OXFORD
CITY
COUNCIL

Oxford City Council Workforce Equalities Report 2020-2022

Contents

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Introduction - Message from Chief Executive

We have experienced a huge amount of change to how we work in the last few years. The Covid pandemic resulted in a lasting shift to more staff working from home and greater reliance on technology and with that opportunities to make our services more accessible and inclusive for our staff and the people we serve. Our communities now face further difficulties as a result of increases in the cost of living at a time when funding for public services looks bleak. Our work to tackle inequalities and ensure our services are inclusive and can meet the needs of all our diverse local communities is more important than ever.

Equality and diversity remain integral to Oxford's ambition to tackle inequality. To achieve this, the council requires a high performing workforce that provides the best services it can which meet the needs of all our diverse local communities. We want Oxford City Council to have a workforce that reflects the community it serves and to be seen as an employer of choice that values, and draws strength from diversity.

In 2022 we launched our Equality, Diversity and Inclusion Strategy, developed using the Local Government Association Equalities Framework, which outlines four areas of focus for equality, diversity and inclusion (EDI).

- Understanding and Working with our Communities
- Leadership and Organisational Commitment
- Responsive Services and Customer Care
- Diverse and Engaged Workforce

Our commitment to equality, diversity and inclusion influences how we work with our residents, staff and elected members. This year we have continued to develop this through the following:

- We continue to build an inclusive and supportive culture, adjusting to new ways of working. We have embraced the opportunity that technology offers to work more efficiently and will continue to invest in improving how we work.
- Diversity and inclusion is prioritised in our people strategy and includes commitments to improve recruitment, people development and leadership.
- We are cultivating leadership at all levels, so that all staff are able to develop and progress throughout their careers.
- We have a clear commitment to a more diverse workforce at management level, with a focus on more managers who are female or from minority ethnic groups.
- We are improving our data collection to help us understand barriers and opportunities to recruiting, retaining and developing talented people from diverse backgrounds.
- We are empowering employees to create staff networks that represent the interests and experiences of all employees, including those with protected characteristics.
- We have achieved our target to increase the percentage of our workforce from minority ethnic groups to 13.5% by 2022, and have offered opportunities to increase the representation of women and minority ethnic groups at management level.

- We have improved how we engage with employees and examine employee engagement across different roles and groups.
- We have invested in a new role to lead on EDI in our People Team to move the EDI agenda forward at a faster pace.

This report in internally focused on the City Council as an employer, providing a picture of our workforce profile, data trend analysis for a three year period (1 April 2019 to 31 March 2022) for the key protected characteristics, comparative population data and a breakdown of the City Council's staffing for key equalities reporting areas. We have also provided data in relation to key people processes such as attraction, recruitment, on-boarding and leavers.

Not every employee chooses to share their personal data so reporting is based on that data that has been reported. We continue to work with staff to raise awareness of how we use this data and encourage staff to disclose their equality data to improve our insight and help us monitor and track our progress.

Caroline Green
Chief Executive

About the data

Sources of Data

- Although a Census was completed in 2021, the results of this are to be released on a phased basis and comparative data for this report is not currently available. This report therefore draws data from the 2011 Census Data to help understand the demography of Oxford's population. The Office for National Statistics Annual Population Survey 2018 has been used where data is not available in the 2011 Census.

- The Council is analysing data collected from applicants and employees over a rolling three year period to enable greater insight into trends and to confirm the relevance of the current equality action plan and identify any new approaches.

Who the report includes

- The report includes all directly employed Council staff, including OX Place. Agency staff and contractors are not included, nor are Oxford Direct Services (ODS). ODS is a wholly owned company, a separate entity from Oxford City Council and not a public body. Therefore the Public Sector Equality Duty (PSED) to report on equalities information does not apply to ODS.

Provision of equality data

- The Council asks job applicants and employees to provide data on certain characteristics for statistical monitoring purposes. They are informed that the data provided will only be used in an anonymised way for these purposes. The data is provided on a voluntary basis using our Human Resources Information Management System (iTrent). Employees can amend or remove their information at any time.

- All employees are required to provide data in relation to sex (as assigned at birth) for HMRC purposes and this is used for monitoring purposes in relation to gender.

Non-reporting

- We strongly encourage completion of non-mandatory equality data (all data except sex) and provide assurances in relation to confidentiality and use of the data. However, as provision of the data is entirely voluntary we do not have a full picture for the whole of our workforce and integrity of the data analysis is affected.

Presentation of data

- For the majority of information presented in the report, percentages have been used. When information has been broken down further, data has been presented in number format due to the small numbers involved.

- Data is either for the whole years of 1st April 2019 to 31st March 2020, 1st April 2020 to 31st March 2021 and 1st April 2021 to 31st March 2022 or on specific dates as at 31st March in 2020, 2021 and 2022.

Definitions

Ethnic Minorities   People declaring themselves as Asian or Asian British (Indian, Pakistani, Bangladeshi, Chinese, Any other Asian background); Black, Black British, Caribbean or African (Caribbean, African, Any other Black, Black British or Caribbean background); Mixed or multiple ethnic Groups (White and Black Caribbean, White and Black African, White and Asian, Any other mixed or multiple ethnic background); Other ethnic group - Arab, Any other ethnic Group.

In this report we have used this term for statistical purposes and in the commentary we have used 'minority ethnic group'. Our language is currently being reviewed.

Sex   The UK Government defines sex as the biological aspects of an individual as determined by their anatomy, which is produced by their chromosomes, hormones and their interactions; something that is assigned to an individual at birth and is generally female or male.

For HMRC purposes all staff are recorded as either male or female. Where this report refers to gender in respect of employees it usually categorises according to this.

Gender   The UK Government defines gender as a social construction relating to behaviours and attributes based on labels of masculinity and femininity: gender identity is a personal, internal perception of oneself and so the gender category someone identifies with may not match the sex they were assigned at birth.

Individuals may see themselves as a man, woman, as having no gender, or as having a non-binary gender – where they identify as somewhere on a spectrum between a man and a woman.

Our job application allows applicants to self-identify as male or female or not declare this information.

Disability   People who consider themselves to have a disability/long term impairment.

Sexual Orientation   Sexual orientation is an enduring pattern of romantic or sexual attraction which may be to the opposite sex or gender, same sex or gender or to both sexes and more than one gender.

LGB   Lesbian, gay and bisexual (LGB). People declaring attraction to the same sex.

White   People declaring themselves as English, Welsh, Scottish, Northern Irish or British; Gypsy or Irish Traveller; Roma; Any other White background

Equality, diversity and inclusion achievements – 2021/2022

We have undertaken a number of activities to proactively support our employees and to meet the goals we set out in our Equalities Action Plan.

- Our new People Strategy continues our ambition to put inclusion and respect at the heart of how we develop policy, practice and the behaviour that influences our culture.

- We have completed two quarterly engagement surveys to help us to understand what our employees think of us as an employer and their experience of working at the authority.

- Our apprentice programme was successful in recruiting from local communities and individuals are developing skills and experience to equip them to achieve success in their working lives. We will recruit a new cohort of apprentices from Oxford in 2023 building on the success to date.

- To improve representation of females and employees at management level, we contracted with our external search and recruitment partners to ensure a diverse talent pool. We have also appointed a Recruitment Consultant and EDI Specialist in the People Team who will help us to target our recruitment of under-represented groups moving forward.

