

To: **CMT**  
**10 February 2021**

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**Monitoring the Council's Workforce – 2019/20**  
**Assistant Director: HR & Organisational Development**

**1. Purpose of Report**

- 1.1 The Council has a legal duty to advance equality of opportunity, eliminate unlawful discrimination and promote good relations between people. Part of this legal duty is to report annually on its workforce composition.
- 1.2 Annex A provides a summary of the data for Bracknell Forest Council as at 31 March 2020.

**2. Recommendations**

- 2.1 CMT approve the publishing of the report on our website in line with our statutory responsibility.**
- 2.2 CMT approve the actions contained within the report.**

**3. Equality Act Duty**

**3.1 Equality Objectives**

The Council has a duty to ensure that it does not discriminate on the basis of any protected characteristic and the Equality Act 2010 includes a duty that public bodies advance equality of opportunity in relation to these characteristics the Council has an Equality Scheme which summarises its equality objectives to progress its equality work in relation to workforce matters and to advance equality of opportunity for all.

- (i) Ensure all Council employees and potential employees have fair and equal access to available opportunities and enjoy fair treatment.
- (ii) Conduct annual workforce monitoring broken down by protected characteristics; schools and non-schools; and by department
- (iii) Ensure that there is an appropriate equality and diversity training programme in place for colleagues and elected members including local context especially relating to cultural awareness
- (iv) Provide a range of e-learning packages on equality issues
- (v) Complete EIAs as part of any reports concerning changes affecting the workforce, including the annual budget setting process, to ensure no detrimental effect on any groups with protected characteristics.

However, the council's commitment is not solely focussed on legal compliance, the evidence behind the moral and business case for advancing equality and valuing diversity in the organisation is compelling. Therefore the council's Corporate Management Team have

sponsored research and a programme of activity during 2019-20 and 2020-21 to ensure that the culture of the organisation is one where there is no place for discrimination, diversity is celebrated and everyone is treated fairly with dignity and respect.

The staff pulse survey was undertaken as a temperature check in 2019 following the main staff survey in 2017. Both the staff survey and pulse survey had highlighted issues of discrimination between BFC employees. However, in response to the 2019 survey results, in which 28% of respondents reported that they had been subject to some sort of discrimination, CMT commissioned a further piece of research to better understand the key issues from the survey.

The findings of the research were presented to CMT as a video presentation and paper. At the time that CMT were considering the results of this research, CMT were also considering the Black Lives Matter global focus on justice and equality of treatment. Although both are in the same space of diversity and treating people with respect, they are not so intrinsically linked that the two subjects needed to be handled together. That said, the focus and cross links have been helpful for prompting a wider piece of work around diversity. As, although the global Black Lives Matter movement has changed everyone's awareness of discrimination and injustice, the work that BFC had undertaken allowed the council to be both more challenging and more open to seeing this in our everyday actions and activities.

Following a discussion of the findings of the research titled 'An Absence of Malice' at CMT the video was cascaded through management teams to spark conversation throughout the organisation recognising that cultural change will only happen through active engagement. In December 2020 CMT agreed a number of actions to respond to the research and further roll out the conversation:

- i. The video "The Absence of Malice" should be cascaded through the organisation.
- ii. Blind shortlisting with applicants' names removed from application forms was introduced in December 2021 and we will share the approach with partners
- iii. An equality and diversity question to be added to all job interviews – the exact question would be up to the recruiting manager
- iv. All managers should have an action in their appraisals on addressing discrimination and valuing diversity rooted in the Council's values and behaviours
- v. HR processes should be reviewed to ensure that they were fit for purpose, including recruitment, grievance and disciplinary procedures; with retraining of managers to use them to ensure they were effective in addressing the more sophisticated understanding of what was discrimination.
- vi. Unconscious bias training should be provided, in the first instance to the Senior Leadership Group.
- vii. The Equalities Group should be asked to review and tweak, if necessary, the Council's values and behaviours to ensure they reflected current thinking on equalities and should form part of the issues discussed when reviewing values and behaviours at annual appraisals.
- viii. The skillset for Bracknell Forest managers, including junior managers, should be reviewed having regard to the refreshed values and behaviours to reset expectations and provide training to ensure managers had the skills to address most basic HR issues as well as building emotional intelligence and the ability to hold difficult conversations.

- ix. A network of staff and leadership allies should be established to provide support across the organisation, including those with relevant experience such as principal social workers and, subject to consultation with OD, those previously trained as coaches whose skills may be applicable to the new role.
- x. HR should ensure that it was in a position to support this work by doing some further upskilling of existing staff, reviewing vacant posts and, where possible, realigning those roles to address any shortfall in skills required to take forward this work, before filling the vacancies.
- xi. Another conversation should be held with the Senior Leadership Group to give them the opportunity to participate in taking the work forward, in particular, inviting them to identify the characteristics and behaviours to be required of a Bracknell Forest manager.
- xii. All should be encouraged to adopt the approach inherent in Maya Angelou's advice: "Do the best you can until you know better. Then when you know better, do better."

### **3.2 Workforce monitoring**

- (i) All job applicants can declare their personal information for monitoring purposes via the equal opportunities form as part of the recruitment process. This is not seen by the manager to ensure no unconscious bias nor discrimination occur within the shortlisting stage. These details are then added to the HR system.
- (ii) Staff are periodically asked to update their personal details on the system in order to try to get as large a set of data as possible.
- (iii) HR records statistical information on employees and applicants for jobs at the Council in terms of gender, disability, age, religion or belief, ethnicity and sexual orientation. This is to ensure that the Council has a full understanding of the composition of its workforce and the people who apply for jobs. This helps us understand the diversity of our workforce and identify what, if any, barriers there may be to the workforce better representing the make up of the local community.
- (iv) The Equality Act 2010's Public Sector Equality Duty requires information on the composition of the workforce in terms of its protected characteristics and gender pay gap figures to be made available to the public. This information is therefore published on the Council's website and updated annually.

### **3.3 Equalities Actions/initiatives**

In order to ensure we continue to engage with managers and staff regarding equality issues and to ensure that all staff are treated fairly with no discrimination the Human Resources and Organisational Development Team will action the following over the next year.

- i. Continue to place significant emphasis on equalities, diversity and inclusivity as part of induction training and ongoing training and development delivered to staff. All new starters are required to complete the "Equality in the Workplace" e-learning module within 4 weeks of joining. This will be continuously monitored and staff and managers chased where necessary.

