



Redcar and Cleveland Borough Council

Data Published under the Equality Act 2010

January 2022

Background	3
Gender.....	6
Ethnicity	10
Disability	14
Sexual orientation	18
Religion or belief	23
Age	24
Maternity or pregnancy	25
Marital status	25
Transgender	25
Intersectionality.....	26
Next steps.....	27

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 2020	January 2021	January 2022
Total number of employees	2087	2094	2121
Number full-time	1315	1328	1357
Number part-time	772	766	764
% employees who are women	64.64%	65.38%	65.16%
% employees who are BAME	0.72%	1.00%	1.18%
% employees who have a disability	3.26%	3.44%	3.58%
% employees who are LGBT	0.86%	1.19%	1.79%
% employees by religion			
Christian	29.52%	29.51%	31.78%
Other	1.72%	1.81%	1.84%
None	16.34%	17.62%	20.89%
% employees who are:			
Under 25 years old	6.42%	5.16%	6.46%
Between 25 and 34	15.00%	16.43%	16.50%
Between 35 and 44	19.31%	19.82%	18.91%
Between 45 and 54	30.81%	29.56%	28.24%
Between 55 and 64	25.16%	25.93%	26.64%
65 years and over	3.31%	3.10%	3.25%
% of top 5% earners who are women	69.72%	66.67%	66.30%
% of top 5% earners who are BAME	0.00%	0.00%	0.00%
% of top 5% earners with a disability	1.83%	2.44%	2.17%

% of top 5% earners who are LGBT	0.92%	2.44%	3.26%
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	April 2019 – December 2019	April 2020 – December 2020	April 2021 – December 2021
Number of redundancies	36	5	2
Proportion of redundancies that are			
Men	11.11%	20.00%	0.00%
Women	88.89%	80.00%	100.00%

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.

Gender

The percentage of women who work for Redcar and Cleveland (65.2%) is much higher than the percentage of women in the working age population of the borough (51.6%). This is typical of unitary authorities and is due to the predominance of women working in social care and education.

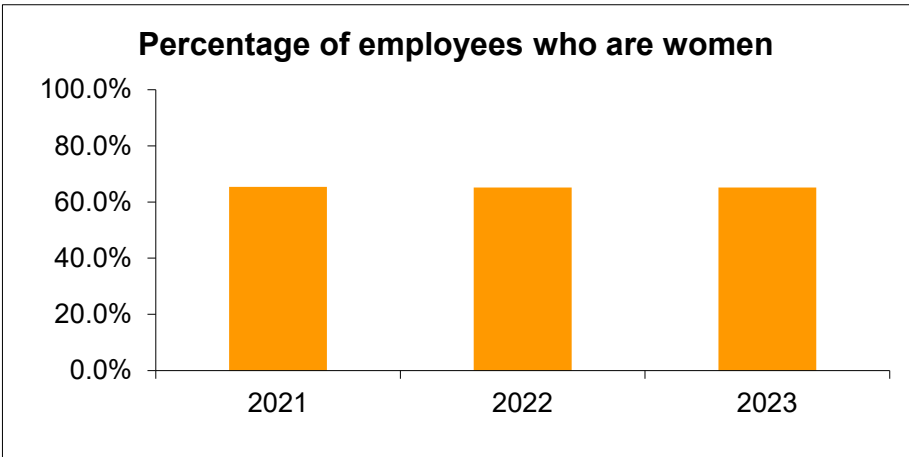
This is reflected in the figures for the percentage of women in the top 5% of earners, starters, leavers and in the recruitment process. Although there has been a small decrease in the percentage of women who started working for the Council, this has been mirrored by a decrease in the percentage of women who left the Council.

It is to be noted, as set out within our gender pay gap report the difference in earnings between men and women is not an equal pay consideration, the council’s job evaluation process provides a framework whereby staff doing the same job are paid the same.

Employees who are women

The table below shows the percentage of the Council’s employees who are women. Nearly two thirds of the employees are women. This is typical of unitary local authorities.

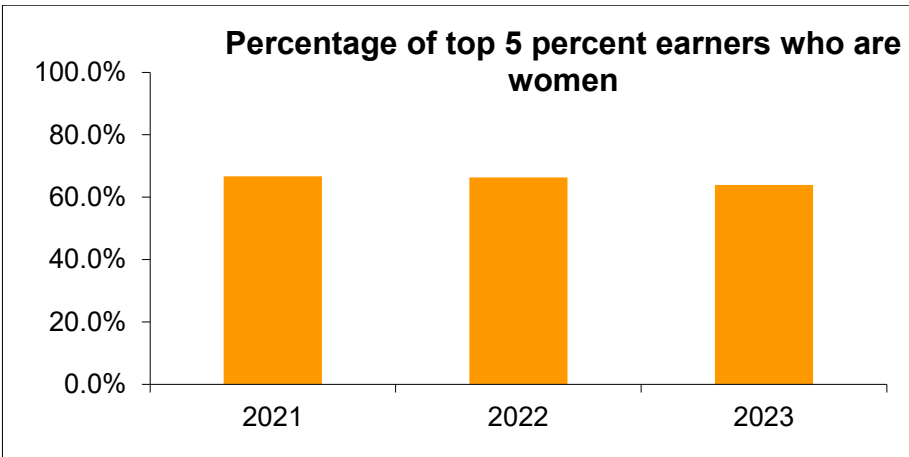
	January 2021	January 2022	January 2023
Percentage of employees who are women	65.4%	65.2%	65.2%



Women in the top 5% of earners

The table below shows the percentage of the Council’s top 5% of employees who are women. More than two thirds of the top 5% are women.

	January 2021	January 2022	January 2023
Percentage of the top 5% of earners who are women	66.67%	66.30%	63.89%



Recruitment

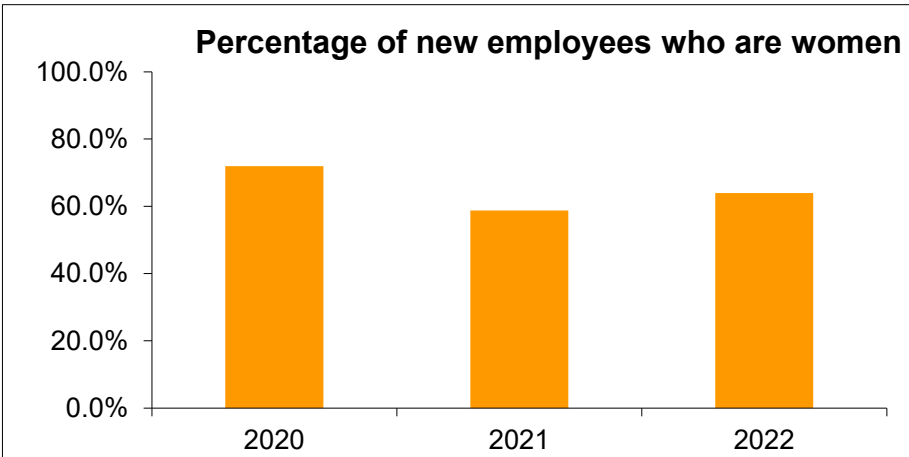
Women made up 54% of applications for Council jobs. This is somewhat lower than the percentage of women who work for the Council (65%).

