Equality in Employment

End of Year Workforce Report

April 2017 – March 2018

# CONTENTS

1.  <u>Purpose</u>

    The purpose of this report is to update the Equalities Panel on the workforce profile as at March 2018.

2.  <u>Background</u>

    The Equality Act 2010 was implemented on 1st October 2010 and covers nine protected characteristics on the grounds upon which discrimination is unlawful.

    These are:

    - Ethnicity
    - Disability
    - Sex
    - Gender Reassignment
    - Sexual Orientation

    - Age
    - Religion or Belief
    - Marriage and Civil Partnership
    - Pregnancy and Maternity

    The Public Sector Equality Duty (PSED) came in to force in April 2011 (Section 149 of the Equality Act 2010) and includes additional duties for public authorities to demonstrate due regard to the need to achieve the following objectives when providing goods, facilities, services and employment:

    (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;

    (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

    (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

    Cambridge City Council's Single Equality Scheme for 2015-2018 was approved at the Council's Strategy and Resources Scrutiny Committee on 13 July 2015. The Single Equality Scheme sets out how the Council will meet the requirements of the Public Sector Equality Duty (PSED) over a three year period. The scheme and the strategic plan incorporated within it do not attempt to capture everything the City Council does related to its PSED, but it sets out the organisation's priority areas for action. This 'Equality in Employment' report provides in-depth feedback around on progress related to employment for one of five objectives of the 'Single Equality Scheme 2015-2018': 'To ensure that the City Council's employment and procurement policies and practices are non-discriminatory and to work towards a more representative workforce within the City Council'.

    The following information sets out the Council's workforce profile as at 31st March 2018 in relation to ethnicity, disability, gender, age, religion or belief, and sexual orientation. All the data shown is for headcount – not full time equivalents. An 'Equality in Employment' report is produced every year (since 2008).

    At March 2018, the headcount for Cambridge City Council staff was 803. The head count as at March 2017 was 833.

## 3. <u>Summary</u>

- For 2017-18 we set ourselves targets for both BAME (9.5%) and disabled (7.5%) staff as a percentage of the workforce.

- The BAME representation of the workforce has decreased from 7.71% (62) in March 2017, to 7.18% (56) in March 2018.

- The percentage of disabled staff has increased from 6.84% in March 2017 (57/833) to 6.97% (56/803) in March 2018.

- The 45 – 54 age group remains the highest age range.

- 48.69% of the workforce have 10 years or more length of service.

- The Gender profile for the council has changed from approximately 51% female staff and 49% male staff in March 2017 to approximately 50% female staff and 50% male staff in March 2018.

- In light of the information set out in this report, it is recommended that for 2018-19 the BAME workforce target remains at 9.5% and the disability workforce target remains at 7.5%.

- The mean gender pay gap for 2018 is 3.19%. This has decreased from 3.98% in 2017.

## 4. Workforce Profile

### 4.1 Ethnicity 2017 - 2018

As at 31st March 2018, 7.18% of all staff declared themselves to be BAME (Black, Asian and Minority Ethnic).  Our target for 2017 -18 was 9.5%.

Appendix 1 provides the Council's workforce profile for the year ending 31st March 2018.

### 4.1.1 Ethnicity Trend Data for 2008 - 2018
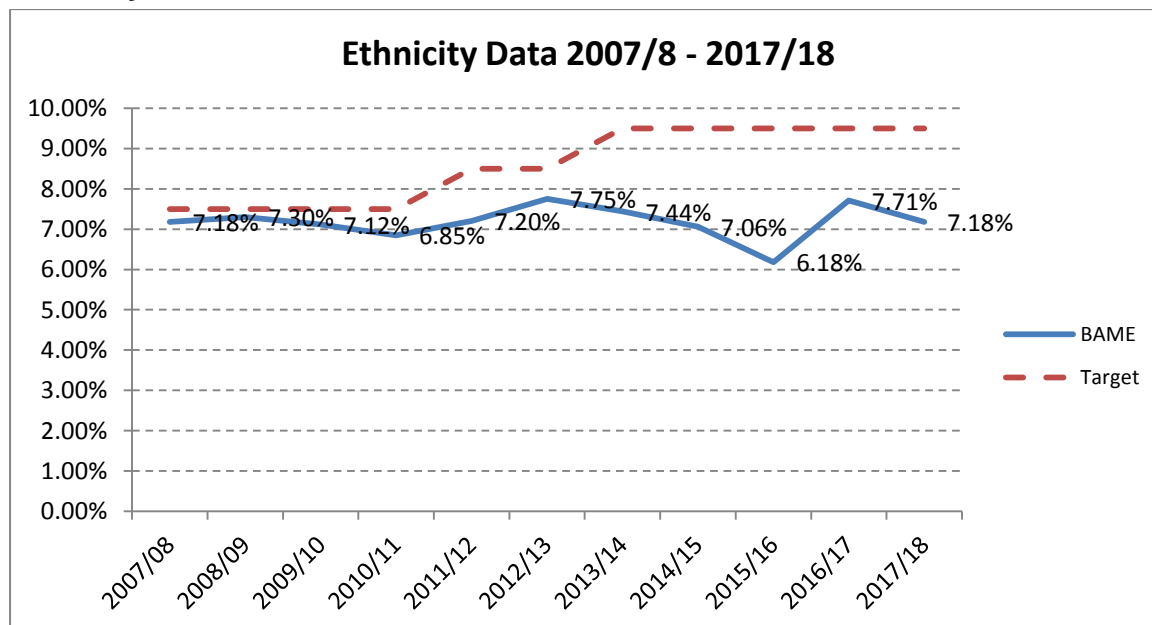


The percentage of the workforce declaring themselves as BAME is similar to the percentage in 2012/13 (7.20%).

The highest representation of BAME staff is Asian or Asian British: Other (1.15%).

There are four categories that share the lowest figure of 0.13%: Arab, Asian/Asian British – Chinese, Traveller - Roma and Other Ethnic Group.

There has been a decrease in the number of staff from BAME communities from 62 in 2017 to 56 in 2018.

In 2015 the BAME workforce representation reduced.  One factor in this was that 11 of the 58 staff that transferred out of the Council under the transfer of Undertakings (Protection of Employment) Regulations (TUPE) had declared themselves as BAME. Through recruitment our BAME workforce representation has increased.

To reach our target of 9.5% of the workforce declaring themselves as BAME we would need to increase our workforce profile by approximately 20 staff.

The target for 2017-18 was 9.5%.  Based on the 2011 Census, 17.5% of the Cambridge City Population are from the BAME community.   64% of the population are economically active, which equates to 11.2% from the BAME community.   It is recommended that the target for 2018-19 remains at 9.5%.  This will be reviewed in 2019 with the long term aim of matching the Census data.

**4.2    Disability 2017 - 2018**

As at 31st March 2018, 6.97% (56/803) of the Council's workforce declared themselves as disabled.  At March 2017 the percentage was 6.84% (57/833).  The percentage has increased by 0.13% this year.  The target for 2017-18 was 7.5%.

Appendix 2 and Section 10.2 display the Disability Profile for 2017-2018.

**4.2.1   Disability Trend Data for 2007/8 – 2017/18**
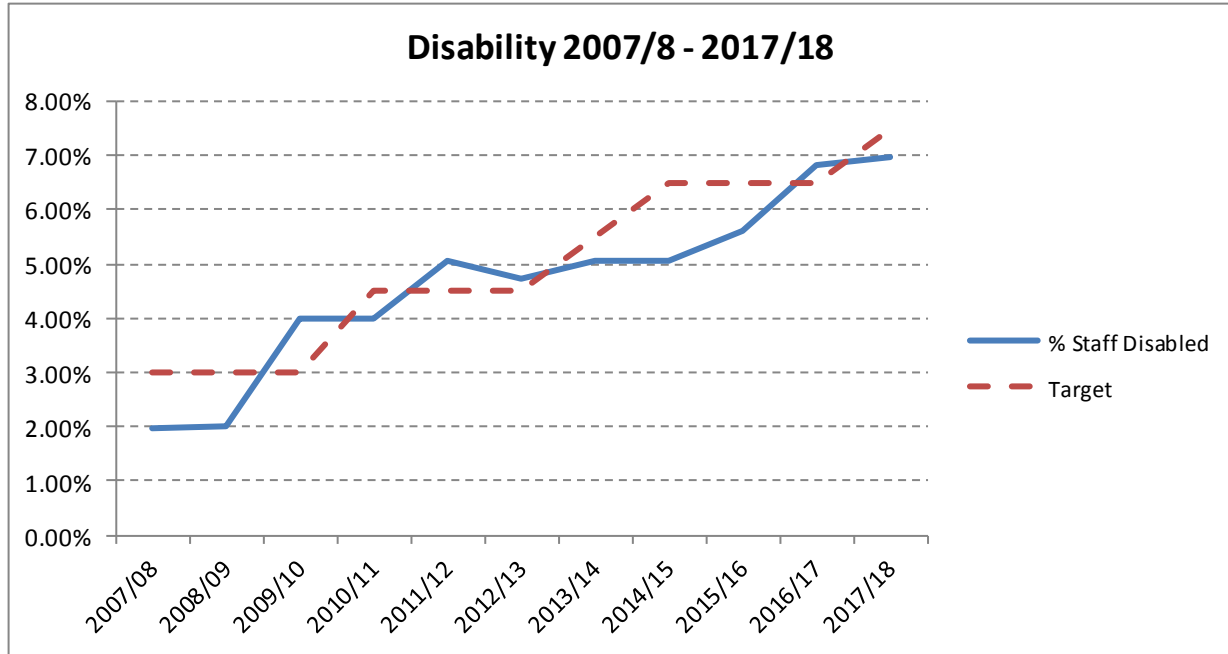


The Disability Profile for the Council's workforce has risen by almost 5% over the past 10 years.

Based on the 2011 Census, 12.97% of the Cambridge City population declared themselves as having a disability.  With 64% of the population being economically active, this equates to 8.3% of the economically active population.  It is recommended that the target for staff declaring a disability for 2018-19 remains at 7.5%.  This will be reviewed in 2019 with the long term aim of matching the Census data.

**4.3    Gender 2017 - 2018**

As at 31st March 2018, 50.44% (50) of our staff are female and 49.56% (50) are male. The Gender Profile of the Council's workforce was 51% female and 49% male in 2016/17.

Appendix 3 shows the workforce Gender Profile by Pay band.

There are 258 part time employees, of which 67.83% are female. There has been an increase in the percentages of the males and females working part-time since 2017 and reductions in the number of males working full time.

The trend of full time to part time working patterns is 68% full time to 32% part time. This is similar to 2017. The percentages of part time and full time males and females have however changed.

**2018**

|  | FT | % of FT | PT | % of PT | Total |  |
|---|---|---|---|---|---|---|
| Female | 230 | 42.20% | 175 | 67.83% | **405** | **50.44%** |
| Male | 315 | 57.80% | 83 | 32.17% | **398** | **49.56%** |
| **Total** | **545** | **67.87%** | **258** | **32.13%** | 803 | **100%** |

**2017**

|  | FT | % of FT | PT | % of PT | Total |  |
|---|---|---|---|---|---|---|
| Female | 229 | 53.63% | 198 | 46.37% | **427** | **51.26%** |
| Male | 330 | 81.28% | 76 | 18.72% | **406** | **48.74%** |
| **Total** | **559** | **67.11%** | **274** | **32.89%** | 833 | **100%** |

## 4.3.1 Gender Trend Data for 2008-2018
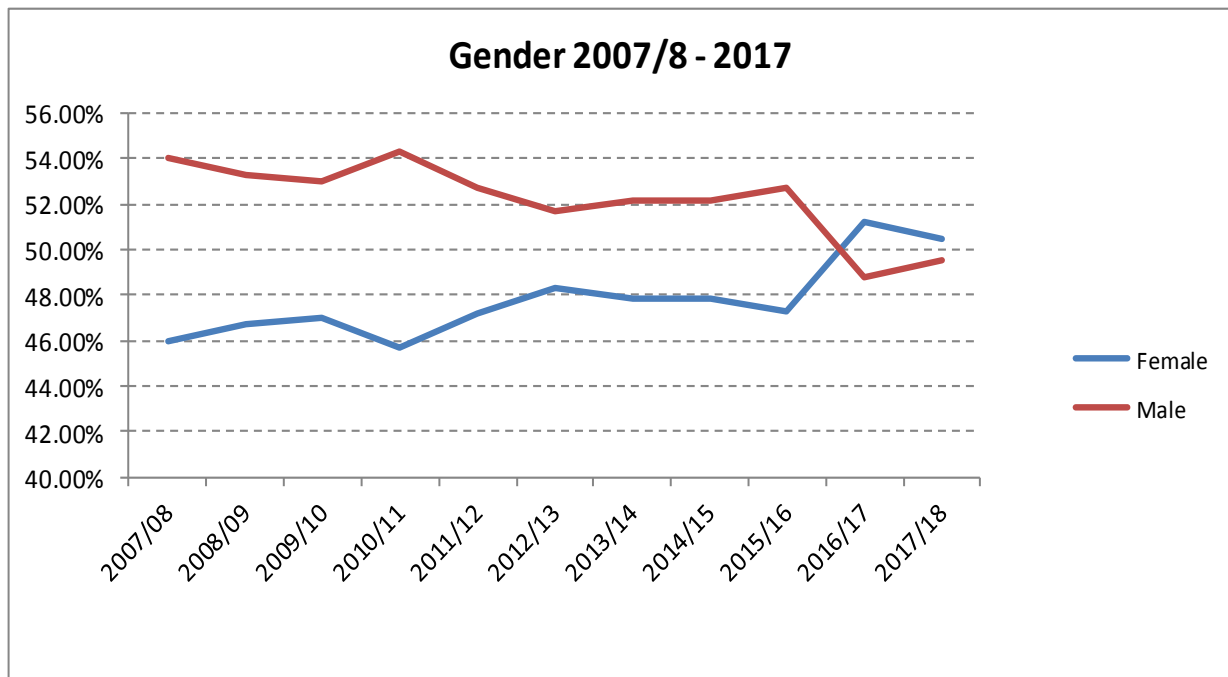


In February 2017, 68 staff in the Waste Service transferred under the Transfer of Undertakings (Protection of Employment) Regulations (TUPE) to South Cambridgeshire District Council. The staff in this group are predominantly male and this had an impact on the gender profile of the Council's workforce. Since 2017 more females have been employed than males through recruitment processes. The workforce profile has now changed to nearer 50/50.

## 4.4 Age 2017 - 2018

As at 31st March 2018, the highest percentages of Council staff were in the 45-54 age groups.  This has been the case since 2010.

