

SAFE WELL PROSPEROUS CONNECTED

# Employment Monitoring Report

## 2022/2023

## Introduction

This report provides an overview of our employment monitoring data for the council for 2022/23. As a public authority covered by the specific duties of the Equality Act 2010, the council is required to publish information relating to the protected characteristics of its employees. All workforce data is as at 31 March 2023 (unless stated otherwise). North Lincolnshire population figures are based on 2021 Census <https://www.ons.gov.uk/census>.

Workforce data used in this report is from the council's core HR and payroll system (iTrent) and recruitment platform (Networx). All applicants are asked to provide monitoring information when they apply for a job. Successful candidates are also required to complete a personal details form when they start working for the council. This is a further opportunity to gather diversity information if not collected at an earlier stage of the recruitment process. Employees can view and update the personal information we hold on them via the Employee Portal.

Pay bands are reported based on the council's NJC 12-grade pay scale and JNC Chief Officer bands as at 31 March 2023. Employees on other pay scales such as youth workers, teachers and soulbury are reported against the equivalent NJC or JNC grade banding (based on salary value):

<b>Grade</b>	<b>Salary banding (full time equivalent)</b>
Grade 1-2	£20,443
Grade 3	£20,812 - £21,575
Grade 4	£21,575 - £23,195
Grade 5	£23,195 - £25,409
Grade 6	£25,409 - £28,371
Grade 7	£28,371 - £32,909
Grade 8	£32,909 - £37,262
Grade 9	£37,262 - £42,504
Grade 10	£42,504 - £46,550
Grade 11	£46,550 - £49,590
Grade 12	£49,590 - £56,932
JNC	£57,943+

## 1. Gender

### (a) Workforce profile

Gender	Workforce	North Lincolnshire
Female	71.1%	50.7%
Male	28.9%	49.3%

### (b) Working pattern

Gender	Full Time	Part Time
Female	47.4%	52.6%
Male	79.6%	20.4%
<b>All workforce</b>	<b>56.7%</b>	<b>43.3%</b>

### (c) Grade

Grade	Female	Male	All workforce
Apprentice	0.1%	0.6%	<b>0.2%</b>
Grade 1	5.9%	1.8%	<b>4.7%</b>
Grade 2	7.7%	6.3%	<b>7.3%</b>
Grade 3	10.8%	20.7%	<b>13.7%</b>
Grade 4	8.8%	12.7%	<b>9.9%</b>
Grade 5	12.8%	15.0%	<b>13.4%</b>
Grade 6	16.3%	9.1%	<b>14.2%</b>
Grade 7	12.5%	11.4%	<b>12.2%</b>
Grade 8	10.0%	8.1%	<b>9.5%</b>
Grade 9	6.0%	7.6%	<b>6.4%</b>
Grade 10	4.6%	2.5%	<b>4.0%</b>
Grade 11	1.2%	0.8%	<b>1.1%</b>
Grade 12	1.7%	1.5%	<b>1.7%</b>
JNC	1.6%	1.9%	<b>1.7%</b>
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

### (d) Applicants – April 2022 to March 2023

Gender	Applied	Shortlisted	Offered employment
Female	71.6%	71.0%	71.0%
Male	27.9%	28.4%	28.8%
Prefer not to say	0.5%	0.6%	0.2%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**(e) Employees leaving the council – April 2022 to March 2023**

Reason for leaving	Female	Male	All leavers
<b>Number of leavers</b>	<b>331</b>	<b>119</b>	<b>450</b>
Death in service	1.21%	2.52%	<b>1.56%</b>
Dismissal - Capability	0.91%	6.72%	<b>2.44%</b>
Dismissal - Conduct	0.60%	3.36%	<b>1.33%</b>
Dismissal - SOSR	1.51%	-	<b>1.11%</b>
End of Fixed Term Contract	1.81%	2.52%	<b>2.00%</b>
Ill Health Retirement	2.72%	0.84%	<b>2.22%</b>
Redundancy	2.11%	0.84%	<b>1.78%</b>
Resignation	57.10%	66.39%	<b>59.56%</b>
Retirement	18.43%	16.81%	<b>18.00%</b>
TUPE transfer	13.60%	-	<b>10.00%</b>
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**2. Age****(a) Workforce profile**

Age Band	% of workforce	North Lincolnshire
Under 25	3.8%	10.5%
25-34	16.0%	19.1%
35-44	21.9%	18.4%
45-54	25.7%	21.5%
55-64	28.2%	22.9%
65+	4.4%	7.6%

