

**READING BOROUGH COUNCIL**  
**REPORT BY HEAD OF LEGAL & DEMOCRATIC SERVICES**

<b>TO:</b>	<b>PERSONNEL COMMITTEE</b>		
<b>DATE:</b>	<b>15 MARCH 2018</b>	<b>7</b>	
<b>TITLE:</b>	<b>EQUALITY AUDIT 2016/17</b>		
<b>LEAD COUNCILLOR:</b>	<b>CLLR LOVELOCK</b>	<b>PORTFOLIO:</b>	
<b>SERVICE:</b>	<b>HR</b>	<b>WARDS:</b>	<b>BOROUGH WIDE</b>
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### **1. PURPOSE AND SUMMARY OF REPORT**

- 1.1. To present a statistical summary of equal opportunities monitoring under the Council's Equality Monitoring Framework for the financial year 2016 / 17.

### **2. RECOMMENDED ACTION**

- 2.1. That you note the report and agree the action plan.

### **3. POLICY CONTEXT**

- 3.1. The report is a component of the Council's Equal Opportunity and Fair Treatment Policy. This report is presented annually to provide background data that will assist and inform the work of the Forum. This data is intended to provide an equalities context and focus for ongoing discussions with internal and external stakeholders.
- 3.2. The report takes the form set out in the Equality Monitoring Framework endorsed by this Forum, the Personnel Committee and the (then) Black Communities Forum in September 2004.
- 3.3. The framework contains key employment profiles which the Council has to measure by law and also includes other profile data based on previous national performance indicator (PIs) outturns where relevant.
- 3.4. In addition, each directorate is expected to set its own targets based on its clients, customers or users of its services and the data from this report is provided to assist the process of target setting.
- 3.5. The agreed framework reporting heads are:
- All Council Staff by directorate, gender, ethnic origin and disability
  - All Council Staff by gender, ethnic origin and disability across salary bands

- Proportion of female, BME and disabled job applicants.
  - Female, BME and disabled applicants as a proportion of their relative cohorts, who progress through shortlisting to appointment compared with male, white and non-disabled applicants
  - Proportion of female, BME and disabled employees accessing Council training by directorate, training type, compared to male, white and non-disabled employees
  - Proportion of female, BME and disabled employees involved in Council procedures, compared to male, white and non-disabled employees
  - Staff turnover data analysed by gender and ethnicity
  - The Council is also required to report on 'protected characteristics' as defined by the 2010 Equality Act - Age, Disability, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation. At the moment Gender Reassignment isn't available as an option for reporting, however we have asked our software provider to include this to include this category in the future.
- 3.6. Data gathered is based on the current Council structures i.e. April 2015, Directorate of Environment & Neighbourhood Services (DENS), Directorate of Adult Care & Health Services (DACHS), Directorate of Children, Education & Early Help Services (DCEEHS), Corporate Support Services (CSS) and Schools.
- 3.7. E-recruitment was fully launched to external applicants from February 2015 and as part of this project all applicants now have to complete the data on the protected characteristics as they are mandatory.

## SUMMARY OF STATISTICS

- 3.8. We use old National Best Value Performance Indicator (NBVPI) return methodology to compile the statistics, unless stated otherwise. This includes all full time and part time permanent staff and school based staff (unless otherwise stated). Casual staff or those on fixed term contracts of less than 12 months duration are excluded.
- 3.9. The non-declaration (ND) data in tables reflects those employees who have made a positive decision not to declare their ethnicity or a disability or where information is not available.

## Comparisons of 'Protected Characteristics' Within Directorates

- 3.10. Table 1 shows employees at 31 March 2017 by gender compared with those at 31 March 2016. The proportion of women employed by the Council has remained almost static at 78.4%. The lowest percentage are employed in DENS at 46.2% where there are a larger number of traditionally male occupations. This is a slight decrease compared to the previous year's 46.4%. The largest percentages are in Schools (92.4%) and DCEEHS, where the proportion remains at around 87% which is the same as in the previous year. CSS are at 69.7%. Overall, the proportion of females employed in all directorates has remained almost the same as the last

year reported. There has been a small increase in total 2017 figures when compared to total 2016 figures.

- 3.11. Table 2 shows employees at 31 March 2017 by ethnic origin within Directorates compared with those at 31 March 2016. The numbers of black and minority ethnic (BME) employees are shown as a proportion of employees who have made a positive declaration. The non-declaration (ND) data in the table reflects those employees who have made a positive decision not to declare their ethnicity or where information is not available.
- 3.12. The proportion of BME staff employed by the Council has decreased from 21.7% to 16.1%. On examining the data there is an error in the calculation of the BME figure reported for 2016. The correct figure for 2015/16 should be 15.3%. The general trend is an increase in the percentage of BME staff within the Council (2014 = 13.7%, 2015 = 14.7%, 2016 = 15.3% and 2017 = 16.1%). The highest proportion of BME staff is in DCEEHS (26.2%), followed by DACHS (18.5%) and CSS (17.2%).
- 3.13. All directorates have shown an increase in the proportion of BME staff. These outturns compare with a 23% BME economically active population (excluding white Irish and other) within the borough boundaries<sup>1</sup>.
- 3.14. Table 3 above shows the profile of employees who have declared a disability within Directorates at 31 March 2017 compared with those at 31 March 2016. The overall percentage has increased from 2.9% to 3.2%.
- 3.15. The proportion of staff with a disability in the Council is around 3.2%. The highest proportion of staff with a disability is DACHS (7.2%), followed by CSS (4.7%). The lowest proportion of the staff with a disability is employed in Schools (0.4%). Overall, DACHS has shown a significant increase (from 5.0% to 7.2%), while Schools and DENS have shown a small decrease in percentages.
- 3.16. The highest number of staff who have not declared their disability is in schools (1202). If school based staff are taken out of the calculation, the proportion of staff in the Council with a disability would be 4.3%. This outturn compares with a 6% economically active population within the borough boundaries<sup>1</sup>.
- 3.17. Table 4 shows the data of employee religion within Directorates at 31 March 2017. Percentages are of a total of those who have declared their religion.
- 3.18. In total, among the people with a particular religion, the dominant group employed within the borough boundaries were Christians (43.5%) which is a small decrease from 2016 (47.0%). Among those, the highest percentage was employed in Schools (48.8%) and DCEEHS (48.6%). The people with no religion have the second-highest proportion among those employed in the Council (26.9%), of those the highest percentage is employed in DENS (32.8%) and DACHS (27.6%). The people holding Jewish (0.1%), Buddhist (0.4%) and Sikh (0.9%) beliefs have the lowest proportion among those employed in the Council. Agnostics accounted for 4.8% of staff which is a small decrease from 2016 (5.3%).
- 3.19. Table 5 shows the data of employee sexual orientation within Directorates at 31 March 2017.
- 3.20. Of all staff employed (4213), the vast majority (3271) provided no information about their sexual orientation. However, of the remaining number almost 87.3%

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<sup>1</sup> 2011 census data

declared themselves as heterosexual compared to 94.9% in 2016, while 2.9% were LGBT compared to 3.7% in 2016. The percentage of heterosexual staff ranges between 84.5% and 91.2% across the directorates. Approximately 78% of staff did not wish to declare their sexuality.

