

## Workforce diversity 2018-21

The Council aims to have a workforce which reflects the community the Council serves. 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, and an employer who provides fair employment opportunities for all.

### Sex

2018/19		2019/20		2020/21	
F	M	F	M	F	M
72%	28%	72%	28%	73%	27%

West Dunbartonshire Council's gender profile continues to mirror the Scottish public sector gender profile with a significantly higher percentage of female employees. The overall balance of the workforce has remained around 70% female to male, indeed this has been the case since at least 2004. There is no Local Authority in Scotland that has more male than female workers.

### Age

2018/19			2019/20			2020/21		
Age Group	No.	%	Age Group	No.	%	Age group	No	%
16-19	35	1	16-19	50	1	16-19	38	1
20-24	249	4	20-24	227	4	20-24	240	4
25-29	422	7	25-29	458	8	25-29	472	8
30-34	489	9	30-34	522	9	30-34	556	9
35-39	617	11	35-39	643	11	35-39	621	10
40-44	567	10	40-44	614	10	40-44	674	11
45-49	726	13	45-49	666	11	45-49	616	10
50-54	937	16	50-54	908	15	50-54	890	15
55-59	893	16	55-59	939	16	55-59	960	16
60-64	632	11	60-64	623	11	60-64	644	11
65+	167	3	65+	221	4	65+	232	4

The Council's age profile has remained static over the past 3 years with the majority of the Council's employees being clustered between the ages of 50-59.

### Disability

2018/19			2019/20			2020/21		
Yes	No	Not known	Yes	No	Not known	Yes	No	Not known
2.1%	43.5%	54.4%	2.1%	42.5%	55.4%	2.7%	42.9%	54.4%

## Race

2018/19			2019/20			2020/21		
% BME	% White	% Not known	% BME	% White	% Not Known	% BME	% White	% Not Known
0.23	47.23	52.55	0.27	46.04	53.65	0.34	46.85	52.78

There have been small reported increases in the proportion of BME and Disabled employees over the past few years. Encouraging employees to fill out their equalities data continues to be a focus of the Council.

## Religion and belief

	2018/19	2019/20	2020/21
Christian	3.73%	5.84%	6.97%
Other	0.12%	0.32%	0.54%
None	2.48%	3.58%	5.49%
Not known	93.44%	89.90%	86.52%
Prefer not to say	0.23%	0.36%	0.49%

There have been small increases in disclosure of religion in the past 3 years and we hope to see this trend continue in the years to come.

## Sexual Orientation

	2018/19	2019/20	2020/21
LGB*	3.07%	2.38%	2.38%
Heterosexual	6.03%	9.35%	12.60%
Not known	93.56%	90.02%	86.57%
Prefer not to say	-	0.32%	0.39%

\* Staff Survey Data for 2017 and 2019 is used because of the higher proportion of returns on the question on Sexual Orientation making it a more robust data source

Lesbian, Gay and Bi people are represented at a similar proportion to the best information and estimates on the Scottish population, of around 2.5%

### Gender Re-assignment

	2018/19	2019/20	2020/21
Yes	0.03%	0.05%	0.03%
No	6.28%	9.52%	12.94%
Not known	93.65%	90.39%	86.99%
Prefer not to say	0.03%	0.03%	0.03%

In common with other Local Authorities and much of the public sector, our information on the diversity of our workforce is minimal with the exception of age and sex. Encouraging sharing of information will continue to be a focus in 2021-25 however we recognise that this is an individual choice.

### Occupational Segregation

Historically, women and men tend to be clustered into different occupations and sectors. There are many contributory factors to this segregation including stereotyping about men and women's capabilities and skills; the culture associated with different types of work; and access to training courses and apprenticeships.

Although job segregation can restrict choices for men and women, the jobs which are most likely to be done by women are also those that are associated with lower pay, part time hours and limited possibilities for progression. These are sometimes referred to as the '5 Cs' - cleaning, catering, cashiering, clerical work and caring.

Comparative data is not available for the years 2018/19 & 2019/20 for the majority of Service areas due to various organisational changes.

