



Workforce Profile

2021-2022

Introduction

East Staffordshire Borough Council, as a public authority, is required to collect, monitor and annually publish equality information on its workforce in order to demonstrate compliance with the Equality Act 2010 and the Public Sector Equality Duty. The Council is committed to this regular practice of assessing the impact of its employment policies and procedures on people who share and those who do not share a protected characteristic.

The Equality Act 2010 covers the following protected characteristics: gender, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation.

The scope of this report includes equality information from the period 1st April 2021 to 31st March 2022 and outlines three main sections – workforce profile, recruitment monitoring, and staff leavers report.

Workforce Profile: Data as of March 31st 2022

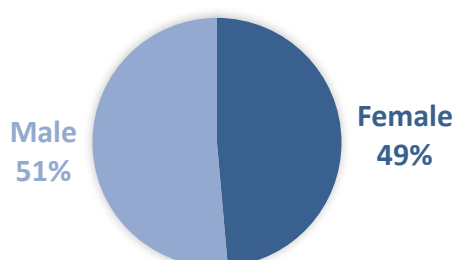
This section provides information about the workforce of East Staffordshire Borough Council on 31st March 2022 in relation to sex, disability, ethnicity and age of staff (excluding casual members of staff). Information on the religion or belief and sexual orientation of employees continues to be in development, but it is not yet suitable for publication due to the limited information available.

The number of employees within the Council's workforce, as of 31st March 2022, was 251. Full-time employees (both permanent and temporary) represent about 73% of the 251 employees.

1. Sex

The workforce of the Council consisted of 122 (49%) female staff and 129 (51%) male staff on 31st March 2022.

Composition of the workforce (March 2022)



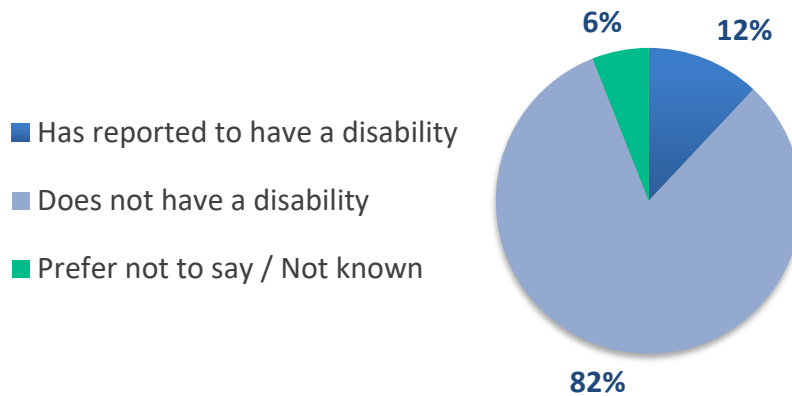
Similar to 2020-2021, 100% of the parents on parental leave (including maternity, paternity, shared parental leave) returned to work in 2021-2022.

The number of women in the top paid 5% of staff was 46.7%. Based on a Local Government Workforce Survey from 2017-2018¹, nationally, 49.3% of the top 5% earners are women and 38.5% – in Shire district.

2. Disability

The percentage of employees, who stated that they have a disability, was 12.4%. The Council is a Disability Confident Employer and is also signed up for the MINDFUL EMPLOYER initiative to demonstrate its commitment to and support for the health and wellbeing of its employees.

There were 7% of the top paid 5% employees noting 'unknown' to the disability characteristic within 2021/22. Nationally 3.3% of the top paid 5% of the Councils' employees, and 0.3% in the Shire district, have a registered disability (Local Government Workforce Survey, 2017-2018).



Employees categorised by their reported disability status (March 2022)

3. Ethnicity

The percentage of the employees, who identified themselves as White-British (English, Welsh, Scottish, N. Irish), was 89% in March 2022 and 10% represented Black, Asian and Minority Ethnic (BAME) backgrounds.

