

Equality and Diversity Annual Progress Report 2020



Bassetlaw
DISTRICT COUNCIL
— North Nottinghamshire —

Foreword

This report outlines some of the key activities undertaken by Bassetlaw District Council over the past year in support of Equality and Diversity. The report has been adapted to meet new government accessibility requirements that ensure as many people as possible can access our information. The report will be published on our equalities page on the Council's Website and hard copies can be requested at our Customer Services offices.

As an organisation, we have a duty to comply with the Equality Act 2010 and the Public Sector Equality Duty, including ensuring that consideration is given to the nine protected characteristics as defined in the Act. In exercising our functions, we must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This report demonstrates how we delivered our 2016-2020 equality objectives and gave due regard to the Equality Duty over the last year. The report also looks forward to the next four years where we will deliver a new set of objectives.

Finally, Bassetlaw District Council recognises the challenges it faces in the future; the Covid-19 outbreak has meant that we need to put measures in place protect our most vulnerable residents and communities. This work is ongoing and the strength of our partnerships will remain key to delivering local services to the people of Bassetlaw.

N Taylor, Chief Executive

Cllr Susan Shaw, Cabinet Member for Health & Well-being

Contents

Equality and Diversity	1
Annual Progress Report 2020	1
Foreword.....	2
Equality Objectives for 2016-20	4
How we met those objectives	5
Monitoring our Performance	11
Spotlight – Collaborative working during lockdown.....	11
Spotlight – Active Communities: in numbers	13
Looking Forward.....	14
A year in pictures.....	16
Workforce statistics.....	17

Equality Objectives for 2016-20

The Council's Equality Objectives for 2016-20 were:-

1 – Engagement

Ensure consultation and engagement is inclusive and undertake awareness raising activities linked to equality and diversity.

2 – Older People

Address the needs of older people within Bassetlaw

3 – Children and Young People

Deliver a local Children and Young People's Plan to focus on achieving the five outcomes of 'Every Child Matters'

4 – Poverty and Inequality

Ensure we tackle and alleviate the effects of poverty through partnership working

5 – Access to Services

To ensure our services reflect the needs of disabled residents and ensure equality of accessibility to services

6 – Safety

Undertake a range of work focused on safety, including hate crime, domestic violence, modern slavery, protection of vulnerable people etc.

7 – Integration of new communities

Work with partner organisations to help with the integration and fostering good relationships between different communities.

8 – Staff and Members

Continue to improve staff and Member awareness of equality and diversity issues and ensure organisational policies support both staff and Members as the organisation continues to adapt to changing local government finance and governance models.

How we met those objectives

1 – Engagement

The Council has:-

- ✓ Maintained community engagement throughout the outbreak of Covid-19 through distanced engagement methods and new Facebook Live events. Maintained good customer care in respect of complaint handling. The number of complaints received in 2019/20 has remained steady at 116, and comparable to previous years.
- ✓ Translated recycling awareness information into the most commonly spoken languages to help communities to recycle correctly and reduce waste.
- ✓ Engaged with our rural communities remotely via South East and Central Bassetlaw Forums and well as through regular liaison with Parish Councils during Covid-19.
- ✓ Worked with the armed forces and civic community to support the 75th anniversary of VE Day which happened during lockdown by asking residents to take part by joining in the celebrations in their homes and gardens, to keep everyone safe.
- ✓ Promoted public health and key messaging around Covid-19 by using social media, the website and through the Bassetlaw Support Hub.
- ✓ Continued to facilitate the production of Neighbourhood Plans across the District, working with 21 different groups at various stages of the plan-development process, from pre-designation to review. Key to this has been supporting steering groups to continue to work throughout the lockdown and to navigate subsequent social distancing protocol, including virtual meetings and hosting successful public consultation. In addition to the 15 Neighbourhood Plans already 'made', a further five have been successfully progressed to pre-referendum stage this year with referendums projected for May 2021.
- ✓ Dramatically increased the number of newsletter signups during the lockdown period. Over 2000 businesses and 700 residents have signed up to receive the Council's digital newsletter that keeps residents and business informed and up-to-date regarding Council services and local matters.
- ✓ Regularly updated its information on the Council's website and social media channels throughout lockdown.
- ✓ Engaged with the voluntary and community sector in co-originating the local humanitarian response to the impact of Covid-19, keeping vulnerable residents safe.
- ✓ Promoted Time to Talk Day 2020 on 6th of February. Time to Talk Day encourages everyone to be more open about mental health – to talk, to listen, to change lives. The message was that mental health doesn't have to be awkward and can make a big difference to someone's life.

