

# Employment Monitoring Statistics 2019 - 2020

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## Size and Profile of the Workforce as at 31<sup>st</sup> March 2020

This data shows the analysis of the Council’s workforce across the equality strands. The analysis of the workforce is against a total headcount of 1798.

**Figure 1 – Ethnicity**

Ethnicity	Total (%)
Asian (Indian, Pakistani, Any other Asian)	3.34%
Black (Caribbean, African, Other Black)	7.79%
Chinese/Other	0.45%
Mixed	2.50%
White	71.58%
USA	4.73%
Not Yet Obtained	9.61%

**Figure 1.1 - Ethnicity Pie Chart**

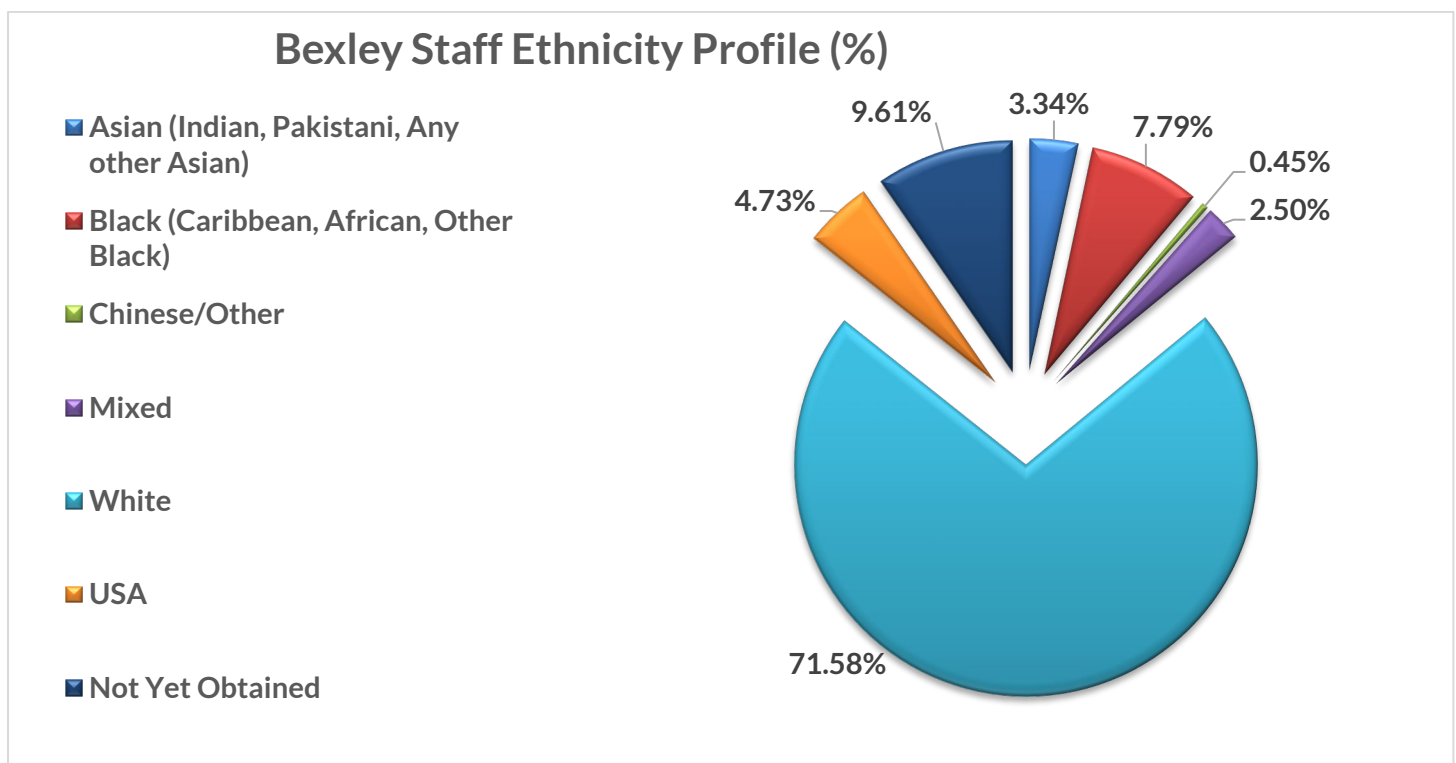
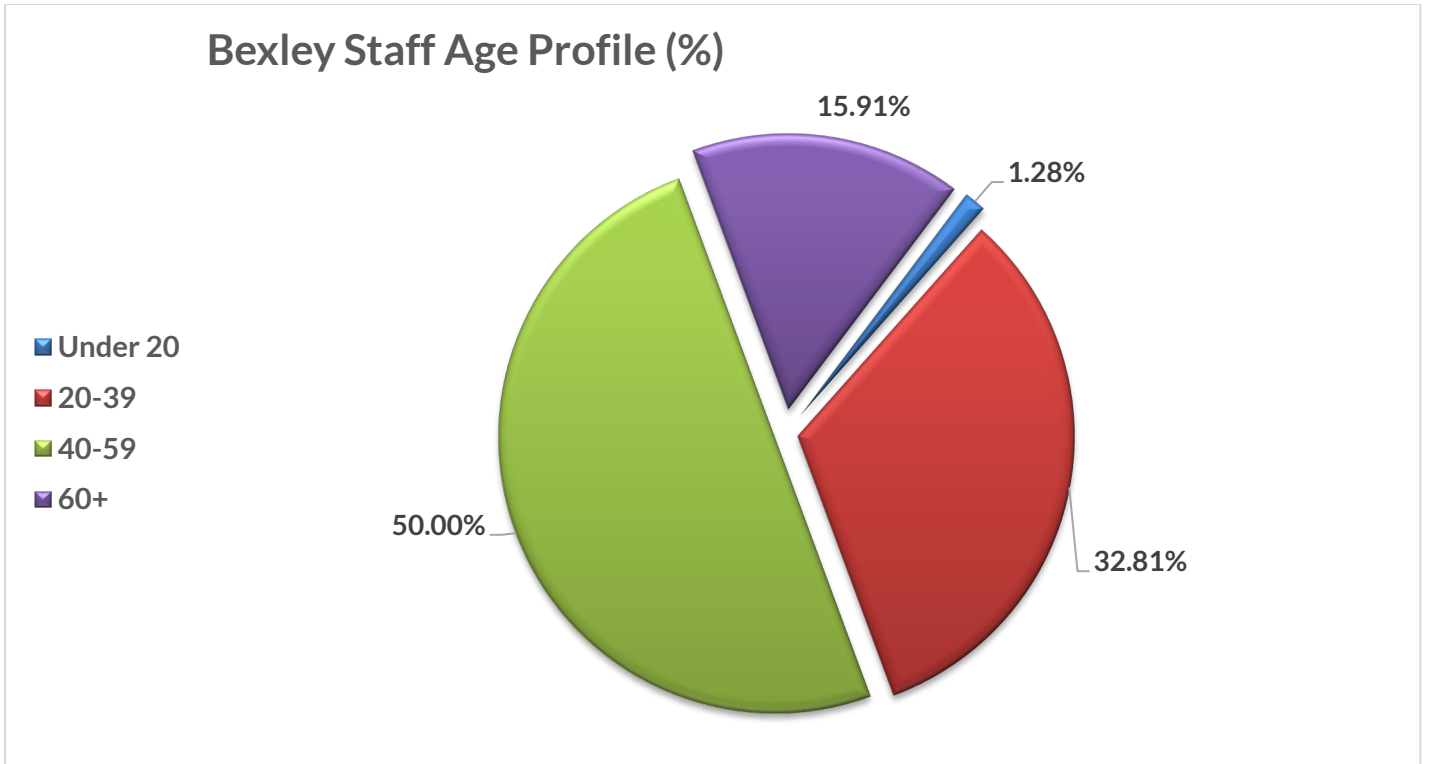


Figure 1.2 - Age Profile

Age Profile	Amount (%)
Under 20	1.28%
20-39	32.81%
40-59	50.00%
60+	15.91%

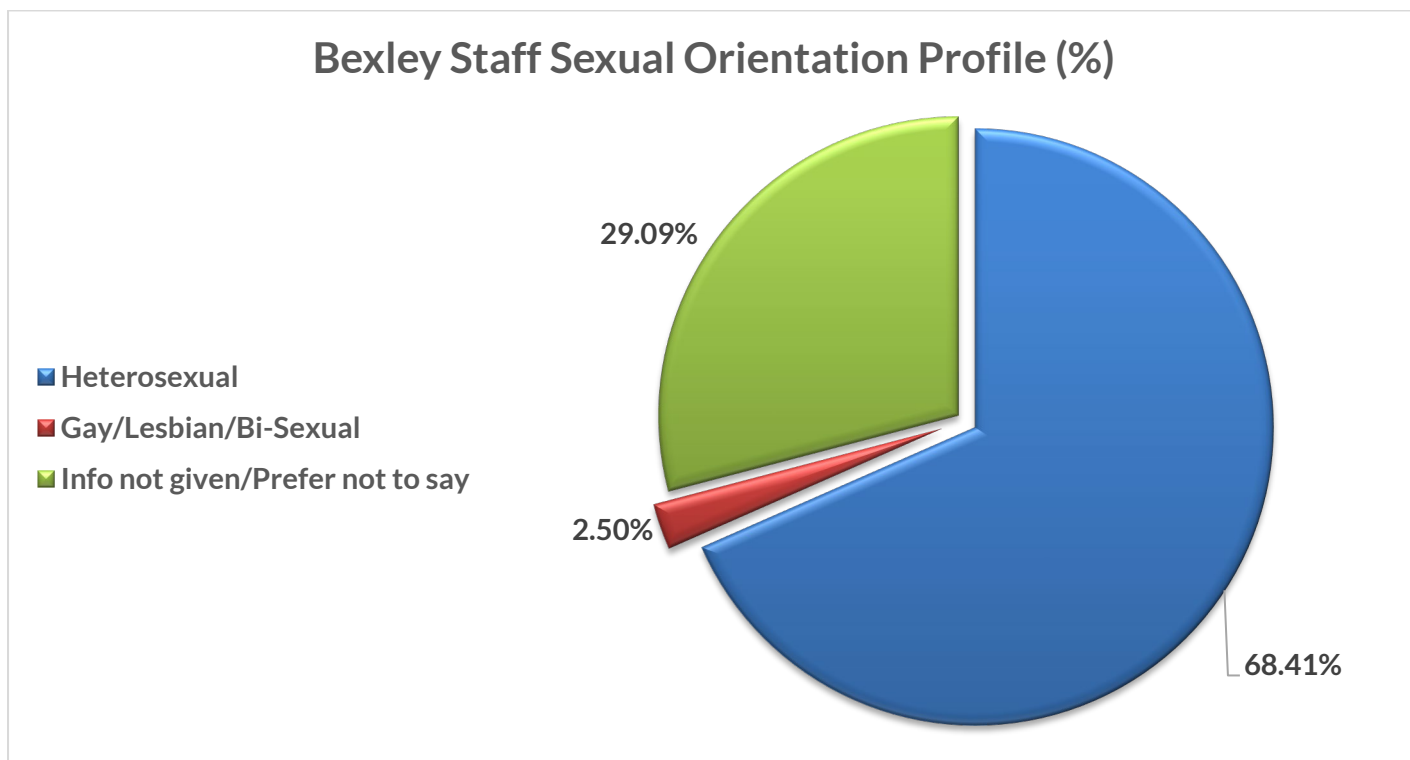
Figure 1.3 - Age Profile Pie Chart



**Figure 1.4 – Sexual Orientation**

Sexual Orientation	Amount (%)
Heterosexual	68.41%
Gay/Lesbian/Bi-Sexual	2.50%
Info not given/Prefer not to say	29.09%

