

Southend-on-Sea Borough Council

Employee Equality Report - March 2018

This report provides information for each of the protected characteristics, (age, ethnicity, disability, sexual orientation, religion and gender) as well as general organisation data for employees of Southend-on-Sea Borough Council.

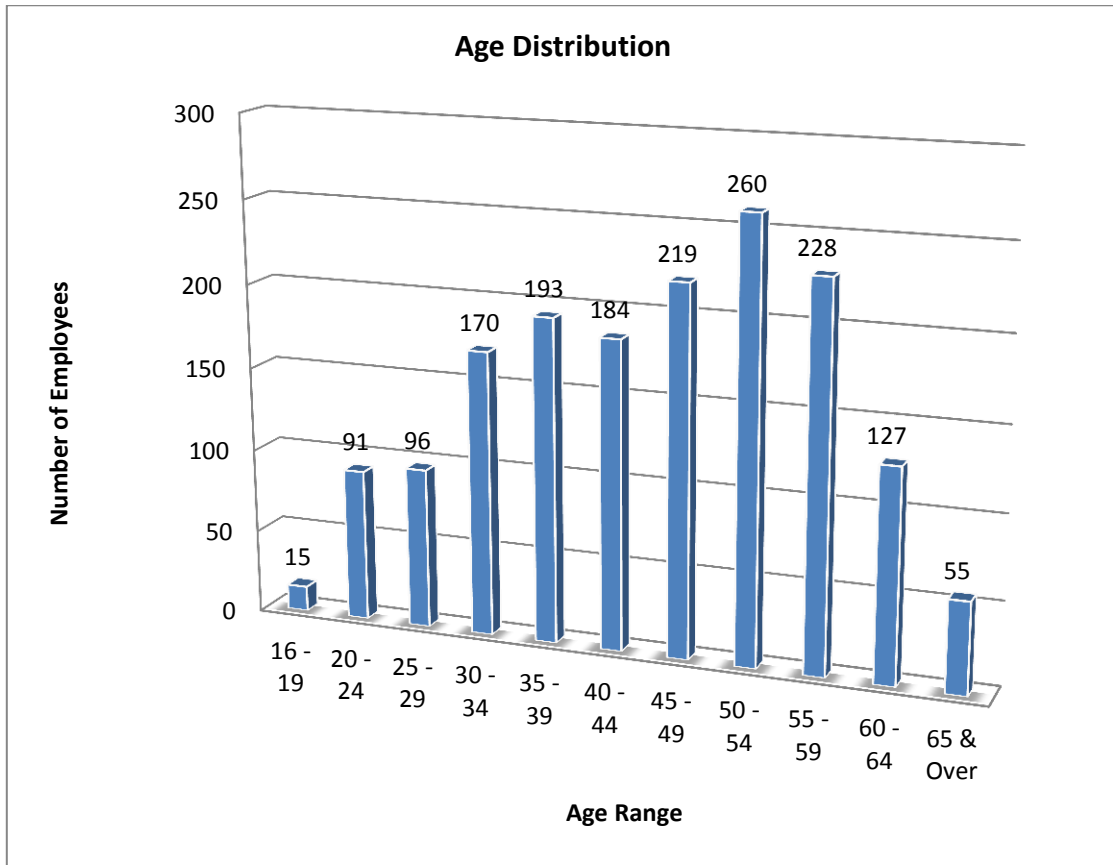
Council Profile

