



ROCHDALE
BOROUGH COUNCIL

EMPLOYMENT EQUALITY
REPORT 2019/20

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INTRODUCTION

Rochdale Borough Council is seeking to ensure the composition of its workforce reflects the diverse local community, and to offer equality of opportunity in employment. The Council is compliant with the requirements of the Public Sector Equality Duty to publish equality information of the workforce and this report illustrates our progress.

This report provides information for the financial year ending on 31st March 2020 and aims to demonstrate the progress and achievements in increasing the composition over time to show how the workforce diversity has changed, and how this compares to the demographic of Rochdale Borough (based on the 2011 census data). All workforce data reported is based on figures excluding schools.

The Council has established an Equality and Diversity Steering Group to support its commitment to integrate equality, diversity and inclusion throughout its services. A key component of the Equality Strategy will be equality, diversity and inclusion in employment which will look to address those areas where the Council is under-represented when compared to the local population.

On a local level the Council has undertaken a number of BAME Listening Events to better understand workplace race inequalities. Feedback from these events will inform a SMART action plan.

A review of the Council's Recruitment & Selection Framework is underway with one of the key objectives being to better embed equality, diversity and inclusion. This in turn should facilitate an improvement with the workforce reflecting the make-up of the community of Rochdale Borough. To compliment this work, two Council staff are participating on the GM Race Equality Change Agents Program.

A Member led task and finish equalities group has been established and its remit is to take forward the workforce equality objective from the Equality Strategy.

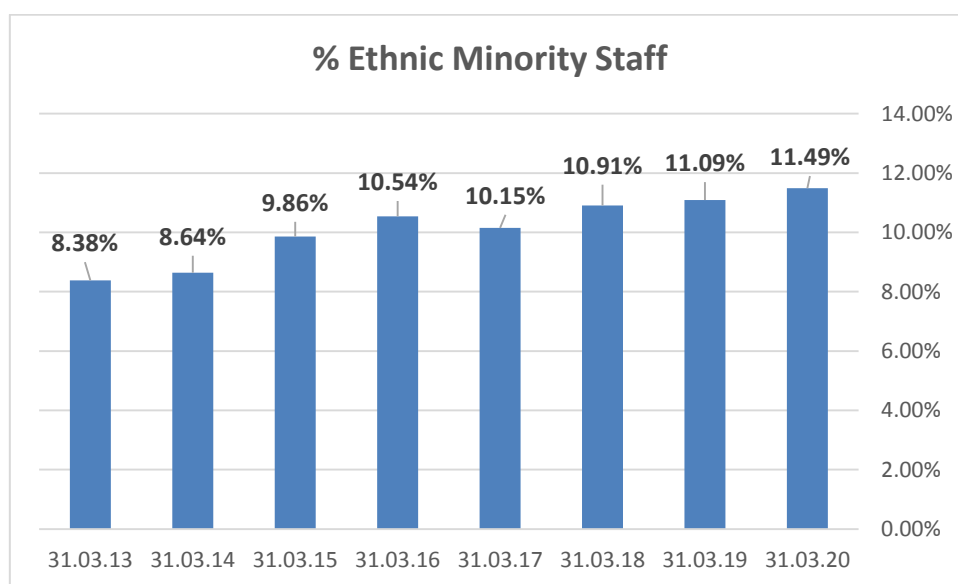
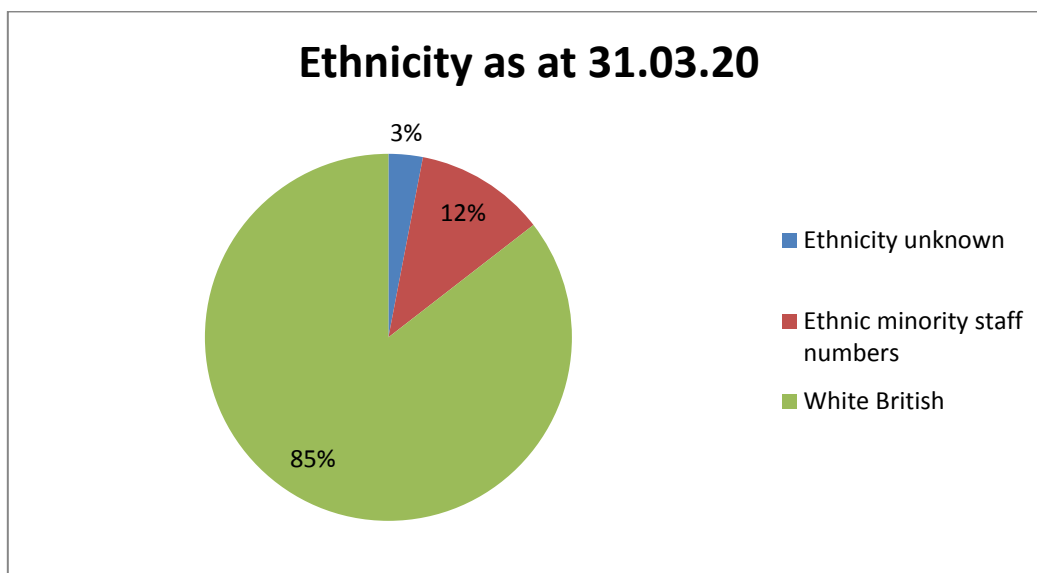
At a regional level Greater Manchester Workforce Race key data indicator returns for public sector organisations. The six indicators include:

