

Data tables and charts

Fylde Council - Workforce Diversity Report

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Definitions

- 1) All data within this report unless stated excludes employees on temporary contracts of less than one year duration, and casual employees.
- 2) Data correct as at date quoted
- 3) Data presented as per post holder/bodies – i.e. an employee can be counted twice if in more than one post
- 4) Where data due to data protection issues cannot be shown it is represented as *.
- 5) Census = census 2011.

Produced by Human Resources Autumn 2019

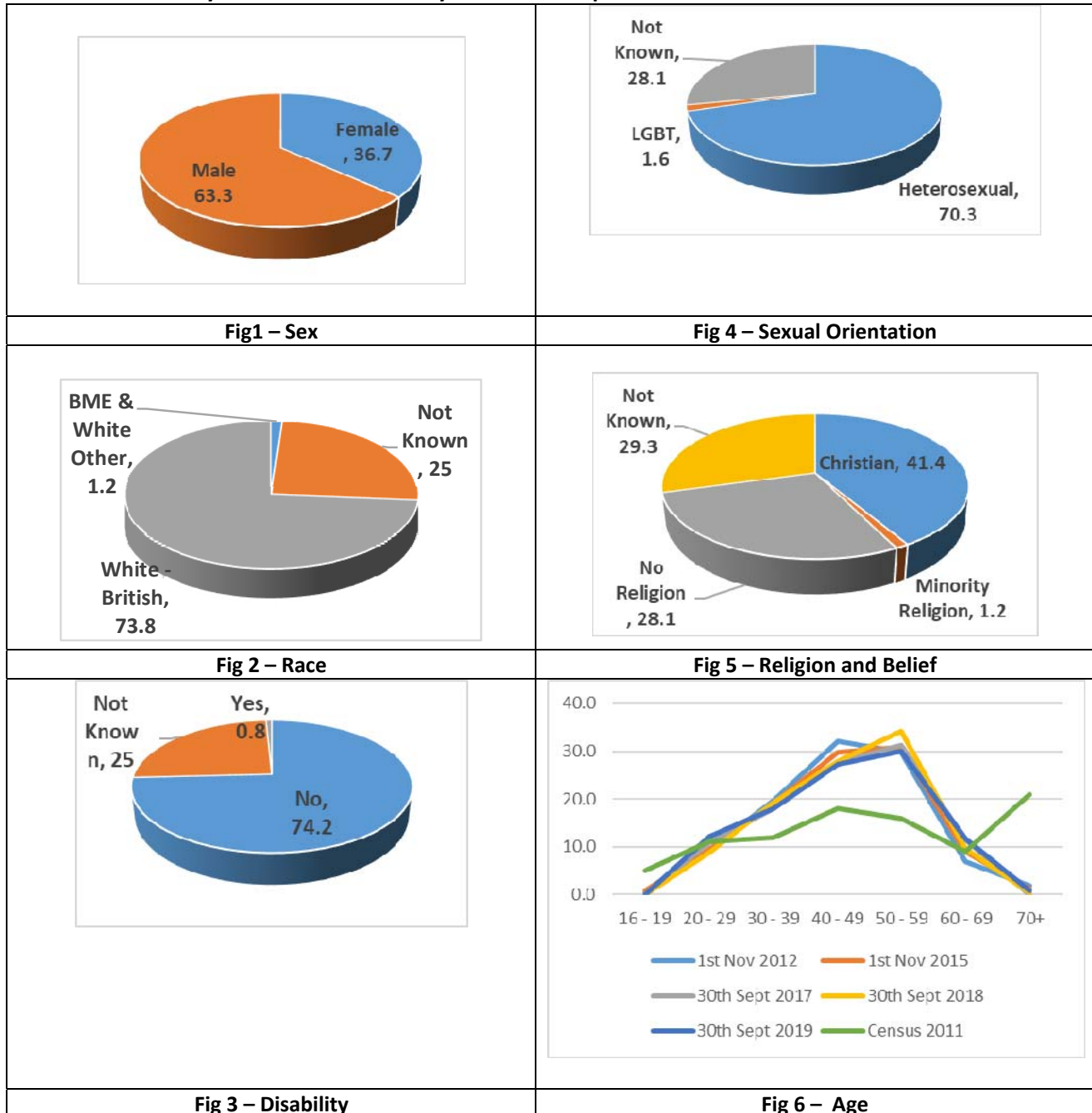
1.1 Introduction

Welcome to Fylde Councils Annual Workforce Monitoring Report as at 30th September 2019.

