



Equality Duty – Employment Monitoring (2023/2024)

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:

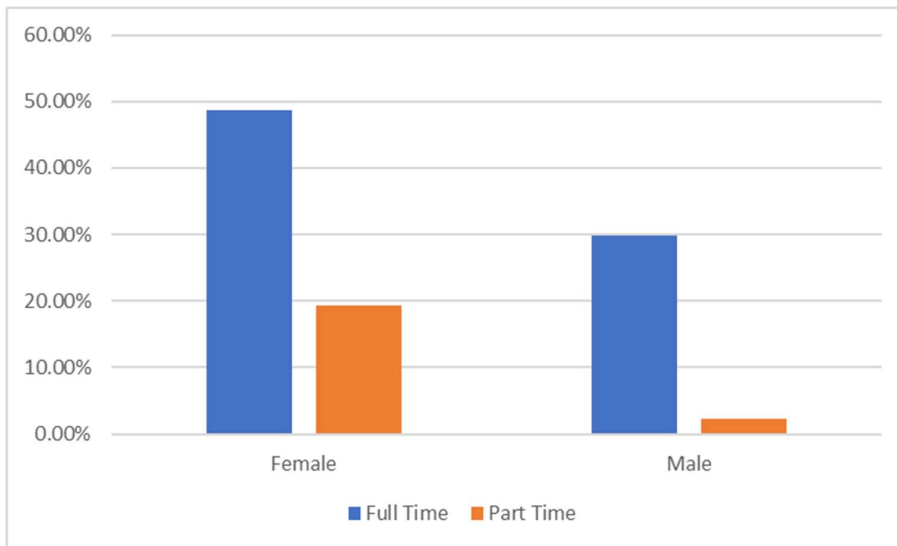
- Data is taken from the Council integrated HR Payroll system where employees are able to update / amend their data.
- Employees have the option of not stated / prefer not to say on all sensitive information.
- Information is collated and reported for established roles (ie. Roles that are Casual and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

2023/24

- Average headcount for year was 502.
- Average occupied establishment FTE (Full Time Equivalent) for year was 462.
- Turnover for year was 18.33%

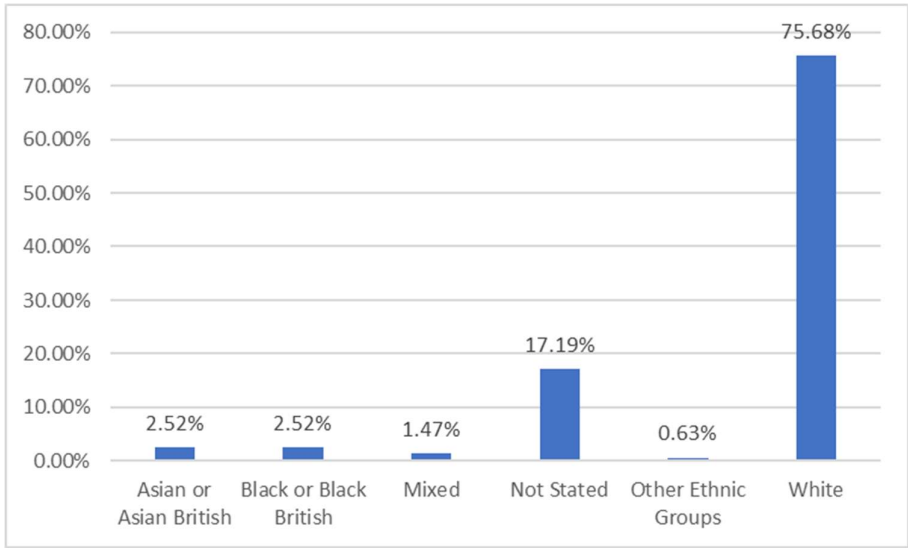
Gender

	Full Time	Part Time	
Female	48.64%	19.29%	67.92%
Male	29.77%	2.31%	32.08%
	78.41%	21.59%	100.00%



