

Bridgend County Borough  
Council

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**Strategic Equality Plan  
Annual Progress Report  
2024–2025**

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## Foreword

On behalf of Bridgend County Borough Council, We are pleased to present the first Annual Progress Report for our Strategic Equality Plan 2024–2028. This report reflects a year of meaningful activity, partnership and reflection as we work towards a fairer, more inclusive Bridgend where everyone can access the services, opportunities and support they need.

Over the past twelve months, we have continued to embed equality, diversity and inclusion across all aspects of our work — from frontline service delivery to community engagement and workforce development. We have strengthened partnership arrangements, increased accessibility of communications, promoted equality in our schools, and celebrated the diversity of the communities that make Bridgend such a vibrant place to live and work.

This report demonstrates both the progress we have made and the areas where we know further action is needed. Our commitment remains clear: equality and inclusion are not additional considerations but integral to how we plan, deliver and evaluate all that we do.

## Executive Summary

During 2024–2025, the Council has delivered tangible progress against the six objectives set out in the Strategic Equality Plan 2024–2028. Our work has been shaped by the principles of A More Equal Wales, the Well-being of Future Generations Act, the Anti-Racist Wales Action Plan, and the Welsh Language Standards.

Key achievements include:

- Ensuring all Council communications are inclusive and representative of our communities.
- Making consultation and engagement activities more accessible to residents with additional needs.
- Formally recognising care-experienced people as a protected group within local policy and practice.
- Strengthening regional partnerships through Proud Councils and the Western Bay Community Cohesion Team.
- Delivering projects to tackle hate crime, celebrate diversity, and promote inclusion across Bridgend.
- Continuing to address socio-economic inequality through programmes that support independent living, education and employment.

While the progress is encouraging, challenges remain — particularly in sustaining funding for equality programmes, improving participation in equality training, and expanding engagement with under-represented groups.

The lessons from 2024–25 will guide our focus for 2025–26 and beyond.

## Legislative and National Context

The Equality Act 2010 introduced a single legal framework to protect people from discrimination, harassment and victimisation. Section 149 of the Act sets out the Public Sector Equality Duty (PSED), which applies to all functions of public authorities — including policy development, service delivery and employment.

It requires the Council to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 place additional duties on Welsh public bodies, requiring them to set and publish equality objectives, prepare a Strategic Equality Plan, assess the impact of policies and practices, collect and publish workforce data, and report annually on progress.

Under Section 1 of the Equality Act 2010, the Socio-Economic Duty came into force in Wales in 2021. This duty requires public bodies, when making strategic decisions about how to exercise their functions — such as setting priorities, allocating resources or designing services — to have due regard to how those decisions could help reduce inequalities of outcome associated with socio-economic disadvantage.

It does not extend to individual operational or employment decisions; equality in employment is addressed through the broader duties within the Public Sector Equality Duty.

Together, these duties — alongside the Well-being of Future Generations (Wales) Act 2015 and Welsh Government frameworks such as A More Equal Wales and the Anti-Racist Wales Action Plan — provide the foundation for Bridgend County Borough Council's Strategic Equality Plan 2024–2028.

## Governance and Monitoring

Implementation of the Strategic Equality Plan is overseen by the Cabinet Committee Equalities and Employee Relations, supported by the Engagement, Equalities and Welsh Language Team. Each directorate is responsible for delivering actions relevant to its service areas, reporting quarterly through the Council's Performance Management Framework.

Progress is monitored using both qualitative and quantitative evidence — including equality impact assessments, engagement feedback, training participation and service data. Annual progress is reported publicly through this report and shared with Welsh Government and partners.

The Council also contributes to a range of collaborative networks — such as Proud Councils, the Western Bay Community Cohesion Partnership, and the All-Wales Equality Officers Network — ensuring that Bridgend's experiences inform regional and national equality work.

