

*“Empowering our people
to be their best”*



**Workforce
Equality
Report**

2021



Cyngor Sir
CEREDIGION
County Council

 Caru Love
Ceredigion

Introduction

The Equality Act 2010 brought together and replaced all of the previous anti-discrimination laws under a single Act. Previously public sector bodies had separate duties with regard to race, disability and gender equality however the Equality Act 2010 consolidated these under a new public sector equality duty (the general duty) covering the following protected characteristics:

- Age
- Disability
- Gender Reassignment
- Pregnancy and maternity
- Race – including ethnic or national origin, colour or nationality
- Religion or belief – including lack of belief
- Sex
- Sexual Orientation
- Marital Status - it applies to marriage and civil partnership, but only in respect of the requirement to have due regard to eliminate discrimination.

The Equality and Human Rights Commission describes the aim of the general duty as “to ensure that public authorities consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities”. This requires that we have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who share a relevant protected characteristic and those who do not

In addition to the general duty, as a listed public authority in Wales, Ceredigion County Council has a range of specific duties one of which is to collect and publish annually a range of data relating to our workforce; those who have applied for jobs in the Authority; those who have left during the year, any pay differences and staff training.

The implementation of an integrated HR / Payroll system (Ceri) was completed in April 2018. The system has allowed for a greater collection of data than had previously been the case.

Whilst the Authority recognises that there is no obligation for staff to provide information in relation to their protected characteristics we have encouraged staff to complete their equality monitoring profile in the Self-Service section of the HR/Payroll system. Staff have been contacted to explain the Authority’s commitment

to equality and valuing diversity in all its roles, and the duties placed on us by the Equality Act 2010. Staff were informed of how the information would be securely held and only used for monitoring purposes.

Please Note:

- This report only includes centrally employed staff of Ceredigion County Council and therefore does not include those staff (teachers and support staff) employed directly by school Governing Bodies.

Current Workforce

The gender profile of Ceredigion County Council's workforce on 31st March 2021

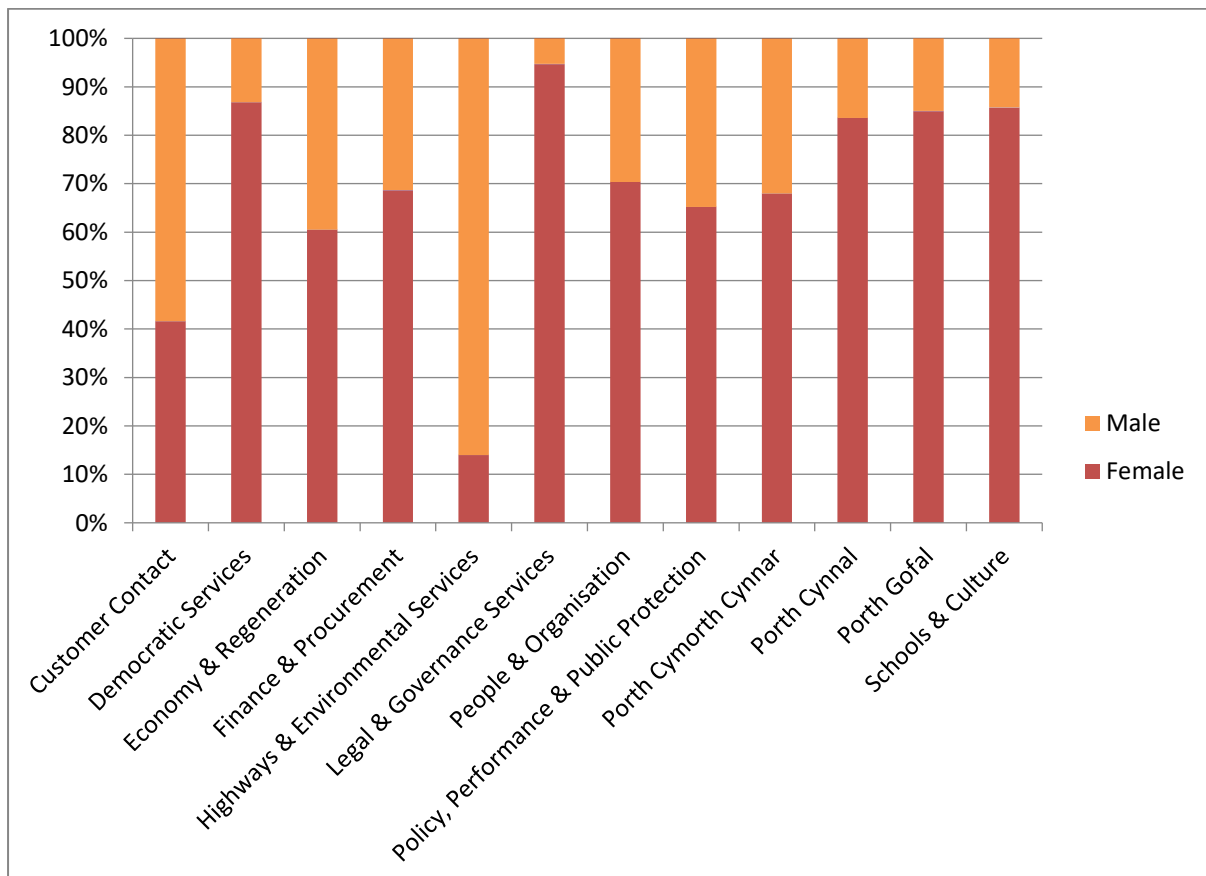


Grade and Pay

The tables below shows the Job category as reported by service conditions, grades and salary ranges broken down by male and female for Ceredigion County Council.

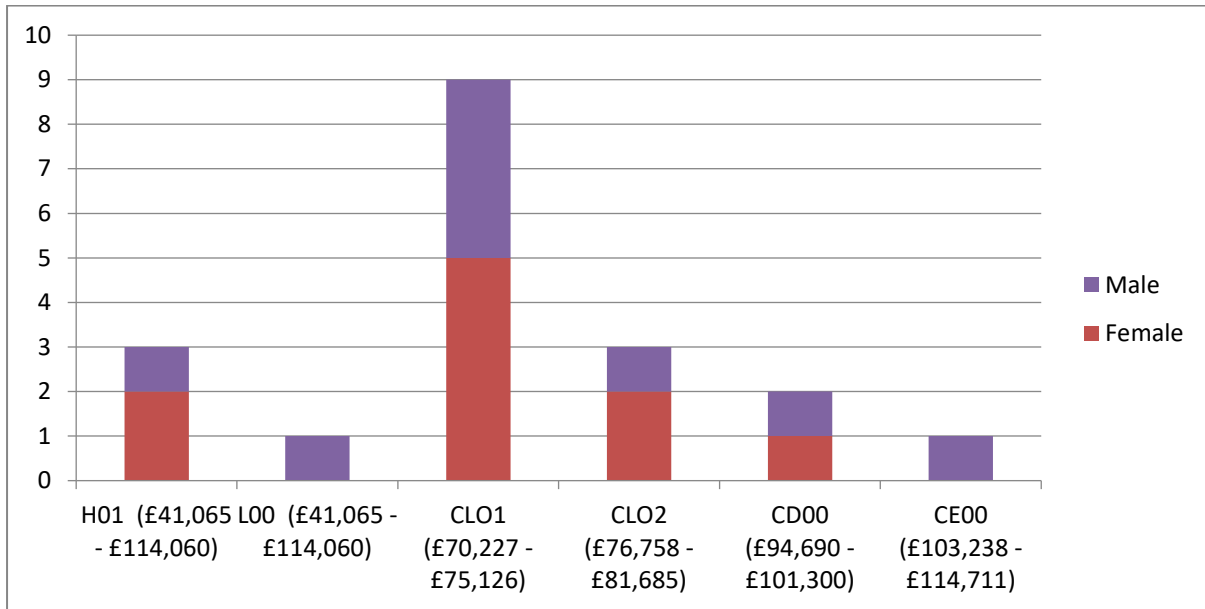
This data is collated to show the following employee groups: Chief Officer, National Joint Council (NJC - Green Book), Soulbury and Centrally Employed Teachers.