- 3.21. Table 6 shows the data of employee marital status within Directorates at 31 March 2017. In summary, the percentage of staff who are in a Civil Partnership or Married has remained fairly constant (0.6% and 51.1% respectively). The number of staff who have declared a Partner has increased from 7.0% to 8.1% whereas those who declared that they are Single has fallen from 40.9% to 40.2%.
- 3.22. Among the staff employed in schools, more than a half (54.0%) were married, whereas 38.7% were single. DACHS, DCEEHS and CSS follow the same pattern with more than half being married and less than half being single. The only exception is DENS where the proportion of married and single employees remained almost equal (46.6% versus 42.4% respectively) which remains similar to the 2016 outturn.

### **Progress of Applicants Through Recruitment**

- 3.23. Table 7 compares the attrition rate of applicants through the recruitment process in order to better understand the dynamics of the process as it rolls forward. The figures in brackets are 2015/16 figures,
- 3.24. In 2016/17 the Council received 4002 (4716) applications for 352 (426) appointments. Of these, 2584 (2883) were from women - 64.6% (61.1%), 1587 (1995) from BME applicants - 39.7% (42.3% ) and 212 (216) from people with a declared disability - 5.3% (4.6%). These headline figures are consistent with the decrease in the number of posts recruited to across the Council. There has been a small decrease in the number of BME groups applying for employment corresponding with an increase in the number of women and applicants with a disability which may be as a result of the types of posts being advertised within the reporting period.
- 3.25. Of the successful applicants, 68.2%(65.0%) were women, 26.4% (25.1%) were BME and 4.3% (3.8%) were applicants with a disability.
- 3.26. In relation to religious belief (Table 8) the largest percentage of applicants (40.6%) and appointments (34.7%) are Christian. It is noted that Muslim's represented 5.77% of the applicants, however, a reduced percentage (3.7%) of the appointments.
- 3.27. In relation to sexual orientation (Table 8) headline figures shows consistency between applications and appointments.
- 3.28. CMT have further requested an analysis of applicants / appointments by gender for posts graded RG10 and above. Table 9 provides this analysis. Of the 7 appointments 85.7% were female and 14.3% male.

### **Comparisons of 'Protected Characteristics' Across Salary Bands**

- 3.29. Table 10(a), 10(b), 10(c), 10(d), 10(e) & 10(f) shows employees at 31 March 2017 by salary band and then by gender, ethnic origin, disability, religion, sexuality and marital status. Salary bands are based on the RG pay scales introduced in May 2011.

- 3.30. Female employees continue to form the greater percentage across the majority of salary bands with the exception of salary band 1 and above salary band 10. With the exception of salary band 1 and band over 10, each band has around 59% - 73% of female employees. Overall, the level of female employees in the salary bands have remained almost the same. Reading Senior Manager (RSM) grades, above RG10, the percentage of female staff has increased from 46.1% to 56%.
- 3.31. This analysis shows that the level of BME staff in the higher earnings bands has increased since the previous report (from 5% to 14%). Compared to the total number of BME staff (21%) the proportion of BME staff in RG2 grade is 38%. This represents a similar percentage to 2016.
- 3.32. The overall number of employees who have declared a disability across salary bands ranges between 0% and 5.0%. The proportion of people with a disability is relatively even across most of the bands with the exception of bands 9 and above.
- 3.33. The totals for staff are different from those in tables 1, 2 and 3, which show all employees as this data is drawn from the old NBVPI 11 earnings profile which excludes school based staff in its methodology.
- 3.34. Salary band 1 consists mainly of apprentices.
- 3.35. Council Employees in salary bands by religion (Table 10c and 10d), Sexuality (Table 10e) and Marital Status (Table 10f) show no significant discrepancies to the proportion of staff across the Council.

### **Access to Corporate Training**

- 3.36. Tables 11(a), 11(b), 11(c) and 11(d) show access to Training by Directorate and by type of training for employees from the different groups during 2016/17.
- 3.37. Table 11a (a) shows only people who have made a positive declaration under gender, ethnicity and disability. Generally, the data reflects the proportions of these groups of employees in the workforce.
- 3.38. Overall a much larger percentage (74%) of women than men undertook training during last year. This is a increase from 71% during the year the statistics were last reported (2016).
- 3.39. BME employee access to training has increased from 16% to 19%.
- 3.40. Employees, who had declared themselves as having a disability, formed 5% of the total employees on corporate training, which is a slight increase (4%) on last year's report.
- 3.41. Tables 11 (a), 11 (b), 11 (c) and 11 (d) data reflects the proportions of these groups in the workplace.

### **Turnover and Attrition**

- 3.42. Tables 12 (a), 12 (b), 12 (c), 12 (d) and 12 (e) shows a profile of 'leavers' from the Council divided between 'voluntary' and 'involuntary' forms of exit.
- 3.43. Total turnover for the Council was 15.0% in 2016/17 compared to 14.5% in 2015/16. The tables shows that for most forms of exit, staff with 'protected characteristics', did not leave the Council in higher than expected proportions -

that is to say, the level of exit indicates that these staff are generally being retained.

### Involvement in Council Procedures

3.44. Tables 13a and 13b shows a breakdown of those involved in the Council's formal procedures: capability ill health, capability performance, discipline and grievance. The levels of formal casework decreased in 2016/17 (from 146 in 2015/16 to 68 in 2016/17), but whilst the absolute numbers are relatively small and a significant proportion of staff have not recorded a disability or ethnicity, they do not indicate that procedures were applied and / or accessed disproportionately by any particular group profiled in the report.

### Councillors

3.45 A joint report from the Fawcett Society and Local Government Information Unit (LGIU) on gender inequality in local government 'Does Local Government Work for Women?' presented findings of a survey of 2,304 councillors, carried out between December 2016 and January 2017.

3.46 33% of elected local councillors in England are women, an increase of just five percentage points since 1997.

3.47 Women's representation varies by type of local authority and by region. Women are most likely to be elected to their local council in the North East and least likely in the South East. Table 14a shows the women's representation among types of local authorities, and Table 14b shows women's representation in Berkshire local (unitary) authorities. The proportion of Reading Councillors who are female (47.8%) is the highest proportion of all the Berkshire local authorities.

3.48 Men and women councillors remain disproportionately aged over 55 and ethnically white. There are gender disparities within age groups. 35% of councillors are aged between 65 and 74, with men outnumbering women 2:1. This accounts for the majority of the difference in overall gender representation. Women were most underrepresented in the 18- 34s, where there were 3.5 times as many men as women.

3.49 19% of female and 22% of male councillors said they have a disability or long-term health condition. Disabled women councillors reported a double disadvantage, being much more likely to experience discrimination for reasons other than their gender compared to disabled men.

3.50 BME women remain hugely underrepresented in local government, with only 5.5% of women councillors responding to the survey with that identity. This is slightly better than the 3.8% of men councillors but vastly below the 14% of the England

and Wales population which identifies as BME. 50% of BME women councillors reported that they had experienced discrimination beyond gender compared to 41% of BME men, although sample sizes were low.

