

Employment Equalities Monitoring and Segregation Data 2016-2018

Workforce Profile

Gender							
2016/17				2017/18			
Female		Male		Female		Male	
No.	%	No.	%	No.	%	No.	%
3998	71	1605	29	4402	71	1773	29

Age					
2016/17			2017/18		
Age Group	No.	%	Age Group	No.	%
16-19	56	1	16-19	53.00	1
20-24	215	4	20-24	273.00	4
25-29	374	7	25-29	480.00	8
30-34	471	8	30-34	500.00	8
35-39	582	10	35-39	651.00	11
40-44	541	10	40-44	581.00	9
45-49	820	15	45-49	809.00	13
50-54	959	17	50-54	1010.00	16
55-59	897	16	55-59	931.00	15
60-64	540	10	60-64	687.00	11
65+	148	3	65+	200.00	3

Disability					
2016/17			2017/18		
% Yes	% No	% Not known	% Yes	% No	% Not Known
2.23	48.47	49.30	1.18	43.77	55.04

Black Minority Ethnic (BME)/White					
2016/17			2017/18		
% BME	% White	% Not known	% BME	% White	% Not Known
0.21	53.63	46.15	48.53	0.19	51.27

Grade	2016/17		2017/18	
	% Female	% Male	% Female	% Male
Chief Officer	42	58	50	50
Chartered Teacher	81	19	81	19
Depute Principal Psychologist	46	54	100	0
Education Support Officer	100	0	83	17
Educational Psychologist	75	25	75	25
Head Teacher/Depute Head Teacher	87	13	80	20
Music Instructor	44	56	44	56
Fixed Point	22	78	31	69
Principal Educ. Psychologist	37	63	100	0
Principal Teacher	58	42	74	26
Quality Improvement Manager	84	16	75	25
Quality Improvement Officer	64	36	80	20
Teacher Main Grade	50	50	81	19
Apprentice	64	36	41	59
Grade 1	66	34	87	13
Grade 2	69	31	61	39
Grade 3	60	40	85	15
Grade 4	82	18	63	37
Grade 5	40	60	49	51
Grade 6	85	15	69	31
Grade 7	75	25	58	42
Grade 8	50	50	69	31
Grade 9	80	20	63	37
Grade 10	82	18	42	58
Grade 11	100	0	0	100
Grade 12	67	33	42	58

Grade	2016/17		2017/18	
	% BME	% White	% BME	% White
Chief Officer	0.00	53.85	0.00	50.00
Chartered Teacher	3.13	62.50	3.23	70.97
Depute Principal Psychologist	0.00	0.00	0.00	0.00
Education Support Officer	0.00	100.00	0.00	66.67
Educational Psychologist	0.00	0.00	0.00	0.00
Head Teacher/Depute Head Teacher	0.00	66.67	0.00	65.71
Music Instructor	0.00	26.67	0.00	22.22
Fixed Point	0.00	0.00	0.00	0.00
Principal Educ Psychologist	0.00	100.00	0.00	100.00
Principal Teacher	0.00	55.73	0.00	53.57
Quality Improvement Manager	0.00	25.00	0.00	25.00
Quality Improvement Officer	0.00	40.00	0.00	40.00
Teacher Main Grade	0.14	35.98	0.12	29.55
Apprentice	0.00	0.00	0.00	0.00
Grade 1	0.00	38.43	0.00	36.40
Grade 2	0.00	53.62	0.00	48.05
Grade 3	0.06	56.25	0.05	50.05
Grade 4	0.46	60.32	0.41	56.22
Grade 5	0.22	49.08	0.21	45.83
Grade 6	0.74	70.47	0.71	67.29
Grade 7	0.00	78.77	0.00	75.58
Grade 8	0.29	64.60	0.26	58.01
Grade 9	0.00	71.08	0.00	66.67
Grade 10	0.00	79.49	0.00	81.40
Grade 11	0.00	88.89	0.00	83.33
Grade 12	5.26	68.42	4.17	66.67

Disabled	2016/17		2017/18	
Grade	% Yes	% No	% Yes	% No
Chief Officer	0.00	53.85	0.00	42.86
Chartered Teacher	3.13	59.38	6.45	67.74
Depute Principal Psychologist	0.00	0.00	0.00	0.00
Education Support Officer	0.00	100.00	0.00	66.67
Educational Psychologist	0.00	0.00	0.00	0.00
Head Teacher/Depute Head Teacher	0.00	62.37	0.00	62.86
Music Instructor	0.00	26.67	0.00	22.22
Fixed Point	0.00	0.00	0.00	0.00
Principal Educ Psychologist	0.00	100.00	0.00	100.00
Principal Teacher	0.52	52.60	0.00	50.00
Quality Improvement Manager	0.00	25.00	0.00	25.00
Quality Improvement Officer	0.00	40.00	0.00	40.00
Teacher Main Grade	0.14	31.30	0.00	25.81
Apprentice	0.00	0.00	0.00	0.00
Grade 1	1.39	29.63	0.88	27.19
Grade 2	1.45	46.38	0.00	81.40
Grade 3	2.64	51.09	0.00	83.33
Grade 4	2.75	53.21	0.00	66.67
Grade 5	1.85	44.29	1.30	41.56
Grade 6	4.96	64.76	1.56	44.96
Grade 7	2.74	76.03	1.04	50.83
Grade 8	4.42	56.64	0.74	41.92
Grade 9	4.82	68.67	3.06	62.59
Grade 10	0.00	79.49	1.74	69.77
Grade 11	0.00	88.89	2.36	50.39
Grade 12	0.00	68.42	1.19	60.71

