

To: Employment Committee  
2 March 2022

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**Monitoring the Council's Workforce – 2020/21**  
**Assistant Director: HR & Organisational Development**

**1. Purpose of Report**

- 1.1 The Council has a legal duty to advance equality of opportunity, eliminate unlawful discrimination and promote good relations between people. Part of this legal duty is to report annually on workforce composition and this report provides for this.
- 1.2 Annex A provides a summary of the data for Bracknell Forest Council at 31 March 2021.

**2. Recommendations**

- 2.1 **Employment Committee note the summary data included with Annex A and the resulting actions at 3.5.**

**3. Equality Act Duty**

**3.1 Equality Objectives**

Our Equality Objectives are important to us as an organisation, they guide the work we carry out and show our commitment to challenging inequality and promoting a fair and inclusive borough. We have identified the following Equality objectives for our Equality Scheme. The full details are in the "Equalities Scheme 2022-2025"

**Objective 1**

**'Inclusive in all we do'**

*Continue to make our services more inclusive and culturally competent in a borough where everyone is made to feel included and valued.*

**Objective 2**

**'Accessible for all'**

*Our services, information and support will be accessible to those who need them.*

**Objective 3**

**'Accountable and Fair'**

*We will treat all people fairly without favouritism or discrimination while recognising some people will need additional support.*

**Objective 4**

**'Diverse and inclusive workforce'**

*We will strive to have a workforce who have the right skills, behaviours and mindsets supported by high quality people managers and inspiring leaders.*

**Objective 5**

**'Recovering from the Covid-19 pandemic'**

*Address the increased inequalities and disproportionate impact of the pandemic on people and communities.*

However, the council's commitment is not solely focussed on legal compliance, the evidence behind the moral and business case for advancing equality and valuing diversity in the organisation is compelling. It's about doing the right thing. Therefore the council's Corporate Management Team sponsored a programme of activity during 2020-21 to ensure that the culture of the organisation is one where there is no place for discrimination, diversity is celebrated, and everyone is treated fairly with dignity and respect.

## **SECTION 1: ACTIONS AND PROGRESS**

### **3.2 Previous agreed actions**

In December 2020 CMT agreed a number of actions to respond to the research and further roll out the conversation around equalities which are shown below:

- i. The video "The Absence of Malice" should be cascaded through the organisation.
- ii. When shortlisting, applicants' names to be removed from application forms and we will share the approach with partners
- iii. An equality and diversity question to be added to all job interviews – the exact question would be up to the recruiting manager
- iv. All managers should have an action in their appraisals on addressing discrimination and valuing diversity rooted in the Council's values and behaviours
- v. HR processes should be reviewed to ensure that they were fit for purpose, including recruitment, grievance, and disciplinary procedures; with retraining of managers to use them to ensure they were effective in addressing the more sophisticated understanding of what was discrimination.
- vi. Unconscious bias training should be provided, in the first instance to the Senior Leadership Group.
- vii. The Equalities Group should be asked to review and tweak, if necessary, the Council's values and behaviours to ensure they reflected current thinking on equalities and should form part of the issues discussed when reviewing values and behaviours at annual appraisals.
- viii. The skillset for Bracknell Forest managers, including junior managers, should be reviewed having regard to the refreshed values and behaviours to reset expectations and provide training to ensure managers had the skills to address most basic HR issues as well as building emotional intelligence and the ability to hold difficult conversations.
- ix. A network of staff and leadership allies should be established to provide support across the organisation, including those with relevant experience such as principal social workers and, subject to consultation with OD, those previously trained as coaches whose skills may be applicable to the new role.
- x. HR should ensure that it was in a position to support this work by doing some further upskilling of existing staff, reviewing vacant posts and, where possible, realigning those roles to address any shortfall in skills required to take forward this work, before filling the vacancies.
- xi. Another conversation should be held with the Senior Leadership Group to give them the opportunity to participate in taking the work forward, in particular, inviting them to identify the characteristics and behaviours to be required of a Bracknell Forest manager.
- xii. All should be encouraged to adopt the approach inherent in Maya Angelou's advice: "Do the best you can until you know better. Then when you know better, do better."

### **3.3 Progress against actions**

The Authority is progressing well in implementing actions.

- i. "The Absence of Malice" video has been cascaded through the authority, application forms have been anonymised and managers are encouraged to add an equality and diversity question to all interviews.
- ii. Names now removed from application forms when shortlisting, to remove any potential bias.
- iii. Managers are including an equality and diversity question for all job interviews.
- iv. HR processes are being reviewed to ensure they are fair and without bias.
- v. There has been a series of Inclusive conversations - unconscious bias workshops that started with the senior leadership group and is currently running 2-3 times monthly for managers and other staff. Feedback from these sessions has been very positive and analysis of the evaluations shows they are making a difference in the way people think.
- vi. There is currently a review of the values and behaviours for BFC including how these link to Managers. These will be introduced over the next couple of months.
- vii. A network of Equality Allies has been set up across the Authority to support conversations around equality and diversity, consisting of 26 staff volunteers. Training for these allies will include unconscious bias, listening and communication skills and equality in the workplace.
- viii. Encouraging use of the Apprenticeship and NMT Scheme
- ix. New Occupational Health Provider "Cordell Health" and Employee Assistance Scheme "Vivup" were put in place from 1 July 2021. These providers work together to support staff with their health and wellbeing, including appointments with qualified Practitioners and counselling service and support guides available to all staff. Feedback so far has been excellent on the quality of physician reports and support available.
- x. A full review of the recruitment process is currently underway including the implementation of a new more efficient system. Training on this will cover the system itself plus the recruitment process including how to avoid discrimination.

### **3.4 Workforce monitoring**

- i. All job applicants can declare their personal information for monitoring purposes via the equal opportunities form as part of the recruitment process. This is not seen by the manager to ensure no unconscious bias nor discrimination occur within the shortlisting stage. These details are then added to the HR system.
- ii. Staff are periodically asked to update their personal details on the system in order to try to get as large a set of data as possible.
- iii. HR records statistical information on employees and applicants for jobs at the Council in terms of gender, disability, age, religion or belief, ethnicity, and sexual orientation. This is to ensure that the Council has a full understanding of the composition of its workforce and the people who apply for jobs.
- iv. This helps us understand the diversity of our workforce and identify what, if any, barriers there may be to the workforce better representing the make-up of the local community.
- v. The Equality Act 2010's Public Sector Equality Duty requires information on the composition of the workforce in terms of its protected characteristics and gender pay gap figures to be made available to the public. This information is therefore published on the Council's website and updated annually.

