



Buckinghamshire Council

Workforce Equalities Profile

2021 - 2022

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Introduction

Background

The Workforce Equalities Profile 2021-2022 explores the workforce profile of council departments (excluding schools) at Buckinghamshire Council (BC) over the past year to demonstrate our compliance to the Public Sector Equality Duty (Equality Act, 2010), and also compares this to the data contained in our previous years' [Workforce Equalities Profile \(2020-2021\)](#)

The Equality Duty requires public bodies to publish information which demonstrates our due regard to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- 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.

Equalities Policy

In April 2020, as we launched the Buckinghamshire Council, we adopted our Equalities Policy 2020-2023 and published the following equalities objectives which support the Council's strategic priorities (as identified in our corporate plan):

- a. Develop, commission, and deliver inclusive and responsive services;
- b. Foster strong relationships within our communities so everyone feels safe, supported to live independently, and residents are encouraged to get involved in improving local services;
- c. Develop and support a highly skilled workforce who are collaborative and ambitious in the work they do, whilst valuing diverse perspectives; and
- d. Ensure leadership and organisational commitment to equalities.

This year we have demonstrated our maintained' commitment to Equality, Diversity and Inclusion (EDI) with our EDI steering group and four staff networks delivering multiple actions as highlighted in our framework to embed EDI within the culture of the council.

Development of Equality, Diversity and Inclusion Strategy and Priorities

Based on our current workforce data we know that we need to prioritise the following equality, diversity and inclusion actions:

- Improve data collection processes and options to ensure that staff feel empowered to share their protected data in the workplace
- Communicate through our Employee Value Proposition that we are an employer of choice who hold EDI as high cultural value to continue to bring in staff from diverse backgrounds, including those with disabilities
- Identify progression opportunities to ensure that entry and lower level diversity continue to grow and thrive within our organisation, in order to grow leaders of tomorrow
- Continue to evaluate recruitment practices and retention opportunities to identify areas for improvement

We have developed an EDI framework and internal action plan which outline our ambitions with regard to equality of opportunity, diversity, and inclusion; ensuring it is integral to everything we do. It will inform every area of activity; from the way we provide services to the way we employ our staff. Everyone stands to benefit when we embrace and value the diversity of thought, ideas and ways of working that people from different backgrounds, experiences and identities bring to an organisation.

By looking to better understand our workforce, we hope to help people grow and learn, enable people to reach their full potential, improve decision making, boost engagement and innovation and better meet the needs of the people who make up the Buckinghamshire Council.

We eagerly anticipate the publication of the 2021 census data which will help us to review our position compared to our local population.

Guide to reading the data / Understanding the data

All data relates to the financial year 2021-22 for council services (excluding schools).

Where the workforce data is a point in time, the data collection date was the 14 March 2022 and focuses on permanent employees (excluding casual and claims based staff and those working within schools). Recruitment and leavers data is from 15 March 2021 through to 14 March 2022.

When comparing this year's data to the set collated for 2020/2021, it should be noted that the previous years data fell short of a whole year, due to the date of the authority's inception.

It is also worth noting that historically the legacy council organisations used different data recording systems, with many members of staff choosing not to answer or non-declaring their equality and diversity data and is an area we are continually working to improve.



Workforce Profile

These percentages show the proportion of the workforce by protected characteristic. The total workforce as of 14 March 2022 is 4165 employees.

Top 5% Earners

These percentages show the proportion of staff from the group(s) who are among the top 5% earners in Buckinghamshire Council.

The figures are based on full time equivalent (FTE) salaries and include 208 employees.

Apprentices

These percentages show the breakdown of employees on apprenticeships as at 14 March 2022, by protected characteristic.

This includes apprentices employed by Buckinghamshire Council and employees upskilling through the apprenticeship scheme.

Leavers

These percentages show the proportion of leavers (excluding casuals and claims based) between 15 March 2021 -14 March 2022 by protected characteristic. The leavers include both voluntary and involuntary reasons. The total amount of leavers during this period was 664.

Recruitment

Recruitment data is from 15 March 2021 -14 March 2022 and includes both internal and external candidates to highlight the recruitment process.

There were 11757 applications made by candidates during the period, with 2659 interviews and 701 successful candidates. The application and shortlisted / interview stages have been reviewed by protected characteristics.

