



Buckinghamshire Council

Workforce Equalities Profile

2022 - 2023

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Introduction

Background

The Workforce Equalities Profile 2022-2023 explores the workforce profile of council services (excluding schools) at Buckinghamshire Council (BC) over the past year to demonstrate our compliance to the Public Sector Equality Duty (Equality Act, 2010), and compares this to the data contained in the previous two years' [Workforce Equalities Reports](#)

The Equality Duty requires public bodies to publish information which demonstrates our due regard to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Equalities Policy

In April 2020, as we launched the Buckinghamshire Council, we adopted our Equalities Policy 2020-2024 and published the following equalities objectives which support the Council's strategic priorities (as outlined in our corporate plan):

- a. Develop, commission, and deliver inclusive and responsive services
- b. Foster strong relationships within our communities so everyone feels safe, supported to live independently, and residents are encouraged to get involved in improving local services;
- c. Develop and support a highly skilled workforce who are collaborative and ambitious in the work they do, whilst valuing diverse perspectives; and
- d. Ensure leadership and organisational commitment to equalities.

We maintain an ongoing commitment to equality, diversity and inclusion (EDI), with our EDI steering group and four staff networks spearheading internal and external delivery of our action plan across our directorates, ensuring EDI is firmly embedded as a key part of the Council's culture.

Development of Equality, Diversity and Inclusion Strategy and Priorities

Based on the current workforce data we plan to prioritise the following equality, diversity and inclusion actions:

- Improve data collection processes and options to ensure that staff feel empowered to share their protected data in the workplace, enabling us to have a fuller picture of our staff profile at various levels of the organisation.
- Implement deeper interrogation of the following data sets to gain further insights for action development:
 - Age - particularly around turnover of staff in younger age brackets
 - Ethnicity - particularly around turnover and success during the stages of recruitment
 - Sex - looking at the shift in recruitment and changes within the top 5% of the organisation
 - Maternity - looking at the increased percentage of staff not returning to work after maternity or parental leave
- Identify and develop progression opportunities to ensure that staff from all levels can grow and thrive within our organisation, to develop leaders of tomorrow.
- Implement additional training and resources for managers on inclusion and diversity to ensure consistent recruitment practices across the organisation.

- Evaluate recruitment practices and retention opportunities to identify areas for improvement.
- Conduct additional training and resources for managers on inclusion and diversity to ensure consistent recruitment practices across the organisation.
- Communicate through our Employee Value Proposition that we are an employer of choice who hold EDI as high cultural value to continue to bring in staff from diverse backgrounds, including those with disabilities.

Our annual EDI Action plan outlines our ambitions regarding equality of opportunity, diversity, and inclusion within the Council. Ongoing review and development of our recruitment and retention practices is integral to supporting and growing the diversity of our workforce at every level.

We want to enable our current and future workforce to reach their full potential. We know that our biggest strength comes from the people that work for us, and that is why we are working hard to ensure we continue to be an accessible and inclusive organisation.

Guide to reading the data / Understanding the data

Where the workforce data is a point in time, the data collection date was the 14 February 2023 and focusses on permanent employees, excluding casual and claims based staff and those working within schools.

Recruitment and leavers data is from 14 February 2022 through to 13 February 2023.

It's also worth noting that that there remains a large number of staff who have chosen not to declare their equality and diversity data. This is an area we are continually working to improve.



Workforce Profile

These percentages show the proportion of the workforce by protected characteristic. The total workforce as of 14 February 2023 is 4252 employees.

Top 5% Earners

These percentages show the proportion of staff from the group(s) who are among the top 5% earners in Buckinghamshire Council. The figures are based on full time equivalent (FTE) salaries and include 214 employees.

Apprentices

These percentages show the breakdown of employees on apprenticeships as of 14 February 2023, by protected characteristic.

This includes apprentices employed by Buckinghamshire Council and employees upskilling through the apprenticeship scheme.

