

Workforce Equality Report for Babergh and Mid Suffolk District Councils March 2020

Equality monitoring declaration rate

The total number of staff employed by Babergh and Mid Suffolk District Councils as at 30 March 2020 was 513. Of these, 71% made declarations of one or some or all against the protected characteristics. This is a decline of 26%, as it was 97% for 2019. (This does not include gender or age as 100% of employees responded).

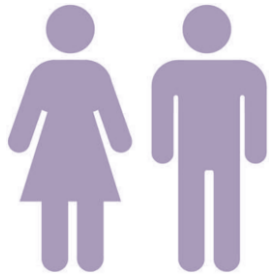
Our Workforce Profile Summary

- The workforce number has remained relatively stable between March 2019 and March 2020 with a decrease in the number of employees of 28 (5.1% decrease).
- The gender structure within the workforce has carried on shifting slightly with an increase of males of 0.7%. In 2019, the workforce was 41.6% male and in 2020 we have 42.3%.
- 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 almost 65.7% 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.
- The number of employees who declared their religion or belief has remained constant over the 3 years with almost 40% preferring not to say or not stated.

March 2018

Number of employees 534

What is the gender breakdown?

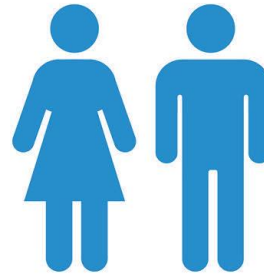


60.3% 39.7%

March 2019

Number of employees 541

What is the gender breakdown?

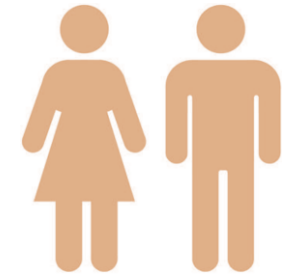


58.4% 41.6%

March 2020

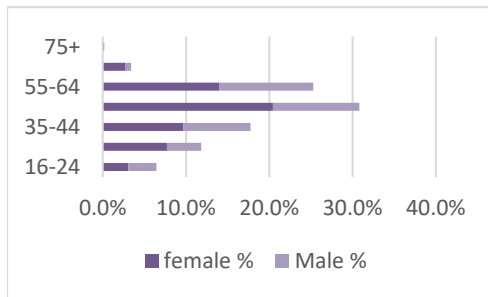
Number of employees 513

What is the gender breakdown?

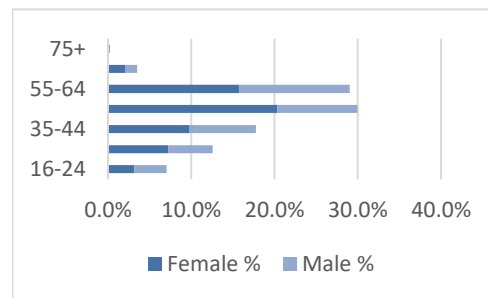


57.7% 42.3%

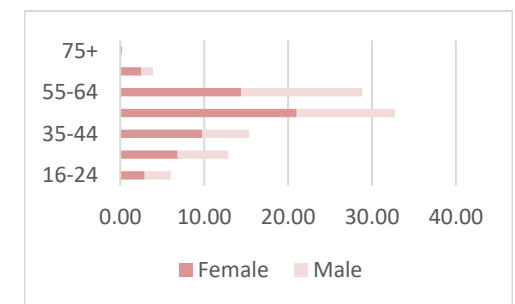
What is the age structure?



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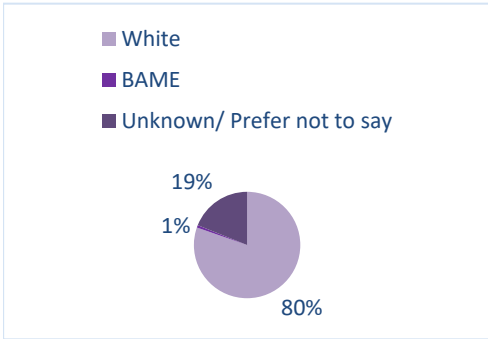


What is the age structure?



