

## Employment Information 2021-22

The Council has a duty, according to the Equality Act 2010, to provide employment information annually. This is the information for 2021-22.

### I. Details of the Workforce in general

**48.3%** of the Council's staff have completed an optional equality questionnaire, and the figures below are based on these, unless noted otherwise. The information about the equality characteristics are as follows:

#### Gender :

Pa un o'r rhain sy'n eich disgrifio orau?	% o'r Sampl	% o'r Gweithlu
Female	70.0	33.8
Male	29.0	14.0
Other / I think of myself in another way	0.2	0.1
I prefer not to say	0.7	0.4
<b>Total</b>	<b>100.0</b>	<b>48.3</b>

#### Nationality or National Identity :

Which of the following describes you best?	% of the Sample	% of the Workforce
Scottish	0.1	0.1
Welsh	89.0	43.0
Northern Irish	0.1	0.1
British	6.0	2.8
English	2.9	1.4
Other	1.1	0.5
I prefer not to say	0.8	0.4
<b>Total</b>	<b>100.0</b>	<b>48.3</b>

**Race :**

Which of the following describes you best?	% of the Sample	% of the Workforce
White	98.2	47.4
Black - Caribbean	-	-
Black - African	<0.1	<0.1
Black - Other	-	-
Gypsies or Irish Travellers	-	-
Mixed - White and Black Caribbean	<0.1	<0.1
Mixed - White and Black African	-	-
Mixed - White and Asian	0.1	<0.1
Mixed - Other	<0.1	<0.1
Asian - Indian	-	-
Asian - Pakistani	<0.1	<0.1
Asian - Bangladeshi	0.1	<0.1
Asian - Chinese	0.1	<0.1
Asian - Other	0.1	0.1
Other	0.4	0.2
I prefer not to say	1.0	0.5
<b>Total</b>	<b>100.0</b>	<b>48.3</b>

**Sexual Orientation :**

Which of the following describes you best?	% of the Sample	% of the Workforce
Bisexual	0.4	0.2

Gay Man	0.5	0.2
Gay Woman / Lesbian	0.4	0.2
Heterosexual or 'Straight'	95.4	46.1
Other	0.4	0.2
I prefer not to say	2.9	1.4
<b>Total</b>	<b>100.0</b>	<b>48.3</b>

### Religion :

Which of the following describes you best?	% of the Sample	% of the Workforce
Atheist	2.1	1.0
Buddhist	0.2	0.1
Christian	55.1	26.6
No Religion	34.8	16.8
Muslim	0.1	0.1
Jewish	<0.1	<0.1
Hindu	-	-
Other	2.3	1.1
I prefer not to say	5.4	2.6
<b>Total</b>	<b>100.0</b>	<b>48.3</b>

### Marital Status :

Are you married, or in a civil partnership?	% of the Sample	% of the Workforce
No	40.6	19.6

Yes	55.9	27.0
I prefer not to say	3.5	1.7
<b>Total</b>	<b>100.0</b>	<b>48.3</b>

**Disability :**

Do you consider yourself as a disabled person?	% of the Sample	% of the Workforce
No	95.0	45.9
Yes	2.2	1.0
Prefer not to say	2.8	1.4
<b>Total</b>	<b>100.0</b>	<b>48.3</b>

**Gender Identity :**

Has your sexual identification changed from when you were born?	% of the Sample	% of the Workforce
No	97.1	46.9
Yes	1.3	0.6
I prefer not to say	1.6	0.8
<b>Total</b>	<b>100.0</b>	<b>48.3</b>

**Age :**

	% of the Sample	% of the Workforce
16-19	0.3	0.1
20-24	4.3	2.1
25-29	8.9	4.3

30-34	10.1	4.9
35-39	11.2	5.4
40-44	13.5	6.5
45-49	13.7	6.6
50-54	15.0	7.2
55-59	13.0	6.3
60-64	7.3	3.5
65-69	1.5	0.7
70+	0.1	0.1
I prefer not to say	1.1	0.6
<b>Total</b>	<b>100.0</b>	<b>48.3</b>

## 2. Nature of the Posts

There is only a need to note a **gender** equality characteristic here.

### a) Number employed according to posts :

Analysis not available

### b) Numbers employed according to salary scale:

	% Female	% Male	% Other / I think of myself in another way	% I prefer not to say	% of the Sample	% of the Workforce
Basic Scale (BS)	36.3	9.4	<0.1	0.3	46.0	22.2
Officers (O)	14.5	9.6	<0.1	0.2	24.4	11.8
Senior Officers (SO)	9.7	6.8	0.1	0.2	16.9	8.1

Senior Managers (SM)	0.4	0.7	0.1	-	1.1	0.5
Chief Officers	0.2	0.2	-	-	0.4	0.2
Teachers (Including unqualified and supply)	6.5	1.3	-	-	7.8	3.8
Headteachers / Deputy Headteachers	1.1	0.6	-	<0.1	1.6	0.8
Soulbury	1.3	0.5	-	-	1.8	0.9
<b>Total</b>	<b>70.0</b>	<b>29.1</b>	<b>0.2</b>	<b>0.7</b>	<b>100.0</b>	<b>48.3</b>

**c) Number employed according to salary range:**

Based on the salary of Full Time Equivalent (FTE) persons, and not necessarily the actual salary they receive.

