



# Midlothian Council

EQUALITY EMPLOYEE INFORMATION ANALYSIS 2019/2020

## 1.0 Employee information analysis for the year 2019/2020

### 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 to 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 approx. basis which is in sync with the standing workforce. The Council needs to consider looking 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 consider looking to attract 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 01/04/19 – 31/03/20)

#### Age

During the year 2019/20 the age profile of the workforce was:

<b>Age Band</b>	<b>Number</b>	<b>Percentage</b>
16-24	447	8.23
25-39	1528	28.12
40-55	2097	38.59

<b>Age Band</b>	<b>Number</b>	<b>Percentage</b>
56-59	531	9.77
60-64	420	7.73
65+	411	7.56
<b>Total</b>	<b>5434</b>	<b>100.00</b>

The greatest number of employee remains as during 2015/16, 2016/17, 2017/18 and 2018/19 within the age band 40 – 55. Otherwise numbers in each age bracket are very similar to 2018/19, the workforce has grown by 75 over the last 12 month period.

### Disability

During the year 2019/20 the disability profile of the workforce was:

<b>Type of Disability</b>	<b>Number</b>	<b>Percentage</b>
<b>Did Not Answer</b>	2559	47.09
No disability	2664	49.02
Prefer not to answer	155	2.85
Yes - Learning Disability	7	0.13
Yes - Longstanding Illness	15	0.28
Yes - Mental Health Condition	8	0.15
Yes - Other, such as disfigurement	7	0.13
Yes - Physical Impairment	10	0.18
Yes - Sensory Impairment	9	0.17
<b>Total</b>	<b>5434</b>	<b>100.00</b>

The number of employees who 'prefer not to answer' and 'did not answer' remains too high at just below 50% of all responses, and there are plans to investigate the reason/(s) for this during the remaining period of the Equality Plan 2017 – 2021 through Midlothian Staff Equalities Group and the Council's Human Resources section.

In relation to the previous year (2018/19) responses, percentages have reduced slightly where employees have disclosed that they have a disability and the type of their disability. Actions should be identified to understand why some employees are prepared to provide details, and to contrast this with reasons given from almost half of employees who do not provide any information.

#### Gender Re-assignment

<b>Answer</b>	<b>Number</b>	<b>Percentage</b>
Did not answer	4648	85.54
No	767	14.11
Prefer not to answer	18	0.33
Yes	*	*
<b>Total</b>	<b>5434</b>	<b>100.00</b>

\* 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 2019/2020 as well as last year, 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 14.0% 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 2019/2020 the workforce profile in this category was as follows:

<b>Status</b>	<b>Number</b>	<b>Percentage</b>
Did Not Answer	784	14.43
Divorced/Separated	229	4.21

Status	Number	Percentage
Living with partner	227	4.18
Married/Civil Partnership	2570	47.29
Prefer not to answer	302	5.56
Single	1268	22.33
Widowed	54	0.99
<b>Total</b>	<b>5434</b>	<b>100.00</b>

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 19.99%, one fifth of its workforce, are reluctant to provide details of their marriage, civil partnership or other status.

Pregnancy & Maternity workforce profile (period 01/04/19 – 31/03/20)

Age	Number	Percentage
16-24	*	*
25-39	153	88.95
40-55	14	8.14
<b>Total</b>	<b>172</b>	<b>100.00</b>

\* 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	76	44.19
No	93	54.07
Yes – Learning Disability	*	*
Yes – Longstanding Illness	*	*
Yes – Physical Impairment	*	*
<b>Total</b>	<b>172</b>	<b>100.00</b>

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

<b>Gender Re-assignment</b>	<b>Number</b>	<b>Percentage</b>
Did Not Answer	149	86.63
No	23	13.37
<b>Total</b>	<b>172</b>	<b>100.00</b>

<b>Marital Status</b>	<b>Number</b>	<b>Percentage</b>
Did Not Answer	26	15.12
Divorced/Separated	3	1.74
Living with partner	11	6.40
Married/Civil Partnership	82	47.67
Prefer not to answer	5	2.91
Single	45	26.16
<b>Total</b>	<b>172</b>	<b>100.00</b>

