



Midlothian Council

EQUALITY EMPLOYEE INFORMATION ANALYSIS 2018/2019

1.0 Employee information analysis for the year 2018/2019

1.1 Key Findings:

- There continues to be reluctance from many employees to answer equality monitoring questions, and understanding and resolving the reason/(s) for this continues to be a priority action for the Council address within the remaining period of Midlothian Equality Plan 2017 – 2021.
- The Council continues to consider the data and information it gathers in relation to its standing workforce, those leaving the organisation, and those it attracts to apply for positions within the organisation. A continued focus on identifying and analysing employee data and information will provide the Council with robust knowledge about its workforce, the reasons why individuals leave, and what attracts new applicants to want to work for the authority.
- Further development opportunities offered to managers to raise their awareness and understanding across all protected characteristics will support planned activities (positive action campaigns) to attract a more diverse workforce from across all protected characteristics that will better reflect those within Midlothian's communities.
- In round terms the organisation attracts and recruits on a 70% female, 30% male basis which is in sync with the standing workforce. The Council needs to look into ways of attracting more males into the workforce (positive action campaigns) particularly into traditionally seen female roles such as teaching. Further, the Council needs to look at attracting women (again positive action campaigns) into traditional male areas such as waste, transport, amenity, and STEM (science, technology, engineering and mathematics) professions.

1.2 Workforce Profile Analysis (for period 01/04/18 – 31/03/19)

Age

During the year 2018/19 the age profile of the workforce was:

Age Band	Number	Percentage
16-24	440	8.21
25-39	1468	27.39
40-55	2135	39.84
56-59	504	9.40

Age Band	Number	Percentage
60-64	427	7.97
65+	385	7.18
Total	5359	100.00

The greatest number of employee remains as during 2015/16, 2016/17 and 2017/18 within the age band 40 – 55. There is a slight decrease (1.23%) in the number of 16 – 24 year old employees since last year. The number of employee within the 60+ cohort has risen slightly in 2018/19.

Disability

During the year 2018/19 the disability profile of the workforce was:

Type of Disability	Number	Percentage
Did Not Answer	2587	48.27
No disability	2559	47.75
Prefer not to answer	152	2.84
Yes - Learning Disability	7	0.13
Yes - Longstanding Illness	18	0.34
Yes - Mental Health Condition	8	0.15
Yes - Other, such as disfigurement	6	0.11
Yes - Physical Impairment	13	0.24
Yes - Sensory Impairment	9	0.17
Total	5359	100.00

Since last year there has been a slight reduction (1.52%) in the number of employees who did not answer the disability question, but it is still disappointingly high at 48.27%.

The number of employees who ‘prefer not to answer’ and ‘did not answer’ remains too high, and there are plans to investigate the reason/(s) for this during the remaining period of the Equality Plan 2017 – 2021 through the Council Equality Group which has recently been established.

In relation to the previous year (2017/18) percentages have dropped slightly where employees have disclosed that they have a disability and the type of their disability.

A confidential survey needs to be undertaken to understand why some employees are prepared to provide details, and to contrast this with reasons given from the majority of employees who do not provide any information.

Gender Re-assignment

Answer	Number	Percentage
Did not answer	4522	84.38
No	816	15.23
Prefer not to answer	20	0.37
Yes	*	*
Total	5359	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

In answer to the question ‘have you ever identified as a Transgender person or Trans person?’ in 2015/2016 no positive responses were recorded. As the table above shows in 2018/2019 positive responses were recorded. This would indicate that those responding feel safe and happy to do so within the organisation, and it would be a very positive step forward if they would share with the Equality Officer why this is so. (It would also be important to ascertain if they had previously recorded a ‘yes’ to this question, as there were positive responses in 2014/15, and had not felt confident to do so in 2015/16). Sensitive enquiries in this regard will be carried out during the remaining period of the Plan.

Notwithstanding this, it is still very disappointing that only around 15.0% employees are prepared to answer this question, (either yes or no), which identifies the need for further work to understand why this is the case within the workforce.

