Gloucestershire
COUNTY COUNCIL

Workforce Equalities, Diversity & Inclusion report

(Census date February 2022)

Stonewall
Acceptance without exception

MINDFUL EMPLOYER

disability confident EMPLOYER

We're proud to have signed up to the Race at Work Charter

Contents

Introduction

In the 2021 Workforce Equality and Diversity Report (which can be found here), Gloucestershire County Council (The Council) has continued to develop its approach with respect to our work on Equality, Diversity and Inclusion (ED&I), and we continue to make good progress towards this goal.

In 2021, the Council committed additional resources to progress this work with the addition of an OD advisor to focus on our Workforce Equality Strategy at GCC level and a Culture and Inclusion Manager in GFRS.

Another successful Stonewall Submission was completed in 2021 and this year we received a Silver Award for our commitment to the inclusion of LGBTQ+ in the workplace. An action plan has been created to address the areas of development and we have now committed to completing a submission bi-annually to allow adequate time to progress the action plan.

We have continued to review our policies and procedures to position ourselves as an inclusive employer.

The Employee Networks have continued to engage and support workforce equality projects alongside our colleagues in HR and OD. The Employee Networks provided input on this Workforce Equality Report, providing feedback on the findings, suggesting recommendations, and agreeing terminology. The County Council is aware of the discourse surrounding the term BAME and consulted our Black Workers Network who agreed to use BME for the purpose of this report.

The Council is in the second year of the three-year action plan and continues to develop actions for the future. A self-assessment against the Equality Framework for Local Government will be completed in 2022, the subsequent findings and recommendations will be used to inform future equality strategies.

The County of Gloucestershire

Gloucestershire is a diverse county and ED&I is relevant in the procurement and delivery of services to the population. In comparison to England, Gloucestershire has some additional features that impact on serving the community.

- An aging population, with a higher rate of over 65's and a net loss of young people
- A smaller BME population in comparison to England (according to Census 2011)
- Both rural and urban areas
- Areas of deprivation in contrast with other areas of significant wealth
- In competition for diverse talent with neighbouring authorities and other large employers (NHS and Central Government)

Legal Context

The Equality Act 2010 was introduced to amalgamate several different equalities legislation to broaden the scope of protections against discrimination, harassment and victimisation in the workplace and daily life. The Equality Act identifies key characteristics which are unlawful to be discriminated against.

- Age
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Disability
- Gender reassignment
- Race, including nationality, ethnic or national origin and skin colour
- Religion and belief, including the absence of religion or belief
- Sex
- Sexual Orientation

The County Council are subject the Public sector Equality Duty (PSED), within the Equality Act, which stipulates additional specific duties for public bodies including local authorities must carry out. these include:

- Publishing information that demonstrates our compliance with the Equality Duty annually
- Setting and publishing equality objectives every four years
- Consideration to how local authority policies and decisions affect those who are protected under the Equality Act

The purpose of PSED is to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. The Workforce Equality and Diversity report 2022 is produced to fulfil part of these requirements.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/85049/specific-duties.pdf

Our Data

The 2022 Workforce Equality Report has been created using data held with our personnel software with a reporting data of 1st of February 2022.

Like most similar employers, Gloucestershire County Council's equality data is not completely accurate and up to date because it optional for staff to complete. Research suggests that staff do not share their information for a range of reasons. An internal Staff Survey is conducted each year, which asks staff if they have completed their equality information and if not, we ask them to share the reasons why. In addition, requests to update information are sent via Corporate Communications.

In 2021 the County Council changed our software in relation to recruitment, the system still requires applicants to upload their equal ops data. There has been a notable decrease in data disclosed by new starters which will need to be investigated.

We are still developing the reporting tools for the system which will enable us to assess the protected characteristics against the stages of the recruitment process. The aim is to run this report every year to establish any trends.

Completion rates vary between the different protected characteristics which does impact the quality of the conclusions drawn in the report. Any recommendations made using the data in the report are intended to be proportional and therefore the disclosure rates are taken into consideration.

In the previous year we compared data across three years, and we will continue to do so, this is to support further trend analysis and may be used as a key performance indicator for ED&I initiatives.

The 2021 census by the Office for National Statistics (ONS) is not yet published therefore we will continue to compare GCC's data to the 2011 data.

Workforce Equalities Action Plan 2020-2023 - Successes in 2021/22

The Workforce Equalities Action plan was established in 2020 with SMART objectives to progress the agenda. Following on from the achievements in 2020 the county council have continued to make progress.

Resource

Following the first year of the action plan a business case was made for additional staff resource to support the delivery and oversight of the Equality, Diversity, and Inclusion strategies for the Council and in GFRS to ensure progress. This resulted in the appointment of an additional organisational development advisor to support the Council's EDI workforce strategy and the Culture and Inclusion Manager to support GFRS with their Inclusion strategy.

Learning and Development

To enhance the knowledge, skills and cultural competence of our leadership and management teams the Council commissioned additional ED&I training for both senior and line managers. Pilots for the training commenced in spring 2022, with full roll out of the training starting in May.

Stepping Up Positive Action Programme

The council recognises that there continues to be under representation of BME colleagues and those with other protected characteristics in more senior roles and therefore continued to fund for 3 places Stepping Up 2022.

Flourish Positive Action Programme

The council has worked with our partners in Integrated Care Services to support colleagues and their managers to access the Flourish Positive Action Programme.

Recruitment and Selection

Several alterations have been made to improve the recruitment selection process. Job descriptions were updated to ensure managers removed the emphasis to 'fit' in, the removal of gendered language, removing length of experience, the need for driving licence/own car and remove desirable categories. Manager's guidance was updated to encourage diverse interview panels.

Policies and Guidance

Several policies have been updated to ensure the language is inclusive. The Trans Equality policy and Transitioning at Work guidance note were introduced in 2021 to set clear standards to support staff through, during and after their transition. The Equality, Diversity and Inclusion Policy was published in 2021 to underpin the ED&I strategy and further embed an inclusive culture.

1. HR Metrics and Data Sourcing

All data is effective as at the 1st February 2022, with the reporting period being 1st February 2021 to 31st January 2022. Employees are counted once in line with usual workforce headcount reporting.

All data reported includes core staff, but excludes staff engaged on casual contracts and those staff on contracts where no mutuality of obligation exists (with the exception of on-call firefighters, who are included if they only have one contract with the council). Data excludes those staff employed in schools.

Equalities data is captured during recruitment and can be amended later by employees through SAP Employee Self Service.

HR Metric	Description
Disability	Staff within the council are asked to declare if they consider themselves to have a disability.
Pay Grade Groups	GCC's Apprenticeship Scheme salary pay scale; Local Government Services Grades 1-11 Green book; JNC Chief Officer Reward Bands; Soulbury Blue book; Gloucestershire Fire & Rescue Service Gold book; Teachers in residential schools/establishments Orange book. Other grades include staff on non-standard offscale grades.
Full-time	Full time is typically 37 hours per week.
Turnover	• Turnover is the number of leavers (within the previous 12 month period) expressed as a percentage of the headcount at the end of the 12 month period. • Voluntary turnover includes only those individuals whose permanent/fixed term contract employment ended due to resignation or retirement.
Length of service in years of permanent staff	Years are rounded to the nearest whole year.

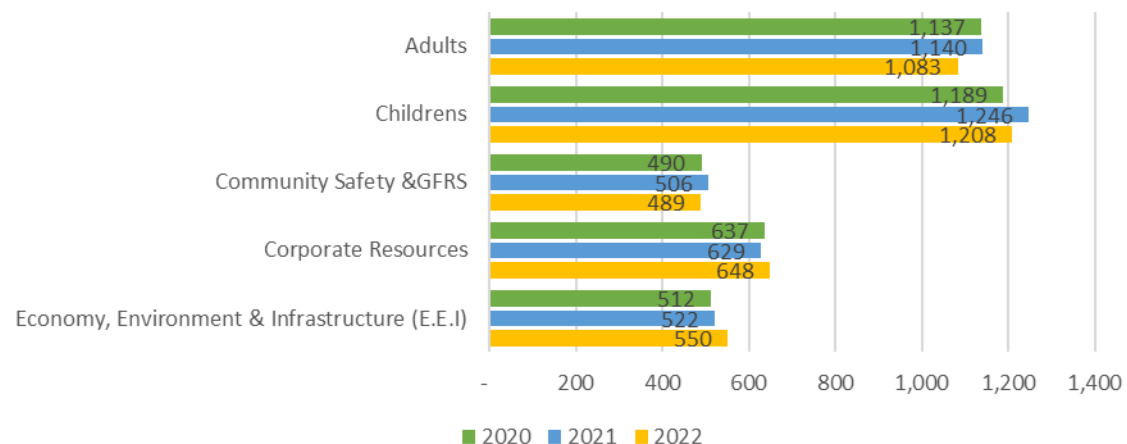| Terminology	Description
Unstated	Individual has not answered the question / provided the council with a response – effectively left the space blank
Rather not say	Individual has chosen not to disclose the information
Workforce Stated	Unless otherwise stated the % displayed for protected characteristics are as a % of those individuals who have stated their protected characteristic (this ranges between 33.79% and 83.01% of GCC employees depending on the protected characteristics).
Formal Procedures	The term formal procedure refers to the council's procedures for managing sickness absence, performance (capability) and conduct. The intention is to manage situations supportively and informally wherever possible, and the data will only be gathered where cases have moved into the formal stages of any procedure.
Training	The training tables and graphs within this report show the percentage of employees who have attended at least one of the formal training sessions or undertaken e-learning courses provided by the council (as recorded within SAP or LearnPro systems), by certain protected characteristics, compared with the proportion each protected group make up of the workforce. The data does not include formal training provided outside of the council, or informal training and development undertaken by individuals or teams within service areas.

2. Executive Summary

Key points arising from the data this year include:

➢ **The gender distribution council wide remains consistent with previous years**. The gender split between male and female headcount remains approximately 70% female and 30% male, which matches data from the 2021 and 2020 reporting. There is also a continuing trend in 2022 with an increasing number of women when compared to previous years occupying full-time posts within the council.

➢ **The age profile of the council has remained consistent with minimal changes across all age groups.** The biggest age group remains 46-55 (29.49% of the workforce). Gloucestershire County Council, like many Local Authorities across the UK, continues to have an older workforce, reflecting the demographic of the population, and the national workforce trend.

➢ **The percentage of staff who have disclosed their data for equalities groups has decreased this year in some areas.** Data completeness remains a challenge to enable better analysis and insight to support equality priorities/plans. This is particularly true for the Disability, Ethnicity, Sexual Orientation, Marriage & Civil Partnership and Religion/Belief protected characteristics. The council is actively working on ways we can encourage new starters to share their personal data and close any data gaps. With the introduction of a new recruitment system (Success Factors), we have developed the identifiers that applicants can use to tell us about their personal data and are continuing to review/develop the reporting functionality within the new system to allow reporting at each stage of the recruitment process.

➢ **6.78% of the council's workforce are from a Black, Asian or Minority Ethnic (BME) background. In comparison the estimated BME population in Gloucestershire is 4.70% (source: 2011 census data).**

➢ **In total 34.64% of the total workforce accessed at least one formal training event or e-learning course (recorded on SAP or Learn Pro) during the 12 months period, an increase compared to 28.49% last year.** Overall, the figures do not indicate a lack of access to training for any protected group.

➢ **Voluntary turnover increased to 11.5% compared to 8.8% last year, with 90.35% of all leavers leaving for voluntary reasons, either resigning or retiring**. This is similar to last year 90.31% (2021) an increased compared to 88.07% (2020) and reflects the slow down in significant organisational change that effects workforce numbers. 508 individuals left Gloucestershire County Council between 1st February 2021 and 31st January 2022.

➢ **57 employees were subject to formal procedure** action by the council during the past 12 months, which is the same figure as last year. Of the 57 employees, 42 (74%) remain employed with the council as at the 1st February 2022; 8 individuals (14%) left the council voluntarily, and 7 individuals (12%) were dismissed due to gross misconduct.

3. Workforce Overview Snapshot – Gloucestershire County Council:

The graphs below show overall council workforce headcount, length of service and voluntary turnover, formal procedure reasons, and percentage of workforce accessing training and development courses.

Headcount by Directorate - (Graph 1)

Directorate	2020	2021	2022
Adults	1,137	1,140	1,083
Childrens	1,189	1,246	1,208
Community Safety &GFRS	490	506	489
Corporate Resources	637	629	648
Economy, Environment & Infrastructure (E.E.I)	512	522	550

Formal Procedure Reasons - (Graph 2)
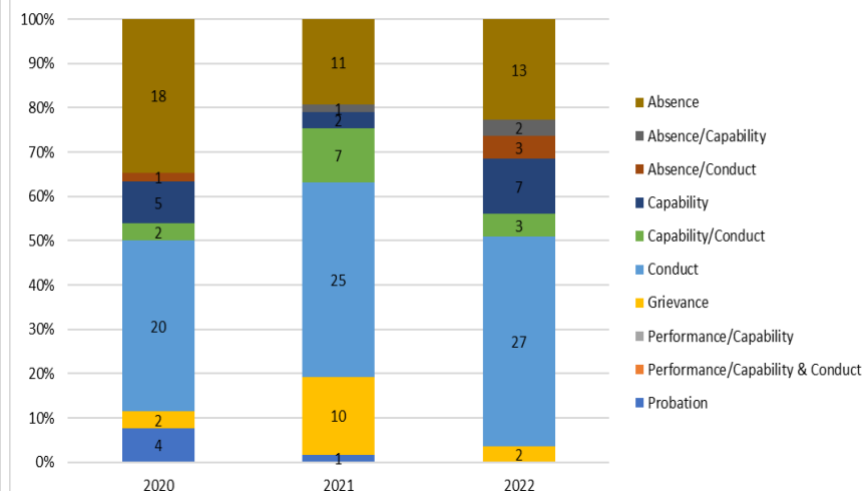
Length of Service and Voluntary Turnover - (Graph 3)

Avg. LOS: 10 (2020), 10 (2021), 10 (2022)
Voluntary Turnover: 9.3% (2020), 8.8% (2021), 11.5% (2022)
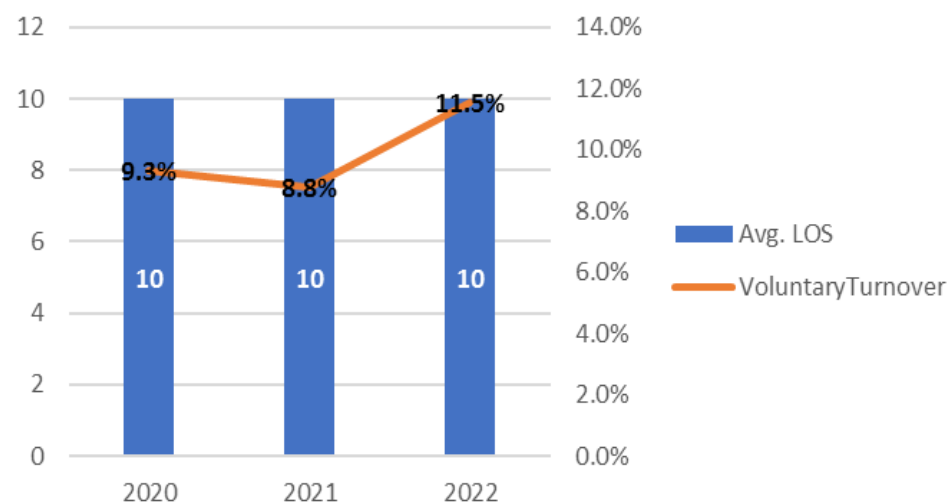
Percentage of Staff in post accessing training by Directorate - (Graph 4)

Directorate	2020	2021	2022
Adults	61.39%	57.02%	58.82%
Children	20.61%	19.34%	26.24%
Community Safety & GFRS	7.96%	7.11%	19.84%
Corporate Resources	29.36%	17.81%	29.78%
EEI	21.09%	21.65%	24.36%
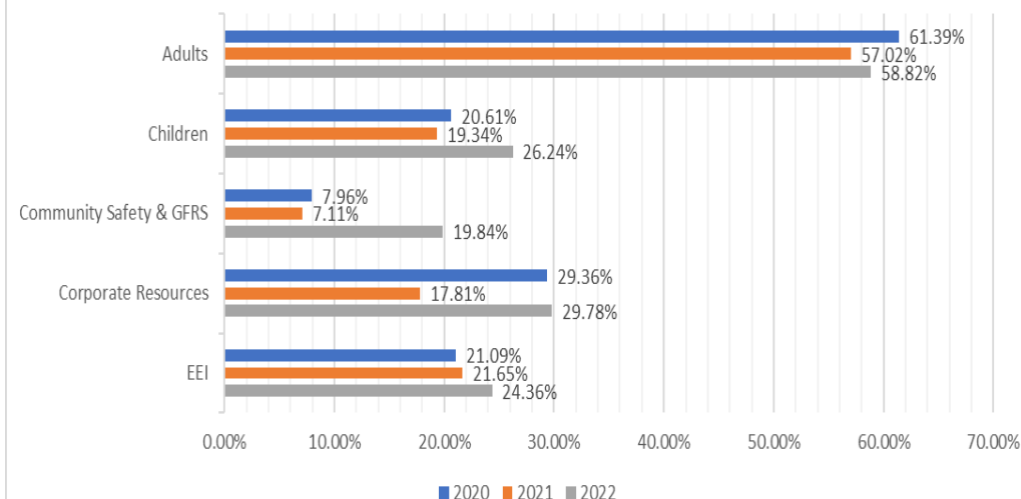
3.1 Workforce Overview Snapshot – Gloucestershire Fire & Rescue Service:

The graphs and table below show overall Gloucestershire Fire & Rescue workforce he
account broken down by fire service roles and further detailed protected characteristic breakdown of Gender, Age and Ethnicity.

