



Workforce Profile

2020-2021

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 2020 to 31st March 2021 and outlines three main sections – workforce profile, recruitment monitoring, and staff leavers report.

Workforce Profile: Data as of March 31st 2021

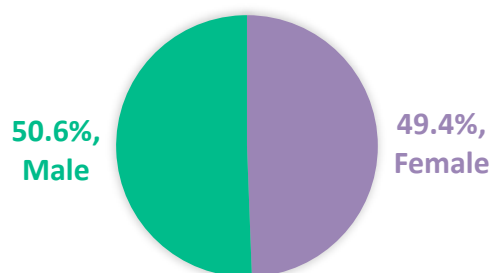
This section provides information about the workforce of East Staffordshire Borough Council on 31st March 2021 in relation to gender, disability, ethnicity and age of staff (excluding casual members of staff). Information on the religion or belief and sexual orientation of employees continues to be in 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 2021, was 265. Full-time employees (both permanent and temporary) represent about 74% of the 265 employees.

1. Gender

The workforce of the Council consisted of 131 (49.4%) female staff and 134 (50.6%) male staff on 31st March 2021.

Gender composition of the workforce (March 2021)



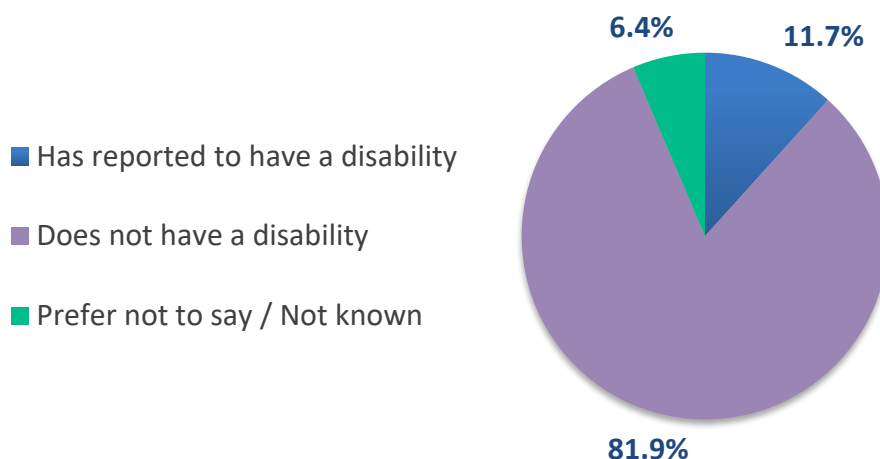
Similar to 2019-2020, 100% of the parents on parental leave (including maternity, paternity, shared parental leave) returned to work in 2020-2021.

The number of women in the top paid 5% of staff was 46.7%. Based on a Local Government Workforce Survey from 2017-2018, 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 11.7%. This figure is lower than the 17.7% of people, who have reported that their day-to-day activities are limited (2011 Census). 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 2020/21. 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 2021)

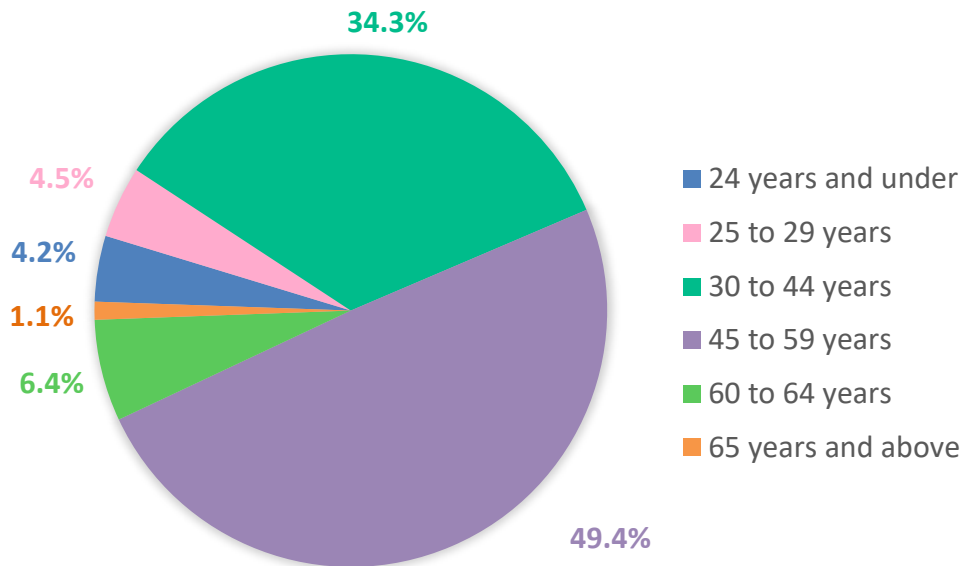
3. Ethnicity

The percentage of the employees, who identified themselves as White-British (English, Welsh, Scottish, N. Irish), was 89.1% in March 2021 and 9.8% represented Black, Asian and Minority Ethnic (BAME) backgrounds.

