

## Workforce Equalities, Diversity & Inclusion report

(Census date 1st July 2025)



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## Introduction

In 2022 the Council completed a self-assessment against the Equality Framework for Local Government which resulted in the establishment of the ED&I Board and [Equality Diversity and Inclusion Objectives for 2023-2027](#). The purpose of the ED&I Board is to align the various equality activities across the Council under a clear strategy and provide governance. The action plan comprises of four overarching goals.

1. Strengthen leadership, oversight and governance of equalities, diversity and inclusion across the council.
2. Improve the quality and consistency of the data we collect on service user and workforce equality characteristics.
3. Embed equality, diversity and inclusion within GCC's culture and ways of working.
4. Community engagement: develop an infrastructure that enables the council to hear from communities and engage effectively with them.

The Council has completed a submission for Stonewall WEI for 2024 ranking bronze. The recommendations of the report will be integrated into existing equalities action plans.

We have continued to review our policies and procedures to position ourselves as an inclusive employer. This year we are focused on empowering staff to influence the way we develop workforce policy through piloting equality impact assessment consultation.

The Employee Networks have continued to engage and support workforce equality projects alongside our colleagues in HR and OD. The Employee Networks continue to participate in the EDI Board which will enable the networks to influence wider equalities strategy. The County Council is aware of the discourse surrounding the term BAME and consulted our Race Equality Network who agreed to use diverse ethnic communities (DEC) for the purpose of this report.

## 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 DEC population in comparison to England (according to Census 2021)
- 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 to 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 2024 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](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/85049/specific-duties.pdf)

## Our Data

The 2025 Workforce Equality Report has been created using data held with our personnel software with a reporting data of 1st July 2025.

Like most similar employers, Gloucestershire County Council's equality data is not fully complete because it is optional for staff to complete this information. 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.

There has been a notable decrease in data disclosed by new starters across certain characteristics. GCC is actively working on ways we can encourage new starters to share their personal data, close data gap and continue to review/develop reporting functionality within the HR system to enable reporting at different stages of the employee journey. Implementation of a new personnel system anticipated in 2025 will provide an easier user-friendly interface for employees to update their personal information and there will be a communication campaign to support updating and completion of data after the system goes live.

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 report, 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.

GCC data is compared against the 2021 census published by the Office for National Statistics (ONS).

## Workforce Equalities Action Plan 2020-2024 - Successes in 2024/25

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

In April 2025 we utilised the 100 Futures programme for temporary support of the administration for our employee networks. In May 2025 this support was extended utilising apprenticeships for the EDI Support role.

### Learning and Development

In readiness of the implementation of a new learning management system the EDI relating learning was reviewed to develop an EDI curriculum. In response to staff feedback we have developed team conversation toolkits to support EDI conversations which was rolled out in September 2025. The results of our annual staff engagement survey highlighted a need for additional training for bystander intervention; we are currently working on a corporate offer for workplace bystander.

### Stepping Up Positive Action Programme

The Council recognises that we are a diverse organisation however this is not reflected in leadership therefore we continue to invest in positive action leadership programmes like Stepping Up. The council has supported ten individuals on the 2025 cohort for Stepping Up.

### Career Development Programme

The Council continues to support positive action for underrepresented groups and with the support of our Race Equality Network we developed career development workshops. Career development workshops are interactive sessions designed to empower underrepresented employees by providing practical skills, strategies, and confidence to overcome barriers and advance their careers, with a focus on actionable insights, confidence-building, and strategic career planning.

### Reward and Recognition

In August 2025 the Council held our annual Achiever Awards; these awards are based around the Council values. Many colleagues were recognised for their contributions to ED&I, particularly in two of the six categories: Integrity and Respect and Inclusive Leadership. The Chair of our GCC employee network dNet was the winner of Integrity and Respect and our overall winner.

## Inclusion Allies

The Inclusion Ally programme is a five-week initiative that helps staff build confidence in advocating for inclusion and supporting colleagues. It aims to create a more inclusive and respectful workplace by equipping participants with practical skills and connecting them to a network of over 200 allies.

## Recruitment and Selection

The Council continues to improve our corporate recruitment process and practice to recruit a diverse workforce. We continue to include an EDI panel for all senior leadership roles. The panels are made up of members of our employee networks, EDI professionals and/or Experts by Experience with the aim of assessing a candidate's understanding of EDI within the context of Gloucestershire and the services they manage. We have developed EDI interview questions and assessment materials for managers to use across all recruitment. The training for recruiting managers was updated to include themes around the impacts of bias in the recruitment and selection process. We are also rolling out shorter bitesize training modules which have been developed with colleagues from our employee networks. Our applicant tracking system is accessibility compliant. The Council continues funding advertising on Diversity Jobs Groups to improve the diversity of applicants. The Council regularly attends recruitment fairs within the community to promote roles to people who may not have previously considered the council in their job and career search.

## Policies and Guidance

In 2025 we introduced new policies, Fertility and Assisted Conception, Neonatal and Carers, to support inclusion and reduce barriers at work. To further improve the inclusion and transparency of our policy development the council is piloting internal staff engagement methods to allow feedback on policy reviews and development. We have implemented an internal consultation process to support equality impact assessments for workforce policies. This enables staff to shape future policy development.

## Anti Racism Commitment

In October 2025 Gloucestershire County Council launched our Anti Racism statement. We are committed to being an actively anti-racist organisation. This means recognising and addressing racism wherever it exists, taking decisive action to challenge discrimination, and embedding anti-racism in all aspects of our work. The Council pledges to create a culture where everyone belongs and can thrive, holding itself accountable for progress and working in partnership with staff and communities to ensure equity, inclusion, and respect for all. To achieve our ambitions, we are working with our services to develop a detailed action plan.

## White Ribbon

In May 2025, fourteen members of the White Ribbon Network successfully completed a bespoke Train the Trainer programme designed to equip them with the skills to deliver Find Your Voice Gloucestershire. This training was commissioned by Gloucestershire County Council and developed by Kindling Transformative Interventions, specialists in Violence Against Women and Girls (VAWG).

Find Your Voice Gloucestershire provides participants with a robust understanding of the theory underpinning gender-based violence. It also offers practical tools and guided practice to support safe and effective bystander intervention in response to problematic behaviours. The programme highlights the risks associated with inaction and empowers individuals to respond confidently and constructively.

Within the first six months of delivery, the fourteen trained facilitators have reached over 250 staff across Gloucestershire County Council and Gloucestershire Fire and Rescue Service (GFRS). Feedback has been overwhelmingly positive, with many participants reporting that the training had a lasting impact. Attendees noted increased confidence in recognising and responding to challenging behaviours, and a deeper understanding of the importance of active bystandership.

## 1. HR Metrics and Data Sourcing

All data is effective as at the 1st July 2025, with the reporting period being 1st July 2024 to 30th June 2025. 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. 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	<ul style="list-style-type: none"> <li>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.</li> <li>Voluntary turnover includes only those individuals whose permanent/fixed term contract employment ended due to resignation or retirement.</li> </ul>
Length of service in years of permanent staff	Years are rounded to the nearest whole year.
Terminology	Description
No response	Individual has not answered the question / provided the council with a response – effectively left the space blank
Prefer not to 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 or selected prefer not to say) this ranges between 36.2% and 92.4% of GCC employees depending on the protected characteristics). The exceptions are gender and age which refer to 100% of the workforce.
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 within the entire 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.

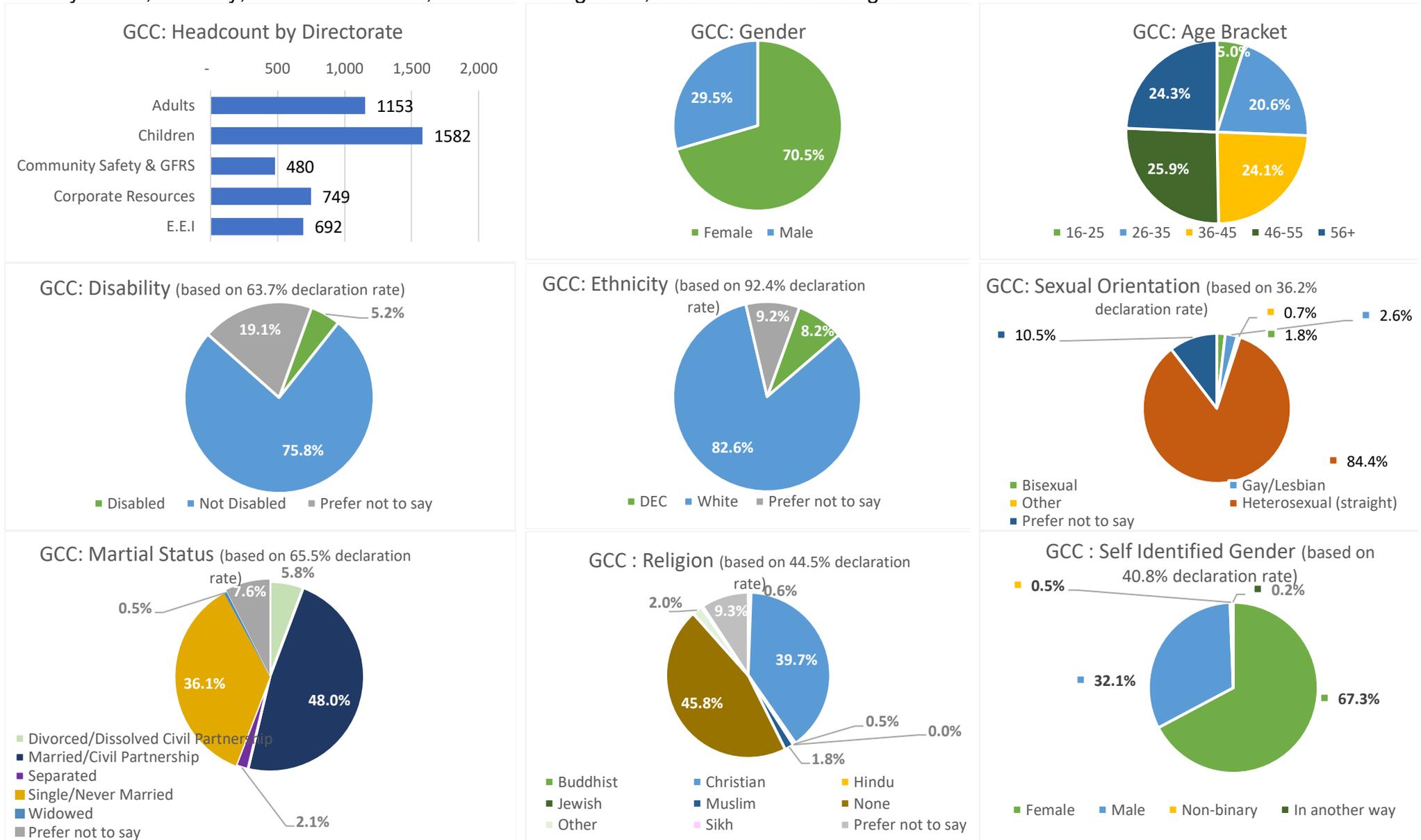
## 2. Executive Summary

### Key points arising from the data this year include:

- **The gender distribution council wide remains consistent with previous years.** The gender split remains approximately 70% female and 30% male, in-line with previous years.
- **The age profile of the council has remained largely consistent with minimal changes across all age groups.** The average (mean) age is of the workforce is 45 and median 46 (both slightly lower than last year). The age bracket with the largest number of staff 46-55 (25.9% of the workforce, down from 26.9% last year), there has been a slight increase in the combined age brackets 26-35, 36-45 and 56+, whilst the proportion of the workforce in the combined age brackets 16-25 and 46-55 has decreased slightly. 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 Sexual Orientation, Religion/Belief, Marital Status and self-identified gender. The council is actively working on ways we can encourage new starters to share their personal data and close any data gaps. We continue to review/develop reporting functionality within the HR system to enable reporting at different stages of the employee journey; implementation of a new personnel system in 2026 will provide an easier user-friendly interface for employees to update their personal information.
- **8.2% of the council's workforce are from a Black, Asian or Minority Ethnic (DEC) background.** In comparison the estimated DEC population in Gloucestershire is 6.9% (source: 2021 census data).
- **In total 52.8% of the council's workforce accessed at least one formal training event or e-learning course (recorded on SAP or Learn Pro) during the 12 months period.** This has decreased slightly from 53.5% in 2024 (41.5% in 2023). Overall, the figures do not indicate a lack of access to training for any protected group.
- **Voluntary turnover decreased to 9.3% compared to 10.5% last year, with 87.7% of all leavers leaving for voluntary reasons, either resigning or retiring.** 496 staff left Gloucestershire County Council between 1st July 2024 and 30th June 2025.
- **75 employees were subject to formal procedure** action by the council during the past 12 months, this is more than last year (57). Of the 75 employees, 46 (61.3%) remain employed with the council as at the 1st July 2025; 10 individuals (13.3%) left the council voluntarily following a formal procedure; and 19 individuals (25.3%) were dismissed.