GFRS Headcount by Role - (Graph 1a)
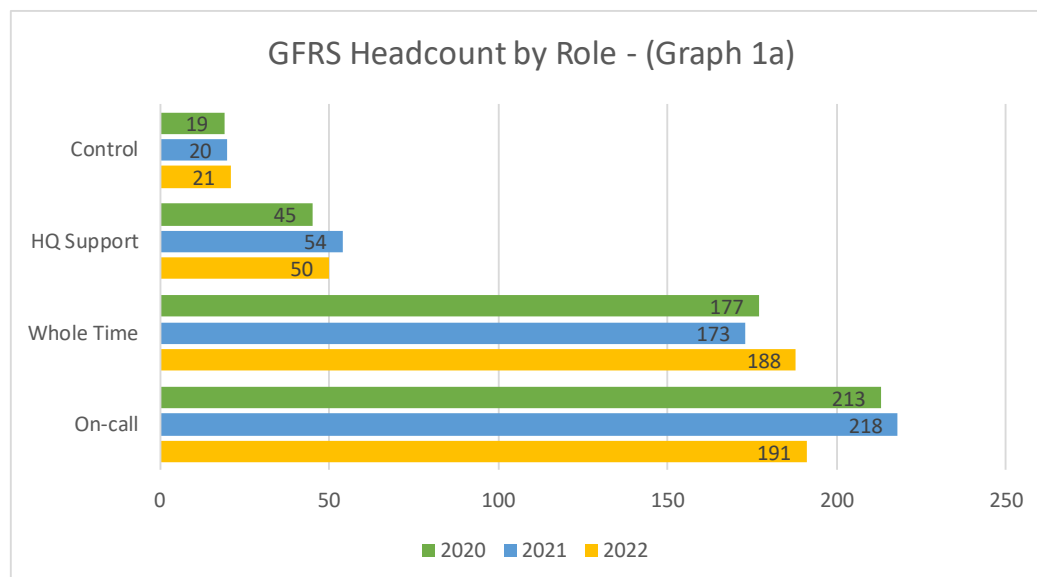
GFRS Staff in Post by Role	2020		2021		2022		YoY % Change
	Count	% of Total	Count	% of Total	Count	% of Total	
Control	19	4.2%	20	4.3%	21	4.7%	0.4%
HQ Support	45	9.9%	54	11.6%	50	11.1%	-0.5%
Whole Time	177	39.0%	173	37.2%	188	41.8%	4.6%
On-call	213	46.9%	218	46.9%	191	42.4%	-4.4%
GFRS Total	**454**	**100.0%**	**465**	**100.0%**	**450**	**100.0%**	

Percentage of GFRS Workforce - Gender - (Graph 1b)

Percentage of GFRS Staff in Post by Age (2022) - (Graph 1c)

Percentage of GFRS Workforce by Ethnicity (2022) - (Graph 1d)
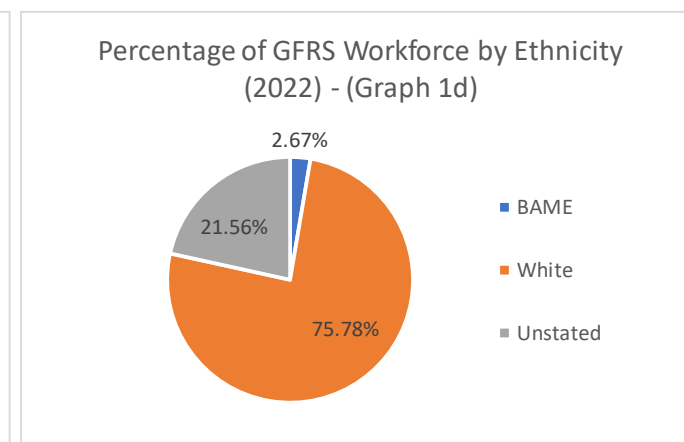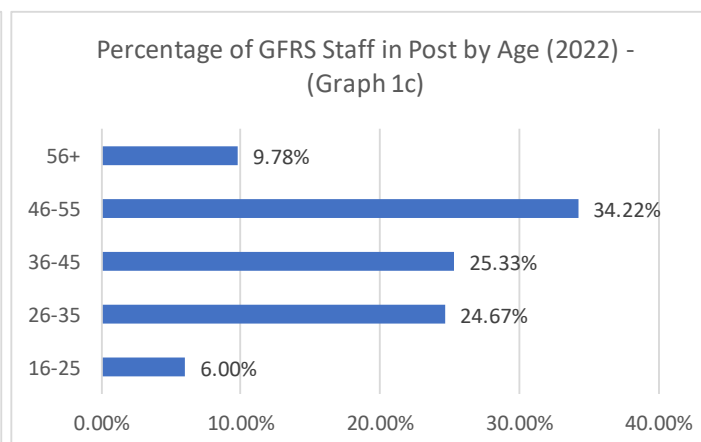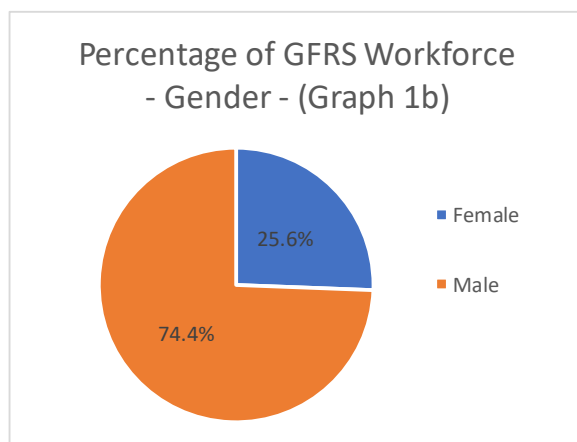
ED&I and culture change – Gloucestershire Fire and Rescue Service

Culture and Equality Diversity and Inclusion (EDI) remain a service priority and there has been ongoing progress in our work to provide equality of opportunity for all staff by:

- Delivering the objectives contained on the cultural section of the Service Improvement plan.
- Increasing our resources and capacity in the right areas to deliver equality, diversity and inclusion work across the organisation.
- Developing and maintaining training for every member of staff regarding cultural intelligence.
- Working in collaboration with other agencies and partners to access the best support and scrutiny over our plans.
- Continuing to ensure that our values and code of ethics drive everything we do.
- Continuing to enhance and develop innovative recruitment and progression practices to drive inclusivity.
- Reviewing and improving our work on positive action.
- Developing our Equality, Diversity and Inclusion (EDI) Allies to strengthen their influence on the Service.
- Increasing engagement through visible leadership and the use of our EDI Network to ensure staff have a voice in shaping the future of our Service

Training and Development

GFRS is continuing to deliver ED&I training to Firefighters including Unconscious Bias and Courageous Conversations training.

Above Difference as a partner has been fully engaged in delivering a programme of cultural intelligence to GFRS audience that will commence in November 2022. The programme is designed to facilitate and celebrate cultural differences and community engagement by combining Cultural Intelligence with Inclusive leadership, Value Driven Leadership and Culture Change Management.

ED&I Allies Group (EDIAG)

A new approach to developing and promoting Equality, Diversity & Inclusion has been adopted. This newly formed group will help improve the service culture and ED&I. The change in name from ED&I 'Champions' to 'Allies' will encourage wider understanding of the protected characteristics through intersectionality.
Allies will be instrumental in delivering three key areas of ED&I:
E - Empower (**Empowering** our colleagues service and wider community)
D – Develop (**Developing** and promoting the objectives of the improvement plan)
I – Influence (**Influencers** across GFRS and wider communities)

The Allies will Empower, Develop and Influence and enable key changes to drive the service forward to becoming more inclusive and successful.

Gloucestershire Pride

Connecting with the LGBTQ+ community has been instrumental with the recent wrap of the Pride Truck which has received a welcome for inclusion. The truck sends out a bold statement that GFRS is increasing its visibility on the rights of LGBTQ+ but share strong statement of Inclusion for recruitment and positive action.

"Speak Up If It's Not Right" – Campaign

A new focus on GFRS 'Speak up if it's not right' campaign to ensure staff members know what to do if something does not feel right. The campaign has been successful and has led to a review of the exit interview process and the service is putting in place recommendations based on feedback from those who have left the Service.

GFRS is progressing forward in confidence with a strong focus across the service on culture and ED&I celebrating the diversity, encouraging everyone to be part of the conversation, understanding cultural intelligence and strengthening community engagement across Gloucestershire communities.

4. Gender (part 1)

- Male and Female Headcount has remained consistent with previous years with no real change across the council and between Directorates.

- Gloucestershire council has a higher proportion of female staff (69.78%) when compared to the overall population of Gloucestershire (51%).

- There is a continuing trend with the percentage of full-time female staff increasing.

% of FT/PT Headcount in Post by Gender (Female) - (Graph 6)

Percentage of Workforce - Gender - (Graph 5)

% of FT/PT Headcount in Post by Gender (Male) - (Graph 7)

Gender Split of Staff in Post by Directorates - (Graph 8)

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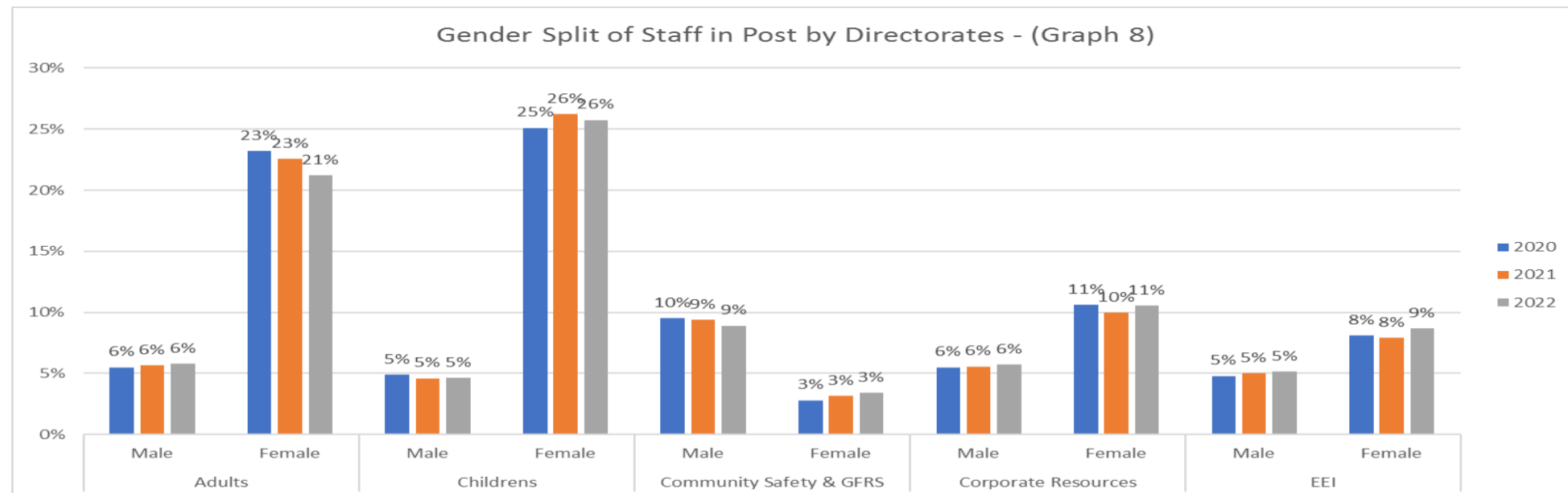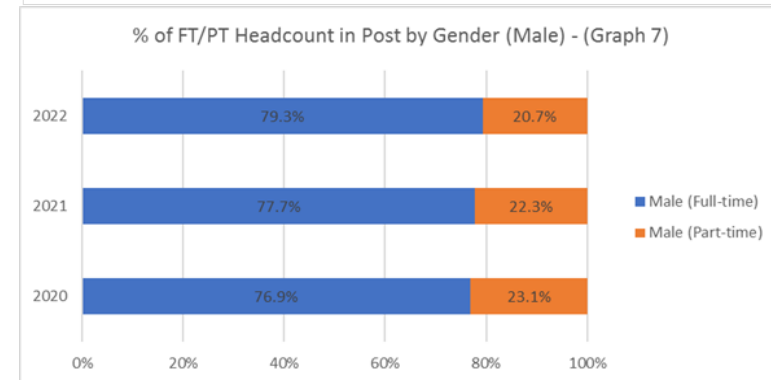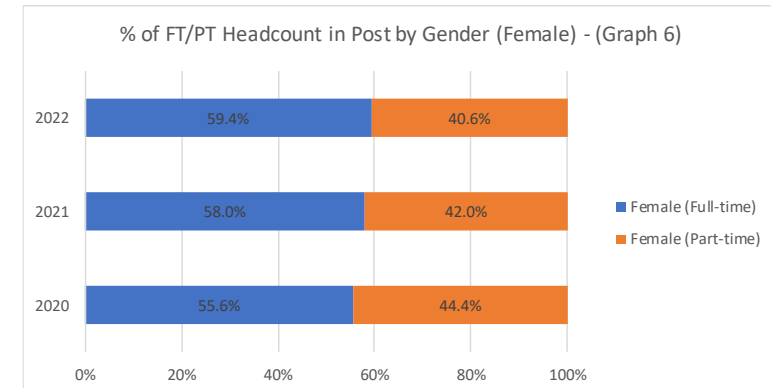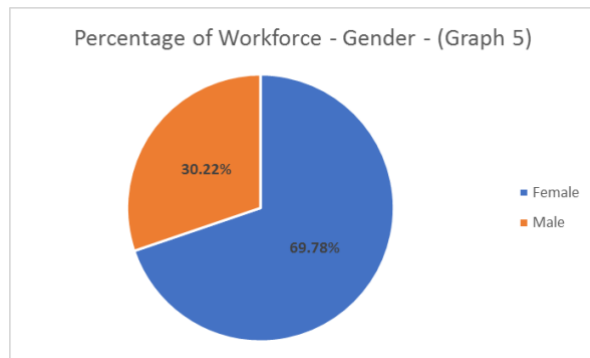
Gender (part 2)

- The gender split for formal procedures during the reporting period is higher for male staff 39% (22 employees) and lower for female staff 61% (35 employees), compared to the workforce gender breakdown, male (30%) and female (70%).

- Turnover has increased for both females and males. However, the average years length of service has remained the same compared to previous years.

- A higher proportion of female employees (76.34%) have accessed training over the past 12 months compared to 23.66% male employees. However, a high proportion of our training focuses on frontline social care employees, and employees in those areas are predominantly female.

Voluntary turnover by Gender - (Graph 9)

Formal Procedure - Gender - (Graph 11)

Percentage of workforce accessing training & development - Gender - (Graph 10)
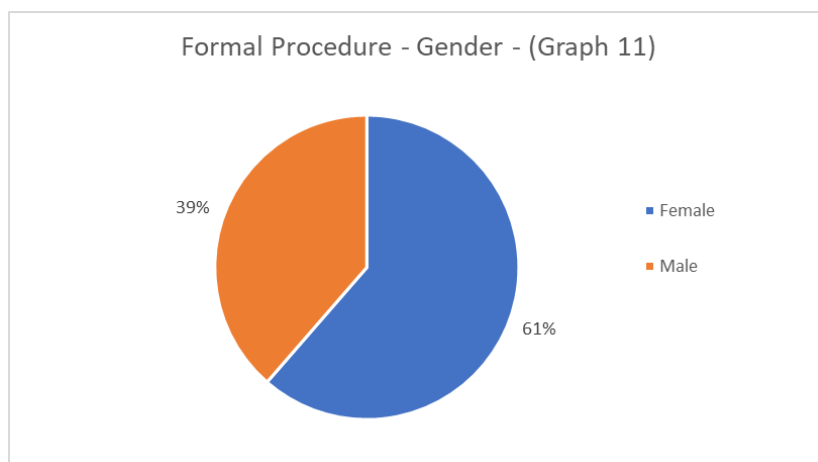
Table 2:

Protected Characteristic - Gender	2020	2021	2022
	Average Years length of service		
Male	10	10	10
Female	10	10	10
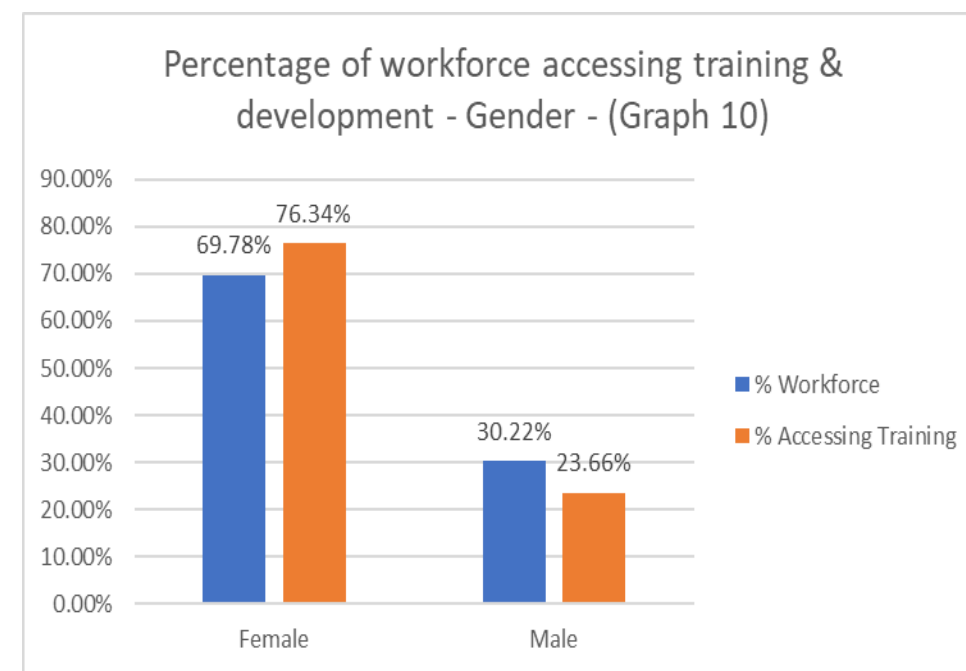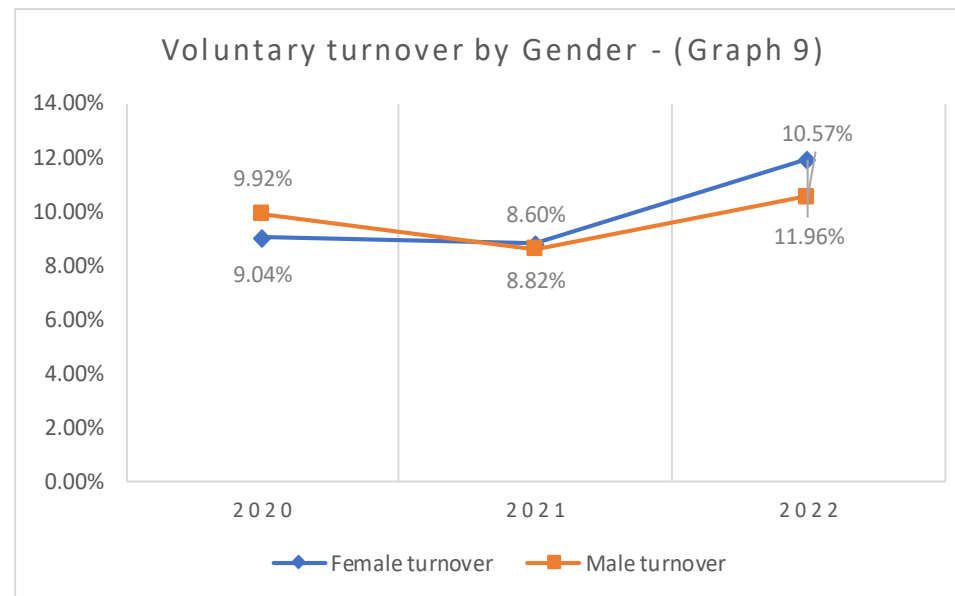
5. Gender diversity

We have employees who have declared themselves transgender. As with last year this figure is low and disclosing the data in this report could lead to the identification of individuals, which would not be legal.

