

JOINT STAFF CONSULTATIVE COMMITTEE
10 March 2021

***PART 1 – PUBLIC DOCUMENT**

AGENDA ITEM No.

TITLE OF INFORMATION NOTE: EQUALITIES UPDATE

INFORMATION NOTE OF THE SENIOR HR AND CONTRACTS MANAGER

1. SUMMARY

This is an update regarding equalities at the Council in respect of:

- Equalities Data
- Gender Pay Gap

2. STEPS TO DATE

This note is provided to the Joint Staff Consultation Forum to update the Committee on the Council's current equalities profile.

3. INFORMATION TO NOTE

3.1 Equalities Data 2020

The equalities data for the Council for the period 1st January 2020 – 31st December 2020 was sent for publication in full on the Council's website in January 2021 in accordance with The Public Sector Equality Duty (section 149 of the Equality Act 2010). The Equality Duty applies to public bodies and others carrying out public functions. The Equality Duty is supported by specific duties which require public bodies to publish relevant, proportionate information demonstrating their compliance with the Equality Duty; and to set themselves specific, measurable equality objectives.

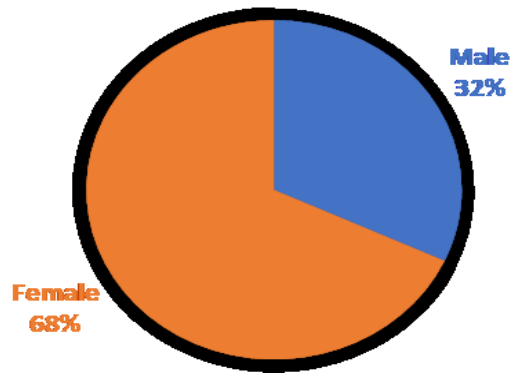
The data provided covers recruitment, current staff, application of HR policies, refusal of applications for learning and development, analysis of those taking and returning from maternity leave, analysis of leavers from NHDC employment and a summary of the most recently published Gender Pay Gap and Equal Pay Review Reports. The Equalities Data Report is available on the Workforce Profile page of the Council's website.

<https://www.north-herts.gov.uk/home/council-data-and-performance/policies/workforce-profile>

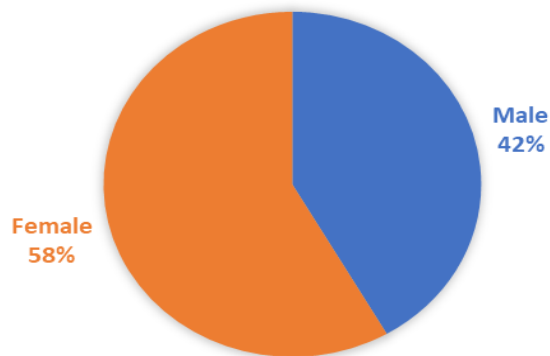
The equalities profiles for employees, appointments and those who left the Council in 2020 are given below. Current staff figures are taken as a snapshot on 31 December 2020 and starters and leavers are the totals for the full year January – December 2020. The full figures for the period 2015 -2019 are given in Appendix 1. In the publication of the data, percentages have been used instead of raw numbers in order to protect confidentiality and analysis has not been undertaken where overall numbers are less than 10. Figures may not always add to 100% as not all recruits or staff provide information on every protected characteristic and due to rounding.

The figures show that the make-up of the Council's workforce, appointments, and leavers by protected characteristic remains very stable with few changes. There are however some points to note and these are given by protected characteristic.

