

Equality Duty – Employment Monitoring

As a public authority the Council has specific duties under the Equality Act 2010 to publish information annually to demonstrate our compliance with the general equality duty.

All employees are aware that the information they provide is sensitive personal data covered by the Data Protection Act / GDPR and will be treated in strictest confidence in accordance with the principles within the Act. Managers are not able to access the sensitive information entered by employees. The information is utilised for monitoring, reporting and providing support on the profile of the workforce and for the purpose of meeting our legal obligations to publish relevant workforce equalities information. The information will not be presented or reported on in a way that will allow the identification of any individual employee.

Having this data will help us make things better for our employees, it will tell us where to direct our limited resources, and we want to cater properly for our employees and get it right for them. This data allows us to improve our reporting on the impact of workforce policies, procedures and practices where these are not comprehensively monitored as yet.

General notes in regards to below data:

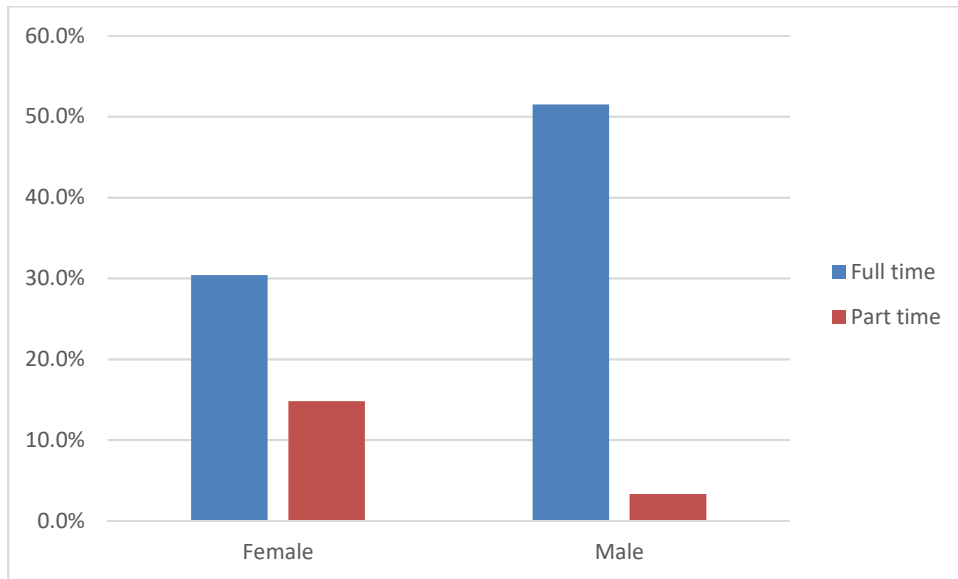
- Data is taken from the Council integrated HR Payroll system where employees are able to update / amend their data.
- Employees have the option of not stated / prefer not to say on all sensitive information.
- Information is collated and reported for established roles (ie. Roles that are Casual / zero hours are excluded)
- All of the data is either for the relevant financial year (April to March) or snapshot data from 31st January of that year.

2018/19

- Average headcount for year was 903
- Average occupied establishment FTE (Full Time Equivalent) for year was 805.60
- Average budgeted establishment FTE (Full Time Equivalent) for year was 937.99
- Turnover for year was 15.61%

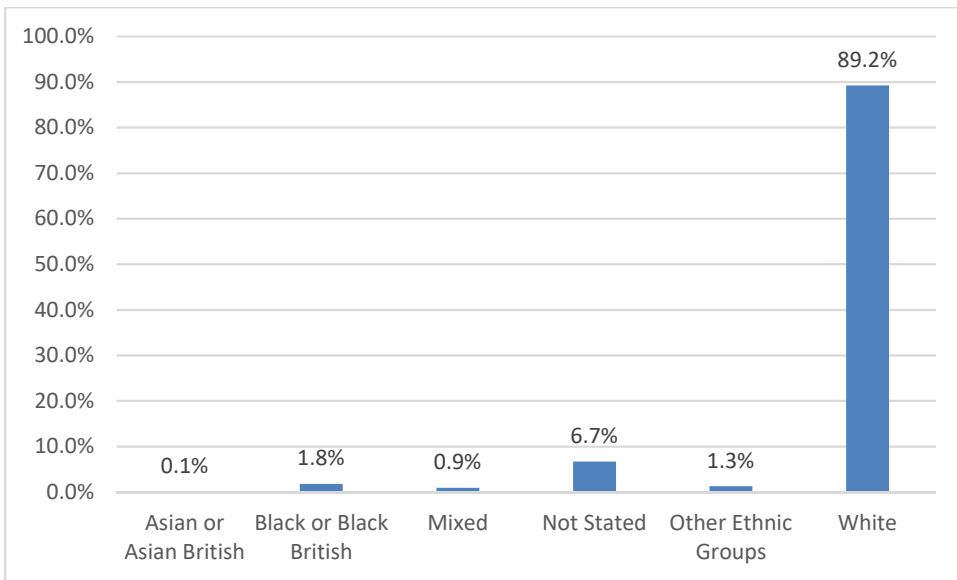
Gender

<i>Employment Data</i>	Full time	Part time	Grand Total
Female	30.4%	14.8%	45.2%
Male	51.5%	3.3%	54.8%



