



# Nottinghamshire County Council

## Workforce Profile Report 2022

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## Foreword

The Council is committed to embedding equality, diversity and inclusion (EDI) in the delivery of its services and in the employment of its workforce. We all have a duty to comply with the Public Sector Equality Duty and the Equality Act 2010. The workforce profile information forms part of that.

We are proud of the work we have undertaken so far in striving to ensure our workplace is inclusive and our workplace practices mitigate any disproportionate impact on any staffing groups. Our recent achievements which work towards a more inclusive and diverse workforce include signing the Race at Work Charter, creating a designated elected member of the Council as Equalities Champion, being awarded Disability Confident Leader status and developing Anti-racism and Proud Allyship scheme as well as creating an online Anti-Racism hub. By embracing our EDI interventions, we endeavour to develop a working environment free from bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued. All these qualities in an organisation promote a healthy workplace, with staff that can deliver the best possible services to our communities.

As an organisation we continue to deal with the effects of the pandemic and the disproportionate impacts on certain groups and we continue to look at ways to improve our practises. The workforce profile information plays an important role in helping us to understand where any gaps exist our the progress we have made. We use this information to inform our activity and strive to continually improve our systems, practises and processes to suit the needs of our workforce and people within Nottinghamshire.

To show due regard to the aims within the Public Sector Equality Duty we are developing a stronger and clearer Corporate Equalities Action Plan which will build on the successes from the current plan and drive forward the actions across our organisation. Our refreshed EDI activity will be aligned to the themes set out within the People Strategy and the Nottinghamshire Way to promote coherence and consistency for them implementation of our EDI actions.



**Councillor Gordon Wheeler**  
**Cabinet Member for Personnel and Members' Equality Champion**

## **Context**

The section details the Equality Act and what relevance it has, the main purpose of this report and a short summary about NCC's rates of sharing information across various protected characteristic strands. Nottinghamshire County Council rely on employees and applicants to give us diversity information. This information is given to us on a voluntary basis.

### **The Equality Act 2010**

This report is underpinned by our duty under the Equality Act. All public sector employers, including local authorities, have a statutory duty under the Equality Act 2010 to publish the equality profile data it holds for its directly employed workforce on a regular annual basis. The latest workforce information for Nottinghamshire County Council (NCC) is based on data from 1<sup>st</sup> September 2021 to 31<sup>st</sup> August 2022.

This data underpins the Council's commitment to ensuring that its employment practices and services are free from discrimination and prejudice and fulfil the core statutory duty placed on all public sector employers, including local authorities, to:

- monitor the profile of their workforce by the protected characteristics
- publish the relevant data on a regular basis (annually)
- identify any negative trends or issues and take any necessary action to address these.

### **Purpose**

The purpose of this report is to provide an annual summary of the profile of the workforce and recruitment data for Nottinghamshire County Council by its protected characteristics as defined under the Equality Act 2010.

### **Disclosure**

Currently, NCC employees can update their own personal data using the Employee Self Service (ESS) facility on the Business Management System (BMS). Disclosure rates for gender and age can be extrapolated from payroll data and are therefore at 100%.

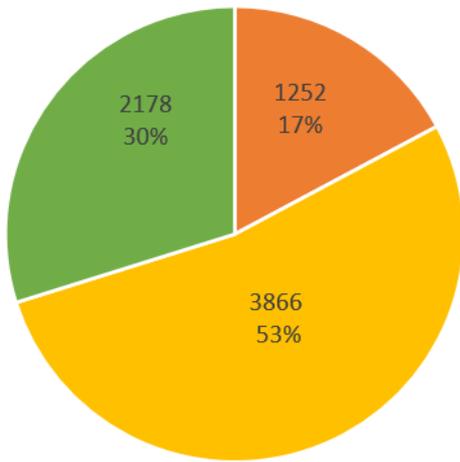
The total number of employees within Nottinghamshire County Council is currently 7296.

