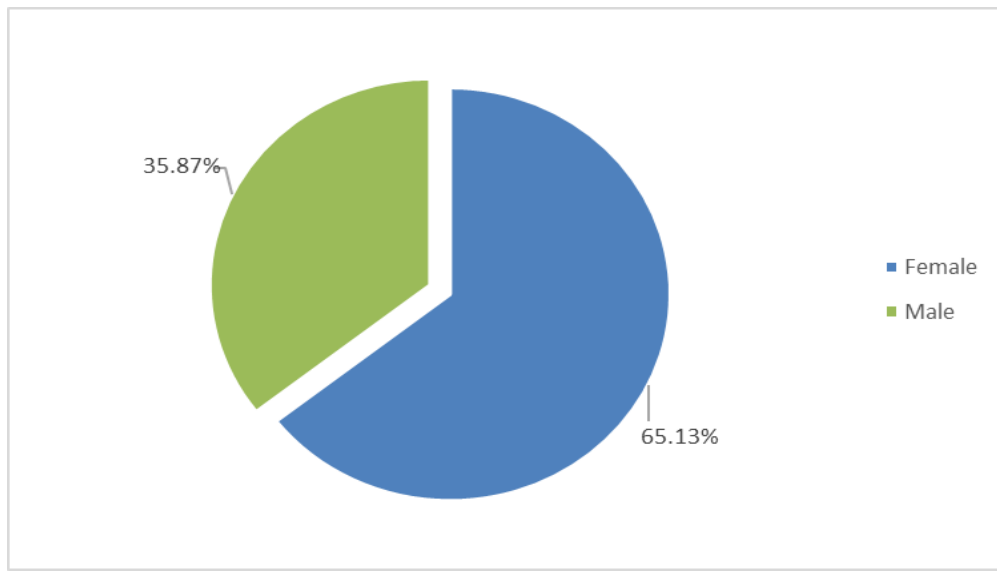


Annex A(i)

**TOTAL NUMBER OF MALE/FEMALE EMPLOYEES
(EXCLUDING SCHOOLS) AS AT AUGUST 2021**

| | | |
|--------|------|------|
| Male | 1170 | 35% |
| Female | 2185 | 65% |
| TOTAL | 3355 | 100% |



**TOTAL NUMBER OF MALE/FEMALE PART TIME/FULL TIME EMPLOYEES (EXCLUDING
SCHOOLS) AS AT AUGUST 2021**

| | | |
|--------------------|--|------|
| Full time – Male | 981 | 29% |
| Full time – Female | 1079 | 32% |
| Part time – Male | 189 | 6% |
| Part time – Female | 1106 | 33% |
| TOTAL | 3355 (excluding school based staff) | 100% |