The percentage of staff in each age group is broadly consistent with 2017, with a slight rise in the 55-64 age group.

There are 18 members of staff (2.24%) aged 24 or under and 25 members of staff (3.11%) aged 65 and over in 2017/18.

Appendix 4 details the Workforce Age profile by Pay Band.

### 4.4.1  Age Trend Data for 2007/8 – 2017/18
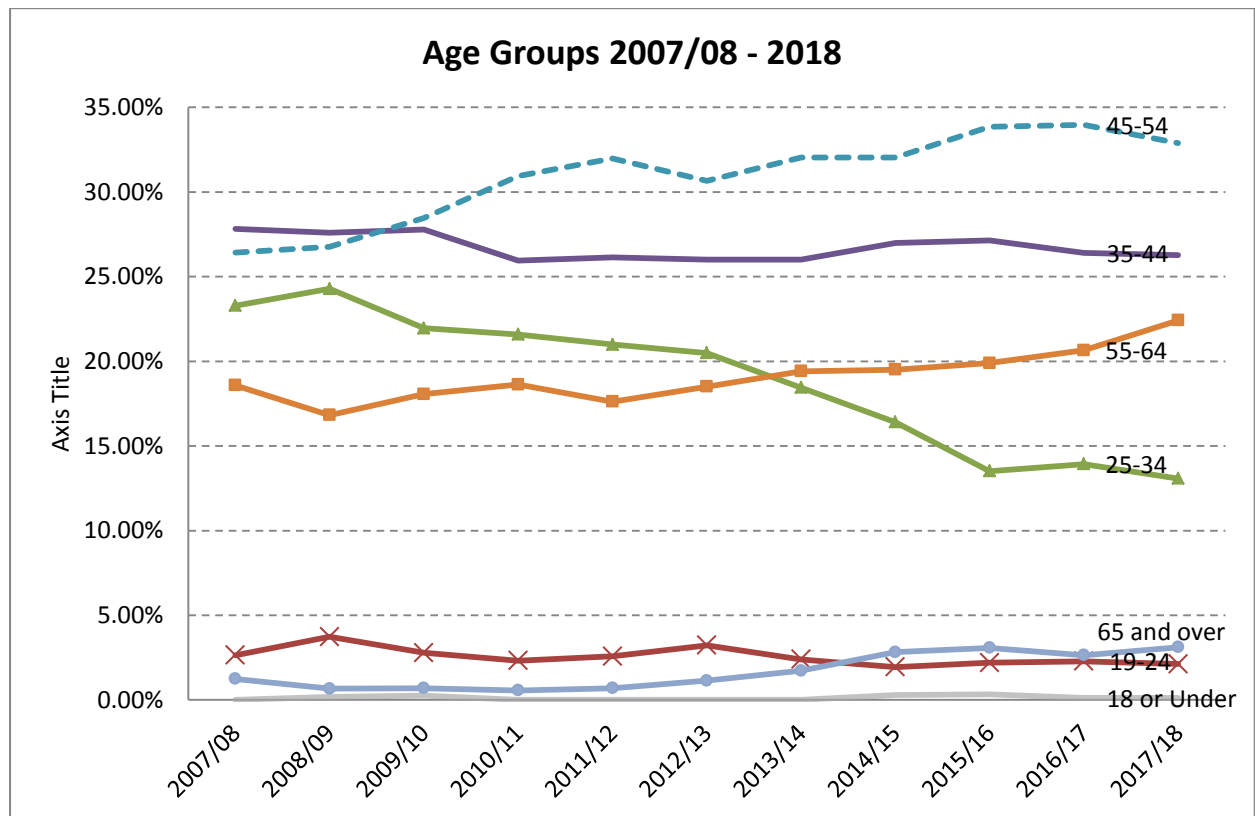


Since 2007/08 the 45-54 age group has risen from 26% to 33%. Over the same period there has been a decline in the 25-34 age group which has gone from 24% to 13.1% in the same time period.

### 4.4.2 Age Profile 2017-18



**Age Profile 2016-17 and 2017-18**
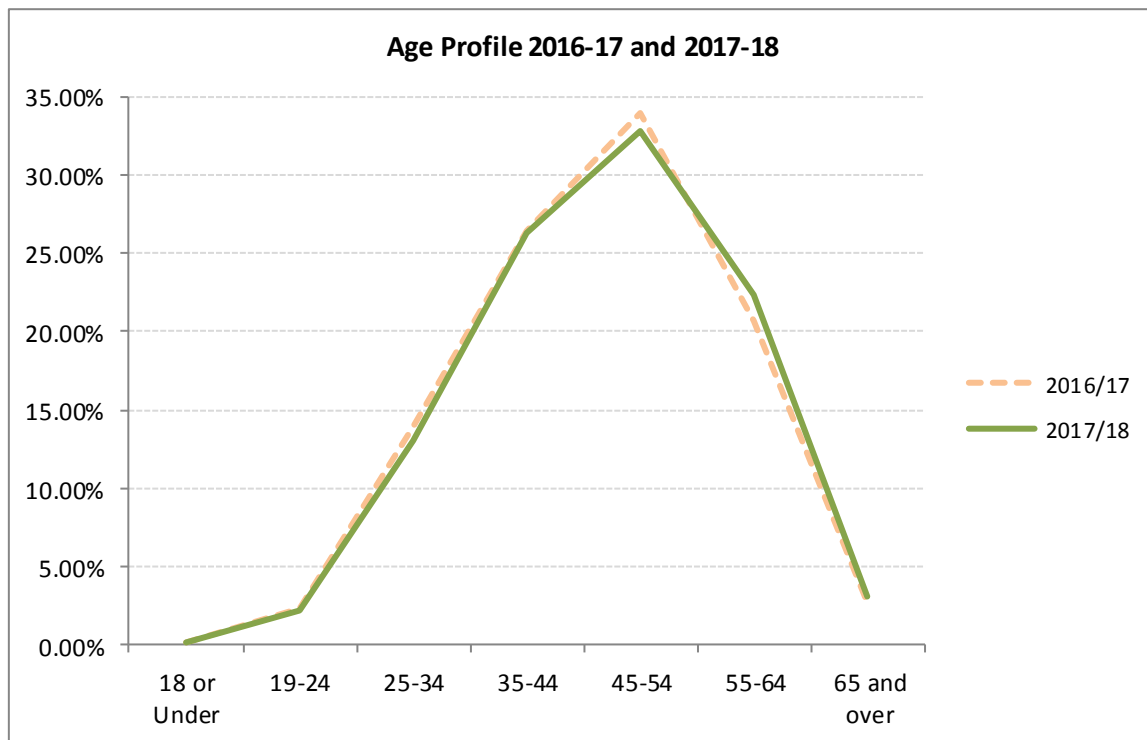
The 2017-18 Age Profile shows a peak in the number of staff aged between 45 and 54. Most of the Council's workforce (94.5%) is between the ages of 25 and 64.

## 4.5    Length of Service

391 (48.69%) members of staff have been working for the Council 10 years or more. This is broadly consistent with 2017.

73 (9.09%) members of staff have been working for the Council for less than a year; this less than in March 2017 with 84 employees (10.08%).

| Length of Service | Number of Staff | % Workforce |
|---|---|---|
| Less than a year | 73 | 9.09% |
| 1 yr to 2 yrs | 69 | 8.59% |
| 2 yrs to 5 yrs | 143 | 17.81% |
| 5 yrs to 10 yrs | 127 | 15.82% |
| 10 yrs to 20 yrs | 254 | 31.63% |
| 20 years + | 137 | 17.06% |
| **Total** | **803** | **100%** |

**4.5.1   Length of Service Profile 2008 – 2018**



**Length of Service Profile 2008-2018**

*Legend:*
- 0 - 5 yrs
- 5 - 10 yrs
- 10 - 20 yrs
- 20+ yrs
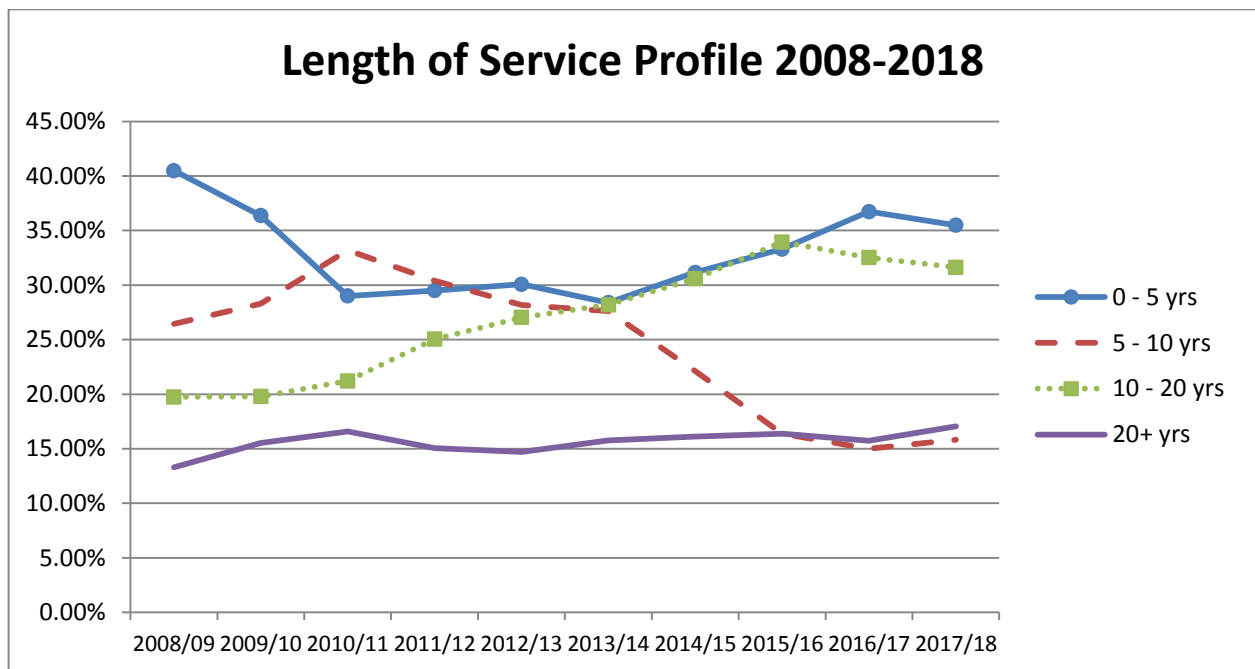
The proportion of the workforce who have worked for Cambridge City Council for more than 20 years has slightly increased to 17%.

The percentage of staff who have worked at the Council between 5-10 years has steadily decreased since 2011.  The greatest changes have been in the 10-20 years' service group, where there has been a steady increase since 2008, albeit with a small decrease in 2016-17.

These changes may reflect moves between the bands over the past few years, where members of staff have moved from 5-10 years' service into 10-20 years' service the following year.

## 4.6   Religion or Belief 2017/18

The Council's current workforce profile in relation to Religion or Belief is shown in the table below:

| Religion/Belief | Number of Staff | % Workforce |
|---|---|---|
| Buddhism | 6 | 0.75% |
| Christian | 364 | 45.33% |
| Hindu | 4 | 0.50% |
| Muslim | 12 | 1.49% |
| None | 262 | 32.63% |
| Other | 33 | 4.11% |
| Refuse/Not Specified | 122 | 15.19% |
| **Total** | **803** | |

45.33% of the workforce identify themselves as Christian (an increase of 1.15% from last year) and 32.63% state that they have no religion or belief (an slight increase of 0.94% from last year).

4.11% of staff stated their religion/belief as Other (up from 3.96%) and 15.19% preferred not to disclose this information (down from 17.17%).

The percentage of the workforce who identifies themselves as Christian has been around 40% since 2010. Data from the 2011 census shows that Christianity in the population of Cambridge is 44.8%.

37.8% of the population declare themselves as having no religion compared with 32.63% of the workforce.

15.19% of Council staff has declined to disclose their religion or belief, which is higher than the census data (9%).

In 2013/14 The Equalities Panel had requested benchmarking data on non-disclosure rates in other authorities. The average rate of non-disclosures was 50.5% compared to 15.19% for Cambridge.

The 2011 Census shows that after Christianity, the next most common religions and beliefs are Islam and Hinduism. 4.11% of Council staff declared their religion or belief as "Other". This group is the 4th most populous, behind Christianity, None and those who did not declare.

## 4.7 Sexual Orientation

The Council's current workforce profile in relation to Sexual Orientation is reflected in the table below:

| Sexual Orientation | Number of Staff | % Workforce |
|---|---|---|
| Bisexual | 9 | 1.12% |
| Gay | 6 | 0.75% |
| Heterosexual | 575 | 71.61% |
| Lesbian | 4 | 0.50% |
| Other | 3 | 0.37% |
| Questioning | 2 | 0.25% |
| Refuse to declare | 204 | 25.40% |
| **Total** | **803** | |

71.61% of staff declare themselves as heterosexual, this is a 1.62% increase since March 2017.

21 members of staff (2.62%) declare their sexual orientation as gay, lesbian, bisexual or questioning.  This is a slight decrease since 2017 from 2.76% (23).

25.40% of staff prefer not to declare their sexual orientation (down from 26.77%).

In 2013/14 The Equalities Panel had requested benchmarking data on non-disclosure rates in other authorities.  The average rate of non-disclosures were 56.03% compared to 25.40% for Cambridge.

There is no statistically reliable data on the proportion of Cambridge residents who declare themselves as LGBTQ (Lesbian, Gay, Bi-sexual, Trans or Questioning).  However, Stonewall, the national charity working for equality for lesbians, gay men and bisexual states that a reasonable estimate for the UK's population of LGB people would be 5-7%.  This would equate to approximately 5,360 – 7,504 people out of the 107,200 people who were aged 15 or over in Cambridge at the time of the 2011 Census.

## 5.    Recruitment Profile

The full Recruitment Profile for 2017-18 is shown in Appendix 5.

Overall the number of applications received in 2017/18 (1180) is less than those received in 2016/17 (1197).

### 5.1    Ethnicity

The ethnicity profile for applications, those shortlisted and those appointed is shown below.

There has been an increase in the number BAME applications received, 261 (25.5%) compared to 226 (18.18%) in 2017. Of these applicants, there has been an increase in the number of shortlisted applications at 66 (16.54%). The number of successful applicants was 6, which represents a lower percentage of successful BAME applicants, 4.47% in 2018 compared to 9.86% in 2017.

As at 31$^{st}$ March 2018, 7.18% of all staff declared themselves to be BAME.

