

WORKFORCE PROFILE 2020

Introduction

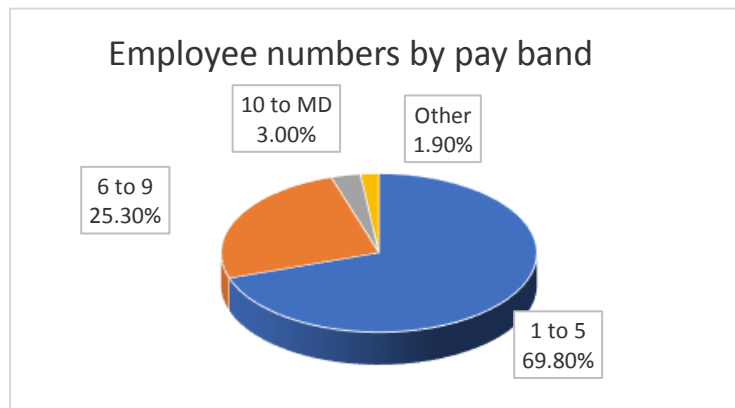
This report reviews the diversity profile of the Guildford Borough Council's workforce and job applicants. Its publication satisfies our specific duty from the [Public Sector Equality Duty](#) section of the Equality Act 2010. The profile also compares the make-up of the workforce as at 31 December 2020 to the Guildford Borough population (taken from the 2011 census). This data feeds into the [Equality Action Plan](#) which is part of the wider [Equality Scheme](#). ([links](#))

This profile examines how the above staff are grouped by gender, disability, ethnicity, religious belief and sexual orientation. It also assesses the profile of our applicants.

Employee numbers

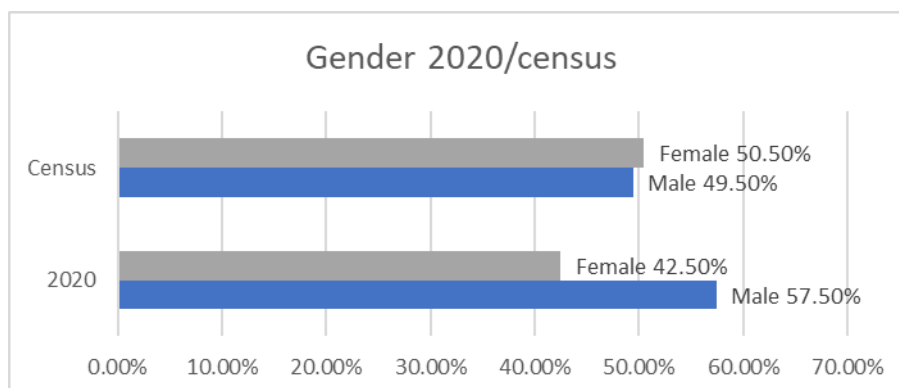
In the year 1 January 2020 to 31 December 2020, the Council employed 676 people who are split below by pay band. These are compared to the previous year below.

Pay Band	No. of employees 2019	Percentage 2019	No. of employees 2020	Percentage 2020
1 to 5	501	70.3 %	472	69.8%
6 to 9	186	26.0%	171	25.3%
10 to MD	20	2.8 %	20	3.0%
Other	6	0.9 %	13	1.9%