## **Data collection and definitions: as of August 2022**

<b>Topic or Acronym</b>	<b>Definitions</b>	<b>Notes</b>
Who's included	Permanent employees      NCC	Direct employees of NCC only
	Temporary Employees      NCC	
Who's not included	Relief workers	
	Casual workers	
	Agency Workers	
Protected characteristics analysed	Gender	Data self-validated by employees on an on-going basis
	Ethnic group	
	Age	
	Disabled status	
	Sexual orientation	
	Religion/belief	
Heads/headcount	Number of individual employees	
BAME/BME (we aim to avoid the use of this acronym and will be used only where necessary for data reasons)	<p>All ethnicity categories other than British/English/Scottish/Welsh/N. Irish</p> <p>BAME/BME refers to individuals from a Black, Asian and Minority Ethnic background.</p>	
Disabled	Individuals who consider themselves to be disabled under the Equality Act 2010	
LGB	Lesbian, Gay, or Bisexual	
NCC	Nottinghamshire County Council	
ASCH	Adult Social Care and Health	
C&F	Children & Families	
<b>Period/Year</b>	<b>Source of workforce profile data</b>	
April 2012 onwards	Business Management System	

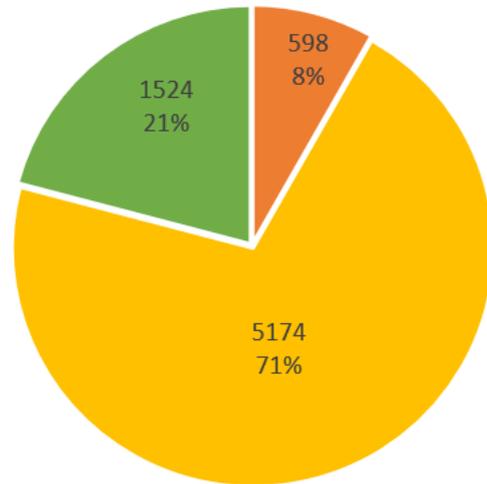
# Profile of NCC Employees by Protected Characteristic

