

# Annual Diversity Monitoring Report 1 April 2013 - 31 March 2014 – Results

## How our workforce looks

### Employees by ethnicity

	Shropshire economically active population (%)	Ethnicity of employees 2013/14 (%)
White	98.2	92.14
Not specified	0	6.94
Asian	1.0	0.40
Black	0.2	0.18
Mixed	0.5	0.22
Other incl. Chinese	0.1	0.16
<b>(Total BME)</b>	<b>(1.8)</b>	<b>0.93</b>

### Employees by disability and gender

	Shropshire economically active population (%)	Employees by disability/gender 2013/14(%)
Disability	21.7*	1.76
Male	49.3	16
Female	50.7	84

\*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those whose daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

### Employees by age

	Shropshire economically active population (%)	Age of employees 2013/14 (%)
16 to 24	14.1	3.99
25 to 34	13.9	14.43
35 to 44	17.8	26.27
45 to 54	19.9	34.97
55 to 64	19.0	17.42
65 to 74	15.2	2.70
75 to 84	n/a	0.21
85 +	n/a	0

### Employees by Religion and Belief

	Shropshire economically active population (%)	Religion and Belief of employees 2013/14 (%)
Christian	70.0	55.70
Hindu	0.1	0.05
Muslim	0.3	0.12
Sikh	0.1	0.08
Buddhist	0.3	0.22
Jewish	0	0.01
Other religion	0.4	1.81
Of no religion	21.5	14.01
Not Specified	7.2	28.00

### Employees by Sexual Orientation

	Shropshire economically active population (%)	Sexual Orientation of employees 2013/14 (%)
Hetrosexual/Straight	94.23	45.93
Gay Man	1.42	0.14
Gay Woman/Lesbian		0.16
Bisexual		0.13
Not Specified	3.85	53.65

## The people we recruited

### Applicants for Employment

The composition of applications received for employment with Shropshire Council by ethnicity

	Shropshire economically active population (%)	Applications received 2013/14 (%)	Applications received 2013/14 (Numbers)	Ethnicity of employees 2013/14 (%)
White	98.2	82.11	1221	92.14
Not specified	0	12.24	182	6.94
Asian	1.0	2.02	30	0.40
Black	0.2	1.41	21	0.18
Mixed	0.5	1.21	18	0.22
Other incl. Chinese	0.1	1.01	15	0.16
<b>(Total BME)</b>	<b>(1.8)</b>	<b>5.65</b>	<b>84</b>	<b>0.93</b>

**The composition of applications received for employment with Shropshire Council by disability and gender**

	Shropshire economically active population (%)	Applications received 2013/14 (%)	Applications received 2013/14 (Numbers)	Employees by disability/gender 2013/14(%)
Disability	21.7*	1.28	19	1.76
Male	49.3	29.05	432	16
Female	50.7	70.95	1055	84

\*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those whose daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

**The composition of applications received for employment with Shropshire Council by age**

	Shropshire economically active population (%)	Applications received 2013/14 (%)	Applications received 2013/14 (Numbers)	Age of employees 2013/14 (%)
16 to 24	14.1	27.97	415	3.99
25 to 34	13.9	26.56	395	14.43
35 to 44	17.8	17.35	258	26.27
45 to 54	19.9	17.62	262	34.97
55 to 64	19.0	8.47	126	17.42
65 +	n/a	0.67	10	2.91

NB 1.34% (20 applicants) recorded as no age

**The composition of applications received for employment with Shropshire Council by Religion and Belief**

	Shropshire economically active population (%)	Applications received 2013/14 (%)	Applications received 2013/14 (Numbers)	Religion and Belief of employees 2013/14 (%)
Christian	70.0	43.85	652	55.70
Hindu	0.1	0.13	2	0.05
Muslim	0.3	1.21	18	0.12
Sikh	0.1	0.61	9	0.08
Buddist	0.3	0.47	7	0.22
Jewish	0	0.00	0	0.01
Other religion	0.4	1.61	24	1.81
Of no religion	21.5	34.03	506	14.01
Not Specified	7.2	18.09	269	28.00

**The composition of applications received for employment with Shropshire Council by Sexual Orientation**

	Shropshire economically active population (%)	Applications received 2013/14 (%)	Applications received 2013/14 (Numbers)	Sexual Orientation of employees 2013/14 (%)
Hetrosexual/Straight	94.23	79.22	1178	45.93
Gay Man	1.42	0.94	14	0.14
Gay Woman/Lesbian		0.61	9	0.16
Bisexual		1.01	15	0.13
Not Specified	3.85	18.22	271	53.65