Leavers

These percentages show the proportion of leavers (excluding casuals and claims based) between 14 February 2022 - 13 February 2023 by protected characteristic. The leavers include both voluntary and involuntary reasons. The total amount of leavers during this period was 638.

Recruitment

Recruitment data is from 14 February 2022 - 13 February 2023 and includes both internal and external candidates to highlight the recruitment process.

There were 9285 applications (a reduction of 20% compared to 2021-2022) made by candidates during the period, with 2355 interviews and 853 successful candidates (increase of 152 from 2021-2022). The application and shortlisted / interview stages have been reviewed by protected characteristics.

Maternity and Adoption

This percentage shows the proportion of employees that either returned to the authority following maternity / adoption leave or resigned. This includes maternity, adoption, and shared parental leave.

(Data Sources - SAP Payroll System, Talent link (Recruitment System), Organisational Development and Learning Team)

Overview of data

Age

Employees aged 35-54 continue to make up most of our workforce (50.77%), however the proportions of under 25s within the workforce has reduced over the last year (4.99%) v.s 5.98%). Staff aged 25-24 (19.76%), 55-64 (21.13%) and 65+ (3.36%) making up the remainder of the workforce.

The top 5% of earners in the council is not reflective of the whole by age, particularly in the younger age groups. Those aged 45-54 continue to be most likely to be in higher paid roles (36.45%), and we saw slight increases in the top 5% of paid roles for those aged 55-64 (30.84%) and 65+ (1.87%).

This year saw an increase in turnover staff of aged 16-24 and 25-34, and an increase in retention in other age categories.

Apprentice data shows that 87.5% of those undertaking apprenticeships this year were aged 16-24 with the final 12.5% percent even split between those aged 25-34 and 45-54. This is very different compared to previous years where participant ages were more spread through the age groups.

Applicant percentages are broadly similar to last year with the around 54% of applicants aged 25-44, with slightly less applicants from the older age groups compared to last year (55+ 6.7% vs 7.75%). Hiring data suggests an increase of staff aged 16-24 and 35-44 were recruited during 2022/23, but less staff were recruited from ages groups aged 45+ compared to last year (20.16% vs 27.53%).

Disability

The proportion of staff declaring a disability over the last year was 3.45%, demonstrating a very slight increase from last year's declaration of 3.15%. The percentage of disabled staff has decreased however amongst the top 5% earners, with 2.33% of staff declaring a disability (decreased from 3.37%). It should be noted that nationally 20% of the working-age population is reported to have a disability, with around one in four of these working in the public sector (Source: The employment of disabled people 2021).

We have continued to see a year on year increase in applicants declaring disabilities at the point of application and at interview, with this year's percentage of hired staff with disabilities reduced very slightly compared to last year (5.04% vs. 5.28%).

Leavers with a disability remain representative of the declared population at 3.60%. This year has seen no staff undertaking apprenticeships declare disabilities.

Ethnicity

Based on 2021 Census 20.1% of the population in Buckinghamshire were from an ethnic minority group. The proportion of staff from ethnic minority groups (which includes black, Asian, and mixed/ other backgrounds) across council departments is currently 12.82%, showing an increase in declaration since last year (11.07%), as has the white group (54.47% vs. 50.25%). Whilst declarations of ethnicity have continued to increase, 32.71% of our staff have not selected or decided not to declare their ethnicity.

The top 5% of earners has also seen an increase in declarations, with 60.26% of this group identifying a white (vs. 5.14% ethnic minorities & 34.60% not declare/answered).

Declaration of ethnicity has increased for all groups when leaving the organisation. The percentage of staff leaving the organisation who identify as being from an ethnic minority group has risen to 14.11%, with 35.90% of staff still not declaring their ethnicity at the point of turnover.

