



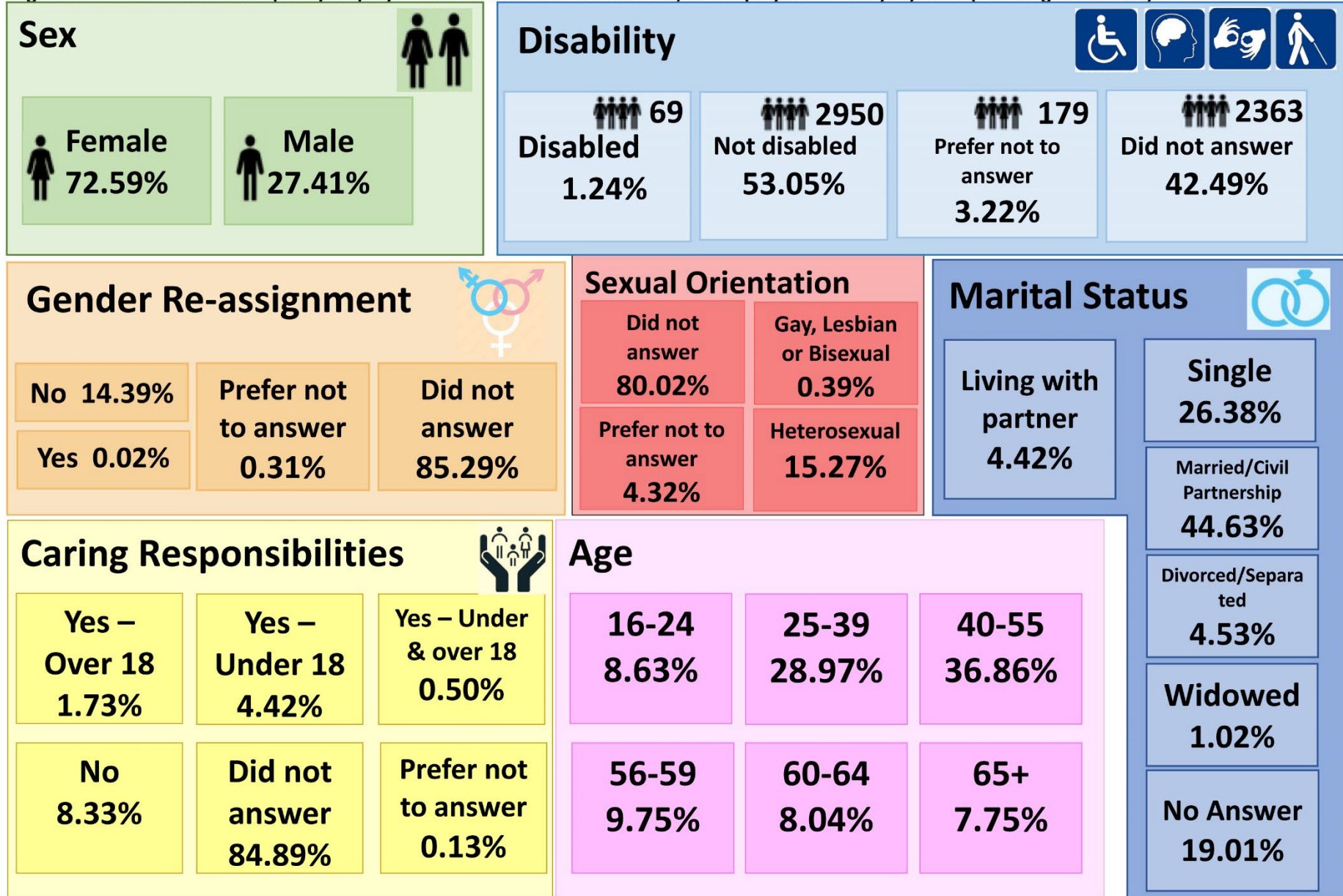
Midlothian

Midlothian Council

EQUALITY EMPLOYEE INFORMATION ANALYSIS 2021/2022

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Figure 1: Midlothian Council Equality Employee Information data – based on 5,561 Employees as of 31/03/2022 (Standing Workforce)



1.2 Workforce Profile Analysis (for period 01/04/21 – 31/03/22)

The following provides an update with regard to equality data analysis for the standing workforce. An overview of the standing workforce across most of the equality data areas as at 31 March 2022 is shown in Figure 1 above and a full breakdown of percentage splits for all employee equality data from 31 March 2017 to 31 March 2022 is shown in appendix 1A.

Age

During the year the greatest number of employee remains as during 2015/16, 2016/17, 2017/18, 2018/19, 2019/20, and 2020/21 within the age band 40 – 55. Otherwise numbers in each age bracket are very similar to 2020/21, the workforce has increased by 286 over the last 12 month period.

Sex

The sex mix of the Council's workforce remains very much in line with the make-up previously reported in 2020/21 (female 73.04% and male 26.96%).

Sexual Orientation

With over 80% of the workforce choosing not to respond regarding their sexual orientation, this is an area requiring further investigation as part of the wider reluctance of staff to disclose information and this will be undertaken 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 data presented shows data received in relation to this question. As with other 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.

Disability

During the year 2021/22 the disability profile of the workforce was:

Type of Disability	Number	Percentage
Did Not Answer	2363	42.49
No disability	2950	53.05
Prefer not to answer	179	3.22
Yes - Learning Disability	9	0.16
Yes - Longstanding Illness	17	0.31
Yes - Mental Health Condition	14	0.25
Yes - Other, such as disfigurement	8	0.14
Yes - Physical Impairment	12	0.22
Yes - Sensory Impairment	9	0.16
Total	5561	100.00

The number of employees who ‘prefer not to answer’ and ‘did not answer’ remains too high at just below 46% 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 (2020/21) responses, the percentage of those not answering has decreased slightly. This is a positive direction and will be followed up on during the course of the next year.

Gender Re-assignment

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 data presented shows in 2021/2022 and for the last three 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 14.5% 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

Whilst noting a slight increase from the previous year in the number of staff who ‘did not’ answer, as with other protected characteristics the Council needs to look into why 19.01%, one fifth of its workforce, are reluctant to provide details of their marriage, civil partnership or other status.