Gender by Service

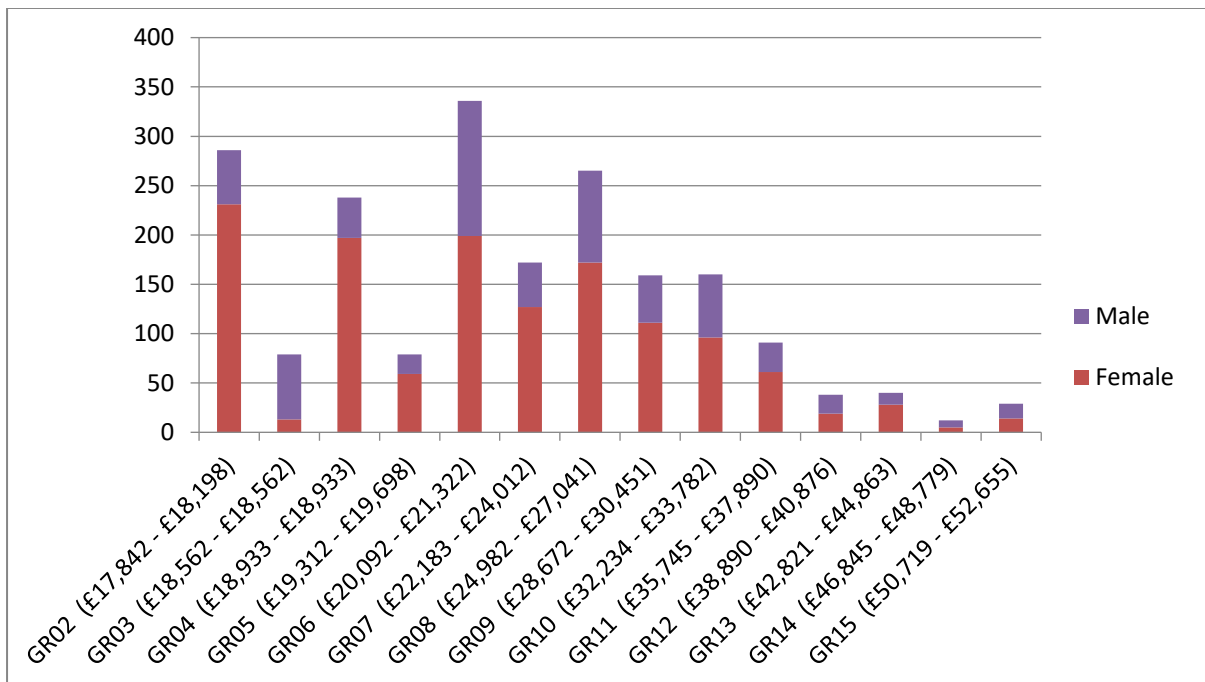


Gender by Grade

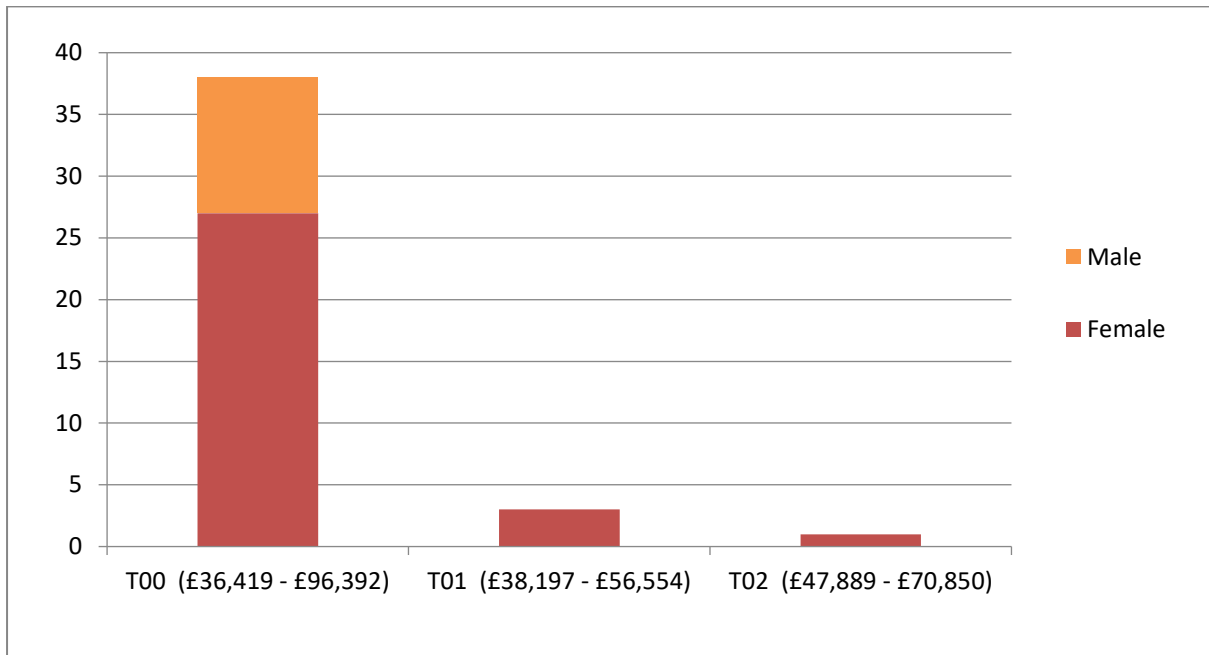
Chief Officers



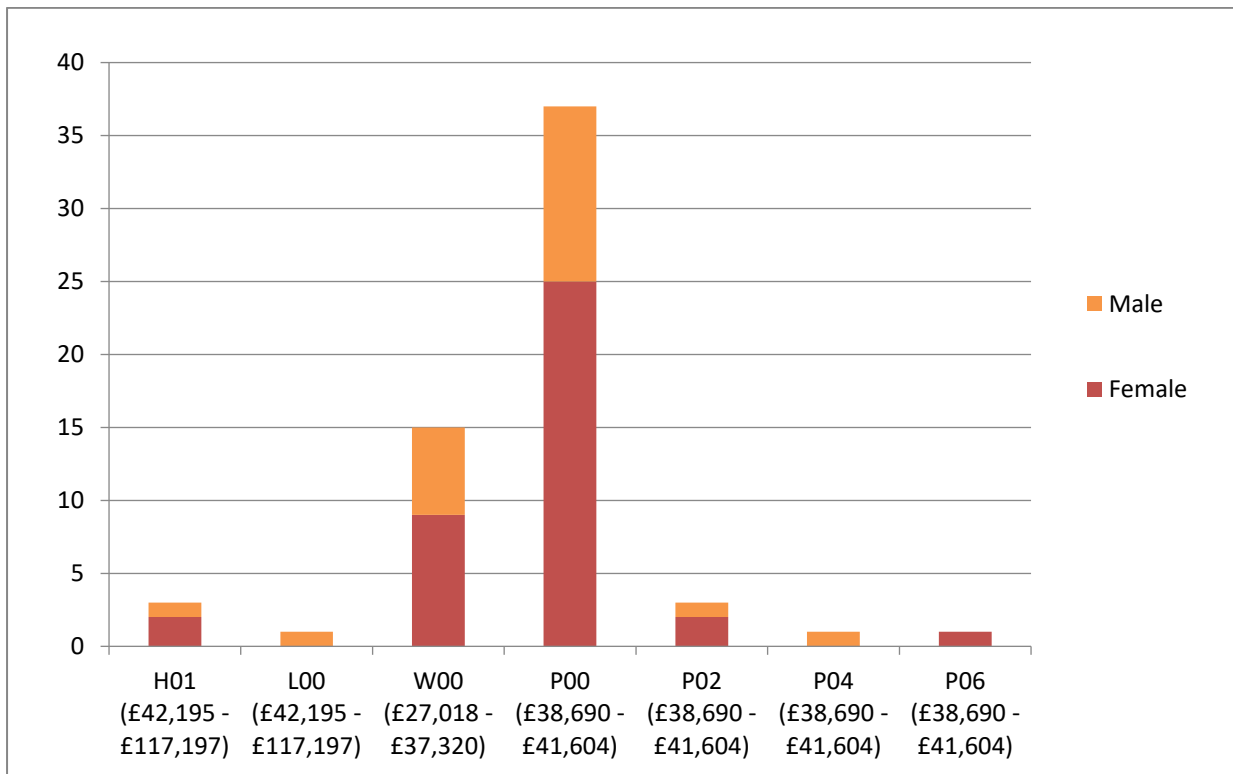
NJC



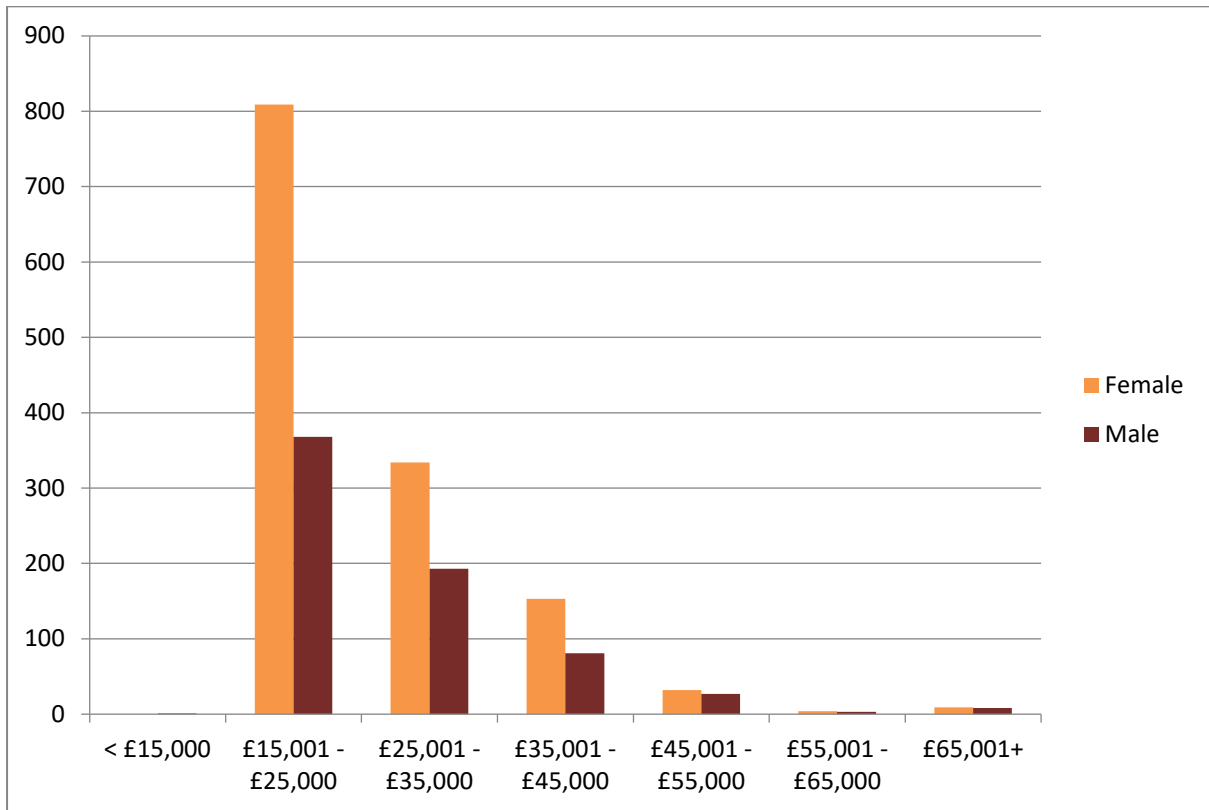
Soulbury



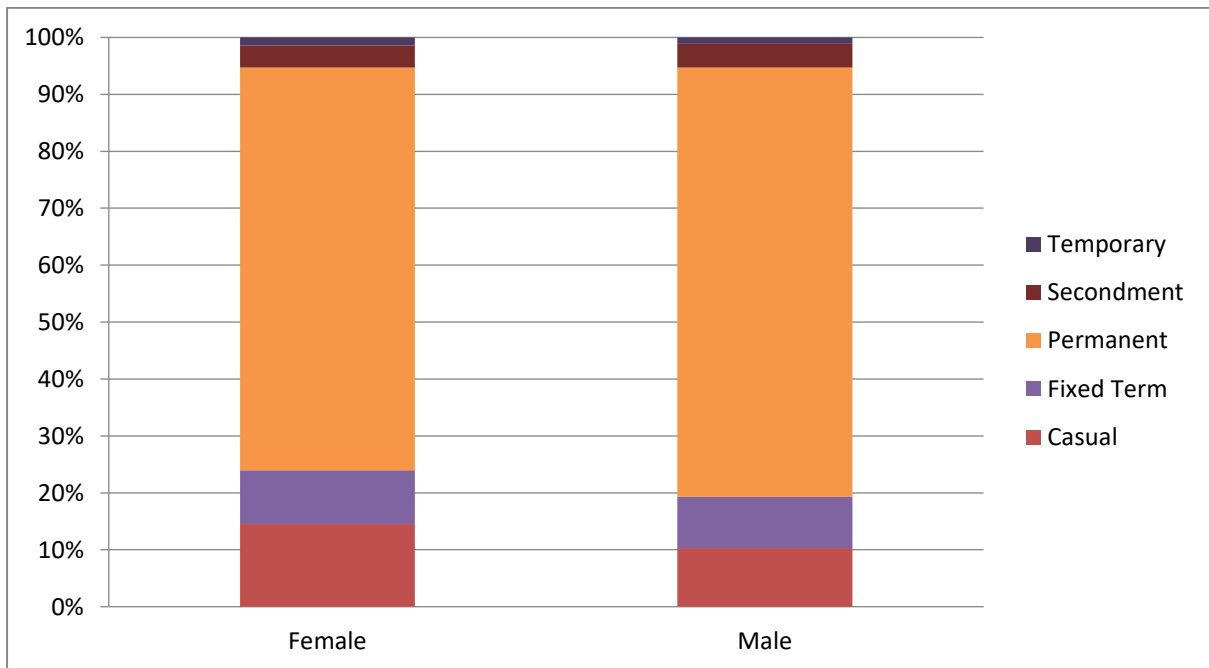
Teachers – Centrally Employed



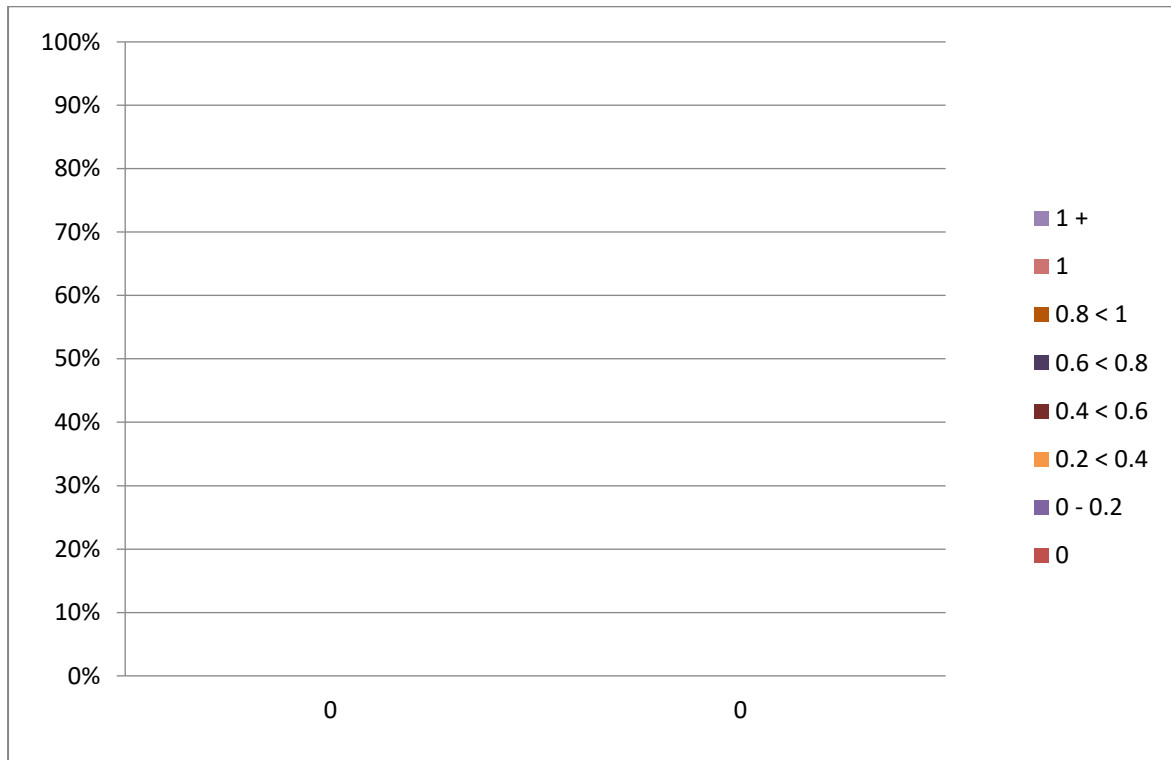
Gender by Pay



Gender by Contract Type