The purpose of the report is to provide a profile of Fylde Councils workforce by disability, sex, ethnic origin, age, sexual orientation, religion and belief.

This report enables the Council to analyse trends and chart whether or not improvements have been made in relation to the diversity within our workforce.

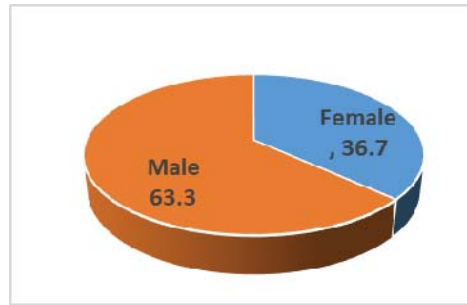
1.2 Chart Summary – Workforce Diversity –as at 30th September 2019



Note: Data in pie charts shown as a percentage to one decimal point.

Part 2 – Analysis of workforce protected characteristics

2.1 Sex



a) Sex data as at 30th September 2019

| | FEMALE | % | MALE | % | Grand Total |
|------------------------|-----------|-------------|------------|-------------|-------------|
| Cat A - Up to Scale 2 | 16 | 26.7 | 44 | 73.3 | 60 |
| Cat B - Scale 3 and 4 | 24 | 37.5 | 40 | 62.5 | 64 |
| Cat C - Scale 5 to SO1 | 35 | 47.9 | 38 | 52.1 | 73 |
| Cat D - SO2 - PO | 18 | 32.7 | 37 | 67.3 | 55 |
| Cat E - Chief Officer | 1 | 25.0 | 3 | 75.0 | 4 |
| Grand Total | 94 | 36.7 | 162 | 63.3 | 256 |

b) Census Data

- All population gender balance is 49% male, 51% female
- Working age 16-64 balance is: 50% male, 50% female

c) Direction of Travel from November 2012 to September 2019

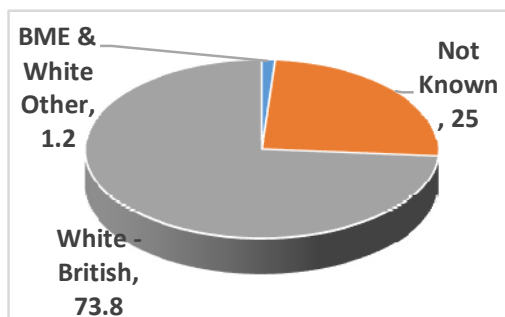
| | Female | % | Male | % | Total |
|-----------------|-----------|-------------|------------|-------------|------------|
| Nov-12 | 79 | 29.8 | 186 | 70.2 | 265 |
| Nov-15 | 85 | 33.2 | 171 | 66.8 | 256 |
| Sept -17 | 83 | 33.2 | 167 | 66.8 | 250 |
| Sept -18 | 81 | 33.8 | 159 | 66.3 | 240 |
| Sept -19 | 94 | 36.7 | 162 | 63.3 | 256 |

d) Key Findings

- Overall the Council workforce is predominantly male (ratio 2:1 male / female)

2.2 Race

2.3 Race data - As at 30th September 2019



a) Census Data

| | White British % | Not Known | Black & Minority Ethnic and white other % |
|----------------|-----------------|-----------|-------------------------------------------|
| All Age | 95.0 | 0 | 5.0 |
| 16-64 | 94.0 | 0 | 6.0 |

b) Direction of Travel from November 2012 to September 2019

| | Black/Asian /Mixed/White Minority | % | White British | % | Not stated | % | Total |
|------------------|-----------------------------------|------------|---------------|-------------|------------|-------------|------------|
| Nov 2012 | 3 | 1.1 | 143 | 54.0 | 119 | 44.9 | 265 |
| Nov 2015 | 6 | 2.3 | 153 | 59.8 | 97 | 37.9 | 256 |
| Sept 2017 | 3 | 1.2 | 173 | 69.2 | 74 | 29.6 | 250 |
| Sept 2018 | 4 | 1.7 | 171 | 71.3 | 65 | 27.1 | 240 |
| Sept 2019 | 3 | 1.2 | 189 | 73.8 | 64 | 25.0 | 256 |

