

Shropshire Council

Workforce Annual Diversity Monitoring Report

1 April 2019 - 31 March 2020

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.

The data used in this report is based on employee headcount (not employee post holdings) - this is more reflective of our workforce and comparable with other reporting such as the ONS quarterly surveys and HR balanced scorecards.

(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 2018/19 (%)	Ethnicity of employees 2019/20 (%)
White	98.2	90.17	81.43
Not specified	0	8.46	17.14
Asian	1.0	0.51	0.49
Black	0.2	0.22	0.35
Mixed	0.5	0.47	0.52
Other incl. Chinese	0.1	0.18	0.07
(Total BME)	(1.8)	(1.37)	(1.43)

Employees by disability and gender

	Shropshire economically active population (%)	Employees by disability/gender 2018/19 (%)	Employees by disability/gender 2019/20 (%)
Disability	21.7*	1.98	1.84
Male	49.3	17.69	18.32
Female	50.7	82.31	81.68

*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 are more commonly undertaken by women at present.

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Employees by age

	Shropshire economically active population (%)	Age of employees 2018/19 (%)	Age of employees 2019/20 (%)
16 to 24	14.1	3.72	3.79
25 to 34	13.9	13.92	14.25
35 to 44	17.8	23.02	23.26
45 to 54	19.9	35.23	33.54
55 to 64	19.0	20.97	22.01
65 to 74	15.2	2.79	2.71
75 to 84	n/a	0.35	0.44
85 +	n/a	0	0

Employees by Religion and Belief

	Shropshire economically active population (%)	Religion and Belief of employees 2018/19 (%)	Religion and Belief of employees 2019/20 (%)
Christian	70.0	52.51	46.63
Hindu	0.1	0.12	0.00
Muslim	0.3	0.06	0.00
Sikh	0.1	0.16	0.05
Buddhist	0.3	0.28	0.05
Jewish	0	0.01	0.02
Other religion	0.4	3.15	2.62
Of no religion	21.5	17.13	18.05
Not Specified	7.2	26.58	32.58

Employees by Sexual Orientation

	Shropshire economically active population (%)	Sexual Orientation of employees 2018/19 (%)	Sexual Orientation of employees 2019/20 (%)
Heterosexual	94.23	56.80	53.51
Gay Man		0.22	0.07
Gay Woman/Lesbian	1.42	0.25	0.25
Bisexual		0.28	0.28
Not Specified	3.85	42.46	46.07

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 2019/20 (%)	Applications received 2019/20 (Numbers)	Ethnicity of employees 2019/20 (%)
White	98.2	87.21	4,887	81.43
Not specified	0	5.46	306	17.14
Asian	1.0	2.89	162	0.49
Black	0.2	1.86	104	0.35
Mixed	0.5	1.39	78	0.52
Other incl. Chinese	0.1	1.20	67	0.07
(Total BME)	(1.8)	(7.33)	(411)	(1.43)

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

	Shropshire economically active population (%)	Applications received 2019/20 (%)	Applications received 2019/20 (Numbers)	Employees by disability/gender 2019/20 (%)
Disability	21.7*	4.73	265	1.84
Male	49.3	28.46	1,595	18.32
Female	50.7	67.42	3,778	81.68
Not specified	0	4.12	231	0

*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 2019/20 (%)	Applications received 2019/20 (Numbers)	Age of employees 2019/20 (%)
16 to 24	14.1	14.74	826	3.79
25 to 34	13.9	27.23	1,526	14.25
35 to 44	17.8	22.39	1,255	23.26
45 to 54	19.9	20.06	1,124	33.54
55 to 64	19.0	12.01	673	22.01
65 +	n/a	0.80	45	3.15
Not specified	n/a	2.77	155	n/a