In March 2021 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 age between 45 and 59 years represented almost half of the workforce. This corresponds with the 20.5%, or the highest proportion of the borough, aged 45 to 59 reported in the 2011 Census. On 31st March 2021, the average age of all employees was 46 and for the top paid 5% of the workforce, it was 50.



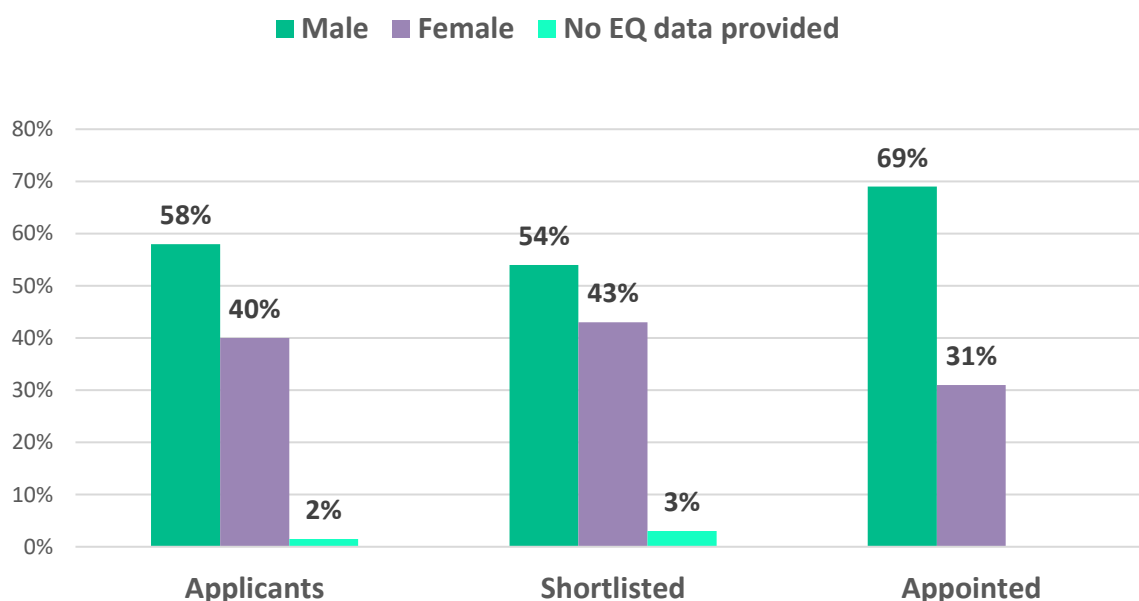
Age profile of employees as of 31st March 2021

Recruitment Monitoring Report: Data as of March 31st 2021

Between 1st April 2020 and 31st March 2021 there were a total of 139 applications, 61 people shortlisted and 16 people appointed to positions and started work for the Council; this includes internal and external applicants. The equality monitoring forms collect information on gender, ethnicity, disability, sexual orientation, age and religion or belief.

1. Gender

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



Gender representation across all three of the recruitment stages in 2020-2021

2. Disability

About 4% of all applicants to positions across the Council shared that they had a disability. At the shortlisting stage, 5% of the candidates confirmed an existing disability status, but no 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.