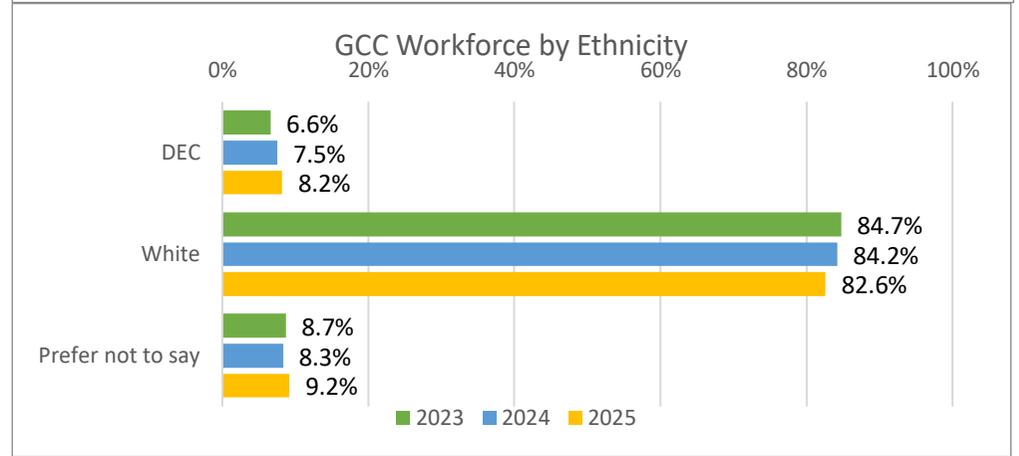
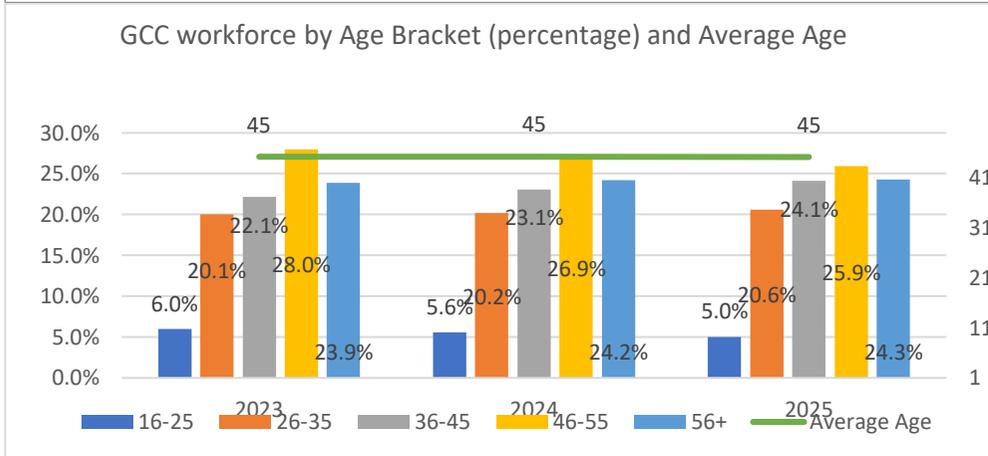
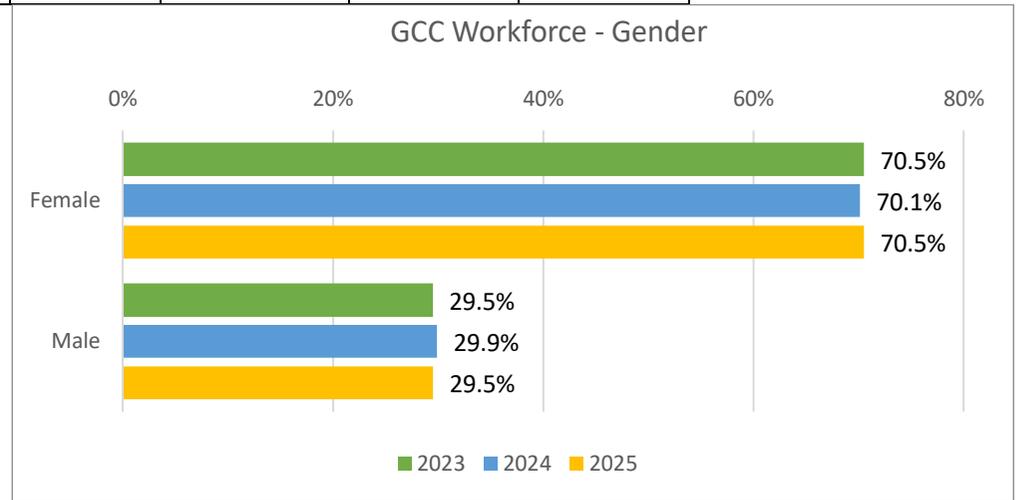
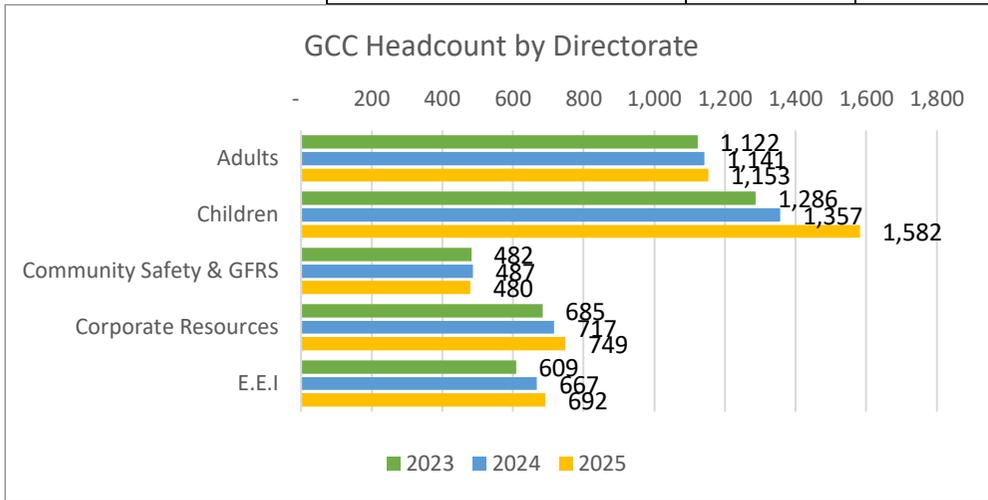
### 3. Workforce Overview Snapshot – Gloucestershire County Council (GCC):

The graphs below show a snapshot of the GCC workforce demographic (at 01/07/2025), including headcount by role, gender, age bracket, disability status, ethnicity, sexual orientation, self-identified gender, marital status and religion.

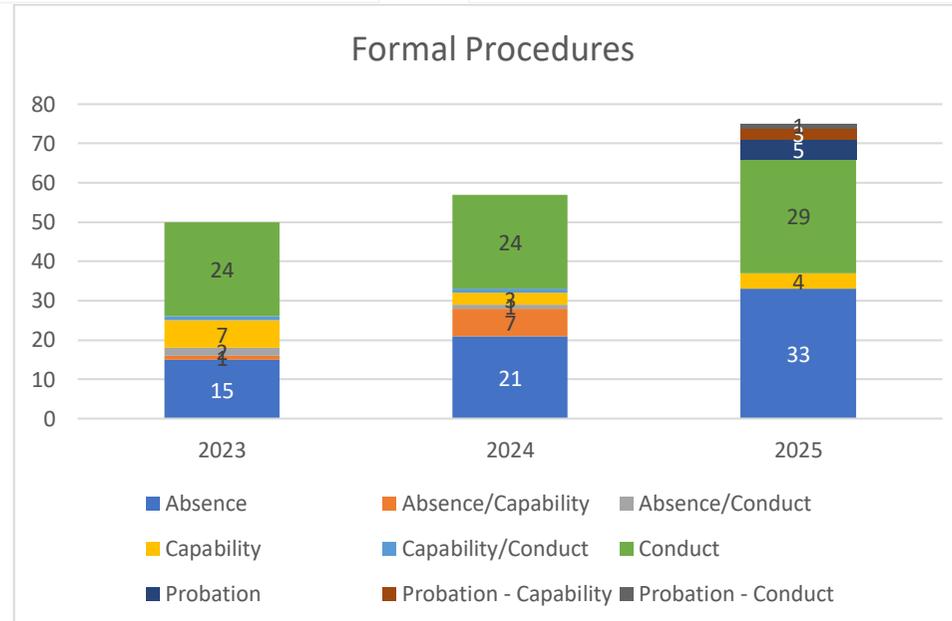
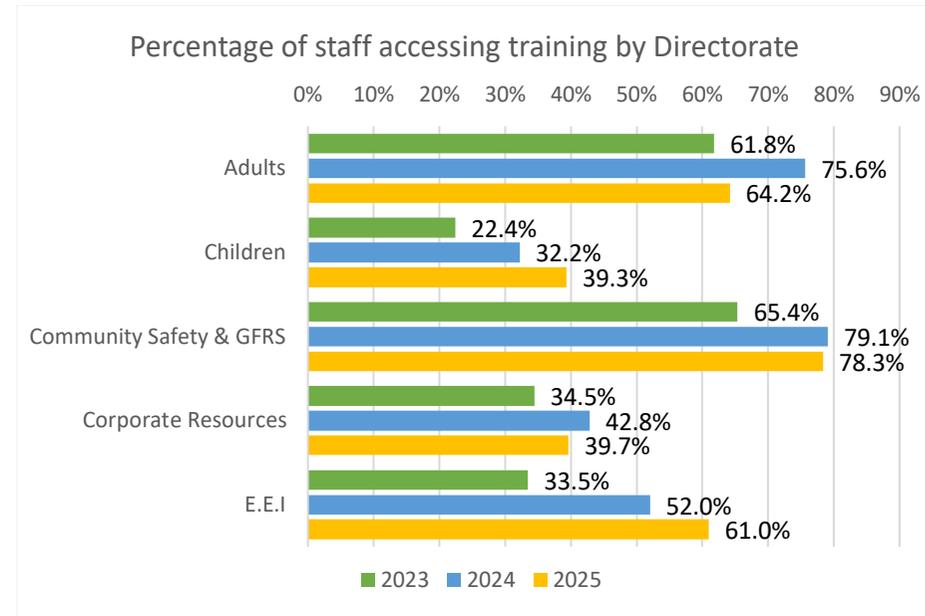
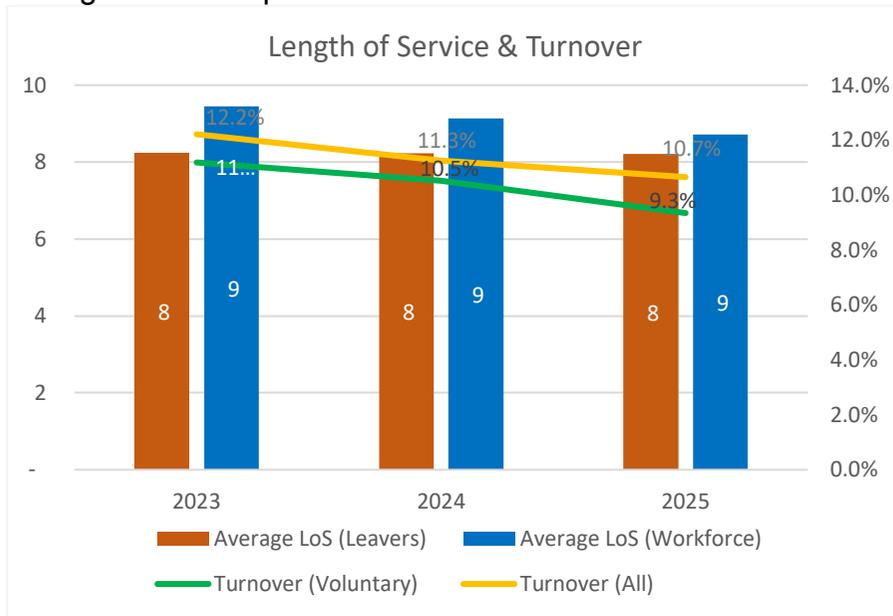


The following table and graphs show GCC workforce demographic over the last 3 years.

GCC: Directorate	2023		2024		2025	
	Count	% of Total	Count	% of Total	Count	% of Total
Adults	1122	26.8%	1141	26.12%	1153	24.76%
Children	1286	30.7%	1357	31.06%	1582	33.98%
Community Safety & GFRS	482	11.5%	487	11.15%	480	10.31%
Corporate Resources	685	16.4%	717	16.41%	749	16.09%
E.E.I	609	14.6%	667	15.27%	692	14.86%
<b>Grand Total</b>	<b>4184</b>	<b>100.0%</b>	<b>4369</b>	<b>100.00%</b>	<b>4656</b>	<b>100.00%</b>

