EMPLOYMENT DIVERSITY MONITORING 2018-2019

As part of the Council's corporate approach to Equality and Diversity and to ensure that we meet our public sector duties detailed in the Equality Act, we collect employment data each year. This data is analysed to monitor how closely our workforce represents the needs of the local community as well as to ensure the fairness of our employment practices.

The Equality Duty covers the following nine protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. The duty also covers marriage and civil partnership, but not for all aspects of the duty.

The information below relates to the period 1 April 2018 to 31 March 2019.

Equal Pay Statement and Officer Pay Policy

Colchester Borough Council understands its equal pay legal obligations. A comprehensive Equal Pay Audit was conducted in 2010. An action plan addressing the small number of equal pay issues identified by the audit was completed in 2011/12.
The Localism Act requires all councils to have an Officer Pay Policy in the interests of openness and transparency. Colchester Borough Council's policy is reviewed each year, with the current version shown here.

We encourage job candidates and employees to complete requests for equality and diversity data so that our current and potential workforce reflects the communities we serve.

For more information, please see these sections on our website:

- Equality Impact Assessments
- Equality and Diversity in Employment
- Jobs
- Equality objectives and information.

Establishment Breakdown for 2018/19

In 2018/19, the average headcount for Colchester Borough Council was 928 and the "full-time equivalent" (FTE) figure was 797.17.

Please note:
- N/D = No Data Available, including the option "prefer not to say". This option is for people who have reviewed their personal information held by Human Resources but prefer not to specify a particular protected characteristic, for example in respect of their religion or belief.
- The term "other" has been used where population sizes are less than 5% of the total figure.
- All the following data is either for the whole monitoring period (2018/19) or as at 31 March 2019, unless otherwise stated.

We received 1,575 applications for this period. Of those received, 314 applicants did not complete an equality and diversity monitoring form. We appointed 232 members of staff through our recruitment process.

Permanent staff is based on 847 employees.

Ethnicity / Race

Category	White %	BME %	Prefer not to say %	N/D %
Current permanent staff	**85.0**	**4.8**	**6.3**	**3.9**
Applications for employment	**75.0**	**7.0**	**1.0**	**17.0**
New Appointments	**88.0**	**6.0**	**2.0**	**4.0**

* BME = Black Minority Ethnic

Gender

Category	Male %	Female %	Reassigned %	Prefer not to say %	N/D %
Current permanent staff	**52.1**	**47.9**	**0**	**0**	**0**
Applications for employment	**46.1**	**35.4**	**0**	**0.5**	**18**
New Appointments	**52.2**	**44.0**	**0**	**0.4**	**3.4**

Disability

Category	Yes %	No %	Prefer not to say %	N/D %
Current permanent staff	**2.9**	**45.0**	**1.2**	**50.9**
Applications for employment	**7.1**	**73.8**	**1.6**	**17.5**
New Appointments	**5.2**	**86.6**	**0.9**	**7.3**

Age

Category	20 and Under %	21-30 %	31-40 %	41-50 %	51-60 %	61+ %	Prefer not to say %	N/D %
Current permanent staff	**4.0**	**13.9**	**24.0**	**26.8**	**24.6**	**6.7**	**0**	**0**
Applications for employment	**4.7**	**28.1**	**16.6**	**18.3**	**12.3**	**2.5**	**0.3**	**17.2**
New Appointments	**8.2**	**22.4**	**23.3**	**22.4**	**15.5**	**1.3**	**0**	**6.9**

Religion and Belief

Category	Christian %	Other %	None %	Prefer not to say %	N/D %
Current permanent staff	**31.3**	**1.8**	**30.3**	**3.2**	**33.4**
Applications for employment	**28.4**	**2.9**	**43.7**	**5.3**	**19.7**

New Appointments	**30.2**	**2.6**	**47.0**	**6.5**	**13.7**

Sexual Orientation

Category	Hetero-sexual %	Homo-sexual %	Bi-sexual %	Other %	Prefer not to say %	N/D %
Current permanent staff	**63.6**	**1.5**	**0.1**	**0.6**	**5.2**	**29.0**
Applications for employment	**65.8**	**2.9**	**1.5**	**0.9**	**6.6**	**22.3**
New Appointments	**72.4**	**2.2**	**0.4**	**2.2**	**6.9**	**15.9**

