

## Staff Information 2019-2020

The Council has a duty, according to the Equality Act 2010, to provide employment information annually. This is the information for 2019-20.

### I. Details of the workforce in general

**30.3%** of the Council's staff have filled in an optional equality questionnaire, and the following figures are based on these unless noted differently. The information about the equality characteristics are as follows:

#### Gender:

Which of the following describes you best?	% of the Sample	% of the Workforce
Female	69.7	21.1
Male	29.5	8.9
Other / I think of myself in another way	0.1	0.1
I prefer not to say	0.7	0.2
<b>Total</b>	<b>100.0</b>	<b>30.3</b>

#### Nationality or National Identity:

Which of the following describes you best?	% of the Sample	% of the Workforce
Scottish	0.4	0.1
Welsh	90.2	27.4
Northern Irish	0.2	0.1
British	5.0	1.5
English	2.1	0.6
Other	1.1	0.3
I prefer not to say	1.0	0.3
<b>Total</b>	<b>100.0</b>	<b>30.3</b>

**Race:**

Which of the following describes you best?	% of the Sample	% of the Workforce
White	98.2	29.8
Black - Caribbean	-	-
Black - African	-	-
Black - Other	-	-
Gypsies or Irish Travellers	-	-
Mixed - White and Black Caribbean	0.1	0.02
Mixed - White and Black African	-	-
Mixed - White and Asian	0.1	0.03
Mixed - Other	0.1	0.02
Asian - Indian	-	-
Asian - Pakistani	0.1	0.02
Asian - Bangladeshi	0.1	0.03
Asian - Chinese	-	-
Asian - Other	0.1	0.03
Other	0.2	0.1
I prefer not to say	1.0	0.3
<b>Total</b>	<b>100.0</b>	<b>30.3</b>

**Sexual Orientation:**

Which of the following describes you best?	% of the Sample	% of the Workforce
Bisexual	0.3	0.1
Gay Man	0.5	0.2
Gay Woman / Lesbian	0.3	0.1
Heterosexual or 'Straight'	95.7	29.0
Other	0.3	0.1
I prefer not to say	2.9	0.8
<b>Total</b>	<b>100.0</b>	<b>30.3</b>

**Religion:**

Which of the following describes you best?	% of the Sample	% of the Workforce
Atheist	2.5	0.8
Buddhist	0.1	0.03
Christian	57.9	17.6
No Religion	31.4	9.5
Muslim	0.2	0.1
Jewish	-	-

Hindu	-	-
Other	2.4	0.7
I prefer not to say	5.5	1.6
<b>Total</b>	<b>100.0</b>	<b>30.3</b>

**Marital Status:**

Are you married, or in a civil partnership?	% of the Sample	% of the Workforce
No	39.7	12.0
Yes	56.7	17.2
I prefer not to say	3.6	1.1
<b>Total</b>	<b>100.0</b>	<b>30.3</b>

**Disability:**

Do you consider yourself as a disabled person?	% of the Sample	% of the Workforce
No	94.9	28.8
Yes	2.5	0.7
I prefer not to say	2.6	0.8
<b>Total</b>	<b>100.0</b>	<b>30.3</b>

**Gender identity:**

Has your sexual identity changed from what you were assigned at birth?	% of the Sample	% of the Workforce
No	96.9	29.4
Yes	1.4	0.4
I prefer not to say	1.7	0.5
<b>Total</b>	<b>100.0</b>	<b>30.3</b>

**Age:**

	% of the Sample	% of the Workforce
16-19	0.6	0.2
20-24	3.9	1.2
25-29	10.3	3.1
30-34	10.3	3.1
35-39	11.6	3.5
40-44	12.3	3.7

