



Redcar and Cleveland
Borough Council

Data Published under the Equality Act 2010

January 2024

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Background

The Equality Act 2010 imposes on public bodies a general and a specific duty. The general duty obliges public bodies to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people from different groups. This involves considering the need to:
 - remove or minimise disadvantages suffered by people due to their protected characteristics
 - meet the needs of people with protected characteristics
 - encourage people with protected characteristics to participate in public life or in other activities where their participation is low
- foster good relations between people from different groups. This involves tackling prejudice and promoting understanding between people from different groups.

The duty is underpinned by specific duties. The specific duties aim to help public bodies perform better in meeting the general equality duty and require them to publish:

- equality objectives, at least every four years
- information to demonstrate their compliance with the equality duty, at least annually.

Redcar and Cleveland has published the information in this report not only because it must comply with the duties in the Equality Act but because it is good practice to demonstrate that it is a fair and inclusive employer, committed to all employees in terms of access and opportunities.

The information is used to look at whether our workforce is representative of the population of the borough - which in turn helps provide better service delivery - and also allows us to check that we are not discriminating against groups of staff in our policies or practices.

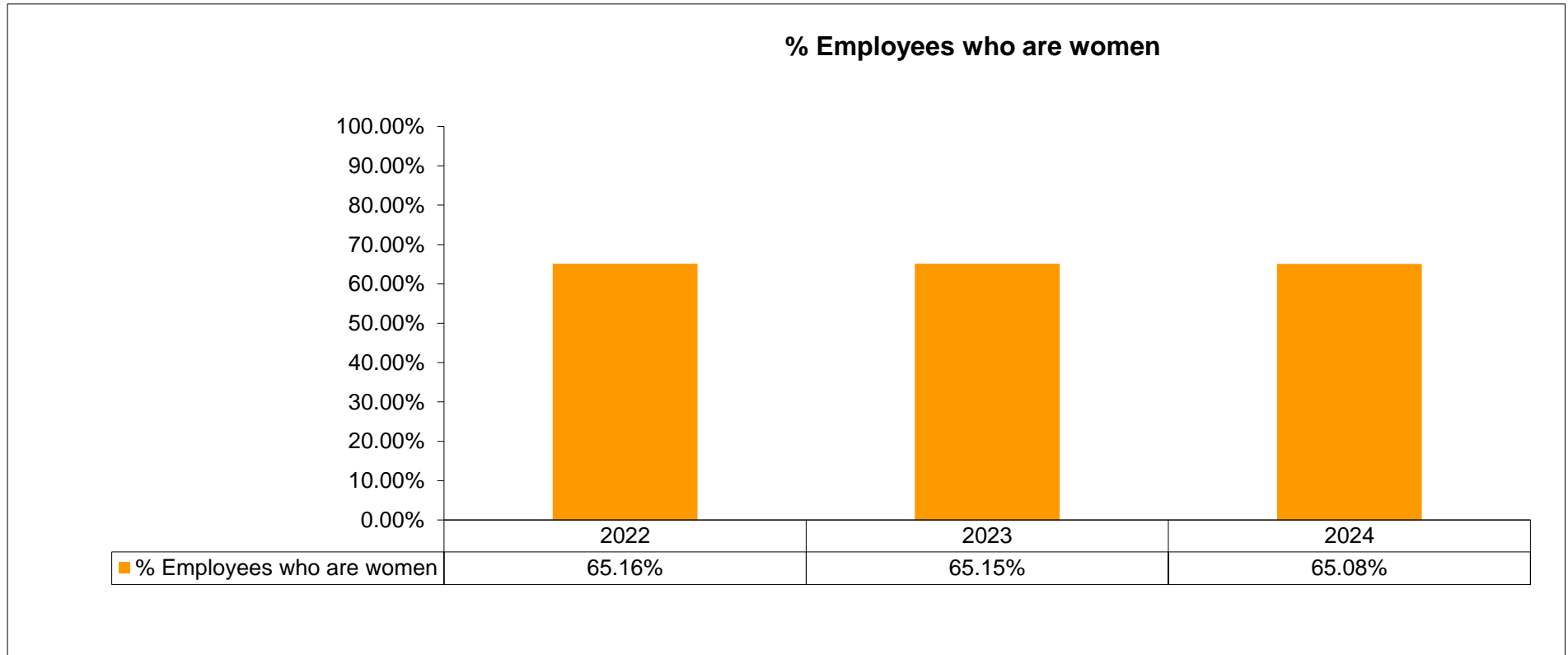
Equality Information about our Workforce