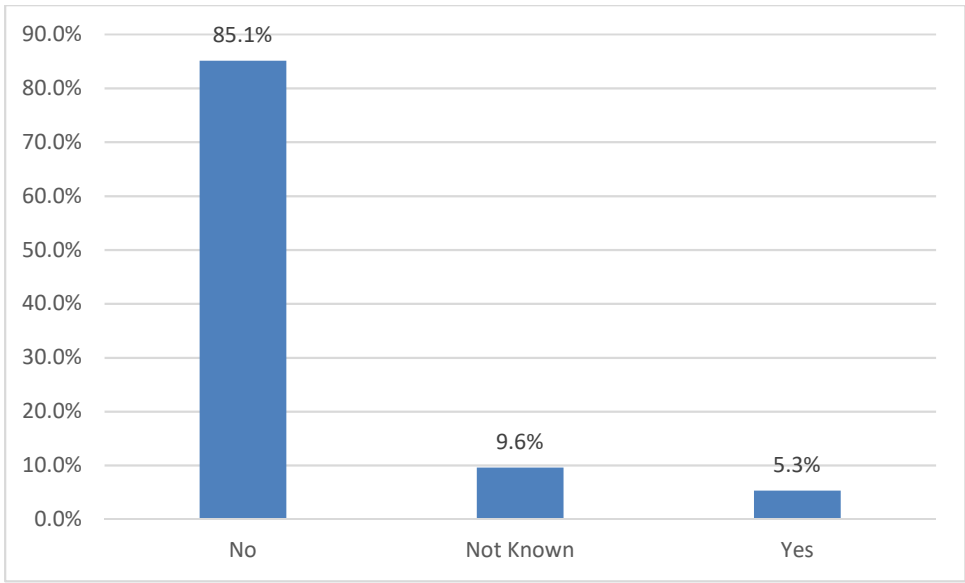
Ethnicity

<i>Employment Data</i>	Total
Asian or Asian British	0.1%
Black or Black British	1.8%
Mixed	0.9%
Not Stated	6.7%
Other Ethnic Groups	1.3%
White	89.2%



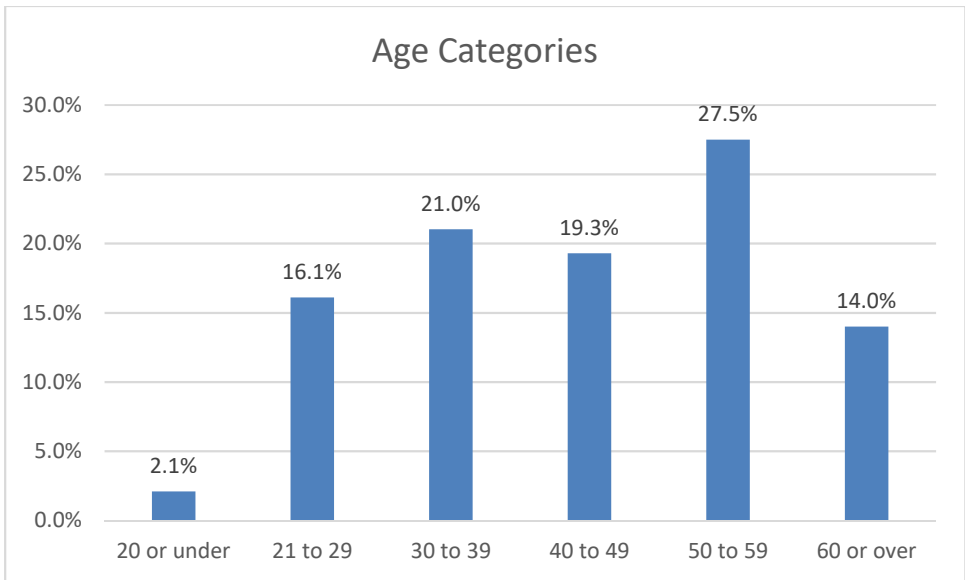
Disability

<i>Employment Data</i>	Disability Type	Total
No		85.1%
Not Known		9.6%
Yes	Disabled - Learning Difficulty	1.6%
	Disabled - Longstanding Illness / Health Condition	1.5%
	Disabled - Mental Health	1.0%
	Disabled - Other	0.2%
	Disabled - Physical / Mobility	0.8%
	Disabled - Sensory	0.2%



