Knowsley Metropolitan Borough Council

Workforce Monitoring Report

2024

**Introduction**

The Workforce Profile and Gender Pay Gap Report helps the Council meet the Equality Act 2010, General Equality Duty to:

* Eliminate unlawful discrimination, harassment and victimisation;
* Advance equality of opportunity; and
* Foster good relations.

The report is a valuable resource to help monitor the workforce and provide year-on-year benchmarking information to assist workforce planning. The Workforce Profile also supports the Council’s Equality, Diversity and Inclusion Policy Statement and provides intelligence and evidence for the Workforce Development Strategy and the Workforce Sufficiency Strategy as well as helping to inform the council’s People Strategy which is under development.

This report includes Knowsley Council’s Gender (Sex) Pay information report for the snapshot date of 31st March 2024. In April 2017 [section 78 of the Equality Act 2010](http://www.legislation.gov.uk/ukpga/2010/15/section/78) was enacted. This requires any organisation that has 250 or more employees to publish and report specific information on the make-up and pay of their workforce. As well as this being a statutory report to be published, at Knowsley Council we recognise the important of this intelligence and work to promote further inclusion and diversity as we build and develop our future workforce and future skills.

**Background**

As part of the Council’s obligations under the Equality Act 2010 we are required to publish information on our workforce and how we engage with the community broken down by the protected characteristics which are: age, disability, gender identity, pregnancy and maternity, race, religion and belief, sex (gender) and sexual orientation. Marriage and civil partnership are also a protected characteristic, but reporting is not required. Knowsley Council has been monitoring the workforce by age, sex, race, religion and belief and disability since 2000. We began collecting information on sexual orientation in 2021, and gender identity in 2022. On 1st April 2023 we implemented a new HR Payroll system, this report is the first produced using information from the new system. We recognise that there are substantial gaps in our workforce data and working is ongoing to improve data.

This is Knowsley Council’s Workforce Monitoring and Gender Pay Gap report for the year up to of 31st March 2024. Under the Equality Act 2010 specific duty - “Equality information and the equality duty: A guide for public authorities”[[1]](#footnote-2), as Knowsley MBC employ more than 150 people, we are required to produce a workforce monitoring report. As a public sector organisation, Knowsley Council has been publishing [Workforce Monitoring](http://www.knowsley.gov.uk/your-council/policies,-plans-and-strategies/people/equality-diversity) reports since 2010. These reports cover:

* The number of part-time and full-time employees;
* Recruitment, promotion, and performance review information;
* Access to training;
* Redundancy and leavers information;
* Grievances and dismissals, including reported incidents of harassment;
* The rates of return to work of women following maternity leave;
* Public office holders such as members of boards or committees;
* Gender pay gap information, for part-time and full-time employees;
* Black, Asian and minority ethnic pay gap;
* Disability pay gap;
* Success rates of job applicants; breakdown of applicants; shortlisted and successful; applications for promotion and success rates;
* Leavers;
* Length of service; and
* An indication of any issues for employees with different gender identities, based on our engagement with staff and/or voluntary groups.

### **Pay Calculations**

These calculations include two types of averages: -

* A mean average involves adding up all the numbers and dividing the result by how many numbers were in the list;
* A median average involves listing all the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

### **What is the Gender Pay Gap?**

[The Equality and Human Rights Commission](https://www.equalityhumanrights.com/en/advice-and-guidance/what-difference-between-gender-pay-gap-and-equal-pay) defines the difference between equal pay and the gender pay gap as follows: -

1. **Equal pay** means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010;
2. The **gender pay gap** is a measure of the difference between men’s and women’s average earnings across an organisation or the labour market. It is expressed as a percentage of men’s earnings. Men working full-time continue to have higher median hourly and weekly earnings than women. The median full-time gender pay gap is the difference in percentage terms between the median earnings of women and men working full-time.

