

# Workforce Equality Report for Babergh and Mid Suffolk District Councils March 2018

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## Equality monitoring declaration rate

The total number of staff employed by Babergh and Mid Suffolk District Councils as at 30 March 2018 was 534. Of these, 82% made declarations of some or all protected characteristics; 18% did not make a declaration of any protected characteristics, this is not a mandatory requirement though this is a decrease from 2017. (This does not include gender or age as 100% of employees responded)

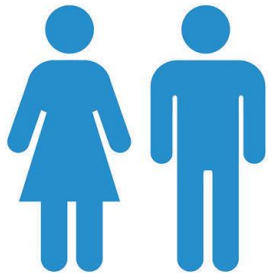
## **Our Workforce Profile Summary**

- The gender structure within the workforce remained stable between March 2017 and March 2018, showing a only a slight increase in the number of male employees.
- Workforce number as at March 2018 is 534 employees, which is a slight decrease from 558 last year. The breakdown of staff who have full time contracts shows a similar number for both male and female;196 male compared to 179 female members of staff (375 employees). However, the number of part time contracts shows a marked difference between male and female with 16 male and 143 female members of staff working part time hours (159 employees).
- The Councils have recognised the age profile should be taken under review with 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 has improved with 3% preferring not to say, and 16% not responding or unknown compared to 24% not responding or unknown in 2017.
- The number of employees who declared their disability status has remained constant over the 3 years.

### March 2016

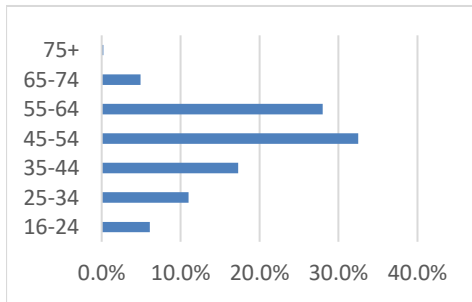
Number of employees 554

What is the gender breakdown?



62.8% 37.2%

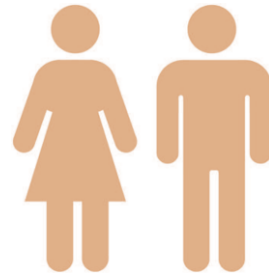
What is the age structure?



### March 2017

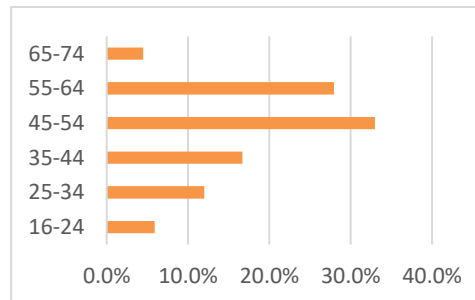
Number of employees 558

What is the gender breakdown?



62.0% 38.0%

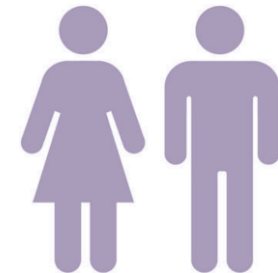
What is the age structure?



### March 2018

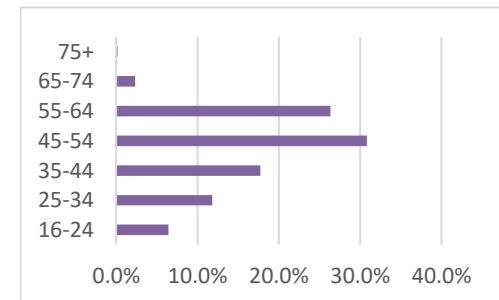
Number of employees 534

What is the gender breakdown?