1. Percentage of BAME staff at each pay level of the organisation mapped against overall staff in organisation (including Executive Board Members).
2. Likelihood of BAME staff shortlisted and appointed after shortlisting compared with white staff
3. Measurement of the ethnicity pay gap (to the same standard at the EPG).
4. Likelihood of BAME staff applications for formal flexible working being successful compared with White staff.
5. Likelihood of BAME staff being investigated through the formal disciplinary process compared to White Staff.
6. Likelihood of BAME staff being dismissed after entering formal disciplinary process compared to White staff.

The outcomes of these indicators will also inform the SMART action plan previously mentioned.

RACE

At the end of March 2020, 11.49% of Council employees were from a Black or Minority Ethnic (BME) background and 85.49% of the workforce were White British. The rate for employees from a BME background has been steadily increasing year on year over the last 8 years, with 8.38% of staff being from a BME background in 2013, to 11.49% by March 2020. Only 3.02% of the Council workforce had not declared their ethnic origin.



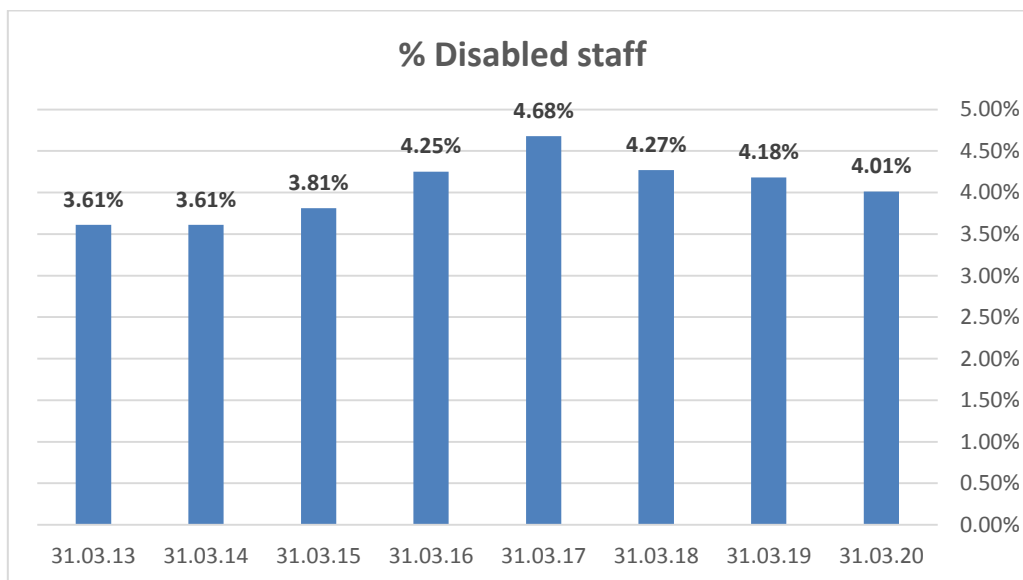
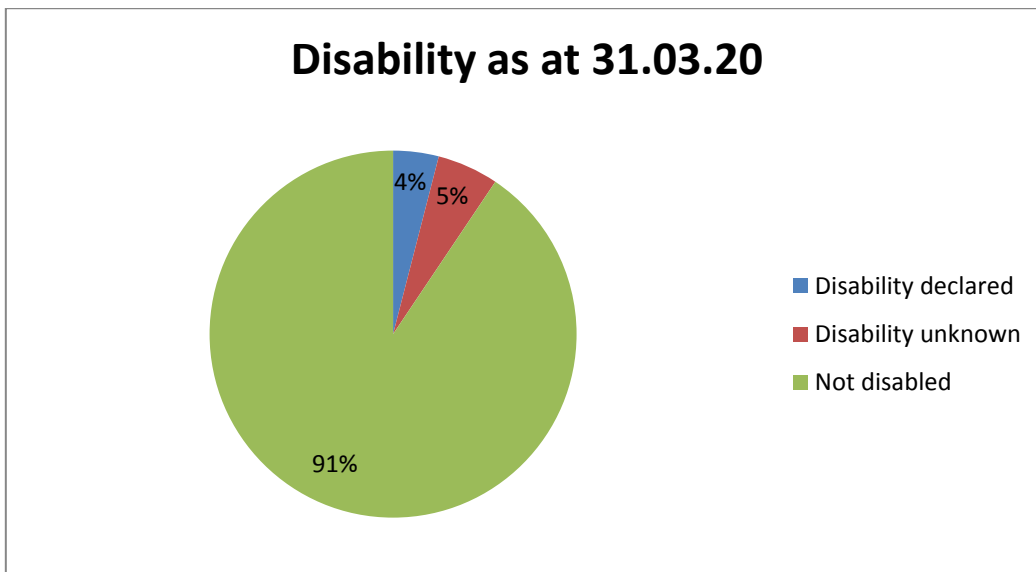
The table below provides details of the ethnicity profiles of the local population of Rochdale, compared to the workforce.

Ethnic Origin	Local Population	Rochdale workforce	
		March 2020	Representative of local population
BME	18.2%	11.49%	↓ Under represented in workforce
White British	81.8%	85.49%	↑ Over represented in workforce
Unknown	0.00%	3.02%	↑ Over represented in workforce

