Employment Information 2025-26

The Council has a duty, according to the Equality Act 2010, to provide employment information annually. This is the information for 2025-26.

1. Details of the workforce in general

51.6% 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	36.6
Male	28.3	14.6
Other / I identify in another way	0.2	0.1
I prefer not to say	0.6	0.3
Total	**100.0**	**51.6**

Nationality or National Identity:

Which of the following describes you best?	% of the Sample	% of the Workforce
Scottish	0.2	0.1
Welsh	88.3	45.6
Northern Irish	<0.1	<0.1
British	6.4	3.3
English	3.3	1.7
Other	1.2	0.6
I prefer not to say	0.6	0.3

Total	**100.0**	**51.6**

Race:

Which of the following describes you best?	% of the Sample	% of the Workforce
White	98.2	50.7
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	<0.1	<0.1
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	0.2	0.1
Other	0.5	0.3
I prefer not to say	0.6	0.4
Total	**100.0**	**51.6**

Sexual orientation:

Which of the following describes you best?	% of the Sample	% of the Workforce
Bisexual	0.8	0.4
Gay Man	0.6	0.3
Gay Woman / Lesbian	0.6	0.3
Heterosexual or 'Straight'	95.3	49.2
Other	0.4	0.2
I prefer not to say	2.3	1.2
Total	**100.0**	**51.6**

Religion:

Which of the following describes you best?	% of the Sample	% of the Workforce
Atheist	2.5	1.3
Buddhist	0.1	<0.1
Christian	50.9	26.3
No Religion	38.9	20.1
Muslim	0.1	0.1
Jewish	-	-
Hindu	<0.1	<0.1
Other	2.1	1.1
I prefer not to say	5.4	2.7
Total	**100.0**	**51.6**

Marital Status:

Are you married, or in a civil partnership?	% of the Sample	% of the Workforce
No	44.9	23.2
Yes	51.8	26.8
I prefer not to say	3.3	1.6
Total	**100.0**	**51.6**

Disability:

Do you consider yourself as a disabled person?	% of the Sample	% of the Workforce
No	94.5	48.8
Yes	2.7	1.4
I prefer not to say	2.8	1.4
Total	**100.0**	**51.6**

Gender Identity:

Has your gender identity changed from when you were born?	% of the Sample	% of the Workforce
No	97.0	50.1
Yes	1.8	0.9
I prefer not to say	1.2	0.6
Total	**100.0**	**51.6**

Age:

	% of the Sample	% of the Workforce
16-19	0.6	0.3
20-24	4.5	2.3
25-29	6.8	3.5
30-34	9.7	5.0
35-39	11.5	5.9
40-44	12.4	6.4
45-49	13.0	6.7
50-54	14.2	7.4
55-59	14.0	7.2
60-64	9.3	4.8
65-69	2.6	1.4
70+	0.6	0.3
I prefer not to say	0.8	0.4
Total	**100.0**	**51.6**

2. Nature of the Posts

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

Numbers employed according to posts:

Analysis not available.

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)	28.9	6.5	0.1	0.2	35.8	18.5
Officers (O)	19.1	10.4	<0.1	0.2	29.7	15.3
Senior Officers (SO)	11.4	8.2	0.1	0.2	19.9	10.3
Senior Managers (SM)	0.4	0.4	<0.1	-	0.8	0.4
Chief Officers	0.2	0.2	-	-	0.4	0.2
Teachers (Including unqualified and supply)	8.2	1.8	-	-	10.0	5.1
Headteachers / Deputy Headteachers	2.1	0.6	-	-	2.7	1.4
Soulbury	0.6	0.2	-	-	0.8	0.4
Total	**70.9**	**28.3**	**0.2**	**0.6**	**100.0**	**51.6**

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	29.3	6.6	0.1	0.2	36.3	18.7
£30,000 - £39,999	19.0	10.5	<0.1	0.2	29.8	15.3
£40,000 - £49,999	17.4	7.8	0.1	0.1	25.3	13.1
£50,000 - £59,999	2.3	1.8	-	0.1	4.2	2.2
£60,000 - £69,999	1.0	0.8	<0.1	-	1.8	0.9
£70,000 - £79,999	1.7	0.6	-	-	2.3	1.2
£80,000+	0.2	0.2	-	-	0.3	0.2
Total	**70.9**	**28.3**	**0.2**	**0.6**	**100.0**	**51.6**

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	2.2	0.8	-	<0.1	3.0	1.5
Casual	3.9	0.9	<0.1	<0.1	4.8	2.5
Permanent	64.8	26.7	0.2	0.5	92.2	47.6
Total	**70.9**	**28.3**	**0.2**	**0.6**	**100.0**	**51.6**

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	37.5	24.7	0.1	0.4	62.6	32.3
Part-time	33.4	3.6	0.1	0.2	37.4	19.3
Total	**70.9**	**28.3**	**0.2**	**0.6**	**100.0**	**51.6**

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	3,125
Male	1,779
Other / I identify in another way	3
I prefer not to say	23
Total	**4,930**

Nationality or National Identity	Number
Scottish	2
Welsh	4,104
Northern Irish	4
British	307
English	228
Other	265
I prefer not to say	20
Total	**4,930**

