

## 2020-21 Employment Information

The Council has a duty, according to the Equality Act 2010, to provide employment information annually. This is the information for 2020-21.

### I. Details of the workforce in general

41.3% of the Council's staff have completed an optional equality questionnaire, and the figures below are based on these, unless noted otherwise. The information about the equality characteristics are as follows:

#### Gender:

Which of the following describes you best?	% of the Sample	% of the Workforce
Female	71.2	29.4
Male	27.9	11.5
Other / I think of myself in another way	0.1	0.1
I prefer not to say	0.8	0.3
<b>Total</b>	<b>100.0</b>	<b>41.3</b>

#### Nationality or National Identity:

Which of the following describes you best?	% of the Sample	% of the Workforce
Scottish	0.3	0.1
Welsh	89.1	36.8
Northern Irish	0.1	0.1
British	5.7	2.3
English	2.9	1.2
Other	1.0	0.4
I prefer not to say	0.9	0.4
<b>Total</b>	<b>100.0</b>	<b>41.3</b>

#### Race:

Which of the following describes you best?	% of the Sample	% of the Workforce
White	98.1	40.5
Black - Caribbean	-	-
Black - African	0.04	0.02
Black - Other	-	-
Gypsies or Irish Travellers	-	-
Mixed - White and Black Caribbean	0.04	0.02
Mixed - White and Black African	-	-

Mixed - White and Asian	0.1	0.03
Mixed - Other	0.1	0.1
Asian - Indian	-	-
Asian - Pakistani	0.04	0.02
Asian - Bangladeshi	0.1	0.03
Asian - Chinese	0.04	0.02
Asian - Other	0.2	0.1
Other	0.3	0.1
I prefer not to say	1.0	0.4
<b>Total</b>	<b>100.0</b>	<b>41.3</b>

### Sexual Orientation :

Which of the following describes you best?	% of the Sample	% of the Workforce
Bisexual	0.2	0.1
Gay Man	0.5	0.2
Gay Woman / Lesbian	0.3	0.1
Heterosexual or 'Straight'	95.9	39.6
Other	0.3	0.1
I prefer not to say	2.8	1.2
<b>Total</b>	<b>100.0</b>	<b>41.3</b>

### Religion:

Which of the following describes you best?	% of the Sample	% of the Workforce
Atheist	2.2	0.9
Buddhist	0.1	0.03
Christian	57.4	23.7
No Religion	32.6	13.4
Muslim	0.1	0.1
Jewish	-	-
Hindu	-	-
Other	2.3	0.9
I prefer not to say	5.3	2.2
<b>Total</b>	<b>100.0</b>	<b>41.3</b>

**Marital Status:**

Are you married, or in a civil partnership?	% of the Sample	% of the Workforce
No	40.6	16.7
Yes	55.9	23.1
I prefer not to say	3.5	1.5
<b>Total</b>	<b>100.0</b>	<b>41.3</b>

**Disability :**

Do you consider yourself as a disabled person?	% of the Sample	% of the Workforce
No	95.4	39.4
Yes	2.1	0.9
I prefer not to say	2.5	1.0
<b>Total</b>	<b>100.0</b>	<b>41.3</b>

**Gender Identity:**

Has your sexual identification changed from when you were born?	% of the Sample	% of the Workforce
No	97.1	40.1
Yes	1.4	0.6
I prefer not to say	1.5	0.6
<b>Total</b>	<b>100.0</b>	<b>41.3</b>

**Age:**

	% of the Sample	% of the Workforce
16-19	0.4	0.2
20-24	4.3	1.8
25-29	10.0	4.1
30-34	10.8	4.5
35-39	11.7	4.8
40-44	12.8	5.3
45-49	13.4	5.5
50-54	14.3	5.9

55-59	12.5	5.2
60-64	6.4	2.6
65-69	1.7	0.7
70-74	0.2	0.1
I prefer not to say	1.5	0.6
<b>Total</b>	<b>100.0</b>	<b>41.3</b>

## 2. Nature of the Posts

There is only a need to note a **gender** equality characteristic here.

### a) Numbers employed according to posts:

Analysis not available

### b) Numbers employed according to salary scale:

	% Female	% Male	% Other / I think of myself in another way	% I prefer not to say	% of the Sample	% of the Workforce
Basic Scale (BS)	31.3	7.0	0.04	0.3	38.7	16.0
Officers (O)	15.7	9.2	0.04	0.3	25.3	10.4
Senior Officers (SO)	10.8	6.8	0.04	0.2	17.8	7.3
Senior Managers (SM)	0.4	0.8	0.04	-	1.2	0.5
Chief Officers	0.1	0.2	-	-	0.4	0.2
Teachers (Including unqualified and supply)	9.5	2.3	-	-	11.7	4.8
Headteachers / Deputy Headteachers	1.9	0.9	-	-	2.9	1.2
Soulbury	1.6	0.6	-	-	2.1	0.9
<b>Total</b>	<b>71.2</b>	<b>27.9</b>	<b>0.1</b>	<b>0.8</b>	<b>100.0</b>	<b>41.3</b>

### c) Number employed according to salary range:

Based on the salary of Full Time Equivalent (FTE) persons, and not necessarily the actual salary they receive.