DISABILITY

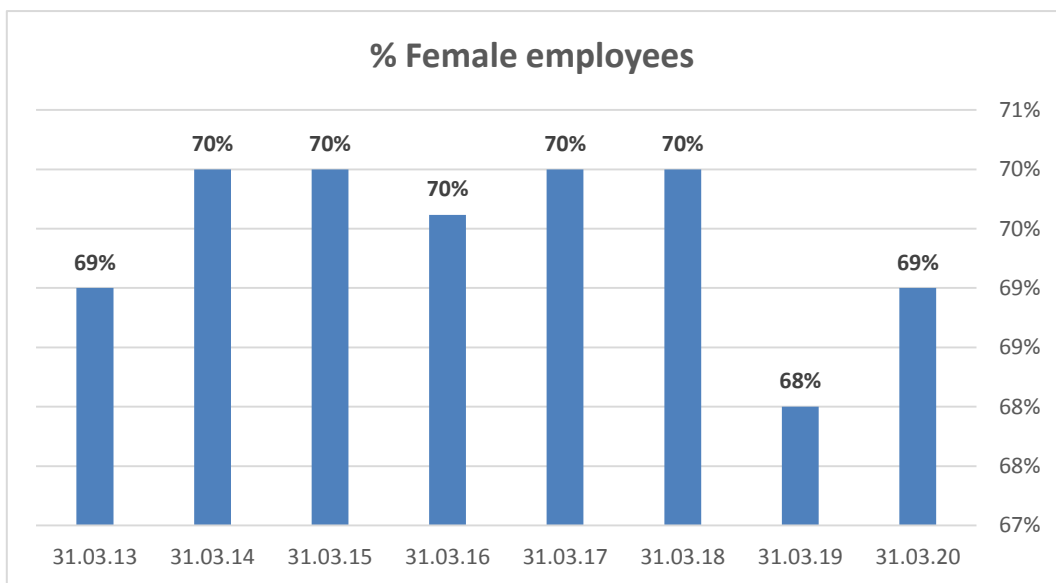
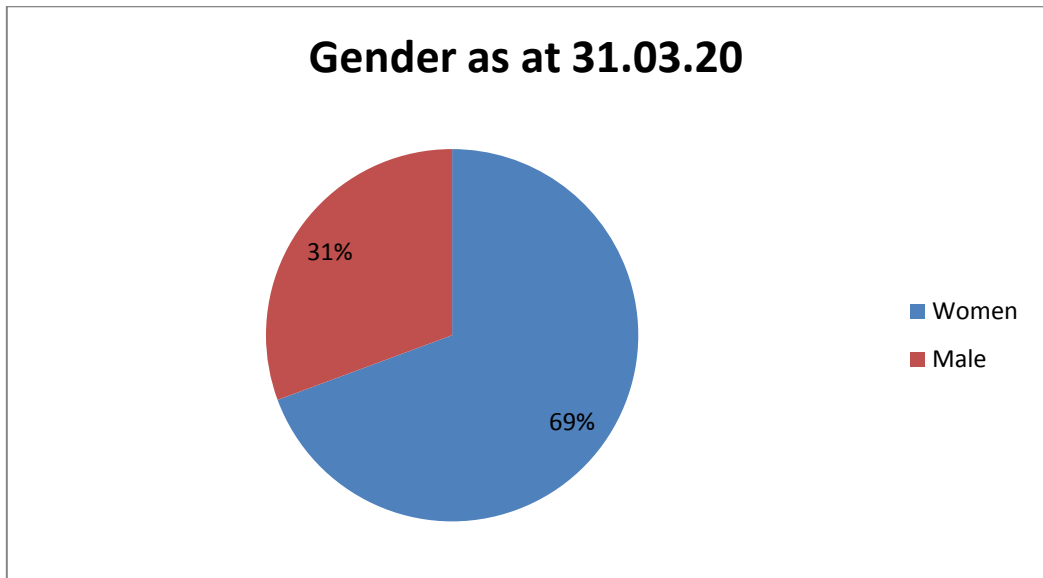
At the end of March 2020, 4.01% of Council employees had declared a disability, and 90.59% had declared that they did not have a disability. The number of employees who have declared a disability has also increased from 3.61% in 2013 to 4.01% in 2020. There were only 5.40% of the workforce for whom the disability status was unknown.

The 2011 census found that 21% of the population of Rochdale Borough described themselves as having a disability, or a long term life limiting illness, of which 11.3% are of working age adults, therefore we are considerably under-represented in terms of disabled employees.



