

Equality and Diversity Workforce Report

Stoke-on-Trent City Council

1 January 2018 to 31 December 2018



Table of Contents

Introduction	3
Stoke-on-Trent City Council Strategic Context	4
Equality Objectives.....	4
Current Workforce Headcount Profile.....	5
Recruitment – advertising and applications	10
New Starters	11
Leavers	11
Maternity and Paternity Leave	12
Pay and Grading.....	12
Workforce Development Opportunities.....	13
Actions for 2018 - Update.....	14
Actions for 2019.....	15
Appendix 1 – Strategic priorities and objectives	16
Appendix 2- Equality and Diversity Objectives 2017 – 2020	17
Appendix 3 - Workforce Profile as at December 2018	19
Appendix 4 - New Starters’ Equality Characteristics.....	21
Appendix 5 - Leavers Equality Characteristics	23

Introduction

This report provides a summary and analysis of the organisation's workforce, excluding schools. The workforce profile is shown as at 31st December 2018, while the data is for the period 1st January 2018 – 31st December 2018.

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 (employment only).

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, sexes (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, sexes (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:-

- Children, Young People and Families Plan - 2016-2020
- Adults' Strategic Partnership Plan – 2016 - 2020
- Joint Health and Wellbeing Strategy 2016 - 2020
- Community Cohesion Strategy 2016 - 2020

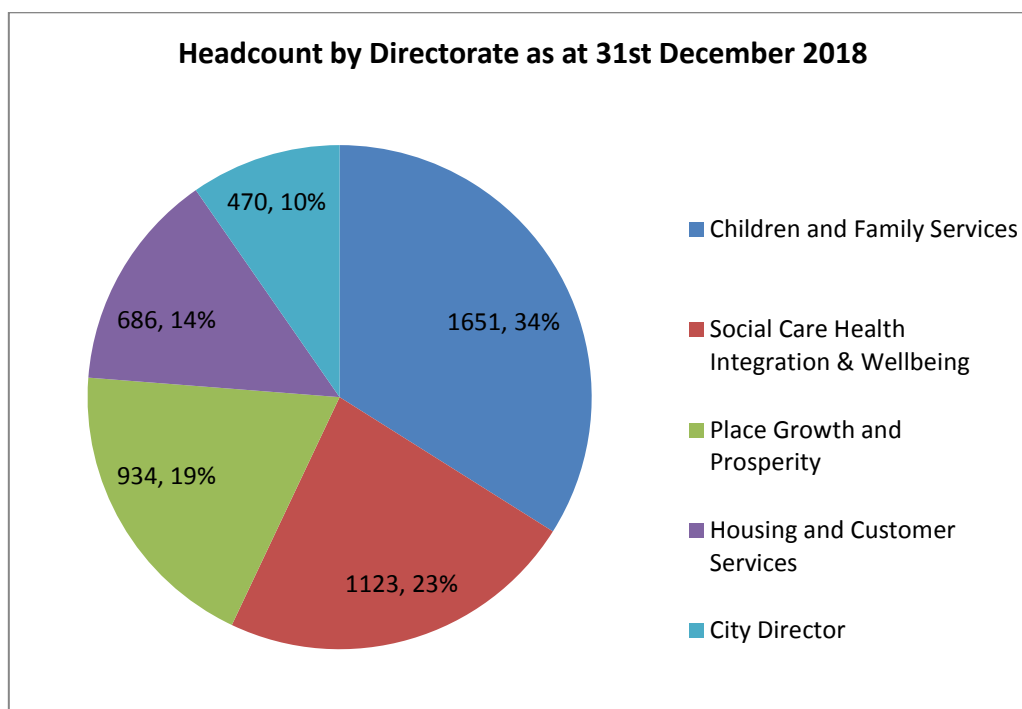
An update on the progress against the Council Strategies and those that relate to the Equality Objectives will be published in the Annual Delivery Plan 2018-19 Final Progress Report, due in March 2019

Current Workforce Headcount Profile

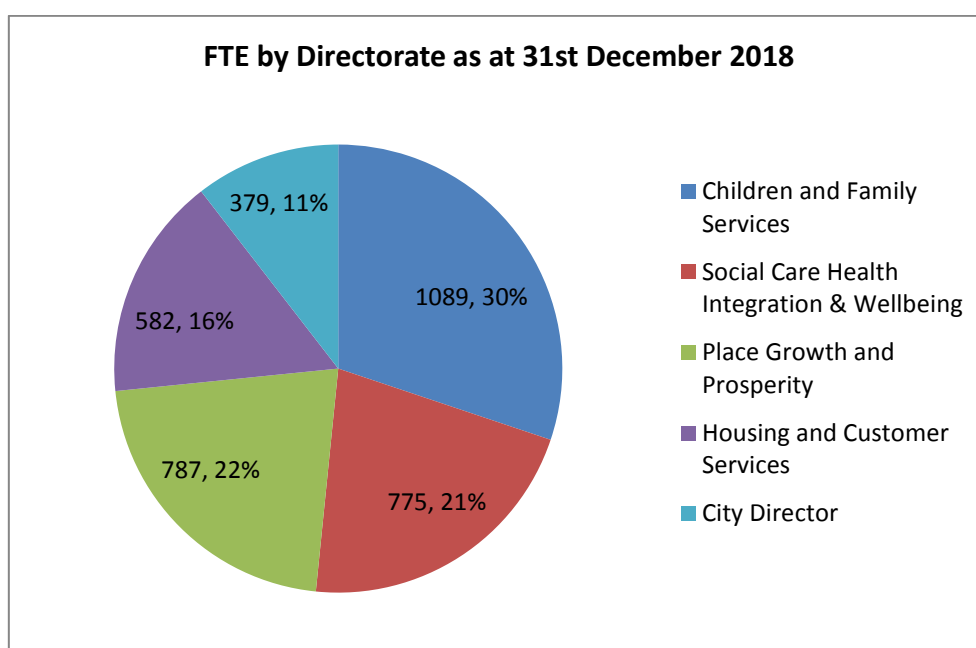
Payroll data as at 31st December 2018 (council managed staff only)