<b>Ethnic Origin</b>	<b>Number</b>	<b>Percentage</b>
Asian Other (incl. Scottish/British)	*	*
Asian Pakistani (incl. Scottish/British)	*	*
Did Not Answer	74	43.02
Prefer not to answer	*	*
White Irish	*	*
White Other	*	*
White Other British	9	5.23
White Scottish	81	47.09
<b>Total</b>	<b>172</b>	<b>100.00</b>

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

<b>Nationality</b>	<b>Number</b>	<b>Percentage</b>
British	47	27.33
Did Not Answer	48	27.91
English	*	*
Northern Irish	*	*
Other, please specify	6	3.49
Scottish	67	38.95
<b>Total</b>	<b>172</b>	<b>100.00</b>

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

<b>Religion or Belief</b>	<b>Number</b>	<b>Percentage</b>
Multi denomination Christian	*	*
Church of Scotland	*	*
Did Not Answer	152	88.37
None	12	6.98
Other Christian	*	*
Roman Catholic	*	*
<b>Total</b>	<b>172</b>	<b>100.00</b>

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

<b>Sex</b>	<b>Number</b>	<b>Percentage</b>
Female	172	100
<b>Total</b>	<b>172</b>	<b>100.00</b>

<b>Sexual Orientation</b>	<b>Number</b>	<b>Percentage</b>
Did Not Answer	148	86.05
Heterosexual/Straight	23	13.37
Prefer not to answer	*	*
<b>Total</b>	<b>172</b>	<b>100.00</b>

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

<b>Caring Responsibilities</b>	<b>Number</b>	<b>Percentage</b>
Did Not Answer	150	87.21
No	16	9.30
Yes - Under 18	6	3.49
<b>Total</b>	<b>172</b>	<b>100.00</b>

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

<b>Ethnic Origin</b>	<b>Number</b>	<b>Percentage</b>
African (inc Scottish/British)	*	*
African Other	6	0.11
Asian British	*	*
Asian Chinese (inc Scottish/British)	*	*
Asian Indian (inc Scottish/British)	*	*
Asian Other (inc Scottish/British)	6	0.11
Asian Pakistani (inc Scottish/British)	8	0.15
Black (inc Scottish/British)	9	0.17
Caribbean or Black (other)	*	*
Did Not Answer	2473	45.51
Ethnicity, if Other please specify	*	*
Mixed - any other mixed background	11	0.20
Prefer not to answer	50	0.92
White - Eastern European (e.g. Polish)	8	0.15
White Gypsy/Traveller	*	*
White Irish	36	0.66
White Other	98	1.80
White Other British	288	5.30
White Scottish	2424	44.61
<b>Total</b>	<b>5434</b>	<b>100.00</b>

\* 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

<b>Nationality</b>	<b>Number</b>	<b>Percentage</b>
British	1498	27.57
Did Not Answer	2002	36.84
English	24	0.44
Northern Irish	18	0.33
Other, please specify	131	2.41
Prefer not to answer	36	0.66
Scottish	1723	31.71
Welsh	*	*
<b>Grand Total</b>	<b>5434</b>	<b>100.00</b>

There has been a 1.53% 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

<b>Religion or Belief</b>	<b>Number</b>	<b>Percentage</b>
Buddhist	9	0.17
Church of Scotland	309	5.69
Did Not Answer	4386	80.71
Hindu	*	*
Muslim	*	*
None	462	8.50
Other Christian	54	0.99
Other Religion or Belief	7	0.13

<b>Religion or Belief</b>	<b>Number</b>	<b>Percentage</b>
Prefer not to answer	96	1.77
Roman Catholic	104	1.91
Spanish	*	*
<b>Total</b>	<b>5434</b>	<b>100.00</b>

\* 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

<b>Sex</b>	<b>Number</b>	<b>Percentage</b>
Female	3922	72.18
Male	1512	27.82
<b>Total</b>	<b>5434</b>	<b>100.00</b>

The sex mix of the Council's workforce remains very much in line with the make-up previously reported in 2018/19 (female 71.84% and male 28.16%).

#### Sexual Orientation

<b>Sexual Orientation</b>	<b>Number</b>	<b>Percentage</b>
Bisexual	*	*
Did Not Answer	4403	81.03
Gay	8	0.15
Heterosexual/Straight	835	15.37
Lesbian	*	*
Prefer not to answer	182	3.35
<b>Grand Total</b>	<b>5434</b>	<b>100.00</b>

\* 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 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.