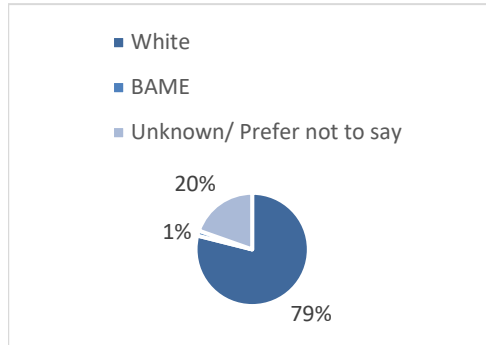
March 2018

Ethnicity



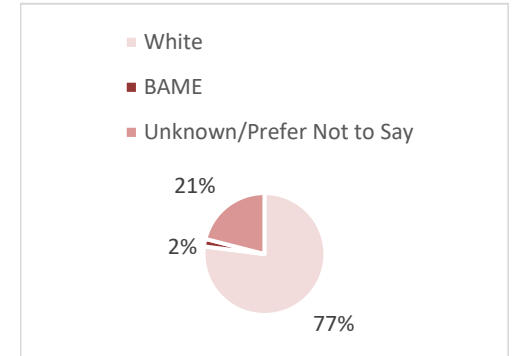
March 2019

Ethnicity

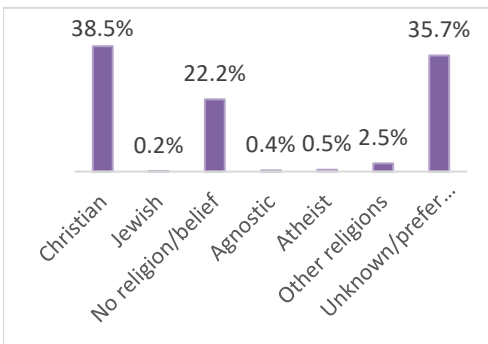


March 2020

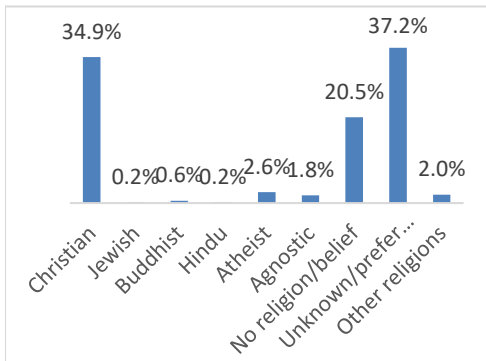
Ethnicity



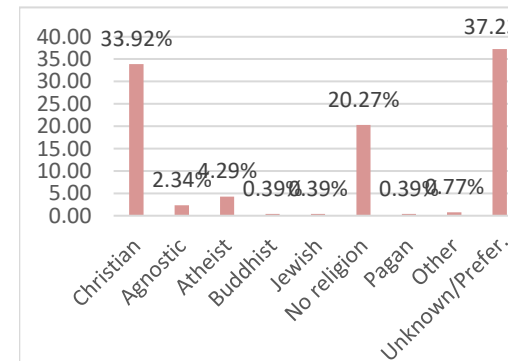
Religion/ Belief



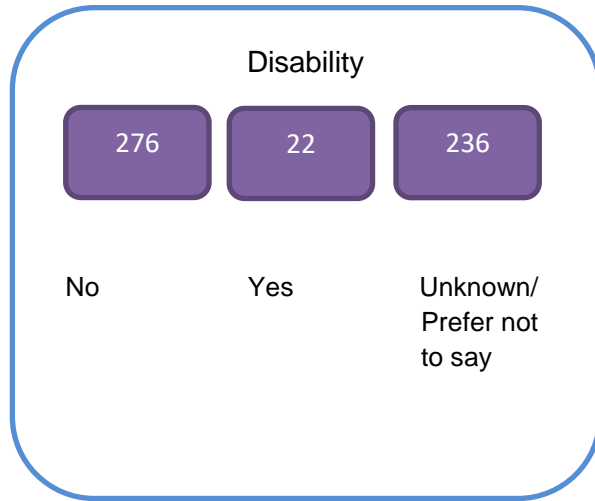