	January 2022	January 2023	January 2024
Total number of employees	2121	2168	2191
Number full-time	1357	1419	1443
Number part-time	764	749	748
% employees who are women	65.16%	65.15%	65.08%
% employees who are BAME	1.18%	1.06%	1.10%
% employees who have a disability	3.58%	3.46%	3.33%
% employees who are LGBT	1.79%	1.57%	1.51%
% employees by religion			
• Christian	31.78%	30.12%	28.85%
• Other	1.84%	1.01%	1.55%
• None	20.89%	19.93%	19.40%
% employees who are:			
• Below 25	6.46%	6.32%	5.98%
• Between 25 – 34	16.50%	16.14%	17.62%
• Between 35 – 44	18.91%	19.23%	18.99%
• Between 45 – 54	28.24%	27.81%	26.29%
• Between 55 – 64	26.64%	26.85%	27.38%
• 65+	3.25%	3.64%	3.74%
% of top 5% earners who are women	66.30%	63.89%	66.67%
% of top 5% earners who are BAME	0.00%	0.93%	0.88%
% of top 5% earners with a disability	2.17%	1.85%	3.51%
% of top 5% earners who are LGBT	3.26%	1.85%	0.88%
	April 2021 – December 2021	April 2022 – December 2022	April 2023 – December 2023
Number of redundancies	2	1	7
Proportion of redundancies that are			
• Men	0%	100%	43%
• Women	100%	0%	57%

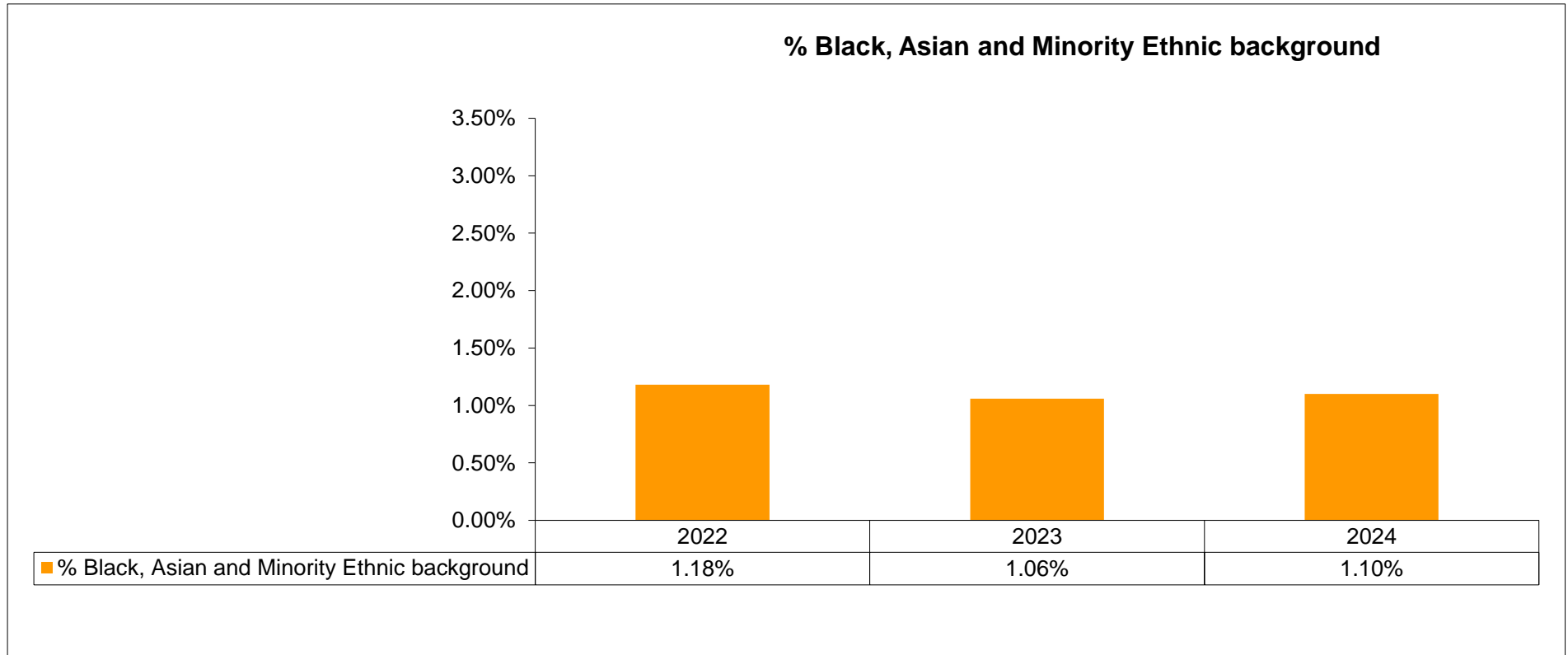
It is important to remember that data on ethnicity, disability, sexual orientation and religion and belief are collected on a voluntary basis and therefore, if an employee does not wish to provide this data then it cannot be reported. Therefore, the figures attached to those attributes may not

