



**Nottinghamshire  
County Council**

## **Workforce Profile Report 2021**

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## **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%.

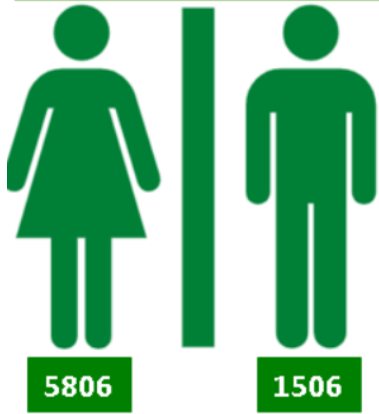
The total number of employees within Nottinghamshire County Council is currently 7366.

## **Data collection and definitions: as at June 2021**

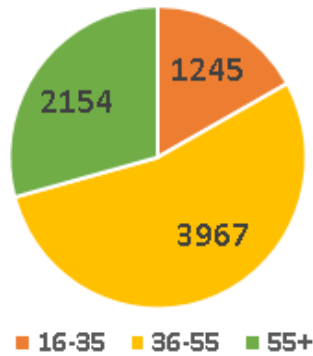
<b>Topic or Acronym</b>	<b>Definitions</b>	<b>Notes</b>
Who's included	Permanent NCC employees Temporary NCC Employees	Direct employees of NCC only
Who's not included	Relief workers Casual workers Agency Workers	
Protected characteristics analysed	Gender Ethnic group Age Disabled status Sexual orientation 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	
<b>Period/Year</b>	<b>Source of workforce profile data</b>	
April 2012 onwards	Business Management System	

## Profile of NCC Employees by Protected Characteristic

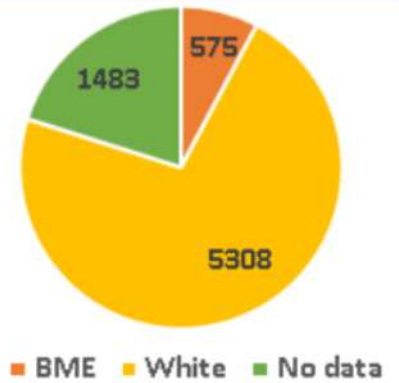
NCC Gender Profile 2021



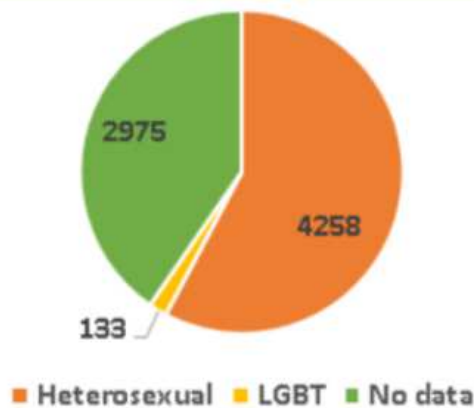
NCC Age Profile 2021



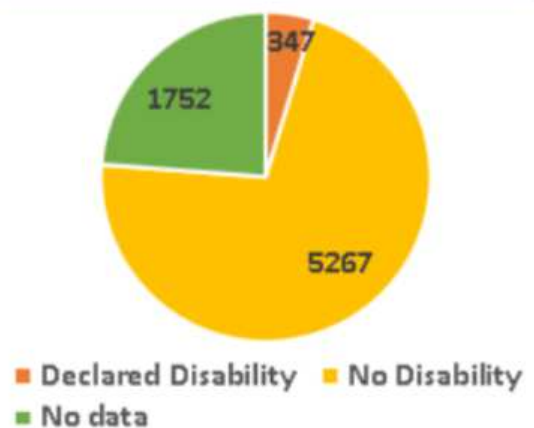
NCC Ethnic Origin Profile 2021



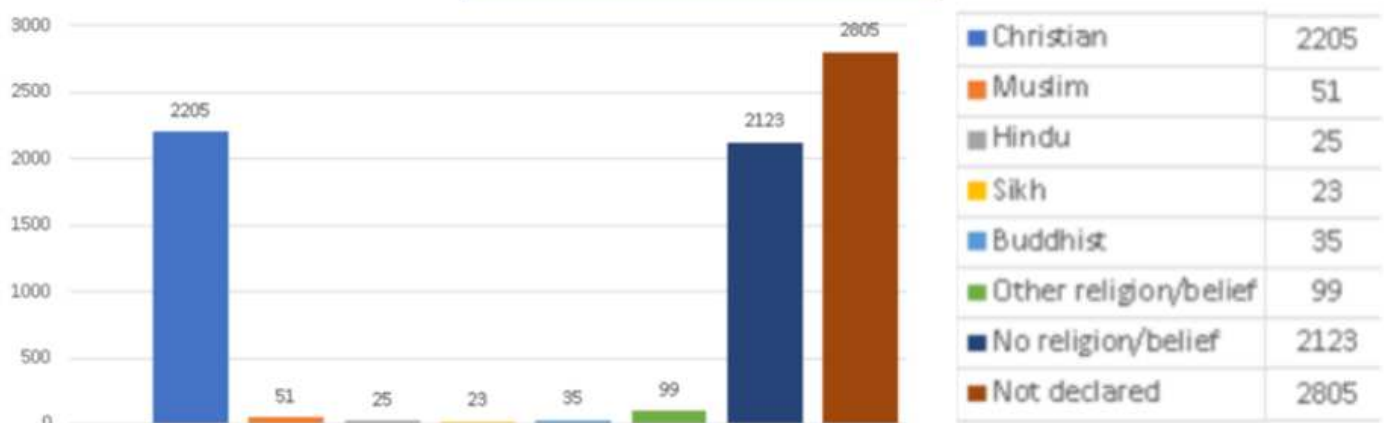
NCC Sexual Orientation Profile 2021



NCC Disability Profile 2021



NCC Religion Profile 2021



# 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

<b>Gender</b>	<b>Applied</b>	<b>Shortlisted</b>	<b>Offered</b>		<b>All applications</b>	<b>Shortlisted</b>	<b>Offer made</b>
Female	848	704	528		80.15%	80.26%	83.02%
Male	212	195	108		19.85%	19.74%	16.98%
<b>Ethnic origin</b>	<b>Applied</b>	<b>Shortlisted</b>	<b>Offered</b>		<b>All applications</b>	<b>Shortlisted</b>	<b>Offer made</b>
Non BAME	850	727	539		82.11%	83.18%	85.42%
BAME	205	164	92		17.89%	16.82%	14.58%
<b>Sexuality</b>	<b>Applied</b>	<b>Shortlisted</b>	<b>Offered</b>		<b>All applications</b>	<b>Shortlisted</b>	<b>Offer made</b>
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%
<b>Religion or Belief</b>	<b>Applied</b>	<b>Shortlisted</b>	<b>Offered</b>		<b>All applications</b>	<b>Shortlisted</b>	<b>Offer made</b>
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%
<b>Disability</b>	<b>Applied</b>	<b>Shortlisted</b>	<b>Offered</b>		<b>All applications</b>	<b>Shortlisted</b>	<b>Offer made</b>
Not Disabled	973	785	530		91.30%	91.07%	91.70%
Disabled	89	81	48		8.70%	8.93%	8.30%