

Workforce Diversity Monitoring Report

1 April 2014 - 31 March 2015 – Results

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

How our workforce looks

Employees by ethnicity

	Shropshire economically active population (%)	Ethnicity of employees 2014/15 (%)
White	98.2	89.88
Not specified	0	9.29
Asian	1.0	0.31
Black	0.2	0.13
Mixed	0.5	0.25
Other incl. Chinese	0.1	0.13
(Total BME)	(1.8)	0.82

Employees by disability and gender

	Shropshire economically active population (%)	Employees by disability/gender 2014/15(%)
Disability	21.7*	1.79
Male	49.3	18.85
Female	50.7	84.15

*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 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%

Shropshire Council has historically always held a high percentage of females in terms of our 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 predominantly undertaken by women.

Employees by age

	Shropshire economically active population (%)	Age of employees 2014/15 (%)
16 to 24	14.1	3.91
25 to 34	13.9	14.39
35 to 44	17.8	26.04
45 to 54	19.9	35.33
55 to 64	19.0	17.55
65 to 74	15.2	2.60
75 to 84	n/a	0.17
85 +	n/a	0

Employees by religion and belief

	Shropshire economically active population (%)	Religion and Belief of employees 2014/15 (%)
Christian	70.0	54.68
Hindu	0.1	0.07
Muslim	0.3	0.11
Sikh	0.1	0.08
Buddhist	0.3	0.20
Jewish	0	0.02
Other religion	0.4	2.13
Of no religion	21.5	14.19
Not Specified	7.2	28.52

Employees by sexual orientation

	Shropshire economically active population (%)	Sexual Orientation of employees 2014/15 (%)
Heterosexual	94.23	47.51
Gay Man	1.42	0.14
Gay Woman/Lesbian		0.16
Bisexual		0.12
Not Specified	3.85	52.07

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 2014/15 (%)	Applications received 2014/15 (Numbers)	Ethnicity of employees 2014/15 (%)
White	98.2	85.99	4273	89.88
Not specified	0	10.20	507	9.29
Asian	1.0	1.69	84	0.31
Black	0.2	0.38	19	0.13
Mixed	0.5	1.14	57	0.25
Other incl. Chinese	0.1	0.58	29	0.13
(Total BME)	(1.8)	3.80	189	0.82

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

	Shropshire economically active population (%)	Applications received 2014/15 (%)	Applications received 2014/15 (Numbers)	Employees by disability/gender 2014/15(%)
Disability	21.7*	5.43	270	1.79
Male	49.3	25.94	1289	18.85
Female	50.7	64.96	3228	84.15

*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 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%

**452 – not known

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

	Shropshire economically active population (%)	Applications received 2014/15 (%)	Applications received 2014/15 (Numbers)	Age of employees 2014/15 (%)
16 to 24	14.1	17.97	848	3.91
25 to 34	13.9	43.55	2164	14.39
35 to 44	17.8			26.04
45 to 54	19.9	20.29	1008	35.33
55 to 64	19.0	9.68	481	17.55
65 +	n/a	0.32	16	2.60

NB 9.10% (452 applicants) recorded as no age

The composition of applications received for employment with Shropshire Council by religion and belief

	Shropshire economically active population (%)	Applications received 2014/15 (%)	Applications received 2014/15 (Numbers)	Religion and Belief of employees 2014/15 (%)
Christian	70.0	47.31	2351	54.68
Hindu	0.1	0.22	11	0.07
Muslim	0.3	0.62	31	0.11
Sikh	0.1	0.42	21	0.08
Buddhist	0.3	0.30	15	0.20
Jewish	0	0.02	1	0.02
Other religion	0.4	2.69	134	2.13
Of no religion	21.5	31.37	1559	14.19
Not Specified	7.2	17.03	846	28.52

The composition of applications received for employment with Shropshire Council by sexual orientation

	Shropshire economically active population (%)	Applications received 2014/15 (%)	Applications received 2014/15 (Numbers)	Sexual Orientation of employees 2014/15 (%)
Heterosexual	94.23	82.05	4077	47.51
Gay Man	1.42	0.60	30	0.14
Gay Woman/Lesbian		0.56	28	0.16
Bisexual		1.01	31	0.12
Not Specified	3.85	16.16	803	52.07

