

# Employment Monitoring Statistics 2021 to 2022

This report relates to Corporately employed Council staff.

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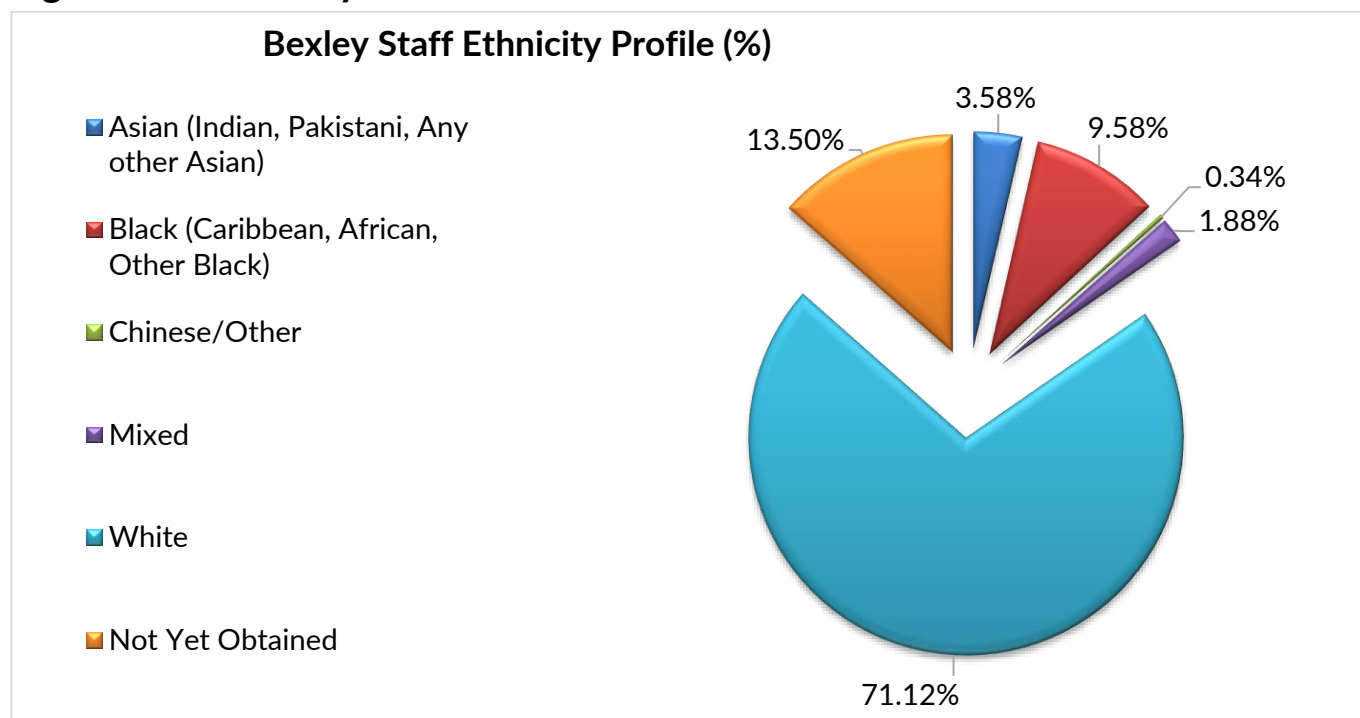
## Size and Profile of the Workforce as of 31st March 2022

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 1482.

**Figure 1 - Ethnicity**

Ethnicity	Total (%)
Asian (Indian, Pakistani, Any other Asian)	3.58%
Black (Caribbean, African, Other Black)	9.58%
Chinese/Other	0.34%
Mixed	1.89%
White	71.12%
Not Yet Obtained	13.5%

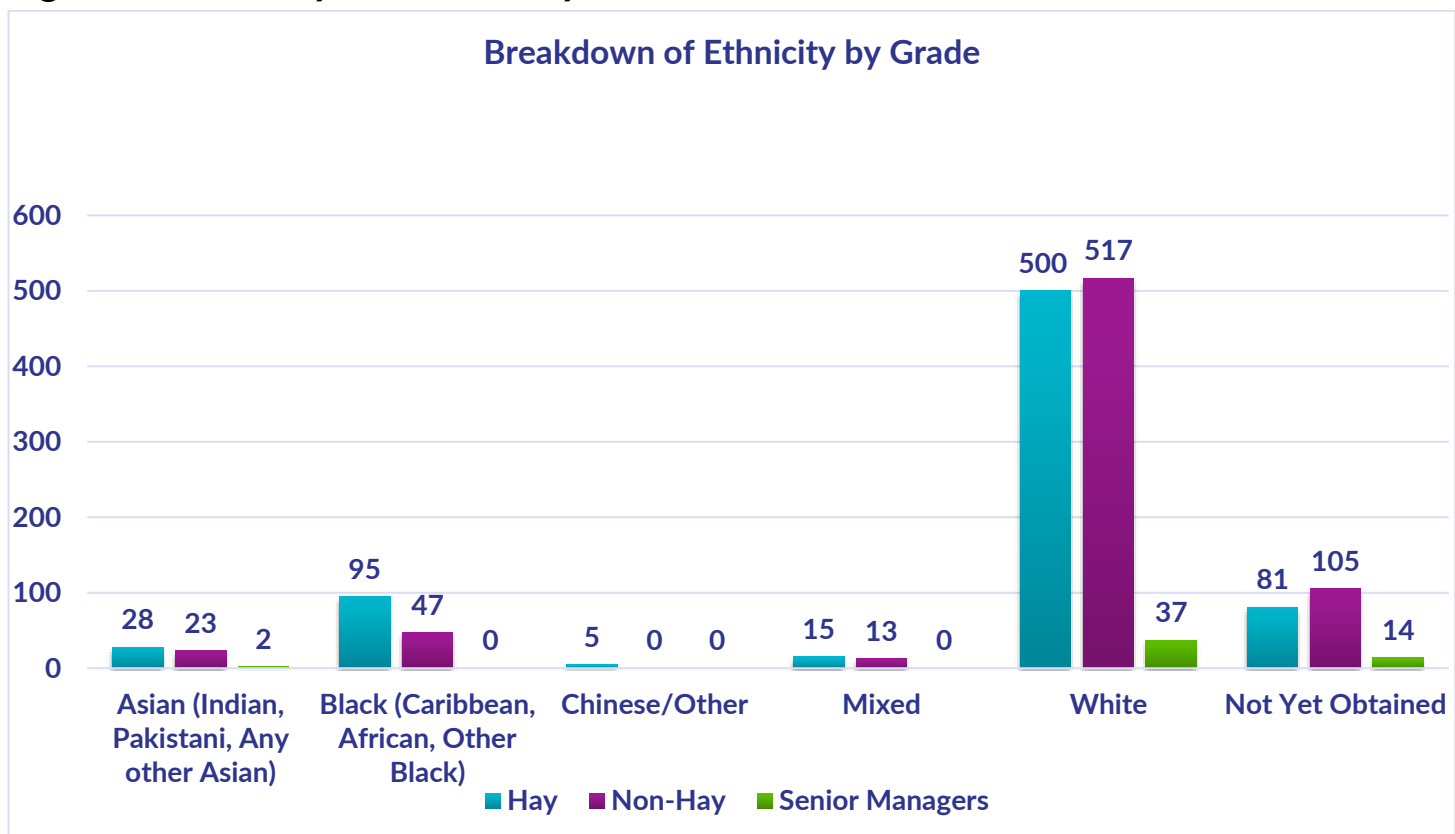
**Figure 1.1 - Ethnicity Pie Chart**



**Figure 1.2 Breakdown of Ethnicity by Grade Table**

Ethnicity	Hay	Non-Hay	Senior Managers
Asian (Indian, Pakistani, Any other Asian)	28	23	2
Black (Caribbean, African, Other Black)	95	47	0
Chinese/Other	5	0	0
Mixed	15	13	0
White	500	517	37
Not Yet Obtained	81	105	14

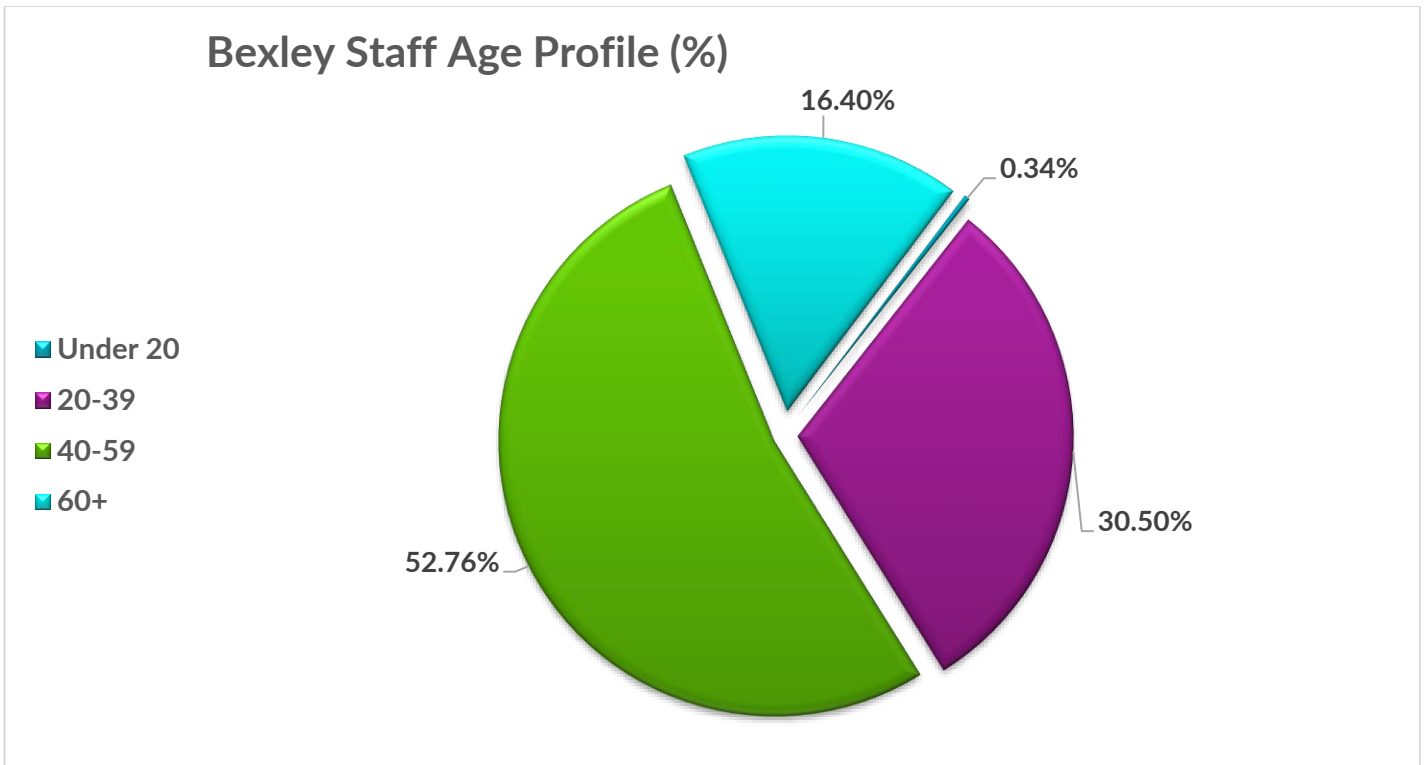
**Figure 1.3 Ethnicity Breakdown by Grade Chart**



**Figure 1.4 - Age Profile**

Age Profile	Amount (%)
Under 20	0.34%
20-39	30.50%
40-59	52.76%
60+	16.40%

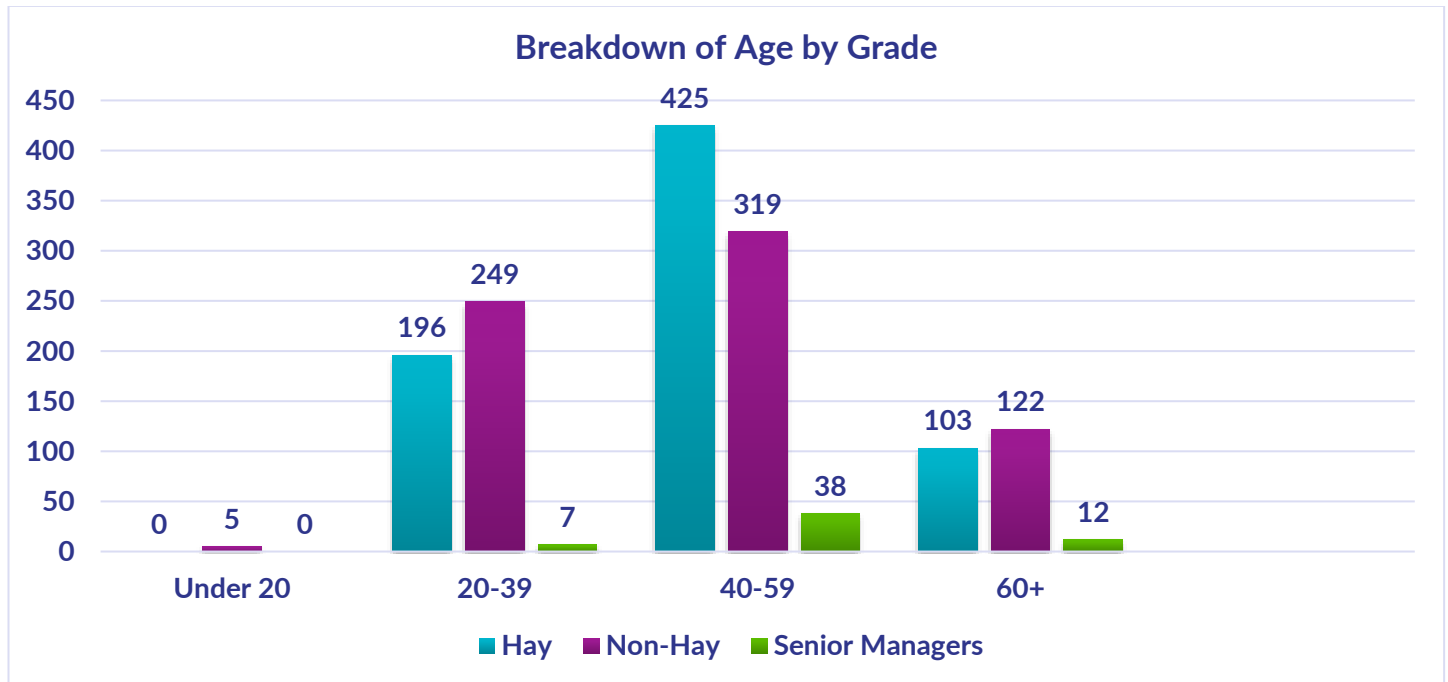
**Figure 1.5 – Age Profile Pie Chart**



**Figure 1.6 Age Profile by Grade Table**

Age Profile	Hay	Non-Hay	Senior Managers
Under 20	0	5	0
20-39	196	249	7
40-59	425	319	38
60+	103	122	12

