EAST AYRSHIRE COUNCIL

HUMAN RESOURCES SERVICE

Employee Equality Monitoring

Contents

INTRODUCTION

1.   The vision for East Ayrshire Council is set out in the East Ayrshire Community Plan 2015 – 2030 and is that:

      "East Ayrshire will be a place with strong, safe vibrant communities, where everyone has a good quality of life and access to opportunities, choices and high quality services which are sustainable, accessible and meet people's needs."

2.   The East Ayrshire Community Planning Partnership Single Outcome Agreement 2013 – 15 advises that a number of key challenges have been identified, which will require to be addressed, if we are to achieve the vision for East Ayrshire, including:

      - sustainable economic growth;
      - employment/unemployment;
      - changing demographics, in particular an ageing population;
      - health and health inequalities;
      - poverty and deprivation;
      - financial inclusion;
      - connectivity; and
      - support for community groups

3.   Tackling inequality and promoting equality underpin all of our work. Through a commitment to the equalities agenda, we will build the capacity of communities and employees to work in a way which promotes equality of opportunity, social justice and social inclusion.

4.   The 2011 population for East Ayrshire was 122,767, an increase of 2.1% since 2001. In East Ayrshire, 16.9% of the population are aged 16-29 years and persons aged 60 and over make up 24.2%.

5.   Contrary to previous trends, the latest available estimates indicate that the population of East Ayrshire is likely to remain relatively static between 2010 and 2037. By contrast, the population of Scotland is projected to increase by 8.8% between 2012 and 2037.

6.   East Ayrshire's population is ageing significantly, with the local working age population (16-64) projected to fall by 15.8% between 2012 and 2037, compared with a relatively static working age population across Scotland (-3.8%). These statistics are compounded by the fact that the over 65 population is expected to increase significantly over the same timeframe.

7.   It is estimated that the number of residents aged 65 and over in East Ayrshire will increase by 59%, and will account for around 29% of the total population by 2037, compared to 18% in 2012. Over the 25 year period, the age group that is projected to increase the most in size in East Ayrshire is the 75+ age group. This is the same as Scotland as a whole. The population aged under 16 years in East Ayrshire is projected to decline by 7.0% between 2012 to 2037.

LEGAL CONTEXT

8.   The Equality Act 2010 replaced the previous equality legislation and consolidates anti-discrimination laws into a single Act. The Act identifies 9 different protected characteristics:

- Age
- Disability
- Gender Reassignation
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

9.   A key measure within the Act is the Public Sector General Equality Duty which requires public bodies to be pro-active in tackling discrimination by:

- Eliminating discrimination;
- Promoting equality of opportunity;
- Fostering good relations between those who share a protected characteristic and those who do not

10.   The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into effect in May 2012 and the Council developed an Equal Pay Policy Statement in April 2013, which sets out how the Council will comply with the legal duties set out in the Act as well as the Council's approach to pursuing equality in pay across all its employment groups.

11.   In addition, an Equal Pay Gap Audit was carried out by the Council in 2013, which provides gender pay gap information showing the percentage difference between men's hourly rate (excluding overtime) and women's average hourly rate (excluding overtime) for both full-time and part-time employees as well as occupational segregation by sex. This Audit is being updated to reflect the current position.

12.   The results of the audit were published in April 2013 and further audits are carried out bi-annually.

WHY IS MAINSTREAMING IMPORTANT

13.   Mainstreaming equality means integrating equality into the day-to-day working of the Council. This means taking equality into account in the way the Council goes about its business when acting as an employer or planning and providing services.

14.   East Ayrshire Council recognises that this is a long-term process that requires a number of actions:

- Leadership and political commitment to the principles and processes involved in mainstreaming.
- Integration of mainstreaming equality within service plans and policy objectives.

- Guidance, advice, training and support to help services to develop mainstreaming.
- Appropriate data and information to be gathered to inform the development of relevant policy and programmes.
- Impact assessment with ongoing monitoring, evaluation, audit and review.
- Appropriate consultation with relevant external bodies and interests.

EQUALITIES TRAINING

15. The Council recognises the importance of learning and development and the impact this can have on the equalities agenda. To assist in ensuring that employees are aware of equalities and diversity issues all new employees joining the Council are provided with equality and diversity training as part of their induction programme. In addition, there is an online equalities training course, Equality Impact Assessment (EQIA) Training as well as an equalities training package specifically aimed at Elected Members.

EQUALITY IMPACT ASSESSMENTS

16. The Council has had an Equality Impact Assessment (EQIA) process since 2002. The purpose of the Equality Impact Assessment process is to assess the impact of a particular policy or function on different protected characteristics and where appropriate lessen or remove any potential adverse impact.

17. The evidence gathered from the initial screening is used to inform the ongoing development of policies and/or functions and any adverse impact or barriers, which are identified will be investigated and alternatives considered.

18. Given the importance of budget consultation, East Ayrshire Council has included an approach to EQIA's for all its budget proposals at an early stage to ensure that all decisions are transparent and have considered impacts and mitigating actions.

19. During 2019, a total of 746 employees participated in the Council's EQIA training. 707 employees completed the training course during 2018. An equality impact assessment is completed for all employment policies, and policy decisions.

MONITORING ANALYSIS PERIODS

20. The following employee information and data covers the periods 1 January 2018 to 31 December 2018 and from 1 January 2019 to 31 December 2019 inclusive.

RECRUITMENT

21. **The following table presents data relating to applications for employment with the Council.**

Applications	2019 Applications	2019 % of Applications	2018 Applications	2018 % of Applications
Total Applications	16084	100.00%	14218	100%
LGE	12391	77.04%	12704	89.35%
Education	3693	22.96%	1514	10.65%
No. of Post Advertised	689	100.00%	947	100%

Applications	2019 Applications	2019 % of Applications	2018 Applications	2018 % of Applications
LGE	497	72.13%	798	84.27%
Education	192	27.87%	149	15.73%

Disability				
Applicants	716	4.45%	649	4.56%
LGE	597	83.38%	313	2.20%
Education	119	16.62%	336	2.36%
Successful candidates	50	6.98%	947	6.66%
LGE	35	4.89%	522	3.67%
Education	15	2.09%	425	2.99%

Black Minority Ethnic Community				
Applicants	586	3.64%	29	0.20%
LGE	387	66.04%	12	0.08%
Education	190	32.42%	17	0.12%
Successful candidates	70	11.95%	4	0.03%
LGE	49	8.36%	2	0.01%
Education	21	3.58%	2	0.01%