**(b) Working pattern**

Age Band	Full Time	Part Time
Under 25	66.1%	33.9%
25-34	65.6%	34.4%
35-44	59.1%	40.9%
45-54	58.7%	41.3%
55-64	51.8%	48.2%
65+	23.5%	76.5%
<b>All workforce</b>	<b>56.7%</b>	<b>43.3%</b>

## (c) Grade

Grade	Under 25	25-34	35-44	45-54	55-64	65+	All workforce
Apprentice	2.6%	0.8%	-	-	-	-	<b>0.2%</b>
Grade 1	3.5%	2.1%	3.3%	5.3%	6.5%	7.6%	<b>4.7%</b>
Grade 2	3.5%	5.6%	5.4%	6.7%	8.5%	21.2%	<b>7.3%</b>
Grade 3	40.9%	16.6%	9.5%	9.9%	14.6%	16.7%	<b>13.7%</b>
Grade 4	11.3%	10.1%	8.7%	9.6%	10.6%	10.6%	<b>9.9%</b>
Grade 5	8.7%	14.1%	12.1%	12.7%	15.8%	11.4%	<b>13.4%</b>
Grade 6	13.9%	17.0%	16.6%	13.4%	12.3%	10.6%	<b>14.2%</b>
Grade 7	10.4%	14.7%	13.0%	12.2%	10.3%	12.9%	<b>12.2%</b>
Grade 8	3.5%	7.9%	11.3%	11.8%	8.4%	4.5%	<b>9.5%</b>
Grade 9	1.7%	6.2%	8.9%	6.8%	5.6%	2.3%	<b>6.4%</b>
Grade 10	-	3.5%	5.7%	4.7%	3.2%	0.8%	<b>4.0%</b>
Grade 11	-	0.6%	2.0%	1.3%	0.8%	0.0%	<b>1.1%</b>
Grade 12	-	0.6%	1.7%	3.5%	0.9%	0.8%	<b>1.7%</b>
JNC	-	0.2%	1.8%	2.2%	2.3%	0.8%	<b>1.7%</b>
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

## (d) Applicants – April 2022 to March 2023

Age Band	Applied	Shortlisted	Offered employment
Under 25	21.4%	21.0%	22.5%
25-34	24.6%	20.7%	21.3%
35-44	24.7%	22.7%	23.8%
45-54	17.2%	20.1%	18.1%
55-64	10.3%	13.9%	12.8%
65+	1.1%	1.1%	1.3%
Prefer not to say	0.7%	0.5%	0.2%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

## (e) Employees leaving the council – April 2022 to March 2023

Reason for leaving	Under 25	25-34	35-44	45-54	55-64	65+	All leavers
<b>Number of leavers</b>	<b>38</b>	<b>80</b>	<b>90</b>	<b>66</b>	<b>124</b>	<b>52</b>	<b>450</b>
Death in service	-	-	3.33%	1.52%	1.61%	1.92%	<b>1.56%</b>
Dismissal - Capability	-	2.50%	1.11%	1.52%	4.84%	1.92%	<b>2.44%</b>
Dismissal - Conduct	2.63%	2.50%	1.11%	3.03%	-	-	<b>1.33%</b>
Dismissal - SOSR	-	1.25%	1.11%	3.03%	0.81%	-	<b>1.11%</b>

End of FTC	13.16%	-	-	3.03%	1.61%	-	<b>2.00%</b>
Ill Health Retirement	-	-	-	1.52%	7.26%	-	<b>2.22%</b>
Redundancy	-	-	1.11%	3.03%	2.42%	3.85%	<b>1.78%</b>
Resignation	84.21%	90.00%	78.89%	63.64%	32.26%	21.15%	<b>59.56%</b>
Retirement	-	-	-	1.52%	36.29%	67.31%	<b>18.00%</b>
TUPE transfer	-	3.75%	13.33%	18.18%	12.90%	3.85%	<b>10.00%</b>
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

### 3. Disability

Applicants and employees are asked to consider whether they consider themselves to be disabled under the definitions of the Equality Act 2010.

