

Annual Diversity Monitoring Report 1 April 2012 - 31 March 2013 – Results

How our workforce looks

Employees by ethnicity

	Shropshire economically active population (%)	Ethnicity of employees 2012/13 (%)
White	98.2	93.8
Not specified	0	5.16
Asian	1.0	0.38
Black	0.2	0.21
Mixed	0.5	0.27
Other incl. Chinese	0.1	0.16
(Total BME)	(1.8)	1.05

Employees by disability and gender

	Shropshire economically active population (%)	Employees by disability/gender 2012/13(%)
Disability	21.7*	2.18
Male	49.3	17
Female	50.7	83

*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 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 by age

	Shropshire economically active population (%)	Age of employees 2012/13 (%)
16 to 24	14.1	4.33
25 to 34	13.9	14.38
35 to 44	17.8	26.27
45 to 54	19.9	34.55
55 to 64	19.0	17.50
65 to 74	15.2	2.76
75 to 84	n/a	0.20
85 +	n/a	0.02

Employees by Religion and Belief

	Shropshire economically active population (%)	Religion and Belief of employees 2012/13 (%)
Christian	70.0	56.05
Hindu	0.1	0.06
Muslim	0.3	0.09
Sikh	0.1	0.09
Buddhist	0.3	0.20
Jewish	0	0.01
Other religion	0.4	1.54
Of no religion	21.5	14.05
Not Specified	7.2	27.92

Employees by Sexual Orientation

	Shropshire economically active population (%)	Sexual Orientation of employees 2012/13 (%)
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 2012/13 (%)	Applications received 2012/13 (Numbers)	Ethnicity of employees 2012/13 (%)
White	98.2	87.38	3110	93.8
Not specified	0	7.81	278	5.16
Asian	1.0	2.30	82	0.38
Black	0.2	0.84	30	0.21
Mixed	0.5	1.12	40	0.27
Other incl. Chinese	0.1	0.53	19	0.16
(Total BME)	(1.8)	4.80	171	1.05

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

	Shropshire economically active population (%)	Applications received 2012/13 (%)	Applications received 2012/13 (numbers)	Employees by disability/gender 2012/13(%)
Disability	21.7*	1.38	49	2.18
Male	49.3	30.15	1073	17
Female	50.7	69.54	2475	83

*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 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 2012/13 (%)	Applications received 2012/13 (numbers)	Age of employees 2012/13 (%)
16 to 24	14.1	29.11	1036	4.33
25 to 34	13.9	25.65	913	14.38
35 to 44	17.8	20.20	719	26.27
45 to 54	19.9	17.50	623	34.55
55 to 64	19.0	6.04	215	17.50
65 +	n/a	0.20	7	2.98

NB 12.96% recorded as no age

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

	Shropshire economically active population (%)	Applications received 2012/13 (%)	Applications received 2012/13 (numbers)	Religion and Belief of employees 2012/13 (%)
Christian	70.0	43.38	1722	56.05
Hindu	0.1	0.45	16	0.06
Muslim	0.3	0.73	16	0.09
Sikh	0.1	0.65	23	0.09
Buddist	0.3	0.51	18	0.20
Jewish	0	0.03	1	0.01
Other religion	0.4	1.99	71	1.54
Of no religion	21.5	34.70	1235	14.05
Not Specified	7.2	12.56	447	27.92

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

	Shropshire economically active population (%)	Applications received 2012/13 (%)	Applications received 2012/13 (numbers)	Sexual Orientation of employees 2012/13 (%)
Hetrosexual/Straight	94.23	84.21	2997	36.79
Gay Man	1.42	0.62	22	0.10
Gay Woman/Lesbian		0.48	17	0.09
Bisexual		0.90	32	0.13
Not Specified	3.85	13.80	491	62.91

Successful Applicants

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

	Shropshire economically active population (%)	Successful applicants 2012/13 (%)	Successful applicants 2012/13 (numbers)	Ethnicity of employees 2012/13 (%)
White	98.2	83.87	260	93.8
Not specified	0	12.26	38	5.16
Asian	1.0	1.29	4	0.38
Black	0.2	0.97	3	0.21
Mixed	0.5	0.65	2	0.27
Other incl. Chinese	0.1	0.97	3	0.16
(Total BME)	(1.8)	3.87	12	1.05