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 4864 employees (excluding schools). The 4864 headcount equates to a full time equivalent (FTE) of 3612 employees.

The following chart illustrates headcount across the five Directorates:



The following chart illustrates FTE across the five Directorates:



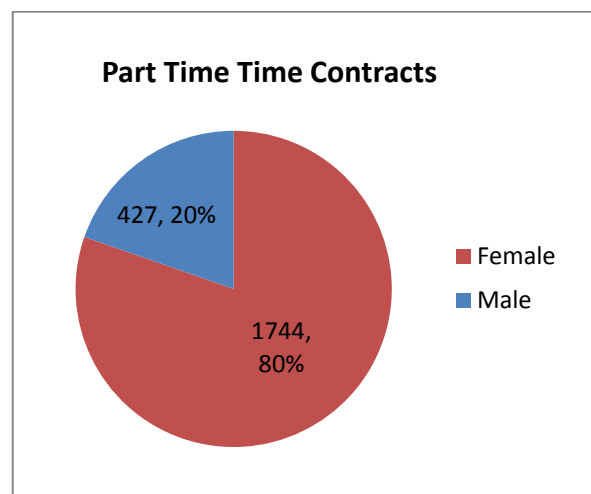
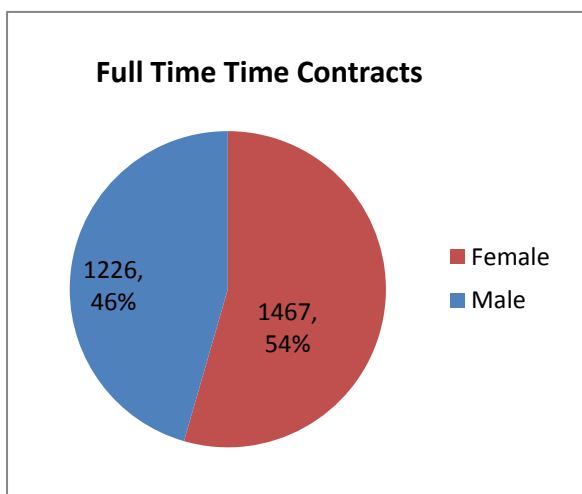
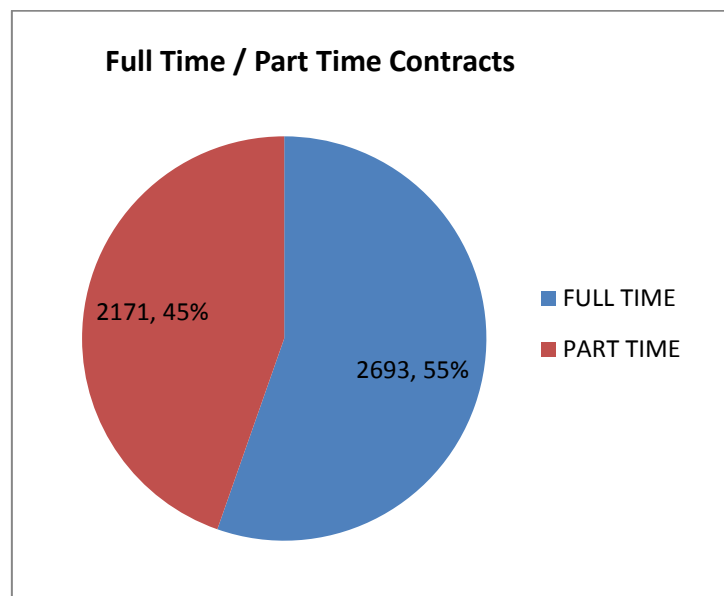
In summary the current profile for the organisation shows that:

Gender:

Female employees account for 66% (3211) of the workforce and male employees account for 34% (1653). Our FTE shows 63% (2275) are female employees and 37% (1337) are male employees.