- We exceeded our corporate target to increase the representation of minority ethnic groups. The target was set at 13.5%, but has actually increased to 14.6%.

- We undertook a review of our employee data across the protected groups to understand where the gaps are, and the impact of this.

- The Council was awarded Disability Confident Employer status (at Level 2) on 23 March 2021 and this will be in place up to the 19 March 2024. Disability Confident is a Department for Work and Pensions scheme and accreditation demonstrates a commitment to recruiting and retaining people with disabilities.

- We have re-trained our existing mental health first aiders and trained new volunteers for the role to support all employees across the organisation.

- Our employee networks continue to offer employees the opportunity to discuss the issues that affect them and they support our Equalities Steering Group.

- We have developed a new approach to equality impact assessments that is rigorous and has been praised by the organisation, Inclusive Employers.

Equality, Diversity and Inclusion in our teams

While this report is deliberately focused on our workforce, it is important to set it within the context of the council's wider equalities work

- The grants review and creation of the Community Impact Fund has put tackling inequality and equality at its heart.

- We have strengthened the commitment to EDI as part of our service integration work within the Communities and People Directorate – every job description has been updated to reflect this. We are now looking at opportunities to continue this work with teams across the council.

- We have appointed an EDI lead in Community Services

- We have developed action plans in our locality teams with EDI being central to these plans

- We hold fortnightly locality learning sessions with our teams and partners to share good practice, EDI is a continued theme for these sessions.

- One of the aims of the emerging Thriving Communities Strategy is to foster a sense of belonging - *We want everyone in Oxford to feel a sense of local pride, be free to be who they are and to feel like they belong.*

Headlines

Total Workforce: The number of people employed by the Council has increased from 703 on the 31st March 2021 to 754 on the 31st March 2022 as more people joined the Council than left. During 2021/22, turnover was significantly higher than in the previous year, at 12% on average. Recruitment activity also increased significantly, with 142 new starters joining the Council.

Gender: Over half of the workforce are women (60.7%), which is above that of the population of Oxford at 47%. This is also reflected in an increase in the number of women applying for roles and being appointed. The proportion of women applying has steadily increased by 5% each year and in 2021/22 the proportion of women appointed increased significantly to 69% (from 53% and 57% in the previous two years). This year, the proportion of women in senior roles has also increased, now making up 50% of roles at grade 11 plus compared to 35% and 41.7% in previous years.

Ethnicity: Data indicates an increase in the representation of employees from minority ethnic groups in the workplace to 14.6%. This is from a relatively static representation in previous years of 12.9% and 12.4%. This exceeds the Council's target of 13.5% by 2022. Minority ethnic employees are still under-represented in management roles making up 4% of managers (although 26% of managers have not declared their ethnicity). The proportion of minority ethnic candidates applying for jobs has increased to 30% and the proportion appointed has increased to 21%.

Disability: 10.7% of workforce have declared a disability, which is relatively stable when compared to the previous two years and compares favourably with the local population at 6.7%. Data suggests a decrease in the proportion of disabled candidates applying for and appointed to roles. Disabled employees are fairly well represented at lower grades but make up just 4% of senior roles (grade 11+).

Age: The average age of the Council's workforce is 44. Other than the under 21 age band there is very little change year on year. The changes to the under 21 age band are a result of apprentice recruitment. 75% of the Council's workforce is fairly evenly split between the three decade groups ages 30 to 60. The population of Oxford is younger, with the largest proportion of the population being between the ages of 20-29 years, potentially reflecting the large student population in Oxford.

Sexual Orientation: The Annual Population Survey (2018) suggests that 2.2% of the population identifies as bisexual, lesbian or gay. 4.2% of the Council workforce identify as bisexual, lesbian or gay. Currently data on recruitment is limited and this is an area requiring improvement.

Religious Belief and Non-belief: 36.3% of the workforce have declared as Christian compared with 48% in Oxford, with 27.8% atheist/humanist/no belief compared to 33.1% in Oxford and 26.7% unknown. 4% of the workforce is 'other', 2.5% is Muslim (Oxford 6.8%) and 0.4% Sikh (Oxford 0.3%).

Staff living within Oxford: the proportion of staff living in Oxford City is 33.02%, which is a marginal reduction from the previous year.

Oxford City Council Workforce Profile: Trends

Category	2020	2021	2022
Total Workforce	720	703	754
New Starters	99	60	142
Leavers	83	64	107
Average Age	43	45	44
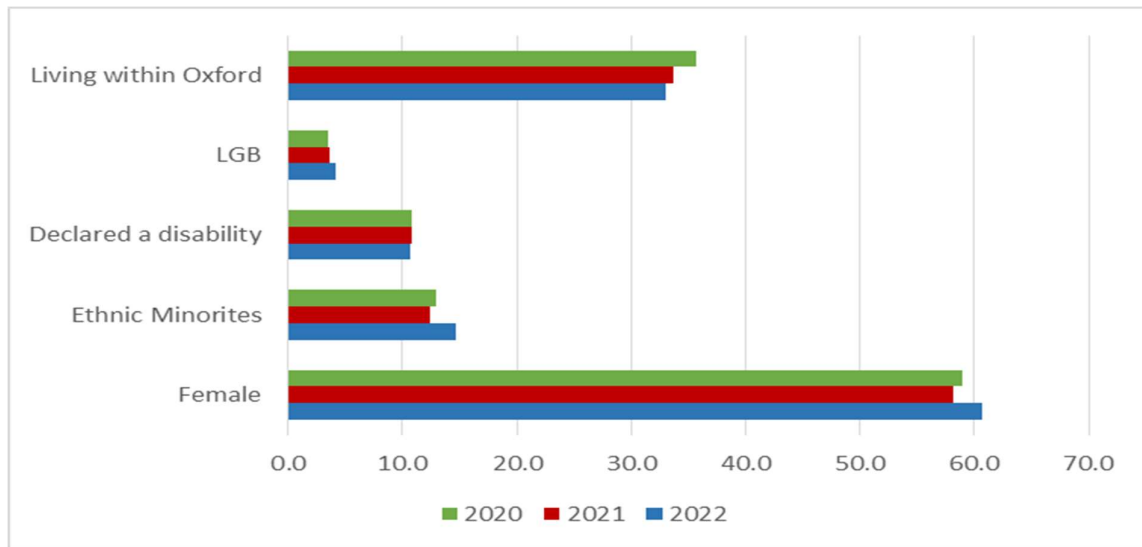
| Year	Female	Ethnic minorities	Declared a disability	LGB	Living within Oxford
2022	60.7	14.6	10.7	4.2	33.0
2021	58.2	12.4	10.8	3.6	33.7
2020	58.9	12.9	10.8	3.5	35.7

