

Southend-on-Sea Borough Council

Employee Equality Report - March 2020

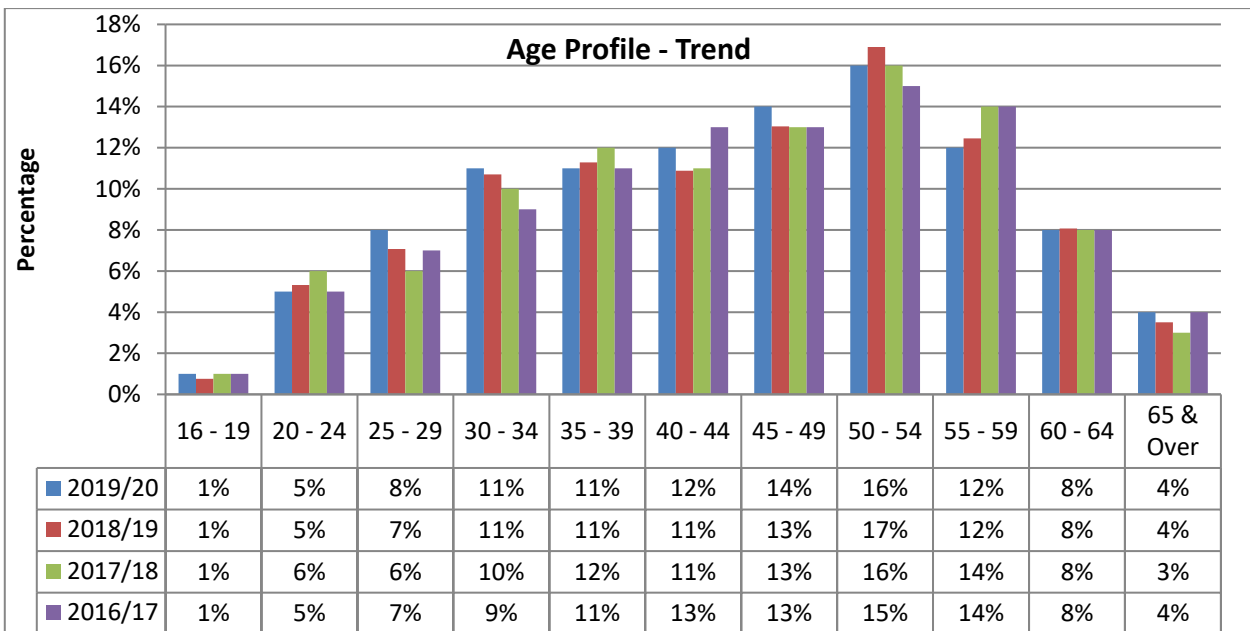
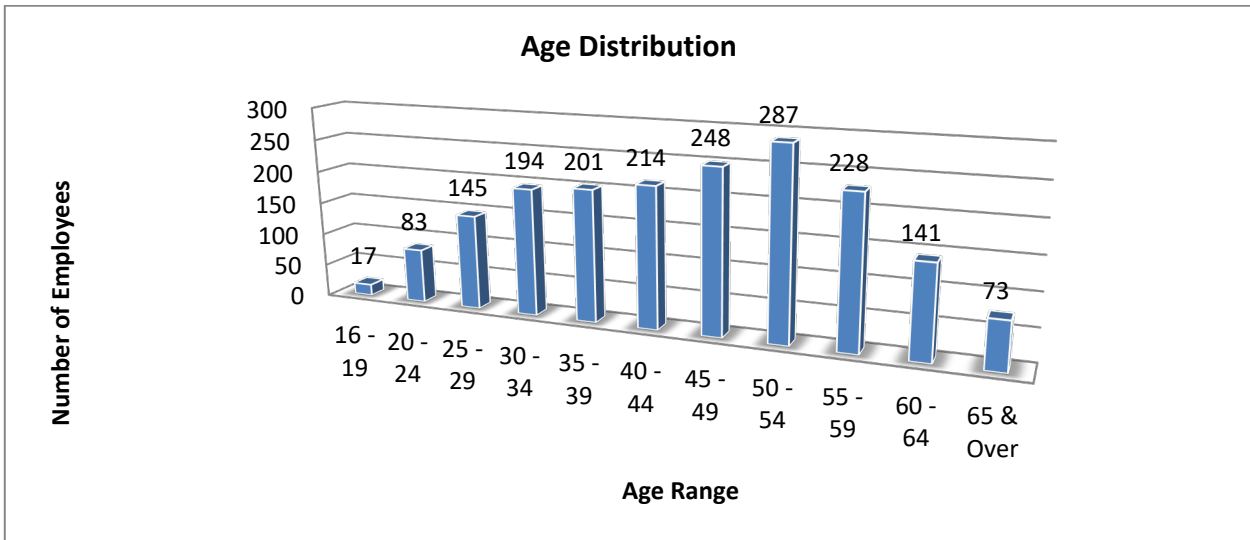
This report provides information for each of the protected characteristics, (age, ethnicity, disability, sexual orientation, religion and gender) as well as general organisation data for employees of Southend-on-Sea Borough Council.