Marriage and Civil Partnership

In 2018/2019 the workforce profile in this category was as follows:

Status	Number	Percentage
Did Not Answer	788	14.70
Divorced/Separated	220	4.11
Living with partner	216	4.03
Married/Civil Partnership	2595	48.42

Status	Number	Percentage
Prefer not to answer	300	5.60
Single	1186	22.13
Widowed	54	1.01
Total	5359	100.00

Whilst noting a slight reduction from the previous year in the number of staff who 'did not' or 'prefer not to' answer, as with other protected characteristics the Council needs to look into why 20.3%, one fifth of its workforce, are reluctant to provide details of their marriage, civil partnership or other status.

Pregnancy & Maternity workforce profile (period 01/04/18 – 31/03/19)

Age	Number	Percentage
16-24	*	*
25-39	149	86.63
40-55	18	10.47
Total	172	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Disability Type	Number	Percentage
Did Not Answer	93	54.07
No	77	44.77
Yes – Learning Disability	*	*
Yes – Physical Impairment	*	*
Total	172	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Gender Re-assignment	Number	Percentage
Did Not Answer	144	83.72
No	28	16.28
Total	172	100.00

Marital Status	Number	Percentage
Did Not Answer	22	12.79
Divorced/Separated	7	4.07
Living with partner	12	6.98
Married/Civil Partnership	84	48.84
Prefer not to answer	6	3.49
Single	41	23.84
Total	172	100.00

Ethnic Origin	Number	Percentage
Asian Other (incl. Scottish/British)	*	*
Black (incl. Scottish/British)	*	*
Did Not Answer	84	48.84
Prefer not to answer	*	*
White - Eastern European (e.g. Polish)	*	*
White Irish	*	*
White Other	*	*
White Other British	9	5.23
White Scottish	71	41.28
Total	172	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Nationality	Number	Percentage
British	42	24.42
Did Not Answer	64	37.21
English	*	*
Northern Irish	*	*
Other, please specify	*	*
Scottish	60	34.88
Total	172	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Religion or Belief	Number	Percentage
Church of Scotland	*	*
Did Not Answer	147	85.47
None	17	9.88
Other Christian	*	*
Roman Catholic	*	*
Total	172	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Sex (Gender)	Number	Percentage
Female	172	100
Total	172	100.00

Sexual Orientation	Number	Percentage
Did Not Answer	142	82.56
Heterosexual/Straight	29	16.86

Sexual Orientation	Number	Percentage
Prefer not to answer	*	*
Total	172	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Caring Responsibilities	Number	Percentage
Did Not Answer	145	84.30
No	21	12.21
Yes - Under 18	6	3.49
Total	172	100.00

From 2016/17 data across all protected characteristics is available for pregnancy and maternity. What this data shows is that within the specific characteristic of pregnancy and maternity there is still a reluctance to disclose disability, gender re-assignment, race, religion and faith, sexual orientation and caring responsibility.

The reason/(s) for this reluctance to disclose needs to be better understood if the Council is to be considered an employer of choice. Further consideration of this will be carried out within the remaining period of the Equality Plan 2017 – 2021.

As for previous years, for those employees who are pregnant or on maternity leave their roles are risk assessed to determine any potential negative health impacts and they are, in line with statute and best practice, given special leave to attend appointments associated with their pregnancy. During maternity leave they are again, in line with statute, offered the opportunity and actively encouraged to take part in 'keep in touch days'. Employees on maternity leave are also communicated with on a regular basis in terms of keeping them up to date with any changes.

There is much emphasis on the importance to foster good relations in order that when an employee returns to work after a period of maternity leave the transition back to work is one where the employee feels fully integrated as soon as possible. Many of those returning from maternity leave apply for and are granted more part time and/or flexible working opportunities.

