



**Nottinghamshire
County Council**

Workforce Profile Report 2021

Contents

| | |
|--|---|
| Introduction | 3 |
| Data collection and definitions | 4 |
| Profile of Nottinghamshire County Council by Protected Characteristics | 5 |
| Nottinghamshire County Council Recruitment Data | 6 |

Introduction

The introduction comprises of three sections, details around the Equality Act and what relevance it has, the main purpose of this report and a short summary about NCC disclosure rates across various protected characteristic strands.

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 employee workforce on a regular annual basis. The latest workforce information for Nottinghamshire County Council (NCC) is based on data at June 2021.

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 for Nottinghamshire County Council by its protected characteristics as defined under the Equality Act 2010. This year's report is an abridged version due to the unique situation around the Covid 19 pandemic and only includes information required to meet the Council's statutory obligations.

Disclosure

Currently, NCC employees are able to 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 100%.

The total number of employees within Nottinghamshire County Council is currently 7366.

Data collection and definitions: as at June 2021

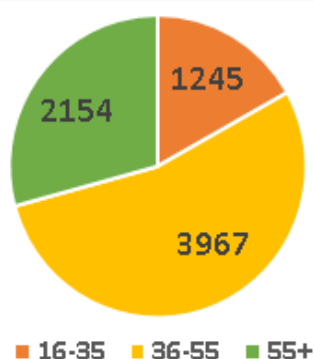
| Topic or Acronym | Definitions | Notes |
|--|--|---|
| Who's included | Permanent NCC employees | Direct employees of NCC only |
| | Temporary NCC Employees | |
| Who's not included | Relief workers | |
| | Casual workers | |
| | Agency Workers | |
| Protected characteristics analysed | Gender | Data 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 (we aim to avoid the use of this acronym and will be used only where absolutely necessary for data reasons) | All ethnicity categories other than British/English/Scottish/Welsh/N.Irish | |
| 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 | |
| Period/Year | Source of workforce profile data | |
| April 2012 onwards | Business Management System | |