Religion/ Belief



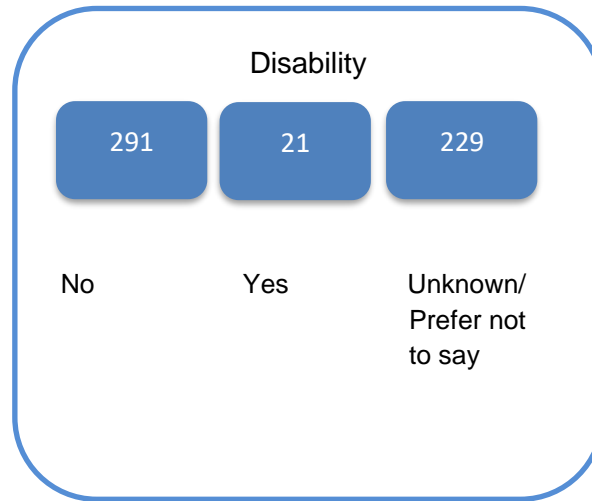
Religion/ Belief



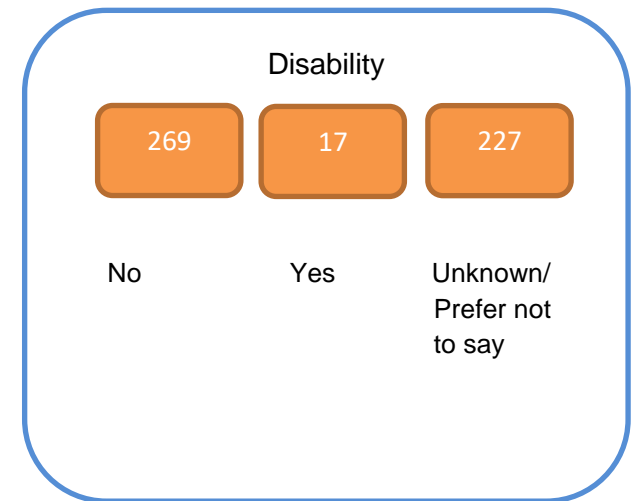
March 2018



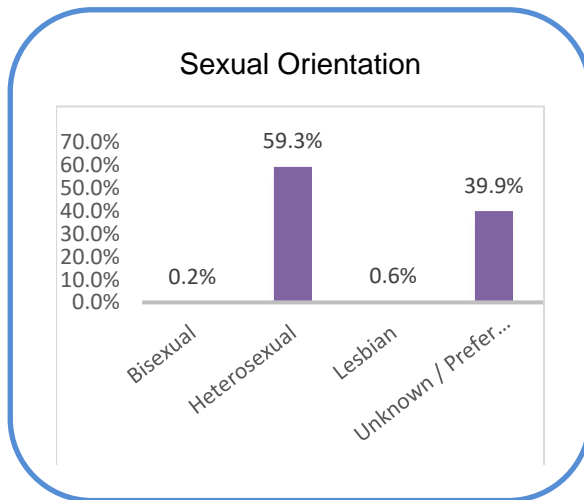
March 2019



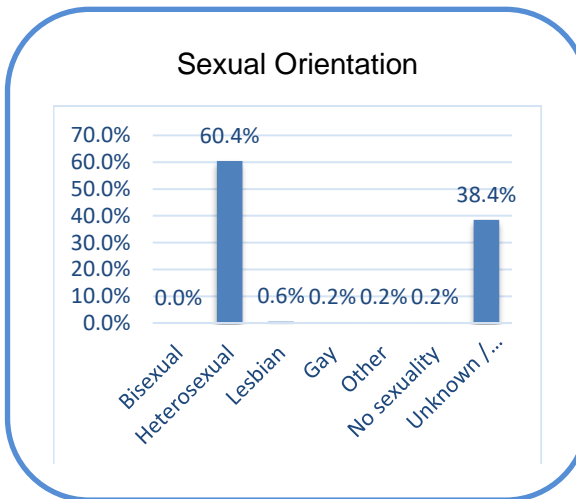
March 2020



Sexual Orientation



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