



# **Strategic Equality Plan Annual Report 2023-24**

**This document is also available in Welsh.**

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## 1. Background

The authority's goal 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 strive 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.

We annually report on progress made towards these six strategic objectives:

<b>Objective</b>	<b>What we hope to achieve/support?</b>
<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 socio-economic 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.

## 2. Introduction

This is our fourth and final annual report for this strategic plan. The next annual report will note the progress made towards the commitments set out in the 2024-2028 Strategic Equality Plan. The individual actions are noted in the corporate action plan developed and attached at Appendix 2.

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

## 3. Progress in meeting our objectives during 2023/24

Key progress under our seven objectives can be summarised as:

### 3.1 Education

- Central South Consortium have a comprehensive program of professional learning for all practitioners and governors in the region to ensure that they are able to engage with learning, teaching and leadership development at no cost to the schools. The professional learning program and all resources are developed to fulfil the vision of Central South Consortium and empowering schools to improve outcomes for all learners. Equity requires that Central South Consortium ensure that they take account of and respond to the unique range of needs, circumstances and backgrounds of individuals and groups of learners within the region and each local authority.
- Central South Consortium provide a range of professional learning opportunities for schools and practitioners to support the development of curriculums in school and meet the mandatory aspects of the curriculum for Wales including meeting the four purposes of the curriculum and ensuring there is a broad and balanced curriculum offer for all pupils.
- Central South Consortium have launched a new area of their website, 'High Standards and Aspirations: Equity and excellence for all.' The resource provides a repository of professional learning opportunities, guidance materials, self-evaluation tools, and the sharing of school practice in the three key areas:
  - Curriculum, teaching and learning
  - Well-being, care, support and guidance
  - Leading and improving

Over the forthcoming months, Central South Consortium will continue to develop the resources in partnership with schools and local authorities.

The resources aim to support schools to evaluate their provision, identify areas to be further developed and share valuable practice from schools across the region who are effective at meeting the needs of all learners.

- The professional learning opportunities and resources developed by Central South Consortium to support the teaching of themes relating to Black Asian, and Minority Ethnic (BAME) communities and 'cynefin' continue to be aligned to the findings and recommendations of the Welsh Government working group. These resources and professional learning opportunities are available to all practitioners and schools.
- Central South Consortium works in partnership with Diversity and Anti-Racism Professional Learning (DARPL) in ensuring high quality professional learning is available to all schools. Conferences have been facilitated for school leaders, practitioners, and school governors.
- Where schools have a strategic priority linked to equality, Central South Consortium improvement partners will work in partnership with school leaders to evaluate the progress and impact of the school development plan work. Where a school requires more intensive support, this is brokered by the school improvement partner who are former headteachers that have the role of supporting current headteachers with any school improvement identified.
- Central South Consortium has secured free access for every school in the region to the Thinking Differently online pack from Challenge Education. This Professional Learning (PL) is based around six recorded training modules available to all staff. Sessions have been researched and delivered by expert trainers and experienced school leaders who have a wealth of knowledge on leadership and teaching of disadvantaged youngsters. The main aim of this professional learning is raising the attainment of disadvantaged youngsters and is very much targeted at supporting schools in supporting pupils living in poverty, including free school meal pupils.
- Central South Consortium improvement partners work in conjunction with school leaders to plan and evaluate the impact of the Pupil Development Grant that schools use to support and promote attainment of vulnerable and disadvantaged pupils in each school.
- An Education, Early Years and Young People (EEYYP) Equalities Group is due to be established. The group will consist of various local authority officers from within the EEYYP Directorate, along with senior leaders/teachers from schools in Bridgend. The group will be responsible for reporting on actual levels of discriminatory behaviour in our schools, with an aim of supporting schools in reducing the levels of discriminatory behaviour. Part of this process will be identifying good practice on equalities and sharing this across our schools.

## 3.2 Work

- Several awareness campaigns have been promoted such as autism awareness day, international women's day etc. A list of campaigns linked to protected characteristics has been developed and promotion of these will continue.
- A number of staff network groups have been developed, including one for menopause, and also disability. They meet regularly to provide a safe, confidential environment to network, question, challenge, raise issues and receive support.
- A Welsh Language Staff Forum has been developed: "Iaith Gwaith", consisting of staff of all proficiency levels who meet up on a monthly basis to practice their Welsh Language skills and provide support to the Welsh Language Standards requirements.
- The Equality impact assessment process and screening forms have been updated to include care leavers as an additional protected characteristic. This change has been communicated to staff and the e-learning training has been updated to reflect this change.
- Throughout the year the council has encouraged employees to update their sensitive information via employee self-service. A revised equal opportunities form has been developed and implemented within this year and made accessible via Employee Self-Service and for all new starters. Over the course of the SEP the employment information reports have been updated and provide more detail on the protected characteristics.
- The council continues to report annually on the gender pay gap, which is a statutory equality measure of the difference in average pay of men and women, irrespective of their work, across the organisation. It is different from equal pay, which compares how men and women are paid for carrying out the same or comparable roles. The gender pay gap as of 31 March 2024 - submission has been reported which shows on previous years.
- The council has exceeded its target of appointing apprentices during 2023/2024 by employing 46 apprentices. There are also a further 6 graduates employed, with one being employed into a hard to fill area to support succession planning. The council will continue to support services to appoint apprentices and graduates where budget allows.
- The council renewed its Disability Confident status during 2023 and has started the process of becoming a Disability Leader, with support from Awen and DWP.

