

Appendix B - Equalities Data report – Year end 31 March 2023

The overall headcount across the Council (including schools) has decreased by 442 employees since 2022. The number of full time female staff has increased as has the number of female staff aged under 21.

Those on the lowest pay have decreased and the deletion of SCP1 with effect from 1 April 2023 is anticipated to have an even greater impact when the 2024 data set is published. The remainder of the pay spine has remained generally stable.

The number of employees declaring their protected characteristics has improved by 1% which suggests that pace is slow and further work is needed in encouraging staff to declare. 2022 saw a period of change with work on the old HR information system coming to a close and the introduction on 1 April 2023 of the new Oracle Fusion system. We anticipate that an increase in disclosure will be evident in 2024 as the workforce increases its knowledge of Oracle Fusion and how to enter this information.

Whilst the existing workforce have not increased disclosure rates, applicant disclosures have significantly improved. Of 7960 applicants only 133 did not declare their protected characteristics, suggesting that over time our information reliability should improve as new starters enter the workforce having already declared. Of note, the number of applicants declaring as transgender doubled, an increase was seen in the number of those declaring their sexual orientation and a sizeable number indicated that they have no religious belief (4496 in 2023 compared to 2909 in 2022).

Applicants vary from overall workforce numbers when analysing gender – the workforce of 70% female and 30% male varies considerably from the roughly equal male/female applicant makeup of 51/48 respectively.

Turnover shows that there were 722 resignations in 2023 compared to 629 in the previous year. More female employees aged 21-30 left the Council and an increase in leavers due to ill health capability and ill health retirement was seen. In addition, the number of fixed term contracts being the reason for leaving increased from 147 in 2022 to 269 in 2023. An overall turnover figure of 12% in 2023 is an increase from 9.6% in 2022.

This data set will help inform activity in relation to workforce planning across departments but also at a corporate level in terms of policy review and approach.

WORKFORCE PROFILE

Workforce Profile - Working pattern by Gender

Employment category	Female	Male	Total
Permanent - full time	2167	2449	4616
Permanent - job share	*	*	57
Permanent - part time	2597	364	2961
Temporary - full time	859	377	1236
Temporary - job share	*	*	*
Temporary - part time	2036	256	2292
Grand Total	7715	3451	11166

Workforce Profile - Age Profile by Gender

Age	Female	Male	Total
Under 21	70	53	123
21-30	921	447	1368
31-40	1750	713	2463
41-50	2185	790	2975
51-60	2110	1071	3181
61-70	649	362	1011
Over 70	30	15	45
Grand Total	7715	3451	11166

Workforce Profile - Grade by Gender

Grade Name	Female	Male	Total
Chief Executive 12	*	*	*
Chief Officer 1-5 01-05	*	*	*
Deputy Chief Executive 1-3	*	*	*
Director 001-007	*	*	*
GRADE_01 01	*	*	*
GRADE_02 03	423	88	511
GRADE_02A 03A	*	*	295
GRADE_03 04	203	194	397
GRADE_03A 04A	*	*	*
GRADE_04 05-06	1386	365	1751
GRADE_04A 05A-06A	*	*	92
GRADE_05 07-09	929	409	1338
GRADE_05A 07A-09A	*	*	11
GRADE_06 11-17	1082	403	1485
GRADE_07 19-24	626	645	1271
GRADE_08 25-29	366	285	651
GRADE_09 30-34	300	179	479
GRADE_10 35-39	101	90	191
GRADE_10A 35-37	72	18	90
GRADE_10B 38-39	54	5	59
GRADE_11 40-44	77	55	132

