Equality Mainstreaming Report 2021 and the Equal Pay Statement 2021

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1.0   Introduction

1.1   Strategic fit

Inverclyde Council believes in, and is committed to, the principle of equality of opportunity. The Council recognises its responsibilities as a community leader, service provider and employer to encourage the fair treatment of all individuals and to tackle social exclusion and inequality. It also recognises the benefits this brings to the community, the Council and its employees.

The vision for the Inverclyde area is *Getting it right for every child, citizen and community*. This means that the Council and its Partners will work together to create a confident, inclusive Inverclyde with safe and sustainable, healthy, nurtured communities, and a thriving, prosperous economy, with active citizens who are resilient, respected and responsible and able to make a positive contribution to the area.

Community planning brings all the public sector Partners in an area together to plan and co-ordinate action and resources to improve outcomes for local people. The Inverclyde Alliance is the Community Planning Partnership for the local area. The Local Outcomes Improvement Plan (LOIP) 2017/22 sets out the Outcomes that Community Planning Partners will seek to improve. The LOIP does not cover everything that is being delivered in Inverclyde but focuses on three key Priorities:

1.   **Population:** Inverclyde's population will be stable and sustainable with an appropriate balance of socio-economic groups that is conducive to local economic prosperity and longer term population growth

2.   **Inequalities:** There will be low levels of poverty and deprivation and the gap between the richest and the poorest members of our communities will be reduced

3.   **Environment, culture and heritage**: Inverclyde's environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit.

There are also a number of Wellbeing Indicators that the Inverclyde Alliance has adopted:

1.   **Safe:** Protected from abuse, neglect or harm and supported when at risk. Enabled to understand and take responsibility for actions and choices. Having access to a safe environment to live and learn in.

2.   **Healthy:** Achieve high standards of physical and mental health and equality of access to suitable health care and protection, while being supported and encouraged to make healthy and safe choices.

3.   **Achieving:** Being supported and guided in lifelong learning. Having opportunities for the development of skills and knowledge to gain the highest standards of achievement in educational establishments, work, leisure or the community.

4.   **Active:** Having opportunities to take part in activities and experiences in educational establishments and the community, which contribute to a healthy life, growth and development.

5.   **Respected and Responsible:** Respected and shared responsibilities. Citizens involved in decision-making and play an active role in improving the community.

6.   **Included:** Overcoming social, educational, health and economic inequalities and being valued as part of the community.

The delivery of Outcomes across the Council should also take into consideration how they impact on the delivery of the Wellbeing Indicators.

Our *Nurturing Inverclyde* approach aims *to get it right for every child, citizen and community*; this includes how we ensure that people with Protected Characteristics are safe, healthy, achieving, nurtured, active, respected, responsible and included. There are particular issues for those with Protected Characteristics within these Wellbeing Outcomes. For example, keeping people safe from hate crime and making sure that no-one is excluded from being a valued part of the local community.

1.2 Governance

The Corporate Equalities Group (CEG) is chaired by the Corporate Director - Education, Communities and Organisational Development, and its terms of reference are to reinforce and progress the Council's commitment to equalities and, in doing so, comply with associated legislative requirements.

The role of the CEG is to:

- drive the Council's commitment to equalities consistently across all Council Services to ensure better equality outcomes;
- ensure the Council is meeting its legislative duties, as outlined in The Equality Act 2010; and
- establish a robust performance and planning framework for equalities.

The focus of the CEG meetings is primarily on understanding and ensuring compliance with the legislative duties arising from The Equality Act 2010. The Group also monitors progress against the published Equality Outcomes, facilitates support for staff directly involved in delivering those Outcomes, and offers the relevant Council Services an opportunity to showcase work or projects that relate directly to one or more of the Protected Characteristics.

2.0 Employee Profile

2.1 Employee Profile – Head count information

For the purposes of this Report, the head count represents each unique individual who works for Inverclyde Council. Some employees have more than one job at the Council, therefore, the head count figures used here, and for the breakdown of Protected Characteristics, may be less than other figures which express the number of jobs at the Council. Additionally, it should be noted that, where data in the tables in this Appendix is the equivalent of five or less, the information has been suppressed to protect the identity of the respective employees and potential employees.

2.2 Employee Profile – Gender

Employee Profile – Gender				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
Male	1,031	23.67	1,003	23.23
Female	3,318	76.19	3,309	76.63
Prefer not to say	6	0.14	6	0.14

2.3 Employee Profile – Age

Employee Profile – Age				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
Age in years				
16-19	21	0.48	17	0.39
20-29	436	10.01	435	10.07

30-39	793	18.21	799	18.50
40-49	983	22.57	974	22.56
50-59	1,568	36.00	1,533	35.50
60-65	473	10.86	489	11.32
> 65	81	1.86	71	1.64

2.4   Employee Profile – Disability

Employee Profile – Disability				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
Disability	134	3.08	137	3.17
No disability	3,464	79.54	3,490	80.82
Prefer not to answer	287	6.59	259	6.00
Null/Blank	470	10.79	432	10.00

2.5   Employee Profile – Ethnicity

Employee Profile – Ethnicity					
All staff		**2018/19**		**2019/20**	
		No.	**%**	**No.**	**%**
White					
a.	Scottish	3,319	76.21	3,337	77.28
b.	English	0	0.00	0	0.00
c.	Welsh	0	0.00	0	0.00
d.	Northern Irish	0	0.00	0	0.00
e.	British	0	0.00	0	0.00
f.	Irish	146	3.35	130	3.01
g.	Gypsy/Traveller	0	0.00	0	0.00
h.	Eastern European	≤ 5	-	≤ 5	-
i.	Other British	0	0.00	0	0.00
j.	Other white ethnic group	47	1.08	189	4.38
Mixed or Multiple Ethnic Groups					
a.	Any mixed or multiple ethnic group	0	0.00	≤ 5	-
Asian, Asian Scottish or Asian British					
a.	Pakistani, Pakistani Scottish or Pakistani British	0	0.00	≤ 5	-
b.	Indian, Indian Scottish or Indian British	0	0.00	≤ 5	-
c.	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	0	0.00
d.	Chinese, Chinese Scottish or Chinese British	0	0.00	0	0.00
e.	Other Asian, Asian Scottish or Asian British	0	0.00	0	0.00
African					
a.	African, African Scottish or African British	0	0.00	0	0.00
Caribbean or Black					
a.	Caribbean, Caribbean Scottish or Caribbean British	0	0.00	0	0.00
b.	Black, Black Scottish or Black British	0	0.00	0	0.00

Employee Profile – Ethnicity				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
c. Other Caribbean or Black	0	0.00	0	0.00
Other Ethnic Group				
a. Arab	≤5	-	≤5	-
b. Other	0	0.00	7	0.16
Prefer not to answer	133	3.05	130	3.01
Null/Blank	707	16.23	514	11.90

2.6   Employee Profile – Sexual Orientation

Employee Profile – Sexual Orientation				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
Lesbian, Gay or Bisexual	50	1.15	58	1.34
Heterosexual/Straight	2,610	59.93	2,688	62.25
Prefer not to answer	122	2.8	116	2.69
Null/Blank	1,570	36.05	1,452	33.63
Other	≤5	-	≤5	-

2.7   Employee Profile – Religion or Belief

Employee Profile – Religion or Belief				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
Buddhist	≤5	-	≤5	-
Church of Scotland	740	16.99	733	16.98
Hindu	7	0.16	6	0.14
Humanist	≤5	-	0	0
Jewish	≤5	-	≤5	-
None	547	12.56	586	13.57
Muslim	≤5	-	7	0.16
Other Christian	145	3.33	143	3.31
Other Religion	17	0.39	22	0.51
Pagan	≤5	-	≤5	-
Prefer not to answer	157	3.61	155	3.59
Roman Catholic	1,180	27.1	1,225	28.37
Sikh	≤5	-	≤5	-
Null/Blank	1,542	35.41	1,430	33.12

2.8   Employee Profile – Marriage and Civil Partnership Status

Employee Profile – Marriage and Civil Partnership Status				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
Divorced/Separated	282	6.48	278	6.44
Living with Partner	321	7.37	328	7.60
Married/Civil Partnership	2,177	49.99	2,150	49.79
Single	929	21.33	965	22.35
Widowed	61	1.4	54	1.25
Prefer not to answer	284	6.52	268	6.21
Null/Blank	301	6.91	275	6.37

- **Employee Profile - what the data tells us**

Gender: During the last two reporting years, the male/female split of employees was almost unchanged: our workforce comprised just under a quarter (25%) male employees, with females making up just over three quarters (75%) of our staff.

Age: In both reporting years, the majority of the Council's employees were aged 50-59 years. Between 2018/19 and 2019/20, the number of staff aged 60-65 years increased slightly (by 0.46%) while the number of our employees who are aged 65 years or fell by 0.22%. When a comparison is made with the age profile of Inverclyde Council's staff and that of the local population, it is interesting to note that, while the majority of our employees were aged 50-59 years during the last two reporting years, the majority of the local population was aged over 65 years at the time of the last Census in 2011. The next Census is expected to be carried out in 2022.

