

Workforce Equality Report for Babergh and Mid Suffolk District Councils March 2017

Equality monitoring declaration rate

The total number of staff employed by Babergh and Mid Suffolk District Councils as at 30 March 2017 was 558. Of these, 92% made declarations of some or all protected characteristics; 8% did not make a declaration of any protected characteristics, this is not a mandatory requirement. (This does not include Gender as 100% of employees responded)

Our Workforce Profile Summary

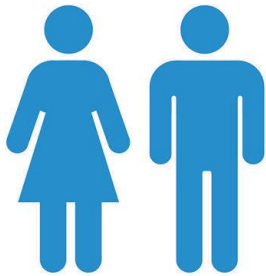
- The gender structure within the workforce is similar between March 2016 and March 2017, showing a slight increase in the number of male employees.
- Taking the whole workforce information for March 2017 (558 employees), the breakdown of staff who have full time contracts shows a similar number for both male and female with 190 male compared to 186 female members of staff (376 employees). However, the number of part time contracts shows a marked difference between male and female with 22 male and 160 female members of staff working part time hours (182 employees).
- The Councils have recognised the age profile needs to be addressed with the recruitment campaigns targeting the younger generation through the development of their apprenticeship programmes. The age profile of the Council shows the highest percentage of the workforce is over 45 years old.
- Ethnicity reporting is remaining constant, of the 13% unknown 2% preferred not to say, with 11% not responding.
- The number of employees who declared their disability status has remained constant over the 2 years.
- The number of staff who have completed the question relating to sexual orientation has increased with less than 50% not wishing to answer. In 2013 ONS asked around 180,000 UK adults about their self-perceived sexual identity, as part of the Integrated Household Survey. By 'sexual identity' we mean how people see themselves at the time the interview takes place. This does not necessarily match their sexual behaviour or attraction and can change over time. 1.6% of UK adults aged 16+ gave their sexual identity as lesbian, gay or bisexual in 2013. Mid Suffolk and Babergh workforce rate is currently 1%.

Our Workforce Profile

March 2016

Number of employees 554

What is the gender breakdown?

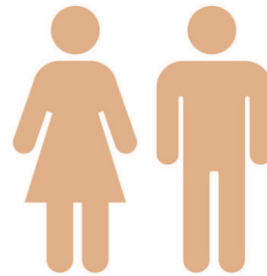


62.8% 37.2%

March 2017

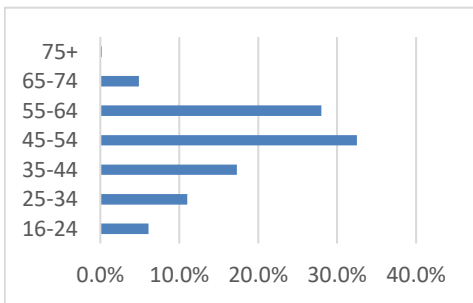
Number of employees 558

What is the gender breakdown?

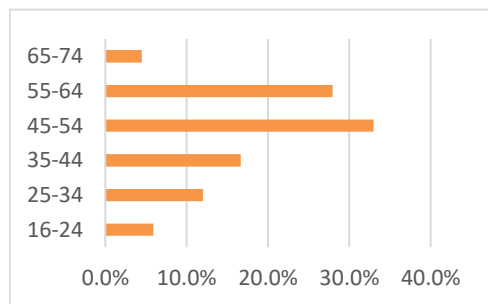


62.0% 38.0%

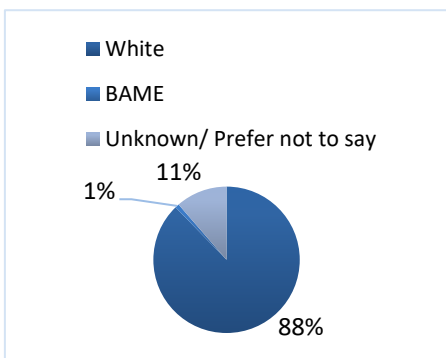
What is the age structure?



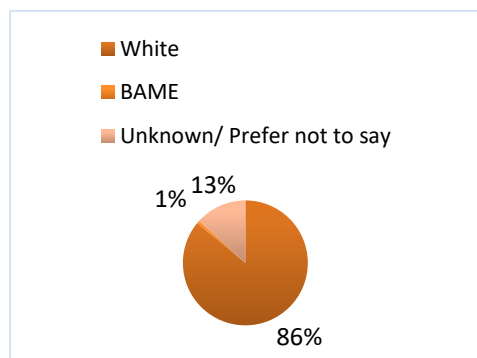
What is the age structure?



Ethnicity

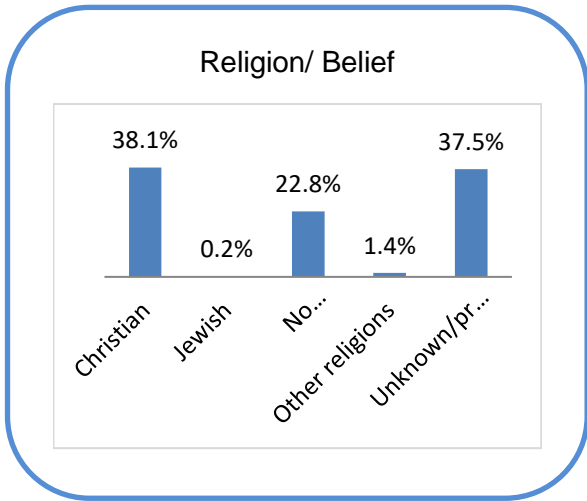


Ethnicity



Our Workforce Profile

March 2016



March 2017