GRADE_12 45-49	39	35	74
Head Deputy and Assistant Teachers 001-043 H00	143	90	233
HOS Band_1 07-13	*	*	11
HOS Band_2 03-09	*	*	7
HOS Band_3 01-05	*	*	*
Minimum Wage 025 025	12	14	26
Minimum Wage APP APP	*	*	19
Minimum Wage 016-022	5	31	36
Soulbury Advisor Inspectors 001-007	*	*	*
Soulbury Advisor Inspectors 002-008	*	*	*
Soulbury Advisor Inspectors 002-011	*	*	6
Soulbury Advisor Inspectors 006-009	*	*	*
Soulbury Advisor Inspectors 010-013	*	*	*
Soulbury Advisor Inspectors 013-016	*	*	*
Soulbury Advisor Inspectors 013-019	*	*	*
Soulbury Advisor Inspectors 022-024	*	*	*
Soulbury Advisor Inspectors 024-027	*	*	*
Soulbury Advisor Inspectors 028-034	*	*	*
Soulbury Advisor Inspectors 047-047	*	*	*
Soulbury Advisor Inspectors 2 -8	*	*	*
Soulbury Ed Psychologist 001-009	*	*	*
Soulbury Ed Psychologist 001-013	*	*	*
Soulbury Ed Psychologist 001-015	*	*	*
Soulbury SNR Ed Psychologist 001-007	*	*	*
Soulbury SNR Ed Psychologist 004-009	*	*	*
Soulbury SNR Ed Psychologist 016-018	*	*	*
Teacher 001-006 W00	356	150	506
Threshold Teacher 001-003 P00	1069	331	1400
Unqualified Teacher 001-006	30	18	48
Grand Total	7715	3451	11166

Workforce Profile - Ethnicity Declaration

Ethnicity	Total	% Workforce
Asian or Asian British - Any Other	5	0.04%
Asian or Asian British - Bangladeshi	7	0.06%
Asian or Asian British - Chinese	*	*
Asian or Asian British - Indian	*	*
Asian or Asian British - Pakistani	*	*
Black or Black British - African	8	0.07%
Black or Black British - Any Other	*	*
Black or Black British - Caribbean	5	0.04%
Mixed - Any Other	6	0.05%
Mixed - White and Asian	*	*
Mixed - White and Black African	*	*
Mixed - White and Black Caribbean	*	*
Not declared	8701	77.92%
Other Ethnic Group	*	*
Prefer not to say	*	*
White - Any Other	66	0.59%
White - British	2342	20.97%

Grand Total	11166	
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Workforce Profile - Sexual Orientation

Sexual Orientation	Total	% Workforce
Bisexual	18	0.16%
Gay/Lesbian	46	0.41%
Heterosexual/Straight	1690	15.14%
Not declared	9359	83.82%
Other	*	*
Prefer not to say	50	0.45%
Grand Total	11166	

Workforce Profile - Religion

Religion	Total	% Workforce
Buddhist	9	0.08%
Christian	830	7.43%
Hindu	*	*
Muslim	11	0.09%
No Religion or belief	841	7.53%
Not declared	9352	83.75%
Other	60	0.53%
Prefer not to say	60	0.53%
Sikh	*	*
Grand Total	11166	

Workforce Profile - Disability Declaration

Disabled?	Total	% Workforce
Disabled	42	0.38%
Not declared	10517	94.18%
Not Disabled	607	5.44%
Grand Total	11166	

Workforce Profile - Marital Status

Marital Status	Total	% Workforce
Civil Partnership	61	0.55%
Divorced	416	3.72%
Formally in Civil Partnership now legally dissolved	*	*
Legally Separated	26	0.23%
Living with Partner (not married or in civil partnership)	360	3.21%
Married	4658	41.72%
Not declared	1440	12.90%
Partner	116	1.04%
Prefer not to say	32	0.29%
Separated – but still legally in Civil Partnership	*	*
Separated – but still legally married	68	0.61%

Single	3928	35.18%
Widowed	55	0.49%
Grand Total	11166	

Workforce Profile - Gender Reassignment

Gender same as birth?	Total	% Workforce
No	8	0.07%
Not declared	9394	84.13%
Yes	1764	15.80%
Grand Total	11166	