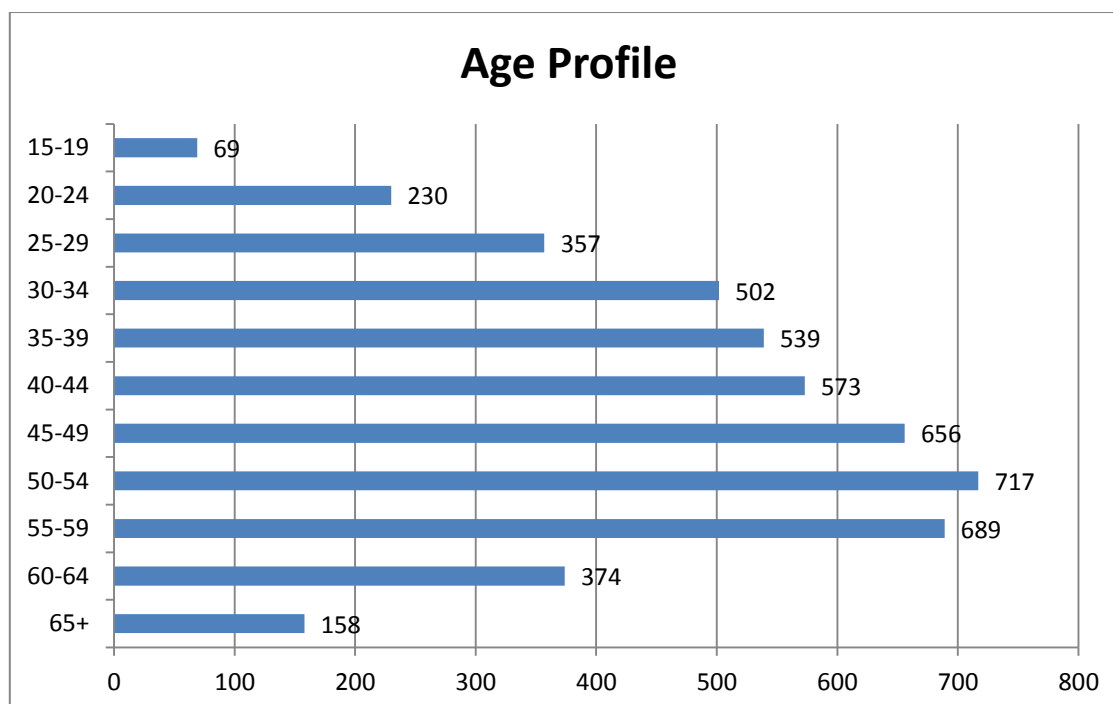
Contract:

2693 (55%) of employees are full time and 2171 (45%) of employees are part time, working less than 37 hours per week. The vast majority (80%) of part time employees at 1744 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 2018
Declared Disability (Including Other)	161
No Disability Declared	4703

On 27th September 2017 Stoke-on-Trent City Council became a Level 2 Disability Confident employer, 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:

We hold ethnicity data on 87% (4225) of all employees which shows:

Ethnicity	Headcount at 31 Dec 2018
British - White	3956
Unknown - Unknown	639
Pakistani - Asian or Asian British	61
White Other - White	52
Mixed - White and Black Caribbean - Mixed	30
African - Black or Black British	23
Irish - White	14
Indian - Asian or Asian British	16
Caribbean - Black or Black British	15
Mixed Background - Mixed	13
Mixed - White and Asian - Mixed	10
British - Unknown	0
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	1
Other Black Background - Black or Black British	4
Other Mixed Background - White	0

Sexual Orientation:

We hold sexual orientation data on 2578 (53%) of all employees which shows:

Sexual Orientation	Headcount 31st Dec 2018
Same sex and opposite sex (Bisexual)	17
Same sex (gay/lesbian)	51
Opposite sex (Heterosexual)	2510
Not specified	2286

Marital Status:

We hold marital status data on 3685 (76%) of all employees, which shows:

Marital Status	Headcount at 31 Dec 2018
Married/Civil Partnership	1942
Single	1244
Divorced/Separated	291
Cohabiting	178
Widowed	31
Left Blank/Not Specified	1178

Religion:

We hold religion data on 2722 (56 %) of all employees, which shows:

Religion	Headcount 31st Dec 2018
Not specified	2142
Buddhism	6
Christianity	1442
Hinduism	5
Islam	72
Judaism	1
No religious belief	1104
Other	84
Sikhism	3
Zoroastrianism	5

The provision of personal diversity information within the Council is voluntary and employees have the option of choosing not to declare their information. With the introduction of a new HR system, we will review our monitoring procedures and continue to promote the provision of equality and diversity data further during 2019.

Recruitment – advertising and applications

Our recruitment data shows that the Council advertised 183 posts (including all multiple post vacancies), which generated 2245 applications consisting of 1801 (80%) external applications and 444 (20 %) internal applications.

Analysis of applications:

In summary the data shows that of the 2245 applications received (and where people gave the relevant details):

Of all the applications:-

- 1324 (59%) were Female, 905 (40%) were male, 16 not specified (1%)
- 1784 were British – White (79%), 79 were Pakistani – Asian or Asian British (4%) and 48 African Black or Black British Minority Ethnic (2%), 18 preferred not to say (1%), 128 Unknown (6%) with the remaining 188 made up of other ethnic categories (8%).
- In relation to sexual orientation 303 were not specified (14%), 1870 were Heterosexual (83 %), 45 were same sex (2 %), 27 were bisexual (1%)
- 6 applications were from people declaring themselves as having a disability. 2239 (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.

Our apprenticeship recruitment takes place through the National Apprenticeship Service their monitoring data differs from our internal monitoring data. The council advertised apprenticeships 56 posts which generated 561 applications.

