



Midlothian Council

EQUALITY EMPLOYEE INFORMATION ANALYSIS 2020/2021

1.0 Employee information analysis for the year 2020/2021

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 period of Midlothian Equality Plan 2021 – 2025.
- 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 01/04/20 – 31/03/21)

Age

During the year 2020/21 the age profile of the workforce was:

Age Band	Number	Percentage
16-24	372	7.05
25-39	1541	29.21
40-55	2004	37.99

Age Band	Number	Percentage
56-59	528	10.01
60-64	422	08.00
65+	408	07.73
Total	5275	100.00

The greatest number of employee remains as during 2015/16, 2016/17, 2017/18, 2018/19, and 2019/20 within the age band 40 – 55. Otherwise numbers in each age bracket are very similar to 2019/20, the workforce has reduced by 159 over the last 12 month period.

Disability

During the year 2020/21 the disability profile of the workforce was:

Type of Disability	Number	Percentage
Did Not Answer	2390	45.31
No disability	2654	50.31
Prefer not to answer	159	3.01
Yes - Learning Disability	11	0.21
Yes - Longstanding Illness	15	0.28
Yes - Mental Health Condition	13	0.25
Yes - Other, such as disfigurement	11	0.21
Yes - Physical Impairment	12	0.23
Yes - Sensory Impairment	10	0.19
Total	5275	100.00

The number of employees who ‘prefer not to answer’ and ‘did not answer’ remains too high at just below 50% of all responses. A mandatory staff equality audit was completed during 2020/21 with little improvement in the response rate. There are plans to investigate the reason/(s) for this during the period of the Equality Plan 2021 – 2025 through Midlothian Staff Equalities Group and the Council’s Human Resources section.

In relation to the previous year's (2019/20) responses, percentages have increased 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

Answer	Number	Percentage
Did not answer	4435	84.08
No	820	15.55
Prefer not to answer	19	0.36
Yes	*	*
Total	5275	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 2020/2021 and for the last two years, 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 period of the Equality Plan 2021 - 2025.

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 2020/2021 the workforce profile in this category was as follows:

Status	Number	Percentage
Did Not Answer	711	13.48
Divorced/Separated	225	4.27

Status	Number	Percentage
Living with partner	235	4.45
Married/Civil Partnership	2483	47.07
Prefer not to answer	296	5.61
Single	1273	24.13
Widowed	52	0.99
Total	5275	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 19.09%, one fifth of its workforce, are reluctant to provide details of their marriage, civil partnership or other status.

Pregnancy & Maternity workforce profile (period 01/04/20 – 31/03/21)

Age	Number	Percentage
16-24	*	*
25-39	126	86.90
40-55	15	10.34
Total	145	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	55	37.93
No	88	60.69
Yes – Longstanding Illness	*	*
Yes – Other, such as disfigurement	*	*
Total	145	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	124	85.52
No	21	14.48
Total	145	100.00

Marital Status	Number	Percentage
Did Not Answer	18	12.41
Divorced/Separated	*	*
Living with partner	9	6.21
Married/Civil Partnership	76	52.41
Prefer not to answer	*	*
Single	35	24.14
Total	145	100.00

Ethnic Origin	Number	Percentage
Asian Indian (incl. Scottish/British)	*	*
Did Not Answer	55	37.93
Prefer not to answer	*	*
White Irish	*	*
White Other	*	*
White Other British	10	6.90
White Scottish	69	47.59
Total	145	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	47	32.41

Nationality	Number	Percentage
Did Not Answer	31	21.38
Northern Irish	*	*
Other, please specify	7	4.83
Scottish	55	37.93
Total	145	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	125	86.21
None	13	8.97
Prefer not to answer	*	*
Roman Catholic	*	*
Total	145	100.00

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

Sex	Number	Percentage
Female	145	100
Total	145	100.00

Sexual Orientation	Number	Percentage
Did Not Answer	121	83.45
Heterosexual/Straight	22	15.17
Prefer not to answer	*	*
Total	145	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	126	86.90
No	14	9.66
Yes - Under 18	*	*
Total	145	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 during the period of the Equality Plan 2021 – 2025.

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	7	0.13
Asian British	*	*
Asian Chinese (inc Scottish/British)	7	0.13
Asian Indian (inc Scottish/British)	*	*
Asian Other (inc Scottish/British)	*	*
Asian Pakistani (inc Scottish/British)	10	0.19
Black (inc Scottish/British)	*	*
Caribbean or Black (other)	*	*
Did Not Answer	2313	43.85
Ethnicity, if Other please specify	*	*
Mixed - any other mixed background	10	0.19
Prefer not to answer	61	1.16
White - Eastern European (e.g. Polish)	9	0.17
White Irish	39	0.74
White Other	99	1.88
White Other British	276	5.23
White Scottish	2423	45.93
Total	5275	100.00

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

During the period of the Equality Plan 2021 – 2025 investigation will take place as to why 45% the workforce do not wish to provide their ethnic origin details.

