**­­**

Ashfield Workforce Report 2023

****

# Table of Contents

**Page**

## Executive Summary 1

**Actions for 2023 2**

**Workforce Profile 2023** **3**

* Ashfield Workforce3
* Workforce Diversity 5
* Maternity/Paternity 9
* Pay 10
* Training 10
* Recruitment 11

**Gender Pay Gap 2022 15**

The Equality Act 2010 and the Public Sector Equality Duty requires all public authorities to publish equality information on their workforce to demonstrate that they are compliant and transparent in their practices. This report builds on the previous year’s reporting and forms part of the information that we collate, monitor and publish to help us ensure that equality considerations are embedded within our employment policies and practices and they meet our responsibilities under the duty.

## Executive Summary

Ashfield District Council workforce has increased over the past year, in January 2023 there were 585 employees at the council, compared to 566 in 2022, in January 2021 there were 595.

59% of the workforce is male and 41% female, a similar ratio to 2022. Part time working is remains predominately female.

Just under half of the work force, 47%, falls within the age range 45 – 59, the same as last year. There has been a slight increase in th enumber of young persons employed with both the 16 -24 age group and 25-29 age groups increasing in 2022.

The proportion of the workforce who consider themselves disabled has decreased over the past 3 years, similarly, the proportion of the working age across Ashfield in receipt of disability.

The ethnic profile of Ashfield from the Census 2021 remains predominately White British (91.8%) At 96.1% White British, the Ashfield workforce profile has become more ethnically diverse with an increase in non White British appointments to 26.5% in 2022. Those identifying as Christian have increased to 41% with an increase in other religions. Religion not stated or no religion has also decreased from 57% to 55.6%.

The BME proportion of the council’s workforce is 3.1%, an increase of 0.8% from the previous year though It still does not adequately represent the BME profile of the district which has become more diverse in the Census 2021. The Council is aware that the recruitment process should continue to encourage and enable employees from minority ethnic and religious belief groups to join the workforce.

## Actions for 2023

Following the completion of a comprehensive independent audit and review of the Councils Recruitment and Retention strategy in 2022; implement a revised action plan that seeks to increase applications and appointments across all demographics

Continue to brand and promote the Council as an attractive employer of choice especially for young people.

Fundamentally review the methodology and approach to recruitment to advertise vacancies as widely as possible so that they are accessible to all possible candidates

To further strengthen the improvements within 2022 to encourage a more diverse workforce within the organisation and ensure BME representation across all levels of the organisation.

## Ashfield Workforce

In January 2023 there were 585 employees at the council, in 2021 there were 566 employees, an increase of 3.4% from 2021. The full-time permanent workforce has increased slightly from the previous year.

The proportion of males and females working for the council has remained relatively static with males at 58.6%, females 41.3%.

The majority of people working for the council fall within the 45 – 59 age range. The proportion of employees 16-25 and 25-29 has increased over the past year with a small decline in the 60-65+ age range. There were 7 apprentices.

The chart above shows the working age resident population of Ashfield from Census 2021 and Ashfield Council 2023 employment figures.

Across the past ten years the workforce across the district and at the Council has grown older with nearly 50% in the band 50-64 compared with 25% at the time of the Census in 2011. The Chart below shows the aging population since 1991

## Workforce Diversity

The DLA figure refers to Ashfield working age residents in receipt of a Disability Living Allowance or a Personal Independence Payment.

The proportion of people claiming these benefits has declined from 8% in 2022.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Ethnicity | % of Workforce  2023 | % of Workforce  2022 | % of Workforce  2021 | Ethnicity all ages Census 2021 |
| White | 96.1% | 96.3% | 95.9% | 95.1% |
| Asian | 0.3% | 0.4% | 0.50% | 1.3% |
| Black | 1.2% | 0.7% | 0.67% | 1.2% |
| Mixed | 1.4% | 1.6% | 1.68% | 1.6% |
| Chinese | 0.2% | 0.2% | 0.17% | 0.03% |

Ashfield’s population is predominately White British. The BME working age population of the district from the Census 2021 was 4.4%. The BME proportion of the council’s workforce is 3.1%, an increase of 0.8% from the previous year.