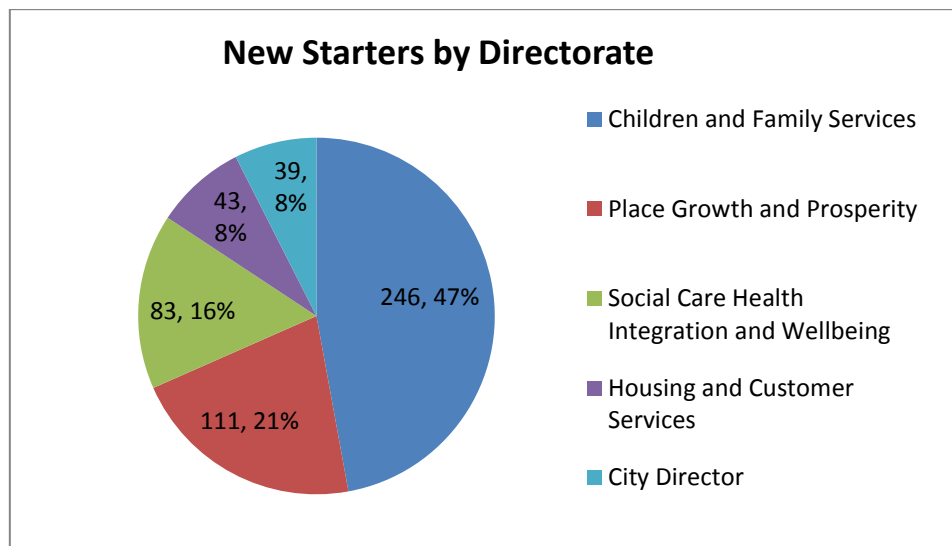
Of all the applications:-

- 299 (53%) were Female, 248 (44%) were male, 14 not specified (3%)
- Ethnic Origin 461 were British (82%), 41 were Pakistani – Indian, White Asian (7%) and 13 African Black, White and Black Caribbean, Caribbean (3%), 30 Not Specified (5%), 16 other (3%)

New Starters

The total number of employees who started at the Council between 1st January 2018 and 31st December 2018 was 522.

The below graph shows how the New Starters were distributed across the organisation:



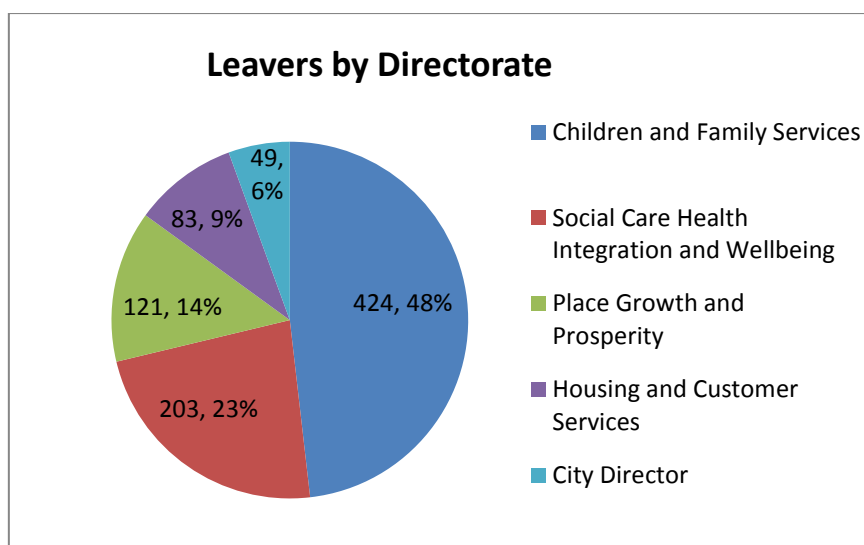
Appendix 4 provides more details on the New Starters equality characteristics

Leavers

The total number of staff leaving the organisation was 880, of these 70 were through redundancy, 213 resigned and 184 were due to the end of a fixed term, casual or temporary contract.

This equated to a 16% turnover rate (FTE) and an 18% turnover rate (headcount).

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 2018 – 31st December 2018, 87 employees took maternity leave and 36 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 31st December 2018.

During this period, 10 employees took paternity leave. The average length of leave time taken was 2 weeks by a 60/40 split.

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 2018 – 2019](#) 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 2018 data publication is 30 March 2019.

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. The requirement for training is determined through the production of team skills matrices.

In 2018, as part of our Equality and Diversity training, 405 staff completed the Equality and Diversity e-learning, 389 staff attended the Respect and Inclusion classroom based session and 496 staff completed the WRAP- Workshop to Raise the Awareness of Prevent.

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 - Update

- The Resourcing team have completed the review of the current Recruitment and Selection policy which will be launched in 2019. The Recruitment and Selection training session based on this policy will be updated and delivered to all managers across the council.
- Our methods of advertising are continually reviewed for each post and campaigns developed based on the recruitment requirements. All advertised post ensure we effectively reach our city's residents.
- The new Induction programme was launched in 2018 with 298 employees invited to attend a five day programme. 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.
- The Tier 4 Management development programme included a module on Equality, Respect and Inclusion. 125 managers attended the session in 2018. The aim of the session was to help managers understand more about their responsibilities for promoting equality, tackling all forms of discrimination and fostering good relationships between diverse groups of people in the workplace.
- The Workforce planning team have been working with teams across the Council to determine the employee profiles in order to produce action plans and support them in making improvements. Skills matrices have been produced and where gaps have been identified solutions have been sourced.
- Public Health having collated the results of the Health and Wellbeing survey of 2017 and the council now has a sound baseline for building on strengths and addressing areas for improvements. Cross council and Directorate-specific action plans have been put in place to address these areas for improvement. As part of making improvements across the council a number of initiatives have been set up to help staff with stress and mental health related issues.