While women were more likely to be invited to interview (53%) than men (44%), they were less likely to be appointed (15%) than men (16%).

Women who started working with the Council

The table below shows the percentage of women who started working with the Council during each of the last three years.

	2020	2021	2022
Percentage of new employees who are women	71.9%	58.8%	63.9%

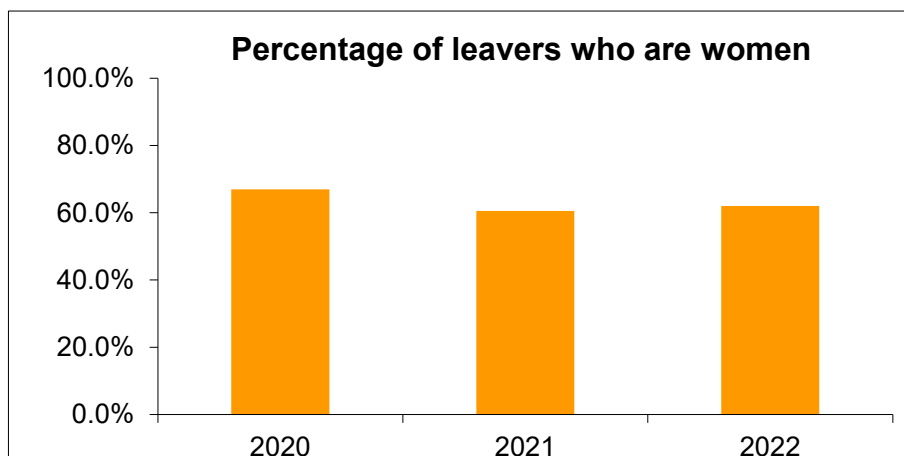


Women who left the Council

The table below shows the percentage of women who left the Council during each of the last three years.

	2020	2021	2022
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Percentage of women who left the Council 66.9% 60.5% 62.0%



Gender pay gap

The mean and median gender pay gap figures show that Redcar and Cleveland had a gender pay gap in favour of women in March 2022.

Mean gender pay gap
-2.6%
Average pay for women is slightly more than for men.

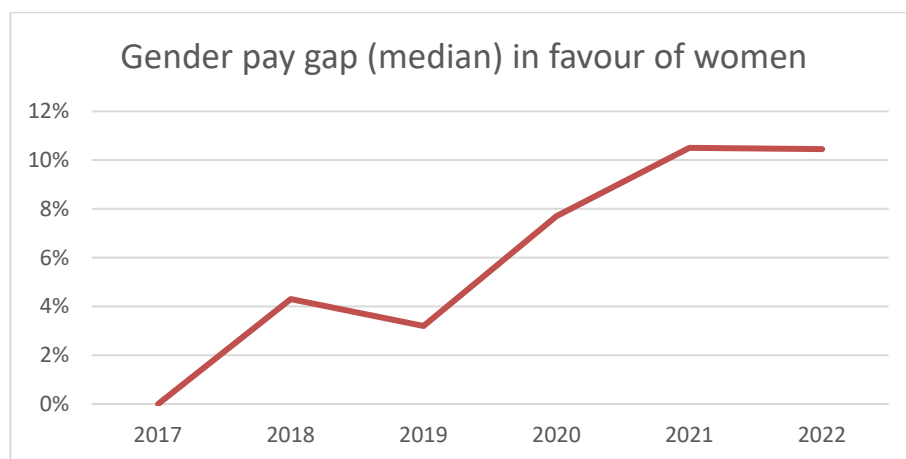
Median gender pay gap
-10.4%
Average pay for women is somewhat more than for men.

The quartile figures show that nearly twice as many women as men work for the Council overall. They also show that there are more women than men in all four quartiles. As there are more than twice as many women as men in the top two quartiles, it can be seen that women in Redcar and Cleveland have opportunities to take up managerial and senior managerial positions. This is further demonstrated by the highest position in the Council being held by a woman is the Corporate Director of Children and Families.

Quartile pay bands

Quartile	Female	Male
Top quartile	69.9%	30.1%
Upper middle quartile	69.3%	30.7%
Lower middle quartile	57.2%	42.8%
Bottom quartile	64.2%	35.8%
All employees	65.1%	34.9%
Women outnumber men in all four quartiles		

The gap in favour of women has continued the upward trend since reporting began in 2017.



Until now, the gap has been relatively small and it has been difficult to identify any specific underlying issues. Although we have undertaken more analysis, this has not revealed any specific areas for action, other than to highlight that roles in some particular areas of the workforce tend to be filled almost exclusively by either male or female applicants. That being the case, the proposals for action in response to this are as follows, although these actions will be given further consideration/consultation as appropriate as additional information comes to light:

- We will take pro-active measures to try and ensure that we receive applications from both male and female candidates in respect of all roles;
- We will identify those roles which generally tend to be occupied predominately by one sex and, in those cases, take more focussed actions to attract candidates of both sexes;
- In developing these measures, we will consult with the Council's Equality Diversity and Inclusion group and consider relevant external guidance/advice to ensure such measures are taken on an informed basis;
- We will periodically measure the impact of these measures and, in particular, consider the effect such measures have on the gender pay gap when it is calculated for the next financial year. However, it is anticipated that the effect of these measures is likely to be medium to long term.

Ethnicity

Ethnicity data is provided on a voluntary basis so may not have been provided by all employees from black, Asian or minority ethnic backgrounds. Therefore, the percentage of employees from BAME backgrounds could be higher than reported.

The representation of black, Asian and minority ethnic people in the Redcar and Cleveland workforce (1.1%) is low compared to the proportion of the population of the borough (2.3%, Census 2021). The 2023 percentage is less than half the percentage of the Redcar and Cleveland population which is from black, Asian or minority ethnic backgrounds (2.3%, Census 2021). This is significantly different from the picture reported last year when the 2011 Census was the source of the general population figure because the 2021 Census figure had not been published. This means that the Council needs to double the number of employees who are black, Asian and minority ethnic to reflect the ethnic composition of the general population.

The percentage of the top 5% of earners in the Council who are black, Asian and minority ethnic people is more concerning as only 0.9% fall into this category. While this is clearly under-representative of the general population, it is an improvement on the many years where there have been no directly employed people in this group. Further improvement has been made as the highest grade of black, Asian and minority ethnic employees is now Grade L whereas last year it was Grade I+ and before that Grade G.