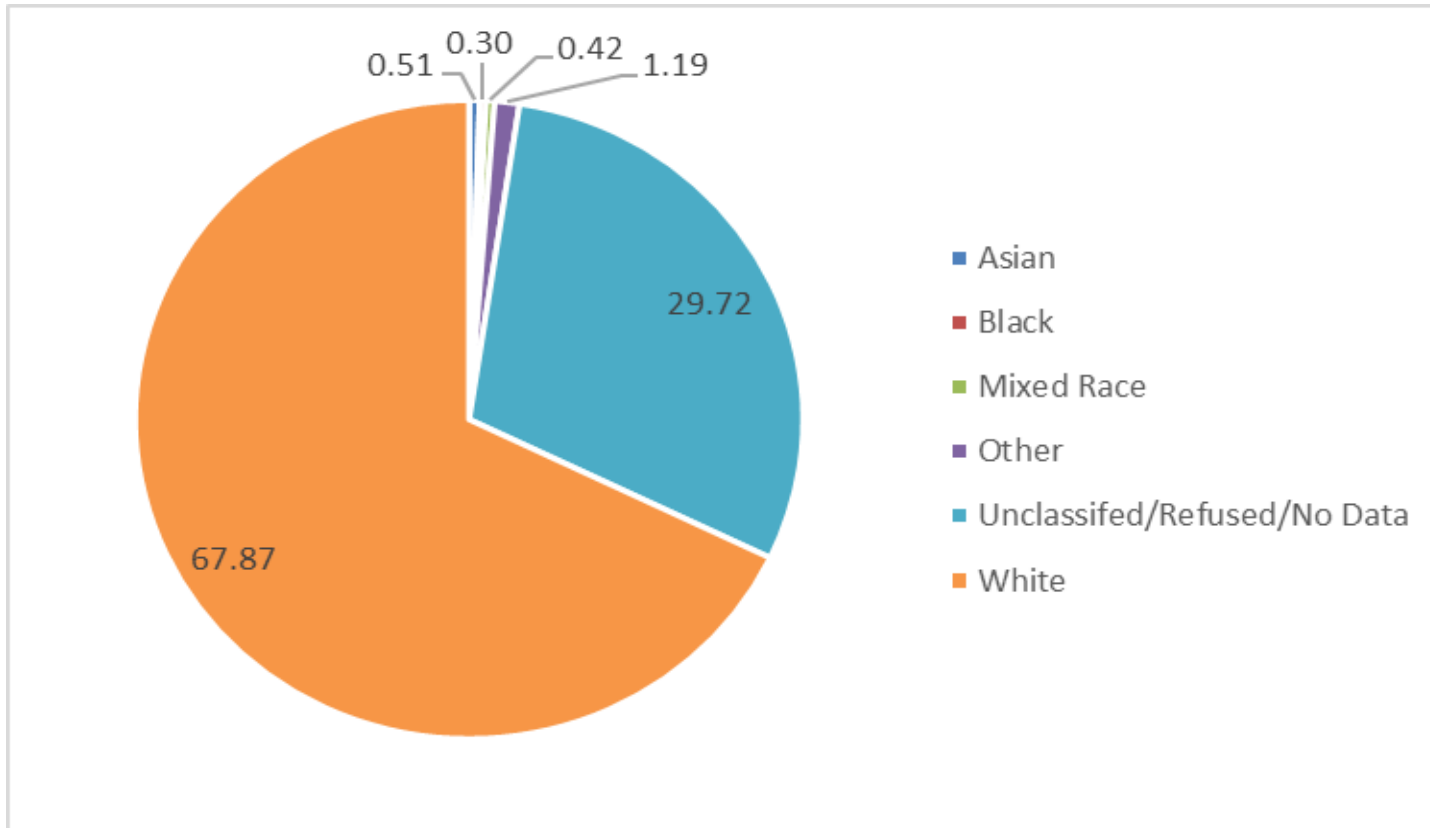
COMPARISON OF EMPLOYEE NUMBERS

| | 13.11.14 | % | 03.07.15 | % | 22.7.16 | % | 17.11.1 | % | 25.07.18 | % | 23.08.19 | % | 29.06.20 | % | 12.08.21 | % |
|---------------------------|-----------------|----------|-----------------|----------|----------------|----------|----------------|----------|-----------------|----------|-----------------|----------|-----------------|----------|-----------------|----------|
| | | | | | | | | | | | | | | | | |
| Full time - Male | 960 | 25.84 | 921 | 25.31 | 894 | 25.01 | 904 | 25.78 | 850 | 25.67 | 919 | 27.79 | 921 | 27.96 | 981 | 29.24 |
| Full time - Female | 953 | 25.64 | 925 | 25.42 | 935 | 26.16 | 933 | 26.61 | 879 | 26.54 | 1024 | 30.96 | 1040 | 31.57 | 1106 | 32.97 |
| | | | | | | | | | | | | | | | | |
| Part time - Male | 377 | 10.15 | 368 | 10.12 | 363 | 10.16 | 362 | 10.33 | 341 | 10.29 | 214 | 6.48 | 199 | 6.04 | 189 | 5.63 |
| Part time - Female | 1426 | 38.37 | 1424 | 39.16 | 1383 | 38.67 | 1307 | 37.28 | 1241 | 37.48 | 1150 | 34.77 | 1134 | 34.43 | 1106 | 32.97 |
| | | | | | | | | | | | | | | | | |
| TOTAL | 3716 | | 3638 | | 3575 | | 3506 | | 3311 | | 3307 | | 3294 | | 3355 | |

WORKFORCE ETHNICITY PROFILE – August 2021

| | Asian | Black | Mixed Race | Other | No Information | White | Total |
|--------------------|-------|-------|------------|-------|----------------|-------|-------|
| Total | 17 | 10 | 14 | 40 | 997 | 2277 | 3355 |
| Percentages | 0.51 | 0.3 | 0.42 | 1.19 | 29.72 | 67.87 | 100% |