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- ii. Publish the Gender Pay gap figures to the government website. Enhance the information produced on Gender pay gap figures by including calculations on Non Schools and considering calculations based on other protected characteristics as well as gender in a separate report for publishing on our website.
- iii. Revise exit questionnaires for all staff with specific encouragement given to requesting a face to face exit interview if there is specific concerns of an equality nature which have prompted exit especially around race, ethnic origin, gender and sexual orientation as highlighted in this report.
- iv. Equality Impact Assessment refresher and induction training programme continued for managers and staff involved in policy updates, service revisions, projects and change programmes.
- v. Continue to monitor the workforce of the authority and develop the analytics around this.
- vi. Plus implement the HR actions agreed by the corporate management team outlined in 3.1

#### **4. The Community Background**

- 4.1 As a major local employer it is important to work towards a situation where the Council's workforce broadly reflects the make up of its local community. The demographic make-up of Bracknell Forest is changing; the Census information is now out of date with the next Census being conducted this year but the 2011 Census showed 12.3% of the South East's population belonging to minority ethnic groups. The figure for Bracknell Forest's population in 2011 was 9.4%, slightly lower than the figure for the South East. The 2020 schools census shows 16.2% of pupils from a BAME background. The current figure for Bracknell Forest Council is 10.5% from a BAME background.
- 4.2 The population of the Borough is ageing. Based on 2011 Census data the ONS estimate for the number of people aged 65+ in 2026 is 16.3% of the Borough's population compared to the figure in 2011 which was 12%. This is expected to steadily increase from its current level to an estimated 19.8% by 2032. This figure is based on the Census 2011 figures and is estimated by the Office for National Statistics.
- 4.3 2011 Census data shows a dramatic change in the religion/beliefs of the Borough with an increase from 19.4% in 2001 to 30.4% in 2011 stating they have no religion. This corresponds to a similar sized reduction in the number of people who recorded their religion as Christian. The Bracknell Forest area would seem to be less diverse in terms of major declared faiths than the national picture. The main difference with 2011 national patterns was in the relatively small size of the Borough's Muslim population; 1.4% compared with 5.2% nationally.

#### **5. The Council's Statistical Information**

- 5.1 Human Resources collect a range of statistics on applicants and current employees. A table of the full results can be found at the end of this report in Appendix A
- (i) recruitment information from 1 April 2019 to 31 March 2020 split by ethnicity, age, gender, disability, religion or belief and sexual orientation.
  - (ii) workforce information as at 1 April 2020 split by ethnicity, age, gender, disability, religion or belief and sexual orientation.
- 5.2 CMT should note that the following important caveats apply to the information;
- (i) For some indicators, because of the small numbers in the comparator group, a small increase or decrease in the head count can have a disproportionate effect. For example, the top 5% of earners totals 52.55 Full Time Equivalents, so an increase or decrease of one full time equivalent would represent a change of 1.9%. Where numbers are very small, the actual numbers are sometimes quoted as the percentages can be deceptive when applied to small groups.
  - (ii) Information on disability, ethnicity, religion/belief and sexual orientation is collected by self-declared returns from employees and candidates and, as there is no compulsion to return this information, some choose not to (or return selected information only). This data is recorded on iWorks which staff are periodically asked to check and update it.

- (iii) The Training course information relates to internal courses booked through the Organisational Development team. However, there are a number of other types of learning which are open to all staff which are not included within these figures. It is assumed that managers and staff access these where required. The statistics relate solely to the training places taken up on Council run courses and it should be noted that the same person undertaking more than one training event will therefore appear in the statistics more than once. The level of attendance at directly booked “off the job” training courses tends to reduce with the popularity of other types of learning – for example e-learning and other learning interventions.

## 6. Key Performance Indicators

6.1 The Council continues to monitor several equality statistics in its Performance Indicators and to make it part of this report in order to set and monitor some of the standards. These key indicators are also recorded on InPhase. Please see below for a summary table of our Key Performance Indicators for 2019-20.

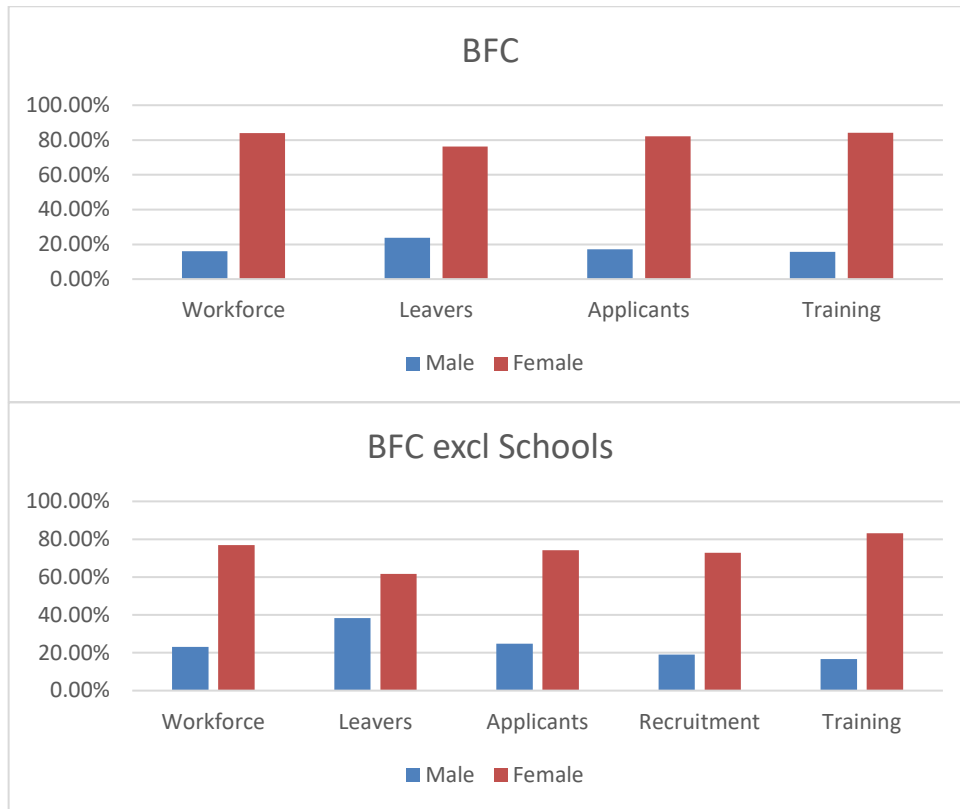
No of PI	Description of PI	Outturn 18/19	Outturn 19/20	Status
LO66	The percentage of top 5% of earners that are women	49.8%	53.2%	Positive increase
LO67	The percentage of top 5% of earners from an ethnic minority	12.9%	14.8%	Positive increase
LO68	Top 5% of earners that are disabled	7.6%	7.6%	Neutral. No change
LO70	The percentage of local authority employees who disclosed they meet the DDA definition	2.3%	2.7%	Positive increase
LO71	The percentage of local authority employees from ethnic minority communities	7.5%	8.6%	Positive increase
LO72	Gender Pay Gap inc Bracknell Forest Supplement	18.2%	17.8%	Positive decrease
LO74	Average amount spent on training per employee	£299	£429	Positive increase
L131	Percentage staff leaving within one year of starting inc schools	19.9%	25.2%	Negative increase