Disability: Between 2018/19 and 2019/20, there was a slight improvement in the disclosure figures around Disability: we saw a fall of 0.79% in the number of people who opted for the *Null/Blank* response when asked if they had a Disability, complemented by a decrease (of 0.59%) in the number of people who preferred not to answer this question. It should be noted that choosing the *Prefer not to answer* option is preferable to choosing not to respond at all (i.e *Null/Blank*).

Sexual Orientation; Ethnicity; Religion or Belief: Given that elements of these data sets have been anonymised to protect the identity of the respective employees, it is not possible to provide any meaningful commentaries on variations in figures.

Marriage and Civil Partnership Status: During the last two reporting years, when asked about their Marriage and Civil Partnership Status, there was a small decrease (of 0.31%) in the number of our staff who chose the *Prefer not to answer* option. There was also a reduction (of 0.54%) in the number of employees who opted for the *Null/Blank* response when they were asked this question in the same reporting period.

3.0 RECRUITMENT

3.1 Recruitment – Gender

Recruitment – Gender 2018/19						
	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Male	1,654	22.84	483	24.74	188	27.81
Female	5,389	74.42	1,366	69.98	448	66.27
Prefer not to answer	21	0.29	≤5	-	≤5	-
Null/Blank	177	2.44	99	5.07	38	5.62

Recruitment – Gender 2019/20						
	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Male	2,570	25.12	605	23.83	196	25.06
Female	7,440	72.71	1,817	71.56	562	71.87
Prefer not to answer	46	0.45	≤5	-	≤5	-
Null/Blank	176	1.72	112	4.41	23	2.94

Recruitment – Gender Applications for promoted posts				
	2018/19		2019/20	
	No.	%	No.	%
Male	93	23.91	166	26.77
Female	296	76.09	452	72.90
Prefer not to answer	0	0.00	≤5	-
Null/Blanks	0	0.00	≤5	-

Recruitment – Gender Successful applications for promoted posts				
	2018/19		2019/20	
	No.	%	No.	%
Male	18	26.87	38	22.49
Female	49	73.13	130	76.92
Prefer not to answer	0	0.00	≤5	-
Null/Blanks	0	0.00	0	0.00

3.2   Recruitment – Age

Recruitment – Age 2018/19						
Age group in years	**Applications**		**Interviews**		**Appointments**	
	No.	**%**	**No.**	**%**	**No.**	**%**
Under 20	204	2.82	64	3.28	18	2.66
20-29	2,183	30.15	534	27.36	213	31.51
30-39	1,937	26.75	533	27.31	158	23.37
40-49	1,286	17.76	352	18.03	107	15.83
50-59	1,047	14.46	287	14.70	114	16.86
60-65	301	4.16	64	3.28	22	3.25
Over 65	46	0.64	7	0.36	≤5	-
Blanks/Unknown	237	3.27	111	5.69	40	5.92

Recruitment – Age 2019/20						
Age group in years	**Applications**		**Interviews**		**Appointments**	
	No.	**%**	**No.**	**%**	**No.**	**%**
Under 20	169	1.65	30	1.18	12	1.53
20-29	3,021	29.53	687	27.06	210	26.85
30-39	2,803	27.39	690	27.18	206	26.34
40-49	1,916	18.73	512	20.17	179	22.89
50-59	1,526	14.91	381	15.01	116	14.83
60-65	492	4.81	86	3.39	25	3.20
Over 65	45	0.44	16	0.63	6	0.77
Blanks/Unknown	260	2.54	137	5.40	28	3.58

3.3   Recruitment – Disability

Recruitment – Disability 2018/19						
	Applications		**Interviews**		**Appointments**	
	No.	**%**	**No.**	**%**	**No.**	**%**
Disability	382	5.28	116	5.94	22	3.25
No Disability	6,612	91.31	1,723	88.27	613	90.68
Prefer not to answer	55	0.76	14	0.72	≤5	-
Blanks	192	2.65	99	5.07	39	5.77

Recruitment – Disability 2019/20						
	Applications		**Interviews**		**Appointments**	
	No.	**%**	**No.**	**%**	**No.**	**%**
Disability	568	5.55	198	7.80	31	3.96
No Disability	9,402	91.89	2,208	86.96	724	92.58
Prefer not to answer	80	0.78	20	0.79	≤5	-
Blanks	182	1.78	113	4.45	24	3.07

3.4   Recruitment – Ethnicity

Recruitment – Ethnicity Applications				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
White				
a. Scottish	6,272	86.62	9,054	88.49
b. English	0	0.00	0	0.00
c. Welsh	0	0.00	0	0.00
d. Northern Irish	0	0.00	0	0.00
e. British	0	0.00	0	0.00
f. Irish	29	0.40	47	0.46
g. Gypsy/Traveller	0	0.00	0	0.00
h. Eastern European	48	0.66	55	0.54
i. Other British	344	4.75	418	4.09
j. Other white ethnic group	139	1.92	179	1.75
Mixed or Multiple Ethnic Groups				
a. Any mixed or multiple ethnic group	24	0.33	46	0.45
Asian, Asian Scottish or Asian British				
a. Pakistani, Pakistani Scottish or Pakistani British	21	0.29	29	0.28
b. Indian, Indian Scottish or Indian British	32	0.44	30	0.29
c. Bangladeshi, Bangladeshi Scottish or Bangladeshi British	≤5	-	≤5	-
d. Chinese, Chinese Scottish or Chinese British	8	0.11	≤5	-
e. Other Asian, Asian Scottish or Asian British	11	0.15	16	0.16
African				
a. African, African Scottish or African British	8	0.11	12	0.12
b. African - Other	20	0.28	35	0.34
Caribbean or Black				
a. Caribbean, Caribbean Scottish or Caribbean British	≤5	-	≤5	-
b. Black, Black Scottish or Black British	≤5	-	6	0.06
c. Other Caribbean or Black	0	0.00	≤5	-
Other Ethnic Group				
a. Arab	8	0.11	10	0.10

Recruitment – Ethnicity Applications				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
b. Other	0	0.00	0	0.00
Prefer not to answer	39	0.54	76	0.74
Null/Blank	224	3.09	209	2.04

Recruitment – Ethnicity Interviews				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
White				
a. Scottish	1,631	83.56	2,208	86.96
b. English	0	0.00	0	0.00
c. Welsh	0	0.00	0	0.00
d. Northern Irish	0	0.00	0	0.00
e. British	0	0.00	0	0.00
f. Irish	11	0.56	14	0.55
g. Gypsy/Traveller	0	0.00	0	0.00
h. Eastern European	12	0.61	≤5	-
i. Other British	109	5.58	95	3.74
j. Other white ethnic group	39	2.00	33	1.30
Mixed or Multiple Ethnic Groups				
a. Any mixed or multiple ethnic group	≤5	-	19	0.75
Asian, Asian Scottish or Asian British				
a. Pakistani, Pakistani Scottish or Pakistani British	≤5	-	6	0.24
b. Indian, Indian Scottish or Indian British	≤5	-	7	0.28
c. Bangladeshi, Bangladeshi Scottish or Bangladeshi British	≤5	-	0	0.00
d. Chinese, Chinese Scottish or Chinese British	≤5	-	0	0.00
e. Other Asian, Asian Scottish or Asian British	≤5	-	≤5	-
African				
a. African, African Scottish or African British	≤5	-	≤5	-
b. African - Other	≤5	-	8	0.32
Caribbean or Black				
a. Caribbean, Caribbean Scottish or Caribbean British	0	0.00	≤5	-
b. Black, Black Scottish or Black British	≤5	-	≤5	-
c. Other Caribbean or Black	0	0.00	0	0.00
Other Ethnic Group				
a. Arab	≤5	-	6	0.24
b. Other	0	0.00	0	0.00

11.

Recruitment – Ethnicity Interviews				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
Prefer not to answer	9	0.46	13	0.51
Null/Blank	112	5.74	116	4.57

Recruitment – Ethnicity Appointments					
All staff		**2018/19**		**2019/20**	
		No.	**%**	**No.**	**%**
White					
a.	Scottish	571	84.47	699	89.39
b.	English	0	0.00	0	0.00
c.	Welsh	0	0.00	0	0.00
d.	Northern Irish	0	0.00	0	0.00
e.	British	0	0.00	0	0.00
f.	Irish	6	0.89	7	0.90
g.	Gypsy/Traveller	0	0.00	0	0.00
h.	Eastern European	≤5	-	≤5	-
i.	Other British	0	0.00	0	0.00
j.	Other white ethnic group	40	5.92	26	3.32
Mixed or Multiple Ethnic Groups					
a.	Any mixed or multiple ethnic group	0	0.00	≤5	-
Asian, Asian Scottish or Asian British					
a.	Pakistani, Pakistani Scottish or Pakistani British	0	0.00	0	0.00
b.	Indian, Indian Scottish or Indian British	≤5	-	≤5	-
c.	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	≤5	-	0	0.00
d.	Chinese, Chinese Scottish or Chinese British	0	0.00	0	0.00
e.	Other Asian, Asian Scottish or Asian British	0	0.00	0	0.00
African					
a.	African, African Scottish or African British	0	0.00	0	0.00
b.	African - Other	0	0.00	≤5	-
Caribbean or Black					
a.	Caribbean, Caribbean Scottish or Caribbean British	≤5	-	0	0.00
b.	Black, Black Scottish or Black British	0	0.00	0	0.00
c.	Other Caribbean or Black	0	0.00	0	0.00
Other Ethnic Group					
a.	Arab	≤5	-	≤5	-
b.	Other	0	0.00	0	0.00

12.

