

Shropshire Council

Annual Workforce Diversity Monitoring Report

1 April 2016 - 31 March 2017 – Results

(N.B. Figures for Shropshire economically active population taken from information provided in the 2011 Census)

How our workforce looks

Employees by ethnicity

	Shropshire economically active population (%)	Ethnicity of employees 2015/16 (%)	Ethnicity of employees 2016/17 (%)
White	98.2	89.51	89.42
Not specified	0	8.61	9.65
Asian	1.0	0.34	0.40
Black	0.2	0.09	0.09
Mixed	0.5	0.32	0.32
Other incl. Chinese	0.1	0.12	0.13
(Total BME)	(1.8)	1.0	1.0

Employees by disability and gender

	Shropshire economically active population (%)	Employees by disability/gender 2015/16(%)	Employees by disability/gender 2016/17(%)
Disability	21.7*	2.0	1.72
Male	49.3	15.39	15.21
Female	50.7	84.61	84.79

*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 who's daily 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%

Shropshire Council has historically always held a high percentage of females in terms of our workforce, this can be aligned to the makeup of posts within the council, such as high levels of cleaning and catering staff, Care Workers and Teaching Assistants as well as a large proportion of part time workers all of which generically, are more dominantly undertaken by women.

Employees by age

	Shropshire economically active population (%)	Age of employees 2015/16 (%)	Age of employees 2016/17 (%)
16 to 24	14.1	3.55	3.42%
25 to 34	13.9	14.46	13.89%

35 to 44	17.8	25.18	24.19%
45 to 54	19.9	35.46	35.51%
55 to 64	19.0	18.49	19.97%
65 to 74	15.2	2.63	2.73%
75 to 84	n/a	0.23	0.28%
85 +	n/a	0	0%

Employees by religion and belief

	Shropshire economically active population (%)	Religion and Belief of employees 2015/16 (%)	Religion and Belief of employees 2016/17 (%)
Christian	70.0	55.21	54.51
Hindu	0.1	0.09	0.13
Muslim	0.3	0.12	0.13
Sikh	0.1	0.12	0.15
Buddhist	0.3	0.21	0.21
Jewish	0	0.02	0
Other religion	0.4	2.34	2.92
Of no religion	21.5	14.48	14.93
Not Specified	7.2	27.41	27.02

Employees by sexual orientation

	Shropshire economically active population (%)	Sexual Orientation of employees 2015/16 (%)	Sexual Orientation of employees 2016/17(%)
Heterosexual	94.23	49.78	51.91
Gay Man	1.42	0.16	0.19
Gay Woman/Lesbian		0.14	0.20
Bisexual		0.13	0.14
Not Specified	3.85	49.79	47.56

The people we recruited

Applicants for Employment

The composition of applications received for employment with Shropshire Council by ethnicity

	Shropshire economically active population (%)	Applications received 2016/17 (%)	Applications received 2016/17 (Numbers)	Ethnicity of employees 2016/17 (%)
White	98.2	94.07	3904	89.42

Not specified	0	1.04	43	9.65
Asian	1.0	2.00	83	0.40
Black	0.2	1.06	44	0.09
Mixed	0.5	1.30	54	0.32
Other incl. Chinese	0.1	0.53	22	0.13
(Total BME)	(1.8)	4.89	203	1.0

The composition of applications received for employment with Shropshire Council by disability and gender

	Shropshire economically active population (%)	Applications received 2016/17 (%)	Applications received 2016/17 (Numbers)	Employees by disability/gender 2016/17(%)
Disability	21.7*	0	0	1.72
Male	49.3	28.94	1201	15.21
Female	50.7	71.06	2949	84.79

*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 who's daily 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%

**257 – not know

The composition of applications received for employment with Shropshire Council by age

	Shropshire economically active population (%)	Applications received 2016/17 (%)	Applications received 2016/17 (Numbers)	Age of employees 2016/17 (%)
16 to 24	14.1	16.22	673	3.42
25 to 34	13.9	49.71	2063	13.89
35 to 44	17.8			24.19
45 to 54	19.9	22.02	914	35.51
55 to 64	19.0	11.90	494	19.97
65 +	n/a	0.14	6	3.01

The composition of applications received for employment with Shropshire Council by religion and belief