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

	Shropshire economically active population (%)	Successful applicants 2012/13 (%)	Successful applicants 2012/13 (numbers)	Employees by disability/gender 2012/13 (%)
Disability	21.7*	1.63	5	2.18
Male	49.3	26.77	83	17
Female	50.7	73.23	227	83

*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 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 2012/13 (%)	Successful applicants 2012/13 (numbers)	Age of employees 2012/13 (%)
16 to 24	14.1	30.65	95	4.33
25 to 34	13.9	20.97	65	14.38
35 to 44	17.8	23.23	72	26.27
45 to 54	19.9	21.29	66	34.55
55 to 64	19.0	2.90	9	17.50
65 +	n/a	0	0	2.98

NB 0.97% (3 successful 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 2012/13 (%)	Applications received 2012/13 (numbers)	Religion and Belief of employees 2012/13 (%)
Christian	70.0	43.55	135	56.05
Hindu	0.1	0	0	0.06
Muslim	0.3	0	0	0.09
Sikh	0.1	0.32	1	0.09
Buddist	0.3	0.97	3	0.20
Jewish	0	0	0	0.01
Other religion	0.4	2.58	8	1.54
Of no religion	21.5	36.13	112	14.05
Not Specified	7.2	16.45	51	27.92

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

	Shropshire economically active population (%)	Applications received 2012/13 (%)	Applications received 2012/13 (numbers)	Sexual Orientation of employees 2012/13 (%)
Hetrosexual/Straight	94.23	78.71	244	36.79
Gay Man	1.42	0.65	2	0.10
Gay Woman/Lesbian		0	0	0.09
Bisexual		0.65	2	0.13
Not Specified	3.85	20	62	62.91

The background of our most senior earners

Top 5% of earners by ethnicity

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2012/13	Top 5% of earners FTE (numbers) 2012/13	Ethnicity of employees 2012/13 (%)
White	98.2	91.97	378	93.8
Not specified	0	6.33	26	5.16
Asian	1.0	0.24	1	0.38
Black	0.2	0.97	4	0.21
Mixed	0.5	0.24	1	0.27
Other incl. Chinese	0.1	0.24	1	0.16
(Total BME)	(1.8)	(1.26)	(7)	1.05

Top 5% of earners by disability and gender

	Shropshire economically active population (%)	Top 5% of earners FTE (%) 2012/13	Top 5% of earners FTE (numbers) 2012/13	Employees by disability/gender 2012/13 (%)
Disability	21.7*	1.70	7	2.18
Male	49.3	47.69	196	17
Female	50.7	52.31	215	83

*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 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 FTE (%) 2012/13	Top 5% of earners FTE (numbers) 2012/13	Age of employees 2012/13 (%)
16 to 24	11	0	0	4.33
25 to 34	20	2.91	12	14.38
35 to 44	24	26.76	110	26.27
45 to 54	24	44.77	184	34.55
55+ **	34	25.55	105	20.48

= 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

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

	Shropshire economically active population (%)	Top 5% of earners FTE (%) 2012/13	Top 5% of earners FTE (numbers) 2012/13	Religion and Belief of employees 2012/13 (%)
Christian	70.0	54.99	226	56.05
Hindu	0.1	0	0	0.06
Muslim	0.3	0	0	0.09
Sikh	0.1	0	0	0.09
Buddist	0.3	0.24	1	0.20
Jewish	0	0	0	0.01
Other religion	0.4	1.46	6	1.54
Of no religion	21.5	18.25	75	14.05
Not Specified	7.2	25.06	103	27.92

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

	Shropshire economically active population (%)	Top 5% of earners FTE (%) 2012/13	Top 5% of earners FTE (numbers) 2012/13	Sexual Orientation of employees 2012/13 (%)
Hetrosexual/Straight	94.23	45.26	186	36.79
Gay Man	1.42	0.49	2	0.10
Gay Woman/Lesbian		0.49	2	0.09
Bisexual		0	0	0.13
Not Specified	3.85	53.77	221	62.91