**2018 Table**

| Applications | All Applications | | BAME Applications | | Prefer not to say | |
|---|---|---|---|---|---|---|
| Received | 1180 | | 261 | 25.5% | 158 | 13.39% |
| Shortlisted | 421 | 35.67% | 66 | 16.54% | 22 | 5.22% |
| Successful | 135 | 11.44% | 6 | 4.47% | 1 | 0.78% |

**2017 Table**

| Applications | All Applications | | BAME Applications | | Prefer not to say | |
|---|---|---|---|---|---|---|
| Received | 1197 | | 226 | 18.88% | 139 | 11.61% |
| Shortlisted | 515 | 43.02% | 55 | 10.68% | 36 | 6.99% |
| Successful | 142 | 11.86% | 14 | 9.86% | 3 | 2.11% |

A recruitment survey and audit of BAME applications was undertaken in 2013-14.  From the analysis of the limited responses to that survey and the audit of BAME applications found that there was no suggestion of discrimination and that all applications from BAME candidates which were rejected, at either short-listing or interview stage, were due to fair objective decision making by the panel in accordance with the Council's recruitment policies.

Based on the above figures, we will conduct another audit of BAME applications in 2018 to analyse the recruitment process from application to appointment to ensure fair and objective decision making is being continued.

In 2018 / 2019, we will also be introducing new means to reach BAME people to encourage them to apply to work at Cambridge City Council such as developing a partnership with the Cambridge Ethnic Community Forum.

# BAME Applications and Status since 2007-08
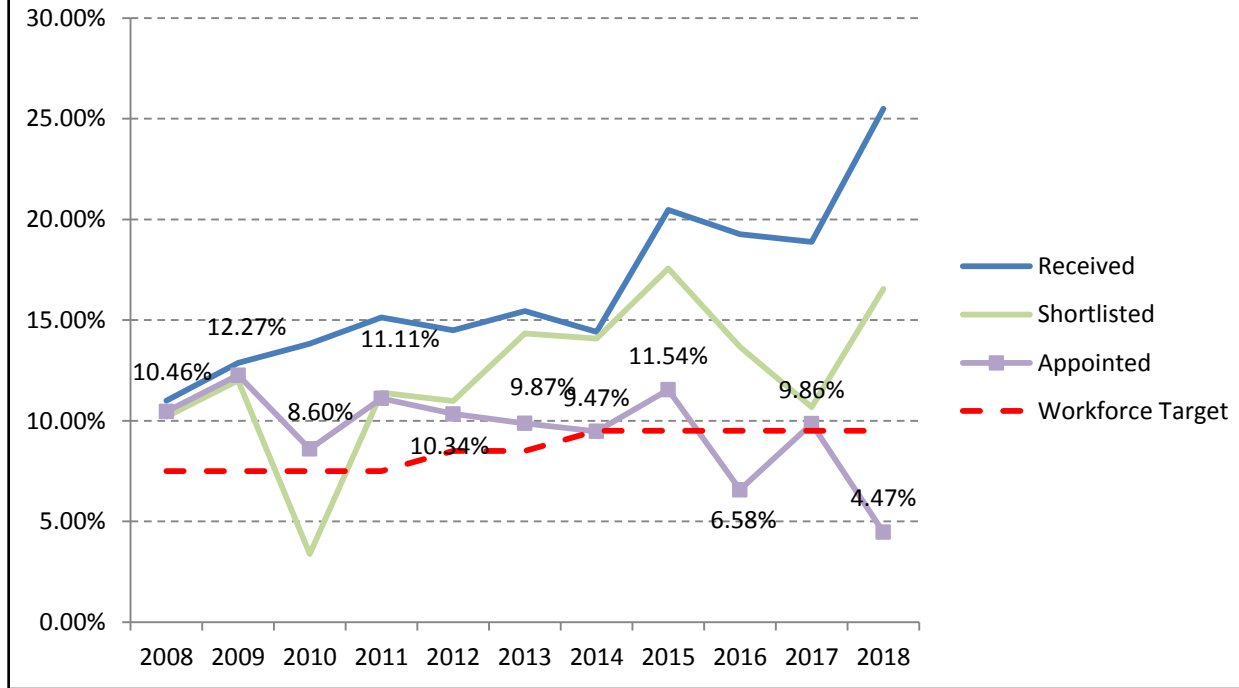


## 5.2 Disability

The disability profile for applications, shortlisted and appointed is shown below.

The percentage of applications received from people with a disability has increased by 1.5% and those applicants that are subsequently shortlisted has increased by 0.15%. The number of applicants with a disability who were successful has also increased by 1.80% up to 8.14%.

**2018 Table**

| Applications | All Applications | | Disability Applications | |
|---|---|---|---|---|
| Received | 1180 | | 65 | 5.51% |
| Shortlisted | 421 | 35.67% | 26 | 6.17% |
| Successful | 135 | 11.44% | 11 | 8.14% |

**2017 Table**

| Applications | All Applications | | Disability Applications | |
|---|---|---|---|---|
| Received | 1197 | | 48 | 4.01% |
| Shortlisted | 515 | 43.02% | 31 | 6.02% |
| Successful | 142 | 11.86% | 9 | 6.34% |

It was recommended that the workforce target for 2017-18 is increased from 6.5% to 7.5% of staff with a disability as a percentage of the workforce. The representation is currently 6.97%.

**Disability Applications & Status since 2007-08**



Legend: Received, Shortlisted, Appointed, Workforce Target

Data labels shown: 1.74%, 2.45%, 5.38%, 1.85%, 4.14%, 2.58%, 3.52%, 5.10%, 3.82%, 6.34%, 8.14%
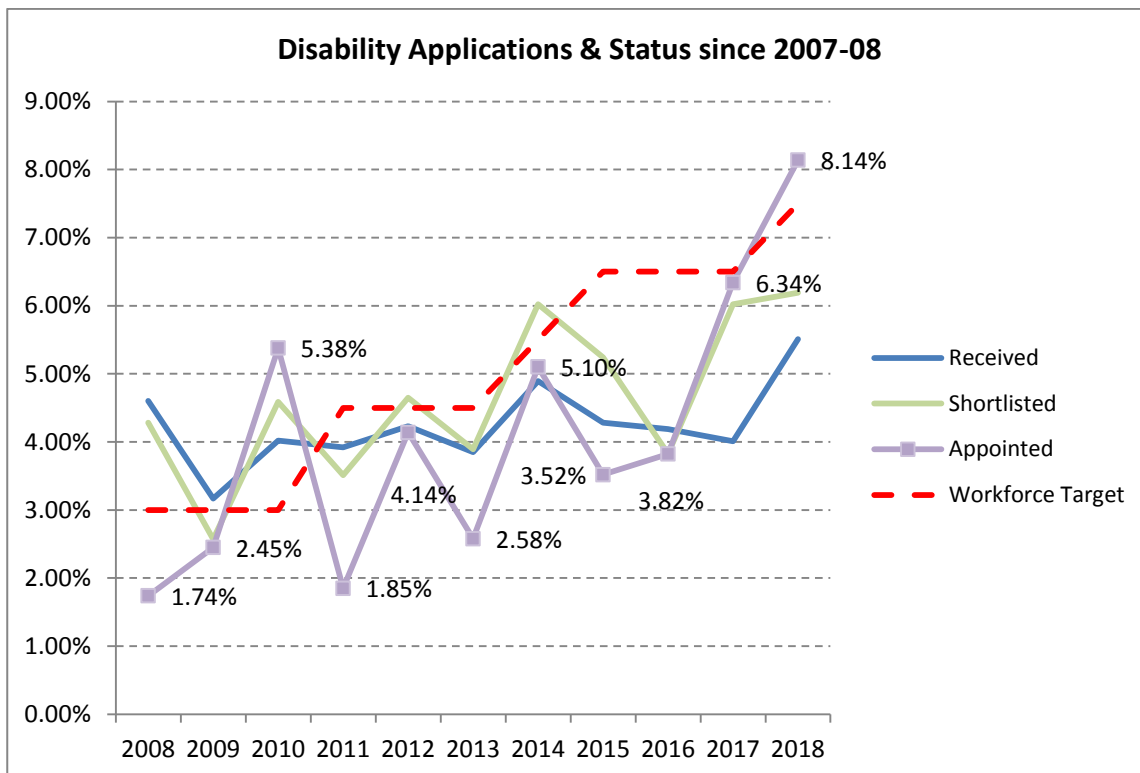
In 2017, the Council was awarded the Disability Confident Employer badge for a period of 12 months. This badge recognises employers who have agreed to make certain positive commitments regarding the employment, retention, training and career development of disabled people. The new scheme has three levels, of which Disability Confident Employer is the second level.

As part of our commitment to Disability Confident, we will be looking at additional ways to support applicants and employees with disabilities, including building a stronger relationship with Job Centre Plus and widening the range of websites we use for recruitment.

### 5.3 Age

The age profile for applications, shortlisted and appointed is shown below.

In 2017/2018 the majority of applications came from people aged between 25 and 34, followed by the 35-44 age group. The largest number of successful applicants is the 25-34 age group.

This year there were 7 applicants from the group aged 18 or Under, which resulted in 2 appointments. We have also seen an increase in the number of applications from the 19 – 24 age group, and the number of successful candidates rose to 13.

**2018 Table**

| Age | Applicant | Shortlisted | Successful |
|---|---|---|---|
| 18 or Under | 7 | 3 | 2 |
| 19-24 | 128 | 41 | 13 |
| 25-34 | 363 | 124 | 36 |
| 35-44 | 261 | 86 | 34 |
| 45-54 | 229 | 113 | 34 |
| 55-64 | 99 | 43 | 14 |
| 65+ | 5 | 4 | 2 |
| Not provided | 88 | 7 | 0 |
|  | **1180** | **421** | **135** |

**2017 Table**

| Age | Applicant | Shortlisted | Successful |
|---|---|---|---|
| 18 or Under | 0 | 0 | 0 |
| 19-24 | 69 | 23 | 11 |
| 25-34 | 322 | 122 | 34 |
| 35-44 | 246 | 112 | 30 |
| 45-54 | 249 | 138 | 41 |
| 55-64 | 146 | 72 | 15 |
| 65+ | 3 | 0 | 0 |
| Not provided | 162 | 48 | 11 |
|  | **1197** | **515** | **142** |

## 5.4 Gender

45.18% of applications were from males and 54.82% from females. This trend continues from application through to appointment.

11.44% of all applications were successful. The success rate for male applicants is 10.39% (55 successful from 529 applications) and for females the success rate is 12.46% (80 successful from 642 applications).

The workforce profile overall is 50% female and 50% male.

**2018 Table**

| Applications | All Applications | | Male | | Female | | Not Provided | |
|---|---|---|---|---|---|---|---|---|
| Received | 1180 | | 529 | 45.18% | 642 | 54.82% | 9 | 0.76% |
| Shortlisted | 421 | 35.67% | 184 | 43.80% | 236 | 56.19% | 1 | 0.24% |
| Successful | 135 | 11.44% | 55 | 40.74% | 80 | 59.26% | 0 | 0% |

**2017 Table**

| Applications | All Applications | | Male | | Female | |
|---|---|---|---|---|---|---|
| Received | 1197 | | 616 | 51.50% | 580 | 48.50% |
| Shortlisted | 515 | 43.02% | 243 | 47.18% | 272 | 52.82% |
| Successful | 142 | 11.86% | 57 | 40.14% | 85 | 59.86% |

## 5.5    Vacancies by Pay Band

Band 3 had the most number of advertised vacancies in 2017-18.  Bands 4, 6 and 5 respectively are the next highest recruited to grade. The salary range for Band 3 in 2017-18 was £20,138- £23,398. Typical roles that fall within Band 3:

- Customer Service Advisor
- Community Centre Administrator / Supervisor
- Project Worker
- Business Support Officer
- Finance Officer

The Councils pay scales for the period of 2017/18 are shown below
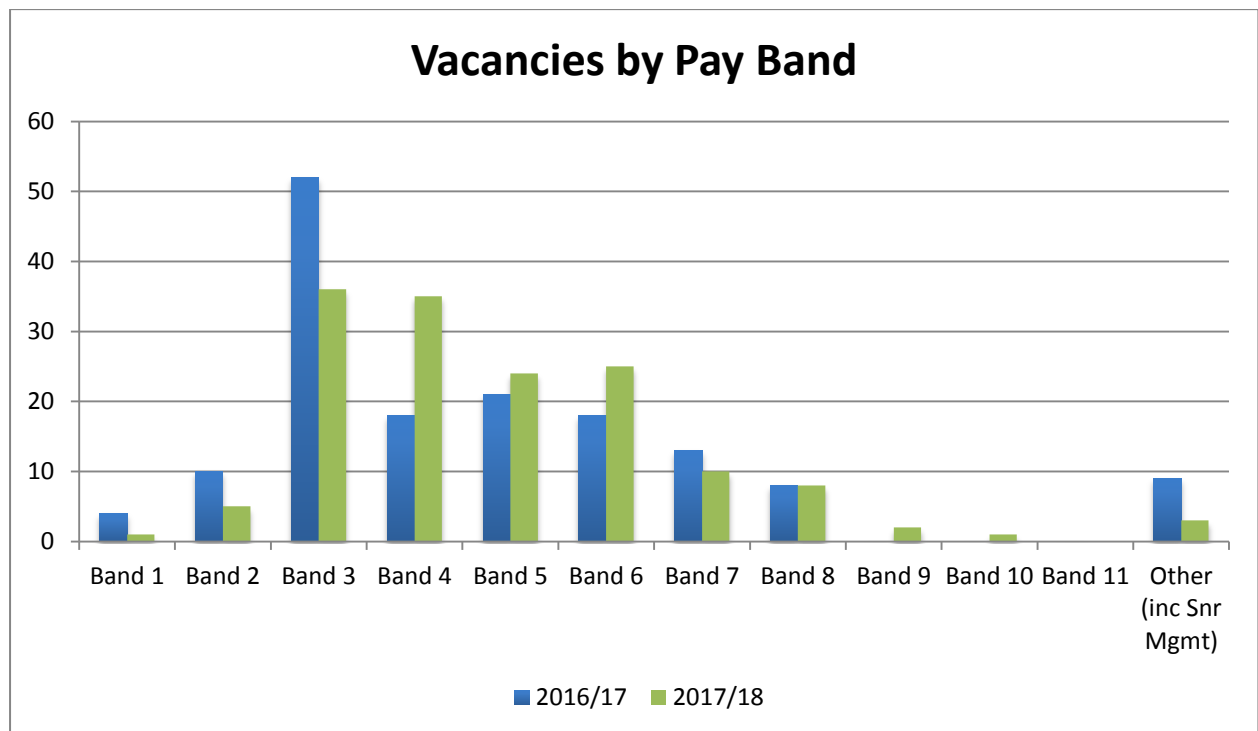


| Pay Band | Salary Range | Pay Band | | Salary Range |
|---|---|---|---|---|
| Band 1* | £15,375 - £16,781 | Band 10 | | £51,005 - £55,595 |
| Band 2* | £17,419 - £20,138 | Band 11 | | £57,352 - £64,100 |
| Band 3 | £20,138 - £23,398 | Head of Service (JNC 1) | | £66,362 - £73,109 |
| Band 4 | £23,398 - £27,668 | Director | Senior Managers | £85,488 - £95,613 |
| Band 5 | £28,485 - £32,486 | CEX | | £110,882 – £124,965 |
| Band 6 | £32,486 - £36,379 | | | |
| Band 7 | £37,306 - £41,967 | Other: | | |
| Band 8 | £41,967- £44,751 | Apprentices | | |
| Band 9 | £45,737 - £48,826 | Staff that have TUPE'd into the Council. | | |

*We are an accredited Living Wage Employer and pay a living wage supplement within Band 1 to ensure staff within this grade receive at least the current UK Living Wage of £8.75 per hour (November 2017).

