

Annual Diversity Monitoring Report

1 April 2015 - 31 March 2016 – Results

(N.B. Figures for Shropshire economically active population taken from information provided in the 2011 Census)

How our workforce looks

Employees by ethnicity

	Shropshire economically active population (%)	Ethnicity of employees 2015/16 (%)	Ethnicity of employees (%)
White	98.2	89.88	89.51
Not specified	0	9.29	8.61
Asian	1.0	0.31	0.34
Black	0.2	0.13	0.09
Mixed	0.5	0.25	0.32
Other incl. Chinese	0.1	0.13	0.12
(Total BME)	(1.8)	0.82	1.0

Employees by disability and gender

	Shropshire economically active population (%)	Employees by disability/gender 2015/16(%)	Employees by disability/gender (%)
Disability	21.7*	1.79	2.0
Male	49.3	15.85	15.39
Female	50.7	84.15	84.61

*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those who's daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

Shropshire Council has historically always held a high percentage of females in terms of our workforce, this can be aligned to the makeup of posts within the council, such as high levels of cleaning and catering staff, Care Workers and Teaching Assistants as well as a large proportion of part time workers all of which generically, are more dominantly undertaken by women.

Employees by age

	Shropshire economically active population (%)	Age of employees 2015/16 (%)	Age of employees (%)
16 to 24	14.1	3.91	3.55
25 to 34	13.9	14.39	14.46
35 to 44	17.8	26.04	25.18
45 to 54	19.9	35.33	35.46
55 to 64	19.0	17.55	18.49

65 to 74	15.2	2.60	2.63
75 to 84	n/a	0.17	0.23
85 +	n/a	0	0

Employees by Religion and Belief

	Shropshire economically active population (%)	Religion and Belief of employees 2015/16 (%)	Religion and Belief of employees (%)
Christian	70.0	54.68	55.21
Hindu	0.1	0.07	0.09
Muslim	0.3	0.11	0.12
Sikh	0.1	0.08	0.12
Buddhist	0.3	0.20	0.21
Jewish	0	0.02	0.02
Other religion	0.4	2.13	2.34
Of no religion	21.5	14.19	14.48
Not Specified	7.2	28.52	27.41

Employees by Sexual Orientation

	Shropshire economically active population (%)	Sexual Orientation of employees 2015/16 (%)	Sexual Orientation of employees (%)
Heterosexual	94.23	47.51	49.78
Gay Man	1.42	0.14	0.16
Gay Woman/Lesbian		0.16	0.14
Bisexual		0.12	0.13
Not Specified	3.85	52.07	49.79

The people we recruited

Applicants for Employment

The composition of applications received for employment with Shropshire Council by ethnicity

	Shropshire economically active population (%)	Applications received 2015/16 (%)	Applications received 2015/16 (Numbers)	Ethnicity of employees 2015/16 (%)
White	98.2	89.94	3988	89.51
Not specified	0	6.74	299	8.61

Asian	1.0	1.42	63	0.34
Black	0.2	0.72	32	0.09
Mixed	0.5	0.65	29	0.32
Other incl. Chinese	0.1	0.52	23	0.12
(Total BME)	(1.8)	3.31	147	1.0

The composition of applications received for employment with Shropshire Council by disability and gender

	Shropshire economically active population (%)	Applications received 2015/16 (%)	Applications received 2015/16 (Numbers)	Employees by disability/gender 2015/16(%)
Disability	21.7*	0	0	2.0
Male	49.3	29.16	1293	15.39
Female	50.7	65.04	2884	84.61

*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those who's daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

**257 – not know

The composition of applications received for employment with Shropshire Council by age

	Shropshire economically active population (%)	Applications received 2015/16 (%)	Applications received 2015/16 (Numbers)	Age of employees 2015/16 (%)
16 to 24	14.1	17.34	769	3.55
25 to 34	13.9	48.31	2142	14.46
35 to 44	17.8			25.18
45 to 54	19.9	18.31	812	35.46
55 to 64	19.0	9.90	439	18.49
65 +	n/a	0.34	18	2.86

NB (257 applicants) recorded as no age

The composition of applications received for employment with Shropshire Council by Religion and Belief