Successful Applicants

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

	Shropshire economically active population (%)	Successful applicants 2014/15 (%)	Successful applicants 2014/15 (numbers)	Ethnicity of employees 2014/15 (%)
White	98.2	82.27	668	89.88
Not specified	0	15.64	127	9.29
Asian	1.0	0.86	7	0.31
Black	0.2	0.37	3	0.13
Mixed	0.5	0.62	5	0.25
Other incl. Chinese	0.1	0.25	2	0.13
(Total BME)	(1.8)	2.09	17	0.82

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

	Shropshire economically active population (%)	Successful applicants 2014/15 (%)	Successful applicants 2014/15 (numbers)	Employees by disability/gender 2014/15 (%)
Disability	21.7*	1.85	15	1.79
Male	49.3	19.09	155	18.85
Female	50.7	66.50	540	84.15

*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 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%

** 117 successful applicants gender not stated.

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

	Shropshire economically active population (%)	Successful applicants 2014/15 (%)	Successful applicants 2014/15 (numbers)	Age of employees 2014/15 (%)
16 to 24	14.1	14.66	119	3.91
25 to 34	13.9	43.47	353	14.39
35 to 44	17.8			26.04
45 to 54	19.9	19.09	155	35.33
55 to 64	19.0	8.00	65	17.55
65 +	n/a	0.37	3	2.60

NB 14.41% (117 successful applications) no age recorded

The composition of successful applications received for employment with Shropshire Council by religion and belief

	Shropshire economically active population (%)	Successful applicants 2014/15 (%)	Successful applicants 2014/15 (numbers)	Religion and Belief of employees 2014/15 (%)
Christian	70.0	45.69	371	54.68
Hindu	0.1	0.25	2	0.07
Muslim	0.3	0.74	1	0.11
Sikh	0.1	0.24	2	0.08
Buddhist	0.3	0.37	3	0.20
Jewish	0	0	0	0.02
Other religion	0.4	2.34	19	2.13
Of no religion	21.5	29.93	243	14.19
Not Specified	7.2	21.06	171	28.52

The composition of successful applications for employment with Shropshire Council by sexual orientation

	Shropshire economically active population (%)	Successful applicants 2014/15 (%)	Successful applicants 2014/15 (numbers)	Sexual Orientation of employees 2014/15 (%)
Heterosexual	94.23	78.20	635	47.51
Gay Man	1.42	0.74	6	0.14
Gay Woman/Lesbian		0.86	7	0.16
Bisexual		0.24	2	0.12
Not Specified	3.85	19.95	162	52.07

The background of our most senior earners

Top 5% of earners by ethnicity

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2014/15	Top 5% of earners (numbers) 2014/15	Ethnicity of employees 2014/15 (%)
White	98.2	92.33	373	89.88
Not specified	0	8.12	30	9.29
Asian	1.0	0	0	0.31
Black	0.2	0.25	1	0.13
Mixed	0.5	0	0	0.25
Other incl. Chinese	0.1	0	0	0.13
(Total BME)	(1.8)	(0.25)	(1)	0.82

Top 5% of earners by disability and gender

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2014/15	Top 5% of earners (numbers) 2014/15	Employees by disability/gender 2014/15 (%)
Disability	21.7*	1.16	4	1.79
Male	49.3	40.59	164	18.85
Female	50.7	59.40	240	84.15

*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 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%

Top 5% of earners by age

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2014/15	Top 5% of earners (numbers) 2014/15	Age of employees 2014/15 (%)
16 to 24	11	0	0	3.91
25 to 34	20	3.9	16	14.39
35 to 44	24	24.26	98	26.04
45 to 54	24	49.75	201	35.33
55+ **	34	22.03	89	20.15

= 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

Top 5% of earners by religion and belief

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2014/15	Top 5% of earners (numbers) 2014/15	Religion of employees 2014/15 (%)
Christian	70.0	57.67	233	54.68
Hindu	0.1	0	0	0.07
Muslim	0.3	0	0	0.11
Sikh	0.1	0	0	0.08
Buddhist	0.3	0.25	1	0.20
Jewish	0	0	0	0.02
Other religion	0.4	2.97	12	2.13
Of no religion	21.5	12.87	52	14.19
Not Specified	7.2	28.71	116	28.52

