

Shropshire Council Workforce Annual Diversity Monitoring Report

1 April 2017 - 31 March 2018

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 taken from information provided in the 2011 Census)

How our workforce looks

Employees by ethnicity

	Shropshire economically active population (%)	Ethnicity of employees 2016/17 (%)	Ethnicity of employees 2017/18 (%)
White	98.2	89.42	90.56
Not specified	0	9.65	8.44
Asian	1.0	0.40	0.43
Black	0.2	0.09	0.11
Mixed	0.5	0.32	0.33
Other incl. Chinese	0.1	0.13	0.14
(Total BME)	(1.8)	(1.0)	(1.0)

Employees by disability and gender

	Shropshire economically active population (%)	Employees by disability/gender 2016/17 (%)	Employees by disability/gender 2017/18 (%)
Disability	21.7*	1.72	1.65
Male	49.3	15.21	15.64
Female	50.7	84.79	84.36

*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%

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.

Employees by age

	Shropshire economically active population (%)	Age of employees 2016/17 (%)	Age of employees 2017/18 (%)
16 to 24	14.1	3.42	3.59
25 to 34	13.9	13.89	14.62
35 to 44	17.8	24.19	24.15
45 to 54	19.9	35.51	34.88
55 to 64	19.0	19.97	19.89
65 to 74	15.2	2.73	2.52
75 to 84	n/a	0.28	0.35
85 +	n/a	0	0

Employees by Religion and Belief

	Shropshire economically active population (%)	Religion and Belief of employees 2016/17 (%)	Religion and Belief of employees 2017/18 (%)
Christian	70.0	54.51	53.32
Hindu	0.1	0.13	0.13
Muslim	0.3	0.13	0.13
Sikh	0.1	0.15	0.16
Buddhist	0.3	0.21	0.30
Jewish	0	0	0.03
Other religion	0.4	2.92	3.31
Of no religion	21.5	14.93	16.05
Not Specified	7.2	27.02	26.57

Employees by Sexual Orientation

	Shropshire economically active population (%)	Sexual Orientation of employees 2016/17 (%)	Sexual Orientation of employees 2017/18 (%)
Heterosexual	94.23	51.91	54.50
Gay Man	1.42	0.19	0.21
Gay Woman/Lesbian		0.20	0.25
Bisexual		0.14	0.18
Not Specified	3.85	47.56	44.86

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 2017/18 (%)	Applications received 2017/18 (Numbers)	Ethnicity of employees 2017/18 (%)
White	98.2	93.78	4,885	90.56
Not specified	0	1.56	81	8.44
Asian	1.0	1.90	99	0.43
Black	0.2	0.94	49	0.11
Mixed	0.5	1.19	62	0.33
Other incl. Chinese	0.1	0.63	33	0.14
(Total BME)	(1.8)	(4.67)	(243)	(1.0)

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

	Shropshire economically active population (%)	Applications received 2017/18 (%)	Applications received 2017/18 (Numbers)	Employees by disability/gender 2017/18 (%)
Disability	21.7*	0	0	1.65
Male	49.3	31.98	1,666	15.64
Female	50.7	68.02	3,543	84.36

*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 2017/18 (%)	Applications received 2017/18 (Numbers)	Age of employees 2017/18 (%)
16 to 24	14.1	16.86	878	3.59
25 to 34	13.9	46.67	2,431	14.62
35 to 44	17.8			24.15
45 to 54	19.9	22.29	1,161	34.88
55 to 64	19.0	13.65	711	19.89
65 +	n/a	0.54	28	2.52

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

	Shropshire economically active population (%)	Applications received 2017/18 (%)	Applications received 2017/18 (Numbers)	Religion and Belief of employees 2017/18 (%)
Christian	70.0	47.07	2,452	53.32
Hindu	0.1	0.23	12	0.13
Muslim	0.3	0.48	25	0.13
Sikh	0.1	0.63	33	0.16
Buddhist	0.3	0.56	29	0.30
Jewish	0	0.23	12	0.03
Other religion	0.4	3.17	165	3.31
Of no religion	21.5	39.49	2,057	16.05
Not Specified	7.2	8.14	424	26.57

