

East Lothian Council

Equality in Employment Monitoring Report

Workforce and Recruitment Profiles

1st April 2018 to 31st March 2019

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1. Introduction

East Lothian Council's Equality Plan 2017 -22 continues the journey towards realising the vision of 'an even more prosperous, safe and sustainable East Lothian. The council retains its vision of being "an Employer of Choice" delivering quality services needed by the residents of East Lothian and to achieve this it has replaced its People Strategy with a Workforce Plan, incorporating a workforce development plan.

To achieve this our people will:-

- *have the skills, knowledge, experience and motivation to deliver the highest quality services*
- *be flexible and adaptable around our changing organisational needs*
- *be resilient to change and instigate, as well as adapt to, changes in service delivery*
- *be satisfied and engaged and feel safe at work*
- *work in partnership across all services and with the Council's partners and communities to effectively deliver essential services and outcomes*
- *feel valued and recognised for the contribution they make to achieving the Council's vision and objectives*
- *be supported, empowered and trusted*
- *take personal responsibility and ownership to be effective in their jobs.*

The Council's commitment to being an employer of choice is evidenced by its attainment of various external awards and accreditations such as Investor in People, Investor in Young People, Healthy Working Lives Gold award and Recognised for Excellence as well as its pay and terms and conditions package, which aim to make the Council a competitive employer in East Lothian's employment marketplace.

In addition, the Council has recently realigned its staff values and behaviours to reflect the changing needs of the business. These are known as the East Lothian Way.

The Council's long-term Employment Outcome is that "*East Lothian Council is a positive workplace for all employees*" providing a workplace free of harassment and discrimination, eliminating the pay gap between employees and having a range of flexible employment practices in line with business need.

Fundamental to achieving this Employment Outcome is equality of employment opportunities and the Council strives to ensure that equal opportunities underpin all aspects of employment and employment policies. The Council's Equal Opportunities Policy and Equal Employment Opportunities Policy demonstrate a commitment from East Lothian Council to be responsive to all.

2. Background

a. The statutory context

The Equality Act 2010 was introduced in April 2010 and has brought all of previous individual pieces of equalities legislation together into one. This was done to modernise the law and 'even up' the protections afforded to individuals under the law. The Equality Act should make it easier for individuals to be aware of their rights under the law, and for services and organisations to meet their legal responsibilities also.

The purpose of the Act is to ensure that everyone, whether at work or in using a service has the right to be treated fairly. It protects people from discrimination on the basis of certain characteristics. These are known as protected characteristics and they vary slightly according to whether a person is at work or using a service.

The 9 protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

As a local authority, East Lothian Council is required to implement the Public Sector Equality Duty in addition to the provisions employment, education and training. This is comprised of two elements, the general duty and the specific duty.

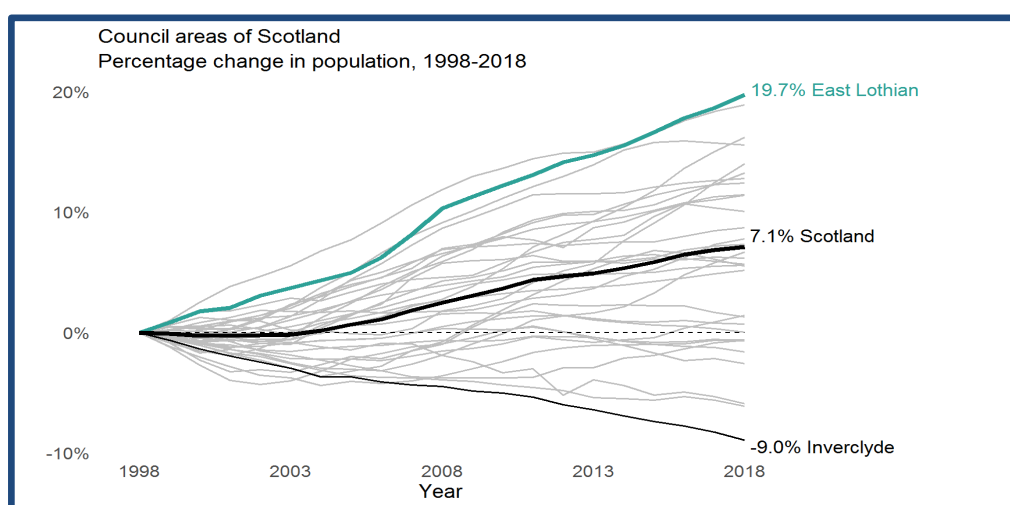
The general duty was developed for public bodies due to the significant impact that the delivery of public services has on people's lives. The general duty is intended to ensure that, if followed; services are designed to meet the diverse needs of the community and are inclusive. The Council is required when in the exercise of our functions, 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.

b. External Environment

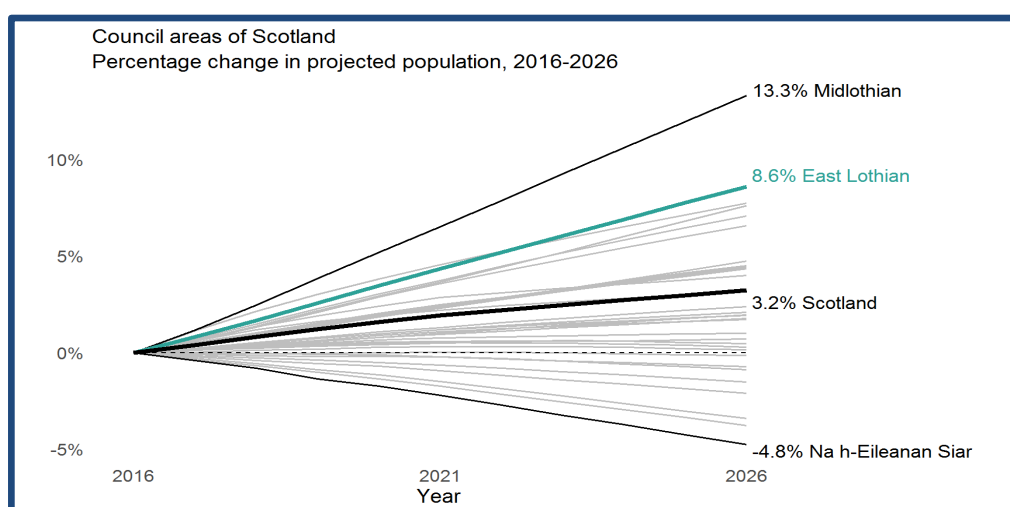
East Lothian is predominantly rural countryside, it is one of Scotland's best golfing regions and has 40 miles of stunning coastline along the Firth of Forth, to the south are the Lammermuir Hills. For these reasons it is one of the fastest growing areas in Scotland offering an enviable environment in which to live and work.