## Objective 1 – Improve the experience and outcomes for our customers

### Key Actions and Impact

- **Inclusive Communication:** All Council communications and public-facing materials now better reflect LGBTQ+ and ethnic-minority communities. The Communications and Marketing Team marked key awareness days through social media, building-lighting campaigns and event promotion.
- **Accessible Consultations:** The Budget Survey was redesigned to support participants with additional learning needs. An Easy Read version is being developed for young people following consultation with Bridgend College.
- **Accessible Formats:** All consultations and supporting documents are now available in BSL, Easy Read, Braille, large print and non-digital formats on request.
- **Equality Impact Assessments:** The EIA toolkit and screening forms were updated to include care experience as a protected characteristic, and staff were notified via corporate messages and e-learning updates.

- Community Events and Cohesion: Local celebration events and small-grants programmes have promoted positive community relations and celebrated diversity, supported through the Community Safety Partnership and Western Bay Cohesion Team.

### Analysis

The integration of accessibility standards and inclusive imagery into all communications has enhanced trust and participation among residents. Future priorities include strengthening feedback loops from residents to measure satisfaction with accessibility and inclusion.

Additionally, the inclusion of care experience within Equality Impact Assessments demonstrates the Council considers structural disadvantage alongside protected characteristics.

## **Objective 2 – Ensure vulnerable people have access to support and live without fear of violence or abuse**

### Key Actions and Impact

- Proud Councils: Bridgend chaired the Proud Councils Network, meeting bi-monthly with other local authorities to coordinate Pride events and develop LGBTQ+-inclusive policy and practice.
- Hate Crime Awareness: The Council worked with South Wales Police and Victim Support to deliver targeted campaigns, including community workshops and awareness stalls during Hate Crime Awareness Week 2024.
- StreetSnap App: Continued promotion of this digital reporting tool has increased awareness of how to report local safety concerns.
- Collaborative Working: Through the Western Bay Cohesion Team, the Council has maintained close links with South Wales Police Hate Crime Officers and Youth Engagement Officers.

- **Victim Support and Training:** Tension-monitoring forms and shared reporting mechanisms have improved coordination between agencies. Training opportunities are circulated regularly to community partners.
- **Targeted Campaigns:** Three annual campaigns focused on older persons, learning disability and male victims, each delivered through awareness-raising stalls, social-media content and partner engagement.

### Challenges

Funding changes in April 2025 resulted in the loss of Youth Independent Violence Advisers (YPVAs), affecting the Council's ability to maintain a whole-education approach to Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV). Despite this, outreach and drop-in services have increased in demand, showing that awareness campaigns are improving access to support.

### Analysis

The Council's proactive engagement has strengthened public confidence and partnership working. The increase in cross-agency referrals and participation in local campaigns reflects growing community awareness.

## **Objective 3 – Tackle poverty and support independent living**

### Key Actions and Impact

- **Recognition of Care Experience:** In April 2024, the Council passed a formal motion recognising care-experienced people as a protected group likely to face discrimination. Equality Impact Assessments and training materials were updated accordingly.
- **Food and Fun Programme:** Four schools took part in the national School Food and Fun Programme during summer 2025, benefiting 160 children who collectively received 2,730 healthy meals. A total of 144 physical-activity sessions and 32 nutrition sessions were delivered.

- Homelessness Data: 523 households were identified as eligible, unintentionally homeless and in priority need during 2024–25, with 258 temporarily accommodated at year-end.
- Policy Integration: All major policy changes are now screened for socio-economic impact, ensuring that disadvantage is considered alongside equality factors.
- Guidance for Staff: New resources were developed to help staff understand how the socio-economic duty interacts with equality law.

### Analysis

By embedding the socio-economic duty and the care-experience characteristic into decision-making, the Council has broadened its equality lens beyond traditional protected characteristics.

Initiatives like Food and Fun demonstrate practical, cross-service collaboration that supports wellbeing and prevents isolation.

Future priorities include improving the consistency of data collection on poverty-related outcomes and developing additional support pathways for households in temporary accommodation.

