

Annual Workforce Diversity Monitoring Report

1 April 2020 – 31 March 2021



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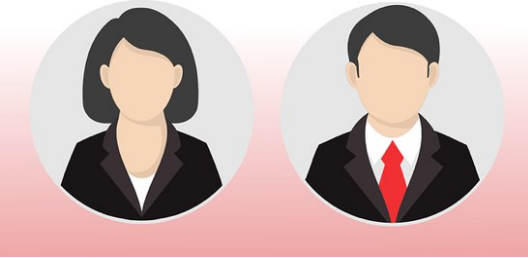
Shropshire Council's Annual Workforce Diversity Monitoring report forms an integral part of the Equality Agenda for the Council. Produced in conjunction with the Annual Service User Diversity Report we can ensure that equality is continually monitored and remains in focus, not just across Shropshire Council employees, but also for the people of Shropshire.

The data used in this report is based on employee headcount (not employee post holdings) - this is more reflective of our workforce and comparable with other reporting such as the ONS (Office for National Statistics) quarterly surveys and HR (Human Resources) balanced scorecards.

Figures for Shropshire economically active population are taken from information provided in the 2011 Census.

A snapshot of our workforce on 31 March 2021

5,772 employees (4,164.53 full-time equivalent)	2,270 full-time	3,502 part-time
	4,702 females	1,070 males
	2,221 school-based employees	3,551 corporate employees

Gender	Our current workforce Male 18.5% Female 81.5%	Our local population Male 49.3% Female 50.7%
<p>We received 7,540 applications for jobs during 2020/21, of which 65.7% were from female applicants. 80% of the successful applicants were female, similar to the previous year and proportionate to the gender make-up of our current workforce.</p>		<p>When analysing the relationships with our workforce there is little change compared to the previous year. Female members of staff accounted for 44.1% of disciplinary cases dealt with compared to 47.2% the previous year.</p>
<p>64.1% of our most senior earners are female. This is a slight increase compared to the previous year and shows a great representation of women in more senior roles.</p>	<p>86.8% of employees leaving the local authority were female and 13.2% were male, compared to 81.7% and 18.3% in 2019/20.</p>	<p>The number of grievances raised during 2020/21 by females remains unchanged compared to the previous year – an equal split between male/female.</p>

Key Findings

- **Shropshire Council has a high percentage of female employees. This can largely be attributed to the types of positions within the local authority, such as care workers, teaching assistants and cleaning/catering staff, as well as a large proportion of part-time positions which at present are commonly undertaken by women.**
- **Good news! Our Gender Pay Gap figures for 2020/21 have reduced by almost 2% compared to the previous year, from 18.2% to 16.4%. See the full report here ([Equality, diversity and social inclusion | Shropshire Council](#)).**

Disability

Our current workforce

1.9% of our workforce have declared a disability

Our local population

21.7%* of the Shropshire population have declared a condition in which their daily activities are limited

**Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those whose daily activities are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%.*

0.7% of our most senior earners have declared a disability. This is a decrease compared to last year, representing a reduction of 3 employees to 2 employees.



1.46% of employees who left our organisation during 2020/21 had declared a disability (this represents 12 people). This is the same figure as the previous year and is proportional with the overall disability workforce figure of 1.90%

4.6% of recruitment applicants declared a disability, a similar figure to the previous year. There has been a positive increase in the number of successful applicants from 0.50% in 2019/20 to 2.04% 2020/21, a step in the right direction and more representative compared with the disability makeup of the current workforce.

When analysing the employees who went through a formal disciplinary process in 2020/21, 2.9% had declared a disability and represents 1 employee.