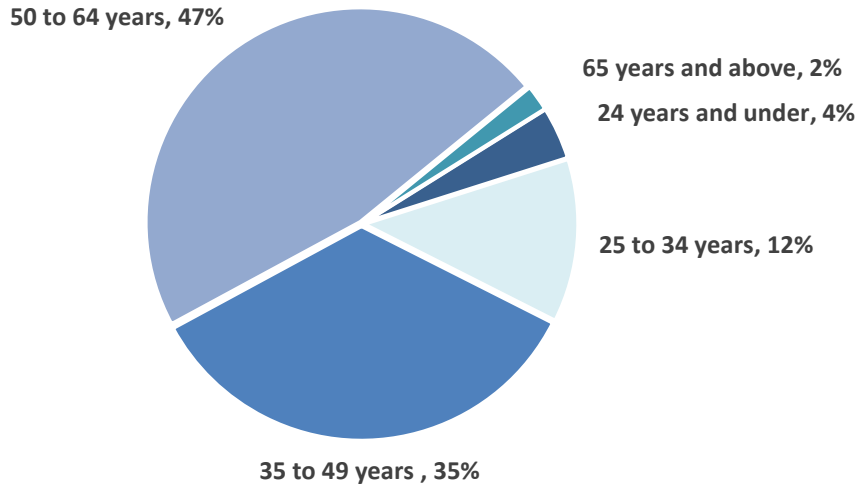
In March 2022 7% of the top paid 5% of the workforce were from a BAME background. Across England 3.1% of the top paid 5% of local government staff are from BAME background, with 0% in the Shire district (Local Government Workforce Survey, 2017-2018).

4. Age

Employees of the ages between 50 and 64 years represented 47% of the workforce. This corresponds with the 20.4%, or the highest proportion of the borough being

¹ This is the most recent report by the Local Government Association that mentions the demographic information about the top paid 5% of staff across local government.

aged between 50 and 64 years, reported in the 2021 Census. On 31st March 2022, the average age of all employees was 46.7 and for the top paid 5% of the workforce, it was around 50.



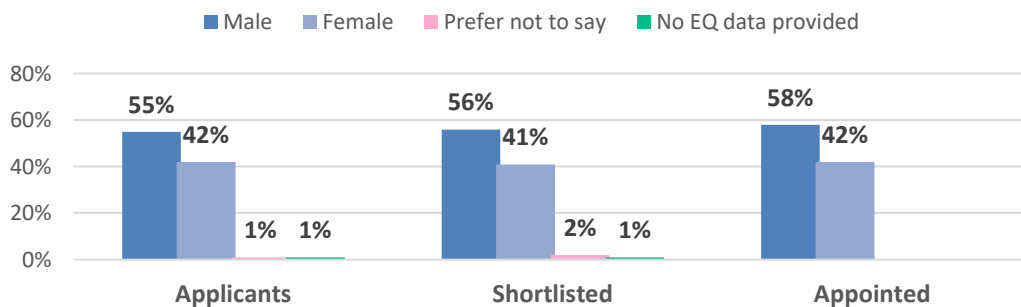
Age profile of employees as of 31st March 2022

Recruitment Monitoring Report: Data as of March 31st 2022

Between 1st April 2021 and 31st March 2022 there were a total of 214 applications, 108 people shortlisted and 36 people appointed to positions and started work for the Council; this includes internal and external applicants. The equality monitoring forms collect information on sex, ethnicity, disability, sexual orientation, age and religion or belief.

1. Sex

The representation of male and female individuals across the three recruitment stages of application, shortlisting and appointing is detailed in the following graph.



Representation across all three of the recruitment stages in 2021-2022

2. Disability

About 8% of all applicants to positions across the Council shared that they had a disability. At the shortlisting stage, 13% of the candidates confirmed an existing disability status, 6% of appointed individuals declared to have a registered disability.

As a Disability Confident Employer, the Council has a policy, which ensures that all applicants, who state that they consider themselves to have a disability, are invited to an interview, providing they meet the essential criteria for the vacancy. The Council is also committed to considering and making reasonable adjustments to support all applicants' and employees' needs.

