

## 2022-23 Employment Information

The Council has a duty, according to the Equality Act 2010, to provide employment information annually. This is the information for 2022-23.

### I. Details of the workforce in general

**47.9%** of the Council's staff have filled in an optional equality questionnaire, and the below 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	70.9	34.0
Male	28.2	13.5
Other / I think of myself in another way	0.2	0.1
I prefer not to say	0.7	0.3
<b>Total</b>	<b>100.0</b>	<b>47.9</b>

#### Nationality or National Identity:

Which of the following describes you best?	% of the Sample	% of the Workforce
Scottish	0.2	0.1
Welsh	88.8	42.6
Northern Irish	0.1	<0.1
British	5.9	2.8
English	3.1	1.5
Other	1.1	0.5
I prefer not to say	0.8	0.4
<b>Total</b>	<b>100.0</b>	<b>47.9</b>

#### Race:

Which of the following describes you best?	% of the Sample	% of the Workforce
White	98.1	47.0
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	0.1	<0.1
Mixed - Other	0.1	<0.1
Asian - Indian	-	-
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	0.4	<0.1
I prefer not to say	1.0	0.5
<b>Total</b>	<b>100.0</b>	<b>47.9</b>

### Sexual Orientation:

Which of the following describes you best?	% of the Sample	% of the Workforce
Bisexual	0.4	0.2
Gay Man	0.5	0.2
Gay Woman / Lesbian	0.4	0.2
Heterosexual or 'Straight'	95.5	45.8
Other	0.5	0.2
I prefer not to say	2.7	1.3
<b>Total</b>	<b>100.0</b>	<b>47.9</b>

### Religion:

Which of the following describes you best?	% of the Sample	% of the Workforce
Atheist	2.1	1.0
Buddhist	0.2	0.1
Christian	54.6	26.2
No Religion	35.7	17.1
Muslim	0.1	0.1
Jewish	<0.1	<0.1
Hindu	-	-
Other	2.3	1.1
I prefer not to say	5.0	2.4
<b>Total</b>	<b>100.0</b>	<b>47.9</b>

**Marital Status:**

Are you married, or in a civil partnership?	% of the Sample	% of the Workforce
No	41.1	19.7
Yes	55.4	26.6
I prefer not to say	3.5	1.6
<b>Total</b>	<b>100.0</b>	<b>47.9</b>

**Disability:**

Do you consider yourself as a disabled person?	% of the Sample	% of the Workforce
No	94.7	45.4
Yes	2.5	1.2
I prefer not to say	2.8	1.3
<b>Total</b>	<b>100.0</b>	<b>47.9</b>

**Gender Identity:**

Has your gender Identity changed from what you were assigned at birth?	% of the Sample	% of the Workforce
No	96.9	46.4
Yes	1.6	0.8
I prefer not to say	1.5	0.7
<b>Total</b>	<b>100.0</b>	<b>47.9</b>

**Age:**

	% of the Sample	% of the Workforce
16-19	0.2	0.1
20-24	3.7	1.8
25-29	8.0	3.8
30-34	10.7	5.1
35-39	10.6	5.1
40-44	13.2	6.3
45-49	13.3	6.4
50-54	16.1	7.7
55-59	12.9	6.2
60-64	8.2	3.9
65-69	1.8	0.9
70+	0.2	0.1
I prefer not to say	1.1	0.5
<b>Total</b>	<b>100.0</b>	<b>47.9</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) Number 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)	34.2	7.7	<0.1	0.3	42.3	20.3
Officers (O)	16.2	9.8	<0.1	0.2	26.2	12.6
Senior Officers (SO)	10.8	7.1	<0.1	0.2	18.2	8.7
Senior Managers (SM)	0.5	0.8	<0.1	-	1.3	0.6
Chief Officers	0.1	0.4	-	-	0.5	0.2
Teachers (Including unqualified and supply)	6.8	1.2	-	-	8.0	3.8
Headteachers / Deputy Headteachers	1.0	0.6	-	<0.1	1.6	0.8
Soulbury	1.3	0.6	-	-	1.9	0.9
<b>Total</b>	<b>70.9</b>	<b>28.2</b>	<b>0.2</b>	<b>0.7</b>	<b>100.0</b>	<b>47.9</b>

