

# WORKFORCE EQUALITIES REPORT 2023 TO 2024



Our People Promise  
**A fair and inclusive  
place to work**

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## Introduction

### Fair and inclusive place to work

[The Council's 2023 -27 corporate plan](#) aims for Brighton & Hove to be inclusive, accessible and fair – a place where everyone can thrive.

For our workforce, Our People Promise includes a commitment to being a fair and inclusive place to work. We are delivering this commitment through the council's Fair & Inclusive Action Plan (FIAP), which was co-created in 2019. You can [find the council's Fair & Inclusive Action Plan on the council website](#).

We continue to collaborate with a range of stakeholders at all levels of the organisation to agree our fair and inclusive priorities. We use both data and lived experience to ensure we can identify issues and successes as accurately as possible. We use our staff survey and engage with our trade unions and employee networks to understand differences in the experiences of staff working here and to define our workforce actions.

This report meets our obligations under the Public Sector Equality Duty within the Equality Act 2010 and evidences the progress we are making towards being a fairer and more inclusive place to work.

### Changes in our leadership

In May 2023, local elections resulted in a majority Labour Administration and a new Leader of the Council, Bella Sankey. In March 2024 we also welcomed a new Chief Executive, Jess Gibbons to the council, who chairs the Corporate Equality Delivery Group.

Having a workforce that is representative of the city's communities at all levels is a priority for our corporate leadership. We will continue to develop our ways of working and our culture so that we can attract, recruit and retain a diverse workforce that works better together for the city.

In 2023-24, the council had to again manage significant economic pressures to deliver a balanced budget. Working together effectively and efficiently is essential and we engaged with our stakeholders across the organisation through the 2023 biennial staff survey as well as a 'My Budget Ideas' initiative.

We will continue to engage with staff and review our progress regularly so that our actions are effective, use our resources as efficiently as possible and maximise impact.

### Terminology

We recognise that terminology and language is evolving continuously. The terminology used to report our workforce data reflects language used by and agreed with our employee networks. We are committed to continuing our learning as language changes over time. However, we understand that views differ and not all people will feel comfortable with the same language.

## Organisational Data

Our corporate workforce profile targets are based on the city's economically active population recorded in the 2021 Census\*.

The table below shows changes in our workforce diversity since last year as well as progress since the Fair and Inclusive Action Plan was implemented in April 2019.

All figures reported are based on known data at 31 March 2024. Figures do not include staff employed within schools.

**Table 1: 1- and 5-year changes to BHCC workforce profile**

	2018/19	2022/23	2023/24	Workforce Target
Contracted Workforce – Headcount	4376	4573	4579	
Contracted workforce – FTE	3753.4	4069	4095	
BME	7.4%	9.8%	10.8%	12.1%
White Other	6.8%	8.8%	9.0%	13.1%
White Irish	2.3%	2.1%	2.3%	1.7%
Disabled	7.7%	8.5%	9.2%	11.7%
**LGBTQ+	12.5%	14.9%	15.4%	12.2%
Sex – Female	59.8%	57.4%	57.3%	48.1%
Sex – Male	40.2%	42.6%	42.7%	51.9%
Age: <30	7.5%	7.9%	8.1%	
Age: 30-59	80.3%	76.4%	75%	
Age: 60+	12.2%	15.7%	16.8%	
No Religion	53.8%	60.5%	61.1%	

Christian	36.7%	30.5%	30.1%	
Other Religion	9.6%	9.0%	8.8%	

\*Office for National Statistics states that “caution should be applied when using these figures for planning and policy purposes”, as the 2021 Census was conducted in a period of unparalleled and rapid change.

\*\*The data label LGBTQ+ has been agreed with our LGBTQ+ Workers Forum. Please note the figures reported include sexual orientation data only and not data relating to gender.