NCC Age profile 2022



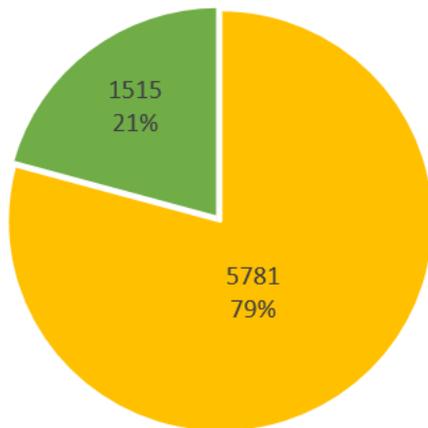
16-35 36-55 55+

NCC Ethnic Origin profile 2022



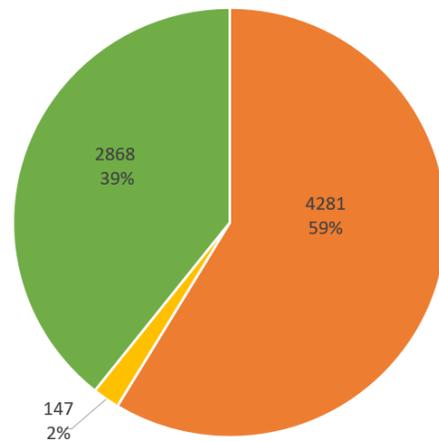
BME White No Data

NCC Gender profile 2022



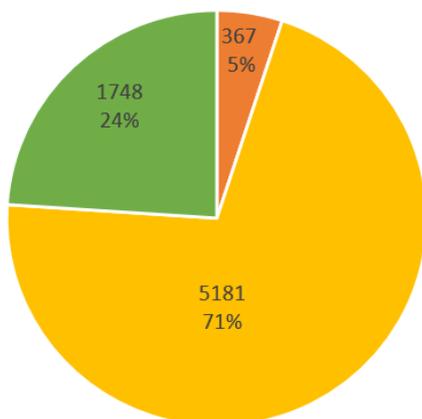
Female Male

NCC Sexual Orientation profile 2022



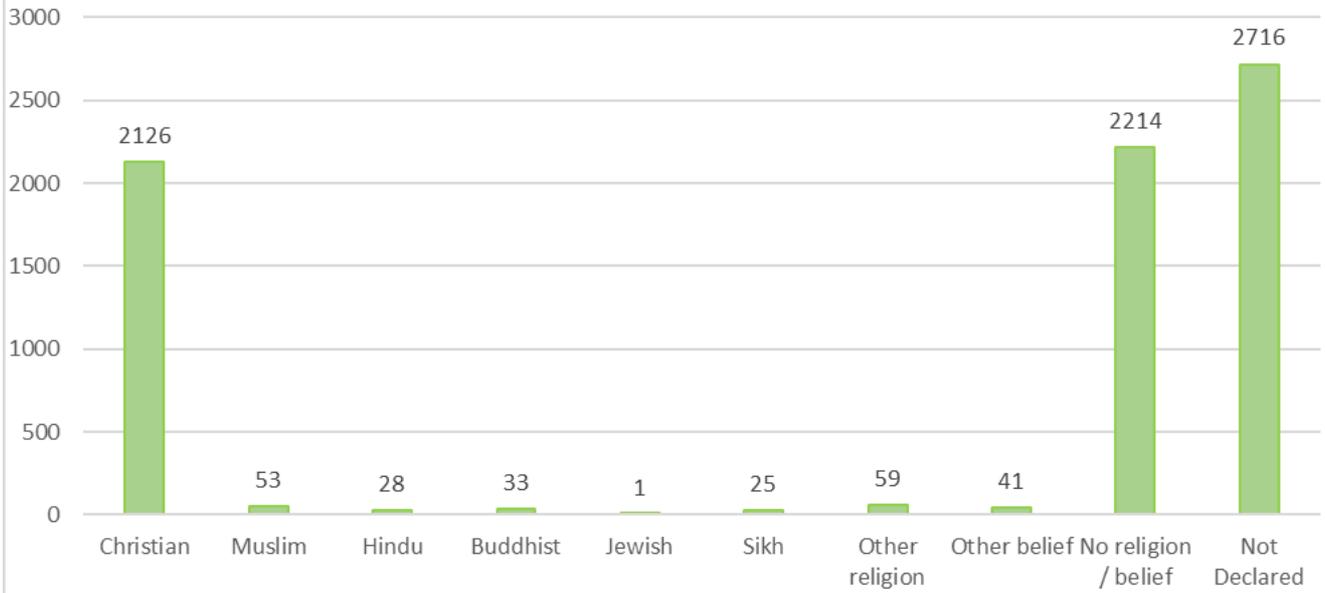
Heterosexual LGBT No Data

NCC Disability profile 2022



Declared disability No Disability No data

NCC Religion profile 2022



Percentages for religion have been described below:

<b>Christian</b>	<b>2126</b>	<b>29.1%</b>
<b>Muslim</b>	<b>53</b>	<b>0.7%</b>
<b>Hindu</b>	<b>28</b>	<b>0.4%</b>
<b>Buddhist</b>	<b>33</b>	<b>0.5%</b>
<b>Jewish</b>	<b>1</b>	<b>0.0%</b>
<b>Sikh</b>	<b>25</b>	<b>0.3%</b>
<b>Other religion</b>	<b>59</b>	<b>0.8%</b>
<b>Other belief</b>	<b>41</b>	<b>0.6%</b>
<b>No religion / belief</b>	<b>2214</b>	<b>30.3%</b>
<b>Not Declared</b>	<b>2716</b>	<b>37.2%</b>

## Breakdown of characteristics for Nottinghamshire

(Gathered from Office of National Statistics – waiting for latest census data across all characteristics)

Sex	2021	
	Number	%
All persons	824,822	100.0
Female	420,034	50.9
Male	404,788	49.1