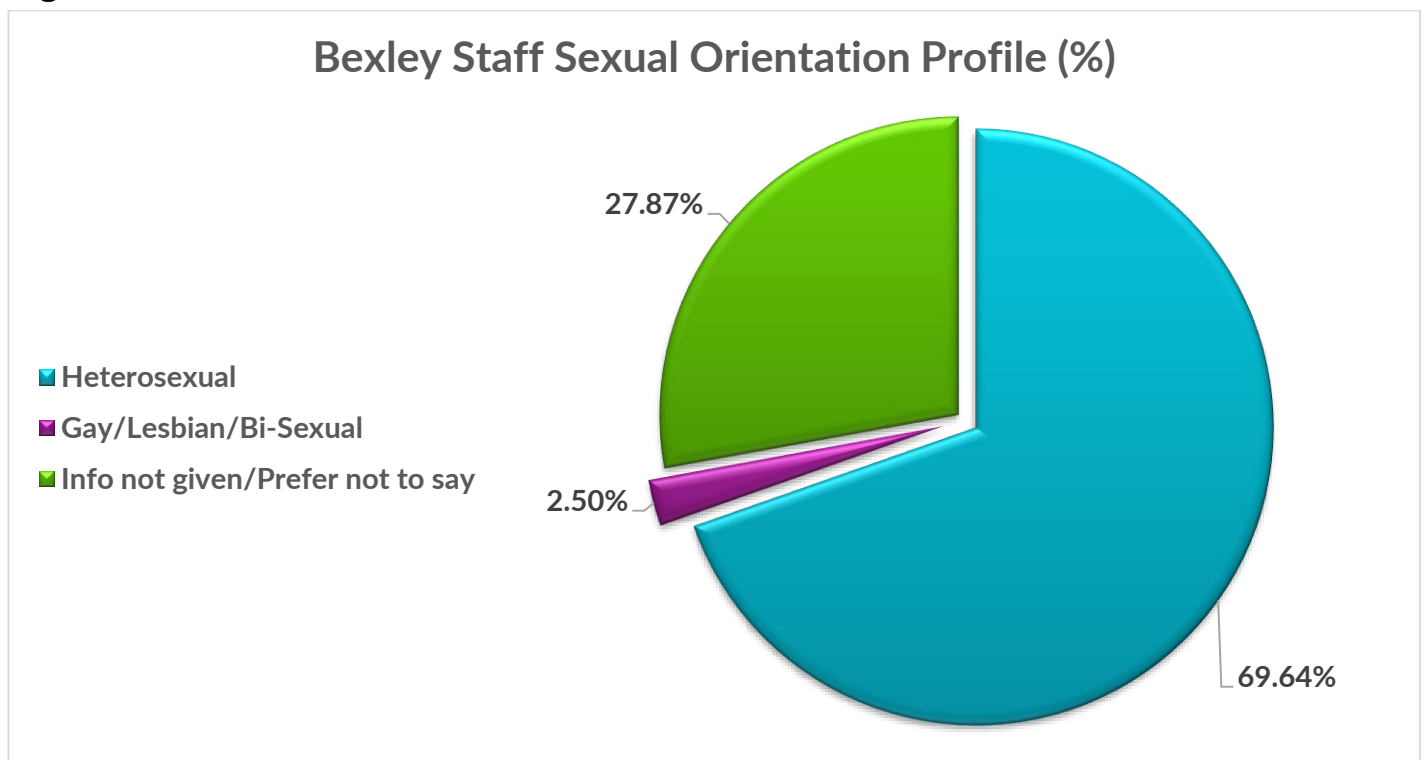
**Figure 1.7 – Age Breakdown by Grade Chart**



**Figure 1.8 – Sexual Orientation**

Sexual Orientation	Amount (%)
Heterosexual	69.64%
Gay/Lesbian/Bi-Sexual	2.5%
Info not given/Prefer not to say	27.87%

**Figure 1.9 – Sexual Orientation Pie Chart**

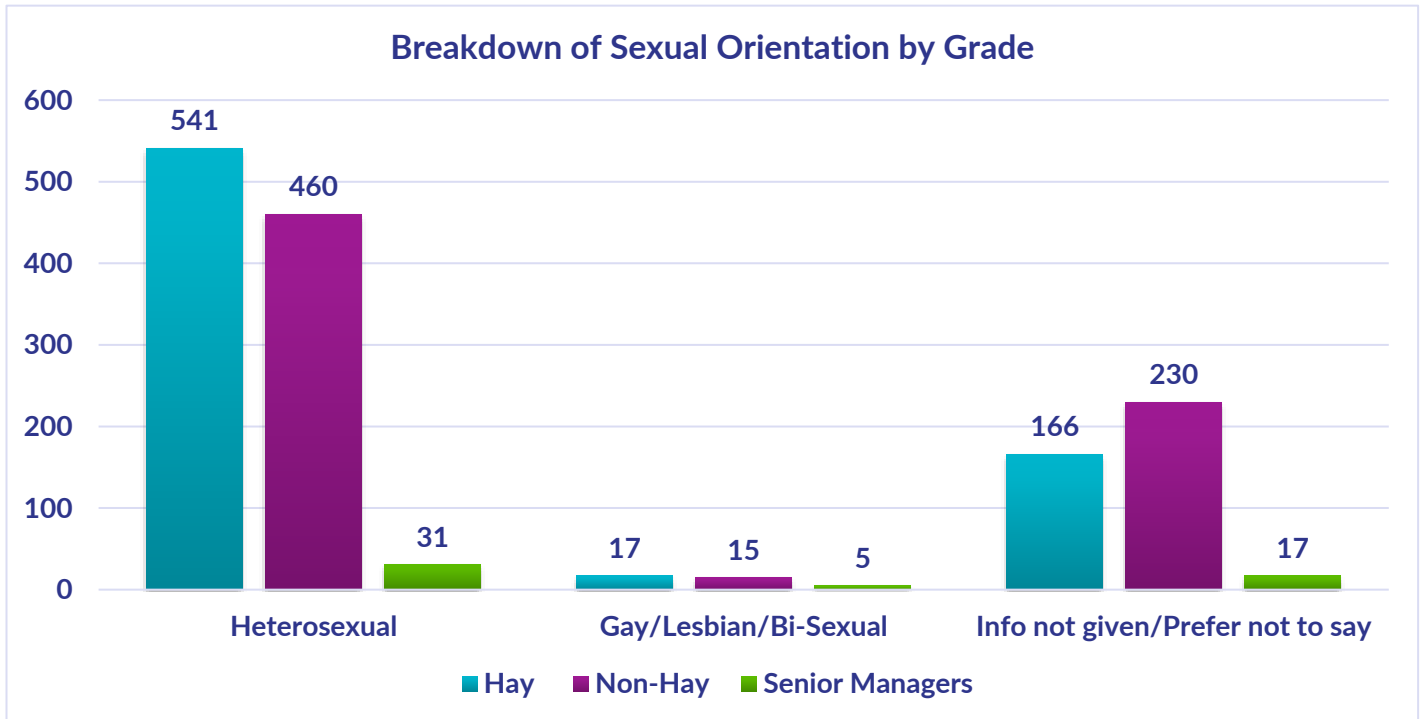




**Figure 1.10 Sexual Orientation by Grade Table**

Sexual Orientation	Hay	Non-Hay	Senior Managers
Heterosexual	541	460	31
Gay/Lesbian/Bi-Sexual	17	15	5
Info not given/Prefer not to say	166	230	17

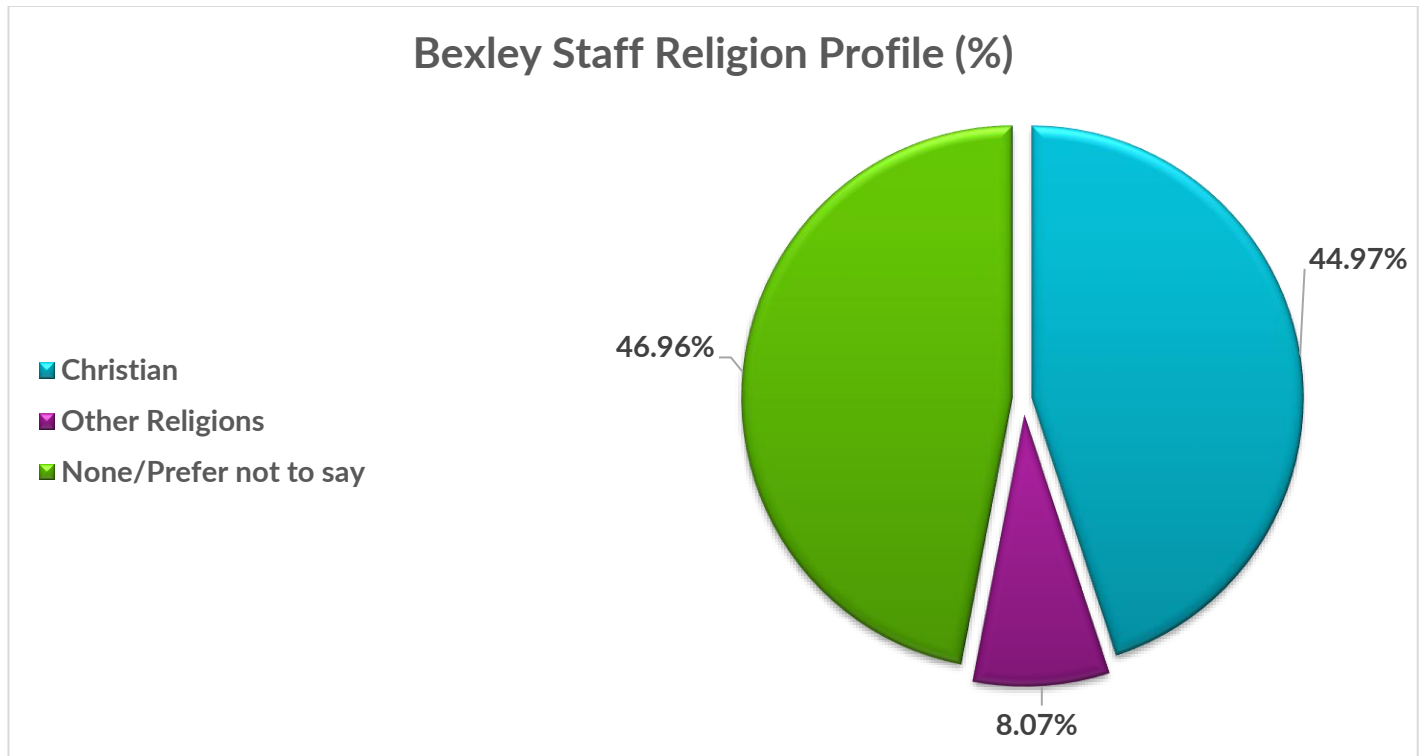
**Figure 1.11 Sexual Orientation by Grade Chart**