Through a weekly Wellbeing communication, workplace wellbeing activities and other service available to our staff such as coaching and stop smoking service are promoted.

In 2018 the council's senior management team agreed to sign up to the Time to Change Employer Pledge. The Time to Change organisation has approved the action plan, and the Pledge signing will take place in March 2019. The Employer Pledge is a commitment to tackling mental health stigma through changing the way people think and act about mental health in the workplace and ensuring that employees facing mental health problems feel supported. 2019 will see the plans to support the achievement of becoming a Time to Change Employer being developed.

- Additional to the 2018 actions updated above, Transitions/Planning for the future workshops were held for staff aged 50 and over who were thinking about, planning or

transitioning to retirement. The workshops introduced attendees to skills such as mindfulness to help them manage the challenges which they might face after retirement.

Two actions from 2018 will continue to be worked on into 2019 to ensure their full implementation.

- 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.

Actions for 2019

- In September 2019 the Council will apply to extend approval as a Level 2 Disability Confident employer in the Disability Confident Scheme. We will during the process of reviewing this application work towards upgrading our approval to a Level 3 Disability Confident which would mean we would be acting as a champion for Disability Confident within Stoke-on-Trent.
- A new internal communications plan will be launched in 2019 to improve staff engagement. Incorporated into the plan will be changes to the way we communicate with our offline staff
- To support the increase in the number of young people who gain the skills necessary to secure a job of their choice.
- Developing links with schools and colleges to educate young people on the careers and work based opportunities available within Stoke-on-Trent City Council.
- Review the data monitoring details received from our Apprenticeship applications.
- The induction programme will be reviewed and updated where necessary. Ensuring modules such as; Equality, Respect and Inclusion, Wellbeing, Working for the council are kept current and engaging providing our staff with the skills to embed best practice from the first day with the council.
- With the introduction of a new HR system, and to ensure compliance with the GDPR regulations, a review will take place of our Equality and Diversity monitoring data collation. We will proactively work with our staff to raise the profile about declaring required data, promoting the benefits of us using this data to make improvements.
- Management development programmes will be determined for all managers, with Equality and Diversity being threaded throughout them.
- Further promotion, via our internal SharePoint site of the council's commitment to Equality and Diversity.

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 communities 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:

Stoke-on-Trent City Council
Civic Centre
Glebe Street
Stoke-On-Trent
ST4 1HH
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Appendix 3 - Workforce Profile as at December 2018

** Due to rounding up some of the figures may not add up to 100%

	2016		2017		2018		City Demographics (1)	City Rate
	Headcount at 31/12/16	% of Workforce	Headcount at 31/12/17	% of Workforce	Headcount at 31/12/18	% of Workforce	Figures below relate to numbers in employment (APS)	
Total staff	4961		4992		4864		110,900	
Full Time	2772	56%	2738	55%	2693	55%	86,200	76%
Part Time	2189	44%	2254	45%	2171	45%	24,600	24%
Permanent	4170	84%	4200	84%	3975	82%		
Fixed Term/Temporary	282	6%	267	5%	434	9%		
Casual/Variable	509	10%	525	11%	455	9%		
Female	3310	67%	3317	66%	3211	66%	50,800	46%
Male	1651	33%	1675	34%	1653	34%	60,000	54%
Full Time Female	1522	31%	1480	30%	1467	30%	31,900	29%
Part Time Female	1788	36%	1837	37%	1744	36%	18,900	17%
Full Time Male	1250	25%	1258	25%	1226	25%	54,300	49%
Part Time Male	401	8%	417	8%	427	9%	5,700	5%
Ethnicity							Working Age Population	
British - White	4299	87%	4289	86%	3956	81%	139,589	86.3%
Unknown - Unknown	364	7%	408	8%	639	13%	n/a	n/a
Pakistani - Asian or Asian British	66	1%	63	1%	61	1%	6,188	3.9%
White Other - White	49	1%	55	1%	52	1%	3,510	2.2%
Mixed - White and Black Caribbean - Mixed	33	1%	30	1%	30	1%	1,037	0.6%
African - Black or Black British	22	0%	22	0%	23	0%	1,858	1.1%
Irish - White	15	0%	17	0%	14	0%	482	0.3%
Indian - Asian or Asian British	18	0%	17	0%	16	0%	1,821	1.1%
Caribbean - Black or Black British	21	0%	17	0%	15	0%	645	0.4%
Mixed Background - Mixed	10	0%	12	0%	13	0%	n/a	n/a
Mixed - White and Asian - Mixed	11	0%	10	0%	10	0%	616	0.4%
British - Unknown	9	0%	9	0%	0	0%	n/a	n/a
Chinese - Chinese or other ethnic group	8	0%	8	0%	8	0%	953	0.6%
Bangladeshi - Asian or Asian British	6	0%	6	0%	6	0%	659	0.4%
Other Asian Background - Asian or Asian British	7	0%	7	0%	7	0%	2,364	1.5%
White and Black African - Mixed	9	0%	9	0%	9	0%	236	0.1%
Other - Chinese or other ethnic group	4	0%	4	0%	1	0%	1,249	0.8%
Other Black Background - Black or Black British	7	0%	6	0%	4	0%	242	0.1%
Other Mixed Background - White	3	0%	3	0%	0	0%	375	0.2%

