

Shropshire Council

Workforce Annual Diversity Monitoring Report

1 April 2018 - 31 March 2019

Results

Shropshire Council's Workforce Annual Diversity Monitoring report forms an integral part of the Equality Agenda for the Council. Produced in conjunction with the Annual Service User Diversity Report we can ensure that Equality is continually monitored and remains in focus, not just across Shropshire Council employees, but also for the people of Shropshire.

(N.B. Figures for Shropshire economically active population are taken from information provided in the 2011 Census)

How our workforce looks

Employees by ethnicity

	Shropshire economically active population (%)	Ethnicity of employees 2017/18 (%)	Ethnicity of employees 2018/19 (%)
White	98.2	90.56	90.17
Not specified	0	8.44	8.46
Asian	1.0	0.43	0.51
Black	0.2	0.11	0.22
Mixed	0.5	0.33	0.47
Other incl. Chinese	0.1	0.14	0.18
(Total BME)	(1.8)	(1.0)	(1.37)

Employees by disability and gender

	Shropshire economically active population (%)	Employees by disability/gender 2017/18 (%)	Employees by disability/gender 2018/19 (%)
Disability	21.7*	1.65	1.94
Male	49.3	15.64	16.11
Female	50.7	84.36	83.89

*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those who's daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

Shropshire Council has historically always held a high percentage of females in terms of its workforce. This can be aligned to the makeup of posts within the council, such as high levels of cleaning and catering staff, care workers and teaching assistants as well as a large proportion of part time workers all of which generically, are more dominantly undertaken by women.

Shropshire Council Workforce Annual Diversity Monitoring Report 2018/19

Employees by age

	Shropshire economically active population (%)	Age of employees 2017/18 (%)	Age of employees 2018/19 (%)
16 to 24	14.1	3.59	3.72
25 to 34	13.9	14.62	13.92
35 to 44	17.8	24.15	23.02
45 to 54	19.9	34.88	35.23
55 to 64	19.0	19.89	20.97
65 to 74	15.2	2.52	2.79
75 to 84	n/a	0.35	0.35
85 +	n/a	0	0

Employees by Religion and Belief

	Shropshire economically active population (%)	Religion and Belief of employees 2017/18 (%)	Religion and Belief of employees 2018/19 (%)
Christian	70.0	53.32	52.51
Hindu	0.1	0.13	0.12
Muslim	0.3	0.13	0.06
Sikh	0.1	0.16	0.16
Buddhist	0.3	0.30	0.28
Jewish	0	0.03	0.01
Other religion	0.4	3.31	3.15
Of no religion	21.5	16.05	17.13
Not Specified	7.2	26.57	26.58

Employees by Sexual Orientation

	Shropshire economically active population (%)	Sexual Orientation of employees 2017/18 (%)	Sexual Orientation of employees 2018/19 (%)
Heterosexual	94.23	54.50	56.80
Gay Man	1.42	0.21	0.22
Gay Woman/Lesbian		0.25	0.25
Bisexual		0.18	0.28
Not Specified	3.85	44.86	42.46

The people we recruited

Applicants for Employment

The composition of applications received for employment with Shropshire Council by ethnicity

	Shropshire economically active population (%)	Applications received 2018/19 (%)	Applications received 2018/19 (Numbers)	Ethnicity of employees 2018/19 (%)
White	98.2	93.54	3,400	90.17
Not specified	0	0.96	35	8.46
Asian	1.0	2.04	74	0.51
Black	0.2	1.73	63	0.22
Mixed	0.5	1.21	44	0.47
Other incl. Chinese	0.1	0.52	19	0.18
(Total BME)	(1.8)	(5.50)	200	(1.37)

The composition of applications received for employment with Shropshire Council by disability and gender

	Shropshire economically active population (%)	Applications received 2018/19 (%)	Applications received 2018/19 (Numbers)	Employees by disability/gender 2018/19 (%)
Disability	21.7*	0	0	1.94
Male	49.3	30.10	1,094	16.11
Female	50.7	69.90	2,541	83.89

*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those whose daily activities are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

The composition of applications received for employment with Shropshire Council by age