Gender by Working Pattern (FTE)

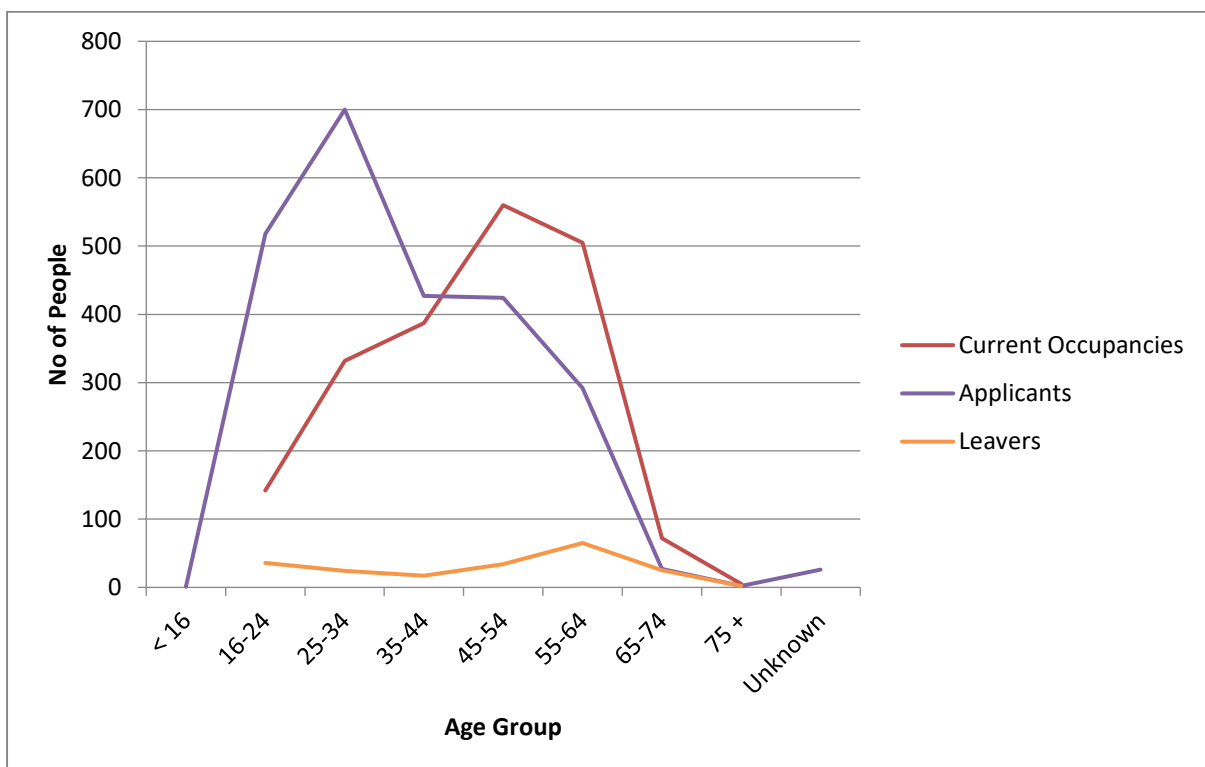


Age

The Authority's current workforce profile consists of 57.0% who are over the age of 44. The largest single group is in the 45 – 54 years old category (28.0%), followed by 55 – 64 years old (25.2%), 35 – 44 years old (19.3%), 25 – 34 years old (16.6%), 16 – 24 years old (7.1%), 65 – 74 years old (3.6%), and over 75 years old (0.2%).

In contrast, 68.1% of applicants were under the age of 45 years old. The largest single group of applicants were in the 25 – 34 years old category at 29.0%, followed by 16 – 24 years old (21.4%), 35 – 44 years old (17.7%), 45 – 54 years old (17.5%) and 55 – 64 years old (12.1%), 65 – 74 years old (1.1%), 75 years old and over (0.1%) whilst 1.1% were unknown.

