JOINT STAFF CONSULTATIVE COMMITTEE 9 March 2022	
***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
- Equal Pay Review
- 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 2021

The equalities data for the Council for the period 1st January 2021 – 31st December 2021 was published on the Council's website in January 2022 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 NHC employment and a summary of the most recently published Gender Pay Gap Report. 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 2021 are shown in chart form in Appendix 1. Current staff figures are taken as a snapshot on 31 December 2021 and starters and leavers are the totals for the full year January – December 2021. For comparison purposes, the figures for the period 2015 -2021 are given in Appendix 2. In the publication of the data, analysis has not been undertaken where overall numbers are less than 10 to protect confidentiality. Figures may not always add to 100% as not all recruits or staff provide information on every protected characteristic and due to rounding. The categories shown for each protected characteristic are in line with those available on the recruitment and iTrent systems, the Equalities and Human Rights Commission's Measurement Framework

for Equality and Human Rights and the Office for National Statistics (ONS) harmonised categories. These are reviewed annually to ensure the most current versions are used for analysis purposes.

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.

3.1.1 Age

- Overall, there has not been much change in the age profile of current employees at the Council. A tranche of employees has moved from age group 45-54 to age group 55-64, and this is now the largest group of employees at the Council, accounting for 27% of all staff.
- 56% of current Council staff are over age 45. Just under 30% of the North Herts population is aged 45-64, which contrasts with 53% of Council employees being in this age bracket.
- For appointments made during 2021 there was a mixed picture regarding the age groups. In the youngest, (under 21), group there was a 1% decrease, the same reduction as in employees of this age. The largest change was in the 35-44 age group which increased 13% and the greatest decrease came in the 10% reduction of recruits from the 45-54 age group. There was also a significant decrease, (8%), in appointments from the 26-34 age group.
- In 2021 there was a sharp increase of 21% in those under the age of 25 leaving the Council, with over a third, 34%, of all leavers being in this age group. Decreases in the percentage of employees leaving in the 26-34, (down 12%), 35-44, (down 3%) and 55-64, (down 6%) age groups were noted in 2021. The downward trend recorded since 2018 in those leaving in the over 65 age group continued with a drop of 1% in 2021.

3.1.2 Disability

- The percentage of Council staff in 2021 who class themselves as disabled, 5%, remained unchanged from 2020. There was however a rise of 10% in those who did not disclose their disability status and this group now represents 30% of all staff. Only 1% of all appointments in 2021 were made from the group who declared a disability, and 3% of leavers during the year declared a disability.
- The low rate of appointments from those who class themselves as disabled is disappointing. Further analysis of the recruitment figures for this group is planned to try to determine why the ratios of applications to appointments and shortlisted candidates to appointments, (33:1 and 22:1 respectively), are so much lower than those for the non-disabled group which stand at just over 7:1 and 3:1.

3.1.3 Ethnic Origin

- There has been no change in the percentage of North Herts employees from a non-white background since 2020. 6% of the workforce declared themselves to be from a non-white background in 2021 compared with 8% in 2019.
- In 2021, the percentage of appointments from those who classify themselves as of an Ethnic Origin other than White was 18%, a drop of 2% from 2020, but still considerably above the average percentage for the previous 5 years which was

7%. In addition, as the total number of recruits in the year increased, more individuals from this group joined the Council in 2021 compared to 2020.

- The percentage of those from non-White backgrounds leaving the Council in 2021 fell by 7% compared to 2020.

3.1.4 Gender

- Looking at the figures for the past 7 years, (see Appendix 2), the proportion of staff who are female has remained largely unchanged at around two-thirds of all staff. This is in significant contrast to the North Herts District which has a split of 51% female and 49% male.
- Following the trend of the previous 2 years, 2021 saw a further drop, (6%), in the percentage of female appointments to the Council. This was the lowest percentage figure of female appointments since 2017.
  2021 – 71 Appointments – 37 (52%) female – 34 (48%) male
  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 percentage of female leavers from the Council has remained stable over the past 4 years. Almost two-thirds of those leaving the Council for all reasons are female which is broadly in line with the current staff profile. Similarly, 67% of those who resigned from the Council, were female, but the percentage of those retiring, (70%), was slightly higher. Analysis of the other reasons for leaving by protected characteristic was not undertaken as the numbers in each group were less than 10.

3.1.5 Marital Status

- There was a sharp increase of 9% in the number of employees who did not wish to disclose their marital status in 2021 and this was offset by a decrease in the married, single, divorced and separated groups. The co-habiting group increased by 1%, and there was no change in the civil partnership and separated groups.
- There has been a 25% decrease to the percentage of those leaving the Council who have given their marital status as married and an 8% increase in those classing themselves as single. The marital status of leavers in 2021 was spread across all the groups apart from civil partnership.
- Marital status of those joining the Council is not requested during recruitment.

3.1.6 Religion

- The downward trend of those whose religion is Christian continues for employees with a decrease of 7% between 2020 and 2021. At 42% this group now stands at its lowest level in the past 7 years. In 2021 there has been little change in those joining the Council whose religion is Christian and a 25% reduction in those leaving the Council with this faith.
- The percentage of those with no religion working for the Council increased 4% in 2021 and the percentage of those with other religions working for the Council remains unchanged as it has done since 2019. In contrast, there was a significant increase of 9% in those from other religions joining the Council in 2021.

3.1.7 Sexual Orientation

- There has been very little change in the sexual orientation of staff over the past 7 years. Those from the gay, lesbian and bisexual group remained at 1% of staff in 2021. The figure for this group for the East of England area in 2018 was 2.1%.
- There was also only a small difference between the percentage of new joiners (4%) and leavers (3%) from this group during 2021.
- There has however been an 8% increase in those who prefer not to give their sexual orientation and this figure now stands at 30% of current staff.

3.1.8 Full time/Part time

- 63% of Council employees at the end of 2021 worked on a full time basis, which is the same percentage as in the previous year. This compares with 82.4% of the population of North Herts district working full time.
- Following three years of growth, the percentage of the full time workforce who are female fell by 3% in 2020 but has increased by 1% to 58% in 2021. The percentage of full time staff with a disability has also increased by 1%.
- The age shift from cohorts 45-54 to 55-64 shown for all staff is also reflected amongst full time staff as is the 1% decrease in those aged under 21.

3.1.9 Refusal of Learning and Development Opportunities

- As for every previous year of reporting, our records show that there were no applications for learning and development opportunities refused during 2021.

3.1.10 Long Term Sick

- There has been little change in the number of long term sickness cases in the past three years, (2021 – 25 cases, 2020 – 23 cases, 2019 – 24 cases).
- Although the overall number of long term sickness cases remained stable in 2021, and the percentage of those taking long term sick leave who were female was not as high as in 2020, at 84% this group still accounted for more cases than the 68% female 32% male spilt of the total workforce would indicate. Further investigation into the causes and length of these absences will be undertaken to determine if this trend has any significant factors.
- As might be expected it is the older staff at the Council who are most likely to have a long term absence and 72% of cases occur in those over the age of 45. Only 4% of long term absences are taken by those under 25.

3.1.11 Attendance Procedure

- Cases of staff under this procedure which dropped 62% between 2019 and 2020 from 13 to 5 dropped again in 2021 to just 1. As last year, the periods of enforced remote working due to the pandemic will have had a strong influence on this 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 once more.
- Analysis by Protected Characteristic was not undertaken as the total number of cases is less than 10.

3.1.12 Leavers

- 2021 saw the highest number of leavers since 2015 and represents a 50% increase on the 2020 figure.