Non-Christian religion or belief				
Applicants	10195	63.39%	8974	63.12%
LGE	8341	81.81%	4421	31.09%
Education	1854	18.19%	4523	31.81%
Successful candidates	697	6.84%	594	4.18%
LGE	129	1.27%	351	2.47%
Education	144	1.41%	243	1.71%

SUMMARY COMMENTS ON RECRUITMENT

22. There was a 13.12% increase in the number of occasions when the Council recruited in 2019 compared to 2018. The number of applicants who stated that they had a disability decreased from 4.56% in 2018 to 4.45% in 2019. The number of successful applicants with a disability also increased from 6.66% in 2018 to 6.98% in 2019. The number of applications received from the Black and Minority Ethnic Community increased from 0.20% in 2018 to 3.64% in 2019, the number of successful applicants increased to 70 in 2019 compared to 4 successful applicants in 2018. The number of applicants who stated that they had a Non-Christian religion or belief marginally increased from 63.12% in 2018 to 63.39% in 2019. The number of successful applicants with a Non-Christian religion or belief also increased from 4.18% in 2018 to 6.84% in 2019.

SEXUAL ORIENTATION

23. An Equal Opportunities Monitoring questionnaire forms part of the Council's online recruitment. Information regarding sexual orientation is captured at the point of application. Appendix 1 details, where disclosed, the sexual orientation of applicants to the Council during 2019 compared to 2018.

24. The following table provides a breakdown of the sexual orientation of the Council workforce in 2018 and 2019:

Sexual Orientation	2019 Council Workforce	2019 % Council Workforce	2018 Council Workforce	2018% Council Workforce
Bisexual	8	**0.11%**	9	**0.15%**
LGE	6	0.09%	3	0.05%
Education	2	0.03%	6	0.15%
Gay	27	**0.39%**	23	**0.39%**
LGE	16	0.23%	14	0.23%
Education	11	0.16%	9	0.68%
Heterosexual/Straight	5107	**73.05%**	4495	**72.63%**
LGE	4336	62.02%	3294	53.19%
Education	771	11.03%	1201	49.47%
Lesbian	19	**0.27%**	14	**0.23%**
LGE	18	0.26%	12	0.19%
Education	1	0.01%	2	0.08%
Prefer Not to Answer or Not Known	1830	**26.18%**	1652	**26.61%**
LGE	1098	15.71%	566	9.14%
Education	702	10.04%	1086	17.54%
TOTALS	6991	**100.00%**	6193	**100%**

SUMMARY COMMENTS ON SEXUAL ORIENTATION

25. The number of applications received in 2019 increased by 1866 to 16084 compared with 14218 in 2018.

26. Of the applications received during 2019 815 applicants chose not to provide information as to their sexual orientation. In 2018, 542 applicants chose not to disclose their sexual orientation. In 2019 92.51% of applicants described themselves as being heterosexual/straight a decrease from 93.95% in 2018.

27. The percentage of applications received whose sexual orientation was disclosed as being 'Lesbian' remained the same at 0.68 in both 2018 and 2019.

28. The percentage of applications received whose sexual orientation was disclosed as being 'Other' increased by 0.04% to 0.14% in 2019 compared to 0.10% in 2018.

29. The percentage of applications received whose sexual orientation was disclosed as being 'Gay' has increased by 0.17% to 0.91% in 2019 compared to 0.74% in 2018. The number of applications received increased to 146 in 2019 compared to 105 in 2018.

30. The percentage of applications received whose sexual orientation was disclosed as being 'Prefer Not to Answer' increased from 2.26% in 2018 to 3.34% in 2019.

31. From the information disclosed the majority of applications received, and therefore offers of employment in both 2019 and 2018 are from applicants whose sexual orientation was disclosed as Heterosexual/Straight.

32. There were 6991 employees in 2019 compared to 6193 in 2018, an increase of 798 employees. There was no significant difference in the sexual orientation percentages between 2019 and 2018.

33. The number of employees who state that they are heterosexual/straight has increased by 615 in 2019. There was an increase in the number of gay employees and lesbian employees. The number of employees who preferred not to state their sexual orientation or where it is not known has increased by 178 in 2019 compared to 2018.

34. The Council periodically undertakes an employee Data Validation Exercise to ensure that the Council's computerised human resources information system contains up to date information on individual employees. This exercise was last undertaken in October 2019.

SEX

35. An Equal Opportunities questionnaire forms part of the online recruitment process for the Council. The following table provides a Sex breakdown of applicants for 2019 and 2018:

Applications by Sex 2019

2019	Male	%	Female	%	Prefer not to Say	%	No Data	%	Total	%
All Applicants	4937	30.70%	10908	67.82%	53	0.33%	186	1.16%	16084	100%
Successful Applicants	422	2.62%	921	5.73%	0	0.00%	49	0.30%	1392	8.65%
All LGE	4152	25.81%	8136	50.58%	23	0.14%	80	0.50%	12505	77.75%
Successful LGE	352	2.19%	732	4.55%	0	0.00%	34	0.21%	1127	7.01%
All Education	785	4.88%	2772	17.23%	30	0.19%	106	0.66%	3579	22.25%
Successful Education	70	0.44%	189	1.18%	0	0.00%	15	0.09%	265	1.65%

Applications by Sex 2018

2018	Male	%	Female	%	Prefer not to Say	%	No Data	%	Total	%
All Applicants	3777	26.56%	10231	71.96%	30	0.01%	143	0.01%	14181	100%
Successful Applicants	295	2.07%	645	4.54%	1	0.01%	6	0.04%	947	6.66%
All LGE	1757	22.54%	4954	64.24%	12	0.18%	41	0.99%	6764	88.21%
Successful LGE	146	1.59%	375	3.97%	1	0.01%	3	0.04%	525	5.61%
All Education	2020	4.02%	5277	7.72%	18	0.04%	102	0.01%	7417	11.79%
Successful Education	149	0.49%	270	0.56%	0	0.00%	3	0.00%	422	100%

36. The following table provides a Sex breakdown of the Council workforce for 2018 and 2019:

Sex	2019 Council Workforce	2019 % Council Workforce	2018 Council Workforce	2018% Council Workforce
Total Female	5189	74.22%	4467	72.13%
LGE	3980	56.93%	3411	55.08%
Education	1209	17.29%	1056	17.05%
Total Male	1802	25.78%	1726	27.87%
LGE	1494	21.37%	1458	23.54%
Education	308	4.41%	268	4.33%
TOTALS	6991	100%	6193	100%

37. The following table provides a breakdown of full time and part time employees of the Council workforce for 2019 and 2018:

Sex	2019 Council Workforce		% 2019 Council Workforce		2018 Council Workforce		% 2018 Council Workforce	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Total Female	**2467**	**2722**	**35.29%**	**38.94%**	**2218**	**2244**	**35.84%**	**36.26%**
LGE	1581	2399	22.61%	34.32%	1003	1499	16.21%	24.22%
Education	886	323	12.67%	4.62%	1215	745	19.63%	12.04%
Total Male	**1553**	**249**	**22.21%**	**3.56%**	**1508**	**219**	**24.37%**	**3.54%**
LGE	1278	216	18.28%	3.09%	1242	141	20.07%	2.28%
Education	275	33	3.93%	0.47%	266	78	4.30%	1.26%
TOTALS	**4020**	**2971**	**57.50%**	**42.50%**	**3726**	**2463**	**60.20%**	**39.80%**

SUMMARY COMMENTS ON SEX

38. The number of applications received in 2019 increased by 1866 to 16084 compared with 14218 in 2018. In 2019, 67.82% of applications received were from female applicants. This represents a decrease of 2.87% in the recorded percentage (70.69%) for 2018.The number of successful female applicants increased in 2019 by 279 and the number of male applicants increased by 127 when compared with 2018.

39. In 2019, the number of females employed with the Council increased by 722, with an increase of 76 in the number of males compared to 2018. The percentage number of females increased slightly to 74.22% in 2019 compared to 72.13% in 2018. There was a small decrease (2.09%) in the percentage number of males in 2019.

40. The number of full-time females employed by the Council increased by 249 to 2467 in 2019 compared with 2218 in 2018. The percentage of full-time females decreased by 0.55% of the workforce in 2019 to 35.29% compared to 35.84% in 2018.

41. The number of part time females employed by the Council increased by 478 to 2722 in 2019 compared to 2244 in 2018. The percentage of part time females increased by 2.38% of the workforce in 2019 to 38.94% compared to 36.26% in 2018.

42. The number of full-time males employed by the Council increased by 45 to 1553 in 2019 compared to 1508 in 2018. The percentage of full-time males decreased by 2.16% of the workforce in 2019 to 22.21% compared to 24.37% in 2018.

43. The number of part time males employed by the Council increased by 31 to 249 in 2019 compared to 218 in 2018. The percentage of part time males increased by 0.02% of the workforce in 2019 to 3.56% compared to 3.54% in 2018.

44. The majority of part time employees are female, and the percentage share of the workforce has marginally increased in 2019 compared to 2018.

45. In both 2019 and 2018 most males employed by the Council work full time.

46. A higher percentage of female employees chose to work part-time.

47. The Statutory Performance Indicators for the Top 2% and Top 5% of women earners in the Council which are reported annually show an increase to 63.6% in the top 2% in 2019/20 compared to 46.9% in 2018/19. The Top 5% saw an increase from 65.5% in 2019/20 to 52.2% in 2018/19.

TRANSGENDER INDIVIDUAL

48. There is a specific question within the Monitoring questionnaire which asks the applicant if they identify as a transgender person or trans-person. For the purpose of this question 'transgender' is identified as an individual who lives, or wants to live, full time in the gender opposite to that they were assigned at birth.

49. The Council received no job applications from individuals who chose to identify themselves as being transgender in 2019 or 2018.

50. There are currently no employees within the Council's workforce who have chosen to be identified as being transgender.

SUMMARY COMMENTS ON TRANSGENDER

51. There are no comments in this section of the report as the Council has not received any applications for employment and there are currently no employees who have identified themselves as being transgender in 2019 and 2018.

MATERNITY AND PREGNANCY

52. The following table provides a breakdown of the number of employees who commenced their maternity leave during 2019 and 2018:

Commenced Maternity Leave	2019 Council Workforce	2019 Council Workforce	2018 Council Workforce	2018 Council Workforce
Number of Part-Time employees	**40**	**0.57%**	**68**	**1.10%**
LGE	32	0.46%	68	1.10%
Education	8	0.11%	0	0.00%
Number of Full-Time employees	**61**	**0.89%**	**69**	**1.11%**
LGE	31	0.44%	59	0.95%
Education	30	0.43%	0	0.00%
Total Employees	**6991**	**100%**	**6193**	**100%**

Returned to work following maternity leave	2019 Council Workforce	2019 Council Workforce	2018 Council Workforce	2018 Council Workforce
Number of Part-Time employees	**118**	**1.69%**	**30**	**0.48%**
LGE	79	1.13%	14	0.23%
Education	39	0.56%	16	0.26%
Number of Full-Time employees	**95**	**1.36%**	**69**	**1.11%**
LGE	46	0.66%	34	0.55%
Education	49	0.70%	35	0.57%
Total Employees	**6991**	**100%**	**6193**	**100%**

SUMMARY COMMENTS ON MATERNITY AND PREGNANCY

53. No females who were pregnant or on maternity leave were involved in grievance proceedings.

DISABILITY

54. An Equal Opportunities questionnaire forms part of the online recruitment process for the Council. There is a specific section on Disability and Appendix 2 details the disability of applicants to the Council during 2019 compared to 2018.

55. The following table provides a breakdown on disability within the Council workforce in 2019 and 2018:

Disability	2019 Council Workforce	2019 Council Workforce	2018 Council Workforce	2018 Council Workforce
Yes	**141**	**2.02%**	**88**	**1.40%**
LGE	**122**	**1.75%**	65	1.05%
Education	**19**	**0.27%**	23	0.68%
No	**6433**	**92.02%**	**5780**	**93.35%**
LGE	**5116**	**73.18%**	3644	58.84%
Education	**1317**	**18.84%**	2136	89.50%
Prefer Not to Say or Not Known	**417**	**5.96%**	**325**	**5.24%**
LGE	**236**	**3.38%**	180	2.91%
Education	**181**	**2.59%**	145	2.34%
TOTALS	**6991**	**100%**	**6193**	**100%**

SUMMARY COMMENTS ON DISABILITY

56. The number of applicants that prefer not to say if they are disabled, or chose not to answer the question has increased slightly from 2.01% in 2018 to 2.43% in 2019.

57. The percentage of applications submitted who stated that they had a disability decreased to 4.45% in 2019 compared to 4.58% in 2018. The actual number of applications increased by 65 to 716 in 2019 compared with 651 in 2018. The number of successful applicants who stated that they had a disability increased by 12 to 50 in 2019 compared to 38 in 2018.