## Key findings

### The composition of our workforce:

- LGBTQ+ staff are more than proportionately represented in all pay bands
- 8.2% of our LGBTQ+ staff are from BME backgrounds and 12.0% are from White Other backgrounds
- 16.9% of LGBTQ+ staff tell us they are disabled
- Disabled staff are under-represented in all pay bands
- Disabled staff are less likely to be employed in the upper pay band (7.6%) than in the lower and middle pay bands (9.2%)
- The median disability pay gap in hourly pay is 2.7%, reducing from 5.8% last year
- Although representation of Black and Minority Ethnic (BME) and White Other staff within the council continues to increase, these groups remain under-represented. They are also more likely to be employed in the lower pay band (11.7% and 10.2% respectively) than in the middle (10.3% and 8.1% respectively) and upper (8.4% and 5.6% respectively) pay bands
- The median ethnicity pay gap in hourly pay is 2.7%, reducing from 5.2% last year
- Men are more likely to be employed in the lower pay band than in the middle and upper pay bands and are under-represented in all pay bands
- There are more women than men on all contract types and across all pay bands. This has been the case for more than 10 years
- The median gender pay gap in hourly pay remains at -3%. This means on average women are paid more than men
- Almost 34% of the council's workforce are in part-time roles; women make up 81% of the part-time workforce and men 19%
- 43.5% of all staff have been employed by the council for 10 years or more
- 7% of staff with 10 or more years' service are from BME backgrounds. This compares with 18.6% of staff with 2 or less years' service from BME backgrounds
- 21.8% of all new starters identified as BME, 11.7% as White Other and 9.6% as disabled. This is compared with 11.1% of leavers who identified as BME, 9.3% as White Other and 10.3% as disabled
- Almost 30% of all LGBTQ+ leavers in 2023-24 also shared they are disabled
- 12.6% of LGBTQ+ starters told us they are from a BME background, 18.9% White Other and 13.8% disabled
- The proportion of BME staff on permanent contracts has increased for the last 6 years, but the percentage of BME staff on temporary contracts remains higher than their percentage in the workforce
- Around 8% of the workforce is aged under 30; compared with 16.8% aged 60 and over

### The experiences of our workforce:

- Male staff (70%) were more likely to be subject to disciplinary procedures compared with their proportion of the workforce (42.7%). Data shows no disproportionate outcomes for disabled, BME and LGBTQ+ staff
- Disabled staff (18.5%) are more likely to have been subject to attendance management procedures when compared with their percentage in the workforce (9.2%). Data shows no disproportionate outcomes for male, female, BME or LGBTQ+ staff
- 2984 staff completed the 2023 staff survey
- For the first time, some intersectional analysis was included in the results
- Whole organisation results showed similar positive responses (73%) to the statement 'the organisation feels like a fair and inclusive place to work', compared with 2021
- When comparing against the whole council workforce, the 2023 staff survey results (total headcount shown in brackets), showed the following:
  - Compared with the 2021 survey, increases in positive responses\* to the statement 'the organisation feels like a fair and inclusive place to work' were reported by staff identifying as Asian / Asian British (70), Black/Black British (79), of Mixed ethnicity (73), aged under 25 (60), Hindu (13) and Agnostic (267)
  - However, staff identifying as Black/Black British, Other ethnic group (54), disabled (274), Pagan (21), women from BME backgrounds (151) and disabled from BME backgrounds (25) were less likely\* to agree the organisation feels like a fair and inclusive place to work
  - Staff more likely\* to agree they 'feel a sense of belonging working for the organisation' work at grade M7 and above, are aged under 25, over 65 (76), identify as Other gender (22), from Asian/Asian British, Black/Black British, White Irish (73), White Other (219), or Mixed ethnic backgrounds, Buddhist (28), Christian (638) or Muslim (38)
  - Staff who work at grade M7 and above, are aged under 25, over 65, Asian / Asian British, White Other, Hindu, Muslim, Christian and women (1624) responded more positively to all indices
  - Black / Black British staff and staff who identify as Other gender responded more positively to all indices except Fair & Inclusive
  - Disabled staff and staff who identify as Other religion or philosophical belief (138) responded less positively to all indices
  - Staff who are more likely\* to believe they have opportunities to grow and develop work at grade SO1/2 and above (1720), are aged under 35 (453), identify as Other gender, Agnostic, Buddhist, Jewish (14), or from Asian/Asian British, Black/Black British, or Mixed ethnic backgrounds
  - Staff less likely\* to agree with this statement work at grades 3 - 6, identify as Other sexual orientation (51), Other ethnic group, Pagan, or disabled
- Data on staff experiences of bullying, harassment and discrimination was also gathered. See **Leadership, Accountability & Consequences**