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

	Shropshire economically active population (%)	Applications received 2019/20 (%)	Applications received 2019/20 (Numbers)	Religion and Belief of employees 2019/20 (%)
Christian	70.0	38.72	2170	46.63
Hindu	0.1	0.27	15	0.00
Muslim	0.3	0.84	47	0.00
Sikh	0.1	0.82	46	0.05
Buddhist	0.3	0.96	54	0.05
Jewish	0	0.05	3	0.02
Other religion	0.4	1.21	68	2.62
Of no religion	21.5	48.39	2,712	18.05
Not Specified	7.2	8.73	489	32.58

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

	Shropshire economically active population (%)	Applications received 2019/20 (%)	Applications received 2019/20 (Numbers)	Sexual Orientation of employees 2019/20 (%)
Heterosexual	94.23	83.92	4,703	53.51
Gay Man	1.42	1.02	57	0.07
Gay Woman/Lesbian		1.03	58	0.25
Bisexual		1.68	94	0.28
Not Specified		3.85	12.35	692

Successful Applicants (New Starters)

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

	Shropshire economically active population (%)	Successful applicants 2019/20 (%)	Successful applicants 2019/20 (numbers)	Ethnicity of employees 2019/20 (%)
White	98.2	31.66	315	81.43
Not specified	0	65.93	656	17.14
Asian	1.0	0.70	7	0.49
Black	0.2	0.70	7	0.35
Mixed	0.5	1.01	10	0.52
Other incl. Chinese	0.1	0.00	0	0.07
(Total BME)	(1.8)	(2.41)	(24)	(1.43)

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

	Shropshire economically active population (%)	Successful applicants 2019/20 (%)	Successful applicants 2019/20 (numbers)	Employees by disability/gender 2019/20 (%)
Disability	21.7*	0.50	5	1.84
Male	49.3	21.21	211	18.32
Female	50.7	78.79	784	81.68

*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 2019/20 (%)	Successful applicants 2019/20 (numbers)	Age of employees 2019/20 (%)
16 to 24	14.1	13.57	135	3.79
25 to 34	13.9	20.90	208	14.25
35 to 44	17.8	25.03	249	23.26
45 to 54	19.9	21.81	217	33.54
55 to 64	19.0	16.78	167	22.01
65 +	n/a	1.91	19	3.15

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

	Shropshire economically active population (%)	Successful applicants 2019/20 (%)	Successful applicants 2019/20 (numbers)	Religion and Belief of employees 2019/20 (%)
Christian	70.0	14.07	140	46.63
Hindu	0.1	0.00	0	0.00
Muslim	0.3	0.20	2	0.00
Sikh	0.1	0.40	4	0.05
Buddhist	0.3	0.20	2	0.05
Jewish	0	0.00	0	0.02
Other religion	0.4	0.80	8	2.62
Of no religion	21.5	15.78	157	18.05
Not Specified	7.2	68.54	682	32.58

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

	Shropshire economically active population (%)	Successful applicants 2019/20 (%)	Successful applicants 2019/20 (numbers)	Sexual Orientation of employees 2019/20 (%)
Heterosexual	94.23	22.61	225	53.51
Gay Man	1.42	0.40	4	0.07
Gay Woman/Lesbian		0.40	4	0.25
Bisexual		0.20	2	0.28
Not Specified	3.85	76.38	760	46.07

The background of our most senior earners

Top 5% of earners by ethnicity

	Shropshire economically active population (%)	Top 5% of earners employees 2019/20 (numbers)	Top 5% of earners 2019/20 (%)	Ethnicity of employees 2019/20 (%)
White	98.2	278	86.60	81.43
Not specified	0	36	11.21	17.14
Asian	1.0	2	0.62	0.49
Black	0.2	2	0.62	0.35
Mixed	0.5	3	0.93	0.52
Other incl. Chinese	0.1	0	0.00	0.07
(Total BME)	(1.8)	(7)	(2.18)	(1.43)

Top 5% of earners by disability and gender

	Shropshire economically active population (%)	Top 5% of earners employees 2019/20 (numbers)	Top 5% of earners 2019/20 (%)	Employees by disability/ gender 2019/20 (%)
Disability	21.7*	3	0.93	1.84
Male	49.3	118	36.76	18.32
Female	50.7	203	63.24	81.68

