

Fairness, Inclusion and Equality

About our Employees
March 2025 Report



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If you would like this document explained to you in an alternative language if English is not your first language, or if you require it in an alternative format and/or want to give comments about the content, please email: equalities@solihull.gov.uk



This report highlights examples of Solihull Council's progress towards the equality ambitions of the Council.

Commitment to EDI

EDI remains high on the Council's agenda. It is a core business principle for the Council to recognise and value the diverse make-up of employees and ensure that the workplace is accessible and inclusive. In November last year, we built the EDI Workforce Strategy to 2027 into the People Strategy to ensure we had one single document covering the Council's work with its employees. We are still involved in partnership work with organisations such as the NHS Birmingham & Solihull (BSol) Integrated Care Board (ICB), of which the Council is a member, focusing on best practice on workforce inclusion and belonging, across a combined total of 80,000 employees.

The Census information of 2021 shows that we continue to see a more diverse community in the borough we serve, including new communities coming to live in the borough and who are now working at the Council.

Being inclusive, welcoming and valuing differences encourages active participation from all and supports the Council to provide fair and inclusive services. To support this principle, we have published a Statement of Intent, which applies equally to our workforce as well as any potential job applicants, in how we will treat people with dignity and respect.

Following the Employee Survey in March 2024 as well as the Time to Talk Sessions that shaped the development of the People Strategy, engagement with our EDI employee networks continues to ensure that we understand the issues that affect specific minority groups in the workplace. Ensuring behaviours, values and standards are fully embedded is key to the Council's role as a diverse employer.

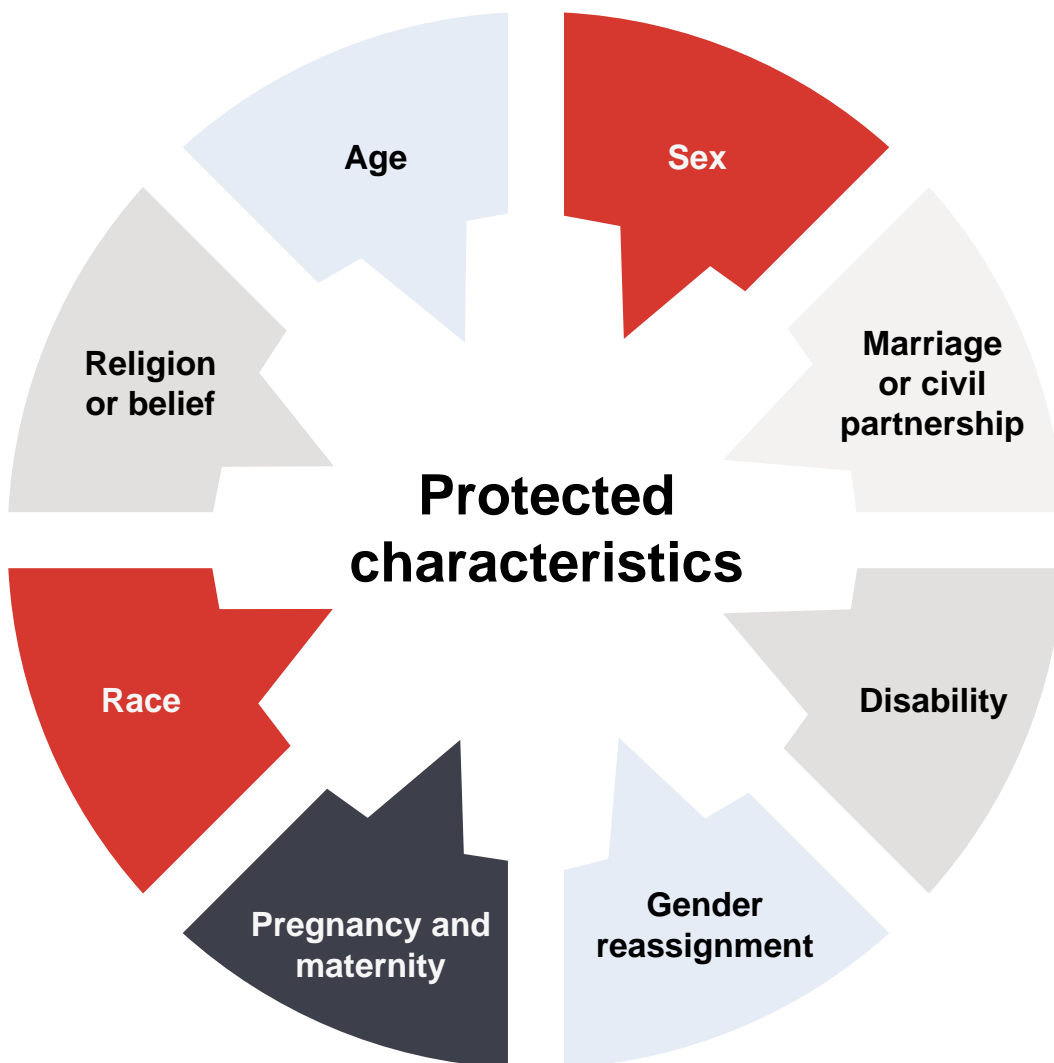


Paul Johnson

Chief Executive of Solihull Council

Public Sector Equality Duty

The Equality Act 2010 identifies the grounds upon which discrimination is unlawful and provides the legal framework that protects people from discrimination based on a number of characteristics. These are referred to as 'protected characteristics' and are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Public bodies also must take account of specific guidance on equality considerations in employment. The protected characteristics are reflected in our EDI plans.



Public authorities, including local councils, have a general duty under the Equality Act 2010 to have due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations between communities

Specific duties, 'due regard' and equality information

In order to meet the requirement of the 'general duty', the Equality Act 2010 requires public authorities to publish specific **equality information**, including:

- annually publish equalities information on Council services and employees in line with the Public Sector Equality Duty
- publish one or more equality objective(s) at least every four years
- publish Gender Pay Gap (GPG) information

This report provides examples of how we have delivered against the Public Sector Equality Duty on improving EDI in the workforce and should be read in conjunction with the equality information pages on the Council's website.

Demonstrating commitment to EDI from leadership

The Council has published new equality objectives for 2024-2027 which are to:

- protect the fairness, dignity and respect of individuals
- promote Solihull as a sustainable and inclusive place to live, work, study and visit
- be a diverse and inclusive employer

We also revised the Council's EDI reporting frameworks. Quarterly progress reports on EDI are now presented to the Council's Corporate Leadership Team, made up of the Chief Executive and five directors. Reporting progress on specific EDI workforce actions has been incorporated into the progress reporting framework within the People Strategy.

We also have an operational EDI meeting which is chaired by the director of resources and meets every two months to monitor the performance and progress of the work on EDI across the Council at a corporate and local level.

Embedding EDI in workforce policies

A main priority for the Council is to reduce inequalities in employee experiences and meet the needs of a diverse workforce. Our aim is for staff to feel valued and respected regardless of who they are and what background they come from.

Key HR policies are routinely reviewed to ensure they meet changes in legislation, national guidance and reflect good practice. Reviews are 'equality checked' and, where appropriate, we conduct more detailed Fair Treatment Assessments (FTAs). Our FTA principles are to 'go beyond the law' so that the assessment process covers the impact on people who share protected characteristics but also other factors such as employees who have caring and family responsibilities, and their health and wellbeing.

