

Appendix 6 – Equalities

Equalities Performance Indicators: The Non-schools workforce				
	Non-School based staff		Leadership Group	
	Mar-19	Sep-19	Mar-19	Sep-19
% Female	79.5%	80.0%	61.6%	61.4%
% BME	8.0%	7.4%	6.5%	5.4%
% Considered Disabled	4.1%	3.8%	4.4%	4.1%
% Faith	59.1%	46.8%	63.7%	46.5%
% LGB	3.0%	2.4%	3.2%	2.2%
% Gender Reassignment	2.5%	0.7%	2.9%	0.3%

Equalities Performance Indicators: Directorates								
	Children, Young People and Education (Formerly Education and Young People Services)		Growth, Environment and Transport		Adult Social Care and Health (Formerly Social Care, Health and Wellbeing)		Strategic and Corporate Services	
	Mar-19	Sep-19	Mar-19	Sep-19	Mar-19	Sep-19	Mar-19	Sep-19
% Female	84.6%	85.8%	63.6%	63.8%	86.5%	86.4%	70.9%	70.9%
% BME	8.7%	8.3%	4.2%	3.6%	10.0%	9.4%	5.6%	5.1%
% Considered Disabled	3.4%	3.4%	4.2%	3.8%	4.5%	4.1%	4.6%	4.1%
% Faith	57.4%	46.2%	59.3%	44.4%	61.9%	50.8%	53.2%	40.9%
% LGB	2.5%	2.4%	2.8%	1.8%	3.6%	3.0%	2.8%	1.9%
% Gender Reassignment	2.3%	0.7%	3.0%	0.6%	2.9%	0.8%	1.1%	0.3%

Equalities Performance Indicators: Directorates (Leadership group)								
	Children, Young People and Education (Formerly Education and Young People Services)		Growth, Environment and Transport		Adult Social Care and Health (Formerly Social Care, Health and Wellbeing)		Strategic and Corporate Services	
	Mar-19	Sep-19	Mar-19	Sep-19	Mar-19	Sep-19	Mar-19	Sep-19
% Female	66.7%	64.9%	42.3%	40.0%	71.4%	74.5%	61.5%	61.4%
% BME	9.5%	7.2%	8.5%	8.0%	0.0%	0.0%	6.4%	5.3%
% Considered Disabled	4.7%	5.2%	2.1%	2.0%	5.5%	7.3%	4.8%	2.6%
% Faith	56.3%	40.2%	65.0%	48.0%	66.7%	52.7%	67.0%	48.2%
% LGB	2.9%	2.1%	0.0%	0.0%	9.1%	7.3%	2.2%	0.9%
% Gender Reassignment	0.0%	0.0%	33.3%	2.0%	0.0%	0.0%	0.0%	0.0%

Age Performance Indicators:

Equalities Performance Indicators: The Non-schools workforce				
	Non-School based staff		Leadership Group	
	Mar-19	Sep-19	Mar-19	Sep-19
% aged 25 and under	6.8%	6.8%	0.0%	0.0%
% aged 30 and under	16.0%	16.0%	0.9%	0.6%
% aged 31 - 49	42.6%	42.9%	45.5%	45.9%
% aged 50 and over	41.4%	41.1%	53.6%	53.5%
% aged 65 and over	3.4%	3.7%	0.8%	0.9%

Age Performance Indicators: Directorates								
	Children, Young People and Education (Formerly Education and Young People Services)		Growth, Environment and Transport		Adult Social Care and Health (Formerly Social Care, Health and Wellbeing)		Strategic and Corporate Services	
	Mar-19	Sep-19	Mar-19	Sep-19	Mar-19	Sep-19	Mar-19	Sep-19
% aged 25 and under	8.2%	8.2%	7.4%	7.1%	5.3%	5.1%	6.3%	6.3%
% aged 30 and under	18.5%	18.5%	14.8%	14.6%	14.4%	14.2%	15.7%	16.1%
% aged 31 - 49	45.8%	46.4%	38.3%	37.8%	39.7%	39.6%	52.0%	52.8%
% aged 50 and over	35.7%	35.0%	47.0%	47.6%	46.0%	46.3%	32.3%	31.1%
% aged 65 and over	1.6%	2.1%	6.1%	6.4%	3.9%	4.4%	1.7%	1.7%

Notes:

Leadership Group = staff on KR13 or above and £50,108 minimum salary
 Figures exclude schools and casual relief, sessional and supply staff