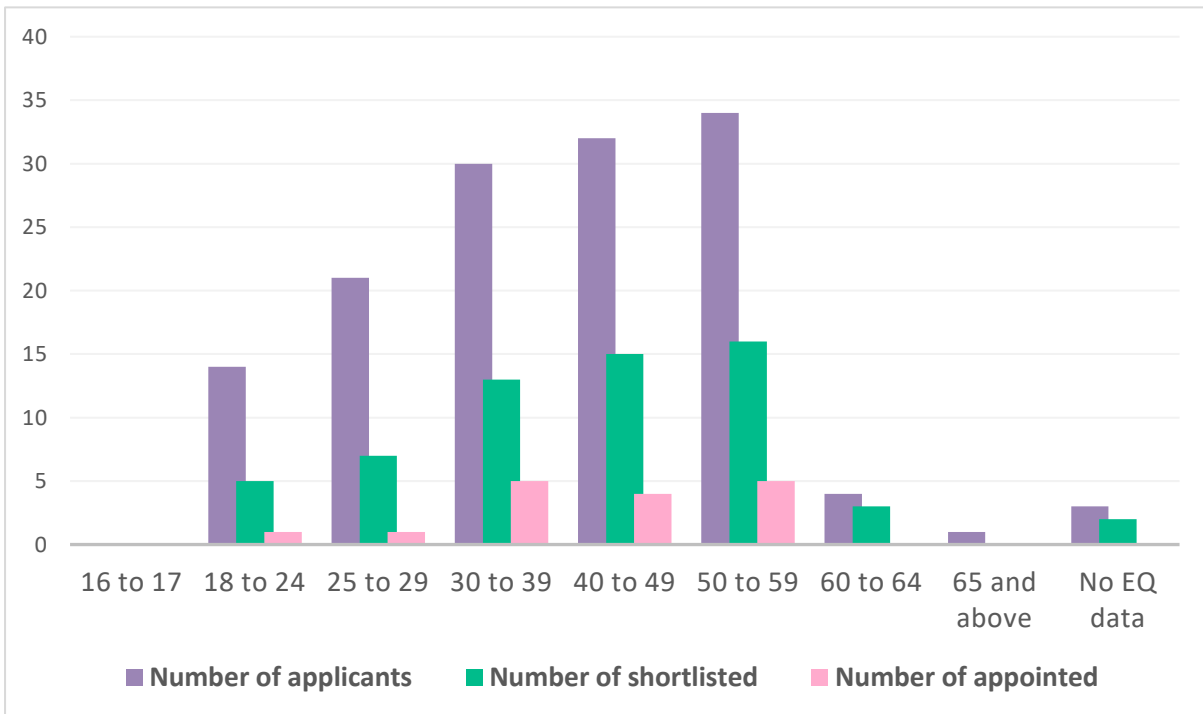
3. Ethnicity

The majority of the applicants (73%) stated that they were White-British, which is lower than that of the Borough population (86.2%, 2011 Census). The percentage of applicants from Black, Asian, and minority ethnic backgrounds was observed as 24%.

The shortlisted individuals, who identified themselves as White-British, were 77% and 18% were from BAME backgrounds. The percentage of those appointed to positions, who were White-British, was 63%, whereas the remaining high figure of 31% were from BAME backgrounds.

4. Age

The highest number of candidates across the three stages was observed within the age ranges between 30 and 59 years.



Age profile of all applicants, those shortlisted and those appointed (at the time of application) – March 2021

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 2011 Census.

Religion or Belief	% of applicants	% of shortlisted	% of appointed	% in borough population (2011 Census)
Buddhist				0.3%
Catholic				
Christian	41%	45.9%	37.5%	64.2%
Hindu				
Jewish				
Muslim	6.5%	3.3%	6.3%	6%
Pagan				
Sikh	1.4%	1.6%		0.3%
Other	0.7%	1.6%	6.3%	
None	40.3%	32.8%	43.8%	22%
Prefer not to say	7.9%	11.5%	6.3%	
No EQ data	2.2%	3.3%		

6. Sexual orientation

Across all three stages of the recruitment process heterosexuality was reported by the majority of the people – 86% applicants, 85% shortlisted individuals, and 81% of the individuals appointed to positions.