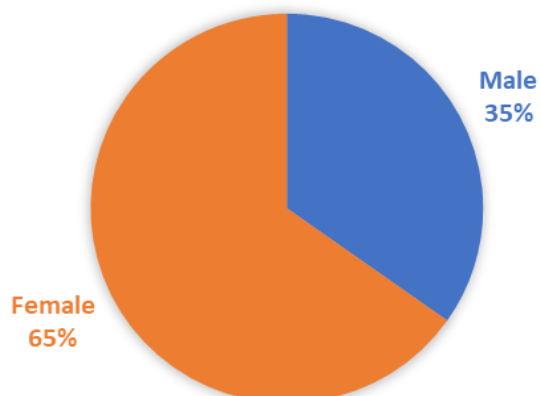
CURRENT STAFF - GENDER



APPOINTMENTS - GENDER



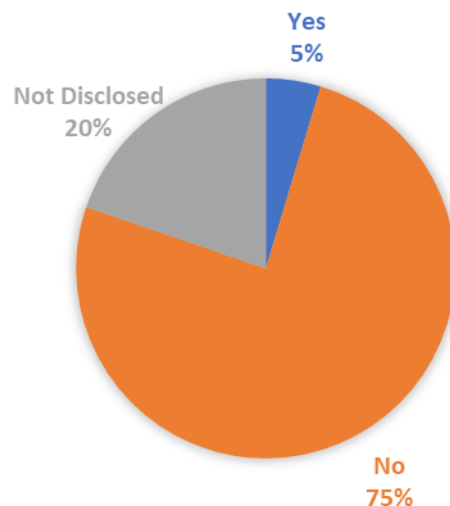
LEAVERS - GENDER



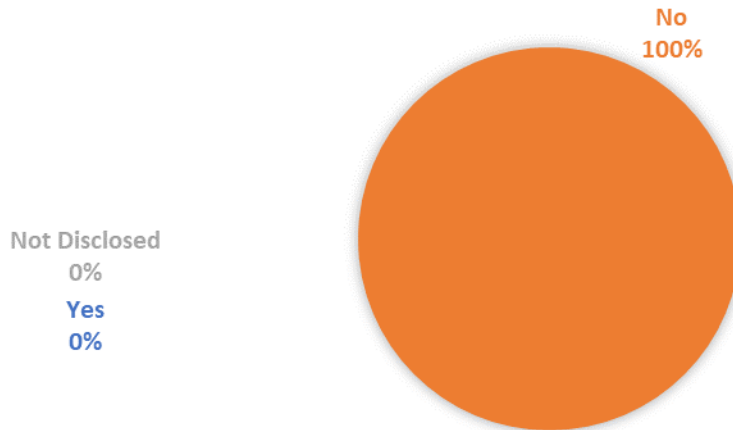
Gender

- Looking at the figures since December 2017 there has been very little change in the percentage of current staff who are female:
2020 – 364 staff – 248 (68%) – female, 116 (32%) - male
2019 – 378 staff – 260 (69%) – female, 118 (31%) - male
2018 – 352 staff - 240 (68%) – female, 112 (32%) - male
2017 – 330 staff – 218 (66%) – female, 112 (34%) - male
- Compared with the calendar year 2019, 2020 saw a significant drop, (14%), in the percentage of female appointments to the Council. This was the lowest figure of female appointments since 2017.
2020 – 36 Appointments – 21 (58%) female – 15 (42%) male
2019 – 81 Appointments – 58 (72%) female – 23 (28%) male
2018 – 66 Appointments – 40 (61%) female – 26 (39%) male
2017 – 26 Appointments - 13 (50%) female - 13 (50%) male
- The number of female leavers from the Council increased slightly from 64% to 65% of all leavers in the calendar year 2020. Almost two-thirds of those leaving the Council for all reasons are female which is broadly in line with the current staff profile. 73%, (22 employees), of those who resigned from the Council, were female. Analysis of the other reasons for leaving by protected characteristic was not undertaken as the numbers in each group were less than 10.
2020 – 46 Leavers – 30 (65%) – female, 16 (35%) male
2019 - 50 Leavers – 32 (64%) – female, 18 (36%) male
2018 - 58 Leavers – 38 (66%) – female, 20 (34%) male
2017 - 46 Leavers – 27 (59%) – female, 19 (41%) male

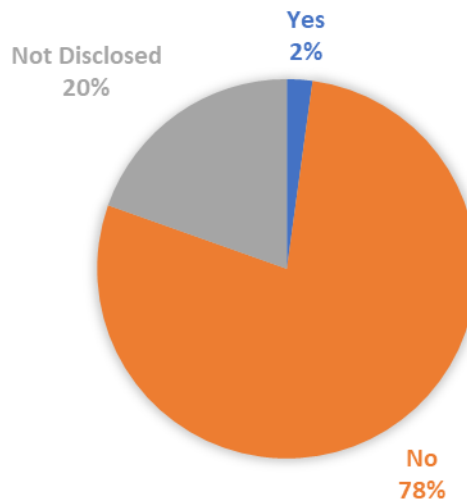
CURRENT STAFF - DISABILITY



APPOINTMENTS - DISABILITY



LEAVERS - DISABILITY

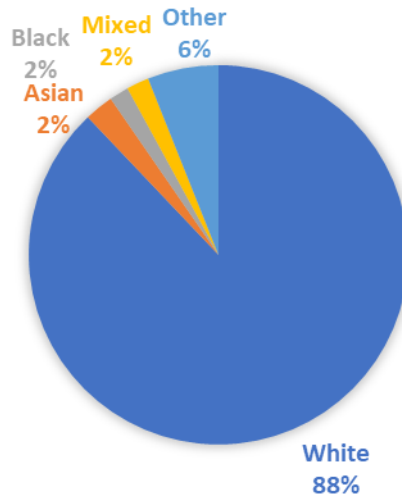


Disability

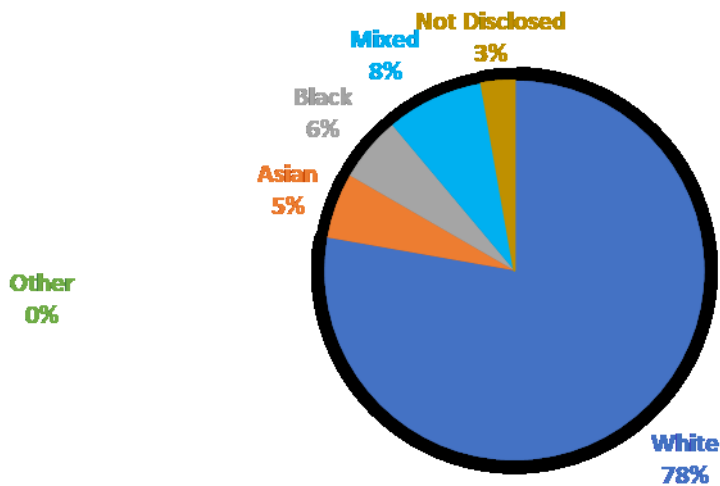
- The number of Council staff who class themselves as disabled has increased to 5%, (18 employees), continuing the upward trend seen in 2019. As all appointments were made from the group who did not declare a disability, and only 1 employee with a disability left the Council during 2020, this indicates that more current staff now class themselves as having a disability. This is corroborated by the 5% drop between 2019 and 2020 in the percentage of those who did not disclose their disability status and indicates that encouragement to complete the equalities data section on the iTrent system is having an effect.
- It is disappointing that there were no appointments in 2020 from those who class themselves as disabled. Consideration of how to ensure those in this group are fully aware of job opportunities e.g. through advertising vacancies in specific relevant media, will take place.

- The number of those leaving the Council who declared themselves to be disabled continues to fall from 7% in 2017 and 2018 to 4% in 2019 to 2% in 2020. However, as the numbers are so small, 2% is one person, the figures must be treated with caution.

