

Employment Monitoring Statistics 2020 - 2021

This report relates to Corporately employed Council staff

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Size and Profile of the Workforce as at 31st March 2021

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 1661.

Figure 1 – Ethnicity

Ethnicity	Total (%)
Asian (Indian, Pakistani, Any other Asian)	3.13%
Black (Caribbean, African, Other Black)	8.67%
Chinese/Other	0.54%
Mixed	2.05%
White	68.81%
USA	4.64%
Not Yet Obtained	12.16%

Figure 1.1 - Ethnicity Pie Chart

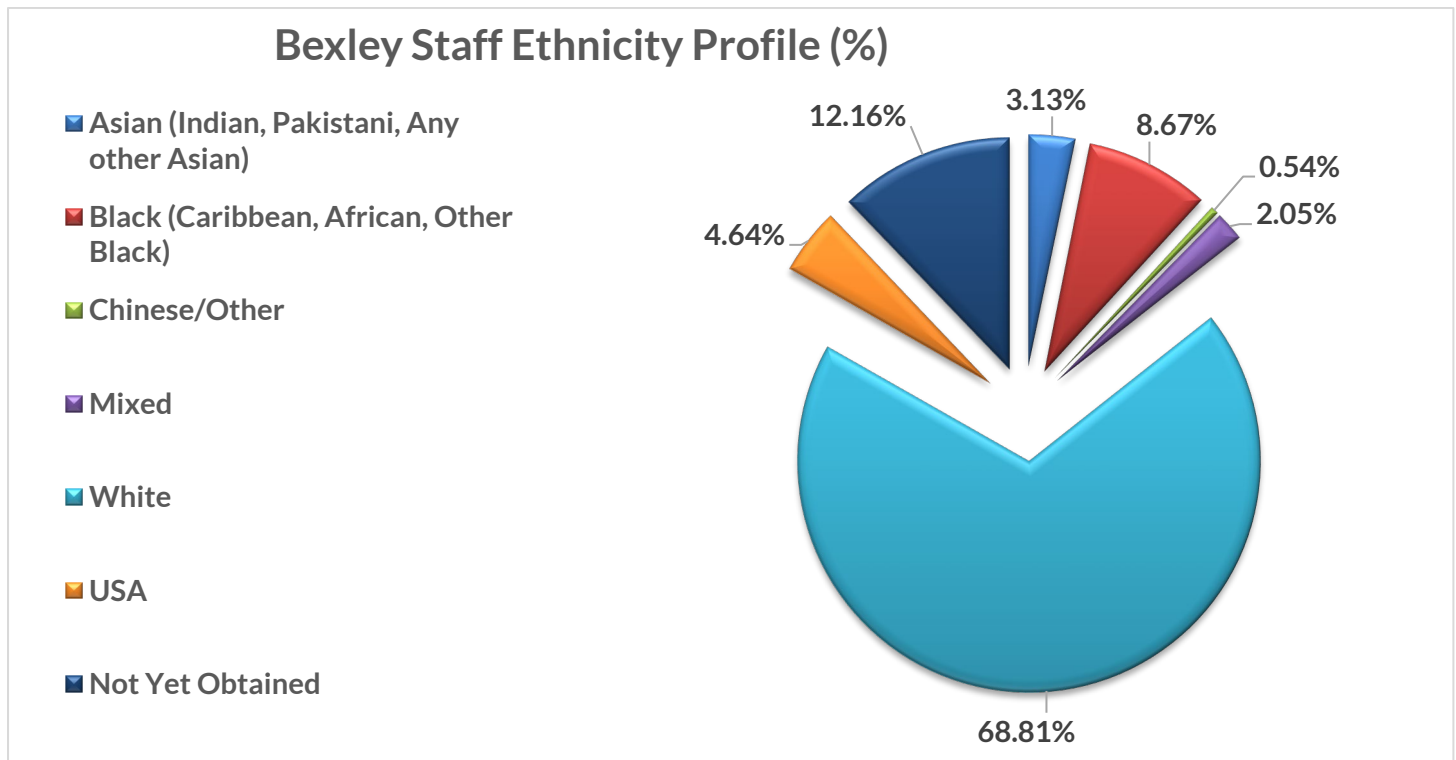


Figure 1.2 Breakdown of Ethnicity by Grade Table

Ethnicity	Hay	Non-Hay	Senior Managers
Asian (Indian, Pakistani, Any other Asian)	33	18	1
Black (Caribbean, African, Other Black)	101	42	1
Chinese/Other	8	1	0
Mixed	25	9	0
White	530	575	38
USA	40	35	2
Not Yet Obtained	73	116	13

Figure 1.3 Ethnicity Breakdown by Grade Chart

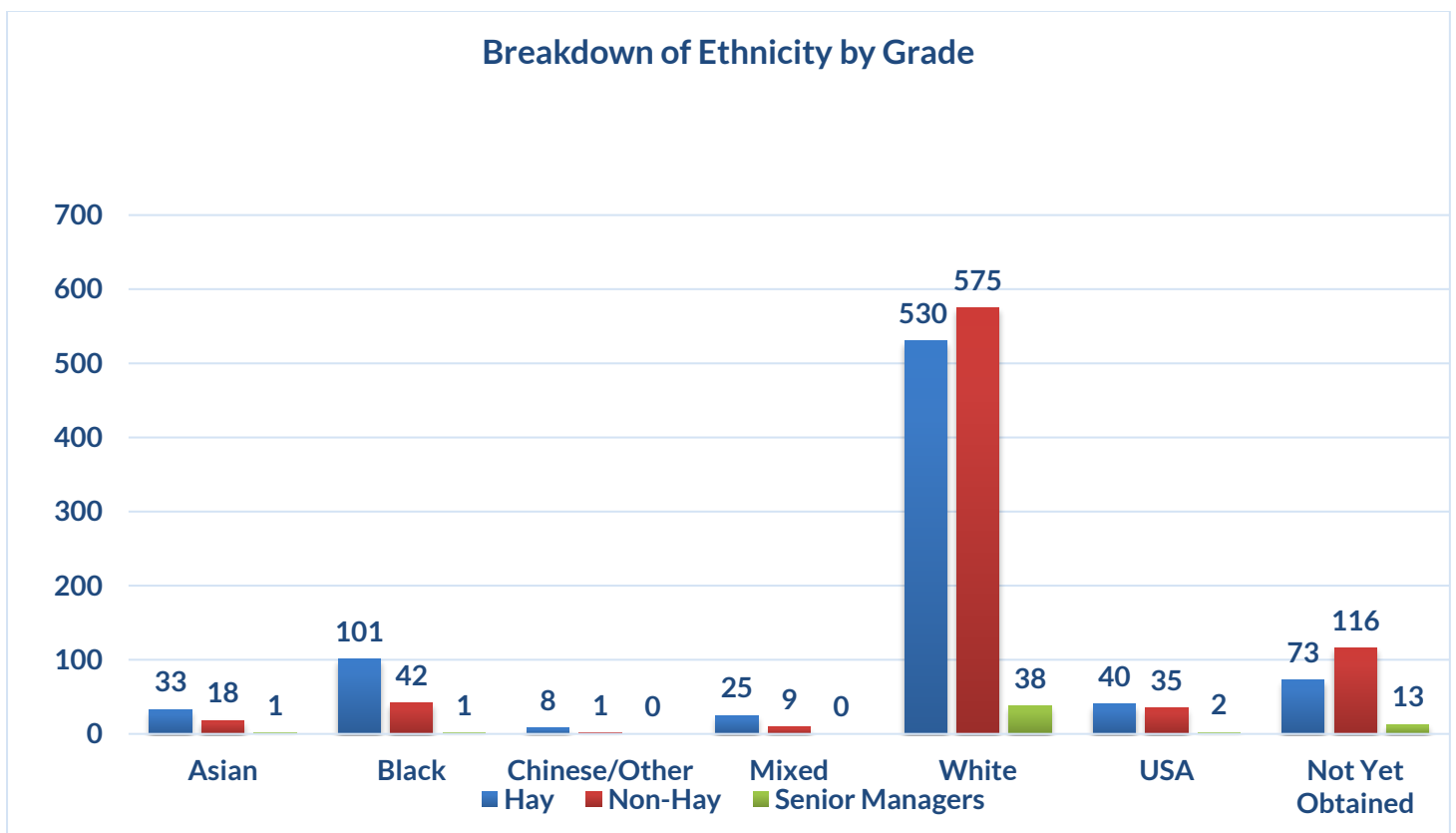


Figure 1.4 - Age Profile

Age Profile	Amount (%)
Under 20	0.6%
20-39	31.43%
40-59	49.97%
60+	18.00%

Figure 1.5 - Age Profile Pie Chart

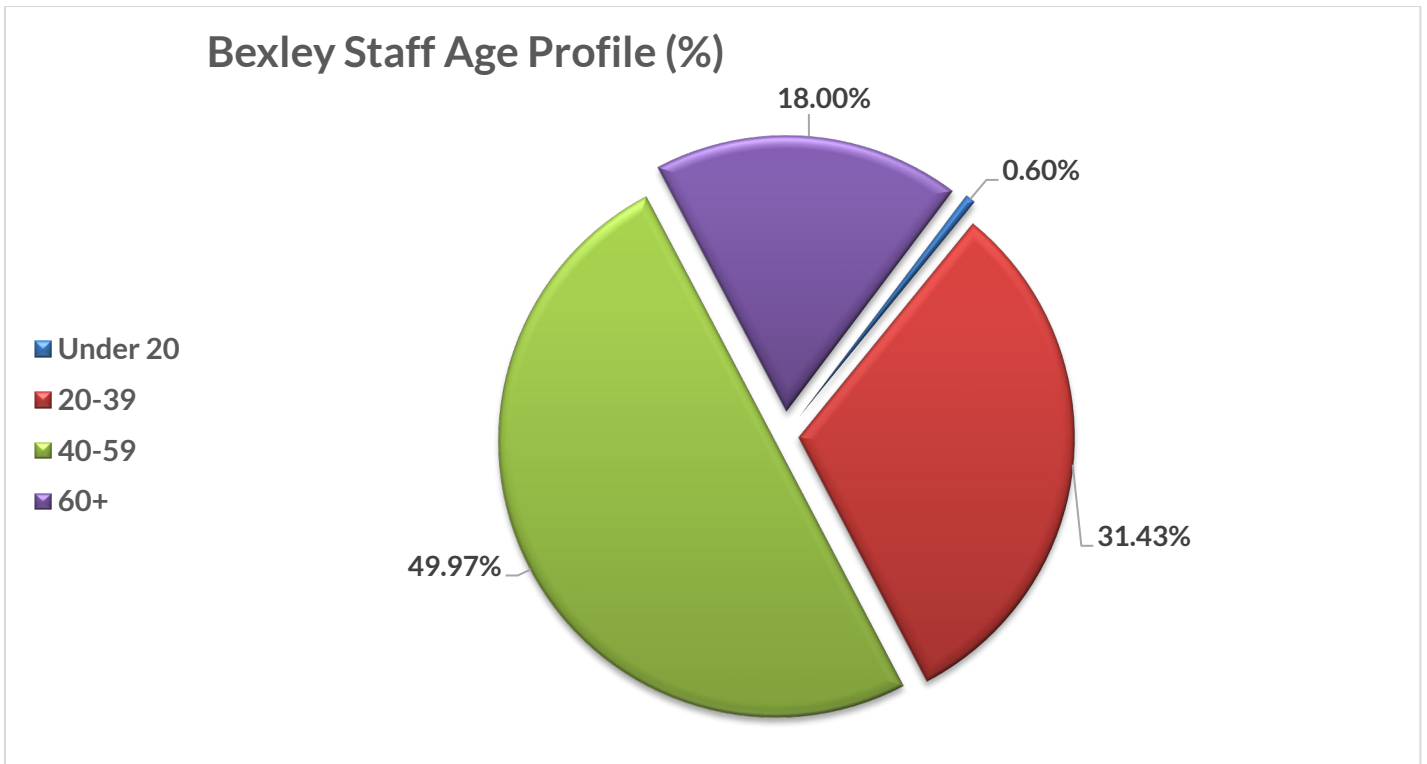


Figure 1.6 Age Profile by Grade Table

Age Profile	Hay	Non-Hay	Senior Managers
Under 20	0	10	0
20-39	231	286	5
40-59	434	356	40
60+	124	165	10

