



Equality Duty – Employment Monitoring (2024/2025)

As a public authority the Council has specific duties under the Equality Act 2010 to publish information annually to demonstrate our compliance with the general equality duty.

All employees are aware that the information they provide is sensitive personal data covered by the Data Protection Act / GDPR and will be treated in strictest confidence in accordance with the principles within the Act. Managers are not able to access the sensitive information entered by employees. The information is utilised for monitoring, reporting and providing support on the profile of the workforce and for the purpose of meeting our legal obligations to publish relevant workforce equalities information. The information will not be presented or reported on in a way that will allow the identification of any individual employee.

Having this data will help us make things better for our employees, it will tell us where to best direct our resources and allows us to improve our decision making on the impact of workforce policies, procedures and practices.

General notes in regards to data:

- Data is taken from the Council integrated HR Payroll system where employees are able to update / amend their data.
- Employees have the option of not stated / prefer not to say on all sensitive information.
- Information is collated and reported for established roles (ie. Roles that are Casual and off payroll workers are excluded)
- All of the data is either for the relevant financial year (April to March) or snapshot data from 31st January of that year.

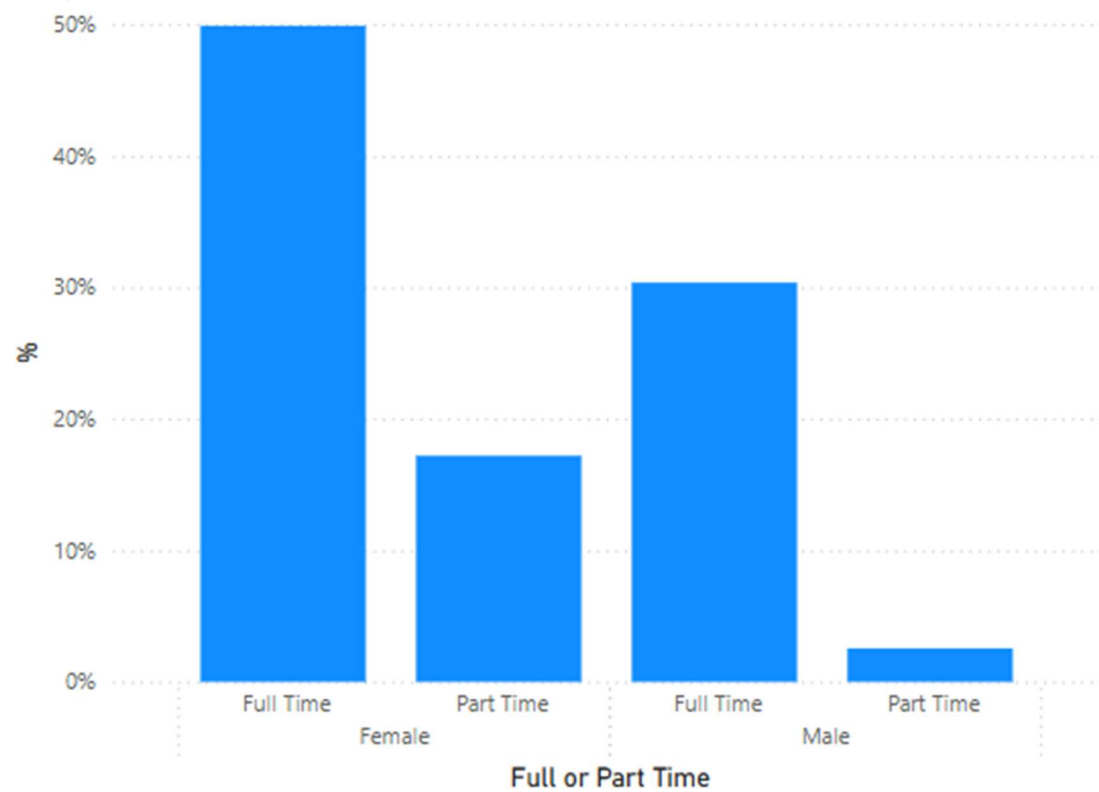
2024/25

- Average headcount for year was 469.5.
- Average occupied establishment FTE (Full Time Equivalent) for year was 432.72
- Turnover for year was 8.31%

Gender

Gender	Full or Part Time	Total (%)
Male	Full Time	30.36%
Male	Part Time	2.55%
Female	Full Time	49.89%
Female	Part Time	17.20%