2 – Older People

The Council has:-

- ✓ Worked with Bassetlaw Community and Voluntary Service and the Nottinghamshire Local Resilience Forum to ensure food and medicine supplies were distributed to vulnerable people across Bassetlaw during lockdown.
- ✓ Worked with partners to identify and maintain contact with hard to reach vulnerable people and combat loneliness and isolation during Covid-19. This involved undertaking safe and well calls to a number of vulnerable residents who were shielding.
- ✓ Opened Priory Court Independent living centre and welcomed its residents to their new home. Working with Nottinghamshire County Council we are helping more people over 60 to live independently in their home with a little extra care.
- ✓ Produced a written Annual Report to tenants via the Council's In Touch Magazine, which is delivered to all tenants in the District.
- ✓ Unveiled a number of 'Happy to Chat' plaques which have been placed throughout Bassetlaw to encourage people in the district to strike up a conversation with others when they sit on the benches and help combat loneliness.

3 – Children and Young People

The Council has:-

- ✓ Supported the five outcomes from 'Every Child Matters' and these form the basis of the current Children and Young People's Action Plan:- Be Healthy; Stay Safe; Enjoy and Achieve; Make a Positive Contribution; Achieve Economic Well-Being.
- ✓ Delivered a comprehensive programme of leisure activities aimed at young people through its Active Communities service. (See 5 - Access to Services for a full list of activities)
- ✓ Enabled Bassetlaw Youth Council to continue to meet by moving to virtual meetings. The Youth Council is led by young people; in co-ordination with youth workers, schools, Nottinghamshire County Council and other partners.
- ✓ Launched a dedicated apprenticeship event in National Apprenticeship Week 2020 through the new North Notts Skills and Employment Board in collaboration with North Notts BID. The 'What Next' event is a showcase for apprenticeships to educate and engage people in the full range of development options within the mix of other academic and vocational study.
- ✓ Produced annual updates to Cabinet on the Children and Young People's Action Plan since it was adopted, demonstrating progress on a number of agreed actions.

4 – Poverty and inequality

- ✓ Bassetlaw is a Largely Rural District spanning a third of Nottinghamshire. In 2020 a Rural Action Plan was developed to ensure that the needs of residents and businesses in rural areas are reflected at a local and regional level.
- ✓ The Council continues to co-ordinate Project Steppingstones involving a number of partners including Change Grow Live (CGL), The Department of Work and Pensions (DWP), Nottinghamshire Police, Social Care & Community Mental Health. Targeted support was given during the pandemic to the homeless and rough sleepers.
- ✓ The North Nottinghamshire Skills & Employment Partnership and Board has been established with key local employers. The Partnership aims to ensure that skills needs of employers are met, and is working to increase productivity and social inclusion across the District.
- ✓ To support the Covid-19 recovery, the Council are working closely with Jobcentre, North Notts Support Partnership and Citizens Advice. In-house Money Advisors and Customer Service staff assist with digital access, claiming benefits, access to jobsearch, personal budgeting and debt support which is critically particularly important at this time.
- ✓ The Council helped to promote the North Notts Literary Festival with the Business Improvement District. The festival included a range of 'digital and distanced' activities and events through online platforms.
- ✓ On 8 March 2020 the Council marked International Women's Day and supported the year's theme: #EachForEqual. #IWD2020 encourages others to call out gender inequality, celebrate women's achievements and increase women's visibility in order to achieve a more equal world. Bassetlaw District Council is proud of its gender neutral mindset and embraces the role it plays as an organisation in forging a gender equal world. As part of IWD 2020 our Head of Regeneration shared her story about how she came to her current position in an industry that tends to be male dominated and the achievements she has acquired along the way.

5 – Access to Services

The Council has:-

- ✓ Opened new toilet facilities in Worksop Town Centre. The public facilities on Bridge Street were opened in June following a full refurbishment. Work is taking place to create the Council's second Changing Places facility. This will provide additional equipment and facilities for people with physical, mental and learning disabilities.
- ✓ Maintained bin collections over the Covid-19 lockdown and supported residents with an assisted bin collection service at over 2000 properties.

