

## Equalities Data report – Year end 31 March 2020

The Council acknowledges that there remain gaps in our employment and training data due to the employees right not to provide the information. However we are working with our employees and unions to improve the data and we continue to work on our systems to collect such data. The Council is investing in a new cloud-based employee management system, which will be introduced during 2021/22; this should ensure that information is more readily available as the system is embedded and matures. In addition, although requested, employees are not required to provide information concerning their characteristics and many choose not to do so. We will continue to work with employees to encourage them to supply this information and will work closely with the Trade Unions to look for other ways to encourage staff to provide this information.

Note: Data includes all school staff including teachers, and will be based on headcount unless stated otherwise.

### Workforce Profile – Gender and Working pattern (headcount)

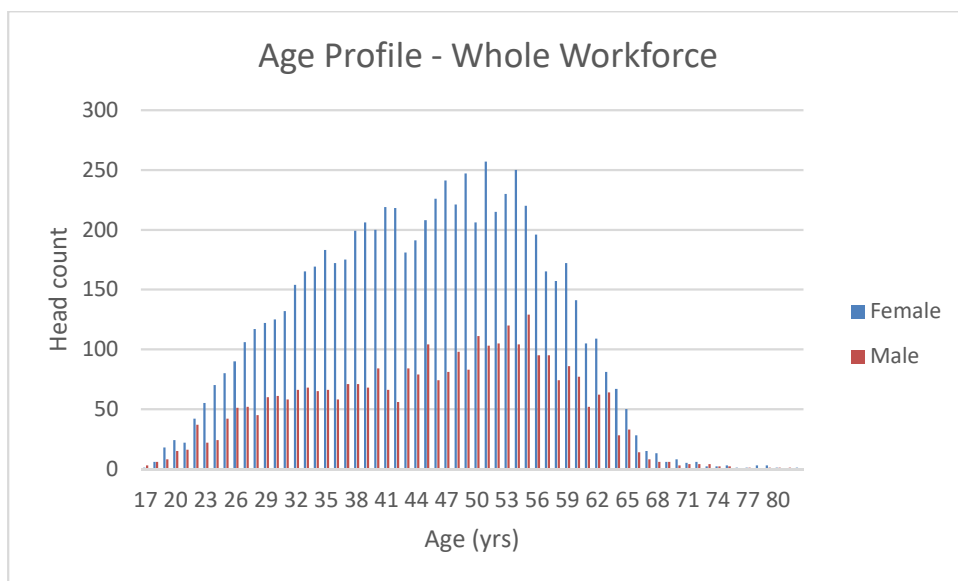
Count of Employee Number Employment Category	Gender		Grand Total
	Female	Male	
Permanent - Full Time	2005	2340	4345
Permanent - Job Share	62	5	67
Permanent - Part Time	2730	333	3063
Temporary - Full Time	564	324	888
Temporary - Job Share	6	1	7
Temporary - Part Time	1937	232	2169
Temporary - Seasonal		2	2
<b>Grand Total</b>	<b>7304</b>	<b>3237</b>	<b>10541</b>

\*Data run on 30 March 2020, just prior to end year.

\*\*Excluding relief: last year 10628 (7378 female, 3250 male)

There is a slight decrease in establishment headcount compared to last year: 24 females, 13 males overall, a total of 87. However the starters and leavers shows a change in workforce profile where there are significant reductions in lower grade posts and increased in middle level roles such as technical specialists and qualified professionals.

## Age Profile by Gender



The graph shows that the age profile is heavily concentrated in the 40 to 60 years age range. Many over 60s have left the organisation on planned and early retirement arrangements. The younger workforce is increasing year on year but there remains considerable work to do to gain more interest from the younger labour market.

## Leavers by Gender

Count of Employee Number	Gender		
Employment Category	Female	Male	Grand Total
NULL	7	9	16
Permanent - Full Time	99	110	209
Permanent - Job Share	3		3
Permanent - Part Time	213	32	245
Relief/Casual - Full time		1	1
Relief/Casual - Part time	104	53	157
Relief/Casual - Seasonal	2		2
Supply Teacher	10	1	11
Temporary - Full Time	71	70	141
Temporary - Job Share	1		1
Temporary - Part Time	260	62	322
Temporary - Seasonal	1	1	2
<b>Grand Total</b>	<b>771</b>	<b>339</b>	<b>1110</b>