Workforce Profile - Maternity and Pregnancy

Maternity = 1.77% workforce

Pregnancy = data unavailable

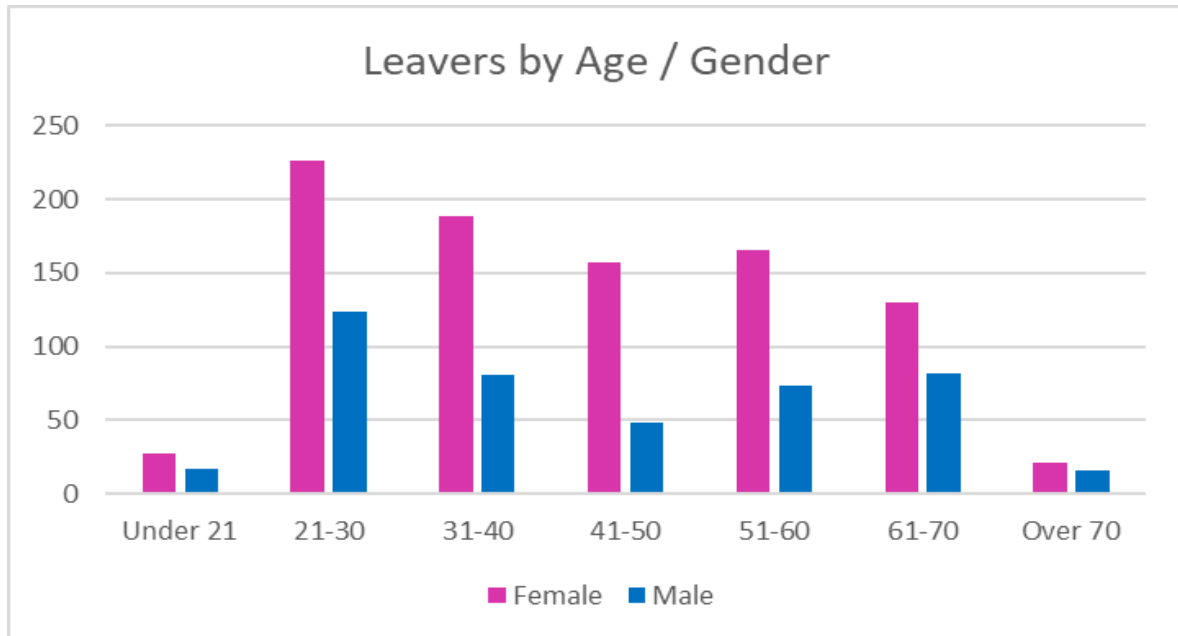
LEAVERS

Leavers by Gender

Leaver Reason	Female	Male	Total
Deceased	6	6	12
Dismissed – Capability	*	*	*
Dismissed – Gross Misconduct	*	*	9
Dismissed – Health Capability	*	*	37
Dismissed – Probation	*	*	13
End of Apprenticeship	*	*	*
End of Fixed-Term Contract	89	69	158
End of Temporary Contract	78	33	111
ERVR – Early Retirement/Voluntary Redundancy	8	5	13
Frustration of Contract	*	*	*
NULL	*	*	13
Other	*	*	22
Promotion	*	*	*
Redundancy	*	*	*
Redundancy – Compulsory	*	*	*
Resigned	510	212	722
Resigned 55+	59	43	102
Resigned 60+	26	9	35
Retirement	*	*	6
Retirement – AAB (Teachers)	*	*	8
Retirement – Early	14	5	19
Retirement – ER/VR (Teachers)	*	*	*
Retirement – Ill Health	22	12	34
Retirement 65+	19	7	26

Traineeship Terminated	*	*	*
Voluntary Redundancy	*	*	*
Grand Total	910	449	1359

Leavers by Age / Gender



Leavers by Ethnicity

Ethnic Origin	Leavers
Asian or Asian British - Any Other	*
Asian or Asian British - Bangladeshi	*
Asian or Asian British - Chinese	*
Asian or Asian British - Indian	*
Asian or Asian British – Pakistani	*
Black or Black British - African	*
Black or Black British - Any Other	*
Black or Black British - Caribbean	*
Mixed - Any Other	*
Mixed - White and Asian	*
Mixed - White and Black African	*
Mixed - White and Black Caribbean	*
Not declared	679
Other Ethnic Group	6
Prefer not to say	*
White - Any Other	229
White - British	434
Grand Total	1359

Leavers by Sexual Orientation

Sexual Orientation	Leavers
Bisexual	17
Gay/Lesbian	45
Heterosexual/Straight	1201
Not declared	39
Other	*
Prefer not to say	53
Grand Total	1359