<b>Do you have caring responsibilities?</b>	<b>Number</b>	<b>Percentage</b>
Did Not Answer	4616	84.95
No	451	8.30
Prefer not to answer	10	0.18
Yes - Over 18	85	1.56
Yes - Under 18	249	4.58
Yes - Under and Over 18	23	0.42
<b>Total</b>	<b>5434</b>	<b>100.00</b>

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

As the number of resolution 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.

## 1.3 Leavers Profile Analysis

Data/information for leavers has been collected and analysed since 2016/17.

For the period 01/04 2019 – 31/03/2020 the figures/percentages are as follows:

### Age Profile

<b>Age Band</b>	<b>Number</b>	<b>Percentage</b>
16-24	50	8.87
25-39	167	29.61
40-55	171	30.32
56-59	58	10.28
60-64	53	9.40
65+	65	11.52
<b>Total</b>	<b>564</b>	<b>100.00</b>

In 2019/20 as in the previous two years, around one third of leavers from the Council were in the age bracket 25 – 39.

### Disability

<b>Type of Disability</b>	<b>Number</b>	<b>Percentage</b>
Did Not Answer	248	43.97
No	292	51.77
Prefer not to answer	15	2.66
Yes - Longstanding Illness	*	*
Yes – Other, such as disfigurement	*	*
Yes - Physical Impairment	*	*
<b>Total</b>	<b>564</b>	<b>100.00</b>

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

With under two 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

<b>Response</b>	<b>Number</b>	<b>Percentage</b>
Did Not Answer	491	87.06
No	70	12.41

<b>Response</b>	<b>Number</b>	<b>Percentage</b>
Prefer not to answer	*	*
<b>Total</b>	<b>564</b>	<b>100.00</b>

\* 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 approximately 88% of the leaving workforce do not wish to answer a question regarding gender re-assignment.

#### Marriage & Civil Partnership

<b>Marital Status</b>	<b>Number</b>	<b>Percentage</b>
Did Not Answer	92	16.31
Divorced/Separated	23	4.08
Living with partner	19	3.37
Married/Civil Partnership	256	45.39
Prefer not to answer	20	3.55
Single	149	26.42
Widowed	*	*
<b>Total</b>	<b>564</b>	<b>100.00</b>

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

<b>Ethnic Origin</b>	<b>Number</b>	<b>Percentage</b>
Asian Other	*	*
Black (incl. Scottish/British)	*	*
Did Not Answer	241	42.73
Mixed - any other mixed background	*	*
Prefer not to answer	*	*

<b>Ethnic Origin</b>	<b>Number</b>	<b>Percentage</b>
White - Eastern European (e.g. Polish)	*	*
White Irish	*	*
White Other	13	2.30
White Other British	41	7.27
White Scottish	255	45.21
<b>Total</b>	<b>564</b>	<b>100.00</b>

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

As in previous years well over 50% of workforce leavers answered a question about ethnic origin. This is positive and needs to be built on in succeeding years.

#### Nationality

<b>Nationality</b>	<b>Number</b>	<b>Percentage</b>
British	196	34.75
Did Not Answer	195	34.57
English	*	*
Northern Irish	*	*
Other, please specify	17	3.01
Prefer not to answer	*	*
Scottish	149	26.42
<b>Total</b>	<b>564</b>	<b>100.00</b>

\* 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

<b>Religion or Belief</b>	<b>Number</b>	<b>Percentage</b>
Church of Scotland	27	4.79
Did Not Answer	486	86.17
None	28	4.96
Other Christian	6	1.06
Other Religion or Belief	*	*
Prefer not to answer	*	*
Roman Catholic	12	2.13
<b>Total</b>	<b>564</b>	<b>100.00</b>

\* 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 3.0% drop in the percentage of leavers who either did not answer or preferred not to answer the religion, faith or belief question.