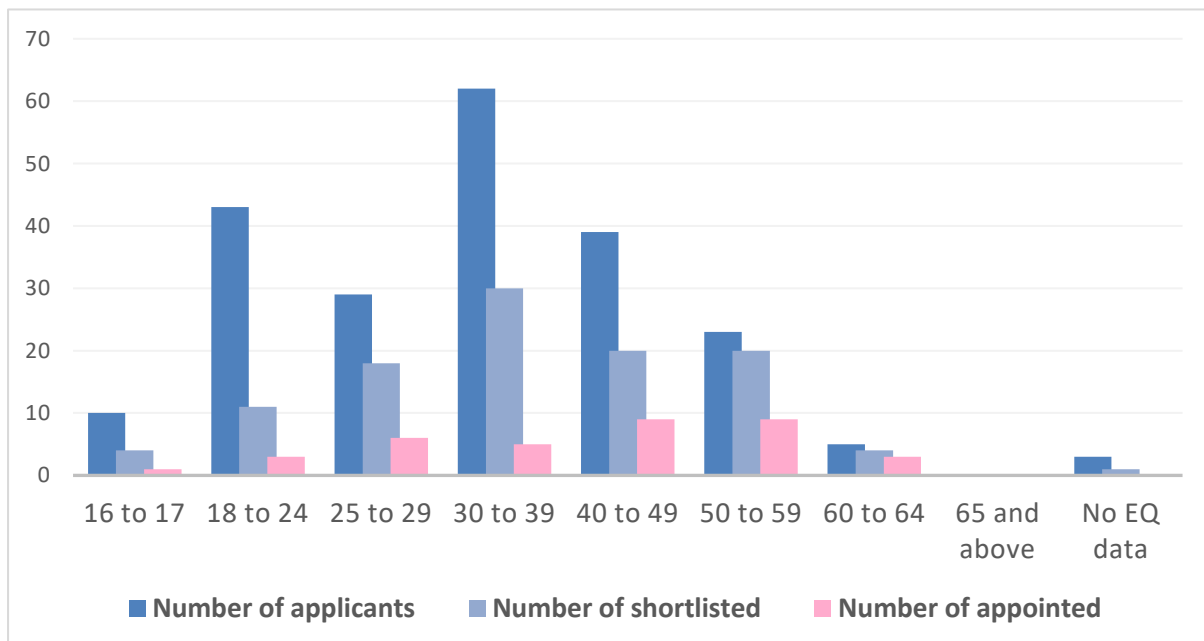
3. Ethnicity

Just over half of the applicants (62%) stated that they were White-British, which is lower than that of the Borough population (78.2%, 2021 Census). The percentage of applicants from Black, Asian, and minority ethnic backgrounds was observed as 31%.

The shortlisted individuals, who identified themselves as White-British, were 70% and 25% were from BAME backgrounds. The percentage of those appointed to positions, who were White-British, was 83%, whereas the remaining figure of 14% were from BAME backgrounds.

4. Age

The age profile of the candidates varied across the three stages and has been illustrated through the graph below.



Age profile of all applicants, those shortlisted and those appointed (at the time of application) – March 2022

5. Religion or belief

The proportion of applicants, those shortlisted and those appointed is shown in the table below along with the Borough population from 2021 Census.

Religion or Belief	% of applicants	% of shortlisted	% of appointed	% in borough population (2021 Census)
Agnostic	0.5%	0.9%	2.8%	
Buddhist				0.3%
Christian	29.4%	35.2%	36.1%	50.4%
Hindu	2.3%	2.8%		0.3%
Jewish				
Muslim	12.6%	8.3%	5.6%	8.7%
Sikh	1.9%	0.9%		0.3%
Other				0.4%
None	43.9%	41.7%	41.7%	33.9%
Prefer not to say	7.9%	9.3%	13.9%	5.6%
No EQ data	1.4%	0.9%		

6. Sexual orientation

Across all three stages of the recruitment process heterosexuality was reported by the majority of the people – 90% applicants, 92% shortlisted individuals, and 89% of the individuals appointed to positions.