Horizontal Occupational Segregation

		2016/17		2017/18	
Gender	Occupations	F	M	F	M
Strategic Management	Chief Executive Director Strategic Lead	46	54	50	50
Transformation & Public Service Reform	Corporate and Community Support Roles: <ul style="list-style-type: none"> • Finance • Human Resources • Legal • Compliance • Education Support • Business Support 	83	17	83	17
	Teaching	80	20	79	21
Regeneration, Environment & Growth	Corporate and Community Support Roles: <ul style="list-style-type: none"> • Housing • Craft (Electricians, Joiners, Plumbers) • Estates Management • Architects • Facilities Management (Cleaning/Janitorial, Catering) • Crematoriums and Cemeteries • Engineering • Roads • Grounds Maintenance • Waste Services 	43	57	43	57
Health and Social Care Partnership	Community support roles: <ul style="list-style-type: none"> • Addiction Support • Care Homes • Home Carers • Health (Macmillan carers, Occupational Therapists) • Sheltered Housing • Social Work 	84	16	84	16

	2016/17		2017/18	
BME	BME	White	BME	White
Strategic Management	0.00	53.85	0.00	50.00
Transformation & Public Service Reform	0.26	67.83	0.23	61.35
	0.20	43.08	0.17	37.41
Regeneration, Environment & Growth	0.19	45.41	0.17	41.53
Health and Social Care Partnership	0.21	54.90	0.19	50.48
	2016/17		2017/18	
Disability	Yes	No	Yes	No
Strategic Management	0.00	53.85	0.00	42.86
Transformation & Public Service Reform	3.29	64.73	1.52	58.30
Transformation & Public Service Reform- Teachers	0.29	38.86	0.09	34.00
Regeneration, Environment & Growth				
	1.76	39.43	0.80	35.93
Health and Social Care Partnership	3.01	47.69	2.05	43.81

Recruitment and Selection

Protected Characteristic	2016/17			2017/18		
	No of applicants in group*	No of applicants successful in gaining employment in group	Success Rate of group	No of applicants in group	No of applicants successful in gaining employment in group	Success Rate of group (%)
Female	8090	537	6.64	6750	398	5.90
Male	3315	210	6.33	4457	170	3.81
BME	475	25	5.26	446	14	3.14
White	10796	716	6.63	10656	541	5.08
LGBT	277	19	6.86	329	8	2.43
Heterosexual	10718	709	6.62	10524	546	5.19
Disability	471	22	4.67	542	17	3.14
No disability	10827	721	6.66	10569	546	5.17
Non-Christian	429	21	4.90	390	6	1.54
Christian	5520	425	7.70	5060	308	6.09

Equalities Training

Number of Employee Completing Equalities Training			
Course	2016/17	2017/18	2018/2019
Equality & Diversity Awareness	57	322	257
Equality & Human Rights Impact Assessment	7	48	8
The Public Sector Equality Duty	23	18	6
Face to Face Training All types	178	128	216
Year Totals	265	516	487

Discipline

Gender			
2016/17		2017/18	
% Female	% Male	% Female	% Male
51	49	53	47

BME			
2016/17		2017/18	
% BME	% White	% BME	% White
2.47	49.38	1.75	43.86

Disability			
2016/17		2017/18	
% Yes	% No	% Yes	% No
2.47	40.74	0	40.35

Grievance

Gender			
2016/17		2017/18	
% Female	% Male	% Female	% Male
56	44	73	27

BME			
2016/17		2017/18	
% BME	% White	% BME	% White
0	50	0	67

Disability			
2016/17		2017/18	
% Yes	% No	% Yes	% No
0	31	0	67

Leavers

Gender							
2016/17				2017/18			
Female		Male		Female		Male	
No.	%	No.	%	No.	%	No.	%
350	68	165	32	332	68	158	32

Age					
2016/17			2017/18		
Age Group	No.	%	Age Group	No.	%
16-19	16	3	16-19	27	6
20-24	54	10	20-24	34	7
25-29	60	12	25-29	47	10
30-34	38	7	30-34	30	6
35-39	38	7	35-39	37	8
40-44	30	6	40-44	30	6
45-49	45	9	45-49	44	9
50-54	52	10	50-54	36	7
55-59	48	9	55-59	52	11
60-64	85	17	60-64	94	19
65+	49	10	65+	59	12

Disability					
2016/17			2017/18		
% Yes	% No	% Not known	% Yes	% No	% Not Known
2.33	32.62	65.05	1.22	35.10	63.67

Black Minority Ethnic(BME) White					
2016/17			2017/18		
% BME	% White	% Not known	% Yes	% No	% Not Known
0.39	62.14	37.48	0.41	42.04	57.55

Pay Gaps

Gender					
2016/17			2017/18		
Female Hourly rate	Male Hourly Rate	Pay Gap	Female Hourly rate	Male Hourly Rate	Pay Gap
13.98	14.36	2.60	14.21	14.50	2.03

BME Pay Gap					
2016/17			2017/18		
BME Hourly rate	White Hourly Rate	Pay Gap	BME Hourly rate	White Hourly Rate	Pay Gap
16.48	14.51	-13.56	16.83	14.80	-13.67

Disability					
2016/17			2017/18		
Identified as disabled Hourly rate	Identified as not disabled Hourly Rate	Pay Gap	Identified as disabled Hourly rate	Identified as not disabled Hourly Rate	Pay Gap
13.19	14.58	9.56	13.19	14.88	11.35