



## **Equality Duty – Employment Monitoring (2022/2023)**

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 best direct our resources and allows us to improve our decision making on the impact of workforce policies, procedures and practices.

General notes in regards to data:

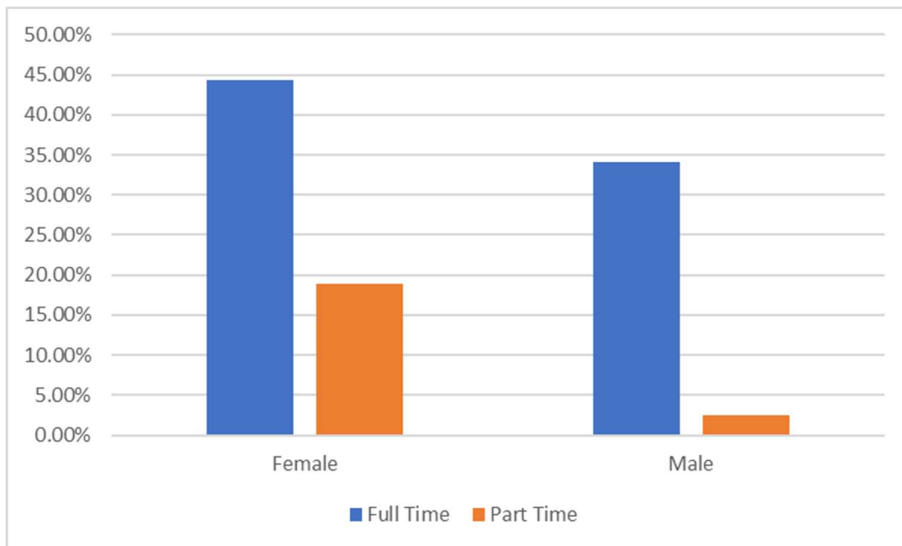
- Data is taken from the Council integrated HR Payroll system where employees are able to update / amend their data.
- Employees have the option of not stated / prefer not to say on all sensitive information.
- Information is collated and reported for established roles (ie. Roles that are Casual and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

### **2022/23**

- Average headcount for year was 562.
- Average occupied establishment FTE (Full Time Equivalent) for year was 510.02.
- Turnover for year was 16.37%

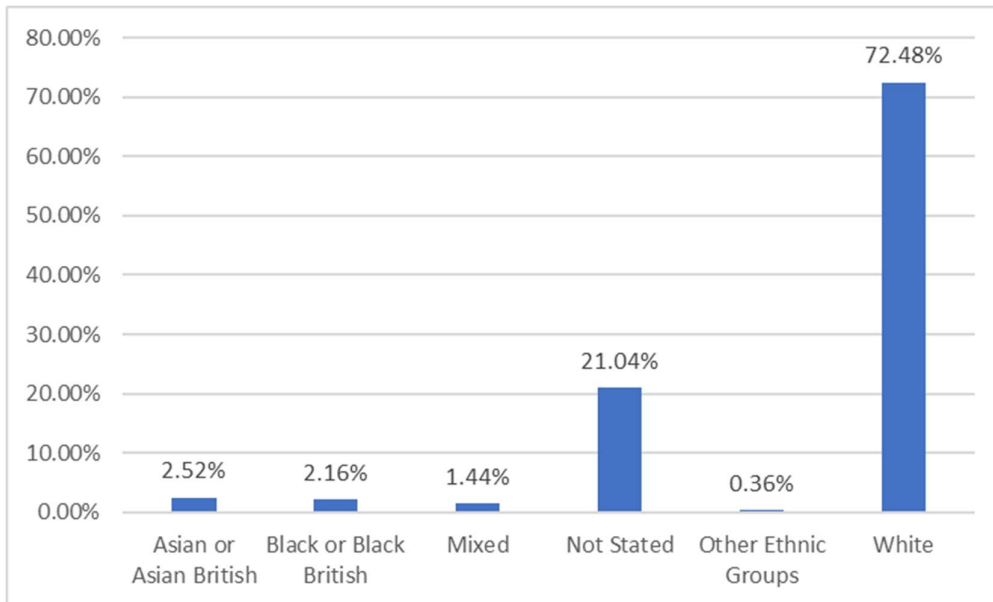
## Gender

	Full Time	Part Time	
Female	44.42%	18.88%	<b>63.31%</b>
Male	34.17%	2.52%	<b>36.69%</b>
	<b>78.60%</b>	<b>21.40%</b>	<b>100.00%</b>