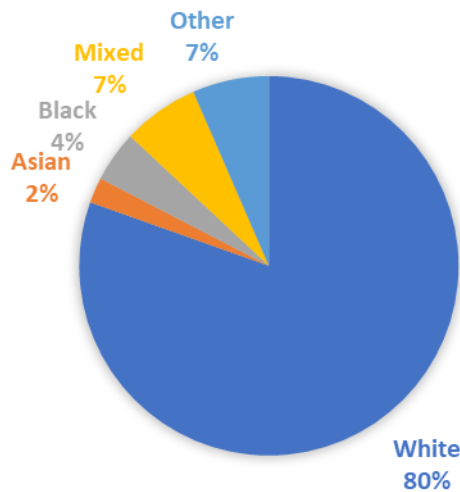
CURRENT STAFF - ETHNIC ORIGIN



APPOINTMENTS - ETHNIC ORIGIN



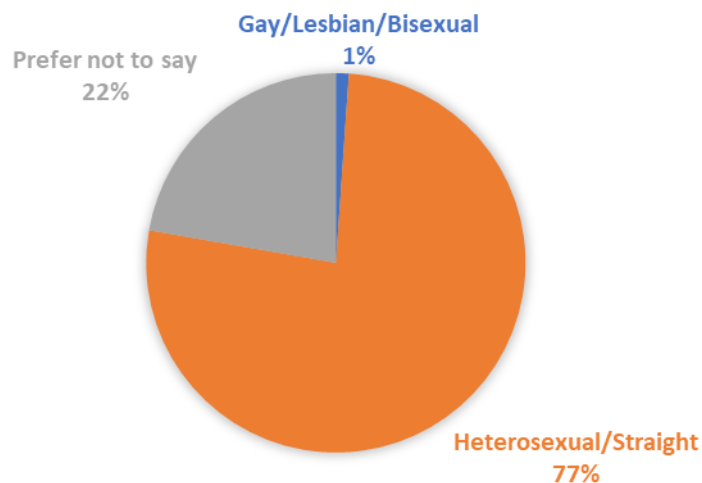
LEAVERS - ETHNIC ORIGIN



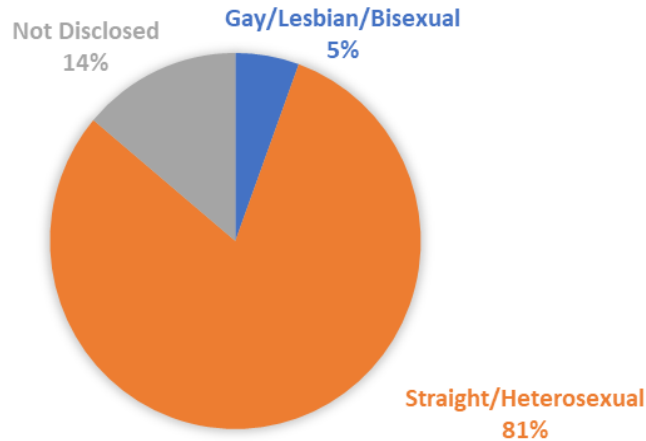
Ethnic Origin

- In the past year, there has been a small decrease, 2%, in the number of NHDC employees from a non-white background.
2020 - 364 staff – 320 (88%) – White, 22 (6%) – Other Ethnic Origin
2019 – 378 staff – 327 (87%) – White, 29 (8%) – Other Ethnic Origin
2018 – 352 staff - 310 (88%) – White, 21 (6%) – Other Ethnic Origin
2017 – 330 staff – 287 (87%) – White, 24 (7%) – Other Ethnic Origin
- The percentage of appointments from those who classify themselves as of an Ethnic Origin other than White has also increased considerably during 2020 from 8% to 19%.
- The percentage of those from non-White backgrounds leaving the Council increased by 14% to 20% in 2020.

