Employment Information 2024-25

The Council has a duty, according to the Equality Act 2010, to provide employment information annually. This is the information for 2024-25.

1. Details of the workforce in general

52.1% 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	71.0	37.0
Male	28.0	14.6
Other / I identify in another way	0.3	0.1
I prefer not to say	0.7	0.4
Total	**100.0**	**52.1**

Nationality or National Identity:

Which of the following describes you best?	% of the Sample	% of the Workforce
Scottish	0.2	0.1
Welsh	88.0	45.8
Northern Irish	-	-
British	6.7	3.5
English	3.3	1.7
Other	1.1	0.6
I prefer not to say	0.7	0.4
Total	**100.0**	**52.1**

Race:

Which of the following describes you best?	% of the Sample	% of the Workforce
White	98.0	51.0
Black - Caribbean	-	-
Black - African	<0.1	<0.1
Black - Other	-	-
Gypsy or Irish Traveller	-	-
Mixed - White and Black Caribbean	0.1	<0.1
Mixed - White and Black African	-	-
Mixed - White and Asian	0.2	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	0.4
I prefer not to say	0.8	0.4
Total	**100.0**	**52.1**

Sexual orientation:

Which of the following describes you best?	% of the Sample	% of the Workforce
Bisexual	0.5	0.2
Gay Man	0.6	0.3
Gay Woman / Lesbian	0.6	0.3
Heterosexual or 'Straight'	95.3	49.7
Other	0.4	0.2
I prefer not to say	2.6	1.4
Total	**100.0**	**52.1**

Religion:

Which of the following describes you best?	% of the Sample	% of the Workforce
Atheist	2.3	1.2
Buddhist	0.1	<0.1
Christian	52.5	27.3
No Religion	37.7	19.6
Muslim	0.2	0.1
Jewish	<0.1	<0.1
Hindu	-	-
Other	1.8	1.0
I prefer not to say	5.4	2.8
Total	**100.0**	**52.1**

Marital Status:

Are you married, or in a civil partnership?	% of the Sample	% of the Workforce
No	43.7	22.7
Yes	52.7	27.5
I prefer not to say	3.6	1.9
Total	**100.0**	**52.1**

Disability:

Do you consider yourself as a disabled person?	% of the Sample	% of the Workforce
No	94.4	49.2
Yes	2.6	1.4
I prefer not to say	3.0	1.5
Total	**100.0**	**52.1**

Gender Identity:

Has your gender identity changed from when you were born?	% of the Sample	% of the Workforce
No	96.8	50.4
Yes	1.8	0.9
I prefer not to say	1.4	0.7
Total	**100.0**	**52.1**

Age:

	% of the Sample	% of the Workforce
16-19	0.6	0.3
20-24	4.3	2.3
25-29	6.8	3.6
30-34	10.3	5.3
35-39	11.3	5.9
40-44	12.5	6.5
45-49	12.1	6.3
50-54	15.5	8.1
55-59	13.8	7.2
60-64	9.0	4.7
65-69	2.1	1.1
70+	0.6	0.4
I prefer not to say	1.0	0.5
Total	**100.0**	**52.1**

2. Nature of the Posts

There is only a need to note the equality characteristic of sex here.

a) Numbers employed according to posts:

Analysis not available.

b) Numbers employed according to salary scale:

	% Female	% Male	% Other / I identify in another way	% I prefer not to say	% of the Sample	% of the Workforce
Basic Scale (BS)	29.3	6.2	0.1	0.3	35.9	18.7
Officers (O)	18.3	9.9	<0.1	0.1	28.3	14.7
Senior Officers (SO)	11.1	7.8	0.1	0.2	19.2	10.0
Senior Managers (SM)	0.4	0.7	0.1	-	1.2	0.6
Chief Officers	0.1	0.3	-	-	0.4	0.2
Teachers (Including unqualified and supply)	8.4	1.9	-	-	10.3	5.4
Headteachers / Deputy Headteachers	2.1	0.8	-	<0.1	3.0	1.6
Soulbury	1.2	0.5	-	-	1.7	0.9
Total	**71.0**	**28.0**	**0.3**	**0.7**	**100.0**	**52.1**

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 identify in another way	% I prefer not to say	% of the Sample	% of the Workforce
£20,000 - £29,999	45.3	14.2	0.2	0.4	59.9	31.2
£30,000 - £39,999	14.0	6.5	-	0.1	20.5	10.7
£40,000 - £49,999	8.7	4.6	0.1	0.1	13.5	7.0
£50,000 - £59,999	2.3	1.8	-	0.1	4.1	2.2
£60,000 - £69,999	0.7	0.8	<0.1	-	1.5	0.8
£70,000 - £79,999	0.1	0.2	-	-	0.3	0.1
£80,000+	<0.1	0.1	-	-	0.2	0.1
Total	**71.0**	**28.0**	**0.3**	**0.7**	**100.0**	**52.1**

ch) Number employed according to contract type

	% Female	% Male	% Other / I identify in another way	% I prefer not to say	% of the Sample	% of the Workforce
Fixed Term	1.8	0.5	-	<0.1	2.4	1.3
Casual	4.3	1.3	<0.1	<0.1	5.6	2.9
Permanent	64.9	26.2	0.2	0.6	92.0	47.9
Total	**71.0**	**28.0**	**0.3**	**0.7**	**100.0**	**52.1**

d) Number employed according to work patterns

	% Female	% Male	% Other / I identify in another way	% I prefer not to say	% of the Sample	% of the Workforce
Full-time	38.9	23.9	0.2	0.5	63.4	33.0
Part-time	32.1	4.1	0.1	0.2	36.6	19.1
Total	**71.0**	**28.0**	**0.3**	**0.7**	**100.0**	**52.1**