## **Objective 4 – Encourage participation and engagement**

### Key Actions and Impact

- Consultation Framework: The Council’s Consultation and Engagement Toolkit was reviewed to ensure equality considerations are built into every stage of engagement.
- All new consultations now require early equality impact assessment screening, ensuring accessible formats are available and that representative groups are proactively invited to participate.

- Community Cohesion Small Grants Scheme: Supported a range of local projects promoting inclusion, friendship, and understanding — including intercultural community events, arts workshops, and activities targeting loneliness and isolation.
- Accessible Surveys: Equality monitoring questions were refined to improve data quality and insight into who is engaging with the Council’s consultations.
- Interfaith Engagement: The Council worked with Swansea University and the Interfaith Council for Wales on a creative competition for Interfaith Week 2024, themed “Home”, exploring belonging, faith, and cultural identity.
- Digital Inclusion: The Engagement Team supported residents with limited internet access by offering paper surveys, telephone interviews, and outreach through community venues.
- Staff Networks: Employees were invited to join or establish staff networks under four themes — Disability, Menopause, LGBTQ+, and Welsh Language — to strengthen internal engagement and provide peer-led support spaces.

### Analysis

This year’s activity has broadened the reach of consultation and engagement, particularly among residents who may previously have been excluded from traditional survey methods.

Partnership approaches have strengthened trust within communities and increased participation in civic activity.

## **Objective 5 – Ensure education settings are free from discrimination and bullying**

### Key Actions and Impact

- The Education and Engagement for Young People (EEYYP) Equalities Group continued to meet regularly, supporting schools to share best practice and standardise reporting mechanisms for discriminatory incidents.
- Data and Monitoring: Work has progressed to improve the recording of prejudice-based bullying incidents across schools, enabling better analysis of trends and targeted support.
- Anti-Racist and Anti-Bullying Initiatives: Schools have been encouraged to engage with the Anti-Racist Wales Education Framework. The Pencoed Anti-Racist Champions (PARCH) project has empowered learners to promote equality and understanding across their schools.
- Inclusive Curriculum: Schools continue to embed the Curriculum for Wales principles, which emphasize diversity, human rights and global citizenship.
- School Pride Groups: The Council continues to encourage and support schools establishing Pride or equality clubs that give pupils a voice in shaping inclusive environments.

### Analysis

Bridgend schools are increasingly confident in discussing equality and identity issues. Learner-led initiatives such as PARCH, and school Pride groups have created visible cultural change and peer support structures.

Ongoing work to improve incident monitoring and staff training will ensure consistent approaches across schools. Next steps will include developing a shared anti-bullying charter and ensuring all governing bodies receive equality and diversity awareness training.

## Objective 6 – Improve diversity in the workforce

### Key Actions and Impact

- Staff Networks: Four active staff networks including Disability, Menopause, LGBTQ+, and Welsh Language which provide safe spaces for staff to share experiences, influence policy, and offer peer support.
- Care Experience Recognition: Equality monitoring documents and training materials were updated to include care experience as a protected characteristic.
- Training and Development: Mandatory Equality and Diversity e-learning continues to be delivered, with new modules on unconscious bias and inclusive communication.
- Living Wage Commitment: The Council remains a Real Living Wage employer, reflecting its commitment to fair pay and socio-economic equality.
- Policy Review: The Equality, Diversity and Inclusion Policy is being reviewed to align with legislative changes and feedback from staff networks.
- Recruitment Data Monitoring: Work continues to improve the collection and analysis of recruitment and retention data to inform targeted actions.

### Analysis

Cultural change takes time, but staff feedback indicates growing awareness and confidence in discussing equality issues. The establishment of staff networks marks a major milestone in building a supportive, inclusive organisational culture.

Future priorities include increasing completion rates for e-learning, improving workforce data transparency, and linking network feedback to HR policy reviews.

## Partnership Working and Collaboration

Bridgend County Borough Council continues to recognise that tackling inequality and discrimination requires strong partnerships.