Oxford City Council Workforce Profile: Analysis

The table below shows the proportion of males and females employed by Oxford City Council compared with economically active females in Oxford
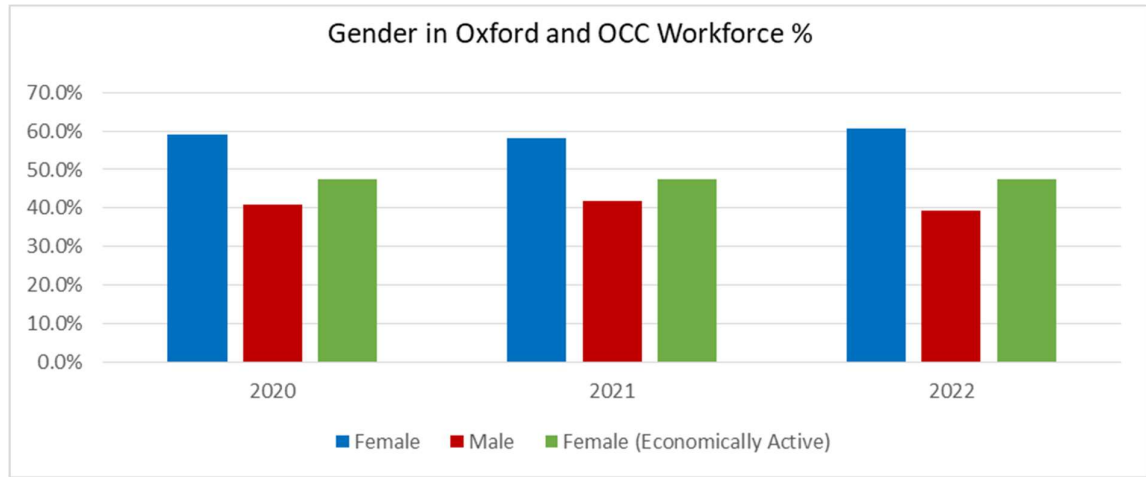
Gender	2019	2021	2022
Female	59.0%	58.2%	60.7%
Male	41.0%	41.8%	39.3%
Female (Economically Active)	47.5%	47.5%	47.5%

The table below shows the proportion of Oxford City Council employees declaring themselves to be from a minority ethnic group compared with economically active population in Oxford declaring themselves to be from a minority ethnic group
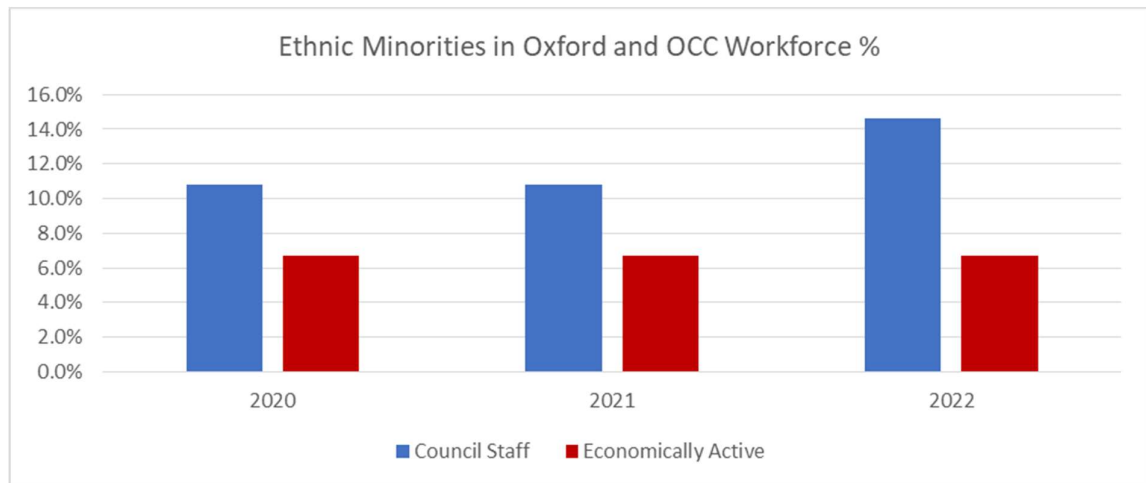
Ethnic Minorities	2020	2021	2022
Council Staff	10.8%	10.80%	14.59%
Economically Active	6.7%	6.7%	6.70%

The table below shows the proportion of Oxford City Council employees declaring a disability compared with the economically active population in Oxford declaring a disability
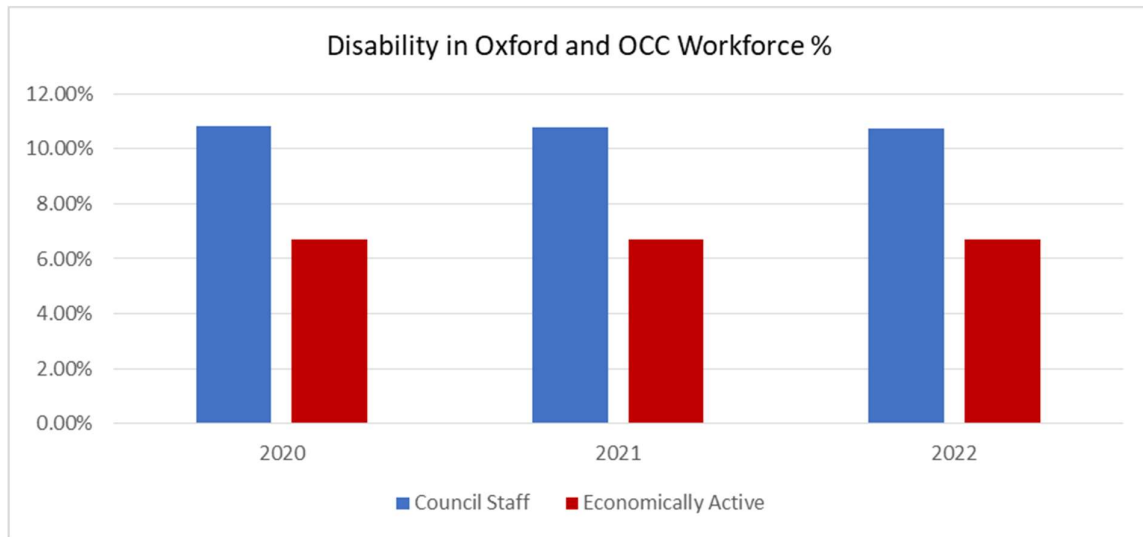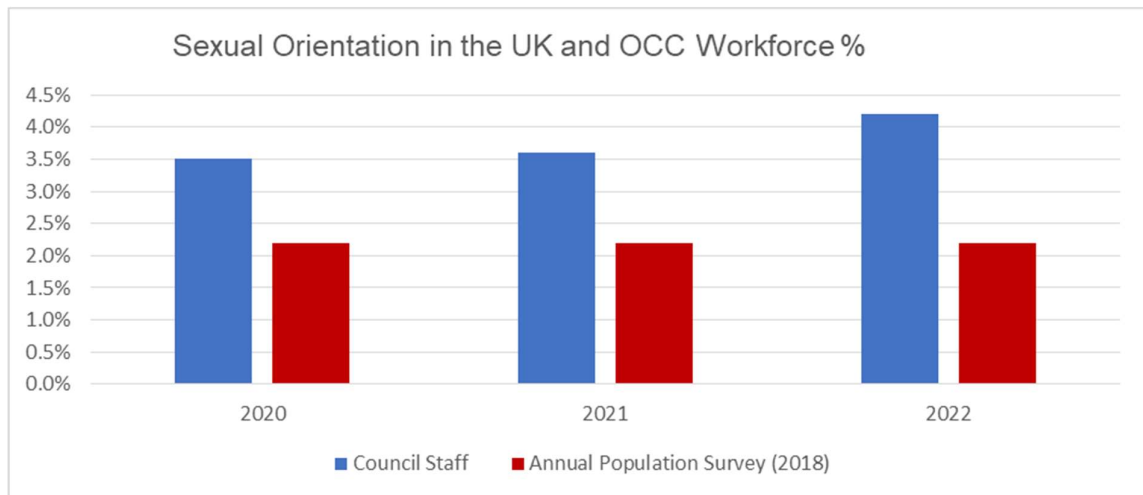