Maternity and Adoption

These percentages show the proportion of employees that either returned to the authority following maternity / adoption leave or resigned. This includes maternity, adoption, and shared parental leave

(Data Sources - SAP Payroll System, Talent link (Recruitment System), Organisational Development and Learning Team)

Overview of data

Age

Employees aged 25-54 continue to make up the majority of our workforce (69.29%). The proportions of under 25s is 5.98% which has risen slightly from last year's 5.44%, and with those aged 55-64 (21.51%) and 65+ (2.22%) making up the remainder. The top 5% of earners in the council is not reflective of the whole by age, particularly in the younger age groups - under 25s do not feature at all in the top 5% paid and those aged 25-34 are also unlikely to feature in the top 5% paid positions. Those aged 45-54 are most likely to be in higher paid roles (36.06%), but a 5% increase related to age has been seen this year within the 35-44 category 31.25% vs. 26.11%). This year saw an increase in retention of staff aged 16-24 and 55-64, but an increase in turnover in over categories. Applicant percentages are broadly similar to last year with the around 50% of applicants aged 25-44. Hiring data suggests an increase of staff aged 16-44 were recruited during 2021/22, as well as in increase from the 55-64 category.

Disability

The proportion of staff declaring a disability over the last year is 3.15%, a slight decrease from last years declaration of 3.25%. The percentage of disabled staff is slightly higher amongst the top 5% earners, with 3.37% of staff declaring a disability (increased from 2.46%). This year has seen a marked increase in apprentices with disabilities, with 8.33% of all apprentices declaring a disability (compared to 3.66%) last year. We have also seen an increase in hiring staff with disabilities (5.28% vs. 3.06%). Leavers with a disability remain representative of the declared population at 3.02%.

Ethnicity

In Buckinghamshire (based on ONS 2014 updates), 13.6% of the population were from an ethnic minority compared to 14.6% in England. The proportion of staff from ethnic minorities (which includes black, Asian and other backgrounds) across council departments is currently 11.7%, showing an increase in declaration since last year (8.51%), as has the white group (50.25% vs. 46.83%). However, 38.68% of our staff have not selected or decided not to declare their ethnicity. Declaration of ethnicity has increased for all groups when leaving the organisation, although 44.95% of staff have still not declared their ethnicity. Declaration at point of hiring continues to increase, with nearly 75% of new members of staff sharing this information. Staff from ethnic minorities continue to make up about 20% of all staff recruitment.

Religion/Belief

The religion that the largest proportion of the populations in England identify with is Christianity (59%), with an additional 5% identify as Muslim, being the largest minority religion based on 2011 census data. 23.63% of the council workforce had identified as Christian, with a further 16.04% declaring they have no religion/belief. 4.6% of the workforce (compared to 3.64% in 2020/21) have identified their religion/belief as: Muslim; Hindu; Sikh or Other which remains lower than the England 2011 Census figure of 8.2%. The Non-Christian group also have a lower representation compared to the English population figure, however this has increased since last year (3.84% vs. 2.96%). It should be noted however that 55.73% of our workforce have not recorded a response to our questions around religious belief which potentially makes the data unreliable, although this is an improvement on the percentage from last year (61.67%)

Sex/Gender

At the present time, only binary sex categories (male/female) are recorded for staff apart from when new employees enter the organisation, where additional gender identity options are provided. The current gender split is 69.27% female to 30.73% male, which is very similar to last year's figures (70.12% female, 29.88% male). Apprenticeship figures have shifted this year, with 11% more apprentices identifying as male compared to last year's figure. The gender split in leavers is equal to the workforce representation and also remains broadly similar in recruitment, where applications from non-binary and trans candidates remain low. More applicants however are choosing to declare a gender/sex option at both interview and hiring stages.

Sexual Orientation

The proportion of staff who have declared they are either: Bisexual; Gay man; Gay woman/lesbian; Other (collectively grouped as LGBT+) is currently 1.17% of the workforce, demonstrating an increase from last year's declarations (0.84%). An estimated 2.7% of the UK population aged 16 years and over identified as lesbian, gay or bisexual (LGB) in 2019, an increase from 2.2% in 2018 ([ONS Statistics](#)). The proportion of council departments staff who have not disclosed their sexual orientation has reduced to 81.63% from 87.79% in 2020/21, with a similar reduction also shown for apprentices. The LGBT+ group appear to be well represented in the top 5% earners (1.92%).

Maternity and adoption

During 2021-2022, 92.94% of staff who went on maternity leave returned to the organisation, allowing us to retain their valuable skills and job experiences. This is compared to a similar number of returners the previous year (92.59%) It's likely that enhanced maternity payments and flexible working policies continue to contribute to this high rate of retention.



