



Allerdale Borough Council Equality Needs Analysis

Overview

Protected Characteristics

The Equalities Act 2010 replaced existing anti-discrimination laws with a single act. The Act covers nine protected characteristics which cannot be used as a reason to treat people unfairly:

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion and Belief
8. Sex
9. Sexual Orientation

The Equality Duty

The Act introduced the public sector Equality Duty to ensure that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

The Equality Duty requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- foster good relations between people who share a protected characteristic and people who do not share it.

Our Workforce

This document presents how Allerdale Borough Council is meeting its requirement under the Equality Duty to consider how their activities as employers affect people who share different protected characteristics. It includes information on:

- Workforce makeup
- Pay
- Recruitment and retention
- Staff survey results

Workforce Breakdown

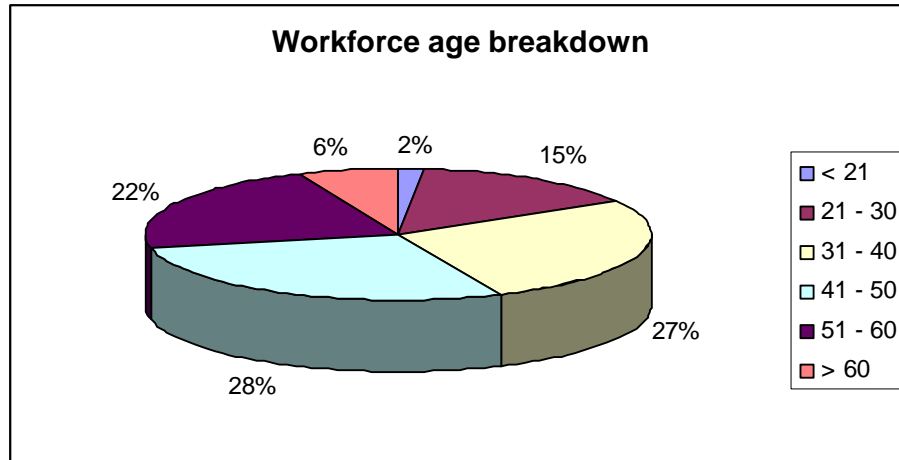
Blank and Missing Data

Allerdale Borough Council records equality information about their employees on a centralised human resources system called Midland Trent. The Council has updated Equality & Diversity monitoring form and the system has also been updated to reflect the more detailed information.

Notes

- Allerdale Borough Council has collected 100% of information about employees age and sex
- Allerdale Borough Council currently does not collect information about gender reassignment or, sexual orientation or religion or belief.

Age
Figure 1



Source: Midland Trent

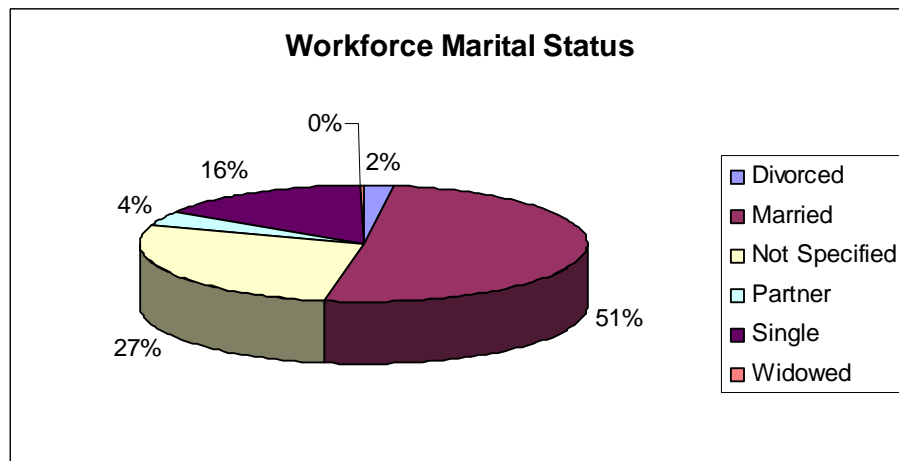
- **22%** of the workforce is aged 51 – 60 compared to 21.6% of Cumbria's population
- **28%** of the workforce is aged 41 – 50 compared to 15.2% of Cumbria's population

Disability

5.88% of the Council's workforce have declared themselves to have a disability compared to **20.2%** of Cumbria's working age population. Allerdale Borough Council's figure is the percentage of staff that reported having a disability out of those whose disability status is recorded in Midland Trent.

