

Working for Derby City Council - equality employment statistics 2022/23





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Introduction

Welcome to our annual equality employment statistics report for April 2022 to March 2023. The statistics include recruitment, workforce profile, the gender pay gap 2022/23, and apprenticeships. They form part of our Public Sector Equality Duty requirements where we have to provide annual equality information about our colleagues and our job applicants.

This report provides an overview of our equality and diversity employment monitoring data as of 31 March 2023. The data only relates to colleagues who are employed directly by Derby City Council and excludes those who are engaged as temporary agency workers. We have reported on headcount only, that is the total number of colleagues employed by the Council, irrespective of how many jobs with us they may have.

The statistics do not include colleagues of Derby Homes, Derby Museums, Trust and Academy schools or agency workers.

There are several areas where we have anonymised the data relating to applicants or colleagues where there are very low numbers in certain categories, so as not to identify individuals and their data is included in the anonymised or prefer not to say data.

In the gender re-assignment data on page 17, the final 5 descriptors in the table show as 0%. This is because these are new descriptors which we have added to our colleague data, and there is no information currently to show for these descriptors, or for the previous year.

Council colleagues can access their own payroll/HR information using an online service known as MiPeople Self Service. As part of this, colleagues can update their own equality information. This is the data we have used for the workforce information throughout this report.

Most of our community schools don't use the online MiPeople Self Service and the schools use a different type of application form for job applicants. Both factors mean that we have some gaps in our data for our community schools.

Any actions we need to take arising from the data in the report will be included in the Council's Equality Diversity and Inclusion Plan, which is currently being updated and will be re-published during 2024.

We will publish this report on our internal website, MiDerby, and on our external website at www.derby.gov.uk/equality. We'll also make it available to our Equality Hubs and our employee networks.

We'd like to acknowledge the help of Open Doors Forum for their help in publicising our Apprenticeship Scheme.

Overall Workforce

As of 31 March 2023, we employed 5177 people. During 2022 - 2023, 766 staff left the organisation and there were 718 new appointments.

Our diversity profile as of 31 March 2023 is provided from page 11.

In summary, our workforce numbers decreased from 5219 in 2021-2022 to 5177 as at 31st March 2023.

Overall our workforce has a higher proportion of women than men with 72.59% women and 27.41% men.

Representation at Organisational Level

Our workforce is made up of 2.72% who are employed at senior management level, and 97.28% of colleagues who are employed at below senior management level.

At senior management level we have a higher proportion of women than men 63.83% women and 36.17% men. We have defined “senior” as Head of Service, Service Director, Strategic Director and Chief Executive, Headteachers, Head of School, Deputy Headteachers and Assistant Headteachers for all our community schools for the purposes of our employment statistics.

Black, Asian and Minority Ethnic colleagues make up 16.50% of the workforce with 3.57% at senior management level however, it is important to note these figures are based on data that has been provided and some figures will be anonymised due to very low representation so as to not identify individuals.

Colleagues who are disabled people make up 11.71% of the overall workforce with 2.84% at senior management level.

Colleagues in the age range 45 to 54 have the slightly higher representation of the overall workforce at 27.49%, with the same age range have the highest proportion at senior management level at 41.84%.

Colleagues declaring their sexual orientation make up 2.22% of the overall workforce, however we do have a high proportion of colleagues who have either not declared or prefer not to say at 56.81%. The figures for sexual orientation at senior management level and above are too small to disclose to maintain anonymity.

Recruitment

Recruitment to the Council is through open competition, except in certain situations where our redeployment procedures may apply. Applicants are assessed on their ability to do the job, based on their skills, knowledge and experience.

Reasonable adjustments for disabled applicants are made at all stages of the recruitment process, as required. We are proud to be a Disability Confident Leader for all our work and commitment around recruiting and retaining disabled people.

During 2022-2023 we had a total of 718 new starters which was an increase of 14 compared to 2021-2022

In 2022-2023 7.52% of our new starters are disabled people which is an increase from 4.55% the previous year.

72.42% of our new starters in 2022 – 2023 were women.

18.66% of new starters in 2022-2023 were Black, Asian and Minority Ethnic people this is an increase from last year's reported figure of 16.48%.

The age range of 25 to 34 had the highest representation for new starters at 25.77%.

3.76% of new starters declared their sexual orientation, this is a slight increase on 3.55% which was reported for 2021-2022, however 44.43% preferred not to say or haven't declared their sexual orientation which is reflective across the overall workforce.

Leavers

In total, 766 colleagues left Derby City Council in 2022-2023.

16.45% of leavers were Black, Asian and Minority Ethnic people, which is a slight increase compared to last year's figure of 13.01%.