	Shropshire economically active population (%)	Applications received 2015/16 (%)	Applications received 2015/16 (Numbers)	Religion and Belief of employees 2015/16 (%)
Christian	70.0	46.39	2057	55.21
Hindu	0.1	0.36	16	0.09
Muslim	0.3	0.29	13	0.12
Sikh	0.1	0.38	17	0.12
Buddhist	0.3	0.45	20	0.21
Jewish	0	0.38	17	0.02
Other religion	0.4	3.92	174	2.34
Of no religion	21.5	36.02	1597	14.48
Not Specified	7.2	11.80	523	27.41

The composition of applications received for employment with Shropshire Council by Sexual Orientation

	Shropshire economically active population (%)	Applications received 2015/16 (%)	Applications received 2015/16 (Numbers)	Sexual Orientation of employees 2015/16 (%)
Heterosexual	94.23	86.27	3825	49.78
Gay Man	1.42	0.56	25	0.16
Gay Woman/Lesbian		0.36	16	0.14
Bisexual		1.24	55	0.13
Not Specified	3.85	11.57	513	49.79

Successful Applicants

The composition of successful applicants for employment with Shropshire Council by ethnicity

	Shropshire economically active population (%)	Successful applicants 2015/16 (%)	Successful applicants 2015/16 (numbers)	Ethnicity of employees 2015/16 (%)
White	98.2	82.23	486	89.51
Not specified	0	16.58	98	8.61
Asian	1.0	0.17	1	0.34
Black	0.2	0.17	1	0.09
Mixed	0.5	0.85	5	0.32
Other incl. Chinese	0.1	0	0	0.12
(Total BME)	(1.8)	1.18	7	1.0

The composition of successful applications received for employment with Shropshire Council by disability and gender

	Shropshire economically active population (%)	Successful applicants 2015/16 (%)	Successful applicants 2015/16 (numbers)	Employees by disability/gender 2015/16 (%)
Disability	21.7*	1.69	10	2.0
Male	49.3	25.21	149	15.39
Female	50.7	74.79	442	84.61

*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those who's daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

The composition of successful applications received for employment with Shropshire Council by age

	Shropshire economically active population (%)	Successful applicants 2015/16 (%)	Successful applicants 2015/16 (numbers)	Age of employees 2015/16 (%)
16 to 24	14.1	13.20	78	3.55
25 to 34	13.9	43.99	269	14.46
35 to 44	17.8			25.18
45 to 54	19.9	22.97	134	35.46
55 to 64	19.0	17.60	104	18.49
65 +	n/a	1.02	6	2.86

NB 14.41% (117 successful applications) no age recorded

The composition of successful applications received for employment with Shropshire Council by Religion and Belief

	Shropshire economically active population (%)	Successful applicants 2015/16 (%)	Successful applicants 2015/16 (numbers)	Religion and Belief of employees 2015/16 (%)
Christian	70.0	44.84	265	55.21
Hindu	0.1	0	0	0.09
Muslim	0.3	0	0	0.12
Sikh	0.1	0.17	1	0.12
Buddist	0.3	0.17	1	0.21
Jewish	0	0.17	1	0.02
Other religion	0.4	3.38	20	2.34
Of no religion	21.5	23.86	141	14.48
Not Specified	7.2	27.41	162	27.41

The composition of successful applications for employment with Shropshire Council by Sexual Orientation

	Shropshire economically active population (%)	Successful applicants 2015/16 (%)	Successful applicants 2015/16 (numbers)	Sexual Orientation of employees 2015/16 (%)
Heterosexual	94.23	69.37	410	49.78
Gay Man	1.42	0.51	3	0.16
Gay Woman/Lesbian		0.68	4	0.14
Bisexual		0.85	5	0.13
Not Specified	3.85	28.60	169	49.79

The background of our most senior earners

Top 5% of earners by ethnicity

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2015/16	Top 5% of earners (numbers) 2015/16	Ethnicity of employees 2015/16 (%)
White	98.2	90.77	305	89.51
Not specified	0	8.63	29	8.61
Asian	1.0	0.30	1	0.34
Black	0.2	0.30	1	0.09
Mixed	0.5	0	0	0.32
Other incl. Chinese	0.1	0	0	0.12
(Total BME)	(1.8)	(0.6)	(2)	1.0

