Wiltshire Council

Inclusion and Diversity Employment Monitoring Report

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Introduction

As a public body, Wiltshire Council is required to publish workforce data to demonstrate our compliance with the Public Sector Equality Duty (PSED) (Equality Act 2010). The PSED places a specific duty on the council to publish information about its employees and service users broken down by relevant protected characteristic to show how the council is having due regard to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations between people

This report forms part of this duty and is based on all non-school workforce figures for 1 October 2020 or, where monitoring information is reviewed over a year, the reference period used is 12 months up to 1 October 2020 (for recruitment, leavers etc). The report does not include casual staff.

It is recognised that this year the council, like many organisations, has felt the impact of the coronavirus pandemic and that this has had an impact on some of the figures in this report, including recruitment and training.

Equality objectives

As part of the public-sector equality duty the council is required to identify equality objectives. These include service equality objectives and objectives relating to the council's workforce. These objectives are reviewed regularly and have been subject to public consultation. The information set out in this report is used to identify and inform the council's equality objectives. Our objectives in relation to workforce are:

1. Improving our workforce data
2. Reducing bullying and harassment in relation to staff with protected characteristics
3. Increasing the number of under 25's in the council workforce
4. Ensuring staff with protected characteristics feel more supported and recognised in the council

Further details of the council's equality objectives can be found on the council website.

Development of a new Inclusion and Diversity (I&D) strategy

The council is in the process of reviewing our policies and practices against the Local Government Equality Framework. The outcome of this review will inform our inclusion and diversity strategy and action plan as part of the Organisational recovery programme.

Some of the actions we have already identified include:

- Ensuring that senior managers attend face to face inclusion and diversity training and that this is cascaded to directorates.
- Continuing to improve awareness of bullying and harassment and improve staff confidence in reporting bullying and harassment. This includes further work on a trial staff conflict resolution (mediation) scheme.
- Promoting development, coaching and mentoring opportunities to under-represented groups.
- Building staff confidence in disclosing information regarding their protected characteristics to decrease unstated figures.

Equality, Diversity and Inclusion (EDI) steering group

As part of the new strategy, the existing corporate EDI steering group has been reorganised. It will be chaired by a Director I&D sponsor and will include I&D champions from across the leadership team as well as representation from across the organisation and the staff networks. Their aim will be

to act as a voice for inclusion both in the organisation and in the community; role model inclusive behaviour and provide strategic oversight in relation to:

- Ensuring the council's compliance with the Public Sector Equality Duty
- Agreeing the council's equality objectives (to be published every 4 years)
- Overseeing the delivery of the equality objectives and action plan
- Supporting the delivery of the council's Inclusion Strategy

Continuing good practice

The council is committed to continuing good practice in relation to creating an inclusive environment for all employees. We demonstrate this commitment via the following:

1. Supporting the work of the Staff networks

The council has three staff networks which staff can choose to join. The networks offer mutual support, raise awareness and give advice on specific equality issues and act as a consultative voice to the council. The staff networks are:

- Carers and disability network
- Black and minority ethnic (BME) network
- LGBT+ (lesbian, gay, bisexual and trans) network (this is open to anyone working in the public sector, including the local authority area of Swindon).

2. Engaging with trade unions

We regularly engage with the trade unions via informal meetings and discussions and more formal meetings including the Joint Consultative Committee (JCC). Trade unions are regularly consulted on new and updated policies and projects, engaged in equality analysis panels and take an active role as members of job evaluation panels.

3. Developing Human resource policies and procedures

The council has a range of suitable policies which have been put in place to address equality concerns. HR policies and procedures are widely consulted on, written to comply with the Equality Act 2010 and other appropriate legislation and are also equality impact assessed.

This year the council has created a range of policies, toolkits and guidance to support staff in response to the challenges brought by the Covid pandemic, including guidance to support staff with homeworking, caring responsibilities, and mental health support. The Covid pandemic has also meant that a much higher proportion of staff have been working from home. The council has set up two working groups to look at ways to become more agile in our ways of working, redesign our workspaces and be more flexible in the way the council uses its buildings.

4. Having due regard and carrying out Equality Impact Assessments

Equality impact assessments are carried out to ensure that due regard is given to the aims of the general equality duty when we plan, deliver and make decisions about the work of the council. Regular equality analysis panels are set up to consider the impact of new and modified policies and procedures on diversity and inclusion and the three general equality duties. Representatives from HR&OD, trade unions and members of our staff networks attend the panels to ensure a breadth of perspective.

The corporate diversity and inclusion steering group continues to promote and provide support on equality impact assessments across services and provide workshops to improve skills in this area. Further information on Equality Analysis can be found on our website.

5. Benchmarking and sharing good practice

The council belongs to the South West Equalities Network (SWEN) and regularly attends meetings with colleagues from other local authorities to share information, benchmarking and best practice. The council is also part of a newly formed local public EDI leads network.

The council is a member of the government's Disability Confident scheme and the Employer's Network for Equality and Inclusion (ENEI). ENEI provide advice and support on equality issues related to all the protected characteristics.

Methodology

How we collect equality information

The monitoring information set out in this report has mainly been collected from the council's management information system (SAP), our recruitment system (Talentlink), and from monitoring information collected by HR&OD. The council also collects additional anonymous equality and diversity data through the staff engagement survey. During the last year the council has also conducted two well-being surveys to understand the impact of the pandemic on our workforce.

An equality monitoring questionnaire was also sent out to provide staff with the opportunity to update their equality and diversity information and to help reduce any data gaps. The equalities monitoring questionnaire was supported with clear information about why we were collecting the information and how it would be used. Staff were encouraged to complete as much of the questionnaire as possible but could opt to state 'prefer not to say', if they did not feel comfortable sharing their information.

What data we collect

We collect data on all the protected characteristics in addition to caring responsibilities at different stages of the employee lifecycle. This enables the council to analyse and assess the impact of policies, procedures practices and decisions on specific groups and to identify where action is required to remedy any disadvantage and promote equality of opportunity for all.

Data gaps

Overall, the unstated figures in all areas continue to improve year on year although it still remains high in some areas. This has meant that where the figures are low for particular groups the data has not been included or has been aggregated to protect individual confidentiality. The council will continue to seek to readdress this gap in data and reduce the unstated figures by building confidence amongst staff in sharing this information.

What information is included in this report

This report sets out data based on the key areas of the employee lifecycle which the council currently monitors. These are:

- **Recruitment**: We monitor the protected characteristics of all applicants who apply for roles through our e-recruitment system and this report looks at the overall applications received, the number of shortlisted applicants and successful/appointed applicants. This year the council has applied a recruitment freeze due to financial restrictions linked to the Covid pandemic.

- **Internal appointments and promotions**: We monitor applications for internal appointments and promotions. The information presented in this report relates to jobs advertised internally

and includes all positions regardless of whether that job represents a promotion or a sideways move within the council.

- **Turnover and leaver information:** This is the first time that the council has included turnover figures in this report. Turnover refers to the proportion of employees that leave within a time period, expressed as a percentage of total workforce numbers. The report provides a breakdown of turnover rates by protected characteristics and compares this to the whole council turnover average. The report also includes information about the main reason for leaving employment for different protected characteristics.

- **Disciplinary and grievance:** The report includes a count of all staff that have raised grievance procedures or are the subject of disciplinary procedures. The figures reflect the number of cases that resulted in a formal outcome and excludes cases which were not completed or resulted in informal or no action. Figures tend to vary from year to year and represent low numbers. The number of grievances this year was particularly low, and this may have resulted in higher percentages for smaller groups.

- **Remuneration:** The data contained in the report includes a breakdown of our pay grades against some of the protected characteristics to show the distribution of staff across the different pay grades. For ease of presentation we have not included unstated figures in the charts. The council has also produced figures for the ethnicity pay gap and the disability pay gap for the first time this year as set out in the ethnicity and disability sections. Our gender pay gap figures are covered in another report which can be found here.

- **Training:** The report includes attendance figures for the Wiltshire Leadership programme which is a programme aimed at developing future leaders.

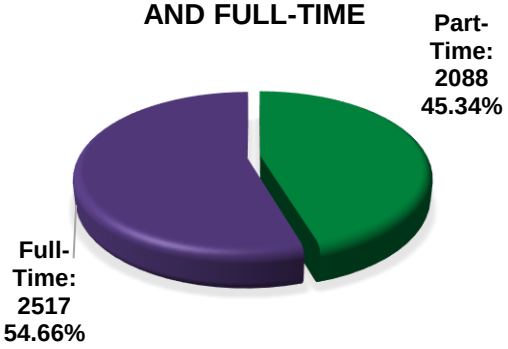
- **Actions:** The report includes information about the actions we have taken in the last twelve months to drive inclusion and some of the initiatives we will be implementing in the future.

The council also monitors data relating to formal requests for flexible working. However, due to the low numbers of flexible working requests this year, the data has not been included in this report due to data protection and the need to protect staff confidentiality.

ORGANISATIONAL OVERVIEW

The total headcount of staff in post as of 1 October 2020 was 4605. This has decreased from 4744 in 2019. The figures exclude our schools' workforce. The headcount figures used in this report are different to the gender pay gap report figures which are based on gender pay gap reporting requirements.