Between 1998 and 2018 the population of East Lothian increased by 19.7%. This is the highest percentage change out of the 32 council areas in Scotland. Over the same period Scotland's population rose by 7.1%:



National Records for Scotland 2019

East Lothian is projected to have the 2nd highest percentage change (+8.6%) in population size out of the 32 council areas in Scotland by 2026:



National Records for Scotland 2019

We have an ambitious plan setting out what we aim to achieve over the next five years to improve the quality of life for local people. This sets out a vision for a prosperous, safe and sustainable East Lothian, with a dynamic and thriving economy.

c. Reporting

The annual Employment Equalities' data is presented to the Board of Directors for their information. The data is also reported to the Joint Consultative Committee which has Elected Member and Trades Union membership. Priority areas for action on equalities in employment are agreed within the JCC. The report is also made publicly available, and to all employees, via the website and intranet.

d. Data Protection

In producing this monitoring data, the Council has to meet the requirements of the Data Protection Act, in particular to protect the privacy of individuals. Therefore, where there are a number of employees in any data category lower than 10, which may lead to individuals being identifiable, we use an asterisk or percentage as appropriate. This is an increase from 5 of previous years in line with the best practice contained within the EHRC Scotland "Measuring Up" Report from September 2015.

3. Key Findings 2018/19

The current average length of service of a permanent Council employee is 12 years, consequently there is little change in the Equalities information year on year. In an effort to improve the overall picture of the workforce and following the success of previous years, the preparation for this report and analysis includes the previous equality questionnaire response where there was an unknown status against the following categories:

- Religion, Faith or Belief
- Ethnic Group
- Disability

We have also separated the casual / locum workforce from the main workforce report to provide a truer reflection of the workforce and the Casual / Locum equalities information can be found in the appendices.

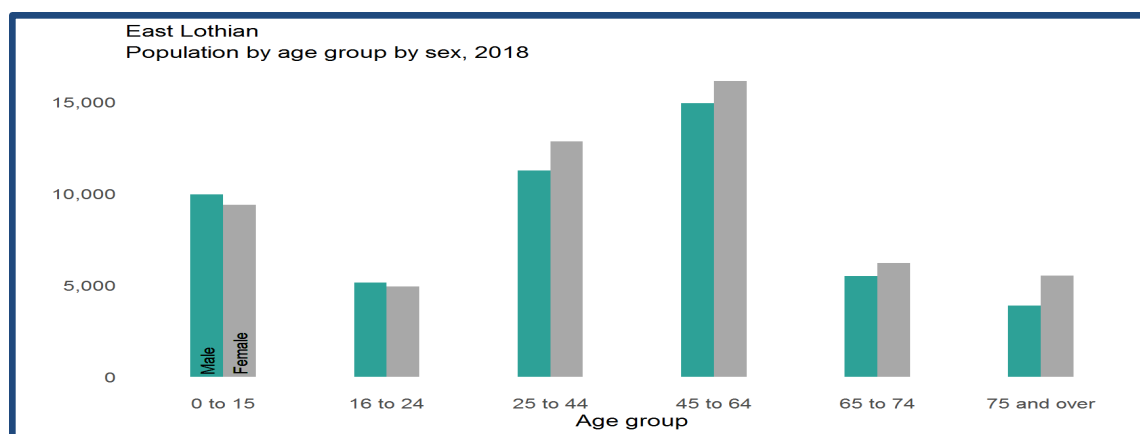
- The Council saw an increase in the average number of job applications per advertised campaign from 15 to 17, receiving a total of 9376 applications.
- The Council's workforce remains consistent with the majority of the workforce female at 72%. Men and women continue to be employed in different ways 57% of female employees working part time compared with 16% of the male workforce.
- The number of job share arrangements has reduced to 31, all of whom are female.
- Almost 4% of the workforce declared having a disability. The number of employees reluctant to answer by either giving no reply or preferring not to answer this question along with the previous equalities questionnaire information brings this figure to 16%.
- White Scottish remains the largest category at 79.5%.
- 49% of the workforce declared a Christian faith. However, those stating no Religion, Faith or Belief remains the largest percentage in this category at 40% - a 2% increase on the previous reporting year.
- 56% of the Councils workforce are aged 46 and over.
- Previous equalities information and a continued confidence in employees declaring their sexual orientation in the workplace with 9% of staff (combined 'prefer not to answer' and 'no reply') choosing not to disclose this information.
- There was a reduction in the number of Transgender employees in 2018/19.
- 57% of the workforce was married or in a Civil Partnership (Civil Partnership remains at less than 1%), with 38% declaring themselves not Married.
- 100% of women reaching the end of Maternity Leave, returned to work. 85% of whom were on maternity leave from the 2016/17 reporting period.
- There were no grievances or disciplinary investigation on the grounds of equality or diversity issues.

4. Workforce Profile Analysis

Gender

The Council workforce remains consistent with female workers equating to circa 72% since 2013/14.

This is reflective of the East Lothian population which shows that in 2018 there were more females than males in 4 out of 6 of the age groups:



National Records of Scotland 2019

- 57% of the female workforce is part time.
- The total part time workforce is 46%. This is a combination of new employees and those previously on full time contracts reducing their hours through flexible working / retirement requests.
- The number of Job Share workers has reduced from 38 to 31. However, 6 of those previously Job Sharing have changed roles and are now working a combination of Full and Part Time and there has been 1 new Job Share arrangement.

CS1: EXAMPLE of FLEXIBLE WORKING REQUEST

Full Time Employee with East Lothian Council for 12 years.

Submitted a flexible working request to spend more time with child under 6.