Top 5% of earners by disability and gender

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2015/16	Top 5% of earners (numbers) 2015/16	Employees by disability/gender 2015/16 (%)
Disability	21.7*	1.49	5	2.0
Male	49.3	42.26	142	15.39
Female	50.7	57.74	194	84.61

*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those who's daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

Top 5% of earners by age

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2015/16	Top 5% of earners (numbers) 2015/16	Age of employees 2015/16 (%)
16 to 24	11	0	0	3.55
25 to 34	20	3.57	12	14.46
35 to 44	24	25.30	85	25.18
45 to 54	24	50.00	168	35.46
55+ **	34	21.13	71	21.35

= between 0% and 1%

** Please note that for this category we have grouped together all age categories over 55, to ensure anonymity of our employees

Top 5% of earners by religion

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2015/16	Top 5% of earners (numbers) 2015/16	Religion of employees 2015/16 (%)
Christian	70.0	52.98	178	55.21
Hindu	0.1	0	0	0.09
Muslim	0.3	0	0	0.12
Sikh	0.1	0	0	0.12
Buddist	0.3	0.30	1	0.21
Jewish	0	0	0	0.02
Other religion	0.4	0.30	1	2.34
Of no religion	21.5	18.45	62	14.48
Not Specified	7.2	28	94	27.41

Top 5% of earners by sexual orientation

	Shropshire economically active population (%)	Top 5% of earners employees (%) 2015/16	Top 5% of earners (numbers) 2015/16	Sexual Orientation of employees 2015/16 (%)
Heterosexual	94.23	46.73	157	49.78
Gay Man	1.42	0.30	1	0.16
Gay Woman/Lesbian		0.89	3	0.14
Bisexual		0.30	1	0.13
Not Specified	3.85	52	174	49.79

Our leavers – the employees who left the Council last year

NB leavers are based on post holdings therefore where an employee holds multiple posts each of the posts will be included in the figures.

Leavers by ethnicity

	Shropshire economically active population (%)	Leavers (%) 2015/16	Leavers (numbers) 2015/16	Ethnicity of employees 2015/16 (%)
White	98.2	86.65	2222	89.51
Not specified	0	12.10	307	8.61
Asian	1.0	0.43	11	0.34
Black	0.2	0.20	5	0.09
Mixed	0.5	0.59	15	0.32
Other incl. Chinese	0.1	0.04	1	0.12
(Total BME)	(1.8)	1.8	(32)	1.0

Leavers by disability and gender

	Shropshire economically active population (%)	Leavers (%) 2015/16	Leavers (numbers) 2015/16	Employees by disability/gender 2015/16 (%)
Disability	21.7*	2.04	52	2.0
Male	49.3	19.78	481	15.39
Female	50.7	81.22	2080	84.61

*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those who's daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

Leavers by age

	Shropshire economically active population (%)	Leavers (%) 2015/16	Leavers (numbers) 2015/16	Age of employees 2015/16 (%)
16 to 24	14.1	6.25	159	3.55
25 to 34	13.9	14.57	371	14.46
35 to 44	17.8	21.52	548	25.18
45 to 54	19.9	28.48	725	35.46
55 to 64	19.0	23.64	602	18.49
65 to 74	n/a	5.03	128	2.63
75 to 84	n/a	0.51	13	0.23
85 +	n/a	0.0	0	0

= between 0% and 1%

Leavers by Religion or Belief

	Shropshire economically active population (%)	Leavers (%) 2015/16	Leavers (numbers) 2015/16	Religion and Belief of employees 2015/16 (%)
Christian	70.0	52.48	1344	55.21
Hindu	0.1	0.16	4	0.09
Muslim	0.3	0.04	1	0.12
Sikh	0.1	0.12	3	0.12
Buddhist	0.3	0.35	9	0.21
Jewish	0	0.82	21	0.02
Other religion	0.4	2.50	64	2.34
Of no religion	21.5	15.35	393	14.48
Not Specified	7.2	28.19	722	27.41

Leavers by Sexual Orientation

	Shropshire economically active population (%)	Leavers (%) 2015/16	Leavers (numbers) 2015/16	Sexual Orientation of employees 2015/16 (%)
Heterosexual	94.23	51.03	1307	49.78
Gay Man	1.42	0.16	4	0.16
Gay Woman/Lesbian		0.59	15	0.14
Bisexual		0.12	3	0.13
Not Specified	3.85	48.11	1232	49.79