Marriage and Civil Partnership

Figure 2



Source: Midland Trent

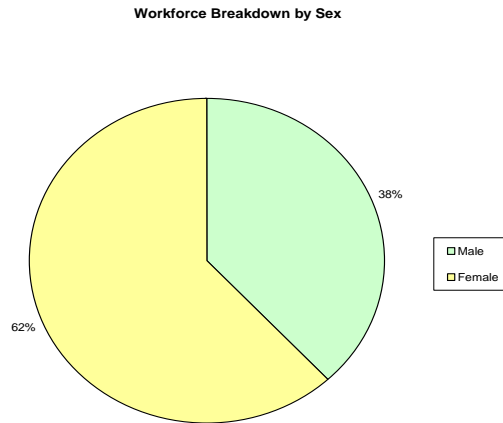
Of those Allerdale Borough Council employees whose marital status is recorded:

- **50.50%** are married
- **15.63%** are single
- **2.30%** are divorced
- **0.32%** are widowed
- **3.90%** have a partner
- **27.035%** not specified

Race
Table 1

	British	White British	Chinese	Indian	Not Known
Workforce	61%	0.32%	0.32%	0.32%	37.04%

Sex
Figure 3

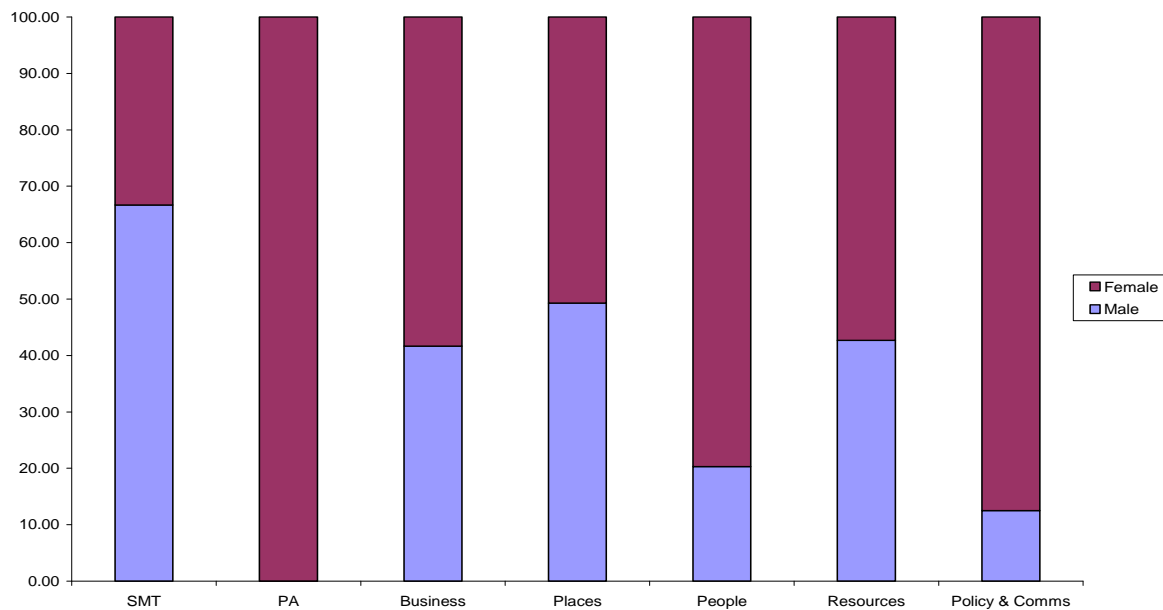


Source: Midland Trent

- **62%** of Allerdale Borough Council's workforce is female
- **38%** of Allerdale Borough Council's workforce is male

Women are over represented in the workforce compared to the County's population. The gender split for Cumbria as a whole is 50.7% female and 49.3% male.

Figure 4



Source: Midland Trent

- **Places** is the most gender balanced directorate with 50.70% women and 49.30% men.

- PA's are the least gender balanced area with 100% females followed by the Policy & Communication Team with 87.50% women and 12.50% men.
- In terms of number of people per strategic area "People" is least gender balanced where 4/5th are female.
- SMT has the greater proportion of men at 66.67%.

