ROCHDALE
BOROUGH COUNCIL

EMPLOYMENT EQUALITY

REPORT 2020/21

(April 2020 – March 2021)

CONTENTS

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 2021 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 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.

RACE

At the end of March 2021, 11.83% of Council employees were from a Black or Minority Ethnic (BME) background and 84.63% 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 11.83% by March 2021. Only 3.54% of the Council workforce had not declared their ethnic origin.

Ethnicity as at 31.03.21
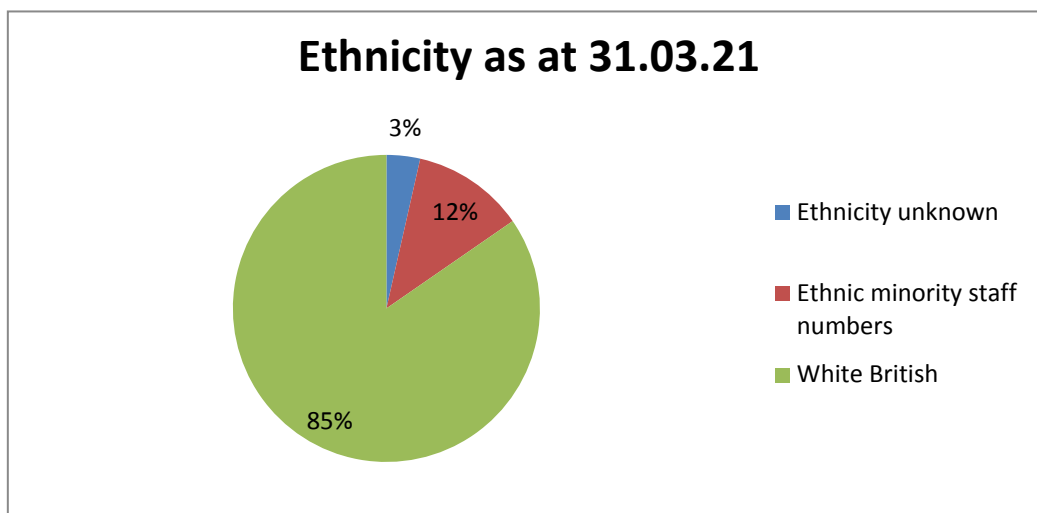
The table below provides details of the ethnicity profiles of the local population of Rochdale, compared to the workforce.

% Ethnic Minority Staff
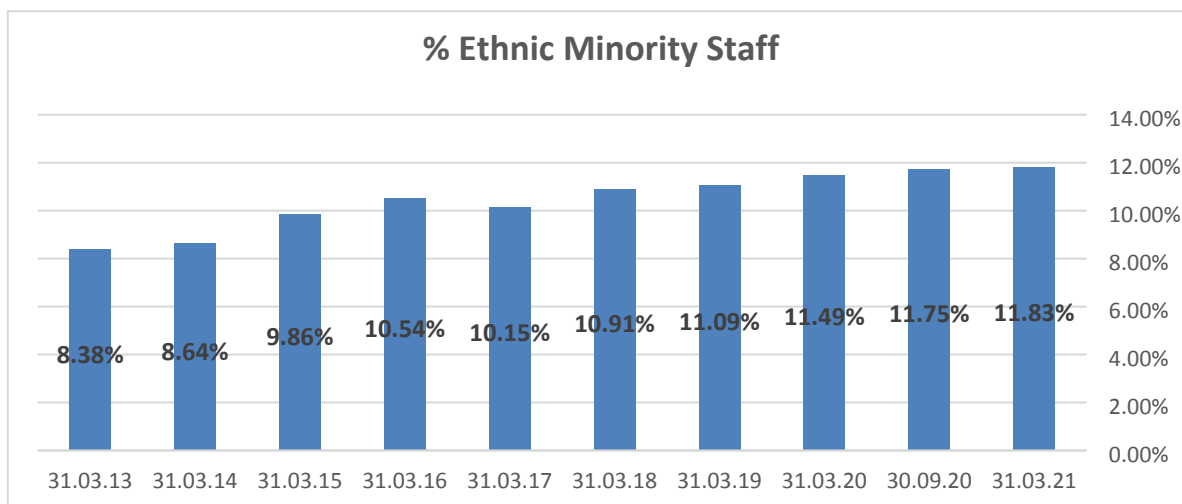
Ethnic Origin	Local Population	Rochdale workforce	
		March 2021	Representative of local population
BME	18.2%	11.83%	⬇ Under represented in workforce
White British	81.8%	84.98%	⬆ Over represented in workforce
Unknown	0.00%	3.27%	⬆ Over represented in workforce

DISABILITY

At the end of March 2021, 3.86% of Council employees had declared a disability, and 90.90% had declared that they did not have a disability. Although the number of employees who have declared a disability has increased from 3.61% in 2013, there appears to be year on year reduction in the number of disabled employees over the last few years.