HEADCOUNT BY PART-TIME AND FULL-TIME



TOTAL COUNCIL WORKFORCE

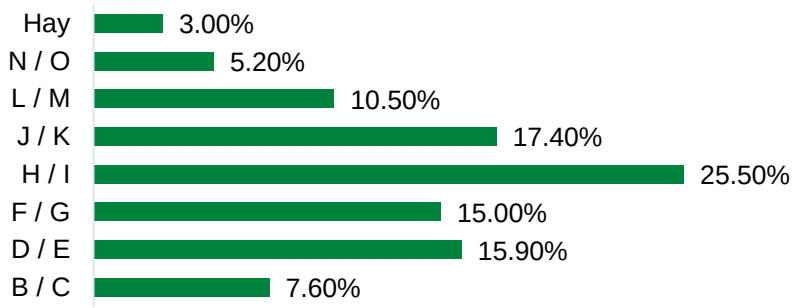
TOTAL RECRUITMENT

INTERNAL RECRUITMENT

TRAINING ATTENDANCES

TOTAL LEAVERS

PAY GRADES



Applicants recruited and appointed
580

Internal transfers or promotions
212

Leavers
633

Council turnover
11.96%

Learning and development event attendances
45,608

Wiltshire Leadership Programme attendances
252

Total council non-schools' workforce
4605

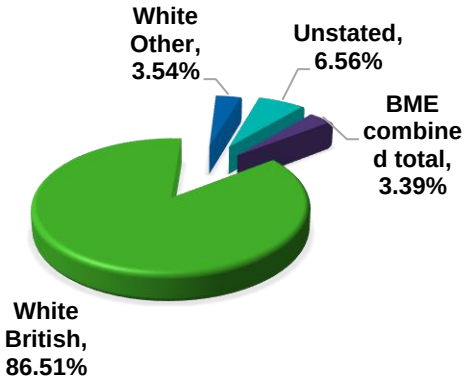
ETHNICITY

The figures from the Wiltshire census 2011 indicate that 3.56% of the working population in Wiltshire have a BME background.

3.39% of the workforce indicated that they have a BME background compared to 3.04% in 2019. This increase brings the council closer to the Wiltshire census figure for the BME working population in Wiltshire.

93.44% of staff have disclosed their ethnicity. This is an improvement on the figures for 2019 where 91.38% of staff disclosed their ethnicity.

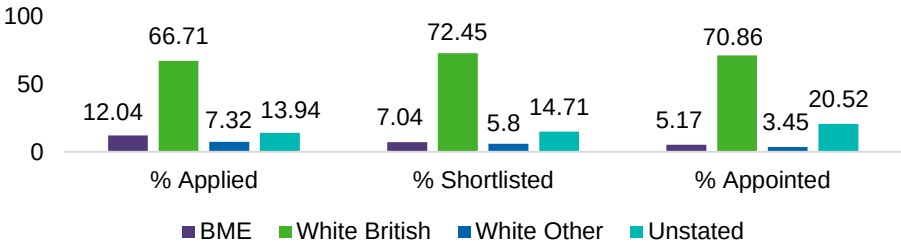
% HEADCOUNT BY ETHNICITY



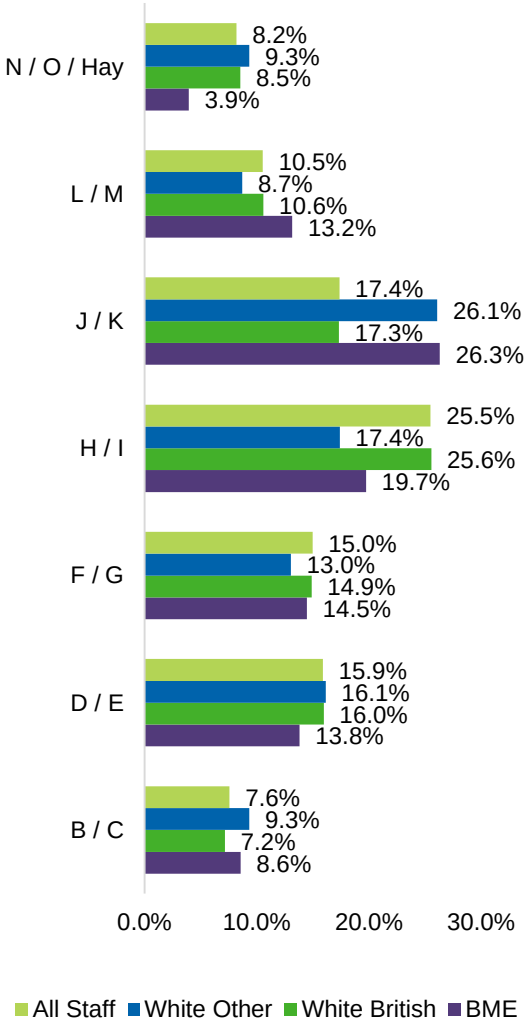
TOTAL RECRUITMENT

A lower proportion of people appointed were BME and white other compared to the proportion of total applicants who were from those groups. This is also the case for internal recruitment and promotions

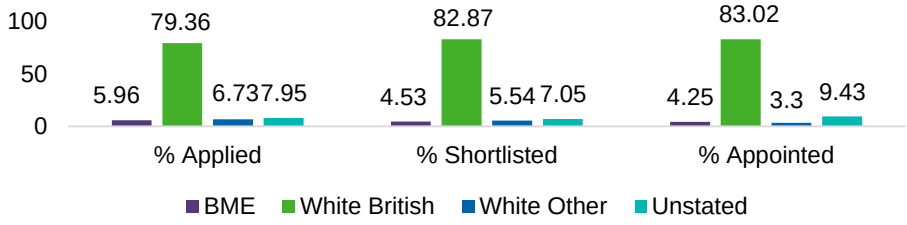
% TOTAL RECRUITMENT BY ETHNICITY



% GRADE BY ETHNICITY



% INTERNAL RECRUITMENT BY ETHNICITY



REMUNERATION

The largest representational proportion of BME staff is concentrated in the salary grades J- M but begins to decrease in the higher grades.

PAY GAP AND PAY QUARTILES

The council produced figures relating to the ethnicity pay gap for the first time this year. The ethnicity pay gap is lower than the council's gender pay gap although it is still significant. The ethnicity pay quartiles indicate that there is a lower proportion of BME staff in the upper quartile.

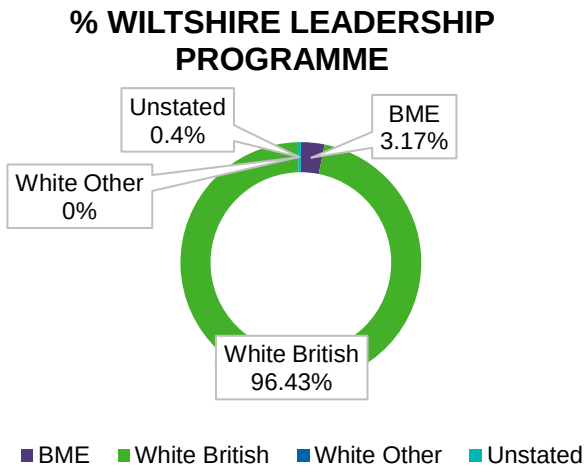
BME mean average hourly rate	White mean average hourly rate
£14.32	**£15.06**

Mean pay gap: **4.92%**

Median pay gap: **1.42%**

BME median average hourly rate	White median average hourly rate
£13.44	**£13.63**

Lower	4.03% BME	95.97% White
Lower Middle	4.89% BME	95.11% White
Upper Middle	4.50% BME	95.50% White
Upper	3.26% BME	96.74% White

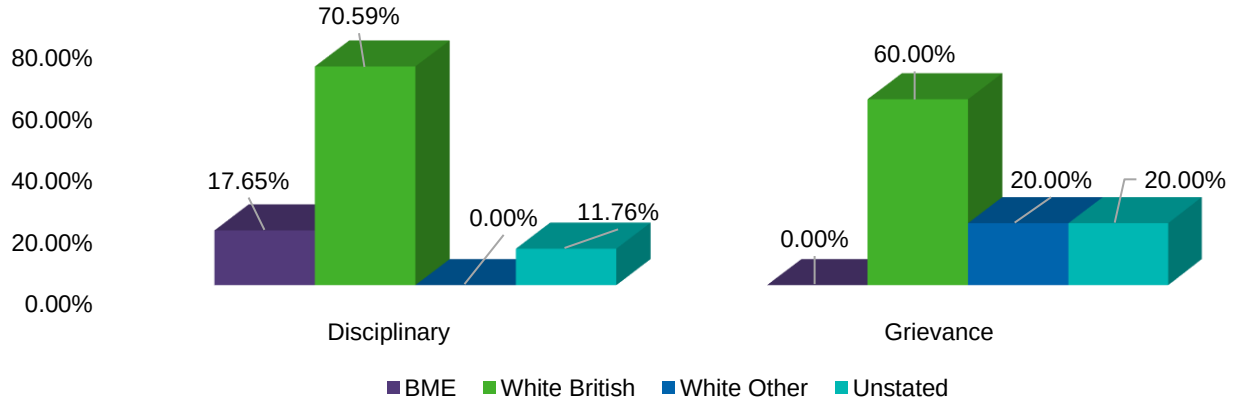


WILTSHIRE LEADERSHIP PROGRAMME

Participation in the Wiltshire leadership training by BME staff was 3.17% which is broadly in line with the workforce percentages. There were no 'white other' participants.

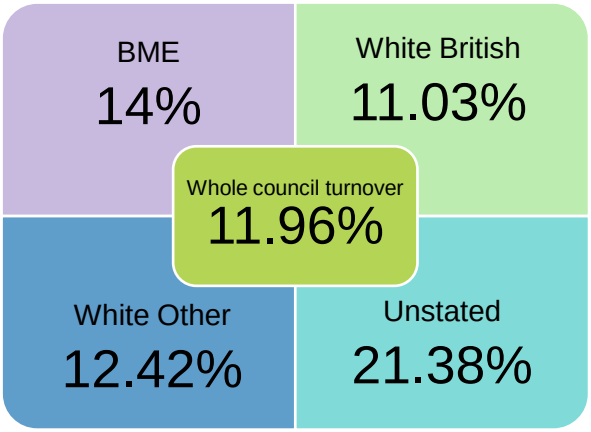
DISCIPLINARY AND GRIEVANCE

There were no grievances raised by BME staff in this period. 20% of grievances were raised by White Other members of staff and the proportion of disciplinaries for BME staff was 17.65%. Both figures are proportionally higher than the workforce figures for White Other and BME staff. The figures represent small numbers.