- The Equality and Diversity awareness e-learning was made mandatory last year, and work has been undertaken throughout the year to promote this module. To date almost half of the workforce has completed the module. Communication will continue throughout the upcoming year to stress the importance of employees completing this module with a view to obtaining 100% completion rate.
- Throughout the year Stonewall has continued to deliver LGBT+ training to council employees. During 2023/24 there were three workshops delivered to 15 delegates. Over the course of the SEP there have been 10 workshops delivered with 68 delegates in attendance. Going forward into 24/25 LGBT+ will be delivered via e-learning.
- Referrals to and from other providers are continuing as Employability Bridgend triage clients to the best service to meet their needs from the broad range of provision across the county.
- Partnership work is productive with the Department of Work and Pensions, referring 1342 people into Employability which is testament to the strength of the relationship. There are also referrals between Employability and Working Wales and joint working to develop jobs fairs and other engagement activities. A Training Event was held in Carnegie House to promote the diversity of free training available from a range of providers operating in the county which supports people to gain skills so they can secure a job or get a better job.

### **3.3 Living standards**

- 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.
- The pay increase for April 2023 positively impacted on 1007 BCBC employees of whom 87.7% were female.
- Training on the implementation of the socio-economic duty has been completed and rolled out to staff members. There is also a dedicated page on the Intranet which staff can refer to for guidance at any time.
- In summer 2023, the Food and Fun programme (previously known as the School Holiday Enrichment Programme) ran in four Bridgend schools, benefitting 126 children.

### **3.4 Health and wellbeing**

- Throughout the year health and wellbeing continues to be promoted and is still a very important agenda for the council. Further initiatives to support Health and Wellbeing have been promoted, such as Cycle to work and the new Brivilege rewards app. Presentations have also been delivered to School governors and this will continue. A Boditrax initiative, in partnership with Halo, has also been discussed and is likely to take place during 24/25.
- Partnership work continues with CTM Health board and Public Service Board (PSB) in sharing and promoting resources.
- Throughout the year research and discussions have taken place with regards to the menopause protocol and the period proud Wales initiative. HR have been working in Partnership with the Dignity Officer to promote the use of the free subscription to Grace and Green as well as provide sanitary wear in all toilets within Civic Offices. This will roll out to wider office buildings during 2024/25.
- The council exceeded its target to provide mental health learning to its staff with over 200 employees taking up the learning during the year. All wellbeing training will now be developed and moved onto e-learning modules during 2024-25 with a view to reaching more employees. Wales Union Learning Fund (WULF) will also be holding funded mental health workshops for all employees to attend. These sessions (both e-learning and WULF) will now form part of the learning package offered to all council employees.
- There are a number of mental health awareness resources and support that staff now have access to which have been made available through workshops, Health Hub News, Intranet page development for Health and Wellbeing as well as wellbeing workshops.
- The council has developed its carers protocol to include the new legislation, Carers Leave Act 2024, which was implemented on 6 April 2024. The new Act entitles employees to one week of unpaid leave per year (pro-rata for part time employees), in order to care for a dependent with a long-term care need. The new protocol will be live on the council's intranet pages for managers and employees to access.
- BCBC has maintained partnership working with Sport Wales and Welsh Government that has included opportunities to tackle inequalities. This has included National programmes such as exercise referral, disability focused initiatives and also the free-swimming programme based on age. Cultural services are delivered by Awen who have secured additional investment by becoming a National partner of Arts Council for Wales to broaden the reach of the arts. The Hynt scheme supports unpaid carers to attend events with those cared for and has seen growth in engagement. The Super Agers programme completed its review of impact achieving £3.85 for every pound invested in terms of social return.



- There has been work with the Bridgend Inclusive Network Group to help deliver and develop training across our communities. There has also been targeted work supporting young people with additional needs with activities such as swimming, rebound therapy, dance and youth activities. A network of community led groups who are supporting opportunities has continued to develop.
- The Council has continued to offer its Discovery Days programmes including the development of opportunities for young adults to support transition into community settings.
- Through the support of Town and Community Councils the summer Active for Life programmes attracted high participation including young people with additional needs who were able to integrate.
- Targeted support for leisure access and also to develop swimming ability has proven possible in 2023-24. An inclusive summer programme was able to be supported in Heronsbridge School which operated successfully. The council has identified supporting young people with additional needs as a priority in its play sufficiency assessment.
- Play sufficiency assessment and action plan have been completed during this period and approved by Cabinet. Partnership working with Town and Community Councils has continued supporting free holiday opportunities for children and young people. Specific opportunities also developed to support diverse needs including disabilities, care experienced children and young carers. Welsh Government summer of Fun investment enabled new partnership working with community groups and particularly youth groups. Holiday Playworks programmes have supported targeted interventions. Halo Leisure have supported free opportunities throughout the year and Awen have delivered library-based programmes and a range of cultural events.

### **3.5 Safety and respect**

- We continue to collaborate with community and equality groups within the Bridgend Community Cohesion Equalities Forum (BCCEF), representatives from across the community representing a wide range of organisations meet quarterly to share practice, receive joint briefings and training. All members are invited to share information about BCCEF with other organisations with the aim to increase membership and representation.
- We continue to support Pride events. Events have been attended by the Equalities officer and we have promoted the events held by other local authorities as part of our Proud-councils forum commitment. LGBTQIA+ History Month Proud Councils also worked together this year to create a calendar of Pride and related events along with health awareness campaigns suitable for the LGBTQ community.

- The Cohesion Team have commissioned Small Steps to deliver a series of training sessions across the region. Small Steps is at the forefront of using education, engagement, mentoring and grassroots activity to combat the ideology, activity, and influence of the Extreme Right-Wing (ERW).
- A Regional Community Cohesion Small Grant Fund was launched during Hate Crime Awareness Week 2023 which has seen positive take-up. The objectives of the fund were based on welcoming initiatives, monitoring community tensions, supporting significant social and cultural times of year such as Hate Crime Awareness Week and Black History Month and initiatives that help build community resilience.
- We continue to share information via social media platforms to raise awareness of hate crime/incidents and how to access support via Victim Support and South Wales Police. A social media campaign for Hate Crime Awareness Week 2023 took place across the region. Materials from the All Wales Hate Support Centre were promoted for the campaign which included information on 2023 theme of Antisemitism and broader support for all forms of hate crime and incidents.
- Whilst Black History Month has been promoted each year, in order to mark Black history month 2023, the team invited Bridgend college students and members of Bridgend Youth Council to create visual boards to represent BHM and what it means to them. We then displayed the boards in the Civic offices in order to promote the month and demonstrate our support of ethnically diverse groups and communities.