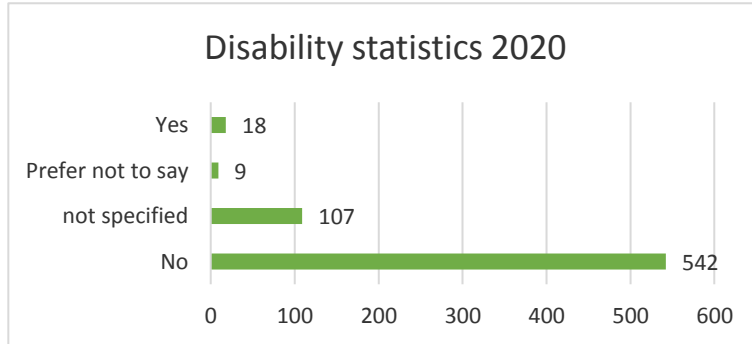
Gender

The workforce in 2020 is split between 57.5% (389) male and 42.5% (287) female staff. No members of staff declared themselves to be transgender. There is very little difference in the gender split from the previous year. The chart below compares 2020 data with census data. The difference in the percentage of males in the borough and at the Council could be largely due to the fact that 48.4% of our workforce are operational roles (Civil Enforcement, Grounds and Waste) and the majority are male.



Disability

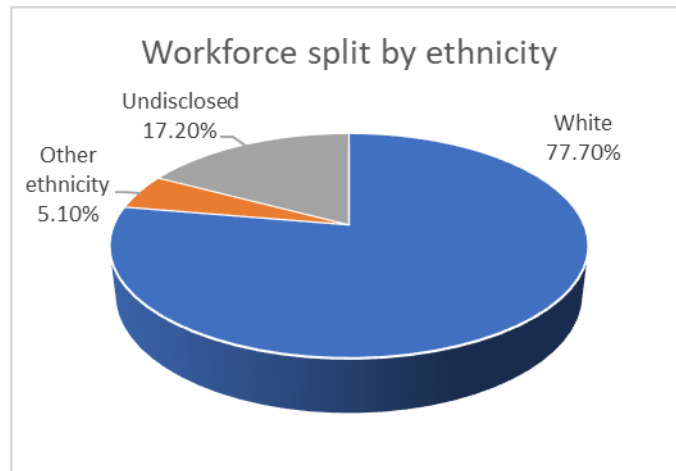
Out of our 676 staff, 107 did not specify whether or not they considered themselves to have a disability. The graph below gives staff numbers of who stated 'yes, prefer not to say or no' to the question regarding whether they considered they had a disability.



18 staff declared that they did have a disability which is 2.56% of the workforce compared to 2.8% in the previous year. According to the 2011 census, 5.17% of the borough population declared that they had a disability which limited their day to day activities a lot. Our data does not split disabilities according to the limitation of activity.

Ethnicity

The workforce is predominately of white ethnicity which is not surprising given that 90.90% of the Guildford population declared themselves as white in the 2011 census. The data shows that 77.70% of respondents describe themselves as white, 5.10% of the workforce declare themselves as from other ethnic backgrounds, and 17.70% either did not declare or preferred not to say.



Age

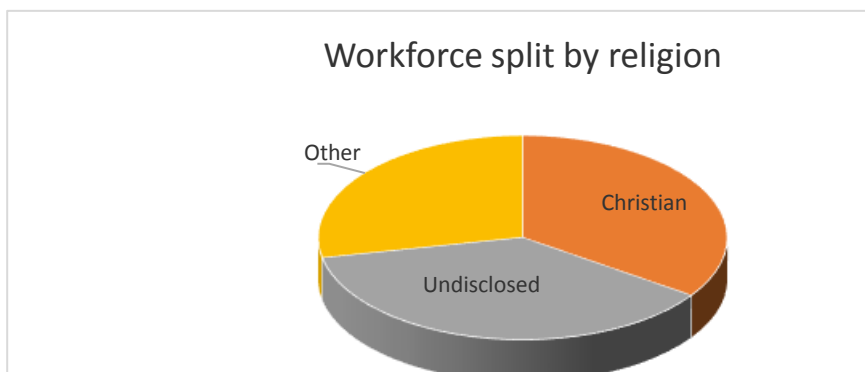
The Council employs people across the age ranges with the under 20's and over 70's being the smallest percentage. In 2019, over half of employees were aged between 40 – 59 years (58%), this compares to 57% in 2020. Overall, the age ranges across the Council remain largely unchanged from last year.

The 2011 census data shows the percentage of people aged between 40-59 years old was 40.27%. This compares to 57.1% of our workforce in the same age range.