Declaration of ethnicity at point of hiring continues to increase, with 79.72% of new staff sharing this information. However, there appears to be a reduced chance of success for applicants from ethnic minority groups (40.26% of applicants, 32.21% of interviewees, 20.05% hired), although staff who have chosen not to share their ethnicity appear to have a higher success rate (6.05% applicants, 6.50% interviewed, 20.28% hired).

Sex/Gender

At the present time, only binary sex categories (male/female) are recorded for staff apart from when new employees enter the organisation, where additional gender identity options are provided for selection.

The current sex split is 69.31% female to 30.69% male, which is very similar to the last two year's figures. The sex split of the top 5% earners continues to trend towards an increasing percentage of males compared to the organisational population (42.06% male vs. 57.94% female). Apprenticeship figures have also shown a continued increase in males apprentices within the organisation (62.5% 2022 vs 41.67% 2021 vs 30.49% 2020).

The gender split in leavers remains similar to the workforce representation however there has been an increase of males (up by 4.78%) leaving the organization compared to females (65.98% females, 34.80% males)

Applications from non-binary and trans candidates remain low, however more applicants have chosen to declare a gender/sex option at both interview and hiring stages. Hiring data shows an increase in success for those selecting 'prefer not to say'

Sexual Orientation

The proportion of staff who have declared they are either: Bisexual; Gay man; Gay woman/lesbian; Other (collectively grouped as LGBT+) is currently 1.86%% of the workforce, demonstrating an increase from last year's declarations (+0.69%). The proportion of council departments staff who have not disclosed their sexual orientation has reduced to 71.91%, a marked reduction for 81.63% 2021-2022 and 87.79% in 2020/21.

There has been a reduction in the top 5% earners (0.47%%) who identify as LGBT+ compared to last year (1.92%).

Data declaration for leavers has increased with 28.85% of leavers choosing to declare this information, showing both an increase in heterosexual and LGBT+ declarations. The data collected at each stage of recruitment suggests that an increase of applicants identifying as LGBT+ (6.46% vs 5.39%), with more LGBT+ applicants making it through to the interview stage (5.69% vs 4.81%) and being successfully hired (5.69% vs 4.81%), despite an increase at all stages of people selecting prefer not to say.

Maternity and adoption

During 2022-2023 an increased number of staff left the organisation following maternity leave compared to the previous two years 15.66% vs. 7.06% vs. 7.41%. a similar number of returners the previous year (92.59%). It's likely that the current financial climate has impacted on the choice or ability of new mother to return to the workplace, despite the enhanced maternity payments and flexible working policies we offer.

Religion/Belief

48.78% of staff working for the Council have chosen not to declare or answer the question around religious belief. Whilst this percentage has decreased over the last two years (2021-2022 55.73%, 2020-2021 61.67%) it remains an issue when considering the validity of the religious data that has been declared.

25.82% of the council workforce have identified as Christian, with a further 19.77% declaring they have no religion/belief. The remaining 5.61% of the workforce (compared to 4.6% in 2021/22) have identified their religion/belief as Muslim, Hindu, Sikh or Other.

25% of apprentices chose not to declare their religions, with a further 43.75% declaring no religion. 18.75% of apprentices declared that they are Muslim, with the remaining 12.5% declaring their faith as Christian.



Age

Workforce Representation

	22-23	21-22	20-21
16-24	4.99%	5.98%	5.44%
25-34	19.76%	19.11%	18.56%
35-44	25.22%	24.39%	24.67%
45-54	25.55%	25.79%	25.93%
55-64	21.13%	21.51%	22.35%
65+	3.36%	3.22%	3.05%

Top 5 % Earners

	22-23	21-22	20-21
25-34	2.81%	2.88%	3.94%
35-44	28.04%	31.25%	26.11%
45-54	36.45%	36.06%	37.44%
55-64	30.84%	28.37%	30.54%
65+	1.87%	1.44%	1.97%