Gloucestershire County Council is committed to providing an inclusive, productive, comfortable, supportive and, most importantly, safe environment for transgender employees, before, during and after transition.

In 2018 we implemented a new Transgender Policy following consultation with our Prism network. We have also worked in collaboration with Stonewall and are now reviewing the language within our policies during the rolling review programmes to ensure that language used is gender neutral where appropriate. Guidance for managers and staff around support through transition and for non-binary and gender fluid employees was published in July 2020.

Following feedback from Stonewall Index Review and staff we are looking to alter the wording of our questions that aim to capture gender diversity in our staff systems.

Estimates of gender variant people (individuals who identify as a gender other than their natal gender) over the age of 16 in Gloucestershire is estimated at between 0.6% and 1%. (Source: Gender Identity Research and Education Society (2011) The Number of Gender Variant People in the UK – Update 2011 applied to Mid 2018 Population Estimates ONS for people aged 16 and over).

6. Age (part 1)

- There has been a slight decrease in the proportion of younger workers employed within the organisation (24.54% 2022, 16-35 Age brackets) when compared to previous years (24.66% 2021) and (23.81% 2020). However, 48.07% of new starters are within the 16–35 Age bracket, and 66.83% of this group are employed on permanent contracts with the council.

- The average (mean) age is 46 years old; the median age is 47 years old.

- In comparison to the age profile of the organisation, the proportion of formal cases is higher in four of the five age bracket categories, the exception being the 26-35 age bracket where the percentage is lower (5.26%). This can be explained by the higher number of sickness absence and dismissal for ill health retirements at the older age brackets.

New Starters by % Age and % Contract type - (Graph 12)

	56+	46-55	36-45	26-35	16-25
Permanent	5.31%	14.25%	16.43%	21.26%	10.87%
Fixed Term	3.14%	6.28%	6.52%	7.25%	8.70%

Percentage of Staff in Post by Age (2022) - (Graph 15)

- 56+: 24.6%
- 46-55: 29.5%
- 36-45: 21.3%
- 26-35: 18.7%
- 16-25: 5.8%
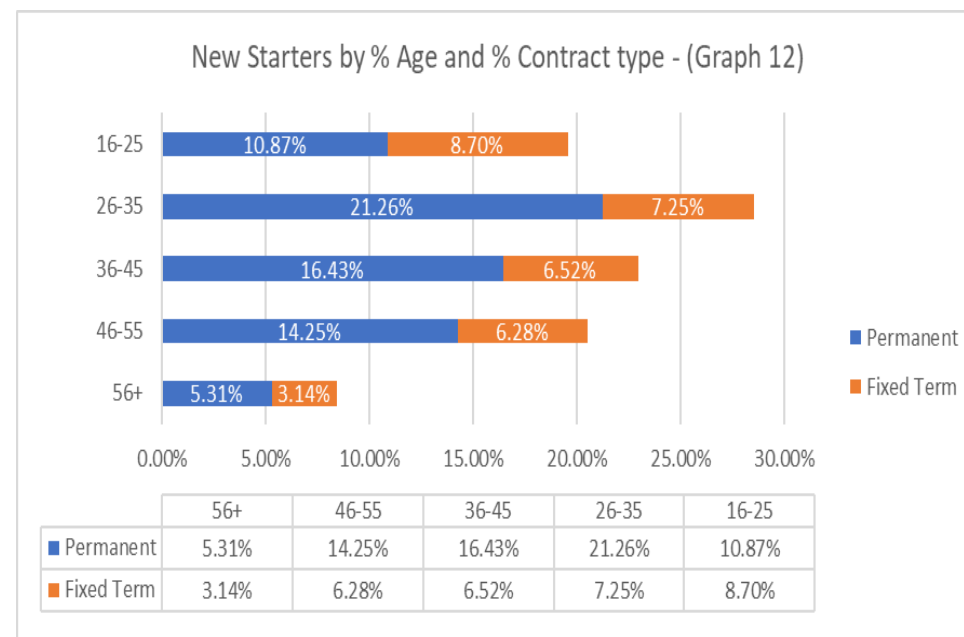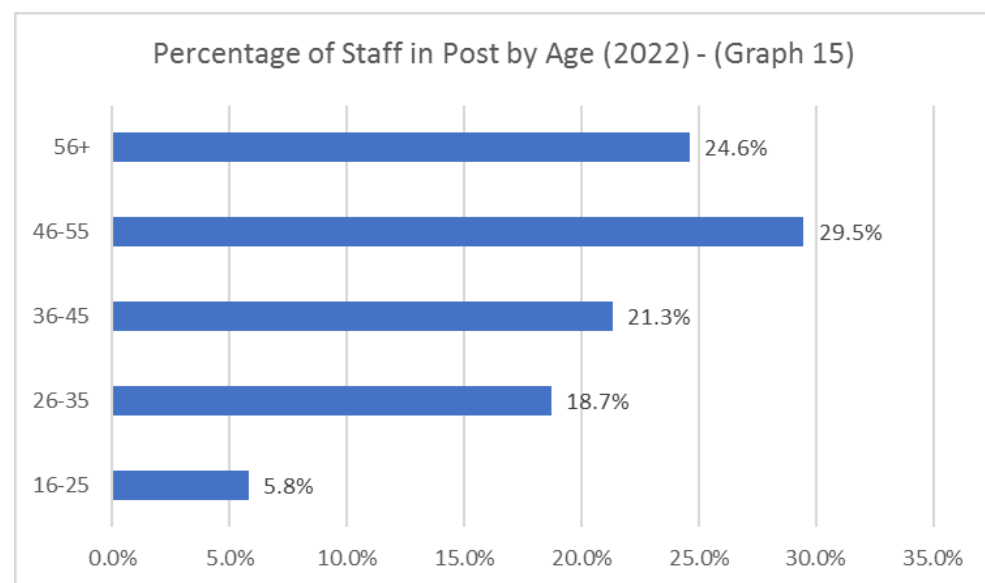
Table 3:

Protected Characteristic - Age	Percentage of Workforce	Formal Procedures by Age
16-25	5.81%	7.02%
26-35	18.73%	5.26%
36-45	21.34%	22.81%
46-55	29.49%	33.33%
56+	24.64%	31.58%

Formal Procedure - Age - (Graph 13)

- 16-25: 4
- 26-35: 3
- 36-45: 13
- 46-55: 19
- 56+: 18
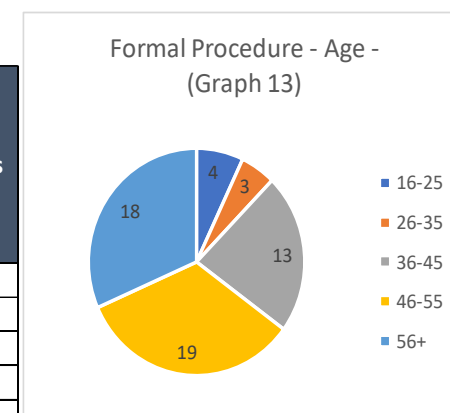
Age (part 2)

- Voluntary turnover within the 3 lower age brackets (spanning 16 to 45) has increased compared to last year, however the 2 upper age brackets (spanning 46 to 56+) have decreased. This may indicate that younger workers are more likely to accept short term contracts and may seek this type of arrangement rather than holding out for the traditional 'job for life' or are in apprenticeship roles, that was seen to exist in previous generations.

- In the upper age bracket (56+) retirement was the most common leaving reason. This is likely to be due to individuals wishing to preserve their pension by remaining with the same employer as they get older.

- The proportion of staff accessing training is generally in line with the age profile of the council's workforce staff, however the exception being within the 46-55 age bracket where a slightly higher proportion of staff have accessed training (33.24%) compared to the age profile of the organisation (29.49%).

Table 4:

Protected Characteristic - Age	Percentage of Workforce	Percentage Accessing Training
16-25	5.81%	5.59%
26-35	18.73%	16.98%
36-45	21.34%	20.61%
46-55	29.49%	33.24%
56+	24.64%	23.58%

Voluntary Turnover as a percentage of Age Group - (Graph 16)

Percentage of Staff accessing training by Age - (Graph 17)
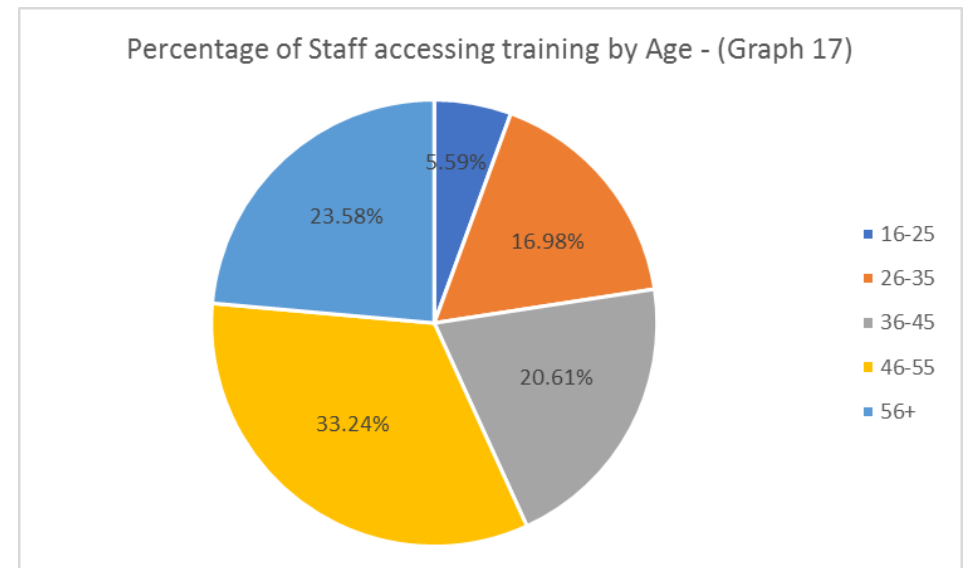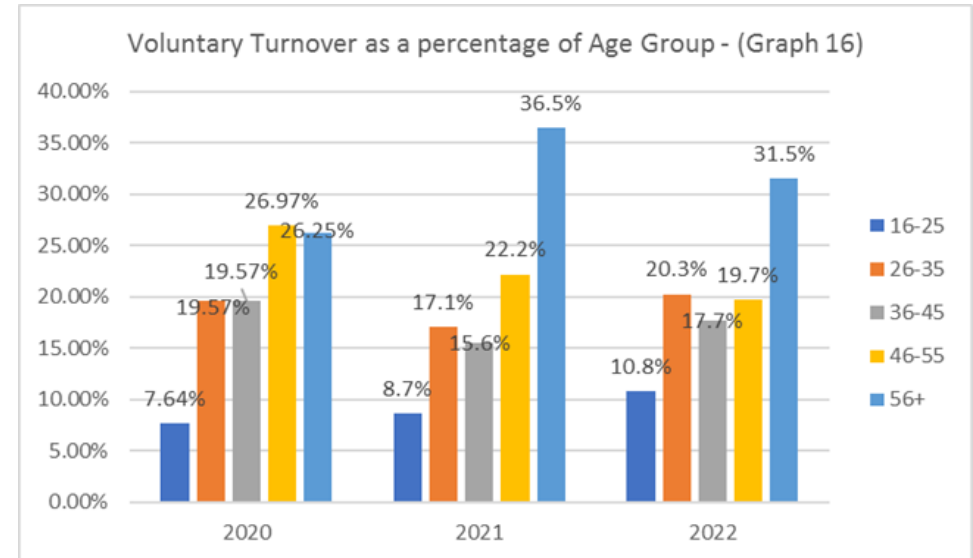
7. Ethnicity (part 1)

- The majority of the workforce (83.01%) have declared their Ethnicity.

- The proportion of workers from a BME background (6.78%) has increased slightly compared to the last 2 years (6.53%, 2021) and (6.29%, 2020), and with 6.04% of new starters being from a BME background.

- The council employ a higher proportion (6.78%) of BME staff when compared to the population demographic of the County of Gloucestershire overall (4.70%)

- 89.16% declared as being White British. Gloucestershire county as a whole is 91.60% White British.

Percentage of Workforce by Ethnicity (2022) - (Graph 19)

Percentage of Workforce by Ethnicity - (Graph 18)

Starters and Leavers by Ethnicity - (Graph 20)
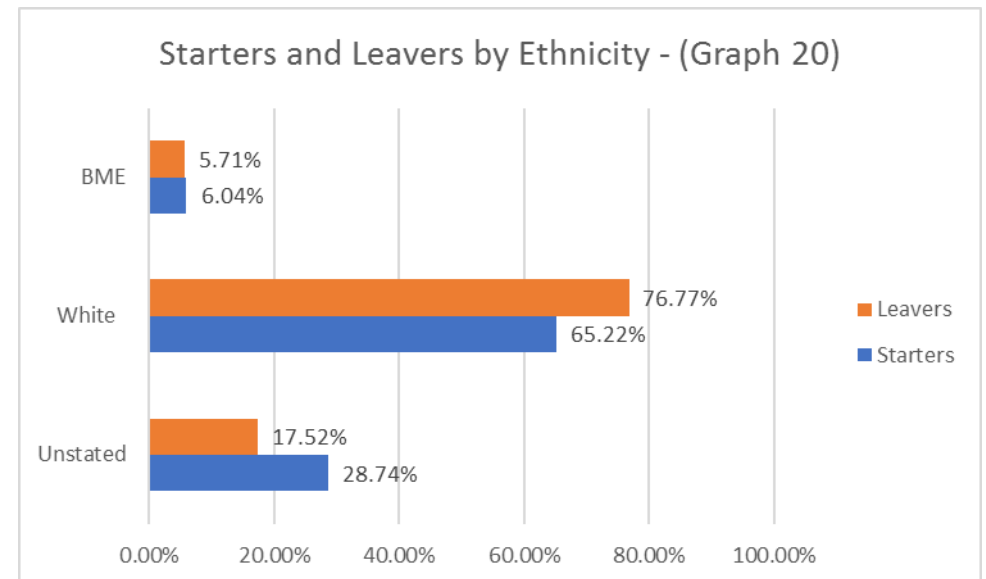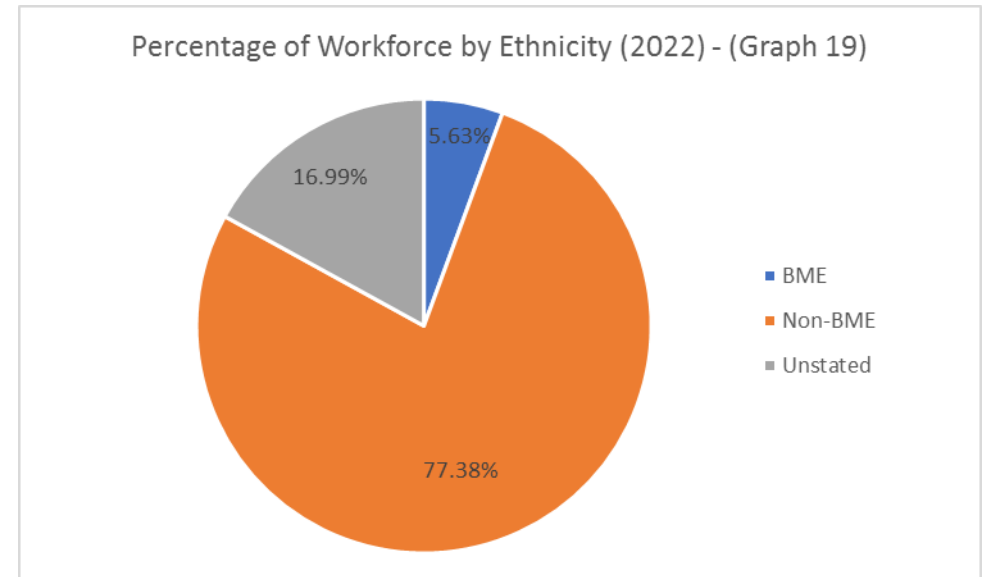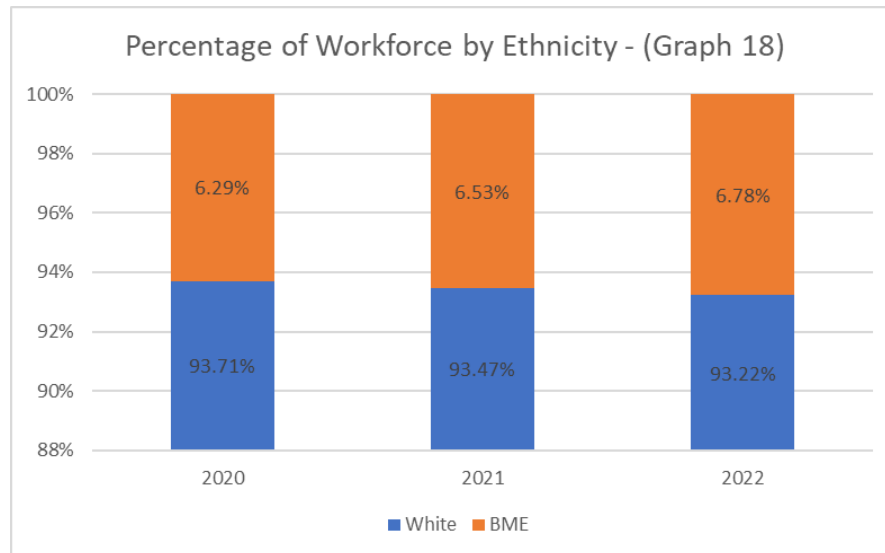
Ethnicity (part 2)

- The average years length of service across the ethnic profile of the workforce has remained the same compared to previous years.