Our human resources policies and procedures are regularly reviewed and updated to reflect legal changes and best practice. During 2024 we completed Fair Treatment Assessments for the following policies and/or guidance which considered equality implications for employees and managers on:

- Adoption Policy
- Anti-Harassment and Anti-Bullying Policy
- career break guidance
- casual worker guidance
- Menopause Policy
- ordinary parental leave
- shared parental leave
- Smarter Ways of Working
- supporting employees with cancer guidance

Create, promote and sustain a culture of fairness, equality and inclusion

The Council aims to foster a culture where the individual identities, backgrounds and experiences of staff are recognised and valued. Raising the awareness of national and international EDI events and religious observances is an excellent way of understanding the diversity of our workforce and how we can make people feel more valued and recognised. In addition to the work we are doing internally, we have worked with partners such as the Birmingham and Solihull Integrated Care System (BSol ICS) and other external organisations to continually review the Council's approach to workforce diversity.

Workforce development

The Council's EDI Workforce strategy (2023-2026) and action plan which was an internal document setting out the Council's vision and activities for its workforce on EDI and our broad ambitions over three years, has now been incorporated into the new People Strategy 2024-2029 which was launched to all staff in November 2024.

The People Strategy builds on the Council's workforce ambitions and sets out a number of revised aspirations and commitments over the next five years for our employees.

Diversity calendar events

Council employees have access to a calendar of key religious, cultural and commemorative events that assist in planning ahead for events and raising awareness internally to staff.

Below are examples of events that we marked throughout 2024 to raise awareness, support learning and enable diverse needs to be considered for employees. Information was communicated to employees and managers through our intranet, staff briefings, internal magazines and, where appropriate, via dedicated events, reading materials and exhibitions.



Visitors at the Chinese New Year in Touchwood Shopping Centre to mark the Lunar New Year

- Alcohol Awareness Week
- Autism Awareness Week
- Black History Month
- Carers Week
- Dementia Action Week
- Disability Pride Month
- Diwali
- Easter
- Eid-al-Udha
- Holocaust Memorial Day
- Hong Kong Mid-Autum Festival
- International Day for Persons with Disabilities
- Menopause Healthwatch Study
- Mental Health Awareness Week
- Neurodiversity Celebration Week
- International Women's Day
- Lesbian, Gay, Bisexual, Transgender and Questioning or Queer + (LGBTQ+) History Month
- Lunar New Year
- Pride Month
- Purple Day (Epilepsy Awareness)
- Ramadan Awareness
- Refugee Week
- Southeast Asian Heritage Month
- Windrush Day
- World Elder Abuse Day
- World Hijab Day
- Vaisakhi

Equality and diversity training

Our online training platform offers extensive mandatory and other training to new and existing colleagues either in person or by e-learning.

Employees can learn at their own pace and can refresh their learning easily.

Courses on offer included:

- Introduction to Equality and Diversity
- Autism
- Unconscious Bias, Bias and Marginalisation
- Fair Treatment Assessments (national equivalent to what is more commonly known as Equality Impact Assessments)
- Health and Safety at Work
- Mental Health
- Dedicated training for managers on areas such as recruitment and selection and performance management. The newest course added to the suite of learning is a revised Bullying and Harassment Course in response to the new Worker Protection Act 2023 (Amendment of Equality Act 2010) for reducing sexual harassment in the workplace. More information on the new Act can be found on page 13 under 'Prevention of Sexual Harassment in the Workplace'
- LGBTQ+ Awareness
- Domestic Abuse

We also tailor our EDI Learning and Development offer to meet the needs of Council employees across all levels using 'lived experiences' and specifically designed learning paths. EDI training aims to create an inclusive workplace culture, appropriate working relationships and keep managers and employees up to date about EDI.

A review has been completed of the training platforms we use to ensure they still meet the training needs required in the Council. This resulted in the existing electronic training platforms we use being replaced from the end of March 2025.

Employee safety

Employees have a clear process to report incidents that affect their personal health and safety, such as accidents like slips and trips and other accidents and issues that have or could cause injury. All incidents are recorded on the SHE ASSURE system – a recording and monitoring tool to help prevent issues, monitor support and analyse data so that our employees are kept safe, including those who are lone workers. Following feedback from employees on their safety and wellbeing at work, the Council has now updated the system to record, act where we can and monitor any hate crime incident(s) received from employees.

Recognising the needs of armed forces personnel

Our **Armed Forces Covenant** promises to do all we can to assist those who serve the nation and keep us safe. We offer support to injured service members and bereaved families with extra help when appropriate. Our commitment and work was recognised by the Ministry of Defence who awarded the Council a Silver award in 2020 as part of the Defence Employer Recognition Scheme. We met the requirements of the scheme by demonstrating that:

- members of the force's community are not disadvantaged in our recruitment and selection process
- all positive policies relating to defence personnel are internally publicised
- we employ at least one individual from the armed forces category
- if required, we have demonstrated support to reservist mobilisations
- we align our values with the Armed Forces Covenant

Employees at Solihull Council work hard to ensure that members of the armed forces are not disadvantaged. We will continue to develop our interventions and positive support for the armed forces community.

As a Silver award holder, we must demonstrate a number of positive measures and policies in the organisation which actively support members of the armed forces community. This includes veterans, reservists, Cadet Force adult volunteers and their families.

Disability and reasonable adjustments guidance

Solihull Council is accredited by the Department for Work and Pensions (DWP) as a Disability Confident Employer, recognising our commitment to attracting applicants and supporting and retaining workers with physical and mental disabilities. The Disability Confident scheme logo is placed on our website and the WM Jobs website where Council jobs are advertised, to signal our commitment to employing people with disabilities and meeting disability-related needs including providing reasonable adjustments. The new Disability Reasonable Adjustment Guidance, form and process introduced in 2023 was informed by current legislation and the contributions from our employee networks has been promoted to employees through the Council's newsletter. The guide focuses on the Council's reasonable responsibilities for supporting current employees and the form can be used by the employee if they change jobs within the Council or if their manager changes.

The arrangements on reasonable adjustments are complemented by the Council's Smarter Ways of Working principles which include the facilitation of specialist equipment to support the essential personal requirements of employees.

Disability Confident

The Disability Confident scheme was set up by the Department for Work and Pensions (DWP) to encourage employers to think differently about disability and take action to improve how they recruit, retain, and develop people with disabilities. The Council has



The Council has maintained the status of a Disability Confident Employer by the DWP which recognises the organisation's steps to ensure disabled people get fair and sustainable opportunities in employment. Actions and recommendations from the self-assessment process have informed an action plan, led by a small working group, to continue the Council's ambition to move towards 'Leader' level and to make continual improvements in the Council's role as a large employer. This work is still in progress to meet the next level of the standard for recognition of the work undertaken by the Council.

Smarter Ways of Working

To support hybrid and agile working, the Council has made changes to furniture in most office spaces and provided ICT equipment through the Smarter Ways of Working programme. We have also installed audio visual equipment which supports hybrid meetings.

Our arrangements for flexible and smarter ways of working were revised in 2023 to provide a stronger position for the Council to:

- become an employer of choice
- attract and retain staff by appealing to a wider pool of talent, reduce time spent on journeys to meetings and commuting, and provide a better work-life balance for staff

- become more efficient and productive by fulfilling customers' expectations, reducing overheads on property, and saving on the costs of fuel
- park and emit less carbon dioxide and other greenhouse gases

For employees, there are attractions to hybrid working, as it can:

- improve work-life balance
- reduce stress
- reduce long hours

The review has informed the People Strategy for 2024-2027.

