**EMPLOYMENT INFORMATION**

The Public Sector Equality Duty (Specific Duty) requires that the Council provide information on its employees by characteristic. The following information is provided within this section.

* Composition of the workforce by characteristic for the years 2017 2018 and 2020.
* Pay Gap information – average hourly pay between men and women, disabled people and non-disabled people; and people from a Black and Minority Ethnic background and those who are not.
* Occupational segregation – grades and occupations of employees - men and women; people who are disabled and people who are not; and people who fall into an ethnic minority group and those who do not
* Employees who left the Council by characteristic for the years 2017 2018 and 2020
* Employees promoted within the Council by characteristic for the years 2017 2018 and 2020
* Applications for employment (applied, interviewed and appointed) by characteristic for the years 2017 2018 and 2020
* For some characteristics, applications for Flexible Working for the years 2020

**Some key findings**

The purpose of gathering information about our employees is so it can inform our planning processes and practice as an employer. The following are some of the key highlights from the information we have gathered.

* 77 % of the workforce are women. 90% of part-time workers in NLC are women and they undertake significantly more part time work in lower grades than males.
* The gender pay gap for all employees including teachers is 4.59% with females earning £0.82 less on average per hour than males.
* This increases to 7.07% with females earning £1.09 less on average per hour than males when teachers are not included.
* For Chief Executive and Chief Officers the pay gap is 26.5% in favour of males despite a fairly even ratio of females to males in this grouping. However, it should be noted that the top three roles within the Council are held by males
* The number and % of women in the top 2% and top 5% of earners in the Council has dropped significantly between 2017 – 2020.
* Just over 80% of the 76 promotions in 2020 went to women.
* There is strong gender-based segregation noted in traditional “female” roles of cleaning, caring and catering and for “male “roles such as drivers, cleansing and janitorial work. This is also evident in grades with nearly 98% of NLC1 posts occupied by women.
* 2.1% of our employees have recorded that they are disabled. This is the highest percentage total of employees recorded since 2010-11. This is still disproportionately low in comparison to the % of disabled people in the local population. However 74% had not self-recorded in this category so we do not have a clear picture.
* The disability pay gap is **9.79%** with those who consider themselves to be disabled earning £1.50 less on average per hour than those who do not consider themselves to be disabled.
* Within NLC Grades 1- 18 disabled employees are concentrated in NLC 12 and below . There are no disabled employees in NLC 13 -18 with the exception of NLC15. This perhaps explains the pay gap.
* Nearly 3% of leavers in 2020 were disabled – higher than the proportion of disabled employees but 2.6% of promotions went to disabled employees.
* 92 (0.63%) employees have recorded their ethnicity as Black, Asian or minority ethnic (BAME). This does not include white minority groups. *The number of employees not recording has also increased from 21% to 23 %.*
* The number of Asian Pakistani employees recorded has increased from 15 to 37 employees since 2017.
* The ethnicity pay gap is 2.3%. Those who have recorded that they are BAME earn £0.41 more /hour than those not from a BAME background. The calculation does not include those employees we do not know about.
* 86.6% of our workforce are aged between 20 and 59. There has been a sharp decrease in the numbers aged under 20 from 148 employees in 2018 to 50 in 2020 – almost two-thirds.
* No-one has recorded that they are a Trans person. There were no Trans people appointed in 2020 who applied.
* The total of lesbian, Gay and Bisexual employees recorded in the Council is 0.9%. There has been a decrease in the numbers and % of people who have not recorded in this category.
* There were 84 applications received in 2020 to work flexibly. Over 92% of these were approved.
* The number of promoted posts has reduced significantly since 2018 from 226 to 76. No promotions were made to BAME or white minority people.
* All employees on maternity or adoption leave returned to work with the Council as reported in January 2020.

These key findings for this exercise have been used to inform the information setting of Equality Outcome 9 **- Young, BAME, Disabled, LGBT and female employees are provided opportunities to work for, thrive and progress in their employment in NLC.**

As with all of the Equality Outcomes 2021-25 a performance management framework is being developed that will have clear measures to track progress and improvement and will be reported annually.

**SEX 2020**

**Composition of the workforce**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Jan 2016/Dec 2016**  | **2017**  | **2018**  | 2020 |
| Females  | 11321 (76.70%  | 11259 (76.91%)  | 11164 (77.24%)  | 11195 (77.66%) |
| Males  | 3438 (23.29%)  | 3381 (23.09%)  | 3294 (22.78%  | 3220 (22.34%) |
| Total  |  14759 | 14640  | 14458  |  14415 |

There has been a decrease in all employees and an increase in the percentage of female employees.

**Gender Pay Gap for all employees**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Sex**  | **Employee Count**  | **Average Hourly Rate** **FTE**  | **Average Hourly Rate** **Headcount**  | **Gender Pay Gap** **FTE**  | **Gender Pay Gap** **Headcount**  |
| Female  | 11195 | £20.65 | £16.83 | £2.12 | -£0.82 |
| Male  | 3220 | £18.53 | £17.65 |  |  |

The gender pay gap for all employees including teachers is 4.59% with females earning £0.82 less on average per hour than males.