Standing workforce

Race

Ethnic Origin	Number	Percentage
African (inc Scottish/British)	*	*
African Other	*	*
Asian Bangladeshi (inc Scottish/British)	*	*
Asian British	*	*
Asian Chinese (inc Scottish/British)	*	*
Asian Indian (inc Scottish/British)	*	*
Asian Other (inc Scottish/British)	*	*
Asian Pakistani (inc Scottish/British)	8	0.15
Black (inc Scottish/British)	*	*
Caribbean or Black (other)	*	*
Did Not Answer	2541	47.42
Ethnicity, if Other please specify	*	*
Mixed - any other mixed background	12	0.22
Prefer not to answer	34	0.63
White - Eastern European (e.g. Polish)	*	*
White Gypsy/Traveller	*	*
White Irish	35	0.65
White Other	87	1.62
White Other British	257	4.80
White Scottish	2351	43.87
Total	5359	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

During the remaining period of the Equality Plan 2017 – 2021 investigation will take place as to why just under half the workforce do not wish to provide their ethnic origin details.

Nationality

Nationality	Number	Percentage
British	1449	27.04
Did Not Answer	2065	38.53
English	26	0.49
Northern Irish	20	0.37
Other, please specify	111	2.07
Prefer not to answer	27	0.50
Scottish	1659	30.96
Welsh	*	*
Grand Total	5359	100.00

There has been a 2.10% reduction from the previous year in the number of employees who did not provide details of their nationality. This is a positive sign but further work must be undertaken to reduce this further.

Religion or Belief

Religion or Belief	Number	Percentage
Buddhist	8	0.15
Church of Scotland	335	6.25
Did Not Answer	4349	81.15
Hindu	*	*
Muslim	6	0.11
None	393	7.33
Other Christian	59	1.10
Other Religion or Belief	8	0.15

Religion or Belief	Number	Percentage
Prefer not to answer	85	1.59
Roman Catholic	114	2.13
Total	5359	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

With over 80% of the workforce not being prepared to state their religion or belief there is again a great need to investigate the reason for this during the remaining period of the Equality Plan 2017 – 2021.

Sex

Sex	Number	Percentage
Female	3850	71.84
Male	1509	28.16
Total	5359	100.00

The sex mix of the Council's workforce remains very much in line with the make-up previously reported in 2017/2018 (female 70.53% and male 29.47%).

Sexual Orientation

Sexual Orientation	Number	Percentage
Bisexual	*	*
Did Not Answer	4334	80.87
Gay	9	0.17
Heterosexual/Straight	869	16.22
Lesbian	*	*
Prefer not to answer	141	2.63
Grand Total	5359	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

With over 80% of the workforce choosing not to respond regarding their sexual orientation, this is a further area to investigate as part of the wider reluctance of staff to disclose information during the the remaining period of Midlothian Equality Plan 2017 – 2021.

Caring Responsibilities

In previous years and this employees were asked ‘do you have caring responsibilities’. The table below shows data received in relation to this question.

Do you have caring responsibilities?	Number	Percentage
Did Not Answer	4491	83.80
No	497	9.27
Prefer not to answer	12	0.22
Yes - Over 18	86	1.60
Yes - Under 18	250	4.67
Yes - Under and Over 18	23	0.43
Total	5359	100.00

As with previous characteristics investigation needs to take place as to why over four fifths of the workforce does not wish to divulge if they have caring responsibilities.

Disciplinary Cases

As the number of disciplinary actions taken on the grounds of any of the protected characteristics is five or less we are required to respect anonymity and the number is therefore withheld.

Resolution Cases

6 resolution cases were lodged on the grounds of any of the protected characteristics.

1.3 Leavers Profile Analysis

Data/information was collected and analysed as from 2016/17.

For the period 01/04 2018 – 31/03/2019 the figures/percentages are as follows:

Age Profile

Age Band	Number	Percentage
16-24	162	15.11
25-39	366	34.14
40-55	298	27.80
56-59	79	7.37
60-64	96	8.96
65+	71	6.62
Total	1072	100.00

In 2018/19 as in the previous year, over one third of leavers from the Council were in the age bracket 25 – 39.