The 2011 census found that 21% of the populate 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.

Disability as at 31.03.21

- Disability declared
- Disability unknown
- Not disabled

% Disabled Staff

3.61%	3.61%	3.81%	4.25%	4.68%	4.27%	4.18%	4.01%	4.00%	3.86%
31.03.13	31.03.14	31.03.15	31.03.16	31.03.17	31.03.18	31.03.19	31.03.20	30.09.20	31.03.21
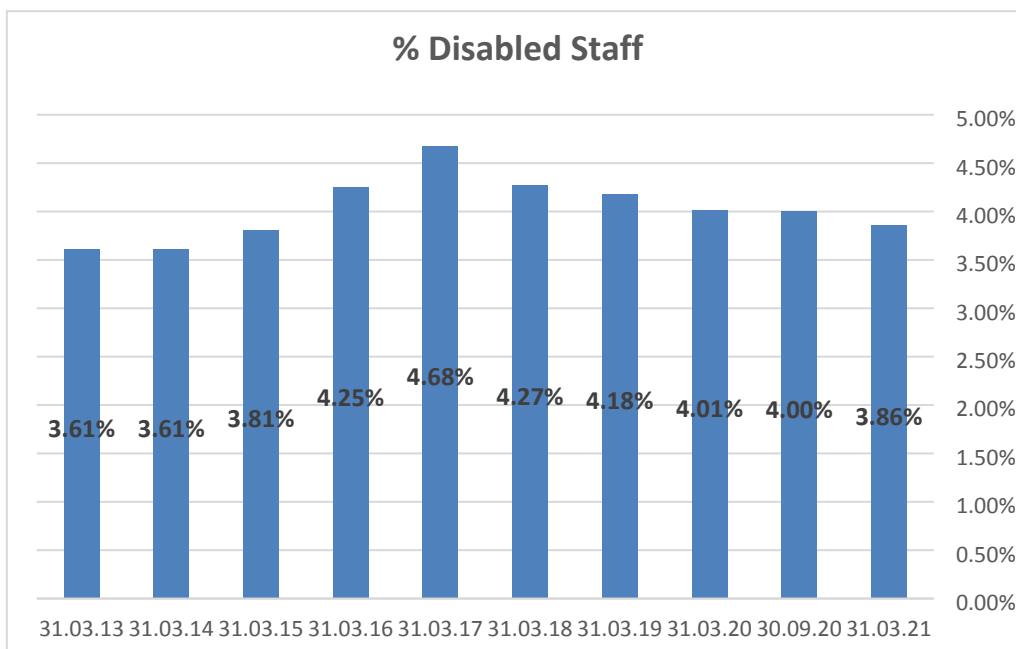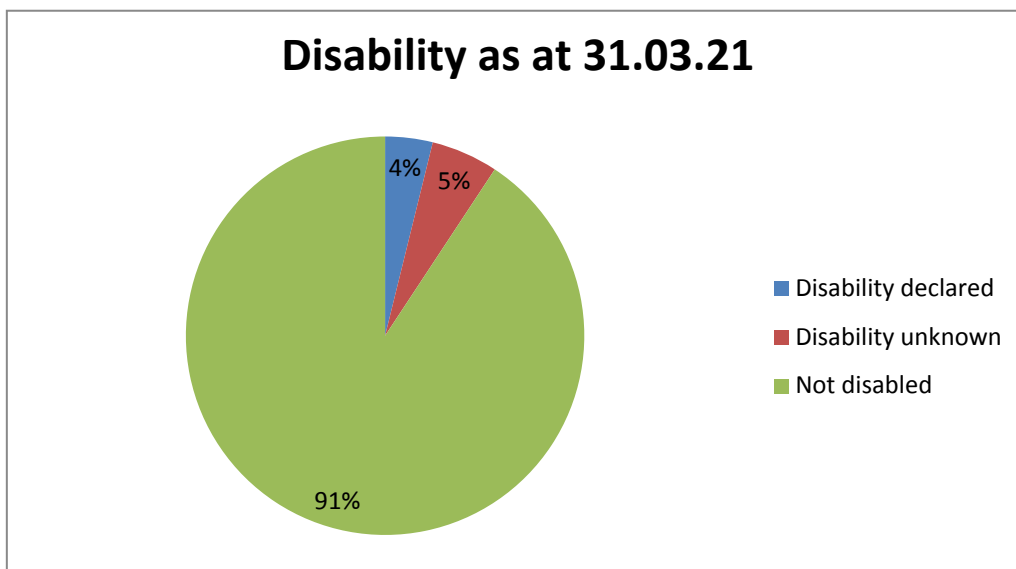
GENDER