Figure 1.7 – Age Breakdown by Grade Chart

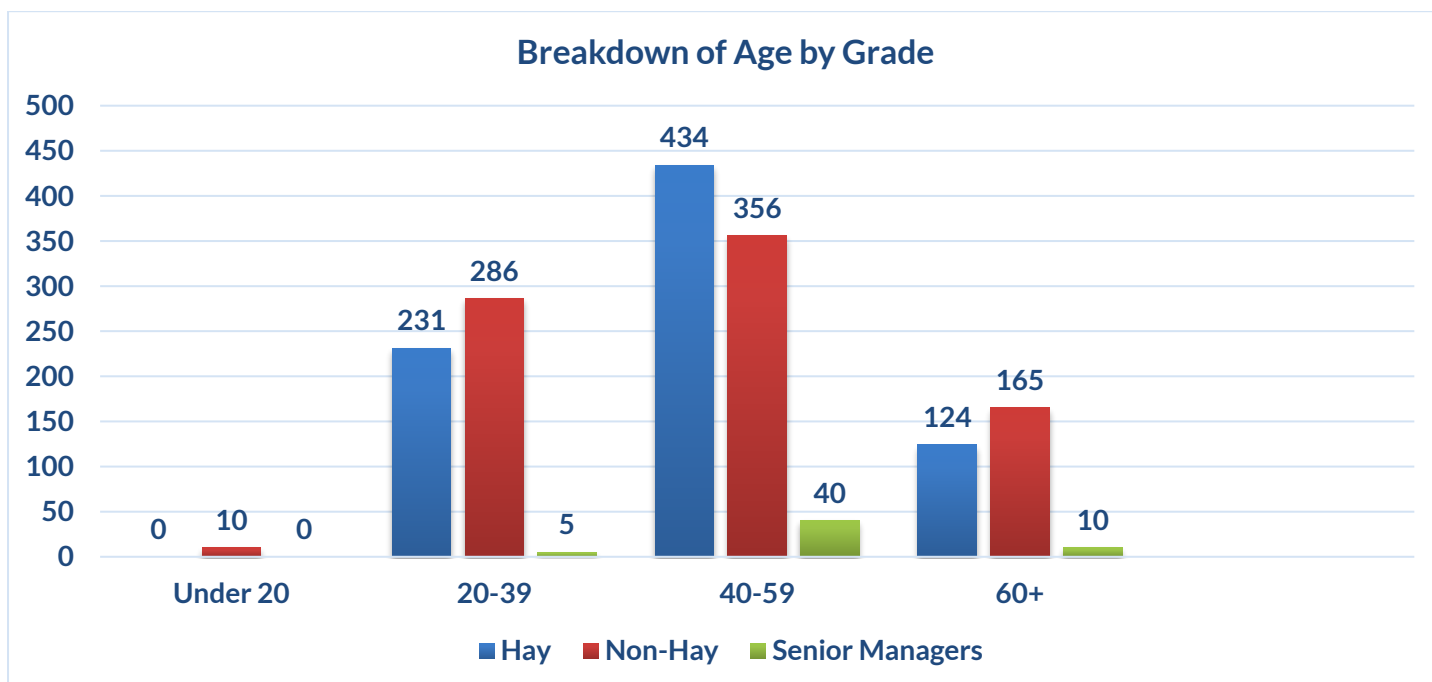


Figure 1.8 – Sexual Orientation

Sexual Orientation	Amount (%)
Heterosexual	68.21%
Gay/Lesbian/Bi-Sexual	2.17%
Info not given/Prefer not to say	29.62%

Figure 1.9 – Sexual Orientation Pie Chart

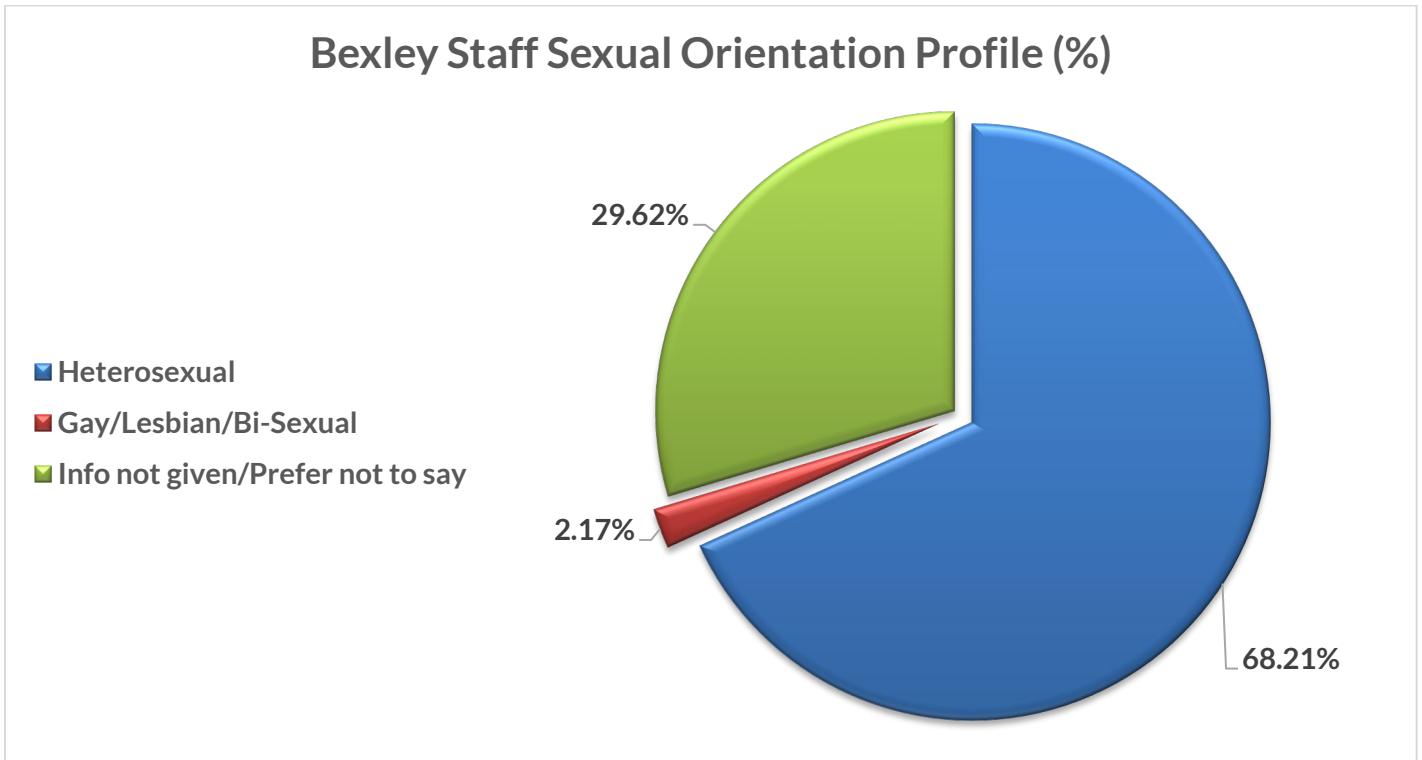


Figure 1.10 Sexual Orientation by Grade Table

Sexual Orientation	Hay	Non-Hay	Senior Managers
Heterosexual	573	529	31
Gay/Lesbian/Bi-Sexual	17	15	4
Info not given/Prefer not to say	199	273	20

Figure 1.11 Sexual Orientation by Grade Chart

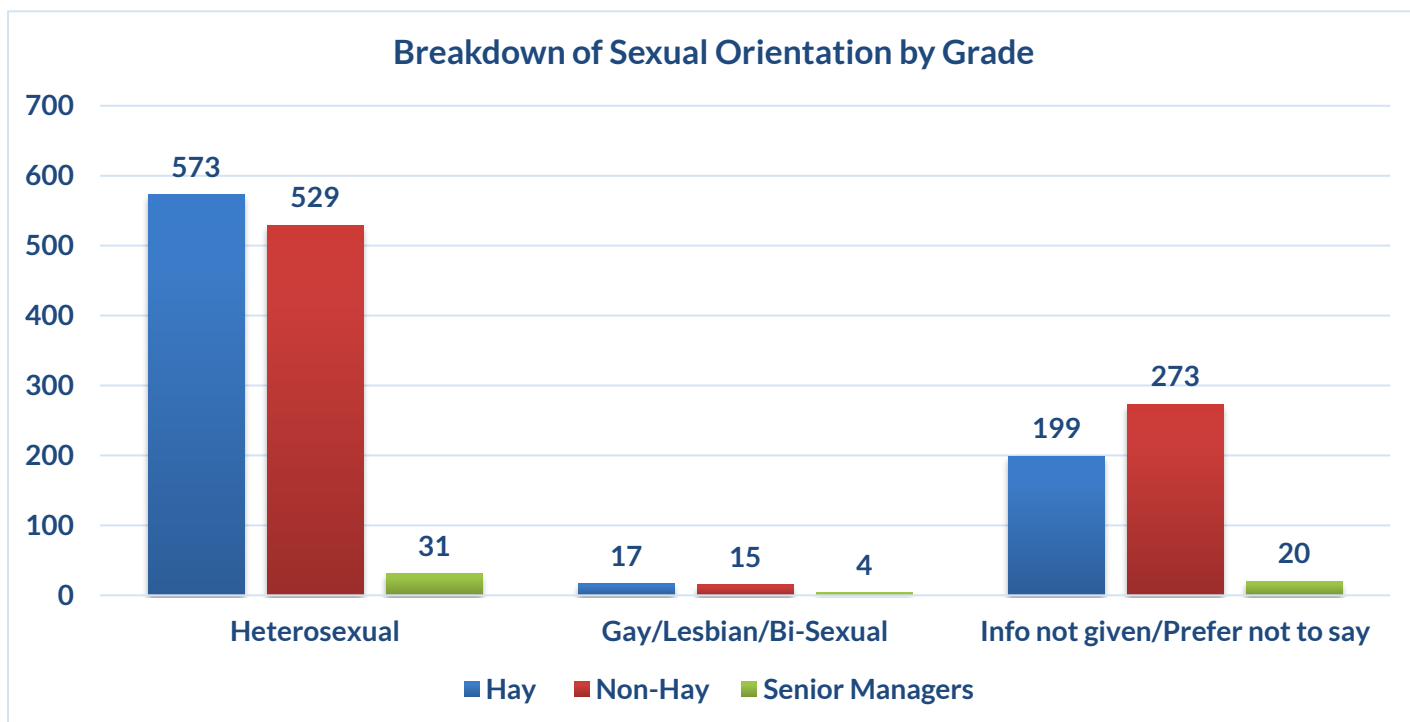


Figure 1.12 - Religion

Religion	Amount (%)
Christian	44.97%
Buddhism, Hinduism, Islam (Muslim), Jehova's Witness, Judaism, Sikhism (Other Religion)	8.07%
None/Info Not Given	46.96%

Figure 1.13 - Religion Pie Chart

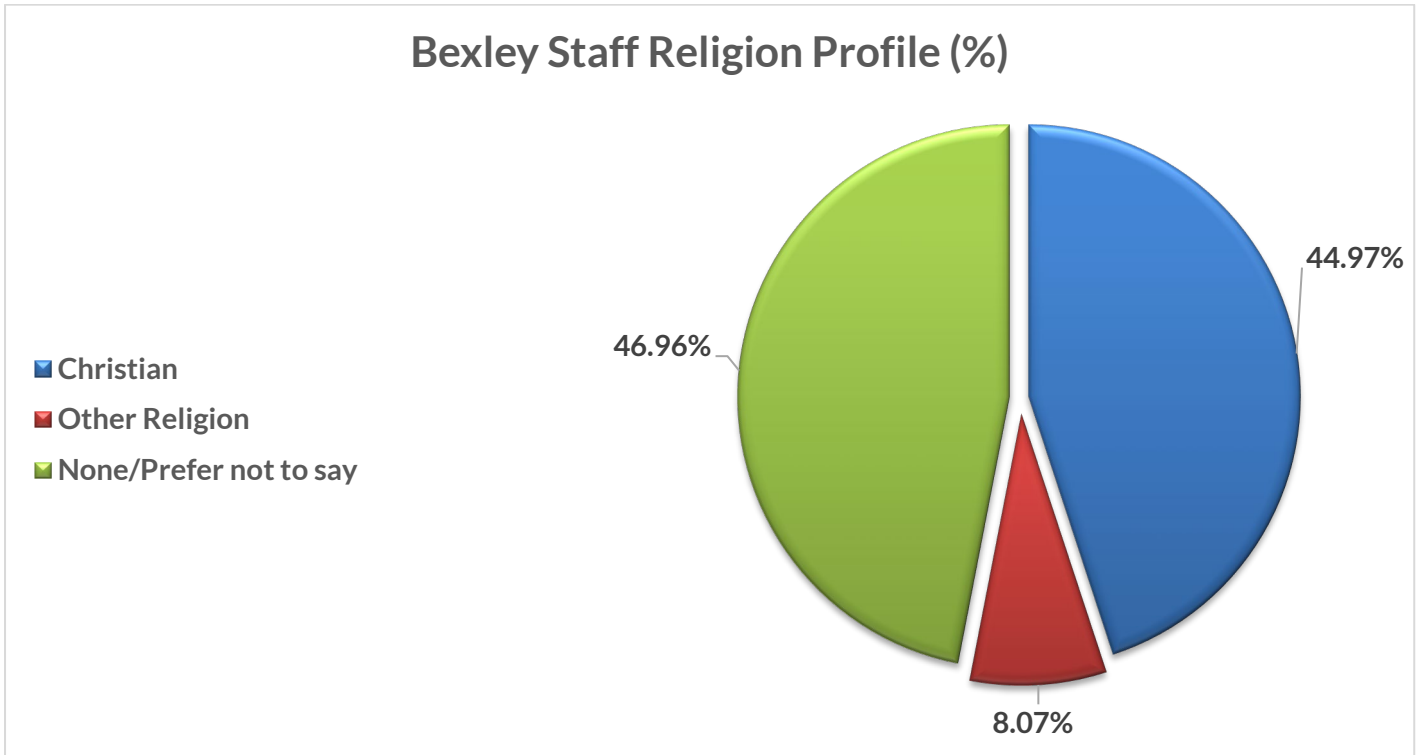


Figure 1.14 Religion by Grade Table

Religion	Hay	Non-Hay	Senior Managers
Christian	373	350	24
Buddhism, Hinduism, Islam (Muslim), Jehova’s Witness, Judaism, Sikhism (Other Religion)	68	61	5
None/Info Not Given	348	406	26

