# Cardiff Council

# Employee Diversity Report 2023

## Contents

# 1. Introduction

Each year HR People Services (HRPS) develops an Equality Report based on the statutory requirement for provision of equality data. Cardiff Council's Workforce Strategy identifies actions that will either seek to maintain good practice, or identify actions for improvement between now and 2027. Monitoring of progress on the actions is the responsibility of the Operational Manager, HRPS, and are then submitted to the HRPS Management Team. This allows the Council to show due regard to the General Duty of the Equality Act 2010.

- The Council recognise the pivotal role they play regarding the General Duties of the Equality Act 2010. As an example of this,

  - We work to **eliminate discrimination, harassment and victimisation** through the employee policies and procedures that HRPS develop and review to ensure that every employee is treated with dignity and respect.

  - We **advance equality of opportunity** through the recruitment and selection process. Training and promotional opportunities are advertised to all employees and a process is in place to supporting managers and employees to implement reasonable adjustments. The Single Status Collective Agreement has also ensured equal pay for equal work, closing the gender pay gap and encouraging a transparent system.

  - We **foster good relations** by supporting five employee equality networks to raise awareness of equality matters and provide additional support and training to employees.

## 2. Data collection methods

The Council manages employee data through three operating systems:

a) **DigiGov**, the main HR Database managing employee information.
b) **Talentlink**, the recruitment system.
c) **SAP**, the payroll system.

All employees who are paid by the Council have a record on DigiGov and which they can use to manage their own personal data, including their equality monitoring data. The Council can run reports from DigiGov, enabling HRPS to respond to the changing demands of the workforce.

The Talentlink recruitment system manages job applications and includes an equality monitoring form, helping HRPS manage the application process for vacant posts and ensure the process is fair and transparent. Data is taken from Talentlink system to complete the employee monitoring section on applicants applying by protected characteristic groups. Talentlink have allowed HRPS to develop and record additional information to further enhance the Council's commitment to equal opportunities.

We continue to improve the ability of our systems to record equalities data. We also encourage employees to access their DigiGOV record to add additional equalities information to assist with the Council's monitoring.

Any field with a return of fewer than 10 has been supressed and denoted by the '*' asterisk.

# 3.  The Council's Workforce - Analysis by Ethnic and Racial Group

At as 31 March 2023, the Council employed 14,347 permanent/temporary employees.  13,302 (92.72%) of our 13,941 permanent/temporary employees have agreed to disclosed their ethnicity to the Council, enabling the following analysis.

## Overall Composition by Ethnic Group

The composition of these employees by the ethnicity categories used in the 2021 Census is as follows:

Table 1 Overall Composition by Ethnic Group

| Ethnic Group | % |
|---|---|
| Arab | 0.13% |
| Asian Bangladeshi | 0.68% |
| Asian British | 0.60% |
| Asian British Bangladeshi | * |
| Asian British Chinese | 0.15% |
| Asian British Indian | 0.10% |
| Asian British Other | * |
| Asian British Pakistani | * |
| Asian Chinese | 0.15% |
| Asian Chinese British | * |
| Asian Indian | 0.62% |
| Asian Other | 0.56% |
| Asian Pakistani | 0.77% |
| Asian Welsh Bangladeshi | * |
| Asian Welsh Chinese | * |
| Asian Welsh Pakistani | * |
| Black African | 0.99% |
| Black British | 0.54% |
| Black British African | 0.13% |
| Black British Caribbean | 0.10% |
| Black Caribbean | 0.20% |
| Black Other | 0.12% |
| Black Welsh | * |
| Black Welsh African | * |
| Black Welsh other | * |
| Mixed/Multiple Ethnic Groups - Other | 0.62% |
| Mixed/Multiple Ethnic Groups - White & Asian | 0.38% |
| Mixed/Multiple Ethnic Groups - White & Black African | 0.37% |
| Mixed/Multiple Ethnic Groups - White & Black Caribbean | 0.75% |
| Not disclosed | 6.53% |
| Other Ethnicity | 0.32% |

| Ethnic Group | % |
|---|---|
| Prefer not to say | 0.75% |
| White British | 72.77% |
| White English | 0.36% |
| White European | 1.63% |
| White Gypsy/Irish Traveller | * |
| White Irish | 0.49% |
| White Other | 0.68% |
| White Scottish | 0.08% |
| White Welsh | 8.20% |

