



Ashfield Workforce Report 2019



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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, in common with many Local Authorities has become smaller over the past year, at January 2019 there were 578 employees at the council, in January 2018 there were 612.

58.8% of the workforce is male and 41.2% female. Part time working is predominately female.

Half of the work force, 50.5%, falls within the age range 45 – 59, although, thanks to increased availability and appointment of apprentices and trainees positions, the 16 -25 age group continues to increase from 5.9% in 2017 to 6.2%. This is a positive movement in line with the councils ongoing priorities.

The proportion of the workforce who consider themselves disabled has decreased slightly but remains higher than the proportion of the workforce in receipt of either the Disability Living Allowance or a Personal Independence payment.

The working age ethnic profile of Ashfield from the Census 2011 is predominately White British, 97.8% and Christian, 56.1% or no religion, 36.1%. At 98.1% British the workforce profile does not, however, adequately represent the BME profile of the district which will have become more diverse since 2011. 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.

The data shows a healthier gender pay gap position than in 2017; where there is still no median gender pay gap, and the figure for the mean pay gap has reduced from 1.65% to 0.45% suggesting that measures implemented to reduce this are starting to have an effect.

Actions for 2019

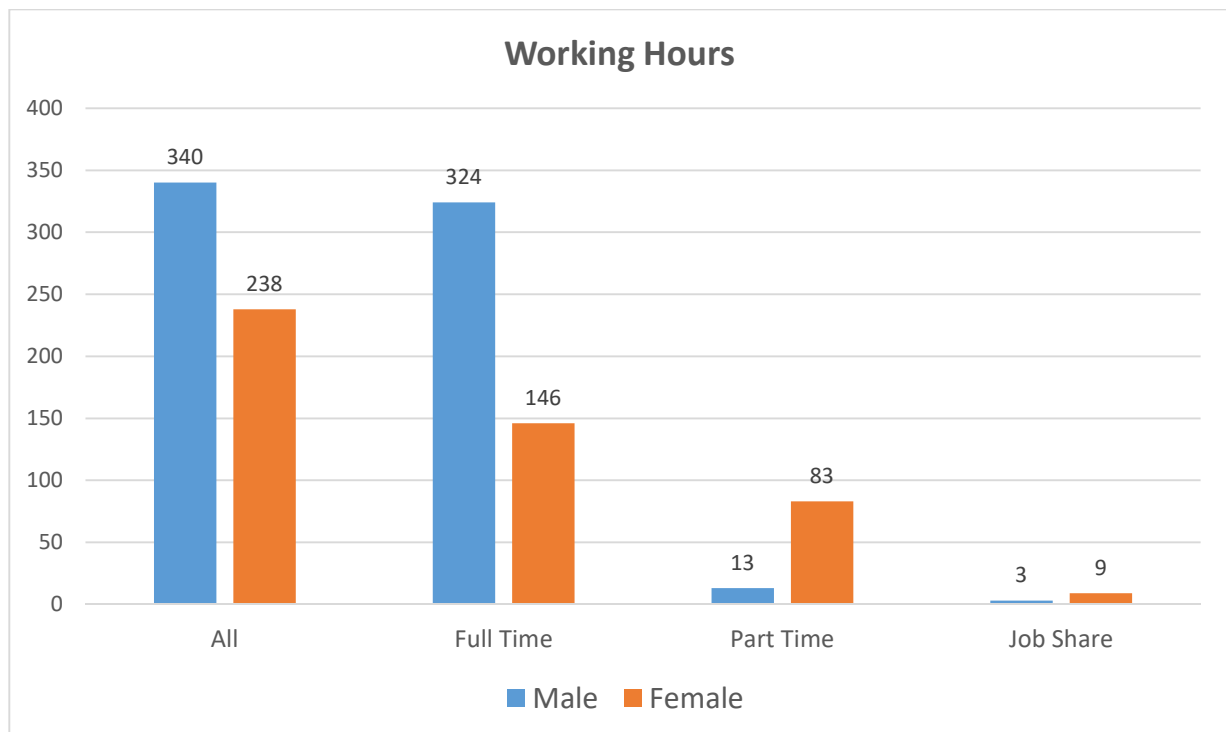
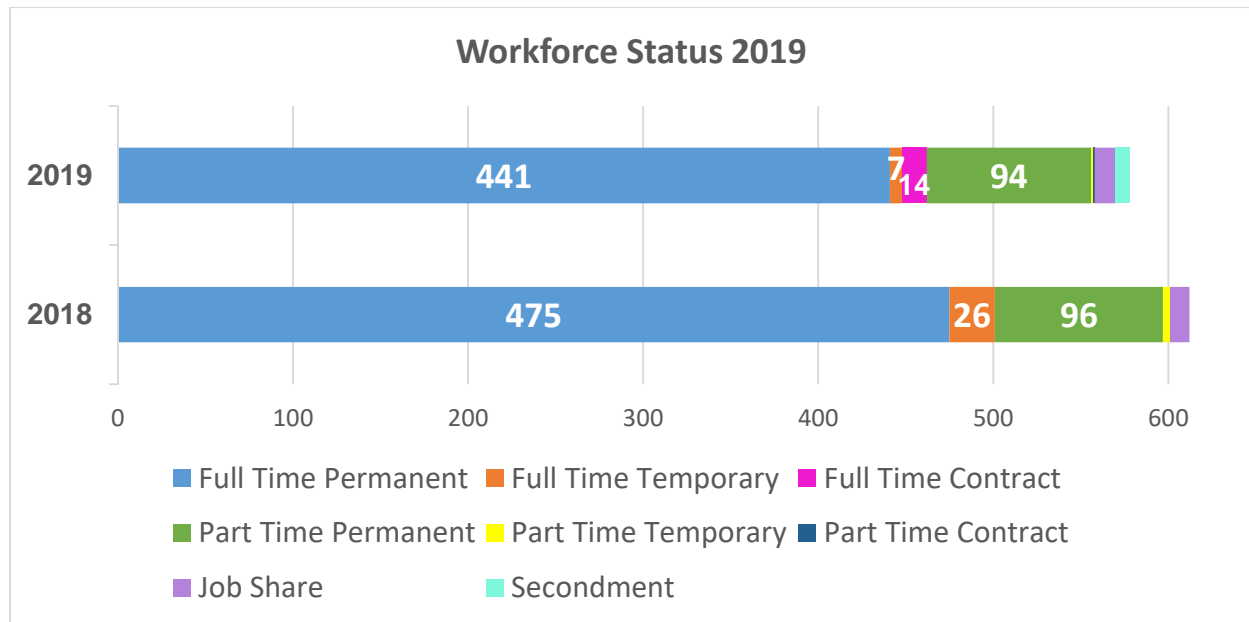
Continue the implementation of our Recruitment & Selection Strategy and our work towards becoming a more attractive employer for young people.