\*variance  $\geq$  5%

## Recruitment, Retention and Progression

2023-24, Recruitment, Retention & Progression workstream activity included:

- Conducting a 'deeper-dive' analysis of recruitment data to understand ongoing barriers for BME applicants and gain insight into the outcomes of a range of inclusive recruitment interventions
- Implementing findings from the University of Sussex Student Consultancy project, to increase attraction of applicants aged under 30
- Implementing recommendations from an external review of senior recruitment and progression to increase diversity of staff employed in the upper pay band
- Publishing updated secondment and additional payments policies
- Conducting a reasonable adjustments survey
- Working with the City Employment & Skills team to raise employer brand and engage applicants from diverse communities across the city
- Re-accreditation of Disability Confident Employer status
- Recruitment Consultant, Diverse Talent delivered a range of actions, including:
  - Continued attendance at in-person jobs fairs including Inclusive Employer, Universities and Jobs Centre events
  - Bespoke support of 94 recruitments
  - Inclusive recruitment workshop delivered to City Clean managers and subsequent support of inclusive recruitment including open day
  - Delivering 6 'Working at BHCC' insight programmes for 64 delegates
  - Review of language on jobsite in advance of wider re-brand and the national LGA recruitment campaign
  - Preparing for reaccreditation of Armed Forces Covenant award

Recruitment data shows that:

- Female and LGBTQ+ applicants are more successful at being shortlisted and hired than the benchmark rate. This is a 5+ years' trend
- Disabled applicants were recruited roughly in line with the benchmark rate
- We continue to attract a higher percentage of BME applicants than to be expected when compared with the local economically active population
- BME applicants are less likely than White British, White Irish and White Other applicants to be interviewed or hired. This has been a trend for 5+ years
- 498 applicants told us they are disabled, however, 677 applicants gave detail about their health condition or type of disability

Retention data for under-represented staff in the workforce shows that:

- 21.8% of all new starters identified as BME, 11.7% as White Other, 9.6% as disabled and 30.3% aged under 30. This is compared with 11.1% of leavers who identified as BME, 9.3% as White Other, 10.3% as disabled and 16.6% aged under 30
- Staff aged under 30, who are disabled, LGBTQ+, male or from BME or White Other backgrounds left the organisation at a higher rate than their percentage in the workforce



#### Progression data shows that:

- Female, BME and White Other staff gained promotions at a higher rate than their proportion in the workforce (61.8%, 17.6% and 11.6% respectively)
- Disabled and LGBTQ+ staff gained promotions at a rate slightly lower than their proportion in the workforce (8.1% and 13.6% respectively)
- Female, LGBTQ+ and White Other staff were more likely to be seconded when compared with their percentage in the workforce (66.7%, 18.4% and 9.8% respectively)
- BME and disabled staff were much less likely to be seconded compared with their percentage in the workforce (5.9% and 3.9% respectively)
- BME, disabled, LGBTQ+, male and White Other staff were in acting up arrangements at a lower rate than their percentage in the workforce (5.4%, 0.9%, 12.4%, 38.7% and 7.2% respectively)

#### Our 2023 staff survey data showed that:

- When compared with the whole workforce, staff less likely\* to believe the organisation cares about employee wellbeing are Bisexual, disabled or Pagan
- When compared with the whole workforce, staff less likely\* to feel valued by the organisation are Bisexual, disabled, Hindu, Pagan or practise Other religion or philosophical belief
- When compared with the whole workforce, staff less likely\* to feel a sense of belonging in the organisation are Bisexual, Pagan, Jewish, Other religion or belief

\*variance  $\geq$  5%

#### Recommendations for 2024-25:

- Support directorates in using inclusive recruitment toolkit to overcome barriers and improve hire rates for BME applicants, including increased use of ethnically diverse panels
- Continue to implement recommendations from senior recruitment review
- Improve workplace adjustments procedures and guidance for existing and potential staff, including timely signposting for new starters
- Use staff survey results to inform the workforce wellbeing offer
- Rebrand jobsite with video, imagery and staff testimonials to further emphasise inclusive recruitment messaging ahead of the Local Government Association national recruitment campaign
- Review and update intranet content for internal applicants to ensure clearer signposting to recruitment support
- Explore recruitment data for applicants who define their type of disability / long term health condition but do not state they are disabled

The council's Fair and Inclusive Action Plan includes the activity: 3.1.2 - fair and consistent application of recruitment, fixed-term, secondment, acting up and redeployment policies and procedures.