# Composition by Racial Group, and comparison with 2021 Census

The table below combines the ethnic groups above into broader Racial Group.

The various Asian, Black, Mixed and Other ethnic groups are combined into individual overall Racial Group. However, due to the numerical significance of the various White ethnic groups, these have been displayed individually.  The White British, White Welsh, White Scottish, White British and White Northern Irish ethnic groups are combined into an overall White category, while the White Irish, White European, White Gypsy/ Traveller and White Other categories are reported separately.

This allows us to display the ethnic group of all of our employees who do not identify with a White British ethnicity.  The table below compares the composition of our workforce by Racial Group to the overall population of Cardiff and of Wales.

Table 2 Racial Group

|  | Employees | 2021 Census % | |
| --- | --- | --- | --- |
| **Racial Group** | % | Cardiff | Wales |
| Asian, Asian British or Asian Welsh | 4.11% | 9.70% | 2.90% |
| Black, Black British, Black Welsh, Caribbean or African | 2.27% | 3.80% | 0.90% |
| Mixed or Multiple ethnic groups | 2.28% | 4.00% | 1.60% |
| Other ethnic group | 0.48% | 3.30% | 0.90% |
| White Gypsy/Irish Traveller | * | 0.20% | 10.00% |
| White Irish | 0.53% | 0.60% | 0.40% |
| White Other | 2.49% | 4.60% | 2.70% |
| White British* | 87.81% | 73.60% | 90.60% |

 * Includes White English, White Scottish, White Welsh, White British and White Northern Irish

The table shows that the percentage of people identifying with an ethnicity in a Racial Group other than White British is 12.19%, this is an improvement from 10.84% at 31st March 2022.

For those who disclosed their ethnicity there was 18.23% increase of employees from all the combined other ethnic groups in Cardiff Council's workforce in 2023 (1621) compared to 2022 (1371).

# 4.    The Council's workforce - analysis by Sex and Gender Identity

Cardiff Council recognises that employees may view their sex and their gender identity differently. As such, we ask staff questions on both their sex and their gender identity as part of our diversity monitoring information. This is detailed below in section 4a and 4b.

## 4a. Analysis of full and part-time working by Sex

The overall composition of the Council's 14,347 strong workforce includes 9,927 women (69.49) and 4,420 men (30.81%),

As a large organisation delivering very large range of functions and services, the Council has complex and varied working patterns. If a definition of "full-time" is taken to mean an employee who works 37 hours per week, it is possible to distinguish full-time from part-time employees, but within the category of part-time employees there is a huge variety of working patterns.  Part time employees work less than 37 hours per week, and includes those employees who work less than a 52 week year, for example, school term times.

The table below breaks down the total employees by full time equivalent (where 100% = 37 hours over 52 weeks), indicating the number and the percentage of employees, further broken down by gender. The table shows 7,862 employees working full time, with 6,485 employees working part-time.

