

# **Equality and Diversity Workforce Report**

**Stoke-on-Trent City Council**

**1 January 2017 to 31 December 2017**



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## Introduction

This report provides a summary and analysis of the organisation's workforce, excluding schools. The workforce profile is shown as at 31<sup>st</sup> December 2017, while the data is for the period 1st January 2017 – 31<sup>st</sup> December 2017.

Monitoring the workforce enables the Council to identify trends within employment practices, to investigate these further and implement change where appropriate. It also enables the council to fulfil its commitments to ensuring employment practices are free from discrimination and meet its obligations under the Equality Act 2010 (specific Duties and Public Authorities) Regulation 2017.

The purpose of this report is to provide information in relation to how Stoke-on-Trent City Council is complying with the Public Sector Equality Duty.

The Equality Act places a 'general Equality duty' on public sector organisation's to:

- Eliminate unlawful discrimination, harassment and victimization and any other conduct which is unlawful under the 2010 Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not share it; and
- Foster good relations between people who share a protected characteristic and those who do not share it.

The relevant protected characteristics (or groups) for the purpose of the Public Sector Equality Duty are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership.

The Public Sector Equality Duty aims to embed equality considerations into the day-to-day work of public authorities so that they tackle discrimination and inequality and contribute to a fairer society.

## **Stoke-on-Trent City Council Strategic Context**

The Stronger Together Strategic Plan was developed in 2015 following engagement with residents from many different backgrounds through the Stronger Together programme. In line with the Public Sector Equality Duty, plans for delivering the priorities and objectives set out how the council will work to narrow the gap in outcomes between people of different ages, genders (including gender reassignment), disability, race/ethnicity, sexual orientation, religion/belief, marital status or pregnancy.

The Council's Stronger Together vision is to work together to create a stronger city we can all be proud of. Underpinning this vision is five cross cutting values:

- Ownership and accountability
- Ambition
- Respect
- Involvement
- Working with others

These values describe our commitment to building a city where everyone is respected and where the talents and skills of different groups are valued. Our staff are central to this vision and we are committed to demonstrating this commitment by creating a working environment where productivity and customer service improves because our staff are happier, more motivated and more aware of the value equality and diversity brings.

Details of the councils Strategic priorities and objective can be found in appendix 1

## **Equality Objectives**

Stoke-on-Trent City Council has developed an Equalities Framework aimed at embedding equalities within the Council's business and delivery planning process, with the aim of addressing persistent inequalities and to narrow the gap related to race, gender (including gender reassignment), disability, sexual orientation, age, marital status, pregnancy and religion in service delivery.

Full details of the Council Equality Objectives for 2017 – 2020 can be found in appendix 2.

Underpinning and supporting delivery against these objectives are Council strategies and plans such as:-

- Employment and Skills Strategy 2017-2020
- Health and Wellbeing Strategy 2016-2020
- Welfare Reform Action Plan
- Community Cohesion Strategy 2016 - 2020

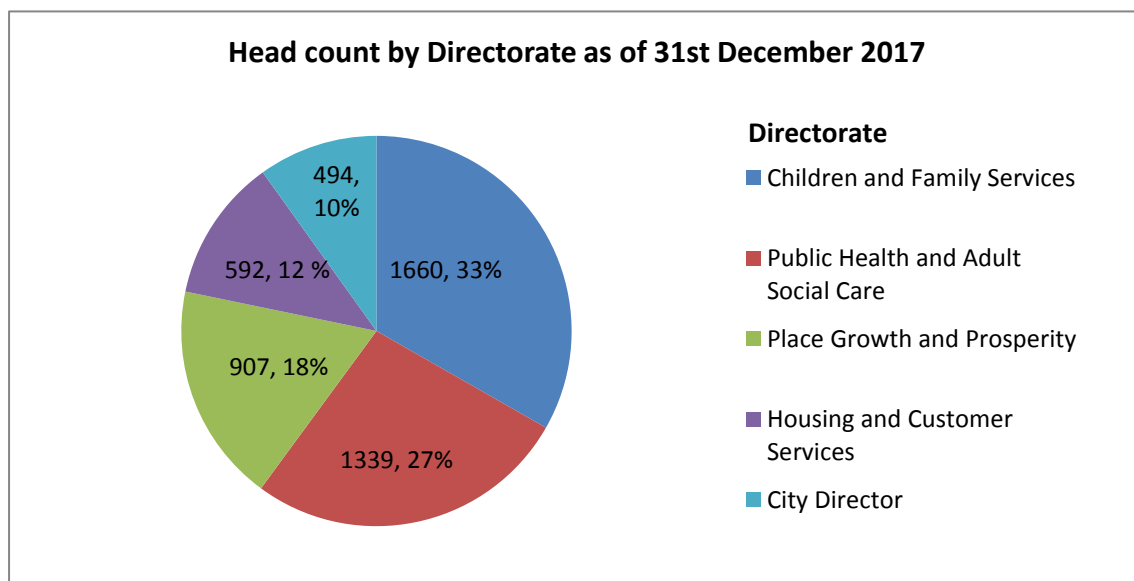
An update on the progress against the Equality objectives will be published in the Annual Delivery Plan 2017-18 Final Progress Report, due in June 2018.