Council Profile

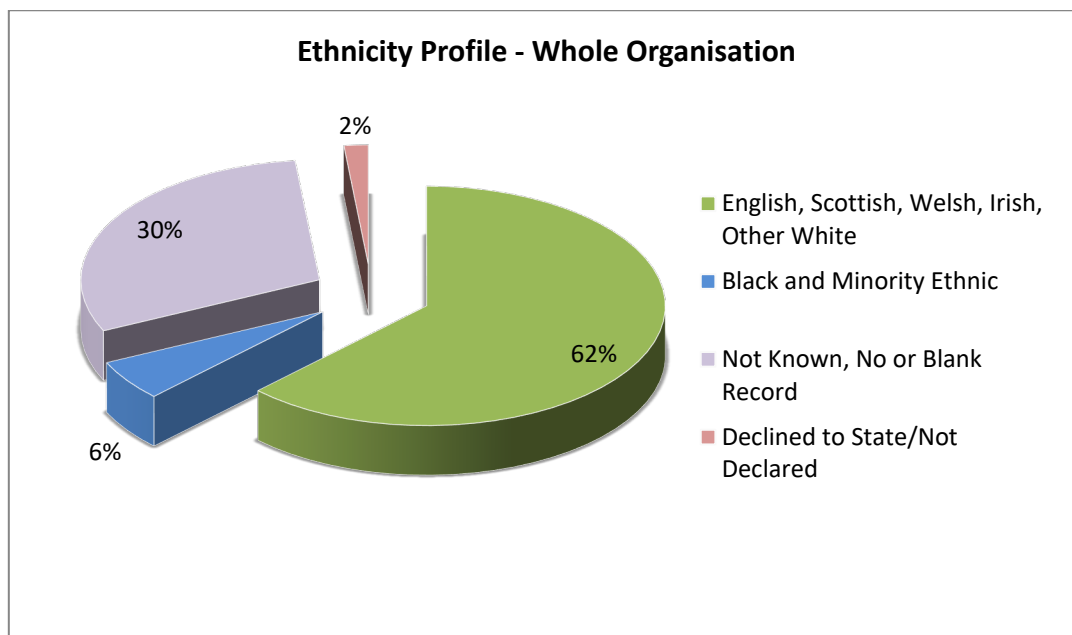
Profile for Financial Year ending March 2020:-

Employee:	2016/17	2017/18	2018/19	2019/20
Headcount	1754	1638	1708	1831
Full Time Equivalent (FTE)	1568	1424	1496	1587
Percentage Full Time	69%	74%	74%	72%

Age Distribution



Black & Minority Ethnic Background (BME)

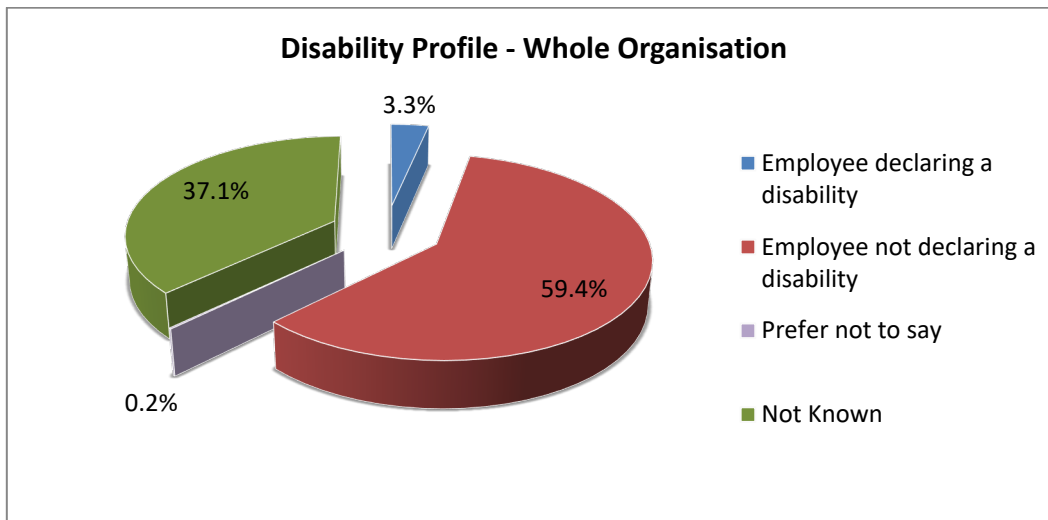


Trend	2016/17	2017/18	2018/19	2019/20
Black & Minority Ethnic	5.9%	5.5%	5.9%	5.5%