How we develop our employees

Employees requesting training by ethnicity

	Shropshire economically active population (%)	Total applications for training 2015/16 (%)	Total applications for training 2015/16 (numbers)	Ethnicity of employees 2015/16 (% of total)
White	98.2	85.56	2761	89.51
Not specified	0	13.39	432	8.61
Asian	1.0	0.43	14	0.34
Black	0.2	0.06	2	0.09
Mixed	0.5	0.46	15	0.32
Other incl. Chinese	0.1	0.09	3	0.12
(Total BME)	(1.8)	(1.05)	(34)	1.0

Employees requesting training by disability and gender

	Shropshire economically active population (%)	Total applications for training 2015/16 (%)	Total applications for training 2015/16 (numbers)	Employees by disability/gender 2015/16 (%)
Disability	21.7*	1.08	35	2.0
Male	49.3	16.83	543	15.39
Female	50.7	83.17	2684	84.61

*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those who's daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

Employees requesting training by age

	Shropshire economically active population (%)	Total applications for training 2015/16 (%)	Total applications for training 2015/16 (numbers)	Age of employees 2015/16 (%)
16 to 24	14.1	2.97	96	3.55
25 to 34	13.9	11.34	366	14.46
35 to 44	17.8	21.32	688	25.18
45 to 54	19.9	31.24	1008	35.46
55 to 64	19.0	16.64	537	18.49
65 to 74	n/a	2.01	65	2.63
75 to 84	n/a	0.15	5	0.23
85 +	n/a	0	0	0

NB 14.32% (462) recorded as no age given

Employees requesting training by Religion and Belief

	Shropshire economically active population (%)	Total applications for training 2015/16 (%)	Total applications for training 2015/16 (numbers)	Religion and Belief of employees 2015/16 (%)
Christian	70.0	35.17	1588	55.21
Hindu	0.1	0.06	2	0.09
Muslim	0.3	0.09	3	0.12
Sikh	0.1	0.25	8	0.12
Buddhist	0.3	0.22	7	0.21
Jewish	0	0.09	3	0.02
Other religion	0.4	1.67	54	2.34
Of no religion	21.5	13.23	427	14.48
Not Specified	7.2	35.17	1135	27.41

Employees requesting training by Sexual Orientation

	Shropshire economically active population (%)	Total applications for training 2015/16 (%)	Total applications for training 2015/16 (numbers)	Sexual Orientation of employees 2015/16 (%)
Heterosexual	94.23	51.04	1647	49.78
Gay Man	1.42	0.03	1	0.16
Gay Woman/Lesbian		0.06	2	0.14
Bisexual		0.22	7	0.13
Not Specified	3.85	48.65	1570	49.79

Employees attending training by ethnicity

	Shropshire economically active population (%)	2015/16 Ethnicity of employees attending training (% of all attendees)	2015/16 Ethnicity of employees attending training (numbers)	Ethnicity of employees 2015/16 (% of total)
White	98.2	85.51	3174	89.51
Not specified	0	13.31	494	8.61
Asian	1.0	0.51	19	0.34
Black	0.2	0.16	6	0.09
Mixed	0.5	0.46	17	0.32
Other incl. Chinese	0.1	0.05	2	0.12
(Total BME)	(1.8)	1.18	44	1.0

Employees attending training by disability and gender

	Shropshire economically active population (%)	2015/16 Total employees attending training (% of all attendees)	2015/16 Total employees attending training (numbers)	Employees by disability/gender 2015/16 (%)
Disability	21.7*	1.05	39	2.0
Male	49.3	16.35	607	15.39
Female	50.7	83.64	3105	84.61

*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those who's daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

Employees attending training by age

	Shropshire economically active population (%)	2015/16 Total employees attending training (% of all attendees)	2015/16 Total employees attending training (numbers)	Age of employees 2015/16 (%)
16 to 24	14.1	3.10	115	3.55
25 to 34	13.9	11.88	441	14.46
35 to 44	17.8	20.96	778	25.18
45 to 54	19.9	31.79	1180	35.46
55 to 64	19.0	15.38	571	18.49
65 to 74	n/a*	1.40	59	2.63
75 to 84	n/a	0.13	5	0.23
85 +	n/a	0.00	0	0