## Horizontal Segregation

Occupational segregation can be 'horizontal', where those with certain protected characteristics are clustered into specific job types.

		2019/20		2020/21	
	Occupations	F	M	F	M
Strategic Management	Chief Executive and Chief Officers	50	50	54	46
Chief Execs Office	<ul style="list-style-type: none"> <li>• Resources</li> <li>• Education (excluding teaching)</li> <li>• Regulatory &amp; Regeneration</li> <li>• People &amp; Technology</li> <li>• Citizen, Culture &amp; Facilities</li> <li>• Supply, distribution &amp; Property</li> <li>• Housing &amp; Employability</li> <li>• Roads &amp; Neighbourhood</li> </ul>	-	-	64	36
Teaching		-	-	81	19
Health and Social Care Partnership	Community support roles: <ul style="list-style-type: none"> <li>• Addiction Support</li> <li>• Care Homes</li> <li>• Home Carers</li> <li>• Health (Macmillan carers, Occupational Therapists)</li> <li>• Sheltered Housing</li> <li>• Social Work</li> </ul>	86	14	86	14

The workforce is still heavily segregated in terms of gender particularly within the Care and Trades sectors, in common with other Local Authorities

## BME//White

	2019/20		2020/21	
	BME	White	BME	White
Strategic Management	0.00	50.00	0.00	53.85
Chief Execs Office	-	-	0.33	49.88
Teaching	-	-	0.27	31.69
Health and Social Care Partnership	0.28	49.97	0.41	51.13

BME groups continue to be represented across all Chief Officer areas with the exception of the strategic leadership group. This does suggest that there are no barriers to BME people entering specific areas of the Council.

## Disability

	2019/20		2020/21	
	Yes	No	Yes	No
Strategic Management	0.00	42.86	0.00	46.15
Chief Execs Office	-	-	3.22	45.36
Teaching	-	-	0.37	30.96
Health and Social Care Partnership	2.57	45.24	3.30	45.98

## Vertical Segregation

Vertical segregation allows for analysis of protected groups clustered in jobs that have been rated as equivalent (WRAE). Jobs are rated as equivalent when they have been assigned the same grade following job evaluation. The Council operates a robust job evaluation process for Local Government Employees using the agreed Scottish Joint Council Job Evaluation Scheme and SNCT Job Sizing for Teaching Professionals with all other grades agreed and set nationally for local application.

## Sex

Grade	2019/20		2020/21	
	% Female	% Male	% Female	% Male
Chief Officer	50	50	54	46
Chartered Teacher	91	9	85	15
Depute Principal Psychologist	100	0	100	0
Education Support Officer	100	0	78	22
Educational Psychologist	82	18	88	13
Head Teacher/Depute Head	79	21	80	20
Music Instructor	35	65	32	68
Fixed Point*	92	8	80	20
Principal Educ. Psychologist	100	0	78	22
Principal Teacher	73	27	73	27
Quality Improvement Manager	80	20	75	25
Quality Improvement Officer	67	33	67	33
Teacher Main Grade	83	17	83	17
Apprentice	28	72	21	79
Grade 1	90	10	89	11
Grade 2	67	33	74	26
Grade 3	83	17	84	16
Grade 4	68	32	72	28
Grade 5	51	49	53	47
Grade 6	66	34	69	31
Grade 7	59	41	60	40
Grade 8	72	28	72	28
Grade 9	60	40	58	42
Grade 10	46	54	45	55
Grade 11	20	80	25	75
Grade 12	50	50	48	52

\* Fixed point relates to those who are not on the incremental pay scale and would only receive the pay award – there are only a few individuals for whom this is the case

