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# Workforce diversity report

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## Workforce diversity monitoring report – 1 November 2021

### Definitions

- All data within this report unless stated excludes employees on temporary contracts of less than one year duration, and casual employees
- The report does not include data from school employees
- Data correct as at date quoted
- Data presented as per post holder/bodies – i.e. an employee can be counted twice if in more than one post
- Where data due to data protection issues cannot be shown it is represented as \*
- Census = census 2011 – data from the latest census in 2020 not yet available

Published winter 2021

## 1. Introduction

Welcome to Blackpool Councils Annual Workforce Monitoring Report for the period to 1 November 2021.

The purpose of the report is to provide a profile of Blackpool Councils workforce by disability, gender, ethnic origin, age, sexual orientation, and religion and belief.

This report enables the council to analyse trends and chart whether or not improvements have been made in relation to the diversity within our workforce.

Our overall aim in this respect is contained within one of our [core equality objectives](#), which states

“The workforce is more representative of the community the council serves and equality and diversity is embedded within our staff

culture.”

## 1.1 Key workforce headlines as at 1 November 2021

Arrows denote how the workforce has changed **by % since 31 August 2020** (date of last report)

Description	31 August 2020		1 November 2021		Up/Down
	Number	Percentage	Number	Percentage	
Number of employees	2618		2541		Down
Male	841	32.1	709	27.9	Down
Female	1777	67.9	1832	72.1	Up
Black and minority ethnic and white other	101	3.9	114	4.5	Up
White British	2176	83.1	2098	82.6	No change
Declared a disability	71	2.7	61	2.4	No change
Declared LGB	83	3.2	79	3.1	No change
Minority religion	59	2.3	60	2.4	No change

**Please note** : Less than 0.5% marginal – No change

## 2 Analysis of workforce protected characteristics

### Blackpool comparator data

#### Census data

- All population gender balance is 49% male, 51% female
- Working age 16-64 balance is: 50% male, 50% female

Estimates of the population for the UK, England and Wales, Scotland and Northern Ireland, 2020 mid-year population estimates, ONS (2021):

- 16 to 64 – Males – 50.4%, Females – 49.6%
- Overall – Males – 49.7%, Females – 50.3%

### Direction of travel from July 2016 to November 2021

Description	Data as at 1 July 2016		Data as at 30 September 2017		Data as at 31 March 2019		Data as at 31 August 2020		Data as at 1 November 2021	
	%	Number of employees	%	Number of employees	%	Number of employees	%	Number of employees	%	Number of employees
Male	33.00	870	33.1	844	32.8	830	32.1	841	27.9	709

Female	67.0	1763	66.9	1703	67.2	1702	67.9	1777	72.1	1832
Totals		<b>2633</b>		<b>2547</b>		<b>2532</b>		<b>2618</b>		<b>2541</b>

## 2.1 Sex as at 1 November 2021 by salary category

Gender	Female	%	male	%	Grand total
Cat 1 up to £19698 (A-C)	279	78.6	76	21.4	355
Cat 2 £20092 to £24491(D-E)	593	69.4	262	30.6	855
Cat 3 £25481 to £33782 (F-H1)	526	72.4	201	27.6	727
Cat 4 £34728 to £43857 (H2-H3)	286	74.7	97	25.3	383
Cat 5 £44863 to £55940 (H4-H5)	109	71.2	44	28.8	153
Cat 6 £ 56947 plus (H6 plus)	39	57.4	29	42.6	68
Grand Total	1832	72.1	709	27.9	2541

### Key findings

- Overall the council workforce is predominantly female (ratio 2:1 female/male)
- This pattern of the workforce gender balance is replicated right through the grading structure of the organisation until equivalent Grade H7 and above
- The gender balance as at 31st January at H7 is 52% male 48% female. Above H7 it is 67% male 33% female
- Although not shown within the report, traditional patterns of occupational segregation remain, e.g. largely female children services and higher number of male employees in ICT, property and operational services

## 2.2 Race

### Blackpool census data

Age	White British %	Not known	Black and Minority Ethnic and white other %
All Age	93.6	0	6.4
16 to 64	96.2	0	7.1