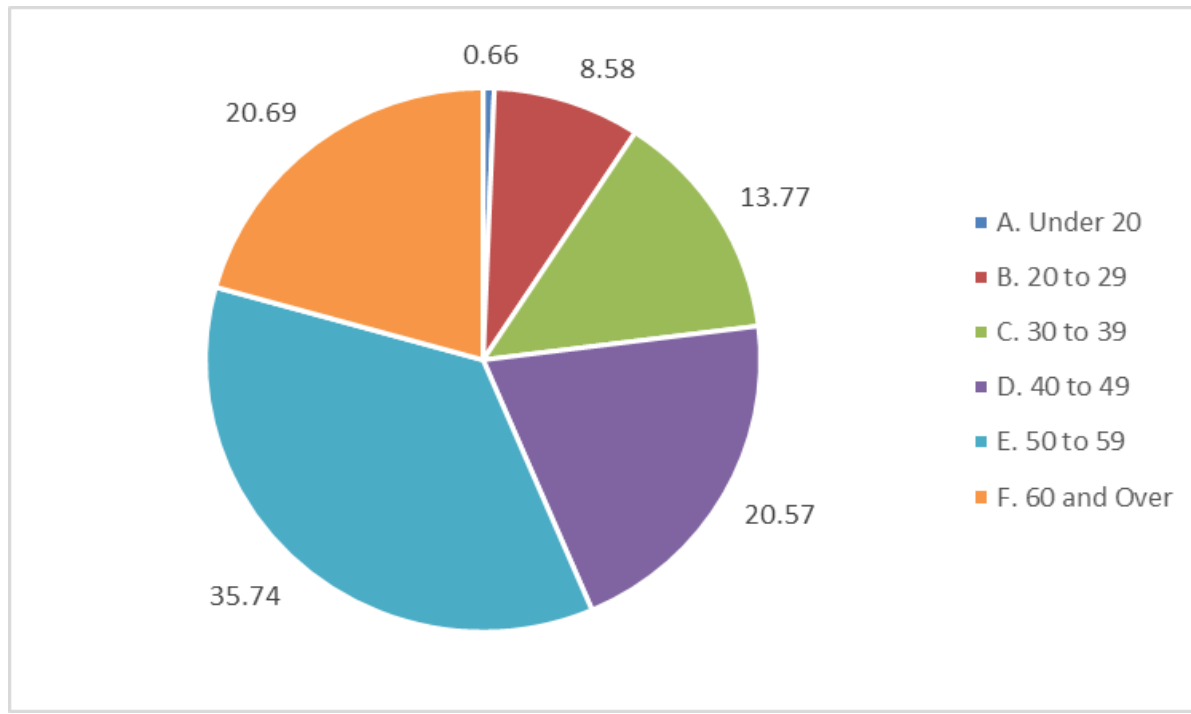
Employees by Ethnicity



WORKFORCE AGE PROFILE AS AT AUGUST 2021

| | Under 20 | 20 to 29 | 30 to 39 | 40 to 49 | 50 to 59 | 60 and over | Total |
|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------------|--------------|
| Total | 22 | 288 | 462 | 690 | 1199 | 694 | 3355 |
| Percentage | 0.66 | 8.58 | 13.77 | 20.57 | 35.74 | 20.69 | 100 |

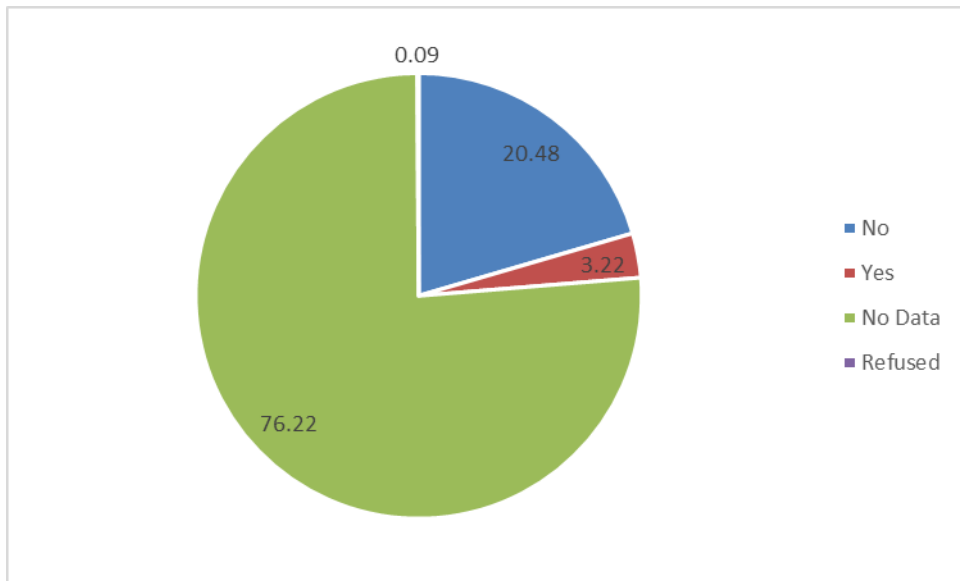
Employees by Age



WORKFORCE DISABILITY PROFILE AS AT AUGUST 2021

| | Yes | No | Prefer not to say | No information declared | Total |
|-------------------|------|-------|-------------------|-------------------------|-------|
| Total | 108 | 687 | 3 | 2557 | 3355 |
| Percentage | 3.22 | 20.48 | 0.09 | 76.22 | 100 |