- (i) Of the top 5% of earners in the organisation, 53.2% (49.8% last year) were women. This is slightly higher than last year and overall we continue to show a trend similar to the average of all councils in England, which is 54%.
- (ii) Of the top 5% of earners in the Council, 7.6% (7.6% last year) were disabled, which is the same as the figure from last year. The average for all councils in England is 3.3% so the Council is considerably higher than the national average.
- (iii) Of the top 5% of earners, 14.8% (12.9% last year) were from a BAME background, this shows an increase from last year. This is higher than the average for all councils in England, which stands at 4.9%.
- (iv) The figure for this year's percentage of staff voluntarily leaving within 1 year is 25.2% compared to last year's 19.9%. This shows an increase on last year figures. 75% of these staff were within Schools.
- (v) Voluntary leavers of this type include a number of temporary staff, and it is to be expected that if a member of staff is on a Fixed Term Contract rather than a permanent contract, they will be more likely to be looking for a job before the end of their Council contract.

## Workforce Composition

### 7. Gender

7.1 The charts below summarise the results showing comparisons against the data for the whole authority. Full Departmental breakdowns can be found in Appendix A.

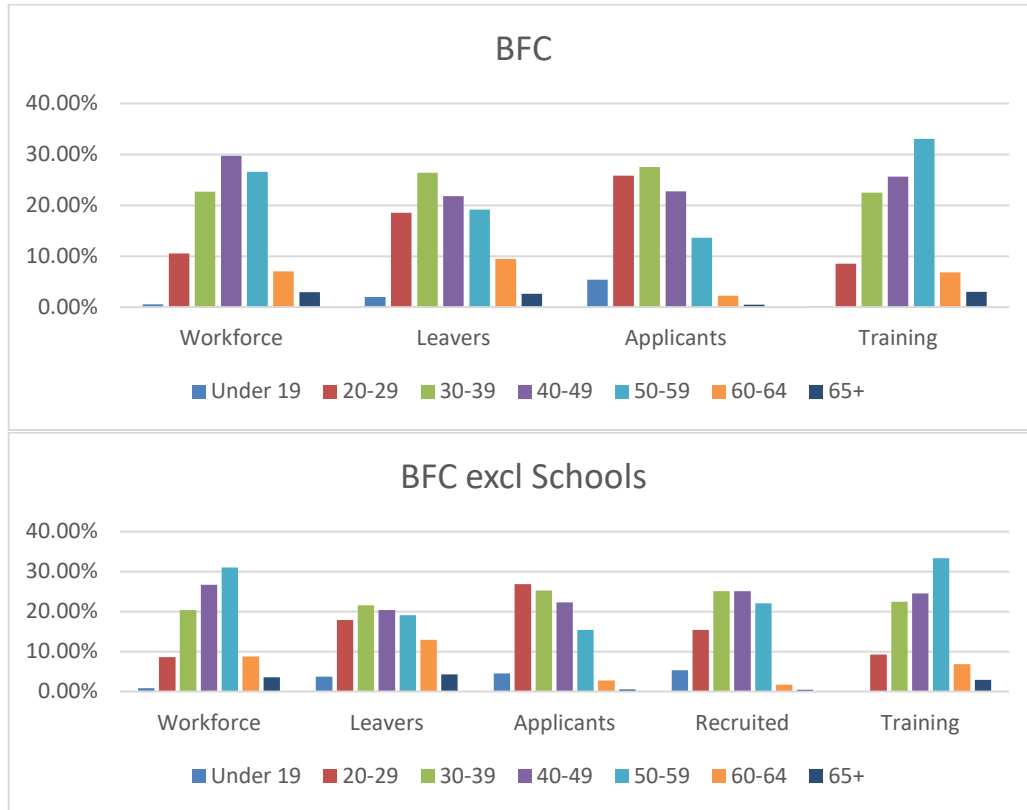


- (i) A significant majority of the whole authority's employees are female (83.9%) compared to male (16.1%), which is very similar to last year. The number of females in non-schools stands at 76.9%.
- (ii) The number of male leavers over the whole of Non Schools was significantly higher than the percentage in the workforce (38.3% compared to 23.1%). This will be investigated as part of the exit interview strategy across the Authority.
- (iii) During the past year, there has been no indication of employment issues for any transgender staff.



## 8. Age

8.1 The charts below summarises the results for non-schools showing comparisons against the data for the whole authority.



8.2 As can be seen from the charts above BFC has a fairly wide spread of ages. 9.93% of staff are over 60. Delivery has a higher percentage than the council as a whole, it currently stands at 15.4% which is very similar to last year.

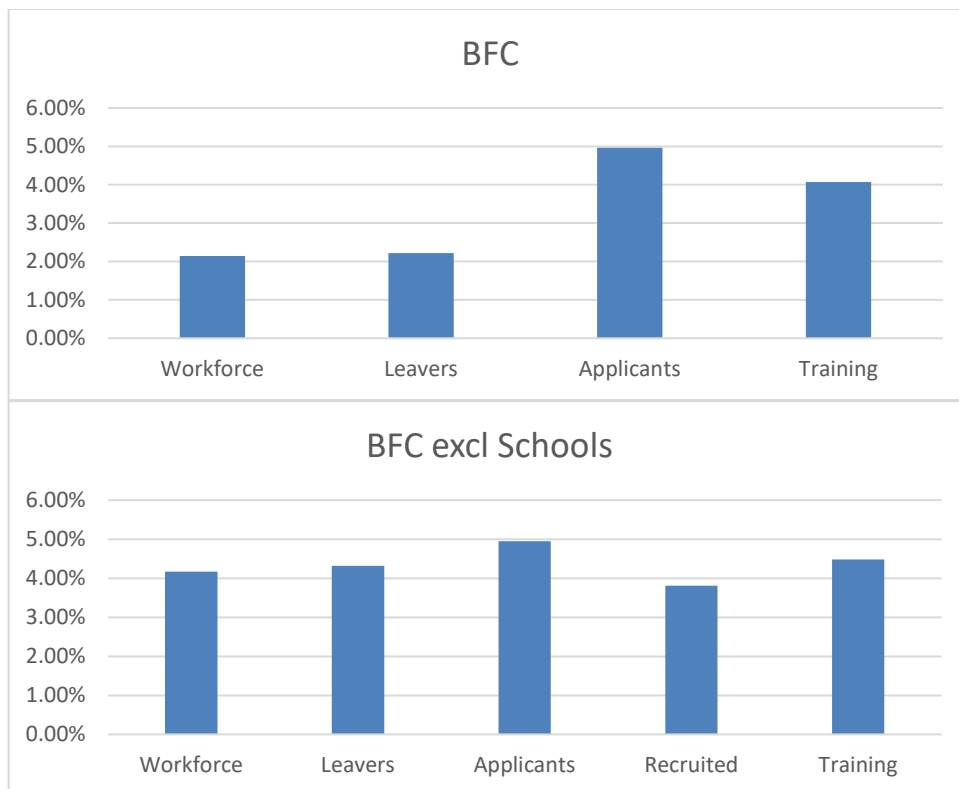
8.3 There is a higher percentage of leavers in the over 60 age group however this should be expected as employees choose to retire. Overall Bracknell Forest's age profile has stayed fairly steady over the years. This is staying steady even with the increased amount of transformation across the Authority. We will continue to monitor this as the amount of transformation is likely to remain.