#### 4. ACTION PLAN

##### Disability

- 4.1. Although there has been a small increase in the numbers of disabled staff in the Council (2.9% to 3.2%) this outturn compares with a 6% economically active population in Reading which remains an area of concern.
- 4.2. In the previous 12 months the Council has:
  - a. Achieved the Government's 'Disability Confident' Employer scheme- Level 2 for a further 2 years (November 2019).
  - b. Produced an on-line disability awareness training programme for managers to increase understanding, skills and awareness.
  - c. Developed a Disability Pod on 'IRIS' :
    - i. All employees know where they can access up to date information and advice about how to meet the needs of disabled employees, candidates and customers
    - ii. Published list of reasonable adjustments that have been undertaken by the Council. Physical (ICT) and Non - physical (flexible working)
    - iii. Published training schedules
  - d. Introduced a 'tailored adjustments agreement' to enable individual employees and line managers to discuss, agree and record specific adjustments.
  - e. Worked with individual staff who have a disability to discover more about their direct experience of recruitment and assimilation into the Council's workforce.
- 4.3. The following programme is suggested for increasing the profile of disability within the Council with the target of increasing the number of disabled staff within the Council
  - a. A named senior disability sponsor or champion from CMT to show that the Council takes it's disability related performance seriously.
  - b. Introduce a Steering Group (face-to-face or virtual) comprising operational leads from across the Council - Adult Services, ICT, Procurement, Facilities Management, Communications, Customer Relations. Key areas can come together to develop an organisational wide plan, promote and monitor it's progress.
  - c. Article in 'Inside Reading' about the experiences of a member of staff with a disability.

- d. Further develop current training programme i.e. Supporting staff with disabilities.
- e. Staff Survey to include aspects on disability - qualitative testimonies.

## Gender

- 4.4. Tackling the gender pay gap is an increasingly key and topical issue. A recent Briefing Note<sup>2</sup> states that differences in hourly wages between men and women remain substantial, despite some convergence.
- 4.5. The government has already begun to address the issue of gender pay gap reporting amongst larger private and voluntary sector employers. Having consulted on the issue it aims to introduce mandatory reporting for organisations in those sectors with 250 or more employees from 2017 onwards, using section 78 of the Equality Act 2010. The stated aim now is to extend that requirement to cover public sector organisations in England of similar size (250+ employees) on a similar timescale i.e. gather data in April 2017 and publish before April 2018.
- 4.6. Under the proposals, public authorities with 250 or more employees will be required to publish: -
  - a) Details of the mean and median gender pay gap
  - b) Details of their mean and median bonus pay gap
  - c) Information on the proportion of male and female employees in each salary quartile
- 4.7. To report on the gender pay gap as a separate report before April 2018.

## 5. CONTRIBUTION TO STRATEGIC AIMS

- 5.1. Monitoring our workforce is linked specifically to the promotion of equality and ensuring that we move to a position where our workforce represents the community it serves.

## 6. LEGAL IMPLICATIONS

- 6.1. Under the Equality Act 2010, a public authority must, in the exercise of its functions, have due regard to the need to—
  - a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
  - b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
  - d) It has a duty to publish workforce and employment information to demonstrate compliance with the Equality duty.

## 7. FINANCIAL IMPLICATIONS

- 7.1. None

## 8. BACKGROUND PAPERS

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<sup>2</sup> The Gender Wage Gap, Institute of Fiscal Studies Briefing Note BN186



8.1. None

## Employee Profiles by Directorate at 31.03.16 compared to 31.03.15

Table 1 Employee Gender

Directorate 2015/16	31/03/2016			Directorate 2016/17	31/03/2017		
	All Staff	Women	% Women		All Staff	Women	% Women
DENS	952	442	46.4%	DENS	964	445	46.2%
CSS	379	263	69.4%	CSS	383	267	69.7%
DCEEHS	514	447	87.0%	DCEEHS	512	449	87.7%
DACHS	424	352	83.0%	DACHS	382	320	83.8%
SCHOOLS	1922	1772	92.2%	SCHOOLS	1972	1822	92.4%
TOTALS	4191	3276	78.2%	TOTALS	4213	3303	78.4%

Table 2 - Employee Ethnicity

Directorate 2015/16	31/03/2016				Directorate 2016/17	31/03/2017			
	All Staff	BME	% BME	ND		All Staff	BME	% BME	ND
DENS	952	151	15.2%	42	DENS	964	116	12.5%	35
CSS	379	72	20.4%	13	CSS	383	64	17.2%	11
DCEEHS	514	132	27.4%	33	DCEEHS	512	127	26.2%	28
DACHS	424	80	19.3%	10	DACHS	382	69	18.5%	9
SCHOOLS	1922	313	21.4%	460	SCHOOLS	1972	214	14.3%	474
TOTALS	4191	748	21.7%	558	TOTALS	4213	590	16.1%	557

Table 3 - Employee Disability

Directorate 2015/16	31/03/2016				Directorate 2016/17	31/03/2017			
	All Staff	Dis	% Dis	ND		All Staff	Dis	% Dis	ND
DENS	952	19	2.0%	100	DENS	964	28	3.2%	86
CSS	379	17	5.0%	27	CSS	383	17	4.7%	23
DCEEHS	514	16	3.64%	75	DCEEHS	512	17	3.7%	58
DACHS	424	21	5.33%	30	DACHS	382	26	7.2%	21
SCHOOLS	1922	3	0.4%	1226	SCHOOLS	1972	3	0.4%	1202
TOTALS	4191	76	2.9%	1458	TOTALS	4213	91	3.2%	1390

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- 1. Includes all permanent employees, teachers & school based employees; does not include those on temporary contracts for less than a year*
  - 2. As a proportion of employees who have made a positive declaration*

Table 4 - Employee Religion

Directorate	31/03/2016																					
	All Staff	Agnostic		Atheist		Buddhist		Christian		Hindu		Jewish		Muslim		Sikh		Other		None		ND
DENS	952	16	6.6%	21	8.7%	1	0.4%	107	44.2%	4	1.7%	0	0.0%	4	1.7%	0	0.0%	12	5.0%	77	31.8%	710
CSS	379	8	7.0%	14	12.3%	0	0.0%	51	44.7%	2	1.8%	2	1.8%	6	5.3%	4	3.5%	4	3.5%	23	20.2%	265
DCEEHS	514	7	4.0%	16	9.1%	0	0.0%	93	52.8%	4	2.3%	0	0.0%	6	3.4%	2	1.1%	3	1.7%	45	25.6%	338
DACHS	424	5	3.6%	12	8.8%	1	0.7%	61	44.5%	2	1.5%	1	0.7%	3	2.2%	0	0.0%	8	5.8%	44	32.1%	287
SCHOOLS	1922	1	3.4%	1	3.4%	0	0.0%	16	55.2%	0	0.0%	0	0.0%	1	3.4%	0	0.0%	3	10.3%	7	24.1%	1893
TOTALS	4191	37	5.3%	64	9.2%	2	0.3%	328	47.0%	12	1.7%	3	0.4%	20	2.9%	6	0.9%	30	4.3%	196	28.1%	3493