Although black, Asian and minority ethnic employees are spread across all services in the Council, the highest numbers are in social care. While those in Adult Care are from several different backgrounds; those in Social Care and Early Help are predominantly Asian or Asian British – Pakistani. The largest group within employees who are black, Asian and minority ethnic is mixed or multiple heritage.

Another difficulty for the Council is the success rate for black, Asian and minority ethnic people in the recruitment process. Despite 6.4% of applications coming from this group, which is significant over-representation compared to the borough population of 2.3%, fewer (47.8%) are invited to interview than white applicants (66.2%) and fewer (4.3%) are appointed than white applicants (16.3%). This makes it difficult for the Council to achieve a closely representative proportion of black, Asian and minority ethnic employees.

Of particular note, bearing in mind the Council's lack of BAME representation in the top 5% of earners, of the 10 applications for managerial positions from black, Asian and minority ethnic people 5 were invited for interview. However, one BAME applicant was successful and was appointed to a middle management position.

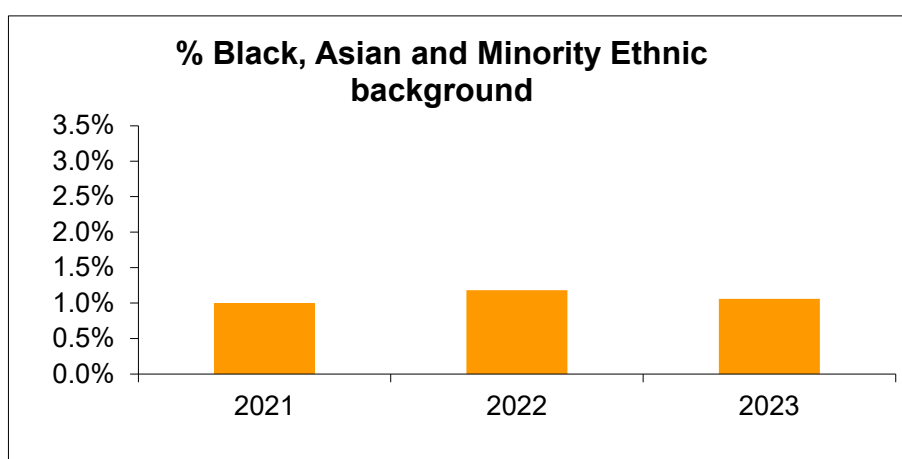
77% of applications by black, Asian and minority ethnic people are for jobs in adults' and children's social care, education, health and youth work. This contrasts with 2% of applications for jobs in environment and highways by black, Asian and minority ethnic people. Consequently, there are no black, Asian and minority ethnic employees in the Environment service. It is interesting to note that black, Asian and minority ethnic people apply for jobs predominantly occupied by women and not for jobs that are predominantly occupied by men.

Given these apparent disparities, we will investigate the reasons for these and seek actions to address them.

Employees who are black, Asian and minority ethnic background

The table below shows the percentage of the Council's employees who are from black, Asian or minority ethnic backgrounds. The percentage has increased since 2021 from 1.0% to 1.1% in 2023. The 2023 percentage is less than half the percentage of the Redcar and Cleveland population which is from black, Asian or minority ethnic backgrounds (2.3%, Census 2021). This is significantly different from the picture reported last year when the 2011 Census was the source of the general population figure because the 2021 Census figure had not been published. This means that the Council needs to double the number of employees who are black, Asian and minority ethnic to reflect the ethnic composition of the general population.

	January 2021	January 2022	January 2023
Percentage of employees who are black, Asian and minority ethnic background	1.00%	1.18%	1.06%



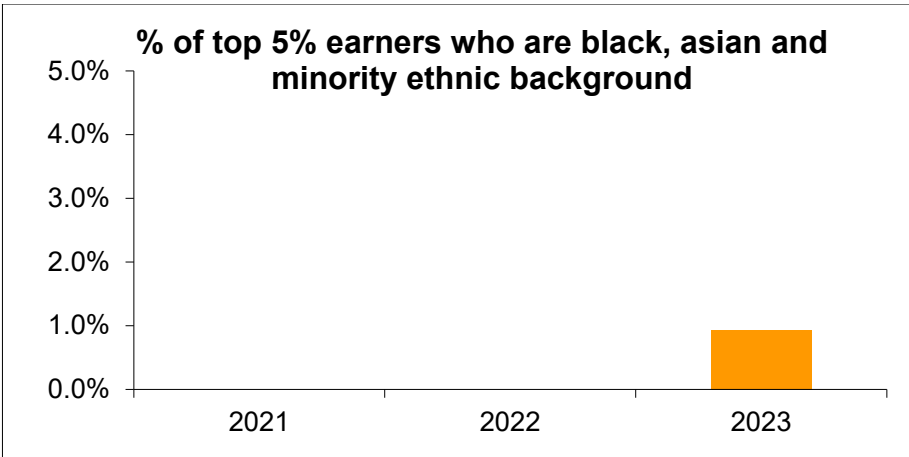
The table below shows the composition of the different groups within the employees who are black, Asian and minority ethnic in January 2023.

	Asian	Black	Mixed	Other
Percentage of group within the total of BAME employees	30.4%	13.0%	43.5%	13.0%

Black, Asian or minority ethnic background employees in the top 5% of earners

The table below shows the percentage of people who are black, Asian and minority ethnic who started working with the Council during each of the last three years.

	January 2021	January 2022	January 2023
Percentage of the top 5% of earners who are black, Asian and minority ethnic background	0%	0%	0.93%



Recruitment

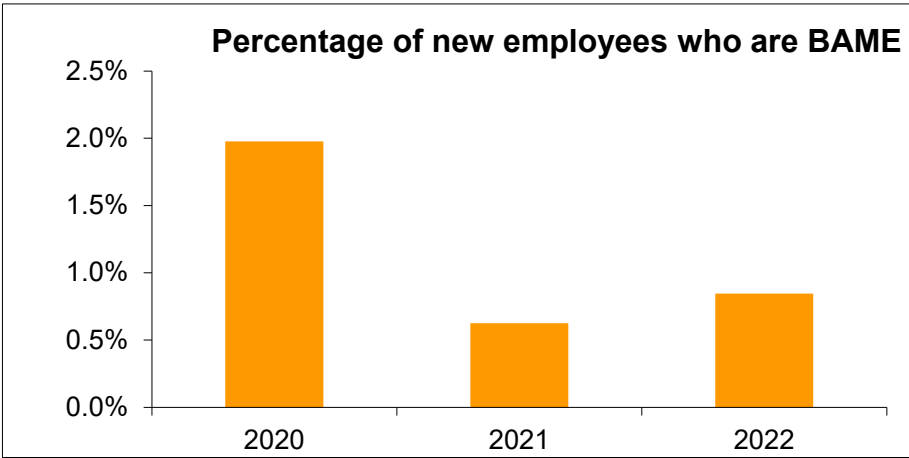
Black, Asian and minority ethnic people made up 6.4% of applications for Council jobs. This is higher than the percentage of Black, Asian and minority ethnic people who work for the Council (1.1%).

