

# Equality and Diversity

These pages contain performance information that relates to equality and diversity in Inverclyde. You can find more information on equality and diversity on the Council's website: <http://www.inverclyde.gov.uk/council-and-government/equality-and-diversity>

The performance information provided here comes from a number of sources:

- Local Government Benchmarking Framework (LGBF)
- Service key performance indicators (KPIs).

If you would like more information on what Inverclyde Council is doing in relation to Equality and Diversity please see our Equality Mainstreaming Report 2017 which you can find here: [Equality and Diversity](#)

You can also view more information on the LGBF indicators on the Improvement Service website: <http://www.improvementservice.org.uk/benchmarking/>

## Performance Overview 2017/18

There was a very small increase (1%) in the percentage of Inverclyde Council employees who are female and in the top 5% of earners. Performance remains above target and is just below the national level.

There a decrease in the percentage of employees completing equalities training in 2017/18.

There has been a small decrease in the gender pay gap for the second year running. There has also been a slight increase in the percentage of females in top 5% of earners, performance is almost level with the Scottish average.

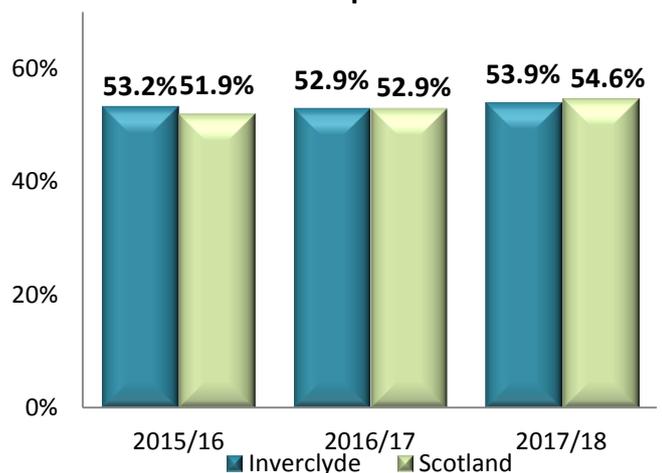
The gender pay gap in Inverclyde is higher than the Scottish average.

### Percentage of females in the top 5% of earners (LGBF)

This indicator is a measure of the percentage of females in the Council that are in the top 5% of earners.

In 2017/18, the percentage of female earners in the top 5% increased very slightly from 52.9% to 53.9%. This was because there number of females in the top 5% of earners increased by two to 110. This information is drawn directly from the Council's electronic HR/Payroll management system. The target for this indicator is 52% and this has been achieved in successive years. Inverclyde's national ranking was 15<sup>th</sup> place.

% females in top 5% of earners



This indicator is also part of the Local Government Benchmarking Framework, which allows us to benchmark how we perform in the area. In 2017/18 Inverclyde had a marginally lower percentage of females in the top 5% of earners compared to the national average.

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Further work is required to investigate any barriers to high earning posts for women. Additionally, further work will be undertaken to help women progress in their careers to reach more senior positions, such as our Leadership Development Programme.

The Council also has robust equalities management procedures in place. Our recruitment and selection procedures are equality impact-assessed and are subject to rigorous re-evaluation at regular intervals to ensure equality standards are maintained.

## Gender Pay Gap % (LGBF)

The indicator provides a picture of the current gender pay gap between male and female employees. It is the percentage difference between male employees average hourly rate of pay and female employees average hourly rate of pay.

The gender pay gap in Inverclyde in 2017/18 was 8.7%, almost 5% higher than the national average. The reason for the change in our gender pay gap figure between 2016/17 and 2017/18 is that, when the male/female employee ratio changes into higher/lower grades by gender, the male/female average hourly rate also changes which has a positive or negative impact on the gender pay gap.

Additionally, in 2017/18, the average hourly rate for male employees changed from the previous year at £14.93 (an increase of £0.09) while the corresponding rate for female employees increased slightly more during the same period, rising from £13.46 to £13.63 (an increase of £0.17).

Organisations like Inverclyde Council are required to produce an annual Gender Pay Gap Report and explore any grade issues which emerge. These are often reasons for such issues including, for instance, cases when new employees from one gender are usually appointed to particular posts at the starting point of a grade; examples of such posts include catering and cleaning appointments.

