



**Equality in Employment
Annual Monitoring Report**

1st April 2011

to

31st March 2012

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AGE POSITIVE

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1. FOREWORD

Flintshire County Council is committed to promoting equality of opportunity, eliminating discrimination and to recognising and valuing diversity. Our aim is to ensure that we maintain a culture of inclusion which enables us to meet the needs of our diverse workforce.

We are pleased to present our latest Equality in Employment report which highlights the progress we have made with our strategic equalities objectives and the awards we have received in recognition of our commitment to embedding our objectives into the fabric of our organisation.

Helen Stappleton
Head of Human Resources and Organisation Development

2. INTRODUCTION

This is the first annual workforce information report produced by Flintshire County Council that incorporates all nine of the protected characteristics as required by the Equalities Act 2010.

The Equality Act 2010 introduces a general public sector duty to

- (a) eliminate discrimination, harassment, and victimisation
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The Specific Equality Duties for Wales require public bodies to publish equality objectives and set out the steps they will take to meet these objectives in a [Strategic Equality Plan \(SEP\)](#). The first annual report on the Strategic Equality Plan will cover 1st April 2012- 31st March 2013 and will be published after March 2013.

Alongside the SEP the Council's work on equality is supported by a Diversity and Equality policy, Welsh Language Scheme, Welsh Linguistic Skills Strategy, Customer Care Strategy, Plain Language Guide and Council Plan.

The data in this report is as at 31 March 2012 and includes profiles of the Flintshire County Council workforce by the majority of protected characteristics.

The purpose of equality monitoring is to:-

- identify the make up of the workforce
- compare the profile of the workforce to the local population
- identify if any specific groups are under represented in the workforce
- analyse the workforce by salary/grade to identify if there are any potential or actual barriers to progression
- review employment practices and procedures to assess if there are any potential or actual areas of direct or indirect discrimination
- make changes to eliminate potential and actual discrimination from employment practices and procedures
- to identify areas to implement positive action

3 FINDINGS

The organisation has built on the data it can provide and has a longer term aim to provide full details of the workforce in relation to all protected characteristics.

The initial stage has been to collate data on the make up of the workforce and divide that between Schools and Non Schools. Full data is provided on gender, age, disability, ethnicity, religion or belief, marital status, salary band and pregnancy and maternity. Data around sexual orientation and transgender is only available in limited numbers.

Previously questionnaires have been sent to the entire workforce asking for up-to-date equality details. These paper exercises are time consuming and costly but provide a way to gather this data. When using these questionnaires we have achieved a 65% return rate and will continue to try and achieve 100%.

The organisation recognises that that the results provided for the protected characteristics does not reflect the full diversity of the workforce. It is not compulsory for employees to complete the surveys in part or full. If an individual chooses to complete the survey they can select the option that best applies to them. This includes a **prefer not to say** option across each of the protected characteristics. It is hoped that, if employees select this option over another, the organisation can start to analyse this data to see if there are specific areas within the Organisation where employees are willing to complete the survey but do not feel able to be more specific and some reasons about why this might be.

To aid each of Flintshire's ninety schools in producing their own annual report they have each been supplied with data on the majority of the protected characteristics for their staff. The only data that cannot be supplied centrally to schools is around recruitment, training, disciplinary and grievances as these are dealt with in-house.

Currently all non school ICT users have access to Employee Self Service via iTrent our HR/Payroll system. This enables approximately half of the non school workforce access to enter and/or amend their equalities data via their computer. Schools staff do not have access to iTrent and, as such, cannot use this facility. A further questionnaire will be circulated to all School employees and other non ICT employees during 2013 to further enhance the data we hold.

Further reports are planned to cross match all protected characteristics and will be available for the next report.

Please note: the data for employees is at a point in time 31st March 2012 whereas the data for leavers is over the whole period 01 April 2011 to 31st March 2012

4. PROGRESS WITH ACTIONS IN STRATEGIC EQUALITIES OBJECTIVE DURING 2012/13

Action - Continue dialogue with MidlandHR, iTrent Wales user group and EHRC regarding the capture of gender identity.

The main area where we have missing data is transgender. The Human Resources Operations Manager has continued dialogue with our software provider however despite many repeated requests the system still does not have a field to store this data.

Action - The Equal Ops database, Employee Monitoring Information form and the website require amending to incorporate additional protected characteristics.

Each of these areas has been reviewed and updated to reflect the requirements stated within the Equalities Act 2010.

