employed during this period.



# 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.

## 13. 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.





## Contact us

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

By email: [talktous@bridgend.gov.uk](mailto:talktous@bridgend.gov.uk)

By telephone: 01656 643643

By textphone: 18001 01656 643643

By fax: 01656 668126

In writing: Bridgend County Borough  
Council Civic Offices, Angel Street,  
Bridgend, CF31 4WB.

Our Customer Contact Centre is open from  
8am to 5.30pm, Monday to Friday

**This is our complaints procedure.**



[bridgend.gov.uk](http://bridgend.gov.uk)