According to the Office for National Statistics “The median is the preferred measure of average earnings as it is less affected by a relatively small number of very high earners and the skewed distribution of earnings. It therefore gives a better indication of “typical” pay than the mean.”

**Data limitations**

The data contained in this report is a snapshot of the relevant pay period; that is the pay period that includes 31st March 2024. As detailed in [the guidance](https://www.gov.uk/guidance/gender-pay-gap-reporting-data-you-must-gather#relevant-employees-full-pay-relevant-employees-and-their-gender) the data used to make the calculations includes both headcount and salary; not all staff included in the head-count data will have counted as full-pay relevant employees for the pay gap data. Unknowns have not been removed before the percentages calculated, in line with the way Census data is reported. The data covers all employees, except schools, unless stated.

* 82% of the workforce has declared their ethnicity;
* 64.8% of the workforce has declared their disability status;
* 64% of the workforce has declared their religion or belief;
* 10% of the workforce are casual staff;
* We cannot provide a breakdown of applications for flexible working as these are agreed between employees and their line officers, nothing is held centrally; and
* We cannot provide a breakdown of success rates or promotion as the recruitment portal can’t currently report on internal/external candidates.

**Workforce Profile**

**Headline figures**

The 2024 profile below provides a snapshot of the workforce; the data is current as of 31st March 2024. Knowsley Council’s workforce headcount was 2,741 (3,062 including casual staff),

* 1,844 employees are full time;
* 897 employees are part time[[2]](#footnote-3);
* 321 employees are casual;

Figures below exclude casual employees:

* 73% of the Council’s employees are female;
* Out of the 2,741 members of staff 816 (29.8%) are female and part-time;
* 4.8% of the workforce identify themselves as having a disability;
* 2.5% of Council employees are Black, Asian, Minority Ethnic compared to 4.71% of Knowsley residents[[3]](#footnote-4);
* 42% of the workforce has stated that they are Christian;
* 15.6% of the workforce has stated that they have no religion or belief;
* 2.3% are aged 16-24
* 30.4% are aged 55-64;
* 51% of employees live in Knowsley; and
* The median age of Council employees is 48.

**Sex (Gender)**

On the snapshot date of 31st March 2024 there were 2,741 people employed by the Council; this is based on headcount not full-time equivalent numbers (this figure doesn’t include staff on casual contracts) most of the workforce is female (72.8%). This is typical across Local Government.

|  |  |  |
| --- | --- | --- |
|  | No. | % |
| Female | 1,995 | 72.8 |
| Male | 746 | 27.2 |
| **Grand Total** | **2,741** | **100.0** |

**Sex (Gender and hours)**

As of 31st March 2024 Knowsley Council’s workforce headcount was 2,741 staff (3072 including casuals). The majority of the Council’s workforce at this date was female (72.8%); 92% of the part-time workforce is female. This means that any policy that affects more part-time employees than full-time employees may have a disproportionate impact on women.

Out of 132 senior officer posts 4 (3%) are less than 30 hours, currently all of these posts are occupied by women.

The latest census data (2021) shows us that the borough has the largest proportion of population who provide 50+ hours of unpaid care per week and high levels of lone parents with dependent children.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Female** | **Male** | **Total** |
| Casual | 307 | 30 | 337 |
| Less than 30 hours | 816 | 71 | 887 |
| 30 hours + | 1174 | 674 | 1844 |
| **Total** | **2297** | **775** | **3072** |

**Pay Gap**



**Definition of Gender Pay Gap:** Nationally men working full-time continue to have higher median hourly and weekly earnings than women. The median full-time gender pay gap is the difference in percentage terms between the median earnings of women and men working full-time.

The average median hourly rate across the council is £16.71. The Council doesn’t pay bonuses, so there is no bonus gap for any of the protected characteristic groups.

According to the Office for National Statistics in the [national median gender pay gap](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2024) is 13.1% (October 2024). At the moment there is no published mean. The average median pay gap across Local Government is 1.7%[[4]](#footnote-5). Knowsley Council reported a median gender pay gap of 7.3% and a mean gender pay gap of 12% for the year 2023.

