

Equalities Data report – Year end 31 March 2020

The Council acknowledges that there remain gaps in our employment and training data due to the employees right not to provide the information. However we are working with our employees and unions to improve the data and we continue to work on our systems to collect such data. The Council is investing in a new cloud-based employee management system, which will be introduced during 2021/22; this should ensure that information is more readily available as the system is embedded and matures. In addition, although requested, employees are not required to provide information concerning their characteristics and many choose not to do so. We will continue to work with employees to encourage them to supply this information and will work closely with the Trade Unions to look for other ways to encourage staff to provide this information.

Note: Data includes all school staff including teachers, and will be based on headcount unless stated otherwise.

Workforce Profile – Gender and Working pattern (headcount)

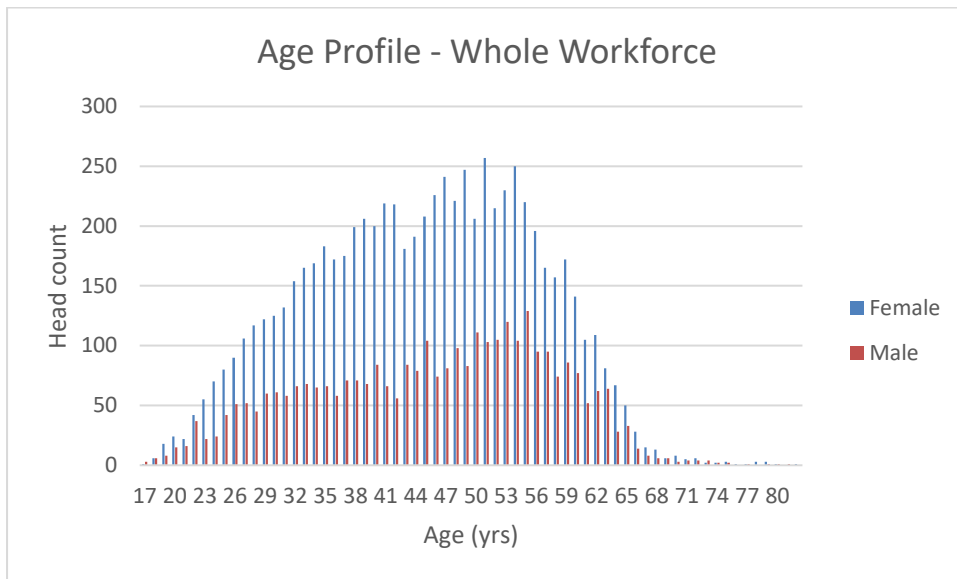
| Count of Employee Number | Gender | | |
|--------------------------|-------------|-------------|--------------|
| Employment Category | Female | Male | Grand Total |
| Permanent - Full Time | 2005 | 2340 | 4345 |
| Permanent - Job Share | 62 | 5 | 67 |
| Permanent - Part Time | 2730 | 333 | 3063 |
| Temporary - Full Time | 564 | 324 | 888 |
| Temporary - Job Share | 6 | 1 | 7 |
| Temporary - Part Time | 1937 | 232 | 2169 |
| Temporary - Seasonal | | 2 | 2 |
| Grand Total | 7304 | 3237 | 10541 |

*Data run on 30 March 2020, just prior to end year.

**Excluding relief: last year 10628 (7378 female, 3250 male)

There is a slight decrease in establishment headcount compared to last year: 24 females, 13 males overall, a total of 87. However the starters and leavers shows a change in workforce profile where there are significant reductions in lower grade posts and increased in middle level roles such as technical specialists and qualified professionals.

Age Profile by Gender



The graph shows that the age profile is heavily concentrated in the 40 to 60 years age range. Many over 60s have left the organisation on planned and early retirement arrangements. The younger workforce is increasing year on year but there remains considerable work to do to gain more interest from the younger labour market.