*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 2019/20 (numbers)	Top 5% of earners 2019/20 (%)	Age of employees 2019/20 (%)
16 to 24	11	0	0	3.79
25 to 34	20	13	4.05	14.25
35 to 44	24	70	21.81	23.26
45 to 54	24	155	48.29	33.54
55+ **	34	83	25.86	25.16

** 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 2019/20 (numbers)	Top 5% of earners 2019/20 (%)	Religion of employees 2019/20 (%)
Christian	70.0	173	53.89	46.63
Hindu	0.1	0	0.00	0.00
Muslim	0.3	0	0.00	0.00
Sikh	0.1	0	0.00	0.05
Buddhist	0.3	0	0.00	0.05
Jewish	0	1	0.31	0.02
Other religion	0.4	3	0.93	2.62
Of no religion	21.5	47	14.64	18.05
Not Specified	7.2	97	30.22	32.58

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Top 5% of earners by sexual orientation

	Shropshire economically active population (%)	Top 5% of earners employees 2019/20 (numbers)	Top 5% of earners 2019/20 (%)	Sexual Orientation of employees 2019/20 (%)
Heterosexual	94.23	175	54.52	53.51
Gay Man	1.42	0	0.00	0.07
Gay Woman/Lesbian		3	0.93	0.25
Bisexual		0	0.00	0.28
Not Specified	3.85	143	44.55	46.07

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. Casual posts are not included.)

Leavers by ethnicity

	Shropshire economically active population (%)	Leavers 2019/20 (numbers)	Leavers 2019/20 (%)	Ethnicity of employees 2019/20 (%)
White	98.2	662	80.73	81.43
Not specified	0	146	17.80	17.14
Asian	1.0	4	0.49	0.49
Black	0.2	3	0.37	0.35
Mixed	0.5	3	0.37	0.52
Other incl. Chinese	0.1	2	0.24	0.07
(Total BME)	(1.8)	(12)	(1.46)	(1.43)

Leavers by disability and gender

	Shropshire economically active population (%)	Leavers 2019/20 (numbers)	Leavers 2019/20 (%)	Employees by disability/gender 2019/20 (%)
Disability	21.7*	12	1.46	1.84
Male	49.3	108	13.17	18.32
Female	50.7	712	86.83	81.68

*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%.

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Leavers by age

	Shropshire economically active population (%)	Leavers 2019/20 (numbers)	Leavers 2019/20 (%)	Age of employees 2019/20 (%)
16 to 24	14.1	51	6.22	3.79
25 to 34	13.9	130	15.85	14.25
35 to 44	17.8	168	20.49	23.26
45 to 54	19.9	215	26.22	33.54
55 to 64	19.0	198	24.15	22.01
65 to 74	n/a	56	6.83	2.71
75 to 84	n/a	2	0.24	0.44
85 +	n/a	0	0.00	0.00

Leavers by Religion or Belief

	Shropshire economically active population (%)	Leavers 2019/20 (numbers)	Leavers 2019/20 (%)	Religion and Belief of employees 2019/20 (%)
Christian	70.0	392	47.80	46.63
Hindu	0.1	0	0.00	0.00
Muslim	0.3	0	0.00	0.00
Sikh	0.1	0	0.00	0.05
Buddhist	0.3	0	0.00	0.05
Jewish	0	0	0.00	0.02
Other religion	0.4	21	2.56	2.62
Of no religion	21.5	136	16.59	18.05
Not Specified	7.2	271	33.05	32.58

Leavers by Sexual Orientation

	Shropshire economically active population (%)	Leavers 2019/20 (numbers)	Leavers 2019/20 (%)	Sexual Orientation of employees 2019/20 (%)
Heterosexual	94.23	438	53.41	53.51
Gay Man	1.42	0	0.00	0.07
Gay Woman/Lesbian		3	0.37	0.25
Bisexual		0	0.00	0.28
Not Specified	3.85	379	46.22	46.07

