Wiltshire Council

Equality and Diversity Employment Monitoring Report

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Introduction

1.   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 (where the organisation exceeds 150 staff) and service users broken down by relevant protected characteristic to show how the council is:

- Eliminating discrimination, harassment and victimisation

- Advancing equality of opportunity

- Fostering good relations between people

2.   This report forms part of the overall reporting against the Public Sector Equality Duty and sets out our workforce monitoring information for the year 2013/2014.

3.   The council has monitored workforce equality and diversity data for a number of years and uses this information to understand diversity in the workforce. The information provides data to enable the council to analyse and assess the impact of policies, practices and decisions on those with protected characteristics in the workforce and to identify where action is required to remedy any negative effect or disadvantage experienced by particular groups and promote equality of opportunity for all.

4.   This report sets out data based on the key employment areas which the council currently monitors in relation to workforce data. Where possible it also identifies key issues which have been highlighted when reviewing the workforce data and draws comparisons and additional information from other external sources. The data highlighted in last year's report was used to form part of the Council's equality objectives. The Council is legally required to set and review equality objectives under specific duties set out under the PSED.

5.   The data contained in this report has been based on either headcount data as at 1 April 2014 or where monitoring information is reviewed over a year, the reference period which has been for the year 2013/2014.

Who is included in the report and data gaps?

6.   The council currently collects and monitors equality data relating to the protected characteristics of race, disability, sex and age. We currently do not monitor information relating to religion and belief, sexual orientation, marriage and civil partnerships or gender reassignment or by caring status. Where we have gaps in workforce information we have used external statistics based on the Wiltshire population to provide data on the likely representation on sexual orientation, carer status and religion and belief (see Appendix A).

7.   We are currently taking steps to review the information gaps of the wider protected characteristic groups and the policies and practices currently not monitored.

8.   This year we have been exploring ways of increasing the range of data collected about the protected characteristics of staff and how this information can be stored and updated on SAP. This work is still underway. This forms one of the council's equality objectives and is an ongoing piece of work which will be dependent on the capacities of SAP to meet the specific requirements for this type of data storage.

9.   The council is also committed to reducing the number of unknown's in the data through its equality objectives and this will also be picked up through the work to increase the range of data collected on the SAP system.

10.   Further information about data gaps can be found under the specific monitoring areas below.

11.   This report does not include figures relating to staff employed in schools as schools are now responsible for producing their own equality and diversity information. They also have responsibility for agreeing their own workforce policies and procedures.

Workforce headcount

12.   The non schools workforce headcount figure on 1.4.2014 was 4913 compared with 5273 on 1.4.2013. This shows a slight decrease in the overall workforce figures which are primarily linked to budget cuts and restructures. The council's business aims and objectives are set out its Business Plan and the council continues to need to make substantial savings on staff costs to maintain service delivery. Since April 2013 the council has taken a number of steps to reduce the number of overall posts and achieve savings.

13.   This has included:

• Inviting staff to apply for voluntary redundancy
• Restructure and reduction in the number of senior management posts
• Ensuring that only essential vacancies are filled giving priority to staff in the redeployment pool
• Continuing to offer flexible working options

14.   An organisational design toolkit has been designed to provide guidance and support for managers involved in restructuring their teams.

How we collect equality information

15.   The monitoring information set out in this report has mainly been collected from the council's management information system (SAP) and from monitoring information collected by staff in HR.

16.   The data collected in SAP is based on information provided by staff during recruitment and throughout their employment and staff are also encouraged to check and update their personal information by using the SAP self service facility. Last year a data cleanse exercise took place and staff were encouraged to update key personal information held in SAP including information on the currently monitored protected characteristics. This did result in a number of changes to equality self-declarations

17.   It is recognised that there are still some staff that do not have access to SAP and the self service facility and data collection for these staff is an area for review. As in previous years, there are also staff that have not provided equality information which has resulted in some high percentages of unknowns in the report and we continue to look for ways to build confidence about declaring and decreasing these numbers. This will also be picked up in the review of expanding the information stored on SAP and system capabilities as mentioned above.

18.   This year the council also used the staff survey to collect additional anonymous information on the equality and diversity of staff. This included collecting information on protected characteristics such as sexual orientation, religion and belief, gender identity, different types of impairment in relation to disability and caring responsibilities which have not previously been collected by the council. It is intended that this information will be used to compare and review against the data in this report and fill in some of the data gaps, however, the outcome of the staff survey was still pending at the time this report was put together.

Employee engagement and consultation

19.   The council continues to experience a period of considerable change and employee engagement is a key priority.

20.   Employee engagement takes place in a variety of ways including individual and team meetings, briefings, whole council staff forums, the council internal website 'the wire' and the weekly newsletter 'the electric wire'.

21.   Employee engagement also takes place through:

        Staff Equality Forums - the council has four staff forums which staff can choose to join. The forums offer mutual support, raise awareness and give advice on specific equality issues and act as a consultative voice to the council.

22.   The staff forums include:

        • Staff disability forum

        • Black and minority ethnic (BME) staff forum

        • Carers staff forum

        • LGBT (lesbian, gay, bisexual and trans) forum (this forum is open up to anyone working in the public sector, including the local authority area of Swindon).

23.   Some examples of proactive engagement with the forums have been:

        • The council's promotion of Black History Month 2013 and 2014 (BME staff forum) and LGBT History month (LGBT forum) 2014

        • Working group to look at improving the evacuation and fire procedures for disabled staff (staff disability forum)

        • The council's involvement in and promotion of its (fostering and adoption) services for Swindon and Wiltshire Pride 2013 and 2014 (LGBT staff forum)

        • The involvement of the staff carers forum in Carers Week 2013 and for 2014 and in the proposed new engagement arrangements for consulting carers across Wiltshire through the Carers Representative Group.

        • A joint working initiative between all 4 forums (BME, Carers, Disability and LGBT) to build relationships between forum members and tackle joint issues including joint networking lunches starting in October 2014

        • The co-development of a reasonable adjustments survey which has helped identify areas for improvement (staff disability forum)

24.   **Manager Stakeholder panel** – this panel is made up of managers from across service areas and the Wiltshire geographical area. Manager consultation and feedback is sought on all significant changes to HR policies and HR projects via this panel, including on equality and diversity issues.

25.   **Trade unions** - on-going engagement with the trade unions occurs on a regular basis 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 part as members of job evaluation panels.

26.   **Staff survey** - to increase staff engagement the council set up an annual staff survey in 2011 to collect information from staff on their views and opinions and take suitable action on staff feedback. The most recent survey took place in September 2014 and

the results were being compiled at the time this report was put together. In 2012 the employee engagement index (national benchmarking standard used by BIS) rose to 51% and the survey had a 60% response rate.

Corporate Equality and Diversity steering group

27.   This year a corporate equality and diversity steering group was set up. The group is made up of representatives from services across the council and is chaired by the councillor equality champion. The aim of the steering group is to support the council with its commitment to integrate equality and diversity throughout its services and to help secure its vision of creating stronger, more resilient communities (Business Plan 2013-2017). This includes amongst other things: steering the delivery of the Council's aspirations and obligations in relation to equality and diversity; facilitating communication, debate and dialogue at a strategic and service level relating to equality and diversity issues and identifying improvements and monitoring progress made.

Human Resource and policy review – HR direct – updates

28.   The council has a range of policies which have been put in place to address equality concerns. These are available to all staff on the council's intranet - HR direct. HR policies and procedures are regularly updated and many include toolkits for managers offering further guidance and support with meeting templates and standard letters.

29.   Policies include:
- Equality and diversity policy and procedure
- Disability support in the workplace policy and procedure
- Religion and belief in the workplace policy and procedure
- Dignity at work policy and procedure
- Grievance policy and procedure
- Disciplinary
- Code of Conduct
- Behaviours Framework policy and procedure
- Appraisals
- Flexible working policies
- Career break schemes

30.   All these policies have been updated in line with the Equality Act 2010 and have been widely consulted on (including trade unions, manager stakeholder panel) and assessed by an equality analysis panel. Staff are encouraged to give feedback on policies to HR via the intranet – HR direct. An ongoing programme of HR policy review continues to take place including work on shared parental leave, dignity at work, standby and callout arrangements, overtime arrangements, monitoring of staff and flexible working etc.

Due regard/ Equality Analysis panels

31.   Equality Analysis Panels are used 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.

32.   In relation to workforce employment policies and projects regular panels are set up to consider the impact of new and significantly changed policies and projects in relation to equality and diversity and the three general equality duties. External equality

partners and staff from our staff forums are also invited to attend to ensure a breadth of perspective.

33.   Equality analysis information can be viewed on our web page.

Benchmarking and sharing good practice

34.   The council belongs to the South West Equalities Network (SWEN) and regularly attends meetings with colleagues from other council's in the South West to share information, benchmarking and best practice.

35.   The council also joined the Equality networking group set up with Gloucestershire County Council in November 2012. This network was set up for HR colleagues in the public sector in surrounding areas to build and share knowledge. The terms of reference for the network include – sharing good practice in promoting equality and diversity in the workplace, encouraging collaborative working and facilitating good communications around equality and diversity, working with forums to develop synergies to help widen influence and consolidate equality outcomes. The group meet 3 times a year.

36.   The council are members of the Business Disability Forum and have joined the Stonewall Diversity Champions Programme in 2013 where an application to the 2015 Workplace Equality Index was also made.

Workforce data and findings

37.   See below a breakdown of staff by headcount, FTE and full/part time ratio. These figures are taken from the SAP payroll system as at 1 April 2014.

38.   Please note that where the figures in this report are low we have recognised that it may be possible to identify individuals and have replaced the data with a * in order to comply with data protection.