Directorate	31/03/2017																					
	All Staff	Agnostic		Atheist		Buddhist		Christian		Hindu		Jewish		Muslim		Sikh		Other		None		ND
DENS	964	23	5.8%	28	7.0%	2	0.5%	158	39.5%	3	0.8%	0	0.0%	6	1.5%	1	0.3%	12	3.0%	131	32.8%	600
CSS	383	12	7.2%	15	9.0%	1	0.6%	65	39.2%	3	1.8%	1	0.6%	6	3.6%	6	3.6%	5	3.0%	31	18.7%	238
DCEEHS	512	8	3.2%	18	7.3%	0	0.0%	120	48.6%	6	2.4%	0	0.0%	8	3.2%	3	1.2%	5	2.0%	62	25.1%	282
DACHS	382	6	3.7%	11	6.7%	1	0.6%	77	47.2%	3	1.8%	0	0.0%	6	3.7%	0	0.0%	7	4.3%	45	27.6%	226
SCHOOLS	1972	2	2.3%	5	5.8%	0	0.0%	42	48.8%	7	8.1%	0	0.0%	1	1.2%	0	0.0%	3	3.5%	17	19.8%	1895
TOTALS	4213	51	4.8%	77	7.3%	4	0.4%	462	43.5%	22	2.1%	1	0.1%	27	2.5%	10	0.9%	32	3.0%	286	26.9%	3241

Table 5 - Employee profile by their sexual orientation

Directorate	31/03/2016										Directorate	31/03/2017									
	All Staff	Bisexual		Gay/Lesbian		Heterosexual		Other		ND		All Staff	Bisexual		Gay/Lesbian		Heterosexual		Other		ND
DENS	952	2	0.9%	11	4.7%	219	93.6%	2	0.9%	718	DENS	964	2	0.5%	17	4.4%	331	85.1%	3	0.8%	610
CSS	379	1	0.9%	6	5.5%	103	93.6%	0	0.0%	269	CSS	383	2	1.2%	6	3.7%	136	84.5%	1	0.6%	238
DCEEHS	514	1	0.6%	3	1.8%	161	97.6%	0	0.0%	349	DCEEHS	512	1	0.4%	3	1.3%	217	91.2%	0	0.0%	290
DACHS	424	0	0.0%	5	3.8%	125	94.0%	3	2.3%	291	DACHS	382	0	0.0%	2	1.2%	146	89.6%	2	1.2%	231
SCHOOLS	1922	0	0.0%	0	0.0%	29	100.0%	0	0.0%	1893	SCHOOLS	1972	0	0.0%	2	2.6%	68	87.2%	0	0.0%	1902
TOTALS	4191	4	0.6%	25	3.7%	637	94.9%	5	0.7%	3520	TOTALS	4213	5	0.5%	30	2.9%	898	87.3%	6	0.6%	3271

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1. Includes all permanent employees, teachers & school based employees; does not include those on temporary contracts for less than a year
  2. As a proportion of employees who have made a positive declaration

Table 6 - Employee profile by their marital status

Directorate	31/03/2016										Directorate	31/03/2017									
	All Staff	Civil Partnership		Married		Partner		Single		ND		All Staff	Civil Partnership		Married		Partner		Single		ND
DENS	952	5	0.6%	431	48.0%	72	8.0%	390	43.4%	54	DENS	964	7	0.8%	431	46.6%	94	10.2%	392	42.4%	40
CSS	379	3	0.9%	176	50.0%	22	6.3%	151	42.9%	27	CSS	383	3	0.8%	179	49.7%	25	6.9%	153	42.5%	23
DCEEHS	514	2	0.4%	226	49.9%	36	7.9%	189	41.7%	61	DCEEHS	512	2	0.4%	236	50.0%	40	8.5%	194	41.1%	40
DACHS	424	2	0.6%	175	48.2%	36	9.9%	150	41.3%	61	DACHS	382	1	0.3%	177	52.7%	30	8.9%	128	38.1%	46
SCHOOLS	1922	10	0.6%	873	55.1%	88	5.6%	614	38.7%	337	SCHOOLS	1972	9	0.5%	887	54.0%	112	6.8%	636	38.7%	328
TOTALS	4191	22	0.6%	1881	51.5%	254	7.0%	1494	40.9%	540	TOTALS	4213	22	0.6%	1910	51.1%	301	8.1%	1503	40.2%	477

Table 7 - Recruitment Profile (April 2015 - March 2016) April 2016 - March 2017

	Male	Female	Unspecified		BME	White	Not Declared		Disabled	Not Disabled	Not Declared
<b>Applied</b>	(1815) 1404	(2883) 2584	(18) 14		(1995) 1587	(2620) 2341	(101) 74		(216) 212	(4383) 3683	(117) 107
<b>(4716) 4002</b>	(38.5%) 35.1%	(61.1%) 64.6%	(0.4%) 0.3%		(42.3%) 39.7%	(55.6%) 58.5%	(2.1%) 1.8%		(4.6%) 5.3%	(92.9%) 92.0%	(2.5%) 2.7%
<b>Interview</b>	(547) 441	(943) 850	(5) 4		(498) 437	(966) 841	(31) 17		(76) 89	(1376) 1170	(43) 36
<b>(1495) 1295</b>	(36.6%) 34.1%	(63.1%) 65.6%	(0.3%) 0.3%		(33.3%) 33.7%	(64.6%) 64.9%	(2.1%) 1.3%		(5.1%) 6.9%	(92.0%) 90.3%	(2.9%) 2.8%
<b>Appointed</b>	(149) 111	(277) 240	(0) 1		(107) 93	(312) 252	(7) 7		(16) 15	(394) 319	(16) 18
<b>(426) 352</b>	(35.0%) 31.5%	(65.0%) 68.2%	(0.0%) 0.3%		(25.1%) 26.4%	(73.2%) 71.6%	(1.6%) 2.0%		(3.8%) 4.3%	(92.5%) 90.6%	(3.8%) 5.1%



Table 8 - Recruitment Profile (April 2015 - March 2016) April 2016 - March 2017

	Agnostic	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	ND
<b>Applied</b>	(202) 193	(356) 326	(47) 27	(1958) 1625	(178) 114	(6) 9	(291) 231	(44) 52	(140) 134	(1143) 975	(351) 316
<b>(4716) 4002</b>	(4.3%) 4.8%	(7.55%) 8.15%	(1.0%) 0.67%	(41.5%) 40.6%	(3.7%) 2.8%	(0.13%) 0.22%	(6.17%) 5.77%	(0.9%) 1.3%	(2.97%) 3.35%	(24.24%) 24.36%	(7.44%) 7.90%
<b>Interview</b>	(82) 74	(129) 104	(13) 5	(595) 507	(33) 29	(3) 4	(75) 53	(15) 17	(36) 36	(391) 360	(123) 106
<b>(1495) 1295</b>	(5.5%) 5.7%	(8.6%) 8.0%	(0.9%) 0.4%	(39.8%) 39.2%	(2.2%) 2.2%	(0.2%) 0.3%	(5.0%) 4.1%	(1.0%) 1.3%	(2.4%) 2.8%	(26.2%) 27.8%	(8.2%) 8.2%
<b>Appointed</b>	(19) 26	(44) 26	(2) 1	(148) 123	(4) 5	(0) 0	(13) 13	(5) 4	(10) 4	(137) 99	(44) 51
<b>(426) 352</b>	(4.5%) 7.4%	(10.3%) 7.4%	(0.5%) 0.3%	(34.7%) 34.9%	(0.9%) 1.4%	(0%) 0%	(3.1%) 3.7%	(1.2%) 1.1%	(2.3%) 1.1%	(32.2%) 28.1%	(10.3%) 14.4%