**Gender Pay Gap for the Teaching workforce**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Sex**  | **Employee Count**  | **Average Hourly Rate** **FTE** | **Average Hourly Rate** **Headcount**  | **Gender Pay Gap** **FTE**  | **Gender Pay Gap** **Headcount**  |
| Female  | 3232  | £25.25 | £23.22 | £0.80 | **-£1.01** |
| Male  | 838 | £24.45 | £24.23 |  |  |

The gender pay gap within the teaching workforce is 4.16% with females earning £1.01 less on average per hour than males

**Gender Pay Gap for the non-Teaching workforce**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Sex**  | **Employee Count**  | **Average hourly rate FTE**  | **Average hourly rate** **Headcount**  | **Gender pay gap** **FTE**  | **Gender pay gap** **Headcount**  |
| Female  | 7963 | £18.43 | £14.24 | £2.10 | -£1.09 |
| Male  | 2382 | £16.33 | £15.33 |  |  |

The gender pay gap within the non-teaching workforce is 7.07% with females earning £1.09 less in average per hour than males.

# Number and % of females in top 2% and 5% of earners in the workforce

|  |  |  |  |
| --- | --- | --- | --- |
| **Equal Opportunities**  | **2017** | **2018** | **2020** |
| Number of females in top 2% of earners in the council  | 214  | 208  | 116 |
| % of council employees in top 2% of earners that are females  | 71%  | 70%  | 54.2% |
| Number of females in top 5% of earners in the council  | 505  | 503  | 278 |
| % of council employees in top 5% of earners that are females  | 68%  | 69%  | 53.25% |

The number and % of women in the top 2% and top 5% of earners in the Council has dropped significantly between 2017 – 2020.

**Promotions**

|  |  |  |  |
| --- | --- | --- | --- |
| **Sex**  | **2017**  | **2018**  | **2020** |
| **Female**  | **151 (72.94%)**  | **163 (72.12%)**  | **61 (80.26%)** |
| **Male**  | **56 (27.05%)**  | **63 (27.87%)**  | **15 (19.74%)** |
| **Total**  | **207 (100%)**  | **226 (100%)**  | **76** |

The number of promoted posts has reduced significantly since 2018 from 226 to 76. More than 80% of these went to women.

**Leavers**

|  |  |  |  |
| --- | --- | --- | --- |
| **Sex**  |  **2017**  | **2018**  | **2020** |
| **Female**  | **983**  | **961**  | **611 (65.79%)** |
| **Male**  | **450**  | **447**  | **324 (34.21%)** |
| **Total**  | **1433**  | **1408**  | **935** |

**Recruitment in 2020**

|  |  |  |
| --- | --- | --- |
| **Males applied** 3089(21.5%) | **Males interviewed** 689(24.52%) | **Males appointed** 101 (8.99%) |
| **Females applied** 10051 (69.96%) | **Females interviewed** 2066 (73.52%) | **Females appointed** 712 (63.40%) |
| **Trans people applied** 13 (0.09%) |  **Trans interviewed** <5 (0,04%) | **Trans Appointed** 0 (0%) |
| **Unknown applied**1213 (8.44%) | **Unknown interviewed** 54 (1.92%) | **Unknown appointed** 310 (27.60%) |

**Flexible Working – Applications to work flexibly**

|  |  |  |
| --- | --- | --- |
| **Female applications** | 62 (73.81%) | 69.05% of those application were successful |
| **Male applications** | 22 (26.19% | 23.81% of those applications were successful. |

**Occupational Segregation by occupations**

After each service area / occupation the first figure is for females and the second figure for males.

|  |
| --- |
| **Adult Health & Social Care Female total 92.52% Male total 7.48%** |
| Addiction Services | 75.00% | 25.00% |
| Home Support Worker | 94.17% | 5.83% |
| Integrated Care Worker | 93.65% | 6.35% |
| Social Worker | 80.00% | 20.00% |
| **Chief Executive's Office Female total 74.42% Male total 25.58%** |
| Audit & Risk | 72.73% | 27.27% |
| Business Solutions | 53.19% | 46.81% |
| Directorate | 0.00% | 100.00% |
| Financial Solutions | 74.70% | 25.30% |
| Legal & Democratic Solutions | 83.67% | 16.33% |
| People & Organisational Development | 82.81% | 17.19% |
| Strategic Communications | 61.54% | 38.46% |
| Modern Apprentices | 33.00% | 67.00% |
| Temporary Unit (Covid-19) | 75.00% | 25.00% |
| **Education & Families Female total 85.25% Male total 14.75%** |
| Admin | 96.30% | 3.70% |
| Catering | 96.36% | 3.64% |
| Children & Family Support | 82.56% | 17.44% |
| Early Years | 98.19% | 1.81% |
| Education Support | 96.04% | 3.96% |
| Music Teachers | 43.48% | 56.52% |
| Social Worker | 85.32% | 14.68% |
| Teaching | 79.73% | 20.27% |
| **Enterprise & Communities Female total 76.28% Male total 23.72%** |
| Catering | 98.45% | 1.55% |
| Cleaning | 97.97% | 2.03% |
| Cleaning/Janitorial | 90.63% | 9.38% |
| Facilities | 25.52% | 74.48% |
| School Crossing Patrol | 56.21% | 43.79% |
| Streetscene | 0.41% | 99.59% |
| **Health & Social Care Female total 87.50% Male total 12.50%** |
| Student Social Worker | 87.50% | 12.50% |
| **Grand Total** | **83.90%** | **16.10%** |

Occupational segregation is marked within particular sectors- catering cleaning admin Early Years are predominantly female, whilst Streetscene, facilities is male. The Directorate is 100% male.