Our leavers – the employees who left the Council last year

Leavers by ethnicity

	Shropshire economically active population (%)	Leavers (%) 2012/13	Leavers (numbers) 2012/13	Ethnicity of employees 2012/13 (%)
White	98.2	90.69	3372	93.8
Not specified	0	8.18	304	5.16
Asian	1.0	0.35	13	0.38
Black	0.2	0.16	6	0.21
Mixed	0.5	0.35	13	0.27
Other incl. Chinese	0.1	0.27	10	0.16
(Total BME)	(1.8)	1.13	(42)	1.05

Leavers by disability and gender

	Shropshire economically active population (%)	Leavers (%) 2012/13	Leavers (numbers) 2012/13	Employees by disability/gender 2012/13 (%)
Disability	21.7*	0.66	71	2.18
Male	49.3	24.21	900	17
Female	50.7	75.79	2818	83

*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 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 (%) 2012/13	Leavers (numbers) 2012/13	Age of employees 2012/13 (%)
16 to 24	14.1	10.73	399	4.33
25 to 34	13.9	17.51	651	14.38
35 to 44	17.8	20.95	779	26.27
45 to 54	19.9	24.21	900	34.55
55 to 64	19.0	21.17	787	17.50
65 to 74	n/a	5.08	189	2.76
75 to 84	n/a	0.32	12	0.20
85 +	n/a	0.03	1	0.02

= between 0% and 1%

Leavers by Religion or Belief

	Shropshire economically active population (%)	Leavers (%) 2012/13	Leavers (numbers) 2012/13	Religion and Belief of employees 2012/13 (%)
Christian	70.0	51.13	1901	56.05
Hindu	0.1	0.08	3	0.06
Muslim	0.3	0.05	2	0.09
Sikh	0.1	0.08	3	0.09
Buddist	0.3	0.27	10	0.20
Jewish	0	0	0	0.01
Other religion	0.4	1.02	38	1.54
Of no religion	21.5	15.36	571	14.05
Not Specified	7.2	32.01	1190	27.92

Leavers by Sexual Orientation

	Shropshire economically active population (%)	Leavers (%) 2012/13	Leavers (numbers) 2012/13	Sexual Orientation of employees 2012/13 (%)
Hetrosexual/Straight	94.23	43.79	1628	36.79
Gay Man	1.42	0.16	6	0.10
Gay Woman/Lesbian		0.13	5	0.09
Bisexual		0.08	3	0.13
Not Specified	3.85	55.84	2076	62.91

How we develop our employees

Employees requesting training by ethnicity

	Shropshire economically active population (%)	Total applications for training 2012/13 (%)	Total applications for training 2012/13 (numbers)	Ethnicity of employees 2012/13 (% of total)
White	98.2	89.99	9609	93.8
Not specified	0	8.78	937	5.16
Asian	1.0	0.37	39	0.38
Black	0.2	0.25	27	0.21
Mixed	0.5	0.50	53	0.27
Other incl. Chinese	0.1	0.12	13	0.16
(Total BME)	(1.8)	(1.24)	(132)	1.05

Employees requesting training by disability and gender

	Shropshire economically active population (%)	Total applications for training 2012/13 (%)	Total applications for training 2012/13 (numbers)	Employees by disability/gender 2012/13 (%)
Disability	21.7*	2.34	250	2.18
Male	49.3	23.34	2492	17
Female	50.7	76.66	8186	83

*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 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 2012/13 (%)	Total applications for training 2012/13 (numbers)	Age of employees 2012/13 (%)
16 to 24	14.1	3.00	320	4.33
25 to 34	13.9	11.87	1268	14.38
35 to 44	17.8	23.90	2552	26.27
45 to 54	19.9	30.67	3275	34.55
55 to 64	19.0	16.33	1744	17.50
65 to 74	n/a	1.69	180	2.76
75 to 84	n/a	0.09	10	0.20
85 +	n/a	0.01	1	0.02

NB 3.8% (423) recorded as no age given

Employees requesting training by Religion and Belief

	Shropshire economically active population (%)	Total applications for training 2012/13 (%)	Total applications for training 2012/13 (numbers)	Religion and Belief of employees 2012/13 (%)
Christian	70.0	50.39	5381	56.05
Hindu	0.1	0.07	8	0.06
Muslim	0.3	0.06	6	0.09
Sikh	0.1	0.09	10	0.09
Buddhist	0.3	0.34	36	0.20
Jewish	0	0	0	0.01
Other religion	0.4	1.53	163	1.54
Of no religion	21.5	16.32	1743	14.05
Not Specified	7.2	31.19	3331	27.92