	Shropshire economically active population (%)	Applications received 2018/19 (%)	Applications received 2018/19 (Numbers)	Age of employees 2018/19 (%)
16 to 24	14.1	14.14	514	3.72
25 to 34	13.9	46.74	1699	13.92
35 to 44	17.8			23.02
45 to 54	19.9	23.93	870	35.23
55 to 64	19.0	14.55	529	20.97
65 +	n/a	0.63	23	3.14

The composition of applications received for employment with Shropshire Council by Religion and Belief

	Shropshire economically active population (%)	Applications received 2018/19 (%)	Applications received 2018/19 (Numbers)	Religion and Belief of employees 2018/19 (%)
Christian	70.0	49.90	1,814	52.51
Hindu	0.1	0.19	7	0.12
Muslim	0.3	0.66	24	0.06
Sikh	0.1	0.72	26	0.16
Buddhist	0.3	0.61	22	0.28

Shropshire Council Workforce Annual Diversity Monitoring Report 2018/19

Jewish	0	0.03	1	0.01
Other religion	0.4	2.86	104	3.15
Of no religion	21.5	37.50	1,363	17.13
Not Specified	7.2	7.54	274	26.58

The composition of applications received for employment with Shropshire Council by Sexual Orientation

	Shropshire economically active population (%)	Applications received 2018/19 (%)	Applications received 2018/19 (Numbers)	Sexual Orientation of employees 2018/19 (%)
Heterosexual	94.23	91.91	3,341	56.80
Gay Man	1.42	1.27	46	0.22
Gay Woman/Lesbian		0.72	26	0.25
Bisexual		1.21	44	0.28
Not Specified		4.90	178	42.46

Successful Applicants

The composition of successful applicants for employment with Shropshire Council by ethnicity

	Shropshire economically active population (%)	Successful applicants 2018/19 (%)	Successful applicants 2018/19 (numbers)	Ethnicity of employees 2018/19 (%)
White	98.2	87.89	769	90.17
Not specified	0	6.86	60	8.46
Asian	1.0	1.94	17	0.51
Black	0.2	2.06	18	0.22
Mixed	0.5	1.26	11	0.47
Other incl. Chinese	0.1	0	0	0.18
(Total BME)	(1.8)	(5.26)	(46)	(1.37)

The composition of successful applications received for employment with Shropshire Council by disability and gender

	Shropshire economically active population (%)	Successful applicants 2018/19 (%)	Successful applicants 2018/19 (numbers)	Employees by disability/gender 2018/19 (%)
Disability	21.7*	4.34	38	1.94
Male	49.3	25.83	226	16.11
Female	50.7	74.17	649	83.89

*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those who's daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

The composition of successful applications received for employment with Shropshire Council by age

	Shropshire economically active population (%)	Successful applicants 2018/19 (%)	Successful applicants 2018/19 (numbers)	Age of employees 2018/19 (%)
16 to 24	14.1	11.43	100	3.72
25 to 34	13.9	20.23	177	13.92
35 to 44	17.8	22.29	195	23.02
45 to 54	19.9	25.94	227	35.23
55 to 64	19.0	16.69	143	20.97

Shropshire Council Workforce Annual Diversity Monitoring Report 2018/19

65 +	n/a	3.43	30	3.14
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The composition of successful applications received for employment with Shropshire Council by Religion and Belief

	Shropshire economically active population (%)	Successful applicants 2018/19 (%)	Successful applicants 2018/19 (numbers)	Religion and Belief of employees 2018/19 (%)
Christian	70.0	41.60	364	52.51
Hindu	0.1	0	0	0.12
Muslim	0.3	0.46	4	0.06
Sikh	0.1	0.69	6	0.16
Buddhist	0.3	0.91	8	0.28
Jewish	0	0	0	0.01
Other religion	0.4	2.74	24	3.15
Of no religion	21.5	33.49	293	17.13
Not Specified	7.2	20.11	176	26.58

The composition of successful applications for employment with Shropshire Council by Sexual Orientation

