Employment Monitoring Statistics 2022 to 2023

This report relates to Corporately employed Council staff.

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Size and Profile of the Workforce as of 31st March 2023

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 1462.

Figure 1 – Ethnicity

Ethnicity	Total (%)
Asian (Indian, Pakistani, Any other Asian)	3.63%
Black (Caribbean, African, Other Black)	11.02%
Chinese/Other	0.48%
Mixed	2.05%
White	70.16%
Not Yet Obtained	12.66%

Figure 1.1 - Ethnicity Pie Chart

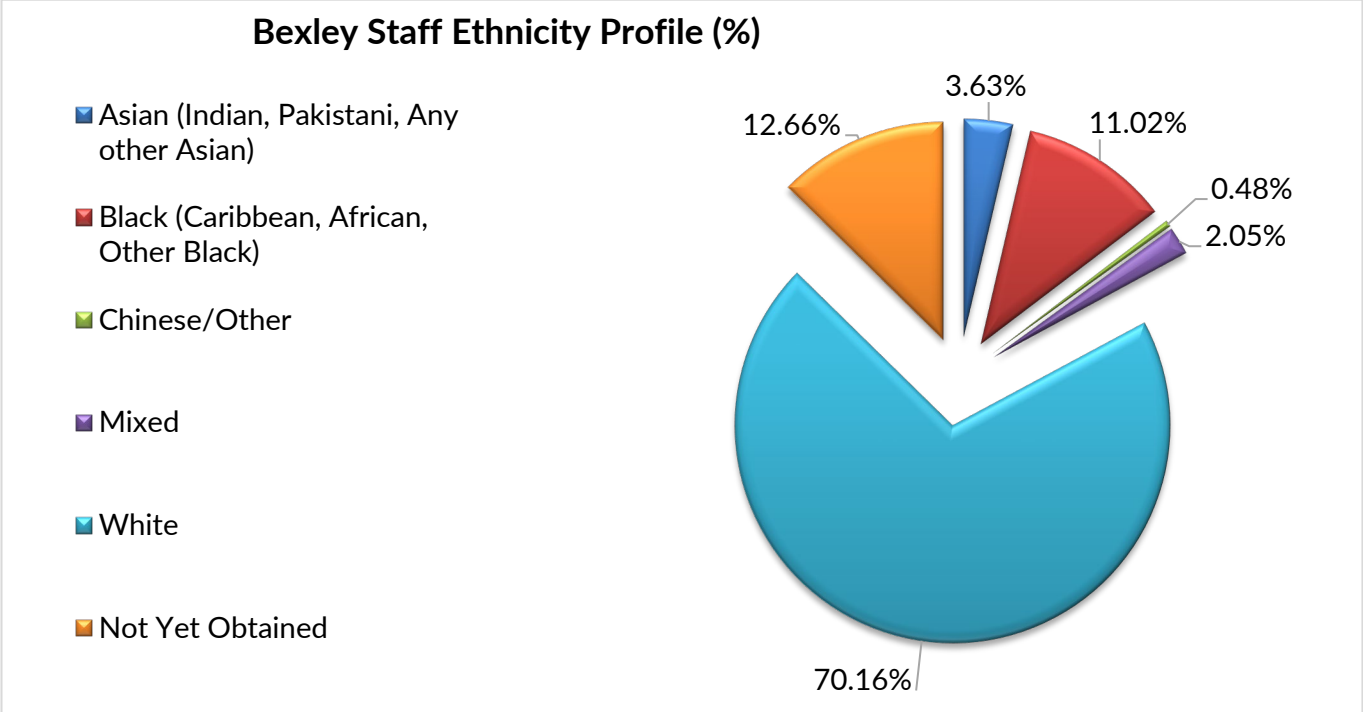


Figure 1.2 Breakdown of Ethnicity by Grade Table

Ethnicity	Hay	Non-Hay	Senior Managers
Asian (Indian, Pakistani, Any other Asian)	28	23	2
Black (Caribbean, African, Other Black)	116	45	0
Chinese/Other	6	1	0
Mixed	18	10	2
White	508	481	36
Not Yet Obtained	90	84	12

Figure 1.3 Ethnicity Breakdown by Grade Chart

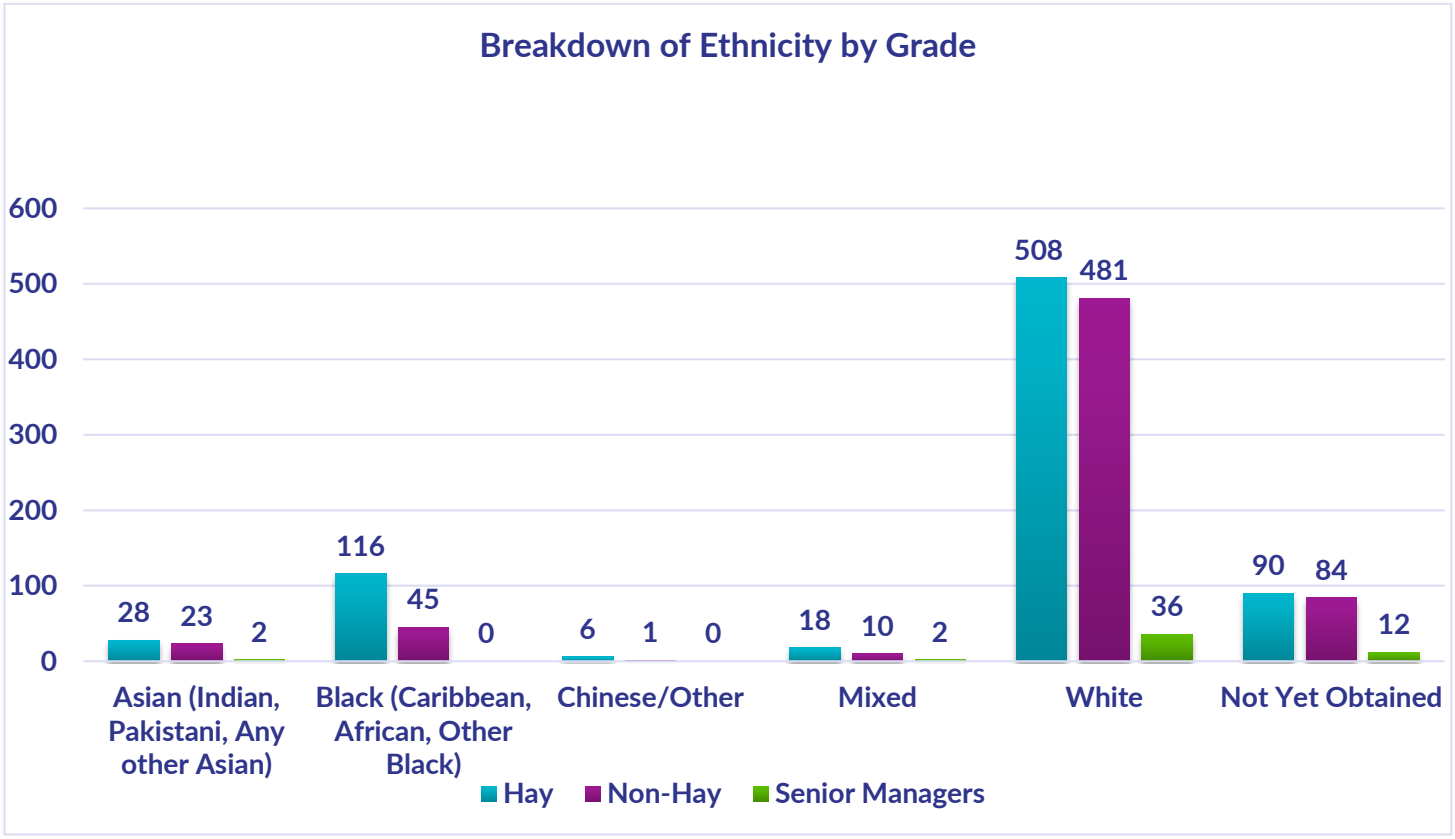


Figure 1.4 - Age Profile

Age Profile	Amount (%)
Under 20	0.48%
20-39	30.12%
40-59	53.05%
60+	16.36%

Figure 1.5 – Age Profile Pie Chart

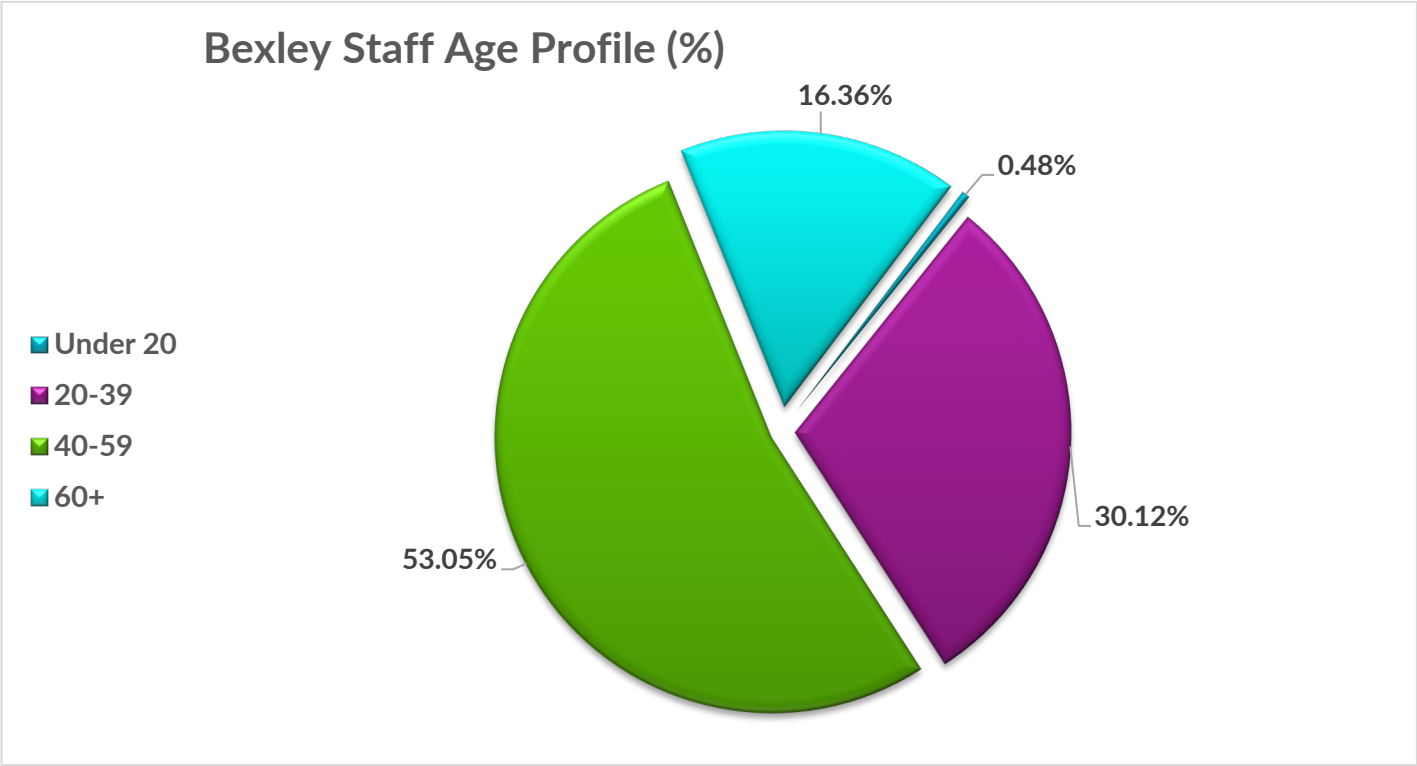


Figure 1.6 Age Profile by Grade Table

Age Profile	Hay	Non-Hay	Senior Managers
Under 20	0	7	0
20-39	217	216	7
40-59	442	299	35
60+	107	122	10

Figure 1.7 – Age Breakdown by Grade Chart

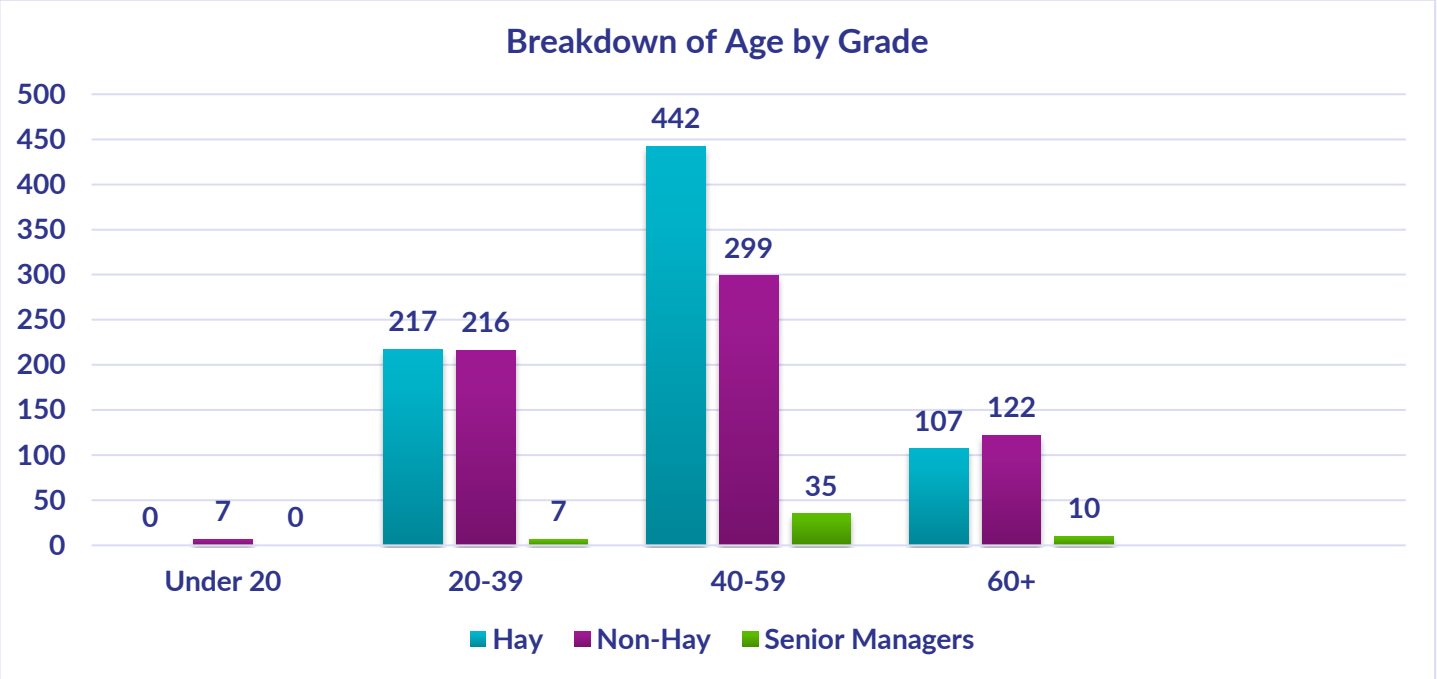


Figure 1.8 – Sexual Orientation

Sexual Orientation	Amount (%)
Heterosexual	71.53%
Gay/Lesbian/Bi-Sexual	2.53%
Info not given/Prefer not to say	25.94%