## Percentage of employees who have undertaken equalities training (KPI)

This performance indicator provides a measure of the percentage of employees who have undertaken equalities training.

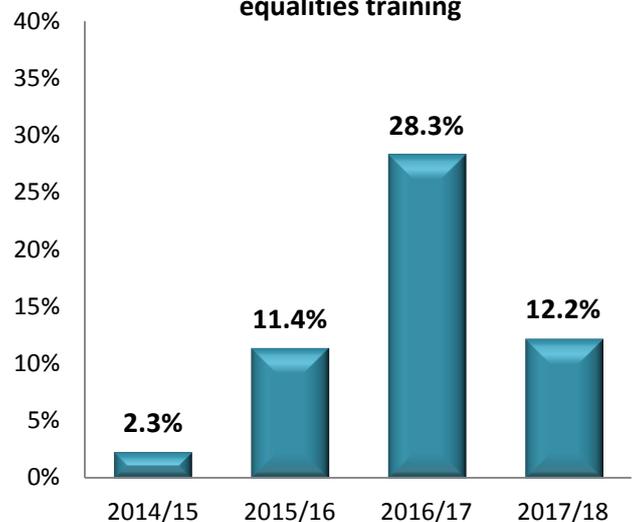
While there was a decrease (of 16.1%) in the number of employees who received some sort of equalities training in 2017/18; the target (10%) was still exceeded during the last reporting year.

During 2017/18, equalities training was provided on a variety of topics including the protected characteristics and hate crime. Throughout the Council, however, it is expected that the number of employees undertaking training on any subject will vary from year to year.

Gender Pay Gap %



% of employees who have undertaken equalities training



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For example, in 2017/18, the number of staff who undertook online equality and awareness training was lower than those who accessed the same training opportunity in the previous year. Similarly, while in 2016/17 a number of employees received anti-sectarianism training from an external provider, no such training was accessed during the last reporting year.

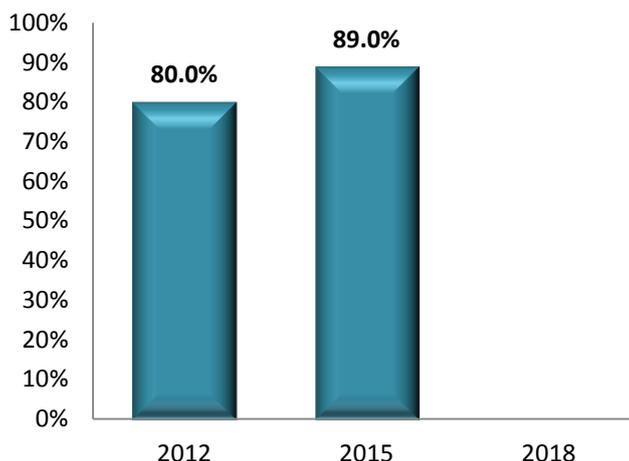
### Inverclyde Council accepts and supports equality and diversity

This information for this performance indicator has been taken from the Council's Employee Survey which was carried out in winter 2015. A new Employee Survey was carried out in winter 2018 and employees will be asked this question again.

Respondents were asked whether they agreed or disagreed with the statement that Inverclyde Council accepts and supports equality and diversity. 89% of respondents agreed or strongly agreed with the statement. This was a 9% increase on the 2012 survey response rate.

This was one of the top statements in the survey that the greatest number of respondents agreed with.

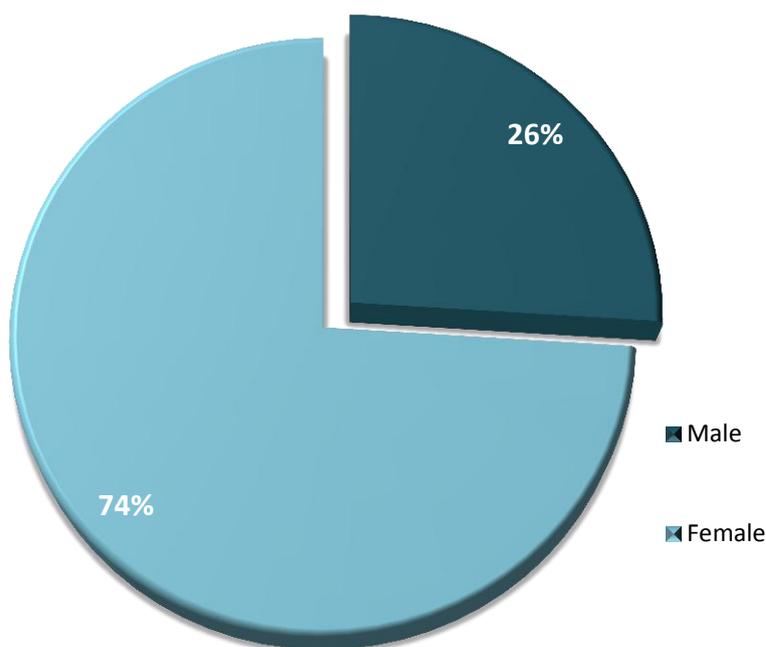
% employees that agree that Inverclyde Council accepts and supports equality and diversity



