

## Employment Information 2018-19

The Council has a Duty, under the Equality Act 2010, to provide employment information annually. We noticed that the questions in the old questionnaire did not comply in all cases with this Duty. Some of the terminology and users were also out of date. We have therefore updated the form during the year and asked everyone to complete the new one. This has inevitably led to a reduction in the number completed but we will continue to work to increase the number.

### I. General workforce information

17.2% of the Council's staff have completed the optional equality questionnaire, and the figures below are based on these unless noted differently. The information about equality characteristics is as follows:

#### Gender :

Which of these describes you best?	% of the Sample	% of the Workforce
Female	68.3	11.7
Male	30.6	5.3
Other / I think of myself in a different way	-	-
I prefer not to say	1.1	0.2
<b>Total</b>	<b>100.0</b>	<b>17.2</b>

#### Nationality or National Identity:

Which of these describes you best?	% of the Sample	% of the Workforce
Scottish	0.3	0.1
Welsh	91.7	15.8
Irish / Northern Irish	0.1	0.0
British	4.4	0.7
English	1.7	0.3

Other	0.8	0.1
I prefer not to say	1.0	0.2
<b>Total</b>	<b>100.0</b>	<b>17.2</b>

**Race :**

Which of these describes you best?	% of the Sample	% of the Workforce
White	97.7	16.8
Black – Caribbean	-	-
Black - African	-	-
Black – Other	-	-
Gypsy or Irish traveller	-	-
Mixed – White and Black Caribbean	-	-
Mixed – White and Black African	-	-
Mixed – White and Asian	0.2	0.1
Mixed – Other	-	-
Asian – Indian	-	-
Asian - Pakistani	0.2	0.0
Asian – Bangladeshi	-	-
Asian – Chinese	0.1	0.0
Asian – Other	0.2	0.0
Other	0.2	0.0
I prefer not to say	1.4	0.3
<b>Total</b>	<b>100.0</b>	<b>17.2</b>

### Sexual Orientation:

Which of these describes you best?	% of the Sample	% of the Workforce
Bisexual	0.3	0.0
Gay man	0.4	0.1
Gay Woman/ Lesbian	0.4	0.1
Heterosexual or Straight	94.8	16.3
Other	0.4	0.1
I prefer not to say	3.7	0.6
<b>Total</b>	<b>100.0</b>	<b>17.2</b>

### Religion :

Which of these describes you best?	% of the Sample	% of the Workforce
Atheist	2.4	0.4
Buddhist	0.1	0.0
Christian	56.3	9.7
No Religion	32.3	5.6
Muslim	0.2	0.0
Jewish	-	-
Hindu	-	-
Other	1.8	0.3
I prefer not to say	6.9	1.2

<b>Total</b>	<b>100.0</b>	<b>17.2</b>
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**Marital Status :**

Are you married, or in a civil partnership?	% of the Sample	% of the Workforce
No	40.2	6.9
Yes	55.6	9.6
I prefer not to say	4.2	0.7
<b>Total</b>	<b>100.0</b>	<b>17.2</b>

**Disability :**

Do you consider yourself to be a disabled person?	% of the Sample	% of the Workforce
No	94.6	16.3
Yes	2.2	0.4
I prefer not to say	3.2	0.5
<b>Total</b>	<b>100.0</b>	<b>17.2</b>

**Gender Identity :**

Has your gender identity changed from that assigned at birth?	% of the Sample	% of the Workforce
No	96.9	16.7
Yes	0.7	0.1
I prefer not to say	2.4	0.4

<b>Total</b>	<b>100.0</b>	<b>17.2</b>
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**Age :**

	% of the Sample	% of the Workforce
16-19	0.8	0.2
20-24	5.1	0.9
25-29	10.7	1.8
30-34	10.0	1.7
35-39	12.1	2.1
40-44	12.4	2.1
45-49	15.2	2.6
50-54	12.8	2.2
55-59	12.4	2.2
60-64	4.8	0.8
65-69	1.1	0.2
70-74	0.1	0.0
I prefer not to say	2.5	0.4
<b>Total</b>	<b>100.0</b>	<b>17.2</b>

**2. Nature of the Posts**

Only the gender protected characteristic needs to be noted here.

**a) The number employed according to posts :**

Analysis not available

**b) Number employed according to salary scale :**

	% Female	% Male	% I prefer not to say	% of the Sample	% of the Workforce
Apprentice	0.0	0.1	0.0	0.1	0.0
Basic Scale (BS)	25.2	6.0	0.3	31.5	5.4
Officers (O)	20.9	12.6	0.4	33.9	5.8
Senior Officers (SO)	14.6	9.1	0.4	24.1	4.1
Senior Managers (SM)	0.4	0.7	0.0	1.1	0.2
Chief Officers	0.2	0.3	0.0	0.5	0.1
Teachers (including unqualified and supply)	3.6	0.5	0.0	4.1	0.7
Headteachers / Deputy Headteachers	3.1	1.3	0.0	4.3	0.8
Soulbury	0.4	0.0	0.0	0.4	0.1
<b>Total</b>	<b>68.3</b>	<b>30.6</b>	<b>1.1</b>	<b>100.0</b>	<b>17.2</b>

**c) The numbers employed according to salary range :**

This is on the basis of pay if the individuals were Full Time Equivalent (FTE), and not necessarily the actual salary they receive.