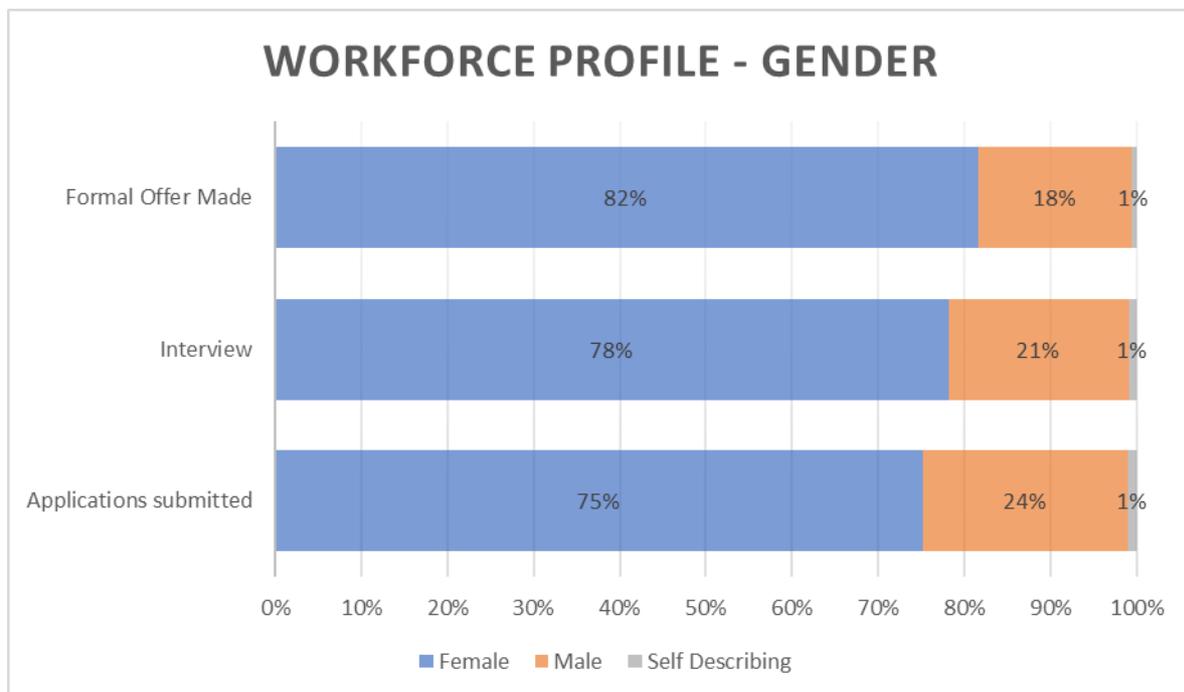
Ethnic group (detailed)	2021	
	number	%
Total: All usual residents	824,821	100.0
Asian, Asian British or Asian Welsh	24,519	3.0
Black, Black British, Black Welsh of African background	5,173	0.6
Black, Black British, Black Welsh or Caribbean background	4,757	0.6
Mixed or Multiple ethnic groups	17,109	2.1
White	767,220	93.0
Other ethnic group	6,043	0.7

## NCC Recruitment data

From our recruitment database we have provided figures for the application, shortlisting and offer recruitment stages. We have examined these figures across the protected characteristic groups i.e., Gender; Ethnic Origin, Sexuality; Religion or Belief and Disability. Data collection is based on information from 1st September 2021 – 31st August 2022. (Percentages have been rounded up or down therefore totals might equate to just below or over 100%).

For each protected characteristic (e.g., Gender, Ethnicity) you will find a breakdown of formal offer, selected for interview and application submitted.

