

Equality Duty – Employment Monitoring

As a public authority the Council has specific duties under the Equality Act 2010 to publish information annually to demonstrate our compliance with the general equality duty.

All employees are aware that the information they provide is sensitive personal data covered by the Data Protection Act / GDPR and will be treated in strictest confidence in accordance with the principles within the Act. Managers are not able to access the sensitive information entered by employees. The information is utilised for monitoring, reporting and providing support on the profile of the workforce and for the purpose of meeting our legal obligations to publish relevant workforce equalities information. The information will not be presented or reported on in a way that will allow the identification of any individual employee.

Having this data will help us make things better for our employees, it will tell us where to direct our limited resources, and we want to cater properly for our employees and get it right for them. This data allows us to improve our reporting on the impact of workforce policies, procedures and practices where these are not comprehensively monitored as yet.

General notes in regards to below data:

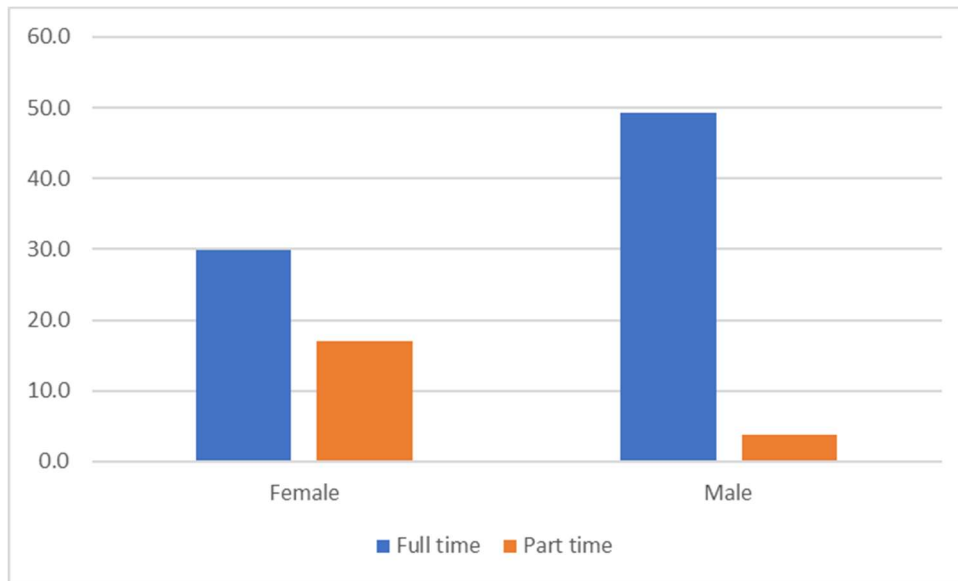
- Data is taken from the Council integrated HR Payroll system where employees are able to update / amend their data.
- Employees have the option of not stated / prefer not to say on all sensitive information.
- Information is collated and reported for established roles (ie. Roles that are Casual / zero hours are excluded)
- All of the data is either for the relevant financial year (April to March) or snapshot data from 31st January of that year.

2019/20

- Average headcount for year was 916
- Average occupied establishment FTE (Full Time Equivalent) for year was 820.27
- Average budgeted establishment FTE (Full Time Equivalent) for year was 946.34
- Turnover for year was 12.11%