At the end of March 2021, the composition of the Council workforce was 69.66% female and 30.34% 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.

Gender as at 31.03.21

- 30% Male
- 70% Women

Legend: Women, Male

% Female employees

Date	% Female
31.03.13	69%
31.03.14	70%
31.03.15	70%
31.03.16	70%
31.03.17	70%
31.03.18	70%
31.03.19	68%
31.03.20	69%
30.09.20	69%
31.03.21	70%
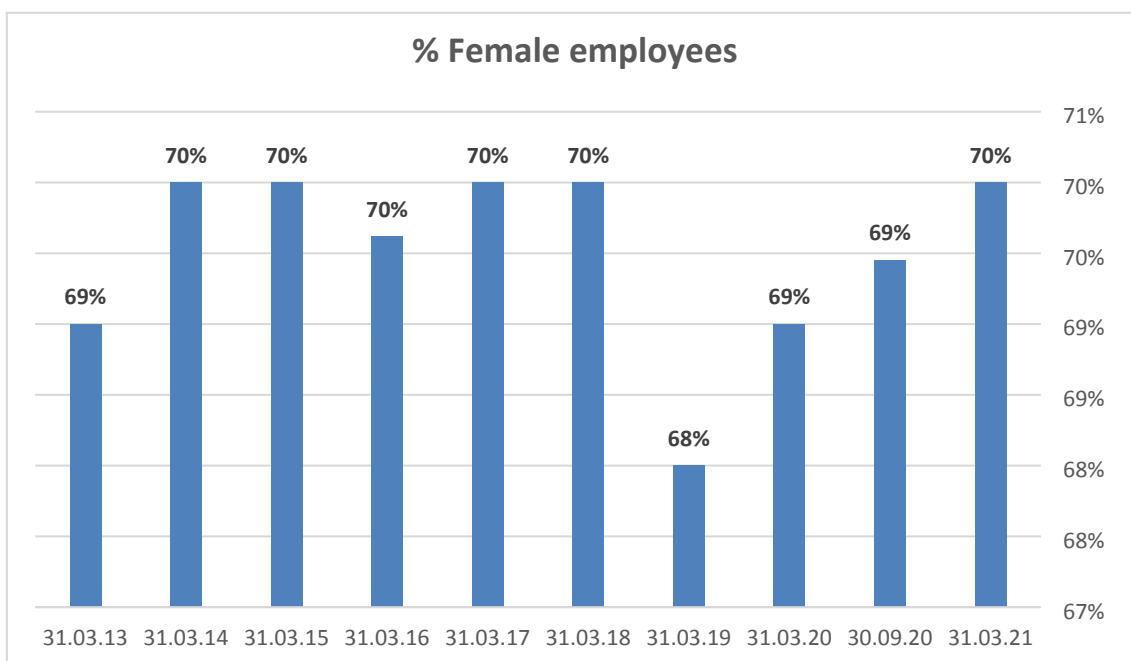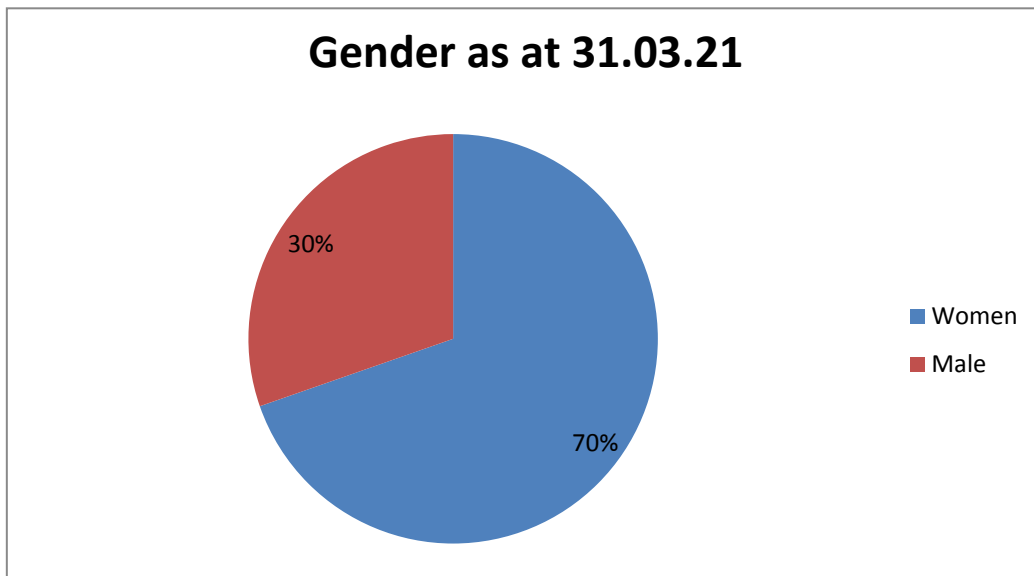
AGE