Table 3 Full and part time by sex

| Full & Part Time | Female | Male |
|---|---|---|
| Full Time 100% | 55.41% | 44.59% |
| Part Time 0% - 99.99% | 85.91% | 14.09% |

# Grade analysis by Sex

The table below show the overall composition of the Council's 14,347 workforce. These employees (almost all employees excluding teachers and those in school settings who are not part of the council's collective agreement) have been graded in accordance with the Council's Job Evaluation scheme, and the grades of their gender identity are as follows:

Table 4 Full and part time by sex

| GRADE | Female | Male |
|---|---|---|
| GRADE 01 | 74.20% | 25.80% |
| GRADE 02 | 93.77% | 6.23% |
| GRADE 03 | 77.92% | 22.08% |
| GRADE 04 | 63.73% | 36.27% |
| GRADE 05 | 63.99% | 36.01% |
| GRADE 06 | 64.98% | 35.02% |
| GRADE 07 | 44.94% | 55.06% |
| GRADE 08 | 59.20% | 40.80% |
| GRADE 09 | 63.23% | 36.77% |
| GRADE 10 | 54.14% | 45.86% |
| JNC Y&C | 61.65% | 38.35% |
| OM+ | 50.39% | 49.61% |
| SOULBURY | 81.48% | 18.52% |
| OTHER | 81.82% | 18.18% |
| SCHOOL LEADERSHIP SCALE | 67.18% | 32.82% |
| TEACHER UPPER PAY SCALE | 77.75% | 22.25% |
| TEACHER MAIN PAY SCALE | 72.44% | 27.56% |
| UNQUALIFIED TEACHER | 62.50% | 37.50% |

In all Grades, apart from Grade 07, the % of female employees is higher than male employees.

The management tier of the organisation (the Council's 122 Operational Managers, Heads of Service, Chief Officers, Assistant Directors, Directors and Chief Executive) is shown in the table above in the OM+ line.

## 4b. Analysis of full and part-time working by Gender Identity

The overall composition of the Council's 14,347 strong workforce includes 9,831 women (68.52%), 4,353 men (30.34%), 11 non-binary (0.08%) and 152 (1.06%) who prefer not to say.

Table 5 Full and part time by gender identity

| Full & Part time | Female | Male | Non binary | Prefer not to say |
|---|---|---|---|---|
| Full time 100% | 55.06% | 44.24% | * | 0.59% |
| Part time 0% - 99.99% | 84.84% | 13.49% | * | 1.63% |

## Grade analysis by Gender Identity

Table 6 Grade by gender identity

| GRADE | Female | Male | Non binary | Prefer not to say |
|---|---|---|---|---|
| GRADE 01 | 73.02% | 25.46% | * | * |
| GRADE 02 | 92.85% | 6.23% | * | * |
| GRADE 03 | 76.30% | 21.03% | * | * |
| GRADE 04 | 63.14% | 35.46% | * | * |
| GRADE 05 | 63.52% | 35.49% | * | * |
| GRADE 06 | 64.38% | 34.56% | * | * |
| GRADE 07 | 44.82% | 54.81% | * | * |
| GRADE 08 | 59.02% | 40.44% | * | * |
| GRADE 09 | 62.78% | 36.77% | * | * |
| GRADE 10 | 53.59% | 45.30% | * | * |
| JNC Y&C | 61.65% | 37.59% | * | * |
| OM+ | 50.39% | 48.84% | * | * |
| SOULBURY | 81.48% | 18.52% | 0.00% | 0.00% |
| OTHER | * | * | * | * |
| SCHOOL LEADERSHIP SCALE | 67.18% | 32.82% | 0.00% | 0.00% |
| TEACHER UPPER PAY SCALE | 77.71% | 22.20% | * | * |
| TEACHER MAIN PAY SCALE | 70.98% | 27.11% | 0.00% | 1.91% |
| UNQUALIFIED TEACHER | 62.50% | 37.50% | 0.00% | 0.00% |

In all Grades, apart from Grade 07, the % of female employees is higher than male employees.

The management tier of the organisation (the Council's 122 Operational Managers, Heads of Service, Chief Officers, Assistant Directors, Directors and Chief Executive) is shown in the table above in the OM+ line.

## 5.    The Council's workforce - analysis by Age

The table below shows the age distribution of the Council's employees and for those employed in schools.