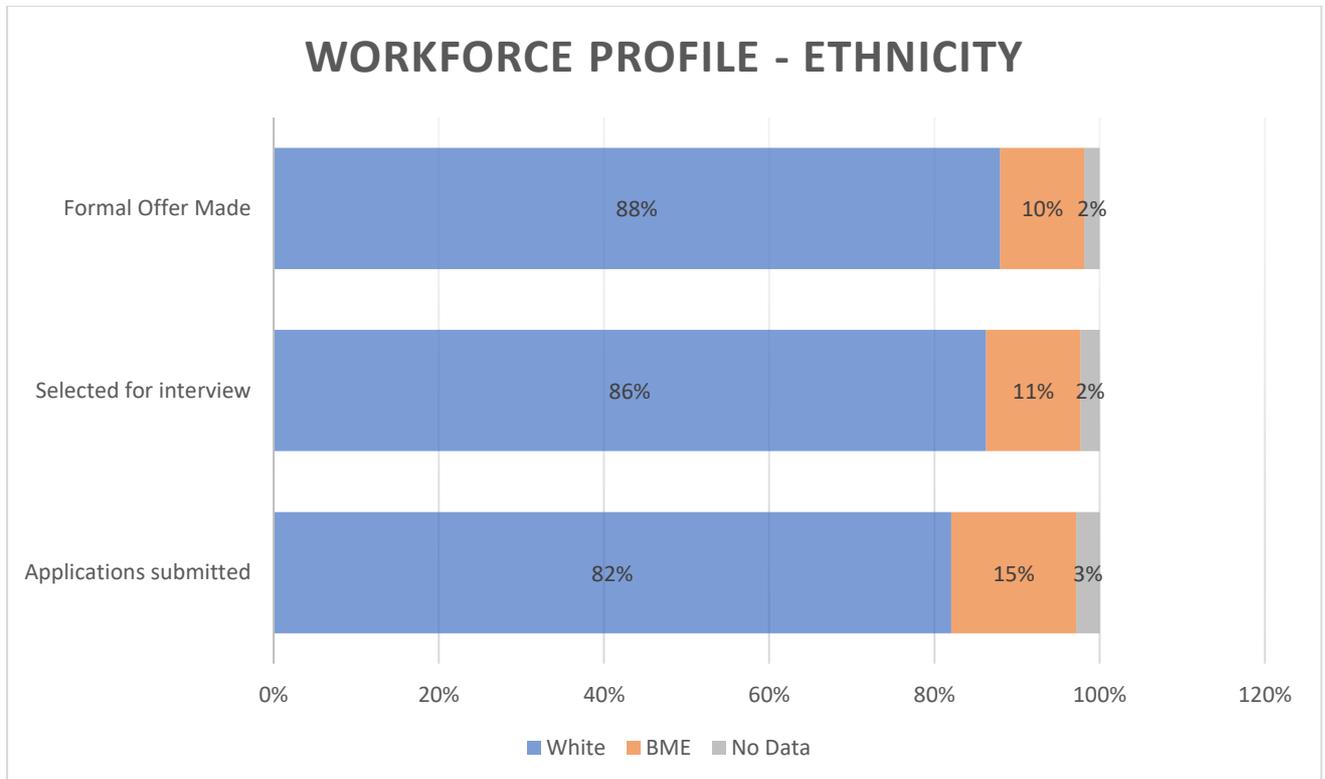
### Gender



- When it came to applications submitted, 75% were from female applicants, 24% were from male candidates and 1% preferred not to share their gender or described their Gender as something apart from male and female.
- Out of all those candidates interviewed, 78% were female, 21% were male and 1% preferred not to share their gender or described their gender as something apart from male and female.
- Out of all those individuals that we made formal offers to 82% were female, 18% were male and 1% preferred not to share their gender with us or described their gender as something apart from male and female.

