

Workforce diversity data 2023/2024 and 2024/2025

This report includes monitoring information on the following areas

- The Workforce Profile
- Occupational Segregation
- Recruitment and Selection
- Promotion of the Equality Duties through training and development
- Employees subject to disciplinary investigation
- Employees raising grievances
- Employees leaving the Council

Sex

Table 1 Sex Profile

2023/24				2024/25			
Female		Male		Female		Male	
No.	%	No.	%	No.	%	No.	%
4205	73.2	1540	26.8	4096	73.5	1479	26.5

The sex profile of the workforce remains predominantly female with minimal change from previous year.

The Council aims to be reflective of the local community and the publication 'West Dunbartonshire in Numbers 2025', confirms that, of the 88,750 citizens 51.9% are female and 48.1% male. This is further broken down in the 2022 Census rounded population estimates, those aged between 15 and 64 are 29,500 female and 27,300 male totalling 64.3% of the overall population. This is not reflected in the workforce profile; however, the Council has many roles typically undertaken by women and the occupational segregation profile reflects this. Further information on occupational segregation can be found in section 4.12.

Age

Table 2 Age Profile

2023/24			2024/25		
Age Group	No.	%	Age Group	No.	%
16-19	40	0.70	16-19	40	0.72
20-24	185	3.22	20-24	172	3.09
25-29	412	7.17	25-29	359	6.44
30-34	577	10.04	30-34	562	10.08
35-39	649	11.30	35-39	629	11.28
40-44	716	12.46	40-44	708	12.70
45-49	638	11.11	45-49	663	11.89
50-54	731	12.72	50-54	688	12.34
55-59	855	14.88	55-59	842	15.10
60-64	684	11.91	60-64	659	11.82
65+	258	4.49	65+	253	4.54

The percentage split across all age groups has remained static across both years. The highest percentage of employees remain clustered in the age groups 55-59.

Over 46% of the workforce have more than 10 years' service; which suggests that employees are likely to remain with the Council for a considerable time and, given the commitment to local, sustainable employment, this is both expected and welcomed. The workforce planning framework will ensure that appropriate actions continue to be taken to build resilience considering the age profile.

Disability

Table 3 Disability Profile

2023/24			2024/25		
% Yes	% No	% Not known	% Yes	% No	% Not known
1.29	55	43	1.36	56	43

The disability profile has increased by 0.07% from the previous year. The proportion of 'not known' has stayed the same.

In West Dunbartonshire, 27.6% of the population reported having long-term activity-limiting health problems or disabilities in the 2022 census. However, this percentage is not limited to those of working age and is therefore not directly comparable to the workforce profile, although provides useful context.

The Council is a disability confident employer and aims to build manager knowledge on how best to support candidates at the recruitment stage and throughout the employee lifecycle, to ensure that the workforce profile truly reflects its employees. The Council will continue to follow best practice in this area to enhance the work that has already been undertaken to support disabled people to enter and remain in employment as well as continuing efforts towards improving disclosure rates to better inform this work.

Race

Table 4 Race Profile

2023/24			2024/25		
% Ethnic Minorities	% White	% Not known	% Ethnic Minorities	% White	% Not Known
0.64	57.25	42.11	0.70	57.76	41.54

The Ethnic Minorities race profile has increased very slightly by 0.06% compared to last year. The number of 'not known' has decreased by 0.57%, indicating that more employees are actively disclosing their ethnicity.

The Ethnic Minorities of West Dunbartonshire at the 2011 census was 1.5%, increasing to 3.2% at the 2022 Census. This compares to 7.1% for Scotland. This figure is not broken down to those of working age but the Council figure remains low in comparison.

The Ethnic Minorities profile has been identified as an area of focus for the Council's equality outcome to 'attract more diverse talent by reviewing our policies and practices to ensure that there are no barriers to entering employment for these groups' as set out in the Council's Mainstreaming Report. The recruitment of Ethnic Minorities remains a challenge nationally and work carried out through the Local Government Benchmarking Framework did not identify any best practice in the recruitment process that the Council have not already adopted. Nevertheless, a group has been formed to carry out work on the Council's recruitment practices as part of a 5-year plan to review the Employee Lifecycle and identifying actions to attract and recruit more candidates from Ethnic Minority groups is a key part of this work. This will also be a focus of Service Workforce plans.