This includes the recording of details around transgender for the recruitment process as this is inputted by the applicant and held in a bespoke in-house system.

Application forms both paper and on-line have been updated to reflect the new requirements and the system used to store the details has also been updated to reflect the new information.

The organisation has built on the data it can provide and has a longer term aim to provide full details of the workforce in relation to all protected characteristics.

Action - Add to the number of protected characteristics reported corporately

The number of protected characteristics previously reported corporately detailed, age, gender, ethnicity and disability. This has now been extended to include sexual orientation, religion or belief and marital status.

Further work will be carried out during 2013/14 to increase the information available on pregnancy and maternity.

Action - Establish processes to collect and record data for new starters

The format for the collection of the data on new starters has been established and work will continue into 2013/14 to see this through to completion

Action - Establish processes to collect and record data for those employees involved in grievance procedures either as a complainant or as a person against whom a complaint was made.

Various teams within Human Resources and Organisation Development have developed mechanisms within iTrent to hold data on those involved in

grievances. This data is currently being input retrospectively for 2011/12 and will be reported in next year's report.

Action - Establish processes to collect and record data for those employees subject to disciplinary procedures

As above

Action - Research accreditation of Age Posi+ive status

Contact has been made with the team at the Department of Work and Pensions responsible for accreditation of Age Posi+ive status. Unfortunately in the Government staffing reductions last year the team involved was greatly reduced and is no longer able to offer the same service as before. Following our contact we have been able to adopt and display the Age Posi+ive logo. We will continue to reflect on our practice and work with this team in the future.

5. AWARDS

Flintshire County Council has been fortunate this year (June 2012) to have been awarded a Carer Friendly Employer Award by the Carer's Trust Wales. The award is in recognition for Flintshire meeting the Employer Recognition standards for Carer's.

Flintshire is not only the first council within Wales to achieve this award it is also one of the first employers within Wales to have received it.

A second award Flintshire have received is the Stonewall Workplace Index Awards for Most Improved Employer in Wales. This is in recognition for all the work that has taken place to promote LGB equality for employees and customers and for the ideas for initiatives and activities that we could implement to develop further and improve. In addition we were within seven marks from being in the Top 100 LGB friendly employers in the UK. We are now working towards making it into the Top 100.

6. FLINTSHIRE COUNTY PROFILE

Black, minority and ethnic groups (BME) make up 1.44% of the population in Flintshire; the BME population in Flintshire is the ninth lowest in Wales. It should be recognised that this data is taken from the 2011 census.

Table 6.1 Profile of Flintshire County population by ethnic groups

Ethnic Groups	Number	%
Asian (British, Indian, Pakistani, Bangladeshi, Chinese, Other)	1,201	0.79
Black (British, Caribbean, African, Other)	142	0.09
Mixed (British, White & Black Caribbean or African, White and Asian, Other)	851	0.56
White British	146,185	95.86
White Irish	693	0.45
White: Gypsy or Irish Traveller	95	0.06
White Other	3,188	2.09
Other	151	0.10
Total population	152, 506	100.00

Source: Office of National Statistics – Census 2011

7. FLINTSHIRE COUNTY COUNCIL WORKFORCE PROFILE

The following report provides a profile of the Flintshire County Council workforce by each of the protected characteristics.

The information has been split between Schools and Non Schools for this part of the report and is reported with the same categories as reported internally.

7.1 Profile of employees by ethnic origin

Table 7.1.1 Profile of the non School workforce by ethnic origin

The results of the ethnic monitoring shown in table 2.1 shows that 0.45% of the non- school workforce is BME compared to 1.44% of the Flintshire population in table 1.

Ethnic Origin	Total	%
BME	20	0.45
White	2,946	66.41
Not Stated	1,470	33.14
Totals	4,436	

Table 7.1.2 Profile of the School workforce by ethnic origin

The results of the ethnic monitoring shown in table 6.1.2 shows that 0.21% of this part of the workforce is BME compared to 1.44% of the Flintshire population in table 1.

Ethnic Origin	Total	%
BME	9	0.21
White	2,407	57.12
Not Stated	1,798	42.67
Totals	4,214	

Table 7.1.3 Profile of the non School leavers' by ethnic origin

The results of the ethnic monitoring shown in table 6.1.3 shows that 0.16% of the leavers were BME compared to 0.45% of the workforce and 1.44% of the Flintshire population in table 1.