### 3.5 Actions and Initiatives for the next year

In order to ensure we continue to engage with managers and staff regarding equality issues and to ensure that all staff are treated fairly with no discrimination, the Human Resources and Organisational Development Team will develop the following over the next year: -

- i. Continue to implement the HR actions in progress in 3.3.
- ii. Undertake further work on the data provided at
- iii. Strategy to ensure more feedback during exit interviews to be put in place. Review a database form to collect and hold information for analysis.
- iv. Continue to place significant emphasis on equalities, diversity, and inclusivity as part of induction training and ongoing training and development delivered to staff.
- v. All new starters are required to complete the "Equality in the Workplace" e-learning module within 4 weeks of joining. This will be continuously monitored, and staff and managers chased where necessary.
- vi. Publish the Gender Pay gap figures to the government website. Enhance the information produced on Gender pay gap figures by including calculations on other protected characteristics as well as gender in a separate report for publishing on our website.
- vii. Undertake Ethnicity Pay Gap Analysis across the Authority and include within report above
- viii. Regular EqIA (Equality Impact Assessment) workshops are being run for all staff. Equality Impact Assessment refresher and induction training programme continued for managers and staff involved in policy updates, service revisions, projects and change programmes.
- ix. Continue to monitor the workforce of the authority and develop the analytics around this including reference to the updated Census statistics due early next year.
- x. Provide a clearer view of schools and non-schools separately
- xi. Produce an improved Workforce Monitoring Report for 2022 using more insight and data analytics.

## SECTION 2: DATA ANALYSIS

### 4. The Community Background

- 4.1 As a major local employer it is important to work towards a situation where the Council's workforce broadly reflects the make-up of its local community. The demographic make-up of Bracknell Forest is changing; the Census information is now out of date with the data from the 2021 Census being published in Spring 2022 but the 2011 Census showed 12.3% of the South East's population belonging to minority ethnic groups. The figure for Bracknell Forest's population in 2011 was 9.4%, slightly lower than the figure for the Southeast. The 2020 schools census shows 16.6% of pupils from a BAME (Black, Asian, Minority Ethnic) background. The current figure for Bracknell Forest Council is 10.9% from a BAME background. We use the definition of BAME for analysis purposes although we recognise this group is made up of different ethnicities and so will review metrics within each of these groups.
- 4.2 The population of the Borough is ageing. Based on 2011 Census data the ONS estimate for the number of people aged 65+ in 2026 is 16.3% of the Borough's population compared to the figure in 2011 which was 12%. This is expected to steadily increase from its current level to an estimated 19.8% by 2032. This figure is based on the Census 2011 figures and is estimated by the Office for National Statistics.

- 4.3 2011 Census data indicated a dramatic change in the religion/beliefs of the Borough with an increase from 19.4% in 2001 to 30.4% in 2011 stating they have no religion. This corresponds to a similar sized reduction in the number of people who recorded their religion as Christian. The Bracknell Forest area would seem to be less diverse in terms of major declared faiths than the national picture. The main difference with 2011 national patterns was in the relatively small size of the Borough's Muslim population; 1.4% compared with 5.2% nationally.

## **5. The Council's Statistical Information**

- 5.1 Human Resources collect a range of statistics on applicants and current employees. A table of the full results can be found at the end of this report in Appendix A

- (i) recruitment information from 1 April 2020 to 31 March 2021 split by ethnicity, age, gender, disability, religion or belief and sexual orientation.
- (ii) workforce information as at 1 April 2021 split by ethnicity, age, gender, disability, religion or belief and sexual orientation.

- 5.2 CMT should note that the following important caveats apply to the information.

- (i) For some indicators, because of the small numbers in the comparator group, a small increase or decrease in the head count can have a disproportionate effect. For example, the top 5% of earners totals 50.48 Full Time Equivalents, so an increase or decrease of one full time equivalent would represent a change of 1.98%. Where numbers are very small, the actual numbers are sometimes quoted as the percentages can be deceptive when applied to small groups.
- (ii) Information on disability, ethnicity, religion/belief, and sexual orientation is collected by self-declared returns from employees and candidates and, as there is no compulsion to return this information, some choose not to (or return selected information only). This data is recorded on iWorks which staff are periodically asked to check and update it.
- (iii) The Training course information relates to internal courses booked through the Organisational Development team. However, there are a number of other types of learning which are open to all staff which are not included within these figures. It is assumed that managers and staff access these where required. The statistics relate solely to the training places taken up on Council run courses and it should be noted that the same person undertaking more than one training event will therefore appear in the statistics more than once. The level of attendance at directly booked "off the job" training courses tends to reduce with the popularity of other types of learning – for example e-learning and other learning interventions.

## **6. Key Performance Indicators**

- 6.1 The Council continues to monitor several equality statistics in its Performance Indicators. These key indicators are also recorded on InPhase. Please see below for a summary table of our Key Performance Indicators for 2020-21 (including the previous 2 years of outturn for comparative purposes.)

## Unrestricted

Ref	Description of PI	Outturn 18/19	Outturn 19/20	Outturn 20/21	Status change past year
LO66	The percentage of top 5% of earners that are women	49.8%	53.2%	52.5%	Negative decrease
LO72	Gender Pay Gap inc. Bracknell Forest Supplement	18.2%	17.8%	19.7%	Negative increase
LO67	The percentage of top 5% of earners from an ethnic minority	12.9%	14.8%	17.6%	Positive increase
LO68	Top 5% of earners that are disabled	7.6%	7.6%	7.9%	Positive increase
LO70	The percentage of local authority employees who disclosed they meet the DDA definition	2.3%	2.7%	3.2%	Positive increase
LO74	Average amount spent on training per employee	£299	£429	£508	Positive increase
L131	Percentage staff leaving within one year of starting inc. schools	19.9%	25.2%	19.7%	Positive decrease
LO71	The percentage of local authority employees from ethnic minority communities	7.5%	8.6%	8.4%	Neutral, little change