Disability

Type of Disability	Number	Percentage
Did Not Answer	484	45.15
No	558	52.05
Prefer not to answer	13	1.21
Yes - Learning Disability	*	*
Yes - Longstanding Illness	*	*
Yes - Mental Health Condition	*	*
Yes - Physical Impairment	6	0.56
Yes - Sensory Impairment	*	*
Total	1072	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

With just over one percent of leavers declaring information on disability when leaving, the Council needs to understand why there is such a reluctance to acknowledge disability by the leaving workforce.

Gender Re-assignment

Response	Number	Percentage
Did Not Answer	962	89.74
No	107	9.98
Prefer not to answer	*	*
Total	1072	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

As with previous characteristics investigation needs to take place as to why just under 90% of the leaving workforce do not wish to answer a question regarding gender re-assignment.

Marriage & Civil Partnership

Marital Status	Number	Percentage
Did Not Answer	188	17.54
Divorced/Separated	44	4.10
Living with partner	38	3.54
Married/Civil Partnership	394	36.75
Prefer not to answer	50	4.66
Single	351	32.74
Widowed	7	0.65
Total	1072	100.00

Again, as with previous characteristics investigation needs to take place as to why one fifth of the leaving workforce do not wish to divulge their marital status.

Race

Ethnic Origin	Number	Percentage
African Other	*	*
Asian Bangladeshi (inc Scottish/British)	*	*

Ethnic Origin	Number	Percentage
Asian Indian (inc Scottish/British)	*	*
Asian Pakistani (inc Scottish/British)	*	*
Did Not Answer	451	42.07
Mixed - any other mixed background	6	*
Prefer not to answer	*	*
White - Eastern European (eg Polish)	*	*
White Irish	6	0.56
White Other	27	2.52
White Other British	62	5.78
White Scottish	508	47.39
Total	1072	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Over 50% of workforce leavers answered a question about ethnic origin. This is a positive movement and needs to be built on the succeeding years.

Nationality

Nationality	Number	Percentage
British	337	31.44
Did Not Answer	343	32.00
English	6	0.56
Northern Irish	*	*
Other, please specify	33	3.08
Prefer not to answer	*	*
Scottish	347	32.37
Welsh	*	*
Total	1072	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

The Council needs to understand why over a third of leavers either did not answer or preferred not to answer the nationality question.

Religion, Faith or Belief

Religion or Belief	Number	Percentage
Church of Scotland	43	4.01
Did Not Answer	901	84.05
Muslim	*	*
None	49	4.57
Other Christian	6	0.56
Prefer not to answer	63	5.88
Roman Catholic	8	0.75
Total	1072	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Since last year there has been a 3.96% drop in the percentage of leavers who either did not answer or preferred not to answer the religion, faith or belief question.

Gender

Sex (Gender)	Number	Percentage
Female	669	62.41
Male	403	37.59
Total	1072	100.00

The leavers profile corresponds to the staying working profile at around a 70/30 female/male split.

Sexual Orientation

Sexual Orientation	Number	Percentage
Bisexual	*	*

Sexual Orientation	Number	Percentage
Did Not Answer	863	80.50
Heterosexual/Straight	108	10.07
Prefer not to answer	99	9.24
Total	1072	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

With over 85% of leavers not answering the sexual orientation question, the Council needs to investigate any potential negative undercurrents that may be causing a reluctance to disclose.

Caring Responsibilities

Do you have caring responsibilities?	Number	Percentage
Did Not Answer	961	89.65
No	71	6.62
Prefer not to answer	3	0.28
Yes - Over 18	11	1.03
Yes - Under 18	25	2.33
Yes - Under and Over 18	*	*
Total	1072	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

With just under 90% of leavers not answering the caring responsibilities question, the Council needs to investigate why this is the case.

