

Annual Diversity Monitoring Report

1 April 2010 - 31 March 2011

– Results and targets for next year

How our workforce looks

Employees by ethnicity

	Shropshire economically active population (%)	Ethnicity of employees 2009/10 (%)	Ethnicity of employees 2010/11 (%)
White	98.88	91.74	94.2
Not specified	0	7.38	4.88
Asian	0.32	0.30	0.36
Black	0.12	0.23	0.20
Mixed	0.28	0.23	0.28
Other incl. Chinese	0.38	0.12	0.15
(Total BME)	(1.12)	(0.88)	1.00

Employees by disability and gender

	Shropshire economically active population (%)	Employees by disability/gender 2009/10 (%)	Employees by disability/gender 2010/11 (%)
Disability	5	2.60	2.43
Male	51	20	19
Female	49	80	81

Employees by age

	Shropshire economically active population (%)	Age of employees 2009/10 (%)	Age of employees 2010/11 (%)
16 to 24	11	4	3.28
25 to 34	20	14	14.30
35 to 44	24	29	27.20
45 to 54	24	32	33.24
55 to 64	21	18	18.91
65 to 74	n/a*	2	2.81
75 to 84	n/a	#	0.26
85 +	n/a	0	0

*n/a = not available

= between 0% and 1%

Appendix 2 – Annual Diversity Monitoring Report 2010/11 (Full Results)

Employees by Religion and Belief

	Shropshire economically active population (%)	Religion and Belief of employees 2010/11 (%)
Christian	78.9	54.06
Hindu	0.1	0.05
Muslim	0.2	0.10
Sikh	0.1	0.09
Buddist	0.2	0.25
Jewish	0	0.01
Other religion	0.3	0.94
Of no religion	14.1	12.80
Not Specified	6.2	31.59

Employees by Sexual Orientation

	Shropshire economically active population (%)	Sexual Orientation of employees 2010/11 (%)
Hetrosexual/Straight	94.23	36.79
Gay Man	1.42	0.10
Gay Woman/Lesbian		0.09
Bisexual		0.13
Not Specified	3.85	62.91

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 20010/11 (%)	Applications received 2010/11 (Numbers)	Ethnicity of employees 2010/11 (%)
White	98.88	91.36	8,246	94.2
Not specified	0	4.29	387	4.88
Asian	0.32	2.19	198	0.36
Black	0.12	0.88	79	0.20
Mixed	0.28	0.73	66	0.28
Other incl. Chinese	0.38	0.55	50	0.15
(Total BME)	(1.12)	(4.35)	(393)	1.00

Appendix 2 – Annual Diversity Monitoring Report 2010/11 (Full Results)

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

	Shropshire economically active population (%)	Applications received 2010/11 (%)	Applications received 2010/11 (numbers)	Employees by disability/gender 2010/11(%)
Disability	5	5.36	484	2.43
Male	51	35.99	3,249	19
Female	49	64.00	5,777	81

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

	Shropshire economically active population (%)	Applications received 2010/11 (%)	Applications received 2010/11 (numbers)	Age of employees 2010/11 (%)
16 to 24	11	23.54	2,125	3.28
25 to 34	20	27.28	2,462	14.30
35 to 44	24	20.03	1,808	27.20
45 to 54	24	18.06	1,630	33.24
55 to 64	21	8.99	811	18.91
65 +	n/a*	0.62	56	3.07

*n/a = not available
NB 1.5% recorded as no age

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

	Shropshire economically active population (%)	Applications received 2010/11 (%)	Applications received 2010/11 (numbers)	Religion and Belief of employees 2010/11 (%)
Christian	78.9	56.16	5069	54.06
Hindu	0.1	0.47	42	0.05
Muslim	0.2	0.74	67	0.10
Sikh	0.1	0.64	58	0.09
Buddist	0.2	0.82	74	0.25
Jewish	0	0.06	5	0.01
Other religion	0.3	1.76	159	0.94
Of no religion	14.1	30.70	2771	12.80
Not Specified	6.2	0.09	781	31.59

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

Appendix 2 – Annual Diversity Monitoring Report 2010/11 (Full Results)

	Shropshire economically active population (%)	Applications received 2010/11 (%)	Applications received 2010/11 (numbers)	Sexual Orientation of employees 2010/11 (%)
Hetrosexual/Straight	94.23	86.94	7847	36.79
Gay Man	1.42	0.63	57	0.10
Gay Woman/Lesbian		0.61	55	0.09
Bisexual		0.80	73	0.13
Not Specified	3.85	6.58	594	62.91

