

# Workforce Equality Report for Babergh and Mid Suffolk District Councils March 2019

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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 2019 was 541. Of these, 97% made declarations of one or some or all against the protected characteristics. This is an improvement of 15%, as it was only 82% for 2018. (This does not include gender or age as 100% of employees responded).

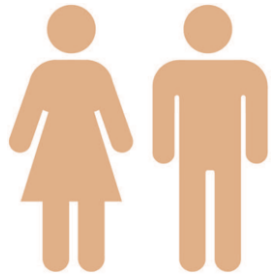
## **Our Workforce Profile Summary**

- The workforce number has remained relatively stable between March 2017 and March 2019 with only a slight increase in the number of employees of 17 (less than a 2% increase).
- The gender structure within the workforce has slightly shifted with an increase of males (of 1.9%), this is following the trend over the years. In 2017, the workforce was 38% male and in 2019 we have 41.6%
- The Councils have recognised the age profile should be more diverse with recruitment campaigns targeting the younger generation through the development of their apprenticeship programmes. The age profile of the Council is aging and shows that over 60% of the workforce is 45 years old or over.
- The number of employees who declared their disability status has remained constant over the 3 years, with over 40% of the workforce preferring not to say or not stated.
- A wider number of religions has been declared in 2019 compared to previous years, however, there has been a slight increase in the number of staff that prefer not to say or not stated.

March 2017

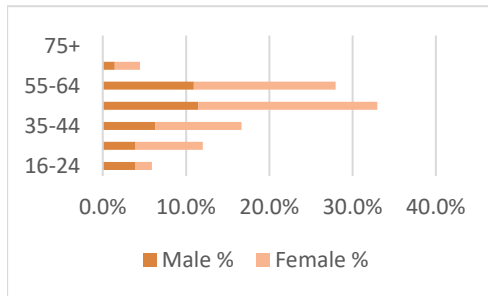
Number of employees 558

What is the gender breakdown?



62.0% 38.0%

What is the age structure?



March 2018

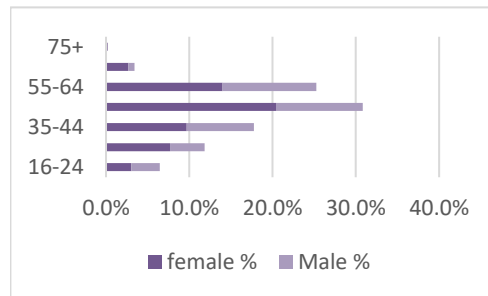
Number of employees 534

What is the gender breakdown?



60.3% 39.7%

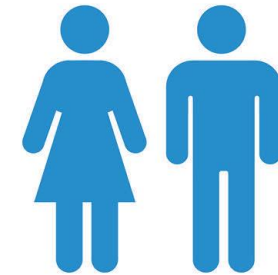
What is the age structure?



March 2019

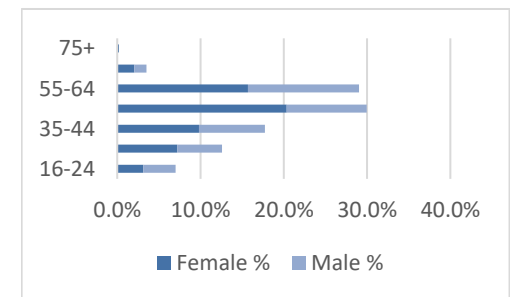
Number of employees 541

What is the gender breakdown?



58.4% 41.6%

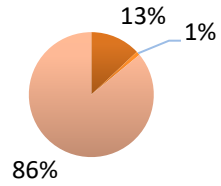
What is the age structure?



March 2017

Ethnicity

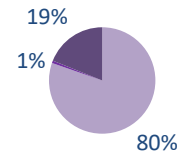
- White
- BAME
- Unknown/ Prefer not to say



March 2018

Ethnicity

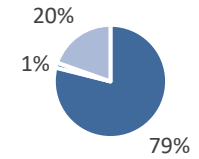
- White
- BAME
- Unknown/ Prefer not to say



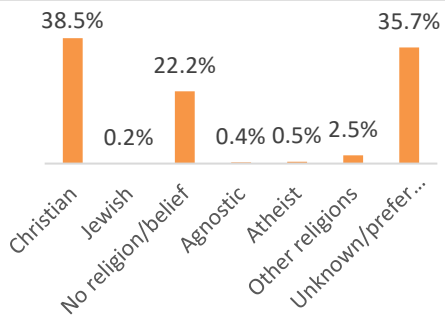
March 2019

Ethnicity

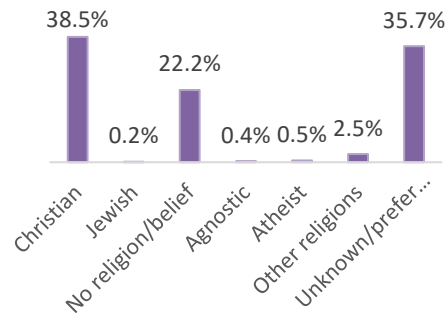
- White
- BAME
- Unknown/ Prefer not to say