Figure 1.15 Religion by Grade Chart

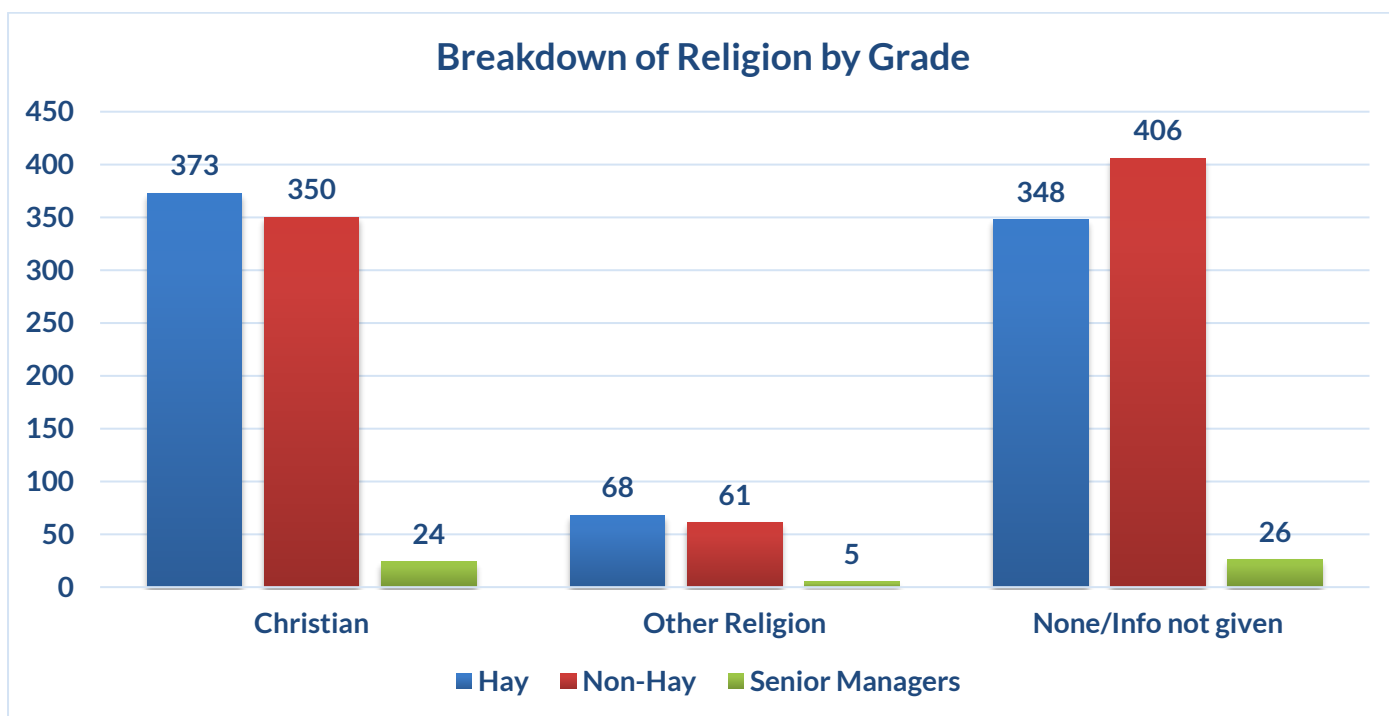


Figure 1.16 - Disability/Incapacity

Disability/Incapacity	Amount (%)
Yes	5.54%
No/Info not obtained	94.46%

Figure 1.17 - Disability/Incapacity

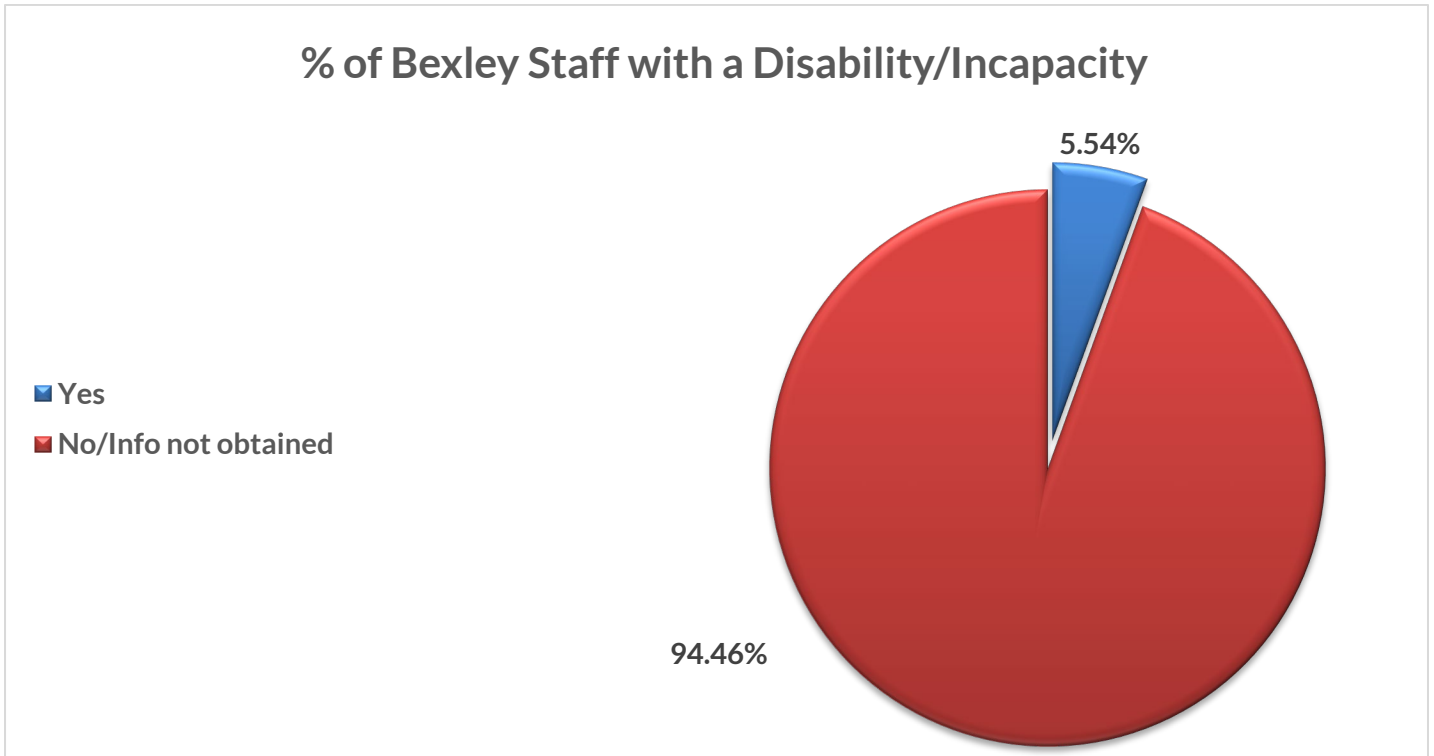


Figure 1.18 Disability by Grade table

Disability/Incapacity	Hay	Non-Hay	Senior Managers
Yes	37	50	5
No/Info not obtained	752	767	50

Figure 1.19 Disability by Grade chart

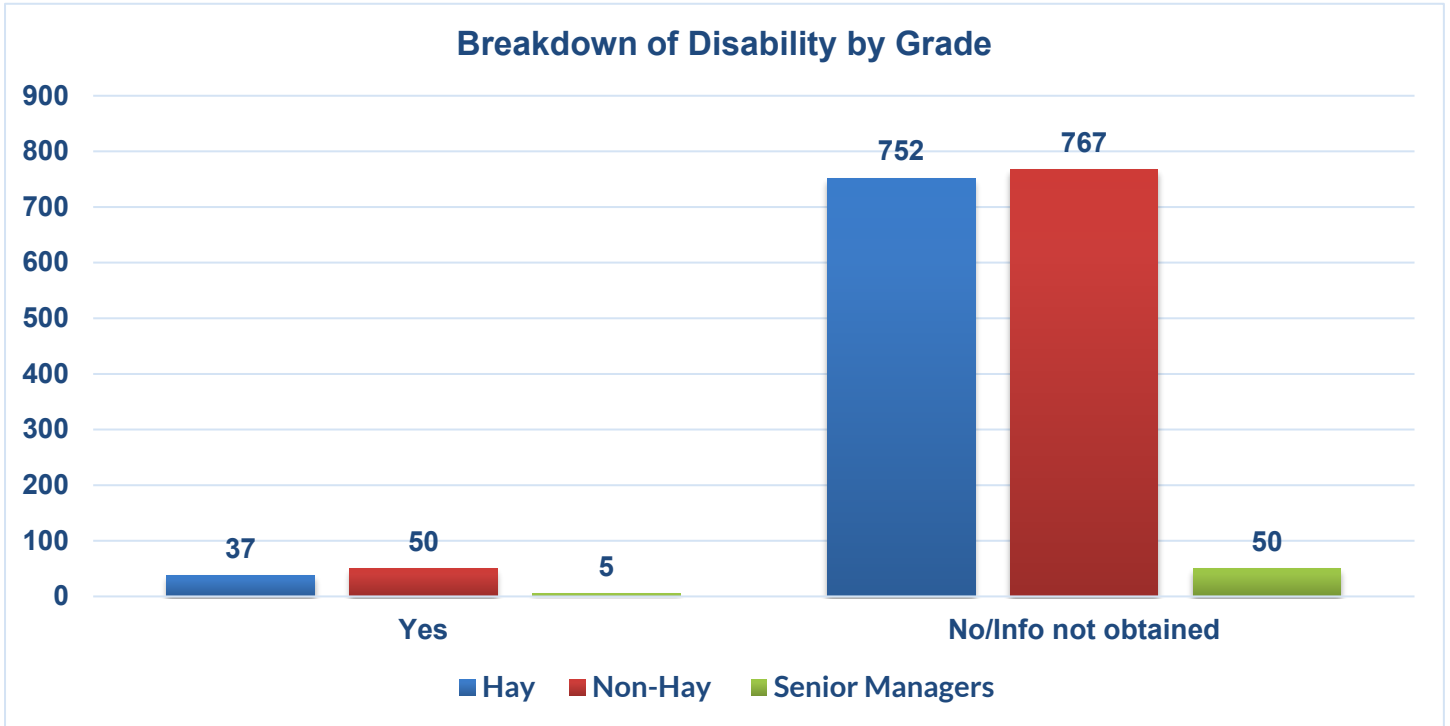


Figure 1.20 - Gender

Gender	Amount (%)
Male	23.90%
Female	76.10%

Figure 1.21 - Gender Pie Chart

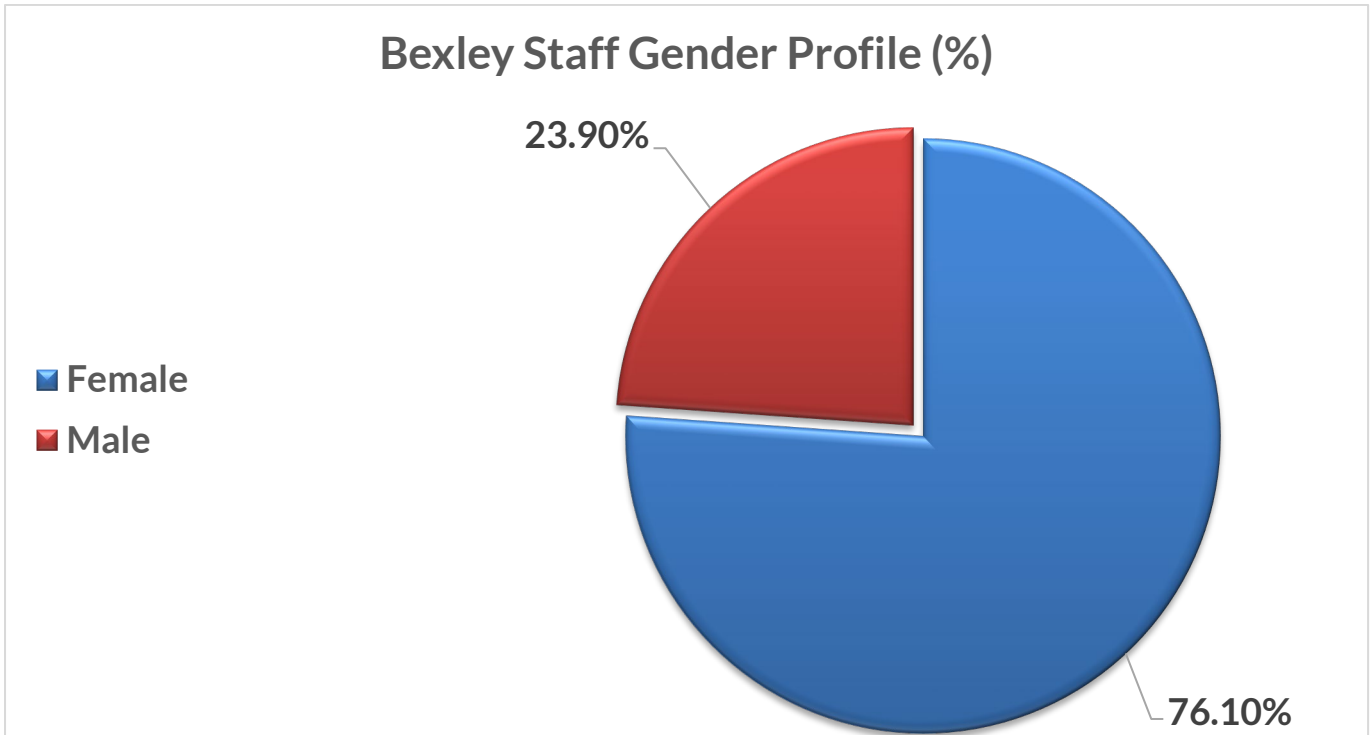
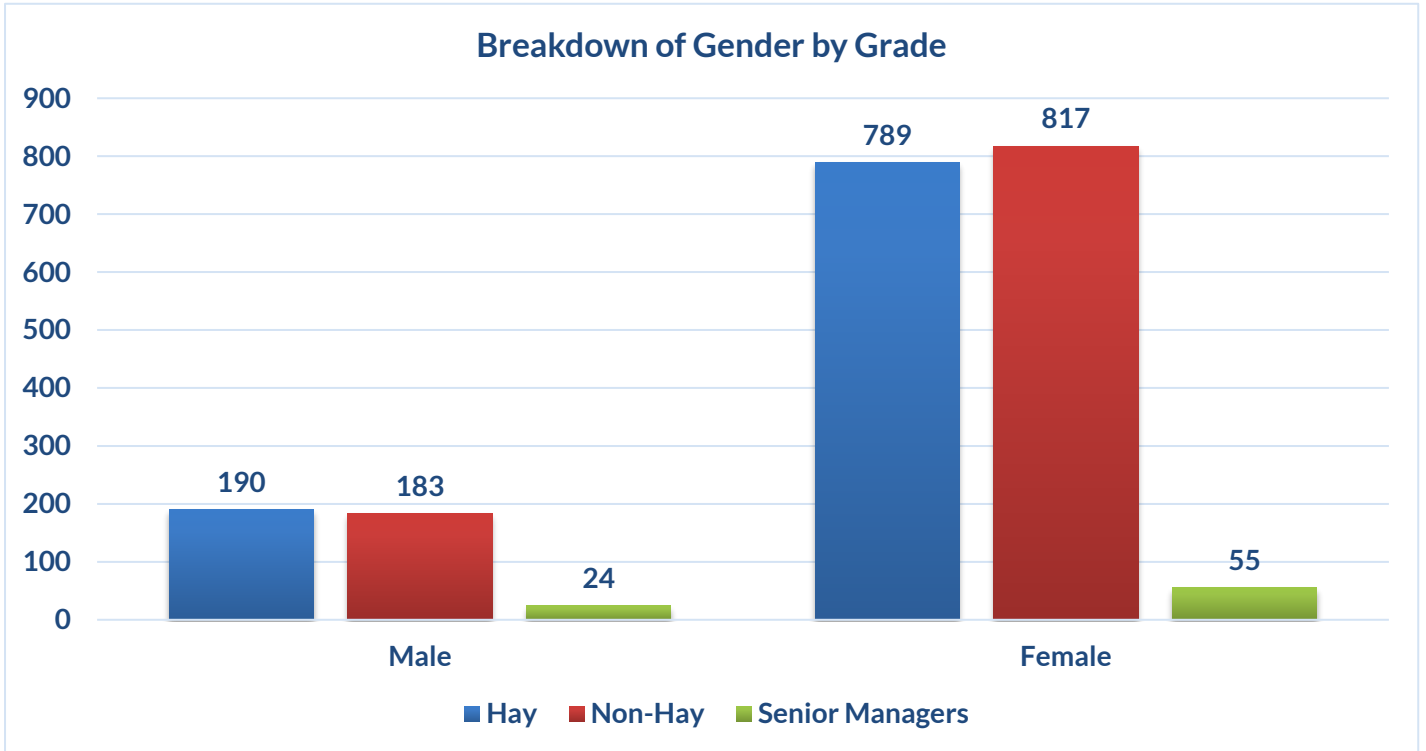