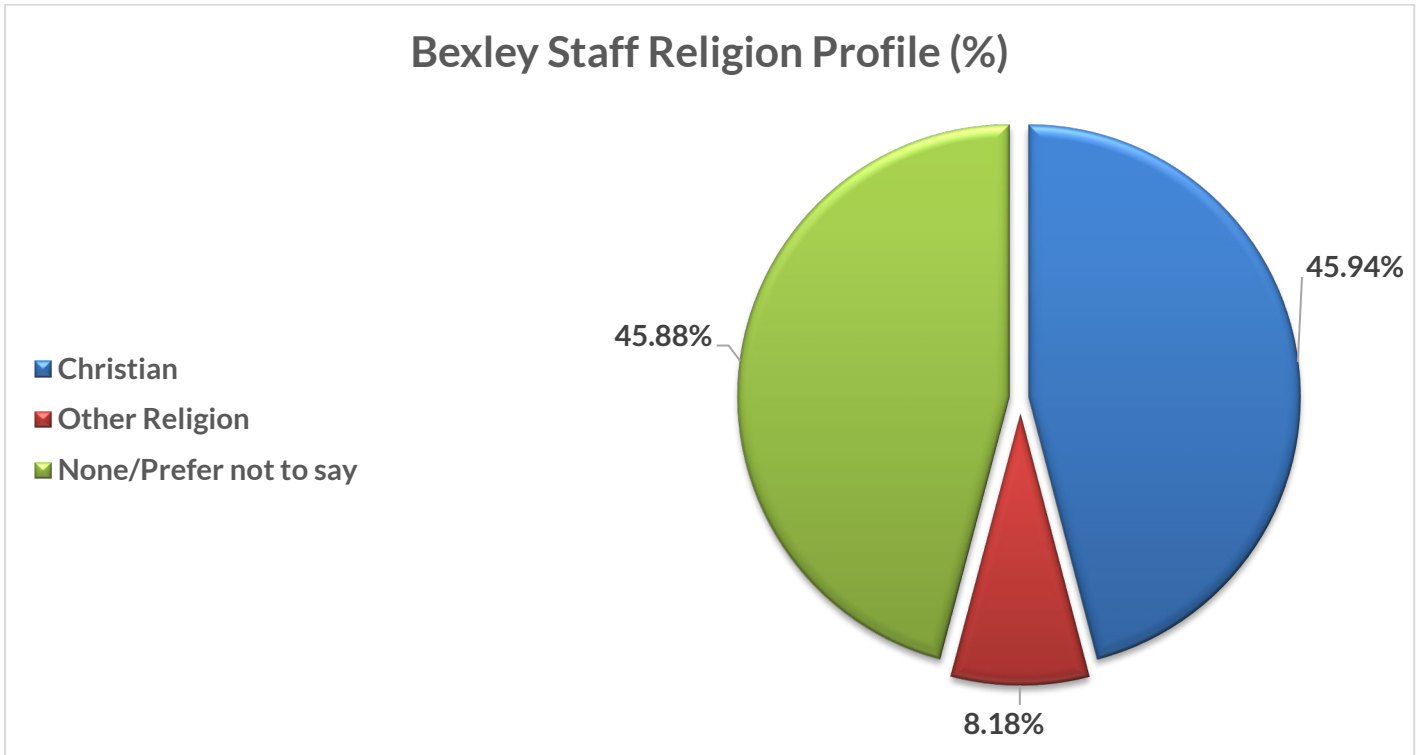
**Figure 1.5 – Sexual Orientation Pie Chart**



**Figure 1.6 - Religion**

Religion	Amount (%)
Christian	45.94%
Buddhism, Hinduism, Islam (Muslim), Jehova's Witness, Judaism, Sikhism (Other Religion)	8.18%
None/Info Not Given	45.88%

**Figure 1.7 - Religion Pie Chart**



**Figure 1.8 – Disability/Incapacity**

Disability/Incapacity	Amount (%)
Yes	5.45%
No/Info not obtained	94.55%

**Figure 1.9 – Disability/Incapacity**

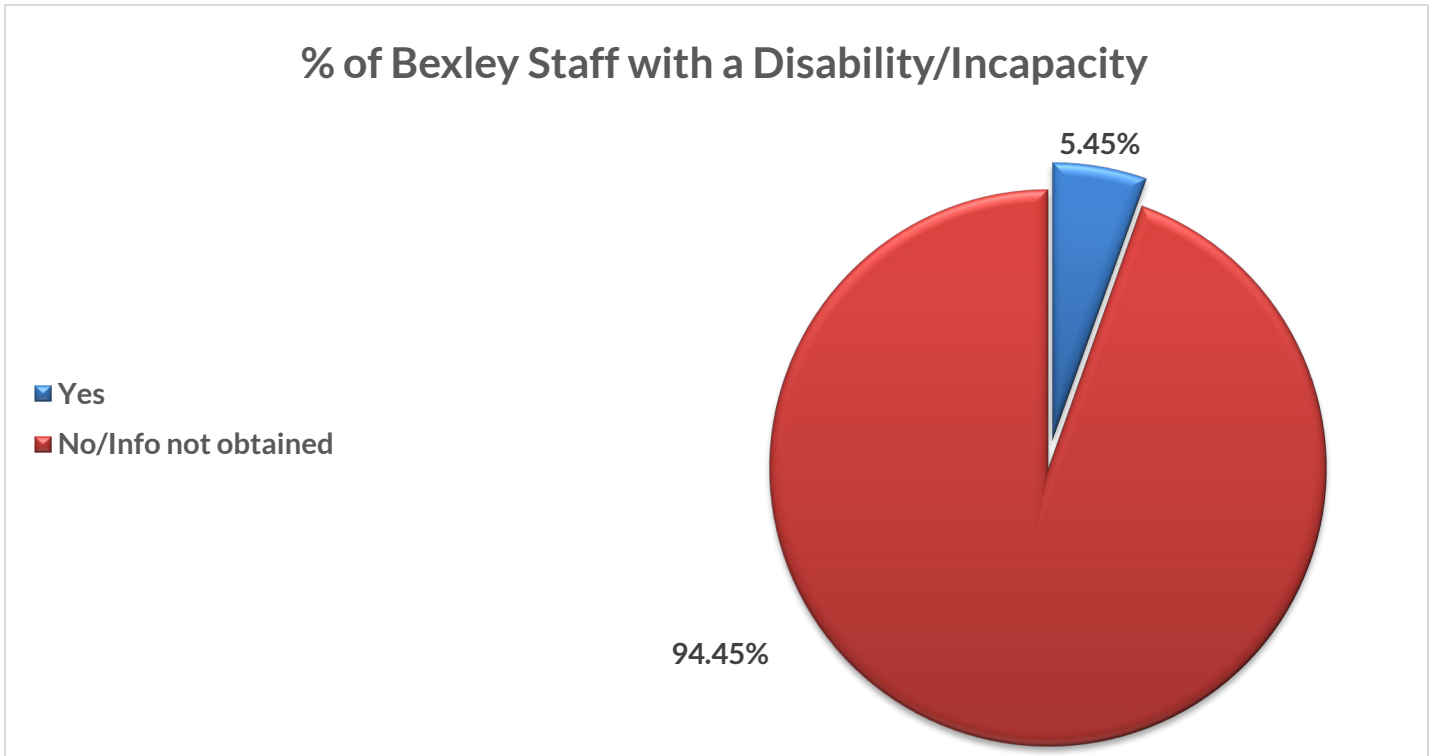
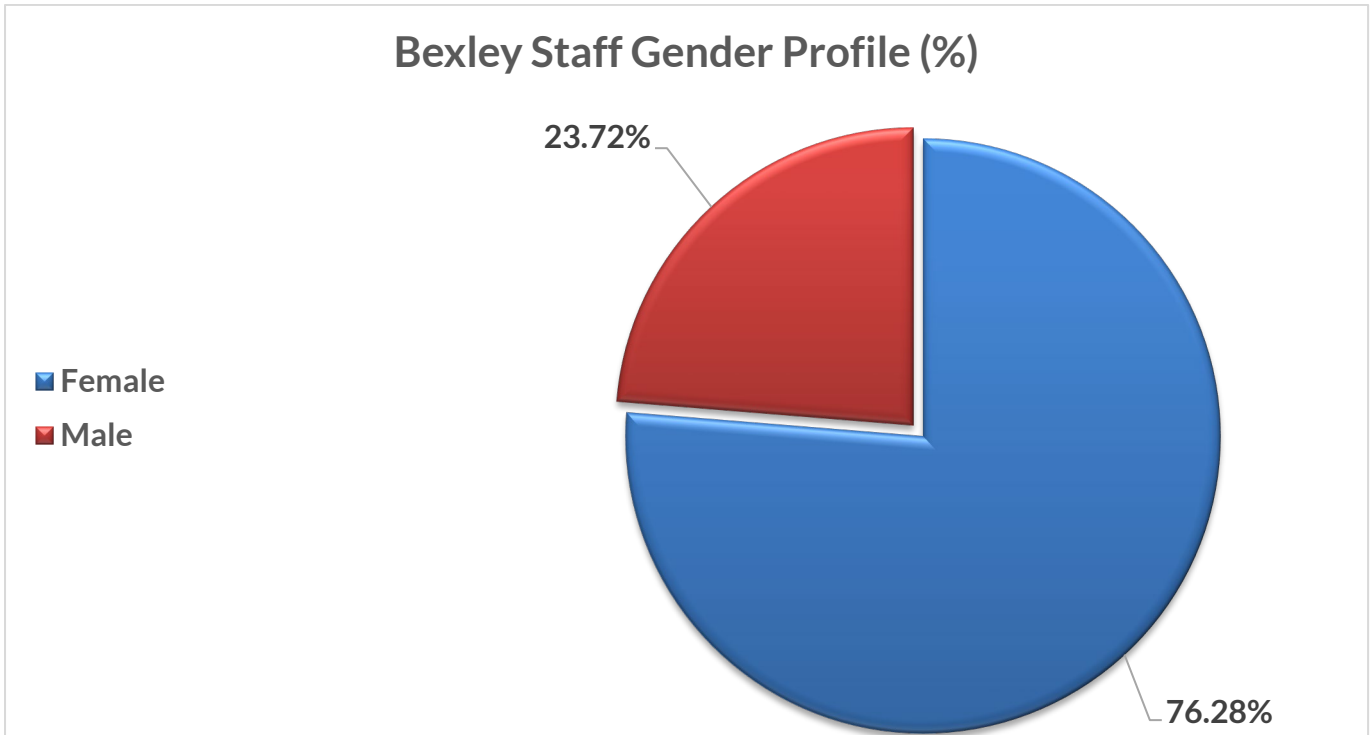