The composition of the workforce in terms of age reflects an ageing workforce as 59.31% of the workforce are over the age of 44, 36.82% are within the age band 25 to 44 years and there are only 3.87% of the workforce who are under the age of 25. The smallest groups within the workforce are under 20 year olds (0.30%) and 20 – 24 year olds (3.57%).

Age Profile as at 31.03.21

3% 0% 4%
6%
12%
31%
44%

- Under 20
- 20 - 24
- 25 - 29
- 30 - 44
- 45 - 59
- 60 - 64
- 65 & over
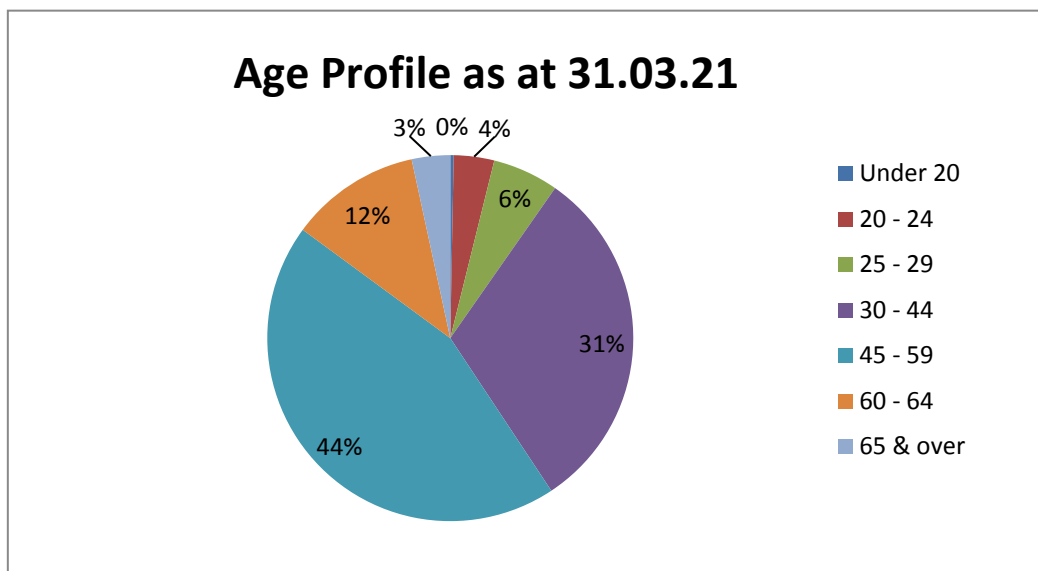
The table below provides a comparison of the local working age population of Rochdale to the workforce.

