



Babergh & Mid Suffolk District Councils'

# Workforce Equality & Diversity Report

1 APRIL 2021 TO 31 MARCH 2023



# 1. Introduction

We are pleased to present our Annual Workforce Equality & Diversity report covering the period from 1 April 2021 to 31 March 2023.

We strive to be an exemplar employer with an inclusive workplace where people from all backgrounds can thrive at work, reach their full potential and have their voices heard.

Our workforce data forms part of the equality information that we use to help us meet our duty to eliminate discrimination and harassment, promote equality of opportunities and foster good relations between different groups within our workforce.

## 2. Background

Under section 149 of the Equality Act 2010 (the Public Sector Equality Duty (PSED)) and the Equality Act 2010 (Specific Duties) Regulations 2011, Babergh and Mid Suffolk District Councils ('B&MS') are required to publish equality information to demonstrate our compliance with the general equality duty.

Our workforce monitoring data forms part of the information that we collate, monitor and publish to help us embed equality considerations within our employment policies and practices and meet our responsibilities under the duty.

## 3. Scope

The purpose of this report is to present equality and diversity information comparing against previous years, enabling us to use this information to investigate any disparities in outcomes for our different employee groups, and identify where we can do more.

This report provides an overview of our equality and diversity employment monitoring data with financial years occurring from 1 April to 31 March each year. This report is based on two financial years:

- **1 April 2021 to 31 March 2022**
- **1 April 2022 to 31 March 2023**

It includes age, disability, gender reassignment, pregnancy and maternity, race, religion, sex and sexual orientation.

We also collate information on marital status. Our reporting categories are detailed in the appendix. The data represents all staff employed directly by B&MS.

## 4. Staff diversity declaration rates

While we encourage our employees to provide equality monitoring data, supplying it is voluntary, and individuals can choose what they wish to declare.

It should be noted that the information provided helps us to understand equality issues in our workforce and to make informed decisions on changes to our policies and practices.

## 5. Interpreting the data

Please note the following when interpreting the data presented within this report:

- Information is published in accordance with the Data Protection Act 1998 and does not identify individuals
- To protect anonymity, information referring to fewer than five individuals is shown by an asterisk
- Our ethnicity reporting groups were adjusted to reflect government guidance; 'ethnic minorities' is used to refer to all ethnic groups except the White British group.

## 6. Our equality objectives

The PSED is a legislative tool that requires public bodies to proactively identify and tackle discrimination and inequalities and promote good relations. B&MS prioritise three types of equality objectives concerning the delivery of our mandate, our people and our intelligence gathering.

**At B&MS, we want to:**

- **Ensure that the legal obligations under the PSED are delivered.**
- **Ensure our workforce and communities equality needs are met and support community cohesion.**
- **Improve services and organisational delivery in order to better facilitate compliance with the PSED in relation to our workforce, residents, visitors and businesses.**

## 7. Our recruitment process

Recruitment to B&MS is through fair and open competition (except in certain circumstances, where redeployment or reorganisation policies apply) and based on merit, with individuals assessed for their ability to demonstrate the required competencies, knowledge and skills for the role. We are committed to ensuring that all recruitment is free from unfair and unlawful discrimination.

The recruitment and selection process is based on a fair and consistent approach, free from bias and consistent with principles of equality of opportunity. It complies in whole with the Equality Act 2010. Candidates will not be discriminated on the grounds of race or ethnic origin, disability, sex, gender reassignment, sexual orientation, religion or belief, age, pregnancy and maternity, marriage and civil partnership.

We use a diverse range of methods to attract applicants and promote our vacancies. These include a variety of advertising sites and jobs boards, social media and our contact networks to ensure we reach a diverse pool of applicants.

We are a Disability Confident Employer and operate a Guaranteed Interview Scheme, where we interview those applicants that declare a disability and who meet the minimum criteria for the role they have applied for.

Reasonable adjustments are made wherever practicable, to ensure that disabled individuals are not disadvantaged as part of the recruitment and selection process.

## 8. Summary

### **Between 1 April 2021 and 31 March 2023:**

- On average, our ethnicity profile was 71% White and 3% minority ethnic groups. Not disclosed increased from approximately 20% to 31%.
- On average, our sex profile was 58% females and 42% males employed.
- Approximately 3% of employees declared a disability in 2021 and 2022 while 1% in 2023. Not disclosed increased from 40% in 2021 to 97% in 2023.
- Our age profile showed similar trends. The most common age group was 45-64 and the less common 65+, followed by those aged 16-24.
- On average, our religion or belief profile was 29% Christian, 29% No religion, 2% other and 1% Jewish and Buddhist. Not disclosed increased from approximately 34% in 2021 to 43% in 2023.
- On average, our sexual orientation profile was 61% heterosexual and 1% Lesbian, Gay and Bisexual between 2021-22. Not disclosed increase from approximately 35% in 2021 to 91% in 2023, resulting in 7% heterosexual and 1% Lesbian, Gay, Bisexual and Other in 2023.
- Our gender reassignment profile was none.
- Although above five employees each financial year, the numbers of reported maternity/paternity leave profile were small.
- On average, our marital status profile was 43% Married followed by 17% Single, 5% Divorced and 3% Partner. Not known increased from approximately 19% in 2021 to 32% in 2023.