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

Note: these are applicants who have applied for a job online only - it does not include those who have submitted a paper application. It includes people who are already employed by 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	2,284
Male	1,192
Other / I identify in another way	-
I prefer not to say	8
Total	**3,484**

Nationality or National Identity	Number
Scottish	2
Welsh	2,887
Northern Irish	5
British	234
English	167
Other	167
I prefer not to say	22
Total	**3,484**

Race	Number
White	3,226
Black - Caribbean	-
Black - African	67
Black - Other	-
Gypsy or Irish Traveller	-
Asian - Indian	47
Asian - Pakistani	9
Asian - Bangladeshi	8
Asian - Chinese	4
Asian - Other	18
Mixed - White and Black Caribbean	11
Mixed - White and Black African	7
Mixed - White and Asian	32
Mixed - Other	7
Other	26
I prefer not to say	22
Total	**3,484**

Sexual Orientation	Number
Bisexual	59
Gay Man	30
Gay Woman / Lesbian	23
Heterosexual or 'Straight'	3,280
Other	2
I prefer not to say	90
Total	**3,484**

Religion	Number
Atheist	60
Buddhist	3
Christian	1,362
No Religion	1,757
Hindu	34
Jewish	1
Muslim	42
Other	54
I prefer not to say	171
Total	**3,484**

Marital Status: Are you married, or in a civil partnership?	Number
No	2,217
Yes	1,158
I prefer not to say	109
Total	**3,484**

Disability: Do you consider yourself as a disabled person?	Number
No	3,244
Yes	152
I prefer not to say	88
Total	**3,484**

Has your gender identity changed from when you were born?	Number
No	3,345
Yes	111
I prefer not to say	28
Total	**3,484**

Age	Number
16-19	186
20-24	564
25-29	525
30-34	377
35-39	337
40-44	249
45-49	189
50-54	145
55-59	83
60-64	78
65-69	6
70-74	3
75+	-
I prefer not to say	742
Total	**3,484**

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

Part of the above figures.

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

Of the 3,202 staff members who requested training, every member of staff except for 15 were successful with their requests for training.

6. Council employees who have completed training successfully

3,187 members of staff completed training during the year, be that traditional training or an e-learning module. Of these 2,013 had completed the equality questionnaire.

Gender	Number
Female	1,408
Male	581
Other / I identify in another way	7
I prefer not to say	17
Total	**2,013**

Nationality or National Identity	Number
Scottish	4
Welsh	1,775
Northern Irish	-
British	131
English	67
Other	19
I prefer not to say	17
Total	**2,013**

Race	Number
Asian - Pakistani	3
Asian - Chinese	2
Asian - Indian	1
Asian - Bangladeshi	1
Asian - Other	-
Mixed - White and Black Caribbean	2
Mixed - White and Black African	-
Mixed - White and Asian	4
Mixed - Other	-
White	1,962
Black - Caribbean	-
Black - African	1
Black - Other	-
Gypsy or Irish Traveller	-
Other	17
I prefer not to say	20
Total	**2,013**

Sexual Orientation	Number
Bisexual	12
Gay Man	15
Gay Woman / Lesbian	10
Heterosexual or 'Straight'	1,906
Other	11
I prefer not to say	59
Total	**2,013**

Religion	Number
Atheist	52
Buddhist	2
Christian	993
No Religion	800
Muslim	3
Jewish	-
Hindu	-
Other	49
I prefer not to say	114
Total	**2,013**

Marital Status: Are you married, or in a civil partnership?	Number
No	1,029
Yes	912
I prefer not to say	72
Total	**2,013**
Disability: Do you consider yourself as a disabled person?	Number
No	1,896
Yes	59
I prefer not to say	58
Total	**2,013**

Has your gender identity changed from when you were born?	Number
No	1,937
Yes	40
I prefer not to say	36
Total	**2,013**

Age	Number
16-19	20
20-24	100
25-29	129
30-34	213
35-39	229
40-44	251
45-49	250
50-54	326
55-59	265
60-64	171
65-69	30
70+	8
I prefer not to say	21
Total	**2,013**

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

19 individuals have been part of the complaints procedure. 10 of them 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

100 individuals were disciplined during the year. Of these, only 35 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

690 persons left the Council's employment during 2024/25. Of these, 285 had answered the equality questionnaire.

Gender	Number
Female	205
Male	78
Other / I identify in another way	-
I prefer not to say	2
Total	**285**

Nationality or National Identity	Number
Scottish	1
Welsh	233
Northern Irish	1
British	35
English	9
Other	3
I prefer not to say	3
Total	**285**

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	281
Black - Caribbean	-
Black - African	-
Black - Other	-
Gypsy or Irish Traveller	-
Other	-
I prefer not to say	4
Total	**285**

Sexual Orientation	Number
Bisexual	4
Gay Man	4
Gay Woman / Lesbian	2
Heterosexual or 'Straight'	264
Other	2
I prefer not to say	9
Total	**285**

Religion	Number
Atheist	5
Buddhist	2
Christian	141
No Religion	115
Muslim	-
Jewish	-
Hindu	-
Sikh	1
Other	7
I prefer not to say	14
Total	**285**
Marital Status: Are you married, or in a civil partnership?	Number
No	115
Yes	161
I prefer not to say	9
Total	**285**

Disability: Do you consider yourself as a disabled person?	Number
No	257
Yes	13
I prefer not to say	15
Total	**285**

Has your gender identity changed from when you were born?	Number
No	272
Yes	6
I prefer not to say	7
Total	**285**

Age	Number
16-19	2
20-24	22
25-29	24
30-34	27
35-39	29
40-44	23
45-49	28
50-54	23
55-59	35
60-64	42
65-69	20
70+	2
I prefer not to say	8
Total	**285**