1.4 Recruitment Profile Analysis:

Age Profile

Age Band	Number	Percentage
16-24	1371	15.54

Age Band	Number	Percentage
25-39	4066	46.10
40-55	2564	29.07
56-59	375	4.25
60-64	173	1.96
65+	26	0.29
Did Not Answer	245	2.78
Total	8820	100.00

Successful Candidates	Number	Percentage
16-24	74	11.28
25-39	285	43.45
40-55	228	34.76
56-59	32	4.88
60-64	13	1.98
65+	*	*
Did Not Answer	20	3.05
Total	656	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

It is interesting to note that there are small percentages of both applicants and successful candidates who did not answer the age question.

Disability

Job Applicants	Number	Percentage
1. Learning disability	185	2.10
2. Longstanding illness	112	1.27

Job Applicants	Number	Percentage
3. Mental health condition	69	0.78
4. Physical impairment	48	0.54
5. Sensory impairment - Visual	8	0.09
6. Sensory impairment - Hearing	31	0.35
Did Not Answer	8357	94.75
Prefer not to answer	10	0.11
Total	8820	100.00

Successful Candidates	Number	Percentage
1. Learning disability	10	1.52
2. Longstanding illness	*	*
3. Mental health condition	7	1.07
6. Sensory impairment - Hearing	*	*
Did Not Answer	633	96.49
Total	656	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

In both applicants and successful candidates the number not answering the disability question remains far too high. Investigations as to why this is needs to be undertaken within the remaining period of Midlothian Equality Plan 2017 – 2021.

Gender Re-assignment

Job Applicants	Number	Percentage
Did Not Answer	208	2.36
No	8523	96.63
Prefer not to answer	67	0.76
Yes	22	0.25
Total	8820	100.00

Successful Candidates	Number	Percentage
Did Not Answer	21	3.20
No	630	96.04
Prefer not to answer	*	*
Total	656	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Marriage & Civil Partnership

Job Applicants	Number	Percentage
Did Not Answer	212	2.40
Divorced	350	3.97
Living with partner	1334	15.12
Married/Civil Partnership	3080	34.92
Prefer not to answer	105	1.19
Separated	195	2.21
Single	3506	39.75
Widowed	38	0.43
Total	8820	100.00

Successful Candidates	Number	Percentage
Did not answer		
Divorced		
Living with partner		
Married/Civil Partnership		
Prefer not to answer		

Successful Candidates	Number	Percentage
Did Not Answer	20	3.05
Divorced	14	2.13
Living with partner	87	13.26
Married/Civil Partnership	309	47.10
Prefer not to answer	7	1.07
Separated	14	2.13
Single	203	30.95
Widowed	*	*
Total	656	100.00

Neither applicants nor successful candidates appear to have issues with reporting marriage and civil partnership status whereas around one fifth of the standing and leaving workforce do. The organisation would benefit from understanding why.

Pregnancy and Maternity

Data/information not available at the time of reporting

Race

Job Applicants	Number	Percentage
African - (Inc.Scottish/British)	25	0.28
African - Other	60	0.68
Any Mixed or Multiple	58	0.66
Asian - Bangladeshi (Inc.Scottish/British)	20	0.23
Asian - Chinese (Inc.Scottish/British)	20	0.23
Asian - Indian (Inc.Scottish/British)	64	0.73
Asian - Other (Inc.Scottish/British)	21	0.24
Asian - Pakistani (Inc.Scottish/British)	72	0.82
Black - (Inc.Scottish/British)	28	0.32

Job Applicants	Number	Percentage
Caribbean - (Inc.Scottish/British)	*	*
Caribbean or Black (Other)	*	*
Did Not Answer	260	2.95
Other - Arab (Inc.Scottish/British)	20	0.23
Prefer not to answer	78	0.88
White - Eastern European (eg Polish)	83	0.94
White - Irish	65	0.74
White - Other British	725	8.22
White - Other white ethnic group	368	4.17
White - Polish	127	1.44
White - Scottish	6721	76.20
Total	8820	100.00

