



Equality in Employment Annual Monitoring Report

1st April 2012

to

31st March 2013

Published March 2014

**Head of Human Resources and Organisational Development
Flintshire County Council
County Hall
Mold
Flintshire
CH7 6NG
01352 702714
www.flintshire.gov.uk**

If you would like a copy of this document in an alternative format or your own language please contact:-

Andrew Adams
**Business Information and Compliance Adviser
Human Resources and Organisational Development**
Tel: - 01352 702714
E-mail:-andrew.adams@flintshire.gov.uk



we're supporting | yn cefnogi

AGE POSITIVE

CONTENTS

1. Foreword
2. Introduction
3. Findings
4. Progress with actions in Strategic Equalities Objective during 2012/13
 - 4.01 Completed actions in Strategic Equalities Objective during 2013/14
 - 4.02 Progress with ongoing actions in Strategic Equalities Objective during 2013/14
 - 4.03 Progress on the capture of data relating to the protected characteristics
5. Flintshire County population profile
6. Flintshire County Council workforce profile
 - 6.01 Employee profile by ethnic origin
 - 6.02 Employee profile by disability
 - 6.03 Employee profile by sexual orientation
 - 6.04 Employee profile by religion or belief
 - 6.05 Employee profile by marital status
 - 6.06 Employee profile by gender / salary
 - 6.07 Employee profile by age
7. Recruitment monitoring
8. Training
9. Conclusion

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 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:

- ❖ eliminate discrimination, harassment, and victimisation
- ❖ advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- ❖ 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).

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 2013 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. However, the ongoing work of capturing this data is showing signs of progress as a higher number of employees have provided this information than since the 2011-12 monitoring report.

In order to provide more accurate and meaningful data regarding the make up our workforce, relief and supply workers were omitted from Workforce Reports since January 2013.

The organisation recognises that the data 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 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.

All non school ICT users currently have access to Employee Self Service via our Human Resources Management Information System (HRMIS), iTrent. This enables over 60% of non school workforce access to enter and/or amend their equalities data via their computer.

The workforce within Schools does not yet have access to iTrent and, as such, cannot use this facility. Therefore, in order to capture the appropriate data, an Equalities Review Audit Questionnaire was circulated to all School employees and other non ICT employees during 2013 to further enhance the data we hold.

Please note: the data for employees is at a point in time 31st March 2013 whereas the data for leavers is over the whole period 01 April 2012 to 31st March 2013.

4 STRATEGIC EQUALITIES OBJECTIVE

4.01 COMPLETED ACTIONS IN STRATEGIC EQUALITIES OBJECTIVE DURING 2013/14

Action	Comments
Establish processes to collect and record data for new starters	The format/process of the collection of the data on new starters has now been completed.
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.	Process implemented to enter grievance details within iTrent against employee records and report on employees protected characteristics.
Establish processes to collect and record data for those employees subject to disciplinary procedures	Process implemented to enter disciplinary details within iTrent against employee records and report on employees protected characteristics.
Research accreditation of Age Posi+ive status	Although the team responsible within the Department of Work and Pensions can not offer the same service as before, we continue to adopt and display the Age Posi+ive logo and work with the team in future.

4.02 PROGRESS WITH ONGOING ACTIONS IN STRATEGIC EQUALITIES OBJECTIVE DURING 2014/15

Action	Comments
Add to the number of protected characteristics reported corporately	Although the protected characteristics reported on now includes sexual orientation, religion or belief and marital status, ongoing work is being carried out to increase the information available on pregnancy and maternity.
Continue dialogue with MidlandHR/ iTrent User Group/EHRC regarding the capture of gender identity	Welsh Local Government Association are co-ordinating this activity as it affects several local authorities.
Ensure diversity and equality training needs are identified within appraisal process	Work is in progress to achieve greater consistency in identifying 'core' learning and development requirements as part of appraisal process, which includes diversity and equality training
Continue collating missing diversity data from employees	Need to continue collating data and introduce initiatives to encourage employees and prospective employees to complete diversity monitoring forms.