represent the actual position and are likely to be lower than they could be. Age and gender data are always collected from employees so this information is complete.

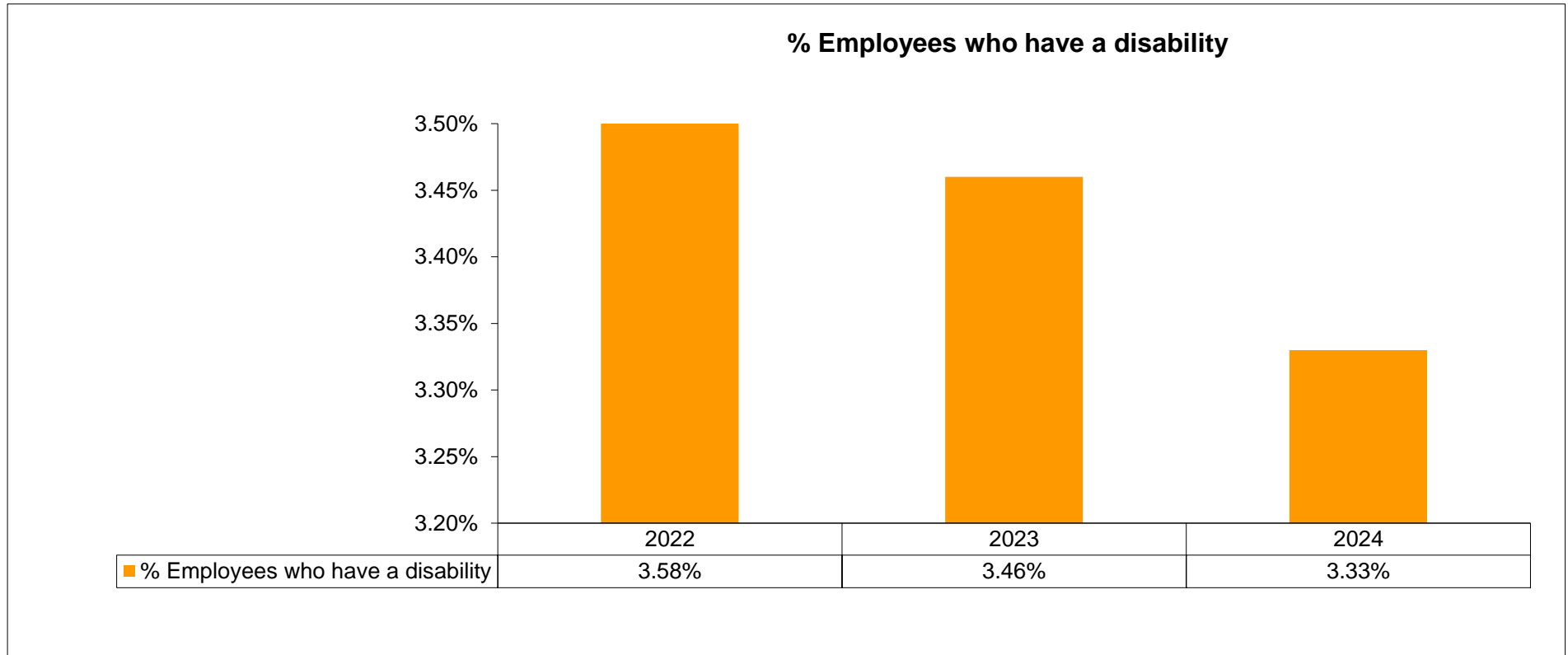
Percentage of employees who are women



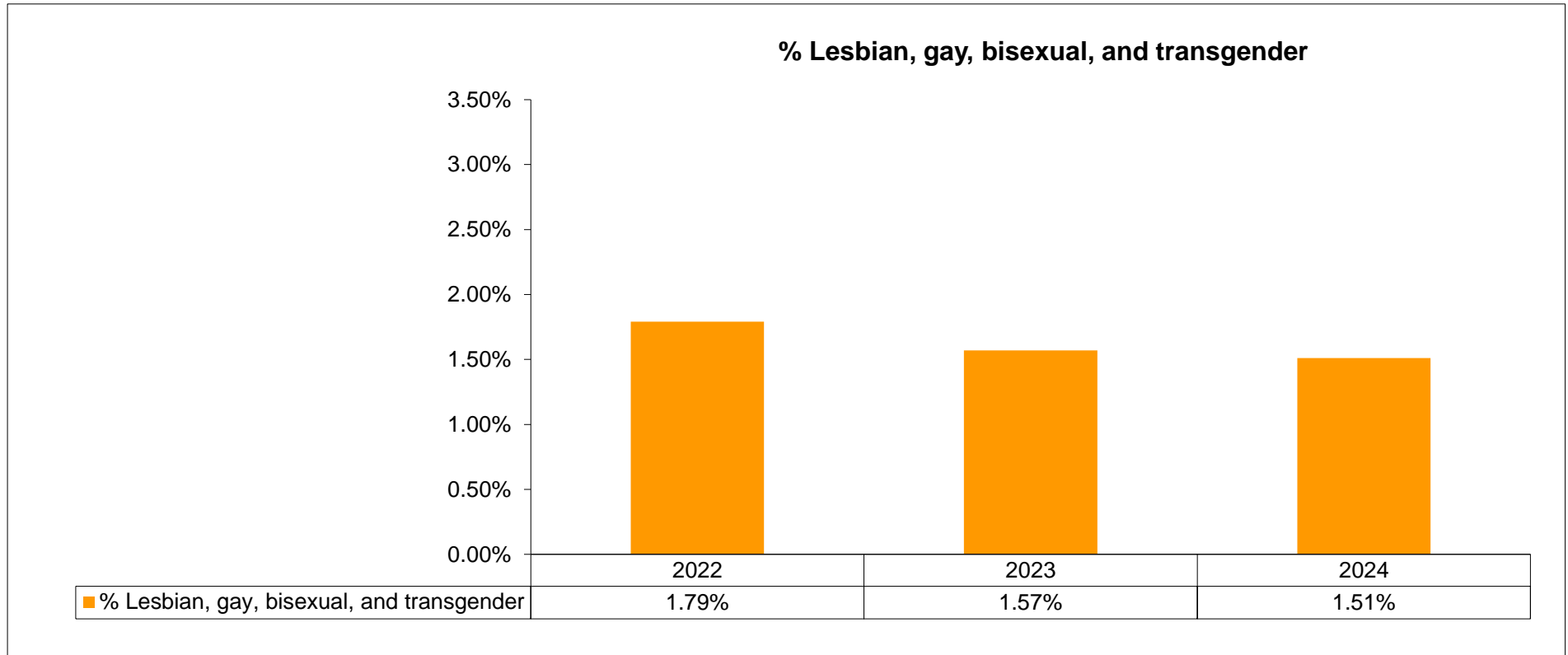
Percentage of employees who are black, Asian and minority ethnic background