Figure 1.22 Gender by Grade table

Gender	Hay	Non-Hay	Senior Managers
Male	190	183	24
Female	789	817	55

Figure 1.23 Gender by Grade chart



Recruitment from 1st April 2020 to 31st March 2021

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. There was a total of 1291 applicants.

Figure 2 – Recruitment Total Applicants

Total Applicants	Applicants	Short-Listed	Appointed
Total	1291	400	127

Figure 2.1 – Recruitment Total Applicants Bar Chart

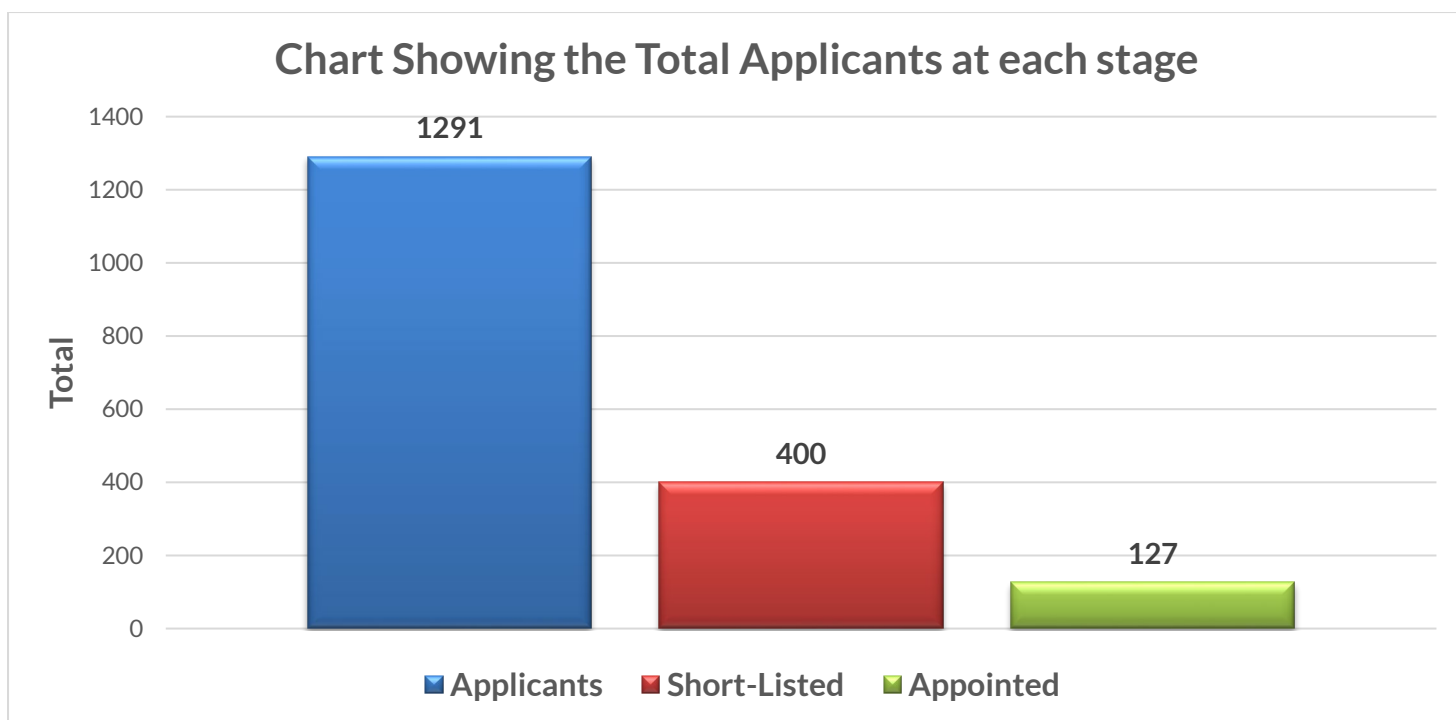


Figure 2.2 - Recruitment Ethnicity

Ethnicity	Applicants	Short-Listed	Appointed
White	554 (42.91%)	208 (52%)	75 (59.06%)
BAME	666 (51.59%)	175 (43.75%)	47 (37.01%)
Unknown	71 (5.5%)	17 (4.25%)	5 (3.94%)
Total	1291	400	127

Figure 2.3 - Recruitment Ethnicity Bar Chart

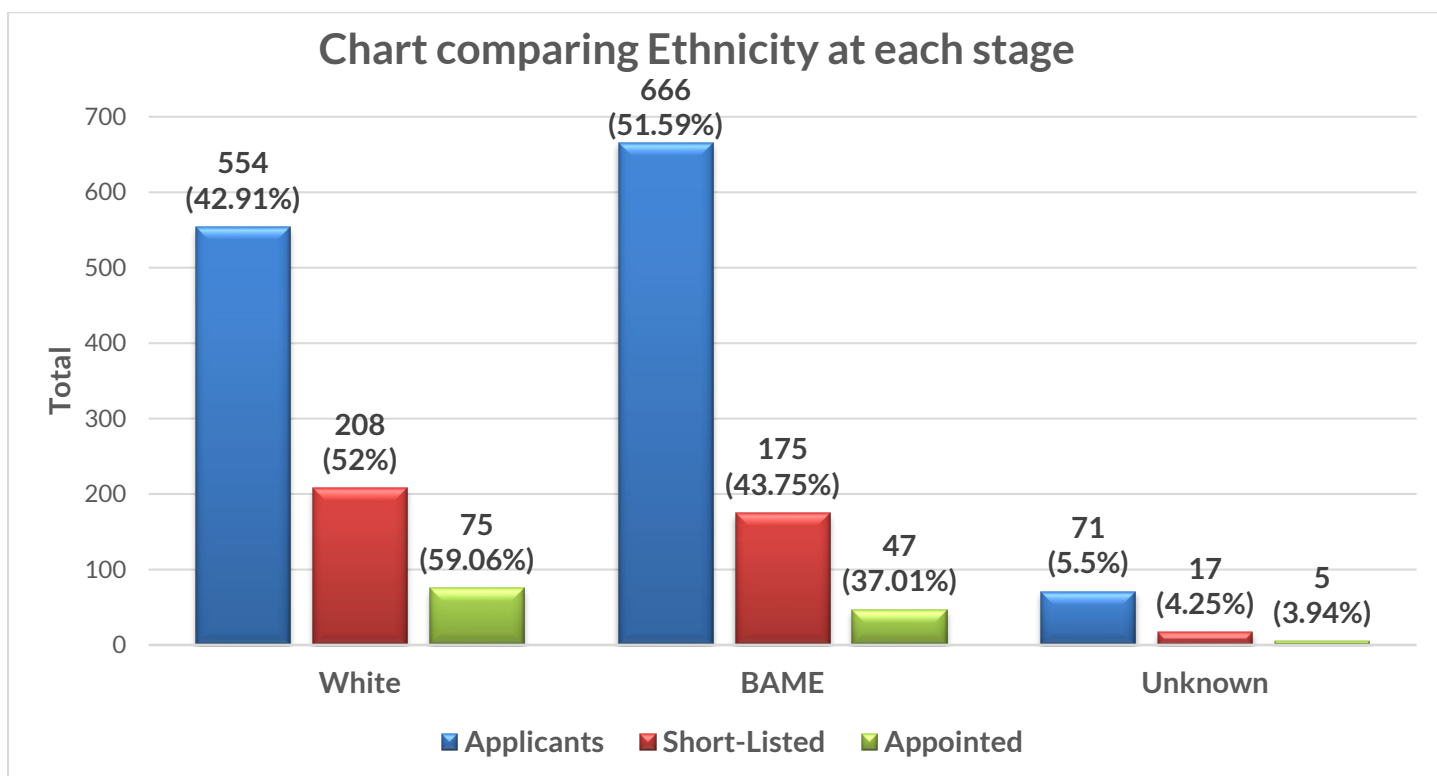


Figure 2.4 – Recruitment Disability/Incapacity

Disability/Incapacity	Applicants	Short-Listed	Appointed
Disability/Incapacity	12 (0.93%)	5 (1.25%)	1 (0.79%)
None/Answer Not Given	1279 (99.07%)	395 (98.75%)	126 (99.21%)
Total	1291	400	127

Figure 2.5 – Recruitment Disability/Incapacity Bar Chart

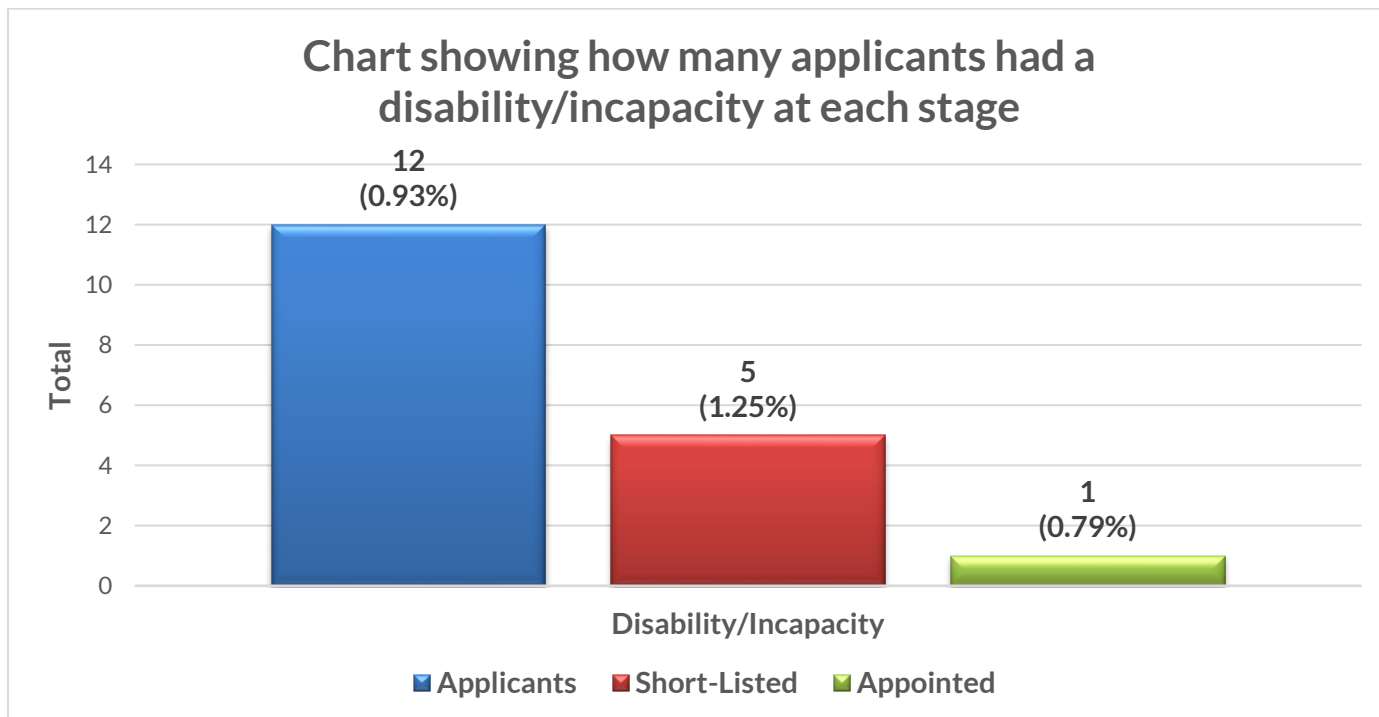


Figure 2.6 – Recruitment Gender

Gender	Applicants	Short-Listed	Appointed
Female	989 (76.61%)	324 (81%)	108 (85.04%)
Male	302 (23.39%)	76 (19%)	19 (14.96%)
Total	1291	400	127