	% Female	% Male	% I prefer not to say	% of the Sample	% of the Workforce
£10,000 - £19,999	25.2	6.1	0.3	31.6	5.4
£20,000 - £29,999	22.3	12.9	0.4	35.6	6.1
£30,000 - £39,999	13.4	7.7	0.3	21.4	3.7
£40,000 - £49,999	4.6	1.8	0.1	6.5	1.1
£50,000 - £59,999	2.2	1.4	0.0	3.6	0.6
£60,000 - £69,999	0.4	0.5	0.0	0.9	0.2
£70,000 - £79,999	0.1	0.0	0.0	0.1	0.0
£80,000+	0.1	0.2	0.0	0.3	0.1
<b>Total</b>	<b>68.3</b>	<b>30.6</b>	<b>1.1</b>	<b>100.0</b>	<b>17.2</b>

**d) Number employed according to contract type**

	% Female	% Male	% I prefer not to say	% of the Sample	% of the Workforce
Fixed Term	3.8	1.4	0.0	5.2	0.9
Occasional	2.5	0.5	0.0	3.0	0.5
Permanent	62.0	28.7	1.1	91.8	15.8
<b>Total</b>	<b>68.3</b>	<b>30.6</b>	<b>1.1</b>	<b>100.0</b>	<b>17.2</b>

### e) Number employed according to work pattern

	% Female	% Male	% I prefer not to say	% of the Sample	% of the Workforce
Full Time	44.9	27.4	1.0	73.3	12.6
Part Time	23.4	3.2	0.1	26.7	4.6
<b>Total</b>	<b>68.3</b>	<b>30.6</b>	<b>1.1</b>	<b>100.0</b>	<b>17.2</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 online only – it does not include those who have made a paper application. It includes people who already work for the Authority as well as external applicants. An applicant can have applied for more than one post and so appears twice in the data..*

Gender	Number
Female	1,620
Male	933
Other / I think of myself in a different way	4
I prefer not to say	8
No reply	3
<b>Total</b>	<b>2,568</b>

Nationality or National Identity	Number
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Scottish	8
Welsh	2,167
Irish / Northern Irish	6
British	108
English	206
Other	67
I prefer not to say	6
<b>Total</b>	<b>2,568</b>

Race	Number
White	2,505
Black – Caribbean	2
Black – African	4
Black – Other	-
Gypsy or Irish traveller	-
Asian – Indian	7
Asian - Pakistani	4
Asian – Bangladeshi	6
Asian – Chinese	1
Asian – Other	5
Mixed – White a Black Caribbean	-
Mixed – White a Black African	-
Mixed – White ac Asian	10
Mixed – Other	-

Other	5
I prefer not to say	19
<b>Total</b>	<b>2,568</b>

Sexual Orientation	Number
Bisexual	17
Gay man	17
Gay Woman/ Lesbian	10
Heterosexual or Straight	2,436
Other	18
I prefer not to say	62
No reply	8
<b>Total</b>	<b>2,568</b>

Religion	Number
Atheist	23
Buddhist	1
Christian	590
No Religion	1,376
Hindu	3
Jewish	2
Muslim	6

Other	24
I prefer not to say	202
Mae gen i grefydd neu gred	334
No reply	7
<b>Total</b>	<b>2,568</b>

Marital Status : Are you married, or in a civil partnership?	Number
No	948
Yes	509
I prefer not to say	59
No reply	1,052
<b>Total</b>	<b>2,568</b>

Disability : Do you consider yourself to be a disabled person?	Number
No	1,449
Yes	30
I prefer not to say	37
No reply	1,052
<b>Total</b>	<b>2,568</b>

Has your gender identity changed from that assigned at birth?	Number
No	1,476
Yes	14
I prefer not to say	26
No reply	1,052
<b>Total</b>	<b>2,568</b>

Age	Number
16-19	52
20-24	304
25-29	298
30-34	211
35-39	164
40-44	110
45-49	116

50-54	100
55-59	65
60-64	20
65-69	1
70-74	0
75+	1
No reply	1,126
<b>Total</b>	<b>2,568</b>

**4. People who are employed by the Council who have made an application for a different job within the Authority**

Part of the above figure.

