

## 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 January 2021***

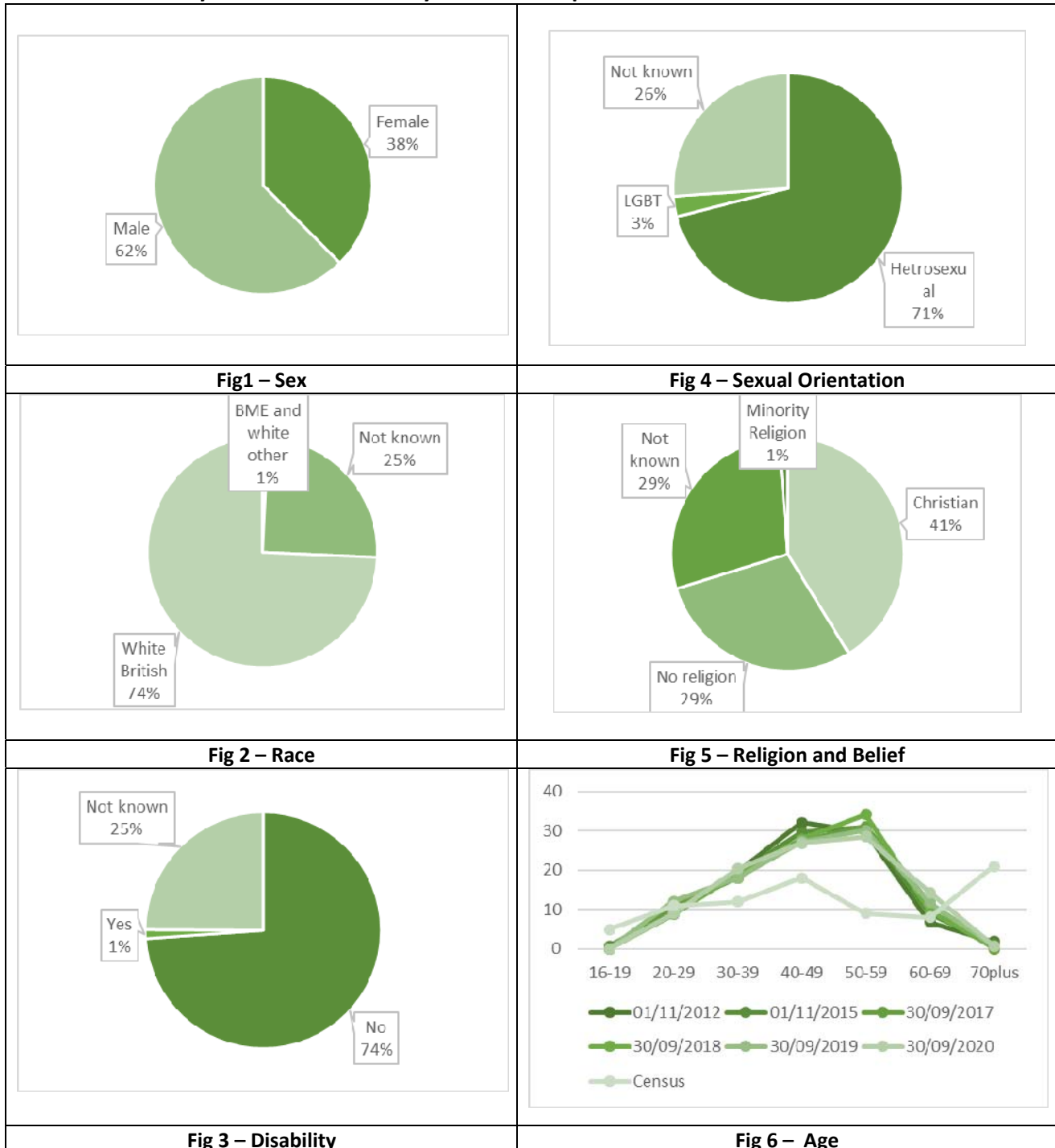
## 1.1 Introduction

Welcome to Fylde Councils Annual Workforce Monitoring Report as at 30<sup>th</sup> September 2020.