**d) Number employed according to salary range:**

Based on the salary of a Full Time Equivalent (FTE) individual, 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	45.7	12.7	<0.1	0.3	58.9	28.1
£30,000 - £39,999	20.8	11.3	0.1	0.3	32.4	15.6
£40,000 - £49,999	2.2	2.4	<0.1	0.1	4.7	2.3
£50,000 - £59,999	1.7	1.1	<0.1	<0.1	2.8	1.4
£60,000 - £69,999	0.4	0.4	-	-	0.7	0.3
£70,000 - £79,999	0.1	0.2	-	-	0.3	0.1
£80,000+	<0.1	0.1	-	-	0.2	0.1
<b>Total</b>	<b>70.9</b>	<b>28.2</b>	<b>0.2</b>	<b>0.7</b>	<b>100.0</b>	<b>47.9</b>

**e) 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	2.7	1.0	<0.1	-	3.7	1.7
Casual	2.8	0.8	<0.1	-	3.7	1.8
Permanent	65.4	26.4	0.2	0.7	92.6	44.4
<b>Total</b>	<b>70.9</b>	<b>28.2</b>	<b>0.2</b>	<b>0.7</b>	<b>100.0</b>	<b>47.9</b>

**f) Number employed according to work pattern**

	% Female	% Male	% Other / I think of myself in another way	% I prefer not to say	% of the Sample	% of the Workforce
Full-time	37.9	24.8	0.2	0.5	63.3	30.3
Part-time	33.0	3.4	<0.1	0.2	36.7	17.6
<b>Total</b>	<b>70.9</b>	<b>28.2</b>	<b>0.2</b>	<b>0.7</b>	<b>100.0</b>	<b>47.9</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 submitted 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	2,516
Male	1,568
Other / I think of myself in another way	3
I prefer not to say	16
<b>Total</b>	<b>4,103</b>

Nationality or National Identity	Number
Scottish	5
Welsh	3,441
Northern Irish	2
British	313
English	174
Other	148
I prefer not to say	20
<b>Total</b>	<b>4,103</b>

Race	Number
White	3,906
Black - Caribbean	1
Black - African	64
Black - Other	2
Gypsy or Irish Traveller	-
Asian - Indian	29
Asian - Pakistani	27
Asian - Bangladeshi	10
Asian - Chinese	-
Asian - Other	9
Mixed - White and Black Caribbean	6
Mixed - White and Black African	5
Mixed - White and Asian	10

Mixed - Other	3
Other	9
I prefer not to say	22
<b>Total</b>	<b>4,103</b>

Sexual Orientation	Number
Bisexual	61
Gay Man	48
Gay Woman / Lesbian	43
Heterosexual or 'Straight'	3,818
Other	10
I prefer not to say	123
<b>Total</b>	<b>4,103</b>

Religion	Number
Atheist	78
Buddhist	5
Christian	1,785
No Religion	1,902
Hindu	9
Jewish	1
Muslim	28
Other	39
I prefer not to say	256
<b>Total</b>	<b>4,103</b>

Marital Status: Are you married, or in a civil partnership?	Number
No	2,552
Yes	1,430
I prefer not to say	121
<b>Total</b>	<b>4,103</b>



Disability: Do you consider yourself as a disabled person?	Number
No	3,863
Yes	117
I prefer not to say	121
<b>Total</b>	<b>4,103</b>

Has your gender identity changed from what you were assigned at birth?	Number
No	3,979
Yes	69
I prefer not to say	55
<b>Total</b>	<b>4,103</b>

Age	Number
16-19	167
20-24	616
25-29	551
30-34	412
35-39	376
40-44	296
45-49	233
50-54	160
55-59	129
60-64	37
65-69	25
70-74	2
75+	-
I prefer not to say	1,099
<b>Total</b>	<b>4,103</b>

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

Included in the above figures.

#### 5. Council employees who have made a request for training and the number who were successful

Of the 2,974 staff members who requested training, every member of staff except for 8 were successful with their requests for training. The 8 that were not successful had noted that they were Welsh, White, Heterosexual/Straight.