Recruitment – Ethnicity Appointments				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
Prefer not to answer	≤5	-	≤5	-
Null/Blank	39	5.77	25	3.20

3.5   Recruitment – Sexual Orientation

Recruitment – Sexual Orientation 2018/19						
	Applications		**Interviews**		**Appointments**	
	No.	**%**	**No.**	**%**	**No.**	**%**
Lesbian, Gay or Bisexual	155	2.14	40	2.05	9	1.33
Heterosexual/Straight	6,632	91.59	1,736	88.93	603	89.20
Other	23	0.32	8	0.41	0	0.00
Prefer not to answer	203	2.80	60	3.07	19	2.81
Null/Blank	228	3.15	108	5.53	45	6.66

Recruitment – Sexual Orientation 2019/20						
	Applications		**Interviews**		**Appointments**	
	No.	**%**	**No.**	**%**	**No.**	**%**
Lesbian, Gay or Bisexual	227	2.22	45	1.77	10	1.28
Heterosexual/Straight	9,370	91.58	2,294	90.35	726	92.84
Other	32	0.31	6	0.24	0	0.00
Prefer not to answer	351	3.43	71	2.80	21	2.69
Null/Blank	252	2.46	123	4.84	25	3.20

3.6   Recruitment – Religion or Belief

Recruitment – Religion or Belief 2018/19						
	Applications		**Interviews**		**Appointments**	
	No.	**%**	**No.**	**%**	**No.**	**%**
Buddhist	≤5	-	≤5	-	≤5	-
Church of Scotland	1,353	18.69	352	18.03	121	17.90
Hindu	11	0.15	≤5	-	0	0.00
Humanist	43	0.59	13	0.67	≤5	-
Jewish	≤5	-	0	0.00	0	0.00
Muslim	43	0.59	9	0.46	≤5	-
None	2,117	29.24	551	28.23	177	26.18
Other Christian	439	6.06	114	5.84	40	5.92

Recruitment – Religion or Belief 2018/19						
	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Other Religion	26	0.36	≤5	-	0	0.00
Pagan	10	0.14	≤5	-	≤5	-
Roman Catholic	2,494	34.44	664	34.02	255	37.72
Sikh	22	0.30	≤5	-	≤5	-
Prefer not to answer	391	5.40	112	5.74	30	4.44
Null/Blank	282	3.89	120	6.15	44	6.51

Recruitment – Religion or Belief 2019/20						
	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Buddhist	15	0.15	8	0.32	≤5	-
Church of Scotland	1,768	17.28	486	19.14	146	18.67
Hindu	11	0.11	≤5	-	0	0.00
Humanist	61	0.60	17	0.67	≤5	-
Jewish	7	0.07	≤5	-	0	0.00
Muslim	45	0.44	10	0.39	≤5	-
None	3,331	32.55	748	29.46	216	27.62
Other Christian	629	6.15	121	4.77	36	4.60
Other Religion	54	0.53	8	0.32	0	0.00
Pagan	7	0.07	0	0.00	0	0.00
Roman Catholic	3,437	33.59	837	32.97	291	37.21
Sikh	14	0.14	6	0.24	≤5	-
Prefer not to answer	518	5.06	146	5.75	48	6.14
Null/Blank	335	3.27	148	5.83	33	4.22

3.7 Recruitment – Marriage and Civil Partnership Status

Recruitment – Marriage and Civil Partnership Status 2018/19						
	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Divorced/Separated	455	6.28	123	6.30	35	5.18
Living with Partner	937	12.94	245	12.55	82	12.13
Married/Civil Partnership	2,124	29.33	584	29.92	245	36.24
Single	3,323	45.89	847	43.39	256	37.87
Widowed	128	1.77	23	1.18	11	1.63
Prefer not to answer	88	1.22	29	1.49	8	1.18
Null/Blank	186	2.57	101	5.17	39	5.77

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Recruitment – Marriage and Civil Partnership Status 2019/20						
	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Divorced/Separated	614	6.00	141	5.55	37	4.73
Living with Partner	1,199	11.72	263	10.36	81	10.36
Married/Civil Partnership	3,297	32.22	902	35.53	310	39.64
Single	4,707	46.00	1,071	42.18	314	40.15
Widowed	103	1.01	17	0.67	7	0.90
Prefer not to answer	129	1.26	31	1.22	8	1.02
Null/Blank	183	1.79	114	4.49	25	3.20

- **Recruitment - what the data tells us**

Gender; Applications for promoted posts; Successful applications for promoted posts; Age; Disability; Ethnicity; Religion or Belief: Given that elements of these data sets have been anonymised to protect the identity of the respective employees, it is not possible to provide any meaningful commentaries on variations in figures.

Recruitment - Sexual Orientation: The figures show that, at the application stage, the number of employees who chose the *Prefer not to answer* option when asked about their Sexual Orientation increased by 0.63% between 2018/19 and 2019/20. However, we also saw a small decrease (of 0.69%) in the number of staff who opted to provide no information at all about their sexual orientation when they applied for a position with the Council.

When successful candidates were appointed in 2019/20, there was a decrease (of 3.46%) in the number of people who opted for the *Null/Blank* response when asked about their Sexual Orientation.

Recruitment - Marriage and Civil Partnership Status: Between 2018/19 and 2019/20, when asked about their Marriage and Civil Partnership Status as part of the Council's recruitment process, it is encouraging to note that, overall, we saw a reduction in the number of candidates who provided no information at all i.e. they opted for the *Prefer not to answer* or *Null/Blank* responses (at the Applications stage, there was a reduction of 0.73% for the *Prefer not to answer* and *Null/Blank* responses combined while for the Interviews and Appointments stages, the reductions were 0.95% and 2.73% respectively).

4.0   LEAVERS

4.1   Leavers – Gender

Leavers – Gender				
	2018/19		**2019/20**	
	No.	**%**	**No.**	**%**
Male	112	32.46	117	29.85
Female	233	67.54	275	70.15

4.2   Leavers – Age

Leavers – Age				
Age group in years	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
Under 20	≤5	-	≤5	-
20-29	50	14.49	76	19.39
30-39	68	19.71	69	17.60
40-49	39	11.30	44	11.22
50-59	74	21.45	83	21.17
60-65	90	26.09	90	22.96
Over 65	23	6.67	28	7.14

4.3   Leavers – Disability

Leavers – Disability				
	2018/19		**2019/20**	
	No.	**%**	**No.**	**%**
Disability	8	2.32	12	3.06
No disability	281	81.45	322	82.14
Prefer not to answer	15	4.35	23	5.87
Blanks	41	11.88	35	8.93

4.4   Leavers – Ethnicity

Leavers – Ethnicity					
All staff		**2018/19**		**2019/20**	
		No.	**%**	**No.**	**%**
White					
a.	Scottish	33	9.57	296	75.51
b.	English	0	0.00	0	0.00
c.	Welsh	0	0.00	0	0.00
d.	Northern Irish	0	0.00	0	0.00
e.	British	0	0.00	0	0.00
f.	Irish	≤5	-	15	3.83
g.	Gypsy/Traveller	0	0.00	0	0.00
h.	Eastern European	0	0.00	0	0.00
i.	Other British	0	0.00	0	0.00

Leavers – Ethnicity				
All staff	**2018/19**		**2019/20**	
	No.	%	No.	%
j. Other white ethnic group	≤5	-	15	3.83
Mixed or Multiple Ethnic Groups				
a. Any mixed or multiple ethnic group	0	0.00	0	0.00
Asian, Asian Scottish or Asian British				
a. Pakistani, Pakistani Scottish or Pakistani British	0	0.00	0	0.00
b. Indian, Indian Scottish or Indian British	0	0.00	0	0.00
c. Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	0	0.00
d. Chinese, Chinese Scottish or Chinese British	0	0.00	0	0.00
e. Other Asian, Asian Scottish or Asian British	0	0.00	0	0.00
African				
a. African, African Scottish or African British	0	0.00	0	0.00
Caribbean or Black				
a. Caribbean, Caribbean Scottish or Caribbean British	0	0.00	0	0.00
b. Black, Black Scottish or Black British	0	0.00	0	0.00
c. Other Caribbean or Black	0	0.00	0	0.00
Other Ethnic Group				
a. Arab	0	0.00	0	0.00
b. Other	0	0.00	≤5	-
Prefer not to answer	0	0.00	7	1.79
Null/Blank	310	89.86	58	14.80

4.5   Leavers – Sexual Orientation

Leavers – Sexual Orientation				
	2018/19		**2019/20**	
All leavers	No.	%	No.	%
Lesbian, Gay or Bisexual	10	2.90	≤5	-
Heterosexual/Straight	200	57.97	263	67.09
Prefer not to answer	10	2.90	12	3.06
Null/Blank	125	36.23	114	29.08

17.