Key collaborations during 2024–25 include:

- Proud Councils: Bridgend chaired this all-Wales network, promoting equality for LGBTQ+ residents and employees across local authorities.
- Western Bay Community Cohesion Team: Collaborative delivery of cohesion projects across Swansea, Neath Port Talbot, and Bridgend, focusing on hate crime prevention, inclusion, and community safety.
- Regional Equality Networks: Regular participation in the All-Wales Equality Officers Group, Welsh Language Officers Forum, and Regional Cohesion Steering Group.
- Local Partnerships: Joint initiatives with Bridgend College, South Wales Police, housing associations, and community organisations have delivered local equality outcomes and awareness campaigns.

These partnerships continue to ensure that Bridgend remains connected to regional and national priorities, while delivering meaningful outcomes locally.

## Engagement and Consultation Highlights

The Council's approach to engagement reflects its values of transparency, inclusion, and accessibility.

During 2024–25, over 30 public consultations were conducted, each incorporating equality screening to ensure fairness and inclusivity. Examples include:

- Budget Consultation 2024–25: Accessible formats were provided in BSL, Easy Read, large print, and digital formats, with translated versions available in Welsh and other community languages.
- Active Travel Consultation: Collaboration with local disability groups improved the accessibility of Active Travel routes, influencing infrastructure priorities.
- Community Safety and Anti-Social Behaviour Survey: Ensured voices from diverse communities, including young people and residents in rural areas, were represented.

- Ongoing improvements to the corporate consultation portal and staff training continue to strengthen engagement quality and reach.

## **Case Studies and Good Practice**

### Proud Councils Collaboration:

Bridgend continues to play a leadership role in this partnership, helping to coordinate all-Wales Pride visibility campaigns and sharing best practice in LGBTQ+ inclusion.

### Food and Fun Programme:

Delivered across four schools, providing meals and wellbeing activities to over 160 children, the programme improved nutrition, physical activity, and social interaction during the school holidays.

### Community Cohesion Grants:

Funding supported local projects promoting belonging, such as intergenerational activities, cultural festivals, and art projects celebrating diversity.

### Interfaith Week – ‘Home’ Project:

Collaborative creative competition involving learners from Bridgend and Swansea, exploring themes of belonging, inclusion, and shared identity.

### EEYYP Equalities Group:

Brought together school staff and youth workers to share practice, promote consistency, and empower young people to address discrimination in education settings.

## Employment Information

The detail within this section is based on employment information as at 31 March 2025 at which point there were 5,947 employees in 7,501 positions including those employed in schools.

This report contains dashboards on the data, where disclosed, on the protected characteristics of the workforce. Information on this report is voluntarily provided by employees. The information in the workforce dashboard is based on the overall headcount of employees.

Numbers below 10 in relation to the protected characteristics been replaced by a \* to protect anonymity.



During the year 2024/2025, 176 employees have taken maternity leave, 28 have taken paternity leave and there have been no employees taking adoption leave.

### Welsh Language

During 2023/2024 the Welsh Language categories had been updated to ensure consistency across a national level. As at 31 March 2025 the number of Welsh speakers within the council rose to 28%, an increase of 2% on the previous years. Appendix 1 details the Welsh Language descriptors for staff to assess themselves against.

Welsh Speaking	
Welsh Language Category	Number of Candidates
0 - No Skills	1985
A1 - Entry Level	1203
A2 - Foundation Level	31
B1 - Intermediate Level	167
B2 - Advanced Level	-
C1 - Proficiency Level	256
C2 - Fully proficient	22
Prefer not to say	21
Not declared	2255

Welsh Reading	
Welsh Language Category	Number of Candidates
0 - No Skills	1992
A1 - Entry Level	1167
A2 - Foundation Level	34
B1 - Intermediate Level	189
B2 - Advanced Level	-
C1 - Proficiency Level	254
C2 - Fully proficient	25
Prefer not to say	22
Not declared	2256

