

People employed by the authority on 31st March 2017

Age

Age Band	Count	Percentage
20 and Under	59	1.1
21-30	778	14.0
31-40	1075	19.4
41-50	1589	28.7
51-60	1556	28.1
61-65	348	6.3
Over 65	137	2.5

Sex

Sex	Count	Percentage
Female	4058	73.2
Male	1484	26.8

Race

Ethnic Grouping	Count	Percentage
Asian or Asian British	4	0.07
Black or Black British	4	0.07
Mixed	11	0.20
Other Ethnic Groups	2	0.04
White	2419	43.65

Blank	3102	55.97
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Disability

Consider Disabled?	Count	Percentage
No	2439	44.0
Not Known	284	5.1
Yes	82	1.5
Blank	2737	49.4

Marital Status

Marital Status	Count	Percentage
Civil Partnership	7	0.1
Divorced	175	3.2
Married	2399	43.3
Not Specified	74	1.3
Partner	251	4.5
Separated	55	1.0
Single	896	16.2
Widowed	34	0.6
Blank	1651	29.8

Pregnancy and Maternity

Sex	Count	Percentage
Female	90	1.6

Sexual orientation

Sexual Orientation	Count	Percentage
Bisexual	5	0.1
Gay/ Lesbian	22	0.4
Heterosexual/ Straight	2324	41.9
Other	6	0.1
Prefer not to say	128	2.3
Blank	3057	55.2

Religion

Religion	Count	Percentage
Agnostic	66	1.2
Atheist	111	2.0
Buddhist	6	0.1
Christian (all denominations)	1940	35.0
Hindu	2	0.0
Hinduism	1	0.0
Humanist	8	0.1
No religion	570	10.3
Paganism	5	0.1
Prefer not to state	61	1.1
Quaker	2	0.0
Rastafarian	1	0.0
Shintoism	1	0.0
Blank	2768	49.9

Employees who have left the authority's employment

Age

Age Band at Leaving	Count	Percentage
20 and Under	21	3.0
21-30	125	17.6
31-40	117	16.5
41-50	164	23.1
51-60	169	23.8
61-65	62	8.7
Over 65	52	7.3

Sex

Sex	Count	Percentage
Female	501	70.6
Male	209	29.4

Race

Ethnic Grouping	Count	Percentage
Black or Black British	1	0.1
Mixed	1	0.1
Not Stated	1	0.1
Other Ethnic Groups	1	0.1
White	291	41.0

Sexual Orientation	Count	Percentage
Bisexual	2	0.3
Gay/ Lesbian	5	0.7
Heterosexual/ Straight	276	38.9
Other	1	0.1
Prefer not to say	26	3.7
Blank	400	56.3

Religion

Religion	Count	Percentage
Agnostic	8	1.1
Atheist	18	2.5
Buddhist	2	0.3
Christian (all denominations)	217	30.6
Muslim	1	0.1
No religion	64	9.0
Paganism	2	0.3
Prefer not to state	17	2.4
Quaker	1	0.1
Sikhism	1	0.1
Blank	379	53.4

Employees who have applied to change position within the authority, identifying how many were successful in their application and how many were not

Age

Age Band	Successful	%	Unsuccessful	%
20 and Under	2	12.5	14	87.5
21-30	30	39.0	47	61.0
31-40	40	44.9	49	55.1
41-50	46	33.8	90	66.2
51-60	42	38.2	68	61.8
61-65	6	100.0	0	0.0

Sex

Sex	Successful	%	Unsuccessful	%
Female	121	27.82	314	72.2
Male	44	26.35	123	73.7

Race

Ethnic Grouping	Successful	%	Unsuccessful	%
Mixed/Multiple Ethnic Group-White & Asian	0	0	4	100.0
Other Ethnic Group-Any other ethnic group	0	0	3	100.0

White-Any other White background	6	20	24	80.0
White-Welsh/English/Scottish/Northern Irish/British	114	28.29	289	71.7
Blank	44	25.88	126	74.1

Disability

Consider Disabled?	Successful	%	Unsuccessful	%
No	163	30.3	375	69.7
Yes	0	0	16	100.0

Pregnancy and Maternity

None

Marital Status

Marital Status	Successful	%	Unsuccessful	%
Divorced	14	27.5	37	72.5
Married	76	25.9	218	74.1
Not Specified	0	0.0	6	100.0
Partner	17	27.9	44	72.1
Separated	2	13.3	13	86.7
Single	29	24.6	89	75.4
Widowed	0	0.0	5	100.0
Blank	28	22.2	98	77.8

Sexual Orientation

Sexual Orientation	Successful	%	Unsuccessful	%
Gay/ Lesbian	0	0.0	10	100.0
Heterosexual/ Straight	109	28.0	280	72.0
Prefer not to say	6	17.1	29	82.9
Blank	49	27.5	129	72.5