- The proportion of formal procedures for BME employees (8, 16.33%) is higher compared to the proportion of BME employees in the workforce (6.78%), particularly in relation to employees who have stated their ethnicity as Black. However, it should be noted that percentages in relation to formal procedure are based on a relatively low number (57).

- The ethnic profile of those accessing formal training is mostly reflective of the overall workforce.

Table 5:	2020	2021	2022
Protected Characteristic - Ethnicity	Average Years length of service		
Asian	8	8	9
Black	8	8	8
Mixed	8	9	9
Other	13	14	13
White	11	11	10
Grand Total	11	11	10

Table 6

Protected Characteristic - Ethnicity	Percentage of Workforce	Percentage accessing training
BME	5.63%	5.52%
White	77.38%	80.70%
Unstated	16.99%	13.79%

Formal Procedure - Ethnicity - (Graph 21)
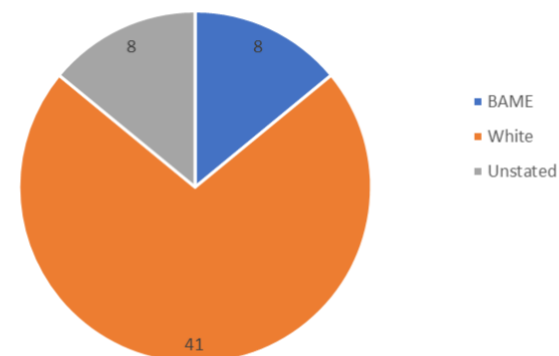
Protected Characteristic - Ethnicity	Percentage of Workforce	Formal Procedures by Ethnicity
BME	6.78%	16.33%
White	93.22%	83.67%
Workforce stated	83.01%	85.96%

Percentage of staff accessing training by Ethnicity - (Graph 22)
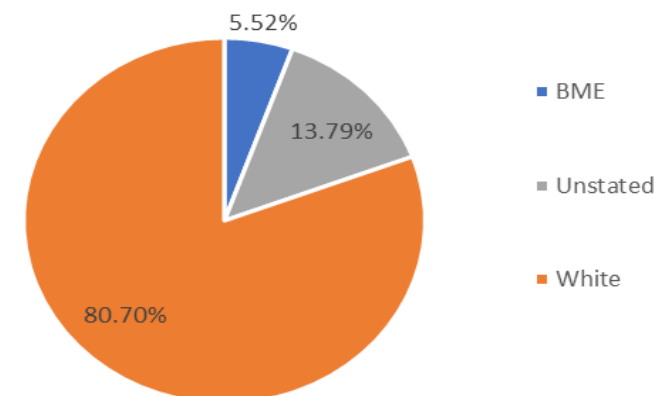
8. Disability (part 1)

- The percentage of employees who declared a disability is 5.38%, this is a slight increase compared to 5.15% last year (2021), and 4.74% the previous year (2020).

- Compared to the population of the county (16.71%), the proportion of employees declaring a disability is lower (5.38%).

- The average years length of service of employees who declared a disability has remained the same compared to previous years.

Workforce versus Population of Glos - (Graph 23)

Disabled: Percentage of Workforce 5.38%, Population of Gloucestershire 16.71%

Not Disabled: Percentage of Workforce 94.62%, Population of Gloucestershire 83.29%

Percentage of Workforce by Disability (2022) - (Graph 25)

- Disabled: 4.10%
- Not Disabled: 72.10%
- Unstated: 23.81%
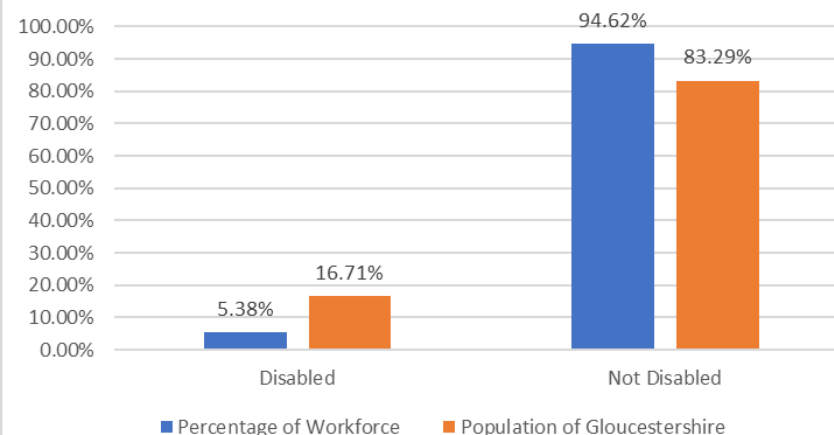
Staff in post by Directorate - Disability - (Graph 24)

Directorate	Not Disabled	Disabled
Adults	91.10%	8.90%
Childrens	96.07%	3.93%
Community Safety & GFRS	96.55%	3.45%
Corporate Resources	96.15%	3.85%
EEI	95.92%	4.08%

Table: 7

Protected Characteristic - Disability	2020	2021	2022	YOY Change
	Average Years length of service			
Disabled	11	11	11	0
Not Disabled	11	11	11	0
Unstated	5	5	5	0
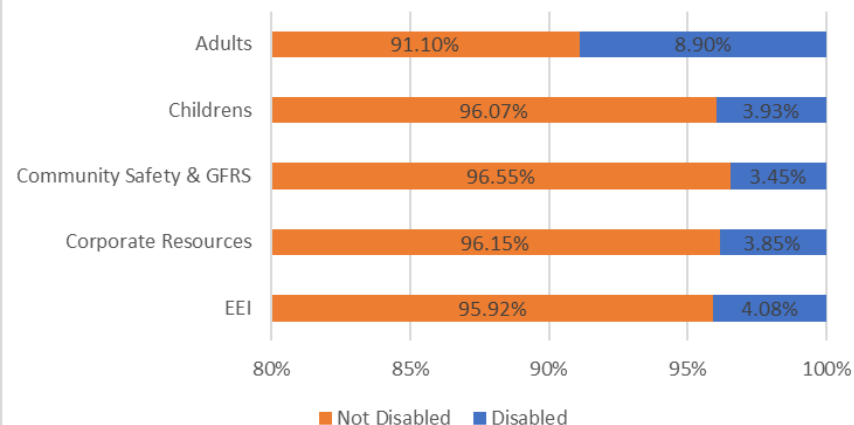
Disability (part 2)

- Overall, 50.48% of all new starters declared if they have a disability, this is a slight increase compared to 50.12% last year. 5.74% of all new starters declared that they have a disability, which is a slightly higher proportion than our overall workforce demographic percentage of the workforce 5.38%.

- Overall, 75.59% of leavers declared if they have a disability. 3.65% of all leavers identified as disabled.

- The proportion of formal procedure cases involving employees who have declared a disability (2, 4.44%) is lower than the proportion in the workforce (5.38%); and is a lower proportion when compared to last year (3, 7.50%). It should be noted that percentages in relation to formal procedure cases are based on a relatively low number (57).

- The proportion of disabled employees accessing training courses (4.80%) is slightly lower than the percentage of the workforce who have declared a disability (5.38%). We will continue to try to ensure that formal training is accessible for all regardless of disability.

Starters and Leavers by Disability - (Graph 26)

Table 8

Protected Characteristic - Disability	Percentage of Workforce	Formal Procedures by Disability
Disabled	5.38%	4.44%
Not Disabled	94.62%	95.56%
Workforce stated	76.19%	78.95%

Formal Procedure - Disability - (Graph 27)
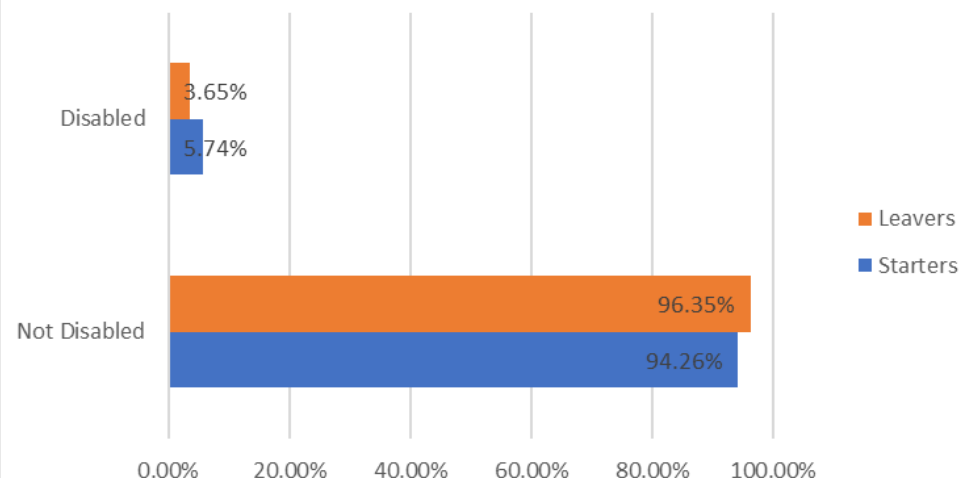
Percentage of staff accessing training by Disability - (Graph 28)
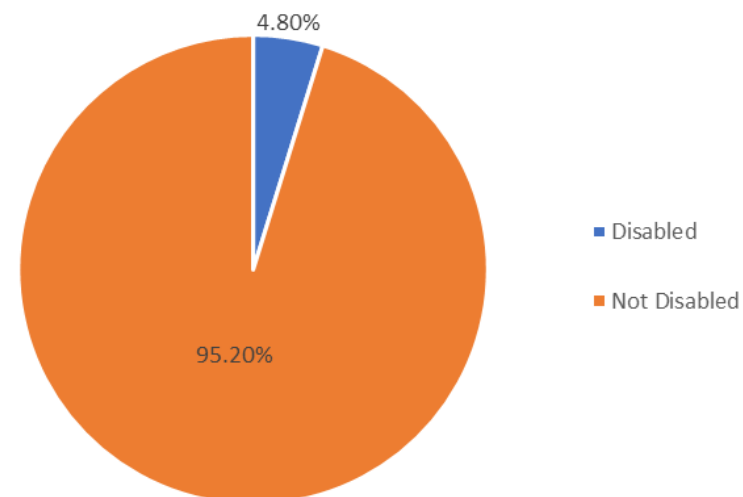
9. Sexual Orientation (part 1)

- 52.06% of staff have disclosed their sexual orientation (within SAP ESS), compared to 54.59% last year (2021), and 51.65% in 2020.

- 4.24% of staff have identified as Bi-sexual, Gay and Lesbian. This is slightly lower when compared to the population of Gloucestershire (5-7%) and ONS people aged 16 and over (2.7%).

- 86.48% of staff identify as heterosexual.

- Although there has been a significant decrease in the number of new starters disclosing their sexual orientation (36.71% compared to 74.22% last year) the sexual orientation groupings have remained broadly similar during the last three years.

Staff in post by Directorate - Sexual Orientation - (Graph 30)

Percentage of Workforce by Sexual Orientation (2022) - (Graph 29)

New Starters by Sexual Orientation - (Graph 31)
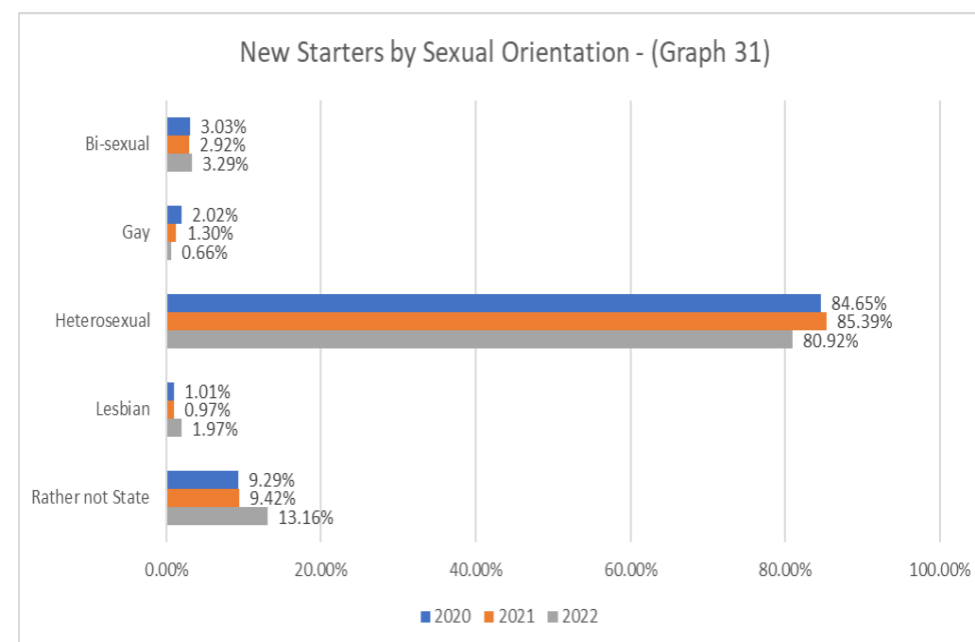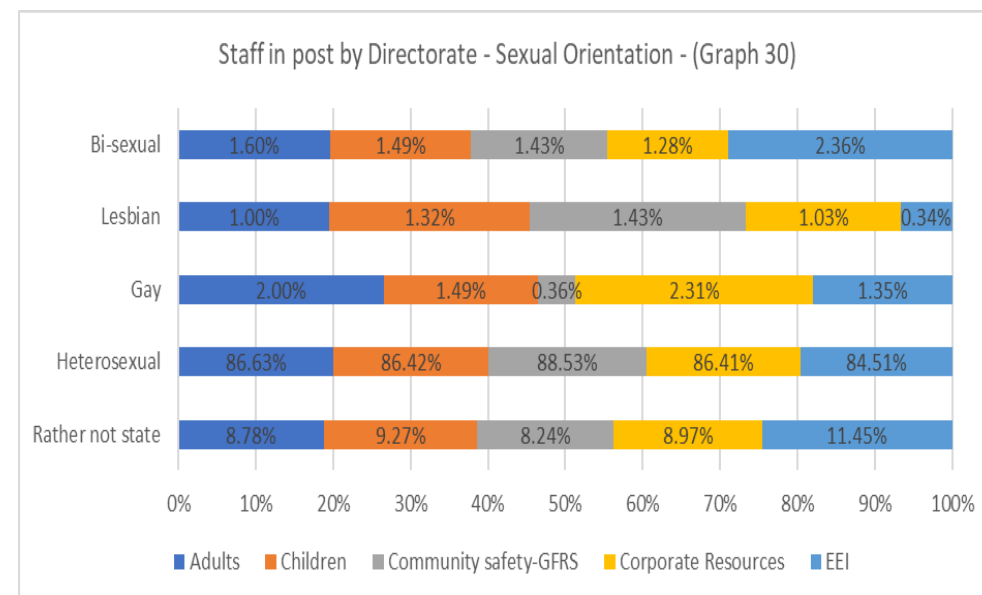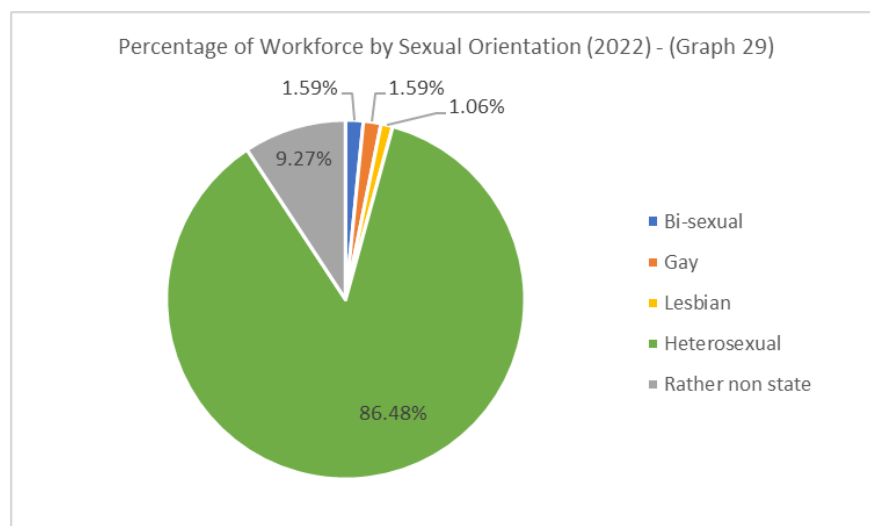
Sexual Orientation (part 2)

- The average years length of service has increased for all sexual orientations. Those who have not declared their sexual orientation (unstated) have the highest average years length of service when compared to the other groups.

- The proportion of staff of each sexual orientation accessing training courses generally reflects the proportion of the workforce as a whole.

- It should be noted that percentages in relation to formal procedures are based on a relatively low number (57).

Table 9:

Protected Characteristic - Sexual Orientation	2020	2021	2022	YOY Change
	Average Years length of service			
Bi-sexual	3	3	4	33%
Gay	6	7	8	14%
Heterosexual	7	7	8	14%
Lesbian	6	6	8	33%
Rather not state	13	9	9	0%
unstated	9	14	13	-7%
Council Total	10	10	10	0%

Voluntary Turnover percentage by Sexual Orientation - (Graph 32)

Percentage of staff accessing training by Sexual Orientation - (Graph 33)

Formal Procedure - Sexual Orientation - (Graph 34)

Protected Characteristic - Sexual Orientation	Percentage of Workforce	Formal Produres by Sexual Orientation
Bi-sexual	1.50%	0.00%
Gay	0.37%	7.14%
Lesbian	1.50%	3.57%
Heterosexual	88.01%	82.14%
Rather not state	8.61%	7.14%
Workforce stated	59.33%	49.12%

10. Marriage & Civil Partnership (part 1)

- 43.19% of the workforce have disclosed their Marriage and Civil Partnership status, which has increased compared to last year (41.01%, 2021). 33.88% of the workforce indicated their marital status, with a further 9.31% stating that they would rather not state their marital status.