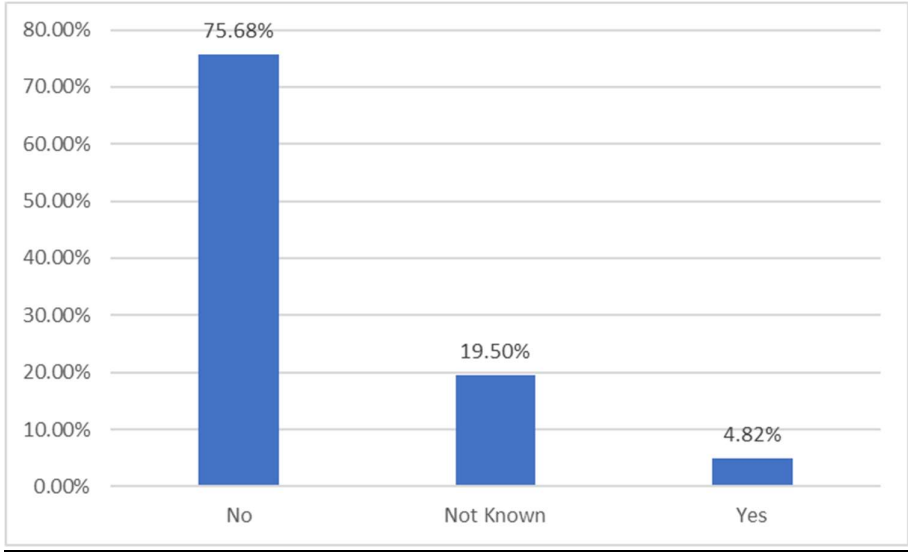
Ethnicity

Ethnicity	
Asian or Asian British	2.52%
Black or Black British	2.52%
Mixed	1.47%
Not Stated	17.19%
Other Ethnic Groups	0.63%
White	75.68%



Disability

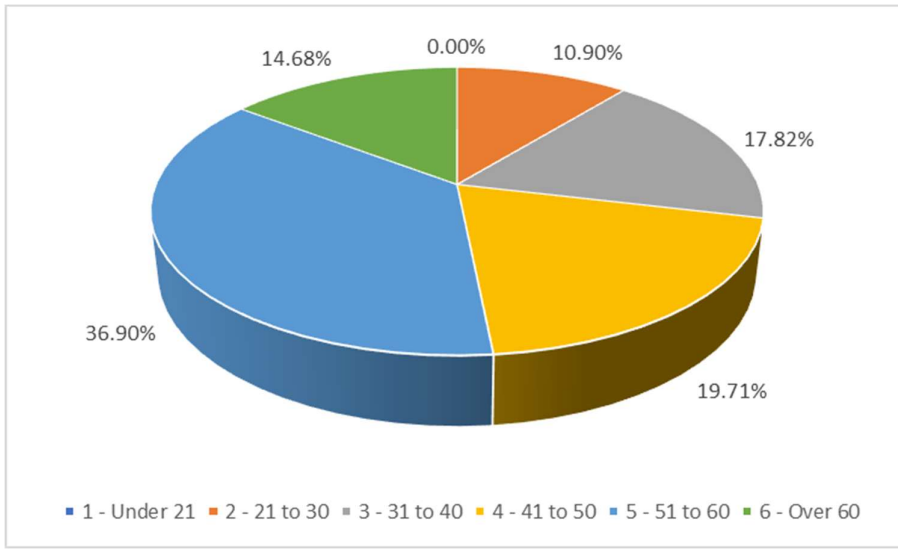
Disability	Total
No	75.68%
Not Known	19.50%
Yes	4.82%



Age

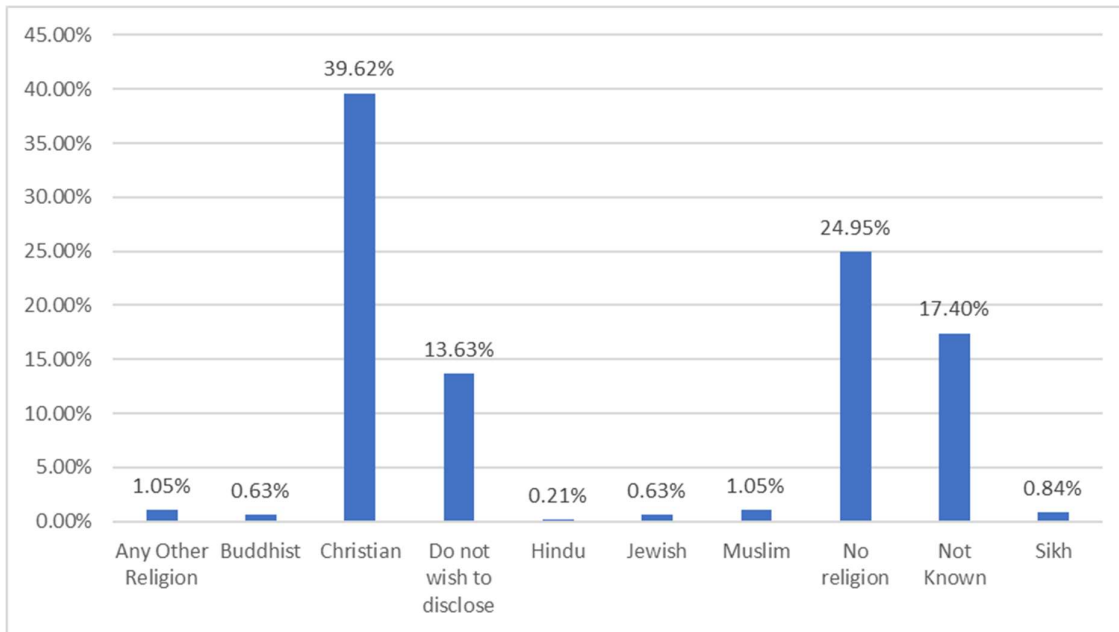
Age Category	Percentage
1 - Under 21	0.0%
2 - 21 to 30	10.90%
3 - 31 to 40	17.82%