Race

Ethnic Origin	Number	Percentage
African (inc Scottish/British)	*	*
African Other	6	0.11
Arab (inc Scottish/British)	*	*
Asian British	*	*
Asian Chinese (inc Scottish/British)	11	0.20
Asian Indian (inc Scottish/British)	*	*
Asian Other (inc Scottish/British)	6	0.11
Asian Pakistani (inc Scottish/British)	13	0.23
Black (inc Scottish/British)	*	*
Caribbean or Black (other)	*	*
Did Not Answer	2274	40.89
Ethnicity, if Other please specify	*	*

Ethnic Origin	Number	Percentage
Mixed - any other mixed background	13	0.23
Prefer not to answer	73	1.31
White - Eastern European (e.g. Polish)	9	0.16
White Irish	40	0.72
White Other	117	2.10
White Other British	298	5.36
White Scottish	2682	48.23
Total	5561	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 42% the workforce do not wish to provide their ethnic origin details although this has dropped 3% over the last year.

Nationality

Nationality	Number	Percentage
American	6	0.11
Australian	*	*
Belarussian	*	*
Brazilian	*	*
British	1563	28.11
British - Hungarian	*	*
British & Swedish	*	*
Bulgarian	*	*
Canadian	*	*
Chinese	*	*
Cypriot	*	*
Did Not Answer	1827	32.85
English	17	0.31
European	*	*
German	*	*
Ghanaian	*	*
Irish	11	0.20
Italian	*	*
Lithuanian	*	*
Macedonian	*	*
Maltese	*	*
Nepali	*	*
New Zealand	*	*
Nigerian	*	*
Northern Irish	29	0.52
Norwegian	*	*
Polish	23	0.41
Portugese	*	*
Portuguese	*	*

Nationality	Number	Percentage
Prefer not to answer	40	0.72
Republic of Ireland	*	*
Romanian	6	0.11
Scottish	1959	35.23
Spanish	9	0.16
Swedish	*	*
Welsh	*	*
Grand Total	5561	100.00

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

There has been a 1.77% 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	*	*
Christian	*	*
Church of England	*	*
Church of Scotland	278	5.00
Did Not Answer	4432	80.00
Hindu	*	*
Humanist	*	*
Jewish	*	*
Muslim	*	*
No religious views	*	*
None	530	9.53
Other Christian	52	0.94
Other Religion or Belief	*	*
Prefer not to answer	144	2.59
Roman Catholic	99	1.78
Sikh	*	*
Total	5561	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.

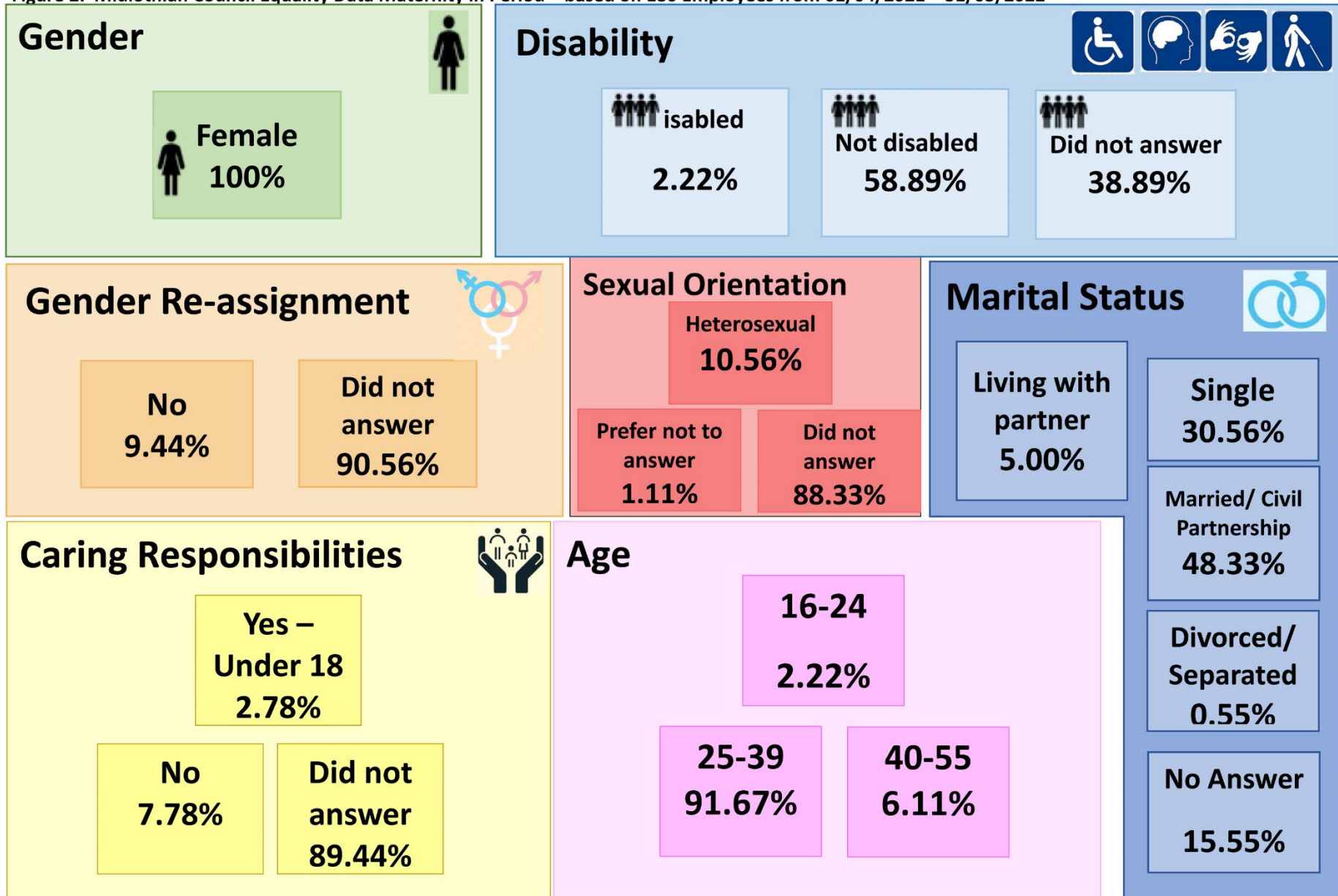
Disciplinary Cases

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.

Figure 2: Midlothian Council Equality Data Maternity in Period – based on 180 Employees from 01/04/2021 – 31/03/2022



1.3 Pregnancy & Maternity workforce profile (for period 01/04/21 – 31/03/22)

The following provides an update with regard to equality data analysis relating to pregnancy and maternity. An overview across most of the equality data areas as at 31 March 2022 for pregnancy and maternity is shown in Figure 2 above (further detail for figure 2 is available in appendix 1B).