	% Female	% Male	% Other / I think of myself in another way	% I prefer not to say	% of the Sample	% of the Workforce
£10,000 - £19,999	31.4	7.0	0.04	0.3	38.7	16.1
£20,000 - £29,999	14.4	6.9	-	0.2	21.4	8.8
£30,000 - £39,999	20.1	9.8	0.1	0.2	30.1	12.4
£40,000 - £49,999	2.8	2.3	0.04	0.1	5.3	2.2
£50,000 - £59,999	2.1	1.2	-	-	3.3	1.3
£60,000 - £69,999	0.4	0.5	-	-	0.8	0.3
£70,000 - £79,999	0.1	0.2	-	-	0.2	0.1
£80,000+	0.1	0.1	-	-	0.2	0.1
<b>Total</b>	<b>71.2</b>	<b>27.9</b>	<b>0.1</b>	<b>0.8</b>	<b>100.0</b>	<b>41.3</b>

### ch) Number employed according to contract type

	% Female	% Male	% Other / I think of myself in another way	% I prefer not to say	% of the Sample	% of the Workforce
Fixed Term	2.1	0.7	-	-	2.7	1.1
Casual	4.2	1.1	-	-	5.3	2.2
Permanent	64.9	26.1	0.1	0.8	92.0	38.0
<b>Total</b>	<b>71.2</b>	<b>27.9</b>	<b>0.1</b>	<b>0.8</b>	<b>100.0</b>	<b>41.3</b>

### d) Number employed according to work patterns

	% Female	% Male	% Other / I think of myself in another way	% I prefer not to say	% of the Sample	% of the Workforce
Full-time	37.3	23.6	0.1	0.6	61.6	25.4
Part-time	33.9	4.3	-	0.2	38.4	15.9
<b>Total</b>	<b>71.2</b>	<b>27.9</b>	<b>0.1</b>	<b>0.8</b>	<b>100.0</b>	<b>41.3</b>

### 3. People who have applied for jobs with the authority during the past year

*Note: these are applicants who have applied for a job on-line only - it does not include those who have made a paper application It includes people who are already employed with the Authority as well as external applicants. A person may have applied for more than one post and may therefore appear twice in the data.*

Gender	Number
Female	1,791
Male	996
Other / I think of myself in another way	6
I prefer not to say	17
<b>Total</b>	<b>2,810</b>

Nationality or National Identity	Number
Scottish	3
Welsh	2,322
Northern Irish	4
British	268
English	103
Other	87
I prefer not to say	23
<b>Total</b>	<b>2,810</b>

Race	Number
White	2,699
Black - Caribbean	1
Black - African	18
Black - Other	1
Gypsies or Irish Travellers	-
Asian - Indian	13
Asian - Pakistani	2
Asian - Bangladeshi	4
Asian - Chinese	7
Asian - Other	15
Mixed - White and Black Caribbean	7

Mixed - White and Black African	6
Mixed - White and Asian	4
Mixed - Other	9
Other	4
I prefer not to say	20
<b>Total</b>	<b>2,810</b>

Sexual Orientation	Number
Bisexual	29
Gay Man	33
Gay Woman / Lesbian	23
Heterosexual or 'Straight'	2,641
Other	11
I prefer not to say	73
<b>Total</b>	<b>2,810</b>

Religion	Number
Atheist	51
Buddhist	13
Christian	1,165
No Religion	1,322
Hindu	6
Jewish	3
Muslim	13
Other	67
I prefer not to say	170
<b>Total</b>	<b>2,810</b>

Marital Status: Are you married, or in a civil partnership?	Number
No	1,818
Yes	901
I prefer not to say	91
<b>Total</b>	<b>2,810</b>

Disability : Do you consider yourself as a disabled person?	Number
No	2,653
Yes	87
I prefer not to say	70
<b>Total</b>	<b>2,810</b>

Has your sexual identification changed from when you were born?	Number
No	2,771
Yes	17
I prefer not to say	22
<b>Total</b>	<b>2,810</b>

Age	Number
16-19	79
20-24	602
25-29	549
30-34	409
35-39	374
40-44	224
45-49	179
50-54	164
55-59	119
60-64	45
65-69	7
70-74	-
75+	-
I prefer not to say	59
<b>Total</b>	<b>2,810</b>

#### 4. Council employees who have applied for a different post within the authority

Part of the above figures.

#### 5. Council employees who have made an application for training and the number who were successful

Of the 2,904 staff members who requested training, 3 members of staff were unsuccessful with **one** of their requests for training. It is not possible to analyse these 3 cases further due to the risk of identifying individuals.