Pay

In September 2009 Allerdale Borough Council implemented a new pay and grading structure following the Single Status review. Before implementing the new pay model Allerdale Borough Council completed an Equality Impact Assessment.

Following the Single Status review employees' basic salary increased, decreased or stayed the same:

- **33%** gained
- **7%** lost
- **60%** stayed the same

Of those involved in the Single Status review the average basic salary is **£22,480**.

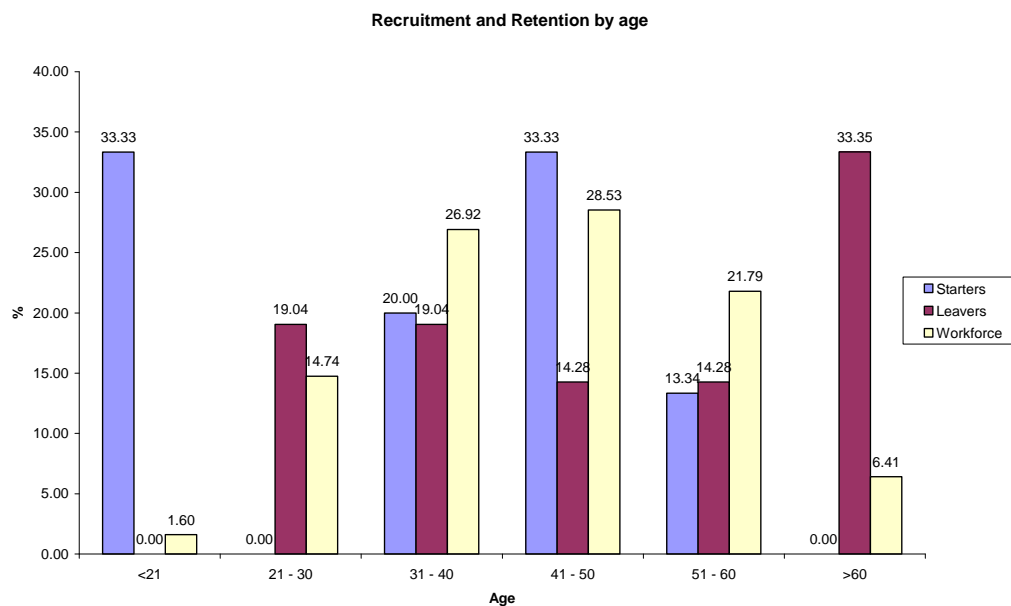
Recruitment and Retention

Between the 1st of January 2011 and the 31 December 2011:

- 15 employees started at Allerdale Borough Council
- 21 employees left the organisation

Age

Figure 5



Source: Midland Trent

The <21 age group had significantly more starters than leavers. The proportion of new starters is also significantly greater than their representation in the workforce overall:

<21 years old

- **33.33%** of new starters
- **0%** of leavers
- **1.60%** of workforce

During this period the Council had to adjust to significant public sector spending reductions. This resulted in voluntary redundancies, internal restructuring and strict controls on recruitment.

The majority of leavers are among the >60 age group:

- 0% of starters
- 33.35% of leavers
- 6.41% of the workforce

Sex

Figure 6

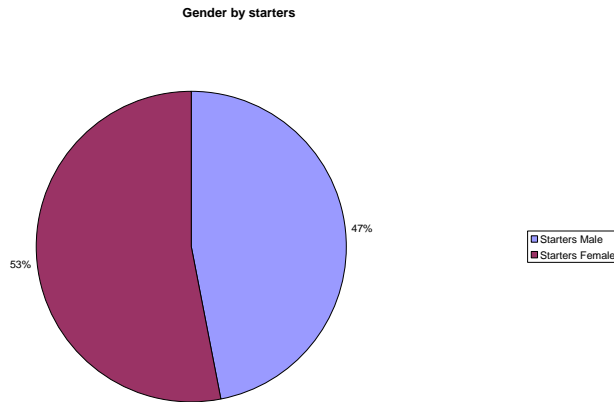


Figure 7

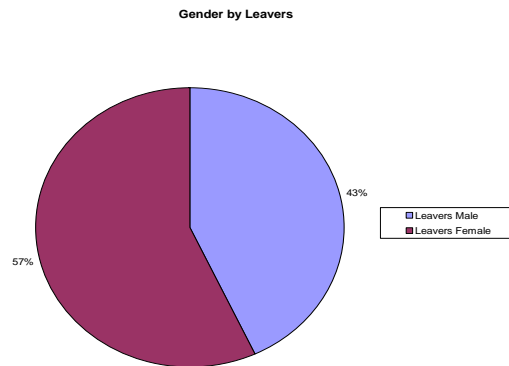
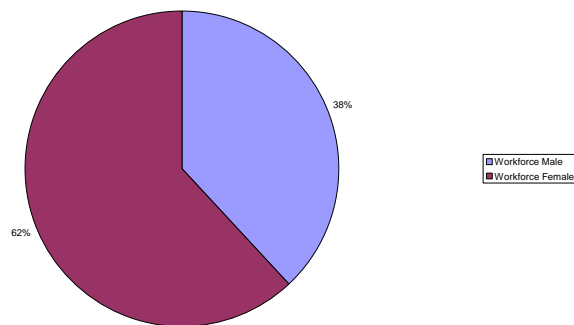


Figure 8



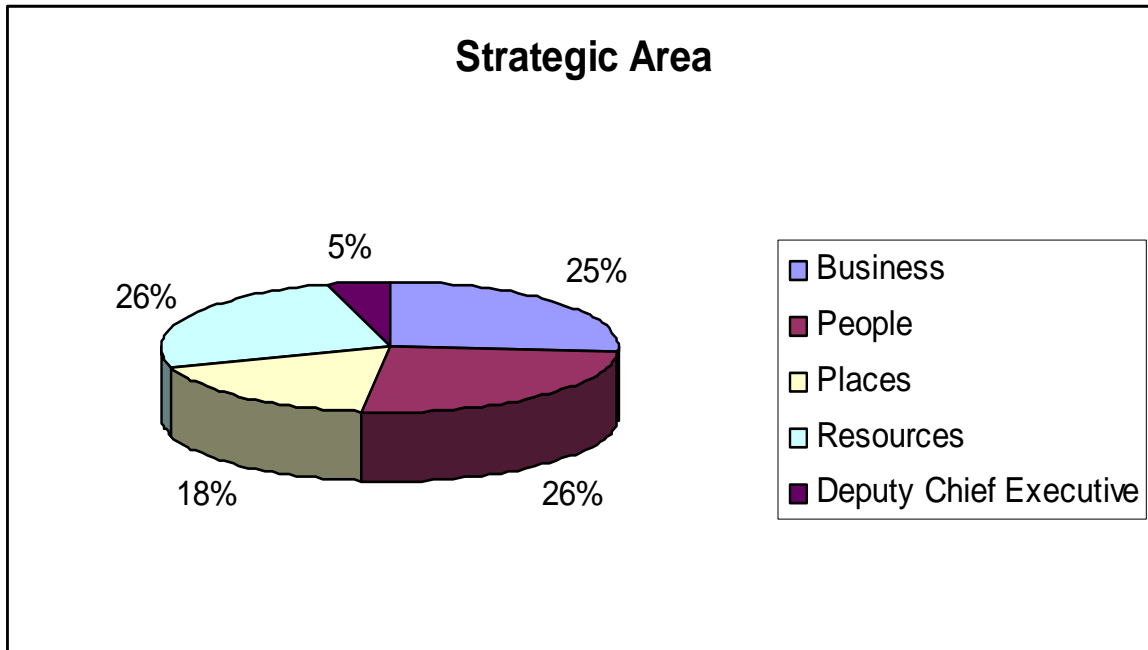
The gender split among those leaving the organisation does not reflect that of the workforce as a whole. In contrast the gender split amongst new starters is much more balanced and closer to that of the population as a whole.

Staff Survey

Allerdale Borough Council carries out Staff surveys and undertook the latest one in November 2011. 164 employees responded which represents 52% of the workforce. Not all staff answered all of the questions below the information shown is about those who answered the questions.

Strategic Area (Which Strategic area do you work in?)