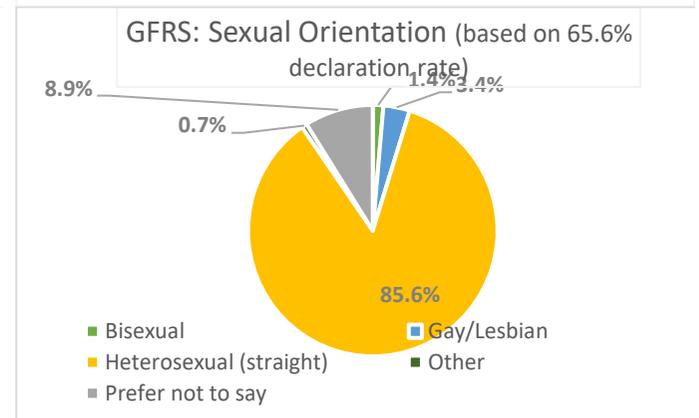
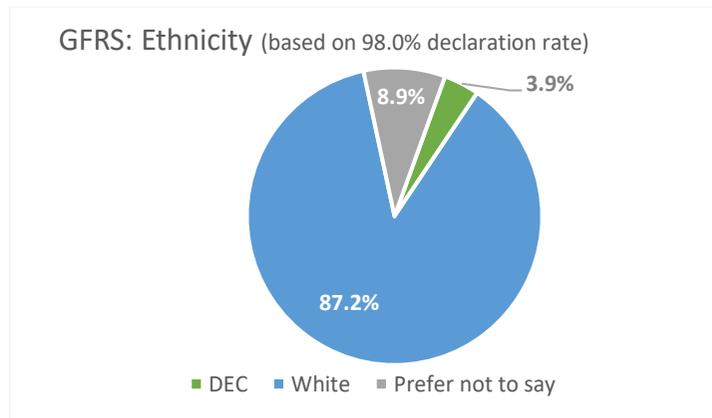
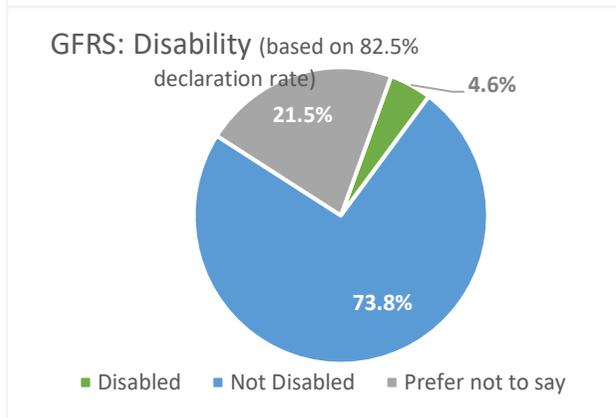
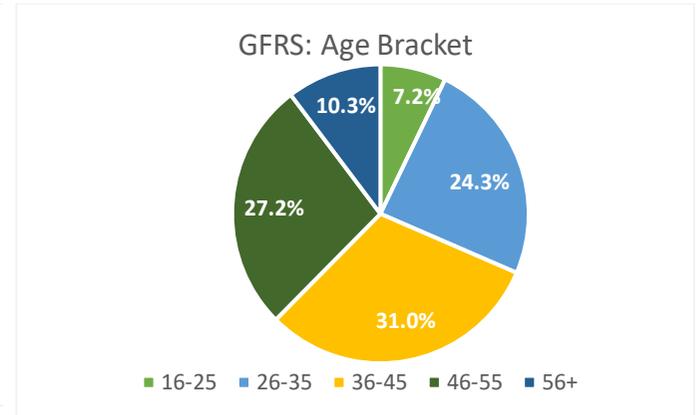
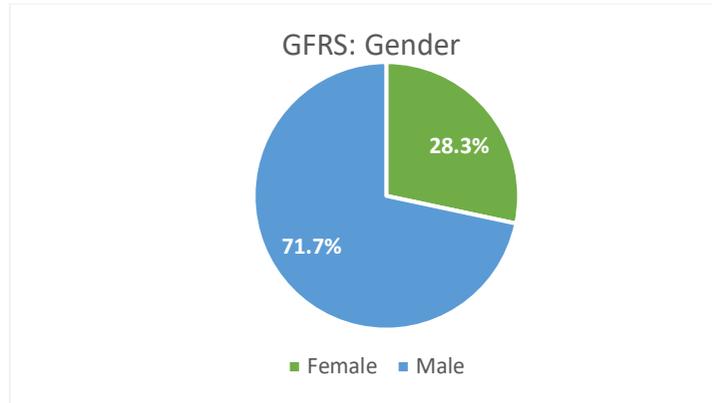
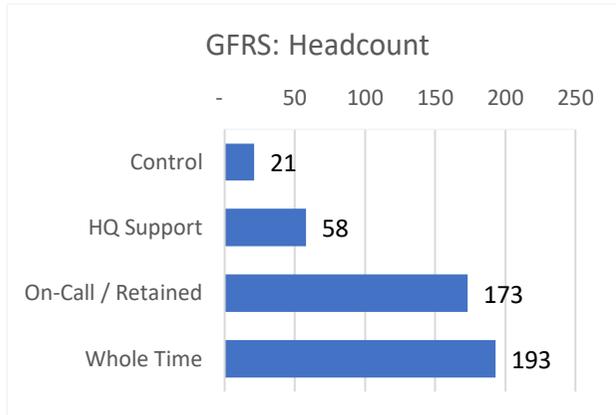


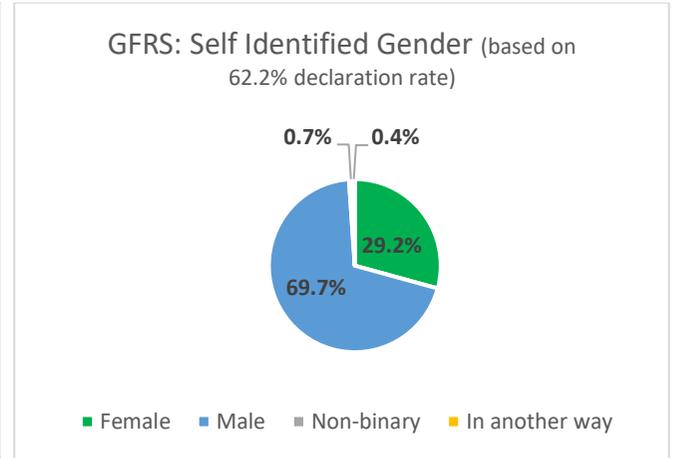
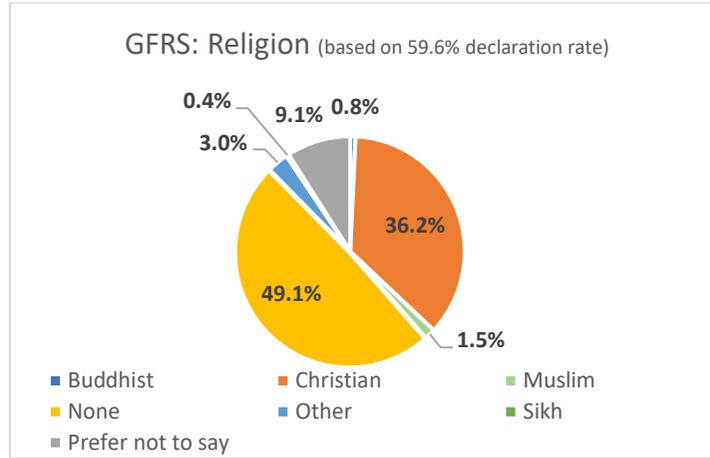
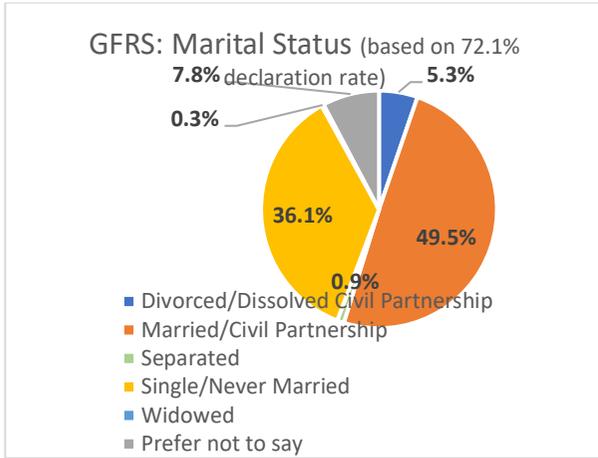
The graphs below show GCC length of service and voluntary turnover, formal procedure reasons, and percentage of workforce accessing training and development courses.



### 3.1 Workforce Overview Snapshot – Gloucestershire Fire & Rescue Service (GFRS):

The graphs below show a snapshot of the GFRS workforce demographic (at 01/07/2025), including headcount by role, gender, age bracket, disability status, ethnicity, sexual orientation, self-identified gender, marital status and religion.

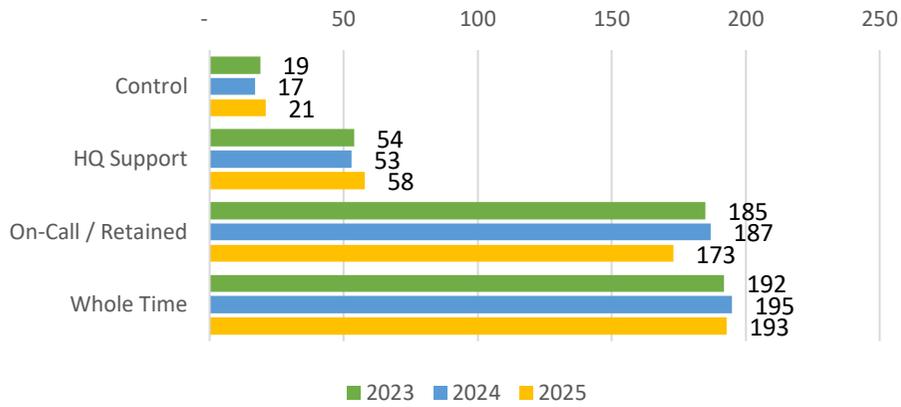




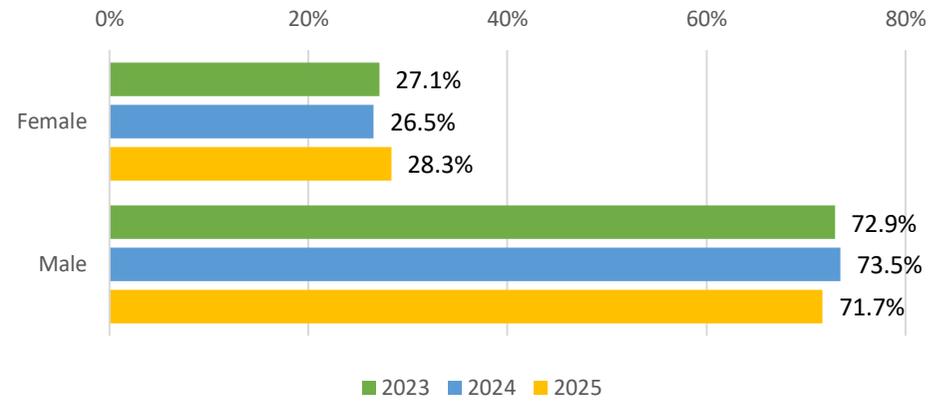
The following table and graphs show GFRS workforce demographic over the last 3 years.

GFRS: Role	2023		2024		2025	
	Count	% of Total	Count	% of Total	Count	% of Total
Control	19	4.2%	17	3.8%	21	4.7%
HQ Support	54	12.0%	53	11.7%	58	13.0%
On-Call / Retained	185	41.1%	187	41.4%	173	38.9%
Whole Time	192	42.7%	195	43.1%	193	43.4%
<b>Grand Total</b>	<b>450</b>	<b>100.0%</b>	<b>452</b>	<b>100.0%</b>	<b>445</b>	<b>100.0%</b>

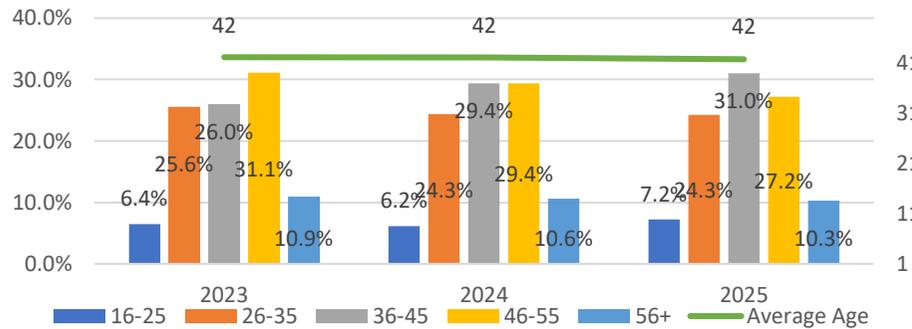
GFRS Headcount by Role



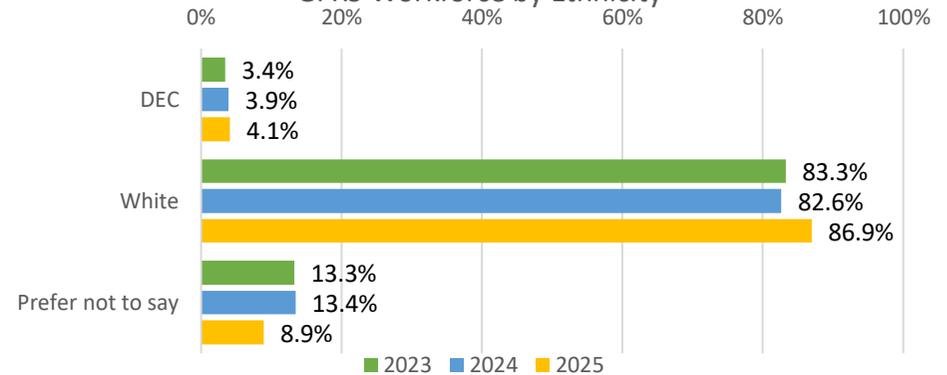
GFRS Workforce - Gender



GFRS workforce by Age Bracket (percentage) and Average Age



GFRS Workforce by Ethnicity



## ED&I and culture change – Gloucestershire Fire and Rescue Service

### Introduction

Equality, Diversity and Inclusion (ED&I) remains a top priority for Gloucestershire Fire and Rescue Service (GFRS) as we continue to strengthen our culture and ensure our workforce truly reflects the communities we serve. Our commitment to ED&I is driven by our own ambition to be a fair, inclusive, and high-performing service one where everyone feels valued, respected, and empowered. Building on the progress we have made, we are proud to lead with a proactive approach that puts people at the heart of everything we do, creating a workplace where diversity is celebrated and inclusion is embedded in all aspects of our service.

### Progress and New Initiatives

**Building Trust and Confidence** - We are strengthening trust and confidence by engaging underrepresented groups through targeted outreach and our ED&I Community Engagement Advisory Panel, expanding staff networks with leadership support, and ensuring transparency with quarterly ED&I progress dashboards.

**Improving Service Delivery** - We enhance service delivery by involving diverse staff in decision-making through Equality Impact Assessments, providing inclusive training on cultural competence and neurodiversity, and using restorative practices like the Independent Review Tea Talks to drive change and encouraging discussion on ED&I themes within the Big Conversation “Let’s talk about it”

**Addressing Historical Issues** - We address historical issues by strengthening policies and support pathways for bullying and discrimination, fostering open dialogue through regular staff surveys and “Culture Conversations,” and providing peer support and mentoring for those affected.

**Legal Obligations** - We ensure all service plans comply with the Public Sector Equality Duty, report annually to GCC and the public, and continually align our culture with GCC’s Values, Behaviours, and the Workplace Charter through leadership development.

**Positive Action, Recruitment & Retention** - We drive inclusive recruitment through positive action and community outreach, support career development with clear pathways and leadership programmes, and use staff feedback to inform retention strategies and remove barriers.

