THE VALE OF GLAMORGAN COUNCIL

LIVE WELL SCRUTINY COMMITTEE: 11TH NOVEMBER, 2025

REFERENCE FROM CABINET: 4TH SEPTEMBER, 2025

"**C92   ANNUAL EQUALITY MONITORING REPORT 2024-2025 (CEERS) (SCRUTINY – LIVE WELL SCRUTINY COMMITTEE) –**

The Cabinet Member presented the report to seek approval of the Annual Equality Monitoring Report (Appendix 1).

Councillor Sivagnanam said the report summarised the work across the organisation for 2024/25 and was structured so as to meet the requirements of the Equality Act and specific Duties for Wales.

Cabinet was made aware that Appendix 5 to the report would contain a detailed report on employment information, a summary of which should have been included in the main report. The employment data was not submitted in time for the meeting cycle and as such, neither Appendix 5 nor the summary within the main report were included. Appendix 5 would follow at a later Scrutiny meeting once the data had been submitted.

Several examples of the Council's work to achieve the equality objectives were quoted including QuickStart, staff networks (GLAM, Diverse and Abl), the Family Information Service (FIS) and Schools of Sanctury which all worked towards making a difference to addressing inequalities across the Vale of Glamorgan.

The Leader said it was important to show what the Council was doing to tackle inequalities across the Vale of Glamorgan and also referred to the specialist support and advice services available at the Pod at Golau Caredig on issues such as housing, benefits employment matters.

Councillor Sivagnanam said the report reflected the values of the Council and made a difference to both communities and the Council's workforce who delivered services to those communities.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

(1)   T H A T the Annual Equality Monitoring Report 2024-2025 as described in the body of the report and at Appendix 1 be approved.

(2)   T H A T the report be referred to Live Well Scrutiny Committee and that any recommendations be referred back to Cabinet for consideration and inclusion in the final version of the Annual Equality Monitoring Report.

<u>Reasons for decisions</u>

(1)   To allow the Council to meet its reporting duty under the specific duties for Wales and continue to make progress towards meeting the public sector equality duty whist ensuring our equality work was available for scrutiny by the Equality and Human Rights Commission and others.

(2)   To enable the Scrutiny Committee to consider the report and to enable publication by 31st March, 2026 to meet our statutory duties."

Attached as Appendix – Report to Cabinet: 4th September, 2025

Meeting of:	**Cabinet**
Date of Meeting:	**Thursday, 04 September 2025**
Relevant Scrutiny Committee:	Live Well Scrutiny Committee
Report Title:	Annual Equality Monitoring Report 2024-2025
Purpose of Report:	To seek approval of the Annual Equality Monitoring Report (Appendix 1).
Report Owner:	Cabinet Member for Community Engagement, Equalities and Regulatory Services
Responsible Officer:	Director of Corporate Resources
Elected Member and Officer Consultation:	Strategic Leadership Team
Policy Framework:	This is a matter for Executive decision by Cabinet

Executive Summary:

- This report brings to the attention of Cabinet the Council's progress against the equality objectives of the Strategic Equality Plan 2024-2025 and other actions taken to improve equality for people living and working in the Vale of Glamorgan.

- It summarises what services have done to collect and analyse equality data on how people with protected characteristics have used their services. It notes what they have done to make improvements in the reporting period 2024-2025. Not all services responded to the request to submit information for this report.

- It comments on progress made with each of the equality objectives and where we need to continue to focus our efforts.

- It refers to appendices which show the data collected and the form used to collect data.

- Appendix 5 will contain a detailed report on employment information, a summary of which should be included in the main report. The employment data was not submitted in time for this meeting cycle and as such, neither Appendix 5 nor the summary within the main report are included. Appendix 5 will follow at a later Scrutiny meeting, once the data has been submitted.

- Following consideration and approval by Cabinet, the report will be referred to Scrutiny Committee for consideration and if required, be referred back to Cabinet for consideration and inclusion in the final version of the Annual Equality Monitoring Report.

Recommendations

1. That Cabinet approves the Annual Equality Monitoring Report 2024-2025 as described in the body of this report and at Appendix 1.

2. That Cabinet refers this report to Live Well Scrutiny Committee and that any recommendations be referred back to Cabinet for consideration and inclusion in the final version of the Annual Equality Monitoring Report.

Reasons for Recommendations

1. To allow the Council to meet its reporting duty under the specific duties for Wales and continue to make progress towards meeting the public sector equality duty whist ensuring our equality work is available for scrutiny by the Equality and Human Rights Commission and others.

2. To enable the Scrutiny Committee to consider the report and to enable publication by 31st March 2026 to meet our statutory duties.

1. Background

1.1 The Equality Act 2010 includes a public sector equality duty (the 'general duty') and there are specific duties for Wales.

1.2 The specific duties include the requirement to publish an annual report for the previous year by 31st March each year to demonstrate the progress made on equalities issues that are contained within the Council's Strategic Equality Plan and any associated equalities activity.

1.3 This report provides Cabinet with the Annual Report for the period 2024-2025 for approval.

2. Key Issues for Consideration

2.1 The Annual Equality Monitoring Report for 2024-2025 can be found in Appendix 1. The report provides information relating to the ten equality objectives contained in the Council's [Strategic Equality Plan 2024-2025.](#)

2.2 These objectives are:

• Improve how we involve, engage, and communicate with protected groups about our work and decisions.

• Continue to reduce the gender pay gap in the Council, identify whether there is a pay gap for ethnic minorities in the Council by March 2025, and report on both annually.

- Improve employment opportunities in the Council for protected groups, particularly disabled and young people, to more closely reflect the diversity of the local population by March 2025.

- Continue working on developing a more inclusive work environment that supports staff from all backgrounds to reach their potential through implementing a range of actions by March 2025.

- Provide support and development to elected members on equality issues.

- Develop and implement plans throughout the life of this plan to address attainment gaps for children and young people and provide support to overcome barriers to them reaching their potential.

- Develop and implement processes throughout the life of this plan to address hate crimes, violence against women, domestic abuse, and sexual violence.

- Consider the housing needs of people with protected characteristics and how our work impacts on them, taking action to address any disproportionate impacts on these groups.

- Work in partnership to consider issues relating to transport accessibility, particularly for disabled people and older people.

- Develop and implement plans throughout the life of this plan to promote our natural and built environment and cultural heritage, including accessibility, to protected groups.

2.3 The Annual Equality Monitoring Report is structured so as to meet the requirements of the Equality Act and specific Duties for Wales. The Report therefore includes:

- Background information about the purposes of the Report and the way it has been developed;
- The steps the Council has taken to identify and collect relevant information (and any reasons for not collecting information);
- How the Council has used this information in meeting the three aims of the general duty;
- A statement on the effectiveness of the Council's arrangements for identifying and collecting relevant information;
- Progress towards fulfilling each of the Council's existing equality objectives (setting out what has been done, what has been learnt, where the challenges lie and what still needs to be done);
- A statement on the effectiveness of the steps that the Council has taken to fulfil each of its equality objectives;
- The report contains specified employment information, including information on training and pay.

2.4   To demonstrate how other relevant matters (outside of the specific work on the equality objectives) have contributed to this work, the annual report also includes a section on these issues and their contribution to show the wider work underway across the Council.

2.5   The Annual Equality Monitoring report contains a series of appendices to provide further information and make linkages with other relevant reports.

2.6   Cabinet is requested to consider the Report at Appendix 1 and refer the report to Live Well Scrutiny Committee.

2.7   Once approved, the Annual Equality Monitoring Report will be translated so that bilingual versions are available.

3.   How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?

3.1   The Strategic Equality Plan and its delivery demonstrates the five ways of working and the pursuit of the Council's well-being objectives.

3.2   It is a long-term plan aiming to improve equality for residents over a period of time through the achievement of its equality objectives. We have used research and evidence from the Equality and Human Rights Commission's 'Is Wales Fairer' which outlines the key challenges for improving equality in Wales.

3.3   It aims to prevent identified challenges from getting worse and to put in place measures which can improve fairness and equality for people who live or work in the Vale of Glamorgan. This is underpinned by our responsibilities under the 'general duty' of the Equality Act 2010 and the specific equality duties for Wales.

3.4   The equality objectives can only be achieved if there is collaboration across Council Services.

3.5   There are equality objectives relevant to most services, such as collecting and analysing data, and engaging with protected groups. Others are specific to a particular service, such as the domestic abuse objective. In turn, some of these will need collaboration with external partners. For example, our Community Safety Team works closely with Vale Domestic Abuse Service - an external organisation providing services for those experiencing domestic violence.

3.6   To develop the original Strategic Equality Plan in 2012 and to update it in 2016, 2020 and 2024, we involved people through an engagement and consultation process with stakeholders and the public to develop our equality objectives. Each of the equality objectives has an action plan to explain what we aim to do to achieve that objective. There is an equality impact assessment in place which describes the impact of this work on protected groups.

4. Climate Change and Nature Implications

4.1   There are no direct climate change or nature implications associated with this report. Climate change can have a greater impact on certain groups such as older people, women, poorer people, disabled people, and people in poor health particularly those with respiratory difficulties. In this context, our work to address inequality is important.

5. Resources and Legal Considerations

Financial

5.1   Officer time is needed to collect, analyse, and report on equality and employment information on a regular basis. The benefit is a better understanding of how to target resources to deliver services which best meet the needs of users.

5.2   The actions ensure that the Council complies with legislation (avoiding a potential adverse cost implication for non-compliance).

Employment

5.3   Officers collect, analyse and report on employment information. The benefit is a better understanding of how to target resources to provide employment opportunities which best meet the needs of staff and applicants.

5.4   The Plan contains equality objectives specifically related to employment (regarding the reduction of the gender pay gap and ethnicity pay gap) and makes references to the employment profile of the Council as required by the Equality Act.

Legal (Including Equalities)

5.5   The Equality Act 2010 created a public sector duty, replacing the race, disability and gender equality duties. The duty came into force in April 2011. The duty covers age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. Under the general duty, public sector organisations must have due regard to the need to:
   o   eliminate unlawful discrimination, harassment and victimisation;
   o   advance equality of opportunity between different groups;
   o   foster good relations between different groups.

5.6   The duty to have due regard to the need to eliminate discrimination also covers marriage and civil partnership.

5.7　The Equality Act gives Welsh Ministers the power to impose specific duties through regulations. The specific duties are legal requirements designed to help public bodies meet the general duty. These were published in April 2011.

5.8　The Equality and Human Rights Commission published guidance on the public sector equality duty for Wales on 8th June 2011. It performs a regulatory role to ensure that listed bodies comply with the duty. If the Equality and Human Rights Commission believes that the Council has not complied with a public sector equality duty, it has the power to seek compliance.

5.9　The Annual Equality Monitoring Report sets out how the Council has been working to meet the general duty and public sector equality duty for Wales.

5.10　The Council is required to collect, use, and publish equality and employment information to help understand how its policies, practices and decisions affect individuals who share one or more of the protected characteristics. This process is essential if the Council is to comply with the requirements of the public sector specific equality duties in Wales. The information is required to accurately inform the equality impact assessment process, the Strategic Equality Plan and equality objectives.

5.11　The work reported upon in the Annual Equality Monitoring Report will assist in promoting community cohesion by meeting the diverse needs of local people and improving equality of opportunity.

5.12　The Socio-economic Duty came into force in Wales on 31st March 2021. It improves decision making and helps those who are socio-economically disadvantaged. The introduction of the Socio-economic Duty means that some public bodies, including local authorities, now have to think about how their strategic decisions, such as setting objectives and developing public services, can improve inequality of outcome for people who suffer socio-economic disadvantage.

6. Background Papers

Equality and Human Rights Commission Guidance: Annual reporting, publishing and Ministerial duties: A guide for listed public authorities in Wales

Welsh Government '2012 - Collecting Equality Data and Harmonised Standards Best Practice' guidance.

Equality and Human Rights Commission's Technical Guidance on the Public Sector Equality Duty Wales

The Vale of Glamorgan Council's

Annual Equality Report

2024-2025

You can ask for this document in other formats.
For example: larger font or on different colour paper.

This document is available in Welsh.
Mae'r ddogfen hon ar gael yn Gymraeg.

Contents

Introduction

We must report on progress towards meeting our equality objectives and other equality matters every year by 31 March for performance in the previous year. This report tells you about our equality work between April 2024 and March 2025.

We do this to meet our duties under:

- the Equality Act 2010;

- the Public Sector Equality Duty (known as the 'general duty'); and

- the specific duties for Wales.

We tell you how we have collected and used information to:

- eliminate unlawful discrimination;

- advance equality of opportunity; and

- foster good relations.

We also tell you about:

- how we are getting on with our equality objectives

- the people we employ

- other equality work.

Background

We describe our main equality work in our Strategic Equality Plan 2024-25.

We agreed this plan in March 2024. We engaged with key stakeholders to propose that we would maintain the equality objectives from the 2020-24 Plan. We chose to do this

because we wanted to develop a new set of equality objectives alongside the development of our new corporate wellbeing objectives for 2025-2030.

It progresses our work from our previous plans in 2012 and 2016. There were things we had to do to develop the first plan.

- We looked at the information we had on the people using our services. We especially wanted to know which protected groups were using our services.

- We met with local organisations to see if there were areas that we could work on together.

- We looked at other plans to see if they had actions that needed to be in the Strategic Equality Plan. These included the Corporate Plan and the Equality and Diversity Plan.

- We arranged to meet with other organisations that have an interest in the needs of protected groups. We went to their meetings if they could not come to ours.

- We consulted with the public, staff, and trade unions.

- We talked to people about what our priorities should be.

This helped us to decide on our equality objectives - an important part of the Strategic Equality Plan. We build on these foundations each time we review our Strategic Equality Plan and equality objectives.

We consulted people in 2019 for our 2020-2024 Plan and in 2023 for the 2024-2025 plan. We used feedback from engagement and consultation to develop the equality objectives. We used more recent research such as 'How Fair is Wales? 2023' by the Equality and Human Rights Commission as well as the Let's Talk About Life in the Vale survey carried out in Autumn 2024. We made links with our corporate wellbeing objectives.

To make sure we achieve the equality objectives, we put actions in service plans. These plans guide the work of each service area (such as Housing or Visible Services). Each service must monitor progress with these actions and report on this.

We have a Cabinet member for Community Engagement, Equalities and Regulatory Services to lead on equality issues as well as an elected member Equalities Champion. Directors take the lead in their own service area.

We find out about the latest issues and guidance in a few ways, including through the Equality and Human Rights Commission network.

Since we agreed the last Strategic Equality Plan in 2020, there have been many changes that have impacted upon people's lives including Covid, the cost-of-living crisis, and the Black Lives Matter movement. The Welsh Government has published several plans such as the Anti-racist Wales Action Plan for Wales, the LGBTQ+ Action Plan for Wales, and Age Friendly Wales. There is some reflection of these priorities in this latest Strategic Equality Plan, and we will further consider our thinking around these in the coming year as we develop the next set of equality objectives.

Steps taken to identify and collect relevant information

We collect information about who uses our services. There is a corporate approach available for doing this so that our Services can collect data on protected groups in a consistent way. See the corporate equalities monitoring form in Appendix 3. We encourage services to improve how they use this information to help them plan their work to better meet people's needs.

When we look at the information gathered, we consider:

- the data gathered over the last few years;

- the systems used to gather the data; and

- how services use this information to make improvements.

This helps managers to identify gaps in the information and take appropriate action.

We asked services to complete an online Microsoft Form, which can be seen in Appendix 2.

We asked our services:

- What have you achieved in respect of equality objectives from the Strategic Equality Plan 2024–2025 that are relevant to your service?

- What other work have you done during this period that supports equality and meeting the three aims of the general duty?

- Do you have effective arrangements for collecting equalities information?

- What do you do with the equalities monitoring information and data you collect? How have you used it to make changes, improve services, and influence decisions that improve outcomes for protected groups?

- Which protected characteristics have you monitored?

- If there are any you do not monitor, why not?

- Have you monitored socio-economic disadvantage? If not, why not?

You can find the equality information that Services have collected in Appendix 4.

The form encourages services to show how they have used the information to make improvements to services.

Reasons for not collecting relevant information

Some of the reasons for not collecting information include:

- users not wanting to complete another form or provide additional information;

- concern that limited surveys do not reflect a true picture;

- not having systems to collect the information;

- inappropriate or difficult to collate the information;

- availability of data;

- lack of understanding of how collecting data would impact work.

We encourage managers to explain the importance of this information to service improvement.

Statement on the effectiveness of steps taken to fulfil each of our equality objectives

Here is a short outline of how we developed our original objectives. You can find full details of this in our first [Strategic Equality Plan](#).

- We used national research to help us understand the issues such as the '[How Fair is Wales? 2023'](#) report produced by the Equality and Human Rights Commission.

- We looked at whether we had any information in the Council to tell us more.

- We talked to groups who know about the interests of protected groups.

- We looked at the information we had on the people using our services. We especially wanted to know which protected groups were using our services.

- We consulted with our own staff and the public.

- We agreed the equality objectives that we would work on for the next four years.

We show what work we have done on these in this report.

Strategic Equality Objective One – Improve how we involve, engage, and communicate with protected groups about our work and decisions.

Strategic Equality Objective Two – Continue to reduce the gender pay gap in the Council, identify whether there is a pay gap for ethnic minorities in the Council by March 2022, and report on both annually.

Strategic Equality Objective Three – Improve employment opportunities in the Council for protected groups, particularly disabled and young people, to more closely reflect the diversity of the local population by March 2025.