Successful Applicants

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

	Shropshire economically active population (%)	Successful applicants 2010/11 (%)	Successful applicants 2010/11 (numbers)	Ethnicity of employees 2010/11 (%)
White	98.88	96.80	724	94.2
Not specified	0	6.55	49	4.88
Asian	0.32	0.96	7	0.36
Black	0.12	0	0	0.20
Mixed	0.28	0.13	5	0.28
Other incl. Chinese	0.38	0.13	5	0.15
(Total BME)	(1.12)	(2.26)	(17)	1.00

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

	Shropshire economically active population (%)	Successful applicants 2010/11 (%)	Successful applicants 2010/11 (numbers)	Employees by disability/gender 2010/11 (%)
Disability	5	2.53	20	2.43
Male	51	26.84	212	19
Female	49	73.16	578	81

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

Appendix 2 – Annual Diversity Monitoring Report 2010/11 (Full Results)

	Shropshire economically active population (%)	Successful applicants 2010/11 (%)	Successful applicants 2010/11 (numbers)	Age of employees 2010/11 (%)
16 to 24	11	24.17	191	3.28
25 to 34	20	18.10	143	14.30
35 to 44	24	25.19	199	27.20
45 to 54	24	23.67	187	33.24
55 to 64	21	7.59	60	18.91
65 +	n/a*	1.27	10	3.07

*n/a = not available

NB 0.02% (2 applications) no age recorded

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

	Shropshire economically active population (%)	Applications received 2010/11 (%)	Applications received 2010/11 (numbers)	Religion and Belief of employees 2010/11 (%)
Christian	78.9	61.01	482	54.06
Hindu	0.1	0	0	0.05
Muslim	0.2	0.25	2	0.10
Sikh	0.1	0.38	3	0.09
Buddist	0.2	0.38	3	0.25
Jewish	0	0	0	0.01
Other religion	0.3	2.28	18	0.94
Of no religion	14.1	25.82	204	12.80
Not Specified	6.2	9.87	78	31.59

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

	Shropshire economically active population (%)	Applications received 2010/11 (%)	Applications received 2010/11 (numbers)	Sexual Orientation of employees 2010/11 (%)
Hetrosexual/Straight	94.23	83.67	661	36.79
Gay Man	1.42	0.25	2	0.10
Gay Woman/Lesbian		0.63	5	0.09
Bisexual		1.09	8	0.13
Not Specified	3.85	14.43	114	62.91

The background of our most senior earners

Top 5% of earners by ethnicity

	Shropshire economically active population (%)	Top 5% of earners FTE (%) 2010/11	Top 5% of earners FTE (numbers) 2010/11	Ethnicity of employees 2010/11 (%)
White	98.88	89.89	427	94.2
Not specified	0	8.84	42	4.88
Asian	0.32	0.21	1	0.36
Black	0.12	0.21	1	0.20
Mixed	0.28	0.42	2	0.28
Other incl. Chinese	0.38	0.42	2	0.15
(Total BME)	(1.12)	(1.26)	(6)	1.00

Top 5% of earners by disability and gender

	Shropshire economically active population (%)	Top 5% of earners FTE (%) 2010/11	Top 5% of earners FTE (numbers) 2010/11	Employees by disability/gender 2010/11 (%)
Disability	5	1.47	7	2.43
Male	51	51	243	19
Female	49	49	232	81

Top 5% of earners by age

	Shropshire economically active population (%)	Top 5% of earners FTE (%) 2010/11	Top 5% of earners FTE (numbers) 2010/11	Age of employees 2010/11 (%)
16 to 24	11	0	0	3.28
25 to 34	20	5	22	14.30
35 to 44	24	27	126	27.20
45 to 54	24	46	218	33.24
55+ **	21	23	109	21.98

*n/a = not available

= between 0% and 1%

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

Appendix 2 – Annual Diversity Monitoring Report 2010/11 (Full Results)

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

	Shropshire economically active population (%)	Top 5% of earners FTE (%) 2010/11	Top 5% of earners FTE (numbers) 2010/11	Religion and Belief of employees 2010/11 (%)
Christian	78.9	55.82	259	54.06
Hindu	0.1	0.22	1	0.05
Muslim	0.2	0	0	0.10
Sikh	0.1	0	0	0.09
Buddist	0.2	0.22	1	0.25
Jewish	0	0	0	0.01
Other religion	0.3	0.65	3	0.94
Of no religion	14.1	18.53	86	12.80
Not Specified	6.2	23.92	111	31.59