- The number of staff going on maternity leave in 2021 fell by 1 to 6 compared with 2020 and the number of those who returned from maternity leave increased to 5 from 3 in the previous year.
- During 2021 the percentage of leavers who resigned increased by 4% to 70% of all leavers and this increase was matched by the same decrease in the percentage of retirements, which fell to 14%. There were no departures due to early severance, redundancy or dismissal in 2021.

3.1.13 Data

In 2021 it was noticeable that there was a considerable increase in individuals not submitting data across a range of characteristics. For disability and sexual orientation no data is available for 30% of employees and 28% of staff did not provide information on their religion.

The i-Trent payroll system introduced in April 2020 gives the facility for staff to confidentially record their equalities information. A full picture of its equalities profile enables the Council to better promote its diversity and inclusion agenda in an informed way, so it is proposed to engage with the Inclusion Group on this and to use regular Insight articles and sessions at Staff Briefings to promote trust and understanding of why the data is collected and how it will be used.

It is of significance that the lack of equalities information is prevalent in those with short service at the Council. Consequently, a process to transfer information collected during recruitment to the iTrent system has been introduced which should enhance the data available on the Council's workforce for future reports. During induction, new employees will also be encouraged to complete this personal information when they log onto iTrent via the employee self-service function.

3.2 <u>Equal Pay Review</u>

The Council have carried out regular equal pay reviews since the implementation of the single status agreement and pay review in 2004.These reviews are an important element of ensuring the Council's pay structure is being applied fairly and all reviews so far, including this most recent one, have demonstrated that the Hay job evaluation scheme we use is robust in relation to rewarding our staff in an equitable manner.

NHC's 2021 Equal Pay Review used i-Trent payroll data, which was uploaded to Gapsquare, an analytics tool, to provide insights into pay gaps across the protected characteristics of sex, race and disability. Gapsquare is also used for calculating our gender pay gap.

Basic pay, which does not include allowances, supplements or any other monetary benefit employees may be in receipt of, was used for this equal pay review. The current pay scales for NHC can be found on the Council's website.

For each grade where comparator groups exist, mean average pay is used to identify pay gaps. When analysing pay gaps by grades, headcounts can be relatively low in certain grades and statistically the mean average is more reliable than the median average for small numbers. There are no comparator groups in certain grades for

some protected characteristics, therefore these grades were not included in the results.

In accordance with the methodology recommended by Gapsquare, the analysis by pay grades was broken down into 3 categories: red, where there was a pay gap of more than 5% (+/-), amber for a pay gap between 2% and 5% (+/-) and green, where the pay gap was less than 2% (+/-). A positive result shows that average pay in the first named group is higher than that of the comparator group and a negative result shows that average pay in the comparator group is higher than that of the first named group. Further analysis was carried out on the results in the red category as this could indicate a cause for concern regarding equal pay. In addition, where results in the amber categories were close to the threshold of 5%, the results for these grade comparisons were considered in more depth.

Where a grading system has incremental points reached by service, as at NHC, length of tenure can be a factor in pay differentials between groups. As a result, length of service is generally considered first in analysis of a significant differences in pay between groups at the same grade. Where total tenure at the Council does not explain the pay gap, other factors, such as length of service at that grade, starting pay, or organisational structure will then be considered.

3.2.1 Disability

When comparing those in the non- disabled group with those in the disabled group, 9 grade comparisons can be made. No comparisons fall into the red category and at -4.74%, the largest differential is at Grade 6 and in favour of those with a disability.

The figures for Grade 6 and Grade 11 for this protected characteristic indicate that a good number of new joiners to the Council have not yet input their data to i-Trent, however, there is also more work to be done to overcome the reluctance of a significant number of long serving employees to provide data in relation to their disability status.

3.2.2 Ethnic Origin

When comparing the White group with the non-White groups, (Asian/Black/Mixed/Other Ethnic Group), 13 comparisons can be made across 7 grades. There are two grades in the red group, i.e. the differentials are above 5%, and one in the amber group where the differential is close to the threshold of 5%. Of the 13 comparisons made, 6 are in favour of a non-white group with the highest of these being -4.47% at Grade 6 in the White v Mixed comparison. As with the comparisons between men and women, in all instances the group with the highest pay had the longest service for this protected characteristic.

3.2.3 Gender

Comparisons between men and women show higher average salaries for each group are spread across Grades 1-13 with 4 grades showing men earning more and 9 grades with women earning more. This remains unchanged from the previous review. 5 of the grades which show women earning more on average than men are categorised as red or amber, i.e. with the differences being above 2%. Further

analysis of these comparisons showed in every case that the length of service was longer for the group with the higher pay.

3.2.4 Points to Note

In summary, successive reviews have demonstrated that the figures regarding equal pay at the Council have been very stable for many years, with the workforce profile remaining largely unchanged. The most recent review does not highlight any unexplained significant basic pay inequalities and shows that in a number of cases those from minority groups are earning the same or more than their comparator groups.

As with the equalities data discussed in 3.1 above, it is significant that in the 2021 Equal Pay review there was an increase in the number of staff for whom we have no or little equalities information. The work to explain how data sharing can ensure everyone is being paid fairly and in line with their skills, experience and value, together with how employees can add this to their personal records, will be continued to increase the information currently held and inform future reviews.

3.3 <u>Gender Pay Gap</u>

3.3.1. 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, the Council 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.

3.3.2 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 NHC website and a government website by 30 March each year.

NHC 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 the Council 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 North Herts is paying the same salary to jobs of equal value and that its gender pay gap may be caused by the roles which men and women undertake within the Council and the salaries and allowances that these roles attract.

3.3.3 Results

The tables below contain a comparison of the NHC Gender Pay Gap figures for the years 2017, 2018, 2019 and 2020. The highlighted figures are the ones reported on the Gov.uk website. The figures for 2021 will be reported by 30 March 2022.

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 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%

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 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%	83.7	83.0%	84.5%	78.2%
Upper Middle Quartile	41.8%	37.8%	27.2%	25.6%	58.2%	62.2%	72.0%	74.4%
Upper Quartile	58.2%	59.8%	58.5%	51.7%	41.8%	40.2%	41.5%	48.3%

3.3.4 Analysis

Key points to note are:

- The average differences in the pay packets of women compared to men at the Council in 2020 were £3.79 per hour (mean) and £2.05 per hour (median) which is an improvement from 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.

3.3.5 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 which resulted in career development discussions and the creation of individual plans for those who want to progress.
- Introduction of tools for ensuring the use of gender-neutral language in recruitment advertisements, job descriptions, person specifications and interview questions and for the calculation and deeper analysis of the Council's gender pay gap, and in time, the ethnic pay gap, data.
- 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).

- 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, with a focus on all protected characteristics.