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.

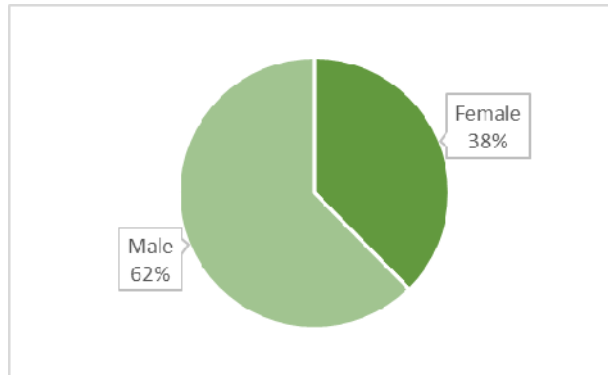
## 1.2 Chart Summary – Workforce Diversity –as at 30<sup>th</sup> September 2020



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 30<sup>th</sup> September 2020**

	FEMALE	%	MALE	%	Grand Total
Cat A - Up to Scale 2	14	26.4	39	73.6	53
Cat B - Scale 3 and 4	20	34.5	38	65.5	58
Cat C - Scale 5 to SO1	29	50.0	29	50.0	58
Cat D - SO2 - PO	28	38.9	44	61.1	72
Cat E - Chief Officer	1	25.0	3	75.0	4
<b>Grand Total</b>	<b>92</b>	<b>37.6</b>	<b>153</b>	<b>62.4</b>	<b>245</b>

#### **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 2020**

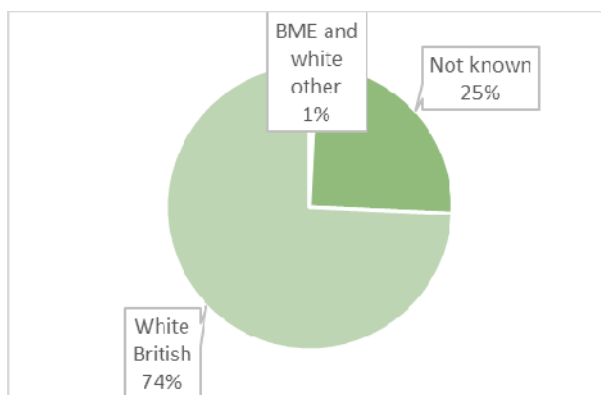
	Female	%	Male	%	Total
Nov-12	79	29.8	186	70.2	265
Nov-15	85	33.2	171	66.8	256
Sept -17	83	33.2	167	66.8	250
Sept -18	81	33.8	159	66.3	240
Sept -19	94	36.7	162	63.3	256
<b>Sept -20</b>	<b>92</b>	<b>37.6</b>	<b>153</b>	<b>62.4</b>	<b>245</b>

#### **d) Key Findings**

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

## 2.2 Race

### a) Race data - As at 30<sup>th</sup> September 2020



### b) Census Data

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

### c) Direction of Travel from November 2012 to September 2020

	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	<b>3</b>	<b>1.2</b>	<b>189</b>	<b>73.8</b>	<b>64</b>	<b>25.0</b>	<b>256</b>
<b>Sept 2020</b>	<b>2</b>	<b>0.8</b>	<b>182</b>	<b>74.3</b>	<b>61</b>	<b>24.9</b>	<b>245</b>

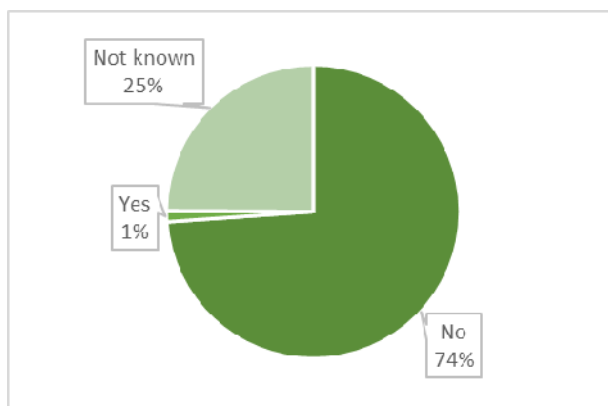
### d) Race by Salary Category as at 30th September 2020