	Shropshire economically active population (%)	Successful applicants 2018/19 (%)	Successful applicants 2018/19 (numbers)	Sexual Orientation of employees 2018/19 (%)
Heterosexual	94.23	75.66	662	56.80
Gay Man	1.42	0	0	0.22
Gay Woman/Lesbian		0.69	6	0.25
Bisexual		1.71	15	0.28
Not Specified		21.94	192	42.46

The background of our most senior earners

Top 5% of earners by ethnicity

	Shropshire economically active population (%)	Top 5% of earners employees 2018/19 (%)	Top 5% of earners 2018/19 (numbers)	Ethnicity of employees 2018/19 (%)
White	98.2	236	89.39	90.17
Not specified	0	7.95	21	8.46
Asian	1.0	0.76	2	0.51
Black	0.2	0.76	2	0.22
Mixed	0.5	1.14	3	0.47
Other incl. Chinese	0.1	0	0	0.18
(Total BME)	(1.8)	2.65	7	(1.37)

Top 5% of earners by disability and gender

	Shropshire economically active population (%)	Top 5% of earners employees 2018/19 (%)	Top 5% of earners 2018/19 (numbers)	Employees by disability/ gender 2018/19 (%)
Disability	21.7*	1.14	3	1.94
Male	49.3	40.15	106	16.11
Female	50.7	59.85	158	83.89

Shropshire Council Workforce Annual Diversity Monitoring Report 2018/19

*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those who's daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

Top 5% of earners by age

	Shropshire economically active population (%)	Top 5% of earners employees 2018/19 (%)	Top 5% of earners 2018/19 (numbers)	Age of employees 2018/19 (%)
16 to 24	11	0	0	3.72
25 to 34	20	5.30	14	13.92
35 to 44	24	23.86	63	23.02
45 to 54	24	40.91	108	35.23
55+ **	34	29.92	79	24.10

** Please note that for this category we have grouped together all age categories over 55, to ensure anonymity of our employees

Top 5% of earners by religion

	Shropshire economically active population (%)	Top 5% of earners employees 2018/19 (%)	Top 5% of earners 2018/19 (numbers)	Religion of employees 2018/19 (%)
Christian	70.0	51.52	136	52.51
Hindu	0.1	0.38	1	0.12
Muslim	0.3	0	0	0.06
Sikh	0.1	0	0	0.16
Buddhist	0.3	1.14	3	0.28
Jewish	0	0	0	0.01
Other religion	0.4	0.38	1	3.15
Of no religion	21.5	19.70	52	17.13
Not Specified	7.2	26.89	71	26.58

Top 5% of earners by sexual orientation

	Shropshire economically active population (%)	Top 5% of earners employees 2018/19 (%)	Top 5% of earners 2018/19 (numbers)	Sexual Orientation of employees 2018/19 (%)
Heterosexual	94.23	56.06	148	56.80
Gay Man	1.42	0.38	1	0.22
Gay Woman/Lesbian		1.14	3	0.25
Bisexual		0	0	0.28
Not Specified	3.85	112	42.42	42.46

Our leavers – the employees who left the Council last year

(NB leavers are based on post holdings therefore where an employee holds multiple posts each of the posts will be included in the figures)

Leavers by ethnicity

	Shropshire economically active population (%)	Leavers 2018/19 (%)	Leavers 2018/19 (numbers)	Ethnicity of employees 2018/19 (%)
White	98.2	90.02	1,605	90.17
Not specified	0	8.64	154	8.46
Asian	1.0	0.67	12	0.51
Black	0.2	0.11	2	0.22
Mixed	0.5	0.56	10	0.47
Other incl. Chinese	0.1	0	0	0.18
(Total BME)	(1.8)	1.35	24	(1.37)

Leavers by disability and gender

	Shropshire economically active population (%)	Leavers 2018/19 (%)	Leavers 2018/19 (numbers)	Employees by disability/gender 2018/19 (%)
Disability	21.7*	1.35	24	1.94
Male	49.3	14.19	253	16.11
Female	50.7	85.81	1,530	83.89

*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those whose daily activities are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%.