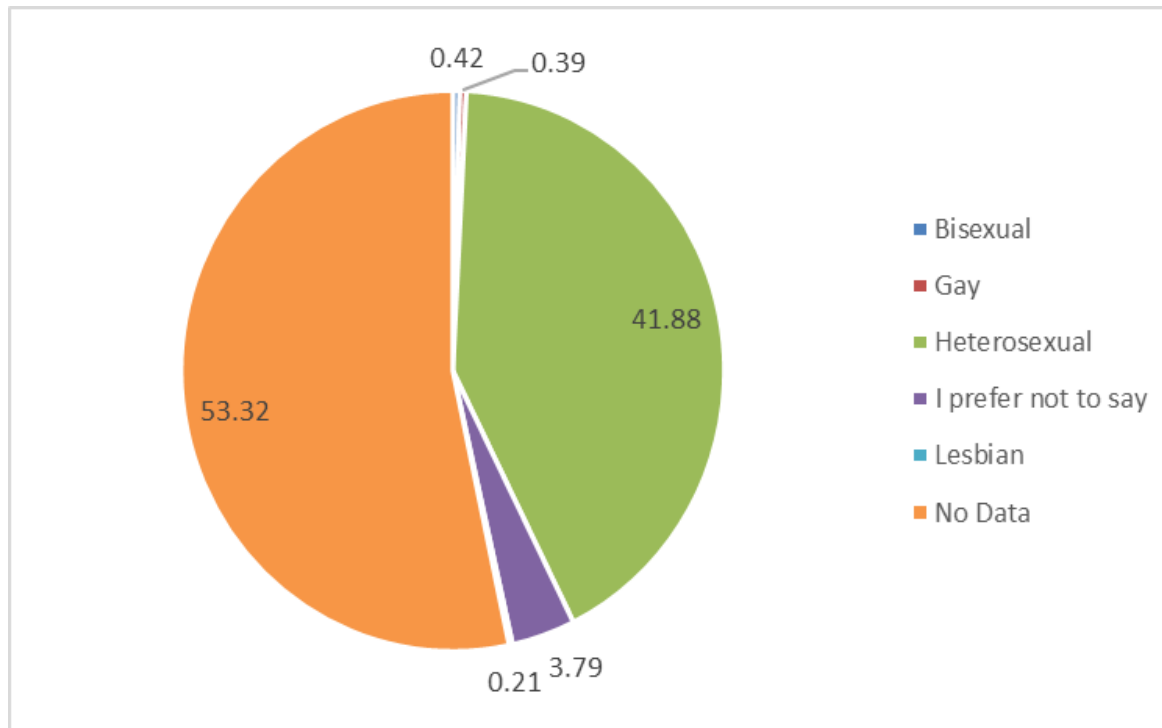
Employees by Disability



WORKFORCE SEXUAL ORIENTATION PROFILE - AUGUST 2021

| | No Information | Bisexual | Gay | Heterosexual | Lesbian | I prefer not to say | Total |
|--------------------|----------------|----------|------|--------------|---------|---------------------|-------|
| Total | 1789 | 14 | 13 | 1405 | 7 | 127 | 3355 |
| Percentages | 53.32 | 0.42 | 0.39 | 41.88 | 0.21 | 3.79 | 100 |