Profile for Financial Year ending March 2018:-

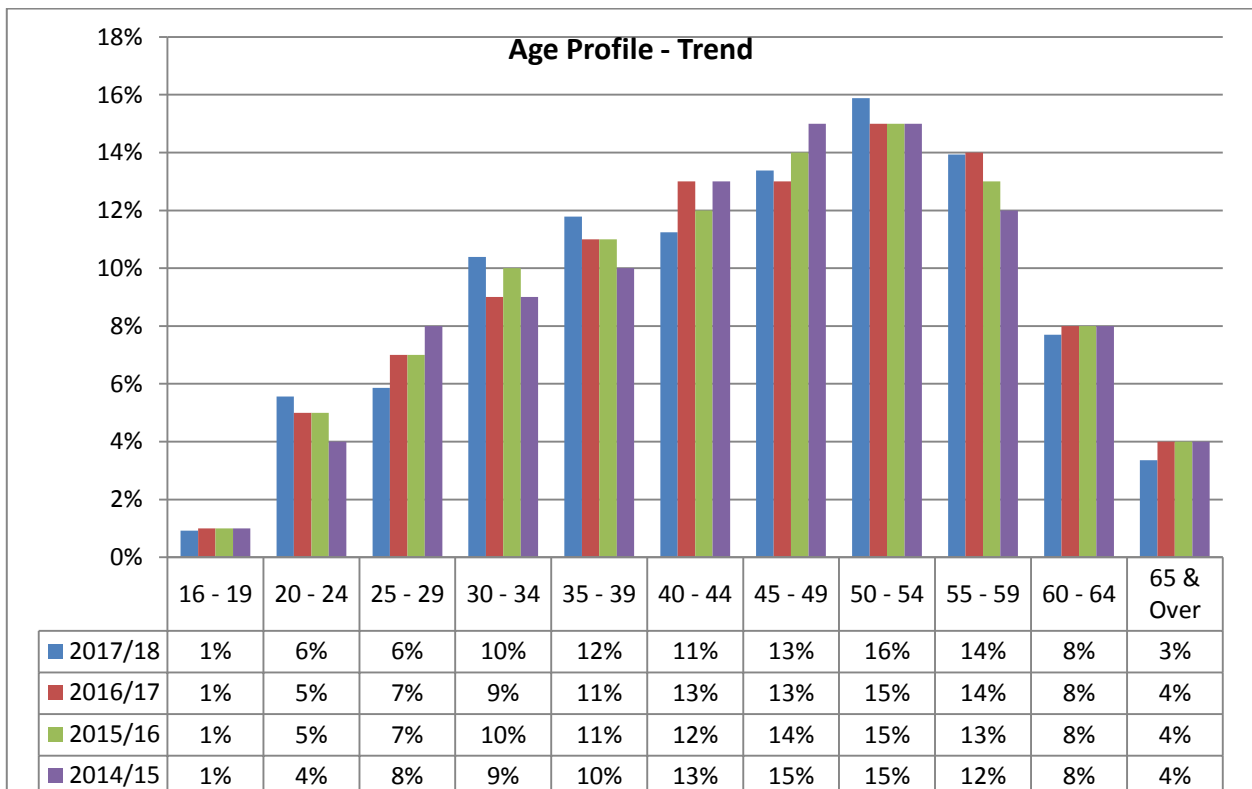
Employee:	2014/15	2015/16	2016/17	2017/18
Headcount	1805	1805	1754	1638
Full Time Equivalent (FTE)	1488	1519	1568	1424
Percentage Full Time	67%	68%	69%	74%
Turnover **	13.5%	13.4%	21.5%	15.3%

** Turnover is calculated from the total number of leavers in the year divided by the Headcount at the end of the financial year.