Leavers by age

	Shropshire economically active population (%)	Leavers 2018/19 (%)	Leavers 2018/19 (numbers)	Age of employees 2018/19 (%)
16 to 24	14.1	3.98	71	3.72
25 to 34	13.9	11.33	202	13.92
35 to 44	17.8	21.87	390	23.02
45 to 54	19.9	33.09	590	35.23
55 to 64	19.0	22.27	397	20.97
65 to 74	n/a	6.56	117	2.79
75 to 84	n/a	0.90	16	0.35
85 +	n/a	0	0	0

Leavers by Religion or Belief

	Shropshire economically active population (%)	Leavers 2018/19 (%)	Leavers 2018/19 (numbers)	Religion and Belief of employees 2018/19 (%)
Christian	70.0	52.94	944	52.51

Shropshire Council Workforce Annual Diversity Monitoring Report 2018/19

Hindu	0.1	0.06	1	0.12
Muslim	0.3	0.50	9	0.06
Sikh	0.1	0.17	3	0.16
Buddhist	0.3	0.56	10	0.28
Jewish	0	0.06	1	0.01
Other religion	0.4	3.48	62	3.15
Of no religion	21.5	14.86	265	17.13
Not Specified	7.2	27.37	488	26.58

Leavers by Sexual Orientation

	Shropshire economically active population (%)	Leavers 2018/19 (%)	Leavers 2018/19 (numbers)	Sexual Orientation of employees 2018/19 (%)
Heterosexual	94.23	53.28	950	56.80
Gay Man	1.42	0.28	5	0.22
Gay Woman/Lesbian		0.28	5	0.25
Bisexual		0.39	7	0.28
Not Specified		45.77	816	42.46

How we develop our employees

Employees requesting training by ethnicity

	Shropshire economically active population (%)	Total applications for training 2018/19 (%)	Total applications for training 2018/19 (numbers)	Ethnicity of employees 2018/19 (% of total)
White	98.2	To be confirmed		90.17
Not specified	0			8.46
Asian	1.0			0.51
Black	0.2			0.22
Mixed	0.5			0.47
Other incl. Chinese	0.1			0.18
(Total BME)	(1.8)			(1.37)

Employees requesting training by disability and gender

	Shropshire economically active population (%)	Total applications for training 2018/19 (%)	Total applications for training 2018/19 (numbers)	Employees by disability/gender 2018/19 (%)
Disability	21.7*	To be confirmed		1.94
Male	49.3			16.11
Female	50.7			83.89

*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those who's daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

Shropshire Council Workforce Annual Diversity Monitoring Report 2018/19

Employees requesting training by age

	Shropshire economically active population (%)	Total applications for training 2018/19 (%)	Total applications for training 2018/19 (numbers)	Age of employees 2018/19 (%)
16 to 24	14.1	To be confirmed		3.72
25 to 34	13.9			13.92
35 to 44	17.8			23.02
45 to 54	19.9			35.23
55 to 64	19.0			20.97
65 to 74	n/a			2.79
75 to 84	n/a			0.35
85 +	n/a			0

Employees requesting training by Religion and Belief

	Shropshire economically active population (%)	Total applications for training 2018/19 (%)	Total applications for training 2018/19 (numbers)	Religion and Belief of employees 2018/19 (%)
Christian	70.0	To be confirmed		52.51
Hindu	0.1			0.12
Muslim	0.3			0.06
Sikh	0.1			0.16
Buddhist	0.3			0.28
Jewish	0			0.01
Other religion	0.4			3.15
Of no religion	21.5			17.13
Not Specified	7.2			26.58

Employees requesting training by Sexual Orientation

	Shropshire economically active population (%)	Total applications for training 2018/19 (%)	Total applications for training 2018/19 (numbers)	Sexual Orientation of employees 2018/19 (%)
Heterosexual	94.23	To be confirmed		56.80
Gay Man	1.42			0.22
Gay Woman/Lesbian				0.25
Bisexual				0.28
Not Specified	3.85			42.46