4. NEXT STEPS

4.1 There will be a further update on equalities prepared for the September 2022 JSCC.

5. APPENDICES

5.1 Appendix 1 – NHC Equalities Data 2021 - Charts

5.2 Appendix 2 – NHC Equalities Data 2015 – 2021 - Figures

6. CONTACT OFFICERS

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7. BACKGROUND PAPERS

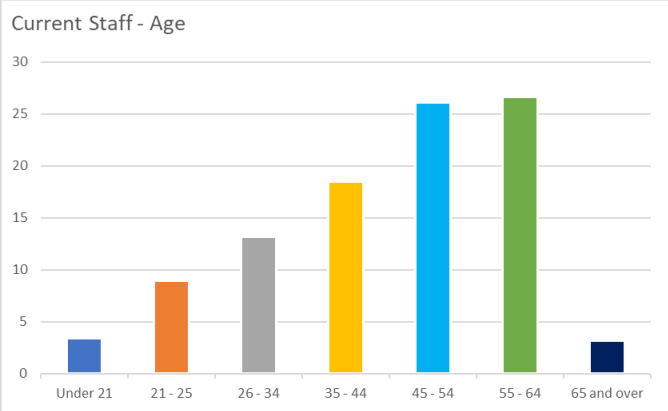
7.1 Equalities data for the Council for the period 1 January 2021 – 31 January 2021 published in accordance with The Public Sector Equality Duty (section 149 of the Equality Act 2010). Available on the Workforce Profile page of the Council's website.
https://www.north-herts.gov.uk/home/council-data-and-performance/policies/workforce-profile

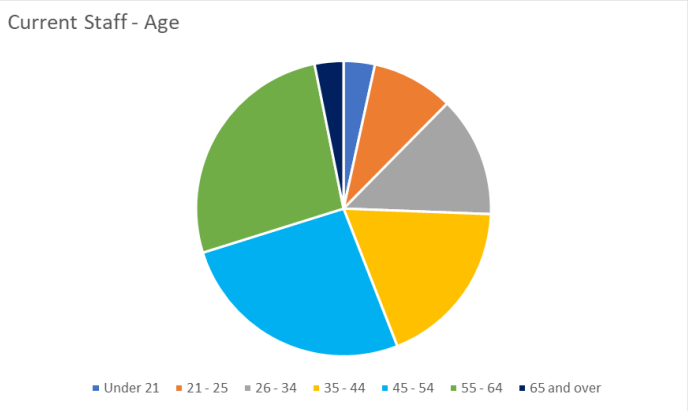
7.2 The Council's Gender Pay Gap Report 2021 published in March 2022 in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. Available on the Workforce Profile page of the Council's website.
https://www.north-herts.gov.uk/home/council-data-and-performance/policies/workforce-profile