8.75% of leavers were disabled people which is a small reduction compared to last year's figures of 9.52%.

74.15% of leavers were women.

1.57% of leavers had declared their sexual orientation, and this is a small decrease compared to last year's figure of 2.77%.

Gender Pay Gap 2022/23

As in 2021/22, women colleagues continue to make up just under 73% of our workforce in 2022/23. The Council reports its Gender Pay Gap in line with the statutory requirement, and the information for 2022/23 can be found below.

It is worth noting that gender split in our Gender Pay Gap reporting shows a slightly different percentage split to the statistics in this report, as the data is captured at a specific date and there are specific criteria on which the Gender Pay Gap report is compiled.

Gender Pay Gap Data – 2022/2023

Women's Hourly Rate

2.89%	7.5%
Higher (mean)	Higher (Median)

Pay Quartile

Top quartile

29%	71%
Men	Women

Upper middle quartile

30%	70%
Men	Women

Lower Middle Quartile

35%	65%
Men	Women

Lower Quartile

40%

Men

60%

Women

Bonus Pay

No Bonus Paid

Ethnic Origin

Ethnic Grouping	Ethnic Origin	Workforce as at 31/03/2023	Senior Mgt as at 31/03/2023	Starters 01/04/2022 - 31/03/2023	Leavers 01/04/2022 - 31/03/2023	Recruitment Applicants 01/04/2022 - 31/03/2023	Apprenticeships 01/04/2022 - 31/03/2023
Asian or Asian British	Any other Asian background	0.62%	0.00%	0.70%	0.00%	1.34%	0.00%
Asian or Asian British	Bangladeshi	0.14%	0.00%	0.00%	0.00%	1.00%	0.00%
Asian or Asian British	Chinese	0.29%	0.00%	0.56%	0.00%	1.41%	0.00%
Asian or Asian British	Indian	4.48%	0.00%	4.32%	4.18%	5.72%	6.67%
Asian or Asian British	Pakistani	3.75%	3.57%	5.01%	4.18%	5.38%	3.33%
Black or Black British	African	1.68%	0.00%	2.65%	2.22%	7.35%	0.00%
Black or Black British	Any other Black, African or Caribbean background	0.60%	0.00%	0.97%	0.65%	1.23%	0.00%
Black or Black British	Caribbean	2.32%	0.00%	0.97%	3.00%	1.78%	1.90%
Mixed or Multiple ethnic groups	Any other Mixed or Multiple ethnic background	0.23%	0.00%	0.00%	0.00%	0.89%	0.00%
Mixed or Multiple ethnic groups	White and Asian	0.31%	0.00%	0.00%	0.65%	0.63%	0.00%
Mixed or Multiple ethnic groups	White and Black African	0.15%	0.00%	0.56%	0.00%	0.37%	0.00%
Mixed or Multiple ethnic groups	White and Black Caribbean	1.41%	0.00%	1.95%	1.04%	1.89%	2.86%
Not Stated	Not Declared	2.97%	0.00%	1.81%	3.13%	0.07%	0.48%
Not Stated	Prefer Not To Say or Anonymised	1.93%	10.71%	2.37%	4.18%	2.23%	2.86%
Other Ethnic Groups	Any other ethnic group	0.52%	0.00%	0.97%	0.52%	0.45%	0.00%
Other Ethnic Groups	Arab	0.00%	0.00%	0.00%	0.00%	0.33%	0.00%
White	Any other White background	2.68%	0.00%	3.34%	3.00%	5.98%	2.86%
White	English, Welsh, Scottish, Northern Irish or British	75.45%	85.71%	73.26%	73.24%	61.68%	79.05%
White	Gypsy or Irish Traveller	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
White	Irish	0.46%	0.00%	0.56%	0.00%	0.26%	0.00%
White	Roma	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Ethnic Origin – Yearly Workforce Comparison