Employee health and wellbeing

Our aim is to have a healthy, happy, engaged and thriving workforce. The Council continues to prioritise employee mental health and wellbeing. Data suggests that one-third of sickness absence is attributed to poor mental health, with a significant proportion being attributed to personal reasons.

Our employee wellbeing offer is designed to promote employee wellbeing and help manage mental health. We work to deliver the Health and Safety Executive Management Standards and meet the diverse needs of employees. Managers and employees are encouraged to develop individual Wellbeing Action Plans that support good wellbeing at work, identify triggers that could contribute to poor health, and effective management of issues. Wellbeing Leads are volunteers who help to disseminate information about relevant topics to their directorates and support individual staff as appropriate. Wide-ranging information, training and events for employees were arranged in 2023, for stress management, menopause, cancer, mental health, domestic abuse, financial wellbeing, sleep management and carer support.

Wide-ranging resources and support for mental health includes mandatory Mental Health Awareness training for managers.

We encourage employees to prevent poor mental health by having regular breaks in work time, ensuring good work-life balance and other self-management techniques such as mindfulness, breathing and somatic exercises.

Hearing the voices of diverse employees

Supporting employee wellbeing and networks

Employee wellbeing was brought into sharper focus during the Covid-19 pandemic and continues to remain a priority and a key theme in our recently-launched People Strategy. We acknowledge that the support of managers is key to the success of our strategies as we continue to develop our organisational capability to support wellbeing at work.

Our employee offer includes Employee Wellbeing, publicised through the intranet so that staff can access information on a wide range of workplace wellbeing topics. Regular wellbeing training enhances the capability of our employees to manage their wellbeing at work. Dedicated training and seminars for managers on mental health awareness and building resilient teams supports them to help their teams.

All our employees can access the Employee Assistance Programme, delivered via an independent service, Health Assured, that supports staff and their family members. The programme covers information, counselling and emotional support as well as podcasts, videos and support on a range of topics, all tailored to support the wellbeing of our employees. The service is free to Solihull Council employees, providing access to qualified advisors at any time. The service is advertised on our intranet and to new employees. Managers can refer colleagues if they have relevant consents.

Supporting and promoting employee EDI networks

Our partnership work with employees continues through a series of employee EDI networks that are open to any Solihull Council staff member. Currently there are three EDI networks established:

- The Disability Employee Network
- The DEM (Diverse Ethnic Minority) Network
- The Rainbow Network for LGBTQ+ employees

All networks have set out their ambitions which are available on the internal web pages for employees to access information about the networks. The DEM Network has set two work priorities which focus on:

- career progression/training for DEM Employees – awareness and accessibility for staff
- recruitment – encourage applications from all communities to improve diversity at Solihull Council



The link for well-established and effective voice channels between the EDI networks and senior leaders is supporting to inform and influence positive change within the organisation. As a result of this commitment, three members of the Corporate Leadership Team are nominated to support each of the EDI networks.

Prevention of Sexual Harassment in the Workplace

The policy has been created to ensure compliance with the new Worker Protection Act 2023 (Amendment of Equality Act 2010). The Council will adopt a zero-tolerance approach to instances of bullying or harassment. This includes all forms of sexual harassment. Sexual harassment takes many forms, but whatever form it takes it is unlawful under the Equality Act 2010. The law requires employers to take reasonable steps to prevent sexual harassment of their workers.

The policy sets out the steps we will take to investigate and deal with complaints of bullying or harassment, and how we support those affected. This includes concerns of bullying or harassment linked to protected characteristics.

This policy applies to anyone working for us including agency workers and contractors. The policy also relates to job applicants and students on placements and is relevant to all stages of the employment relationship.

The Resolution policy is also being updated to remove bullying and harassment complaints as this will now sit under the Anti-Harassment and Anti-Bullying policy.

The new policy raises awareness of potential discrimination and promotes equality of opportunity by providing how concerns about harassment, bullying and victimisation can be raised and sets out procedures for reporting. It covers how bullying and harassment can also be reported online as well as in person at work, or outside work such as social events.

The new Bullying and Harassment policy has been developed in accordance with the following legislation:

- Equality Act 2010
- Employment Rights Act 1996
- Protection from Harassment Act 1997
- Data Protection Act 2018
- General Data Protection Regulations
- Worker Protection Act 2023 (amendment of Equality Act 2010)
- EHCP and ACAS guidance on preventing sexual harassment

The policy is supported by other policies and procedures including: the Resolution policy, Code of Employee Conduct, Social Media policy and equality and diversity information on the intranet.

In response to the new Worker Protection (Amendment of Equality Act 2010) Act 2023 that came into effect on 26 October 2024, which introduced a new legal duty for employers to proactively take reasonable steps to prevent sexual harassment in the workplace, we launched a new Bullying and Harassment Policy and associated documentation such as risk assessments. In addition to these actions, we revised some of the Council's employment-related e-learning modules to include the Act.

Other employee networks such as the Carers Network or the Menopause Network continue to meet in a safe and confidential space for employees to share their experiences and help shape and influence the Council's EDI Strategy and People Strategy.

Engagement with staff and trade unions

The Council values the role that unions play in looking after the interests and safeguarding their members' employment rights, pay and reward, wellbeing and safe working conditions. The Council meets regularly with trade unions through several groups that include the Corporate Consultation and Negotiating Committee (CCNC) and Directorate Consultation and Negotiating Committees (DCNCs). Membership of the groups includes trade union representatives, HR representatives and senior managers. As well as consultation, unions are also involved in sickness absence management, mental health and wellbeing in the workplace, and equality issues.

We recognise that conflict in the workplace may occur between people. When it does, we support colleagues and managers to work together to resolve any disagreements and conflicts constructively and speedily and where appropriate through our Resolution Policy.

This approach is supported through a volunteer network of Resolution Contacts, made up of employees from across different grades and diversity of the workforce. The network complements the support available through a line manager, HR and the trade unions. Data is gathered regarding formal issues on disciplinaries and grievances. Where complaints of harassment or bullying are made, the Council take these very seriously and investigates. Page 27 provides data on HR caseloads in the Council for the year to 31 March 2024.

Attracting and retaining diverse talent

Supported Employment scheme

The Council's commitment to disability employment is a key priority in our role as a large employer and the Supported Employment scheme to promote people with learning disabilities into work is going strong. The dedicated Supported Employment Adviser in the HR division provides wraparound support for potential recruiting managers and applicants in offering more sustainable supported employment opportunities to local people.

When a team expresses an interest in offering a role, we work with partners to identify a potential candidate that would be a good match based on their interests, education, experience, skills and abilities. We also work with managers and teams to develop an awareness and understanding of the candidate's needs and how to support them appropriately day-to-day in the workplace. This will include any recommendations for adjustments that address an employee's needs. This scheme is also supported by the Council's **Employment and Skills Team** by funding the roles and overseeing recruitment and partnerships. Together, they liaise with external partners to help teams identify local candidates who are work ready. It is a concerted effort to support this scheme. It leads to workplace inclusion, which is a key priority within our inclusive growth aim in the Council Plan.