Strategic Equality Objective Four – Continue to work on developing a more inclusive work environment that supports staff from all backgrounds to reach their potential through implementing a range of actions by March 2025.

Strategic Equality Objective Five – Provide support and development to elected members on equality issues.

Strategic Equality Objective Six – Develop and implement plans throughout the life of this plan to address attainment gaps for children and young people and provide support to overcome barriers to them reaching their full potential.

Strategic Equality Objective Seven – Develop and implement processes throughout the life of this plan to address hate crimes, violence against women, domestic abuse, and sexual violence.

Strategic Equality Objective Eight – Consider the housing needs of people with protected characteristics and how our work impacts on them, taking action to address any disproportionate impacts on these groups.

Strategic Equality Objective Nine – Work in partnership to consider issues relating to transport accessibility, particularly for disabled people and older people.

Strategic Equality Objective Ten – Develop and implement plans throughout the life of this plan to promote our natural and built environment and cultural heritage, including accessibility, to protected groups.

Summary of work carried out in line with Strategic Equality Objectives

Strategic Equality Objective 1

Improve how we involve, engage, and communicate with protected groups about our work and decisions.

Communications

The corporate Facebook account has over 26,000 followers. The Welsh language account has 153 followers.

The corporate X/Twitter account had 21,600 followers whilst the Welsh language account had 626 followers by the end of March 2024. The number of Facebook followers has increased since last year and the number of followers on X / Twitter has decreased. This is however reflective of a general decline in use of X / Twitter. In April 2025, we announced that we would no longer use X / Twitter.

We launched the corporate Instagram accounts in November 2024. There are separate English and Welsh accounts which share the same posts. The English account has 333 followers, and the Welsh account has 22 followers.

The Vale of Glamorgan Council also has a corporate LinkedIn account, with over 11,000 followers. All posts are bilingual, with English and Welsh text in the same post.

Consultations

We engaged with residents of the Vale of Glamorgan throughout 2024-25 on consultations, including the Strategic Equality Plan 2025-2029 and the Corporate Plan 2025-2030.

We undertook more than 30 consultation and engagement projects of various scope and size across the course of the year. Usually, service area teams did these, sometimes with support from our central Communications Team.

The Placemaking Team undertook a comprehensive engagement programme, involving over 2,500 participants in the development of new Place Plans for Barry, Penarth, Cowbridge, and Llantwit Major. In Llantwit Major, we delivered 15 separate consultation activities which engaged more than 700 individuals. We placed particular emphasis on engaging underrepresented groups, for instance, to address low participation among young people. The team collaborated with the Vale of Glamorgan Youth Service to facilitate a week-long series of lunchtime sessions at a local comprehensive school.

Equality Consultative Forum

The Equality Consultative Forum met twice in 2024-2025 to discuss a range of corporate plans and initiatives as well as some items from external partners. Items discussed included:

- New planning protocol
- Reshaping

- Corporate Plan
- Let's Talk About Life in the Vale

Vale 50+ Strategy Forum and Age Friendly Vale

We continue to support the Vale 50+ Strategy Forum who are a voice for older people in the Vale of Glamorgan. We supported the Forum to hold a series of in-person meetings for people aged 50+ to share their views on important topics as well as public 'Have Your Say' events in May and July 2024, and participation in the Age Friendly Christmas event in December 2024. Feedback from the events helped shape the Age Friendly Strategy and Action Plan.

The Age Friendly Officer and the Public Services Board (PSB) launched the Age Friendly Vale Strategy and Action Plan 2025-2028 at the beginning of 2025.

More than twenty partners from the Public Services Board, third sector and local community groups as well as invited older people attended the Age Friendly Action Planning workshop at St Pauls Community Centre in Penarth in April 2024. They provided feedback and helped shape the Action Plan alongside a further eleven community feedback events.

We have publicly celebrated Intergenerational Week on Vale of Glamorgan social media. We highlighted examples of good practice, joining partners such as Welsh Government and the Older People's Commissioner for Wales in encouraging intergenerational activities.

We marked International Older Peoples Day on 1 October by launching the Age Friendly Vale Positive Aging Campaign video, featuring local residents. The video received over 1,000 views, helping to promote positive aging and tackle negative stereotypes. The video can be seen here:
https://www.youtube.com/watch?v=VrkuHZsOZnA

Social Services – Adult Services

The Integrated Discharge Service started to use Talking Mats and a Sonido Portable Loop for citizens who have communication difficulties.

Data and Insight

The Strategy and Insight team encourage the use of data to support and shape Council policies and decisions. They share reports with Council departments who can use the data to better inform the decision-making process.

The Monthly Economic Update report for April 2025 can be viewed here.

Strategic Equality Objective 2

Continue to reduce the gender pay gap in the Council, identify whether there is a pay gap for ethnic minorities in the Council by March 2024, and report on both annually.

We monitor the gender pay gap on a quarterly basis. We report the median gender pay gap to the Welsh Government. We report on the gender pay gap quarterly through performance indicators and annually through this report.

The gender pay gap has decreased from last year. The difference in mean hourly rate between male and female employees is £0.41, a decrease from £0.65 last year. The difference in median hourly rate between male and female employees is £0.26. The mean gender pay gap as a percentage of men's pay is 1.61% and the median gender pay gap as a percentage of men's pay is 2.26%, which is less than the UK median gender pay gap of 7.0%.

We also monitor the ethnicity pay gap on a regular basis, reporting as part of the Council's Quarterly Performance Indicators. The mean ethnicity pay gap as a percentage is 6.85% (higher than last year) and the median ethnicity pay gap as a percentage is 6.32%, (lower than last year).

We continue to work on improving our diversity profile and using the diversity dashboards to address the ethnicity and gender pay gaps.

Strategic Equality Objective 3

Improve employment opportunities in the Council for protected groups, particularly disabled and young people, to more closely reflect the diversity of the local population by March 2025.

Communities for work

We continue to work on different projects to support specific groups and reduce barriers into employment.

- **QuickStart**
  QuickStart provides an opportunity for individuals aged 18-25 to gain a six-month paid work placement in a Council department. During 2024/25, sixteen individuals gained placements and twelve have now completed their placement, either continuing to work in their department, moved into external opportunities, or gone to university. Four remain in their placements and are awaiting details on next steps. A further round started in April 2025, with nine individuals being placed into roles.

- **Supported Employment Mentors**

  The Supported Employment Mentors continued to support individuals aged 18-30 with disabilities and/or neurodiverse conditions.

- **Economically Inactive**

  In February this year, in collaboration with Youth Service, CELT+ and Cardiff and Vale College, a large Apprenticeship and Careers Fair was held to encourage individuals from all ages and backgrounds to engage with local employers and support services. Over 1000 individuals attended.

- **Job Clubs**

  The Youth Job Club and 25+ Job Club began to be delivered from The Pod, on Holton Road in Barry.

Social Services – Adult Services

Members of Vale People First are on the interview panel for all social care staff and manager appointments within the Learning Disability teams. They are also key partners in monitoring the Supported Living Contract.

Following engagement work with citizens attending the Day Service, we worked with Communities for Work to identify training and employment opportunities for some of the citizens attending the Day Service.

We worked in partnership with Prevention and Partnership to secure funding through the Shared Prosperity Fund for three supported employment mentors. The mentors work with people with mental health, physical and/or learning disabilities, sensory needs and autism to develop skills and confidence to secure voluntary and paid employment.

Human Resources

We continued to promote and encourage greater use of the Equality Dashboards.

We continued to develop the People Strategy, taking a draft version to scrutiny and arranging feedback sessions with managers and staff.

We arranged and attended a number of career and job fairs, including an Apprentice and Careers Fair at the Memo in February and supporting mock interviews at St Cyres School.

We continued to facilitate work experience opportunities. We have helped our care homes develop structured programmes for work experience, working with local colleges to provide training and inductions.

Following work with Organisational Development and Learning, we identified work experience opportunities within the Housing and Building Services teams. These placements allow candidates to experience the work environment before making a full commitment into apprenticeship or more permanent roles.

Strategic Equality Objective 4

Continue to work on developing a more inclusive work environment that supports staff from all backgrounds to reach their potential through implementing a range of actions by March 2025.

Our staff networks GLAM, Diverse and Abl, continue to grow in membership and support staff and shape decisions. The networks regularly meet with senior leaders and Human Resources.

For National Inclusion Week 2024, we shared a video featuring the staff network leads explaining why the networks are so important to the Council as an organisation and to the individuals they represent.

Race Equality Matter's awarded us its prestigious Silver Trailblazer Status which recognised our work to address racial inequality within the organisation. Work highlighted included:

- Championing our <u>Diverse Staff Network</u>.

- Giving our diverse members of staff a voice to share their stories through a series of internal <u>profile pieces</u>.

- Working with and supporting our schools to become actively <u>anti-racist</u>.

- Taking significant strides in recruiting and retaining members of staff from the global majority.

Stonewall announced us as one of its Top 100 Inclusive Employers. We were one of only two Welsh councils to appear on the list announced in June 2024. This is a significant achievement for us. We were proud to join top organisations across the UK recognised for exceptional commitment to supporting LGBTQ+ staff, customers and residents.

Over the past year, we have taken further steps towards creating an inclusive working environment, including championing LGBTQ+ colleagues, celebrating local pride events, and continuing to support and promote of our LGBTQ+ staff network, GLAM.

We held an online panel event with the GLAM network, "Empower Unite", featuring senior leaders and representatives from Stonewall Cymru and Pride Cymru.

We encourage all staff to set aside time for personal development and take part in programs such as Infuse and reverse mentoring. The Learning Café continued to promote opportunities for personal and professional development, training, webinars, and other events. The Learning Café has grown to over 100 members. Network meetings have taken place across the different topic groups. We share information about learning and development opportunities as well as topics and events that support the Reshaping and Corporate Plans.

To mark International Women's Day in 2025 and celebrate inclusion, we invited staff to 'shout out' their female colleagues and the women who inspire them. We shared profiles on a range of our female colleagues.

We told colleagues about our Reverse Mentoring Scheme, where junior team members mentor senior leaders. This flips the traditional dynamic to offer a unique opportunity for junior officers to share their experiences, challenges, and perspectives with senior members of staff.

Strategic Equality Objective 5

Provide support and development to elected members on equality issues.

Members have access to iDev which hosts a range of e-learning modules on equality issues. They can access previous sessions and presentations via MemberNet. We provided information during the year about race awareness.

We keep Members' training and development under review and arrange to meet identified needs. The presentations, links, and resources from all training are available to members at any time via Membernet.

The Strategy and Insight team provide data and analysis to elected members including information on equalities issues and protected characteristics.

The Annual Equality Monitoring Report is taken to scrutiny committees each year.

Strategic Equality Objective 6

Develop and implement plans throughout the life of this plan to address attainment gaps for children and young people and provide support to overcome barriers to them reaching their full potential.

Social Services – Children and Young People's Service (CYPS)

We held a Young Carers Celebration in March 2025 aimed at providing 150 Cardiff and Vale Young Carers with a fun day of activities and a break from their caring roles.

The regional and cross-sector working group ensured accessibility for the venue, necessary travel arrangements, and catered for cultural and religious dietary needs to remove barriers for young carers to attend.

We will plan next year's event to ensure the date does not clash with any cultural or religious festivals that may curtail attendance and participation.

We have carried out engagement work around the commissioning of services for Unaccompanied Asylum-Seeking Children (UASC) with the development of accommodation services tailored to individual needs.

The Family Information Service (FIS) achieved the national Families First Quality Award accreditation, demonstrating excellence in providing information, advice, and assistance to local families. The assessor highlighted the FIS Index as a strength. It supports carers and parents of those with complex needs by providing up to date information about services, events and activities.

The report applauded the team's partnership working to deliver an outreach service to parents in the community. It identified the FIS Christmas Family Party, which welcomed over 700 attendees, as an excellent opportunity for parents to connect with partners and learn about the local support available to them.

Youth Service

The Vale Youth Service Team achieved the prestigious Gold Quality Mark for Youth Work in Wales. This was a significant milestone that highlights their commitment to excellence and impact on young people across the Vale of Glamorgan.

The reach of the Youth Service increased from 2907 to 4516, representing a 55.35% increase. Of the 4516 individuals engaging with the service, 509 accredited outcomes were achieved, which is a 283% increase from 2023/24.

The Youth Service wase also highly praised in an Estyn inspection report:

"The quality of youth work is consistently high. Youth workers are very clear about the principles of youth work and reflect this in their practice … They are valued by young people and their parents and carers."

"The Vale of Glamorgan youth service is strongly based on the voice of young people and on providing the support that they need to grow as confident and informed citizens."

Monitoring equalities data revealed that young people from the global majority are under-represented in the Youth Service. We have linked with a third sector partner, EYST, to consult with young people from the global majority to identify what services are accessed, any barriers to engagement, and to develop strategies to move forward.

We worked on projects with learners who are classed as 'at risk' of becoming NEET (Not in Education, Employment or Training) and those who are NEET on the Youth Engagement and Progression Framework. This helped to support young people with programmes, training, and accredited courses to prepare for employment.

We spoke with LGBTQ+ young people to understand needs and identify barriers to attending the I AM ME youth club, such as parental support, location, and timing. We worked with Vale People First to offer a joint provision to support young people.

We developed an inclusive youth club called 'Hub Club' for young people with registered disabilities. Around 30 young people attend on a weekly basis to engage with a range of informal and accredited learning activities.

Inclusion

We continued to support the rising demand associated with Additional Learning Needs (ALN) and Social, Emotional and Mental Health needs (SEMH) through a varied approach across the whole school. During 2024-25, we refreshed the SEMH and Wellbeing Strategy and offered ALN training to all early years settings to support staff and families. We provided 24 training sessions to early year settings and provided schools with 200 copies of the 'Inclusion for All' guidance. We shared this to provide

practical help and information to enable inclusion for all children including those with emerging or identified needs and disabilities.

Attendance rates continued to improve. Primary sector attendance levels recovered at a faster rate than secondary schools when compared with pre-Covid levels. Attendance has seen an increase in primaries from 2023/24 of 1.39% (from 92.23% to 92.9%), and an increase in secondaries from 2023/24 of 3.28% (from 84.96% to 87%)

We measure attendance per year group. We identified Year 8 as a particular concern and have worked with schools on targeted support. We worked with agencies such as the Youth Justice Early Support Service (YJESS) to support schools to reduce exclusions for girls, after identifying an increase in this area.

Learning Links Team (formerly Vulnerable Groups Team)

The Learning Links Team supports schools to meet the needs of learners with additional challenges. It helps to track their achievements and assist them in overcoming any barriers to their success, ensuring they achieve their full potential. The Team continues to monitor the Virtual School Reports for Children Looked After, Children from the Global Majority, Multilingual Learners, Young Carers, and Service Children to be proactive in identifying and supporting learners.

We purchased licenses for Giglets for all schools in the Vale and arranged for all schools to access the Young Interpreters Scheme.

We worked in partnership with the Ministry of Defence to ensure that children from the families of entitled persons temporarily housed in the MOD sites had access to full-time education provision that met their needs. We worked with children from service families with one or more parents serving in the Armed Forces to design and develop an awareness raising project.

We engage with families who arrive under the vulnerable persons resettlement programmes so that children have access to education provision within statutory timescales. We facilitate interpreters and translation for families with English as an additional language for school communication and the admissions process.

We worked with Young Carers to design the 'Young Carers Your Views' awareness raising project which included a video produced and presented by Young Carers.

We consulted with children looked after and unaccompanied children and young people seeking asylum who are looked after by the Council. We ensured that their One Page Profiles on their Personal Education Plans best captured their wishes and how to support their educational needs.

We worked with children and young people from groups who face additional challenges that may impact negatively on their lives to design and develop Child Friendly Policies for schools for:

- Anti-Racism Policy

- Multilingual Learners Policy

- Care Experienced Children Policy

- Young Carers Policy

- Service Children Policy

We delivered equality and diversity training for school governors and continue to support schools with their Strategic Equality Plans and professional learning for school staff. The second cohort of the Anti-Racist Schools Action Research project presented their findings in an event at Stanwell School in June 2024. The third cohort of schools began the project later in the year. The project is intended to help schools take the necessary actions to become actively anti-racist, making significant changes to improve inclusion and embed anti-racism in the schools.

We worked with schools to become Schools of Sanctuary. Three schools received the Schools of Sanctuary award in 2024/25, with a further 22 schools actively working towards achieving their award. As part of this work, the Learning Links Team delivered professional learning to school staff and set up a Schools of Sanctuary network for schools to access resources and share good practice. We also supported

schools to implement the Young Interpreters Scheme, with 26 schools currently signed up and supported with training.

Governors

Members of the Council's staff network groups, Diverse, GLAM and Abl, were signposted to the latest Governor vacancies to increase the diversity of governing body memberships. We designed an electronic equalities form for Vale governors to find out the current diversity of our governor population. Once returned, this analysis will be used to help identify opportunities where we can widen the diversity of our governor pool.

Transgender Toolkit for Schools

The Transgender Toolkit and Guidance for schools has been published and continues to be embedded across our schools.

Leisure Services

The Active Young People programme included a range of projects to support more young people to be more active, more often as well as to improve their well-being and confidence. Over 17,600 young people participated in sport and physical activity opportunities created through the Active Young People programme in partnership with over 170 organisations, clubs, schools, and governing bodies. Leisure Services carried out consultations with young people to identify what sports and activities they wanted to do and from that, created new opportunities for sports including basketball, dodgeball, and pickleball.