- ✓ Moved to virtual Council meetings in-line with new legislation. These are live-streamed and recorded to allow members of the public to view the decision-making process.
- ✓ Promoted the success of a local business in earning a trio of awards and encouraging others to follow suite. (5-Star food hygiene rating, Healthier Options Takeaways (HOT) Merit, Breastfeeding Friendly) – all accreditations that are administered by local councils. These all link to the health and wellbeing agenda, and equality objectives: Safety; Engagement and Access to Services.
- ✓ Continued to undertake significant work to meet new Government accessibility guidelines require Councils to meet level AA of the Web Content Accessibility Guidelines (WCAG 2.1) as a minimum.
- ✓ Achieved a total attendance figure at activities linked to the Active Communities Service of 50,446 people, against an annual target of 32,300. A breakdown of the overall attendance figures is shown on page 13.

6 – Safety

The Council has:-

- ✓ Produced a number of documents and compliance policies that enable managers to deliver services and works to tenants and properties safely.
- ✓ Developed a Vulnerable Persons Policy in Housing Services that now sits alongside the Repairs Policy. This allows us to measure impacts and tailor our service to tenants identified as vulnerable so they aren't disadvantaged.
- ✓ Promoted the UK SAYS NO MORE campaign in signposting people experiencing domestic abuse to safe spaces in Boots branches in Retford, Harworth and Worksop.
- ✓ Engaged significantly with businesses to help them reopen safely as part of the Reopening of the High Streets Safely project. Business advice issued has related to the procedures necessary to open safely, such as risk assessment, adequate signage and the wearing of PPE.
- ✓ Monitored town centre compliance of the wearing of PPE in close contact services such as hairdressers and barbers by engaging officers through the BID. This supported the work of the Environmental Health team who have a District-wide remit.
- ✓ Marked World Mental Health Day on 10 October 2020 with a message to the community that it is important now more than ever for us to be taking care of our mental health, especially as we continue to experience unprecedented events and changes to our regular lives.
- ✓ Achieved a 96% compliance rate across our towns for Covid-19 secure businesses as at 14 August 2020. An average of 80 businesses per week were visited for compliance monitoring.

- ✓ Promoted and administered a number of flooding relief schemes such as the Business Recovery Grant, Community Recovery Grant, Council Tax Discount Scheme and the Property Flood Resilience scheme providing grants up to £5,000 for those affected by the flooding in November 2019.
- ✓ Supported the public safety of our town centres through the voluntary Covid - 19 support team, primarily consisting of elected Members signposting to relevant teams for information and promoting Covid safety.
- ✓ Made our contact centres and customer contact points Covid-19 safe to enable in person visits to happen in-line with government guidance.
- ✓ Promoted the hard work and safety of key workers throughout Nottinghamshire via social media and marked International Workers' Memorial Day asking residents to join in a minute's silence to remember the health, care and other key workers who have lost their lives to Coronavirus.
- ✓ Posted scam awareness messages on social media asking residents to remain vigilant against scam emails and websites that may be trying to take advantage of the Covid-19 pandemic.
- ✓ Worked to tackle homelessness during the pandemic in a number of ways. Such as:
 - Housing a number of long-term rough sleepers, including those who wish to self-isolate in emergency temporary accommodation.
 - Providing a number of self-contained flats for individuals and couples who are homeless.
 - Allocating Council Housing for the most vulnerable residents including flats that will be furnished and used as emergency accommodation.
 - Carrying out health and well-being checks with all homeless and vulnerable individuals on a regular basis.

7 – Integration of new communities

The Council has:-

- ✓ Raised awareness of Black History Month via staff bulletin, signposting to a number of online events and the BHM website.
- ✓ Marked Commonwealth Day on 9 March 2020 along with communities in 53 other countries as part of the international celebration, which this year spread the message 'Delivering a Common Future: Connecting, Innovating, Transforming.' As part of the nationally co-ordinated event, Bassetlaw was one of hundreds of Commonwealth flags that was flown.
- ✓ Committed to #StandTogether to remember the millions of people murdered in the Holocaust under Nazi Persecution. Holocaust Memorial Day 2020 marks 75 years since the liberation of Auschwitz-Birkenau by Soviet Soldiers.