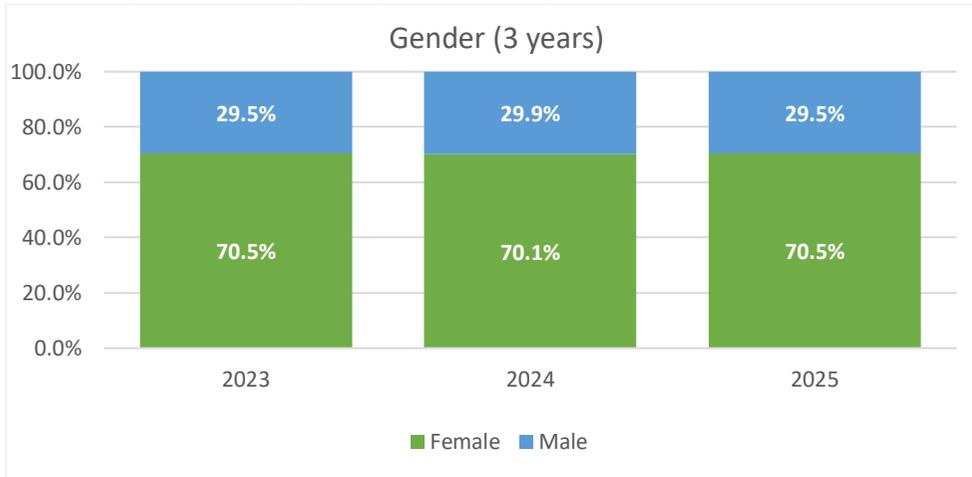
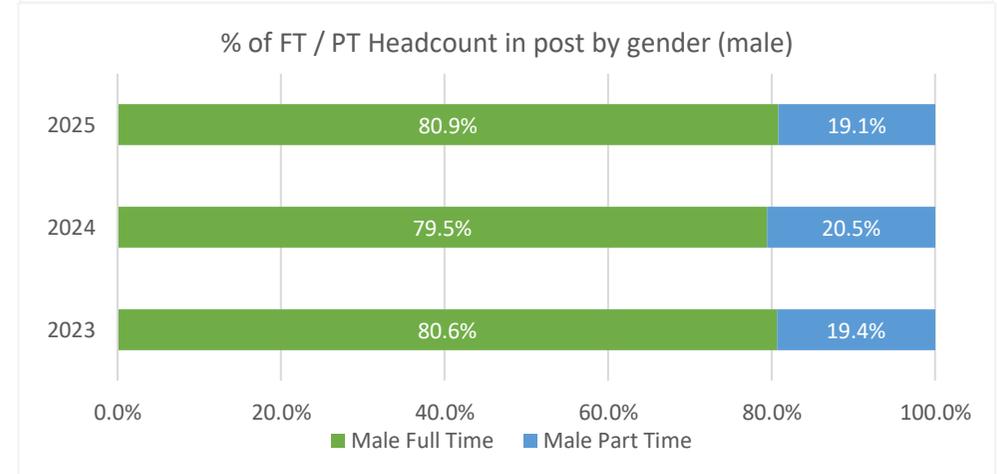
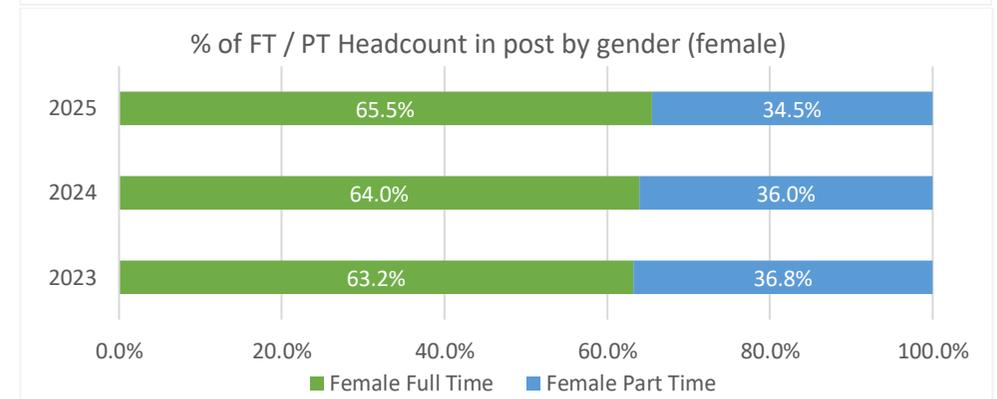
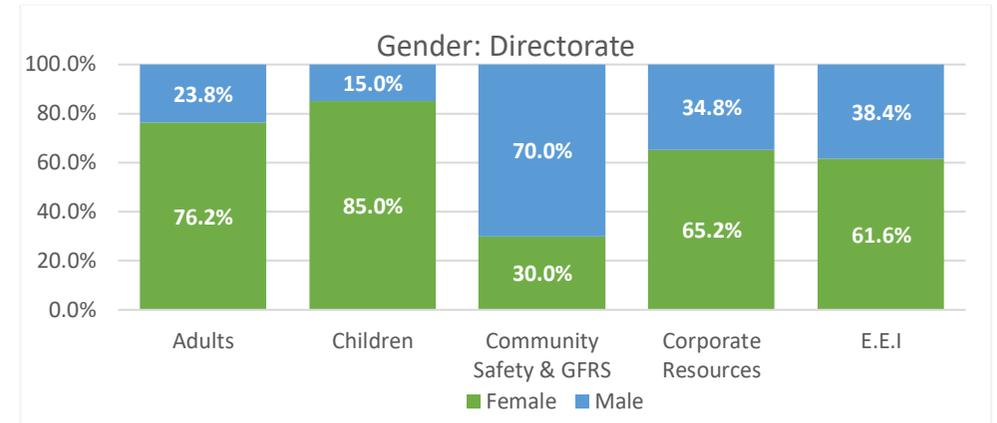
**Health and Wellbeing Support** - We prioritise staff wellbeing by expanding mental health support, streamlining reasonable adjustments with “About Me” profiles, and enhancing post-incident care through debriefs and specialist access.

**Looking Ahead: 2026 Priorities** – We will be launching our new Community Risk Management Plan (CRMP) and new People Plan on how we support our staff building inclusion and belonging. We will host the Asian Fire Service Conference, strengthen our focus on intersectionality, invest in data-driven ED&I improvements, and celebrate diversity through a range of workforce and community engagement events.

**Conclusion** - GFRS is committed to creating a workplace where everyone feels included, valued, and empowered to be their authentic selves. Our progress reflects the dedication of our staff and leadership to making equality, diversity, and inclusion a lived reality for all.

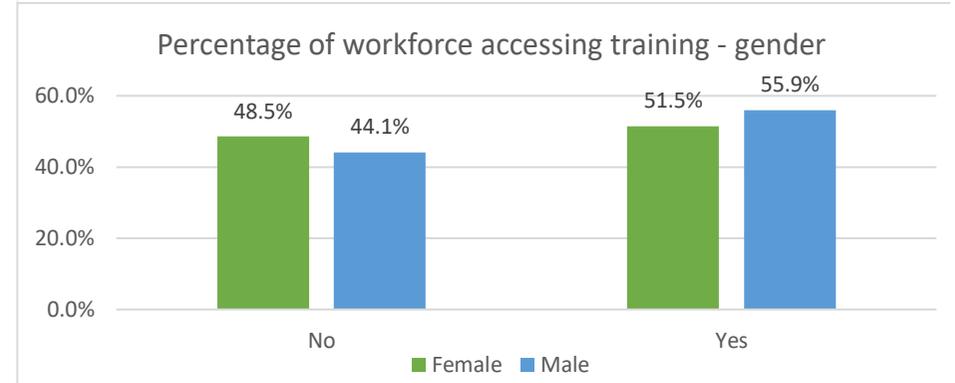
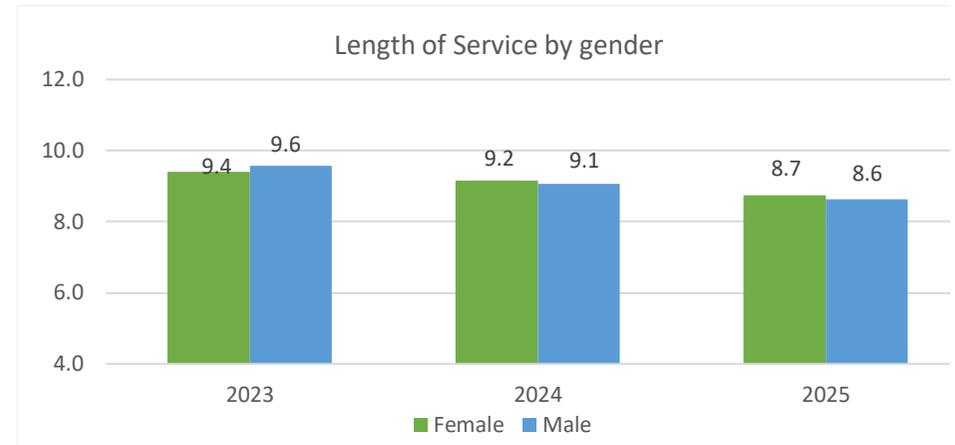
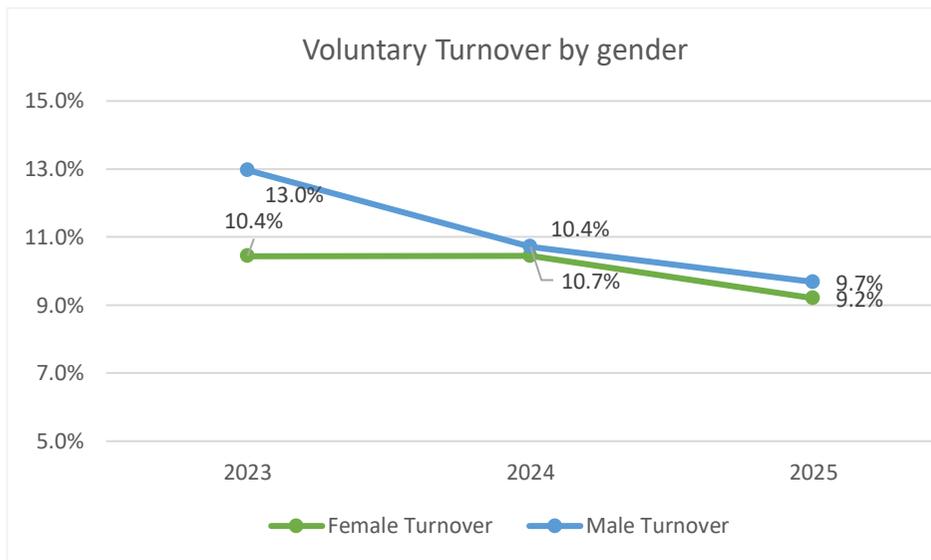
#### 4. Gender (part 1)

- The overall gender distribution, council wide, remains similar to previous years. The gender split in 2025 is 70.5% female, 29.5% male. This is higher when compared to the overall population of Gloucestershire (51.1% - ONS Census 2021).
- The proportion of male and female staff varies between directorates. The highest proportion is in Children's directorate (85.0% female / 15.0% male) to the lowest in Community Safety & GFRS (30.0% female / 70.0% male). The proportions have remained largely consistent over the last 3 years.
- A higher proportion of female staff work part time (34.5%) compared to male staff (19.1%). However, the proportion of female staff working full time continues to increase year on year from 63.2% in 2023 to 65.5% in 2025.

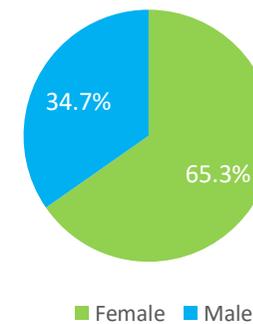


## Gender (part 2)

- Female staff voluntary turnover has decreased since last year (9.2%, lower than 10.7% in 2024). Male staff voluntary turnover has decreased since last year (9.7%, lower than 10.4% in 2024).
- The average length of service is similar for both male and female staff (approximately 8.7 years). It has decreased slightly over the last 3 years (from an average of approximately 9.5 years).
- A similar proportion of each gender have accessed training over the past 12 months (51.5% of female staff; 55.9% of male staff).
- 65.3% of the 75 formal procedure (within the last 12 months) relate to female staff and 34.7% to male staff. This is a higher proportion of male staff when compared to the overall GCC gender split (of male (29.5%) and female (70.5%)). The majority of formal procedures relating to male staff were conduct related, whilst the majority relating to female staff were absence related.



Formal Procedures: Gender



## 5. Gender diversity

We have employees who have declared themselves transgender and non-binary. 40.8% of staff chose to declare a self-identified gender, this includes response which are the same or different to the individual's sex at birth. 0.7% of staff who declared a self-identified gender indicated that they identified either as non-binary, in another way or different to their sex at birth. In the 2021 ONS Census 0.41% of the Gloucestershire population over the age of 16 answered that their gender identity is different to their sex at birth. As with previous years as numbers are low, no further breakdown or analysis is available as it could lead to individuals being identified.

The County Council continues to be a member of Stonewall who provided guidelines on the wording of questions regarding gender identity. This is being taken forward by our project team who are building our new personnel system that is due to go live in 2026.

What best describes your gender?