- **Young Ambassadors**

Over 100 secondary school pupils are Young Ambassadors, delivering activities and raising awareness. Young Ambassadors have led sport sessions in autism resource bases, visited primary schools to upskill younger pupils, worked with Year 7 pupils on attendance consultations, and monitor equipment loaning at lunch breaks. Over 150 sessions were delivered through the Young Ambassador programme.

- **Energise YOUth**

  This was a targeted project working with partners to improve well-being and activity levels, remove barriers to participation, and support behaviour change. Over 60 young people took part. Registered young people could access free activities from a list of providers. We provided additional help to support those without appropriate clothing.

- **Leisure centre youth takeovers**

  We arranged five 'takeover' sessions for young people, including special sessions for over-14 year olds and girls following feedback. Over 250 young people took part and tried a range of activities. 86% felt more motivated to be more active.

- **Disability inclusion**

  Our School Sport Survey in 2022 indicated that 34% of young people with a disability or impairment participated in organised sport outside of the curriculum three or more times a week, compared with 44% of pupils without disabilities or impairments. To tackle this, along with our Young Ambassadors, we delivered 35 sessions to pupils. We delivered them in autism resource bases, raised awareness of available activities and clubs, promoted community sessions, and arranged two multisport events bringing pupils from different schools together. As a result, 6 young people joined community sessions, and 5 young people joined clubs at school.

- **Targeting inequalities**

  We arranged for equipment loans at food pantries and libraries to enable children and young people to participate in sports and activities requiring specialist equipment. We worked with Entitled Persons in St Athan to ensure all young people were able to access sport and activities. We delivered over 70 free sport sessions, impacting over 600 participants.

Strategic Equality Objective 7

Develop and implement processes throughout the life of this plan to address hate crimes, violence against women, domestic abuse, and sexual violence.

Youth Service and Her Voice Wales

The Youth Service delivered a range of programmes and prevention to address this area. This included projects such as EmpowerHER and Gloves which focus on healthy relationships and misogyny as well as wider health and well-being topics. Her Voice Wales continued to develop safe spaces for females feeling unsafe or facing abuse.

Community Safety

We facilitated twice weekly multi-agency meetings which improved outcomes for victims of high-risk domestic abuse. There were around twelve cases reported each month.

We continued to actively promote Clare's Law as a vital tool to support the safety of women who think they might be at risk of being in a relationship with a perpetrator of domestic abuse. There were on average six Clare's Law applications each month.

Between April and September 2024, the Domestic Abuse Assessment and Referral Coordinator (DAARC) received 299 referrals for review, contact, and support. In the same time period, 47 properties received Target Hardening security improvements to enable the victim and families to remain in their own home but feel safer to do so.

Strategic Equality Objective 8

Consider the housing needs of people with protected characteristics and how our work impacts on them, taking action to address any disproportionate impacts on these groups.

Strategy and Partnership - Vale 50+ Forum and Age Friendly Vale

The Vale 50+ Forum continues to host a housing topic group which had two meetings in 2024. Housing is one of the eight domains recognised by the World Health Organisation as a feature of age friendly communities. Working towards a more age friendly Vale of Glamorgan is a commitment within the Public Services Board's Age Friendly Vale Charter and Age Friendly Vale Strategy and action plan.

Housing Solutions

There has been a significant reduction in the use of hotel accommodation. This is due to the completion of a large number of temporary homes in Llantwit Major, as well as new housing developments in Barry and St Athan. By the end of 2024/25, there were no families in bed and breakfast accommodation with a significant number of families moving into longer-term social housing.

Homelessness prevention continues to be exceptionally challenging as a result of changes to legislation and guidance, particularly for single households. This year a positive prevention action succeeded in preventing or relieving homelessness in 25% of households supported, which is below the 40% target for the year. Work continues to help prevent homelessness and support people who are recently out of homelessness.

We have started work on other initiatives to help provide accommodation for single people. Examples include conversions of existing Council homes into shared accommodation, purchasing Houses of Multiple Occupation on the open market, and developing specialist temporary accommodation such as the former Olive Lodge Bed and Breakfast into self-contained accommodation for single people. We hope the ten units will be ready by Summer 2025.

Refugees

We developed around 90 units of temporary accommodation at Heol Croeso in Llantwit Major to provide high-quality short-term housing for Ukrainian refugees. We are committed to the Welsh Government's declaration that Wales is a 'Nation of Sanctuary' and continue to make a significant effort to helping those in need. The site

is split between Ukrainian refugees and homeless families who have been living in temporary accommodation.

Supporting people

Following the annual needs mapping survey, we identified gaps in provision and started to plan more services for people with learning and physical disabilities, commissioning the Esgyn service to meet this need. We commissioned a gender-neutral dispersed refuge to meet the need for domestic abuse accommodation for males and transgender people.

Gypsy and Traveller accommodation

We have an approved assessment of current and future need for Gypsy and Traveller accommodation in place in the Vale of Glamorgan.

Strategic Equality Objective 9

Work in partnership to consider issues relating to transport accessibility, particularly for disabled people and older people.

Strategy and Partnership - Vale 50+ Forum and Age Friendly Vale

Transport continues to be a key concern for many older people and a focus for the Vale 50+ Forum. The Vale 50+ Forum's transport topic group continues to have a strong relationship with the Vale of Glamorgan Council transport team and other local providers. Transport is one of the eight domains recognised by the World Health Organisation as a feature of age friendly communities. Access to suitable forms of transport is a commitment within the Public Service Board's Age Friendly Vale Charter and features within the Age Friendly Vale Strategy and Action Plan.

Highway maintenance

The Highway Maintenance Team was involved in road closures to facilitate Pride marches in Barry and Cowbridge in June 2024. This also enabled people with wheelchairs or access needs to partake in the full event.

We lowered kerbs and installed two uncontrolled crossing points in Barry which helped enable a child with disabilities to leave their house more frequently and easily.

Active Travel

We improved over 4km of cycle routes and over 10km of pedestrian and wheeling routes in Barry. We installed new lighting to improve the route to St Richard Gwyn High School and improved the pedestrian routes to Sully Primary School.

Public transport

We carried out a Public Transport and Road Safety Survey. We used the findings to update the accessibility of a number of bus stops. We will identify and prioritise bus stops that require upgrading using funding that we secured for 2025-26. We passed on concerns about the font size of timetables to the bus operators.

We also asked about accessibility of the Greenlinks Community Transport in the survey. We subsequently made changes to scheduling and accessibility of the electric vehicles.

We used Welsh Government funding to install Brompton bike lockers in Barry and add over 150 bike and scooter spaces in the form of pods and shelters in schools and other areas requested by the public.

Strategic Equality Objective 10

Develop and implement plans throughout the life of this plan to promote our natural and built environment and cultural heritage, including accessibility, to protected groups.

Strategy and Partnership - Vale 50+ Forum and Age Friendly Vale

The Vale 50+ Forum continues to host their climate change topic group. Accessible outdoor spaces is one of the eight domains recognised by the World Health Organisation as a feature of age friendly communities. Working towards a more age

friendly Vale of Glamorgan where people have access to safe outdoor spaces and buildings with suitable facilities is a commitment within the Public Services Board's Age Friendly Vale Charter and the Age Friendly Vale Strategy and Action Plan.

Place Making

Development of the Replacement Local Development Plan (RLDP) has progressed steadily, with a proposed deposit Plan scheduled for late 2025. This Plan, alongside our four placemaking plans, will form the strategic framework for guiding sustainable development and economic growth across the Vale of Glamorgan.

We have continued to embed placemaking principles across the organisation and within communities, encouraging broader participation in local governance and regeneration efforts. Over the past year, over 2000 residents from Llantwit Major, Cowbridge, Penarth, and Barry contributed to shaping town-specific plans. We also secured £350,000 and £450,000 in placemaking funding for 2025/26 and 2026/27 respectively.

In addition, we confirmed over £55 million in government funding to support regeneration, including £20 million for Barry over 10 years and £19.5 million for the Barry Making Waves waterfront project. Our successful delivery of the £14 million Shared Prosperity programme has supported town centre revitalisation, net zero initiatives, and community-based cultural and heritage events, delivering enhancements to our town centres and facilities.

Other matters relevant to the general duty and specific duties

You will see in Appendix 4 which services have collected data and promoted equality.

In addition, we report below on other matters that help us to promote equality and showcase the equality work across the Council.

Socio-Economic Duty

We continued the Warm Spaces / Mannau Cynnes scheme in 2024-25. We reviewed the web page to make it easier for residents to search for venues and activities.

Equality Impact Assessments

We assess the impact of our work on protected groups. We continue to support managers to think about their work in this way.

We think about how changes might affect people with protected characteristics and how we can minimise adverse impacts on them.

We consider the impact of our work on the Welsh language in the assessment process, in line with Welsh Language Standards.

We have considered the Audit Wales report 'Equality Impact Assessments: More than a Tick Box Exercise'. We keep our process under review, with a view to simplifying and digitalising the process.

We trialled a bespoke Equality Impact Assessment for budget proposals as part of the budget setting process for 2025 to provide decision makers with a wider range of insight and enable a more meaningful public consultation.

Equality Training

We offer e-learning modules on a range of equality topics including: equality and diversity; discrimination; the Equality Act; how to assess the impact of our work on protected groups (equality impact assessments); disability awareness; and LGBTQ+ and trans issues.

Staff can access e-learning modules from Council provided computers and personal devices. This can make it easier for some people to do the training. We can also monitor who has completed the training.

We raise awareness of equality issues throughout the year with articles on Staffnet and information in the Chief Executive's weekly newsletter.

Strategic Equality Plan 2025-2029

We produced new strategic equality objectives and drafted the new Strategic Equality Plan for 2025 – 2029, 'Working together for a fairer future'.

Amongst other data and research, we considered the analysis of our recent 'Let's Talk Life about in the Vale' public opinion survey and the Equality and Human Rights Commission's 'How Fair is Wales? 2023'. We held a consultation session and discussed the objectives with Equality Consultative Forum members.

We aligned the new strategic equality objectives with the new corporate wellbeing objectives which in turn were developed with extensive engagement with stakeholders. We believe that developing the priorities for our Strategic Equality Plan in this way better aligns them with our business and thus strengthens their impact.

Well-being Objectives	Strategic Equality Objectives
Creating great places to live and work	To create fairer places to live and work
Respecting and celebrating the environment	To create fairer access to the local environment
Giving everyone a good start in life	To give everyone a fairer opportunity for a good start in life
Supporting and protecting those who need us	To support and protect those who experience most disadvantage
Being the best Council we can be	To put fairness at the heart of Council services and employment

We will report on our progress against the new Strategic Equality Objectives in the next Annual Equality Monitoring Report. We will request updates from responsible

parties on a six-monthly basis and use other reporting systems such as the Annual Development Plan to monitor progress.

Libraries and Arts

The Vale of Glamorgan Council libraries held many events and activities throughout the year, several of which focus on groups with particular protected characteristics:

- Barry Library hosted two major events: Mental Health Awareness Fayre and Dementia Awareness Fayre.

- Penarth Makerspace worked with the Council's Refugee Support team to host art workshops for Ukrainian children.

- Barry Library and Palmerston Learning Centre hosted Digital Communities Wales, Cwmpas, and Jane Hutt, Minister for Social Justice and Chief Whip, at a training session for our Tablet Loan Scheme. It was attended by over 20 of our Digital Champions. It celebrated the libraries' Tablet Loan Scheme where members of the library can borrow an iPad for a 3-week period.

Dementia Friendly

We supported existing Dementia Friends groups in Cowbridge and Barry and the establishment of new Dementia Friendly Barry and Penarth groups. We distributed dementia related resources to public outlets including GP surgeries, libraries, hubs, and offices.

The Index

The Index is a quarterly newsletter for families and carers with children or young people with disabilities and additional needs, providing information about events, services, and activities.

The Index was a finalist at ThinkEDI's Diversity and Inclusion Awards in December 2024. The awards showcase the achievements of individuals, organisations, and communities driving progress and creating a more inclusive society in Wales. A member of the Early Help Team in Social Services won the award for 'Inclusive Front-Line Professional'.

Procurement

The Procurement Policy and Strategy was reviewed during 2024-25. We spend a large proportion of our resources on procurement. The way in which we procure our goods and services plays a key role in the delivery of the Corporate Plan and as such, the Procurement Policy and Strategy focuses on social value, ethical practices, supporting local employment and the local economy, and climate action.

We seek to work with organisations who maintain high standards of ethical conduct, treat their employees fairly and promote equality and diversity in employment and service provision. As such, the policy sets out clear expectations of suppliers at minimum, expected, and preferred levels. The policy has sections on working for our communities, protecting the wellbeing of young people and vulnerable adults, as well as a statement on modern slavery.

New objectives have been added to align the policy with the policies of the other Ardal partners. The revised policy sets clear expectations for equality and diversity throughout, showing the extent to which these issues are now embedded in our thinking and ways of working.

Disability Confident Scheme

We are proud to be a member of this scheme. It recognises employers who help disabled candidates into work and support employees if they suffer ill health during their working lives. For more information, visit the Disability Confident website.

LGBTQ+ Work

We continued to work on our action plan to improve the workplace for LGBTQ+ people. This helps us ensure we treat people fairly when they are employees or applying for jobs.

Our work includes supporting the LGBTQ+ and allies' network, GLAM. We have LGBTQ+ Champions at both Member and senior management level.

We continue to be a member of Stonewall's Diversity Champions Programme. We work with GLAM to make positive changes, taking into account feedback from Stonewall and other sources. This helps us to improve inclusivity for people, whatever their sexual orientation or gender identity.

The Council has continued to improve its standing in the Workplace Equalities Index. The Vale of Glamorgan Council was awarded a silver award for 2023/24 and ranked 91 out of 246 organisations. It is a significant achievement to make it into the top 100.

For more information, visit the Stonewall Diversity Champions website.

Race Work

Trailblazer

We were awarded Race Equality Matter's prestigious Silver Trailblazer Status which recognised our work to address racial inequality within the organisation.

After successfully achieving REM Trailblazer Bronze Status in August 2022, we were recognised for continuing to take action on race inequality.

Becoming a Trailblazer means the work the Council has done has resulted in change and made an impact across the breadth of the entire organisation. A step that aims to successfully address racial inequality and become a more diverse, inclusive and equal organisation.

Safe Space

We use a number of the solutions offered by Race Equality Matters, including Safe Space Plus. This is a facilitated dialogue between senior leadership and ethnically diverse colleagues intended to inform, educate, and understand the issues from the perspective of those with lived experiences and take action to make improvements.

We held a Safe Space meeting in July 2024. We created an action plan for senior leaders to make sure actions continue to progress.

Race Equality Week

We marked Race Equality Week by highlighting some of the important work happening in the Vale of Glamorgan to raise awareness and fight racism and discrimination. We shared stories about anti-racism work in schools and the Diverse network. We decided to hold Race Equality Matter's Five-Day Challenge later in the year.

Windrush Day

We marked Windrush Day 2024 by raising the Windrush flag outside the Civic Offices. We also displayed Holton Primary School's Windrush art project banners in the Civic Offices for staff to view.

National Inclusion Week

For National Inclusion Week 2024, we shared a video featuring the staff network leads explaining why the networks are so important to the Council as an organisation and to the individuals they represent.

Staff Networks

Our staff networks work collaboratively across the Council as well as providing support to colleagues. They contribute to our Stonewall Workplace Equality Index submission, Race Equality Matters Trailblazer application, and the Disability Confident scheme amongst other programmes.

GLAM

GLAM is our LGBTQ+ staff network, welcoming LGBTQ+ staff and allies from across the Council. GLAM supported management training sessions and produced information packs and articles on awareness days. GLAM presented information for Strategic Leadership Team meetings and Joint Consultative Forum meetings.

GLAM produced and shared resources and information for some key awareness days throughout the year including World AIDS Day, Lesbian Visibility Day, IDAHOBIT, and LGBT History Month.

GLAM collaborated with the LGBTQ+ staff network at Cardiff Council to continue the LGBTQ+ Families series of online events with a session in November 2024 about adoption and fostering. GLAM organised a panel event with senior leaders and representatives from Stonewall Cymru and Pride Cymru, called "Empower. Unite." GLAM also facilitated free attendance for Equalities and Human Resources staff at LGBTQ+ training events with Hays Recruitment and Pride Cymru.

GLAM organised a flag-raising event for Pride Month and members attended Pride marches and celebrations in Barry, Cowbridge and Cardiff during June 2024.

GLAM members in Barry for Barry Pride in June 2024:

GLAM members in Cowbridge for Cowbridge Pride in June 2024:

Diverse

The Diverse staff network aims to raise awareness, provide a social and supportive environment, and have a positive impact for colleagues from the global majority. All Council employees and members are welcome to join.

Diverse works across the Council to promote race equality and improve employment and service delivery for global majority colleagues and communities. Diverse presented information to Strategic Leadership Team meetings and Joint Consultative Forum meetings.

Diverse held regular meetings where members discussed policies and personal stories. A member profile was shared during the Global Inclusion Week in June 2024.

Diverse members have played a significant role in the Safe Space meetings and achieving the Silver Trailblazer accolade from Race Equality Matters.

Abl

We continued to develop the staff disability network.

We held meetings and appointed leaders in late 2024. The leaders met with colleagues from Human Resources as well as the Strategic Leadership Team. The

leaders are working with Equalities colleagues to identify priorities and objectives for the network and its Senior Champion has reviewed its Terms of Reference.

