

Employment Monitoring Information – 2022/23

1. The Number Of Employees In Post (Permanent, Fixed Term and Temporary Employees)

a. By Ethnic Origin

	% of Workforce*					
	2023	2022	2021	2020	2019	2018
White	95.44	95.25	95.54	95.48	96.17	96.40
Other Ethnic Group	1.90	2.18	1.62	1.38	1.01	1.00
Undefined#	2.66	2.57	2.84	3.14	2.82	2.60

Undefined relates to those employees for whom data has not been collected

b. By Disability

	% of Workforce*					
	2023	2022	2021	2020	2019	2018
Employees with a Disability	5.89	5.15	4.67	4.72	5.04	4.60

c. By Gender

	% of Workforce*					
	2023	2022	2021	2020	2019	2018
Female	55.51	53.47	53.55	53.64	53.63	53.60
Male	44.49	46.53	46.45	46.36	46.37	46.40

d. By Age

	% of Workforce*					
	2023	2022	2021	2020	2019	2018
25 and under	6.27	4.95	4.67	6.29	4.64	
26-44	33.27	34.46	34.89	33.20	34.88	
45 +	60.46	60.59	60.45	60.51	60.48	

* NB. Figures based on permanent, fixed term and temporary employees at 1st April each year

2. The Number Of Applicants For Employment

2.1 Applicants for Employment

a. By Ethnic Origin

Year		2022/23	2021/22	2020/21	2019/20	2018/19	2017/2018
Number of Applicants	White	1050 (86.92%)	897 (93.83%)	1206 (95.56%)	2406 (96.78%)	2389 (97.67%)	2027 (96.85%)
	Other ethnic groups	158 (13.08%)	59 (6.17%)	56 (4.44%)	79 (3.17%)	57 (2.33%)	66 (3.15%)

b. By Disability

Year	2022/23	2021/22	2020/21	2019/20	2018/19	2017/2018
No of applicants with a disability	129 (10.68%)	80 (8.37%)	68 (5.39%)	182 (7.19%)	123 (5.03%)	131 (6.26%)

c. By Gender

Year		2022/23	2021/22	2020/21	2019/20	2018/19	2017/2018
Number of Applicants	Female	593 (59.09%)	489 (51.15%)	718 (56.89%)	1388 (54.01%)	1183 (48.36%)	998 (47.68%)
	Male	615 (50.91%)	467 (48.85%)	544 (43.11%)	1182 (45.99%)	1263 (51.64%)	1095 (52.32%)

d. By Age

Year		2022/23	2021/22	2020/21	2019/20	2018/19	2017/2018
Number of Applicants	25 and under	283 (23.43%)	230 (24.06%)	358 (28.37%)	701 (27.70%)	643 (26.29%)	
	26-44	516 (42.72%)	363 (37.97%)	507 (40.17%)	914 (36.11%)	985 (40.27%)	
	45 +	409 (33.86%)	363 (37.97%)	397 (31.46%)	916 (36.19%)	785 (32.09%)	

2.2. Applicants Shortlisted For Employment

a. By Ethnic Origin

Year		2022/23	2021/22	2020/21	2019/20	2018/19	2017/2018
Number of Applicants shortlisted	White	588 (56.00%)	450 (50.17%)	302 (25.04%)	1035 (43.02%)	1029 (43.07%)	762 (37.59%)
	Other ethnic groups	61 (38.61%)	20 (33.90%)	13 (23.21%)	27 (34.18%)	30 (52.63%)	14 (21.21%)

b. By Disability

Year	2022/23	2021/22	2020/21	2019/20	2018/19	2017/2018
No of applicants with a disability shortlisted	69 (53.75%)	40 (50%)	17 (25%)	65 (35.71%)	51 41.46%)	51 (38.93%)

c. By Gender

Year		2022/23	2021/22	2020/21	2019/20	2018/19	2017/2018
Number of Applicants shortlisted	Female	315 (53.12%)	236 (48.26%)	136 (18.94%)	535 (38.54%)	361 (30.52%)	316 (31.66%)
	Male	334 (54.31%)	234 (50.10%)	179 (32.90%)	547 (46.28%)	698 (55.26%)	460 (42.01%)

d. By Age

Year		2022/23	2021/22	2020/21	2019/20	2018/19	2017/2018
Number of Applicants	25 and under	145 (51.24%)	106 (46.09%)	74 (20.67%)	237 (33.81%)	225 (34.99%)	
	26-44	257 (49.81%)	167 (46.01%)	115 (22.68%)	388 (42.45%)	450 (45.69%)	
	45 +	247 (60.39%)	197 (54.27%)	126 (31.74%)	445 (48.58%)	370 (47.14%)	