Ethnic Origin	Total	%
BME	1	0.16
White	234	37.80
Not Stated	384	62.04
Totals	619	

Table 7.1.4 Profile of the School leavers' workforce by ethnic origin

The results of the ethnic monitoring shown in table 6.1.4 indicates that none of the school leavers are BME compared to 0.21% of the workforce and 1.44% of the Flintshire population in table 1.

Ethnic Origin	Total	%
BME	0	0.0
White	252	37.56
Not Stated	419	62.44
Totals	671	

7.2 Profile of employees who classify themselves as being disabled.

At Flintshire County Council we are positive about employing people with disabilities and we are proud to be awarded the disability two ticks symbol. As part of our commitment to employing people with disabilities, we monitor our workforce information and this is then used to inform action planning including the Strategic Equality Plan 2012 – 2016, the Diversity and Equality Policy 2013 - 2017 and the People Strategy 2013 - 2016.

Table 7.2.1 Profile of Non School employees with disabilities

The table below shows that the majority of non school employees have said that they are not disabled

Employees with disabilities	Total	%
No	2,732	61.59
Not Stated	1,567	35.32
Yes	137	3.09
Total	4,436	

Table 7.2.2 Profile of School employees with disabilities

The table below shows that the majority of non school employees have said that they are not disabled

Employees with disabilities	Total	%
No	2,201	52.23
Not Stated	1,969	46.73
Yes	44	1.04
Total	4,214	

Table 7.2.3 Profile of Non School leavers with disabilities

The table below shows that the majority of non school leavers have chosen not to state if they are disabled.

Employees with disabilities	Total	%
No	217	35.06
Not Stated	392	63.33
Yes	10	1.62
Total	619	

Table 7.2.4 Profile of School leavers with disabilities

The table below shows that the majority of school leavers have chosen not to state if they are disabled.

Employees with disabilities	Total	%
No	227	33.83
Not Stated	442	65.87
Yes	2	0.30
Total	671	

7.3 Profile of employees by Sexual Orientation

At Flintshire County Council we were proud to be awarded the Stonewall Workplace Index Awards for Most Improved Employer in Wales. See section 4. As part of our commitment to equalities we monitor our workforce information and this is then used to inform action planning including the Strategic Equality Plan 2012 – 2016, the Diversity and Equality Policy 2013 - 2017 and the People Strategy 2013 - 2016.

Table 7.3.1 Profile of Non Schools by Sexual Orientation

The table below shows that the majority of non school employees and leavers have chosen not to state there sexual orientation.

Sexual Orientation	Employees	Leavers	% Employees	% Leavers
Bi-Sexual	1	0	0.02	0.0
Gay Man	2	0	0.05	0.0
Gay Woman/Lesbian	3	0	0.07	0.0
Heterosexual / Straight	271	6	6.11	0.97
Not Stated	4,145	612	93.44	98.97
Prefer Not To Say	14	1	0.32	0.16
Total	4,436	619		

Table 7.3.2 Profile of Schools by Sexual Orientation

The table below shows that the majority of school employees and all leavers have chosen not to state there sexual orientation.

Sexual Orientation	Employees	Leavers	% Employees	% Leavers
Bi-Sexual	0	0	0.0	0.0
Gay Man	0	0	0.0	0.0
Gay Woman/Lesbian	0	0	0.0	0.0
Heterosexual / Straight	6	0	0.14	0.0
Not Stated	4,208	671	99.86	100.00
Prefer Not To Say	0	0	0.0	0.0
Total	4,214	671		

7.4 Profile of employees by Religion or Belief

Table 7.4.1 Profile of Non Schools by Religion or Belief

The table below shows that the majority of non school employees and leavers have chosen not to state their religion or belief. The next biggest group in both categories is Christian.

Religion or Belief	Employees	Leavers	% Employees	% Leavers
Buddhist	3	0	0.07	0.0
Christian	1,116	93	25.16	15.02
Hindu	1	0	0.02	0.0
Muslim	1	1	0.02	0.16
None	384	25	8.66	4.04
Not Stated	2,811	487	63.37	78.68
Other	54	6	1.22	0.97
Prefer Not To Say	66	7	1.49	1.13
Sikh	0	0	0.0	0.0
Total	4,436	619		

Table 7.4.2 Profile of Schools by Religion or Belief

The table below shows that the majority of school employees and leavers have chosen not to state their religion or belief. The next biggest group in both categories is Christian.