Figure 2.7 – Recruitment Gender Bar Chart

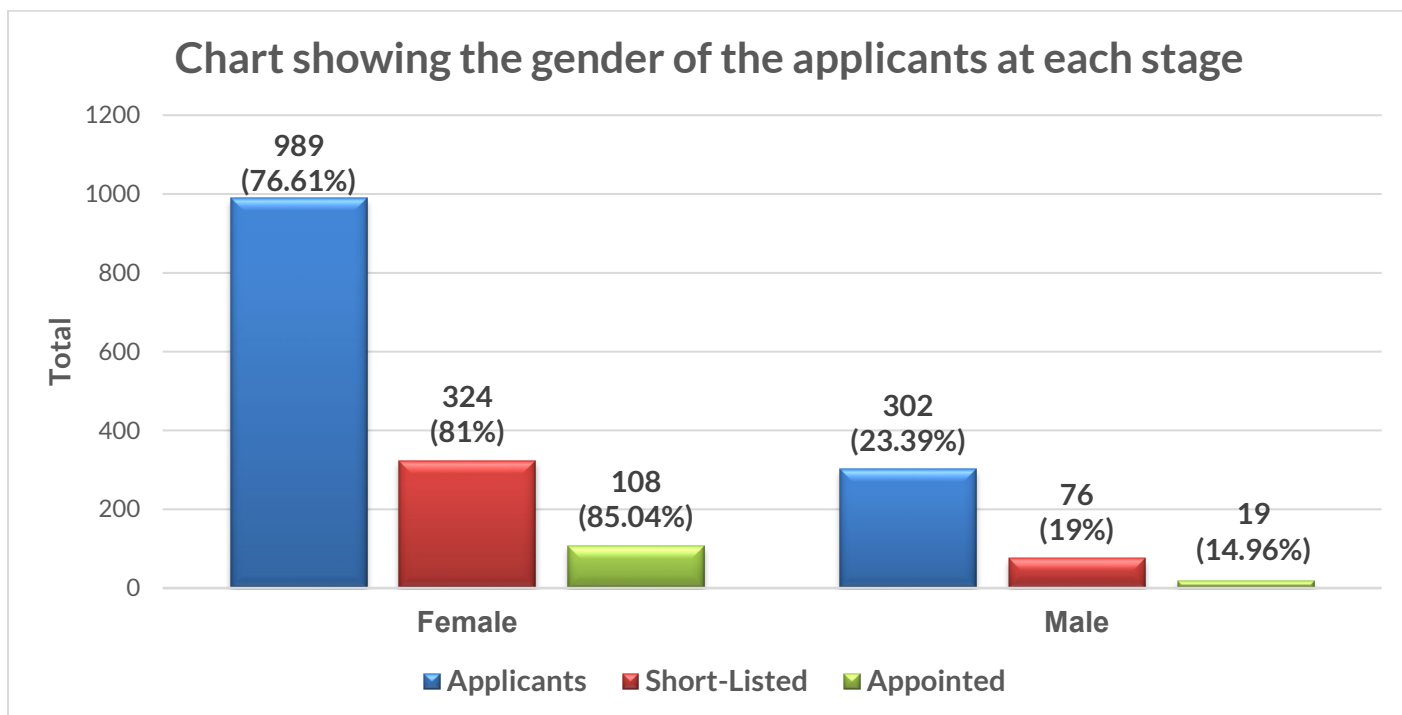


Figure 2.8 - Recruitment Age

Age	Applicants	Short-Listed	Appointed
Under 20	8 (0.62%)	2 (0.5%)	0 (0%)
20-39	770 (59.64%)	190 (47.50%)	62 (48.82%)
40-59	460 (35.63%)	175 (43.75%)	51 (40.16%)
60+	32 (2.48%)	19 (4.75%)	4 (3.15%)
Unknown/Not Provided	21 (1.63%)	14 (3.50%)	10 (7.87%)
Total	1291	400	127

Figure 2.9 - Recruitment Age Bar Chart

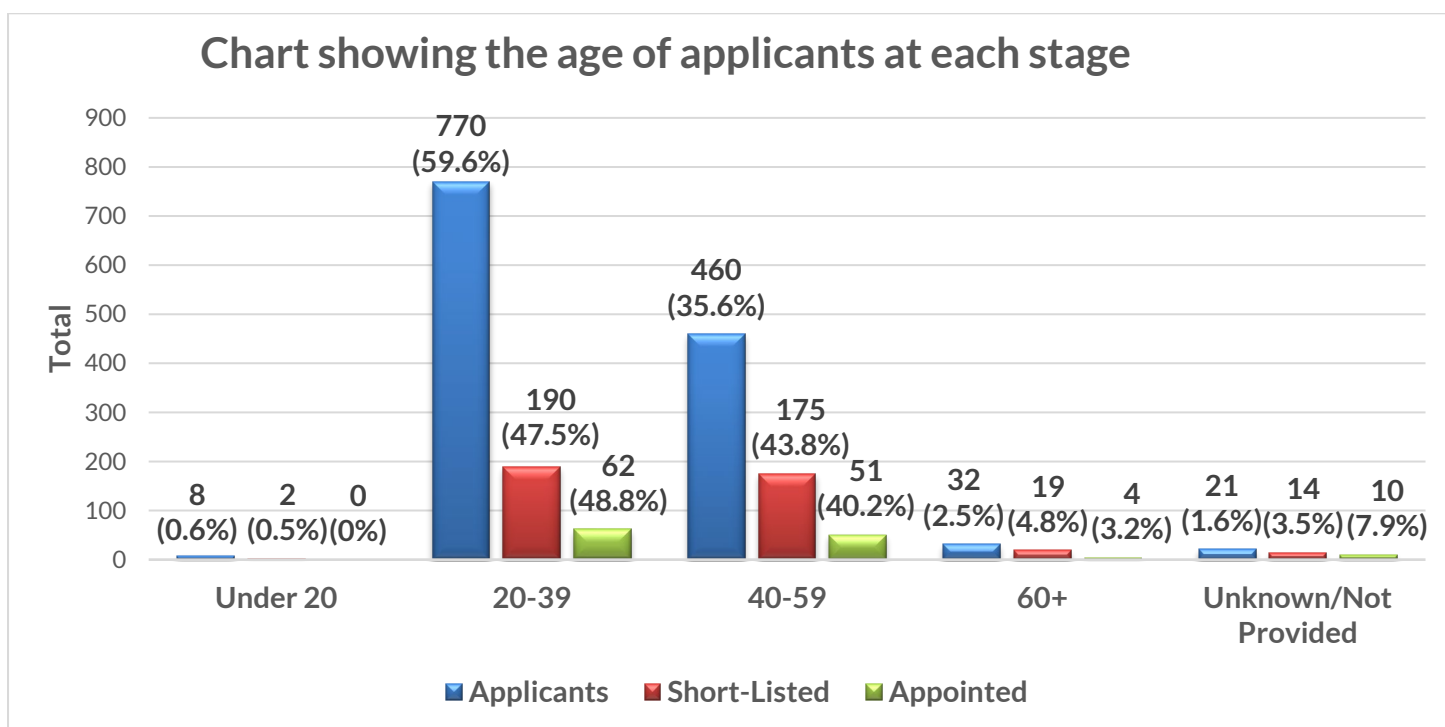


Figure 2.10 - Recruitment Sexual Orientation

Sexual Orientation	Applicants	Short-Listed	Appointed
Heterosexual	1164 (90.16%)	359 (89.75%)	111 (87.4%)
Gay/Lesbian/Bi-Sexual	56 (4.34%)	15 (3.75%)	4 (3.15%)
Not Given/Prefer Not to Say	71 (5.5%)	26 (6.5%)	12 (9.45%)
Total	1291	400	127

Figure 2.11 - Recruitment Sexual Orientation Bar Chart

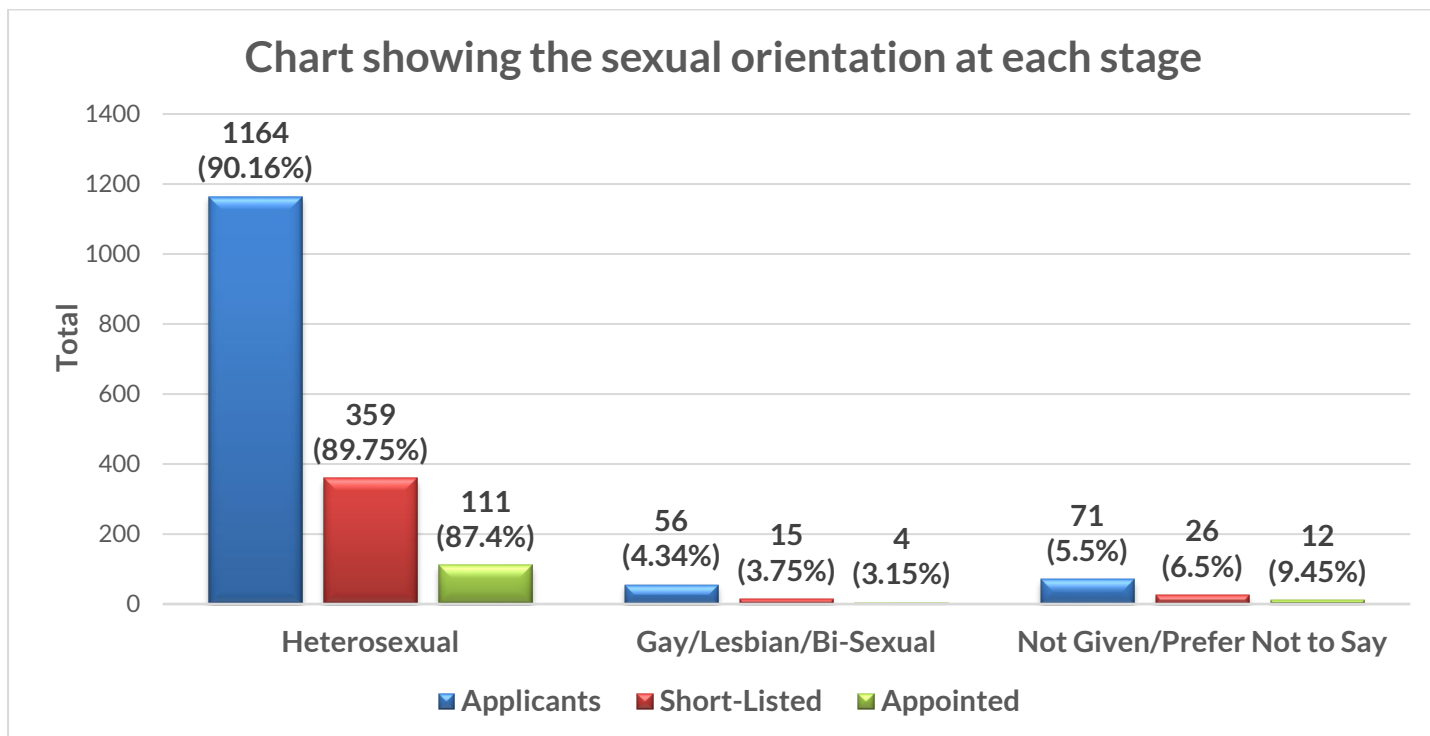
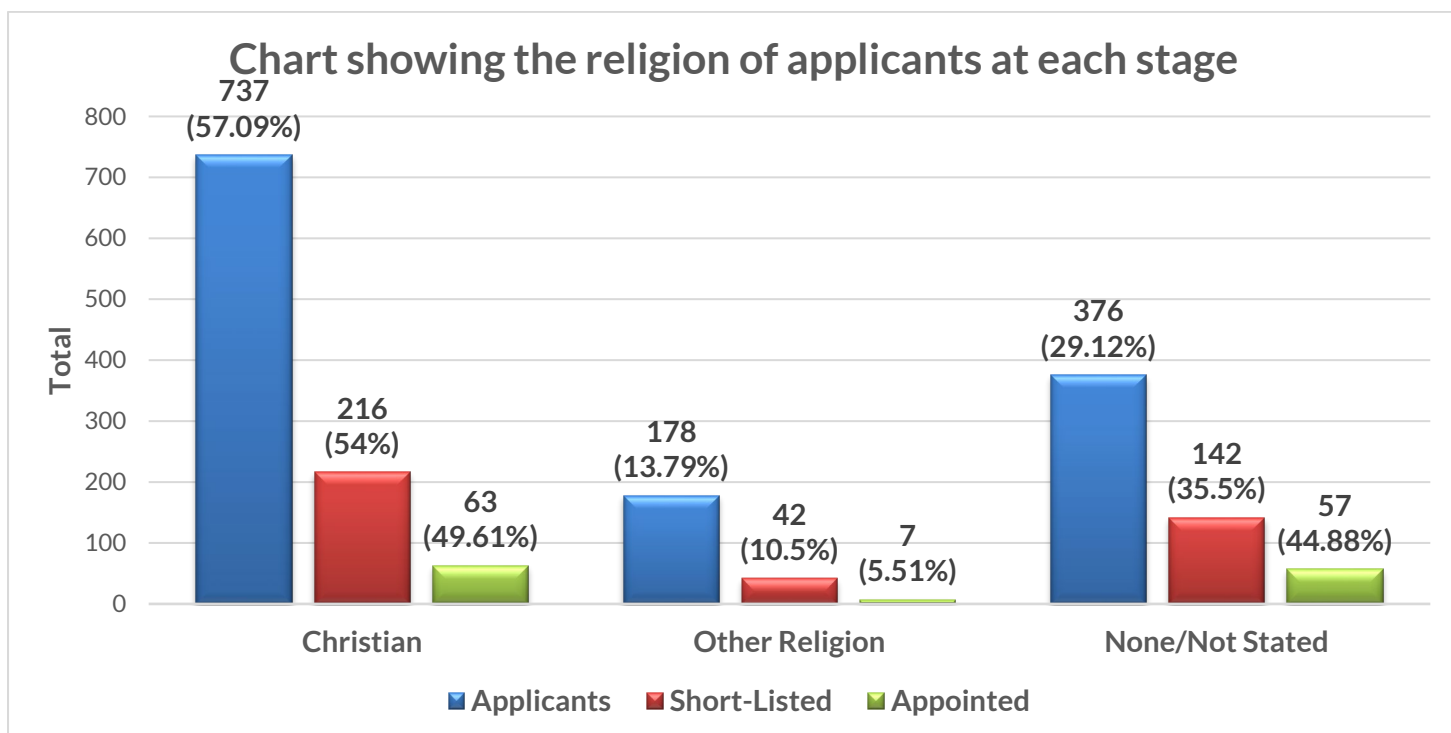