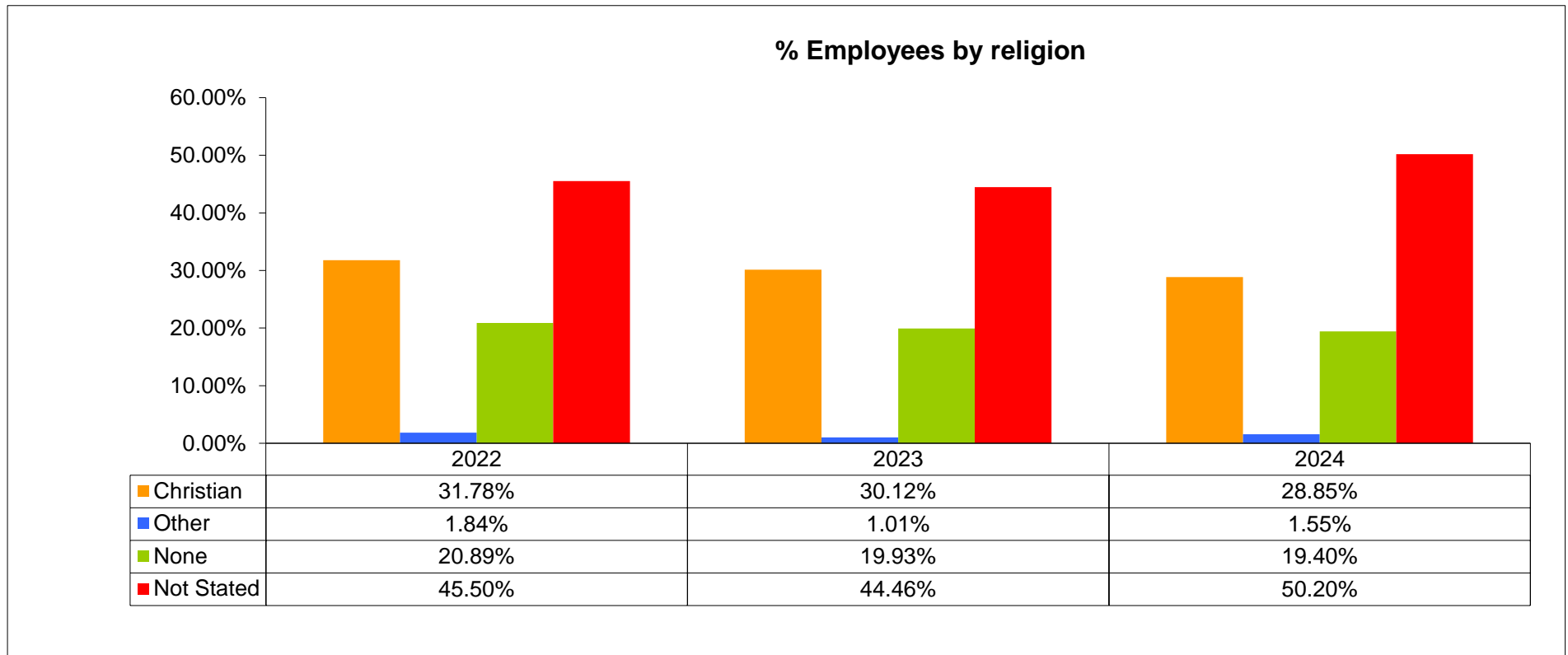
Percentage of employees who have a disability