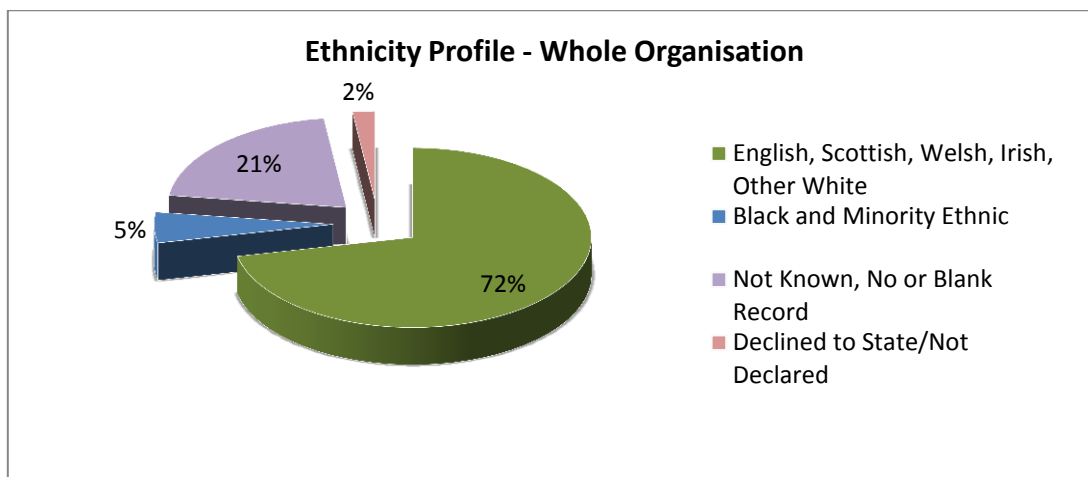
Age Distribution



- **25%** of employees between ages 16 – 24 are Apprentices, Graduates or Trainees.
- There is a **1%** decrease in employees aged between 16 and 24, compared to 2017.



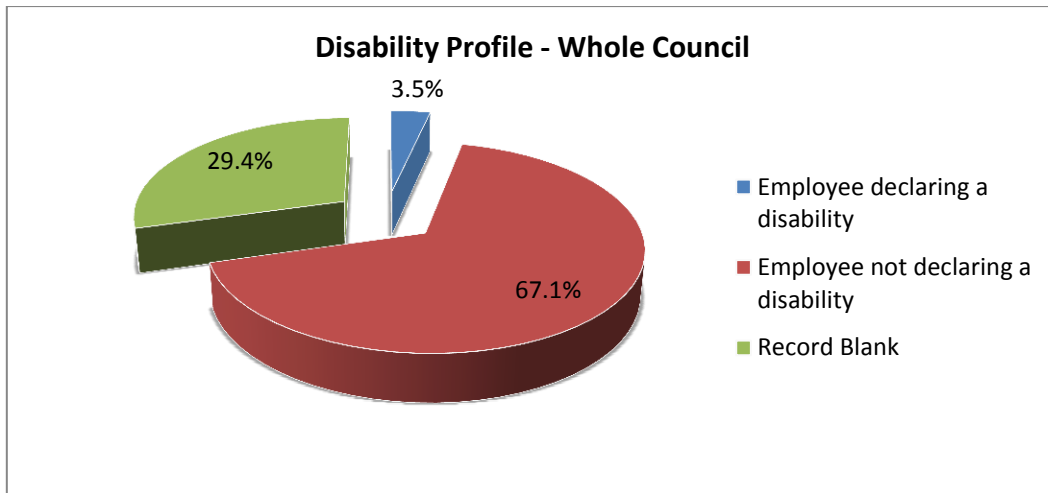
Black & Minority Ethnic Background (BME)



Trend	2014/15	2015/16	2016/17	2017/18
Black & Minority Ethnic	5.7%	5.7%	5.9%	5.5%

Ethnic Background	Head count
White - English	1102
White Scottish	11
White - Welsh	4
White - Irish	17
Any other white background	39
Total	1173
Mixed - White and Black Caribbean	5
Mixed - White and Black African	3
Mixed - White and Asian	11
Mixed - Any other mixed background	1
Total	20
Indian	7
Pakistani	4
Bangladeshi	4
Any other Asian background	4
Total	19
Black - Caribbean	11
Black - African	31
Black - Any other Black background	1
Total	43
Chinese	5
Any other ethnic group	3
Total	8
Declined to State	33
Record Blank	342
Grand Total	1638