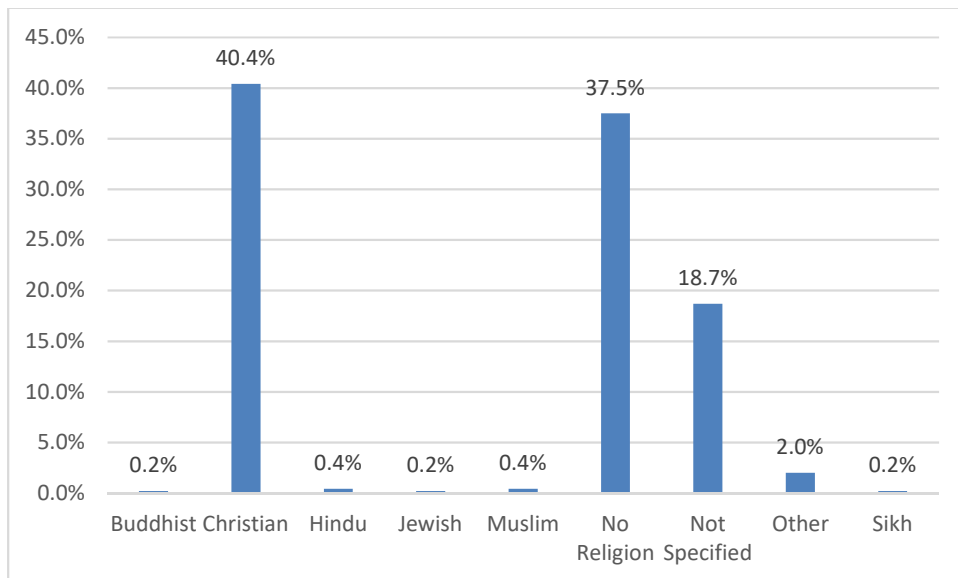
Age

Employment Data



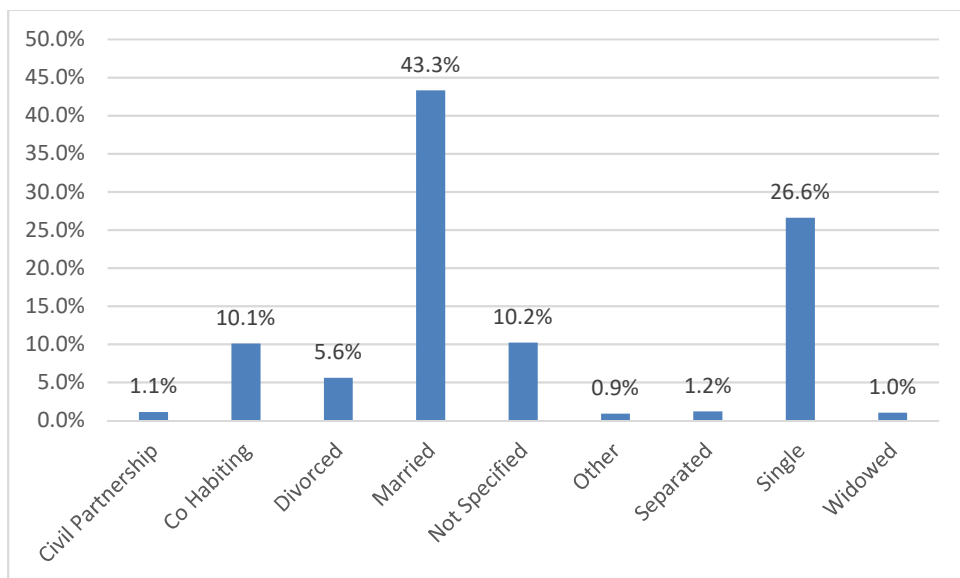
Religion and Belief

<i>Employment Data</i>	Total
Buddhist	0.2%
Christian	40.4%
Hindu	0.4%
Jewish	0.2%
Muslim	0.4%
No Religion	37.5%
Not Specified	18.7%
Other	2%
Sikh	0.2%



Marital Status

<i>Employment Data</i>	Total
Civil Partnership	1.1%
Co Habiting	10.1%
Divorced	5.6%
Married	43.3%
Not Specified	10.2%
Other	0.9%
Separated	1.2%
Single	26.6%
Widowed	1.0%



Sexual Orientation

<i>Employment Data</i>	Total
Bisexual	0.6%
Declined to specify	33.3%
Gay or Lesbian	1.5%
Heterosexual	63.9%
Other	0.7%