Ethnicity	BME and white other	%	not known	%	White British	%	Grand Total
Cat A - Up to Scale 2		0.0	23	43.4	30	56.6	53
Cat B - Scale 3 and 4		0.0	19	32.8	39	67.2	58
Cat C - Scale 5 to SO1		0.0	11	19.0	47	81.0	58
Cat D - SO2 - PO	2	2.8	8	11.1	62	86.1	72
Cat E - Chief Officer		0.0		0.0	4	100.0	4
<b>Grand Total</b>	<b>2</b>	<b>0.8</b>	<b>61</b>	<b>24.9</b>	<b>182</b>	<b>74.3</b>	<b>245</b>

## e) Key Findings

The Council workforce is overwhelmingly White British with only 0.8 % Black/Asian Mixed White Minority

### 2.3 Disability



#### a) Disability data as at 30th September 2020

Disability	NO	%	Not known	%	YES	%	Grand Total
Cat A - Up to Scale 2	32	60.4	20	37.7	1	1.9	53
Cat B - Scale 3 and 4	39	67.2	17	29.3	2	3.4	58
Cat C - Scale 5 to SO1	44	75.9	14	24.1	0	0.0	58
Cat D - SO2 - PO	62	86.1	10	13.9	0	0.0	72
Cat E - Chief Officer	4	100.0		0.0	0	0.0	4
Grand Total	181	73.9	61	24.9	3	1.2	245

#### 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.

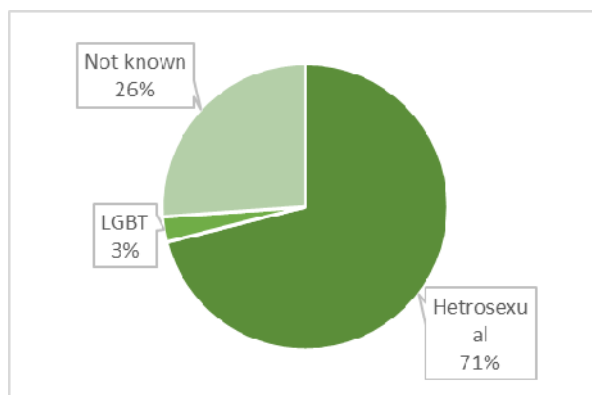
c) **Direction of Travel from November 2012 to Sept 2020**

	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
<b>Sept 20</b>	<b>181</b>	<b>73.9</b>	<b>61</b>	<b>24.9</b>	<b>3</b>	<b>1.2</b>	<b>245</b>

d) **Key Findings**

- The Councils workforce is overwhelmingly not disabled with only 1.2 % declaring a disability.

**2.4 Sexual Orientation**



a) **Sexual orientation data as at 30<sup>th</sup> September 2020**

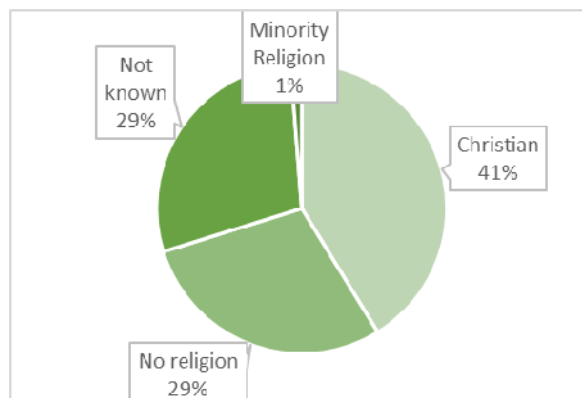
b) Salary Category	Hetrosexual	%	LGB	%	Not Known	%			Total
Cat A – Up to Scale 2	<i>Information is available for sexual orientation by salary category – however due to the small numbers involved this is not published due to confidential reasons.</i>								
Cat B - Scale 3 and 4									
Cat C – Scale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

c) **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 2020**



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 2020**

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
<b>Sept 20</b>	<b>101</b>	<b>41.2</b>	<b>3</b>	<b>1.2</b>	<b>71</b>	<b>29.0</b>	<b>70</b>	<b>28.6</b>	<b>245</b>