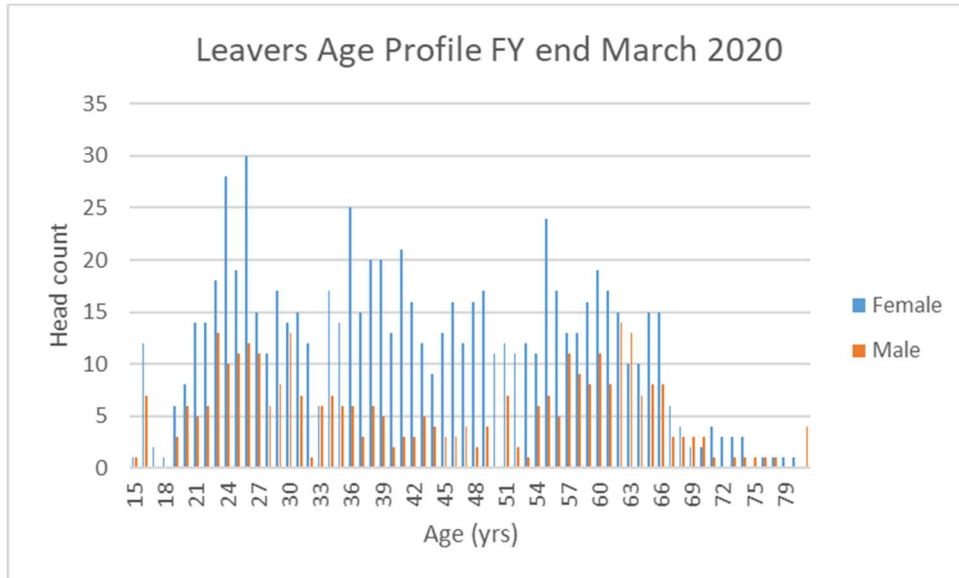
Although there was relatively low headcount reduction over the last financial year, there was 10.5% attrition if including relief and casual workers.

**The attrition rate reduces to 9% if relief are excluded**, which is higher than we would like; however as the Council is continuing to transform its workforce to meet

the needs of the future, high levels of leavers is not considered a concern at this stage, but it will be monitored.

What is concerning is that younger employees are one of the highest group of leavers, and this will be monitored and potential for action considered.

### Leavers by Age / Gender



### Protected Characteristics (Total headcount at time of download = 10536)

(Data reports run on 5 April 2020, after end year, hence the slight difference in figures as the HR data system is 'live').

#### Disability Declaration

Count of Assignment Number	
Disability	Total
No	602
Undeclared	9886
Yes	48
Grand Total	10536

#### Ethnicity Declaration

Count of Person Name	
Ethnic Origin	Total
Asian or Asian British - Any Other	*
Asian or Asian British - Bangladeshi	*
Asian or Asian British - Chinese	*
Asian or Asian British - Indian	*
Asian or Asian British - Pakistani	*

Black or Black British - African	*
Black or Black British - Any Other	*
Black or Black British - Caribbean	*
Mixed - Any Other	*
Mixed - White and Asian	*
Mixed - White and Black African	*
Mixed - White and Black Caribbean	*
Not declared	8493
Other Ethnic Group	*
Prefer not to say	*
White - Any Other	57
White - British	1935
Prefer not to say	*
<b>Grand Total</b>	<b>10536</b>

\*Numbers less than (0.1%) therefore too few to report

### **Gender reassignment**

None declared

### **Maternity and Pregnancy**

Maternity = 1.4% workforce

Pregnancy = data unavailable

### **Marital Status**

Count of Person Name	
Marital Status	Total
Civil Partnership	42
Divorced	396
Legally Separated	22
Living with Partner (not married or in civil partnership)	232
Married	4930
NULL	1023
Partner	64
Prefer not to say	18
Separated – but still legally in Civil Partnership	2
Separated – but still legally married	46
Single	3717
Widowed	44
<b>Grand Total</b>	<b>10536</b>

## Sexual Orientation

Headcount	Total	%Workforce
Bisexual	9	
Gay/Lesbian	34	
Heterosexual/Straight	1511	
Undeclared	8942	
Prefer not to say	40	
Grand Total	10536	

## Sex

Headcount	Total
Male	3261
Female	7275
Prefer not to say	0
Grand Total	10536

## Religion/Belief

Count of Person Name	Total
Q8 Religion	Total
Buddhist	12
Christian	781
Hindu	*
Muslim	*
No Religion or belief	696
Undeclared	8938
Other	47
Prefer not to say	51
Sikh	*
Grand Total	10536

\* Numbers too small to report (less than 0.1%)