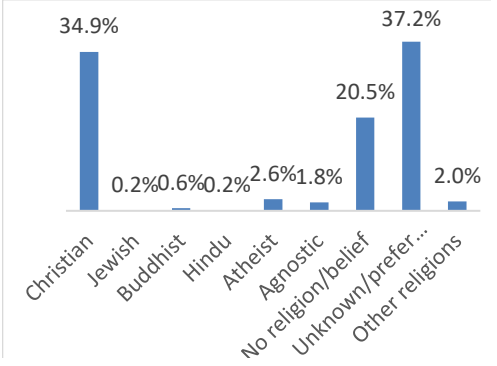
Religion/ Belief



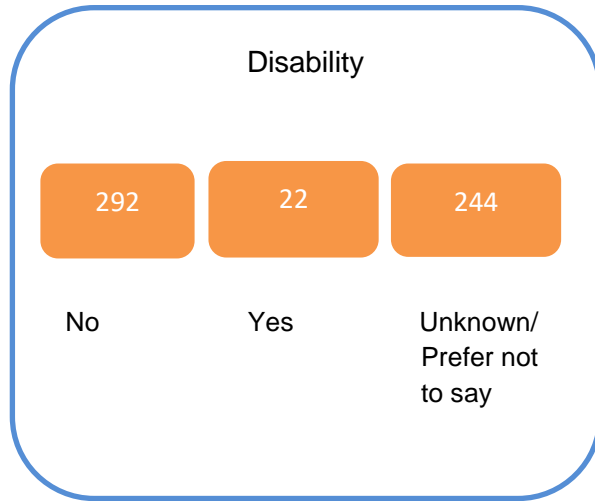
Religion/ Belief



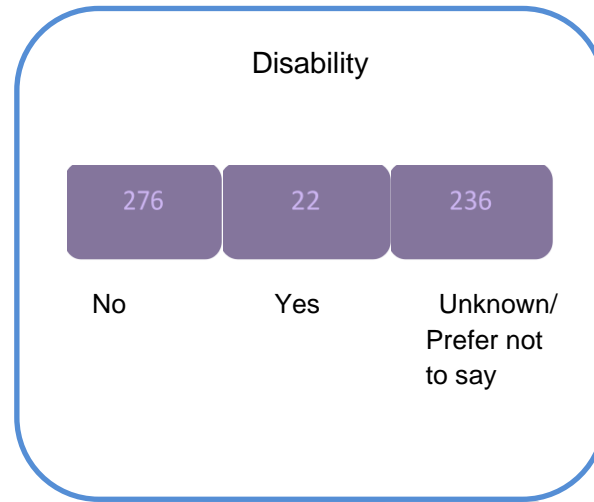
Religion/ Belief



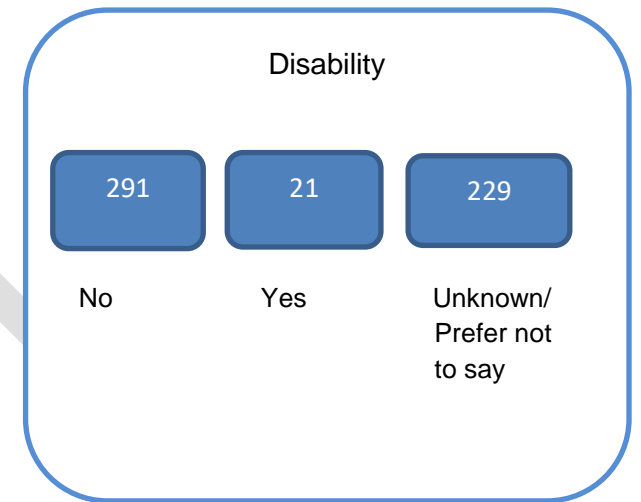
March 2017



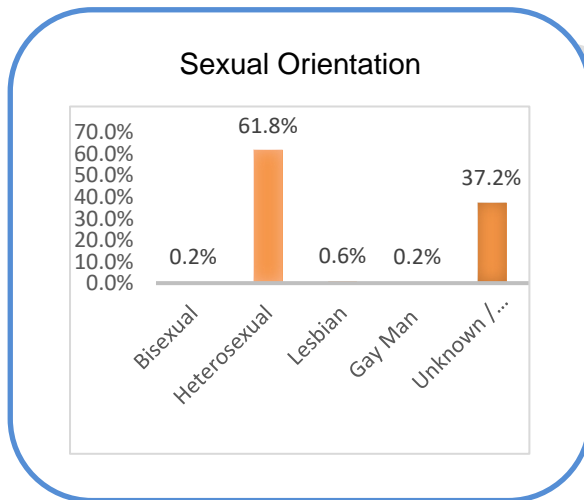
March 2018



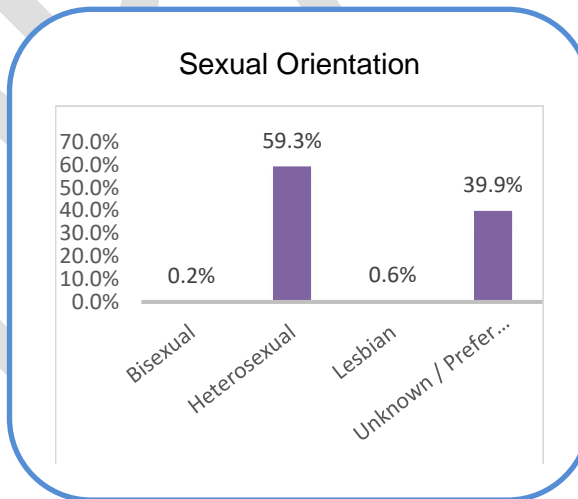
March 2019



Sexual Orientation



Sexual Orientation



Sexual Orientation