**Figure 1.12 - Religion**

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

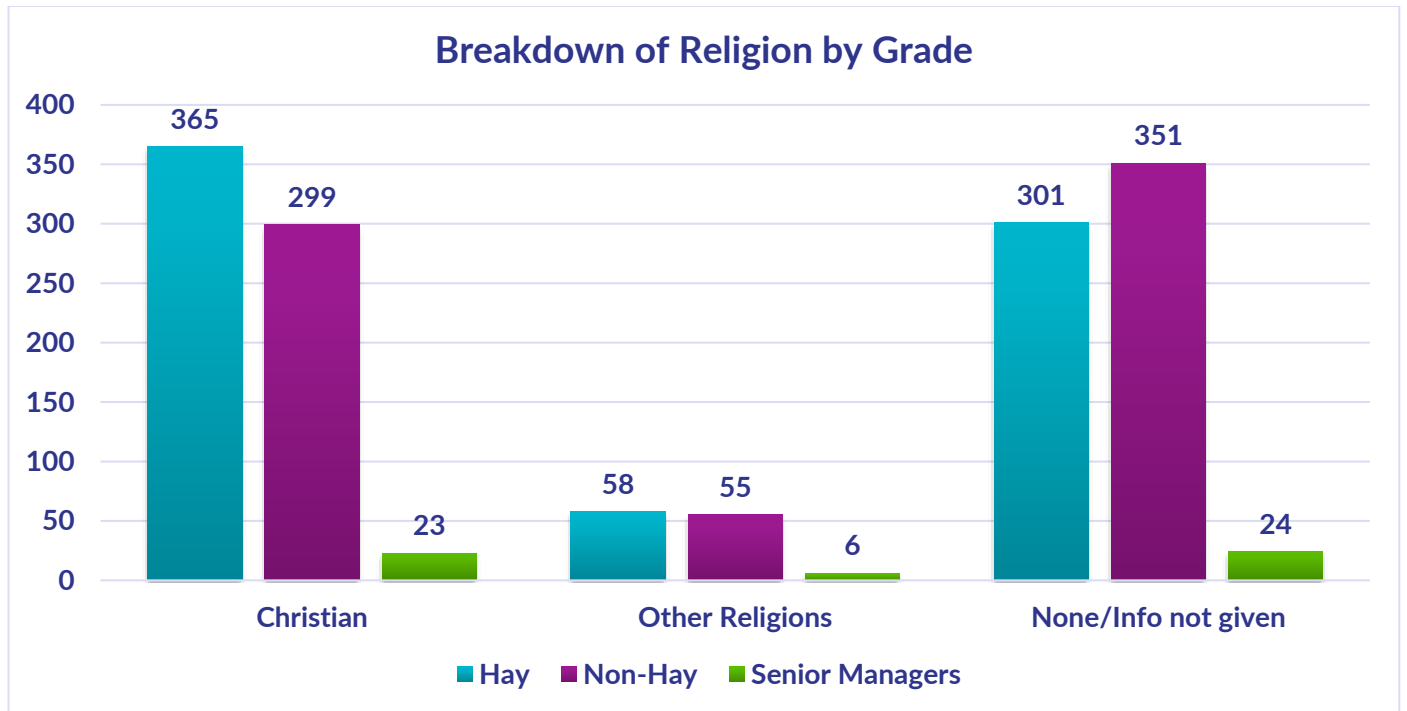
**Figure 1.13 – Religion Pie Chart**



**Figure 1.14 Religion by Grade Table**

Religion	Hay	Non-Hay	Senior Managers
Christian	365	299	23
Buddhism, Hinduism, Islam (Muslim), Jehovah's Witness, Judaism, Sikhism (Other Religion)	58	55	6
None/Info Not Given	301	351	24

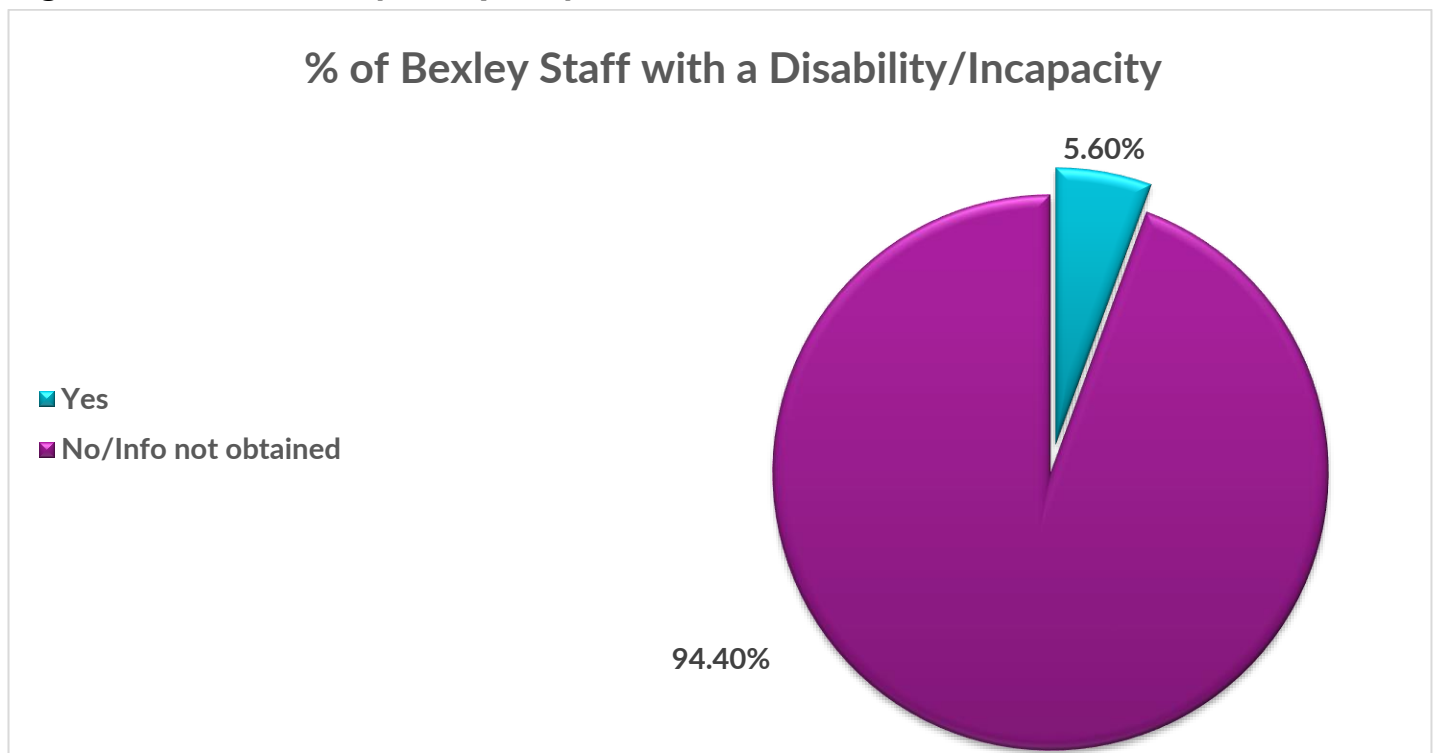
**Figure 1.15 Religion by Grade Chart**



**Figure 1.16 - Disability/Incapacity**

Disability/Incapacity	Amount (%)
Yes	5.60%
No/Info not obtained	94.40%

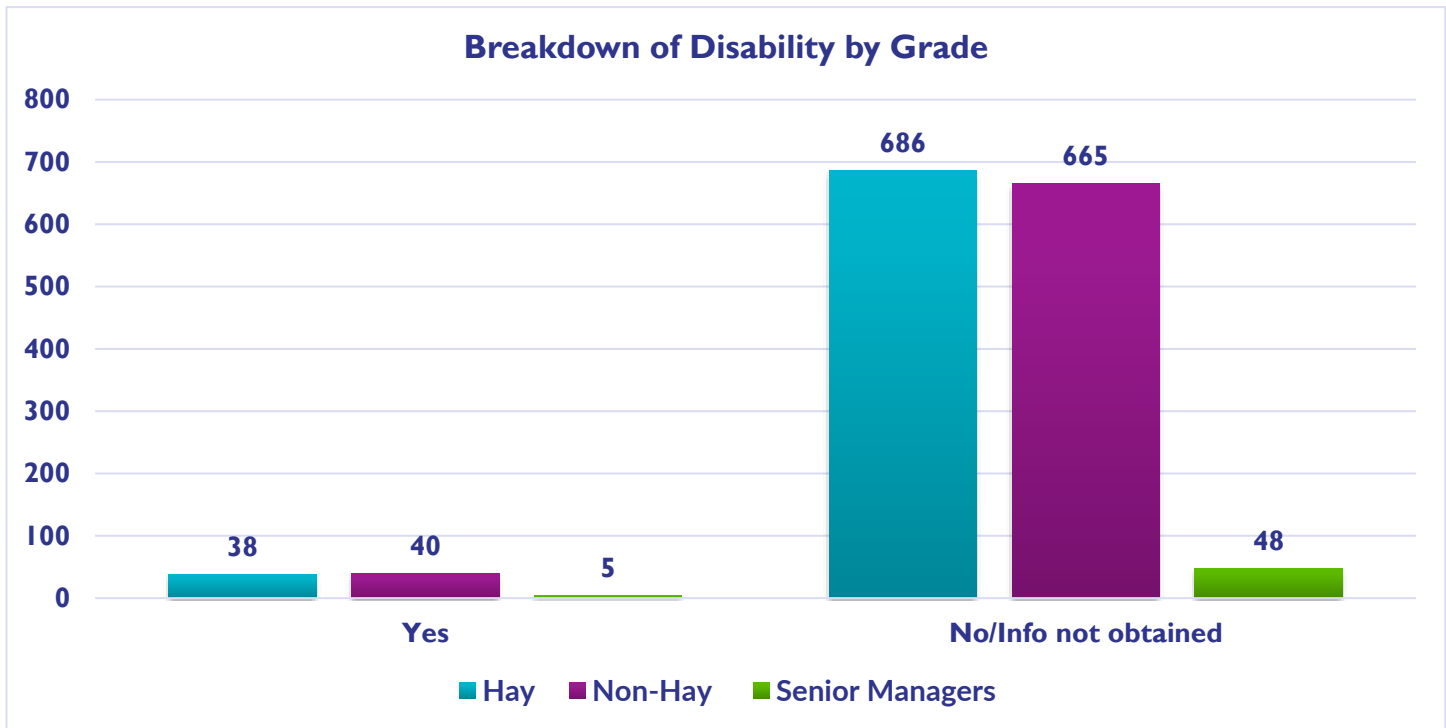
**Figure 1.17 - Disability/Incapacity**



**Figure 1.18 Disability by Grade table**

Disability/Incapacity	Hay	Non-Hay	Senior Managers
Yes	38	40	5
No/Info not obtained	686	665	48

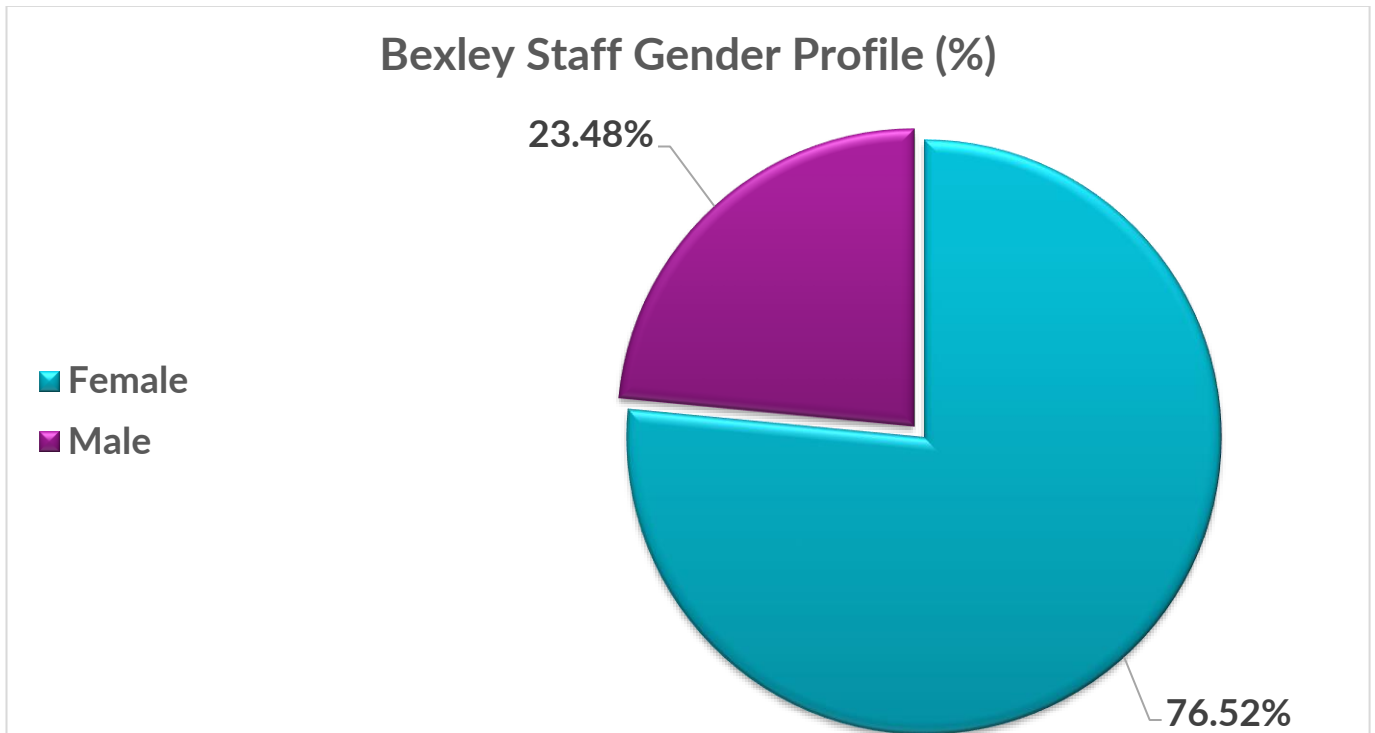
**Figure 1.19 Disability by Grade chart**