TURNOVER AND LEAVERS

This is the first time that the council has included turnover figures in this report. The turnover rate for BME staff (14%) and white other staff (12.42%) were slightly higher than the whole council turnover average (11.96%). The main reason for leaving for all groups was resignation.



ACTIONS

- Continue to encourage staff to disclose their ethnicity.
- Continue supporting the BME staff network. In October 2020 the staff network organised a Black history month event in collaboration with Wiltshire Police which included high profile speakers and was attended by 600 people from both the workforce and the public.
- The council released a statement to condemn the killing of George Floyd and provide solidarity and support to the campaign to against racism.
- The BME staff network provided advice to staff and schools during the Black Lives Matters protests
- The BME staff network collected the 'lived experience' stories of BME staff and these were shared with the senior manager team. These are a key part of the evidence basis for the new inclusion and diversity strategy.

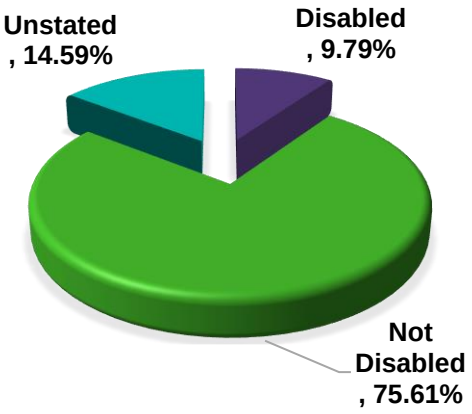
DISABILITY

The figures from the Wiltshire census 2011 indicate that 10.63% of the working population have their day to day activities limited a little or a lot because of a health problem or disability.

9.79% of the workforce has declared a disability compared to 8.96% in last year's report. 85.41% of staff have disclosed whether they consider themselves to have a disability or not, compared to 83.01% in the last period.

Long standing illness or health condition and physical or mobility impairment made up the highest proportion, which is similar to last year's report. Mental health increased slightly, 14.39% compared to 13.31% in last year's report.

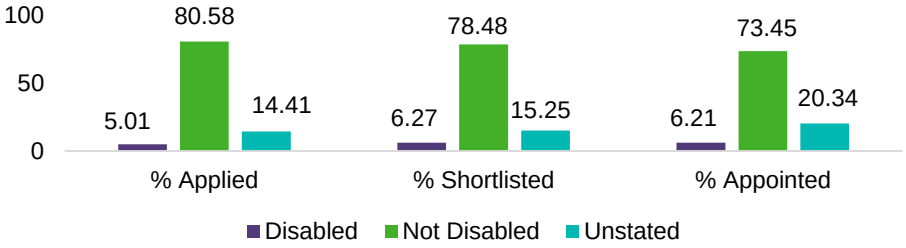
% HEADCOUNT BY DISABILITY



TOTAL RECRUITMENT

A slightly higher proportion of people appointed were disabled compared to the proportion of total applicants who were disabled. The figures represent an improvement compared to last year's report.

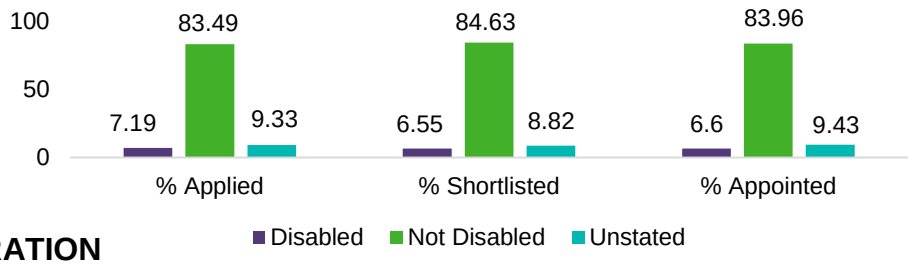
% TOTAL RECRUITMENT BY DISABILITY



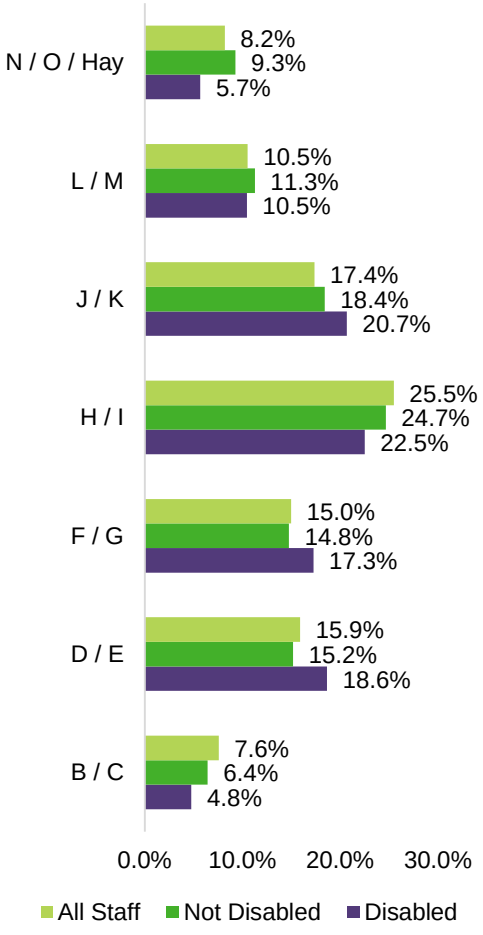
INTERNAL RECRUITMENT AND PROMOTIONS

A slightly lower proportion of people appointed internally were disabled compared to the proportion of total applicants who were disabled.

% INTERNAL RECRUITMENT BY DISABILITY



% GRADE BY DISABILITY

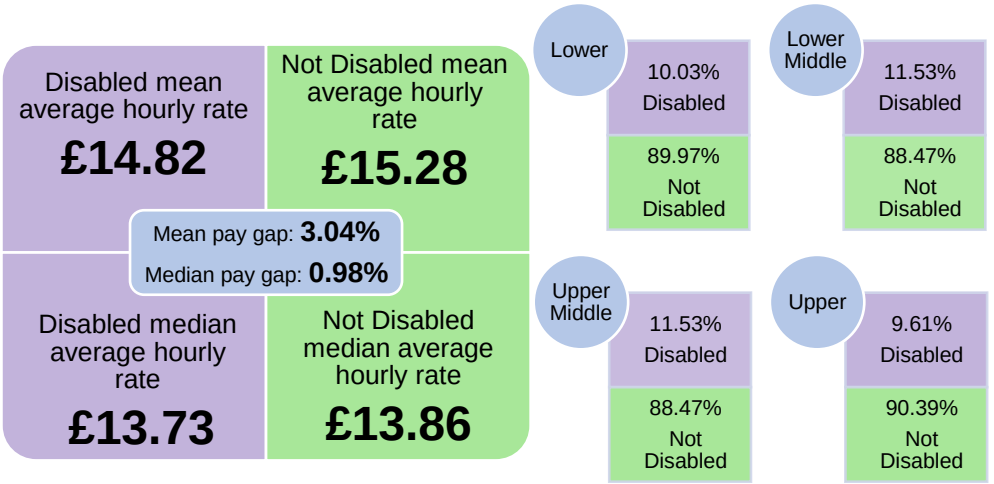


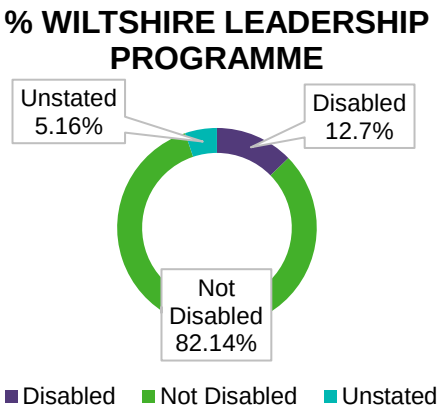
REMUNERATION

Staff with a disability are represented at all levels of the grading structure but are proportionally less represented in the highest and lowest grades. The largest proportion of staff with a disability are concentrated in the salary grades H – K.

PAY GAP AND PAY QUARTILES

The council produced figures relating to the disability pay gap for the first time this year. The figures are lower than the council's gender pay gap and show the proportion of disabled staff in the upper quartile is broadly in line with the proportion of disabled employees in the workforce.





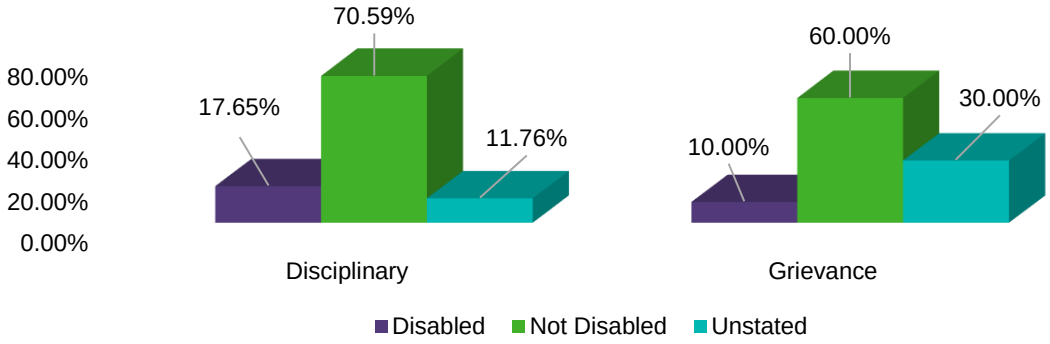
WILTSHIRE LEADERSHIP PROGRAMME

Participation in the Wiltshire leadership training by disabled employees was 12.70% which is slightly higher than the proportion of disabled employees in the workforce.