Integrated Autism Service

The Integrated Autism Service continued to deliver preventative services and support for adults and families with autism.

Vale 50+ Strategy Forum and Age Friendly Vale

The Vale 50+ Forum represents the interests of older people in the Vale of Glamorgan. Members are in contact with many local and national working groups. The Forum works closely with the Council to ensure that the interests and welfare of older people are considered. They receive financial and administrative support from the Council.

A program of meetings and events were held throughout the year. The Forum readily participated in consultation and engagement activities.

Leisure Services

In addition to the activities listed in Strategic Equality Objective 6, we have worked closely with Disability Sport Wales and sports clubs in the Vale of Glamorgan in relation to the Insport award.

The Healthy Living Team were winners in the Statutory Services category in the Understanding Disability Awards in January 2025, organised by Cardiff and the Vale Parents Federation. This recognises the Team's outstanding efforts to include people with disabilities in active life.

As part of the Play Sufficiency Assessment, we held a formal discussion session and 'Play in the Vale' survey aimed at parents, carers, and other responsible adults, as well as using a variety of methods to consult with children and young people. We continued to hold a wide range of play opportunities and sessions for children across the Vale of Glamorgan, including holiday open-access play sessions.

We continued to run the Golden Pass programme for older people across the Vale of Glamorgan.

Culture Book and induction

We recognise how diversity, equality, and inclusion strategies have a significant impact on employee attraction, engagement, and retention. These themes are encapsulated in the culture book. The culture book is used as a recruitment tool as well as by staff.

Our induction programme reinforces our organisational values and culture from the beginning of new starters' Vale employment. We advertise the staff networks and encourage new starters to get involved.

Job Evaluation

We have a job evaluation scheme in place. This scheme is for staff paid under the Single Status collective agreement. It makes sure that there is a systematic way of deciding the pay and grade for a job. This results in equal pay for work of equal value. The results of job evaluation are linked to our formal pay and grading system.

It has helped us to pay people fairly and in a consistent way.

There are other factors that affect people's pay such as the type of jobs that they choose to do. Men and women often choose to do jobs that men and women have traditionally done. We call this occupational segregation. It often plays a part in there being a gap between the pay of men and women – a gender pay gap.

As part of our Workforce Plan, we continue to look for ways to reduce the gender pay gap. We think about the knowledge, skills, and experience people need to do the job. We also need to consider the impact of reorganising departments and finding new best practices to work. Using job evaluation helps keep pay and grading fair and consistent.

The Workforce Plan

We have a workforce plan. This plan makes sure that we have:

- the right people

- with the right skills

- in the right place

- at the right time

This helps us to continue to provide our services at a time when there are great financial challenges and increasing demand for our services. We plan to make sure that the make-up of our workforce reflects the make-up of the local community in terms of protected groups. We are reviewing the Council's workforce plan.

We record the protected characteristics of our staff. This means we can compare our statistics with local and national statistics to see what progress we are making. We can then plan how to make improvements.

As part of the workforce plan, we have a strategy to look at increasing the diversity of our employees across all protected groups.

Specified employment information, including information on training and pay

We have been collecting employment data for many years. We collect information on the following:

- gender
- race
- disability
- age
- sexual orientation

- gender reassignment
- gender identity
- national identity
- religion or belief
- marital status

We ask about protected characteristics when people apply for jobs with us.

We improved the way we record this information. Doing this helps to improve what we know about protected groups within our workforce.

We use data from our employee management system, Fusion, to obtain up-to-date snapshots of our workforce. This data informs quarterly equalities dashboards which we discuss at department management meetings with Human Resource Business Partners and managers.

You can see what we have found out in Appendix 5 of this report.

Moving forward

We will continue with this work. We want to be able to report on all protected characteristics.

We do not have all the information that we need to collect to meet the general and specific duties. This is because reporting systems need further updating and some staff choose not to disclose personal information. Following the implementation of Fusion, we delivered a communication campaign to encourage staff to update and complete the personal information. We will carry out a similar campaign every year. We may not get the information we need. We think some people choose not to tell us about some of their protected characteristics. We encourage people to do so by explaining:

- why we are asking for this information; and

- how we can use it to better meet their needs.

AEMR 2024-25 Appendix 2 – Equalities Monitoring and Data Collection form

This year we asked services to submit information via an online form.

The form can be seen here:

Appendix 2 – Equalities Monitoring and Data Collection

Some services used a previous Microsoft Word form.

AEMR 2024-25 Appendix 3 – Equalities Monitoring Form

The form is live on these online processes:

- Adult Services - Information, Advice, and Assistance
- Blue Car Badge - Initial Request

- Complaints

- Homelessness and Housing Advice

- Housing Income Management

- Housing Strategy and Support

- Telecare Application and Information Packs

- Telecare Cancellation of Service

- Telecare Information Updates and Queries for Existing Customers

- Telecare Repairs for Lost and Damaged Equipment

- TeleV+ Referral

- Vale Homes

The form can be viewed here, by selecting 'continue with no account':

[Equal Opportunities Monitoring Form - Vale of Glamorgan Council](#)

Annual Equalities Monitoring Report 2024-2025

Appendix 4 – Service Information

This year we invited services to submit information via an online form.

The form can be seen here:

[Appendix 2 – Equalities Monitoring and Data Collection](#)

This made it easier to collate the responses.

You can read the responses to the Microsoft Form by following this link:

[AEMR 2024-25 Appendix 4 - Service Information](#)

Some services chose to submit the Word document issued in previous years or sent information in email form. These responses have been collated below.

Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2024 – 31 March 2025

Please tell us about how you have monitored equalities in this period, what you have done with this data, why it was done, what it tells you, and what you might do differently in the future.

1. Department and Service Area
Social Services - Adult Services

2. Function
Social Services

3. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2024– 31 March 2025 or as at 31 March 2025.
Some equalities information are part of The Social Services and Well-being (Wales) Act 2014 National Assessment and Eligibility Tool Common Recording Requirements for Assessments of Adults and Carers Assessment.   This information is routinely collected in social care - initially recorded at referral and checked at each subsequent stage in the care management process.

Since the last quarter of 2022-23 we continue to produce fortnightly reports for case managers to monitor and improve the recording of this information on our case management system Welsh Community Care Information System – WCCIS.

Citizen Satisfaction - All consultation questionnaires currently follow the Corporate Equalities Monitoring sheet to ensure that we collate all the information we require to monitor protected characteristics.

The data we have provided below is taken from our WCCIS System as at 31st March 2025. |

4. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage?					
Age	✓	Pregnancy & Maternity	✗	Religion or belief	✓
Disability	✓	Race – ethnic group	✓	Sex	✓

Gender Reassignment	✖	Race – national identity	✓	Sexual orientation	✓
Socio-economic disadvantage			✖		

5. If there were any that you did not monitor, what was the reason for this, and will you collect this information in the future?

Gender reassignment, sexual orientation, pregnancy, maternity and, socio-economic disadvantage - are not core dataset requirements and not required for determining eligibility for care and support. These characteristics are however considered, as appropriate, in the assessment and care management process,

We have reviewed the assessment and care management tool and will be looking to see how we can further improve how we capture this data and will also consider the collation of protected characteristics not currently recorded in our case management system WCCIS as part of that process. This work will continue with Mosaic, which is replacing WCCIS in 2026.

The additional characteristics are however all collated/monitored as part of our programme of citizen engagement apart from socio-economic disadvantage. They are collated for each service area across the directorate.

6. What was the response rate, if applicable?

Response rate information is detailed in our monitoring trend data on WCCIS (attached spreadsheet).

7. Why did you collect the data?

Much of the data, such as age and gender, is collected to assist service delivery. This data is also reported in annual statutory returns to the Welsh Government. Information collected in other categories (such as language and disability) is gathered to facilitate the assessment process and to ensure appropriate services are put in place to support them where required.

From the citizen questionnaires this data is collated to ensure that we are obtaining data from hard-to-reach groups, and that they have an opportunity to provide their views to shape the service.

8. Please attach a copy of your data analysis for 1 April 2024 – 31 March 2025 for publication as part of the annual equality monitoring report.
Where you have collected information for more than one year, please provide analysis of trends.

Gender: The gender split in the Vale of Glamorgan is estimated as 52% female and 48% male, and for Wales 51% female and 49% male (census 2021). However, the split for people who have Social Services involvement is not in-line with the census data at 59% female and 40% male.

The number of people reporting gender as "Unknown" in Adult Services has decreased from 0.96% in 2021-22 to 0.49% in 2024-25.

The number of adults recorded in the category of "Transgender" has remained consistent over the last 4 years.

As reported in the 2021 Census, the population across Wales has continued to age, and this is reflected in the Vale of Glamorgan. Between 2011 and 2021 in the Vale of Glamorgan there has been an increase of 24.9% in people aged 65 and over, compared with an increase of 17.7% for all Wales.

Statistically females in Wales have a greater life expectancy (82.1 years) than males (78.3 years).

Ethnicity: In the 2021 Census, the majority of people in the Vale of Glamorgan (94.6%) identified as being from a White background and 2.3% of residents identified their ethnic group within the mixed or multiple ethic group categories.

The profile for Adult Services shows a similar picture with White background continuing to be the predominant ethnic group. However, the percentage of adults from mixed and other backgrounds this year is 1.13% which is slightly higher than the last 3 years.

The number of adults reporting as "disclosure declined / unknown" has decreased this year, over the last 3 years to 22.28% 2024-25.

Religion: *Questions about religious affiliation is voluntary and has varying response rates, caution is needed when comparing figures between different areas or between censuses.*

In the 2021 Census, 47.9% Vale of Glamorgan residents reported as having no religion. In the data for this year, the percentage people in Adult Services with religion recorded as "not known / not recorded" is 42.65% a significant decrease from 71.73% reported in 2022/23

In the 2021 census, 44.1% of people in the Vale of Glamorgan answered that they were Christian, a decrease from 58.1% in 2011.

For Adult Services, the predominant religion recorded is "Church of England", which has consistently been the case for the last 5 years, 11.7% in 2019-20 and 10.94% this year.

Nationality and Language: In Adult Services, British continues to be the predominant nationality recorded and is consistent with previous years. Welsh is showing a steady percentage increase over the last 4 years.

English remains the predominant language in Adult Services and in line with the census 2021 data which reported 98.2% of people the Vale of Glamorgan spoke English or Welsh as their main language which is a slight increase from 97.2% reported in the 2011 census.

The number of adults in Adult Services with Welsh language recorded as a citizen's preferred language has shown an upward trend over the last 5 years.

9. What does the data or the analysis tell you?

Our Director's Report incorporates information from our service engagement work. This outlines the views experiences of vulnerable individuals who have received our services. This includes their views about what they feel has worked to meet needs and outcomes across adult services, and also what can be improved about their care and support.

Since the last quarter of 2022-23 we developed data reports to monitor and update the information we hold on our WCCIS database in relation to protected characteristics. This work has continued since 2023-24 and enabled us to improve the data we hold to evidence service development and delivery around protected characteristics and to support us as we are working on the individual needs via assessment.

It is noted that men make up 49% of the general population but create only 40% demand on Adult Services. We need to understand why proportionately fewer men access Adult Services when compared with the general population.

It is also noted that the mix of religious beliefs or non-beliefs in the general population is changing, with a small but growing population with non-Christian beliefs. It is important to understand if our services are equally accessible to all populations through targeted consultation with a diversity of religious and non-religious populations.

It is also noted that the most significant change in the population is the number of older people, showing an increase of 24.9% in people aged 65 and over, compared with an increase of 17.7% for all Wales. Given that we know older people are statistically more likely to draw upon Adult Services, it is important that we better understand the need of this increasing population and ensure services are proactively accessible and preventative for this population.

10. If you have comparable data for other years, what does the trend tell you?

Our work has demonstrated that we are providing a high quality of services for individuals and their families. It is a wide variety of services that we are receiving feedback for but overall, the individuals we are supporting feel involved in their care planning and the services we provide meets their assessed needs.

11. How has this helped you to meet the three aims of the general duty?
The three aims:
To have due regard to the need to -
- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

Communities for Work has been engaged to help open training and employment opportunities for some of the citizens attending the Day Service. This was carried out because of engagement work with the citizens.

Working in partnership with colleagues in Prevention and Partnership has resulted in securing funding through the Shared Prosperity Fund for three supported employment mentors to work with people with mental health, physical and/or learning disabilities, sensory needs and autism to develop skills and confidence to secure voluntary and paid employment.

Members of Vale People First are on the interview panel for all social care staff and manager appointments within learning disabilities and are key partners in monitoring the Supported Living Contract along with Contract and Commissioning and the Learning Disability Team.

Mental health and Substance Misuse appointments are all conducted with a person with lived experience as an equal partner on the interview panel and a proposal for a peer led research project looking at people's experience of being assessed under Mental health Act was developed.

All the social workers within the Vale Locality Mental health Team received co-production training developed in liaison with Cardiff and Vale Action on Mental Health and delivered by a person with lived experience. Following this training a good practice tool kit has been developed for staff to utilise.

Three SMART houses were developed, to allow people with a learning disability access to good quality modern accommodation that promotes their independence through development of their skills in using digital technology.

As seen above, Adult Services are actively developing diverse and accessible methods of interacting with people known to or engaging with services, through improved care planning and service design. This approach will ensure that barriers to engaging with services are reduced, but more work needs to be done to better understand the many diverse communities of interest, gender, sexuality, race, culture, and geography across the Vale so that we can direct appropriate resources to isolated or less understood populations to ensure all citizens can access preventative and care and support services.

12. How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups?
Please provide examples.

Citizen Engagement: All consultation surveys are written in plain English and easy read versions are developed to ensure that all citizens have an opportunity have a say in improving the service they receive.

In all consultation reports we complete a feedback card for the citizens to provide an overview about what we did with the information and what we intend to do as a result. This ensures that people are involved in the way that their voices have shaped the service development. The engagement and involvement process is as follows:
- Specific questions are included in our surveys to align with wellbeing objectives for citizens.

Engagement methodologies incorporate the following areas:
- Ensuring citizens feel safe and protected from abuse and neglect
  Ensuring citizens feel their care and support (including living arrangements) supports their wellbeing and the achievement of personal outcomes.
- Ensuring citizens and their families/carers feel enabled and supported to maintain their health and wellbeing.
- Ensuring voices are heard, citizens have choices over their care and support, and opportunities are available to maintain social contact, and participate in activities relevant to their lives and interests.
- Easy read and symbolic surveys have been developed to facilitate the conversation and to ensure that citizens are supported to understand the areas of discussion.

Shared Lives: when carrying out our engagement work, we encouraged (and continue to encourage) involvement with citizens and their hosts via social events and opportunities to complete the above surveys face to face or via video call. We currently include question areas such as matching processes and involvement in this, being included in the development of their Adult Plan, and expanded our questions about choice, and participation in family life/integration with hosts' family.

Day Opportunities: These services offer an opportunity for social inclusion - often clients can feel isolated within their disability and value the opportunity to meet like people with the same or similar disabilities. They also offer a valuable source of respite for unpaid carers.

Activities continue to be provided to promote interaction and now include shopping, day trips and other community-based activities. These are tailored to need, verified through the engagement process. Citizens participate in a feedback sessions to ensure all who wish to, have a say in the running of the day service, including food, activities, and transport.

Residential Services and Extra Care: Both relatives and residents have been involved in the feedback process which has been joined up with wider quality assurance requirements at a national level. Engagement involves group sessions and individual sessions where preferred. Communication needs are met where they are required. Work has developed to obtain the views of citizens with dementia so that they are supported to provide their views. This includes activities they participate in, interactive methods and one to one work. Some people with dementia preferred a family member or a friend to join the engagement conversation, so this was facilitated to ensure that that the person with dementia was able to speak openly for themselves, without the other person speaking for them.

We have also introduced intergenerational work in Southway, home for people living with dementia. Preschool children are visiting Southway which is well received by the residents.

VCRS: The citizens are sent a paper survey which is then followed up by home visits in some cases, or a telephone conversation if preferred. The wider conversation includes family members where possible and incorporates more detailed views about their experiences of care and support. This is so that we can gather as much information as possible and incorporate into our service development. Information was obtained about dignity and respect, reliability of staff and whether they feel they are supported to maintain independence.

Integrated Discharge Service now using Talking Mats and a Sonido – Portable Loop for those citizens who present with communication difficulties.

Staff are also consulted in many areas to ensure their views on service provision are obtained. This has a direct impact on the service we provide, so has been incorporated into the engagement work in the last 2 years. We explore how supported staff feel, whether they are listened to and are supported in their roles to provide a good quality service to citizens.

13. **What have you achieved in respect of equality objectives from the** Strategic Equality Plan 2020 – 2024 **that are relevant to your service?**

The implementation of the Social Services and Wellbeing Act (Wales) in April 2016 emphasises the individual and so incorporates the consideration of their characteristics as part of the eligibility process in determining access to services.

Services do consider an individual's personal protected characteristics as part of an assessment and care planning process, but do not take a wider view of the diversity of the population outside of the existing 'client group' definitions. Services tend to be reactive in nature, responding to referrals rather than proactively engaging with populations to promote wellbeing. This is entirely due to the scarce resource available to Adult Services only just

keeping up with this demand.

To achieve the equality objectives of the Strategic Equality Plan, the wider council must work in partnership to proactively engage with the diversity of communities to better understand the strengths within the communities and any barriers to accessing support services when needed.