Age Groups	Local Population	Rochdale workforce	
		March 2021	Representative of local population
Under 20	9.3%	0.30%	⬇ Under represented in workforce
20 to 24	9.0%	3.57%	⬇ Under represented in workforce
25 to 29	9.1%	5.84%	⬇ Under represented in workforce
30 to 44	27.6%	30.98%	⬆ Over represented in workforce
45 to 59	26.4%	44.39%	⬆ Over represented in workforce
60 to 64	8.0%	11.53%	⬆ Over represented in workforce
65 and over	10.7%	3.39%	⬇ 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 2021. 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	2198	2627	98.81%	12.27%	131	5.34%

2. Disability

	Disability status known	% Disabled staff	Number of top earners	% of disabled top earners
All employees	2484	3.86%	131	3.05%

3. Gender

	Headcount	% Women	Number of top earners	% of women top earners
All employees	2627	69.66%	131	66.41%

4. Age Profile - All staff

	Under 20	20 - 24	25 - 29	30 - 44	45 - 59	60 - 64	Over 65
All employees	0.30%	3.57%	5.84%	30.98%	44.39%	11.53%	3.39%

5. Age Profile by Gender

	Under 20	20 - 24	25 - 29	30 - 44	45 - 59	60 - 64	Over 65	Total
Male	0.19%	1.40%	1.44%	8.88%	13.40%	3.77%	1.26%	30.34%
Female	0.11%	2.16%	4.38%	22.12%	30.99%	7.77%	2.13%	69.66%

6. Age Profile by Ethnicity

	Under 20	20 - 24	25 - 29	30 - 44	45 - 59	60 - 64	Over 65	Total
BME	0.03%	0.53%	1.26%	5.75%	3.43%	0.64%	0.19%	11.83%
White British	0.22%	2.94%	4.18%	24.37%	39.37%	10.51%	3.04%	84.63%
Unknown	0.03%	0.11%	0.39%	0.88%	1.59%	0.39%	0.15%	3.54%

7. Age Profile by Disability

	Under 20	20 - 24	25 - 29	30 - 44	45 - 59	60 - 64	Over 65	Total
Disabled	0.00%	0.11%	0.19%	0.96%	1.90%	0.38%	0.11%	3.65%
Non-disabled	0.26%	3.23%	5.33%	28.29%	40.09%	10.59%	3.12%	90.91%
Not declared	0.03%	0.22%	0.31%	1.76%	2.40%	0.57%	0.15%	5.44%

8. Ethnicity by Employee status

	Ethnic origin known	% Ethnic minority staff	Number of top earners	% Ethnic Minority top earners
Part time	919		17	0.00%
Full time	1615	7.73%	114	5.34%

9. Disability by Employee status

	Disability status known	% Disabled staff	Number of top earners	% of disabled top earners
Part time	905	1.08%	17	0.76%
Full time	1579	2.77%	114	2.29%

10. Gender by Employee status

	Headcount	% Women	Number of top earners	% of women top earners
Part time	948	31.48%	17	12.21%
Full time	1679	38.18%	114	54.20%

11. Age Profile by Employee status

	Under 20	20 - 24	25 - 29	30 - 44	45 - 59	60 - 64	Over 65	Total
Part time	0.00%	0.26%	1.21%	10.04%	16.28%	5.94%	2.36%	36.09%
Full time	0.30%	3.31%	4.60%	20.94%	28.14%	5.60%	1.02%	63.91%

Table 2: Recruitment

Success Rate of Applicants 01.04.2020 – 31.03.2021 - 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 2946 job applications in the period 1st April 2020 – 31st March 2021.

Gender

As shown in the table below, of the total number of 2946 job applications received, there were a higher proportion of females who applied for jobs, in that 65.78% were from females and 33.67% from males. We do not have gender data for 0.54% 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 72.85% female and 26.89% males.

Gender	Number of applications received	%	Number of applicants shortlisted for interview	%	Appointed staff	%
Female	1938	65.78%	852	70.94%	279	72.85%
Male	992	33.67%	344	28.64%	103	26.89%
Prefer not to say	16	0.54%	5	0.42%	1	0.26%
Grand Total	2946	100.00%	1201	100.00%	383	100.00%

Age

Of the 2646 job applications received, the majority number of applicants (44.48%) were aged between 26-39. 40.74% were aged 40-64, 14.02% were aged 16-25 and 0.57% aged between 65-74, with 0.04% over 75. The data shows that of the applicants who were successfully appointed to posts in the Council the majority were in the 26-39 and 40-64 age groups.