### Direction of travel from July 2016 to 1 November 2021

Description	Data as at 1 July 2016		Data as at 30 September 2017		Data as at 31 March 2019		Data as at 31 August 2020		Data as at 1 November 2021	
	%	Number of employees	%	Number of employees	%	Number of employees	%	Number of employees	%	Number of employees
Black and minority ethnic and white other	3.6	96	3.5	89	3.8	95	3.9	101	4.5	114
Not stated	16.4	431	15.7	399	13.8	349	13	341	12.9	329

White British	80.0	2106	80.8	2059	82.4	2088	83.1	2176	82.6	2098
Totals		2633		2547		2532		2618		2541

### Race by salary category as at 1 November 2021

Race	BME and white other	%	Not known	%	White - British	%	Grand total
Cat 1 up to £19698 (A-C)	12	3.4	109	30.7	234	65.9	355
Cat 2 £20092 to £24491(D-E)	42	4.9	96	11.2	717	83.9	855
Cat 3 £25481 to £33782 (F-H1)	24	3.3	60	8.3	643	88.4	727
Cat 4 £34728 to £43857 (H2-H3)	23	6.0	54	14.1	306	79.9	383
Cat 5 £44863 to £55940 (H4-H5)	12	7.8	7	4.6	134	87.6	153
Cat 6 £ 56947 plus (H6 plus)	1	1.5	3	4.4	64	94.1	68
Grand total	114	4.5	329	12.9	2098	82.6	2541

### Key findings

- The council workforce is overwhelmingly White British with only 4.5% BME (Black & Minority Ethnic, White Other ) which under represents the working age population as a whole comparator from the census is 7.1%
- Although numbers are relatively small - BME staff are broadly spread across all the pay grades

## 2.3 Disability

### Census data

- Matching broadly to the working age population (15-64 yrs. ) the census found that 20.2% of working age residents have a limiting illness or disability
- For the full population (any age) the census found that 24.9% of all Blackpool residents have a limiting illness or disability

### Direction of Travel from July 2016 to 1 November 2021

Description	Data as at1 July 2016		Data as at30 September 2017		Data as at31 March 2019		Data as at31 August 2020		Data as at1 November 2021	
	%	Number of employees	%	Number of employees	%	Number of employees	%	Number of employees	%	Number of employees
Declared no disability	80.2	2111	81.3	2072	82.7	2093	83.3	2180	80.3	2040
Not stated	17.1	450	16.1	410	14.7	373	14.0	367	17.3	440
Declared a disability	2.7	72	2.6	65	2.6	66	2.7	71	2.4	61
Totals		2633		2547		2532		2618		2541

### Disability by salary category as at 1 November 2021

Disability	No	%	Not known	%	Yes	%	Grand total
Cat 1 up to £19698 (A-C)	218	61.4	123	34.6	14	3.9	355
Cat 2 £20092 to £24491(D-E)	692	80.9	145	17.0	18	2.1	855
Cat 3 £25481 to £33782 (F-H1)	625	86.0	86	11.8	16	2.2	727
Cat 4 £34728 to £43857 (H2-H3)	309	80.7	65	17.0	9	2.3	383
Cat 5 £44863 to £55940 (H4-H5)	135	88.2	15	9.8	3	2.0	153
Cat 6 £ 56947 plus (H6 plus)	61	89.7	6	8.8	1	1.5	68
Grand Total	2040	80.3	440	17.3	61	2.4	2541

### Key findings

- The councils workforce is overwhelmingly not disabled with only 2.4 % declaring a disability. These figures are disappointingly low and static, however, there is good reason to believe that there is significant under reporting of disability conditions among our workforce. This is because most employees complete equality monitoring forms at the point they enter the workforce, so any conditions that have developed since – that meet the broad definition of disability, will not be counted

## 2.4 Sexual orientation

### Census data

- There are no official population figures for the Blackpool LGB population but national organisations advise an estimate of between 5-7% of the population so we can reasonably assume Blackpool lies within this range