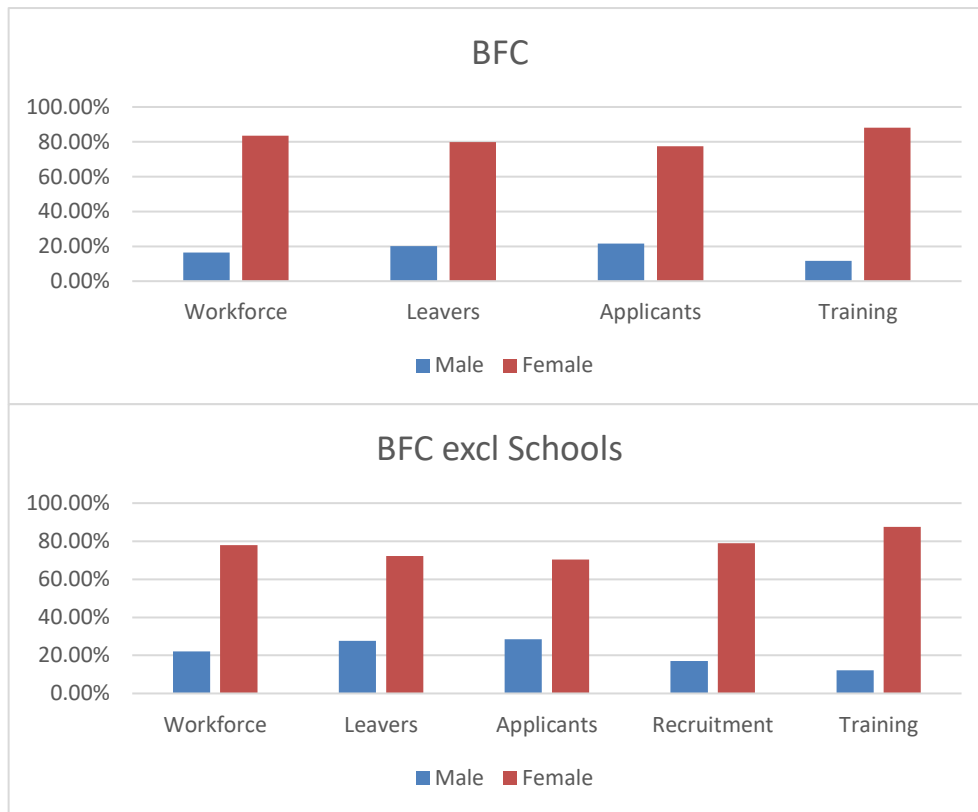
- i) LO66 - Of the top 5% of earners in the organisation, 52.5% (53.2% last year) were women. This is slightly lower than last year and overall we continue to show a trend similar to the average of all councils in England, which was 54% last year.
- ii) LO67 Of the top 5% of earners, 17.6% (14.8% last year) were from a BAME background, this shows an increase from last year. This is higher than the average for all councils in England, which stood at 4.9%.
- iii) LO68 - Of the top 5% of earners in the Council, 7.9% (7.6% last year) were disabled, which is slightly higher than the figure from last year. The average for all councils in England was 3.3% so the Council is considerably higher than the national average.
- iv) L131 - The figure for this year's percentage of staff voluntarily leaving within 1 year is 19.7% compared to last year's 25.2%. This shows a significant decrease on last year figures. 82% of these staff were within Schools. Voluntary leavers of this type include a number of temporary staff, and it is to be expected that if a member of staff is on a Fixed Term Contract rather than a permanent contract, they will be more likely to be looking for a job before the end of their Council contract.

- v) The average figures for Councils across England have not been updated since last year's report was produced.

## Workforce Composition

### 7. Gender

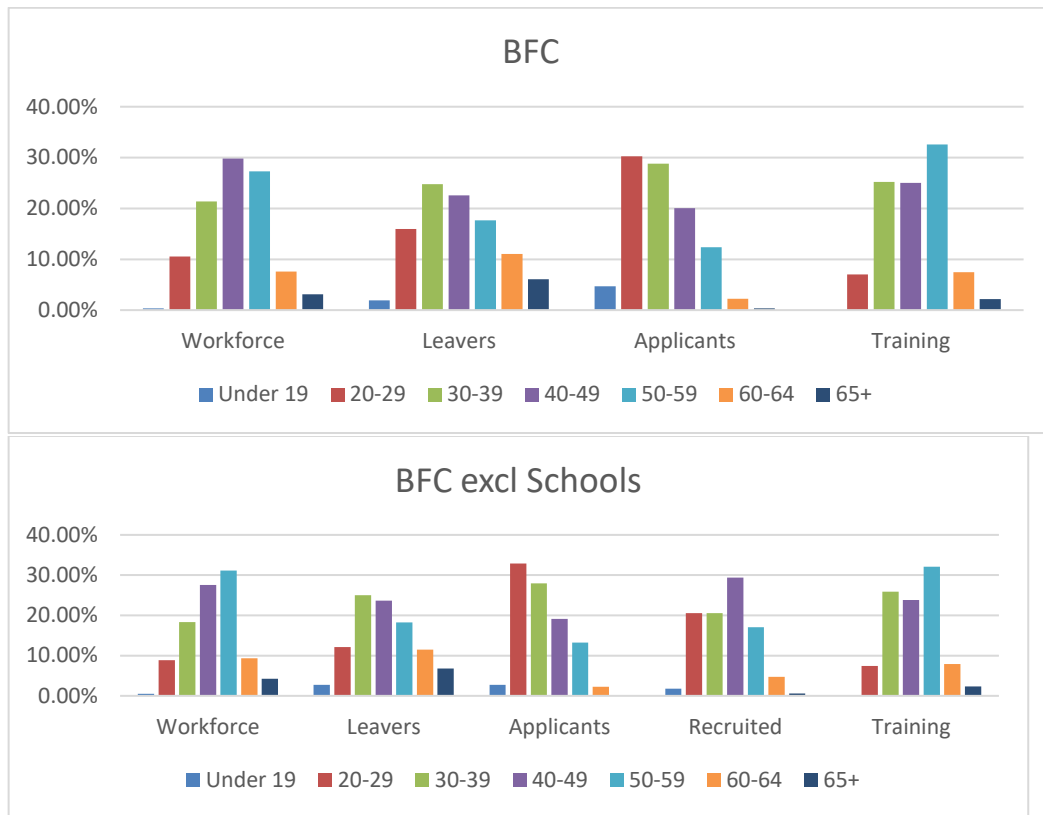
- 7.1 The charts below summarise the results showing comparisons against the data for the whole authority. Full Departmental breakdowns can be found in Appendix A.