Table 7 Workforce by age range

| Age Group | Corporate (less schools) | School Employees | Cardiff Council |
|---|---|---|---|
| 16-24 | 40.87% | 59.13% | 4.81% |
| 25-34 | 42.53% | 57.47% | 21.22% |
| 35-44 | 46.26% | 53.74% | 25.87% |
| 45-54 | 48.38% | 51.62% | 25.44% |
| 55-64 | 58.80% | 41.20% | 19.49% |
| 65+ | 65.20% | 34.80% | 3.16% |

## 6.    The Council's workforce – analysis by Disability

**The table below shows the age distribution of the Council's employees and for those employed in schools.**

Table 8 Workforce by disability

| Disability | % |
|---|---|
| No | 49.60% |
| Not disclosed | 48.33% |
| Yes | 2.07% |

## 7.    The Council's workforce – analysis by Gender Reassignment

The table below shows the age distribution of the Council's employees and for those employed in schools.

Table 9 Workforce by gender reassignment

| Same gender as at birth | % |
|---|---|
| No | 0.17% |
| Not disclosed | 53.84% |
| Prefer not to say | 1.76% |
| Yes | 44.23% |

# 8.    The Council's workforce – analysis by Marriage and Civil Partnership

The table below shows the age distribution of the Council's employees and for those employed in schools.

Table 10 Workforce by marriage and civil partnership

| Marital Status | % |
|---|---|
| Civil Partner | 0.29% |
| Dissolved Partnership | * |
| Divorced | 2.08% |
| Married | 19.66% |
| Not disclosed | 61.57% |
| Prefer not to say | 0.73% |
| Separated | 0.55% |
| Single | 10.78% |
| Unmarried Partner | 4.05% |
| Widowed | 0.28% |

# 9. The Council's workforce – analysis by Pregnancy and Maternity

The table below shows the age distribution of the Council's employees and for those employed in schools.

Table 11 Workforce by pregnancy and maternity

| Maternity/Adoption/Paternity | % |
|---|---|
| Began Maternity Leave | 80.70% |
| Returning from Maternity Leave | 17.16% |
| Resign from Maternity | * |
| Adoption Leave | * |
| Maternity/Paternity Support Leave | 31.90% |

# 10. The Council's workforce – analysis by Religion or Belief (including lack of belief)

The table below shows the age distribution of the Council's employees and for those employed in schools.

Table 12 Workforce by religion or belief

| Religion or Belief/Non Belief | % |
|---|---|
| Baha'i | * |
| Buddhist | 0.13% |
| Christian | 15.76% |
| Hindu | 0.22% |
| Jain | * |
| Jewish | 1.39% |
| Muslim | 19.32% |
| None | 57.03% |
| Not Disclosed | 3.37% |
| Other | 2.65% |
| Prefer not to say | * |
| Sikh | * |
| Zoroastrian | * |

# 11. The Council's workforce – analysis by Sexual Orientation

The table below shows the age distribution of the Council's employees and for those employed in schools.

Table 13 Workforce by sexual orientation

| Sexual Orientation | % |
|---|---|
| Bisexual | 0.67% |
| Gay | 0.75% |
| Heterosexual | 33.04% |
| Lesbian | 0.29% |
| Not Disclosed | 62.27% |
| Other | 0.31% |
| Prefer not to say | 2.68% |

# 12. External and internal applicants to the Council by Protected Characteristics

For the period 1st April 2022 to 31st March 2023, Cardiff received 12,982 applications for vacancies. The information in the following tables excludes applicants for school vacancies.  Applications processed directly by schools are not recorded. The data below shows combined data for internal and external applicants. Our recruitment system does not allow us to accurately determine external and internal applicants, as internal applicants may choose to apply using the external route.
We do not collect data on marriage/civil partnerships, pregnancy/maternity or gender reassignment.