Black, Asian and minority ethnic people were less likely to be invited to interview (47.8%) than white people (66.2%), and less likely to be appointed (4.3%) than white people (16.3%).

New employees who are BAME

The table below shows the percentage of employees with a black, Asian or minority ethnic background who started working with the Council during each of the last three years. Although the percentage of new employees who are black, Asian or minority ethnic was slightly higher in 2022 than 2021, it is a little higher than the background population.

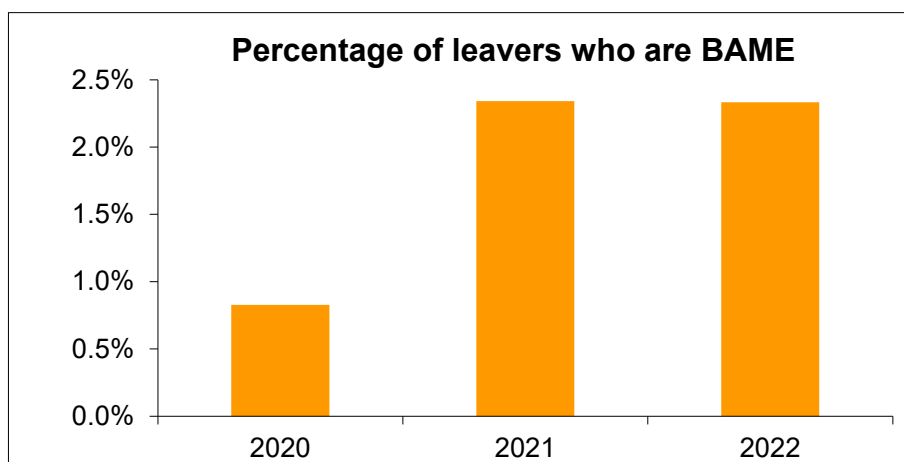
	2020	2021	2022
Percentage of new employees who are BAME	2.0%	0.6%	0.8%



Leavers who are BAME

The table below shows the percentage of employees with a black, Asian or minority ethnic background who started working with the Council during each of the last three years. The percentage of leavers who are black, Asian or minority ethnic is lower than the background population and the percentage of new starters. The very small number of leavers each year make it difficult to find any pattern.

	2020	2021	2022
Percentage of leavers who are BAME	0.8%	2.3%	2.3%



Length of service by ethnicity

The table below shows the median length of service for BAME employees and compares it to the median for all employees. The median for all employees is significantly higher than for BAME employees. The reason for this difference needs to be investigated: exit interviews should be used to explore reasons for leaving after short service.

	Median length of service in years
Employees who are BAME	10.0
All employees	9.0

Ethnicity pay gap

There is no statutory requirement to publish the ethnicity pay gap. However, as it is expected that this may be required in the future, some exploratory work has been undertaken. It is clear that the small number of employees who are black, Asian or minority ethnic and the small population in the borough present some statistical difficulties. There may not be enough people in this group to draw statistically significant conclusions. However, the history of the lack of employees who are black, Asian or minority ethnic in the top 5% of earners suggest that this group may find progress into senior management positions more challenging. Nevertheless, the highest grade earned in this

group has started to improve over the last two years: for many years, the highest grade was Grade G, but last year this had advanced to Grade I and currently is Grade L.

Disability

Disability data is provided on a voluntary basis so may not have been provided by all employees who have a disability. Therefore, the percentage of people with a disability could be higher than reported.

The percentage of employees with a disability (3.5%) is much lower than the percentage of people with a disability in the working age population of the borough (22.4%, Census 2021). However, the Census question asked about lifelong limiting illness as well as disability and so is not comparable with the Council data which is based on self-declaration of disability only. The Council data is also affected by each employee's perception of whether they have a disability and may be under-reported.

The percentage of employees with a disability has to the level of two years ago after a small increase. There has been a small decrease in the percentage of employees with a disability in the top 5% of earners in the last two years. Although this is a small decrease, the percentage of employees with a disability in the top 5% of earners (1.9%) is somewhat lower than the percentage in the whole workforce (3.5%). This suggests that this group may find progress into senior management positions more challenging.

Although there has been a decrease in the percentage of people with a disability who started working for the Council, the trend and other data suggest that this may be a decline in the collection of this data from new starters. This is in contrast with the percentage of employees with a disability who left the Council which has remained the same as last year after a significant fall from two years ago.

8.4% of applications for Redcar and Cleveland jobs were from people with a disability and they were as likely to be invited for interview as people without a disability. However, they were significantly less likely to be appointed: only 10.7% of applications from people with a disability were appointed compared to 16.3% without.

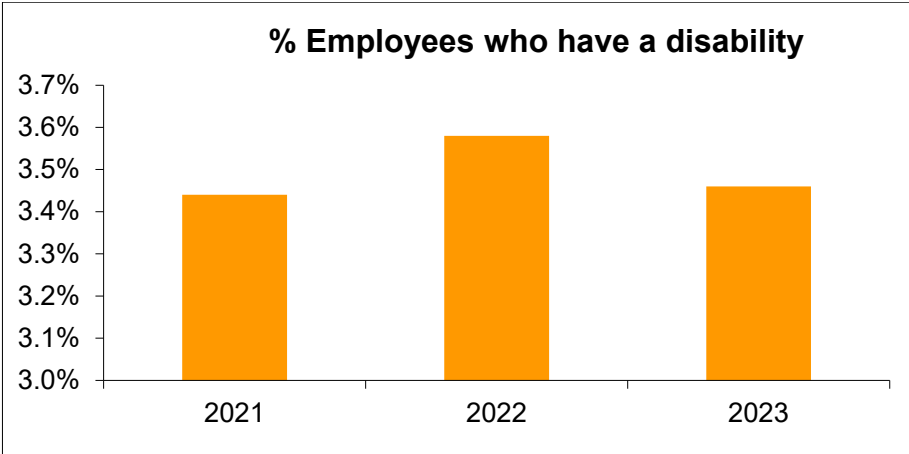
It is interesting to note that the median length of service for employees with a disability is a little lower than for all employees whereas last year it was significantly higher than for all employees. This was caused by some leavers who had a disability and very long service.

Given these apparent disparities, we will investigate the reasons for these and seek actions to address them.

Percentage of employees who have a disability

The table below shows the percentage of the Council's employees who have a disability. The percentage has returned to the level in 2022 (3.58%). This figure is difficult to compare with Census data because the Census question includes lifelong limiting illness as well as disability.