Figure 1.10 - Gender

Gender	Amount (%)
Male	23.72%
Female	76.28%

Figure 1.11 - Gender Pie Chart



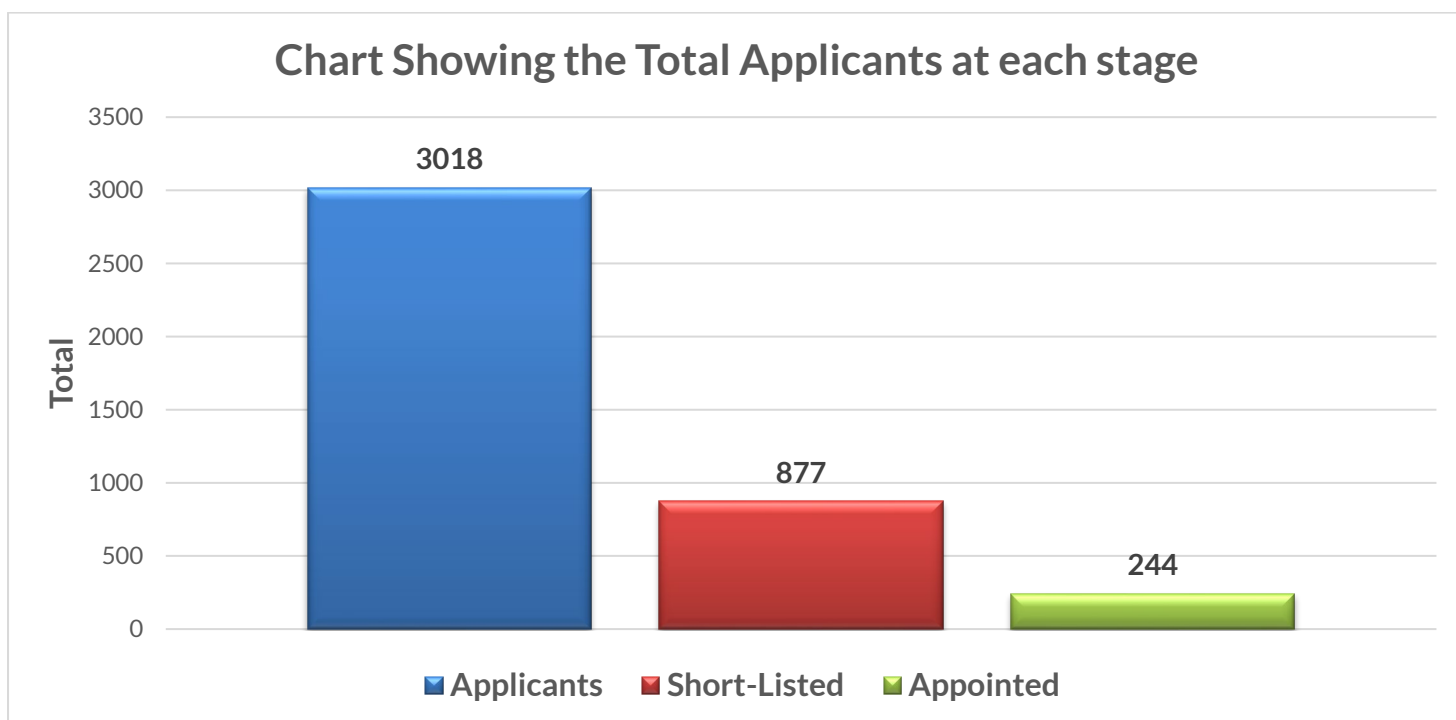
## Recruitment from 1st April 2019 to 31st March 2020

All vacant posts are filled through a competitive recruitment & selection process. The following tables show the profile of applicants for Council vacancies, through the recruitment process i.e. shortlisting and appointment.

### Figure 2 – Recruitment Total Applicants

Total Applicants	Applicants	Short-Listed	Appointed
Total	3018	877	244

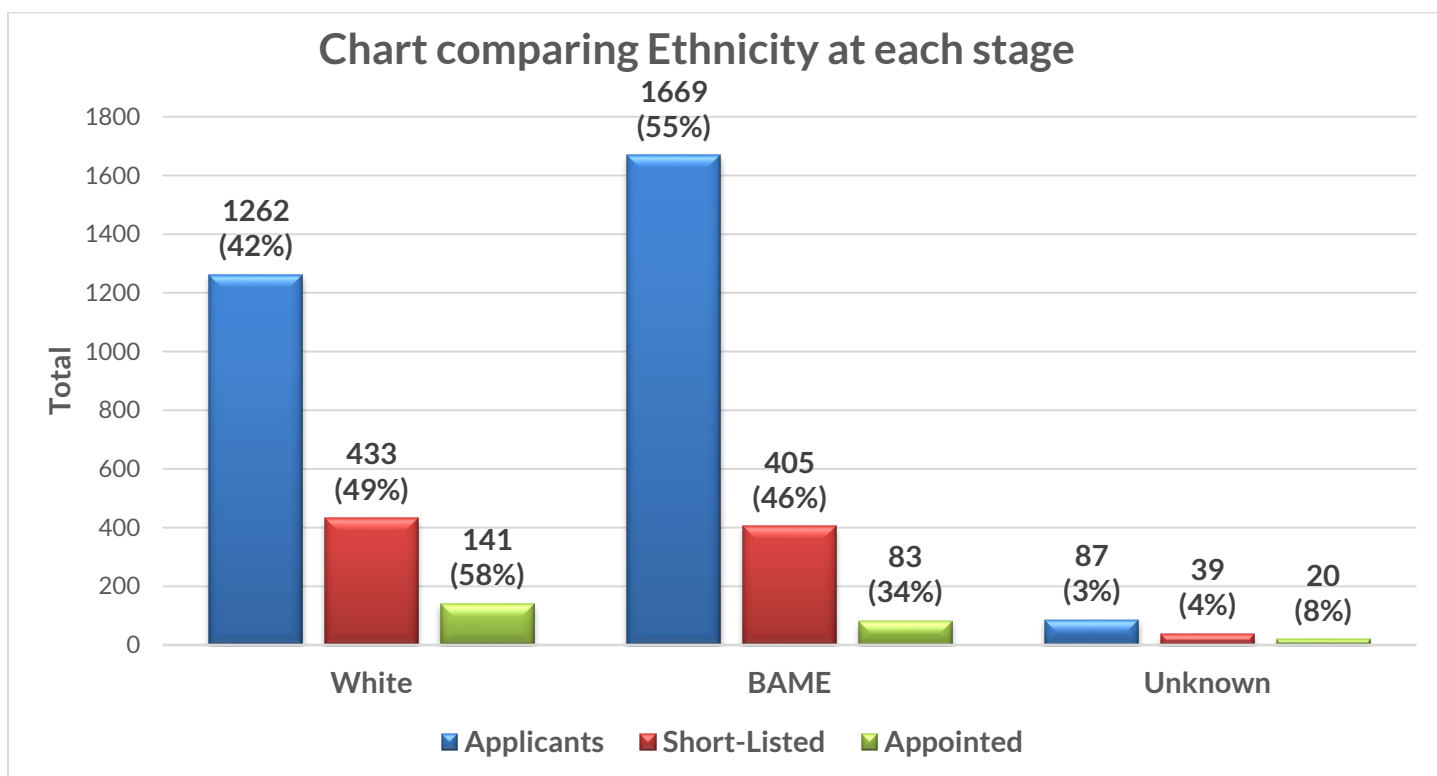
### Figure 2.1 – Recruitment Total Applicants Bar Chart



**Figure 2.2 - Recruitment Ethnicity**

Ethnicity	Applicants	Short-Listed	Appointed
White	1262 (42%)	433 (49%)	141 (58%)
BAME	1669 (55%)	405 (46%)	83 (34%)
Unknown	87 (3%)	39 (4%)	20 (8%)
<b>Total</b>	<b>3018</b>	<b>877</b>	<b>244</b>

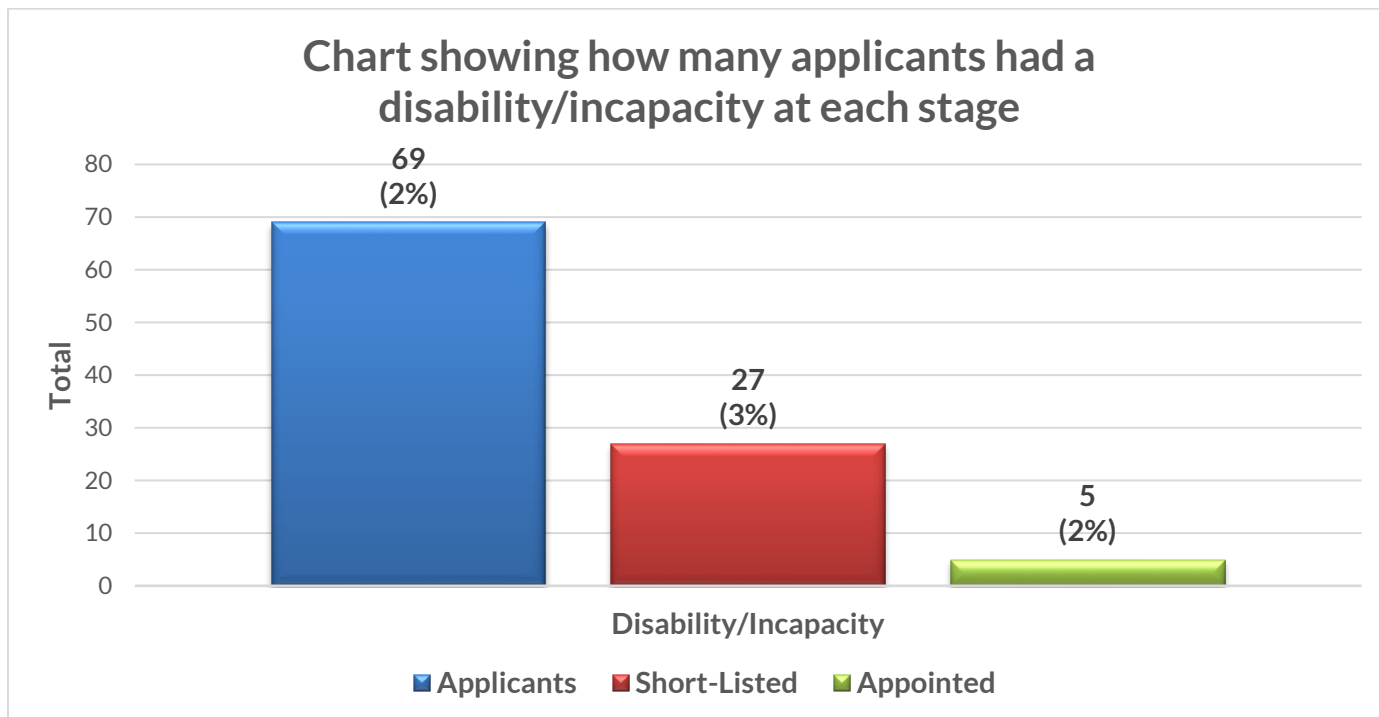
**Figure 2.3 - Recruitment Ethnicity Bar Chart**