Disability	2020	2021	2022
Council Staff	10.83%	10.80%	10.74%
Economically Active	6.70%	6.70%	6.70%

The table below shows the proportion of Oxford City Council employees declaring themselves as LGB compared with those declaring themselves as LGB in the Annual Population Survey (2018)
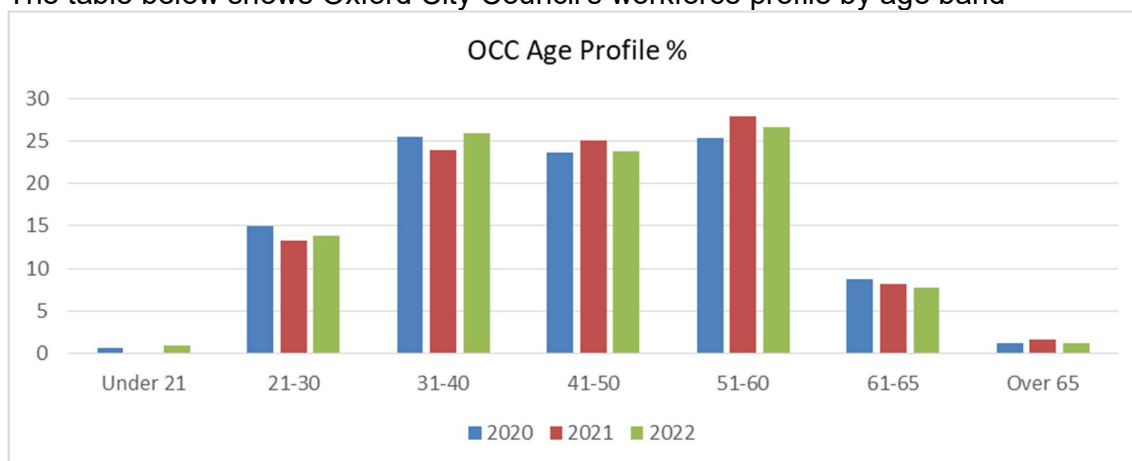

LGB	2020	2021	2022
Council Staff	3.5%	3.6%	4.20%
Annual Population Survey (2018)	2.2%	2.2%	2.20%

The table below shows Oxford City Council's workforce profile by religion/ belief or non-belief

OCC Workforce Profile (Religion/Belief & Non Belief) %
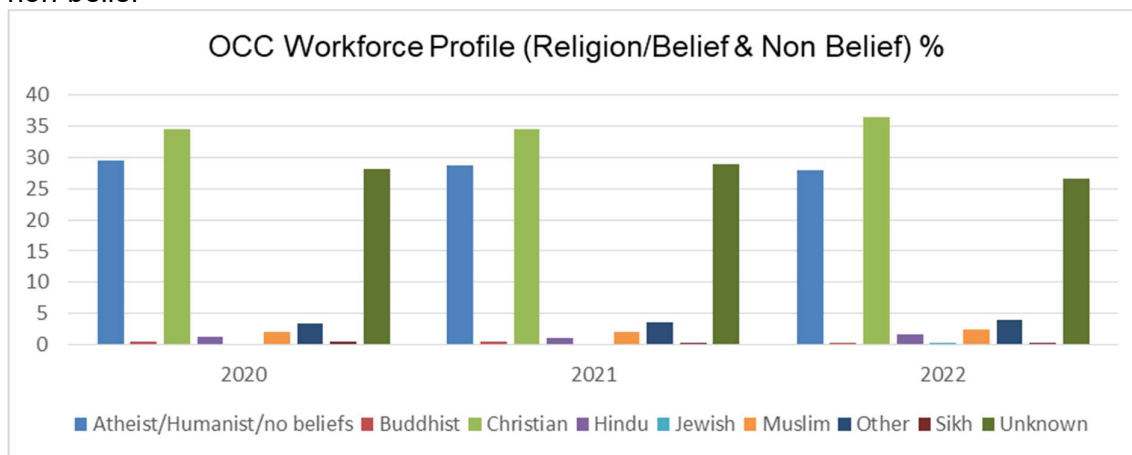
Religion/Belief & Non-Belief	2020	2021	2022
Atheist/Humanist/no beliefs	29.44%	28.73%	27.85%
Buddhist	0.56%	0.57%	0.40%
Christian	34.58%	34.57%	36.33%
Hindu	1.25%	1.14%	1.59%
Jewish	0.14%	0.14%	0.27%
Muslim	2.08%	2.13%	2.52%
Other	3.33%	3.56%	3.98%
Sikh	0.42%	0.28%	0.40%
Unknown	28.2%	28.88%	26.66%

The table below shows Oxford City Council's workforce profile by age band

OCC Age Profile %

Age Band	2020	2021	2022
Under 21	0.69%	0%	0.93%
21-30	15%	13.23%	13.79%
31-40	25.42%	23.9%	25.86%
41-50	23.61%	25.04%	23.74%
51-60	25.28%	27.87%	26.66%
61-65	8.75%	8.25%	7.82%
Over 65	1.25%	1.71%	1.2%

The table below shows Oxford City Council's workforce profile by where they live

Council workforce living in Oxford city %
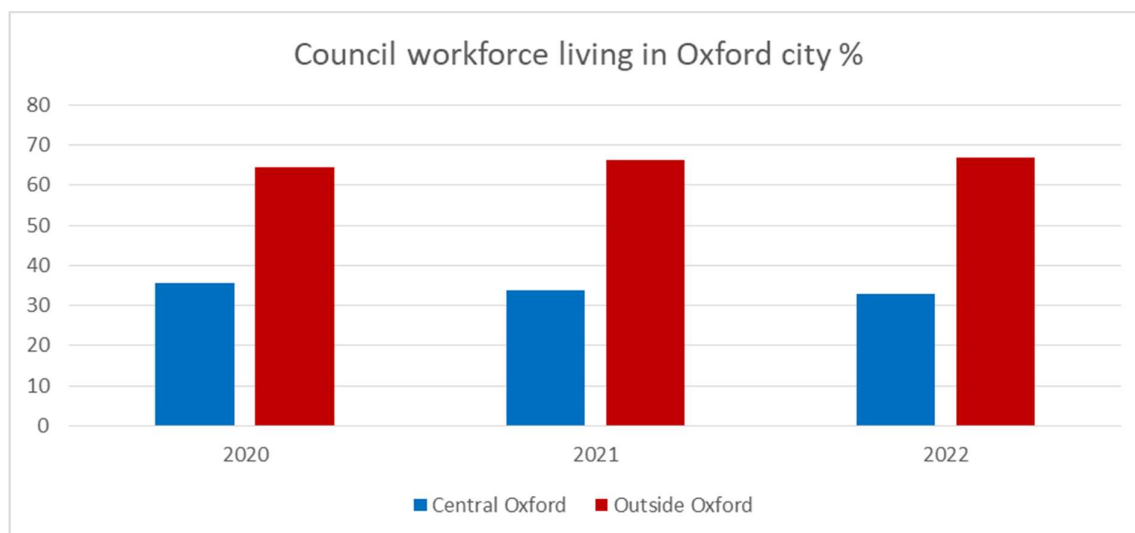
Location	2020	2021	2022
Central Oxford	35.69%	33.71%	33.02%
Outside Oxford	64.31%	66.29%	66.98%