Sexual Orientation

Table 5 Sexual Orientation Profile

	2023/24	2024/25
LGB	1.20%	1.33%
Heterosexual	32.01%	33.85%
Not known	65.73%	63.73%
Prefer not to say	1.06%	1.09%

The Council measures the percentage of Lesbian, Gay and Bisexual (LGB) employees as part of its performance indicators. This measurement is taken from the information employees complete on their HR21 record. 'Not Known' and 'Prefer not to say' account for 64.82% showing that a high percentage of employees are reluctant to disclose this information through HR21 or other data verification methods. Despite this, the disclosure rates are improving and the LGB profile has increased by 0.13% since 2023/24.

In the 2022 census 1.8% of those over 16 in West Dunbartonshire identified as LGB. This was the first time Scotland's census included voluntary questions on sexual orientation.

Transgender

Table 6 Transgender Profile

	2023/24	2024/25
Yes	0.09%	0.07%
No	33.80%	35.77%
Not known	65.83%	63.87%
Prefer not to say	0.28%	0.29%

The percentage of employees answering yes to the question, 'have you ever identified as transgender?' has decreased by 0.02% from 2023/24. Transgender is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Transgender people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, non-binary, gender queer.

In the 2022 census 0.26% of those over 16 in West Dunbartonshire identified as trans. This was the first time Scotland's census included voluntary questions on trans status.

Religion and Belief

Table 7 Religion and Belief Profile

	2023/24	2024/25
Christian	8.69%	9.96%
Other	1.48%	1.58%
None	16.92%	17.87%
Not known	71.64	69.27%
Prefer not to say	1.27	1.33%

The percentage of employees disclosing a religion and belief separate from Christian belief has increased by 0.1% since 2023/24. The numbers declaring their belief as Christian has increased by 1.27% since last year. The 2022 Census shows that Christians make up 44.6% of faiths in West Dunbartonshire, this compares to 65.2% in the 2011 census. The number of not knowns has decreased by 2.37% but remains high, nevertheless.

Occupational Segregation

Occupational segregation refers to the differences in the distribution of women and men, disabled and non-disabled people and people from different ethnic minority groups across the Council's occupational categories and job types. Labour market statistics show that, for example, women and men work in different jobs, predominate sectors and, indeed, are channelled into different jobs as a cause and consequence of a combination of factors, such as stereotyping, discrimination, individual and social and educational expectation, a lack of flexible working, and caring responsibilities.

Occupational segregation was again identified as an area of focus for the Council. The recruitment audit carried out in 2022/23 examined the applicant profile of typically gendered roles to consider whether there were any barriers faced by applicants. This revealed the success rate for female applicants is level with that of male applicants demonstrating there are no general barriers for female applicants gaining employment with the Council. The Council has completed extensive work on promoting flexible working and offers an opportunity for prospective employees to talk to us about flexible working at the recruitment stage. We have signed up to the Family Friendly Working Scotland campaign "Happy to Talk Flexible Working." Further information on the success rate of applicants can be found in section 4.20.2 of this report.

Vertical Segregation

Vertical segregation allows for analysis of where protected groups are clustered in jobs that have been rated as equivalent. Jobs are classed as rated as equivalent when they have been assigned the same grade. The Council operates a robust job evaluation process for Local Government Employees (Scottish Joint Council, SJC

and Chief Officials), job sizing for those covered by Scottish Negotiating Committee for Teachers (SNCT) and pay for Chief Executives is agreed nationally for local application.