45-49	15.3	4.6
50-54	13.8	4.2
55-59	12.9	3.9
60-64	5.8	1.8
65-69	1.4	0.4
70-74	0.2	0.1
I prefer not to say	1.6	0.5
<b>Total</b>	<b>100.0</b>	<b>30.3</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)	28.2	5.6	-	0.2	34.0	10.3
Officers (O)	17.3	10.8	-	0.3	28.4	8.6
Senior Officers (SO)	12.0	8.2	0.05	0.2	20.5	6.2
Senior Managers (SM)	0.4	0.9	0.05	-	1.3	0.4
Chief Officers	0.2	0.3	-	-	0.5	0.2
Teachers (Including unqualified and supply)	7.9	1.7	-	-	9.6	2.9
Headteachers / Deputy Headteachers	2.2	1.2	-	-	3.4	1.0
Soulbury	1.5	0.8	-	-	2.3	0.7
<b>Total</b>	<b>69.7</b>	<b>29.5</b>	<b>0.1</b>	<b>0.7</b>	<b>100.0</b>	<b>30.3</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	28.2	5.6	-	0.3	34.1	10.3
£20,000 - £29,999	14.9	7.3	-	0.1	22.3	6.8
£30,000 - £39,999	20.6	11.0	0.05	0.2	31.9	9.7
£40,000 - £49,999	3.2	3.1	0.05	0.1	6.4	1.9
£50,000 - £59,999	2.3	1.5	-	-	3.8	1.1
£60,000 - £69,999	0.3	0.6	-	-	0.9	0.3
£70,000 - £79,999	0.1	0.2	-	-	0.3	0.1
£80,000+	0.1	0.2	-	-	0.3	0.1
<b>Total</b>	<b>69.7</b>	<b>29.5</b>	<b>0.1</b>	<b>0.7</b>	<b>100.0</b>	<b>30.3</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	3.0	1.5	-	0.1	4.6	1.4
Casual	2.6	0.5	-	-	3.1	0.9
Permanent	64.1	27.5	0.1	0.6	92.3	28.0
<b>Total</b>	<b>69.7</b>	<b>29.5</b>	<b>0.1</b>	<b>0.7</b>	<b>100.0</b>	<b>30.3</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	39.1	25.6	0.1	0.6	65.4	19.8
Part-time	30.6	3.9	-	0.1	34.6	10.5
<b>Total</b>	<b>69.7</b>	<b>29.5</b>	<b>0.1</b>	<b>0.7</b>	<b>100.0</b>	<b>30.3</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	2,640
Male	1,572
Other / I think of myself in another way	6
I prefer not to say	30
<b>Total</b>	<b>4,248</b>

Nationality or National Identity	Number
Scottish	12
Welsh	3,683
Northern Irish	1
British	280
English	196
Other	48
I prefer not to say	28
<b>Total</b>	<b>4,248</b>

Race	Number
White	4,123
Black - Caribbean	1
Black - African	5
Black - Other	0
Gypsies or Irish Travellers	2
Asian - Indian	1
Asian - Pakistani	3
Asian - Bangladeshi	0
Asian - Chinese	4
Asian - Other	24
Mixed - White and Black Caribbean	20
Mixed - White and Black African	4
Mixed - White and Asian	21
Mixed - Other	1
Other	3
I prefer not to say	36
<b>Total</b>	<b>4,248</b>

Sexual Orientation	Number
Bisexual	35
Gay Man	40
Gay Woman / Lesbian	10
Heterosexual or 'Straight'	4,030
Other	12
I prefer not to say	121
<b>Total</b>	<b>4,248</b>

Religion	Number
Atheist	105
Buddhist	10
Christian	1,740
No Religion	2,039
Hindu	1
Jewish	6
Muslim	6
Other	81
I prefer not to say	260
<b>Total</b>	<b>4,248</b>

Marital Status: Are you married, or in a civil partnership?	Number
No	2,791
Yes	1,317
I prefer not to say	140
<b>Total</b>	<b>4,248</b>

Disability: Do you consider yourself as a disabled person?	Number
No	4,045
Yes	131
I prefer not to say	72
<b>Total</b>	<b>4,248</b>

Has your sexual identity changed from what you were assigned at birth?	Number
No	4,161
Yes	36
I prefer not to say	51
<b>Total</b>	<b>4,248</b>

Age	Number
16-19	136
20-24	818
25-29	974
30-34	644
35-39	375
40-44	378
45-49	277
50-54	252
55-59	192
60-64	56
65-69	11
70-74	1
75+	0
Not answered	134
<b>Total</b>	<b>4,248</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

Data regarding those who were unsuccessful is unavailable.