CURRENT STAFF - SEXUAL ORIENTATION



APPOINTMENTS - SEXUAL ORIENTATION



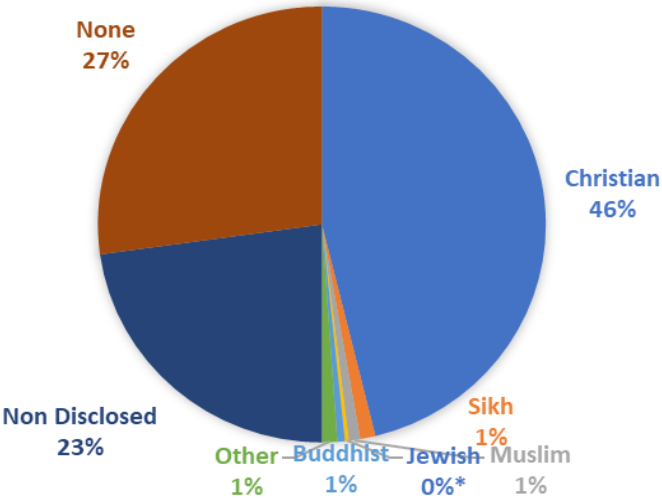
LEAVERS - SEXUAL ORIENTATION



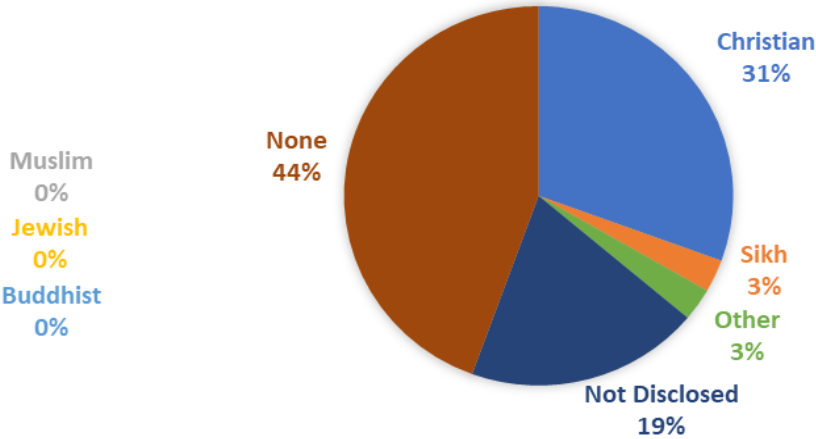
Sexual Orientation

- Whilst there has been very little change in the sexual orientation of staff and leavers during 2020, there was a decrease of 4% in the number of new appointments from the gay, lesbian and bisexual group. From the 36 appointments made in 2020, 2 were from this group. In 2019 the figures were 7 from the 81 appointments made and in 2018 66 appointments were made, 3 of which classed themselves as gay, lesbian or bisexual. It is difficult to determine a trend from these figures however as the numbers from the non-heterosexual group are so small.

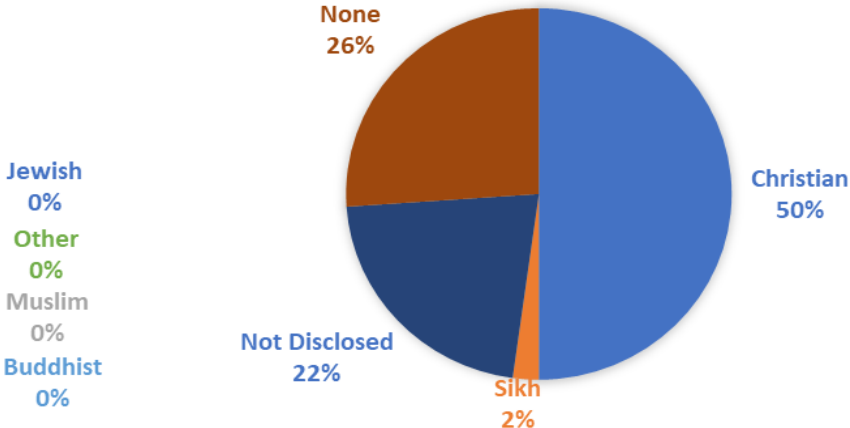
CURRENT STAFF - RELIGION



APPOINTMENTS - RELIGION



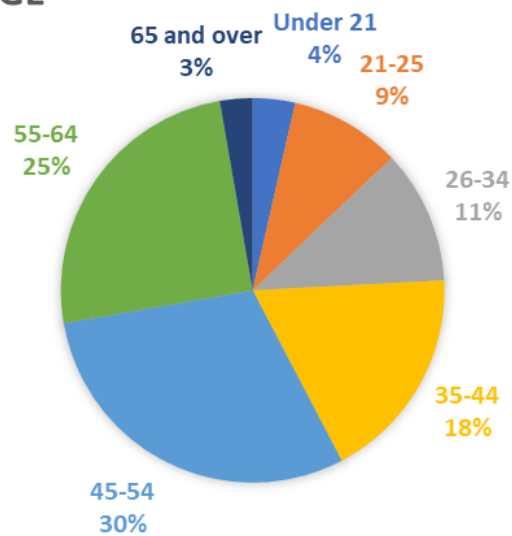
LEAVERS - RELIGION



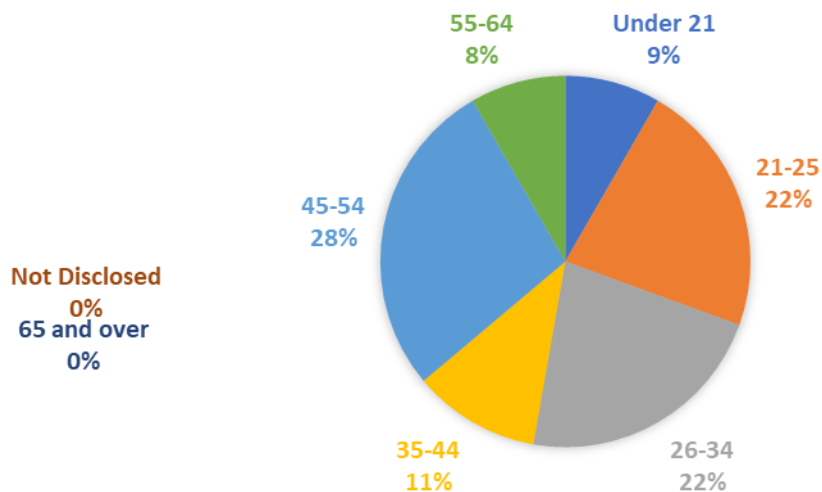
Religion

- The downward trend of those whose religion is Christian continues for employees, although there was only slight decrease, 1%, between 2019 and 2020. In addition, there has been a 14% drop in those joining the Council whose religion is Christian and a 4% increase in those leaving the Council with this faith.
- The percentage of those with no religion working for the Council remains unchanged from 2019 as does the percentage of those with other religions working for or joining the Council during 2020.
- A 2% increase in those joining the Council with faiths other than Christian occurred in 2020, but as this is only 2 people, care has to be taken that this small number does not distort the overall picture.