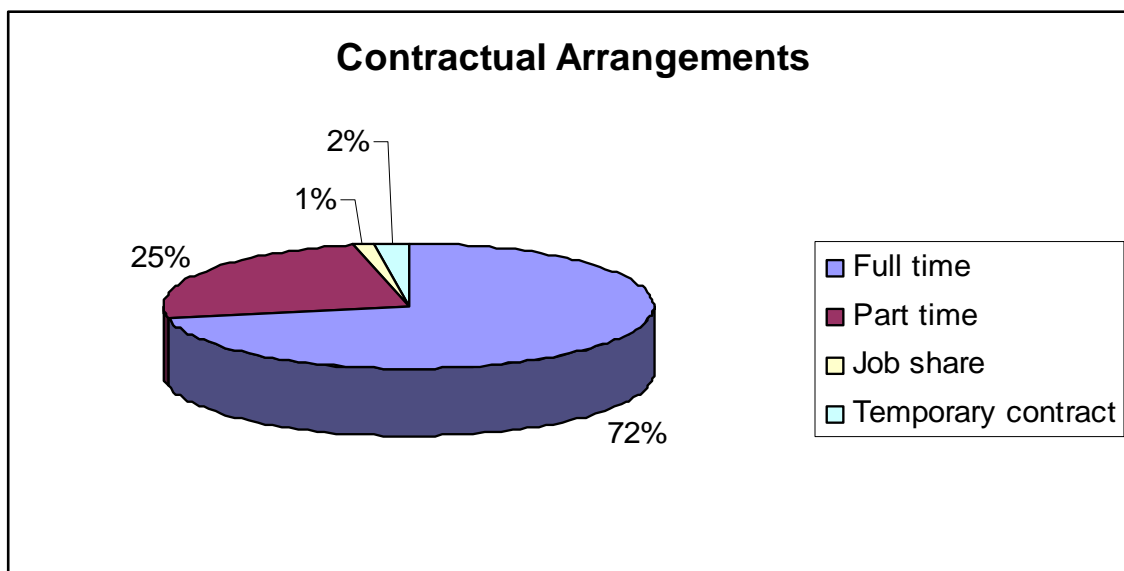
Figure 9



Source Staff Survey

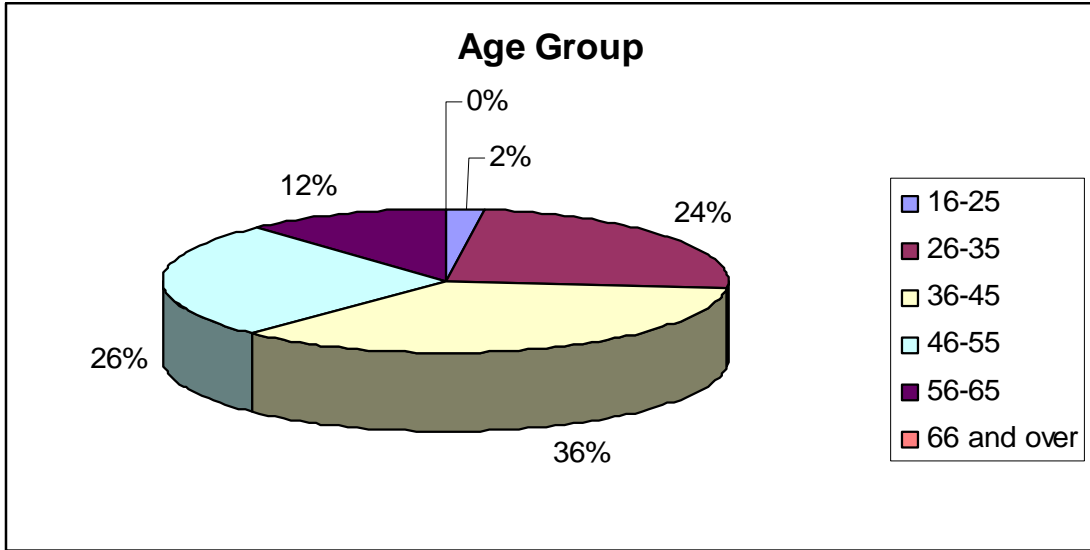
Contractual Arrangements

Figure 10



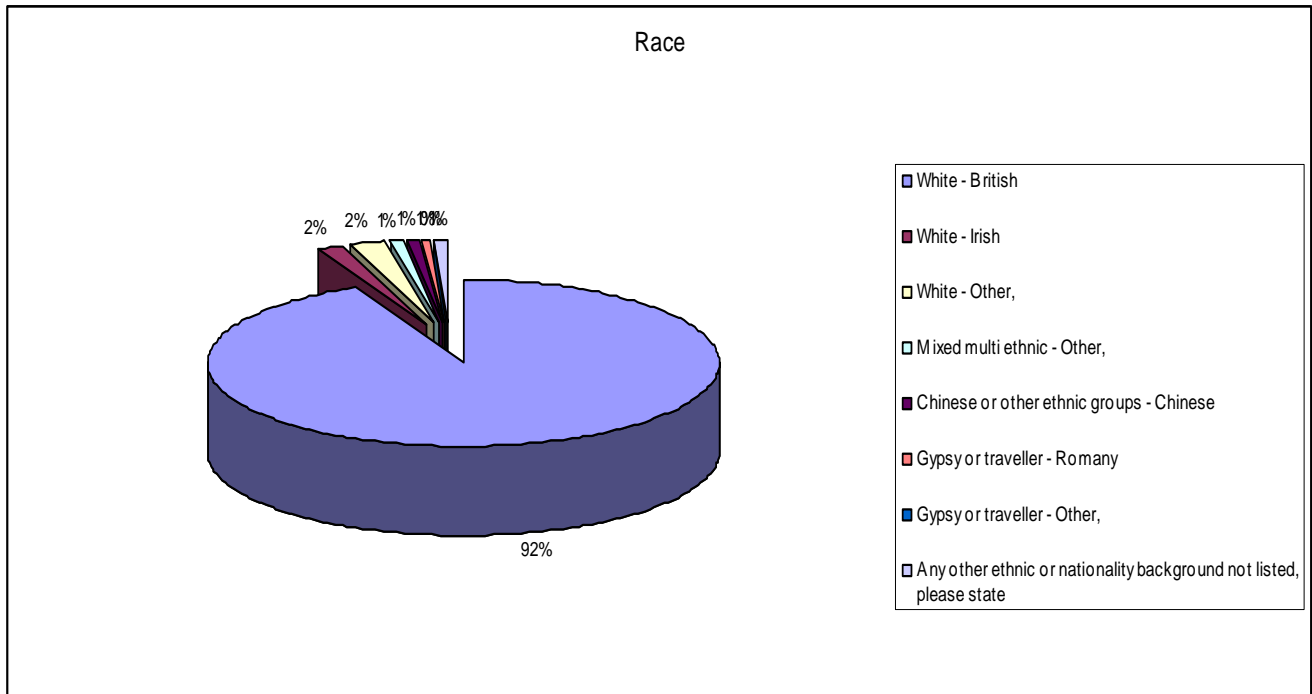
Source Staff Survey