Age

Workforce Representation

	21-22	20-21
16-24	5.98%	5.44%
25-34	19.11%	18.56%
35-44	24.39%	24.67%
45-54	25.79%	25.93%
55-64	21.51%	22.35%
65+	3.22%	3.05%

Top 5 % Earners

	21-22	20-21
25-34	2.88%	3.94%
35-44	31.25%	26.11%
45-54	36.06%	37.44%
55-64	28.37%	30.54%
65+	1.44%	1.97%

Apprentices

	21-22	20-21
16-24	25.64%	24.40%
25-34	33.01%	32.93%
35-44	23.56%	23.16%
45-54	14.22%	15.85%
55-64	3.57%	3.66%

Turnover/Leavers

	21-22	20-21
16-24	5.88%	10.51%
25-34	20.06%	17.84%
35-44	21.42%	17.20%
45-54	20.97%	18.79%
55-64	23.83%	27.38%
65+	7.84%	8.28%

Recruitment

	All applicants		Interviewed applicants		Recruitment hired	
	21-22	20-21	21-22	20-21	21-22	20-21
16-24	14.60%	16.11%	12.34%	11.64%	12.41%	9.85%
25-34	30.57%	28.36%	22.98%	22.35%	23.97%	19.91%
35-44	22.03%	21.18%	21.85%	19.70%	18.97%	16.63%
45-54	16.66%	17.48%	20.53%	19.09%	17.26%	17.72%
55-64	7.27%	7.69%	10.98%	9.24%	9.70%	5.69%
65+	0.48%	0.53%	0.60%	0.37%	0.57%	0.22%
Prefer not to say	8.39%	8.65%	10.72%	17.61%	17.12%	29.98%

Disability

Workforce Representation

	21-22	20-21
Has a disability (or previously had one)	3.15%	3.25%
Not informed / unknown	96.85%	96.75%

Top 5 % Earners

	21-22	20-21
Has a disability (or previously had one)	3.37%	2.46%
Not informed / unknown	96.63%	97.54%

Apprentices

	21-22	20-21
Has a disability (or previously had one)	8.33%	3.66%
Not informed / unknown	91.67%	96.25%

Recruitment

All applicants	21-22	20-21
Yes	5.28%	4.42%
No	88.92%	89.57%
Prefer not to say	5.80%	6.02%

Interviewed	21-22	20-21
Yes	6.66%	5.85%
No	83.83%	78.08%
Prefer not to say	9.51%	16.07%

Hired	21-22	20-21
Yes	5.28%	3.06%
No	78.74%	73.09%
Prefer not to say	15.98%	23.85%

Turnover/Leavers

	21-22	20-21
Has a disability (or previously had one)	3.02%	3.18%
Not informed / unknown	96.98%	96.82%

13% (approx. 64,400)

of residents in Buckinghamshire describe themselves as having a long-term health problem or disability (2011 census)



Ethnicity

Workforce Representation

	21-22	20-21
All ethnic minorities	11.07%	8.51%
Asian or Asian British	4.75%	3.42%
Black or Black British	4.73%	3.05%
Mixed/Other Groups	1.58%	2.04%
White	50.25%	46.83%
Non Declared	38.68%	44.66%

Apprentices

	21-22	20-21
All ethnic minorities	33.33%	10.98%
Asian or Asian British	16.67%	2.44%
Black or Black British	8.33%	2.44%
Mixed/Other Groups	8.33%	6.10%
White	50%	47.58%
Non Declared	16.67%	41.45%

Turnover/Leavers

	21-22	20-21
All ethnic minorities	11.61%	8.60%
White	43.44%	37.24%
Not Declared	44.95%	54.16%

Top 5 % Earners

	21-22	20-21
All ethnic minorities	5.29%	5.91%
White	56.73%	54.16%
Not Declared	37.98%	39.93%

Recruitment

All applicants	21-22	20-21	Interviewed	21-22	20-21	Hired	21-22	20-21
All ethnic minorities	34.77%	32.86%	All ethnic minorities	26.10%	25.18%	All ethnic minorities	19.83%	20.13%
Prefer not to say	5.80%	6.56%	Prefer not to say	9.21%	16.07%	Prefer not to say	15.69%	23.85%
White	59.43%	60.58%	White	64.69%	58.74%	White	64.48%	56.02%