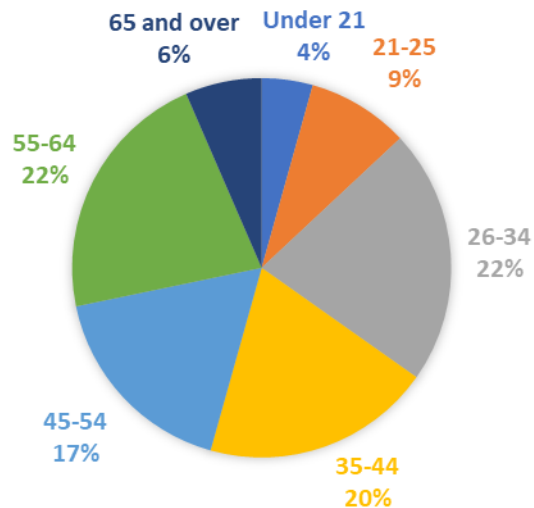
CURRENT STAFF - AGE



APPOINTMENTS - AGE



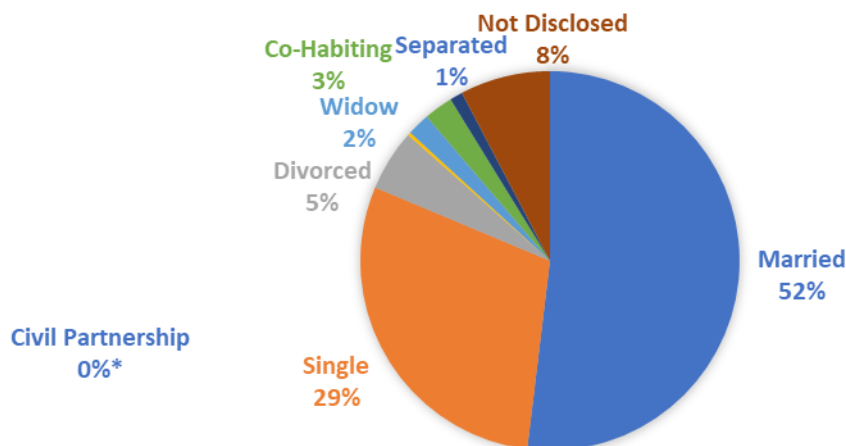
LEAVERS - AGE



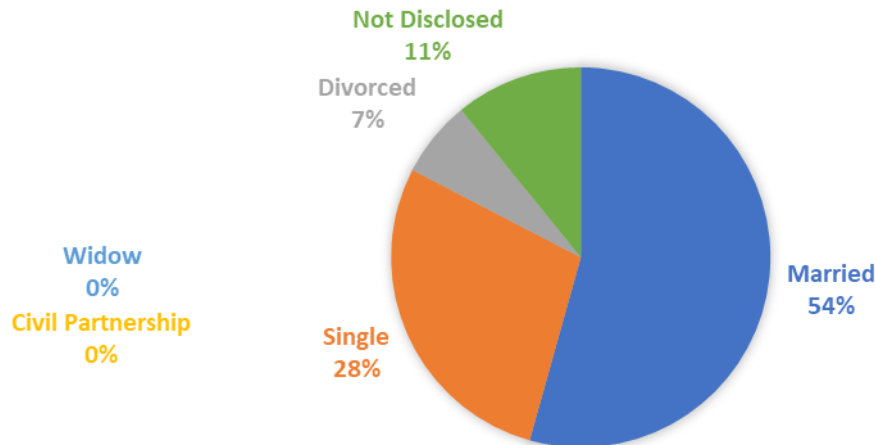
Age

- The age group 45-54 remains the largest group of employees as it has been for the last 5 years and accounts for almost one third, (30%), of all staff. This group has increased by 2% in these figures. 58% of Council staff are over the age of 44.
- There have been small changes in the other age groups of employees apart from the 65 and over group which has remained the same. 3 groups have shown an increase (under 21, 1% increase, 21 – 25, 1% increase, 55-64, 2% increase) and 2 a decrease (25-34, 4% decrease and 35 – 44, 2% decrease).
- For appointments made during 2020 there was a mixed picture regarding the age groups. In the youngest (Under 21) and oldest (65 and over) age groups there were very small decreases of 1% and a small increase in the 21-25 age group of 2%. The largest changes came in the 35 – 44 age group where there was an 8% decrease in appointments and the 45 – 54 age group where there was a 7% increase in appointments.
- In 2020 there was a reduction in those leaving from the two youngest (Under 21 and 21-25 age groups) and the two oldest age groups (55 – 64 and 65 and over age groups), compared to 2019. The largest change was an increase in leavers from the 26-34 age group, which was up 8% on 2019. There were also increases in leavers in the 35-44 and the 55-64 age group of 4% and 1% respectively.

CURRENT STAFF - MARITAL STATUS



LEAVERS - MARITAL STATUS



Marital Status

- Following three consecutive years of decrease, (2017 – 2019), there was no change in the percentage of married employees at the Council in 2020. Again, reversing the trend of the past three years when there was an increase in single employees, 2020 saw a drop of 8% in the number of single employees.
- There has been a 6% increase to the percentage of those leaving the Council who have given their marital status as married and a 14% decrease in those classing themselves as single.
- Marital status of those joining the Council is not requested during recruitment.

Full time/Part time

- 63% of those working for the Council at the end of 2020 were on a full time basis, a decrease of 7% on the workforce profile of 2019 and the lowest number in the past 5 years.
- Following three years of growth, the percentage of the full time workforce who are female has fallen by 3% to 57% (2019 – 60%, 2018 – 57%, 2017 - 53%).

Long Term Sick

- There has been little change in the number of long term sickness cases in between 2019 and 2020 following a peak in 2018, (2020 – 23 cases, 2019 – 24 cases, 2018 - 49 cases, 2017 – 26 cases, 2016 – 19 cases).
- Although the overall number of long term sickness cases remained stable in 2020, the percentage of those taking long term sick leave who were female continued to increase – 91% in 2020, 83% in 2019, 75% in 2018 and 54% in 2017. Further investigation into the causes and length of these absences will be undertaken to determine if this trend has any significant factors.