- Although there has been a decrease in the number of new starters disclosing their marital status (57.73% compared to 61.20% last year) the marriage and civil partnership groupings have remained broadly similar during the last three years.

- The average years length of service has increased year on year within 3 of the 6 marital status groupings (Separated 40%; Single/Never Married 25%; and Widowed 11%).

Percentage of Workforce by Marriage & Civil Partnership - (Graph 35)

Table 10:

Protected Characteristic - Marriage & Civil Partnership	2020	2021	2022	YOY Change
	Average Years length of Service			
Divorced/Dissolved Civil Partnership	14	15	15	0%
Married/Civil Partnership	10	10	10	0%
Rather not state	5	5	5	0%
Separated	8	5	7	40%
Single/Never Married	4	4	5	25%
Widowed	10	9	10	11%
Unstated	11	11	12	9%
Council Total	10	10	10	0

Staff in post by Directorate - Marriage & Civil Partnership - (Graph 36)

New Starters by Marriage & Civil Partnership - (Graph 37)

Marriage & Civil Partnership (part 2)

- 43.36% of voluntary turnover leavers disclosed their marital status. The proportion declaring as Married/Civil Partnership has been consistently higher when compared to other marital status groupings.

- It should be noted that percentages in relation to formal procedures are based on a relatively low number (57).

- The proportion of staff accessing training courses and who have disclosed their marital status, generally reflects the proportion of the workforce as a whole.

Percentage of staff accessing training by Marriage & Civil Partnership - (Graph 40)

Voluntary Turnover percentage by Marriage & Civil Partnership - (Graph 38)
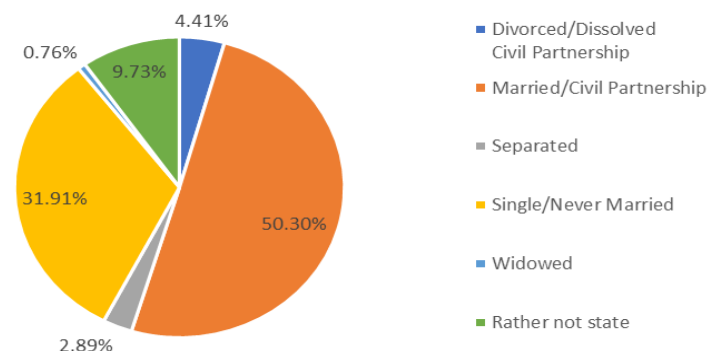
Formal Procedure - Marital Status - (Graph 39)
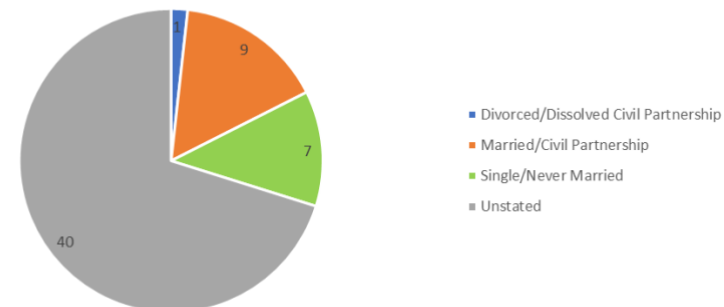
Protected Characteristic - Marriage & Civil	Percentage of Workforce	Formal Produres by Marriage & Civil Partnership
Divorced / Dissolved Civil Pa	4.66%	5.88%
Married / Civil Partnership	50.12%	52.94%
Separated	2.50%	-
Single / Never Married	32.77%	41.18%
Widowed	0.64%	-
Rather not state	9.31%	-
Workforce Stated	43.19%	29.82%

11. Religion and Belief (part 1)

- 33.79% of the workforce have disclosed their Religion and Belief, which is a slight increase compared to last year (32.20%, 2021). 29.91% of employees have declared their religious belief, with a further 3.87% stating that they would rather not state their Religion and Belief.

- Of those staff who have chosen to disclose their religion and belief, a lower proportion are Christian (40.77%) and higher proportion have stated no religion (42.63%) compared to the population demographic of Gloucestershire County overall (63.50% and 26.70% respectively).

- The average years length of service YOY change has decreased for those staff declaring their Religion/Belief as Hindu.

- 45.17% of new starters disclosed their Religion and Belief, compared to 51.05% last year, a 5.91% decrease.

Percentage of Workforce by Religion & Belief - (Graph 41)

0.82%
1.93% 11.46%
40.77%
42.63%
0.52%
1.71% 0.15%

Buddhist
Christian
Hindu
Jewish
Muslim
None
Other
Rather Not Say

Staff in post by Directorate - Religion & Belief - (Graph 42)
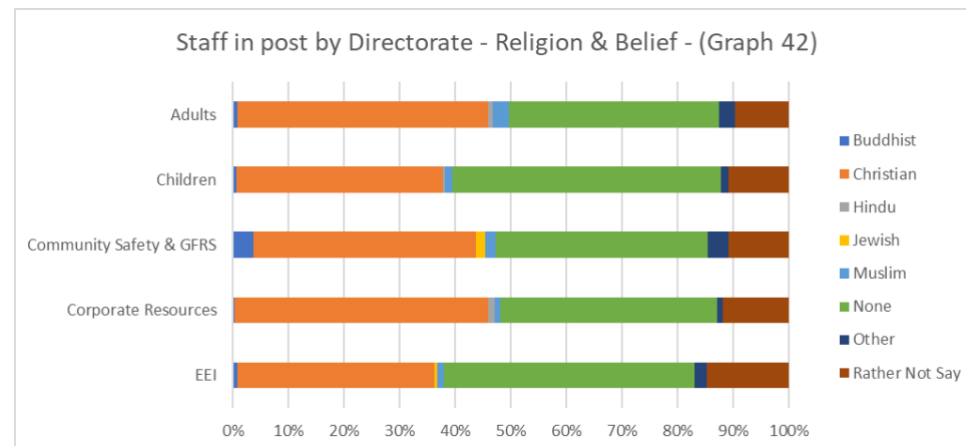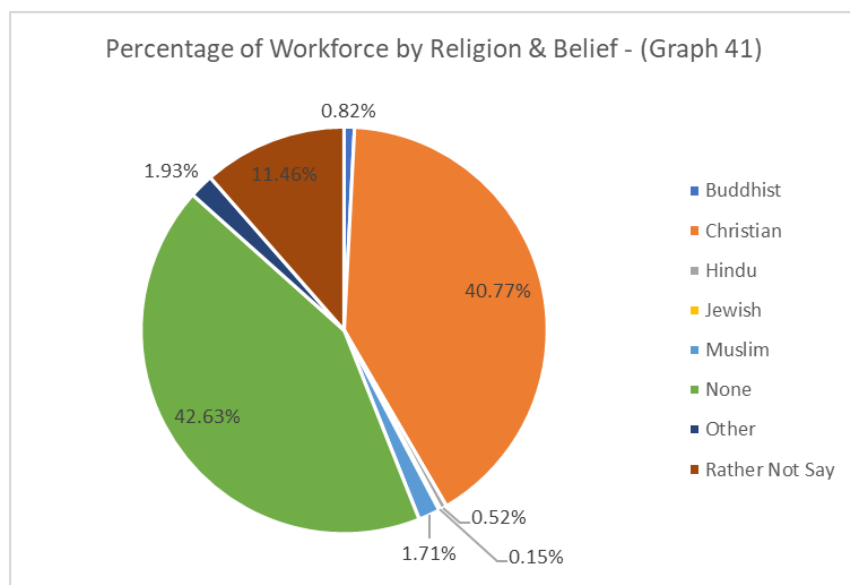
Table 11:

Protected Characteristic - Religion & Belief	2020	2021	2022	YOY Change
	Average Years length of service			
Buddhist	10	9	10	10.79%
Christian	8	8	9	11.87%
Hindu	11	12	11	-8.49%
Jewish	10	7	12	68.27%
Muslim	4	5	5	0.00%
None	5	5	6	19.40%
Other	6	7	8	14.68%
Rather Not Say	7	7	6	-15.18%
Unstated	11	11	11	0.00%
Council Total	10	10	10	0.00%

New Starters by Religion & Belief - (Graph 43)

Religion and Belief (part 2)

- Voluntary leavers who have disclosed their Religion and Belief as Christian and none have the higher percentage proportions when compared to other religion/belief categories.

- It should be noted that percentages in relation to formal procedures are based on a relatively low number (57).

- The proportion of staff accessing training courses and who have disclosed their Religion & Belief, broadly reflects the proportion of the workforce as a whole.
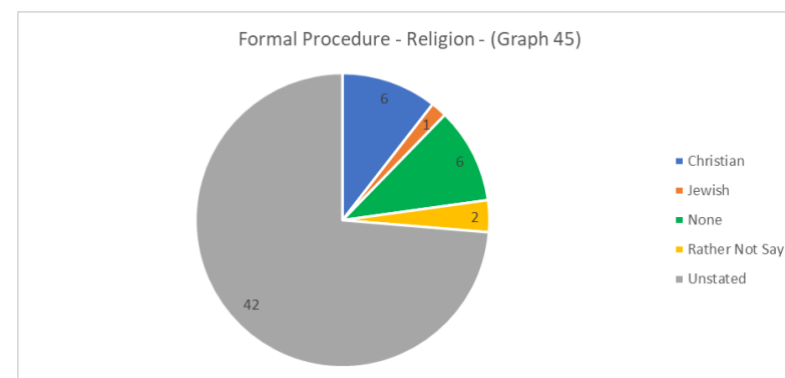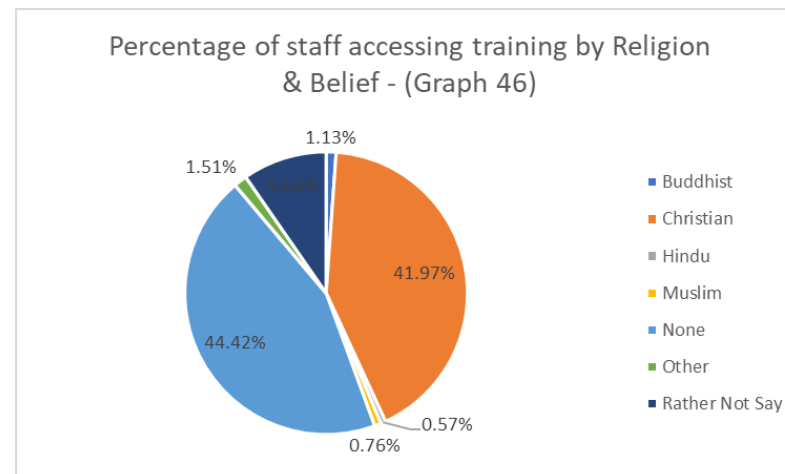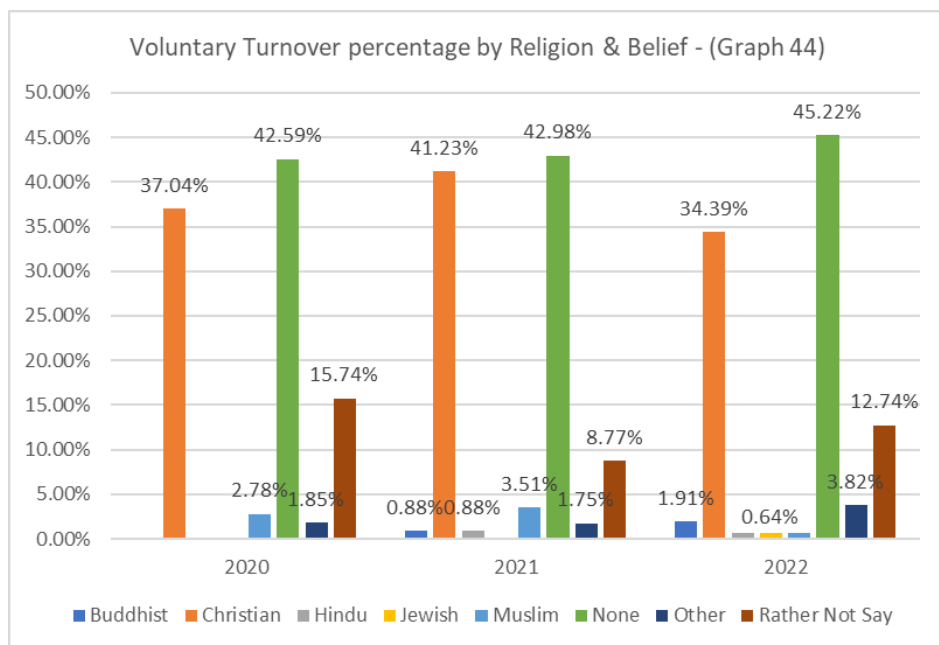
Voluntary Turnover percentage by Religion & Belief - (Graph 44)

Percentage of staff accessing training by Religion & Belief - (Graph 46)

Formal Procedure - Religion - (Graph 45)

Protected Characteristic - Religion & Belief	Percentage of Workforce	Formal Produres by Religion & Belief
Buddhist	0.82%	-
Christian	40.77%	40.00%
Hindu	0.52%	-
Jewish	0.15%	6.67%
Muslim	1.71%	-
None	42.63%	40.00%
Other	1.93%	-
Rather Not Say	11.46%	13.33%
Workforce Stated	33.79%	26.32%

12. Pay Grade Groups (part 1)

- The proportion of staff in post in the pay Grade 02 group percentage variance increased the most (44% staff), whereas the proportion of staff in post in the Apprentice pay grade group percentage variance decreased (-35% staff). The number of staff percentage variance also increased for the higher senior pay grade group (5% staff).

- There is a wide age range within most of the council's pay grade groups, apart from within the Apprentice grade group which are predominately aged 16-35; whereas there are no 16-25 within the grade groups Grade 11; Senior; Soulbury; and Teaching grade groups.

- Grade 04 roles are mainly administrative, support and unqualified social care roles, with 72.5% of individuals undertaking these roles within the 56+ age range and on a part-time basis, which may reflect a preference on their part to refrain from full time working at that time in their lives.

- Women are well represented across all pay grade groups which includes 66.81% at senior management level.

Staff in Post by Pay Grade Group - (Graph 47)

	Apprentice	GRADE 01	GRADE 02	GRADE 03	GRADE 04	GRADE 05	GRADE 06	GRADE 07	GRADE 08	GRADE 09	GRADE 10	GRADE 11	Senior	Soulbury	Teaching	Fire	Other
2020	33	63	14	210	448	249	334	578	589	327	238	118	205	29	58	402	70
2021	34	62	9	210	448	255	346	585	603	323	248	156	218	83	58	403	2
2022	22	60	13	191	420	264	331	593	583	319	245	171	229	25	63	398	51
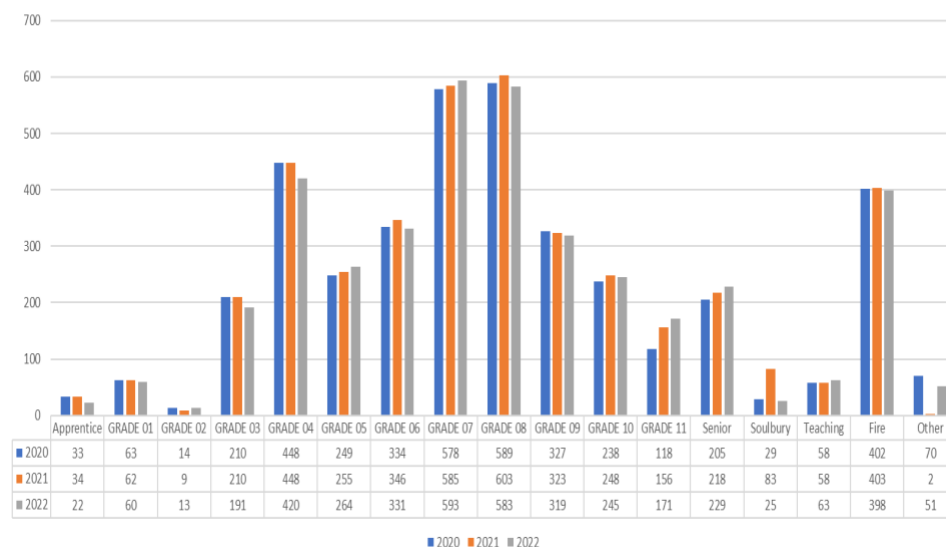
Pay Grade Groups by Age - (Graph 48)
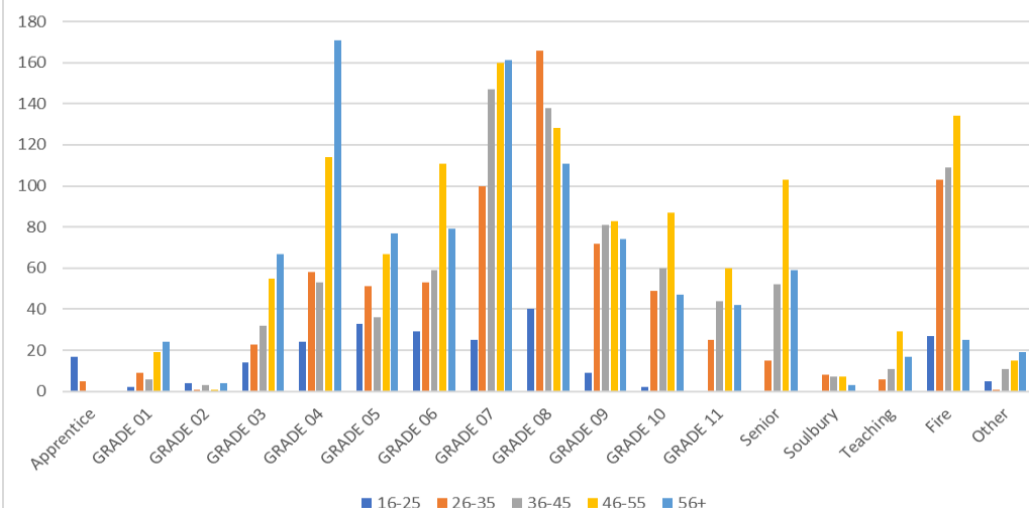
Pay Grade Groups by Gender - (Graph 49)
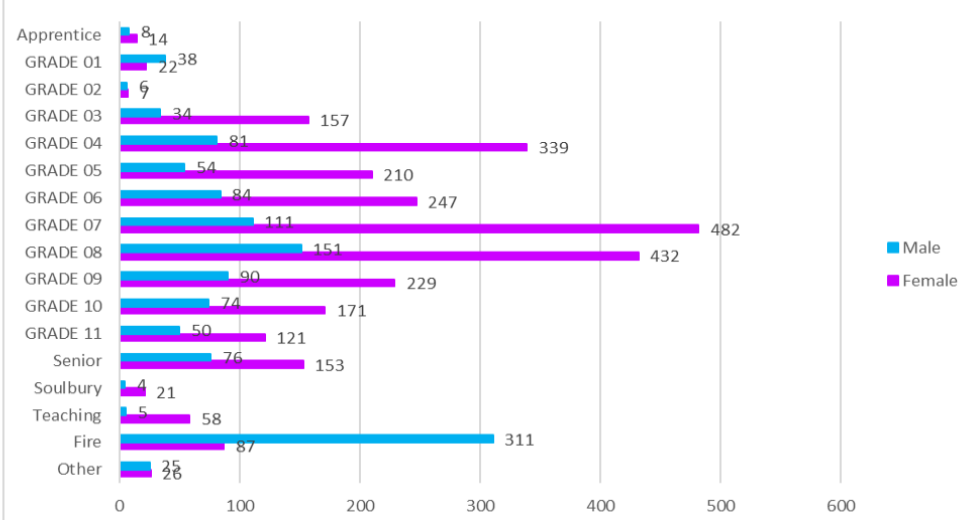
Pay Grade Groups (part 2)

- The highest proportion of BME employees are within Grades 03 to 11 and Fire.