Nationality

Nationality	Number	Percentage
British	1487	28.19
Did Not Answer	1826	34.62
English	21	0.40
Northern Irish	21	0.40
Other, please specify	134	2.54
Prefer not to answer	38	0.72
Scottish	1744	33.06
Welsh	*	*
Grand Total	5275	100.00

There has been a 2.16% 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
Atheist	*	*
Buddhist	7	0.13
Christian	*	*
Church of England	*	*
Church of Scotland	305	5.78
Did Not Answer	4146	78.60
Hindu	*	*
Humanist	*	*
Muslim	*	*
None	515	9.76

Religion or Belief	Number	Percentage
Other Christian	57	1.08
Other Religion or Belief	6	0.11
Prefer not to answer	122	2.31
Roman Catholic	104	1.97
Total	5275	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 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 period of the Equality Plan 2021 – 2025.

Sex

Sex	Number	Percentage
Female	3853	73.04
Male	1422	26.96
Total	5275	100.00

The sex mix of the Council's workforce remains very much in line with the make-up previously reported in 2019/20 (female 72.18% and male 27.82%).

Sexual Orientation

Sexual Orientation	Number	Percentage
Bisexual	*	*
Did Not Answer	4153	78.73
Gay	11	0.21
Heterosexual/Straight	873	16.55
Lesbian	*	*
Prefer not to answer	231	4.38
Grand Total	5275	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 period of Midlothian Equality Plan 2021 – 2025.

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	4406	83.53
No	480	9.10
Prefer not to answer	9	0.17
Yes - Over 18	98	1.86
Yes - Under 18	254	4.82
Yes - Under and Over 18	28	0.53
Total	5275	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

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 2020 – 31/03/2021 the figures/percentages are as follows:

Age Profile

Age Band	Number	Percentage
16-24	99	15.87
25-39	183	29.33
40-55	171	27.40
56-59	45	7.21
60-64	48	7.69
65+	78	12.50
Total	624	100.00

In 2020/21 as in the previous three years, around one third of leavers from the Council were in the age bracket 25 – 39.

Disability

Type of Disability	Number	Percentage
Did Not Answer	292	46.79
No	314	50.32
Prefer not to answer	13	2.08
Yes - Longstanding Illness	*	*
Yes - Sensory Impairment	*	*
Total	624	100.00

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

With under 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	579	92.79

Response	Number	Percentage
No	44	7.05
Prefer not to answer	*	*
Total	624	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 approximately 93% 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	111	17.79
Divorced/Separated	23	3.69
Living with partner	24	3.85
Married/Civil Partnership	252	40.38
Prefer not to answer	19	3.04
Single	191	30.61
Widowed	*	*
Total	624	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 (inc Scottish/British)	*	*
African Other	*	*
Asian British	*	*
Asian Indian (inc Scottish/British)	*	*

Ethnic Origin	Number	Percentage
Asian Other (inc Scottish/British)	*	*
Asian Pakistani (inc Scottish/British)	*	*
Black (incl. Scottish/British)	*	*
Did Not Answer	252	40.38
Mixed - any other mixed background	*	*
Prefer not to answer	6	0.96
White - Eastern European (e.g. Polish)	*	*
White Irish	*	*
White Other	18	2.88
White Other British	44	7.05
White Scottish	290	46.47
Total	624	100.00

* 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

Nationality	Number	Percentage
British	194	31.09
Did Not Answer	200	32.05
English	*	*
Northern Irish	*	*
Other, please specify	26	4.17
Prefer not to answer	*	*
Scottish	195	31.25
Total	624	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
Buddhist	*	*
Church of Scotland	20	3.21
Did Not Answer	541	86.70
None	32	5.13
Other Christian	*	*
Other Religion or Belief	*	*
Prefer not to answer	15	2.40
Roman Catholic	9	1.44
Total	624	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 3.0% increase 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	424	67.95
Male	200	32.05
Total	624	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	*	*
Did Not Answer	546	87.50
Heterosexual/Straight	52	8.33
Prefer not to answer	25	4.01
Total	624	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 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

Do you have caring responsibilities?	Number	Percentage
Did Not Answer	571	91.51
No	30	4.81
Yes - Over 18	9	1.44
Yes - Under 18	14	2.24
Total	624	100.00