Religion

Religion	Successful	%	Unsuccessful	%
Agnostic	2	7.7	24	92.3
Atheist	8	22.9	27	77.1
Buddhist	0	0.0	1	100.0
Christian (all denominations)	72	24.7	219	75.3
No religion	35	27.6	92	72.4
Prefer not to state	1	4.3	22	95.7
Quaker	0	0.0	1	100.0
Shintoism	2	50.0	2	50.0
Blank	48	26.8	131	73.2

Employees who have applied for training and how many succeeded in their application

The authorisation of going on training courses isn't managed or recorded centrally e.g. Trent. It is a verbal agreement between an employee and their manager or sometimes a employee signs on to a course on trent but should their line manager ask them to cancel its done direct with relevant training unit. The authorisation of going on an external training courses again isn't managed or recorded centrally. It is a verbal agreement between an employee and their manager.

Employees who completed the training

Age

Age Band	Count	Percentage
20 and Under	16	0.5
21-30	475	14.7
31-40	609	18.8
41-50	921	28.5
51-60	922	28.5
61-65	201	6.2
Over 65	87	2.7

Sex

Sex	Count	Percentage
Female	2248	69.6
Male	982	30.4
Unspecified	1	0.03

Race

Ethnic Origin	Count	Percentage
Asian/Asian British- Any other Asian background	2	0.1

Black/African/Carribbean/British-African	2	0.1
Black/African/Carribbean/British-Any other Black/African/Caribbean background	1	0.0
Black/African/Carribbean/British-Caribbean	2	0.1
Mixed/Multiple Ethnic Group-White and Black African	1	0.0
Mixed/Multiple Ethnic Group-White & Asian	4	0.1
Other Ethnic Group-Any other ethnic group	2	0.1
Other Ethnic Group - Arab	1	0.0
White-Any other White background	40	1.2
White-Gypsy or Irish Traveller	1	0.0
White-Irish	5	0.2

Welsh/English/Scottish/Northern	1497	46.3
Blank	1673	51.8

Disability

Consider Disabled?	Count	Percentage
No	1431	44.3
Not Known	165	5.1
Yes	52	1.6
Blank	1583	49.0

Sexual Orientation

Sexual Orientation	Count	Percentage
Bisexual	4	0.1
Gay/ Lesbian	18	0.6
Heterosexual/ Straight	1483	45.9
Other	4	0.1
Prefer not to say	85	2.6
Blank	1637	50.7

Religion

Religion	Count	Percentage
Agnostic	39	1.2
Atheist	83	2.6

Buddhist	2	0.1
Christian (all denomina	1216	37.6
Hindu	1	0.0
Hinduism	1	0.0
Humanist	7	0.2
Muslim	1	0.0
No religion	352	10.9
Paganism	4	0.1
Prefer not to state	42	1.3
Quaker	3	0.1
Blank	1480	45.8

Marital Status

Marital Status	Count	Percentage
Civil Partnership	5	0.2
Divorced	119	3.7
Married	1402	43.4
Not Specified	45	1.4
Partner	167	5.2
Separated	39	1.2
Single	526	16.3
Widowed	20	0.6
Blank	908	28.1

Employees involved in grievance procedures either as a complainant or as a person against whom a complaint was made

Age

Age Band	Count
20 and Under	0
21-30	0
31-40	2
41-50	7
51-60	4
61-65	4
Over 65	1

Sex

Sex	Count
Female	11
Male	7

Race

Ethnic Grouping	Count
White British	10
White Welsh	6
Unknown	2

Disability

Consider Disabled	Count
No	14
Not Known	3
Yes	1

Sexual Orientation

Sexual Orientation	Count
Bisexual	1
Gay/ Lesbian	1
Heterosexual/ Straight	8
Prefer not to say	2
Unknown	5

Religion

Religion	Count
Agnostic	1
Christian (all denominations)	8
Prefer not to say	2
Unknown	7

Marital Status

Marital Status	Count
Civil Partnership	1
Married	9
Single	3
Widowed	1
Prefer not to say	1
Unknown	3

Employees subject to disciplinary

Age

Age Band	Count
20 and Under	1
21-30	7
31-40	1
41-50	7
51-60	5

Sex

Sex	Count
Female	12
Male	9

Race

Ethnic Grouping	Count
White British	8
White Welsh	5
Unknown	8

Disability

Consider Disabled	Count
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No	7
Not Known	13
Yes	0
Prefer not to say	1