- 7.2 A significant majority of the whole authority's employees are female (83.5%) compared to male (16.5%), which is very similar to last year. The number of females excluding those based in schools stands at 77.9%.
- 7.3 Excluding school staff, the number of male leavers was significantly higher than the percentage in the workforce last year (38.3% compared to 23.1%). This has significantly reduced this year with percentage of male leavers being similar to that of the workforce (27.7% compared to 22.1%).
- 1.4 Drilling down to Directorate Level shows Delivery and Central Directorates have a higher proportion of male staff. The figures for the recruitment of males are low when compared to the number of male applicants. (16.7% against 44.4% for Delivery and 13.8% compared to 34% for Central Directorates)
- 1.5 In terms of staff leaving, there were no staff who were on maternity who did not return to work.
- 7.5 During the past year, there has been no indication of employment issues for any transgender staff.

## 8. Age

8.1 The charts below summarise the age profiles for the whole authority.



8.2 As can be seen from the charts above BFC has a fairly wide spread of ages. 10.66% of staff are over 60 compared to 9.63% last year. Delivery has the higher percentage, it currently stands at 16.4% compared to 15.4% last year.

8.3 There is a higher percentage of leavers in the over 60 age group however this should be expected as employees choose to retire. Overall Bracknell Forest's age profile has stayed fairly steady over the years.

8.4 This year a lower number of applicants in the lower age bands were recruited across the Council, 20.59% of recruited applicants were under 30 compared to 35.61% of applicants. This is continuing the trend from last year.

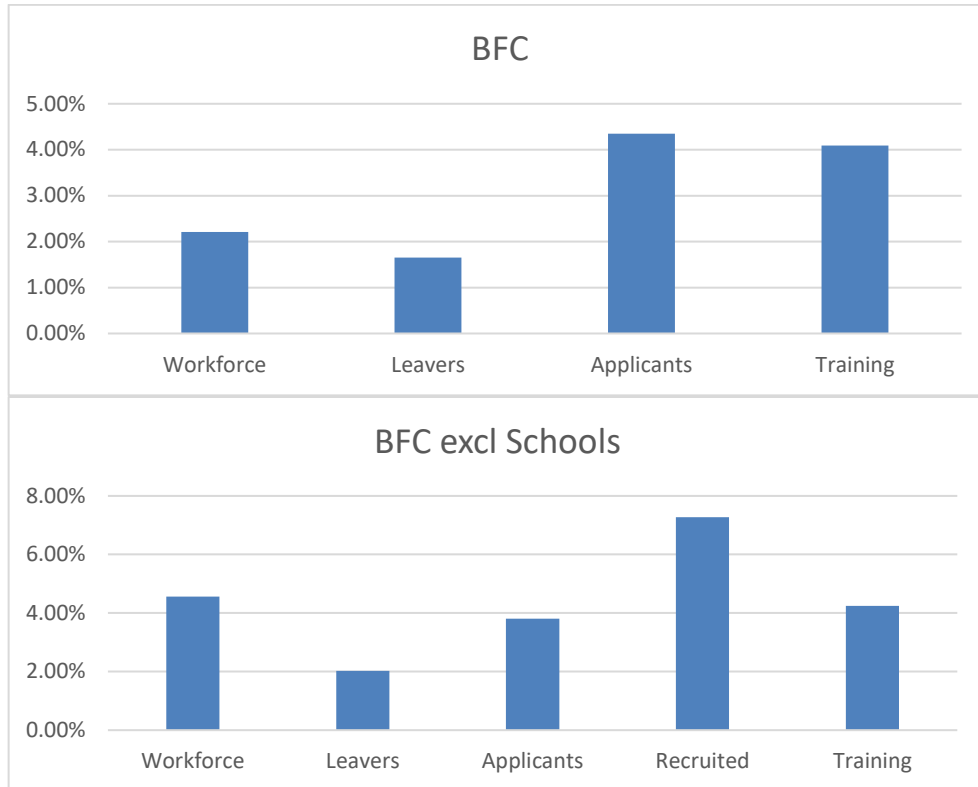
8.5 There is a higher proportion of leavers under the age of 30 compared to the workforce across non schools. The figures are comparable to last year's figures for all areas. The result for Central Directorates stands at 26.9% this year compared to a workforce of 12.8%. It should be remembered that Central Directorates include areas such as The Look Out which by the nature of the work attract a much younger workforce. It is common for employees at an earlier stage of their careers such as these to move jobs more frequently.