Sex

Table 8 Vertical Occupational Segregation - Sex

Grade	2023/24		2024/25	
	% Female	% Male	% Female	% Male
Chief Officer	72.73	27.27	72.73	27.27
Principal Educational Psychologist	100	0	100	0
Education Support Officer	100	0	100	0
Educational Psychologist	87.5	12.5	87.5	12.5
Head Teacher/Depute Head Teacher	78.13	21.88	76.84	23.16
Music Instructor/Development Officer	33.33	66.67	33.33	66.67
Senior Educational Psychologist	100	0	100	0
Principal Teacher	82.42	17.58	85.42	14.58
Senior/Education Officer	75	25	77.78	22.22
Teacher Main Grade	82.34	17.66	81.76	18.24
Apprentice	15.87	84.13	10.34	89.66
Grade 1	85.49	14.51	84.32	15.68
Grade 2	70.91	29.09	76.36	23.64
Grade 3	81.91	18.09	83.07	16.93
Grade 4	80	20	81.11	18.89
Grade 5	54.18	45.82	55.33	44.67
Grade 6	64.99	35.01	65.88	34.12
Grade 7	57.21	42.79	56.28	43.72
Grade 8	75.25	24.75	75.59	24.41
Grade 9	66.3	33.7	61.96	38.04
Grade 10	57.5	42.5	64.10	35.90
Grade 11	20	80	20	80
Grade 12	42.11	57.89	40	60

The split by sex across each grade is generally reflective of the workforce profile. Any significant changes are a result of changes to small number of employees in each group. The most significant changes to note are at LGE, where there has been a 5.45% increase in female employees at Grade 2, a 6.60% increase at Grade 10 and a 4.34% decrease at Grade 9. Employees on teaching grades remain predominantly female and those on the lower LGE grades remain predominantly female. This is consistent with national trends. The sex profile of apprentices continues to be predominantly male with a decrease of 5.53% in 2024/25 in female apprentices. As part of the Council's commitment to reduce occupational

segregation, work continues in schools and through the Education and Working 4U teams to encourage young people into all types of roles.

Race

Table 9 Vertical Occupational Segregation - Race

Grade	2023/24		2024/25	
	% Ethnic Minorities	% White	% Ethnic Minorities	% White
Chief Officer	0	63.64	0	81.82
Education Support Officer	0	66.67	0	100
Educational Psychologist	0	25	0	25
Head Teacher/Depute Head Teacher	0	62.5	0	60
Music Instructor	0	20	0	20
Senior Educ. Psychologist	0	33.33	0	50
Principal Teacher	0	35.16	0	36.46
Senior/Education Officer	0	25	0	44.44
Teacher Main Grade	0.57	36.34	0.48	37.66
Apprentice	0	77.78	0	75.86
Grade 1	1.55	60.62	0.54	60.54
Grade 2	0	58.18	0	60
Grade 3	0.74	66.69	0.38	67.46
Grade 4	1.3	58.61	1.97	59.27
Grade 5	0.34	48.57	0.34	50.06
Grade 6	0	63.52	0	65.24
Grade 7	0	74.32	0	72.09
Grade 8	1	69.9	1.36	70.51
Grade 9	0	71.74	1.09	66.3
Grade 10	0	80	0	82.05
Grade 11	0	80	0	100
Grade 12	0	68.42	0	80

Only 0.70% of the workforce have identified that they are from ethnic minority groups. This has increased by 0.06% on last year. This low number is evident across the grade groups. 57.76% of the workforce have identified as white, the remainder have either opted as prefer not to say or are 'not known' due to non-disclosure. This profile does not identify any obvious barriers facing people from ethnic minority backgrounds with regards to recruitment or progression to professional level roles as the Ethnic Minorities profile is low in all grades. However, improved data capture (with reduction/removal of unknown) will allow more meaningful comparison.