Gender

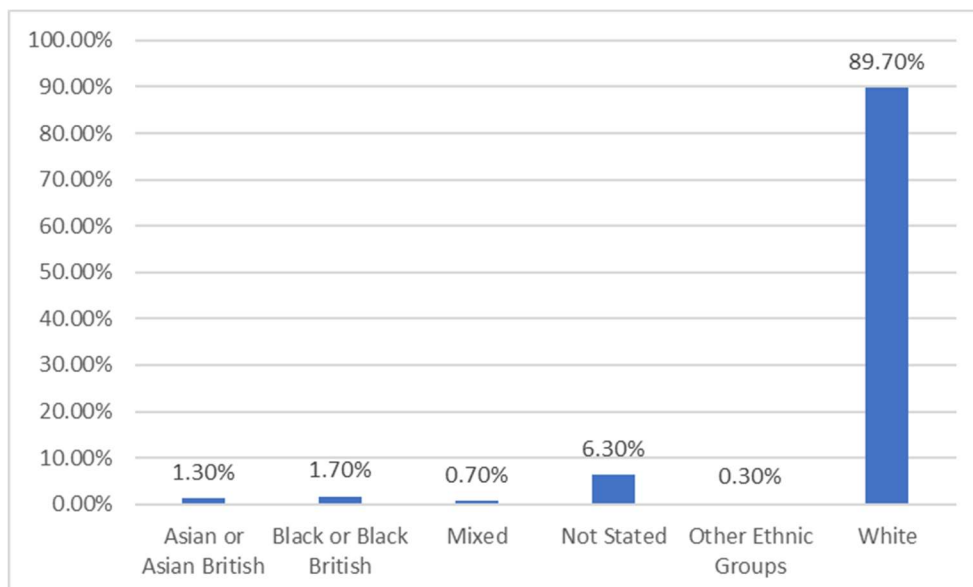
<i>Employment Data</i>	Full time	Part time	Grand Total
Female	29.9%	17.1%	47%
Male	49.3%	3.7%	53%



Ethnicity

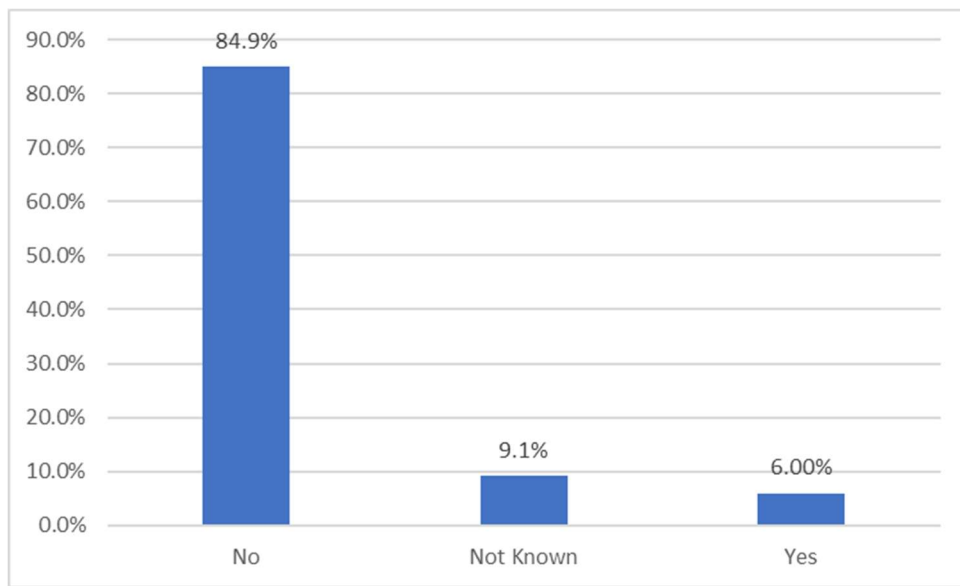
<i>Employment Data</i>	Total
Asian or Asian British	1.3%
Black or Black British	1.7%
Mixed Background / Dual Heritage	0.7%
Not Stated	6.3%
Other Ethnic Groups	0.3%
White*	89.7%