### Gender

Inverclyde Council's workforce is predominantly female.

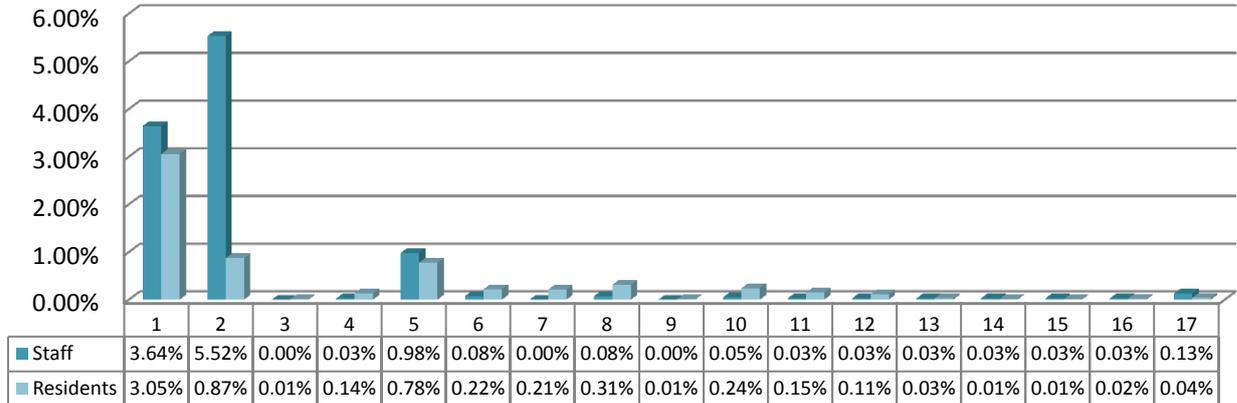
Council staff by gender



# Equality and Diversity

## Ethnicity of Inverclyde Council staff compared to Inverclyde residents

The following chart compares the ethnicity of Inverclyde Council staff and residents in the Inverclyde community, although “White Scottish” has been excluded as the dominance of that group made the smaller levels illegible. The Council workforce comprises of 67.43% White Scottish compared with 93.79% of Inverclyde residents (based on the 2011 Census). As can be seen from the chart, for the most part, the ethnicity of the Council’s workforce is more diverse than that of the local population.



