

Employment Monitoring Information – 2021/22

1. The Number Of Employees In Post (Permanent, Fixed Term and Temporary Employees)

a. By Ethnic Origin

	% of Workforce*					
	2022	2021	2020	2019	2018	2017
White	95.25	95.54	95.48	96.17	96.40	96.78
Other Ethnic Group	2.18	1.62	1.38	1.01	1.00	0.80
Undefined#	2.57	2.84	3.14	2.82	2.60	2.41

Undefined relates to those employees for whom data has not been collected

b. By Disability

	% of Workforce*					
	2022	2021	2020	2019	2018	2017
Employees with a Disability	5.15	4.67	4.72	5.04	4.60	4.63

c. By Gender

	% of Workforce*					
	2022	2021	2020	2019	2018	2017
Female	53.47	53.55	53.64	53.63	53.60	54.12
Male	46.53	46.45	46.36	46.37	46.40	45.88

d. By Age

	% of Workforce*					
	2022	2021	2020	2019	2018	2017
25 and under	4.95	4.67	6.29	4.64		
26-44	34.46	34.89	33.20	34.88		
45 +	60.59	60.45	60.51	60.48		

* NB. Figures based on permanent, fixed term and temporary employees at 1st April each year

2. The Number Of Applicants For Employment

2.1 Applicants for Employment

a. By Ethnic Origin

Year		2021/22	2020/21	2019/20	2018/19	2017/2018	2016/2017
Number of Applicants	White	897 (93.83%)	1206 (95.56%)	2406 (96.78%)	2389 (97.67%)	2027 (96.85%)	1301 (97.75%)
	Other ethnic groups	59 (6.17%)	56 (4.44%)	79 (3.17%)	57 (2.33%)	66 (3.15%)	30 (2.25%)

b. By Disability

Year	2021/22	2020/21	2019/20	2018/19	2017/2018	2016/17
No of applicants with a disability	80 (8.37%)	68 (5.39%)	182 (7.19%)	123 (5.03%)	131 (6.26%)	94 (7.06%)

c. By Gender

Year		2021/22	2020/21	2019/20	2018/19	2017/2018	2016/17
Number of Applicants	Female	489 (51.15%)	718 (56.89%)	1388 (54.01%)	1183 (48.36%)	998 (47.68%)	598 (44.93%)
	Male	467 (48.85%)	544 (43.11%)	1182 (45.99%)	1263 (51.64%)	1095 (52.32%)	733 (55.07%)

d. By Age

Year		2021/22	2020/21	2019/20	2018/19	2017/2018	2016/17
Number of Applicants	25 and under	230 (24.06%)	358 (28.37%)	701 (27.70%)	643 (26.29%)		
	26-44	363 (37.97%)	507 (40.17%)	914 (36.11%)	985 (40.27%)		
	45 +	363 (37.97%)	397 (31.46%)	916 (36.19%)	785 (32.09%)		

2.2. Applicants Shortlisted For Employment

a. By Ethnic Origin

Year		2021/22	2020/21	2019/20	2018/19	2017/2018	2016/17
Number of Applicants shortlisted	White	450 (50.17%)	302 (25.04%)	1035 (43.02%)	1029 (43.07%)	762 (37.59%)	432 (33.20%)
	Other ethnic groups	20 (33.90%)	13 (23.21%)	27 (34.18%)	30 (52.63%)	14 (21.21%)	7 (23.33%)

b. By Disability

Year	2021/22	2020/21	2019/20	2018/19	2017/2018	2016/17
No of applicants with a disability shortlisted	40 (50%)	17 (25%)	65 (35.71%)	51 (41.46%)	51 (38.93%)	28 (43.75%)

c. By Gender

Year		2021/22	2020/21	2019/20	2018/19	2017/2018	2016/17
Number of Applicants shortlisted	Female	236 (48.26%)	136 (18.94%)	535 (38.54%)	361 (30.52%)	316 (31.66%)	169 (28.26%)
	Male	234 (50.10%)	179 (32.90%)	547 (46.28%)	698 (55.26%)	460 (42.01%)	270 (36.83%)

d. By Age

Year			2020/21	2019/20	2018/19	2017/2018	2016/17
Number of Applicants	25 and under	106 (46.09%)	74 (20.67%)	237 (33.81%)	225 (34.99%)		
	26-44	167 (46.01%)	115 (22.68%)	388 (42.45%)	450 (45.69%)		
	45 +	197 (54.27%)	126 (31.74%)	445 (48.58%)	370 (47.14%)		