4.03 PROGRESS ON THE CAPTURE OF DATA RELATING TO THE PROTECTED CHARACTERISTICS

Protected Characteristic	2012/13	2013/14	2015/16 Target
Ethnic origin	61.00%	64.30%	80.00%
Disability	58.00%	61.70%	70.00%
Sexual Orientation	1.00%	23.10%	40.00%
Religion and Belief	31.00%	40.90%	40.00%
Marital status	67.00%	63.20%	75.00%
Gender	99.80%	98.50%	100.00%

5 FLINTSHIRE COUNTY COUNCIL 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 5.1 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**

6 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.

6.1 Profile of employees by ethnic origin

Table 6.1.1 Profile of the non School workforce by ethnic origin

The results of the ethnic monitoring shown in table 6.1.1 shows that 0.43% of the non- school workforce is BME compared to 1.44% of the Flintshire population in table 5.1.

Ethnic Origin	Total	%
BME	16	0.43
White	2,618	70.00
Not Stated	1,106	29.57
Totals	3,740	100.00

Table 6.1.2 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 5.1.

Ethnic Origin	Total	%
BME	10	0.21
White	2,373	65.90
Not Stated	1,128	33.82
Totals	3,601	100.00

Table 6.1.3 Profile of the non School leavers' by ethnic origin

The results of the ethnic monitoring shown in table 6.1.3 shows that no leavers were BME compared to 0.43% of the workforce and 1.44% of the Flintshire population in table 5.1.

Ethnic Origin	Total	%
BME	0	0.00
White	21	84.00
Not Stated	4	16.00
Totals	25	100.00

Table 6.1.4 Profile of the School leavers' workforce by ethnic origin

The results of the ethnic monitoring shown in table 6.1.4 indicates that 1.01% of school leavers are BME compared to 0.21% of the workforce and 1.44% of the Flintshire population in table 5.1.

Ethnic Origin	Total	%
BME	1	1.01
White	52	52.53
Not Stated	46	46.46
Totals	99	100.00

6.2 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 2014 – 2017.

Table 6.2.1 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	2,426	64.87
Not Stated	1,170	31.28
Yes	144	3.85
Total	3,740	100.00

Table 6.2.2 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	61.12
Not Stated	1,354	37.60
Yes	46	1.28
Total	3,601	100.00

Table 6.2.3 Profile of Non School leavers 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	19	76.00
Not Stated	5	20.00
Yes	1	4.00
Total	25	100.00

Table 6.2.4 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. Although nearly 50% of leavers have stated that they are not disabled.

Employees with disabilities	Total	%
No	48	48.48
Not Stated	51	51.52
Yes	0	0.00
Total	99	100.00

6.3 Profile of employees by Sexual Orientation

Table 6.3.1 Profile of Non Schools by Sexual Orientation

The table below shows that the majority of non school employees have chosen not to state their sexual orientation and that 100% of leavers have chosen not to state their sexual orientation.

Sexual Orientation	Employees	Leavers	% Employees	% Leavers
Bi-Sexual	4	0	0.11	0.00
Gay Man	5	0	0.13	0.00
Gay Woman/Lesbian	5	0	0.13	0.00
Heterosexual / Straight	840	0	22.46	0.00
Not Stated	2,835	25	75.80	100.00
Other	3	0	0.08	0.00
Prefer Not To Say	48	0	1.28	0.00
Total	3,740	25	100.00	100.00

Table 6.3.2 Profile of Schools by Sexual Orientation

The table below shows that the majority of school employees have chosen not to state their sexual orientation and that 100% of leavers have chosen not to state their sexual orientation.

Sexual Orientation	Employees	Leavers	% Employees	% Leavers
Bi-Sexual	2	0	0.06	0.00
Gay Man	2	0	0.06	0.00
Gay Woman/Lesbian	0	0	0.00	0.00
Heterosexual / Straight	735	0	20.41	0.00
Not Stated	2,818	99	78.25	100.00
Other	4	0	0.11	0.00
Prefer Not To Say	40	0	1.11	0.00
Total	3,601	99	100.00	100.00

6.4 Profile of employees by Religion or Belief

Table 6.4.1 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 there religion or belief. The next biggest group in both categories is Christian.