**Figure 2.4 – Recruitment Disability/Incapacity**

Disability/Incapacity	Applicants	Short-Listed	Appointed
Disability/Incapacity	69 (2%)	27 (3%)	5 (2%)
None/Answer Not Given	2949 (98%)	850 (97%)	239 (98%)
<b>Total</b>	<b>3018</b>	<b>877</b>	<b>244</b>

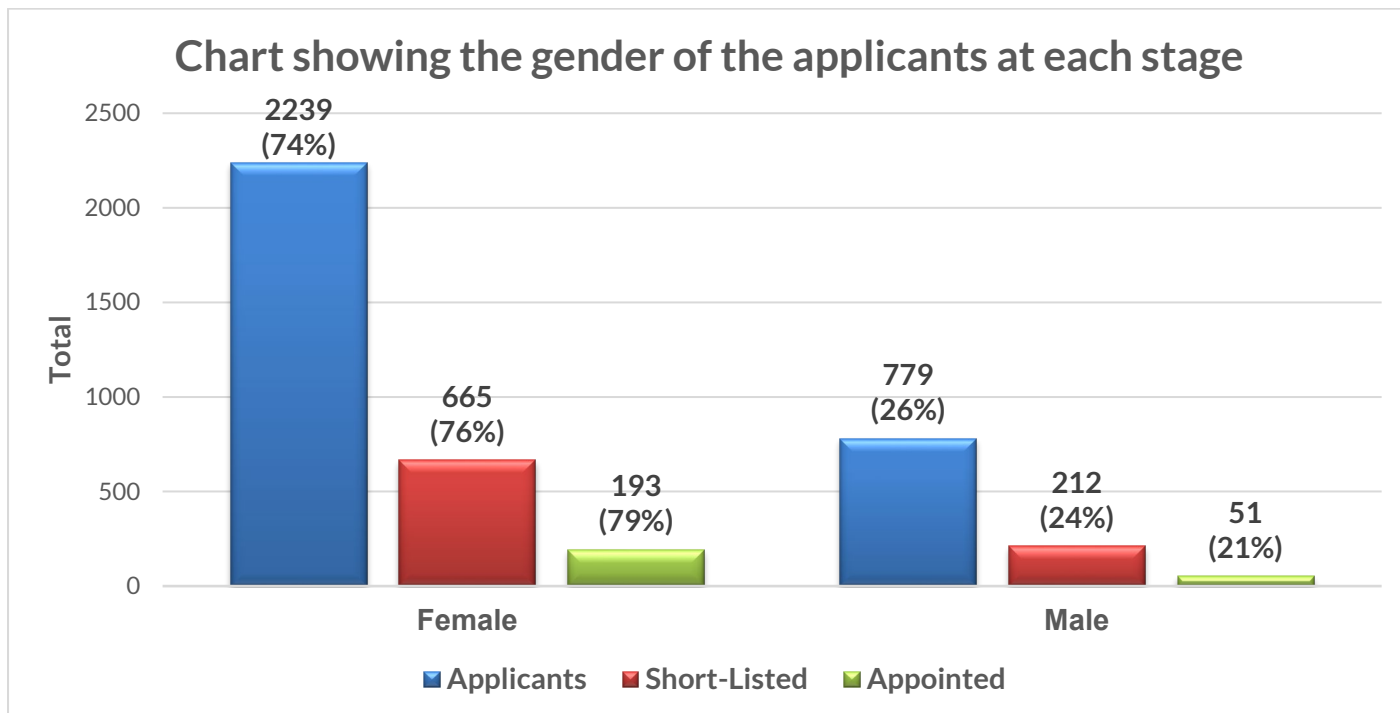
**Figure 2.5 – Recruitment Disability/Incapacity Bar Chart**



**Figure 2.6 – Recruitment Gender**

Gender	Applicants	Short-Listed	Appointed
Female	2239 (74%)	665 (76%)	193 (79%)
Male	779 (26%)	212 (24%)	51 (21%)
<b>Total</b>	<b>3018</b>	<b>877</b>	<b>244</b>

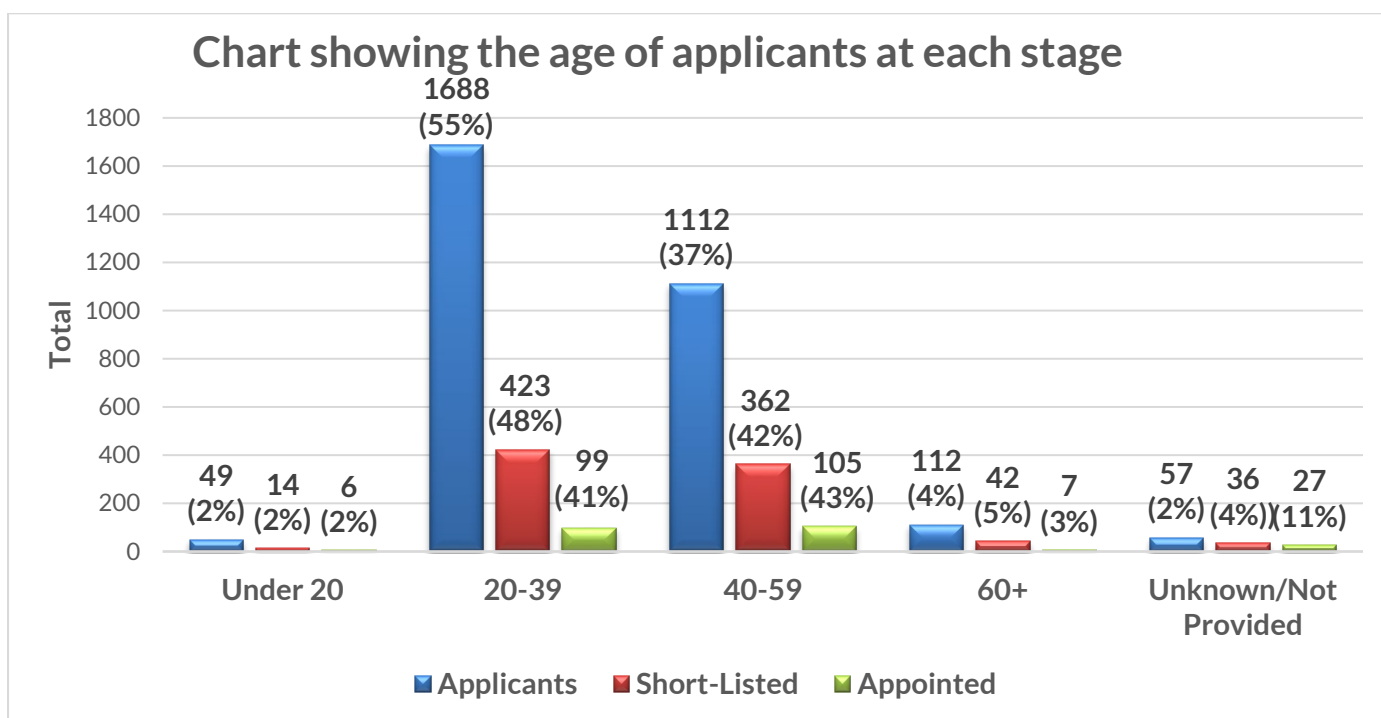
**Figure 2.7 – Recruitment Gender Bar Chart**



**Figure 2.8 - Recruitment Age**

Age	Applicants	Short-Listed	Appointed
Under 20	49 (2%)	14 (2%)	6 (2%)
20-39	1688 (55%)	423 (48%)	99 (41%)
40-59	1112 (37%)	362 (42%)	105 (43%)
60+	112 (4%)	42 (5%)	7 (3%)
Unknown/Not Provided	57 (2%)	36 (4%)	27 (11%)
<b>Total</b>	<b>3018</b>	<b>877</b>	<b>244</b>

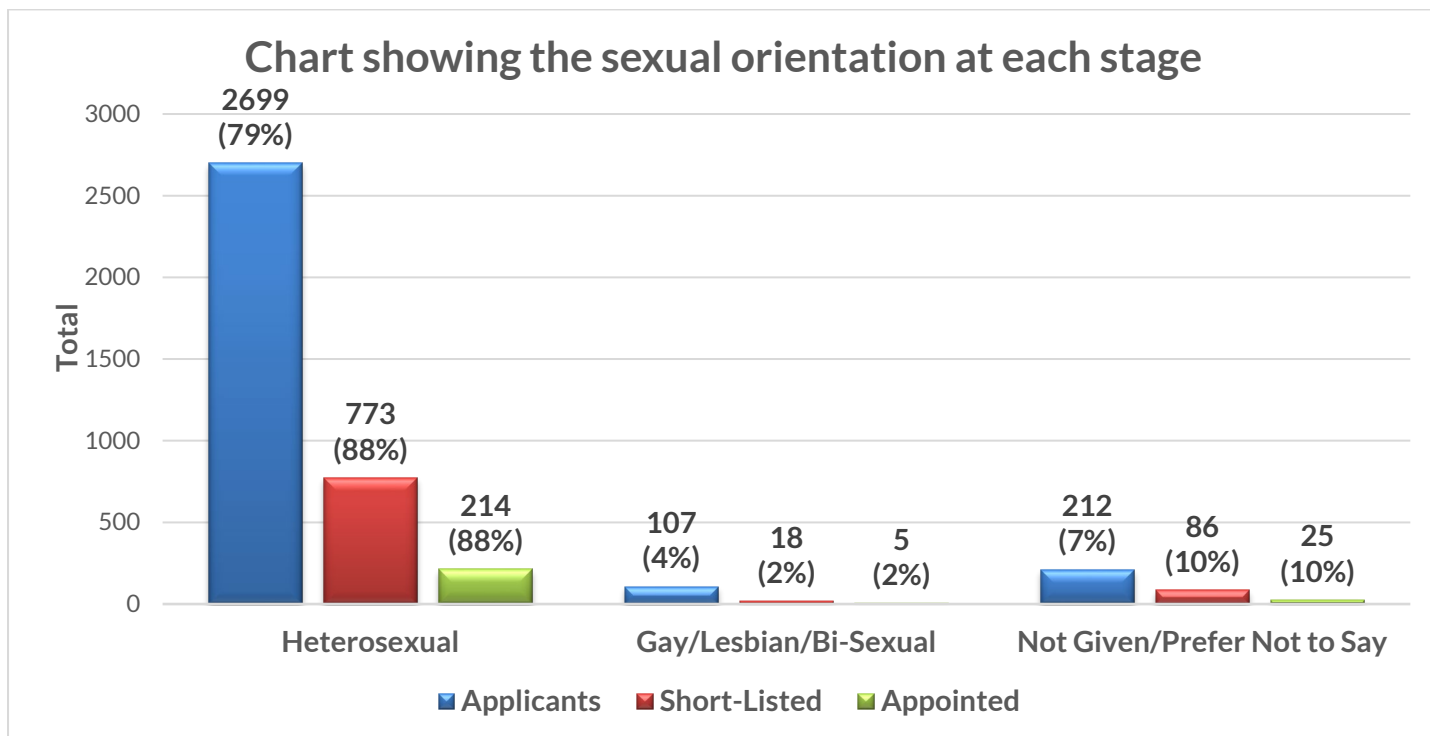
**Figure 2.9 - Recruitment Age Bar Chart**