**Successful Applicants**

**The composition of successful applicants for employment with Shropshire Council by ethnicity**

	Shropshire economically active population (%)	Successful applicants 2013/14 (%)	Successful applicants 2013/14 (numbers)	Ethnicity of employees 2013/14 (%)
White	98.2	68.15	92	92.14
Not specified	0	29.63	40	6.94
Asian	1.0	0	0	0.40
Black	0.2	0	0	0.18
Mixed	0.5	1.48	2	0.22
Other incl. Chinese	0.1	0.74	1	0.16
<b>(Total BME)</b>	<b>(1.8)</b>	<b>2.22</b>	<b>3</b>	<b>0.93</b>

**The composition of successful applications received for employment with Shropshire Council by disability and gender**

	Shropshire economically active population (%)	Successful applicants 2013/14 (%)	Successful applicants 2013/14 (numbers)	Employees by disability/gender 2013/14 (%)
Disability	21.7*	0.74	1	1.76
Male	49.3	14.97	19	16
Female	50.7	85.93	116	84

\*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those whose daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

**The composition of successful applications received for employment with Shropshire Council by age**

	Shropshire economically active population (%)	Successful applicants 2013/14 (%)	Successful applicants 2013/14 (numbers)	Age of employees 2013/14 (%)
16 to 24	14.1	19.26	26	3.99
25 to 34	13.9	22.96	30	14.43
35 to 44	17.8	24.44	33	26.27
45 to 54	19.9	22.96	31	34.97
55 to 64	19.0	9.63	13	17.42
65 +	n/a	0	0	2.91

NB 0.97% (2 successful applications) no age recorded

**The composition of successful applications received for employment with Shropshire Council by Religion and Belief**

	Shropshire economically active population (%)	Successful applicants 2013/14 (%)	Successful applicants 2013/14 (numbers)	Religion and Belief of employees 2013/14 (%)
Christian	70.0	42.96	58	55.70
Hindu	0.1	0	0	0.05
Muslim	0.3	0.74	1	0.12
Sikh	0.1	0	0	0.08
Buddist	0.3	0	0	0.22
Jewish	0	0	0	0.01
Other religion	0.4	1.48	2	1.81
Of no religion	21.5	22.96	31	14.01
Not Specified	7.2	31.85	43	28.00

**The composition of successful applications for employment with Shropshire Council by Sexual Orientation**

	Shropshire economically active population (%)	Successful applicants 2013/14 (%)	Successful applicants 2013/14 (numbers)	Sexual Orientation of employees 2013/14 (%)
Hetrosexual/Straight	94.23	67.41	91	45.93
Gay Man	1.42	0	0	0.14
Gay Woman/Lesbian		0.74	1	0.16
Bisexual		0	0	0.13
Not Specified	3.85	31.85	43	53.65

## The background of our most senior earners

### Top 5% of earners by ethnicity

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2013/14	Top 5% of earners (numbers) 2013/14	Ethnicity of employees 2013/14 (%)
White	98.2	91.01	314	92.14
Not specified	0	8.12	28	6.94
Asian	1.0	0	0	0.40
Black	0.2	0.58	2	0.18
Mixed	0.5	0	0	0.22
Other incl. Chinese	0.1	0.29	1	0.16
<b>(Total BME)</b>	<b>(1.8)</b>	<b>(0.87)</b>	<b>(3)</b>	<b>0.93</b>

### Top 5% of earners by disability and gender

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2013/14	Top 5% of earners (numbers) 2013/14	Employees by disability/gender 2013/14 (%)
Disability	21.7*	1.16	4	1.76
Male	49.3	46.38	160	16
Female	50.7	53.62	185	84

\*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those whose daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

### Top 5% of earners by age

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2013/14	Top 5% of earners (numbers) 2013/14	Age of employees 2013/14 (%)
16 to 24	11	0	0	4.33
25 to 34	20	5.22	18	14.38
35 to 44	24	22.03	76	26.27
45 to 54	24	48.99	169	34.55
55+ **	34	23.77	82	20.33

# = between 0% and 1%

\*\* Please note that for this category we have grouped together all age categories over 55, to ensure anonymity of our employees