Appendix 1

	Bisexual	Gay/Lesbian	Heterosexual	Not Known	Other	Not Declared
<b>Applied</b>	(73) 42	(112) 102	(4142) 3521	6	(45) 27	(344) 304
(4716) 4002	(1.5%) 1.0%	(2.4%) 2.5%	(87.8%) 88.0%	0.1%	(1%) 0.7%	(7.3%) 7.6%
<b>Interview</b>	(18) 10	(39) 43	(1297) 1138	3	(10) 5	(131) 96
(1495) 1295	(1.2%) 0.8%	(2.6%) 3.33%	(86.8%) 87.9%	0.2%	(0.7%) 0.4%	(8.8%) 7.4%
<b>Appointed</b>	(1) 2	(11) 9	(359) 293	1	(1) 2	(54) 45
(426) 352	(0.2%) 0.6%	(2.6%) 2.6%	(84.3%) 83.2%	0.3%	(0.2%) 0.6%	(12.7%) 12.8%

	Civil Partnership	Married	Partner	Single	Not Disclosed
<b>Applied</b>	35	1283	652	1979	53
(4716) 4002	0.9%	32.1%	16.3%	49.5%	1.3%
<b>Interview</b>	8	424	210	634	19
(1495) 1295	0.6%	32.7%	16.2%	49.0%	1.5%
<b>Appointed</b>	2	109	55	175	11
(426) 352	0.6%	31.0%	15.6%	49.7%	3.1%

Table 9 - Recruitment by Gender RG10 and above April 2016 - March 2017

	Male	Female	Unspecified
<b>Applied</b>	7	23	0
<b>30</b>	23.30%	76.70%	0.00%
<b>Interview</b>	5	15	0
<b>20</b>	25.00%	75.00%	0.00%
<b>Appointed</b>	1	6	0
<b>7</b>	14.30%	85.70%	0.00%



Table 10 (a) - Council Employees in Salary Bands as at 31.3.16

Grade Bandings	Total Staff	Women		BME			Disability		
		No	%	No	ND	%	No	ND	%
RG1 Up to 15,207	27	12	44.44%	8	3	33.33%	1	4	4.35%
RG2 16,572	145	96	66.21%	46	14	35.11%	3	42	2.91%
RG3 19,742	376	277	73.67%	76	22	21.47%	12	44	3.61%
RG4 24,472	599	411	68.61%	116	17	19.93%	21	51	3.83%
RG5 29,558	398	251	63.07%	70	17	18.37%	18	37	4.99%
RG6 33,857	268	164	61.19%	57	10	22.09%	13	23	5.31%
RG7 39,267	195	132	67.69%	31	6	16.40%	2	8	1.07%
RG8 44,794	121	77	63.64%	16	4	13.68%	2	7	1.75%
RG9 50,324	68	42	61.76%	11	2	16.67%	1	5	1.59%
RG10 54,080	29	22	75.86%	2	1	7.14%	0	4	0.00%
Above 54,080	43	20	46.51%	2	2	4.88%	0	6	0.00%

1. As a proportion of employees who have made a positive declaration
2. Excludes schools

Table 10(b) - Council Employees in Salary Bands by gender, ethnicity, disability as of 31.3.17

Grade Bandings	Total Staff	Women		BME			Disability		
		No	%	No	ND	%	No	ND	%
RG1 £0 - £15507	22	10	45.45%	6	0	27.27%	1	1	4.76%
RG2 £15,508 - £16,772	191	125	65.45%	67	15	38.07%	8	35	5.13%
RG3 £16,773 - £19,939	395	287	72.66%	83	17	21.96%	18	40	5.07%
RG4 £19,940 - £24,717	533	366	68.67%	97	14	18.69%	22	33	4.40%
RG5 £24,718 - £29,854	400	254	63.50%	83	12	21.39%	16	28	4.30%
RG6 £29,855 - £34,196	262	158	60.31%	53	8	20.87%	14	17	5.71%
RG7 £34,197 - £39,660	190	128	67.37%	25	5	13.51%	4	9	2.21%
RG8 £39,661 - £45,242	101	60	59.41%	16	4	16.49%	3	7	3.19%
RG9 £45,243 - £50,827	64	43	67.19%	13	2	20.97%	1	4	1.67%
RG10 £50,828 - £54,621	29	19	65.52%	4	1	14.29%	0	5	0.00%
Above £54,621	45	25	55.56%	6	1	13.64%	1	5	2.50%

1. Based on 2016/17 pay bands and earnings
2. As a proportion of employees who have made a positive declaration
3. Excludes schools

Table 10 (c) - Council Employees in Salary Bands by religion as of 31.3.16

Grade Bandings	Total Staff	Agnostic		Atheist		Buddhist		Christian		Hindu		Jewish		Muslim		Sikh		Other		None		ND	
		No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
RG1 Up to 15,207	27	1	7.7%	2	15.4%	0	0.0%	6	46.2%	0	0.0%	0	0.0%	1	7.7%	0	0.0%	0	0.0%	3	23.1%	14	51.9%
RG2 16,572	145	0	0.0%	0	0.0%	0	0.0%	8	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	33.3%	13	91.7%
RG3 19,742	376	7	6.5%	15	14.0%	0	0.0%	42	39.3%	3	2.8%	1	0.9%	5	4.7%	1	0.9%	4	3.7%	29	27.1%	26	71.5%
RG4 24,472	599	11	5.9%	15	8.0%	1	0.5%	88	46.8%	3	1.6%	0	0.0%	6	3.2%	1	0.5%	7	3.7%	56	29.8%	41	68.6%
RG5 29,558	398	5	3.7%	14	10.4%	1	0.7%	60	44.8%	1	0.7%	1	0.7%	2	1.5%	1	0.7%	10	7.5%	39	29.1%	26	66.3%
RG6 33,857	268	4	4.5%	7	7.9%	0	0.0%	42	47.2%	3	3.4%	0	0.0%	3	3.4%	2	2.2%	4	4.5%	24	27.0%	17	66.8%
RG7 39,267	195	4	6.3%	3	4.7%	0	0.0%	36	56.3%	3	4.7%	0	0.0%	1	1.6%	1	1.6%	2	3.1%	14	21.9%	13	72.3%
RG8 44,794	121	2	6.7%	3	10.0%	0	0.0%	11	36.7%	0	0.0%	1	3.3%	1	3.3%	0	0.0%	0	0.0%	12	40.0%	91	75.2%
RG9 50,324	68	1	5.9%	3	17.6%	0	0.0%	8	47.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	29.4%	51	75.0%
RG10 54,080	29	0	0.0%	1	20.0%	0	0.0%	4	80.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	24	82.8%
Above 54,080	43	1	10.0%	0	0.0%	0	0.0%	7	70.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	20.0%	33	76.7%