DISCIPLINARY AND GRIEVANCE

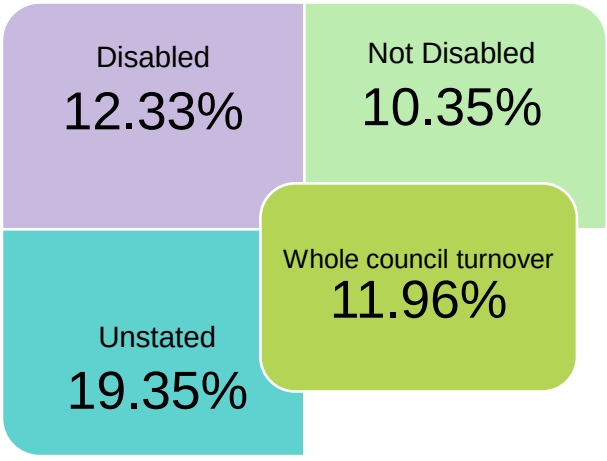
10% of grievances were raised by disabled employees and 17.6% of disciplinary cases related to disabled employees. The percentage of disciplinaries for disabled employees is slightly higher than the workforce figures although the figures represent small numbers. The percentage of grievances raised by disabled staff is less than last year and slightly higher for disciplinaries.

DISCIPLINARY AND GRIEVANCE CASES BY DISABILITY



TURNOVER AND LEAVERS

This is the first time that the council has included turnover figures in this report. The turnover rate for staff with a disability is 12.33% which is slightly higher than the figure for all staff (11.96%). The main reasons for leaving for disabled employees was resignation followed by ill-health retirement.



ACTIONS

- Continue offering a guaranteed interview to disabled applicants who meet the minimum criteria for the post as part of our Disability Confident employer status.
- Provide an annual reasonable adjustment budget
- Promote support available to staff through the carers and disability staff network.
- Continue membership of the employer's network for equality and inclusion (ENEI) which provide advice on disability and other equality issues.
- Improve processes and initiatives which support the wellbeing of employees through the organisational recovery programme.
- Increase information and support on mental health through our confidential wellbeing help line; Flourish, our health and wellbeing website; and the provision of online and interactive courses such as personal resilience, stress management, mindfulness and managing anxiety.
- Continue providing employees with access to counselling.
- Provide training to managers to support mental health conversations with staff.
- Develop a pilot to introduce 'mental health first responders'

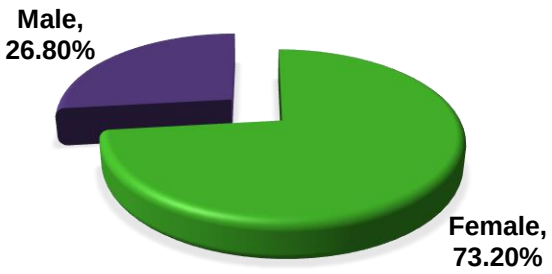
GENDER

The percentage of females is 73.20% and males 26.80% and these remain similar to the figures in last year's report which were female 72.68% and male 27.32%.

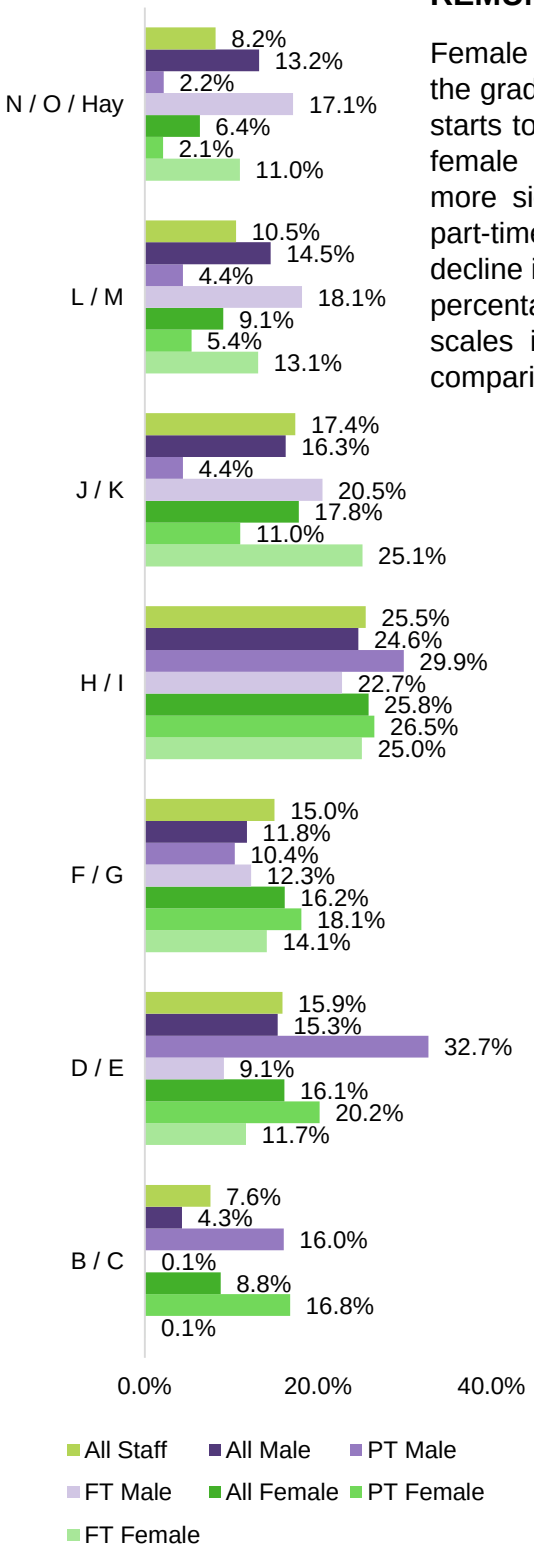
Staff were invited to self-describe their gender identity if they wished to. However, as the number of staff using this category was small, the figures only reflect gender (female/male) to maintain the confidentiality of staff.

Across the workforce 52.30% of women work part-time and 26.34% of men work part-time.

% HEADCOUNT BY GENDER



% GRADE BY GENDER
Full or Part-Time



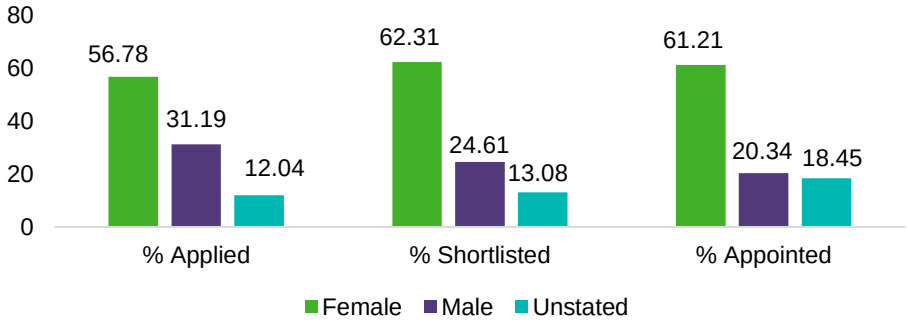
REMUNERATION

Female staff are represented at all levels of the grading structure, but this representation starts to decrease after grade K for full-time female staff. The downward trend is even more significant for both male and female part-time employees, with a considerable decline in representation after grade H/I. The percentage of female staff in the upper pay scales is less than would be expected in comparison to the workforce percentages.

GENDER PAY GAP

The council is required to report details of its gender pay gap. For further details please refer to our gender pay gap report. The council's gender pay gap remains lower than the national gender pay gap and gender pay gap for the public sector.

% TOTAL RECRUITMENT BY GENDER



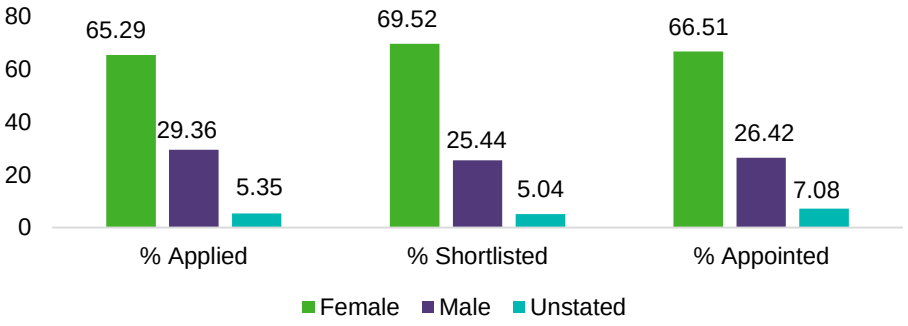
TOTAL RECRUITMENT

56.78% of applications received by the council were from female applicants and 31.19% were from male applicants. 61.21% of posts were filled by female applicants, with 20.34% filled by male applicants.

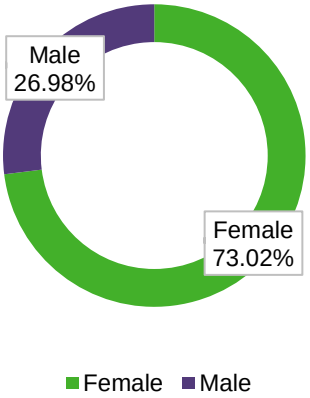
INTERNAL RECRUITMENT AND PROMOTIONS

66.51% of internal appointments were female and 26.42% for male appointments which is broadly reflective of our work workforce figures.