The table below shows the proportion of Oxford City Council employees who have not declared information by each characteristic

Workforce not declaring information %
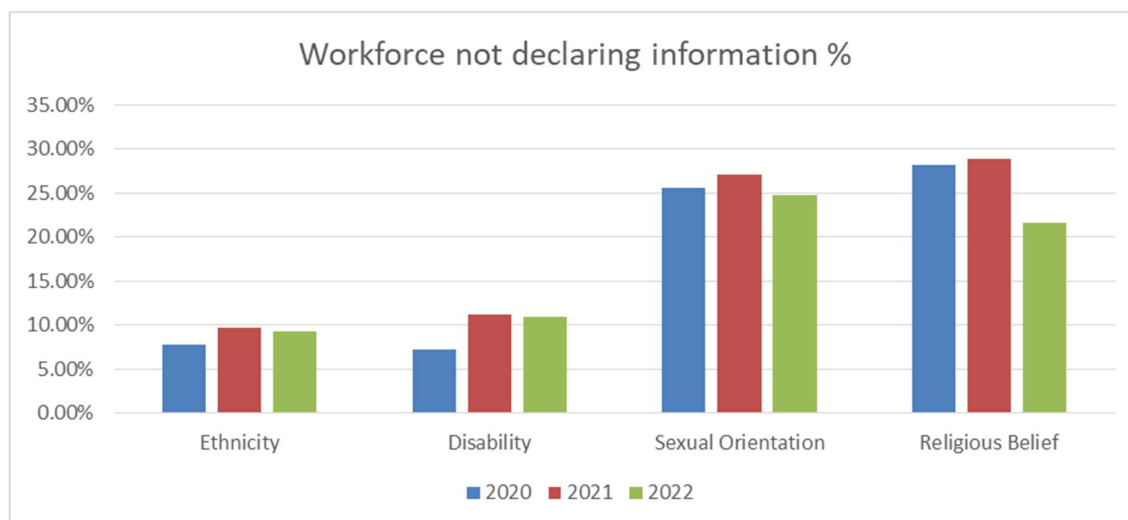
Characteristic not declared	2020	2021	2022
Ethnicity	7.78%	9.67%	9.28%
Disability	7.22%	11.24%	10.90%
Sexual Orientation	25.56%	27.03%	24.80%
Religious Belief	28.19%	28.88%	21.62%

Workforce Profile by Grade and Employment Type

| Grade	Female Full Time	Female Part Time	Female Total	Male Full Time	Male Part Time	Male Total	Grand Total
Apprentice	7	0	7	2	0	2	9
Grade 03	8	4	12	6	2	8	20
Grade 04	13	15	28	17	4	21	49
Grade 05	64	48	112	36	4	40	152
Grade 06	60	27	87	32	5	37	124
Grade 07	76	28	104	71	3	74	178
Grade 08	24	13	37	49	8	57	94
Grade 09	19	14	33	19	1	20	53
Grade 10	8	5	13	12	0	12	25
Grade 11	11	2	13	13	0	13	26
Service Manager	1	0	1	0	0	0	1
Business Lead	4	1	5	3	0	3	8
Service Head	4	0	4	7	0	7	11
Director	1	0	1	2	0	2	3
Chief Executive	1	0	1	0	0	0	1
Grand Total	**301**	**157**	**458**	**269**	**27**	**296**	**754**

Employees by employment type, grade and gender
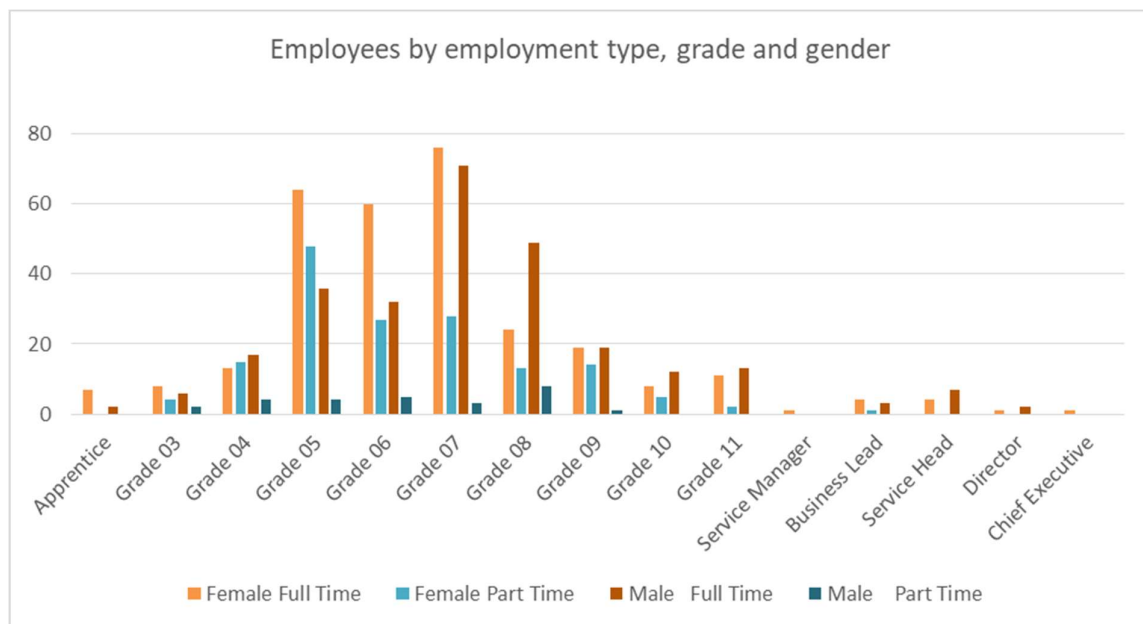
Workforce Profile Summary

- The total workforce number has increased since March 2021 from 703 to 754. The proportion of women employed by Oxford City Council has increased to 60.7% and compares favourably with Oxford demographic data of 47%.

- The number who have not declared their ethnicity has increased over the period from 6.7% to 9.28% in 2022. This needs to be addressed to help provide a more comprehensive and accurate picture of our workforce.

- Minority ethnic groups represented 14.6% of the Council's workforce at 31st March 2022, an increase from 12.4% since last year. This exceeds the Council's target of 13.5% by 31 March 2022. Based on the 2011 Census, the economically active minority ethnic population of Oxford is 18.7%.

- The proportion of economically active residents in Oxford who considered themselves to have a disability in the 2011 Census was 6.7%. The proportion of staff who consider themselves to have a disability remained steady every year at around 10.8% and greater than the proportion of economically active individuals in Oxford.