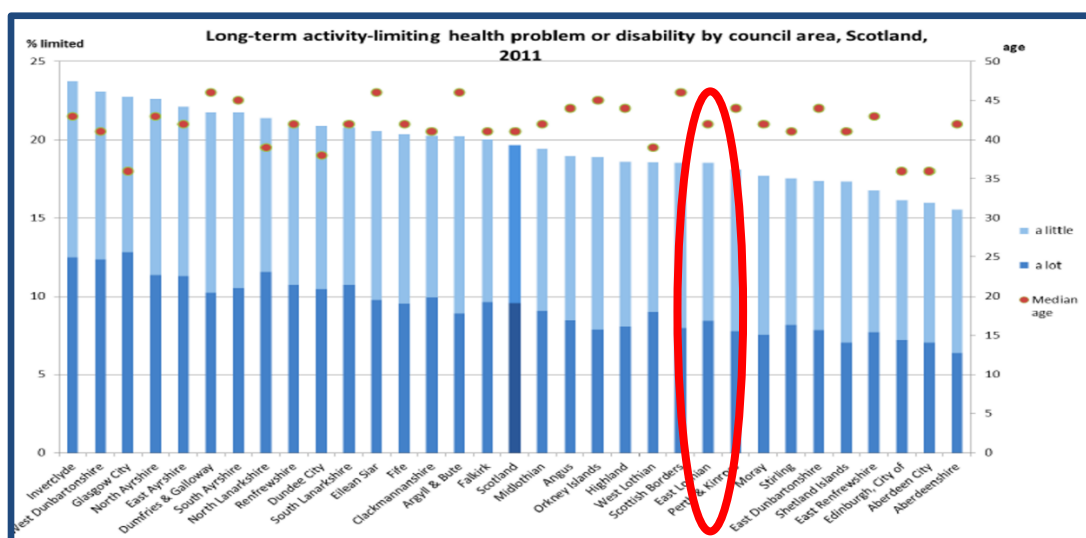
Request accepted and reduction to 17.5 hours agreed.

Disability

East Lothian Council's Recruitment and Selection policy takes full account of the measures that impact on recruitment and selection, such as the Equality Act 2010, the Disability Confident and the enhancement of the Councils employee benefits programme along with flexible working and workplace adjustments.

East Lothian Council is committed to supporting its workforce throughout their employment and are aware that the 'majority of disabled people acquire their disability later in life with only 17% of disabled people in the UK born with their disability' (Disabled Living Foundation). East Lothian Council offer a range of workplace adjustments and work closely with East Lothian Works as well as Access to Work. However, we are aware that the following figures are not a true reflection of our disabled workers as a random sample of those who have had workplace adjustments as a result of disability have not updated their equalities information to reflect this change.

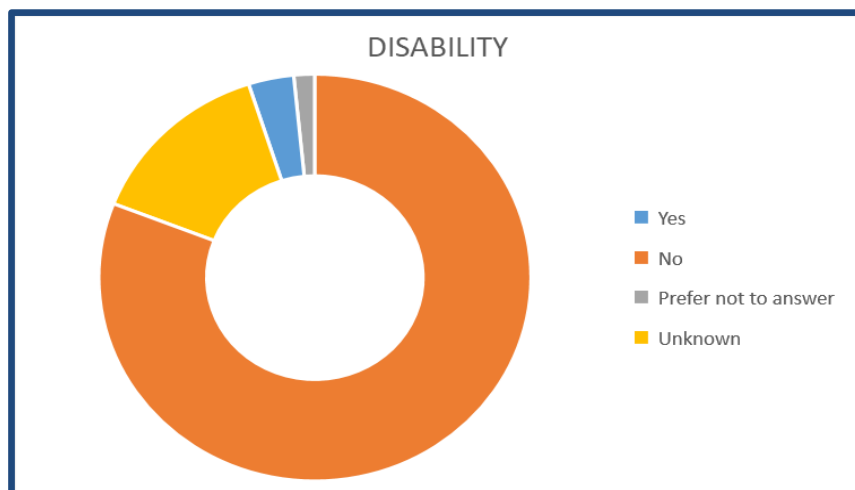
This is supported through the Equality Evidence Finder (2019) which states that the proportion of adults with long term limiting mental or physical health condition or disability is increasing as the population ages and between 2008 and 2017 the proportion of women who were disabled increased to 34% from 28% and males increased from 23% to 29%. Whilst these numbers are not only for adults of working age the overall percentage of disabled adults within East Lothian is shown as approx. 18%:



Equalities Evidence Finder 2019

With the removal of casual workers those declaring a disability reduced to 151.

- 3.39% of the workforce have a disability
- 58% of disabled workers work full time. This is an increase of 13% against 2017/18 and is due to the removal of the casual workforce information.
- The 'prefer not to answer' category has reduced from 1.97% to 1.57%



CS2: APPLICANTS v EMPLOYEES

It was found that of those who successfully applied for a role 21 declared a disability at the application stage. However, once employed this number increased to 44.

Race

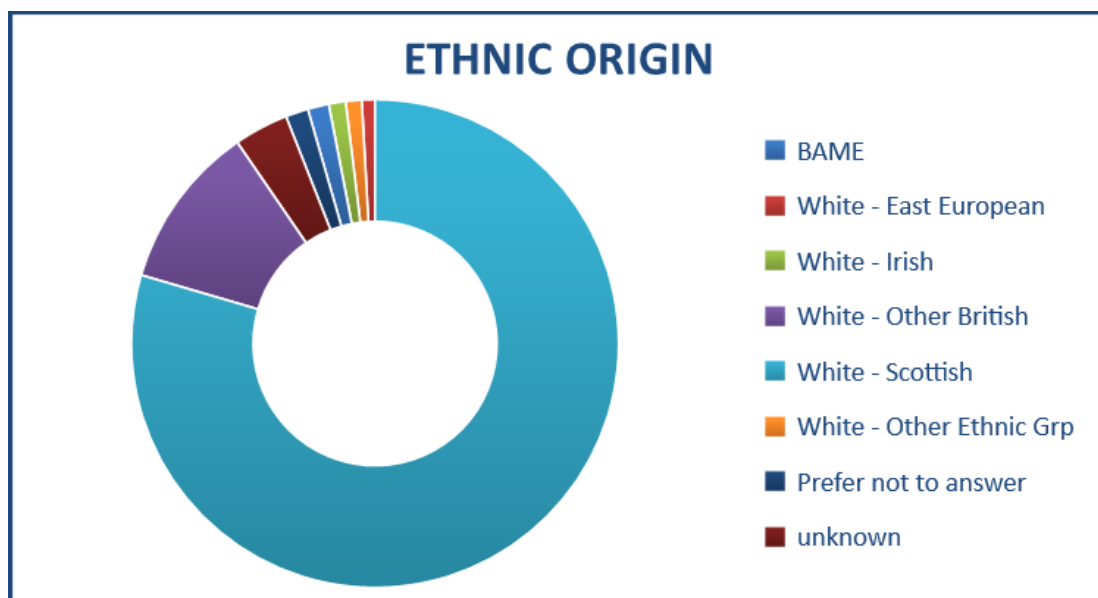
The race profile of the Council workforce remains consistent and is broadly reflective of the population of East Lothian as per the Census 2011:

Figure 4: Minority ethnic groups by council area, Scotland, 2011

	All people	Mixed or multiple ethnic groups	Asian, Asian Scottish or Asian British	African	Caribbean or Black	Other ethnic groups
Scotland	5,295,403	0.4	2.7	0.6	0.1	0.3
Aberdeen City	222,793	0.7	4.3	2.3	0.3	0.6
Aberdeenshire	252,973	0.3	0.8	0.2	0.1	0.1
Angus	115,978	0.2	0.8	0.1	0.1	0.1
Argyll & Bute	88,166	0.3	0.6	0.1	0.1	0.1
Clackmannanshire	51,442	0.2	1.0	0.2	0.0	0.0
Dumfries & Galloway	151,324	0.3	0.7	0.1	0.0	0.1
Dundee City	147,268	0.5	4.0	0.8	0.2	0.6
East Ayrshire	122,767	0.2	0.7	0.1	0.1	0.1
East Dunbartonshire	105,026	0.4	3.3	0.2	0.1	0.3
East Lothian	99,717	0.4	1.0	0.2	0.1	0.1
East Renfrewshire	90,574	0.4	5.0	0.1	0.0	0.3
Edinburgh, City of	476,626	0.9	5.5	0.9	0.2	0.8
Eilean Siar	27,684	0.2	0.5	0.0	0.0	0.1
Falkirk	155,990	0.2	1.3	0.1	0.1	0.1
Fife	365,198	0.3	1.6	0.2	0.1	0.1
Glasgow City	593,245	0.5	8.1	2.1	0.3	0.6
Highland	232,132	0.3	0.8	0.1	0.1	0.1
Inverclyde	81,485	0.2	0.9	0.1	0.1	0.1
Midlothian	83,187	0.3	1.1	0.2	0.1	0.1
Moray	93,295	0.2	0.6	0.1	0.1	0.1
North Ayrshire	138,146	0.2	0.7	0.1	0.0	0.1
North Lanarkshire	337,727	0.2	1.6	0.2	0.1	0.1
Orkney Islands	21,349	0.2	0.4	0.1	0.0	0.1
Perth & Kinross	146,652	0.3	1.3	0.2	0.1	0.2
Renfrewshire	174,908	0.2	1.8	0.5	0.1	0.2
Scottish Borders	113,870	0.3	0.6	0.2	0.1	0.1
Shetland Islands	23,167	0.3	1.0	0.1	0.0	0.1
South Ayrshire	112,799	0.3	0.8	0.1	0.0	0.1
South Lanarkshire	313,830	0.2	1.6	0.2	0.1	0.1
Stirling	90,247	0.4	2.3	0.2	0.1	0.2
West Dunbartonshire	90,720	0.2	0.9	0.3	0.0	0.1
West Lothian	175,118	0.3	1.7	0.3	0.1	0.1

Source: National Records of Scotland
© Crown copyright 2013

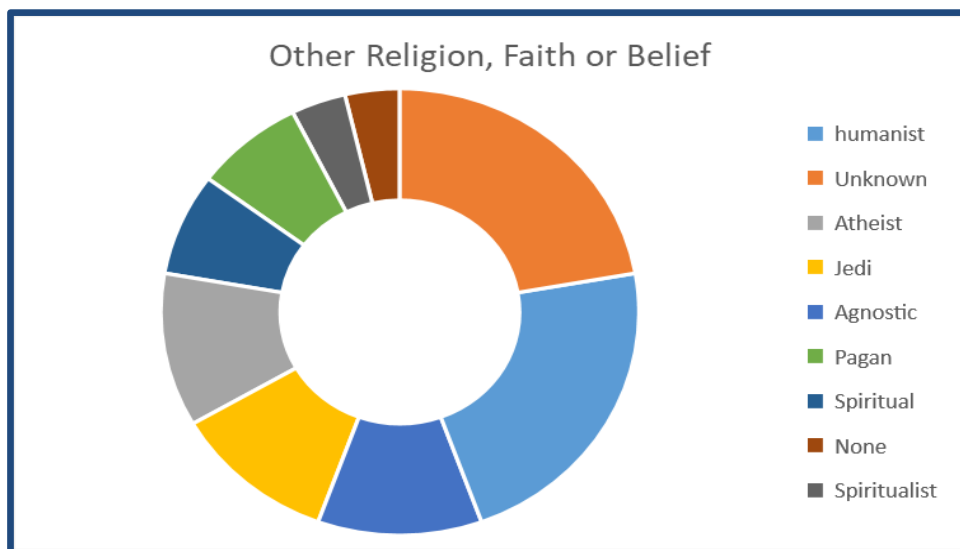
- The Council's workforce is predominantly White at 93%
- Non-white ethnic origins accounted for 1.4% of the workforce.



Religion, Faith and Belief

The largest category remains 'no religion, faith or belief' at 40%, a further increase of 2% on 2018/19.