Supported Internship Programme

The Supported Internship Programme offers structured learning for young people with an Education, Health and Care Plan (EHCP) to build their employability skills. Supported internships give participants the opportunity to experience working in an area of interest alongside a work coach who offers support and instruction to gain the necessary skills to carry out the role unsupervised. The aim of these internships is to provide a foundation to clear progression routes into paid employment.

Health benefits of being in work

Ensuring people can access good work has important health benefits. The Council's Public Health Directorate Annual Report 2023-2024, Skills, Work and Health provides comprehensive information and data on how the Council has taken steps to support people into employment, which is key to improving long-term health and wellbeing. This is particularly important for people who may find it more difficult to find work or who face particular barriers to work, such as young people who are or have been in care, young people who are not in education, employment or training (NEET), young people with special educational needs and disabilities or people with learning disabilities. Below are some examples of initiatives we undertake.

English fluency statement

We want to ensure that the quality of public services in the borough is accessible and delivered to the highest standards possible. Part 7 of the Immigration Act 2016 requires public authorities to meet their obligations for all employees working in public-facing roles to communicate in English fluently to help ensure the safe and high-quality delivery of public services. The Council ensures that all public-facing staff meet this fluency duty including when we are recruiting new employees. Where the need is required, we signpost staff to training or retraining to help them meet the requirements of the fluency duty.

Workforce diversity

General information about our employees:

Solihull Council has been collecting data on the diversity profiles of employees for several years. Based on the information provided by employees voluntarily, the following information gives a snapshot of our workforce profile as of 31 March 2024. For the purposes of this report, ethnic minority is defined as all those declaring any ethnic background other than white. Data on the current system is created when an employee commences work with the Council. The employee can subsequently update most of their personal information except their disability status through 'self-service'. Employees are responsible for keeping their own personal details up to date, however HR will periodically request or remind employees to review and update their personal records.

Key points are summarised as:

- there are more females working for the Council (73%) compared to males
- older age groups are represented in the workforce more than younger age groups, with employees over the age of 45 accounting for nearly 60% of the workforce
- six percent of the workforce have shared that they have a disability
- white employees make up 77% of the workforce, with the largest ethnic minority group being from an Asian or Asian British background making up just over 9%, which is slightly less than the borough's Asian representation that stands at 11%
- 35% of the workforce are Christian, 25% of employees have shared that they have 'no religion or belief' and 4% are Muslims. These figures are slightly lower when compared with the Solihull borough
- 68% of the workforce identify as heterosexual/straight, with lesbian, gay and bisexual employees making up approximately 2.5% of the workforce

The employee data above is very similar to that reported last year.

Modern slavery statement

The Council is committed to preventing and taking action against slavery and human trafficking in its corporate activities, supply chains and the wider community. To understand and address all potential modern slavery risks related to our business, the Council conducts the steps established in previous years from our modern slavery statement to embrace our responsibility on tackling modern slavery.

Actions include:

- robust procedures for vetting new employees so that they can confirm their identities and qualifications and are paid directly into an appropriate personal bank account
- the application of our Safeguarding Policy to safeguard the welfare of vulnerable adults and children

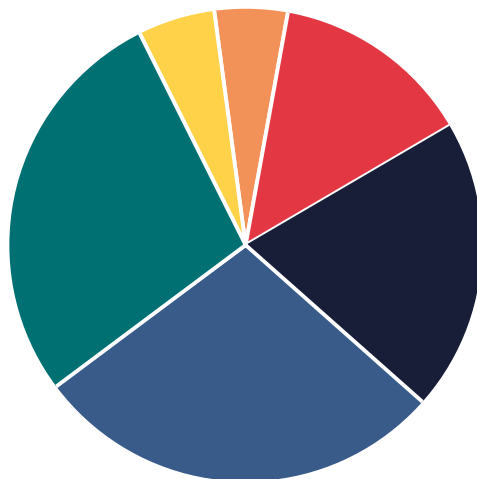
Workforce composition equality data as of 31 March 2024

There are differences in the total number of employees covered in this report when compared to the total number of employees stated in the Council’s Gender Pay Gap Report published at the end of March 2025. This is due to the statutory criteria used to calculate the gender pay gap which only includes employees in receipt of pay on the snapshot date.

The Council’s core workforce profile is set out on pages 17 to 26. The percentages (%) are rounded up to whole numbers in the tables unless otherwise stated.

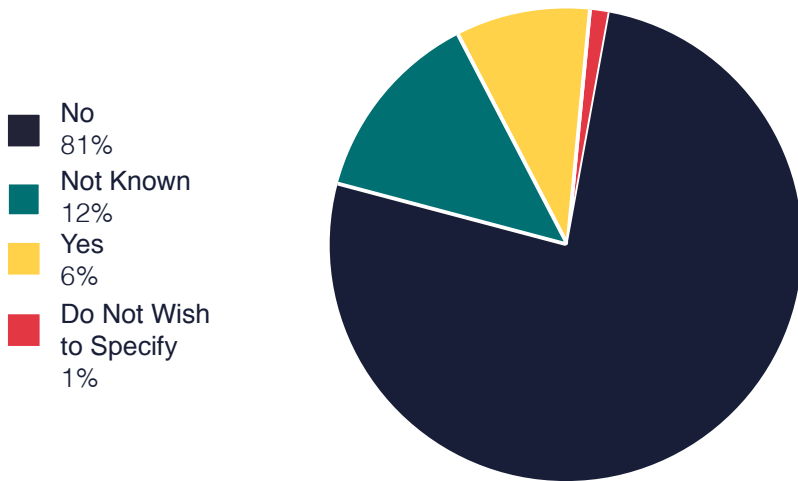
Age

- 16-24
3%
- 25-34
15%
- 35-44
23%
- 45-54
28%
- 55-64
27%
- 65+
3%



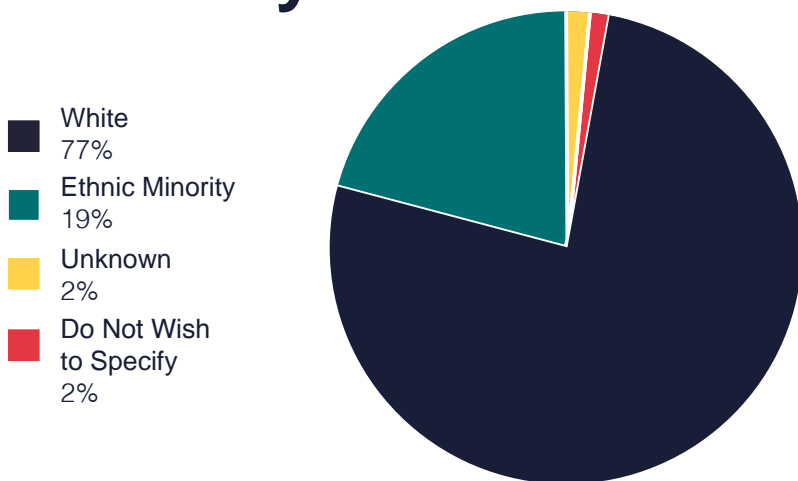
Age Band	No. of Employees
16-24	91
25-34	400
35-44	595
45-54	735
55-64	703
65+	109
Total	2633