**Figure 1.20 - Gender**

Gender	Amount (%)
Male	23.48%
Female	76.52%

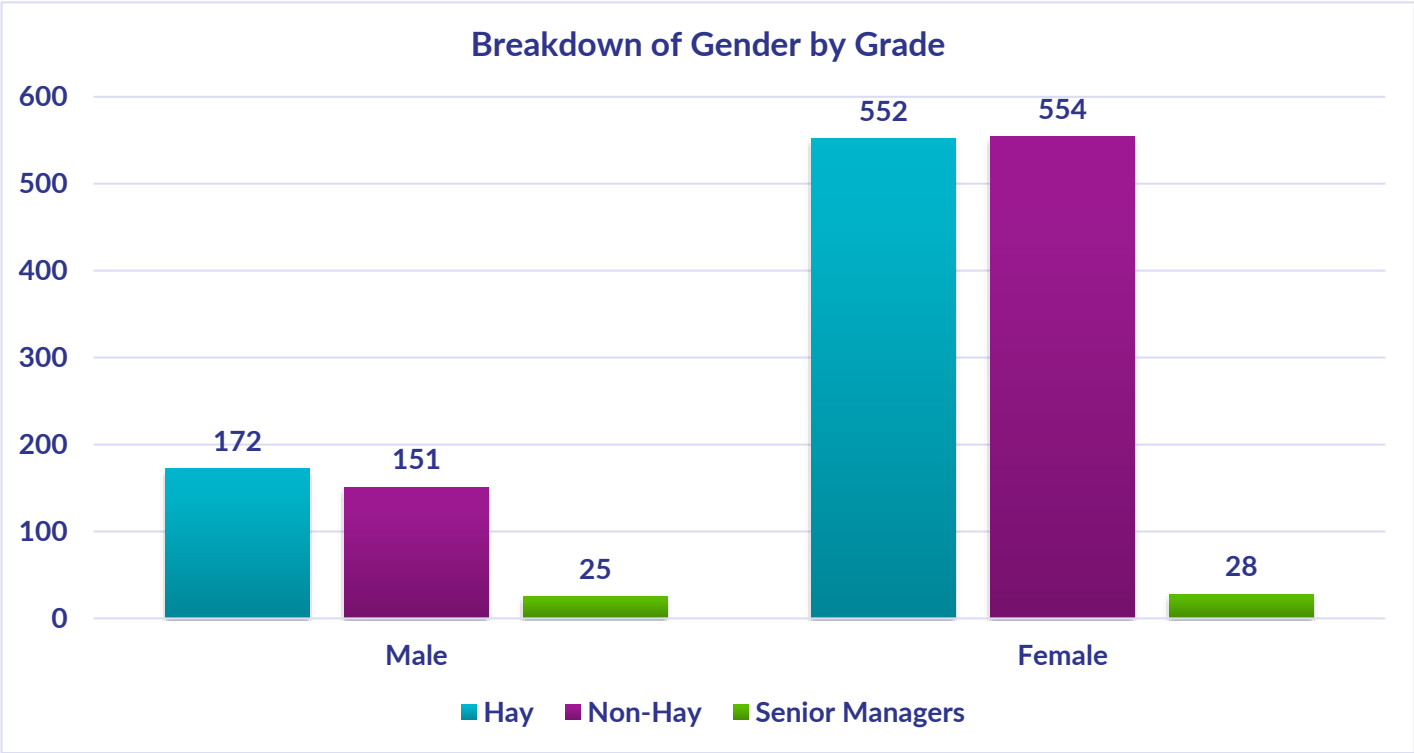
**Figure 1.21 – Gender Pie Chart**



**Figure 1.22 Gender by Grade table**

Gender	Hay	Non-Hay	Senior Managers
Male	172	151	25
Female	552	554	28

Figure 1.23 Gender by Grade chart



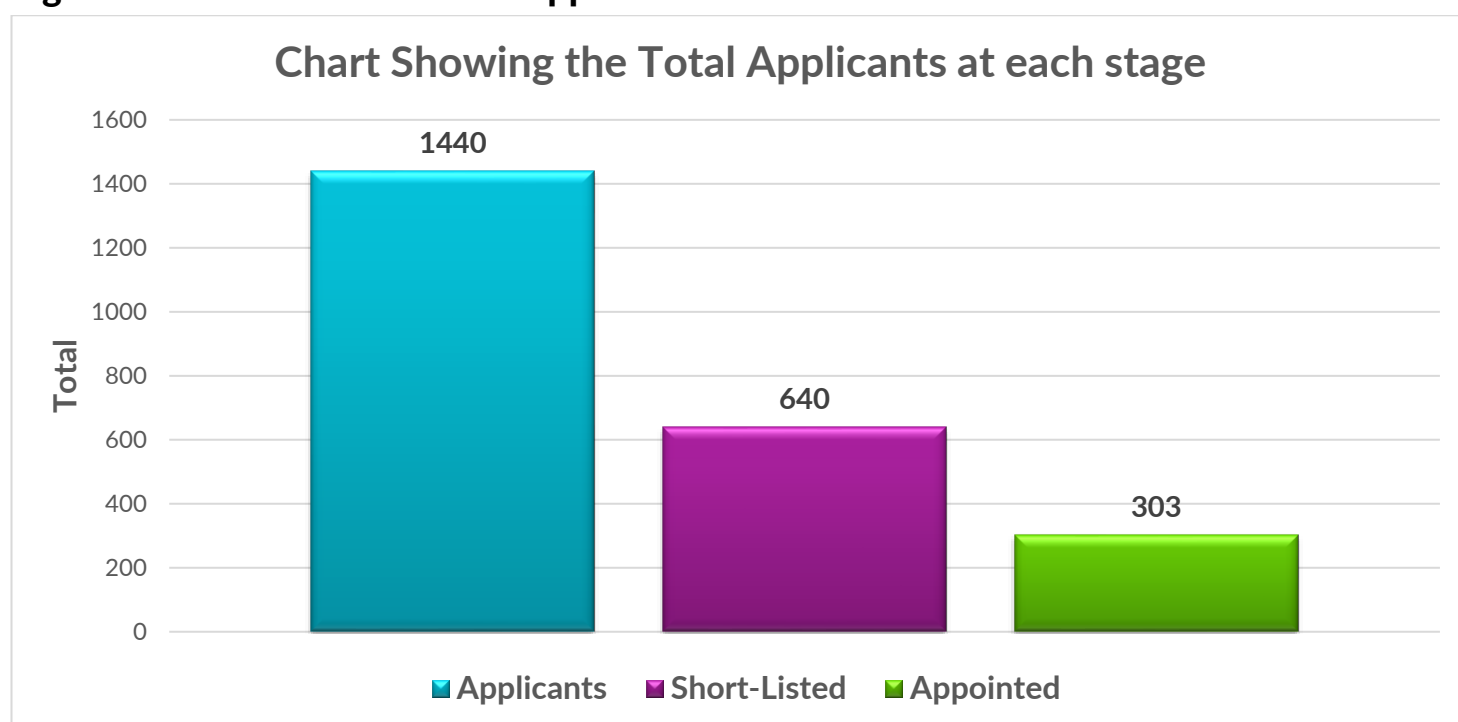
## Recruitment from 1st April 2021 to 31st March 2022

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 1440 applicants.

**Figure 2 - Recruitment Total Applicants**

Total Applicants	Applicants	Short-Listed	Appointed
Total	1440	640	303

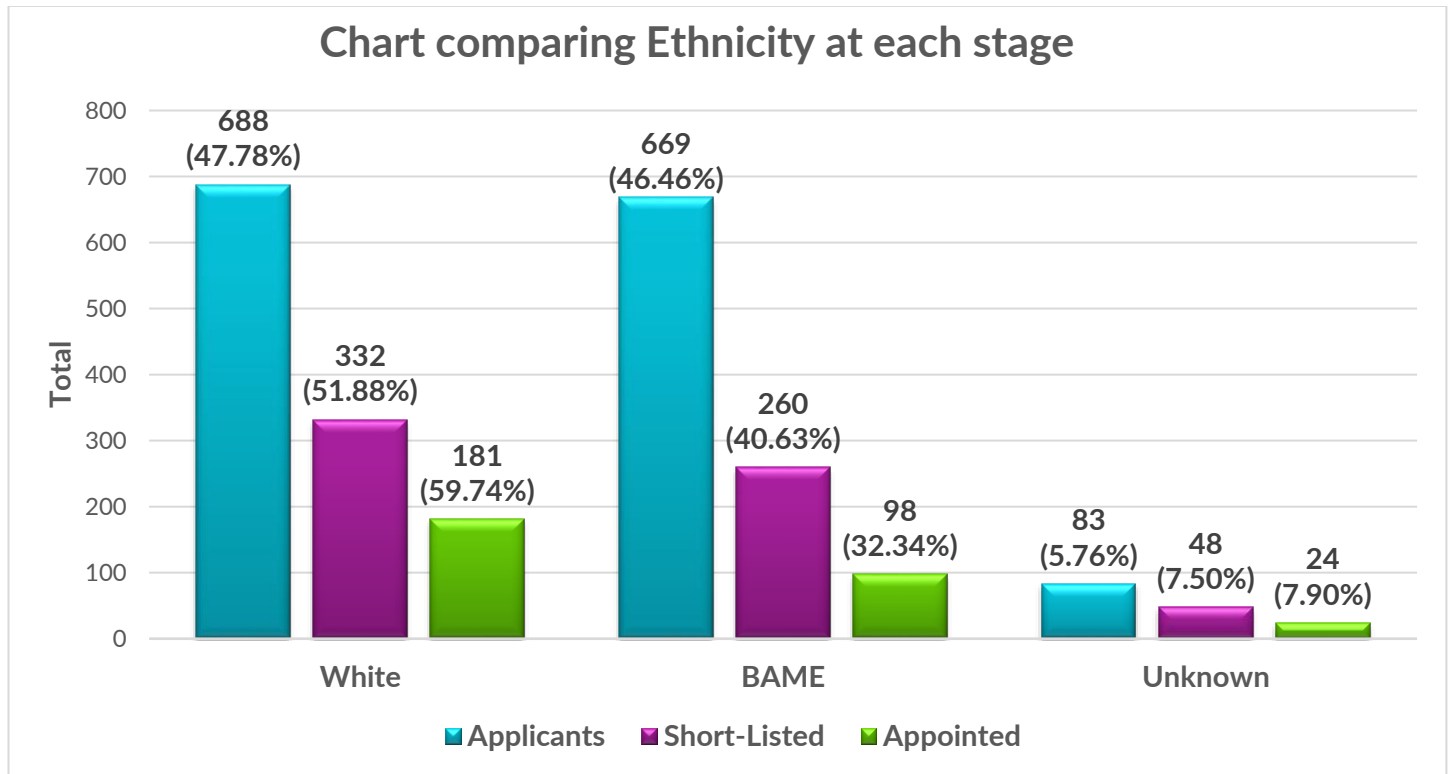
**Figure 2.1 - Recruitment Total Applicants Bar Chart**



**Figure 2.2 - Recruitment Ethnicity**

Ethnicity	Applicants	Short-Listed	Appointed
White	688 (47.78%)	332 (51.88%)	181 (59.74%)
BAME	669 (46.46%)	260 (40.63%)	98 (32.34%)
Unknown	83 (5.76%)	48 (7.50%)	24 (7.90%)
Total	1440	640	303

**Figure 2.3 - Recruitment Ethnicity Bar Chart**

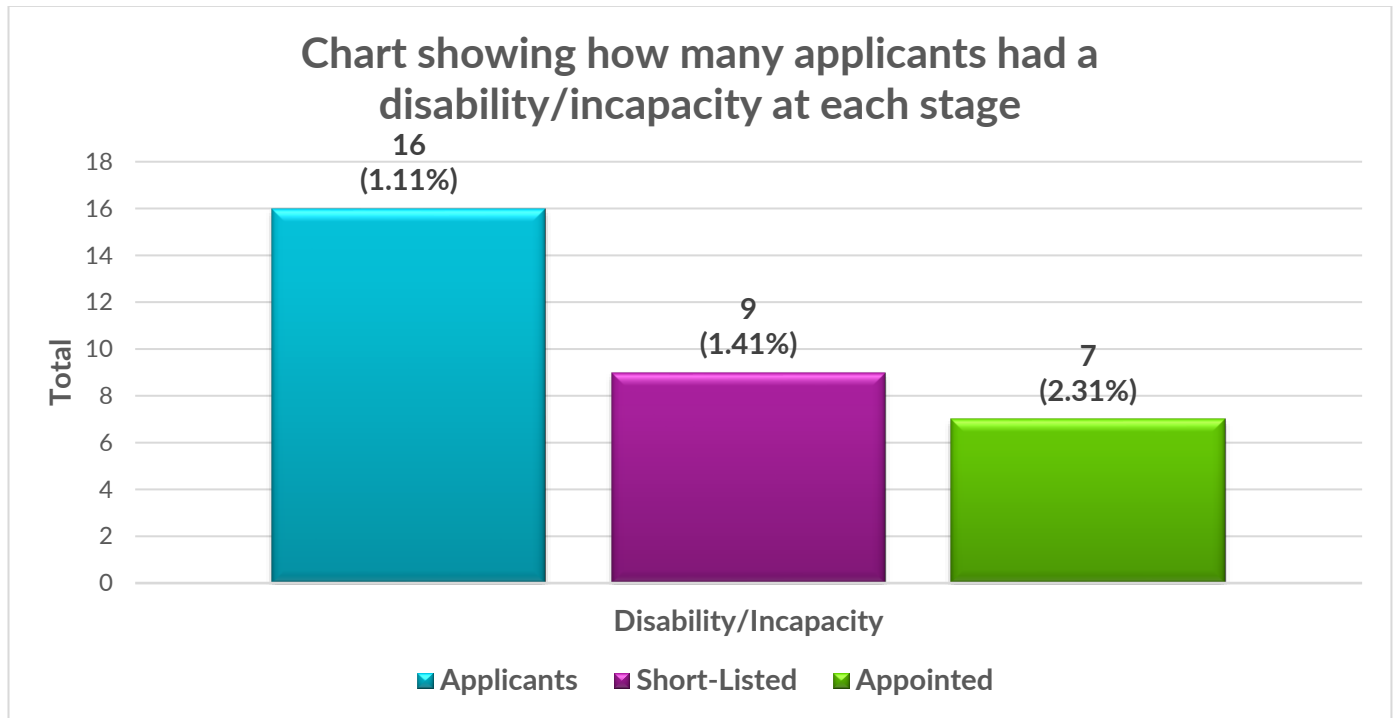


**Figure 2.4 - Recruitment Disability/Incapacity**

Disability/Incapacity	Applicants	Short-Listed	Appointed
Disability/Incapacity	16 (1.11%)	9 (1.41%)	7 (2.31%)
None/Answer Not Given	1424 (98.89%)	631 (98.59%)	296 (97.69%)
<b>Total</b>	<b>1440</b>	<b>640</b>	<b>303</b>