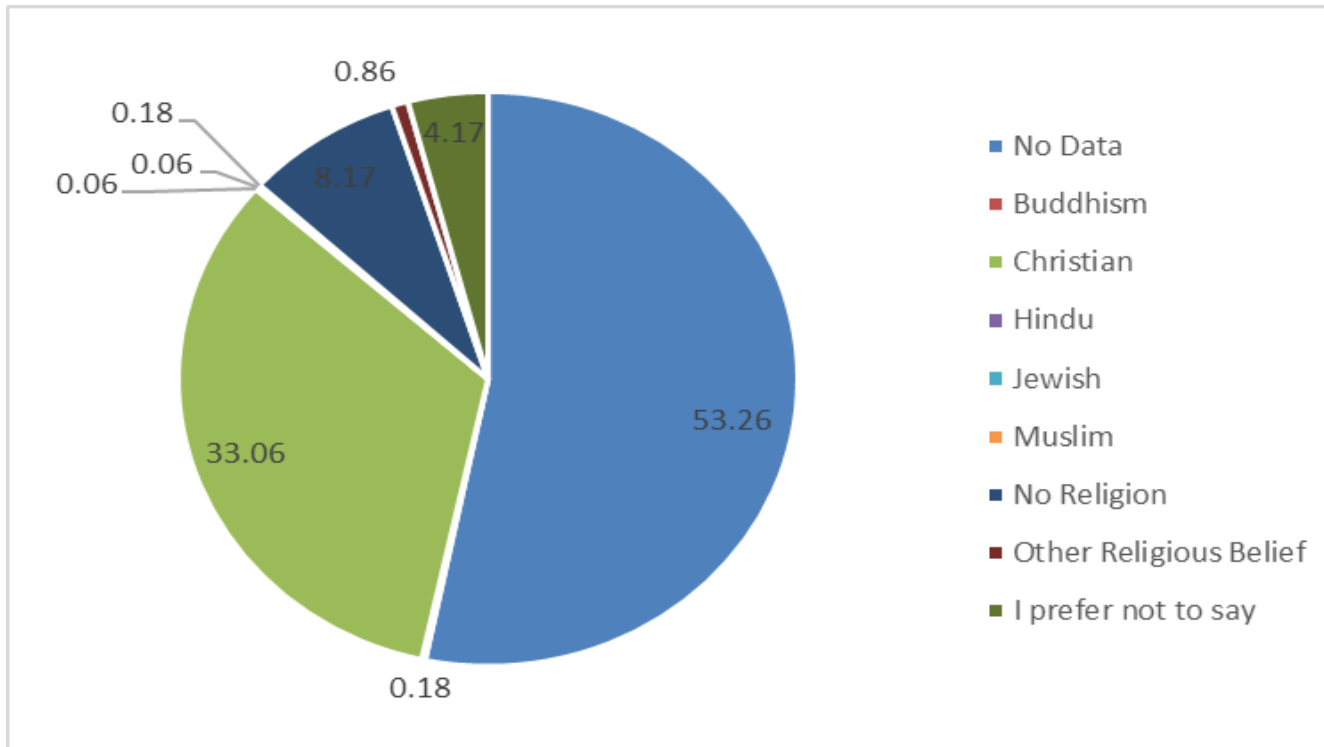
Employees by Sexual Orientation



WORKFORCE RELIGION PROFILE - August 2021

| | Buddhism | Christian | Hindu | Muslim | Jewish | Other Religious Belief | No Religion | No Information | I prefer not to say | Total |
|-------------|----------|-----------|-------|--------|--------|------------------------|-------------|----------------|---------------------|-------|
| Total | 6 | 1109 | 2 | 6 | 2 | 29 | 274 | 1787 | 140 | 3355 |
| Percentages | 0.18 | 33.06 | 0.06 | 0.18 | 0.06 | 0.86 | 8.17 | 53.26 | 4.17 | 100 |

Employees by Religion

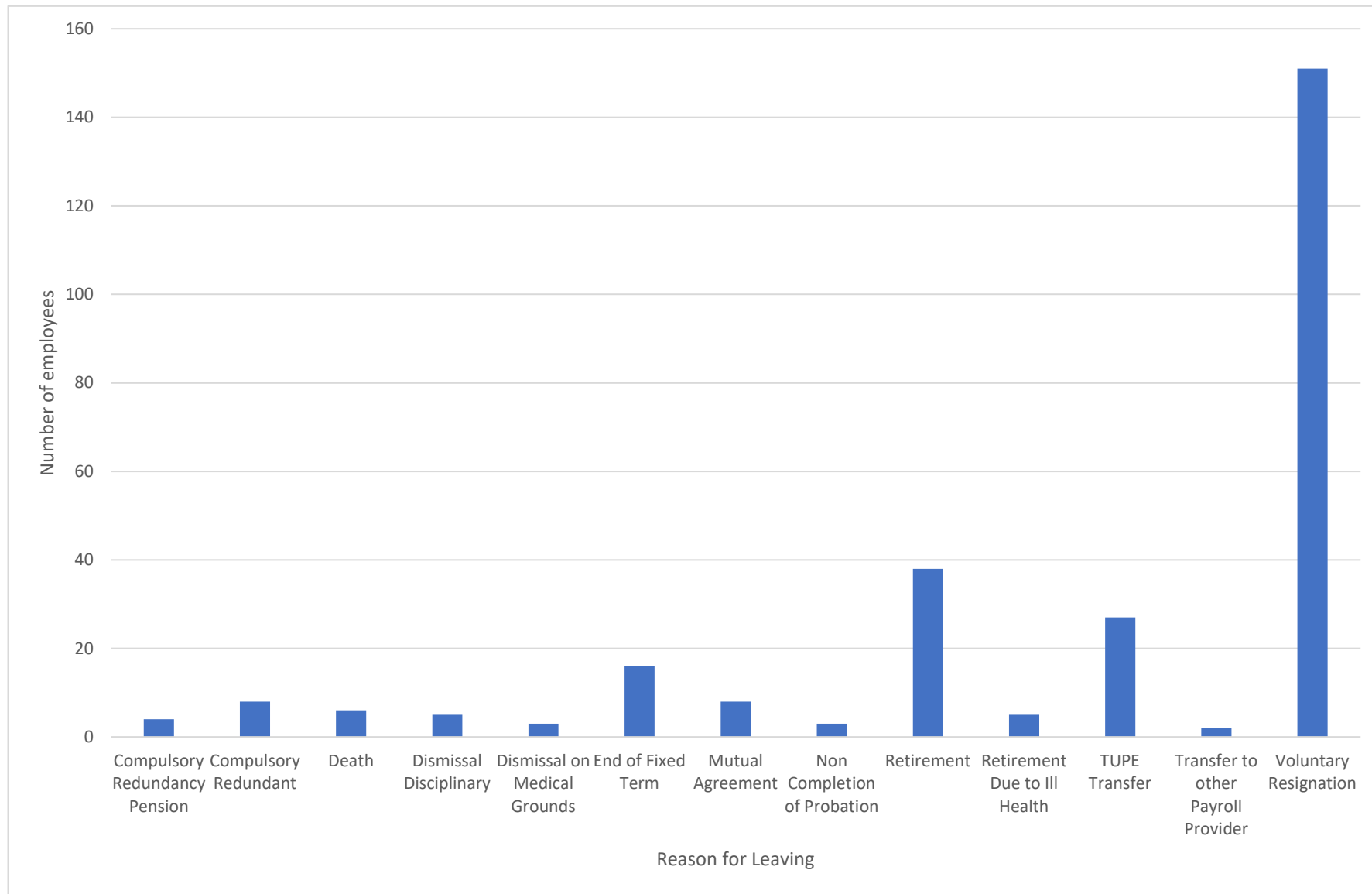


NUMBER OF EMPLOYEES RETURNING TO WORK AFTER MATERNITY LEAVE 2020/21

| | |
|---|-----|
| Number of employees whose maternity leave period was due to end on a return date within the period 01/04/20 to 31/03/21 | 41 |
| Number of employees who did not return on their return date and their employment with the council ceased on this day. | 1 |
| Number of employees who did return to work on their return date | 40 |
| Rate of return of women who were due to return from maternity leave within the period of 01/04/20 to 31/03/21 | 97% |