Table 14 External and internal applicants by age

| Age Range | % |
|---|---|
| 16-21 | 1.12% |
| 22-26 | 5.82% |
| 27-33 | 7.34% |
| 34-40 | 5.86% |
| 41-50 | 6.08% |
| 50+ | 4.59% |
| Not disclosed | 69.19% |

Table 15 External and internal applicants by disability

| Disability | % |
|---|---|
| No | 58.39% |
| Not Disclosed | 35.89% |
| Yes | 5.72% |

Table 16 External and internal applicants by sex

| Sex | % |
|---|---|
| Female | 35.73% |
| Male | 28.37% |
| Not Disclosed | 35.90% |

Table 17 External and internal applicants by religion or belief

| Religion or Belief/Non Belief | % |
|---|---|
| Baha'i | * |
| Buddhist | 0.38% |
| Christian | 17.69% |
| Hindu | 0.92% |
| Jain | * |
| Jewish | 0.12% |
| Muslim | 4.39% |
| None | 34.33% |
| Not Disclosed | 35.89% |
| Other | 1.69% |
| Prefer not to say | 4.29% |
| Sikh | 0.24% |
| Zoroastrian | * |

Table 18 External and internal applicants by racial group

| Racial Group | % |
|---|---|
| Asian | 4.72% |
| Black | 3.33% |
| Chinese / Far East | 0.39% |
| Mixed Ethnicity | 2.59% |
| Not Disclosed | 35.89% |
| Other | 1.04% |
| Prefer not to say | 0.61% |
| White | 51.43% |

Table 19 External and internal applicants by sexual orientation

| Sexual Orientation | % |
|---|---|
| Bisexual | 2.40% |
| Gay | 1.76% |
| Heterosexual | 54.43% |
| Lesbian | 0.69% |
| Not Disclosed | 35.89% |
| Other | 0.77% |
| Prefer not to say | 4.06% |

# 13. Training by Protected Characteristics

For the period 1st April 2022 to 31st March 2023, 8,780 training requests were submitted. The information in the following tables does not include school employees as training records are held by individual schools, not the Council.

Table 20 Workforce training by age range

| Training | Age Range | | | | | |
|---|---|---|---|---|---|---|
| | 16-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65+ |
| All Training Requests | 3.04% | 22.23% | 24.85% | 24.28% | 22.10% | 3.50% |
| Approved | 98.50% | 96.77% | 96.52% | 97.33% | 98.09% | 98.37% |

Table 21 Workforce training by disability

| Training | Disability | | |
|---|---|---|---|
| | No | Not disclosed | Yes |
| All Training Requests | 67.32% | 28.55% | 4.12% |
| Approved | 97.31% | 97.13% | 96.96% |

Table 22 Workforce training by disability

| Training | Gender Identity | | | |
|---|---|---|---|---|
| | Female | Male | Non binary | Prefer not to say |
| All Training Requests | 64.16% | 35.24% | * | 0.44% |
| Approved | 97.12% | 97.45% | 100.00% | 97.44% |

Table 23 Workforce training by gender reassignment

| Training | Same Gender at Birth | | | |
|---|---|---|---|---|
| | No | Not disclosed | Prefer not to say | Yes |
| All Training Requests | 0.32% | 27.76% | 1.79% | 70.14% |
| Approved | 100.00% | 97.21% | 98.09% | 97.22% |

Table 24 Workforce training by racial group

| Training | Racial Group | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Asian, Asian British or Asian Welsh | Black, Black British, Black Welsh, Caribbean or African | Did not disclosed | Mixed or Multiple ethnic groups | Other ethnic group | Prefer not to say | White British | White Irish | White Other |
| All Training Requests | 3.21% | 3.02% | 1.41% | 3.27% | 0.46% | 1.24% | 83.51% | 0.64% | 3.24% |
| Approved | 96.10% | 96.23% | 99.19% | 97.56% | 97.50% | 98.17% | 97.39% | 94.64% | 94.39% |