## Our leavers – the employees who left the Council last year

### Leavers by ethnicity

	Shropshire economically active population (%)	Leavers (%) 2013/14	Leavers (numbers) 2013/14	Ethnicity of employees 2013/14 (%)
White	98.2	91.13	2919	92.14
Not specified	0	7.29	248	6.94
Asian	1.0	0.28	9	0.40
Black	0.2	0.19	6	0.18
Mixed	0.5	0.41	13	0.22
Other incl. Chinese	0.1	0.25	8	0.16
<b>(Total BME)</b>	<b>(1.8)</b>	<b>1.12</b>	<b>(36)</b>	<b>0.93</b>

### Leavers by disability and gender

	Shropshire economically active population (%)	Leavers (%) 2013/14	Leavers (numbers) 2013/14	Employees by disability/gender 2013/14 (%)
Disability	21.7*	2.28	73	1.76
Male	49.3	18.89	605	16
Female	50.7	81.11	2598	84

\*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those whose daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

### Leavers by age

	Shropshire economically active population (%)	Leavers (%) 2013/14	Leavers (numbers) 2013/14	Age of employees 2013/14 (%)
16 to 24	14.1	6.90	221	3.99
25 to 34	13.9	14.02	449	14.43
35 to 44	17.8	19.42	622	26.27
45 to 54	19.9	26.60	852	34.97
55 to 64	19.0	26.41	846	17.42
65 to 74	n/a	5.99	192	2.70
75 to 84	n/a	0.62	20	0.21
85 +	n/a	0.03	1	0

# = between 0% and 1%

**Leavers by Religion or Belief**

	Shropshire economically active population (%)	Leavers (%) 2013/14	Leavers (numbers) 2013/14	Religion and Belief of employees 2013/14 (%)
Christian	70.0	56.63	1814	55.70
Hindu	0.1	0.03	1	0.05
Muslim	0.3	0.03	1	0.12
Sikh	0.1	0.16	5	0.08
Buddist	0.3	0.09	3	0.22
Jewish	0	0.03	1	0.01
Other religion	0.4	2.09	67	1.81
Of no religion	21.5	13.14	421	14.01
Not Specified	7.2	27.79	890	28.00

**Leavers by Sexual Orientation**

	Shropshire economically active population (%)	Leavers (%) 2013/14	Leavers (numbers) 2013/14	Sexual Orientation of employees 2013/14 (%)
Hetrosexual/Straight	94.23	43.79	1491	45.93
Gay Man	1.42	0.06	2	0.14
Gay Woman/Lesbian		0.06	2	0.16
Bisexual		0.19	6	0.13
Not Specified	3.85	53.14	1702	53.65

## How we develop our employees

### Employees requesting training by ethnicity

	Shropshire economically active population (%)	Total applications for training 2013/14 (%)	Total applications for training 2013/14 (numbers)	Ethnicity of employees 2013/14 (% of total)
White	98.2	86.74	4258	92.14
Not specified	0	11.88	892	6.94
Asian	1.0	0.41	20	0.40
Black	0.2	0.35	17	0.18
Mixed	0.5	0.43	21	0.22
Other incl. Chinese	0.1	0.18	9	0.16
<b>(Total BME)</b>	<b>(1.8)</b>	<b>(1.37)</b>	<b>(68)</b>	<b>0.93</b>

### Employees requesting training by disability and gender

	Shropshire economically active population (%)	Total applications for training 2013/14 (%)	Total applications for training 2013/14 (numbers)	Employees by disability/gender 2013/14 (%)
Disability	21.7*	1.57	77	1.76
Male	49.3	17.30	849	16
Female	50.7	82.70	4059	84

\*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those whose daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

### Employees requesting training by age

	Shropshire economically active population (%)	Total applications for training 2013/14 (%)	Total applications for training 2013/14 (numbers)	Age of employees 2013/14 (%)
16 to 24	14.1	3.73	183	3.99
25 to 34	13.9	11.00	540	14.43
35 to 44	17.8	23.25	1141	26.27
45 to 54	19.9	30.07	1476	34.97
55 to 64	19.0	15.12	742	17.42
65 to 74	n/a	2.30	113	2.70
75 to 84	n/a	0.16	8	0.21
85 +	n/a	0	0	0

NB 14.36% (705) recorded as no age given

**Employees requesting training by Religion and Belief**

	Shropshire economically active population (%)	Total applications for training 2013/14 (%)	Total applications for training 2013/14 (numbers)	Religion and Belief of employees 2013/14 (%)
Christian	70.0	48.66	2388	55.70
Hindu	0.1	0.14	7	0.05
Muslim	0.3	0.08	4	0.12
Sikh	0.1	0.04	2	0.08
Buddhist	0.3	0.24	12	0.22
Jewish	0	0	0	0.01
Other religion	0.4	1.69	83	1.81
Of no religion	21.5	14.71	722	14.01
Not Specified	7.2	34.43	1690	28.00