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

	Shropshire economically active population (%)	Top 5% of earners FTE (%) 2010/11	Top 5% of earners FTE (numbers) 2010/11	Sexual Orientation of employees 2010/11 (%)
Hetrosexual/Straight	94.23	41.81	194	36.79
Gay Man	1.42	0.43	2	0.10
Gay Woman/Lesbian		0.65	3	0.09
Bisexual		0	0	0.13
Not Specified	3.85	57.11	265	62.91

Our leavers – the employees who left the Council last year

Leavers by ethnicity

	Shropshire economically active population (%)	Leavers (%) 2010/11	Leavers (numbers) 2010/11	Ethnicity of employees 2010/11 (%)
White	98.88	84.52	2338	94.2
Not specified	0	13.49	373	4.88
Asian	0.32	0.29	8	0.36
Black	0.12	0.25	7	0.20
Mixed	0.28	0.40	11	0.28
Other incl. Chinese	0.38	1.05	29	0.15
(Total BME)	(1.12)	1.99	(55)	1.00

Leavers by disability and gender

	Shropshire economically active population (%)	Leavers (%) 2010/11	Leavers (numbers) 2010/11	Employees by disability/gender 2010/11 (%)
Disability	5	2.66	74	2.43
Male	51	27.26	754	19
Female	49	72.74	2,012	81

Leavers by age

	Shropshire economically active population (%)	Leavers (%) 2010/11	Leavers (numbers) 2010/11	Age of employees 2010/11 (%)
16 to 24	11	14.43	399	3.28
25 to 34	20	15.94	441	14.30
35 to 44	24	20.35	563	27.20
45 to 54	24	20.14	557	33.24
55 to 64	21	21.69	600	18.91
65 to 74	n/a*	7.01	194	2.81
75 to 84	n/a	0.40	11	0.26
85 +	n/a	0.04	1	0

*n/a = not available

= between 0% and 1%

Appendix 2 – Annual Diversity Monitoring Report 2010/11 (Full Results)

Leavers by Religion or Belief

	Shropshire economically active population (%)	Leavers (%) 2010/11	Leavers (numbers) 2010/11	Religion and Belief of employees 2010/11 (%)
Christian	78.9	46.71	1292	54.06
Hindu	0.1	0.04	1	0.05
Muslim	0.2	0.04	1	0.10
Sikh	0.1	0.04	1	0.09
Buddist	0.2	0.04	1	0.25
Jewish	0	0.07	2	0.01
Other religion	0.3	0.76	21	0.94
Of no religion	14.1	11.14	308	12.80
Not Specified	6.2	41.18	1139	31.59

Leavers by Sexual Orientation

	Shropshire economically active population (%)	Leavers (%) 2010/11	Leavers (numbers) 2010/11	Sexual Orientation of employees 2010/11 (%)
Hetrosexual/Straight	94.23	28.74	795	36.79
Gay Man	1.42	0.07	2	0.10
Gay Woman/Lesbian		0.07	2	0.09
Bisexual		0.04	1	0.13
Not Specified	3.85	71.08	1966	62.91

How we develop our employees

Employees requesting training by ethnicity

	Shropshire economically active population (%)	Total applications for training 2010/11 (%)	Total applications for training 2010/11 (numbers)	Ethnicity of employees 2010/11 (% of total)
White	98.88	88.55	9723	94.2
Not specified	0	10.29	1130	4.88
Asian	0.32	0.41	45	0.36
Black	0.12	0.30	33	0.20
Mixed	0.28	0.27	30	0.28
Other incl. Chinese	0.38	0.17	19	0.15
(Total BME)	(1.12)	(1.16)	(127)	1.00

Employees requesting training by disability and gender

	Shropshire economically active population (%)	Total applications for training 2010/11 (%)	Total applications for training 2010/11 (numbers)	Employees by disability/gender 2010/11 (%)
Disability	5	2.39	262	2.43
Male	51	29.02	3,186	19
Female	49	68.25	7,494	81

Employees requesting training by age

	Shropshire economically active population (%)	Total applications for training 2010/11 (%)	Total applications for training 2010/11 (numbers)	Age of employees 2010/11 (%)
16 to 24	11	3.94	433	3.28
25 to 34	20	15.00	1648	14.30
35 to 44	24	27.23	2990	27.20
45 to 54	24	31.75	3486	33.24
55 to 64	21	16.30	1790	18.91
65 to 74	n/a*	1.63	179	2.81
75 to 84	n/a	0.22	24	0.26
85 +	n/a	0.07	8	0