- 2.68% of the council's BME workforce (6.78%) are within senior management roles.

- The council continues to have representation of disabled staff across the pay grade groups. Grade 01 has the highest proportion of disabled staff.

Table: 12

Pay Grade Group	Protected Characteristic - Ethnicity						% Workforce Stated
	Asian	Black	Mixed	Other	White British	White Other	
Apprentice	0.00%	5.56%	5.56%	0.00%	88.89%	0.00%	81.82%
GRADE 01	0.00%	2.17%	0.00%	0.00%	97.83%	0.00%	76.67%
GRADE 02	0.00%	0.00%	0.00%	0.00%	90.91%	9.09%	84.62%
GRADE 03	1.23%	2.45%	1.84%	1.84%	84.66%	7.98%	85.34%
GRADE 04	2.13%	1.33%	1.06%	0.27%	92.29%	2.93%	89.52%
GRADE 05	5.60%	3.02%	0.86%	1.29%	87.93%	1.29%	87.88%
GRADE 06	2.72%	3.74%	1.70%	0.34%	87.41%	4.08%	88.82%
GRADE 07	2.58%	2.98%	1.39%	0.40%	87.08%	5.57%	84.82%
GRADE 08	4.28%	3.43%	2.36%	0.43%	85.44%	4.07%	80.10%
GRADE 09	1.93%	2.32%	1.16%	0.39%	92.28%	1.93%	81.19%
GRADE 10	2.04%	0.51%	1.53%	0.51%	89.29%	6.12%	80.00%
GRADE 11	2.00%	2.00%	2.00%	0.67%	88.00%	5.33%	87.72%
Senior	1.52%	0.00%	1.52%	0.00%	94.44%	2.53%	86.46%
Soulbury	0.00%	0.00%	4.76%	0.00%	85.71%	9.52%	84.00%
Teaching	0.00%	0.00%	0.00%	0.00%	95.92%	4.08%	77.78%
Fire	0.64%	0.64%	2.24%	0.32%	92.95%	3.21%	78.39%
Other	0.00%	14.29%	14.29%	0.00%	28.57%	42.86%	13.73%
Grand Total	2.45%	2.21%	1.64%	0.48%	89.16%	4.06%	83.01%

Table: 13

Pay Grade Group	Protected Characteristic - Disability		% Workforce Stated
	% Disabled	% Not Disabled	
Apprentice	12.50%	87.50%	72.73%
GRADE 01	57.14%	42.86%	70.00%
GRADE 02	16.67%	83.33%	92.31%
GRADE 03	8.97%	91.03%	75.92%
GRADE 04	5.85%	94.15%	85.48%
GRADE 05	5.05%	94.95%	82.58%
GRADE 06	4.23%	95.77%	85.80%
GRADE 07	5.29%	94.71%	79.76%
GRADE 08	5.13%	94.87%	70.15%
GRADE 09	5.88%	94.12%	74.61%
GRADE 10	1.12%	98.88%	73.06%
GRADE 11	3.52%	96.48%	83.04%
Senior	2.09%	97.91%	83.41%
Soulbury	0.00%	100.00%	76.00%
Teaching	2.22%	97.78%	71.43%
Fire	2.39%	97.61%	63.07%
Other	0.00%	100.00%	15.69%
Grand Total	5.38%	94.62%	76.19%

Pay Grade Groups (part 3)

- Overall, 52.06% of staff has disclosed their sexual orientation and 33.79% of staff has disclosed their Religion and Belief. The tables below show the breakdown of these protected characteristics across the council's pay grading structure.

Table: 14

Pay Grade Group	Protected Characteristic - Sexual Orientation					% Workforce Stated
	Bi-sexual	Gay	Heterosexual	Lesbian	Rather not state	
Apprentice	11.76%	0.00%	88.24%	0.00%	0.00%	77.27%
GRADE 01	0.00%	0.00%	92.86%	0.00%	7.14%	23.33%
GRADE 02	0.00%	0.00%	83.33%	0.00%	16.67%	46.15%
GRADE 03	3.92%	1.96%	79.41%	0.00%	14.71%	53.40%
GRADE 04	1.05%	1.05%	91.10%	0.00%	6.81%	45.48%
GRADE 05	1.97%	1.32%	84.87%	0.66%	11.18%	57.58%
GRADE 06	0.56%	1.67%	86.67%	2.22%	8.89%	54.38%
GRADE 07	1.22%	0.91%	85.67%	0.91%	11.28%	55.31%
GRADE 08	2.48%	2.84%	85.82%	1.06%	7.80%	48.37%
GRADE 09	2.41%	0.60%	88.55%	1.20%	7.23%	52.04%
GRADE 10	0.00%	2.38%	88.10%	0.79%	8.73%	51.43%
GRADE 11	0.00%	4.30%	87.10%	2.15%	6.45%	54.39%
Senior	0.73%	2.92%	82.48%	1.46%	12.41%	59.83%
Soulbury	0.00%	0.00%	92.31%	0.00%	7.69%	52.00%
Teaching	0.00%	0.00%	84.00%	0.00%	16.00%	39.68%
Fire	1.70%	0.43%	88.51%	1.70%	7.66%	59.05%
Other	25.00%	0.00%	50.00%	0.00%	25.00%	7.84%
Grand Total	1.59%	1.59%	86.48%	1.06%	9.27%	52.06%

Table: 15

Pay Grade Group	Protected Characteristic - Religion and Belief								% Workforce Stated
	Buddhist	Christian	Hindu	Jewish	Muslim	None	Other	Rather not state	
Apprentice	0.00%	25.00%	0.00%	0.00%	5.00%	55.00%	0.00%	15.00%	90.91%
GRADE 01	0.00%	27.27%	0.00%	0.00%	0.00%	45.45%	9.09%	18.18%	18.33%
GRADE 02	0.00%	66.67%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	23.08%
GRADE 03	0.00%	36.36%	0.00%	1.14%	0.00%	45.45%	2.27%	14.77%	46.07%
GRADE 04	0.00%	36.36%	0.91%	0.00%	2.73%	48.18%	1.82%	10.00%	26.19%
GRADE 05	0.94%	43.40%	2.83%	0.00%	1.89%	36.79%	4.72%	9.43%	40.15%
GRADE 06	3.01%	44.36%	0.00%	0.00%	1.50%	36.84%	2.26%	12.03%	40.18%
GRADE 07	1.69%	40.08%	0.00%	0.00%	2.11%	42.19%	1.69%	12.24%	39.97%
GRADE 08	0.50%	38.81%	0.50%	0.00%	2.99%	49.75%	1.49%	5.97%	34.48%
GRADE 09	0.00%	45.38%	0.84%	0.00%	0.84%	41.18%	0.84%	10.92%	37.30%
GRADE 10	0.00%	46.15%	0.00%	0.00%	1.28%	43.59%	1.28%	7.69%	31.84%
GRADE 11	0.00%	42.42%	0.00%	0.00%	0.00%	43.94%	3.03%	10.61%	38.60%
Senior	0.00%	40.37%	0.92%	0.00%	0.92%	33.94%	0.00%	23.85%	47.60%
Soulbury	0.00%	57.14%	0.00%	0.00%	0.00%	42.86%	0.00%	0.00%	28.00%
Teaching	0.00%	37.50%	0.00%	0.00%	0.00%	56.25%	0.00%	6.25%	25.40%
Fire	3.03%	39.39%	0.00%	3.03%	3.03%	33.33%	6.06%	12.12%	8.29%
Other	0.00%	42.86%	0.00%	0.00%	0.00%	42.86%	0.00%	14.29%	13.73%
Grand Total	0.82%	40.77%	0.52%	0.15%	1.71%	42.63%	1.93%	11.46%	33.79%

13. Apprentices, Family Friendly Leave & Flexible Working (part 1)

Apprentices:

- There are currently 189 staff members on the council's apprenticeship programme.
- So far in 2022, the council has employed 34 apprentices' both new starters and existing staff; 25 of those are female and 9 are male.
- The number of apprenticeship starts (both existing employees and new starters) are lower than previous years due to the Covid-19 pandemic.
- The protected characteristic breakdown for the apprenticeship pay grade group is provided within the previous section of this report.

Family Friendly Leave (Maternity / Adoption / Paternity):

- During the period 1st February 2021 to 31st January 2022, a total of 119 employees took maternity/adoption leave, an increase of 17 compared to 102 employees during 2020/2021.
- 28 employees, who returned from maternity/adoption leave, changed their working hours, compared to 24 the previous year. Eight employees (7%) chose not to return following maternity/adoption leave.
- 25 employees took paternity leave during the period.
- What does this tell us?
  Return rates remain high, and we feel this reflects the wide range of flexible working opportunities available and the support we offer both to employees and to managers to successfully manage the return to work from maternity leave.

Apprentices - (Graph 50)

Maternity/Adoption Leave - (Graph 51)
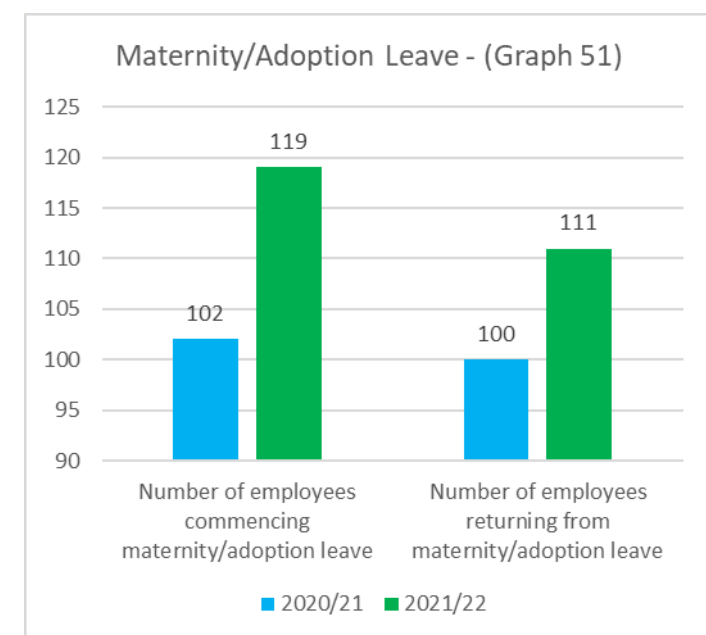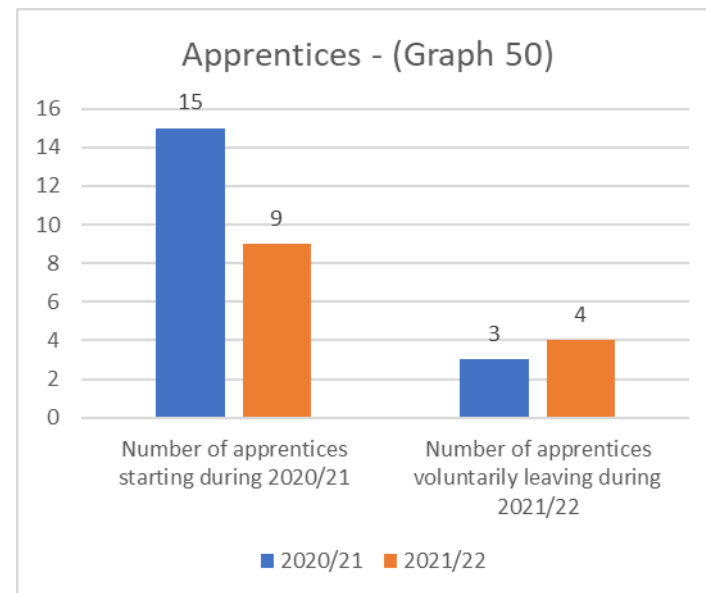
Apprentices, Family Friendly Leave & Flexible Working (part 2)

Flexible Working:

- The council offers a wide range of flexible working practices and opportunities such as job sharing, flexible working and part time working. This allows employees to better balance both their work and home commitments and could explain why proportionally, there are more part time female employees who are more likely to utilise these flexible working opportunities.

- A higher proportion of female employees work part time (40.63%) compared to male employees (20.72%). This has been a consistent trend over previous years and reflects the appeal of the flexible roles offered by the council.

- There are slightly higher proportions of part time workers amongst older workers which may reflect a preference on their part to refrain from full time working at that time in their lives and it may be reflective of the take up of flexible working opportunities that the council offers. There is also the option of flexible retirement for LGPS staff once an employee reaches the age of 55.

Working Patterns by Gender 2022 - (Graph 52)

Working Patterns by Age 2022 (Graph 53)
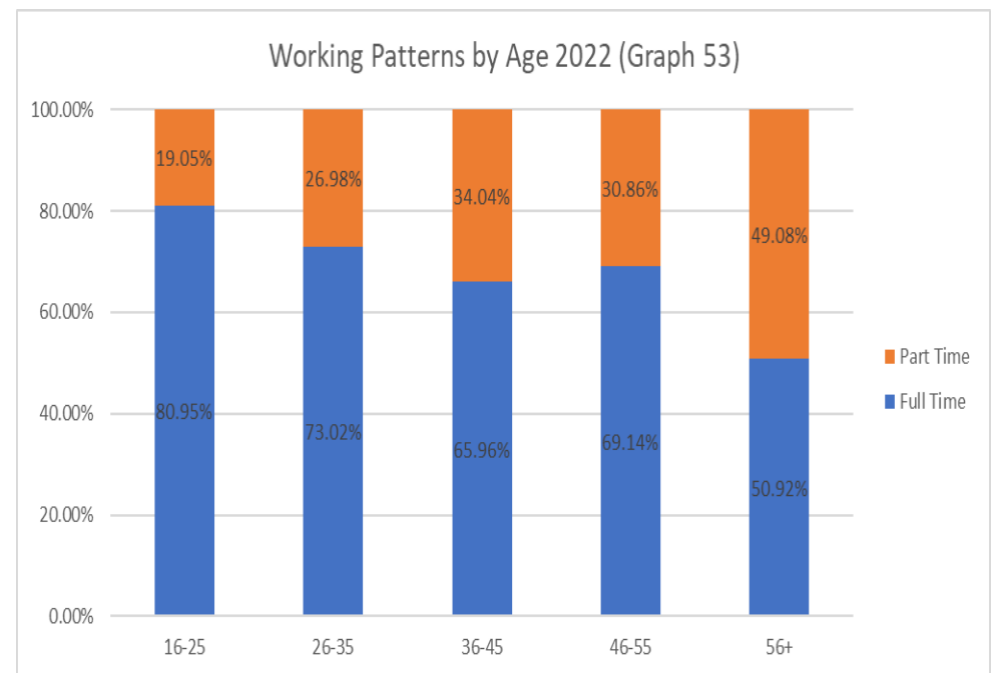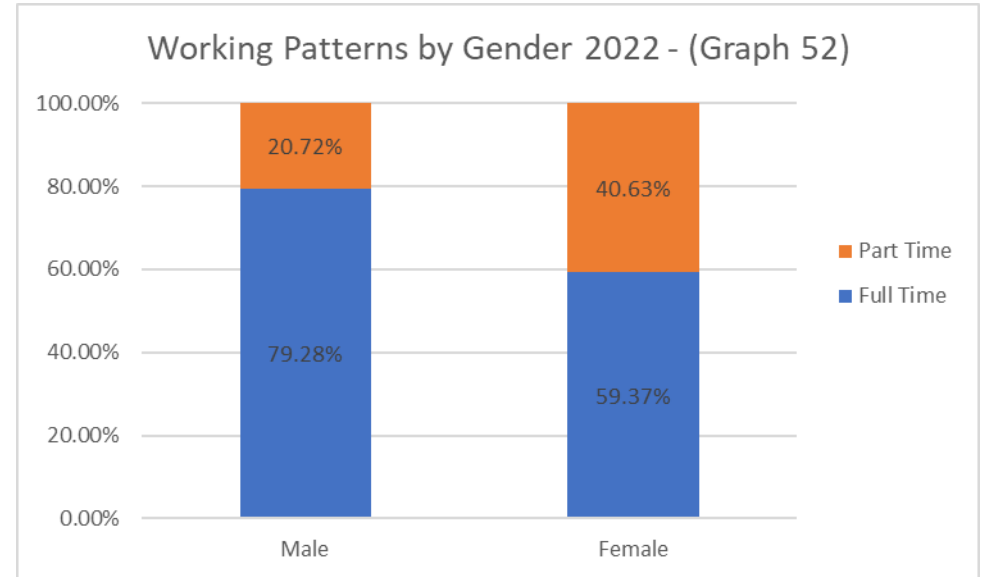
14.   Recommendations to Key Findings

Introduction

Gloucestershire County Council strives to be an inclusive employer with fair and equitable policies for all employees regardless of race, nationality, age, disability, sexual orientation, sex, gender identity, marital status, religion, pregnancy and maternity. This is not only because it is required by us under the Equality Act, but because it is in keeping with our values as an organisation. We are committed to developing exceptional leaders and supporting people to fulfil their potential and building a diverse workforce.