**Figure 2.10 - Recruitment Sexual Orientation**

Sexual Orientation	Applicants	Short-Listed	Appointed
Heterosexual	2699 (89%)	773 (88%)	214 (88%)
Gay/Lesbian/Bi-Sexual	107 (4%)	18 (2%)	5 (2%)
Not Given/Prefer Not to Say	212 (7%)	86 (10%)	25 (10%)
<b>Total</b>	<b>3018</b>	<b>877</b>	<b>244</b>

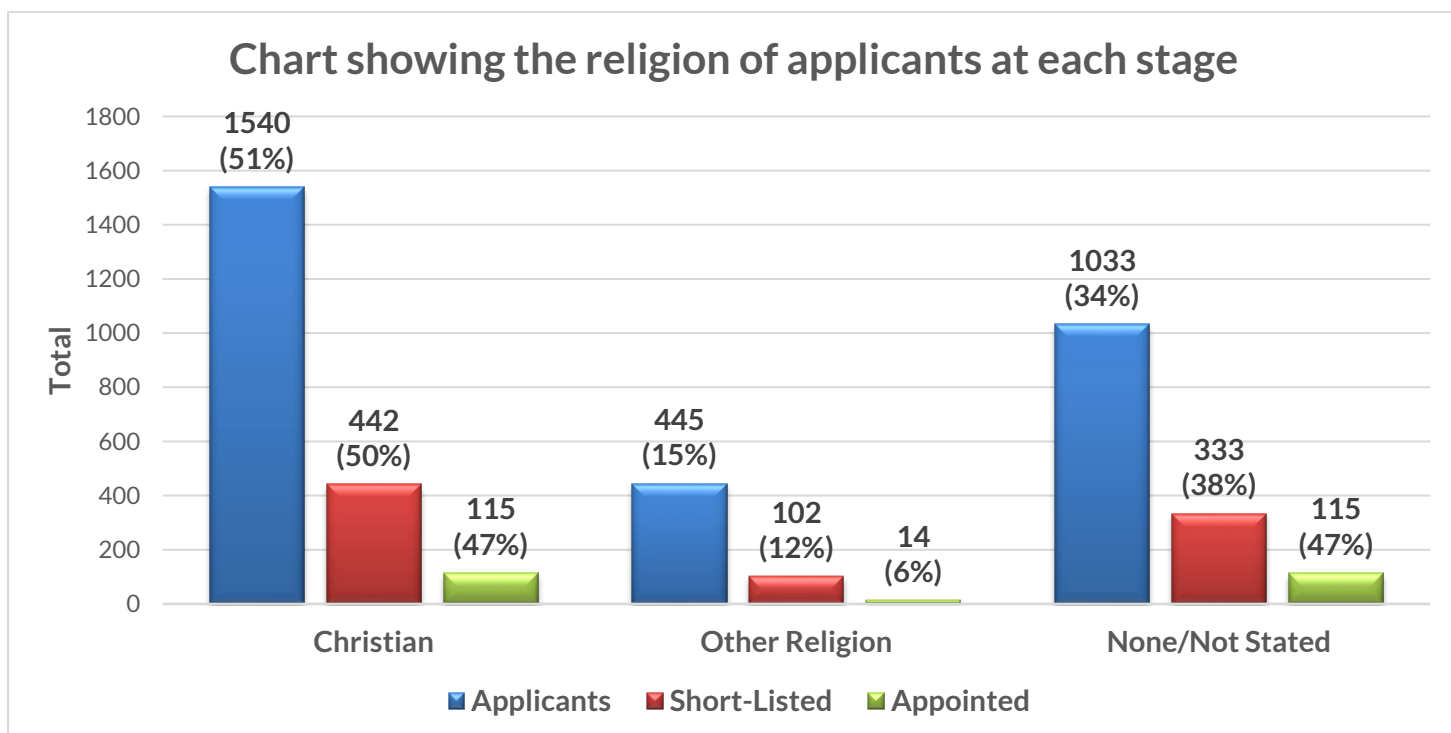
**Figure 2.11 - Recruitment Sexual Orientation Bar Chart**



**Figure 2.12 – Recruitment Religion**

Religion	Applicants	Short-Listed	Appointed
Christian	1540 (51%)	442 (50%)	115 (47%)
Buddhism, Hinduism, Islam (Muslim), Jehova’s Witness, Judaism, Sikhism (Other Religion)	445 (15%)	102 (12%)	14 (6%)
None/Not Stated	1033 (34%)	333 (38%)	115 (47%)
<b>Total</b>	<b>3018</b>	<b>877</b>	<b>244</b>

**Figure 2.13 – Recruitment Religion Bar Chart**





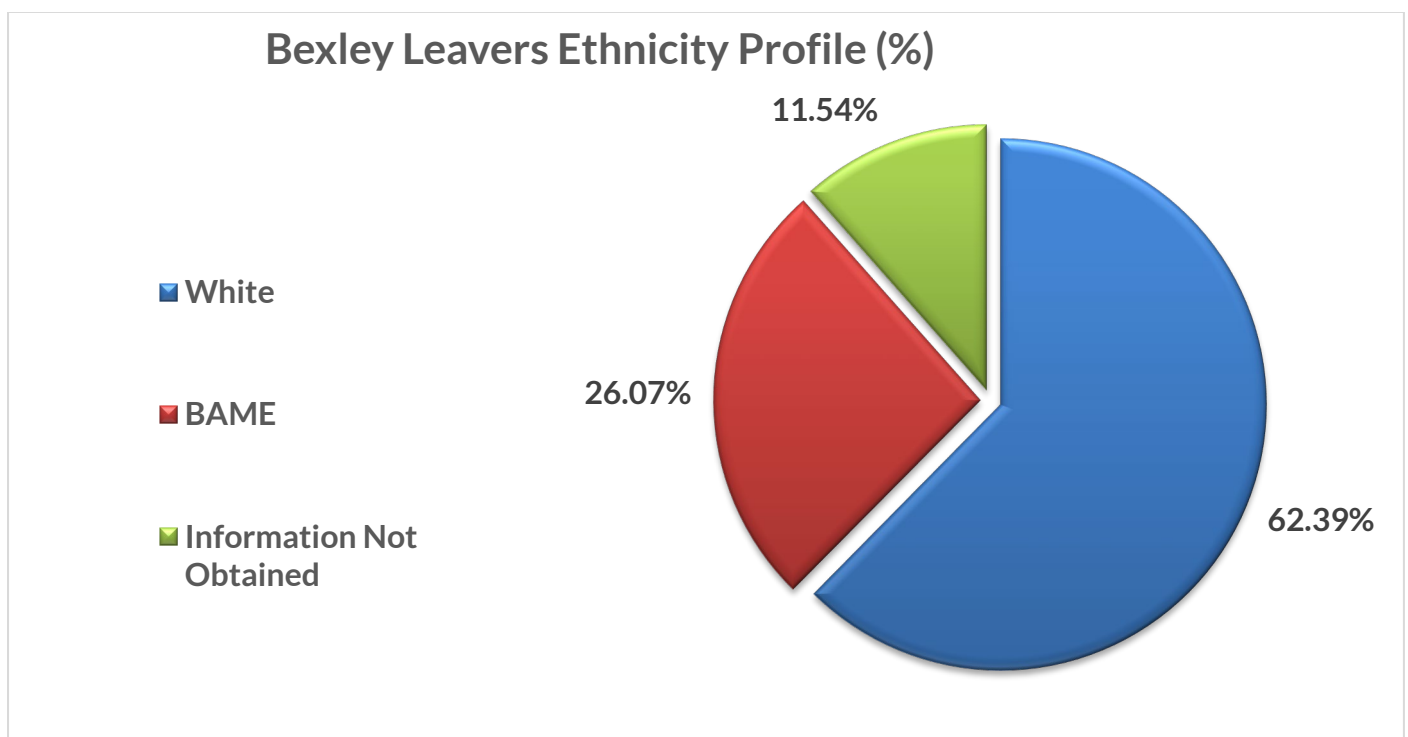
# Leavers

234 employees left the Council between April 2019 and March 2020. This is broken down by personal characteristic below.

## Figure 3 – Ethnicity

Ethnicity	Total (%)
White	62.39%
BAME	26.07%
Information Not Obtained	11.54%

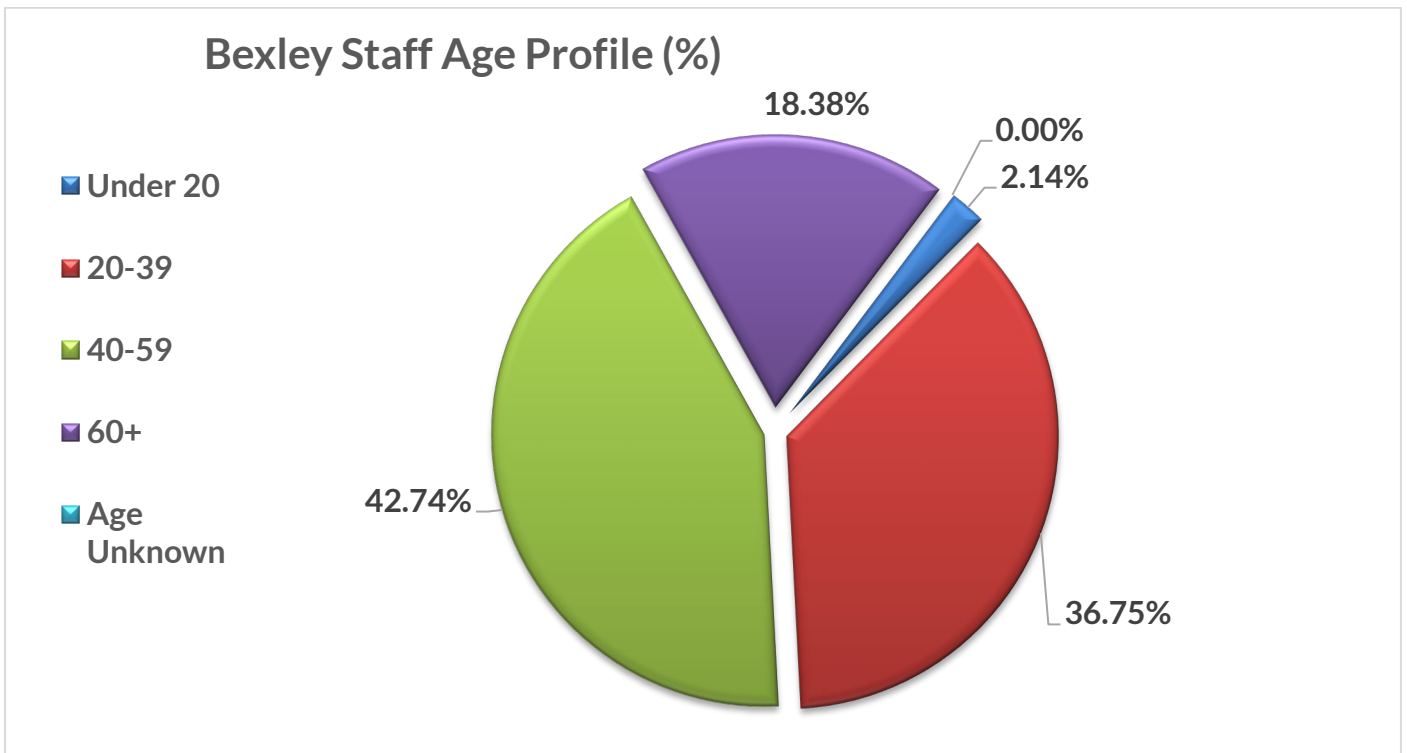
### Figure 3.1 - Ethnicity Pie Chart



### Figure 3.2 - Age Profile

Age Profile	Amount (%)
Under 20	2.14%
20-39	36.75%
40-59	42.74%
60+	18.38%
Age Unknown	0.00%