Table 10 (d) - Council Employees in Salary Bands by religion as of 31.3.17

Grade Bandings		Total Staff	Agnostic		Atheist		Buddhist		Christian		Hindu		Jewish		Muslim		Sikh		Other		None		ND	
			No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
RG1	£0 - £15507	22	1	6.3%	0	0.0%	0	0.0%	3	18.8%	0	0.0%	0	0.0%	2	12.5%	0	0.0%	0	0.0%	9	56.3%	6	27.3%
RG2	£15,508 - £16,772	191	3	4.4%	8	11.8%	1	1.5%	22	32.4%	2	2.9%	0	0.0%	2	2.9%	0	0.0%	1	1.5%	24	35.3%	123	64.4%
RG3	£16,773 - £19,939	395	8	4.4%	17	9.3%	1	0.5%	71	38.8%	2	1.1%	1	0.5%	6	3.3%	1	0.5%	5	2.7%	57	31.1%	212	53.7%
RG4	£19,940 - £24,717	533	19	8.1%	13	5.6%	0	0.0%	105	44.9%	3	1.3%	0	0.0%	5	2.1%	3	1.3%	5	2.1%	60	25.6%	299	56.1%
RG5	£24,718 - £29,854	400	5	2.7%	15	8.1%	1	0.5%	84	45.2%	3	1.6%	0	0.0%	6	3.2%	2	1.1%	11	5.9%	46	24.7%	214	53.5%
RG6	£29,855 - £34,196	262	4	3.4%	8	6.8%	0	0.0%	56	47.5%	2	1.7%	0	0.0%	2	1.7%	2	1.7%	3	2.5%	31	26.3%	144	55.0%
RG7	£34,197 - £39,660	190	5	5.7%	4	4.5%	0	0.0%	45	51.1%	2	2.3%	0	0.0%	2	2.3%	1	1.1%	3	3.4%	19	21.6%	102	53.7%
RG8	£39,661 - £45,242	101	2	5.9%	2	5.9%	1	2.9%	12	35.3%	1	2.9%	0	0.0%	1	2.9%	1	2.9%	0	0.0%	11	32.4%	67	66.3%
RG9	£45,243 - £50,827	64	1	4.3%	4	17.4%	0	0.0%	8	34.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	30.4%	41	64.1%
RG10	£50,828 - £54621	29	0	0.0%	0	0.0%	0	0.0%	5	55.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	11.1%	20	69.0%
Above	£54,621	45	1	8.3%	1	8.3%	0	0.0%	8	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	16.7%	33	73.3%



Table 10 (d) - Council Employees in Salary Bands by religion as of 31.3.2017

Grade Bandings		Total Staff	No Religion or Belief		Religion or Belief		ND	
			No.	%	No.	%	No.	%
RG1	£0 - £15507	22	10	62.5%	6	37.5%	6	27.3%
RG2	£15508 - £16772	191	35	51.5%	33	48.5%	123	64.4%
RG3	£16773 - £19939	395	82	44.8%	101	55.2%	212	53.7%
RG4	£19940 - £24717	533	92	39.3%	142	60.7%	299	56.1%
RG5	£24718 - £29854	400	66	35.5%	120	64.5%	214	53.5%
RG6	£29855 - £34196	262	43	36.4%	75	63.6%	144	55.0%
RG7	£34197 - £39660	190	28	31.8%	60	68.2%	102	53.7%
RG8	£39661 - £45242	101	15	44.1%	19	55.9%	67	66.3%
RG9	£45243 - £50827	64	12	52.2%	11	47.8%	41	64.1%
RG10	£50828 - £54621	29	1	11.1%	8	88.9%	20	69.0%
Above	£54621	45	4	33.3%	8	66.7%	33	73.3%

Table 10 (e) - Council Employees in Salary Bands by sexuality as of 31.3.2017.

Grade Bandings		Total Staff	Bisexual		Gay/ Lesbian		Heterosexual		Other		ND	
			No.	%	No.	%	No.	%	No.	%	No.	%
RG1	£0 - £15507	22	1	6.3%	1	6.3%	13	81.3%	0	0.0%	6	27.3%
RG2	£15508 - £16772	191	0	0.0%	2	3.0%	59	89.4%	1	1.5%	125	65.4%
RG3	£16773 - £19939	395	1	0.5%	7	3.8%	162	89.0%	1	0.5%	213	53.9%
RG4	£19940 - £24717	533	2	0.9%	2	0.9%	195	87.8%	1	0.5%	311	58.3%
RG5	£24718 - £29854	400	0	0.0%	6	3.4%	156	87.6%	2	1.1%	222	55.5%
RG6	£29855 - £34196	262	0	0.0%	4	3.4%	101	85.6%	0	0.0%	144	55.0%
RG7	£34197 - £39660	190	1	1.1%	1	1.1%	77	88.5%	1	1.1%	103	54.2%
RG8	£39661 - £45242	101	0	0.0%	1	3.1%	27	84.4%	0	0.0%	69	68.3%
RG9	£45243 - £50827	64	0	0.0%	2	8.7%	20	87.0%	0	0.0%	41	64.1%
RG10	£50828 - £54621	29	0	0.0%	2	20.0%	6	60.0%	0	0.0%	19	65.5%
Above	£54621	45	0	0.0%	0	0.0%	9	75.0%	0	0.0%	33	73.3%

Table 10 (f) - Council Employees in Salary Bands by Marital Status as of 31.3.2017

Grade Bandings		Total Staff	Civil Partnership		Married		Partner		Single		ND	
			No.	%	No.	%	No.	%	No.	%	No.	%
RG1	£0 - £15507	22	0	0.0%	1	4.8%	1	4.8%	19	90.5%	1	4.55%
RG2	£15508 - £16772	191	3	1.7%	72	41.4%	18	10.3%	81	46.6%	17	8.90%
RG3	£16773 - £19939	395	1	0.3%	148	41.3%	27	7.5%	182	50.8%	37	9.37%
RG4	£19940 - £24717	533	1	0.2%	238	47.4%	48	9.6%	215	42.8%	31	5.82%
RG5	£24718 - £29854	400	2	0.5%	180	46.8%	44	11.4%	159	41.3%	15	3.75%
RG6	£29855 - £34196	262	4	1.6%	136	54.4%	18	7.2%	92	36.8%	12	4.58%
RG7	£34197 - £39660	190	0	0.0%	101	57.1%	23	13.0%	53	29.9%	13	6.84%
RG8	£39661 - £45242	101	0	0.0%	60	64.5%	0	0.0%	33	35.5%	8	7.92%
RG9	£45243 - £50827	64	1	1.8%	33	57.9%	7	12.3%	16	28.1%	7	10.94%
RG10	£50828 - £54621	29	1	3.8%	18	69.2%	2	7.7%	5	19.2%	3	10.34%
Above	£54621	45	0	0.0%	34	77.3%	1	2.3%	9	20.5%	1	2.22%

Table 11(a) shows Individual Employee Access to Corporate Training by Directorate for gender, ethnic origin and disability.