## 9. Disability

9.1 The statistics for disability are as follows:



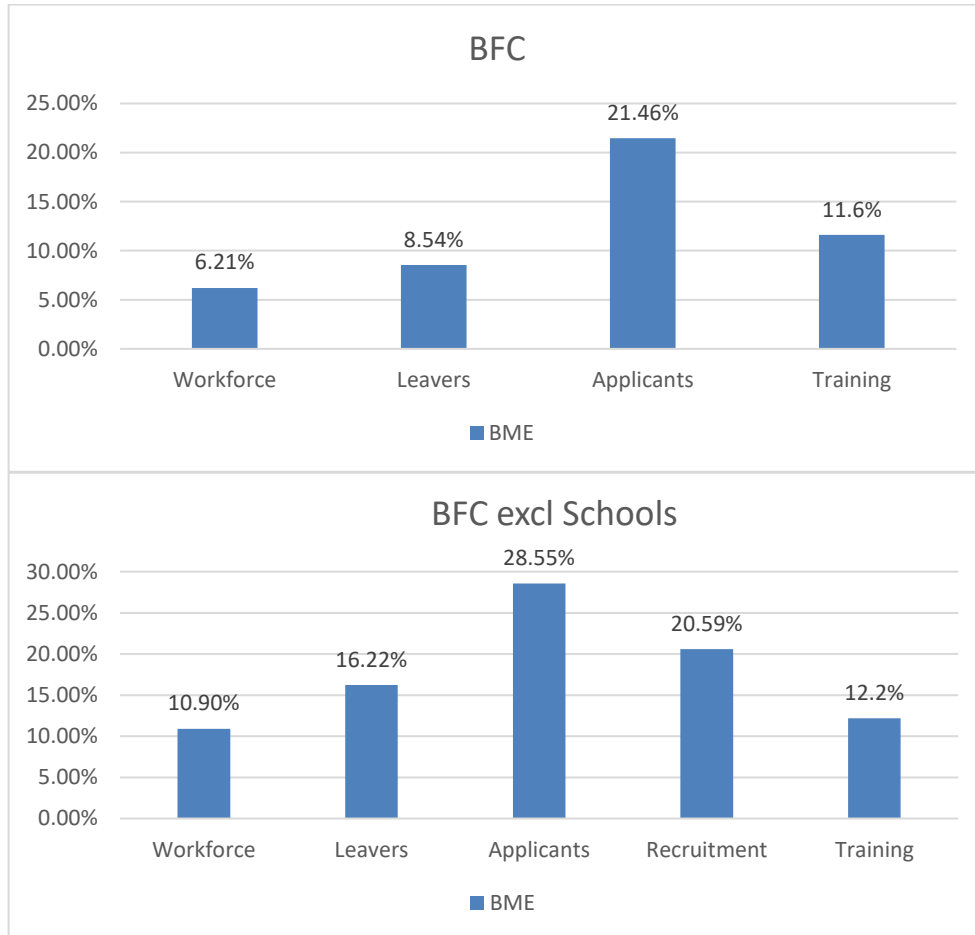
## Unrestricted



- 9.2 The 2011 Census information indicates that 3% of the population of Bracknell Forest aged 16-65 are either permanently sick or have a disability and are not considered part of the economically active population. No census figure is available for disabled people who are part of the working population in the Bracknell Forest area.
- 9.3 2.21% (2.14% last year) of the Council's workforce declared themselves as having a disability. The percentage of disabled staff employed excluding schools is 4.56% and continues to go up year on year over the last 4-5 years.
- 9.4 7.27% (3.81% last year) of applicants who were successful in gaining employment with the Council this year were disabled, excluding schools. This is almost double the percentage of applicants (3.81%). We retain the policy that disabled applicants who meet the essential criteria for a role should be given an interview.
- 9.5 Of leavers, 2.0% (2.2% last year) had declared a disability. The number of leavers with a disability is lower than workforce figures in most areas excluding schools with the exception of Delivery where there was 9% of leavers with a disability compared to 5% in the workforce. It should be noted that this equates to 2 members of staff due to the low numbers of disabled staff in delivery.

## 10. Ethnicity

10.1 The population of the Bracknell Forest area as described in the 2011 Census had 9.4% of BAME origin. Although this figure would now underrepresent the size of BAME communities in the borough.



10.2 Across the workforce, of those who declared their ethnicity, 6.21% indicated they were of a BAME origin. The figure excluding schools is higher than the authority figure at 10.90%.

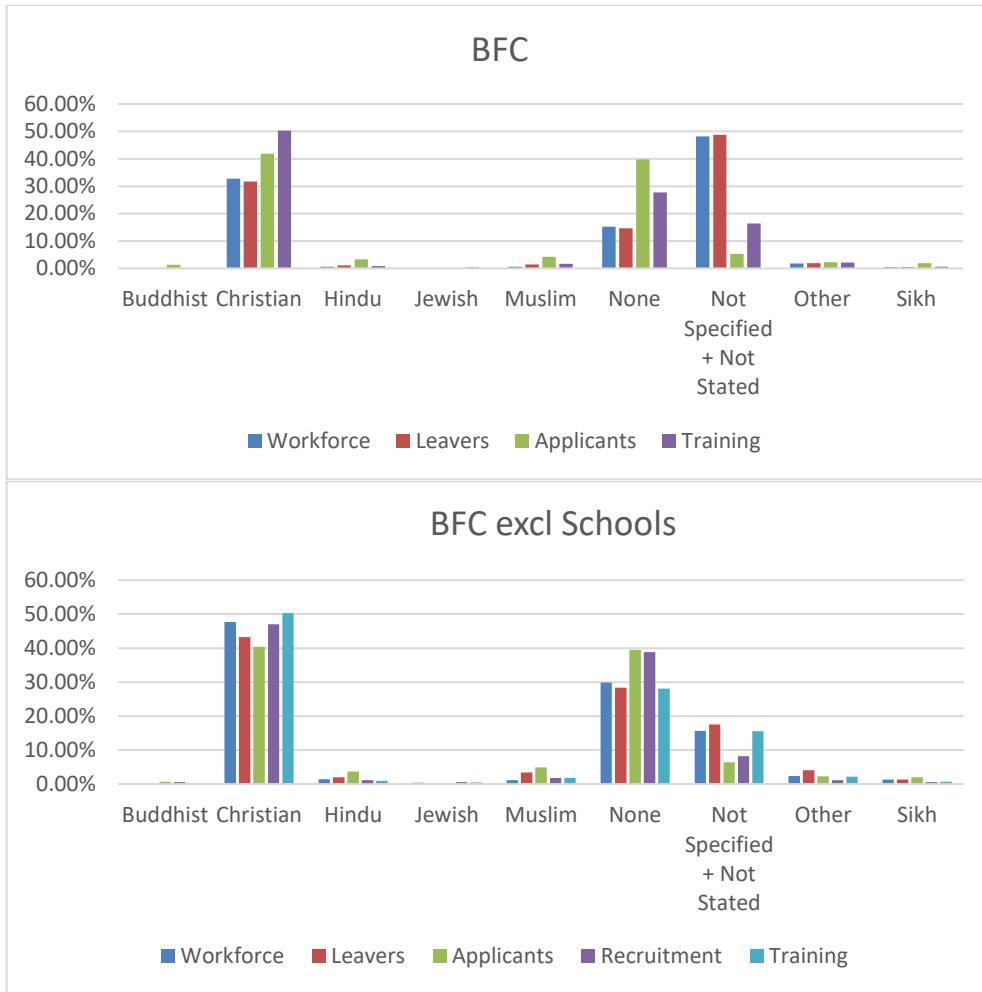
10.3 The number of applicants (non-school only) of a BAME origin stands at 28.55%. The number of successful applicants of a BAME origin is 20.6%. People Directorate and Central Directorates recruit slightly fewer BAME staff compared to applicants, but both stand at around 20%. Delivery have recruited a higher proportion of BAME staff compared to applicants with a third of recruits being from a BAME background.

10.4 There is a higher proportion of leavers from BAME population (8.54%) compared to workforce figures again this year (6.21%).

10.5 For those staff that left under 1 years' service 33% were of a BAME origin, compared to workforce figure of 6.21%. This is an area of concern, and an action has been added to further analyse this data to understand the reasons behind this.

## 11. Religion/Belief

11.1 The statistics for religion/belief are as follows:



11.2 The 2011 Census information is the basis for comparison with the religion/beliefs of the local community. The figures in brackets show the figures for last year (workforce only).