#### (a) Workforce profile

Disability data	% of workforce	North Lincolnshire
Yes	5.12%	19.7%
No	89.00%	80.3%
Not stated	5.88%	-

#### (b) Working pattern

Disability data	Full Time	Part Time
Yes	56.8%	43.2%
No	56.3%	43.7%
Not stated	62.4%	37.6%
<b>All workforce</b>	<b>56.7%</b>	<b>43.3%</b>

#### (c) Grade

Grade	Yes	No	Not stated	All workforce
Apprentice	-	0.3%	-	<b>0.2%</b>
Grade 1	4.5%	4.6%	7.3%	<b>4.7%</b>
Grade 2	9.0%	7.1%	9.0%	<b>7.3%</b>
Grade 3	15.5%	13.5%	15.2%	<b>13.7%</b>
Grade 4	10.3%	9.8%	11.2%	<b>9.9%</b>
Grade 5	12.3%	13.5%	12.9%	<b>13.4%</b>
Grade 6	12.3%	14.4%	13.5%	<b>14.2%</b>
Grade 7	12.9%	12.2%	11.8%	<b>12.2%</b>
Grade 8	12.3%	9.4%	9.0%	<b>9.5%</b>
Grade 9	6.5%	6.6%	3.9%	<b>6.4%</b>
Grade 10	2.6%	4.0%	4.5%	<b>4.0%</b>
Grade 11	0.6%	1.2%	0.6%	<b>1.1%</b>
Grade 12	-	1.8%	1.1%	<b>1.7%</b>
JNC	1.3%	1.8%	-	<b>1.7%</b>
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**(d) Applicants – April 2022 to March 2023**

Declared disability	Applied	Shortlisted	Offered employment
Yes	7.1%	8.3%	7.4%
No	90.4%	89.2%	91.1%
Prefer not to say	2.5%	2.5%	1.5%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**(e) Employees leaving the council – April 2022 to March 2023**

Reason for leaving	Yes	No	Not stated	All leavers
<b>Number of leavers</b>	<b>33</b>	<b>394</b>	<b>23</b>	<b>450</b>
Death in service	3.03%	1.27%	4.35%	<b>1.56%</b>
Dismissal - Capability	12.12%	1.27%	8.70%	<b>2.44%</b>
Dismissal - Conduct	3.03%	1.27%	0.00%	<b>1.33%</b>
Dismissal - SOSR	0.00%	1.27%	0.00%	<b>1.11%</b>
End of Fixed Term Contract	3.03%	1.78%	4.35%	<b>2.00%</b>
Ill Health Retirement	6.06%	1.52%	8.70%	<b>2.22%</b>
Redundancy	0.00%	2.03%	0.00%	<b>1.78%</b>
Resignation	57.58%	60.15%	52.17%	<b>59.56%</b>
Retirement	12.12%	18.78%	13.04%	<b>18.00%</b>
TUPE transfer	3.03%	10.66%	8.70%	<b>10.00%</b>
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**4. Ethnicity**

Applicants and employees are asked to identify themselves against the following ethnic groups:

- **Asian/Asian British:** Bangladeshi, Chinese, Indian, Pakistani, other Asian background
- **Black/Black British:** Black African, Black Caribbean, Other Black background
- **Mixed/Multiple:** White-Asian, White-Black African, White-Black Caribbean, Any other
- **Other ethnic group**
- **White:** White British, White English, White Irish, Any other

**(a) Workforce profile**

Ethnicity	Workforce	North Lincolnshire
Asian/Asian British	1.92%	3.3%
Black/Black British	0.63%	0.5%
Mixed/Multiple ethnic groups	0.43%	1.1%
Other ethnic group	0.10%	0.8%
White	93.69%	94.3%
Prefer not to say	0.07%	-
Not stated	3.17%	-

**(b) Working pattern**

<b>Ethnicity</b>	<b>Full Time</b>	<b>Part Time</b>
Asian/Asian British	41.4%	58.6%
Black/Black British	52.6%	47.4%
Mixed/Multiple ethnic groups	84.6%	15.4%
Other ethnic group	0.0%	100.0%
White	56.5%	43.5%
Prefer not to say	50.0%	50.0%
Not stated	69.8%	30.2%
<b>All workforce</b>	<b>56.7%</b>	<b>43.3%</b>