**Occupational Segregation by grades**

After each grade the first figure is for females and the second figure for males.

|  |  |  |
| --- | --- | --- |
| Grade | Female % | Male % |
| Apprentice | 0.00% | 100.00% |
| Chief Officials | 52.38% | 47.62% |
| Deputy/Head | 73.33% | 26.67% |
| Education Psychologist | 92.86% | 7.14% |
| Music Instructor | 43.48% | 56.52% |
| NLC1 | 97.97% | 2.03% |
| NLC2 | 87.04% | 12.96% |
| NLC3 | 73.38% | 26.62% |
| NLC4 | 92.80% | 7.20% |
| NLC5 | 37.26% | 62.74% |
| NLC6 | 54.35% | 45.65% |
| NLC7 | 82.37% | 17.63% |
| NLC9 | 80.26% | 19.74% |
| NLC10 | 74.81% | 25.19% |
| NLC11 | 69.92% | 30.08% |
| NLC12 | 65.60% | 34.40% |
| NLC13 | 72.13% | 27.87% |
| NLC14 | 59.30% | 40.70% |
| NLC15 | 56.86% | 43.14% |
| NLC16 | 66.67% | 33.33% |
| NLC17 | 38.89% | 61.11% |
| NLC18 | 60.00% | 40.00% |
| MAPP | 33.00% | 67.00% |
| Principal Teacher | 74.30% | 25.70% |
| Quality Improvement | 66.67% | 33.33% |
| Teacher | 81.34% | 18.66% |
| **Grand Total** | **77.66%** | **22.34%** |

Women are concentrated in the lowest paid grades in the organisation making up 97.97% of NLC1 post . This trend only begins to change at NLC5.

**DISABILITY 2020**

**Composition of the workforce**

|  |  |
| --- | --- |
| **Disabled employees in 2017** | 270 (1.84%) |
| **Disabled employees in 2018** | 253 (1.75%) |
| **Disabled employees in 2020** | 310 (2.15%) |

2.15% is the highest percentage total of employees recorded since 2010-11. This is still disproportionately low in comparison to the % of disabled people in the local population. **74.6% (10,754)** of employees had not recorded under this characteristic this is better than the figure from 2018 which was 82.3% (11,901).

**Disability pay gap**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Employee count** | **Average hourly rate FTE** | **Average hourly rate Headcount** | **Disability pay gap FTE** | **Disability pay gap Headcount** |
| **Disabled - No** | **3351** | **19.34** | **16.88** | **£1,23** | **-£1.50** |
|  **Disabled - Yes** | **310** | **18.10** | **15.37** |  |  |

This is the first time we have calculated the disability pay gap. The disability pay gap is **9.79%** with those who consider themselves to be disabled earning £1.50 less on average per hour than those who do not consider themselves to be disabled. This figure has been calculated using the recorded information for disability and not including those who have not recorded or prefer not to say.

**Leavers**

|  |  |
| --- | --- |
| **Disabled leavers in 2017** | 29 (2.02%) of 1433 |
| **Disabled leavers in 2018** | 30 (2.13%) of 1408 |
| **Disabled leavers in 2020** | 28 (2.99%) of 935 |

**Promotions**

|  |  |
| --- | --- |
| **Disabled promoted in 2017** | <5 (0.48%) of 208 |
| **Disabled promoted in 2018** | 5 (2.21%) of 226 |
| **Disabled promoted in 2020** | 2 (2.63%) of 76 |

Nearly 3% of leavers in 2020 were disabled – higher than the proportion of disabled employees.

But 2.63% (<5 people ) of promotions went to disabled employees again this is higher than the composition of the workforce. However, 65% of people did not disclose under this category.

**Recruitment – Applied, Interviewed and Appointed**

|  |  |  |  |
| --- | --- | --- | --- |
| **Total number of applications received in the period – all people.** | 9537 in 2017 | 12623 in 2018 | 14366 in 2020 |
| **Total number of appointments in the period – all people** | 813 in 2017 | 1136 in 2018 | 1123 in 2020 |

Significantly more applications were received for the same amount of jobs in 2020 as compared to 2018

**Disabled people applied, interviewed and appointed.**

|  |  |  |
| --- | --- | --- |
| **In 2017** 688 (3.97%) applied | 175 (3.99%) were interviewed  | 18 (2.01%) were appointed |
| **In 2018** 745 (5.90%) applied | 234 (8.98%) | 29 (2.55%) were appointed |
| **In 2020** 714 (4.97%) applied | 184(6.55%) were interviewed | 31(2.76%) were appointed |

Proportionately less disabled people applied and were interviewed, but slightly more were appointed.