Ethnic Origin	Number	Percentage
Did Not Answer	65	36.11
Ethnicity, if other please specify	*	*
White Irish	6	3.33
White Other	8	4.44
White Other British	9	5.00
White Scottish	91	50.56
Total	180	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
Black African	*	*
British	66	36.67
Did Not Answer	46	25.56
English	*	*
Irish	*	*
Northern Irish	*	*
Other, please specify	7	3.89
Scottish	54	30.00
Spanish	*	*
Total	180	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	6	3.33
Did Not Answer	161	89.44
None	9	5.00
Prefer not to answer	*	*
Roman Catholic	*	*
Total	180	100.00

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

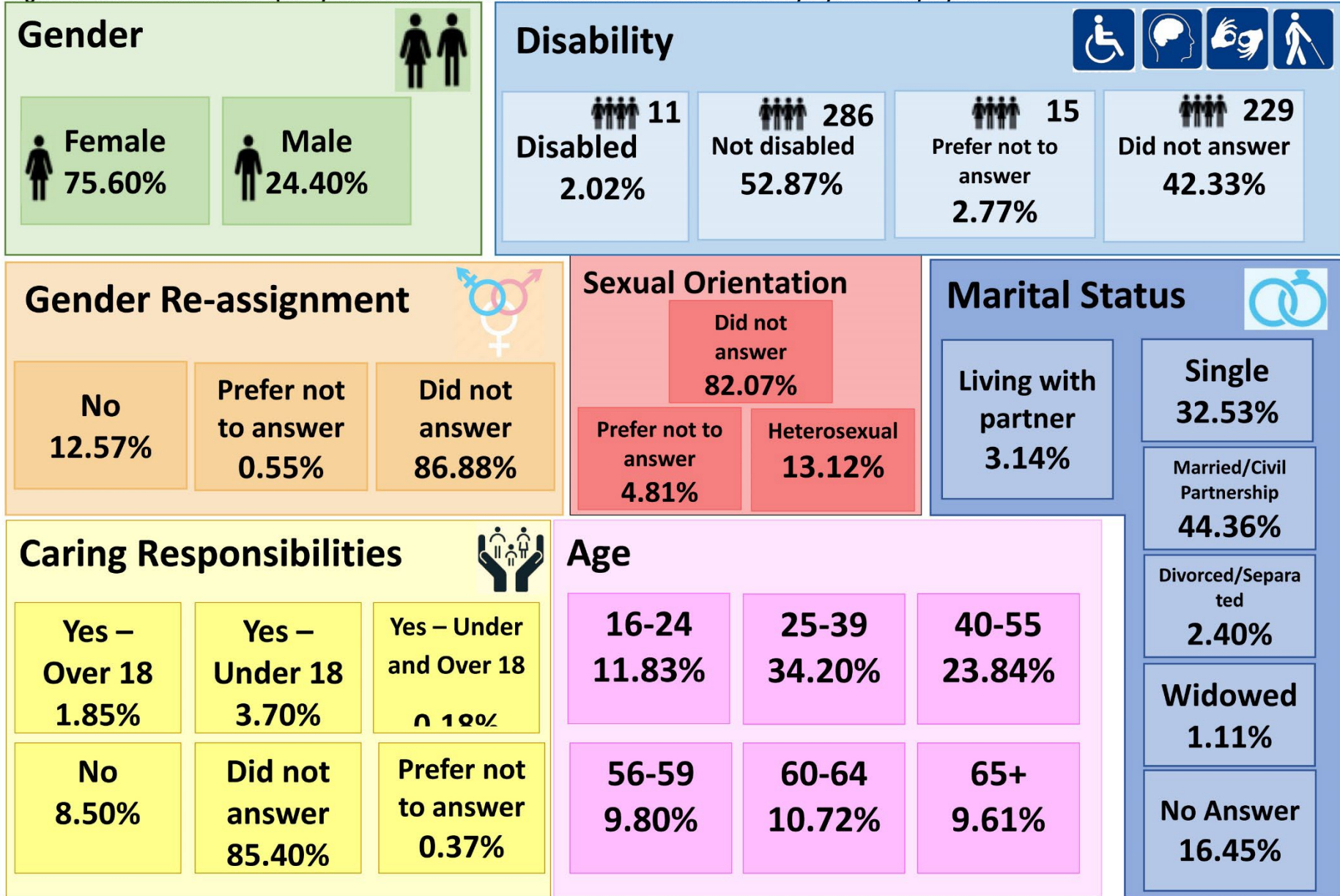
From 2016/17 data across all protected characteristics is available for pregnancy and maternity. What this data shows is that within the specific characteristic of pregnancy and maternity there is still a reluctance to disclose disability, gender re-assignment, race, religion and faith, sexual orientation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

Figure 3: Midlothian Council Equality Data Leavers in Period – based on 541 Leavers from 01/04/2021 – 31/03/2022



1.4 Leavers Profile Analysis

Data/information for leavers has been collected and analysed since 2016/17. The following provides an update with regard to equality data analysis relating to leavers for the period 01/04/2021-31/03/2022. An overview across most of the equality data areas as at 31 March 2022 for leavers is shown in Figure 3 above (further detail for figure 3 is available in appendix 1C).

Age Profile

In 2021/22 as in the previous four years, around one third of leavers from the Council were in the age bracket 25 – 39.

Gender

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

Disability

With just over 2 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.

Sexual Orientation

With just under 87% 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.

Gender Re-assignment

As with previous characteristics, investigation needs to take place as to why approximately 87% of the leaving workforce do not wish to answer a question regarding gender re-assignment.

Marriage & Civil Partnership

Again, as with previous characteristics, investigation needs to take place as to why 16.45% of the leaving workforce do not wish to divulge their marital status.

Race

Ethnic Origin	Number	Percentage
African Other	*	*
Asian Chinese (inc Scottish/British)	*	*
Asian Indian (inc Scottish/British)	*	*
Asian Other (inc Scottish/British)	*	*
Did Not Answer	214	39.56
Prefer not to answer	7	1.29
White – Anglo-Latvian	*	*

Ethnic Origin	Number	Percentage
White - Eastern European (e.g. Polish)	*	*
White Irish	8	1.48
White Other	19	3.51
White Other British	38	7.02
White Scottish	248	45.84
Total	541	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
American	*	*
British	163	30.13
Did Not Answer	178	32.90
English	*	*
Irish	*	*
New Zealand	*	*
Northern Irish	*	*
Polish	*	*
Prefer not to answer	6	1.11
Romanian	*	*
Scottish	182	33.64
Welsh	*	*
Zimbabwean	*	*
Total	541	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	28	5.18
Did Not Answer	440	81.33
Irish Catholic	*	*
None	41	7.58
Other Christian	7	1.29
Other Religion or Belief	*	*

Religion or Belief	Number	Percentage
Prefer not to answer	13	2.40
Roman Catholic	8	1.48
Total	541	100.00

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Since last year there has been a 5.37% decrease in the percentage of leavers who either did not answer or preferred not to answer the religion, faith or belief question.