The data for staff leaving Ceredigion County Council shows that the 55 – 64 years old category had the largest percentage of leavers at 32.0%, followed by 16 – 24 years old category accounted for 17.7%, 45 – 54 years old category at 16.8%. The remaining categories showed a relatively even spread across the age groups. The 65 – 74 years old category accounted for 12.3%, 25 - 34 years old category accounted for 11.8% of all leavers, whilst the 35 – 44 years accounted for 8.4%. The 75 years old and over accounted for 1.0%.

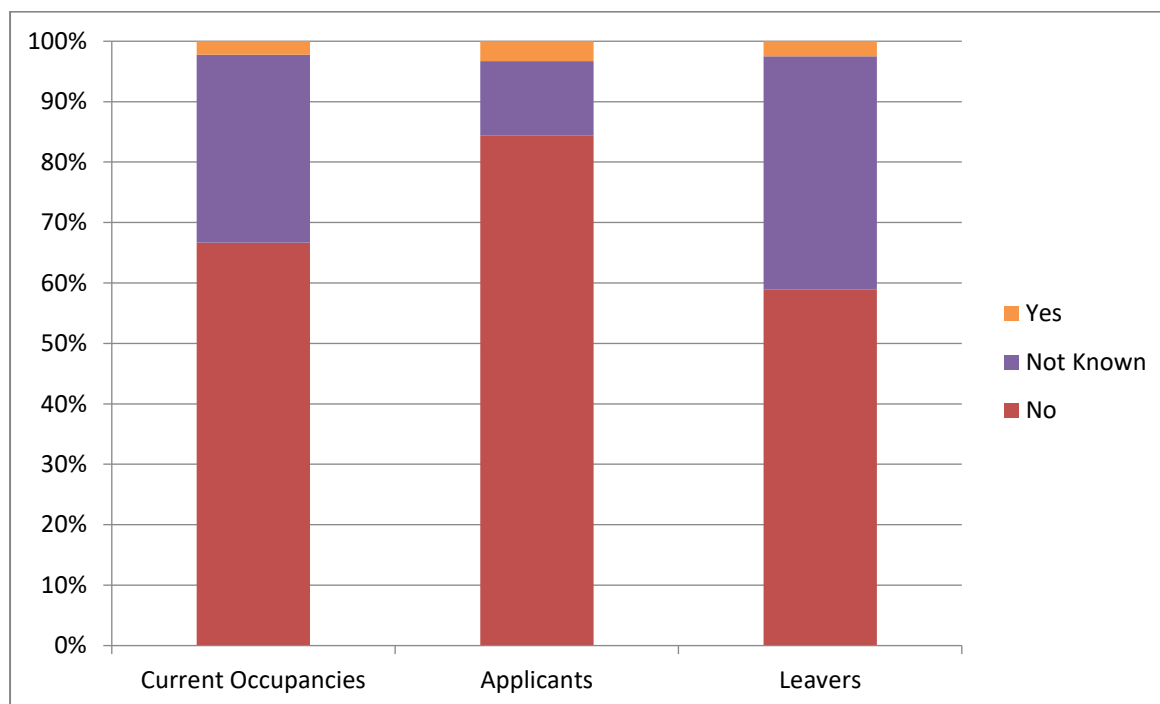


Disability

Of the Authority's current workforce 2.2% declare that they have a disability whilst 66.7% declare that they do not. The status of the remaining 31.1% is not known.

3.3% of applicants declared that they did have a disability, whilst 84.4% declared that they did not. The status of the remaining 12.3% is not known.

The data for staff leaving Ceredigion County Council shows 2.5% declaring that they have a disability, 58.9% declaring that they did not have a disability with the status of the remaining 38.6% being not known.



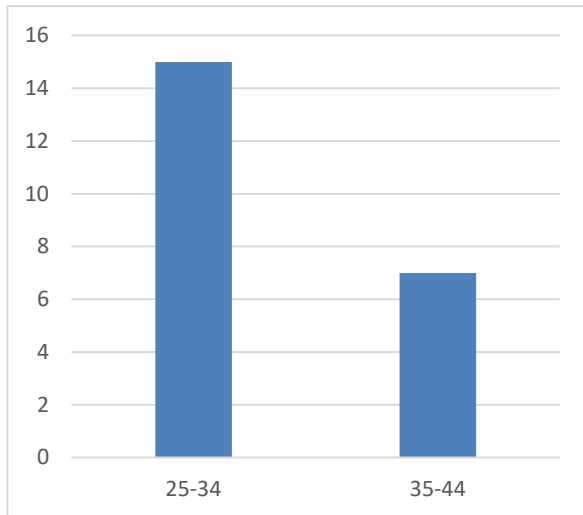
Gender Reassignment

Specific information relating to this protected characteristic has not been published due to the possibility of identification as less than five individuals indicated that their gender was not the same as that assigned at birth.

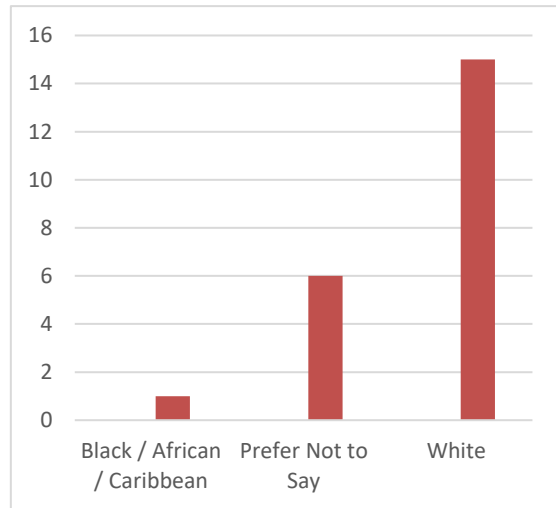
Pregnancy and maternity

There were 22 employees who commenced maternity leave during the year up to 31 March 2021. This represents 1.7% of the female headcount.