**Occupational Segregation - Occupations**

After each service area / occupation the first figure is for disabled people and the second figure is for non-disabled people / unknown

|  |
| --- |
| **Adult Health & Social Care Disabled total 1.48% Non-disabled total 98.52%** |
| Addiction Services |   | 10.71% | 89.29% |
| Home Support Worker |   | 0.75% | 99.25% |
| Integrated Care Worker |   | 4.76% | 95.24% |
| Social Worker |   | 4.80% | 95.20% |
| **Chief Executive's Office Disabled total 2.91% Non-disabled total 97.09%** |
| Audit & Risk |   | 0.00% | 100.00% |
| Business Solutions |   | 3.19% | 96.81% |
| Directorate |   | 0.00% | 100.00% |
| Financial Solutions |   | 3.21% | 96.79% |
| Legal & Democratic Solutions |   | 2.04% | 97.96% |
| People & Organisational Development | 3.13% | 96.88% |
| Strategic Communications |   | 2.56% | 97.44% |
| Temporary Unit (Covid-19) |   | 0.00% | 100.00% |
| Modern Apprentices |   | 0.00% | 100.00% |
| **Education & Families Disabled total 1.63% Non-disabled total 98.37%** |
| Admin |   | 2.47% | 97.53% |
| Catering |   | 1.82% | 98.18% |
| Children & Family Support |   | 3.49% | 96.51% |
| Early Years |   | 2.63% | 97.37% |
| Education Support |   | 1.24% | 98.76% |
| Music Teachers |   | 2.17% | 97.83% |
| Social Worker |   | 5.96% | 94.04% |
| Teaching |   | 1.16% | 98.84% |
| **Enterprise & Communities Disabled total 2.24% Non-disabled total 97.76%** |
| Catering |   | 1.69% | 98.31% |
| Cleaning |   | 1.52% | 98.48% |
| Cleaning/Janitorial |   | 3.13% | 96.88% |
| Facilities |   | 4.14% | 95.86% |
| School Crossing Patrol |   | 2.61% | 97.39% |
| Streetscene |   | 4.08% | 95.92% |
| **Health & Social Care Disabled total 12.50% Non-disabled total 87.50%** |
| Student Social Worker |   | 12.50% | 87.50% |
| **Grand Total** |  | **1.81%** | **98.19%** |

There are disabled employees recorded across all sectors in the Council.

**Occupational Segregation - Grades – Disability**

After each grade the first figure is for disabled people and the second figure is for non-disabled people or unknown.

|  |
| --- |
| Grade | % Disabled | % Not Disabled/Unknown |
| Apprentice | 0.00% | 100.00% |
| Chief Officials | 0.00% | 100.00% |
| Deputy/Head | 0.58% | 99.42% |
| Education Psychologist | 0.00% | 100.00% |
| Music Instructor | 2.17% | 97.83% |
| NLC1 | 1.66% | 98.34% |
| NLC2 | 3.70% | 96.30% |
| NLC3 | 4.33% | 95.67% |
| NLC4 | 2.08% | 97.92% |
| NLC5 | 1.56% | 98.44% |
| NLC6 | 2.30% | 97.70% |
| NLC7 | 1.98% | 98.02% |
| NLC9 | 1.97% | 98.03% |
| NLC10 | 3.12% | 96.88% |
| NLC11 | 4.69% | 95.31% |
| NLC12 | 3.47% | 96.53% |
| NLC13 | 0.00% | 100.00% |
| NLC14 | 0.00% | 100.00% |
| NLC15 | 1.96% | 98.04% |
| NLC16 | 0.00% | 100.00% |
| NLC17 | 0.00% | 100.00% |
| NLC18 | 0.00% | 100.00% |
| MAPP | 0.00% | 100.00% |
| Principal Teacher | 0.93% | 99.07% |
| Quality Improvement | 0.00% | 100.00% |
| Teacher | 1.28% | 98.72% |
| **Grand Total** | **2.15%** | **97.85%** |

Although there are disabled employees recorded within all Council occupations apart from Modern Apprentices and Audit and Risk their pay grades does not reflect the same. There are very few disabled employees at NL13 and above.

**ETHNICITY 2020**

# Composition of the Workforce

|  |  |  |  |
| --- | --- | --- | --- |
|   | **2017** | **2018** | **2020** |
| All other white British  | 10700 (73.08%) | 10216 (70.6%) | 10246 (71.08%) |
| White minority  | 277 (1.8%) | 263 (1.8%) | 267 (1.86%) |
| BAME  | 59 (0.4%) | 63 (0.4%) | 92 (0.63%) |
| Other  | 3604 (24.6%) | 3916 (27%) | 3810 (26.44%) |
| **Total**  | **14640 (100%)** | **14458 (100%)** |  **14415 (100%)** |

The largest Black and minority ethnic group is Asian Pakistani followed by African. As a % it is low in comparison to the local BAME population.

The total number of recorded BAME employees has increased from 63 employees in 2018 to 92 in 2020. This is significant as the number of employees not recording has also increased from 21% to 23 %. The number of Asian Pakistani employees has increased from 15 to 37 employees since 2017.