Disability



Do Not Wish to Specify	17
No	2141
Not Known	313
Yes	162
Total	2633

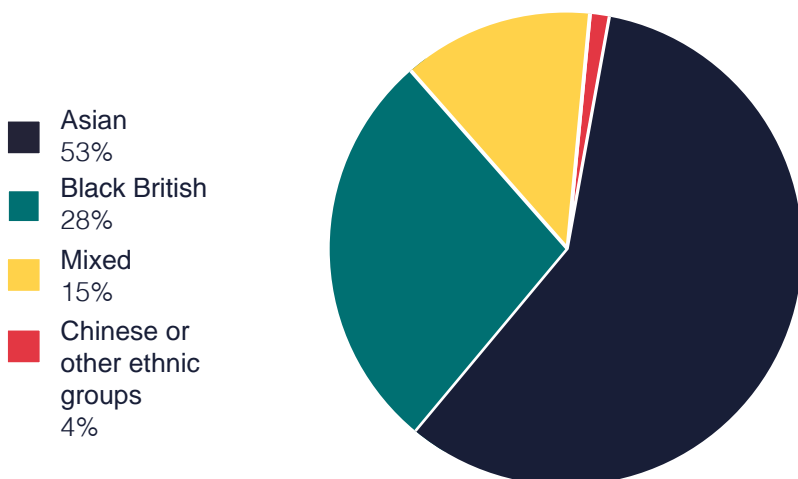
Ethnicity



Ethnicity	Number of Employees
Ethnic Minority	489
Do Not Wish to Specify	54
Unknown	63
White	2027
Total	2633

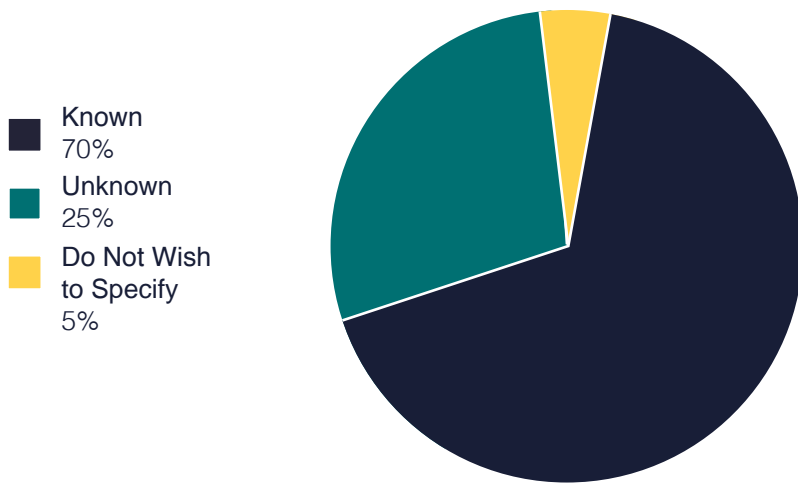
Ethnic minority employees make up 19% of the workforce. The chart below provides a breakdown of what the key groups are within that group.

Ethnic minority breakdown



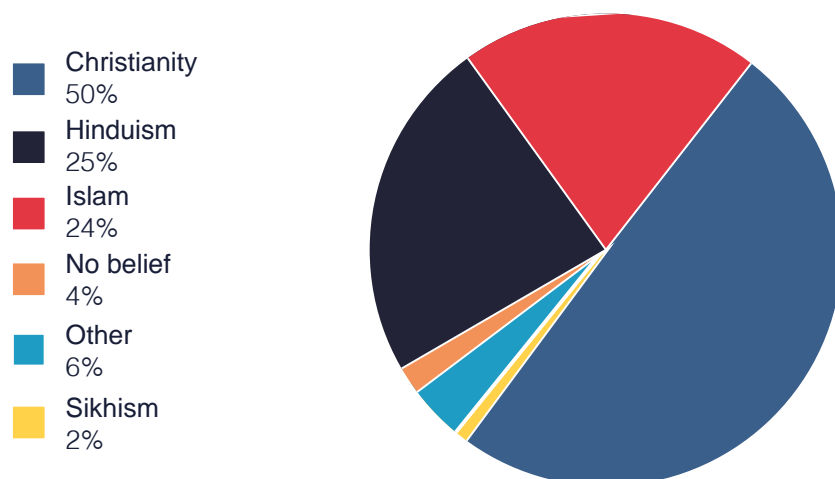
Ethnicity	Number of Employees
Asian	257
Black British	137
Chinese or other ethnic groups	22
Mixed	73
Total	489

Religion or belief



Religion or Belief	Number of employees
Known	1833
Unknown	662
Do Not Wish to Specify	22
Total	2633

Employees where religious or beliefs are known

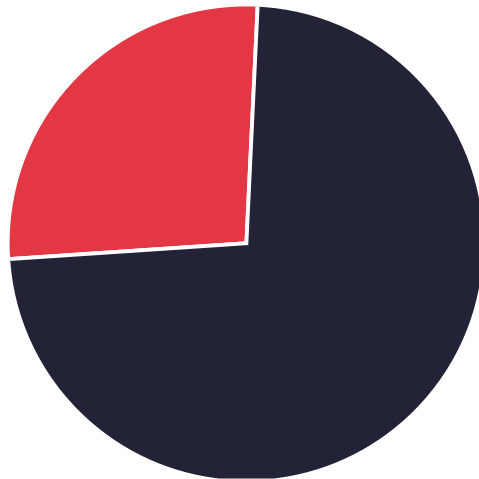


Religion	Number of Employees
Buddhism	5
Christianity	924
Do Not Wish to Specify	138
Islam	100
Judaism	2
No Belief	650
Other	60
Sikhism	45
Unknown	662
Total	2633

Percentages represented in chart above are in whole numbers and excludes religions where there were less than 10 employees.