- Christianity remains the largest Religion / Faith across the council at 48%, 10% are unknown or prefer not to answer.
- Church of Scotland remains the predominant religious denomination (32%) which is reflective of the 2011 Census figures of 34% across Scotland.
- Roman Catholic remains the second largest religion with 10% declaring as their religion. However, this remains lower than the 2011 Census figure of 16% across Scotland.
- Of those declaring other faith, religion or belief, Humanist is the largest category at 22%. Atheists, Agnostics and Jedi are in second place with 11% with Spiritualists reducing from 10% to 7%.

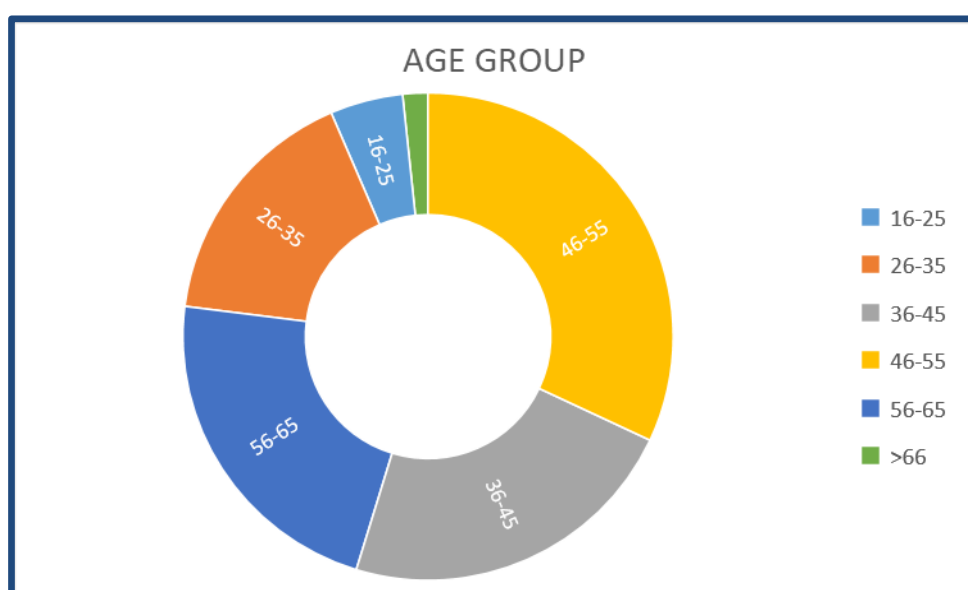


Age

Whilst there is a slight reduction on the 16-25 age group against 2017/18, this is as a result of the removal of casual workers which if included would see an increase in this category.

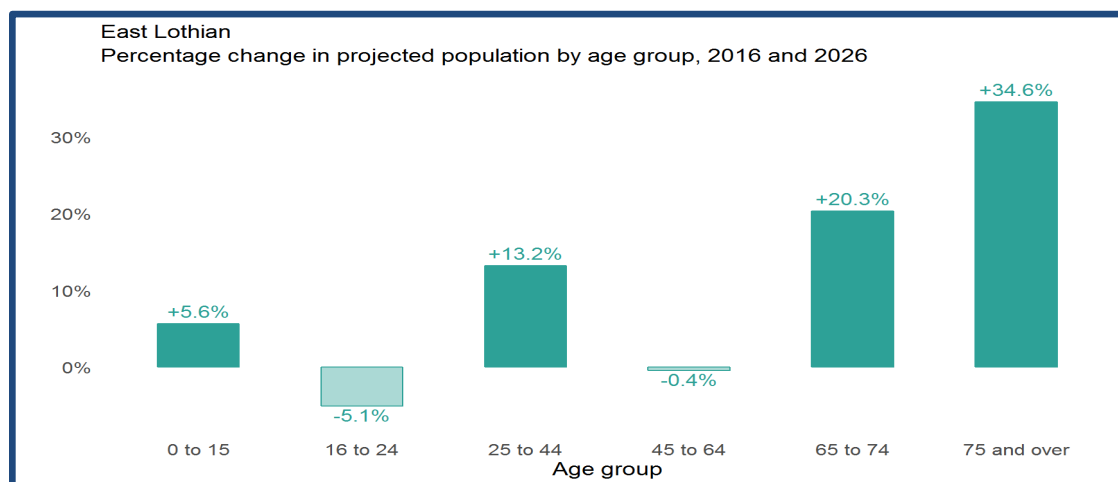
The Council has continued to focus on youth employment. The average number of youth employment initiatives in place across the council reduced to 31 from 36 against 2017/18. However this reduction is as a result of the reduced number of Paid Work Experience and Trainee posts in 2018/19

- The largest change was within the 56-65 age group which increased by 4%.
- The 26-35 age group saw an increase of 1.5% increase to 16.5%.



This is against a backdrop of the demographic challenge faced by East Lothian as detailed in the population and demographic of East Lothian report which highlighted that East Lothian has a lower than national average population aged 16–44.

This challenge is set to continue as between 2016 and 2026, the 16 to 24 age group is projected to see the largest percentage decrease (-5.1%)