**Employees requesting training by Sexual Orientation**

	Shropshire economically active population (%)	Total applications for training 2013/14 (%)	Total applications for training 2013/14 (numbers)	Sexual Orientation of employees 2013/14 (%)
Hetrosexual/Straight	94.23	51.79	2542	45.93
Gay Man	1.42	0.12	6	0.14
Gay Woman/Lesbian		0.18	9	0.16
Bisexual		0.10	5	0.13
Not Specified	3.85	47.80	2346	53.65

**Employees attending training by ethnicity**

	Shropshire economically active population (%)	2013/14 Ethnicity of employees attending training (% of all attendees)	2013/14 Ethnicity of employees attending training (numbers)	Ethnicity of employees 2013/14 (% of total)
White	98.2	86.33	4250	92.14
Not specified	0	12.15	598	6.94
Asian	1.0	0.43	21	0.40
Black	0.2	0.47	23	0.18
Mixed	0.5	0.45	22	0.22
Other incl. Chinese	0.1	0.18	9	0.16
<b>(Total BME)</b>	<b>(1.8)</b>	<b>1.52</b>	<b>75</b>	<b>0.93</b>

**Employees attending training by disability and gender**

	Shropshire economically active population (%)	2013/14 Total employees attending training (% of all attendees)	2013/14 Total employees attending training (numbers)	Employees by disability/gender 2013/14 (%)
Disability	21.7*	1.44	71	1.76
Male	49.3	18.12	892	16
Female	50.7	81.88	4031	84

\*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those whose daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

**Employees attending training by age**

	Shropshire economically active population (%)	2013/14 Total employees attending training (% of all attendees)	2013/14 Total employees attending training (numbers)	Age of employees 2013/14 (%)
16 to 24	14.1	4.14	204	3.99
25 to 34	13.9	12.09	595	14.43
35 to 44	17.8	24.29	1196	26.27
45 to 54	19.9	30.39	1496	34.97
55 to 64	19.0	14.06	692	17.42
65 to 74	n/a*	2.01	99	2.70
75 to 84	n/a	0.20	10	0.21
85 +	n/a	0.00	0	0

NB 12.82% (631) recorded as no age given

**Employees attending training by Religion and Belief**

	Shropshire economically active population (%)	2013/14 Total employees attending training (% of all attendees)	2013/14 Total employees attending training (numbers)	Religion and Belief of employees 2013/14 (%)
Christian	70.0	48.77	2401	55.70
Hindu	0.1	0.18	9	0.05
Muslim	0.3	0.06	3	0.12
Sikh	0.1	0.02	1	0.08
Buddist	0.3	0.14	7	0.22
Jewish	0	0	0	0.01
Other religion	0.4	1.73	85	1.81
Of no religion	21.5	14.95	736	14.01
Not Specified	7.2	34.15	1681	28.00

**Employees attending training Council by Sexual Orientation**

	Shropshire economically active population (%)	2013/14 Total employees attending training (% of all attendees)	2013/14 Total employees attending training (numbers)	Sexual Orientation of employees 2013/14 (%)
Hetrosexual/Straight	94.23	51.21	2521	45.93
Gay Man	1.42	0.12	6	0.14
Gay Woman/Lesbian		0.24	12	0.16
Bisexual		0.20	10	0.13
Not Specified	3.85	48.22	2374	53.65

**The relationships with our workforce**

**Disciplinary cases by ethnicity**

	Shropshire economically active population (%)	Disciplinary cases 2013/14 (%)	Disciplinary cases 2013/14 (numbers)	Ethnicity of employees 2013/14 (%)
White	98.2	78.13	25	92.14
Not specified	0	18.75	6	6.94
Asian	1.0	0	0	0.40
Black	0.2	3.13	1	0.18
Mixed	0.5	0	0	0.22
Other incl. Chinese	0.1	0	0	0.16
<b>(Total BME)</b>	<b>(1.8)</b>	<b>3.13</b>	<b>1</b>	<b>0.93</b>

**Disciplinary cases by disability and gender**

	Shropshire economically active population (%)	Disciplinary cases 2013/14 (%)	Disciplinary cases 2013/14 (numbers)	Employees by disability/gender 2013/14 (%)
Disability	21.7*	0	0	1.76
Male	49.3	37.50	12	16
Female	50.7	56.25	18	84

\*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those whose daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

\*\*NB 2 cases for which we do not have the data.