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Successful Candidates	Number	Percentage
African - (Inc.Scottish/British)	*	*
Any Mixed or Multiple	*	*
Asian - Chinese (Inc.Scottish/British)	*	*
Asian - Indian (Inc.Scottish/British)	*	*
Asian - Other (Inc.Scottish/British)	*	*
Asian - Pakistani (Inc.Scottish/British)	*	*
Black - (Inc.Scottish/British)	*	*
Did Not Answer	18	2.74
Prefer not to answer	7	1.07

Successful Candidates	Number	Percentage
White - Eastern European (eg Polish)	*	*
White - Irish	*	*
White - Other British	55	8.38
White - Other white ethnic group	18	2.74
White - Polish	7	1.07
White - Scottish	527	80.34
Total	656	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Disclosure rates for applicants and successful candidates are on the whole better than for the standing and leaving workforce. The organisation would benefit from understanding why.

Nationality

Job Applicants	Number	Percentage
British	1476	16.73
Did Not Answer	1005	11.39
English	200	2.27
Northern Irish	56	0.63
Prefer not to answer	75	0.85
Scottish	5998	68.00
Welsh	10	0.11
Total	8820	100.00

Successful Candidate	Number	Percentage
British	120	18.29
Did Not Answer	53	8.08

Successful Candidate	Number	Percentage
English	14	2.13
Northern Irish	*	*
Prefer not to answer	*	*
Scottish	462	70.43
Welsh	*	*
Total	656	100.00

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Again as for some previous categories of applicants and successful candidates disclosure rates are greater here than for the standing and leaving workforce. The organisation would benefit from understanding why.

Religion, Faith or Belief

Job Applicants	Number	Percentage
Buddhist	14	0.16
Church of Scotland	1174	13.31
Did Not Answer	406	4.60
Hindu	35	0.40
Humanist	97	1.10
Jewish	4	0.05
Muslim	117	1.33
None	5115	57.99
Other Christian	617	7.00
Other Religion or Belief	39	0.44
Pagan	9	0.10
Prefer not to answer	413	4.68

Job Applicants	Number	Percentage
Roman Catholic	763	8.65
Sikh	17	0.19
Total	8820	100.00

Successful Candidates	Number	Percentage
Buddhist	1	0.15
Church of Scotland	108	16.46
Did Not Answer	28	4.27
Hindu	2	0.30
Humanist	5	0.76
Muslim	2	0.30
None	379	57.77
Other Christian	33	5.03
Other Religion or Belief	3	0.46
Pagan	1	0.15
Prefer not to answer	41	6.25
Roman Catholic	51	7.77
Sikh	2	0.30
Total	656	100.00

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Again as for previous categories of applicants and successful candidates disclosure rates are greater here than for the standing and leaving workforce. The organisation would benefit from understanding why.

Sex (Gender)

Job Applicants	Number	Percentage
Did Not Answer	195	2.21
Female	6081	68.95
Male	2514	28.50
Prefer not to answer	30	0.34
Total	8820	100.00

Successful Candidates	Number	Percentage
Did Not Answer	17	2.59
Female	479	73.02
Male	156	23.78
Prefer not to answer	*	*
Total	656	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

In round terms the organisation attracts and recruits on a 70% female, 30% male basis which is in sync with the standing workforce. It would be considered good practice to look into ways of attracting more males into the workforce particularly into traditionally seen female roles such as teaching.