Figure 1.9 – Sexual Orientation Pie Chart

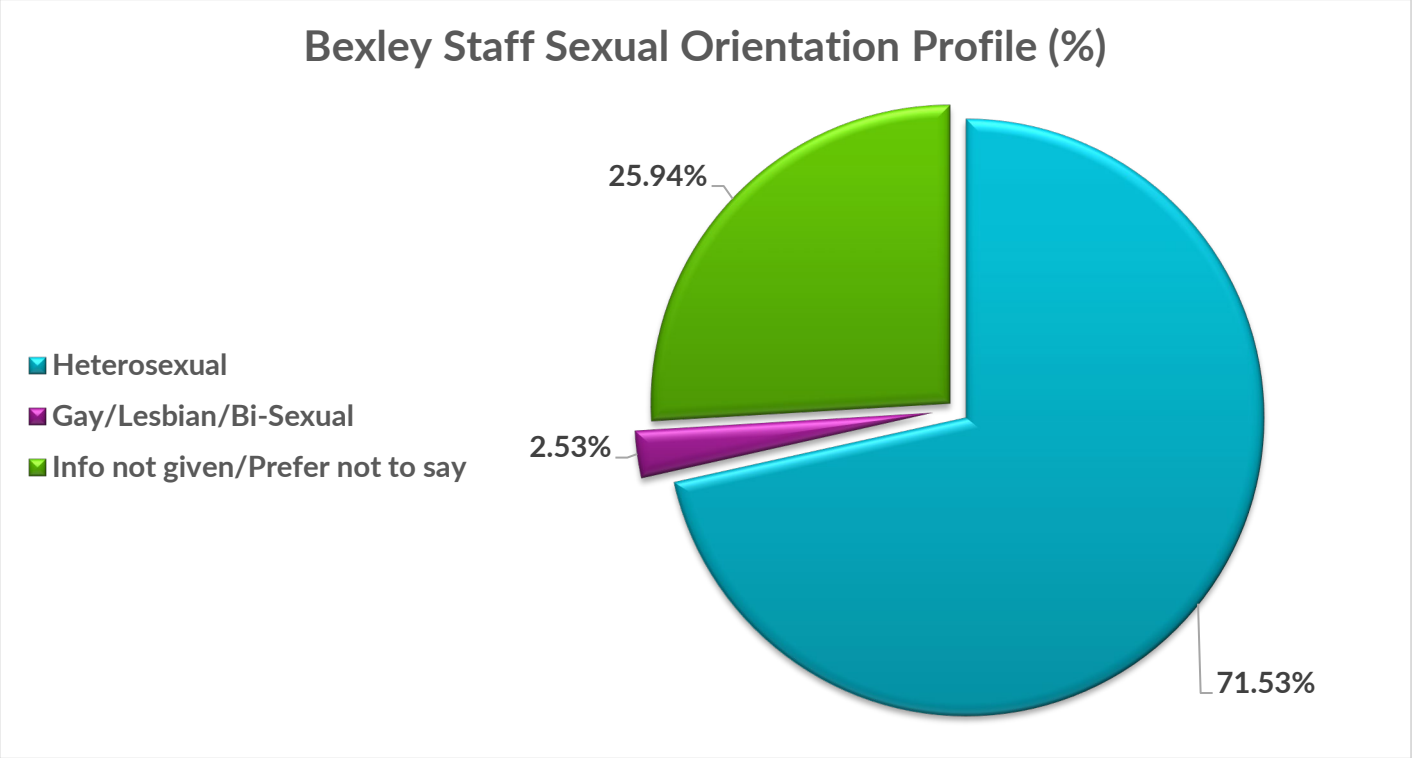


Figure 1.10 Sexual Orientation by Grade Table

Sexual Orientation	Hay	Non-Hay	Senior Managers
Heterosexual	571	440	34
Gay/Lesbian/Bi-Sexual	21	11	5
Info not given/Prefer not to say	174	193	13

Figure 1.11 Sexual Orientation by Grade Chart

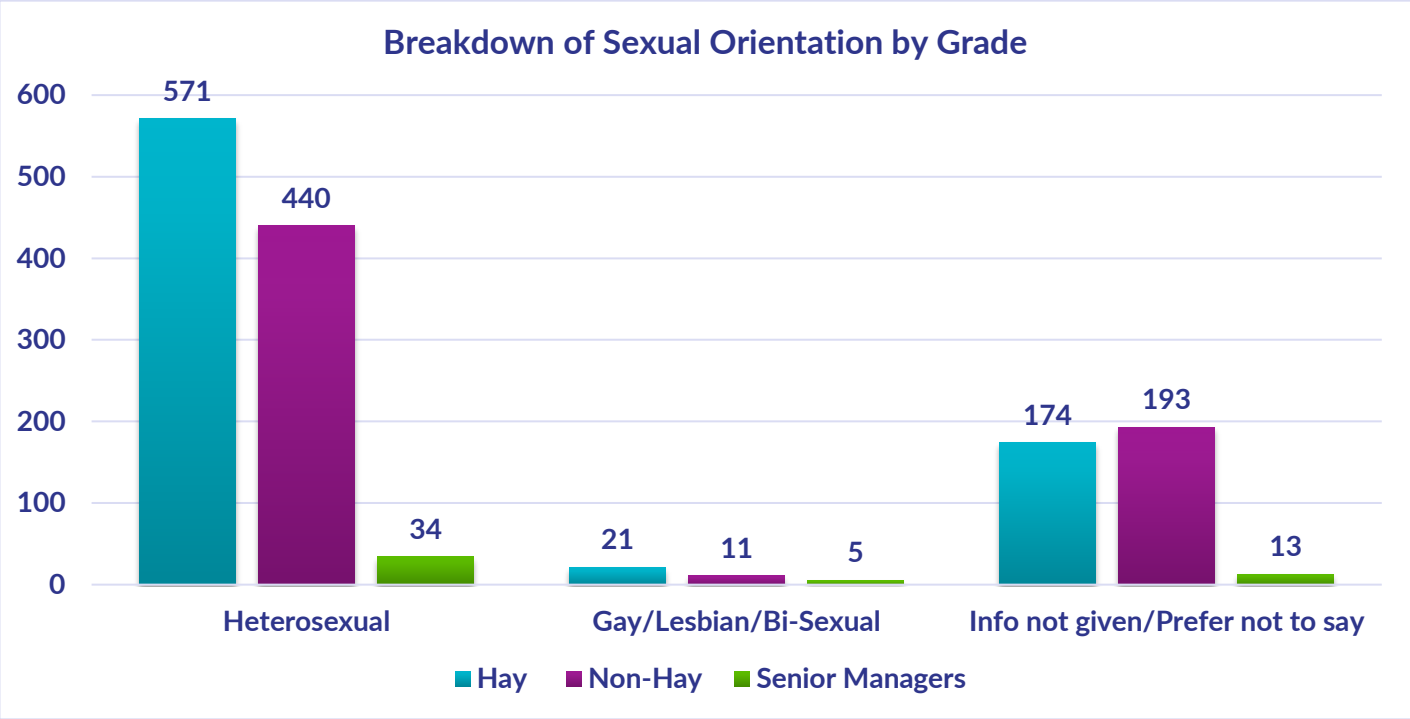


Figure 1.12 - Religion

Religion	Amount (%)
Christian	46.48%
Buddhism, Hinduism, Islam (Muslim), Jehovah's Witness, Judaism, Sikhism (Other Religion)	7.73%
None/Info Not Given	45.79%

Figure 1.13 – Religion Pie Chart

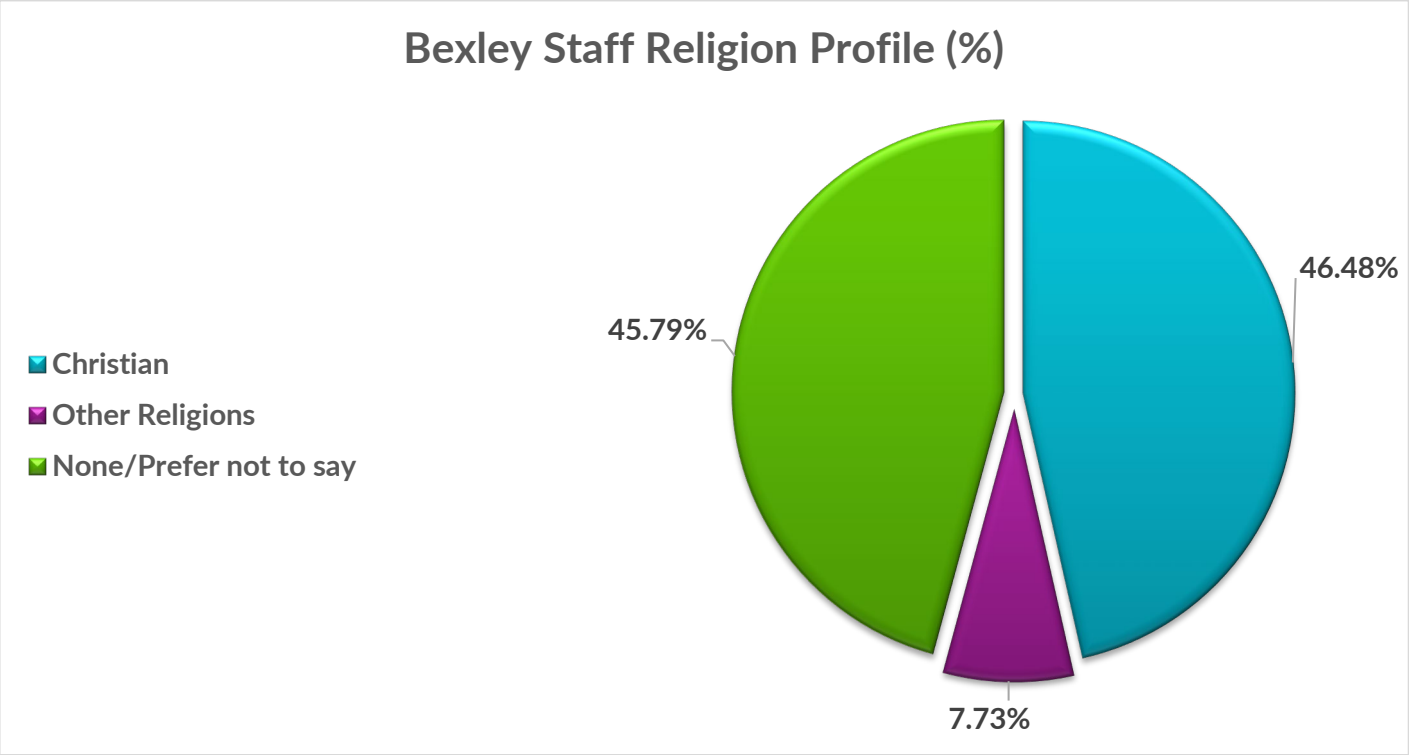


Figure 1.14 Religion by Grade Table

Religion	Hay	Non-Hay	Senior Managers
Christian	385	273	22
Buddhism, Hinduism, Islam (Muslim), Jehovah's Witness, Judaism, Sikhism (Other Religion)	52	53	8
None/Info Not Given	329	318	22