Religion or Belief	Employees	Leavers	% Employees	% Leavers
Buddhist	4	0	0.10	0.00
Christian	1,157	9	30.94	36.00
Hindu	0	0	0.00	0.00
Muslim	1	0	0.02	0.00
None	418	0	11.18	0.00
Not Stated	2,038	15	54.49	60.00
Other	57	0	1.52	0.00
Prefer Not To Say	65	1	1.75	4.00
Sikh	0	0	0.00	0.00
Total	3,740	25	100.00	100.00

Table 6.4.2 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	0.00	0.00
Christian	1,064	13	29.55	13.13
Hindu	0	0	0.00	0.00
Muslim	2	0	0.06	0.00
None	273	8	7.58	8.08
Not Stated	2,170	75	60.26	75.76
Other	37	2	1.03	2.02
Prefer Not To Say	54	1	1.50	1.01
Sikh	1	0	0.02	0.00
Total	3,601	99	100.00	100.00

6.5 Profile of employees by Marital Status

Table 6.5.1 Profile of Non Schools by Marital Status

The table below shows that the majority of non school employees and leavers are 'married or in a civil partnership'.

Marital Status	Employees	Leavers	% Employees	% Leavers
Divorced or in a Dissolved Civil Partnership	143	1	3.82	4.00
Married or in a Civil Partnership	1,735	20	46.39	80.00
Not Married or in a Civil Partnership	847	1	22.65	4.00
Not Stated	994	3	26.57	12.00
Widowed or Surviving Civil Partner	21	0	0.56	0.00
Total	3,740	25	100.00	100.00

Table 6.5.2 Profile of Schools by Marital Status

The table below shows that the majority of school employees are 'married or in a civil partnership'. The two main groups of leavers have chosen not to state their marital status, or are 'married or in a civil partnership'.

Marital Status	Employees	Leavers	% Employees	% Leavers
Divorced or in a Dissolved Civil Partnership	18	1	0.50	1.01
Married or in a Civil Partnership	1,668	42	46.32	42.42
Not Married or in a Civil Partnership	558	13	15.50	13.13
Not Stated	1,353	43	37.57	43.43
Widowed or Surviving Civil Partner	4	0	0.11	0.00
Total	3,601	99	100.00	100.00

6.6 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 6.6.1 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	2,358	63.05	1,382	36.95	0	0.00

Table 6.6.2 Profile of Non School leavers' by gender

Gender	Female	%	Male	%	Not Stated	%
Totals	17	68.00	8	32.00	0	0.00

Table 6.6.3 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	3,075	85.39	526	14.61	0	0.00

Table 6.6.4 Profile of School leavers' by gender

Gender	Female	%	Male	%	Not Stated	%
Totals	75	75.76	24	24.24	0	0.00

Table 6.6.5 Profile of Non School employees by gender contract type and salary band

The table below 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.

Salary Band	Female			Male		
	Full Time	No Basis	Part Time	Full Time	No Basis	Part Time
Up to £10k	11	0	0	11	0	1
£10k - £19,999	473	1	1451	575	2	135
£20k - £29,999	462	0	219	446	0	47
£30k - £39,999	223	0	99	164	0	12
£40k - £49,999	24	0	3	33	0	1
£50k - £59,999	9	0	6	13	0	1
£60k - £69,999	0	0	0	5	0	0
£70k - £79,999	2	0	1	7	0	0
£80k - £89,999	1	0	0	0	0	0
£90k - £99,999	0	0	0	3	0	0
£130k - £149,999	0	0	0	1	0	0
Totals	1205	1	1779	1258	2	197

Table 6.6.6 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
-------------	--------	------