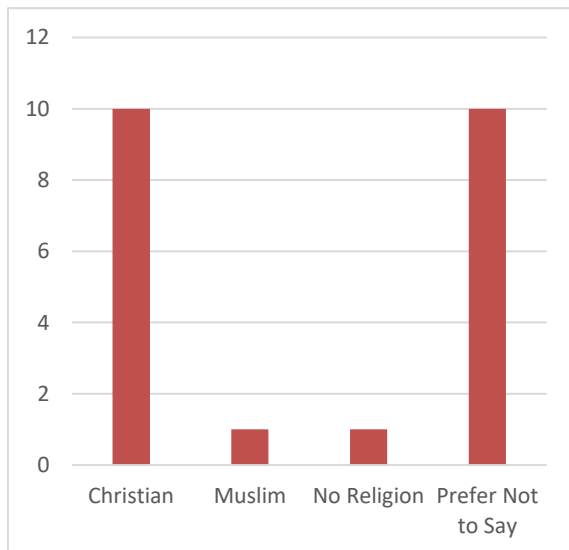
Age



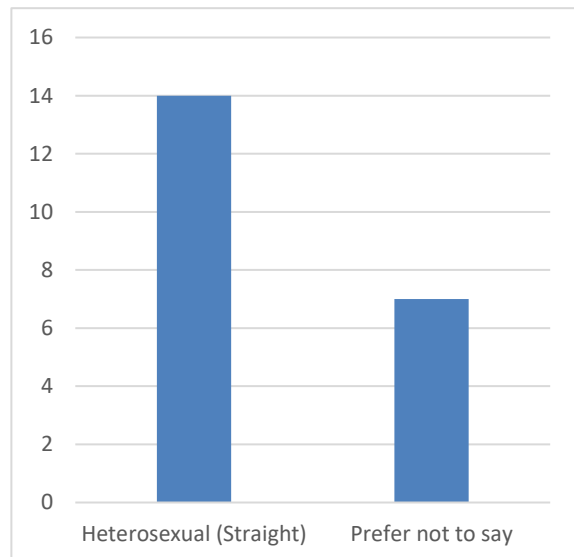
Race



Religion



Sexual Orientation

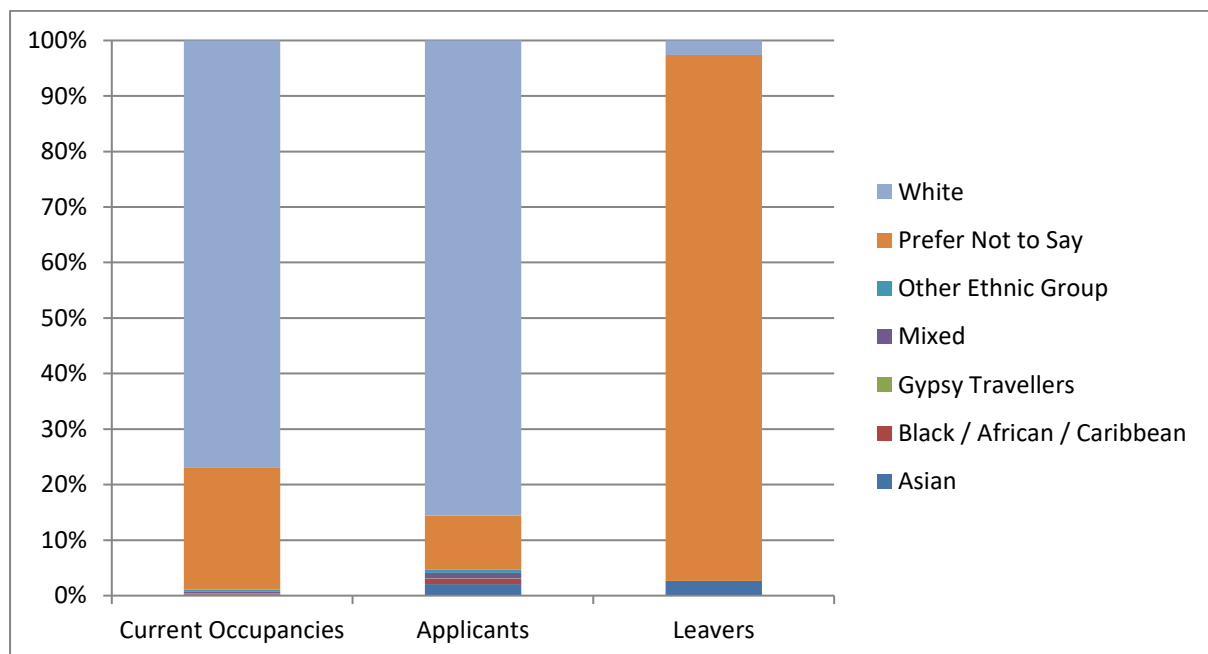


Race - including ethnic or national origin, colour or nationality

The Authority's current workforce consist of 76.9% who chose 'White' as their ethnicity, followed by 'Other ethnic group' (0.4%), 'Black/African/Caribbean' (0.2%), 'Mixed ethnicity' (0.2%), and 'Asian' (0.2%). 22.0% of the workforce chose 'prefer not to say'.

The largest proportion of applicants were White (85.6%), followed by Asian (2.1%), Mixed ethnicity (1.0%), Black/African/Caribbean (1.0%), Other ethnic group (0.6%), and Gypsy Travellers (0.1%). 9.6% of applicants chose the 'prefer not to say' option.

The data for staff leaving Ceredigion County Council shows 67.8% as being White, followed by at Black/African/Caribbean (1.0%), Asian (0.5%), Mixed ethnicity (0.5%), whilst the remaining 30.2% were recorded as 'prefer not to say'.

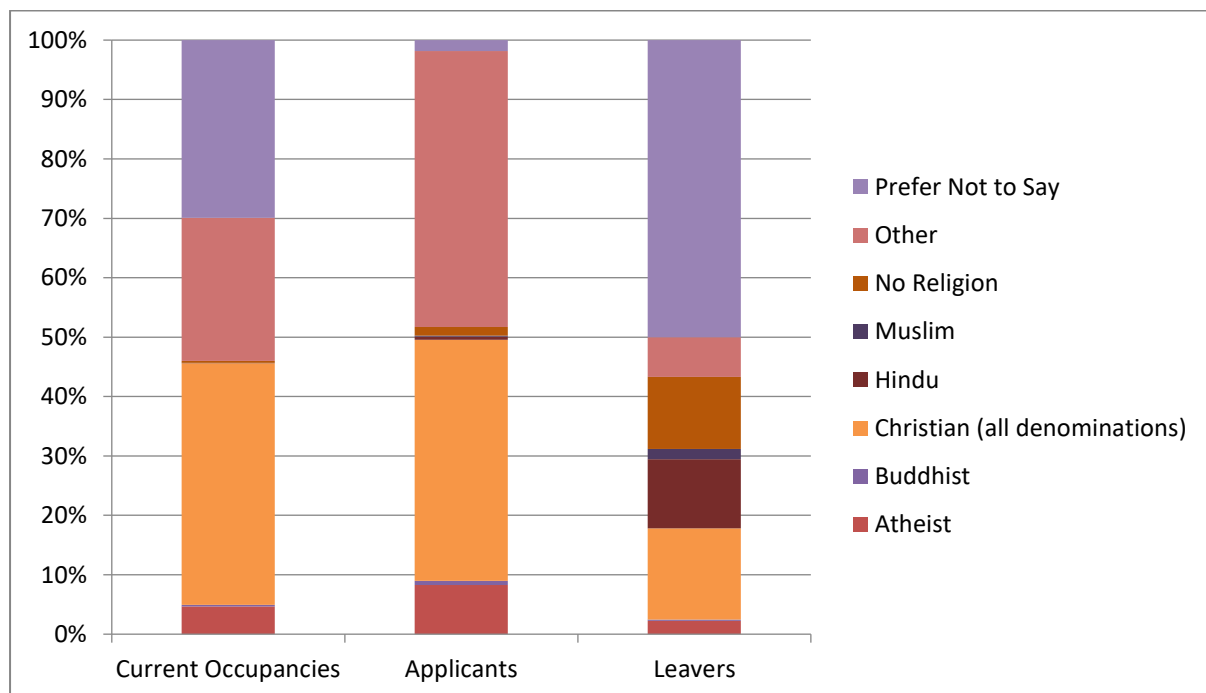


Religion or belief

Of those who chose a religion or belief 'Christian (of all denominations)' form the largest group of the current workforce at 38.4%, followed by 'No religion' (22.7%), Atheist (4.4%), Other (2.2%), Muslim (0.3%), Buddhist (0.2%), and Hindu (0.1%) whilst 31.7% preferred not to say.