Ethnic Background	Head count
White - English	1084
White Scottish	9
White - Welsh	3
White - Irish	8
Any other white background	40
Total	1144
Mixed - White and Black Caribbean	6
Mixed - White and Black African	2
Mixed - White and Asian	11
Mixed - Any other mixed background	3
Total	22
Indian	6
Pakistani	4
Bangladeshi	5
Any other Asian background	4
Total	19
Black - Caribbean	12
Black - African	39
Black - Any other Black background	1
Total	52
Chinese	5
Any other ethnic group	3

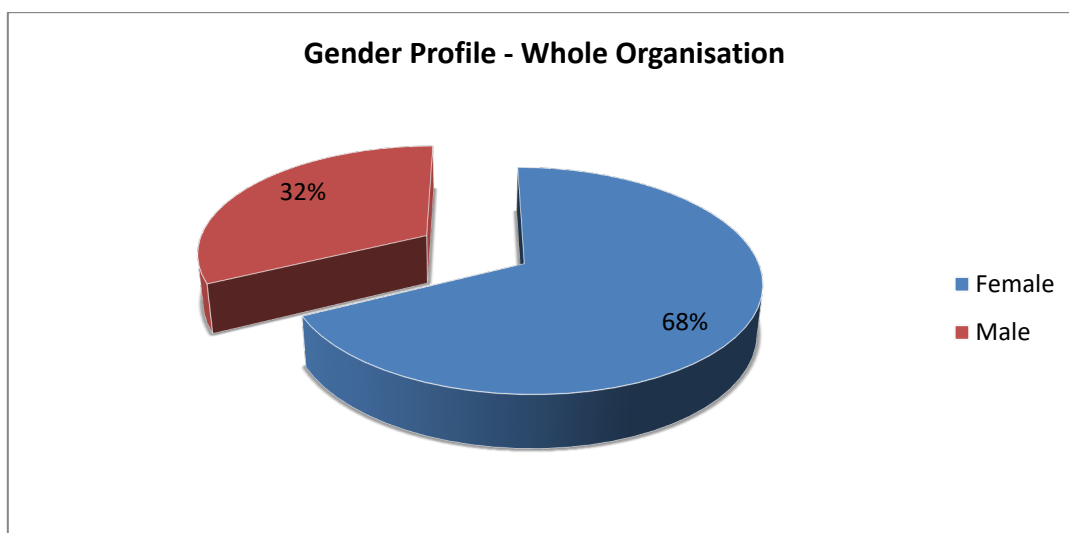
Total	8
Declined to State	30
Not Known	556
Grand Total	1831

Employees Declaring a Disability



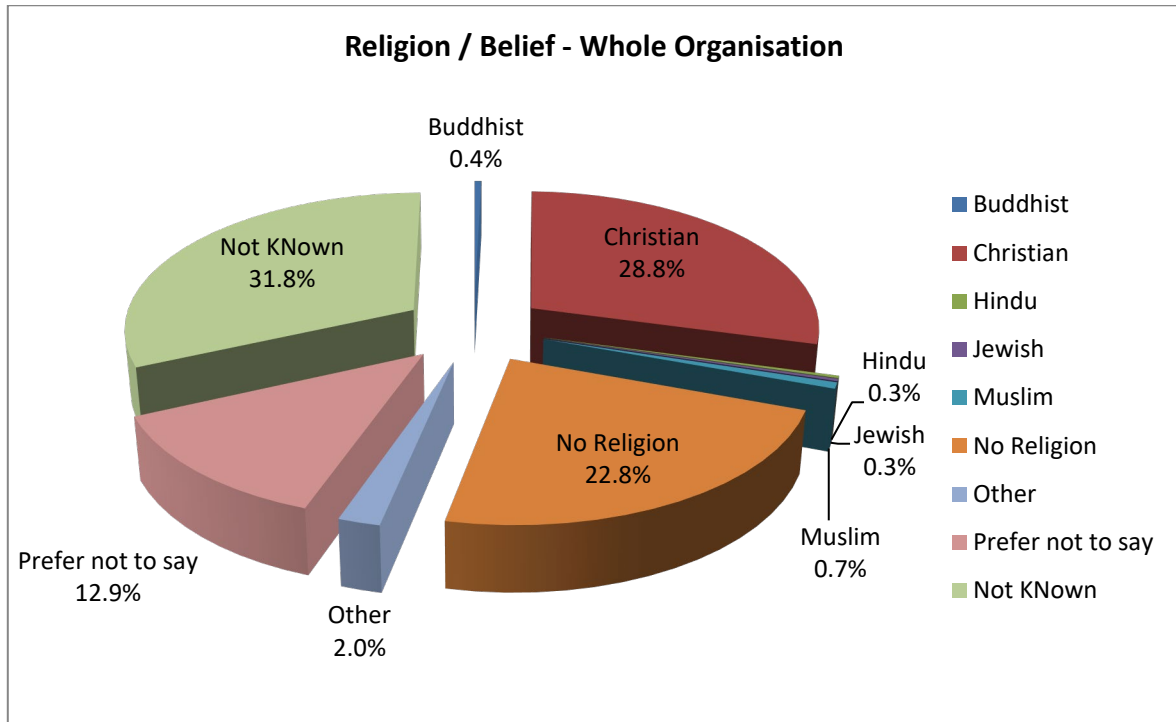
Trend	2016/17	2017/18	2018/19	2019/20
Employees disabled	3.8%	3.5	3.7	3.3