13.6% of the Buckinghamshire population were from a non-White ethnic background
census 2011

Religion/Belief

Workforce Representation

	21-22	20-21
Christian	23.63%	21.62%
Non Christian religions	4.6%	3.64%
Hindu	0.50%	0.49%
Muslim	2.47%	1.72%
Sikh	0.50%	0.00%
Other Religion	1.13%	1.43%
No Religion	16.04%	13.06%
Non declared / Not answered	55.73%	61.67%

Apprentices

	21-22	20-21
Christian	16.67%	12.19%
Non Christian religions	25.00%	6.10%
Muslim	16.67%	2.44%
Other Religion	8.33%	3.66%
No Religion	0.00%	17.07%
Non declared / Not answered	58.33%	64.64%

Top 5 % Earners

	21-22	20-21
Christian	25.48%	23.14%
Non Christian religions	3.84	2.96%
Hindu	0.48%	0.99%
Muslim	1.44%	0.99%
Sikh	0.48%	0.00%
Other Religion	1.44%	0.99%
No Religion	13.46%	11.82%
Non declared / Not answered	57.21%	62.09%

Turnover/Leavers

	20-21	20-21
Christian	21.27%	21.00%
Non Christian religions	0.75%	0.64%
Hindu	2.56%	1.59%
Muslim	0.45%	1.59%
Other Religion	1.20%	0.95%
No Religion	14.63%	12.74%
Non declared / Not answered	59.13%	63.08%

Recruitment

In 2021-2021 we attracted applications from people with a range of religions/beliefs, as well as those without one. Of those hired, nearly 8% were from non-Christian religious backgrounds. More successful applicants shared their religious background in 2021/22, compared to 2020/21 (81.31% vs. 71.77%), with nearly 40% of all staff recruited this year stating that they don't observe a religion.

Sex/Gender

Workforce Representation

	21-22	20-21
Female	69.27%	70.12%
Male	30.73%	29.88%

Top 5% of earners

	21-22	20-21
Female	59.13%	60.59%
Male	40.87%	39.41%

Apprentices

	21-22	20-21
Female	58.33%	69.51%
Male	41.67%	30.49%

Turnover/Leavers

	21-22	20-21
Female	69.98%	69.74%
Male	30.02%	30.26%

Buckinghamshire
census data 2011



48.85%



51.15%

Recruitment

All applicants	21-22	20-21
Female	60.41%	57.41%
Male	34.99%	37.57%
Non-binary	0.17%	0.64%
Trans	0.17%	0.09%
Prefer not to say	4.26%	4.29%

Interviewed	21-22	20-21
Female	61.79%	55.79%
Male	30.12%	29.62%
Non-binary	0.15%	0.92%
Trans	0.15%	0.00%
Prefer not to say	7.78%	13.67%

Hired	21-22	20-21
Female	55.49%	53.39%
Male	29.96%	23.63%
Non-binary	0.00%	0.22%
Trans	0.14%	0.00%

Sexual Orientation

Workforce Representation

	21-22	20-21
Heterosexual (straight)	16.58%	10.95%
LGBT+	1.17%	0.84%
Bisexual	0.38%	0.32%
Gay man	0.55%	0.34%
Gay woman/lesbian	0.19%	0.12%
Other	0.05%	0.05%
Prefer not to say	0.62%	0.42%
Non Declared / Not Answered	81.63%	87.79%

Top 5 % Earners

	21-22	20-21
Heterosexual (straight)	15.87%	12.31%
LGBT+	1.92%	0.98%
Non Declared / Not Answered	82.21%	86.70%

Apprentices

	21-22	20-21
LGBT+	16.67%	8.54%
Heterosexual (straight)	83.33%	91.46%

Turnover/Leavers

	21-22	20-21
Heterosexual (straight)	17.04%	10.51%
LGBT+	0.90%	0.00%
Not Answered	81.16%	89.17%
Prefer not to say	0.90%	0.32%

Recruitment

5.39% of all our job applicants and 4.42% off all those hired in 2021-2022 were identified as LGBT+, showing an increase from last year in both areas. Applicants at the interview stage and at point of hire were more likely during 2021/22 to declare their sexual orientation compared to last year's applicants. (Prefer not to say – interview stage 12.86% vs. 18.29%, hired 18.83% vs. 26.91%).

2.8%

of the UK population identify as lesbian, gay or bisexual or other (ONS statistics 2018)



March 2022