**Sex (Gender)**

Out of the 3072 staff employed, 2,848 counted as full-pay relevant employees; 2,107 (74%) were female and 741 (26%) were male.

The median hourly rate across the council for women is £16.16 and for men it is £17.37, meaning there is a median pay gap of 6.97%. This is a decrease of 0.3% (from 7.3%) on the pay gap reported in the Council’s 2023 report. This is also significantly lower (i.e. better) than the national median gender pay gap of 13.1%[[5]](#footnote-6).

Out of the 1,887 staff who work full-time for Knowsley Council, 1,222 are female and 665 males. The average median hourly rate for all full-time staff is £18.08. The average median hourly rate for male full-time staff is £18.08 and for female staff it is the same, £18.08 - meaning that there is a no full-time median gender pay gap. This has been the case since we began reporting in 2018.

Out of the 961 staff who work part time for Knowsley Council, the vast majority are female (885) with 76 men working less than 30 hours. The average median hourly rate for all part-time staff is £12.86. The median average hourly rate for male part-time staff is £14.00 and female staff is £12.85 meaning that there is a part-time gender pay gap of 8.2%. The council’s complete [Gender Pay Gap Report](https://www.knowsley.gov.uk/your-council/policies,-plans-and-strategies/people/equality-diversity)  is also available.

**Disability**

For disability the mean average hourly pay for staff with a disability is £19.75, the mean average hourly pay for staff without a disability is £18.92 making a pay gap of -4.4%. The median hourly rate for staff with a disability is £17.59; the median average pay for staff who haven’t declared a disability is £16.72. This equates to a median pay gap of -5.2%. This has been under 2% since reporting began in 2018.

**Ethnicity**

The average mean hourly pay for Black, Asian, Minority Ethnic staff £18.60, for White staff it is £18.95 making a mean pay gap of 1.85%. The median hourly rate for Black, Asian, Minority Ethnic staff is £18.10, for White staff it is £16.97. These equates to a median pay gap of -6.7%, this is interpreted as no pay gap at all. This has been under 2% since reporting began in 2018.

We cannot report on quartiles for ethnicity or disability as the numbers are too low. Further work is ongoing to encourage our employees to share their EDI data with us so we can report on this and target work to further improve this effectively.

**Age**

30.4% of the council’s workforce is in the age bracket 55-64, the median age of council employees is 48, reducing from 49 in 2023 and 50 in 2022.

**Number of employees by age bands.**

|  |  |  |
| --- | --- | --- |
| **Age** | **No.** | **%** |
| 16-24 | 63 | 2.3 |
| 25-34 | 405 | 14.8 |
| 35-44 | 564 | 20.6 |
| 45-54 | 720 | 26.3 |
| 55-64 | 834 | 30.4 |
| 65+ | 155 | 5.7 |
| **Total** | **2741** | **100.0** |

**Disability**

64.8% of the workforce has declared their disability status meaning that 35% are unknown. Out of the employees who have declared, 4.8% of our workforce consider themselves to be disabled, this is an increase from 3.2% reported in 2023.

Disability status is not asked on the Census, so it is not possible to compare the number of staff employed to the local population. The 2021 Census asked if the respondent’s day-to-day activities were limited a lot, a little or not all, 22.6% stated that they were affected a little or a lot.

**Number of Council employees by disability status:**

|  |  |  |
| --- | --- | --- |
| **Disability** | **No.** | **%** |
| No | 1609 | 58.7 |
| Prefer not to Say | 36 | 1.3 |
| Unknown | 964 | 35.2 |
| Yes | 132 | 4.8 |
| **Grand Total** | **2741** | **100** |

**Ethnicity**

In terms of race, 82% of the workforce has declared their ethnicity. 2.5% of people employed by the Council, are from a Black, Asian, Minority Ethnic background, there is no change since 2023. This figure is less than the population of Knowsley which is 4.71%[[6]](#footnote-7). In order to be reflective of the local population the Council would need to employ another 62 people from a Black, Asian, Minority Ethnic background. Due to the low numbers this can’t be broken down further for reporting, however the largest group of employees come from a mixed ethnicity/heritage background, which is reflective of the borough population.