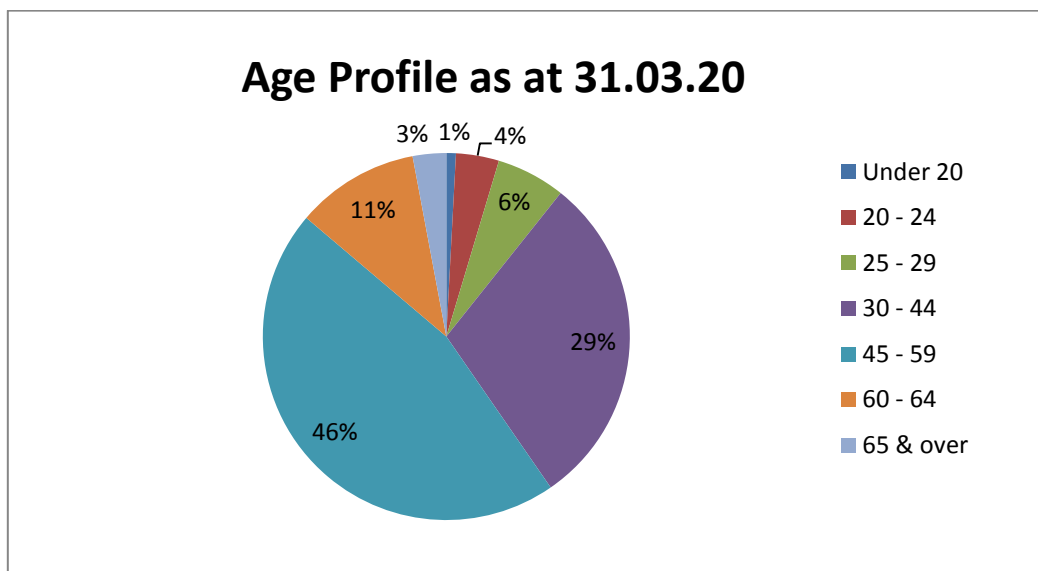
GENDER

At the end of March 2020, the composition of the Council workforce was 69.35% female and 30.65% were male employees. This has remained static over the last 8 years. The Borough's gender make up is 51% female, therefore we are over-represented in terms of female employees.



AGE

The composition of the workforce in terms of age reflects an ageing workforce, as 40.37% of the workforce are over the age of 44, 35.74% are within the age band 25 to 44 years and there are only 4.63% of the workforce who are under the age of 25. The smallest groups within the workforce are under 20 year olds (0.84%) and 65 years plus (2.95%).



The table below provides a comparison of the local working age population of Rochdale to the workforce.

Age Groups	Local Population	Rochdale workforce	
		March 2020	Representative of local population
Under 20	9.3%	0.84%	↓ Under represented in workforce
20 to 24	9.0%	3.79%	↓ Under represented in workforce
25 to 29	9.1%	6.08%	↓ Under represented in workforce
30 to 44	27.6%	29.66%	↑ Over represented in workforce
45 to 59	26.4%	45.82%	↑ Over represented in workforce
60 to 64	8.0%	10.86%	↑ Over represented in workforce
65 and over	10.7%	2.95%	↓ Under represented in workforce

OTHER PROTECTED CHARACTERISTIC GROUPS

The Council does not currently maintain records of staff who have declared the following status and it is currently not a mandatory requirement for employees to declare;

- Gender Identity
- Sexual Orientation
- Religion or Belief
- Caring responsibilities
- Marriage and Civil Partnership

EQUALITY MONITORING DATA

The following data has been taken from the Council's HR systems as at the end of March 2020. It is split into the following tables:-

Table 1	Rochdale Council Workforce
Table 2	Recruitment
Table 3	Starters and Leavers
Table 4	Maternity data
Table 5	Grievance and Disciplinary