## Current Workforce Headcount Profile

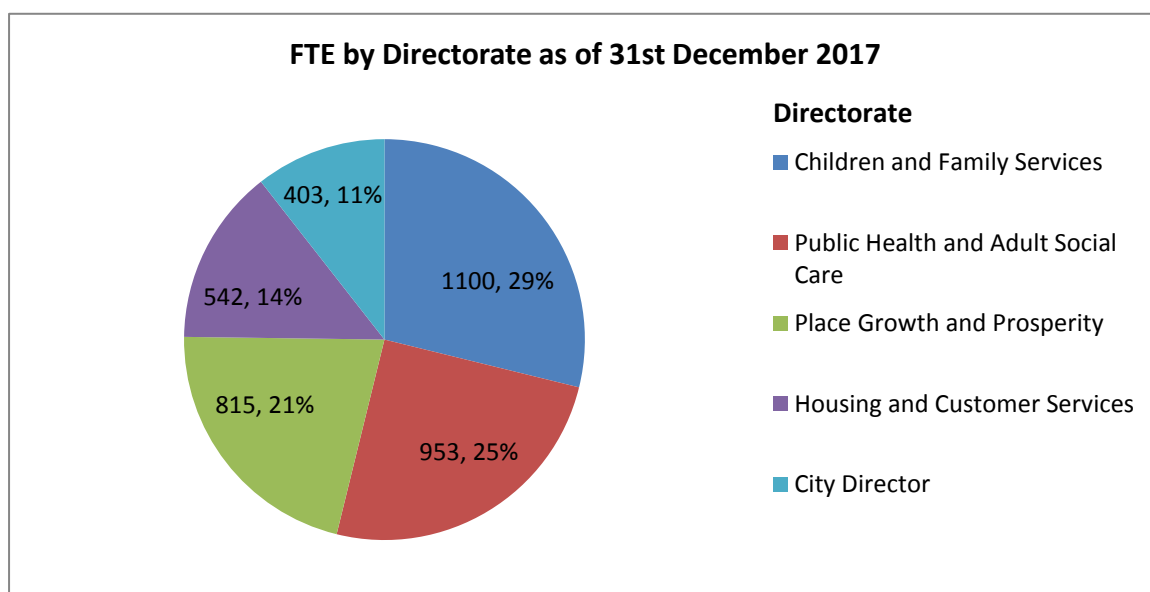
Payroll data as at 31<sup>st</sup> December 2017 (council managed staff only)

The data on the current workforce is extracted from the organisation's payroll system and is shown in appendix 3. At the time of reporting, there was a recorded headcount of 4992 employees (excluding schools). The 4922 headcount equates to a full time equivalent (FTE) of 3814 employees.

The following chart illustrates headcount across the five Directorates:



The following chart illustrates FTE across the five Directorates:



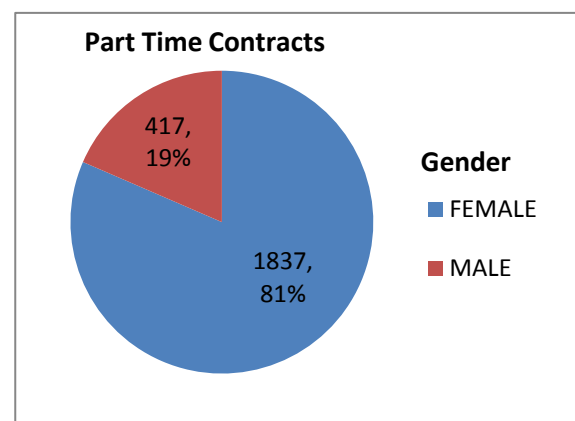
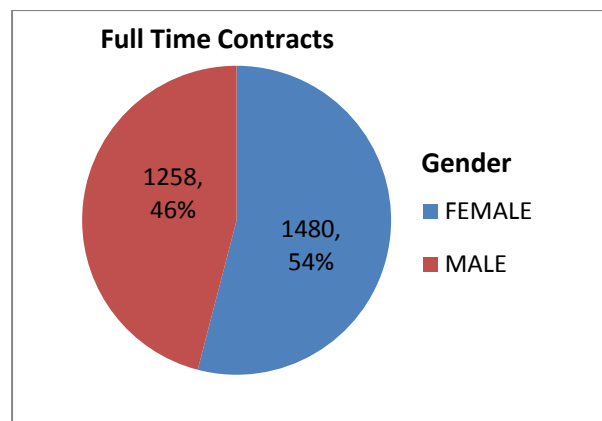
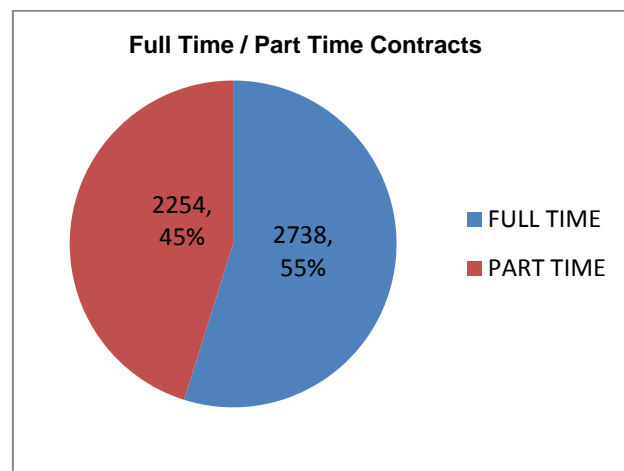
In summary the current profile for the organisation shows that:

**Gender:**

Female employees account for 66% (3317) of the workforce and male employees account for 34% (1675). Our FTE shows 63% (2401) are female employees and 37% (1413) are male employees.