% INTERNAL RECRUITMENT BY GENDER



% WILTSHIRE LEADERSHIP PROGRAMME



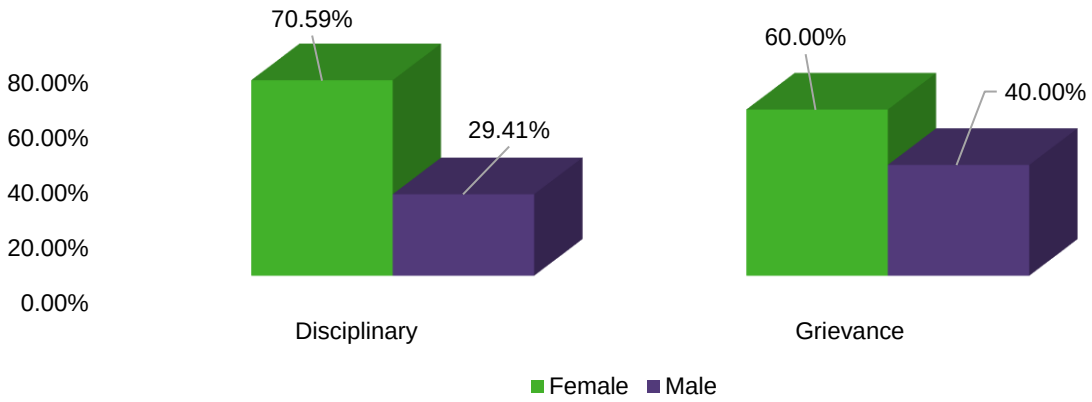
WILTSHIRE LEADERSHIP PROGRAMME

Participation in the Wiltshire leadership programme was 73.02% and 26.98% for male staff which is broadly reflective of our workforce figures.

DISCIPLINARY AND GRIEVANCE

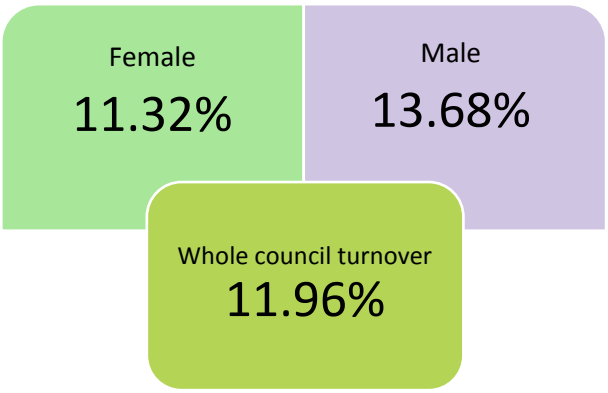
The number of disciplinaries and grievances remains broadly reflective of the male and female workforce percentages although slightly higher for male staff.

DISCIPLINARY AND GRIEVANCE CASES BY GENDER



TURNOVER AND LEAVERS

The turnover rate for female staff is 11.32% which is broadly in line with the council total turnover rate, the male turnover rate is slightly higher at 13.68%. The main reasons for leaving was resignation followed by end of contract and voluntary redundancy for both female and male staff.



ACTIONS

- Continue promoting the use of flexible working options including job sharing, term time only and annualised hours.
- Continue celebrating International women's day and highlighting female role models and challenging gender stereotypes.
- Launch of the 'Are you safe working from home' campaign to support victims of domestic violence during the pandemic. The campaign has involved regular communications, providing telephone support via our Occupational health team and the creation of a dedicated page on our intranet where staff can access further information and support.

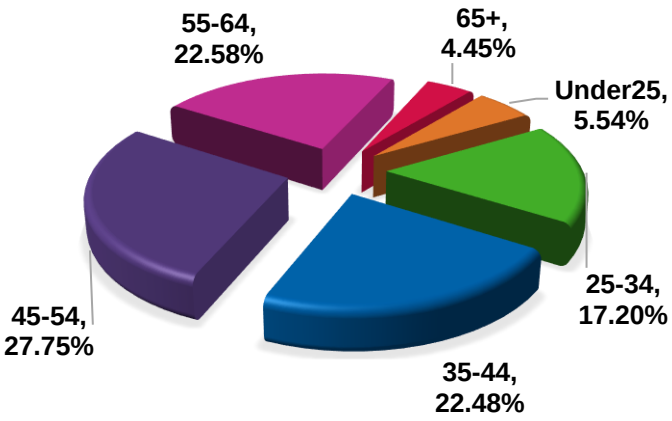
AGE

The largest group within the workforce are in the age range 45 – 55, 27.75%.

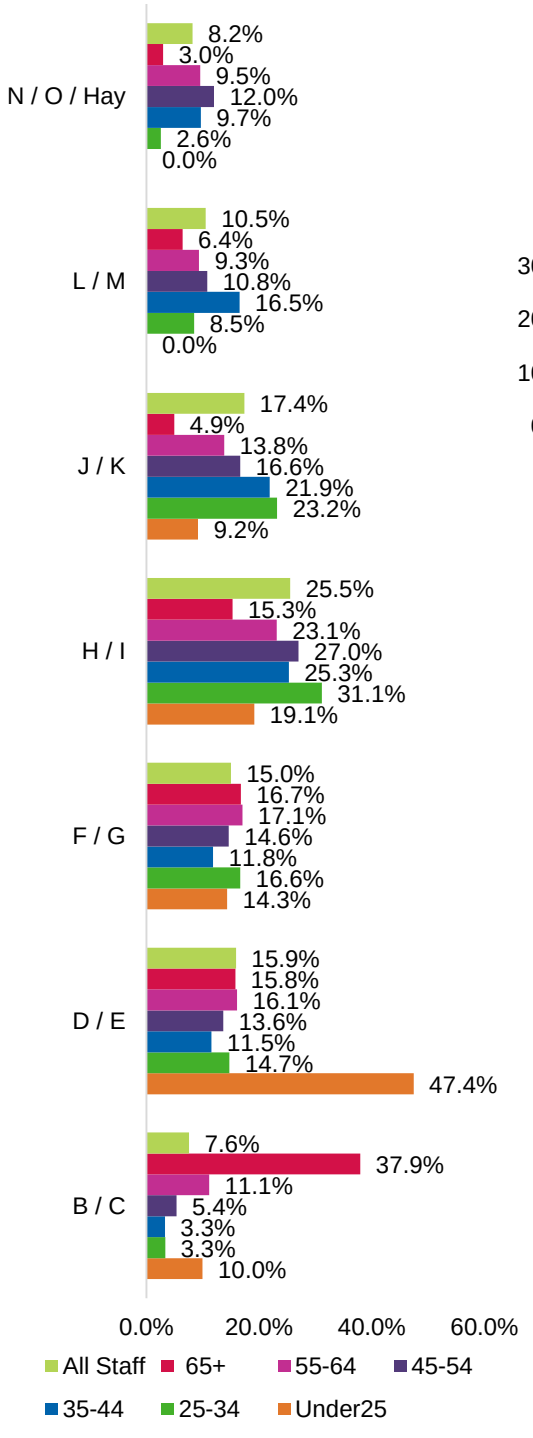
Under 25's make up 5.54% of the workforce (a decrease from 7.23% in 2019) and this compares to 14.14% in the working population of Wiltshire (Source: ONS Mid-Year Estimates 2019).

The proportion of part-timers is higher than full-timers for the age ranges, under 25's and over 55's. A high proportion of under 25's who are on part time contracts work in leisure.

% HEADCOUNT BY AGE



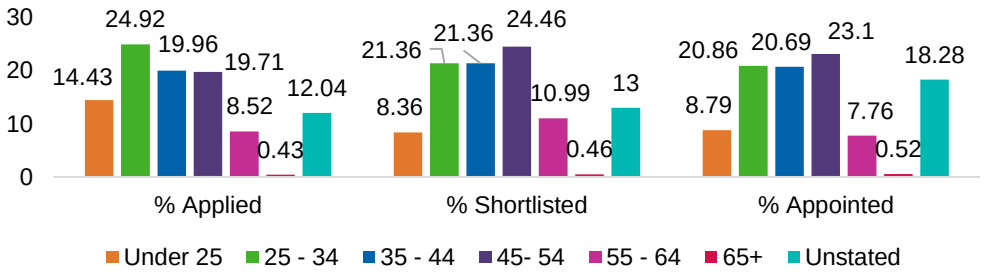
% GRADE BY AGE BAND



REMUNERATION

Staff representation is lower for the under 34's and over 65's in the highest salary scales. There are no under 25-year olds represented in grades L and above and the largest proportion is concentrated in the D/E salary scales.

% TOTAL RECRUITMENT BY AGE



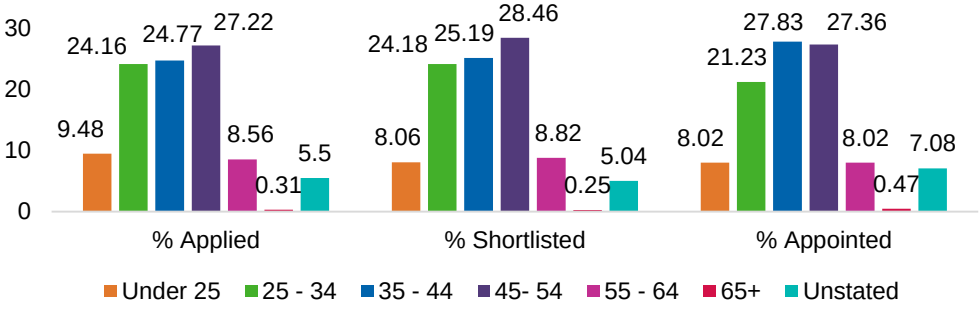
TOTAL RECRUITMENT

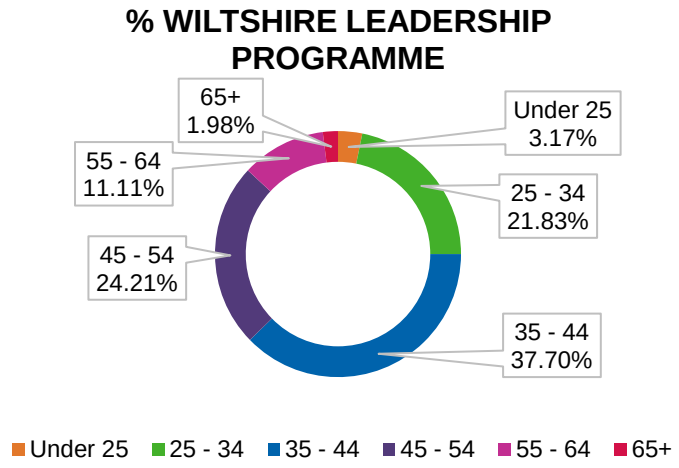
The highest proportion of applicants appointed was the age group 45-54. The highest number of applications received was from the age group 25-34. The under 25's represented 8.79% of all appointments and this was lower than last year.