Table 1: RBC Council Workforce

1. Ethnicity									
	FTE	Headcount	Ethnic origin known	% Ethnic minority staff	Number of top earners	% Ethnic Minority top earners			
All employees	2253	2715	96.97%	11.49%	137	1.45%			
2. Disability									
	Disability status known	% Disabled staff	Number of top earners	% of disabled top earners					
All employees	2568	4.01%	137	0.72%					
3. Gender									
	Headcount	% Women	Number of top earners	% of women top earners					
All employees	2715	69.35%	137	61.31%					
4. Age Profile - All staff									
	Under 20	20 - 24	25 - 29	30 - 44	45 - 59	60 - 64	Over 65		
All employees	0.84%	3.79%	6.08%	29.66%	45.82%	10.86%	2.95%		
5. Age Profile by Gender									
	Under 20	20 - 24	25 - 29	30 - 44	45 - 59	60 - 64	Over 65	Total	
Male	0.33%	1.39%	1.73%	8.59%	13.84%	3.83%	0.93%	30.64%	
Female	0.52%	2.39%	4.35%	21.06%	31.98%	7.04%	2.02%	69.36%	
6. Age Profile by Ethnicity									
	Under 20	20 - 24	25 - 29	30 - 44	45 - 59	60 - 64	Over 65	Total	
BME	0.03%	0.81%	1.25%	5.30%	3.28%	0.63%	0.19%	11.49%	
White British	0.63%	2.84%	4.56%	23.25%	40.84%	9.87%	2.50%	85.49%	
Unknown	0.18%	0.08%	0.23%	0.69%	1.40%	0.29%	0.15%	3.02%	
7. Age Profile by Disability									
	Under 20	20 - 24	25 - 29	30 - 44	45 - 59	60 - 64	Over 65	Total	
Disabled	0.00%	0.07%	0.18%	0.81%	2.18%	0.48%	0.07%	3.79%	
Non-disabled	0.66%	3.53%	5.69%	27.57%	42.51%	9.84%	2.77%	92.57%	
Not declared	0.18%	0.11%	0.14%	1.28%	1.58%	0.44%	0.07%	3.64%	
8. Ethnicity by Employee status									
	Ethnic origin known	% Ethnic minority staff	Number of top earners	% Ethnic Minority top earners					
Part time	994	4.53%	13	0.00%					
Full time	1639	6.96%	124	1.45%					
9. Disability by Employee status									
	Disability status known	% Disabled staff	Number of top earners	% of disabled top earners					
Part time	971	1.14%	13	0.00%					
Full time	1597	2.65%	124	0.80%					
10. Gender by Employee status									
	Headcount	% Women	Number of top earners	% of women top earners					
Part time	891	32.81%	13	9.48%					
Full time	992	36.54%	14	51.82%					
11. Age Profile by Employee status									
	Under 20	20 - 24	25 - 29	30 - 44	45 - 59	60 - 64	Over 65	Total	
Part time	0.07%	0.92%	1.29%	10.01%	17.18%	6.00%	2.22%	37.69%	
Full time	0.77%	2.87%	4.78%	19.63%	28.67%	4.86%	0.73%	62.31%	

Table 2: Recruitment

Success Rate of Applicants 01.4.2019 – 31.3.2020 - Data relating to Gender, Age, Disability and Ethnic Origin

Applications are received and processed for Council jobs regardless of whether an applicant declares their personal information relating to gender, age, disability or ethnic origin and this is therefore not compulsory information. The following tables do however report where applicants have provided this information. Where an applicant has not declared this has been recorded as blank or 'prefers not to state'. The Council received a total of 2458 job applications in the period 2019/20.

Gender

As shown in the table below, of the total number of 2458 job applications received, there were a higher proportion of females who applied for jobs, in that 65.34% were from females and 34.26% from males. We do not have gender data for 0.41% of the applicants as they preferred not to declare their gender.

Of those who applied for jobs the number of males and females who were successfully appointed comprised of 74.90% female and 25.10% males.

Gender	Number of applications received	%	Number of applicants shortlisted for interview	%	Appointed staff	%
Female	1606	65.34%	688	70.42%	197	74.90%
Male	842	34.26%	284	29.07%	66	25.10%
Prefer not to say	10	0.41%	5	0.51%	0	0.00%
Grand Total	2458	100.00%	977	100.00%	263	100.00%

Age

Of the 2458 job applications received, 35.15% of applicants had not declared information relating to their age. Of the applicants who had provided this information, the majority number of applicants (25.55%) were aged between 40-64. 25.26% were aged 26-39 and 13.71% were aged 16-25 with 0.33% aged between 65-74. The data shows that of the applicants who were successfully appointed to posts in the Council the majority were in the 26-39 and 46-64 age groups.

Age						
Age band	Number of applications received	%	Number of applicants shortlisted for interview	%	Appointed staff	%
16-25	337	13.71%	119	12.18%	54	20.53%
26-39	621	25.26%	240	24.56%	93	35.36%
40-64	628	25.55%	316	32.34%	114	43.35%
65-74	8	0.33%	2	0.20%	0	0.00%
Prefer not to say	864	35.15%	300	30.71%	2	0.76%
Grand Total	2458	100.00%	977	100.00%	263	100.00%

Disability

The number of applicants declaring a disability was 4.07% and 91.38% stated they were not disabled. The proportion of disabled applicants who were offered a position was consistent at 4.94%.