Staff in post

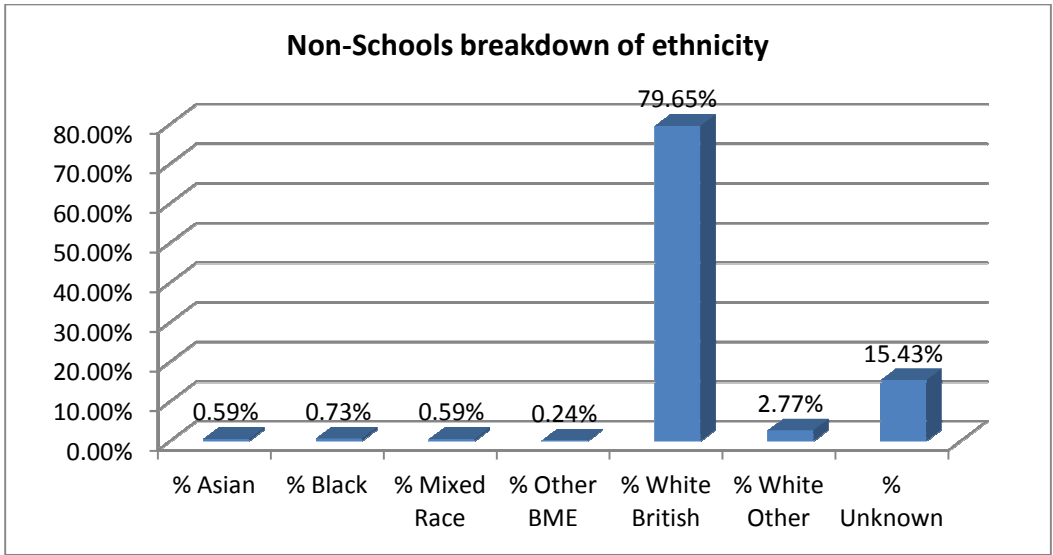| Numbers	Head count	FTE	PT	%	FT	%
Non-Schools	4913	3655	2169	44.15%	2744	55.85%

Ethnicity

See below for a breakdown of workforce figures for ethnicity

39.   The figures from the Wiltshire census 2011 indicate that 3.56 % of the working population in Wiltshire have a BME background. It has to be noted that when comparing Wiltshire Council's percentage of BME staff with the BME working population found in Wiltshire that there is a strong military presence in Wiltshire with a high percentage of BME serving personnel. This reflects in the overall working age BME percentages for Wiltshire (derived from the Census 2011).

40.   Our non-schools workforce data indicates that:

- 2.16% of the non-schools workforce has a BME background compared to 2.01% in 2013. Within the group of staff who have declared that they have a BME background, 59.43% are female compared with 40.47 % who are male. This is representative of the higher number of females employed by the council. The percentage of BME males working for the council has increased from 34.91% to 40.47% this year.

- A slightly higher percentage of BME staff, 70.75% work full-time compared to 56.48% of the total workforce work full-time.

- BME staff are represented in all the ranges for length of service and age.

- The percentage of BME staff is higher in the younger age ranges and then decreases slightly. This is reflected in data for length of service and may reflect changes in population in Wiltshire (please see comments above). There is a slight increase in the number of BME staff who have over 2 years service from 67.92% to 72.64% compared to last year.

- The total 'unknown' figure (those staff not declaring) shows that 15.43% have not disclosed their ethnicity and the council will continue to encourage staff to disclose this

Ethnicity – Headcount figures

Numbers	Asian	%	Black	%	Mixed Race	%	Other BME	%	BME Combined Total	%
Non-Schools	29	0.59%	36	0.73%	29	0.59%	12	0.24%	106	2.16%

Numbers	White British	%	White Other	%	Total Known	%	Total Unknown	%	Total
Non-Schools	3913	79.65%	136	2.77%	4155	84.57%	758	15.43%	4913

Non-Schools breakdown of ethnicity

	% Asian	% Black	% Mixed Race	% Other BME	% White British	% White Other	% Unknown
	0.59%	0.73%	0.59%	0.24%	79.65%	2.77%	15.43%

By sex

	Head Count	Female	%	Male	%
BME	106	63	59.43%	43	40.57%
White British	3913	2761	70.56%	1152	29.44%
White Other	136	100	73.53%	36	26.47%
Unknown	758	481	63.46%	277	36.54%
All Staff	4913	3405	69.31%	1508	30.69%

Ethnicity by full-time / part-time

	BME	White British	White Other	Unknown	All Staff
% Full-Time	70.75%	56.48%	55.15%	50.66%	55.85%
% Part-Time	29.25%	43.52%	44.85%	49.34%	44.15%
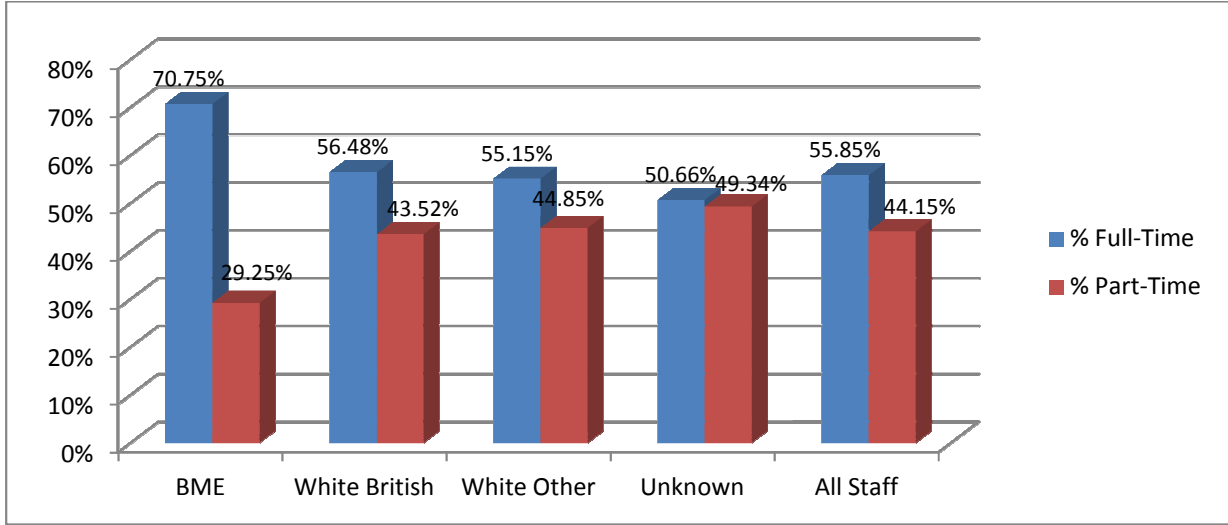
Ethnicity by age

%	Head Count	Under25	%	25-34	%	35-44	%	45-54	%	55-64	%	65+	%
BME	106	8	7.55%	35	33.02%	27	25.47%	25	23.58%	8	7.55%	*	*
White British	3913	281	7.18%	791	20.21%	863	22.05%	1075	27.47%	773	19.75%	130	3.32%
White Other	136	4	2.94%	22	16.18%	41	30.15%	36	26.47%	31	22.79%	*	*
Unknown	758	81	10.69%	148	19.53%	143	18.87%	218	28.76%	131	17.28%	37	4.88%
All Staff	4913	374	7.61%	996	20.27%	1074	21.86%	1354	27.56%	943	19.19%	172	3.50%

Ethnicity by length of service

	%	Head Count	Under 2 years	%	2-5 years	%	5-10 years	%	10-20 years	%	20 years+	%
BME	106	29	27.36%	27	25.47%	26	24.53%	19	17.92%	5	4.72%
White British	3913	694	17.74%	711	18.17%	1031	26.35%	967	24.71%	510	13.03%
White Other	136	14	10.29%	25	18.38%	70	51.47%	21	15.44%	6	4.41%
Unknown	758	56	7.39%	59	7.78%	326	43.01%	216	28.50%	101	13.32%
All Staff	4913	793	16.14%	822	16.73%	1453	29.57%	1223	24.89%	622	12.66%

Disability

See below for a breakdown of workforce figures for disability

41.   The figures from the Wiltshire census 2011 indicate that 10.63% of the working population, living in households or communal establishments, indicated their day to day activities were limited a little or a lot. A survey of people in Wiltshire claiming either Disability Living Allowance or Attendance Allowance (February 2010) gave a figure of 6.5%. Although these are useful figure for comparison it is noted that they do not provide a consistent figure. Staff and applicants are encouraged to consider whether they declare a disability against the definition of disability in the Equality Act which is again different to these other surveys. The Equality Act defines disability as 'a physical or mental impairment that has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities'.

42.   Our non-schools workforce data indicates:

*   2.65% of the non schools workforce has declared a disability compared to 2.77% in 2013. This is likely to reflect the fact that a slightly higher percentage of disabled staff left the council in 2014 the highest percentage chose to leave through voluntary redundancy. Of those who declared that they had a disability, 69.23% were female and 30.77% were male. This is reflective of the higher percentage of female staff across the council.

*   A slightly higher percentage of disabled staff, 63.85% work full-time compared to 55.85% of the total workforce work full-time.

*   Disabled staff are represented in all the ranges for length of service and ages.

*   The percentage of disabled staff who are BME is 1.54% which is slightly lower than the percentage of staff who are BME in the workplace which is 2.16%.

*   27.09% of staff have not disclosed whether they have a disability. This figure has reduced since 2013 and the council will continue to encourage staff to disclose this information.

43.   The council already takes a range of steps to encourage disabled applicants and support disabled staff at work. The council is proud to have been awarded the double tick symbol and offers a guaranteed interview to all applicants who declare that they have a disability and meet the minimum criteria for the post as set out in the person specification. The council is committed to enabling disabled staff to remain in their posts and has an occupational health team who work closely with managers and Access to Work to identify and consider reasonable adjustments where these are required. A reasonable adjustment budget is available to support adjustments. Support is available to staff through the staff disability forum. The council is a member of the Business Disability Forum.