Apprentices

	22-23	21-22	20-21
16-24	87.50%	25.64%	24.40%
25-34	6.25%	33.01%	32.93%
35-44	6.25%	23.56%	23.16%
45-54	0%	14.22%	15.85%
55-64	0%	3.57%	3.66%

Turnover/Leavers

	22-23	21-22	20-21
16-24	9.88%	5.88%	10.51%
25-34	25.24%	20.06%	17.84%
35-44	21.01%	21.42%	17.20%
45-54	17.24%	20.97%	18.79%
55-64	18.96%	23.83%	27.38%
65+	7.67%	7.84%	8.28%

Recruitment

	All applicants			Interviewed applicants			Recruitment hired		
	22-23	21-22	20-21	22-23	21-22	20-21	22-23	21-22	20-21
16-24	15.12%	14.60%	16.11%	12.82%	12.34%	11.64%	15.47%	12.41%	9.85%
25-34	30.70%	30.57%	28.36%	24.84%	22.98%	22.35%	23.33%	23.97%	19.91%
35-44	23.69%	22.03%	21.18%	25.27%	21.85%	19.70%	20.16%	18.97%	16.63%
45-54	14.90%	16.66%	17.48%	18.81%	20.53%	19.09%	13.95%	17.26%	17.72%
55-64	6.16%	7.27%	7.69%	8.54%	10.98%	9.24%	5.74%	9.70%	5.69%
65+	0.55%	0.48%	0.53%	1.06%	0.60%	0.37%	0.47%	0.57%	0.22%
Prefer not to say	8.88%	8.39%	8.65%	8.66%	10.72%	17.61%	20.87%	17.12%	29.98%

Disability

Workforce Representation

	22-23	21-22	20-21
Has a disability (or previously had one)	3.45%	3.15%	3.25%
Not informed / unknown	96.55%	96.85%	96.75%

Top 5 % Earners

	22-23	21-22	20-21
Has a disability (or previously had one)	2.33%	3.37%	2.46%
Not informed / unknown	97.67%	96.63%	97.54%

Apprentices

	22-23	21-22	20-21
Has a disability (or previously had one)	0%	8.33%	3.66%
Not informed / unknown	100%	91.67%	96.25%

Recruitment

All applicants	22-23	21-22	20-21
Yes	5.94%	5.28%	4.42%
No	88.23%	88.92%	89.57%
Prefer not to say	5.84%	5.80%	6.02%

Interviewed	22-23	21-22	20-21
Yes	7.81%	6.66%	5.85%
No	85.65%	83.83%	78.08%
Prefer not to say	6.54%	9.51%	16.07%

Hired	22-23	21-22	20-21
Yes	5.04%	5.28%	3.06%
No	74.91%	78.74%	73.09%
Prefer not to say	20.05%	15.98%	23.85%

Turnover/Leavers

	22-23	21-22	20-21
Has a disability (or previously had one)	3.60%	3.02%	3.18%
Not informed / unknown	96.40%	96.98%	96.82%

5.0% of people in Buckinghamshire are disabled under the Equality Act (day-to-day activities limited a lot).

8.6% of people in Buckinghamshire identifying as disabled under the Equality Act (day-to-day activities limited a little) 2021 census.



Ethnicity

Workforce Representation

	22-23	21-22	20-21
All ethnic minorities	12.82%	11.07%	8.51%
Asian or Asian British	5.55%	4.75%	3.42%
Black or Black British	5.39%	4.73%	3.05%
Mixed/Other Groups	1.88%	1.58%	2.04%
White	54.47%	50.25%	46.83%
Non Declared	32.71%	38.68%	44.66%

Apprentices

	22-23	21-22	20-21
All ethnic minorities	25.00%	33.33%	10.98%
Asian or Asian British	18.75%	16.67%	2.44%
Black or Black British	-	8.33%	2.44%
Mixed/Other Groups	6.25%	8.33%	6.10%
White	12.50%	50%	47.58%
Non Declared	62.50%	16.67%	41.45%