### **3.6 Participation**

- The consultation team continue to collaborate with People First Bridgend and the youth council to develop and promote youth and easy read consultations.
- As part of the consultation toolkit and advice to staff conducting consultations, the team advises of the importance of using plain, easy-to-read language. We also provide them with the details of obtaining easy-read versions of any complex information and direct them to these service providers. Translation service information is regularly communicated to staff by the team.
- The youth council, local schools and Bridgend Council have contributed to various consultations throughout the year. Engagement sessions have also been conducted with these networks, including information and participation sessions with schools.
- The new digital engagement platform has been implemented to encourage more people to get involved in council consultations. In-person engagement events have also taken place across the Borough, ensuring harder-to-reach communities in valley areas are included.

- A joint-working partnership has been developed with the Community Safety Partnership who regularly conduct public awareness sessions.
- Good links have now been established with protected groups in the community. Regular communication with BAVO, People's First, V2C and other supporting organisations is undertaken to review any barriers service users experience and how these can be alleviated.
- A complete overview has been undertaken on how the citizen panel is managed. Work is underway to explore better ways of utilising both the digital communication and engagement platforms to manage subscriptions, production of newsletters and updates and driving up subscribers/membership.
- Information and events such as PRIDE Cymru, Black History Month, Holocaust Memorial Day, Hate Crime awareness month and others promoted via bi-lingual corporate social media channels as well as press releases and internally via Bridgenders weekly messages.
- A new corporate Engagement and Participation Strategy has been developed to ensure all people are kept well-informed and involved in key decisions about changes that can affect them.
- BCBC have promoted campaigns via Twitter, Facebook, Instagram and the BCBC website, including:
  - Foster care fortnight 2020
  - Social care jobs – Wecarewales
  - Day of reflection
  - Women in Wales event
  - LGBT fostering – throughout year
  - Youth support
  - Hate hurts Wales – Hate Crime
  - Childcare offer
  - Give blood
  - Community testing
  - World autism week
  - International Day Against Homophobia, Biphobia & Transphobia
  - Men's Health Week
  - Armed Forces Day
  - Samaritans Awareness Day
  - Anti-Slavery Day
  - Ramadan
  - Stress Awareness Month
  - Pride Month

- Plastic Free July
- National Walking Month
- Black History Month
- Refugee Week
- Deaf Blind Awareness Week
- Mental Health Awareness Week
- Pride Month
- #AnAntiRacistWales
- Carers Week
- Infant Mental Health Awareness
- Gypsy, Roma, and Traveller History Month
- Disability Pride Month
- ASB Awareness Week
- Eisteddfod
- World Mental Health Day
- Shwmae Sumae Day
- #LGBTplusHM
- Welsh
- #RaceEqualityWeek23
- LGBTQ+ Adoption and Fostering Week 2023.
- International Day of the Elimination of Racial Discrimination
- World Down Syndrome Day
- Ramadan
- #worldsocialworkday
- Trans Day of Visibility

#### 4. Communication, consultation, and engagement

Between 1 April 2023 and 31 March 2024, the council carried out 15 public consultations:

20mph Scheme
PSPO - Dog fouling
Directors of Social Services Annual Report Surveys
Community Recycling Centres
3 Year Strategic Plan - Childrens Social Care
Housing Strategy Policy
Maesteg Town Centre - Placemaking Plan
Corporate Self-Assessment
My Account Feedback
Engagement and Participation Strategy
SEP Objectives
Valley Regeneration Strategy

Porthcawl Town Centre Placemaking Plan
Budget 2023
Maesteg Town Centre - Feedback Survey

- The citizens panel continue to receive key consultations and members are sent these via e-mail and post. By panel members actively participating in consultations, this enables us to incorporate their feedback within our findings, ensuring they align with community needs and expectations.

## 5. Equality Impact Assessments (EIAs)

Overall, 327 Council employees have completed the EIA e-learning module to date. During the period April 2023 to March 2024, 26 Council employees have completed EIA training via e-learning and 11 Council employees have completed EIA training via workshops.

A Socio-Economic Duty webinar is available for staff to view at any time on the Learning and Development website.