Employees attending training by ethnicity

	Shropshire economically active population (%)	2018/19 Ethnicity of employees attending training (% of all attendees)	2018/19 Ethnicity of employees attending training (numbers)	Ethnicity of employees 2018/19 (% of total)
White	98.2	To be confirmed		90.17
Not specified	0			8.46
Asian	1.0			0.51
Black	0.2			0.22
Mixed	0.5			0.47

Shropshire Council Workforce Annual Diversity Monitoring Report 2018/19

Other incl. Chinese	0.1	0.18
(Total BME)	(1.8)	(1.37)

Employees attending training by disability and gender

	Shropshire economically active population (%)	2018/19 Total employees attending training (% of all attendees)	2018/19 Total employees attending training (numbers)	Employees by disability/gender 2018/19 (%)
Disability	21.7*	To be confirmed		1.94
Male	49.3			16.11
Female	50.7			83.89

*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those who's daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

Employees attending training by age

	Shropshire economically active population (%)	2018/19 Total employees attending training (% of all attendees)	2018/19 Total employees attending training (numbers)	Age of employees 2018/19 (%)
16 to 24	14.1	To be confirmed		3.72
25 to 34	13.9			13.92
35 to 44	17.8			23.02
45 to 54	19.9			35.23
55 to 64	19.0			20.97
65 to 74	n/a*			2.79
75 to 84	n/a			0.35
85 +	n/a			0

NB 14.11% (306) recorded as no age given

Employees attending training by Religion and Belief

	Shropshire economically active population (%)	2018/19 Total employees attending training (% of all attendees)	2018/19 Total employees attending training (numbers)	Religion and Belief of employees 2018/19 (%)
Christian	70.0	To be confirmed		52.51
Hindu	0.1			0.12
Muslim	0.3			0.06
Sikh	0.1			0.16
Buddhist	0.3			0.28
Jewish	0			0.01
Other religion	0.4			3.15
Of no religion	21.5			17.13
Not Specified	7.2			26.58

Employees attending training by Sexual Orientation

	Shropshire economically active population (%)	2018/19 Total employees attending training (% of all attendees)	2018/19 Total employees attending training (numbers)	Sexual Orientation of employees 2018/19 (%)
Heterosexual	94.23	To be confirmed		56.80
Gay Man	1.42			0.22
Gay Woman/Lesbian				0.25
Bisexual				0.28
Not Specified				3.85

The relationships with our workforce

Disciplinary cases by ethnicity

	Shropshire economically active population (%)	Disciplinary cases 2018/19 (%)	Ethnicity of employees 2018/19 (%)
White	98.2	80.00	90.17
Not specified	0	20.00	8.46
Asian	1.0	0	0.51
Black	0.2	0	0.22
Mixed	0.5	0	0.47
Other incl. Chinese	0.1	0	0.18
(Total BME)	(1.8)	0	(1.37)

Disciplinary cases by disability and gender

	Shropshire economically active population (%)	Disciplinary cases 2018/19 (%)	Disability/gender of employees 2018/19 (%)
Disability	21.7*	0	1.94
Male	49.3	50.00	16.11
Female	50.7	50.00	83.89

*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those who's daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

Disciplinary cases by age

	Shropshire economically active population (%)	Disciplinary cases 2018/19 (%)	Age of employees 2018/19 (%)
16 to 24	14.1	5.00	3.72
25 to 34	13.9	15.00	13.92
35 to 44	17.8	30.00	23.02
45 to 54	19.9	40.00	35.23
55 to 64	19.0	10.00	20.97
65 to 74	n/a	0	2.79
75 to 84	n/a	0	0.35
85 +	n/a	0	0

Shropshire Council Workforce Annual Diversity Monitoring Report 2018/19

Disciplinary cases by religion

	Shropshire economically active population (%)	Disciplinary cases 2018/19 (%)	Religion of employees 2018/19 (%)
Christian	70.0	25.00	52.51
Hindu	0.1	0	0.12
Muslim	0.3	0	0.06
Sikh	0.1	0	0.16
Buddhist	0.3	0	0.28
Jewish	0	5.00	0.01
Other religion	0.4	5.00	3.15
Of no religion	21.5	25.00	17.13
Not Specified	7.2	40.00	26.58