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.

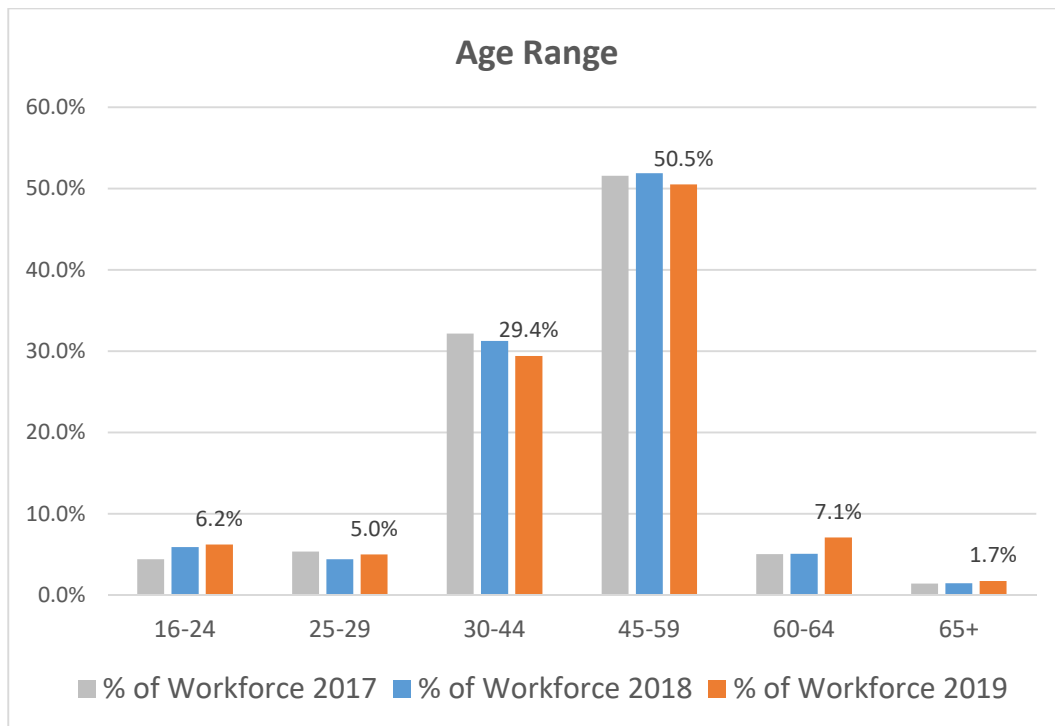
To actively encourage a more diverse workforce within the organisation and ensure BME representation across all levels of the organisation.

Ashfield Workforce

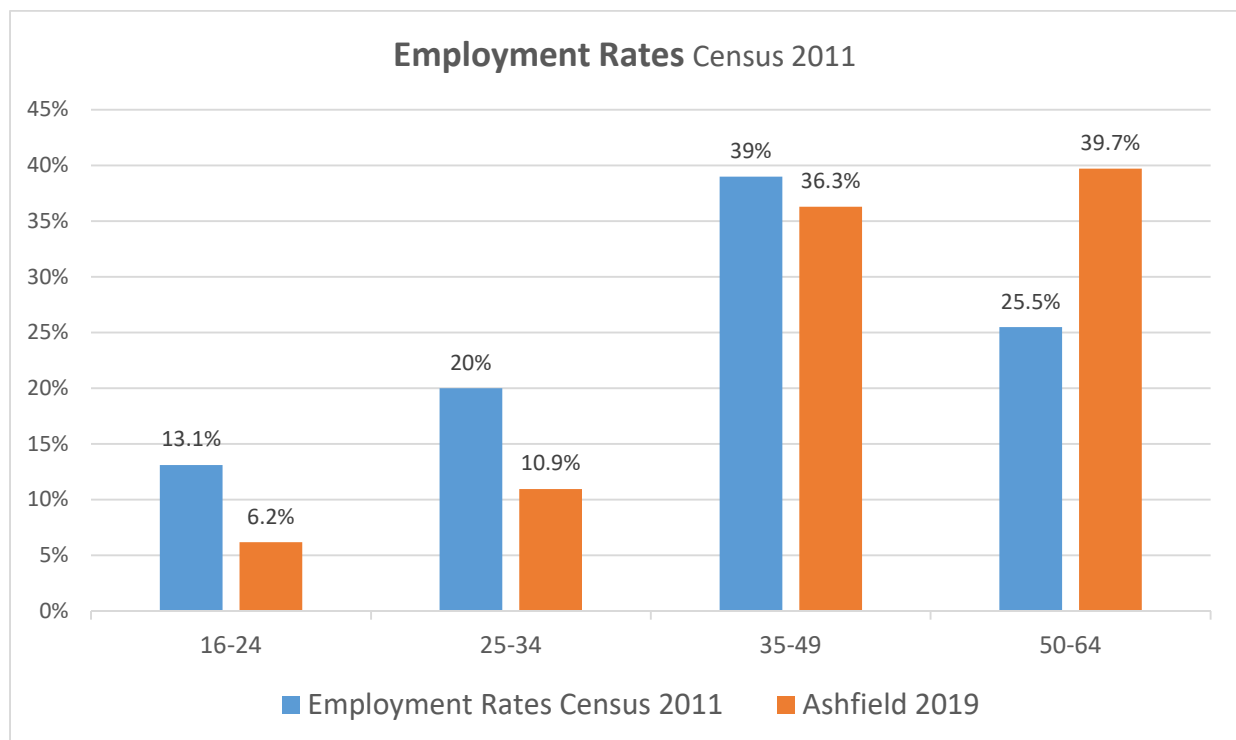
In January 2019 there were 578 employees at the council, in 2018 there were 612 and in 2017, 634. A decrease of 6% (2018) and 9%(2017).