## 6. Procurement arrangements

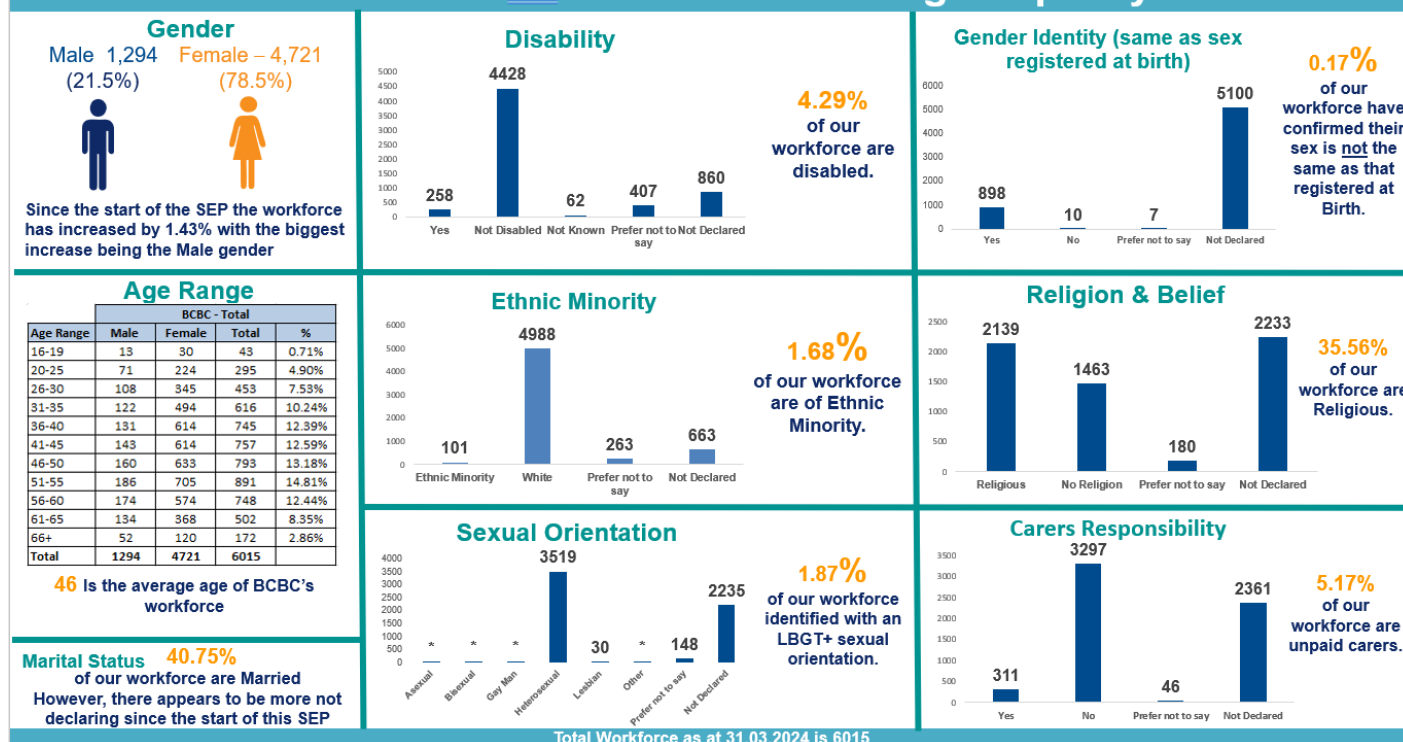
Service areas work with the procurement team to ensure that EIAs are integrated in the procurement process. The contract procedures rules require contracts which are subject to the contract procedure rules to include, as a minimum, clauses relating to equalities and human rights, Welsh language Standards 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.

## 7. Employment Information

The detail within this section is based on employment information as of 31 March 2024 at which point there were 6,015 employees, 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.

## Workforce Detail on 2020 – 2024 Strategic Equality Plan



During the year 2023/24, 195 employees have taken maternity/adoption leave and 14 have taken paternity leave.

### Welsh Language

The Welsh Language categories have been updated to ensure consistency across a national level. Data already held was assimilated across to the new categories and communications were issued in January 2024 to request employees to update their sensitive information as well as check and update their Welsh Language abilities following the required [descriptors](#).

Welsh Speaking		Welsh Reading		Welsh Writing		Welsh Listening	
WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees
0 - No Skills	1984	0 - No Skills	1952	0 - No Skills	2200	0 - No Skills	75
A1 - Entry Level	1153	A1 - Entry Level	1150	A1 - Entry Level	955	A1 - Entry Level	60
A2 - Foundation Level	*	A2 - Foundation Level	*	A2 - Foundation Level	*	A2 - Foundation Level	7
B1 - Intermediate Level	168	B1 - Intermediate Level	200	B1 - Intermediate Level	167	B1 - Intermediate Level	6
B2 - Advanced Level	*	B2 - Advanced Level	*	B2 - Advanced Level	*	B2 - Advanced Level	*
C1 - Proficiency Level	285	C1 - Proficiency Level	284	C1 - Proficiency Level	264	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	2416	Not Declared	2420	Not Declared	2420	Not Declared	5854
<b>Grand Total</b>	<b>6015</b>	<b>Grand Total</b>	<b>6015</b>	<b>Grand Total</b>	<b>6015</b>	<b>Grand Total</b>	<b>6015</b>

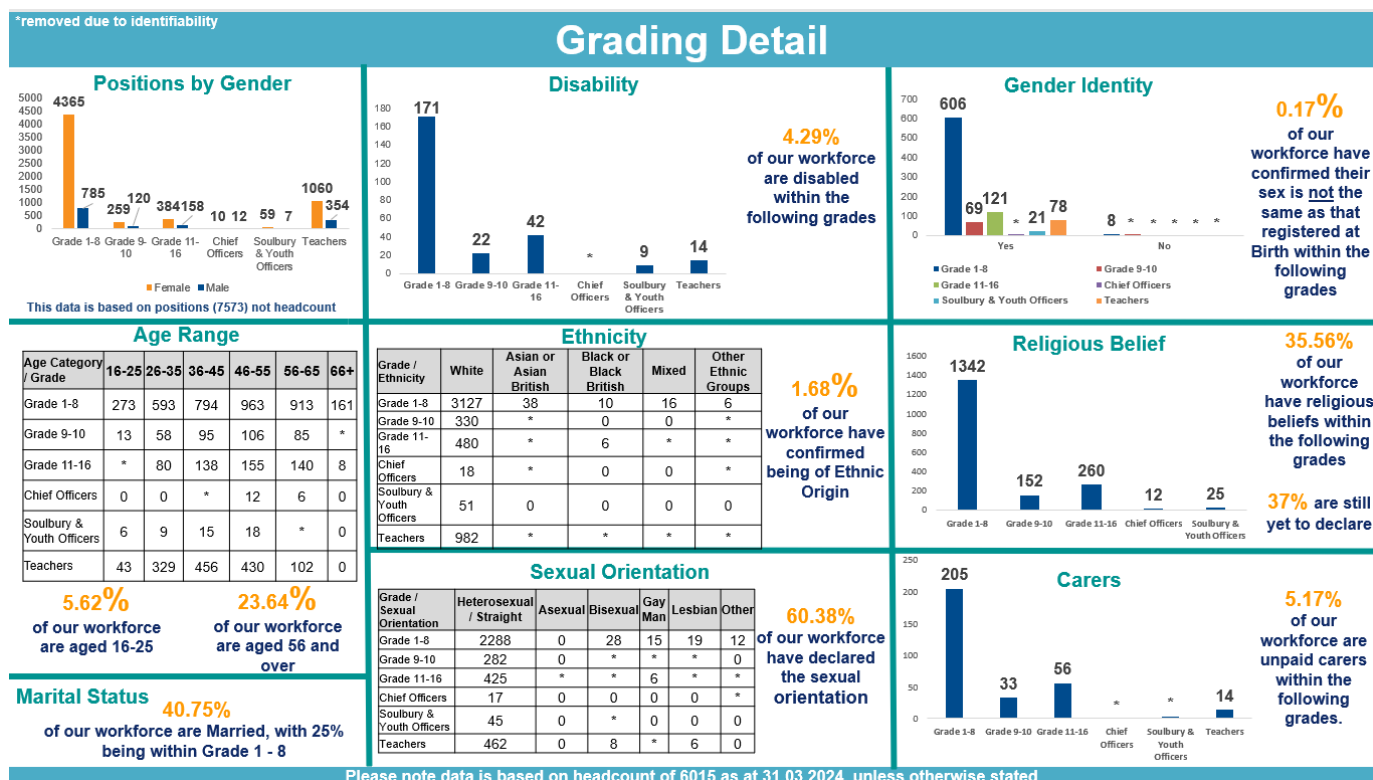
A number of employees (2,626) have also completed the Council E-Learning modules on Welsh language awareness and Welsh language standards during 2023/2024.