Caring Responsibilities

With just under 86% of leavers not answering the caring responsibilities question, the Council needs to investigate why this is the case, although it should be noted that this figure has dropped by 6% since last year.

Figure 4: Midlothian Council Equality Data (Recruitment) All Applicants Period – based on 8,202 Employees from 01/04/2021 – 31/03/2022

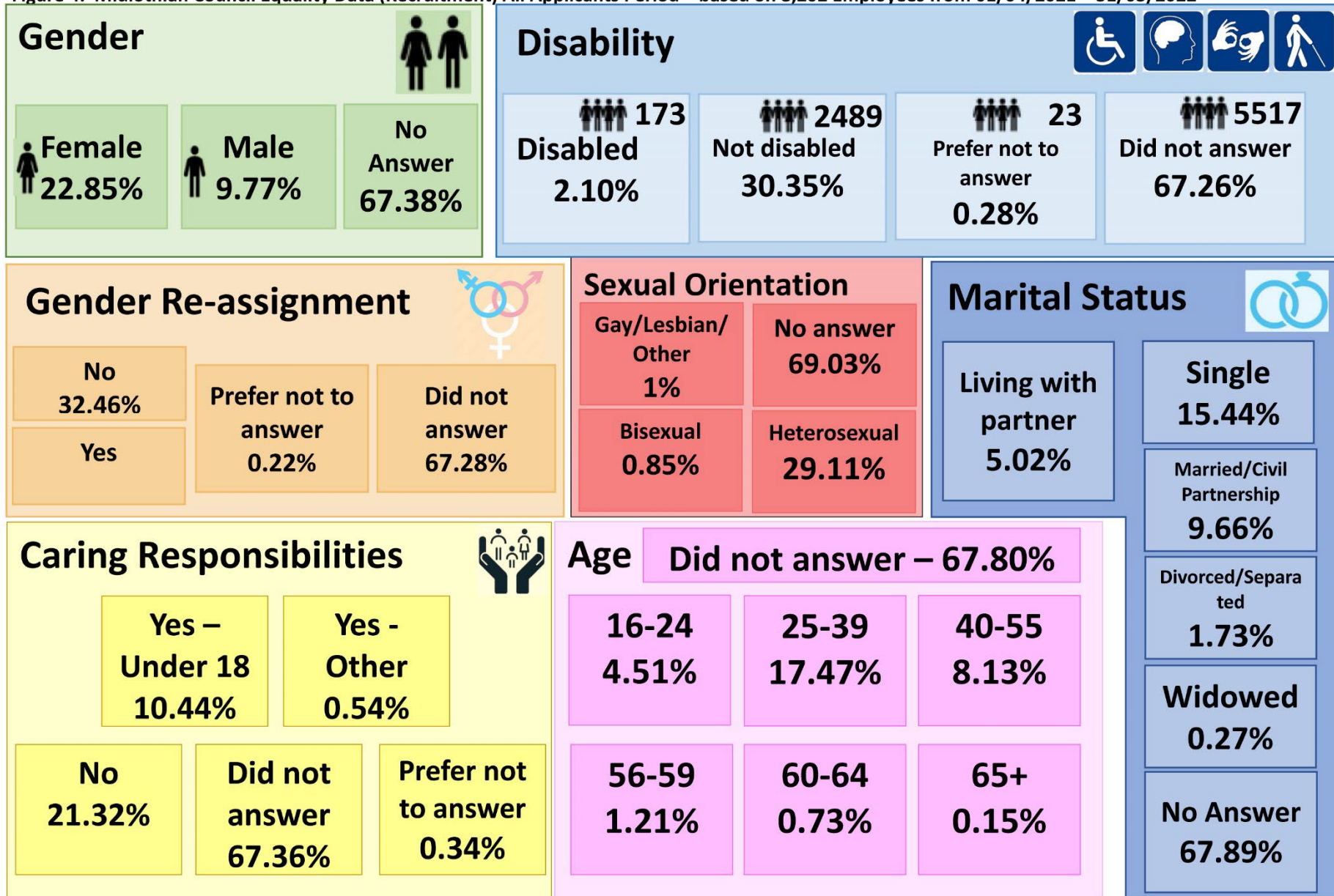
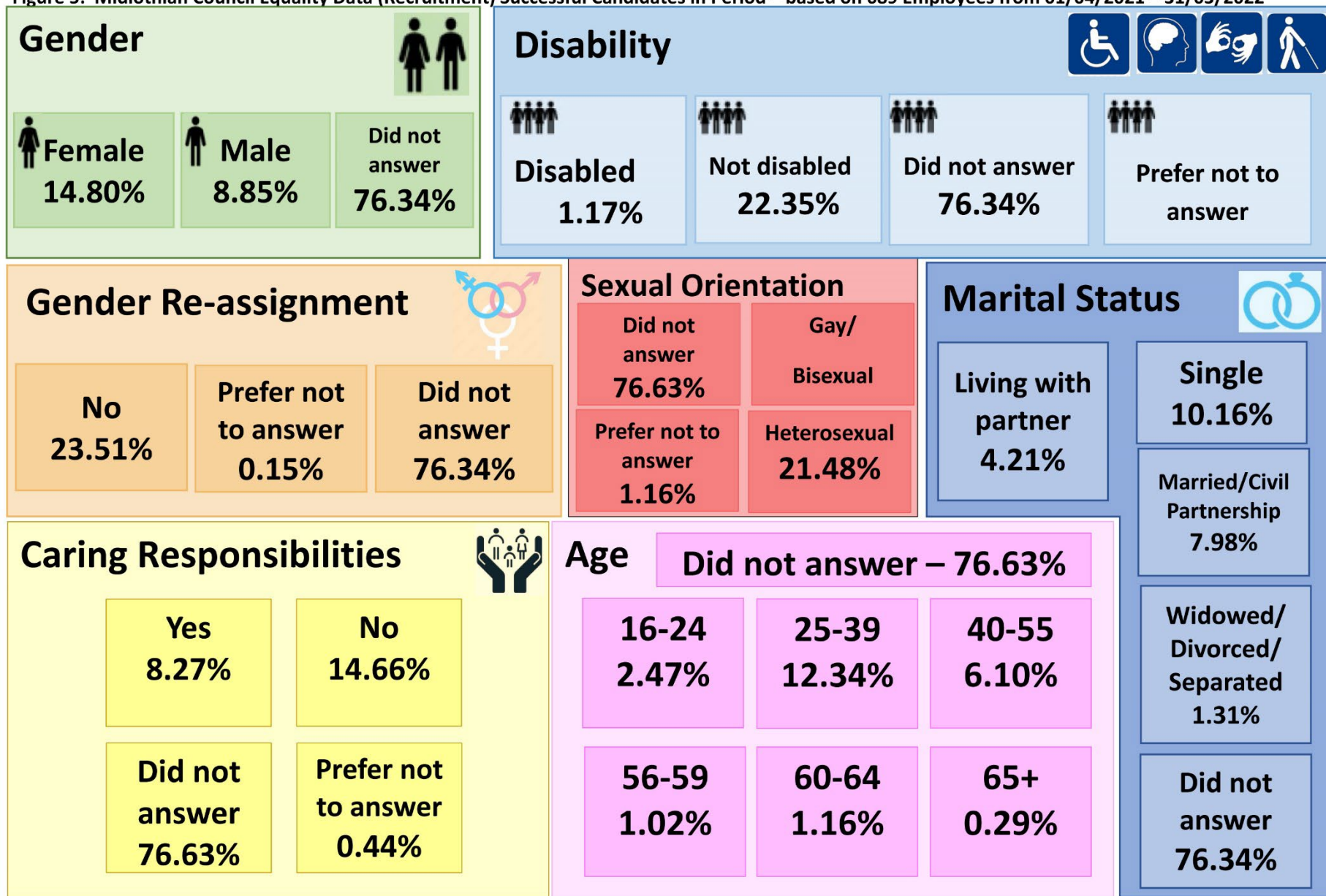