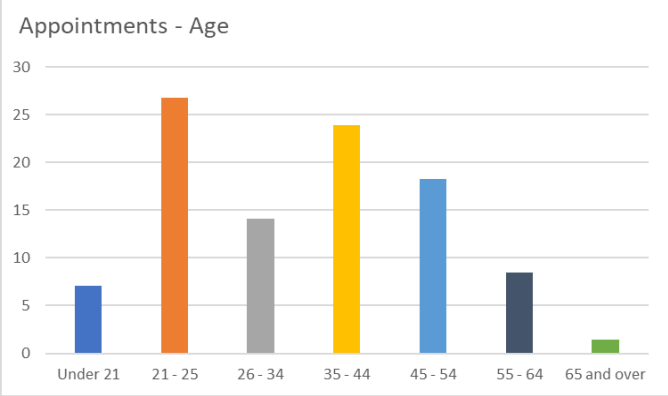
Appendix 1

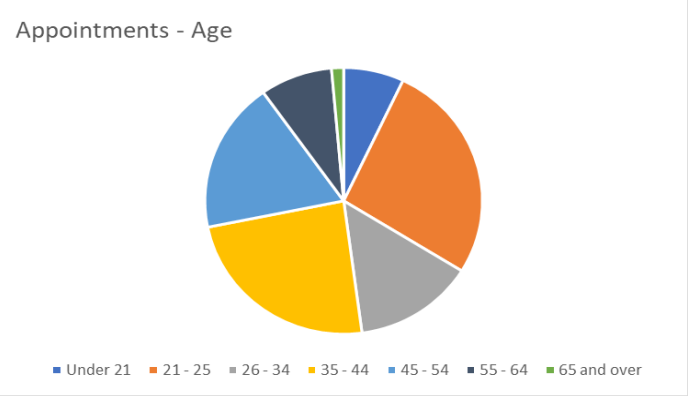
NHC EQUALITIES DATA 2021

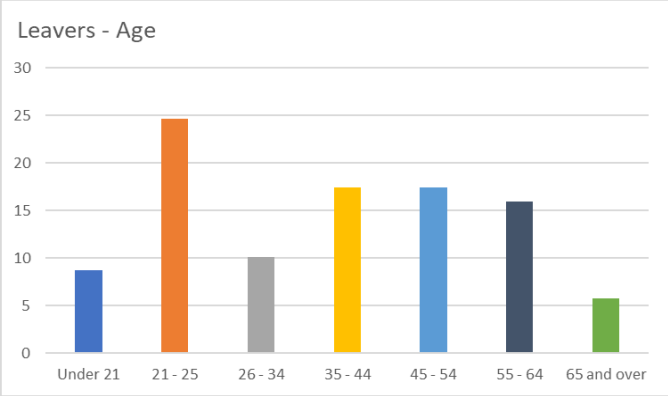
Age

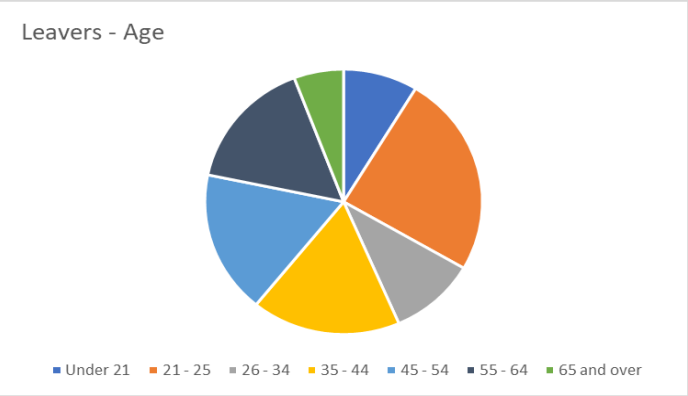




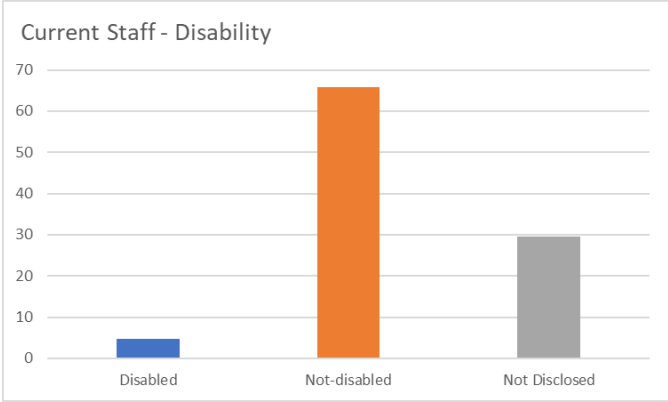


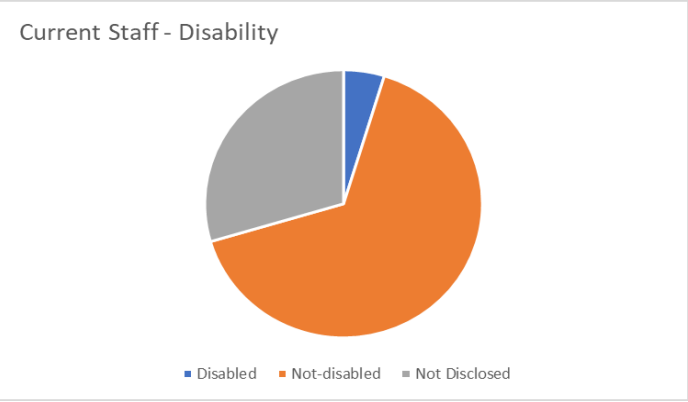


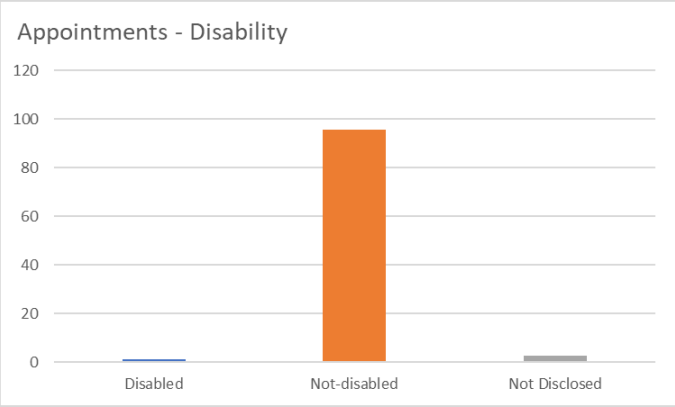


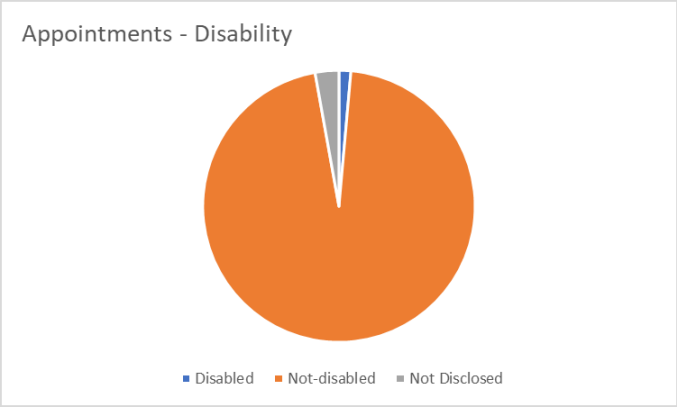


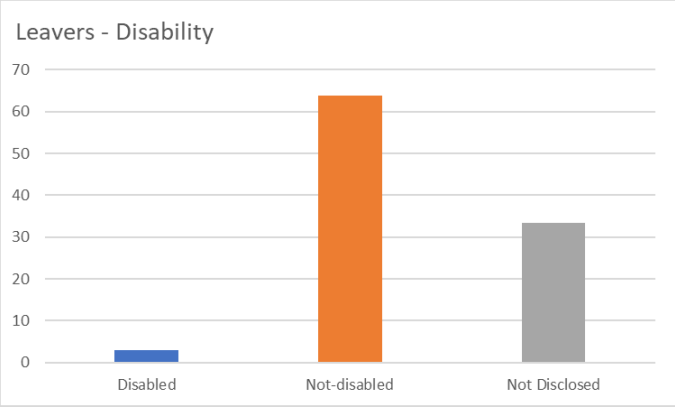
Disability

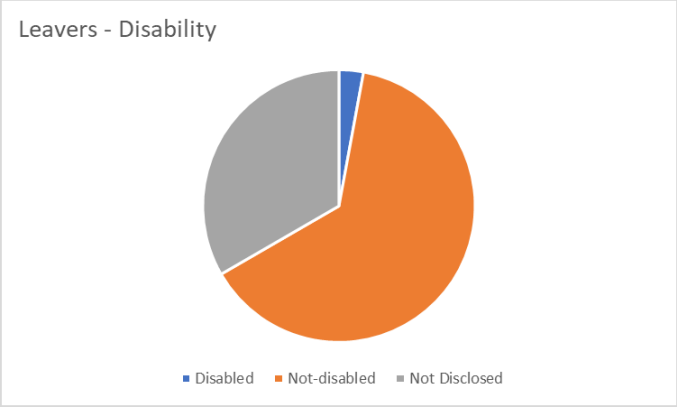




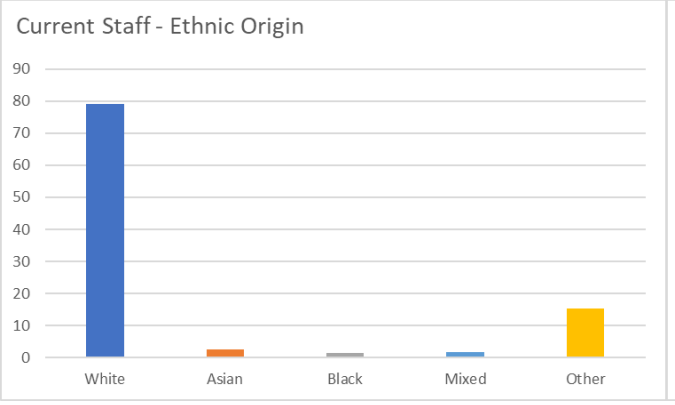