Figure 1.15 Religion by Grade Chart

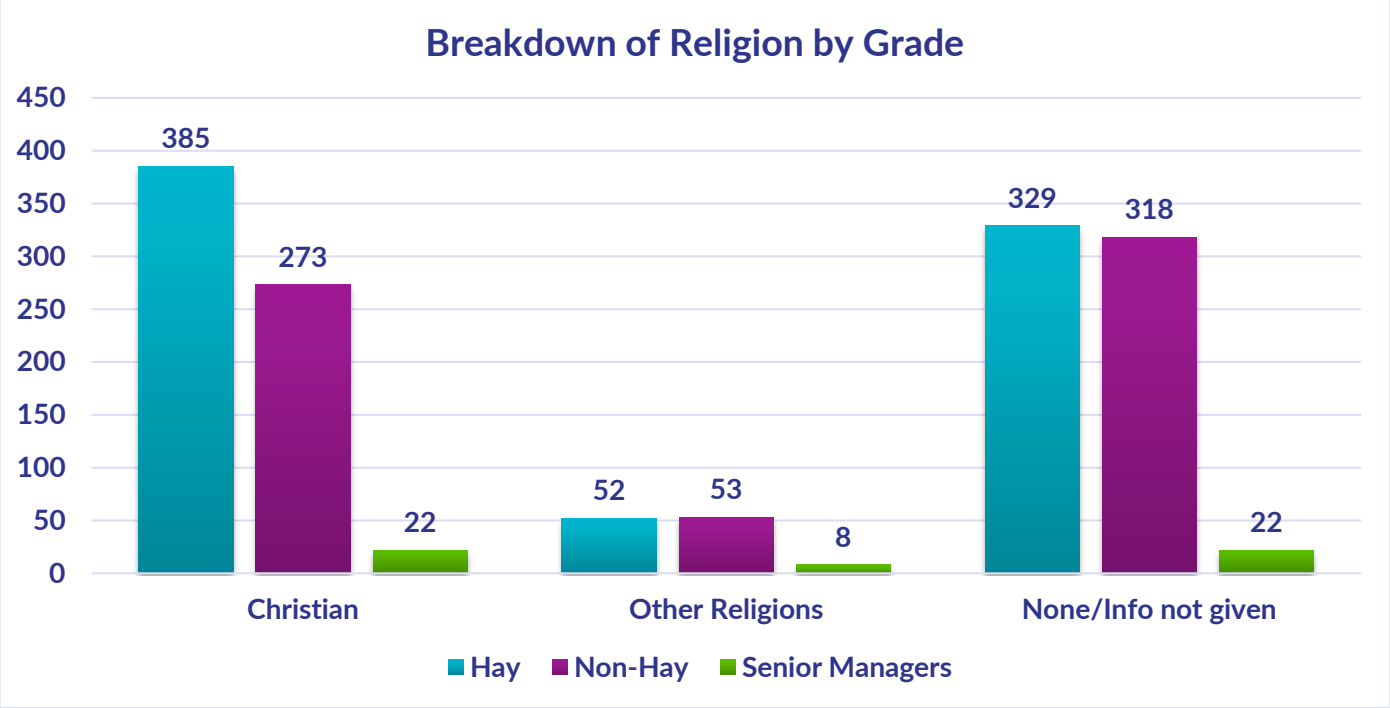


Figure 1.16 – Disability/Incapacity

Disability/Incapacity	Amount (%)
Yes	6.02%
No/Info not obtained	93.98%

Figure 1.17 – Disability/Incapacity

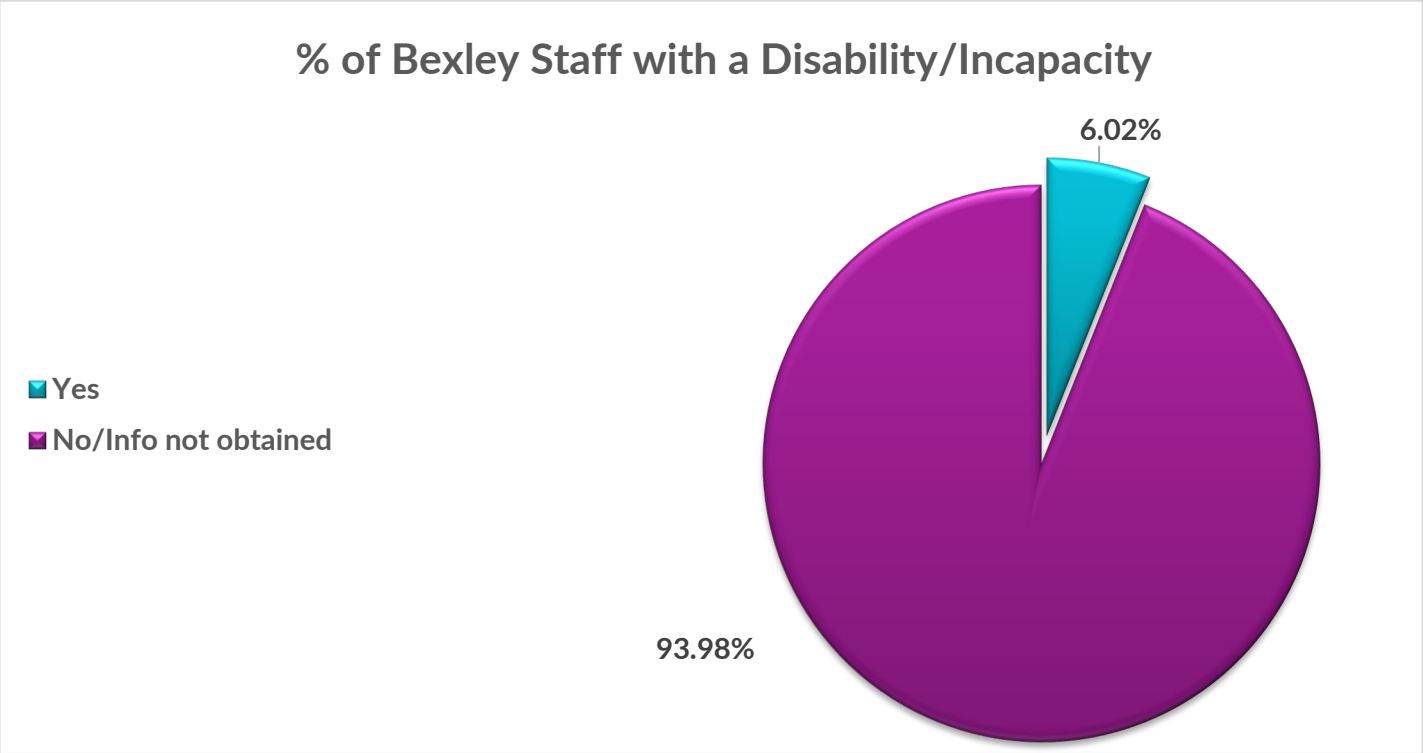


Figure 1.18 Disability by Grade table

Disability/Incapacity	Hay	Non-Hay	Senior Managers
Yes	40	45	4
No/Info not obtained	726	599	48

Figure 1.19 Disability by Grade chart

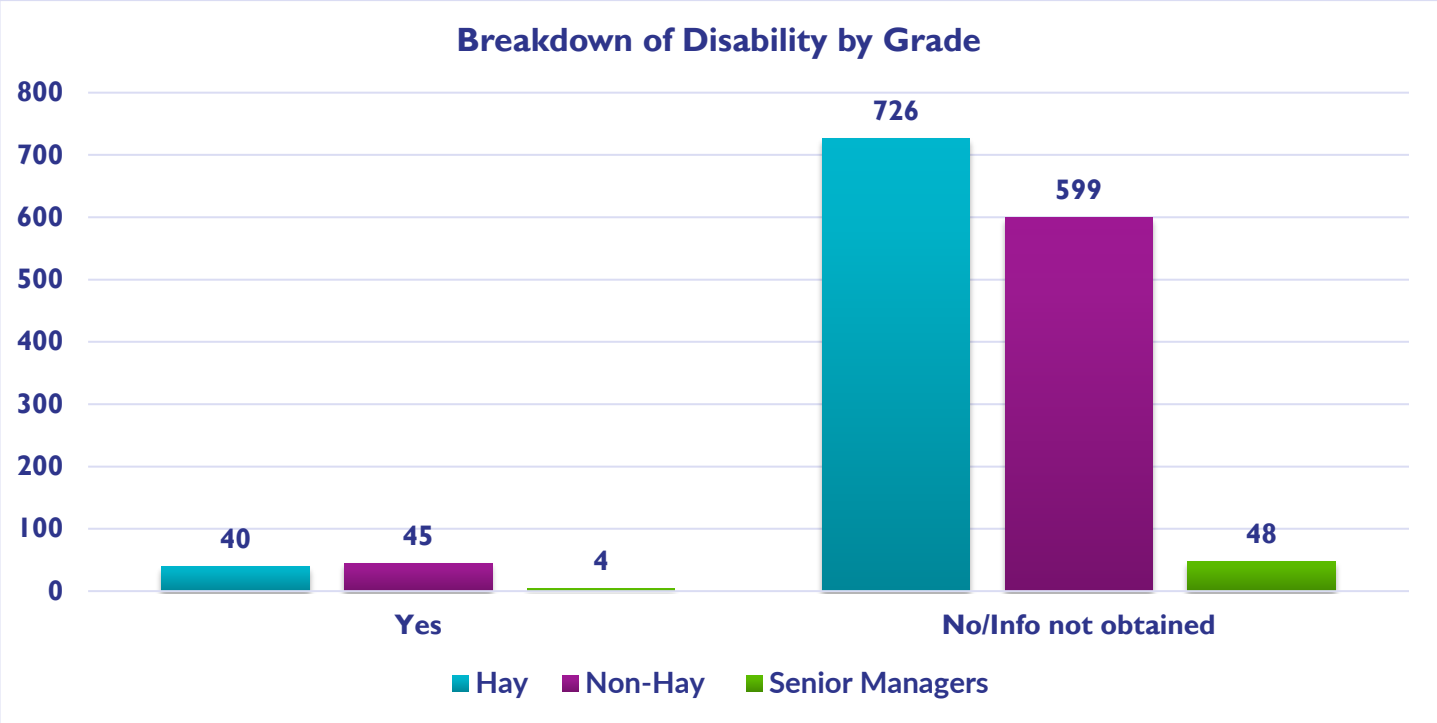


Figure 1.20 – Gender

Gender	Amount (%)
Male	22.86%
Female	77.14%

Figure 1.21 – Gender Pie Chart

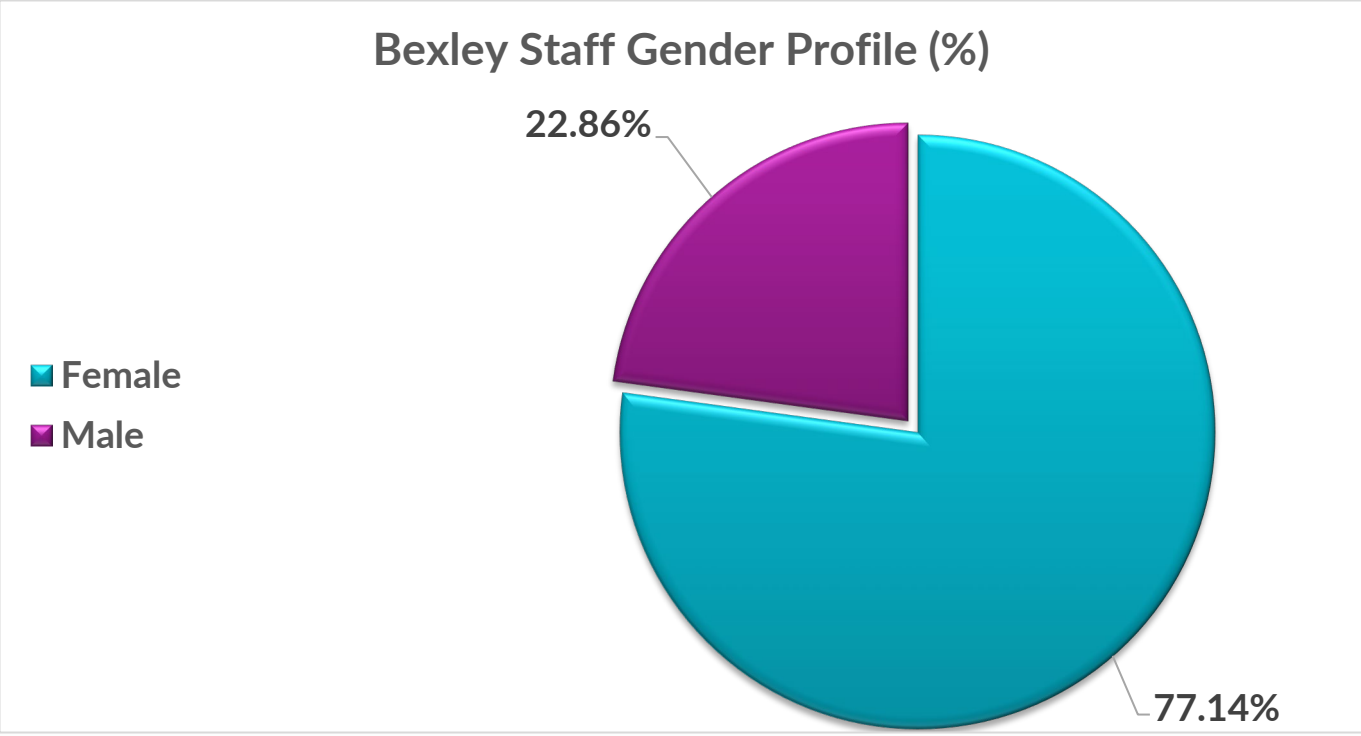
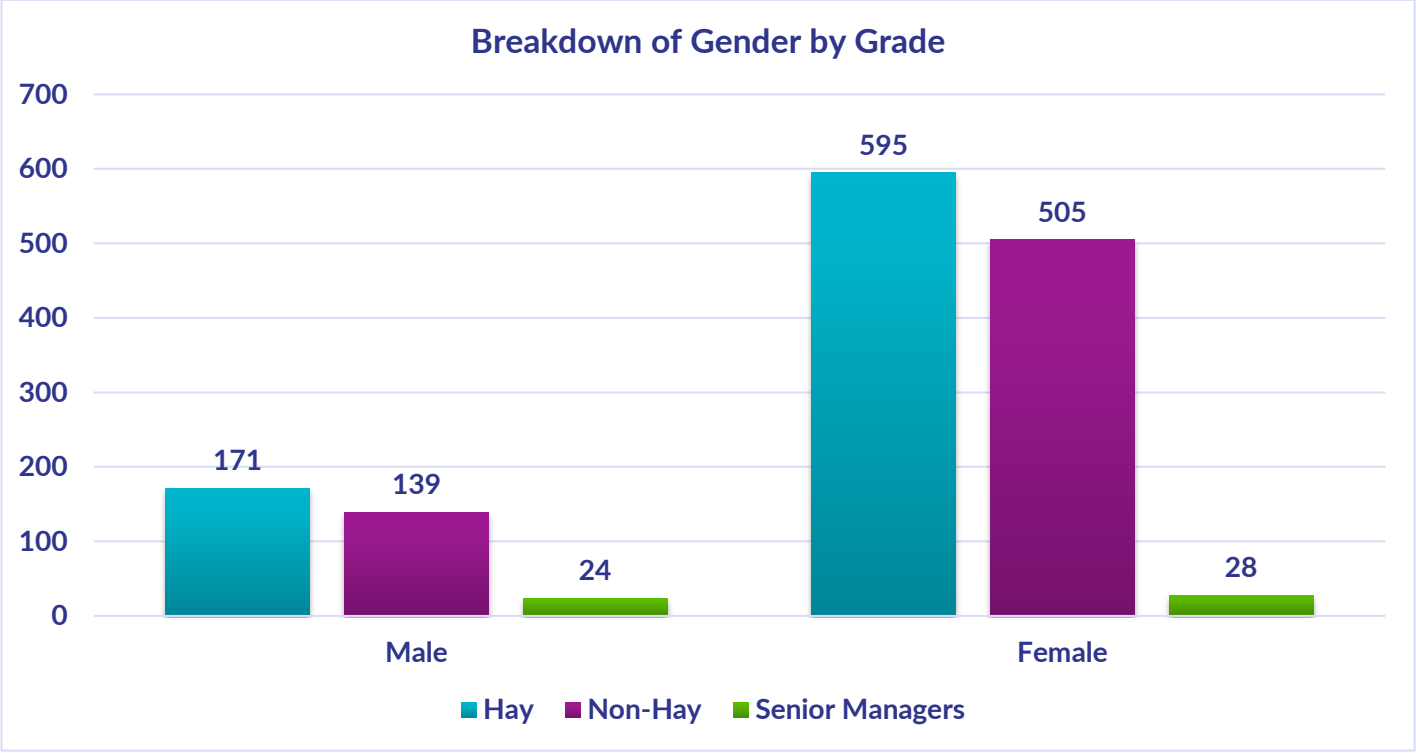


Figure 1.22 Gender by Grade table

Gender	Hay	Non-Hay	Senior Managers
Male	171	139	24
Female	595	505	28

Figure 1.23 Gender by Grade chart



Recruitment from 1st April 2022 to 31st March 2023

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 2295 applicants.