**Ethnicity Pay Gap**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Employee Count**  | **Average hourly rate FTE**  | **Average hourly rate****Headcount** | **Ethnicity pay gap FTE**  | **Ethnicity pay gap Headcount**  |
| **BAME Employee - no** | 10928 | £20.64 | £16.93 | £2.17 | -£0.41 |
| **BAME Employee -Yes** | 92 | £22.81 | £17.34 |  |  |

The ethnicity pay gap is 2.3%. Those who have recorded that they are BAME earn £0.41 more /hour than those not from a BAME background. This figure is calculated only between those who have recorded their ethnicity.

***Leavers***

|  |  |  |  |
| --- | --- | --- | --- |
|  | **2017**  | **2018**  | 2020 |
| All other white British  | 858  | 903  | 625 (70.2%) |
| White minority  | 21  | 26  | 21 (2.35%) |
| BME  | <5  | <5  | 7 (0.7%) |
| Other  | 552  | 476  | 237 (26.6%) |
| Total  | 1433  | 1408  | 890 (100%) |

*The number of employees who left the Council in 2020 was much lower than the number in previous years.*

**Promotions**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **2017**  | **2018**  | **2020** |
| All other white British  | 202  | 217  | 53 |
| White minority  | <5  | <5  | 0 |
| BME  | <5  | <5  | 0 |
| Other  | <5  | <5  | 23 |
| Total  | 208  | 226  | 76 |

*No promotions were made to BAME or white minority people*

**Recruitment**

|  |  |  |  |
| --- | --- | --- | --- |
| 2017 | **Applied**  | **Interviewed**  | **Appointed**  |
| All other white British  | 16228  | 4157  | 844  |
| White minority  | 299  | 98  | 12  |
| BME  | 456  | 71  | 8  |
| Other  | 317  | 58  | 28  |
| Total  | 17300  | 4384  | 892  |

|  |  |  |  |
| --- | --- | --- | --- |
| 2018 | **Applied**  | **Interviewed**  | **Appointed**  |
| All other white British  | 11122  | 3309  | 1084  |
| White minority  | 857  | 39  | 19  |
| BME  | 339  | 96  | 5  |
| Other  | 305  | 61  | 28  |
| Total  | 12623  | 3505  | 1136  |

|  |  |  |  |
| --- | --- | --- | --- |
| 2020 | **Applied**  | **Interviewed**  | **Appointed**  |
| All other white British  | 12102 | 2591 | 779 |
| White minority  | 434 | 70 | 17 |
| BME  | 450 | 74 | 10 |
| Other  | 1380 | 75 | 317 |
| Total  | 14366 | 2810 | 1123 |

**Occupational Segregation – Occupations**

The following table shows the occupations in the Council broken down by the ethnicity of the employees in those service / occupations. Currently 92 (0.63%) employees have recorded their ethnicity as from a Black and Asian Minority Ethnic group and 23% of employees have not recorded under this category. The low numbers make it difficult to ascertain concentration of roles. However, across the board there are disproportionately low numbers of BAME employees in comparison to the local population.

|   | Asian | Black/African | Caribbean | Gypsy Traveller | Mixed Other | Other | Unknown | White British | White Other | White Scottish |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Adult Health & Social Care** |   |   |   |   |   |   |   |   |   |   |
| Unknown | 0.32% | 0.00% | 0.00% | 0.00% | 0.16% | 0.00% | 10.36% | 1.78% | 2.27% | 85.11% |
| Addiction Services | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 10.71% | 0.00% | 0.00% | 89.29% |
| Home Support Worker | 0.08% | 0.25% | 0.00% | 0.00% | 0.00% | 0.08% | 17.15% | 0.83% | 0.92% | 80.68% |
| Integrated Care Worker | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 6.35% | 1.59% | 0.00% | 92.06% |
| Social Worker | 0.80% | 1.60% | 0.00% | 0.00% | 0.00% | 0.00% | 18.40% | 1.60% | 5.60% | 72.00% |
| **Chief Executive's Office** |   |   |   |   |   |   |   |   |   |   |
| Audit & Risk | **0.00%** | **0.00%** | **0.00%** | **0.00%** | **0.00%** | **0.00%** | **0.00%** | **9.09%** | **0.00%** | **90.91%** |
| Business Solutions | 1.06% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 3.19% | 3.19% | 2.13% | 90.43% |
| Directorate | **0.00%** | **0.00%** | **0.00%** | **0.00%** | **0.00%** | **0.00%** | **0.00%** | **0.00%** | **0.00%** | **100.00%** |
| Financial Solutions | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.40% | 8.84% | 1.20% | 0.80% | 88.76% |
| Legal & Democratic Solutions | 2.04% | 0.00% | 0.00% | 1.02% | 0.00% | 1.02% | 3.06% | 2.04% | 1.02% | 89.80% |
| Modern Apprentices | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 67.00% | 0.00% | 0.00% | 33.00% |
| People & Organisational Development | 0.52% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 7.81% | 0.52% | 2.08% | 89.06% |
| Strategic Communications | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 5.13% | 7.69% | 7.69% | 79.49% |
| Temporary Unit (Covid-19) | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 50.00% |
| **Education & Families** |  |  |  |  |  |  |  |  |  |  |
| Unknown | 0.25% | 0.17% | 0.00% | 0.00% | 0.00% | 4.72% | 22.68% | 1.49% | 2.24% | 68.46% |
| Admin | 0.41% | 0.00% | 0.00% | 0.00% | 0.00% | 4.94% | 15.84% | 1.23% | 1.03% | 76.54% |
| Catering | 0.00% | 0.91% | 0.00% | 0.00% | 0.00% | 4.55% | 31.82% | 0.00% | 0.91% | 61.82% |
| Children & Family Support | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 13.95% | 0.00% | 0.00% | 86.05% |
| Early Years | 2.14% | 0.16% | 0.16% | 0.00% | 0.16% | 0.33% | 27.14% | 1.15% | 1.64% | 67.11% |
| Education Support | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 4.07% | 42.19% | 0.90% | 1.58% | 51.24% |
| Music Teachers | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 69.57% | 2.17% | 4.35% | 23.91% |
| Social Worker | 0.46% | 1.38% | 0.00% | 0.00% | 0.46% | 0.46% | 15.60% | 3.21% | 3.67% | 74.77% |
| Teaching | 0.40% | 0.05% | 0.00% | 0.03% | 0.08% | 7.12% | 36.48% | 1.01% | 2.63% | 52.21% |
| **Enterprise & Communities** |  |  |  |  |  |  |  |  |  |  |
| Unknown | 0.41% | 0.23% | 0.00% | 0.00% | 0.09% | 0.14% | 13.86% | 2.36% | 1.27% | 81.64% |
| Catering | 0.14% | 0.00% | 0.00% | 0.00% | 0.00% | 0.28% | 17.04% | 1.83% | 0.70% | 80.00% |
| Cleaning | 0.51% | 0.00% | 0.00% | 0.00% | 0.51% | 0.00% | 14.21% | 1.18% | 1.52% | 82.06% |
| Cleaning/Janitorial | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 3.13% | 3.13% | 93.75% |
| Facilities | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 17.24% | 4.14% | 0.69% | 77.93% |
| School Crossing Patrol | 1.31% | 1.31% | 0.65% | 0.00% | 0.00% | 0.00% | 26.14% | 0.65% | 1.31% | 68.63% |
| Streetscene | 0.00% | 0.00% | 0.00% | 0.41% | 0.00% | 0.00% | 10.61% | 1.63% | 1.22% | 86.12% |
| **Health & Social Care** |   |   |   |   |   |   |   |   |   |   |
| **Student Social Worker** | **0.00%** | **0.00%** | **0.00%** | **0.00%** | **0.00%** | **0.00%** | **0.00%** | **0.00%** | **0.00%** | **100.00%** |