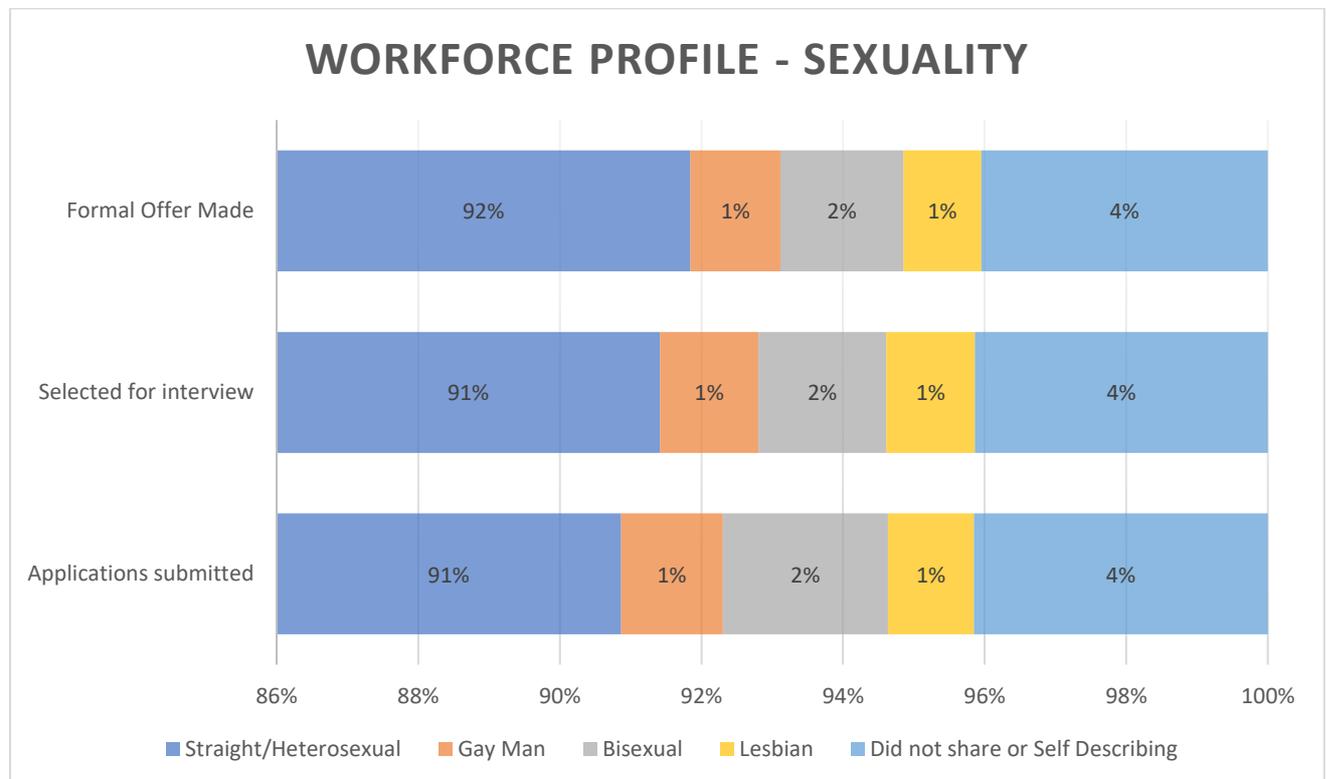
## Ethnicity

\*BME refers to individuals from a Black, Asian and Minority Ethnic background as explained on page 3.



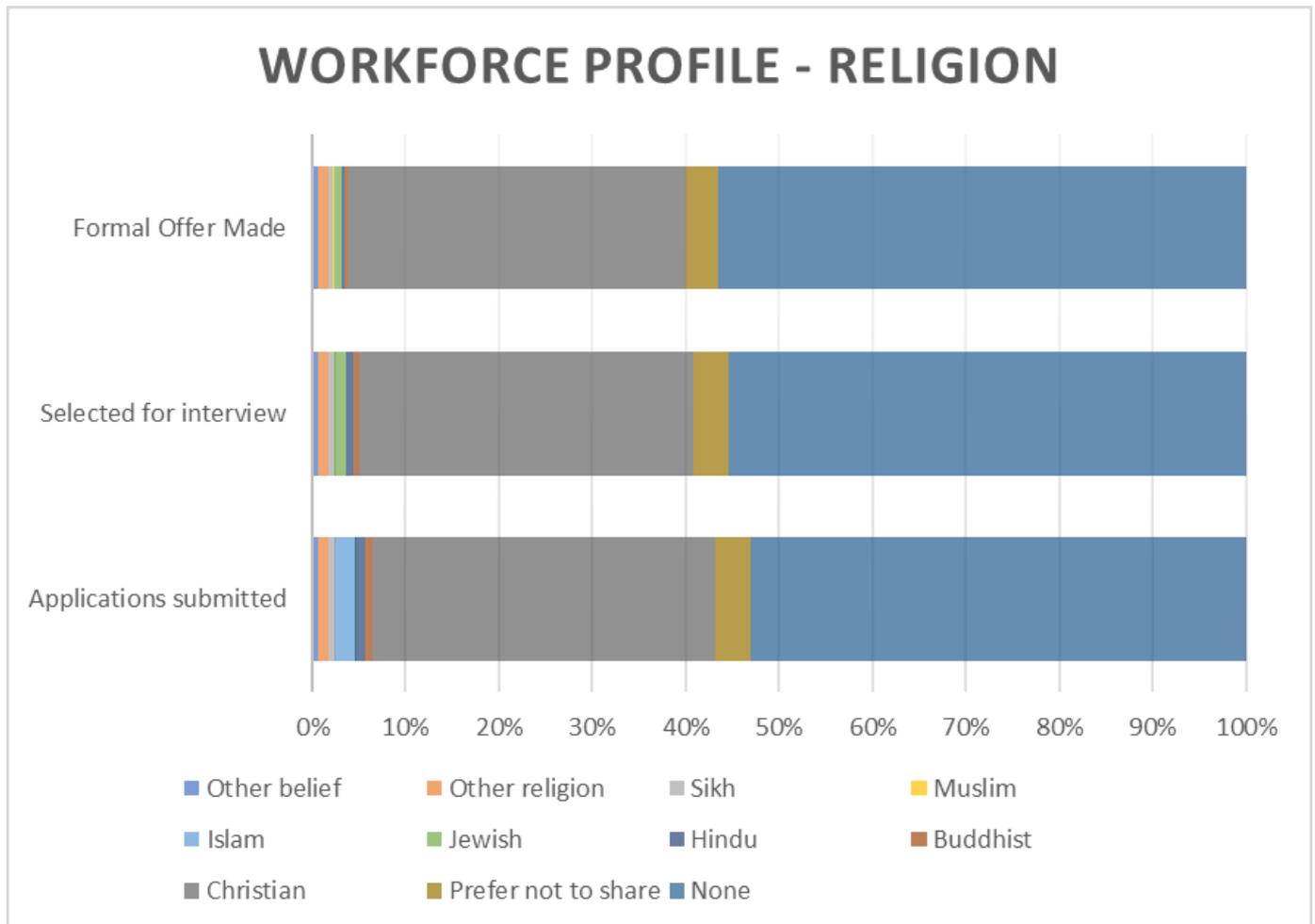
- When it came to applications submitted, 82% were from White candidates, 15% were from a Black, Asian and Minority Ethnic background. For 3% of candidates we had no information on ethnicity.
- Out of all the candidates that were selected for interview, 86% were White, 11% were from a Black, Asian and Minority Ethnic background. For 2% we had no information on ethnicity.
- Out of all those individuals we made formal offers to, 88% were White, 10% had a Black, Asian or Minority Ethnic background. For 2% we had no information on ethnicity.