### Direction of travel from July 2016 to 1 November 2021

Description	Data as at1 July 2016		Data as at30 September 2017		Data as at31 March 2019		Data as at31 August 2020		Data as at1 November 2021	
	%	Number of employees	%	Number of employees	%	Number of employees	%	Number of employees	%	Number of employees
Declared Heterosexual	64.7	1702	66	1681	69.3	1755	70.6	1849	72.5	1843
Not known/ prefer not to state	33.0	870	30.9	788	27.5	697	26.2	686	24.4	619
Declared LGB	2.3	61	3.1	78	3.2	80	3.2	83	3.1	79
Totals		2633		2547		2532		2618		2541

### Sexual orientation by salary category as at 1 November 2021

Sexual orientation	Heterosexual	%	LGBT	%	Not known	%	Grand total
Cat 1 up to £19698 (A-C)	178	50.1	6	1.7	171	48.2	355



Cat 1 upto £19698 (A-C)	128	36.1	1	0.3	54	15.2	172	48.5	355
Cat 2 £20092 to £24491(D-E)	389	45.5	21	2.5	245	28.7	200	23.4	855
Cat 3 £25481 to £33782 (F-H1)	351	48.3	18	2.5	204	28.1	154	21.2	727
Cat 4 £34728 to £43857 (H2-H3)	177	46.2	10	2.6	96	25.1	100	26.1	383
Cat 5 £44863 to £55940 (H4-H5)	80	52.3	9	5.9	37	24.2	27	17.6	153
Cat 6 £ 56947 plus (H6 plus)	40	58.8	1	1.5	19	27.9	8	11.8	68
Grand Total	1165	45.8	60	2.4	655	25.8	661	26.0	2541

### Key findings

- The overall figures for religious minorities is displaying a similar pattern to that of race with 2.4% of staff having declared a minority religion which has remained consistent over the last few years
- Although relatively small in numbers, staff who declare a minority religion are broadly spread across all the pay grades

## 2.6 Age range

Workforce age range by percentage including census comparator information

Date	16 to 19	20 to 29	30 to 39	40 to 49	50 to 59	60 to 64	65 to 69	70 plus
1 November 2010	0.53	14.08	19.31	30.94	25.39	7.34	1.9	0.5
1 November 2013	0.19	10.83	20.75	30.2	29.1	6.36	2.02	0.55
1 July 2016	0.01	8.39	20.24	27.76	31.33	7.33	2.58	1.14
30 September 2017	0.6	9.5	21.4	25.8	31.2	7.8	2.3	1.3
31 March 2019	0.3	8.8	21.6	24.7	30.9	9.4	2.9	1.4
31 August 2020	0.2	9.0	20.3	24.0	31.2	9.4	4.1	1.8
01 November 2021	0.1	10	21	23.5	31.4	9.7	2.7	1.7
Census	5.99	14.67	14.03	18.44	15.49	8.07	7.81	15.51
Mid-year population estimates 2020	5.1%	14.4%	14.3%	14.3%	18.6%	8.0%	6.6%	18.7%

Age range by Salary Category as at 1 November 2021

Salary	16 to 19	%	20 to 29	%	30 to 39	%	40 to 49	%
Cat 1 upto £19698 (A-C)	1	0.3	41	11.5	42	11.8	55	15.5
Cat 2 £20092 to £24491(D-E)	1	0.1	98	11.5	169	19.8	181	21.2

Cat 3 £25481 to £33782 (F-H1)		0.0	89	12.2	201	27.6	180	24.8
Cat 4 £34728 to £43857 (H2-H3)		0.0	23	6.0	89	23.2	108	28.2
Cat 5 £44863 to £55940 (H4-H5)		0.0	2	1.3	25	16.3	57	37.3
Cat 6 £ 56947 plus (H6 plus)		0.0		0.0	7	10.3	15	22.1
Grand Total	2	0.1	253	10.0	533	21.0	596	23.5