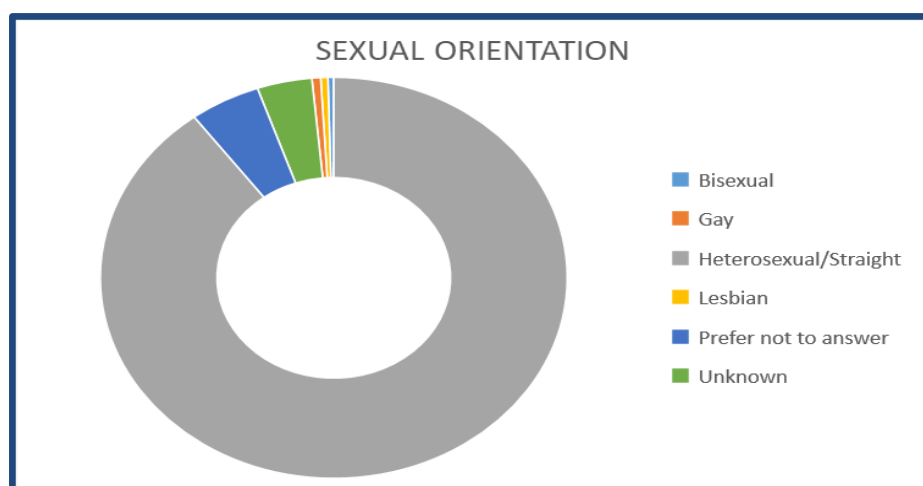


National Records of Scotland, 2019

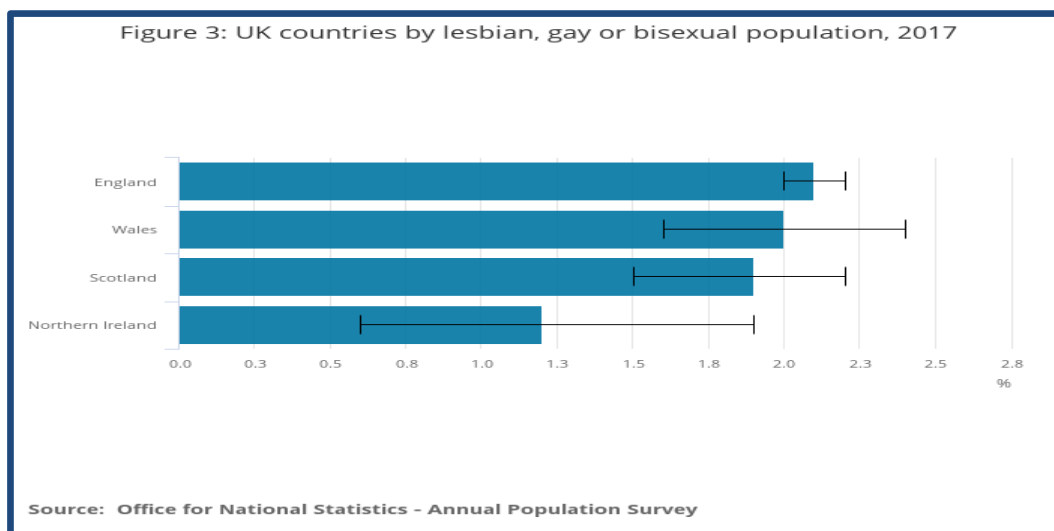
Sexual Orientation

The Council proactively promote external support organisations including Stonewall and LGBT Youth Scotland which has seen the 'prefer not to answer' and 'unknown' categories continue to reduce year on year. With marginal increases seen in Bisexual and Lesbian categories.

- 90% of Council employees declared themselves to be heterosexual, an increase of 1% on last year.
- Lesbian, gay and bisexual employee numbers remain consistent at 1.5%.



These figures are broadly in line with the Office for National Statistics, Sexual orientation, UK: 2017 report which shows a rate of 1.9% in Scotland and 2% across the UK as a whole. This report highlights that the 16 to 24 age group were most likely to identify as lesbian, gay or bisexual which could account for the slightly smaller percentage in East Lothian Council given the demographics and average length of service.

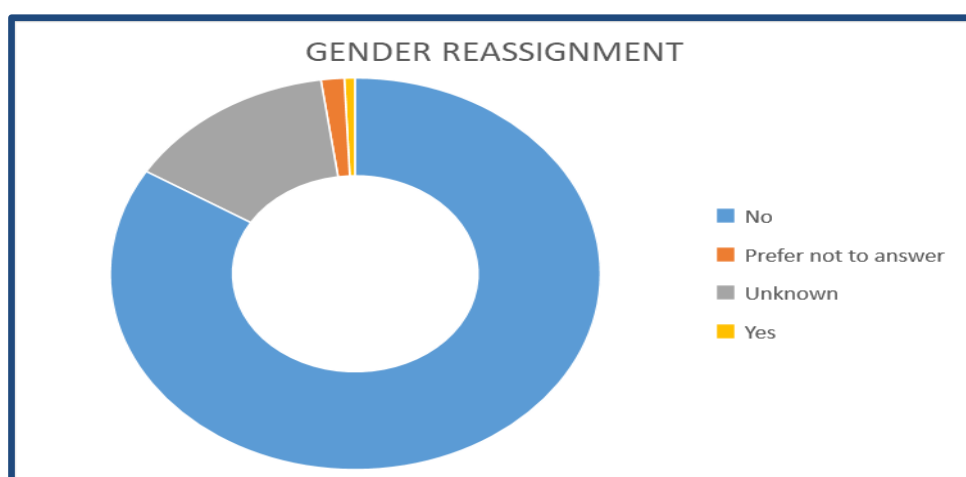


Gender Reassignment

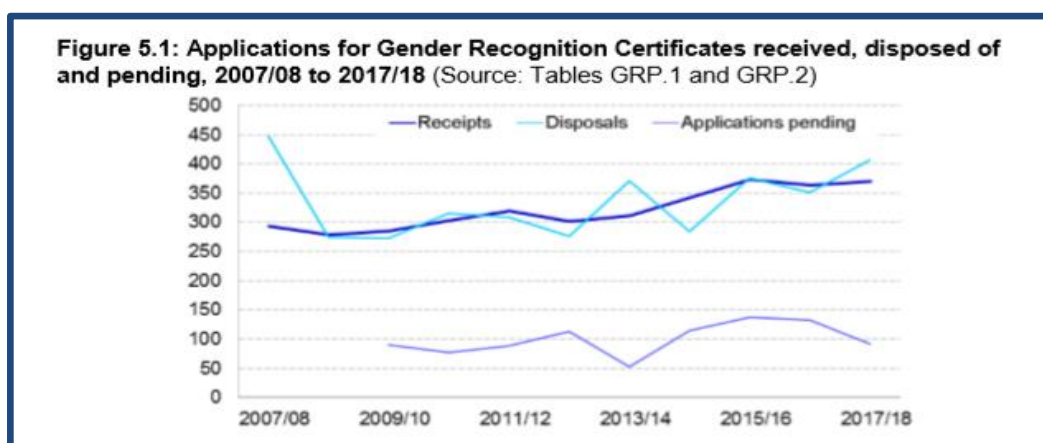
The gender reassignment figures reduced slightly but remains above the East Lothian demographic.

- 0.72% of employees declared themselves transgender, this is a 0.06% reduction on the previous year.

Analysis of the changes in response from 2017/18 show that this change is as a result of a new equalities questionnaire having been completed or as a result of the employee having left the Council as a result of retirement, end of temporary contract or moving to a new employer.