### Gender

<b>Sex (Gender)</b>	<b>Number</b>	<b>Percentage</b>
Female	383	67.91
Male	181	32.09
<b>Total</b>	<b>564</b>	<b>100.00</b>

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

### Sexual Orientation

<b>Sexual Orientation</b>	<b>Number</b>	<b>Percentage</b>
Bisexual	*	*
Did Not Answer	484	85.82
Gay	*	*
Heterosexual/Straight	65	11.52
Prefer not to answer	12	2.13



<b>Sexual Orientation</b>	<b>Number</b>	<b>Percentage</b>
<b>Total</b>	<b>564</b>	<b>100.00</b>

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

With just under 88% 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

<b>Do you have caring responsibilities?</b>	<b>Number</b>	<b>Percentage</b>
Did Not Answer	490	86.88
No	55	9.75
Prefer not to answer	*	*
Yes - Over 18	*	*
Yes - Under 18	9	1.60
Yes - Under and Over 18	*	*
<b>Total</b>	<b>564</b>	<b>100.00</b>

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

With just under 88% 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

<b>Age Band</b>	<b>Number</b>	<b>Percentage</b>
16-24	1432	16.24
25-39	4141	46.97
40-55	2438	27.65
56-59	330	3.74

<b>Age Band</b>	<b>Number</b>	<b>Percentage</b>
60-64	197	2.23
65+	21	0.24
Did Not Answer	258	2.93
<b>Total</b>	<b>8817</b>	<b>100.00</b>

<b>Successful Candidates</b>	<b>Number</b>	<b>Percentage</b>
16-24	68	11.13
25-39	248	40.59
40-55	216	35.35
56-59	35	5.73
60-64	18	2.95
65+	*	*
Did Not Answer	22	3.60
<b>Total</b>	<b>611</b>	<b>100.00</b>

\* 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

<b>Job Applicants</b>	<b>Number</b>	<b>Percentage</b>
1. Learning disability	168	1.91
2. Longstanding illness	67	0.76
3. Mental health condition	79	0.90
4. Physical impairment	31	0.35
5. Sensory impairment - Visual	8	0.09

<b>Job Applicants</b>	<b>Number</b>	<b>Percentage</b>
6. Other, such as disfigurement	*	*
6. Sensory impairment - Hearing	30	0.34
Did Not Answer	8414	95.43
Prefer not to answer	18	0.20
<b>Total</b>	<b>8817</b>	<b>100.00</b>

<b>Successful Candidates</b>	<b>Number</b>	<b>Percentage</b>
1. Learning disability	18	2.95
2. Longstanding illness	*	*
3. Mental health condition	*	*
6. Sensory impairment - Hearing	*	*
Did Not Answer	586	95.91
<b>Total</b>	<b>611</b>	<b>100.00</b>

\* 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

<b>Job Applicants</b>	<b>Number</b>	<b>Percentage</b>
Did Not Answer	199	2.26
No	8550	96.97
Prefer not to answer	51	0.58
Yes	17	0.19
<b>Total</b>	<b>8817</b>	<b>100.00</b>

<b>Successful Candidates</b>	<b>Number</b>	<b>Percentage</b>
Did Not Answer	14	2.29
No	594	97.22
Prefer not to answer	*	*
<b>Total</b>	<b>611</b>	<b>100.00</b>

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

#### Marriage & Civil Partnership

<b>Job Applicants</b>	<b>Number</b>	<b>Percentage</b>
Did Not Answer	209	2.37
Divorced	320	3.63
Living with partner	1442	16.35
Married/Civil Partnership	2885	32.72
Prefer not to answer	87	0.99
Separated	258	2.93
Single	3574	40.54
Widowed	42	0.48
<b>Total</b>	<b>8817</b>	<b>100.00</b>

<b>Successful Candidates</b>	<b>Number</b>	<b>Percentage</b>
Did not answer	16	2.62
Divorced	20	3.27
Living with partner	101	16.53
Married/Civil Partnership	270	44.19
Prefer not to answer	7	1.15
Separated	14	2.29

<b>Successful Candidates</b>	<b>Number</b>	<b>Percentage</b>
Single	180	29.46
Widowed	*	*
<b>Total</b>	<b>611</b>	<b>100.00</b>

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

<b>Job Applicants</b>	<b>Number</b>	<b>Percentage</b>
African - (Inc. Scottish/British)	23	0.26
African - Other	48	0.54
Any Mixed or Multiple	73	0.83
Asian - Bangladeshi (Inc. Scottish/British)	20	0.23
Asian - Chinese (Inc. Scottish/British)	17	0.19
Asian - Indian (Inc. Scottish/British)	67	0.76
Asian - Other (Inc. Scottish/British)	20	0.23
Asian - Pakistani (Inc. Scottish/British)	83	0.94
Black - (Inc. Scottish/British)	11	0.12
Caribbean - (Inc. Scottish/British)	*	*
Caribbean or Black (Other)	*	*
Did Not Answer	258	2.93
Other - Arab (Inc. Scottish/British)	7	0.08
Prefer not to answer	73	0.83
White - Eastern European (e.g. Polish)	78	0.88