	Shropshire economically active population (%)	Applications received 2016/17 (%)	Applications received 2016/17 (Numbers)	Religion and Belief of employees 2016/17 (%)
Christian	70.0	48.82	2026	54.51
Hindu	0.1	0.12	5	0.13
Muslim	0.3	0.67	28	0.13
Sikh	0.1	0.82	34	0.15
Buddist	0.3	0.55	23	0.21
Jewish	0	0.17	7	0

Other religion	0.4	4.00	166	2.92
Of no religion	21.5	37.30	1548	14.93
Not Specified	7.2	7.54	313	27.02

The composition of applications received for employment with Shropshire Council by sexual orientation

	Shropshire economically active population (%)	Applications received 2016/17 (%)	Applications received 2016/17 (Numbers)	Sexual Orientation of employees 2016/17 (%)
Heterosexual	94.23	92.14	3824	51.91
Gay Man	1.42	0.94	39	0.19
Gay Woman/Lesbian		0.72	30	0.20
Bisexual		0.65	27	0.14
Not Specified	3.85	5.54	230	47.56

Successful Applicants

The composition of successful applicants for employment with Shropshire Council by ethnicity

	Shropshire economically active population (%)	Successful applicants 2016/17 (%)	Successful applicants 2016/17 (numbers)	Ethnicity of employees 2016/17 (%)
White	98.2	85.20	449	89.42
Not specified	0	11.39	60	9.65
Asian	1.0	1.71	9	0.40
Black	0.2	0.19	1	0.09
Mixed	0.5	0.95	5	0.32
Other incl. Chinese	0.1	0.57	3	0.13
(Total BME)	(1.8)	3.42	18	1.0

The composition of successful applications received for employment with Shropshire Council by disability and gender

	Shropshire economically active population (%)	Successful applicants 2016/17 (%)	Successful applicants 2016/17 (numbers)	Employees by disability/gender 2016/17 (%)
Disability	21.7*	3.03	16	1.72
Male	49.3	22.39	118	15.21
Female	50.7	77.61	409	84.79

*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 who's daily 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%

The composition of successful applications received for employment with Shropshire Council by age

	Shropshire economically active population (%)	Successful applicants 2016/17 (%)	Successful applicants 2016/17 (numbers)	Age of employees 2016/17 (%)
16 to 24	14.1	12.33	65	3.42
25 to 34	13.9	46.30	244	13.89
35 to 44	17.8			24.19
45 to 54	19.9	23.53	124	35.51
55 to 64	19.0	14.61	77	19.97
65 +	n/a	3.23	17	3.01

NB 14.41% (117 successful applications) no age recorded

The composition of successful applications received for employment with Shropshire Council by religion and belief

	Shropshire economically active population (%)	Successful applicants 2016/17 (%)	Successful applicants 2016/17 (numbers)	Religion and Belief of employees 2016/17 (%)
Christian	70.0	44.59	235	54.51
Hindu	0.1	0.38	2	0.13
Muslim	0.3	0.76	4	0.13
Sikh	0.1	0.19	1	0.15
Buddhist	0.3	0.57	3	0.21
Jewish	0	0	0	0
Other religion	0.4	2.85	15	2.92
Of no religion	21.5	31.50	166	14.93
Not Specified	7.2	19.71	101	27.02

The composition of successful applications for employment with Shropshire Council by sexual orientation

	Shropshire economically active population (%)	Successful applicants 2016/17 (%)	Successful applicants 2016/17 (numbers)	Sexual Orientation of employees 2016/17 (%)
Heterosexual	94.23	77.99	411	51.91
Gay Man	1.42	0.19	1	0.19
Gay Woman/Lesbian		0.95	5	0.20
Bisexual		0.19	1	0.14
Not Specified	3.85	20.68	109	47.56

The background of our most senior earners

Top 5% of earners by ethnicity

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2016/17	Top 5% of earners (numbers) 2016/17	Ethnicity of employees 2016/17 (%)
White	98.2	91.00	283	89.42
Not specified	0	8.36	26	9.65
Asian	1.0	0.32	1	0.40
Black	0.2	0.32	1	0.09
Mixed	0.5	0	0	0.32
Other incl. Chinese	0.1	0	0	0.13
(Total BME)	(1.8)	0.64	(2)	1.0

Top 5% of earners by disability and gender

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2016/17	Top 5% of earners (numbers) 2016/17	Employees by disability/gender 2016/17 (%)
Disability	21.7*	1.29	4	1.72
Male	49.3	42.44	132	15.21
Female	50.7	57.56	179	84.79

*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 who's daily 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%

