

Bridgend County Borough Council
Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr



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Strategic Equality Plan Annual Report 2015-16

This document is also available in Welsh

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1. Background

As an authority, our aim is to understand and tackle the equality barriers to opportunities 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.

The [Public Sector Equality Duty](#) (the PSED) and Welsh Government have introduced new regulations, putting in place a series of specific duties underpinning the general duty outlined in the Equality Act 2010.

These specific duties help to eliminate unlawful discrimination, advance equality of opportunity and foster good relations.

The Government and the [Equality and Human Rights Commission \(EHRC\)](#) have made it clear that we must mainstream equality both internally and externally. To address this, we developed our first [Strategic Equality Plan](#) in April 2012, followed by an [action plan](#) in September 2012.

In developing the action plan, we engaged with:

- The then Corporate Director Resources (senior lead equalities officer);
- The then Deputy Leader of the council (political equality champion);
- The Equalities Cabinet Committee who are responsible for monitoring the Strategic Equality Plan and how we implement our objectives.

Since then, the action plan has been regularly reviewed, with the latest version being approved by Cabinet Equalities Committee in January 2016.

Heads of service and senior service managers are responsible for ensuring the actions are achieved within their service areas.

Action plan updates are provided to the Bridgend Equality Forum, membership of which includes third sector groups and organisations (representing protected characteristic groups), as well as a number of key local service providers.

This annual report for the period 2015/16 seeks to review:

- Progress;
- Effectiveness of arrangements;
- Objectives and processes;
- Stakeholder engagement and transparency with our partners and the public.

More detailed information on how the Strategic Equality Plan was developed can be found [here](#).

2. Data analysis

In preparing this annual report, we:

- Reviewed and reflected on previous work that had already met the general and specific duties;
- Revisited our objectives - as set out in the Strategic Equality Plan - to ensure they remained relevant;
- Used the information gathered during the Strategic Equality Plan consultation and engagement exercise in February 2016 to understand whether:
 - we still had the staff and resources to manage the objectives;
 - we remained confident that we could achieve the objectives;
 - the objectives would still make a difference to people's lives, and;
 - we could still meet the objectives within our set timescales.

Despite having made a concerted effort to engage with protected characteristic groups and their representatives via face to face meetings and surveys (eg we have built strong links with the LGBT and local Muslim communities), in analysing our data, we identified a number of gaps. In order to address these, we will continue to identify new ways to develop links with other groups, including national and local gypsy and traveller groups. This will enable us to develop a more robust evidence base on which to build effective and meaningful objectives, as well as a collaborative approach to service development.

3. Strategic Equality Objectives

We developed, consulted on and then agreed the following nine strategic equality objectives for our Strategic Equality Plan 2012 - 2016:

| | |
|--|--|
| Equality Objective 1: Transportation | We will help to provide an accessible, cost effective, all-inclusive transport network within Bridgend County Borough. |
| Equality Objective 2: Fostering Good Relations | We will positively promote a fairer society in Bridgend County Borough by increasing public awareness of the issues faced by people with a protected characteristic. |
| Equality Objective 3: The council's Role as an Employer | We will build on our efforts to be an inclusive, supportive employer, promoting diversity and equality within our workforce. |
| Equality Objective 4: Mental Health | Our Adult Social Care service will build on its partnership work with the third sector to provide mental health support and services. |
| Equality Objective 5: Equal Pay | We will ensure that our employees are paid the same for doing the same job regardless of their protected characteristics. |
| Equality Objective 6: Leisure | We will provide fair and equal access to participation in sport and recreation activities to all members of the community. |

| | |
|---|--|
| Equality Objective 7: Benefits | We will introduce measures to mitigate for the effects of the national benefits review on Bridgend County Borough residents. |
| Equality Objective 8: Data | We will develop a system to collect, collate, monitor and publish equalities data on our service users and employees. |
| Equality Objective 9: Communication, Consultation and Engagement | We will improve the ways in which we communicate, consult and engage with those who share a protected characteristic. |

4. Progress in meeting our objectives during 2015/16

Our objectives aim to improve outcomes for people who share one or more of the protected characteristics. Through our equality work and engagement activity, we are aware of some specific priority issues in respect of race, religion, belief and transgender. Experience, knowledge and expertise in respect of age, sex, disability, pregnancy and maternity, and marriage and civil partnerships is developing.