	2016		2017		2018				
Disability 2	Headcount at 31/12/16	% of Workforce	Headcount at 31/12/17	% of Workforce	Headcount at 31/12/18	% of Workforce	City Demographics ⁽¹⁾	City Rate	
Declared Disability (including Other)	129	2.6%	128	2.6%	161	3.3%			2011 Census Activities limited a lot 14,345 (8.9%)
Disability Unknown (Blank)	4832	97.4%	4864	97.4%	4703	96.7%			Activities limited a little 15,242 (9.4%)
Age							ONS Mid Year Estimates 2017 (City Rate shown as 15-64)		
15-19	32	1%	65	1%	69	1%	14,249	8.7%	
20-24	189	4%	239	5%	230	5%	18,073	11.1%	
25-29	312	6%	334	7%	357	7%	19,055	11.7%	
30-34	456	9%	467	9%	502	10%	17,925	11.0%	
35-39	620	12%	612	12%	539	11%	15,803	9.7%	
40-44	559	11%	579	12%	573	12%	14,649	9.0%	
45-49	707	14%	705	14%	656	13%	17,004	10.4%	
50-54	797	16%	779	16%	717	15%	16,907	10.4%	
55-59	685	14%	663	13%	689	14%	15,426	9.5%	
60-64	438	9%	400	8%	374	8%	13,829	8.5%	
65+	166	3%	149	3%	158	3%	43,201	-	
Religion							16-64 2011 Census		
Not specified	2465	50%	2299	46%	2142	44%	9,542	5.90%	
Buddhism	5	0%	7	0%	6	0%	647	0.4%	
Christianity	1363	27%	1425	29%	1442	30%	95,914	59.3%	
Hinduism	5	0%	5	0%	5	0%	1,128	0.7%	
Islam	67	1%	72	1%	72	1%	9,345	5.8%	
Judaism	0	0%	0	0%	1	0%	54	0.0%	
No religious belief	967	19%	1096	22%	1104	24%	43,989	27.2%	
Other	79	2%	81	2%	84	2%	786	0.5%	
Rastafarianism	0	0%	0	0%	0	0%			
Sikhism	3	0%	3	0%	3	0%	419	0.3%	
Zoroastrianism	7	0%	4	0%	5	0%			
Sexual Orientation									
Same sex and opposite sex (Bisexual)	19	0%	21	0%	17	0%			
Same sex (gay/lesbian)	58	1%	55	1%	51	1%			
Opposite sex (Heterosexual)	2444	49%	2654	53%	2510	52%			
Not specified	2440	49%	2262	46%	2286	47%			
Marital Status									
Married/Civil Partnership	2070	42%	2069	41%	1942	40%	67,007	41.40%	
Single	1191	24%	1284	26%	1244	26%	70,157	43.40%	
Divorced/Separated/Dissolved	316	6%	310	6%	291	6%	21,908	13.50%	
Widowed	35	1%	34	1%	31	1%	2,752	1.70%	
Not specified	1263	25%	1117	22%	1178	24%	n/a	n/a	
Cohabiting	150	4%	178	4%	178	4%	n/a	n/a	

Appendix 4 - New Starters' Equality Characteristics

Directorate												
	Total	%	Place	%	Housing & Customer Service	%	City Director	%	Adult Social Care, Health Integration & Wellbeing	%	Children & Family Services	%
Age												
15-19	44	8%	9	8%	1	2%	6	15%	22	27%	6	2%
20-24	59	11%	16	14%	4	9%	5	13%	15	18%	19	8%
25-29	88	17%	15	14%	4	9%	9	23%	11	13%	49	20%
30-34	78	15%	18	16%	9	21%	2	5%	5	6%	44	18%
35-39	50	9%	10	9%	5	12%	3	8%	5	6%	27	11%
40-44	54	10%	6	5%	4	9%	6	15%	7	8%	31	13%
45-49	44	8%	9	8%	3	7%	5	13%	4	5%	23	9%
50-54	43	8%	13	12%	4	9%	1	3%	5	6%	20	8%
55-59	38	7%	8	7%	7	16%	1	3%	3	4%	19	7%
60-64	13	3%	4	4%	1	2%	0	0%	5	6%	3	2%
65+	11	2%	3	3%	1	2%	1	3%	1	1%	5	2%
Total	522	100%	111	100%	43	100%	39	100%	83	100%	246	100%
Disability												
Declared disability	8	2%	0	0%	0	0%	0	0%	1	1%	7	3%
No disability declared	514	98%	111	100%	43	100%	39	100%	82	99%	239	97%
Total	522	100%	111	100%	43	100%	39	100%	83	100%	246	100%
Ethnicity												
British - White	153	29%	25	23%	25	58%	9	23%	20	24%	74	30%
Unknown - Unknown	352	67%	84	0%	17	40%	28	72%	60	73%	163	66%
White Other - White	1	0%	0	0%	0	0%	0	0%	0	0%	1	0%
Pakistani - Asian or Asian British	4	1%	0	0%	1	2%	1	3%	1	1%	1	0%
Caribbean - Black or Black British	1	0%	1	1%	0	0%	0	0%	0	0%	0	0%
Irish - White	0	%	0	0%	0	0%	0	0%	0	0%	0	0%
Mixed - White and Black Caribbean - Mixed	4	1%	1	1%	0	0%	0	0%	0	0%	3	1%
Other Asian Background - Asian or Asian British	1	0%	0	0%	0	0%	1	3%	0	0%	0	0%
African - Black or Black British	4	1%	0	0%	0	0%	0	0%	1	1%	3	1%
White and Black African - Mixed	0	%	0	0%	0	0%	0	0%	0	0%	0	0%
Other Ethnic Group – Any Other	1	0%	0	0%	0	0%	0	0%	1	1%	0	0%
Mixed Background - Mixed	0	%	0	0%	0	0%	0	0%	0	0%	0	0%
Mixed - White and Asian - Mixed	1	0%	0	0%	0	0%	0	0%	0	0%	1	0%
Total	522	100%	111	100%	43	100%	39	100%	83	100%	246	100%
Gender												
Female	340	65%	45	41%	26	60%	25	64%	39	47%	205	83%
Male	182	35%	66	59%	17	40%	14	36%	44	53%	41	17%
Total	522	100%	111	100%	43	100%	39	100%	83	100%	246	100%