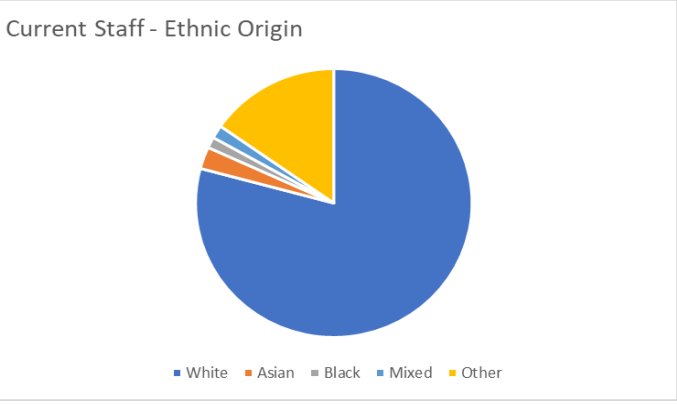


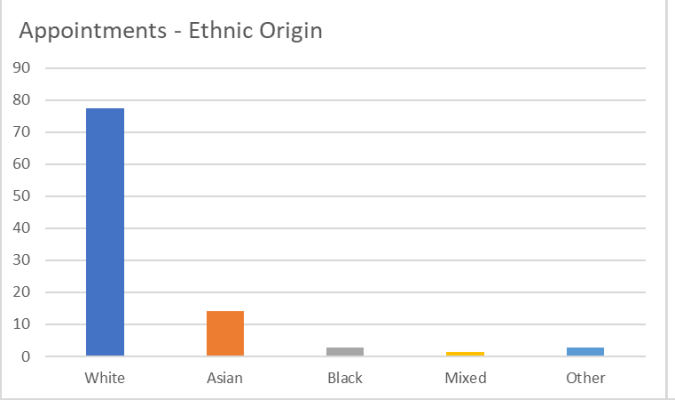


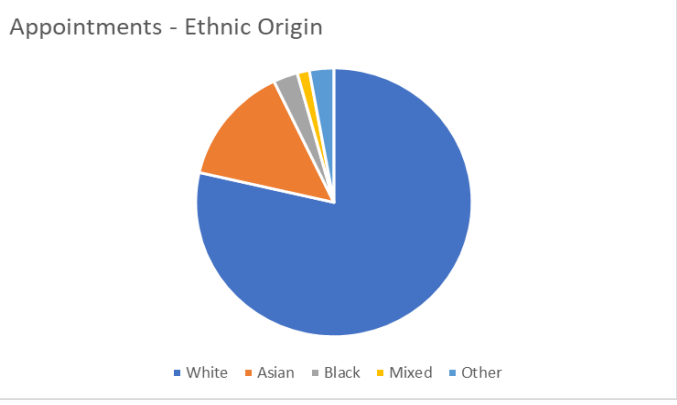


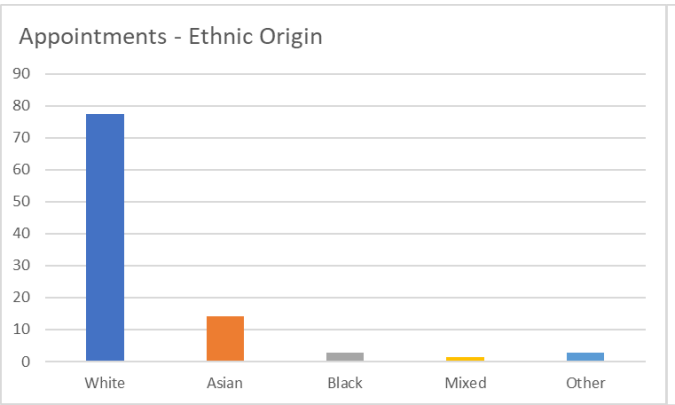
Ethnic Origin

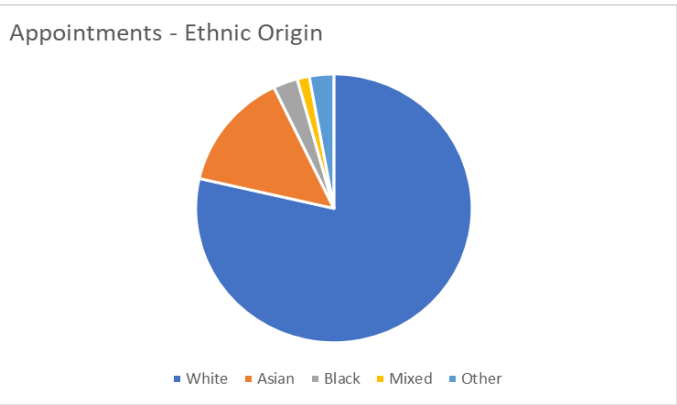




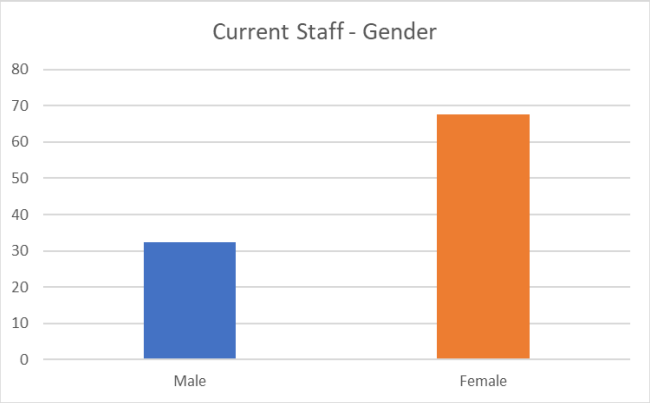


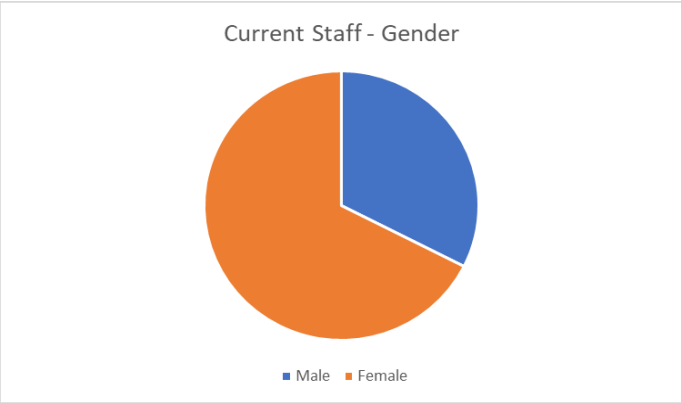


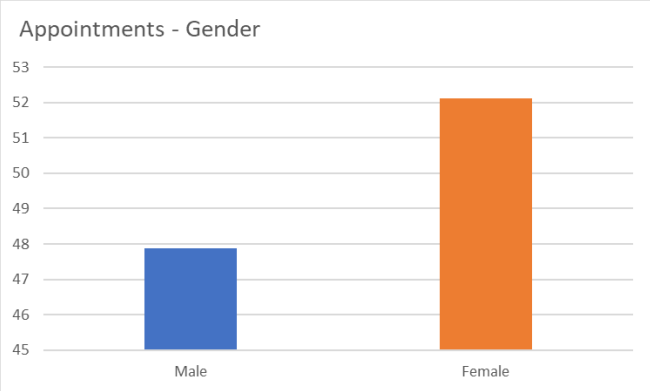


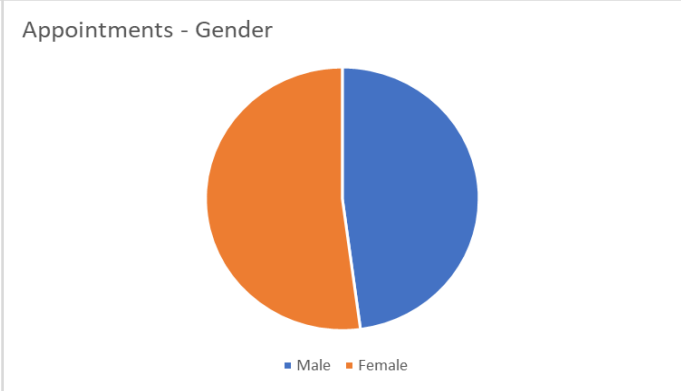


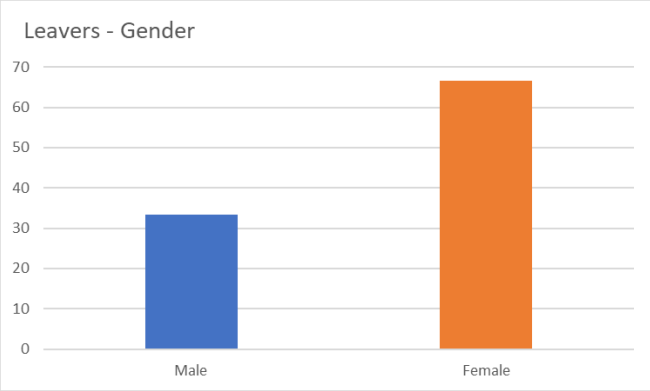
Gender

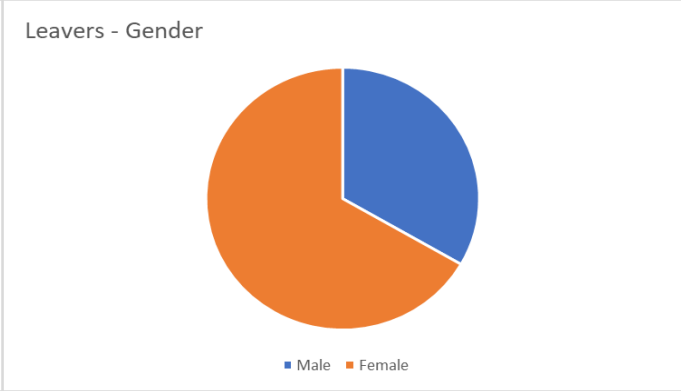




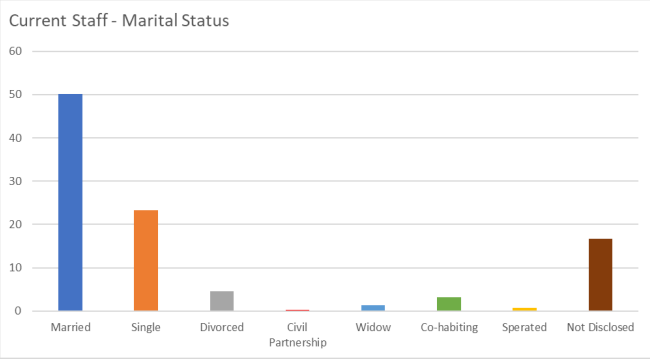