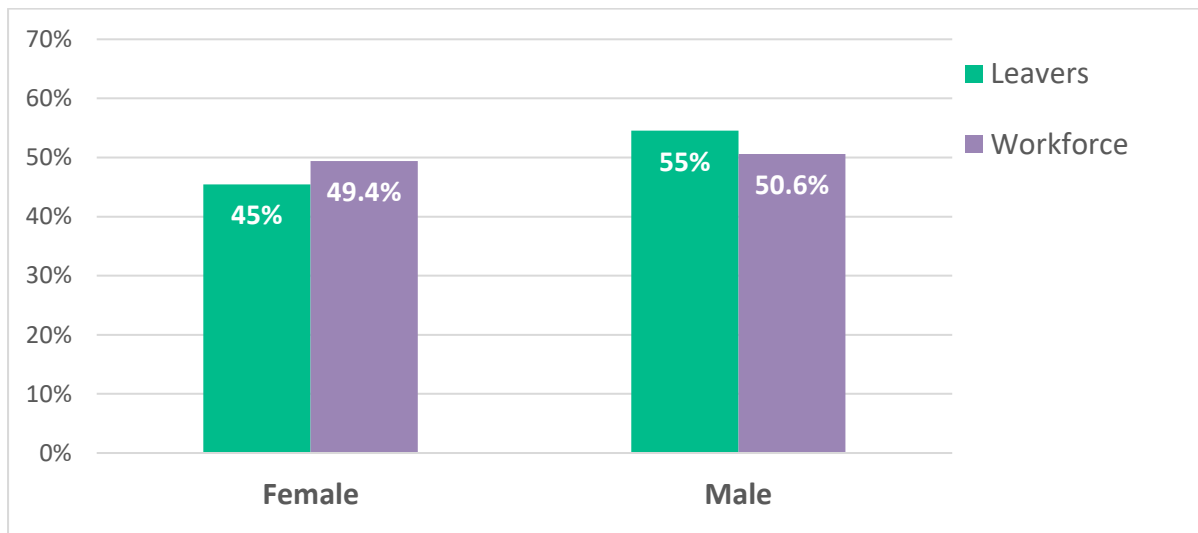
The proportion of those who identified as bisexual, gay or lesbian ranged was about 5-6% across the three stages of recruitment. Between 8% and 13% of individuals selected 'prefer not to say' as their answer or did not provide any equality data.

Staff Leavers Profile: Data as of March 31st 2021

Between 1st April 2020 and 31st March 2021 33 positions were made vacant and 22 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. Gender

The members of staff, who left East Staffordshire Borough Council, were comprised of higher number of men. As of March 2021, 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 2020-2021, and the proportions of female and male staff who make up the Council's workforce in March 2021.

2. Disability

About 18% of the leavers in 2020-2021 reported that they had a disability, which is a slightly higher proportion to the members of the workforce, who reported to have a disability (11.7%), however numerically is the same as reported in 2019-2020.

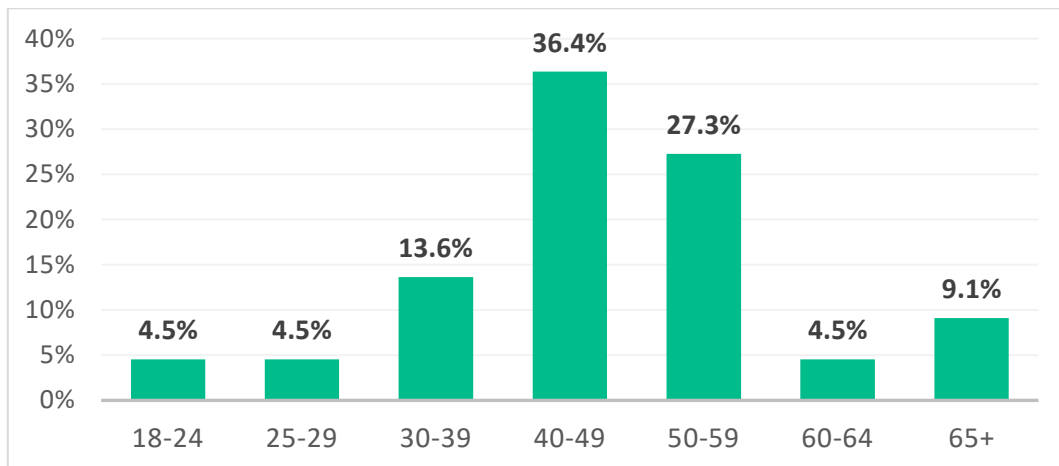
3. Ethnicity

The percentage of people, who left the Council and who identified as White-British (English, Welsh, Scottish, or Northern Irish), was 82%, which is higher than their proportion within the workforce (89%). The proportion of leavers, who were reported to be from Black, Asian and minority ethnic backgrounds, was around 13.6% which

is higher as a percentage than the BAME representation of the workforce (9.8%). The ethnicity status of another 4.5% of Council's leavers was noted as 'any other ethnic group'.

4. Age

The highest proportion of leavers in 2020-2021 was aged between 40 and 49 years. The smallest percentage of members of staff, who left the Council, was observed in three categories as presented in figure below.



Percentage of employees, who left the Council in 2020-2021, categorised by age.