*white includes white other (Irish, European, other white background) of 3.82%

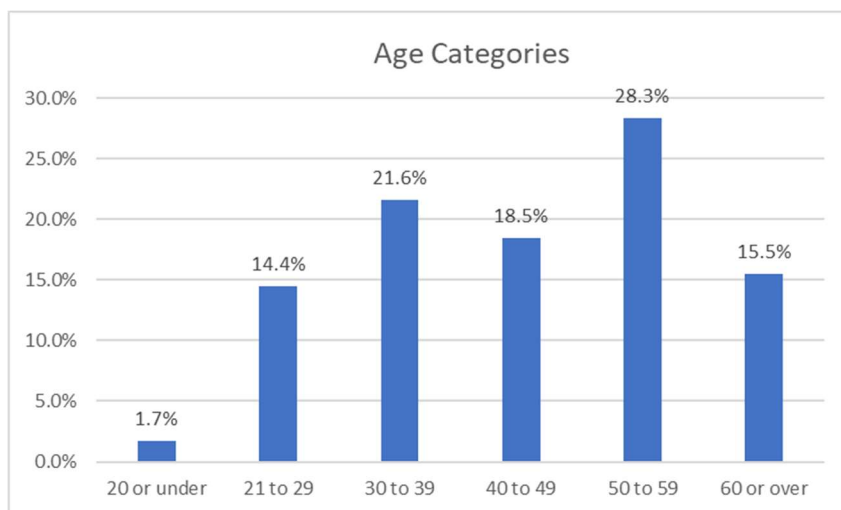


Disability

Employment Data	Disability Type	Total
No		84.9%
Not Known		9.1%
Yes	Disabled - Learning Difficulty	1.9%
	Disabled - Longstanding Illness / Health Condition	1.5%
	Disabled - Mental Health	1.2%
	Disabled - Other	0.4%
	Disabled - Physical / Mobility	0.6%
	Disabled - Sensory	0.4%