Figure 2.12 – Recruitment Religion

Religion	Applicants	Short-Listed	Appointed
Christian	737 (57.09%)	216 (54%)	63 (49.61%)
Buddhism, Hinduism, Islam (Muslim), Jehova’s Witness, Judaism, Sikhism (Other Religion)	178 (13.79%)	42 (10.5%)	7 (5.51%)
None/Not Stated	376 (29.12%)	142 (35.5%)	57 (44.88%)
Total	1291	400	127

Figure 2.13 – Recruitment Religion Bar Chart



Leavers

264 employees left the Council between April 2020 and March 2021. This is broken down by personal characteristic below.

Figure 3 – Ethnicity

Ethnicity	Total (%)
White	73.11%
BAME	16.29%
Information Not Obtained	10.61%

Figure 3.1 - Ethnicity Pie Chart

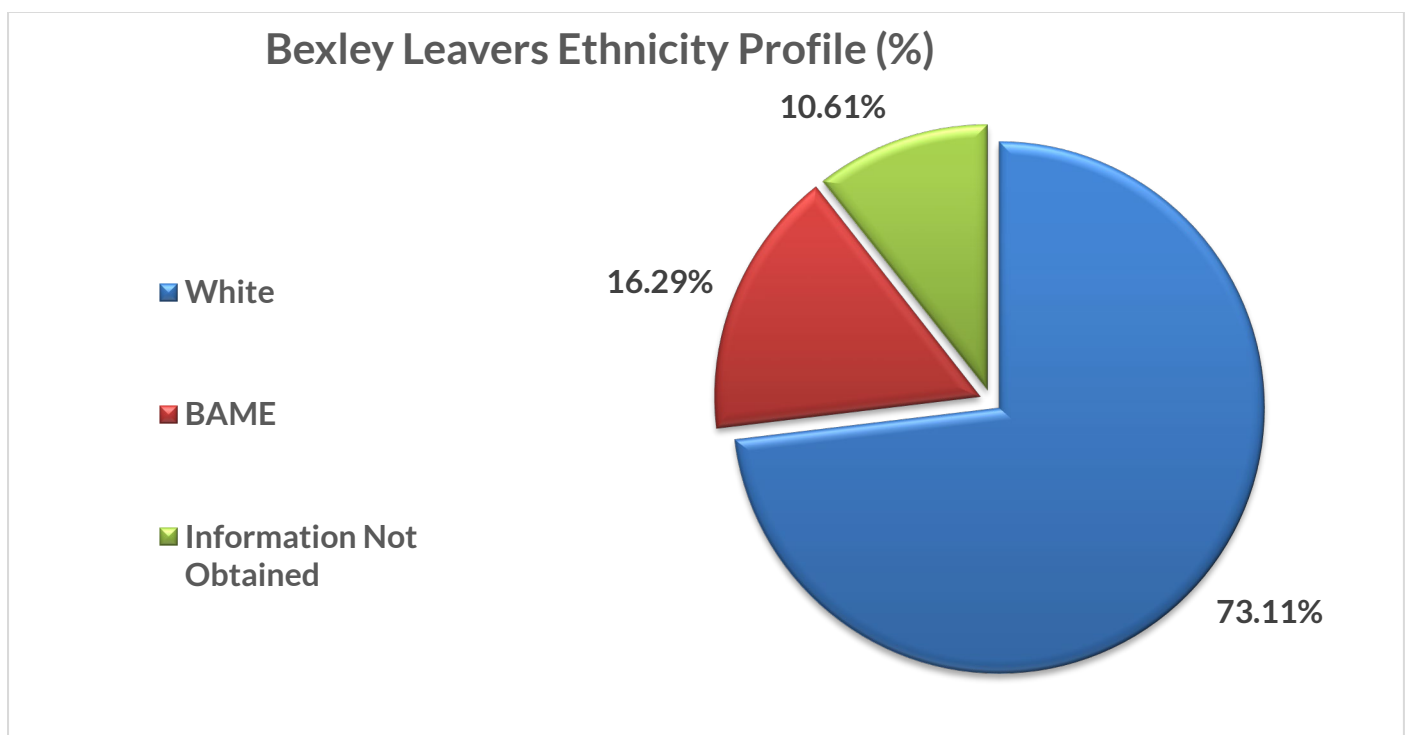


Figure 3.2 - Age Profile

Age Profile	Amount (%)
Under 20	1.14%
20-39	37.88%
40-59	41.28%
60+	19.70%
Age Unknown	0.00%

Figure 3.3 - Age Profile Pie Chart

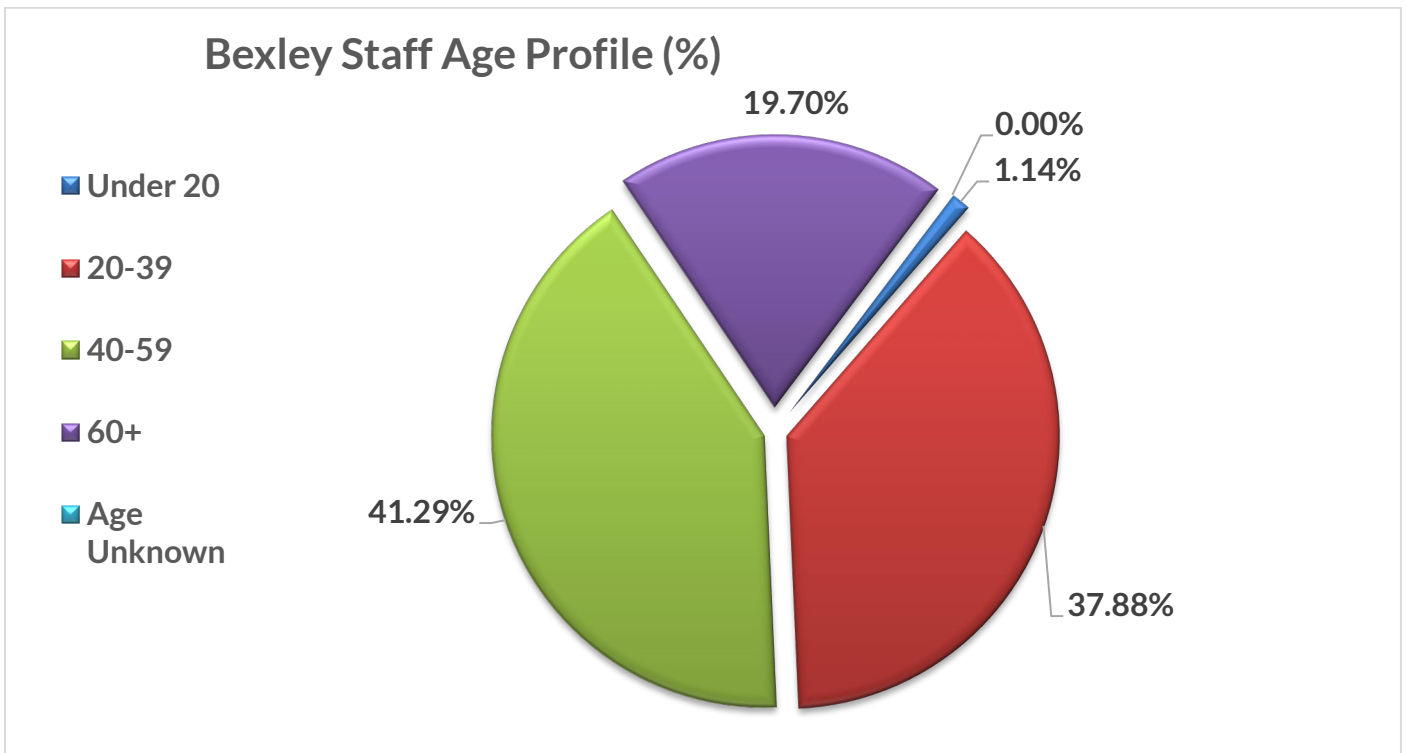


Figure 3.4 – Sexual Orientation

Sexual Orientation	Amount (%)
Heterosexual	72.35%
Gay/Lesbian/Bi-Sexual	3.79%
Info not given/Prefer not to say	23.86%

Figure 3.5 – Sexual Orientation Pie Chart

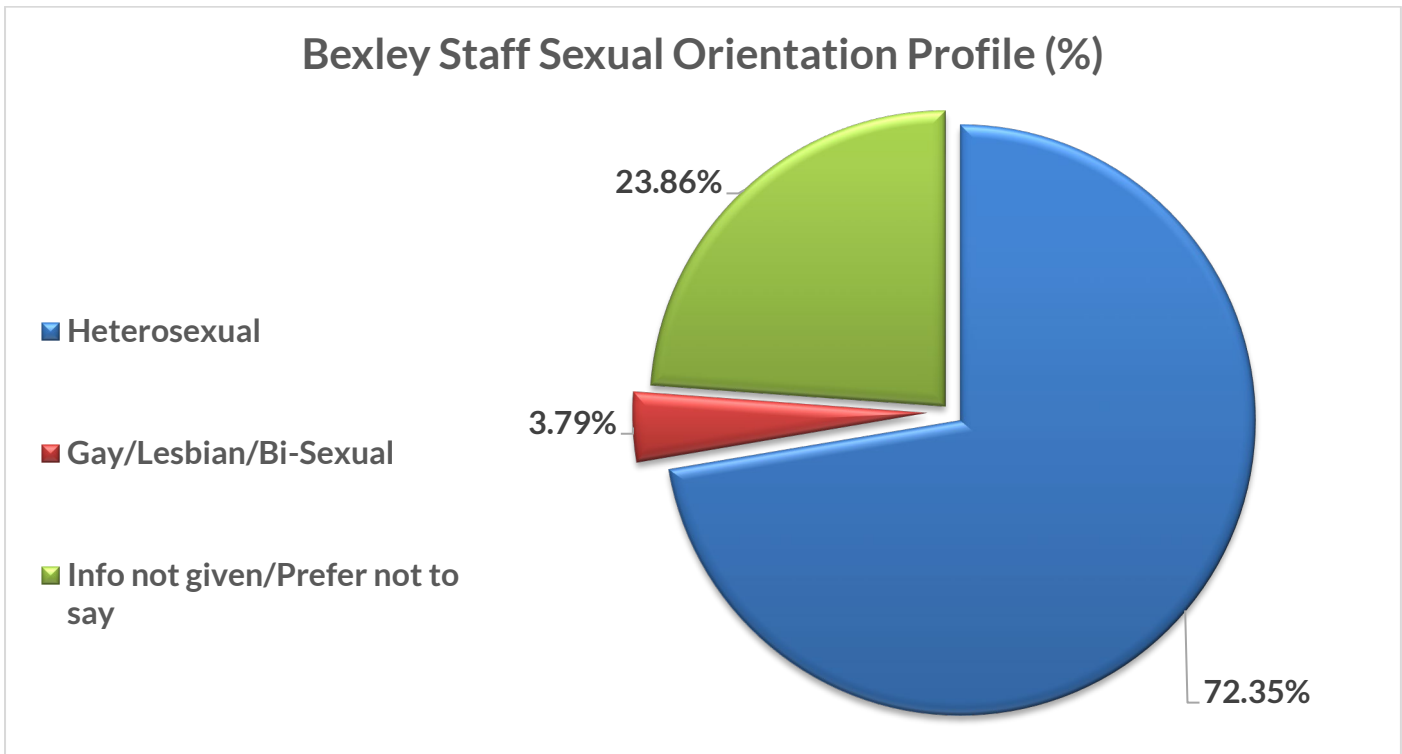


Figure 3.6 - Religion

Religion	Amount (%)
Christian	45.08%
Buddhism, Hinduism, Islam (Muslim), Jehova's Witness, Judaism, Sikhism (Other Religion)	9.84%
None/Prefer not to say	45.08%