Figure 2 – Recruitment Total Applicants

Total Applicants	Applicants	Short-Listed	Appointed
Total	2295	739	356

Figure 2.1 – Recruitment Total Applicants Bar Chart

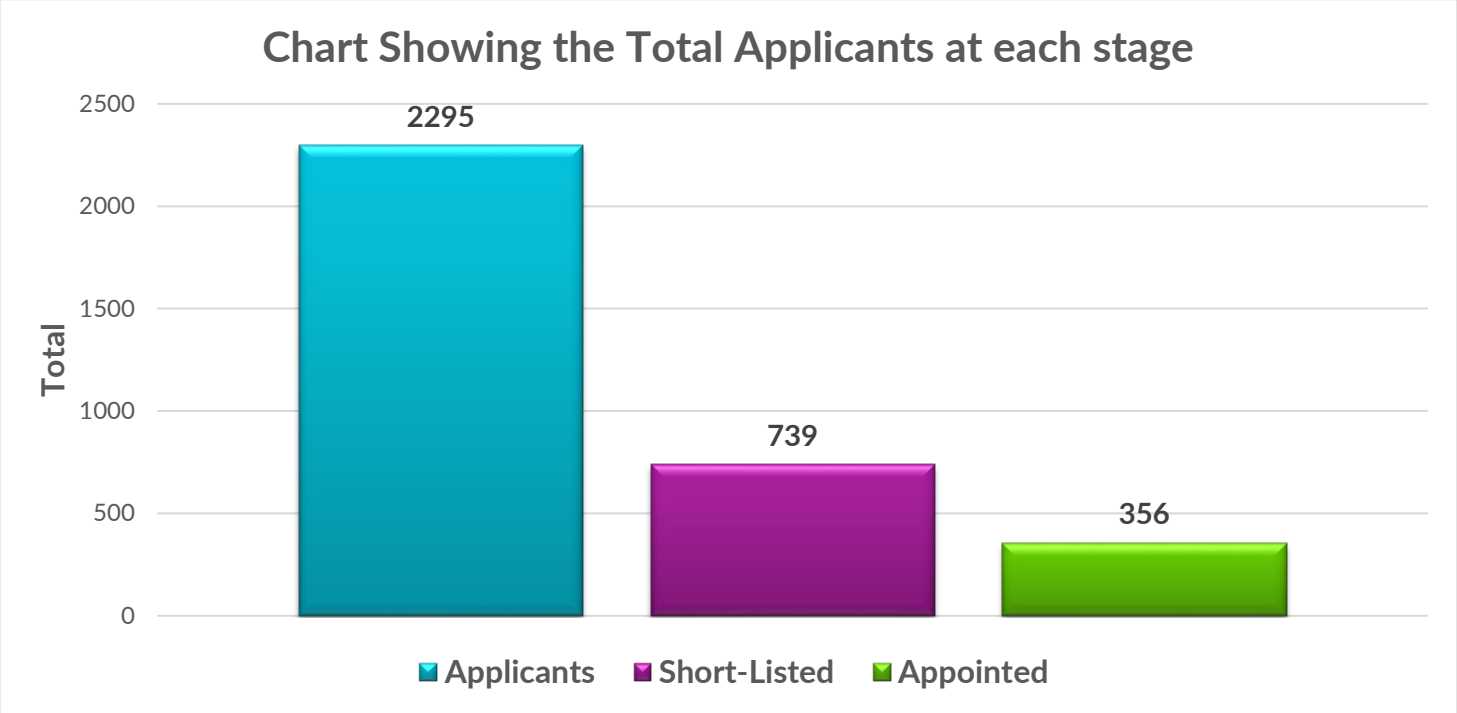


Figure 2.2 - Recruitment Ethnicity

Ethnicity	Applicants	Short-Listed	Appointed
White	972 (42.35%)	371 (50.2%)	201 (56.46%)
BAME	1248 (54.38%)	340 (46.01%)	133 (37.36%)
Unknown	75 (3.27%)	28 (3.79%)	22 (6.18%)
Total	2295	739	356

Figure 2.3 - Recruitment Ethnicity Bar Chart

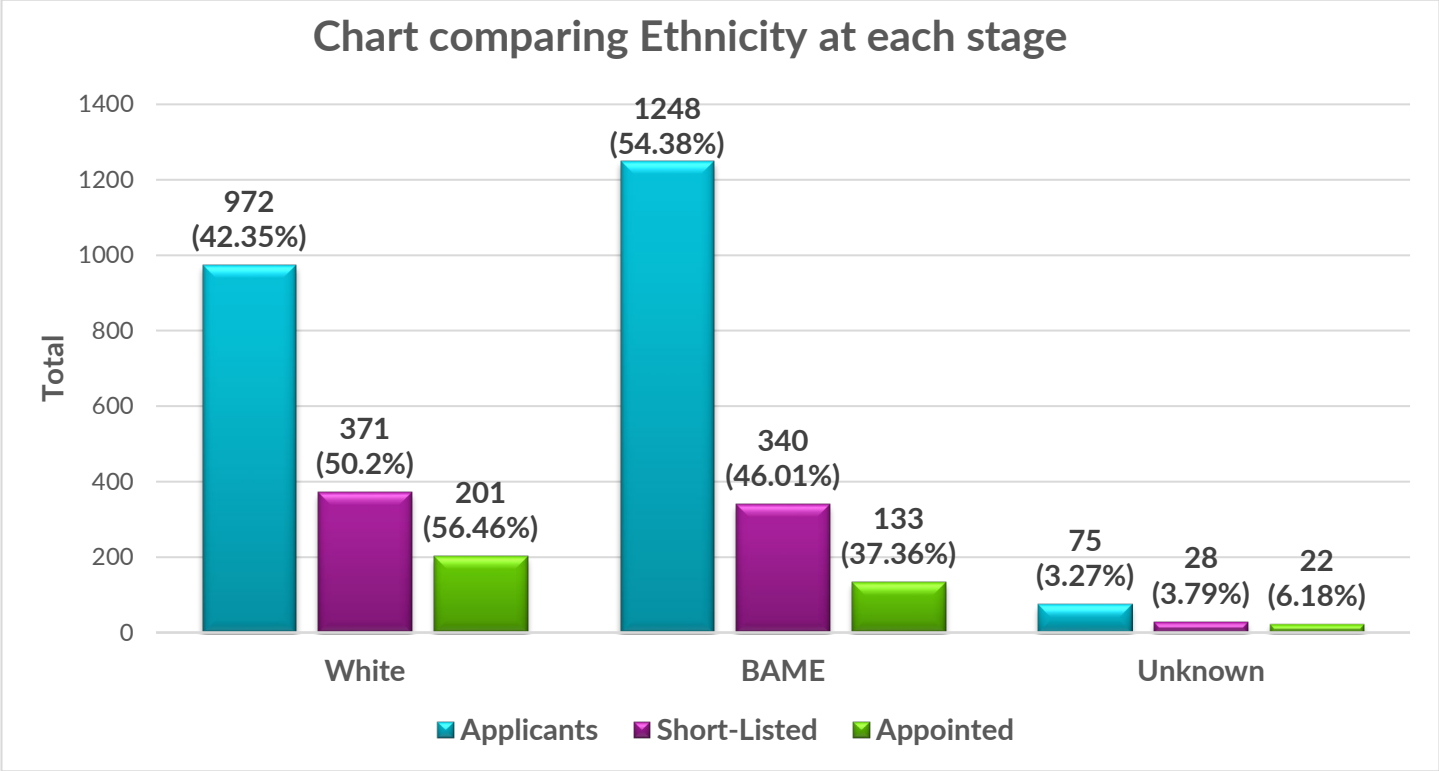


Figure 2.4 – Recruitment Disability/Incapacity

Disability/Incapacity	Applicants	Short-Listed	Appointed
Disability/Incapacity	24 (1.05%)	16 (2.17%)	15 (4.21%)
None/Answer Not Given	2271 (98.95%)	723 (97.83%)	341 (95.79%)
Total	2295	739	356

Figure 2.5 – Recruitment Disability/Incapacity Bar Chart

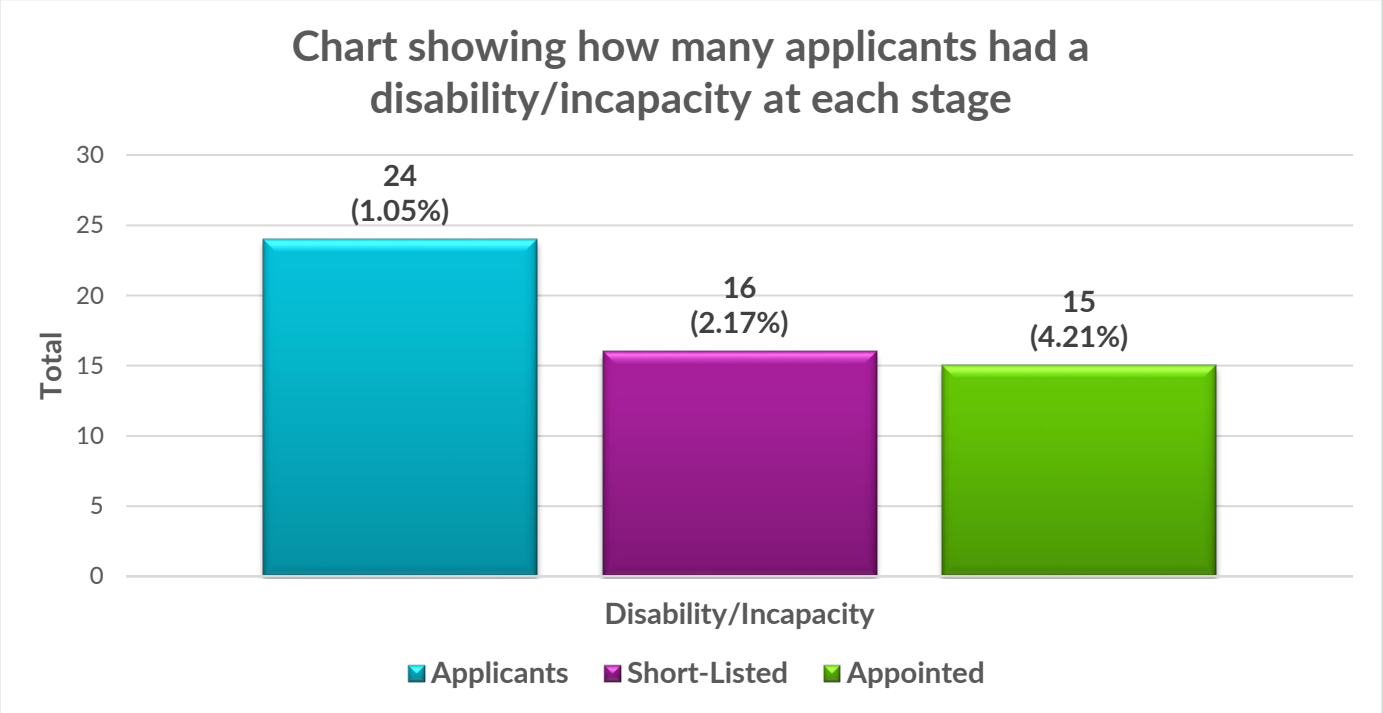


Figure 2.6 – Recruitment Gender

Gender	Applicants	Short-Listed	Appointed
Female	1540 (67.10%)	544 (73.61%)	269 (75.56%)
Male	755 (32.90%)	195 (26.39%)	87 (24.44%)
Total	2295	739	356