Salary	50-59	%	60-64	%	65-69	%	70+	%	Grand Total
Cat 1 upto £19698 (A-C)	113	31.8	50	14.1	24	6.8	29	8.2	355
Cat 2 £20092 to £24491(D-E)	268	31.3	100	11.7	32	3.7	6	0.7	855
Cat 3 £25481 to £33782 (F-H1)	199	27.4	45	6.2	10	1.4	3	0.4	727
Cat 4 £34728 to £43857 (H2-H3)	128	33.4	28	7.3	3	0.8	4	1.0	383
Cat 5 £44863 to £55940 (H4-H5)	58	37.9	11	7.2		0.0		0.0	153
Cat 6 £ 56947 plus (H6 plus)	33	48.5	12	17.6		0.0	1	1.5	68
Grand Total	799	31.4	246	9.7	69	2.7	43	1.7	2541

#### Key findings

- The councils pattern of age distribution is significantly weighted towards the upper middle range age 40-59
- This age pattern has been maintained despite the reduction of council employees

## 3 Analysis of workforce activity

### 3.1 - Leavers to 1 November 2021

Description	Council staff figure - 1 November 2021		Leavers - 1 November 2021	
	Number	%	Number	%
	<i>Sex</i>			
Male	709	27.9	291	48.8
Female	1832	72.1	305	51.2
Total	2541		596	
	<i>Disability</i>			
Declared a disability	61	2.4	21	3.5



Declared no disability	2040	80.3	472	79.2
Not known	440	17.3	103	17.3
Total	2541		<b>596</b>	
	<b>Sexual orientation</b>			
Heterosexual	1843	72.5	410	68.8
LGB	79	3.1	21	3.5
Not known	619	24.4	165	27.7
Total	2541		596	
	<b>Race</b>			
White - British	2098	82.6	477	80.0
Black, Minority Ethnic and White Other	114	4.5	23	3.9
Not known	329	12.9	96	16.1
Total	2541		596	
	<b>Religion</b>			
Christian	1165	45.8	240	40.3
Minority religion	60	2.4	14	2.3
No religion	655	25.8	165	27.7
Not known	661	26.0	177	29.7
Total	2541		596	
	<b>Age</b>			
16 to 19	2	0.1	2	0.3
20 to 29	253	10	66	11.1
30 to 39	533	21	106	17.8
40 to 49	596	23.5	123	20.6
50 to 59	799	31.4	155	26.0
60 to 64	246	9.7	63	10.6
65 to 69	69	2.7	60	10.1

70+	43	1.7	21	3.5
Total	2541		596	

### 3.2 – Appointments to 1 November 2021

#### Appointments data

Description	Council staff figure - 1 November 2021		Starters - 1 November 2021	
	Number	%	Number	%
	<i>Sex</i>			
Male	709	27.9	128	22.1
Female	1832	72.1	451	77.9
Total	2541		579	
	<i>Disability</i>			
Declared a disability	61	2.4	11	1.9
Declared no disability	2040	80.3	368	63.6
Not known	440	17.3	200	34.5
Total	2541		579	
	<i>Sexual orientation</i>			
Heterosexual	1843	72.5	411	71.0
LGB	79	3.1	15	2.6
Not known	619	24.4	153	26.4
Total	2541		579	
	<i>Race</i>			
White - British	2098	82.6	470	81.2
Black, Minority Ethnic and White Other	114	4.5	36	6.2
Not known	329	12.9	73	12.6
Total	2541		579	
	<i>Religion</i>			
Christian	1165	45.8	211	36.4

Minority religion	60	2.4	12	2.1
No religion	655	25.8	197	34.0
Not known	661	26.0	159	27.5
Total	2541		579	
	<b>Age</b>			
16 to 19	2	0.1	3	0.5
20 to 29	253	10	149	25.7
30 to 39	533	21	171	29.5
40 to 49	596	23.5	112	19.3
50 to 59	799	31.4	111	19.2
60 to 64	246	9.7	25	4.3
65 to 69	69	2.7	2	0.3
70+	43	1.7	6	1.0
Total	2541		579	

### 3.3 Employee relations

The employee relations team monitors casework data in terms of protected characteristics .However as the number of disciplinary, grievance and absence processes managed are relatively in small numbers.

It is not possible to report statistical data in an open report, as this would identify specific individuals. However, a procedure has been adopted internally to identify and review cases on a 6 monthly to identify any patterns that may indicate discriminatory practices.

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