INTERNAL RECRUITMENT AND PROMOTIONS

The proportion of applicants appointed in the under 25 and 25-34-year-old groups was slightly lower compared to the proportion of applicants that applied in the same age groups.

% INTERNAL RECRUITMENT BY AGE



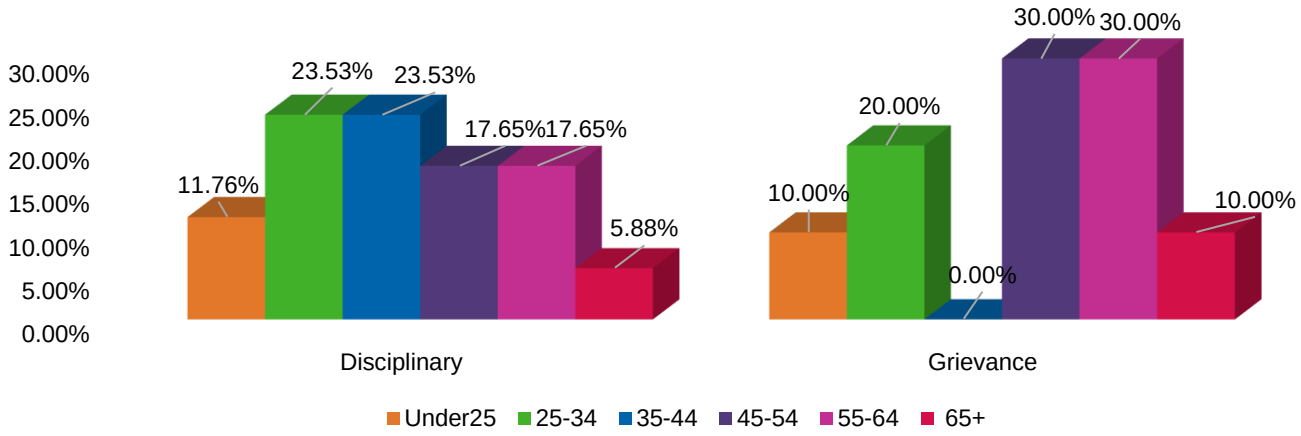


WILTSHIRE LEADERSHIP PROGRAMME

Participation in the Wiltshire leadership training was lower than expected compared to the workforce figures for under 25's and over 55's.

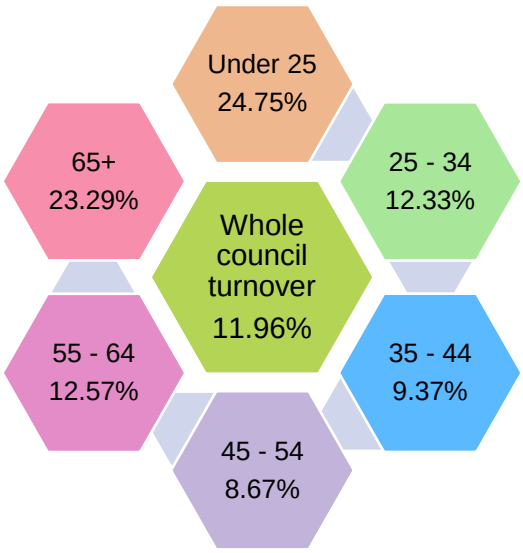
DISCIPLINARY AND GRIEVANCE

The number of disciplinaries and grievances remains slightly higher for staff under 34 and over 65.



TURNOVER AND LEAVERS

The turnover rate was considerably highest for staff under 25 (24.75%) and over 65 (23.29%) compared to the whole council turnover rate (11.96%).



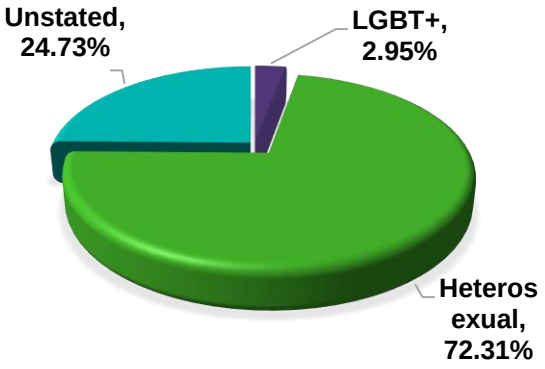
ACTIONS

- Continue supporting employees who wish to continue working beyond the age of 65 through the provision of flexible retirement.
- Develop our employee brand to help attract the under 25's age group.
- Improving the engagement of under 25s through use of social media particularly in relation to recruitment.
- Increase the level of apprenticeships provision and work experience with a focus on increasing recruitment of under 25s.

SEXUAL ORIENTATION

75.27% (compared to 69.1% in 2019) of employees have stated their sexual orientation. The figures are increasing but are still relatively low and this might reflect the sensitive nature of this data and the fact that some staff might not have felt comfortable providing it.
The ONS latest data on sexual orientation 2018 for the UK indicates the following estimates for sexual orientation – heterosexual 94.6%, gay or lesbian 1.4%, bi-sexual 0.9%, other 0.6%. Our workforce figures are slightly above the national average for the combined estimate for gay or lesbian and bi-sexual.
Staff are offered the opportunity to self-describe their sexual orientation and this year we have seen an increase in staff reporting this category. This figure will be reviewed annually, and the figures will only be included in future reports where the number of staff expressing this option is high enough to protect the confidentiality of staff.

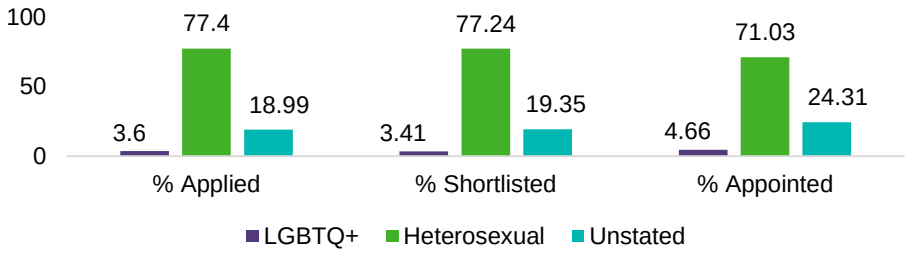
% HEADCOUNT BY SEXUAL ORIENTATION



RECRUITMENT

Recruitment figures indicate that the recruitment of LGBT+ staff is broadly in line with the total for all staff.

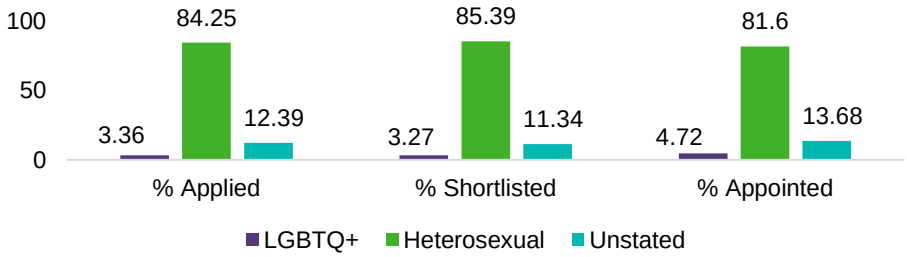
% TOTAL RECRUITMENT BY SEXUAL ORIENTATION



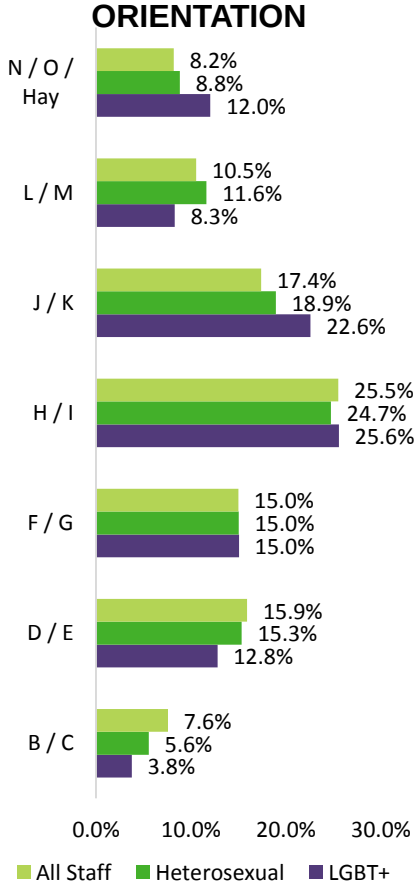
REMUNERATION

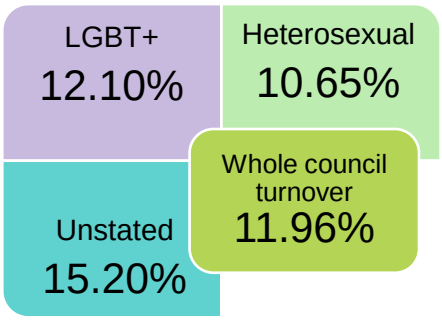
LGBT+ staff are represented at all grades, including the highest salary grades.

% INTERNAL RECRUITMENT BY SEXUAL ORIENTATION



% GRADE BY SEXUAL ORIENTATION





TURNOVER AND LEAVERS

The turnover rate for LGBT+ staff is broadly in line with the total workforce turnover rate at 11.96%.