- The average age of the workforce is 44. Other than the under 21 age band there is very little change year on year. The changes to the under 21 age band are reflective of apprentice recruitment campaigns. 75% of the Council's workforce is fairly evenly split between the three decade groups within the 30 to 60 age range. The population of Oxford is younger, with the largest proportion of the population being between the ages of 20-29 years of age, reflecting the large student population in Oxford.

- The number of staff who identify as lesbian, gay or bisexual has increased from 3.5% to 4.2%. This compares favourably to the 2016 annual population survey which stands at 2%.

- The proportion of members of staff who consider themselves to be atheist or have no religion has remained relatively stable, currently at around 27.8%, which compares to 33.1% of the population in Oxford. The number of staff who consider themselves to be Christian has increased marginally to 36.3%. The number not declaring their religion is relatively high at 26.7%, compared to the Oxford population where 8.3% of religious belief is unknown.

- The proportion of the workforce who have not declared whether they have a disability, their sexual orientation, ethnic group and religion/ belief or non-belief has increased since last year. The biggest drop in declaration has been for disability by over 3%.

- The proportion of staff living outside the city centre has risen from 63.1% to 67%. This is partly a reflection of the fact that Oxford remains the most expensive place to live in the UK outside London. Also, the City Council is able to attract talent from across the country due to its ambitious agenda and reputation, flexible and remote working arrangements and employee benefits. This provides an opportunity to have a more diverse workforce.

- There is a fairly good representation of women in roles up to Grade 9, however there are more women than men in lower grades, in particular grade 5 positions.

- A quarter of the Council's workforce is part time – the majority working part time are women with only 34 men working less than full time hours. There is a fairly proportionate spread of part time workers across all grades up to grade 10, but fewer in management roles above grade 11. In the current context of a more remote working economy it may be useful to understand the lower figure for men and make sure they have the same opportunities for working different patterns as women. These figures also do not currently include any other flexible working patterns in place so provides a partial picture.

Oxford City Council Management Profile

For the purposes of this report, senior managers are defined as those in the following positions:

- Chief Executive
- Executive Directors
- Heads of Service
- Business Leads
- Service Managers
- Grade 11
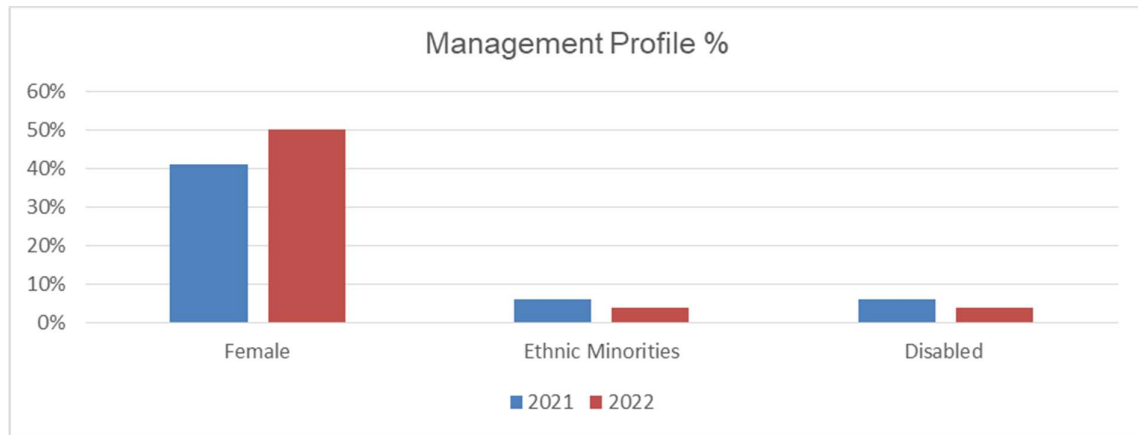
Characteristic	2021	2022
Female	41%	50%
Ethnic Minorities	6%	4%
Disabled	6%	4%

Information not declared	2021	2022
Ethnicity	29%	22%
Disability	33%	26%
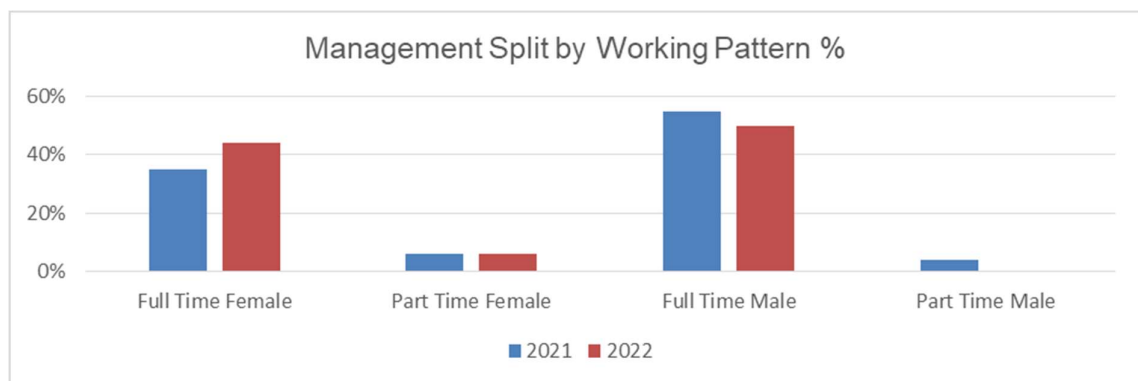
Working Pattern	2021	2022
Full Time Female	35%	44%
Part Time Female	6%	6%
Full Time Male	55%	50%
Part Time Male	4%	0%

Summary of Management Profile

- Since the last report, the number of women in management roles has increased by 9%. They now represent half (50%) of the management workforce, although this is not reflective of the total representation of women in the Council, which is 60.7%.

- The proportion of the managers from minority ethnic groups has decreased from 6% to 4%, although it should be noted that a large proportion of employees (22%) have chosen not to declare their ethnicity so we do not have an accurate picture.

- 4% of people in management roles have declared they have a disability which is a decrease from 6% in the previous year. Again, the number of people who have chosen not to declare is significant at 26%.

- The proportion of managers who are in part-time roles is very low, at only 6% who are all female. However, it should be noted that this data does not include all flexible working patterns.