Leavers by Religion

Religion/Belief	Leavers
Buddhist	9
Christian	826
Hindu	*
Muslim	14
No Religion or belief	358
Not declared	34
Other	52
Prefer not to say	62
Sikh	*
Grand Total	1359

Leavers by Disability

Disabled?	Leavers
Disabled	5
Not declared	1146
Not Disabled	208
Grand Total	1359

GRIEVANCES

Grievance by Gender

Gender	Grievances
Female	*
Male	*
Grand Total	9

Grievance by Ethnicity

Ethnicity	Grievances
Asian or Asian British - Any Other	*
Asian or Asian British - Bangladeshi	*
Asian or Asian British - Chinese	*
Asian or Asian British - Indian	*
Asian or Asian British - Pakistani	*
Black or Black British - African	*
Black or Black British - Any Other	*
Black or Black British - Caribbean	*
Mixed - Any Other	*
Mixed - White and Asian	*
Mixed - White and Black African	*
Mixed - White and Black Caribbean	*
Not declared	9
Other Ethnic Group	*
Prefer not to say	*
White - Any Other	*
White - British	*
Grand Total	9

Grievance by Sexual Orientation

Sexual Orientation	Grievances
Bisexual	*
Gay/Lesbian	*
Heterosexual/Straight	*
Not declared	*
Other	*
Prefer not to say	*
Grand Total	9

Grievance by Religion

Religion/Belief	Grievances
Buddhist	*
Christian	*
Hindu	*

Muslim	*
No Religion or belief	*
Not declared	*
Other	*
Prefer not to say	*
Sikh	*
Grand Total	9

Grievance by Disability

Disabled?	Grievances
Disabled	0
Not declared	9
Not Disabled	0
Grand Total	9

DISCIPLINARY

Disciplinary by Gender

Gender	Disciplinaries
Female	32
Male	38
Grand Total	70

Disciplinary by Ethnicity

Ethnic Origin	Disciplinaries
Asian or Asian British – Any Other	0
Asian or Asian British - Bangladeshi	0
Asian or Asian British - Chinese	0
Asian or Asian British – Indian	0
Asian or Asian British - Pakistani	0
Black or Black British - African	0
Black or Black British – Any Other	0
Black or Black British – Caribbean	0
Mixed – Any Other	*
Mixed – White and Asian	0
Mixed – White and Black African	0
Mixed – White and Black Caribbean	0
Not declared	42
Other Ethnic Group	0
Prefer not to say	0
White - Any Other	0

White - British	27
Grand Total	70

Disciplinary by Sexual Orientation

Sexual Orientation	Disciplinaries
Bisexual	*
Gay/Lesbian	*
Heterosexual/Straight	*
Not declared	70
Other	*
Prefer not to say	*
Grand Total	70

Disciplinary by Religion

Religion	Disciplinaries
Buddhist	*
Christian	*
Hindu	*
Muslim	*
No Religion or belief	*
Not declared	70
Other	*
Prefer not to say	*
Sikh	*
Grand Total	70

Disciplinary by Disability

Disabled?	Disciplinaries
Disabled	0
Not declared	70
Not Disabled	0
Grand Total	70

APPLICANTS

Applicants by Gender

Gender	Applicants
Female	3813
Male	4068
Not declared	59
Transgender	20
Grand Total	7960

Applicants by Sexual Orientation

Sexual Orientation	Applicants
Bisexual	286
Gay Man	112
Gay Woman/Lesbian	94
Heterosexual	6954
Not declared	133
Other	93
Prefer Not to say	288
Grand Total	7960

Applicants by Religion

Religion/Belief	Applicants
Buddhist	43
Christian	2689
Hindu	95
Jewish	5
Muslim	276
No Religion or belief	4496
Not declared	112
Other	40
Prefer not to say	191
Sikh	13
Grand Total	7960

Applicants by Disability

Disabled?	Applicants
Disabled	538
Not declared	199
Not Disabled	7223
Grand Total	7960

Applicants by Age

Age	Applicants
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Under 21	503
21-30	2101
31-40	1943
41-50	1398
51-60	1046
61-70	244
Over 70	4
Not declared	721
Grand Total	7960