How we develop our employees

Employees requesting training by ethnicity

	Shropshire economically active population (%)	Total applications for training 2019/20 (%)	Total applications for training 2019/20 (numbers)	Ethnicity of employees 2019/20 (% of total)
White	98.2	To be confirmed		81.43
Not specified	0			17.14
Asian	1.0			0.49
Black	0.2			0.35
Mixed	0.5			0.52
Other incl. Chinese	0.1			0.07
(Total BME)	(1.8)			(1.43)

Employees requesting training by disability and gender

	Shropshire economically active population (%)	Total applications for training 2019/20 (%)	Total applications for training 2019/20 (numbers)	Employees by disability/gender 2019/20 (%)
Disability	21.7*	To be confirmed		1.84
Male	49.3			18.32
Female	50.7			81.68

*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 requesting training by age

	Shropshire economically active population (%)	Total applications for training 2019/20 (%)	Total applications for training 2019/20 (numbers)	Age of employees 2019/20 (%)
16 to 24	14.1	To be confirmed		3.79
25 to 34	13.9			14.25
35 to 44	17.8			23.26
45 to 54	19.9			33.54
55 to 64	19.0			22.01
65 to 74	n/a			2.71
75 to 84	n/a			0.44
85 +	n/a			0.00

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Employees requesting training by Religion and Belief

	Shropshire economically active population (%)	Total applications for training 2019/20 (%)	Total applications for training 2019/20 (numbers)	Religion and Belief of employees 2019/20 (%)
Christian	70.0	To be confirmed		46.63
Hindu	0.1			0.00
Muslim	0.3			0.00
Sikh	0.1			0.05
Buddhist	0.3			0.05
Jewish	0			0.02
Other religion	0.4			2.62
Of no religion	21.5			18.05
Not Specified	7.2			32.58

Employees requesting training by Sexual Orientation

	Shropshire economically active population (%)	Total applications for training 2019/20 (%)	Total applications for training 2019/20 (numbers)	Sexual Orientation of employees 2019/20 (%)
Heterosexual	94.23	To be confirmed		53.51
Gay Man	1.42			0.07
Gay Woman/Lesbian				0.25
Bisexual				0.28
Not Specified				3.85

Employees attending training by ethnicity

	Shropshire economically active population (%)	2019/20 Ethnicity of employees attending training (% of all attendees)	2019/20 Ethnicity of employees attending training (numbers)	Ethnicity of employees 2019/20 (% of total)
White	98.2	To be confirmed		81.43
Not specified	0			17.14
Asian	1.0			0.49
Black	0.2			0.35
Mixed	0.5			0.52
Other incl. Chinese	0.1			0.07
(Total BME)	(1.8)			(1.43)

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Employees attending training by disability and gender

	Shropshire economically active population (%)	2019/20 Total employees attending training (% of all attendees)	2019/20 Total employees attending training (numbers)	Employees by disability/gender 2019/20 (%)
Disability	21.7*	To be confirmed		1.84
Male	49.3			18.32
Female	50.7			81.68

*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 (%)	2019/20 Total employees attending training (% of all attendees)	2019/20 Total employees attending training (numbers)	Age of employees 2019/20 (%)
16 to 24	14.1	To be confirmed		
25 to 34	13.9			3.79
35 to 44	17.8			23.26
45 to 54	19.9			33.54
55 to 64	19.0			22.01
65 to 74	n/a*			2.71
75 to 84	n/a			0.44
85 +	n/a			0.00

NB 14.11% (306) recorded as no age given

Employees attending training by Religion and Belief

	Shropshire economically active population (%)	2019/20 Total employees attending training (% of all attendees)	2019/20 Total employees attending training (numbers)	Religion and Belief of employees 2019/20 (%)
Christian	70.0	To be confirmed		46.63
Hindu	0.1			0.00
Muslim	0.3			0.00
Sikh	0.1			0.05
Buddhist	0.3			0.05
Jewish	0			0.02
Other religion	0.4			2.62
Of no religion	21.5			18.05
Not Specified	7.2			32.58