We acknowledge this report highlights areas that need improvement and further investigation. In addition to addressing the development areas in this report the County Council are conducting a self-assessment against the Equality Framework for Local Government which will be used to support our future equalities strategy.

Lack of Diversity in Senior Roles

Gloucestershire County Council acknowledges the continued pattern of diversity decreasing as the roles become more senior, particularly in relation to ethnicity. Increasing diversity in senior leadership roles is a complex issue to approach and we are taking multiple actions to improve this.

GCC is supporting career progression of existing staff through positive action development programmes including the continued funding of Stepping Up and Flourish. The results of our 2022 staff survey stated 75% of staff felt they had opportunities to develop in their role. GCC reviewed our recruitment practices which include updating our recruitment guidance.

We understand senior leader representation requires long term change and to continue to pursue this we have additional actions within the EDI Workforce Strategy. We are planning to obtain equality data from our new recruitment system to analyse and better understand access to opportunities in our organisation. We will also create corporate standard guidance on positive action in recruitment and selection.

Formal Procedures

The County Council acknowledges a continued pattern of overrepresentation of some protected characteristics in formal procedures. However, it is noted that the numbers of cases are small and therefore data is skewed. HR will continue to review the current cases to monitor and understand what areas of the organisation cases are arising and the types of formal procedures. We have implemented several new training and organisational development programmes related to EDI and will be reviewing the impact on our performance improvement measures and line management capabilities.

Gender Diversity Data

The County Council has attempted to collect data on gender diverse colleagues however, we have recognised that the initial phrasing of the equality questions in SAP impacted our ability to fully capture this data. In May 2022, the County Council received feedback from the 2021 Stonewall submission and achieved silver status. Stonewall has provided some guidance in the phrasing of questions that captured gender identity. The County Council is due to change our personnel system and part of this project will include a review of the equalities questions.

Accessibility of Training and Succession Planning

Most of our training is designed for our social care staff. The 2022 staff survey found that 78% said they received the training they need to do their job well.

In relation to career progression, the staff survey found that 61% of staff felt that they had opportunities to develop their careers and in our exit surveys the most common reason given for leaving is career progression.

Most of our workforce, 54%, is (45+) and therefore it is necessary to ensure that we are not losing experience and knowledge of longstanding members of staff. A corporate strategy and framework will be proposed on succession planning and how managers can begin to implement this. This will enable us to identify and build our future talent pipeline and enhance our carer progression offering.

Pay and Reward

There is a higher proportion of employees in Band 1 who are disabled, the majority of which, are employees on the Department of Work and Pensions (DWP) sponsored employability schemes that are aimed at supporting disabled people into employment. The higher proportion of disabled employees in apprenticeship can be attributed to our Disability Confident Level 2 membership which creates a framework for our positive action to proactively recruit disabled employees and guarantee those who meet the minimum criteria and interview. There are ongoing negotiations regarding pay increases across all grades within the council.

Appendices – Data Tables

Data tables – Gloucestershire County Council - 3 years comparison

Table 1:

Workforce Diversity 2020 to 2021 Year on Year Comparison		2020	2021	2022	Variance YOY 2021 v 2022	Starters 2020 (01/02/19 - 31/01/20)	Starters 2021 (01/02/20 - 31/01/21)	Starters 2022 (01/02/2021 - 31/01/2022)	Variance YOY 2021 v 2022	Leavers 2020 (01/02/19 - 31/01/20)	Leavers 2021 (01/02/20 - 31/01/21)	Leavers 2022 (01/02/2021 - 31/01/2022)	Variance YOY 2021 v 2022
						Number							
Headcount	GCC	3,965	4,043	3,978	- 65	628	415	414	- 1	-419	-392	-508	116
	Adults	1,137	1,140	1,083	- 57	133	88	97	9	-111	-104	-147	43
	Childrens	1,189	1,246	1,208	- 38	263	166	123	- 43	-147	-137	-151	14
	Corporate Resources	637	629	648	19	74	41	74	33	-54	-47	-86	39
	Economy, Environment & Infrastructure (E.E.I)	512	522	550	28	91	59	62	3	-44	-56	-62	6
	Community Safety/GFRS	490	506	489	- 17	67	61	58	- 3	-63	-48	-62	14
						Percentage (%)							
Gender	Male	30.26%	30.20%	30.22%	0.02%	31.69%	29.64%	31.16%	1.52%	31.26%	30.36%	29.92%	-0.44%
	Female	69.74%	69.80%	69.78%	-0.02%	68.31%	70.36%	68.84%	-1.52%	68.74%	69.64%	70.08%	0.44%
Full time / Part time	Male FT	76.92%	77.72%	79.28%	1.56%	73.87%	73.17%	79.07%	5.90%	62.60%	59.66%	67.76%	8.10%
	Male PT	23.08%	22.28%	20.72%	-1.56%	26.13%	26.83%	20.93%	-5.90%	37.40%	40.34%	32.23%	-8.11%
	Female FT	55.55%	57.97%	59.37%	1.40%	73.66%	71.58%	66.32%	-5.26%	50.00%	49.45%	51.40%	1.95%
	Female PT	44.45%	42.03%	40.63%	-1.40%	26.34%	28.42%	33.68%	5.26%	50.00%	50.55%	48.60%	-1.95%
Age Range	16-25	6.23%	6.28%	5.81%	-0.47%	14.97%	18.31%	19.57%	1.26%	7.64%	8.67%	10.83%	2.16%
	26-35	17.58%	18.38%	18.73%	0.35%	31.69%	29.88%	28.50%	-1.38%	19.57%	17.09%	20.28%	3.19%
	36-45	21.06%	21.07%	21.34%	0.27%	19.11%	23.13%	22.95%	-0.18%	19.57%	15.56%	17.72%	2.16%
	46-55	32.53%	30.97%	29.49%	-1.48%	21.97%	21.20%	20.53%	-0.67%	26.97%	22.19%	19.69%	-2.50%
	56+	22.60%	23.30%	24.64%	1.34%	12.26%	7.47%	8.45%	0.98%	26.25%	36.48%	31.50%	-4.98%
Ethnicity	Asian	2.24%	2.38%	2.45%	0.07%	4.16%	1.93%	2.03%	0.10%	2.67%	1.54%	1.91%	0.37%
	Black	2.12%	2.24%	2.21%	-0.03%	5.54%	3.13%	4.41%	1.28%	1.78%	3.08%	3.82%	0.74%
	Mixed	1.39%	1.44%	1.64%	0.20%	2.18%	1.69%	1.69%	0.00%	3.56%	1.54%	0.95%	-0.59%
	Other	0.54%	0.47%	0.48%	0.01%	0.00%	0.00%	0.34%	0.34%	0.00%	0.00%	0.24%	0.24%
	White	93.71%	93.47%	93.22%	-0.25%	88.12%	92.24%	91.53%	-0.71%	91.99%	93.84%	93.08%	-0.76%
	Workforce stated	83.40%	84.03%	83.01%	-1.02%	80.41%	86.99%	71.26%	-15.73%	80.43%	82.91%	82.48%	-0.43%

Table 1:

Workforce Diversity 2020 to 2021 Year on Year Comparison		2020	2021	2022	Variance YOY 2021 v 2022	Starters 2020 (01/02/19 - 31/01/20)	Starters 2021 (01/02/20 - 31/01/21)	Starters 2022 (01/02/2021 - 31/01/2022)	Variance YOY 2021 v 2022	Leavers 2020 (01/02/19 - 31/01/20)	Leavers 2021 (01/02/20 - 31/01/21)	Leavers 2022 (01/02/2021 - 31/01/2022)	Variance YOY 2021 v 2022
						Percentage (%)							
Disability	No	95.26%	94.85%	94.62%	-0.23%	94.06%	92.31%	94.26%	1.95%	94.79%	95.93%	96.35%	0.42%
	Yes	4.74%	5.15%	5.38%	0.23%	5.94%	7.69%	5.74%	-1.95%	5.21%	4.07%	3.65%	-0.42%
	Workforce stated	78.74%	78.75%	76.19%	-2.56%	75.00%	50.12%	50.48%	0.36%	77.80%	75.26%	75.59%	0.33%
Sexual Orientation	Bi-sexual	1.37%	1.54%	1.59%	0.05%	3.03%	2.92%	3.29%	0.37%	0.94%	1.78%	2.64%	0.86%
	Gay	1.95%	1.82%	1.59%	-0.23%	2.02%	1.30%	0.66%	-0.64%	0.94%	2.22%	1.98%	-0.24%
	Lesbian	1.07%	1.04%	1.06%	0.02%	1.01%	0.97%	1.97%	1.00%	0.94%	1.33%	0.99%	-0.34%
	Heterosexual	85.94%	86.38%	86.48%	0.10%	84.65%	85.39%	80.92%	-4.47%	83.49%	82.67%	82.84%	0.17%
	Rather not State	9.67%	9.21%	9.27%	0.06%	9.29%	9.42%	13.16%	3.74%	13.68%	12.00%	11.55%	-0.45%
	Workforce stated	51.65%	54.49%	52.06%	-2.43%	78.82%	74.22%	36.71%	-37.51%	50.60%	57.40%	59.65%	2.25%
Marriage & Civil Partnership	Divorced/Dissolved Civil Partnership	5.33%	4.76%	4.66%	-0.10%	0.65%	0.00%	1.26%	1.26%	5.23%	1.76%	3.96%	2.20%
	Married/Civil Partnership	52.40%	51.15%	50.12%	-1.03%	36.42%	38.98%	35.56%	-3.42%	45.75%	50.59%	44.49%	-6.10%
	Separated	1.91%	2.35%	2.50%	0.15%	2.80%	5.51%	1.26%	-4.25%	1.31%	1.76%	1.32%	-0.44%
	Single/Never Married	32.26%	33.47%	32.77%	-0.70%	49.78%	44.88%	38.49%	-6.39%	37.25%	37.65%	39.21%	1.56%
	Widowed	0.86%	0.72%	0.64%	-0.08%	0.86%	0.00%	0.00%	0.00%	0.00%	0.59%	0.44%	-0.15%
	Rather not State	7.24%	7.54%	9.31%	1.77%	9.48%	10.63%	23.43%	12.80%	10.46%	7.65%	10.57%	2.92%
	Workforce stated	38.31%	41.01%	43.19%	2.18%	73.89%	61.20%	57.73%	-3.47%	36.52%	43.37%	44.69%	1.32%
Religion	Buddhist	1.02%	1.08%	0.82%	-0.26%	0.55%	0.94%	0.53%	-0.41%	0.00%	0.78%	1.64%	0.86%
	Christian	42.24%	42.01%	40.77%	-1.24%	36.34%	34.91%	24.60%	-10.31%	36.59%	38.76%	35.52%	-3.24%
	Hindu	0.51%	0.54%	0.52%	-0.02%	0.27%	0.47%	0.00%	-0.47%	0.00%	0.78%	0.55%	-0.23%
	Jewish	0.17%	0.23%	0.15%	-0.08%	0.00%	0.47%	0.53%	0.06%	0.00%	0.00%	1.09%	1.09%
	Muslim	1.95%	1.77%	1.71%	-0.06%	3.01%	1.42%	0.00%	-1.42%	2.44%	3.10%	0.55%	-2.55%
	None	41.39%	41.71%	42.63%	0.92%	48.91%	46.70%	52.41%	5.71%	41.46%	41.86%	44.81%	2.95%
	Other	2.37%	2.23%	1.93%	-0.30%	1.91%	1.89%	0.53%	-1.36%	2.44%	3.10%	3.28%	0.18%
	Rather not State	10.35%	10.45%	11.46%	1.01%	9.02%	13.21%	21.39%	8.18%	17.07%	11.63%	12.57%	0.94%
	Workforce stated	29.74%	32.20%	33.79%	1.59%	58.28%	51.08%	45.17%	-5.91%	29.36%	32.91%	36.02%	3.11%

Variance Key:
Decrease in number or % of workforce
Increase in number or % of workforce
Workforce stated decrease
Workforce stated increase
Highest decrease variance % workforce stated decrease

Data tables – Gloucestershire Fire & Rescue Service - 3 years comparison

Table 1a:

Workforce Diversity 2020 to 2022 Year on Year Comparison		2020	2021	2022	Variance YOY 2021 v 2022	Starters 2020 (01/02/19 - 31/01/20)	Starters 2021 (01/02/20 - 31/01/21)	Starters 2022 (01/02/2021 - 31/01/2022)	Variance YOY 2021 v 2022	Leavers 2020 (01/02/19 - 31/01/20)	Leavers 2021 (01/02/20 - 31/01/21)	Leavers 2022 (01/02/2021 - 31/01/2022	Variance YOY 2021 v 2022
						Number							
Headcount	GFRS	454	465	450	- 15	67	55	56	1	-60	-45	-60	15
						Percentage (%)							
Gender	Male	78.85%	77.20%	74.44%	-2.76%	80.60%	72.73%	62.50%	-10.23%	80.00%	82.22%	81.67%	-0.56%
	Female	21.15%	22.80%	25.56%	2.76%	19.40%	27.27%	37.50%	10.23%	20.00%	17.78%	18.33%	0.56%
Full time / Part time	Male FT	58.94%	58.22%	62.09%	3.87%	37.04%	42.50%	45.71%	3.21%	41.67%	37.84%	38.78%	0.94%
	Male PT	41.06%	41.78%	37.91%	-3.87%	62.96%	57.50%	54.29%	-3.21%	58.33%	62.16%	61.22%	-0.94%
	Female FT	68.75%	68.87%	73.91%	5.05%	61.54%	26.67%	80.95%	54.29%	50.00%	37.50%	63.64%	26.14%
	Female PT	31.25%	31.13%	26.09%	-5.05%	38.46%	73.33%	19.05%	-54.29%	50.00%	62.50%	36.36%	-26.14%
Age Range	16-25	7.27%	7.10%	6.00%	-1.10%	7.46%	14.55%	19.64%	5.10%	1.67%	2.22%	15.00%	12.78%
	26-35	22.69%	22.80%	24.67%	1.87%	46.27%	38.18%	44.64%	6.46%	30.00%	26.67%	18.33%	-8.33%
	36-45	26.87%	27.10%	25.33%	-1.76%	22.39%	29.09%	19.64%	-9.45%	25.00%	20.00%	25.00%	5.00%
	46-55	36.56%	34.19%	34.22%	0.03%	19.40%	14.55%	14.29%	-0.26%	35.00%	44.44%	31.67%	-12.78%
	56+	6.61%	8.82%	9.78%	0.96%	4.48%	3.64%	1.79%	-1.85%	8.33%	6.67%	10.00%	3.33%
Ethnicity	Asian	0.57%	0.83%	0.57%	-0.26%	0.00%	0.00%	0.00%	0.00%	2.33%	0.00%	2.08%	2.08%
	Black	0.57%	0.55%	0.57%	0.01%	0.00%	0.00%	2.17%	2.17%	0.00%	0.00%	2.08%	2.08%
	Mixed	1.42%	1.66%	1.98%	0.33%	2.63%	2.38%	2.17%	-0.21%	0.00%	0.00%	2.08%	2.08%
	Other	0.28%	0.28%	0.28%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	White	97.15%	96.69%	96.60%	-0.09%	97.37%	97.62%	95.65%	-1.97%	97.67%	100.00%	93.75%	-6.25%
	Workforce stated	77.31%	77.85%	78.44%	0.59%	56.72%	76.36%	82.14%	5.78%	71.67%	73.33%	80.00%	6.67%

Table 1a:

Workforce Diversity 2020 to 2022 Year on Year Comparison		2020	2021	2022	Variance YOY 2021 v 2022	Starters 2020 (01/02/19 - 31/01/20)	Starters 2021 (01/02/20 - 31/01/21)	Starters 2022 (01/02/2021 - 31/01/2022)	Variance YOY 2021 v 2022	Leavers 2020 (01/02/19 - 31/01/20)	Leavers 2021 (01/02/20 - 31/01/21)	Leavers 2022 (01/02/2021 - 31/01/2022)	Variance YOY 2021 v 2022
						Percentage (%)							
Disability	No	98.68%	97.70%	96.84%	-0.86%	100.00%	80.00%	96.00%	16.00%	97.83%	100.00%	100.00%	0.00%
	Yes	1.32%	2.30%	3.16%	0.86%	0.00%	20.00%	4.00%	-16.00%	2.17%	0.00%	0.00%	0.00%
	Workforce stated	69.96%	65.59%	63.33%	-2.26%	50.75%	27.27%	44.64%	17.37%	76.67%	51.11%	60.00%	8.89%
Sexual Orientation	Bi-sexual	0.79%	1.09%	1.50%	0.41%	0.00%	2.04%	2.50%	0.46%	0.00%	0.00%	0.00%	0.00%
	Gay	0.39%	0.36%	0.37%	0.01%	1.56%	0.00%	2.50%	2.50%	3.33%	0.00%	2.50%	2.50%
	Lesbian	0.79%	0.73%	1.50%	0.77%	0.00%	0.00%	5.00%	5.00%	3.33%	0.00%	2.50%	2.50%
	Heterosexual	86.61%	88.36%	88.01%	-0.35%	90.63%	97.96%	85.00%	-12.96%	83.33%	84.85%	87.50%	2.65%
	Rather not State	11.42%	9.45%	8.61%	-0.84%	7.81%	0.00%	5.00%	5.00%	10.00%	15.15%	7.50%	-7.65%
	Workforce stated	55.95%	59.14%	59.33%	0.19%	95.52%	89.09%	71.43%	-17.66%	50.00%	73.33%	66.67%	-6.67%
Marriage & Civil Partnership	Divorced/Dissolved Civil Partnership	5.80%	4.60%	4.94%	0.34%	0.00%	0.00%	0.00%	0.00%	11.76%	0.00%	22.22%	22.22%
	Married/Civil Partnership	71.01%	70.11%	67.90%	-2.21%	50.00%	60.00%	16.67%	-43.33%	70.59%	83.33%	44.44%	-38.89%
	Separated	1.45%	1.15%	1.23%	0.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Single/Never Married	15.94%	19.54%	19.75%	0.21%	25.00%	40.00%	50.00%	10.00%	5.88%	0.00%	22.22%	22.22%
	Widowed	1.45%	1.15%	1.23%	0.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Rather not State	4.35%	3.45%	4.94%	1.49%	25.00%	0.00%	33.33%	33.33%	11.76%	16.67%	11.11%	-5.56%
	Workforce stated	15.20%	18.71%	18.00%	-0.71%	11.94%	18.18%	10.71%	-7.47%	28.33%	13.33%	15.00%	1.67%
Religion	Buddhist	7.69%	7.41%	4.08%	-3.33%	33.33%	14.29%	0.00%	-14.29%	0.00%	0.00%	11.11%	11.11%
	Christian	33.33%	42.59%	38.78%	-3.82%	0.00%	28.57%	0.00%	-28.57%	33.33%	33.33%	33.33%	0.00%
	Hindu	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Jewish	2.56%	1.85%	2.04%	0.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Muslim	2.56%	3.70%	2.04%	-1.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	11.11%
	None	30.77%	29.63%	36.73%	7.11%	0.00%	57.14%	80.00%	22.86%	16.67%	33.33%	33.33%	0.00%
	Other	2.56%	3.70%	4.08%	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Rather not State	20.51%	11.11%	12.24%	1.13%	66.67%	0.00%	20.00%	20.00%	50.00%	33.33%	11.11%	-22.22%
	Workforce stated	8.59%	11.61%	10.89%	-0.72%	4.48%	12.73%	8.93%	-3.80%	10.00%	6.67%	15.00%	8.33%