## 8. Employees as of 31 March 2024 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 (7,573), not headcount.

Grade	Female	Male
JE grades 1 – 8 (£22,366 - £30,296) (as at 31.03.2024)	4,365	785
JE grades 9 – 10 (£32,076 - £36,648) (as at 31.03.2024)	259	120
JE grades 11 – 16 (£38,223 - £57,747) (as at 31.03.2024)	384	158
Chief Officers (£60,937 - £152,170) (as at 31.03.2024)	10	12
Soulbury & youth officers (£25,664 - £74,403) (Soulbury as at 01.09.2023 / youth as at 01.09.2023)	59	7
Unqualified teachers, Teachers, assistant head teachers, deputy, and heads (£20,674 - £133,350) (as at 01.09.2023)	1,060	354



## Welsh Language

Welsh Speaking						
Skills/Grades	Grade 1-8	Grade 9-10	Grade 11-16	Chief Officers	Soulbury & Youth Officers	Teachers
0 - No Skills	1393	172	309	14	23	73
A1 - Entry Level	697	87	112	2	16	239
A2 - Foundation Level	1	1	2	0	0	0
B1 - Intermediate Level	56	10	15	1	2	84
B2 - Advanced Level	0	1	0	0	0	0
C1 - Proficiency Level	131	24	21	0	6	103
C2 - Fully proficient	2	0	0	0	0	0
Prefer not to say	2	0	0	0	0	0
Not Declared	1415	65	65	5	5	861
<b>Grand Total</b>	<b>3697</b>	<b>360</b>	<b>524</b>	<b>22</b>	<b>52</b>	<b>1360</b>

Welsh Reading						
Skills/Grades	Grade 1-8	Grade 9-10	Grade 11-16	Chief Officers	Soulbury & Youth Officers	Teachers
0 - No Skills	1371	174	306	12	20	69
A1 - Entry Level	690	86	112	4	20	238
A2 - Foundation Level	1	1	1	0	0	1
B1 - Intermediate Level	84	9	17	1	1	88
B2 - Advanced Level	0	1	0	0	0	0
C1 - Proficiency Level	130	23	22	0	6	103
C2 - Fully proficient	2	0	0	0	0	0
Prefer not to say	2	0	0	0	0	0
Not Declared	1417	66	66	5	5	861
<b>Grand Total</b>	<b>3697</b>	<b>360</b>	<b>524</b>	<b>22</b>	<b>52</b>	<b>1360</b>

Welsh Writing						
Skills/Grades	Grade 1-8	Grade 9-10	Grade 11-16	Chief Officers	Soulbury & Youth Officers	Teachers
0 - No Skills	1534	196	348	15	24	83
A1 - Entry Level	557	66	74	1	17	240
A2 - Foundation Level	1	1	1	0	0	1
B1 - Intermediate Level	63	11	19	1	0	73
B2 - Advanced Level	0	1	0	0	0	0
C1 - Proficiency Level	121	19	17	0	6	101
C2 - Fully proficient	2	0	0	0	0	0
Prefer not to say	2	0	0	0	0	0
Not Declared	1417	66	65	5	5	862
<b>Grand Total</b>	<b>3697</b>	<b>360</b>	<b>524</b>	<b>22</b>	<b>52</b>	<b>1360</b>

Welsh Listening						
Skills/Grades	Grade 1-8	Grade 9-10	Grade 11-16	Chief Officers	Soulbury & Youth Officers	Teachers
0 - No Skills	1534	196	348	15	24	83
A1 - Entry Level	557	66	74	1	17	240
A2 - Foundation Level	1	1	1	0	0	1
B1 - Intermediate Level	63	11	19	1	0	73
B2 - Advanced Level	0	1	0	0	0	0
C1 - Proficiency Level	121	19	17	0	6	101
C2 - Fully proficient	2	0	0	0	0	0
Prefer not to say	2	0	0	0	0	0
Not Declared	1417	66	65	5	5	862
<b>Grand Total</b>	<b>3697</b>	<b>360</b>	<b>524</b>	<b>22</b>	<b>52</b>	<b>1360</b>