4.6   Leavers – Religion or Belief

Leavers – Religion or Belief				
	2018/19		**2019/20**	
All leavers	**No.**	**%**	**No.**	**%**
Buddhist	<5	-	0	0.00
Church of Scotland	59	17.10	63	16.07
Hindu	0	0.00	<5	-
Humanist	<5	-	0	0
Jewish	0	0.00	0	0
Muslim	<5	-	<5	-
None	60	17.39	90	22.96
Other Christian	8	2.32	16	4.08
Other Religion	0	0.00	<5	-
Pagan	0	0.00	0	0
Roman Catholic	70	20.29	87	22.19
Sikh	<5	-	0	0
Prefer not to answer	16	4.64	19	4.85
Null/Blank	128	37.10	111	28.32

4.7   Leavers – Marriage and Civil Partnership Status

Leavers – Marriage and Civil Partnership Status				
	2018/19		**2019/20**	
	No.	**%**	**No.**	**%**
Divorced/Separated	24	6.96	25	6.38
Living with Partner	22	6.38	40	10.20
Married/Civil Partnership	153	44.35	157	40.05
Single	93	26.96	120	30.61
Widowed	<5	-	6	1.53
Prefer not to answer	14	4.06	17	4.34
Null/Blank	35	10.14	27	6.89

- **Leavers – what the data tells us**

Gender: Between 2018/19 and 2019/20, the number of male employees who left the Council was broadly similar, while there was an increase of more than half (57.45%) in the number of female employees who left the Council's employment.

Age; **Ethnicity; Sexual Orientation; Religion or Belief; Marriage and Civil Partnership Status:** Given that elements of these data sets have been anonymised to protect the identity of the respective employees, it is not possible to provide any meaningful commentaries on variations in figures.

Disability: When asked about their Disability status on leaving the Council's employment, the number of people who chose the *Prefer not to* answer option rose by 1.52% (from 4.35% in 2018/19 to 5.87% the following year); however, it should be noted that this represents an increase of eight employees only. Additionally, it is encouraging to note that there was a decrease of 2.95% in the number of leavers who chose not respond at all when asked about their Disability status on leaving the Council.

5.0 Disciplinary Action

5.1 Disciplinary Action – Gender

Disciplinary Action – Gender				
	2018/19		2019/20	
	No.	%	No.	%
Male	28	39.44	37	46.84
Female	43	60.56	42	53.16

5.2 Disciplinary Action – Age

Disciplinary Action – Age				
	2018/19		2019/20	
Age group in years	No.	%	No.	%
16-19	0	0	0	0.00
20-29	10	14.08	9	11.39
30-39	9	12.68	20	25.32
40-49	17	23.94	12	15.19
50-59	25	35.21	27	34.18
60-65	7	9.86	11	13.92
Over 65	≤5	-	0	0.00
Blanks	≤5	-	0	0.00

5.3 Disciplinary Action – Disability

Disciplinary Action – Disability				
	2018/19		2019/20	
	No.	%	No.	%
Disability	≤5	-	≤5	-
No disability	45	63.38	64	81.01
Prefer not to answer	6	8.45	10	12.66
Blanks (Unknown)	16	22.54	≤5	-

5.4 Disciplinary Action – Ethnicity

Disciplinary Action – Ethnicity					
All staff		2018/19		2019/20	
		No.	%	No.	%
White					
a.	Scottish	55	77.46	68	86.08
b.	English	0	0.00	0	0.00
c.	Welsh	0	0.00	0	0.00
d.	Northern Irish	0	0.00	0	0.00
e.	British	≤5	-	0	0.00
f.	Irish	≤5	-	≤5	-
g.	Gypsy/Traveller	0	0.00	0	0.00

Disciplinary Action – Ethnicity					
All staff		**2018/19**		**2019/20**	
		No.	**%**	**No.**	**%**
h.	Eastern European	0	0.00	0	0.00
i.	Other British	0	0.00	0	0.00
j.	Other white ethnic group	0	0.00	≤5	-
Mixed or Multiple Ethnic Groups					
a.	Any mixed or multiple ethnic group	0	0.00	0	0.00
Asian, Asian Scottish or Asian British					
a.	Pakistani, Pakistani Scottish or Pakistani British	0	0.00	0	0.00
b.	Indian, Indian Scottish or Indian British	≤5	-	0	0.00
c.	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	0	0.00
d.	Chinese, Chinese Scottish or Chinese British	0	0.00	0	0.00
e.	Other Asian, Asian Scottish or Asian British	0	0.00	0	0.00
African					
a.	African, African Scottish or African British	0	0.00	0	0.00
Caribbean or Black					
a.	Caribbean, Caribbean Scottish or Caribbean British	0	0.00	0	0.00
b.	Black, Black Scottish or Black British	0	0.00	0	0.00
c.	Other Caribbean or Black	0	0.00	0	0.00
Other Ethnic Group					
a.	Arab	0	0.00	0	0.00
b.	Other	0	0.00	≤5	-
Prefer not to answer		≤5	-	≤5	-
Null/Blank		8	11.27	≤5	-

5.5 Disciplinary Action – Marriage and Civil Partnership Status

Disciplinary Action – Marriage and Civil Partnership Status				
	2018/19		**2019/20**	
	No.	**%**	**No.**	**%**
Divorced/Separated	6	8.45	8	10.13
Living with Partner	≤5	-	≤5	-
Married/Civil Partnership	32	45.07	25	31.65
Single	16	22.54	28	35.44
Widowed	≤5	-	≤5	-
Prefer not to answer	6	8.45	7	8.86
Null/Blank	6	8.45	6	7.59

- **Disciplinary Action - what the data tells us**

The overall number of cases of Disciplinary Action increased by eight between 2018/19 and 2019/20. During the same period, the number of male employees involved in Disciplinary Action rose by nine, while the number of female employees involved in Disciplinary Action fell by one.

Age; Disability; Ethnicity; Marriage and Civil Partnership Status: Given that elements of these data sets have been anonymised to protect the identity of the respective employees, it is not possible to provide any meaningful commentaries on variations in figures.

6.0   GRIEVANCES

6.1   Grievances – Gender

The breakdown of Gender for grievances in 2018/19 and 2019/20 was:

Grievances – Gender				
	2018/19		**2019/20**	
Gender	**No.**	**%**	**No.**	**%**
Male	≤5	-	14	35.00
Female	27	84.38	26	65.00

6.2   Grievances – Age

Grievances – Age				
	2018/19		**2019/20**	
Age group in years	**No.**	**%**	**No.**	**%**
16-19	0	0.00	0	0.00
20-29	0	0.00	0	0.00
30-39	8	25.00	≤5	-
40-49	≤5	-	9	22.50
50-59	14	43.75	21	52.50
60-65	≤5	-	7	17.50
Over 65	0	0.00	≤5	-

6.3   Grievances – Disability

Grievances – Disability				
	2018/19		**2019/20**	
	No.	**%**	**No.**	**%**
Disability	0	0	≤5	-
No disability	27	84.38	32	80.00
Prefer not to answer	≤5	-	≤5	-
Blanks	≤5	-	0	0

6.4   Grievances – Ethnicity

Grievances – Ethnicity					
All staff		**2018/19**		**2019/20**	
		No.	**%**	**No.**	**%**
White					
a.	Scottish	27	84.38	34	85.00
b.	English	0	0.00	0	0.00
c.	Welsh	0	0.00	0	0.00
d.	Northern Irish	0	0.00	0	0.00
e.	British	0	0.00	0	0.00
f.	Irish	≤5	-	≤5	-
g.	Gypsy/Traveller	0	0.00	0	0.00

Grievances – Ethnicity				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
h. Eastern European	0	0.00	0	0.00
i. Other British	0	0.00	0	0.00
j. Other white ethnic group	0	0.00	≤5	-
Mixed or Multiple Ethnic Groups				
a. Any mixed or multiple ethnic group	0	0.00	0	0.00
Asian, Asian Scottish or Asian British				
a. Pakistani, Pakistani Scottish or Pakistani British	0	0.00	0	0.00
b. Indian, Indian Scottish or Indian British	0	0.00	0	0.00
c. Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	0	0.00
d. Chinese, Chinese Scottish or Chinese British	0	0.00	0	0.00
e. Other Asian, Asian Scottish or Asian British	0	0.00	0	0.00
African				
a. African, African Scottish or African British	0	0.00	0	0.00
Caribbean or Black				
a. Caribbean, Caribbean Scottish or Caribbean British	0	0.00	0	0.00
b. Black, Black Scottish or Black British	0	0.00	0	0.00
c. Other Caribbean or Black	0	0.00	0	0.00
Other Ethnic Group				
a. Arab	0	0.00	0	0.00
b. Other	0	0.00	0	0.00
Prefer not to answer	≤5	-	0	0.00
Null/Blank	≤5	-	≤5	-

6.5   Grievances – Marriage and Civil Partnership Status

Grievances – Marriage and Civil Partnership Status				
	2018/19		**2019/20**	
	No.	**%**	**No.**	**%**
Divorced/Separated	≤5	-	6	15.00
Living with Partner	≤5	-	≤5	-
Married/Civil Partnership	18	56.25	23	57.50
Single	7	21.88	≤5	-
Widowed	0	0	0	0
Prefer not to answer	≤5	-	≤5	-
Null/Blank	≤5	-	0	0

23.

- **Grievances - what the data tells us**

Gender; Age; Disability; Ethnicity; Marriage and Civil Partnership Status: Given that elements of these data sets have been anonymised to protect the identity of the respective employees, it is not possible to provide any meaningful commentaries on variations in figures.