Religion or Belief	Employees	Leavers	% Employees	% Leavers
Buddhist	0	0	0.0	0.0
Christian	900	107	21.36	15.95
Hindu	1	0	0.02	0.0
Muslim	1	0	0.02	0.0
None	188	17	4.46	2.53
Not Stated	3,054	543	72.47	80.92
Other	27	2	0.64	0.30
Prefer Not To Say	42	2	1.00	0.30
Sikh	1	0	0.02	0.0
Total	4,214	671		

7.5 Profile of employees by Marital Status

Table 7.5.1 Profile of Non Schools by Marital Status

The table below shows that the majority of non school employees are married or in a civil partnership. The majority of leavers have chosen not to state there marital status.

Marital Status	Employees	Leavers	% Employees	% Leavers
Divorced or in a Dissolved Civil Partnership	145	11	3.27	1.78
Married or in a Civil Partnership	2,095	175	47.23	28.27
Not Married or in a Civil Partnership	1,048	87	23.62	14.05
Not Stated	1,125	342	25.36	55.25
Widowed or Surviving Civil Partner	23	4	0.52	0.65
Total	4,436	619		

Table 7.5.2 Profile of Schools by Marital Status

The table below shows that the majority of school employees are married or in a civil partnership. The majority of leavers have chosen not to state there marital status.

Marital Status	Employees	Leavers	% Employees	% Leavers
Divorced or in a Dissolved Civil Partnership	18	1	0.43	0.15
Married or in a Civil Partnership	1,884	196	44.71	29.21
Not Married or in a Civil Partnership	611	46	14.50	6.86
Not Stated	1,697	427	40.27	63.64
Widowed or Surviving Civil Partner	4	1	0.09	0.15
Total	4,214	671		

7.6 Profile of employees by gender

We monitor the gender profile of our existing workforce and also the gender of those persons applying to and joining the Council. We also monitor the gender profile of those leaving the Council

Table 7.6.1 Profile of Non School employees by gender

The tables below show that the majority of non school employees and leavers are female.

Gender	Female	%	Male	%	Not Stated	%
Totals	2,976	67.09	1,460	32.91	0	0.00

Table 7.6.2 Profile of Non School leavers' by gender

Gender	Female	%	Male	%	Not Stated	%
Totals	383	61.87	236	38.13	0	0.00

Table 7.6.3 Profile of School employees by gender

The tables below show that the majority of school employees and leavers are female.

Gender	Female	%	Male	%	Not Stated	%
Totals	3,553	84.31	660	15.66	1	0.02

Table 7.6.4 Profile of School leavers' by gender

Gender	Female	%	Male	%	Not Stated	%
Totals	520	77.50	151	22.50	0	0.00

Table 7.6.5 Profile of Non School employees by gender contract type and salary band

Salary Band	Female			Male		
	Full Time	No Basis	Part Time	Full Time	No Basis	Part Time
Up to £10k	9	4	4	5	0	2
£10k - £19,999	484	570	1,452	506	294	161
£20k - £29,999	479	111	227	425	121	46
£30k - £39,999	209	2	102	178	7	14
£40k - £49,999	21	0	3	35	0	1
£50k - £59,999	8	0	5	13	0	2
£60k - £69,999	1	0	0	6	0	0
£70k - £79,999	2	0	2	6	0	0
£80k - £89,999	1	0	0	1	0	0
£90k - £99,999	0	0	0	2	0	0
£130k - £149,999	0	0	0	1	0	0
Totals	1,214	687	1,795	1,178	422	226

The table on page 13 shows that the majority of non school employees are part-time females and the majority of these workers are paid between £10k and £19,999. The majority of male workers are full-time and are also paid between £10k and £19,999.

The Council is currently reviewing its arrangements for pay and grading as part of Single Status. A full equalities impact assessment will be conducted as part of this review.

Table 7.6.6 Profile of School employees by gender contract type and salary band

The table below shows that the majority of school employees are part-time females and the majority of these workers are paid between £10k and £19,999. The majority of male workers are full-time and are paid between £30k and £39,999.

Salary Band	Female			Male			Not Stated
	Full Time	No Basis	Part Time	Full Time	No Basis	Part Time	Part Time
Up to £10k	0	0	0	1	2	1	0
£10k - £19,999	223	476	2458	46	44	196	1
£20k - £29,999	167	72	155	52	14	40	0
£30k - £39,999	502	136	276	212	43	33	0
£40k - £49,999	58	0	7	26	0	0	0
£50k - £59,999	27	0	1	26	0	0	0
£60k - £69,999	10	0	0	9	0	0	0
£70k - £79,999	1	0	0	3	0	0	0
£80k - £89,999	1	0	0	2	0	0	0
£90k - £99,999	0	0	0	2	0	0	0
Totals	989	684	2,897	379	103	270	1

7.7 Profile of employees by age

Table 7.7.1. Employee profile of non school employees and leavers by age

The table below shows that the majority of non school employees are between 35 and 44. The biggest group of leavers are in the 16 to 24 age range. The next biggest group of employees and leavers is in the 25 to 34 age range.