Figure 3.7 - Religion Pie Chart

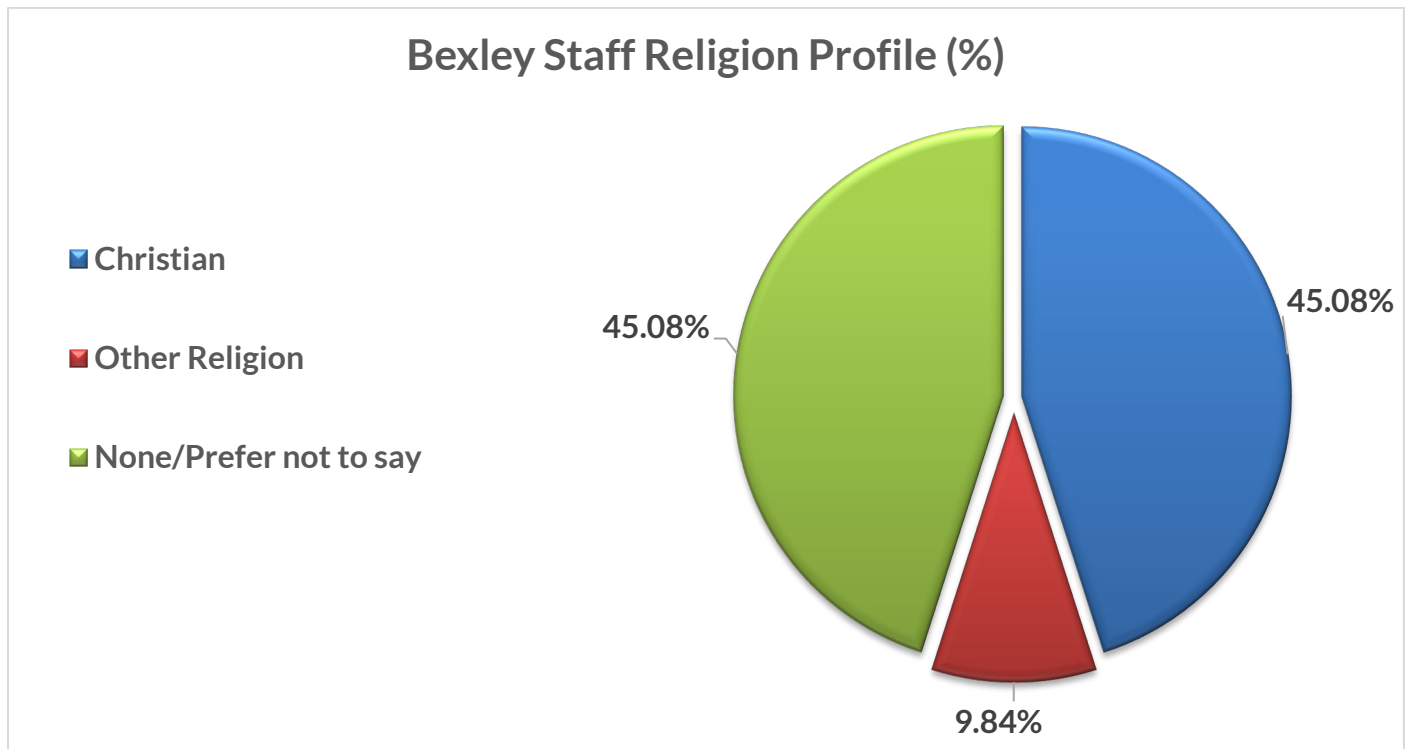


Figure 3.8 – Disability/Incapacity

Disability/Incapacity	Amount (%)
Yes	4.55%
No/Info not obtained	95.45%

Figure 3.9 – Disability/Incapacity

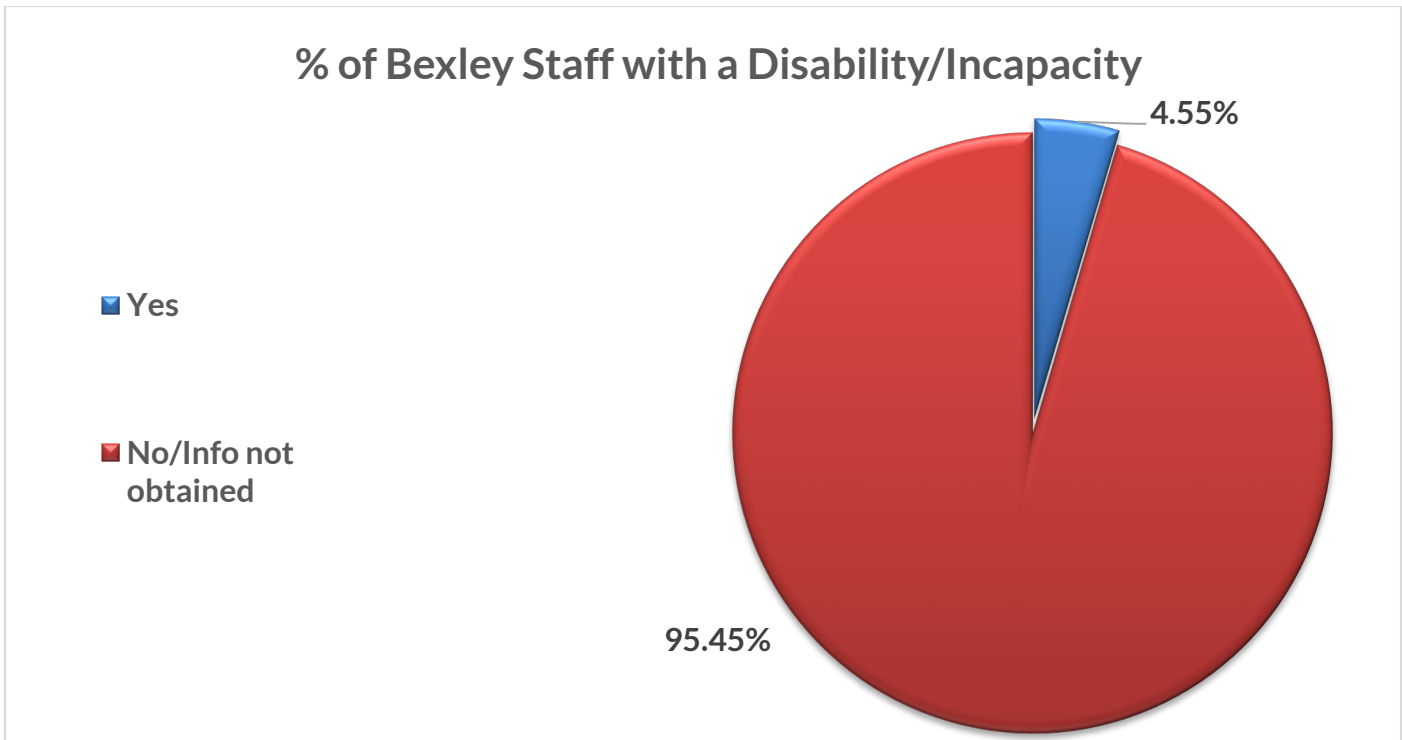
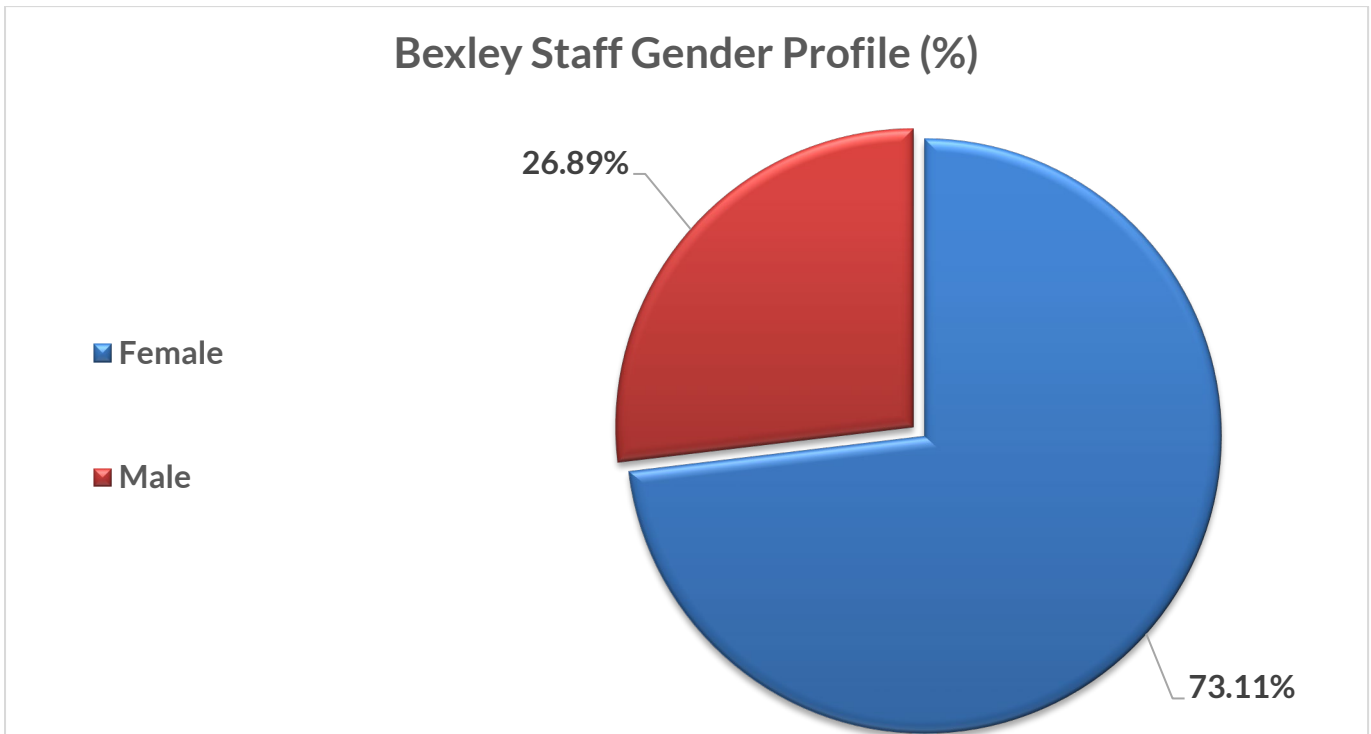


Figure 3.10 – Gender

Gender	Amount (%)
Female	73.11%
Male	26.89%

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 18 cases managed under these procedures shown by personal characteristic below.