Attendance Procedure

- Cases of staff under this procedure dropped 62% between 2019 and 2020 from 13 to 5. It is likely that this has been influenced by the move to all staff working remotely due to the pandemic and it will be interesting to see how this figure changes as the Council moves towards a blended approach to on site and remote working.
- Analysis by Protected Characteristic was not undertaken as the total number of cases is less than 10.

Leavers

- There was a decrease in leavers in 2020 to 46. This compares to 50 in 2019, 58 in 2018, 46 leavers in 2017 and 60 leavers in 2016.
- The number of staff going on maternity leave in 2020 fell by 2 to 7 in 2020 and the number of those who returned from maternity leave also fell to 3 compared to 4 in 2019, 2 in 2018 and 4 in 2017.
- During 2020 the pattern of reasons for leaving the Council was mixed with the percentage of those retiring and being made redundant decreasing by 9% and 8% respectively, the percentage of those resigning remaining virtually unchanged and the number of those leaving at the end of their contracts increasing by 13%. It should however be remembered that as there were only 46 leavers in total, each leaver represents about 2% and so the small numbers can lead to a distortion of the overall picture.

3.2 Gender Pay Gap

3.2.1. Background

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 employers with 250 or more employees are required to publish statutory gender pay gap calculations every year. Accordingly, NHDC are required to calculate and publish the following gender pay data:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages) *
- Proportion of men and women receiving bonuses*
- Proportion of men and women in each quartile of the Council's pay structure

*The Council does not operate any bonus schemes, but the definition of bonus under the Regulations on gender pay gap reporting includes long service and staff recognition awards and for this reason the Council produces bonus figures for publication.

3.2.2 Data

The data must be a snapshot of salary data on 31 March each year and the bonus pay gap must be calculated from all bonus payments made in the 12 months up to and including the snapshot date of 31 March. This data must be published on the NHDC website and a government website by each year, usually by 30 March, however due to the COVID-19 pandemic an extension has been given and the 2020 figures do not need to be submitted until 5 October 2021.

NHDC gender pay reporting figures have been calculated using the standard methodologies outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap and equal pay are not the same and do not have the same purpose. According to the Equality and Human Rights Commission:

- Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
- The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

The broad purpose of the equal pay provisions of the Equality Act 2010 is to require equality of treatment in employment as between men and women in respect of pay and other contractual terms. The stated aim of the gender pay gap reporting legislation is to introduce greater levels of pay transparency.

Salaries at NHDC are determined through a grading system which evaluates the job and not the post holder. It makes no reference to gender or any other personal characteristics of existing or potential job holders. Therefore, we are confident that NHDC is paying the same salary to roles of equal value and that its gender pay gap may be as a result of the roles which men and women undertake within the Council and the salaries and allowances that these roles attract.

3.2.3 **Results**

The tables below contain a comparison of the NHDC Gender Pay Gap figures for the years 2017, 2018, 2019 and 2020. The highlighted figures are the ones reported on the Gov.uk website.

Table 1 Gender Pay Gap 2017 – 2020 – Hourly Pay

	Mean Hourly Rate				Median Hourly Rate			
	2017	2018	2019	2020	2017	2018	2019	2020
Female	£13.94	£14.19	£14.47	£15.06	£12.05	£12.48	£13.01	£13.32
Male	£18.57	£18.43	£19.13	£18.85	£18.17	£16.85	£18.33	£15.37
Gender Pay Gap	25%	23%	24%	20%	34%	26%	29%	13%

Table 2 Quartile Pay Bands 2017 – 2020

	Males				Females			
	2017	2018	2019	2020	2017	2018	2019	2020
Lower Quartile	22.8%	30.9%	28.4%	31.0%	77.2%	69.1%	71.6%	69.0%
Lower Middle Quartile	16.3%	17.0%	15.8%	21.8%	83.0%	83.0%	84.2%	78.2%
Upper Middle Quartile	41.8%	37.8%	27.2%	25.6%	58.2%	62.2%	72.8%	74.4%
Upper Quartile	58.2%	59.8%	58.5%	51.8%	41.8%	40.2%	41.5%	48.2%

Table 3 Percentage of Staff Receiving Bonus Payments 2017 – 2020

	2017	2018	2019	2020
Female	5.2%	0.3%	2.9%	4.0%
Male	1.8%	0.6%	2.4%	1.9%

Table 4 Gender Bonus Gap 2017 – 2020

	Mean Bonus Rate				Median Bonus Rate			
	2017	2018	2019	2020	2017	2018	2019	2020
Female	£73.52	£50.00	£50.00	£96.67	£50.00	£50.00	£50.00	£50.00
Male	£66.67	£50.00	£50.00	£67.86	£50.00	£50.00	£50.00	£50.00
Gender Bonus Gap	-10.27%	0%	0%	-42.46%	0%	0%	0%	0%

3.2.4 **Analysis**

The figures for the Council's 2020 gender pay gap are included in the tables above and the Report will be uploaded to the Council's website by the end of March 2021.

Key points to note are:

- The average differences in the pay packets of women compared to men at the Council are now £3.79 per hour (mean) and £2.05 per hour (median) which is an improvement on 2019 when they were £4.66 per hour (mean) £5.32 per hour (median). This still shows however that using the mean figures above, females at the Council earn £140.23 per week, or £7,291.96 a year, less than males.
- Although the proportion of females in the upper quartile is still considerably lower than in the other quartiles, it shows an increase of nearly 7% since 2019 which is a positive sign.
- The narrowing of the mean and median gender pay gap in 2020 brought them to their lowest levels since reporting began in 2017.