## 6. Council employees who have completed training successfully

2,904 members of staff completed training during the year, be that traditional training or an e-learning module. Of these 1,392 had completed the equality questionnaire.

Gender	Number
Female	1,025
Male	352
Other / I think of myself in another way	4
I prefer not to say	11
<b>Total</b>	<b>1,392</b>

Nationality or National Identity	Number
Scottish	3
Welsh	1,237
Northern Irish	1
British	80
English	48
Other	11
I prefer not to say	12
<b>Total</b>	<b>1,392</b>

Race	Number
Asian - Pakistani	0
Asian - Chinese	1
Asian - Indian	0
Asian - Bangladeshi	1
Asian - Other	2
Mixed - White and Black Caribbean	0
Mixed - White and Black African	0
Mixed - White and Asian	2
Mixed - Other	2
White	1,362
Black - Caribbean	0
Black - African	1
Black - Other	0
Gypsies or Irish Travellers	0
Other	6
I prefer not to say	15
<b>Total</b>	<b>1,392</b>

Sexual Orientation	Number
Bisexual	6
Gay Man	8
Gay Woman / Lesbian	5
Heterosexual or 'Straight'	1,323
Other	6
I prefer not to say	44
<b>Total</b>	<b>1,392</b>

Religion	Number
Atheist	28
Buddhist	1
Christian	784
No Religion	470
Muslim	0
Jewish	0
Hindu	0
Other	35
I prefer not to say	74
<b>Total</b>	<b>1,392</b>

Marital Status: Are you married, or in a civil partnership?	Number
No	558
Yes	781
I prefer not to say	53
<b>Total</b>	<b>1,392</b>

Disability : Do you consider yourself as a disabled person?	Number
No	1,329
Yes	22
I prefer not to say	41
<b>Total</b>	<b>1,392</b>

Has your sexual identification changed from when you were born?	Number
No	1,350
Yes	16
I prefer not to say	26
<b>Total</b>	<b>1,392</b>

Age	Number
16-19	5
20-24	60
25-29	139
30-34	157
35-39	168
40-44	188
45-49	206
50-54	193
55-59	167
60-64	75
65-69	13
70-74	0
I prefer not to say	21
<b>Total</b>	<b>1,392</b>

#### **7. Staff members who have been part of the complaints procedure, either as a complainant or as the person the complaint was made against**

10 individuals have been part of the complaints procedure. Of these, only 3 had completed the equality questionnaire. It is not possible to analyse further due to the risk of identifying individuals.

#### **8. Staff members who have been through the disciplinary procedure**

56 cases of disciplinary have occurred during the year. Of these, only 16 had completed the equality questionnaire. It is not possible to analyse further due to the risk of identifying individuals.

#### **9. Staff members who have left the Council's employment**

477 individuals left the Council's employment during 2020/21. Of these, 121 completed the equality questionnaire.

Gender	Number
Female	70
Male	50
Other / I think of myself in another way	0
I prefer not to say	1
<b>Total</b>	<b>121</b>

Nationality or National Identity	Number
Scottish	1
Welsh	106
Northern Irish	1
British	8
English	3
Other	1
I prefer not to say	1
<b>Total</b>	<b>121</b>

Race	Number
Asian - Pakistani	-
Asian - Indian	-
Asian - Bangladeshi	-
Asian - Chinese	-
Asian - Other	-
Mixed - White and Black Caribbean	-
Mixed - White and Black African	-
Mixed - White and Asian	-
Mixed - Other	-
White	119
Black - Caribbean	-
Black - African	-
Black - Other	-
Gypsies or Irish Travellers	-
Other	-
I prefer not to say	2
<b>Total</b>	<b>121</b>

Sexual Orientation	Number
Bisexual	3
Gay Man	-
Gay Woman / Lesbian	-
Heterosexual or 'Straight'	112
Other	-
I prefer not to say	6
<b>Total</b>	<b>121</b>

Religion	Number
Atheist	4
Buddhist	-
Christian	62
No Religion	41
Muslim	-
Jewish	-
Hindu	-
Other	6
I prefer not to say	8
<b>Total</b>	<b>121</b>

Marital Status : Are you married, or in a civil partnership?	Number
No	51
Yes	66
I prefer not to say	4
<b>Total</b>	<b>121</b>

Disability : Do you consider yourself as a disabled person?	Number
No	113
Yes	3
I prefer not to say	5
<b>Total</b>	<b>121</b>

Has your sexual identification changed from when you were born?	Number
No	114
Yes	1
I prefer not to say	6
<b>Total</b>	<b>121</b>

Age	Number
16-19	1
20-24	10
25-29	15
30-34	11
35-39	7
40-44	8
45-49	8
50-54	7
55-59	16
60-64	21

65-69	12
70-74	3
I prefer not to say	2
<b>Total</b>	<b>121</b>