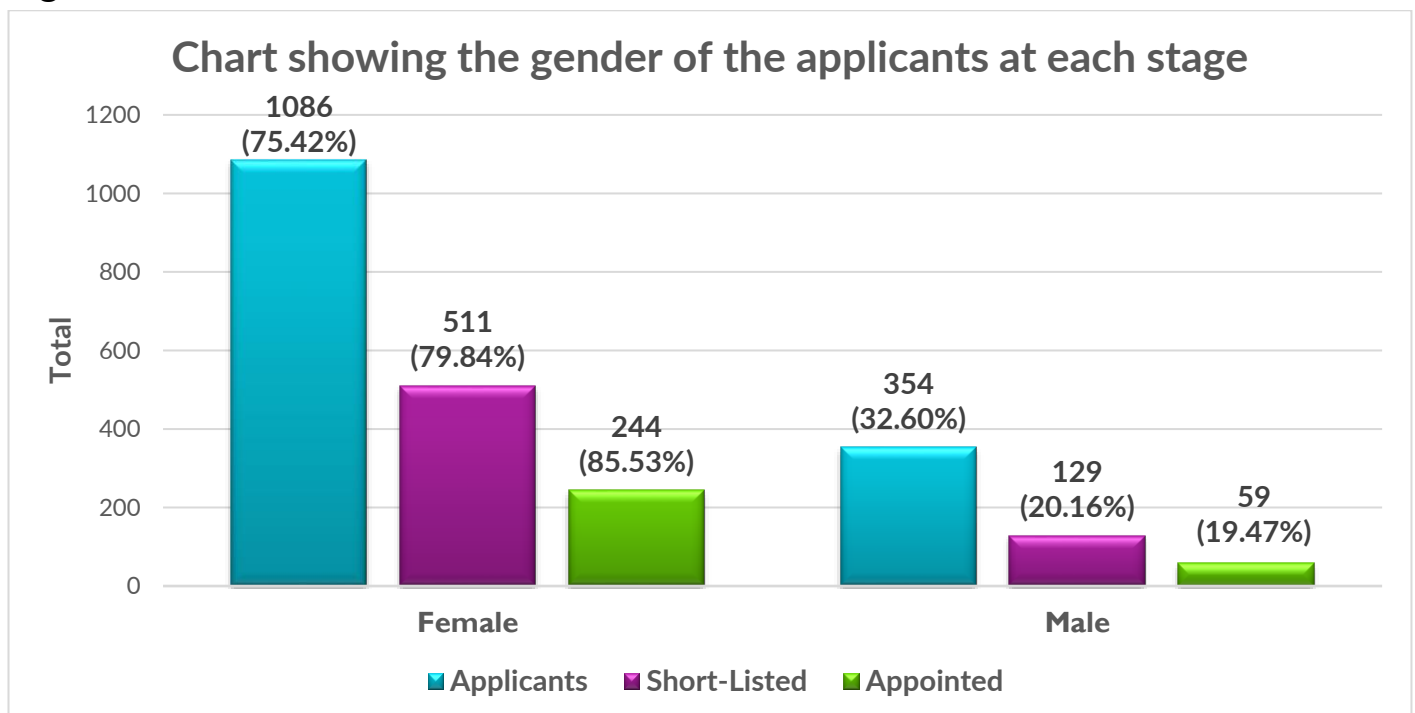
**Figure 2.5 – Recruitment Disability/Incapacity Bar Chart**



**Figure 2.6 – Recruitment Gender**

Gender	Applicants	Short-Listed	Appointed
Female	1086 (75.42%)	511 (79.84%)	244 (80.53%)
Male	354 (32.60%)	129 (20.16%)	59 (19.47%)
Total	1440	640	303

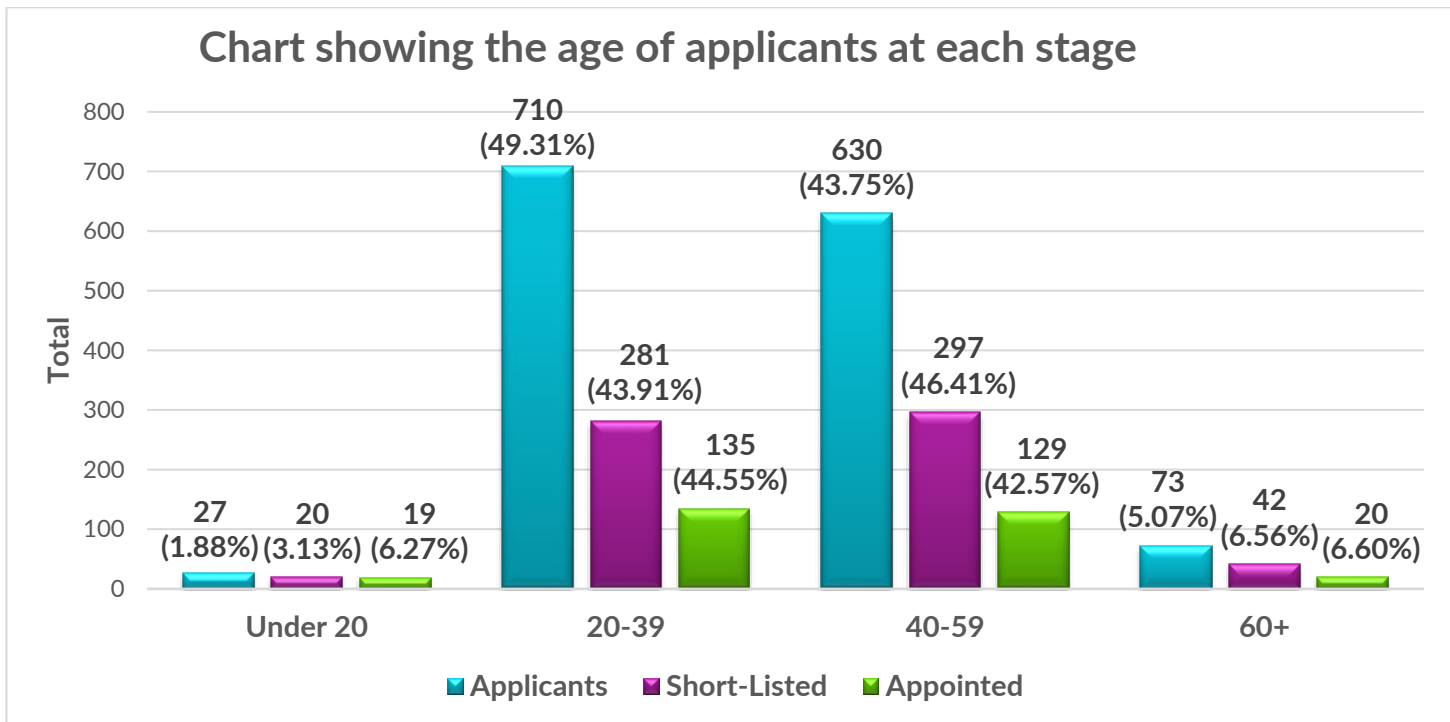
**Figure 2.7 – Recruitment Gender Bar Chart**



**Figure 2.8 - Recruitment Age**

Age	Applicants	Short-Listed	Appointed
Under 20	27 (1.88%)	20 (3.13%)	19 (6.27%)
20-39	710 (49.31%)	281 (43.91%)	135 (44.55%)
40-59	630 (43.75%)	297 (46.41%)	129 (42.57%)
60+	73 (5.07%)	42 (6.56%)	20 (6.60%)
Total	1440	640	303

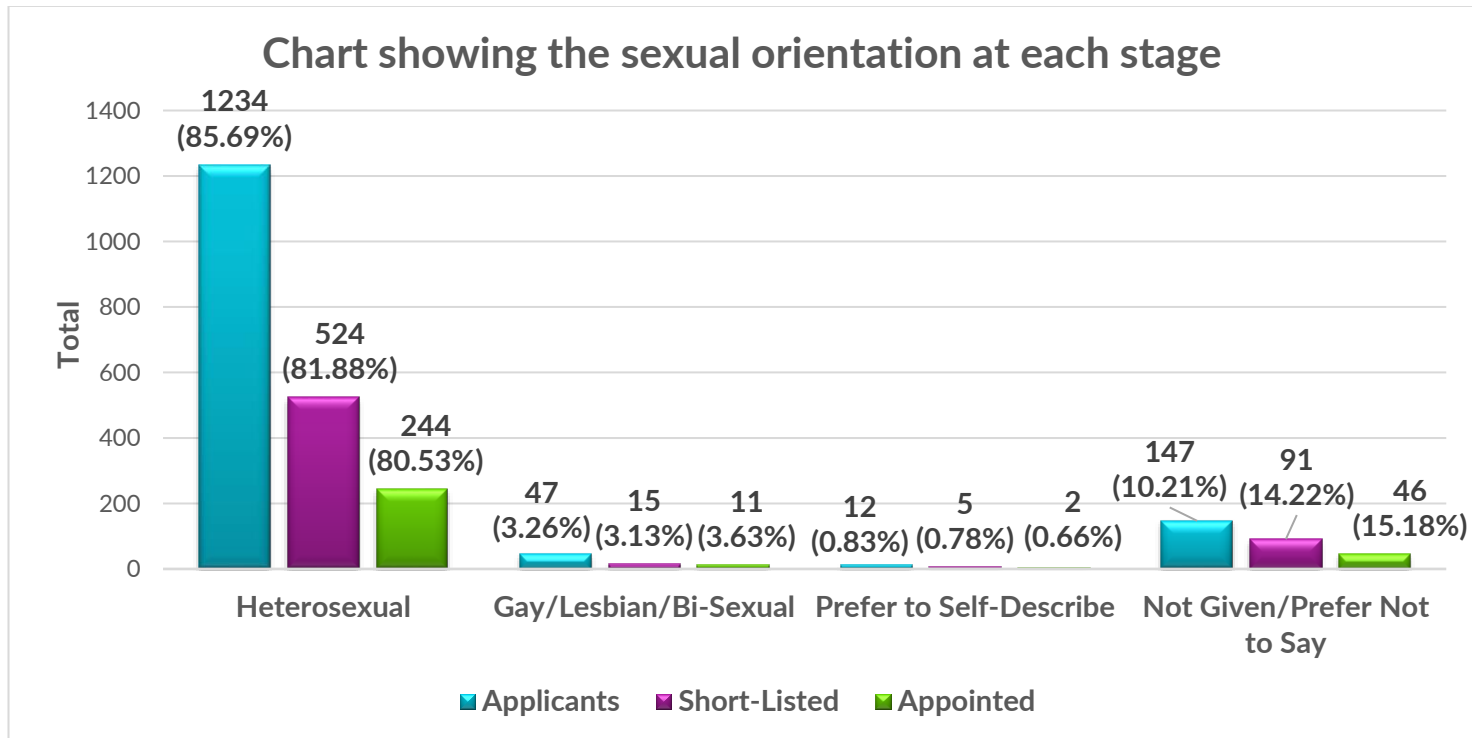
**Figure 2.9 - Recruitment Age Bar Chart**



**Figure 2.10 - Recruitment Sexual Orientation**

Sexual Orientation	Applicants	Short-Listed	Appointed
Heterosexual	1234 (85.69%)	524 (81.88%)	244 (80.53%)
Gay/Lesbian/Bi-Sexual	47 (3.26%)	15 (3.13%)	11 (3.63%)
Prefer to Self-Describe	12 (0.83%)	5 (0.78%)	2 (0.66%)
Not Given/Prefer Not to Say	147 (10.21%)	91 (14.22%)	46 (15.18%)
Total	1440	640	303

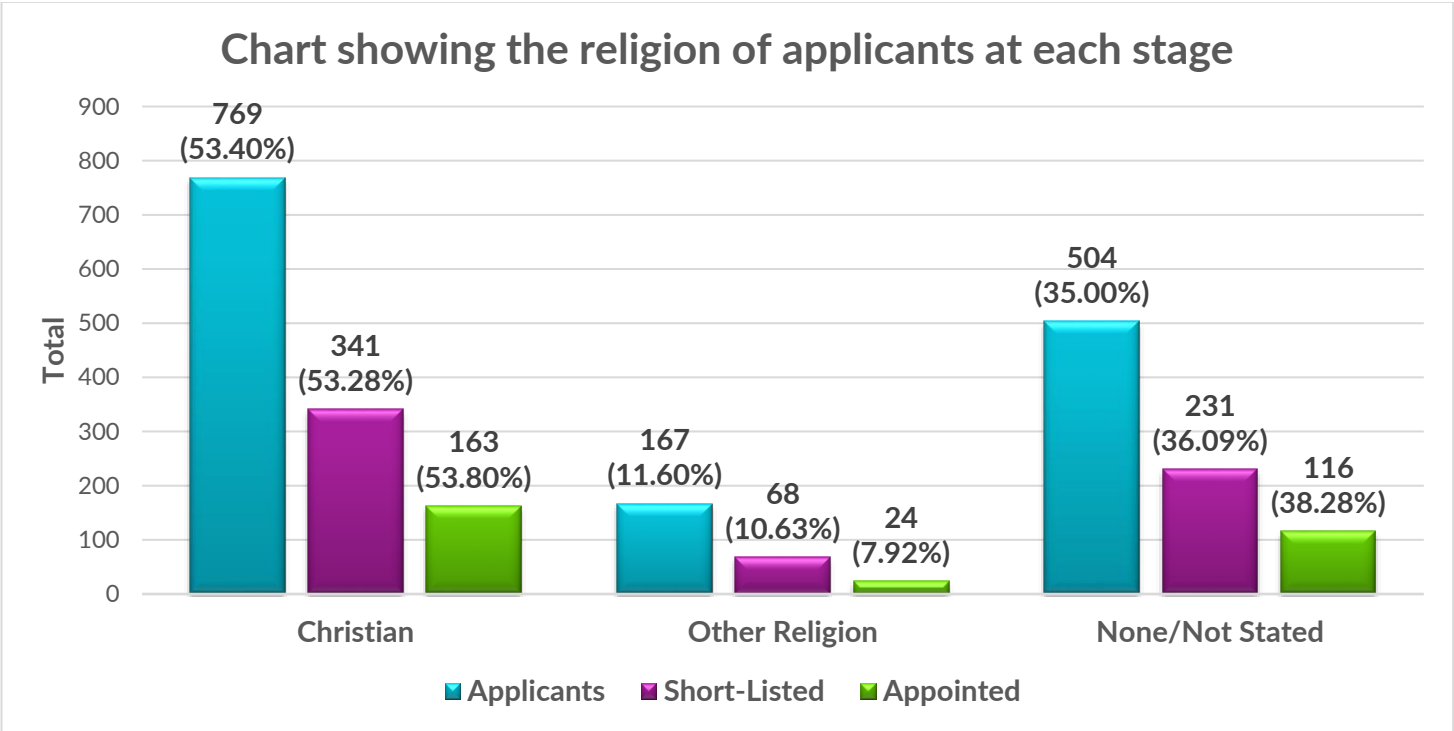
**Figure 2.11 - Recruitment Sexual Orientation Bar Chart**