This will continue to be a key action; encourage applications from minority ethnic groups.

Over the past decade there has been an increasing number of Eastern European migrants moving into the area, predominantly in Sutton in Ashfield and Hucknall. However, the number of new registrations greatly declined in 2021/22. The Census 2021 gives the ‘Other White’ category of Ashfield as 3% The table below shows the change in National Insurance Registrations of Nationals from Overseas (NiNO) over the past 3 years.

*DWP*

The number of employees who do not state their religions or specify ‘no religion’ has declined slightly in the past year. The number or employees who identify as or ‘Christian’, ‘Buddhist’, ‘Sikh’ and ‘Muslim’ has increased with a decrease in ‘No Religion’ and ‘Not Stated’.

The detailed religion data from Census 2021 has not yet been released. The results for all ages in the district can be seen in the table below.

Religion Census 2021 - All Ages in Ashfield District

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Religion | Christian | Buddhist | Hindu | Jewish | Muslim | Sikh | Other religion | Not answered |
| 50.3% | 42.0% | 0.2% | 0.3% | 0.0% | 0.6% | 0.2% | 0.5% | 5.8% |

A new question regarding sexual orientation was asked in the Census 2021

Census 2021 - Sexual Orientation in Ashfield District

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| All usual residents aged 16 years and over | Straight or Heterosexual | Gay or Lesbian | Bisexual | All other sexual orientations | Not answered |
| 102843 | 90.7% | 1.4% | 1.0% | 0.2% | 6.8% |

## Maternity/Paternity

In 2022 twelve employees were on maternity leave, three employees took paternity leave.

## Pay

There has been a significant increase in the proportion of females within the top 5% of earners. The proportion of BME employees in the top 5% of earners continues to increase to 10.3%, an increase of 3.2 % on last year. The proportion of disabled has also increased to 10.3% from 7.1% in 2022.

The above figures of the top 5% of earners excludes CEO, Directors and Assistant Directors, they are NJC posts only. For JNC posts including CEO, Directors and Assistant Directors; 37.9% are female, an increase from last year but a significant decrease from 61.5% in 2021.

## Training

Ashfield has embedded an online training portal containing a wide variety of training opportunities, this is making access to training more accessible for all employees resulting in a significant increase in participation across all monitored protected characteristics.

## Recruitment

The Authority is committed to creating a diverse workforce that is fair and free from discrimination. Reasonable adjustments are made to support disabled people throughout the recruitment process and continue into their role if they are successful. The Authority retained its accreditation to the Disability Confident Scheme and the Mindful Employer Charter in 2022.

Turnover of staff across the year was 9.2% a decrease on 2022(10.3%)

The % of overall applications from under 30’s has decreased, but the largest group of appointments are in the 30-44 age range with the next range 45-59.

The % of applications from candidates stating a disability have increased; from 5.9% (2022) to 6.1% (2023), those appointed have also increased from 1.3% (2022) to 3.1% (2023).

Recruitment has seen a decrease within the White British cohort applications (78.6% to 69.7%) and percentage of those appointed (78.9% to 73.5%) with a corresponding increase in other ethnicities.

Figures based on permanent staff voluntarily leaving the Authority

## 

## Disciplinary and Grievance

There were no 9 disciplinary actions in 2022, 8 male and 1 female and 5 grievances, 3 male and 2 female

Whilst we would monitor and address any concerns with grievances that were related to the protected characteristics, we will not report on these cases as the small number may identify individual employees and same for disciplinary cases.

# Ashfield District Council - Gender Pay Gap Information – 2022

1. Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 the Council is required by law to publish an annual gender pay gap report. The information contained within this report is for the snapshot date of 31 March 2022.