Variance Key:
Decrease in number or % of workforce
Increase in number or % of workforce
Workforce stated decrease
Workforce stated increase
Highest decrease variance % workforce stated decrease

Data Tables – Workforce

Staff in Post by Direcotorate	2020 Count	2020 % of Total	2021 Count	2021 % of Total	2022 Count	2022 % of Total	YoY % Change
Adults	1,137	28.7%	1,140	28.2%	1,083	27.2%	-1.0%
Childrens	1,189	30.0%	1,246	30.8%	1,208	30.4%	-0.5%
Corporate Resources	637	16.1%	629	15.6%	648	16.3%	0.7%
Economy, Environment & Infrastructure (E.E.I)	512	12.9%	522	12.9%	550	13.8%	0.9%
Community Safety & GFRS	490	12.4%	506	12.5%	489	12.3%	-0.2%
Council Total	3,965	100.0%	4,043	100.0%	3,978	100.0%	

Voluntary Turnover	2020	2021	2022
Headcount of permanent employees	3,965	4,043	3,978
Number of permanent voluntary leavers	369	354	459
Turnover	9.3%	8.8%	11.5%

Average Length of Service	2020	2021	2022
Average Years length of service	10	10	10
Headcount of permanent employees	3,965	4,043	3,978

Formal procedure reason	Percentage of cases 2020	Percentage of cases 2021	Percentage of cases 2022	Percentage of Workforce 2022
Absence	34.62%	19.30%	22.81%	0.33%
Absence/Capability	0.00%	1.75%	3.51%	0.05%
Absence/Conduct	1.92%	0.00%	5.26%	0.08%
Capability	0.00%	3.51%	12.28%	0.18%
Capability/Conduct	0.00%	12.28%	5.26%	0.08%
Conduct	38.46%	43.86%	47.37%	0.68%
Grievance	3.85%	17.54%	3.51%	0.05%
Performance/Capability	9.62%	0.00%	0.00%	0.00%
Performance/Capability & Conduct	3.85%	0.00%	0.00%	0.00%
Probation	7.69%	1.75%	0.00%	0.00%
Grand Total	100.00%	100.00%	100.00%	1.43%

Data Tables – Gender

PT/FT Staff by Gender	Protected Characteristic	2020		2021		2022		YOY % Change
		Count	% of Total	Count	% of Total	Count	% of Total	
Full-time Contracts	Male (Full-time)	923	76.92%	949	77.72%	953	79.28%	1.56%
	Female (Full-time)	1536	55.55%	1636	57.97%	1648	59.37%	1.40%
Part-time Contracts	Male (Part-time)	277	23.08%	272	22.28%	249	20.72%	-1.56%
	Female (Part-time)	1229	44.45%	1186	42.03%	1128	40.63%	-1.40%

Staff in Post by Gender	Protected Characteristic	2020		2021		2022		YOY % Change
		Count	% of Total	Count	% of Total	Count	% of Total	
Adults	Male	219	5.52%	228	5.64%	231	5.81%	0.17%
	Female	918	23.15%	912	22.56%	852	21.42%	-1.14%
Children	Male	194	4.89%	186	4.60%	184	4.63%	0.03%
	Female	995	25.09%	1060	26.22%	1024	25.74%	-0.48%
Community safety &GFRS	Male	377	9.51%	379	9.37%	354	8.90%	-0.47%
	Female	113	2.85%	127	3.14%	135	3.39%	0.25%
Corporate Resources	Male	218	5.50%	225	5.57%	228	5.73%	0.16%
	Female	419	10.57%	404	9.99%	420	10.56%	0.57%
EEI	Male	192	4.84%	203	5.02%	205	5.15%	0.13%
	Female	320	8.07%	319	7.89%	345	8.67%	0.78%
Council Total	Male	1200	30.26%	1221	30.20%	1202	30.22%	0.02%
	Female	2765	69.74%	2822	69.80%	2776	69.78%	-0.02%

Voluntary Turnover		2020	2021	2022
Male	Headcount of permanent employees	1,200	1,221	1,202
Male	Number of permanent voluntary leavers	119	105	127
Male	Turnover	9.9%	8.6%	10.6%
Female	Headcount of permanent employees	2,765	2,822	2,776
Female	Number of permanent voluntary leavers	250	249	332
Female	Turnover	9.0%	8.8%	12.0%

Protected Characteristic	Percentage of Workforce	Population of Gloucestershire	Variance
Female	69.78%	51.00%	18.78%
Male	30.22%	49.00%	-18.78%
Grand Total	**100.00%**	**100.0%**	**-**

Protected Characteristic	2020 Average Years length of service	2021 Average Years length of service	2022 Average Years length of service
Male	10	10	10
Female	10	10	10

Data Tables – Age

Staff in Post by Age	2020		2021		2022		YoY % Change	Working Age Population of Gloucestershire	Variance
	Count	% of Total	Count	% of Total	Count	% of Total			
16-25	247	6.23%	254	6.28%	231	5.81%	-0.47%	17.5%	11.7%
26-35	697	17.58%	743	18.38%	745	18.73%	0.35%	18.5%	-0.2%
36-45	835	21.06%	852	21.07%	849	21.34%	0.27%	19.3%	-2.0%
46-55	1290	32.53%	1252	30.97%	1173	29.49%	-1.48%	23.9%	-5.6%
56+	896	22.60%	942	23.30%	980	24.64%	1.34%	20.8%	-3.9%
Source: Mid-2018 Revised Population Estimates, Office for National Statistics; Adapted from data from the Office for National Statistics licensed under the Open Government Licence v.3.0.									

Turnover by Age		2020	2021	2022
16-25	Headcount of permanent employees	247	254	231
16-25	Number of voluntary leavers	28	26	39
16-25	Turnover %	11.34%	10.24%	16.88%
26-35	Headcount of permanent employees	697	743	745
26-35	Number of voluntary leavers	72	59	99
26-35	Turnover %	10.33%	7.94%	13.29%
36-45	Headcount of permanent employees	835	852	849
36-45	Number of voluntary leavers	75	56	83
36-45	Turnover %	8.98%	6.57%	9.78%
46-55	Headcount of permanent employees	1290	1252	1173
46-55	Number of voluntary leavers	96	77	98
46-55	Turnover %	7.44%	6.15%	8.35%
56+	Headcount of permanent employees	896	942	980
56+	Number of voluntary leavers	98	136	140
56+	Turnover %	10.94%	14.44%	14.29%

Average Length of service by Age	2020	2021	2022	YOY Change
	Average of LOS			
16-25	2	2	2	0
26-35	4	4	4	0
36-45	9	8	8	0
46-55	12	13	13	0
56+	15	15	15	0
Grand Total	10	10	10	0

Protected Characteristic - Age	% New Starters	Contract Type	
		Permanent	Fixed Term
16-25	19.57%	10.87%	8.70%
26-35	28.50%	21.26%	7.25%
36-45	22.95%	16.43%	6.52%
46-55	20.53%	14.25%	6.28%
56+	8.45%	5.31%	3.14%
Grand Total	100.00%	68.12%	31.88%

Data Tables – Ethnicity

Protected Characteristic - Ethnicity	Percentage of Workforce			
	2020	2021	2022	Variance 2022 v 2021
Asian	2.24%	2.38%	2.45%	0.07%
Black	2.12%	2.24%	2.21%	-0.03%
Mixed	1.39%	1.44%	1.64%	0.20%
Other	0.54%	0.47%	0.48%	0.01%
White British	91.53%	89.52%	89.16%	-0.36%
White Other	2.18%	3.94%	4.06%	0.12%
Workforce stated	83.40%	84.05%	83.01%	-
Unstated	16.60%	15.95%	16.99%	-
Grand Total	**100.00%**	**100.00%**	**100.0%**	-

Protected Characteristic - Ethnicity	Percentage of Workforce	Population of Gloucestershire	Variance
Asian	2.45%	2.10%	0.35%
Black	2.21%	0.90%	1.31%
Mixed	1.64%	1.50%	0.14%
Other	0.48%	0.20%	0.28%
White British	89.16%	91.60%	-2.44%
White Other	4.06%	3.80%	0.26%
Workforce stated	83.01%	-	-

Protected Characteristic - Ethnicity	2020	2021	2022
	Average Years length of service		
Asian	8	8	9
Black	8	8	8
Mixed	8	9	9
Other	13	14	13
White	11	11	10
Grand Total	**11**	**11**	**10**

Protected Characteristic - Ethnicity	Workforce Starters 2021/22	Workforce Leavers 2021/22
Asian	1.45%	1.57%
Black	3.14%	3.15%
Mixed	1.21%	0.79%
Other	0.24%	0.20%
Unstated	28.74%	17.52%
White British	62.08%	73.62%
White Other	3.14%	3.15%

Data tables - Disability

Staff in Post by Disability	Protected Characteristic	2020	2021	2022	YOY % Change
Adults	Disabled	7.94%	8.55%	8.90%	0.35%
Adults	Not Disabled	92.06%	91.45%	91.10%	-0.35%
Children	Disabled	4.42%	4.08%	3.93%	-0.15%
Children	Not Disabled	95.58%	95.92%	96.07%	0.15%
Community Safety & GFRS	Disabled	1.50%	2.65%	3.45%	0.80%
Community Safety & GFRS	Not Disabled	98.50%	97.35%	96.55%	-0.80%
Corporate Resources	Disabled	2.82%	3.74%	3.85%	0.10%
Corporate Resources	Not Disabled	97.18%	96.26%	96.15%	-0.10%
EEI	Disabled	3.15%	3.46%	4.08%	0.62%
EEI	Not Disabled	96.85%	96.54%	95.92%	-0.62%
Council Total	Disabled	4.74%	5.15%	5.38%	0.23%
Council Total	Not Disabled	95.26%	94.85%	94.62%	-0.23%

Staff in Post by Disability	2020	2021	2022	YoY % Change	Population of Gloucestershire	Variance
Disabled	4.74%	5.15%	5.38%	0.23%	16.71%	-11.33%
Not Disabled	95.26%	94.85%	94.62%	-0.23%	83.29%	11.33%
Workforce Stated	78.74%	78.75%	76.19%	-2.56%	-	-
Unstated	21.26%	21.25%	23.81%	2.56%	-	-

Source: ONS 2011 Census

Protected Characteristic - Disability	2020	2021	2022	YOY Change
	Average Years length of service			
Disabled	11	11	11	0
Not Disabled	11	11	11	0
Unstated	5	5	5	0

Turnover by Disability		2020	2021	2022
Disabled	Headcount of permanent employees	4.74%	5.15%	5.38%
Disabled	% of voluntary leavers	4.86%	3.37%	3.22%
Disabled	Turnover %	9.46%	5.49%	6.75%
Not Disabled	Headcount of permanent employees	95.26%	94.85%	94.62%
Not Disabled	% of voluntary leavers	95.14%	96.63%	96.78%
Not Disabled	Turnover %	9.21%	8.54%	11.54%
Workforce Stated	Headcount of permanent employees	78.74%	78.75%	76.19%
Workforce Stated	% of voluntary leavers	78.05%	75.42%	74.51%
Workforce Stated	Turnover %	9.22%	8.39%	11.28%

Data tables - Sexual Orientation

Protected Characteristic - Sexual Orientation	Percentage of workforce 2020	Percentage of Workforce 2021	Percentage of workforce 2022	Population of Gloucestershire
Bi-sexual	1.37%	1.54%	1.59%	5-7%
Gay	1.95%	1.82%	1.59%	
Lesbian	1.07%	1.04%	1.06%	
Heterosexual	85.94%	86.38%	86.48%	93-95%
Rather non state	9.67%	9.21%	9.27%	
Workforce stated	51.65%	54.49%	52.06%	-

Protected Characteristic - Sexual Orientation	Voluntary Turnover		
	2020	2021	2022
Bi-sexual	1.09%	1.00%	2.66%
Gay	0.54%	1.99%	1.52%
Heterosexual	83.70%	85.57%	82.51%
Lesbian	1.09%	1.00%	1.14%
Rather not state	13.59%	10.45%	12.17%
Workforce Stated	49.86%	56.78%	57.30%

Protected Characteristic - Sexual Orientation	2020	2021	2022	YOY Change
	Average Years length of service			
Bi-sexual	3	3	4	33%
Gay	6	7	8	14%
Heterosexual	7	7	8	14%
Lesbian	6	6	8	33%
Rather not state	13	9	9	0%
unstated	9	14	13	-7%
Council Total	10	10	10	0%

Protected Characteristic - Sexual Orientation	Percentage of Workforce	Percentage Accessing Training
Bi-sexual	1.59%	1.79%
Gay	1.59%	1.93%
Heterosexual	86.48%	85.38%
Lesbian	1.06%	1.10%
Rather not state	9.27%	9.79%
Workforce Stated	52.06%	52.61%

Data tables - Marriage and Civil Partnership

Protected Characteristic - Marriage & Civil Partnership	Percentage of Workforce 2020	Percentage of Workforce 2021	Percentage of Workforce 2022	Population of Gloucestershire	Variance
Divorced / Dissolved Civil Partnership	5.33%	4.76%	4.66%	9.50%	4.84%
Married/Civil Partnership	52.40%	51.15%	50.12%	50.50%	0.38%
Separated	1.91%	2.35%	2.50%	2.30%	-0.20%
Single/Never Married	32.26%	33.47%	32.77%	30.50%	-2.27%
Widowed	0.86%	0.72%	0.64%	7.20%	6.56%
Rather not state	7.24%	7.54%	9.31%	-	-
Workforce Stated	38.31%	41.01%	43.19%	-	-

Protected Characteristic - Marriage & Civil Partnership	2020	2021	2022	YOY Change
	Average Years length of Service			
Divorced/Dissolved Civil Partnership	14	15	15	0%
Married/Civil Partnership	10	10	10	0%
Rather not state	5	5	5	0%
Separated	8	5	7	40%
Single/Never Married	4	4	5	25%
Widowed	10	9	10	11%
Unstated	11	11	12	9%
Council Total	10	10	10	0

Protected Characteristic - Marriage & Civil Partnership	Voluntary Turnover		
	2020	2021	2022
Divorced/Dissolved Civil Partnership	4.51%	1.31%	4.52%
Married/Civil Partnership	46.62%	53.59%	45.73%
Separated	1.50%	1.96%	1.01%
Single/Never Married	38.35%	35.95%	38.69%
Widowed	0%	0.65%	0.50%
Rather not state	9.02%	6.54%	9.55%
Workforce stated	36.04%	43.22%	43.36%

Protected Characteristic - Marriage & Civil Partnership	Percentage of Workforce	Percentage Accessing Training
Divorced/Dissolved Civil Partnership	4.66%	4.41%
Married/Civil Partnership	50.12%	50.30%
Separated	2.50%	2.89%
Single/Never Married	32.77	31.91%
Widowed	0.64%	0.76%
Rather not state	9.31%	9.73%
Workforce stated	43.19%	47.75%

Data tables - Religion & Belief

Protected Characteristic - Religion & Belief	Percentage of workforce			Population of Gloucestershire	Variance
	2020	2021	2022		
Buddhist	1.02%	1.08%	0.82%	0.30%	0.52%
Christian	42.24%	42.01%	40.77%	63.50%	-22.73%
Hindu	0.51%	0.54%	0.52%	0.40%	0.12%
Jewish	0.17%	0.23%	0.15%	0.10%	0.05%
Muslim	1.95%	1.77%	1.71%	1.00%	0.71%
None	41.39%	41.71%	42.63%	26.70%	15.93%
Other	2.37%	2.23%	1.93%	0.50%	1.43%
Rather Not Say	10.35%	10.45%	11.46%	7.50%	3.96%
Workforce stated	29.74%	32.20%	33.79%	-	-

Protected Characteristic - Religion & Belief	2020	2021	2022	YOY Change
	Average Years length of service			
Buddhist	10	9	10	10.79%
Christian	8	8	9	11.87%
Hindu	11	12	11	-8.49%
Jewish	10	7	12	68.27%
Muslim	4	5	5	0.00%
None	5	5	6	19.40%
Other	6	7	8	14.68%
Rather Not Say	7	7	6	-15.18%
Unstated	11	11	11	0.00%
Council Total	10	10	10	0.00%

Protected Characteristic - Religion & Belief	Voluntary turnover		
	2020	2021	2022
Buddhist	0.00%	0.88%	1.91%
Christian	37.04%	41.23%	34.39%
Hindu	0.00%	0.88%	0.64%
Jewish	0.00%	0.00%	0.64%
Muslim	2.78%	3.51%	0.64%
None	42.59%	42.98%	45.22%
Other	1.85%	1.75%	3.82%
Rather Not Say	15.74%	8.77%	12.74%
Workforce stated	29.27%	32.20%	34.20%

Protected Characteristic - Religion & Belief	Percentage of Workforce	Percentage Accessing Training
Buddhist	0.82%	1.13%
Christian	40.77%	41.97%
Hindu	0.52%	0.57%
Jewish	0.15%	0.00%
Muslim	1.71%	0.76%
None	42.63%	44.42%
Other	1.93%	1.51%
Rather Not Say	11.46%	9.64%
Workforce Stated	33.79%	38.39%