58. The number of employees who stated that they are disabled has increased by 53 in 2019 compared with 2018. This relates to 2.02% of the 2019 workforce compared to 1.40% of the 2018 workforce. The percentage number of employees who stated that they were not disabled reduced to 92.02% in 2019 compared to 93.35% in 2018 with the actual number of employees increased to 6433 in 2019 from 5708 in 2018. However, the above figures may not be a true reflection as some employees will not "self-declare" their disability and some will become disabled during their working life.

59. The number of employees who prefer not to say, or it is not known, if they are disabled has increased by 92 in 2019 compared to 2018.

60. In 2019, 42.55% of disabled employees work part-time compared with 39.56% of non-disabled employees (same rate) and this compared in 2018 to 40% of disabled employees who work part-time compared with 40% of non-disabled employees.

61. As part of the 2011 Census, all people in the UK were asked to indicate whether or not their day-to-day activities were limited because of a health problem or disability which had lasted, or was expected to last, at least 12 months, including those related to age. In total 22% of the East Ayrshire population reported that their day-to-day activities were limited either 'a little' or 'a lot' by a long-term health problem

or disability, compared to 20% across Scotland as a whole, and consistent with the 2011 census results.

NATIONAL IDENTITY

62. An Equal Opportunities questionnaire forms part of the online recruitment process for the Council. There is a specific section on national identity and Appendix 3 details the national identity of applicants to the Council during 2019 and 2018.

63. The following table provides a breakdown on national identity within the Council workforce:

National Identity	2019 Council Workforce	% 2019 Council Workforce	2018 Council Workforce	% 2018 Council Workforce
Scottish	**5797**	**82.92%**	**5334**	**87.37%**
LGE	4670	66.80%	3438	56.31%
Education	1127	16.12%	1896	31.06%
English	**96**	**1.37%**	**86**	**1.41%**
LGE	79	1.13%	56	0.92%
Education	17	0.24%	30	0.49%
Welsh	**8**	**0.11%**	**9**	**0.15%**
LGE	3	0.04%	4	0.07%
Education	5	0.07%	5	0.08%
Northern Irish	**19**	**0.27%**	**16**	**0.26%**
LGE	17	0.24%	13	0.21%
Education	2	0.03%	3	0.05%
British	**332**	**4.75%**	**278**	**4.55%**
LGE	256	3.66%	173	2.83%
Education	76	1.09%	105	1.72%
Other	**137**	**1.96%**	**26**	**0.43%**
LGE	82	1.17%	20	#DIV/0!
Education	55	0.79%	6	23.08%
Not Known	**576**	**8.24%**	**246**	**4.03%**
LGE	350	5.01%	138	2.26%
Education	226	3.23%	108	1.77%
TOTALS	**6991**	**100%**	6105	100%

SUMMARY COMMENTS ON NATIONAL IDENTITY

64. The number of applications received in 2019 increased by 1866 to 16084 compared with 14218 in 2018. The percentage of applications from Scottish applicants fell to 76.42% in 2019 compared to 78.01% in 2018. The percentage of successful Scottish applicants increased to 84.58% in 2019 from 70.54% in 2018.

65. The percentage of applications received from British applicants increased in 2019 to 15.39% compared to 15.13% in 2018 and the percentage of successful applications decreased in 2019 to 13.98% compared to 15.13% in 2018.

66. The percentage of applicants who preferred not to answer this section increased in 2019 to 0.50% compared to 0.35% in 2018. The percentage of successful applicants reduced to 0.00% in 2019 compared to 0.12% in 2018.

67.	The percentage of applications from English applications reduced to 1.45% in 2019 compared to 1.54% in 2018. Correspondingly, the percentage of successful applicants reduced to 0.57% in 2019 compared to 1.32% 2018.

68.	The number of employees whose national identity is Scottish has increased by 463 to 5797 employees in 2019 from 5334 employees in 2018. The percentage of the workforce who are Scottish has decreased to 82.92% in 2019 compared to 87.37% in 2018.

69.	A small percentage of the workforce has indicated that they would 'prefer not to say' what they consider their national identity to be. When this percentage is combined with the number of employees that have not provide any indication (those that have not indicated that they 'prefer not to say') the overall percentage in 2019 has increased to 8.24% of the workforce, whereas in 2018, the percentage of the workforce was 4.03%.

70.	The number of employees whose national identity is English, Northern Irish, British and Not Known has increased in 2019 compared to 2018.

71.	Data Validation will be undertaken using the Council's HR21 system with staff being encourage to update and maintain the employee profiles including national identity. This exercise was last undertaken in October 2019.

RACE INCLUDING ETHNICITY

72.	An Equal Opportunities questionnaire forms part of the online recruitment process for the Council. There is a specific section on ethnicity and Appendix 4 details the main race including ethnicity of applicants to the Council during 2019 and 2018.

SUMMARY COMMENTS ON RACE WITHIN THE COUNCIL WORKFORCE

73.	Whilst the number of employees who stated that they were White Scottish increased by 498 employees to 5797 employees in 2019 compared to 5299 employees in 2018 the percentage of the workforce decreased to 82.92% in 2019 compared to 85.56% in 2018.

74.	The number of employees who prefer not to say, or it is not known, increased by 221 employees to 602 employees in 2019 compared to 381 employees in 2018. The percentage increased to 8.61% of the workforce in 2019 compared to 5.76% in 2018.

75.	The number of Arab; Chinese/Chinese Scottish/Chinese British; Indian/Indian Scottish/Indian and Pakistani/Pakistani Scottish/Pakistani employees decreased in 2019 compared to 2018.

76.	The number of Black/Black Scottish/Black British employees decreased in 2019 compared to 2018.

77.	There was an overall decrease to the remaining Ethnic groups in 2019 compared with 2018.

78.	There was a percentage decrease in applications received in 2019 compared to 2018 from Asian – Chinese; African – (Inc. Scottish/British) and Other – Arab (Inc. Scottish/British) categories.

79. There was a percentage increase in applications received in 2019 compared to 2018 from Any Mixed or Multiple; Asian - Pakistani; Other – Arab (Inc. Scottish/British) and Other categories.

80. There was a percentage increase in the number of successful applicants in 2019 compared to 2018 from Any Mixed or Multiple; Asian - Pakistani; and Other – Arab (Inc. Scottish/British) categories.

81. There was a percentage decrease in the number of successful applicants in 2019 compared to 2018 from the Other category.