8.4 This year a lower number of applicants in the lower age bands were recruited across the Council, 20.71% of recruited applicants were under 30 compared to 31.40% of applicants. This is the opposite of what has happened in the last two years where we have recruited a greater percentage of under 30's. In 2018-19 36.1% of recruited applicants were under 30.

8.5 There is a higher proportion of leavers under the age of 30 compared to the workforce across non schools. The figures for People and Delivery are comparable to last year's figures but the results for Central Directorates is much higher at 34.3% this year compared to just 7.4%. It should be remembered that Central Directorates include areas such as The Look Out which by the nature of the work attract a much younger workforce. It is common for employees at an earlier stage of their careers such as these to move jobs more frequently.

## 9. Disability

9.1 The statistics for disability are as follows:

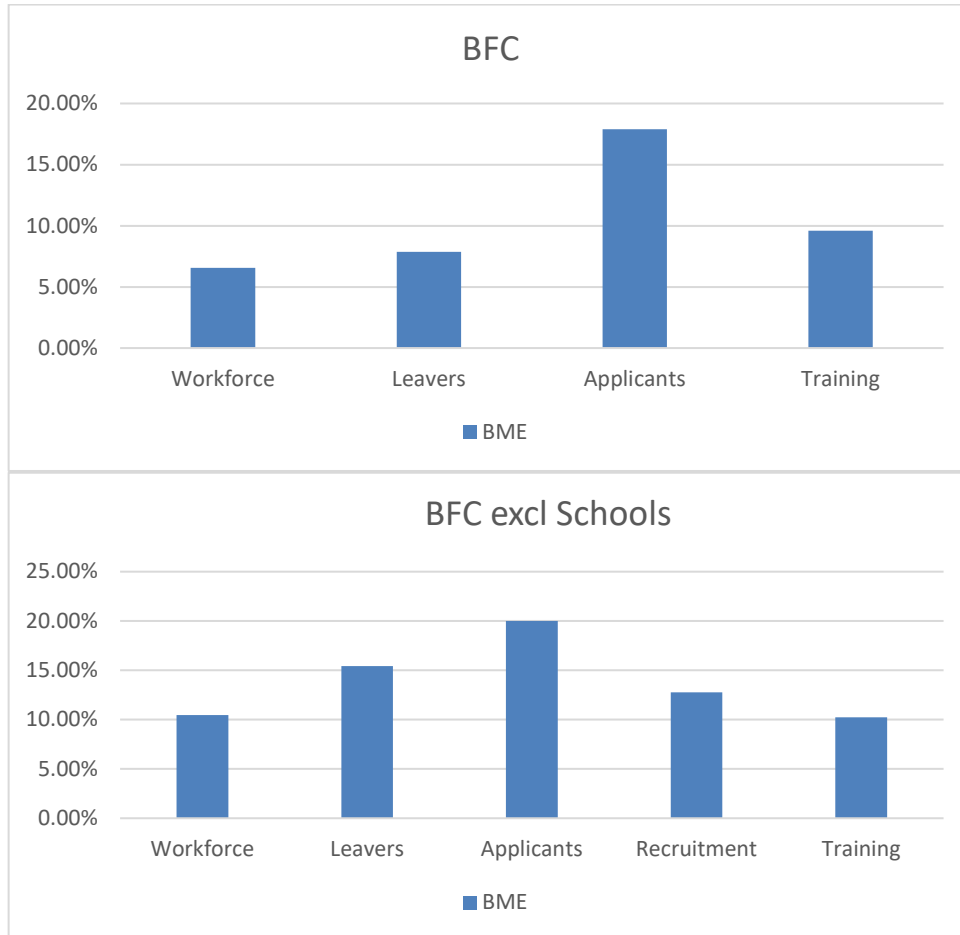


9.2 The 2011 Census information indicates that 3% of the population of Bracknell Forest aged 16-65 are either permanently sick or have a disability and are not considered part of the economically active population. No census figure is available for disabled people who are part of the working population in the Bracknell Forest area.

- (i) 2.14% (1.8% last year) of the Council's workforce declared themselves as having a disability. The percentage of disabled staff employed in Non-Schools is 4.17% and has gone up year on year over the last 3-4 years and more generally reflects the population generally.
- (ii) 3.81% (5.7% last year) of applicants who were successful in gaining employment with the Council this year were disabled, not including schools. This is slightly lower than the percentage of applicants (4.95%). However, figures recruited to line up with the workforce figures. We still have a policy that disabled applicants who meet essential criteria for a role should be given an interview.
- (iii) Of leavers, 2.2% (2.1% last year) had declared a disability. The number of leavers with a disability is lower than workforce figures in all areas across non schools.
- (iv) A higher proportion of training places were taken by those who declared a disability compared to the overall workforce composition in most areas.