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

2,966 members of staff completed training during the year, be that traditional training or an e-learning module. Of these 1,735 had completed the equality questionnaire.

Gender	Number
Female	1,162
Male	555
Other / I think of myself in another way	5
I prefer not to say	13
<b>Total</b>	<b>1,735</b>

Nationality or National Identity	Number
Scottish	3
Welsh	1,541
Northern Irish	1
British	106
English	56
Other	17
I prefer not to say	11
<b>Total</b>	<b>1,735</b>

Race	Number
Asian - Pakistani	1
Asian - Chinese	2
Asian – Indian	-
Asian - Bangladeshi	-
Asian - Other	2
Mixed - White and Black Caribbean	-
Mixed - White and Black African	-
Mixed - White and Asian	2
Mixed - Other	2
White	1,701
Black - Caribbean	-
Black - African	1
Black - Other	-
Gypsy or Irish Traveller	-
Other	8
I prefer not to say	16
<b>Total</b>	<b>1,735</b>

Sexual Orientation	Number
Bisexual	10
Gay Man	6
Gay Woman / Lesbian	8
Heterosexual or 'Straight'	1,653
Other	11
I prefer not to say	47
<b>Total</b>	<b>1,735</b>

Religion	Number
Atheist	47
Buddhist	6
Christian	886
No Religion	661
Muslim	1
Jewish	1
Hindu	-
Other	44
I prefer not to say	89
<b>Total</b>	<b>1,735</b>

Marital Status: Are you married, or in a civil partnership?	Number
No	746
Yes	933
I prefer not to say	56
<b>Total</b>	<b>1,735</b>

Disability: Do you consider yourself as a disabled person?	Number
No	1,622
Yes	54
I prefer not to say	59
<b>Total</b>	<b>1,735</b>

Has your gender identity changed from what you were assigned at birth?	Number
No	1,684
Yes	25
I prefer not to say	26
<b>Total</b>	<b>1,735</b>

Age	Number
16-19	6
20-24	81
25-29	146
30-34	190
35-39	191
40-44	225
45-49	218
50-54	266
55-59	227
60-64	138
65-69	25
70+	4
I prefer not to say	18
<b>Total</b>	<b>1,735</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**

Seven individuals have been part of the complaints procedure. Of these, only five 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 49 disciplinary cases during the year. Of these, only 21 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**

718 persons left the Council's employment during 2022/23. Of these, 304 completed the equality questionnaire.

Gender	Number
Female	209
Male	95
Other / I think of myself in another way	-
I prefer not to say	-
<b>Total</b>	<b>304</b>

Nationality or National Identity	Number
Scottish	-
Welsh	254
Northern Irish	-
British	29
English	11
Other	7
I prefer not to say	3
<b>Total</b>	<b>304</b>

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	298
Black - Caribbean	-
Black - African	1
Black - Other	-
Gypsy or Irish Traveller	-
Other	1
I prefer not to say	4
<b>Total</b>	<b>304</b>

Sexual Orientation	Number
Bisexual	2
Gay Man	1
Gay Woman / Lesbian	2
Heterosexual or 'Straight'	285
Other	1
I prefer not to say	13
<b>Total</b>	<b>304</b>

Religion	Number
Atheist	10
Buddhist	-
Christian	158
No Religion	110
Muslim	-
Jewish	-
Hindu	-
Other	4
I prefer not to say	22
<b>Total</b>	<b>304</b>

Marital Status: Are you married, or in a civil partnership?	Number
No	154
Yes	144
I prefer not to say	6
<b>Total</b>	<b>304</b>

Disability: Do you consider yourself as a disabled person?	Number
No	293
Yes	4
I prefer not to say	7
<b>Total</b>	<b>304</b>

Has your gender identity changed from what you were assigned at birth?	Number
No	299
Yes	3
I prefer not to say	2
<b>Total</b>	<b>304</b>

Age	Number
16-19	2
20-24	32
25-29	47
30-34	30
35-39	32
40-44	31
45-49	13
50-54	24
55-59	32
60-64	33
65-69	21
70+	2
I prefer not to say	5
<b>Total</b>	<b>304</b>