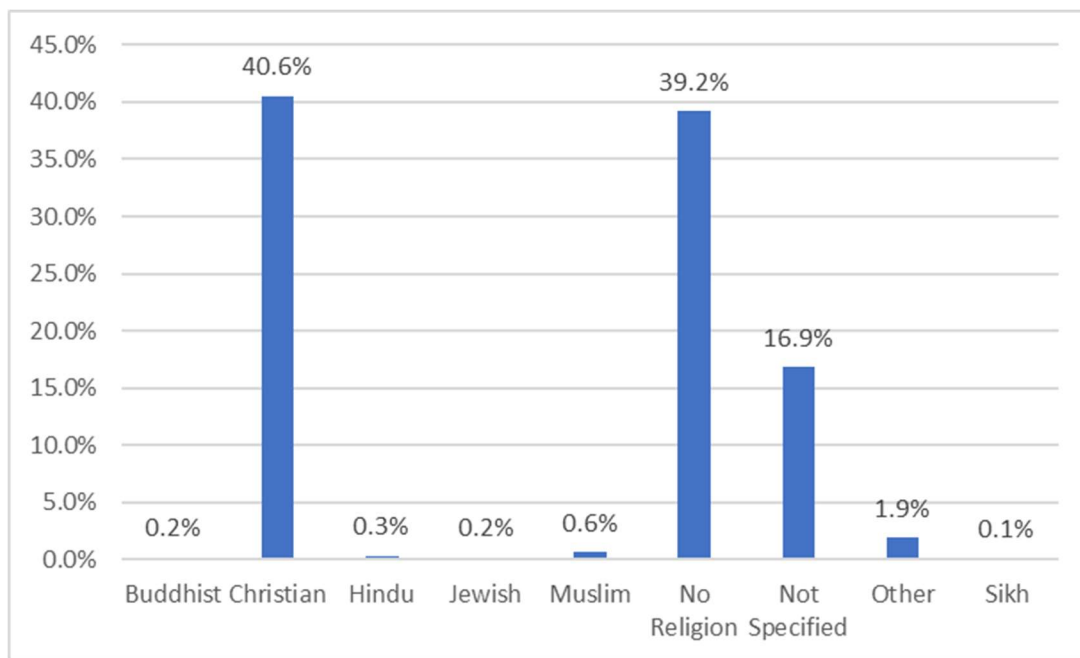


Age



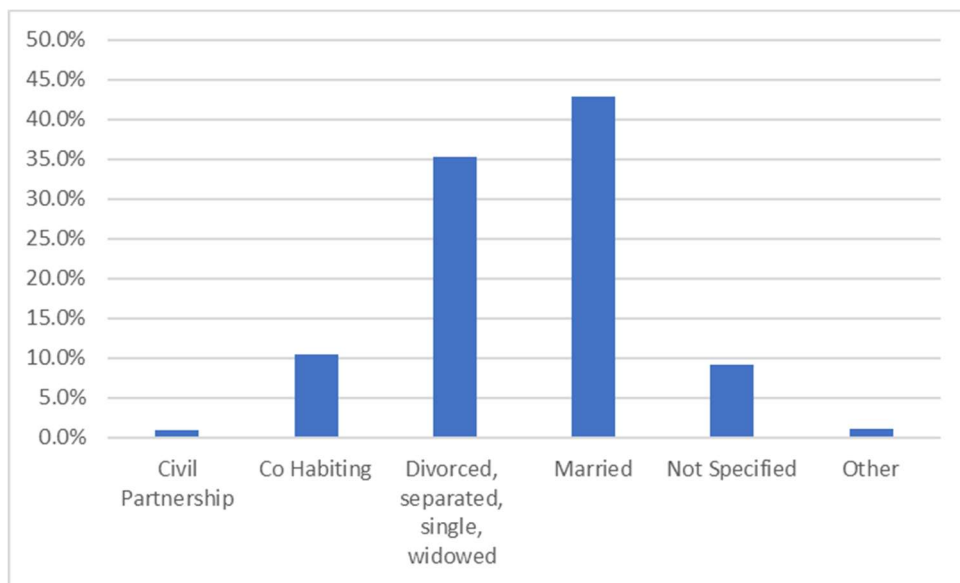
Religion and Belief

<i>Employment Data</i>	Total
Buddhist	0.2%
Christian	40.6%
Hindu	0.3%
Jewish	0.2%
Muslim	0.6%
No Religion	39.2%
Not Specified	16.9%
Other	1.9%
Sikh	0.1%



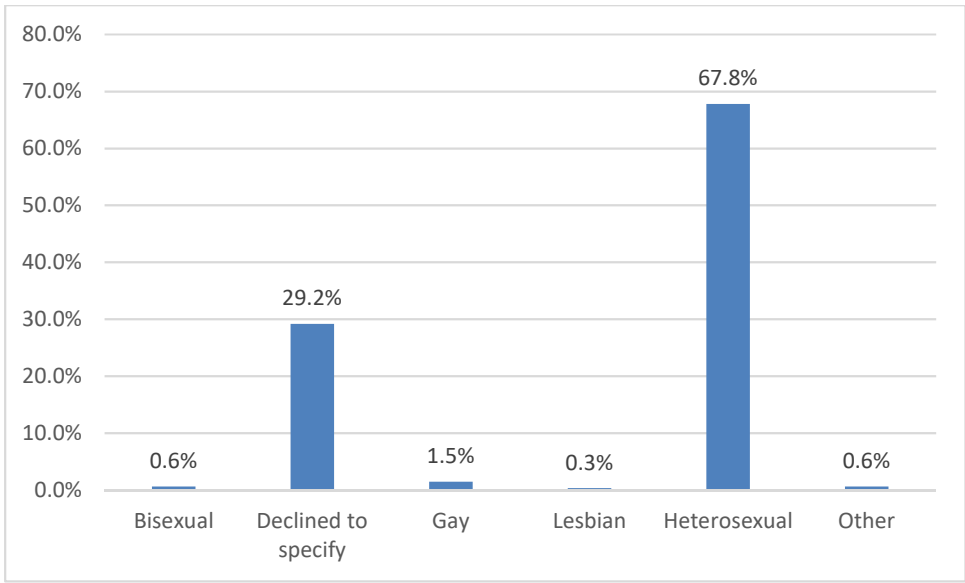
Marital Status

<i>Employment Data</i>	Total
Civil Partnership	1.0%
Co Habiting	10.4%
Divorced, separated, single, widowed	35.3%
Married	42.9%
Not Specified	9.2%
Other	1.2%



Sexual Orientation

<i>Employment Data</i>	Total
Bisexual	0.6%
Declined to specify	29.2%
Gay	1.5%
Lesbian	0.3%
Heterosexual	67.8%
Other	0.6%



Gender Reassignment

<i>Employment Data</i>	Total
Yes	0%
No	3.8%
Unknown	96.2%