## 10. Ethnicity

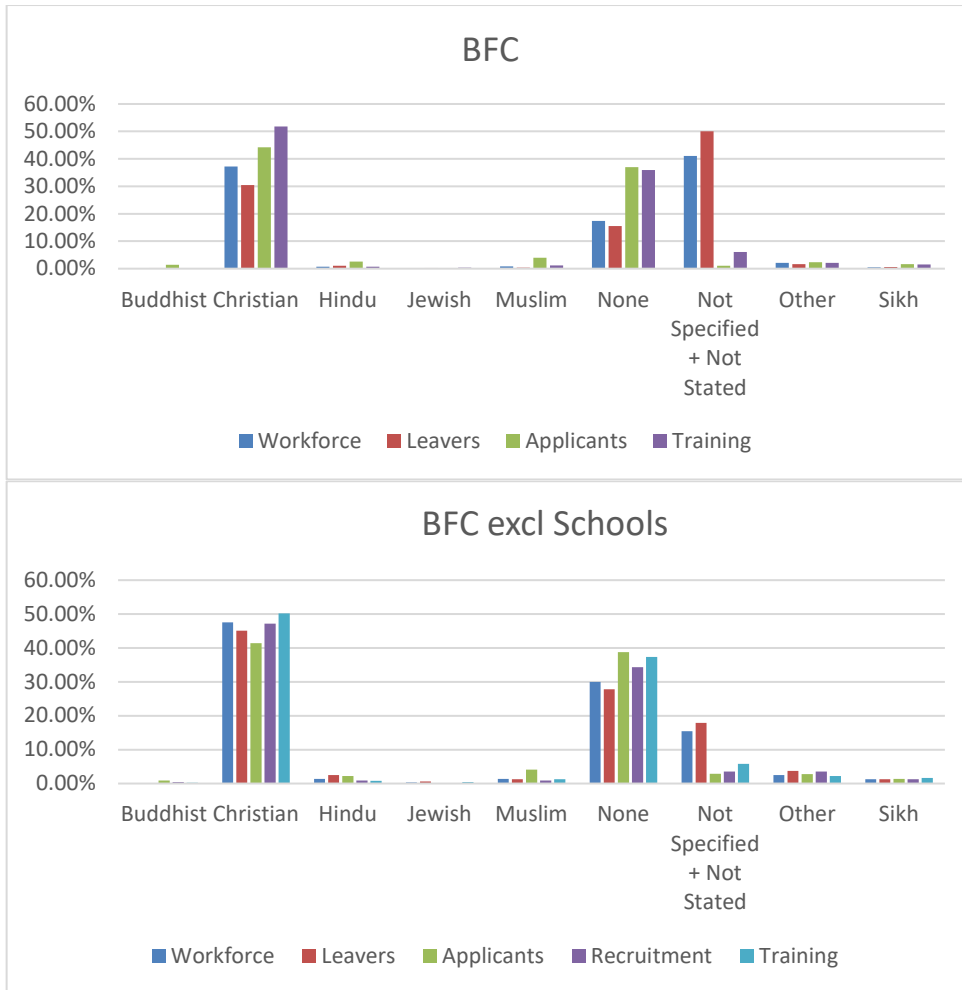
10.1 The population of the Bracknell Forest area as described in the 2011 Census had 9.4% of BAME origin. Although this figure would now underrepresent the size of BAME communities in the borough.



- (i) Across the workforce, of those who declared their ethnicity, 6.56% said they were of a BAME origin. The figure within Non Schools is higher than the authority figure at 10.47% which is higher than the figure for Bracknell Forest from the census figure; although this is likely to underrepresent the current population size.
- (ii) The number of applicants (non-school only) of a BAME origin stands at 20.01%. The number of successful applicants of a BAME origin is lower than the number that applied across all areas, but they are all at a higher level than the census figures and the corresponding workforce figures. Recruitment spot checks have found no evidence of bias. Although the current workforce figure (non-school only) of 10.47% continues to be lower than the percentage of applicants, it does indicate that the Council continues to provide opportunities for the population as a whole and the figures are growing year on year.
- (iii) There is a higher proportion of leavers from BAME population compared to workforce figures. This is an area of concern and an action has been added to develop the exit interview strategy to investigate this.

## 11. Religion/Belief

11.1 The statistics for religion/belief are as follows:



11.2 The 2011 Census information is the basis for comparison with the religion/beliefs of the local community. The figures in brackets show the figures for last year (workforce only).

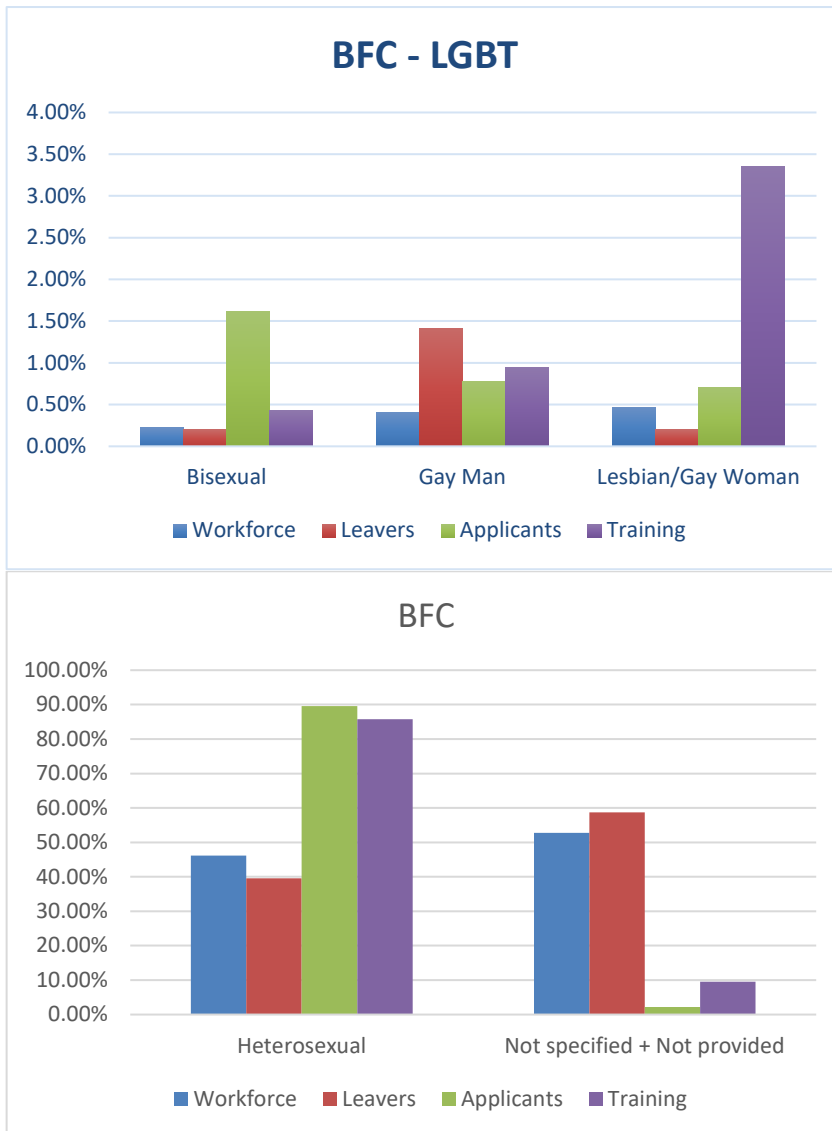
	Bracknell Forest Workforce	Bracknell Forest UA Census 2011
<b>Workforce</b>		
Buddhist	0.06% (0.1%)	0.8%
Christian	37.19% (34.4%)	64.8%
Hindu	0.66% (0.6%)	1.7%
Jewish	0.13% (0.1%)	0.2%
Muslim	0.79% (0.6%)	1.2%
None	17.43% (15.7%)	30.4%
Other	2.08% (2.1%)	0.5%
Sikh	0.54% (0.5%)	0.4%