Contract Type

Category	Full Time (607) %	Part Time (240) %
Ethnicity:		
- White	86.9	80.4
- BME	4.9	4.6
- Other	0	0
- Prefer not to say	5.4	8.3
- No Data	2.8	6.7
Gender:		
- Male	62.4	25.8
- Female	37.6	74.2
Disability:		
- Yes	3.1	2.5
- No	47.3	39.2
- Prefer not to say	1.3	0.8
- No Data	48.3	57.5
Age:		
- 20 and under	3.0	6.7
- 21-30	15.0	11.3
- 31-40	23.9	24.1
- 41-50	27.8	24.1
- 51-60	26.9	18.8
- 61+	3.4	15.0
Religion:		
- Christian	31.1	31.7
- Other	1.5	2.5
- None	32.0	26.3
- Prefer not to say	3.1	3.3
- No Data	32.3	36.2
Sexual Orientation:		
- Heterosexual	66.1	57.5
- Homosexual	1.3	2.1
- Bisexual	0.2	0
- Other	0.8	0
- Prefer not to say	5.3	5.0
- No Data	26.3	35.4

Formal Cases of Grievances and Dismissals

There were 3 formal grievance cases in this period. In January 2017 CBC introduced workplace mediation to assist in the resolution of cases before they result in a formal hearing.

Category (*figures in brackets denote the total number of employees in group*)	Dismissals (8) %	Grievances (3) %
Ethnicity:		
- White	**87.5**	**66.7**
- BME	**12.5**	**33.3**
- Other	**0**	**0**
- Prefer not to say	**0**	**0**
- No Data	**0**	**0**
Gender:		
- Male	**100**	**33.3**
- Female	**0**	**66.7**
Disability:		
- Yes	**0**	**0**
- No	**37.5**	**66.7**
- Prefer not to say	**0**	**0**
- No Data	**62.5**	**33.3**
Age:		
- 20 and under	**12.5**	**0**
- 21-30	**0**	**33.3**
- 31-40	**0**	**0**
- 41-50	**37.5**	**66.7**
- 51-60	**37.5**	**0**
- 61+	**12.5**	**0**
Religion:		
- Christian	**50.0**	**0**
- Other	**25.0**	**66.7**
- None	**0**	**0**
- Prefer not to say	**0**	**0**
- No Data	**25.0**	**33.3**
Sexual Orientation:		
- Heterosexual	**100**	**66.7**
- Homosexual	**0**	**0**
- Bisexual	**0**	**0**
- Other	**0**	**0**
- Prefer not to say	**0**	**0**
- No Data	**0**	**33.3**

Termination Reasons

Category (*figures in brackets denote the total number of employees in group*)	Personal Reasons (8) %	Retirement (10) %	Redundancy (40) %	Other (115) %
Ethnicity:				
- White	87.5	80.0	82.5	84.3
- BME	12.5	0	5.0	7.0
- Other	0	0	0	0
- Prefer not to say	0	10.0	5.0	6.1
- No Data	0	10.0	7.5	2.6
Gender:				
- Male	37.5	90.0	27.5	58.3
- Female	62.5	10.0	72.5	41.7
Disability:				
- Yes	0	0	0	0.0
- No	62.5	0	20.0	50.4
- Prefer not to say	0	0	0	0
- No Data	37.5	100	80.0	49.6
Age:				
- 20 and under	12.5	0	0	5.3
- 21-30	25.0	0	0	22.6
- 31-40	12.5	0	10.0	21.7
- 41-50	37.5	10.0	37.5	29.6
- 51-60	12.5	30.0	42.5	19.1
- 61+	0	60.0	10.0	1.7
Religion:				
- Christian	25.0	60.0	47.5	27.0
- Other	0	0	0	3.5
- None	25.0	10.0	20.0	32.2
- Prefer not to say	12.5	0	0	5.2
- No Data	37.5	30.0	32.5	32.1
Sexual Orientation:				
- Heterosexual	50.0	70.0	60.0	66.1
- Homosexual	12.5	0	2.5	1.7
- Bisexual	0	0	0	0
- Prefer not to say	0	0	5.0	4.3
- No Data	37.5	30.0	32.5	27.9