14. What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.

Ensuring that we explore whether citizens feel have more autonomy and choice over decisions that affect their care and that methods we use to engage citizens and families are open, accessible, and interactive (refer to above details in relation to engagement methods).

Policies have also been reviewed and developed to ensure that we are working within our duties under the Social Services and Wellbeing (Wales) Act 2014.
All members of the Social Services Senior Management Team attended an interactive Race Awareness workshop hosted by No Boundaries. The purpose of the workshop was to provide individuals and organisations with a deeper understanding of racism and the various forms it manifests itself and its impact on wider society. The workshop raised awareness and informed attendees about the corrosive and destructive impact of racism and motivated individuals to become instruments of change.

The Vale residential homes refurbishment has now been completed. The facilities which were built in the 60s exacerbated the challenges faced by older people and older people living with dementia. All four homes are now dementia friendly reflecting the population need and improve outcomes for residents.

Equalities Monitoring:
Data, Analysis, and Equality Information for
1 April 2024 – 31 March 2025

Please tell us about how you have monitored equalities in this period, what you have done with this data, why it was done, what it tells you, and what you might do differently in the future.

VALE of GLAMORGAN
BRO MORGANNWG

15. Department and Service Area
Social Services - Children and Young People Services

16. Function
Social Services - Children and Young People Services

17. Do you have effective arrangements for identifying and collecting equality information? Please describe what these are, how often you collect and update this data, and whether the data is for 1 April 2024– 31 March 2025 or as at 31 March 2025.

Some equalities information is part of The Social Services and Well-being (Wales) Act 2014 National Assessment and Eligibility Tool Common Recording Requirements for Assessments of Adults and Carers Assessment.   This information is routinely collected in social care - initially recorded at referral and checked at each subsequent stage in the care management process.

Regular fortnightly equalities reports are made available to all case managers to monitor and improve the recording of this information on our case management system Welsh Community Care Information System – WCCIS. Furthermore, equalities information is included with many other regular reports, highlighting where information is missing / not recorded. The data included is the most accurate provided.

Citizen Satisfaction – all consultation questionnaires currently follow the Corporate Equalities Monitoring sheet to ensure that we collate all the information we require to monitor protected characteristics.

The data we have provided below is taken from our WCCIS System as at 31st March 2025.

18. Which protected characteristics have you monitored? Have you monitored socio-economic disadvantage?

Age	✓	Pregnancy & Maternity	✗✓	Religion or belief	✓✓
Disability	✓	Race – ethnic group	✓	Sex	✓
Gender Reassignment	✗✓	Race – national identity	✓	Sexual orientation	✗✓
Socio-economic disadvantage			✗		

19. If there were any that you did not monitor, what was the reason for this, and will you collect this information in the future?

Gender reassignment, sexual orientation, pregnancy, maternity and, socio-economic disadvantage – are not core dataset requirements and not required for determining eligibility for care and support. These characteristics are however considered, as appropriate, in the assessment and care management process.

We are currently reviewing the assessment and care management tool and will be looking to see how we can improve how we capture this data and will also consider the collation of protected characteristics not currently recorded in WCCIS as part of that process.

The additional characteristics are however all collated/monitored as part of our programme of citizen engagement apart from socio-economic disadvantage. They are collated for each service area across the directorate.

20. What was the response rate, if applicable?

Response rate information is detailed in our monitoring trend data on WCCIS (embedded spreadsheet). Recording of equalities data has improved throughout 2024/25.

21. Why did you collect the data?

Much of the data, such as age and gender, is collected to assist service delivery.
This data is also reported in annual statutory returns to the Welsh Government.
Information collected in other categories (such as language and disability) is gathered to facilitate the assessment process and to ensure appropriate services are put in place to support children where required.

From the citizen questionnaires this data is collated to ensure that we are obtaining data from hard-to-reach groups, and that they have an opportunity to provide their views to shape the service.

22. Please attach a copy of your data analysis for 1 April 2024 – 31 March 2025 for publication as part of the annual equality monitoring report.

Equalities Monitoring
Trend data - CYPS 20:

Gender: The gender split in the Vale of Glamorgan is estimated as 52% female and 48% male, and for Wales 51% female and 49% male (census 2021). This year's data from Children and Young People Services is in line with the census breakdown with 55% male and 45% female.

The number reporting gender as "Unknown" in Children and Young People Services is 0.29% broadly similar to previous years (2022-23 0.25% and 2023-24 0.24%).

In the 2021 Census, the Vale of Glamorgan saw an increase of 4.3% in children aged under 15 years, this contrasts to a decrease of 1% for the whole of Wales. In 2021, it was estimated that 18.6% of the Vale of Glamorgan's population were aged 15 years and under.

Ethnicity: In the 2021 Census, the majority of people in the Vale of Glamorgan (94.6%) identified as being from a White background and 2.3% of residents identified their ethnic group within the mixed or multiple ethnic group categories.

The profile for Children and Young People Services shows a similar picture with White categories being the predominant ethnic group (86.36%). There is consistency in children from 'other and mixed background'; 5.53% in 2023-24 and 5.09% in 2024-25.

There is a further significant decrease in the number of children recorded as "disclosure declined / unknown" this year down to 5.00%, as a direct result of the weekly monitoring we have recently introduced.

Religion: *Questions about religious affiliation is voluntary and has varying response rates, caution is needed when comparing figures between different areas or between censuses*.

In the 2021 Census, 47.9% Vale of Glamorgan residents reported as having no religion. In Children and Young People Services this year, 62.40% of children have "not known or no religion" recorded. In addition, 48.82% were recorded in the separate category of "No religion". This a significant decrease from 55.85% reported in 2023-24 of children with no religion.

The next largest affiliation is the category of Christian at 11.06%. Children who view themselves as muslim has remained consistent about 3.00% over the past 3 years.

Nationality and Language; In the 2021 Census, 98.2% people aged three years and over in the Vale of Glamorgan spoke English or Welsh as their main language, this is a slight increase from the 97.2% in 2011.

English remains the predominant language in Children and Young People Services and has consistently been the main language over the last 8 years.

The number with Welsh language recorded as a first language took a step-change since 2022-23 when 2 children were recorded as preferring to communicating in Welsh to 11 children in 2023-24 and 8 children in 2024-25 8.

23. What does the data or the analysis tell you?

Our Director's Report incorporates information from our service engagement work. This outlines the views and experiences of vulnerable individuals who have received our services. This includes their views about what they feel has worked to meet their needs and outcomes across Children and Young People Services, and also what can be improved about their care and support.

Since the last quarter of 2022-23 we developed data reports to monitor and update the information we hold on our WCCIS database in relation to protected characteristics. This work has continued since and enabled us to improve the data we hold to evidence service development and delivery around protected characteristics and to support us as we are working on individual needs via assessment.

24. If you have comparable data for other years, what does the trend tell you?

Our work has demonstrated we are providing a high quality of services for individuals and their families. It is a wide variety of services that we are receiving feedback for but overall, the individuals we are supporting feel involved in their care planning and the services we provide meet their assessed needs.

25. How has this helped you to meet the three aims of the general duty?
The three aims:
To have due regard to the need to -
- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

CYPS is delivered based on eligibility for care and support which considers the individual, including their specific characteristics.

Recent activities have helped hard to reach groups interact and engage with others who may have been involved in similar services.

Recruitment strategies have been improved to include consideration of protected characteristics.

26. **How have you used the analysis of the data to make changes, improve services or influence decisions that improve outcomes for protected groups? Please provide examples.**

Citizen Engagement: All consultation and engagement communication and surveys are written in plain English and easy read versions are developed to ensure that all citizens have an opportunity to have a say in improving the service they receive. Easy read and symbolic surveys have been developed to facilitate the conversation and to ensure that children and young people are supported to understand the areas of discussion.

Specific questions are included in our surveys to align with wellbeing objectives and engagement methodologies incorporate the following areas:
- Ensuring children and young people feel safe and protected from abuse and neglect
- Ensuring children and young people feel their care and support (including living arrangements) supports their wellbeing and the achievement of personal outcomes.
- Ensuring children and young people and their families/carers feel enabled and supported to maintain their health and wellbeing.
- Ensuring children and young people's voices are heard, they have choices over their care and support, and opportunities are available to maintain social contact, and participate in activities relevant to their lives and interests.

Fostering service: when carrying out our engagement work, we encouraged (and continue to encourage) involvement with foster carers via social events and opportunities to complete the above surveys face to face or via video call. In 2022/23 we redeveloped our foster carer surveys to produce three surveys;
- Recruitment and induction: to obtain views about the recruitment process and whether we provided sufficient information and support at that key time. We also included preparation for becoming a Foster Carer, assessment and approval process and matching.
- Training and development: to include question areas such as learning and development planning, learning and development needs, formal face to face training and self-directed learning (through iDev), relevance of training and reflection on learning and practice.

- Support: Communication and support throughout the time as a foster carer. Supervision was included so that we could ascertain the support to foster carers at all stages of the journey.

Feedback is captured following the review for Special Guardianship Carers and traditional foster carers. This information is captured and reported on annually.

Adoption Service: For the Adoption Service, we developed more detailed questionnaires to ensure our question areas are reflective of the experiences of adopters throughout their adoption journey. These included information and initial training (obtaining feedback about the initial contact and our communication), contacting birth parents, Pre and Post TESSA communication and Pre-Children and Young person Co-ordinator Support and Post Children and Young Person Co-Ordinator Support experiences. These have been carried out by online surveys and the option of face-to-face conversations is offered to adopters.

Flying Start: supports families to give children a better start in life, aiming to improve a child's development, health, and well-being in preparation for school. Support includes free quality, part-time childcare for 2-3 year olds, an enhanced Health Visiting/midwifery service (with additional home visits during late pregnancy); access to Parenting Programmes, Healthy Relationship and Health and Well-Being support through Social Work, accident prevention advice, housing and benefit advice, adult learning sessions, food and nutrition/healthy eating on a budget, Early Language Development/Speech and Language Development, Rainbow Drop In and Sense of Play service for families with children with special and additional needs (0-5 years), and Play Support. All services are offered 1:1 in the home or via groups in the community. Flying Start also offer an outreach service to support the most in need families across the Vale, living outside the Flying Start targeted geographical areas.

surveys were developed for parents who received support from all areas of Flying Start including:
- Health Visiting
- Parenting Support
- Speech and Language
- Play Support

Engagement was designed considering the needs of parents and families, and opportunities were provided for parents to attend a drop-in session at the nursery settings to provide feedback so that they were on site if they were needed. We aimed to continue to provide a high quality and wide variety of communication methods to ensure that parents and families remain informed and involved. Maintain the involvement of the service with parents and families to ensure they continue to spend enough time and listen to their views. Ensure that information for parents and families is provided in a timely

manner to ensure they are able to prepare for specific events. Attempts to be made to further encourage families to engage with activities provided by the service.

Appointments to senior posts: Young people are invited to participate in the recruitment/interviews process for Children and Young People Services Operational Managers. They develop and ask the questions, and the marking scheme and final decision making incorporates their feedback.

Child Health and Disability Team: started an engagement process to include young people attending Ysgol Y Deri to find out about their experiences of their social worker support, activities they are able to participate in and the ongoing support provided by professionals. With parents, we explored their views about support for transition, working with families, quality of initial advice, social workers attitude and support and the quality of communication throughout their involvement. Although this work was not completed in 2024-25, this work will continue into 2025-26.

We also speak with professionals in regular liaison with the CHAD team to obtain their views about the communication and contact with us. This enabled us to achieve a wider range of feedback about the service and ensure that we are maintaining essential links to support high quality of support for children and young people and their families involved with the service.

Feedback is obtained for families of children who access Ty Robin Short Break service. This allows parents and children to provide Feeback on their overnight provision. This is captured during drop-in session or events which are held by Action for Children.

14 Plus Team: For young people involved with the 14 Plus team, we expanded the question areas to include the level of involvement in planning for their future, current contact with social worker and YPA, communication and support post pandemic and beyond. We also included discussion about support from other services (signposting and how effective this has been) and also wellbeing support and how effective this has been.

We have also linked in with local leisure centre provision to enable young people to get more access to reduced rate physical activities and support to attend the gym. This is ongoing but will be further developed with further engagement in relation to young people's preferred activities and methods of inclusion.

We have met with neighbouring local authorities to explore how we can consult with children and young people further.

Families First Advice Line (FFAL) - The Advice Line offers a personal service aimed at listening and assessing the needs of each family. The Advice Line completes a wellbeing assessment that provides advice to the family that will enable them to resolve their concern independently or will assist the family in identifying services and will support the family to be referred to them. The wellbeing assessment is passed onto other services to

build on to ensure that families to not have to repeat the information they have shared. FFAL regularly collect data on protected characteristics for monitoring purposes, which is also reported back to Welsh Government on a quarterly basis. Protected characteristics are reported on FACT, Vale Parenting Service, Teen scheme, Young Carers and Youth Well-Being Service families and enquiries.

Surveys are sent out to all those who consent to be contacted post FFAL involvement. This looked at how FFAL engaged with the family and offered further consultation and engagement should they wish to engage further.

Team Around the Family (TAF) – if a family are referred to TAF, the FFAL wellbeing assessment is shared and built on when the service meets with the families. This is achieved by listening, identifying, and further assessing their needs as well as recognising their strengths. They will then highlight potential agencies that may provide appropriate support for the families as well as offering direct 1-1 support. A multi-agency meeting will be arranged, with the family at its core, to discuss and develop an action plan of support. This support will be managed monitored and reviewed with family and agencies, so that positive changes can be made. TAF aims to encourage families through empowerment to sustain these changes.

Vale Parenting Service (VPS) – following a referral from FFAL, the wellbeing assessment is shared and built on when the service meets with families. This then identifies what specific parenting programme would best suit the needs of the families and whether group or 1-1 provision is more appropriate. VPS offer various parenting programmes that range from the antenatal stage up to teenage years and support families accessing tier 1 (universal) to tier 4 (statutory) services.

27. **What have you achieved in respect of equality objectives from the** Strategic Equality Plan 2020 – 2024 **that are relevant to your service?**

The implementation of the Social Services and Wellbeing Act (Wales) in April 2016 emphasises the individual and so incorporates the consideration of their characteristics as part of the eligibility process in determining access to services

Services do consider an individuals' personal protected characteristics as part of an assessment and care planning process, but do not take a wider view of the diversity of the population outside of the existing 'client group' definitions. By their nature, statutory services tend to be reactive, responding to referrals rather than proactively engaging with populations to promote wellbeing.

To achieve the equality objectives of the Strategic Equality Plan, the wider Council must work in partnership to proactively engage with the diversity of communities to better understand the strengths within the communities and any barriers to accessing support services when needed.

28. **What other work have you undertaken during this period that supports equality and meeting the general duty? Please provide brief details of all relevant work.**

Young Carers - We recently held a Young Carers Celebration (March 22nd 2025) as a regional collaboration aimed at providing 150 Cardiff and Vale Young Carers with a fun day of activities and a break from their caring roles.

The cross sector working group ensured accessibility for the venue (actively identifying any accessibility requirements) and travel arrangements, catered for cultural and religious dietary needs, to ensure all the young carers, engaged with either Cardiff or the Vale of Glamorgan's young carer projects, were able to attend if they wanted to.

Further discussions will take place next year to ensure the date of the event does not clash with any cultural or religious activities that would curtail attendance and/or participation. E.g. Ramadan.

Children and Young People Services –
- Ensure that our literature is bilingual - Welsh/ English
- Provide interpreters where required
- Making any adjustments where required for any parent presenting with disability

Citizen Engagement - Ensuring that we explore whether citizens feel have more autonomy and choice over decisions that affect their care and that methods we use to engage citizens and families are open, accessible and interactive (refer to above details in relation to engagement methods).

Policies - have also been reviewed and developed to ensure that we are working within our duties under the Social Services and Wellbeing (Wales) Act 2014.

Following each wellbeing assessment and review of care and support plans, an opportunity is provided to both child / young person and parents / carers to provide feedback via a survey which is sent out should consent to obtained.

Training - All members of the Social Services Senior Management Team attended an interactive Race Awareness workshop hosted by No Boundaries. The purpose of the workshop was to provide individuals and organisations with a deeper understanding of racism and the various forms it manifests itself and its impact on wider society. The workshop raised awareness and informed attendees about the corrosive and destructive impact of racism and motivated individuals to become instruments of change.

Children's Services continue to have a greater understanding of LGBTQ+ issues, and the training offered to our front-line Social Work staff is becoming more robust.

"There has been some good engagement work completed around the commissioning of services for Unaccompanied Asylum Seeking Children (UASC) with the development of accommodation services tailored to their needs/language, religion and culture"

Appendix 5: Employment Information

The information we use in this report is for the period April 2024 to March 2025. The only place we do not do this is in Sections 1, 2, 9 and 10. In these sections, we show the information as at 31 March 2025.

The information:

- comes from human resources and payroll systems;

- is about permanent, temporary and relief staff;

- does not include staff employed in schools (schools are responsible to publish their own reports).

If people have more than one job, we have included details for each job. This gives a more complete and accurate record. For example, if someone has two jobs, each in a different grade, their details will appear under each grade.