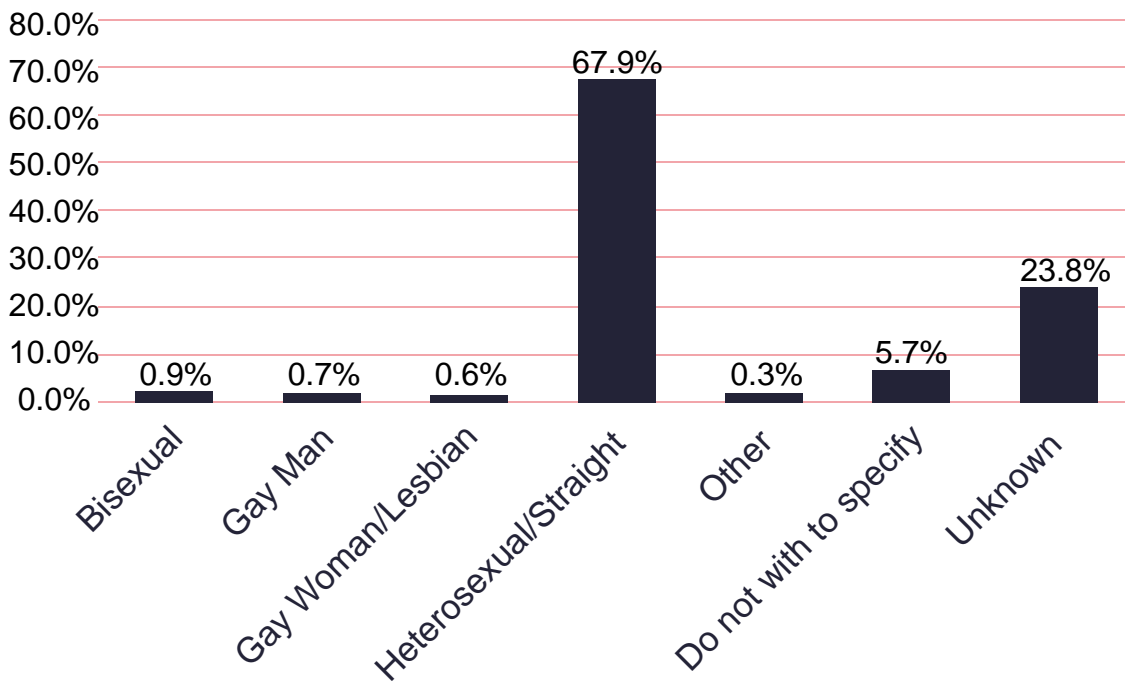
Sex

- Female
73%
- Male
27%



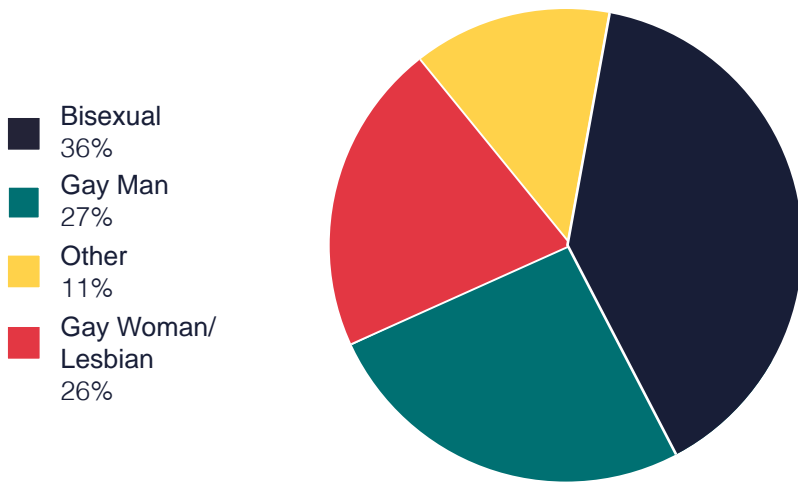
Sex	Number of Employees
Female	1931
Male	702
Total	2633

Sexual Orientation



LGBTQ+ employees make up 2.5% of the workforce. The chart below provides a breakdown of what those key groups are within that group.

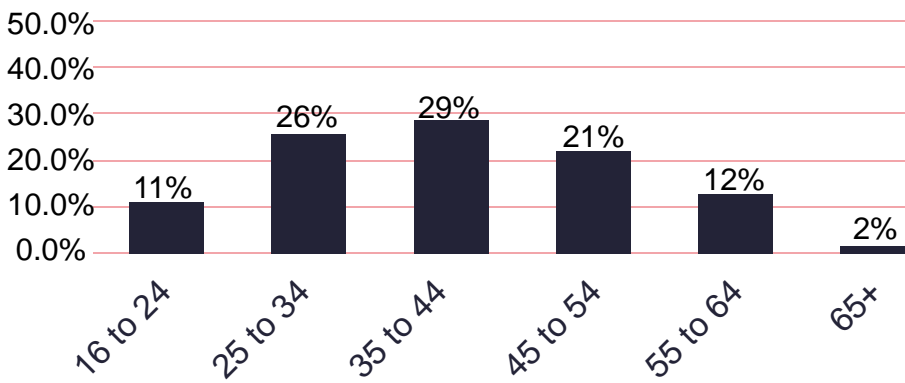
Breakdown of LGBTQ+ employees



Sexual Orientation	Number of Employees
Bisexual	24
Gay Man	18
Gay Woman/Lesbian	17
Heterosexual/Straight	1789
Do Not Wish To Specify	151
Unknown	627
Other	7
Total	2633

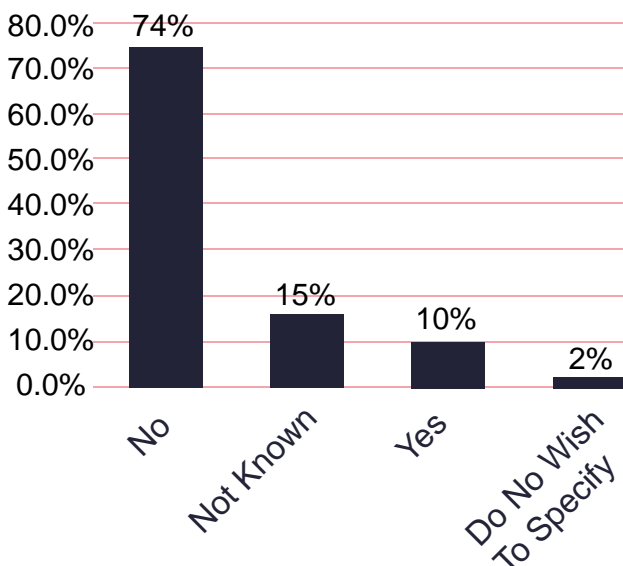
New Council employees

Starters - Age



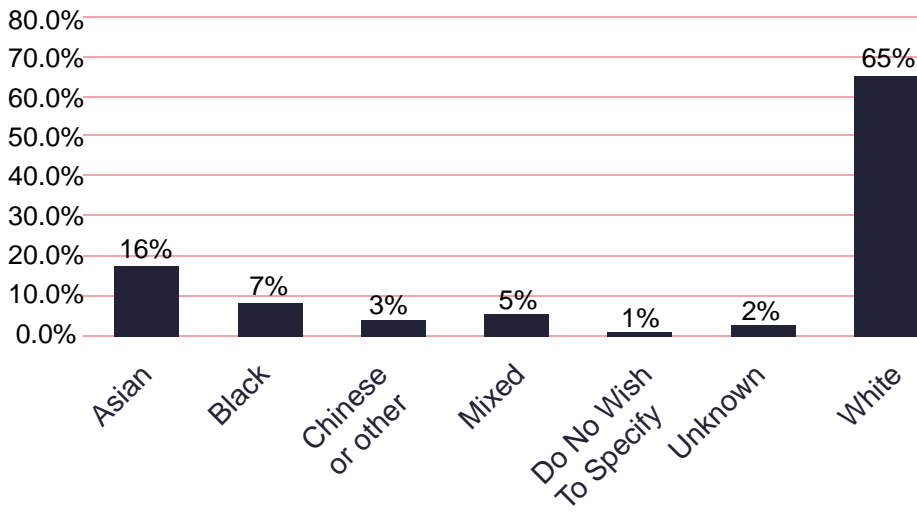
Age Band	Number of Employees
16-24	39
25-34	92
35-44	103
45-54	75
55-64	41
65+	6
Total	356