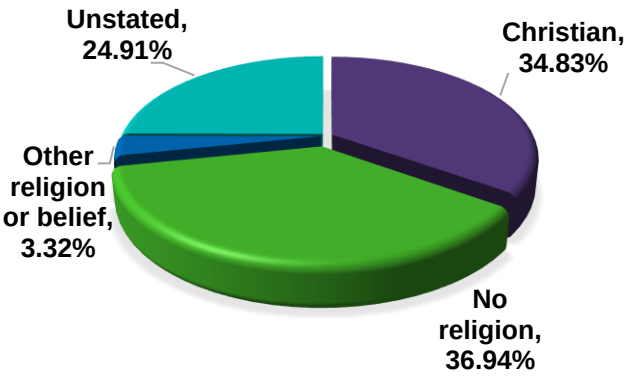
ACTIONS

- Continue to support the LGBT+ staff network.
- Celebrating LGBT+ history month.
- Sharing stories and lived experiences off members of the LGBT+ community to raise awareness about the prejudices and struggles members of the community face.
- Continue to encourage staff to disclose their sexual orientation and take steps to collect equality data from staff.

RELIGION AND BELIEF

75.09% (compared to 68.53% in 2019) of employees have stated their religion and belief. The figures are increasing but still relatively low and this might reflect the sensitive nature of this data and the fact that some staff might not have felt comfortable providing this data. We will continue to work to build staff confidence in providing data for this purpose and decreasing the unstated figure.
Our data indicates that we have higher percentages in comparison to the Wiltshire census data 2011 in relation to Buddhist, Christian, Muslin and no religion.
Low figures in a number of categories has meant that we are not able to include all data due to confidentiality reasons.

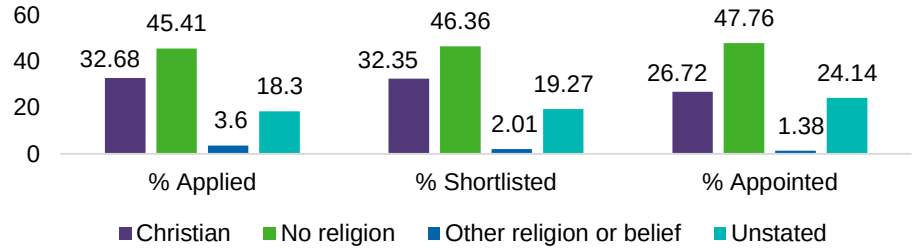
% HEADCOUNT BY RELIGION AND BELIEF



RECRUITMENT

A lower proportion of people appointed where Christian and applicants from other religion or beliefs compare to the proportion of total applicants who were from those groups.

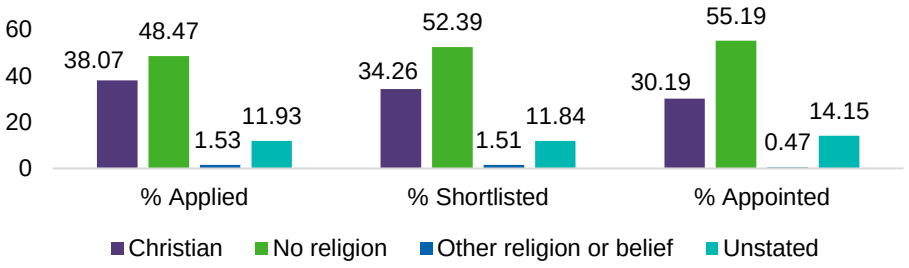
% TOTAL RECRUITMENT BY RELIGION AND BELIEF



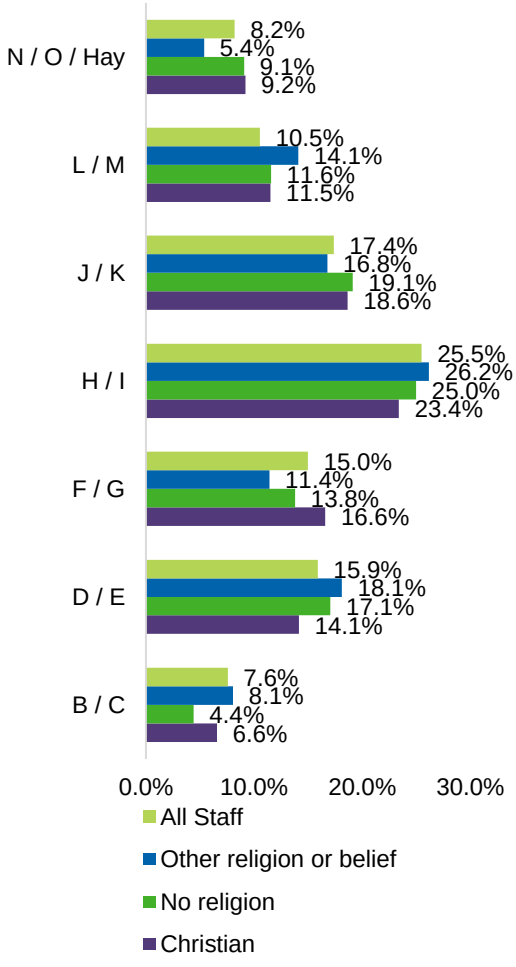
REMUNERATION

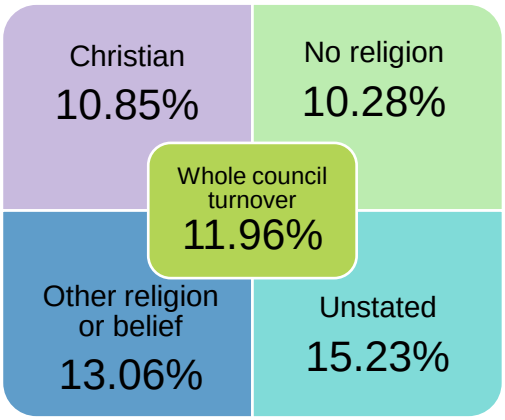
There is less representation of staff from 'other religion or beliefs' in the top pay grades.

% INTERNAL RECRUITMENT BY RELIGION AND BELIEF



% GRADE BY RELIGION AND BELIEF





TURNOVER AND LEAVERS

The turnover rate for staff from 'Other religion or belief' was 13.06% which is slightly above the total workforce at 11.96%.

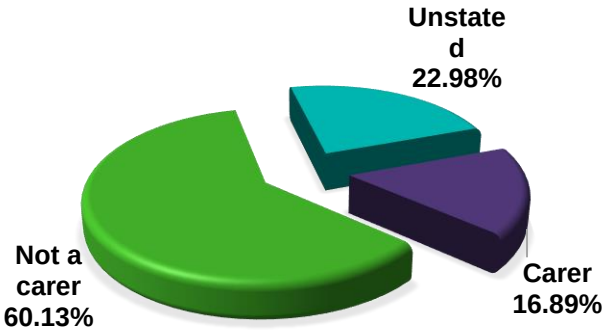
ACTIONS

- Continue providing quiet facilities for prayer where possible.
- Raising awareness and celebrating notable dates via regular communications and events.
- Promoting education of different religions. In 2021 we will deliver our first workshop to raise awareness around Islam.

CARING RESPONSIBILITIES

The definition of unpaid caring responsibilities is giving help or support to family members, friends, neighbours or others because of a long term physical or mental health or disability, or problems relating to old age.
16.89% (compared to 13.87% in 2019) of the workforce indicated that they had unpaid caring responsibilities, and this compares with 10.1% of the Wiltshire population in the 2011 census.
60.13% indicated that they had no unpaid caring responsibilities compared to 89.9% of the Wiltshire population in the 2011 census.
77.02% (compared to 70.64% in 2019) of employees have stated whether they have caring responsibilities. The figures have increased but are still relatively low and this might reflect the sensitive nature of this data and the fact that some staff might not have felt comfortable providing this data.

% HEADCOUNT BY CARING RESPONSIBILITIES



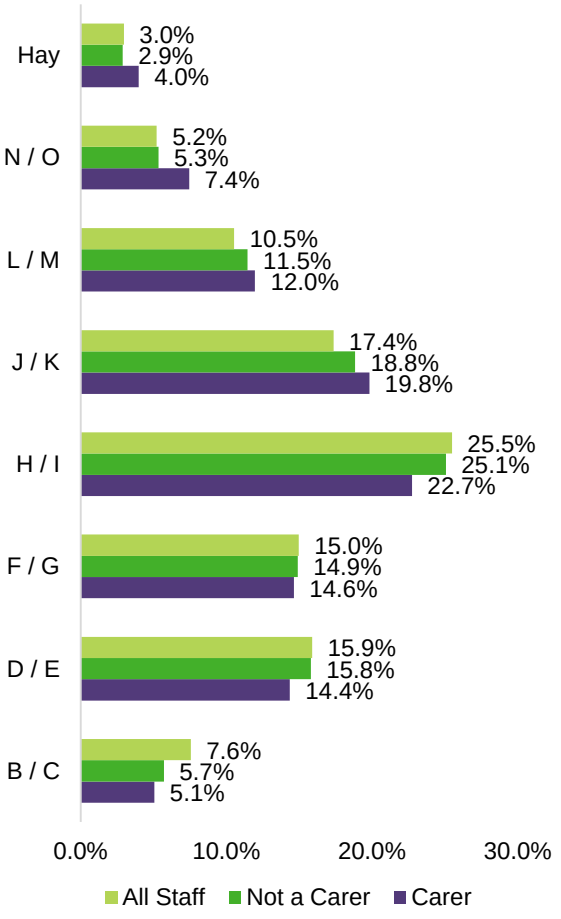
RECRUITMENT

Internal recruitment figures indicate that staff with caring responsibilities were less successful at appointment than non-carers.