Man

Non-binary

Woman

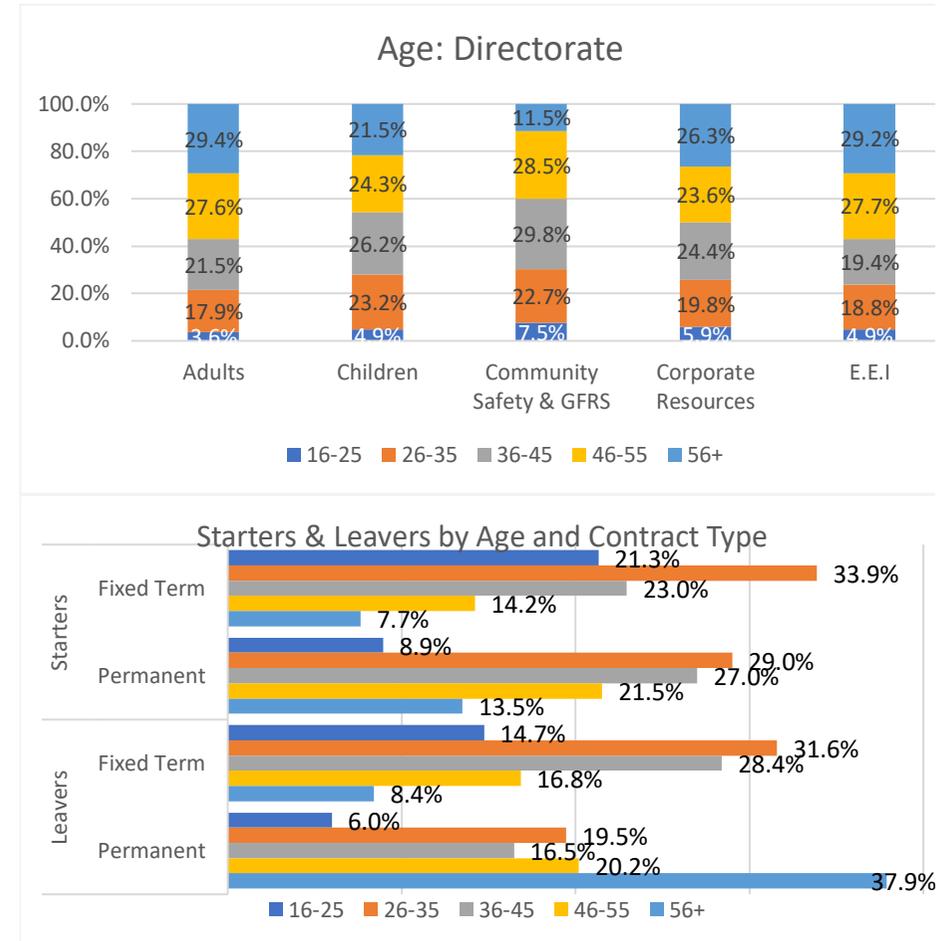
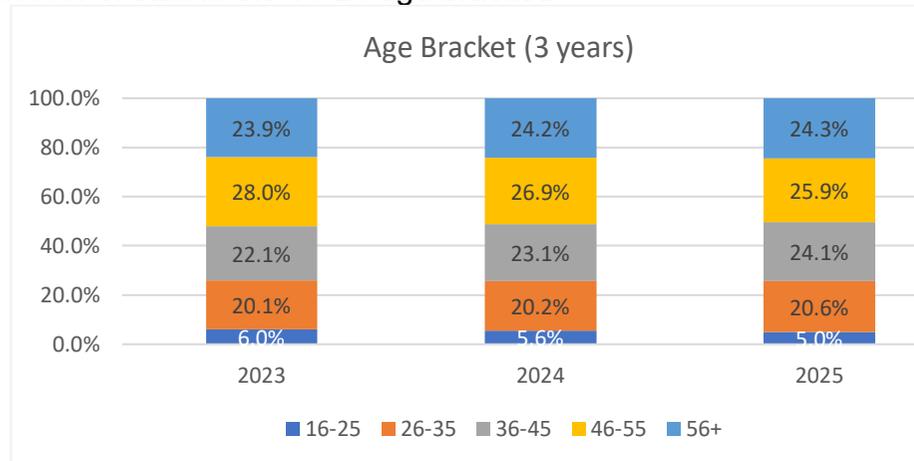
I use another term: \_\_\_\_

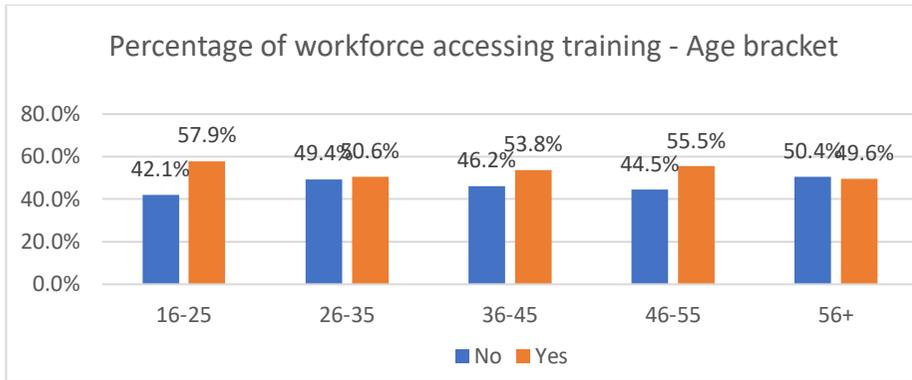
Prefer not to say

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. The Council submitted an assessment against Stonewall Workplace Equality Index for 2024 and was awarded bronze. The recommendations from the report will be integrated into the existing workforce equalities action plan.

## 6. Age (part 1)

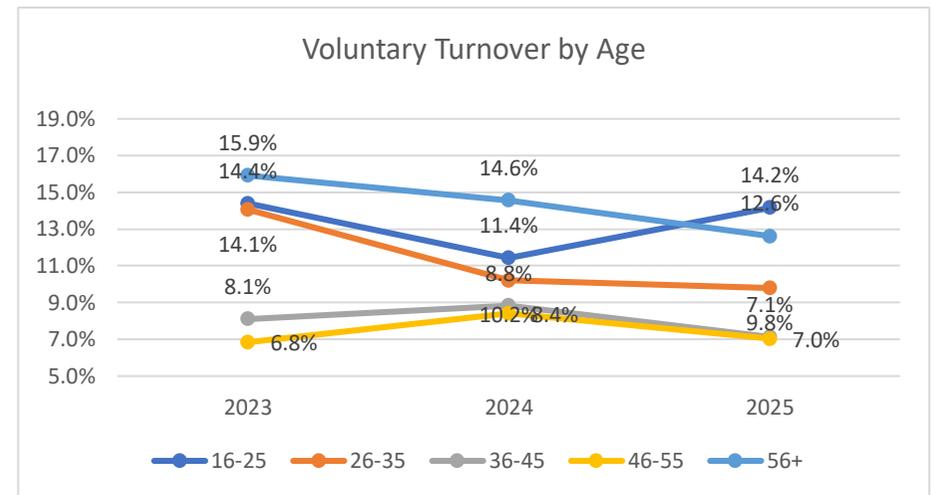
- The proportion of staff within each age bracket has broadly remained consistent since last year. The average (mean) age remains 45.2 and the median age 46.0 (unchanged from 2023).
- The average age varies between directorate, ranging from 42.3 in Community Safety & GFRS to 46.9 in Adults directorate. There is a direct correlation between increase in length of service and age.
- In the last 12 months 42.3% starters were within the 16–35 Age bracket; and 29.4% of all leavers. A higher proportion of starters within the lower age brackets are on fixed term contracts (21.3% of staff starting on fixed term contracts are 16-25 and 33.9% staff 26-35 age bracket). This is partly due to the proportion starting on apprenticeship contracts (10.2% off all starters in the 16-25 age bracket).
- The proportion of staff who have accessed training in the last 12 months ranges between 49.6% of staff in the 56+ age bracket to 57.9% of staff in the 16-25 age bracket.



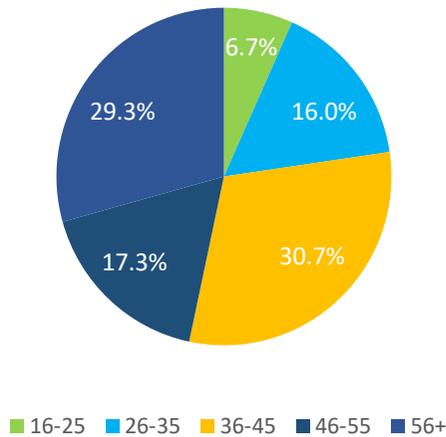


## Age (part 2)

- Voluntary turnover (over the last 12 months) has decreased overall and across most age brackets when compared to last year (2024). The 16-25 age bracket is the only area which has increased in voluntary turnover in the 12 months to June 2025, however. The 56+ and 36-45 age brackets have had the largest decrease in voluntary turnover.
- In the upper age bracket (56+) retirement was the most common leaving reason (60.14% voluntary leavers). This is likely to be due to individuals wishing to preserve their pension by remaining with the same employer as they near an age they can opt to receive their pension. However, 38.46% within the 56+ age bracket chose to resign and not immediately receive GCC pension.
- The 75 formal procedures were spread throughout the age brackets, for the majority in similar proportions to the overall GCC age demographic. The 56+ age bracket formal procedures are predominantly due to absence, whilst the 36-45 and 46-55 age brackets had a high proportion of formal procedures due to conduct.

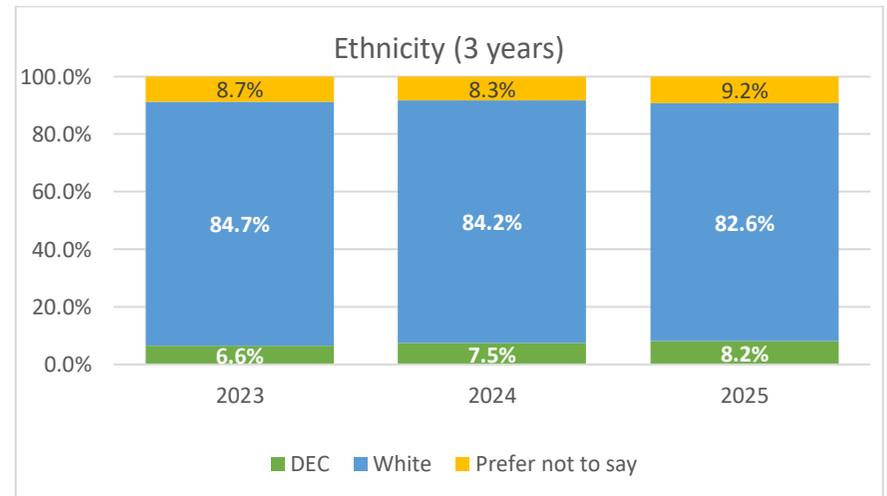


### Formal Procedures: Age Bracket

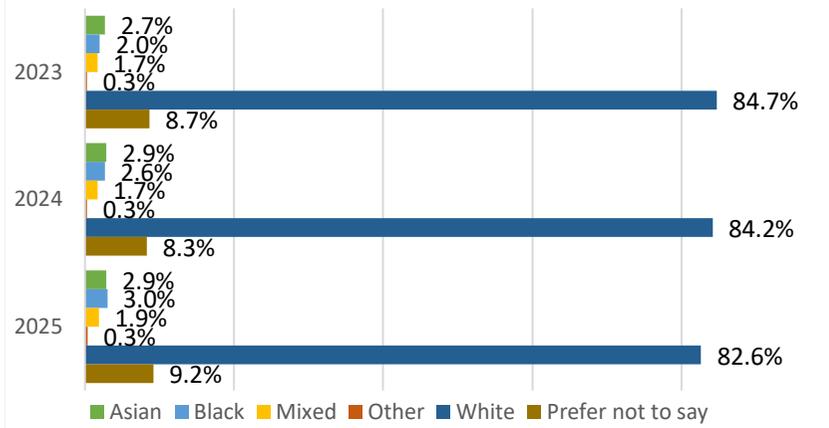


### 7. Ethnicity (part 1)

- 92.4% of staff have declared their ethnicity or chosen 'prefer not to say'.
- The proportion of workers from a Diverse Ethnic Communities (DEC) (8.2%) has increased year on year over the last 3 years (from 6.6% in 2023). 11.5% of starters in the last 12 months being from a DEC background.
- 8.2% of the GCC workforce are from a DEC background, 82.6% White. These proportions are similar to the population demographic of Gloucestershire (6.9% DEC and 84.9% White, source: 2021 census data). In addition, 9.2% of GCC staff chose 'prefer not to say' and others chose not to respond to the question, so there remains a proportion of staff whose ethnic origin is unknown.
- The proportion of DEC staff varies between directorates, ranging from 3.6% in Community Safety & GFRS to 9.5% in Adults directorate.



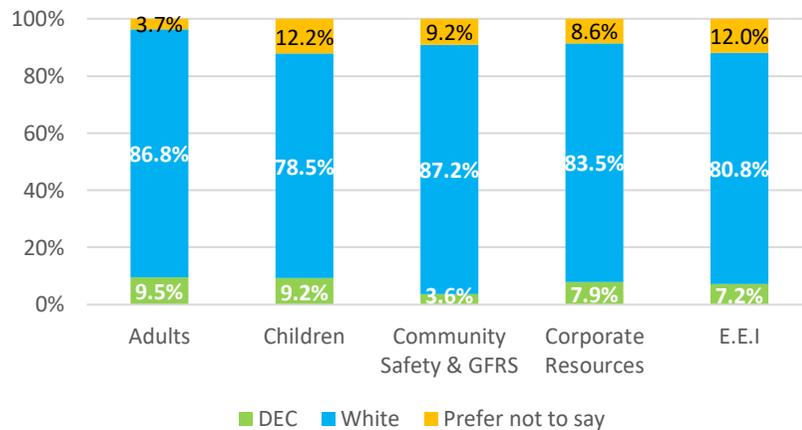
Ethnicity (3 years)



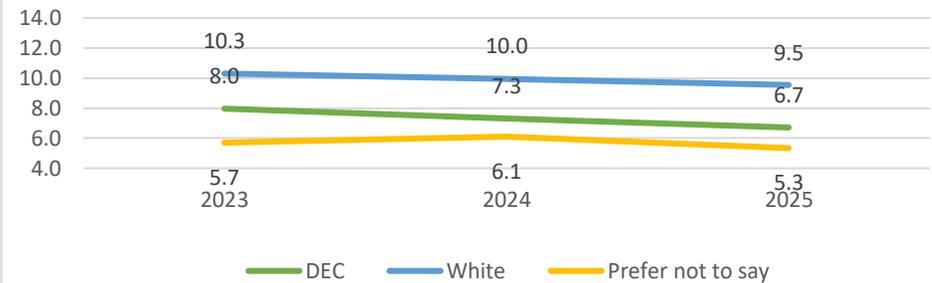
## Ethnicity (part 2)

- DEC staff average length of service is 6.7 years, lower than the average of White employees. This is reflected in the higher voluntary turnover rate of 9.7% DEC, compared to 9.1% White.
- There have been more DEC starters than leavers over the last 3 years, as reflected in the increased proportion of DEC employees.
- A slightly higher proportion of White employees have accessed formal training (55.3%) compared to DEC employees (47.6%).
- 14.7% (10) of staff that have been subject to formal procedures in the last 12 months are DEC, this is higher than the workforce demographic (8.2% DEC).