The application process had less people (13.2%) choosing the 'prefer not to say' option than either of the current workforce group or those leaving the organisation. The largest proportion of applicants were No religion (40.3%), followed by Christian (35.3%), Atheist (7.2%), Other (1.6%), Muslim (1.3%), Buddhist (0.6%) and Hindu (0.5%).

Similar to the current workforce, the data for staff who left Ceredigion County Council shows a large number of 'prefer not to say' at 37.7%, followed by Christian (30.7%), No religion (23.3%), Atheist (4.5%), Other (3.5%) and Buddhist (0.5%)

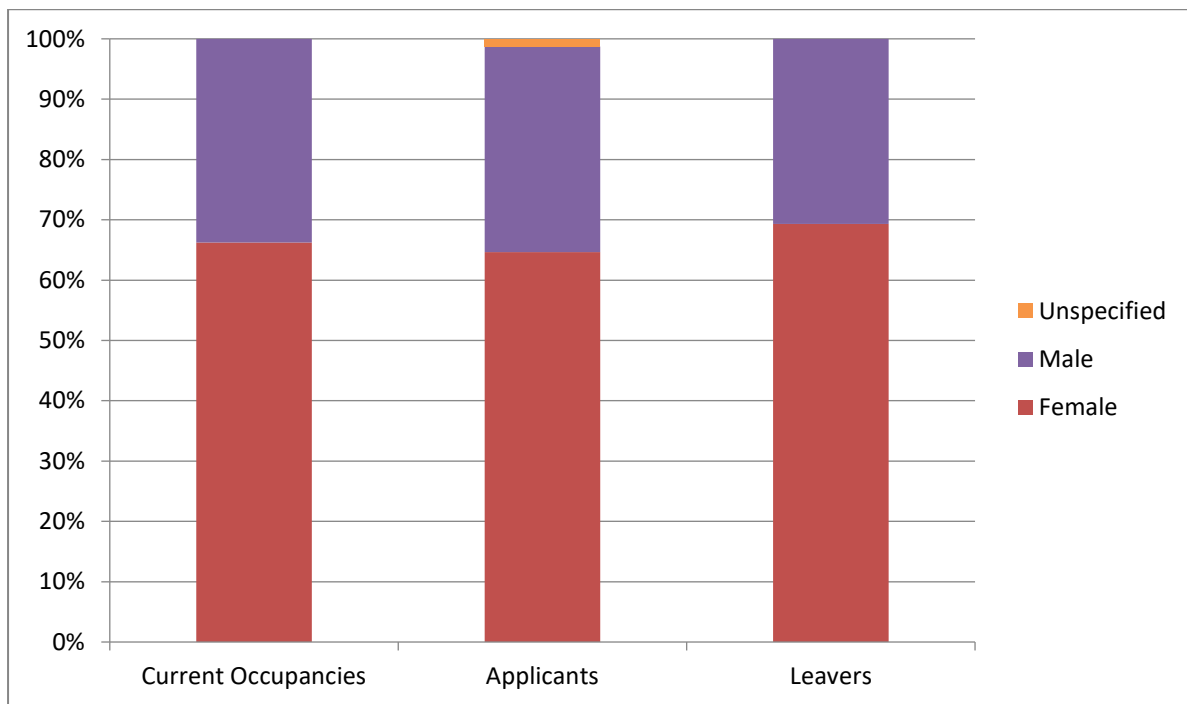


Gender

As at 31 March 2021 Ceredigion County Council employed 2,003 staff. The workforce consisted of 1,327 (66%) females and 676 (34%) males.

This was also reflected in the percentage of males applying for posts, at 34% male applicants although the female ratio was slightly lower at 65%. The remaining 1% of applicants were 'unspecified'.

The data for staff who left Ceredigion County Council during the year differed slightly compared to the current workforce ratio, at 69% female and 31% male.

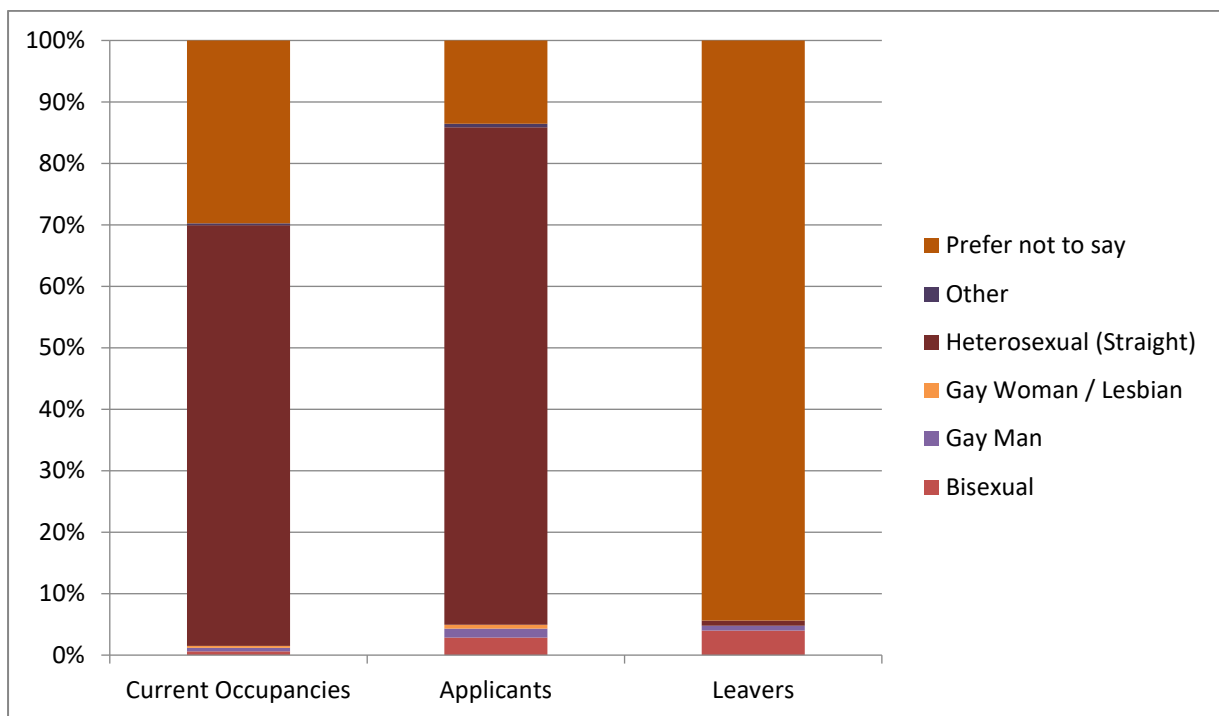


Sexual Orientation

The current workforce, of those who have selected a sexual orientation, consists of 68.5% heterosexual, 0.6% bisexual, 0.6% gay man, 0.3% gay woman, 0.3% other, whilst 29.7% prefer not to say.

The application process has less people (13.5%) choosing the 'prefer not to say' option than either of the current workforce group or those leaving the organisation. The largest proportion of applicants were heterosexual (81.0%), followed by bisexual (2.9%), gay man (1.4%), gay woman (0.6%) and Other (0.6%).

The data for staff who left Ceredigion County Council shows a majority of heterosexual at 57.9%, bisexual at 2.5%, gay man at 0.5%, gay woman at 0.5%, Other at 0.5%, whilst 38.1% prefer not to say.