Ethnic Grouping	Ethnic Origin	Workforce as at 31/03/2022	Workforce as at 31/03/2023	Difference
Asian or Asian British	Any other Asian background	0.52%	0.62%	0.10%
Asian or Asian British	Bangladeshi	0.10%	0.14%	0.04%
Asian or Asian British	Chinese	0.27%	0.29%	0.02%
Asian or Asian British	Indian	4.45%	4.48%	0.04%
Asian or Asian British	Pakistani	3.56%	3.75%	0.18%
Black or Black British	African	1.63%	1.68%	0.05%
Black or Black British	Any other Black, African or Caribbean background	0.56%	0.60%	0.04%
Black or Black British	Caribbean	2.57%	2.32%	-0.25%
Mixed or Multiple ethnic groups	Any other Mixed or Multiple ethnic background	0.19%	0.23%	0.04%
Mixed or Multiple ethnic groups	White and Asian	0.38%	0.31%	-0.07%
Mixed or Multiple ethnic groups	White and Black African	0.10%	0.15%	0.06%
Mixed or Multiple ethnic groups	White and Black Caribbean	1.26%	1.41%	0.15%
Not Stated	Not Declared	3.22%	2.97%	-0.24%
Not Stated	Prefer Not To Say or Anonymised	2.22%	1.93%	-0.29%
Other Ethnic Groups	Any other ethnic group	0.44%	0.52%	0.08%
Other Ethnic Groups	Arab	0.00%	0.00%	0.00%
White	Any other White background	2.61%	2.68%	0.08%
White	English, Welsh, Scottish, Northern Irish or British	75.49%	75.45%	-0.04%
White	Gypsy or Irish Traveller	0.00%	0.00%	0.00%
White	Irish	0.44%	0.46%	0.02%
White	Roma	0.00%	0.00%	0.00%

Disability

Disability	Workforce as at 31/03/2023	Senior Mgt as at 31/03/2023	Starters 01/04/2022 - 31/03/2023	Leavers 01/04/2022 - 31/03/2023	Recruitment Applicants 01/04/2022 - 31/03/2023	Apprenticeships 01/04/2022 - 31/03/2023
Yes	11.71%	2.84%	7.52%	8.75%	10.69%	15.24%
No	76.03%	86.52%	77.58%	76.37%	89.31%	79.05%
Not Declared	11.86%	10.64%	14.07%	14.36%	0.00%	4.29%
Refused	0.41%	0.00%	0.84%	0.52%	0.00%	1.43%

Disability – Yearly Workforce Comparison

Disability	Workforce as at 31/03/2022	Workforce as at 31/03/2023	Difference
Yes	11.21%	11.71%	0.50%
No	76.26%	76.03%	-0.23%
Not Declared	12.15%	11.86%	-0.29%
Refused	0.38%	0.41%	0.02%

Religion or Belief

Religion or Belief	Workforce as at 31/03/2023	Senior Mgt as at 31/03/2023	Starters 01/04/2022 - 31/03/2023	Leavers 01/04/2022 - 31/03/2023	Recruitment Applicants 01/04/2022 - 31/03/2023	Apprenticeships 01/04/2022 - 31/03/2023
Buddhist	0.15%	0.00%	0.00%	0.00%	0.30%	0.00%
Christian	18.68%	16.31%	17.41%	19.32%	33.27%	24.29%
Hindu	0.37%	0.00%	0.00%	0.00%	1.82%	0.00%
Jewish	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%
Muslim	2.11%	0.00%	2.37%	2.48%	7.76%	4.29%
No Religion	21.23%	12.77%	34.12%	18.28%	45.75%	36.19%
Other Religion	0.71%	0.00%	0.56%	0.00%	1.19%	0.00%
Prefer Not To Say or Anonymised	3.34%	6.38%	3.34%	5.61%	4.46%	5.24%
Religion Not Stated	51.86%	64.54%	40.53%	53.39%	3.01%	26.19%
Sikh	1.47%	0.00%	1.67%	0.91%	2.45%	3.81%

Religion or Belief – Yearly Workforce Comparison

Religion or Belief	Workforce as at 31/03/2022	Workforce as at 31/03/2023	Difference
Buddhist	0.13%	0.15%	0.02%
Christian	19.29%	18.68%	-0.62%
Hindu	0.38%	0.37%	-0.02%
Jewish	0.13%	0.08%	-0.06%
Muslim	2.09%	2.11%	0.02%
No Religion	17.28%	21.23%	3.95%
Other Religion	0.73%	0.71%	-0.01%
Prefer Not To Say or Anonymised	3.20%	3.34%	0.14%
Religion Not Stated	55.37%	51.86%	-3.51%
Sikh	1.38%	1.47%	0.09%

Gender

Gender	Workforce as at 31/03/2023	Senior Mgt as at 31/03/2023	Starters 01/04/2022 - 31/03/2023	Leavers 01/04/2022 - 31/03/2023	Recruitment Applicants 01/04/2022 - 31/03/2023	Apprenticeships 01/04/2022 - 31/03/2023
Women	72.59%	63.83%	72.42%	74.15%	65.35%	65.24%
Men	27.41%	36.17%	27.58%	25.85%	33.87%	34.76%
Unspecified	-	-	-	-	0.78%	-