Figure 2.7 – Recruitment Gender Bar Chart

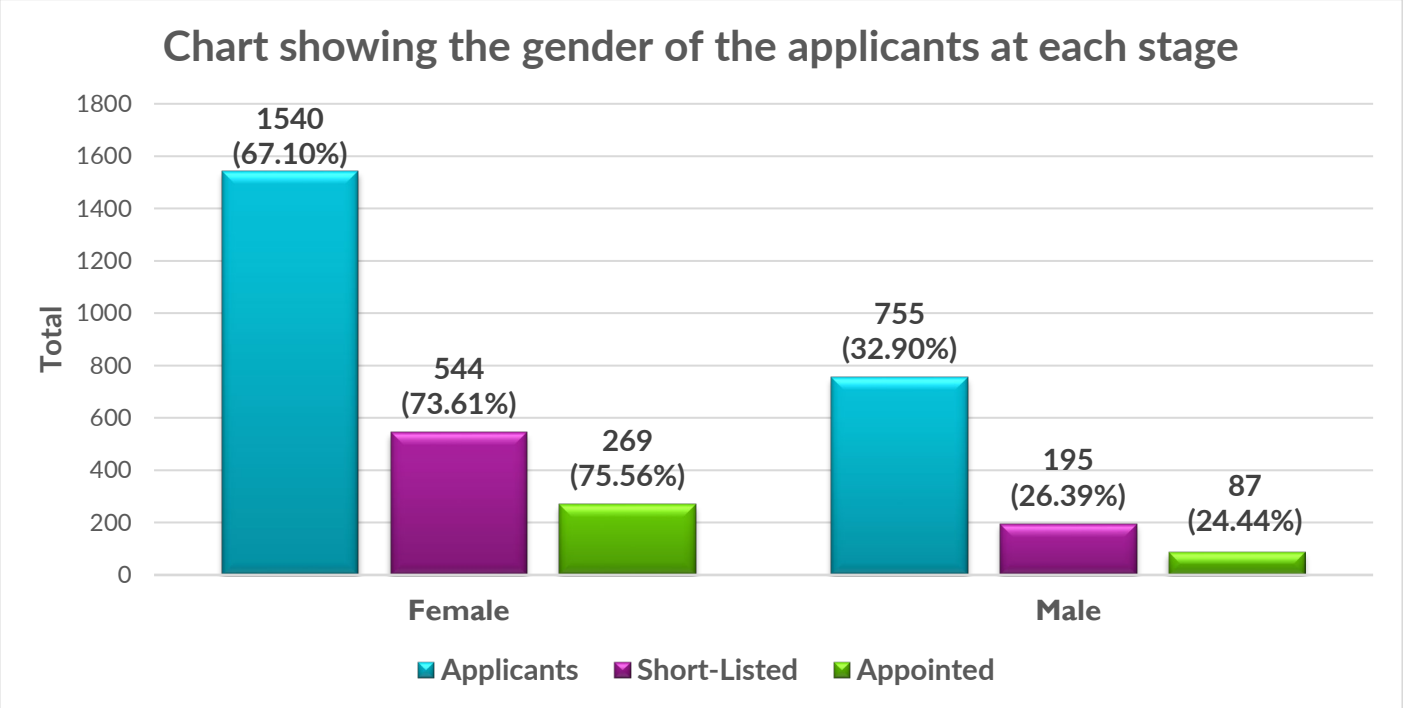


Figure 2.8 - Recruitment Age

Age	Applicants	Short-Listed	Appointed
Under 20	33 (1.44%)	11 (1.49%)	6 (1.69%)
20-39	1132 (49.32%)	288 (38.97%)	127 (35.67%)
40-59	740 (32.24%)	277 (37.48%)	130 (36.52%)
60+	76 (3.31%)	35 (4.74%)	15 (4.21%)
Unknown	314 (13.68%)	128 (17.32%)	78 (21.91%)
Total	2295	739	303

Figure 2.9 - Recruitment Age Bar Chart

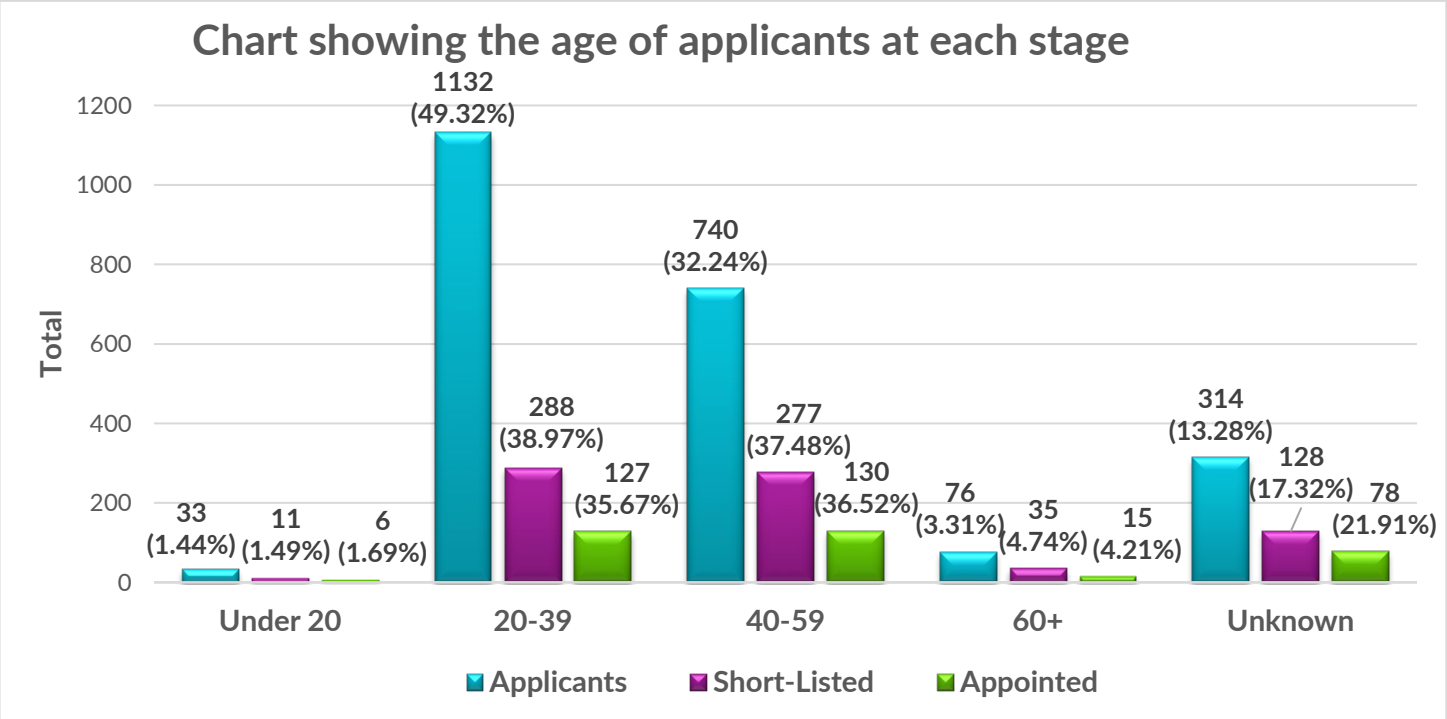


Figure 2.10 - Recruitment Sexual Orientation

Sexual Orientation	Applicants	Short-Listed	Appointed
Heterosexual	1941 (84.58%)	620 (83.90%)	296 (83.15%)
Gay/Lesbian/Bi-Sexual	96 (4.18%)	24 (3.25%)	14 (3.93%)
Prefer to Self-Describe	13 (0.57%)	4 (0.54%)	1 (0.28%)
Not Given/Prefer Not to Say	245 (10.68%)	91 (12.31%)	45 (12.64%)
Total	2295	739	356

Figure 2.11 - Recruitment Sexual Orientation Bar Chart

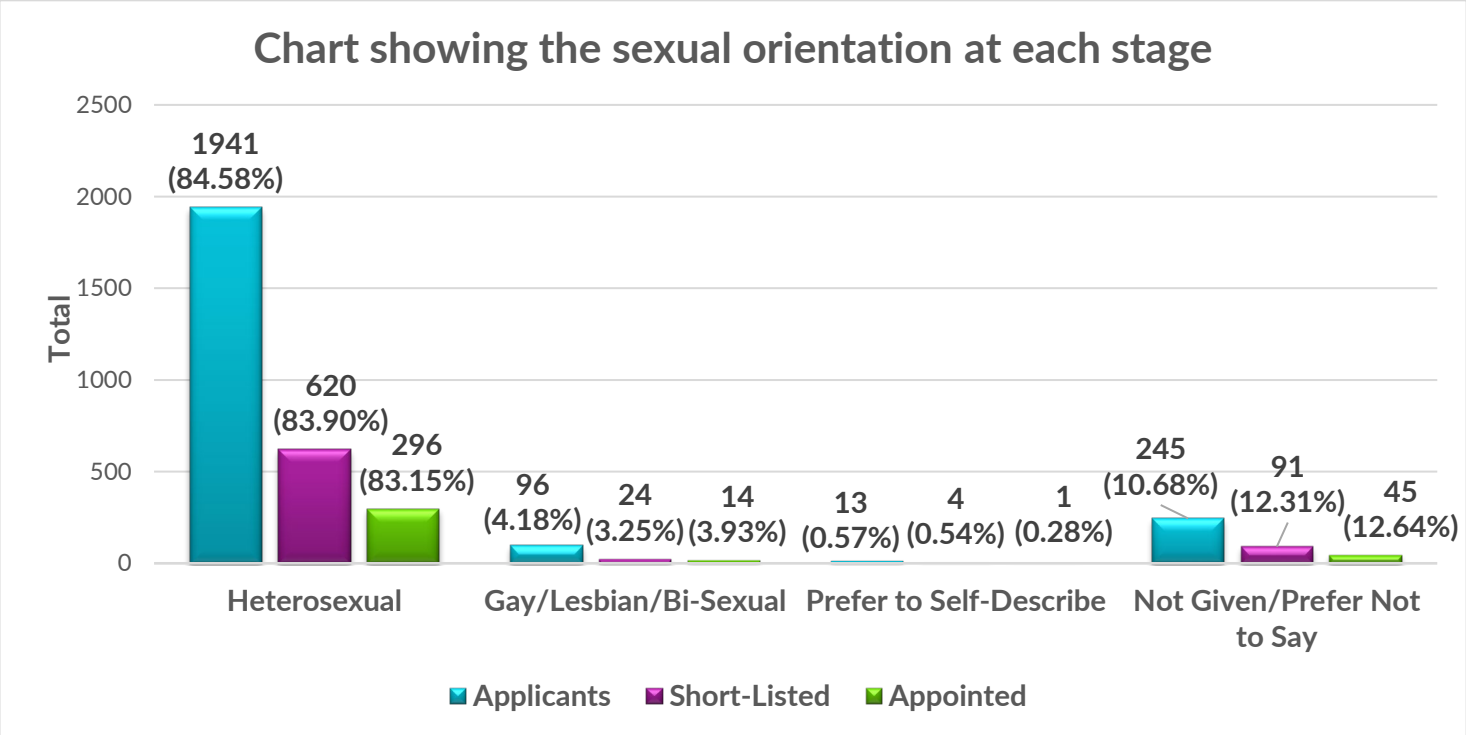
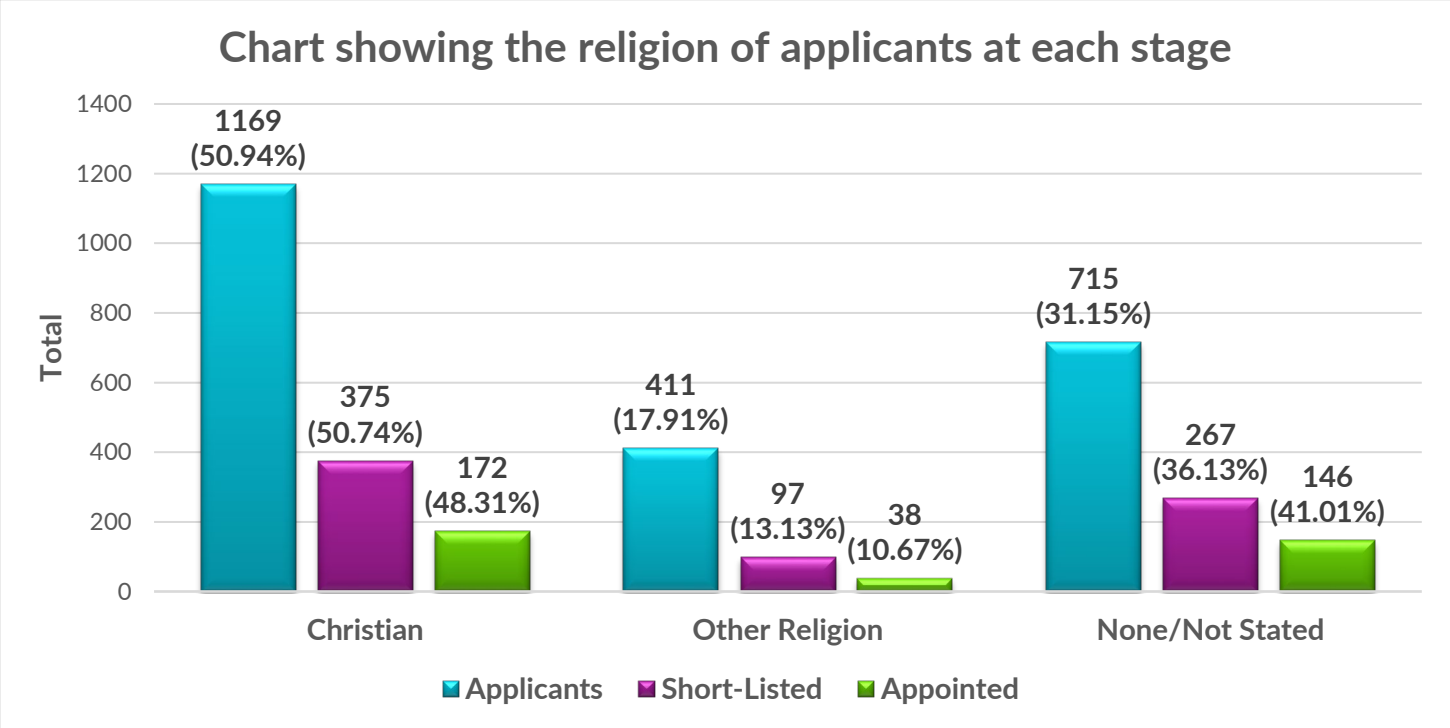


Figure 2.12 – Recruitment Religion

Religion	Applicants	Short-Listed	Appointed
Christian	1169 (50.94%)	375 (50.74%)	172 (48.31%)
Buddhism, Hinduism, Islam (Muslim), Jehovah's Witness, Judaism, Sikhism (Other Religion)	411 (17.91%)	97 (13.13%)	38 (10.67%)
None/Not Stated	715 (31.15%)	267 (36.13%)	146 (41.01%)
Total	2295	739	356

Figure 2.13 – Recruitment Religion Bar Chart



Leavers

219 employees left the Council between April 2022 and March 2023. This is broken down by personal characteristic below.