NB 14.74% (547) recorded as no age given

Employees attending training by Religion and Belief

	Shropshire economically active population (%)	2015/16 Total employees attending training (% of all attendees)	2015/16 Total employees attending training (numbers)	Religion and Belief of employees 2015/16 (%)
Christian	70.0	48.71	1808	55.21
Hindu	0.1	0.13	5	0.09
Muslim	0.3	0.11	4	0.12
Sikh	0.1	0.24	9	0.12
Buddist	0.3	0.13	5	0.21
Jewish	0	0.08	3	0.02
Other religion	0.4	1.64	61	2.34
Of no religion	21.5	13.31	494	14.48
Not Specified	7.2	35.64	1323	27.41

Employees attending training Council by Sexual Orientation

	Shropshire economically active population (%)	2015/16 Total employees attending training (% of all attendees)	2015/16 Total employees attending training (numbers)	Sexual Orientation of employees 2015/16 (%)
Heterosexual	94.23	50.70	1882	49.78
Gay Man	1.42	0	0	0.16
Gay Woman/Lesbian		0.05	2	0.14
Bisexual		0.19	7	0.13
Not Specified	3.85	49.06	1821	49.79

The relationships with our workforce

Disciplinary cases by ethnicity

	Shropshire economically active population (%)	Disciplinary cases 2015/16 (%)	Ethnicity of employees 2015/16 (%)
White	98.2	79.16	89.51
Not specified	0	16.66	8.61
Asian	1.0	0	0.34
Black	0.2	0	0.09
Mixed	0.5	0	0.32
Other incl. Chinese	0.1	0	0.12
(Total BME)	(1.8)	0	1.0

Disciplinary cases by disability and gender

	Shropshire economically active population (%)	Disciplinary cases 2015/16 (%)	Employees by disability/gender 2015/16 (%)
Disability	21.7*	4.16	2.0
Male	49.3	33.33	15.39
Female	50.7	66.66	84.61

*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those who's daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

**NB 2 cases for which we do not have the data.

Disciplinary cases by age

	Shropshire economically active population (%)	Disciplinary cases 2015/16 (%)	Age of employees 2015/16 (%)
16 to 24	14.1	4.16	3.55
25 to 34	13.9	4.16	14.46
35 to 44	17.8	16.66	25.18
45 to 54	19.9	50.00	35.46
55 to 64	19.0	12.50	18.49
65 to 74	n/a	4.16	2.63
75 to 84	n/a	0	0.23
85 +	n/a	0	0

Disciplinary cases by religion

	Shropshire economically active population (%)	Disciplinary cases 2015/16 (%)	Religion of employees 2015/16 (%)
Christian	70.0	29.17	55.21
Hindu	0.1	0	0.09
Muslim	0.3	0	0.12
Sikh	0.1	0	0.12
Buddhist	0.3	0	0.21
Jewish	0	0	0.02
Other religion	0.4	4.16	2.34
Of no religion	21.5	33.33	14.48
Not Specified	7.2	33.33	27.41

Disciplinary cases by Sexual Orientation

	Shropshire economically active population (%)	Disciplinary cases 2015/16 (%)	Sexual Orientation of employees 2015/16 (%)
Heterosexual	94.23	54.17	49.78
Gay Man	1.42	0	0.16
Gay Woman/Lesbian		0	0.14
Bisexual		0	0.13
Not Specified	3.85	46.83	49.79

Grievance cases by ethnicity

	Shropshire economically active population (%)	Grievance cases 2015/16 (%)	Ethnicity of employees 2015/16 (%)
White	98.2	72.72	89.51
Not specified	0	18.18	8.61
Asian	1.0	9.09	0.34
Black	0.2	0	0.09
Mixed	0.5	0	0.32
Other incl. Chinese	0.1		0.12
(Total BME)	(1.8)	9.09	1.0

Grievance cases by disability and gender

	Shropshire economically active population (%)	Grievance cases 2015/16 (%)	Employees by disability/gender 2015/16 (%)
Disability	21.7*	0	2.0
Male	49.3	9.09	15.39
Female	50.7	91.01	84.61

*Since the 2001 Census the scope of conditions that fall under the term of disability has broadened. The 2011 Census divides the population with a disability into those whose daily activities are limited a little and those who's daily are limited a lot. This figure includes both. The broadening of scope is reflective of the increase in the figure for the Shropshire economically active population with a disability. In 2001 the figure was 6.66%