**Number of Council employees by ethnicity:**

|  |  |  |
| --- | --- | --- |
| **Ethnicity** | **No.** | **%** |
| White | 2153 | 76.1 |
| Black, Asian & Minority Ethnic | 68 | 2.5 |
| Prefer not to say | 21 | 0.8 |
| Unknown | 499 | 18.2 |
| **Grand Total** | **2741** | **100** |

**Religion, Belief and Non-Belief**

In terms of Religion, Belief, and non-belief 64% have completed their religion and 36% of employees are classed as unknown. 41.8% of staff stated that they are Christian; 0.84% state that they belong to another religion or belief that isn’t Christianity and 16% stated that they have no religion. According to the 2021 Census 66.6% of Knowsley residents identify as Christian, with 27.2% stating they have no religion and 1.4% identifying as a religion other than Christianity.

**Number of Council staff by religion, belief, and non-belief:**

|  |  |  |
| --- | --- | --- |
| **Religion, Belief and non-belief** | **No.** | % |
| Other religion or belief | 23 | 0.84 |
| Christian | 1147 | 41.8 |
| No religion or belief | 428 | 15.61 |
| Unknown | 988 | 36.05 |
| Prefer not to say | 155 | 5.65 |
| **Grand Total** | **2741** | 100 |

**Leavers**

A total of 316 people left employment with the Council between 1st April 2023 and 31st March 2024. Of the leavers, 76% were female and 24% were male. 31% of leavers’ ethnicity was unknown, and 3.5% (n=11) were from a Black, Asian, Minority Ethnic background, 5 were casual/seasonal and 6 resigned. 49.7% of leavers were unknown in relation to disability; out of those whose disability status was known, 2.8% were disabled (n=9), 2 resignations, 4 retirements, 1 end of contract and 1 ill health. 44% of leavers hadn’t disclosed their religion; 0.6% (n=2) of leavers stated that they belonged to a religion that wasn’t Christianity, one left on medical grounds and 1 resigned.

Attrition rate for 23/24 was 9.2%, this is lower than 22/23 which was 22.3%. The attrition rate for Black, Asian, and Minority Ethnic employees was 12%, female employees was 9.2%, and disabled staff was 6.8%.

|  |  |  |
| --- | --- | --- |
| **Reason for Leaving** | **No.** | **%** |
| Death in service | 7 | 2.2 |
| Disciplinary | 4 | 1.3 |
| Ill Health | 31 | 9.8 |
| Compromise agreement | 1 | 0.3 |
| Redundancy (compulsory) | 14 | 4.4 |
| Resignation | 188 | 59.5 |
| Normal Retirement | 54 | 17.1 |
| End of Temp/Fixed Term Contract | 17 | 5.4 |
| **Grand Total** | **316** | **100.0** |

**Recruitment and Selection**

Between 1st April 2023 and 31st March 2024 KMBC received 5,389 applications for employment; this is lower than reported in the 2022/23 report (6,193) due to a new innovative recruitment process that was introduced specifically to attract [social workers](https://www.knowsleysocialworkacademy.co.uk/vacancies/). Overall, the likelihood of being shortlisted is 27.6% and the likelihood of being appointed after shortlisting is 33.5%. The overall likelihood of being appointed from application is 9.3%.

**Disability**

Out of all applications received 99.9% completed the disability section of the questionnaire. Applicants who identified as having a disability represented 5.7% of all applications. Out of those who were short-listed 6.9% declared a disability and 5.4% of those who were appointed, this has increased by 1.7% on 2023 figures. The likelihood of being short-listed if you have a disability is 34% compared to 27% if a candidate isn’t disabled. The likelihood of being appointed following shortlisting is 26.5% if you have a disability compared to 33.9% if you don’t have a disability. The likelihood of being appointed from application is 8.8% if a person identifies as disabled and 9.2% if a person isn’tdisabled.