Age Band	Number (2020)	Percentage (2020)	Number (2019)	Percentage (2019)
Under 20	0	0.00%	4	0.56%
20-29	68	10.00%	71	9.09%
30-39	114	16.80%	122	17.11%
40-49	163	24.10%	164	23.00%
50-59	223	32.80%	246	34.50%
60-69	101	14.90%	98	13.74%
70 and over	8	1.20%	8	1.12%

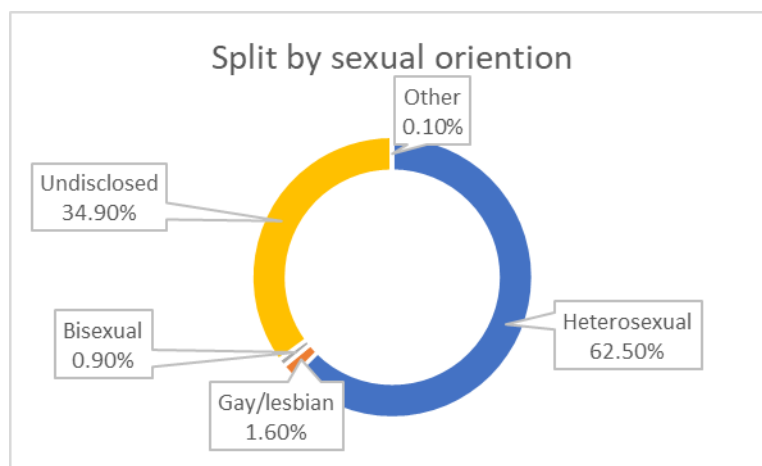
Religious belief

According to the 2011 census data for Guildford, 60% of those who declared a religion were Christian. In 2020 only 34.6% of respondents declared Christianity (including Catholicism) as their religion. This compares to a percentage of 36.5% in 2019. However, 37.2% of respondents either did not want to disclose their religion or did not answer the question.



Sexual orientation

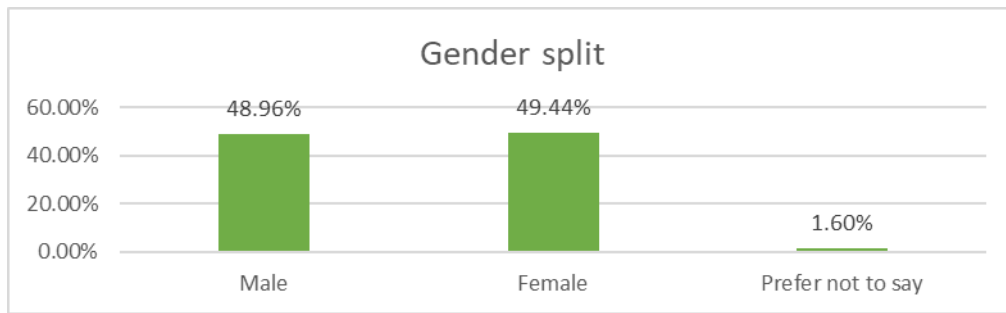
34.9% of staff preferred not to reveal their sexual orientation or did not answer the question, which may be due to the sensitive and private nature of sexual identity. It is possible, therefore, that there are higher numbers of LGBTQ+ staff than is shown by the data. These staff are currently captured in the 'other' category.