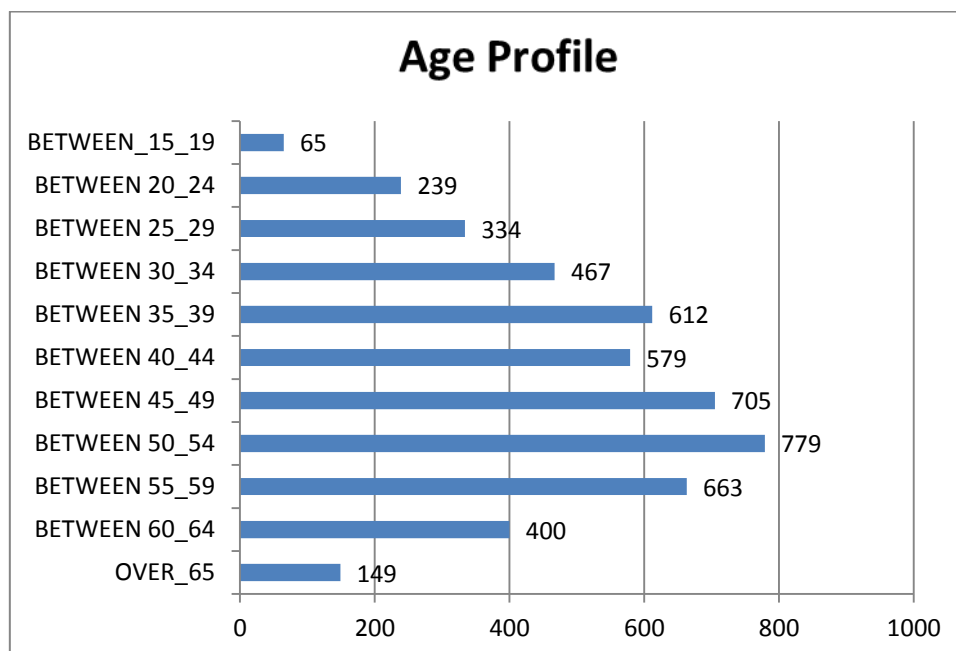
**Contract:**

2738 (55%) of employees are full time and 2254 (45%) of employees are part time, working less than 37 hours per week. The vast majority (82%) of part time employees at 1852 are female.



## Age:

Age profile of the workforce:



The Council's workforce is under-represented in the younger age group 1% age 15-19, 5% age 20-24. Attracting these age ranges into the council is a key focus through our plans regarding work experience and our apprenticeship programme.

## Disability:

Disability	Headcount at 31 Dec 2017
Declared Disability (Including Other)	127
No Disability Declared	4918

On 27th September 2017 Stoke-on-Trent City Council gained a Level 2 Disability Confident employer in the Disability Confident Scheme, which means we are ensuring that disabled people and those with long term health conditions have the opportunities to fulfil their potential and realise their aspirations.

To attain this level in the scheme the Council has had to demonstrate that the way in which we advertise, recruit and retain disabled people and people with health conditions, is fair and inclusive to all.

**Ethnicity:**

The reporting of ethnicity is good with 92% (4584) of employees declaring their ethnicity.

<b>Ethnicity</b>	<b>Headcount at 31 Dec 2017</b>
British - White	4289
Unknown - Unknown	408
Pakistani - Asian or Asian British	63
White Other - White	55
Mixed - White and Black Caribbean - Mixed	30
African - Black or Black British	22
Irish - White	17
Indian - Asian or Asian British	17
Caribbean - Black or Black British	17
Mixed Background - Mixed	12
Mixed - White and Asian - Mixed	10
British - Unknown	9
Chinese - Chinese or other ethnic group	8
Bangladeshi - Asian or Asian British	6
Other Asian Background - Asian or Asian British	7
White and Black African - Mixed	9
Other - Chinese or other ethnic group	4
Other Black Background - Black or Black British	6
Other Mixed Background - White	3

**Sexual Orientation:**

We hold sexual orientation data on 2330 (47%) of all employees which shows:

<b>Sexual Orientation</b>	<b>Headcount 31<sup>st</sup> Dec 2017</b>
Same sex and opposite sex (Bisexual)	21
Same sex (gay/lesbian)	55
Opposite sex (Heterosexual)	2654
Not specified	2262



**Marital Status:**

We hold marital status data on 3918 (78%) of all employees, which shows:

<b>Marital Status</b>	<b>Headcount at 31 Dec 2017</b>
Married/Civil Partnership	2082
Single	1309
Divorced/Separated	312
Cohabiting	150
Widowed	34
Left Blank/Not Specified	1127

**Religion:**

We hold religion data on 2727 (54 %) of all employees, which shows:

<b>Religion</b>	<b>Headcount 31<sup>st</sup> Dec 2017</b>
Not specified	2299
Buddhism	7
Christianity	1425
Hinduism	5
Islam	72
No religious belief	1096
Other	81
Sikhism	3
Zoroastrianism	4

The provision of personal diversity information within the Council is voluntary and employees have the option of choosing not to declare their information. We will continue to promote the provision of equality and diversity data further during 2018.

## Recruitment – advertising and applications

Our recruitment data shows that the Council advertised 345 posts (including all multiple post vacancies), which generated 1803 (58%) external applications and 1323 (42 %) internal applications.

Analysis of applications:

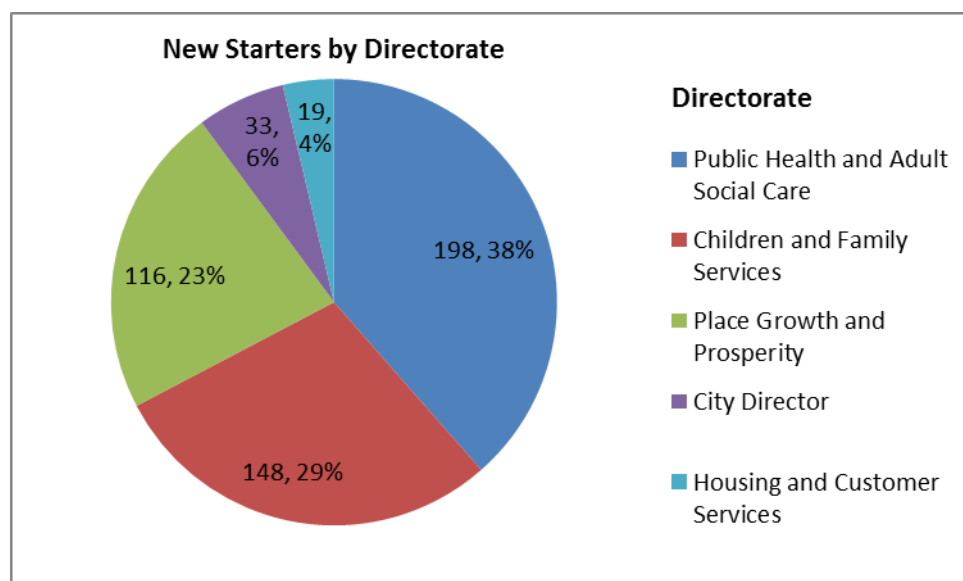
In summary the data shows that of the 3126 applications received (and where people gave the relevant details):