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Length of Service

Category (*figures in brackets denote the total number of employees in group*)	Under 1 Year (129) %	1-3 Yrs (190) %	3-5 Yrs (80) %	5-10 Yrs (107) %	10+ Yrs (341) %
Ethnicity:					
- White	89.9	87.3	92.4	78.5	82.2
- BME	7.0	7.4	2.5	5.6	2.9
- Other	0	0	0	0	0
- Prefer not to say	0.8	3.2	3.8	14.0	8.2
- No Data	2.3	2.1	1.3	1.9	6.7
Gender:					
- Male	51.9	60.0	51.3	52.3	47.8
- Female	48.1	40.0	48.7	47.7	52.2
Disability:					
- Yes	6.2	3.2	0	5.6	1.5
- No	89.9	76.8	22.5	24.3	22.0
- Prefer not to say	0	0.5	2.5	0	2.1
- No Data	3.9	19.5	75.0	70.1	74.4
Age:					
- 20 and under	13.2	8.4	1.3	0	0
- 21-30	26.4	26.8	18.7	8.4	2.6
- 31-40	27.9	24.7	25.0	35.6	18.2
- 41-50	20.9	22.6	25.0	27.1	31.7
- 51-60	8.5	16.3	21.3	25.2	35.8
- 61+	3.1	1.2	8.7	3.7	11.7
Religion:					
- Christian	27.1	27.4	13.8	10.3	45.6
- Other	4.7	2.1	1.3	0.9	0.9
- None	55.8	45.2	15.0	34.6	14.7
- Prefer not to say	3.9	5.3	1.3	3.7	2.1
- No Data	8.5	20.0	68.6	50.5	36.7
Sexual Orientation:					
- Heterosexual	76.7	71.6	26.3	66.3	62.1
- Homosexual	2.3	2.1	1.3	1.9	0.9
- Bisexual	0	0.5	0	0	0
- Other	1.6	1.1	0	0.9	0
- Prefer not to say	5.4	4.2	2.5	4.7	6.5
- No Data	14.0	20.5	69.9	26.2	30.5

Maternity Leave

This data is based on those employees whose maternity leave ended in the stated period.

Category (*figures in brackets denote the total number of employees in group*)	Maternity Leave (16) %	Return from Maternity Leave (16) %
Ethnicity:		
- White	**100.0**	**100.0**
- BME	**0**	**0**
- Other	**0**	**0**
- Prefer not to say	**0**	**0**
- No Data	**0**	**0**
Disability:		
- Yes	**0**	**0**
- No	**50.0**	**50.0**
- Prefer not to say	**0**	**0**
- No Data	**50.0**	**50.0**
Age:		
- 20 and under	**0**	**0**
- 21-30	**25.0**	**25.0**
- 31-40	**68.8**	**68.8**
- 41-50	**6.2**	**6.2**
- 51-60	**0**	**0**
- 61+	**0**	**0**
Religion:		
- Christian	**31.3**	**31.3**
- Other	**0**	**0**
- None	**43.7**	**43.7**
- Prefer not to say	**0**	**0**
- No Data	**25.0**	**25.0**
Sexual Orientation:		
- Heterosexual	**75.0**	**75.0**
- Homosexual	**0**	**0**
- Bisexual	**0**	**0**
- Prefer not to say	**0**	**0**
- No Data	**25.0**	**25.0**

Other Data Monitoring

The Council is currently developing data collection systems in order to be able to report on equality and diversity practices on the following employment areas in the future:

- Time on pay grade
- Applications for promotion and success rates
- Marriage and civil partnership
- 'Right to request' flexible working applications.

New **Equality Act regulations** require public organisations with more than 250 employees to publish a range of gender pay gap figures. The first annual 'snapshot' was published by 30 March 2018. The requirements for the public sector largely mirror those for the private sector.

Each year, our gender pay gap information is published:

- as a narrative ("written statement") on our website
- as numerical data on the Datashare section of our website
- on the Government's gender pay gap portal where the results can be compared with those of other organisations.

For more information about Colchester Borough Council's equality and diversity employment data collection, please contact our HR Service Centre:

Email: hrservicecentre@colchester.gov.uk
Telephone: (*Textphone users need to dial 18001 followed by*) 01206 282112
Address: People and Performance, Colchester Borough Council,
             Rowan House, 33 Sheepen Road, Colchester, Essex CO3 3WG.