**Figure 2.12 - Recruitment Religion**

Religion	Applicants	Short-Listed	Appointed
Christian	769 (53.40%)	341 (53.28%)	163 (53.80%)
Buddhism, Hinduism, Islam (Muslim), Jehovah's Witness, Judaism, Sikhism (Other Religion)	167 (11.60%)	68 (10.63%)	24 (7.92%)
None/Not Stated	504 (35.00%)	231 (36.09%)	116 (38.28%)
<b>Total</b>	<b>1440</b>	<b>640</b>	<b>303</b>

Figure 2.13 – Recruitment Religion Bar Chart



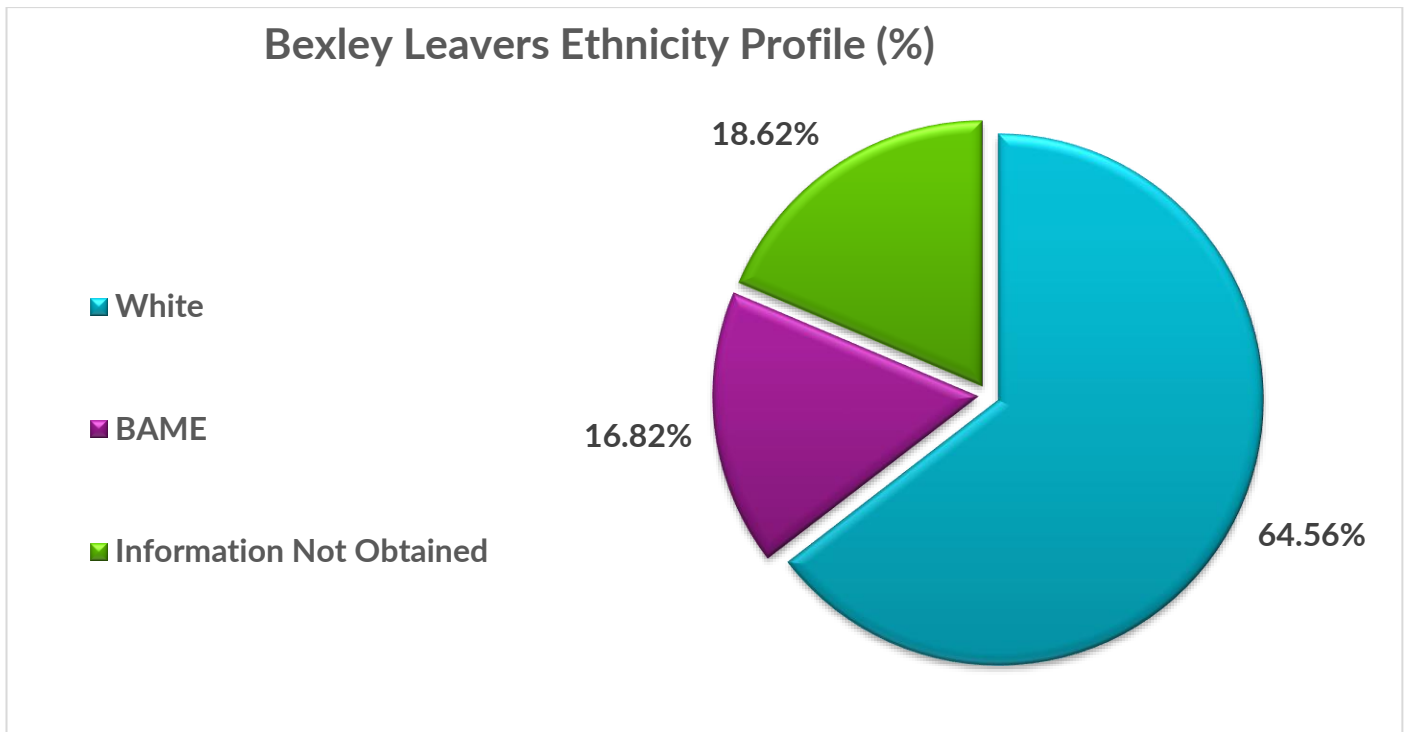
## Leavers

333 employees left the Council between April 2021 and March 2022. This is broken down by personal characteristic below.

### Figure 3 – Ethnicity

Ethnicity	Total (%)
White	64.56%
BAME	16.82%
Information Not Obtained	18.62%

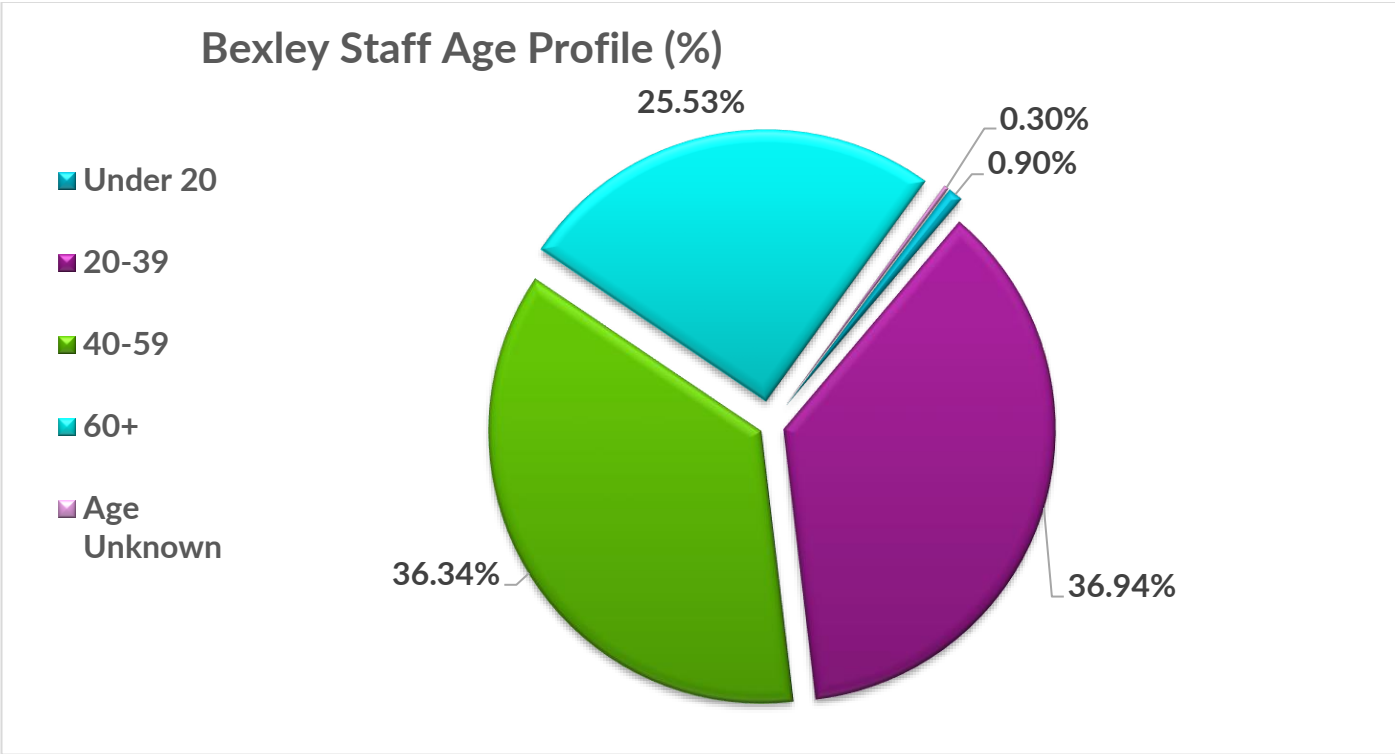
### Figure 3.1 - Ethnicity Pie Chart



### Figure 3.2 - Age Profile

Age Profile	Amount (%)
Under 20	0.9%
20-39	36.94%
40-59	36.34%
60+	25.53%
Age Unknown	0.30%

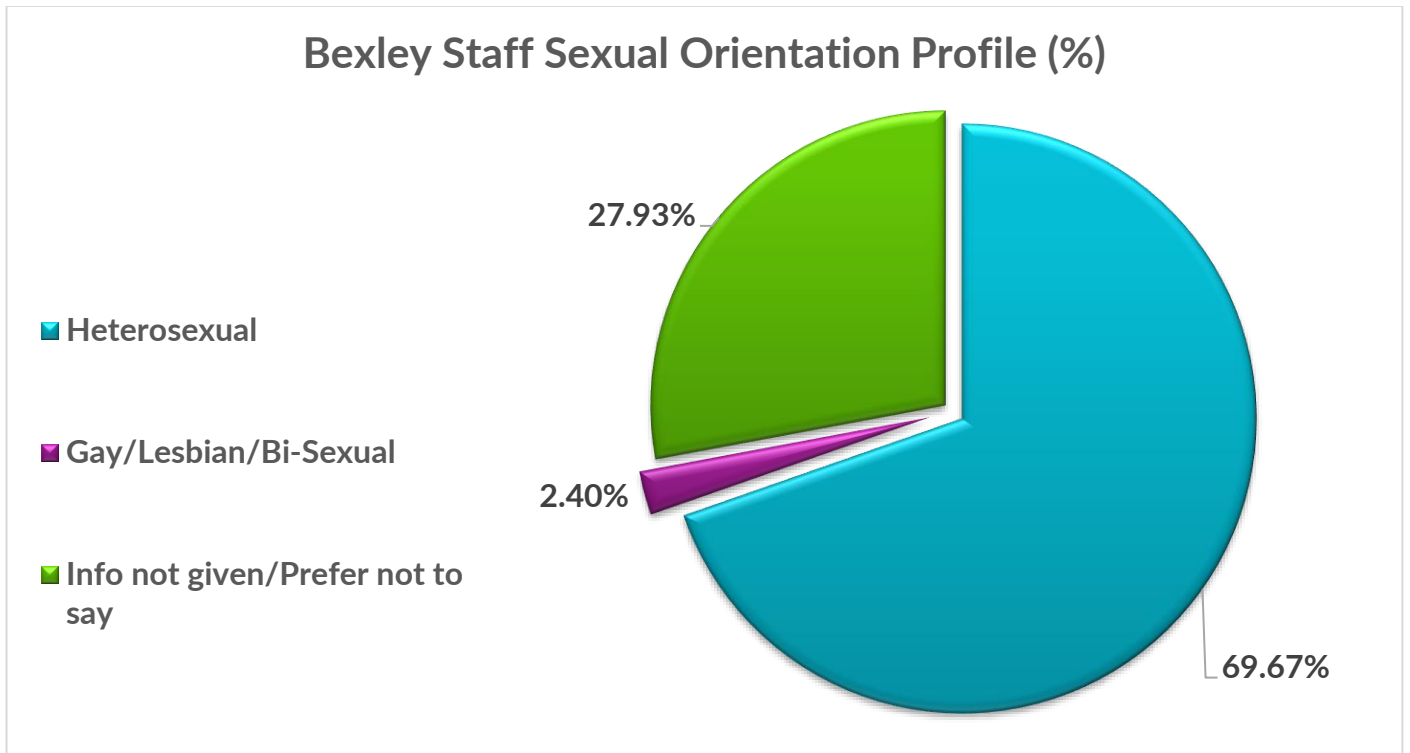
**Figure 3.3 – Age Profile Pie Chart**



**Figure 3.4 – Sexual Orientation**

Sexual Orientation	Amount (%)
Heterosexual	69.67%
Gay/Lesbian/Bi-Sexual	2.40%
Info not given/Prefer not to say	27.93%