The Council should reasonably expect its workforce to reflect the profile of the community it serves. The recently collected information from employees is broadly comparable to the 2011 Census figures for Bracknell Forest. Figures for the number of Christians is lower than expected. The next Census data will be conducted in

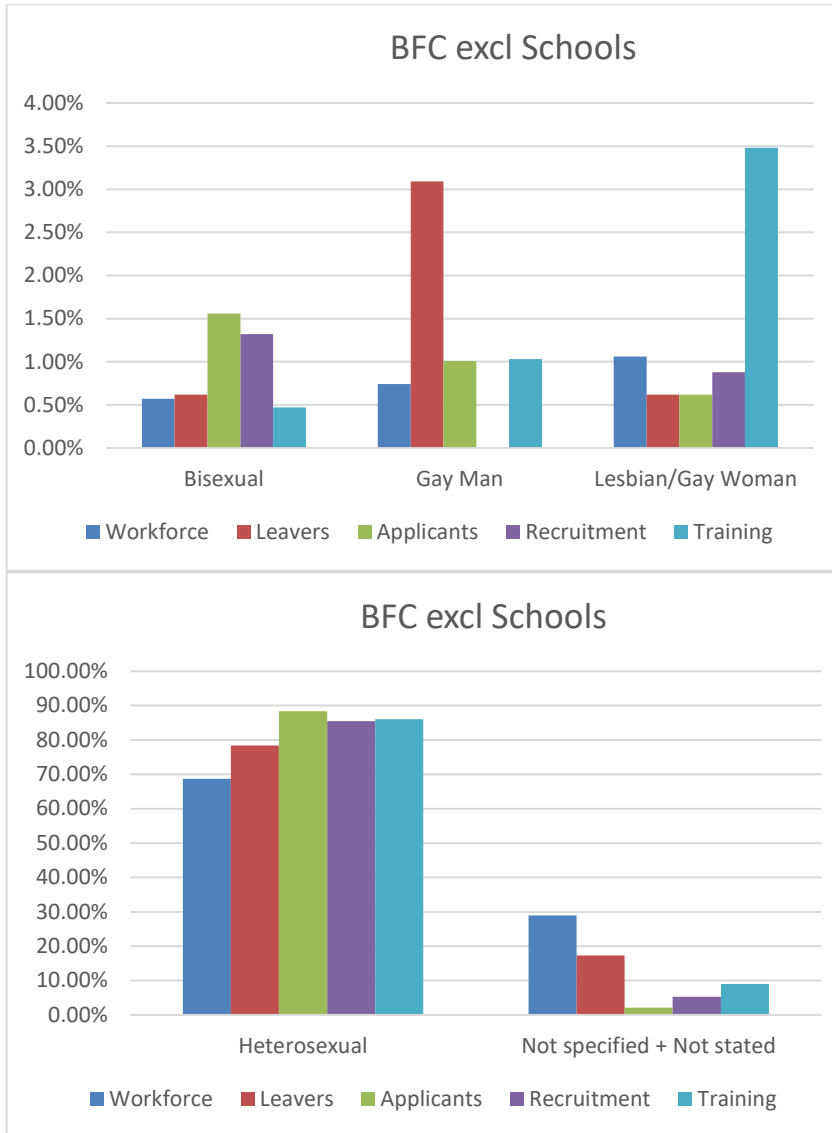
2021/22 so over the next two years we should have more up to date demographic information which will help provide more accurate insight.

## 12. Sexual Orientation

12.1 The statistics for sexual orientation are as follows:



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12.2 Data from the Office for National Statistics in 2017 estimated that 2% of the national population (Aged 16 +) defined themselves as being lesbian, gay or bisexual (LGB). More younger people defined themselves as LGB (4.2% of 16 to 24 year olds). Stonewall estimates that this figure is closer to 10%.

12.3 The Council's figures for 2019/20 are similar to the figures reported last year for 2018/19. The number of gay men leaving seems to be on the high side but this may just be down to the low numbers involved but this is an area that will be reviewed next year to ensure there isn't a trend we should be worried about.

**13. Disciplinary**

13.1 In the period 1 April 2019 to 31 March 2020, there were 9 disciplinary cases. None of these cited diversity issues, e.g. racist or sexist behaviour as the basis of the case. 66.6% (6) of those disciplined were male and 33.3% (3) were female. 33.3% (3) were under 29, 22.2% (2) were 30-49 and 44.4% (4) were age 50 or over. 12.5% (1) were from BAME category. 11.1% (1) declared that they had a disability. 33.3% (3) of those disciplined were Christian, the other 66.6% (6) stated that they had none,

other or did not wish to declare their religion/belief. 55.5% (5) stated that they were heterosexual while the rest did not specify.

#### **14. Redundancies**

14.1 There were 12 redundancies in the period in question.

- 25% were male; this compares with 16.1% in the workforce.
- All were from a White – British background
- 66.6% declared themselves heterosexual and 33.3% did not declare. This compares with 46.2% heterosexual and 52.8% did not declare in the authority's workforce.
- 58.3% were Christian, 25% had no religion and 16.6% preferred not to declare. This compares with workforce figures of 37.2% Christian, 17.4% no religion, and 41.1% preferred not to declare.
- 8.3% (1) of the group declared a disability. This compares with 2.1% in the workforce.
- The group's ages were as follows (workforce in brackets):
  - Under 29 – 0% (11%)
  - 30 – 49 – 16.6% (52.4%)
  - 50 and Over – 83.4% (36.5%)

#### **15. Gender Pay Gap Reporting**

15.1 In statistics published in October 2019, the Office for National Statistics the gender pay gap in the UK across sectors stands at 17.4% based on an average hourly rate. The gender gap reflects the difference between the average normal pay for men and the average normal pay for women in an organisation - it does not imply any inequality of pay for work of like value, it reflects whether men or women tend to be in more highly paid jobs. The Council's gender pay gap for 2019-20 year is 17.8% which is slightly lower than last year (18.3%) and comparable to the national picture.