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

	Shropshire economically active population (%)	Applications received 2017/18 (%)	Applications received 2017/18 (Numbers)	Sexual Orientation of employees 2017/18 (%)
Heterosexual	94.23	90.40	4,709	54.50
Gay Man	1.42	1.44	75	0.21
Gay Woman/Lesbian		1.15	60	0.25
Bisexual		1.00	52	0.18
Not Specified	3.85	6.01	313	44.86

Successful Applicants

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

	Shropshire economically active population (%)	Successful applicants 2017/18 (%)	Successful applicants 2017/18 (numbers)	Ethnicity of employees 2017/18 (%)
White	98.2	84.13%	546	90.56
Not specified	0	13.10%	85	8.44
Asian	1.0	0.77%	5	0.43
Black	0.2	0.77%	5	0.11
Mixed	0.5	0.92%	6	0.33
Other incl. Chinese	0.1	0.31%	2	0.14
(Total BME)	(1.8)	(2.77%)	(18)	(1.00)

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

	Shropshire economically active population (%)	Successful applicants 2017/18 (%)	Successful applicants 2017/18 (numbers)	Employees by disability/gender 2017/18 (%)
Disability	21.7*	4.62	30	1.65
Male	49.3	22.50%	146	15.64
Female	50.7	77.50%	503	84.36

*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 2017/18 (%)	Successful applicants 2017/18 (numbers)	Age of employees 2017/18 (%)
16 to 24	14.1	84	12.94%	3.59
25 to 34	13.9	152	23.42%	14.62
35 to 44	17.8	134	20.65%	24.15
45 to 54	19.9	161	24.81%	34.88
55 to 64	19.0	106	16.33%	19.89
65 +	n/a	12	1.85%	2.52

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

	Shropshire economically active population (%)	Successful applicants 2017/18 (%)	Successful applicants 2017/18 (numbers)	Religion and Belief of employees 2017/18 (%)
Christian	70.0	273	42.06%	53.32
Hindu	0.1	1	0.15%	0.13
Muslim	0.3	1	0.15%	0.13
Sikh	0.1	2	0.31%	0.16
Buddist	0.3	5	0.77%	0.30
Jewish	0	1	0.15%	0.03
Other religion	0.4	11	1.69%	3.31
Of no religion	21.5	199	30.66%	16.05
Not Specified	7.2	156	24.04%	26.57

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

	Shropshire economically active population (%)	Successful applicants 2017/18 (%)	Successful applicants 2017/18 (numbers)	Sexual Orientation of employees 2017/18 (%)
Heterosexual	94.23	480	73.96%	54.50
Gay Man	1.42	8	1.23%	0.21
Gay Woman/Lesbian		5	0.77%	0.25
Bisexual		2	0.31%	0.18
Not Specified	3.85	154	23.73%	44.86

The background of our most senior earners

Top 5% of earners by ethnicity

	Shropshire economically active population (%)	Top 5% of earners employees 2017/18 (%)	Top 5% of earners 2017/18 (numbers)	Ethnicity of employees 2017/18 (%)
White	98.2	90.82%	287	90.56
Not specified	0	7.91%	25	8.44
Asian	1.0	0.32%	1	0.43
Black	0.2	0.32%	1	0.11
Mixed	0.5	0.63%	2	0.33
Other incl. Chinese	0.1	0.00%	0	0.14
(Total BME)	(1.8)	1.27%	4	1.0

Top 5% of earners by disability and gender

	Shropshire economically active population (%)	Top 5% of earners employees 2017/18 (%)	Top 5% of earners 2017/18 (numbers)	Employees by disability/gender 2017/18 (%)
Disability	21.7*	0.95	3	1.65
Male	49.3	41.46	131	15.64
Female	50.7	58.54	185	84.36

*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%

Shropshire Council Workforce Annual Diversity Monitoring Report 2017/18

Top 5% of earners by age

	Shropshire economically active population (%)	Top 5% of earners employees 2017/18 (%)	Top 5% of earners 2017/18 (numbers)	Age of employees 2017/18 (%)
16 to 24	11	0.00%	0	3.59
25 to 34	20	5.06%	16	14.62
35 to 44	24	22.15%	70	24.15
45 to 54	24	44.94%	142	34.88
55+ **	34	27.85%	88	22.76

