

## 2017-18 Employment Information

The Council has a duty, according to the Equality Act 2010, to provide employment information annually. This is the information for 2017-18.

### 1. Details of the workforce in general

42.2% of the Council's staff have filled in an optional equality questionnaire, and the figures below are based on these unless noted differently. The information about the equality characteristics are as follows:

#### Can you speak Welsh?

|                     | % of the sample | % of the workforce |
|---------------------|-----------------|--------------------|
| No                  | 4.4%            | 1.8%               |
| Yes                 | 94.0%           | 39.6%              |
| I prefer not to say | 1.7%            | 0.7%               |
| <b>Total</b>        | <b>100.0%</b>   | <b>42.2%</b>       |

#### Nationality:

|                     | % of the sample | % of the workforce |
|---------------------|-----------------|--------------------|
| Welsh               | 91.9%           | 38.8%              |
| English             | 4.8%            | 2.0%               |
| Scottish            | 0.2%            | 0.1%               |
| Irish               | 0.1%            | 0.0%               |
| Other               | 2.2%            | 0.9%               |
| I prefer not to say | 0.8%            | 0.3%               |
| <b>Total</b>        | <b>100.0%</b>   | <b>42.2%</b>       |

#### Ethnicity:

|                                 | % of the sample | % of the workforce |
|---------------------------------|-----------------|--------------------|
| White                           | 98.1%           | 41.4%              |
| Other                           | 0.3%            | 0.1%               |
| Mixed - White and Black African | 0.1%            | 0.0%               |
| Mixed - White and Asian         | 0.2%            | 0.1%               |
| Black - African                 | 0.0%            | 0.0%               |
| Black - Caribbean               | 0.0%            | 0.0%               |
| Asian - Other                   | 0.0%            | 0.0%               |
| Pakistani                       | 0.1%            | 0.0%               |
| Indian                          | 0.0%            | 0.0%               |
| I prefer not to say             | 1.1%            | 0.5%               |
| <b>Total</b>                    | <b>100.0%</b>   | <b>42.2%</b>       |

**Gender:**

|                                  | % of the sample | % of the workforce |
|----------------------------------|-----------------|--------------------|
| Female                           | 69.9%           | 29.5%              |
| Male                             | 29.6%           | 12.5%              |
| I think of myself in another way | 0.04%           | 0.02%              |
| I prefer not to say              | 0.5%            | 0.2%               |
| <b>Total</b>                     | <b>100.0%</b>   | <b>42.2%</b>       |

**Religion :**

|                                    | % of the sample | % of the workforce |
|------------------------------------|-----------------|--------------------|
| I have a religion or belief        | 59.3%           | 25.0%              |
| I do not have a religion or belief | 30.2%           | 12.8%              |
| I prefer not to say                | 10.5%           | 4.4%               |
| <b>Total</b>                       | <b>100.0%</b>   | <b>42.2%</b>       |

**Sexual Orientation :**

|                         | % of the sample | % of the workforce |
|-------------------------|-----------------|--------------------|
| Bisexual                | 0.0%            | 0.0%               |
| Hetrosexual or straight | 95.9%           | 40.5%              |
| Lesbian or Gay          | 0.4%            | 0.2%               |
| Other                   | 0.3%            | 0.1%               |
| I prefer not to say     | 3.4%            | 1.4%               |
| <b>Total</b>            | <b>100.0%</b>   | <b>42.2%</b>       |

**Disability :**

|  | % of the sample | % of the workforce |
|--|-----------------|--------------------|
| I do not see myself as a disabled person | 93.4%           | 39.4%              |
| I see myself as a disabled person        | 3.6%            | 1.5%               |
| I prefer not to say                      | 3.0%            | 1.3%               |
| <b>Total</b>                             | <b>100.0%</b>   | <b>42.2%</b>       |

**Age:** These figures relate to the whole workforce as the Council has every worker's date of birth. They include casual workers as they appeared on 31 March this year.

| Age Band        | % of the workforce |
|-----------------|--------------------|
| 16-19           | 1.8%               |
| 20-24           | 5.7%               |
| 25-29           | 8.8%               |
| 30-34           | 9.3%               |
| 35-39           | 11.3%              |
| 40-44           | 11.7%              |
| 45-49           | 14.6%              |
| 50-54           | 13.9%              |
| 55-59           | 12.4%              |
| 60-64           | 7.1%               |
| 65-69           | 2.1%               |
| 70-74           | 0.8%               |
| 75+             | 0.4%               |
| <b>Cyfanswm</b> | <b>100.0%</b>      |

## 2. The Nature of the Posts

There is only a need to note a gender equality characteristic here.