**c) Religion & belief By Salary category as at 30th September 2020**

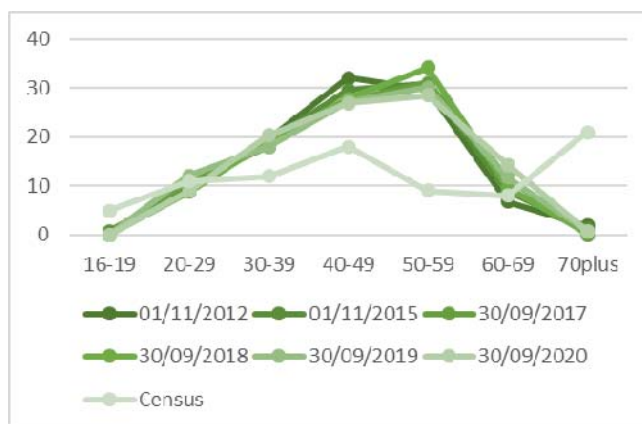
Religion and Belief	Minority Religion	%	CHRISTIAN	%	NO RELIGION	%	Not known	%	Grand Total
Cat A - Up to Scale 2		0.0	15	32.6	10	21.7	21	45.7	46
Cat A - Up to Scale 2		0.0	1	12.5	4	50.0	3	37.5	8
Cat B - Scale 3 and 4		0.0	22	37.9	15	25.9	21	36.2	58
Cat C - Scale 5 to SO1	1	1.7	22	37.9	21	36.2	14	24.1	58
Cat D - SO2 - PO	2	2.8	37	52.1	21	29.6	11	15.5	71
Cat E - Chief Officer		0.0	4	100.0		0.0		0.0	4
<b>Grand Total</b>	<b>3</b>	<b>1.2</b>	<b>101</b>	<b>41.2</b>	<b>71</b>	<b>29.0</b>	<b>70</b>	<b>28.6</b>	<b>245</b>

**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.
- 28.6 % of employees did not provide their information about their religion or belief, however this figure has reduced since the last report from 29.3 % previously

**2.6 – Age Range**

**a) Age data as at 30<sup>th</sup> September 2020**



**a) Workforce Age Range by percentage including Census comparator information**

	Age Band						
	16-19	20-29	30-39	40-49	50-59	60-69	70plus
01/11/2012	0.4	9.4	19.6	32.1	29.8	6.8	1.9
01/11/2015	0.8	9.4	19.1	29.7	30.9	9	1.2
30/09/2017	0	10.8	18	27.6	31.2	11.6	0
30/09/2018	0	8.8	19.2	27.9	34.2	9.6	0.4
30/09/2019	0	12.1	18	27.3	30.1	11.7	0.8
30/09/2020	0	9	20.4	26.9	28.6	14.3	0.8
<b>Census</b>	<b>5</b>	<b>11</b>	<b>12</b>	<b>18</b>	<b>9</b>	<b>8</b>	<b>21</b>



**b) By Salary Category as at 30<sup>th</sup> September 2020**

Age	20 - 29	%	30-39	%	40-49	%
Cat A - Up to Scale 2	5	10.9	13	28.3	12	26.1
Cat B - Scale 3 and 4	7	12.1	12	20.7	15	25.9
Cat C - Scale 5 to SO1	9	15.5	13	22.4	16	27.6
Cat D - SO2 - PO	1	1.4	12	16.7	23	31.9
Cat E - Chief Officer		0.0		0.0		0.0
Grand Total	22	9.0	50	20.4	66	26.9

50-59	%	60-69	%	70plus	%	Grand Total
14	30.4	9	19.6		0.0	46
11	19.0	11	19.0	2	3.4	58
14	24.1	6	10.3		0.0	58
28	38.9	8	11.1		0.0	72
3	75.0	1	25.0		0.0	4
70	28.6	35	14.3	2	0.8	245

**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.