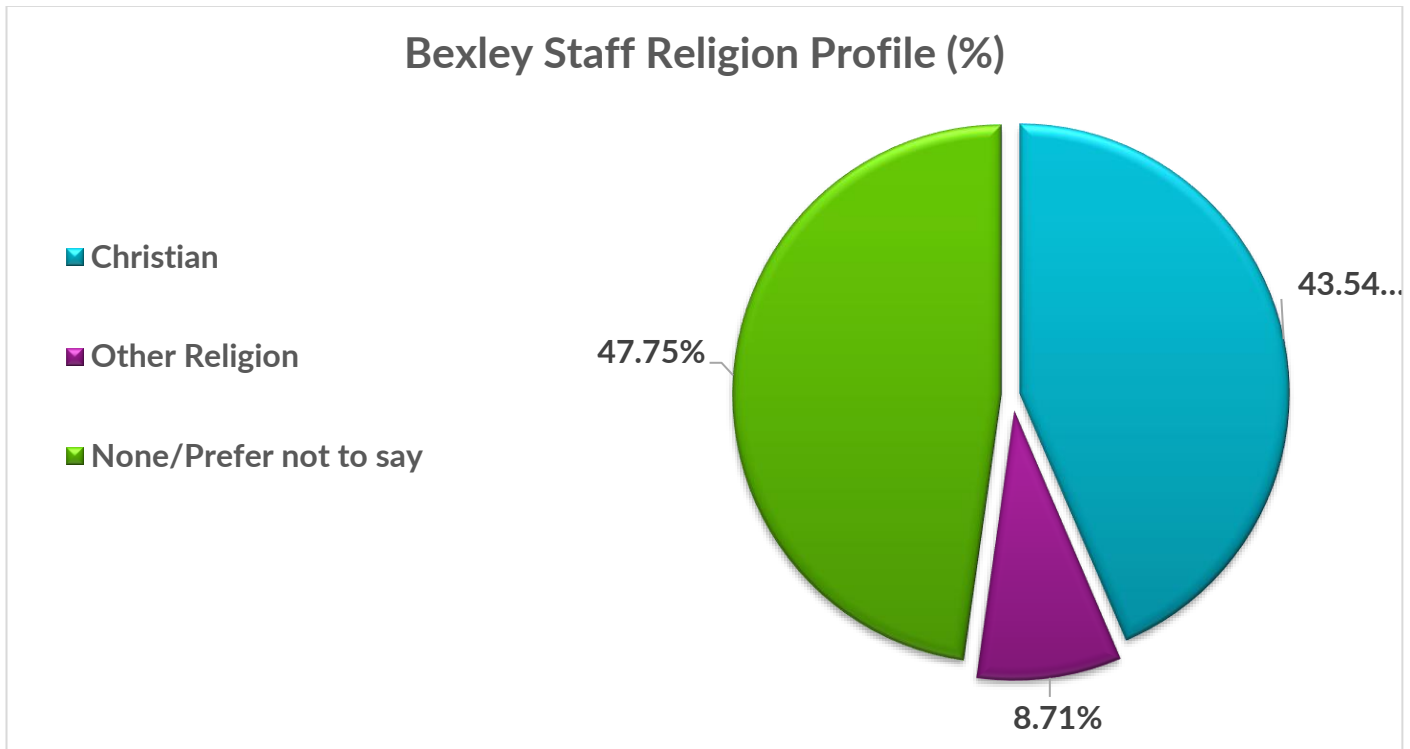
**Figure 3.5 – Sexual Orientation Pie Chart**



**Figure 3.6 - Religion**

Religion	Amount (%)
Christian	43.54%
Buddhism, Hinduism, Islam (Muslim), Jehovah's Witness, Judaism, Sikhism (Other Religion)	8.71%
None/Prefer not to say	47.75%