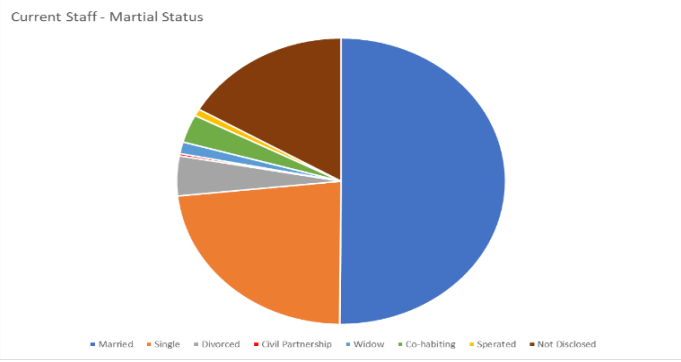


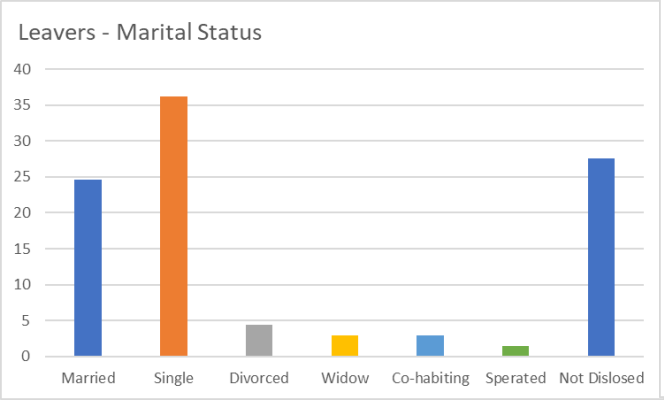


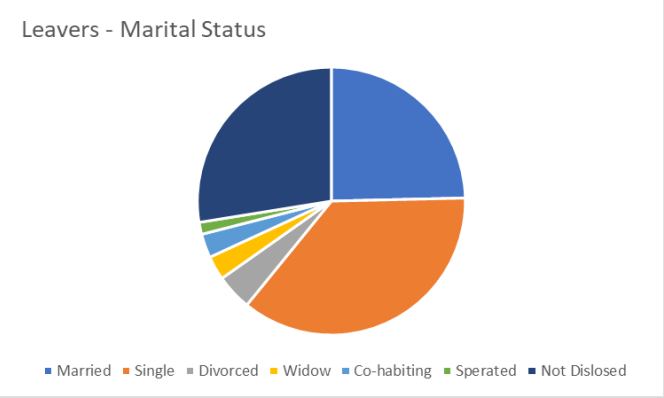


Marital Status

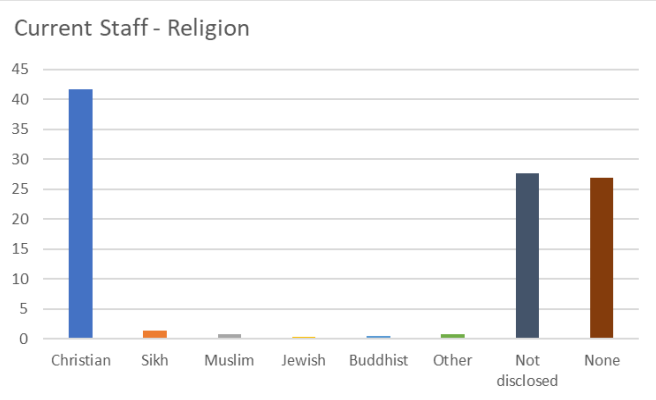


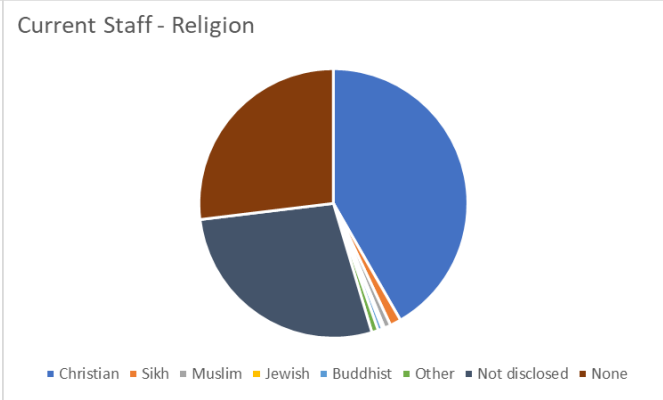


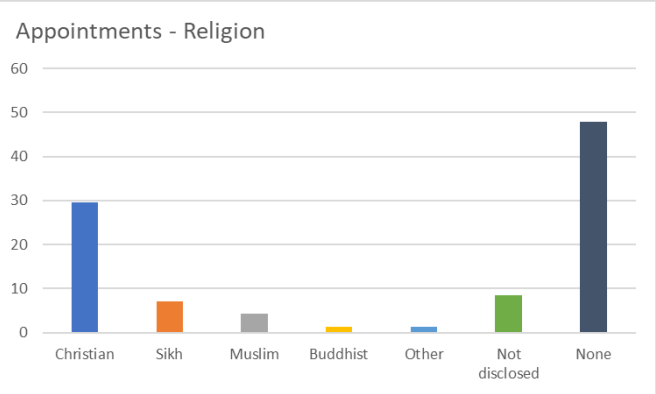

Leavers - Marital Status
40
35
30
25
20
15
10
5
0
Married
Single
Divorced
Widow
Co-habiting
Sperated
Not Dislosed

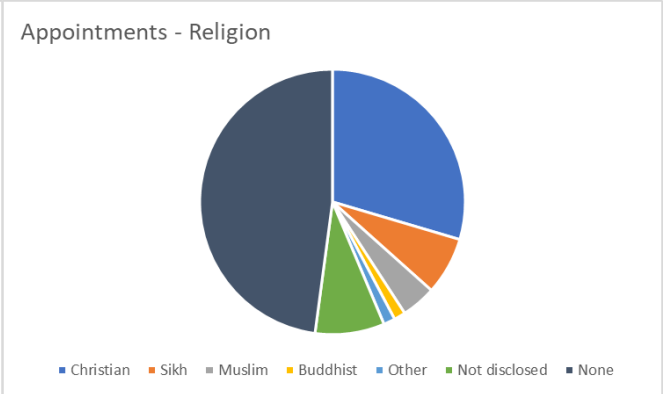

Leavers - Marital Status
Married
Single
Divorced
Widow
Co-habiting
Sperated
Not Dislosed