	Full Time	No Basis	Part Time	Full Time	No Basis	Part Time
Up to £10k	0	0	0	2	0	0
£10k - £19,999	233	0	2360	45	0	179
£20k - £29,999	393	0	1149	59	0	95
£30k - £39,999	717	0	677	216	0	87
£40k - £49,999	256	0	364	21	0	64
£50k - £59,999	28	0	1	27	0	1
£60k - £69,999	11	0	0	9	0	0
£70k - £79,999	2	0	0	3	0	0
£80k - £89,999	1	0	0	3	0	0
£90k - £99,999	0	0	0	2	0	0
Totals	1641	0	4551	387	0	426

6.7 Profile of employees by age

Table 6.7.1. 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 next biggest group of employees and leavers are in the 25 to 34 age range.

Age Range	Employees	Leavers	% Emp	% Leavers
16 – 24	206	2	5.51	8.00
25 – 34	609	0	16.28	0.00
35 – 44	799	3	21.36	12.00
45 – 49	542	0	14.49	0.00
50 – 54	552	1	14.76	4.00
55 – 59	519	5	13.88	20.00
60 – 64	360	11	9.63	44.00
65 – 69	119	3	3.18	12.00
70 – 74	24	0	0.64	0.00
75 and Over	10	0	0.27	0.00
Totals	3,740	25	100.00	100.00

Table 6.7.2. 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 are in the 25 to 34 age range.

Age Range	Employees	Leavers	% Emp	% Leavers
-----------	-----------	---------	-------	-----------

16 – 24	143	2	3.97	2.02
25 – 34	665	27	18.47	27.27
35 – 44	986	23	27.38	23.23
45 – 49	576	11	16.00	11.11
50 – 54	511	16	14.19	16.16
55 – 59	443	13	12.30	13.13
60 – 64	187	7	5.19	7.07
65 – 69	73	0	2.03	0.00
70 – 74	16	0	0.44	0.00
75 and Over	1	0	0.03	0.00
Totals	3,601	99	100.00	100.00

7 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.

7.1 Profile of applicants by gender

The table below shows the majority of applicants were female, and were also the biggest group of those shortlisted and appointed.

Gender	Applied	%	Selected for Interview	%	Appointed	%
Male	575	27.80	213	24.34	27	26.47
Female	997	48.21	418	47.77	46	45.10
Not Stated	496	23.99	244	27.89	29	28.43
Totals	2,068	100.00	875	100.00	102	100.00

7.2 Profile of applicants who classified themselves as disabled

The table below shows that the majority of applicants are not disabled. This followed through to those appointed.

Disabled	Applied	%	Selected for Interview	%	Appointed	%
Not Disabled	1,013	48.99	437	49.94	59	57.84
Disabled	102	4.93	40	4.57	2	1.96
Not Stated	953	46.08	398	45.49	41	40.20
Totals	2,068	100.00	875	100.00	102	100.00

7.3 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	25	1.21	5	0.57	0	0.00
White	1,534	74.18	621	70.97	71	69.61
Not Stated	509	24.61	249	28.46	31	30.39
Totals	2,068	100.00	875	100.00	102	100.00

7.4 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	291	14.07	76	8.69	2	1.96
25 - 34	67	3.24	21	2.49	1	0.98
35 - 44	49	2.37	23	2.63	3	2.94
45 - 49	18	0.87	10	1.13	1	0.98
50 - 54	22	1.06	10	1.13	0	0.00
55 - 59	9	0.44	4	0.45	1	0.98
60 - 64	3	0.15	1	0.10	0	0.00
65 - 69	1	0.05	1	0.10	0	0.00
Not Stated	1,608	77.75	729	83.28	94	92.16
Totals	2,068	100.00	875	100.00	102	100.00

7.5 Profile of applicants by religion or belief

The table below shows that the majority of applicants were Christian and this is followed through the process to appointment.