The proportion of men working for the council has remained at 58.8%, following an increase from 55.2% in 2015.

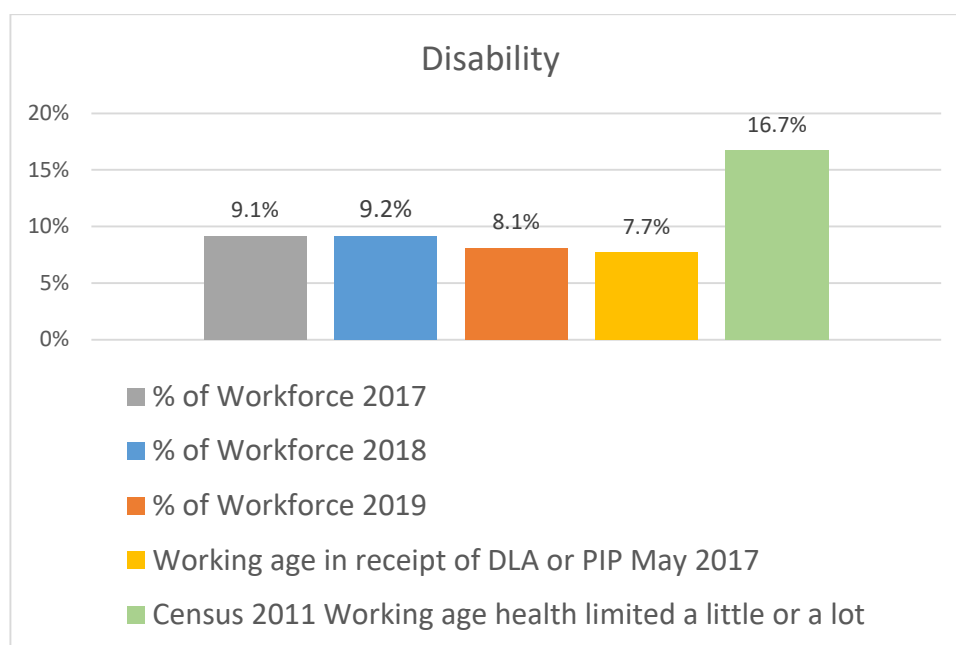


The majority of people working for the council fall within the 45 – 59 age range. The proportion of employees under 24 continues to increase with corresponding decrease in aged 30-60. Over all, there has been a continued increase in the proportion of under 30 year olds working at Ashfield District Council.



The number of people in each age band resident in Ashfield who were in employment at the time of the census and Ashfield Council 2018 employment figures

Workforce Diversity



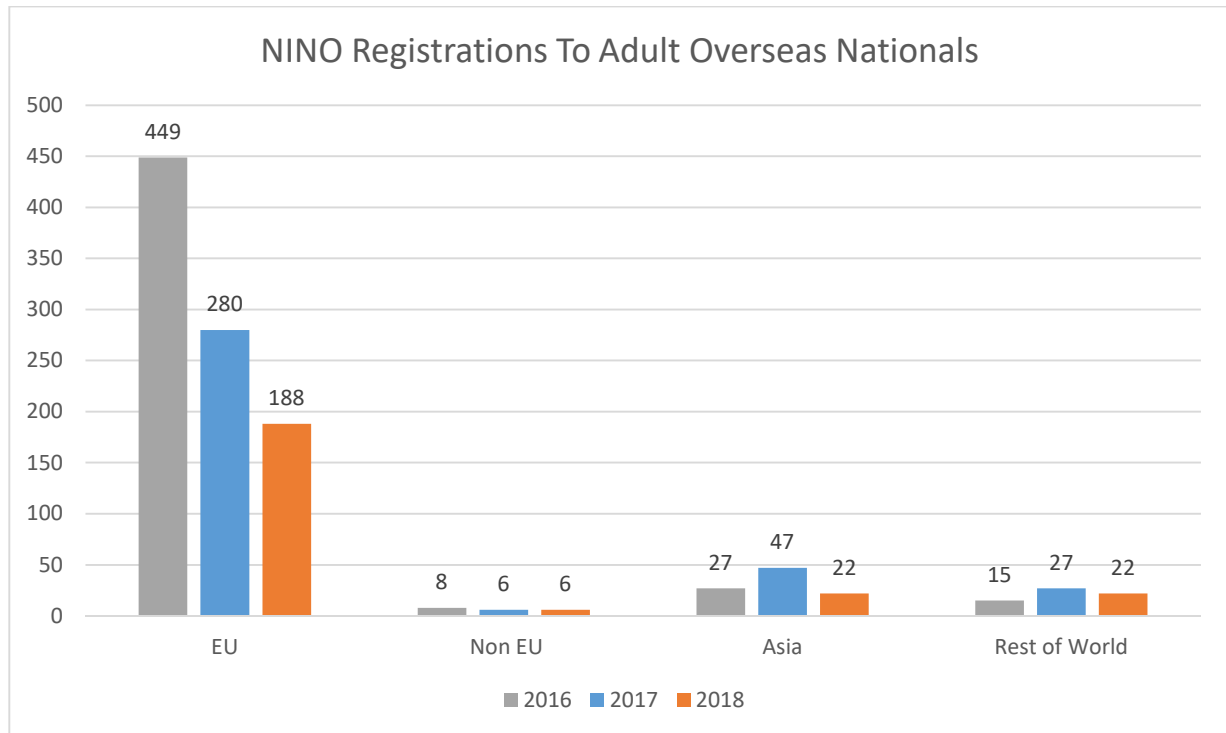
Census data does not directly relate to disability but whether health is limited. The DLA figure refers to Ashfield working age residents in receipt of a Disability Living Allowance or a Personal Independence Payment.