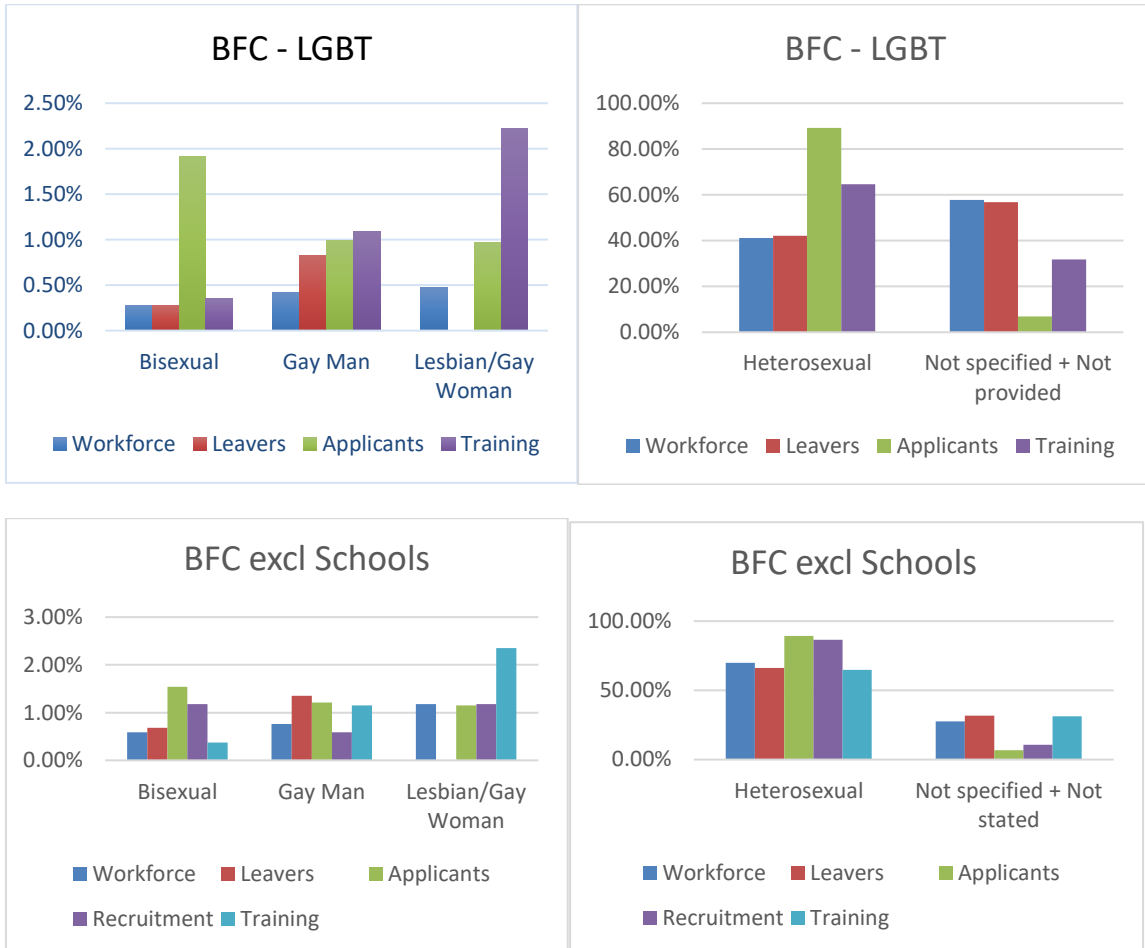
	Bracknell Forest Workforce	Bracknell Forest UA Census 2011
<b>Workforce</b>		
Buddhist	0.11% (0.06%)	0.8%
Christian	32.75% (37.19%)	64.8%
Hindu	0.58% (0.66%)	1.7%
Jewish	0.17% (0.13%)	0.2%
Muslim	0.64% (0.79%)	1.2%
None	15.23% (17.43%)	30.4%
Other	1.8% (2.08%)	0.5%
Sikh	0.53% (0.54%)	0.4%

The Council should reasonably expect its workforce to reflect the profile of the community it serves. The recently collected information from employees is broadly comparable to the 2011 Census figures for Bracknell Forest. Figures for the number of Christians is lower than expected. The next Census data will be available next

year so we should have more up to date demographic information which will help provide more accurate insight.

## 12. Sexual Orientation

12.1 The statistics for sexual orientation are as follows:



12.2 Data from the Office for National Statistics in 2017 estimated that 2% of the national population (Aged 16 +) defined themselves as being lesbian, gay, or bisexual (LGB). More younger people defined themselves as LGB (4.2% of 16- to 24-year-olds). Stonewall estimates that this figure is closer to 10%.

12.3 The Council's figures for 2020/21 are similar to the figures reported last year for 2019/20.

## 13. Disciplinary

13.1 In the period 1 April 2020 to 31 March 2021, there were 15 disciplinary cases. None of these cited diversity issues, e.g. racist or sexist behaviour as the basis of the case. 53.3% (8) of those disciplined were male and 46.7% (7) were female. 0% (0) were under 29, 60% (9) were 30-49 and 40% (6) were age 50 or over. 20% (3) were from BAME category. None declared that they had a disability. 33.3% (5) of those disciplined were Christian, the other 66.6% (10) stated that they had none, other or did not wish to declare their religion/belief. 66.6% (10) stated that they were heterosexual while the rest did not specify.

## 14. Redundancies

14.1 There were 14 redundancies in the period in question.

- 42.8% were male; this compares with 16.5% in the workforce.
- 7.1% were from a BAME background compared to 6.2% in the workforce.
- 78.6% declared themselves heterosexual and 21.4% did not declare. This compares with 41.1% heterosexual and 57.7% did not declare in the authority's workforce.
- 50% were Christian, 28.5% had no religion, 7.1% had another religion and 14.3% preferred not to declare. This compares with workforce figures of 32.7% Christian, 15.2% no religion, 1.8% other and 48.2% preferred not to declare.
- None of the group declared a disability. This compares with 2.2% in the workforce.
- The group's ages were as follows (workforce in brackets):
  - Under 29 – 7.1% (10.9%)
  - 30 – 49 – 21.4% (51.2%)
  - 50 and over – 71.4% (37.9%)

## 15. Gender Pay Gap Reporting

15.1 In statistics published in October 2020, the Office for National Statistics the gender pay gap in the UK across sectors stands at 15.4% based on an average hourly rate. The gender gap reflects the difference between the average normal pay for men and the average normal pay for women in an organisation - it does not imply any inequality of pay for work of like value, it reflects whether men or women tend to be in more highly paid jobs. The Council's gender pay gap for 2020-21 year is 19.6% which is slightly higher than last year (17.8%). And is higher than the national average of 15.4% (ONS).