Age Range	Applied	%	Selected for Interview	%	Appointed	%
Buddhist	4	0.19	0	0.00	0	0.00
Christian	828	40.04	337	38.51	38	37.25
Hindu	0	0.00	0	0.00	0	0.00
Muslim	4	0.19	2	0.23	0	0.00
None	602	29.11	236	26.97	29	28.44
Not Stated	576	27.85	282	32.23	33	32.35
Other	33	1.60	12	1.37	1	0.98
Prefer Not To Say	19	0.92	6	0.69	1	0.98
Sikh	2	0.10	0	0.00	0	0.00
Totals	2,068	100.00	875	100.00	102	100.00

7.6 Profile of applicants by marital status

The table below shows that the majority of applicants have chosen not to state their marital status. This is followed through the process to appointment.

Marital Status	Applied	%	Selected for Interview	%	Appointed	%
Married or in a Civil Partnership	154	7.45	74	8.46	11	10.78
Not Married or in a Civil Partnership	445	21.52	159	18.17	18	17.65
Not Stated	1,469	71.03	642	73.37	73	71.57
Totals	2,068	100.00	875	100.00	102	100.00

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, implementation of the learning/training module in iTrent during April 2013 will improve the reporting of training and development.

Table 8.1 Profile of those receiving training by gender

The table below shows the majority of delegates were female.

Gender	Female	%	Male	%	Not Stated	%
Totals	1035	75.44	337	24.56	0	0.00

Table 8.2 Profile of those receiving training with disabilities

The table below shows the majority of delegates were not disabled.

Disabled	Total	%
Not Disabled	843	61.44
Disabled	45	3.28
Not Stated	484	35.28
Total	1,372	100.00

Table 8.3 Profile of those receiving training by ethnic origin

The table below shows the majority of delegates were white.

Ethnic Origin	Total	%
BME	5	0.36
White	905	65.96
Not Stated	462	33.67
Totals	1,372	100.00

Table 8.4 Profile of those receiving training by age

The table below shows the majority of delegates were in the age range 35-44.

Age Range	Employees	%
16 - 24	47	3.43
25 - 34	239	17.42
35 - 44	312	22.74
45 - 49	193	14.07
50 - 54	202	14.72
55 - 59	176	12.83
60 - 64	149	10.86
65 - 69	50	3.64
70 - 74	3	0.22
75 and Over	1	0.07
Totals	1,372	100.00

Table 8.5 Profile of those receiving training by Sexual Orientation

The table below shows the majority of delegates have not stated the religion or belief. The majority of delegates that have stated their sexual orientation are heterosexual/straight.

Sexual Orientation	Employees	%
Bi-Sexual	0	0.00
Gay Man	3	0.22
Gay Woman/Lesbian	3	0.22
Heterosexual / Straight	296	21.57
Not Stated	964	70.26
Prefer Not To Say	106	7.73
Total	1,372	100.00

Table 8.6 Profile of those receiving training by Religion or Belief

The table below shows the majority of delegates have not stated the religion or belief. The majority of delegates that have stated their religion or belief are Christian.

Religion or Belief	Employees	%
Buddhist	1	0.07
Christian	382	27.84
Hindu	0	0.00
Muslim	0	0.00
None	132	9.62
Not Stated	805	58.67
Other	32	2.33
Prefer Not To Say	20	1.46
Sikh	0	0.00
Total	1,372	100.00

Table 8.7 Profile of those receiving training by Marital Status

The table below shows the majority of delegates were Married or in a Civil Partnership.

Marital Status	Employees	%
Divorced or in a Dissolved Civil Partnership	59	4.30
Married or in a Civil Partnership	624	45.48
Not Married or in a Civil Partnership	304	22.16
Not Stated	379	27.62
Widowed or Surviving Civil Partner	6	0.44
Total	1,372	100.00

9 CONCLUSION

During this year the Council has taken great steps to move forward in implementing its Strategic Equality Objectives. The actions completed together with its improvement of the data provided in relation to the protected characteristics indicate its ongoing commitment to the equality and diversity of its workforce.

During 2014/15, further progress will be made to complete the current ongoing actions within the Strategic Equality Plan and to continue the progress made on the collection of data in order to meet our aspirational target for 2015/16.