

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
Total	100.0	49.9

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

Total	100.0	49.9
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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
Total	100.0	49.9

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
Total	100.0	49.9

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

Total	100.0	49.9
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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
Total	100.0	49.9

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
Total	100.0	49.9

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
Total	100.0	49.9

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
Total	100.0	49.9

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
Total	70.9	28.2	0.3	0.7	100.0	49.9

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
Total	70.9	28.2	0.3	0.7	100.0	49.9

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
Total	70.9	28.2	0.3	0.7	100.0	49.9

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
Total	70.9	28.2	0.3	0.7	100.0	49.9

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
Total	4,342

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
Total	4,342

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
Total	4,342

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
Total	4,342

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
Total	4,342

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

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

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

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
Total	4,342

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
Total	1,329

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
Total	1,329

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
Total	1,329

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
Total	1,329

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

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

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

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

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
Total	1,329

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
Total	251

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

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
Total	251

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

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

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

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

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

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
Total	251