Figure 5: Midlothian Council Equality Data (Recruitment) Successful Candidates in Period – based on 689 Employees from 01/04/2021 – 31/03/2022



1.5 Recruitment Profile Analysis:

Age Profile

Age Band	Number	Percentage
16-24	370	4.51
25-39	1433	17.47
40-55	667	8.13
56-59	99	1.21
60-64	60	0.73
65+	12	0.15
Did Not Answer	5561	67.80
Total	8202	100.00

Successful Candidates	Number	Percentage
16-24	17	2.47
25-39	85	12.34
40-55	42	6.10
56-59	7	1.02
60-64	8	1.16
65+	2	0.29
Did Not Answer	528	76.63
Total	689	100.00

It is interesting to note that within the age range 25 -39 there is a greater percentage of applicants and successful candidates providing age data. However, those not answering the question remains far too high at over two thirds of applicants and successful candidates.

Disability

Job Applicants	Number	Percentage
1. Learning disability	66	0.80
2. Longstanding illness	29	0.35
3. Mental health condition	30	0.37
4. Physical impairment	12	0.15
5. Sensory impairment - Visual	*	*
6. Sensory impairment - Hearing	10	0.12
Did Not Answer	5517	67.26
No	2489	30.35
Prefer not to answer	23	0.28
Yes	24	0.29
Total	8202	100.00

Successful Candidates	Number	Percentage
1. Learning disability	*	*

Successful Candidates	Number	Percentage
2. Longstanding illness	*	*
3. Mental health condition	*	*
4. Sensory impairment - Hearing	*	*
Did Not Answer	526	76.34
No	154	22.35
Prefer not to answer	*	*
Total	689	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	5518	67.28
No	2662	32.46
Prefer not to answer	18	0.22
Yes	*	*
Total	8202	100.00

Successful Candidates	Number	Percentage
Did Not Answer	526	76.34
No	162	23.51
Prefer not to answer	*	*
Total	689	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	5520	67.30
Divorced	91	1.11
Living with partner	412	5.02
Married/Civil Partnership	792	9.66
Prefer not to answer	48	0.59
Separated	51	0.62
Single	1266	15.44
Widowed	22	0.27
Total	8202	100.00

Successful Candidates	Number	Percentage
Did not answer	526	76.34
Divorced	*	*
Living with partner	29	4.21
Married/Civil Partnership	55	7.98
Separated	*	*
Single	70	10.16
Widowed	*	*
Total	689	100.00

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

The number of applicants and successful candidates not answering remains far too high. This requires investigation.

Race

Job Applicants	Number	Percentage
African - (Inc. Scottish/British)	11	0.13
African - Other	27	0.33
Any Mixed or Multiple	26	0.32
Asian - Bangladeshi (Inc. Scottish/British)	*	*
Asian - Chinese (Inc. Scottish/British)	11	0.13
Asian - Hongkonger	*	*
Asian - Indian	*	*
Asian - Indian (Inc. Scottish/British)	25	0.30
Asian - Other (Inc. Scottish/British)	12	0.15
Asian - Pakistani (Inc. Scottish/British)	32	0.39
Asian – Pakistani - Punjabi	*	*
Black - (Inc. Scottish/British)	*	*
Black African	*	*
Brazilian mixed	*	*
Columbian	*	*
Croatian	*	*
Cypriot	*	*
Did Not Answer	5522	67.33
Dutch	*	*
Ghanaian	*	*
Greek	*	*
Hungarian	*	*
Iban (Malaysian)	*	*
Italian	*	*
Lithuanian	*	*
Malay	*	*

Job Applicants	Number	Percentage
Middle Eastern	*	*
Other - Arab (Inc. Scottish/British)	*	*
Prefer not to answer	33	0.40
South America	*	*
South American	*	*
White American	*	*
White - Eastern European (e.g. Polish)	23	0.28
White - Finnish	*	*
White - Irish	43	0.52
White - Other British	267	3.26
White - Other white ethnic group	175	2.13
White - Polish	45	0.55
White - Scottish	1915	23.35
Total	8202	100.00

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Successful Candidates	Number	Percentage
Any Mixed or Multiple	*	*
Asian - Indian (Inc.Scottish/British)	*	*
Did Not Answer	527	76.49
White - Irish	*	*
White - Other British	17	2.47
White - Other white ethnic group	8	1.16
White - Polish	*	*
White - Scottish	130	18.87
Total	689	100.00

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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
African	7	0.09
American	11	0.13
Argentinian	*	*
Asian	*	*
Australian	*	*

Job Applicants	Number	Percentage
Austrian	*	*
Bangladeshi Asian	*	*
Belgian	*	*
Black African	*	*
Brazilian	*	*
British	463	5.64
British/American	*	*
Bulgarian	*	*
Canadian	7	0.09
Chinese	*	*
Croatian	*	*
Cypriot	*	*
Czech	*	*
Did Not Answer	5534	67.47
Dutch	*	*
EEA	*	*
English	61	0.74
Finnish	*	*
French	12	0.15
French & Cuban	*	*
German	*	*
Greek	18	0.22
Greek Cypriot (EU)	*	*
Hellenic	*	*
Hispanic	*	*
Hungarian	*	*
Hungarian/Scottish	*	*
Icelandic	*	*
Indian	*	*
Iran	*	*
Iranian	*	*
Irish	22	0.27
Irish-Republic	*	*
Italian	11	0.13
Latvian	*	*
Lithuanian	*	*
Luxembourgish	*	*
Malaysia	*	*
Maltese	*	*
Mauritian	*	*
New Zealand	*	*
Nigerian	7	0.09
Northern Irish	20	0.24
Pakistani	*	*