With effect from 1 April 2018 we have introduced a Cambridge Weighting supplement to ensure that staff receive a minimum of £10.00 per hour. This has directly benefitted 27 employees.

## 5.6    Starters

All new appointments made are monitored in terms of ethnicity, gender and disability, and cover internal as well as external recruitment.

There were 135 new starters between April 2017 and March 2018.  Of these, 102 (75.56%) were external appointments, and 33 (24.44%) were internal appointments. The proportion of internal appointments has decreased by 2.32% on 2016/2017.

Of the 102 external appointments, 7.84% declared a Disability, 4.90% were from a BAME group, 58 (56.86%) were Female and 44 (43.13%) were Male.  The age group with the highest proportion of offers of appointments was the 25-34 age group, compared with 45 – 54 in 2015-16 and 2016-17.

Of the 33 internal appointments, 21 (63.63%) were promotions (an increase in Pay Band).  The breakdown of promotions for April 2017 – March 2018 is as follows:

|  | No of Promotions (21) | % |
|---|---|---|
| Female | 15 | 71.43% |
| Male | 6 | 28.57% |
| BAME | 1 | 4.76% |
| Non BAME | 19 | 90.47% |
| Prefer not to say | 1 | 4.76% |
| Disability | 2 | 9.52% |
| No Disability | 18 | 85.71% |
| Prefer not to say | 1 | 4.76% |
| **Age** | | |
| 18 or Under | 0 | 0.00% |
| 19-24 | 1 | 4.76% |
| 25-34 | 5 | 23.81% |
| 35-44 | 5 | 23.81% |
| 45-54 | 8 | 38.10% |
| 55-64 | 2 | 9.52% |
| 65 and over | 0 | 0.00% |

The majority of promotions were offered to members of staff between the ages of 45 and 54, a change from 2016/17, where the majority of promotions were for ages 35-44.

There was 1 internal appointment made to a member of staff from a BAME background and 3 who declared a disability, 2 of which were promotions.

## 5.7   Leavers

The purpose of monitoring leavers in terms of diversity is to highlight whether a disproportionate number of women, disabled people or BAME people are leaving the council in comparison to our overall staff turnover.

From April 2017 to March 2018, 91 staff left the Council.  Of these; 3 had a disability, 57 were female, and 7 were BAME.

In 2017 there were 175 leavers, 84 more than in 2018. 2017 included 68 staff who transferred under TUPE.

The reasons for leaving were as follows:

| Reason for Leaving | | |
|---|---|---|
| Career Break | 1 | 1.10% |
| Death in Service | 1 | 1.10% |
| Dismissal | 1 | 1.10% |
| Retirement | 10 | 10.99% |
| End of Contract | 11 | 12.09% |
| Ill Health Retirement | 5 | 5.49% |
| Redundancy | 7 | 7.69% |
| Voluntary | 55 | 60.44% |
| Grand Total | 91 | |

- 3.30% of leavers were staff who had declared a disability (a decrease of 3.39% from 2016-17).

- 7.95% of leavers were BAME (for data available).  This is a decrease of 2.24% from 2016-17.

- 62.64% of leavers were female, which is a decrease from 33.71% in 2016-17. 37.36% of leavers were male.

## 5.8   Staff Turnover

Total staff turnover for this period was 11.3% based on all leavers as a percentage of the average number of employees for the year (803).  This is lower than for 2016-17 which was 21%.

Staff turnover based on voluntary leavers as a percentage of the average number of employees for the year (803) was 6.85% for this period, which is an increase of 0.73% from 2016-17 (6.12%).

## 5.9    Leavers by Pay Band

In 2017-18, as with previous years, the highest number of leavers were leaving from posts in Band 3, which is in line with the distribution of the workforce across pay bands.

Bands 2,3,4, and 5 had a higher proportion of leavers than other Bands.   Band 3 has the highest number of staff.

Bands 4-7 have a lower proportion of leavers compared to the workforce profile.

### Leavers by Pay Band 2017-2018

|  | Band 1 | Band 2 | Band 3 | Band 4 | Band 5 | Band 6 | Band 7 | Band 8 | Band 9 | Other | Senior Manager |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Leavers | 0.00% | 9.89% | 32.97% | 12.09% | 17.58% | 8.79% | 1.10% | 7.69% | 3.30% | 3.30% | 3.30% |
| Workforce | 1.12% | 5.60% | 21.30% | 17.81% | 21.79% | 13.70% | 7.60% | 4.86% | 2.62% | 1.74% | 1.62% |
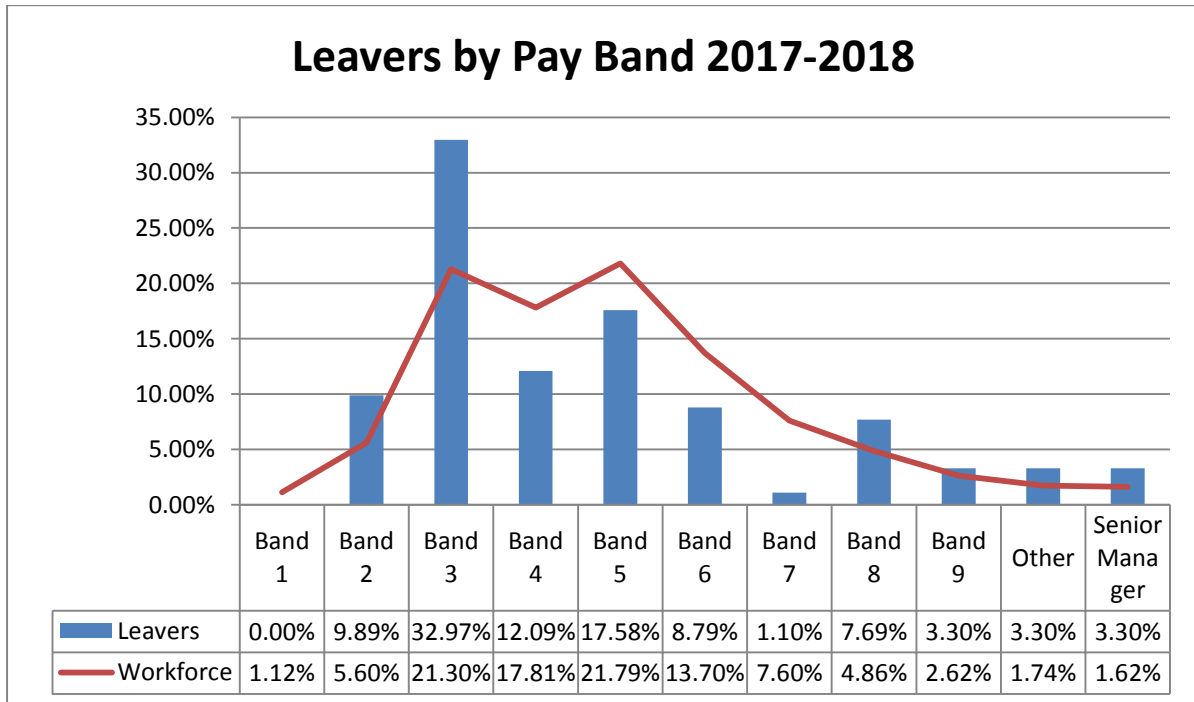
## 6    Training

The Council monitors attendance at Corporate Learning and Development staff training courses in terms of diversity. Corporate training courses account for 17% of the overall Council's Learning and Development budget, with 83% budgeted to the other Service areas.

A total of 129 corporate training courses were held during April 2017 and March 2018. This compares to 98 courses in the same period in 2016/17.

Whilst there was a 18% increase in the number of overall attendees of training courses during 2017/18 compared to 2016/17.

**Training Attendance April 2017 – March 2018**

|  | BAME | Non BAME | Not Provided | Disability | No Disability | Not Provided | Female | Male | Under 55 | 55 and Over |
|---|---|---|---|---|---|---|---|---|---|---|
| No of Attendees | 63 | 793 | 23 | 73 | 800 | 6 | 507 | 372 | 728 | 151 |
| % | 7.16% | 90.21% | 2.61% | 8.30% | 91.01% | 0.68% | 57.67% | 42.32% | 82.82% | 17.17% |
| **Attendees 879** | | | | | | | | | | |

The figures in this report are based on all training attendees, which include members of staff attending more than one training course during this period of time.

7.16% of staff who attended training in this period declared themselves as BAME, which is in line with workforce profile of 7.18%.

The gender profile of the workforce is currently 50.44% female and 49.56% male. The breakdown in gender percentage for staff who attended training courses during 2017/18 was female 57.67% and male 42.32%. This shows a slight increase in males of just over 2%on 2016/17 figures of 60% female and 40% male. As with 2016/17 figures the higher level of females attending corporate training courses can partly be seen to be offset by service specific training for operational staff in areas such as Estates and Facilities and Streets & Open Spaces which employ a larger number of males. This non-corporate training comes from the services' own learning and development budgets.

The number for staff over the age of 55 who attended training this year is 17.17%, this is a 3% increase for this aged group compared to 2016/17. The workforce profile has 25.53% of staff aged 55 and over.

8.30% of course attendees declared themselves as disabled. This a slight increase of 0.50% compared to 2016/17 and is higher than the workforce profile.

As part of the HR Induction Programme, a ½ day training session is delivered for new staff on Equality and Diversity and a half-day course on disability awareness to help staff members understand that disabled people also face physical environmental barriers that lead to inequalities, as well as the conceptual and intellectual barriers the other protected characteristics experience . We also provide training on mental health awareness and mental health first aid.

**Apprenticeships**

The Council currently employs 7 apprentices in the following roles:
- Apprentice Plumber x2
- Apprenticeship Carpenter x1
- Degree Apprenticeship in Chartered Surveying x1
- Advanced Apprenticeship in Surveying Technician x2
- Apprentice Electrician x1

The Council has seen two apprentices gain permanent positions of employment within the Council.

The Council will launch a new programme of Management Apprenticeships in 2018, providing existing staff with opportunities to develop their managerial skills and gain a professional qualification. The Estates & Facilities Service will also provide apprenticeship opportunities for 10 of the Multi-Skilled Operations team to further develop their skills over the next two years.

**Cambridge City Council Apprenticeship Strategy**

The Council's Strategy & Resources Scrutiny Committee considered the Cambridge City Apprenticeship Strategy in March 2017. The Council's strategic approach is to optimise use of annual levy contribution of £100,000*, whilst providing a high quality 'Cambridge City Apprenticeship Scheme'.

The Council will increase the current apprenticeship programme to 19 apprentices, to attain the Government's target of an average of 2.3% of apprentices in the workforce for public sector organisations over 4 years.

As a first priority the Council's levy resource will be focused on providing existing employees with opportunities to undertake apprenticeships as part of their own career development. Whilst the focus will be in internal development, we will consider viable business cases from Council Services to recruit new apprentices.

*£100,000 is based on 0.5% of the Council's annual salary bill, minus government allowance.

## 6.2 Training Attendance 2009 – 2018

### 6.2.1 Ethnicity and Disability 2009 – 2018
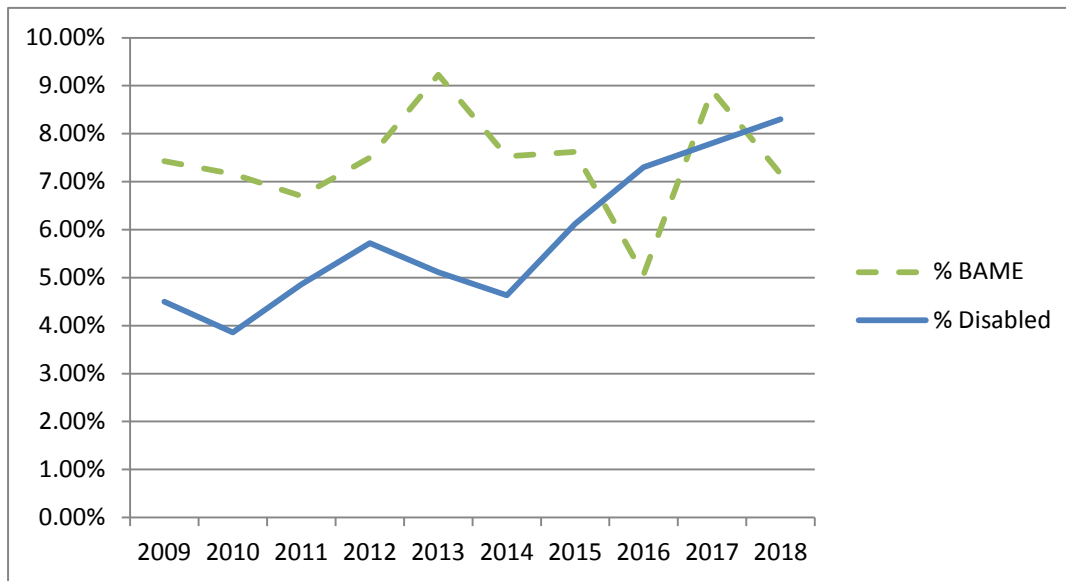


While the BAME attendance figures have seen increases from an average of 7.5% in 2009, this figure is slightly down to 7.16% in 2017-18. The percentage of staff with a disability who have attended training has been generally increasing since 2009 (4.50% in 2009 to 8.30% in 2017/18), and is now above the workforce profile 6.97%.