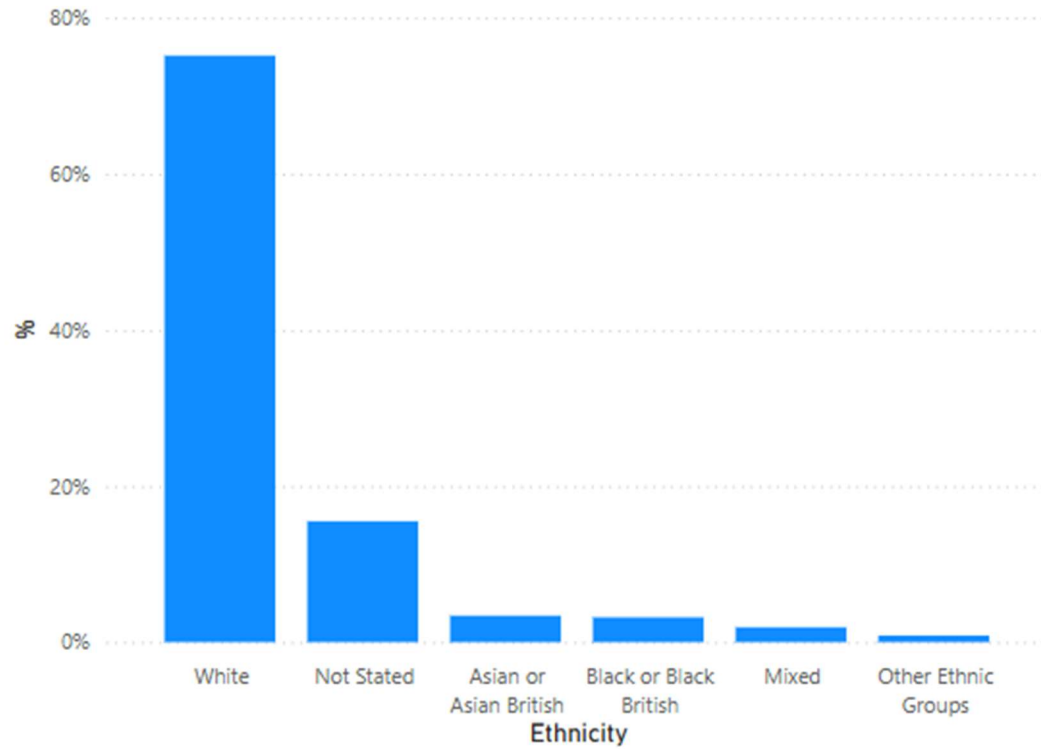
% by Gender and Full or Part Time



Ethnicity

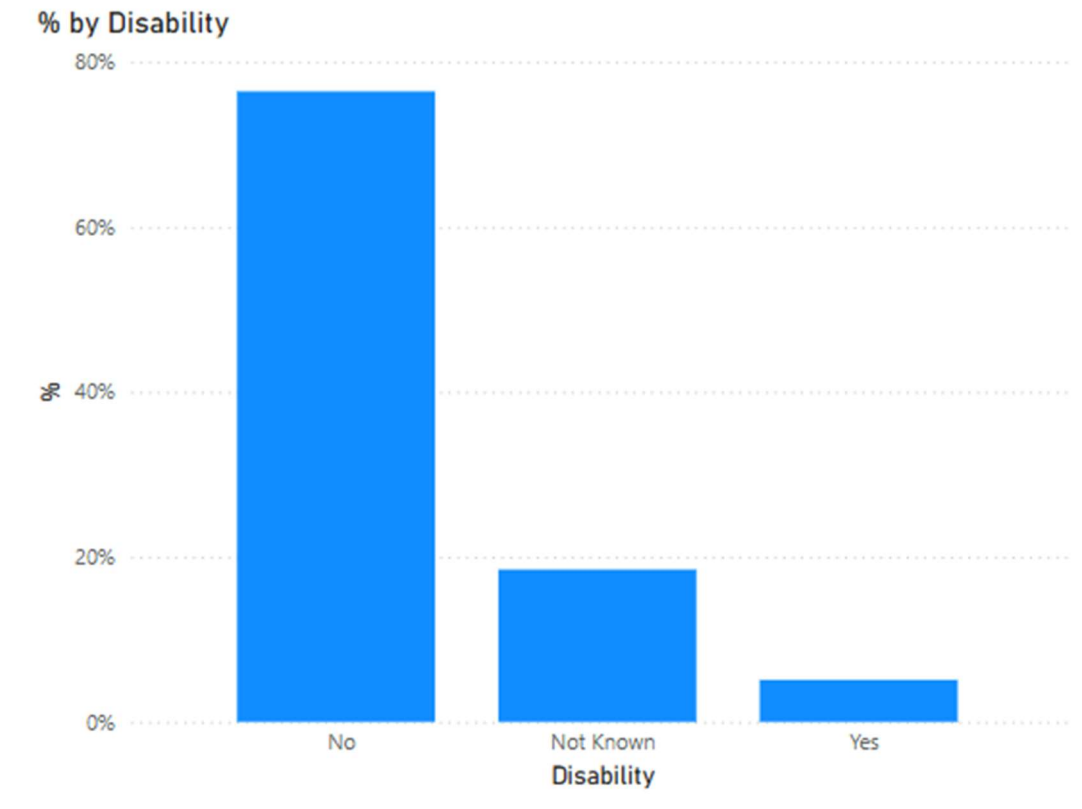
Ethnicity	%
Asian or Asian British	3.40%
Black or Black British	3.18%
Mixed	1.91%
Not Stated	15.50%
Other Ethnic Groups	0.85%
White	75.16%