7.0   Flexible Working Requests

Flexible Working Requests		
Year	**Requests**	**Increase/Decrease from previous year %**
2013/14	44	
2014/15	58	+ 31.82
2015/16	80	+ 37.93
2016/17	72	- 10
2017/18	85	+ 18.06
2018/19	85	no change
2019/20	91	+ 7.06

7.1   Flexible Working Requests – Gender

Flexible Working Requests – Gender				
	2018/19		**2019/20**	
	No.	**%**	**No.**	**%**
Male	6	7.06	7	7.69
Female	79	92.94	82	90.11
Prefer not to answer	0	0	≤5	-

7.2   Flexible Working Requests – Age

Flexible Working Requests – Age				
	2018/19		**2019/20**	
Age group in years	**No.**	**%**	**No.**	**%**
16-19	0	0.00	0	0.00
20-29	6	7.06	7	7.87
30-39	29	34.12	27	30.34
40-49	18	21.18	14	15.73
50-59	23	27.06	31	34.83
60-65	8	9.41	11	12.36
Over 65	≤5	-	≤5	-

7.3   Flexible Working Requests – Disability

Flexible Working Requests – Disability				
	2018/19		**2019/20**	
	No.	**%**	**No.**	**%**
Disability	≤5	-	≤5	-
No disability	78	91.76	79	86.81
Prefer not to answer	≤5	-	≤5	-
Blanks	≤5	-	≤5	-

7.4   Flexible Working Requests – Ethnicity

Flexible Working Requests – Ethnicity				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
White				
a. Scottish	66	77.65	73	80.22
b. English	0	0.00	0	0.00
c. Welsh	0	0.00	0	0.00
d. Northern Irish	0	0.00	0	0.00
e. British	0	0.00	0	0.00
f. Irish	≤5	-	≤5	-
g. Gypsy/Traveller	0	0.00	0	0.00
h. Eastern European	0	0.00	0	0.00
i. Other British	0	0.00	0	0.00
j. Other white ethnic group	0	0.00	≤5	-
Mixed or Multiple Ethnic Groups				
a. Any mixed or multiple ethnic group	0	0	0	0
Asian, Asian Scottish or Asian British				
a. Pakistani, Pakistani Scottish or Pakistani British	0	0	0	0
b. Indian, Indian Scottish or Indian British	0	0	0	0
c. Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0	0	0
d. Chinese, Chinese Scottish or Chinese British	0	0	0	0
e. Other Asian, Asian Scottish or Asian British	0	0	0	0
African				
a. African, African Scottish or African British	0	0	0	0
Caribbean or Black				
a. Caribbean, Caribbean Scottish or Caribbean British	0	0	0	0
b. Black, Black Scottish or Black British	0	0	0	0
c. Other Caribbean or Black	0	0	0	0
Other Ethnic Group				
a. Arab	0	0	0	0
b. Other	0	0	≤5	-
Prefer not to answer	6	7.06	≤5	-
Null/Blank	6	7.06	10	10.99

7.5   Flexible Working Requests – Marriage and Civil Partnership Status

<table>
<tr><td colspan="5">Flexible Working Requests – Marriage and Civil Partnership Status</td></tr>
<tr><td></td><td colspan="2">2018/19</td><td colspan="2">2019/20</td></tr>
<tr><td></td><td>No.</td><td>%</td><td>No.</td><td>%</td></tr>
<tr><td>Divorced/Separated</td><td>7</td><td>8.24</td><td><5</td><td>-</td></tr>
<tr><td>Living with Partner</td><td>7</td><td>8.24</td><td>11</td><td>12.09</td></tr>
<tr><td>Married/Civil Partnership</td><td>55</td><td>64.71</td><td>68</td><td>74.73</td></tr>
<tr><td>Single</td><td>13</td><td>15.29</td><td>7</td><td>7.69</td></tr>
<tr><td>Widowed</td><td><5</td><td>-</td><td>0</td><td>0</td></tr>
<tr><td>Prefer not to answer</td><td><5</td><td>-</td><td><5</td><td>-</td></tr>
<tr><td>Null/Blank</td><td>7</td><td>8.24</td><td><5</td><td>-</td></tr>
</table>

- **Flexible Working Requests - what the data tells us**

Between 2018/19 and 2019/20, there was an increase of six requests in the number of Council employees who submitted an application for Flexible Working.

Gender; Age; Disability; Ethnicity; Marriage and Civil Partnership Status: Given that elements of these data sets have been anonymised to protect the identity of the respective employees, it is not possible to provide any meaningful commentaries on variations in figures.

8.0   ADOPTION

The number of Council employees who were on Adoption leave in 2018/19 and 2019/20 was $\leq$5.

The Council has published a range of policies on our website which may be of interest to existing and potential employees: Working for the Council - Policies and Procedures.

The Council is committed to providing a range of family friendly benefits to both parents and carers. More details are available from the Family Friendly and Work Life Balance Policies which includes information on the Adoption Leave Scheme; the document is available to download here: Working for the Council - Policies and Procedures.

9.0   PREGNANCY AND MATERNITY

The Council offers a broad range of assistance to pregnant employees and those who return to work after having a baby that go beyond the statutory requirements. The Council does not wish any member of staff to feel discriminated against because of their Pregnancy or Maternity status.

The Council has published a range of policies on our website which may be of interest to existing and potential employees: Working for the Council - Policies and Procedures.

The Council is committed to providing a range of family friendly benefits to both parents and carers. More details are available from The Family Friendly and Work Life Balance Policies which may be of particular interest to employees who are pregnant; the document is available to download here: Working for the Council - Policies and Procedures.

In response to the Covid-19 pandemic and its potential impact on pregnant employees, the Council devised an Individual Workplace Risk Assessment - Covid-19, based on the Scottish Government toolkit and workplace risk assessment guidance. The document should be used in relation to employees at work in Council establishments and worksites and includes specific information for staff who are pregnant.

10.0   TRAINING

10.1   Training – Gender

<table>
<tr><td colspan="5">Training – Gender
Face-to-face participants</td></tr>
<tr><td>All staff</td><td colspan="2">2018/19</td><td colspan="2">2019/20</td></tr>
<tr><td></td><td>No.</td><td>%</td><td>No.</td><td>%</td></tr>
<tr><td>Male</td><td>398</td><td>36.45</td><td>97</td><td>20.77</td></tr>
<tr><td>Female</td><td>691</td><td>63.28</td><td>370</td><td>79.23</td></tr>
<tr><td>Unknown</td><td><u><</u>5</td><td>-</td><td>0</td><td>0</td></tr>
<tr><td>Prefer not to answer</td><td><u><</u>5</td><td>-</td><td>0</td><td>0</td></tr>
</table>

<table>
<tr><td colspan="5">Training – Gender
E-learning participants</td></tr>
<tr><td>All staff</td><td colspan="2">2018/19</td><td colspan="2">2019/20</td></tr>
<tr><td></td><td>No.</td><td>%</td><td>No.</td><td>%</td></tr>
<tr><td>Male</td><td>2,259</td><td>23.01</td><td>1,678</td><td>24.05</td></tr>
<tr><td>Female</td><td>7,557</td><td>76.99</td><td>5,294</td><td>75.88</td></tr>
<tr><td>Prefer not to say</td><td>0</td><td>0.00</td><td><u><</u>5</td><td>-</td></tr>
</table>

10.2   Training – Age

<table>
<tr><td colspan="5">Training – Age
Face-to-face participants</td></tr>
<tr><td></td><td colspan="2">2018/19</td><td colspan="2">2019/20</td></tr>
<tr><td>Age group in years</td><td>No.</td><td>%</td><td>No.</td><td>%</td></tr>
<tr><td>Under 20</td><td><u><</u>5</td><td>-</td><td><u><</u>5</td><td>-</td></tr>
<tr><td>20-29</td><td>79</td><td>7.23</td><td>60</td><td>12.85</td></tr>
<tr><td>30-39</td><td>189</td><td>17.31</td><td>108</td><td>23.13</td></tr>
<tr><td>40-49</td><td>261</td><td>23.90</td><td>95</td><td>20.34</td></tr>
<tr><td>50-59</td><td>455</td><td>41.67</td><td>167</td><td>35.76</td></tr>
<tr><td>60-65</td><td>95</td><td>8.70</td><td>35</td><td>7.49</td></tr>
<tr><td>Over 65</td><td>8</td><td>0.73</td><td><u><</u>5</td><td>-</td></tr>
<tr><td>Unknown</td><td><u><</u>5</td><td>-</td><td>0</td><td>0</td></tr>
</table>

<table>
<tr><td colspan="5">Training – Age
E-learning participants</td></tr>
<tr><td></td><td colspan="2">2018/19</td><td colspan="2">2019/20</td></tr>
<tr><td>Age group in years</td><td>No.</td><td>%</td><td>No.</td><td>%</td></tr>
<tr><td>Under 20</td><td>177</td><td>1.80</td><td>160</td><td>2.29</td></tr>
<tr><td>20-29</td><td>1,601</td><td>16.31</td><td>1,390</td><td>19.92</td></tr>
<tr><td>30-39</td><td>1,996</td><td>20.33</td><td>1,429</td><td>20.48</td></tr>
<tr><td>40-49</td><td>2,063</td><td>21.02</td><td>1,567</td><td>22.46</td></tr>
<tr><td>50-59</td><td>3,213</td><td>32.73</td><td>2,040</td><td>29.24</td></tr>
<tr><td>60-65</td><td>685</td><td>6.98</td><td>362</td><td>5.19</td></tr>
</table>