## Vertical Segregation

### Race

Grade	2019/20		2019/20	
	% BME	% White	% BME	% White
Chief Officer	0.00	50.00	0.00	53.85
Chartered Teacher	4.55	81.82	3.85	88.46
Depute Principal Psychologist	0.00	0.00	0.00	0.00
Education Support Officer	0.00	100.00	0.00	87.50
Educational Psychologist	0.00	9.09	0.00	0.00
Head Teacher/Depute Head Teacher	0.00	62.63	0.00	61.22
Music Instructor	0.00	11.76	0.00	10.53
Fixed Point	0.00	7.69	0.00	0.00
Principal Educ. Psychologist	0.00	100.00	0.00	100.00
Principal Teacher	0.00	46.39	0.54	41.85
Quality Improvement Manager	0.00	60.00	0.00	50.00
Quality Improvement Officer	0.00	0.00	0.00	0.00
Teacher Main Grade	0.25	24.23	0.13	23.71
Apprentice	0.00	14.61	0.00	23.29
Grade 1	0.00	29.74	0.00	31.48
Grade 2	0.00	46.88	0.00	45.90
Grade 3	0.11	47.95	0.23	50.78
Grade 4	0.65	52.72	0.56	52.05
Grade 5	0.33	41.98	0.54	41.51
Grade 6	0.42	60.72	0.35	55.79
Grade 7	0.00	71.21	0.00	68.54
Grade 8	0.30	59.10	0.30	60.65
Grade 9	1.15	66.67	1.18	61.18
Grade 10	0.00	83.78	0.00	81.58
Grade 11	0.00	80.00	0.00	100.00
Grade 12	4.55	63.64	4.76	57.14

## Vertical Segregation

### Disability

Grade	2019/20		2020/21	
	% Yes	% No	% Yes	% No
Chief Officer	0.00	42.86	0.00	46.15
Chartered Teacher	4.55	81.82	3.85	88.46
Depute Principal Psychologist	0.00	0.00	0.00	0.00
Education Support Officer	0.00	100.00	0.00	87.50
Educational Psychologist	0.00	9.09	0.00	0.00
Head Teacher/Depute Head Teacher	0.00	61.62	0.00	60.20
Music Instructor	0.00	17.65	0.00	15.79
Fixed Point	0.00	11.54	0.00	0.00
Principal Educ. Psychologist	0.00	100.00	0.00	100.00
Principal Teacher	0.52	44.85	0.54	40.76
Quality Improvement Manager	0.00	60.00	0.00	50.00
Quality Improvement Officer	0.00	0.00	0.00	0.00
Teacher Main Grade	0.00	23.98	0.25	23.08
Apprentice	1.12	13.48	2.74	20.55
Grade 1	0.51	24.10	0.00	25.31
Grade 2	1.56	42.19	1.64	40.98
Grade 3	2.82	43.08	3.28	45.83
Grade 4	0.87	48.58	1.49	47.39
Grade 5	1.56	38.31	2.26	37.74
Grade 6	4.67	56.69	5.53	50.60
Grade 7	3.03	67.68	3.29	64.79
Grade 8	5.07	52.24	5.92	53.55
Grade 9	3.45	63.22	7.06	54.12
Grade 10	0.00	86.49	2.63	81.58
Grade 11	0.00	80.00	0.00	100.00
Grade 12	4.55	68.18	9.52	57.14

Modern apprenticeships in common with other areas are still heavily segregated, but the gender make up since 2007 in Trades has varied significantly at some points back and forward.



## Recruitment and Selection

Protected Groups	2019/20			2020/21		
	No of applicants in group*	No of applicants successful in gaining employment in group	Success Rate of group	No of applicants in group	No of applicants successful in gaining employment in group	Success Rate of group (%)
Female	6012	491	8.17%	7372	394	5.34%
Male	2641	165	6.25%	1986	103	5.19%
BME	318	13	4.09%	498	13	2.61%
White	8263	637	7.71%	8693	479	5.51%
LGB	221	9	4.27%	404	19	4.70%
Hetero-sexual	8084	629	7.78%	8572	456	5.32%
Disabled	406	19	4.68%	469	21	4.48%
Non disabled	8197	633	7.72%	8843	474	5.36%
Other	237	6	2.53%	351	12	3.42%
Christian	3980	332	8.34%	4151	221	5.32%

## Equalities Training

Number of Employee Participating in Equalities Training		
Course	No of Employees 2019/20	No of Employees 2020/21
Equality & Diversity Awareness – E-learn	433	502
Equality & Diversity Awareness – face to face	252	94 by Webinar

We will seek to increase numbers attending year on year, and we have a requirement that courses are repeated at least every three years.