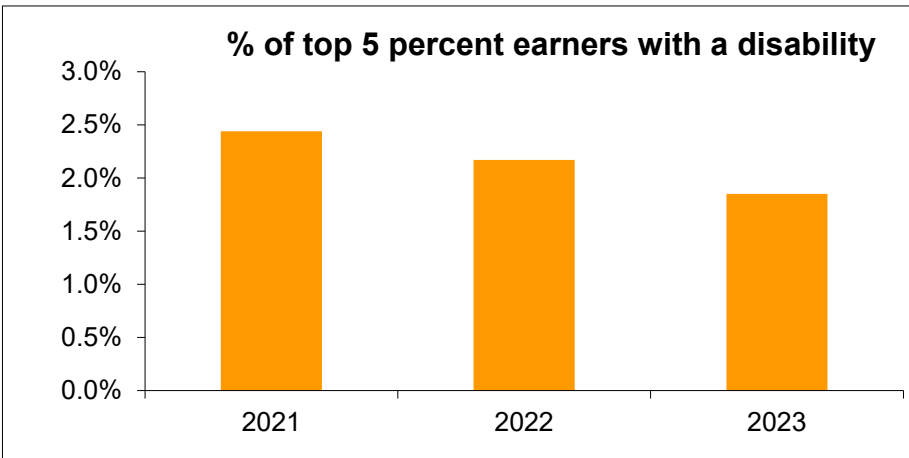
	January 2021	January 2022	January 2023
Percentage of employees who have a disability	3.44%	3.58%	3.46%



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

The table below shows the percentage of people who have a disability who are in the top 5% of earners in the Council during each of the last three years. The percentages in all three years are lower than the percentages for the whole workforce suggesting that this group may find progress into senior management positions more challenging.

	January 2021	January 2022	January 2023
Percentage of the top 5% of earners who have a disability	2.44%	2.17%	1.85%



Recruitment

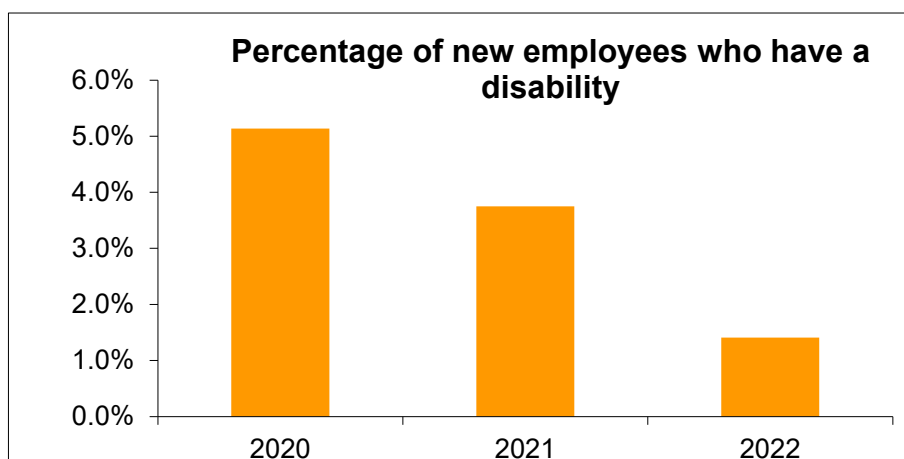
People with a disability made up 8.4% of applications for Council jobs. This is higher than the percentage of People with a disability who work for the Council (3.5%).

People with a disability were less likely to be invited to interview (61.5%) as people without a disability (64.3%), and less likely to be appointed (10.7%) than people without a disability (16.0%).

Percentage of new employees with a disability

The table below shows the percentage of people who have a disability who started work with the Council during each of the last three years. It is likely that the sharp fall in the percentage of new employees who have a disability is due to the data not being collected.

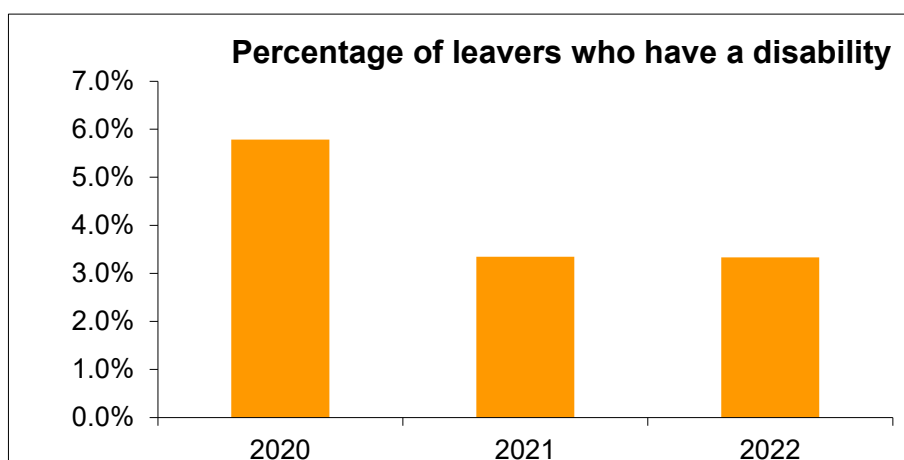
	January 2020	January 2021	January 2022
Percentage of new employees who have a disability	5.1%	3.8%	1.4%



Percentage of leavers with a disability

The table below shows the percentage of people who have a disability who left the Council during each of the last three years. The percentage of leavers with a disability has been quite volatile over the last three years due to the small numbers involved.

	January 2020	January 2021	January 2022
Percentage of leavers who have a disability	5.8%	3.3%	3.3%



Length of service by disability

The table below shows the median length of service for employees with a disability and compares it to the median for all employees. The median for all employees is significantly lower than for employees with a disability.

	Median length of service in years
Employees who have a disability	13.0
All employees	9.0

Disability pay gap

There is no requirement to publish a disability pay gap and it does not seem likely that it will be required in the future.

Sexual orientation

Sexual orientation data is provided on a voluntary basis so may not have been provided by all employees. Therefore, the percentage could be higher than reported.

The percentage of employees who are lesbian, gay, bisexual or transgender (1.6%) is somewhat lower than the Census 2021 figure for Redcar and Cleveland: 2.43%. However, the percentage of employees who are lesbian, gay, bisexual or transgender in the top 5% of earners in the Council is 1.9%.

LGBT employees work in all parts of the Council. However, nearly one third of LGBT employees work in adult social care, while Financial Services has the highest proportion of employees who are LGBT (3.6%).

The percentage of LGBT employees in the top 5% of earners has dropped to 1.85% in 2023. This is likely to be a combination of new starters not entering their diversity data into the HR system and some LGBT leavers.

LGBT employees were as successful in the recruitment process as heterosexual people. Although people who are lesbian, gay, bisexual or transgender make up a disproportionately high percentage of applications for Council jobs (6.0%) they were as likely to be invited to interview (65.8%) as people who are heterosexual or straight (65.7%), but were more likely to be appointed (16.7%) than people who are heterosexual or straight (15.6%). However, in 2022, the percentage of starters who are LGBT dropped from 5.3% in 2021 to 0.8% in 2022, significantly lower than the background rate. This, too, may be due to new starters not entering their diversity data into the HR system.