Table 25 Workforce training by marriage and civil partnership

| Training | Marital Status | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Civil Partner | Divorced | Married | Not disclosed | Prefer not to say | Separated | Single | Unmarried Partner | Widowed |
| All Training Requests | 0.90% | 3.61% | 29.76% | 29.19% | 1.28% | 1.14% | 24.24% | 9.40% | 0.49% |
| Approved | 96.20% | 99.37% | 97.44% | 97.39% | 95.54% | 96.00% | 96.71% | 97.09% | 100.00% |

Table 26 Workforce training by religion or belief

| Training | Religion or Belief/Non Belief | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Buddhist | Christian | Hindu | Muslim | None | Not disclosed | Other | Prefer Not To Say | Rastafarian | Sikh |
| All Training Requests | 0.21% | 28.70% | 0.54% | 1.90% | 34.43% | 26.55% | 2.80% | 4.74% | * | 0.11% |
| Approved | 88.89% | 97.26% | 97.87% | 95.81% | 97.22% | 97.34% | 96.75% | 98.08% | 100.00% | 90.00% |

Table 27 Workforce training by sexual orientation

| Training | Sexual Orientation | | | | | | |
|---|---|---|---|---|---|---|---|
| | Bisexual | Gay | Heterosexual | Lesbian | Not disclosed | Other | Prefer not to say |
| All Training Requests | 1.31% | 1.71% | 61.89% | 0.54% | 29.28% | 0.59% | 4.68% |
| Approved | 93.91% | 97.33% | 97.13% | 95.74% | 97.39% | 100.00% | 98.54% |

# 14.  Disciplinary Information by Protected Characteristics

The disciplinary information is for Council based employees and excludes school employees. The data is based on cases closed during the period 1st April 2022 to 31st March 2023.

The data presented below is based on the % of all disciplinary cases closed between April 2022-March 2023.

Table 28 Workforce disciplinary by age range

| Action Type | Age Range | | | | | |
|---|---|---|---|---|---|---|
| | 16-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65+ |
| Formal Action | * | * | * | * | * | * |
| No Action | * | * | 16.04% | 24.53 | 14.15 | * |

Table 29 Workforce disciplinary by disability

| Action Type | Disability | | |
|---|---|---|---|
| | No | Not disclosed | Yes |
| Formal Action | 9.43% | 20.75% | * |
| No Action | 17.92% | 49.06% | * |

Table 30 Workforce disciplinary by gender identity

| Action Type | Gender Identity | | | |
|---|---|---|---|---|
| | Female | Male | Non binary | Prefer not to say |
| Formal Action | 15.09% | 16.04% | * | * |
| No Action | 29.25% | 39.62% | * | * |

Table 31 Workforce disciplinary by gender reassignment

| Action Type | Same Gender at birth | | |
|---|---|---|---|
| | Not disclosed | Prefer not to say | Yes |
| Formal Action | 20.75% | * | 9.43% |
| No Action | 49.06% | * | 19.81% |

Table 32 Workforce disciplinary by racial groups

| Action Type | Racial Groups | | | | | |
|---|---|---|---|---|---|---|
| | Asian, Asian British or Asian Welsh | Black, Black British, Black Welsh, Caribbean or African | Mixed or Multiple ethnic groups | Not Disclosed | White British | White Other |
| Formal Action | * | * | * | * | 26.42% | * |
| No Action | * | * | * | * | 51.89% | * |

Table 33 Workforce disciplinary by marriage and civil partnership

| Action Type | Martial Status | | | | |
|---|---|---|---|---|---|
| | Divorced | Married | Not disclosed | Single | Unmarried Partner |
| Formal Action | * | * | 21.70% | * | * |
| No Action | * | * | 50.00% | * | * |

Table 34 Workforce disciplinary by age religion or belief

| Action Type | Religion or Belief/Non Belief | | | | | |
|---|---|---|---|---|---|---|
| | Christian | None | Not disclosed | Other | Prefer Not To Say | Rastafarian |
| Formal Action | * | * | 19.81% | * | * | * |
| No Action | * | * | 49.06% | * | * | * |

Table 35 Workforce disciplinary by sexual orientation

| Action Type | Sexual Orientation | | | |
|---|---|---|---|---|
| | Gay | Heterosexual | Not disclosed | Prefer not to say |
| Formal Action | * | 9.43% | 21.70% | * |
| No Action | * | 16.98% | 49.06% | * |

# 15. Leaver Information by Protected Characteristics

The information in the following tables includes all council leavers which includes schools.

