

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
Total	100.0	48.3

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
Total	100.0	48.3

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
Total	100.0	48.3

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
Total	100.0	48.3

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
Total	100.0	48.3

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
Total	100.0	48.3

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
Total	100.0	48.3

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
Total	100.0	48.3

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
Total	100.0	48.3

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
Total	70.0	29.1	0.2	0.7	100.0	48.3

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
Total	70.0	29.1	0.2	0.7	100.0	48.3

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
Total	70.0	29.1	0.2	0.7	100.0	48.3

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
Total	70.0	29.1	0.2	0.7	100.0	48.3

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
Total	3,603

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
Total	3,603

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
Total	3,603

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
Total	3,603

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
Total	3,603

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

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

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

Yes	61
I prefer not to say	35
Total	3,603

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
Total	3,603

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
Total	1,759

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
Total	1,759
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
Total	1,759

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Sexual Orientation	8
Bisexual	9
Gay Man	9
Gay Woman / Lesbian	1,668
Other	11
I prefer not to say	54
Total	1,759

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

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

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

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

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
Total	1,759

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
Total	208

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

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
Total	208

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

I prefer not to say	8
Total	208

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

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

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

I prefer not to say	7
Total	208

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

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
Total	208