Figure 3 – Ethnicity

Ethnicity	Total (%)
White	55.66%
BAME	22.62%
Information Not Obtained	21.72%

Figure 3.1 - Ethnicity Pie Chart

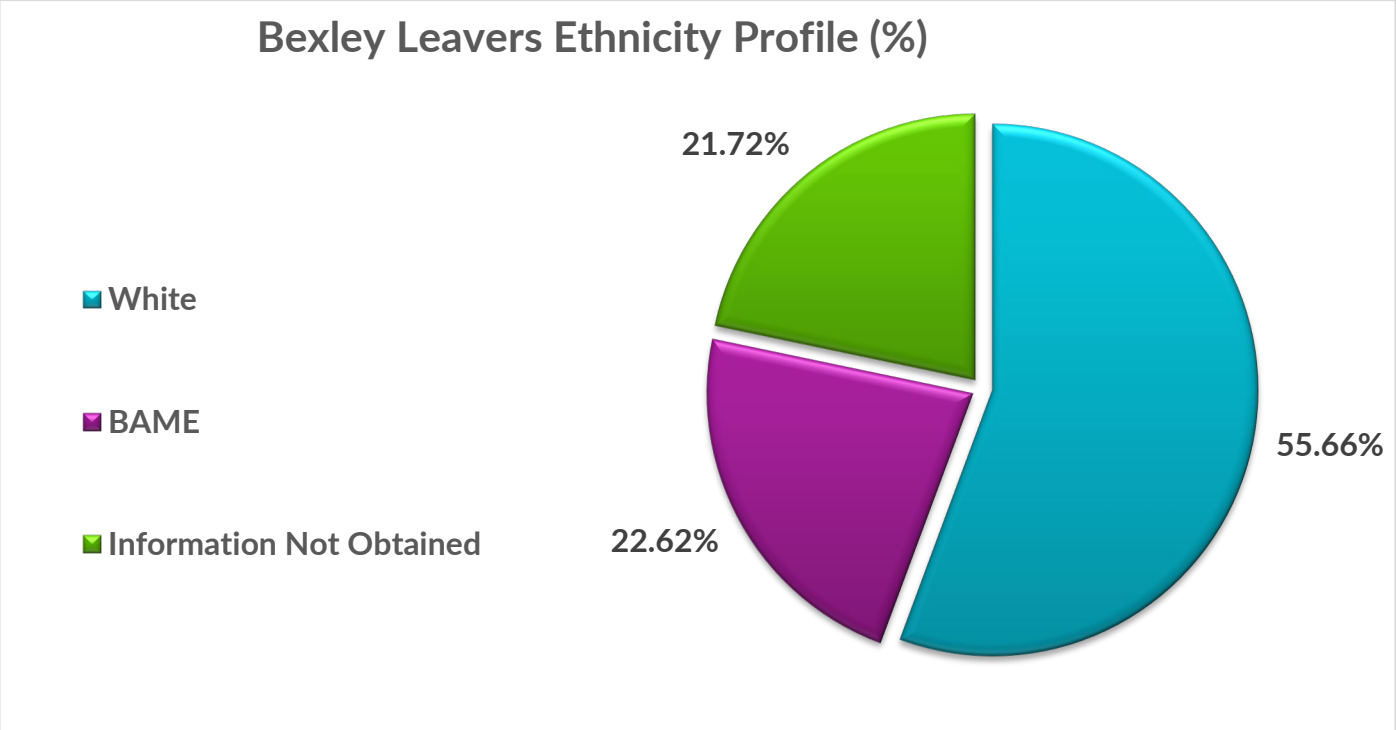


Figure 3.2 - Age Profile

Age Profile	Amount (%)
Under 20	0.45%
20-39	45.53%
40-59	38.01%
60+	19.00%

Figure 3.3 – Age Profile Pie Chart

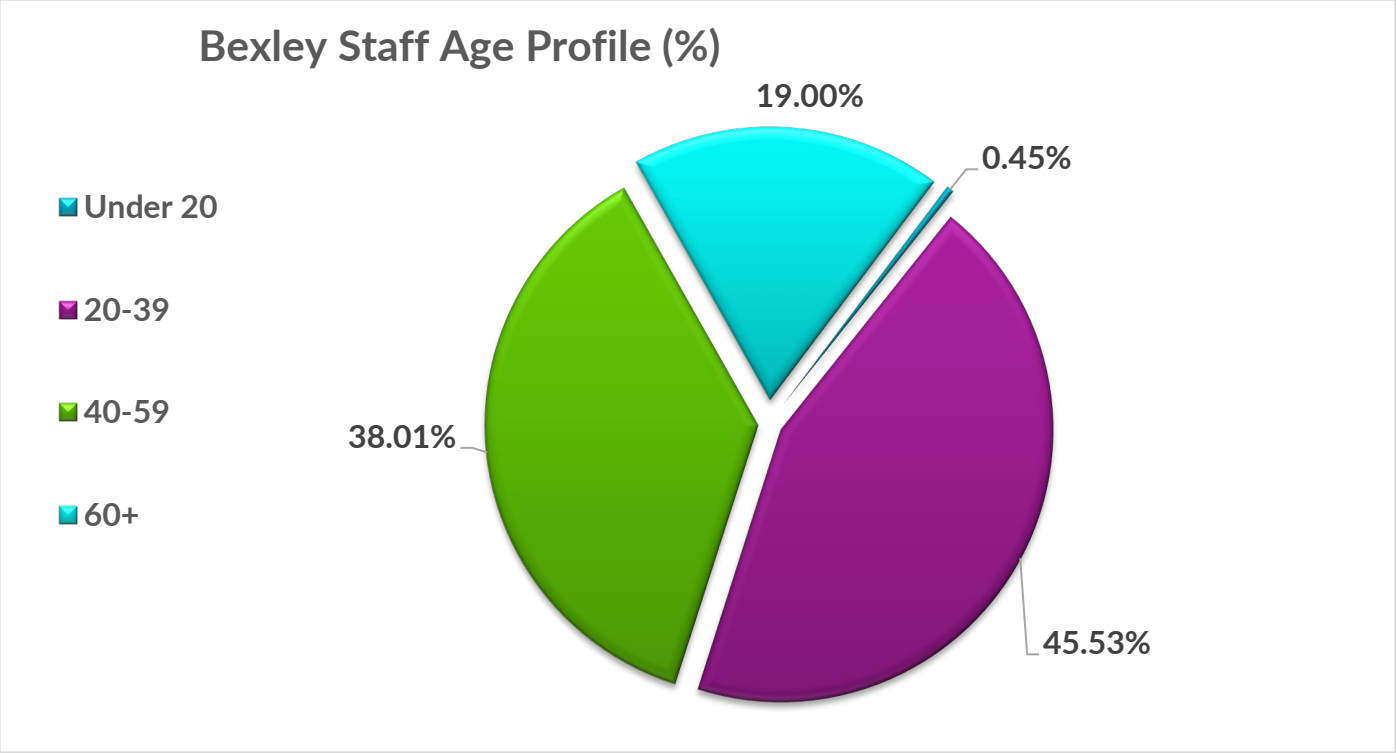


Figure 3.4 – Sexual Orientation

Sexual Orientation	Amount (%)
Heterosexual	69.23%
Gay/Lesbian/Bi-Sexual/Prefer to Self-Describe	4.52%
Info not given/Prefer not to say	26.24%

Figure 3.5 – Sexual Orientation Pie Chart

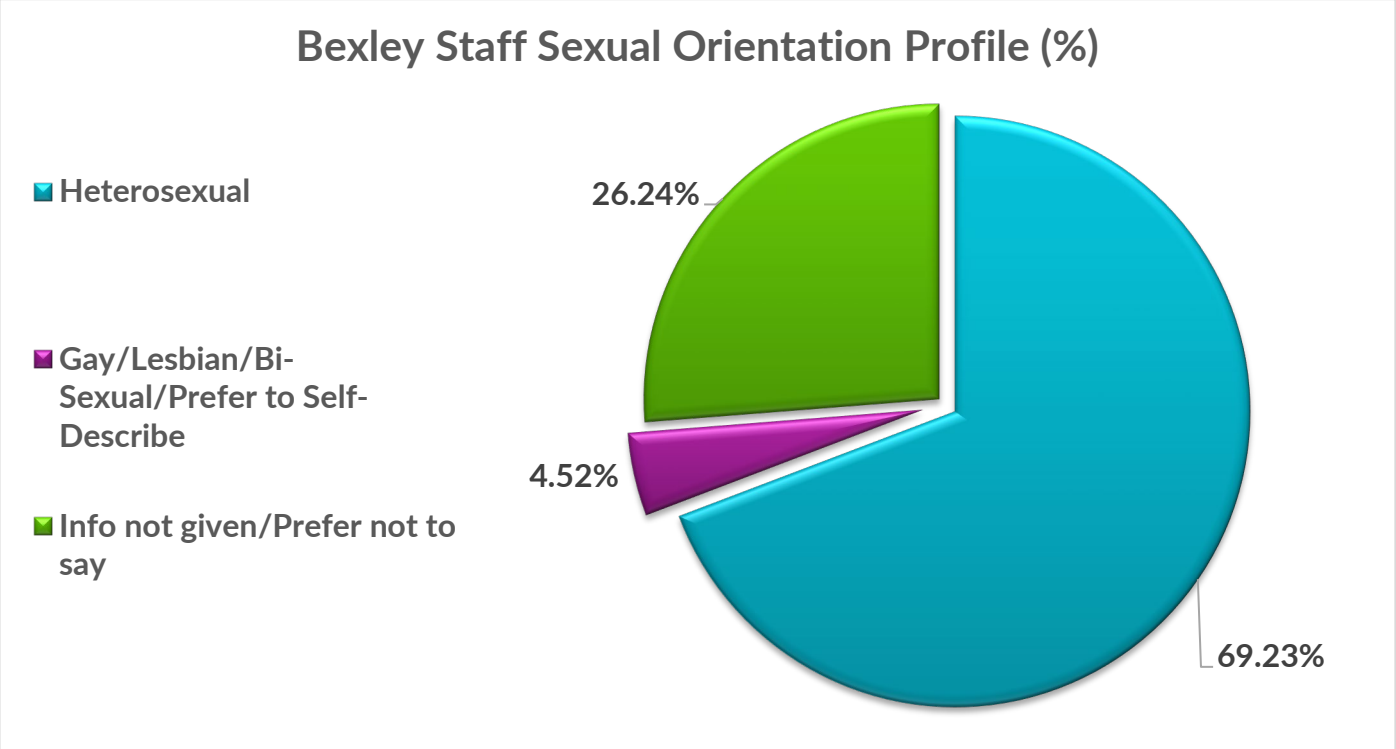


Figure 3.6 - Religion

Religion	Amount (%)
Christian	41.18%
Buddhism, Hinduism, Islam (Muslim), Jehovah's Witness, Judaism, Sikhism (Other Religion)	9.05%
None/Prefer not to say	49.77%