Directorate	Total	Gender			Ethnic Origin		Data Not Available	Disability		
		Female	Male	Unspecified	BME	White		No	Yes	Data Not Available
DENS	2076	49%	51%	0%	12%	84%	4%	89%	4%	7%
CSS	759	71%	29%	0%	17%	81%	3%	85%	7%	8%
DCEEHS	2837	86%	13%	1%	27%	65%	7%	83%	4%	13%
DACHS	1709	80%	20%	0%	22%	74%	3%	86%	8%	5%
Schools	877	83%	17%	0%	6%	68%	26%	48%	0%	52%
Total	8258	74%	26%	0%	19%	73%	7%	82%	5%	14%

Table 11(b) - shows Individual Employee Access to Corporate Training by Directorate for religion

Directorate	Total	Agnostic	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	None	Other	Sikh	Data Not Available	Do Not Wish To Declare
DENS	2076	4%	6%	1%	25%	0%	0%	2%	20%	1%	0%	35%	6%
CSS	759	4%	6%	0%	22%	1%	0%	4%	11%	2%	3%	37%	10%
DCEEHS	2837	1%	4%	0%	28%	1%	0%	1%	14%	2%	0%	43%	5%
DACHS	1709	5%	3%	0%	27%	0%	0%	3%	9%	4%	0%	44%	3%
Schools	877	0%	0%	0%	6%	0%	0%	0%	1%	0%	0%	88%	4%
Totals	8258	3%	4%	0%	24%	1%	0%	2%	13%	2%	0%	46%	5%

Table 11(c) shows Individual Employee Access to Corporate Training for Directorate

Directorate	Total	Do Not Wish To Declare	Heterosexual / Straight	LGB	Other	Data Not Available
DENS	2076	3%	46%	3%	0%	48%
CSS	759	7%	47%	5%	0%	41%
DCEEHS	2837	3%	43%	1%	0%	54%
DACHS	1709	6%	52%	4%	1%	39%
Schools	877	0%	12%	0%	0%	88%
Grand Total	8258	4%	43%	2%	0%	52%

Table 11(d) shows Individual Employee Access to Corporate Training by Directorate for marital status.

Directorate	Total	Civil Partnership	Married	Partner	Single	Data Not Available
DENS	2076	1%	38%	12%	44%	4%
CSS	759	0%	43%	8%	45%	4%
DCEEHS	2837	0%	42%	10%	38%	10%
DACHS	1709	0%	45%	10%	35%	10%
Schools	877	0%	45%	7%	31%	17%
<b>Total</b>	<b>8258</b>	<b>0%</b>	<b>42%</b>	<b>10%</b>	<b>39%</b>	<b>9%</b>

*Data not available - for some fields the data has not been supplied by the delegate accessing training. This is particularly high regarding religion and sexual orientation, as these fields had not historically been collected for reporting purposes. Data includes both classroom and online learning.*

Table 12 (a) - Turnover / Leavers 2016/2017 by gender, ethnicity and disability

Reason	All	Female	BME	DISAB			
<b>Involuntary Exit</b>							
Death	5	3	60%	1	20%	0	0%
Dismissal	15	8	53%	4	27%	0	0%
Ill Health Dismissal	1	0	0%	0	0%	0	0%
Ill Health Retirement	6	4	67%	1	17%	0	0%
Redundancy	33	21	64%	3	9%	2	6%
End of Fixed term/ Temp Contract	59	34	58%	8	14%	4	7%
Other (Not Known/TUPE)	11	8	73%	1	9%	0	0%
<b>Total</b>	<b>130</b>	<b>78</b>	<b>60%</b>	<b>18</b>	<b>14%</b>	<b>6</b>	<b>5%</b>
<b>Voluntary Exit</b>							
Retirement	23	18	78%	2	9%	0	0%
Mutual Agreement	8	6	75%	1	13%	0	0%
Resignation	493	397	81%	71	14%	7	1%
<b>Total</b>	<b>524</b>	<b>421</b>	<b>80%</b>	<b>74</b>	<b>14%</b>	<b>7</b>	<b>1%</b>
<b>Total All</b>	<b>654</b>	<b>499</b>	<b>76%</b>	<b>92</b>	<b>14%</b>	<b>13</b>	<b>2%</b>



Table 12 (b(i)) - Turnover/Leavers 2016/2017 by religion

Reason	All	Agnostic	Atheist	Buddhist	Christian	Hindu
	<b>Involuntary Exit</b>					
Death	5					
Dismissal	15				3	20%
Ill Health Dismissal	1					
Ill Health Retirement	6					
Redundancy	33	1	3.0%	1	3%	
Redundancy / ER						
End of Fixed term/ Temp Contract	59	2	3.4%	3	5%	1 2%
Other (Not Known/TUPE)	11					
<b>Total</b>	<b>130</b>	<b>3</b>	<b>2.3%</b>	<b>4</b>	<b>3.1%</b>	<b>1 0.8%</b>
	<b>Voluntary Exit</b>					
Retirement	23	1	4%			3 13.0%
Mutual Agreement	8					
Efficiency Termination /Retire						
Resignation	493	2	0.4%	11		40 8.1%
<b>Total</b>	<b>524</b>	<b>3</b>	<b>0.6%</b>	<b>11</b>	<b>2.1%</b>	<b>0 0.0%</b>
<b>Total All</b>	<b>654</b>	<b>6</b>	<b>0.9%</b>	<b>15</b>	<b>2.3%</b>	<b>1 0.2%</b>

Continue to Table 12 (b(ii))

Table 12 (b(ii)) - Turnover/Leavers 2016/2017 by religion

Reason	All	Jewish	Muslim	Sikh	Other	None	ND
	<b>Involuntary Exit</b>						
Death	5						5 100%
Dismissal	15				1 7%	1 7%	10 67%
Ill Health Dismissal	1						1 100%
Ill Health Retirement	6						6 100%
Redundancy	33	1 3%					29 88%
Redundancy / ER							
End of Fixed term/ Temp Contract	59				1 2%	1 2%	44 75%
Other (Not Known/TUPE)	11						11 100%
<b>Total</b>	<b>130</b>	<b>1 0.8%</b>	<b>0 0.0%</b>	<b>0 0.0%</b>	<b>2 1.5%</b>	<b>2 1.5%</b>	<b>106 81.5%</b>
	<b>Voluntary Exit</b>						
Retirement	23						19 82.6%
Mutual Agreement	8						8 100.0%
Efficiency Termination /Retire							
Resignation	493	1 0.2%	5 1.0%		4 0.8%	32 6.5%	385 78.1%
<b>Total</b>	<b>524</b>	<b>1 0.2%</b>	<b>5 1.0%</b>	<b>0 0.0%</b>	<b>4 0.8%</b>	<b>32 6.1%</b>	<b>412 78.6%</b>
<b>Total All</b>	<b>654</b>	<b>2 0.3%</b>	<b>5 0.8%</b>	<b>0 0.0%</b>	<b>6 0.9%</b>	<b>34 5.2%</b>	<b>518 79.2%</b>