Transportation

- Our Bridgend taxi forum has not been able to increase the number of wheelchair accessible taxis as we had hoped. However, moving forward, we will continue to work with local providers to influence an increase in this number.

Fostering good relations

- We have continued to mark and support national campaigns related to each of the protected characteristics via social media and our website to raise awareness among the general public of wider diversity activities and celebrations;
- Bullying in schools remains an issue that we will continue to monitor;
- We supported Cardiff Mardi Gras by sharing information on our corporate social media accounts and on our website;
- Bridgend's Lesbian, Gay, Bisexual and Transgender forum continued to meet in 2015/16;
- We supported LGBT History Month (February) by sharing information on our corporate social media accounts and on our website, and flying the rainbow and transgender flags throughout the month at Civic Offices;
- Our annual Holocaust Memorial Day event made clear reference to all the groups of people who faced (and continue to face) persecution during holocausts. In this way we are able to ensure that the memory of these atrocities is kept alive.

The council's role as an employer

- We delivered equality and diversity training courses for managers and front line customer facing staff;
- E-learning modules which complement the face to face training continued to be available for staff.
- Our Lesbian, Gay, Bisexual and Transgender (LGBT) staff network continued to meet.

Data

- We continued to collect equalities data on our workforce.

Communication, consultation and engagement

Between 1 April 2015 and 31 March 2016, the council consulted on:

| |
|---|
| Cardiff Capital Region City Deal |
| Pencoed Primary School relocation |
| Pil Primary School provision change for pupils with additional learning needs (ALN) |
| Local Housing Strategy |
| Measuring Corporate Priorities Survey |
| Strategic Equality Plan |
| Household Waste and Recycling Review 2015 |
| Gypsy, Traveller and Show people sites |
| Blue Badge Parking |
| Ageing well in Bridgend |
| Shaping Bridgend's Future |
| Active Travel 2015 |
| Homecare survey |
| Dementia Strategy Plan |
| Ysgol Gynradd Gymraeg Cwm Garw relocation |
| Brynmelyn Primary School enlargement and relocation |
| Sports Pavilions Caretaking Review 2015 |

5. Equality Impact Assessments (EIAs)

We are aware of the need for EIA training and support for officers. A detailed but user-friendly EIA toolkit has been developed and introduced to make the EIA process more meaningful. Between 1 April 2015 and 31 March 2016, 24 employees completed the EIA e-learning module.

6. Procurement arrangements

The Engagement team works with the procurement service to ensure that equality issues are fully integrated into the procurement process.

7. Employment information

As at 31 March 2016 there were 6211 employees in the council, including those employed in schools. The headcount and age profiles provide a breakdown of these employees. However, details of the remaining protected characteristics are based on the information provided by employees. These percentage figures are therefore based on the information available and not the whole workforce.

| BCBC - as at 31.03.2016 | | | | |
|--------------------------------------|------------|------------|-------------|--------------|
| Description | Male | Female | Total | % |
| Total Headcount | 1284 | 4927 | 6211 | |
| Of the above: | | | | |
| Full Time | 997 | 1714 | 2711 | 43.6% |
| Part Time | 287 | 3213 | 3500 | 56.4% |
| Disability Declared | 36 | 72 | 108 | 1.7% |
| Carer Responsibility Declared | 38 | 250 | 288 | 4.6% |
| Ethnic Minority Total | 11 | 69 | 80 | 1.3% |
| Asian or Asian British | 1 | 29 | 30 | 0.5% |
| Black or Black British | 5 | 5 | 10 | 0.2% |
| Chinese | 0 | 5 | 5 | 0.1% |
| Mixed Race | 2 | 20 | 22 | 0.4% |
| Any other ethnic group | 3 | 10 | 13 | 0.2% |
| Welsh Speaker | 186 | 807 | 993 | 16.0% |
| 'A little' | 122 | 511 | 633 | 10.2% |
| 'Fairly Good' | 23 | 77 | 100 | 1.6% |
| 'Fluent' | 41 | 219 | 260 | 4.2% |
| Welsh Reader | 190 | 832 | 1022 | 16.5% |
| 'A little' | 121 | 522 | 643 | 10.4% |
| 'Fairly Good' | 29 | 92 | 121 | 1.9% |
| 'Fluent' | 40 | 218 | 258 | 4.2% |
| Welsh Writer | 149 | 712 | 861 | 13.9% |
| 'A little' | 90 | 426 | 516 | 8.3% |
| 'Fairly Good' | 21 | 78 | 99 | 1.6% |
| 'Fluent' | 38 | 208 | 246 | 4.0% |
| Sexuality | | | | |
| Heterosexual | 463 | 1718 | 2181 | 35.1% |
| Bisexual | 3 | 13 | 16 | 0.3% |
| Gay Man | 0 | 15 | 15 | 0.2% |