Welsh Writing	
Welsh Language Category	Number of Candidates
0 - No Skills	2234
A1 - Entry Level	968
A2 - Foundation Level	34
B1 - Intermediate Level	162
B2 - Advanced Level	-
C1 - Proficiency Level	242
C2 - Fully proficient	20
Prefer not to say	21
Not declared	2259

Welsh Listening	
Welsh Language Category	Number of Candidates
0 - No Skills	462
A1 - Entry Level	360
A2 - Foundation Level	48
B1 - Intermediate Level	29
B2 - Advanced Level	10
C1 - Proficiency Level	17
C2 - Fully proficient	38
Prefer not to say	24
Not declared	4959

A number of employees (3754 / 63.12%) have completed the Council E-Learning modules on Welsh language awareness since it became a mandatory e-learning module. There were also 20 employees that completed the e-learning module for Welsh Language standards.

## Employees as at 31 March 2025 by Grade

As detailed in previous years, 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.

The table below shows the gender within each of the grading groups and these are counted per position (7,501), not headcount.

Grade	Female	Male
JE grades 1 – 8 (£23,656 - £31,586) (as at 31.03.2025)	4320	770
JE grades 9 – 10 (£33,366 - £37,938) (as at 31.03.2025)	269	121
JE grades 11 – 16 (£39,513 - £59,191) (as at 31.03.2025)	383	159
Chief Officers (£62,460 - £155,974) (as at 31.03.2025)	10	12
Soulbury & youth officers (£26,954 - £76,263) (Soulbury as at 01.09.2024 / youth as at 01.09.2024)	80	10
Unqualified teachers, Teachers, assistant head teachers, deputy, and heads (£21,812 - £140,685) (as at 01.09.2024)	1029	338

## Grading Detail



## Welsh Language

Welsh Speaking						
Welsh Language Category / Grade	Grade 1-8	Grade 9-10	Grade 11-16	Chief Officers	Soulbury & Youth Officers	Teachers
0 - No Skills	1408	173	297	14	26	67
A1 - Entry Level	719	105	122	2	19	236
A2 - Foundation Level	17	*	*	0	*	*
B1 - Intermediate Level	59	*	18	*	*	80
B2 - Advanced Level	*	*	0	0	0	*
C1 - Proficiency Level	105	24	24	0	*	98
C2 - Fully proficient	14	0	*	0	*	*
Not declared	1325	58	60	*	*	802
Prefer not to say	19	0	*	0	*	0

Welsh Reading						
Welsh Language Category / Grade	Grade 1-8	Grade 9-10	Grade 11-16	Chief Officers	Soulbury & Youth Officers	Teachers
0 - No Skills	1415	175	308	12	21	63
A1 - Entry Level	886	104	112	*	25	236
A2 - Foundation Level	21	*	*	0	*	*
B1 - Intermediate Level	78	*	19	*	*	84
B2 - Advanced Level	*	*	*	0	0	*
C1 - Proficiency Level	107	22	22	0	*	98
C2 - Fully proficient	16	0	*	0	*	*
Not declared	1325	59	60	*	*	802
Prefer not to say	20	0	*	0	*	0

Welsh Writing						
Welsh Language Category / Grade	Grade 1-8	Grade 9-10	Grade 11-16	Chief Officers	Soulbury & Youth Officers	Teachers
0 - No Skills	1562	201	350	15	28	80
A1 - Entry Level	562	80	71	*	22	232
A2 - Foundation Level	21	*	*	0	0	10
B1 - Intermediate Level	62	*	21	*	0	71
B2 - Advanced Level	*	*	*	0	0	*
C1 - Proficiency Level	101	20	20	0	*	98
C2 - Fully proficient	13	0	*	0	*	*
Not declared	1327	59	60	*	*	803
Prefer not to say	19	0	*	0	*	0