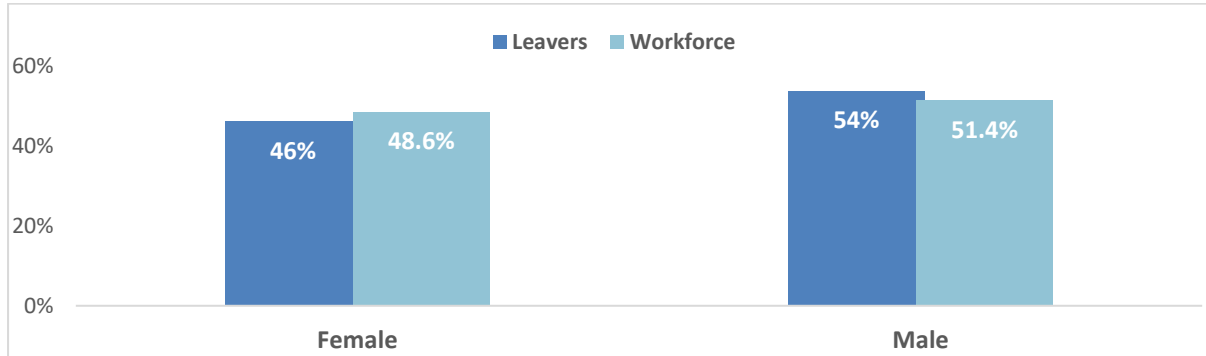
The proportion of those who identified as bisexual, gay or lesbian ranged was about 3-6% across the three stages of recruitment. Between 5% and 7% of individuals selected 'prefer not to say' as their answer or did not provide any equality data.

Staff Leavers Profile: Data as of March 31st 2022

Between 1st April 2021 and 31st March 2022 41 positions were made vacant and 39 people, including casual members of staff, left their employment with East Staffordshire Borough Council. Information on the protected characteristics of gender, disability, age, and ethnicity has been analysed and presented below. There was insufficient information available to provide analysis for the protected characteristics of sexual orientation and religion or belief.

1. Sex

The members of staff, who left East Staffordshire Borough Council, were comprised of higher number of men. As of March 2022, the proportion of male leavers was higher than the male representation in the workforce, as shown in the figure below.



Comparison between the proportions of male and female staff, who left the Council in 2021-2022, and the proportions of female and male staff who make up the Council's workforce in March 2022.

2. Disability

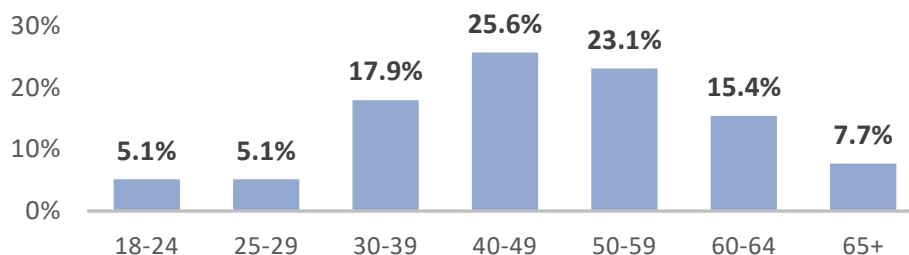
About 13% of the leavers in 2021-2022 reported that they had a disability, which is slightly similar to the proportion of the members of the workforce, who reported to have a disability (12%).

3. Ethnicity

The percentage of people, who left the Council and who identified as White-British (English, Welsh, Scottish, or Northern Irish), was 82%, which is lower than their proportion within the workforce (88%). The proportion of leavers, who were reported to be from Black, Asian and minority ethnic backgrounds, was around 15% which is higher as a percentage than the BAME representation of the workforce (10%).

4. Age

The highest proportion of leavers in 2021-2022 was aged between 40 and 49 years. The smallest percentage of members of staff, who left the Council, was observed in two categories as presented in figure below.



Percentage of employees, who left the Council in 2021-2022, categorised by age.