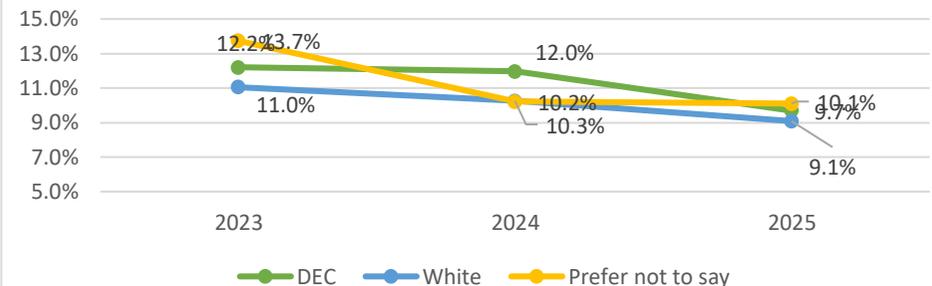
Ethnicity: Directorate (based on 92.4% declaration rate)

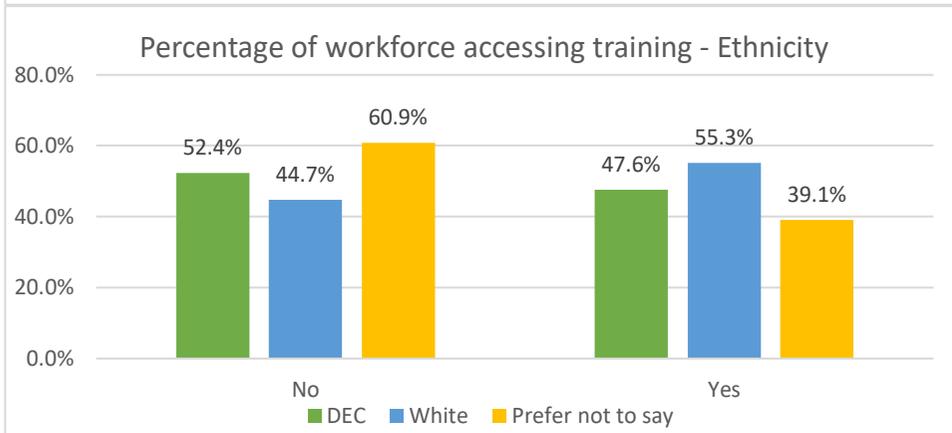
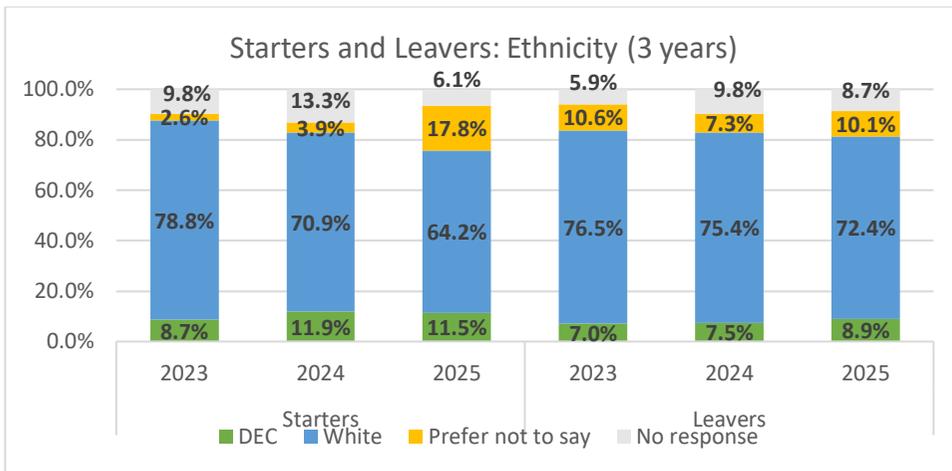


Length of Service by Ethnicity

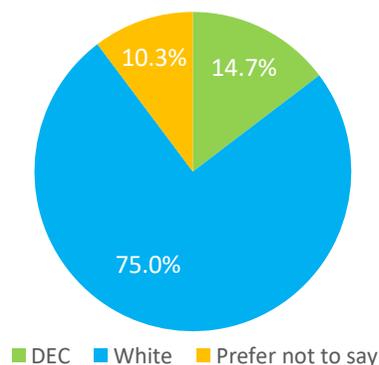


Voluntary Turnover by Ethnicity



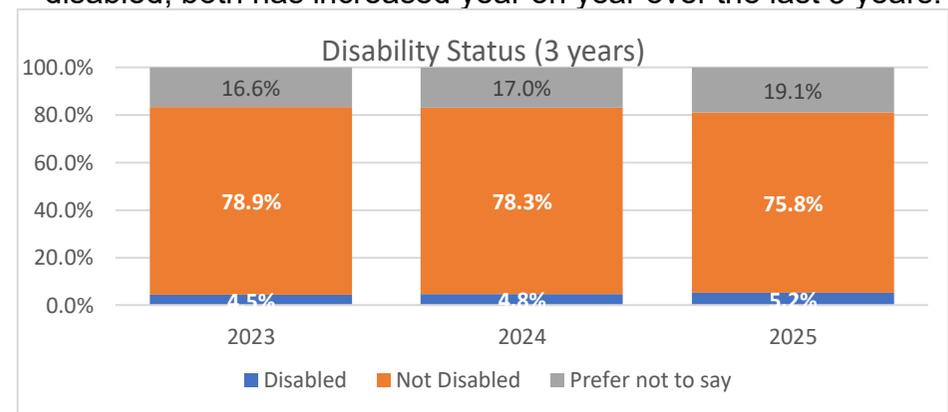


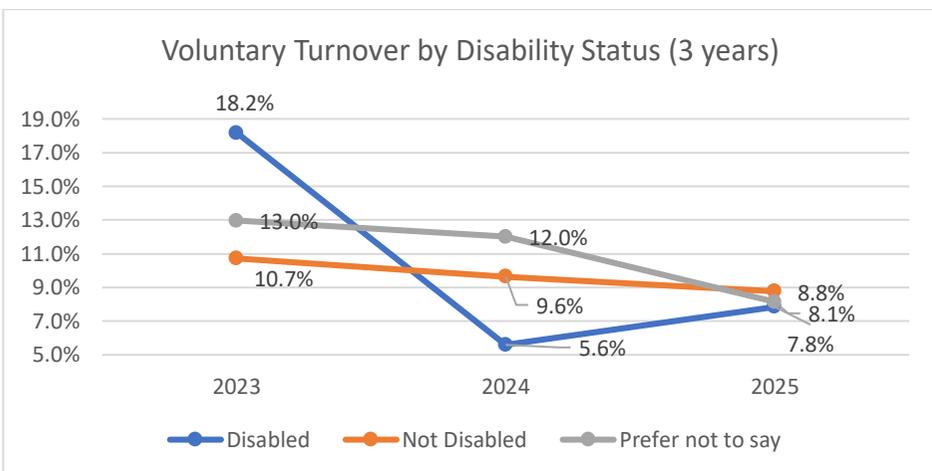
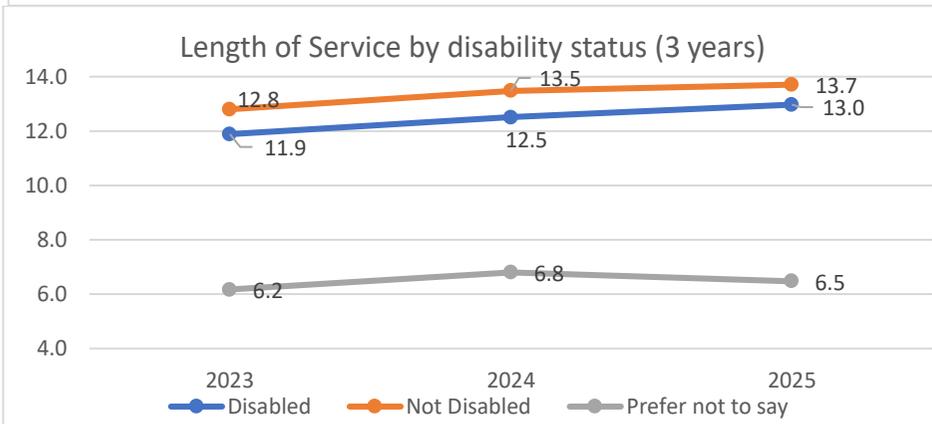
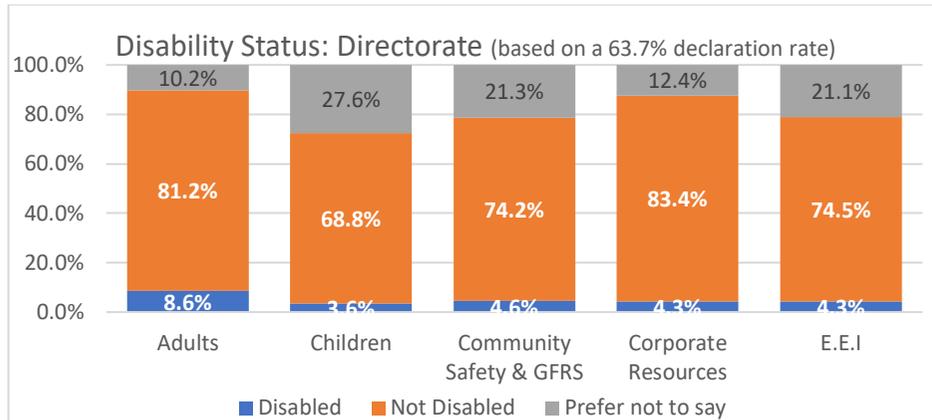
### Formal Procedures: Ethnicity



## 8. Disability (part 1)

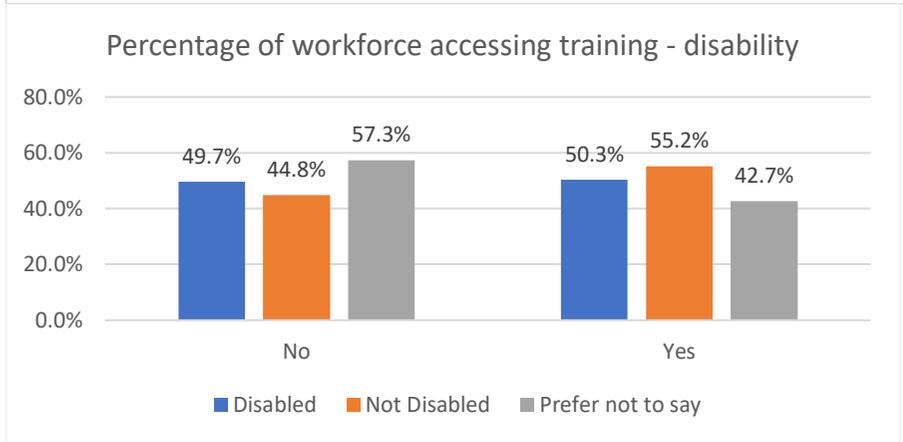
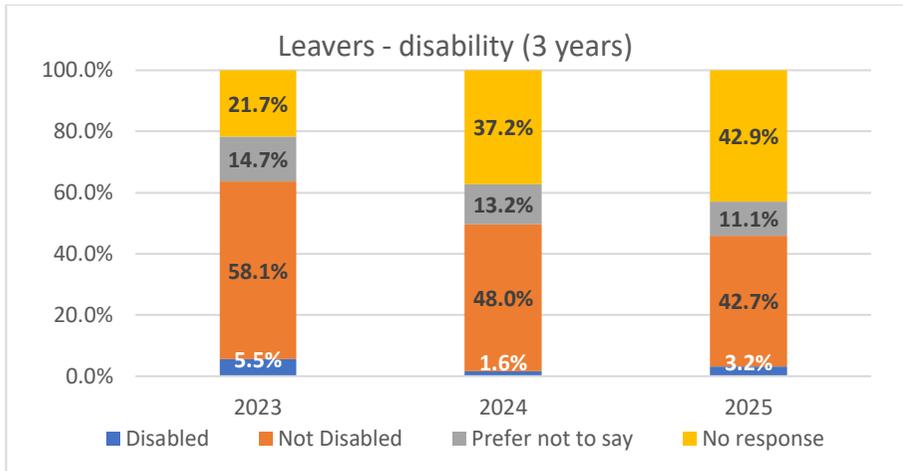
- 63.7% of staff have declared their disability status or chose 'prefer not to say'.
- The percentage of employees who declared a disability remains consistent has increased slightly (to 5.2%) compared to (4.8% last year). The proportion is lower when compared to the population demographic of Gloucestershire (16.7% disabled, source: 2021 census data). In addition, 19.1% of GCC staff chose 'prefer not to say' and others chose not to respond to the question, so there remains a proportion of staff whose disability status is unknown.
- The proportion of disabled staff varies between directorates, ranging from 3.6% in Childrens directorate to 8.6% in Adults directorate (due to Gloucestershire Equipment Loan Service (GELS) health care service area within Adults Directorate, a supported business that offers employment opportunities for disabled people and is dedicated to employment, training and support for people with disabilities).
- The average length of service (LoS) is 13.0 years for disabled employees and 13.7 years for staff who have stated they are not disabled, both has increased year on year over the last 3 years.