Of all the applications:-

- 1804 were Female, 1317 were male and 5 did not declare their gender
- 2513 were British – White (80%), 127 were Pakistani – Asian or Asian British (4%) and 81 African Black or Black British Minority Ethnic (3%)
- In relation to sexual orientation 471 were not specified (15%), 2570 were Heterosexual (82 %), 62 were same sex (2 %), 23 were bisexual (1%)
- 9 applications were from people declaring themselves as having a disability. 3117 (99.7%) declared no disability. Part of the local authority's commitment to fulfilling lives through greater independence and employment is to interview all disabled applicants who meet the minimum criteria.

## New Starters

The total number of employees who started at the Council between 1<sup>st</sup> January 2017 and 31<sup>st</sup> December 2017 was 514. The below graph shows how the New Starters were distributed across the organisation:

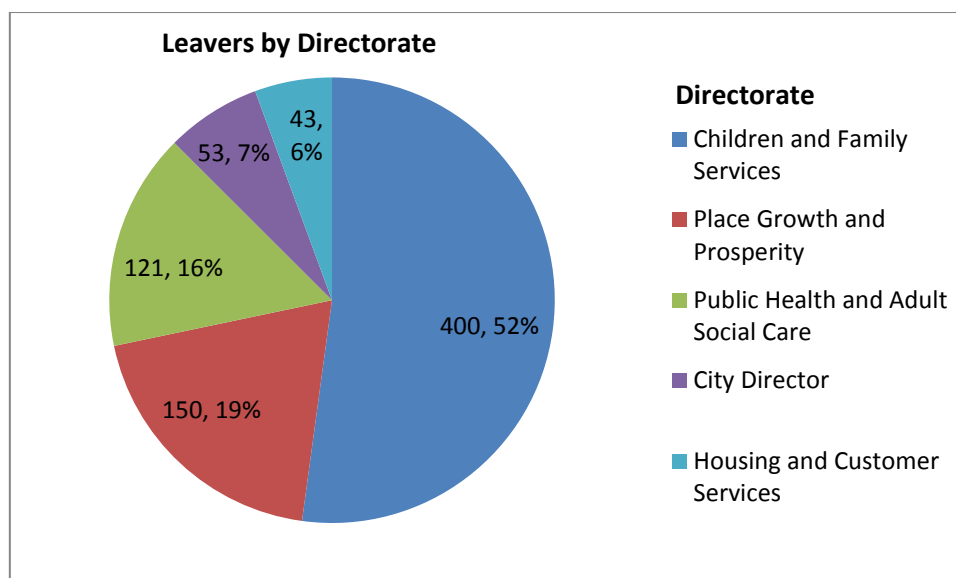


Appendix 4 provides more details on the New Starters equality characteristics

## Leavers

The total number of staff leaving the organisation was 767, of these 235 were through redundancy, 194 resigned and 133 were due to the end of a fixed term, casual or temporary contract. This equated to a 15% staff turnover rate.

The below graph shows how the leavers were distributed across the organisation:



Appendix 5 provides more details on the Leavers equality characteristics within each directorate.

## Maternity and Paternity Leave

Stoke-on-Trent City Council has a range of family-friendly policies and practices.

For the period 1st January 2017 – 31<sup>st</sup> December 2017, 84 employees took maternity leave and 24 of these employees returned to work in the same period. All who took maternity leave returned to work and were still with the council as of the 31<sup>st</sup> December 2017.

During this period, 29 employees took paternity leave. The average length of leave time taken was 12 working days.

## Pay and Grading

Stoke-on-Trent City Council has a job evaluation scheme in place to ensure that jobs are objectively assessed, while avoiding prejudice or discrimination. All staff are paid as per the [Pay Policy Statement 2017 – 2018](#) which is reviewed on an annual basis.

As per the Equality Act 2010 (specific Duties and Public Authorities) Regulation 2017, Gender Pay Reporting Legislation requires employers with 250 or more employees to publish statutory calculations annually showing how large the pay gap is between their male and female employees. We are required to publish this data separate from this report on our own website and the Gender Pay Gap service government website. The deadline for March 2017 data publication is 30 March 2018.

## **Workforce Development Opportunities**

The Learning and Development team aims to support the Council's vision by designing and delivering the annual Corporate Training Plan, aligned with the Priorities and Strategic Objectives. The Workforce Planning teams aim to foster close relationships with all directorates to support them in achieving their objectives, through the production of skills matrixes and consultations regarding training needs.

Training is provided in subjects to support the skills, knowledge, behaviours and professional development within the organisation.

In 2017, as part of our Equality and Diversity training, 765 staff completed the Equality and Diversity e-learning and 169 staff attended the Respect and Inclusion classroom based session.

Courses are made available to all staff and access or learning requirements are identified at the time of booking. Any additional support required is assessed by a teacher trained practitioner as part of the learning programme. Should additional needs be identified by the learner, a bespoke course or 1:1 on site support is made available.