<b>Job Applicants</b>	<b>Number</b>	<b>Percentage</b>
White - Irish	75	0.85
White - Other British	757	8.59
White - Other white ethnic group	382	4.33
White - Polish	138	1.57
White - Scottish	6683	75.80
<b>Total</b>	<b>8817</b>	<b>100.00</b>

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

<b>Successful Candidates</b>	<b>Number</b>	<b>Percentage</b>
African - (Inc.Scottish/British)	*	*
Any Mixed or Multiple	*	*
Asian - Chinese (Inc.Scottish/British)	*	*
Asian - Indian (Inc.Scottish/British)	*	*
Asian - Pakistani (Inc.Scottish/British)	*	*
Did Not Answer	16	2.62
Prefer not to answer	6	0.98
White - Eastern European (eg Polish)	6	0.98
White - Irish	*	*
White - Other British	62	10.15
White - Other white ethnic group	15	2.45
White - Polish	7	1.15
White - Scottish	483	79.05
<b>Total</b>	<b>611</b>	<b>100.00</b>

\* 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

<b>Job Applicants</b>	<b>Number</b>	<b>Percentage</b>
British	1432	16.24
Did Not Answer	984	11.16
English	214	2.43
Northern Irish	57	0.65
Prefer not to answer	74	0.84
Scottish	6041	68.52
Welsh	15	0.17
<b>Total</b>	<b>8817</b>	<b>100.00</b>

<b>Successful Candidate</b>	<b>Number</b>	<b>Percentage</b>
British	112	18.33
Did Not Answer	45	7.36
English	12	1.96
Northern Irish	7	1.15
Prefer not to answer	8	1.31
Scottish	425	69.56
Welsh	*	*
<b>Total</b>	<b>611</b>	<b>100.00</b>

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

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

<b>Job Applicants</b>	<b>Number</b>	<b>Percentage</b>
Buddhist	14	0.16
Church of Scotland	1007	11.42
Did Not Answer	383	4.34
Hindu	32	0.36
Humanist	94	1.07
Jewish	6	0.07
Muslim	136	1.54
None	5383	61.05
Other Christian	582	6.60
Other Religion or Belief	52	0.59
Pagan	9	0.10
Prefer not to answer	404	4.58
Roman Catholic	697	7.91
Sikh	18	0.20
<b>Total</b>	<b>8817</b>	<b>100.00</b>

<b>Successful Candidates</b>	<b>Number</b>	<b>Percentage</b>
Buddhist	*	*
Church of Scotland	94	15.38
Did Not Answer	22	3.60
Hindu	*	*
Humanist	6	0.98
Muslim	*	*
None	357	58.43



<b>Successful Candidates</b>	<b>Number</b>	<b>Percentage</b>
Other Christian	33	5.40
Other Religion or Belief	*	*
Pagan	*	*
Prefer not to answer	39	6.38
Roman Catholic	48	7.86
Sikh	*	*
<b>Total</b>	<b>611</b>	<b>100.00</b>

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

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

<b>Job Applicants</b>	<b>Number</b>	<b>Percentage</b>
Did Not Answer	188	2.13
Female	6199	70.31
Male	2407	27.30
Prefer not to answer	23	0.26
<b>Total</b>	<b>8817</b>	<b>100.00</b>

<b>Successful Candidates</b>	<b>Number</b>	<b>Percentage</b>
Did Not Answer	14	2.29
Female	460	75.29
Male	134	21.93
Prefer not to answer	*	*
<b>Total</b>	<b>611</b>	<b>100.00</b>

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

Traditionally and in round terms the organisation attracts and recruits on a 70% female, 30% male basis which is in sync with the standing workforce. This year in round terms the organisation has attracted even more females, (around 75%). 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