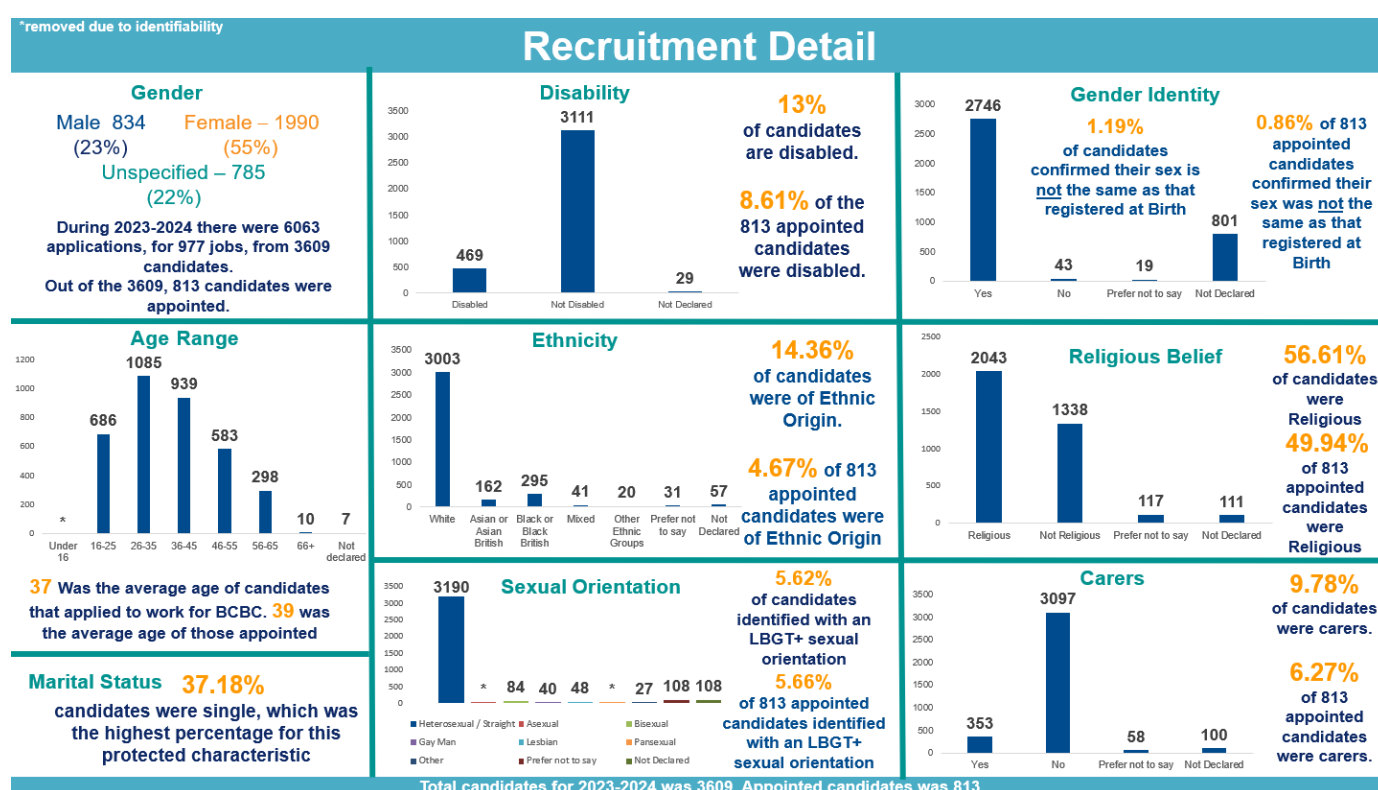


## 9. Job Candidates

Between 1 April 2023 and 31 March 2024, the council received 6,063 applications via the HR recruitment system, for 977 jobs and from 3,609 candidates, comprising both internal and external applications. The data does not include applications received directly from some schools.

It can also be confirmed that 813 candidates were successful in obtaining employment with BCBC during this period. In some instances, candidates 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 has been two lots of data pulled together for Welsh Languages in relation to the recruitment data. These show the number of candidates and the number of appointed candidates with Welsh Language skills.

## Candidates

Welsh Speaking		Welsh Reading		Welsh Writing		Welsh Listening	
WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees
0 - No Skills	762	0 - No Skills	811	0 - No Skills	906	0 - No Skills	501
A1 - Entry Level	543	A1 - Entry Level	488	A1 - Entry Level	424	A1 - Entry Level	315
A2 - Foundation Level	94	A2 - Foundation Level	91	A2 - Foundation Level	84	A2 - Foundation Level	104
B1 - Intermediate Level	72	B1 - Intermediate Level	75	B1 - Intermediate Level	62	B1 - Intermediate Level	34
B2 - Advanced Level	12	B2 - Advanced Level	14	B2 - Advanced Level	13	B2 - Advanced Level	17
C1 - Proficiency Level	56	C1 - Proficiency Level	56	C1 - Proficiency Level	57	C1 - Proficiency Level	16
C2 - Fully proficient	33	C2 - Fully proficient	38	C2 - Fully proficient	29	C2 - Fully proficient	42
Prefer not to say	22	Prefer not to say	20	Prefer not to say	19	Prefer not to say	23
Not Declared	2015	Not Declared	2016	Not Declared	2015	Not Declared	2557
<b>Grand Total</b>	<b>3609</b>	<b>Grand Total</b>	<b>3609</b>	<b>Grand Total</b>	<b>3609</b>	<b>Grand Total</b>	<b>3609</b>