15.2 The full results on Gender Pay Gap for 2020/21 for the whole Authority are as follows:

Difference in mean hourly rate of pay – 19.6% - National Gender Pay Gap for 2020 is 15.4% (ONS)

Difference in median hourly rate of pay – 21.7%

Quartile 1 – Women – 91.4%, Men – 8.6%

Quartile 2 – Women – 87.5%, Men 12.5%

Quartile 3 – Women – 79%, Men – 21%

Quartile 4 – Women – 77%, Men – 23%

Calculations were also carried out excluding schools and the results are summarized below

## 15.3 Gender Pay Gap using mean salary figures:

Whole Authority	19.65%
Excluding Schools	15.90%
People	8.95%
Delivery	6.82%
Central Directorate	10.44%

**16. Comparison to Other Nearby Authorities**

All Local Authorities are required to publish Workforce Equality Information every year on their websites. Every Authority has a different structure, and it is therefore difficult to make direct comparisons to Bracknell Forest.

The closest Authority locally to Bracknell Forest is Wokingham Borough Council and they also have a comparable workforce to BFC. The comparison between our workforce data shows we are remarkably similar with only a couple of percent difference in all areas.

**17. Consultation and Other Considerations**Legal Advice

17.1 The relevant legal issues are addressed within the main body of the report.

Financial Advice

17.2 There are no financial implications arising directly from this report.

Other Consultation Responses

17.3 The report and actions arising from it will be discussed at the Equalities Subgroup.

Equalities Impact Assessment

17.4 N/A and discussed within paper contents.

Strategic Risk Management Issues

17.5 Recruitment and Retention: Ensuring equality, diversity and inclusivity is considered across the lifecycle of employees and informs policy, procedure, and organisational change.

Background Papers

None

## Appendix A

## Full List of Results from Workforce Monitoring

## Gender

	Whole Authority	Non School		People	Service Delivery	Central Directorate
<b>Workforce</b>						
Male	16.5%	22.1%		14.7%	32.2%	30.4%
Female	83.5%	77.9%		85.3%	67.8%	69.6%
<b>Applicants*</b>						
Male	21.5%	28.5%		23.5%	44.4%	34%
Female	77.4%	70.3%		75.4%	54.6%	64.7%
<b>Recruitment*</b>						
Male	N/A	17%		17.7%	16.7%	13.8%
Female	N/A	79%		77.9%	83.3%	82.8%
<b>Leavers</b>						
Male	20.1%	27.7%		23%	50%	26.9%
Female	79.9%	72.3%		77%	50%	73.1%
<b>Training*</b>						
Male	12%	12.5%		11.1%	23.7%	13.9%
Female	88%	87.5%		88.9%	76.3%	86.1%

## Disability

	Whole Authority	Non School		People	Delivery	Central
<b>Workforce</b>	2.2%	4.6%		3.9%	5%	5.8%
<b>Applicants</b>	4.3%	3.8%		3.9%	4.9%	3.4%
<b>Recruitment</b>	N/A	7.3%		5.4%	0%	17.2%
<b>Leavers</b>	1.7%	2%		0%	9%	3.9%
<b>Training</b>	4.1%	4.2%		4.2%	1.3%	5.8%

## Age Profile

	Whole Authority	Non School		People	Delivery	Central Directorates
<b>Workforce</b>						
Under 19	0.3%	0.5%		0.1%	0.0%	1.5%
20 - 29	10.6%	8.9%		8.3%	7.9%	11.3%
30 - 39	21.4%	18.3%		20.5%	15.8%	15.3%
40 - 49	29.8%	27.5%		29.1%	20.8%	27%
50 - 59	27.3%	31.2%		29.4%	39.1%	30.7%
60 - 64	7.6%	9.4%		8.2%	11.4%	10.4%
Over 65	3.1%	4.2%		4.3%	5%	3.7%

Unrestricted

<b>Applicants</b>						
Under 19	4.7%	2.7%		2.4%	2%	3.4%
20 – 29	30.3%	32.9%		30.9%	29.4%	37.0%
30 – 39	28.8%	28%		29.0%	27%	26.4%
40 - 49	20.0%	19.1%		20.3%	19.1%	17.0%
50 - 59	12.4%	13.2%		13.5%	14.7%	12.5%
60 – 64	2.2%	2.3%		2.2%	6.4%	1.6%
Over 65	0.3%	0.2%		0.2%	0.5%	0.2%
<b>Recruitment</b>						
Under 19	N/A	1.8%		0.0%	0.0%	10.3%
20 - 29	N/A	20.6%		15.6%	16.67%	44.8%
30 – 39	N/A	20.6%		23.0%	33.3%	6.9%
40 - 49	N/A	29.4%		31.1%	33.3%	20.7%
50 - 59	N/A	17.1%		18.5%	16.7%	10.3%
60 - 64	N/A	4.7%		5.9%	0.0%	0.0%
Over 65	N/A	0.6%		0.7%	0.0%	0.0%
<b>Leavers</b>						
Under 19	1.9%	2.7%		1%	0.0%	11.5%
20 - 29	16%	12.2%		10%	18.2%	15.4%
30 – 39	24.8%	25%		27%	13.6%	26.9%
40 – 49	22.6%	23.6%		28%	13.6%	15.4%
50 – 59	17.6%	18.2%		17%	22.7%	19.2%
60 – 64	11%	11.5%		10%	22.7%	7.7%
Over 65	6.1%	6.8%		7%	9.1%	3.9%
<b>Training</b>						
Under 19	0.0%	0.0%		0.0%	0.0%	0.0%
20 - 29	7%	7.4%		7.6%	4.5%	7.9%
30 - 39	25.2%	25.9%		28.1%	23.1%	17.5%
40 – 49	25%	23.8%		21.5%	27.6%	32.5%
50 – 59	32.6%	32.1%		31%	34%	35.9%
60 – 64	7.5%	7.9%		8.3%	9.6%	5.5%
Over 65	2.2%	2.3%		2.8%	1.3%	0.8%

**Ethnic Origin**

	Whole Authority	Non School		People	Delivery	Central
<b>Workforce</b>						
<b>BME</b>	6.2%	10.9%		12.3%	8.9%	7.4%
<b>White British</b>	64.4%	78.1%		74.8%	83.2%	82.2%
<b>Applicants</b>						
<b>BME</b>	21.5%	28.6%		24.7%	29.9%	27.2%
<b>White British</b>	61.0%	58.1%		60.4%	54.9%	54.9%
<b>Recruitment</b>						
<b>BME</b>	N/A	20.6%		20.0%	33.3%	20.7%
<b>White British</b>		64.7%		64.4%	66.7%	65.5%
<b>Leavers</b>						
<b>BME</b>	8.5%	16.2%		17%	22.7%	11.5%
<b>White British</b>	62.5%	68.2%		68%	77.3%	61.5%
<b>Training</b>						
<b>BME</b>	11.6%	12.2%		12.6%	16%	8.6%
<b>White British</b>	72.9%	72.1%		69.4%	80.8%	80.1%