Top 5% of earners by age

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2016/17	Top 5% of earners (numbers) 2016/17	Age of employees 2016/17 (%)
16 to 24	11	0	0	3.42
25 to 34	20	5.47	17	13.89
35 to 44	24	21.86	68	24.19
45 to 54	24	45.98	143	35.51
55+ **	34	26.69	83	22.98

= between 0% and 1%

** Please note that for this category we have grouped together all age categories over 55, to ensure anonymity of our employees

Top 5% of earners by religion and belief

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2016/17	Top 5% of earners (numbers) 2016/17	Religion of employees 2016/17 (%)
Christian	70.0	52.73	164	54.51
Hindu	0.1	0	0	0.13
Muslim	0.3	0	0	0.13
Sikh	0.1	0	0	0.15
Buddhist	0.3	0.64	2	0.21
Jewish	0	0	0	0
Other religion	0.4	0.32	1	2.92
Of no religion	21.5	18.45	62	14.93
Not Specified	7.2	26.37	81	27.02

Top 5% of earners by sexual orientation

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2016/17	Top 5% of earners (numbers) 2016/17	Sexual Orientation of employees 2016/17 (%)
Heterosexual	94.23	48.87	152	51.91
Gay Man	1.42	0.32	1	0.19
Gay Woman/Lesbian		0.96	3	0.20
Bisexual		0	0	0.14
Not Specified	3.85	49.84	155	47.56

Our leavers – the employees who left the Council last year

NB leavers are based on post holdings therefore where an employee holds multiple posts each of the posts will be included in the figures.

Leavers by ethnicity

	Shropshire economically active population (%)	Leavers (%) 2016/17	Leavers (numbers) 2016/17	Ethnicity of employees 2016/17 (%)
White	98.2	87.77	2046	89.42
Not specified	0	10.85	253	9.65
Asian	1.0	0.39	9	0.40
Black	0.2	0.13	3	0.09
Mixed	0.5	0.82	18	0.32
Other incl. Chinese	0.1	0.04	1	0.13
(Total BME)	(1.8)	1.37	32	1.0

Leavers by disability and gender

	Shropshire economically active population (%)	Leavers (%) 2016/17	Leavers (numbers) 2016/17	Employees by disability/gender 2016/17 (%)
Disability	21.7*	1.33	31	1.72
Male	49.3	14.97	349	15.21
Female	50.7	85.03	1982	84.79

*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 who's daily 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%

Leavers by age

	Shropshire economically active population (%)	Leavers (%) 2016/17	Leavers (numbers) 2016/17	Age of employees 2016/17 (%)
16 to 24	14.1	4.29%	100	3.42%
25 to 34	13.9	15.83%	369	13.89%
35 to 44	17.8	21.15%	493	24.19%
45 to 54	19.9	29.39%	685	35.51%
55 to 64	19.0	23.29%	543	19.97%
65 to 74	n/a	5.36%	125	2.73%
75 to 84	n/a	0.64%	15	0.28%
85 +	n/a	0.04%	1	0%

= between 0% and 1%

Leavers by religion and belief

	Shropshire economically active population (%)	Leavers (%) 2016/17	Leavers (numbers) 2016/17	Religion and Belief of employees 2016/17 (%)
Christian	70.0	53.97	1258	54.51
Hindu	0.1	0	0	0.13
Muslim	0.3	0.26	6	0.13
Sikh	0.1	0.04	1	0.15
Buddist	0.3	0.09	2	0.21
Jewish	0	0.04	1	0
Other religion	0.4	2.79	65	2.92
Of no religion	21.5	13.00	303	14.93
Not Specified	7.2	29.81	695	27.02

Leavers by sexual orientation

	Shropshire economically active population (%)	Leavers (%) 2016/17	Leavers (numbers) 2016/17	Sexual Orientation of employees 2016/17 (%)
Heterosexual	94.23	47.32	1103	51.91
Gay Man	1.42	0.17	4	0.19
Gay Woman/Lesbian		0.17	4	0.20
Bisexual		0.17	4	0.14
Not Specified	3.85	52.17	1216	47.56

How we develop our employees

Employees requesting training by ethnicity

	Shropshire economically active population (%)	Total applications for training 2016/17 (%)	Total applications for training 2016/17 (numbers)	Ethnicity of employees 2016/17 (% of total)
White	98.2	85.25	1763	89.42
Not specified	0	11.94	247	9.65
Asian	1.0	1.55	32	0.40
Black	0.2	0.39	8	0.09
Mixed	0.5	0.73	15	0.32
Other incl. Chinese	0.1	0.15	3	0.13
(Total BME)	(1.8)	2.80	58	1.0