Leavers by Gender

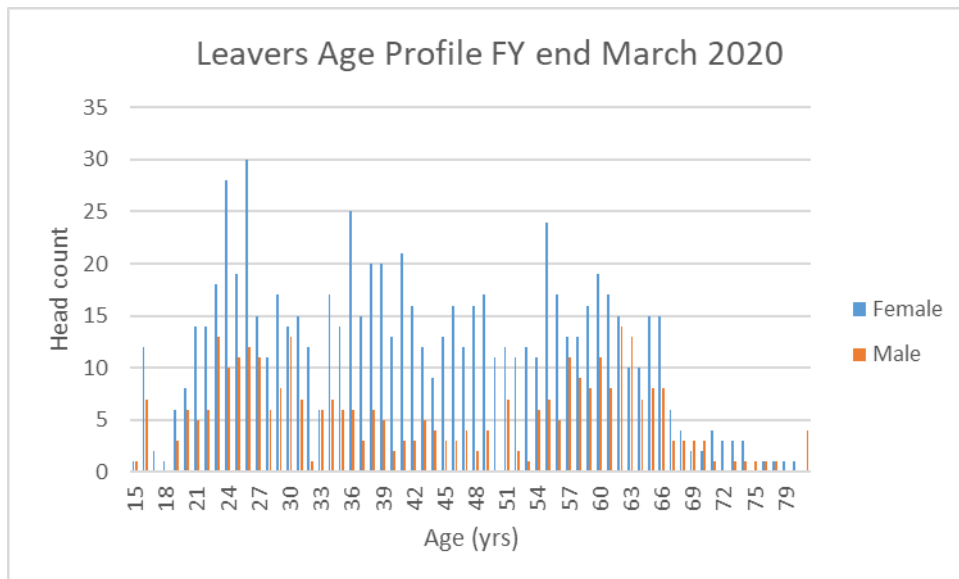
| Count of Employee Number | Gender | | Grand Total |
|---------------------------|--------|------|-------------|
| | Female | Male | |
| NULL | 7 | 9 | 16 |
| Permanent - Full Time | 99 | 110 | 209 |
| Permanent - Job Share | 3 | | 3 |
| Permanent - Part Time | 213 | 32 | 245 |
| Relief/Casual - Full time | | 1 | 1 |
| Relief/Casual - Part time | 104 | 53 | 157 |
| Relief/Casual - Seasonal | 2 | | 2 |
| Supply Teacher | 10 | 1 | 11 |
| Temporary - Full Time | 71 | 70 | 141 |
| Temporary - Job Share | 1 | | 1 |
| Temporary - Part Time | 260 | 62 | 322 |
| Temporary - Seasonal | 1 | 1 | 2 |
| Grand Total | 771 | 339 | 1110 |

Although there was relatively low headcount reduction over the last financial year, there was 10.5% attrition if including relief and casual workers.

The attrition rate reduces to 9% if relief are excluded, which is higher than we would like; however as the Council is continuing to transform its workforce to meet the needs of the future, high levels of leavers is not considered a concern at this stage, but it will be monitored.

What is concerning is that younger employees are one of the highest group of leavers, and this will be monitored and potential for action considered.

Leavers by Age / Gender



Protected Characteristics (Total headcount at time of download = 10536)

(Data reports run on 5 April 2020, after end year, hence the slight difference in figures as the HR data system is 'live').

Disability Declaration

| Count of Assignment Number | |
|----------------------------|-------|
| Disability | Total |
| No | 602 |
| Undeclared | 9886 |
| Yes | 48 |
| Grand Total | 10536 |

Ethnicity Declaration

| Count of Person Name | |
|--------------------------------------|-------|
| Ethnic Origin | Total |
| 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 | 8493 |
| Other Ethnic Group | * |
| Prefer not to say | * |
| White - Any Other | 57 |
| White - British | 1935 |
| Prefer not to say | * |
| Grand Total | 10536 |

*Numbers less than (0.1%) therefore too few to report

Gender reassignment

None declared

Maternity and Pregnancy

Maternity = 1.4% workforce

Pregnancy = data unavailable

Marital Status

| Count of Person Name | |
|---|--------------|
| Marital Status | Total |
| Civil Partnership | 42 |
| Divorced | 396 |
| Legally Separated | 22 |
| Living with Partner (not married or in civil partnership) | 232 |
| Married | 4930 |
| NULL | 1023 |
| Partner | 64 |
| Prefer not to say | 18 |
| Separated – but still legally in Civil Partnership | 2 |
| Separated – but still legally married | 46 |
| Single | 3717 |
| Widowed | 44 |
| Grand Total | 10536 |

Sexual Orientation

| Headcount | Total | %Workforce |
|-----------------------|-------|------------|
| Bisexual | 9 | |
| Gay/Lesbian | 34 | |
| Heterosexual/Straight | 1511 | |
| Undeclared | 8942 | |
| Prefer not to say | 40 | |
| Grand Total | 10536 | |

Sex

| Headcount | Total |
|-------------------|-------|
| Male | 3261 |
| Female | 7275 |
| Prefer not to say | 0 |
| Grand Total | 10536 |

Religion/Belief

| Count of Person Name | Total |
|-----------------------|-------|
| Q8 Religion | |
| Buddhist | 12 |
| Christian | 781 |
| Hindu | * |
| Muslim | * |
| No Religion or belief | 696 |
| Undeclared | 8938 |
| Other | 47 |
| Prefer not to say | 51 |
| Sikh | * |
| Grand Total | 10536 |

* Numbers too small to report (less than 0.1%)