Key Findings

- **Shropshire Council continues to be a 'Disability Confident' organisation; changing behaviour and culture in our workplace and identifying to our customers and other organisations that we are committed to equality in the workplace. Click here for more information about what it means to be a Disability Confident employer – [Disability Confident – Are you disability confident? \(campaign.gov.uk\)](https://www.campaign.gov.uk/disability-confident-are-you-disability-confident/)**
- **Progress in respect of updating our disability workforce data is not as expected and will be taken forward as an action for the coming year.**
- **Disability workforce data may be even more essential going forwards as proposals have been included in the governments National Disability Strategy to launch a consultation in 2021 to consider voluntary and mandatory workplace transparency rules, including reporting on disability for large employers.**

Ethnicity

Our current workforce

White	81.0%
Not Specified	17.4%
Asian	0.6%
Black	0.4%
Mixed	0.5%
Other (inc Chinese)	0.1%
(Total BAME)	1.6%

Our local population

White	98.2%
Not Specified	0.0%
Asian	1.0%
Black	0.2%
Mixed	0.5%
Other (inc Chinese)	0.1%
(Total BAME)	1.8%

There have been no significant changes in the ethnic makeup of our workforce during 2020/21, with our figures remaining comparable with the local Shropshire population.

The ethnic makeup of our senior earners has increased slightly, from 2.18% in 2019/20 to 2.4% in 2020/21 which is a change in the right direction.

Of the total number of disciplinary cases dealt with in 2020/21, 88.2% of employees were white and 11.8% were not specified. This compares to 83.3% and 16.7% the previous year.

7.4% of recruitment applications received during 2020/21 were from ethnic minorities, a slight increase in comparison to 7.3% the year before. There was however a larger increase in the number of successful applicants from ethnic minorities, increasing from 2.41% to 3.5%, a change in the right direction.

Key Findings

- In July 2020 Shropshire Council took part in Blackout Day, encouraging staff to pause and reflect on issues such as race inequality, the killing of George Floyd and how employees can support each other. An employee 'BAME' forum set up in that year has continued into 2021 and is now the retitled Anti Racism Forum, in recognition that 'BAME' is now viewed as a limited and limiting term with which to describe a wide range of ethnicities.
- The Council will now use the phrase "ethnic minorities" rather than the acronym B.A.M.E.
- October 2021 saw us working with NHS colleagues to mark Black History Month in Shropshire, as well as holding an Expert Seminar at Theatre Severn with Patrick Vernon OBE (national commentator, campaigner and cultural historian). This was also available online, with attendees from the NHS and from other local authorities. It marked a visible demonstration of our commitment to continuing conversations about race and to tackling racism.

Religion

Our current workforce

Christian	45.37%
Hindu	0.05%
Muslim	0.07%
Sikh	0.09%
Buddhist	0.12%
Jewish	0.02%
Other religion	2.58%
Of no religion	19.79%
Not Specified	31.91%

Our local population

Christian	70.0%
Hindu	0.1%
Muslim	0.3%
Sikh	0.1%
Buddhist	0.3%
Jewish	0.0%
Other religion	0.4%
Of no religion	21.5%
Not Specified	7.2%

Again, there is little change when considering our senior earners with Christian, Sikh and Jewish all being represented in this group of employees.



2020/21 saw the number of recruitment applicants who chose not to specify their religious beliefs reduce to 5.4% (compared to 8.7% in 2019/20). Similarly, the number of new starters for whom we hold no religious data has reduced from 68.5% in 2019/20 to 52.0% in 2020/21 – a positive reduction.

There have been no significant changes in the religious makeup of our workforce during 2020/21.

When considering the religious composition of our leavers there is little change in comparison to the previous year.

Key Findings

- **31.9% of the workforce have not specified their religion. Along with other equality strands, this will be taken forward as an action for improvement over the next year to ensure that we are able to further understand the full profile of our organisation. We are also continuing related efforts to raise awareness across the workforce about different religions and beliefs, through articles about world faiths and how these are observed, eg Diwali, eg Hanukkah. We will extend this over the next year eg with features planned for Ramadhan and Eid al-Fitr.**