Employees requesting training by disability and gender

	Shropshire economically active population (%)	Total applications for training 2016/17 (%)	Total applications for training 2016/17 (numbers)	Employees by disability/gender 2016/17 (%)
Disability	21.7*	1.40	29	1.72
Male	49.3	13.64	282	15.21
Female	50.7	86.36	1786	84.79

*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 who's daily 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%

Employees requesting training by age

	Shropshire economically active population (%)	Total applications for training 2016/17 (%)	Total applications for training 2016/17 (numbers)	Age of employees 2016/17 (%)
16 to 24	14.1	2.32%	48	3.42%
25 to 34	13.9	11.36%	235	13.89%
35 to 44	17.8	20.12%	416	24.19%
45 to 54	19.9	31.96%	661	35.51%
55 to 64	19.0	18.38%	380	19.97%
65 to 74	n/a	2.03%	42	2.73%
75 to 84	n/a	0.24%	5	0.28%
85 +	n/a	13.59%	0	0%

NB 13.59% (281) recorded as no age given

Employees requesting training by religion and belief

	Shropshire economically active population (%)	Total applications for training 2016/17 (%)	Total applications for training 2016/17 (numbers)	Religion and Belief of employees 2016/17 (%)
Christian	70.0	45.26	936	54.51
Hindu	0.1	0.29	6	0.13
Muslim	0.3	0.63	13	0.13
Sikh	0.1	0.39	8	0.15
Buddhist	0.3	0.10	2	0.21
Jewish	0	0	0	0
Other religion	0.4	2.32	48	2.92
Of no religion	21.5	16.20	335	14.93
Not Specified	7.2	34.82	720	27.02

Employees requesting training by sexual orientation

	Shropshire economically active population (%)	Total applications for training 2016/17 (%)	Total applications for training 2016/17 (numbers)	Sexual Orientation of employees 2016/17 (%)
Heterosexual	94.23	56.48	1168	51.91
Gay Man	1.42	0.05	1	0.19
Gay Woman/Lesbian		0.0	0	0.20
Bisexual		0.15	3	0.14
Not Specified	3.85	43.33	896	47.56

Employees attending training by ethnicity

	Shropshire economically active population (%)	2016/17 Ethnicity of employees attending training (% of all attendees)	2016/17 Ethnicity of employees attending training (numbers)	Ethnicity of employees 2016/17 (% of total)
White	98.2	85.19	1847	89.42
Not specified	0	11.85	257	9.65
Asian	1.0	1.57	34	0.40
Black	0.2	0.32	7	0.09
Mixed	0.5	1.01	22	0.32
Other incl. Chinese	0.1	0.05	1	0.13
(Total BME)	(1.8)	2.95	64	1.0

Employees attending training by disability and gender

	Shropshire economically active population (%)	2016/17 Total employees attending training (% of all attendees)	2016/17 Total employees attending training (numbers)	Employees by disability/gender 2016/17 (%)
Disability	21.7*	1.34	29	1.72
Male	49.3	13.79	299	15.21
Female	50.7	86.21	1869	84.79

*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 who's daily 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%

Employees attending training by age

	Shropshire economically active population (%)	2016/17 Total employees attending training (% of all attendees)	2016/17 Total employees attending training (numbers)	Age of employees 2016/17 (%)
16 to 24	14.1	2.40%	52	3.42%
25 to 34	13.9	12.87%	279	13.89%
35 to 44	17.8	20.85%	452	24.19%
45 to 54	19.9	31.50%	683	35.51%
55 to 64	19.0	16.14%	350	19.97%
65 to 74	n/a*	1.98%	43	2.73%
75 to 84	n/a	0.14%	3	0.28%
85 +	n/a	0	0	0%

NB 14.11% (306) recorded as no age given

Employees attending training by religion and belief

	Shropshire economically active population (%)	2016/17 Total employees attending training (% of all attendees)	2016/17 Total employees attending training (numbers)	Religion and Belief of employees 2016/17 (%)
Christian	70.0	44.74	970	54.51
Hindu	0.1	0.32	7	0.13
Muslim	0.3	0.74	16	0.13
Sikh	0.1	0.32	7	0.15
Buddist	0.3	0.09	2	0.21
Jewish	0	0	0	0
Other religion	0.4	2.54	55	2.92
Of no religion	21.5	17.02	369	14.93
Not Specified	7.2	34.23	742	27.02