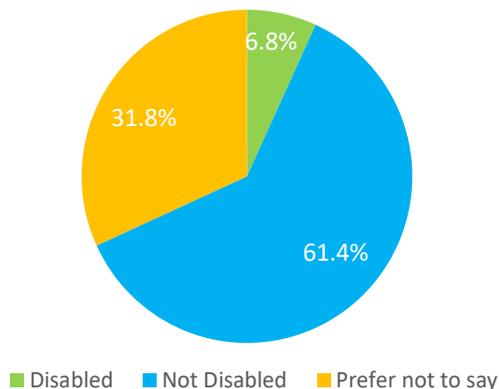


## Disability (part 2)

- A low proportion of starters declared their disability status (21.3%), although higher than previous years, due to the low proportion, no analysis will be carried out on starters. Systems and processes are being reviewed to ensure disability status data is captured within application forms and can be included in employee records as well as improving employee awareness and user experience of updating personal information within their employee record.
- Overall, 57.1% of leavers declared their disability status or chose 'prefer not to say'. 3.2% of all leavers were disabled (1.6% in 2024 and 5.5% in 2023). Voluntary turnover of disabled employees is significantly lower this year (5.6%) compared to last year (18.2%) and is also lower compared to employees who do not have a disability (9.6%).
- A higher proportion of not disabled staff (55.2%) had accessed training courses, compared to disabled (50.3%) employees. GCC continue to try to ensure that formal training is accessible for all regardless of disability.
- 6.8% (3) of staff who have been the subject to formal procedure in the last 12 months have a disability, this is higher than the overall workforce demographic (5.2% Disabled). However, it should be noted that percentages in relation to formal procedure are based on a relatively low number (75), of which 44 staff had declared their disability status.



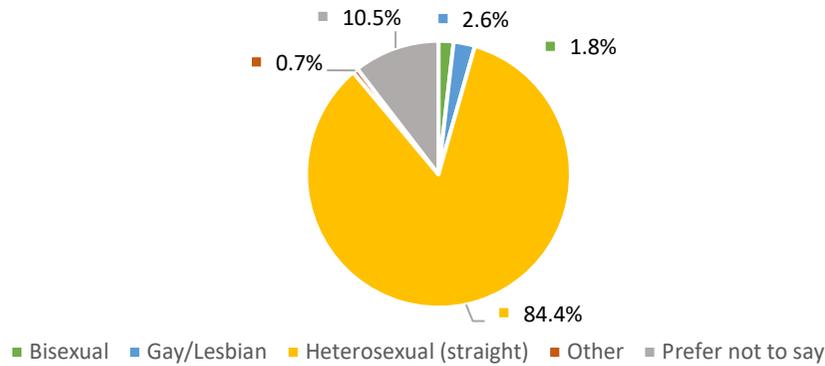
Formal Procedures: Disability Status



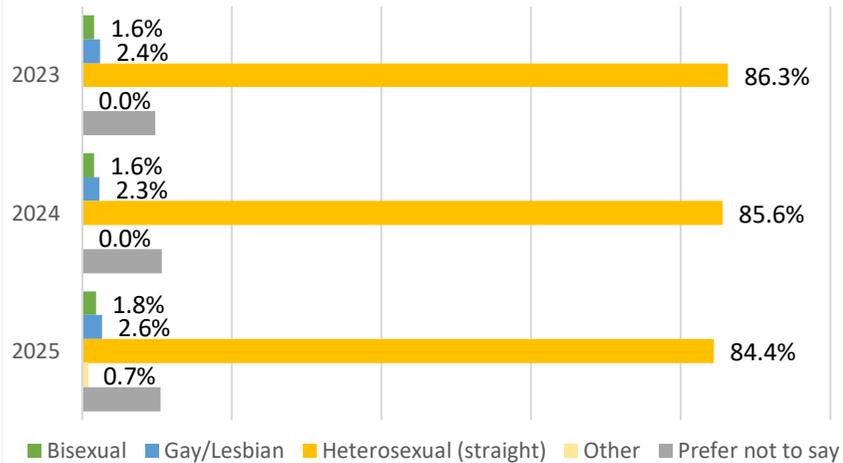
## 9. Sexual Orientation

- 36.2% of staff have disclosed their sexual orientation or chose 'prefer not to say'. This is lower compared to 2023 (43.2% and 2024 (38.2%). Due to the low proportion of staff who have chosen to declare this information minimal analysis will be carried out, as the analysis would not accurately reflect GCC. Systems and processes are being reviewed to ensure sexual orientation status data is captured within application forms and can be included in employee records as well as improving employee awareness and user experience of updating personal information within their employee record.
- 5.1% of staff are Lesbian, Gay, or Bisexual (LGB+) and 84.4% are heterosexual. This has remained broadly similar over the last 3 years. Compared to the population of Gloucestershire aged 16, GCC has a higher proportion of LGB+ staff (2.8% Source: 2021 ONS census), and a lower proportion of heterosexual (90.4% Source: 2021 ONS census). In addition, 10.5% of GCC staff chose 'prefer not to say' and others chose not to respond to the question, so there remains a proportion of staff whose sexual orientation is unknown. Within the 2021 ONS census 6.8% chose not to disclose their sexual orientation.
- No LGB+ staff were subject to formal procedures in the last 12 months.

GCC: Sexual Orientation (based on 36.2% declaration rate)

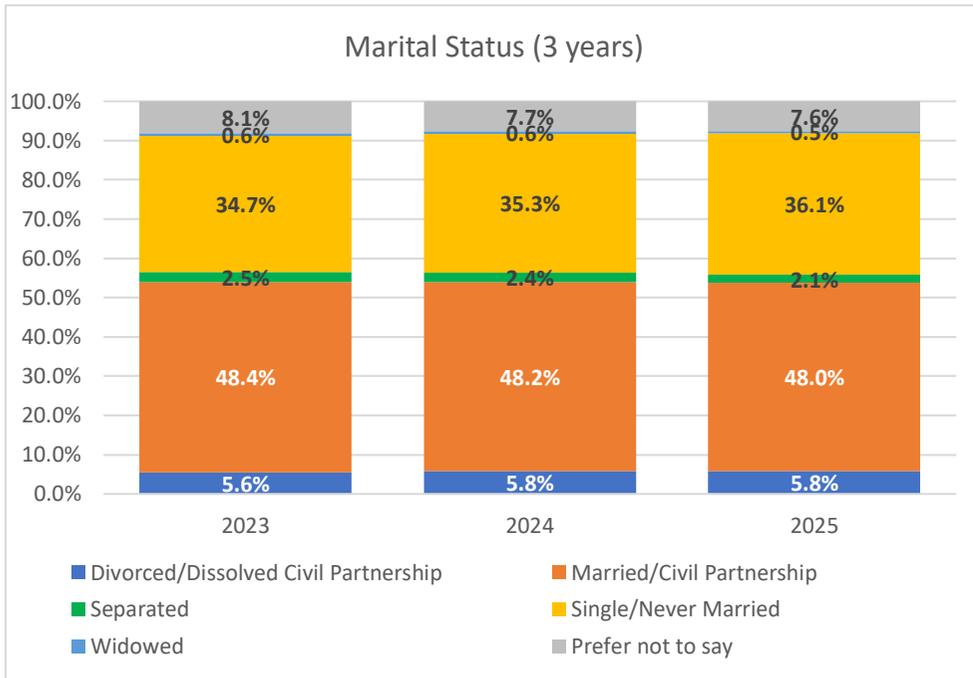
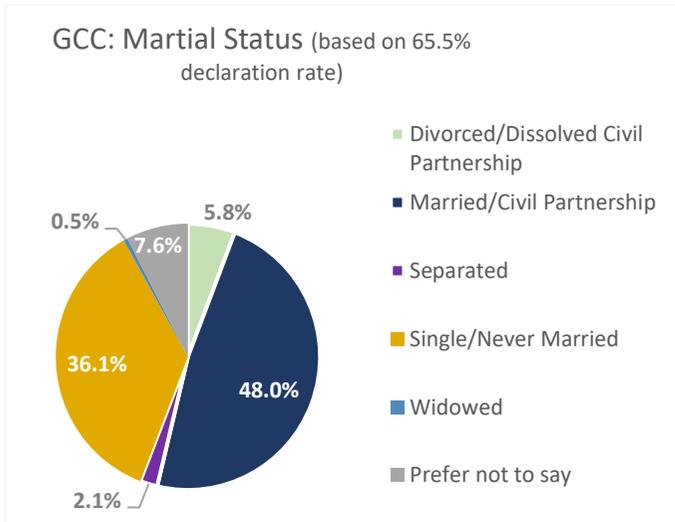


Sexual Orientation (3 years)



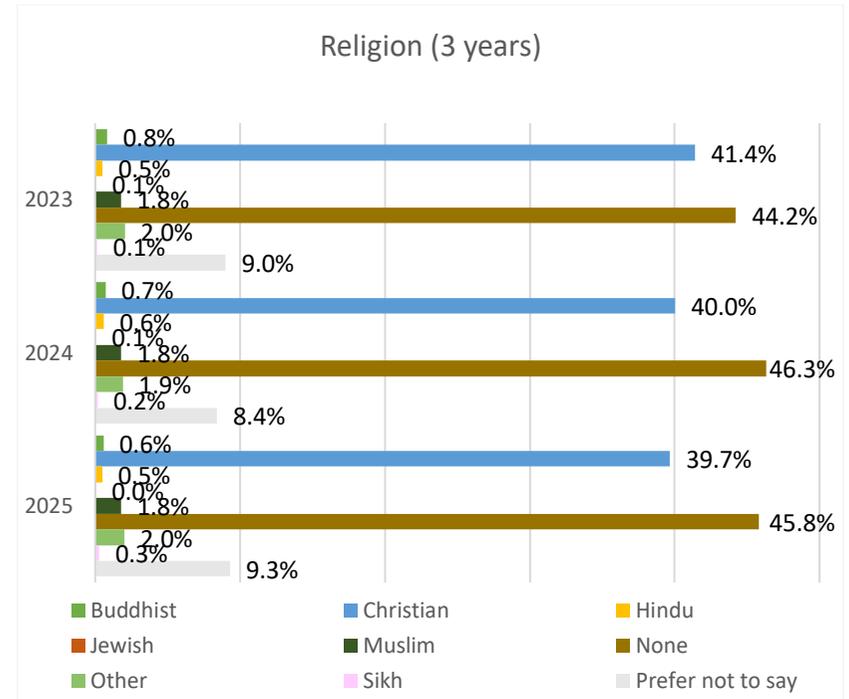
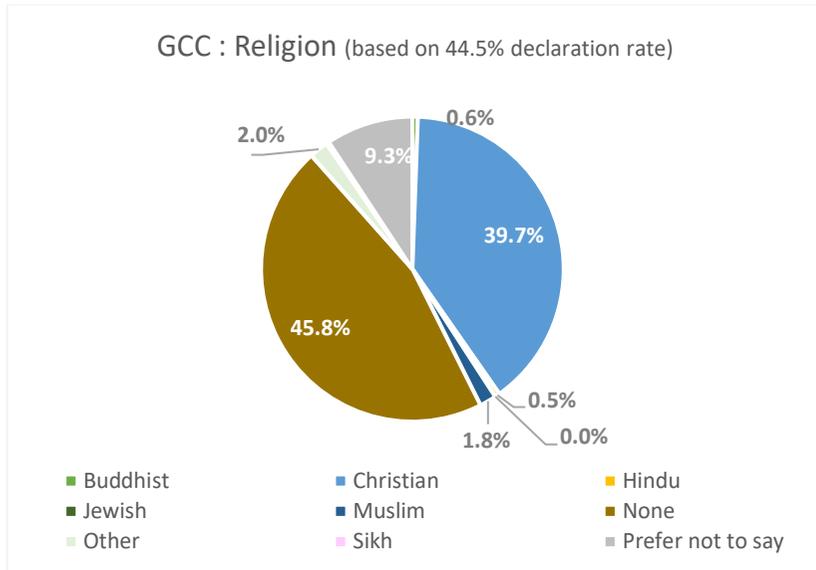
## 10. Marital status

- 65.5% of the workforce have disclosed their marital status or chose 'prefer not to say'. This has increased over the last 3 years (59.4% in 2024 and 53.8% in 2023).
- 79.2% of starters in the last 12 months chose to disclose their marital status (including 'prefer not to say'), this has decreased from 93.6% in 2024 (88.8% in 2023).
- This portion of staff by marital status has remained broadly similar over the last 3 years, with minimal changes.
- The proportion of GCC staff who are married/civil partnered (48.0%) is higher than the local population (44.6%), whilst the proportion who are single/never married (36.1%) is slightly lower compared to the local population (37.9% source: 2021 ONS census). This may be due to GCC having a higher proportion of staff in the older age brackets.