### 6.2.2 Age 2010 – 2018
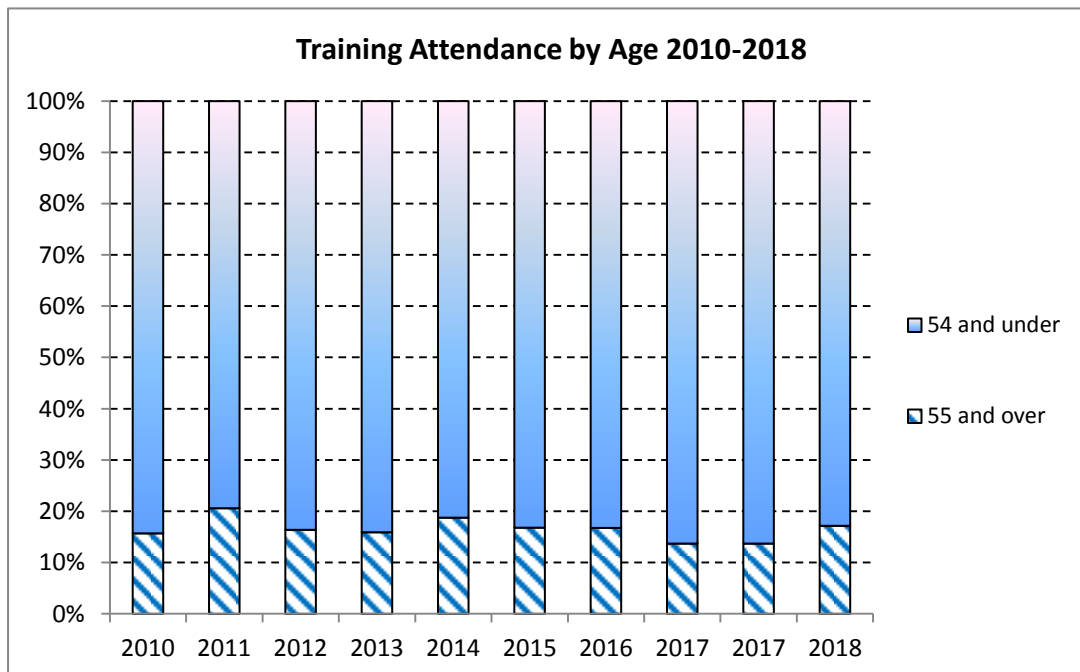


The Age trend data is for 2010 – 2018, as the 2009 data was reported for trainees under the age of 50 instead of 55.

The percentage of trainees aged 55 and over has fluctuated at around 16% since 2010. For 2017/18 it was 17.17% compared to 25.53% for the workforce overall.

## 6.2.3   Gender 2009 – 2018

**Training Attendance by Gender 2009-2018**

| Year | Female | Male |
|------|--------|------|
| 2009 | 58.78% | 31.08% |
| 2010 | 51.52% | 48.48% |
| 2011 | 43.20% | 56.80% |
| 2012 | 54.02% | 45.98% |
| 2013 | 49.55% | 50.45% |
| 2014 | 52.44% | 47.56% |
| 2015 | 58.50% | 41.50% |
| 2016 | 58.02% | 41.98% |
| 2017 | 60.78% | 39.22% |
| 2018 | 57.67% | 42.32% |

Legend: Not given, Male, Female
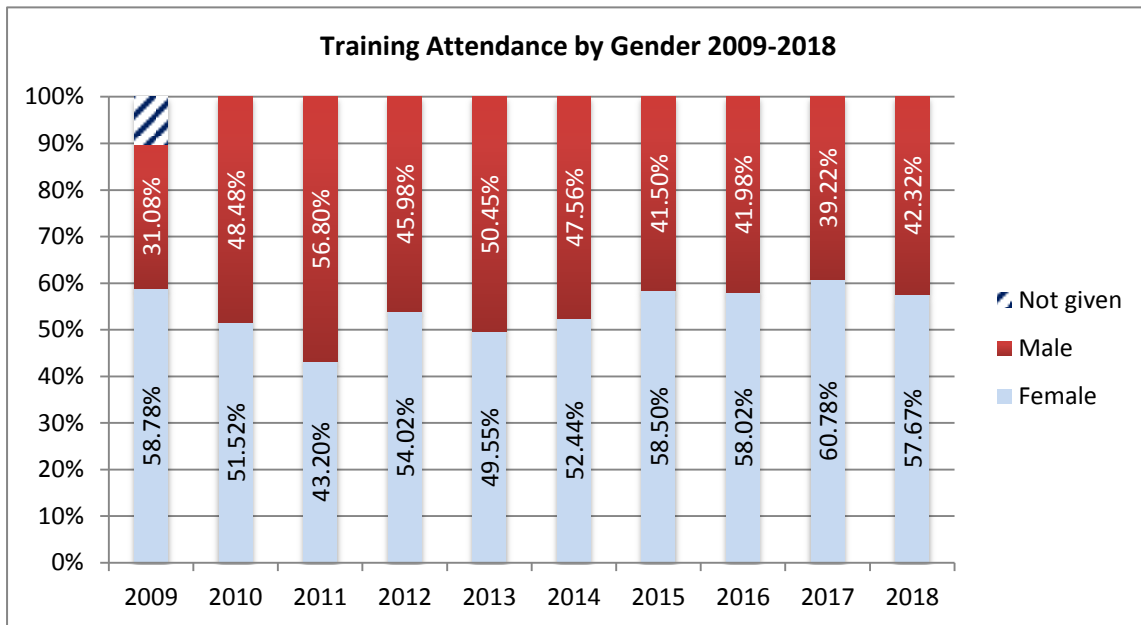
The percentage of female trainees has fluctuated over the past years with figures between 60.78% and 43.20%.  In the 2009 data, 10.14% of attendees did not disclose their gender.

The percentage of female to male staff attending training in 2017-18 is 57% to 43% respectively. Since 2009, there has tended to be slightly more females attending training than males as in 2016/17.

## 7.    Disciplinary, Capability, Grievance and Redundancy

Disciplinary, Capability, Grievance and Redundancy cases are monitored in terms of diversity as outlined below.

### 7.1    Disciplinary

During the period April 2017 to March 2018, 8 people (0.99%) have been formally disciplined.

|  | BAME | Non-BAME | Not Given | Disability | No Disability | Female | Male | Under 55 | 55 and Over |
|---|---|---|---|---|---|---|---|---|---|
| No. of Staff | 0 | 8 | 0 | 0 | 8 | 0 | 8 | 7 | 1 |
| % | 0% | 100% | 0% | 0.00% | 100% | 0% | 100% | 88% | 12% |

**Disciplinary Cases 2009-2018**
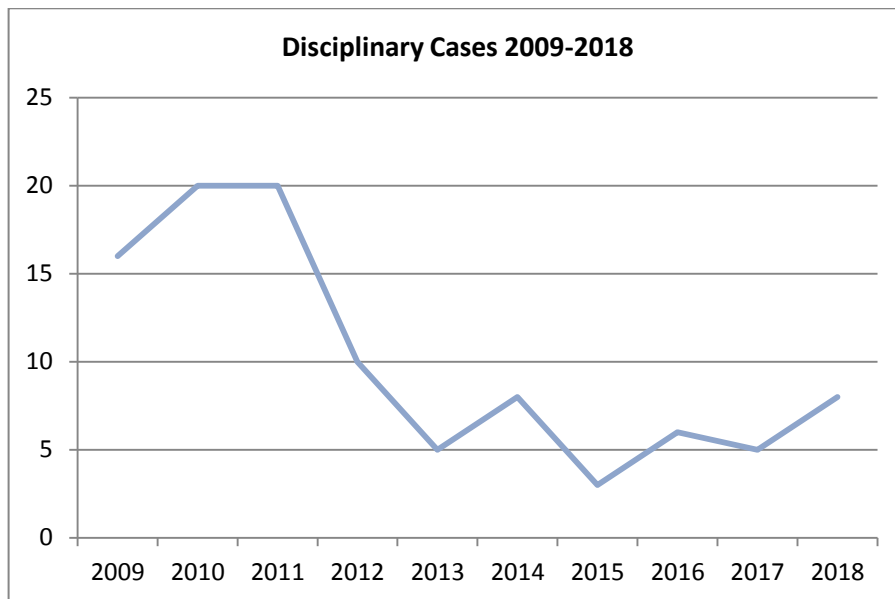


Overall, the number of disciplinary cases recorded has remained low since 2011.  This figure shows the number of staff whose disciplinary cases have been concluded with an outcome of written warning upwards.  Verbal warnings are not recorded in this data.

### 7.2    Capability

There was one capability processes being undertaken during 2017/18.  As the number of cases is small, equality information has not been provided so as to avoid identifying the individuals concerned.

**Capability Cases 2009 - 2018**
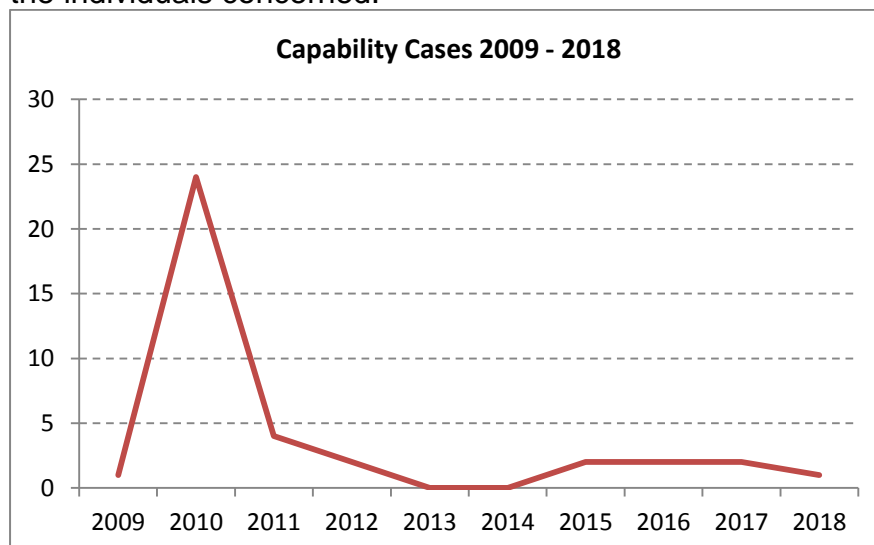


Overall, the number of Capability cases has remained low since 2010.

## 7.3 Grievances raised

Overall there were 11 grievance cases over this period. Of these 11 cases;

|  | BAME | Non-BAME | Not Given | Disability | No Disability | Female | Male | Under 55 | 55 and Over |
|---|---|---|---|---|---|---|---|---|---|
| No. of Staff | 0 | 11 | 0 | 0 | 11 | 4 | 7 | 9 | 2 |
| % | 0% | 100% | 0% | 0% | 100% | 36% | 64% | 82% | 18% |

**Grievance Cases 2009-2018**
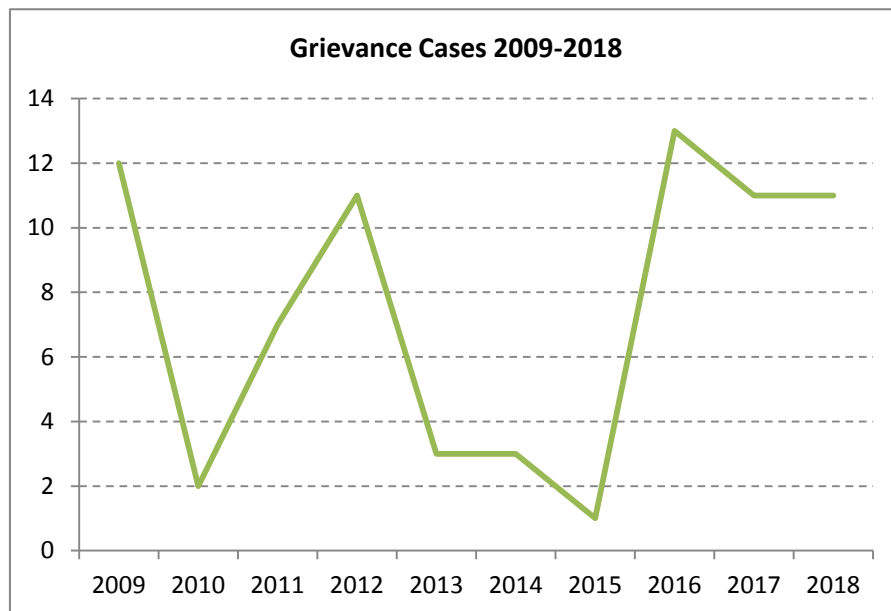
The number of grievance cases has fluctuated since 2009.

## 7.4 Redundancy

In the period, 1st April 17 – 31st March 18 the Council made 7 people (0.87%) redundant, compared to 17 people from the previous year. This is broken down as follows:

|  | BAME | Non-BAME | Not Given | Disability | No Disability | Female | Male | Under 55 | 55 and Over |
|---|---|---|---|---|---|---|---|---|---|
| No. of Staff | 1 | 6 | 0 | 0 | 7 | 4 | 3 | 4 | 3 |
| % | 14.29% | 85.71% | 0.00% | 0.00% | 100% | 57.14% | 42.86% | 57.14% | 42.86% |

### Redundancy Cases 2009-2018
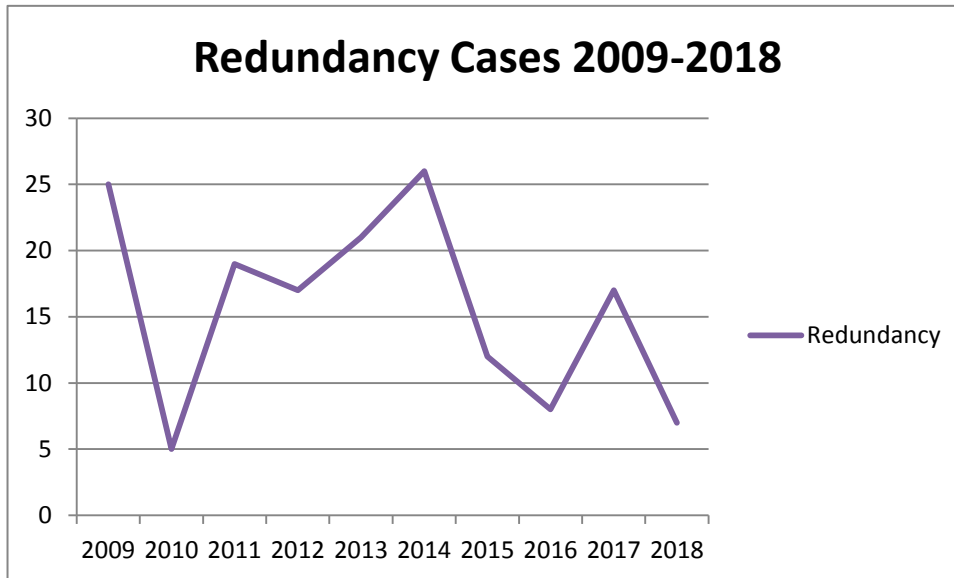
The number of redundancies has fluctuated between 5 and 26 per year since 2009.