Disability by headcount

Numbers	Disabled	%	Not Disabled	%	Total Known	%	Total Unknown	%	Total
Non-Schools	130	2.65%	3452	70.26%	3582	72.91%	1331	27.09%	4913

Non-Schools disability by headcount

Disabled, 2.65%

Total Unknown, 27.09%
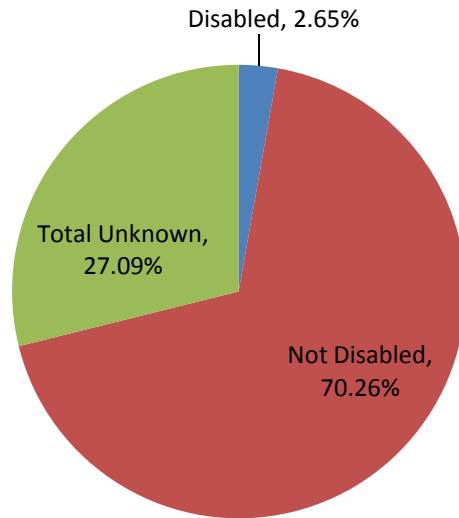
Not Disabled, 70.26%

Disability by sex

	Head Count	Female	%	Male	%
Disabled	130	90	69.23%	40	30.77%
Not Disabled	3452	2504	72.54%	948	27.46%
Unknown	1331	811	60.93%	520	39.07%
All Staff	4913	3405	69.31%	1508	30.69%

Disability by ethnicity

	Head Count	BME	%	White British	%	White Other	%	Unknown	%
Disabled	130	*	1.54%	113	86.92%	*	2.31%	*	9.23%
Not Disabled	3452	90	2.61%	3186	92.29%	130	3.77%	46	1.33%
Unknown	1331	14	1.05%	614	46.13%	3	0.23%	700	52.59%
All Staff	4913	106	2.16%	3913	79.65%	136	2.77%	758	15.43%

Disability – full time /part time

Disabled: % Full-Time 63.85%, % Part-Time 36.15%
Not Disabled: % Full-Time 56.29%, % Part-Time 43.71%
Unknown: % Full-Time 53.94%, % Part-Time 46.06%
All Staff: % Full-Time 55.85%, % Part-Time 44.15%
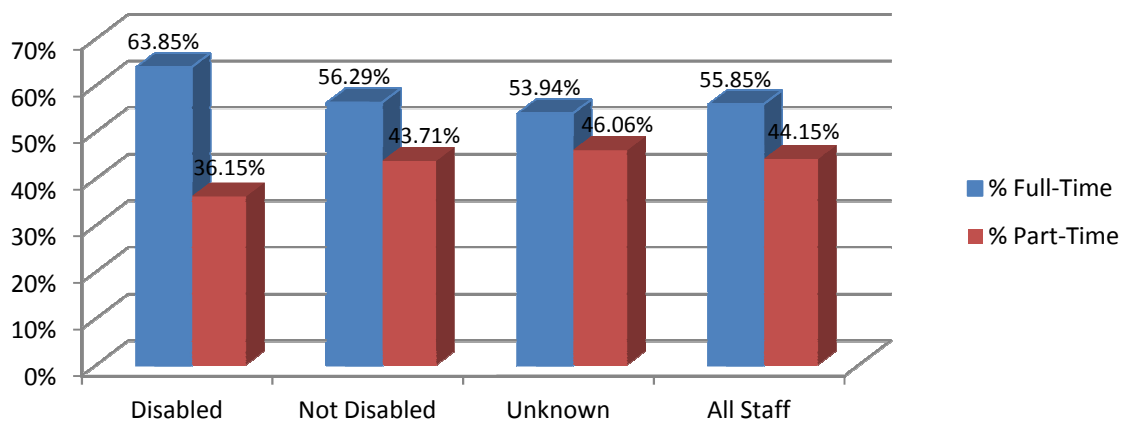
Disability by age

	Head Count	Under 25	%	25-34	%	35-44	%	45-54	%	55-64	%	65+	%
Disabled	130	4	3.08%	17	13.08%	35	26.92%	41	31.54%	29	22.31%	4	3.08%
Not Disabled	3452	263	7.62%	709	20.54%	766	22.19%	929	26.91%	673	19.50%	112	3.24%
Unknown	1331	107	8.04%	270	20.29%	273	20.51%	384	28.85%	241	18.11%	56	4.21%
All Staff	4913	374	7.61%	996	20.27%	1074	21.86%	1354	27.56%	943	19.19%	172	3.50%

Disability by length of service

	Head Count	Under 2 years	%	2-5 years	%	5-10 years	%	10-20 years	%	20 years+	%
Disabled	130	15	11.54%	14	10.77%	42	32.31%	37	28.46%	22	16.92%
Not Disabled	3452	671	19.44%	733	21.23%	859	24.88%	780	22.60%	409	11.85%
Unknown	1331	107	8.04%	75	5.63%	552	41.47%	406	30.50%	191	14.35%
All Staff	4913	793	16.14%	822	16.73%	1453	29.57%	1223	24.89%	622	12.66%

Sex (male/female)

**See below for a breakdown of workforce figures for male and female staff.**

44.   Our workforce data for non-schools indicates:

- the percentage of females is 69.31% and males 30.69% and these remains similar to the figures for 2013 which were female 68.41% and male 31.59%.
- 53.25% of women work part-time and 23.61% of men work part-time. A wide range of flexible working options including job sharing, term time only and annualised hours options are available to all staff in the council.
- The percentage of men in the workforce tends to be slightly higher than females in the under 34 age bands. The percentage of female staff is highest in the 45 – 54 age bands.
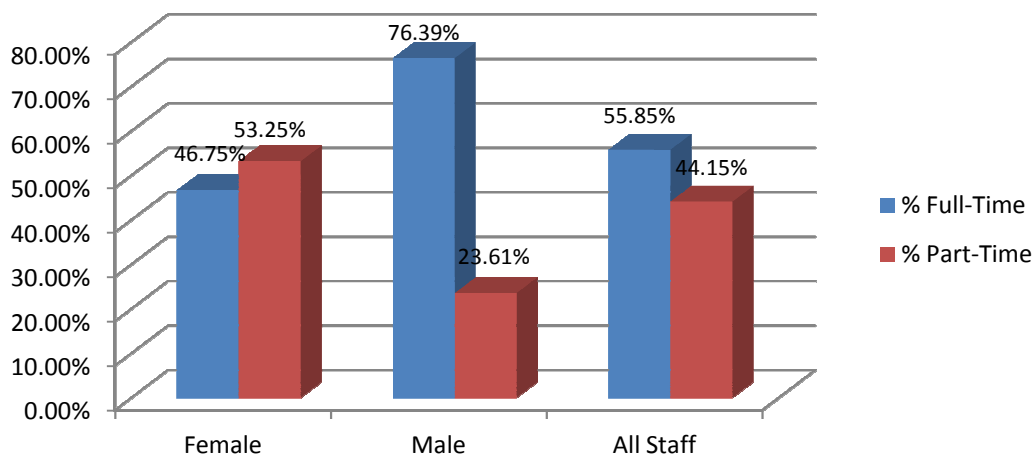
Sex – headcount

Numbers	Female	%	Male	%	Total
Non-Schools	3405	69.31%	1508	30.69%	4913

Non-Schools Sex % by Headcount
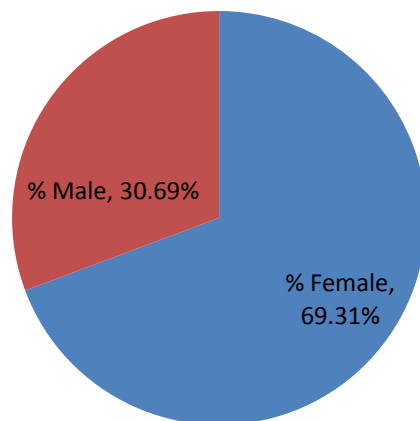
Sex – full-time/part-time

Sex by age

	Head Count	Under25	%	25-34	%	35-44	%	45-54	%	55-64	%	65+	%
Female	3405	203	5.96%	637	18.71%	755	22.17%	1018	29.90%	672	19.74%	120	3.52%
Male	1508	171	11.34%	359	23.81%	319	21.15%	336	22.28%	271	17.97%	52	3.45%
All Staff	4913	374	7.61%	996	20.27%	1074	21.86%	1354	27.56%	943	19.19%	172	3.50%

Sex by length of service

	Head Count	Under 2 years	%	2-5 years	%	5-10 years	%	10-20 years	%	20 years+	%
Female	3405	536	15.74%	506	14.86%	1045	30.69%	892	26.20%	426	12.51%
Male	1508	257	17.04%	316	20.95%	408	27.06%	331	21.95%	196	13.00%
All Staff	4913	793	16.14%	822	16.73%	1453	29.57%	1223	24.89%	622	12.66%

Age

**See below for a breakdown of workforce figures for age.**

45.   Our workforce data for non-schools indicates:

- The largest group within the workforce are in the age range 45 – 55, 28.75%.

- Under 25's make up 7.61% of the workforce (this has increased from 6.24% in 2013) and this compares to 16.19% in the working population of Wiltshire (Source: ONS Mid Year Estimates 2013). Measures to look at under representation within this group are currently being explored and initiatives developed including working on our employee brand to help attract this age group, offering more apprenticeships & traineeships and creating other lower level entry roles and increasing engagement through clear progression schemes & development.

- The proportion of part-timers is higher than full-timers for the age ranges, under 25's and over 65's. A high proportion of under 25's on part time contracts work in leisure where part-time contracts are more commonly in use.

- The proportion of staff with over 20 year's service is currently 12.66% which has decreased from 14.01% in 2013. This is likely to be linked to the voluntary redundancy programme last year where a large number of the redundancies were staff who had long service and were able to access their pension early.

Age – headcount

Numbers	Under 25	%	25-34	%	35-44	%	45-54	%	55-64	%	65+	%	Total
Non-Schools	374	7.61%	996	20.27%	1074	21.86%	1354	27.56%	943	19.19%	172	3.50%	4913

Non-Schools Age % by Headcount

% 65+, 3.50% % Under25, 7.61%

% 55-64, 19.19%

% 45-54, 27.56% % 35-44, 21.86%

% 25-34, 20.27%
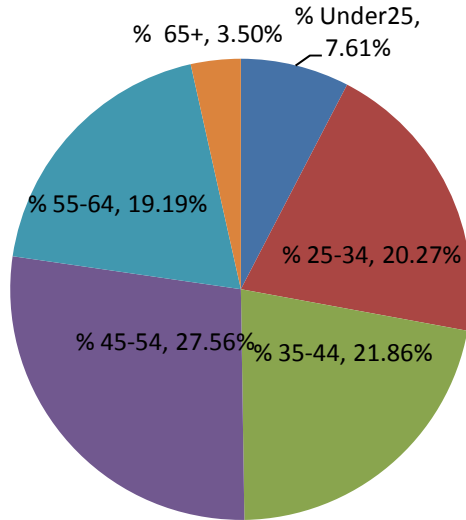
Age - full time/ part time

	Head Count	FT	%	PT	%
Under25	374	142	37.97%	232	62.03%
25-34	996	659	66.16%	337	33.84%
35-44	1074	611	56.89%	463	43.11%
45-54	1354	809	59.75%	545	40.25%
55-64	943	500	53.02%	443	46.98%
65+	172	23	13.37%	149	86.63%
All Staff	4913	2744	55.85%	2169	44.15%

Age – length of service

	Head Count	Under 2 years	%	2-5 years	%	5-10 years	%	10-20 years	%	20 years+	%
Under 25	374	192	51.34%	109	29.14%	73	19.52%	0	0.00%	0	0.00%
25-34	996	217	21.79%	245	24.60%	392	39.36%	142	14.26%	0	0.00%
35-44	1074	146	13.59%	178	16.57%	343	31.94%	336	31.28%	71	6.61%
45-54	1354	151	11.15%	170	12.56%	371	27.40%	388	28.66%	274	20.24%
55-64	943	78	8.27%	107	11.35%	220	23.33%	293	31.07%	245	25.98%
65+	172	9	5.23%	13	7.56%	54	31.40%	64	37.21%	32	18.60%
All Staff	4913	793	16.14%	822	16.73%	1453	29.57%	1223	24.89%	622	12.66%

Recruitment monitoring

46.   The council monitor the protected characteristics of all applicants who apply for roles through our Talentlink e-recruitment system. 99% of our applicants apply online. The council is currently reviewing how we can include data for the small number of applicants who use paper based application forms. This information excludes schools information as they do not use the e-recruitment system and monitor their own recruitment statistics.