Starters - Disability



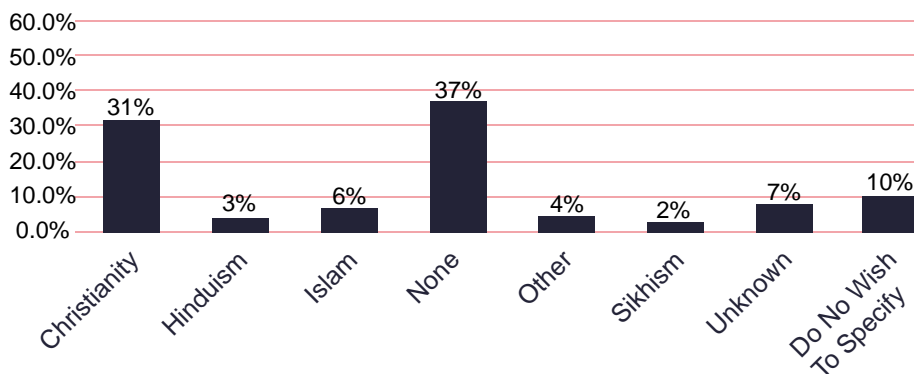
Disability	Number of Employees
No	262
Not Known	53
Yes	34
Do Not Wish To Specify	7
Total	356

Starters - Ethnic Groups



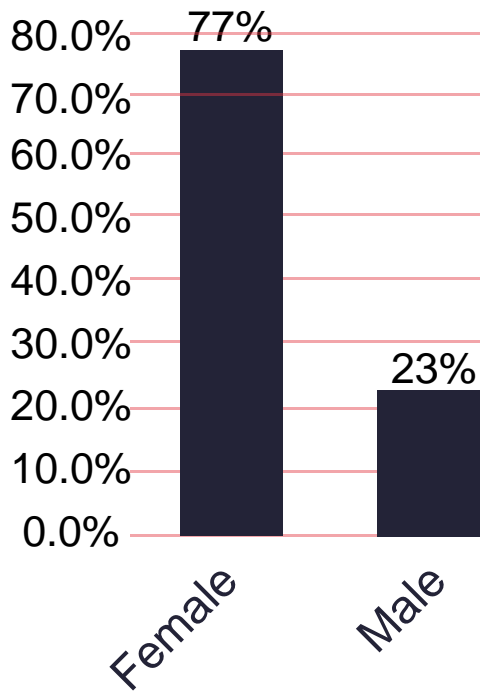
Ethnic Groups	Number of Employees
Asian	57
Black	26
Chinese or other	10
Mixed	19
Do Not Wish To Specify	3
Unknown	8
White	233
Total	356

Starters - Religion or Belief



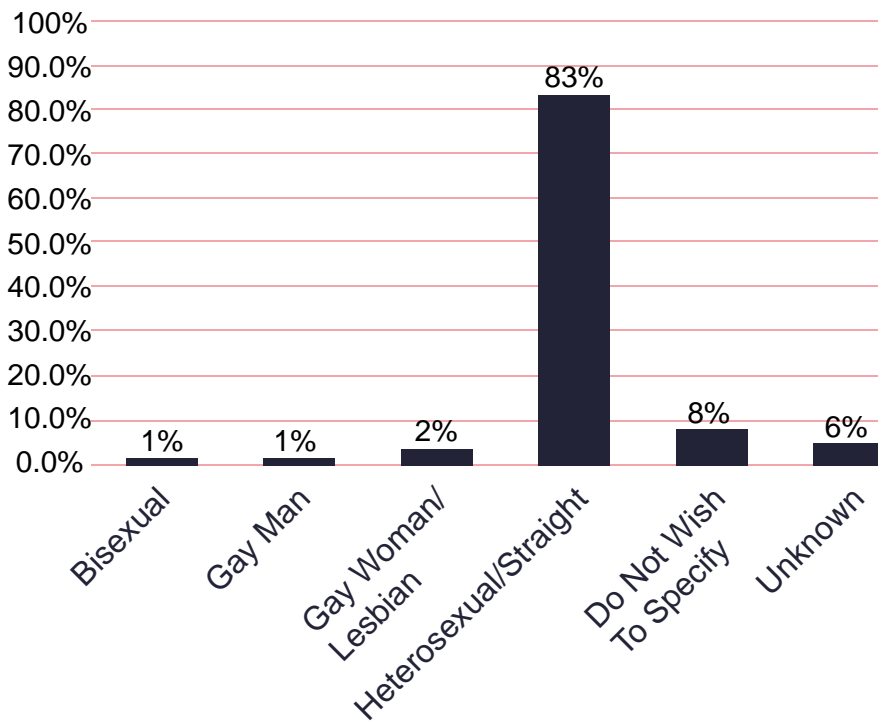
Religion or Belief	Number of Employees
Christianity	112
Hinduism	11
Islam	21
None	131
Do Not Wish To Specify	24
Other	14
Sikhism	7
Unknown	36
Total	356

Starters - Sex



Sex	Number of Employees
Female	275
Male	81
Total	356

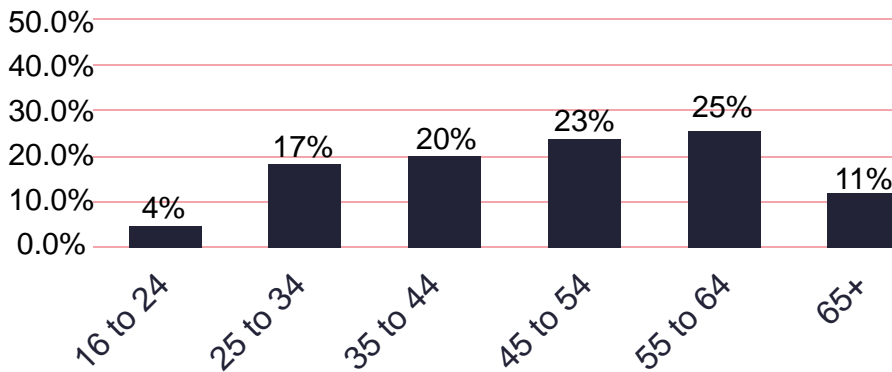
Starters - Sexual Orientation



Sexual Orientation	Number of Employees
Bisexual	4
Gay Man	2
Gay Woman/Lesbian	6
Heterosexual/Straight	294
Do Not Wish To Specify	27
Unknown	23
Total	356

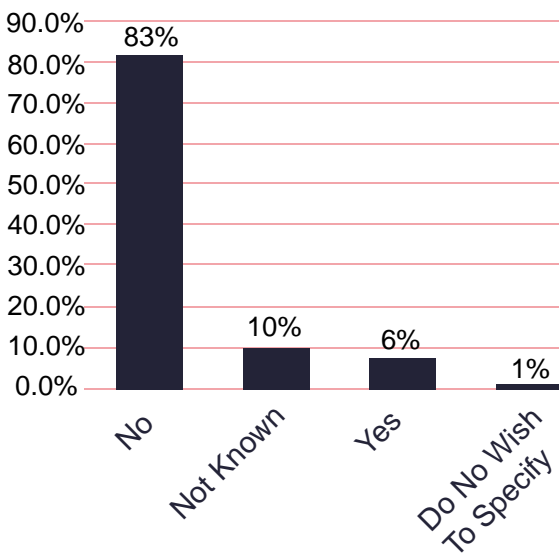
Employees who have left the organisation as of 31 March 2024