	% Female	% Male	% Other / I think of myself in another way	% I prefer not to say	% of the Sample	% of the Workforce
£10,000 - £19,999	35.5	9.0	<0.1	0.3	44.9	21.7
£20,000 - £29,999	13.4	7.4	-	0.1	20.9	10.1
£30,000 - £39,999	16.9	8.9	0.1	0.2	26.1	12.6
£40,000 - £49,999	2.0	2.3	<0.1	0.1	4.5	2.1
£50,000 - £59,999	1.7	0.8	<0.1	<0.1	2.6	1.3
£60,000 - £69,999	0.3	0.4	-	-	0.7	0.3
£70,000 - £79,999	0.1	0.2	-	-	0.2	0.1

£80,000+	0.1	0.1	-	-	0.1	0.1
<b>Total</b>	<b>70.0</b>	<b>29.1</b>	<b>0.2</b>	<b>0.7</b>	<b>100.0</b>	<b>48.3</b>

**ch) Number employed according to contract type:**

	% Female	% Male	% Other / I think of myself in another way	% I prefer not to say	% of the Sample	% of the Workforce
Fixed Term	2.0	1.2	-	-	3.2	1.5
Casual	2.3	0.6	-	-	2.9	1.4
Permanent	65.7	27.3	0.2	0.7	93.9	45.4
<b>Total</b>	<b>70.0</b>	<b>29.1</b>	<b>0.2</b>	<b>0.7</b>	<b>100.0</b>	<b>48.3</b>

**d) Number employed according to work patterns**

	% Female	% Male	% Other / I think of myself in another way	% I prefer not to say	% of the Sample	% of the Workforce
Full Time	37.4	25.3	0.2	0.5	63.4	30.6
Part Time	32.6	3.8	<0.1	0.2	36.6	17.7
<b>Total</b>	<b>70.0</b>	<b>29.1</b>	<b>0.2</b>	<b>0.7</b>	<b>100.0</b>	<b>48.3</b>

**3. People who have applied for jobs with the authority during the past year**

*Note: these are applicants who have applied for a job on-line only - it does not include those who have made a paper application It includes people who are already employed with the Authority as well as external applicants. A person may have applied for more than one post and may therefore appear twice in the data. For 2021/22 only*

*applications up to 7/2/22 are being reported on due to a change in the process of submitting applications for jobs.*

Gender	Number
Female	2,262
Male	1,312
Other / I think of myself in another way	3
I prefer not to say	26
<b>Total</b>	<b>3,603</b>

Nationality or National Identity	Number
Scottish	1
Welsh	3,162
Northern Irish	1
British	234
English	120
Other	59
I prefer not to say	26
<b>Total</b>	<b>3,603</b>

Race	Number
White	3,474
Black - Caribbean	0
Black - African	13
Black - Other	0
Gypsies or Irish Travellers	0



Asian - Indian	20
Asian - Pakistani	3
Asian - Bangladeshi	2
Asian - Chinese	1
Asian - Other	5
Mixed - White and Black Caribbean	5
Mixed - White and Black African	17
Mixed - White and Asian	13
Mixed - Other	4
Other	5
I prefer not to say	41
<b>Total</b>	<b>3,603</b>

Sexual Orientation	Number
Bisexual	43
Gay Man	49
Gay Woman / Lesbian	27
Heterosexual or 'Straight'	3,338
Other	14
I prefer not to say	132
<b>Total</b>	<b>3,603</b>

Religion	Number
Atheist	84

Buddhist	6
Christian	1,525
No Religion	1,643
Hindu	6
Jewish	9
Muslim	13
Other	65
I prefer not to say	252
<b>Total</b>	<b>3,603</b>

Marital Status : Are you married, or in a civil partnership?	Number
No	2,510
Yes	996
I prefer not to say	97
<b>Total</b>	<b>3,603</b>

Disability : Do you consider yourself as a disabled person?	Number
No	3,407
Yes	102
I prefer not to say	94
<b>Total</b>	<b>3,603</b>

Has your sexual identification changed from when you were born?	Number
No	3,507

Yes	61
I prefer not to say	35
<b>Total</b>	<b>3,603</b>

Age	Number
16-19	128
20-24	797
25-29	659
30-34	508
35-39	387
40-44	337
45-49	228
50-54	256
55-59	172
60-64	47
65-69	8
70-74	0
75+	0
I prefer not to say	79
<b>Total</b>	<b>3,603</b>

#### 4. Council employees who have applied for a different post within the authority

Part of the above figures.

## 5. Pobl employees who have made an application for training and the number who were successful

Of the 3,184 staff members who made a application for training, all applications were successful.