47.   This report looks at the overall applications received, the number of shortlisted applicants and successful/appointed applicants. The report also includes what percentage of those who applied from each group were shortlisted and went on to be appointed.

48.   Our workforce data for non-schools indicates:

- 5.94% of all applications, 5.26% of shortlisted applicants 3.76% of appointments were from people who declared that they were from a BME background. These figures indicate a slight decrease from last year from 6.8% of applicants and 4.4% of all appointments. However, the percentages of applicants of type appointed as a percentage of those who applied has increased to 9.31% compared to 8.8% in 2013 for BME staff. These figures are higher than the figures from the 2011 census, which indicate that 3.56% of the Wiltshire population have a BME background.

- 5.30% of all applications, 5.13% of those shortlisted and 3.31% of those appointed declared that they had a disability. This was a slight decrease from 5.6% applications and 4.0% appointments in 2013, although the percentage of applicants of type appointed as a percentage of those applied (9.2%) is broadly in line to the previous year (9.6%). The council has been awarded the Two Tick symbol and offers a guaranteed interview to disabled applicants who meet the minimum criteria for the post they are applying for. Data on short listing indicates that the percentage of disabled candidates shortlisted was 36.82% compared to 37.17% for non-disabled staff. The equality declaration form is removed prior to the interview so that the recruiting manager is unable to see equality information.

- 60.52% of applications received by the council were from female applicants and 35.51% were from male applicants. 63.03% of posts filled were filled by female applicants, with 27.55% filled by male applicants. This is broadly reflective of the current workforce split which is 69.31% female and 30.69% male.

- The lowest percentage of applicants appointed of type was the over 65's. The percentages of under 25's appointed as a percentage of those who applied was also slightly lower than other age groups but has increased to 12.55% from 10.8% in 2013. The council currently has a number of measures in place to support the under 25's (please see section on age above).

- The percentages of unknowns have increased slightly and this will be reviewed.

By ethnicity

	BME	%	White British	%	White Irish/ White Other	%	Unknown	%	Total Applicants
Applicants 2013/14	451	5.94%	6554	86.36%	302	3.98%	282	3.72%	7589
Shortlisted 2013/14	152	5.26%	2472	85.63%	91	3.15%	172	5.96%	2887
Appointed 2013/14	42	3.76%	953	85.24%	21	1.88%	102	9.12%	1118

	BME	White British	White Irish/ White Other	All Applicants
Shortlisted as % of applied	33.70%	37.72%	30.13%	38.04%
Appointed as % of shortlisted	27.63%	38.55%	23.08%	38.73%
Appointed as % of applied	9.31%	14.54%	6.95%	14.73%

By disability

	Disabled	%	Not Disabled	%	Unknown	%	Total Applicants
Applicants 2013/14	402	5.30%	6893	90.83%	294	3.87%	7589
Shortlisted 2013/2014	148	5.13%	2562	88.74%	177	6.13%	2887
Appointed 2013/14	37	3.31%	977	87.39%	104	9.30%	1118

	Disabled	Not Disabled	All Applicants
Shortlisted as % of applied	36.82%	37.17%	38.04%
Appointed as % of shortlisted	25.00%	38.18%	38.73%
Appointed as % of applied	9.2%	14.17%	14.73%

By sex

	Female	%	Male	%	Unknown	%	Total Applicants
Applicants 2013/14	4593	60.52%	2695	35.51%	301	3.97%	7589
Shortlisted 2013/2014	1769	61.27%	940	32.56%	178	6.17%	2887
Appointed 2013/14	705	63.03%	308	27.55%	105	9.39%	1118

	Female	Male	All Applicants
Shortlisted as % of applied	38.52%	34.88%	38.04%
Appointed as % of shortlisted	39.85%	32.77%	38.73%
Appointed as % of applied	15.35%	11.43%	14.73%

By age

	Under 25	%	25-34	%	35-44	%	45-54	%	55-64	%	65+	%	Unknown	%	Total Applicants
Applicants 2013/14	1889	24.89%	1930	25.43%	1449	19.09%	1449	19.09%	562	7.41%	27	0.36%	283	3.73%	7589
Shortlisted 2013/14	609	21.09%	739	25.60%	558	19.33%	582	20.16%	223	7.72%	8	0.28%	168	5.82%	2887
Appointed 2012/13	237	21.20%	291	26.03%	208	18.60%	195	17.44%	84	7.51%	1	0.09%	102	9.12%	1118

	Under 25	25-34	35-44	45-54	55-64	65+	All Applicants
Shortlisted as % of Applied	32.24%	38.29%	38.51%	40.17%	39.68%	29.63%	38.04%
Appointed as % of Shortlisted	38.92%	39.38%	37.28%	33.51%	37.67%	12.50%	38.73%
Appointed as % of Applied	12.55%	15.08%	14.35%	13.46%	14.95%	3.70%	14.73%

Internal promotions

49.   The council monitor applications by staff for internal transfers and promotions. All roles (apart from front line positions) are advertised internally prior to any external advert. The information presented is for jobs advertised internally within Wiltshire Council (non-schools) and does not include any internal applicants for jobs advertised externally to the wider public. The information includes all positions regardless of whether that job represents a promotion or a sideways move within the council for the successful applicant.

50.   Our workforce data for non-schools indicates:

- 6.15% of internal applicants appointed declared that they are from BME backgrounds. This was an increase from 4.6% in 2013. The percentages of applicants of type appointed indicate that a slightly lower percentage of BME, white and other white applicants were appointed than expected compared to the numbers who applied. This appears to relate to a high prefer not to say return.

- The percentage of internal disabled applicants appointed as a percentage of those disabled applicants who applied was 21.43% compared to 27.59% for non disabled internal applicants.

- The percentage of internal females appointed was 62.82% and the overall workforce is 69.31% female.

- In terms of age, the highest percentage of type appointed as a percentage of those who applied was in the under 25 age band. The under 25's were the lowest percentage of type appointed last year. The council is currently working on measures to support the employment of under 25's (see information under age).

Ethnicity

	BME	%	White British	%	White Irish/ White Other	%	Unknown	%	Total Applicants
Applicants 2013/14	66	6.15%	910	84.81%	41	3.82%	56	5.22%	1073
Shortlisted 2013/14	38	5.96%	528	82.76%	24	3.76%	48	7.52%	638
Appointed 2013/14	13	4.17%	260	83.33%	5	1.60%	34	10.90%	312

	BME	White British	White Irish/ White Other	All Applicants
Shortlisted as % of Applied	57.58%	58.02%	58.54%	59.46%
Appointed as % of Shortlisted	34.21%	49.24%	20.38%	48.90%
Appointed as % of Applied	19.70%	28.57%	12.20%	29.08%

By disability

	Disabled	%	Not Disabled	%	Unknown	%	Total Applicants
Applicants 2013/14	42	3.91%	975	90.87%	56	5.22%	1073
Shortlisted 2013/14	26	4.08%	565	88.56%	47	7.37%	638
Appointed 2013/14	9	2.88%	269	86.22%	34	10.90%	312

	Disabled	Not Disabled	All Applicants
Shortlisted as % of Applied	61.90%	57.95%	59.46%
Appointed as % of Shortlisted	34.62%	47.61%	48.90%
Appointed as % of Applied	21.43%	27.59%	29.08%

By sex

	Female	%	Male	%	Unknown	%	Total Applicants
Applicants 2013/14	641	59.74%	378	35.23%	54	5.03%	1073
Shortlisted 2013/14	392	61.44%	200	31.35%	46	7.21%	638
Appointed 2013/14	196	62.82%	82	26.28%	34	10.90%	312

	Female	Male	All Applicants
Shortlisted as % of Applied	61.15%	52.91%	59.46%
Appointed as % of Shortlisted	50.00%	41.00%	48.90%
Appointed as % of Applied	30.58%	21.69%	29.08%

By age

	Under 25	%	25-34	%	35-44	%	45-54	%	55-64	%	65+	%	Unknown	%	Total Applicants
Applicants 2013/14	159	14.82%	303	28.24%	247	23.02%	228	21.25%	81	7.55%	*	*	54	5.03%	1073
Shortlisted 2013/2014	85	13.32%	175	27.43%	142	22.26%	130	20.38%	59	9.25%	0	0.16%	46	638	638
Appointed 2013/14	53	16.99%%	79	25.32%	69	22.12%	53	16.99%	24	7.69%	0	0.00%	34	10.90%	312

|	Under 25	25-34	35-44	45-54	55-64	65+	All Applicants
Shortlisted as % of Applied	53.46%	57.76%	57.49%	57.02%	72.84%	100.00%	59.46%
Appointed as % of Shortlisted	62.35%	45.14%	48.59%	40.77%	40.68%	0.00%	48.90%
Appointed as % of Applied	33.33%	26.07%	27.94%	23.25%	29.63%	0.00%	29.08%

Leaver monitoring

51.   There was 1013 non-school staff who ceased employment in the council in the year to 31 March 2014.

52.   Our workforce data for non-schools indicates:

- 1.97% of leavers had declared that they had BME background, 64.86% were female and these percentages are roughly in line with the general workforce percentages for these groups.
- Overall 3.75% of leavers had declared that they had a disability. This is slightly above the percentage of disabled employees in the workforce. 57.9% of all disabled leavers left due to voluntary redundancy.
- There was a slightly higher percentage of leavers in the age range 55- 64 years which was affected by the number of voluntary redundancies, TUPE, resignations and retirements in this group. There were a large number of voluntary redundancies this year as the council put in place a voluntary redundancy programme as one of the measures to achieve savings in the council.