% by Ethnicity



Disability

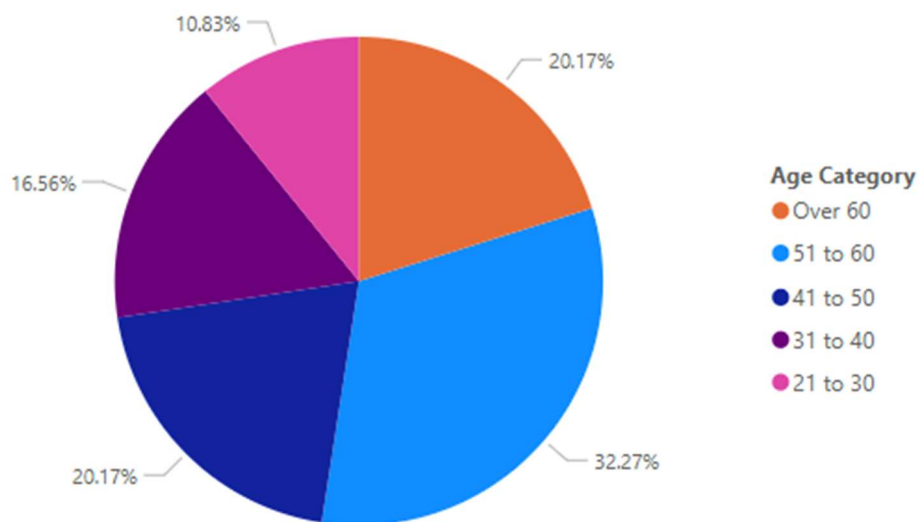
Disability	%
No	76.43%
Not Known	18.47%
Yes	5.10%



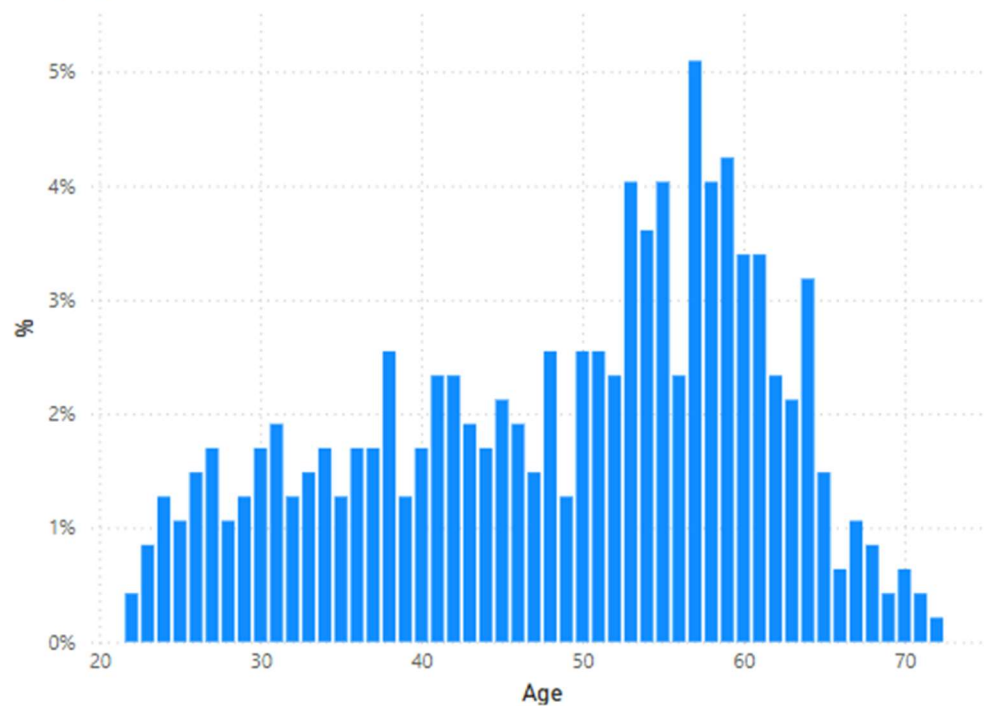
Age

Age Category	%
21 to 30	10.83%
31 to 40	16.56%
41 to 50	20.17%
51 to 60	32.27%
Over 60	20.17%