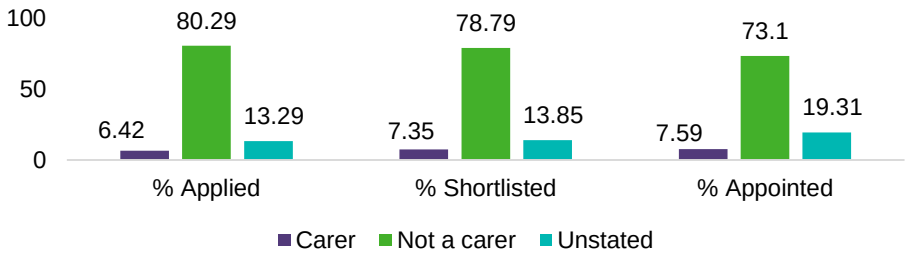
REMUNERATION

Staff with caring responsibilities are represented at all grades, including the

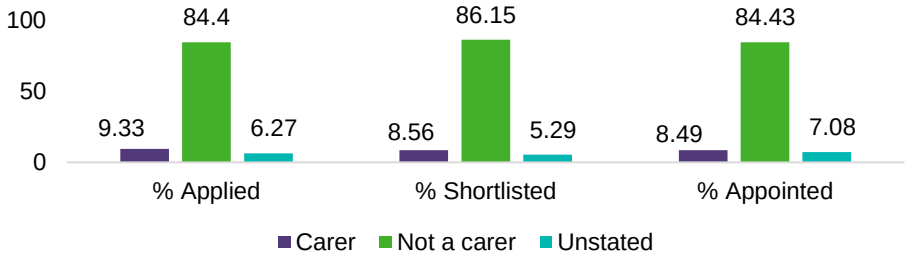
% GRADE BY CARING RESPONSIBILITIES

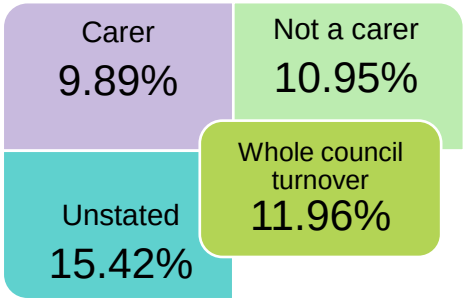


% TOTAL RECRUITMENT BY CARING RESPONSIBILITIES



% INTERNAL RECRUITMENT BY CARING RESPONSIBILITIES





TURNOVER AND LEAVERS

The turnover rate for carers is below the whole council average.

ACTIONS

- Continue to build staff confidence to disclose information regarding their caring responsibilities and decrease the unstated figure.
- Continue to support managers and staff who are carers though the provision of leave for carers, flexible working, and manager support and guidance.
- Work in partnership with Carer Support Wiltshire to provide information and support to carers and managers.
- Promote support available to staff through the carers and disability staff network.
- Highlight specific support to staff who are carers during the pandemic.

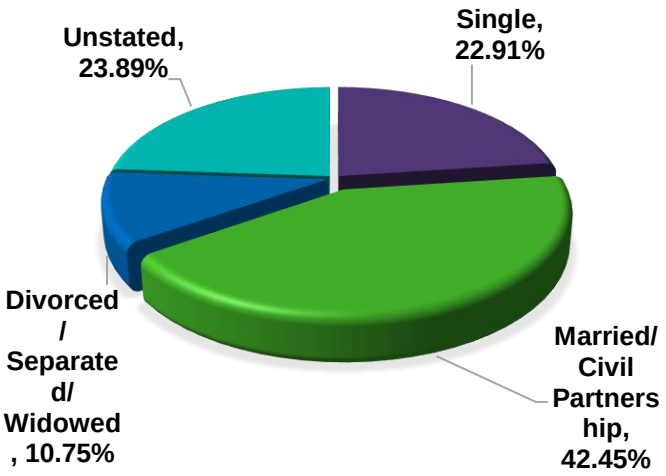
MARITAL STATUS

76.11% (compared to 69.62% in 2019) of employees have disclosed their marital status. The figures are increasing but are still relatively low.
The Wiltshire census data 2011 indicates:

- Divorced or formerly in a civil partnership which now legally dissolved 7.7%
- In a registered civil partnership 0.1%
- Married 43.2%
- Separated (but still legally married or still legally in a civil partnership) – 1.9%
- Single (never married or never registered a civil partnership – 22.1%
- Widowed or surviving partner from a civil partnership – 5.6%

Our data indicates percentages above the Wiltshire census data for divorced, civil partnership, and single but it is recognised that there is still a high unstated figure.

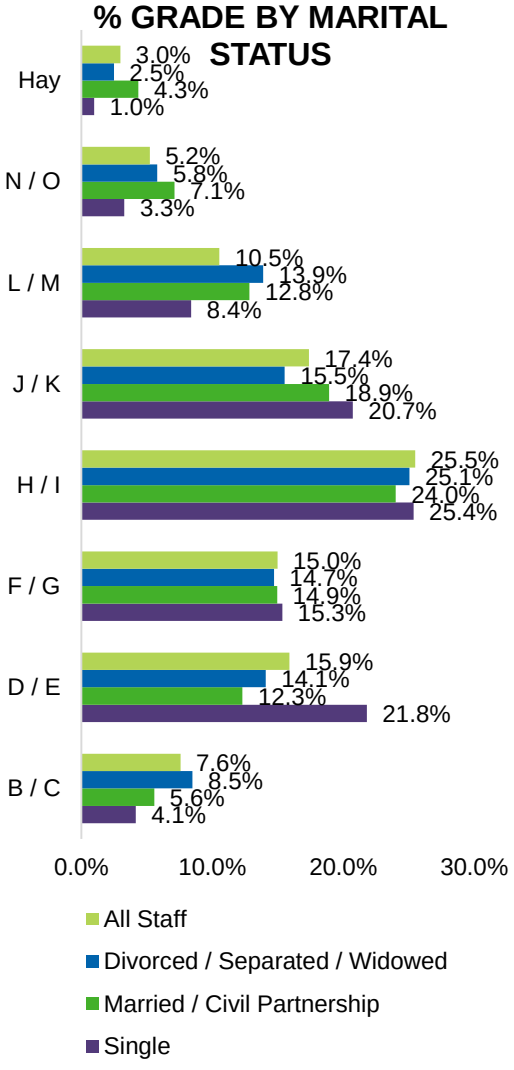
% HEADCOUNT BY MARITAL STATUS



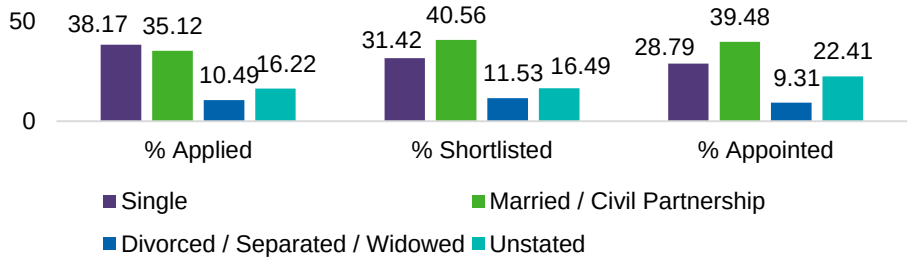
REMUNERATION

Representation of staff who are single starts to decline considerably after grades J/K.

% GRADE BY MARITAL STATUS



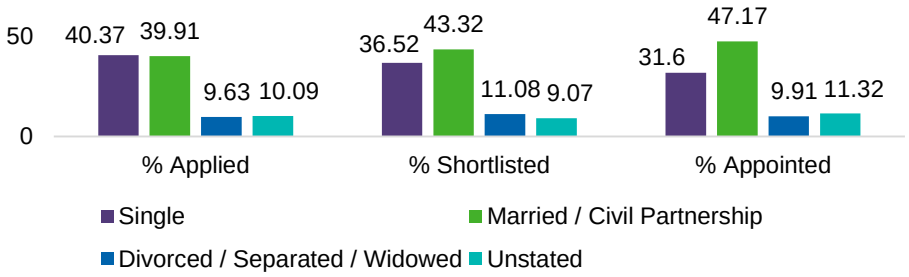
% INTERNAL RECRUITMENT BY MARITAL STATUS

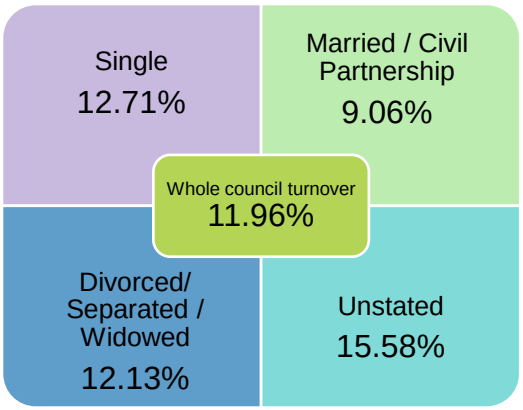


RECRUITMENT

A slightly lower proportion of people appointed were single compared to the proportion of total applicants who were single.

% INTERNAL RECRUITMENT BY MARITAL STATUS





TURNOVER AND LEAVERS

The turnover rate for single and divorced/separated/widowed staff is slightly higher than the whole council turnover rate.

MATERNITY

The council had 77 employees on maternity leave who returned or left during the period 1st October 2019 to 30th September 2020, of these employees, 70 returned to work after maternity leave and 7 people did not. The figures for the non-returners are low so a further breakdown has not been included.

The council offers a period of enhanced maternity pay to employees who return to work for a period of at least three months following maternity leave in line with the national local government scheme The council also has a shared parental leave policy, ordinary parental leave policy and flexible working policy which can provide further flexibility.

GENDER RE-ASSIGNMENT

Due to low numbers, we have not included specific figures for this protected characteristic to ensure that we protect employee confidentiality. Our data did increase this year and we will continue to keep this under review.

GIRES - the gender identity research and education society estimate that 1% of the UK population has experienced some degree of gender non-conformity. Most of them are as yet invisible. The council figures have increased but continue to remain below this estimate.

ACTIONS

- Continue to build staff confidence to disclose information regarding their gender identity and gender re-assignment.
- Continue to engage with staff through the LGBT+ staff network to understand the needs of our transgender staff and raise awareness.
- Continue supporting transgender employees and promote our 'Transitioning at work' guidance to managers.

Further information

This document can be made available in a number of accessible formats. If you do need this information in an alternative format, or have any other queries, please contact us:

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