Employees requesting training by Sexual Orientation

	Shropshire economically active population (%)	Total applications for training 2012/13 (%)	Total applications for training 2012/13 (numbers)	Sexual Orientation of employees 2012/13 (%)
Hetrosexual/Straight	94.23	49.44	5279	36.79
Gay Man	1.42	0.22	24	0.10
Gay Woman/Lesbian		0.23	25	0.09
Bisexual		0.17	18	0.13
Not Specified	3.85	49.93	5332	62.91

Employees attending training by ethnicity

	Shropshire economically active population (%)	2012/13 Ethnicity of employees attending training (% of all attendees)	2012/13 Ethnicity of employees attending training (numbers)	Ethnicity of employees 2012/13 (% of total)
White	98.2	88.87	7625	93.8
Not specified	0	9.69	831	5.16
Asian	1.0	0.40	34	0.38
Black	0.2	0.38	33	0.21
Mixed	0.5	0.54	46	0.27
Other incl. Chinese	0.1	0.13	11	0.16
(Total BME)	(1.8)	1.45	124	1.05

Employees attending training by disability and gender

	Shropshire economically active population (%)	2012/13 Total employees attending training (% of all attendees)	2012/13 Total employees attending training (numbers)	Employees by disability/gender 2012/13 (%)
Disability	21.7*	2.37	203	2.18
Male	49.3	22.96	1970	17
Female	50.7	77.04	6610	83

*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 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 (%)	2012/13 Total employees attending training (% of all attendees)	2012/13 Total employees attending training (numbers)	Age of employees 2012/13 (%)
16 to 24	14.1	3.29	282	4.33
25 to 34	13.9	12.58	1079	14.38
35 to 44	17.8	24.90	2136	26.27
45 to 54	19.9	30.00	2574	34.55
55 to 64	19.0	15.37	1319	17.50
65 to 74	n/a*	1.45	124	2.76
75 to 84	n/a	0.09	8	0.20
85 +	n/a	0.01	1	0.02

NB 12.32% (1057) recorded as no age given

Employees attending training by Religion and Belief

	Shropshire economically active population (%)	2012/13 Total employees attending training (% of all attendees)	2012/13 Total employees attending training (numbers)	Religion and Belief of employees 2012/13 (%)
Christian	70.0	50.96	4372	56.05
Hindu	0.1	0.07	6	0.06
Muslim	0.3	0.07	6	0.09
Sikh	0.1	0.09	8	0.09
Buddist	0.3	0.29	25	0.20
Jewish	0	0	0	0.01
Other religion	0.4	1.69	145	1.54
Of no religion	21.5	16.10	1381	14.05
Not Specified	7.2	30.73	2637	27.92

Employees attending training Council by Sexual Orientation

	Shropshire economically active population (%)	2012/13 Total employees attending training (% of all attendees)	2012/13 Total employees attending training (numbers)	Sexual Orientation of employees 2012/13 (%)
Hetrosexual/Straight	94.23	50.05	4294	36.79
Gay Man	1.42	0.20	17	0.10
Gay Woman/Lesbian		0.23	20	0.09
Bisexual		0.23	20	0.13
Not Specified	3.85	49.29	4229	62.91

The relationships with our workforce

Disciplinary cases by ethnicity

	Shropshire economically active population (%)	Disciplinary cases 2012/13 (%)	Disciplinary cases 2012/13 (numbers)	Ethnicity of employees 2012/13 (%)
White	98.2	94.59	31	93.8
Not specified	0	13.51	5	5.16
Asian	1.0	0	0	0.38
Black	0.2	2.7	1	0.21
Mixed	0.5	0	0	0.27
Other incl. Chinese	0.1	0	0	0.16
(Total BME)	(1.8)	2.7	1	1.05