**Disciplinary cases by age**

	Shropshire economically active population (%)	Disciplinary cases 2013/14 (%)	Disciplinary cases 2013/14 (numbers)	Age of employees 2013/14 (%)
16 to 24	14.1	3.13	1	3.99
25 to 34	13.9	21.88	7	14.43
35 to 44	17.8	31.25	10	26.27
45 to 54	19.9	18.75	6	34.97
55 to 64	19.0	18.75	6	17.42
65 to 74	n/a	0	0	2.70
75 to 84	n/a	0	0	0.21
85 +	n/a	0	0	0

\*\*NB 2 cases for which we do not have the data.

**Disciplinary cases by religion**

	Shropshire economically active population (%)	Disciplinary cases 2013/14 (%)	Disciplinary cases 2013/14 (numbers)	Religion of employees 2013/14 (%)
Christian	70.0	43.75	14	55.70
Hindu	0.1	0	0	0.05
Muslim	0.3	0	0	0.12
Sikh	0.1	0	0	0.08
Buddhist	0.3	0	0	0.22
Jewish	0	0	0	0.01
Other religion	0.4	0	0	1.81
Of no religion	21.5	21.88	7	14.01
Not Specified	7.2	28.13	9	28.00

\*\*NB 2 cases for which we do not have the data.

**Disciplinary cases by Sexual Orientation**

	Shropshire economically active population (%)	Disciplinary cases 2013/14 (%)	Disciplinary cases 2013/14 (numbers)	Sexual Orientation of employees 2013/14 (%)
Hetrosexual/Straight	94.23	56.25	18	45.93
Gay Man	1.42	0	0	0.14
Gay Woman/Lesbian		0	0	0.16
Bisexual		0	0	0.13
Not Specified	3.85	37.50	12	53.65

\*\*NB 2 cases for which we do not have the data.

**Grievance cases by ethnicity**

	Shropshire economically active population (%)	Grievance cases 2013/14 (%)	Grievance cases 2013/14 (numbers)	Ethnicity of employees 2013/14 (%)
White	98.2	100	7	92.14
Not specified	0	0	0	6.94
Asian	1.0	0	0	0.40
Black	0.2	0	0	0.18
Mixed	0.5	0	0	0.22
Other incl. Chinese	0.1			0.16
<b>(Total BME)</b>	<b>(1.8)</b>	<b>0</b>	<b>0</b>	<b>0.93</b>

**Grievance cases by disability and gender**

	Shropshire economically active population (%)	Grievance cases 2013/14 (%)	Grievance cases 2013/14 (numbers)	Employees by disability/gender 2013/14 (%)
Disability	21.7*	14.29	1	1.76
Male	49.3	71.43	2	16
Female	50.7	28.57	5	84

\*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those whose daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

**Grievance cases by age**

	Shropshire economically active population (%)	Grievance cases 2013/14 (%)	Grievance cases 2013/14 (numbers)	Age of employees 2013/14 (%)
16 to 24	14.1	0	1	3.99
25 to 34	13.9	0	1	14.43
35 to 44	17.8	42.86	3	26.27
45 to 54	19.9	57.14	4	34.97
55 to 64	19.0	0	0	17.42
65 to 74	n/a	0	0	2.70
75 to 84	n/a	0	0	0.21
85 +	n/a	0	0	0

**Grievance cases by religion**

	Shropshire economically active population (%)	Grievance cases 2013/14 (%)	Grievance cases 2013/14 (numbers)	Religion of employees 2013/14 (%)
Christian	70.0	57.14	4	55.70
Hindu	0.1	0	0	0.05
Muslim	0.3	0	0	0.12
Sikh	0.1	0	0	0.08
Buddist	0.3	0	0	0.22
Jewish	0	0	0	0.01
Other religion	0.4	0	0	1.81
Of no religion	21.5	28.57	2	14.01
Not Specified	7.2	14.29	1	28.00

**Grievance cases by Sexual Orientation**

	Shropshire economically active population (%)	Grievance cases 2013/14 (%)	Grievance cases 2013/14 (numbers)	Sexual Orientation of employees 2013/14 (%)
Hetrosexual/Straight	94.23	85.71	6	45.93
Gay Man	1.42	0	0	0.14
Gay Woman/Lesbian		0	0	0.16
Bisexual		0	0	0.13
Not Specified	3.85	14.29	1	53.65