2.3 Shortlisted Applicants Appointed

a. By Ethnic Origin

Year		2021/22	2020/21	2019/20	2018/2019	2017/2018	2016/17
Number of shortlisted Applicants appointed	White	110 (24.44%)	82 (27.15%)	204 (19.71%)	227 (22.06%)	102 (13.39%)	83 (19.21%)
	Other ethnic groups	4 (20%)	1 (7.69%)	3 (11.11%)	1 (3.33%)	2 (14.29%)	0 (0%)

b. By Disability

Year	2021/22	2020/21	2019/20	2018/2019	2017/2018	2016/17
No of shortlisted applicants with a disability appointed	6 (15%)	5 (29.41%)	8 (12.31%)	7 (13.73%)	5 (9.80%)	2 (7.14%)

c. By Gender

Year		2021/22	2020/21	2019/20	2018/2019	2017/2018	2016/17
Number of shortlisted Applicants appointed	Female	56 (23.73%)	25 (18.38%)	76 (14.21%)	57 (15.79%)	44 (13.92%)	31 (18.34%)
	Male	57 (24.36%)	58 (32.40%)	133 (24.31%)	171 (24.49%)	60 (13.04%)	52 (19.26%)

d. By Age

Year		2021/22	2020/21	2019/20	2018/2019	2017/2018	2016/17
Number of Applicants	25 and under	26 (24.53%)	16 (21.62%)	53 (22.36%)	30 (13.33%)		
	26-44	41 (24.55%)	30 (26.09%)	59 (15.21%)	84 (18.66%)		
	45 +	47 (23.86%)	37 (29.36%)	96 (21.57%)	111 (30%)		

The Number Of Applicants For Promotion

a. By Ethnic Origin

Year	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2021/22	White	41	41 (100%)	18 (43.90%)
	Other Ethnic Group	2	2 (100%)	1 (50%)
	Undefined	0	0	0
2020/21	White	34	26 (76.47%)	13 (50%)
	Other Ethnic Group	1	1 (100%)	1 (100%)
	Undefined	0	0	0
2019/20	White	62	46 (74.19%)	22 (47.83%)
	Other Ethnic Group	1	0	0
	Undefined	0	0	0
2018/19	White	59	52 (88%)	28 (54%)
	Other Ethnic Group	0	0	0
	Undefined	0	0	0
2017/18	White	85	68 (80%)	30 (44%)
	Other Ethnic Group	2	2 (100%)	1 (50%)
	Undefined	0	0	0
2016/17	White	63	46 (73%)	21 (46%)
	Other Ethnic Group	0	0	0
	Undefined	0	0	0

b. By Disability

Year	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2021/22	1	1	0
2020/21	1	1	1
2019/20	4	3	0
2018/19	1	1	1
2017/18	3	2	1
2016/17	4	3	0

c. By Gender

Year	Gender	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2021/22	Female	26	26 (100%)	13 (50%)
	Male	17	17 (100%)	6 (35.29%)
2020/21	Female	17	15 (88.23%)	7 (46.67%)
	Male	18	12 (66.67%)	7 (58.33%)
2019/20	Female	28	21 (75%)	10 (47.62%)
	Male	34	25 (73.53%)	12 (48%)
2018/19	Female	30	27 (90%)	13 (48.15%)
	Male	29	25 (86.21%)	15 (60%)
2017/18	Female	48	39 (81.25%)	15 (38.46%)
	Male	39	31 (79.49%)	16 (51.61%)
2016/17	Female	20	17 (85%)	8 (47%)
	Male	43	29 (67%)	13 (45%)