82. The following table provides a breakdown on Race within the Council workforce:

Race	2019 Council Workforce	% 2019 Council Workforce	2018 Council Workforce	% 2018 Council Workforce
Chn/Chn Scot.Chn Brit	**-**	**-**	**4**	**0.07%**
LGE	-	-	2	0.03%
Education	-	-	2	0.03%
Pkst/Okst Scot/Pkst Brit	**7**	**0.10%**	**7**	**0.11%**
LGE	4	0.06%	5	0.08%
Education	3	0.04%	2	0.03%
Prefer not to say	**26**	**0.37%**	**22**	**0.36%**
LGE	17	0.24%	13	0.21%
Education	9	0.13%	9	0.15%
Unknown	**576**	**8.24%**	**246**	**4.03%**
LGE	350	5.01%	138	2.26%
Education	226	3.23%	108	1.77%
White: British	**332**	**4.75%**	**278**	**4.55%**
LGE	256	3.66%	173	2.83%
Education	76	1.09%	105	1.72%
White: English	**96**	**1.37%**	**86**	**1.41%**
LGE	79	1.13%	56	0.92%
Education	17	0.24%	30	0.49%
White: Irish	**26**	**0.37%**	**26**	**0.43%**
LGE	17	0.24%	14	0.23%
Education	9	0.13%	12	0.20%
White: Northern Irish	**19**	**0.27%**	**16**	**0.26%**
LGE	17	0.24%	13	0.21%
Education	2	0.03%	3	0.05%
White: Other	**74**	**1.06%**	**62**	**1.02%**
LGE	35	0.50%	22	0.36%
Education	39	0.56%	40	0.66%
White: Scottish	**5797**	**82.92%**	**5334**	**87.37%**
LGE	4670	66.80%	3438	56.31%
Education	1127	16.12%	1896	31.06%
White: Welsh	**8**	**0.11%**	**9**	**0.15%**
LGE	3	0.04%	4	0.07%
Education	5	0.07%	5	0.08%
White: Polish	**7**	**0.10%**	**-**	**-**
LGE	7	0.10%	-	-
Education	0	0.00%	-	-
Race less than 5 employees	**23**	**0.33%**	**15**	**0.25%**
LGE	19	0.27%	13	0.21%
Education	4	0.06%	2	0.03%

83. The 2011 Scottish Census advised that 93.0% of the East Ayrshire population recorded their ethnicity as 'White Scottish", a decrease from 94.2% of the population in 2001. The breakdown of ethnicity within the East Ayrshire population is detailed as follows:

Ethnicity	East Ayrshire Population
% White Scottish	93.0%
% White Other British	4.5%
% White Irish	0.5%
% White Polish	0.2%
% White Other	0.6%
% Asian or Asian Scottish or Asian British	0.7%
% Other ethnic groups	0.4%

RELIGION/BELIEF

84. An Equal Opportunities questionnaire forms part of the online recruitment process for the Council. There is a specific section on Religion/Beliefs and Appendix 5 details the main Religion/Beliefs of applicants to the Council during 2019 and 2018.

85. There was a percentage decrease in applications received from applicants who stated that their religion/belief was Jewish; Other Christian; Other Religion or Belief; Pagan; and Roman Catholic categories in 2019 compared to 2018.

86. There was a percentage increase in applications received from applicants who stated that their religion/belief was; Buddhist; Church of Scotland; Humanist; Muslim; None; Prefer not to answer; Sikh and Unreported categories in 2019 compared to 2018.

87. There was a percentage decrease in 2019 compared to 2018 in successful applicants from applicants who stated that their religion/belief was; Humanist; Muslim; Other Religion or Belief and unreported.

88. There was a percentage increase in 2019 compared to 2018 in successful applicants from applicants who stated that their religion/belief was; Church of Scotland; Jewish; None; Other Christian; Pagan; Prefer not to answer and Roman Catholic.

89. The following table provides a breakdown on Religion and Belief within the Council workforce:

Religion / Belief		2019 Council Workforce	% 2019 Council Workforce	2018 Council Workforce	% 2018 Council Workforce
Church of Scotland		**1391**	**19.90%**	**1262**	**20.38%**
	LGE	1150	16.45%	765	12.35%
	Education	241	3.45%	497	8.03%
Muslim		**10**	**0.14%**	**9**	**0.15%**
	LGE	7	0.10%	6	0.10%
	Education	3	0.04%	3	0.05%
None		**2875**	**41.12%**	**2428**	**39.21%**
	LGE	2548	36.45%	1718	27.74%
	Education	327	4.68%	710	11.46%
Other Christian		**145**	**2.07%**	**123**	**1.99%**
	LGE	105	1.50%	61	0.98%
	Education	40	0.57%	62	1.00%
Other Religion		**23**	**0.33%**	**24**	**0.39%**
	LGE	18	0.26%	17	0.27%

		5	0.07%	7	0.11%
	Education	5	0.07%	7	0.11%
Prefer not to say		**156**	**2.23%**	**151**	**2.44%**
	LGE	123	1.76%	92	1.49%
	Education	33	0.47%	59	0.95%
Roman Catholic		**509**	**7.28%**	**451**	**7.28%**
	LGE	376	5.38%	255	4.12%
	Education	133	1.90%	196	3.16%
Unknown		**1872**	**26.78%**	**1738**	**28.06%**
	LGE	1139	16.29%	969	15.65%
	Education	733	10.48%	769	12.42%
Disclosed, but less than 5 employees		**10**	**0.14%**	**7**	**0.11%**
	LGE	8	0.11%	6	0.10%
	Education	2	0.03%	1	0.02%
TOTAL		**6991**	**100.00%**	**6193**	**100.00%**
	LGE	5474	78.30%	3889	62.80%
	Education	1517	21.70%	2304	37.20%

90.   The 2011 Scottish Census advised that 55.1% of the East Ayrshire population stated that they belonged to a Christian religion compared to 53.8% of the Scottish population as a whole. 37.4% of East Ayrshire residents stated that they had no religion compared to 36.7% of the Scottish population as a whole.

SUMMARY COMMENTS ON RELIGION/BELIEF

91.   The majority of the Council's 2019 workforce (41.12%) are non-religious. Of employees who have indicated a religion/belief, the majority (29.25% of the workforce) state that they are Christian. 0.62% of the workforce belong to other religions. This compares with the 2018 workforce where 39.21% had declared that they were non-religious. Where employees had indicted a religion in 2018 the majority (29.65% of the workforce) stated that they were Christian.

92.   The number of employees whose religion/belief is: Church of Scotland, Muslim, other Christian. Roman Catholic, unknown and disclosed but less than 5 employees and prefer not to say have increased in 2019 compared to 2018.

93.   The number of employees whose religion/belief is: other religion has decreased in 2019 compared to 2018.

AGE

95.   Age ranges have not been included within applications for employment with the Council for both 2019 and 2018. Applicants are only asked to provide a date of birth and the extraction of data to show age ranges with the volume of applications involved is not possible at this stage.