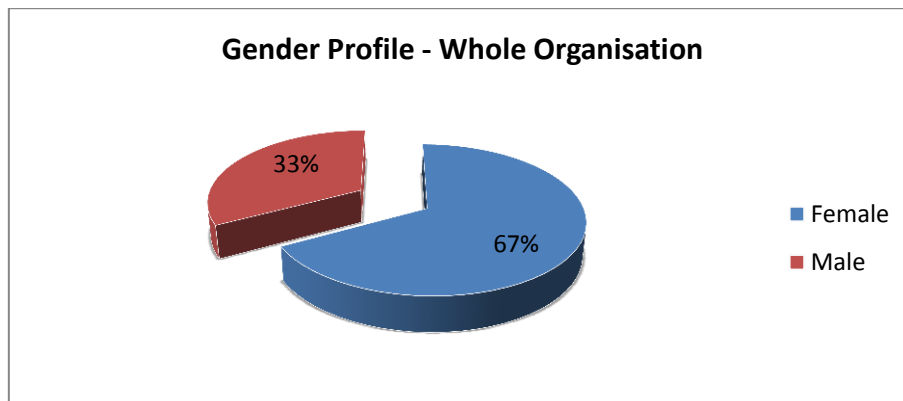
Employees Declaring a Disability



Trend	2014/15	2015/16	2016/17	2017/18
Employees disabled	3.5%	3.5%	3.8%	3.5

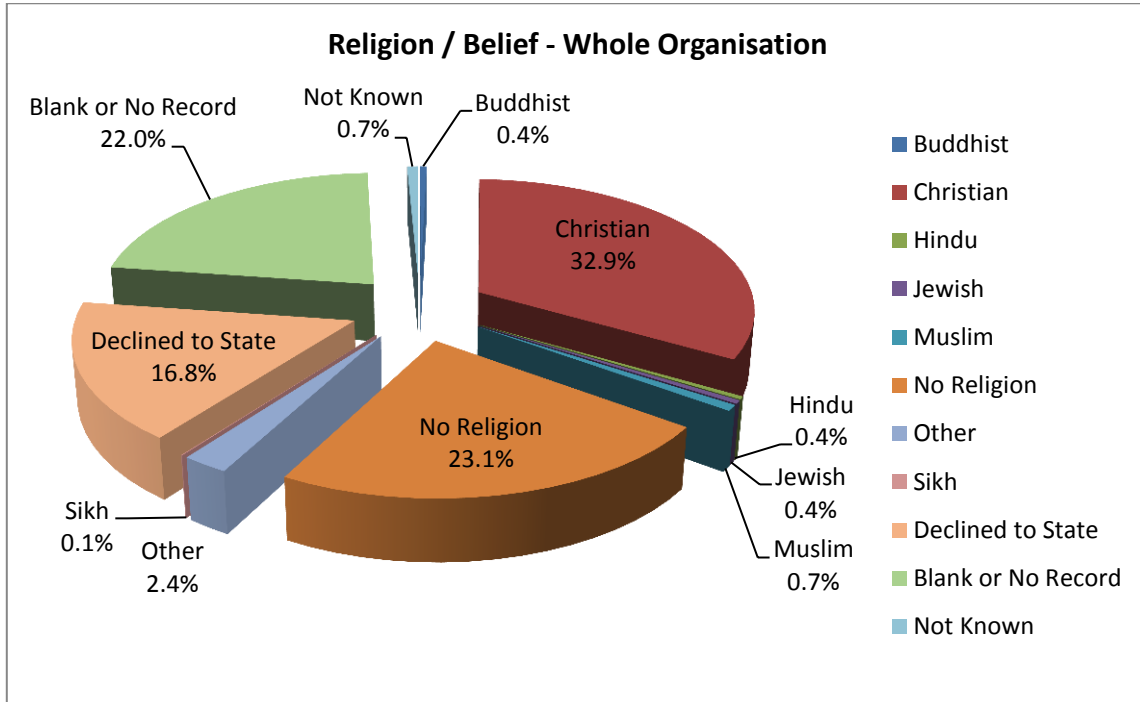
- For **29%** of employees there is no disability data recorded, this is the highest percentage across all protected characteristics.