Welsh Listening						
Welsh Language Category / Grade	Grade 1-8	Grade 9-10	Grade 11-16	Chief Officers	Soulbury & Youth Officers	Teachers
0 - No Skills	343	28	79	*	*	*
A1 - Entry Level	244	32	40	0	13	31
A2 - Foundation Level	25	*	*	0	*	15
B1 - Intermediate Level	18	0	*	0	0	*
B2 - Advanced Level	*	*	*	0	0	*
C1 - Proficiency Level	12	*	*	0	*	0
C2 - Fully proficient	22	*	10	0	*	*
Not declared	2981	303	389	20	33	1233
Prefer not to say	22	0	*	0	*	0

## Recruitment

Between 1 April 2024 and 31 March 2025, the council received 6,306 applications via the HR recruitment system, for 833 jobs and from 3,899 candidates, comprising both internal and external applications. The data does not include applications received directly from some schools. 719 candidates were successful in obtaining employment with BCBC during this period. In some instances, applications did not declare information for each protected characteristic.

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



## Welsh Language

There are two sets of data pulled together for Welsh Language in relation to the recruitment data. These show the number of candidates and the number of appointed candidates with Welsh Language skills.

All Candidates			
<b>Welsh Speaking</b>	<b>Welsh Reading</b>	<b>Welsh Writing</b>	<b>Welsh Listening</b>
<b>Welsh Language Category</b>	<b>Welsh Language Category</b>	<b>Welsh Language Category</b>	<b>Welsh Language Category</b>
<b>Number of Candidates</b>	<b>Number of Candidates</b>	<b>Number of Candidates</b>	<b>Number of Candidates</b>
0 - No Skills	0 - No Skills	0 - No Skills	0 - No Skills
A1 - Entry Level	A1 - Entry Level	A1 - Entry Level	A1 - Entry Level
A2 - Foundation Level	A2 - Foundation Level	A2 - Foundation Level	A2 - Foundation Level
B1 - Intermediate Level	B1 - Intermediate Level	B1 - Intermediate Level	B1 - Intermediate Level
B2 - Advanced Level	B2 - Advanced Level	B2 - Advanced Level	B2 - Advanced Level
C1 - Proficiency Level	C1 - Proficiency Level	C1 - Proficiency Level	C1 - Proficiency Level
C2 - Fully proficient	C2 - Fully proficient	C2 - Fully proficient	C2 - Fully proficient
Prefer not to say	Prefer not to say	Prefer not to say	Prefer not to say
Not declared	Not declared	Not declared	Not declared
1769	1932	2091	1829
1233	1070	965	1155
305	306	297	306
150	149	119	135
42	48	40	48
52	56	60	39
125	126	113	146
75	147	147	171
148	65	67	70