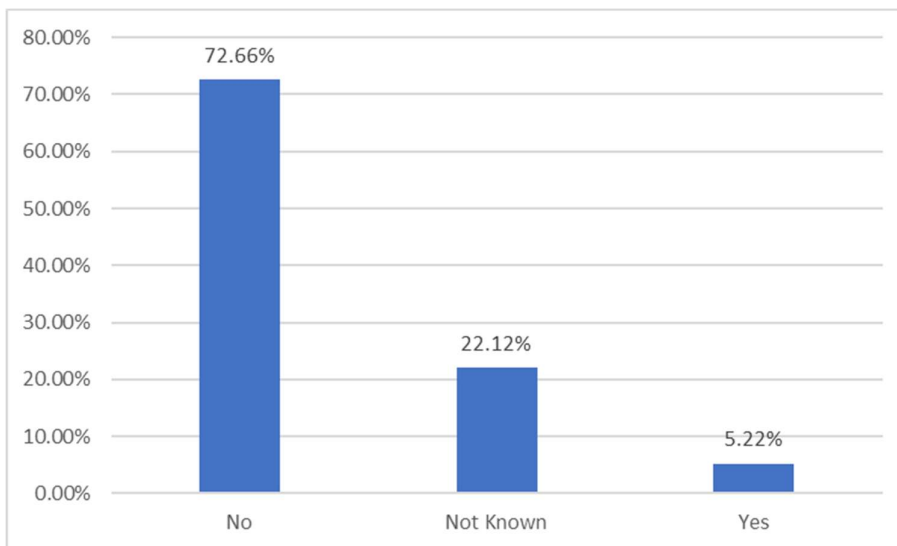
## Ethnicity

Ethnicity	
Asian or Asian British	2.52%
Black or Black British	2.16%
Mixed	1.44%
Not Stated	21.04%
Other Ethnic Groups	0.36%
White	72.48%



### Disability

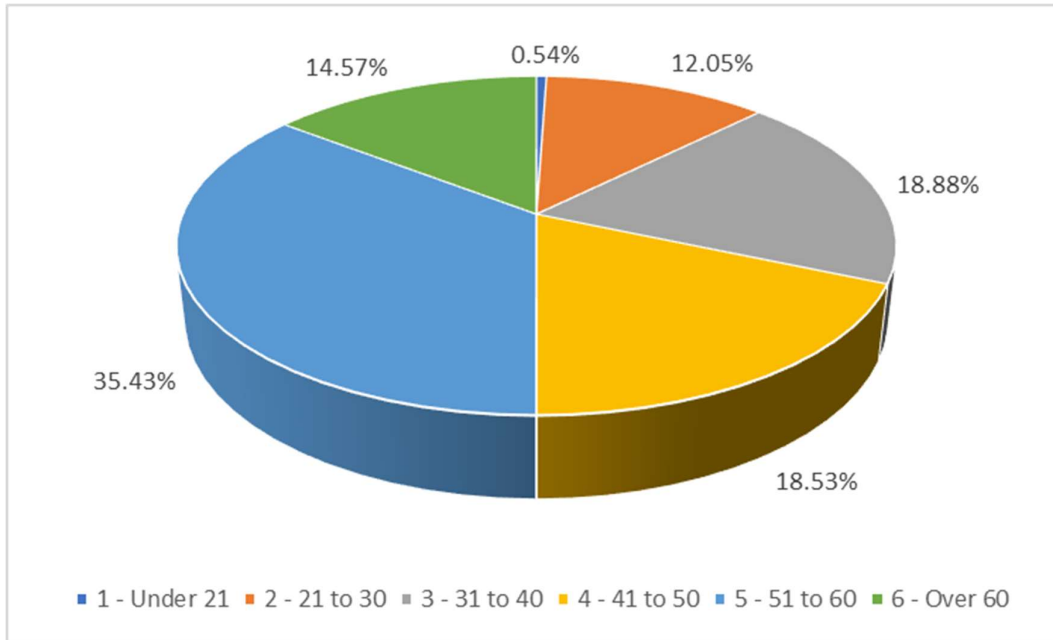
Disability	Total
No	72.66%
Not Known	22.12%
Yes	5.22%