Figure 3.7 – Religion Pie Chart

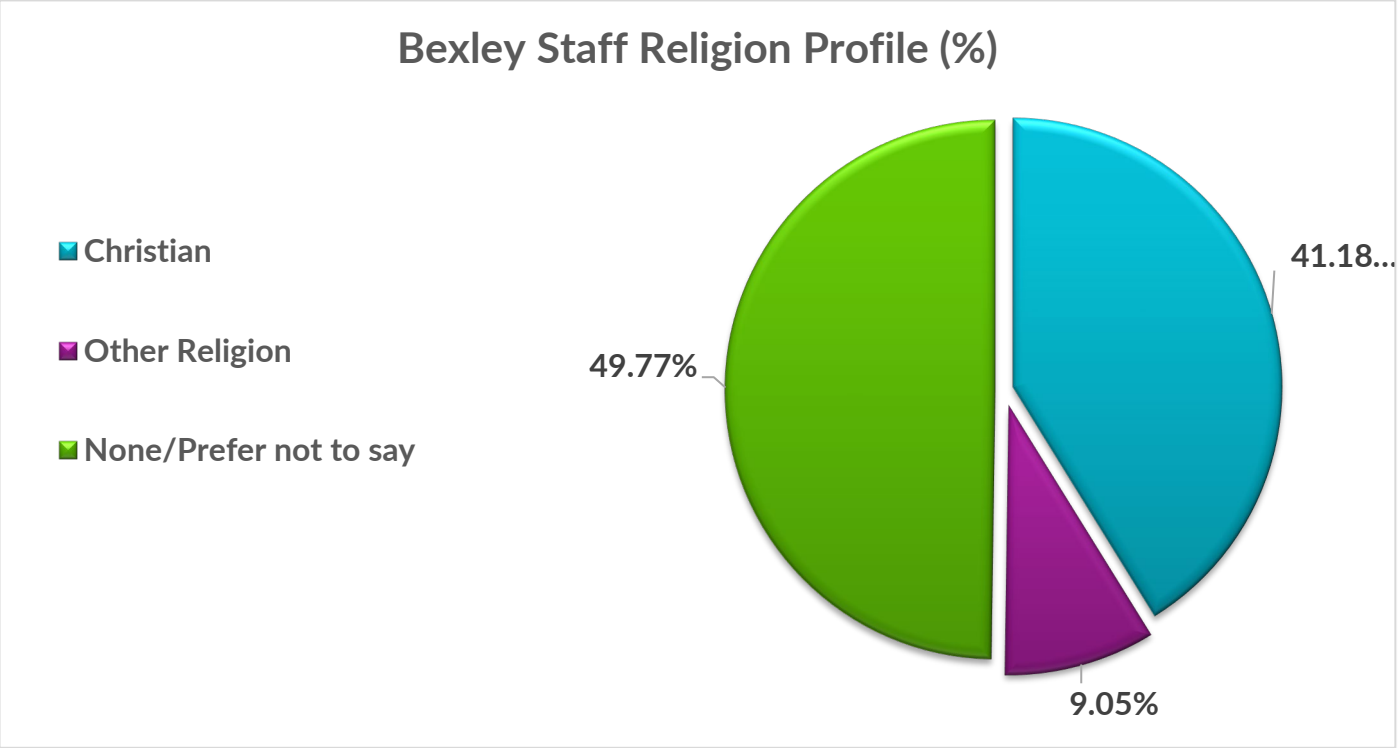


Figure 3.8 – Disability/Incapacity

Disability/Incapacity	Amount (%)
Yes	3.17%
No/Info not obtained	96.83%

Figure 3.9 – Disability/Incapacity

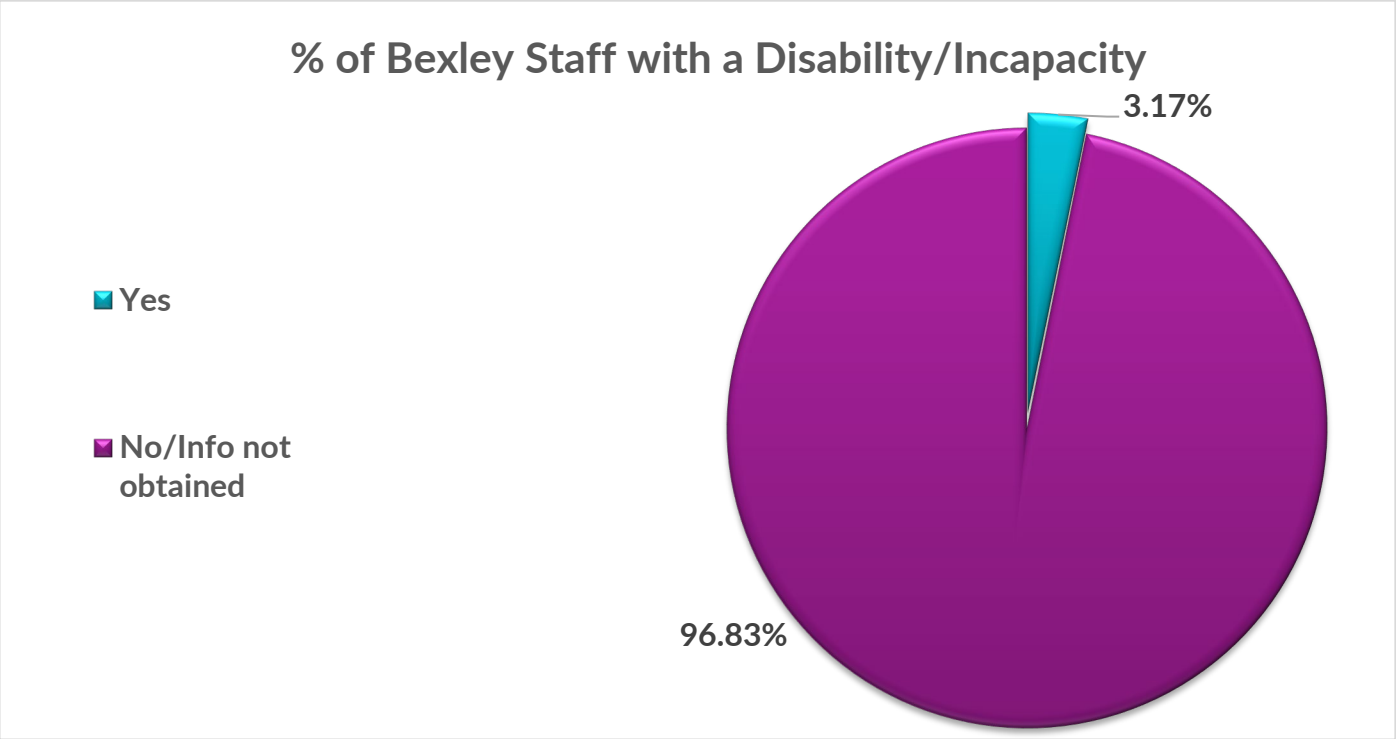
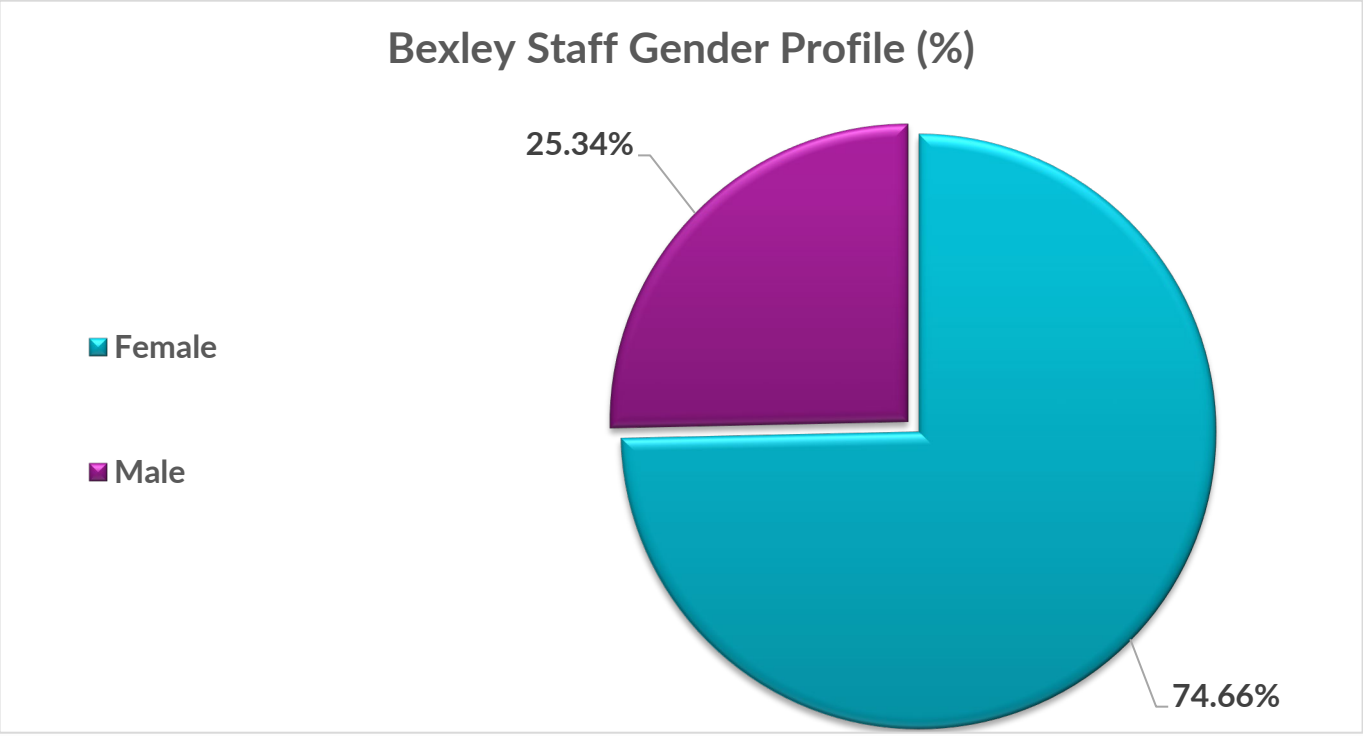


Figure 3.10 – Gender

Gender	Amount (%)
Female	74.66%
Male	25.34%

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 22 cases managed under these procedures shown by personal characteristic below, 14 of these were disciplinaries, capabilities and sickness absence, the final 8 were grievances.

Figure 4 – Ethnicity

Ethnicity	Amount (%)
White	63.64%
BAME	27.27%
Information Not Obtained	9.09%

Figure 4.1 – Ethnicity Pie Chart

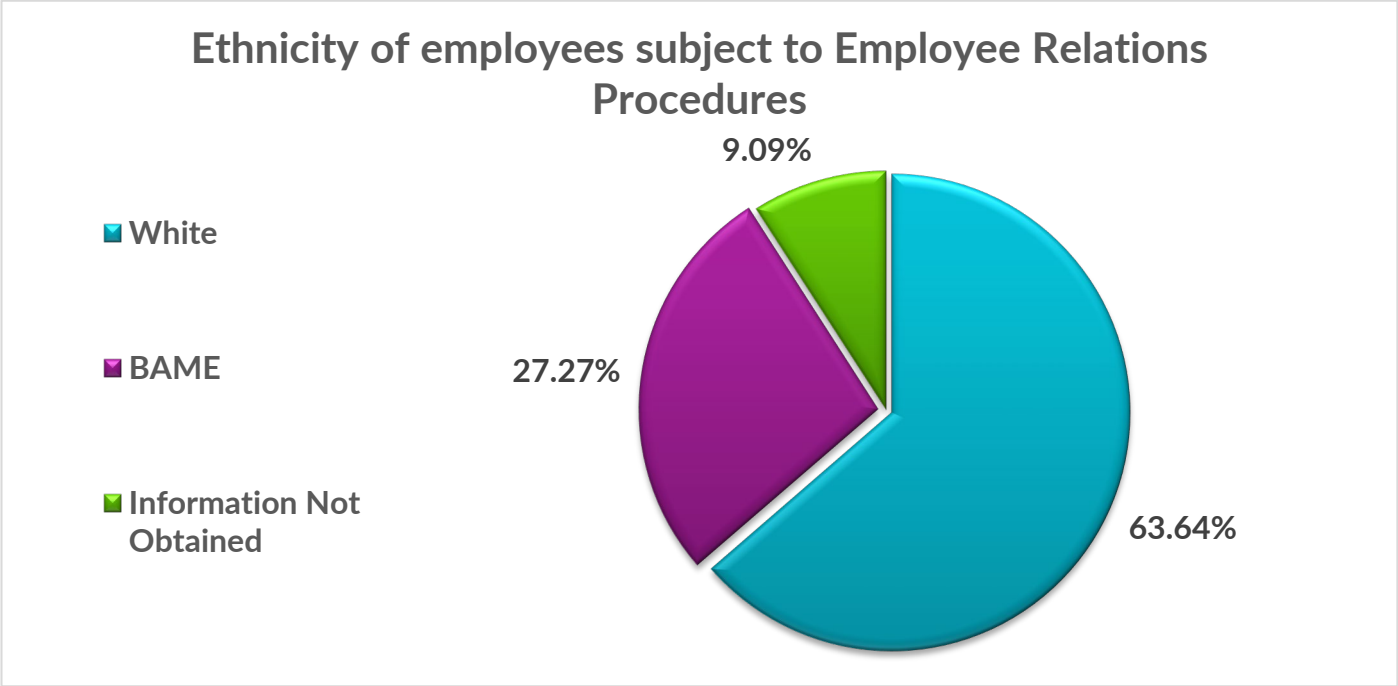


Figure 4.2 – Disability/Incapacity

Disability/incapacity	Amount (%)
Disability/Incapacity	9.09%
None/Answer not provided	90.91%