Employees attending training by sexual orientation

	Shropshire economically active population (%)	2016/17 Total employees attending training (% of all attendees)	2016/17 Total employees attending training (numbers)	Sexual Orientation of employees 22016/17 (%)
Heterosexual	94.23	57.10	1238	51.91
Gay Man	1.42	0.09	2	0.19
Gay Woman/Lesbian		0	0	0.20
Bisexual		0.14	3	0.14
Not Specified	3.85	42.67	925	47.56

The relationships with our workforce

Disciplinary cases by ethnicity

	Shropshire economically active population (%)	Disciplinary cases 2016/17 (%)	Ethnicity of employees 2016/17 (%)
White	98.2	78.13	89.42
Not specified	0	18.76	9.65
Asian	1.0	3.13	0.40
Black	0.2	0	0.09
Mixed	0.5	0	0.32
Other incl. Chinese	0.1	0	0.13
(Total BME)	(1.8)	3.13	1.0

Disciplinary cases by disability and gender

	Shropshire economically active population (%)	Disciplinary cases 2016/17 (%)	Employees by disability/gender 2016/17 (%)
Disability	21.7*	4.16	1.72
Male	49.3	40.62	15.21
Female	50.7	59.38	84.79

*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 who's daily 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%

**NB 2 cases for which we do not have the data.

Disciplinary cases by age

	Shropshire economically active population (%)	Disciplinary cases 2016/17 (%)	Age of employees 2016/17 (%)
16 to 24	14.1	0	3.42%
25 to 34	13.9	9.38	13.89%
35 to 44	17.8	21.88	24.19%
45 to 54	19.9	50.00	35.51%
55 to 64	19.0	18.75	19.97%
65 to 74	n/a	0	2.73%
75 to 84	n/a	0	0.28%
85 +	n/a	0	0%

Disciplinary cases by religion and belief

	Shropshire economically active population (%)	Disciplinary cases 2016/17 (%)	Religion of employees 2016/17 (%)
Christian	70.0	43.75	54.51
Hindu	0.1	0	0.13
Muslim	0.3	0	0.13
Sikh	0.1	0	0.15
Buddhist	0.3	0	0.21
Jewish	0	0	0
Other religion	0.4	0	2.92
Of no religion	21.5	21.88	14.93
Not Specified	7.2	34.38	27.02

Disciplinary cases by sexual orientation

	Shropshire economically active population (%)	Disciplinary cases 2016/17 (%)	Sexual Orientation of employees 2016/17 (%)
Heterosexual	94.23	43.75	51.91
Gay Man	1.42	0	0.19
Gay Woman/Lesbian		0	0.20
Bisexual		0	0.14
Not Specified	3.85	56.25	47.56

Grievance cases by ethnicity

	Shropshire economically active population (%)	Grievance cases 2016/17 (%)	Ethnicity of employees 2016/17 (%)
White	98.2	77.78	89.42
Not specified	0	11.11	9.65
Asian	1.0	11.11	0.40
Black	0.2	0	0.09
Mixed	0.5	0	0.32
Other incl. Chinese	0.1		0.13
(Total BME)	(1.8)	11.11	1.0

Grievance cases by disability and gender

	Shropshire economically active population (%)	Grievance cases 2016/17 (%)	Employees by disability/gender 2016/17 (%)
Disability	21.7*	22.22	1.72
Male	49.3	33.33	15.21
Female	50.7	66.67	84.79

*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 who's daily 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%

Grievance cases by age

	Shropshire economically active population (%)	Grievance cases 2016/17 (%)	Age of employees 2016/17 (%)
16 to 24	14.1	0	3.42%
25 to 34	13.9	22.22	13.89%
35 to 44	17.8	0	24.19%
45 to 54	19.9	66.67	35.51%
55 to 64	19.0	11.11	19.97%
65 to 74	n/a	0	2.73%
75 to 84	n/a	0	0.28%
85 +	n/a	0	0%

Grievance cases by religion and belief

	Shropshire economically active population (%)	Grievance cases 2016/17 (%)	Religion of employees 2016/17 (%)
Christian	70.0	55.55	54.51

Hindu	0.1	0	0.13
Muslim	0.3	0	0.13
Sikh	0.1	0	0.15
Buddist	0.3	11.11	0.21
Jewish	0	0	0
Other religion	0.4	0	2.92
Of no religion	21.5	22.22	14.93
Not Specified	7.2	11.11	27.02