### Age

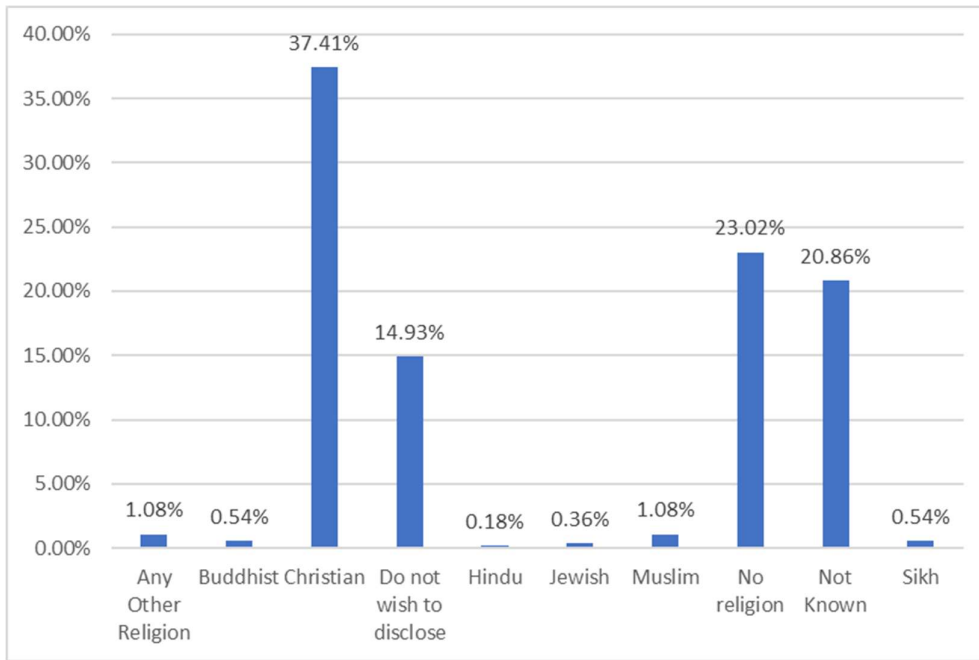
Age Category	Percentage
1 - Under 21	0.54%
2 - 21 to 30	12.05%