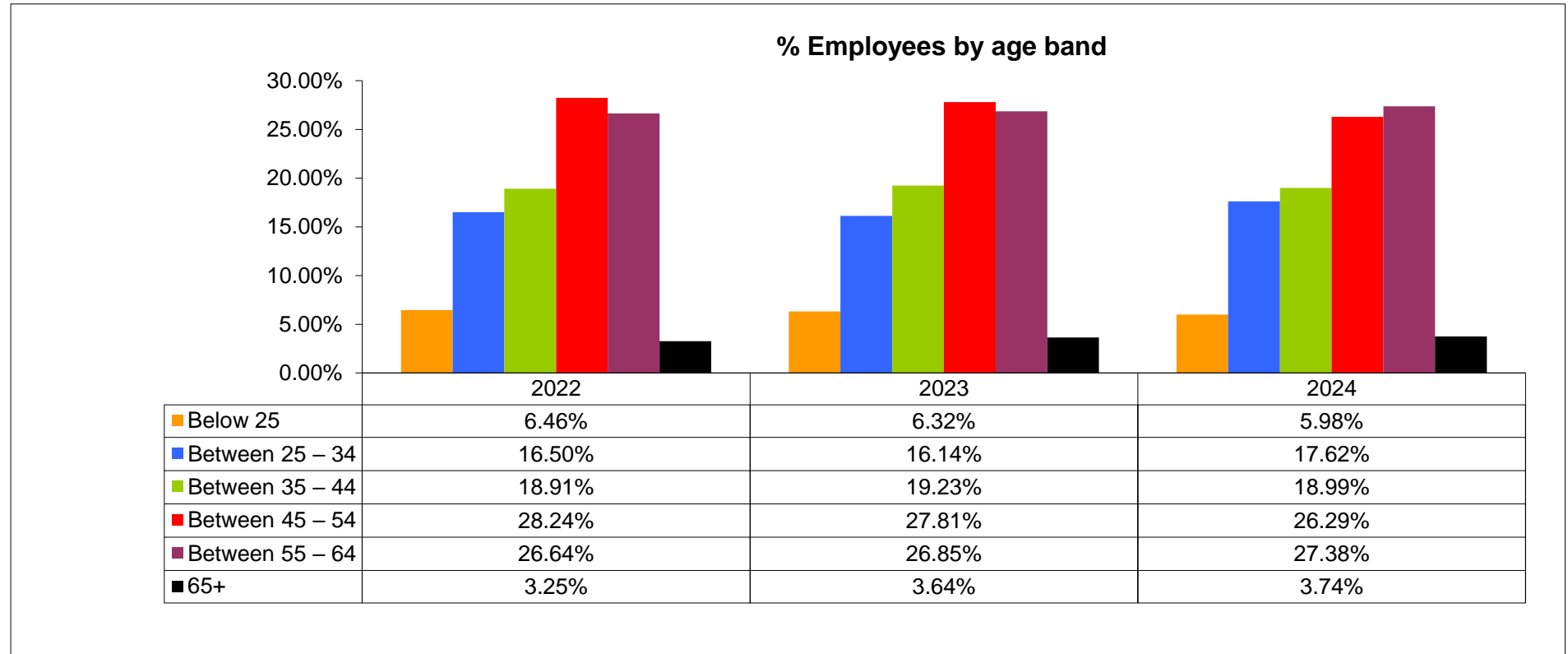
Percentage of employees who are lesbian, gay, bisexual, and transgender