## 7.5 Bullying and Harassment

There was one Bullying and Harassment case in 2017 - 18. As the number of cases is small, equality information has not been provided so as to avoid identifying the individuals concerned.

# 8. Pay Bands and Gender Pay Gap Reporting

## 8.1. Ethnicity

### Ethnicity Profile against Workforce Target across Pay Bands
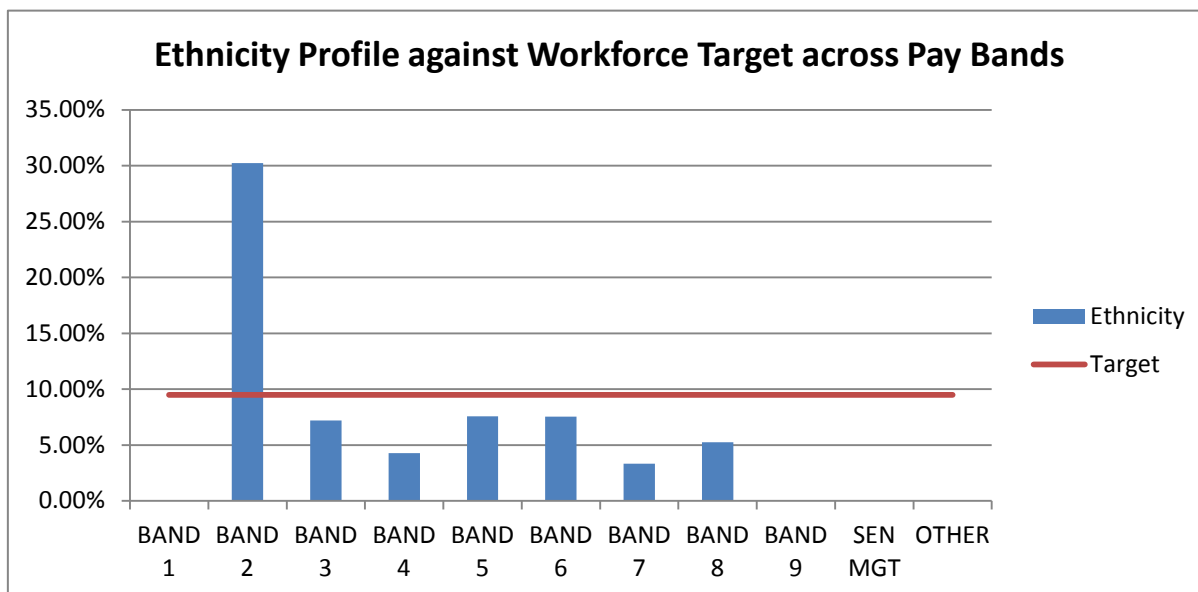


There are no members of staff who declare themselves to be BAME in Band 1, Band 9 and Senior Management or Other pay bands.

Band 2 continues to be higher than the 9.5% target.

The BAME workforce profile by pay band is shown in Appendix 1.

## 8.2. Disability

### Disability Profile against Workforce Target across Pay Bands
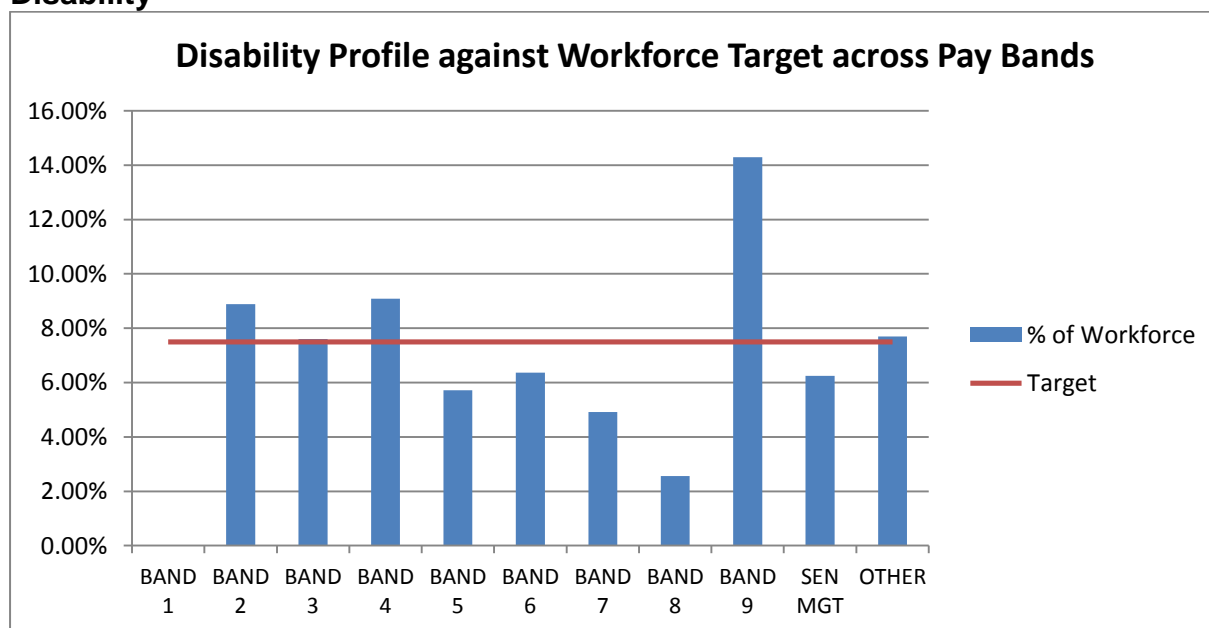


Our current target for staff declaring a disability is 7.5%, this is up from 6.5% in previous years.

We are exceeding this target in bands 2, 3, 4, 9, and Other whereas band 1 continues to have no staff who have declared a disability. Band 1, has the least amount of staff. (9)

Band 9 now has a higher percentage of staff declaring a disability, at 14.29%.

Appendix 2 details the Disability Profile for the workforce.

## 8.3. Gender

**Gender Profile across Pay Bands**
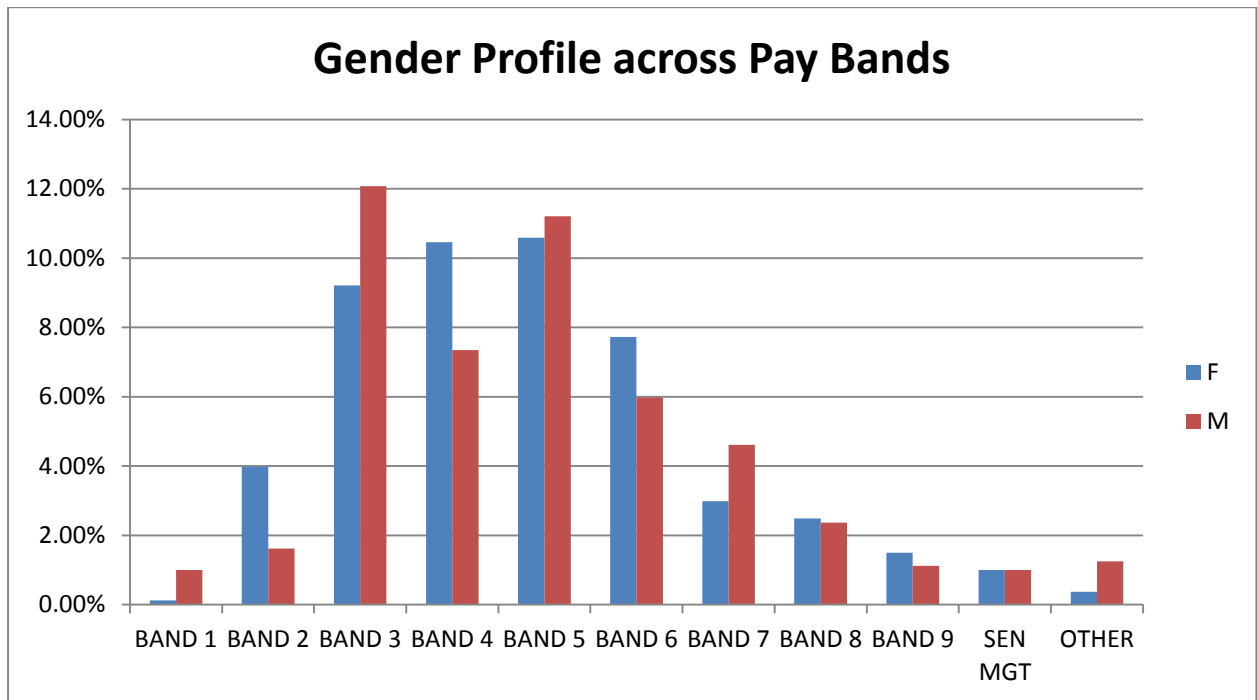


Of our 803 members of staff, 50.44% are female and 49.56% are male.

Women are more highly represented than men in pay bands 2, 4, 6, 8, & 9.

Men are more highly represented than women in Bands 1, 3, 5, 7, and Other

In February 2017, 68 staff in the Waste Service transferred under the Transfer of Undertakings (Protection of Employment) Regulations (TUPE) to South Cambridgeshire District Council. The staff in this group are predominantly male and this has had an impact on the gender profile of the Council's workforce and gender pay profile for Bands 2 and Band 3.

Appendix 3 details the Gender profile of the workforce by pay band for 2017-18.

## 8.4. Age

**Age Group by Pay Band**
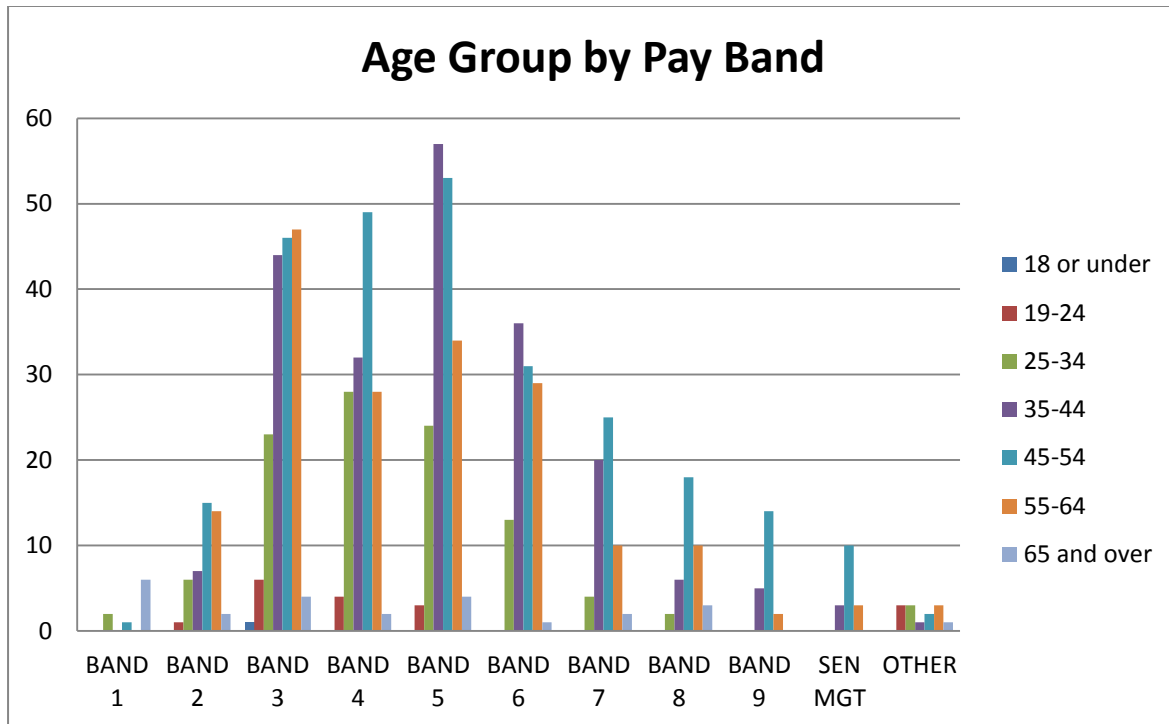


There are 18 employees aged 24 or under, all are in the low to mid pay bands 2-5 and other (includes apprentices).

Members of staff within the 65 and over age group are represented in all bands except Band 9 and Senior Management. They are the highest represented group in Band 1 with 6 out of 9 staff.

Members of staff aged 25-34 are represented in all bands except bands 9 and Senior Management.

Members of staff within the 35-44 group are represented in all bands except Band 1.

Senior Management staff is made up of staff between the age groups of 35-44, 45-54 and 55-64, the majority being in the 45-54 age group.

Appendix 4 details the age profile for the Workforce by pay band for 2017-2018.

## 8.5 Gender Pay Reporting as at 31 March 2018

In 2017 new equality regulations were introduced on Gender Pay reporting. Cambridge City Council is required to publish information under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. We have previously included gender pay reporting in our annual Equality in Employment report and now include this information in this annual report.

Organisations have now produced their 2017 data and we are able to compare information, including with other local authorities in the eastern region.

Over 10,000 companies, private and public sector have now reported their gender pay gap. Of these, 78% report a pay gap in favour of men, 14% a pay gap in favour of women and 8%, no pay gap. The official average gender pay gap across all sectors of employer is reported as 18%.

Our mean average pay gap has decreased since 2017, from 3.98% to **3.19%** and the median gender pay gap has decreased from 8.2% to 5.91% in 2018.

Appendix 6 shows the comparison of our gender pay between 2017 and 2018. The chart for female pay illustrates an increase in pay grade distribution between the years for females but a similar pay distribution for males between the years. This is a contributing factor in the changes in our gender pay gap. A further contributing factor is the change in the workforce profile from 51% female and 49% male in 2017 to 50% female and 50% male in 2018.

Within the local government sector there are variations. Different councils provide different service areas and have different workforce profiles; counties and unitaries have large numbers of female staff, the profile at district council level varies with the range and type of services and whether services are retained in house or not. Comparing data between councils is problematic in terms of services and sizes and the gender pay should therefore be considered for each council.

Of 47 councils in the eastern region, 36 have reported a gender pay gap which was higher for males and 11 higher for females. The range of male gender pay gap was 0.9% to 26.80% and for the female pay gap it was 0.3% to 11%.