Ethnicity	% of Workforce 2019	% of Workforce 2018	% of Workforce 2017	Ethnicity working age Census 2011
White	98.1%	98.0%	97.8%	97.80%
Asian	0.2%	0.33%	0.5%	1.9%
Black	0.7%	0.49%	0.5%	1.1%
Mixed	1.0%	1.15%	1.3%	0.6%
Chinese	0.0%	0.00%	0.0%	0.5%

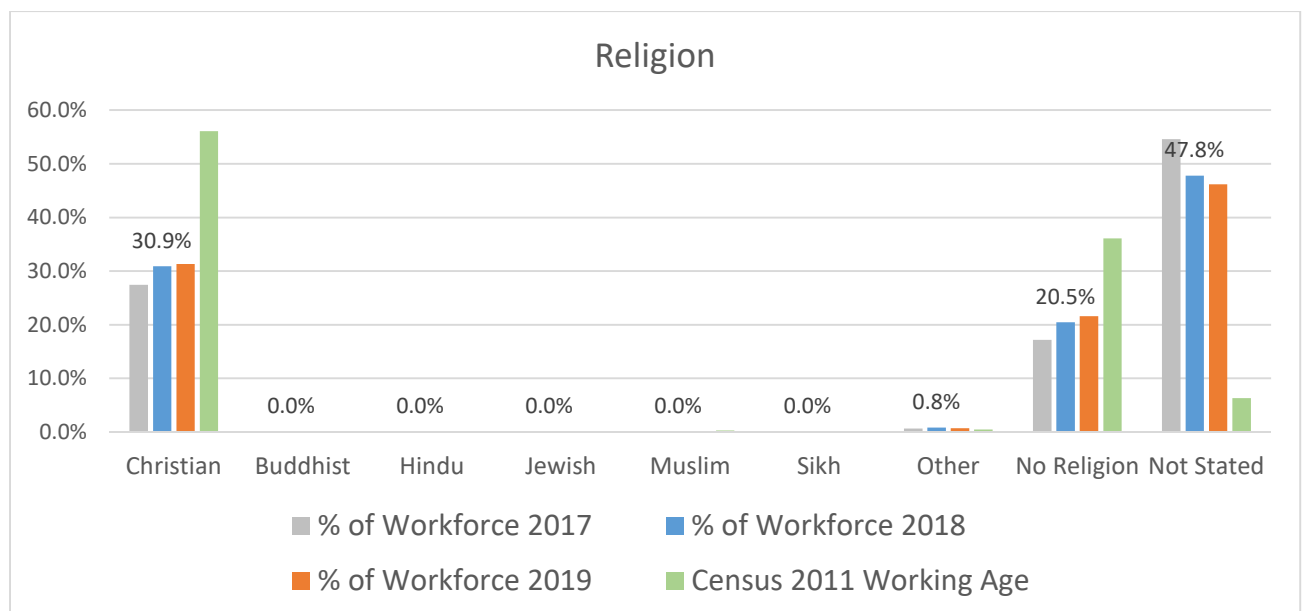
Ashfield's population is predominately white British. The BME working age population of the district is 4.1%, the BME proportion of the council's workforce is 1.9%, a very slight decrease on the previous year.

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

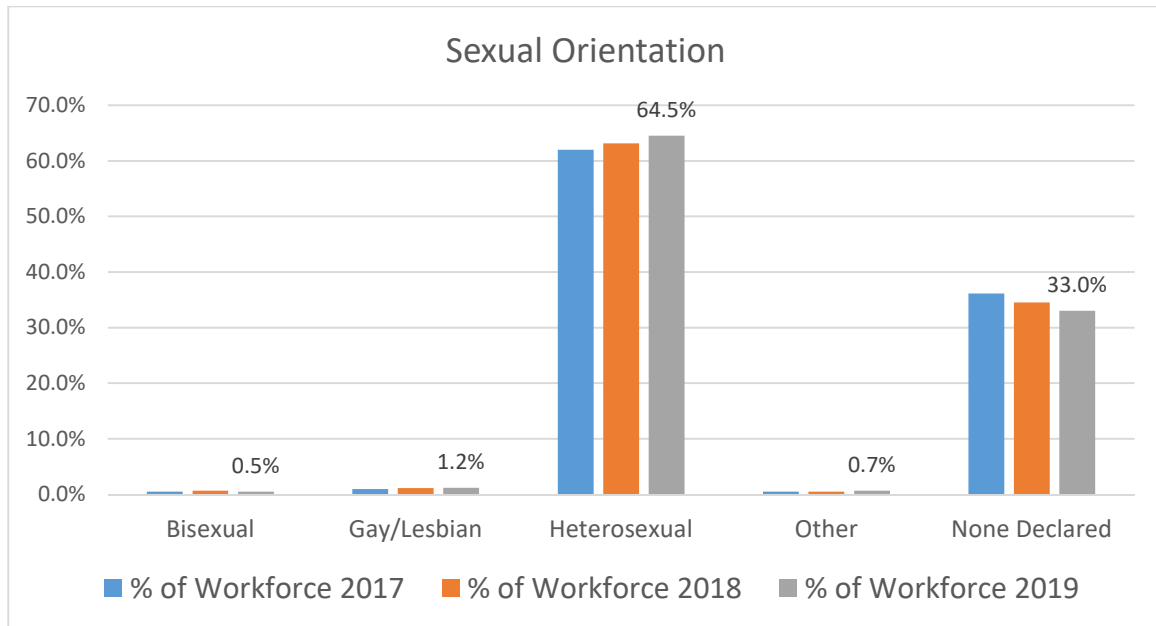
Since the 2011 Census there has been an increasing number of Eastern European migrants moving into the area, predominantly in Sutton in Ashfield and Hucknall. However, the number of new registrations have significantly declined over the past two years.