Attraction, Recruitment and On-Boarding

Applications for roles %
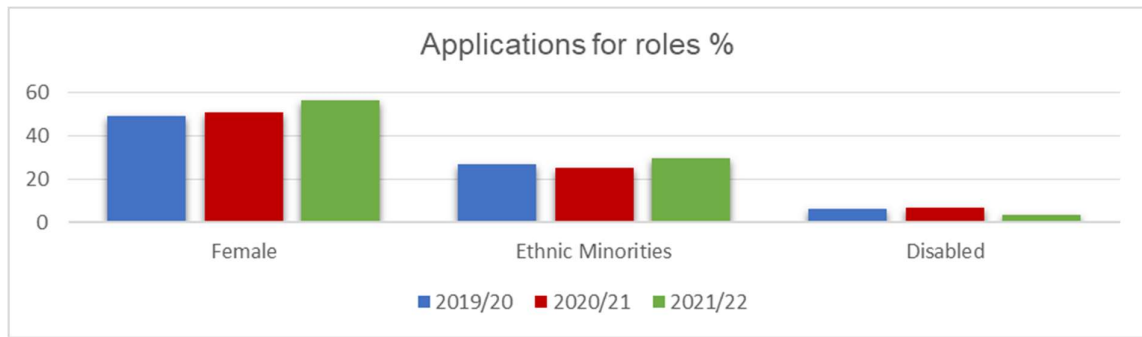
Characteristic	2019/20	2020/21	2021/22
Female	49.34%	50.57%	56.48%
Ethnic Minorities	26.84%	25.05%	29.57%
Disabled	6.43%	6.79%	3.66%
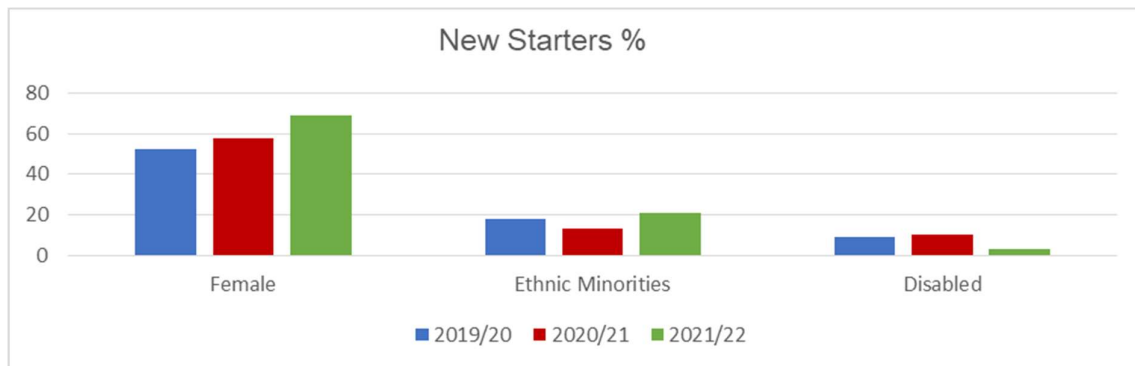
New Starters %

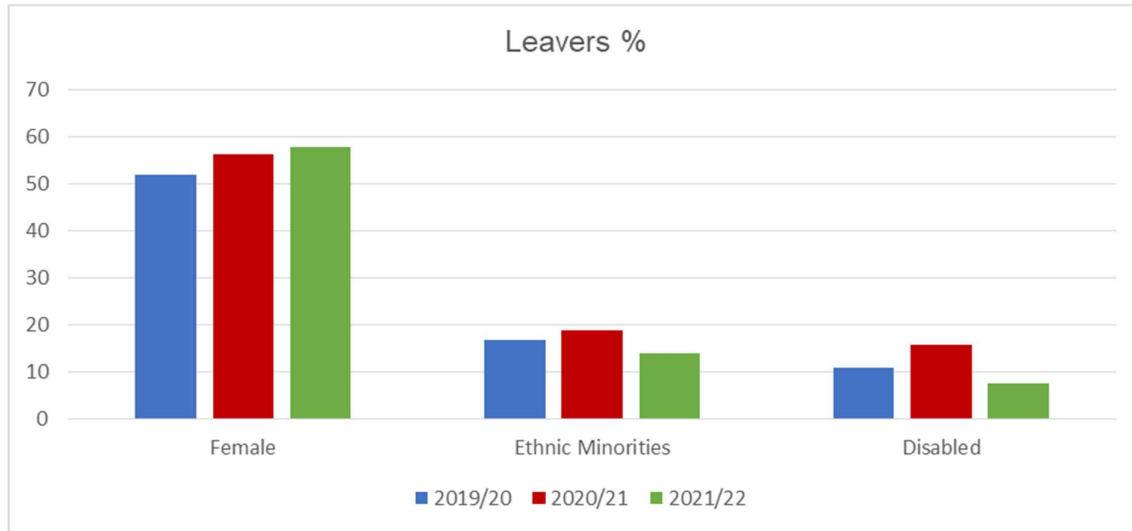| Characteristic	2019/20	2020/21	2021/22
Female	52.53%	57.67%	69.01%
Ethnic Minorities	17.77%	13.33%	21.13%
Disabled	9.09%	10.00%	2.82%

Summary of Attraction, Recruitment and On-boarding

Over the reporting period, the total number of new starters joining Oxford City Council fluctuated significantly, dropping in 2020/21 to 60 and then increasing to 142 in 2021/22, its highest level in recent years. The reduction can be attributed to the challenging circumstances facing the country during the pandemic and the increased recruitment in the last year due to an increase in the size of the workforce overall and an increase in employee turnover. We have seen an increase in the number of employees because of the recruitment of apprentices and trainees, numbering 15. We have also seen some success in filling some roles that have been vacant for a long time and were previously filled by agency staff, such as in Property Services. Finally, we have seen some small scale service expansion such as in Law and Governance to deal with growing demands.

- The data shows that the proportion of female applicants has increased to 56.5% and the proportion of females being appointed has increased significantly to 69%.

- Despite the increased number of jobs being advertised, the number of applicants fell, showing that significantly fewer people were applying for each role. This is likely to be a reflection of the challenging recruitment market, with a shortage of candidates.

- There was an increase in applicants and new starters from minority ethnic groups, but fewer candidates with disabilities.

- In 2021, the Council launched its apprenticeship programme and we maximised our work with local schools and partners. This has been successful in attracting apprentices from the local communities in Oxford City. A breakdown of this shows that 73.4% of applicants were under 30 compared with 22.3% over 30, 36% were from minority ethnic groups compared with 53.2% the majority white group and 54% were female compared with 42.4% male.

- The number of leavers almost doubled in the last year from 64 to 107. The profile of leavers was broadly comparable with the overall workforce profile. The number of leavers was significantly lower in 2020/21 and the last year has seen a return to more normal turnover figures.

Leavers

Leavers %

Characteristic	2019/20	2020/21	2021/22
Female	51.82%	56.25%	57.9%
Ethnic Minorities	16.87%	18.75%	14%
Disabled	10.84%	15.63%	7.5%