** 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 2017/18 (%)	Top 5% of earners 2017/18 (numbers)	Religion of employees 2017/18 (%)
Christian	70.0	53.80%	170	53.32
Hindu	0.1	0.32%	1	0.13
Muslim	0.3	0.00%	0	0.13
Sikh	0.1	0.00%	0	0.16
Buddhist	0.3	0.95%	3	0.30
Jewish	0	0.00%	0	0.03
Other religion	0.4	0.00%	0	3.31
Of no religion	21.5	19.94%	63	16.05
Not Specified	7.2	25.00%	79	26.57

Top 5% of earners by sexual orientation

	Shropshire economically active population (%)	Top 5% of earners employees 2017/18 (%)	Top 5% of earners 2017/18 (numbers)	Sexual Orientation of employees 2017/18 (%)
Heterosexual	94.23	52.22%	165	54.50
Gay Man	1.42	0.63%	2	0.21
Gay Woman/Lesbian		1.27%	4	0.25
Bisexual		0.32%	1	0.18
Not Specified	3.85	45.57%	144	44.86

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 2017/18 (%)	Leavers 2017/18 (numbers)	Ethnicity of employees 2017/18 (%)
White	98.2	90.44	1787	90.56
Not specified	0	8.50	168	8.44
Asian	1.0	0.25	5	0.43
Black	0.2	0.10	2	0.11
Mixed	0.5	0.46	9	0.33
Other incl. Chinese	0.1	0.25	5	0.14
(Total BME)	(1.8)	1.06	21	1.0
	Shropshire economically active population (%)	Leavers 2017/18 (%)	Leavers 2017/18 (numbers)	Employees by disability/gender 2017/18 (%)
Disability	21.7*	2.27	45	1.65
Male	49.3	16.70	330	15.64
Female	50.7	83.30	1,646	84.36

Leavers by disability and gender

*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 2017/18 (%)	Leavers 2017/18 (numbers)	Age of employees 2017/18 (%)
16 to 24	14.1	3.39	67	3.59
25 to 34	13.9	15.54	307	14.62
35 to 44	17.8	21.31	421	24.15
45 to 54	19.9	32.79	648	34.88
55 to 64	19.0	21.05	416	19.89
65 to 74	n/a	5.67	112	2.52
75 to 84	n/a	0.25	5	0.35
85 +	n/a	0	0	0

Leavers by Religion or Belief

	Shropshire economically active population (%)	Leavers 2017/18 (%)	Leavers 2017/18 (numbers)	Religion and Belief of employees 2017/18 (%)
Christian	70.0	56.58	1118	53.32
Hindu	0.1	0.10	2	0.13
Muslim	0.3	0.15	3	0.13
Sikh	0.1	0.10	2	0.16
Buddhist	0.3	0.15	3	0.30
Jewish	0	0.00	0	0.03
Other religion	0.4	3.09	61	3.31
Of no religion	21.5	14.68	290	16.05
Not Specified	7.2	25.15	497	26.57

Leavers by Sexual Orientation

	Shropshire economically active population (%)	Leavers 2017/18 (%)	Leavers 2017/18 (numbers)	Sexual Orientation of employees 2017/18 (%)
Heterosexual	94.23	54.15	1070	54.50
Gay Man	1.42	0.20	4	0.21
Gay Woman/Lesbian		0.25	5	0.25
Bisexual		0.05	1	0.18
Not Specified	3.85	45.34	896	44.86

How we develop our employees

Employees requesting training by ethnicity

	Shropshire economically active population (%)	Total applications for training 2017/18 (%)	Total applications for training 2017/18 (numbers)	Ethnicity of employees 2017/18 (% of total)
White	98.2	82.44	1676	90.56
Not specified	0	16.38	333	8.44
Asian	1.0	0.39	8	0.43
Black	0.2	0.15	3	0.11
Mixed	0.5	0.59	12	0.33
Other incl. Chinese	0.1	0.05	1	0.14
(Total BME)	(1.8)	1.18	2033	1.0