Sexual Orientation

Sexual Orientation	Count
Gay/ Lesbian	1
Heterosexual/Straight	11
Unknown	9

Religion

Religion	Count
Agnostic	5
Christian (all denominations)	5
Unknown	11

Marital Status

Marital Status	Count
Married	6
Single	5
Divorced	1
Unknown	9

Applicants

Age

Age Band	Count	Percentage
20 and Under	119	4.3
21-30	737	26.4
31-40	625	22.4
41-50	626	22.4
51-60	446	16.0
61-65	58	2.1
Over 65	180	6.4

Sex

Sex	Count	Percentage
Female	1616	57.9
Male	882	31.6
Unspecified	293	10.5

Race

Ethnic Group	Count	Percentage
Asian or Asian British	9	0.3
Black or Black British	16	0.6
Mixed	21	0.8
Other Ethnic Groups	8	0.3

White	2544	91.2
Blank	193	6.9

Disability

Consider Disabled?	Count	Percentage
No	411	14.7
Not Known	34	1.2
Yes	32	1.1
Blank	2314	82.9

Marital Status

Marital Status	Count	Percentage
Civil Partnership	23	0.8
Divorced	159	5.7
Married	1024	36.7
Not Specified	52	1.9
Partner	447	16.0
Separated	73	2.6
Single	782	28.0
Widowed	14	0.5
Blank	217	7.8

Sexual Orientation

Sexual Orientation	Count	Percentage
Bisexual	16	0.6
Gay/ Lesbian	34	1.2
Heterosexual/ Straight	2428	87.0
Other	6	0.2
Prefer not to say	74	2.7
Blank	233	8.3

Religion

Religion	Count	Percentage
Agnostic	140	5.0
Atheist	250	8.9
Buddhist	10	0.4
Christian (all denominations)	1290	46.1
Church Of Jesus Christ of Latter Day Saints/ Mormon	4	0.1
Hindu	1	0.0
Hinduism	1	0.0
Humanist	5	0.2
Islam	1	0.0
Islam - Sunni	1	0.0
Kabbalah	1	0.0
Muslim	1	0.0
No religion	694	24.8
Paganism	5	0.2
Prefer not to state	82	2.9

Quaker	3	0.1
Shintoism	1	0.0
Blank	304	10.9

Men and Women employed, broken down by:

Positions

	Female	%	Male	%	Unspecified	%
Adult Services	489	85.5	83	14.5	1	0.2
Audit	4	44.4	5	55.6		
Business Services	294	87.0	44	13.0		
CEO and Member	15	62.5	9	37.5		
Childrens Services	210	78.7	57	21.3		
Commercial Services	4	33.3	8	66.7		
Co-Opted Member	7	63.6	4	36.4		
Corporate Legal & Democratic Services	52	70.3	22	29.7		
Executive Office Services	8	100.0	0	0.0		
Financial Services	35	67.3	17	32.7		
Highways, Transport & Recycling	57	10.6	482	89.4		
Housing	64	42.1	88	57.9		
ICT and Programmes	51	45.1	62	54.9		
Independent Members	3	75.0	1	25.0		
Leisure & Recreation	707	85.5	120	14.5		
Regeneration Property & Commissioning	140	51.5	132	48.5		
Risk & Resilience	1	50.0	1	50.0		
Schools	2783	82.4	595	17.6		
Schools Service	80	75.5	26	24.5		
Shire Committee	19	26.4	53	73.6		
Workforce & Organisation Development Service	33	50.0	33	50.0		
Blank	6	37.5	10	62.5		
Sum:	5062	73.2	1852	26.8	1	

Grade

	Female	%	Male	%
Annually - Locally Agreed	2	40.0	3	60.0

APT&C	2	40.0	3	60.0
Engineering craftsmen		0.0	4	100.0
Go Wales Placement	1	100.0		0.0
Hourly - Locally Agreed		0.0	1	100.0
Senior Managers & Above	14	34.1	27	65.9
Single status	3322	73.2	1216	26.8
Soulbury	18	62.1	11	37.9
Teachers	917	76.5	282	23.5
Teachers Hourly /Daily Rates	452	80.7	108	19.3
Youth & Community	28	73.7	10	26.3
Youth Service / Instructors	4	66.7	2	33.3

Pay Bandings

	Female	%	Male	%
100,000-149,999	0	0.0	3	100.0
49,999 and Under	4381	74.0	1537	26.0
50,000-99,999	79	52.0	73	48.0

Contract Type

	Female	%	Male	%
Casual by Claim	955	83.3	192	16.7
Fixed Term	918	83.8	178	16.2
Permanent	3376	72.1	1307	27.9
Secondment	44	75.9	14	24.1

Full/ Part Time

	Female	%	Male	%
Full Time	743	44.3	933	55.7
Part Time	3755	84.4	694	15.6