Where there are less than ten people in a group, we have not included this information. Instead, we show this with an asterisk (*). We do this to comply with data protection law. It means you cannot work out that the details are about someone in particular. Where we have looked at pay, we have used average total pay based on the pay of a full-time employee. We have separated this report to look at the information we have on employment under the following sections:

1. People employed.

2. Men and women employed.

3. People who applied for jobs between 1 April 2024 and 31 March 2025

4. Employees who applied to change jobs between 1 April 2024 and 31 March 2025

5.   Employees who applied for training between 1 April 2024 and 31 March 2025

6.   Employees who attended training between 1 April 2024 and 31 March 2025

7.   Employees involved in grievance procedures as a complainant, or against whom a complaint was made, or subject to disciplinary procedures between 1 April 2024 and 31 March 2025

8.   Employees who left our employment between 1 April 2024 and 31 March 2025

9.   Differences in salary.

10.   Gender Pay Report.

11.   Ethnicity Pay Gap Report

12.   Specified employment information, including information on training and pay

1. People employed

Age

Age band in years	2023/2024		2024/2025	
	Number	**%**	**Number**	**%**
16-24	108	4.5	117	4.4
25-29	174	7.3	193	7.2
30-34	218	9.1	249	9.3
35-39	264	11.1	304	11.4
40-44	256	10.7	310	11.6
45-49	291	12.2	349	13.1
50-54	343	14.4	346	13.0
55-59	359	15.5	388	14.6
60-64	268	11.2	293	11.0
65+	106	4.4	117	4.4
Total	**2387**	**100**	**2666**	**100**

Gender

Gender	2023/2024		2024/2025	
	Number	**%**	**Number**	**%**
Female	1533	64.2	1728	64.8
Male	854	35.8	938	35.2
Total	**2387**	**100**	**2666**	**100**

Over two thirds of the people we employ are female. It is usual to find that more women than men work in local authorities.

Gender reassignment

To comply with the Data Protection Act, we have removed some information (*).

Gender at Birth	2023/2024		2024/2025	
	Number	%	Number	%
Female	1006	42.14	1329	49.85
Male	734	30.75	673	25.24
Intersex	0	0.00	0	0.00
Not recorded	626	26.23	643	24.12
Prefer not to say	21	0.88	21	0.79
Total	**2387**	**100**	**2666**	**100**

National Identity

To comply with the Data Protection Act, we have removed some information (*).

National Identity	2023/2024		2024/2025	
	Number	%	Number	%
British	912	38.2	938	35.2
English	100	4.2	121	4.5
Northern Irish	*	*	*	*
Not recorded	339	14.2	415	15.6
Other	32	1.3	34	1.3
Prefer not to say	21	0.9	19	0.7
Scottish	10	0.4	*	*
Welsh	969	40.6	1125	42.2
Total	**2387**	**100.0**	**2666**	**100.0**

Race and Ethnicity

To comply with the Data Protection Act, we have removed some information (*).

Ethnic Background	2023/2024		2024/2025	
	Number	%	Number	%
White and British	1596	66.9	1719	64.5
White and English	21	0.9	36	1.4
White and Scottish	10	0.4	10	0.4
White and Welsh	337	14.1	415	15.6
White and Irish	*	*	*	*
White Other	91	3.8	95	3.6
White and Black Caribbean	11	0.5	17	0.6
White and Black African	*	*	*	*
White and Asian	*	*	*	*
Mixed Other	11	0.5	17	0.6
Indian	*	*	*	*
Pakistani	*	*	*	*
Bangladeshi	*	*	*	*
Asian Other	18	0.8	17	0.6
Caribbean	*	*	*	*
African	16	0.7	22	0.8
Black Other	*	*	*	*
Chinese	*	*	*	*
Other	*	*	10	0.4
Not disclosed	228	9.6	26	1.0

Not recorded	0	0.0	226	8.5
Total	**2387**	**100**	**2666**	**100**

Disability

	2023/2024		2024/2025	
Disabled	**Number**	**%**	**Number**	**%**
No	1760	73.7	1885	70.7
Not recorded	488	20.4	638	23.9
Prefer not to say	40	1.7	45	1.7
Yes	*	*	*	*
Yes - limited a little	83	3.5	84	3.2
Yes - limited a lot	11	0.5	10	0.4
Total	**2387**	**100**	**2666**	**100**

The Council is registered and committed to the Department of Work and Pensions national 'Disability Confident Scheme'. There are three levels in the scheme. We have achieved Level 2 - 'Disability Confident Employer'. This helps people to feel confident to apply for jobs and promotion. They can do so knowing that they will not experience discrimination or disadvantage.

Being 'disability confident', we will continue to:

- hire and retain skilled disabled people;

- improve attitude, behaviour and culture by helping employees understand disability; and

- remove barriers to help disabled employees do the best they can and achieve their goals.

In addition, the Council remains committed to help disabled people to access work placement opportunities to help them find jobs. We also continue to support employees that became disabled while they were working with us to retain their jobs.

Sexual Orientation

To comply with the Data Protection Act, we have removed some information (*).

Sexual Orientation	2023/2024		2024/2025	
	Number	**Number**	**Number**	**%**
Bisexual	32	1.3	39	1.5
Gay or lesbian	48	2.0	57	2.1
Heterosexual	1634	68.5	1872	70.2
Not recorded	574	24.0	578	21.7
Other	*	*	0	0.0
Prefer not to say	98	4.1	120	4.5
Total	**2387**	**100**	**2666**	**100**

Religious Belief

To comply with the Data Protection Act, we have removed some information (*).

Religious Belief	2023/2024		2024/2025	
	Number	**Number**	**Number**	**%**
Buddhist	*	*	*	*
Christian (all denominations)	682	28.6	758	28.4
Hindu	*	*	*	*
Jewish	*	*	*	*
Muslim	21	0.9	22	0.8

	2023/2024		2024/2025	
No religion	958	40.1	1141	42.8
Not recorded	694	29.1	709	26.6
Other	19	0.8	23	0.9
Prefer not to say	0	0.0	*	*
Sikh	*	*	*	*
Total	**2387**	**100**	**2666**	**100**

Marital Status

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Marital Status	**Number**	**%**	**Number**	**%**
Civil Partnership	0	0.0	0	0.0
Divorced	180	7.5	206	7.7
Formerly in a same-sex civil partnership which is now legally dissolved	*	*	0	0.0
In a registered same-sex civil partnership and living with your partner	*	*	*	*
Legally separated	*	*	*	*
Living together	0	0.	0	0.0
Married	1031	43.2	1118	41.9
Not recorded	148	6.2	198	7.4
Partner	19	0.8	18	0.7
Prefer not to say	102	4.3	115	4.3
Separated but still legally married	35	1.5	33	1.2

Separated but still legally in a same-sex civil partnership	*	*	*	*
Single	838	35.1	942	35.3
Unspecified	0	0.0	0	0.0
Widowed	27	1.1	25	0.9
Total	**2387**	**100.0**	**2666**	**100.0**

Maternity, Paternity and Adoption

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Leave Category	**Number**	**%**	**Number**	**%**
Maternity	48	78.7	49	81.7
Paternity	13	21.3	11	18.3
Adoption	0	0.0	0	0.0
Total	**61**	**100**	**60**	**100**

Welsh Language

2023/2024	Understanding		Speaking		Reading		Writing	
	Number	**%**	**Number**	**%**	**Number**	**%**	**Number**	**%**
None	764	33.4	840	36.1	882	37.0	380	41.1
Basic	528	23.1	438	18.8	378	15.8	287	12.0
Competent	27	1.2	25	1.1	31	1.3	28	1.2
Good	27	1.2	20	0.9	24	1.0	25	1.0
Fluent	96	4.2	25	1.1	91	3.8	77	3.2

Not recorded	845	36.9	976	42.0	981	41.1	990	41.5
Total	**2287**	**100**	**2324**	**100**	**2387**	**100**	**2387**	**100**

2024/2025	Understanding		Speaking		Reading		Writing	
	Number	**%**	**Number**	**%**	**Number**	**%**	**Number**	**%**
None	882	33.1	971	36.4	1029	38.6	1142	42.8
Basic	616	23.1	522	19.6	439	16.5	339	12.7
Competent	33	1.2	31	1.2	41	1.5	36	1.4
Good	33	1.2	27	1.0	35	1.3	33	1.2
Fluent	135	5.1	123	4.6	126	4.7	111	4.2
Not recorded	967	36.3	992	37.2	996	37.4	1005	37.7
Total	**2666**	**100**	**2666**	**100**	**2666**	**100**	**2666**	**100**

Welsh language courses are available to all staff at all levels, from a basic to an advanced level. Employees can attend at no cost and during work time.

2. Men and women employed

Job and Grade - To comply with the Data Protection Act, we have removed some information (*).

Employee Category	Job Grade	2023/2024						2024/2023					
		Female		Male		All Jobs		Female		Male		All Jobs	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Apprentice / Kickstart	NMW	*	*	*	*	17	0.7	*	*	11	1.2	15	0.6
Single Status	1	113	7.4	20	2.3	133	5.6	173	10.0	36	3.8	209	7.8
	2	36	2.3	54	6.3	90	3.8	25	1.4	46	4.9	71	2.7
	3	120	7.8	88	10.3	208	8.7	118	6.8	87	9.3	205	7.7
	4	245	16.0	98	11.5	343	14.4	271	15.7	120	12.8	391	14.7
	5	183	11.9	67	7.8	250	10.5	203	11.7	74	7.9	277	10.4
	6	193	12.6	162	19.0	355	14.9	206	11.9	173	18.4	379	14.2
	7	102	6.7	76	8.9	178	7.5	115	6.7	79	8.4	194	7.3
	8	98	6.4	82	9.6	180	7.5	115	6.7	91	9.7	206	7.7
	9	178	11.6	77	9.0	255	10.7	218	12.6	83	8.8	301	11.3
	10	48	3.1	25	2.9	73	3.1	56	3.2	27	2.9	83	3.1
	11	46	3.0	24	2.8	70	2.9	50	2.9	27	2.9	77	2.9
Other Authority	Total	13	0.8	*	*	20	0.8	13	0.8	*	*	20	0.8
Chief Officer	Total	27	1.8	30	3.5	57	2.4	25	1.4	32	3.4	58	2.1
Soulbury	Total	10	0.7	*	*	15	0.6	16	0.9	*	*	21	0.8
Teachers	Total	11	0.7	0	0.0	11	0.5	13	0.8	*	*	14	0.5

Youth and Comm	Total	102	6.7	30	3.5	132	5.5	107	6.2	39	4.2	146	5.5
Total		1533	100	854	100	2387	100	1728	100	938	100	2666	100

Pay

To comply with the Data Protection Act, we have removed information (*).

Salary Band (£)	2023/2024						2024/2025					
	Female		Male		All Jobs		Female		Male		All Jobs	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
0 -14,999	*	*	*	*	*	*	0	0.0	0	0.0	0	0.0
15,000-19,999	*	*	*	*	*	*	*	*	*	*	*	*
20,000-24,999	556	36.3	298	34.9	854	35.8	407	23.6	222	23.7	629	23.6
25,000-29,999	352	23.0	203	23.8	555	23.3	500	28.9	197	21.0	697	26.1
30,000-34,999	204	13.3	115	13.5	319	13.4	263	15.2	196	20.9	459	17.2
35,000-39,999	103	6.7	78	9.1	181	7.6	175	10.1	144	15.4	319	12.0
40,000-44,999	188	12.3	76	8.9	264	11.1	226	13.1	86	9.2	312	11.7
45,000-49,999	57	3.7	26	3.0	83	3.5	72	4.2	29	3.1	101	3.8
50,000+	70	4.6	53	6.2	123	5.2	84	4.9	61	6.5	145	5.4
Total	1533	100	854	100	2387	100	1728	100	938	100	2666	100

The salary bands show basic pay for a year for a full-time equivalent. They do not include other allowances.

LGBT+ Pay

To comply with the Data Protection Act, we have removed some information (*).

Salary Band £	2024/2024		2024/2025	
	Number	**%**	**Number**	**%**
0,000-19,999	*	*	0	0
20,000-29,999	42	53	14	15
30,000-39,999	24	30	63	66
40,000+	13	16	19	20
Total	**80**	**100**	**96**	**100**

Contract Type and Working Pattern

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024						2024/2025					
	Female		**Male**		**All Jobs**		**Female**		**Male**		**All Jobs**	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Full time - Permanent	308	39.7	569	66.6	1177	49.3	696	40.3	588	62.7	1284	48.2
Full time - Temporary	131	8.5	59	6.9	190	8.0	150	8.7	64	6.8	214	8.0
Part time - Permanent	513	33.5	58	6.8	571	23.9	613	35.5	91	9.7	704	26.4
Part time – Temporary	66	4.3	17	2.0	83	3.5	70	4.1	25	2.7	95	3.6
Term time only	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Relief	215	14.0	151	17.7	366	15.3	199	11.5	170	18.1	369	13.8
Total	**1533**	**100**	**854**	**100**	**2387**	**100**	**1728**	**100**	**938**	**100**	**2666**	**100**

3. People who applied for jobs between 1 April 2024 and 31 March 2025

We advertise our jobs to staff and the public. We let the public know by using online resources such as Indeed, specialist publications, Job Centre Plus, jobs fairs, local community groups and external partners. This helps us to reach all areas of our local community. We also promote vacancies on social media including Facebook and LinkedIn.

Age

To comply with the Data Protection Act, we have removed some information (*).

Age band in years	2023/2024		2024/2025	
	Number	%	Number	%
16 – 19	94	2.7	87	2.2
20 - 24	654	18.8	494	12.2
25 - 29	781	22.5	732	18.2
30 - 34	730	21.0	565	14.0
35 - 39	703	20.2	595	14.8
40 - 44	425	12.2	464	11.5
45 - 49	369	10.6	316	7.8
50 - 54	272	7.8	253	6.3
55 – 59	203	5.8	188	4.7
60 - 64	125	3.6	123	3.0
65+	19	0.5	33	0.8
Not recorded	318	9.2	183	4.5
Total	**4693**	**100**	**4033**	**100**

Gender

To comply with the Data Protection Act, we have removed some information (*).

Gender	2023/2024		2024/2025	
	Number	%	Number	%
Female	2803	59.7	2618	64.9
Male	1595	34.0	1317	32.7
Not disclosed	295	6.3	98	2.4
Total	**4693**	**100**	**4033**	**100**

Gender Reassignment

To comply with the Data Protection Act, we have removed some information (*).

Gender at Birth	2023/2024		2024/2025	
	Number	%	Number	%
Female	2801	80.6	2593	64.3
Male	1572	45.3	1281	31.8
Intersex	0	0.0	0	0.0
Not recorded	284	8.2	155	3.8
Prefer not to say	36	1.0	*	*
Total	**4693**	**100**	**4033**	**100.0**

National Identity

To comply with the Data Protection Act, we have removed some information (*).

National Identity	2023/2024		2024/2025	
	Number	%	Number	%

15

British	735	15.7	696	17.3
English	565	12.0	534	13.2
Northern Irish	*	*	17	0.4
Not recorded	284	6.1	0	0.0
Other	1143	24.4	821	20.4
Prefer not to say	0	0.0	65	1.6
Scottish	0	0.0	*	*
Welsh	1964	41.8	1891	46.9
Total	**4693**	**100.0**	**4033**	**100.0**

Race and Ethnicity

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Ethnic Background	**Number**	**%**	**Number**	**%**
White and British	2713	57.8	2700	66.9
White and English	0	0.0	0	0.0
White and Scottish	0	0.0	0	0.0
White and Welsh	0	0.0	0	0.0
White and Irish	*	*	24	0.6
White Other	198	4.2	149	3.7
White and Black Caribbean	33	0.7	35	0.9
White and Black African	68	1.4	40	1.0
White and Asian	25	0.5	13	0.3
Mixed Other	33	0.7	20	0.5
Indian	217	4.6	201	5.0

16

Pakistani	79	1.7	29	0.7
Bangladeshi	28	0.6	29	0.7
Asian Other	102	2.2	82	2.0
Caribbean	*	*	11	0.3
African	752	16.0	449	11.1
Black Other	43	0.9	73	1.8
Chinese	44	0.9	16	0.4
Other	0	0.0	0	0.0
Not disclosed	346	7.4	45	1.1
Not recorded	0	0	117	2.9
Total	**4693**	**100**	**4033**	**100.0**

Disability

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Disabled	**Number**	**%**	**Number**	**%**
No	3997	85.2	3503	86.9
Not recorded	284	6.1	155	3.8
Prefer not to say	142	3.0	108	2.7
Yes	0	0.0	0	0.0
Yes - limited a little	247	5.3	249	6.2
Yes - limited a lot	23	0.5	18	0.4
Total	**4693**	**100**	**4033**	**100.0**

We are a Disability Confident Employer. We share this on our jobs and recruitment pages. This shows our commitment to helping disabled people find jobs. It also shows

that we support employees who got a disability while they were working with us. The e-recruit portal supports this work by clearly identifying if someone indicates a disability when applying for a role.

Sexual Orientation

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Sexual Orientation	**Number**	**%**	**Number**	**%**
Bisexual	194	4.1	170	4.2
Gay or lesbian	129	2.7	129	3.2
Heterosexual	3818	81.4	3359	83.3
Not recorded	323	6.9	156	3.9
Other	0	0	15	0.4
Prefer not to say	229	4.9	204	5.1
Total	**4693**	**100**	**4033**	**100.0**

LGBT+ - Monitoring of application to successful appointment

This section of this report shows data in regard to LGBT+ Monitoring of application to successful appointment.