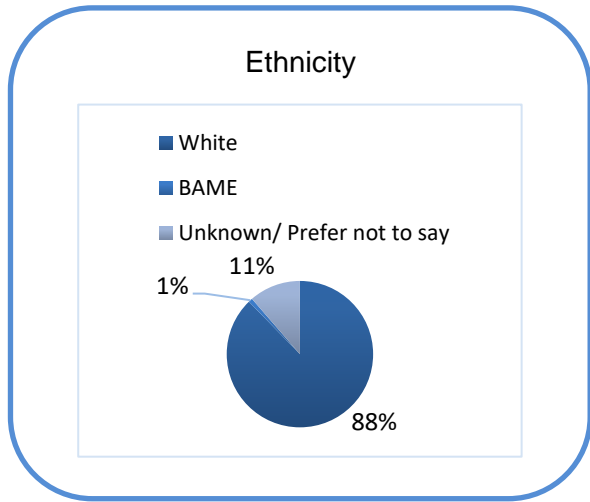


60.3% 39.7%

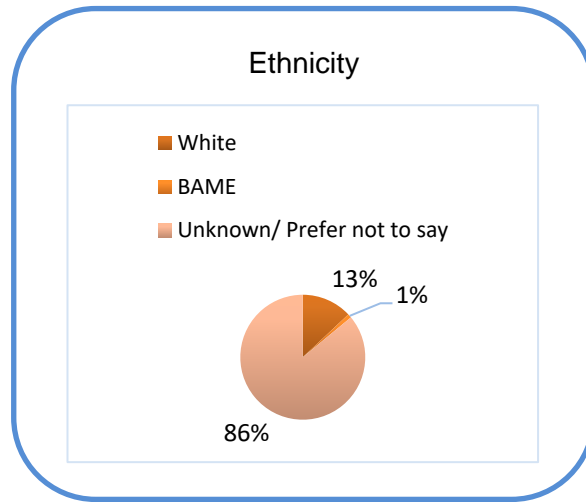
What is the age structure?