Disciplinary cases by disability and gender

	Shropshire economically active population (%)	Disciplinary cases 2012/13 (%)	Disciplinary cases 2012/13 (numbers)	Employees by disability/gender 2012/13 (%)
Disability	21.7*	16.22	6	2.18
Male	49.3	54.05	20	17
Female	50.7	45.95	17	83

*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 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 2012/13 (%)	Disciplinary cases 2012/13 (numbers)	Age of employees 2012/13 (%)
16 to 24	14.1	5.41	2	4.33
25 to 34	13.9	21.62	8	14.38
35 to 44	17.8	13.51	5	26.27
45 to 54	19.9	43.24	16	34.55
55 to 64	19.0	13.51	5	17.50
65 to 74	n/a	2.70	1	2.76
75 to 84	n/a	0	0	0.20
85 +	n/a	0	0	0.02

Disciplinary cases by religion

	Shropshire economically active population (%)	Disciplinary cases 2012/13 (%)	Disciplinary cases 2012/13 (numbers)	Religion of employees 2012/13 (%)
Christian	70.0	51.35	19	56.05
Hindu	0.1	0	0	0.06
Muslim	0.3	0	0	0.09
Sikh	0.1	0	0	0.09
Buddist	0.3	0	0	0.20
Jewish	0	0	0	0.01
Other religion	0.4	0	0	1.54
Of no religion	21.5	24.32	9	14.05
Not Specified	7.2	24.32	9	27.92

Disciplinary cases by Sexual Orientation

	Shropshire economically active population (%)	Disciplinary cases 2012/13 (%)	Disciplinary cases 2012/13 (numbers)	Sexual Orientation of employees 2012/13 (%)
Hetrosexual/Straight	94.23	62.16	23	36.79
Gay Man	1.42	0	0	0.10
Gay Woman/Lesbian		0	0	0.09
Bisexual		0	0	0.13
Not Specified	3.85	37.84	14	62.91

Grievance cases by ethnicity

	Shropshire economically active population (%)	Grievance cases 2012/13 (%)	Grievance cases 2012/13 (numbers)	Ethnicity of employees 2012/13 (%)
White	98.2	80	8	93.8
Not specified	0	10	1	5.16
Asian	1.0	10	1	0.38
Black	0.2	0	0	0.21
Mixed	0.5	0	0	0.27
Other incl. Chinese	0.1			0.16
(Total BME)	(1.8)	10	1	1.05

Grievance cases by disability and gender

	Shropshire economically active population (%)	Grievance cases 2012/13 (%)	Grievance cases 2012/13 (numbers)	Employees by disability/gender 2012/13 (%)
Disability	21.7*	0	0	2.18
Male	49.3	50	5	17
Female	50.7	50	5	83

*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 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%

Grievance cases by age

	Shropshire economically active population (%)	Grievance cases 2012/13 (%)	Grievance cases 2012/13 (numbers)	Age of employees 2012/13 (%)
16 to 24	14.1	10	1	4.33
25 to 34	13.9	10	1	14.38
35 to 44	17.8	20	2	26.27
45 to 54	19.9	50	5	34.55
55 to 64	19.0	0	0	17.50
65 to 74	n/a	10	1	2.76
75 to 84	n/a	0	0	0.20
85 +	n/a	0	0	0.02

Grievance cases by religion

	Shropshire economically active population (%)	Grievance cases 2012/13 (%)	Grievance cases 2012/13 (numbers)	Religion of employees 2012/13 (%)
Christian	70.0	40	4	56.05
Hindu	0.1	0	0	0.06
Muslim	0.3	0	0	0.09
Sikh	0.1	10	1	0.09
Buddhist	0.3	10	1	0.20
Jewish	0	0	0	0.01
Other religion	0.4	0	0	1.54
Of no religion	21.5	10	1	14.05
Not Specified	7.2	30	3	27.92

Grievance cases by Sexual Orientation

	Shropshire economically active population (%)	Grievance cases 2012/13 (%)	Grievance cases 2012/13 (numbers)	Sexual Orientation of employees 2012/13 (%)
Hetrosexual/Straight	94.23	70	7	36.79
Gay Man	1.42	0	0	0.10
Gay Woman/Lesbian		0	0	0.09
Bisexual		0	0	0.13
Not Specified	3.85	30	3	62.91