d. By Age

Year	Age Range	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2020/21	25 and under	5	5 (100%)	2 (40%)
	26-44	26	26 (100%)	12 (46.15%)
	45 +	12	12 (100%)	5 (41.67%)
2020/21	25 and under	4	4 (100%)	2 (50%)
	26-44	20	15 (75%)	10 (66.67%)
	45 +	11	8 (72.73%)	2 (25%)
2019/20	25 and under	8	7 (87.5%)	2 (28.57%)
	26-44	28	18 (64.29%)	11 (61.11%)
	45 +	26	21 (80.77%)	9 (42.86%)
2018/19	25 and under	12	9 (75%)	4 (44.44%)
	26-44	30	19 (63.33%)	14 (73.68%)
	45 +	17	14 (82.35%)	9 (64.29%)

4. The Number Of Applicants For Training

a. By Ethnic Origin

	% of Staff per Group Receiving Training					
	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
White	65.90%	59.24%	89.91%	92.54 %	93.15%	84.82%
Other Ethnic Group	54.55%	75%	100%	100%	100%	100%
Undefined	69.23%	50%	100%	100%	100%	100%

b. By Disability

	% of Staff per Group Receiving Training					
	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
Employees with a disability receiving training	76.92%	56.52%	95.8%	88%	82.61%	86.95%

c. By Gender

	% of Staff per Group Receiving Training					
	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
Female	73.70%	68.56%	91.58%	89.47%	97.76%	86.25%
Male	56.59%	48.47%	88.98%	96.18%	89.22%	84.65%

d. By Age

	% of Staff per Group Receiving Training					
	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
25 and under	84%	78.26%	96.88%			
26-44	65.51%	65.12%	95.86%			
45 +	64.38%	54.36%	86.69%			

5. The Number Of Employees Receiving Training

There have been no instances where requests for developmental training have been refused in any of the six years of data.

6. The Number Of Employees Who Benefit Or Suffer Detriment As A Result Of Performance Assessment Procedures

Please note the figures are not shown for 2020/21 due to the appraisal process being administered different that year and was linked to covid response/recovery, with specific covid ratings, therefore unable to compare that year.

a. By Ethnic Origin

2021/22	Performance Rating			
Ethnic Group	Exceeded	Achieved with Merit	Achieved	Partially Met
White	24	82	304	5
Other Ethnic Group	0	1	5	0
Undefined	2	1	8	0

2019/20	Performance Rating			
Ethnic Group	Exceeded	Achieved with Merit	Achieved	Partially Met
White	25	72	327	8
Other Ethnic Group	0	1	5	0
Undefined	1	2	11	0

2018/19	Performance Rating			
Ethnic Group	Exceeded	Achieved with Merit	Achieved	Partially Met
White	19	90	346	3
Other Ethnic Group	0	1	4	0
Undefined	0	0	0	1

2017/18	Performance Rating			
Ethnic Group	Exceeded	Achieved with Merit	Achieved	Partially Met
White	14	56	359	4
Other Ethnic Group	0	0	4	0
Undefined	0	4	7	0

2016/17	Performance Rating		
Ethnic Group	Exceeded	Met	Partially Met
White	47	387	7
Other Ethnic Group	0	4	0
Undefined	1	10	0

b. By Disability

Employees with a disability	Performance Rating			
	Exceeded	Achieved with merit	Achieved/Met	Partially Met
2021/22	2	5	16	0
2019/20	2	3	18	0
2018/19	2	4	15	1
2017/18	1	1	19	1
2016/17	1	n/a	20	1

c. By Gender

Year	Gender	Performance Rating			
		Exceeded	Achieved with merit	Achieved/Met	Partial Met
2021/22	Female	18	42	168	3
	Male	8	42	149	2
2019/20	Female	19	44	178	2
	Male	7	31	165	6
2018/19	Female	10	47	182	1
	Male	9	43	163	2
2017/18	Female	7	29	210	0
	Male	7	31	160	4
2016/17	Female	26	n/a	221	2
	Male	22	n/a	180	5