**(c) Grade**

<b>Grade</b>	<b>Asian/ Asian British</b>	<b>Black/ Black British</b>	<b>Mixed/ Multiple ethnic groups</b>	<b>Other ethnic group</b>	<b>White</b>	<b>Prefer not to say</b>	<b>Not stated</b>	<b>All workforce</b>
Apprentice	-	-	-	-	0.2%	-	-	<b>0.2%</b>
Grade 1	3.4%	5.3%	-	33.3%	4.8%	-	4.2%	<b>4.7%</b>
Grade 2	10.3%	15.8%	-	33.3%	7.3%	-	3.1%	<b>7.3%</b>
Grade 3	19.0%	15.8%	7.7%	-	13.3%	-	21.9%	<b>13.7%</b>
Grade 4	15.5%	10.5%	-	-	9.6%	-	16.7%	<b>9.9%</b>
Grade 5	12.1%	5.3%	23.1%	-	13.4%	50.0%	15.6%	<b>13.4%</b>
Grade 6	6.9%	5.3%	7.7%	-	14.7%	-	8.3%	<b>14.2%</b>
Grade 7	17.2%	10.5%	23.1%	-	12.1%	-	12.5%	<b>12.2%</b>
Grade 8	6.9%	15.8%	15.4%	-	9.6%	-	7.3%	<b>9.5%</b>
Grade 9	3.4%	10.5%	7.7%	33.3%	6.4%	-	7.3%	<b>6.4%</b>
Grade 10	5.2%	5.3%	15.4%	-	3.9%	-	2.1%	<b>4.0%</b>
Grade 11	-	-	-	-	1.2%	-	--	<b>1.1%</b>
Grade 12	-	-	-	-	1.7%	50.0%		<b>1.7%</b>
JNC	-	-	-	-	1.8%	-	1.0%	<b>1.7%</b>
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**(d) Applicants – April 2022 to March 2023**

<b>Ethnicity</b>	<b>Applied</b>	<b>Shortlisted</b>	<b>Offered employment</b>
Asian/Asian British	4.3%	3.4%	1.5%
Black/Black British	4.0%	2.4%	0.8%
Mixed/Multiple ethnic groups	1.1%	0.6%	0.3%
Other ethnic group	0.7%	0.5%	0.3%
White	88.6%	91.8%	95.9%
Prefer not to say	1.3%	1.3%	1.1%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**(e) Employees leaving the council – April 2022 to March 2023**

<b>Reason for leaving</b>	<b>Asian/ Asian British</b>	<b>Black/Black British</b>	<b>Mixed/ Multiple ethnic groups</b>	<b>Other ethnic group</b>	<b>White</b>	<b>Not stated</b>	<b>All leavers</b>
<b>Number of leavers</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>425</b>	<b>13</b>	<b>450</b>
Death in service	25.00%				1.41%		<b>1.56%</b>
Dismissal - Capability					2.59%		<b>2.44%</b>
Dismissal - Conduct		33.33%			1.18%		<b>1.33%</b>
Dismissal - SOSR					1.18%		<b>1.11%</b>
End of FTC	25.00%				1.65%	7.69%	<b>2.00%</b>
Ill Health Retirement					2.35%		<b>2.22%</b>
Redundancy					1.88%		<b>1.78%</b>
Resignation		66.67%	100%	66.67%	59.53%	69.23%	<b>59.56%</b>
Retirement					18.82%	7.69%	<b>18.00%</b>
TUPE transfer	50.00%			33.33%	9.41%	15.38%	<b>10.00%</b>
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**5. Religion****(a) Workforce profile**

<b>Religion</b>	<b>% of workforce</b>	<b>North Lincolnshire</b>
Buddhist	0.10%	0.24%
Christian	50.51%	52.13%
Hindu	0.13%	0.25%
Jehovah's Witness	0.17%	
Jewish	0.07%	0.03%
Muslim	1.29%	2.48%
No religion	35.88%	38.65%
Other	0.69%	0.36%
Pagan	0.10%	
Pantheism	0.03%	
Sikh	0.10%	0.33%
Spiritualist	2.84%	
Prefer not to say	0.33%	5.53%
Not stated	7.76%	

**(b) Working pattern**

Religion	Full Time	Part Time
Buddhist	33.3%	66.7%
Christian	53.3%	46.7%
Hindu	25.0%	75.0%
Jehovah's Witness	60.0%	40.0%
Jewish	100.0%	0.0%
Muslim	51.3%	48.7%
No religion	61.6%	38.4%
Other	71.4%	28.6%
Pagan	66.7%	33.3%
Pantheism	0.0%	100.0%
Sikh	40.0%	60.0%
Spiritualist	66.7%	33.3%
Prefer not to say	51.2%	48.8%
Not stated	58.7%	41.3%
<b>All workforce</b>	<b>56.7%</b>	<b>43.3%</b>