- ✓ Displayed a piece of artwork in the reception area at Queen's Buildings for Holocaust Memorial Day 2020. The artwork was designed by Bassetlaw Youth Council. The Youth Council said:

"Our idea with the holocaust memorial flame project was to create the sense of people being trapped inside concentration camps compared to the freedom some managed to have when the war ended. The candle is supposed to represent the idea of the concentration camps because the wax of it is hard and unable to escape without help. The holocaust memorial flame is then used to melt the wax, expressing the feeling of freedom which is why we have the footsteps running away. We have also included some emotion through descriptive words such as, imprisonment, trapped, freedom and peace."

8 – Staff and Members

The Council:-

- ✓ Is committed to the principles of equality and equal treatment for all employees, and has clear procedures to ensure employees are paid equally for the same or equivalent work, regardless of gender or any other protected characteristics.
- ✓ Implemented a pay and grading review on 1 April 2020 following extensive work and consultation, and agreement by Cabinet to the changes to pay, grading and terms and conditions of employment. This ensures staff throughout the authority receive equal pay and is supplemented with a brand new Health and Wellbeing Discretionary Scheme for staff. The reward package now includes: equitable pay progression; annual leave purchase scheme, free healthcare cash plan and benefits, and family friendly policies.
- ✓ Produced a Council Fact Book and Council Diary to keep both staff and Members advised of key dates and points of contact.
- ✓ Provides a monthly Members Information Bulletin and policy roundup, in addition to a number of Member briefings and training sessions.
- ✓ Enabled staff to work from home during the pandemic by building on existing ICT infrastructure and investing in new equipment.
- ✓ Has worked hard over the summer to ensure its offices, depots, sports centres and museum buildings are Covid-19 -safe in-line with government guidance to enable staff and members to perform essential tasks in a socially distanced and safe way.
- ✓ Has enabled meetings to take place remotely through a move to virtual meetings; enabling decision-making to continue in a safe and socially distanced way, in-line with new legislation.
- ✓ Implemented a local apprenticeship scheme. Consideration is given to apprenticeship opportunities as and when suitable positions become vacant

and options for apprenticeships are considered to fulfil relevant training needs of existing staff.

Monitoring our Performance

Our performance as a Council is monitored through specialist performance software. This allows us to monitor progress throughout the year and target any areas of concern. The council uses a simple RAG (Red Amber Green) rating to track progress. Indicators in green are on track, indicators in red are off target and ones in amber are borderline.

The vast majority of Actions relating to the 2016-20 Equality Objectives are complete. There are a small number of actions outstanding as of 1 November 2020; these will roll over until they are complete. Completed actions will be superseded by actions supporting the new Equality Objectives for 2020-2024.

Actions that will roll over until completed:

- Review and update the Domestic Violence Policy
- Deliver a programme of training for staff (Human Trafficking/Modern Slavery; Safeguarding; Hate Crime)
- Deliver a programme of training for Members (Human Trafficking/Modern Slavery; Safeguarding; Hate Crime)
- Enterprise Development – Monitoring the occupancy levels of Retford Enterprise Centre

In addition, 8 Housing Actions will roll over until a new Housing Strategy is implemented in 2021.

Spotlight – Collaborative working during lockdown

In the lead up to and during the Covid-19 pandemic, Bassetlaw District Council worked with key partners in the Local Reliance Forum as well as in working in tandem with Bassetlaw Community and Voluntary Service (BCVS) to protect vulnerable residents. Bassetlaw has the highest number of Extremely Vulnerable People in the County. In addition, Bassetlaw had the highest percentage of shielded individuals in the East Midlands and South Yorkshire.

BCVS established a Local Hub two weeks prior to the County Hub becoming operational. Through their links with the Bassetlaw NHS Clinical Commissioning Group, they began contacting all those people known to them from the Social Prescribing service they provide in conjunction with local GP Practices. From that information they rated each case Red/Amber/Green in terms of the level of support required e.g. an immediate food parcel. There was an active dialogue and information exchange from most of the GP practices in Bassetlaw with BCVS.

To support this work, the Council's Head of Corporate Services set up base at the BCVS office and the local partnership developed a 'Neighbourhood Response Team' model. This split the District into areas to provide closer co-ordination and connections to the vulnerable and local support. Councillors played a key part in this development with many leading the volunteer effort and becoming key points of contact for the community.