*Occupational Segregation – Grades*

The following table shows the grades in the Council broken down by the ethnicity of the employees in those grades. Of note is there are no BAME employees working at NLC15 – 18 and none are Chief Officials. Within education there are disproportionately low numbers in all grades.

| **Grade** | **Asian** | **Black/African** | **Caribbean** | **Gypsy Traveller** | **Mixed Other** | **Other** | **Unknown** | **White British** | **White Other** | **White Scottish** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NLC1** | 0.37% | 0.00% | 0.00% | 0.00% | 0.55% | 0.00% | 14.79% | 1.11% | 1.66% | 81.52% |
| **NLC2** | 0.00% | 0.62% | 0.00% | 0.00% | 0.00% | 3.70% | 29.01% | 0.00% | 1.23% | 65.43% |
| **NLC3** | 0.43% | 0.18% | 0.06% | 0.00% | 0.00% | 1.04% | 19.47% | 1.40% | 0.79% | 76.62% |
| **NLC4** | 0.77% | 0.06% | 0.06% | 0.00% | 0.00% | 3.57% | 31.23% | 0.83% | 1.90% | 61.57% |
| **NLC5** | 0.00% | 0.00% | 0.00% | 0.35% | 0.00% | 1.21% | 12.48% | 2.08% | 1.73% | 82.15% |
| **NLC6** | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.33% | 10.34% | 2.30% | 0.66% | 86.37% |
| **NLC7** | 0.09% | 0.17% | 0.00% | 0.00% | 0.00% | 0.30% | 15.04% | 1.29% | 1.38% | 81.72% |
| **NLC9** | 0.28% | 0.00% | 0.00% | 0.00% | 0.00% | 1.60% | 19.92% | 1.60% | 1.03% | 75.56% |
| **NLC10** | 0.50% | 1.00% | 0.00% | 0.00% | 0.50% | 0.50% | 15.96% | 2.49% | 2.62% | 76.43% |
| **NLC11** | 1.56% | 0.39% | 0.00% | 0.00% | 0.39% | 0.39% | 10.55% | 2.34% | 2.73% | 81.64% |
| **NLC12** | 1.07% | 0.00% | 0.00% | 0.00% | 0.00% | 0.53% | 11.73% | 2.40% | 2.13% | 82.13% |
| **NLC13** | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 21.31% | 1.64% | 0.00% | 77.05% |
| **NLC14** | 1.16% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 11.63% | 4.65% | 0.00% | 82.56% |
| **NLC15** | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 15.69% | 3.92% | 3.92% | 76.47% |
| **NLC16** | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 13.33% | 6.67% | 80.00% |
| **NLC17** | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 11.11% | 11.11% | 2.78% | 75.00% |
| **NLC18** | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 20.00% | 20.00% | 0.00% | 0.00% | 60.00% |
| **Apprentice** | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 50.00% | 0.00% | 0.00% | 50.00% |
| **Chartered Teacher** | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% |
| **Chief Officials** | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 9.52% | 0.00% | 0.00% | 90.48% |
| **Deputy/Head** | 0.29% | 0.00% | 0.00% | 0.00% | 0.00% | 13.91% | 11.59% | 0.58% | 3.48% | 70.14% |
| **Education Psychologist** | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 17.86% | 35.71% | 7.14% | 7.14% | 32.14% |
| **Music Instructor** | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 69.57% | 2.17% | 4.35% | 23.91% |
| **MAPP** | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 67.00% | 0.00% | 0.00% | 33.00% |
| **Principal Teacher** | 0.19% | 0.00% | 0.00% | 0.00% | 0.19% | 12.66% | 20.86% | 0.93% | 3.91% | 61.27% |
| **Quality Improvement** | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 11.11% | 11.11% | 0.00% | 0.00% | 77.78% |
| **Teacher** | 0.51% | 0.10% | 0.00% | 0.03% | 0.06% | 5.34% | 41.31% | 1.09% | 2.37% | 49.18% |
| **Grand Total** | 0.40% | 0.15% | 0.01% | 0.02% | 0.08% | 2.88% | 23.55% | 1.44% | 1.83% | 69.64% |