Age (What is your age group)
Figure 11



Source Staff Survey

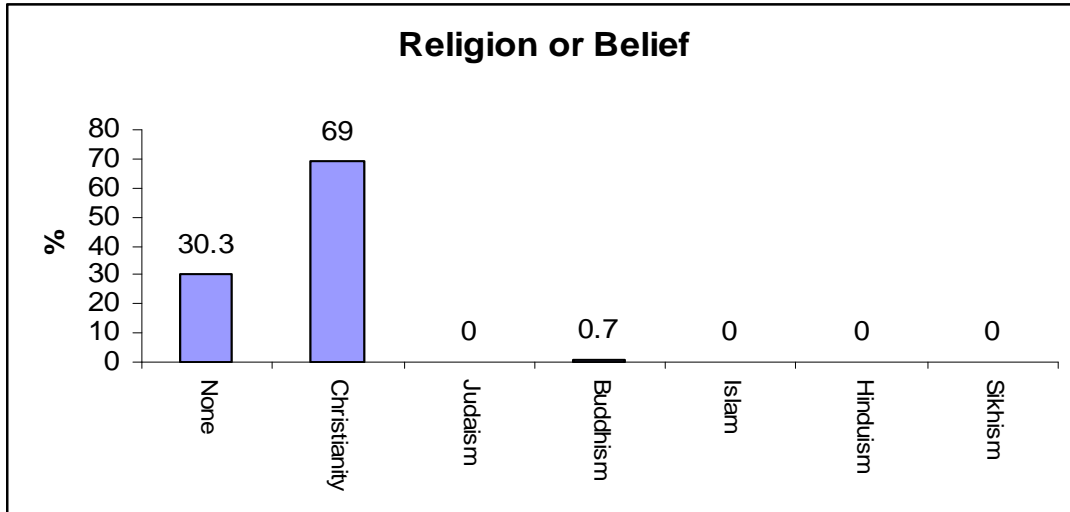
Race (What is your race?)
Figure 12



Source Staff Survey

Religion or Belief (What is your religion or belief)