The Council's Customer Services became the front contact point of the operation, responding to a large number of support requests. Due to social distancing restrictions, BCVS took on the foodbank provision with logistical support from the Council's parks team and volunteers, who were mobilised to distribute food parcels from a central location. Throughout lockdown, the Council's Money Advisor service saw a 20% increase in demand and Customer Services were mobilised to provide full weekend and Bank Holiday telephone cover 09:00 -17:00, the most comprehensive service cover in Nottinghamshire.

The Nottinghamshire Humanitarian Aid Group (HAG), led by Nottinghamshire County Council includes representatives from each District/Borough Council across the County. The group built their support model around number of groups who needed particular help, for example:

- People in the social care system
- Over 70 and social isolating
- Under 70 with medical need
- Survivors of domestic abuse, and/or those fleeing domestic violence
- Individuals who are rough sleeping, homeless or in temporary accommodation
- Gypsy, Roma and Traveller communities
- Prisoners on release without any social support
- Refugees and asylum seekers
- Residents with no recourse to public funds.

Primary Care Network Link Workers identified the Learning Disability community and people with diagnosed Mental Health issues were at greatest potential risk. Throughout lockdown BCVS to made over 500 safe and well checks per week to their existing Social Prescribing patients and new clients coming forward as a result of the Covid-19 crisis.

Spotlight – Active Communities: in numbers

The Council's Active Communities Service supports residents to lead a healthy and active lifestyle with activities for a wide range of abilities and ages. In total, the service had an attendance figure of 50,446 people. Below is a breakdown of the overall attendance figures:

- ✓ 54% attendances were female, against a target of 54%,
- ✓ 15% of attendances were from people with a disability, against a target of 14%
- ✓ 5% of attendances were from people from Black, Minority Ethnic Groups, against a target of 3%
- ✓ On 2399 different occasions volunteers were involved in supporting activities linked to Active Communities; this was against a target of 1800. Volunteers gave 4,713 hours' worth of support, against a target of 3450 hours.
- ✓ Delivered 25 weeks of sporting activities for young people with a disability via the SAND sports club achieving a total of 500 attendances from 20 different young people with a disability.
- ✓ Delivered 40 weeks of swimming with a purpose swimming lessons for people with special needs totalling 720 attendances from 18 different young people with special needs.
- ✓ Delivered 25 weeks of dancing sessions for young people with a disability (SANDance) totalling 300 attendances from 12 different young people.
- ✓ Delivered an annual programme of school holiday sports scheme sessions in rural locations (Get Set Go) to positively impact on rural isolation, attracting 91 attendances over 12 different days using 6 different venues and incorporating 6 different sporting activities.
- ✓ Supported 4 different Health Walks Groups across the district (Retford, Worksop, Langold & Bircotes.) 200 walks during the year attracting 5200 walkers. (targets – 4 groups, 200 walks 4,000 walkers.) These groups aim to impact on social isolation in the elderly and people with health conditions.
- ✓ Delivered physical activity sessions for an Alzheimer's Support Group. 9 sessions delivered attracting 270 attendances.
- ✓ Delivered physical activity sessions for a Domestic Abuse Group. 25 sessions delivered, totalling 300 attendances from 12 different individuals.
- ✓ Supported and further developed "Walking Sports" across the district. In an aim to offer activities for people with long term health conditions / people at risk of social isolation / people with Alzheimer's / mental health issues:
 - Men's Walking Football – Worksop = 20 weekly attendances,
 - Retford Men's Walking Football = 16 weekly attendances,
 - Ladies Walking Football in Worksop – 12 weekly attendances,
 - Rehabilitation Walking Football (mixed) in Worksop 10 weekly attendances,
 - Walking Netball in Bircotes = 16 weekly attendances
 - Walking Cricket in Worksop = 10 weekly attendances.

- ✓ Supported a Community based Seated Exercise Session with an average weekly attendance of 12 people. These aim to offer a community based class in a rurally isolated location.
- ✓ Supported and delivered sessions of Yoga, Seated Exercise, Clay Shooting & Archery to Retford MS Support Group with a weekly attendance of 12 members
 - one off support given to “come and try it” sessions for Clay Shooting & Archery
 - and ongoing support for group members for their annual Triathlon Event.

Looking Forward

The Covid-19 pandemic continues to have far-reaching and profound effects on our communities and businesses as well as the wider economy. Recovery plans will shape how future services are provided and intervention will be targeted to those most in need.