## Discipline

The following figures relate to individuals subject to disciplinary procedures in each year. Not all cases will have proceeded to a disciplinary hearing resulting in a sanction being issued. These statistics are reported annually to our Council/Trades Unions, Joint Consultative Forum.

2019/20		2020/21	
% Female	% Male	% Female	% Male
35	65	57	43

2019/20		2020/21	
% BME	% White	% BME	% White
0	41	0	43

2019/20		2020/21	
Disabled % Yes	Disabled % No	Disabled % Yes	Disabled % No
2	35	0	30

## Grievance

The following figures relate to individuals who raised a grievance within the period.

2019/20		2020/21	
% Female	% Male	% Female	% Male
55	45	52	48

2019/20		2020/21	
% BME	% White	% BME	% White
0	30	0	44

2019/20		2020/21	
Disabled % Yes	Disabled % No	Disabled % Yes	Disabled % No
5	30	0	44

## Leavers

Reviewing the leavers profile enables the Council to monitor the reasons individuals are leaving employment to identify any unusual patterns and address any potential risks of discrimination.

### Sex

2019/20				2020/21			
Female		Male		Female		Male	
No.	%	No.	%	No.	%	No.	%
315	69	142	31	301	74	105	26

### Age

2019/20			2020/21		
Age Group	No.	%	Age Group	No.	%
16-19	13	3	16-19	11	3
20-24	43	9	20-24	19	5
25-29	46	10	25-29	44	11
30-34	45	10	30-34	36	9
35-39	37	8	35-39	40	10
40-44	30	7	40-44	22	5
45-49	33	7	45-49	28	7
50-54	51	11	50-54	16	4
55-59	36	8	55-59	48	12
60-64	67	15	60-64	64	16
65+	56	12	65+	78	19

### Disability

2019/20			2020/21		
% Yes	% No	% Not known	% Yes	% No	% Not Known
3.28	32.82	63.89	1.97	38.92	59.11

## Leavers

### Race

2019/20			2020/21		
% BME	% White	% Not known	% BME	% White	% Not known
0.66	37.86	61.27	0.25	42	57.88

### Sexual orientation

	2019/20	2020/21
LGB	0.22%	0.25%
Heterosexual	9.85%	11.58%
Not known	89.50%	87.93%

### Gender reassignment

	2019/20	2020/21
Yes	0%	0%
No	9.85%	11.33%
Not known	89.93%	88.18%

### Religion and belief

	2019/20	2020/21
Christian	4.38%	6.40%
Other	0.22%	1%
Not known	89.28%	87.44%

## Pay Gaps

### Sex

2018/19			2019/20			2020/21		
Female Hourly rate	Male Hourly Rate	Pay Gap	Female Hourly rate	Male Hourly Rate	Pay Gap	Female Hourly rate	Male Hourly Rate	Pay Gap
£14.78	£15.05	1.80%	£15.50	£15.64	0.90%*	£15.88	£16.28	2.47%

\* This change was the result of the teachers pay award

### Race

2018/19			2019/20			2020/21		
BME Hourly rate	White Hourly Rate	Pay Gap	BME Hourly rate	White Hourly Rate	Pay Gap	BME Hourly rate	White Hourly Rate	Pay Gap
£17.60	£15.19	-15.87%	£17.38	£15.82	-9.81%	£16.99	£16.00	-6.20%

### Disability

2018/19			2019/20			2020/21		
Identified as disabled Hourly rate	Identified as not disabled Hourly Rate	Pay Gap	Identified as disabled Hourly rate	Identified as not disabled Hourly Rate	Pay Gap	Identified as disabled Hourly rate	Identified as not disabled Hourly Rate	Pay Gap
£13.97	£15.39	9.27%	£14.37	£16.03	10.34%	£15.17	£16.15	6.06%