Disability

Table 10 Vertical Occupational Segregation - Disability

Grade	2023/24		2024/25	
	% Yes	% No	% Yes	% No
Chief Officer	0	54.44	0	72.73
Education Support Officer	0	66.67	0	100
Educational Psychologist	0	25	0	25
Head Teacher/Depute Head Teacher	1.04	60.42	1	57.89
Music Instructor	0	26.67	0	26.67
Senior Ed. Psychologist	0	33.33	0	50
Principal Teacher	0	32.97	0	34.38
Senior/Education Officer	0	25	11.11	33.33
Teacher Main Grade	0.8	36.47	0.72	37.66
Apprentice	0	74.6	0	75.86
Grade 1	0	58.03	0	59.46
Grade 2	1.82	54.55	1.82	60
Grade 3	1.8	64.16	2.08	64.52
Grade 4	0.65	57.5	0.72	58.64
Grade 5	0.69	46.51	0.9	47.92
Grade 6	3.56	59.12	3.86	61.37
Grade 7	1.8	68.92	1.4	67.91
Grade 8	1.67	68.23	2.03	70.17
Grade 9	2.17	67.39	2.17	65.22
Grade 10	2.5	82.5	0	87.18
Grade 11	0	100	0	100
Grade 12	5.26	68.42	5	80

Disclosure of a disability has increased on last year by 0.07%. Disabled people are represented across most grades which suggests there are no significant barriers to disabled individuals accessing professional level roles. 1.36% of the workforce identified as considering themselves as having a disability and 56% of the workforce said they did not. The remainder is not known and again a reduction in unknown would provide more meaningful data.

Horizontal Segregation

Occupational segregation can be 'horizontal', where those with certain protected characteristics are clustered into specific job types.

Table 11 Horizontal Occupational Segregation - Sex

	Occupations	2023/24		2024/25	
		F%	M%	F%	M%
Strategic Management	Chief Executive Chief Officers	50	50	50	50
Chief Execs Office	Resources Education (excluding teaching) Regulatory & Regeneration People & Technology Citizen, Culture & Facilities Supply, distribution & Property Housing & Employability Roads & Neighbourhood	64	36	64.88	35.12
Teaching		82	18	81.07	18.93
Health and Social Care Partnership	Community support roles: · Addiction Support · Care Homes · Home Carers · Health (Macmillan carers, Occupational Therapists) · Sheltered Housing · Social Work	87	13	87.23	12.77

The sex profile across each strategic area remains static across both years.

The gender split across the occupations is reflective of national trends with females occupying a higher number of teaching, administrative and care roles.

Ethnic Minorities

Table 12 Horizontal Occupational Segregation - Race

	2023/24		2024/25	
	Ethnic Minorities %	White %	% Ethnic Minorities	% White
Strategic Management	0	75	0	100
Chief Execs Office	0.34	59.63	0.32	60.88
Teaching	0.48	38.56	0.37	39.36
Health and Social Care Partnership	1.47	65.38	1.81	64.8

Representation remains particularly low across all areas. Due to the low number of employees from ethnic minority backgrounds, a small change can have a notable impact on data. While this may not suggest that there are any barriers to Ethnic Minorities entering specific areas of the Council, work does need to be carried out to attract and recruit more candidates from ethnic minority groups, thereby increasing the diversity of the workforce.

Disability

Table 13 Horizontal Occupational Segregation - Disability

	2023/24		2024/25	
	Yes%	No%	% Yes	% No
Strategic Management	0	62.5	0	87.5
Chief Execs Office	1.5	57.18	1.7	58.64
Teaching	0.77	38.28	0.75	38.99
Health and Social Care Partnership	1.19	63.35	1.16	63.64

Employees identifying as disabled are represented across all Strategic Areas except for Strategic Management. However, the disability status is unrecorded for 22.5% of the group and, as with all employee groups, unknowns could denote that employees have disabilities that they have chosen not to disclose.

Recruitment and Selection

The table below shows recruitment equal opportunities monitoring for the period compared to the same period the previous year. It shows the number of applicants identified by their protected characteristic and the number of those applicants who were appointed. The information is based upon equalities monitoring questionnaires

voluntarily completed by applicants. Applicants who did not disclose information are excluded from analysis.

In order to provide meaningful comparisons for each selected protected characteristic, the success rates for each under-represented group have been measured against the success rate of its comparator. A success rate measures the percentage of the group that were successful in gaining employment and is a more accurate way to establish potential barriers to employment.