## **Actions for 2018**

- The Resourcing team are reviewing the current Recruitment and Selection policy to ensure we are creating a diverse workforce that is fair and free from discrimination.
- Updating our recruitment and selection training to increase the fairness and quality of recruitment through unconscious bias training.
- We are reviewing our chosen methods of advertising to ensure that we are effectively reaching all our residents.
- Proactively work with our staff to raise the profile about declaring data, promoting the benefits of us using this data to make improvements.
- We are rolling out a Tier 4 Management development programme which will support their continuous improvement and confidence. The programme includes a module on Equality, Respect and Inclusion which will support the embedding of the Council's Equality Objectives.
- A new Induction programme will be launched in 2018. The programme includes many different modules including; Equality, Respect and Inclusion, Wellbeing, Working for the council and all core mandatory skills to embed best practice from the first day with the council.
- Workforce Planning are working with teams across the Council to determine the employee profiles in order to produce action plans and support them in making improvements.
- Following the collation of the results from the Health and Wellbeing survey, we will work with our Public Health colleagues to support any action plans produced on the back of these results.
- We plan to work towards being Level 3 Disability Confident which would mean we would be acting as a champion for Disability Confident within Stoke-on-Trent.
- The Senior Management team will be reviewing and implementing changes to the way we communicate with our offline staff to improve staff engagement.

## Appendix 1 – Strategic priorities and objectives

### Strategic priorities and objectives



## **Appendix 2- Equality and Diversity Objectives 2017 – 2020**

We want Stoke to be a place where we value everyone being different and through our actions we demonstrate that everyone matters. We believe we have a leading role to play in ensuring fairness and celebrating diversity - in the community, as an employer and as a provider and commissioner of services to the people of Stoke-on-Trent and its visitors.

Achieving this is central to delivering the Council's vision, is linked to our strategic priorities and is key to creating a cohesive community.

The Single Equality Framework is a public commitment of how Stoke-on-Trent City Council plans to meet the duties placed upon it by equality legislation. The Council's City Director and Leader are responsible for ensuring this framework is effectively embedded throughout the Council. Whilst it is in part an aspirational statement, it does describe action, which underpins a real intent to celebrate diversity and challenge inequality in the city.

### **Our equality objectives**

The 2017-2020 equality objectives are as follows:

#### **Support our residents to fulfil their potential by:**

- Narrowing the gap on educational attainment
- Narrowing the gap on adult skills and qualifications
- Improving access to employment for groups who experience barriers to work
- Reducing health inequalities

#### **Support our businesses to thrive, delivering investment in our towns and communicates by:**

- Celebrate and promote our great city and increase the number of visitors

#### **Work with residents to make our towns and communities great places to live by:**

- Involve communities in making each town and neighborhood a great, vibrant and healthy place to live and work

#### **A commercial council well governed and fit for purpose, driving efficiency in everything we do by:**

- Improving the extent to which our workforce reflects the local population

#### **Support vulnerable people in our communities to live their lives well**

- Support residents who are experiencing a reduction in income as a result of welfare reforms to manage their money effectively.

Our commitment is supported by a legal duty and we believe we have a strong moral and social duty to do everything we can to challenge prejudice and discrimination and promote better understanding and respect.

#### **As a service provider we will:**

- Promote equality of opportunity and eliminate discrimination in the planning and delivery of our services in terms of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation,



health and income status. The duty to have due regard to the need to eliminate discrimination also covers marriage and civil partnerships.

- Promote good relations between communities and address negative stereotyping of any groups;
- Advance equality of opportunity between people from different groups; and
- Tackle harassment relating to a person's age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation, health and income status and marriage and civil partnership status.

**As an employer we will:**

- Commit to meeting our duties under the Equality Act 2010. We are committed to improving equality practice throughout the city, and will make adequate resources available to do this.
- Take action to combat discrimination in employment practice and service delivery on the grounds of age, disability, sex, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sexual orientation, or any other ground, which cannot be justified.
- Identify those groups within the community whose needs are not adequately being met by services provided by us and we will take action to address this.
- Consult with users of our services to seek their views and opinions
- Monitor all areas of employment, including recruitment, promotion, training opportunities, pay, grievances and disciplinary action, to ensure there is equal treatment for all employees and that action will be taken where and disparity is found.
- Ensure that equality objectives and targets are regularly set, monitored and reviewed across all areas of our work. We will report our progress against the Public Sector Equality Duty as set out in the Equality Act 2010 on an annual basis.

**As employees we will:**

- Comply with the framework and associated policies and procedures
- Ensure that any visitor to the Council who we are responsible for complies with the principles of the framework
- Treat others with respect at all times
- Actively discourage and report any form of harassment or discriminatory behaviour/practices
- Co-operate with managers and participate in training to eliminate prejudice and promote good practice

For more information, please contact:

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Civic Centre  
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## Appendix 3 - Workforce Profile as at December 2017