Job Applicants	Number	Percentage
Polish	36	0.44
Polish & British	*	*
Portuguese	8	0.10
Prefer not to answer	63	0.77
Romanian	6	0.07
Scottish	1758	21.43
Scottish/French	*	*
Scottish/Irish dual national	*	*
Scottish/Polish	*	*
Slovak	*	*
Slovene	*	*
South African	*	*
South African (white)	*	*
South African/Portuguese	*	*
Spanish	45	0.55
Sri Lankan	*	*
Swedish	*	*
Swiss	*	*
Welsh	12	0.15
Zimbabwean	*	*
Total	8202	100.00

Successful Candidate	Number	Percentage
Belgian	*	*
British	34	4.93
Did Not Answer	526	76.34
English	*	*
German	*	*
Greek	*	*
Icelandic	*	*
Irish	*	*
New Zealand	*	*
Polish	*	*
Portuguese	*	*
Scottish	117	16.98
Scottish/French	*	*
Spanish	*	*
Total	689	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. It is also worth noting that the pool of candidates and successful applicants are more diverse than in previous years.

Religion, Faith or Belief

Job Applicants	Number	Percentage
Apostolic	*	*
Atheist	*	*
Buddhist	*	*
Catholic	*	*
Christian	*	*
Christian Orthodox	*	*
Church of Scotland	315	3.84
Did Not Answer	5530	67.42
Greek Orthodox	*	*
Hindu	11	0.13
Humanist	40	0.49
Jewish	*	*
Methodist	*	*
Muslim	50	0.61
NA	*	*
No religion	*	*
None	1562	19.04
Other Christian	226	2.76
Other Religion or Belief	24	0.29
Pagan	*	*
Prefer not to answer	152	1.85
Protestant	*	*
Raised as a Roman Catholic	*	*
Roman Catholic	260	3.17
Scottish Episcopal Church	*	*
Sikh	*	*
Spiritual	*	*
Unitarian	*	*
Total	8202	100.00

Successful Candidates	Number	Percentage
Church of Scotland	25	3.63
Did Not Answer	527	76.49
Hindu	*	*
Humanist	*	*
None	105	15.24
Other Christian	11	1.60

Successful Candidates	Number	Percentage
Other Religion or Belief	*	*
Prefer not to answer	7	1.02
Roman Catholic	7	1.02
Total	689	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

Job Applicants	Number	Percentage
Did Not Answer	5516	67.25
Female	1874	22.85
Male	801	9.77
Prefer not to answer	11	0.13
Total	8202	100.00

Successful Candidates	Number	Percentage
Did Not Answer	526	76.34
Female	102	14.80
Male	61	8.85
Total	689	100.00

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 we cannot comment as so many candidates/recruits have not answered the question. The reason for this lack of disclosure must be investigated.

Sexual Orientation

Job Applicants	Number	Percentage
Bisexual	70	0.85
Did Not Answer	5528	67.40
Gay	53	0.65
Heterosexual/Straight	2388	29.11
Lesbian	18	0.22
Other	11	0.13
Prefer not to answer	134	1.63
Total	8202	100.00

Successful Candidates	Number	Percentage
Bisexual	*	*
Did Not Answer	528	76.63
Gay	*	*
Heterosexual/Straight	148	21.48
Prefer not to answer	8	1.16
Total	689	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	5525	67.36
No	1749	21.32
Prefer not to answer	28	0.34
Yes (Children under 18)	856	10.44
Yes, other	44	0.54
Total	8202	100.00

Successful Candidates	Number	Percentage
Did Not Answer	528	76.63
No	101	14.66
Prefer not to answer	*	*
Yes (Children under 18)	55	7.98
Yes, other	*	*
Total	689	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 is less 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.

1.6 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 and recovery period training has been carried out on-line via MS Teams.

1.7 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.
- 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 rate of pay for male and female - all council employees as at 31/03/2022 is 2.52%, (decreasing from 2.7% on 31/3/21).

2.2 Table 1 shows the data and formula used to calculate the 2.52% gender pay gap:

Table 1

2020/2021			
Sex	Pay Group	Average Hourly Rate	Formula Description
Female	All	17.04	CORP3cii
Male	All	17.48	CORP3ci

Formula to apply: $100 - (\text{CORP3cii}/\text{CORP3ci} \times 100) = \text{Overall Gender Pay Gap} = 2.52\%$

- 2.3 For information, Table 2 provides details of the breakdown between Local Government (LG) Workers and Teachers average hourly rate:

Table 2

2020/2021		
Sex	Pay Group	Average Hourly Rate
Female	LG Workers	13.75
	Teacher	25.90
Male	LG Workers	15.01
	Teacher	26.36

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.

4.0 Occupational Segregation

4.1 Horizontal and Vertical gender segregation.

Historically, women and men tend to be clustered into different occupations and sectors. There are many contributory factors to this segregation including stereotyping about men and women’s capabilities and skills; the culture associated with different types of work; and access to training courses and apprenticeships.

Although job segregation can restrict choices for men and women, the jobs which are most likely to be done by women are also those that are associated with lower pay, part time hours and limited possibilities for progression. These are sometimes referred to as the ‘5 Cs’ - cleaning, catering, cashiering, clerical work and caring.

Horizontal Segregation - Gender By Directorate & Service Area as at August 2022 (Headcount)

Directorate	Service	Female	Male	Total
Chief Executives Office	Chief Executives Office	1		1
	Internal Audit	2	3	5
	Policy & Scrutiny	5		5
Chief Executives Office Total		8	3	11
People and Partnerships - Children, Young People and Partnerships	Children's Services, Partnerships and Communities	172	59	231
	Education	2032	363	2395

Directorate	Service	Female	Male	Total
	People and Partnerships - Children, Young People and Partnerships	2	2	4
People and Partnerships - Children, Young People and Partnerships Total		2206	424	2630
People and Partnerships - Health and Social Care and IJB	Adult Health and Social Care	161	100	261
	People and Partnerships - Health and Social Care and IJB	1		1
	Primary Care and Older People	421	52	473
People and Partnerships - Health and Social Care and IJB Total		583	152	735
Place Directorate	Corporate Solutions	259	103	362
	Members Support Services	4		4
	Place	692	604	1296
	Place Directorate	2	1	3
Place Directorate Total		957	708	1665
Grand Total		3754	1287	5041

Vertical segregation allows for analysis of protected groups clustered in jobs that have been rated as equivalent. Jobs are rated as equivalent when they have been assigned the same grade following job evaluation. The Council operates a robust job evaluation process for Local Government Employees using the agreed Scottish Joint Council Job Evaluation Scheme and SNCT Job Sizing for Teaching Professionals with all other grades agreed and set nationally for local application.