Profile of NCC Employees by Protected Characteristic

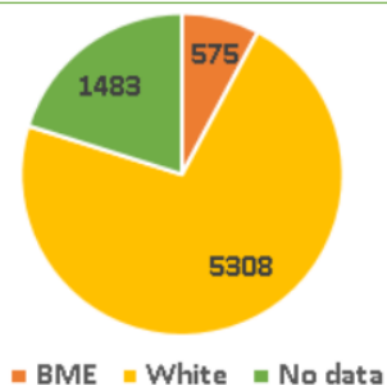
NCC Gender Profile 2021



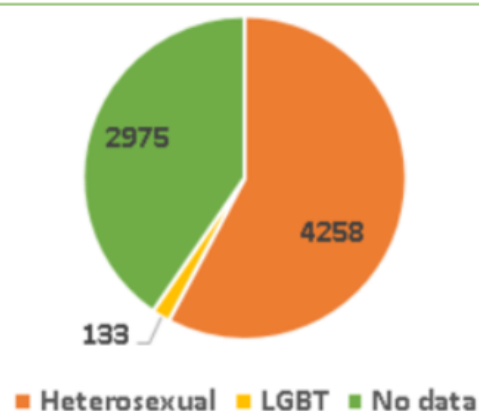
NCC Age Profile 2021



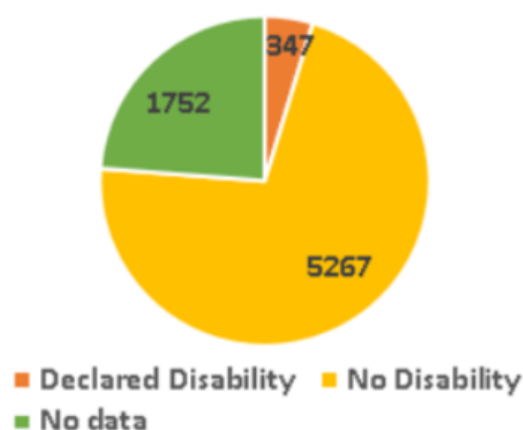
NCC Ethnic Origin Profile 2021



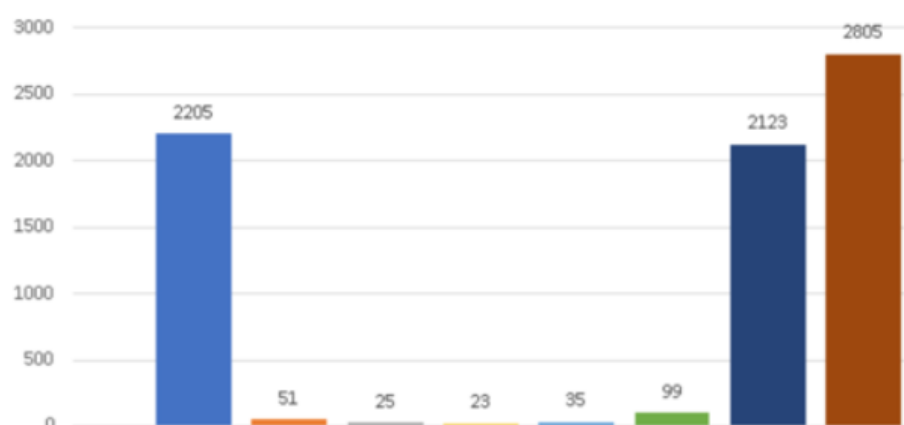
NCC Sexual Orientation Profile 2021



NCC Disability Profile 2021



NCC Religion Profile 2021



| | |
|-----------------------|------|
| Christian | 2205 |
| Muslim | 51 |
| Hindu | 25 |
| Sikh | 23 |
| Buddhist | 35 |
| Other religion/belief | 99 |
| No religion/belief | 2123 |
| Not declared | 2805 |

NCC Recruitment Data Collection

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.

Due to Covid 19 pandemic, compared to last year there was a large reduction in number of applications overall.

NCC Recruitment Data August 2021

| Gender | Applied | Shortlisted | Offered | | All applications | Shortlisted | Offer made |
|---------------------------|----------------|--------------------|----------------|--|-------------------------|--------------------|-------------------|
| Female | 848 | 704 | 528 | | 80.15% | 80.26% | 83.02% |
| Male | 212 | 195 | 108 | | 19.85% | 19.74% | 16.98% |
| | | | | | | | |
| Ethnic origin | Applied | Shortlisted | Offered | | All applications | Shortlisted | Offer made |
| Non BAME | 850 | 727 | 539 | | 82.11% | 83.18% | 85.42% |
| BAME | 205 | 164 | 92 | | 17.89% | 16.82% | 14.58% |
| | | | | | | | |
| Sexuality | Applied | Shortlisted | Offered | | All applications | Shortlisted | Offer made |
| Bisexual | 26 | 15 | 9 | | 1.99% | 1.62% | 1.47% |
| Gay Man | 15 | 16 | 12 | | 1.71% | 1.89% | 1.96% |
| Lesbian | 18 | 15 | 5 | | 1.51% | 1.35% | 0.82% |
| Straight/Heterosexual | 979 | 821 | 587 | | 94.80% | 95.14% | 95.76% |
| | | | | | | | |
| Religion or Belief | Applied | Shortlisted | Offered | | All applications | Shortlisted | Offer made |
| Christian | 439 | 363 | 237 | | 39.78% | 38.89% | 37.03% |
| No religion / belief | 531 | 464 | 344 | | 51.26% | 52.37% | 53.75% |
| Other religion or belief | 99 | 76 | 59 | | 8.96% | 8.75% | 9.22% |
| | | | | | | | |
| Disability | Applied | Shortlisted | Offered | | All applications | Shortlisted | Offer made |
| Not Disabled | 973 | 785 | 530 | | 91.30% | 91.07% | 91.70% |
| Disabled | 89 | 81 | 48 | | 8.70% | 8.93% | 8.30% |