Training – Age E-learning participants				
Age group in years	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
Over 65	81	0.83	29	0.42
Unknown	0	0.00	0	0.00

10.3 Training – Disability

Training – Disability Face-to-face participants				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
Disability	49	4.49	15	3.21
No disability	912	83.52	421	90.15
Prefer not to answer	63	5.77	17	3.64
Blanks	68	6.23	14	3.00

Training – Disability E-learning participants				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
Disability	359	3.66	249	3.57
No disability	8,299	84.55	6,212	89.04
Prefer not to answer	390	3.97	293	4.20
Blanks	768	7.82	223	3.20

Training – Ethnicity Face-to-face participants					
All staff		**2018/19**		**2019/20**	
		No.	**%**	**No.**	**%**
White					
a.	Scottish	792	72.53	387	82.87
b.	English	0	0.00	0	0.00
c.	Welsh	0	0.00	0	0.00
d.	Northern Irish	0	0.00	0	0.00
e.	British	0	0.00	0	0.00
f.	Irish	77	7.05	24	5.14
g.	Gypsy/Traveller	0	0.00	0	0.00
h.	Eastern European	0	0.00	0	0.00
i.	Other British	0	0.00	0	0.00
j.	Other white ethnic group	$\leq$5	-	22	4.71
Mixed or Multiple Ethnic Groups					
a.	Any mixed or multiple ethnic group	0	0.00	0	0.00

Asian, Asian Scottish or Asian British					
a.	Pakistani, Pakistani Scottish or Pakistani British	0	0.00	0	0.00
b.	Indian, Indian Scottish or Indian British	0	0.00	≤5	-
c.	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	0	0.00
d.	Chinese, Chinese Scottish or Chinese British	0	0.00	0	0.00
e.	Other Asian, Asian Scottish or Asian British	0	0.00	0	0.00
African					
a.	African, African Scottish or African British	0	0.00	0	0.00
Caribbean or Black					
a.	Caribbean, Caribbean Scottish or Caribbean British	0	0.00	0	0.00
b.	Black, Black Scottish or Black British	0	0.00	0	0.00
c.	Other Caribbean or Black	0	0.00	0	0.00
Other Ethnic Group					
a.	Arab	0	0.00	0	0.00
b.	Other	0	0.00	0	0.00
Prefer not to answer		16	1.47	≤5	-
Null/Blank		202	18.50	26	5.57

10.4   Training – Ethnicity

Training – Ethnicity E-learning participants					
All staff		**2018/19**		**2019/20**	
		No.	%	No.	%
White					
a.	Scottish	7,507	76.48	5,700	81.70
b.	English	0	0.00	0	0.00
c.	Welsh	0	0.00	0	0.00
d.	Northern Irish	0	0.00	0	0.00
e.	British	0	0.00	0	0.00
f.	Irish	467	4.76	322	4.62
g.	Gypsy/Traveller	0	0.00	0	0.00
h.	Eastern European	6	0.06	6	0.09
i.	Other British	0	0.00	0	0.00
j.	Other white ethnic group	119	1.21	404	5.79
Mixed or Multiple Ethnic Groups					
a.	Any mixed or multiple ethnic group	0	0.00	7	0.10
Asian, Asian Scottish or Asian British					
a.	Pakistani, Pakistani Scottish or Pakistani British	0	0.00	8	0.11
b.	Indian, Indian Scottish or Indian British	0	0.00	13	0.19
c.	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	0	0.00
d.	Chinese, Chinese Scottish or Chinese British	0	0.00	0	0.00

Training – Ethnicity E-learning participants				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
e. Other Asian, Asian Scottish or Asian British	0	0.00	0	0.00
African				
a. African, African Scottish or African British	0	0.00	0	0.00
Caribbean or Black				
a. Caribbean, Caribbean Scottish or Caribbean British	0	0.00	0	0.00
b. Black, Black Scottish or Black British	0	0.00	0	0.00
c. Other Caribbean or Black	0	0.00	0	0.00
Other Ethnic Group				
a. Arab	<5	-	10	0.14
b. Other	0	0.00	21	0.30
Prefer not to answer	239	2.43	135	1.93
Null/Blank	1,474	15.02	351	5.03

10.5 Training – Sexual Orientation

Training – Sexual Orientation Face-to-face participants				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
Lesbian, Gay or Bisexual	25	2.29	14	3.00
Heterosexual/Straight	626	57.33	291	62.31
Prefer not to answer	29	2.66	14	3.00
Null/Blank	410	37.55	148	31.69
Unknown	<5	-	0	0

Training – Sexual Orientation E-learning participants				
All staff	**2018/19**		**2019/20**	
	No.	**%**	**No.**	**%**
Lesbian, Gay or Bisexual	221	2.25	186	2.67
Heterosexual/Straight	6,247	63.64	5,028	72.07
Prefer not to answer	315	3.21	201	2.88
Null/Blank	3,031	30.88	1,561	22.37
Other	<5	-	<5	-

10.6 Training – Religion or Belief

<table>
<tr><td colspan="5">Training – Religion or Belief
Face-to-face participants</td></tr>
<tr><td>All staff</td><td colspan="2">2018/19</td><td colspan="2">2019/20</td></tr>
<tr><td></td><td>No.</td><td>%</td><td>No.</td><td>%</td></tr>
<tr><td>Buddhist</td><td><5</td><td>-</td><td><5</td><td>-</td></tr>
<tr><td>Church of Scotland</td><td>151</td><td>13.83</td><td>62</td><td>13.28</td></tr>
<tr><td>Hindu</td><td><5</td><td>-</td><td>0</td><td>0</td></tr>
<tr><td>Humanist</td><td><5</td><td>-</td><td>0</td><td>0</td></tr>
<tr><td>Jewish</td><td>0</td><td>0</td><td>0</td><td>0</td></tr>
<tr><td>Muslim</td><td><5</td><td>-</td><td>0</td><td>0</td></tr>
<tr><td>None</td><td>166</td><td>15.20</td><td>103</td><td>22.06</td></tr>
<tr><td>Other Christian</td><td>50</td><td>4.58</td><td>18</td><td>3.85</td></tr>
<tr><td>Other Religion</td><td><5</td><td>-</td><td>6</td><td>1.28</td></tr>
<tr><td>Pagan</td><td>0</td><td>0</td><td>0</td><td>0</td></tr>
<tr><td>Roman Catholic</td><td>268</td><td>24.54</td><td>118</td><td>25.27</td></tr>
<tr><td>Sikh</td><td>0</td><td>0.00</td><td><5</td><td>-</td></tr>
<tr><td>Prefer not to answer</td><td>59</td><td>5.40</td><td>10</td><td>2.14</td></tr>
<tr><td>Null/Blank</td><td>387</td><td>35.44</td><td>145</td><td>31.05</td></tr>
</table>

<table>
<tr><td colspan="5">Training – Religion or Belief
E-learning participants</td></tr>
<tr><td>All staff</td><td colspan="2">2018/19</td><td colspan="2">2019/20</td></tr>
<tr><td></td><td>No.</td><td>%</td><td>No.</td><td>%</td></tr>
<tr><td>Buddhist</td><td>18</td><td>0.18</td><td>16</td><td>0.23</td></tr>
<tr><td>Church of Scotland</td><td>1,785</td><td>18.18</td><td>1,211</td><td>17.36</td></tr>
<tr><td>Hindu</td><td>9</td><td>0.09</td><td><5</td><td>-</td></tr>
<tr><td>Humanist</td><td>7</td><td>0.07</td><td>0</td><td>0.00</td></tr>
<tr><td>Jewish</td><td>0</td><td>0.00</td><td>0</td><td>0.00</td></tr>
<tr><td>Muslim</td><td>14</td><td>0.14</td><td>26</td><td>0.37</td></tr>
<tr><td>None</td><td>1,588</td><td>16.18</td><td>1,490</td><td>21.36</td></tr>
<tr><td>Other Christian</td><td>416</td><td>4.24</td><td>249</td><td>3.57</td></tr>
<tr><td>Other Religion</td><td>38</td><td>0.39</td><td>46</td><td>0.66</td></tr>
<tr><td>Pagan</td><td><5</td><td>-</td><td>7</td><td>0.10</td></tr>
<tr><td>Roman Catholic</td><td>2,585</td><td>26.33</td><td>2,055</td><td>29.45</td></tr>
<tr><td>Sikh</td><td>24</td><td>0.24</td><td>13</td><td>0.19</td></tr>
<tr><td>Prefer not to answer</td><td>352</td><td>3.59</td><td>239</td><td>3.43</td></tr>
<tr><td>Null/Blank</td><td>2,975</td><td>30.31</td><td>1,622</td><td>23.25</td></tr>
</table>

