



Redcar and Cleveland Borough Council

Data Published under the Equality Act 2010

Executive Summary

Executive Summary

The Equality Act 2010 requires the authority to publish a workforce profile once a year, giving a breakdown of staff by the protected characteristics set out within the act. Set out in the following table is an overview of the organisation's workforce. Further information and analysis can be viewed in the detailed report which accompanies this executive summary.

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%
	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.

Taking action

The council's Equality, Diversity and Inclusion Policy includes a specific action, to be delivered by April 2024, to analyse and understand the equality data relating to the council and our communities. Pages 27 and 28 of the detailed report which accompanies this summary sets out some potential next steps and areas for action cutting across the equality spectrum. These next steps will be considered through the Equality, Diversity and Inclusion Policy next steps, with progress reported accordingly. s