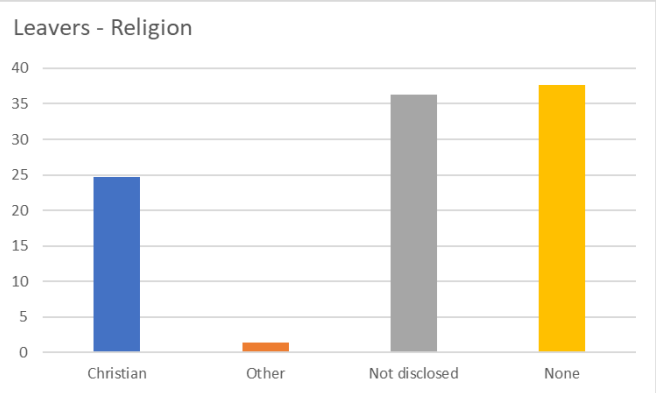
Religion

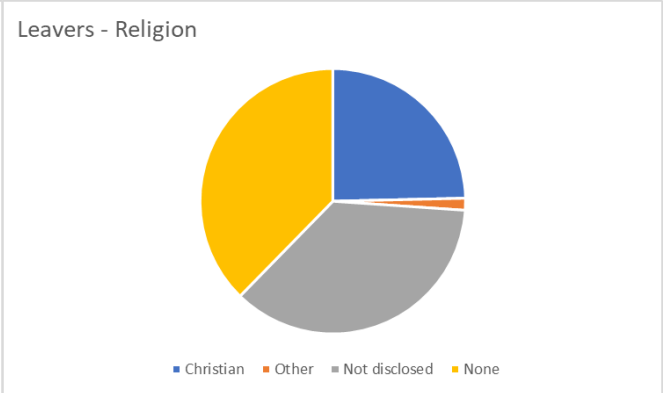

Current Staff - Religion
45
40
35
30
25
20
15
10
5
0
Christian
Sikh
Muslim
Jewish
Buddhist
Other
Not disclosed
None


Current Staff - Religion
Christian
Sikh
Muslim
Jewish
Buddhist
Other
Not disclosed
None

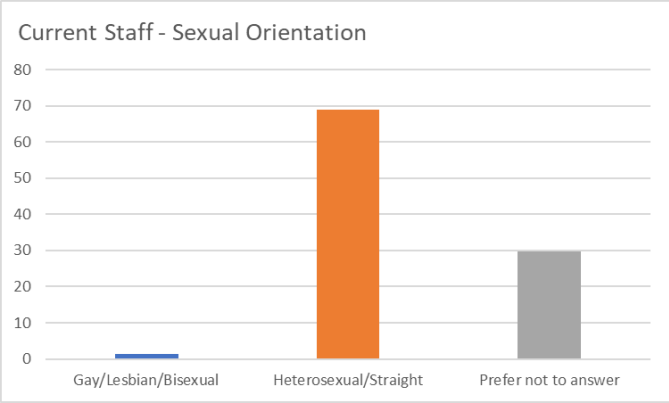

Appointments - Religion
60
50
40
30
20
10
0
Christian
Sikh
Muslim
Buddhist
Other
Not disclosed
None