96.   Plans that age profile data be included in application for employment documentation for mainstreaming reports was not taken forward.

97.   The following table provides a breakdown on Age within the Council workforce:

Age		2019 Council Workforce	% 2019 Council Workforce	2018 Council Workforce	% 2018 Council Workforce
16-24		**339**	**4.85%**	**297**	**4.80%**
	LGE	263	3.76%	179	2.89%
	Education	76	1.09%	118	1.91%
25-34		**1260**	**18.02%**	**1104**	**17.83%**

	LGE	817	11.69%	557	8.99%
	Education	443	6.34%	547	8.83%
35-44		**1468**	**21.00%**	**1295**	**20.91%**
	LGE	1024	14.65%	718	11.59%
	Education	444	6.35%	577	9.32%
45-54		**1993**	**28.51%**	**1966**	**31.75%**
	LGE	1662	23.77%	1356	21.90%
	Education	331	4.73%	610	9.85%
55-64		**1729**	**24.73%**	**1416**	**22.86%**
	LGE	1521	21.76%	989	15.97%
	Education	208	2.98%	427	6.89%
65+		**202**	**2.89%**	**115**	**1.86%**
	LGE	187	2.67%	90	1.45%
	Education	15	0.21%	25	0.40%
TOTALS		**6991**	**100.00%**	**6193**	**100.00%**

SUMMARY COMMENTS ON AGE

98. The largest number of employees employed by the Council are in the age range 45-54 years of age (28.51% in 2019 and 31.75% in 2018).

99. The least number of employees employed with the Council is in the 65+ range (2.89% of Council Workforce in 2019 and 1.86% in 2018). The second lowest age range is 16-24 years of age (4.85% of Council workforce in 2019 and 4.80% in 2018).

100. In 2019, 56.13% of the Council workforce are aged 45+ which compared to 56.47% in 2018.

MARITAL STATUS

101. In 2019, a total of 16084 applications and in 2018 a total of 14218 applications were received for Council vacancies and a breakdown of marital status from these applications is detailed in Appendix 6.

SUMMARY COMMENTS ON MARITAL STATUS

102. There was a percentage decrease in the number of applicants who stated that they were separated in 2019 compared to 2018.

103. There was a percentage increase in the number of applicants who stated that they were; Single, Married/Civil Partnership; Widowed; Living with Partner, Divorced; Single; Prefer not to answer and Unreported in 2019 compared to 2018.

104. There was percentage decrease in the number of successful applicants who stated that they were; Separated and Unreported in 2019 compared to 2018.

105. There was a percentage increase in the number of successful applicants who stated that they were Single; Married/Civil Partnership; Widowed and Living with Partner in 2019 compared to 2018.

EMPLOYEE INFORMATION

106. East Ayrshire Council is one of the largest employers within East Ayrshire and believes that the recruitment and employment of Council employees, at all levels, is an important activity through which mainstreaming can be achieved. By having a higher quality and more diverse workforce, the Council can provide better quality services to all our citizens.

107. The Council aims to have a workforce which reflects the community served by the Council. The benefits of having a diverse workforce that is broadly representative of the local population is that the Council is seen as an employer of choice. The Council gathers and collates information on the composition of its workforce as well as a statistical analysis on matters such as recruitment, development and promotion. The collation of such information assists the Council to meet its general equality duty.

EMPLOYMENT DATA SUMMARY

108. The data is collated from a number of different sources including the Council's Integrated Payroll and Human Resources system (CHRIS21) and the Council's Recruitment Portal (national myjobscotland portal). In analysing the information, some gaps have been identified and work will be undertaken to better improve the data collection. The information available is based on the periods 1 January 2018 to 31 December 2018 and from 1 January 2019 to 31 December 2019 and covers the following areas:

- Workforce profile
- Applications for employment, promotion and training
- Employees involved in discipline and grievance issues
- Leavers from the Council's service

Education is part of East Ayrshire Council and therefore this information includes employees within Education Services.

109. The following table summarises the employment monitoring data in respect of the following areas:

Race	The majority (90.965%) of East Ayrshire Council's workforce is white Only 31 employees (0.43% of the workforce) are from minority ethnic communities
Religion and Belief	The majority (41.12%) of East Ayrshire Council's workforce is non-religious. 29.25% of the workforce state that they are Christian with a similar percentage (26.77%) unknown. All the major religions are represented throughout the workforce
Disability	2.02% of the workforce state that they are disabled. However, this figure may not be a true reflection as some employees will not "self-declare" their disability and some will become disabled during their working life. 42.55% of disabled employees work part-time.
Age	The majority (28.51%) of East Ayrshire's workforce is aged between 45-54
Sex	38.94% female employees work part-time compared to 3.56% of male employees
LGBT	0.77% of the workforce have identified as being gay, bisexual or lesbian.

GOOD PRACTICE

110. East Ayrshire Council adopts good practice recruitment processes, regularly reviews its Recruitment and Selection Policy; ensures that wherever possible every effort

should to be made to have an appropriate interview panel composition in relation to the applicants to be interviewed, that enables a rapport to be developed with the interviewee and not act as a barrier to discussion.

111. It is a fundamental principle that all employees and Elected Members in the recruitment and selection process must be properly trained in the Council's recruitment and selection procedures, prior to participating in any selection process including shortlisting and interviewing.

112. There is a range of training and development opportunities to assist employees understand the nature of discrimination and inequality including:

- o Corporate Induction
- o Equality & Diversity e-learning
- o Cultural Awareness e-learning
- o Equality Impact Assessment Training

Equality & Diversity is also covered within all our Corporate Policy training courses including Recruitment and Selection, Discipline and Grievance, Supporting Attendance at Work policy.

113. The Council works closely with its recognised Trade Unions' when developing and implementing policies and conditions of service to ensure that equality matters are addressed. All policies are impact assessed and this information is available to Trade Unions.

OCCUPATIONAL SEGREGATION

114. The majority of the Council's workforce in common with the rest of the public sector is predominately female. In 2019, females make up 74.22% of the workforce with 25.78% being males. This compares with the 2018 workforce figures of females 72.1% with 27.8% being males.

115. There are a number of posts which are either male or female dominated for example male employment is focused in the traditional male dominated craft and former manual workers replicated across the public sector. The main female and male dominated posts are outlined in **Appendix 7**.

116. Highlighting these posts will allow the Council to consider some positive action strategies to assist in redressing the sex balance within these post groups.