LGBT +	**2023/2024**	**2024/2025**
Number of Applications	323	314
Successful Appointments	52	15
%	16%	5%

Religious Belief

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Religious Belief	**Number**	**%**	**Number**	**%**
Buddhist	61	1.3	38	0.9
Christian (all denominations)	1744	37.2	1371	34.0
Hindu	92	2.0	83	2.1
Jewish	*	*	*	*
Muslim	243	5.2	148	3.7
No religion	1905	40.6	1907	47.3
Not recorded	388	8.3	233	5.8
Other	0	0.0	0	0.0
Prefer not to say	244	5.2	241	6.0
Sikh	13	0.3	*	*
Total	**4693**	**100**	**4033**	**100**

Marital Status

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Marital Status	**Number**	**%**	**Number**	**%**
Civil partnership	0	0.0	0	0.0
Divorced	260	5.5	238	5.9
Formerly in a same-sex civil partnership which is now legally dissolved	0	0.0	*	*

	Number	%	Number	%
In a registered same-sex civil partnership and living with your partner	15	0.3	0	0.7
Legally separated	0	0.0	0	0.0
Living together	0	0.0	0	0.0
Married	1657	35.3	1358	33.7
Not recorded	287	6.1	155	3.8
Partner	0	0.0	0	0.0
Prefer not to say	166	3.5	152	3.8
Separated but still legally married	95	2.0	68	1.7
Separated, but still legally in a same-sex civil partnership	*	*	*	*
Single	2178	46.4	2003	49.7
Surviving partner of a same-sex civil partnership	*	*	*	*
Unspecified	0	0.0	0	0.0
Widowed	31	0.7	22	0.5
Total	**4693**	**100**	**4033**	**100.0**

Maternity, Paternity and Adoption

We do not ask applicants about this or report on it as we feel that we may discourage people from applying for jobs.

Welsh Language

2023/2024	Understanding		Speaking		Reading		Writing	
	Number	%	Number	%	Number	%	Number	%
None	1651	35.2	1840	39.2	1947	41.5	2149	45.8

Basic	1253	26.7	1085	23.1	965	20.6	781	16.6
Competent	74	1.6	58	1.2	60	1.3	55	1.2
Good	61	1.3	61	1.3	72	1.5	82	1.7
Fluent	166	3.5	161	3.4	161	3.4	138	2.9
Not recorded	1488	31.7	1488	31.7	1488	31.7	1488	31.7
Total	**4693**	**100**	**4693**	**100**	**4693**	**100**	**4693**	**100**

2024/2025	Understanding		Speaking		Reading		Writing	
	Number	**%**	**Number**	**%**	**Number**	**%**	**Number**	**%**
None	300	7.4	307	7.6	309	7.7	314	7.8
Basic	294	7.3	289	7.2	283	7.0	281	7.0
Competent	21	0.5	20	0.5	25	0.6	23	0.6
Good	10	0.2	11	0.3	10	0.2	9	0.0
Fluent	52	1.3	50	1.2	50	1.2	50	1.2
Not recorded	3356	83.2	3356	83.2	3356	83.2	3356	83.2
Total	**4033**	**100**	**4033**	**100**	**4033**	**100**	**4033**	**100**

The number and percentage of not recorded responses has increased. This is concerning as under the Welsh Language Standards, all jobs should be advertised as Welsh essential/Welsh desirable/or Welsh to be learnt upon appointment and we should be assessing the Welsh language skills of all employees and applicants.

4. Employees who applied to change jobs between 1 April 2024 and 31 March 2025

We do not collect information about employees when they apply for jobs within the Council. We are working towards this. We need to be able to do this so we can find out which type of people are successful or unsuccessful when they apply for internal jobs. We will not report on people that are applying for jobs that are ring fenced or where they will redeploy into another job in the Council.

5. Employees who applied for training between 1 April 2024 and 31 March 2025

We hope to be able to report on this in future years.

6. Employees who attended training between 1 April 2024 and 31 March 2025

Our training information comes from the following areas:

- Organisational Development and Learning;
- Manual Handling;
- Social Services; and
- Equalities

When people enrol to attend training courses they provide their employee number. We link this to their information on our human resource and payroll systems. We are then able to produce a report which shows who has had training by protected characteristic.

The number of staff attending training courses has decreased. However, the total number of employees has also decreased. As a percentage of total employees, the number of staff attending training (2003) is 83.9% of the total workforce compared to 78.0% last year.

Age

To comply with the Data Protection Act, we have removed some information (*).

Age Band in Years	2023/2024		2024/2025	
	Number	%	Number	%
16 – 19	14	0.7	22	1.4
20 – 24	74	3.7	57	3.5
25 - 29	174	8.7	109	6.8
30 - 34	216	10.8	164	10.2
35 - 39	212	10.6	194	12.0
40 - 44	204	10.2	194	12.0
45 – 49	226	11.3	218	13.5

	2023/2024			
50 - 54	281	14.0	214	13.3
55 - 59	291	14.5	228	14.1
60 - 64	224	11.2	152	9.4
65+	87	4.3	62	3.8
Total	**2003**	**100.0**	**1614**	**100.0**

Gender

	2023/2024		2024/2025	
Gender	**Number**	**%**	**Number**	**%**
Female	1309	65.4	1109	68.7
Male	694	34.6	505	31.2
Total	**2003**	**100**	**1614**	**100**

Gender Reassignment

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Gender at Birth	**Number**	**%**	**Number**	**%**
Female	990	49.4	865	56.6
Male	469	23.4	400	24.8
Intersex	0	0.0	0	0.0
Not recorded	539	26.9	332	20.6
Prefer not to say	*	*	17	1.5
Total	**2003**	**100**	**1614**	**100**

National Identity

To comply with the Data Protection Act, we have removed some information (*).

National Identity	2023/2024		2024/2025	
	Number	%	Number	%
British	787	39.3	541	33.5
English	91	4.5	73	4.5
Northern Irish	*	*	*	*
Not recorded	209	10.4	238	14.7
Other	68	3.4	28	1.7
Prefer not to say	15	0.7	*	*
Scottish	*	*	*	*
Welsh	820	40.9	715	44.3
Total	**2003**	**100**	**1614**	**100.0**

Race and Ethnicity

To comply with the Data Protection Act, we have removed some information (*).

Ethnic Background	2023/2024		2024/2025	
	Number	%	Number	%
White and British	1377	68.7	1046	64.8
White and English	15	0.7	24	1.5
White and Scottish	*	*	*	*
White and Welsh	261	13.0	241	14.9
White and Irish	*	*	*	*
White Other	72	3.6	59	3.7
White and Black Caribbean	*	*	*	*

	2023/2024		2024/2025	
White and Black African	*	*	11	0.7
White and Asian	*	*	*	*
Mixed Other	*	*	*	*
Indian	*	*	*	*
Pakistani	*	*	*	*
Bangladeshi	*	*	*	*
Asian Other	13	0.6	10	0.6
Caribbean	*	*	*	*
African	14	0.7	19	1.2
Black Other	*	*	*	*
Chinese	*	*	*	*
Other	*	*	*	*
Not disclosed	12	0.6	16	1.0
Not recorded	177	8.8	144	8.9
Total	**2003**	**100**	**1614**	**100**

Disability

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Disabled	**Number**	**%**	**Number**	**%**
No	1517	75.7	1182	73.2
Not recorded	371	18.5	350	21.7
Prefer not to say	37	1.8	27	1.7
Yes	*	*	*	*
Yes - limited a little	68	3.4	49	3.0
Yes - limited a lot	*	*	*	*

Total	**2003**	**100**	**1614**	**100**

Sexual Orientation

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Sexual Orientation	**Number**	**%**	**Number**	**%**
Bisexual	30	1.5	25	1.5
Gay or lesbian	42	2.1	38	2.4
Heterosexual	1406	70.2	1174	72.7
Not recorded	445	22.2	296	18.3
Other	*	*	0	0.0
Prefer not to say	79	3.9	81	5.0
Total	**2003**	**100**	**1614**	**100**

Religious Belief

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Religious Belief	**Number**	**%**	**Number**	**%**
Buddhist	*	*	*	*
Christian (all denominations)	560	28.0	482	29.9
Hindu	*	*	*	*
Jewish	*	*	*	*
Muslim	19	0.9	15	0.9
No religion	859	42.9	709	43.9

	544	27.2	302	18.7
Not Recorded	544	27.2	302	18.7
Other	13	0.6	14	0.9
Prefer not to say	0	0.0	84	5.2
Sikh	*	*	*	*
Total	**2003**	**100**	**1614**	**100**

Marital Status

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Marital Status	**Number**	**%**	**Number**	**%**
Civil partnership	0	0.0	0	0.0
Divorced	149	7.4	121	7.5
Formerly in a same-sex civil partnership which is now legally dissolved	0	0.0	0	0.0
In a registered same-sex civil partnership and living with your partner	*	*	*	*
Legally separated	*	*	0	0.0
Living together	0	0.0	0	0.0
Married	851	42.5	694	43.0
Not recorded	115	5.7	119	7.4
Partner	16	0.8	10	0.6
Prefer not to say	90	4.5	77	4.8
Separated but still legally married	22	1.1	18	1.1
Separated but still legally in a same-sex civil partnership	*	*	0	0.0

Single	728	36.3	555	34.4
Unspecified	0	0.0	0	0.0
Widowed	25	1.2	14	0.9
Total	**2003**	**100**	**1614**	**100**

Maternity, Paternity and Adoption

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Leave Category	**Number**	**%**	**Number**	**%**
Maternity	40	90.9	34	85.0
Paternity	*	*	*	*
Adoption	0	0.00	0	0.00
Total	**44**	**100**	**40**	100.0

Welsh Language

To comply with the Data Protection Act, we have removed some information (*).

2023/2024	Understanding		Speaking		Reading		Writing	
	Number	**%**	**Number**	**%**	**Number**	**%**	**Number**	**%**
None	652	32.6	716	35.7	752	37.5	847	42.3
Basic	463	23.1	385	19.2	334	16.7	245	12.2
Competent	23	1.1	23	1.1	27	1.3	24	1.2
Good	24	1.2	19	0.9	22	1.1	24	1.2
Fluent	83	4.1	75	3.7	80	4.0	66	3.3
Not recorded	758	37.8	785	39.2	788	39.3	797	39.8

Total	2003	100	2003	100	2003	100	2003	100

2024/2025	Understanding		Speaking		Reading		Writing	
	Number	%	Number	%	Number	%	Number	%
None	528	32.7	579	35.9	625	38.7	702	43.5
Basic	398	24.7	343	21.3	283	17.5	216	13.4
Competent	23	1.4	22	1.4	32	2.0	26	1.6
Good	23	1.4	18	1.1	20	1.2	20	1.2
Fluent	79	4.9	71	4.4	74	4.6	64	4.0
Not recorded	563	34.9	581	36.0	580	35.9	586	36.3
Total	1614	100	1614	100	1614	100	1614	100

We continue to think about how we can promote Welsh language training and to improve opportunities for Welsh language training.

7. Employees involved in grievance procedures as a complainant, or against whom a complaint was made, or subject to disciplinary procedures

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.

8. Employees who left our employment between 1 April 2024 and 31 March 2025

The following information does not include school staff but does include those who work for us on a casual or relief basis.

We aim to have a positive approach to managing change. We want to avoid compulsory redundancy. When we have to make jobs redundant, we try to keep numbers low and to lessen the effects on people. The cuts in public service finances mean that there will be an increase in the number of early retirements and redundancies in the future.

All Jobs

To comply with the Data Protection Act, we have removed some information (*).

Reason for Leaving	2023/2024		2024/2025	
	Number	%	Number	%
Dismissal	13	4.2	*	*
Other	43	14.0	68	22.7
Redundancy	*	*	*	*
Resignation	186	60.4	158	52.7
Retirement	61	19.8	61	20.3
Total	**308**	**100**	**300**	**100**

Age

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Age band in years	Number	%	Number	%
16 - 19	*	*	*	*

20 – 24	25	8.1	27	9.0
25 - 29	31	10.1	39	13.0
30 - 34	25	8.1	23	7.7
35 - 39	28	9.1	23	7.7
40 - 44	31	10.1	21	7.0
45 - 49	19	6.2	25	8.3
50 - 54	25	8.1	27	9.0
55 - 59	33	10.7	26	8.7
60 - 64	42	13.6	37	12.3
65+	45	14.6	46	15.3
Total	**308**	**100**	**300**	**100.0**

Gender

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Gender	**Number**	**%**	**Number**	**%**
Female	215	69.8	209	69.7
Male	93	30.2	91	30.3
Total	**308**	**100**	**300**	**100**

More women than men left their jobs. We would expect this as we employ more women than men.

Gender Reassignment

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Gender at Birth	**Number**	**%**	**Number**	**%**
Female	208	67.5	177	59.0
Male	82	26.6	59	19.7
Not recorded	18	5.8	62	20.7
Prefer not to say	0	0.0	*	*
Intersex	0	0.0	0	0.0
Total	**308**	**100**	**300**	**100**

National Identity

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
National Identity	**Number**	**%**	**Number**	**%**
British	97	31.5	92	30.7
English	15	4.9	14	4.7
Northern Irish	*	*	0	0.0
Not recorded	45	14.6	57	19.0
Other	10	3.2	*	*
Prefer not to say	*	*	*	*
Scottish	0	0.0	*	*
Welsh	132	42.9	127	42.3
Total	**308**	**100**	**300**	**100.0**

Race and Ethnicity

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Ethnic Background	**Number**	**%**	**Number**	**%**
White and British	197	64.0	195	65.0
White and English	*	*	*	*
White and Scottish	0	0.0	*	*
White and Welsh	30	9.7	35	11.7
White and Irish	*	*	*	*
White Other	*	*	13	4.3
White and Black Caribbean	*	*	*	*
White and Black African	*	*	*	*
White and Asian	0	0.0	0	0.0
Mixed Other	*	*	*	*
Indian	*	*	0	0.0
Pakistani	*	*	0	0.0
Asian Other	*	*	0	0.0
Caribbean	*	*	0	00
African	*	*	*	*
Black Other	0	0.0	0	0.0
Chinese	0	0.0	0	0.0
Other	0	0.0	*	*
Not disclosed	43	14.0	35	11.7
Not recorded	*	*	*	*
Total	**308**	**100**	**300**	**100**

Disability

To comply with the Data Protection Act, we have removed some information (*).

Disabled	2023/2024		2024/2025	
	Number	%	Number	%
No	225	73.1	195	65.0
Not recorded	57	18.5	80	26.7
Prefer not to say	12	3.9	*	*
Yes	0	0.0	*	*
Yes - limited a little	12	3.9	15	5.0
Yes - limited a lot	*	*	0	0.0
Total	**308**	**100**	**300**	**100**

Sexual Orientation

To comply with the Data Protection Act, we have removed some information (*).

Sexual Orientation	2023/2024		2024/2025	
	Number	%	Number	%
Bisexual	*	*	*	*
Gay or lesbian	*	*	*	*
Heterosexual	204	66.2	200	66.7
Not recorded	78	25.3	75	25.0
Other	0	0.0	0	0.0
Prefer not to say	12	3.9	10	3.3
Total	**308**	**100**	**300**	**100**

Religious Belief

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Religious Belief	**Number**	**%**	**Number**	**%**
Buddhist	*	*	*	*
Christian (all denominations)	92	29.9	78	26.0
Hindu	*	*	0	0.0
Jewish	*	*	*	*
Muslim	*	*	*	*
No religion	115	37.3	122	40.7
Not recorded	82	26.6	96	32.0
Other	0	0.0	*	*
Prefer not to say	15	4.9	0	0.0
Sikh	0	0.0	0	0.0
Total	**308**	**100**	**300**	**100**

Marital Status

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Marital Status	**Number**	**%**	**Number**	**%**
Civil Partnership	0	0.0	0	0.0
Divorced	28	9.1	22	7.3
Formerly in a same-sex civil partnership which is now legally dissolved	*	*	0	0.0
In a registered same-sex civil partnership and living with your partner	*	*	0	0.0
Legally separated	0	0.0	0	0.0

Living together	*	*	0	0.0
Married	125	40.6	115	38.3
Not recorded	22	7.1	28	9.3
Partner	0	0.0	*	*
Prefer not to say	14	4.5	17	5.7
Separated but still legally married	*	*	*	*
Single	107	34.7	110	36.7
Unspecified	0	0.0	0	0.0
Widowed	*	*	*	*
Total	**308**	**100**	**300**	**100**

Maternity, Paternity and Adoption

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024		2024/2025	
Leave Category	**Number**	**%**	**Number**	**%**
Maternity	0	0.0	0	0.0
Paternity	0	0.0	0	0.0
Adoption	0	0.0	**0**	**0.0**
Total	**0**	**100**	**0**	**100**

Welsh Language

To comply with the Data Protection Act, we have removed some information (*).

2023/2024	Understanding		Speaking		Reading		Writing	
	Number	**%**	**Number**	**%**	**Number**	**%**	**Number**	**%**
None	85	27.6	91	29.5	99	32.1	103	33.4

Basic	39	12.7	35	11.4	24	7.8	21	6.8
Competent	*	*	*	*	*	*	*	*
Good	*	*	*	*	*	*	*	*
Fluent	*	*	*	*	*	*	*	*
Not recorded	171	55.5	172	55.8	172	55.8	172	55.8
Total	**308**	**100**	**308**	**100**	**308**	**100**	**308**	**100**

2024/2025	Understanding		Speaking		Reading		Writing	
	Number	%	Number	%	Number	%	Number	%
None	83	27.7	93	31.0	98	32.7	145	48.3
Basic	64	21.3	50	16.7	44	14.7	5	12.7
Competent	4	1.3	4	1.3	5	1.7	3	1.0
Good	4	1.3	2	0.7	2	0.7	3	1.0
Fluent	7	2.3	7	2.3	6	2.0	38	1.7
Not recorded	138	46.0	144	48.0	145	48.3	106	48.3
Total	**300**	**100**	**300**	**100**	**300**	**100**	**300**	**100**

9. Differences in salary

The average salary (£) is based on full time equivalent salaries and number of employees (headcount).