When the age profile of LGBT employees is compared with the national profile, the Redcar and Cleveland figures are significantly lower than the national. This could be linked to the high non-disclosure rate for this data (43%) which raises questions about how comfortable LGBT employees feel about disclosure and how confident they are that it will remain confidential.

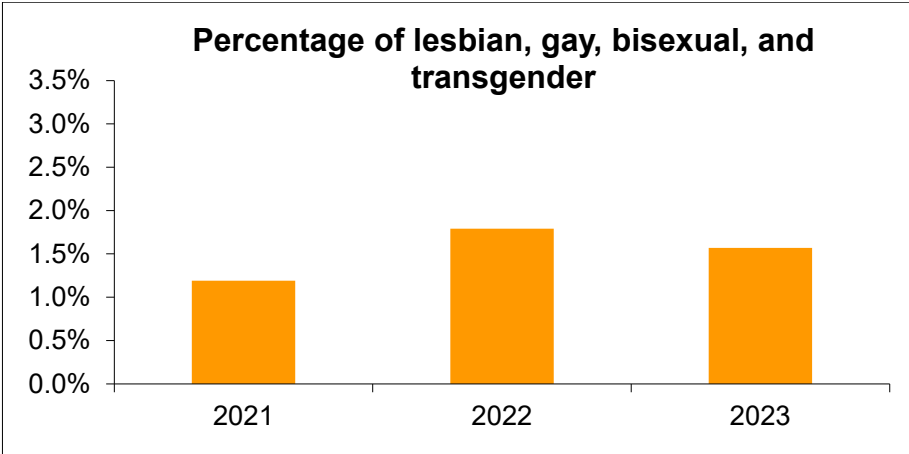
Also of concern is the average length of service of LGBT employees (4 years) compared to all employees (9 years).

Given these apparent disparities, we will investigate the reasons for these and seek actions to address them.

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

The table below shows the percentage of the Council's employees who are lesbian, gay, bisexual or transgender. Although the percentage had increased from 0.9% in 2020 to 1.8% in 2022, it has fallen back a little in 2023 (1.6%). This is somewhat lower than the percentage for Redcar and Cleveland (2.43%, Census 2021). The significant increases were likely due to improved data collection while the decrease could be due to a lower rate of data collection amongst new starters in 2023.

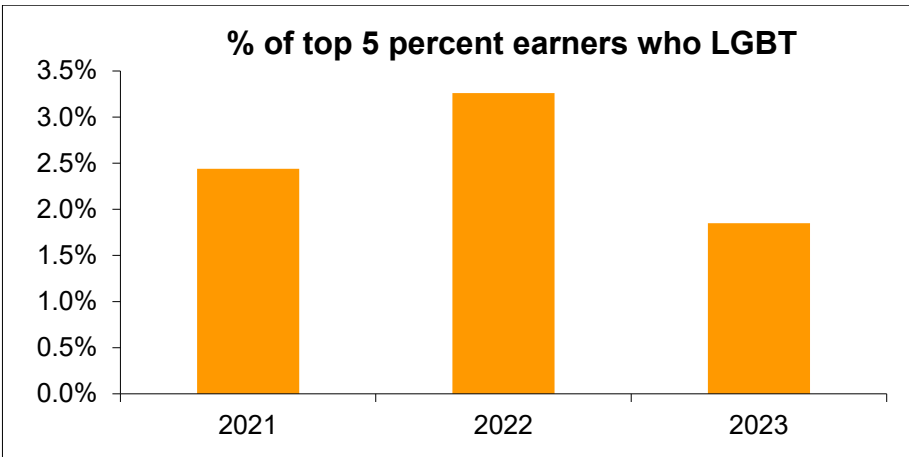
	January 2021	January 2022	January 2023
Percentage of employees who are lesbian, gay, bisexual, and transgender	1.19%	1.79%	1.57%



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

The table below shows the percentage of people who are lesbian, gay, bisexual or transgender who are in the top 5% of earners in the Council during each of the last three years. The significant increase from 2021 to 2022 is likely to be due to improved data collection. The decrease from 2022 to 2023 could be due to staff turnover. The percentages in all three years are higher than the percentages for the whole workforce suggesting that there is no barrier for this group in achieving executive and managerial roles.

	January 2021	January 2022	January 2023
Percentage of the top 5% of earners who are lesbian, gay, bisexual or transgender	2.44%	3.26%	1.85%



Recruitment

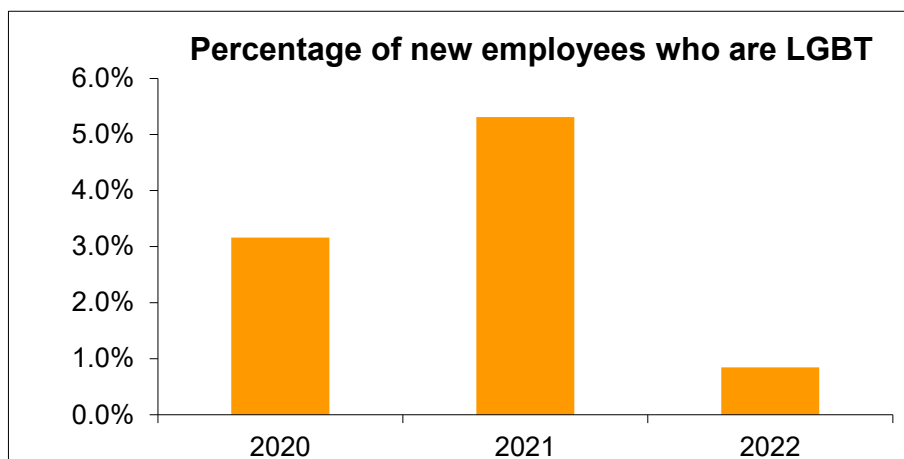
People who are lesbian, gay, bisexual or transgender made up 6.0% of applications for Council jobs. This is higher than the percentage of people who are lesbian, gay, bisexual or transgender who work for the Council (1.8%).

People who are lesbian, gay, bisexual or transgender were as likely to be invited to interview (65.8%) than people who are heterosexual or straight (65.7%), and were more likely to be appointed (16.7%) than people who are heterosexual or straight (15.6%).

Percentage of new employees who are lesbian, gay, bisexual or transgender

The table below shows the percentage of new employees who are lesbian, gay, bisexual or transgender who started work with the Council during each of the last three years. The significant increase from 2021 to 2022 was likely due to improved data collection while the decrease could be due to a lower rate of data collection amongst new starters in 2022.