DISABILITY CONFIDENT EMPLOYER

117. The Council is committed to improving employment opportunities and career development for disabled people, and in recognition of this has been certified as a Disability Confident Employer.

DISCIPLINARY ACTION

118. The sex breakdown of Council employees who were the subject of disciplinary action is detailed in the following table:

	2019 Council W'force	% of 2019 Council W'force	No. of 2019 Disciplined	% of 2019 Council W'force	2018 Council W'force	% of 2018 Council W'force	No. of 2018 Disciplined	% of 2018 Council W'force
Female	**5189**	**74.22%**	**88**	**58.28%**	**4467**	**72.13%**	**57**	**50.00%**
LGE	3980	56.93%	77	**50.99%**	3411	55.08%	53	46.49%
Education	1209	17.29%	11	**7.28%**	1056	17.05%	4	3.51%
Male	**1802**	**25.78%**	**63**	**41.72%**	**1726**	**27.87%**	**57**	**50.00%**
LGE	1494	21.37%	61	**40.40%**	1458	23.54%	53	46.49%
Education	308	4.41%	2	**1.32%**	268	4.33%	4	3.51%
Total	**6991**	**100%**	**151**	**100%**	**6193**	**100%**	**114**	**100%**

SUMMARY COMMENTS ON DISCIPLINARY ACTION

119. The number of employees who were disciplined increased by 37 in 2019 compared to 2018. The number of female employees disciplined increased by 31 and the number of male employees decreased by 6 when compared with 2018.

120. Of those disciplined in 2019, 2 employees are known to have a disability and I employee was pregnant. In 2018, 3 employees disciplined were known to have a disability.

121. In 2019 the number of female was higher than male employees who were disciplined as opposed to in 2018 when the sex count was equal.

FORMAL GRIEVANCES

122. There was no formal grievances raised by any non-white, disabled or pregnant employees in 2019 and 2018. The sex breakdown of Council employees who raised a formal grievance is detailed in the following table:

	2019 Council W'force	% of 2019 Council W'force	No. of 2019 raising a Formal Grievance	% of 2019 Council W'force	2018 Council W'force	% of 2018 Council W'force	No. of 2018 raising a Formal Grievance	% of 2018 Council W'force
Female	**5189**	**74.22%**	**10**	**66.67%**	**4467**	**72.13%**	**7**	**50.00%**
LGE	3980	56.93%	7	46.67%	3411	55.08%	5	35.71%
Education	1209	17.29%	3	20.00%	1056	17.05%	2	14.29%
Male	**1802**	**25.78%**	**3**	**20.00%**	**1726**	**27.87%**	**6**	**42.86%**
LGE	1494	21.37%	3	20.00%	1458	23.54%	4	28.57%
Education	308	4.41%	0	0.00%	268	4.33%	2	14.29%
Collective	**-**	**-**	**2**	**13.33%**	**-**	**-**	**1**	**7.14%**
LGE	-	-	1	6.67%	-	-	0	0.00%
Education	-	-	1	6.67%	-	-	1	7.14%
Totals	**6991**	**100%**	**15**	**100%**	**6193**	**100%**	**14**	**100%**

SUMMARY COMMENTS ON FORMAL GRIEVANCES

123. There were 15 formal grievances raised in across 2019 and 14 raised in 2018. The majority of grievances were raised by females in 2019 and 2018. The percentage of

formal grievances raised by females increased to 66.67% in 2019 compared to 50.00% in 2018. The percentage of formal grievances raised by men decreased to 20.00% in 2019 compared to 42.86% in 2018. The percentage of formal collective grievances raised increased from 13.33% in 2019 to 7.14% in 2018.

FUTURE ACTIONS

124. All employees within East Ayrshire Council will be encouraged annually to update their profile and provide equality information.

125. The Council will continue to update employment related policies and procedures to ensure that employees are aware of equalities and diversity issues. This will ensure that unlawful discrimination, harassment or bullying is not tolerated.

126. The Council will continue to develop initiatives to encourage better sex balance within specifically identified council occupations, e.g. men into caring jobs and early learning and childcare (part of the career changer framework), women into trades as well as outdoor amenities and roads.

127. The Council will continue to ensure that pay arrangements are fair, just and lawful by continuing the job evaluation process and undertaking pay audit in all employee groups.

128. The Council will continue to foster good working and communication relationships with communities within East Ayrshire to encourage more applications for employment from people with protected characteristics e.g. Equality Forum.

129. To embed smarter working principles and the FACE qualities and behaviours (flexible, approachable, caring and empowered).

Human Resources
July 2020

SEXUAL ORIENTATION

Sexuality	All Applicants	% All Applicants	Successful Applicants	% Successful Applicants	All Applicants	% All Applicants	Successful Applicants	% Successful Applicants
	2019				2018			
Bisexual	112	0.70%	4	0.29%	103	0.72%	5	0.50%
Gay	146	0.91%	13	0.93%	105	0.74%	3	0.30%
Hetrosexual/Straight	14,879	92.51%	1,273	91.45%	13,358	93.95%	824	82.57%
Lesbain	110	0.68%	8	0.57%	96	0.68%	6	0.60%
Other	22	0.14%	1	0.07%	14	0.10%	2	0.20%
Prefer Not to Say	538	3.34%	38	2.73%	322	2.26%	19	1.90%
Unreported	**277**	**1.72%**	**55**	**3.95%**	**220**	**1.55%**	**139**	**13.93%**
TOTALS	16,084	100%	1,392	100%	14,218	100%	998	100%

DISABILITY

Disability	All Applicants	% All Applicants	Successful Applicants	% Successful Applicants	All Applicants	% All Applicants	Successful Applicants	% Successful Applicants
	2019				2018			
Yes	716	4.45%	50	3.59%	651	4.58%	38	3.81%
No	14,977	93.12%	1,282	92.10%	13,281	93.41%	821	82.26%
Prefer Not to Say	178	1.11%	8	0.57%	118	0.83%	9	0.90%
Unreported	213	1.32%	52	3.74%	168	1.18%	130	13.03%
TOTALS	16,084	100%	1,392	100%	14,218	100%	998	100%

NATIONAL IDENTITY

Nationality	Applications	% All Applicants	Hired	Variance	Applications	% All Applicants	Hired	Variance
	2019				2018			
Scottish	12291	76.42%	1135	82.67%	11091	78.01%	704	70.54%
English	233	1.45%	8	0.58%	219	1.54%	6	0.60%
Welsh	28	0.17%	0	0.00%	16	0.11%	2	0.20%
Northern Irish	69	0.43%	4	0.29%	58	0.41%	3	0.30%
British	2476	15.39%	192	13.98%	2151	15.13%	135	13.53%
Prefer not to answer	81	0.50%	0	0.00%	50	0.35%	1	0.10%
Unreported	6	0.04%	34	2.48%	633	4.45%	147	14.73%
Total	16084	100.00%	1373	100.00%	14218	100.00%	998	100.00%