By ethnicity

Reason	All Leavers	BME	% of all leavers	White British	% of all leavers	White Other	% of all leavers	Unknown	% of all leavers
Death in Service	*		0.00%	*	*		0.00%		0.00%
Dismissal	12	0	0.00%	11	91.67%		0.00%	*	*
End of Contract	45	*	*	39	86.67%		0.00%	*	*
Resignation	387	11	2.84%	302	78.04%	9	2.33%	65	16.80%
Retirement	29		0.00%	23	79.31%	*	*	*	*
Retirement Early	*		0.00%	*	*		0.00%	*	*
Retirement Ill Health	8	0	0.00%	5	62.50%		0.00%	*	*
TUPE	168	*	*	140	83.33%	5	2.98%	19	11.31%
Voluntary Redundancy	356	*	*	280	78.65%	13	3.65%	59	16.57%
Grand Total	1013	20	1.97%	807	79.66%	28	2.76%	158	15.60%

Leavers by ethnicity (% of all leavers)

Legend:
- BME
- White British
- White Other
- Unknown
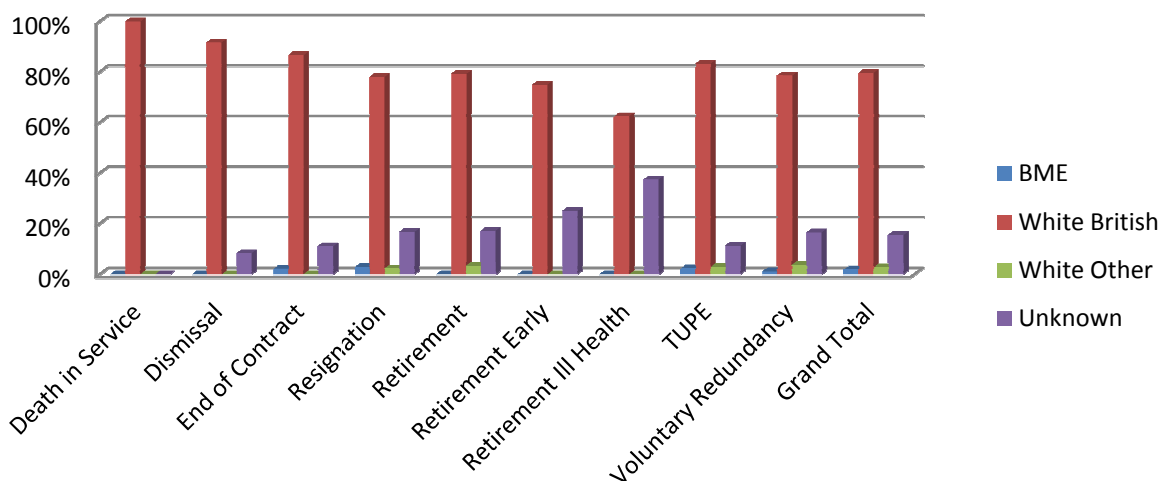
By disability

Reason	All Leavers	Disabled	% of all leavers	Not Disabled	% of all leavers	Unknown	% of all leavers
Death in Service	*		0.00%	*	*	*	*
Dismissal	12		0.00%	9	75.00%	3	25.00%
End of Contract	45		0.00%	26	57.78%	19	42.22%
Resignation	387	9	2.33%	280	72.35%	98	25.32%
Retirement	29		0.00%	21	72.41%	8	27.59%
Retirement Early	4		0.00%	*	*	*	*
Retirement Ill Health	8	*	*	*	*	*	*
TUPE	168	*	*	74	44.05%	*	54.17%
Voluntary Redundancy	356	22	6.18%	219	61.52%	115	32.30%
Grand Total	1013	38	3.75%	636	62.78%	339	33.46%

Leavers by disability (% of all leavers)
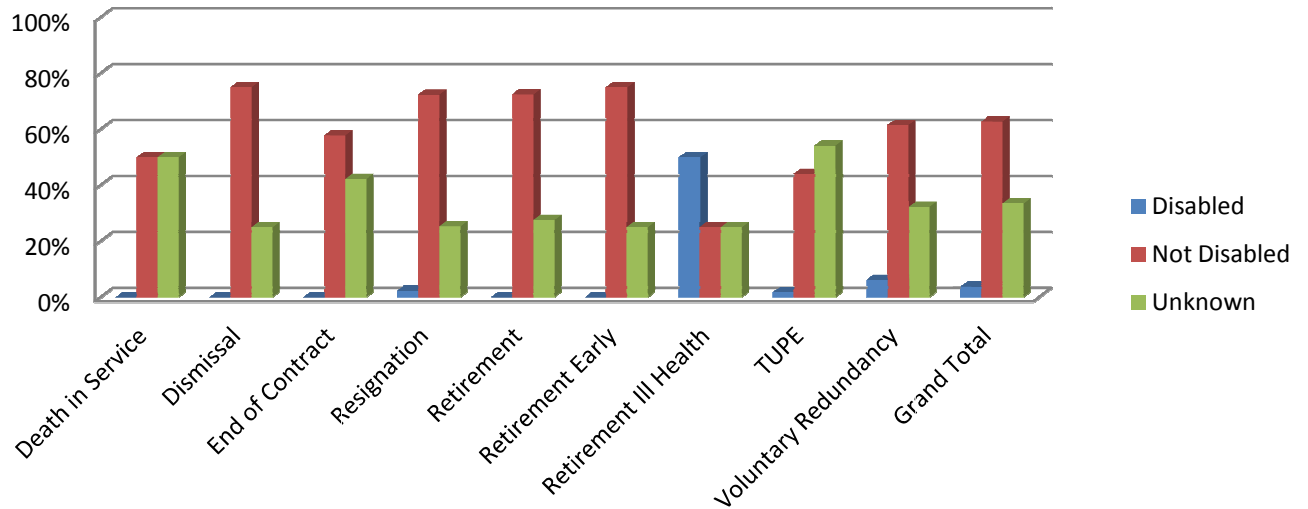
By sex

Reason	All Leavers	Female	% of all leavers	Male	% of all leavers
Death in Service	*	*	*	*	100.00%
Dismissal	12	5	41.67%	7	58.33%
End of Contract	45	33	73.33%	12	26.67%
Resignation	387	272	70.28%	115	29.72%
Retirement	29	23	79.31%	6	20.69%
Retirement Early	4	*	*	*	*
Retirement Ill Health	8*	*	87.50*	*	12.50%*
TUPE	168	58	34.52%	110	65.48%
Voluntary Redundancy	356	256	71.91%	100	28.09%
Grand Total	1013	657	64.86%	356	35.14%

Leavers by Sex (% of all leavers)
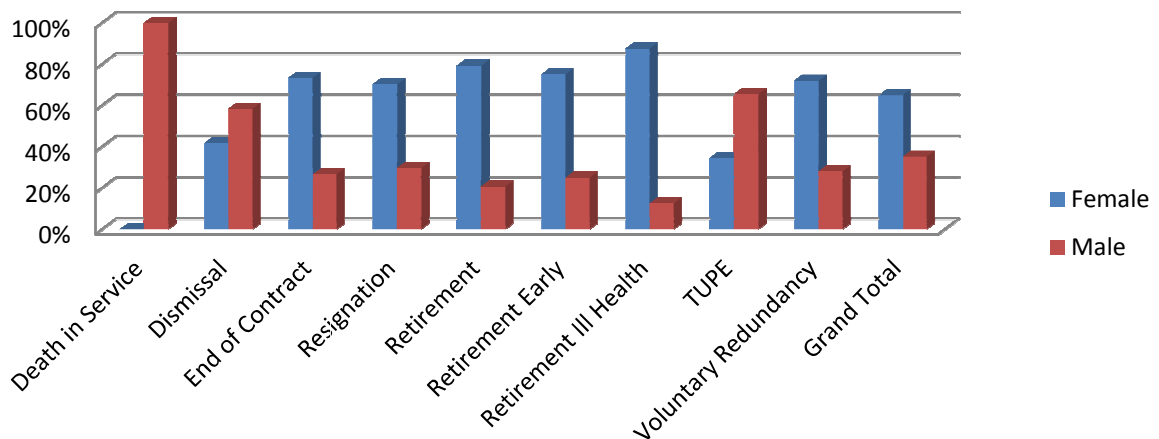
By age

| Reason	All Leavers	Under 25	% of all leavers	25-34	% of all leavers	35-44	% of all leavers	45-54	% of all leavers	55-64	% of all leavers	65+	% of all leavers
Death in Service	*		0.00%		0.00%	*	*	*	*		0.00%	*	*
Dismissal	12	*	*	*	*	*	*	*	*	*	*	*	*
End of Contract	45	7	15.56%	10	22.22%	11	24.44%	5	11.11%	10	22.22%	*	*
Resignation	387	62	16.02%	94	24.29%	93	24.03%	87	22.48%	41	10.59%	10	2.58%
Retirement	29		0.00%		0.00%		0.00%		0.00%	21	72.41%	8	27.59%
Retirement Early	4		0.00%		0.00%		0.00%		0.00%	*	*		0.00%
Retirement Ill Health	*8		0.00%		0.00%	*	*	*	*	*	*		0.00%
TUPE	168	*	*	12	7.14%	40	23.81%	58	34.52%	44	26.19%	11	6.55%
Voluntary Redundancy	356	*	*	21	5.90%	43	12.08%	88	24.72%	176	49.44%	26	7.30%
Grand Total	1013	75	7.40%	140	13.82%	192	18.95%	243	23.99%	304	30.01%	59	5.82%

Leavers by Age (% of all leavers)
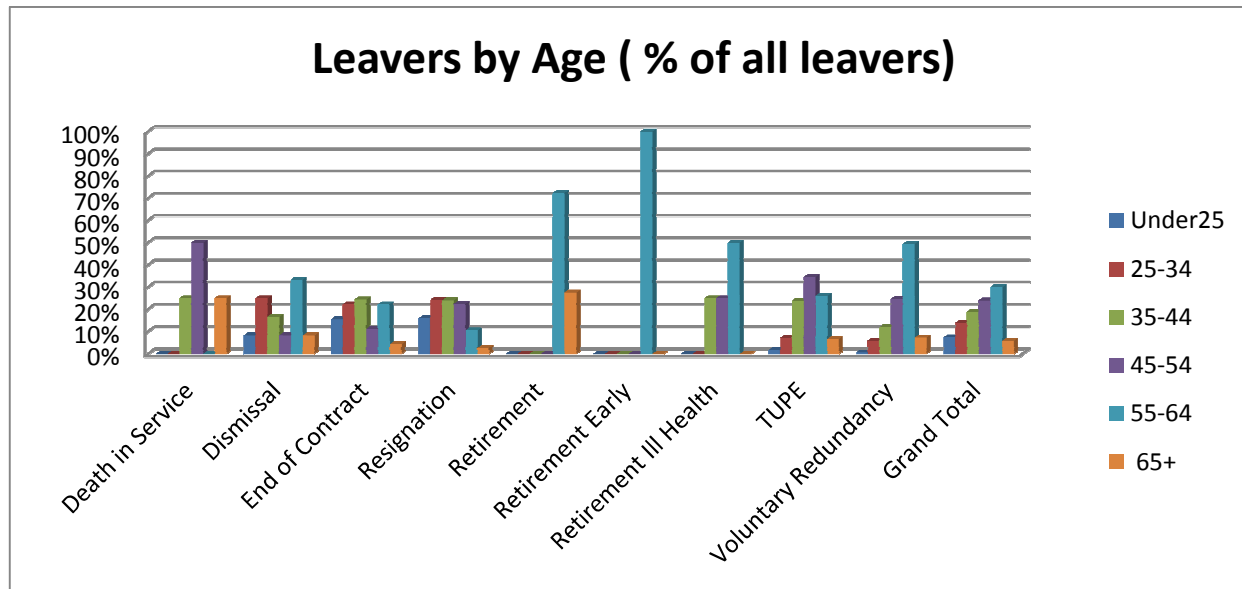
Discipline, Dignity at Work and grievance procedure

53.   A count of all non school staff that have raised grievance procedures, dignity at work procedures or are the subject of disciplinary procedures.