| | | | | |
|---------------------|-------------|-------------|-------------|-------|
| Gay Woman / Lesbian | 1 | 12 | 13 | 0.2% |
| Transgender | 2 | 5 | 7 | 0.1% |
| Other | 2 | 9 | 11 | 0.2% |
| Prefer not to say | 40 | 90 | 130 | 2.1% |
| Age Profile | | | | |
| 16-19 | 13 | 28 | 41 | 0.7% |
| 20-25 | 74 | 262 | 336 | 5.4% |
| 26-30 | 114 | 426 | 540 | 8.7% |
| 31 - 35 | 124 | 550 | 674 | 10.9% |
| 36 - 40 | 145 | 596 | 741 | 11.9% |
| 41 - 45 | 159 | 782 | 941 | 15.2% |
| 46 - 50 | 188 | 760 | 948 | 15.3% |
| 51 - 55 | 201 | 703 | 904 | 14.6% |
| 56 - 60 | 145 | 530 | 675 | 10.9% |
| 61 - 65 | 88 | 217 | 305 | 4.9% |
| 66 + | 33 | 73 | 106 | 1.7% |
| Total | 1284 | 4927 | 6211 | |

8. Employees as at 31 March 2016 by gender and pay grade

Our 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.

| Grade | Male | Female | Total |
|---|-------------|-------------|-------------|
| JE grades 1 – 8 (£13,500 - £23,698) | 592 | 3817 | 4409 |
| JE grades 9 – 10 (£25,440 - £29,558) | 117 | 210 | 327 |
| JE grades 11 – 16 (£30,978 - £48,364) | 166 | 295 | 461 |
| Chief Officers (£74,542 - £131,091) | 6 | 8 | 14 |
| Soulbury & Youth Officers (£19,236 - £60,633) | 11 | 35 | 46 |
| Teachers, Head, Deputy and Assistant Head Teachers (£22,023 - £107,210) | 332 | 1052 | 1384 |
| TOTAL | 1224 | 5417 | 6641 |

NB The above figures are based on the number of positions across the authority. If an employee has more than one position, they will be counted for each position they hold. As such, the above figures will not correlate with other totals in this report, which are based on headcount.

9. Job applications

Between 1 April 2015 and 31 March 2016, we received 9,792 job applications from 4,694 individuals, comprising both internal and external applicants. However, details of the protected characteristics are based on the information provided by applicants. The percentage figures are therefore based on the information available. The analysis of applicants is as follows:

| Description | No. Applicants | % |
|-------------------------------|-----------------------|-------------|
| Male applicants | 1465 | 31.2% |
| Female applicants | 3223 | 68.7% |
| Unspecified | 6 | 0.1% |
| | | |
| Disability declared | 228 | 4.9% |
| | | |
| Age profile: | | |
| 16 – 25 | 1229 | 26.2% |
| 26 – 35 | 1368 | 29.1% |
| 36 – 45 | 1005 | 21.4% |
| 46 – 55 | 793 | 16.9% |
| 56 – 65 | 282 | 6.0% |
| 66+ | 17 | 0.4% |
| Unknown | 0 | 0.0% |
| | | |
| Sexual orientation | | |
| Heterosexual | 4170 | 88.8% |
| Bisexual | 38 | 0.8% |
| Gay man | 42 | 0.9% |
| Gay woman/lesbian | 51 | 1.1% |
| Prefer not to say | 118 | 2.5% |
| Other | 23 | 0.5% |
| Unknown/not declared | 252 | 5.4% |
| | | |
| Marital status | | |
| Married | 1665 | 35.5% |
| Living with partner | 747 | 15.9% |
| Same sex or civil partnership | 13 | 0.3% |
| Separated/divorced | 314 | 6.7% |
| Single | 1781 | 37.9% |
| Widowed | 30 | 0.6% |
| Prefer not to say | 25 | 0.5% |
| Unknown/not declared | 119 | 2.5% |
| | | |
| Race | | |
| White | 4498 | 95.8% |
| Asian/Asian British | 26 | 0.6% |
| Black/Black British | 32 | 0.7% |
| Chinese | 7 | 0.1% |
| Mixed race | 8 | 0.2% |
| Prefer not to say | 44 | 0.9% |
| Other ethnic group | 11 | 0.2% |
| Unknown / not stated | 68 | 1.4% |