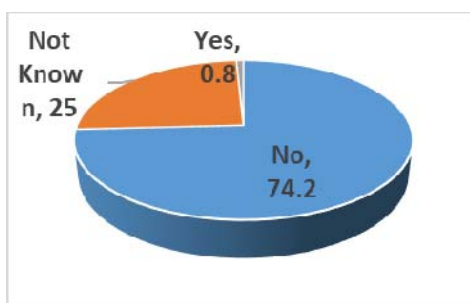
c) Race by Salary Category as at 30th September 2019

| | BME & White Other | % | Not Known | % | White - British | % | Grand Total |
|------------------------|-------------------|------------|-----------|-------------|-----------------|-------------|-------------|
| Cat A - Up to Scale 2 | 2 | 3.3 | 23 | 38.3 | 35 | 58.3 | 60 |
| Cat B - Scale 3 and 4 | 1 | 1.6 | 19 | 29.7 | 44 | 68.8 | 64 |
| Cat C - Scale 5 to SO1 | | 0.0 | 15 | 20.5 | 58 | 79.5 | 73 |
| Cat D - SO2 - PO | | 0.0 | 7 | 12.7 | 48 | 87.3 | 55 |
| Cat E - Chief Officer | | 0.0 | | 0.0 | 4 | 100.0 | 4 |
| Grand Total | 3 | 1.2 | 64 | 25.0 | 189 | 73.8 | 256 |

d) Key Findings

The Council workforce is overwhelmingly White British with only 1.2% Black/Asian Mixed White Minority

2.3 Disability



a) Disability data as at 30th September 2019

| | No | % | Not Known | % | Yes | % | Grand Total |
|------------------------|------------|-------------|-----------|-------------|----------|------------|-------------|
| Cat A - Up to Scale 2 | 38 | 63.3 | 21 | 35.0 | 1 | 1.7 | 60 |
| Cat B - Scale 3 and 4 | 46 | 71.9 | 17 | 26.6 | 1 | 1.6 | 64 |
| Cat C - Scale 5 to SO1 | 56 | 76.7 | 17 | 23.3 | | 0.0 | 73 |
| Cat D - SO2 - PO | 46 | 83.6 | 9 | 16.4 | | 0.0 | 55 |
| Cat E - Chief Officer | 4 | 100.0 | | 0.0 | | 0.0 | 4 |
| Grand Total | 190 | 74.2 | 64 | 25.0 | 2 | 0.8 | 256 |

b) Census data

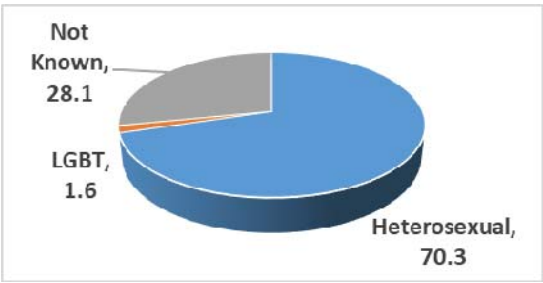
- Matching broadly to the working age population (15-64 yrs.) the census found that 14.0 2% of working age residents have a limiting illness or disability.
- For the full population (any age) the census found that 21.9% of all Fylde residents have a limiting illness or disability.

c) Direction of Travel from November 2012 to Sept 2019

| | Declared No disability | % | Not stated | % | Declared a disability | % | Total |
|----------------|------------------------|-------------|------------|-------------|-----------------------|------------|------------|
| Nov-12 | 137 | 51.7 | 117 | 44.2 | 11 | 4.2 | 265 |
| Nov-15 | 154 | 60.2 | 97 | 37.9 | 5 | 2.0 | 256 |
| Sept 17 | 171 | 68.4 | 57 | 30 | 4 | 1.6 | 250 |
| Sept 18 | 171 | 71.3 | 66 | 27.5 | 3 | 1.3 | 240 |
| Sept 19 | 190 | 74.2 | 64 | 25.0 | 2 | 0.8 | 256 |

- The Councils workforce is overwhelmingly not disabled with only 0.8 % declaring disability.