Employees requesting training by disability and gender

	Shropshire economically active population (%)	Total applications for training 2017/18 (%)	Total applications for training 2017/18 (numbers)	Employees by disability/gender 2017/18 (%)
Disability	21.7*	0.84	17	1.65
Male	49.3	14.71	299	15.64
Female	50.7	85.29	1734	84.36

*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 2017/18 (%)	Total applications for training 2017/18 (numbers)	Age of employees 2017/18 (%)
16 to 24	14.1	1.23	25	3.59
25 to 34	13.9	5.95	121	14.62
35 to 44	17.8	15.00	305	24.15
45 to 54	19.9	27.20	553	34.88
55 to 64	19.0	16.13	328	19.89
65 to 74	n/a	2.85	58	2.52
75 to 84	n/a	0.64	13	0.35
85 +	n/a		0	0

Employees requesting training by Religion and Belief

	Shropshire economically active population (%)	Total applications for training 2017/18 (%)	Total applications for training 2017/18 (numbers)	Religion and Belief of employees 2017/18 (%)
Christian	70.0	38.12	775	53.32
Hindu	0.1	0	0	0.13
Muslim	0.3	1	0.05	0.13
Sikh	0.1	0	0	0.16
Buddist	0.3	1	0.05	0.30
Jewish	0	0	0	0.03
Other religion	0.4	25	1.23	3.31
Of no religion	21.5	0	0	16.05
Not Specified	7.2	1016	49.98	26.57

Employees requesting training by Sexual Orientation

	Shropshire economically active population (%)	Total applications for training 2017/18 (%)	Total applications for training 2017/18 (numbers)	Sexual Orientation of employees 2017/18 (%)
Heterosexual	94.23	41.96	853	54.50
Gay Man	1.42	0.05	1	0.21
Gay Woman/Lesbian		0.15	3	0.25
Bisexual		0.15	3	0.18
Not Specified	3.85	57.70	1173	44.86

Employees attending training by ethnicity

	Shropshire economically active population (%)	2017/18 Ethnicity of employees attending training (% of all attendees)	2017/18 Ethnicity of employees attending training (numbers)	Ethnicity of employees 2017/18 (% of total)
White	98.2	82.58	1389	90.56
Not specified	0	15.81	266	8.44
Asian	1.0	0.59	10	0.43
Black	0.2	0.24	4	0.11
Mixed	0.5	0.65	11	0.33
Other incl. Chinese	0.1	0.12	2	0.14
(Total BME)	(1.8)	1.61	27	1.0

Employees attending training by disability and gender

	Shropshire economically active population (%)	2017/18 Total employees attending training (% of all attendees)	2017/18 Total employees attending training (numbers)	Employees by disability/gender 2017/18 (%)
Disability	21.7*	0.89	15	1.65
Male	49.3	85.02	1430	15.64
Female	50.7	14.98	252	84.36

*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 (%)	2017/18 Total employees attending training (% of all attendees)	2017/18 Total employees attending training (numbers)	Age of employees 2017/18 (%)
16 to 24	14.1	1.37	23	3.59
25 to 34	13.9	6.42	108	14.62
35 to 44	17.8	14.51	244	24.15
45 to 54	19.9	25.21	424	34.88
55 to 64	19.0	14.92	251	19.89
65 to 74	n/a*	3.15	53	2.52
75 to 84	n/a	0.48	8	0.35
85 +	n/a	0	0	0

NB 14.11% (306) recorded as no age given

Employees attending training by Religion and Belief

	Shropshire economically active population (%)	2017/18 Total employees attending training (% of all attendees)	2017/18 Total employees attending training (numbers)	Religion and Belief of employees 2017/18 (%)
Christian	70.0	35.97	605	53.32
Hindu	0.1	0.12	2	0.13
Muslim	0.3	0.06	1	0.13
Sikh	0.1	0.18	3	0.16
Buddist	0.3	0.12	2	0.30
Jewish	0	0	0	0.03
Other religion	0.4	1.01	17	3.31
Of no religion	21.5	0	0	16.05
Not Specified	7.2	51.49	866	26.57