Employees by Gender



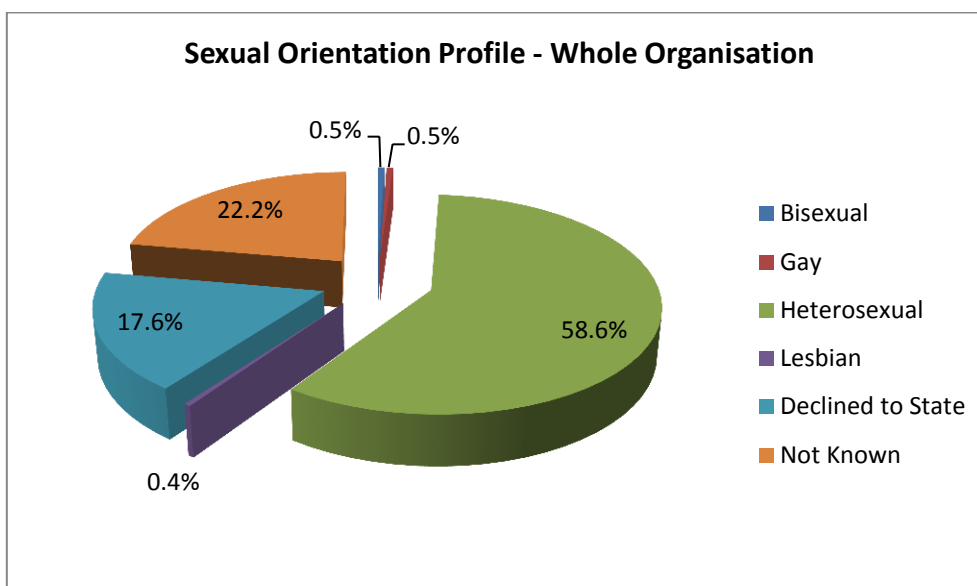
Trend	2014/15	2015/16	2016/17	2017/18
Female	66%	66%	67%	66%
Male	34%	34%	33%	34%
Other	-	-	0%	0%

Employees by Religion/Belief



Religion/Belief Trend	2014/15	2015/16	2016/17	2017/18	Overall Change
Buddhist	0.3%	0.4%	0.6%	0.4%	-0.2%
Christian	37.2%	34.8%	34.5%	32.9%	-1.6%
Hindu	0.4%	0.4%	0.3%	0.4%	0.1%
Jewish	0.6%	0.6%	0.7%	0.4%	-0.3%
Muslim	0.5%	0.8%	0.7%	0.7%	0.0%
No Religion	20.9%	20.1%	21.6%	23.1%	1.5%
Other	2.3%	2.2%	2.5%	2.4%	-0.1%
Sikh	0	0	0	0.1%	0.1%
Declined to State	24.0%	21.6%	19.2%	16.8%	-2.4%
Blank or No Record	13.1%	18.4%	19.3%	22.0%	2.7%
Not Known	0.7%	0.7%	0.6%	0.7%	0.1%

Employees by Sexual Orientation

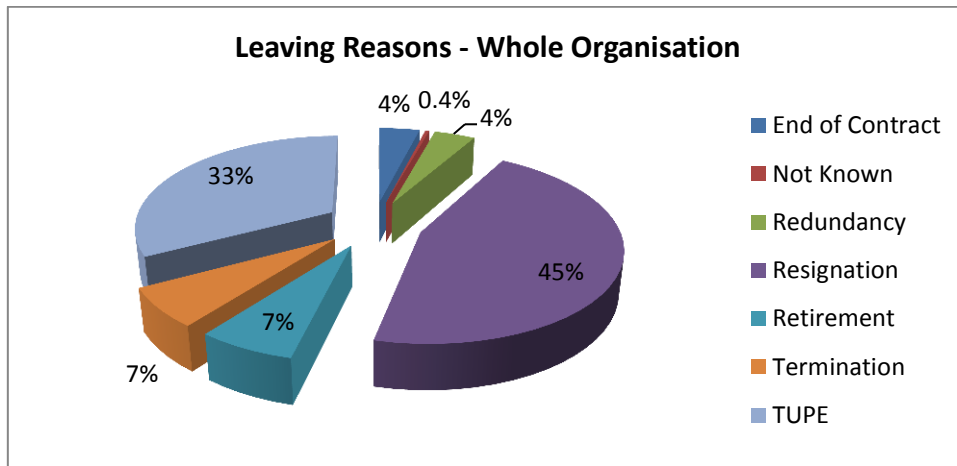


- For 2017/18 **1.5%** of employees are lesbian, gay or bisexual, this is a decrease of 0.2% from the previous year.