Gender – Yearly Workforce Comparison

Gender	Workforce as at 31/03/2022	Workforce as at 31/03/2023	Difference
Women	72.73%	72.59%	-0.14%
Men	27.27%	27.41%	0.14%

Gender Identity

Gender Identity	Workforce as at 31/03/2023	Senior Mgt as at 31/03/2023	Starters 01/04/2022 - 31/03/2023	Leavers 01/04/2022 - 31/03/2023	Recruitment Applicants 01/04/2022 - 31/03/2023	Apprenticeships 01/04/2022 - 31/03/2023
Man/Boy	7.05%	7.09%	14.76%	6.27%	32.01%	15.24%
Non-binary	0.00%	0.00%	0.00%	0.00%	0.30%	0.00%
Not Declared	75.06%	82.98%	52.09%	79.11%	5.16%	60.48%
Other	0.00%	0.00%	0.00%	0.00%	0.33%	0.00%
Prefer not to say or Anonymised	0.31%	0.71%	0.42%	0.13%	2.90%	0.48%
Woman/Girl	17.58%	9.22%	32.73%	14.49%	59.30%	23.81%

Gender Identity – Yearly Workforce Comparison

Gender Identity	Workforce as at 31/03/2022	Workforce as at 31/03/2023	Difference
Man/Boy	5.08%	7.05%	1.97%
Non-binary	0.00%	0.00%	0.00%
Not Declared	82.08%	75.06%	-7.02%
Other	0.00%	0.00%	0.00%
Prefer not to say or Anonymised	0.04%	0.31%	0.27%
Woman/Girl	12.68%	17.58%	4.89%

Gender Reassignment

Gender Reassignment	Workforce as at 31/03/2023	Senior Mgt as at 31/03/2023	Starters 01/04/2022 - 31/03/2023	Leavers 01/04/2022 - 31/03/2023	Recruitment Applicants 01/04/2022 - 31/03/2023	Apprenticeships 01/04/2022 - 31/03/2023
Gender identity is the same as sex registered at birth	11.94%	14.18%	12.12%	9.79%	2.30%	19.52%
Not Declared	87.81%	85.11%	87.74%	90.21%	97.59%	79.52%
Prefer not to say or Anonymised	0.25%	0.71%	0.14%	0.00%	0.11%	0.95%
Yes	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Gender identity is the same as sex registered at birth – Identity not listed	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Gender identity is the same as sex registered at birth – No specific identity	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Gender identity is the same as sex registered at birth – Non-binary	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Gender identity is the same as sex registered at birth – Trans Man	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Gender identity is the same as sex registered at birth – Trans Woman	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Gender Reassignment – Yearly Workforce Comparison

Gender Reassignment	Workforce as at 31/03/2022	Workforce as at 31/03/2023	Difference
Gender identity is the same as sex registered at birth	11.69%	11.94%	0.25%
Not Declared	88.06%	87.81%	-0.25%
Prefer not to say or Anonymised	0.17%	0.25%	0.08%
Yes	0.08%	0.00%	-0.08%

Sexual Orientation

Sexual Orientation	Workforce as at 31/03/2023	Senior Mgt as at 31/03/2023	Starters 01/04/2022 - 31/03/2023	Leavers 01/04/2022 - 31/03/2023	Recruitment Applicants 01/04/2022 - 31/03/2023	Apprenticeships 01/04/2022 - 31/03/2023
Asexual	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Bisexual	0.73%	0.00%	2.37%	1.04%	3.79%	0.00%
Gay Man	0.60%	2.84%	0.56%	0.00%	1.00%	0.00%
Gay Woman/Lesbian	0.62%	0.00%	0.00%	0.52%	1.49%	2.38%
Heterosexual/Straight	40.97%	26.95%	51.81%	39.56%	84.96%	66.67%
Not Declared	54.84%	68.79%	41.36%	56.01%	1.26%	25.71%
Other	0.27%	0.00%	0.84%	0.00%	1.37%	0.00%
Prefer Not To Say or Anonymised	1.97%	1.42%	3.06%	2.87%	6.13%	5.24%

Sexual Orientation – Yearly Workforce Comparison

Sexual Orientation	Workforce as at 31/03/2022	Workforce as at 31/03/2023	Difference
Asexual	0.00%	0.00%	0.00%
Bisexual	0.56%	0.73%	0.18%
Gay Man	0.52%	0.60%	0.08%
Gay Woman/Lesbian	0.61%	0.62%	0.00%
Heterosexual/Straight	37.71%	40.97%	3.26%
Not Declared	58.63%	54.84%	-3.79%
Other	0.21%	0.27%	0.06%
Prefer Not To Say or Anonymised	1.76%	1.97%	0.21%