<b>Job Applicants</b>	<b>Number</b>	<b>Percentage</b>
Bisexual	119	1.35
Did Not Answer	269	3.05
Gay	108	1.22
Heterosexual/Straight	7910	89.71
Lesbian	64	0.73
Other	28	0.32
Prefer not to answer	319	3.62
<b>Total</b>	<b>8817</b>	<b>100.00</b>

<b>Successful Candidates</b>	<b>Number</b>	<b>Percentage</b>
Bisexual	*	*
Did Not Answer	14	2.29
Gay	*	*
Heterosexual/Straight	556	91.00
Lesbian	*	*
Other	*	*
Prefer not to answer	28	4.58
<b>Total</b>	<b>611</b>	<b>100.00</b>

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

### Caring Responsibilities

<b>Do you have caring responsibilities?</b>	<b>Number</b>	<b>Percentage</b>
Did Not Answer	220	2.50
No	4859	55.11
Prefer not to answer	57	0.65
Yes (Children under 18)	3544	40.20
Yes, other	137	1.55
<b>Total</b>	<b>8817</b>	<b>100.00</b>

<b>Successful Candidates</b>	<b>Number</b>	<b>Percentage</b>
Did Not Answer	14	2.29
No	314	51.39
Prefer not to answer	7	1.15
Yes (Children under 18)	268	43.86
Yes, other	8	1.31
<b>Total</b>	<b>611</b>	<b>100.00</b>

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 21<sup>st</sup> 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 (largest age band 40 – 55 standing workforce) 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 to 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 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 2020 was 3.06% (decreasing from 3.94% 31/3/19).

## 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](mailto:equalities@midlothian.gov.uk) or telephone 0131 271 3658.

Data Tables @31/03/17 through to @31/03/20

GENDER	@31/03/17	@31/03/18	@31/03/19	@31/03/20
Female %	71.78	70.53	71.84	72.18
Male %	28.22	29.47	28.16	27.82
<b>Grand Total</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

AGE BANDS	@31/03/17	@31/03/18	@31/03/19	@31/03/20
16-24 %	9.22	9.44	8.21	8.23
25-39 %	27.86	27.16	27.39	28.12
40-55 %	40.36	40.07	39.84	38.59
56-59 %	9.07	8.97	9.40	9.77
60-64 %	6.75	7.53	7.97	7.73
65+ %	6.73	6.83	7.18	7.56
<b>Grand Total</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

SEXUAL ORIENTATION	@31/03/17	@31/03/18	@31/03/19	@31/03/20
Bisexual %	0.07	0.07	0.04	0.04
Did Not Answer %	78.00	78.77	80.87	81.03
Gay %	0.14	0.16	0.17	0.15
Heterosexual/Straight %	17.32	16.83	16.22	15.37
Lesbian %	0.07	0.07	0.07	0.07
Prefer not to answer %	4.39	4.10	2.63	3.35
<b>Grand Total</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

DISABILITY TYPE	@31/03/17	@31/03/18	@31/03/19	@31/03/20
Did Not Answer %	53.37	49.79	48.27	47.09
No %	42.38	46.20	47.75	49.02
Prefer not to answer %	2.96	2.73	2.84	2.85
Yes - Learning Disability %	0.23	0.19	0.13	0.13
Yes - Longstanding Illness %	0.36	0.37	0.34	0.28
Yes - Mental Health Condition %	0.18	0.14	0.15	0.15
Yes - Other, such as disfigurement %	0.07	0.09	0.11	0.13
Yes - Physical Impairment %	0.30	0.35	0.24	0.18
Yes - Sensory Impairment %	0.14	0.14	0.17	0.17
<b>Grand Total</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

GENDER RE-ASSIGNMENT	@31/03/17	@31/03/18	@31/03/19	@31/03/20
Did Not Answer %	83.09	83.73	84.38	85.54
No %	16.49	15.88	15.23	14.11
Prefer not to answer %	0.39	0.37	0.37	0.33
Yes %	0.04	0.02	0.02	0.02
<b>Grand Total</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

<b>MARITAL STATUS</b>	<b>@31/03/17</b>	<b>@31/03/18</b>	<b>@31/03/19</b>	<b>@31/03/20</b>
Did Not Answer %	16.02	15.25	14.70	14.43
Divorced/Separated %	3.59	4.19	4.11	4.21
Living with partner %	3.52	3.78	4.03	4.18
Married/Civil Partnership %	48.08	47.30	48.42	47.29
Prefer not to answer %	6.82	6.04	5.60	5.56
Single %	20.99	22.40	22.13	23.33
Widowed %	0.98	1.03	1.01	0.99
<b>Grand Total</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