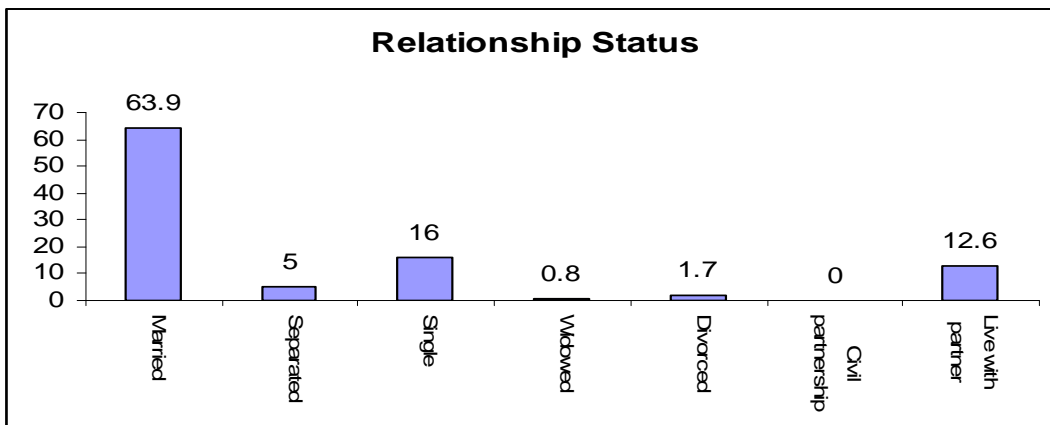
Figure 13



Source Staff Survey

Relationship Status (what is your relationship status?)