Age Profile

Age Group	Workforce as at 31/03/2023	Senior Mgt as at 31/03/2023	Starters 01/04/2022 - 31/03/2023	Leavers 01/04/2022 - 31/03/2023	Recruitment Applicants 01/04/2022 - 31/03/2023	Apprenticeships 01/04/2022 - 31/03/2023
Age 16 to 24	5.18%	0.00%	18.94%	10.05%	15.15%	25.24%
Age 25 to 34	16.73%	7.80%	25.77%	20.63%	32.19%	28.10%
Age 35 to 44	23.08%	23.40%	23.40%	20.50%	24.29%	24.76%
Age 45 to 54	27.49%	41.84%	18.52%	18.80%	17.27%	19.52%
Age 55 to 64	23.62%	26.95%	11.98%	20.89%	9.39%	2.38%
Age 65 and over	3.90%	0.00%	1.39%	9.14%	1.63%	0.00%
Unspecified	-	-	-	-	0.07%	-

Age Profile – Yearly Workforce Comparison

Age Group	Workforce as at 31/03/2022	Workforce as at 31/03/2023	Difference
Age 16 to 24	5.25%	5.18%	-0.07%
Age 25 to 34	16.55%	16.73%	0.17%
Age 35 to 44	23.34%	23.08%	-0.25%
Age 45 to 54	28.20%	27.49%	-0.72%
Age 55 to 64	22.57%	23.62%	1.05%
Age 65 and over	4.08%	3.90%	-0.18%

Other Information

Working with our communities and our colleagues

We have a team of very valued volunteers who are members of our Equality Hubs and Forums. They help us with our Equality Impact Assessments, and they also give us advice on our policies and practices.

We also have several employee networks for our colleagues, who help us to promote equality, diversity, and inclusion at work; provide support to each other and remove barriers both in the workplace and in the services that we deliver. You can find out more about our Equality Hubs and Forums, and our employee networks on our website.

You can also read on our website about how every year, together with the city's equality groups, we celebrate and mark the International Days of equality and diversity.

<https://www.derby.gov.uk/council-and-democracy/consultations/equality-services/>

Policy

During 2022/23, we have carried out a review of several of our key employment policies, and we have carried out Equality Impact Assessments when we have done so. We also carry out Equality Impact Assessments when we develop new policies, and the input of the Equality Hubs and Forums, as well as of the employee networks, is invaluable. When we develop new policies, or refresh existing policies, we will continue to focus on ensuring the policies are inclusive.

Training and Development

The Council delivers mandatory equalities e-learning training to all non-schools Council colleagues with a Council email address via an e-learning platform. Colleagues are also required to accept our Equality, Dignity and Respect Policy, also through our e-learning platform. The current completion rate is 87.5% for the mandatory e-learning and 84.2% for the policy acceptance. For colleagues who don't have access to the e-learning platform, their manager arranges face to face sessions for key policy acceptance.

In addition to the mandatory training, we have also developed an Autism e-learning course.

Our social care workforce learning and development teams also run face to face training for social care colleagues on a range of subjects including, but not limited to, Disabled Children in Early Help and Fostering, Unconscious Bias, Gender and Identity, Transitioning, Autism, and Culturally sensitive approach to assessment.

Grievances or workplace complaints

In December 2022, the Council introduced a revised Grievance Resolution Policy. This policy is to create an environment that empowers colleagues to raise workplace concerns with their manager. There was a total of 22 Grievances raised in 2022/2023, 2 were related to race, 3 are in relation to disability and 6 were regarding alleged bullying and harassment.

All other Grievances covered multiple issues or were raised for other reasons.

In February 2023, the Council refreshed and implemented a revised Tackling Bullying Harassment and Victimisation Policy to underpin the Council's values reinforcing how colleagues should behave within the workplace.

We can give you this information in any other way, style or language that will help you access it. Please contact us on **01332 643722** or **07812 301144** or **derby.gov.uk/signing-service/**

Punjabi

ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਇੱਥੇ ਸੰਪਰਕ ਕਰੋ: **01332 643722** ਜਾਂ **07812 301144** ਜਾਂ **derby.gov.uk/signing-service/**

Polish

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku. Prosimy o kontakt: **01332 643722** lub **07812 301144** lub **derby.gov.uk/signing-service/**

Slovak

Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Prosím, kontaktujte nás na tel. č.: **01332 643722** alebo **07812 301144** alebo na stránke **derby.gov.uk/signing-service/**

Urdu

یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم
پر ہم سے رابطہ کریں derby.gov.uk/signing-service یا **301144 07812** یا **643722 01332**



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