Age Range	Employees	Leavers	% Emp	% Leavers
16 - 24	342	151	7.71	24.39
25 - 34	670	110	15.10	17.77
35 - 44	965	83	21.75	13.41
45 - 49	654	29	14.74	4.68
50 - 54	624	43	14.07	6.95
55 - 59	594	43	13.39	6.95
60 - 64	409	73	9.22	11.79
65 - 69	132	49	2.98	7.92
70 - 74	32	12	0.72	1.94
75 and Over	14	26	0.32	4.20
Totals	4,436	619		

Table 7.7.2. Employee profile of school employees and leavers by age

The table below shows that the majority of school employees and leavers are between 35 and 44. The next biggest group of employees and leavers is in the 25 to 34 age range.

Age Range	Employees	Leavers	% Emp	% Leavers
16 - 24	242	100	5.74	14.90
25 - 34	763	122	18.11	18.18
35 - 44	1,112	126	26.39	18.78
45 - 49	620	48	14.71	7.15
50 - 54	551	36	13.08	5.37
55 - 59	493	66	11.70	9.84
60 - 64	288	108	6.83	16.10
65 - 69	118	54	2.80	8.05
70 - 74	22	8	0.52	1.19
75 and Over	5	3	0.12	0.45
Totals	4,214	671		

8. RECRUITMENT MONITORING

Pregnancy and maternity were not measured during the recruitment process and although sexual orientation and gender identity were measured they were only asked for as the new processes were developed.

There were only two responses for sexual orientation one was for heterosexual / straight the other was prefer not to say. None of these respondents were selected for interview.

With regards to gender identity there were only three responses saying that they were the same gender as the one they were assigned at birth. None of those respondents were selected for interview.

8.1. Profile of applicants by gender

The table below shows that the majority of applicants were female. Where as the biggest group of those shortlisted and appointed chose not to state their gender.

Gender	Applied	%	Selected for Interview	%	Appointed	%
Male	684	27.86	242	26.16	21	18.26
Female	1012	41.22	337	36.43	36	31.30
Not Stated	759	30.92	346	37.41	58	50.43
Totals	2,455		925		115	

8.2. Profile of applicants who classified themselves as disabled

The table below shows that the majority of applicants did not state if they were disabled. This followed through to those appointed.

Disabled	Applied	%	Selected for Interview	%	Appointed	%
Not Disabled	317	12.91	140	15.14	24	20.87
Disabled	194	79.19	69	7.46	5	4.35
Not Stated	1944	7.90	716	77.14	86	74.78
Totals	2,455		925		115	

8.3. Profile of applicants by ethnic origin

The table below shows that the majority of applicants were white. This followed through the rest of the process to appointment.

Ethnic Origin	Applied	%	Selected for Interview	%	Appointed	%
BME	17	0.69	5	0.54	0	0.00
Not Stated	761	31.00	348	37.62	58	50.43
White	1677	68.31	572	61.84	57	49.57
Totals	2,455		925		115	

8.4. Profile of applicants by age range

The table below shows that the majority of applicants did not state their age. This followed through the rest of the process to appointment.

Age Range	Applied	%	Selected for Interview	%	Appointed	%
16 - 24	583	23.75	174	18.81	12	10.43
25 - 34	319	12.99	96	10.38	7	6.09
35 - 44	202	8.23	65	7.03	4	3.48
45 - 49	99	4.03	40	4.32	3	2.61
50 - 54	84	3.42	31	3.35	3	2.61
55 - 59	55	2.24	19	2.05	3	2.61
60 - 64	10	0.41	3	0.32	0	0.00
65 - 69	1	0.04	0	0.00	0	0.00
Not Stated	1102	44.89	497	53.73	83	72.17
Totals	2,455		925		115	

8.5. Profile of applicants by religion or belief

The table below shows that the majority of applicants were Christian or chose not to state their religion or belief. The majority of those shortlisted or appointed chose not to state their religion or belief.

