

2017-18 Employment Information

The Council has a duty, according to the Equality Act 2010, to provide employment information annually. This is the information for 2017-18.

I. Details of the workforce in general

42.2% of the Council's staff have filled in an optional equality questionnaire, and the figures below are based on these unless noted differently. The information about the equality characteristics are as follows:

Can you speak Welsh?

	% of the sample	% of the workforce
No	4.4%	1.8%
Yes	94.0%	39.6%
I prefer not to say	1.7%	0.7%
Total	100.0%	42.2%

Nationality:

	% of the sample	% of the workforce
Welsh	91.9%	38.8%
English	4.8%	2.0%
Scottish	0.2%	0.1%
Irish	0.1%	0.0%
Other	2.2%	0.9%
I prefer not to say	0.8%	0.3%
Total	100.0%	42.2%

Ethnicity:

	% of the sample	% of the workforce
White	98.1%	41.4%
Other	0.3%	0.1%
Mixed - White and Black African	0.1%	0.0%
Mixed - White and Asian	0.2%	0.1%
Black - African	0.0%	0.0%
Black - Caribbean	0.0%	0.0%
Asian - Other	0.0%	0.0%
Pakistani	0.1%	0.0%
Indian	0.0%	0.0%
I prefer not to say	1.1%	0.5%
Total	100.0%	42.2%

Gender:

	% of the sample	% of the workforce
Female	69.9%	29.5%
Male	29.6%	12.5%
I think of myself in another way	0.04%	0.02%
I prefer not to say	0.5%	0.2%
Total	100.0%	42.2%

Religion :

	% of the sample	% of the workforce
I have a religion or belief	59.3%	25.0%
I do not have a religion or belief	30.2%	12.8%
I prefer not to say	10.5%	4.4%
Total	100.0%	42.2%

Sexual Orientation :

	% of the sample	% of the workforce
Bisexual	0.0%	0.0%
Hetrosexual or straight	95.9%	40.5%
Lesbian or Gay	0.4%	0.2%
Other	0.3%	0.1%
I prefer not to say	3.4%	1.4%
Total	100.0%	42.2%

Disability :

	% of the sample	% of the workforce
I do not see myself as a disabled person	93.4%	39.4%
I see myself as a disabled person	3.6%	1.5%
I prefer not to say	3.0%	1.3%
Total	100.0%	42.2%

Age: These figures relate to the whole workforce as the Council has every worker's date of birth. They include casual workers as they appeared on 31 March this year.

Age Band	% of the workforce
16-19	1.8%
20-24	5.7%
25-29	8.8%
30-34	9.3%
35-39	11.3%
40-44	11.7%
45-49	14.6%
50-54	13.9%
55-59	12.4%
60-64	7.1%
65-69	2.1%
70-74	0.8%
75+	0.4%
Cyfanswm	100.0%

2. The Nature of the Posts

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

a) The numbers employed according to posts

Analysis not available

b) The numbers employed according to the salary scale

	Male	Female	I think of myself in another way	I prefer not to say	Percentage of the sample
Apprentice	0.0%	0.0%	0.0%	0.0%	0.0%
Sessional Workers	0.2%	0.3%	0.0%	0.0%	0.6%
Basic Scale (BS)	10.5%	39.2%	0.04%	0.3%	50.0%
Officers (O)	7.9%	9.7%	0.0%	0.0%	17.6%
Senior Officers (SO)	6.8%	7.4%	0.0%	0.1%	14.4%
Senior Managers (SM)	0.5%	0.2%	0.0%	0.0%	0.7%

Chief Officers	0.1%	0.1%	0.0%	0.0%	0.2%
Teachers (Including unqualified and supply)	2.5%	9.6%	0.0%	0.00%	12.2%
Headteachers / Deputy Headteachers	0.9%	2.8%	0.0%	0.0%	3.7%
Soulbury	0.1%	0.5%	0.0%	0.0%	0.7%
Total	29.6%	69.9%	0.03%	0.5%	100.0%

c) The numbers employed according to salary range

Salary Band - Full-Time Equivalent	Male	Female	I think of myself in another way	I prefer not to say	Percentage of the sample
£10,000 - £19,999	11.2%	42.6%	0.04%	0.3%	54.2%
£20,000 - £29,999	8.2%	10.9%	0.00%	0.0%	19.1%
£30,000 - £39,999	5.9%	7.4%	0.00%	0.1%	13.3%
£40,000 - £49,999	3.0%	6.7%	0.00%	0.1%	9.8%
£50,000 - £59,999	0.8%	1.8%	0.00%	0.0%	2.6%
£60,000 - £69,999	0.3%	0.2%	0.00%	0.0%	0.5%
£70,000 - £79,999	0.1%	0.1%	0.00%	0.0%	0.3%
£80,000+	0.1%	0.0%	0.00%	0.0%	0.2%
Total	29.6%	69.9%	0.04%	0.5%	100.0%

