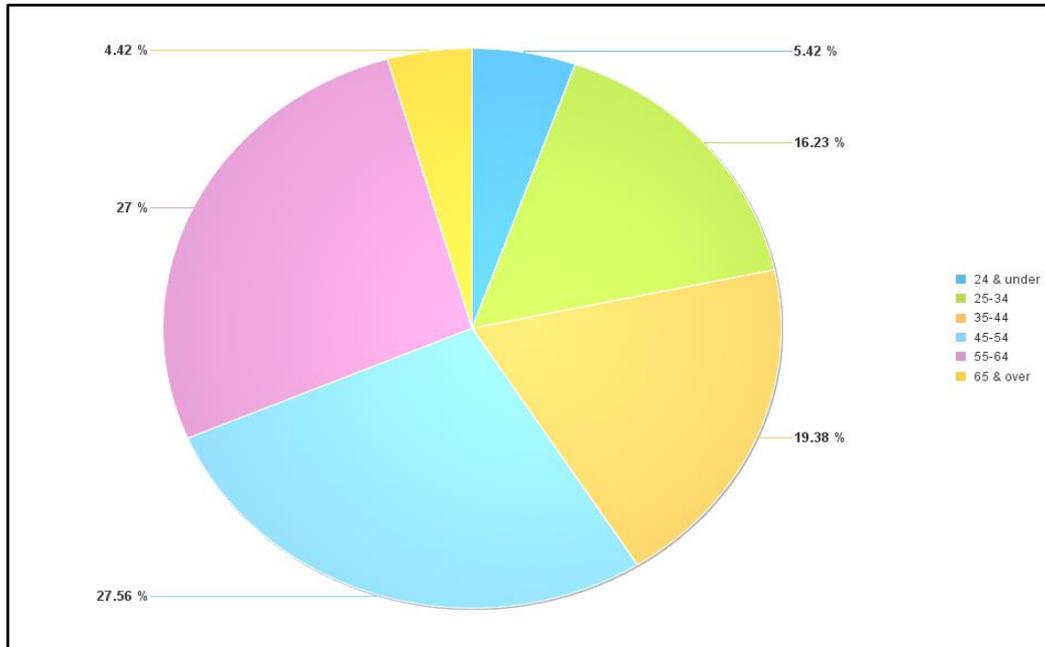


## Equalities Workforce Information Report 2020-21

### Age Bands

The largest number of employees are in the 45-54 and 55-64 age bands whereas the smallest number are in the 65 and over, closely followed by the 24 and under age band.



### Sexual Orientation

The number of people identifying sexual orientation is limited and steps are planned for 2021-22 to encourage and enable staff to provide this information.

Sexual Orientation	Number
Bisexual	12
Declined to specify	35
Gay/Lesbian	32
Heterosexual/straight	1106
Not stated	5075

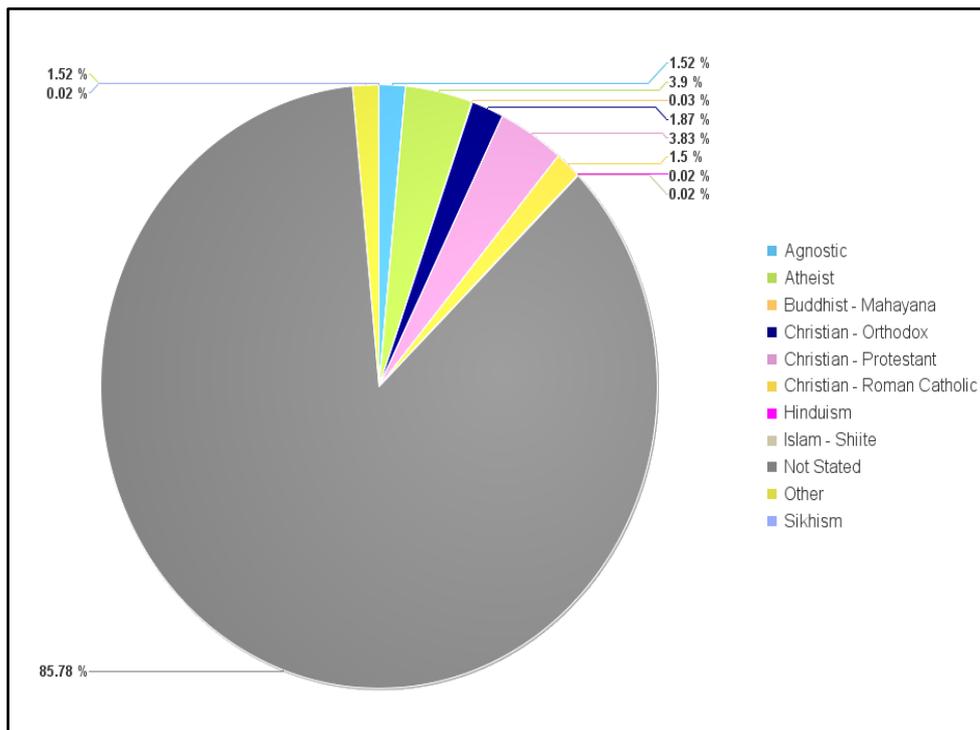
### Total number of employees (headcount) and by identified Gender

65% of employees are identified as female.

Headcount	Number
Male	2217
Female	4043
Total	6260

These figures do not include staff employed in Schools.

## Religion



Data on religion is limited. Christianity is the most self-reported religion.

## Disability

Disability Status	Numbers	Percentage
Yes	241	3.8%
No	5004	79.9%
Not Stated	1015	16.2%

3.8% of the workforce have self-reported as having a disability.

## Ethnicity

Ethnicity	Numbers	Percentage
Asian or Asian British	20	0.3%
Black or Black British	8	0.1%
Mixed	8	0.1%
Not Stated	1662	26.6%
Other Ethnic Groups	24	0.4%
White	4538	72.5%

72.5 % of employees reported their ethnicity as White.

## Conclusion

It is difficult to draw any conclusions from the data due to under reporting. Whilst reporting is voluntary the Council has identified that staff need to be encouraged to update their records in order for the data collected to reflect the workforce profile more accurately.