DWP



The majority of people working for the council do not state their religion. It is, therefore, difficult to assess how this relates to the general population of the district.

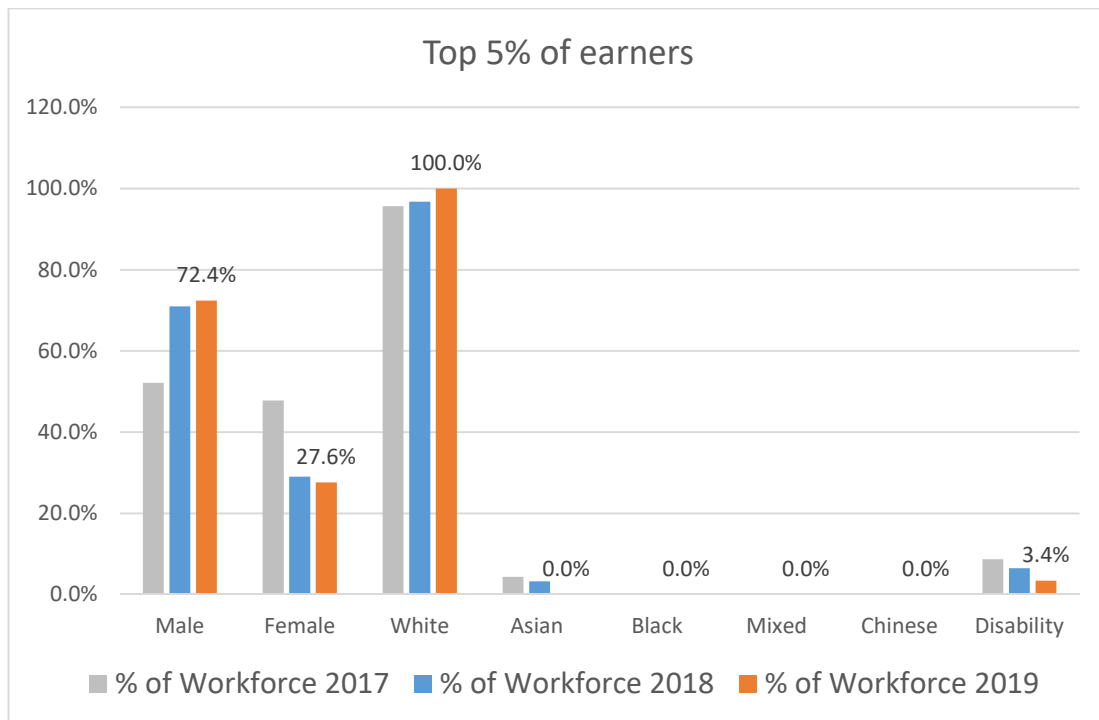


There is no district wide data available for sexual orientation but the proportion of the workforce stating that they are lesbian, gay or bisexual has remained similar on the previous year.

Maternity/Paternity

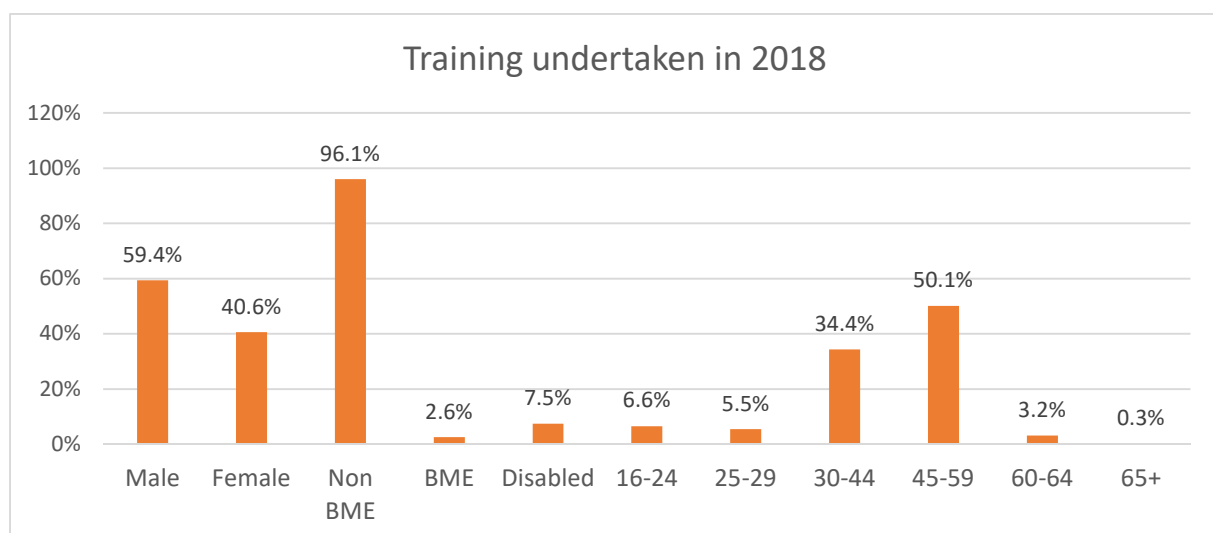
In 2018 eight employees took maternity leave and six paternity leave.

Pay



There has been a slight increase in top 5% of earners being male with corresponding decrease in females. Although involving small numbers there has been a decrease in BME and proportion of disability employees within top 5% of earners.