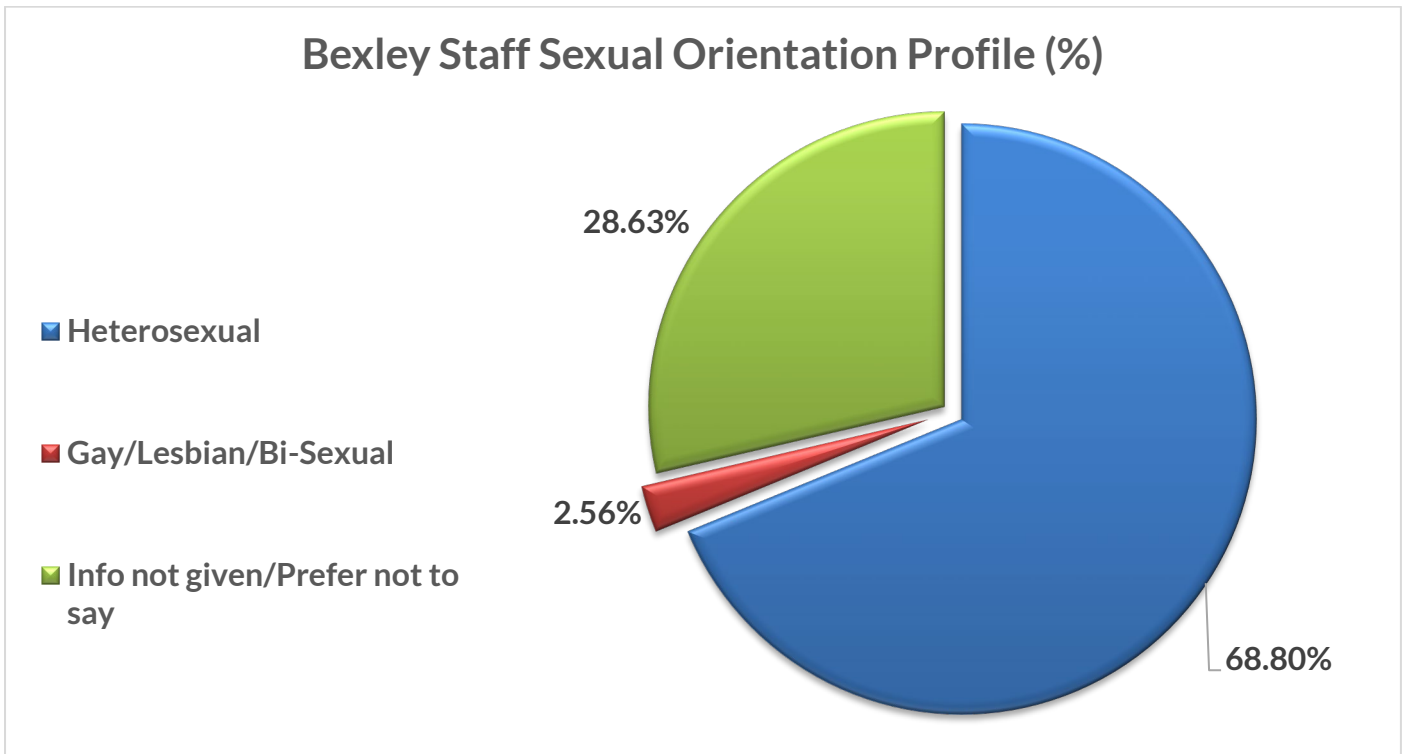
### Figure 3.3 - Age Profile Pie Chart



### Figure 3.4 – Sexual Orientation

Sexual Orientation	Amount (%)
Heterosexual	68.80%
Gay/Lesbian/Bi-Sexual	2.56%
Info not given/Prefer not to say	28.63%

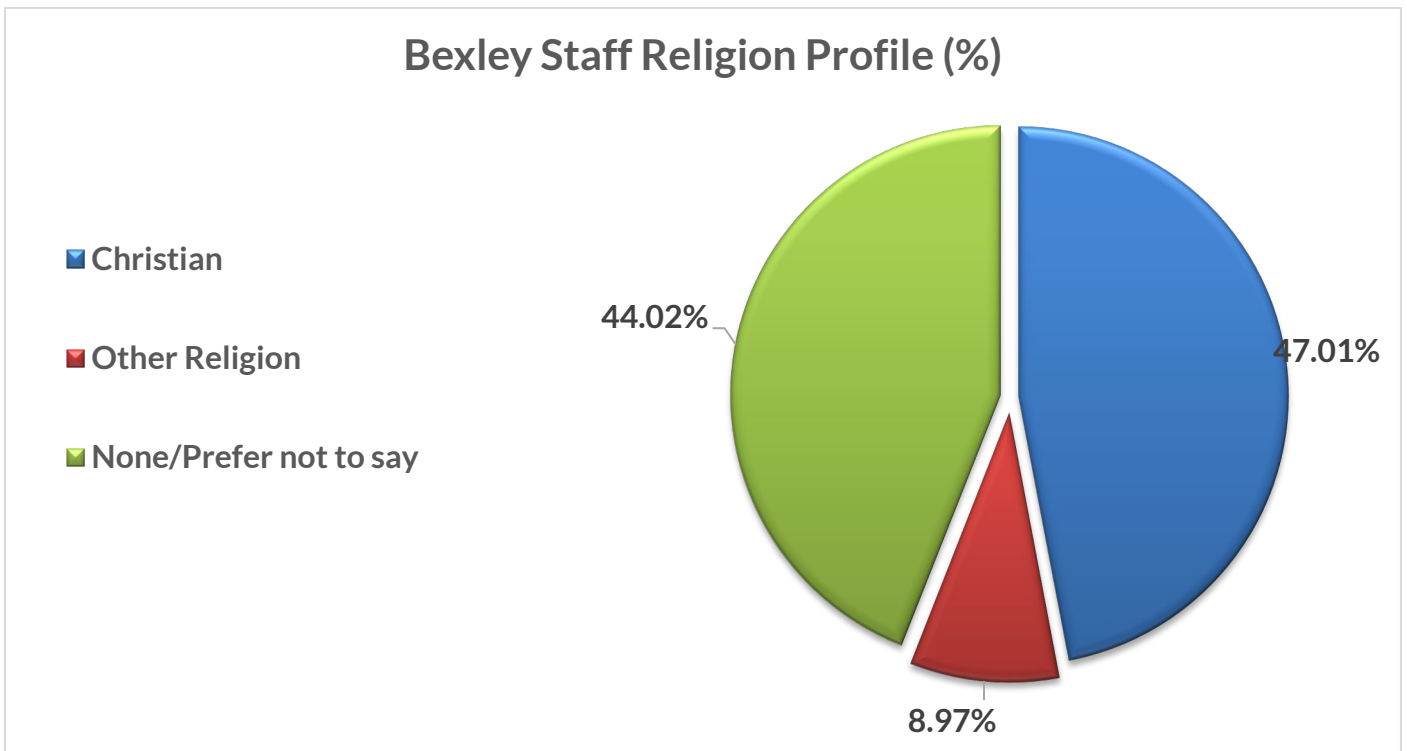
### Figure 3.5 – Sexual Orientation Pie Chart



### Figure 3.6 - Religion

Religion	Amount (%)
Christian	47.01%
Buddhism, Hinduism, Islam (Muslim), Jehova's Witness, Judaism, Sikhism (Other Religion)	8.97%
None/Prefer not to say	44.02%