LEAVERS BY REASON 20/21

Annex C (i)



LEAVERS BY PROTECTED CHARACTERISTIC 2020/21

| | | Compulsory Redundancy Pension | Compulsory Redundant | Death | Dismissal Disciplinary | Dismissal on Medical Grounds | End of Fixed Term | Mutual Agreement | Non Completion of Probation | Retirement | Retirement Due to Ill Health | TUPE Transfer | Transfer to other Payroll Provider | Voluntary Resignation | Total |
|------------|-------------------|-------------------------------------|-------------------------|-------|---------------------------|------------------------------------|----------------------|---------------------|-----------------------------------|------------|------------------------------------|---------------|--|--------------------------|-------|
| Sex | F | 3 | 0 | 3 | 2 | 2 | 6 | 6 | 1 | 23 | 4 | 25 | 2 | 105 | 182 |
| | M | 1 | 8 | 3 | 3 | 1 | 10 | 2 | 2 | 15 | 1 | 2 | 0 | 46 | 94 |
| Age | Under 20 | | | | | | 1 | | 1 | | | | | | 2 |
| | 20 to 29 | | 1 | | 1 | | 7 | | 2 | | | | | 25 | 36 |
| | 30 to 39 | | 1 | | | 1 | 4 | | | | | 4 | | 28 | 38 |
| | 40 to 49 | | 1 | 1 | 1 | | 2 | 1 | | | | 6 | | 29 | 41 |
| | 50 to 59 | 1 | 2 | 1 | 1 | 1 | 1 | 3 | | 5 | 2 | 10 | 1 | 35 | 63 |
| | 60 and Over | 3 | 3 | 4 | 2 | 1 | 1 | 4 | | 33 | 3 | 7 | 1 | 34 | 96 |
| | | | | | | | | | | | | | | | |
| Disability | No | 3 | 1 | | | | 1 | 3 | | 10 | 1 | 3 | | 33 | 55 |
| | Yes | | | | | | 1 | | | | | 1 | | 3 | 5 |
| | No Information | 1 | 7 | 6 | 5 | 3 | 14 | 4 | 3 | 27 | 4 | 23 | 2 | 113 | 212 |
| | Prefer not to say | | | | | | | 1 | | 1 | | | | 2 | 4 |
| Ethnicity | Asian | | | | | | | | | | | | | 1 | 1 |
| | Black | | | | | | | | | | | | | 2 | 2 |
| | Mixed Race | | | | | | | | | | | | | 1 | 1 |
| | Other | | 1 | | | | | | | | | 3 | | | 4 |
| | Unclassified | | 3 | 1 | 1 | 2 | 9 | | 3 | 1 | 1 | 6 | 1 | 80 | 108 |
| | White | 4 | 4 | 5 | 4 | 1 | 7 | 8 | | 37 | 4 | 18 | 1 | 67 | 160 |

TURNOVER RATES AND COMPARATIVE STATISTICS

The table below shows the number of leavers for each year along with the turnover rates and a comparison with the CIPD Resourcing and Talent Planning survey.

| NUMBER OF LEAVERS & TURNOVER RATES | | | |
|---|-----------------------|----------------------|---|
| Year | No. of Leavers | Turnover Rate | CIPD Survey Median Turnover Rate – all sectors |
| 16/17 | 368 | 10.39% | 16.5% |
| 17/18 | 458 | 13.44% | Survey not conducted |
| 18/19 | 312 | 9.43% | Survey not conducted |
| 19/20 | 303 | 9.18% | 16% |
| 20/21 | 276 | 8.22% | Survey not conducted |

This report along with the CIPD's survey uses the standard 'crude wastage' method to calculate the rate of turnover. This method is calculated as follows:

Labour turnover =

$$\frac{\text{Number of leavers in a set period}}{\text{Average number employed in the same period}} \times 100$$

(Leavers include those leaving by way of voluntary or involuntary severance, redundancies or retirements, but does not include internal transfer)