Grievance cases by sexual orientation

	Shropshire economically active population (%)	Grievance cases 2016/17 (%)	Sexual Orientation of employees 2016/17 (%)
Heterosexual	94.23	22.22	51.91
Gay Man	1.42	0	0.19
Gay Woman/Lesbian		0	0.20
Bisexual		0	0.14
Not Specified	3.85	77.78	47.56

Annual Diversity Monitoring Summary

1.0 Workforce Diversity

- 1.1 The BME makeup of our workforce has remained unchanged over the last 12 months at 1% of the workforce with a few minor variances to the individual categories within the BME group. Headcount has continued to reduce however on a much smaller scale as in previous years.
- 1.2 In terms of the percentage of employees declaring a disability this has reduced slightly from last year. However the number of leavers the organisation has had overall of employees with a disability has reduced (52 last year compared to 31 this year).
- 1.3 Shropshire Council is committed to promote equality within the workforce and also in our recruitment policies. Our Equality policy is reviewed and updated regularly to ensure it is in keeping with up to date changes in legislation and relevance to our organisation is maintained. Shropshire Council's Equality Policy is available to all staff, via the intranet and is promoted across the organisation, as well as being publicly available through the "Equality, Diversity and Social inclusion" pages on the Council website at www.shropshire.gov.uk

2.0 **Gender Equality**

2.1 Shropshire Council's gender split within the workforce corporately has always fallen at around 80-20 split with the majority of our staff being female. With the inclusion of schools staff the gap widens with the even lower percentage of Male employees within the Schools environment. This is largely down to the types of roles that the organisation holds which are historically and predominantly female orientated, such as care roles, cleaning and catering roles as well as a large proportion of part time positions and in addition within Schools the role of Teaching Assistant and other Support type roles are predominantly filled by females.

2.2 Shropshire Council promotes gender equality. Our flexible working policy enables employees to request flexible working whether that be in terms of working hours or locations such as working remotely so that employees can achieve a work life balance.

Flexible working can be requested by all employees except agency workers and school based employees. Both Males and Females can request to work flexibly.

2.3 Homeworking forms part of our flexible working policy enabling employees to request to work from home on either a permanent or ad-hoc basis. In addition annualised hours make it easier for our employees to work on a more flexible basis where service needs allow.

2.4 All posts within Shropshire Council undergo a Job Evaluation process to ensure there are no equal pay issues within the organisation.

2.5 2017 has seen the introduction of the Gender Pay Gap regulations which require organisations of over 250 employees to publish their Gender Pay Gap each financial year. Shropshire Council will publish our gender pay gap on the Equality pages by 30 March 2018.

3.0 **Development of Employees**

3.1 2017 has seen the introduction of a new on line learning and development tool rolled out across the Council. Employees can request and book themselves on to training courses, with the approval of their line Manager. There is now a mix of face to face and online training courses making learning and development much more accessible to all employees enabling a greater flexibility on when and where employees can access training modules.

- 3.2 In addition to the introduction of the on line learning tool, Shropshire Council have launched an apprenticeship framework incorporating 600+ apprenticeship standards and 15 apprenticeship providers. The providers are a mix of both local and national and offer flexibility in the way they will deliver apprenticeships to meet the needs of the organisation as well as working with us to develop apprenticeships for the future and providing a greater flexibility to all employees in accessing apprenticeships.
- 3.2.1 The Council has joined 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.
- 3.2.2 Corporate objectives include providing opportunities for our Looked After Children (LAC), clients with learning difficulties (part of a national Pacesetter project) and supporting Managers and Leaders within the organisation. Directorate Management Teams have been drafting Workforce Plans which identify the future skills required of the workforce and using the apprenticeship levy to fund this where possible.

4.0 **Areas for improvement**

- 4.1. Shropshire Council still has some work to do in terms of reducing the percentage of employees for which we have no equality data. As an Authority we still need to encourage employees to declare equality information so we have a more accurate view of the diversity of the workforce to enable us draw on the different talents, experiences and perspectives of our employees from different backgrounds and cultures.
- 4.2. The introduction of a new ERP system in the next 12 months provides opportunity to make improvements to data accuracy and data collection to then migrate information into the new system. As part of the migration we can begin to hold more up to date and accurate data about our employees.
- 4.3. By understanding our workforce and the diversity within it, we can work to ensure that our staff are happy and feel valued whatever their background.