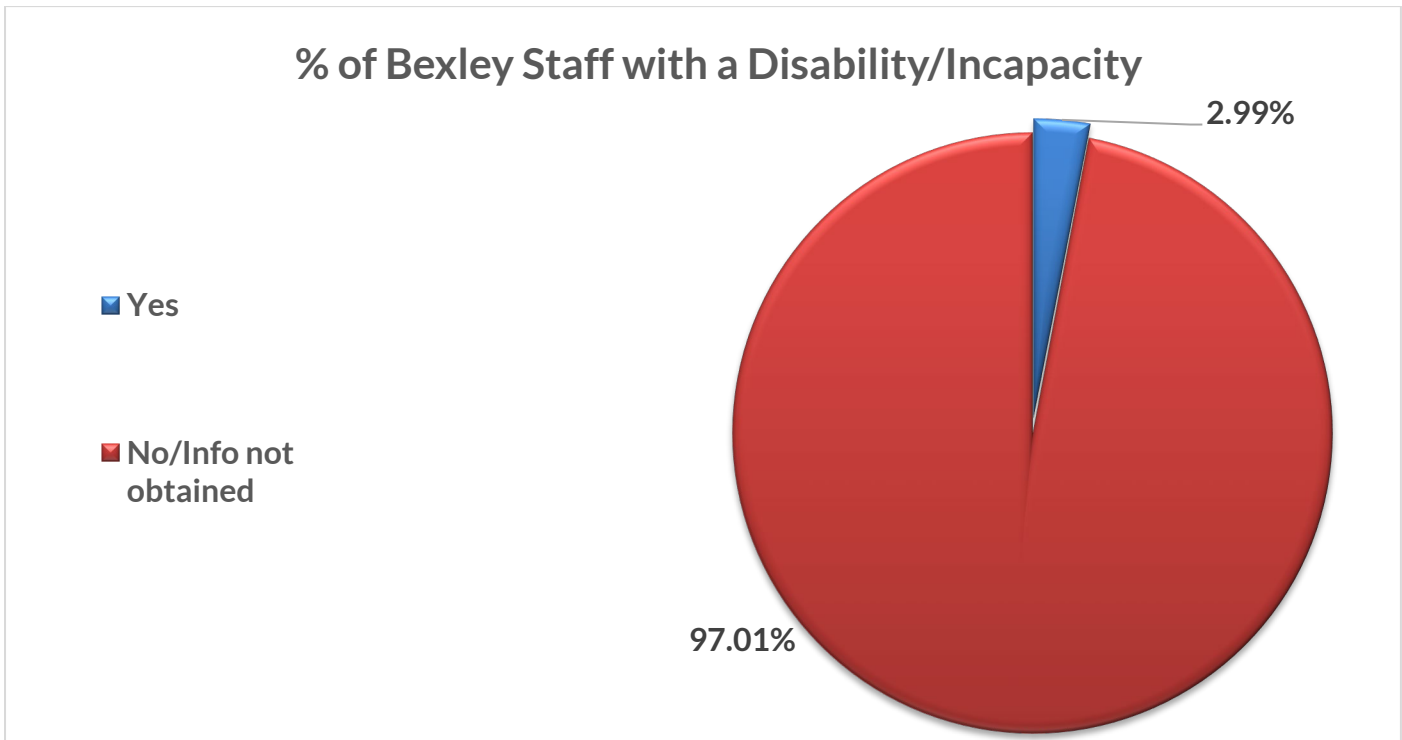
### Figure 3.7 – Religion Pie Chart



### Figure 3.8 – Disability/Incapacity

Disability/Incapacity	Amount (%)
Yes	2.99%
No/Info not obtained	97.01%

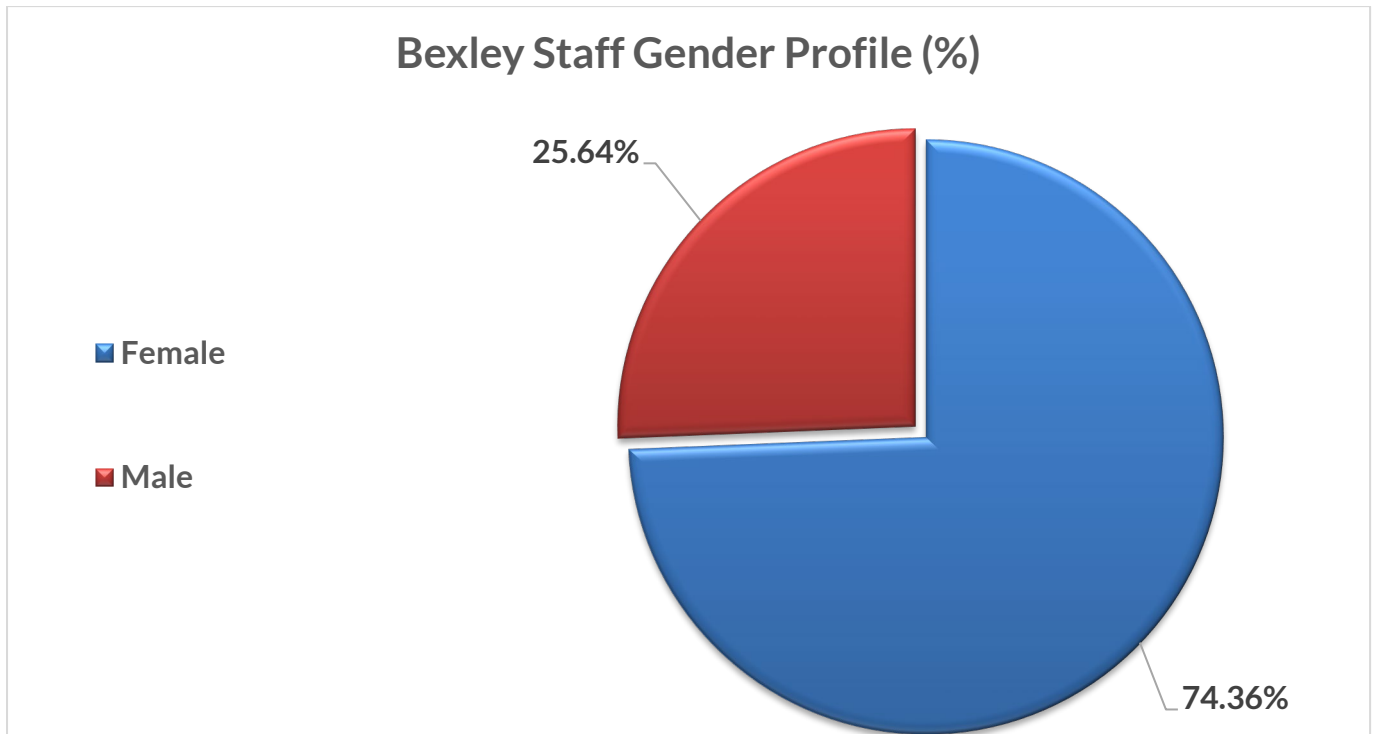
### Figure 3.9 – Disability/Incapacity



### Figure 3.10 – Gender

Gender	Amount (%)
Female	74.36%
Male	25.64%

### Figure 3.11 – Gender Pie Chart



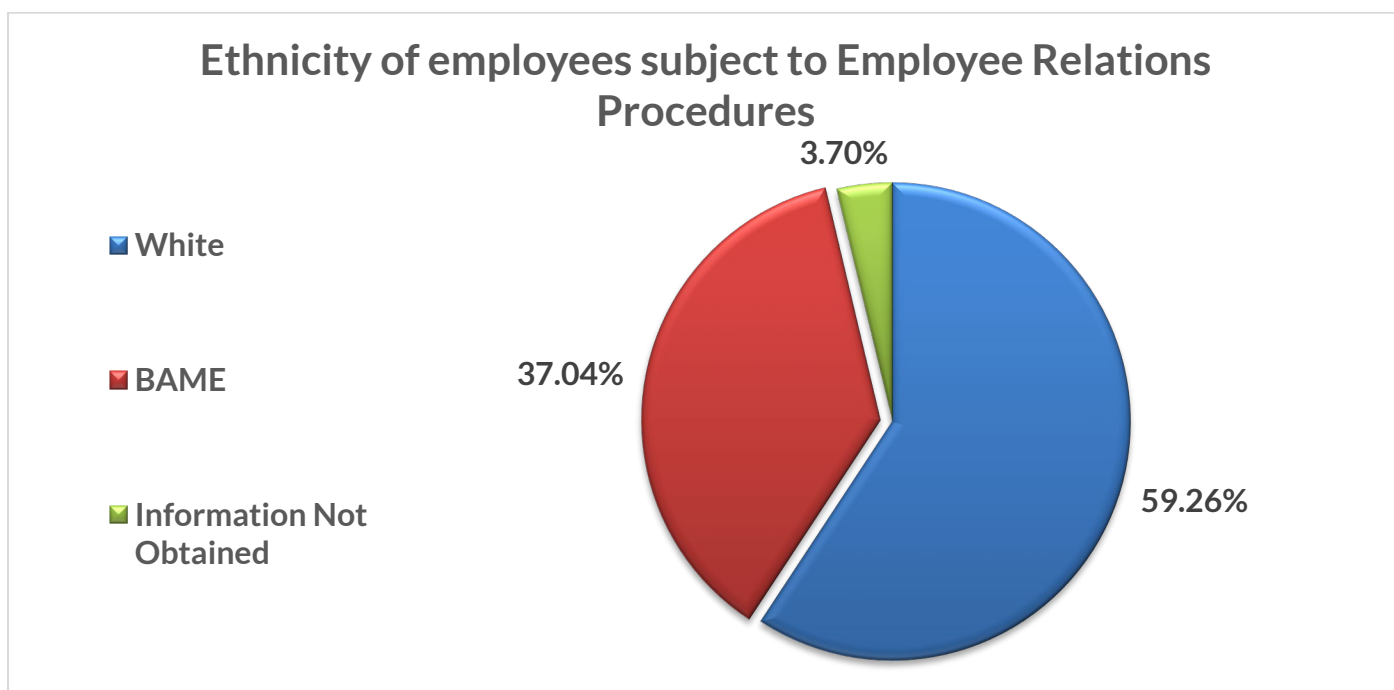
# Employment Relations

This section sets out the number of cases where formal proceedings were taken that led to formal sanctions or the employee's resignation under the Councils Disciplinary, performance and absence procedures and formal grievances. There were 27 cases managed under these procedures shown by personal characteristic below.

## Figure 4 – Ethnicity

Ethnicity	Amount (%)
White	59.26%
BAME	37.04%
Information Not Obtained	3.70%

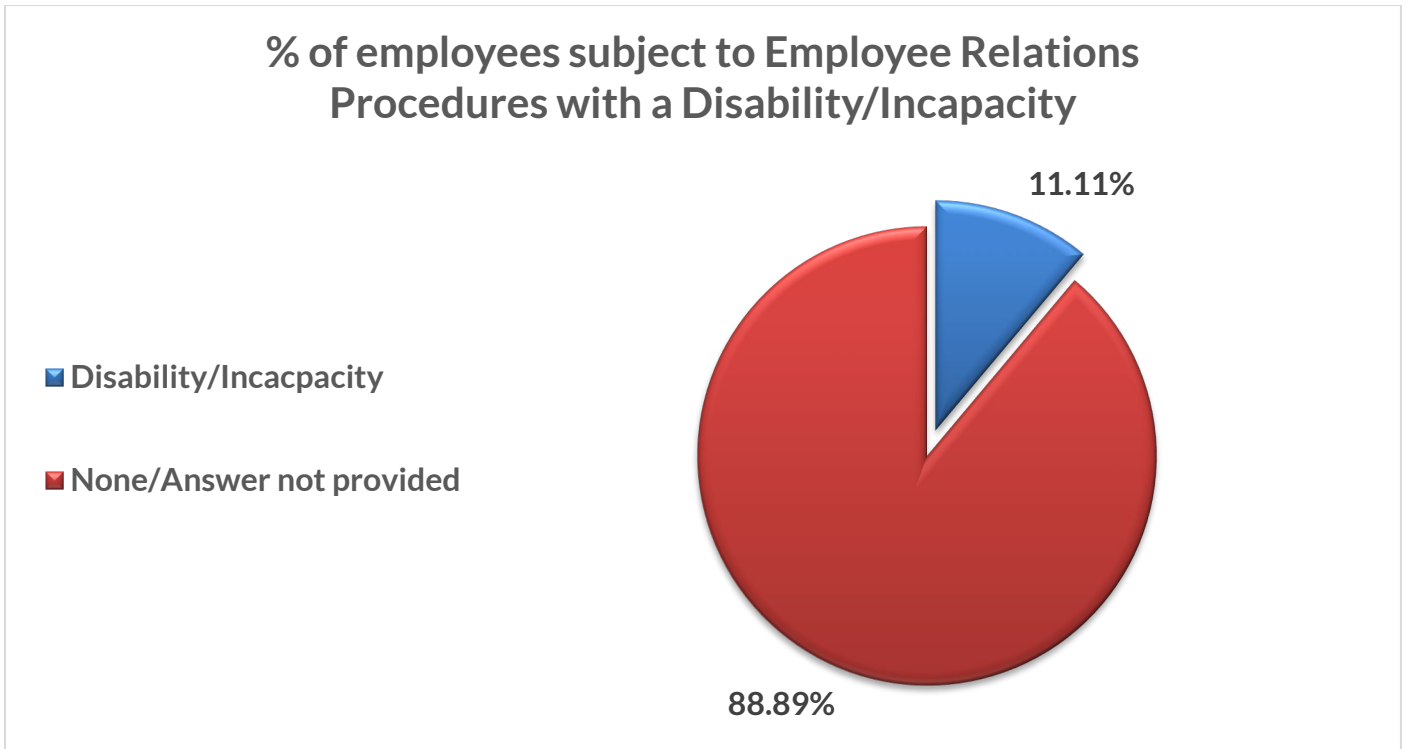
### Figure 4.1 – Ethnicity Pie Chart



## Figure 4.2 – Disability/Incapacity

Disability/incapacity	Amount (%)
Disability/Incapacity	11.11%
None/Answer not provided	88.89%

