

## 2023-24 Employment Information

The Council has a duty, according to the Equality Act 2010, to provide employment information annually. This is the information for 2023-24.

### I. Details of the workforce in general

**49.9%** of Council staff have completed the optional equality questionnaire, and the figures below are based on these unless noted otherwise. The information about the equality characteristics is as follows:

#### Sex:

Which of the following describes you best?	% of the Sample	% of the Workforce
Female	70.9	35.4
Male	28.1	14.1
Other / I think of myself in another way	0.3	0.1
I prefer not to say	0.7	0.3
<b>Total</b>	<b>100.0</b>	<b>49.9</b>

#### Nationality or National Identity:

Which of the following describes you best?	% of the Sample	% of the Workforce
Scottish	0.1	<0.1
Welsh	87.8	43.8
Northern Irish	0.1	<0.1
British	6.6	3.3
English	3.4	1.7
Other	1.2	0.6
I prefer not to say	0.8	0.4
<b>Total</b>	<b>100.0</b>	<b>49.9</b>

**Race:**

Which of the following describes you best?	% of the Sample	% of the Workforce
White	98.1	49.0
Black - Caribbean	-	-
Black - African	-	-
Black - Other	-	-
Gypsy or Irish Traveller	-	-
Mixed - White and Black Caribbean	-	-
Mixed - White and Black African	-	-
Mixed - White and Asian	0.1	<0.1
Mixed - Other	-	-
Asian - Indian	<0.1	<0.1
Asian - Pakistani	0.1	<0.1
Asian - Bangladeshi	0.1	<0.1
Asian - Chinese	0.1	<0.1
Asian - Other	-	-
Other	0.7	0.3
I prefer not to say	0.8	0.4
<b>Total</b>	<b>100.0</b>	<b>49.9</b>

**Sexual Orientation:**

Which of the following describes you best?	% of the Sample	% of the Workforce
Bisexual	0.3	0.2
Gay Man	0.6	0.3
Gay Woman / Lesbian	0.5	0.2
Heterosexual or 'Straight'	95.4	47.6
Other	0.4	0.2
I prefer not to say	2.7	1.4
<b>Total</b>	<b>100.0</b>	<b>49.9</b>

**Religion:**

Which of the following describes you best?	% of the Sample	% of the Workforce
Atheist	2.3	1.2
Buddhist	0.2	0.1
Christian	53.6	26.8
No Religion	36.4	18.1
Muslim	0.2	0.1
Jewish	<0.1	<0.1
Hindu	-	-
Other	2.2	1.1
I prefer not to say	5.1	2.6
<b>Total</b>	<b>100.0</b>	<b>49.9</b>

**Marital Status:**

Are you married, or in a civil partnership?	% of the Sample	% of the Workforce
No	41.7	20.8
Yes	54.8	27.3
I prefer not to say	3.5	1.8
<b>Total</b>	<b>100.0</b>	<b>49.9</b>

**Disability:**

Do you consider yourself as a disabled person?	% of the Sample	% of the Workforce
No	94.2	47.0
Yes	2.6	1.3
I prefer not to say	3.2	1.6
<b>Total</b>	<b>100.0</b>	<b>49.9</b>

**Gender Identity:**

Has your gender identity changed from when you were born?	% of the Sample	% of the Workforce
No	96.8	48.3
Yes	1.8	0.9
I prefer not to say	1.4	0.7
<b>Total</b>	<b>100.0</b>	<b>49.9</b>

**Age:**

	% of the Sample	% of the Workforce
16-19	0.5	0.2
20-24	4.0	2.0
25-29	7.0	3.5
30-34	10.3	5.1
35-39	11.0	5.5
40-44	13.2	6.6
45-49	12.7	6.3
50-54	16.1	8.0
55-59	12.6	6.3
60-64	9.2	4.6
65-69	1.8	0.9
70+	0.5	0.3
I prefer not to say	1.1	0.5
<b>Total</b>	<b>100.0</b>	<b>49.9</b>