Race	Number
White	4,593
Black - Caribbean	-
Black - African	88
Black - Other	1
Gypsy or Irish Traveller	1
Asian - Indian	118
Asian - Pakistani	12
Asian - Bangladeshi	6
Asian - Chinese	2
Asian - Other	20
Mixed - White and Black Caribbean	4
Mixed - White and Black African	9
Mixed - White and Asian	11
Mixed - Other	12
Other	14
I prefer not to say	39
Total	**4,930**

Sexual Orientation	Number
Bisexual	74
Gay Man	45
Gay Woman / Lesbian	41
Heterosexual or 'Straight'	4,617
Other	7
I prefer not to say	146
Total	**4,930**

Religion	Number
Atheist	139
Buddhist	5
Christian	1,870
No Religion	2,505
Hindu	80
Jewish	3
Muslim	34
Other	43
I prefer not to say	251
Total	**4,930**

Marital Status: Are you married, or in a civil partnership?	Number
No	3,003
Yes	1,776
I prefer not to say	151
Total	**4,930**

Disability: Do you consider yourself as a disabled person?	Number
No	4,603
Yes	204
I prefer not to say	123
Total	**4,930**

Has your gender identity changed from when you were born?	Number
No	4,715
Yes	171
I prefer not to say	44
Total	**4,930**

Age	Number
16-19	365
20-24	713
25-29	697
30-34	594
35-39	529
40-44	372
45-49	264
50-54	210
55-59	143
60-64	67
65-69	23
70-74	1
75+	-
I prefer not to say	952
Total	**4,930**

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 4,443 staff members who requested training, every member of staff except for 16 were successful with their requests for training.

6. Council employees who have completed training successfully

4,427 members of staff completed training during the year, be that traditional training or an e-learning module. Of these 2,595 had completed the equality questionnaire.

Gender	Number
Female	1,827
Male	747
Other / I identify in another way	6
I prefer not to say	15
Total	**2,595**

Nationality or National Identity	Number
Scottish	5
Welsh	2,306
Northern Irish	-
British	154
English	86
Other	30
I prefer not to say	14
Total	**2,595**

Race	Number
Asian - Pakistani	3
Asian - Chinese	2
Asian - Indian	1
Asian - Bangladeshi	1
Asian - Other	4
Mixed - White and Black Caribbean	1
Mixed - White and Black African	-
Mixed - White and Asian	4
Mixed - Other	1
White	2,547
Black - Caribbean	-
Black - African	-
Black - Other	-
Gypsy or Irish Traveller	-
Other	14
I prefer not to say	17
Total	**2,595**

Sexual Orientation	Number
Bisexual	20
Gay Man	16
Gay Woman / Lesbian	13
Heterosexual or 'Straight'	2,471
Other	11
I prefer not to say	64
Total	**2,595**

Religion	Number
Atheist	72
Buddhist	3
Christian	1,283
No Religion	1,038
Muslim	2
Jewish	-
Hindu	1
Other	58
I prefer not to say	138
Total	**2,595**

Marital Status: Are you married, or in a civil partnership?	Number
No	1,173
Yes	1,338
I prefer not to say	84
Total	**2,595**

Disability: Do you consider yourself as a disabled person?	Number
No	2,449
Yes	74
I prefer not to say	72
Total	**2,595**

Has your gender identity changed from when you were born?	Number
No	2,517
Yes	50
I prefer not to say	28
Total	**2,595**

Age	Number
16-19	19
20-24	125
25-29	188
30-34	255
35-39	302
40-44	312
45-49	339
50-54	377
55-59	344
60-64	239
65-69	64
70+	11
I prefer not to say	20
Total	**2,595**

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

29 individuals have been part of the complaints procedure. 15 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

142 individuals were disciplined during the year. Of these, 59 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

653 persons left the Council's employment during 2025/26. Of these, 281 had answered the equality questionnaire.

Gender	Number
Female	189
Male	88
Other / I identify in another way	-
I prefer not to say	4
Total	**281**

Nationality or National Identity	Number
Scottish	-
Welsh	225
Northern Irish	-
British	32
English	17
Other	3
I prefer not to say	4
Total	**281**

Race	Number
Asian - Pakistani	-
Asian - Indian	-
Asian - Bangladeshi	-
Asian - Chinese	-
Asian - Other	-
Mixed - White and Black Caribbean	1
Mixed - White and Black African	1
Mixed - White and Asian	-
Mixed - Other	1
White	272
Black - Caribbean	-
Black - African	-
Black - Other	-
Gypsy or Irish Traveller	-
Other	1
I prefer not to say	5
Total	**281**

Sexual Orientation	Number
Bisexual	4
Gay Man	5
Gay Woman / Lesbian	3
Heterosexual or 'Straight'	253
Other	3
I prefer not to say	13
Total	**281**

Religion	Number
Atheist	7
Buddhist	-
Christian	155
No Religion	98
Muslim	1
Jewish	1
Hindu	-
Sikh	-
Other	8
I prefer not to say	11
Total	**281**

Marital Status: Are you married, or in a civil partnership?	Number
No	124
Yes	144
I prefer not to say	13
Total	**281**

Disability: Do you consider yourself as a disabled person?	Number
No	263
Yes	9
I prefer not to say	9
Total	**281**

Has your gender identity changed from when you were born?	Number
No	271
Yes	4
I prefer not to say	6
Total	**281**

Age	Number
16-19	1
20-24	15
25-29	26
30-34	18
35-39	25
40-44	18
45-49	24
50-54	27
55-59	48
60-64	41
65-69	32
70+	1
I prefer not to say	5
Total	**281**