Employees attending training by Sexual Orientation

	Shropshire economically active population (%)	2017/18 Total employees attending training (% of all attendees)	2017/18 Total employees attending training (numbers)	Sexual Orientation of employees 2017/18 (%)
Heterosexual	94.23	39.77	669	54.50
Gay Man	1.42	0.06	1	0.21
Gay Woman/Lesbian		0.18	3	0.25
Bisexual		0.18	3	0.18
Not Specified	3.85	59.81	1006	44.86

The relationships with our workforce

Disciplinary cases by ethnicity

	Shropshire economically active population (%)	Disciplinary cases 2017/18 (%)	Ethnicity of employees 2017/18 (%)
White	98.2	89.66	90.56
Not specified	0	6.90	8.44
Asian	1.0	0	0.43
Black	0.2	0	0.11
Mixed	0.5	3.45	0.33
Other incl. Chinese	0.1	0	0.14
(Total BME)	(1.8)	0	(1.0)

Disciplinary cases by disability and gender

	Shropshire economically active population (%)	Disciplinary cases 2017/18 (%)	Employees by disability/gender 2017/18 (%)
Disability	21.7*	10.34	1.65
Male	49.3	68.97	15.64
Female	50.7	31.03	84.36

*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 2017/18 (%)	Age of employees 2017/18 (%)
16 to 24	14.1	0	3.59
25 to 34	13.9	20.69	14.62
35 to 44	17.8	20.69	24.15
45 to 54	19.9	27.59	34.88
55 to 64	19.0	17.24	19.89
65 to 74	n/a	13.76	2.52
75 to 84	n/a	0	0.35
85 +	n/a	0	0

Disciplinary cases by religion

	Shropshire economically active population (%)	Disciplinary cases 2017/18 (%)	Religion of employees 2017/18 (%)
Christian	70.0	68.97	53.32
Hindu	0.1	0	0.13
Muslim	0.3	0	0.13
Sikh	0.1	0	0.16
Buddhist	0.3	0	0.30
Jewish	0	0	0.03
Other religion	0.4	3.45	3.31
Of no religion	21.5	13.79	16.05
Not Specified	7.2	13.79	26.57

Disciplinary cases by Sexual Orientation

	Shropshire economically active population (%)	Disciplinary cases 2017/18 (%)	Sexual Orientation of employees 2017/18 (%)
Heterosexual	94.23	62.07	54.50
Gay Man	1.42	0	0.21
Gay Woman/Lesbian		0	0.25
Bisexual		0	0.18
Not Specified	3.85	37.93	44.86

Grievance cases by ethnicity

	Shropshire economically active population (%)	Grievance cases 2017/18 (%)	Ethnicity of employees 2017/18 (%)
White	98.2	85.71	90.56
Not specified	0	7.14	8.44
Asian	1.0	7.14	0.43
Black	0.2	0	0.11
Mixed	0.5	0	0.33
Other incl. Chinese	0.1	0	0.14
(Total BME)	(1.8)	7.14	(1.0)

Grievance cases by disability and gender

	Shropshire economically active population (%)	Grievance cases 2017/18 (%)	Employees by disability/gender 2017/18 (%)
Disability	21.7*	21.43	1.65
Male	49.3	71.43	15.64
Female	50.7	28.57	84.36

*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%

Grievance cases by age

	Shropshire economically active population (%)	Grievance cases 2017/18 (%)	Age of employees 2017/18 (%)
16 to 24	14.1	0	3.59
25 to 34	13.9	14.29	14.62
35 to 44	17.8	28.57	24.15
45 to 54	19.9	14.29	34.88
55 to 64	19.0	42.86	19.89
65 to 74	n/a	0	2.52
75 to 84	n/a	0	0.35
85 +	n/a	0	0

Grievance cases by religion

	Shropshire economically active population (%)	Grievance cases 2017/18 (%)	Religion of employees 2017/18 (%)
Christian	70.0	50.00	53.32
Hindu	0.1	0	0.13
Muslim	0.3	0	0.13
Sikh	0.1	0	0.16
Buddhist	0.3	0	0.30
Jewish	0	0	0.03
Other religion	0.4	0	3.31
Of no religion	21.5	21.43	16.05
Not Specified	7.2	28.57	26.57