Disabled?						
Disabled?	Number of applications received	%	Number of applicants shortlisted for interview	%	Appointed staff	%
No	2246	91.38%	893	91.40%	224	85.17%
Prefer not to specify	112	4.56%	45	4.61%	26	9.89%
Yes	100	4.07%	39	3.99%	13	4.94%
Grand Total	2458	100.00%	977	100.00%	263	100.00%

Race

The highest proportion of applicants was from a White British background at 66.52 %. The highest proportion of appointees was from a White British background at 80.23%. There were 18.76% Asian or Asian British applicants of whom 9.51% were appointed and 5.25% Black or Black British applicants of whom 4.18% were appointed.

Race						
Race	Number of applications received	%	Number of applicants shortlisted for interview	%	Appointed staff	%
Asian or Asian British - Bangladeshi	91	3.70%	23	2.35%	1	0.38%
Asian or Asian British - Chinese	7	0.28%	2	0.20%	0	0.00%
Asian or Asian British - Indian	40	1.63%	16	1.64%	0	0.00%
Asian or Asian British - Kashmiri	24	0.98%	7	0.72%	0	0.00%
Asian or Asian British - Pakistani	299	12.16%	100	10.24%	24	9.13%
Black or Black British - Any other Black background	4	0.16%	1	0.10%	0	0.00%
Black or Black British - Black African	103	4.19%	35	3.58%	8	3.04%
Black or Black British - Black British	10	0.41%	4	0.41%	2	0.76%
Black or Black British - Black Caribbean	12	0.49%	4	0.41%	1	0.38%
Mixed Race - Any other Mixed Race background	16	0.65%	9	0.92%	1	0.38%
Mixed Race - White and Bangladeshi	6	0.24%	1	0.10%	0	0.00%
Mixed Race - White and Black African	12	0.49%	2	0.20%	1	0.38%
Mixed Race - White and Black Caribbean	22	0.90%	8	0.82%	4	1.52%
Mixed Race - White and Indian	7	0.28%	3	0.31%	0	0.00%
Mixed Race - White and Pakistani	22	0.90%	7	0.72%	2	0.76%
Other ethnic background	26	1.06%	6	0.61%	1	0.38%
Prefer not to say	38	1.55%	18	1.84%	6	2.28%
White - Any other White background	9	0.37%	6	0.61%	1	0.38%
White - British	1635	66.52%	694	71.03%	211	80.23%
White - Irish	17	0.69%	12	1.23%	0	0.00%
White - Other White European	58	2.36%	19	1.94%	0	0.00%
Grand Total	2458	100.00%	977	100.00%	263	100.00%

Table 3: Starters and Leavers

Equality monitoring data relating to new starters (appointed staff) is included within the section Table 2: Recruitment. With regards to leavers, there were 323 employees who exited the organisation between 1st April 2019 – 31st March 2020. The following information has been gathered in relation to leavers:

- 12.29% were from a black or minority ethnic background
- 8% had declared a disability
- 66% were women
- The age bands of leavers were as follows:
 - 16 – 24: 10.52%
 - 25 – 34: 17.02%
 - 35 – 44: 17.02%
 - 45 – 54: 16.73%
 - 55 – 64: 28.20%
 - Over 65: 9.91%

The table below details of the reasons provided for leaving.

Reason for leaving	% of leavers
Died in Service	1.24%
Dismissal	4.65%
End of Temporary Contract	6.82%
Resignation	54.48%
Retirement - Ill Health	1.54%
Tupe Transfer Out	6.82%
Redundancy - No pension	3.40%
Redundancy - With pension	6.50%
Retirement	14.55%

Table 4: Maternity data

During the financial year 2019/20, 2.39% of Council employees took a period of maternity leave. This is slightly higher than last year, when 2.2% took maternity leave.

Table 5: Breakdown of Employee Relations cases by Gender, Ethnicity and Disability for 2019/20

For the reporting period of 1st April 2019 – 31st March 2020, there were 20 Grievance and Disciplinary cases. Of these 70% were female, 15% were of a BME background, 5% had a disability and 35% were classed as part time workers.