#### 6. Council employees who have completed training successfully

3,168 members of staff completed training during the year, be that traditional training or an e-learning module. Of these 1,302 had completed the equality questionnaire.

Gender	Number
Female	893
Male	396
Other / I think of myself in another way	3
I prefer not to say	10
<b>Total</b>	<b>1,302</b>

Nationality or National Identity	Number
Scottish	4
Welsh	1,181
Northern Irish	2
British	58
English	30
Other	14
I prefer not to say	13
<b>Total</b>	<b>1,302</b>

Race	Number
Asian - Pakistani	1
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	1
White	1,273
Black - Caribbean	0
Black - African	0
Black - Other	0
Gypsies or Irish Travellers	0
Other	5
I prefer not to say	16
<b>Total</b>	<b>1,302</b>

Sexual Orientation	Number
Bisexual	4
Gay Man	6
Gay Woman / Lesbian	3
Heterosexual or 'Straight'	1,242
Other	6
I prefer not to say	41
<b>Total</b>	<b>1,302</b>

Religion	Number
Atheist	34
Buddhist	1
Christian	724
No Religion	421
Muslim	2
Jewish	0
Hindu	0
Other	33
I prefer not to say	87
<b>Total</b>	<b>1,302</b>

Marital Status: Are you married, or in a civil partnership?	Number
No	530
Yes	729
I prefer not to say	43
<b>Total</b>	<b>1,302</b>

Disability: Do you consider yourself as a disabled person?	Number
No	1,233
Yes	29
I prefer not to say	40
<b>Total</b>	<b>1,302</b>

Has your sexual identity changed from what you were assigned at birth?	Number
No	1,264
Yes	14
I prefer not to say	24
<b>Total</b>	<b>1,302</b>

Age	Number
16-19	8
20-24	52
25-29	140
30-34	140
35-39	172
40-44	164
45-49	193
50-54	153
55-59	160
60-64	71
65-69	20
70-74	3
I prefer not to say	26
<b>Total</b>	<b>1,302</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

12 individuals have been part of the complaints procedure. Of these only 2 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

There have been 61 disciplinary cases during the year. Of these, only 8 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

609 persons left the Council's employment during 2019/20. Of these, 102 completed the equality questionnaire.

Gender	Number
Female	70
Male	30
Other / I think of myself in another way	1
I prefer not to say	1
<b>Total</b>	<b>102</b>

Nationality or National Identity	Number
Scottish	-
Welsh	91
Northern Irish	-
British	6
English	5
Other	-
I prefer not to say	-
<b>Total</b>	<b>102</b>

Race	Number
Asian - Pakistani	1
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	101
Black - Caribbean	-
Black - African	-
Black - Other	-
Gypsies or Irish Travellers	-
Other	-
I prefer not to say	-
<b>Total</b>	<b>102</b>

Sexual Orientation	Number
Bisexual	1
Gay Man	1
Gay Woman / Lesbian	-
Heterosexual or 'Straight'	92
Other	-
I prefer not to say	8
<b>Total</b>	<b>102</b>

Religion	Number
Atheist	3
Buddhist	-
Christian	45
No Religion	37
Muslim	1
Jewish	-
Hindu	-
Other	3
I prefer not to say	13
<b>Total</b>	<b>102</b>

Marital Status: Are you married, or in a civil partnership?	Number
No	51
Yes	46
I prefer not to say	5
<b>Total</b>	<b>102</b>

Disability: Do you consider yourself as a disabled person?	Number
No	92
Yes	3
I prefer not to say	7
<b>Total</b>	<b>102</b>

Has your sexual identity changed from what you were assigned at birth?	Number
No	97
Yes	-
I prefer not to say	5
<b>Total</b>	<b>102</b>

Age	Number
16-19	2
20-24	9
25-29	22
30-34	11
35-39	11
40-44	11
45-49	5
50-54	6
55-59	9
60-64	10
65-69	5
70-74	-
I prefer not to say	1
<b>Total</b>	<b>102</b>