2.3 Shortlisted Applicants Appointed

a. By Ethnic Origin

Year		2022/23	2021/22	2020/21	2019/20	2018/2019	2017/2018
Number of shortlisted Applicants appointed	White	145 (24.66%)	110 (24.44%)	82 (27.15%)	204 (19.71%)	227 (22.06%)	102 (13.39%)
	Other ethnic groups	5 (8.20%)	4 (20%)	1 (7.69%)	3 (11.11%)	1 (3.33%)	2 (14.29%)

b. By Disability

Year	2022/23	2021/22	2020/21	2019/20	2018/2019	2017/2018
No of shortlisted applicants with a disability appointed	12 (17.39%)	6 (15%)	5 (29.41%)	8 (12.31%)	7 (13.73%)	5 (9.80%)

c. By Gender

Year		2022/23	2021/22	2020/21	2019/20	2018/2019	2017/2018
Number of shortlisted Applicants appointed	Female	60 (19.05%)	56 (23.73%)	25 (18.38%)	76 (14.21%)	57 (15.79%)	44 (13.92%)
	Male	90 (26.95%)	57 (24.36%)	58 (32.40%)	133 (24.31%)	171 (24.49%)	60 (13.04%)

d. By Age

Year		2022/23	2021/22	2020/21	2019/20	2018/2019	2017/2018
Number of Applicants	25 and under	31 (21.38%)	26 (24.53%)	16 (21.62%)	53 (22.36%)	30 (13.33%)	
	26-44	53 (20.62%)	41 (24.55%)	30 (26.09%)	59 (15.21%)	84 (18.66%)	
	45 +	66 (26.72%)	47 (23.86%)	37 (29.36%)	96 (21.57%)	111 (30%)	

The Number Of Applicants For Promotion

a. By Ethnic Origin

Year	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2022/23	White	47	46 (97.87%)	16 (34.78%)
	Other Ethnic Group	1	0 (0%)	0 (0%)
	Undefined	0	0	0
2021/22	White	41	41 (100%)	18 (43.90%)
	Other Ethnic Group	2	2 (100%)	1 (50%)
	Undefined	0	0	0
2020/21	White	34	26 (76.47%)	13 (50%)
	Other Ethnic Group	1	1 (100%)	1 (100%)
	Undefined	0	0	0
2019/20	White	62	46 (74.19%)	22 (47.83%)
	Other Ethnic Group	1	0	0
	Undefined	0	0	0
2018/19	White	59	52 (88%)	28 (54%)
	Other Ethnic Group	0	0	0
	Undefined	0	0	0
2017/18	White	85	68 (80%)	30 (44%)
	Other Ethnic Group	2	2 (100%)	1 (50%)
	Undefined	0	0	0

b. By Disability

Year	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2022/23	1	1	0
2021/22	1	1	0
2020/21	1	1	1
2019/20	4	3	0
2018/19	1	1	1
2017/18	3	2	1

c. By Gender

Year	Gender	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2022/23	Female	35	34 (97.14%)	12 (35.29%)
	Male	13	12 (92.31%)	4 (33.33%)
2021/22	Female	26	26 (100%)	13 (50%)
	Male	17	17 (100%)	6 (35.29%)
2020/21	Female	17	15 (88.23%)	7 (46.67%)
	Male	18	12 (66.67%)	7 (58.33%)
2019/20	Female	28	21 (75%)	10 (47.62%)
	Male	34	25 (73.53%)	12 (48%)
2018/19	Female	30	27 (90%)	13 (48.15%)
	Male	29	25 (86.21%)	15 (60%)
2017/18	Female	48	39 (81.25%)	15 (38.46%)
	Male	39	31 (79.49%)	16 (51.61%)