## Appointed Candidates

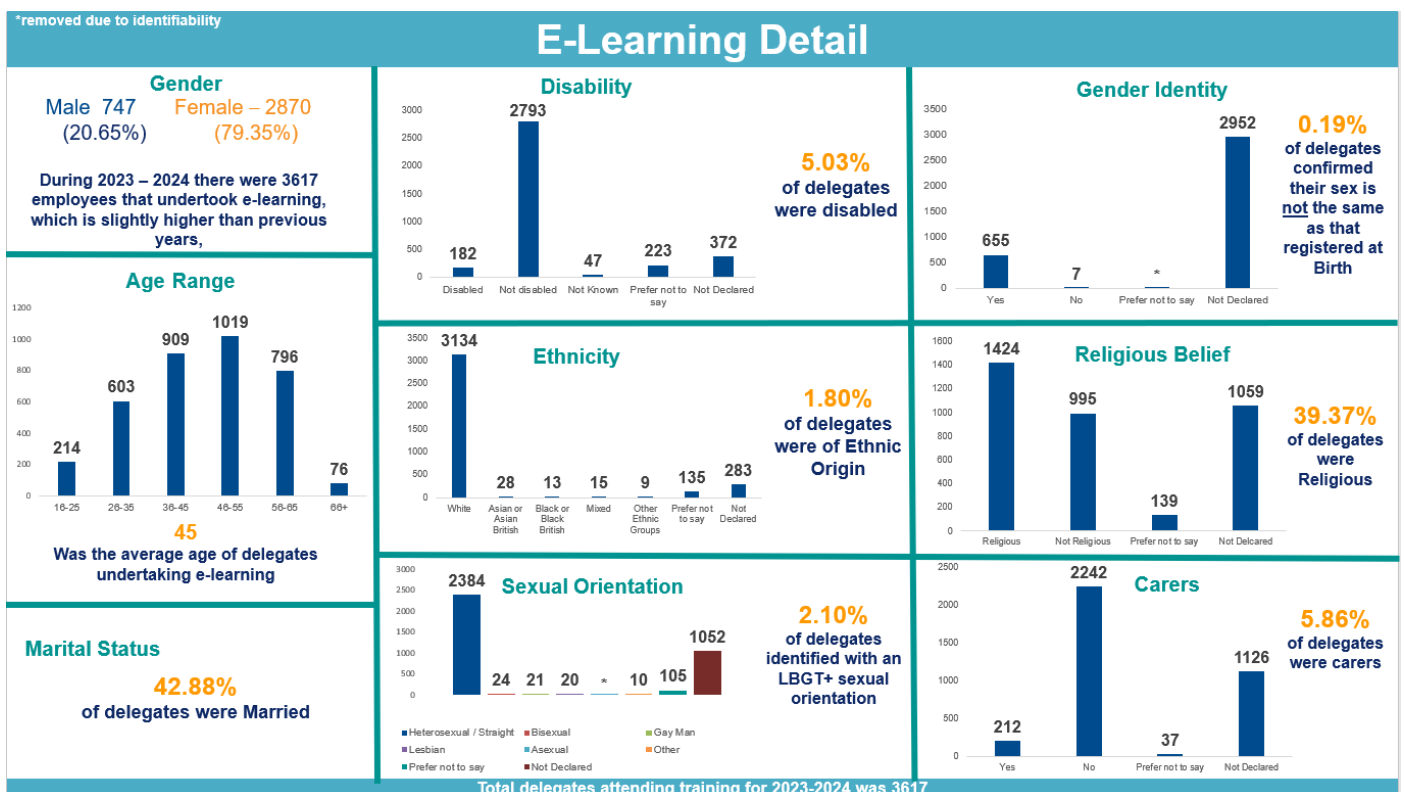
Welsh Speaking		Welsh Reading		Welsh Writing		Welsh Listening	
WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees
0 - No Skills	267	0 - No Skills	303	0 - No Skills	341	0 - No Skills	103
A1 - Entry Level	248	A1 - Entry Level	205	A1 - Entry Level	180	A1 - Entry Level	84
A2 - Foundation Level	9	A2 - Foundation Level	10	A2 - Foundation Level	8	A2 - Foundation Level	14
B1 - Intermediate Level	30	B1 - Intermediate Level	32	B1 - Intermediate Level	25	B1 - Intermediate Level	6
B2 - Advanced Level	*	B2 - Advanced Level	*	B2 - Advanced Level	*	B2 - Advanced Level	*
C1 - Proficiency Level	36	C1 - Proficiency Level	37	C1 - Proficiency Level	34	C1 - Proficiency Level	8
C2 - Fully proficient	7	C2 - Fully proficient	9	C2 - Fully proficient	8	C2 - Fully proficient	11
Prefer not to say	5	Prefer not to say	*	Prefer not to say	*	Prefer not to say	*
Not Declared	210	Not Declared	210	Not Declared	210	Not Declared	580
<b>Grand Total</b>	<b>813</b>	<b>Grand Total</b>	<b>813</b>	<b>Grand Total</b>	<b>813</b>	<b>Grand Total</b>	<b>813</b>

## 10. 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. 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 1 April 2023 and 31 March 2024 all training programmes were active with an extensive programme of delivery being offered online. E-Learning modules were completed by 3,617 employees. Where a percentage breakdown has been used this is based on the total number of employees that have undertaken e-learning (3,617).