Religion or Belief	Applied	%	Selected for Interview	%	Appointed	%
Buddist	2	0.08	0	0.00	0	0.00
Christian	868	35.36	304	32.86	25	21.74
Hindu	4	0.16	0	0.00	0	0.00
Muslim	1	0.04	1	0.11	0	0.00
None	678	27.62	228	24.65	28	24.35
Not Stated	850	34.62	376	40.65	61	53.04
Totals	2,455		925		115	

8.6. Profile of applicants by marital status

The table below shows that the majority of applicants were not married or in a civil partnership. The majority of those shortlisted or appointed chose not to state their marital status.

Marital Status	Applied	%	Selected for Interview	%	Appointed	%
Married or in a Civil Partnership	512	20.86	193	20.86	15	13.04
Not Married or in a Civil Partnership	1040	42.36	340	36.76	36	31.30
Not Stated	903	36.78	392	42.38	64	55.65
Totals	2,455		925		115	

9. TRAINING

Training in this report refers to overall figures for those attending training courses run over four areas of the organisation, Community Services, Environment, ICT and Welsh Language Skills.

Currently training records are held in a variety of ways from manually to separate bespoke systems. However as part of the phased implementation of an integrated HR & Payroll system, action is being taken to improve the reporting of training and development.

Table 9.1.1 Profile of those receiving training by gender

The table below shows that the majority of those receiving training were female. This is reflective of the overall gender profile of the organisation.

Gender	Female	%	Male	%	Not Stated	%
Totals	893	73.92	314	25.99	1	0.08

Table 9.2.1 Profile of those receiving training with disabilities

The table below shows that the majority of those receiving training did not state if they were disabled.

Disabled	Total	%
Not Disabled	705	58.36
Disabled	45	37.91
Not Stated	458	3.73
Total	1,208	

Table 9.3.1 Profile of those receiving training by ethnic origin

The table below shows that the majority of those receiving training were white. This is reflective of the ethnic profile of the organisation. However the data does show the number of BME individuals received training is considerably more than the comparable number of BME employees.

Ethnic Origin	Total	%
BME	10	00.82
White	761	63.00
Not Stated	437	36.18
Totals	1,208	

Table 9.4.1. Profile of those receiving training by age

The table below shows that the majority of those receiving training are between 35 and 44. The next biggest group is in the 25 to 34 age range. This is reflective of the overall age profile.

Age Range	Employees	%
16 - 24	59	4.88
25 - 34	237	19.62
35 - 44	310	25.66
45 - 49	188	15.56
50 - 54	189	15.65
55 - 59	118	9.77
60 - 64	85	7.04
65 - 69	19	1.57
70 - 74	2	0.17
75 and Over	1	0.08
Totals	1,208	

Table 9.5.1 Profile of those receiving training by Sexual Orientation

The table below shows that the majority of those receiving training have chosen not to state their sexual orientation. This is reflective of the overall organisation profile.

Sexual Orientation	Employees	%
Bi-Sexual	1	0.08
Gay Man	1	0.08
Gay Woman/Lesbian	2	0.17
Heterosexual / Straight	100	8.28
Not Stated	1,099	90.98
Prefer Not To Say	5	0.41
Total	1,208	

Table 9.6.1 Profile of those receiving training by Religion or Belief

The table below shows that the majority of those receiving training have chosen not to state their religion or belief. This is reflective of the overall organisation profile.

Religion or Belief	Employees	%
Buddhist	1	0.08
Christian	302	25.00
Hindu	0	0.00
Muslim	1	0.08
None	137	11.34
Not Stated	724	59.93
Other	25	2.07
Prefer Not To Say	18	1.49
Sikh	0	0.00
Total	1,208	

Table 9.7.1 Profile of those receiving training by Marital Status

The table below shows that the majority of those receiving training were married or in a civil partnership. This is reflective of the overall organisation profile.

Marital Status	Employees	%
Divorced or in a Dissolved Civil Partnership	55	4.55
Married or in a Civil Partnership	561	46.44
Not Married or in a Civil Partnership	325	26.90
Not Stated	260	21.53
Widowed or Surviving Civil Partner	7	0.58
Total	1,208	

10. CONCLUSION

During this year the Council has taken great steps to moved forward in implementing it's Strategic Equality Objectives. This together with the awards it has been fortunate to receive all indicate the commitment Flintshire give to the equality and diversity of it's workforce.

Over ninety reports were issued to Schools to help them compile their annual reports.

During 2013/14 a further area for action is to issue another Equalities Information Audit. This will enable those without access to employee self service another chance to submit their details. The priority for this Audit will to reduce the amount of 'Not Stated' data held for employees.