**Ethnicity**

98% of applicants completed the ethnicity questionnaire. 17% of all applications received were from people from a Black, Asian, Minority Ethnic background, this is a 7% increase on 2023 figures and more than four times that of the Black, Asian, Minority Ethnic population in Knowsley which is 4.71%[[7]](#footnote-8). This illustrates that the council is attracting applications from people from a range of backgrounds.

Out of the applications that were shortlisted 23% were from a Black, Asian, Minority Ethnic background, this is a 17% increase from 2023; out of those that were appointed 13% were from a Black, Asian, Minority Ethnic background, this is an 8% increase on the 2023 figure of 5%. The likelihood of being shortlisted if you have a Black, Asian, Minority Ethnic background is 22.3% an increase of 5% from 2023, the likelihood of then being appointed from shortlisting is 32%, up 14% and from application is 7% up from 3%. The success rate for people who were appointed from a White British background from shortlisting was 29%. The likelihood of being appointed from application is 7% for a candidate from a Black, Asian, Minority Ethnic background and 9% for a candidate who was White British.

**Gender Identity**

In terms of, gender identity 97.6% of applicants completed the information. The numbers of people applying for jobs whose identity differs for the one which they were assigned at birth are too low to report, however there is no indication that they are at a disadvantage.

**Sex (Gender)**

In terms of sex 61% of applications received were from women, 68% of those shortlisted and 67% of those appointed. The success rates were as follows: likelihood of a female being short-listed 31%, likelihood of a male being shortlisted 23%; likelihood of being appointed from short-listing 33% for females and 33% for males. The likelihood of being appointed from application is 10% for a woman and 8% for a man.

**Sexual Orientation**

In terms of sexual orientation 98% of applicants completed the information. Candidates who identified as Lesbian, Gay or Bisexual (LGB) made up 7% of applications, down from 7.6% in 2023, 6.2% of those shortlisted (no change) and 4.7% of those appointed an increase of 1.5% on 2023. The likelihood of being shortlisted if you identify as LGB is 25% compared to 28% if you identify as straight/heterosexual. The likelihood of being appointed after shortlisting if you are LGB is 17.2% up from 11.3% and from application to appointment is 4.3% up from 2.8%, compared to 23.3% and 6.5% if you identify as straight.

**Religion, Belief and Non-Belief**

Of all applications received 97% completed the religion, belief and non-belief section of the questionnaire. Applicants who identified as having a religion that wasn’t Christianity made up 8% of applications received and 6.8% of those shortlisted up on 4.2% and 9.6% of those appointed up on 3.4% in 2023. The likelihood of being shortlisted if a candidate identifies as non-Christian is 23% compared to 28% for a candidate that identifies as Christian. The likelihood of being appointed from shortlisting is 11% as a non-Christian and 9% as a Christian. The likelihood of being appointed from application is 3.49% if a person identifies as a religion other than Christian and 6.9% for candidates who identify as Christian. The likelihood of being successful if you have no religion is the same as the overall success rate.

**Other characteristics**

We began monitoring armed forces status and Care Experience in 2024, however the number of candidates choosing to complete the data is very low meaning that the numbers are too low to draw any conclusions.