It was felt that these numbers do not seem to represent the workforce based on the in-depth knowledge of the workforce within East Lothian, and when these are compared to the volume of Gender Recognition Certificate applications received across the UK annually:



Ministry of Justice Tribunals and Gender Recognition Statistics Quarterly, October to December 2018(Provisional) report

Analysis of the responses has found that the majority of respondents may have responded positively in error as the 'tick' box for this question is to the left of the options. However, for all other questions the tick box is on the right of the options. This finding is reflective of 2013 and 2015 Registrar General for Scotland which has a total of 25 entries and the [GIREs report of 2011](#) which advises that:

Organisations should assume that 1% of their employees and service users may be experiencing some degree of gender variance. At some stage, about 0.2% may undergo transition. The number who have so far sought medical care is likely to be around 0.025%, and about 0.015% are likely to have undergone transition. In any year, the number commencing transition may be around 0.003%.

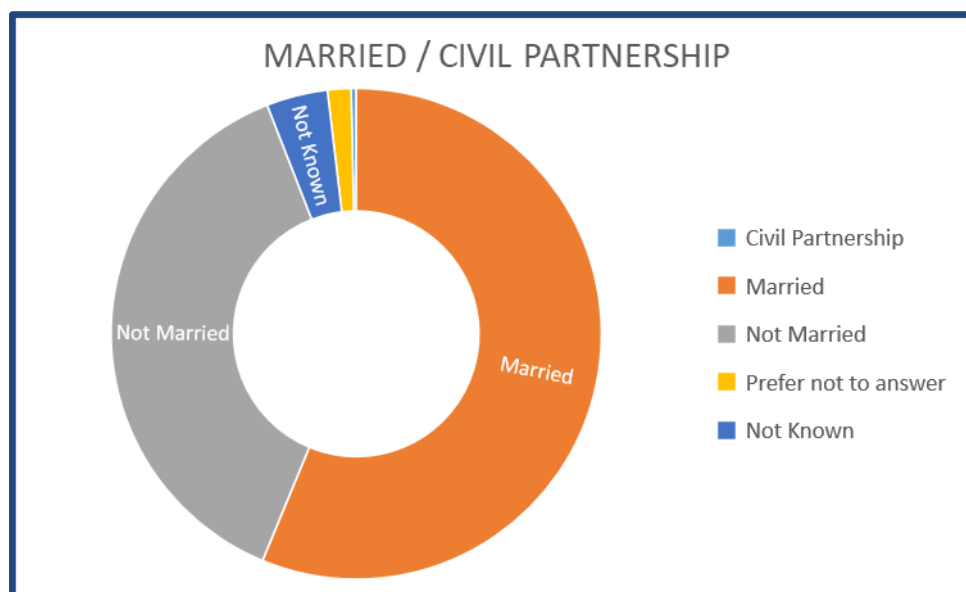
All of the above numbers are tiny proportions of an organisation's employees and service users. Moreover, most the people in each group are unlikely to wish to be detected. The only persons who cannot escape detection are the very few who undergo transition.

Albeit data on gender identity is still currently limited and therefore a true comparison indicator is not available. The data collection methodology and question design are developing and work is being undertaken at a national level around gender identity and capturing trans or non-binary identities for the various censuses, it is hoped that this work will support and inform future reports and policies within East Lothian Council.

Marriage/Civil Partnership

The number of Civil Partnerships has increased year on year, with the largest increase shown in 2018/19 the overall percentage remains under 0.5%.

- Those Married or in a Civil Partnership remained above 50% at 56% of the workforce.
- 38% of employees are not married.



Pregnancy/Maternity

East Lothian Council's Family Leave policy covers surrogacy, adoption, foster and shared parental leave along with breast feeding entitlements.

In line with statute, employees who are pregnant are given special leave to attend appointments associated with their pregnancy. In addition, during family leave employees are offered the opportunity and actively encouraged to take part in "keep in touch" days. Employees on family leave are also communicated with on a regular basis in terms of keeping them up to date and ensuring a smooth transition back into the workplace.

79 Employees commenced family leave during 2018/19, of these 17 returned during the reporting period.

- 74 returned from family leave in 2017/18, 63 of whom were from the 2016/17 reporting period
- 100% of those whose family leave ended during 2018/19 returned to work.

- Of the 69 who commenced family leave in 2017/18 which ended in 2018/19, 62 remained with the council and 7 left council employment. 2 of those who left were casual workers, 3 chose to remain at home with their children and 1 accepted a promoted post with another employer.

There is a constant review conducted of all maternity leavers and the feedback from these employees is that the Family Leave policy is effective, and that the culture within the Council is one of inclusion. This is supported by the analysis which also showed that of those recruited in 2018/19, 2 went on Maternity Leave within 3 months of joining and 5 within 6 months.

Disciplinary Cases

- No disciplinary action has been taken, regardless of the outcome, and analysis has shown no evidence of disproportionate treatment on the grounds of any of the protected characteristics.

Grievance Cases

- No grievance cases were lodged, regardless of the outcome, and analysis has shown no evidence of disproportionate treatment on the grounds of any of the protected characteristics.

5. Leavers Profile Analysis

- See Appendix 1a.

6. Casual Workforce Analysis

- See Appendix 1b.

5. Recruitment Profile Analysis (Appendix 2)

East Lothian Council review each role profile and person spec in advance of each recruitment campaign to ensure that there are no barriers to application for any potential candidate. This has included a change to the wording for those roles which require essential travel to ensure that candidates who cannot drive are not discouraged from applying.

5: Extract from Job Outline:

As the duties of the role require you to effectively travel to successfully undertake the full remit of the role, you must hold a current driving licence and have access to a vehicle.

**Where a disability precludes you from obtaining a driving licence, ELC will take into account its responsibility to make reasonable adjustments to allow for your disability.*

Gender

Applicants continue to self-restrict to 'traditional' male / female roles. Female only applications continue to be seen within the caring and teaching roles where the role is within Primary teaching or Domestic Science. Male only applications were seen within manual roles. However, the numbers of these role types continue to reduce albeit the majority are seen in the traditionally male roles where we are seeing more female applicants.