The data presented below is based on the % of total leavers between April 2022-March 2023.

Table 36 Workforce leavers by age range

| Age Range | | | | | |
|-----------|-----------|-----------|-----------|-----------|-----------|
| **16-24** | **25-34** | **35-44** | **45-54** | **55-64** | **65+** |
| 10.15% | 29.84% | 20.16% | 16.54% | 16.73% | 6.58% |

Table 37 Workforce leavers by disability

| Disability | | |
|------------|-------------------|---------|
| **No** | **Not Disclosed** | **Yes** |
| 15.67% | 84.08% | * |

Table 38 Workforce leavers by gender identity

| Gender Identity | | | |
|-----------------|----------|----------------|------------------------|
| **Female** | **Male** | **Non binary** | **Prefer not to say** |
| 72.67% | 27.33% | * | * |

Table 39 Workforce leavers by gender reassignment

| Same Gender at Birth | | | |
|----------------------|-------------------|---------------------|---------|
| **No** | **Not Disclosed** | **Prefer not to say** | **Yes** |
| * | 86.15% | 0.50% | 13.31% |

Table 40 Workforce leavers by racial groups

| Racial Groups | | | | | | | | |
|---------------|---|---|---|---|---|---|---|---|
| **Asian, Asian British or Asian Welsh** | **Black, Black British, Black Welsh, Caribbean or African** | **Mixed or Multiple ethnic groups** | **Not Disclosed** | **Other ethnic group** | **Prefer not to say** | **White British** | **White Irish** | **White Other** |
| 3.97% | 3.27% | 1.65% | 6.37% | 0.91% | 1.16% | 79.99% | 0.62% | 2.07% |

Table 41 Workforce leavers by marriage and civil

| Marital Status | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Civil Partner | Divorced | Married | Not Disclosed | Prefer not to say | Separated | Single | Unmarried Partner | Widowed |
| *% | 0.62% | 3.43% | 92.23% | * | * | 2.73% | 0.66% | * |

Table 42 Workforce leavers by religion or belief

| Religion or Belief/Non Belief | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Buddhist | Christian | Hindu | Muslim | None | Not Disclosed | Other | Prefer Not To Say | Sikh |
| *% | 4.01% | * | * | 5.62% | 87.64% | 1.53% | * | * |

Table 43 Workforce leavers by sexual orientation

| Sexual Orientation | | | | | | |
|---|---|---|---|---|---|---|
| Bisexual | Gay | Heterosexual | Lesbian | Not Disclosed | Other | Prefer not to say |
| *% | *% | 6.99% | * | 91.61% | * | 0.83% |

# 16. Gender Pay Gap

The table below display the differences in the average pay between men and women as at 31st March 2023.

Table 44 Corporate gender pay gap

| Corporate | Mean Hourly Rate | Median Hourly Rate |
|---|---|---|
| Male | 16.11 | 14.78 |
| Female | 16.08 | 14.44 |
| Pay Gap | 0.19% | 2.30% |

The mean average involves adding up all of the hourly rates and dividing the result by how many numbers were in the list.

The median average involved listing all of the hourly rates in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

The quartile table below shows the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts. If there a number of employees on the exact same hourly rate of pay crossing two of the quartiles, males and females are split as evenly as possible across the quartiles.