Top 5% of earners by sexual orientation

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2014/15	Top 5% of earners (numbers) 2014/15	Sexual Orientation of employees 2014/15 (%)
Heterosexual	94.23	78.20	175	47.51
Gay Man	1.42	0.74	0	0.14
Gay Woman/Lesbian		0.86	2	0.16
Bisexual		0.24	0	0.12
Not Specified	3.85	19.95	227	52.07

Our leavers – the employees who left the Council last year

Leavers by ethnicity

	Shropshire economically active population (%)	Leavers (%) 2014/15	Leavers (numbers) 2014/15	Ethnicity of employees 2014/15 (%)
White	98.2	86.94	2277	89.88
Not specified	0	11.26	295	9.29
Asian	1.0	0.61	16	0.31
Black	0.2	0.50	13	0.13
Mixed	0.5	0.50	13	0.25
Other incl. Chinese	0.1	0.19	5	0.13
(Total BME)	(1.8)	1.8	(42)	0.82

Leavers by disability and gender

	Shropshire economically active population (%)	Leavers (%) 2014/15	Leavers (numbers) 2014/15	Employees by disability/gender 2014/15 (%)
Disability	21.7*	1.22	32	1.79
Male	49.3	19.13	501	18.85
Female	50.7	80.87	2118	84.15

*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 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 (%) 2014/15	Leavers (numbers) 2014/15	Age of employees 2014/15 (%)
16 to 24	14.1	5.38	141	3.91
25 to 34	13.9	11.30	396	14.39
35 to 44	17.8	21.76	570	26.04
45 to 54	19.9	29.24	766	35.33
55 to 64	19.0	22.48	589	17.55
65 to 74	n/a	5.61	147	2.60
75 to 84	n/a	0.34	9	0.17
85 +	n/a	0.04	1	0

= between 0% and 1%

Leavers by religion and belief

	Shropshire economically active population (%)	Leavers (%) 2014/15	Leavers (numbers) 2014/15	Religion and Belief of employees 2014/15 (%)
Christian	70.0	53.38	1398	54.68
Hindu	0.1	0.15	4	0.07
Muslim	0.3	0.08	2	0.11
Sikh	0.1	0.11	3	0.08
Buddhist	0.3	0.27	7	0.20
Jewish	0	0.08	2	0.02
Other religion	0.4	2.10	55	2.13
Of no religion	21.5	13.52	354	14.19
Not Specified	7.2	30.32	794	28.52

Leavers by sexual orientation

	Shropshire economically active population (%)	Leavers (%) 2014/15	Leavers (numbers) 2014/15	Sexual Orientation of employees 2014/15 (%)
Heterosexual	94.23	45.70	1197	47.51
Gay Man	1.42	0.15	4	0.14
Gay Woman/Lesbian		0.27	7	0.16
Bisexual		0.19	5	0.12
Not Specified	3.85	53.68	1406	52.07

How we develop our employees

Employees requesting training by ethnicity

	Shropshire economically active population (%)	Total applications for training 2014/15 (%)	Total applications for training 2014/15 (numbers)	Ethnicity of employees 2014/15 (% of total)
White	98.2	75.02	3208	89.88
Not specified	0	23.53	1006	9.29
Asian	1.0	0.44	19	0.31
Black	0.2	0.12	5	0.13
Mixed	0.5	0.60	26	0.25
Other incl. Chinese	0.1	0.28	12	0.13
(Total BME)	(1.8)	(1.44)	(62)	0.82

Employees requesting training by disability and gender

	Shropshire economically active population (%)	Total applications for training 2014/15 (%)	Total applications for training 2014/15 (numbers)	Employees by disability/gender 2014/15 (%)
Disability	21.7*	1.57		1.79
Male	49.3	17.56	751	18.85
Female	50.7	82.44	3525	84.15

*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 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%

Employees requesting training by age

	Shropshire economically active population (%)	Total applications for training 2014/15 (%)	Total applications for training 2014/15 (numbers)	Age of employees 2014/15 (%)
16 to 24	14.1	3.32	142	3.91
25 to 34	13.9	11.74	502	14.39
35 to 44	17.8	22.15	947	26.04
45 to 54	19.9	28.46	1217	35.33
55 to 64	19.0	12.59	537	17.55
65 to 74	n/a	1.50	64	2.60
75 to 84	n/a	0.19	8	0.17
85 +	n/a	0	0	0