AGE

Composition of the workforce by age

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Age Group  | 2017 | 2018 | 2020 | Trend |
| Below 20  | 138 (0.94%)  | 148 (1.02%)  | 50 (0.35%) | decrease  |
| 20 - 39  | 4230 (28.89%)  | 4260 (29.47%)  | 4371 (30.33%) | increase  |
| 40 - 59  | 8260 (58.88%)  | 8367 (57.88%)  | 8115 (56.29%) | decrease  |
| 60 - 64  | 1339 (9.15%)  | 1334 (9.23%) | 1391 (9.65%) | increase  |
| 65 plus  | 313 (2.14%)  | 348 (2.41%)  | 488 (3.38%) | increase  |
|   | 14640 (100%)  | 14457 (100%)  | 14415 (100%) |   |

There has been a reduction by two-thirds the number of employees under 20 since 2018.

There has been an increase in the 5 of employees aged over 60 from 11.63% in 2018 to 13%

**Leavers**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| AgeGroup | 2017 | 2018 | 2020 | Trend |
| Below 20  | 85 (5.93%)  | 68 (4.83%)  | 21 (2.13%) | decrease |
| 20-39  | 442 (30.84%)  | 394 (27.9%)  | 254 (25.7%) | decrease |
| 40-59  | 526 (36.7%)  | 528 (37.5%)  | 374 (37.96%) | increase |
| 60-64  | 263 (18.35%)  | 298 (21.16%)  | 206 (21.2%) | increase |
| 65+  | 117 (8.18%)  | 120 (8.53%)  | 130 (13.19%) | increase |
| Total  | 1433 (100%)  | 1408 (100%)  | 985 (100%) |  |

Significantly fewer people left the organisation in 2020 compared to 2017 and 2018. Over one third of those who left the Council were aged 60+. 38 % who left were in the 40-59 age group.

38% of those who left the organisation resigned their post.

**Promotions**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Age group  |  **2017** |  |  **2018** |  |  **2020** |  |  |
|   | **No**  | **%**  | **No**  | **%**  | **No**  | **%**  | **Trend**  |
| <20  | 5  | 2.40%  | 11  | 4.86%  | <5 | 1.32% | Decrease |
| 20-39  | 88  | 42.30%  | 116  | 51.32%  | 33 | 43.42% | Decrease  |
| 40-59  | 108  | 51.92%  | 96  | 42.47%  | 42 | 55.26% | increase |
| 60-64  | 7  | 3.36%  | <5  | 1.32%  | 0 | 0 | Decrease  |
| 65+  | 0  | 0.00%  | 0  | 0.00%  | 0 | 0 | No change |
| Total  | 208  | 100%  | 226  | 100%  | 76 | 100 |   |

There were significantly fewer promotions in the Council between 2018 and 2020. More than half were in the 40-59 age group and there were no promotions in the 60+.

Recruitment

2017

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Below 20  | Age 20-40  | Age 40-60  | Age 60-65  | Age plus 65  | Not declared  |
| Applied  | 1871  | 8360  | 6372  | 387  | 53  | 257  |
| Interviewed  | 473  | 1918  | 1838  | 89  | 10  | 56  |
| Appointed  | 113  | 376  | 346  | 30  | <5  | 24  |

2018

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|   | Below 20  | Age 20-40  | Age 40-60  | Age 60-65  | Age plus 65  | Not declared  |
| Applied  | 828  | 7127  | 4168  | 309  | 41  | 150  |
| Interviewed  | 290  | 1682  | 1404  | 74  | 12  | 43  |
| Appointed  | 79  | 651  | 370  | 16  | 6  | 14  |

2020

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Below 20  | Age 20-40  | Age 40-60  | Age 60-65  | Age plus 65  | Not declared  |
| Applied  | 269 | 7044 | 5209 | 462 | 51 | 1331 |
| Interviewed  | 57 | 1443 | 1146 | 75 | 10 | 79 |
| Appointed  | 19 | 435 | 339 | 14 | 5 | 311 |

The numbers in the under 20 age range applying to work for the Council reduced by more than two-thirds from 2018. The number of applications increased in the over 60 group.