Age

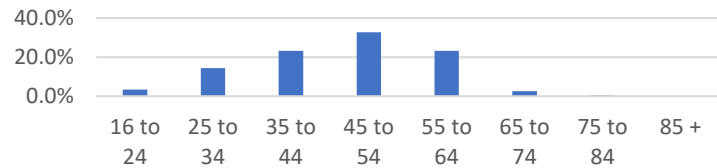
Our current workforce

16 to 24	3.4%
25 to 34	14.3%
35 to 44	23.3%
45 to 54	32.7%
55 to 64	23.3%
65 to 74	2.6%
75 to 84	0.4%
85+	0.0%

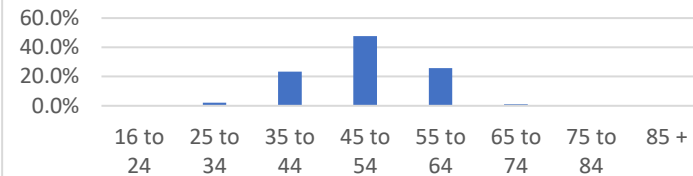
Our local population

16 to 24	14.1%
25 to 34	13.9%
35 to 44	17.8%
45 to 54	19.9%
55 to 64	19.0%
65 to 74	15.2%
75 to 84	n/a
85+	n/a

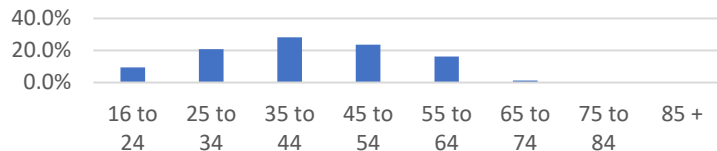
Age profile of our current workforce



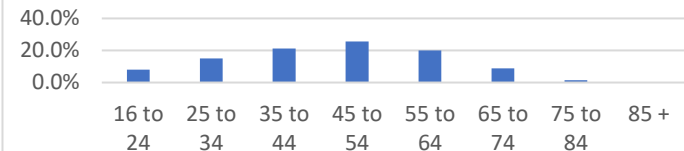
Age profile of our senior earners



Age profile of our new starters



Age profile of our leavers



Key Findings

- The age profile of our workforce remains largely unchanged with the majority of our employees being represented in the 45 to 54 age range.
- When looking at the age ranges of our senior earners and leavers the figures are comparable with the current workforce, with the majority falling into the 45 to 54 range.

Sexual Orientation

Our current workforce

Heterosexual	54.6%
Gay Man	0.2%
Gay Woman/Lesbian	0.3%
Bisexual	0.1%
Not Specified	44.9%

Our local population

Heterosexual	94.2%
Gay Man	1.4%
Gay Woman/Lesbian	
Bisexual	
Not Specified	3.9%

When comparing the sexual orientation of our workforce to the previous year there has been little change in the figures, with 0.6% of the current workforce declaring they are gay, lesbian or bisexual.

Almost half of our senior earners have not specified their sexual orientation, a slight increase in comparison to the previous year.



The number of recruitment applications from gay, lesbian, and bisexual candidates has seen an increase in comparison to the previous year – a change in the right direction.

The number of gay, lesbian, and bisexual employees leaving the Authority in 2020/21 remains unchanged from the previous year at 0.3%.

Key Findings

- Employees were invited to celebrate LGBT+ month in February 2021 by taking part in a free online event comprising of talks, a quiz and poetry reading.
- 44.9% of our workforce have not specified their sexual orientation. Along with other equality strands this will be taken forward as an action for improvement over the next year to ensure that we are able to further understand the full profile of our organisation.
- We are working with NHS colleagues through the Shropshire and Telford and Wrekin Integrated Care System to promote a new employee support group for workforces across the System.
- We are also continuing related efforts to raise awareness across the workforce about the challenges faced by people in this grouping. We will extend this over the next year eg with information features planned for LGBT+ History Month.

Further information and Next Steps

Employee Development

Shropshire Council continues to promote the development of employees through its on-line learning management system, making learning more accessible and flexible to all and ensuring that the content of the learning reflects current equality and diversity practices.

We continue to work with our colleagues in the NHS to progress relevant training and other actions to tackle issues such as ageism and sexism, and discrimination on grounds of religion and belief, as well as experiences of racism amongst the workforce, including from those who use our services.