As required, we will continue to:

- Prepare and publish one or more objectives at least every four years.
- Ensure that those objectives are specific and measurable.
- Publish those objectives in such a manner that they are accessible to the public.

The Council's new Equality Objectives are set out in a new Equality and Diversity Strategy 2021-2025. These are allied to the Council Plan and respond to the latest data and information on Bassetlaw and its communities. The objectives for 2020-24 are:

Objective 1: Engage and communicate in appropriate and accessible ways

We know that good quality information leads to well-informed decisions, which in turn impact on the suitability and quality of services.

Objective 2: Ensure we deliver inclusive and responsive services

Understand and remove the barriers people face when accessing services. The Council acknowledges the challenges of rural isolation, access to services and limited public transport.

Objective 3: Foster good relations with and within the community

Our diversity is one of our greatest strengths. As a council we want to lead the district in celebrating and promoting our diversity and the benefits and opportunities it brings. We will continue to promote inclusion, fairness and accessibility, whilst raising the profile of Bassetlaw as a great place to live, study and visit.

Objective 4: Break the cycle of inequality and improve life chances

We know that some groups experience poorer life chances than others and that poverty can be a significant factor in determining life chances and wellbeing. At a local and national level there are also areas of persistent inequality which remain a considerable challenge. We will continue to focus on those in greatest need to ensure that people can access services and support that works for them.

Objective 5: Develop and support a diverse workforce

We will continue to promote inclusion, fairness and accessibility in our work place. A representative workforce will help us deliver services that are accessible, appropriate and that help reduce inequalities.

A year in pictures



Images left to right from the top:

- Leader of the Council, Cllr Simon Greaves holds Holocaust Memorial Day artwork designed by the Bassetlaw Youth Council.
- Cllr Sue Shaw promoting Breastfeeding Friendly Certification of a local business
- The raising of the Commonwealth Flag
- Opening of the Priory Court Independent Living Centre
- The Council's Community Safety Team promoting women's equality and #Eachforequal
- A new, accessible toilet, to become Changing Places for Worksop.

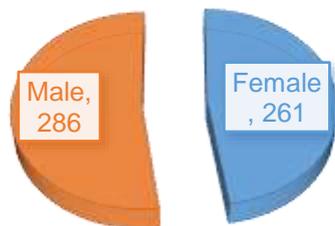
Workforce statistics

In line with the guidance, we publish our workforce statistics each year.

Employee Gender Breakdown

	Male	Female
All employees at 31.03.20	52.29%	47.71%
All employees at 31.03.19	51.82%	48.18%
All employees at 31.03.18	50.61%	49.39%
All employees at 31.03.17	52.78%	47.22%
All employees at 31.03.16	53.28%	46.72%
All employees at 31.03.15	51.87%	48.13%
All employees at 31.03.14	49.76%	50.24%
All employees at 31.03.13	49.76%	50.24%
All employees at 31.03.12	50.78%	49.22%

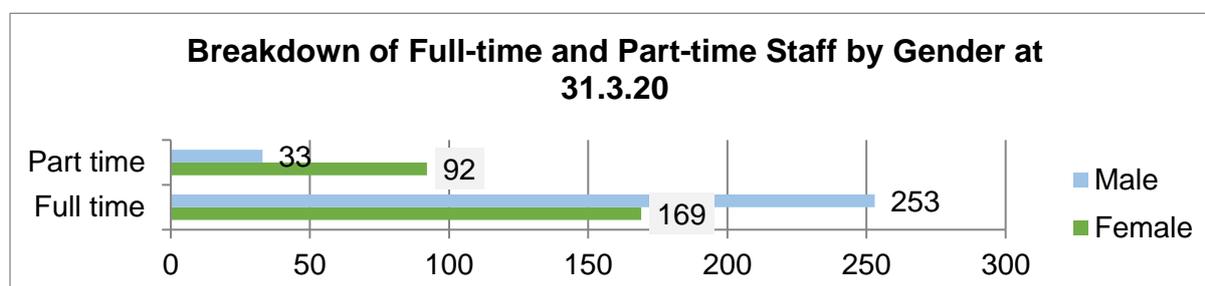
**Staff Gender breakdown at
31.3.20**



Employees by Gender & Hours at 31 March each year

As at 31 March 2020, the Council employs a total of 547 staff over four service areas: Housing, Regeneration, Neighbourhoods and Corporate Services. The below chart shows the breakdown of male and female staff, full time and part time.