Training

Employees who have applied for training and how many succeeded in their application

Identification of the need for training, learning and development is carried out through the Council's workforce planning and performance review systems.

During personal development interviews Managers will discuss with employees their training, learning and development needs which are aligned to the performance review and job competencies. The results of these feed in to a Service Training Plan.

The Council does not currently monitor whether training requests are refused as the process used to identify training does not lend itself to this type of monitoring. We are currently considering whether there are processes which would allow this data to be captured, analysed and reported.

Employees who have completed training during the year up to 31 March 2021.

At this time we are unable to provide a report of those employees who have completed training during the year. The implementation of the Learning & Development module of the HR/Payroll system has taken place and it is expected that this will provide the required data. We are currently considering whether there are processes which would allow this data to be fully captured, analysed and reported.

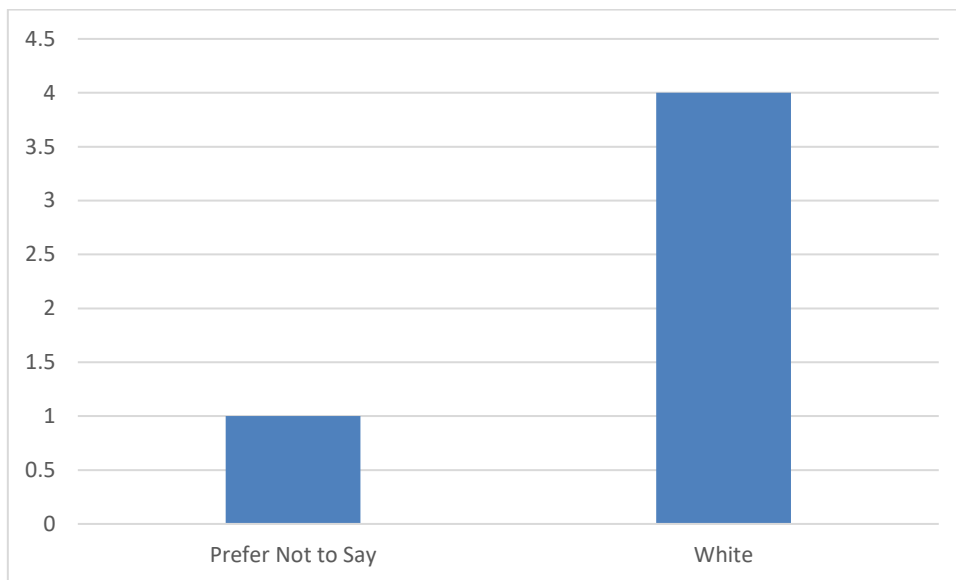
Grievance

Employees involved in grievance procedures either as a complainant or a person against whom a complaint was made.

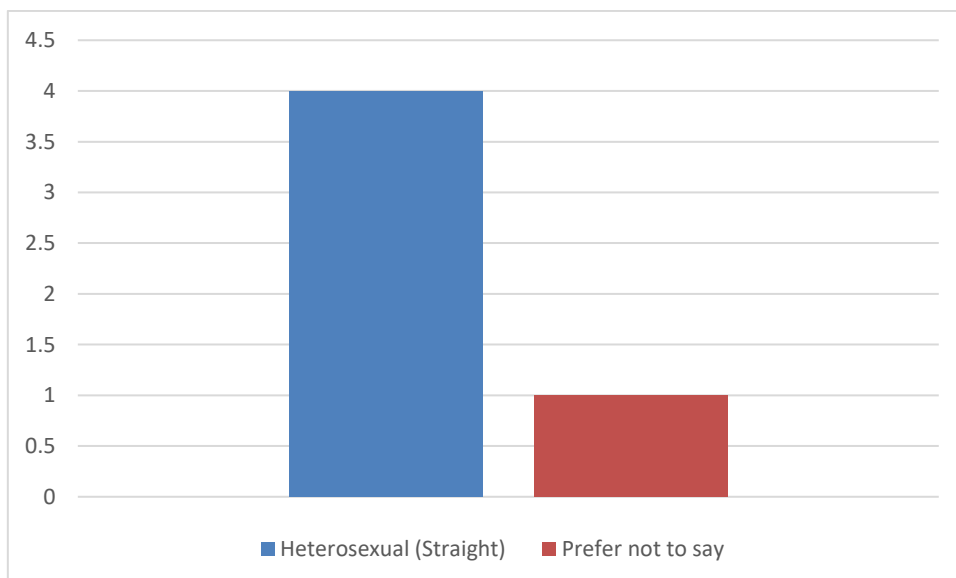
Note: Due to the small number of individuals involved in grievances (five in total) the data shown below only relates to two protected characteristics – ethnicity and sexual orientation. The data relating to religion and age have not been published due to the possibility of identification. There were no other protected characteristics included in this data set.

The total number of employees involved in grievance procedures was 5, all which were Female

Ethnicity



Sexual Orientation



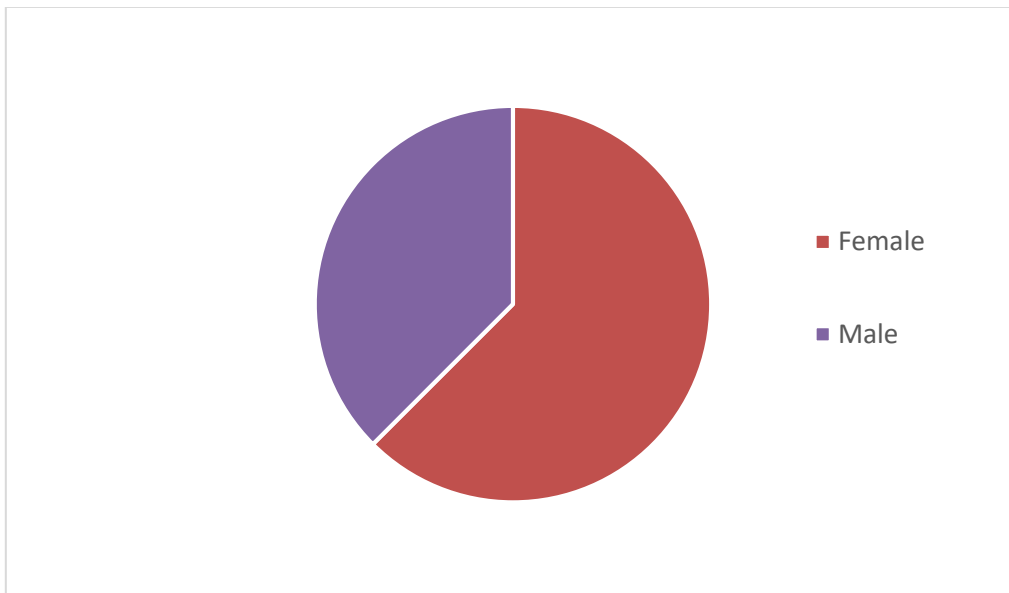
Disciplinary

Employees subject to disciplinary procedures

Note: Due to the small number of individuals involved in disciplinary (8 in total) the data shown below only relates to two protected characteristics: age and gender. The data relating to disability and religion has not been published due to the possibility of identification. There were no other protected characteristics were included in this data set.

The total number of employees subject to disciplinary procedures was 8. Of these 3 were Male and 5 were Female.

Gender



Age