Table 12 (c) - Turnover/Leavers 2016/2017 by religion or belief categories

Reason	All	No Religion or Belief	Religion or Belief	ND
	<b>Involuntary Exit</b>			
Death	5			5 100.0%
Dismissal	15	1 6.7%	4 26.7%	10 66.7%
Ill Health Dismissal	1			1 100.0%
Ill Health Retirement	6			6 100.0%
Redundancy	33	2 6.1%	2 6.1%	29 87.9%
End of Fixed term/ Temp Contract	59	6 10.2%	9 15.3%	44 74.6%
Other (Not Known/TUPE)	11			11 100.0%
<b>Total</b>	<b>130</b>	<b>9 6.9%</b>	<b>15 11.5%</b>	<b>106 81.5%</b>
	<b>Voluntary Exit</b>			
Retirement	23	1 4.3%	3 13.0%	19 82.6%
Mutual Agreement	8			8 100.0%
Resignation	493	45 9.1%	52 10.5%	385 78.1%
<b>Total</b>	<b>524</b>	<b>46 8.8%</b>	<b>55 10.5%</b>	<b>412 78.6%</b>
<b>Total All</b>	<b>654</b>	<b>55 8.4%</b>	<b>70 10.7%</b>	<b>518 79.2%</b>

Table 12 (d) - Turnover/Leavers 2016/2017 by sexuality

Reason	All	Bisexual	Gay/Lesbian	Heterosexual	Other	Not Known	ND						
	<b>Involuntary Exit</b>												
Death	5			1	20.0%		4	80.0%					
Dismissal	15			5	33.3%		10	66.7%					
Ill Health Dismissal	1						1	100.0%					
Ill Health Retirement	6						6	100.0%					
Redundancy	33		1	3.0%	3	9.1%	29	87.9%					
<b>Redundancy / ER</b>													
End of Fixed term/ Temp Contract	59			14	23.7%		45	76.3%					
Other (Not Known/TUPE)	11						11	100.0%					
<b>Total</b>	<b>130</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.8%</b>	<b>23</b>	<b>17.7%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>106</b>	<b>81.5%</b>
	<b>Voluntary Exit</b>												
Retirement	23					1	4.3%	22	95.7%				
Mutual Agreement	8						8	100.0%					
<b>Efficiency Termination /Retire</b>													
Resignation	493	1	0.2%	4	0.8%	91	18.5%	2	0.4%		395	80.1%	
<b>Total</b>	<b>524</b>	<b>1</b>	<b>0.2%</b>	<b>4</b>	<b>0.8%</b>	<b>91</b>	<b>17.4%</b>	<b>2</b>	<b>0.4%</b>	<b>1</b>	<b>0.2%</b>	<b>425</b>	<b>81.1%</b>
<b>Total All</b>	<b>654</b>	<b>1</b>	<b>0.2%</b>	<b>5</b>	<b>0.8%</b>	<b>114</b>	<b>17.4%</b>	<b>2</b>	<b>0.3%</b>	<b>1</b>	<b>0.2%</b>	<b>531</b>	<b>81.2%</b>

Table 12 (e) - Turnover/Leavers 2016/2017 by marital status

Reason	All	Civil Partnership	Married	Partner	Single	ND
	<b>Involuntary Exit</b>					
Death	5		2	40.0%	2	40.0%
Dismissal	15		6	40.0%	8	53.3%
Ill Health Dismissal	1				1	100.0%
Ill Health Retirement	6		2	33.3%	2	33.3%
Redundancy	33		19	57.6%	1	3.03%
Redundancy / ER						
End of Fixed term/ Temp Contract	59		7	11.9%	4	6.8%
Other (Not Known/TUPE)	11		4	36.4%	2	18.2%
<b>Total</b>	<b>130</b>	<b>0</b>	<b>40</b>	<b>30.8%</b>	<b>8</b>	<b>6.15%</b>
	<b>Voluntary Exit</b>					
Retirement	23		16	69.6%	2	8.7%
Mutual Agreement	8		4	50.0%	1	12.50%
Efficiency Termination /Retire						
Resignation	493	2	209	42.4%	34	6.9%
<b>Total</b>	<b>524</b>	<b>2</b>	<b>229</b>	<b>43.7%</b>	<b>35</b>	<b>6.7%</b>
<b>Total All</b>	<b>654</b>	<b>2</b>	<b>269</b>	<b>41.1%</b>	<b>43</b>	<b>6.6%</b>

Table 13 (a) - Completed HR Casework - Use of Formal Procedures - April 2015 to March 2016 - Analysis by Employee Profile

Case Type	All Cases	Gender		BME		Disability	
		Female	%	No	%	No	%
Capability - IH	62	32	51.6%	12	19.4%	11	17.8%
Capability - Performance	7	2	28.6%	1	14.2%	2	28.6%
Disciplinary	60	23	38.3%	9	15.0%	2	3.3%
Grievance	17	11	64.7%	8	47.0%	4	23.5%
Bullying / Harassment	0	0	0.0%	0	0%	0	0%
<b>TOTALS</b>	<b>146</b>	<b>68</b>	<b>46.6%</b>	<b>30</b>	<b>20.5%</b>	<b>19</b>	<b>13.0%</b>

Table 13 (b) - Completed HR Casework - Use of Formal Procedures - April 2016 to March 2017 - Analysis by Employee Profile

Case Type	All Cases	Gender		BAME		Disability	
		Female	%	Number	%	Number	%
Capability - IH	29	17	58.62%	4	13.79%	0	0.00%
Capability - Performance	2	0	0.00%	0	0.00%	0	0.00%
Disciplinary	27	14	51.85%	7	25.93%	0	0.00%
Grievance	10	7	70.00%	3	30.00%	0	0.00%
<b>Total</b>	<b>68</b>	<b>38</b>	<b>55.88%</b>	<b>14</b>	<b>20.59%</b>	<b>0</b>	<b>0.00%</b>

Table 14 (a) - Women as a percentage of councillors by type of authority (2016)

Type	Total councillors	No. Women councillors	% of councillors who are Women
Counties	1803	484	26.8
London Borough	1851	688	37.2
Metropolitan	2941	931	38.5
Shire Districts	8583	2703	31.5
Unitary	3101	992	31.9

Table 14 (b) - Women councillors in Berkshire local authorities - Fawcett Society April 2017

Berkshire Authority	Council Size	Authority type	Electoral cycle	Political control	No. Women	% Women
Reading	46	Unitary	Thirds	Labour	22	47.8
Bracknell Forest	42	Unitary	Whole	Conservative	15	35.7
Slough	42	Unitary	Thirds	Labour	14	33.3
Wokingham	54	Unitary	Thirds	Conservative	11	20.4
Windsor and Maidenhead	57	Unitary	Whole	Conservative	14	24.6
West Berkshire	52	Unitary	Whole	Conservative	10	19.2