Gender pay and equal pay are not the same thing. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value; the gender pay gap is a measure of the difference between the average hourly earnings of men and women.

The Council has an Equal Pay Statement which states:

We believe that all employees regardless of their gender identity, ethnicity, age, disability, sexual orientation or religious belief, should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value. It is in the interest of the Council and good business practice to ensure that we have a fair and equitable pay system.

City Council employees are appointed on the same City Pay Band for identical or broadly similar work. All roles are job evaluated to determine the pay band. The City Council pay bands consist of 4, 5 or 6 pay points. The use of pay points allows for the award of an annual increment (pay increase) based on performance, until the top of the band is reached.

The Council has around 800 employees in a wide range of roles and pay bands. There are roles which have a higher percentage of male employees and other roles with a higher percentage of female employees. Male and female staff are not represented equally in all pay bands. There are pay bands with higher representation of females and others with higher representation of males. The overall gender balance of the Council is 50% female and 50% male, but this is the total across all staff.

It is inevitable that staff who are employed to carry out similar roles will be employed at different pay points albeit within the same City Pay Band, based on salary on appointment, when they were appointed and incremental progression, before reaching the top of the pay band. The length of service profile of the City Council has over 48% who have been here for 10 years or more. There are proportionately more females who have worked for the Council for less than 2 years, following recruitment over this period.

The distribution of male and female staff in different types of role, with higher/lower pay bands will impact on mean and median averages. This is not a factor of the pay system, all roles are job evaluated to determine the pay grade, but the distribution of male and female staff in certain types of roles. Our median average pay at March 2018 was £28,203, this compares to the top of Band 4.

We continue to monitor our pay gap and take action to maintain and improve our performance.

The gender pay profile of the Council by pay grade is shown in Appendix 3 and more information is shown at section 4.3 and 8.3 above.

The definitions and types of information to be reported are defined in the regulations and to aid understanding the definitions are shown below, together with the data.

## 8.5.1 The mean gender pay gap

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees (see regulation 8). This is shown as a percentage.

The mean gender pay gap is **3.19%.**

In 2017 the mean gender pay gap was 3.98%.

A **mean** average involves adding up all of the numbers and dividing the result by how many numbers were in the list.

## 8.5.2 The median gender pay gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees (see regulation 9). This is shown as a percentage.

The median gender pay gap is **5.91%.**

In 2017 the median gender pay gap was 8.20%.

A **median** average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

### 8.5.3 The mean bonus gender pay gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees (see regulation 10);

The mean bonus gender pay gap is not applicable as we do not pay bonuses.

### 8.5.4 The median bonus gender pay gap

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees (see regulation 11);

The median bonus gender pay gap is not applicable as we do not pay bonuses.

### 8.5.5. The proportion of males and females receiving a bonus payment

The proportions of male and female relevant employees who were paid bonus pay (see regulation 12);

The proportion of males and females receiving a bonus payment is not applicable as we do not pay bonuses.

### 8.5.6 The proportion of males and females in each quartile pay band

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands (see regulation 13).

This calculation requires an employer to show the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts. These quartile pay bands are established when making the calculation, so any other pay banding used in a workplace must not be used.

There are four sections (called quartiles) with an equal number of employees in each section (or as close as possible to this). The quartiles (from the lowest to highest) are called the lower quartile, the lower middle quartile, the upper middle quartile, and the upper quartile.

2018

| Quartile | Female | Male | Grand Total | Female % | Male % |
|---|---|---|---|---|---|
|  |  |  |  |  |  |
| 1. Lower Quartile | 120 | 82 | 202 | 59% | 41% |
| 2. Lower Middle Quartile | 102 | 99 | 201 | 51% | 49% |
| 3. Upper Middle Quartile | 94 | 107 | 201 | 47% | 53% |
| 4. Upper Quartile | 98 | 103 | 201 | 49% | 51% |

2017

| Quartile | Female | Male | Grand Total | Female % | Male % |
|---|---|---|---|---|---|
| 1. Lower Quartile | 124 | 76 | 200 | 62% | 38% |
| 2. Lower Middle Quartile | 99 | 101 | 200 | 50% | 50% |
| 3. Upper Middle Quartile | 88 | 113 | 201 | 44% | 56% |
| 4. Upper Quartile | 101 | 100 | 201 | 50% | 50% |

The range of hourly rates for males and females in each of the above quartiles are shown below. For comparison purposes both 2018 and 2017 data is shown.

2018

| Quartile | Hourly Rates | |
|---|---|---|
| 1. Lower Quartile | £7.04 | £12.12 |
| 2. Lower Middle Quartile | £12.12 | £15.06 |
| 3. Upper Middle Quartile | £15.19 | £18.77 |
| 4. Upper Quartile | £18.84 | £64.72 |

2017

| Quartile | Hourly Rates | |
|---|---|---|
| 1. Lower Quartile | £5.55 | £12.00 |
| 2. Lower Middle Quartile | £12.00 | £14.61 |
| 3. Upper Middle Quartile | £14.66 | £18.18 |
| 4. Upper Quartile | £18.18 | £64.08 |

# Appendix 1

Ethnicity Profile for April 2017 – March 2018

| Ethnic Origin | BAND 1 | BAND 2 | BAND 3 | BAND 4 | BAND 5 | BAND 6 | BAND 7 | BAND 8 | BAND 9 | SEN MGT | OTHER | Total | % Ethnicity |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Arab | | | | | 1 | | | | | | | 1 | 0.13% |
| Asian or Asian British:Bangladeshi | | | 1 | 1 | 1 | | | | | | | 3 | 0.38% |
| Asian or Asian British:Indian | | 1 | | | 1 | 2 | 1 | 1 | | | | 6 | 0.77% |
| Asian or Asian British:Other | | 6 | 2 | | 1 | | | | | | | 9 | 1.15% |
| Asian or Asian British:Pakistani | | | 1 | | 1 | 1 | | | | | | 3 | 0.38% |
| Asian/Asian British - Chinese | | | 1 | | | | | | | | | 1 | 0.13% |
| Black or Black British:African | | 2 | 3 | | 3 | | | | | | | 8 | 1.03% |
| Black or Black British:Caribbean | | | 1 | 1 | 1 | | | | | | | 3 | 0.38% |
| Black or Black British:Other | | 1 | 1 | 1 | | 1 | | | | | | 4 | 0.51% |
| Chinese or other Ethnic:Chinese | | | | 1 | 1 | | | | | | | 2 | 0.26% |
| Chinese or other Ethnic:Other | | 2 | | | | 2 | | | | | | 4 | 0.51% |
| Mixed:Other | | | 1 | | 1 | | | 1 | | | | 3 | 0.38% |
| Mixed:White&Asian | | | 1 | | 1 | | | | | | | 2 | 0.26% |
| Mixed:White&Black African | | 1 | | 2 | | | | | | | | 3 | 0.38% |
| Mixed:White&Black Caribbean | | | | | | 2 | | | | | | 2 | 0.26% |
| Other Ethnic Group | | | | | 1 | | | | | | | 1 | 0.13% |
| Gypsy, Roma & Traveller | | | | | | | 1 | | | | | 1 | 0.13% |
| | | | | | | | | | | | | | |
| White:British | 5 | 22 | 137 | 121 | 151 | 91 | 52 | 35 | 20 | 14 | 12 | 660 | 84.62% |
| White:Irish | | 1 | 2 | 3 | 1 | 3 | 1 | 1 | 1 | 2 | | 15 | 1.92% |
| White:Other | | 7 | 16 | 10 | 7 | 4 | 5 | | | | | 49 | 6.28% |
| **Total BAME Employees** | **0** | **13** | **12** | **6** | **13** | **8** | **2** | **2** | **0** | **0** | **0** | **56** | |
| **Total in Pay band** | **5** | **43** | **167** | **140** | **172** | **106** | **60** | **38** | **21** | **16** | **12** | **780** | **7.18%** |
| **BAME % For Pay Band** | **0.00%** | **30.23%** | **7.19%** | **4.29%** | **7.56%** | **7.55%** | **3.33%** | **5.26%** | **0.00%** | **0.00%** | **0.00%** | | |
| | | | | | | | | | | | | | |
| Not Provided | 4 | 2 | 4 | 3 | 3 | 4 | 1 | 1 | 0 | 0 | 1 | 23 | 2.95% |
| | | | | | | | | | | | | | |
| Total Workforce within Pay Band | 9 | 45 | 171 | 143 | 175 | 110 | 61 | 39 | 21 | 16 | 13 | **803** | |
| % Workforce within Pay Band | 1.12% | 5.60% | 21.30% | 17.81% | 21.79% | 13.70% | 7.60% | 4.86% | 2.62% | 1.99% | 1.62% | | |

## Appendix 2

Disability Profile April 2017 – March 2018

| | Pay Grade | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Disability? | BAND 1 | BAND 2 | BAND 3 | BAND 4 | BAND 5 | BAND 6 | BAND 7 | BAND 8 | BAND 9 | SEN MGT | OTHER | TOTAL |
| NO | 9 | 41 | 158 | 130 | 165 | 103 | 58 | 38 | 18 | 15 | 12 | 747 |
| YES | | 4 | 13 | 13 | 10 | 7 | 3 | 1 | 3 | 1 | 1 | 56 |
| **Total** | **9** | **45** | **171** | **143** | **175** | **110** | **61** | **39** | **21** | **16** | **13** | **803** |
| % of Workforce | 0.00% | 8.89% | 7.60% | 9.09% | 5.71% | 6.36% | 4.92% | 2.56% | 14.29% | 6.25% | 7.69% | |



End of Year Workforce Report April 2017 – March 2018
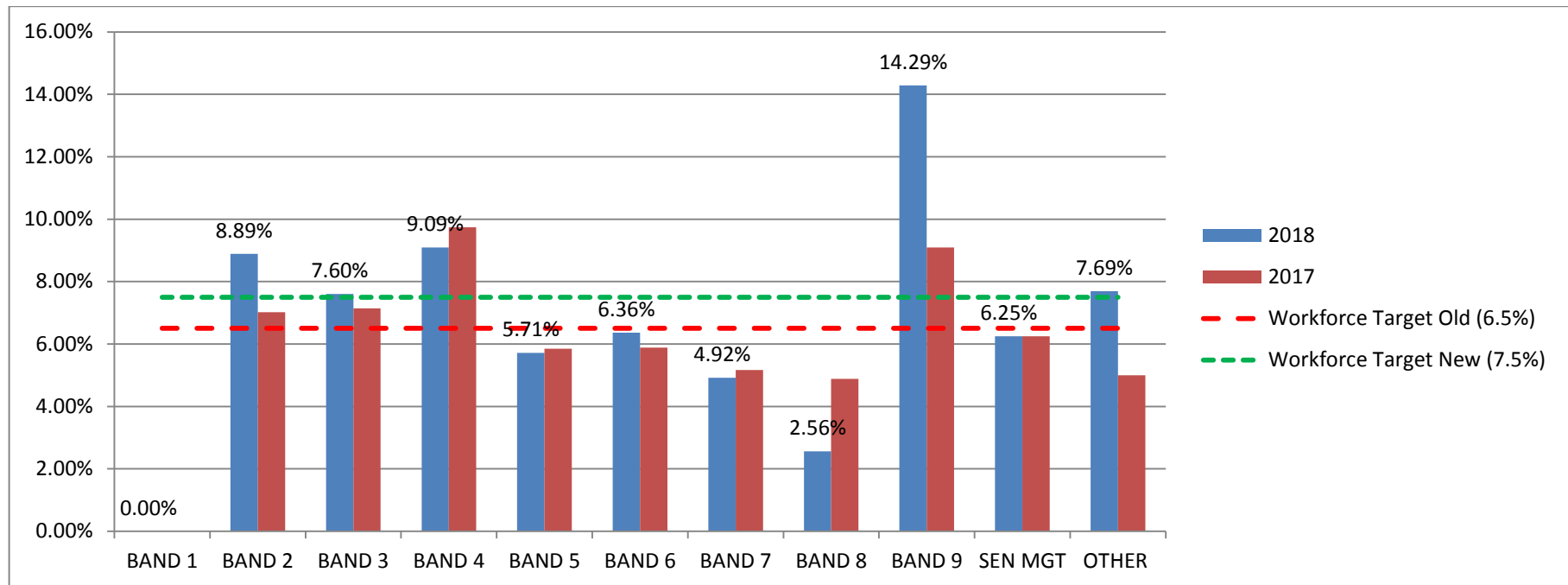
## Appendix 3

Gender Profile April 2017 – March 2018

| | BAND 1 | | BAND 2 | | BAND 3 | | BAND 4 | | BAND 5 | | BAND 6 | | BAND 7 | | BAND 8 | | BAND 9 | | SEN MGT | | OTHER | | % | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| F | 11.11% | 1 | 71.11% | 32 | 43.27% | 74 | 58.74% | 84 | 48.57% | 85 | 56.36% | 62 | 39.34% | 24 | 51.28% | 20 | 57.14% | 12 | 50% | 8 | 23.08% | 3 | 50.44% | 405 |
| M | 88.89% | 8 | 28.89% | 13 | 56.73% | 97 | 41.26% | 59 | 51.43% | 90 | 43.64% | 48 | 60.66% | 37 | 48.72% | 19 | 42.86% | 9 | 50% | 8 | 76.92% | 10 | 49.56% | 398 |
| **Total** | **9** | | **45** | | **171** | | **143** | | **175** | | **110** | | **61** | | **39** | | **21** | | **16** | | **13** | | | **803** |
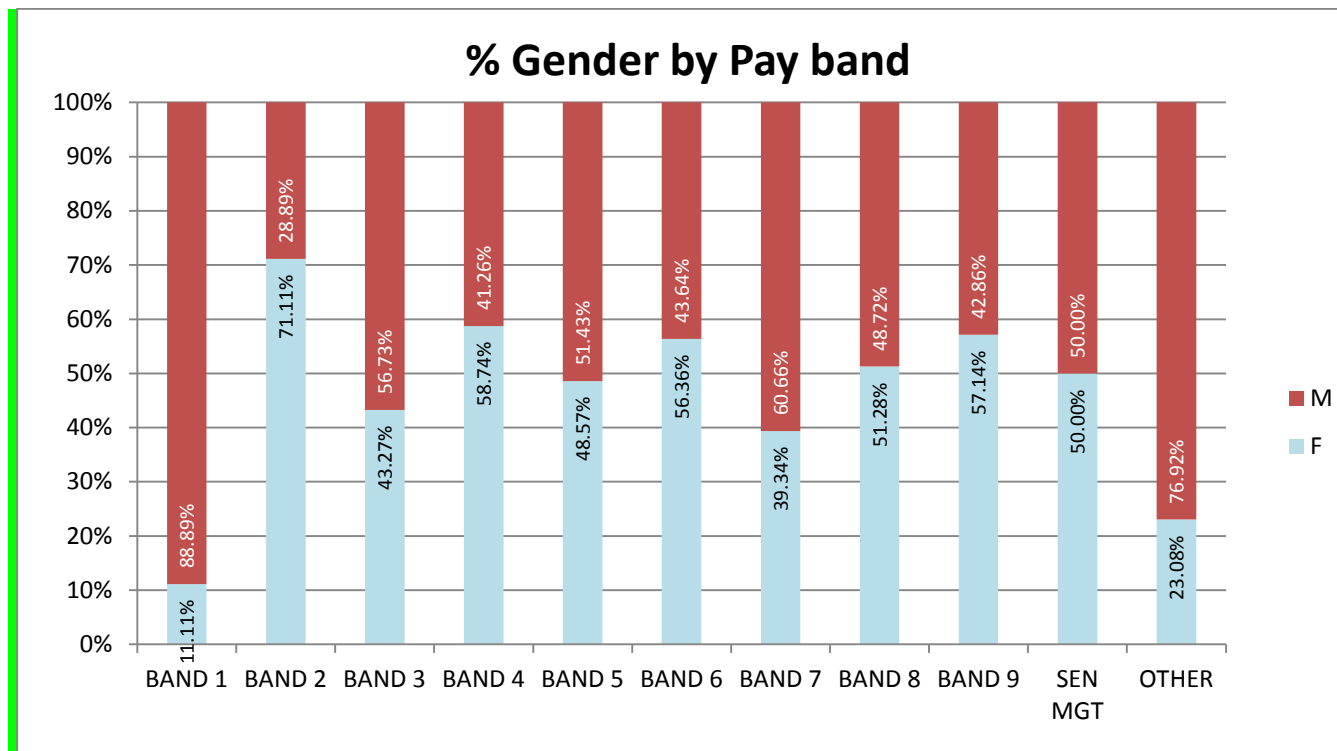
## Appendix 4