The table below shows the chances of being shortlisted from application, and then appointed after shortlisting and from the point of application**.** Black, Asian, Minority Ethnic, disability and Sexual Orientation show the biggest gaps. The overall chance of being appointed from application for Black, Asian Minority Ethnic applicants’ gap has reduced from 3.4% in reported in 2023 to 2.3%. For disability it has reduced from 2.5% in 2023 to 0.5% in 2024. For sexual orientation it has reduced from 3.8% to 2.7%.

|  |  |  |  |
| --- | --- | --- | --- |
| **Protected Characteristic:** | **Chance of being shortlisted** | **Chance of being appointed following shortlisting** | **Chance of being appointed from application** |
| Overall | 27.6% | 33.5% | 9.3% |
| Disability | 33.2% | 26.5% | 8.8% |
| Black, Asian, Minority Ethnic | 22.3% | 31.5% | 7% |
| Female | 30.8% | 33.1% | 10.2% |
| Non-Christian | 22.7% | 48% | 10.8% |
| No Religion | 28.3% | 33% | 9.4% |
| Sexual Orientation | 24.9% | 23.3% | 6.5% |

**Rates of Promotion**

Although, the application form does ask if a candidate is internal or external, it doesn’t indicate if the post is a promotion, change of career or redeployment. We are therefore currently unable to report on this**.**

**Training**

The Council runs a corporate training prospectus as well as a prospectus for Social Care and Neighbourhood Services. Some job roles require mandatory and statutory training. Employees are not obligated to inform Organisational Development if they attend external training. The figures show that 3.8% of staff that accessed training identified as Black, Asian, Minority Ethnic; 1.5% identified as disabled; 77% were female and 0.8% identified as belonging to a religion other than Christianity. The number of staff attending training is steady across age ranges.

**Maternity and Shared Parental Leave**

During 2023/24, 19 women had a period of maternity leave and returned, 0 employees took shared parental leave. Without going into everyone’s personnel file, it is not possible to find out if those that took maternity/shared parental leave were still in post after the 3 months that they need to return to avoid having to pay back occupational maternity /shared parental leave pay. [Government research](https://gender-pay-gap.service.gov.uk/actions-to-close-the-gap/promising-actions) suggests that encouraging take up of shared parental leave can help to reduce the Gender Pay Gap**.**

**Length of service**

A member of staff’s length of service is based on their service with Knowsley, although staff may have longer continuous service from previous employment in other areas of the public sector. The majority of council staff (36%) have been employed for less than 5 years and 15% for 15-19 years’ service. The average (mean) length of service is 12 years, women, employees with no religion or belief and those with a religion other the Christianity are broadly the same.

The average (mean) length of service for employees who are Black, Asian, Minority Ethnic is 7.1 years, with 63% of Black Asian Ethnic minority staff having 0-4 years’ service, this shows that the work we are doing to attract and recruit a more diverse workforce is working, the next step is to retain, train and develop those employees.

The number of women decreases as the length of service increases, with women making up 70% of those with 35+ years’ service. Disabled employees have a higher than average length of service of 14.9 years and the percentage of staff who consider themselves to be disabled increases with length of service in line with disabilities increasing with age.

|  |  |  |
| --- | --- | --- |
| **LOS (Current)** | No. | % |
| 0-4 | 1,079 | 36.1 |
| 5-9 | 410 | 13.7 |
| 10-14 | 285 | 9.5 |
| 15-19 | 474 | 15.8 |
| 20-24 | 333 | 11.1 |
| 25-29 | 144 | 4.8 |
| 30-34 | 147 | 4.9 |
| 35-39 | 77 | 2.6 |
| 40-44 | 34 | 1.1 |
| 45+ | 10 | 0.3 |
| Grand Total | 2993 | 100.0 |

**Employee Relations**

From 1 April 2023 to 31st March 2024 there were 21 grievances raised of which; 4 were raised as sexist and 3 as ableist, of these one cited sexism and ableism. None were raised that were homophobic, transphobic or racist. This is an increase on previous years.

From 1 April 2023 to 31st March 2024 - 35 employees were subject to disciplinary action; of those, 2 were in relation to sexism, 2 to ableism and 2 were in relation to racism.

One employee was dismissed due to misconduct that was not related to any protected characteristics.

**Elected Officials**

As of May 2024, Knowsley MBC has 45 elected officials. Of these:

* 62% are male, 38% female.
* 2.2% are from a Black, Asian, Minority Ethnic background;
* 24.4% are Christian, 4.4% have no religion, 2.2% are Jewish;
* 8.8% consider themselves to be disabled; and
* 2.2% are LGB.