## Sexuality



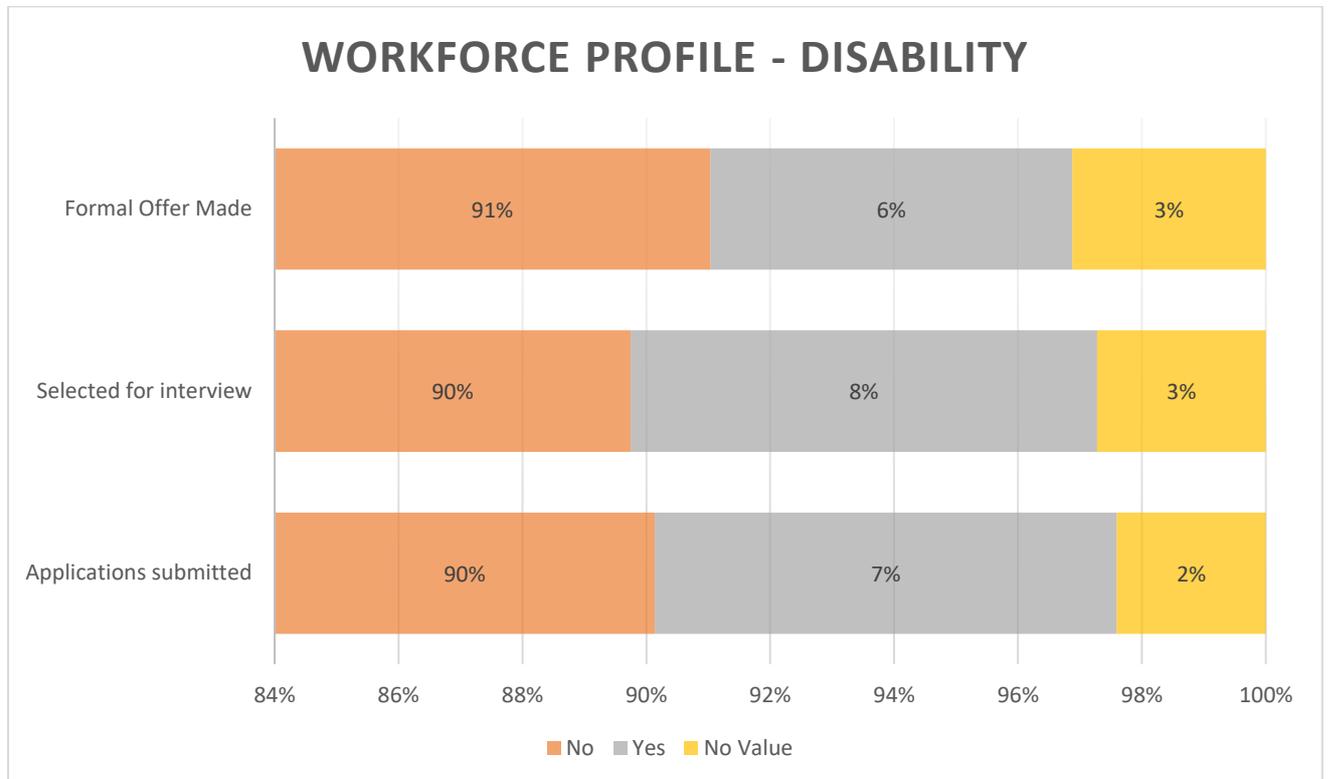
- Out of all the candidates that submitted applications 91% said that they were Straight/Heterosexual. 1% identified as Gay men, whereas 2% said that they were Bisexual and 1% said that they were Lesbian. 4% of those who submitted applications did not share their sexuality or they are self-described.
- 91% of candidates that were selected for interview identified as Straight/Heterosexual. 1% identified as Gay men, whereas 2% said that were Bisexual and 1% identified as being Lesbian. 4% of those selected for interview did not share their sexuality or they are self-described.
- Out of all the candidates we made a formal offer to 92% said that they were Straight/Heterosexual. 1% identified themselves as Gay men, whereas 2% said they were Bisexual and 1% identified as Lesbian. 4% of those who we made formal offers to did not share their sexuality or self-described.