**(c) Grade**

Grade	Buddhist	Christian	Hindu	Jehovah's Witness	Jewish	Muslim	No religion	Other	Pagan	Pantheism	Sikh	Spiritualist	Prefer not to say	Not stated	All workforce
Apprentice	-	0.2	-	-	-	-	0.4	-	-	-	-	-	-	-	<b>0.2</b>
Grade 1	33.3	5.4	-	-	-	2.6	4.0	-	-	-	10.0	-	7.0	3.4	<b>4.7</b>
Grade 2	-	8.1	-	-	-	10.3	6.6	-	-	-	10.0	-	3.5	6.8	<b>7.3</b>
Grade 3	33.3	12.2	25.0	20.0	-	15.4	15.4	19.0	33.3	-	10.0	33.3	10.5	14.9	<b>13.7</b>
Grade 4	0.0	9.0	25.0	20.0	-	17.9	9.5	9.5	33.3	-	-	66.7	8.1%	16.2	<b>9.9</b>
Grade 5	-	13.5	-	-	-	15.4	14.1	9.5	-	100	-	-	8.1%	13.2	<b>13.4</b>
Grade 6	-	15.2	25.0	-	-	2.6	14.8	14.3	-	-	20.0	-	8.1%	10.2	<b>14.2</b>
Grade 7	-	11.4	-	20.0	-	12.8	12.3	9.5	-	-	30.0	-	20.9	13.6	<b>12.2</b>
Grade 8	-	9.9	25.0	20.0	-	7.7	8.1	23.8	-	-	10.0	-	10.5	11.5	<b>9.5</b>
Grade 9	-	5.7	-	20.0	-	7.7	7.3	-	-	-	-	-	11.6	6.4	<b>6.4</b>
Grade 10	-	4.2	-	-	-	7.7	3.4	14.3	-	-	10.0	-	5.8	3.0	<b>4.0%</b>
Grade 11	-	1.1	-	-	50.0	-	1.3	-	33.3	-	-	-	-	-	<b>1.1%</b>
Grade 12	-	1.9	-	-	-	-	1.7	-	-	--	-	-	2.3	0.4	<b>1.7</b>
JNC	33.3	2.1	-	-	50.0	--	1.2	-	-	-	-	-	3.5	0.4	<b>1.7</b>
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

All figures in the above table are expressed as percentages.

**(d) Applicants – April 2022 to March 2023**

Religion	Applied	Shortlisted	Offered employment
Buddhist	0.2%	0.2%	-
Christian	37.2%	36.3%	35.7%
Hindu	0.4%	0.2%	0.1%
Jehovah's Witness	-	-	-
Jewish	0.1%	0.1%	0.1%
Muslim	3.2%	2.2%	0.9%
No religion	55.7%	58.0%	60.5%
Other	0.4%	0.4%	0.2%
Pagan	0.3%	0.2%	0.2%
Pantheism	-	-	-
Sikh	0.5%	0.2%	-
Spiritualist	-	-	-
Prefer not to say	2.0%	2.2%	2.3%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**(e) Employees leaving the council – April 2022 to March 2023**

Grade	Christian	Muslim	No religion	Pagan	Prefer not to say	Not stated	All leavers
<b>Number of leavers</b>	<b>244</b>	<b>7</b>	<b>19</b>	<b>2</b>	<b>11</b>	<b>26</b>	<b>450</b>
Death in service	1.64%	14.29%	0.63%	-	9.09%	-	<b>1.56%</b>
Dismissal - Capability	2.87%	-	1.88%	-	-	3.85%	<b>2.44%</b>
Dismissal - Conduct	1.64%	-	1.25%	-	-	-	<b>1.33%</b>
Dismissal - SOSR	0.82%	-	1.88%	-	-	-	<b>1.11%</b>
End of FTC	-	14.29%	1.88%	50.00%	9.09%	11.54%	<b>2.00%</b>
Ill Health Retirement	3.69%	-	0.63%	-	-	-	<b>2.22%</b>
Redundancy	3.28%	-	-	-	-	-	<b>1.78%</b>
Resignation	46.31%	42.86%	81.25%	50.00%	54.55%	57.69%	<b>59.56%</b>
Retirement	26.23%	--	5.00%	-	27.27%	23.08%	<b>18.00%</b>
TUPE transfer	13.52%	28.57%	5.63%	-	-	3.85%	<b>10.00%</b>
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**6. Sexual orientation****(a) Workforce profile**