- There were 9376 applications across 557 campaigns, making an average of 17 applications per campaign.
- The highest number of applications continues to be received by Female candidates at 77%.
- 106 (19%) of campaigns received female only applications.
- 18 (3%) of campaigns received male only applications

Excluding campaigns where there were unknown or prefer not to answer responses there were a total of 430 with applications received from both genders, of these:

- 73 (17%) of campaigns received less than 10% of applications from males.
- 4 (1%) roles received less than 10% of applications from females.

Disability

The Council holds the Disability Confident award and the Healthy Working Lives Gold Award, incorporating the Mental Health Commendation Award, and actively promotes these in recruitment practices.

Of the applicants who declared a disability 6% were successful in their application.

- 4.61% of applicants declared their disability, this is an increase from 3.75% in 2017/18.
- 5.46% of all candidates who were shortlisted for interview declared they had a disability, an increase of 0.46%.
- 2.8% of successful candidates declared a disability at recruitment stage which is a decrease of 1% on 2017/18. However, this rate increases to 6% once the candidate has completed on boarding.

Race

- White Scottish applicants equate for 75% of applicants, a reduction of 1% on 2017/18.
- Of all applicants shortlisted, 74% were white Scottish.
- Of all successful applicants, 75% were White Scottish, 12% were White – Other British, 6% were unknown or prefer not to answer with the remaining 7% from other ethnic groups.

Religion, Faith or Belief

- The faith profile of applicants remains consistent with the largest application numbers received from those stating no Religion, faith or belief at 53. Church of Scotland next at 17% and Roman Catholic 10%.
- Of all successful applicants;
 - 48% stated “No Religion” (increase of 1%)
 - 22% stated Church of Scotland (a reduction of 1%)
 - 9% stated Roman Catholic.
 - 7% stated “Other Christian” (a reduction of 1%).
 - A combined ‘prefer not to answer’ and ‘unknown’ of 11%.
 - Other religions, faiths and beliefs accounted for 3%.

Age

- The largest volume of applications were received from candidates aged between 26 and 35 at 32%.
- Of all applicants shortlisted;
 - 12% were aged between 16 and 25
 - 28% were aged between 26 and 35

- 25% were aged between 36 and 45
 - 22% aged between 46 and 55
 - 8% were between 56 and 65
 - 5% over 65 or unknown
- Of all successful applicants;
 - 10% were aged between 16-25 years
 - 28% were aged between 26-35 years
 - 26% were aged between 36-45 years
 - 21% were aged between 46-55 years
 - 8% were aged between 56-65 years
 - 1% were aged over 65 years.
 - 6% unknown

Sexual Orientation

There was an increase in gay, lesbian and bisexual applicants at all stages of recruitment.

- Of applicants shortlisted:
 - 89% Heterosexual/Straight
 - 8% combined 'prefer not to answer' and 'unknown'
 - 3% gay, bisexual, lesbian and other categories
- Of successful applicants;
 - 90% were Heterosexual/Straight
 - 9% combined 'prefer not to answer' and 'unknown'
 - 2% Bisexual, Gay, Lesbian or other

Gender Reassignment

- Of all applicants;
 - 97% answered No,
 - <1% answered Yes
 - 2% were unknown or prefer not to answer
- Of all applicants shortlisted;
 - 96% answered No
 - <1% answered Yes
 - 3% were unknown / prefer not to answer

- Of all successful applicants;
 - 94% answered No
 - <1% answered Yes
 - 5% were unknown

Married/Civil Partnership

- 36% of candidates were married / Civil Partnership.
- Of all applicants shortlisted, 42% were married / civil partnership. 54% were not married, with a combined 'prefer not to answer' and 'unknown' of 4%.
- Of all successful applicants:
 - 45% Married /Civil Partnership
 - 49% Not Married
 - 6% Unknown/Prefer not to answer

6. Training Profile Analysis

Different approaches such as one-to-one, group coaching sessions and leadership management courses for identified learning needs. This move away from a one size fits all classroom training approach continues to facilitate inclusion for all employees, irrespective of protected characteristic.

The Council also provide a proactive training resources available to all employees, through both LearnPro (online training) via our OD colleagues and Health Working Lives, who offer a variety of training courses related to the Employee Assistance Calendar.

7. Conclusion

The 2018/19 employee monitoring information highlights the importance of the work that the Council does to ensure that it is an employer of choice, providing modern and fair employment opportunities and experiences and that it is committed to robust self-evaluation and proactive improvement action. The analysis of this year's information highlights a number of areas for the Council to focus on in the year ahead. The main points of note, in agreement with the Joint Trades Union Secretary, are:

- The Council should continue its focus on young people and continue to promote the various routes into the Council, for example Apprenticeships, Graduate scheme as well as continue to develop trainee positions where possible.

Our aim is to recruit high-calibre young people and to be recognised as a great place for young people to work. The continuation of the action plan from achieving Gold IIYP status will support this along with the ongoing demographic reporting.

- Whilst the sexual orientation of the workforce is reflective of the East Lothian demographic, the Council should continue to promote and ensure that it is a positive workplace for lesbian, gay and bisexual employees and continue to
- Reduce the numbers of employees who are uncomfortable in declaring their sexual orientation.
- An annual reminder to employees to update equalities information may be of benefit as research shows that circa 80% of disabled people acquired disability later in life, given the age demographic of the Council we may find that there are a larger number of disabled employees that we are not aware of. With the introduction of the new HR & Payroll system the option to update any equalities information will be readily available to all staff.
- Engagement with employees in relation to equal opportunities is an important means of giving the Council a more qualitative insight into the issues concerning employees and allows the Council to take these on board when reviewing and developing new policies. The Council continues to encourage employees to feel confident about declaring their disability, sexual orientation or information about other protected characteristics. This year's data continues to show an increased confidence in disclosing equalities information.
- There have been no disciplinary or grievance cases raised on the grounds of equality or diversity.
- The Council's Equal Pay Audit report provides gender based pay analysis.

Human Resources, aided by the Council's Equalities Officer and in collaboration with the Joint Trades Unions, lead the Council's approach to employment equalities across all departments. The preparation of the equalities in employment annual report is a significant piece of work for the department as it informs key aspects of the work of the overall service.

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