*n/a = not available

NB 3.8% (423) recorded as no age given

Appendix 2 – Annual Diversity Monitoring Report 2010/11 (Full Results)

Employees requesting training by Religion and Belief

	Shropshire economically active population (%)	Total applications for training 2010/11 (%)	Total applications for training 2010/11 (numbers)	Religion and Belief of employees 2010/11 (%)
Christian	78.9	54.83	6020	54.06
Hindu	0.1	0.13	14	0.05
Muslim	0.2	0.08	9	0.10
Sikh	0.1	0.12	13	0.09
Buddist	0.2	0.28	31	0.25
Jewish	0	0	0	0.01
Other religion	0.3	1.18	130	0.94
Of no religion	14.1	15.95	1751	12.80
Not Specified	6.2	27.44	3013	31.59

Employees requesting training by Sexual Orientation

	Shropshire economically active population (%)	Total applications for training 2010/11 (%)	Total applications for training 2010/11 (numbers)	Sexual Orientation of employees 2010/11 (%)
Hetrosexual/Straight	94.23	50.97	5597	36.79
Gay Man	1.42	0.27	30	0.10
Gay Woman/Lesbian		0.26	29	0.09
Bisexual		0.13	14	0.13
Not Specified	3.85	48.37	5311	62.91

Appendix 2 – Annual Diversity Monitoring Report 2010/11 (Full Results)

Employees attending training by ethnicity

	Shropshire economically active population (%)	2010/11 Ethnicity of employees attending training (% of all attendees)	2010/11 Ethnicity of employees attending training (numbers)	Ethnicity of employees 2010/11 (% of total)
White	98.88	88.13	8555	94.2
Not specified	0	10.58	1027	4.88
Asian	0.32	0.48	47	0.36
Black	0.12	0.31	30	0.20
Mixed	0.28	0.30	29	0.28
Other incl. Chinese	0.38	0.20	19	0.15
(Total BME)	(1.12)	1.29	125	1.00

Employees attending training by disability and gender

	Shropshire economically active population (%)	2010/11 Total employees attending training (% of all attendees)	2010/11 Total employees attending training (numbers)	Employees by disability/gender 2010/11 (%)
Disability	5	2.20	214	2.43
Male	51	30.51	2,962	19
Female	49	69.49	6,745	81

Employees attending training by age

	Shropshire economically active population (%)	2010/11 Total employees attending training (% of all attendees)	2010/11 Total employees attending training (numbers)	Age of employees 2010/11 (%)
16 to 24	11	4.13	401	3.28
25 to 34	20	15	1,456	14.30
35 to 44	24	28.64	2,780	27.20
45 to 54	24	32.97	3,038	33.24
55 to 64	21	15.85	1,539	18.91
65 to 74	n/a*	1.65	160	2.81
75 to 84	n/a	0.13	13	0.26
85 +	n/a	0.02	2	0

*n/a = not available

NB 3.27% (318) recorded as no age given

Appendix 2 – Annual Diversity Monitoring Report 2010/11 (Full Results)

Employees attending training by Religion and Belief

	Shropshire economically active population (%)	2010/11 Total employees attending training (% of all attendees)	2010/11 Total employees attending training (numbers)	Religion and Belief of employees 2010/11 (%)
Christian	78.9	55.40	5378	54.06
Hindu	0.1	0.12	12	0.05
Muslim	0.2	0.11	11	0.10
Sikh	0.1	0.09	9	0.09
Buddist	0.2	0.34	33	0.25
Jewish	0	0	0	0.01
Other religion	0.3	1.13	110	0.94
Of no religion	14.1	15.95	1548	12.80
Not Specified	6.2	26.85	2606	31.59

Employees attending training Council by Sexual Orientation

	Shropshire economically active population (%)	2010/11 Total employees attending training (% of all attendees)	2010/11 Total employees attending training (numbers)	Sexual Orientation of employees 2010/11 (%)
Hetrosexual/Straight	94.23	50.89	4940	36.79
Gay Man	1.42	0.27	26	0.10
Gay Woman/Lesbian		0.22	21	0.09
Bisexual		0.22	21	0.13
Not Specified	3.85	48.41	4699	62.91