## Welsh Language

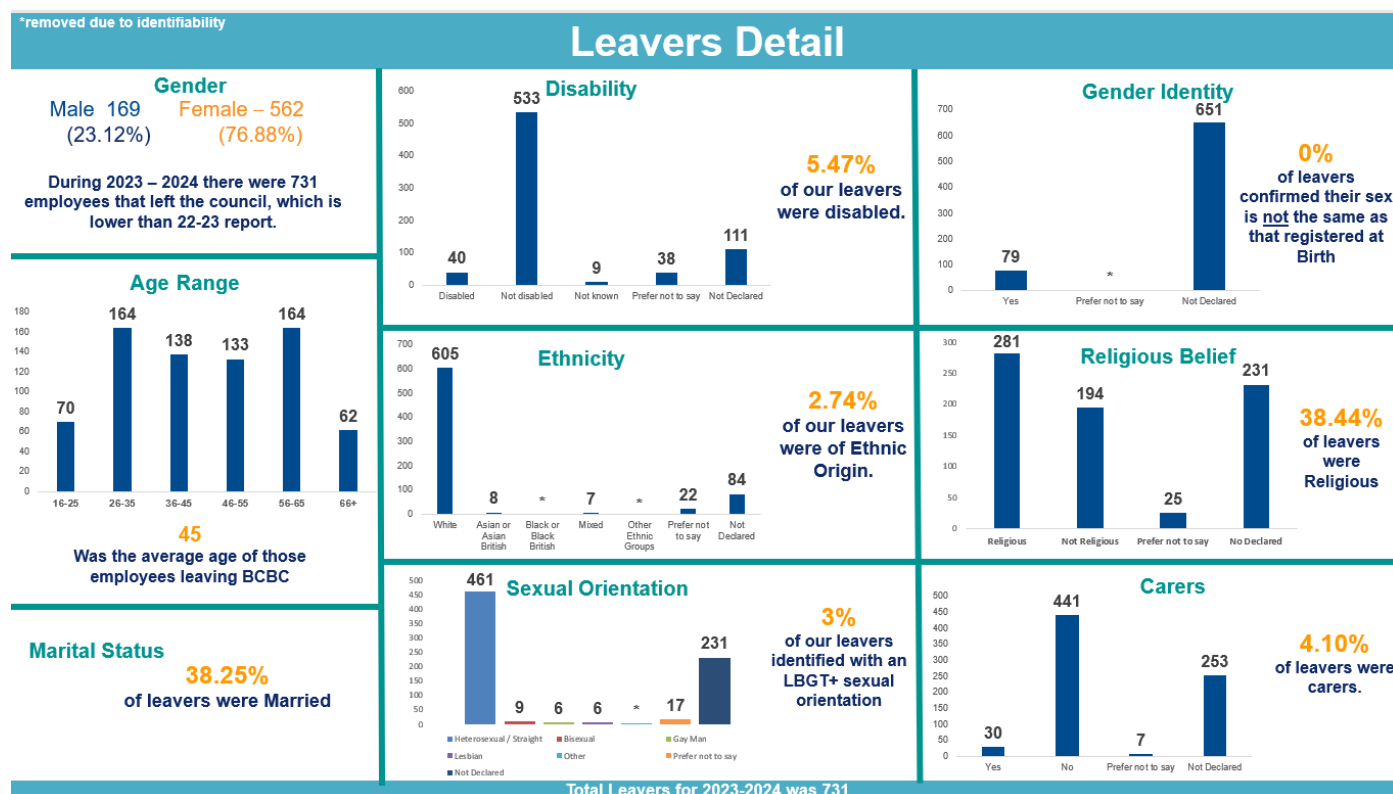
Welsh Speaking		Welsh Reading		Welsh Writing		Welsh Listening	
WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees
0 - No Skills	1379	0 - No Skills	1366	0 - No Skills	1547	0 - No Skills	120
A1 - Entry Level	761	A1 - Entry Level	751	A1 - Entry Level	603	A1 - Entry Level	113
A2 - Foundation Level	*	A2 - Foundation Level	*	A2 - Foundation Level	*	A2 - Foundation Level	10
B1 - Intermediate Level	91	B1 - Intermediate Level	108	B1 - Intermediate Level	90	B1 - Intermediate Level	9
B2 - Advanced Level	*	B2 - Advanced Level	*	B2 - Advanced Level	*	B2 - Advanced Level	*
C1 - Proficiency Level	162	C1 - Proficiency Level	166	C1 - Proficiency Level	152	C1 - Proficiency Level	9
C2 - Fully proficient	*	C2 - Fully proficient	*	C2 - Fully proficient	*	C2 - Fully proficient	10
Prefer not to say	*	Prefer not to say	*	Prefer not to say	*	Prefer not to say	*
Not Declared	1214	Not Declared	1216	Not Declared	1215	Not Declared	3338
<b>Grand Total</b>	<b>3617</b>	<b>Grand Total</b>	<b>3617</b>	<b>Grand Total</b>	<b>3617</b>	<b>Grand Total</b>	<b>3617</b>

## 11. Resolution and Disciplinary Matters

During 1 April 2023 and 31 March 2024 there were 17 resolution and disciplinary matters in total. We are unable to disclose the protected characteristics of these employees due to the amount of data being too small to interpret in a meaningful way. Albeit this information does not show any cause for concern.

## 12. Leavers

The following detail summarises the protected characteristics of the 731 individuals who left the employment of the council between 1 April 2023 and 31 March 2024. 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 (731).



## Welsh Language

Welsh Speaking		Welsh Reading		Welsh Writing		Welsh Listening	
WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees	WL Category	Number of Employees
0 - No Skills	84	0 - No Skills	86	0 - No Skills	96	0 - No Skills	10
A1 - Entry Level	41	A1 - Entry Level	37	A1 - Entry Level	30	A1 - Entry Level	10
A2 - Foundation Level	*	A2 - Foundation Level	*	A2 - Foundation Level	*	A2 - Foundation Level	*
B1 - Intermediate Level	8	B1 - Intermediate Level	10	B1 - Intermediate Level	8	B1 - Intermediate Level	*
B2 - Advanced Level	*	B2 - Advanced Level	*	B2 - Advanced Level	*	B2 - Advanced Level	*
C1 - Proficiency Level	10	C1 - Proficiency Level	10	C1 - Proficiency Level	7	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	583	Not Declared	583	Not Declared	583	Not Declared	703
<b>Grand Total</b>	<b>731</b>	<b>Grand Total</b>	<b>731</b>	<b>Grand Total</b>	<b>731</b>	<b>Grand Total</b>	<b>731</b>

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.

## 14. 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: [equalities@bridgend.gov.uk](mailto:equalities@bridgend.gov.uk)

By telephone: 01656 643664

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 8.30am to 5.00pm, Monday to Thursday and 8.30am to 4.30pm on Friday.

This is our [complaints procedure](#).