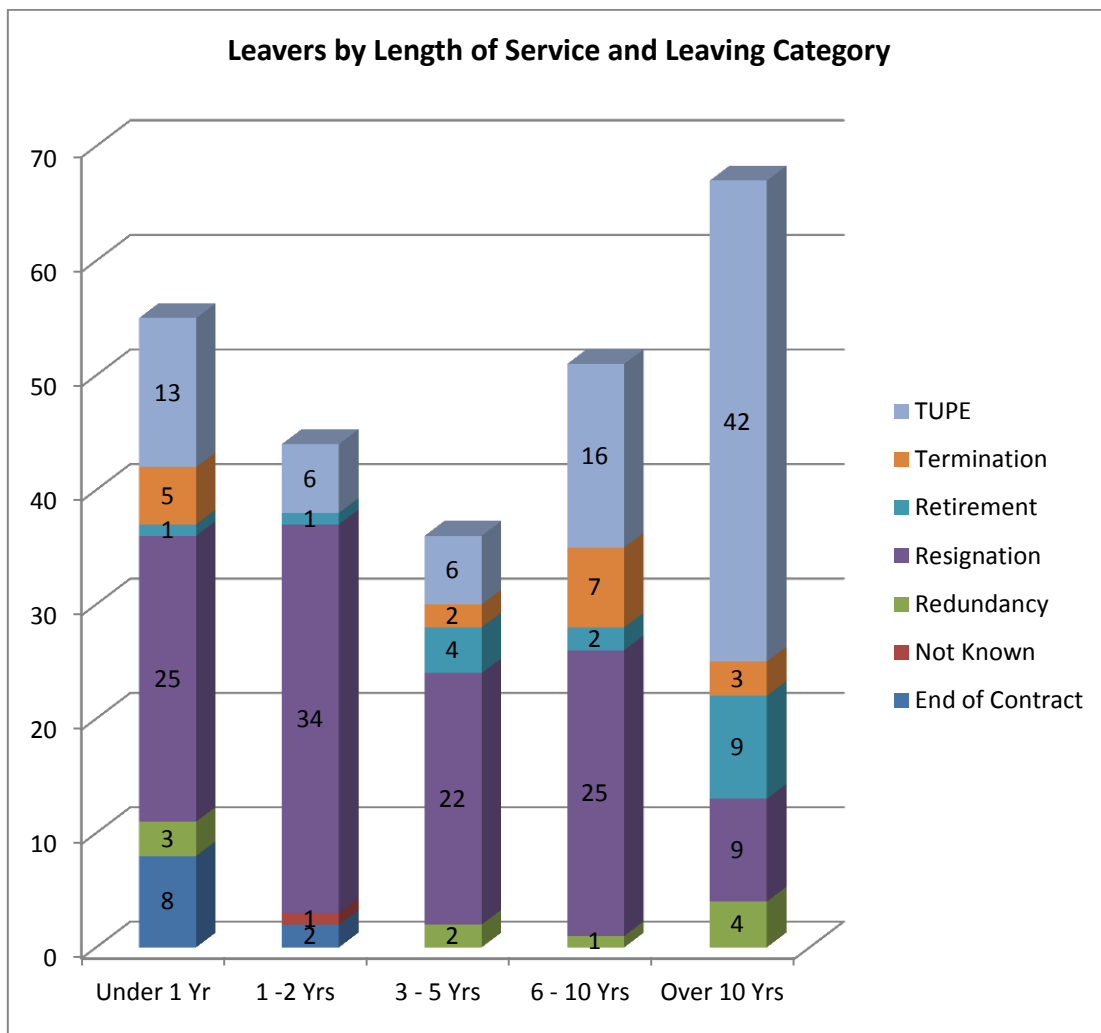
Sexual Orientation Trend	2014/15	2015/16	2016/17	2017/18	Overall Change
Bisexual	0.6%	0.6%	0.5%	0.5%	0.0%
Gay	0.5%	0.5%	0.7%	0.5%	-0.2%
Heterosexual	58.8%	56.1%	57.8%	58.6%	0.8%
Lesbian	0.5%	0.4%	0.5%	0.4%	-0.1%
Declined to State	26.1%	23.7%	21.0%	17.6%	-3.4%
Blank or No Record	13.4%	18.8%	19.5%	22.2%	2.7%

Annual Turnover

Southend Borough Council Turnover* rate for Financial Year ending 2017/18 was **15.3%**.



Trend	2014/15	2015/16	2016/17	2017/18
Turnover	13.5%	13.4%	21.5%	15.3%



* Turnover is calculated from the total number of leavers in the year divided by the Headcount at the end of the financial year.