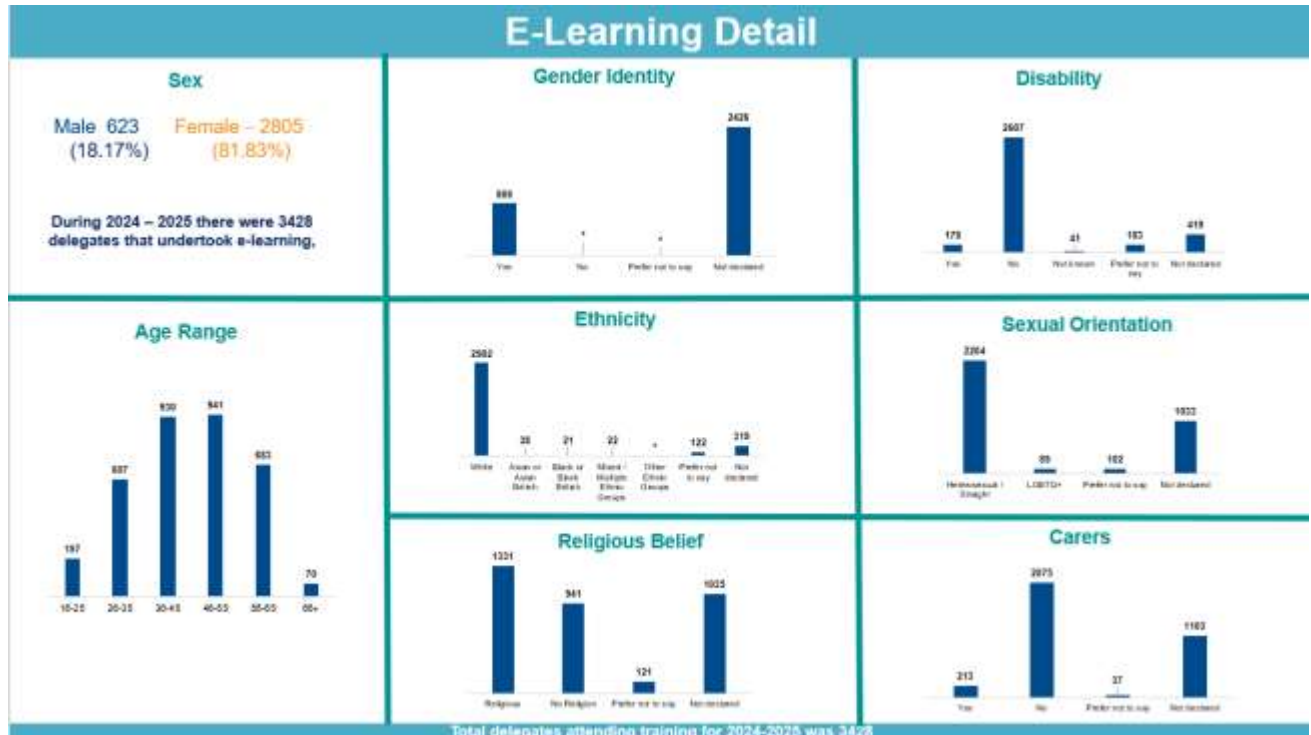
Appointed Candidates			
<b>Welsh Speaking</b>	<b>Welsh Reading</b>	<b>Welsh Writing</b>	<b>Welsh Listening</b>
<b>Welsh Language Category</b>	<b>Welsh Language Category</b>	<b>Welsh Language Category</b>	<b>Welsh Language Category</b>
<b>Number of Candidates</b>	<b>Number of Candidates</b>	<b>Number of Candidates</b>	<b>Number of Candidates</b>
0 - No Skills	0 - No Skills	0 - No Skills	0 - No Skills
A1 - Entry Level	A1 - Entry Level	A1 - Entry Level	A1 - Entry Level
A2 - Foundation Level	A2 - Foundation Level	A2 - Foundation Level	A2 - Foundation Level
B1 - Intermediate Level	B1 - Intermediate Level	B1 - Intermediate Level	B1 - Intermediate Level
B2 - Advanced Level	B2 - Advanced Level	B2 - Advanced Level	B2 - Advanced Level
C1 - Proficiency Level	C1 - Proficiency Level	C1 - Proficiency Level	C1 - Proficiency Level
C2 - Fully proficient	C2 - Fully proficient	C2 - Fully proficient	C2 - Fully proficient
Prefer not to say	Prefer not to say	Prefer not to say	Prefer not to say
Not declared	Not declared	Not declared	Not declared
280	300	277	340
241	206	222	183
17	22	26	21
26	26	19	21
*	*	*	*
14	15	12	16
23	23	28	20
14	99	114	99
99	14	16	14

## Employee E-Learning

The council's corporate staff training provision:

- **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.
- **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 1 April 2024 and 31 March 2025 all training programmes were active with an extensive programme of delivery being offered online. There were 13,367 e-learning modules completed by 3428 employees (delegates) during the year. Where a percentage breakdown has been used this is based on the total number of delegates that have undertaken e-learning (3,428).