With just under 92% 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	1230	15.20
25-39	3960	48.94
40-55	2175	26.88

Age Band	Number	Percentage
56-59	307	3.79
60-64	218	2.69
65+	35	0.43
Did Not Answer	167	2.06
Total	8092	100.00

Successful Candidates	Number	Percentage
16-24	69	13.17
25-39	227	43.32
40-55	181	34.54
56-59	20	3.82
60-64	14	2.67
65+	6	1.15
Did Not Answer	7	1.34
Total	524	100.00

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	166	2.05
2. Longstanding illness	106	1.31
3. Mental health condition	135	1.67
4. Physical impairment	37	0.46
5. Sensory impairment - Visual	6	0.07
6. Sensory impairment - Hearing	29	0.36

Job Applicants	Number	Percentage
Did Not Answer	7607	94.01
Prefer not to answer	6	0.07
Total	8092	100.00

Successful Candidates	Number	Percentage
1. Learning disability	11	2.10
2. Longstanding illness	7	1.34
3. Mental health condition	*	*
4. Physical impairment	*	*
6. Sensory impairment - Hearing	*	*
Did Not Answer	499	95.23
Prefer not to answer	*	*
Total	524	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 period of the Midlothian Equality Plan 2021 – 2025.

Gender Re-assignment

Job Applicants	Number	Percentage
Did Not Answer	78	0.96
No	7966	98.44
Prefer not to answer	41	0.51
Yes	7	0.09
Total	8092	100.00

Successful Candidates	Number	Percentage
Did Not Answer	*	*
No	517	98.66
Prefer not to answer	*	*
Total	524	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	88	1.09
Divorced	309	3.82
Living with partner	1286	15.89
Married/Civil Partnership	2773	34.27
Prefer not to answer	134	1.66
Separated	162	2.00
Single	3282	40.56
Widowed	58	0.72
Total	8092	100.00

Successful Candidates	Number	Percentage
Did not answer	*	*
Divorced	23	4.39
Living with partner	86	16.41
Married/Civil Partnership	211	40.27
Prefer not to answer	6	1.15
Separated	6	1.15

Successful Candidates	Number	Percentage
Single	181	34.54
Widowed	7	1.34
Total	524	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)	30	0.37
African - Other	62	0.77
Any Mixed or Multiple	55	0.68
Asian - Bangladeshi (Inc. Scottish/British)	17	0.21
Asian - Chinese (Inc. Scottish/British)	19	0.23
Asian - Indian (Inc. Scottish/British)	68	0.84
Asian - Other (Inc. Scottish/British)	29	0.36
Asian - Pakistani (Inc. Scottish/British)	79	0.98
Black - (Inc. Scottish/British)	31	0.38
Caribbean - (Inc. Scottish/British)	*	*
Caribbean or Black (Other)	7	0.09
Did Not Answer	168	2.08
Other - Arab (Inc. Scottish/British)	16	0.20
Prefer not to answer	77	0.95
White - Eastern European (e.g. Polish)	90	1.11

Job Applicants	Number	Percentage
White – Gypsy/Traveller	*	*
White - Irish	113	1.40
White - Other British	787	9.73
White - Other white ethnic group	453	5.60
White - Polish	158	1.95
White - Scottish	5826	72.00
Total	8092	100.00

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

Successful Candidates	Number	Percentage
African - (Inc.Scottish/British)	*	*
Any Mixed or Multiple	*	*
Asian - Indian (Inc.Scottish/British)	*	*
Asian – Other (inc Scottish/British)	*	*
Asian - Pakistani (Inc.Scottish/British)	*	*
Black – (inc Scottish/British)	*	*
Did Not Answer	*	*
Prefer not to answer	*	*
White - Eastern European (eg Polish)	*	*
White – Gypsy/Traveller	*	*
White - Irish	10	1.91
White - Other British	51	9.73
White - Other white ethnic group	13	2.48
White - Polish	6	1.15

Successful Candidates	Number	Percentage
White - Scottish	422	80.53
Total	524	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	1277	15.78
Did Not Answer	944	11.67
English	220	2.72
Northern Irish	57	0.70
Prefer not to answer	175	2.16
Scottish	5395	66.67
Welsh	24	0.30
Total	8092	100.00

Successful Candidate	Number	Percentage
British	90	17.18
Did Not Answer	31	5.92
English	9	1.72
Northern Irish	*	*
Prefer not to answer	*	*
Scottish	385	73.47
Total	524	100.00