### a) The numbers employed according to posts

Analysis not available

### b) The numbers employed according to the salary scale

|                      | Male  | Female | I think of myself in another way | I prefer not to say | Percentage of the sample |
|----------------------|-------|--------|----------------------------------|---------------------|--------------------------|
| Apprentice           | 0.0%  | 0.0%   | 0.0%                             | 0.0%                | 0.0%                     |
| Sessional Workers    | 0.2%  | 0.3%   | 0.0%                             | 0.0%                | 0.6%                     |
| Basic Scale (BS)     | 10.5% | 39.2%  | 0.04%                            | 0.3%                | 50.0%                    |
| Officers (O)         | 7.9%  | 9.7%   | 0.0%                             | 0.0%                | 17.6%                    |
| Senior Officers (SO) | 6.8%  | 7.4%   | 0.0%                             | 0.1%                | 14.4%                    |
| Senior Managers (SM) | 0.5%  | 0.2%   | 0.0%                             | 0.0%                | 0.7%                     |

|   |              |              |              |             |               |
|---|--------------|--------------|--------------|-------------|---------------|
| Chief Officers                              | 0.1%         | 0.1%         | 0.0%         | 0.0%        | 0.2%          |
| Teachers (Including unqualified and supply) | 2.5%         | 9.6%         | 0.0%         | 0.00%       | 12.2%         |
| Headteachers / Deputy Headteachers          | 0.9%         | 2.8%         | 0.0%         | 0.0%        | 3.7%          |
| Soulbury                                    | 0.1%         | 0.5%         | 0.0%         | 0.0%        | 0.7%          |
| <b>Total</b>                                | <b>29.6%</b> | <b>69.9%</b> | <b>0.03%</b> | <b>0.5%</b> | <b>100.0%</b> |

### c) The numbers employed according to salary range

| Salary Band - Full-Time Equivalent | Male         | Female       | I think of myself in another way | I prefer not to say | Percentage of the sample |
|------------------------------------|--------------|--------------|----------------------------------|---------------------|--------------------------|
| £10,000 - £19,999                  | 11.2%        | 42.6%        | 0.04%                            | 0.3%                | 54.2%                    |
| £20,000 - £29,999                  | 8.2%         | 10.9%        | 0.00%                            | 0.0%                | 19.1%                    |
| £30,000 - £39,999                  | 5.9%         | 7.4%         | 0.00%                            | 0.1%                | 13.3%                    |
| £40,000 - £49,999                  | 3.0%         | 6.7%         | 0.00%                            | 0.1%                | 9.8%                     |
| £50,000 - £59,999                  | 0.8%         | 1.8%         | 0.00%                            | 0.0%                | 2.6%                     |
| £60,000 - £69,999                  | 0.3%         | 0.2%         | 0.00%                            | 0.0%                | 0.5%                     |
| £70,000 - £79,999                  | 0.1%         | 0.1%         | 0.00%                            | 0.0%                | 0.3%                     |
| £80,000+                           | 0.1%         | 0.0%         | 0.00%                            | 0.0%                | 0.2%                     |
| <b>Total</b>                       | <b>29.6%</b> | <b>69.9%</b> | <b>0.04%</b>                     | <b>0.5%</b>         | <b>100.0%</b>            |

### d) The numbers employed according to contract type

|              | Male         | Female       | I think of myself in another way | I prefer not to say | Percentage of the sample |
|--------------|--------------|--------------|----------------------------------|---------------------|--------------------------|
| Fixed Term   | 1.1%         | 3.6%         | 0.0%                             | 0.0%                | 4.7%                     |
| Casual       | 0.8%         | 3.5%         | 0.0%                             | 0.1%                | 4.5%                     |
| Permanent    | 27.7%        | 62.7%        | 0.04%                            | 0.4%                | 90.8%                    |
| <b>Total</b> | <b>29.6%</b> | <b>69.9%</b> | <b>0.04%</b>                     | <b>0.5%</b>         | <b>100.0%</b>            |

### e) The numbers employed according work pattern

|              | Male         | Female       | I think of myself in another way | I prefer not to say | Percentage of the sample |
|--------------|--------------|--------------|----------------------------------|---------------------|--------------------------|
| Full-time    | 25.5%        | 36.6%        | 0.00%                            | 0.3%                | 62.5%                    |
| Part-time    | 4.1%         | 33.2%        | 0.04%                            | 0.2%                | 37.5%                    |
| <b>Total</b> | <b>29.6%</b> | <b>69.9%</b> | <b>0.04%</b>                     | <b>0.5%</b>         | <b>100.0%</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 made a paper application. It includes people who already work for the Authority as well as external applicants. A person can have applied for more than one post and so appear twice in the data.*

| Gender                           | Number |
|----------------------------------|--------|
| Male                             | 1,209  |
| Female                           | 1,862  |
| I think of myself in another way | *      |
| I prefer not to say              | 15     |

*Note: \* means that the figure is too low to disclose*

| Race                              | Number |
|-----------------------------------|--------|
| White                             | 3,015  |
| Mixed - White and Black Caribbean | *      |
| Mixed - White and Asian           | 9      |
| Black - African                   | 17     |
| Asian - Other                     | 6      |
| Pakistani                         | *      |
| Bangladeshi                       | 9      |
| Chinese                           | *      |
| Indian                            | *      |
| Other                             | 5      |
| I prefer not to say               | *      |