- For a number of years, the council's recruitment data has shown that BME applicants are less likely to be successful through the council's recruitment processes when compared with all applicants
- In order to understand more and to identify ways to address these inequalities, a deep-dive (desktop research) into one directorate's annual recruitment dataset (2022-23) was carried out
- The deep dive explored how the following elements of the process might impact the outcomes of BME applicants:
  - Job advert content
  - Application method and guidance provided
  - Compliance with mandatory recruitment and selection training
  - Sector/service area
  - Diversity of the panel
- Data was taken from the online recruitment system (114 jobs)
- Hiring managers were surveyed where one of the 3 conditions below was met:
  1. Roles where 50% or more of applicants told us they were from a BME background
  2. Roles where BME applicants were shortlisted but not hired
  3. Roles where BME applicants were hired
- The following key findings were reported:
- **Job advert**
  - All of our job adverts contain a cross-council positive action statement
  - Our inclusive job advert-writing guidance recommends including role-specific references to diversity in the job advert, in addition to the positive action statement
  - Less than half of all job adverts (45%) were written in line with our inclusive job advert writing guidance
  - 63% of job adverts not written in line with the guidance failed to attract any BME applicants
  - Where advertised roles attracted 2 or more BME applicants, over half (53%) the adverts adhered to the guidance
  - Inclusive advert content is therefore correlated with a higher number of BME applicants, suggesting that using role-specific references to diversity in job adverts increases their attractiveness to a diverse audience
- **Application method:**
  - The council's recruitment system, TribePad anonymises application forms until after the shortlisting process, removing applicant name and other personal details, names and dates of employers and education establishments
  - The option to anonymise is not currently available when using CVs

- More than half of all roles advertised (57%) requested an application form rather than a CV
- 65% of adverts that resulted in a BME applicant being shortlisted or interviewed used the anonymised application form
- The anonymised application method is therefore correlated with increased ethnic diversity in the later stages of the recruitment process
- This may result from embedded applicant anonymity until after shortlisting
- **Hiring Manager completion of recruitment and selection eLearning**
  - All panel members are expected to complete mandatory recruitment and selection eLearning
  - We surveyed hiring managers who lead the recruitment process and chair the recruitment panel
  - In roles where BME applicants were shortlisted but not hired (dataset 2), 57% of the managers had completed the mandatory training
  - In roles where a BME applicant was hired (dataset 3), 83% of the managers had completed the mandatory training
  - Whilst the datasets were relatively small, this suggests a correlation between compliance with mandatory recruitment and selection training and more diverse recruitment outcomes
  - Work will continue across the council to increase consistency in compliance with mandatory training
- **No findings to report re: job sector and panel diversity**

## Learning and Development

### 2023-24 Learning & Development workstream activity included:

- Delivering a second Diverse Talent Programme for BME staff
- Piloting Trans and Non-binary Awareness as part of the council wide learning offer
- Creating a pathway for anti-racist learning: Active Anti-racism, Racial microaggressions – how to recognise and challenge, Active allyship
- Delivering the following training to support disability and neuro-inclusion:
  - disability, neurodiversity, mental health, sight loss and D/deaf awareness; creating accessible content and introduction to IT accessibility
- Updating the New Manager induction to include more focus and content on meaningful and effective performance management including our council values and behaviours as well as where to access guidance and support
- Updating the New Staff induction to include more focus on our council values and behaviours and membership of staff networks
- Equalities team delivering a range of bespoke workshops to directorate equality delivery groups, such as:
  - Culture of belonging
  - Psychological safety
  - Microaggressions at work
  - Culture change
  - LGBTQ+ / Mental health intersection

### Our 2023 staff survey data showed that:

- Compared with the 2021 staff survey, positive responses from Asian/Asian British, Black/Black British and Mixed ethnic staff to the statement 'I believe I have opportunities to grow and develop at work' increased by 7%, 10% and 15% respectively. They also responded more positively to this statement when compared with the workforce as a whole
- In addition, staff who work at grade SO1/2 and above, are aged under 35, identify as Other gender, Agnostic, Buddhist, or Jewish were also more likely to believe they have opportunities to grow and develop when compared with the workforce as a whole
- Staff less likely to agree with this statement work at grades 3 - 6, identify as Other sexual orientation, Other ethnic group, Pagan, or disabled