Employees attending training by Sexual Orientation

	Shropshire economically active population (%)	2019/20 Total employees attending training (% of all attendees)	2019/20 Total employees attending training (numbers)	Sexual Orientation of employees 2019/20 (%)
Heterosexual	94.23	To be confirmed		53.51
Gay Man	1.42			0.07
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 2019/20 (%)	Ethnicity of employees 2019/20 (%)
White	98.2	83.33	81.43
Not specified	0	16.67	17.14
Asian	1.0	0.00	0.49
Black	0.2	0.00	0.35
Mixed	0.5	0.00	0.52
Other incl. Chinese	0.1	0.00	0.07
(Total BME)	(1.8)	0.00	(1.43)

Disciplinary cases by disability and gender

	Shropshire economically active population (%)	Disciplinary cases 2019/20 (%)	Disability/gender of employees 2019/20 (%)
Disability	21.7*	0.00	1.84
Male	49.3	52.78	18.32
Female	50.7	47.22	81.68

*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 2019/20 (%)	Age of employees 2019/20 (%)
16 to 24	14.1	13.89	3.79
25 to 34	13.9	27.78	14.25
35 to 44	17.8	5.56	23.26
45 to 54	19.9	22.22	33.54
55 to 64	19.0	22.22	22.01
65 to 74	n/a	5.56	2.71
75 to 84	n/a	2.78	0.44
85 +	n/a	0.00	0.00

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Disciplinary cases by religion

	Shropshire economically active population (%)	Disciplinary cases 2019/20 (%)	Religion of employees 2019/20 (%)
Christian	70.0	61.11	46.63
Hindu	0.1	0.00	0.00
Muslim	0.3	0.00	0.00
Sikh	0.1	0.00	0.05
Buddhist	0.3	0.00	0.05
Jewish	0	0.00	0.02
Other religion	0.4	2.78	2.62
Of no religion	21.5	8.33	18.05
Not Specified	7.2	27.78	32.58

Disciplinary cases by Sexual Orientation

	Shropshire economically active population (%)	Disciplinary cases 2019/20 (%)	Sexual Orientation of employees 2019/20 (%)
Heterosexual	94.23	61.11	53.51
Gay Man	1.42	0.00	0.07
Gay Woman/Lesbian		0.00	0.25
Bisexual		0.00	0.28
Not Specified	3.85	38.89	46.07

Grievance cases by ethnicity

	Shropshire economically active population (%)	Grievance cases 2019/20 (%)	Ethnicity of employees 2019/20 (%)
White	98.2	83.33	81.43
Not specified	0	0.00	17.14
Asian	1.0	16.67	0.49
Black	0.2	0.00	0.35
Mixed	0.5	0.00	0.52
Other incl. Chinese	0.1	0.00	0.07
(Total BME)	(1.8)	(16.67)	(1.43)

Grievance cases by disability and gender

	Shropshire economically active population (%)	Grievance cases 2019/20 (%)	Disability/gender of employees 2019/20 (%)
Disability	21.7*	0.00	1.84
Male	49.3	50.00	18.32
Female	50.7	50.00	81.68

*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%

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Grievance cases by age

	Shropshire economically active population (%)	Grievance cases 2019/20 (%)	Age of employees 2019/20 (%)
16 to 24	14.1	0.00	3.79
25 to 34	13.9	16.67	14.25
35 to 44	17.8	16.67	23.26
45 to 54	19.9	33.33	33.54
55 to 64	19.0	33.33	22.01
65 to 74	n/a	0.00	2.71
75 to 84	n/a	0.00	0.44
85 +	n/a	0.00	0.00