d. By Age

Year	Age Range	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2022/23	25 and under	4	4 (100%)	2 (50%)
	26-44	27	26 (96.30%)	10 (38.46%)
	45 +	17	16 (94.12%)	4 (25%)
2021/22	25 and under	5	5 (100%)	2 (40%)
	26-44	26	26 (100%)	12 (46.15%)
	45 +	12	12 (100%)	5 (41.67%)
2020/21	25 and under	4	4 (100%)	2 (50%)
	26-44	20	15 (75%)	10 (66.67%)
	45 +	11	8 (72.73%)	2 (25%)
2019/20	25 and under	8	7 (87.5%)	2 (28.57%)
	26-44	28	18 (64.29%)	11 (61.11%)
	45 +	26	21 (80.77%)	9 (42.86%)

2018/19	25 and under	12	9 (75%)	4 (44.44%)
	26-44	30	19 (63.33%)	14 (73.68%)
	45 +	17	14 (82.35%)	9 (64.29%)

4. The Number Of Applicants For Training

a. By Ethnic Origin

	% of Staff per Group Receiving Training					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
White	76.29%	65.90%	59.24%	89.91%	92.54 %	93.15%
Other Ethnic Group	90%	54.55%	75%	100%	100%	100%
Undefined	85.71%	69.23%	50%	100%	100%	100%

b. By Disability

	% of Staff per Group Receiving Training					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
Employees with a disability receiving training	80.65%	76.92%	56.52%	95.8%	88%	82.61%

c. By Gender

	% of Staff per Group Receiving Training					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
Female	77.74%	73.70%	68.56%	91.58%	89.47%	97.76%
Male	75.64%	56.59%	48.47%	88.98%	96.18%	89.22%

d. By Age

	% of Staff per Group Receiving Training					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
25 and under	78.79%	84%	78.26%	96.88%		
26-44	77.14%	65.51%	65.12%	95.86%		
45 +	76.42%	64.38%	54.36%	86.69%		

5. The Number Of Employees Receiving Training

There have been two instances of training refused in 2022/23, however there are no concerns with these. For all previous years there have been no instances where requests for developmental training have been refused.

6. The Number Of Employees Who Benefit Or Suffer Detriment As A Result Of Performance Assessment Procedures

Please note the figures are not shown for 2020/21 due to the appraisal process being administered differently that year and being linked to covid response/recovery, with specific covid ratings, therefore unable to compare to other years.

a. By Ethnic Origin

2022/23	Performance Rating			
Ethnic Group	Exceeded	Achieved with Merit	Achieved	Partially Met
White	27	114	288	7
Other Ethnic Group	1	1	6	1
Undefined	1	3	8	0

2021/22	Performance Rating			
Ethnic Group	Exceeded	Achieved with Merit	Achieved	Partially Met
White	24	82	304	5
Other Ethnic Group	0	1	5	0
Undefined	2	1	8	0

2019/20	Performance Rating			
Ethnic Group	Exceeded	Achieved with Merit	Achieved	Partially Met
White	25	72	327	8
Other Ethnic Group	0	1	5	0
Undefined	1	2	11	0

2018/19	Performance Rating			
Ethnic Group	Exceeded	Achieved with Merit	Achieved	Partially Met
White	19	90	346	3
Other Ethnic Group	0	1	4	0
Undefined	0	0	0	1

2017/18	Performance Rating			
Ethnic Group	Exceeded	Achieved with Merit	Achieved	Partially Met
White	14	56	359	4
Other Ethnic Group	0	0	4	0
Undefined	0	4	7	0

b. By Disability

Employees with a disability	Performance Rating			
	Exceeded	Achieved with merit	Achieved/Met	Partially Met
2022/23	1	9	15	1
2021/22	2	5	16	0
2019/20	2	3	18	0
2018/19	2	4	15	1
2017/18	1	1	19	1

c. By Gender

Year	Gender	Performance Rating			
		Exceeded	Achieved with merit	Achieved/Met	Partial Met
2022/23	Female	20	77	156	3
	Male	9	41	146	5
2021/22	Female	18	42	168	3
	Male	8	42	149	2
2019/20	Female	19	44	178	2
	Male	7	31	165	6
2018/19	Female	10	47	182	1
	Male	9	43	163	2
2017/18	Female	7	29	210	0
	Male	7	31	160	4