### Recommendations for 2024-25 include the following:

- Deliver a Future Leaders Diverse Talent Programme for staff who are employed at grades SO1/2 and above, disabled and/or from Black and racially minoritised backgrounds
- Deliver Trans and Non-binary Awareness training

- Develop application of the 70:20:10 model of learning through a peer learning pilot for managers
- Continue to work with EDI team to strengthen our fair and inclusive learning and development offer
- Provide leadership and management development as identified in Priority 2 of Our People Strategy
- Continue to provide learning and development to deliver the Council Plan and any required organisational redesign in a fair and inclusive way

#### 2023-24 Case study:

The council's Fair and Inclusive Action Plan includes the activity: '2.1.5 review and improve our learning offer to support understanding of gender identities and sexual orientation'.

- Our LGBTQ+ Workers Forum provided feedback that the council's Trans and Non-Binary Awareness eLearning used language that some forum members felt was not inclusive
- Following discussion with our eLearning provider and working together with the LGBTQ+ Workers Forum, this eLearning was removed and alternative 'Gender Matters' eLearning was offered
- The Trans and non-Binary Awareness eLearning has since been updated by the provider, quality-assured by our EDI team and is available to all staff
- We also piloted a new instructor-led course 'Exploring trans inclusion in the workplace' and commissioned this in collaboration with our EDI team and the LGBTQ+ Workers Forum
- The course was promoted to all staff and we particularly encouraged staff currently working with trans colleagues and customers to attend
- It was delivered by a local organisation in November 2023 and attended by 26 staff
- Following evaluation of this pilot, new 'Supporting trans and non-binary inclusion in the workplace' instructor-led training will be commissioned and delivered by a local provider in 2024-25

Compared with the 2021 staff survey, 2023 staff survey results showed the following increases in positive responses:

- Staff whose gender is different from the sex they were registered at birth are 10% more likely to feel a sense of belonging in the organisation, 16% more likely to feel valued by the organisation, 6% more likely to agree the organisation cares about wellbeing and 10% more likely to agree that behaviour that offends others is not tolerated in their team
- Staff identifying as Other gender are 15% more likely to feel proud to work for the organisation, 11% more likely to feel valued by the organisation and 10% more likely to believe the organisation cares about employee wellbeing.

## Leadership, Accountability and Consequences

2023-24, Leadership, Accountability & Consequences workstream activity included:

- Delivering Inclusive Leadership and Leading Changing Inclusively sessions to the Leadership Network
- Ensuring all new inductions for staff and managers includes signposting to inclusion learning, recruitment and induction toolkit, employee networks and other inclusive practice guidance and support
- Delivering equalities training to 11 newly elected members
- Publishing a new managing unreasonable customer behaviour policy on the council website
- Co-producing a new Anti-Bullying, Harassment & Discrimination policy
- Procuring an anonymous reporting tool
- Using leadership rated appraisals effectively to identify actions taken to achieve a fair and inclusive workplace including (but not limited to):
  - Securing support for new starters joining from overseas
  - Taking forward the Workforce Race Equality Standard for social care

The 2023 staff survey showed that that:

- 69% of staff responded positively to the statement 'I believe the organisation takes the issues of bullying, harassment and discrimination seriously'. This is in line with the 2021 survey
- Staff less likely to agree with this statement when compared with the organisation as a whole, are Bisexual, Black/Black British, disabled, Pagan, Other religion or belief
- 57% of staff agreed that changes in their Service are led, managed and supported in an open way
- Staff less likely to agree with this statement when compared with the organisation as a whole are disabled, Gay, Pagan or practise Other religion or philosophical belief

2023-24 casework data (cases closed within the reporting period) shows that:

- Of 72 disciplinary cases, 4 were related to a protected characteristic: race/ethnicity (3), sexual orientation (1)
- 69.4% of disciplinary cases were in the Economy, Environment & Culture directorate
- Male staff (70%) were more likely to be subject to disciplinary procedures compared with their proportion of the workforce (42.7%). Data shows no disproportionate outcomes for disabled, BME, LGBTQ+ and White Other staff
- However, it is difficult to draw meaningful conclusions from this dataset due to the small amount of known data we have for disability (45 cases), ethnicity (47 cases) and sexual orientation (40 cases)
- The total number of attendance management cases is reducing, with 84 cases recorded in 2023-24, compared with 105 in 2022-23 and 295 in 2021-22
- Disabled staff (18.5%) are more likely to have been subject to attendance management procedures when compared with their percentage in the workforce (9.2%). Data shows no disproportionate outcomes for male, female, BME or LGBTQ+ staff

- However, it is difficult to draw meaningful conclusions from this dataset due to the small amount of known data we have for disability (54 cases), ethnicity (60 cases) and sexual orientation (74 cases)

Recommendations for 2024-25 include the following:

- Launch the new Anti-bullying, Harassment & Discrimination Policy and anonymous reporting tool
- Develop the restorative approach to racism guidance to include all types of discrimination
- Consider recruiting more mediators to support informal resolution
- Clearly communicate the process and guidance for reporting unreasonable customer behaviour
- Expand the regular racism casework review meetings to explore all discrimination and from an intersectional perspective as relevant
- Improve the data reporting system for casework management
- HR Advisory Service to work with EDI team to develop best practice

2023-24 Case study: Identifying where bullying, harassment and discrimination occurs

The council's Fair and Inclusive Action Plan includes the activity: '1.3.1 improve practice and procedure to address bullying, harassment and all forms of discrimination'.

In the 2023 staff survey 10% of staff said they did not believe the organisation takes the issues of bullying, harassment and discrimination seriously. To understand more about where these behaviours take place and from whom, the 2023 staff survey included some additional questions about staff experiences:

In the last 12 months how many times have you personally witnessed or experienced bullying, harassment, discrimination or abuse at work from:

1. Your manager
2. external customers, service users, commissioned providers or members of the public
3. Other people or colleagues within the organisation

- 90% of respondents said they had never experienced or witnessed bullying, harassment, discrimination or abuse from their manager
- 73% of respondents said they had never experienced or witnessed bullying, harassment, discrimination or abuse from other people within the organisation
- 58% of respondents said they had never experienced or witnessed bullying, harassment, discrimination or abuse from external customers, service users, commissioned providers or members of the public

This data indicates that the majority of bullying, harassment, discrimination or abuse experienced by staff is from people who are external customers, service users, commissioned providers or members of the public.

The council will monitor the impact of the above recommendations for 2024-25 in addressing this issue.

## Appendices

### Appendix 1 – Directorate data at 31 March 2024

Table 1 Numbers of staff by ethnic origin

2023-24	Number of staff					
Ethnic Origin	HASC	FCL	HNC	EEC	GPR	BHCC
<b>Asian/Asian British – total:</b>	<b>14</b>	<b>25</b>	<b>22</b>	<b>20</b>	<b>28</b>	<b>109</b>
Indian	4	9	6	6	12	37
Pakistani	1	5	3	1		10
Bangladeshi		3	7		4	14
Chinese	5	4	2	2	8	21
Any other Asian background	4	4	4	11	4	27
<b>Black/Black British – total:</b>	<b>47</b>	<b>31</b>	<b>23</b>	<b>21</b>	<b>18</b>	<b>140</b>
Black – African	40	22	12	11	13	98
Black – Caribbean	2	7	10	5	3	27
Any other Black/African/Caribbean background	5	2	1	5	2	15
<b>Mixed/Multiple ethnic groups – total:</b>	<b>30</b>	<b>28</b>	<b>22</b>	<b>29</b>	<b>22</b>	<b>131</b>
White and Black Caribbean	5	6	4	4	2	21
White and Black African	2	2	3	3	1	11
White and Asian	10	6	5	10	11	42
Any other Mixed/Multiple ethnic background	13	14	10	12	8	57
<b>Other ethnic group – total:</b>	<b>12</b>	<b>17</b>	<b>6</b>	<b>9</b>	<b>4</b>	<b>48</b>
Arab	2	3	1	2		8
Any other ethnic group/background	10	14	5	7	4	40
<b>White – total:</b>	<b>671</b>	<b>846</b>	<b>621</b>	<b>855</b>	<b>552</b>	<b>3541</b>
English/Welsh/Scottish/Northern Irish/British	577	740	549	742	485	3089
Irish	16	20	21	18	17	92
Gypsy or Irish Traveller	2	2				4
Any other White background	76	84	51	95	50	356
<b>Prefer not to say</b>	<b>18</b>	<b>11</b>	<b>25</b>	<b>29</b>	<b>19</b>	<b>102</b>
<b>Grand Total</b>	<b>792</b>	<b>958</b>	<b>719</b>	<b>963</b>	<b>643</b>	<b>4071</b>