Grievance cases by religion

	Shropshire economically active population (%)	Grievance cases 2019/20 (%)	Religion of employees 2019/20 (%)
Christian	70.0	50.00	46.63
Hindu	0.1	0.00	0.00
Muslim	0.3	0.00	0.00
Sikh	0.1	0.00	0.05
Buddhist	0.3	0.00	0.05
Jewish	0	0.00	0.02
Other religion	0.4	0.00	2.62
Of no religion	21.5	16.67	18.05
Not Specified	7.2	33.33	32.58

Grievance cases by Sexual Orientation

	Shropshire economically active population (%)	Grievance cases 2019/20 (%)	Sexual Orientation of employees 2019/20 (%)
Heterosexual	94.23	66.67	53.51
Gay Man	1.42	0.00	0.07
Gay Woman/Lesbian		0.00	0.25
Bisexual		0.00	0.28
Not Specified	3.85	33.33	46.07

Shropshire Council Workforce Annual Diversity Monitoring Report

1 April 2019 - 31 March 2020

Results

1.0 Workforce diversity

- 1.1 The BME makeup of our workforce has increased slightly over the last 12 months, from 1.37% to 1.43%, moving closer to the Shropshire economically active population figure of 1.80%. It should be noted that there is a higher percentage of employees for whom we hold no ethnicity data; an action that will be taken forward for improvement.
- 1.2 In terms of the percentage of employees declaring a disability, this has remained largely unchanged. However, as with the ethnicity data, we do have an increased number of employees for whom we hold no data, which will impact on the figures and is an area for improvement.
- 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 employees that fall within the middle age groups are considerably higher in comparison. 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 81.68% to 18.32% 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/catering roles as well as a large proportion of part time positions. 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 all employees to request flexible working whether that be in terms of working hours or locations so that employees can achieve an improved work life balance.

- 3.3 Shropshire Council's Gender Pay has continued to reduce - from 18.23% to 18.17%. The variance in figures is small, however does show that Shropshire Council is moving in the right direction. Further analysis shows that when considering roles outside of cleaning/catering (which are predominantly held by females) there is a significant reduction to 10.60%.

Shropshire Council's full 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 Disability Confident

- 4.1 Shropshire Council continues to be a Disability Confident Leader Level 3 Award. 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/>

- 4.2 The Council is looking into the development of Disability Pay Gap reporting as a potential area for further sharing of information, with research planned into other local authority approaches in this regard.

5.0 Development of employees

- 5.1 Shropshire Council continues to promote the development of employees through its on-line learning system, making learning more accessible and flexible to all and ensuring that the content of the learning reflects current equality and diversity practices.

With regard to equality, diversity and social inclusion, this is an area where we are developing joint approaches with NHS colleagues, as well as planning in work for 2021 with a volunteer pool of staff to review and update the training offer.

- 5.2 The council's Leadership Development Framework supports career development by offering the opportunity to gain new skills, knowledge and experience, with equality and diversity being one of several threads running through the programme.
- 5.3 Through the Apprenticeship Framework, 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.
- 5.4 In addition, Care Leavers and Looked After Children are supported through an internal apprenticeship scheme, offering our care leavers the opportunity to work in a paid role for Shropshire Council whilst completing an apprenticeship, gaining skills and confidence within the workplace and demonstrating our continued commitment to our corporate parenting role.
- 5.5 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.

6.0 Areas for improvement

- 6.1 Shropshire Council continues to engage with other local authorities; sharing best practice on different approaches to promoting equality and inclusion within the workplace.
- 6.2 The training and development of employees is recorded on the Leap into Learning system and work is ongoing to ensure that the workforce equality data in this area is available as soon as possible.
- 6.3 Shropshire Council continues to encourage employees to declare equality information. The implementation of Business World, the Council's ERP system, provides increased functionality for employees to update their own personal details and will assist in improving the quality of our workforce equality data. 2020/21 will see a drive to further encourage employees to declare their equality information, highlighting the importance of having an accurate picture of the diversity of the workforce to enable us to draw on the different talents, experiences and perspectives of our employees from different backgrounds and cultures.