Vertical Segregation - Gender By Grade as at August 2022 (Headcount)

Grade	Female	Male	Total
Chief Officer	4	4	8
Conserved Teachers	8	4	12
Principal Education Psychologist	1		1
Education Support Officer	4		4
Grade 1	576	73	649
Grade 10	13	26	39
Grade 11	20	12	32
Grade 12	8	5	13
Grade 13	7	6	13
Grade 14	1	1	2
Grade 2	279	218	497
Grade 2 - (39 hours)	1	23	24

Grade	Female	Male	Total
Grade 3	547	93	640
Grade 4	379	101	480
Grade 5	463	192	655
Grade 6	111	84	195
Grade 7	133	56	189
Grade 8	155	77	232
Grade 9	51	37	88
Head Teacher/Depute Head Teacher	87	25	112
Main Teacher	703	171	874
Music Instructor	13	8	21
Educational Psychologist	7		7
Principal Teacher	166	65	231
Quality Improvement Officer	3	3	6
Trainee Educational Psychologist		1	1
Trainee Teacher	14	2	16
Grand Total	3754	1287	5041

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.

Appendix 1

A. Workforce Data Tables @31/03/17 through to @31/03/22

SEX	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22
Female %	71.78	70.53	71.84	72.18	73.04	72.59
Male %	28.22	29.47	28.16	27.82	26.96	27.41
Grand Total	100.00	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	@31/03/22
16-24 %	9.22	9.44	8.21	8.23	7.05	8.63
25-39 %	27.86	27.16	27.39	28.12	29.21	28.97
40-55 %	40.36	40.07	39.84	38.59	37.99	36.86
56-59 %	9.07	8.97	9.40	9.77	10.01	9.75
60-64 %	6.75	7.53	7.97	7.73	8.00	8.04
65+ %	6.73	6.83	7.18	7.56	7.73	7.75
Grand Total	100.00	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	@31/03/22
Bisexual %	0.07	0.07	0.04	0.04	0.04	0.07
Did Not Answer %	78.00	78.77	80.87	81.03	78.73	80.02
Gay %	0.14	0.16	0.17	0.15	0.21	0.23
Heterosexual/Straight %	17.32	16.83	16.22	15.37	16.55	15.27
Lesbian %	0.07	0.07	0.07	0.07	0.09	0.09
Prefer not to answer %	4.39	4.10	2.63	3.35	4.38	4.32
Grand Total	100.00	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	@31/03/22
Did Not Answer %	53.37	49.79	48.27	47.09	45.31	42.49
No %	42.38	46.20	47.75	49.02	50.31	53.05
Prefer not to answer %	2.96	2.73	2.84	2.85	3.01	3.22
Yes - Learning Disability %	0.23	0.19	0.13	0.13	0.21	0.16
Yes - Longstanding Illness %	0.36	0.37	0.34	0.28	0.28	0.31
Yes - Mental Health Condition %	0.18	0.14	0.15	0.15	0.25	0.25
Yes - Other, such as disfigurement %	0.07	0.09	0.11	0.13	0.21	0.14
Yes - Physical Impairment %	0.30	0.35	0.24	0.18	0.23	0.22
Yes - Sensory Impairment %	0.14	0.14	0.17	0.17	0.19	0.16
Grand Total	100.00	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	@31/03/22
Did Not Answer %	83.09	83.73	84.38	85.54	84.08	85.29
No %	16.49	15.88	15.23	14.11	15.55	14.39
Prefer not to answer %	0.39	0.37	0.37	0.33	0.36	0.31
Yes %	0.04	0.02	0.02	0.02	0.02	0.02
Grand Total	100.00	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	@31/03/22
Did Not Answer %	16.02	15.25	14.70	14.43	13.48	13.67
Divorced/Separated %	3.59	4.19	4.11	4.21	4.27	4.53
Living with partner %	3.52	3.78	4.03	4.18	4.45	4.42
Married/Civil Partnership %	48.08	47.30	48.42	47.29	47.07	44.63
Prefer not to answer %	6.82	6.04	5.60	5.56	5.61	5.34
Single %	20.99	22.40	22.13	23.33	24.13	26.38
Widowed %	0.98	1.03	1.01	0.99	0.99	1.02
Grand Total	100.00	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	@31/03/22
African (inc Scottish/British) %	0.05	0.04	0.06	0.07	0.08	0.07
African Other %	0.07	0.07	0.07	0.11	0.13	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	-	-	-
Arab (inc Scottish/British) %	-	-	-	-	-	0.02
Asian British %	0.05	0.05	0.07	0.07	0.06	0.07
Asian Chinese (inc Scottish/British) %	0.02	0.02	0.02	0.07	0.13	0.20
Asian Indian (inc Scottish/British) %	0.05	0.04	0.06	0.06	0.04	0.07
Asian Other (inc Scottish/British) %	0.04	0.05	0.09	0.11	0.09	0.11
Asian Pakistani (inc Scottish/British) %	0.11	0.12	0.15	0.17	0.19	0.23
Bangladeshi %	0.02	0.02	-	-	-	-
Black (inc Scottish/British) %	0.04	0.09	0.09	0.11	0.08	0.07
Caribbean or Black (other) %	0.02	0.02	0.02	0.02	0.02	0.02

ETHNIC ORIGIN	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22
Did Not Answer %	52.10	48.06	47.42	45.51	43.85	40.89
Ethnicity, if Other please specify %	0.02	0.02	0.02	0.04	0.04	0.02
Irish %	0.02	0.02	-	-	-	-
Mixed - any other mixed background %	0.25	0.28	0.22	0.20	0.19	0.23
Pakistani %	0.02	0.02	-	-	-	-
Prefer not to answer %	0.66	0.54	0.63	0.92	1.16	1.31
White - Eastern European (eg Polish) %	0.13	0.11	0.09	0.15	0.17	0.16
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	0.72
White Other %	1.41	1.56	1.62	1.80	1.88	2.10
White Other British %	4.29	4.68	4.80	5.30	5.23	5.36
White Scottish %	39.97	43.38	43.87	44.61	45.93	48.23
Grand Total	100.00	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	@31/03/22
American %	-	-	-	-	-	0.11
Australian %	-	-	-	-	-	0.02
Belarussian %	-	-	-	-	-	0.02
Brazilian	-	-	-	-	-	0.05
British %	23.13	25.41	27.04	27.57	28.19	28.11
British – Hungarian %	-	-	-	-	-	0.05
British & Swedish %	-	-	-	-	-	0.05
Bulgarian %	-	-	-	-	-	0.09
Canadian %	-	-	-	-	-	0.05
Chinese %	-	-	-	-	-	0.05
Cypriot %	-	-	-	-	-	0.05
Did Not Answer %	44.97	40.60	38.53	36.84	34.62	32.85
English %	0.54	0.54	0.49	0.44	0.40	0.31
European %	-	-	-	-	-	0.02
German %	-	-	-	-	-	0.05
Ghanaian %	-	-	-	-	-	0.07
Irish %	-	-	-	-	-	0.20
Italian %	-	-	-	-	-	0.07
Lithuanian %	-	-	-	-	-	0.05
Macedonian %	-	-	-	-	-	0.05
Maltese %	-	-	-	-	-	0.05
Nepali %	-	-	-	-	-	0.05