d. By Age

2022/23	Performance Rating			
	Exceeded	Achieved with Merit	Achieved	Partially Met
25 and under	2	8	7	0
26-44	14	50	86	0
45+	13	60	209	8
2021/22	Performance Rating			
	Exceeded	Achieved with Merit	Achieved	Partially Met
25 and under	1	2	6	0
26-44	12	29	109	1
45+	13	53	202	4
2019/20	Performance Rating			
	Exceeded	Achieved with Merit	Achieved	Partially Met
25 and under	0	4	15	1
26-44	12	29	112	1
45+	14	42	216	6
2018/19	Performance Rating			
	Exceeded	Achieved with Merit	Achieved	Partially Met
25 and under	0	3	12	1
26-44	11	35	110	1
45+	8	52	224	1

7. The Number Of Staff Involved In Grievance Procedures

a. By Ethnic Origin

Ethnic Group	Number of Grievances					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
White	2	0	1	0	0	1
Other Ethnic Group	0	0	0	0	0	0
Undefined	0	0	0	0	0	0

b. By Disability

	Number of Grievances					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
Cases involving employees with a disability	0	0	0	0	0	0

c. By Gender

	Number of Grievances					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
Females	0	0	0	0	0	1
Males	2	0	1	0	0	0

d. By Age

	Number of Grievances					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
25 and under	0	0	0	0	0	
26-44	1	0	0	0	0	
45+	1	0	1	0	0	

8. The Number Of Staff Involved In Disciplinary Procedures

a. By Ethnic Origin

Ethnic Group	Number of Disciplinary Procedures					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
White	14	9	14	18	10	8
Other Ethnic Group	0	0	0	1	0	0
Undefined	0	0	0	0	0	0

b. By Disability

	Number of Disciplinary Procedures					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
Cases of employees with a disability	0	0	0	0	0	1

c. By Gender

	Number of Disciplinary Procedures					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
Females	2	1	5	4	1	1
Males	12	8	9	15	9	7

d. By Age

	Number of Disciplinary Procedures					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
25 and under	0	0	0	0	1	
26-44	3	3	2	5	1	
45+	11	6	12	14	8	

9. The Number Of Employees Who Cease To Be Employed By The Authority

a. By Ethnic Origin

	Number of Leavers					
Ethnic Group	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
White	53	59	34	42	54	59
Other Ethnic Group	2	0	0	0	0	1
Undefined	0	1	2	2	2	0

b. By Disability

	Number of Leavers					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
Leavers with a disability	5	3	2	1	2	3

c. By Gender

	Number of Leavers					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
Female	19	23	16	21	26	29
Male	36	37	20	23	30	31

d. By Age

	Number of Leavers					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
25 and under	4	10	8	1	1	
26-44	19	16	6	14	22	
45+	32	34	22	29	33	

10. The Number Of Employees Absent Due to Sickness

a. By Ethnic Origin

	% of Staff per Group Taking At Least One Period of Sickness Absence					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
White	59.56%	62.16%	50.53%	66.05%	65.41%	69.50%
Other Ethnic Group	60%	54.55%	50%	42.86%	20%	40%
Undefined	78.57%	84.62%	78.57%	93.75%	71.43%	61.54%

b. By Disability

	% of Staff per Group Taking At Least One Period of Sickness Absence					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
Employees absent due to sickness with a disability	58.06%	69.23%	65.22%	87.5%	68%	86.96%

c. By Gender

	% of Staff per Group Taking At Least One Period of Sickness Absence					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
Female	65.07%	70.37%	57.95%	68.13%	69.55%	73.51%
Male	53.85%	53.62%	43.67%	64.83%	60%	63.79%

d. By Age

	% of Staff per Group Taking At Least One Period of Sickness Absence					
	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
25 and under	42.42%	64.00%	60.87%	78.12%		
26-44	64.57%	67.82%	45.93%	70.41%		
45 +	59.43%	59.48%	53.69%	63.31%		