Recruitment data

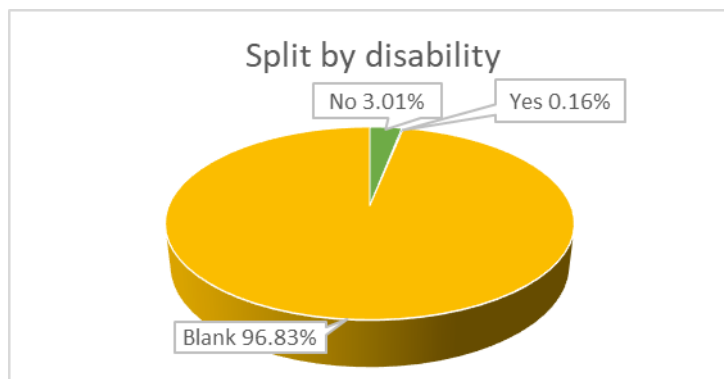
Applications for advertised vacancies are monitored for all the equality strands (although we cannot currently report on gender identity or sexual identity). During the period 1 January 2020 to 31 December 2020, we received 631 applications and the recruitment monitoring results and the percentages by protected characteristic are shown below:

Applicants by gender



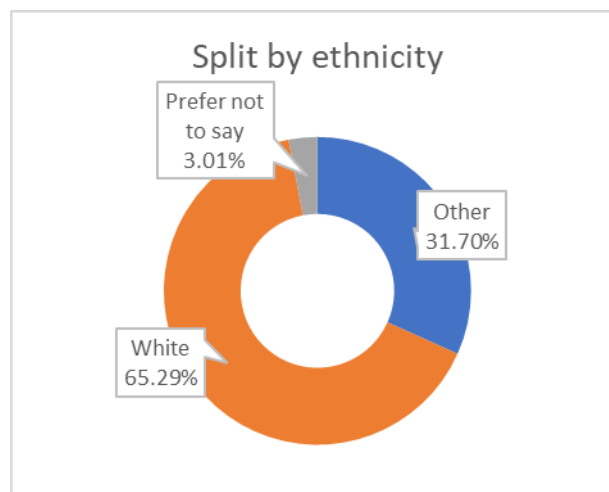
This compares to the gender profile according to the 2011 census of 42.5% female and 57.5% male. This percentage difference will also be affected by the type of roles advertised during the year.

Applicants by disability



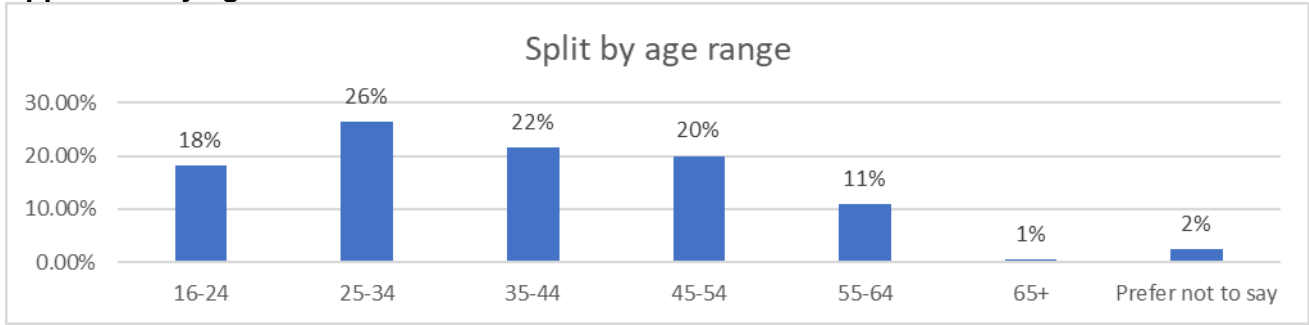
It is rather disappointing to see that the majority of applicants chose not to complete the field asking if they considered they had a disability. There could be various reasons for this including perceived stigma of being disabled, misunderstanding of the definition of a disability or potential lack of trust of the confidential nature of the data.