54.   Our workforce data for non-schools indicates:

- The highest numbers of cases (92) relate to use of the disciplinary procedure.
- There was an increase of dignity at work cases to 19 in 2014 compared to 4 in 2013 and 11 in 2012. Work has been carried out to raise awareness of the dignity at work policy through manager briefings in 2014.
- There was an increase in the use of the dignity at work policy by those declaring a BME background, a disability and male employees compared to last year when this policy was not used by these groups at all.
- There was also an increase in dignity at work complaints raised by female employees. Data on the use of the dignity at work policy and potential bullying/harassment/discrimination will be explored further against the findings from the staff survey 2014 when these become available.

| Ethnicity | | | | | |
Group	BME	White British	White Other	Unknown	Grand Total
Dignity at work complaint raised	*	16	*	*	19
Disciplinary	2	74	3	13	92
Grievance		12		2	14

Adviser Cases by Ethnicity
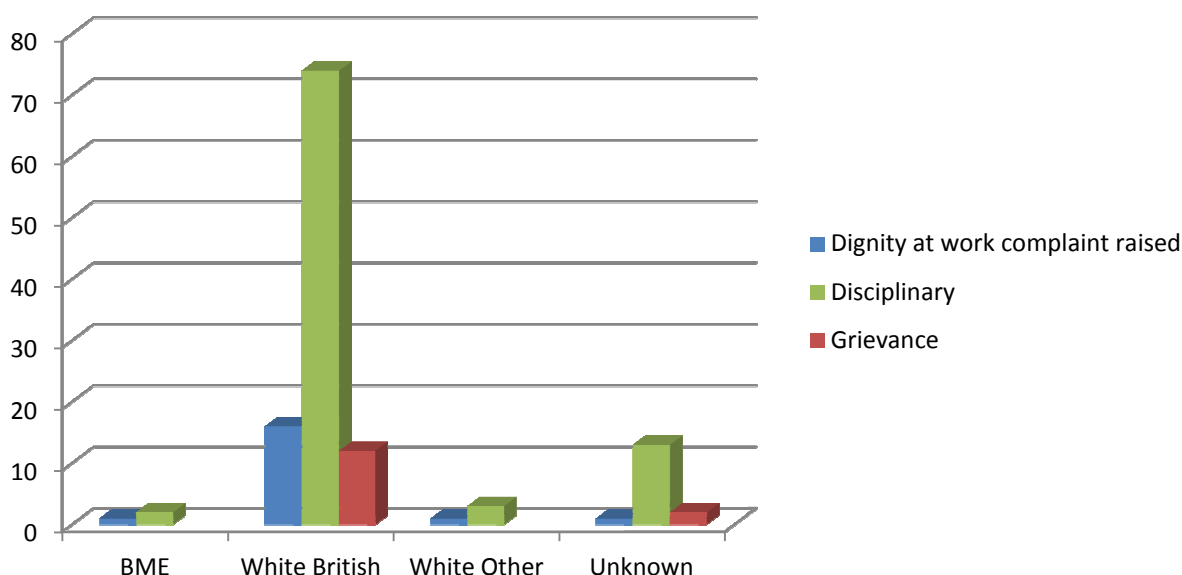
| Disability | | | |
Group	Disabled	Not Disabled	Unknown	Grand Total
Dignity at work complaint raised	4	11	4	19
Disciplinary	3	70	19	92
Grievance		7	7	14

Adviser Cases by Disability

Legend:
- Dignity at work complaint raised
- Disciplinary
- Grievance
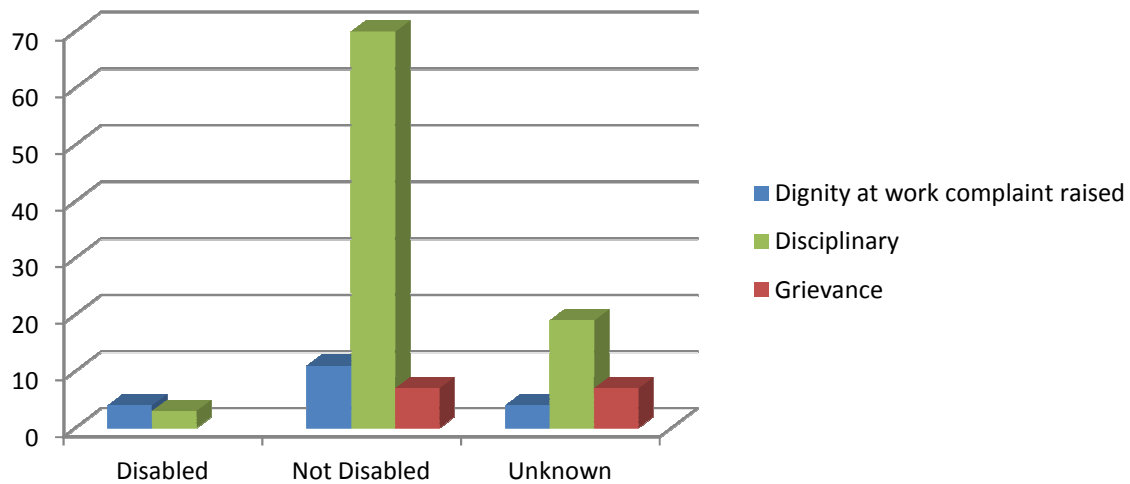
Sex			
Group	**Female**	**Male**	**Grand Total**
Dignity at work complaint raised	13	6	19
Disciplinary	38	54	92
Grievance	11	3	14

Adviser Cases by Sex

Legend:
- Dignity at work complaint raised
- Disciplinary
- Grievance
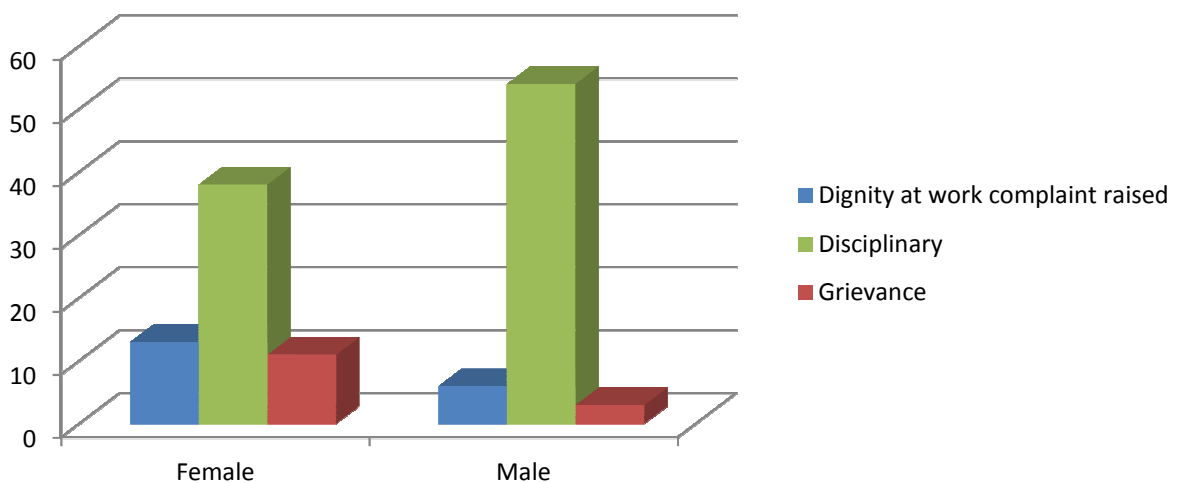
Age Band						
Group	**Under25**	**25-34**	**35-44**	**45-54**	**55-64**	**Grand Total**
Dignity at work complaint raised	*	2	4	6	5	19
Disciplinary	18	19	16	19	17	92
Grievance			2	5	7	14

Adviser Cases by Age

Legend:
- Dignity at work complaint raised (blue)
- Disciplinary (green)
- Grievance (red)

X-axis: Under25, 25-34, 35-44, 45-54, 55-64
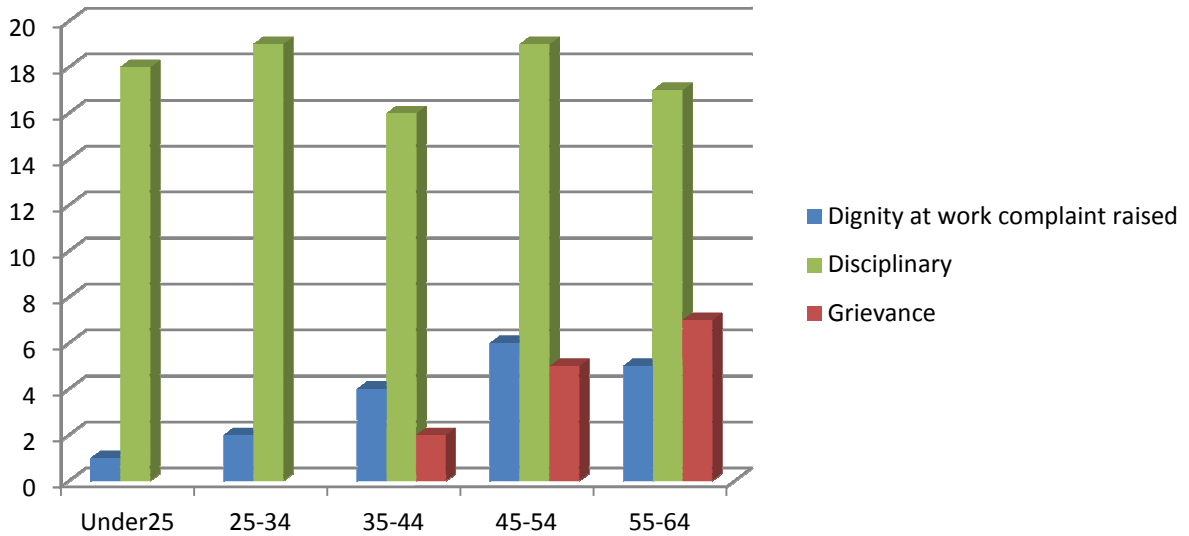
Flexible working requests

56.   The figures represent formal requests for flexible working. Managers also receive informal requests which are not monitored or included in these figures.