	2015		2016		2017		City Demographics (1)	City Rate
	Headcount at 31/12/15	% of Workforce	Headcount at 31/12/16	% of Workforce	Headcount at 31/12/17	% of Workforce	Figures below relate to numbers in employment	
<b>Total staff</b>	<b>4958</b>		<b>4961</b>		<b>4992</b>		101,000	
Full Time	3056	62%	2772	56%	2738	55%	77,000	76%
Part Time	1902	38%	2189	44%	2254	45%	24,000	24%
Permanent	4329	87%	4170	84%	4200	84%		
Fixed Term/Temporary	242	5%	282	6%	267	5%		
Casual/Variable	387	8%	509	10%	525	11%		
Female	3305	67%	3310	67%	3317	66%	47,000	46.5%
Male	1653	33%	1651	33%	1675	34%	54,000	53.5%
Full Time Female	1690	34%	1522	31%	1480	30%	29,000	29%
Part Time Female	1615	33%	1788	36%	1837	37%	18,000	18%
Full Time Male	1366	28%	1250	25%	1258	25%	48,000	48%
Part Time Male	287	5%	401	8%	417	8%	6,000	5%
<b>Ethnicity</b>							<b>Working Age Population</b>	
White British/Irish/Other	4437	89%					143,581	88.7%
Black & Minority Ethnic	151	3%					15,979	9.9%
Mixed	63	1%					2,264	1.4%
Unknown Ethnicity	307	6%					n/a	n/a
British - White			4299	87%	4289	86%	139,589	86.3%
Unknown - Unknown			364	7%	408	8%	n/a	n/a
Pakistani - Asian or Asian British			66	1%	63	1%	6,188	3.9%
White Other - White			49	1%	55	1%	3,510	2.2%
Mixed - White and Black Caribbean - Mixed			33	1%	30	1%	1,037	0.6%
African - Black or Black British			22	0%	22	0%	1,858	1.1%
Irish - White			15	0%	17	0%	482	0.3%
Indian - Asian or Asian British			18	0%	17	0%	1,821	1.1%
Caribbean - Black or Black British			21	0%	17	0%	645	0.4%
Mixed Background - Mixed			10	0%	12	0%	n/a	n/a
Mixed - White and Asian - Mixed			11	0%	10	0%	616	0.4%
British - Unknown			9	0%	9	0%	n/a	n/a
Chinese - Chinese or other ethnic group			8	0%	8	0%	953	0.6%
Bangladeshi - Asian or Asian British			6	0%	6	0%	659	0.4%
Other Asian Background - Asian or Asian British			7	0%	7	0%	2,364	1.5%
White and Black African - Mixed			9	0%	9	0%	236	0.1%
Other - Chinese or other ethnic group			4	0%	4	0%	1,249	0.8%
Other Black Background - Black or Black British			7	0%	6	0%	242	0.1%
Other Mixed Background - White			3	0%	3	0%	375	0.2%

	2015		2016		2017				
Disability 2	Headcount at 31/12/15	% of Workforce	Headcount at 31/12/16	% of Workforce	Headcount at 31/12/17	% of Workforce	City Demographics <sup>(1)</sup>	City Rate	
Declared Disability (including Other)	129	3%	129	2.6%	128	2.6%			2011 Census Activities limited a lot 14,345 (8.9%)
Disability Unknown (Blank)	4829	97%	4832	97.4%	4864	97.4%			Activities limited a little 15,242 (9.4%)
Age							ONS Mid Year Estimates 2015		
15-19	55	1%	32	1%	65	1%	14,606	9.0%	
20-24	217	4%	189	4%	239	5%	18,495	11.4%	
25-29	373	8%	312	6%	334	7%	18,151	11.2%	
30-34	547	11%	456	9%	467	9%	17,565	10.9%	
35-39	611	12%	620	12%	612	12%	14,732	9.1%	
40-44	616	12%	559	11%	579	12%	16,111	10.0%	
45-49	756	15%	707	14%	705	14%	17,126	10.6%	
50-54	801	16%	797	16%	779	16%	16,814	10.4%	
55-59	588	12%	685	14%	663	13%	14,757	9.1%	
60-64	289	6%	438	9%	400	8%	13,290	8.2%	
65+	105	2%	166	3%	149	3%	11,616	*	
Religion							16-64 2011 Census		
Not specified	2675	55%	2465	50%	2299	46%	9,542	5.90%	
Buddhism	4	0%	5	0%	7	0%	647	0.4%	
Christianity	1281	26%	1363	27%	1425	29%	95,914	59.3%	
Hinduism	4	0%	5	0%	5	0%	1,128	0.7%	
Islam	60	1%	67	1%	72	1%	9,345	5.8%	
Judaism	0	0%	0	0%	0	0%	54	0.0%	
No religious belief	854	17%	967	19%	1096	22%	43,989	27.2%	
Other	73	1%	79	2%	81	2%	786	0.5%	
Rastafarianism	1	0%	0	0%	0	0%			
Sikhism	3	0%	3	0%	3	0%	419	0.3%	
Zoroastrianism	3	0%	7	0%	4	0%			
Sexual Orientation									
Same sex and opposite sex (Bisexual)	19	0%	19	0%	21	0%			
Same sex (gay/lesbian)	52	1%	58	1%	55	1%			
Opposite sex (Heterosexual)	2231	45%	2444	49%	2654	53%			
Not specified	2656	54%	2440	49%	2262	46%			
Marital Status									
Married/Civil Partnership	2032	41%	2070	42%	2069	41%	67,007	41.40%	
Single	1157	23%	1191	24%	1284	26%	70,157	43.40%	
Divorced/Separated/Dissolved	302	6%	316	6%	310	6%	21,908	13.50%	
Widowed	32	1%	35	1%	34	1%	2,752	1.70%	
Not specified	1303	26%	1263	25%	1117	22%	n/a	n/a	
Cohabiting	132	3%	150	4%	178	4%	n/a	n/a	