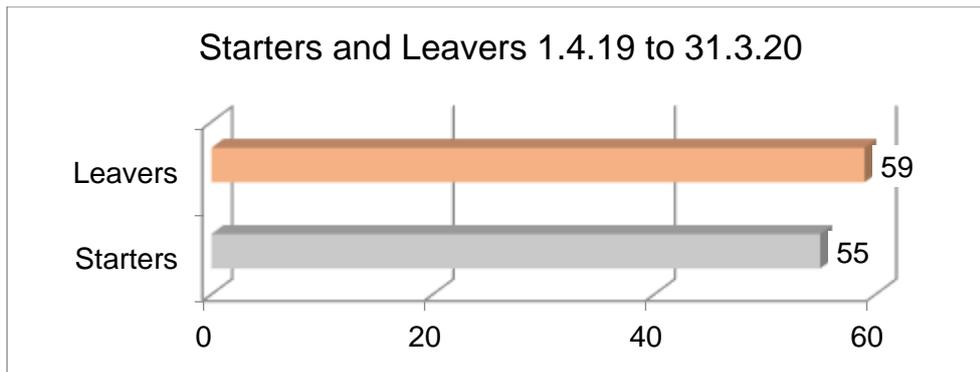
Year	Full Time			Part Time		
	Male	Female	Total	Male	Female	Total
2020	253	169	422	33	92	125
2019	251	165	416	33	99	132
2018	179	114	293	29	89	118
2017	181	104	285	28	83	111
2016	178	99	277	33	86	119
2015	177	98	275	31	95	126
2014	181	99	280	24	108	132
2013	184	102	286	24	108	132
2012	197	113	310	30	107	137



Number of staff joining and leaving the Council

	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15	2013/14	2012/13
Starters	55	198*	75	33	48	33	14	22
Leavers	59	61	59	35	50	41	23	48

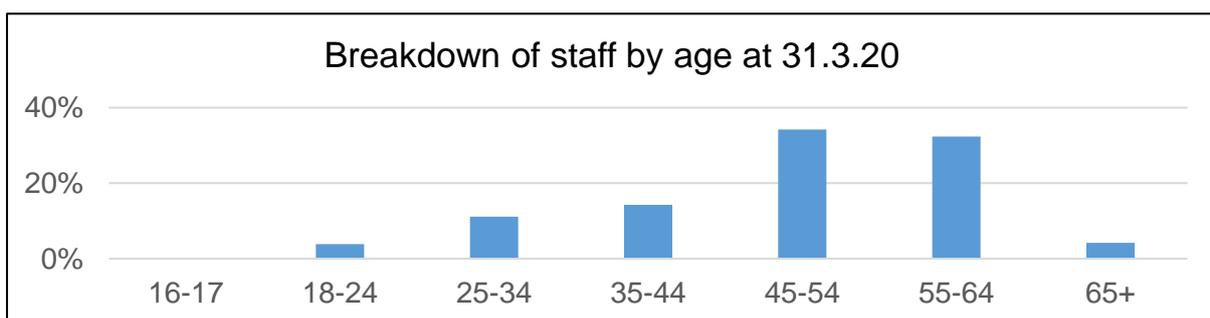
* Starters in 2018/19 includes 150 staff transferred under TUPE



Age Profile of Employees at 31 March each year

% of Staff in age range

Year	16-17	18-24	25-34	35-44	45-54	55-64	65+
2020	0.00%	3.84%	11.15%	14.26%	34.19%	32.36%	4.20%
2019	0.00%	5.29%	10.77%	13.50%	35.22%	31.75%	3.47%
2018	0.00%	3.89%	8.03%	17.52%	40.63%	27.74%	2.19%
2017	0.00%	3.28%	8.08%	22.22%	36.87%	26.52%	3.03%
2016	0.25%	3.03%	8.84%	23.74%	36.36%	25.51%	2.27%
2015	0.00%	1.75%	10.47%	22.44%	39.15%	24.44%	1.75%
2014	0.00%	1.70%	12.62%	22.82%	35.68%	24.76%	2.43%
2013	0.00%	1.67%	13.88%	23.92%	34.93%	23.92%	1.67%
2012	0.00%	1.34%	14.54%	26.85%	33.11%	23.49%	0.67%