Table 14 Recruitment and Success Rates

Protected Characteristic	2023/24			2024/25		
	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	8892	681	7.7	7780	976	12.54
Male	3469	220	6.3	3221	276	8.57
Ethnic Minorities	1532	39	2.5	1813	68	3.76
White	10692	853	8.0	9087	1202	13.23
LGB	564	31	5.4	489	48	9.82
Heterosexual	11401	845	7.4	10148	1175	11.58
Disability	399	24	6.0	295	30	10.17
No disability	11887	872	7.3	10645	1235	11.6
Other	486	12	2.5	446	26	5.83
Christian	5046	354	7.0	4526	518	11.44

There was a difference of 3.97% between male and female success rates. The council receives more applications from female candidates, and this is reflective of the workforce profile. Females are more likely assume the primary caring role and the Council's commitment to being a family friendly employer removes several barriers for females entering, returning to, and continuing employment.

The success rate of ethnic minority applicants has increased by 1.26% from last year. The council continues to be committed to increasing representation within racialised minority groups. The Councils special leave policy includes the ability to take annual leave or unpaid leave for religious holidays. Some Councils in England are exploring the implementation of variable Bank/Public Holidays due to the current offerings being centred on Christian festivals. Allowing employees to take this time when they choose, around a religious festival, of their choice, could be a fairer approach. We are following the progress on this however the Council decision to

vary the current public holiday provision (28 August 2024) was unable to be implemented.

The LGB workforce profile demonstrates that LGB people are represented in the workforce. The Council is committed to promoting the organisation as an inclusive employer.

The number of applications from candidates who identify as having a disability remains low and has decreased by 104 since 2023/24. The Council continues to support disabled applicants into employment through its commitment to guarantee interviews for disabled applicants who meet the essential criteria and the use of reasonable adjustments. The Council's commitment to flexible working also removes some barriers for applicants who are disabled. The Council is a 'Disability Confident Employer' and this is highlighted in job adverts.

The number of applications from those with other religious beliefs remains low although the success rate has increased compared to last year.

Employees Participating in Equalities Training

Table 15 – Number of Employee Participating in Equalities Training

Course	No of Employees 2023/24	No of Employees 2024/25
Equality, Diversity and Human Rights Awareness – E-learn	371	283
Equalities Impact Assessment (EIA) training	65	81
Together for Gender Equality training	*	152
Understanding Domestic Abuse training	*	161

*New training for 2024/25

The Council supports the Equality Duty by providing training to employees on the key equality principles. This is provided through the e-learning platform i-learn.

Aside from the dedicated equalities training, HR policy training is also carried out with managers. This more focused approach puts equalities in context and aims to increase practical knowledge and consideration.

Discipline

The following tables set out those involved in the investigation process related to conduct in each year. Not all cases will have proceeded to a disciplinary hearing. HR are involved in all disciplinary procedures to ensure fair application of policy and that appropriate reasonable adjustments are considered.

Sex

Table 16 Employees Subject to Disciplinary – Sex

2023/24				2024/25			
Female		Male		Female		Male	
No.	%	No.	%	No.	%	No.	%
42	57.53%	31	42.47%	33	54.10%	28	45.90%

Although there has been a percentage increase in males involved in disciplinarys, the number of males involved has reduced as there have been fewer disciplinarys in 2024/25 than in 2023/24.

Race

Table 17 Employees Subject to Disciplinary – Race

2023/24				2024/25			
Ethnic Minorities		White		Ethnic Minorities		White	
No.	%	No.	%	No.	%	No.	%
1	1.37%	34	46.58%	3	4.92%	36	59.02%

Ethnic minority employees made up 4.92% of those who were involved in disciplinary procedures in 2024/25 which was an increase of 3.55% from last year.

Disability

Table 18 Employees Subject to Disciplinary – Disability

2023/24				2024/25			
Yes		No		Yes		No	
No.	%	No.	%	No.	%	No.	%
0	0.00%	34	46.58%	2	3.28%	34	55.74%

In 2023/24 there were no employees who identify as disabled involved in disciplinary procedures however, this has increased in 2024/25 to 3.28%.

Grievance

The following figures relate to individuals who raised a grievance within the period. HR are involved in all grievance procedures to ensure fair application of the policy and monitor any unusual trends.