Grievance cases by Sexual Orientation

	Shropshire economically active population (%)	Grievance cases 2017/18 (%)	Sexual Orientation of employees 2017/18 (%)
Heterosexual	94.23	50.00	54.50
Gay Man	1.42	0	0.21
Gay Woman/Lesbian		0	0.25
Bisexual		0	0.18
Not Specified	3.85	50.00	44.86

Commentary on workforce diversity and employee development

1.0 Workforce diversity

- 1.1 The BME makeup of our workforce has remained unchanged over the last 12 months at 1% of the workforce with a few minor variances to the individual categories within the BME group. Headcount has continued to reduce however on a much smaller scale as in previous years.
- 1.2 In terms of the percentage of employees declaring a disability this has reduced slightly from last year. The number of employees for whom we have a declared disability has reduced by 15. 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 15% of employees
- 1.3 Shropshire Council is committed to promote equality within the workforce and also in our 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 (16yrs to 24yrs and 65 plus yrs) 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 84% to 16% 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 a work life balance. Flexible working can be requested by all employees except agency workers and school based employees. Both Males and Females can request to work flexibly.
- 3.3 Homeworking forms part of our flexible and agile working policy enabling employees to request to work from home on either a permanent or ad-hoc basis. In addition annualised hours make it easier for our employees to work on a more flexible basis where service needs allow.

- 3.4 2017 saw the introduction of the Gender Pay Gap regulations which require organisations of over 250 employees to publish their Gender Pay Gap each financial year. Shropshire Council's Gender Pay Gap figure for 2016.17 was 20.79% (mean average). Whilst the Gender Pay Gap averages for hourly rates are high, to put them into context, almost a third of Shropshire Council's workforce is made up of Shire Services Staff (Cleaning and Catering Services) which are predominantly lower paid job roles which has a distinct influence on the overall Gender Pay Gap for employees. When considering Non Shires Services related roles Shropshire Council's Gender Pay Gap as a mean average drops to 11.81%. It is still important to note that a large proportion of these employees are part time and again in lower paid job roles such as admin and care workers.

When looking at the Gender Pay Gap for all full time only employees Shropshire Council's Gender Pay Gap as a mean average hourly rate reduces further still to 8.64%. Shropshire Council's figures for 2017/2018 will be published by 30th March 2019. 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 Development of employees

- 4.1 2017 saw the introduction of an online learning and development tool rolled out across the Council. Employees can request and book themselves on to training courses, with the approval of their line Manager. There is now a mix of face to face and online training courses, which continues to grow, making learning and development much more accessible to all employees enabling a greater flexibility on when and where employees can access training modules.
- 4.2 In addition to the introduction of the on line learning tool, the Council has launched an apprenticeship framework incorporating 600+ apprenticeship standards and 15 apprenticeship providers. The providers are a mix of both local and national and offer flexibility in the way they will deliver apprenticeships to meet the needs of the organisation as well as working with us to develop apprenticeships for the future and providing a greater flexibility to all employees in accessing apprenticeships.
- 4.3 As notified in 2017, the Council has joined 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.
- 4.4 Corporate objectives include providing opportunities for our Looked After Children (LAC), clients with learning difficulties (part of a national Pacesetter project) and supporting Managers and Leaders within the organisation. Directorate Management Teams have been drafting Workforce Plans which identify the future skills required of the workforce and using the apprenticeship levy to fund this where possible.

5.0 Areas for improvement.

- 5.1 Shropshire Council still has some work to do in terms of reducing the percentage of employees for which we have no equality data. As an Authority we still need to encourage employees to declare equality information so we have a more accurate view of the diversity of the workforce to enable us draw on the different talents, experiences and perspectives of our employees from different backgrounds and cultures. During a recent article in the Staff Newsletter, employees were encouraged to update their information held on the HR data base system
- 5.2 The introduction of a new ERP system in the next 12 months provides opportunity to make improvements to data accuracy and data collection to then migrate information into the new system. As part of the migration we can begin to hold more up to date and accurate data about our employees. By understanding our workforce and the diversity within it, we can work to ensure that our staff are happy and feel valued whatever their background.