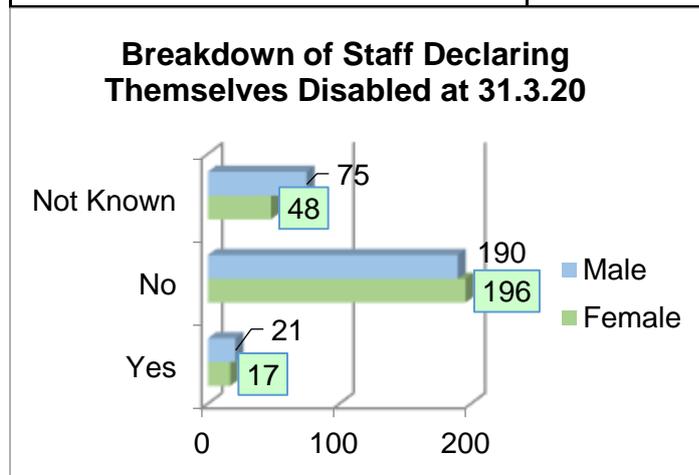


As the organisation continues to adapt as a result of changes to local government finance and governance, and changing demand on services through the digital agenda, succession planning is essential. This will be particularly important in statutory services where the staff profile includes older, long-serving employees in key roles.

Employees Declaring Themselves as Disabled

The number of employees declaring themselves as disabled remains relatively static. Figures are calculated as a percentage of those employees who have declared whether or not they are disabled.

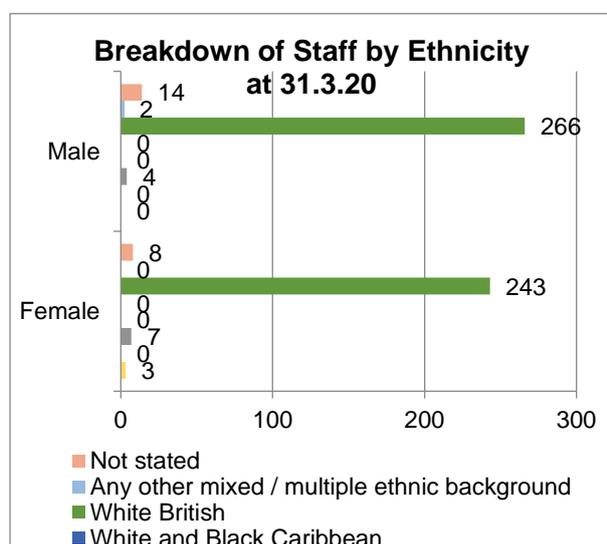
As at:	Male	Female	All
31.3.20	4.95%	4.01%	8.96%
31.3.19	4.13%	4.13%	8.25%
31.3.18	4.84%	3.76%	8.60%
31.3.17	4.50%	3.70%	8.20%
31.3.16	5.77%	3.85%	9.62%
31.3.15	4.17%	3.13%	7.29%
31.3.14	4.59%	3.57%	8.16%
31.3.13	4.80%	3.54%	8.33%
31.3.12	4.70%	4.02%	8.72%



Staff in Ethnic Minority Groups

The figures clearly show a limited number of employees from ethnic groups, with more females than males declaring this.

As at:	Male	Female	All
31.3.20	0.38%	0.57%	0.95%
31.3.19	0.38%	0.95%	1.33%
31.3.18	0.25%	1.02%	1.27%
31.3.17	0.26%	1.05%	1.31%
31.3.16	0.00%	1.01%	1.01%
31.3.15	0.26%	0.78%	1.04%
31.3.14	0.25%	0.51%	0.76%
31.3.13	0.25%	0.75%	1.00%
31.3.12	0.47%	0.94%	1.41%



Staff are considered to be from an ethnic minority group if they define themselves as being from census classification b, c, d or e, that is: **b.** (i) White and Black Caribbean(ii) White and Black African(iii) White and Asian(iv) Any other mixed background. **c.** Asian or Asian British(i) Indian(ii) Pakistani(iii) Bangladeshi(iv) Any other Asian background **d.** Black or Black British(i) Caribbean(ii) African(iii) Any other Black background **e.** Chinese or Other ethnic group(i) Chinese(ii) Other.