## Appendix 4 - New Starters' Equality Characteristics

Directorate												
	Total	%	Place	%	Housing & Customer Service	%	City Director	%	Public Health & Adult Social Care	%	Children & Family Services	%
<b>Age</b>												
15-19	44	9%	6	5%	1	5%	6	18%	26	13%	5	3%
20-24	82	16%	22	19%	4	20%	5	15%	29	15%	22	15%
25-29	70	14%	22	19%	2	10%	3	9%	21	11%	22	15%
30-34	54	11%	17	15%	4	20%	2	6%	14	7%	17	11%
35-39	53	10%	7	6%	0	0%	3	9%	18	9%	25	17%
40-44	49	10%	12	10%	1	5%	4	12%	13	7%	19	13%
45-49	49	10%	9	8%	3	15%	3	9%	25	13%	9	6%
50-54	51	10%	11	10%	3	15%	4	12%	22	11%	11	7%
55-59	38	7%	4	3%	2	10%	2	6%	20	10%	10	7%
60-64	20	4%	5	4%	0	0%	1	3%	8	4%	6	4%
65+	4	1%	0	0%	0	0%	0	0%	2	1%	2	1%
Total	514	100%	115	100%	20	100%	33	100%	198	100%	148	100%
<b>Disability</b>												
Declared disability	10	2%	0	0%	0	0%	0	0%	4	2%	6	4%
No disability declared	504	98%	115	100%	20	100%	33	100%	194	98%	142	96%
Total	514	100%	115	100%	20	100%	33	100%	198	100%	148	100%
<b>Ethnicity</b>												
British - White	351	68%	61	53%	16	80%	14	42%	160	81%	100	68%
Unknown - Unknown	131	25%	47	41%	4	20%	16	48%	29	15%	35	24%
White Other - White	12	2%	5	4%	0	0%	0	0%	4	2%	3	2%
Pakistani - Asian or Asian British	5	1%	1	1%	0	0%	1	3%	1	1%	2	1%
Caribbean - Black or Black British	3	1%	0	0%	0	0%	0	0%	0	0%	3	2%
Irish - White	3	1%	1	1%	0	0%	1	3%	0	0%	1	1%
Mixed - White and Black Caribbean - Mixed	2	0%	0	0%	0	0%	0	0%	0	0%	2	1%
Other Asian Background - Asian or Asian British	2	0%	0	0%	0	0%	1	3%	0	0%	1	1%
African - Black or Black British	2	0%	0	0%	0	0%	0	0%	2	1%	0	0%
White and Black African - Mixed	1	0%	0	0%	0	0%	0	0%	1	1%	0	0%
Mixed Background - Mixed	1	0%	0	0%	0	0%	0	0%	0	0%	1	1%
Mixed - White and Asian - Mixed	1	0%	0	0%	0	0%	0	0%	1	1%	0	0%
Total	514	100%	115	100%	20	100%	33	100%	198	100%	148	100%
<b>Gender</b>												
Female	335	65%	42	37%	9	45%	23	70%	150	76%	111	75%
Male	179	35%	73	63%	11	55%	10	30%	48	24%	37	25%
Total	514	100%	115	100%	20	100%	33	100%	198	100%	148	100%

Directorate	Total	%	Place	%	Housing & Customer Service	%	City Director	%	Public Health & Adult Social Care	%	Children & Family Services	%
<b>Religion</b>												
Blank	59	11%	9	8%	0	0%	9	27%	24	12%	17	11%
Buddhism	1	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Christianity	185	36%	24	21%	5	25%	9	27%	91	46%	56	38%
Hinduism	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Islam	10	2%	2	2%	0	0%	1	3%	2	1%	5	3%
Judaism	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
No Religious belief	250	49%	78	68%	15	75%	13	39%	76	38%	68	46%
Other	9	2%	2	2%	0	0%	0	0%	5	3%	2	1%
Rastafarianism	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sikhism	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Zoroastrianism	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Total	514	100%	115	100%	20	100%	33	100%	198	100%	148	100%
<b>Sexual Orientation</b>												
Sexual Orientation Not Specified	44	9%	3	3%	1	5%	7	21%	20	10%	13	9%
Opposite Sex (Heterosexual)	457	89%	109	95%	17	85%	25	76%	173	87%	133	90%
Same Sex (gay/lesbian)	11	2%	2	2%	1	5%	1	3%	5	3%	2	1%
Bisexual (Same sex & opposite sex)	2	0%	1	1%	1	5%	0	0%	0	0%	0	0%
Total	514	100%	115	100%	20	100%	33	100%	198	100%	148	100%
<b>Marital Status</b>												
Married/Civil Partnership	148	29%	29	25%	5	25%	10	30%	47	24%	57	39%
Single	237	46%	62	54%	10	50%	15	45%	94	47%	56	38%
Divorced/Separated/Dissolved	29	6%	8	7%	3	15%	1	3%	13	7%	4	3%
Widowed	5	1%	0	0%	0	0%	1	3%	2	1%	2	1%
Blank	40	8%	4	3%	0	0%	6	18%	25	13%	5	3%
Cohabiting	55	11%	12	10%	2	10%	0	0%	17	9%	24	16%
Total	514	100%	115	100%	20	100%	33	100%	198	100%	148	100%
<b>Contract Type</b>												
Permanent	292	57%	51	44%	12	60%	6	18%	122	62%	101	68%
Fixed Term/Temporary	108	21%	30	26%	8	40%	17	52%	30	15%	23	16%
Casual/Variable	114	22%	34	30%	0	0%	10	30%	46	23%	24	16%
Total	514	100%	115	100%	20	100%	33	100%	198	100%	148	100%
<b>Contracted hours</b>												
Full Time	300	58%	93	81%	19	95%	27	82%	80	40%	81	55%
Part Time	214	42%	22	19%	1	5%	6	18%	118	60%	67	45%
Total	514	100%	115	100%	20	100%	33	100%	198	100%	148	100%