Training



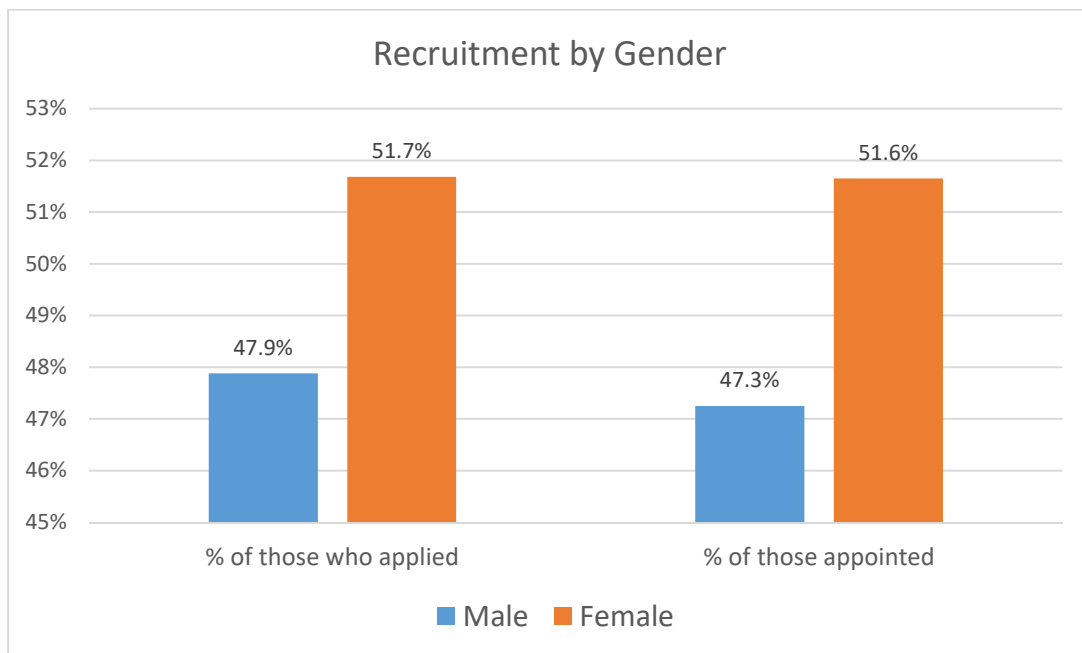
Ashfield recently introduced an online training portal containing a wide variety of training opportunities, this is making access to training more accessible for all employees resulting in a significant increase in participation across all monitored protected characteristics.

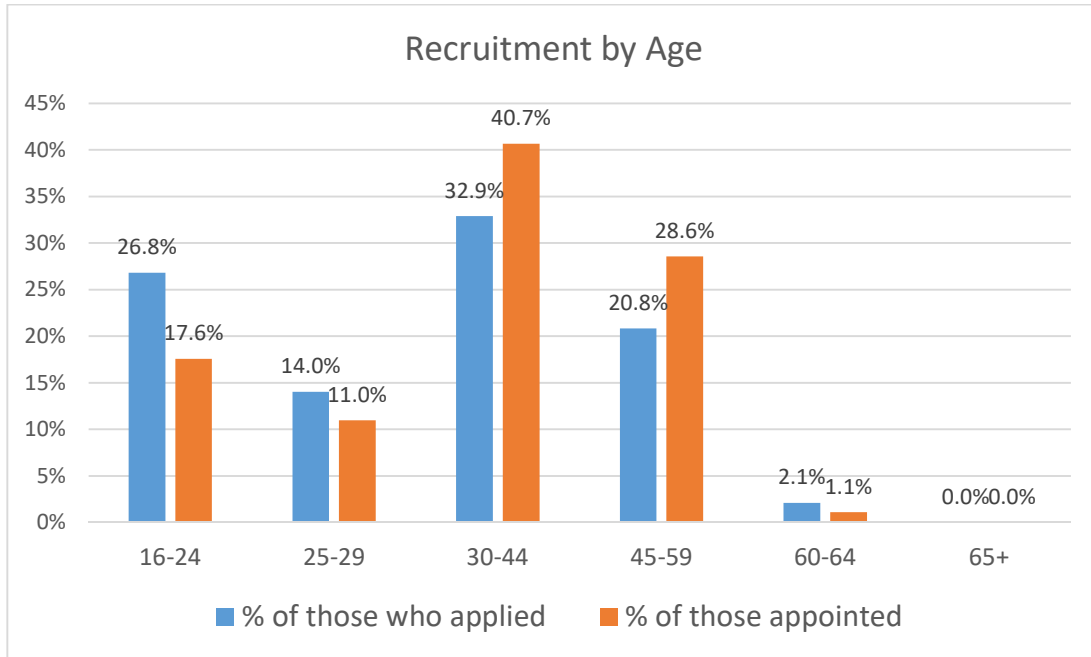
Recruitment

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 is accredited to the Disability Confident Scheme and the Mindful Employer Charter.

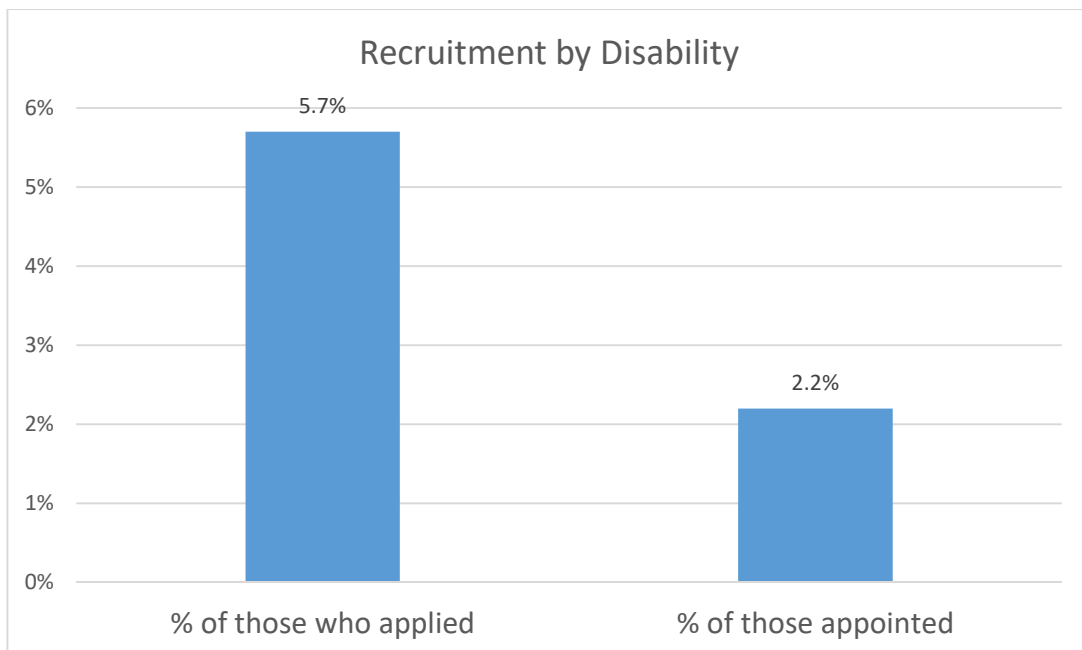
Turnover of staff across the year was 13.9%, an increase on 2018 (10.6%).