Sex

Table 19 Employees who raised a Grievance – Sex

2023/24				2024/25			
Female		Male		Female		Male	
No.	%	No.	%	No.	%	No.	%
5	27.78%	13	72.22%	8	80.00%	2	20.00%

The sex profile of those employees who raised a grievance in 2024/25 has increased significantly by 52.22% for females and reduced for males, as compared to 2023/24.

Race

Table 20 Employees who raised a Grievance – Race

2023/24				2024/25			
Ethnic Minorities		White		Ethnic Minorities		White	
No.	%	No.	%	No.	%	No.	%
0	0.00%	5	27.78%	0	0.00%	4	40.00%

No known ethnic minority employees raised a grievance in 2023/24 or 2024/25.

Disability

Table 21 Employees who raised a Grievance – Disability

2023/24				2024/25			
Yes		No		Yes		No	
No.	%	No.	%	No.	%	No.	%
0	0.00%	3	16.67%	0	0.00%	3	30.00%

No known employees with a disability raised a grievance in 2023/24 or 2024/25.

Leavers

Reviewing the leavers profile enables the Council to monitor the reasons individuals are leaving employment to identify any unusual patterns and address any potential risks of discrimination.

As part of the termination process, employees are asked to complete an exit questionnaire to enable the Council to better understand the reasons why employees choose to leave and identify areas for improvement. 26.87% of employees, who left the Council in 2024/25 completed the survey. 41.52% of the total leavers in the last financial year were due to voluntary resignations. 69% of leavers who completed the survey in confirmed the Council was a good place to work. The reasons for those who voluntarily resign is not currently collated on the exit questionnaire. Recording and collating these responses allows services to identify areas of improvement and address these as appropriate in their service delivery and workforce plans. Anonymised and consolidated leaver analysis is available on the managers workforce console.

Sex

Table 22 Leavers – Sex

2023/24				2024/25			
Female		Male		Female		Male	
No.	%	No.	%	No.	%	No.	%
527	76%	169	24%	499	73.17%	183	26.83%

The sex profile of employees leaving the Council in 2023/24 and 2024/25 is reflective of the workforce profile and does not highlight any concerns.

Age

Table 23 Leavers – Age

2023/24			2024/25		
Age Group	No.	%	Age Group	No.	%
16-19	9	1.29%	16-19	10	1.47%
20-24	44	6.32%	20-24	38	5.57%
25-29	60	8.62%	25-29	71	10.41%
30-34	56	8.05%	30-34	70	10.26%
35-39	68	9.77%	35-39	73	10.70%
40-44	75	10.78%	40-44	49	7.18%
45-49	32	4.60%	45-49	39	5.72%
50-54	54	7.76%	50-54	33	4.84%
55-59	83	11.93%	55-59	80	11.73%
60-64	95	13.65%	60-64	109	15.98%
65+	120	17.24%	65+	110	16.13%

The highest percentage of employees leaving the Council was in the age groups 60 to 64 and 65+. This pattern would be expected as employees normally exit employment from age 55 onwards.

Disability

Table 24 Leavers – Disability

2023/24						2024/25					
Yes		No		Not Known		Yes		No		Not Known	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
14	2.01%	404	58.05%	278	39.94%	12	1.76%	435	63.78%	235	34.46%

The number of employees who identified as disabled leaving the Council has decreased by 0.25% since the previous year. The Council has several policies and supports in place to help employees with a disability to remain in employment including occupational health, flexible working, disability passports and redeployment (SWITCH).

Race

Table 25 Leavers – Race

2023/24						2024/25					
Ethnic Minorities		White		Not Known		Ethnic Minorities		White		Not Known	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
9	1.29%	421	60.49%	266	38.22%	18	2.64%	432	63.34%	232	34.02%

The number of ethnic minority employees leaving the Council has increased by 1.35% since last year. When compared to the workforce profile this does not raise any concerns.

Sexual Orientation

Table 26 Leavers – Sexual Orientation

2023/24						2024/25					
LGB		Hetrosexual		Not Known		LGB		Hetrosexual		Not Known	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
9	1.29%	272	39.08%	415	59.63%	17	2.49%	305	44.72%	360	52.79%

The percentage of LGB people leaving the Council has increased by 1.2% since 2023/24. When compared to the workforce profile this does not raise any concerns.