* 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

Job Applicants	Number	Percentage
Buddhist	20	0.25
Church of Scotland	957	11.83
Did Not Answer	211	2.61
Hindu	38	0.47
Humanist	102	1.26
Jewish	*	*
Muslim	123	1.52
None	4725	58.39
Other Christian	640	7.91
Other Religion or Belief	66	0.82
Pagan	12	0.15
Prefer not to answer	413	5.10
Roman Catholic	765	9.45
Sikh	17	0.21
Total	8092	100.00

Successful Candidates	Number	Percentage
Church of Scotland	75	14.31
Did Not Answer	10	1.91
Hindu	*	*

Successful Candidates	Number	Percentage
Humanist	9	1.72
Muslim	*	*
None	334	63.74
Other Christian	31	5.92
Other Religion or Belief	*	*
Prefer not to answer	22	4.20
Roman Catholic	39	7.44
Total	524	100.00

*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

Job Applicants	Number	Percentage
Did Not Answer	59	0.73
Female	6044	74.69
Male	1960	24.22
Prefer not to answer	29	0.36
Total	8092	100.00

Successful Candidates	Number	Percentage
Did Not Answer	*	*
Female	396	75.57
Male	123	23.47
Prefer not to answer	*	*
Total	524	100.00

* 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

Job Applicants	Number	Percentage
Bisexual	204	2.52
Did Not Answer	117	1.45
Gay	134	1.66
Heterosexual/Straight	7172	88.63
Lesbian	71	0.88
Other	39	0.48
Prefer not to answer	355	4.39
Total	8092	100.00

Successful Candidates	Number	Percentage
Bisexual	9	1.72
Did Not Answer	9	1.72
Gay	10	1.91
Heterosexual/Straight	461	87.98
Lesbian	6	1.15
Other	*	*
Prefer not to answer	27	5.15
Total	524	100.00

* 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	113	1.40
No	4738	58.55
Prefer not to answer	86	1.06
Yes (Children under 18)	2978	36.80
Yes, other	177	2.19
Total	8092	100.00

Successful Candidates	Number	Percentage
Did Not Answer	7	1.34
No	294	56.11
Prefer not to answer	*	*
Yes (Children under 18)	209	39.89
Yes, other	12	2.29
Total	524	100.00

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 period of Midlothian Equality Plan 2021 – 2025.

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.

It should however be noted that during the current pandemic training has been carried out on-line via MS Teams.

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 (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 2021 was 2.7% (decreasing from 3.06% 31/3/20).

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.

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

SEX	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21
Female %	71.78	70.53	71.84	72.18	73.04
Male %	28.22	29.47	28.16	27.82	26.96
Grand Total	100.00	100.00	100.00	100.00	100.00

AGE BANDS	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21
16-24 %	9.22	9.44	8.21	8.23	7.05
25-39 %	27.86	27.16	27.39	28.12	29.21
40-55 %	40.36	40.07	39.84	38.59	37.99
56-59 %	9.07	8.97	9.40	9.77	10.01
60-64 %	6.75	7.53	7.97	7.73	8.00
65+ %	6.73	6.83	7.18	7.56	7.73
Grand Total	100.00	100.00	100.00	100.00	100.00

SEXUAL ORIENTATION	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21
Bisexual %	0.07	0.07	0.04	0.04	0.04
Did Not Answer %	78.00	78.77	80.87	81.03	78.73
Gay %	0.14	0.16	0.17	0.15	0.21
Heterosexual/Straight %	17.32	16.83	16.22	15.37	16.55
Lesbian %	0.07	0.07	0.07	0.07	0.09
Prefer not to answer %	4.39	4.10	2.63	3.35	4.38
Grand Total	100.00	100.00	100.00	100.00	100.00

DISABILITY TYPE	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21
Did Not Answer %	53.37	49.79	48.27	47.09	45.31
No %	42.38	46.20	47.75	49.02	50.31
Prefer not to answer %	2.96	2.73	2.84	2.85	3.01
Yes - Learning Disability %	0.23	0.19	0.13	0.13	0.21
Yes - Longstanding Illness %	0.36	0.37	0.34	0.28	0.28
Yes - Mental Health Condition %	0.18	0.14	0.15	0.15	0.25
Yes - Other, such as disfigurement %	0.07	0.09	0.11	0.13	0.21
Yes - Physical Impairment %	0.30	0.35	0.24	0.18	0.23
Yes - Sensory Impairment %	0.14	0.14	0.17	0.17	0.19
Grand Total	100.00	100.00	100.00	100.00	100.00