Turnover/Leavers

	22-23	21-22	20-21
All ethnic minorities	14.11%	11.61%	8.60%
White	49.99%	43.44%	37.24%
Not Declared	35.90%	44.95%	54.16%

Top 5 % Earners

	22-23	21-22	20-21
All ethnic minorities	5.14%	5.29%	5.91%
White	60.26%	56.73%	54.16%
Not Declared	34.60%	37.98%	39.93%

Census 2021 – 20.1% of people in Buckinghamshire are from black, Asian, mixed or other ethnic groups (not including white ethnic minority groups)

Recruitment

All applicants	22-23	21-22	20-21
All ethnic minorities	41.26%	34.77%	32.86%
Prefer not to say	6.05%	5.80%	6.56%
White	52.69%	59.43%	60.58%

Interviewed	22-23	21-22	20-21
All ethnic minorities	32.31%	26.10%	25.18%
Prefer not to say	6.50%	9.21%	16.07%
White	61.19%	64.69%	58.74%

Hired	22-23	21-22	20-21
All ethnic minorities	20.05%	19.83%	20.13%
Prefer not to say	20.28%	15.69%	23.85%
White	59.67%	64.48%	56.02%

Sex/Gender

Workforce Representation

	22-23	21-22	20-21
Female	69.31%	69.27%	70.12%
Male	30.69%	30.73%	29.88%

Top 5% of earners

	22-23	21-22	20-21
Female	57.94%	59.13%	60.59%
Male	42.06%	40.87%	39.41%

Apprentices

	22-23	21-22	20-21
Female	37.50%	58.33%	69.51%
Male	62.50%	41.67%	30.49%

Turnover/Leavers

	22-23	21-22	20-21
Female	65.20%	69.98%	69.74%
Male	34.80%	30.02%	30.26%

Sex in Bucks 2021 (2011 48.85% male vs 51.15% female)

Buckinghamshire
census data 2021



48.9%
270,395



51.1%
282,683

Recruitment

All applicants	22-23	21-22	20-21
Female	59.89%	60.41%	57.41%
Male	35.71%	34.99%	37.57%
Non-binary	0.23%	0.17%	0.64%
Trans	0.08%	0.17%	0.09%
Prefer not to say	4.09%	4.26%	4.29%

Interviewed	22-23	21-22	20-21
Female	63.27%	61.79%	55.79%
Male	31.59%	30.12%	29.62%
Non-binary	0.25%	0.15%	0.92%
Trans	0.13%	0.15%	0.00%
Prefer not to say	4.76%	7.78%	13.67%

Hired	22-23	21-22	20-21
Female	53.69%	55.49%	53.39%
Male	26.26%	29.96%	23.63%
Non-binary	0.23%	0.00%	0.22%
Trans	0.23%	0.14%	0.00%
Prefer not to say	19.58%	-	-

Sexual Orientation

Workforce Representation

	22-23	21-22	20-21
Heterosexual (straight)	24.99%	16.58%	10.95%
LGBT+	1.86%	1.17%	0.84%
Bisexual	0.61%	0.38%	0.32%
Gay man	0.63%	0.55%	0.34%
Gay woman/lesbian	0.40%	0.19%	0.12%
Other	0.21%	0.05%	0.05%
Prefer not to say	1.25%	0.62%	0.42%
Non Declared / Not Answered	71.91%	81.63%	87.79%

Apprentices

	22-23	21-22	20-21
LGBT+	6.25%	16.67%	8.54%
Heterosexual (straight)	62.50%	83.33%	91.46%
Prefer not to say	12.50%	-	-
Not Declared / Not Answered	18.75%	83.33%	91.46%

Top 5 % Earners

	22-23	21-22	20-21
Heterosexual (straight)	19.62%	15.87%	12.31%
LGBT+	0.47%	1.92%	0.98%
Prefer not to say	1.40%	-	-
Non Declared / Not Answered	78.51%	82.21%	86.70%