NATIONALITY	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22
New Zealand %	-	-	-	-	-	0.05
Nigerian %	-	-	-	-	-	0.05
Northern Irish %	0.27	0.32	0.37	0.33	0.40	0.52
Norwegian %	-	-	-	-	-	0.05
Polish %	-	-	-	-	-	0.41
Portugese %	-	-	-	-	-	0.05
Portuguese %	-	-	-	-	-	0.02
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	0.72
Republic of Ireland %	-	-	-	-	-	0.05
Romanian %	-	-	-	-	-	0.11
Scottish %	28.65	30.61	30.96	31.71	33.06	35.23
Spanish %	-	-	-	-	-	0.16
Swedish %	-	-	-	-	-	0.05
Welsh %	0.05	0.05	0.04	0.04	0.08	0.05
Grand Total	100.00	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	@31/03/22
Atheist %	-	-	-	-	0.06	0.05
Buddhist %	0.13	0.14	0.15	0.17	0.13	0.09
Christian %	-	-	-	-	0.02	0.02
Church of England	-	-	-	-	0.02	0.02
Church of Scotland %	6.98	6.55	6.25	5.69	5.78	5
Did Not Answer %	79.32	79.75	81.15	80.71	78.60	79.70
Hindu %	0.02	0.02	0.04	0.04	0.06	0.05
Humanist %	-	-	-	-	0.02	0.02
Jewish %	-	-	-	-	-	0.02
Muslim %	0.11	0.11	0.11	0.07	0.08	0.07
No religious views %						0.02
None %	7.29	7.50	7.33	8.50	9.76	9.53
Other Christian %	1.13	1.14	1.10	0.99	1.08	0.94
Other Religion or Belief %	0.13	0.14	0.15	0.13	0.11	0.09
Prefer not to answer %	2.80	2.54	1.59	1.77	2.31	2.59
Roman Catholic %	2.11	2.12	2.13	1.91	1.97	1.78
Sikh %	-	-	-	-	-	0.02
Grand Total	100.00	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	@31/03/22
Did Not Answer	82.62	83.19	83.80	84.95	83.53	84.89
No	10.36	9.89	9.27	8.30	9.10	8.33
Prefer not to answer	0.23	0.25	0.22	0.18	0.17	0.13
Yes - Over 18	1.55	1.63	1.60	1.56	1.86	1.73

CARING RESPONSIBILITIES	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22
Yes - Under 18	4.86	4.66	4.67	4.58	4.82	4.42
Yes - Under and Over 18	0.38	0.39	0.43	0.42	0.53	0.50
Grand Total	100.00	100.00	100.00	100.00	100.00	100.00

B. Pregnancy & Maternity Workforce Profile (period 01/04/21-31/03/22)

Sex (GENDER)	Count	Percentage
Female	180	100.00
Grand Total	180	100.00

AGE BANDS	Count	Percentage
16-24	*	*
25-39	165	91.67
40-55	11	6.11
Grand Total	180	100.00

SEXUAL ORIENTATION	Count	Percentage
Did Not Answer	159	88.33
Heterosexual/Straight	19	10.56
Prefer not to answer	*	*
Grand Total	180	100.00

DISABILITY TYPE	Count	Percentage
Did Not Answer	70	38.89
Hearing loss and Deafness	*	*
No	106	58.89
Prefer not to answer	*	*
Yes – Longstanding Illness	*	*
Yes – Sensory impairment	*	*
Grand Total	180	100.00

GENDER RE-ASSIGNMENT	Count	Percentage
Did Not Answer	163	90.56
No	17	9.44
Grand Total	180	100.00

MARITAL STATUS	Count	Percentage
Did Not Answer	22	12.22
Divorced/Separated	*	*
Living with partner	9	5.00
Married/Civil Partnership	87	48.33

Prefer not to answer	6	3.33
Single	55	30.56
Grand Total	100.00	100.00

Caring Responsibilities	Number	Percentage
Did Not Answer	161	89.44
No	14	7.78
Yes - Under 18	*	*
Grand Total	180	100.00

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

C. Leavers Profile (period 01/04/21-31/03/22)

Sex (GENDER)	Count	Percentage
Female	409	75.60
Male	132	24.40
Grand Total	541	100.00

AGE BANDS	Count	Percentage
16-24	64	11.83
25-39	185	34.20
40-55	129	23.84
56-59	53	9.80
60-64	58	10.72
65+	52	9.61
Grand Total	541	100.00

SEXUAL ORIENTATION	Count	Percentage
Did Not Answer	444	82.07
Heterosexual/Straight	71	13.12
Prefer not to answer	26	4.81
Grand Total	541	100.00

DISABILITY TYPE	Count	Percentage
Did Not Answer	229	42.33
No	286	52.87
Prefer not to answer	15	2.77
Yes – Learning Disability	*	*
Yes - Longstanding Illness	*	*
Yes – Mental Health Condition	*	*

Yes – Other, such as disfigurement	*	*
Yes - Sensory Impairment	*	*
Grand Total	541	100.00

GENDER RE-ASSIGNMENT	Count	Percentage
Did Not Answer	470	86.88
No	68	12.57
Prefer not to answer	*	*
Grand Total	541	100.00

MARITAL STATUS	Count	Percentage
Did Not Answer	70	12.94
Divorced/Separated	13	2.40
Living with partner	17	3.14
Married/Civil Partnership	240	44.36
Prefer not to answer	19	3.51
Single	176	32.53
Widowed	6	1.11
Grand Total	541	100.00

Caring Responsibilities	Count	Percentage
Did Not Answer	462	85.40
No	46	8.50
Prefer not to answer	*	*
Yes - Over 18	10	1.85
Yes - Under 18	20	3.70
Yes – Under and Over 18	*	*
Grand Total	541	100.00

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