RECORDS OF GRIEVANCE, DIGNITY AT WORK AND DISCIPLINARY 2020/21

| | | Grievance | Grievance % | Disciplinary | Disciplinary % | Dignity at Work | Dignity at Work % |
|------------------------|-----------------------|------------------|--------------------|---------------------|-----------------------|------------------------|--------------------------|
| Ethnicity | White-British | 3 | 100 | 8 | 62 | 1 | 50 |
| | Unknown | 0 | 0 | 5 | 38 | 1 | 50 |
| Sex | Male | 1 | 33 | 10 | 77 | 1 | 50 |
| | Female | 2 | 67 | 3 | 23 | 1 | 50 |
| Disabled | No | 0 | | 0 | 0 | 0 | 0 |
| | Unknown | 1 | 33 | 13 | 100 | 2 | 100 |
| | Yes | 2 | 67 | 0 | 0 | 0 | 0 |
| Sexuality | Heterosexual | 3 | 100 | 3 | 23 | 1 | 33 |
| | Unknown | 0 | 0 | 10 | 77 | 2 | 77 |
| Religion/Belief | Christian | 2 | 67 | 3 | 23 | 1 | 50 |
| | Unknown | 0 | 0 | 10 | 77 | 1 | 50 |
| | Atheist | 1 | 33 | 0 | 0 | 0 | 0 |
| Age | 20-29 | 0 | 0 | 4 | 31 | 0 | 0 |
| | 30-39 | 0 | 0 | 3 | 23 | 0 | 0 |
| | 40-49 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 50-59 | 3 | 100 | 2 | 15 | 2 | 100 |
| | Over 60 | 0 | 0 | 3 | 23 | 0 | 0 |
| | No Information | 0 | 0 | 1 | 8 | 0 | 0 |

Recruitment Monitoring 2020/21

Total Applications – 3396

Job Offers Made - 332

| | | Applied | % Applied | Offered | % Offered |
|--------------------|-------------------|---------|-----------|---------|-----------|
| | | | | | |
| Sex | Male | 45 | 1.32 | 4 | 1.2 |
| | Female | 98 | 2.88 | 16 | 4.8 |
| | Prefer not to say | 0 | 0 | 0 | 0 |
| | Not specified | 3853 | 95.8 | 312 | 94 |
| | | | | | |
| Disability | Yes | 198 | 4.95 | 13 | 3.92 |
| | No | 3676 | 91.99 | 302 | 90.96 |
| | Prefer not to say | 76 | 1.9 | 6 | 1.80 |
| | Not specified | 46 | 1.16 | 11 | 3.30 |
| | | | | | |
| Sexual Orientation | Bisexual | 85 | 2.13 | 7 | 2.1 |
| | Hetrosexual | 3446 | 86.23 | 288 | 86.95 |
| | Prefer not to say | 145 | 3.62 | 8 | 2.4 |
| | Gay / Lesbian | 146 | 3.65 | 12 | 3.62 |
| | Self-Describe | 15 | 0.37 | 1 | 0.3 |
| | Not specified | 139 | 4.09 | 14 | 4.22 |
| | | | | | |
| Age Group | Under 20 | 136 | 3.4 | 2 | 0.6 |
| | 20-29 | 1333 | 34.36 | 72 | 21.69 |
| | 30-39 | 910 | 22.77 | 68 | 20.48 |
| | 40-49 | 751 | 18.79 | 87 | 26.20 |
| | 50-59 | 606 | 15.26 | 64 | 19.28 |
| | Over 60 | 100 | 2.5 | 16 | 4.81 |
| | Not specified | 109 | 2.72 | 23 | 6.92 |
| | | | | | |
| Religion | Buddist | 28 | 0.7 | 1 | 0.3 |
| | Christian | 2017 | 50.49 | 188 | 56.65 |
| | Hindu | 23 | 0.57 | 0 | 0 |
| | Jewish | 6 | 0.15 | 0 | 0 |
| | Muslim | 71 | 1.77 | 1 | 0.3 |
| | Sikh | 9 | 0.22 | 0 | 0 |
| | No Religion | 1370 | 34.30 | 109 | 32.83 |
| | Other | 86 | 2.15 | 8 | 2.4 |
| | Prefer not to say | 142 | 3.55 | 10 | 3.01 |
| | Not specified | 244 | 6.1 | 15 | 4.51 |
| | | | | | |

| | | | | | |
|---------------|--------------------------------|------|-------|-----|-------|
| Ethnic Origin | White British | 3331 | 85.85 | 280 | 87.22 |
| | White Irish | 54 | 1.39 | 7 | 2.18 |
| | Gypsy/Traveller | 2 | 0.02 | 0 | 0 |
| | Pakistani | 30 | 0.77 | 1 | 0.31 |
| | Bangladeshi | 12 | 0.31 | 0 | 0 |
| | Indian | 37 | 0.95 | 1 | 0.31 |
| | Any other Asian Background | 23 | 0.59 | 2 | 0.62 |
| | Black African | 72 | 1.85 | 3 | 0.93 |
| | Black Carribean | 7 | 0.18 | 1 | 0.31 |
| | Black Other | 14 | 0.36 | 0 | 0 |
| | Chinese | 15 | 0.38 | 1 | 0.31 |
| | Other Ethnic Group | 113 | 2.91 | 7 | 2.18 |
| | Mixed White Asian | 10 | 0.26 | 2 | 0.62 |
| | Mixed: White & Black African | 22 | 0.56 | 1 | 0.31 |
| | Mixed: White & Black Caribbean | 25 | 0.64 | 2 | 0.62 |
| | Not specified | 113 | 2.91 | 13 | 4.05 |