10.7 Training – Marriage and Civil Partnership Status

<table>
<tr><td colspan="5">Training – Marriage and Civil Partnership Status
Face-to-face participants</td></tr>
<tr><td></td><td colspan="2">2018/19</td><td colspan="2">2019/20</td></tr>
<tr><td></td><td>No.</td><td>%</td><td>No.</td><td>%</td></tr>
<tr><td>Divorced/Separated</td><td>76</td><td>6.96</td><td>35</td><td>7.49</td></tr>
<tr><td>Living with Partner</td><td>103</td><td>9.43</td><td>42</td><td>8.99</td></tr>
<tr><td>Married/Civil Partnership</td><td>588</td><td>53.85</td><td>230</td><td>49.25</td></tr>
</table>

Training – Marriage and Civil Partnership Status Face-to-face participants				
	2018/19		**2019/20**	
	No.	**%**	**No.**	**%**
Single	223	20.42	132	28.27
Widowed	10	0.92	<u><5</u>	-
Prefer not to answer	35	3.21	13	2.78
Null/Blank	57	5.22	12	2.57

Training – Marriage and Civil Partnership Status E-learning participants				
	2018/19		**2019/20**	
	No.	**%**	**No.**	**%**
Divorced/Separated	638	6.50	406	5.82
Living with Partner	735	7.49	585	8.38
Married/Civil Partnership	4,736	48.25	3,009	43.13
Single	2,655	27.05	2,502	35.86
Widowed	91	0.93	43	0.62
Prefer not to answer	434	4.42	289	4.14
Null/Blank	527	5.37	143	2.05

- **Training - what the data tells us**

Gender; Age; Sexual Orientation; **Religion or Belief**; **Marriage and Civil Partnership Status**: Given that elements of these data sets have been anonymised to protect the identity of the respective employees, it is not possible to provide any meaningful commentaries on variations in figures.

Disability: When staff were asked about their Disability status during face-to-face training opportunities, the number of people who opted not to provide any information at all almost halved between 2018/19 and 2019/20, falling from 12% for the *Prefer not to answer* and *Blank* responses combined in 2018/19 to 6.64% in 2019/20.

11.0 Equal Pay

11.1 Average Total Pay Analysis for Disability, Ethnicity and Gender

Disability Pay Gap 2018/19

Equal Pay Work Group	Not Disabled		Disabled			
	Count	Average Total Hourly Rate £	Count	Average Total Hourly Rate £	Difference £	Pay Gap %
A	138	8.81	6	8.81	0	0.00
B	199	8.81	7	8.81	0	0.00
C	509	8.96	27	8.94	0.02	0.22
D	611	9.71	16	9.6	0.11	1.13
E	217	11.13	6	11.34	-0.21	-1.89
F	401	12.71	8	13.10	-0.39	-3.07
G	157	14.78	10	14.83	-0.05	-0.34
H	149	16.71	≤5	17.26	-0.55	-3.29
I	110	18.57	8	18.59	-0.02	-0.11
J	40	20.38	≤5	20.62	-0.24	-1.18
K	72	22.04	8	22.30	-0.26	-1.18
L	26	24.29				
M						
N	≤5	26.98				
O	27	29.02	≤5	29.46	-0.44	-1.52
C1	≤5	62.07				
C2	≤5	56.69	≤5	56.69	0	0.00
C3	≤5	46.34				
C4	6	41.9				
Educational Psychologist	6	31.98				
Music Instructor	7	19.4				
Teacher	344	20.31	14	21.05	-0.74	-3.64
Principal Teacher[1]	88	26.85	≤5	25.93	0.92	3.43
Depute Head	22	31.51				
Head Teacher	22	36.2				
Quality Improvement Officer	≤5	34.92				
Quality Improvement Manager						
Total	3,161		119			

Non-Disabled	3,161	13.76
Disabled	119	14.15
Difference		-0.39

---

[1]

Teaching salaries are set nationally. The Pay Gap here is down to the disabled employee being at a lower starting point of the banding for their grade. This will change as the employee progresses through the salary points.

Pay Gap		-2.83%

NB: The total headcount is 3,970. *Blank* and *Prefer not to answer* responses = 690.

Ethnicity Pay Gap 2018/19

Equal Pay Work Group	White British		Not White British			
	Count	Average Total Hourly Rate £	Count	Average Total Hourly Rate £	Difference £	Pay Gap %
A	143	8.81	9	8.81	0	0.00
B	206	8.81	≤5	8.81	0	0.00
C	522	8.96	28	9.02	-0.06	-0.67
D	674	9.73	21	9.7	0.03	0.31
E	210	11.13	10	11.32	-0.19	-1.71
F	379	12.7	37	13.16	-0.46	-3.62
G	150	14.74	17	15.13	-0.39	-2.65
H	144	16.71	12	16.9	-0.19	-1.14
I	99	18.58	20	18.57	0.01	0.05
J	35	20.42	7	20.45	-0.03	-0.15
K	72	22.1	12	22.22	-0.12	-0.54
L	22	24.38	≤5	23.96	0.42	1.72
M						
N	≤5	26.98				
O	26	29.07	≤5	29.03	0.04	0.14
C1	≤5	62.07				
C2	≤5	56.69				
C3	≤5	46.34	≤5	46.34	0	0.00
C4	≤5	41.9	≤5	41.9	0	0.00
Educational Psychologist	≤5	31.24				
Music Instructor	7	19.4				
Teacher	347	20.34	16	20.87	-0.53	-2.61
Principal Teacher	87	26.78	≤5	27.49	-0.71	-2.65
Depute Head	21	31.44				
Head Teacher	22	36.2				
Quality Improvement Officer	≤5	35.56				
Quality Improvement Manager						
Total	3,186		201			

White British	3,186	13.59
Other Ethnicity	201	15.13
Difference		-1.54
Pay Gap		**-11.33%**

NB: The total headcount is 3,970. *Blank* and *Prefer not to answer* responses = 583.

Gender Pay Gap 2018/19

Equal Pay Work Group	Male Count	Average Total Hourly Rate £	Female Count	Average Total Hourly Rate £	Difference £	Pay Gap %
A	26	8.81	136	8.81	0	0.00
B	23	8.81	189	8.81	0	0.00
C	108	8.96	478	8.97	-0.01	-0.11
D	135	9.75	603	9.73	0.02	0.21
E	137	11.24	112	11.05	0.19	1.69
F	103	12.78	353	12.76	0.02	0.16
G	61	14.8	118	14.78	0.02	0.14
H	52	16.86	116	16.69	0.17	1.01
I	48	18.60	86	18.59	0.01	0.05
J	16	20.36	29	20.42	-0.06	-0.29
K	34	22.31	55	21.95	0.36	1.61
L	14	24.47	14	24.16	0.31	1.27
M						
N			≤5	26.98		
O	14	29.16	16	28.99	0.17	0.58
C1	≤5	62.07				
C2	≤5	56.69	≤5	56.69	0	0.00
C3	≤5	46.34	≤5	46.34	0	0.00
C4	6	41.67	≤5	41.9	-0.23	-0.55
Educational Psychologist[2]	≤5	35.3	9	32.42	2.88	8.16
Music Instructor	11	20.72	11	20.43	0.29	1.40
Teacher	109	21.15	490	21.54	-0.39	-1.84
Principal Teacher	57	27.33	111	26.71	0.62	2.27
Depute Head	9	31.53	34	31.36	0.17	0.54
Head Teacher	8	36.73	23	36.47	0.26	0.71
Quality Improvement Officer[3]	≤5	36.84	≤5	35.56	1.28	3.47
Quality Improvement Manager						
	977	**15.64**	**2,993**	**14.36**	**1.28**	**8.18**

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[2] Salaries for Educational Psychologists are set nationally. The Pay Gap here is due to the female employees being at the starting point of the banding for their grade. This will change as the employees progress through the salary points.
[3] Salaries for Quality Improvement Officers are set nationally. The Pay Gap here is due to the female employees being at the starting point of the banding for their grade. This will change as the employees progress through the salary points.

Disability Pay Gap 2019/20

Equal Pay Work Group	Not Disabled		Disabled			
	Count	Average Total Hourly Rate £	Count	Average Total Hourly Rate £	Difference £	Pay Gap %
1	295	9.07	11	9.07	0	0.00
2	484	9.73	25	9.73	0	0.00
3	658	10.25	17	10.21	0.04	0.39
4	209	11.53	≤5	11.7	-0.17	-1.47
5	417	13.21	11	13.36	-0.15	-1.14
6	148	15.33	9	15.41	-0.08	-0.52
7	110	17.38	≤5	17.4	-0.02	-0.12
8	152	18.98	9	19.12	-0.14	-0.74
9	39	20.86				
10	75	22.89	7	23.13	-0.24	-1.05
11	24	25.2				
12	26	29.9	≤5	30.34	-0.44	-1.47
C1	≤5	63.93				
C2	≤5	58.39	≤5	58.39	0	0.00
C3	≤5	47.73				
C4	6	43.16				
Educational Psychologist	≤5	35.59				
Music Instructor	7	20.61				
Teacher	354	22.39	16	22.49	-0.1	-0.45
Principal Teacher	77	28.97				
Depute Head	26	33.61				
Head Teacher	26	39.08				
Quality Improvement Officer	≤5	38.39				
Quality Improvement Manager						
Total	3,145	14.63	116	14.93	-0.3	-2.05

Non-Disabled	3,305	14.63
Disabled	116	14.93
Difference		-0.3
Pay Gap		**-2.05%**

NB: The total headcount is 3,896. *Blank* and *Prefer not to answer* responses = 635.