4 - 41 to 50	19.71%
5 - 51 to 60	36.90%
6 - Over 60	14.68%



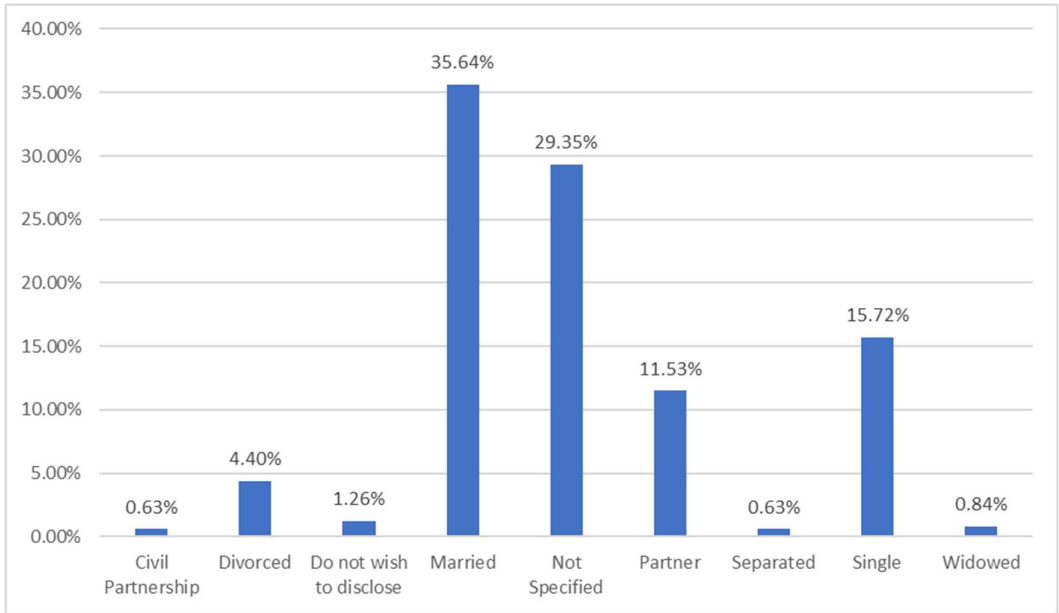
Religion and Belief

Religion and Belief	Percentage
Any Other Religion	1.05%
Buddhist	0.63%
Christian	39.62%
Do not wish to disclose	13.63%
Hindu	0.21%
Jewish	0.63%
Muslim	1.05%
No religion	24.95%
Not Known	17.40%
Sikh	0.84%



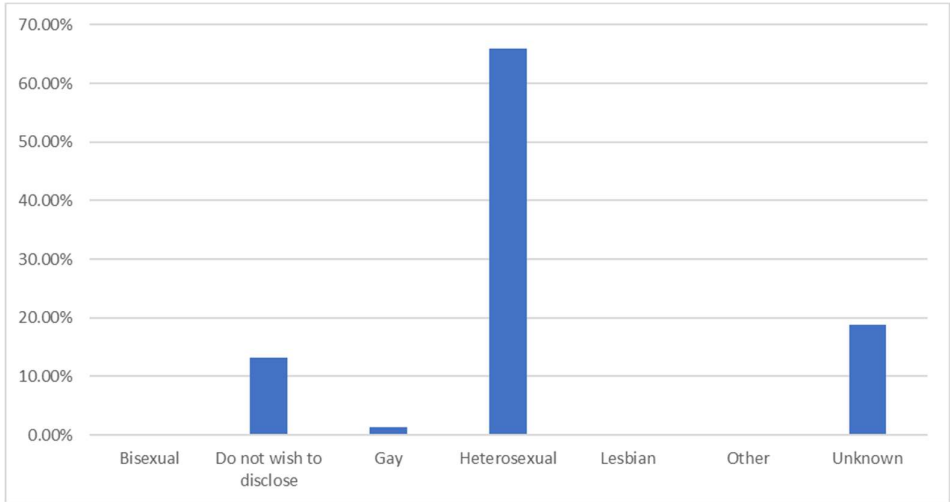
Marital Status

Marital Status	Percentage
Civil Partnership	0.63%
Divorced	4.40%
Do not wish to disclose	1.26%
Married	35.64%
Not Specified	29.35%
Partner	11.53%
Separated	0.63%
Single	15.72%
Widowed	0.84%



Sexual Orientation

Sexual Orientation	Percentage
Bisexual	0.21%
Do not wish to disclose	13.21%
Gay	1.26%
Heterosexual	66.04%
Lesbian	0.21%
Other	0.21%
Unknown	18.87%



Gender Reassignment

Gender Reassignment	
Do not wish to disclose	1.47%
No	46.33%
Unknown	51.57%
Yes	0.63%