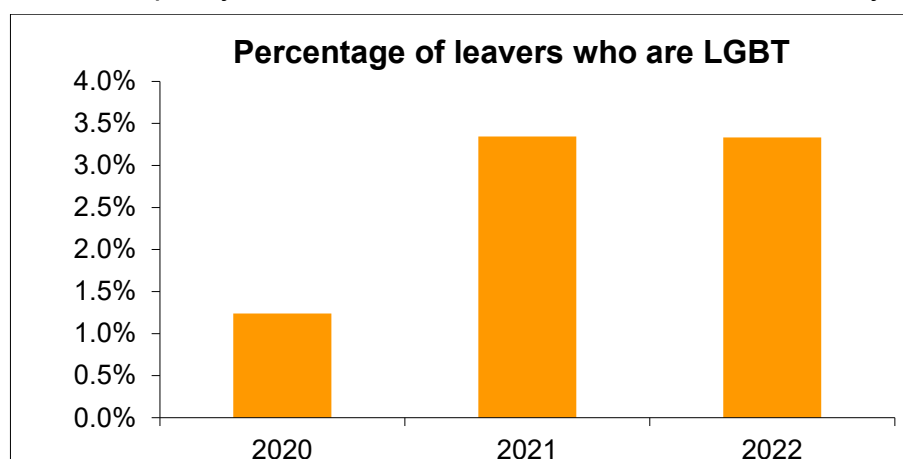
	2020	2021	2022
Percentage of new employees who are lesbian, gay, bisexual or transgender	3.2%	5.3%	0.8%



Percentage of leavers who are lesbian, gay, bisexual or transgender

The table below shows the percentage of leavers who are lesbian, gay, bisexual or transgender during each of the last three years. The percentages of leavers who are lesbian, gay, bisexual or transgender are higher than the percentages of the whole workforce and starters.

	2020	2021	2022
Percentage of leavers who are lesbian, gay, bisexual or transgender	1.2%	3.3%	3.3%



Lesbian, gay, bisexual or transgender length of service

The table below shows the median length of service for LGBT employees and compares it to the median for all employees. The median for all employees is more than twice that for LGBT employees. However, as 41% of LGBT employees are under 35 years old, this may be a symptom of youthful ambition rather than frustration at lack of progression or a reaction to discriminatory behaviour of colleagues and managers.

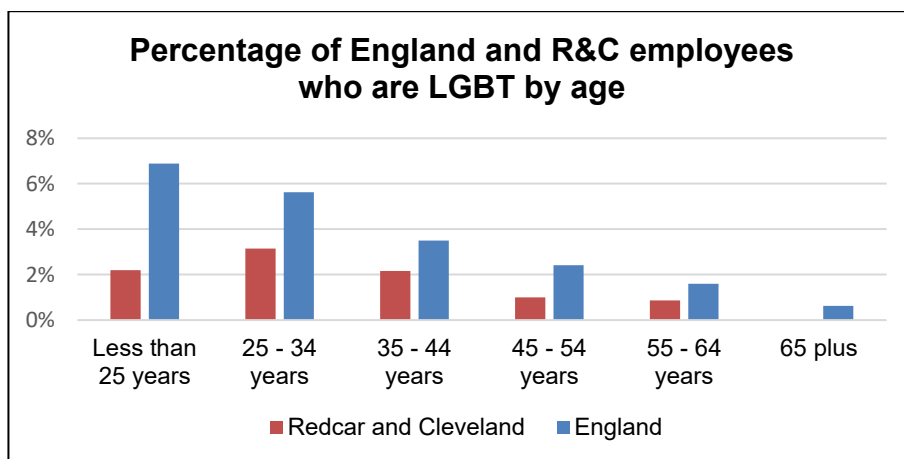
	Median length of service in years
Employees who are lesbian, gay, bisexual or transgender	4
All employees	9

Lesbian, gay, bisexual or transgender pay gap

There is no requirement to publish a lesbian, gay, bisexual or transgender pay gap and it does not seem likely that it will be required in the future.

Lesbian, gay, bisexual or transgender age profile

The age profile of lesbian, gay, bisexual or transgender is not available at local authority or regional level, so a comparison of national breakdown with the Redcar and Cleveland workforce is shown in the table below. The percentage of Redcar and Cleveland employees who are LGBT is significantly lower the England percentage in all age bands. The percentages are closest in the 35 to 44 age band (Redcar and Cleveland 3.1%, England 3.5%). The greatest difference is in the less than 25 years band (Redcar and Cleveland 2.2%, England 6.9%) where the England shows a much greater identification as LGBT than older age bands.



Religion or belief

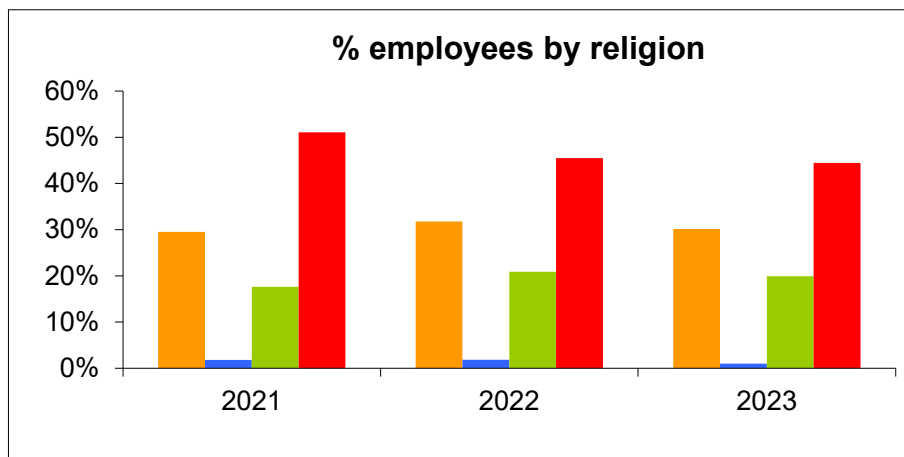
Religion data is provided on a voluntary basis so may not have been provided by all employees. Nearly half of employees have not declared this information. Therefore, the percentage for any category could be higher than reported.

Employees by religion

The table below shows the percentage of the Council's employees in each category of religion. Employees in non-Christian religions have been grouped into the 'other religion' category due to the small number of followers of each religion in the workforce.

While the percentage of not stated decreased between 2021 and 2022, the percentage of Christian and no religion have increased. However, the percentage of not stated increased from 45.5% in 2022 to 48.1% in 2023 and caused the decrease in the percentage of the workforce who follow a religion.

	January 2021	January 2022	January 2023
Christian	29.51%	31.78%	30.40%
Other	1.81%	1.84%	1.01%
None	17.62%	20.89%	19.93%



The percentage of missing or withheld data is so high (48%), despite improvement over the last three years, that comparison with the population of the borough is not really meaningful. It is interesting to note that the question on religion and belief in the 2021 Census was not answered by only 5% of the Redcar and Cleveland population.

Recruitment

Applications from other religions, for example Islam, represent 5% of all applications. This is higher than the percentage of employees of other religions (1.0%) and higher than the percentage of other religions in the Redcar and Cleveland population (1.5%).