Electoral candidates are chosen within political parties and cannot be influenced by Knowsley Council. However, it is important that the elected officials and the residents know if the makeup of the elected officials is reflective of the Knowsley borough demographics.

**Employee Survey 2024**

In 2024 we conducted a whole council employee survey, the overall response rate across the council was 49% and there was a lot of positive feedback the most common words used to describe working for the council were: “supportive”, “friendly”, “inclusive”, “flexible” and “collaborative”.

**Response rate by protected characteristic group:**

|  |  |  |
| --- | --- | --- |
| **Protected characteristic** | **Response Rate %** | **% of workforce** |
| 16-24 | 2.1% | 2.3% |
| 55+ | 24.5% | 36.1% |
| Care Experienced | 1.2% | No Data |
| Carer | 33.6% | No Data |
| Disability | 7.1% | 4.3% |
| Ethnicity | 3% | 2.5% |
| Religion other than Christianity | 2.6% | 0.8% |
| No Religion | 30.2% | 16.6% |
| Sex (Gender) | 61.5% | 73% |
| Sexual Orientation | 5.2% | No Data |
| Trans | 0.5% | No Data |

**Data considerations:**

* Highest number of unknowns was for Ethnicity (10%)
* Gender Identity (0.5%) and Care Experienced (1.2%) numbers are too low to disaggregate each of the questions
* Ethnicity (n43) and other religions (n38) are low numbers, meaning 1 or 2 answers can make a difference to overall numbers
* The percentages reported are the combined number of people that answered “always or often” unless otherwise stated.

Overall there was a lot of positive feedback and areas identified for development. Across the organisation as a whole, the main areas for improvement were identified as follows:

* Making sure that senior officers are more visible;
* How employees’ issues and concerns are reported, reviewed, and resolved;
* How we receive and act upon suggestions and feedback;
* How we recognise and appreciate the work of our employees;
* Progression opportunities for the workforce; and,
* The condition of our buildings and working environments.
* Staff wanted a better understanding of the Council’s qualities and values, and to see these role-modelled every day.

Analysis of the results showed that people from protected characteristic groups also wanted to see improvements in these areas. The more detailed breakdown shows the following areas that may have more impact on minoritised groups.

* 69% said of carers said that they have a good work/life balance compared to 77% of staff who aren’t carers.
* 75% of people who said they have a disability feel they are able to be themselves compared to 87% of staff who don’t have a disability
* 81% of staff from Black, Asian Minority backgrounds felt comfortable to be their true self compared to 96% of staff that identify as white
* 68% of women feel they are able to challenge inappropriate behaviour compared to 83% of men
* 74% said of people who identify as LGB said they feel they are able to be themselves compared to 89% of staff who identify as straight

The detailed analysis will be shared with our Employee Networks, and we will work with them to improve.

The following survey questions will be used to measure our progress “Celebrating Diversity” as part of our annual employee survey.

* I feel comfortable and able to be my true self at work.
* I feel my background and identity are welcomed and valued at the Council (e.g. cultures, working styles and backgrounds).
* The Council encourages diverse perspectives and ideas.
* I am treated fairly and with respect whilst at work.
* I feel able to challenge inappropriate behaviour at work.

1. Revised (second) edition, 19 December 2011 [↑](#footnote-ref-2)
2. Full time is defined as more than 30 hours per week [↑](#footnote-ref-3)
3. 2021 Census [↑](#footnote-ref-4)
4. [The gender pay gap in local government 2023/24 | Local Government Association](https://www.local.gov.uk/publications/gender-pay-gap-local-government-202324) [↑](#footnote-ref-5)
5. Reported by the Office for National Statistics as of October 2024 [↑](#footnote-ref-6)
6. Based on data taken from the 2021 Census. [↑](#footnote-ref-7)
7. 2021 census [↑](#footnote-ref-8)