<b>ETHNIC ORIGIN</b>	<b>@31/03/17</b>	<b>@31/03/18</b>	<b>@31/03/19</b>	<b>@31/03/20</b>
African (inc Scottish/British) %	0.05	0.04	0.06	0.07
African Other %	0.07	0.07	0.07	0.11
Any other Asian background %	-	0.02	-	-
Any other White background %	0.02	0.04	-	-
Asian Bangladeshi (inc Scottish/British) %	0.02	0.02	0.02	-
Asian British %	0.05	0.05	0.07	0.07
Asian Chinese (inc Scottish/British) %	0.02	0.02	0.02	0.07
Asian Indian (inc Scottish/British) %	0.05	0.04	0.06	0.06
Asian Other (inc Scottish/British) %	0.04	0.05	0.09	0.11
Asian Pakistani (inc Scottish/British) %	0.11	0.12	0.15	0.17
Bangladeshi %	0.02	0.02	-	-
Black (inc Scottish/British) %	0.04	0.09	0.09	0.11
Caribbean or Black (other) %	0.02	0.02	0.02	0.02
Did Not Answer %	52.10	48.06	47.42	45.51
Ethnicity, if Other please specify %	0.02	0.02	0.02	0.04
Irish %	0.02	0.02	-	-
Mixed - any other mixed background %	0.25	0.28	0.22	0.20
Pakistani %	0.02	0.02	-	-
Prefer not to answer %	0.66	0.54	0.63	0.92
White - Eastern European (eg Polish) %	0.13	0.11	0.09	0.15
White and Asian %	-	0.02	-	-
White and Black African %	0.04	0.05	-	-
White and Black Caribbean %	0.02	0.02	-	-
White Gypsy/Traveller %	0.02	0.02	0.02	0.02
White Irish %	0.57	0.67	0.65	0.66
White Other %	1.41	1.56	1.62	1.80
White Other British %	4.29	4.68	4.80	5.30
White Scottish %	39.97	43.38	43.87	44.61
<b>Grand Total</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

<b>NATIONALITY</b>	<b>@31/03/17</b>	<b>@31/03/18</b>	<b>@31/03/19</b>	<b>@31/03/20</b>
British %	23.13	25.41	27.04	27.57
Did Not Answer %	44.97	40.60	38.53	36.84
English %	0.54	0.54	0.49	0.44
Northern Irish %	0.27	0.32	0.37	0.33
Other, please specify %	1.84	2.00	2.07	2.41
Prefer not to answer %	0.55	0.47	0.50	0.66
Scottish %	28.65	30.61	30.96	31.71
Welsh %	0.05	0.05	0.04	0.04
<b>Grand Total</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

<b>RELIGION</b>	<b>@31/03/17</b>	<b>@31/03/18</b>	<b>@31/03/19</b>	<b>@31/03/20</b>
Buddhist %	0.13	0.14	0.15	0.17
Church of Scotland %	6.98	6.55	6.25	5.69
Did Not Answer %	79.32	79.75	81.15	80.71
Hindu %	0.02	0.02	0.04	0.04
Muslim %	0.11	0.11	0.11	0.07
None %	7.29	7.50	7.33	8.50
Other Christian %	1.13	1.14	1.10	0.99
Other Religion or Belief %	0.13	0.14	0.15	0.13
Prefer not to answer %	2.80	2.54	1.59	1.77
Roman Catholic %	2.11	2.12	2.13	1.91
<b>Grand Total</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

<b>CARING RESPONSIBILITIES</b>	<b>@31/03/17</b>	<b>@31/03/18</b>	<b>@31/03/19</b>	<b>@31/03/20</b>
Did Not Answer	82.62	83.19	83.80	84.95
No	10.36	9.89	9.27	8.30
Prefer not to answer	0.23	0.25	0.22	0.18
Yes - Over 18	1.55	1.63	1.60	1.56
Yes - Under 18	4.86	4.66	4.67	4.58
Yes - Under and Over 18	0.38	0.39	0.43	0.42
<b>Grand Total</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>