Transgender

Table 27 Leavers – Transgender

2023/24						2024/25					
Yes		No		Not Known		Yes		No		Not Known	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
0	0.00%	284	40.80%	412	59.20%	2	0.29%	328	48.09%	352	51.61%

Of those employees who have identified as transgender, 0.29% have left the employment of the Council over the last year.

Religion and Belief

Table 28 Leavers – Religion and Belief

	2023/24		2024/25	
	No.	%	No.	%
Christian	77	11.06%	100	14.66%
Other	18	2.59%	27	3.96%
Not known	466	66.95%	159	58.06%
None	135	19.40%	396	58.06%

The percentage of employees leaving the Council who have identified as Christian has increased by 3.6% since 2023/24 whilst the percentage of employee leaving who identify as another faith has increased 1.37%.

Pay Gaps

West Dunbartonshire Council is committed to ensuring that that employees should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value. A pay gap within an organisation may signal unlawful discrimination regarding employment and the Council has an obligation to determine

whether a pay gap exists and the reasons for it. This work is carried out through equal pay audits and the Council's last equal pay audit was presented to the Joint Consultative Forum (JCF) on the 7 September 2023.

Pay gaps are measured using both the mean and the median. The public sector equality duty requires public sector employers to publish a headline gender pay gap figure. The report for 2021/22 is published on the Council's website, [here](#). However, according to Equally Safe at Work, this single figure cannot fully capture the complexities of the gender pay gap and the differing experiences of women in the labour market. Publishing a range of measures enhances analysis of gender pay gaps which enables us to develop more targeted actions to address the causes of the council's pay gap. The UK Government Equalities Office uses the median hourly rate while the Equality and Human Rights Commission (EHRC) uses mean hourly earnings. The Office for National Statistics (ONS) reports on both mean and median but gives prominence to the median. This is because the median, from a robust statistical perspective, is a more accurate measure as it is not skewed by very low hourly pay or very high hourly pay.

As men account for the majority of those with very high rates of pay, and women account for the majority of those with very low rates of pay, the median figure can obscure some gendered differences. There is no consensus on which is the best measure, and instead it can be helpful to publish both, giving preference to the mean, which will give a deeper understanding of any pay gaps. This is also recommended by Audit Scotland. Therefore, going forward the Council's Equal Pay Audit will publish both figures. For the purposes of this report, only the mean hourly pay gaps have been calculated based on the average hourly rate. Negative percentages show a pay gap in favour of the relevant protected characteristic. Enhanced rates of pay for overtime worked beyond the notional normal working week was an identified area of inequality discussed with the Trade Unions in December 2018 and again in 2022. Agreement to vary the terms has not been secured despite claims lodged by the trade unions citing inequality.

Sex

Table 29 Pay Gap – Sex

2023/24			2024/25		
Female Hourly rate	Male Hourly Rate	Pay Gap %	Female Hourly rate	Male Hourly Rate	Pay Gap %
£19.14	£19.07	-0.36%	£20.07	£20.08	0.05%

Last year the female hourly rate was higher than the male hourly rate however, the pay gap has increased slightly in 2024/25.

Race

Table 30 Pay Gap – Race

2023/2024			2024/25		
Ethnic Minorities Hourly rate	White Hourly Rate	Pay Gap %	Ethnic Minorities Hourly rate	White Hourly Rate	Pay Gap %
£15.71	£18.38	14.57%	17.17	19.32	11.13%

The ethnic minority pay gap has decreased by 3.44%. The increase in disclosure rates of equalities monitoring information will have influenced this figure as it is subject to significant change if there are small changes to numbers in this group.

Disability

Table 31 Pay Gap - Disability

2023/24			2024/25		
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 %
£18.56	£18.40	-0.8%	£19.33	£19.34	0.05%

Disabled people are represented across most grades suggesting that there are no significant barriers to disabled individuals accessing professional level roles. The increase in disclosure rates of equalities monitoring information will have influenced this figure as it is subject to significant change if there are small changes to numbers in this group.