57.   Our workforce data for non-schools indicates:

- There were a higher percentage of formal requests amongst female staff and in the age group 25- 44.

- The majority of all requests are agreed.

Ethnicity					
Outcome	**BME**	**White British**	**White Other**	**Unknown**	**Grand Total**
Appeal not upheld		1			1
Flexible working request agreed	1	5		2	8
Flexible working request withdrawn/declined			1		1
Grand Total	1	6	1	2	10

Disability				
Outcome	**Disabled**	**Not Disabled**	**Unknown**	**Grand Total**
Appeal not upheld		1		1
Flexible working request agreed	1	4	3	8
Flexible working request withdrawn/declined		1		1
Grand Total	1	6	3	10

Sex

Outcome	Female	Male	Grand Total
Appeal not upheld	1		1
Flexible working request agreed	7	1	8
Flexible working request withdrawn/declined	1		1
Grand Total	9	1	10

Age Band					
Outcome	25-34	35-44	45-54	55-64	Grand Total
Appeal not upheld	1				1
Flexible working request agreed	3	5			8
Flexible working request withdrawn/declined		1			1
Grand Total	4	6	0	0	10

Maternity – returner rates

The council had 80 employees who returned from maternity leave and 14 who did not.

Performance appraisal

58.   The council has a single countywide appraisal system. The appraisal process enables staff to discuss issues relating to barriers to access and progress at work with their manager and is primarily used for developmental purposes.

Training monitoring

59.   Support and supervision of staff and the appraisal arrangements tend to identify the majority of development needs. Staff request internal and some external training through the SAP system and the majority of applications are approved. Training not formally recorded includes conferences and professional updates undertaken externally.

60.   The system in place is not able to identify training requested. The information below represents the number of **attendees not individuals who have attended training**-regardless of the number of training events they have attended. The percentage of each group in Wiltshire Council's non-schools workforce is given for comparison as the training data is for these employees.

61.   Our workforce data for non-schools indicates:

- Attendance on training by staff declaring a BME background (3.38%) and a disability (3.23%) is representative of these groups within the workforce.
- Male attendance on training was 21.34% which is below the group representation in the workforce which is 30.69%.
- Attendance on training was slightly less than the percentage expected for the group amongst the under 25's and over 55 +. The data for the under 25's is likely to reflect the fact that a high percentage of these staff work in the leisure service and training related to specialised leisure activities such as lifeguards and coaches are not currently recorded through the SAP system.

By ethnicity

	Attendees	% of total attendees	% of group in workforce at 01/04/2014
BME	200	3.38%	2.16%
White British	5093	86.04%	79.65%
White Other	178	3.01%	2.77%
Unknown	448	7.57%	15.43%
Grand Total	5919	100.00%	100.00%

By disability

	Attendees	% of total attendees	% of group in workforce at 01/04/2013
Disabled	191	3.23%	2.65%
Not Disabled	4759	80.40%	70.26%
Unknown	969	16.37%	27.09%
Grand Total	5919	100.00%	100.00%

By sex

	Attendees	% of total attendees	% of group in workforce at 01/04/2013
Female	4656	78.66%	69.31%
Male	1263	21.34%	30.69%
Grand Total	5919	100.00%	100.00%

By age

|	Attendees	% of total attendees	% of group in workforce at 01/04/2013
Under25	259	4.38%	7.61%
25-34	1335	22.55%	20.27%
35-44	1410	23.82%	21.86%
45-54	1765	29.82%	27.56%
55-64	1046	17.67%	19.19%
65+	104	1.76%	3.50%
Grand Total	5919	100.00%	100.00%

Remuneration monitoring

62. The council operates a robust and transparent system of job evaluation which was developed as part of a pay reform process. The scheme ensures that all jobs are assessed objectively and paid fairly in relation to other jobs within the council. The majority of posts in the council have been evaluated under this scheme. Some specialist and senior roles will have been assessed under other evaluation schemes

- The figures below reflect the higher number of females employed by the council across all salary bands.

- The percentage of male staff rises in the lowest (£0- 13000) and higher salary bands £30k +. The percentage of females decreases slightly in the highest salary band.

- The figures for BME staff decrease slightly in the highest salary band although it has increased to 1.74% in 2014 compared to 0.34% in 2013.

- In relation to disability remuneration is fairly evenly spread across all the salary bands and increases slightly in the higher salary bands.

| Salary Band	Number of staff in band	Gender		Ethnicity				Disability		
		% Female	% Male	% BME	% White British	% White Other	% Unknown	% Disabled	% Not Disabled	% Unknown
£0-13000	42	57.14%	42.86%	2.38%	90.48%	2.38%	4.76%	2.38%	71.43%	26.19%
£13-20000	1984	71.07%	28.93%	1.86%	78.13%	2.42%	17.59%	2.77%	68.04%	29.18%
£20-30000	1865	71.47%	28.53%	2.63%	79.25%	2.36%	15.76%	2.09%	69.01%	28.90%
£30-40000	792	65.03%	34.97%	1.89%	82.32%	4.29%	11.49%	3.54%	76.01%	20.45%
£40000+	230	53.48%	46.52%	1.74%	84.78%	3.91%	9.57%	3.04%	79.57%	17.39%
Total	4913	69.31%	30.69%	2.16%	79.65%	2.77%	15.43%	2.65%	70.26%	27.09%

Remuneration by gender
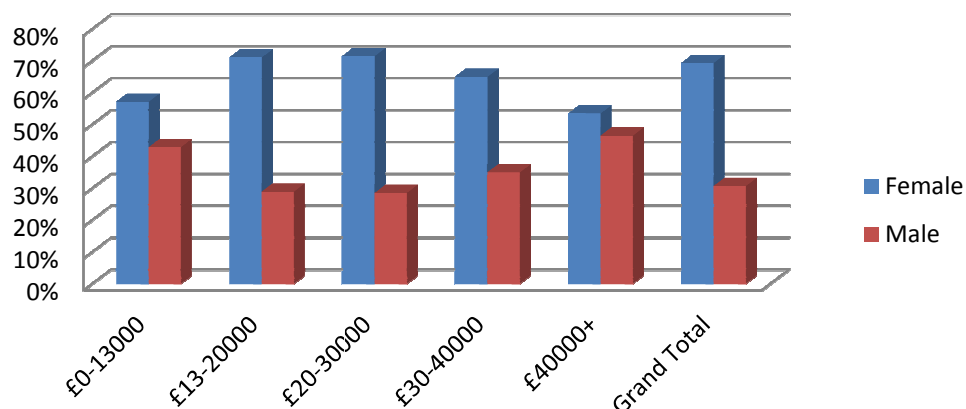
Remuneration by ethnicity
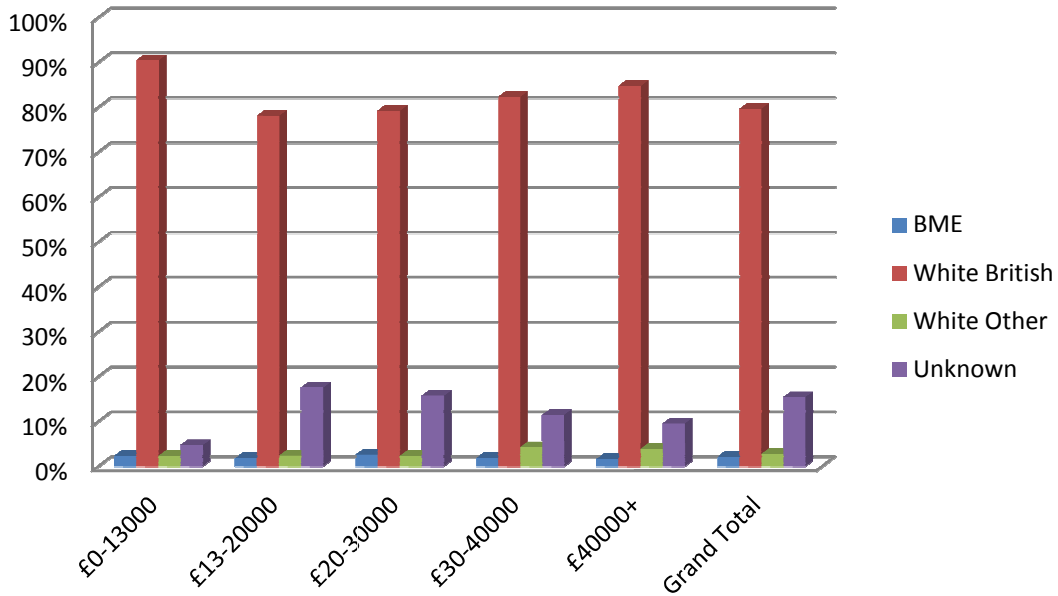
Remuneration by disability
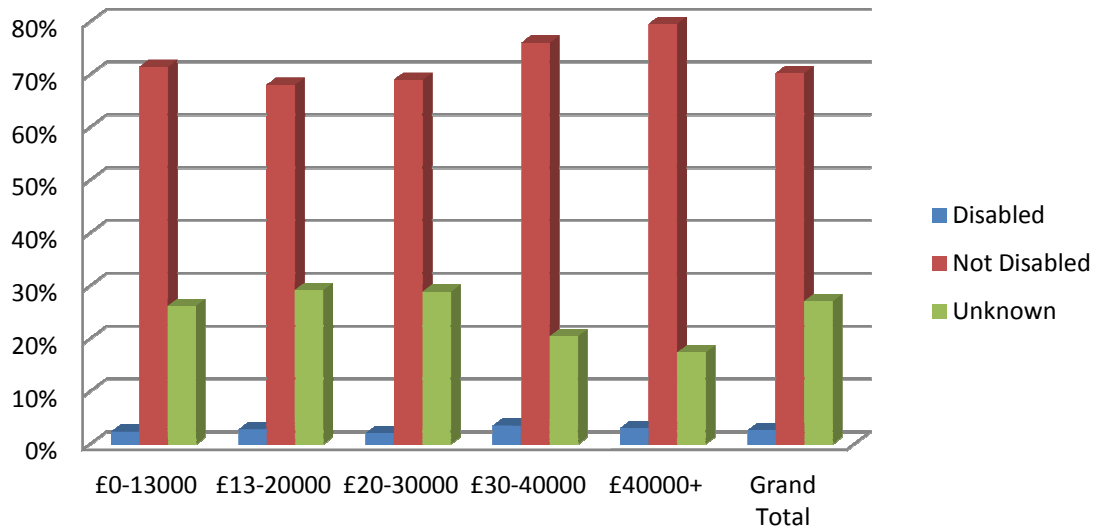
By Age