Age

	2023/2024	2024/2025
Age Range (years)	**Average salary (£)**	**Average Salary (£)**
16 – 19	21,943	23,125
20 - 24	24,977	26,390
25 - 29	27,759	29,071
30 - 34	30,185	31,554
35 - 39	30,564	32,049
40 - 44	35,077	35,321
45 - 49	34,027	36,302
50 - 54	33,195	34,733
55 - 59	33,811	34,538
25,060	29,686	31,387
65+	28,975	30,399

Gender

	2023/2024	2024/2025
Gender	**Average salary (£)**	**Average salary (£)**
Female	31,299	32,727
Male	32,256	33,526

Gender Reassignment

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024	**2024/2025**
Gender at Birth	**Average salary (£)**	**Average salary (£)**
Female	28,410	31,227
Male	31,888	33,439
Intersex	0	0
Not recorded	30,921	31,738
Prefer not to say	32,718	33,621

National Identity

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024	**2024/2025**
National Identity	**Average salary (£)**	**Average salary (£)**
British	32,042	33,589
English	30,688	31,819
Northern Irish	41,839	40,484
Not Recorded	31,256	31,624
Other	27,944	29,786
Prefer not to say	30,477	33,008
Scottish	30,760	36,118
Welsh	31,612	33,202

Race and Ethnicity

To comply with the Data Protection Act, we have removed some information (*).

Ethnic Background	2023/2024 Average salary (£)	2024/2025 Average salary (£)
White and British	31,958	33,436
White and English	30,088	31,339
White and Scottish	26,300	29,706
White and Welsh	31,330	32,764
White and Irish	36,242	35,035
White Other	32,405	34,158
White and Black Caribbean	33,168	30,800
White and Black African	27,477	31,906
White and Asian	27,636	27,871
Mixed Other	35,705	34,953
Indian	32,063	31,801
Pakistani	37,959	35,385
Bangladeshi	24,985	28,576
Asian Other	26,242	28,831
Caribbean	43,120	44,632
African	24,715	25,726
Black Other	26,305	27,193
Chinese	30,667	30,739
Other	27,334	30,473
Not disclosed	30,681	32,897
Not recorded	0	31,523

Disability

To comply with the Data Protection Act, we have removed some information (*).

Disabled	2023/2024 Average salary (£)	2024/2025 Average salary (£)
No	31,787	33,430
Not recorded	31,234	31,938
Prefer not to say	28,516	29,779
Yes	31,423	29,566
Yes - limited a little	32,602	33,855
Yes - limited a lot	30,243	30,621

Sexual Orientation

To comply with the Data Protection Act, we have removed some information (*).

Sexual Orientation	2023/2024 Average salary (£)	2024/2025 Average salary (£)
Bisexual	27,222	28,627
Gay or Lesbian	35,604	37,510
Heterosexual	31,939	33,346
Not recorded	30,628	31,558
Other	33,945	0
Prefer not to say	32,101	34,004

Religious Belief

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024	2024/2025
Religious Belief	**Average salary (£)**	**Average salary (£)**
Buddhist	26,295	29,181
Christian (all denominations)	33,595	35,075
Hindu	38,683	37,329
Jewish	29,215	43,639
Muslim	30,805	31,599
No religion	30,956	32,404
Not Recorded	30,784	31,915
Other	30,057	30,532
Prefer not to say	0	23,656
Sikh	29,269	31,067

Marital Status

To comply with the Data Protection Act, we have removed some information (*).

	2023/2024	2024/2025
Marital Status	**Average salary (£)**	**Average salary (£)**
Civil partnership	0	0
Divorced	31,441	32,749
Formerly in a same-sex civil partnership which is now legally dissolved	0	0
In a registered same-sex civil partnership and living with your partner	34,045	37,665
Legally separated	51,515	52,805
Living together	0	0

Married	33,404	34,864
Not recorded	32,206	32,332
Partner	28,339	30,132
Prefer not to say	31,680	32,875
Separated but still legally married	27,949	32,331
Separated but still legally in a same-sex civil partnership	23,114	24,597
Single	29,562	31,038
Unspecified	0	0
Widowed	29,754	33,752

Maternity, paternity and adoption

We record information for Maternity, paternity and adoption in other areas as shown in this report.

Welsh Language

Average Salary (£)	Understanding		Speaking		Reading		Writing	
	2023 / 2024	2024 / 2025	2023 / 2024	2024 / 2025	2023 / 2024	2024 / 2025	2023 / 2024	2024 / 2025
None	32,857	33,499	33,067	33,897	32,973	33,827	33,082	34,059
Basic	32,773	34,610	32,823	34,403	33,099	34,812	32,795	34,412
Competent	31,484	35,391	35,830	39,777	32,073	35,585	36,207	37,977
Good	36,193	37,271	34,126	34,044	34,595	33,853	35,518	34,044
Fluent	34,349	34,582	33,791	34,312	34,673	35,080	32,925	34,090
Not recorded	32,925	31,094	29,532	31,004	29,516	30,970	29,554	31,010

10. Pay Gap Reports

We report on both the mean and median pay gap.

The mean salary, also known as the average, is a measure of the "center of gravity" of a collection of salaries.

The median salary is the salary at which half of the employees fall to either side. i.e. this is the comparison between the middle ranked male and middle ranked female and half the salaries are above the median and half are below.

Gender Pay Report

The Gender Pay Gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

The Gender Pay Report has been calculated in line with the full requirements.

Mean Gender Pay Gap in Hourly Pay

This table illustrates the 'mean' hourly rate of pay for full-time equivalent employees.

	2023/2024	2024/2025
Mean Gender Pay Gap	**Hourly Rate**	**Hourly Rate**
Male	£17.50	£18.17
Female	£16.84	£17.76

The difference in mean hourly rate between Male and Female is £0.41 which is lower than last year (£0.65). The mean gender pay gap as a percentage of men's pay is 2.26%.

Median Gender Pay Gap in Hourly Pay

This table illustrates the 'median' hourly rate of pay for full-time equivalent employees.

	2023/2024	2024/2025
Median Gender Pay Gap	**Hourly Rate**	**Hourly Rate**
Male	£15.48	£16.15
Female	£14.89	£15.89

The difference in median hourly rate between Male and Female is £0.26. The median gender pay gap as a percentage of men's pay is 1.61%. This is lower than the UK figure.

In the UK the Median Gender Pay Gap is 7.0% (Office of National Statistics).

11. Ethnicity Pay Gap Report

The Ethnicity pay gap is defined as 'the difference between the average hourly pay of ethnic minorities and White British people expressed as a percentage difference'.

The Ethnicity Pay Gap Report has been calculated in line with the Gender Pay Gap Reporting requirements.

Mean Ethnicity pay gap in hourly pay

This table illustrates the 'mean' hourly rate of pay for full-time equivalent employees by Ethnic group.

	2023/2024	2024/2025
Mean Ethnicity Pay Gap	**Hourly Rate**	**Hourly Rate**
Non global majority	£17.10	£17.95
Global majority	£16.12	£16.72

The difference in mean hourly rate between non-global majority staff and global majority staff is £1.23 which is more than last year. The Mean Ethnicity pay gap as a percentage is 6.85%.

Median Ethnicity pay gap in hourly pay

This table illustrates the 'median' hourly rate of pay for full-time equivalent employees by Ethnic group.

	2023/2024	2024/2025
Median Ethnicity Pay Gap	**Hourly Rate**	**Hourly Rate**
Non global majority	£15.48	£16.15

| Global majority | £14.45 | £15.12 |

The difference in median hourly rate between non-global majority staff and global majority staff is £1.03 which is the same as last year. The Median Ethnicity pay gap as a percentage is 6.32%.

12. Specified employment information, including information on training and pay

We have been collecting employment data for many years. We collect information on the following:

- gender
- race
- disability
- age
- sexual orientation
- gender reassignment
- gender identity
- national identity
- religion or belief
- marital status

We ask about protected characteristics when people apply for jobs with us.

We improved the way we record this information. Doing this helps to improve what we know about protected groups within our workforce.

We use data from our employee management system, Fusion, to obtain up-to-date snapshots of our workforce. This data informs quarterly equalities dashboards which we discuss at department management meetings with Human Resource Business Partners and managers.

You can see what we have found out in Appendix 5 of this report. However here is a summary of the headlines by protected characteristic. The figures refer to corporate staff and do not include staff employed in schools.

The information for this report comes from systems in Human Resources. This means that the information is as correct and complete as possible. We know that we will need to continue to work on this information for future reports. This will help us meet the requirements of the general duty.

Age

- We have more employees than this time last year. All age groups increased.

- The age range with the most employees is still 55-59 years at 14.6% of the workforce.

- The highest percentage of applications was from people in the 25-29 age band (18.2%), this remains the same as last year but a lower percentage.

- The highest proportion of people attending training came from the 55-59 age group (14.1%).

- Most people who left were between 65+ years of age: 15.3% of all leavers.

- All average salaries increased. The biggest increase is for the age range 45-49.

- People aged between 45 and 49 had the highest average salary, £36,302.

Our Workforce Plan 2021-2025 includes a target to employ more young people, whilst supporting and developing all our employees. The percentage of people aged 16 to 24 employed by the Council has remained around the same percentage, from 4.5% to 4.4% but an actual increase from 108 to 117.

We continue to look for ways to improve our numbers of young employees and to offer opportunities for those wishing to start their careers with the Council, through apprenticeships, traineeships, graduate opportunities, and work experience. We continue to engage with local employment partners, training providers, schools, and local universities to promote the Council as an employer of choice.

Gender

- Our corporate workforce was 64.8% female and 35.2% male. It is usual to find more women than men working for local authorities.

- The number of female employees has increased from 1533 to 1728, and the number of male employees has increased from 854 to 938. More women work in the lower paid casual roles, or front-line care roles, which make up a large position of our corporate workforce. More men make up the workforce in the front-line services for the Corporate Environment & Housing Directorate.

- Most employees, both male and female, work in permanent full-time jobs.

- 68.7% of people who attended training were women and 31.2% were men. These percentages reflect the same proportion of males and females employed.

- Most people applying for jobs were female (64.9%). Again, it is usual to find more women working for local authorities than men.

- More women than men left their jobs. We would expect this as we employ more women than men.

- 28.9% of women and 21.0% of men held jobs paid between £25,000-£29,999.

- 35.8% of all jobs are paid between £20,000 and £24,999. This has gone up from last year because of the pay increases awarded this year and the commitment to pay the real living wage for all staff.

- The average salary for male employees (£33,526) is higher than females (£32,727). The gender pay gap is lower than last year.

National Identity

- Most employees said they were Welsh (1125) 42.2% or British (938) 35.2%.

- 1891 applicants said they were Welsh. This remains the highest identity for applicants at 46.9%.

- The highest national identity for leavers is Welsh, at 42.3% which is expected as most employees are Welsh.

- All groups apart from Northern Irish had an increase in average salary.

We have equalities dashboards focusing on all protected characteristics. The dashboards are taken to DMTs by the Human Resources Business Partners to discuss what action, if any, needs to be taken.

Race and Ethnicity

- Most employees (85.6%) identify as White. The highest group was White and British, at 64.5%.

- White and British remains the highest category for applicants at 57.8%. 62.2% of people applying for jobs were White, less than the previous year (76%).

- The number of applicants who did not disclose their ethnicity has drastically decreased on the previous year, but the number who did not record their ethnicity increased. Both have reversed from last year.

- Over 82% of leavers were White. There was an increase in the percentage of White and British leavers which remains the highest group at 65%. This makes sense, as most employees are White.

- All groups had an increase in salary apart from White and Irish, White and Black Caribbean, Mixed Other, Indian, and Pakistani. Those identifying as White and Black African had the largest increase from £27,477 to £31,906 whilst those identifying as Pakistani had the biggest decrease from £37,959 to £35,385.

- The number of employees who did not disclose their ethnicity has drastically decreased on the previous year, but the number who did not record their ethnicity increased. Both have reversed from last year.

- Most applicants continue to record their ethnicity as White and British, 66.9%.

- There was a significant drop in the number of applicants recording their ethnicity as African, from 752 to 449, a percentage change from 16.0% to 11.1%.

- The mean ethnicity pay gap has increased slightly and the median ethnicity pay gap has stayed the same.

An anti-racism dashboard has been created to focus on global majority employees, applicants, and leavers. We have set target equalities figures and have considered the time it would take at our current onboarding rates to reach the target figure. We also have current resident rates available. The dashboard is taken to DMTs by the Human Resources Business Partners to discuss.

Disability

- 70.7% of our staff said they did not have a disability. 3.2% said they had a disability that limited them a little.

- The percentage of applicants who said they had no disability remains similar to last year 86.9%, to last year's 85.2%.

- The number of applicants who said they had a disability that limits a little has increased slightly from last year.

- The majority of staff who left employment at the Vale of Glamorgan Council declared no disability (65.0%) or did not record their disability (26.7%). No staff with a disability that limits a lot left last year.

- The average salary for all disability related options increased, apart from those who reported 'Yes' but did not clarify limited a little or a lot.

The Council is registered and committed to the Department of Work and Pensions national 'Disability Confident Scheme'. We have achieved Level 2 - 'Disability Confident Employer'. This helps people to feel confident to apply for jobs and promotion. They can do so knowing that they will not experience discrimination or disadvantage.

We are developing a People Strategy which will include how we recruit staff in protected characteristics categories. We also work closely with the various networks, including the Abl disabled staff network.

Sexual Orientation

- Most of our staff said they were heterosexual (70.2%). The percentage of the workforce who said they were gay, lesbian, or bisexual has increased slightly from 3.4% to 3.6%.

- We monitor the success of lesbian, gay, and bisexual people from application to successful appointment. In 2024-25, the success rate for applicants was 5% compared to 16% in the previous year.

- Most applicants said they were heterosexual (83.3%) and unsurprisingly, most leavers also said they were heterosexual, 66.7%.

- 63% of LGBTQ+ employees were employed in the salary band £30,000-£39,999, an increase from 24% last year.

We work closely with the GLAM network. We have equalities dashboards focusing on all protected characteristics, this will also look at leavers, this dashboard will be taken to DMTs by the Human Resources Business Partners to discuss what action, if any, needs to be taken.

Religion or Belief

- Most staff either had no religion (42.8%), did not record their religion or belief (26.6%), or said they were Christian (28.4%).

- Most applicants stated that they had no religion (47.3%), followed by Christians (34.0%).

- Most leavers recorded no religion, 40.7% compared to 37.3% last year.

Marital Status

- The number of those who are married remains the highest category in marital status for employed staff at 41.9%, followed by single people at 35.3%.
- Most applications were from single people, 49.7%.

- The number of applications from married people has decreased from 1657 to 1358, but the percentage remains around the same, 35.3% last year to 33.7% this year.

- Fewer staff overall left the Council in 2024-25. The number of not recorded and prefer not to say increased slightly.

- Average pay increased for all groups. The group with the highest average pay (£52,805) is legally separated.

Maternity, Paternity, and Adoption

- There were 60 corporate employees who had maternity, paternity or adoption pay and leave during 2024-25, compared with 61 last year.

Welsh Language

Welsh language courses are available to all staff at all levels. Employees can attend at no cost and during work time through the Work Welsh offer.

- The percentage of our staff saying they have no Welsh language skills has increased from 36.9% to 37.7% this year. These percentages are based on the average of the 'none' option for understanding, speaking, reading, and writing.

- The percentage of staff with Welsh language skills rated between Basic and Fluent have increased: understanding 30.6%; speaking 26.4%; reading 24.0%; and writing 19.5%.

- The percentage of staff with no Welsh skills is still high, but it is encouraging to see an increase in the percentage of staff reporting Welsh skills across all competencies.

- This could be because we ran a Welsh Skills Assessment in 2024-25 with an updated Skills Framework. We encouraged staff to also update their Welsh skills on Fusion.

- Welsh language skills for applicants were as follows: understanding 2.3%; speaking 2.3%; reading 2.3%; and writing 2.2%. These are much lower than the rates reported last year.

- 83.2% of applicants chose not to record their Welsh language skills, compared to 31.7% of applicants last year, which is a concerning increase as the Welsh Language Standards state that all jobs should be advertised as Welsh essential/Welsh desirable/or Welsh to be learnt upon appointment, and that we must assess the Welsh language skills of all employees and applicants.

We continue to think about how we can promote Welsh language training and to improve opportunities for Welsh language training in line with the Welsh Language Standards.

Moving forward

We will continue with this work. We want to be able to report on all protected characteristics.

We do not have all the information that we need to collect to meet the general and specific duties. This is because reporting systems need further updating and some staff choose not to disclose personal information. Following the implementation of Fusion, we delivered a communication campaign to encourage staff to update and complete the personal information. We will carry out a similar campaign every year.

We may not get the information we need. We think some people choose not to tell us about some of their protected characteristics. We encourage people to do so by explaining:

- why we are asking for this information; and

- how we can use it to better meet their needs.