Disciplinary cases by Sexual Orientation

	Shropshire economically active population (%)	Disciplinary cases 2018/19 (%)	Sexual Orientation of employees 2018/19 (%)
Heterosexual	94.23	50.00	56.80
Gay Man		0	0.22
Gay Woman/Lesbian	1.42	0	0.25
Bisexual		0	0.28
Not Specified	3.85	50.00	42.46

Grievance cases by ethnicity

	Shropshire economically active population (%)	Grievance cases 2018/19 (%)	Ethnicity of employees 2018/19 (%)
White	98.2	85.71	90.17
Not specified	0	14.29	8.46
Asian	1.0	0	0.51
Black	0.2	0	0.22
Mixed	0.5	0	0.47
Other incl. Chinese	0.1	0	0.18
(Total BME)	(1.8)	0	(1.37)

Grievance cases by disability and gender

	Shropshire economically active population (%)	Grievance cases 2018/19 (%)	Disability/gender of employees 2018/19 (%)
Disability	21.7*	0	1.94
Male	49.3	28.57	16.11
Female	50.7	71.43	83.89

*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those who's daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

Shropshire Council Workforce Annual Diversity Monitoring Report 2018/19

Grievance cases by age

	Shropshire economically active population (%)	Grievance cases 2018/19 (%)	Age of employees 2018/19 (%)
16 to 24	14.1	0	3.72
25 to 34	13.9	14.29	13.92
35 to 44	17.8	28.57	23.02
45 to 54	19.9	28.57	35.23
55 to 64	19.0	28.57	20.97
65 to 74	n/a	0	2.79
75 to 84	n/a	0	0.35
85 +	n/a	0	0

Grievance cases by religion

	Shropshire economically active population (%)	Grievance cases 2018/19 (%)	Religion of employees 2018/19 (%)
Christian	70.0	57.14	52.51
Hindu	0.1	0	0.12
Muslim	0.3	0	0.06
Sikh	0.1	0	0.16
Buddhist	0.3	0	0.28
Jewish	0	0	0.01
Other religion	0.4	0	3.15
Of no religion	21.5	28.57	17.13
Not Specified	7.2	14.29	26.58

Grievance cases by Sexual Orientation

	Shropshire economically active population (%)	Grievance cases 2018/19 (%)	Sexual Orientation of employees 2018/19 (%)
Heterosexual	94.23	57.14	56.80
Gay Man	1.42	0	0.22
Gay Woman/Lesbian		14.29	0.25
Bisexual		0	0.28
Not Specified	3.85	28.57	42.46

Shropshire Council Workforce Annual Diversity Monitoring Report

1 April 2018 - 31 March 2019

Results

1.0 Workforce diversity

- 1.1 The BME makeup of our workforce has increased slightly over the last 12 months, from 1.0% to 1.37%, moving closer to the Shropshire economically active population figure of 1.80%. Headcount has continued to reduce.
- 1.2 In terms of the percentage of employees declaring a disability this has increased slightly since last year, from 1.65% to 1.94%. The number of employees for whom we have no information as to whether or not they have a declared disability has increased and accounts for 16.94% of employees.
- 1.3 Shropshire Council continues to remain committed to promoting equality within the workforce and also in its recruitment policies. Our Equality policy is reviewed and updated regularly to ensure it is in keeping with up to date changes in legislation and relevance to our organisation is maintained. Equality training forms part of our online induction, which all new staff are required to complete. Equality and Social Inclusion training is available to all staff via our online learning platform (Leap into Learning). Shropshire Council's Equality Policy is available to all staff, via the intranet and is promoted across the organisation, as well as being publicly available through the 'Equality, Diversity and Social inclusion' pages on the Council website at www.shropshire.gov.uk.

2.0 Age profile of our workforce

- 2.1 Shropshire Council's age profile remains relatively stable year on year with little change between age groups. When compared to Shropshire's economically active population the percentage of Shropshire Council's employees that fall within the middle age groups Shropshire Council's workforce falls, in some age brackets, considerably higher. In fact it is at each end of the age spectrum (16 years to 24 years and 65 plus years) where the workforce falls below the percentage of economically active population for Shropshire. Shropshire Council does not have a retirement age and employees who are a member of the Local Government Pension Scheme and have reached the age of 55, have the opportunity to request to take flexible retirement where they can reduce their hours and draw their pension while they continue to work. Requests for flexible retirement are considered by Managers under the flexible and agile working policy.