Note: \* means that the figure is too low to disclose

| Nationality         | Number |
|---------------------|--------|
| Welsh               | 2,670  |
| English             | 270    |
| Scottish            | 7      |
| Irish               | 18     |
| Other               | 113    |
| I prefer not to say | 9      |

Note: \* means that the figure is too low to disclose

| Religion                             | Number |
|--------------------------------------|--------|
| I have a religion or a belief        | 1,067  |
| I do not have a religion or a belief | 1,751  |
| I prefer not to say                  | 269    |

Note: \* means that the figure is too low to disclose

| Sexual Orientation         | Number |
|----------------------------|--------|
| Bisexual                   | 18     |
| Heterosexual or 'straight' | 2,938  |
| Lesbian or Gay             | 35     |
| Other                      | *      |
| I prefer not to say        | 92     |

Note: \* means that the figure is too low to disclose

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

Part of the above figure

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

This data regarding those who were successful is unavailable.

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

2,771 members of staff have completed training during the year, either traditional training or e-learning module. Of those 1,279 had completed the equality questionnaire.

| Gender                           | Number |
|----------------------------------|--------|
| Male                             | 409    |
| Female                           | 864    |
| I think of myself in another way | 0      |
| I prefer not to say              | 6      |

Note: \* means that the figure is too low to disclose

| Race                            | Number |
|---------------------------------|--------|
| White                           | 1,255  |
| Mixed - White and Asian         | *      |
| Mixed - White and Black African | *      |
| Pakistani                       | *      |
| Other                           | 3      |
| I prefer not to say             | 16     |

Note: \* means that the figure is too low to disclose

| Nationality         | Nifer |
|---------------------|-------|
| Welsh               | 1,176 |
| English             | 61    |
| Scottish            | *     |
| Irish               | *     |
| Other               | 28    |
| I prefer not to say | 10    |

Note: \* means that the figure is too low to disclose

| Religion                             | Nifer |
|--------------------------------------|-------|
| I have a religion or a belief        | 696   |
| I do not have a religion or a belief | 421   |
| I prefer not to say                  | 162   |

Note: \* means that the figure is too low to disclose

| Sexual Orientation         | Nifer |
|----------------------------|-------|
| Bisexual                   | *     |
| Heterosexual or 'straight' | 1,225 |
| Lesbian or Gay             | 9     |
| Other                      | 2     |
| I prefer not to say        | 42    |

Note: \* means that the figure is too low to disclose

| Anabledd                                 | Nifer |
|--|-------|
| I do not see myself as a disabled person | 1,195 |
| I see myself as a disabled person        | 47    |
| I prefer not to say                      | 37    |

Note: \* means that the figure is too low to disclose

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

22 individuals have been involved in a complaints procedure. It is no possible to analyse further because of the danger of identifying individuals. Looking at the figures it is possible to say that no pattern emerges.



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

51 cases of disciplinary procedures have occurred during the year. 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. Staff members who have left the Council's employment

569 individuals left the Council employ during 2017/18. Of those, 200 had completed the equality questionnaire

| Gender                           | Number |
|----------------------------------|--------|
| Male                             | 54     |
| Female                           | 146    |
| I think of myself in another way | 0      |
| I prefer not to say              | 0      |

Note: \* means that the figure is too low to disclose

| Race                              | Number |
|-----------------------------------|--------|
| White                             | 200    |
| Mixed - White and Black Caribbean | 0      |
| Mixed - White and Asian           | 0      |
| Black - African                   | 0      |
| Asian - Other                     | 0      |
| Pakistani                         | 0      |
| Bangladeshi                       | 0      |
| Chinese                           | 0      |
| Indian                            | 0      |
| Other                             | 0      |
| I prefer not to say               | 0      |

Note: \* means that the figure is too low to disclose

| Nationality         | Number |
|---------------------|--------|
| Welsh               | 184    |
| English             | 9      |
| Scottish            | *      |
| Irish               | 0      |
| Other               | 5      |
| I prefer not to say | *      |

Note: \* means that the figure is too low to disclose

| Religion                             | Number |
|--------------------------------------|--------|
| I have a religion or a belief        | 128    |
| I do not have a religion or a belief | 50     |
| I prefer not to say                  | 22     |

Note: \* means that the figure is too low to disclose

| Sexual Orientation         | Number |
|----------------------------|--------|
| Bisexual                   | 0      |
| Heterosexual or 'straight' | 192    |
| Lesbian or Gay             | *      |
| Other                      | *      |
| I prefer not to say        | 5      |

Note: \* means that the figure is too low to disclose

| Disability                               | Number |
|--|--------|
| I do not see myself as a disabled person | 187    |
| I see myself as a disabled person        | 9      |
| I prefer not to say                      | 4      |

Note: \* means that the figure is too low to disclose