There were no applications from people undergoing, or having completed, gender re-assignment.

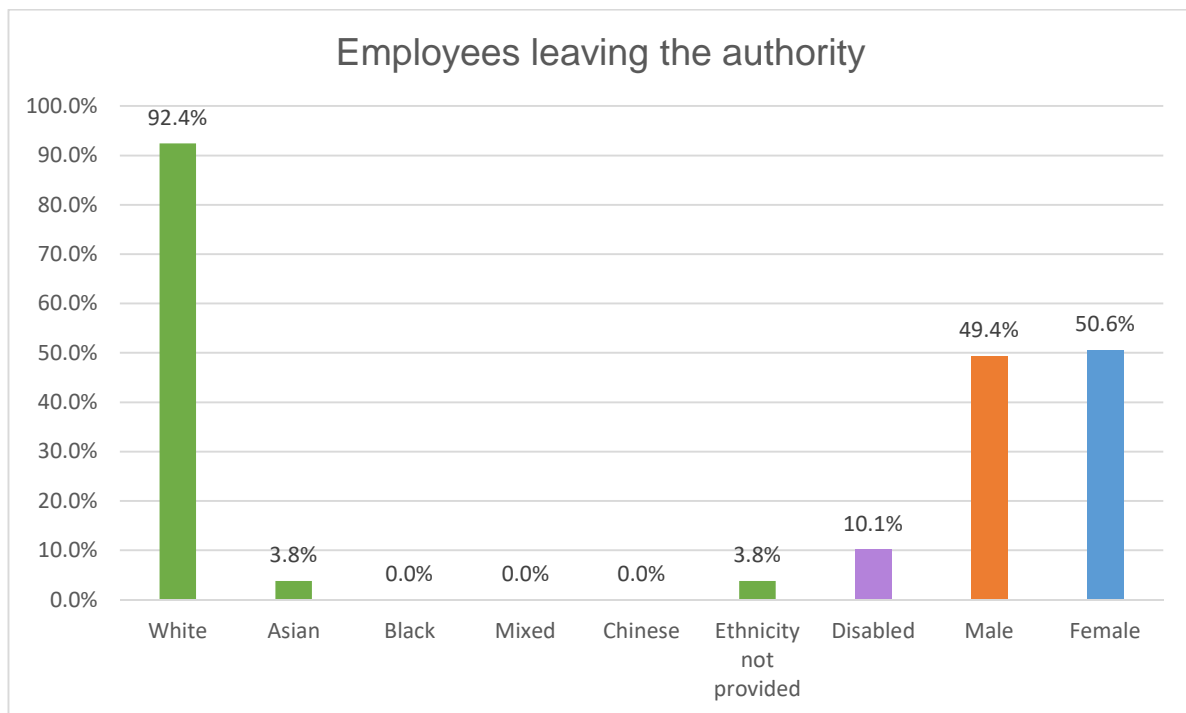
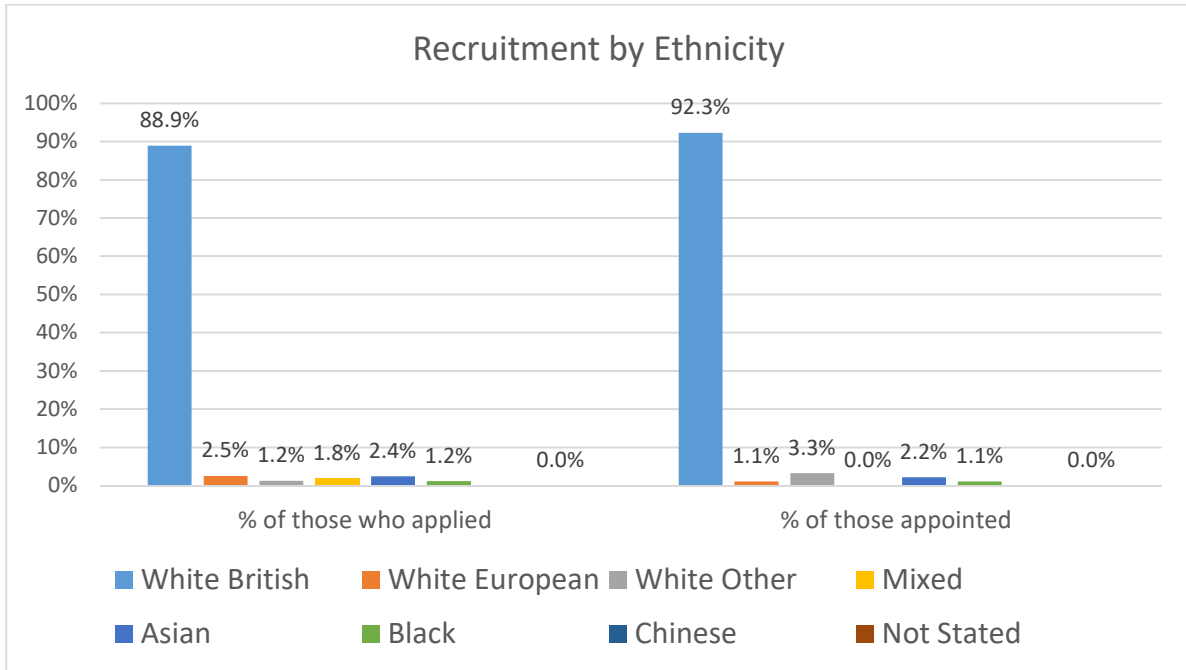