% by Age Category



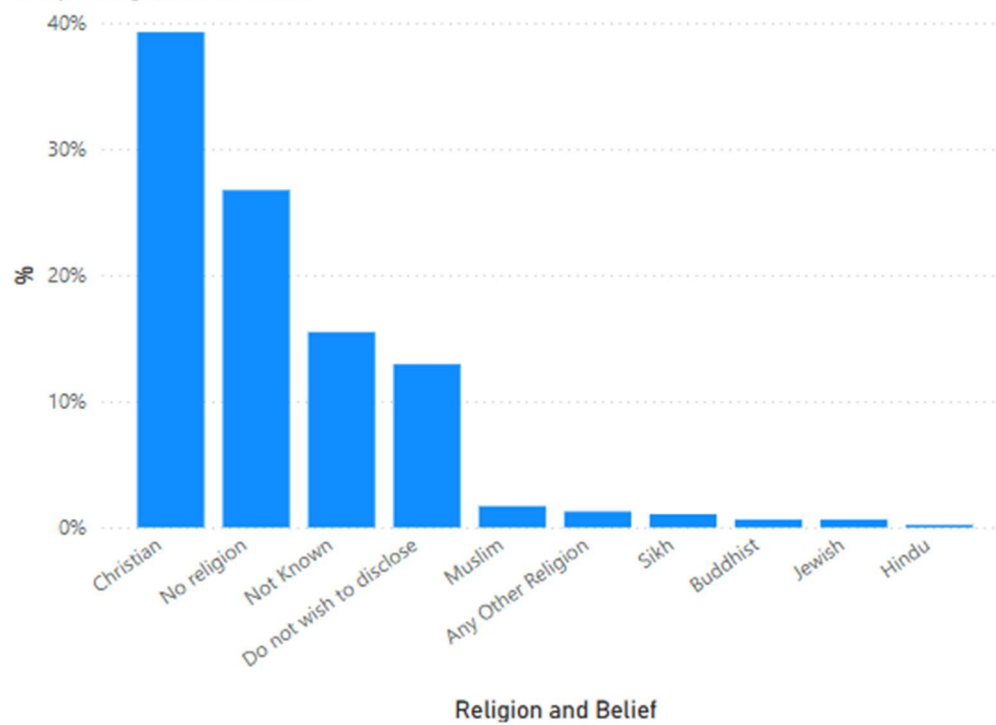
% by Age



Religion and Belief

Religion and Belief	%
Any Other Religion	1.27%
Buddhist	0.64%
Christian	39.28%
Do not wish to disclose	12.95%
Hindu	0.21%
Jewish	0.64%
Muslim	1.70%
No religion	26.75%
Not Known	15.50%
Sikh	1.06%