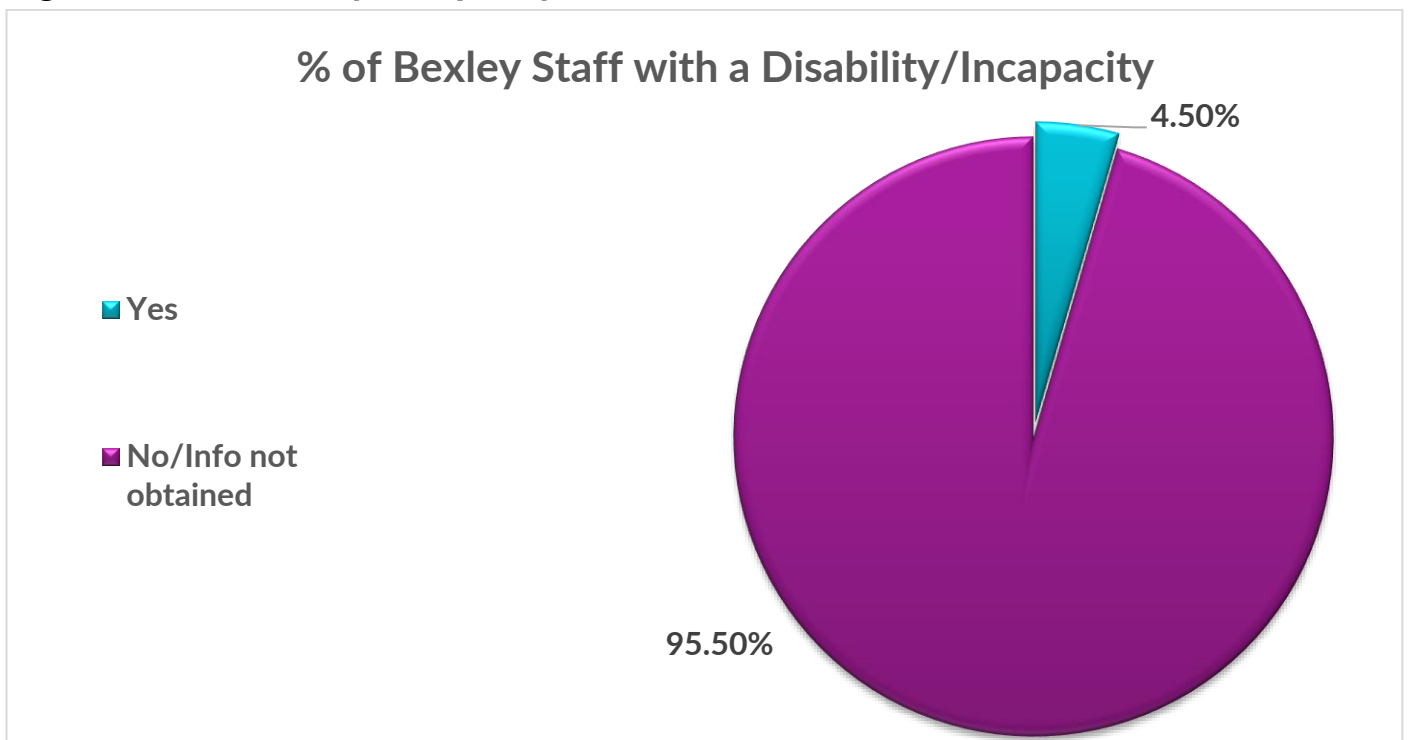
**Figure 3.7 – Religion Pie Chart**



**Figure 3.8 – Disability/Incapacity**

Disability/Incapacity	Amount (%)
Yes	4.50%
No/Info not obtained	95.50%

**Figure 3.9 – Disability/Incapacity**

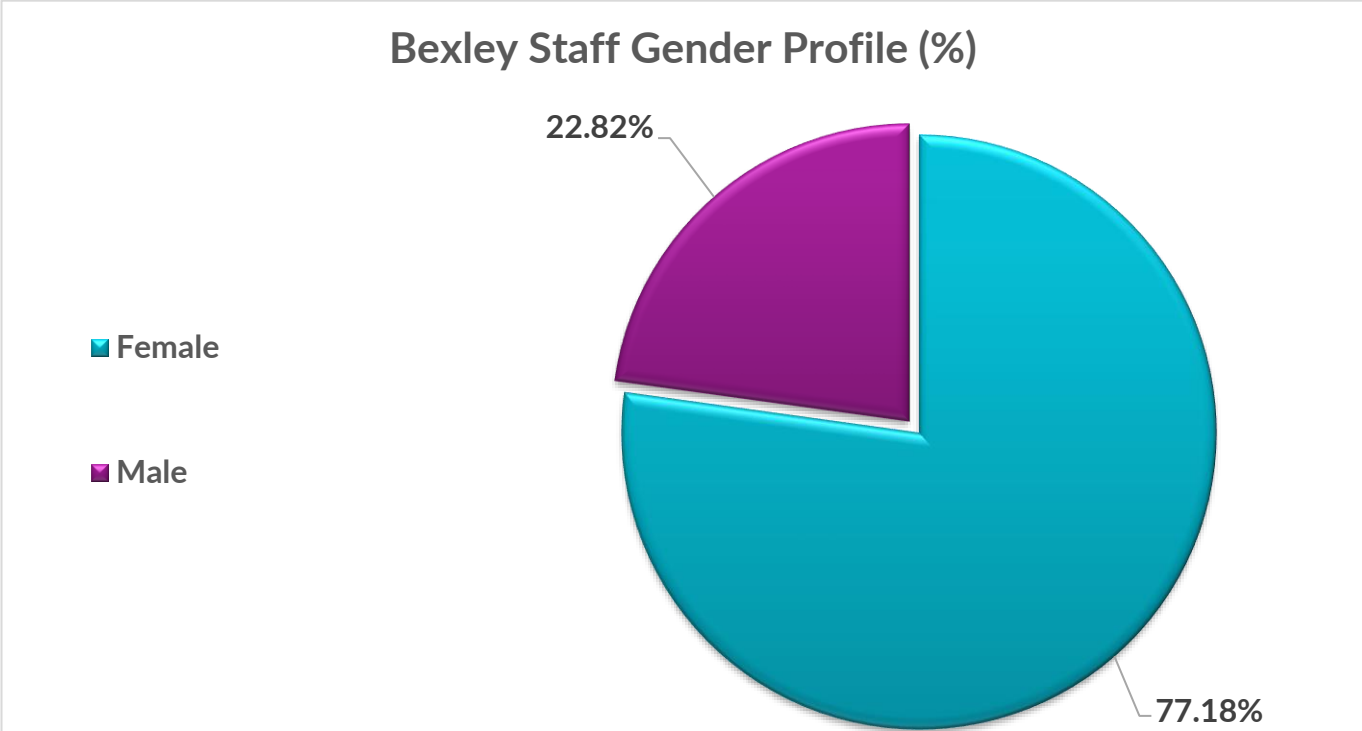




**Figure 3.10 – Gender**

Gender	Amount (%)
Female	77.18%
Male	22.82%

**Figure 3.11 – Gender Pie Chart**



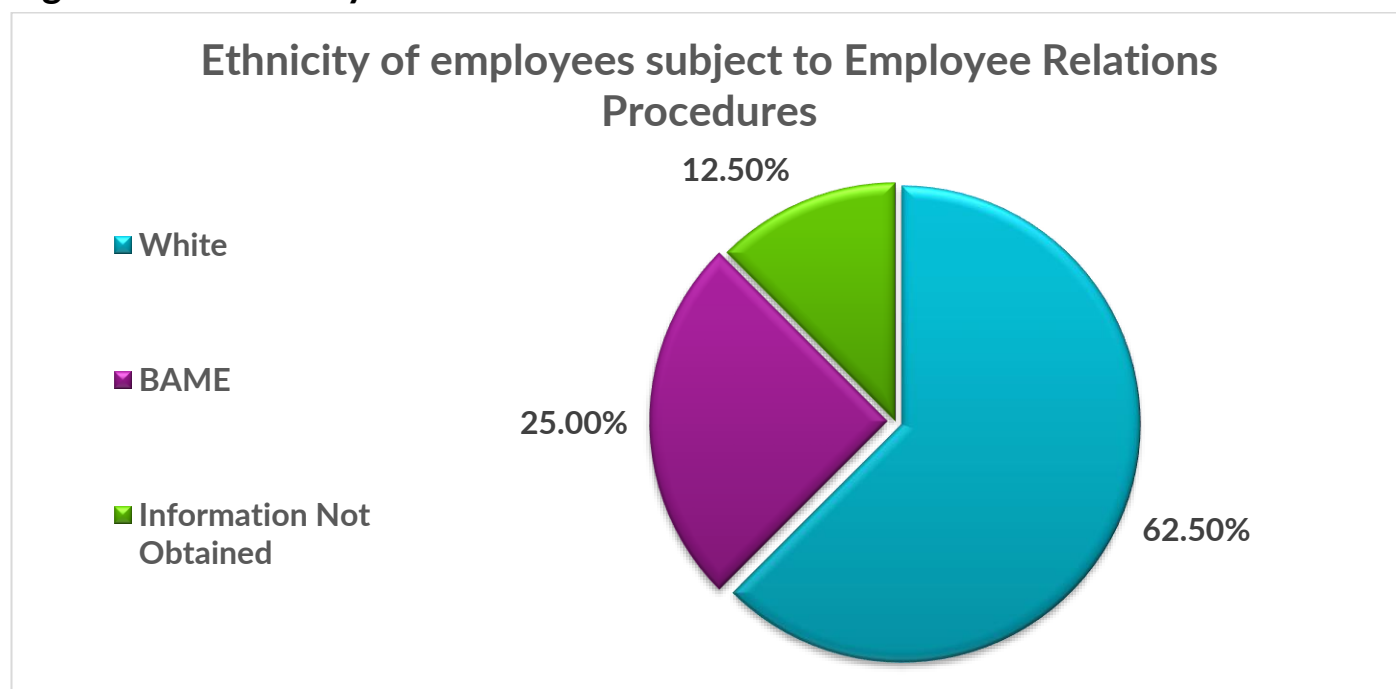
## Employment Relations

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

### Figure 4 – Ethnicity

Ethnicity	Amount (%)
White	62.5%
BAME	25%
Information Not Obtained	12.5%

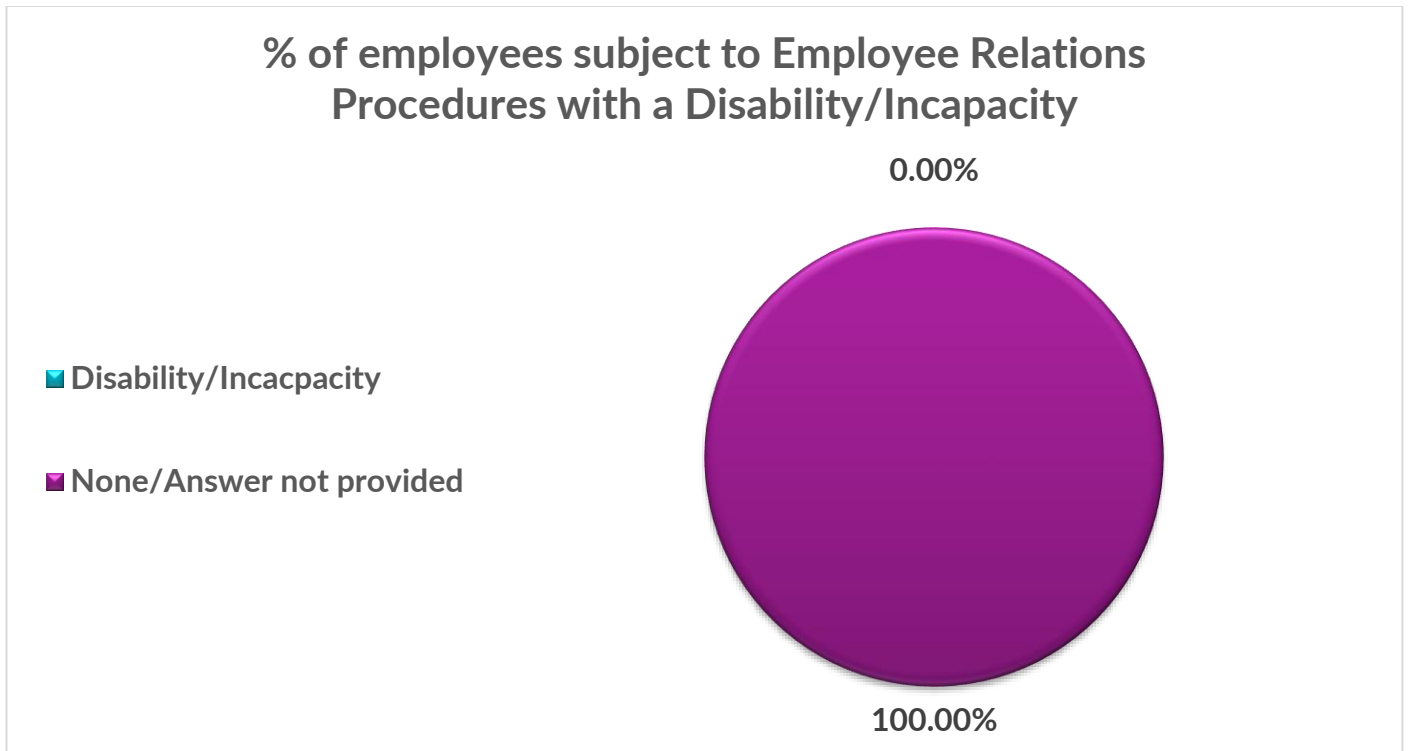
### Figure 4.1 – Ethnicity Pie Chart



### Figure 4.2 – Disability/Incapacity

Disability/incapacity	Amount (%)
Disability/incapacity	0%
None/Answer not provided	100%

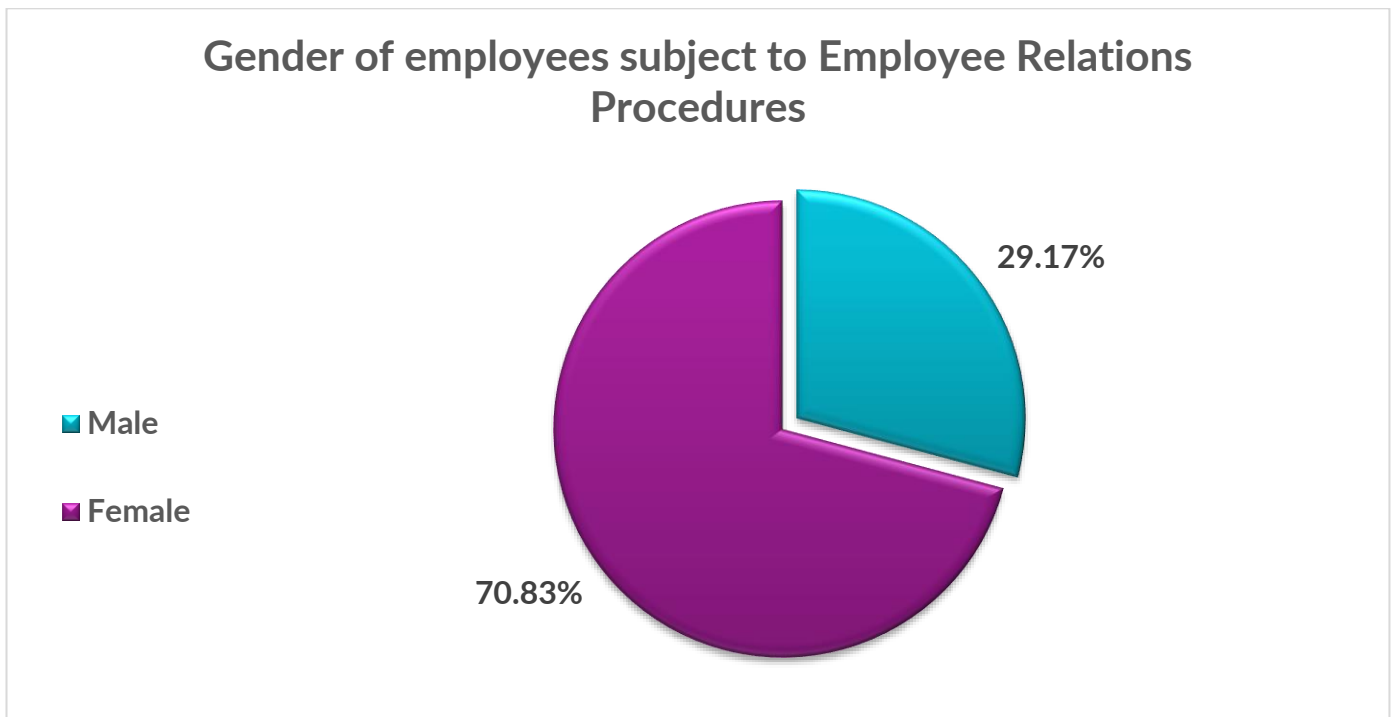
**Figure 4.3 – Disability/Incapacity Pie Chart**



**Figure 4.4 – Gender**

Gender	Amount (%)
Male	29.17%
Female	70.83%

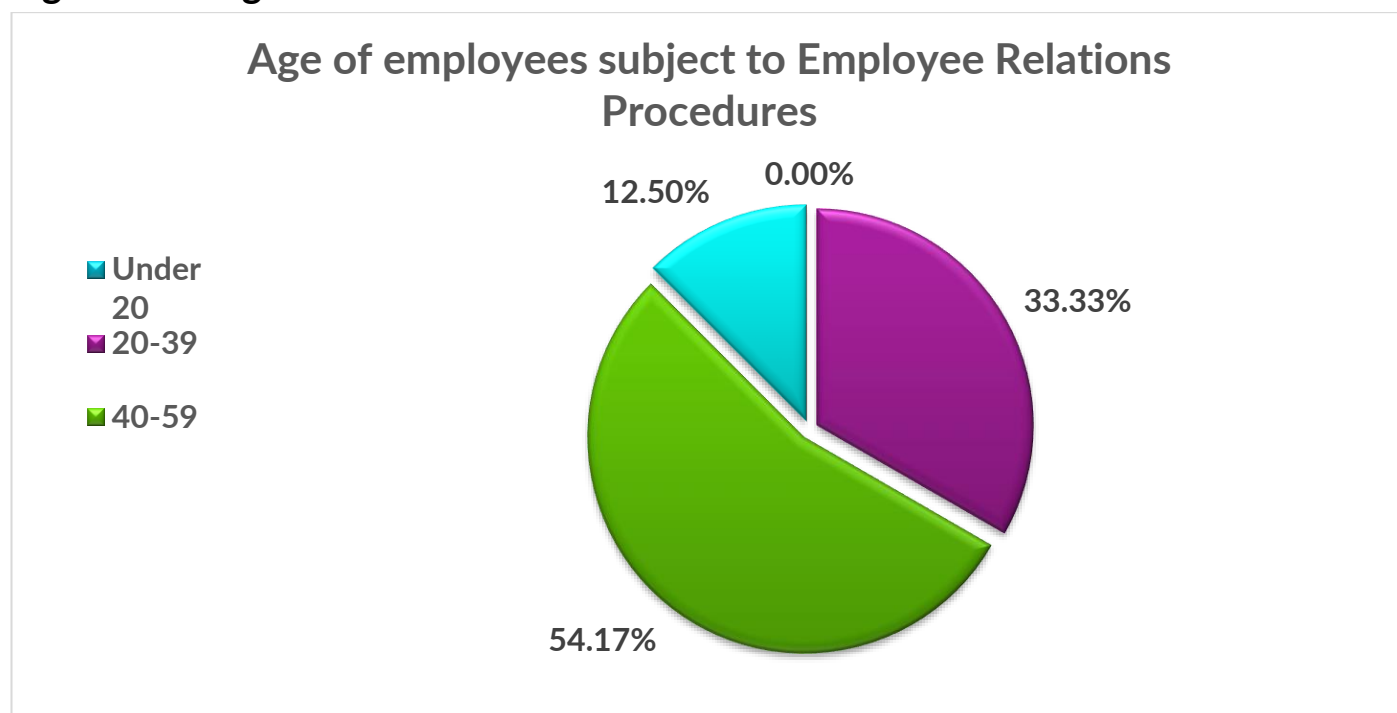
**Figure 4.5 – Gender Pie Chart**



**Figure 4.6 – Age Profile**

Age Profile	Amount (%)
Under 20	0.00%
20-39	33.33%
40-59	54.17%
60+	12.50%

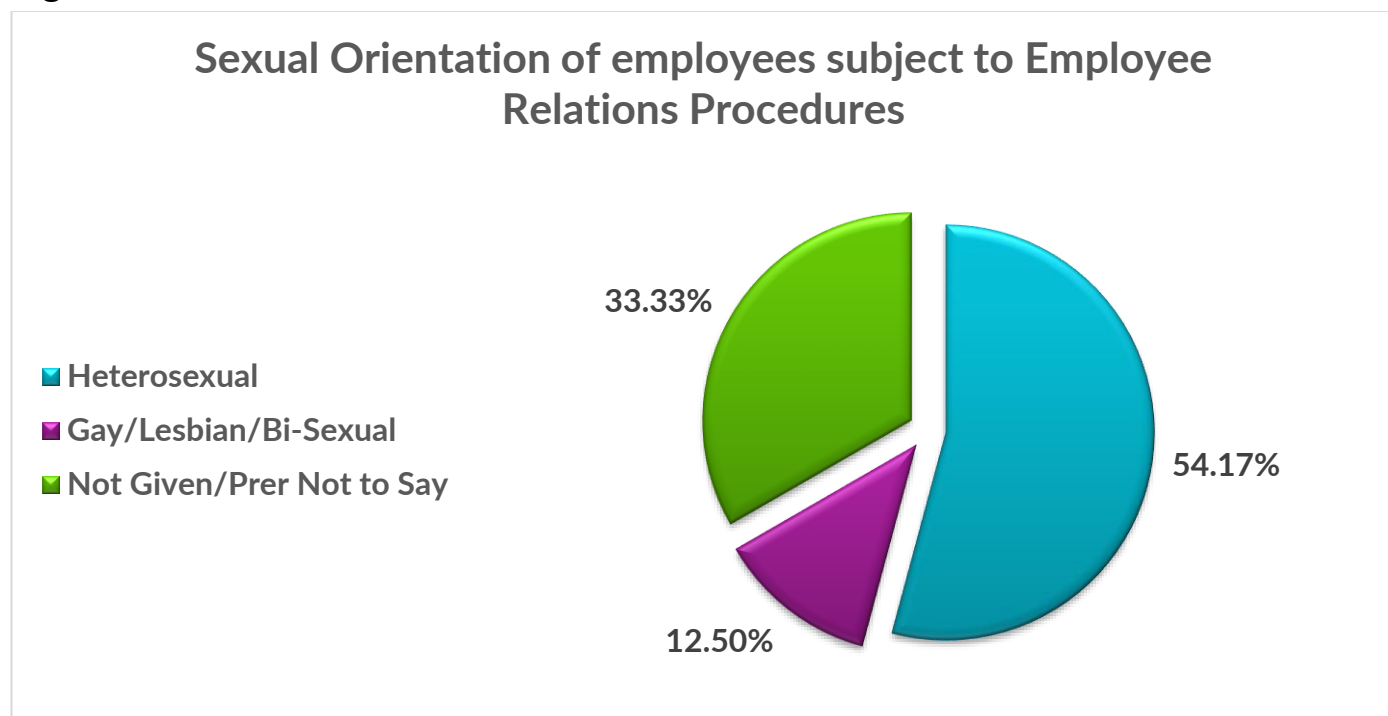
**Figure 4.7 – Age Profile Pie Chart**



**Figure 4.8 – Sexual Orientation**

Sexual Orientation	Amount (%)
Heterosexual	54.17%
Gay/Lesbian/Bi-Sexual	12.50%
Not Given/Prefer Not to Say	33.33%

**Figure 4.9 – Sexual Orientation Pie Chart**



**Figure 4.10 - Religion**

Religion	Amount (%)
Christian	54.17%
Buddhism, Hinduism, Islam (Muslim), Jehovah's Witness, Judaism, Sikhism (Other Religion)	4.17%
Not Given/None	41.67%

**Figure 4.11 – Religion Pie Chart**