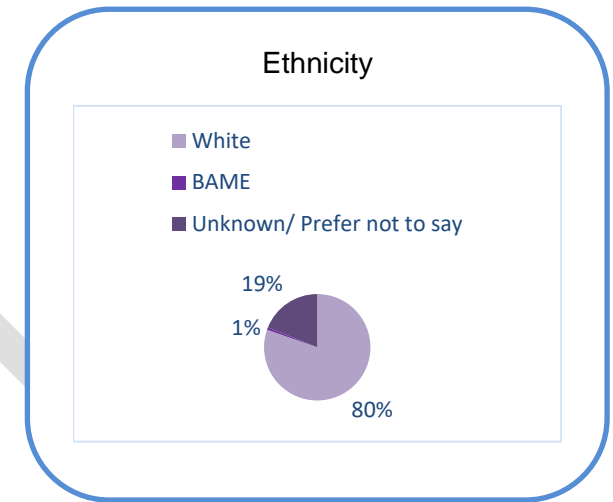
March 2016



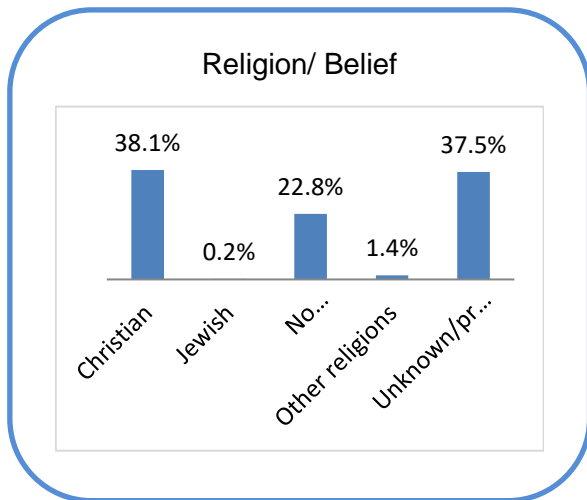
March 2017



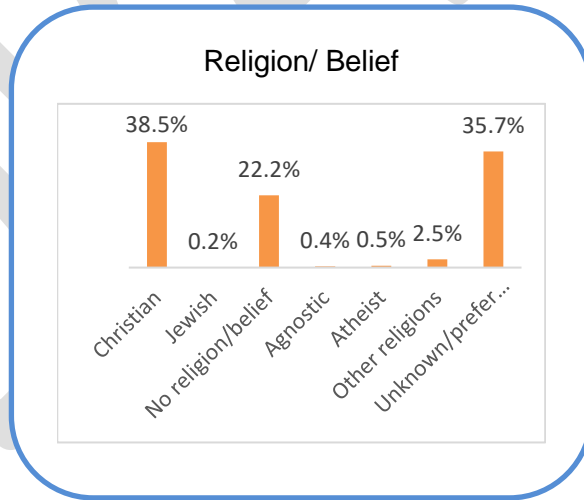
March 2018



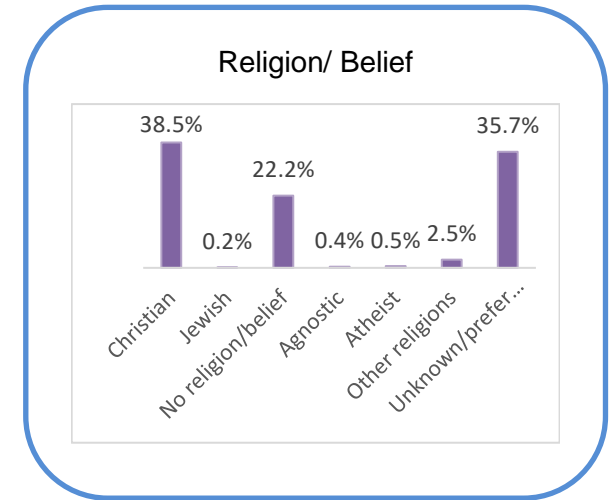
Religion/ Belief



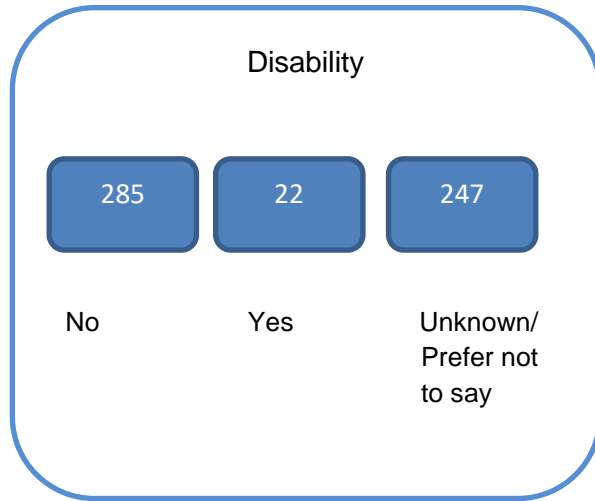
Religion/ Belief



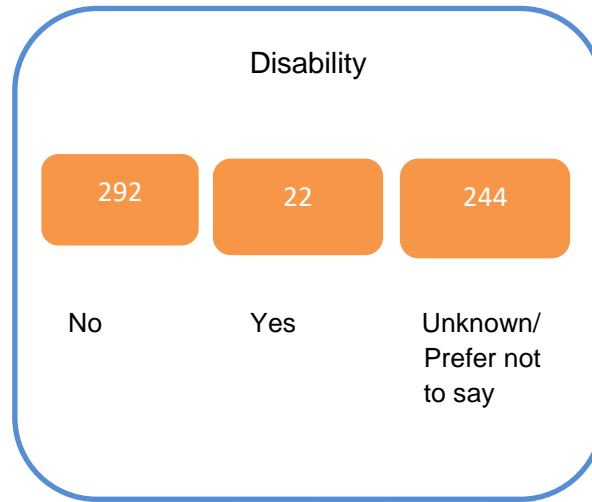
Religion/ Belief



March 2016



March 2017



March 2018