3.2.4 **Actions Taken to Date**

The actions we have taken in recent years to narrow our Gender Pay Gap are:

- An organisation wide career development survey in 2019 where almost 50% of staff responded. Consequently, career development discussions took place, and individual plans have been created for those who want to progress.
- Use of software for ensuring the use of gender-neutral language in recruitment advertisements, job descriptions, person specifications and interview questions
- Introduction of Gapsquare software for calculation and deeper analysis of the Council's gender pay gap, and in time, the ethnic pay gap, data. The software is also being used to identify where there are particular pay disparities so specific actions can be developed to address these and for equal pay analyses.
- The Council's Recruitment and Selection workshop now includes additional content relevant to addressing the Gender Pay Gap. The training is focused on clear and objective selection criteria and contains an enhanced session covering unconscious bias. Recruitment and selection methods are also being reviewed to use a broader range of selection activities allowing more opportunity for those shortlisted to demonstrate their attributes.
- Eliminating unconscious bias training has been rolled out across the organisation.
- Specific training workshops are being developed on job design (job descriptions and person specifications).
- A Staff Network is in place with focus on having an inclusive remit, but within which there is a study of specific narrower issues e.g. women, minority ethnic staff numbers, younger staff, and generally staff getting to know other work areas etc.
- As part of the Shaping our Future project - which aims to develop a high quality, diverse, inclusive and resilient workforce - the Gender Pay Gap group has widened its remit to become an Inclusion Group, this will ensure that we look at all 9 protected characteristics equally.

4. NEXT STEPS

- 4.1 There will be a further update on equalities prepared for the September 2021 JSCC.

5. APPENDICES

- 5.1 Appendix 1 – NHDC Equalities Data 2015 – 2019

6. CONTACT OFFICERS

- 6.1 Maggie Williams – Senior HR & Contracts Manager
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- 6.2 Jo Keshishian - Interim Human Resources Services Manager
Tel: 01462 474314 jo.keshishian@north-herts.gov.uk

7. BACKGROUND PAPERS

- 7.1 Equalities data for the Council for the period 1 January 2020 – 31 January 2020 published in accordance with The Public Sector Equality Duty (section 149 of the Equality Act 2010). Available on the Workforce Profile page of the Council's website.
<https://www.north-herts.gov.uk/home/council-data-and-performance/policies/workforce-profile>
- 7.2 The Council's Gender Pay Gap Report 2019 published in March 2020 in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. Available on the Workforce Profile page of the Council's website.
<https://www.north-herts.gov.uk/home/council-data-and-performance/policies/workforce-profile>

NHDC EQUALITIES DATA 2015 - 2019

Employees 2015 - 2019**Gender**

2019 - 69% female, 31% male
 2018 - 68% female, 32% male
 2017 - 66% female, 34% male
 2016 - 66% female, 34% male
 2015 - 66% female, 34% male

Disability

2019 - 82% not disabled, 3% disabled
 2018 - 80% not disabled, 3% disabled
 2017 - 78% not disabled, 4% disabled
 2016 - 78% not disabled, 5% disabled
 2015 - 75% not disabled, 4% disabled

Ethnic Origin

2019 - 87% White, 8% other ethnic origin
 2018 - 88% White, 6% other ethnic origin
 2017 - 87% White, 7% other ethnic origin
 2016 - 88% White, 5% other ethnic origin
 2015 - 88% White, 6% other ethnic origin

Sexual Orientation

2019 - 79% heterosexual, 1% gay, lesbian or bisexual
 2018 - 76% heterosexual, 2% gay, lesbian or bisexual
 2017 - 77% heterosexual, 1% gay, lesbian or bisexual
 2016 - 76% heterosexual, 1% gay, lesbian or bisexual
 2015 - 74% heterosexual, 1% gay, lesbian or bisexual

Religion

2019 - 47% Christian, 27% no religion, 4% other religions
 2018 - 49% Christian, 23% no religion, 5% other religions
 2017 - 54% Christian, 18% no religion, 4% other religions
 2016 - 53% Christian, 18% no religion, 5% other religions
 2015 - 53% Christian, 18% no religion, 5% other religions

Age

2019 - 3% under 21, 8% aged 21-25, 15% aged 26-34, 20% aged 35-44, 28% aged 45-54, 23% aged 55-64, 3% aged 65 and over
 2018 - 2% under 21, 7% aged 21-25, 13% aged 26-34, 22% aged 35-44, 31% aged 45-54, 22% aged 55-64, 3% aged 65 and over
 2017 - 2% under 21, 5% aged 21-25, 11% aged 26-34, 25% aged 35-44, 32% aged 45-54, 22% aged 55-64, 4% aged 65 and over
 2016 - 2% under 21, 6% aged 21-25, 10% aged 26-34, 24% aged 35-44, 34% aged 45-54, 22% aged 55-64, 3% aged 65 and over
 2015 - 2% under 21, 5% aged 21-25, 8% aged 26-34, 24% aged 35-44, 33% aged 45-54, 24% aged 55-64, 3% aged 65 and over

Marital Status

2019 - 52% married, 37% single, 4% divorced, 1% civil partnership, 1% widowed
2018 - 55% married, 32% single, 5% divorced, 1% civil partnership, 1% widowed
2017 - 60% married, 27% single, 3% divorced, 1% civil partnership, 1% widowed
2016 - 59% married, 29% single, 3% divorced, 1% civil partnership
2015 - 58% married, 27% single, 4% divorced, 1% civil partnership

Full-time/Part-time

2019 - 70% full time, 30% part time
2018 - 67% full time, 33% part time
2017 - 65% full time, 35% part time
2016 - 67% full time, 33% part time
2015 - 65% full time, 35% part time