The percentage of appointments of applicants of other religions (3.3%) is lower than that of Christian applicants (15.4%) but similar to those with no religion (16.3%). It is also much lower than than percentage of appointments of applicants of other religions in 2022 (13.3%).

Age

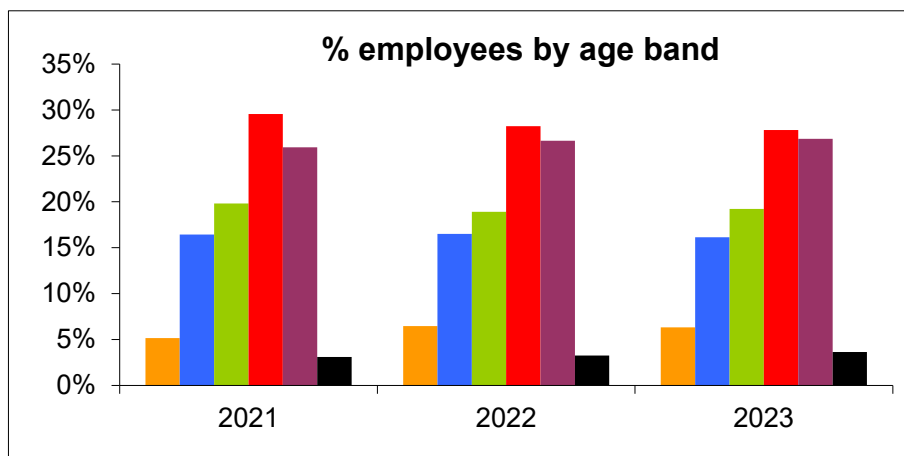
Over half of the workforce is aged 45 years or more which could lead to succession issues. Investment in the apprentices programme and promotion of apprentices into the workforce at the end of their apprenticeship has been used to try to mitigate against these issues.

Employees by age

The table below shows the percentage of the Council's employees in age bands.

More than half of the workforce is 45 years and above. Bands 55 to 64 and 65 years and over have increased over the last three years while band 45 to 54 decreased.

	January 2021	January 2022	January 2023
Under 25 years old	5.16%	6.46%	6.32%
Between 25 and 34	16.43%	16.50%	16.14%
Between 35 and 44	19.82%	18.91%	19.23%
Between 45 and 54	29.56%	28.24%	27.81%
Between 55 and 64	25.93%	26.64%	26.85%
65 years and over	3.10%	3.25%	3.64%



Maternity or pregnancy

Women leaving the Council while on maternity leave or within twelve months of returning from maternity leave may suggest that they are not receiving the right level of support. Work is required to ascertain the reasons for leaving to make sure that women who have had maternity leave are properly supported to continue their career with the Council. It is particularly important that the exit interview takes place and that the manager finds out whether the level of support for the period of maternity or continuing parenthood met the employee's needs.

Leaving during maternity leave

In the last three years, no employees left the Council while on maternity leave.

Leaving soon after maternity leave

The table below shows the percentage of the Council's employees who left within one year of completing maternity leave.

	2020	2021	2022
Percentage of employees who completed maternity leave and left the Council within one year	25%	7%	0%

Marital status

Marital status data is provided on a voluntary basis so may not have been provided by all employees. Nearly a third of employees have not declared this information. Therefore, the percentage for any category could be higher than reported.

Transgender

Transgender data is provided on a voluntary basis so may not have been provided by all employees.

A small number of employees have recorded that they are transgender, however, the number is too small to be published. Eight applications have been made by people declaring that they are transgender.

Intersectionality

Although intersectionality has not been explicitly addressed in this report until now, some intersectional issues have been raised in the course of the analyses of the protected characteristics above.

Next steps

A number of potential issues have been highlighted in this report. All of these require further investigation, discussion of the findings and decisions on actions to be taken to address any failures of the Council in fulfilling its duties under the Equality Act 2010 and, more importantly, any failures in supporting employees to fulfil their potential and providing them with a working environment free from discrimination in which they feel free to be themselves.

Gender

Although the picture for women in Redcar and Cleveland is generally fair and representative, there are some service areas of the Council where women are under-represented, for example, Environment services. Men, too, are under-represented in some services, for example social care, especially children's social care. Although this may be a reflection of gender stereotyping within society, the Council may be missing out on recruiting from a wider field of talent.

Under-representation

Work needs to be undertaken to identify the causes of under-representation of some groups within the Council's workforce. Focus groups and exit interviews should review employees' experiences while working for the Council to uncover any discriminatory behaviours or structures which adversely affect their career progression or otherwise cause them harm.

Recruitment

Ensure that recruitment is free from discrimination by reviewing appointment rates for each protected characteristic and consider representative interview panels.

Caring responsibilities

Recording of employees' caring responsibilities should begin so that this can be monitored to ensure that this group does not suffer discrimination.

Socio-economic group

Consideration should be given to the monitoring of socio-economic group to ensure that recruitment and progression of different groups is not affected by any bias.

Data collection

A few diversity data items are collected as part of routine HR processes, for example, sex and date of birth (used to calculate age) which are collected when an employee starts to work for the Council. Other data items are collected on a voluntary basis and are not required for any purpose other than reporting equality, diversity and inclusion in the workforce, for example, ethnicity and religion or belief.

Diversity data is also collected during the recruitment process so that the Council can report equality, diversity and inclusion among applicants. This helps the Council to understand the people who apply to work for it and also to identify any under-representation of groups which might suggest

that they may be put off working for the Council because it has a reputation for discrimination in the recruitment process, limiting promotion prospects through discrimination or discriminatory or abusive treatment by colleagues and managers.

It is interesting to compare the percentages of missing or withheld data for each characteristic for employees and applicants. The table below shows the percentage of missing or withheld data for each characteristic for employees and applicants.

Characteristic	Employees	Applicants
Gender	0%	7%
Ethnicity	35%	6%
Disability	42%	1%
Sexual orientation	45%	6%
Religion or belief	48%	11%
Age	0%	7%
Maternity or pregnancy	0%	N/A
Marital status	33%	10%
Gender reassignment	N/A	N/A

Data is not collected on maternity for applicants.

Data for transgender is collected for applicants as part of gender. It is a separate item for employees which is collected on a voluntary basis. It is not possible to identify missing or withheld data for this item.

The table shows that the rate of missing or withheld data for employees is high and much higher than the rate for applicants. Does this show a freedom felt by applicants to declare this sensitive data in a system outside of the Council which is not felt by employees who must record this data in the Council's HR system? Or does it show that people are more willing to complete this data as part of a process in which there may be a reward (getting a job) rather than going into a system solely to record the data where the rewards are for the Council or for other employees?

The Council will seek to improve the data collection rates and maintain them at a much higher level than they are at the moment. It will continue to remind employees to update their information and explain the benefits to the organisation and to all employees.