Age Profile April 2017 – March 2018

| | Pay Grade | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | **BAND 1** | **BAND 2** | **BAND 3** | **BAND 4** | **BAND 5** | **BAND 6** | **BAND 7** | **BAND 8** | **BAND 9** | **SEN MGT** | **OTHER** | **Total** | **%** |
| 18 or under | | | 1 | | | | | | | | | **1** | **0.12%** |
| 19-24 | | 1 | 6 | 4 | 3 | | | | | | 3 | **17** | **2.12%** |
| 25-34 | 2 | 6 | 23 | 28 | 24 | 13 | 4 | 2 | | | 3 | **105** | **13.08%** |
| 35-44 | | 7 | 44 | 32 | 57 | 36 | 20 | 6 | 5 | 3 | 1 | **211** | **26.28%** |
| 45-54 | 1 | 15 | 46 | 49 | 53 | 31 | 25 | 18 | 14 | 10 | 2 | **264** | **32.88%** |
| 55-64 | | 14 | 47 | 28 | 34 | 29 | 10 | 10 | 2 | 3 | 3 | **180** | **22.42%** |
| 65 and over | 6 | 2 | 4 | 2 | 4 | 1 | 2 | 3 | | | 1 | **25** | **3.11%** |
| **Total** | **9** | **45** | **171** | **143** | **175** | **110** | **61** | **39** | **21** | **16** | **13** | **803** | **100.00%** |



End of Year Workforce Report April 2017 – March 2018
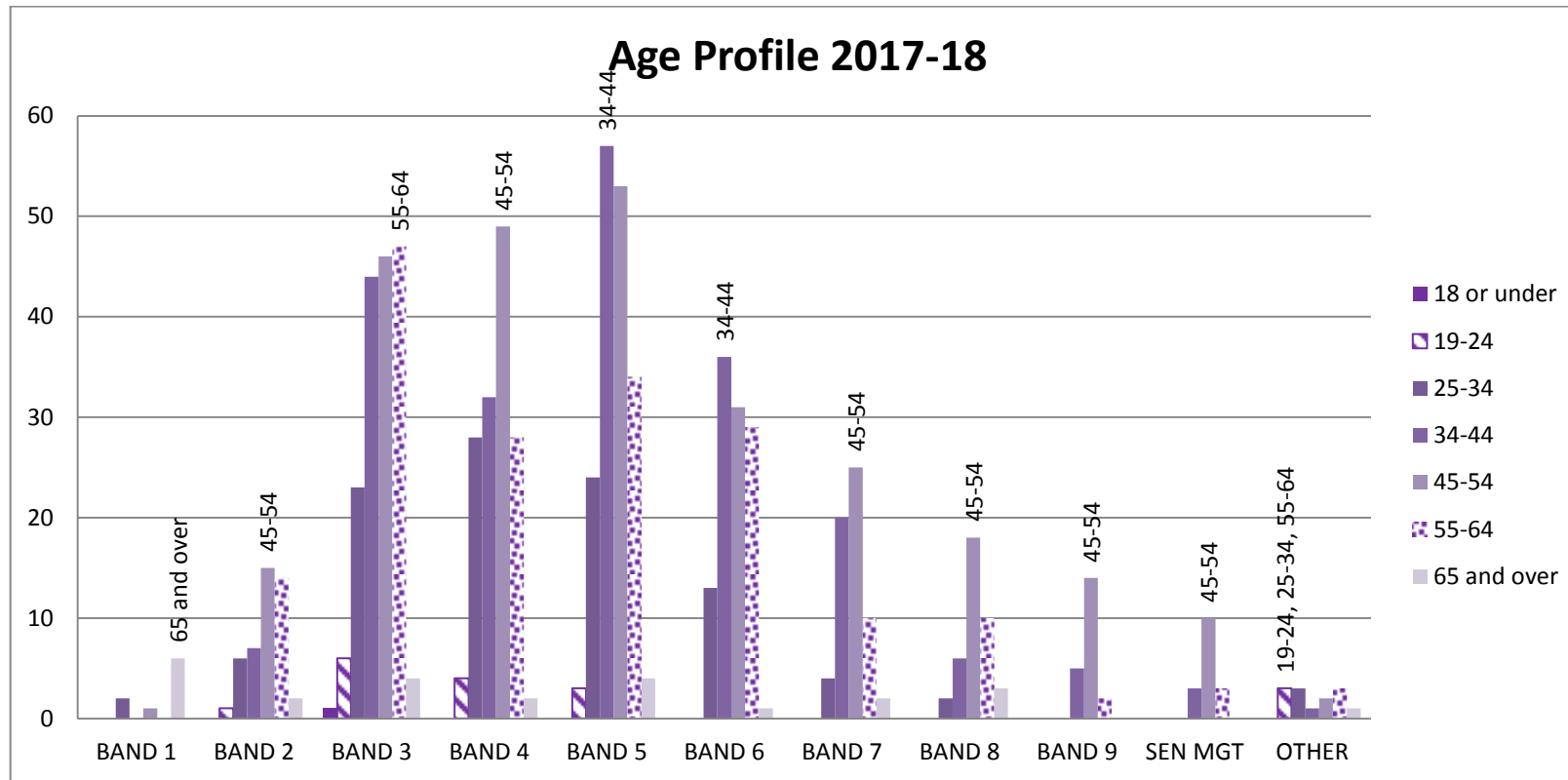
# Appendix 5

| Ethnic Origin | Applicant | | | | | | | | | Shortlisted | | | | | | | | | Successful | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 18 or under | 19-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65+ | No Info | Total | 18 or under | 19-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65+ | No Info | Total | 18 or under | 19-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65+ | Total |
| Arab | | | | | | | | | **0** | | | | | | | | | **0** | | | | | | | | **0** |
| Asian or Asian British:Bangladeshi | | 2 | 15 | 8 | 2 | | | | **27** | | | 2 | 2 | 2 | | | | **6** | | | | | | | | **0** |
| Asian or Asian British:Indian | 2 | 5 | 16 | 6 | 9 | 2 | | 1 | **41** | | | 4 | 1 | 7 | | | | **12** | | | | | | | | **0** |
| Asian or Asian British:Other | | 2 | 5 | 3 | 2 | | | | **12** | | | 2 | | 2 | | | | **4** | | | | 1 | | | | **1** |
| Asian or Asian British:Pakistani | | | 9 | 4 | 1 | | | | **14** | | | 4 | 1 | 1 | | | | **6** | | | | | | | | **0** |
| Black or Black British:African | 1 | 6 | 51 | 8 | 16 | 1 | | | **83** | | 1 | 7 | | 7 | | | | **15** | | | 1 | | | 2 | | **3** |
| Black or Black British:Caribbean | | | 4 | 3 | 5 | | | | **12** | | | 1 | | 2 | | | | **3** | | | 1 | | | | | **1** |
| Black or Black British:Other | | | 1 | 2 | 3 | 1 | | | **7** | | | 1 | 1 | 3 | | | | **5** | | | | | | | | **0** |
| Black/African/Caribbean/British- African | | 2 | 1 | 1 | 1 | | | | **5** | | 1 | 1 | | | | | | **2** | | | | | | | | **0** |
| Black/African/Caribbean/British- Caribbean | | | 1 | | | | | | **1** | | | 1 | | | | | | **1** | | | | | | | | **0** |
| Chinese or other Ethnic:Chinese | | | | 1 | | | | | **1** | | | | | | | | | **0** | | | | | | | | **0** |
| Chinese or other Ethnic:Other | | | | | 1 | | | | **1** | | | | | | | | | **0** | | | | | | | | **0** |
| Mixed:Other | | | 1 | 1 | | | | | **2** | | | | | 1 | | | | **1** | | | | | 1 | | | **1** |
| Mixed:White&Asian | | 1 | 2 | 3 | 2 | | | | **8** | | 1 | 1 | | | | | | **2** | | | | | | | | **0** |
| Mixed:White&Black African | | | 3 | | | | | | **3** | | | | | | | | | **0** | | | | | | | | **0** |
| Mixed:White&Black Caribbean | | 2 | 1 | 4 | 2 | | | | **9** | | 2 | | | 3 | | | | **5** | | | | | | | | **0** |
| Gypsy, Roma &Traveller | | | 3 | | 1 | | | | **4** | | | | | | | | | **0** | | | | | | | | **0** |
| Other Ethnic Group | | 2 | 13 | 9 | 7 | | | | **31** | | | 3 | 1 | | | | | **4** | | | | | | | | **0** |
| White:British | 3 | 98 | 190 | 160 | 161 | 85 | 4 | 3 | **704** | 2 | 35 | 79 | 65 | 82 | 42 | 4 | | **309** | 2 | 12 | 29 | 31 | 29 | 14 | 2 | **119** |
| White:Irish | | 1 | 3 | 3 | | 2 | 1 | | **10** | | | 2 | | | 1 | | | **3** | | | | | | | | **0** |
| White:Other | | 2 | 13 | 26 | 6 | | | | **47** | | 1 | 8 | 8 | 4 | | | | **21** | | 1 | 4 | 1 | 3 | | | **9** |
| Prefer not to say | 1 | 5 | 31 | 19 | 10 | 8 | | 84 | **158** | 1 | | 8 | 3 | 3 | | | 7 | **22** | | | 1 | | | | | **1** |
| **Grand Total** | 7 | 128 | 363 | 261 | 229 | 99 | 5 | 88 | **1180** | 3 | 41 | 124 | 86 | 113 | 43 | 4 | 7 | **421** | 2 | 13 | 36 | 34 | 34 | 14 | 2 | **135** |

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| Ethnic Origin | Applicant | | | | | Shortlisted | | | | | Successful | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Female | Male | Not Given | Disabled | Total | Female | Male | Not Given | Disabled | Total | Female | Male | Not Given | Disabled | Total |
| Arab | | | | | 0 | | | | | 0 | | | | | 0 |
| Asian or Asian British:Bangladeshi | 23 | 4 | | | 27 | 6 | | | | 6 | | | | | |
| Asian or Asian British:Indian | 12 | 29 | | 2 | 41 | 4 | 8 | | 2 | 12 | | | | | |
| Asian or Asian British:Other | 7 | 5 | | | 12 | 1 | 3 | | | 4 | | 1 | | | 1 |
| Asian or Asian British:Pakistani | 5 | 9 | | 1 | 14 | 2 | 4 | | 1 | 6 | | | | | |
| Black or Black British:African | 39 | 44 | | | 83 | 4 | 11 | | | 15 | 3 | | | | 3 |
| Black or Black British:Caribbean | 6 | 6 | | | 12 | 2 | 1 | | | 3 | 1 | | | | 1 |
| Black or Black British:Other | 4 | 3 | | | 7 | 4 | 1 | | | 5 | | | | | |
| Black/African/Caribbean/British- African | 2 | 3 | | 2 | 5 | 1 | 1 | | 1 | 2 | | | | | |
| Black/African/Caribbean/British- Car | | 1 | | | 1 | | 1 | | | 1 | | | | | |
| Chinese or other Ethnic:Chinese | 1 | | | | 1 | | | | | 0 | | | | | |
| Chinese or other Ethnic:Other | | 1 | | | 1 | | | | | 0 | | | | | |
| Mixed:Other | 1 | 1 | | | 2 | 1 | | | | 1 | 1 | | | | 1 |
| Mixed:White&Asian | 5 | 3 | | 2 | 8 | 1 | 1 | | 1 | 2 | | | | | |
| Mixed:White&Black African | 1 | 2 | | | 3 | | | | | 0 | | | | | |
| Mixed:White&Black Caribbean | 3 | 6 | | | 9 | 2 | 3 | | | 5 | | | | | |
| Gypsy, Roma &Traveller | 1 | 3 | | | 4 | | | | | 0 | | | | | |
| Other Ethnic Group | 19 | 12 | | 1 | 31 | 2 | 2 | | | 4 | | | | | |
| White:British | 412 | 292 | | 57 | 704 | 179 | 130 | | 21 | 309 | 69 | 50 | | 11 | 119 |
| White:Irish | 5 | 5 | | | 10 | 1 | 2 | | | 3 | | | | | |
| White:Other | 30 | 17 | | | 47 | 14 | 7 | | | 21 | 6 | 3 | | | 9 |
| Prefer not to say | 66 | 83 | 9 | | 158 | 12 | 9 | 1 | | 22 | | 1 | | | 1 |
| **Grand Total** | **642** | **529** | **9** | | **1180** | **236** | **184** | **1** | | **421** | **80** | **55** | | | **135** |

# Appendix 6 – Gender Pay Comparison 2017 to 2018

**Female**



**Male**