15.2 The full results on Gender Pay Gap for 2019/20 are as follows:

Difference in mean hourly rate of pay – 17.8%

Difference in median hourly rate of pay – 24.1%

Quartile 1 – Women – 89.8%, Men – 10.2%

Quartile 2 – Women – 86.7%, Men 13.3%

Quartile 3 – Women – 79.4%, Men – 20.6%

Quartile 4 – Women –76.4%, Men – 23.6%

15.3 Next year there will be more detailed statistics produced based on School/Non Schools and other characteristics as well as new statistics around the Ethnic pay gap which is becoming more prominent at the moment.

#### **16. Consultation and Other Considerations**

Legal Advice

16.1 The relevant legal issues are addressed within the main body of the report.

Financial Advice

16.2 There are no financial implications arising directly from this report.

Other Consultation Responses

16.3 The report and actions arising from it will be discussed at the Equalities Group.

Equalities Impact Assessment

16.4 N/A and discussed within paper contents.

Strategic Risk Management Issues

16.5 Recruitment and Retention: Ensuring equality, diversity and inclusivity is considered across the lifecycle of employees and informs policy, procedure and organisational change.

Background Papers

None



## Appendix A

## Full List of Results from Workforce Monitoring

## Gender

	Whole Authority	Non School		People	Service Delivery	Central Directorate
<b>Workforce</b>						
Male	16.1%	23.1%		15.5%	35.5%	31.3%
Female	83.9%	76.9%		84.5%	64.5%	68.7%
<b>Applicants*</b>						
Male	17.1%	24.8%		17.6%	39.6%	30.5%
Female	82.1%	74.3%		82.0%	59.0%	67.5%
<b>Recruitment*</b>						
Male	N/A	19.1%		12.5%	41.7%	66.0%
Female	N/A	72.3%		84.7%	52.8%	25.5%
<b>Leavers</b>						
Male	23.8%	38.3%		35.3%	40.9%	44.7%
Female	76.2%	61.7%		64.7%	59.1%	55.3%
<b>Training*</b>						
Male	15.8%	16.7%		12.1%	32.0%	28.5%
Female	84.1%	83.1%		87.7%	68.0%	71.5%

## Disability

	Whole Authority	Non School		People	Delivery	Central
<b>Workforce</b>	2.1%	4.2%		3.1%	5.6%	5.5%
<b>Applicants</b>	N/A	5.0%		4.5%	6.0%	5.2%
<b>Recruitment</b>	N/A	3.8%		2.8%	5.6%	6.4%
<b>Leavers</b>	2.2%	4.3%		2.9%	0.0%	5.3%
<b>Training</b>	4.1%	4.5%		3.5%	5.3%	8.7%

Unrestricted

Age Profile

	Whole Authority	Non School		People	Delivery	Central Directorates
<b>Workforce</b>						
Under 19	0.5%	0.8%		0.1%	0.0%	2.8%
20 - 29	10.5%	8.6%		8.8%	8.4%	8.9%
30 - 39	22.7%	20.4%		23.0%	15.4%	17.5%
40 - 49	29.7%	26.7%		27.7%	22.4%	28.5%
50 - 59	26.6%	31.1%		29.1%	38.3%	30.1%
60 - 64	7.0%	8.8%		7.6%	10.7%	9.5%
Over 65	2.9%	3.6%		3.6%	4.7%	2.8%
<b>Applicants</b>						
Under 19	5.4%	4.5%		2.4%	4.4%	11.2%
20 - 29	25.8%	26.9%		26.0%	24.9%	31.9%
30 - 39	27.5%	25.3%		26.8%	24.3%	22.2%
40 - 49	22.8%	22.3%		25.0%	20.0%	17.0%
50 - 59	13.6%	15.4%		15.2%	18.9%	11.9%
60 - 64	2.3%	2.8%		2.1%	4.9%	2.2%
Over 65	0.5%	0.5%		0.5%	1.1%	0.2%
<b>Recruitment</b>						
Under 19	N/A	5.3%		0.0%	0.0%	25.5%
20 - 29	N/A	15.4%		13.9%	22.2%	14.9%
30 - 39	N/A	25.1%		27.8%	22.2%	19.2%
40 - 49	N/A	25.1%		26.2%	22.2%	14.9%
50 - 59	N/A	22.0%		22.9%	27.8%	14.9%
60 - 64	N/A	1.8%		1.4%	2.8%	2.1%
Over 65	N/A	0.4%		0.7%	0.0%	0.0%
<b>Leavers</b>						
Under 19	2.0%	3.7%		1.0%	0.0%	13.2%
20 - 29	18.6%	17.9%		17.6%	13.6%	21.1%
30 - 39	26.4%	21.6%		19.6%	18.2%	28.9%
40 - 49	21.8%	20.4%		27.5%	13.6%	5.3%
50 - 59	19.2%	19.1%		17.6%	27.3%	18.4%
60 - 64	9.5%	13.0%		11.8%	22.7%	10.5%
Over 65	2.6%	4.3%		4.9%	4.5%	2.6%
<b>Training</b>						
Under 19	0.0%	0.0%		0.1%	0.0%	0.0%
20 - 29	8.5%	9.3%		10.6%	6.0%	5.8%
30 - 39	22.5%	22.5%		26.1%	11.7%	13.0%
40 - 49	25.6%	24.6%		22.5%	23.7%	35.7%
50 - 59	33.1%	33.4%		32.2%	39.3%	36.1%
60 - 64	6.8%	6.8%		6.7%	12.3%	8.7%
Over 65	3.0%	2.9%		1.8%	7.0%	0.7%

Unrestricted

**Ethnic Origin**

	Whole Authority	Non School		People	Delivery	Central
<b>Workforce</b> <b>BME</b> <b>White British</b>	6.6% 70%	10.5% 83.3%		12.0% 81.8%	9.3% 85.5%	6.1% 86.5%
<b>Applicants</b> <b>BME</b> <b>White British</b>	N/A	20.0% 65.4%		21.0% 63.5%	22.0% 65.5%	14.0% 70.7%
<b>Recruitment</b> <b>BME</b> <b>White British</b>	N/A	12.8% 76.7%		13.9% 76.4%	13.9% 75.0%	8.5% 78.7%
<b>Leavers</b> <b>BME</b> <b>White British</b>	7.9% 64.3%	15.4% 74.7%		16.7% 72.5%	9.1% 90.9%	15.8% 71.1%
<b>Training</b> <b>BME</b> <b>White British</b>	9.6% 80.7%	10.3% 80.3%		10.4% 79.6%	12.7% 83.3%	4.9% 81.8%