Sexual Orientation

Job Applicants	Number	Percentage
Bisexual	75	0.85
Did Not Answer	299	3.39
Gay	88	1.00
Heterosexual/Straight	7962	90.27
Lesbian	52	0.59
Other	23	0.26

Job Applicants	Number	Percentage
Prefer not to answer	321	3.64
Total	8820	100.00

Successful Candidates	Number	Percentage
Bisexual	*	*
Did Not Answer	20	3.05
Gay	*	*
Heterosexual/Straight	602	91.77
Lesbian	*	*
Prefer not to answer	23	3.51
Total	656	

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Caring Responsibilities

Do you have caring responsibilities?	Number	Percentage
Did Not Answer	222	2.52
No	4845	54.93
Prefer not to answer	62	0.70
Yes (Children under 18)	3527	39.99
Yes, other	164	1.86
Total	8820	100.00

Successful Candidates	Number	Percentage
Did Not Answer	18	2.74
No	320	48.78
Prefer not to answer	11	1.68
Yes (Children under 18)	296	45.12

Successful Candidates	Number	Percentage
Yes, other	11	1.68
Total	656	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Although the percentage not answering or preferring not to answer is very small in comparison to the standing or leaving workforce, the organisation still needs to understand why there is any reluctance to answer this question. Work to understand why will be undertaken during the remaining period of Midlothian Equality Plan 2017 – 2021.

1.5 Training Profile Analysis

The Council continues to use different approaches to training such as one-to-one, group coaching sessions and leadership management courses for identified learning needs. This move away from a one size fits all classroom training approach continues to facilitate inclusion for all employees irrespective of protected characteristic.

1.6 Conclusion

The Council remains fully committed to the ethos of the Equality Act 2010 and is determined to provide employees with a workplace of choice that is fit-plus for the 21st century.

Gathering data and information for this analysis has continued to highlight a number of areas for the Council to focus on in the years ahead. The main points of note are:

- The age profile of the Council continues to represent challenges to workforce planning within the organisation.
- Work needs to be done to ensure that the Council is a positive workplace for lesbian, gay, bi-sexual and transgender (LGBT) employees and new recruits. Continuing and promoting our work with Stonewall Scotland is an important element in this work.
- Engagement with employees in relation to equal opportunities is an important means of giving the Council a more qualitative insight into the issues concerning

employees, and allows the Council to take these on board when reviewing and developing new policies. The Council needs to encourage employees to feel confident about declaring their disability, sexual orientation or information about other protected characteristics.

- The Council needs further develop its reputation as a modern, inclusive and welcoming workplace both for existing employees and for new recruits.
- The Council needs to continue to develop the data and information it gathers on existing employees, leavers, and new potential new recruits in order to be a modern employer of choice.

2.0 Gender Pay Gap

2.1 The gender pay gap between average hourly rates of pay for male and female All Council employees as at 31st March 2019 was 3.94% (increasing from 2.32% 31/3/18)

3.0 Equal Pay Statement

3.1 Equal Pay Statement

Midlothian Council believes in equal opportunities in employment and is committed to the fundamental principle that procedures to determine the pay and conditions of employment of all our employees do not discriminate unlawfully and aims to eliminate any sex bias or any form of discrimination. The Council recognises that in order to achieve equitable pay it should operate a pay system which is transparent and based on objective criteria.

The Council believes that pay is one of the key factors affecting motivation and relationships at work and therefore considers it important to develop pay arrangements that reward employees fairly. The Council will work with Trade Unions to develop fair and non-discriminatory pay and progression systems which are understood and accepted by employees and by the managers who operate the system. All aspects of the pay package will be reviewed and monitored regularly to ensure it delivers equal pay. Any pay inequalities which cannot be justified will as far as is possible be eliminated.

The Council will aim to:

- Continue to use objective, justifiable and proportionate job-related information and an analytical job evaluation scheme to determine the salaries of jobs and the Council's salary structures.
- Monitor existing and future pay practices and the impact or potential impact on men and women.

- Assess and review the findings of monitoring activities and take action where necessary.
- Provide development and guidance for managers and others directly involved in decisions about pay and benefits.
- Continue to work with the recognised Trade Unions on equal pay and equalities in employment.
- Inform employees of how our pay practices work and how their own pay is determined.
- Respond promptly and investigate where necessary grievances on equal pay.

This document can be made available in different formats and in different languages. If you would like a copy in another language or format, please email equalities@midlothian.gov.uk or telephone 0131 271 3658.