3.0 Gender equality

- 3.1 Shropshire Council's gender split within the workforce corporately has always fallen at around 80-20 split with the majority of our staff being female. This year the percentage of employees who are female is 83.89% to 16.11% male. This is largely down to the types of roles that the organisation holds which are historically and predominantly female orientated, such as care roles, cleaning and catering roles as well as a large proportion of part time positions and in addition within schools the role of teaching assistant and other support type roles are predominantly filled by females.
- 3.2 Shropshire Council promotes gender equality. Our flexible and agile working policy enables employees to request flexible working whether that be in terms of working hours or locations such as working remotely so that employees can achieve an improved work life balance.

Flexible working can be requested by all employees except agency workers and school based employees. Both male and female members of staff can request to work flexibly.

- 3.3 Shropshire Council's Gender Pay Gap is taking a positive direction having fallen by just over 2% compared to last year. The pay increase awarded to staff during 2017 (therefore affecting rates of pay for March 2018) saw higher percentage increase to hourly rate for those on lower scale points. This had a greater effect on Shropshire Council's Shire Services staff which has helped to go towards closing the Gender Pay Gap. It is also encouraging to see that the percentage of females in the top 2 quartiles has increased, albeit slightly from last year and the percentage of females in the lower 2 quartiles have reduced. The variance in figures is small, however does show that Shropshire Council is moving in the right direction.

Shropshire Council's Gender Pay Gap Report can be found on the 'Equality, Diversity and Social inclusion' pages on the Council website at www.shropshire.gov.uk.

4.0 Smart working

- 4.1 2019 saw the launch of a new Smart Working Guide – a programme about both people and culture change through encouraging and supporting changes in the way people work, and empowering them to challenge current work practices, rethinking what they need and introducing more agile working in order to deliver better services. This includes meeting the aspirations of staff for an improved work life balance with flexibility becoming the norm rather than the exception.

5.0 Disability Confident

- 5.1 In February 2019 Shropshire Council achieved the Disability Confident Leader Level 3 Award (this scheme replaces the Disability Symbol Two Ticks initiative). The Disability Confident scheme aims to help employers make the most of the opportunities provided by employing people with disabilities. As a disability confident employer, Shropshire Council can demonstrate that they're taking action to attract, recruit and retain disabled talent and remove any barriers that may prevent workplace inclusion for disabled people and those with long term health conditions.

Please click the link below to find out more information about what it means to be a Disability Confident Employer.

<https://disabilityconfident.campaign.gov.uk/>

6.0 Development of employees

- 6.1 Shropshire Council continues to promote the development of employees through its on-line learning system, making learning more accessible and flexible to all employees, and in addition through the apprenticeship framework.
- 6.2 Apprenticeships are delivered by both local and national providers and offer flexibility in the way they deliver training to meet the needs of the organisation. Shropshire Council continues to work with these providers to develop apprenticeships for the future, providing greater flexibility to all employees in accessing apprenticeships.
- 6.2 The Council is a member of the National Apprenticeship Diversity Champions Network which commits to making a change to the diversity and inclusion of apprenticeships both internally and externally, improving social mobility while building a skilled, diverse workforce.

7.0 Areas for improvement

- 7.1 The training and development of employees is recorded on the Leap into Learning system and work is currently in progress to ensure that the workforce equality data in this area is available as soon as possible.
- 7.2 Shropshire Council continues to work to encourage employees to declare equality information, so we have a more accurate picture of the diversity of the workforce to enable us draw on the different talents, experiences and

Shropshire Council Workforce Annual Diversity Monitoring Report 2018/19

perspectives of our employees from different backgrounds and cultures. The implementation of Business World, the Council's new ERP system, provides increased functionality for employees to update their own personal details and should assist in improving the quality of our workforce equality data.