1. Summary of data

* The mean gender pay gap is 0.90%
* The median gender pay gap is -4.04%

Table 1. Comparison to Female and Male in each salary range quartile

|  |  |  |  |
| --- | --- | --- | --- |
| **Quartile** | **Females** | **Males** | **Salary range** |
| Lower | 44.37% | 55.63% | £19,263 - £22,570 |
| Lower Middle | 33.33% | 66.67% | £22,570 - £24,920 |
| Upper Middle | 49.65% | 50.35% | £24,920 - £28,226 |
| Upper | 38.73% | 61.27% | £28,226 and above |

Table 2. Breakdown splits of Female to Male across the Authority

|  |  |  |  |
| --- | --- | --- | --- |
| **Quartile** | **Females** | **Males** | **Salary range** |
| Lower | 26.81% | 23.87% | £19,263 - £22,570 |
| Lower Middle | 20% | 28.40% | £22,570 - £24,920 |
| Upper Middle | 29.79% | 21.45% | £24,920 - £28,226 |
| Upper | 23.40% | 26.28% | £28,226 and above |
| Total | 100% | 100% |  |

The mean is defined as the average of the figures and is calculated by adding up all the figures and diving by the number there are. The median is defined as the salary that lies at the midpoint and is calculated by ordering all salaries from highest to lowest and the median is the central figure. The quartile information is calculated by listing all salaries from highest to lowest and the splitting that information into four equal quarters to determine the percentage of male / female employees in each quartile.

All the figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Although reporting of the salary ranges for the quartiles is not required, this has been provided for additional information.

1. Analysis of data

The mean gender pay gap figure has changed from -2.98% last year, reporting 0.90% this year. In monetary terms the hourly rate differential based on the mean is £0.13 pence per hour. This suggests the pay rates for females and males is about average and that ranges of pay are spread fairly equally across the organisation.

The quartile data indicates that there is a higher percentage of women in the lower quartile, as illustrated in table 2.

The quartile data also outlines that there is an increase in the percentage of females in both the lower middle quartile and the upper quartile, increasing by 3.86% and 4.02% respectively. Traditionally roles in this quartile attract female applicants due to the flexibility and ability to fit in around caring responsibilities. Widely these responsibilities are generally undertaken by women.

The largest gender pay gap is in the lower middle quartile (female 33.33% and male 66.67%). One of the key reasons for this is the roles that fall within this quartile which are traditionally male dominated roles within frontline services such as joiners, waste and environment etc. The Council recognises that although actions are in place to try to address this, it will take time to change these social and historical norms.

The Council remains committed to the principle of equal opportunities and equal treatment for all employees and has a clear procedure to ensure employees are paid equally for the same or equivalent work, regardless of their sex or any other protected characteristic. In 2014 the Council implemented job evaluation and undertook a comprehensive review of pay and allowances to address a number of factors which significantly improved the gender pay gap position. As part of that scheme the Council also evaluates job roles as necessary to ensure a fair structure. In 2016 the Council brought the ALMO back into the Council which included the transfer of a large number of craftworkers. Majority of employees that have been TUPE transferred are now on ADC terms and conditions however there are a small number remaining which are not likely to influence any major changes in the gender pay gap.

1. Action to be undertaken to address the gender pay gap

Although the gender pay gap is not significant enough to be a cause for concern the organisation will continue to implement actions as detailed below to address the disparities.

* Continue to use on line adverts and jobs boards to advertise vacancies as widely as possible so that they are accessible to all possible candidates and therefore not advertise via routes that could attract traditional genders.
* Review the Recruitment process from start to finish to ensure inclusive recruitment
* The Council is still involved in an initiative to promote flexible working including hybrid and agile working in all posts that are viable, and will continue build on the work of this initiative to ensure that all vacancies are advertised as flexible and encourage applicants to approach managers to discuss flexible working requirements at appointment stage.