NB 20.09% (859) recorded as no age given

Employees requesting training by religion and belief

	Shropshire economically active population (%)	Total applications for training 2014/15 (%)	Total applications for training 2014/15 (numbers)	Religion and Belief of employees 2014/15 (%)
Christian	70.0	40.62	1737	54.68
Hindu	0.1	0.09	4	0.07
Muslim	0.3	0.14	6	0.11
Sikh	0.1	0.00	0	0.08
Buddhist	0.3	0.30	13	0.20
Jewish	0	0	0	0.02
Other religion	0.4	1.50	64	2.13
Of no religion	21.5	11.69	500	14.19
Not Specified	7.2	45.65	1952	28.52

Employees requesting training by sexual orientation

	Shropshire economically active population (%)	Total applications for training 2014/15 (%)	Total applications for training 2014/15 (numbers)	Sexual Orientation of employees 2014/15 (%)
Heterosexual	94.23	39.87	1705	47.51
Gay Man	1.42	0.28	12	0.14
Gay Woman/Lesbian		0.09	4	0.16
Bisexual		0.26	11	0.12
Not Specified	3.85	59.49	2544	52.07

Employees attending training by ethnicity

	Shropshire economically active population (%)	2014/15 Ethnicity of employees attending training (% of all attendees)	2014/15 Ethnicity of employees attending training (numbers)	Ethnicity of employees 2014/15 (% of total)
White	98.2	75.20	3163	89.88
Not specified	0	23.11	972	9.29
Asian	1.0	0.45	19	0.31
Black	0.2	0.17	7	0.13
Mixed	0.5	0.64	27	0.25
Other incl. Chinese	0.1	0.43	18	0.13
(Total BME)	(1.8)	1.69	71	0.82

Employees attending training by disability and gender

	Shropshire economically active population (%)	2014/15 Total employees attending training (% of all attendees)	2014/15 Total employees attending training (numbers)	Employees by disability/gender 2014/15 (%)
Disability	21.7*	1.21	51	1.79
Male	49.3	17.26	726	18.85
Female	50.7	82.74	3480	84.15

*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 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%

Employees attending training by age

	Shropshire economically active population (%)	2014/15 Total employees attending training (% of all attendees)	2014/15 Total employees attending training (numbers)	Age of employees 2014/15 (%)
16 to 24	14.1	3.64	153	3.91
25 to 34	13.9	12.48	525	14.39
35 to 44	17.8	22.23	935	26.04
45 to 54	19.9	27.96	1176	35.33
55 to 64	19.0	12.60	530	17.55
65 to 74	n/a*	1.40	59	2.60
75 to 84	n/a	0.17	7	0.17
85 +	n/a	0.00	0	0

NB 19.52% (821) recorded as no age given

Employees attending training by religion and belief

	Shropshire economically active population (%)	2014/15 Total employees attending training (% of all attendees)	2014/15 Total employees attending training (numbers)	Religion and Belief of employees 2014/15 (%)
Christian	70.0	48.77	1674	54.68
Hindu	0.1	0.18	4	0.07
Muslim	0.3	0.06	6	0.11
Sikh	0.1	0.02	0	0.08
Buddist	0.3	0.14	14	0.20
Jewish	0	0	0	0.02
Other religion	0.4	1.73	60	2.13
Of no religion	21.5	14.95	506	14.19
Not Specified	7.2	34.15	1942	28.52

Employees attending training by sexual orientation

	Shropshire economically active population (%)	2014/15 Total employees attending training (% of all attendees)	2014/15 Total employees attending training (numbers)	Sexual Orientation of employees 2014/15 (%)
Heterosexual	94.23	51.21	1690	47.51
Gay Man	1.42	0.12	12	0.14
Gay Woman/Lesbian		0.24	7	0.16
Bisexual		0.20	11	0.12
Not Specified	3.85	48.22	2486	52.07