## Appendix 5 - Leavers Equality Characteristics

Directorate												
	Total	%	Place	%	Housing & Customer Service	%	City Director	%	Public Health & Adult Social Care	%	Children & Family Services	%
<b>Age</b>												
15-19	6	1%	1	1%	1	2%	2	4%	1	1%	1	0%
20-24	47	6%	15	10%	3	7%	3	6%	17	14%	9	2%
25-29	66	9%	19	13%	3	7%	3	6%	6	5%	35	9%
30-34	78	10%	13	9%	3	7%	5	9%	8	7%	49	12%
35-39	94	12%	12	8%	6	14%	7	13%	9	7%	60	15%
40-44	73	10%	11	8%	5	12%	8	15%	11	9%	38	10%
45-49	89	12%	6	4%	3	7%	10	19%	16	13%	54	14%
50-54	93	12%	18	12%	6	14%	6	11%	14	12%	49	12%
55-59	98	13%	21	14%	10	23%	5	9%	18	15%	44	11%
60-64	84	11%	20	14%	3	7%	2	4%	13	11%	46	12%
65+	35	5%	10	7%	0	0%	2	4%	8	7%	15	4%
Total	763	100%	146	100%	43	100%	53	100%	121	100%	400	100%
<b>Disability</b>												
Declared disability	22	3%	2	1%	3	7%	1	2%	3	3%	13	3%
No disability declared	741	97%	144	99%	40	93%	52	98%	118	97%	387	97%
Total	763	100%	146	100%	43	100%	53	100%	121	100%	400	100%
<b>Ethnicity</b>												
British - White	603	79%	91	62%	37	86%	41	77%	109	90%	325	81%
Unknown - Unknown	112	15%	39	27%	3	7%	6	11%	9	7%	55	14%
Pakistani - Asian or Asian British	9	1%	0	0%	1	2%	2	4%	1	1%	5	1%
White Other - White	9	1%	6	4%	0	0%	0	0%	1	1%	2	1%
Caribbean - Black or Black British	8	1%	2	1%	1	2%	1	2%	0	0%	4	1%
Mixed - White and Black Caribbean - Mixed	7	1%	3	2%	0	0%	0	0%	0	0%	4	1%
Irish - White	3	0%	1	1%	0	0%	0	0%	0	0%	2	1%
African - Black or Black British	3	0%	2	1%	0	0%	0	0%	0	0%	1	0%
White and Black African - Mixed	2	0%	1	1%	0	0%	0	0%	0	0%	1	0%
Other Asian Background - Asian or Asian British	2	0%	0	0%	0	0%	1	2%	1	1%	0	0%
Mixed - White and Asian - Mixed	2	0%	0	0%	0	0%	1	2%	0	0%	1	0%
Indian - Asian or Asian British	1	0%	0	0%	1	2%	0	0%	0	0%	0	0%
British - Unknown	1	0%	1	1%	0	0%	0	0%	0	0%	0	0%
Other Black Background - Black or Black British	1	0%	0	0%	0	0%	1	2%	0	0%	0	0%
Total	763	100%	146	100%	43	100%	53	100%	121	100%	400	100%
<b>Gender</b>												
Female	504	66%	45	31%	21	49%	28	53%	79	65%	331	83%
Male	259	34%	101	69%	22	51%	25	47%	42	35%	69	17%
Total	763	100%	146	100%	43	100%	53	100%	121	100%	400	100%

Directorate	Total	%	Place	%	Housing & Customer Service	%	City Director	%	Public Health & Adult Social Care	%	Children & Family Services	%
<b>Religion</b>												
Blank	345	45%	59	40%	14	33%	17	32%	42	35%	213	53%
Buddhism	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Christianity	209	27%	42	29%	11	26%	17	32%	37	31%	102	26%
Hinduism	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Islam	6	1%	0	0%	1	2%	1	2%	1	1%	3	1%
Judaism	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
No Religious belief	184	24%	41	28%	15	35%	16	30%	36	30%	76	19%
Other	15	2%	1	1%	2	5%	2	4%	4	3%	6	2%
Rastafarianism	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sikhism	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Zoroastrianism	4	1%	3	2%	0	0%	0	0%	1	1%	0	0%
Total	763	100%	146	100%	43	100%	53	100%	121	100%	400	100%
<b>Sexual Orientation</b>												
Sexual Orientation Not Specified	339	44%	55	38%	18	42%	17	32%	45	37%	204	51%
Opposite Sex (Heterosexual)	405	53%	85	58%	24	56%	32	60%	73	60%	191	48%
Same Sex (gay/lesbian)	17	2%	4	3%	1	2%	4	8%	3	3%	5	1%
Bisexual (Same sex & opposite sex)	2	0%	2	1%	0	0%	0	0%	0	0%	0	0%
Total	763	100%	146	100%	43	100%	53	100%	121	100%	400	100%
<b>Marital Status</b>												
Married/Civil Partnership	289	38%	46	32%	16	37%	20	38%	49	40%	158	39%
Single	207	27%	44	30%	15	35%	22	41%	43	36%	83	21%
Divorced/Separated/Dissolved	55	7%	11	7%	3	7%	1	2%	5	4%	35	9%
Widowed	4	1%	0	0%	0	0%	0	0%	1	1%	3	1%
Blank	170	22%	36	25%	6	14%	7	13%	17	14%	104	26%
Cohabiting	38	5%	9	6%	3	7%	3	6%	6	5%	17	4%
Total	763	100%	146	100%	43	100%	53	100%	121	100%	400	100%
<b>Contract Type</b>												
Permanent	524	69%	86	59%	35	81%	33	62%	76	63%	294	74%
Fixed Term/Temporary	126	16%	35	24%	8	19%	12	23%	15	12%	56	14%
Casual/Variable	113	15%	25	17%	0	0%	8	15%	30	25%	50	12%
Total	763	100%	146	100%	43	100%	53	100%	121	100%	400	100%
<b>Contracted hours</b>												
Full Time	492	64%	117	80%	30	70%	38	72%	71	59%	236	59%
Part Time	271	36%	29	20%	13	30%	15	28%	50	41%	164	41%
Total	763	100%	146	100%	43	100%	53	100%	121	100%	400	100%