Unrestricted

**Religion**

<b>Calculations based on self-declarations</b>	Whole Authority	Non School		People	Delivery	Central
<b><u>Workforce</u></b>						
Buddhist	0.1%	0.1%		0.1%	0.0%	0.0%
Christian	37.2%	47.5%		49.1%	45.8%	44.8%
Hindu	0.7%	1.4%		0.9%	2.3%	1.5%
Jewish	0.1%	0.3%		0.3%	0.0%	0.6%
Muslim	0.8%	1.4%		1.2%	1.9%	1.2%
None	17.4%	30.0%		28.6%	30.4%	35.3%
Not specified	41.1%	15.5%		15.5%	15.9%	13.5%
Other	2.1%	2.5%		3.0%	2.3%	1.8%
Sikh	0.5%	1.3%		1.2%	1.4%	1.2%
<b><u>Applicants</u></b>						
Buddhist	1.5%	0.9%		0.7%	1.3%	1.0%
Christian	44.2%	41.5%		42.8%	39.8%	38.9%
Hindu	2.6%	2.2%		2.2%	2.7%	1.6%
Jewish	0.1%	0.1%		0.1%	0.0%	0.2%
Muslim	4.0%	4.1%		4.5%	4.2%	3.0%
None	37.0%	38.8%		38.5%	37.9%	41.1%
Not Declared	1.1%	2.9%		5.3%	8.5%	9.4%
Other	2.4%	2.8%		2.8%	3.3%	2.4%
Sikh	1.6%	1.4%		1.3%	2.2%	0.8%
<b><u>Recruitment</u></b>						
Buddhist		0.4%		0.0%	0.0%	2.1%
Christian		47.1%		50.0%	47.2%	38.3%
Hindu		0.9%		1.4%	0.0%	0.0%
Jewish		0.0%		0.0%	0.0%	0.0%
Muslim	N/A	0.9%		0.7%	0.0%	2.1%
None		34.4%		34.7%	30.6%	36.2%
Not Declared		3.5%		7.6%	13.9%	17.0%
Other		3.5%		3.5%	5.6%	2.1%
Sikh		1.3%		1.4%	2.8%	0.0%
<b><u>Leavers</u></b>						
Buddhist	0.2%	0.0%		0.0%	0.0%	0%
Christian	30.4%	45.1%		40.2%	54.5%	52.6%
Hindu	1.0%	2.5%		2.0%	4.5%	2.6%
Jewish	0.2%	0.6%		0.0%	4.5%	0%
Muslim	0.4%	1.2%		1.0%	0.0%	2.6%
None	15.5%	27.8%		34.3%	18.2%	15.8%
Not Declared	50.0%	17.9%		17.6%	13.6%	21.1%
Other	1.6%	3.7%		3.9%	4.5%	2.6%
Sikh	0.6%	1.2%		1.0%	0.0%	2.6%
<b><u>Training</u></b>						
Buddhist	0.2%	0.2%		0.2%	0.0%	0.0%
Christian	51.8%	50.2%		46.6%	48.0%	43.1%
Hindu	0.7%	0.8%		0.7%	2.0%	0.0%
Jewish	0.4%	0.5%		0.2%	1.3%	0.9%
Muslim	1.2%	1.3%		1.3%	0.3%	1.1%
None	36.0%	37.3%		34.1%	31.0%	37.7%
Not Declared/NK	6.0%	5.8%		13.3%	12.3%	14.1%
Other	2.1%	2.2%		2.3%	1.0%	1.6%
Sikh	1.5%	1.7%		1.2%	4.0%	1.6%

Unrestricted

**Sexual Orientation**

Calculations based on self-declarations	Whole Authority	Non School		People	Delivery	Central
<b>Workforce</b>						
<b>Bisexual</b>	0.2%	0.6%		0.5%	0.5%	0.9%
<b>Gay Man</b>	0.4%	0.7%		0.5%	1.9%	0.6%
<b>Heterosexual/ Straight</b>	46.2%	68.7%		67.6%	71.0%	69.3%
<b>Lesbian/Gay Woman</b>	0.5%	1.1%		1.4%	0.5%	0.9%
<b>Not Declared/Not Known</b>	52.8%	29.0%		30.0%	26.2%	28.2%
<b>Applicants</b>						
<b>Bisexual</b>	1.6%	1.6%		1.1%	1.5%	3.2%
<b>Gay Man</b>	0.8%	1.0%		0.9%	1.5%	1.0%
<b>Heterosexual/ Straight</b>	89.6%	88.4%		89.1%	87.1%	83.8%
<b>Lesbian/Gay Woman</b>	0.7%	0.6%		0.5%	0.9%	0.6%
<b>Not Declared/Not Known</b>	7.3%	8.4%		8.4%	9%	11.4%
<b>Recruitment</b>						
<b>Bisexual</b>		1.3%		0.0%	2.8%	4.3%
<b>Gay Man</b>		0.0%		0.0%	0.0%	0.0%
<b>Heterosexual/ Straight</b>	N/A	85.5%		87.5%	86.1%	78.7%
<b>Lesbian/Gay Woman</b>		0.9%		1.4%	0.0%	0.0%
<b>Not Declared/Not Known</b>		12.3%		11.1%	11.1%	17.0%
<b>Leaver</b>						
<b>Bisexual</b>	0.2%	0.6%		1.0%	0.0%	0%
<b>Gay Man</b>	1.4%	3.1%		4.9%	0.0%	0%
<b>Heterosexual/ Straight</b>	39.5%	78.4%		68.6%	68.2%	63.2%
<b>Lesbian/Gay Woman</b>	0.2%	0.6%		1.0%	0.0%	0%
<b>Not Declared/Not Known</b>	58.7%	17.3%		24.5%	31.8%	36.8%
<b>Training</b>						
<b>Bisexual</b>	0.4%	0.5%		0.4%	0.0%	0.4%
<b>Gay Man</b>	0.9%	1.0%		0.2%	4.3%	1.4%
<b>Heterosexual/ Straight</b>	85.8%	86.0%		69.5%	78.0%	67.7%
<b>Lesbian/Gay Woman</b>	3.4%	3.5%		3.3%	0.0%	2.5%
<b>Not Declared/Not Known</b>	9.5%	9.0%		26.5%	17.7%	28.0%