Leavers - Age Groups



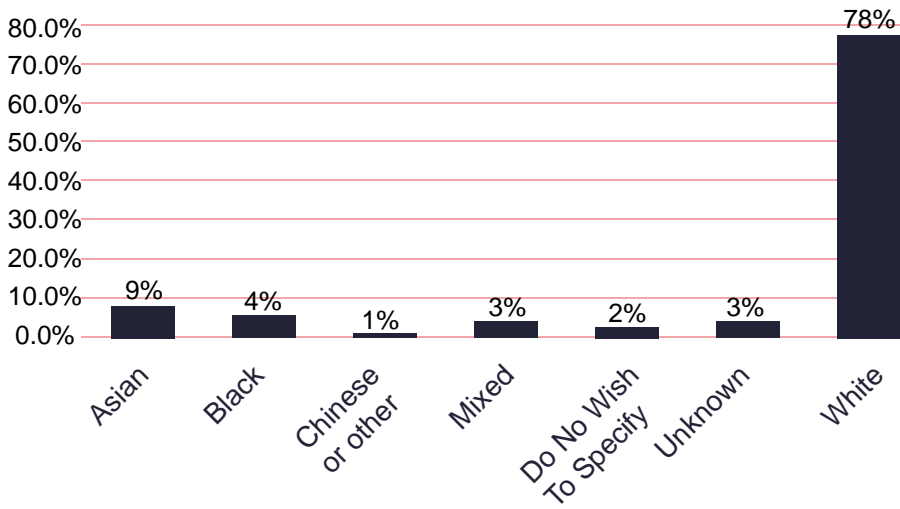
Age Band	Number of Employees
16-24	15
25-34	59
35-44	69
45-54	79
55-64	88
65+	37
Total	347

Leavers - Disability



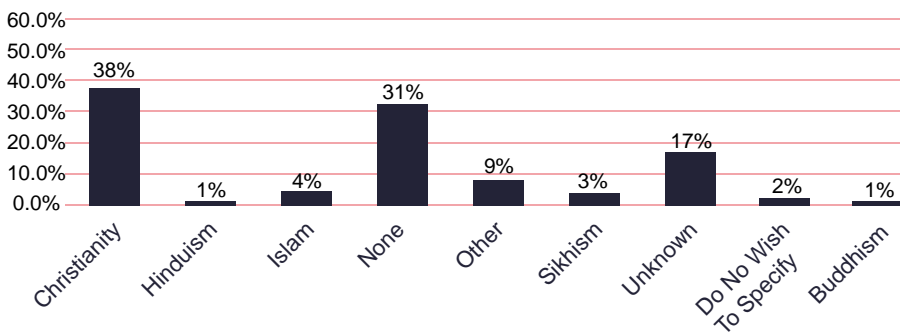
Disability	Number of Employees
No	288
Not Known	36
Yes	21
Do Not Wish To Specify	2
Total	347

Leavers - Ethnic Groups



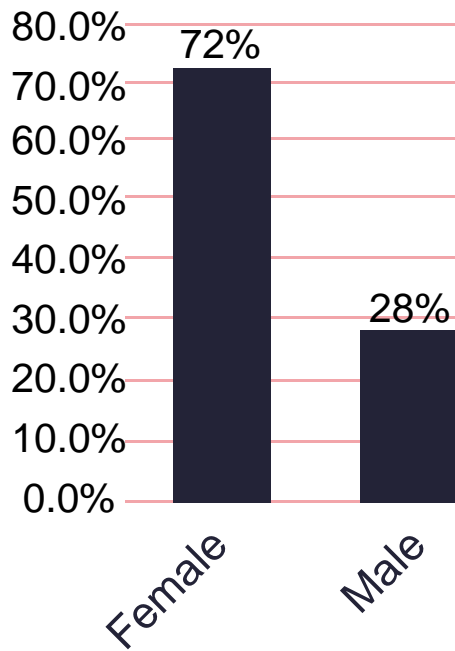
Ethnic Groups	Number of Employees
Asian	32
Black	14
Chinese or other	3
Mixed	10
Do Not Wish To Specify	8
Unknown	9
White	271
Total	347

Leavers - Religion or Belief



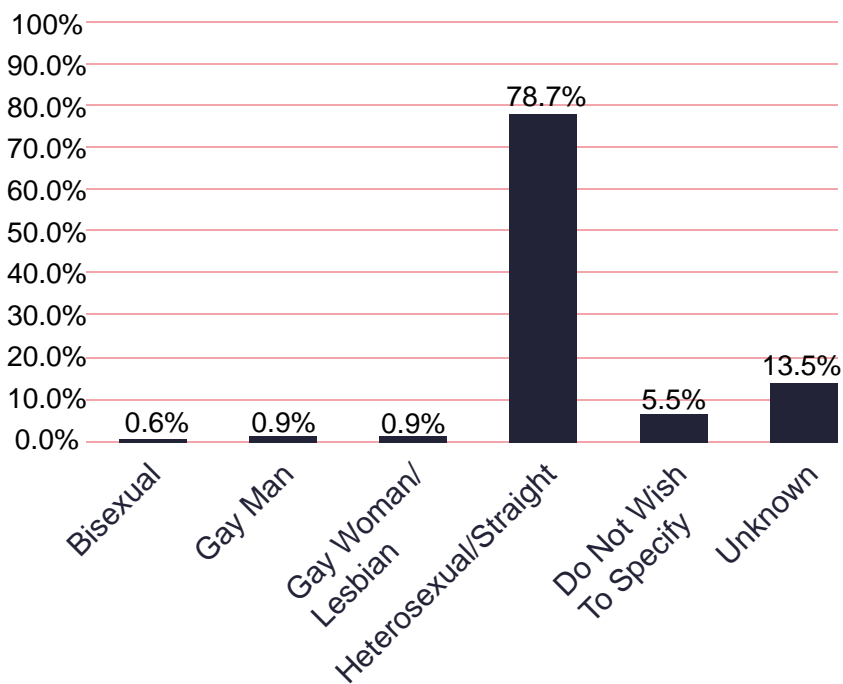
Religion or Belief	Number of Employees
Christianity	131
Hinduism	3
Islam	13
None	108
Do Not Wish To Specify	8
Other	9
Sikhism	12
Unknown	58
Buddhism	3
Total	347

Leavers - Sex



Sex	Number of Employees
Female	251
Male	96
Total	347

Leavers - Sexual Orientation



Sexual Orientation	Number of Employees
LGBTQ+ (summary of groups due to small number across categories)	8
Heterosexual/Straight	273
Do Not Wish To Specify	19
Unknown	47
Total	347

Employee Relations Data

Oracle, the Council's employee data system, records personal employee information and learning and development statistics. Oracle enables us to better understand the take up of training, development and career progression across the protected characteristics and identify any gaps we need to focus on to improve workforce learning opportunities.

An analysis of cases, including flexible working, maternity and carers leave data, will help us to better understand take up of policies and decision-making processes to identify potential barriers. In 2023/24 the number of cases reported on the employee record data system were:



As the numbers of cases reported for each of the above are very low, when breaking down this data across protected characteristics for the purpose of this report, we are conscious that – due to the small numbers – it may give an unfair or misleading view of under or over representation. We are not being complacent on having small numbers and we will continue to analyse our data on a regular basis, benchmarking over specific periods of time, to identify if there any trends that we need to pay particular attention to and/or investigate further.

Our findings from our 23/24 data shows that employee relations data is largely reflective of the wider demographics of the workforce. For example, disciplinary cases relate more to women where 73% employees in the wider workforce are women. Flexible working requests tend to be requested more so by white women in the age range of 55-64 years. We have noted however that the data shows that resolution cases are overrepresented by ethnic minority and disabled employees in comparison to the wider workforce data so this will require deeper analysis and investigation.