d. By Age

2021/22		Performance Rating			
		Exceeded	Achieved with Merit	Achieved	Partially Met
25 and under		1	2	6	0
26-44		12	29	109	1
45+		13	53	202	4
2019/20		Performance Rating			
		Exceeded	Achieved with Merit	Achieved	Partially Met
25 and under		0	4	15	1
26-44		12	29	112	1
45+		14	42	216	6
2018/19		Performance Rating			
		Exceeded	Achieved with Merit	Achieved	Partially Met
25 and under		0	3	12	1
26-44		11	35	110	1
45+		8	52	224	1

7. The Number Of Staff Involved In Grievance Procedures

a. By Ethnic Origin

Ethnic Group	Number of Grievances					
	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
White	0	1	0	0	1	0
Other Ethnic Group	0	0	0	0	0	0
Undefined	0	0	0	0	0	0

b. By Disability

	Number of Grievances					
	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
Cases involving employees with a disability	0	0	0	0	0	0

c. By Gender

	Number of Grievances					
	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
Females	0	0	0	0	1	0
Males	0	1	0	0	0	0

d. By Age

	Number of Grievances					
	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
25 and under	0	0	0	0		
26-44	0	0	0	0		
45+	0	1	0	0		

8. The Number Of Staff Involved In Disciplinary Procedures

a. By Ethnic Origin

	Number of Disciplinary Procedures					
Ethnic Group	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
White	9	14	18	10	8	12
Other Ethnic Group	0	0	1	0	0	0
Undefined	0	0	0	0	0	0

b. By Disability

	Number of Disciplinary Procedures					
	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
Cases of employees with a disability	0	0	0	0	1	0

c. By Gender

	Number of Disciplinary Procedures					
	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
Females	1	5	4	1	1	4
Males	8	9	15	9	7	8

d. By Age

	Number of Disciplinary Procedures					
	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
25 and under	0	0	0	1		
26-44	3	2	5	1		
45+	6	12	14	8		

9. The Number Of Employees Who Cease To Be Employed By The Authority

a. By Ethnic Origin

	Number of Leavers					
Ethnic Group	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
White	59	34	42	54	59	53
Other Ethnic Group	0	0	0	0	1	2
Undefined	1	2	2	2	0	3

b. By Disability

	Number of Leavers					
	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
Leavers with a disability	3	2	1	2	3	4

c. By Gender

	Number of Leavers					
	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
Female	23	16	21	26	29	31
Male	37	20	23	30	31	27

d. By Age

	Number of Leavers					
	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
25 and under	10	8	1	1		
26-44	16	6	14	22		
45+	34	22	29	33		

10. The Number Of Employees Absent Due to Sickness

a. By Ethnic Origin

	% of Staff per Group Taking At Least One Period of Sickness Absence					
	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
White	62.16%	50.53%	66.05%	65.41%	69.50%	71.10%
Other Ethnic Group	54.55%	50%	42.86%	20%	40%	50%
Undefined	84.62%	78.57%	93.75%	71.43%	61.54%	91.6%

b. By Disability

	% of Staff per Group Taking At Least One Period of Sickness Absence					
	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
Employees absent due to sickness with a disability	69.23%	65.22%	87.5%	68%	86.96%	73.91%

c. By Gender

	% of Staff per Group Taking At Least One Period of Sickness Absence					
	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
Female	70.37%	57.95%	68.13%	69.55%	73.51%	77.69%%
Male	53.62%	43.67%	64.83%	60%	63.79%	64.04%%

d. By Age

	% of Staff per Group Taking At Least One Period of Sickness Absence					
	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
25 and under	64.00%	60.87%	78.12%			
26-44	67.82%	45.93%	70.41%			
45 +	59.48%	53.69%	63.31%			