Grievance cases by age

	Shropshire economically active population (%)	Grievance cases 2015/16 (%)	Age of employees 2015/16 (%)
16 to 24	14.1	0	3.55
25 to 34	13.9	54.54	14.46
35 to 44	17.8	18.18	25.18
45 to 54	19.9	27.27	35.46
55 to 64	19.0	0	18.49
65 to 74	n/a	0	2.63
75 to 84	n/a	0	0.23
85 +	n/a	0	0

Grievance cases by religion

	Shropshire economically active population (%)	Grievance cases 2015/16 (%)	Religion of employees 2015/16 (%)
Christian	70.0	27.27	55.21
Hindu	0.1	0	0.09
Muslim	0.3	0	0.12
Sikh	0.1	0	0.12
Buddhist	0.3	0	0.21
Jewish	0	0	0.02
Other religion	0.4	0	2.34
Of no religion	21.5	0	14.48
Not Specified	7.2	73.73	27.41

Grievance cases by Sexual Orientation

	Shropshire economically active population (%)	Grievance cases 2015/16 (%)	Sexual Orientation of employees 2015/16 (%)
Heterosexual	94.23	9.09	49.78
Gay Man	1.42	0	0.16
Gay Woman/Lesbian		0	0.14
Bisexual		0	0.13
Not Specified	3.85	91.01	49.79

Annual Diversity Monitoring Summary

- 1.0 Workforce Diversity
 - 1.1 The BME makeup of our workforce has increased slightly compared to last which is positive for the authority. Due to the fact that there is little external recruitment activity within the organisation it is difficult to increase the BME representation within the workforce. Headcount overall has reduced and the increase in BME could be a result of more employees declaring their ethnicity as the percentage of employees where ethnicity is unknown has in fact reduced.
 - 1.2 Likewise in terms of the percentage of employees declaring a disability this has increased slightly from last year. The percentage of leavers with a disability has also increased from last year however the figure is consistent with the workforce population in terms of employees who have a declared disability.
 - 1.3 Shropshire Council is committed to promote equality within the workforce and also in our recruitment policies. Our Equality policy is reviewed and updated regularly to ensure it is in keeping with up to date changes in legislation and relevance to our organisation is maintained.
 - 1.4 Shropshire Council's Equality Policy is available to all staff, via the intranet and is promoted across the organisation, as well as being publicly available through the "Equality, Diversity and Social inclusion" pages on the Council website at www.shropshire.gov.uk
- 2.0 Gender Equality
 - 2.1 Shropshire Council's gender split within the workforce has always fallen at around 80-20 split with the majority of our staff being female. This is largely down to the types of roles that the organisation holds which are historically and predominantly female orientated, such as care roles, cleaning and catering roles as well as a large proportion of part time positions.
 - 2.2 Shropshire Council promotes gender equality. Our flexible working policy enables employees to request flexible working whether that be in terms of working hours or locations such as working remotely so that employees can achieve a work life balance.
 - 2.3 Flexible working can be requested by all employees except agency workers and school based employees. Both Males and Females can request to work flexibly.

- 2.4 Homeworking forms part of our flexible working policy enabling employees to request to work from home on either a permanent or adhoc basis. In addition annualised hours make it easier for our employees to work on a more flexible basis where service needs allow.
- 2.5 All posts within Shropshire Council undergo a Job Evaluation process to ensure there are no equal pay issues within the organisation.
- 3.0 Development of Employees
 - 3.1 The total number of employees that have requested training has reduced from last year however this is to be expected as headcount across the organisation has reduced. A positive factor however is that in terms of the equality split of training applications and training attendance they are in line with the general diversity of the workforce.
- 4.0 Areas for improvement.
 - 4.1 One major area for improvement for Shropshire Council over the next 12 months is to reduce the percentage of employees for which we have no equality data. This has reduced slightly from last year however as an Authority we still need to encourage employees to declare equality information so we have a more accurate view of the diversity of the workforce to enable us draw on the different talents, experiences and perspectives of our employees from different backgrounds and cultures.
 - 4.2 By understanding our workforce and the diversity within it, we can work to ensure that our staff are happy and feel valued whatever their background.