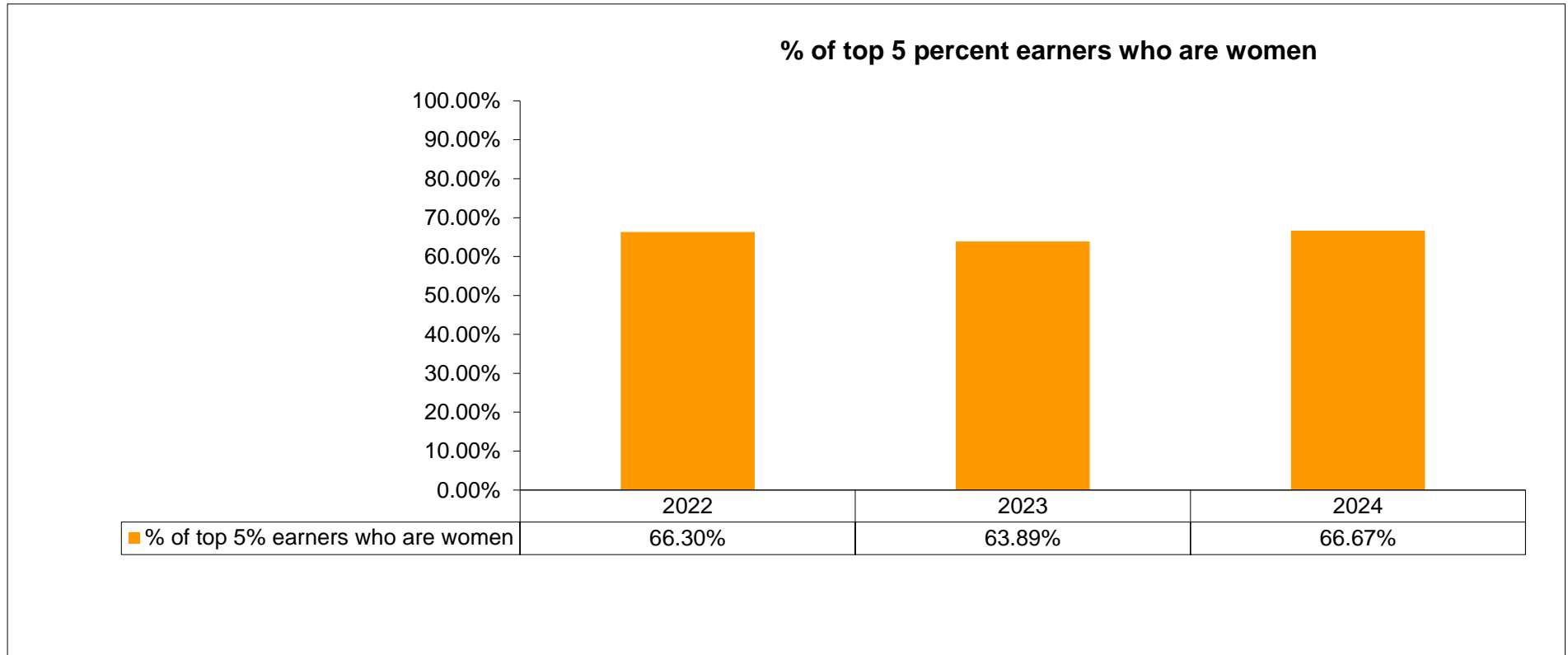
Employees by religion



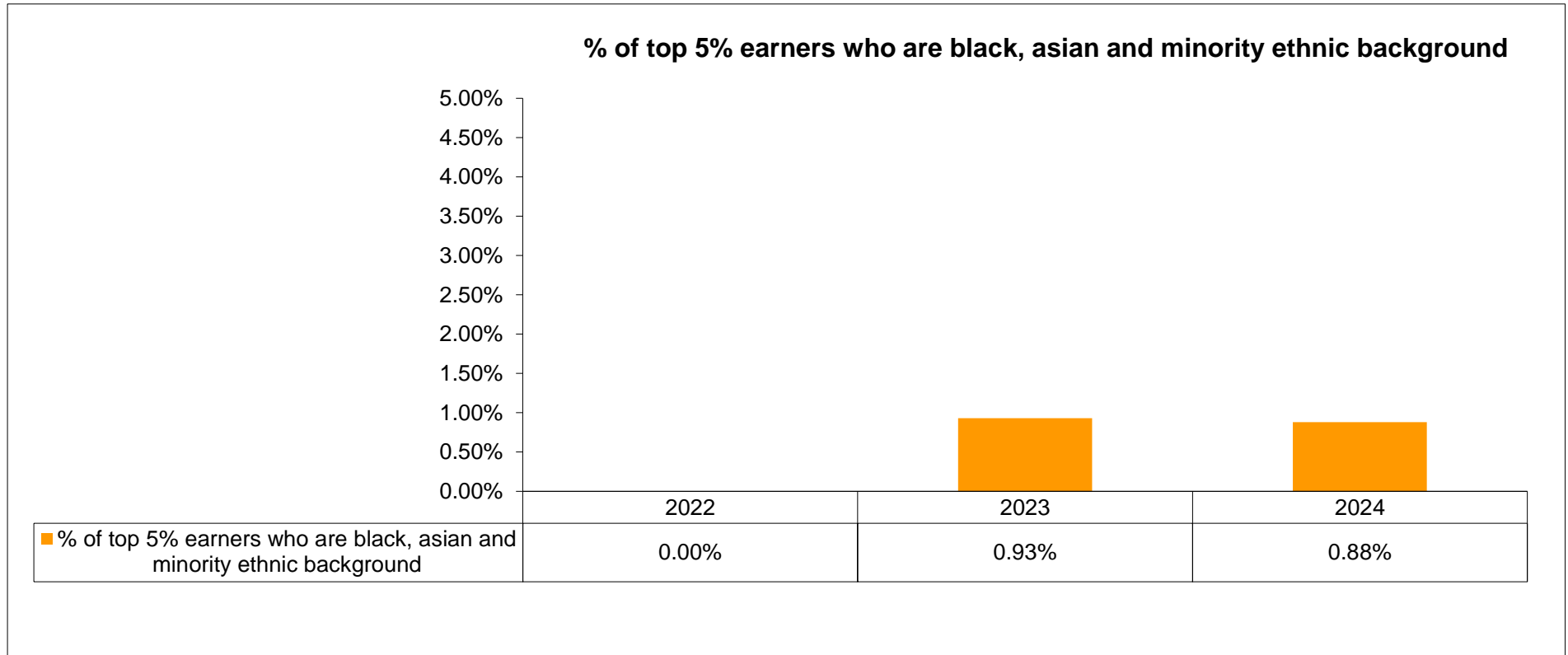
Employees by age



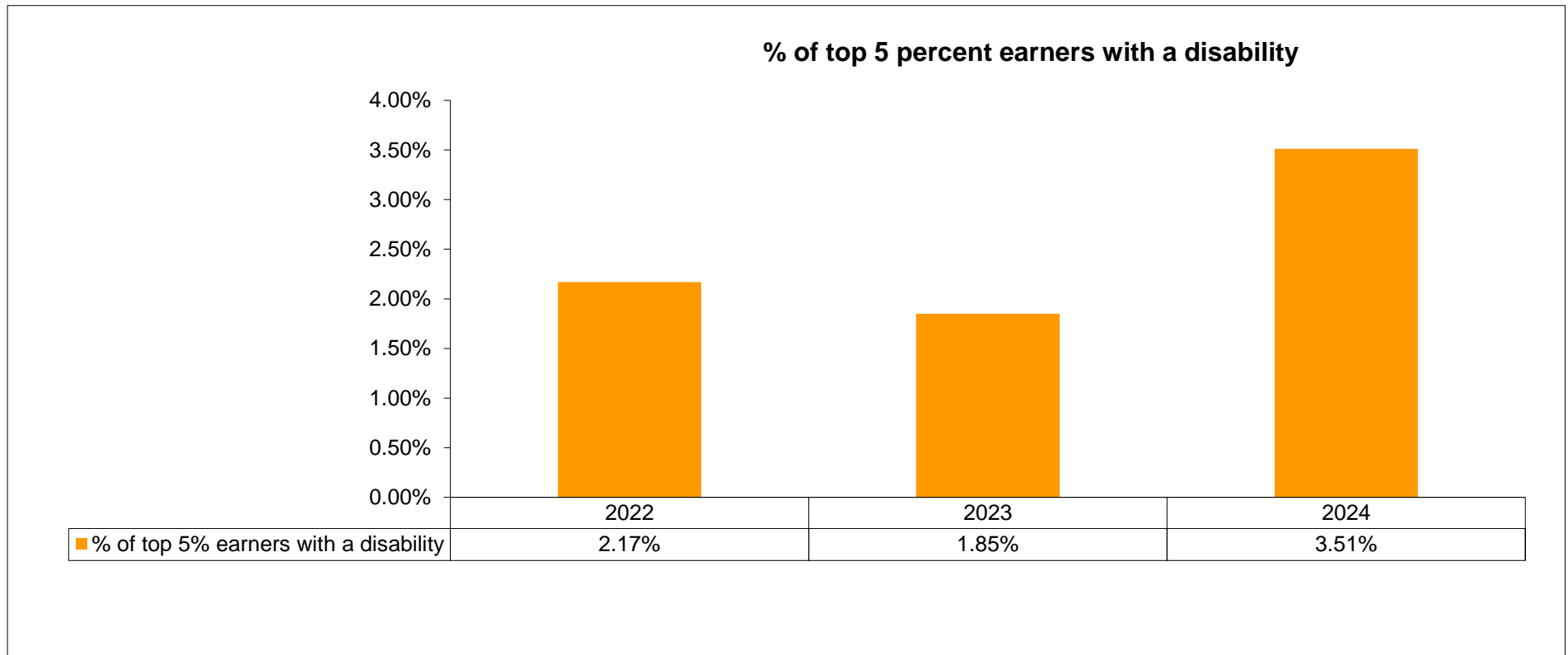
Percentage of the top 5% of earners who are women



Percentage of the top 5% of earners who are black, Asian and minority ethnic background



Percentage of the top 5% of earners who have a disability



Percentage of the top 5% earners who are lesbian, gay, bisexual, and transgender