Sexual orientation	Workforce	North Lincolnshire
Bisexual	0.83%	0.92%
Gay man	0.46%	1.12%
Gay woman/Lesbian	1.09%	
Heterosexual	84.77%	90.74%
Other sexual orientation	0.03%	0.28%
Prefer not to say	4.39%	6.94%
Not stated	8.42%	

**(b) Working pattern**

<b>Sexual orientation</b>	<b>Full Time</b>	<b>Part Time</b>
Bisexual	64.0%	36.0%
Gay man	85.7%	14.3%
Gay woman/Lesbian	69.7%	30.3%
Heterosexual	56.4%	43.6%
Other sexual orientation	100.0%	-
Prefer not to say	51.9%	48.1%
Not stated	58.4%	41.6%
<b>All workforce</b>	<b>56.7%</b>	<b>43.3%</b>

**(c) Grade**

<b>Grade</b>	<b>Bisexual</b>	<b>Gay man</b>	<b>Gay woman/ Lesbian</b>	<b>Heterosexual</b>	<b>Other sexual orientation</b>	<b>Prefer not to say</b>	<b>Not stated</b>	<b>All workforce</b>
Apprentice	4.0%	-	-	0.2%	-	-	-	<b>0.2%</b>
Grade 1	8.0%	7.1%	3.0%	4.7%	-	6.0%	4.3%	<b>4.7%</b>
Grade 2	8.0%	-	3.0%	7.4%	-	6.8%	6.7%	<b>7.3%</b>
Grade 3	12.0%	7.1%	18.2%	13.4%	100.0%	12.0%	16.5%	<b>13.7%</b>
Grade 4	12.0%	14.3%	3.0%	9.4%	-	9.8%	16.1%	<b>9.9%</b>
Grade 5	4.0%	-	15.2%	13.5%	-	13.5%	14.5%	<b>13.4%</b>
Grade 6	12.0%	14.3%	15.2%	14.9%	-	8.3%	10.6%	<b>14.2%</b>
Grade 7	12.0%	21.4%	12.1%	11.8%	-	18.0%	12.2%	<b>12.2%</b>
Grade 8	8.0%	7.1%	12.1%	9.6%	-	6.8%	9.4%	<b>9.5%</b>
Grade 9	16.0%	21.4%	--	6.2%	-	8.3%	6.7%	<b>6.4%</b>
Grade 10	4.0%	-	12.1%	4.0%	-	6.0%	2.0%	<b>4.0%</b>
Grade 11	-	-	-	1.3%	-	-	-	<b>1.1%</b>
Grade 12	-	7.1%	-	1.7%	-	3.0%	0.4%	<b>1.7%</b>
JNC	-	-	6.1%	1.8%	-	1.5%	0.8%	<b>1.7%</b>
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**(d) Applicants – April 2022 to March 2023**

<b>Religion</b>	<b>Applied</b>	<b>Shortlisted</b>	<b>Offered employment</b>
Bisexual	2.9%	2.5%	2.6%
Gay man	1.4%	1.5%	1.7%
Gay woman/Lesbian	1.3%	1.5%	1.1%
Heterosexual	89.1%	89.1%	90.0%
Other sexual orientation	0.9%	0.6%	0.5%
Prefer not to say	4.4%	4.8%	4.1%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

## (e) Employees leaving the council - April 2022 to March 2023

Reasons for leaving	Bisexual	Gay man	Gay woman/ Lesbian	Heterosexual	Other sexual orientation	Prefer not to say	Not stated	All workforce
<b>Number of leavers</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>384</b>	<b>23</b>	<b>21</b>	<b>7</b>	<b>450</b>
Death in service	-	-	-	1.56%	4.35%	-	-	1.56%
Dismissal - Capability	-	-	-	2.60%	-	4.76%	-	2.44%
Dismissal - Conduct	-	-	-	1.56%	-	-	-	1.33%
Dismissal - SOSR	-	-	-	1.04%	4.35%	-	-	1.11%
End of Fixed Term Contract	16.67%	-	-	1.56%	4.35%	-	14.29%	2.00%
Ill Health Retirement	-	20.00%	-	1.82%	-	9.52%	-	2.22%
Redundancy	-	-	-	1.82%	-	4.76%	-	1.78%
Resignation	83.33%	80.00%	75.00%	61.72%	47.83%	14.29%	71.43%	59.56%
Retirement	-	-	25.00%	16.15%	26.09%	57.14%	0.00%	18.00%
TUPE transfer	-	-	-	10.16%	13.04%	9.52%	14.29%	10.00%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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