## Figure 4.3 – Disability/Incapacity Pie Chart

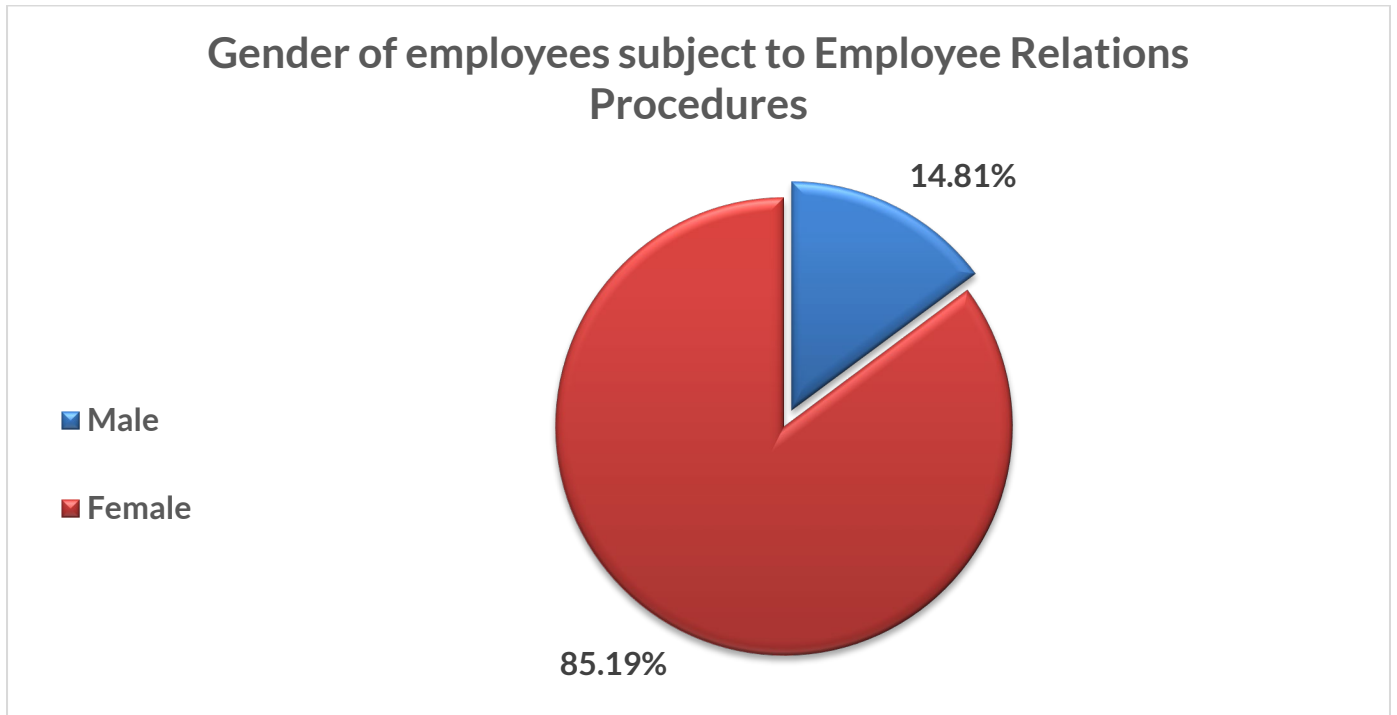




## Figure 4.4 – Gender

Gender	Amount (%)
Male	14.81%
Female	85.19%

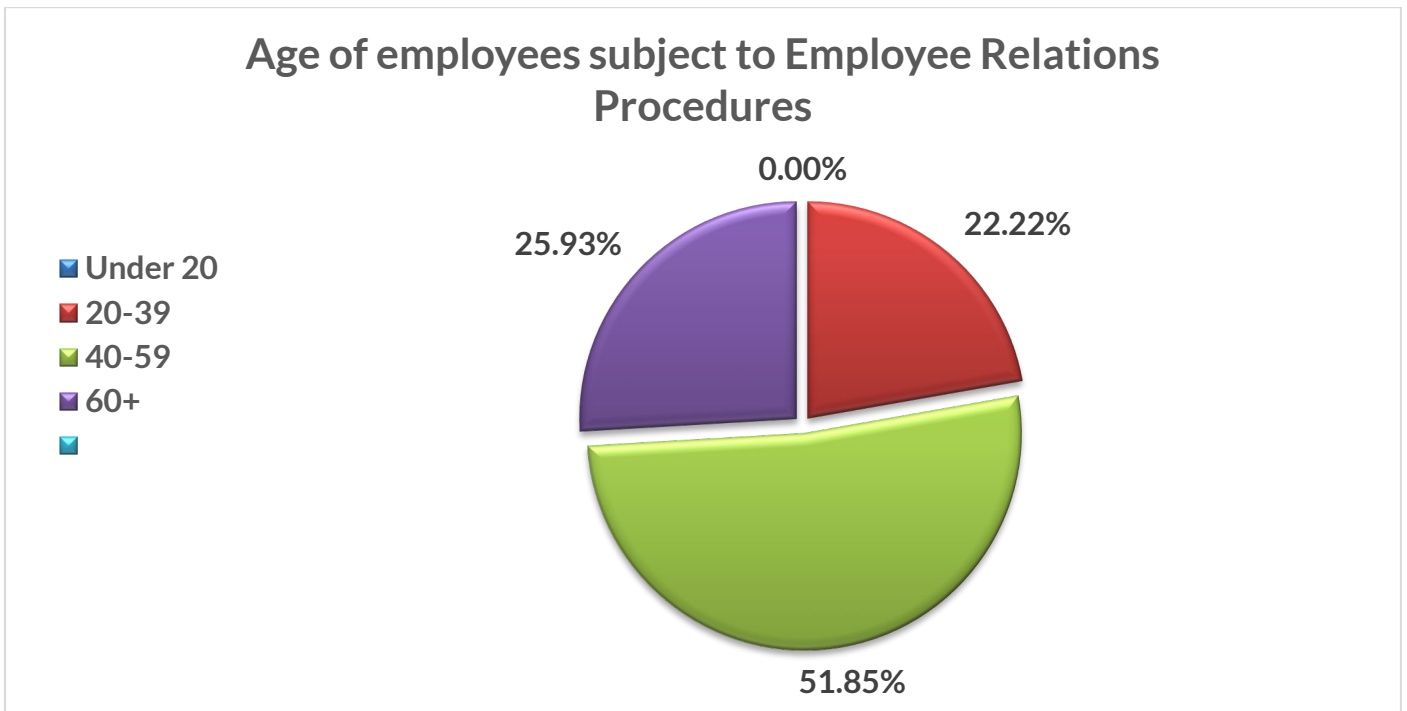
## Figure 4.5 – Gender Pie Chart



### Figure 4.6 – Age Profile

Age Profile	Amount (%)
Under 20	0.00%
20-39	22.22%
40-59	51.85%
60+	25.93%

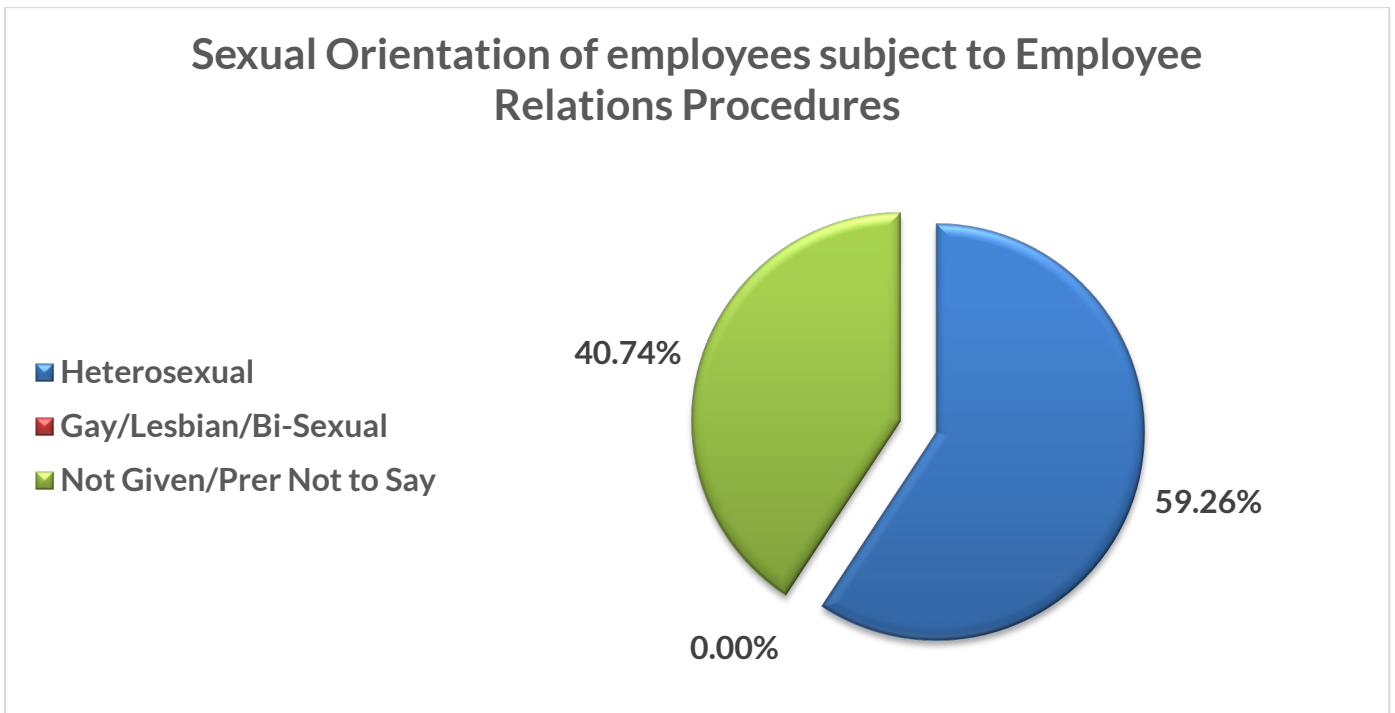
### Figure 4.7 – Age Profile Pie Chart



### Figure 4.8 – Sexual Orientation

Sexual Orientation	Amount (%)
Heterosexual	59.26%
Gay/Lesbian/Bi-Sexual	0.00%
Not Given/Prefer Not to Say	40.74%

### Figure 4.9 – Sexual Orientation Pie Chart



### Figure 4.10 - Religion

Religion	Amount (%)
Christian	51.85%
Buddhism, Hinduism, Islam (Muslim), Jehova's Witness, Judaism, Sikhism (Other Religion)	3.70%
Not Given/None	44.44%

### Figure 4.11 - Religion Pie Chart