Turnover/Leavers

	22-23	21-22	20-21
Heterosexual (straight)	24.77%	17.04%	10.51%
LGBT+	2.51%	0.90%	0.00%
Not Answered	71.15%	81.16%	89.17%
Prefer not to say	1.57%	0.90%	0.32%

Recruitment

	22-23	21-22
LGBT+ applicants	6.46%	5.39%
LGBT+ interviewed	5.69%	4.81%
LGBT+ hired	5.28%	4.42%

The data collected at each stage of recruitment suggests that an increase of applicants identifying as LGBT+, with more LGBT+ applicants making it through to the interview stage and being successfully hired.

Nearly 10,000 people (2.19% of the population) in Buckinghamshire identified as LGBT+ as part of the Census 2021, compared to 3.2% of the English and Welsh population as a whole.



Workforce Representation

	22-23	21-22	20-21
Christian	25.82%	23.63%	21.62%
Non Christian religions	5.61%	4.6%	3.64%
Hindu	0.75%	0.50%	0.49%
Muslim	3.17%	2.47%	1.72%
Sikh	0.40%	0.50%	0.00%
Other Religion	1.29%	1.13%	1.43%
No Religion	19.77%	16.04%	13.06%
Non declared / Not answered	48.78%	55.73%	61.67%

Top 5 % Earners

	22-23	21-22	20-21
Christian	26.16%	25.48%	23.14%
Non Christian religions	2.34%	3.84	2.96%
Hindu	0.47%	0.48%	0.99%
Muslim	1.40%	1.44%	0.99%
Sikh	0.0%	0.48%	0.00%
Other Religion	0.47%	1.44%	0.99%
No Religion	15.88%	13.46%	11.82%
Non declared / Not answered	55.63%	57.21%	62.09%

Apprentices

	22-23	21-22	20-21
Christian	12.5%	16.67%	12.19%
Non Christian religions	18.75%	25.00%	6.10%
Muslim	18.75%	16.67%	2.44%
Other Religion	0%	8.33%	3.66%
No Religion	43.75%	0.00%	17.07%
Non declared / Not answered	25.00%	58.33%	64.64%

Turnover/Leavers

	22-23	20-21	20-21
Christian	22.25	21.27%	21.00%
Non Christian religions	6.42%	4.96%	3.18%
Hindu	-	0.75%	0.64%
Muslim	3.29%	2.56%	1.59%
Sikh	1.41%	0.45%	-
Other Religion	1.72%	1.20%	0.95%
No Religion	20.07%	14.63%	12.74%
Non declared / Not answered	51.25%	59.13%	63.08%

Religion

All applicants	22-23	21-22	20-21
Christian	36.55%	37.82%	37.82%
Hindu	4.67%	3.54%	4.09%
Muslim	13.62%	11.18%	9.69%
Sikh	1.18%	1.26%	-
No religion	31.15%	34.32%	35.19%
Other	3.59%	2.78%	3.83%
Prefer not to say	9.24%	9.10%	9.38%

Interviewed	22-23	21-22	20-21
Christian	34.56%	36.29%	36.88%
Hindu	2.80%	2.48%	1.97%
Muslim	11.89%	7.75%	7.64%
Sikh	1.10%	1.32%	-
No religion	35.63%	36.14%	31.83%
Other	3.65%	2.78%	2.71%
Prefer not to say	10.36%	13.24%	18.97%

Hired	22-23	21-22	20-21
Christian	28.84%	32.95%	33.92%
Hindu	1.52%	1.28%	1.31%
Muslim	6.21%	4.99%	5.03%
Sikh	0.59%	1.57%	-
No religion	36.81%	37.95%	28.67%
Other	2.58%	2.57%	2.84%
Prefer not to say	23.45%	18.69%	28.23%

Buckinghamshire Council

Workforce Equalities Profile

2022 - 2023

March 2023