RACE INCLUDING ETHNICITY

Ethnic Identity	Applications	% All Applications	Hired	% All Hired	Applications	% All Applications	Hired	% All Hired
	2019				2018			
White - Scottish	14119	87.78%	1255	90.16%	12501	87.92%	803	80.46%
White - Other British	910	0	53	3.81%	790	5.56%	35	3.51%
White - Irish	64	0	2	0.14%	70	0.49%	4	0.40%
White - Gypsy/Traveller	1	0	0	0.00%	1	0.01%	0	0.00%
White - Polish	31	0	3	0.22%	64	0.45%	1	0.10%
White - Eastern European (eg Polish)	55	0	4	0.29%	25	0.18%	1	0.10%
White - Other white ethnic group	242	0	5	0.36%	251	1.77%	6	0.60%
Any Mixed or Multiple	71	0	7	0.50%	54	0.38%	3	0.30%
Asian - Pakistani (Inc.Scottish/British)	76	0	6	0.43%	59	0.41%	1	0.10%
Asian - Indian (Inc.Scottish/British)	40	0	0	0.00%	29	0.20%	1	0.10%
Asian - Bangladeshi (Inc.Scottish/British)	8	0	0	0.00%	2	0.01%	0	0.00%
Asian - Chinese (Inc.Scottish/British)	17	0	0	0.00%	28	0.20%	0	0.00%
Asian - Other (Inc.Scottish/British)	37	0	2	0.14%	19	0.13%	2	0.20%
African - (Inc.Scottish/British)	20	0	0	0.00%	26	0.18%	1	0.10%
African - Other	38	0	1	0.07%	19	0.13%	0	0.00%
Caribbean - (Inc.Scottish/British)	5	0	0	0.00%	4	0.03%	0	0.00%
Black - (Inc.Scottish/British)	19	0	6	0.43%	16	0.11%	0	0.00%
Caribbean or Black (Other)	14	0	0	0.00%	10	0.07%	1	0.10%
Other - Arab (Inc.Scottish/British)	13	0	2	0.14%	20	0.14%	1	0.10%
Prefer not to answer	90	0	0	0.00%	52	0.37%	2	0.20%
Other	214	0	46	3.30%	178	1.25%	136	13.63%
Total	16084	1	1392	100.00%	14218	100.00%	998	100.00%

RELIGION/BELIEF

Religion/Belief	All 2019 Applicants	% All 2019 Applicants	Successful 2019 Applicants	% Successful 2019 Applicants	All 2018 Applicants	% All 2018 Applicants	Successful 2018 Applicants	% Successful 2018 Applicants
Buddhist	20	0.12%		0.00%	9	0.06%	2	0.20%
Church of Scotland	3099	19.27%	319	22.92%	2762	19.43%	202	20.24%
Hindu	9	0.06%		0.00%	8	0.06%	0	0.00%
Humanist	104	0.65%	8	0.57%	71	0.50%	9	0.90%
Jewish	25	0.16%	2	0.14%	24	0.17%	1	0.10%
Muslim	134	0.83%	4	0.29%	105	0.74%	3	0.30%
None	9059	56.32%	741	53.23%	7895	55.53%	482	48.30%
Other Christian	890	5.53%	54	3.88%	913	6.42%	38	3.81%
Other Religion or Belief	80	0.50%	4	0.29%	101	0.71%	5	0.50%
Pagan	10	0.06%	2	0.14%	10	0.07%	1	0.10%
Prefer Not to Answer	735	4.57%	65	4.67%	620	4.36%	34	3.41%
Roman Catholic	1397	8.69%	125	8.98%	1265	8.90%	79	7.92%
Sikh	19	0.12%		0.00%	11	0.08%	1	0.10%
Unreported	**503**	**3.13%**	**68**	**4.89%**	**424**	**2.98%**	**141**	**14.13%**
TOTALS	16084	96.87%	1392	95.11%	14218	97.02%	998	85.87%

MARITAL STATUS

Marital Status	Applications	% Applications	Hired	% Hired	Applications	% Applications	Hired	% Hired
	2019				2018			
Single	8644	53.74%	608	43.68%	7296	51.32%	374	37.47%
Separated	372	2.31%	16	1.15%	381	2.68%	26	2.61%
Married/Civil Partnership	4141	25.75%	482	34.63%	4006	28.18%	317	31.76%
Widowed	71	0.44%	11	0.79%	66	0.46%	1	0.10%
Living with partner	1927	11.98%	173	12.43%	1652	11.62%	121	12.12%
Divorced	566	3.52%	40	2.87%	526	3.70%	20	2.00%
Prefer not to answer	158	0.98%	10	0.72%	123	0.87%	5	0.50%
Unreported	**205**	1.27%	**52**	**3.74%**	**168**	1.18%	**134**	13.43%
Total	**16084**	100.00%	**1392**	**100.00%**	**14218**	100.00%	**998**	100.00%

OCCUPATIONAL SEGREGATION POSTS DOMINATED BY MALES OR FEMALES IN 2019 WORKFORCE

Occupation	Female	Female %	Male	Male %	Total Staff
Administrative Assistant	80	83.33%	16	16.67%	96
Assist Bus Support Analys	2	28.57%	5	71.43%	7
Catering Assistant	281	96.90%	9	3.10%	290
Classroom Assistant	374	93.03%	28	6.97%	402
Cleaner	285	93.75%	19	6.25%	304
Clerical Assistant	229	91.97%	20	8.03%	249
Cook	12	100.00%	0	0.00%	12
Craft Assistant	28	50.00%	28	50.00%	56
Facilities Assistant	28	28.28%	71	71.72%	99
Foreperson	0	0.00%	19	100.00%	19
Human Resources Officer	9	81.82%	2	18.18%	11
Personal Carer	565	94.96%	30	5.04%	595
Refuse Collector	0	0.00%	98	100.00%	98
Roadworker	1	1.59%	62	98.41%	63
Secretary	14	100.00%	0	0.00%	14
Senior Clerical Assistant	123	92.48%	10	7.52%	133
Social Worker	133	83.65%	26	16.35%	159
Solicitor	8	80.00%	2	20.00%	10
Teacher	791	83.00%	162	17.00%	953