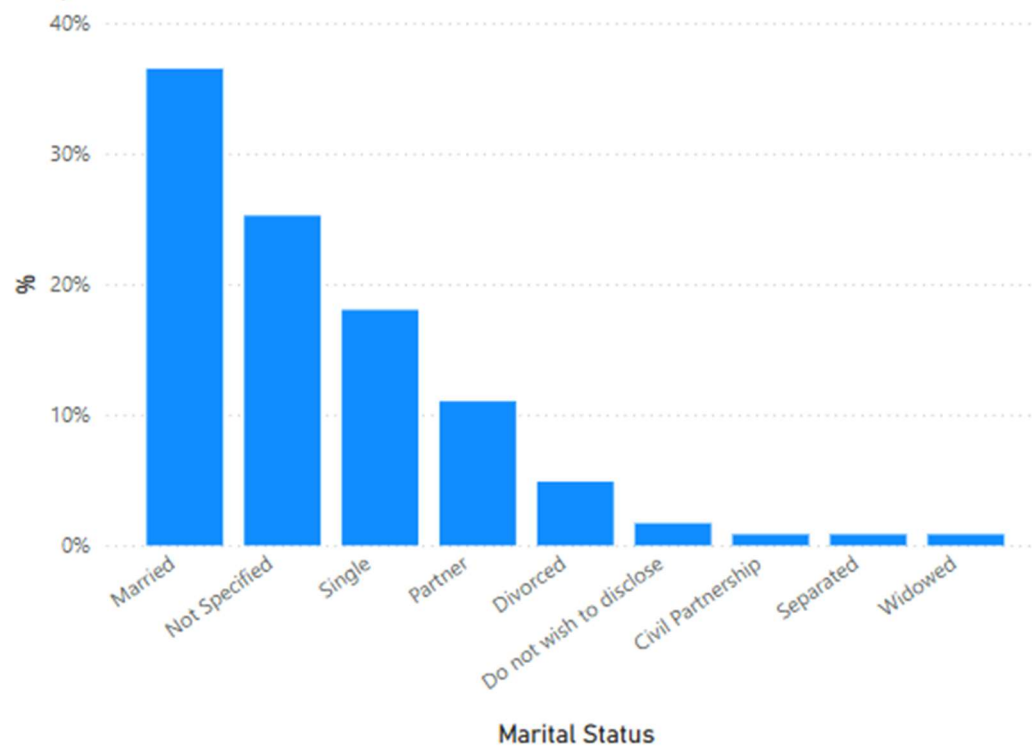
% by Religion and Belief



Marital Status

Marital Status	%
Civil Partnership	0.85%
Divorced	4.88%
Do not wish to disclose	1.70%
Married	36.52%
Not Specified	25.27%
Partner	11.04%
Separated	0.85%
Single	18.05%
Widowed	0.85%

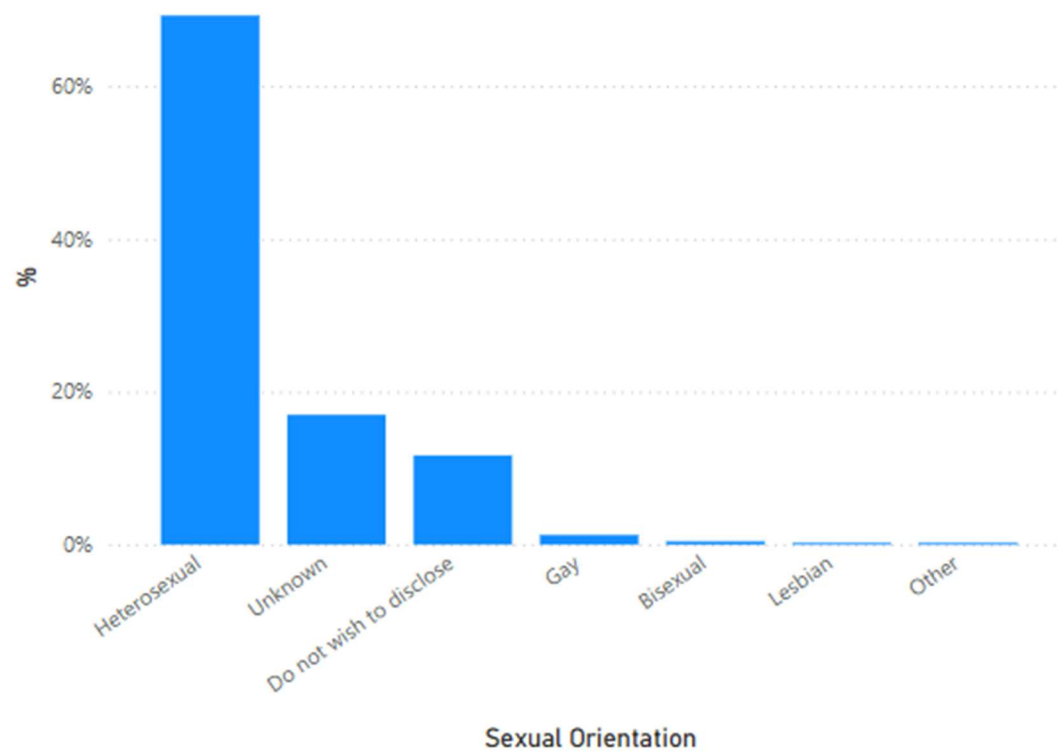
% by Marital Status



Sexual Orientation

Sexual Orientation	%
Bisexual	0.42%
Do not wish to disclose	11.68%
Gay	1.27%
Heterosexual	69.21%
Lesbian	0.21%
Other	0.21%
Unknown	16.99%

% by Sexual Orientation



Gender Reassignment

Gender Reassignment	%
Do not wish to disclose	1.49%
No	53.29%
Unknown	44.16%
Yes	1.06%

% by Gender Reassignment