**5. People who have made an application for training and the number who were not successful**

The data for those who were unsuccessful is not available.

**6. People who are employed by the Council who completed training successfully.**

2,417 staff members completed training during the year, whether traditional employment or an e-learning. Of these 640 had completed the equality questionnaire.

Gender	Number
Female	435
Male	197

Other / I think of myself in a different way	-
I prefer not to say	8
<b>Total</b>	<b>640</b>

Cenedligrwydd neu Hunaniaeth Genedlaethol	Number
Scottish	3
Welsh	583
Irish / Northern Irish	1
British	29
English	12
Other	6
I prefer not to say	6
<b>Total</b>	<b>640</b>

Race	Number
Asian - Pakistani	2
Asian – Chinese	1
Asian – Indian	-
Asian – Bangladeshi	-
Asian – Other	1
Mixed – White a Black Caribbean	-
Mixed – White a Black African	-

Mixed – White ac Asian	3
Mixed – Other	-
White	622
Black – Caribbean	-
Black - African	-
Black – Other	-
Gypsy or Irish traveller	-
Other	1
I prefer not to say	10
<b>Total</b>	<b>640</b>

Sexual Orientation	Number
Bisexual	2
Gay man	2
Gay Woman/ Lesbian	4
Heterosexual or Straight	609
Other	-
I prefer not to say	23
<b>Total</b>	<b>640</b>

Religion	Number
Atheist	15
Buddhist	-
Christian	358
No Religion	211
Muslim	2
Jewish	-
Hindu	-
Other	8
I prefer not to say	46
<b>Total</b>	<b>640</b>

Marital Status : Are you married, or in a civil partnership?	Number
No	270
Yes	345
I prefer not to say	25
<b>Total</b>	<b>640</b>

Disability : Do you consider yourself to be a disabled person?	Number
No	605



Yes	13
I prefer not to say	22
<b>Total</b>	<b>640</b>

Has your gender identity changed from that assigned at birth?	Number
No	624
Yes	3
I prefer not to say	13
<b>Total</b>	<b>640</b>

Age	Number
16-19	7
20-24	30
25-29	77
30-34	72
35-39	77
40-44	71
45-49	94
50-54	87
55-59	73

60-64	25
65-69	8
70-74	1
I prefer not to say	18
<b>Total</b>	<b>640</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**

6 individuals have been involved in a complaints procedure. None of them has completed an equality questionnaire.

**8. Staff members who have been through the disciplinary procedure**

96 cases of disciplinary procedures have occurred during the year. Of those only 5 had completed the equality questionnaire. It is not possible to analyse further because of the danger of identifying individuals. Looking at the figures it is possible to say that no pattern emerges.

**9. Aelodau staff sydd wedi gadael cyflogaeth y Cyngor**

594 individuals left the council employ during 2018/19. Of these 4 had completed an equality questionnaire.

Gender	Number
Female	2
Male	2
Other / I think of myself in a different way	-
I prefer not to say	-

<b>Total</b>	<b>4</b>
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Nationality or National Identity	Number
Scottish	-
Welsh	4
Irish / Northern Irish	-
British	-
English	-
Other	-
I prefer not to say	-
<b>Total</b>	<b>4</b>

Race	Number
Asian - Pakistani	-
Asian – Indian	-
Asian – Bangladeshi	-
Asian – Chinese	-
Asian – Other	-
Mixed – White a Black Caribbean	-
Mixed – White a Black African	-

Mixed – White ac Asian	-
Mixed – Other	-
White	4
Black – Caribbean	-
Black - African	-
Black – Other	-
Gypsy or Irish traveller	-
Other	-
I prefer not to say	-
<b>Total</b>	<b>4</b>

Sexual Orientation	Number
Bisexual	-
Gay man	-
Gay Woman/ Lesbian	-
Heterosexual or Straight	4
Other	-
I prefer not to say	-
<b>Total</b>	<b>4</b>

Religion	Number
Atheist	-
Buddhist	-
Christian	1
No Religion	2
Muslim	-
Jewish	-
Hindu	-
Other	-
I prefer not to say	1
<b>Total</b>	<b>4</b>

Marital Status : Are you married, or in a civil partnership?	Number
No	3
Yes	1
I prefer not to say	-
<b>Total</b>	<b>4</b>

Disability : Do you consider yourself to be a disabled person?	Number
No	3

Yes	1
I prefer not to say	-
<b>Total</b>	<b>4</b>

Has your gender identity changed from that assigned at birth?	Number
No	-
Yes	4
I prefer not to say	-
<b>Total</b>	<b>4</b>

Age	Number
16-19	-
20-24	1
25-29	1
30-34	1
35-39	-
40-44	-
45-49	-
50-54	-

55-59	-
60-64	-
65-69	1
70-74	-
I prefer not to say	-
<b>Total</b>	<b>4</b>