2.4 Sexual Orientation



a) Sexual Orientation By Salary Category as at 30th September 2019

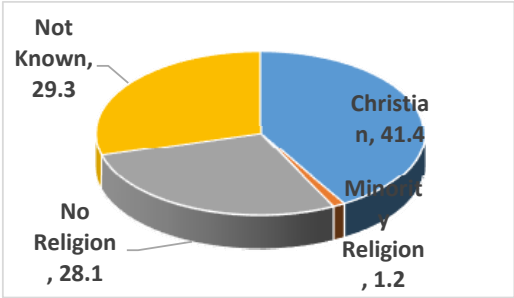
| Salary Category | Hetrosexual | % | LGB | % | Not Known | % | | | Total |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|-----|---|-----------|---|--|--|-------|
| Cat A – Up to Scale 2 | <i>Information is available for sexual orientation by salary category – however due to the small numbers involved this is not published due to confidential reasons.</i> | | | | | | | | |
| Cat B - Scale 3 and 4 | | | | | | | | | |
| Cat C – Scale 5 to SO1 | | | | | | | | | |
| Cat D – SO2 – PO | | | | | | | | | |
| Cat E – Chief Officer | | | | | | | | | |
| Totals | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |

b) Key findings

- Detailed information concerning the breakdown of those that have declared information about Sexual orientation cannot be shown due to data protection issues. However, it can be stated that the Councils workforce is overwhelmingly heterosexual.

2.5 - Religion & Belief

a) Religion & belief data as at 30th September 2019



b) Census information

| | All Age | 16-64 |
|-------------------|---------|-------|
| Christian | 74.0 | 70.0 |
| Minority Religion | 2.0 | 2.0 |
| No religion | 18.0 | 22.0 |
| Not stated | 6.0 | 6.0 |

b) Direction of Travel from November 2010 to 30th September 2019

| Salary Category | Christian | % | Minority Religion | % | No Religion | % | Not Stated | % | Totals |
|-----------------|------------|-------------|-------------------|------------|-------------|-------------|------------|-------------|------------|
| Nov-12 | 92 | 34.7 | 9 | 3.4 | 38 | 14.3 | 126 | 47.5 | 265 |
| Nov-15 | 89 | 34.8 | 6 | 2.3 | 50 | 19.5 | 111 | 43.4 | 256 |
| Sep-17 | 97 | 38.8 | 3 | 1.2 | 63 | 25.2 | 87 | 34.8 | 250 |
| Sept -18 | 95 | 39.6 | 3 | 1.3 | 65 | 27.1 | 77 | 32.1 | 240 |
| Sept 19 | 106 | 41.4 | 3 | 1.2 | 72 | 28.1 | 75 | 29.3 | 256 |

c) Religion & belief By Salary category as at 30th September 2019

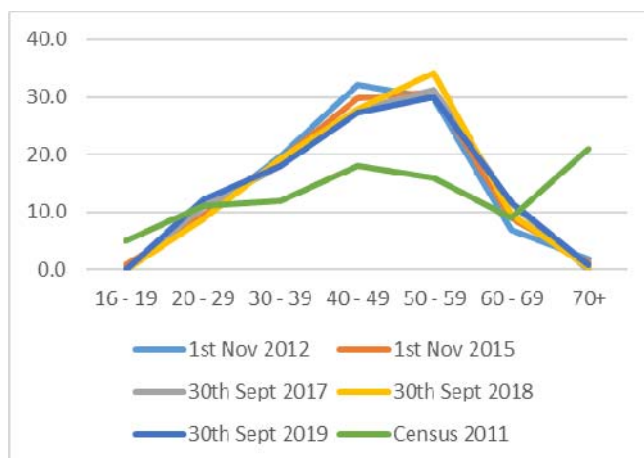
| | Christian | % | Minority Religion | % | No Religion | % | Not Known | % | Grand Total |
|------------------------|------------|-------------|-------------------|------------|-------------|-------------|-----------|-------------|-------------|
| Cat A - Up to Scale 2 | 21 | 35.0 | | 0.0 | 15 | 25.0 | 24 | 40.0 | 60 |
| Cat B - Scale 3 and 4 | 26 | 40.6 | | 0.0 | 16 | 25.0 | 22 | 34.4 | 64 |
| Cat C - Scale 5 to SO1 | 26 | 35.6 | 1 | 1.4 | 29 | 39.7 | 17 | 23.3 | 73 |
| Cat D - SO2 - PO | 29 | 52.7 | 2 | 3.6 | 12 | 21.8 | 12 | 21.8 | 55 |
| Cat E - Chief Officer | 4 | 100.0 | | 0.0 | | 0.0 | | 0.0 | 4 |
| Grand Total | 106 | 41.4 | 3 | 1.2 | 72 | 28.1 | 75 | 29.3 | 256 |

d) Key Findings

- The overall figures for religious minorities are displaying a similar pattern to that of race with only 1.2 % having declared a Minority Religion.
- 29.3 % of employees did not provide their information about their religion or belief, however this figure has reduced since the last report from 32.1 % previously