10. Staff training

Our arrangements for providing corporate staff training provide assurance that access to training is available to all employees regardless of their protected characteristic. The training provided can be categorised as:

- Post-entry training – requested by employees via the Post Entry Training policy. Only requests agreed by line managers are forwarded through to Human Resources and so we are unable to report accurately on the number rejected;
- Face to face training – the majority of our face to face training is targeted and as such, employees are invited to attend. We are unlikely to be aware of employees who will have a request to attend rejected by their line manager.
- E-learning – e-learning completion is voluntary and the majority of our courses are free to access to all users, so no applications would be received.

A requirement of the Public Sector Equality Duty (PSED) is for listed bodies in Wales, including councils, to publish relevant information that it holds unless it would be inappropriate to do so. To comply with the Data Protection Act, we are unable to disclose information relating to post entry training as, even though data is collected the number of employees and the amount of data is too small for us to interpret in a meaningful way.

11. Grievance and disciplinary hearings held during 2015-16

This includes employees involved in grievance procedures as a complainant, against whom a complaint was made or subject to a disciplinary procedure. To comply with the Data Protection Act, we are unable to disclose this information. In each category, the number of employees and the amount of data is too small for us to interpret in a meaningful way.

12. Employees that left the council in 2015-16

The following data relates to the 861 individuals who left the employment of the council between 1 April 2015 and 31 March 2016. Whilst the data included is accurate, it should be noted that the employee information and data held by the council is incomplete as it is based on what is provided by employees. These percentage figures are therefore based on the information available and not the whole workforce.

| Description | No. of Leavers | % of Leavers |
|----------------------------|----------------|--------------|
| Male leavers | 281 | 32.6% |
| Female leavers | 580 | 67.4% |
| Disability declared | 29 | 3.4% |
| Age profile: | | |
| 16 – 25 | 74 | 8.6% |
| 26 – 35 | 159 | 18.5% |
| 36 – 45 | 196 | 22.8% |
| 46 – 55 | 190 | 22.1% |
| 56 – 65 | 206 | 23.9% |
| 66+ | 36 | 4.2% |
| Sexual orientation | | |
| Heterosexual | 379 | 44.0% |
| Bisexual | 0 | 0.0% |
| Gay man | 5 | 0.6% |
| Gay woman/lesbian | 8 | 0.9% |
| Prefer not to say | 32 | 3.7% |
| Other | 1 | 0.1% |
| Unknown/not declared | 436 | 50.6% |
| Marital status | | |
| Married | 418 | 48.5% |
| Living with partner | 46 | 5.3% |
| Same sex or civil | 6 | 0.7% |
| Separated/divorced | 76 | 8.8% |
| Single | 210 | 24.4% |
| Widowed | 9 | 1.0% |
| Prefer not to say | 6 | 0.7% |
| Unknown/not declared | 90 | 10.5% |
| Race | | |
| White | 773 | 89.8% |
| Asian/Asian British | 1 | 0.1% |
| Black/Black British | 3 | 0.3% |
| Chinese | 0 | 0.0% |
| Mixed race | 3 | 0.3% |
| Prefer not to say | 0 | 0.0% |
| Other ethnic group | 1 | 0.1% |
| Unknown/not declared | 80 | 9.3% |

13. Engagement and consultation

We aim to include the views of representative groups in our planning and decision making processes. This shows our commitment to developing 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 diversity are all addressed.

Employees and stakeholders who represent the protected characteristic groups are fully 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.

Further information on how people were engaged in the development of our objectives and how they influenced the process can be seen [here](#).

14. Contact us

Our Strategic Equality Plan annual report is not just a council report; it has been written following work we have done with our partners such as the Bridgend Equality Forum, and seeks to ensure that Bridgend County Borough is a fair and welcoming place to be. The plan was written based on what we knew about our services and on the views and needs of Bridgend's residents and those who use our services.

If you would like a hard (or alternative) copy of our Strategic Equality Plan, please contact us:

By email: 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](#).

Or, to contact a department directly, please refer to the A-Z of Services published on our website.