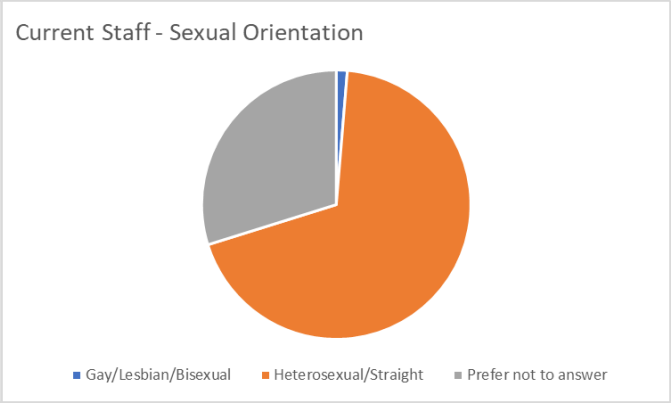

Appointments - Religion
Christian
Sikh
Muslim
Buddhist
Other
Not disclosed
None

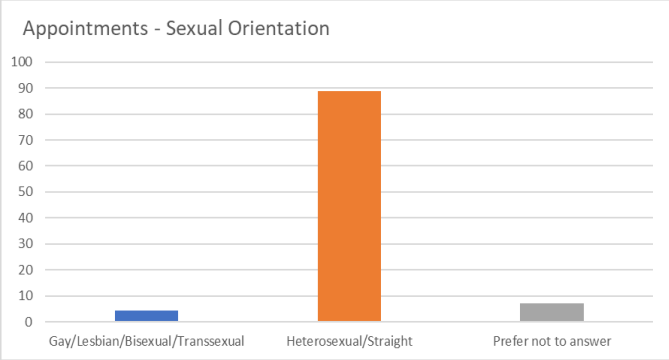

Leavers - Religion
40
35
30
25
20
15
10
5
0
Christian
Other
Not disclosed
None

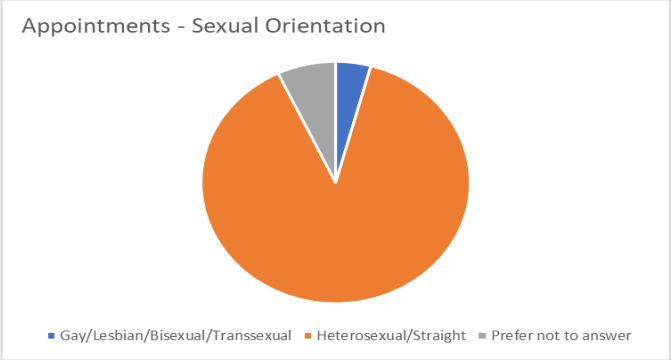

Leavers - Religion
Christian
Other
Not disclosed
None

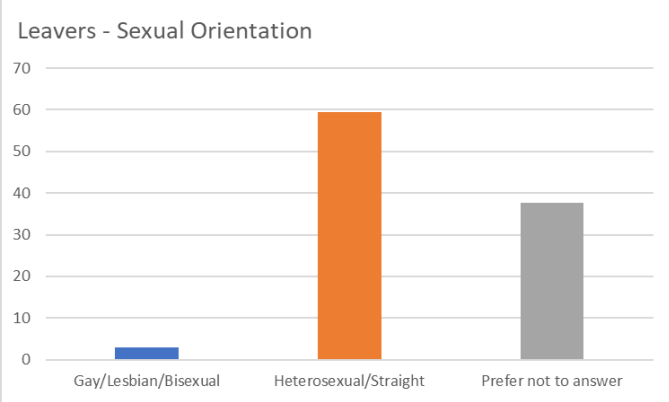
Sexual Orientation

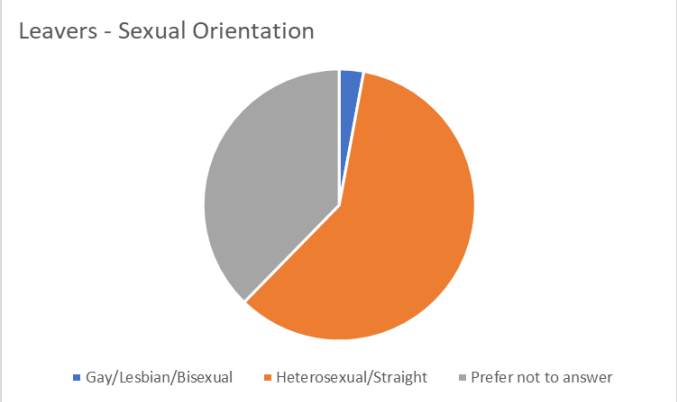




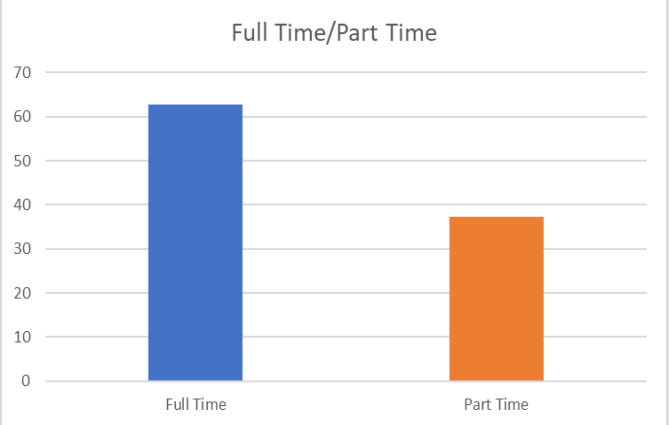


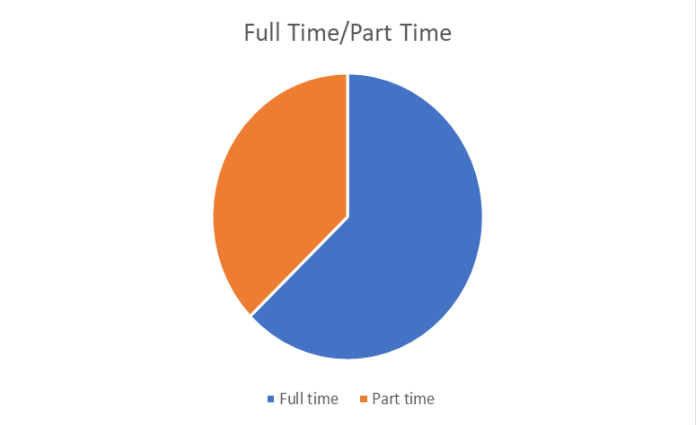




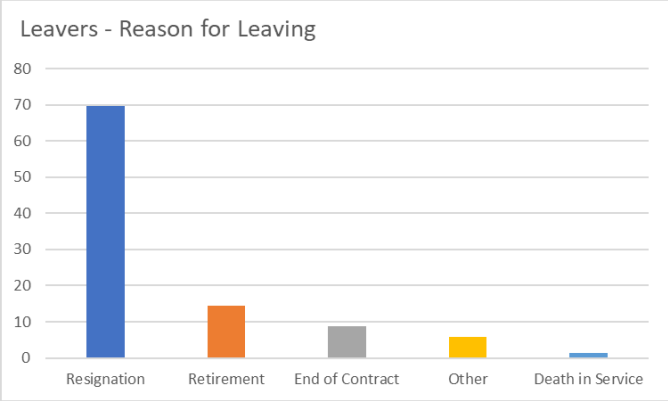


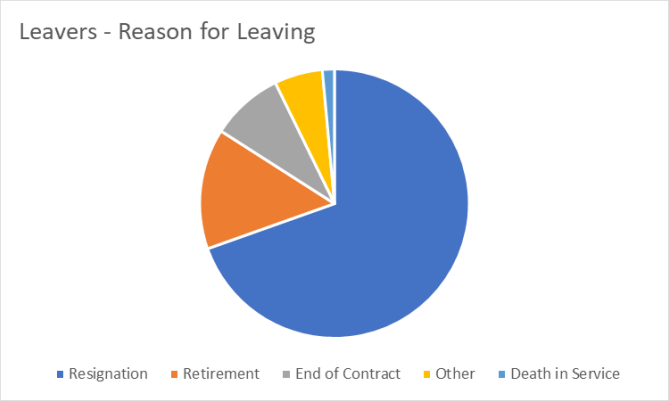
Full Time v Part Time





Reason for Leaving





Appendix 2

NHC EQUALITIES DATA 2015 - 2021

Employees 2015 - 2021

Age

2021 - 3% under 21, 9% aged 21-25, 13% aged 26-34, 18% aged 35-44, 26% aged 45-54, 27% aged 55-64, 3% aged 65 and over
2020 - 4% under 21, 9% aged 21-25, 11% aged 26-34, 18% aged 35-44, 30% aged 45-54, 25% aged 55-64, 3% aged 65 and over
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

Disability

2021 - 66% not disabled, 5% disabled
2020 - 75% not disabled, 5% disabled
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

2021 - 79% White, 6% other ethnic origin
2020 - 88% White, 6% other 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

Gender

2021 - 68% female, 32% male
2020 - 68% female, 32% male
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

Marital Status

2021 - 50% married, 23% single, 4% divorced, 0% civil partnership, 1% widowed 3% co-habiting, 1% separated
2020 - 52% married, 29% single, 5% divorced, 0% civil partnership, 2% widowed, 2% co-habiting, 1% separated
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

Religion

2021 - 42% Christian, 27% no religion, 4% other religions
2020 - 49% Christian, 23% no religion, 4% other religions
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

Sexual Orientation

2021 - 69% heterosexual, 1% gay, lesbian or bisexual
2020 - 77% heterosexual, 1% gay, lesbian or bisexual
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

Full-time/Part-time

2021 - 63% full time, 37% part time
2020 - 63% full time, 37% 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 - 2021

Age

2021 - 7% under 21, 27% aged 21-25, 14% aged 26-34, 24% aged 35-44, 18% aged 45-54, 8% aged 55-64, 1% aged 65 and over
2020 - 8% under 21, 22% aged 21-25, 22% aged 26-34, 11% aged 35-44, 28% aged 45-54, 8% aged 55-64, 0% aged 65 and over
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

Disability

2021 - 96% not disabled, 1% disabled
2020 - 100% not disabled, 0% disabled
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

2021 - 77% White, 18% other ethnic origin
2020 - 78% White, 20% other 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

Gender

2021 - 52% female, 48% male
2020 - 58% female, 42% male
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

Religion

2021 - 30% Christian, 13% other religions, 48% no religion
2020 - 31% Christian, 6% other religions, 44% no religion
2019 - 42% Christian, 4% other religions, 47% no religion
2018 - 37% Christian, 5% other religions
2017 - 41% Christian, 3% other religions
2016 - 45% Christian, 4% other religions
2015 - 47% Christian, 22% other religions

Sexual Orientation

2021 - 89% heterosexual, 4% gay, lesbian, bisexual or transsexual
2020 - 81% heterosexual, 6% gay, lesbian, bisexual or transsexual
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

Leavers 2015-2021

Age

2021 - 9% under 21, 25% aged 21-25, 10% aged 26-34, 17% aged 35-44, 17% aged 45-54, 16% aged 55-64, 6% aged 65 and over
2020 - 4% under 21, 9% aged 21-25, 22% aged 26-34, 20% aged 35-44, 17% aged 45-54, 22% aged 55-64, 7% aged 65 and over
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

Disability

2021 - 64% not disabled, 3% disabled
2020 - 78% not disabled, 2% disabled
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

2021 - 68% White, 6% other ethnic origin
2020 - 80% White, 13% other 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

Gender

2021 - 67% female, 33% male
2020 - 65% female, 35% male
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

Marital Status

2021 - 25% married, 36% single, 4% divorced, 3% widowed, 3% co-habiting,1% separated
2020 - 54% married, 28% single, 7% divorced
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

Religion

2021 - 25% Christian, 38% no religion, 1% other religions
2020 - 50% Christian, 26% no religion, 2% other religions
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

Sexual Orientation

2021 - 59% heterosexual, 3% gay, lesbian or bisexual
2020 - 76% heterosexual, 2% gay, lesbian or bisexual
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

Reasons for Leaving

2021 - 70% resigned, 14% retired, 9% came to the end of a fixed term contract, 6% other reason, 1% died in service
2020 - 65% resigned, 9% retired, 15% came to the end of a fixed term contract, 4% were made redundant, 4% were dismissed and 2% died in service
2019 - 66% resigned, 18% retired, 2% came to the end of a fixed term contract, 12% were made redundant and 2% were dismissed
2018 - 57% resigned, 14% retired, 12% came to the end of a fixed term contract, 7% were made redundant, 3% were dismissed and 2% died in service
2017 - 61% resigned, 22% came to the end of a fixed term contract, 7% retired, 2% were given 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