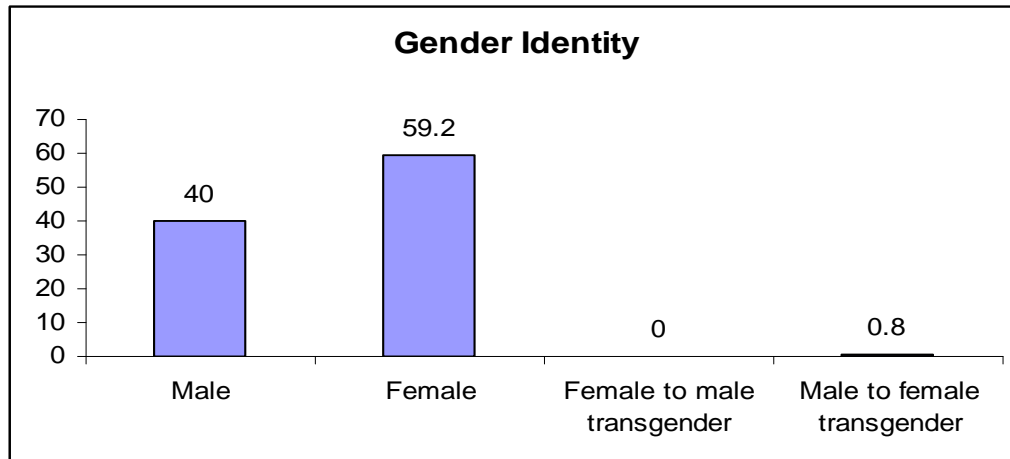
Figure 14



Source Staff Survey

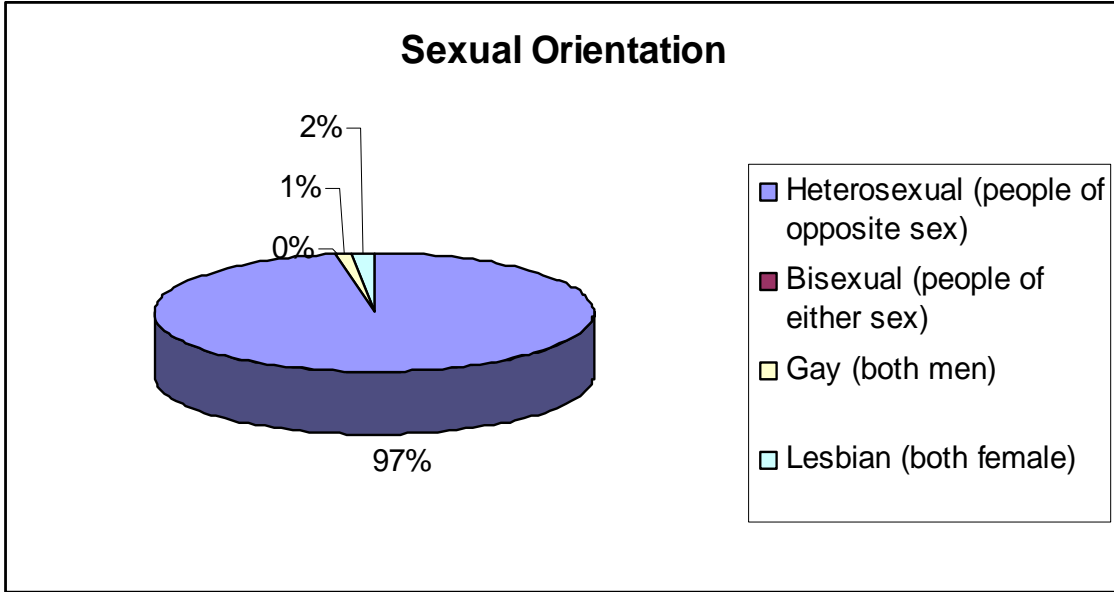
Gender Identity (What is your gender identity?)

Figure 14



Sexual Orientation (What is your sexual orientation?)

Figure 15

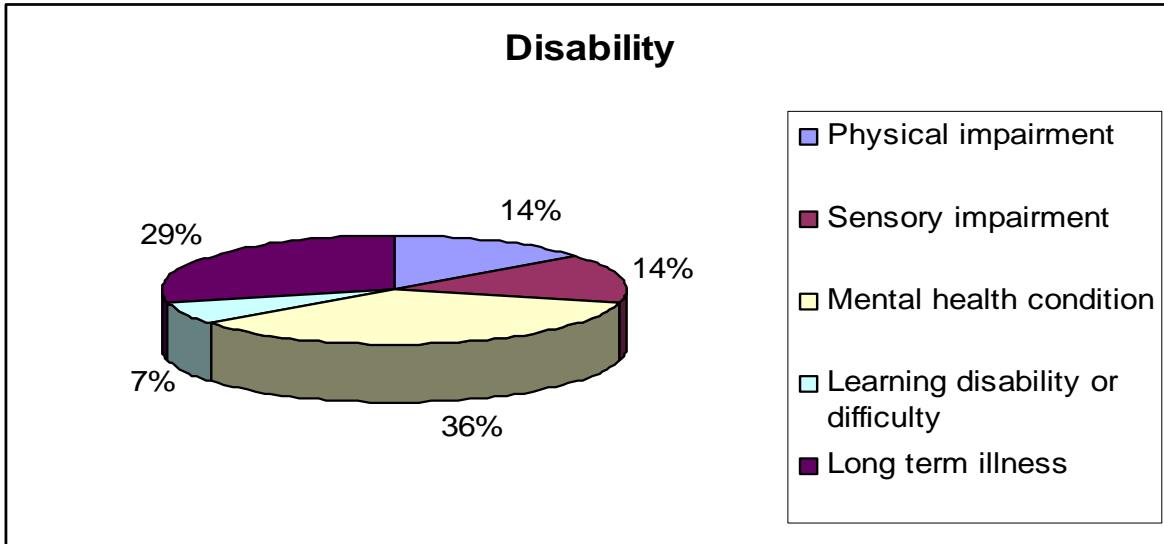


Source Staff Survey

Disability (Do you consider yourself to have a disability?)

(The Equality Act 2010 states a person has a disability if they have a physical or mental impairment which has long term (12 month period) or substantial adverse effects on their ability to carry out day-to-day activities)

Figure 16



Source Staff Survey