Applicants by ethnicity



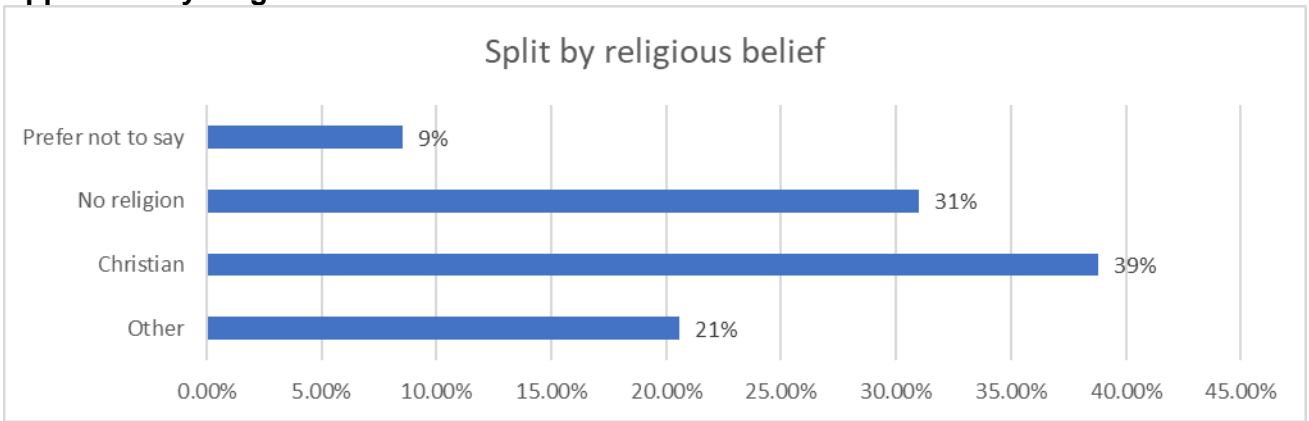
It is encouraging to note that non white applicants are a higher percentage than non white employees. This may affect the percentage in a positive way in the next workforce profile.

Applicants by age



The way age groupings from our recruitment system is slightly different to the groupings from the workforce data. It is therefore difficult to compare the two sets of data however it is not surprising that the two largest percentages of applicants are in the mid age range.

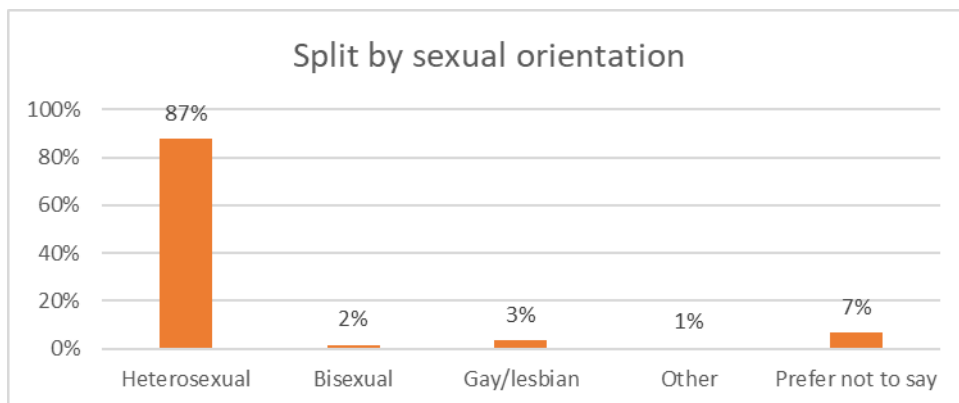
Applicants by religious belief



As expected, the largest percentage of applicants are Christian (including Roman Catholics). This data differs from workforce data in that only 9% of applicants didn't want to disclose their religious belief compared to 37.2% of the workforce.

Sexual orientation (sexual identity)

Our new recruitment system does report on sexual identity of applicants so, for the first time, we have been able to provide data on applicants' sexual orientation. This is important for monitoring LGBTQ+ applicants and how to support and encourage diversity and inclusion in this area.



Transgender

For the first time we have also been able to report on whether applicants are transgender. From the 613 applicants 98% identified as not being trans, 1.5% preferred not to say and 0.5% identified as being trans. This is useful information to feed into the action plan to help the organisation encourage inclusion in this area.