Directorate	Total	%	Place	%	Housing & Customer Service	%	City Director	%	Adult Social Care, Health Integration & Wellbeing	%	Children & Family Services	%
Religion												
Blank	179	35%	26	23%	11	26%	21	54%	12	14%	109	44%
Buddhism	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Christianity	148	28%	28	25%	19	44%	7	18%	28	34%	66	27%
Hinduism	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Islam	15	3%	0	0%	1	2%	2	5%	1	1%	11	4%
Judaism	1	0%	0	0%	0	0%	1	3%	0	0%	0	0%
No Religious belief	170	32%	54	49%	11	26%	8	20%	40	48%	57	23%
Other	8	2%	3	3%	1	2%	0	%	2	2%	2	1%
Rastafarianism	0	%	0	0%	0	0%	0	%	0	0%	0	0%
Sikhism	0	%	0	0%	0	0%	0	%	0	0%	0	0%
Zoroastrianism	1	0%	0	0%	0	0%	0	%	0	0%	1	0%
Total	522	100%	111	100%	43	100%	39	100%	83	100%	246	100%
Sexual Orientation												
Sexual Orientation Not Specified	247	47%	32	29%	25	58%	29	74%	32	39%	129	52%
Opposite Sex (Heterosexual)	268	51%	77	69%	17	40%	10	26%	51	61%	113	46%
Same Sex (gay/lesbian)	5	1%	0	0%	1	2%	0	0%	0	0%	4	2%
Bisexual (Same sex & opposite sex)	2	0%	2	2%	0	0%	0	0%	0	0%	0	0%
Total	522	100%	111	100%	43	100%	39	100%	83	100%	246	100%
Marital Status												
Married/Civil Partnership	110	21%	25	23%	10	23%	7	18%	13	16%	55	22%
Single	151	29%	42	38%	8	19%	4	10%	37	45%	60	24%
Divorced/Separated/Dissolved	21	4%	6	5%	1	2%	0	0%	5	6%	9	4%
Widowed	3	1%	3	3%	0	0%	0	0%	0	0%	0	0%
Blank	201	39%	24	22%	20	47%	25	64%	26	31%	106	44%
Cohabiting	36	7%	11	10%	4	9%	3	8%	2	2%	16	6%
Total	522	100%	111	100%	43	100%	39	100%	83	100%	246	100%
Contract Type												
Permanent	215	41%	48	43%	21	49%	18	46%	9	11%	119	48%
Fixed Term/Temporary	196	38%	37	33%	11	26%	13	33%	41	49%	94	39%
Casual/Variable	111	21%	26	23%	11	26%	8	21%	33	40%	33	14%
Total	522	100%	111	100%	43	100%	39	100%	83	100%	246	100%
Contracted hours												
Full Time	275	52%	60	54%	29	67%	28	72%	41	49%	117	47%
Part Time	247	48%	51	46%	14	33%	11	28%	42	51%	129	53%
Total	522	100%	111	100%	43	100%	39	100%	83	100%	246	100%