**SEXUAL ORIENTATION**

Composition

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2017** | **% of total** | **2018**  | **% of total**  | **2020**  | **% of total**  | Trend  |
| Bisexual  | 41  | 0.28  | 36  | 0.25  | 46 | 0.32 | increase |
| Gay  | 40  | 0.27  | 43  | 0.30  | 47 | 0.33 | increase |
| Heterosexual  | 5171  | 35.32  | 5093  | 35.23  | 5761 | 39.97 | increase |
| Lesbian  | 26  | 0.18  | 24  | 0.17  | 38 | 0.26 | increase |
| Prefer not to answer  | 647  | 4.42  | 603  | 4.17  | 558 | 3.87 | decrease |
| Unknown  | 8715  | 59.53  | 8659  | 59.89  | 7965 | 55.25% | decrease |

Since 2018 there has been an increase in both the numbers of and % of total employees who are lesbian, gay, or bisexual. Additionally, there has been a decrease in the numbers and % of people who have not recorded in this category. Overall the total of LGB employees recorded in the Council is 0.9%.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Leavers by sexual orientation  | Unknown53.03% | Bisexual0.51% | Gay0.61% | Heterosexual40.81% | Prefer not to answer4.77% |

1.11% of all people who left the Council were gay or bisexual.

Most gay people who left their position resigned

No applications for flexible working were received by LG or B employees

42% of all promotions were to heterosexual employees, however 56% had not recorded in this category.

RELIGION AND BELIEF

**Composition of the workforce by religion**

|  |  |
| --- | --- |
| Unknown | 8340 |
| Buddhist | 8 |
| Church of Scotland | 1464 |
| Hindu | 0 |
| Humanist | 21 |
| Jewish | 0 |
| Muslim | 36 |
| None | 1451 |
| Other Christian | 269 |
| Other religion | 63 |
| Pagan | 8 |
| Prefer not to answer | 380 |
| Roman Catholic | 2368 |
| Sikh | 0 |

Over 60% of employees have not recorded under this category.

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Leavers by religion  | Unknown552 | Church of Scotland107 | Humanist 0 | Muslim5 | None110 | Other Christian 22 | Other religion 0 | Pagan0 | Prefer not to answer38 | Roman Catholic145 |

**Promotions by religion in 2020 by number and %**

|  |  |
| --- | --- |
|  **Buddhist** | 0 ( 0.00%) |
| **Church of Scotland** | 7 (0.09%) |
| **Hindu** | 0 ( 0.00%) |
| **Humanist** | 0 ( 0.00%) |
| **Jewish** | 0 ( 0.00%) |
| **Muslim** | 0 ( 0.00%) |
| **Other Christian** | 0 ( 0.00%) |
| **Sikh** | 0 ( 0.00%) |
|  |  |
| **Pagan** | 0 ( 0.00%) |
| **Roman Catholic** | 16 (0.21%) |
| **Other Religion** | 0 ( 0.00%) |
| **None** | 10 (0.13%) |
| **Prefer not to answer** | 0 ( 0.00%) |
| **Unknown** | 43 (0.57%) |
| **Total**  | 76 (100%) |

**Applications - Smarter Working – Religion number and %**

|  |  |
| --- | --- |
| **Church of Scotland** | 11 (13.10%) |
| **None** | 10 (11.90%) |
| **Other Christian** | <5 (1.19%) |
| **Prefer not to Answer** | 54 (4.76%) |
| **Roman Catholic** | 18 (21.43%) |
| **Not Available** | 40 (47.62%) |
| **Grand Total** | **84 (100.00%)** |

**MARRIAGE AND CIVIL PARTNERSHIP**

**Composition of employees by marital status**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Unknown6080 | Divorced396 | Living with partner600 | Married / Civil Partnership4866 | Prefer not to answer150 | Separated270 | Single 1902 | Widowed151 |

**Leavers of the Council by marital status**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Unknown434 | Divorced37 | Living with partner44 | Married / Civil Partnership264 | Prefer not to answer18 | Separated13 | Single 161 | Widowed14 |

**Promotions by marital status by number and %**

|  |  |
| --- | --- |
| Married/Civil Partnership | 25 (32.89%) |
| Not Recorded | 33 (43.42%) |
| Prefer not to answer | 1 (1.32%) |
| Other | 17 (22.37%) |
| Total | 76 (100.00%) |

**Recruitment by marital status by number and % of total**

|  |  |
| --- | --- |
|  | Married/Civil Partner |
| Applied | 5063 (35.2% |
| Interviewed | 1081 (38.46% |
| Appointed | 364 (32.4% |

**PREGNANCY AND MATERNITY**

Number of employees who have taken maternity leave and adoption leave from January 2019 January 2020

|  |
| --- |
| Adoption Leave <5 |
| Maternity Leave 301 |

Number of employees who have returned in last year from adoption and maternity leave.

|  |
| --- |
| Adoption <5 |
| Maternity 67 |

All those who were due to return from Adoption and Maternity leave did return.