SUMMARY OF PROTECTED GROUP BY SALARY 2020/21

Salary Band by Sex and Full/Part time

| Gender/ Position Status | Under 20k | 20 to 29k | 30 to 39k | 40 to 49k | 50 to 59k | 60k and Over |
|-------------------------|-----------|-----------|-----------|-----------|-----------|--------------|
| Female Permanent FT | 92 | 351 | 339 | 135 | 31 | 13 |
| Female Permanent PT | 672 | 238 | 99 | 28 | 18 | 1 |
| Female Temporary FT | 55 | 32 | 23 | 7 | 0 | 1 |
| Female Temporary PT | 23 | 14 | 9 | 1 | 1 | 2 |
| Male Permanent FT | 243 | 295 | 172 | 105 | 24 | 18 |
| Male Permanent PT | 130 | 30 | 11 | 8 | 2 | 0 |
| Male Temporary FT | 86 | 24 | 10 | 4 | 0 | 0 |
| Male Temporary PT | 6 | 0 | 0 | 2 | 0 | 0 |

Salary Band by Ethnicity

| Ethnic Group | Under 20k | 20 to 29k | 30 to 39k | 40 to 49k | 50 to 59k | 60k and Over |
|------------------------------|-----------|-----------|-----------|-----------|-----------|--------------|
| Asian | 6 | 4 | 4 | 2 | 1 | 0 |
| Black | 3 | 3 | 3 | 1 | 0 | 0 |
| Mixed Race | 3 | 5 | 4 | 2 | 0 | 0 |
| Other | 16 | 9 | 11 | 2 | 1 | 1 |
| Unclassified/Refused/No Data | 479 | 250 | 178 | 63 | 17 | 10 |
| White | 800 | 713 | 463 | 220 | 57 | 24 |

Salary Band by Disability

| Disability Status | Under 20k | 20 to 29k | 30 to 39k | 40 to 49k | 50 to 59k | 60k and Over |
|--------------------------|------------------|------------------|------------------|------------------|------------------|---------------------|
| No | 312 | 208 | 204 | 67 | 19 | 10 |
| No Data | 1135 | 879 | 583 | 247 | 64 | 26 |
| Refused | 0 | 2 | 1 | 0 | 0 | 0 |
| Yes | 55 | 41 | 27 | 12 | 1 | 0 |

Salary Band by Religion

| Religion | Under 20k | 20 to 29k | 30 to 39k | 40 to 49k | 50 to 59k | 60k and Over |
|------------------------|------------------|------------------|------------------|------------------|------------------|---------------------|
| Buddhism | 1 | 2 | 3 | 0 | 0 | 0 |
| Christian | 375 | 342 | 231 | 115 | 0 | 15 |
| Hindu | 1 | 0 | 0 | 0 | 0 | 0 |
| I prefer not to say | 44 | 53 | 26 | 15 | 0 | 1 |
| Jewish | 1 | 0 | 1 | 0 | 0 | 0 |
| Muslim | 2 | 3 | 0 | 1 | 0 | 0 |
| No Data | 823 | 505 | 293 | 119 | 0 | 13 |
| No Religion | 50 | 69 | 101 | 39 | 0 | 6 |
| Other Religious Belief | 10 | 10 | 8 | 1 | 0 | 0 |

Salary Band by Age

| Age Range | Under 20k | 20 to 29k | 30 to 39k | 40 to 49k | 50 to 59k | 60k and Over |
|------------------|------------------|------------------|------------------|------------------|------------------|---------------------|
| Under 20 | 22 | 0 | 0 | 0 | 0 | 0 |
| 20 to 29 | 157 | 87 | 37 | 7 | 0 | 0 |
| 30 to 39 | 139 | 156 | 125 | 35 | 6 | 1 |
| 40 to 49 | 186 | 229 | 170 | 75 | 20 | 10 |
| 50 to 59 | 426 | 357 | 236 | 125 | 35 | 20 |
| 60 and Over | 377 | 155 | 95 | 48 | 15 | 4 |

Salary Band by Sexual Orientation

| Sexual Orientation | Under 20k | 20 to 29k | 30 to 39k | 40 to 49k | 50 to 59k | 60k and Over |
|---------------------------|------------------|------------------|------------------|------------------|------------------|---------------------|
| Bisexual | 8 | 3 | 1 | 2 | 0 | 0 |
| Gay | 2 | 4 | 7 | 0 | 0 | 0 |
| Heterosexual | 425 | 425 | 339 | 156 | 0 | 22 |
| I prefer not to say | 48 | 45 | 20 | 12 | 0 | 0 |
| Lesbian | 0 | 4 | 3 | 0 | 0 | 0 |
| No Data | 824 | 503 | 293 | 120 | 0 | 13 |