Salary Band	% Under25	% 25-34	% 35-44	% 45-54	% 55-64	% 65+
£0-13000	19.05%	4.76%	14.29%	21.43%	23.81%	16.67%
£13-20000	14.42%	16.48%	16.94%	24.09%	21.77%	6.30%
£20-30000	4.29%	28.26%	23.81%	26.27%	15.71%	1.66%
£30-40000	0.00%	16.41%	28.79%	34.72%	19.32%	0.76%
£40000+	0.00%	4.35%	26.09%	44.35%	23.91%	1.30%
Total	7.61%	20.27%	21.86%	27.56%	19.19%	3.50%

Remuneration by age
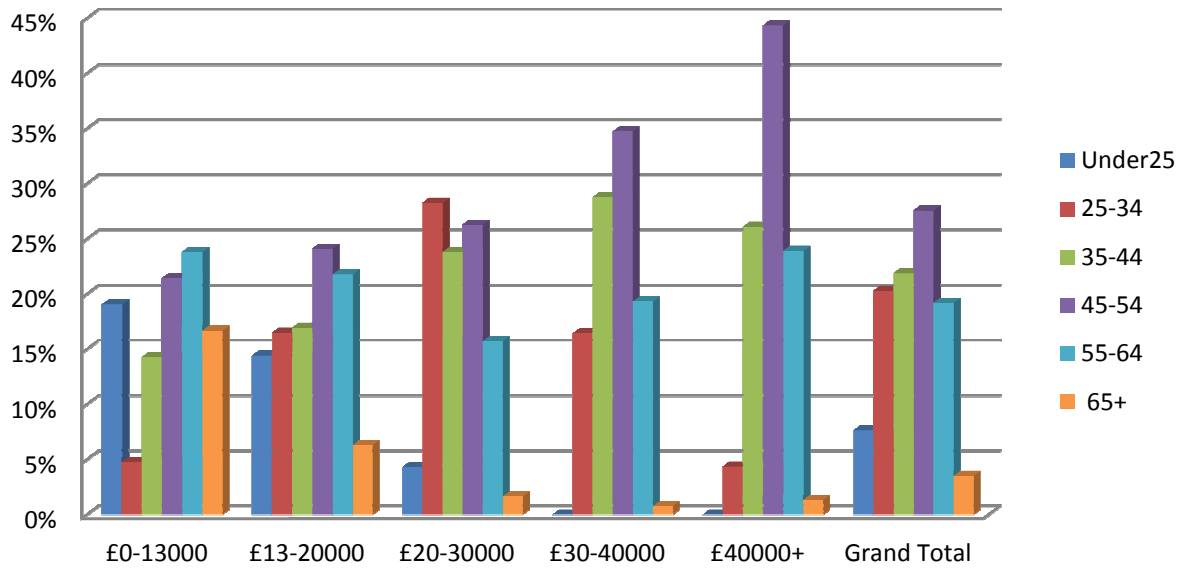
Positive Actions

63.   The council currently take the following positive actions:

- Support for the four staff forums and inviting members to attend the equality analysis panels for new HR policies and processes.

- Positive about disabled people (Double tick symbol award) – re-awarded 2014

- Membership of Business Disability Forum and Stonewall.

- Reasonable adjustment budget of £10,000 per annum for disabled staff and applicants

- Updated careers website with links to information for disabled applicants

- Updated annual appraisal scheme which includes facilitated discussions about health and barriers to work and reasonable adjustments.

- Regular equality and diversity updates to Staffing Policy Committee and Corporate Directors

- Supporting Equality events and the disability confident campaign

- Clear policies and procedures on equality and diversity issues for managers and staff.

- Supported internships for disabled young people with learning difficulties/and or disabilities

- Development of an equality steering group to drive forward equality and diversity work in the council in each service area including members from the staff forums.

- Development of specific equality objectives for the council

64.   Last year a number of further measures were identified for consideration or action from the workforce data analysis and these were taken up by the council as equality objectives, these included:

- Increasing the number of under 25's in the council's workforce.

- Improving the rate of unknown's for all categories – including consideration of further data cleanse exercises or targeting particular areas where information is low i.e. paper based checks for those who do not have a pc etc.

- Giving consideration to increasing the number of protected characteristics monitored

- Dignity at work – including dignity at work training in the programme of Manager briefings for 2014.

In addition to the objectives identified above the council also approved service related objectives and an additional HR objective related to implementing improvements recommended by Stonewall in their workplace equality index assessment around sexual orientation in the workplace. Feedback from this year's equality index submission will be used to review this objective.

65. The council's current equality objectives are planned to receive an interim review in the new year. Initial data and summary update points from this report include:

- The percentages of under 25's who work for the council has increased to 7.61% from 6.24% in 2013. A lot of work has been undertaken to improve the offer on apprenticeships and workplace experience and this year the council introduced supported internships for young disabled people.

- The rate of unknown's has come down slightly in most of the categories set out in the report except for recruitment and selection which is collected on a separate system. This system's processes will be reviewed. Work to bring the rates down further is linked to a proposed data cleanse exercise which will take place during the process to collect further information on the protected characteristics, as set out below. This is dependent on the potential to develop SAP.

- Work is being carried out to assess the capabilities of SAP to safely store increased information about the protected characteristics of staff and improve the data available in this report. This year's staff survey also asked staff to provide anonymous data on their protected characteristics to help improve the data available about the impact of policies practices, engagement and satisfaction levels amongst different groups in the council. The results of the staff survey should be available shortly.

- Dignity at work was covered in a series of manager briefings this year and the policy is planned to be reviewed next year. Particular consultation with the staff disability forum will form part of this. Information from the staff survey 2014 will also be used to review this equality objective further.

66. It is intended that further work will continue to be undertaken to develop, consult on and meet the council's equality and diversity objectives.

67. Contact details

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Appendix A

Under the Equality Act 2010, specific duties, we are expected to publish the following information:

- Anonymous indication of the representation of sexual orientation and religion and belief within the workforce.

- An indication of any issues for trans staff, based on engagement with trans staff or voluntary groups.

We have also included research and local Census (2011) data/information about Carers.

Our research has produced the following findings:

Religion and Belief

2011 Census data shows:

Area name	All categories	Christian %	Buddhist %	Hindu %	Jewish %	Muslim %	Sikh %	Other religion %	No religion %	Religion not stated %
England And Wales	56,075,912	59.3	0.4	1.5	0.5	4.8	0.8	0.4	25.1	7.2
England	53,012,456	59.4	0.5	1.5	0.5	5.0	0.8	0.4	24.7	7.2
South West	5,288,935	60.4	0.4	0.3	0.1	1.0	0.1	0.6	29.3	7.9
Wiltshire	470,981	64.0	0.3	0.3	0.1	0.4	0.1	0.5	26.5	7.7

Likely representation of Religion and Belief within Wiltshire Council based on the %'s of the Wiltshire statistics above is:

	Non Schools
Christian (64%)	3144
Buddhist (0.3%)	15
Hindu (0.3%)	15
Jewish (0.1%)	5
Muslim (0.4%)	20
Sikh (0.1%)	5
Other religion (0.5%)	25
No religion (26.5%)	1302
Religion not stated (7.7%)	378
Total No of Employees	**4913**

Sexual Orientation

The question on sexual identity was developed and tested on a number of surveys in 2008 and was added to the IHS in 2009. The data have been collected to provide accurate statistics to underpin the equality monitoring responsibilities of public sector organisations and to assess the disadvantage or relative discrimination experienced by the lesbian, gay and bisexual population.

The sexual identity question was asked to respondents aged 16 years and over and was not asked by proxy. Proxy interviews are defined as those when answers are supplied by a third party, who is a member of the respondent's household. This year's survey was based on statistics from 340,000 respondents.

The IHS data in the survey period January 2013 to December 2013 indicate that:

- 92.7 per cent of adults identified themselves as Heterosexual/Straight,

- 1.2 per cent of the surveyed UK population, identified themselves as Gay or Lesbian,

- 0.5 per cent of the surveyed UK population, identified themselves as Bisexual,

- 0.3 per cent identified themselves as 'Other',

- 3.9 per cent of adults stated 'Don't know' or refused to answer the question,

- 1.5 per cent of respondents provided 'No response' to the question.

The 'Other' option on the question was to address the fact that not all people will consider they fall in the first three categories.

Likely representation of LGBT staff with regards to employment with Wiltshire Council based on the results above are:

	Non Schools
Heterosexual/Straight (93.5%)	4594
Gay/lesbian/bisexual/other (1.8%)	88
Unknown/No response (4.7%)	231
Total No of Employees	4913

Source: Key Findings from the Integrated Household Survey: January 2013 to December 2013 (Experimental Statistics) - ONS

Carers

2011 Census data for Wiltshire shows:

Likely representation of Carers within Wiltshire Council based on the Wiltshire population %'s is:

	Wiltshire population %	Non Schools
Provides no unpaid care (89.9%)	423,373 89.9%	4417
Provides unpaid care: (10.1%)	47,608 10.1%	496
Provides 1 to 19 hours unpaid care a week (7.02%)	33,064 7.02%	345
Provides 20 to 49 hours unpaid care a week (1.07%)	5,066 1.07%	53
Provides 50 or more hours unpaid care a week (2.01%)	9,478 2.01%	99
Total Numbers	470,981 100%	4913