Figure 4 – Ethnicity

Ethnicity	Amount (%)
White	55.55%
BAME	33.33%
Information Not Obtained	11.11%

Figure 4.1 – Ethnicity Pie Chart

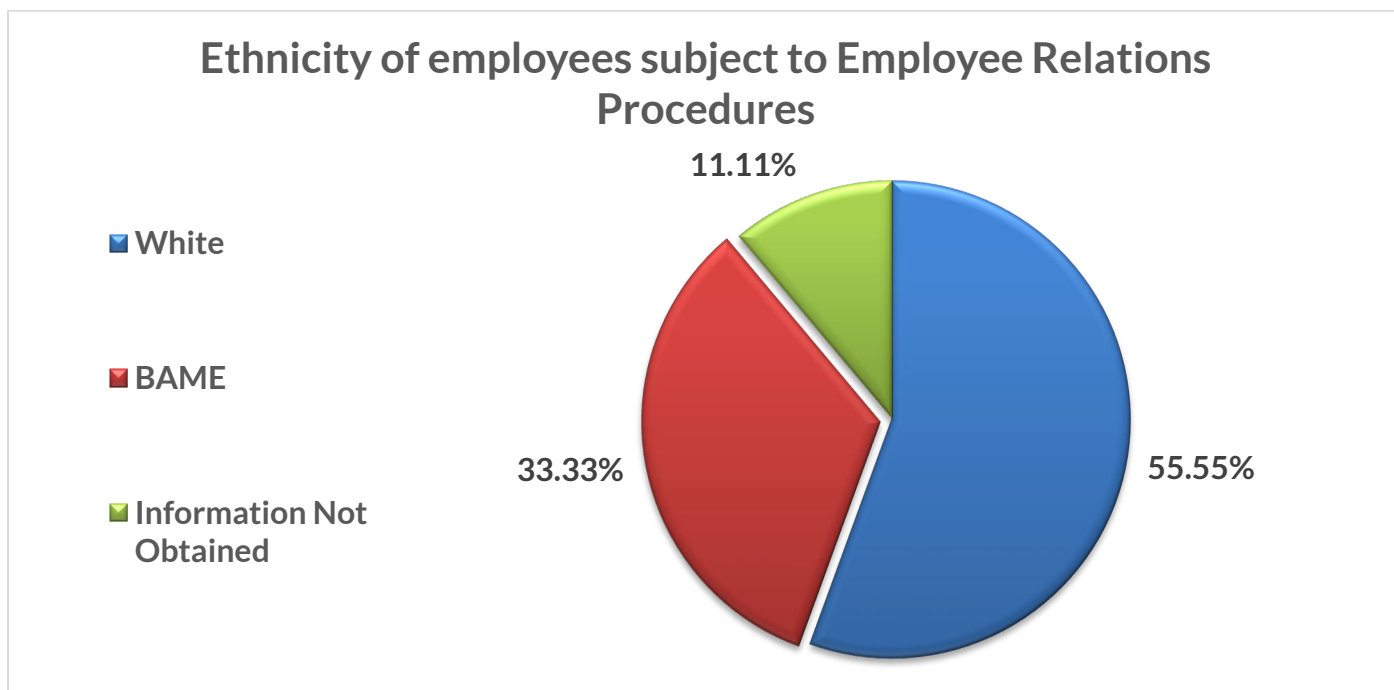


Figure 4.2 – Disability/Incapacity

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

Figure 4.3 – Disability/Incapacity Pie Chart

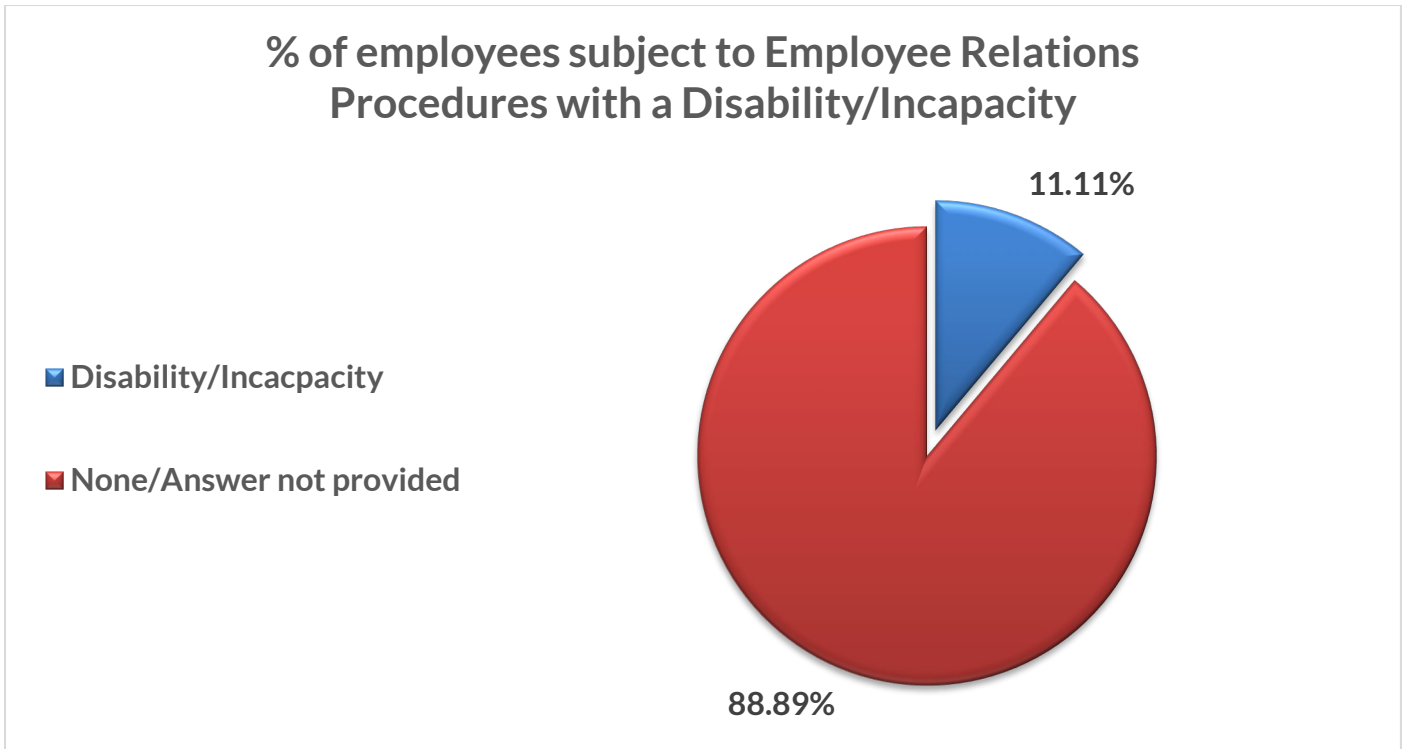


Figure 4.4 – Gender

Gender	Amount (%)
Male	5.56%
Female	94.44%

Figure 4.5 – Gender Pie Chart

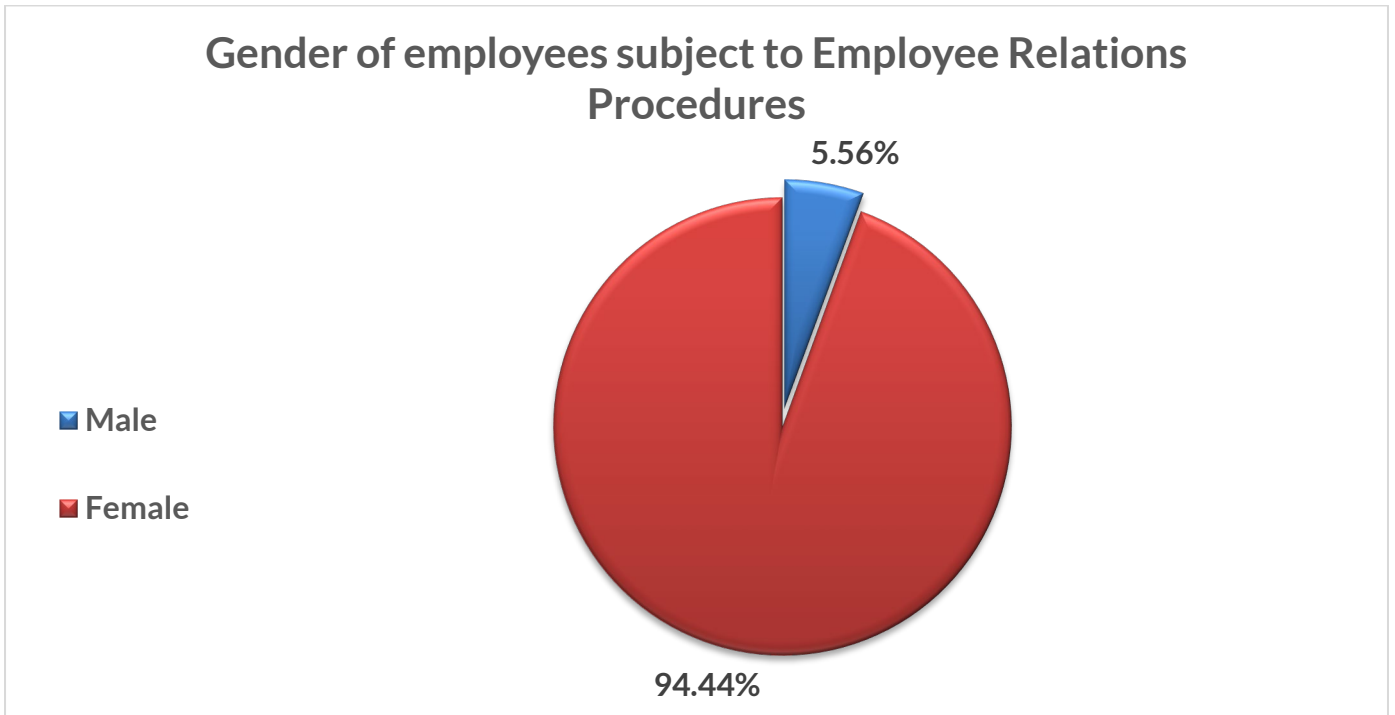


Figure 4.6 – Age Profile

Age Profile	Amount (%)
Under 20	0.00%
20-39	33.33%
40-59	38.89%
60+	27.78%

Figure 4.7 – Age Profile Pie Chart

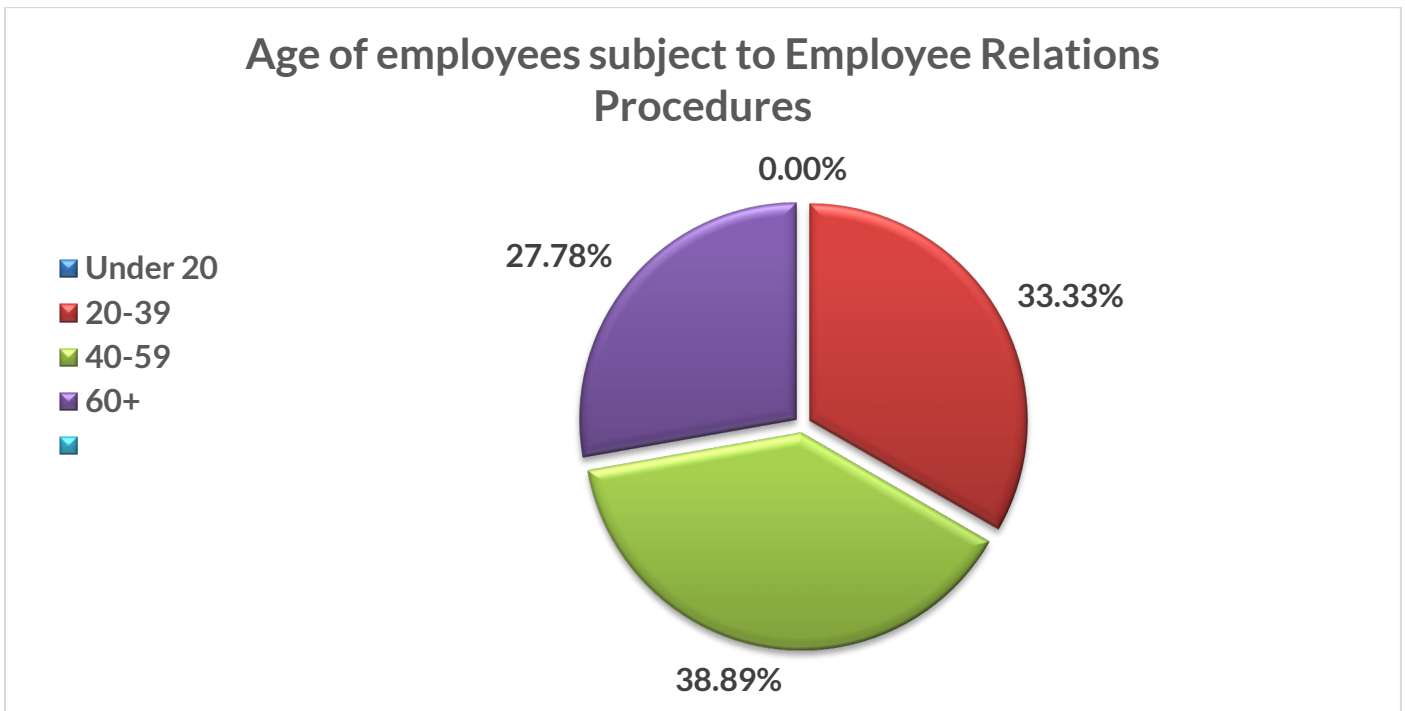


Figure 4.8 – Sexual Orientation

Sexual Orientation	Amount (%)
Heterosexual	66.67%
Gay/Lesbian/Bi-Sexual	5.55%
Not Given/Prefer Not to Say	27.78%

Figure 4.9 – Sexual Orientation Pie Chart

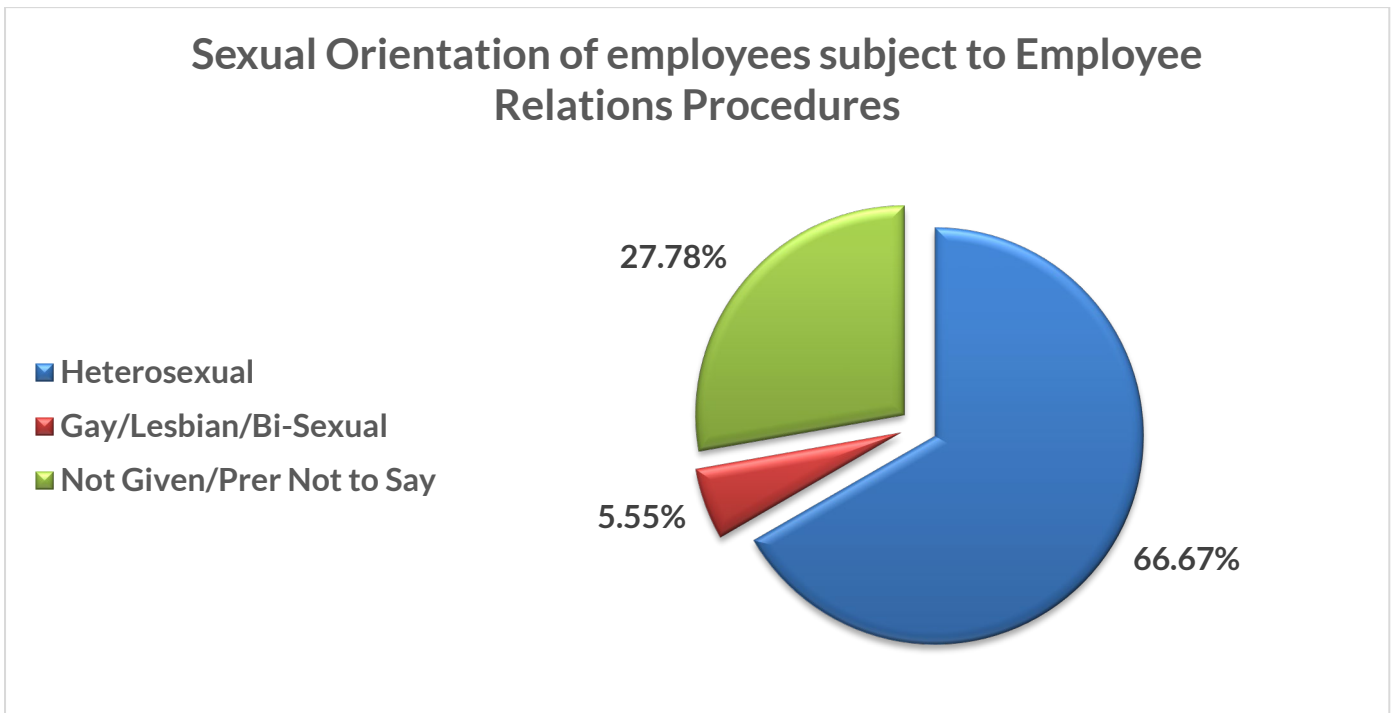


Figure 4.10 - Religion

Religion	Amount (%)
Christian	44.44%
Buddhism, Hinduism, Islam (Muslim), Jehova's Witness, Judaism, Sikhism (Other Religion)	5.56%
Not Given/None	50.00%

Figure 4.11 - Religion Pie Chart