Working with Patrick Vernon OBE (national commentator, campaigner and cultural historian), this year the priority has been to equip managers and leaders with the confidence and competencies to be better able to recognise racism and discrimination wherever it is encountered, and to encourage ongoing conversations within and across service areas about racism. This work will continue.

The council's Leadership Development Framework supports career development by offering the opportunity to gain new skills, knowledge and experience, with equality and diversity being one of several threads running through the programme.

Apprenticeships and Kickstart

Utilising Shropshire Council's Apprenticeship Training Provider Framework, apprenticeships are delivered by both local and national providers and offer flexibility in the way they deliver training to meet the needs of the organisation. Shropshire Council continues to work with these providers to develop apprenticeships for the future, providing greater flexibility to all employees in accessing apprenticeships.

In addition, Care Leavers and Looked After Children are supported through an internal apprenticeship scheme, offering our care leavers the opportunity to work in a paid role for Shropshire Council whilst completing an apprenticeship, gaining skills and confidence within the workplace and demonstrating our continued commitment to our corporate parenting role. Throughout 2021, Shropshire Council has led on a working group across various partners to create further opportunities for

our Care Leavers and Looked After Children. Working with Morris Property Group, we have created a bespoke work experience and careers insight offer available to all children in care of the local authority.

Since September 2020, Shropshire Council has supported the DWP Kickstart Scheme. The scheme is open to unemployed young people, aged 16-24 years old, currently claiming Universal Credit and at risk of long-term unemployment. Through the scheme Shropshire Council has employed 28 eligible candidates; 5 have carried on into an apprenticeship with the Council, 4 into non-apprenticeship posts too. We have provided bespoke training to enhance skills, confidence and encourage positive development for future career opportunities.

The Council is a member of the National Apprenticeship Diversity Champions Network which commits to making a change to the diversity and inclusion of apprenticeships both internally and externally, improving social mobility while building a skilled, diverse workforce. Over 2020/21, Shropshire Council has been involved in specific, multi-employer led group as part of the ADCN which has focussed on progression in apprenticeships and how success is different to various people.

Shropshire Council are currently part of an Apprenticeship Trailblazer group looking at the creation of a Level 2 Business Administration apprenticeship route; the level 2 apprenticeship will enable a large number of apprentices who require an “inclusive apprenticeship” to participate in an apprenticeship. If the Institute of Apprenticeships agree to the creation of this standard, it would create an opportunity for young people with an Education, Health and Care Plan (EHCP), Special Educational or Additional Needs to access employment through an apprenticeship opportunity.

Equality Policy

We continue to remain committed to promoting equality within the workforce and in its recruitment and retention policies. Our Equality Policy is in place as a matter of good practice and is to be reviewed during 2022 to ensure it is up to date with any changes in legislation and is relevant to our organisation, including continued alignment with the Council’s corporate strategic equality objectives. Equality, Diversity and Social Inclusion training is available to all staff via our online learning platform (Leap into Learning) and forms part of our essential online induction training for new staff. Equality policy and guidance materials are available via the intranet. This includes guidance about carrying out Equality, Social Inclusion and Health Impact Assessments within service areas when consideration is being given to service changes such as new strategies etc. Material is also publicly available through the ‘Equality, Diversity and Social inclusion’ pages on the Council website at [Equality, diversity and social inclusion | Shropshire Council](#)

Next Steps

Our main focus for 2021/22 will be to improve the quality of our employee diversity data to ensure that we are able to understand the full profile of our workforce. Following successful joint networking meetings with Civil Service colleagues a project group has been created to explore and implement new initiatives to improve our declaration rates. This will include engaging with employees to reinforce the reasons for collecting equality data, linking with the current induction programme to capture details of new recruits and exploring how to gain the data of our harder to reach employees (e.g. School and Shire Services staff). The Council is also continuing to work with NHS colleagues in the System and with regional local authority colleagues on ways in which to seek to improve declaration rates.



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