d) The numbers employed according to contract type

	Male	Female	I think of myself in another way	I prefer not to say	Percentage of the sample
Fixed Term	1.1%	3.6%	0.0%	0.0%	4.7%
Casual	0.8%	3.5%	0.0%	0.1%	4.5%
Permanent	27.7%	62.7%	0.04%	0.4%	90.8%
Total	29.6%	69.9%	0.04%	0.5%	100.0%

e) The numbers employed according work pattern

	Male	Female	I think of myself in another way	I prefer not to say	Percentage of the sample
Full-time	25.5%	36.6%	0.00%	0.3%	62.5%
Part-time	4.1%	33.2%	0.04%	0.2%	37.5%
Total	29.6%	69.9%	0.04%	0.5%	100.0%

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 already work for the Authority as well as external applicants. A person can have applied for more than one post and so appear twice in the data.

Gender	Number
Male	1,209
Female	1,862
I think of myself in another way	*
I prefer not to say	15

*Note: * means that the figure is too low to disclose*

Race	Number
White	3,015
Mixed - White and Black Caribbean	*
Mixed - White and Asian	9
Black - African	17
Asian - Other	6
Pakistani	*
Bangladeshi	9
Chinese	*
Indian	*
Other	5
I prefer not to say	*

Note: * means that the figure is too low to disclose

Nationality	Number
Welsh	2,670
English	270
Scottish	7
Irish	18
Other	113
I prefer not to say	9

Note: * means that the figure is too low to disclose

Religion	Number
I have a religion or a belief	1,067
I do not have a religion or a belief	1,751
I prefer not to say	269

Note: * means that the figure is too low to disclose

Sexual Orientation	Number
Bisexual	18
Heterosexual or 'straight'	2,938
Lesbian or Gay	35
Other	*
I prefer not to say	92

Note: * means that the figure is too low to disclose

4. Council employees who have applied for a different job within the same authority

Part of the above figure

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

This data regarding those who were successful is unavailable.

6. Council employees who have completed the training successfully

2,771 members of staff have completed training during the year, either traditional training or e-learning module. Of those 1,279 had completed the equality questionnaire.

Gender	Number
Male	409
Female	864
I think of myself in another way	0
I prefer not to say	6

Note: * means that the figure is too low to disclose

Race	Number
White	1,255
Mixed - White and Asian	*
Mixed - White and Black African	*
Pakistani	*
Other	3
I prefer not to say	16

Note: * means that the figure is too low to disclose

Nationality	Nifer
Welsh	1,176
English	61
Scottish	*
Irish	*
Other	28
I prefer not to say	10

Note: * means that the figure is too low to disclose

Religion	Nifer
I have a religion or a belief	696
I do not have a religion or a belief	421
I prefer not to say	162

Note: * means that the figure is too low to disclose

Sexual Orientation	Nifer
Bisexual	*
Heterosexual or 'straight'	1,225
Lesbian or Gay	9
Other	2
I prefer not to say	42

Note: * means that the figure is too low to disclose

Anabledd	Nifer
I do not see myself as a disabled person	1,195
I see myself as a disabled person	47
I prefer not to say	37

Note: * means that the figure is too low to disclose

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

22 individuals have been involved in a complaints procedure. It is not possible to analyse further because of the danger of identifying individuals. Looking at the figures it is possible to say that no pattern emerges.

8. Staff members who have been through the disciplinary procedure

51 cases of disciplinary procedures have occurred during the year. It is not possible to analyse further because of the danger of identifying individuals. Looking at the figures it is possible to say that no pattern emerges.

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

569 individuals left the Council employ during 2017/18. Of those, 200 had completed the equality questionnaire

Gender	Number
Male	54
Female	146
I think of myself in another way	0
I prefer not to say	0

Note: * means that the figure is too low to disclose

Race	Number
White	200
Mixed - White and Black Caribbean	0
Mixed - White and Asian	0
Black - African	0
Asian - Other	0
Pakistani	0
Bangladeshi	0
Chinese	0
Indian	0
Other	0
I prefer not to say	0

Note: * means that the figure is too low to disclose

Nationality	Number
Welsh	184
English	9
Scottish	*
Irish	0
Other	5
I prefer not to say	*

Note: * means that the figure is too low to disclose

Religion	Number
I have a religion or a belief	128
I do not have a religion or a belief	50
I prefer not to say	22

Note: * means that the figure is too low to disclose

Sexual Orientation	Number
Bisexual	0
Heterosexual or 'straight'	192
Lesbian or Gay	*
Other	*
I prefer not to say	5

Note: * means that the figure is too low to disclose

Disability	Number
I do not see myself as a disabled person	187
I see myself as a disabled person	9
I prefer not to say	4

Note: * means that the figure is too low to disclose