Employees by Gender



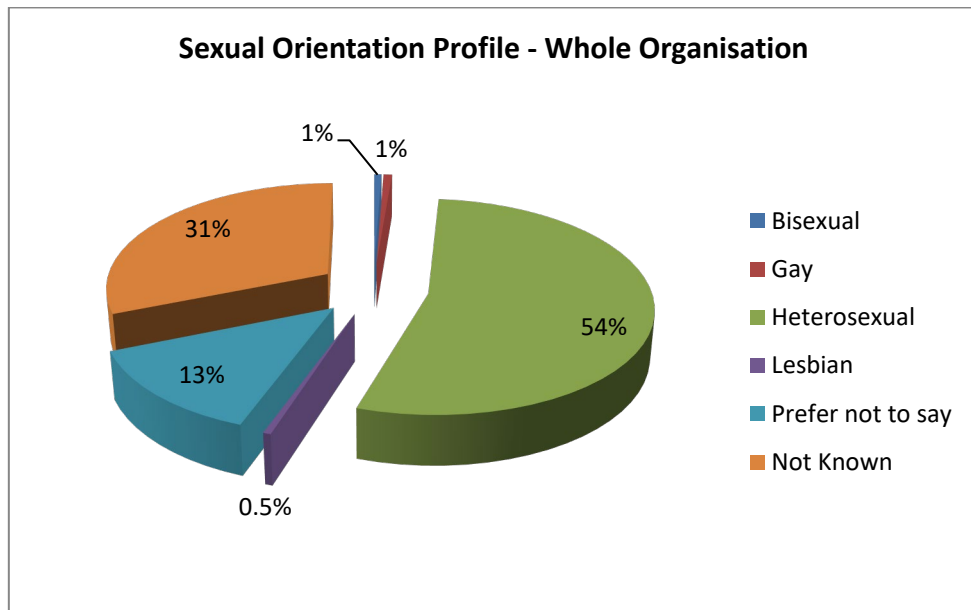
Trend	2016/17	2017/18	2018/19	2019/20
Female	67%	66%	66%	68%
Male	33%	34%	34%	32%

Employees by Religion/Belief



Religion/Belief Trend	2016/17	2017/18	2018/19	2019/20	Overall Change
Buddhist	0.6%	0.4%	0.5%	0.4%	-0.1%
Christian	34.5%	32.9%	32.1%	28.8%	-3.3%
Hindu	0.3%	0.4%	0.3%	0.3%	0.0%
Jewish	0.7%	0.4%	0.4%	0.3%	-0.1%
Muslim	0.7%	0.7%	0.9%	0.7%	-0.2%
No Religion	21.6%	23.1%	23.3%	22.8%	-0.5%
Other	2.5%	2.4%	2.1%	2.0%	-0.1%
Sikh	0	0.1%	0	0	0.0%
Prefer not to say	19.2%	16.8%	15.0%	12.9%	-2.1%
Not Known	19.9%	22.7%	25.5%	31.8%	6.9%

Employees by Sexual Orientation



- For 2019/20 **1.8%** of employees are lesbian, gay or bisexual, this is an increase of 0.3% from the previous year.

Sexual Orientation Trend	2016/17	2017/18	2018/19	2019/20	Overall Change
Bisexual	0.5%	0.5%	0.30%	0.60%	0.30%
Gay	0.7%	0.5%	0.60%	0.71%	0.11%
Heterosexual	57.8%	58.6%	57.90%	53.74%	-4.16%
Lesbian	0.5%	0.4%	0.60%	0.49%	-0.11%
Prefer not to say	21.0%	17.6%	15.90%	13.33%	-2.57%
Not Known	19.5%	22.2%	24.70%	31.13%	6.43%