Table 2 Numbers of staff by sexual orientation

2023-24	Number of staff					
Sexual Orientation	HASC	FCL	HNC	EEC	GPR	BHCC



<b>LGBTQ+ total:</b>	<b>134</b>	<b>121</b>	<b>111</b>	<b>106</b>	<b>83</b>	<b>555</b>
Bisexual	40	36	36	29	27	168
Gay Man	46	21	35	45	33	180
Lesbian / Gay Woman	39	51	29	24	13	156
Other	9	13	11	8	10	51
<b>Heterosexual / Straight</b>	<b>560</b>	<b>719</b>	<b>529</b>	<b>747</b>	<b>487</b>	<b>3038</b>
<b>Prefer not to say</b>	<b>73</b>	<b>69</b>	<b>71</b>	<b>87</b>	<b>59</b>	<b>359</b>
<b>Grand Total</b>	<b>767</b>	<b>909</b>	<b>711</b>	<b>940</b>	<b>629</b>	<b>3952</b>

Table 3 Numbers of staff by disability

2023-24	Number of staff					
Disability	HASC	FCL	HNC	EEC	GPR	BHCC
Disability	52	71	89	71	64	347
No disability	667	839	584	825	530	3441
<b>Prefer not to say</b>	<b>26</b>	<b>18</b>	<b>18</b>	<b>40</b>	<b>30</b>	<b>132</b>
<b>Grand Total</b>	<b>745</b>	<b>928</b>	<b>691</b>	<b>936</b>	<b>624</b>	<b>3920</b>

Table 4 Numbers of staff by age

2023-24	Number of staff					
Age band	HASC	FCL	HNC	EEC	GPR	BHCC
<30	55	99	92	84	42	372
30-59	639	870	599	776	555	3436
60+	181	135	139	215	102	771
<b>Grand Total</b>	<b>875</b>	<b>1104</b>	<b>830</b>	<b>1075</b>	<b>699</b>	<b>4579</b>

Table 5 Numbers of staff by religion

2023-24	Number of staff					
Religion	HASC	FCL	HNC	EEC	GPR	BHCC
<b>Christian – total:</b>	<b>235</b>	<b>237</b>	<b>171</b>	<b>255</b>	<b>176</b>	<b>1073</b>
Christian	235	237	171	255	176	1073
<b>No Religion – total:</b>	<b>407</b>	<b>525</b>	<b>423</b>	<b>501</b>	<b>329</b>	<b>2182</b>
Agnostic	26	43	30	36	28	163
Atheist	46	56	60	75	45	282
No Religion	335	426	333	390	256	1737
<b>Other Religion – total:</b>	<b>62</b>	<b>77</b>	<b>50</b>	<b>72</b>	<b>52</b>	<b>313</b>
Buddhist	9	10	8	5	6	38
Hindu		3	2	6	6	17
Jewish	2	9	3	8		22

Muslim	7	14	14	9	5	49
Other Philosophical Belief	23	17	7	24	12	83
Other Religion	19	18	12	16	17	82
Pagan	2	4	3	4	3	16
Sikh		2	1		3	6
<b>Prefer Not To Say</b>	<b>48</b>	<b>69</b>	<b>57</b>	<b>76</b>	<b>53</b>	<b>303</b>
<b>Grand Total</b>	<b>752</b>	<b>908</b>	<b>701</b>	<b>904</b>	<b>610</b>	<b>3871</b>

### Appendix III

Table 6: Percentage of the workforce in each pay band and contract type by protected characteristics