## Religion



	Other belief	Other religion	Sikh	Muslim	Islam	Jewish	Hindu	Buddhist	Christian	Prefer not to share	None
<b>Applications submitted</b>	1%	1%	1%	0%	2%	0%	1%	1%	37%	4%	53%
<b>Selected for interview</b>	1%	1%	1%	0%	0%	1%	1%	1%	36%	4%	55%
<b>Formal Offer Made</b>	1%	1%	0%	0%	0%	1%	0%	0%	36%	4%	56%

## Disability



- Out of all the candidates that submitted applications, we had no information in relation to disability for 2% of individuals. 7% of candidates shared that they had a disability whereas 90% said that they did not have a disability.
- Out of all the candidates that were selected for interview, for 3% we had no information in relation to disability. 8% shared that they had a disability and 90% said that they did not have a disability.
- Out of candidates we made formal offers to, for 3% of these we had no information in relation to disability. 6% of candidates shared that they have a disability and 91% said that they did not have a disability.

## **Summary of workforce profile information and next steps.**

The data demonstrates that we have diversity within our workforce, and we are extremely proud of this. We are pleased that our data shows we are representative of our Black, Asian and Ethnic minority community within Nottinghamshire. When the new census data is available across all protected characteristics, we will be able to analyse more widely how our workforce make up reflects its local community.

We appreciate that our workforce data is dependent upon voluntary disclosure of information, and this is something we are currently working to improve on.

Reviewing the recruitment data, there is some minor disproportionate impact from application to offer stage across some of the characteristics and we continue to work on a number of actions we have in place such as anonymous application forms and delivering our “Treating People Fairly” mandatory course which includes fair recruitment practices.

We work closely with our networks and trade unions across all departments on our equality action plan activity aimed at improving inclusion, equality, and diversity across our workforce and in the community. Some of the activity undertaken this year has included improvements made to our equality impact assessments, introducing employee passports and becoming a Disability Confident Employer. We provide a range of health and wellbeing support initiatives and promote a range of events that support all of our protected characteristics. Our priority with learning and development has been to improve skills across Nottinghamshire and provide a range of opportunities for all staff, with a focus on supporting young people through apprenticeships, graduate programmes and work experience and our Leonard Cheshire programme to support staff with disabilities.

Our new corporate equality action plan will be informed by data sources such as the workforce profile, and will be underpinned by the Nottinghamshire Plan, People Strategy and link to the values and behaviours embedded in the Nottinghamshire Way. This will enable us to continue to uphold our duty under the Equality Act 2010. The new action plan will be published in April 2023.