**2. Nature of the Posts**

There is only a need to note the sex 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)	29.4	6.2	0.1	0.3	36.1	18.0
Officers (O)	17.3	10.1	<0.1	0.1	27.5	13.7
Senior Officers (SO)	11.2	7.4	0.1	0.3	18.9	9.4
Senior Managers (SM)	0.5	0.8	0.1	0.0	1.3	0.7
Chief Officers	0.1	0.3	0.0	0.0	0.4	0.2
Teachers (Including unqualified and supply)	9.1	1.8	0.0	0.0	10.9	5.5
Headteachers / Deputy Headteachers	2.0	1.1	0.0	<0.1	3.1	1.5
Soulbury	1.3	0.5	0.0	<0.1	1.85	0.9
<b>Total</b>	<b>70.9</b>	<b>28.2</b>	<b>0.3</b>	<b>0.7</b>	<b>100.0</b>	<b>49.9</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
£20,000 - £29,999	45.9	14.4	0.2	0.3	60.7	30.3
£30,000 - £39,999	19.4	9.3	0.1	0.2	29.0	14.5
£40,000 - £49,999	2.8	2.4	<0.1	0.1	5.4	2.7
£50,000 - £59,999	2.2	1.3	<0.1	0.1	3.6	1.8
£60,000 - £69,999	0.4	0.3	0.0	0.0	0.7	0.4
£70,000 - £79,999	0.2	0.2	0.0	0.0	0.4	0.2
£80,000+	<0.1	0.2	0.0	0.0	0.2	0.1
<b>Total</b>	<b>70.9</b>	<b>28.2</b>	<b>0.3</b>	<b>0.7</b>	<b>100.0</b>	<b>49.9</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	2.5	0.9	0.0	0.0	3.4	1.7
Casual	3.6	1.2	<0.1	0.0	4.9	2.4
Permanent	64.7	26.1	0.3	0.7	91.8	45.8
<b>Total</b>	<b>70.9</b>	<b>28.2</b>	<b>0.3</b>	<b>0.7</b>	<b>100.0</b>	<b>49.9</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	39.4	24.7	0.2	0.5	64.7	32.3
Part-time	31.5	3.5	0.1	0.3	35.3	17.6
<b>Total</b>	<b>70.9</b>	<b>28.2</b>	<b>0.3</b>	<b>0.7</b>	<b>100.0</b>	<b>49.9</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.*

Sex	Number
Female	2,640
Male	1,653
Other / I think of myself in another way	18
I prefer not to say	31
<b>Total</b>	<b>4,342</b>

Nationality or National Identity	Number
Scottish	2
Welsh	3,398
Northern Irish	4
British	267
English	233
Other	390
I prefer not to say	48
<b>Total</b>	<b>4,342</b>

Race	Number
White	3,878
Black - Caribbean	0
Black - African	157
Black - Other	0
Gypsy or Irish Traveller	2
Asian - Indian	82
Asian - Pakistani	18
Asian - Bangladeshi	79
Asian - Chinese	1
Asian - Other	29
Mixed - White and Black Caribbean	8
Mixed - White and Black African	5
Mixed - White and Asian	21
Mixed - Other	6
Other	15
I prefer not to say	41
<b>Total</b>	<b>4,342</b>

Sexual Orientation	Number
Bisexual	71
Gay Man	65
Gay Woman / Lesbian	41
Heterosexual or 'Straight'	4,022
Other	25
I prefer not to say	118
<b>Total</b>	<b>4,342</b>

Religion	Number
Atheist	123
Buddhist	12
Christian	1,829
No Religion	1,949
Hindu	37
Jewish	7
Muslim	139
Other	37
I prefer not to say	209
<b>Total</b>	<b>4,342</b>

Marital Status: Are you married, or in a civil partnership?	Number
No	2,764
Yes	1,464
I prefer not to say	114
<b>Total</b>	<b>4,342</b>

Disability: Do you consider yourself as a disabled person?	Number
No	4,047
Yes	192
I prefer not to say	103
<b>Total</b>	<b>4,342</b>

Has your gender identity changed from when you were born?	Number
No	4,170
Yes	105
I prefer not to say	67
<b>Total</b>	<b>4,342</b>

Age	Number
16-19	158
20-24	629
25-29	551
30-34	446
35-39	448
40-44	302
45-49	268
50-54	197
55-59	150
60-64	66
65-69	14
70-74	2
75+	0
I prefer not to say	1,111
<b>Total</b>	<b>4,342</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 3,069 staff members who requested training, every member of staff with the exception of 5 were successful with their requests for training.

## 6. Council employees who have completed training successfully

3,064 members of staff completed training during the year, be that traditional training or an e-learning module. Of these 1,329 had completed the equality questionnaire.