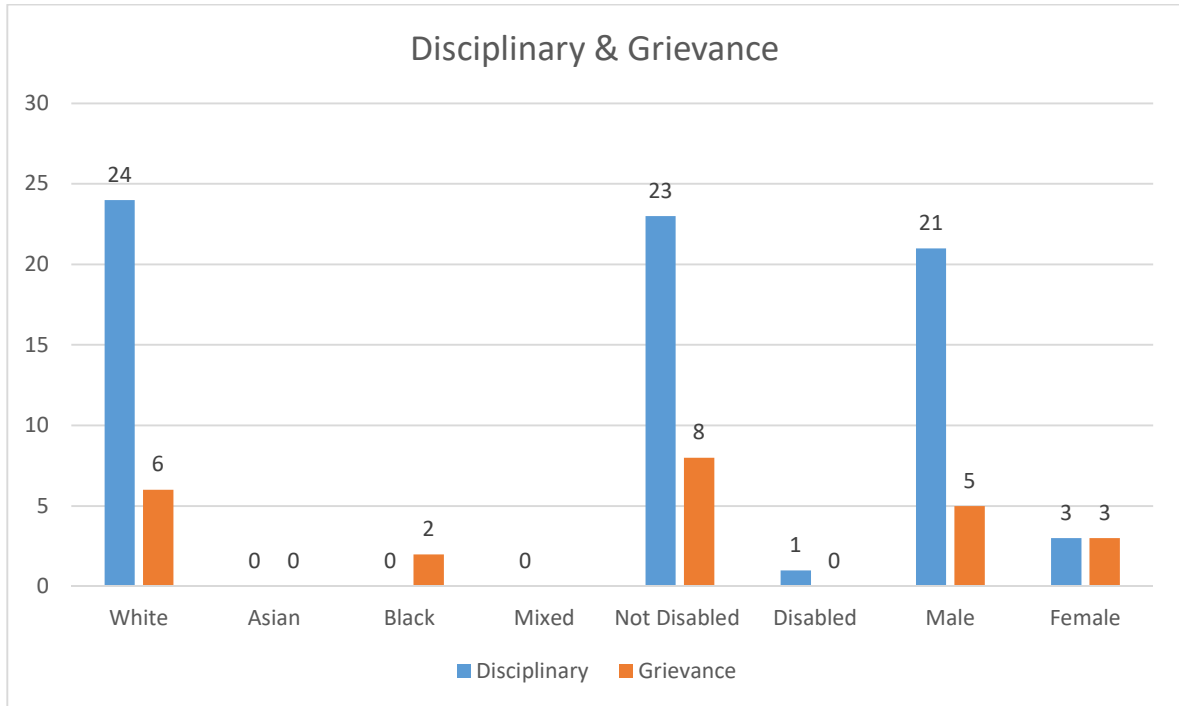
The % of overall applications from under 30's continues to increase recognising work undertaken to increase awareness, availability and attractiveness of vacancies to young people such as apprenticeships and traineeships.



The % of applications from candidates stating a disability continue to increase; from 4.5% (2018) to 5.7% (2019).



Figures based on permanent staff voluntarily leaving the Authority



Ashfield District Council - Gender Pay Gap Information – 2018

1.0 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 2018.

2.0 SUMMARY OF DATA

- The mean gender pay gap is 0.45%
- The median gender pay gap is 0%

Quartile	Females	Males	Salary range
Lower	43%	57%	£16,302.51 - £18,746
Lower Middle	35.4%	64.6%	£18,746 - £22,658
Upper Middle	44%	56%	£22,658 - £28,485
Upper	40.7%	59.3%	£28,485 and above

The mean is defined as the average of the figures and is calculated by adding up all the figures and dividing 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.

3.0 ANALYSIS OF DATA

In comparison with other similar organisations, the gender pay gaps identified do not appear to be large and are therefore not significantly concerning. Although there is no median gender pay gap, there is a mean pay gap which suggests that ranges of pay are spread fairly equally across the organisation but that the average pay for men is higher. In comparison to last year, this figure has reduced from 1.65% to 0.45% suggesting that measures implemented to reduce this are starting to have an effect. The mean gender pay gap is likely to be due to a higher proportion of men receiving higher levels of pay, which is supported by the quartile data which outlines a larger percentage of men compared to women in the upper middle and upper quartiles. In comparison to last year the percentage of women in these quartiles is increasing. Although this is a relative small increase, the Council still consider this as a positive change.

The quartile data also outlines that there is most disparity in the lower middle and lower quartile and the percentage of women in these quartiles has reduced in these quartiles

in comparison to last year. Further analysis of the data indicates that as was the case last year, the lower middle quartile contains a high proportion of trade posts such as joiners, painters etc as well as Refuse Drivers. This would suggest that the disparity continues to be due to employment of men and women in posts that traditionally attract specific genders. 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. Service reviews are ongoing, and as these progress all employees, including craftworkers, are likely to transfer onto Council terms and conditions. The impact of this on the gender pay gap is yet to be determined.

4.0 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.
- The Council is still involved in an initiative to promote flexible working, particularly in more senior posts / professional posts, 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. As part of promotion of flexible working managers undertook training in 2018 to encourage them to analyse vacancies before appointment to determine if the post could be redesigned more flexibly.
- Embedding a competency framework which looks at values and behaviours. This is supported by selection exercises in recruitment, and in combination these aim to reduce any in built bias to recruit people from a specific gender into traditional gender dominated posts. In 2018 managers have received training about using selection exercises in recruitment and selecting appropriate exercises depending on the vacancy being advertised.
- Engaging young people early on (for example via apprenticeships) to try and encourage applications from under-represented groups in traditional gender dominated posts.