2.6 – Age Range

a) Age data as at 30th September 2019



a) Workforce Age Range by percentage including Census comparator information

| | Age Range | 16 - 19 | 20 - 29 | 30 - 39 | 40 - 49 | 50 - 59 | 60 - 69 | | 70+ | Total |
|----------------------------|------------|---------|---------|---------|---------|---------|---------|-------|-------|-------|
| 1st Nov 2012 | Employees | 1 | 25 | 52 | 85 | 79 | 18 | | 5 | 265 |
| | Percentage | 0.4 | 9.4 | 19.6 | 32.1 | 29.8 | 6.8 | | 1.9 | |
| 1st Nov 2015 | Employees | 2 | 24 | 49 | 76 | 79 | 23 | | 3 | 256 |
| | Percentage | 0.8 | 9.4 | 19.1 | 29.7 | 30.9 | 9.0 | | 1.2 | |
| 30 th Sept 2017 | Employees | 0 | 27 | 45 | 69 | 78 | 29 | | | 250 |
| | Percentage | 0.0 | 10.8 | 18.0 | 27.6 | 31.2 | 11.6 | | 0.0 | |
| 30 th Sept 2018 | Employees | 0 | 21 | 46 | 67 | 82 | 23 | | 1 | 240 |
| | Percentage | 0 | 8.8 | 19.2 | 27.9 | 34.2 | 9.6 | | 0.4 | |
| 30 th Sept 2019 | Employees | 0 | 31 | 46 | 70 | 77 | 30 | | 2 | 256 |
| | Percentage | 0 | 12.1 | 18 | 27.3 | 30.1 | 11.7 | | 0.8 | |
| | Age Range | 16 - 19 | 20 - 29 | 30 - 39 | 40 - 49 | 50 - 59 | 60 - 64 | 65-69 | 70+ | |
| Census 2011 | Residents | 3284 | 6984 | 7617 | 11370 | 10464 | 5695 | 5012 | 13331 | 63757 |
| | Percentage | 5 | 11 | 12 | 18 | 16 | 9 | 8 | 21 | |

b) By Salary Category as at 30th September 2019

| | 20 - 29 | % | 30 - 39 | % | 40 - 49 | % | 50 - 59 | % |
|------------------------|----------------|-------------|----------------|-------------|----------------|-------------|----------------|-------------|
| Cat A - Up to Scale 2 | 7 | 11.7 | 15 | 25.0 | 13 | 21.7 | 16 | 26.7 |
| Cat B - Scale 3 and 4 | 11 | 17.2 | 11 | 17.2 | 16 | 25.0 | 14 | 21.9 |
| Cat C - Scale 5 to SO1 | 11 | 15.1 | 13 | 17.8 | 27 | 37.0 | 18 | 24.7 |
| Cat D - SO2 - PO | 2 | 3.6 | 7 | 12.7 | 14 | 25.5 | 25 | 45.5 |
| Cat E - Chief Officer | | 0.0 | | 0.0 | | 0.0 | 4 | 100.0 |
| Grand Total | 31 | 12.1 | 46 | 18.0 | 70 | 27.3 | 77 | 30.1 |

| 60 - 64 | % | 65 - 69 | % | 70 + | % | Grand Total |
|----------------|-------------|----------------|------------|-------------|------------|--------------------|
| 8 | 13.3 | 1 | 1.7 | | 0.0 | 60 |
| 8 | 12.5 | 2 | 3.1 | 2 | 3.1 | 64 |
| 3 | 4.1 | 1 | 1.4 | | 0.0 | 73 |
| 6 | 10.9 | 1 | 1.8 | | 0.0 | 55 |
| | 0.0 | | 0.0 | | 0.0 | 4 |
| 30 | 11.7 | 0 | 0.0 | 2 | 0.8 | 256 |

Key Findings

- The Councils pattern of age distribution is significantly weighted towards the middle range age 40-59

3.0 – Employee Relations

The Employee Relations teams monitor casework data in terms of protected characteristics .However as the number of disciplinary, grievance and absence processes managed are relatively in small numbers, it is not possible to report statistical data in an open report as this would identify specific individuals. However, a procedure has been adopted internally to identify and review cases on a 6 monthly to identify any patterns that may indicate discriminatory practices.