Introduction

Staffordshire County Council is proud of the diversity of the county, and recognises that promoting equality and inclusion will improve public services for everyone. The Council has a legal duty under the Equality Act 2010 to advance equality of opportunity, eliminate unlawful discrimination and promote good relations between people. As part of this Act, the public sector equality duty requires the Council to show how it is meeting its responsibilities as an employer, including a requirement to publish information on its workforce, broken down by protected characteristics, which are:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex; and
- sexual orientation.

This report forms part of the Council’s response to that duty, and provides workforce data which will help us to understand the effectiveness of our own employment policies and processes in promoting equality.

All figures for the 2016-2017 financial year are taken as at 31/03/2017.
The County Council’s age profile has remained stable since 2009, and currently 29% of staff are aged 39 or under, 28% are aged 40-49, 32% are aged 50-59, and the remaining 11% are aged 60 or over [Figure 1]. The proportion of staff employed on a full time basis is highest in the under 30 age group, and declines as the age groups increase, with substantial drops in the 60-69 and 70+ age groups [Figure 2]. The proportion of staff employed in senior management roles (Grade 12 and above) increases through the age ranges, peaking in the 50-59 age group before declining.

**Figure 1: 2016/17 workforce profile by age**

**Figure 2: 2016/17 workforce profile by age**
Disability data is held for 86% of the Council’s workforce, with 3% of these staff identifying themselves as having a disability [Figure 3]. Contract type, employment status and grade profile are all consistent year-on-year between staff with and without disabilities. The profile of leavers is in line with the overall workforce.

Figure 3: 2016/17 workforce profile by disability
Gender re-assignment

When transgender people reveal their gender variance, they are exposed to a risk of discrimination, bullying and hate crime. That risk increases sharply if they make themselves publicly visible by embarking on transition to a new gender role. Thereafter, they remain highly vulnerable.

The Council does not currently record data on gender re-assignment, nor is there a reliable national estimate at the current time regarding the number of people identified as transgender; a 2009 Home Office-funded study estimated the number to be between 300,000 and 500,000, which would suggest 20 to 30 transgender employees in an organisation the size of SCC.
The Council currently holds marital status data on 11% of the organisation’s workforce, captured through the new starter process. Of the 11% who provided information by March 2017, 80% identified themselves as married or in a civil partnership, with the remaining 20% identified as single or divorced [Figure 4].
Pregnancy and maternity

The number of periods of maternity leave being taken has markedly decreased over the last five years [Figure 5]. The proportion of staff returning from maternity leave for 12 months or more has been consistently high, averaging 74% across the last five years, and hitting a peak of 81% in the last year [Figure 6].
Ethnicity data is held for 87% of the Council’s workforce, which is currently 3,723 out of 4,279 staff. Of these staff, the proportion identifying themselves as being of Black and Minority Ethnic (BME) origin has increased steadily from 4.8% in 2009 to 7.4% in 2017 [Figure 7], with the most common ethnicities being White – Irish, White – Other and Black or Black British – Black Caribbean [Figure 8].
The Council captures data through the new starter process, and now holds information about the religion or beliefs of 23% of the workforce. Of the 23% who had provided information by March 2017 58.6% described their religion as ‘Christian’, 33.7% as ‘none’, and 4.7% preferred not to say, with the remaining 3% split between Islam, Hinduism, Buddhism, Sikhism and other (unspecified) religions [Figure 9].

Figure 9: 2016/17 workforce profile by religion or belief
Staffordshire County Council has always had a predominantly female workforce; as at March 2017, 76% of the workforce was female [Figure 10]. The distribution of workers by age group has been consistent year-on-year, but does vary between genders; there is a much more pronounced peak in the 40-49 age group for female workers, whereas the male workforce has higher proportions of staff in the 60+ age range [Figure 11].

**Figure 10: 2016/17 workforce profile by gender**

**Figure 11: 2016/17 workforce profile by age and gender**
Staffordshire County Council holds information about the sexual orientation of 30% of the workforce, captured through the new starter process. Of the 30% who had provided information by March 2017, 94% described their sexual orientation as ‘heterosexual/straight’, 5% preferred not to say, and just over 1% described themselves as ‘lesbian, gay or bisexual’ [Figure 12].

Figure 12: 2016/17 workforce profile by sexual orientation