Unrestricted

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Unrestricted

**Religion**

<b>Calculations based on self declarations</b>	Whole Authority	Non School		People	Delivery	Central
<b><u>Workforce</u></b>						
Buddhist	0.1%	0.1%		0.1%	0.0%	0.0%
Christian	32.8%	47.6%		49.7%	47.5%	42.3%
Hindu	0.6%	1.4%		1%	2.5%	1.8%
Jewish	0.2%	0.4%		0.4%	0.0%	0.6%
Muslim	0.6%	1.2%		1.1%	1%	0.6%
None	15.2%	29.9%		27.6%	30.2%	37.7%
Not specified	48.2%	15.6%		15.1%	15.8%	12.9%
Other	1.8%	2.4%		2.8%	1.5%	2.1%
Sikh	0.5%	1.4%		1.3%	1.5%	1.2%
<b><u>Applicants</u></b>						
Buddhist	1.3%	0.7%		0.7%	1.5%	0.5%
Christian	41.9%	40.4%		41.4%	42.9%	38.3%
Hindu	3.3%	3.7%		3.1%	3.4%	5.0%
Jewish	0.1%	0.1%		0.1%	0.0%	0.1%
Muslim	4.2%	4.9%		4.3%	6.4%	5.7%
None	39.8%	39.4%		40.5%	35%	38.6%
Not Declared	5.3%	6.4%		6.0%	5.4%	7.3%
Other	2.3%	2.3%		2.2%	3.0%	2.3%
Sikh	1.9%	2%		1.8%	2.5%	2.3%
<b><u>Recruitment</u></b>						
Buddhist		0.6%		0.7%	0.0%	0.0%
Christian		47.1%		50.4%	50%	31.0%
Hindu		1.2%		1.5%	0.0%	0.0%
Jewish		0.6%		0.7%	0.0%	0.0%
Muslim	N/A	1.8%		0.7%	16.7%	3.5%
None		38.8%		34.1%	33.3%	62.1%
Not Declared		8.2%		9.6%	0%	3.5%
Other		1.2%		1.5%	0%	0.0%
Sikh		0.6%		0.7%	0%	0.0%
<b><u>Leavers</u></b>						
Buddhist	0%	0.0%		0.0%	0.0%	0%
Christian	31.7%	43.2%		44%	27.3%	53.9%
Hindu	1.1%	2%		2%	4.6%	0%
Jewish	0%	0%		0%	0%	0%
Muslim	1.4%	3.4%		3%	9.1%	0%
None	14.6%	28.4%		27%	36.4%	26.9%
Not Declared	48.8%	17.6%		19%	9.1%	19.2%
Other	1.9%	4.1%		3%	13.6%	0%
Sikh	0.6%	1.4%		2%	0.0%	0%
<b><u>Training</u></b>						
Buddhist	0.0%	0.0%		0.0%	0.0%	0.0%
Christian	50.2%	50.3%		51.4%	46.2%	47.1%
Hindu	0.9%	0.9%		0.5%	5.1%	1.1%
Jewish	0.4%	0.5%		0.4%	0.0%	0.8%
Muslim	1.7%	1.8%		2.3%	0.0%	0.5%
None	27.7%	28.1%		26.1%	32.7%	34.6%
Not Declared	16.3%	15.6%		16.9%	8.3%	12.8%
Declared/NK	2.1%	2.2%		1.8%	4.5%	3.1%
Other	0.6%	0.7%		0.6%	3.2%	0%
Sikh						

Unrestricted

**Sexual Orientation**

Calculations based on self declarations	Whole Authority	Non School		People	Delivery	Central
<b>Workforce</b>						
<b>Bisexual</b>	0.3%	0.6%		0.7%	0.5%	0.3%
<b>Gay Man</b>	0.4%	0.8%		0.6%	2%	0.6%
<b>Heterosexual/ Straight</b>	41.1%	69.9%		68.5%	73.8%	71.5%
<b>Lesbian/Gay</b>						
<b>Woman</b>	0.5%	1.2%		1.5%	0.5%	0.9%
<b>Not Declared/Not Known</b>	57.7%	27.5%		28.7%	23.3%	26.7%
<b>Applicants</b>						
<b>Bisexual</b>	1.9%	1.5%		2.1%	1.5%	0.6%
<b>Gay Man</b>	1.0%	1.2%		1.1%	2.0%	1.2%
<b>Heterosexual/ Straight</b>	89.2%	89.3%		89.8%	86.8%	89.2%
<b>Lesbian/Gay</b>	1.0%	1.2%		1.2%	2.0%	0.9%
<b>Woman</b>						
<b>Not Declared/Not Known</b>	6.9%	6.8%		5.8%	7.8%	8.1%
<b>Recruitment</b>						
<b>Bisexual</b>		1.2%		1.5%	0.0%	0.0%
<b>Gay Man</b>		0.6%		0.7%	0.0%	0.0%
<b>Heterosexual/ Straight</b>	N/A	86.4%		87.4%	100%	79.3%
<b>Lesbian/Gay</b>						
<b>Woman</b>		1.2%		0%	0.0%	6.9%
<b>Not Declared/Not Known</b>		10.6%		10.4%	0.0%	13.8%
<b>Leaver</b>						
<b>Bisexual</b>	0.3%	0.7%		1.0%	0.0%	0%
<b>Gay Man</b>	0.8%	1.4%		2%	0.0%	0%
<b>Heterosexual/ Straight</b>	42.1%	66.2%		64%	68.2%	73.1
<b>Lesbian/Gay</b>	0%	0%		0%	0.0%	0%
<b>Woman</b>						
<b>Not Declared/Not Known</b>	56.7%	31.8%		33%	31.8%	26.9%
<b>Training</b>						
<b>Bisexual</b>	0.3%	0.4%		0.5%	0.0%	0.0%
<b>Gay Man</b>	1.1%	1.2%		0.6%	3.9%	2.4%
<b>Heterosexual/ Straight</b>	64.6%	64.8%		63.2%	70.5%	69.1%
<b>Lesbian/Gay</b>						
<b>Woman</b>	2.2%	2.4%		2.9%	0.0%	1.1%
<b>Not Declared/Not Known</b>	31.8%	31.4%		32.8%	25.6%	27.5%