## 6. Council employees who have completed training successfully

Bu i 3,184 aelod o staff gwblhau hyfforddiant yn ystod y flwyddyn, boed yn hyfforddiant traddodiadol neu yn fodiwl e-ddysgu. O'r rhain 1,759 oedd wedi cwblhau'r holiadur cydraddoldeb.

Gender	Number
Female	1,265
Male	475
Other / I think of myself in another way	5
I prefer not to say	14
<b>Total</b>	<b>1,759</b>

Nationality or National Identity	Number
Scottish	2
Welsh	1,544
Northern Irish	2
British	108
English	65
Other	20
I prefer not to say	18
<b>Total</b>	<b>1,759</b>
Race	Number
Asian - Pakistani	1

Asian - Chinese	2
Asian - Indian	-
Asian - Bangladeshi	1
Asian - Other	1
Mixed - White and Black Caribbean	-
Mixed - White and Black African	-
Mixed - White and Asian	2
Mixed - Other	1
White	1,723
Black - Caribbean	-
Black - African	1
Black - Other	-
Gypsies or Irish Travellers	-
Other	8
I prefer not to say	19
<b>Total</b>	<b>1,759</b>

Cyfeiriadedd Rhywiol	Number
Sexual Orientation	8
Bisexual	9
Gay Man	9
Gay Woman / Lesbian	1,668
Other	11
I prefer not to say	54
<b>Total</b>	<b>1,759</b>

Religion	Number
Atheist	39
Buddhist	2
Christian	933
No Religion	645
Muslim	1
Jewish	1
Hindu	-
Other	48
I prefer not to say	90
<b>Total</b>	<b>1,759</b>

Marital Status : Are you married, or in a civil partnership?	Number
No	714
Yes	986
I prefer not to say	59
<b>Total</b>	<b>1,759</b>

Disability : Do you consider yourself as a disabled person	Number
No	1,665
Yes	43
I prefer not to say	51
<b>Total</b>	<b>1,759</b>

Has your sexual identification changed from when you were born?	Number
No	1,706
Yes	25
I prefer not to say	28
<b>Total</b>	<b>1,759</b>

Age	Number
16-19	6
20-24	89
25-29	162
30-34	175
35-39	195
40-44	248
45-49	243
50-54	252
55-59	225
60-64	128
65-69	15
70+	2
I prefer not to say	19
<b>Total</b>	<b>1,759</b>

**7. Staff members who have been part of the complaints procedure, either as a complainant or as the person the complaint was made against**

6 individuals have been part of the complaints procedure. Of these, only 5 had completed the equality questionnaire. It is not possible to analyse further due to the risk of identifying individuals.

#### 8. Staff members who have been through the disciplinary procedure

25 cases of disciplinary have occurred during the year. Of these, only 7 had completed the equality questionnaire. It is not possible to analyse further due to the risk of identifying individuals.

#### 9. Staff members who have left the Council's employment

612 individuals left the Council's employment during 2021/22. Of these, 208 completed the equality questionnaire. .

Gender	Number
Female	148
Male	58
Other / I think of myself in another way	-
I prefer not to say	2
<b>Total</b>	<b>208</b>

Nationality or National Identity	Number
Scottish	1
Welsh	183
Northern Irish	-
British	16
English	4
Other	1
I prefer not to say	3
<b>Total</b>	<b>208</b>



Race	Number
Asian - Pakistani	-
Asian - Indian	-
Asian - Bangladeshi	-
Asian - Chinese	-
Asian - Other	-
Mixed - White and Black Caribbean	-
Mixed - White and Black African	-
Mixed - White and Asian	-
Mixed - Other	-
White	205
Black - Caribbean	-
Black - African	-
Black - Other	-
Gypsies or Irish Travellers	-
Other	-
I prefer not to say	3
<b>Total</b>	<b>208</b>

Sexual Orientation	Number
Bisexual	-
Gay Man	3
Gay Woman / Lesbian	-
Heterosexual or 'Straight'	196
Other	1

I prefer not to say	8
<b>Total</b>	<b>208</b>

Religion	Number
Atheist	2
Buddhist	-
Christian	117
No Religion	69
Muslim	-
Jewish	-
Hindu	-
Other	6
I prefer not to say	14
<b>Total</b>	<b>208</b>

Marital Status : Are you married, or in a civil partnership?	Number
No	101
Yes	100
I prefer not to say	7
<b>Total</b>	<b>208</b>

Disability : Do you consider yourself as a disabled person	Number
No	195
Yes	6

I prefer not to say	7
<b>Total</b>	<b>208</b>

Has your sexual identification changed from when you were born?	Number
No	198
Yes	5
I prefer not to say	5
<b>Total</b>	<b>208</b>

Age	Number
16-19	3
20-24	21
25-29	24
30-34	21
35-39	18
40-44	15
45-49	13
50-54	19
55-59	24
60-64	34
65-69	13
70+	-
I prefer not to say	3
<b>Total</b>	<b>208</b>