GENDER RE-ASSIGNMENT	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21
Did Not Answer %	83.09	83.73	84.38	85.54	84.08
No %	16.49	15.88	15.23	14.11	15.55
Prefer not to answer %	0.39	0.37	0.37	0.33	0.36
Yes %	0.04	0.02	0.02	0.02	0.02
Grand Total	100.00	100.00	100.00	100.00	100.00

MARITAL STATUS	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21
Did Not Answer %	16.02	15.25	14.70	14.43	13.48
Divorced/Separated %	3.59	4.19	4.11	4.21	4.27
Living with partner %	3.52	3.78	4.03	4.18	4.45
Married/Civil Partnership %	48.08	47.30	48.42	47.29	47.07
Prefer not to answer %	6.82	6.04	5.60	5.56	5.61
Single %	20.99	22.40	22.13	23.33	24.13
Widowed %	0.98	1.03	1.01	0.99	0.99
Grand Total	100.00	100.00	100.00	100.00	100.00

ETHNIC ORIGIN	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21
African (inc Scottish/British) %	0.05	0.04	0.06	0.07	0.08
African Other %	0.07	0.07	0.07	0.11	0.13
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	0.06
Asian Chinese (inc Scottish/British) %	0.02	0.02	0.02	0.07	0.13
Asian Indian (inc Scottish/British) %	0.05	0.04	0.06	0.06	0.04
Asian Other (inc Scottish/British) %	0.04	0.05	0.09	0.11	0.09
Asian Pakistani (inc Scottish/British) %	0.11	0.12	0.15	0.17	0.19
Bangladeshi %	0.02	0.02	-	-	-
Black (inc Scottish/British) %	0.04	0.09	0.09	0.11	0.08
Caribbean or Black (other) %	0.02	0.02	0.02	0.02	0.02
Did Not Answer %	52.10	48.06	47.42	45.51	43.85

Ethnicity, if Other please specify %	0.02	0.02	0.02	0.04	0.04
Irish %	0.02	0.02	-	-	-
Mixed - any other mixed background %	0.25	0.28	0.22	0.20	0.19
Pakistani %	0.02	0.02	-	-	-
Prefer not to answer %	0.66	0.54	0.63	0.92	1.16
White - Eastern European (eg Polish) %	0.13	0.11	0.09	0.15	0.17
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	0.74
White Other %	1.41	1.56	1.62	1.80	1.88
White Other British %	4.29	4.68	4.80	5.30	5.23
White Scottish %	39.97	43.38	43.87	44.61	45.93
Grand Total	100.00	100.00	100.00	100.00	100.00

NATIONALITY	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21
British %	23.13	25.41	27.04	27.57	28.19
Did Not Answer %	44.97	40.60	38.53	36.84	34.62
English %	0.54	0.54	0.49	0.44	0.40
Northern Irish %	0.27	0.32	0.37	0.33	0.40
Other, please specify %	1.84	2.00	2.07	2.41	2.54
Prefer not to answer %	0.55	0.47	0.50	0.66	0.72
Scottish %	28.65	30.61	30.96	31.71	33.06
Welsh %	0.05	0.05	0.04	0.04	0.08
Grand Total	100.00	100.00	100.00	100.00	100.00

RELIGION	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21
Atheist	-	-	-	-	0.06
Buddhist %	0.13	0.14	0.15	0.17	0.13
Christian	-	-	-	-	0.02
Church of England	-	-	-	-	0.02
Church of Scotland %	6.98	6.55	6.25	5.69	5.78
Did Not Answer %	79.32	79.75	81.15	80.71	78.60
Hindu %	0.02	0.02	0.04	0.04	0.06
Humanist	-	-	-	-	0.02
Muslim %	0.11	0.11	0.11	0.07	0.08
None %	7.29	7.50	7.33	8.50	9.76
Other Christian %	1.13	1.14	1.10	0.99	1.08
Other Religion or Belief %	0.13	0.14	0.15	0.13	0.11
Prefer not to answer %	2.80	2.54	1.59	1.77	2.31

Roman Catholic %	2.11	2.12	2.13	1.91	1.97
Grand Total	100.00	100.00	100.00	100.00	100.00

CARING RESPONSIBILITIES	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21
Did Not Answer	82.62	83.19	83.80	84.95	83.53
No	10.36	9.89	9.27	8.30	9.10
Prefer not to answer	0.23	0.25	0.22	0.18	0.17
Yes - Over 18	1.55	1.63	1.60	1.56	1.86
Yes - Under 18	4.86	4.66	4.67	4.58	4.82
Yes - Under and Over 18	0.38	0.39	0.43	0.42	0.53
Grand Total	100.00	100.00	100.00	100.00	100.00