Table 45 Corporate gender quartiles

| Quartiles | No of Male | % | No of Female | % | Total |
|---|---|---|---|---|---|
| Q1 Lower hourly pay | 737 | 39.60% | 1124 | 60.40% | 1861 |
| Q2 Lower middle hourly pay | 773 | 41.54% | 1088 | 58.46% | 1861 |
| Q3 Upper middle hourly pay | 814 | 43.74% | 1047 | 56.26% | 1861 |
| Q4 Upper hourly pay | 797 | 42.83% | 1064 | 57.17% | 1861 |
| TOTAL | 3121 | 41.93% | 4323 | 58.07% | 7444 |

Note Total includes all Corporate council permanent/temporary/casual staff who were paid in March 2023.

The table below shows the pay gap have decreased between 31st March 2022 and 31st March 2023 for mean but increased for median.

Table 46 Gender 2022 and 2023 comparison for mean and median

| | Mean Hourly Rate 31/03/2022 | Mean Hourly Rate 31/03/2023 | Median Hourly Rate 31/03/2022 | Median Hourly Rate 31/03/2023 |
|---|---|---|---|---|
| Male | 15.37 | 16.11 | 13.71 | 14.78 |
| Female | 16.22 | 16.08 | 13.44 | 14.44 |
| Pay Gap | -5.59% | 0.19% | 1.97% | 2.30% |

# 17. Race Pay Gap

The table below display the differences in the average pay between white and all other ethnicities as at 31st March 2023.

Table 47 Corporate race pay gap

| Corporate | Mean Hourly Rate | Median Hourly Rate |
|---|---|---|
| **White\*** | 16.35 | 14.73 |
| **All other ethnicities** | 14.61 | 13.17 |
| **Pay Gap** | **10.64%** | **10.59%** |

Note Total includes all council permanent/temporary/casual staff who were paid in March 2023

The table below shows the pay gap have decreased between 31st March 2022 and 31st March 2023.

Table 48 Race 2022 and 2023 comparison for mean and median

| | Mean Hourly Rate 31/03/2022 | Mean Hourly Rate 31/03/2023 | Median Hourly Rate 31/03/2022 | Median Hourly Rate 31/03/2023 |
|---|---|---|---|---|
| **White\*** | 16.19 | 16.35 | 13.54 | 14.73 |
| **All other ethnicities** | 13.56 | 14.61 | 11.79 | 13.17 |
| **Pay Gap** | **16.24%** | **10.64%** | **12.92%** | **10.59%** |

# Racial Group and Pay

The table below displays by Racial Group the grading of the Council's employees permanent/temporary workforce (almost all employees excluding teachers and those in school settings who are not part of the Council's collective agreement) who have been graded in accordance with the Council's Job Evaluation scheme.  Grade 1 is the lowest paid grade, and OM+ group (includes Operational Managers, Assistant Directors, and Directors).

Table 49 Racial Group and Pay

| Racial Groups | Grade | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | GRADE 01 | GRADE 02 | GRADE 03 | GRADE 04 | GRADE 05 | GRADE 06 | GRADE 07 | GRADE 08 | GRADE 09 | GRADE 10 | JNC Y&C | OM+ | SOULBURY | OTHER | SCHOOL LEADERSHIP SCALE | TEACHER UPPER PAY SCALE | TEACHER MAIN PAY SCALE | UNQUALIFIED TEACHER |
| Other | 24.81% | 24.06% | 18.12% | 13.17% | 10.50% | 12.30% | 11.45% | 9.48% | 8.68% | 7.22% | 21.43% | 7.38% | 15.38% | 19.05% | 1.73% | 4.36% | 9.24% | 18.92% |
| White British | 75.19% | 75.94% | 81.88% | 86.83% | 89.50% | 87.70% | 88.55% | 90.52% | 91.32% | 92.78% | 78.57% | 92.62% | 84.62% | 80.95% | 98.27% | 95.64% | 90.76% | 81.08% |