## Welsh Language

Welsh Speaking	
Welsh Language Category	Number of Delegates
0 - No Skills	1356
A1 - Entry Level	585
A2 - Foundation Level	28
B1 - Intermediate Level	93
B2 - Advanced Level	*
C1 - Proficiency Level	141
C2 - Fully proficient	15
Prefer not to say	12
Not declared	1192

Welsh Reading	
Welsh Language Category	Number of Delegates
0 - No Skills	1214
A1 - Entry Level	708
A2 - Foundation Level	27
B1 - Intermediate Level	105
B2 - Advanced Level	*
C1 - Proficiency Level	148
C2 - Fully proficient	20
Prefer not to say	12
Not declared	1189

Welsh Writing	
Welsh Language Category	Number of Delegates
0 - No Skills	1198
A1 - Entry Level	737
A2 - Foundation Level	27
B1 - Intermediate Level	95
B2 - Advanced Level	*
C1 - Proficiency Level	148
C2 - Fully proficient	17
Prefer not to say	12
Not declared	1189

Welsh Listening	
Welsh Language Category	Number of Delegates
0 - No Skills	310
A1 - Entry Level	260
A2 - Foundation Level	38
B1 - Intermediate Level	23
B2 - Advanced Level	*
C1 - Proficiency Level	13
C2 - Fully proficient	33
Prefer not to say	14
Not declared	2733

## Leavers

The following detail summarises the protected characteristics of the 772 individuals who left the employment of the council between 1 April 2024 and 31 March 2025.

Data on protected characteristics (other than gender and age) is based on information disclosed voluntarily by the employees. Where a percentage breakdown has been used this is based on the total number of leavers (772).



## Welsh Language

Welsh Speaking	
Welsh Language Category	Number of Leavers
0 - No Skills	268
A1 - Entry Level	163
A2 - Foundation Level	*
B1 - Intermediate Level	18
B2 - Advanced Level	*
C1 - Proficiency Level	33
C2 - Fully proficient	0
Prefer not to say	*
Not declared	279

Welsh Reading	
Welsh Language Category	Number of Leavers
0 - No Skills	269
A1 - Entry Level	155
A2 - Foundation Level	*
B1 - Intermediate Level	23
B2 - Advanced Level	*
C1 - Proficiency Level	33
C2 - Fully proficient	*
Prefer not to say	*
Not declared	280

Welsh Writing	
Welsh Language Category	Number of Leavers
0 - No Skills	288
A1 - Entry Level	147
A2 - Foundation Level	*
B1 - Intermediate Level	16
B2 - Advanced Level	*
C1 - Proficiency Level	30
C2 - Fully proficient	0
Prefer not to say	*
Not declared	279

Welsh Listening	
Welsh Language Category	Number of Leavers
0 - No Skills	68
A1 - Entry Level	54
A2 - Foundation Level	*
B1 - Intermediate Level	*
B2 - Advanced Level	*
C1 - Proficiency Level	*
C2 - Fully proficient	*
Prefer not to say	*
Not declared	623

## Priorities for 2025–26

### 1. Deepen Community Engagement and Representation

- Co-produce engagement activities with equality forums and community partners to reach under-represented groups.
- Expand accessible formats and outreach for consultations, including Easy Read, BSL and community translation options.
- Develop a calendar of equality and inclusion events linked to Proud Councils, Cohesion, and Interfaith partnerships.

### 2. Promote Inclusive Education and Youth Voice

- Support schools to fully implement the Anti-Racist Wales Education Framework.
- Launch an Equality Champions Network for learners to share good practice.
- Strengthen reporting and response systems for prejudice-related incidents across all schools.

### 3. Advance Workforce Diversity and Inclusion

- Increase completion rates for mandatory Equality and Diversity training across all staff and elected members.
- Continue to promote staff networks to increase representation from all protected characteristics.
- Use staff network feedback to shape policy reviews and workplace culture improvements.
- Continue to publish an annual workforce equality summary once HR data is finalised.

### 4. Maintain Collaborative Regional Working

- Continue to lead and contribute to the Proud Councils and Western Bay Community Cohesion partnerships.
- Share good practice regionally on accessible communication and equality impact assessment.
- Seek joint-funding opportunities to sustain equality and cohesion work beyond grant cycles.