Appendix 5 - Leavers Equality Characteristics

Directorate												
	Total	%	Place	%	Housing & Customer Service	%	City Director	%	Adult Social Care, Health Integration & Wellbeing	%	Children & Family Services	%
Age												
15-19	13	1%	1	1%	0	0%	4	8%	5	2%	3	1%
20-24	60	7%	15	12%	2	2%	3	6%	18	9%	22	5%
25-29	90	10%	16	13%	4	5%	6	12%	15	7%	49	12%
30-34	92	10%	13	11%	10	12%	3	6%	19	9%	47	11%
35-39	108	12%	10	8%	15	18%	7	14%	15	7%	61	14%
40-44	81	9%	14	12%	8	10%	5	10%	14	7%	40	9%
45-49	87	10%	6	5%	8	10%	4	8%	30	15%	39	9%
50-54	91	10%	11	9%	6	7%	3	6%	26	13%	45	11%
55-59	115	13%	15	12%	14	17%	8	16%	34	17%	44	10%
60-64	84	10%	12	10%	7	8%	5	10%	20	10%	40	9%
65+	59	7%	8	7%	9	11%	1	2%	7	3%	34	8%
Total	880	100%	121	100%	83	100%	49	100%	203	100%	424	100%
Disability												
Declared disability	16	2%	1	1%	1	1%	2	4%	3	2%	9	2%
No disability declared	864	98%	120	99%	82	99%	47	96%	200	98%	415	98%
Total	880	100%	121	100%	83	100%	49	100%	203	100%	424	100%
Ethnicity												
British - White	684	78%	75	62%	74	89%	31	63%	155	76%	349	82%
Unknown - Unknown	142	16%	38	31%	2	2%	13	26%	38	19%	51	12%
Pakistani - Asian or Asian British	12	1%	3	3%	1	1%	1	2%	1	0%	6	1%
White Other - White	16	2%	4	3%	1	1%	2	4%	4	2%	5	1%
Caribbean - Black or Black British	3	0%	0	0%	1	1%	1	2%	0	0%	1	0%
Mixed - White and Black Caribbean - Mixed	3	0%	0	0%	0	0%	0	0%	1	0%	2	0%
Irish - White	3	0%	0	0%	1	1%	1	2%	0	0%	1	0%
African - Black or Black British	5	1%	1	1%	0	0%	0	0%	2	1%	2	0%
White and Black African - Mixed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other Asian Background - Asian or Asian British	5	1%	0	0%	1	1%	0	0%	1	0%	3	1%
Mixed - White and Asian - Mixed	1	0%	0	0%	0	0%	0	0%	0	0%	1	0%
Mixed Multiple Ethnic Groups- Any Other	2	0%	0	0%	1	1%	0	0%	0	0%	1	0%
Indian - Asian or Asian British	1	0%	0	0%	1	1%	0	0%	0	0%	0	0%
British - Unknown	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other Black Background - Black or Black British	3	0%	0	0%	0	0%	0	0%	1	0%	2	0%
Total	880	100%	121	100%	83	100%	49	100%	203	100%	424	100%
Gender												
Female	641	73%	44	36%	40	48%	33	67%	167	82%	357	84%
Male	239	27%	77	64%	43	52%	16	33%	36	18%	67	16%
Total	880	100%	121	100%	83	100%	49	100%	203	100%	424	100%

Directorate												
	Total	%	Place	%	Housing & Customer Service	%	City Director	%	Adult Social Care, Health Integration & Wellbeing	%	Children & Family Services	%
Religion												
Blank	375	43%	42	35%	30	36%	19	39%	50	25%	234	55%
Buddhism	1	0%	0	0%	0	0%	0	0%	1	0%	0	0%
Christianity	253	29%	30	25%	27	33%	17	35%	81	40%	98	23%
Hinduism	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Islam	16	2%	5	4%	1	1%	1	2%	2	1%	7	2%
Judaism	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
No Religious belief	219	25%	43	36%	24	29%	12	24%	65	32%	75	18%
Other	14	2%	1	1%	1	1%	0	0%	4	2%	8	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	2	0%	0	0%	0	0%	0	0%	0	0%	2	0%
Total	880	100%	121	100%	83	100%	49	100%	203	100%	424	100%
Sexual Orientation												
Sexual Orientation Not Specified	377	43%	42	35%	31	37%	17	35%	42	21%	245	58%
Opposite Sex (Heterosexual)	485	55%	75	62%	48	58%	31	63%	158	78%	173	41%
Same Sex (gay/lesbian)	11	1%	1	1%	3	4%	1	2%	3	1%	3	1%
Bisexual (Same sex & opposite sex)	7	1%	3	2%	1	1%	0	0%	0	0%	3	1%
Total	880	100%	121	100%	83	100%	49	100%	203	100%	424	100%
Marital Status												
Married/Civil Partnership	318	36%	40	33%	39	47%	17	35%	62	31%	160	38%
Single	266	30%	41	34%	21	25%	21	43%	64	32%	119	28%
Divorced/Separated/ Dissolved	47	5%	8	7%	5	6%	3	6%	16	8%	15	4%
Widowed	8	1%	1	1%	2	2%	0	0%	4	2%	1	0%
Blank	201	23%	26	21%	12	14%	7	14%	42	21%	114	27%
Cohabiting	40	4%	5	4%	4	5%	1	2%	15	7%	15	4%
Total	880	100%	121	100%	83	100%	49	100%	203	100%	424	100%
Contract Type												
Permanent	652	74%	79	65%	71	86%	26	53%	161	79%	315	74%
Fixed Term/Temporary	95	11%	16	13%	8	10%	11	22%	23	11%	37	9%
Casual/Variable	133	15%	26	21%	4	5%	12	24%	19	9%	72	17%
Total	880	100%	121	100%	83	100%	49	100%	203	100%	424	100%
Contracted hours												
Full Time	371	42%	73	60%	65	78%	28	57%	51	25%	154	36%
Part Time	509	58%	48	40%	18	22%	21	43%	152	75%	270	64%
Total	880	100%	121	100%	83	100%	49	100%	203	100%	424	100%