2023-24	% of staff					
	Disabled	BME	White Other	LGBTQ+	Female	Male
Scales 3 – 6	9.2%	11.7%	10.2%	14.9%	51.8%	48.2%
Scales SO1/2 to M9	9.2%	10.3%	8.1%	16.3%	62.5%	37.5%
Scales M8 and above	7.6%	8.4%	5.6%	14.1%	61.4%	38.6%
Permanent contract	9.1%	9.9%	8.7%	15.0%	57.5%	42.5%
Temporary/Seconded/ Fixed Term contract	9.2%	20.6%	11.6%	21.1%	56.2%	43.8%

### Appendix IV Recruitment data 2023-24 (UK applicants for jobs closed within the reporting period)

Table 7 Recruitment data by ethnicity

2023 to 2024	Number Applicants	% All Applicants	Number Interviews	% Interviews	Number Offers	% Offers
Baseline indicator (all)	4988	100%	1816	36.4%	522	10.5%
BME	1667	33.4%	388	23.3%	90	5.4%
White British	2649	53.1%	1187	44.8%	357	13.5%
White Irish	58	1.2%	34	58.6%	15	25.9%
White Other	614	12.3%	207	33.7%	60	9.8%

Table 8 Recruitment data by gender

<b>2023 to 2024</b>	<b>Number Applicants</b>	<b>% All Applicants</b>	<b>Number Interviews</b>	<b>% Interviews</b>	<b>Number Offers</b>	<b>% Offers</b>
Baseline indicator (all)	5108	100.0%	1855	36.3%	534	10.5%
Female	2501	49.0%	873	34.9%	299	12.0%
Male	2534	49.6%	953	37.6%	230	9.1%
Other	73	1.4%	29	39.7%	5	6.8%

Table 9 Recruitment data by sexual orientation

<b>2023 to 2024</b>	<b>Number Applicants</b>	<b>% All Applicants</b>	<b>Number Interviews</b>	<b>% Interviews</b>	<b>Number Offers</b>	<b>% Offers</b>
Baseline indicator (all)	4736	100.0%	1714	36.2%	489	10.3%
Heterosexual	3950	83.4%	1414	35.8%	384	9.7%
LGBTQ+	786	16.6%	300	38.2%	105	13.4%

Table 10 Recruitment data by disability\*

<b>2023 to 2024</b>	<b>Number Applicants</b>	<b>% All Applicants</b>	<b>Number Interviews</b>	<b>% Interviews</b>	<b>Number Offers</b>	<b>% Offers</b>
Baseline indicator (all)	5035	100.0%	1819	36.1%	521	10.3%
Disabled	774	15.4%	296	38.2%	78	10.1%
Not disabled	4261	84.6%	1523	35.7%	443	10.4%

Table 10 Recruitment data by disability (yes / no responses)

<b>2023 to 2024</b>	<b>Number Applicants</b>	<b>% All Applicants</b>	<b>Number Interviews</b>	<b>% of Interviews</b>	<b>Number Offers</b>	<b>% of Offers</b>
Baseline indicator (all)	5035	100.0%	1819	36.1%	521	10.3%
Disabled	498	9.9%	187	37.6%	50	10.0%
Not disabled	4537	90.1%	1632	36.0%	471	10.4%

\*Table 11 Recruitment data by types of disability

<b>2023 to 2024</b>	<b>Number Applicants</b>	<b>% All Applicants</b>	<b>Number Interviews</b>	<b>% of Interviews</b>	<b>Number Offers</b>	<b>% of Offers</b>
Baseline indicator (all)	5170	100%	1874	36.2%	534	10.3%
Autism Spectrum	132	2.6%	48	36.4%	9	6.8%
Hearing Impairment (deaf or hard of hearing)	35	0.7%	15	42.9%	6	17.1%
Learning Disability/difficulty	110	2.1%	49	44.5%	16	14.5%
Long-standing illness	81	1.6%	35	43.2%	8	9.9%
Mental health condition	122	2.4%	54	44.3%	13	10.7%
Other	128	2.5%	51	39.8%	16	12.5%
Other developmental condition	13	0.3%	6	46.2%	1	7.7%
Physical Impairment (wheelchair user)	6	0.1%	1	16.7%	0	0.0%
Physical Impairment Ambulant (I do not use a wheelchair)	39	0.8%	13	33.3%	1	2.6%
Visual Impairment (Blind or Partially Sighted)	11	0.2%	3	27.3%	1	9.1%