Age band	Number of applications received	%	Number of applicants shortlisted for interview	%	Appointed staff	%
16-25	371	14.02%	236	19.65%	84	21.93%
26-39	1177	44.48%	438	36.47%	138	36.03%
40-64	1078	40.74%	516	42.96%	154	40.21%
65-74	15	0.57%	10	0.83%	7	1.83%
Prefer not to say	5	0.19%	1	0.08%	0	0.00%
75+	1	0.04%	0	0.00%	0	0.00%
Grand Total	2646	100.00%	1201	100.00%	383	100.00%

Disability

The number of applicants declaring a disability was 3.41% and 91.75% stated they were not disabled. The proportion of disabled applicants who were offered a position was fairly consistent at 2.87%.

Disabled?	Number of applications received	%	Number of applicants shortlisted for interview	%	Appointed staff	%
No	2703	91.75%	1095	91.17%	348	90.86%
Prefer not to specify	142	4.82%	64	5.33%	24	6.27%
Yes	101	3.43%	42	3.50%	11	2.87%
Grand Total	2946	100.00%	1201	100.00%	383	100.00%

Race

The highest proportion of applicants was from a White British background at 69.31%. The highest proportion of appointees were also from a White British background at 77.28%. There were 16.36% Asian or Asian British applicants of whom 12.01% were appointed and 4.38% Black or Black British applicants of whom 1.57% were appointed.

Race	Number of applications received	%	Number of applicants shortlisted for interview	%	Appointed staff	%
Asian or Asian British - Bangladeshi	80	2.72%	20	1.67%	4	1.04%
Asian or Asian British - Chinese	9	0.31%	5	0.42%	0	0.00%
Asian or Asian British - Indian	37	1.26%	7	0.58%	0	0.00%
Asian or Asian British - Kashmiri	26	0.88%	9	0.75%	3	0.78%
Asian or Asian British - Pakistani	330	11.20%	122	10.16%	39	10.18%
Black or Black British - Any other Black background	6	0.20%	2	0.17%	1	0.26%
Black or Black British - Black African	97	3.29%	26	2.16%	2	0.52%
Black or Black British - Black British	14	0.48%	6	0.50%	2	0.52%
Black or Black British - Black Caribbean	12	0.41%	1	0.08%	1	0.26%
Mixed Race - Any other Mixed Race background	31	1.05%	9	0.75%	2	0.52%
Mixed Race - White and Bangladeshi	4	0.14%	0	0.00%	0	0.00%
Mixed Race - White and Black African	15	0.51%	3	0.25%	1	0.26%
Mixed Race - White and Black Caribbean	14	0.48%	4	0.33%	1	0.26%
Mixed Race - White and Indian	7	0.24%	3	0.25%	2	0.52%
Mixed Race - White and Pakistani	16	0.54%	6	0.50%	1	0.26%
Other ethnic background	32	1.09%	15	1.25%	6	1.57%
Prefer not to say	68	2.31%	31	2.58%	15	3.92%
White - Any other White background	20	0.68%	5	0.42%	1	0.26%
White - British	2042	69.31%	904	75.27%	296	77.28%
White - Irish	20	0.68%	6	0.50%	4	1.04%
White - Other White European	66	2.24%	17	1.42%	2	0.52%
Grand Total	2946	100.00%	1201	100.00%	383	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 288 employees who exited the organisation between 1st April 2020 and 31st March 2021. The following information has been gathered in relation to leavers:

- 12.86% were from a black or minority ethnic background
- 5.32% had declared a disability
- 67% were women
- The age bands of leavers were as follows:
  - 16 – 24: 10.41%
  - 25 – 34: 18.40%
  - 35 – 44: 13.55%
  - 45 – 54: 17.71%
  - 55 – 64: 31.25%
  - Over 65: 8.68%

The table below details of the reasons provided for leaving.

Reason for leaving	Number of leavers	%
Died in Service	1	0.35%
Dismissal	18	6.25%
End of Temporary Contract	25	8.68%
Mutually agreed compromise	1	0.35%
Resignation	155	53.82%
Retirement - Ill Health	3	1.04%
Tupe Transfer Out	11	3.82%
Redundancy - No pension	8	2.78%
Redundancy - With pension	15	5.21%
Retirement	51	17.71%

Table 4: Maternity data

Between 1st April 2020 – 31st March 2021, 2.89% of Council employees took a period of maternity leave.

Table 5: Breakdown of Employee Relations cases by Gender, Ethnicity and Disability

For the reporting period, there were 25 Grievance and Disciplinary cases. Of these 48% were female, 24% were of a BME background, 4% had a disability and 24% were classed as part time workers.