Sex	Number
Female	909
Male	403
Other / I think of myself in another way	6
I prefer not to say	11
<b>Total</b>	<b>1,329</b>

Nationality or National Identity	Number
Scottish	3
Welsh	1,194
Northern Irish	1
British	71
English	32
Other	17
I prefer not to say	11
<b>Total</b>	<b>1,329</b>

Race	Number
Asian - Pakistani	1
Asian - Chinese	1
Asian - Indian	-
Asian - Bangladeshi	1
Asian - Other	-
Mixed - White and Black Caribbean	-
Mixed - White and Black African	-
Mixed - White and Asian	-
Mixed - Other	2
White	1,302
Black - Caribbean	-
Black - African	-
Black - Other	-
Gypsy or Irish Traveller	-
Other	8
I prefer not to say	14
<b>Total</b>	<b>1,329</b>

Sexual Orientation	Number
Bisexual	4
Gay Man	6
Gay Woman / Lesbian	4
Heterosexual or 'Straight'	1,267
Other	5
I prefer not to say	43
<b>Total</b>	<b>1,329</b>

Religion	Number
Atheist	36
Buddhist	1
Christian	726
No Religion	458
Muslim	1
Jewish	-
Hindu	-
Other	32
I prefer not to say	75
<b>Total</b>	<b>1,329</b>



Marital Status: Are you married, or in a civil partnership?	Number
No	491
Yes	781
I prefer not to say	57
<b>Total</b>	<b>1,329</b>

Disability: Do you consider yourself as a disabled person?	Number
No	1,263
Yes	31
I prefer not to say	57
<b>Total</b>	<b>1,329</b>

Has your gender identity changed from when you were born?	Number
No	1,295
Yes	13
I prefer not to say	21
<b>Total</b>	<b>1,329</b>

Age	Number
16-19	-
20-24	8
25-29	63
30-34	125
35-39	167
40-44	197
45-49	193
50-54	235
55-59	178
60-64	124
65-69	19
70+	3
I prefer not to say	17
<b>Total</b>	<b>1,329</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**

7 individuals have been part of the complaints procedure. The 7 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**

There have been 76 disciplinary cases during the year. Of these, only 27 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

661 persons left the Council's employment during 2023/24. Of these, 251 had completed the equality questionnaire.

Sex	Number
Female	168
Male	80
Other / I think of myself in another way	1
I prefer not to say	2
<b>Total</b>	<b>251</b>

Nationality or National Identity	Number
Scottish	-
Welsh	211
Northern Irish	1
British	15
English	20
Other	2
I prefer not to say	2
<b>Total</b>	<b>251</b>

Race	Number
Asian - Pakistani	-
Asian - Indian	-
Asian - Bangladeshi	-
Asian - Chinese	1
Asian - Other	-
Mixed - White and Black Caribbean	1
Mixed - White and Black African	-
Mixed - White and Asian	1
Mixed - Other	-
White	243
Black - Caribbean	-
Black - African	1
Black - Other	-
Gypsy or Irish Traveller	-
Other	1
I prefer not to say	3
<b>Total</b>	<b>251</b>

Sexual Orientation	Number
Bisexual	6
Gay Man	1
Gay Woman / Lesbian	3
Heterosexual or 'Straight'	233
Other	3
I prefer not to say	5
<b>Total</b>	<b>251</b>

Religion	Number
Atheist	2
Buddhist	2
Christian	120
No Religion	110
Muslim	1
Jewish	-
Hindu	-
Other	7
I prefer not to say	9
<b>Total</b>	<b>251</b>

Marital Status: Are you married, or in a civil partnership?	Number
No	126
Yes	119
I prefer not to say	6
<b>Total</b>	<b>251</b>

Disability: Do you consider yourself as a disabled person?	Number
No	235
Yes	7
I prefer not to say	9
<b>Total</b>	<b>251</b>

Has your gender identity changed from when you were born?	Number
No	244
Yes	3
I prefer not to say	4
<b>Total</b>	<b>251</b>

## Appendix 1

Age	Number
16-19	-
20-24	20
25-29	33
30-34	31
35-39	24
40-44	19
45-49	18
50-54	23
55-59	28
60-64	27
65-69	23
70+	1
I prefer not to say	4
<b>Total</b>	<b>251</b>