Reason for leaving %
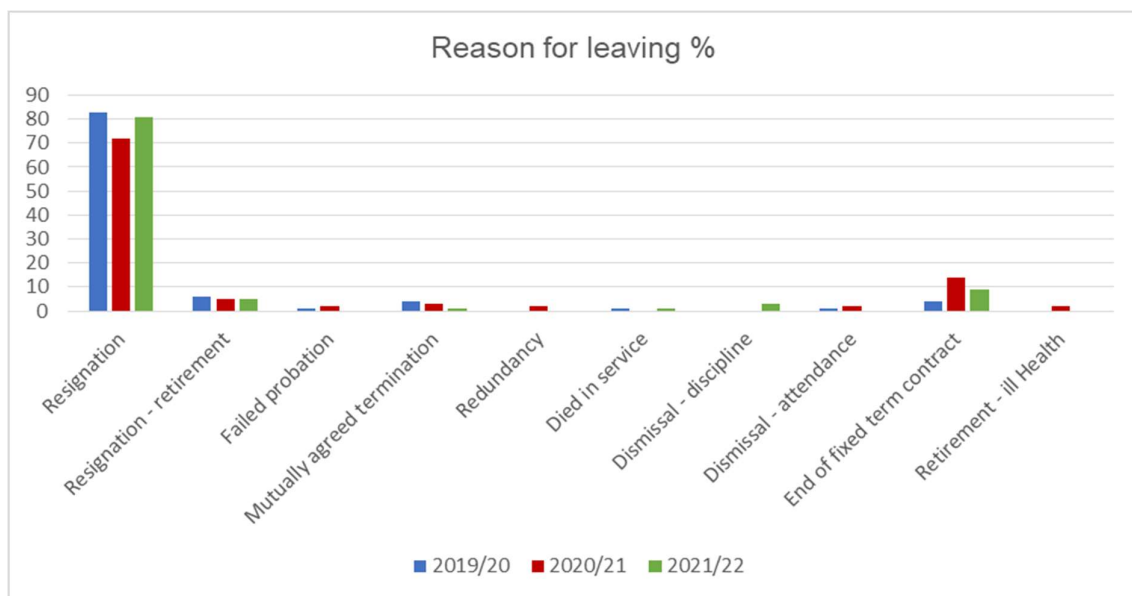
Leaving Reason	2019/20	2020/21	2021/22
Resignation	83%	70%	81%
Resignation - retirement	6%	5%	5%
Failed probation	1%	2%	0%
Mutually agreed termination	4%	3%	1%
Redundancy	0%	2%	0%
Died in service	1%	0%	1%
Dismissal - discipline	0%	0%	3%
Dismissal - attendance	1%	2%	0%
End of fixed term contract	4%	14%	9%
Retirement - ill Health	0%	2%	0

Leavers by Month

Month	Apr 21	May 21	Jun 21	Jul 21	Aug 21	Sep 21	Oct 21	Nov 21	Dec 21	Jan 22	Feb 22	Mar 22
Number	12	7	8	9	9	8	11	8	13	5	7	10

Leavers Summary

- The average turnover as at the 31st March 2022 was 12%. This has steadily risen from 7.3% in April 2021. The trend of decreasing numbers of leavers to 64 in 2020/21 has reversed with the number of leavers increasing to 107 in 2021/22. This pattern is attributed to the uncertainty and a slow labour market during the pandemic. Please see Data Table 3 in the Appendix for further breakdown.

- Overall the proportion of female leavers has increased over the reporting period (2020-2022), whereas the proportions of minority ethnic and disabled leavers have reduced in 2021/22. The data for leavers in 2021/22 indicates that the proportion of leavers is broadly representative of the current workforce in terms of minority ethnic groups. The number of female and disabled leavers was, however, lower than the representation in the Council's workforce.

- The data indicates that the number of female and minority ethnic leavers is less than the number joining representing a net increase for the Council across these groups.

- Leaver data across the reporting period shows that the trend of decreasing numbers of people voluntarily resigning has reversed in 2021/22 with an increase of 11% to 81% of all leavers.

- The top 3 reasons for leaving are Voluntary Resignation, End of Fixed Term Contract and Resignation – Retirement. This has remained consistent across the reporting period. Dismissal for attendance reasons, although low, has increased over the reporting period.

Priority Actions - 2022/2023

Improve diversity and inclusion by introducing inclusive recruitment practices to reduce the influence of bias and a focus on capability to do the job. This will include:

- A review of current policy and process

- Introducing inclusive recruitment practices

- Training workshops for managers to improve skills

- Broader advertising and promotion of opportunities

Roll out of our new Equality Impact Assessments across all people policy and activity to address the needs of protected groups. This will include:

- Support and guidance for managers and people practitioners

- Reviews of outcomes to evaluate impact

Build inclusive leadership practices and culture. This will include:

- Inclusive leadership will form part of our tools and training for managing and motivating performance

- A celebration of diversity will be organised

- Regular communications on best practice and ideas to inspire change

- Building the influence and strength of our Equalities Steering Group to better integrate Equality, Diversity, Inclusion and Belonging with policy, service design and operational delivery

- Workshops on inclusion

Improved understanding of our workforce and individual employee experiences. This will include:

- Improved collection and evaluation of diversity data in people processes

- Development of staff networks

- Ongoing staff surveys and evaluation of results

- Improved employee data

Appendix

Recruitment Activity Data Tables 2019/20 to 2021/22

Job applications 2019/20

Characteristic	Number	Percentage
Female	783	49%
Male	720	46%
Sex Not Declared	84	5%
Ethnic Minorities	426	27%
White	1029	64%
Ethnicity Not Declared	132	9%
No Disability	1305	83%
Has Disability	102	6%
Disability Not Declared	180	11%
Total Applications	**1587**	**100%**

Job applications in 2020/21

Characteristic	Number	Percentage
Female	529	51%
Male	449	43%
Sex Not Declared	68	6%
Ethnic Minorities	262	25%
White	686	66%
Ethnicity Not Declared	98	9%
No Disability	839	80%
Has Disability	71	7%
Disability Not Declared	136	13%
Total Applications	**1046**	**100%**

Job applications in 2021/22

Characteristic	Number	Percentage
Female	571	56%
Male	384	38%
Sex Not Declared	56	6%
Ethnic Minorities	299	30%
White	624	61%
Ethnicity Not Declared	88	9%
No Disability	831	82%
Has Disability	37	4%
Disability Not Declared	143	14%
Total Applications	**1011**	**100%**

New Starters Data Tables 2019/20 to 2021/22

Starters in 2019/20

Characteristic	Number	Percentage
Female	52	53%
Male	47	47%
Ethnic Minorities	17	17%
White	62	63%
Ethnicity Not Declared	20	20%
No Disability	66	67%
Has Disability	9	9%
Disability Not Declared	24	24%
Total Starters	**99**	**100%**

Starters in 2020/21

Characteristic	Number	Percentage
Female	34	57%
Male	26	43%
Ethnic Minorities	8	14%
White	26	43%
Ethnicity Not Declared	26	43%
No Disability	28	47%
Has Disability	6	10%
Disability Not Declared	26	43%
Total Starters	**60**	**100%**

Starters in 2021/22

Characteristic	Number	Percentage
Female	98	69%
Male	44	31%
Ethnic Minorities	30	21%
White	82	58%
Ethnicity Not Declared	30	21%
No Disability	104	73%
Has Disability	4	3%
Disability Not Declared	34	24%
Total Starters	**142**	**100%**

Leavers Data Tables 2019/20 to 2021/22

Leavers in 2019/20

Characteristic	Number	Percentage
Female	43	52%
Male	40	48%
Ethnic Minorities	14	17%
White	59	71%
Ethnicity Not Declared	10	12%
No Disability	71	85%
Has Disability	9	11%
Disability Not Declared	3	4%
Total Leavers	**83**	**100%**

Leavers in 2020/21

Characteristic	Number	Percentage
Female	36	56%
Male	28	44%
Ethnic Minorities	12	19%
White	42	65%
Ethnicity Not Declared	10	16%
No Disability	39	61%
Has Disability	10	16%
Disability Not Declared	15	23%
Total Leavers	**64**	**100%**

Leavers in 2021/22

Characteristic	Number	Percentage
Female	62	58%
Male	45	42%
Ethnic Minorities	15	14%
White	68	64%
Ethnicity Not Declared	24	22%
No Disability	72	67%
Has Disability	8	8%
Disability Not Declared	27	25%
Total Leavers	**107**	**100%**