Ethnicity Pay Gap 2019/20

Equal Pay Work Group	White British		Not White British			
	Count	Average Total Hourly Rate £	Count	Average Total Hourly Rate £	Difference £	Pay Gap %
1	295	9.07	8	9.07	0	0.00
2	498	9.73	20	9.72	0.01	0.10
3	701	10.25	21	10.27	-0.02	-0.20
4	202	11.52	9	11.6	-0.08	-0.69
5	394	13.2	35	13.51	-0.31	-2.35
6	141	15.28	15	15.63	-0.35	-2.29
7	108	17.37	8	17.59	-0.22	-1.27
8	134	18.95	19	19.19	-0.24	-1.27
9	32	20.86	6	20.83	0.03	0.14
10	72	22.93	11	23.04	-0.11	-0.48
11	19	25.38	7	24.78	0.6	2.36
12	25	29.89	≤5	30.34	-0.45	-1.51
C1	≤5	63.93				
C2	≤5	58.39				
C3	≤5	47.73	≤5	47.73	0	0.00
C4	6	43.16				
Educational Psychologist	≤5	34.86				
Music Instructor	7	20.65				
Teacher	359	22.38	10	22.04	0.34	1.52
Principal Teacher	73	28.96	≤5	29.41	-0.45	-1.55
Depute Head	24	33.6				
Head Teacher[4]	25	39.19	≤5	36.35	2.84	7.25
Quality Improvement Officer	≤5	38.73				
Quality Improvement Manager						
Total	3,127	14.47	175	15.86	-1.39	-9.61
White British	3,127	14.47				
Not White British	175	15.86				
Difference		-1.39				
Pay Gap		**-9.61%**				
NB: The total headcount is 3,896. *Blank* and *Prefer not to answer* responses = 594.						

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[4] Salaries for Teachers are set nationally. The Pay Gap here is due to the employee being at the starting point of their banding for their grade. This will change as the employee progress through the salary points.

Gender Pay Gap 2019/20

Equal Pay Work Group	Male Count	Average Total Hourly Rate £	Female Count	Average Total Hourly Rate £	Difference £	Pay Gap %
1	46	9.07	278	9.07	0	0.00
2	97	9.74	455	9.73	0.01	0.10
3	146	10.27	636	10.25	0.02	0.19
4	131	11.62	105	11.45	0.17	1.46
5	95	13.30	372	13.23	0.07	0.53
6	52	15.37	117	15.31	0.06	0.39
7	47	17.43	81	17.39	0.04	0.23
8	53	19.09	124	18.99	0.1	0.52
9	16	20.82	27	20.9	-0.08	-0.38
10	30	23.15	60	22.82	0.33	1.43
11	12	25.42	14	25.05	0.37	1.46
12	11	30.26	17	29.73	0.53	1.75
C1	$\leq$5	63.93				
C2	$\leq$5	58.39	$\leq$5	58.39	0	0.00
C3	$\leq$5	47.73	$\leq$5	47.73	0	0.00
C4	6	43.16	$\leq$5	43.16	0	0.00
Principal/Depute Educational Psychologist	$\leq$5	37.76	$\leq$5	39.99	-2.23	-5.91
Senior Educational Psychologist			$\leq$5	37.06		
Educational Psychologist			$\leq$5	34.33		
Music Instructor[5]	10	22.6	10	21.23	1.37	6.06
Teacher	112	23.09	484	23.32	-0.23	-1.00
Principal Teacher	56	29.25	98	28.78	0.47	1.61
Depute Head	8	33.55	38	33.44	0.11	0.33
Head Teacher	8	39.3	24	39.08	0.22	0.56
Quality Improvement Officer	$\leq$5	39.41	$\leq$5	38.73	0.68	1.73
Quality Improvement Manager			$\leq$5	41.12		
	942	**16.49**	**2,954**	**15.25**	**1.24**	**7.52**

[5] Salaries for Music Instructors are set nationally. The Pay Gap here is due to female employees being at the starting point of their banding for their grade. This will change as the employees progress through the salary points.

12.0   Equal Pay Statement 2021

Policy Statement

Inverclyde Council supports the principles of equal opportunities in employment and believes that all staff, regardless of their Age; Disability; Ethnicity; Ethnic Origin; Gender; Gender Reassignment; Marriage and Civil Partnership Status; Pregnancy and Maternity; Race; Religion or Belief; Sex; or Sexual Orientation, should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

We believe it is in the Council's interest to ensure that pay is awarded fairly and equitably and proactive steps are taken to address equality issues and pay gaps between men and women. Unless barriers to men's and women's participation in occupations stereotypically dominated by one gender, and to women achieving the most senior posts, are removed, the Council cannot be confident it is recruiting the most skilled and talented individuals.

The narrative at section 2.5 on page 5 on Appendix 2 of the Mainstreaming Report 2021 shows that the Ethnicity of the Council's workforce is broadly reflective of the community it serves. However, the Council is not complacent about this and will continue to consider methods to attract the broadest possible range of applicants for vacant Council positions in order to ensure that, as well as the Protected Characteristics of Disability, Ethnicity and Sex, all the Protected Characteristics are appropriately represented within its workforce.

According to the latest data for Inverclyde Council, the Gender Pay Gap continues to decrease and we do not have detrimental Ethnicity or Disability Pay Gaps. However, we will continue to monitor these and take appropriate steps to address any imbalance that occurs. Inverclyde Council is registered with the Disability Confident Scheme (DCS) at Level Three which we believe will assist in attracting disabled applicants. As part of the Scheme, we introduced a Staff Disability Forum to further engage with our disabled employees and staff who have an interest in disability.

The Council believes that we should operate a Pay and Grading System which is transparent, based on objective criteria and free from bias, on any grounds. We aim to avoid unfair discrimination, to reward fairly the skills, experience and potential of all employees, thereby increasing motivation, loyalty, productivity and effectiveness and enhance the Council's reputation and image.

The Council uses an analytical Job Evaluation System to assess the value of jobs and their place in the Council's grading structure. For teachers, promoted posts are subject to job sizing for salary purposes.

The Council's Pay and Grading Scheme is based on job evaluation and therefore satisfies EIAs fully. The Council consulted with our Trade Unions to consolidate the National Living Wage into our Pay and Grading Structure from 1 April 2019 and, as part of this, another EIA was successfully completed in late 2018. The next EIA will be carried out in 2023.

In addition, the following examples further demonstrate the Council's commitment to a culture of equality of opportunity:

- as mentioned above, we introduced a Staff Disability Forum for disabled employees and those who have an interest in disability;
- recruitment and selection - managers are trained to short leet using experience and qualifications (other personal aspects of the applicant are not known by short leet panels), interviews are competency-based, and successful candidates are chosen on merit and their details captured for reference against a selection pro forma, with references only taken up for successful candidates;
- work-life balance - our Family Friendly and Work Life Balance Policy includes a range of varying working patterns for employees to consider;

- flexible working - allows daily attendance flexibility;
- Modern Apprentices Scheme - helps to recruit young people;
- DCS - as outlined above, the Council is fully signed up to the initiative to support existing disabled staff and attract new disabled candidates;
- the Workforce Information and Activity Reports highlight equality amongst other reporting and pose challenges to address this, where relevant;
- diversity training is provided through face-to-face and e-learning opportunities;
- policies and procedures are in place to support employees to raise examples of any behaviour exhibited against expected high equality standards, for example, whistleblowing, grievance, and our Dignity and Respect and Equality and Diversity Policies; and
- awareness of the diversity of the local population and recognition of the value for all groups represented in Council's workforce.

Our Objective

We have one simple objective:

- to eliminate any unfair, unjust or unlawful practices that impact on pay equality.

Our Actions

In order to put Inverclyde Council's commitment to providing equal pay into practice, we will take the following steps:

- continue to work with Trade Union representatives following the implementation of Job Evaluation and the Single Status Agreement which developed a Pay and Grading Model free of sex-bias;
- the new Pay and Grading Model introduced at Single Status is based on the national Job Evaluation Scheme which was then applied locally following an EIA by a national expert;
- a favourable EIA was carried out in March 2013 on our Pay and Grading Structure by an independent expert and more recently in 2018 to proposed changes to our Pay and Grading Structure to incorporate the Living Wage into the Structure;
- in partnership with the Trade Unions, implement regular equal pay reviews in line with the Equality and Human Rights Commission guidance for all staff, to identify any Pay Gaps and their causes;
- assess and review the findings of the Equal Pay Review and take action to address any Gaps identified;
- provide training and guidance for those involved in determining pay and benefits;
- inform employees of how these practices work and how their own pay is determined;
- respond to grievances; and
- monitor pay statistics annually.

Responsibility for delivering the Policy

The Corporate Director - Education, Communities and Organisational Development is the lead officer for monitoring and promoting equality across the Council and ensuring the delivery of the Council's Equality Outcomes 2017/21. The Head of Organisational Development, Policy and Communications is responsible for meeting the equalities duties in respect of employment and equal pay. He will also be responsible for ensuring the commitments made in this statement are implemented.