The relationships with our workforce

Disciplinary cases by ethnicity

	Shropshire economically active population (%)	Disciplinary cases 2014/15 (%)	Ethnicity of employees 2014/15 (%)
White	98.2	72.22	89.88
Not specified	0	25.00	9.29
Asian	1.0	0	0.31
Black	0.2	0	0.13
Mixed	0.5	2.78	0.25
Other incl. Chinese	0.1	0	0.13
(Total BME)	(1.8)	2.78	0.82

Disciplinary cases by disability and gender

	Shropshire economically active population (%)	Disciplinary cases 2014/15 (%)	Employees by disability/gender 2014/15 (%)
Disability	21.7*	2.78	1.79
Male	49.3	25.00	18.85
Female	50.7	75.00	84.15

*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 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%

**NB 2 cases for which we do not have the data.

Disciplinary cases by age

	Shropshire economically active population (%)	Disciplinary cases 2014/15 (%)	Age of employees 2014/15 (%)
16 to 24	14.1	8.33	3.91
25 to 34	13.9	16.76	14.39
35 to 44	17.8	19.44	26.04
45 to 54	19.9	22.22	35.33
55 to 64	19.0	30.56	17.55
65 to 74	n/a	2.78	2.60
75 to 84	n/a	0	0.17
85 +	n/a	0	0

Disciplinary cases by religion and belief

	Shropshire economically active population (%)	Disciplinary cases 2014/15 (%)	Religion of employees 2014/15 (%)
Christian	70.0	38.89	54.68
Hindu	0.1	0	0.07
Muslim	0.3	0	0.11
Sikh	0.1	0	0.08
Buddhist	0.3	0	0.20
Jewish	0	0	0.02
Other religion	0.4	0	2.13
Of no religion	21.5	16.67	14.19
Not Specified	7.2	38.89	28.52

Disciplinary cases by sexual orientation

	Shropshire economically active population (%)	Disciplinary cases 2014/15 (%)	Sexual Orientation of employees 2014/15 (%)
Heterosexual	94.23	44.44	47.51
Gay Man	1.42	0	0.14
Gay Woman/Lesbian		0	0.16
Bisexual		0	0.12
Not Specified	3.85	55.56	52.07

Grievance cases by ethnicity

	Shropshire economically active population (%)	Grievance cases 2014/15 (%)	Ethnicity of employees 2014/15 (%)
White	98.2	80.00	89.88
Not specified	0	6.67	9.29
Asian	1.0	0	0.31
Black	0.2	0	0.13
Mixed	0.5	13.33	0.25
Other incl. Chinese	0.1		0.13
(Total BME)	(1.8)	0	0.82

Grievance cases by disability and gender

	Shropshire economically active population (%)	Grievance cases 2014/15 (%)	Employees by disability/gender 2014/15 (%)
Disability	21.7*	0	1.79
Male	49.3	13.33	18.85
Female	50.7	86.67	84.15

*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 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%

Grievance cases by age

	Shropshire economically active population (%)	Grievance cases 2014/15 (%)	Age of employees 2014/15 (%)
16 to 24	14.1	0	3.91
25 to 34	13.9	6.67	14.39
35 to 44	17.8	20.00	26.04
45 to 54	19.9	60.00	35.33
55 to 64	19.0	13.33	17.55
65 to 74	n/a	0	2.60
75 to 84	n/a	0	0.17
85 +	n/a	0	0

Grievance cases by religion and belief

	Shropshire economically active population (%)	Grievance cases 2014/15 (%)	Religion of employees 2014/15 (%)
Christian	70.0	40.00	54.68
Hindu	0.1	0	0.07
Muslim	0.3	0	0.11
Sikh	0.1	0	0.08
Buddhist	0.3	6.67	0.20
Jewish	0	0	0.02
Other religion	0.4	0	2.13
Of no religion	21.5	20.00	14.19
Not Specified	7.2	33.33	28.52

Grievance cases by sexual orientation

	Shropshire economically active population (%)	Grievance cases 2014/15 (%)	Sexual Orientation of employees 2014/15 (%)
Heterosexual	94.23	46.67	47.51
Gay Man	1.42	0	0.14
Gay Woman/Lesbian		0	0.16
Bisexual		6.67	0.12
Not Specified	3.85	46.67	52.07

End of Workforce Diversity Report