Figure 4.3 – Disability/Incapacity Pie Chart

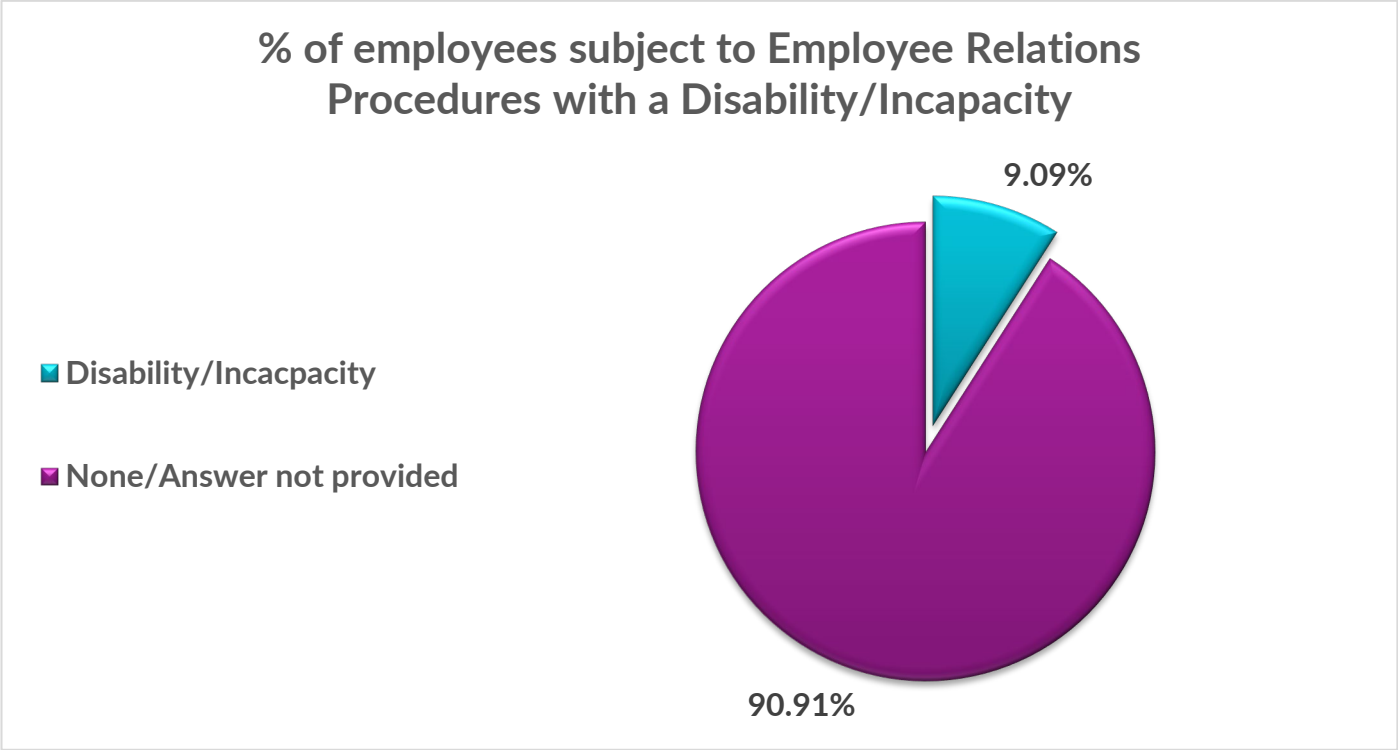


Figure 4.4 – Gender

Gender	Amount (%)
Male	31.82%
Female	68.18%

Figure 4.5 – Gender Pie Chart

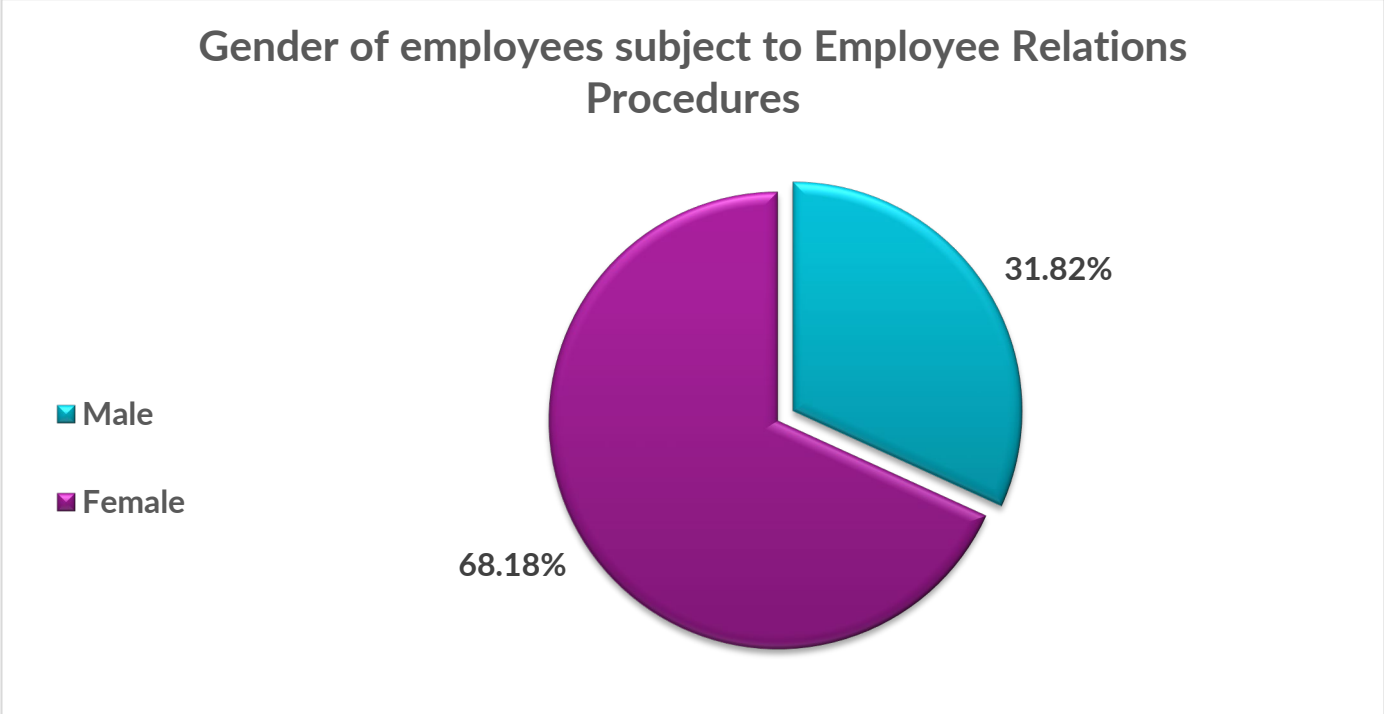


Figure 4.6 – Age Profile

Age Profile	Amount (%)
Under 20	0.00%
20-39	13.64%
40-59	63.64%
60+	22.73%

Figure 4.7 – Age Profile Pie Chart

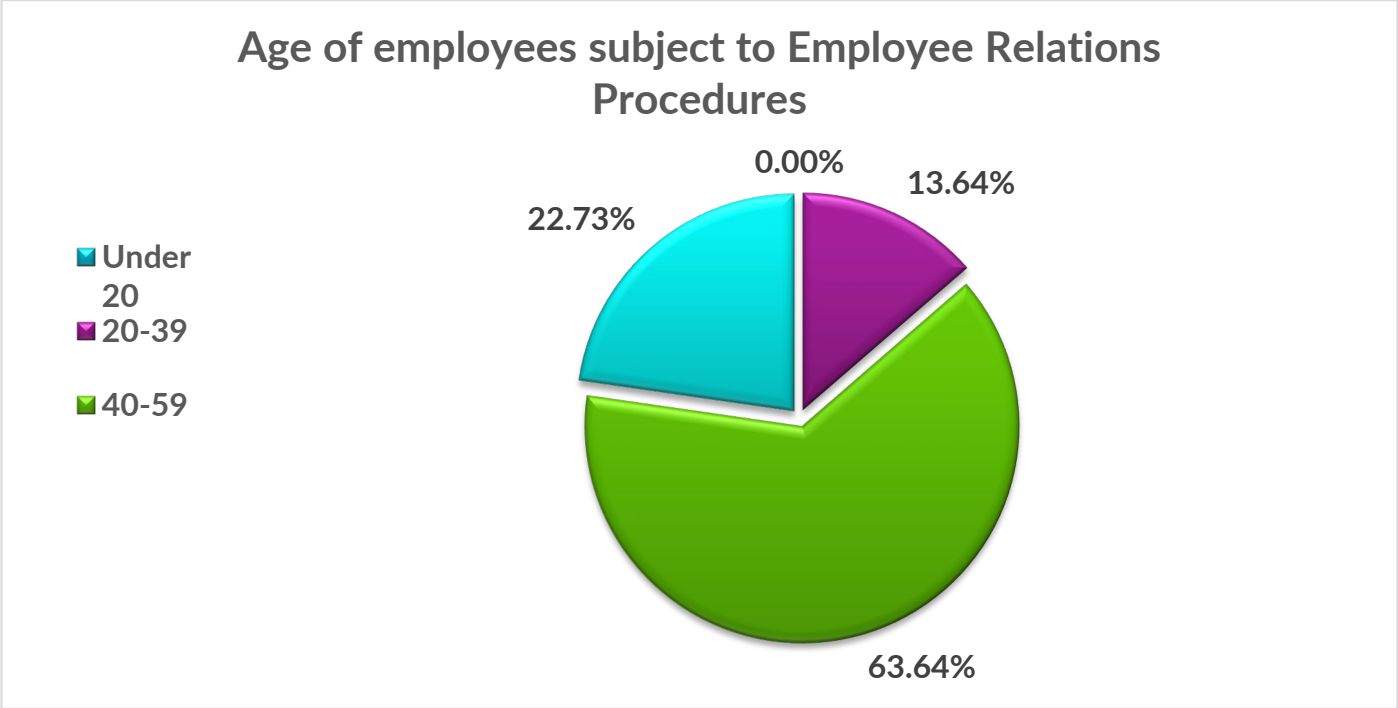


Figure 4.8 – Sexual Orientation

Sexual Orientation	Amount (%)
Heterosexual	68.18%
Gay/Lesbian/Bi-Sexual	0.00%
Not Given/Prefer Not to Say	31.82%

Figure 4.9 – Sexual Orientation Pie Chart

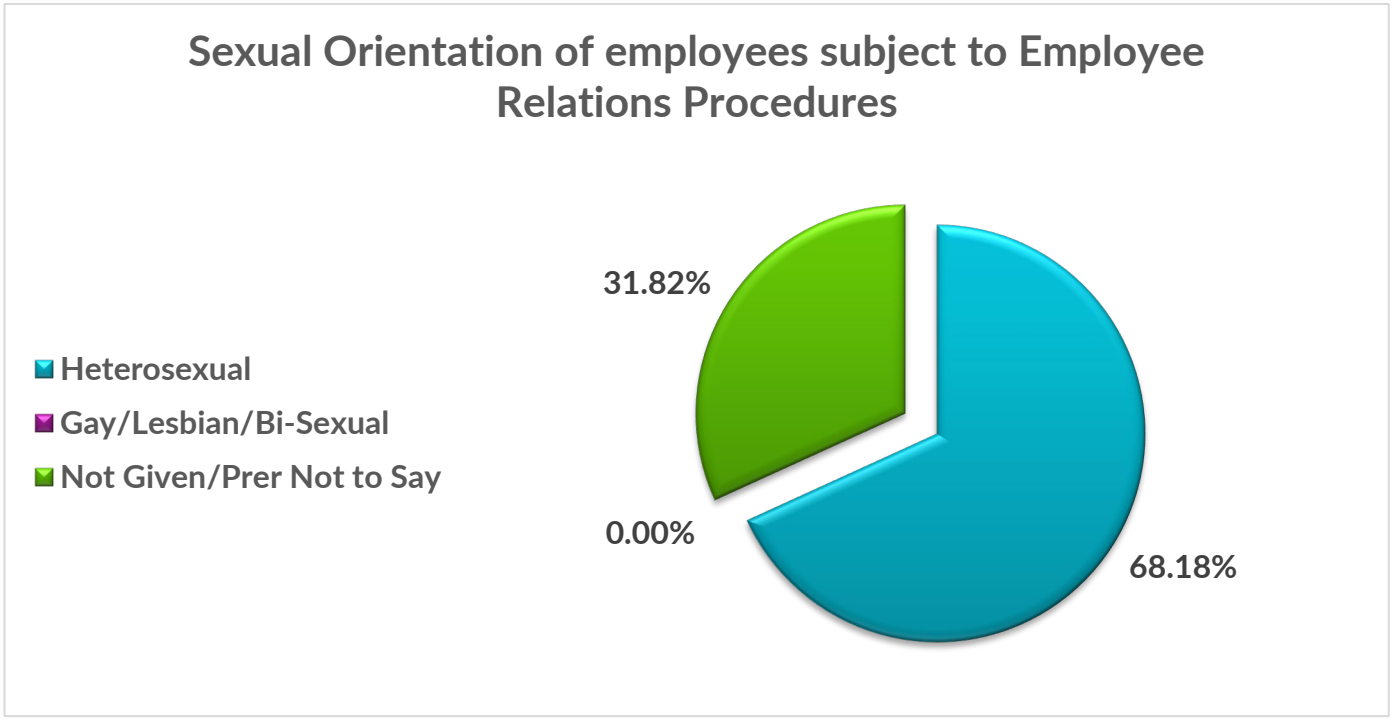


Figure 4.10 - Religion

Religion	Amount (%)
Christian	50.00%
Buddhism, Hinduism, Islam (Muslim), Jehovah's Witness, Judaism, Sikhism (Other Religion)	13.64%
Not Given/None	36.36%

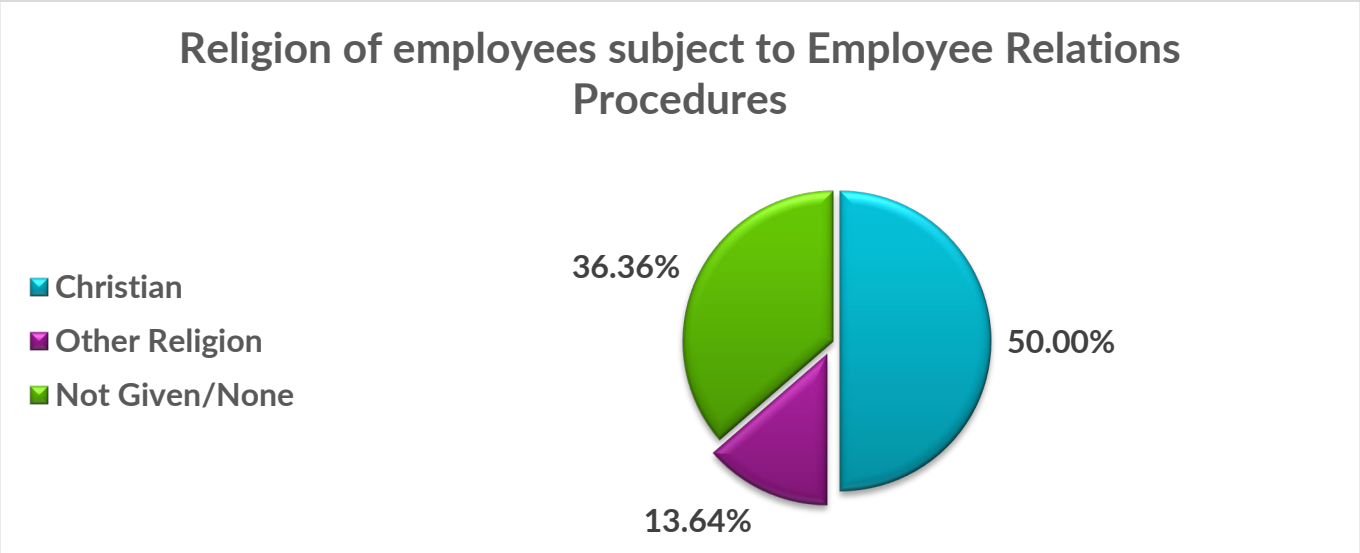



Figure 4.11 – Religion Pie Chart