Appointments 2015 - 2019

Gender

2019 - 72% female, 28% male
2018 - 61% female, 39% male
2017 - 50% female, 50% male
2016 - 64% female, 36% male
2015 - 60% female, 40% male

Disability

2019 - 99% not disabled, 1% disabled
2018 - 93% not disabled, 5% disabled
2017 - 97% not disabled, 0% disabled
2016 - 86% not disabled, 12% disabled
2015 - 93% not disabled, 5% disabled

Ethnic Origin

2019 - 86% White, 8% other ethnic origin
2018 - 82% White, 6% other ethnic origin
2017 - 86% White, 7% other ethnic origin
2016 - 88% White, 7% other ethnic origin
2015 - 88% White, 7% other ethnic origin

Sexual Orientation

2019 - 91% heterosexual, 9% gay, lesbian, bisexual or transsexual
2018 - 89% heterosexual, 3% gay, lesbian, bisexual or transsexual
2017 - 84% heterosexual, 3% gay, lesbian or bisexual
2016 - 90% heterosexual, 2% gay, lesbian or bisexual
2015 - 82% heterosexual, 5% gay, lesbian or bisexual

Religion

2019 - 42% Christian, 4% other religions, no religion 47%
2018 - 37% Christian, 5% other religions
2017 - 41% Christian, 3% other religions
2016 - 45% Christian, 4% other religions, 2015 - 47% Christian, 22% other religions).

Age

2019 - 10% under 21, 20% aged 21-25, 17% aged 26-34, 19% aged 35-44, 21% aged 45-54, 12% aged 55-64, 1% aged 65 and over
2018 - 8% under 21, 14% aged 21-25, 25% aged 26-34, 20% aged 35-44, 22% aged 45-54, 8% aged 55-64, 0% aged 65 and over
2017 - 5% under 21, 14% aged 21-25, 27% aged 26-34, 24% aged 35-44, 30% aged 45-54, 0% aged 55-64, 0% aged 65 and over
2016 - 10% under 21, 21% aged 21-25, 21% aged 26-34, 17% aged 35-44, 24% aged 45-54, 5% aged 55-64, 2% aged 65 and over
2015 - 20% aged 16-20, 28% aged 21-30, 34% aged 31-40, 7% aged 41-50, 10% aged 51-60

Leavers 2015-2019

Gender

2019 - 64% female, 36% male
2018 - 66% female, 34% male
2017 - 59% female, 41% male
2016 - 62% female, 38% male
2015 - 64% female, 36% male

Disability

2019 - 82% not disabled, 4% disabled
2018 - 84% not disabled, 7% disabled
2017 - 85% not disabled, 7% disabled
2016 - 82% not disabled, 8% disabled
2015 - 73% not disabled, 3% disabled

Ethnic Origin

2019 - 86% White, 6% other ethnic origin
2018 - 79% White, 10% other ethnic origin
2017 - 83% White, 15% other ethnic origin
2016 - 87% White, 7% other ethnic origin
2015 - 80% White, 7% other ethnic origin

Sexual Orientation

2019 - 90% heterosexual, 2% gay, lesbian or bisexual
2018 - 85% heterosexual, 3% gay, lesbian or bisexual
2017 - 80% heterosexual, 4% gay, lesbian or bisexual
2016 - 85% heterosexual, 3% gay, lesbian or bisexual
2015 - 68% heterosexual, 8% gay, lesbian or bisexual

Religion

2019 - 46% Christian, 34% no religion, 2% other religions
2018 - 53% Christian, 28% no religion, 7% other religions
2017 - 37% Christian, 35% no religion, 10% other religions
2016 - 48% Christian, 28% no religion, 4% other religions
2015 - 51% Christian, 19% no religion, 2% other religions

Age

2019 - 8% under 21, 12% aged 21-25, 14% aged 26-34, 16% aged 35-44, 16% aged 45-54, 26% aged 55-64, 8% aged 65 and over

2018 - 7% under 21, 12% aged 21-25, 16% aged 26-34, 22% aged 35-44, 14% aged 45-54, 19% aged 55-64, 10% aged 65 and over

2017 - 11% under 21, 7% aged 21-25, 17% aged 26-34, 20% aged 35-44, 28% aged 45-54, 13% aged 55-64, 4% aged 65 and over

2016 - 2% under 21, 13% aged 21-25, 8% aged 26-34, 25% aged 35-44, 17% aged 45-54, 23% aged 55-64, 12% aged 65 and over

2015 - 11% under 21, 16% aged 21-25, 14% aged 26-34, 19% aged 35-44, 14% aged 45-54, 23% aged 55-64, 4% aged 65 and over

Marital Status

2019 - 48% married, 42% single, 6% divorced

2018 - 33% married, 29% single, 2% divorced

2017 - 33% married, 54% single, 7% divorced

2016 - 52% married, 33% single, 7% divorced

2015 - 36% married, 41% single, 1% divorced, 1% widowed

Reasons for Leaving

2019 - 66% resigned, 18% retired, 2% came to the end of a fixed term contract, 12% redundancy and 2% were dismissed

2018 - 57% resigned, 14% retired, 12% came to the end of a fixed term contract, 7% redundancy, 3% were dismissed and 2% died in service

2017 - 61% resigned, 22% came to the end of a fixed term contract, 7% retired, 2% early severance, 2% died in service and 7% were dismissed

2016 - 52% resigned, 13% came to the end of a fixed term contract, 7% were made redundant, 12% retired, 5% transferred under the TUPE regulations and 5% were dismissed

2015 - 53% resigned, 31% came to the end of a fixed term contract, 7% were made redundant, 3% transferred under the TUPE regulations, 3% retired and 1% died in service