# 9. Workforce equality & diversity report

## 9.1 Ethnicity Profile

- 2021 was represented by approximately 77% White and 3% minority ethnic groups
- 2022 was represented by approximately 69% White and 3% minority ethnic groups
- 2023 was represented by approximately 66% White and 3% minority ethnic groups
- Caribbean and Mixed-ethnic groups were the most common minority ethnic profile over the last two financial years
- Not disclosed increased from approximately 20% in 2021 to 31% in 2023

*Table 1: Ethnicity representation in Babergh and Mid Suffolk*

Ethnicity	2021	2022	2023
Asian/Asian British: Bangladeshi	0%	0%	0%
Asian/Asian British: Chinese	*	0%	0%
Asian/Asian British: Indian	*	*	*
Asian/Asian British: Pakistani	*	*	0%
Black/African/Caribbean/Black British: Caribbean	*	1%	*
Black/African/Caribbean/Black British: African	*	*	*
Black/African/Caribbean/Black British: Other Black	*	0%	*
Mixed/Multiple Ethnic Group	*	1%	1%
Other Ethnic Group	0%	*	*
White: British, Irish or other	77%	69%	66%
Not disclosed	20%	28%	31%

## 9.2 Disability Profile

In 2021 and 2022, approximately 3% of employees declared a disability. In 2023, this accounted for 1%. Not disclosed increased from 40% in 2021 to 97% in 2023.

*Table 2: Disability profile*

Disability	2021	2022	2023
Employees declaring a disability	3%	3%	1%
Employees considered not disabled	56%	51%	2%
Not disclosed	40%	46%	97%

### 9.3 Sex Profile

Our sex profile was similar over the last two financial years with slightly more female than male employees, an average of 58% females and 42% males employed.

**Table 3: B&MS Sex Profile**

Sex	2021	2022	2023
Female	58%	56%	59%
Male	42%	44%	41%

### 9.4 Age Profile

- Overall, the last two financial years presented similar age profile trends. With the most common age groups being 45 to 64 and the less common being 65+ and 16-24
- There was a small increase in employees aged 25-34 (from approximately 13% in 2021 to 17% in 2023)
- There was a small decrease in employees aged 55-64 (from approximately 29% in 2021 to 24% in 2023)

**Table 4: B&MS Age Profile**

Age category	2021	2022	2023
16-24	7%	7%	6%
25-34	13%	13%	17%
35-44	19%	19%	20%
45-54	29%	29%	30%
55-64	29%	27%	24%
65+	4%	5%	4%

### 9.5 Religion or belief profile

- On average, our religion or belief profile was 29% Christian, 29% No religion, 2% other and 1% Jewish and Buddhist.
- Even if fewer than five, all religions were seen in 2021. There were no Hindus in 2022 and Muslims in 2023.
- Not disclosed increased from approximately 34% in 2021 to 43% in 2023.

**Table 5: B&MS Religion or Belief Profile**

Religion	2021	2022	2023
Buddhist	*	*	*
Christian	33%	28%	25%
Hindu	*	0%	*
Jewish	*	*	*
Muslim	*	*	0%
No religion	30%	28%	29%
Other	2%	2%	2%
Not disclosed	34%	41%	43%

## 9.6 Sexual orientation profile

- In 2021, approximately 64% of staff were heterosexual, 1% were gay, lesbian or bisexual
- In 2022, approximately 58% of staff were heterosexual, 1% were gay, lesbian or bisexual
- In 2023, approximately 7% of staff were heterosexual, 1% were gay, lesbian, bisexual or other
- Not disclosed increase from approximately 35% in 2021 to 91% in 2023

**Table 6: B&MS Sexual Orientation Profile**

Sexual Orientation	2021	2022	2023
Heterosexual	64%	58%	7%
Gay or Lesbian	*	*	*
Bisexual	*	*	*
Other	0%	0%	*
Not disclosed	35%	41%	91%
Total Lesbian, Gay, Bisexual and other	1%	1%	1%

## 9.7 Gender reassignment

Staff members were asked whether their current gender was different to that assigned to them at birth. No one has declared a gender reassignment within the financial years covered by this report.

**Table 7: B&MS Gender Reassignment Profile**

Gender Reassignment	2021	2022	2023
Yes	0%	0%	0%

## 9.8 Maternity & Paternity

The numbers of reported maternity and paternity leave were generally small and presented similar trends within the two financial years.

**Table 8: Maternity and Paternity leave between 2021-2023**

Maternity and Paternity leave <sup>1</sup>	2021	2022	2023
Pregnant and or on Maternity Leave	3%	2%	1%
On Paternity Leave	1%	1%	1%

<sup>1</sup> In some cases, maternity or paternity leave will be carried over within financial years, therefore, robust analysis is problematic.



## 9.9 Marital status

- Within the two financial years, the most common marital status was Married followed by Single, Divorced and Partner
- Not known increased from approximately 19% in 2021 to 32% in 2023

**Table 9: B&MS Marital Status between 2021-2023**

Marital Status	2021	2022	2023
Civil Partnership	*	*	*
Co-Habiting	3%	3%	4%
Divorced	5%	5%	5%
Living Together	0%	0%	*
Married	48%	42%	38%
Partner	3%	3%	3%
Separated	2%	2%	2%
Single	18%	17%	16%
Widowed	1%	1%	1%
Not known	19%	27%	32%
Prefer not to say	1%	1%	0%

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