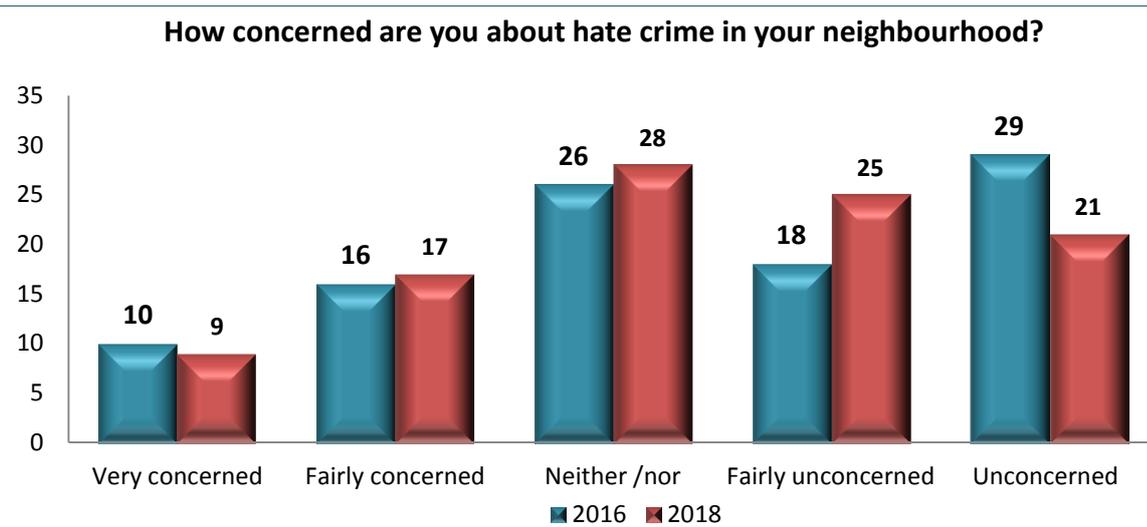
- |   |  |
|---|--|
| 1. Other white British                                      | 10. Chinese, Chinese Scottish or Chinese British       |
| 2. Irish  | 11. Other Asian, Asian Scottish or Asian British       |
| 3. Gypsy / Traveller  | 12. African, African Scottish or African British       |
| 4. Eastern European   | 13. Caribbean, Caribbean Scottish or Caribbean British |
| 5. Other white ethnic group                                 | 14. Black, Black Scottish or Black British             |
| 6. Any mixed or multiple ethnic groups                      | 15. Other Caribbean or Black                           |
| 7. Pakistani, Pakistani Scottish or Pakistani British       | 16. Arab   |
| 8. Indian, Indian Scottish or Indian British                | 17. Other  |
| 9. Bangladeshi, Bangladeshi Scottish or Bangladeshi British |  |

## Hate Crime

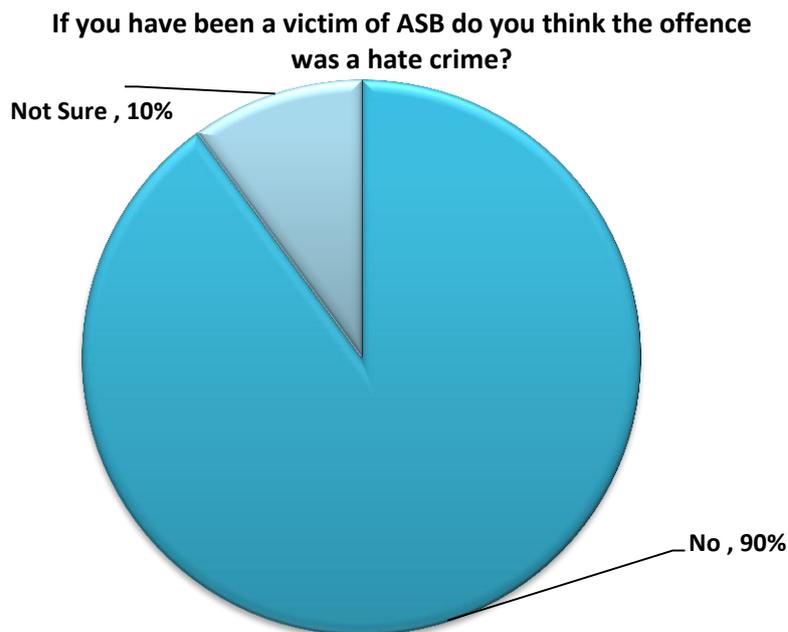
Inverclyde Council and its community safety partners aim to make Inverclyde safer by promoting safety and wellbeing and reducing crime, violence and disorder. To better understand community safety issues affecting our residents and help identify where we could improve we ask residents who are members of the Citizens’ Panel about their perception and experience of hate crime.

In 2018, 26% of respondents were very or fairly concerned about hate crime. 46% of respondents were either fairly unconcerned or unconcerned. 2016 responses are also shown for comparative purposes.

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We also asked our Citizens' Panel if they or anyone else in their household had been a victim of crime or anti-social behaviour (ASB) in the last 12 months. No respondents who had been a victim of crime or anti-social behaviour said that they thought the offence was a hate crime. 90% said it was not and 10% said that they were not sure.



### Living Wage

In November 2015 Inverclyde Council became the first Council in Scotland to introduce the new Living Wage rate. Approximately 700 employees in Inverclyde Council benefit from the living wage foundation supplement.

Inverclyde Council is a fully accredited living wage employer and its status was achieved in March 2016.