3 - 31 to 40	18.88%
4 - 41 to 50	18.53%
5 - 51 to 60	35.43%
6 - Over 60	14.57%



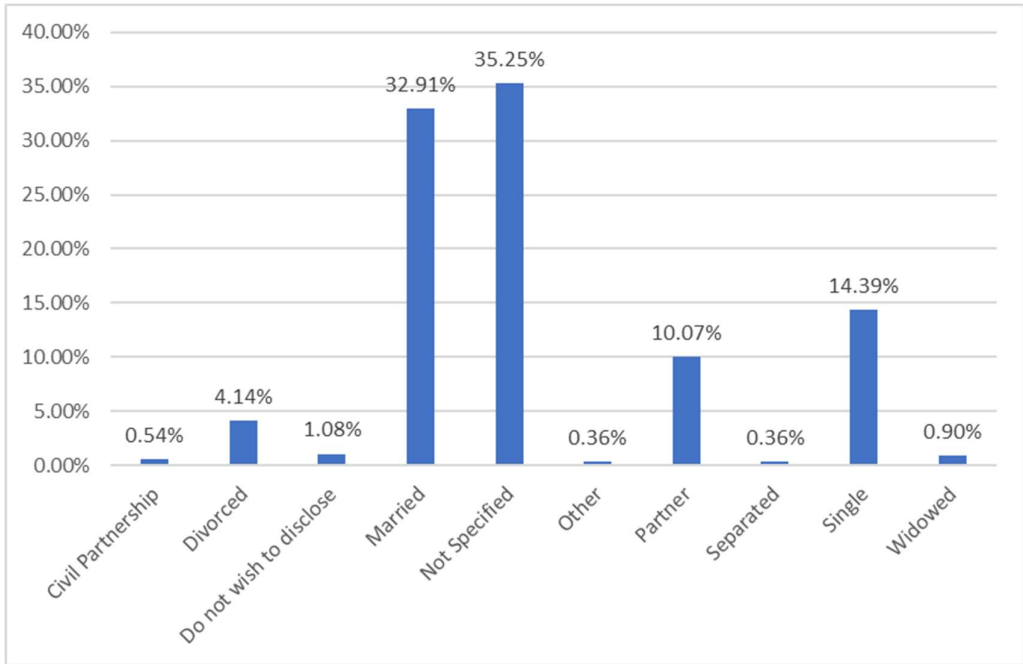
### Religion and Belief

Religion and Belief	Percentage
Any Other Religion	1.08%
Buddhist	0.54%
Christian	37.41%
Do not wish to disclose	14.93%
Hindu	0.18%
Jewish	0.36%
Muslim	1.08%
No religion	23.02%
Not Known	20.86%
Sikh	0.54%



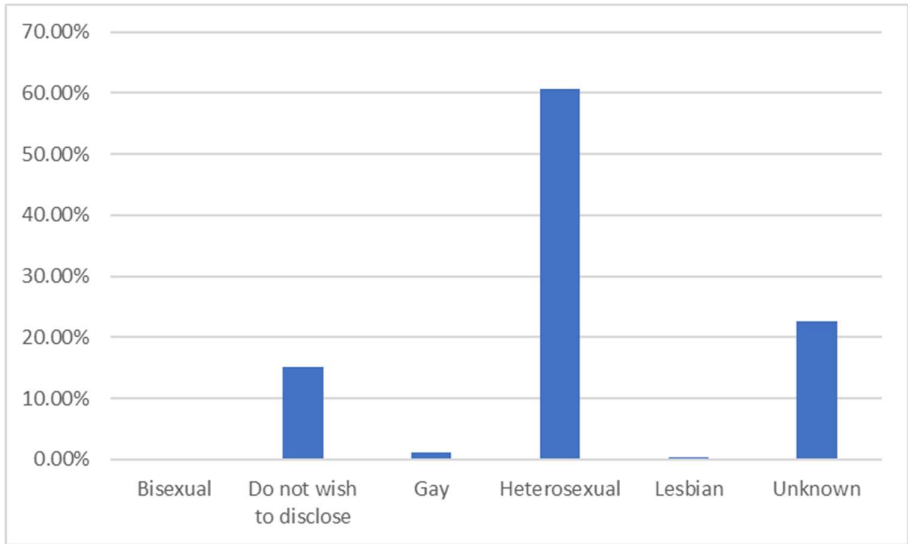
### Marital Status

Marital Status	Percentage
Civil Partnership	0.54%
Divorced	4.14%
Do not wish to disclose	1.08%
Married	32.91%
Not Specified	35.25%
Other	0.36%
Partner	10.07%
Separated	0.36%
Single	14.39%
Widowed	0.90%



**Sexual Orientation**

Sexual Orientation	Percentage
Bisexual	0.18%
Do not wish to disclose	15.11%
Gay	1.08%
Heterosexual	60.61%
Lesbian	0.36%
Unknown	22.66%



## Gender Reassignment

Gender Reassignment	
Do not wish to disclose	1.08%
No	39.39%
Unknown	58.81%
Yes	0.72%