## 11. Religion and Belief

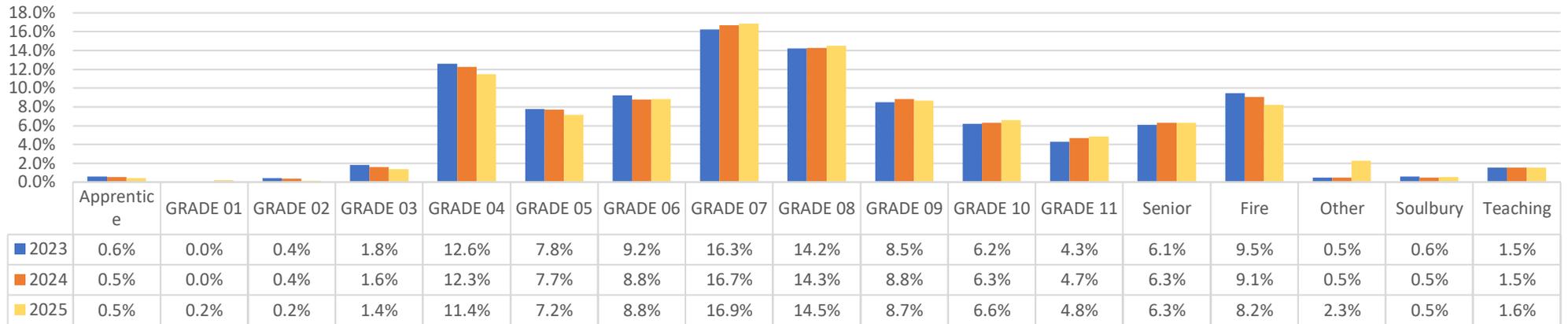
- 44.5% of the workforce have disclosed their religion/belief or chose 'prefer not to say'. This has increased slightly over the last 3 years (from 37.4% in 2023 and 41.9% in 2024).
- The proportion of starters choosing to answer the question regarding their religion/belief has decreased (34.3%) compared to last year (69.1% in 2024).
- Despite this decrease, due to the low proportion of staff who have chosen to declare this information minimal analysis will be carried out, as the analysis would not accurately reflect GCC. Systems and processes are being reviewed to ensure religion and belief status data is captured within application forms and can be included in employee records as well as improving employee awareness and user experience of updating personal information within their employee record.
- This portion of staff by religion/belief has remained broadly similar over the last 3 years, however, there has been a slight increase in staff stating they have no religion/belief (from 44.2% in 2023 to 45.8% in 2025) which follows the trend seen in the county and UK (source: 2021 ONS census).
- The proportion of GCC staff with no religion (45.8%) is higher than the local population (41.4%), whilst the proportion who are Christian (39.7%) is slightly lower compared to the local population (49.2% source: 2021 ONS census).



## 12. Pay Grade Groups (part 1)

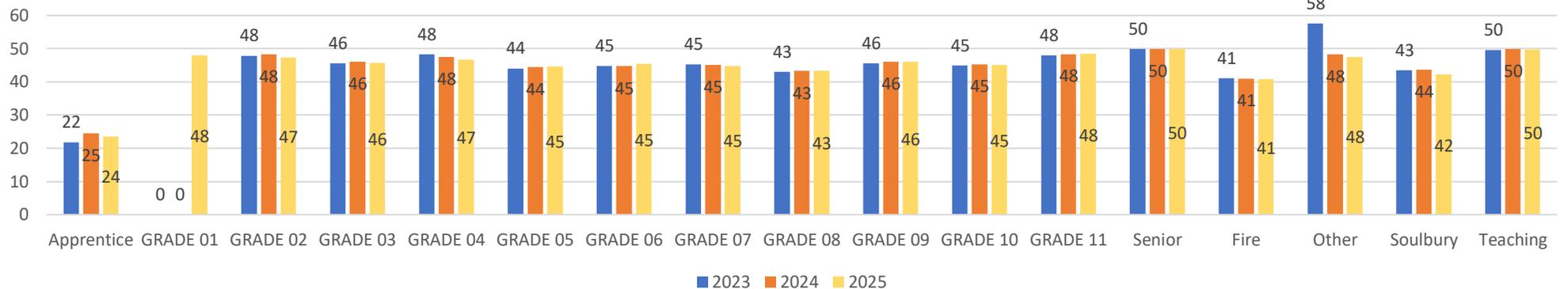
- The distribution of staff across the pay grades has remained broadly similar compared to last year.

Staff in post by pay grade (3 years)



- There is a wide age range within most of the council's pay grade groups. The exceptions being Apprentice grade which are all 16-35 and no staff 16-25 years of age within the Grade 11, Senior, Soulbury or Teaching grades which require experience and training/specialist qualifications which take time to gain. As may be expected, the Apprentice grade has the lowest average age (24) and Senior officer grades have one of the higher average age (50), along with Teaching grades (50). Operational Fire Fighter grades have the second lowest average age (41) followed by Soulbury (42).

Pay Grade: Average Age



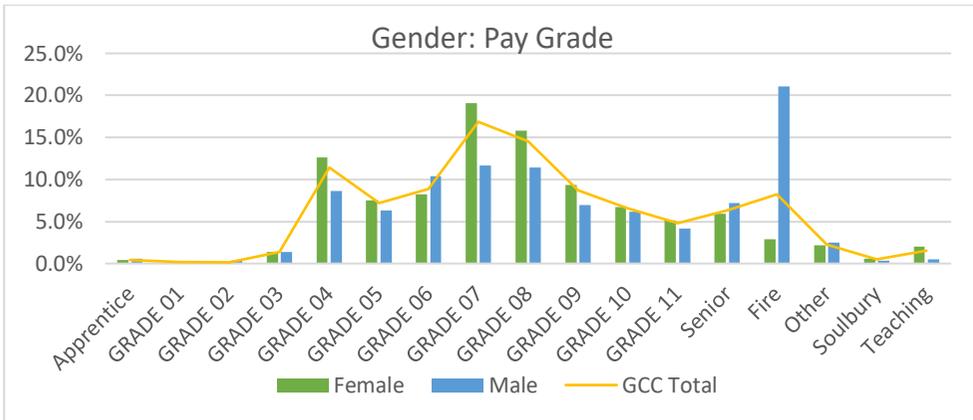
### Pay Grade Groups (part 2)

- Overall GCC has a higher proportion of female (70.5%) than male (29.5%) staff.
- Women are well represented across all pay grade groups including senior officer grades. 66.2% of staff in senior officer

grades are women, an increase compared to last year (64.5% in 2024).

- Grade 02 and Operational Fire Fighter grades are the only grades with more men than women.
- There are differences in distribution of genders across the grades, notably:
  - 34.8% of all female staff are in Grades 07 and Grade 08, compared to 23.1% of male staff.
  - 12.6% of female staff are on Grade 04, compared to 8.7% of male staff (Grade 04 roles are predominantly administration and social care).
  - 7.2% of all male staff are on Senior officer grades, a slightly higher proportion than of female staff (5.9%).

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### Pay Grade Groups (part 3)

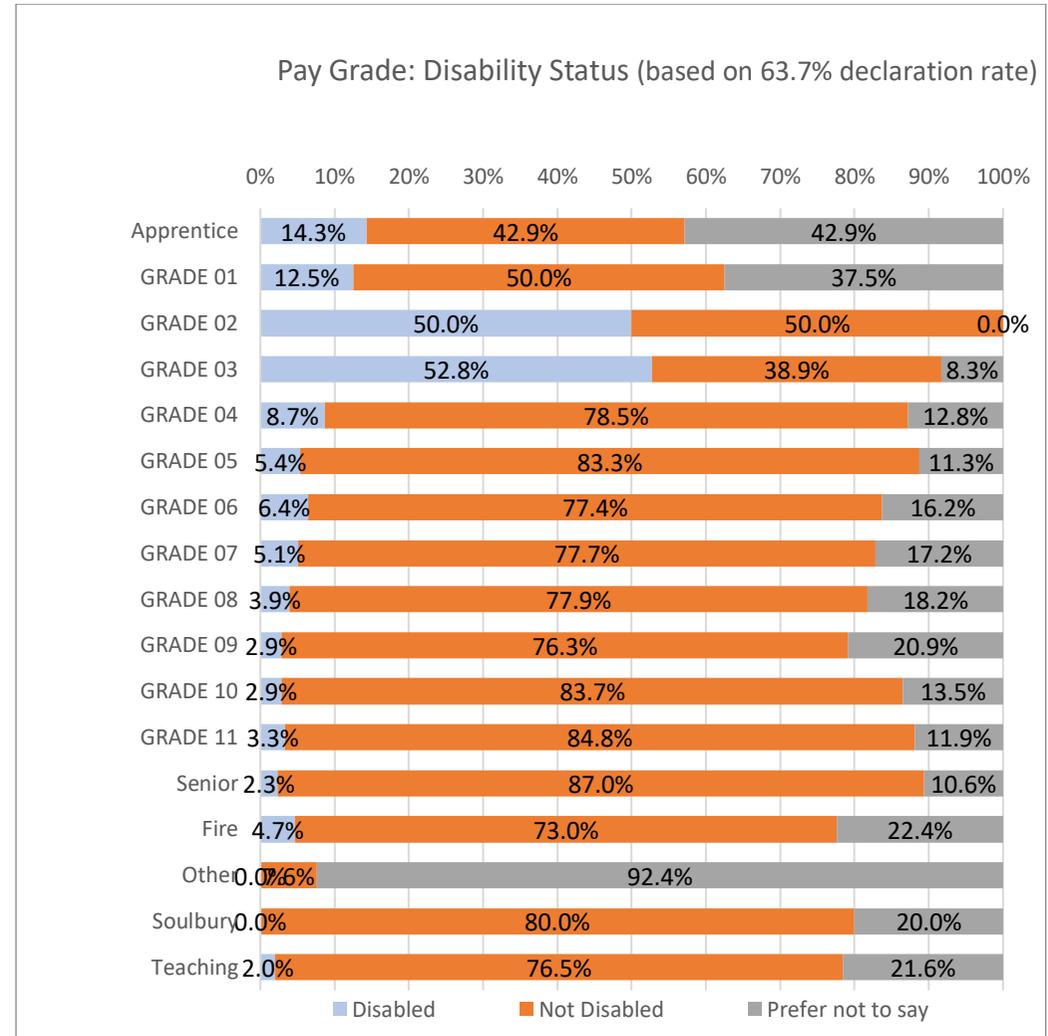
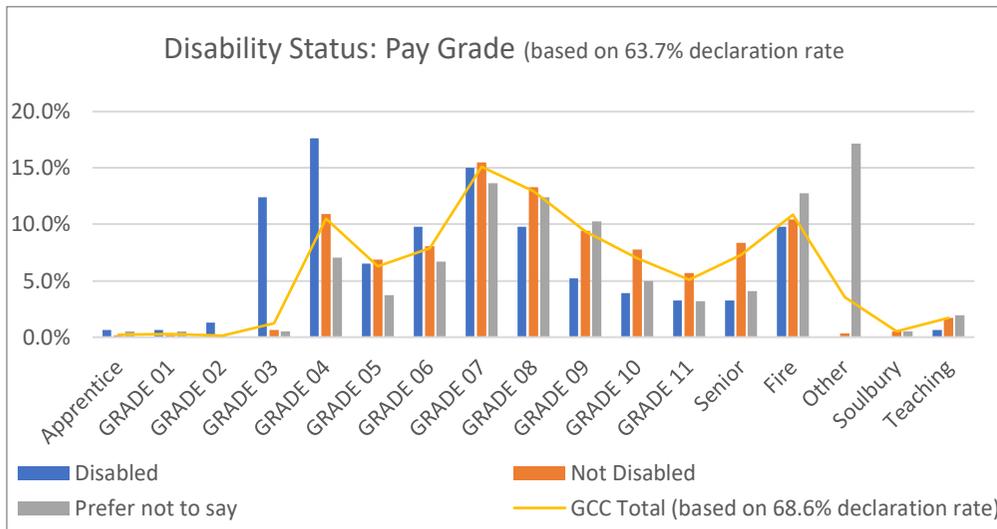
- 92.4% of staff have declared their ethnicity or chosen 'prefer not to say'. Of these, the proportion of staff from a Diverse Ethnic Communities (DEC) background is (8.2%).
- There are DEC employees represented across almost all pay grade groups including Senior officer grades, the exceptions being Apprentice, Grade 2, Teaching pay grades and Other. Grade 07 and Grade 08 have the highest proportion of DEC staff.
- 3.4% of staff in Senior officer grades are DEC, a decrease from last year (4.3% 2024). This equates to 6.3% of all DEC staff, compared to 4.8% of all white staff.

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### Pay Grade Groups (part 4)

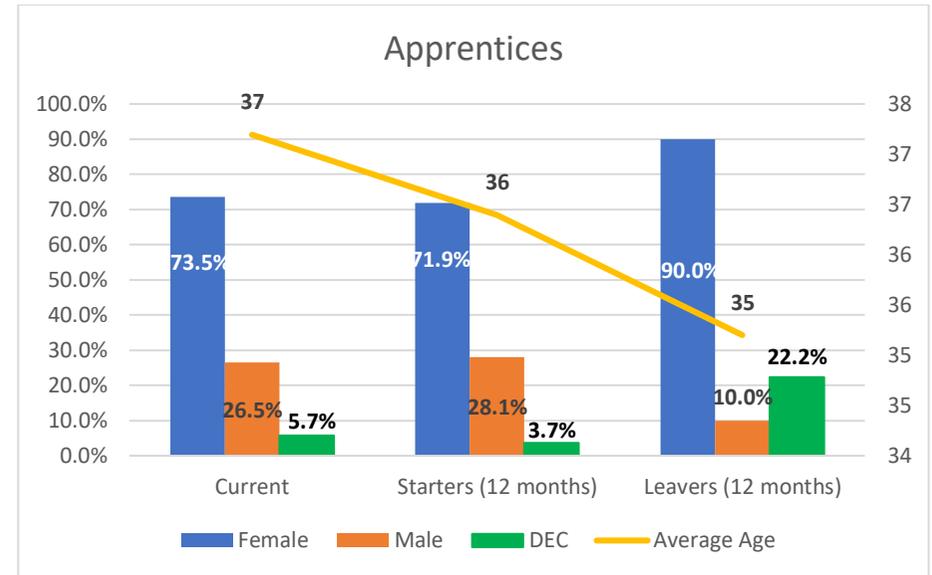
- 63.7% of staff have declared their disability status or chose 'prefer not to say'.
- Staff with a disability are represented across the majority of pay grade groups, the exceptions being Soulbury and Other. Grades 03, 04 and 07 have the highest proportion of disabled staff. This is predominant due to Gloucestershire Equipment Loan Service (GELS) health care service area within Adults Directorate, a supported business that offers employment opportunities for disabled people and is dedicated to employment, training and support for people with disabilities), as 54.5% of staff Grade 2-3 are within GELS.
- 3.3% of staff in senior officer grades are Disabled, a slight decrease compared to 3.5% last year (2024). This equates to 7.3% of all Disabled staff, compared to 8.4% of all staff without a disability.



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

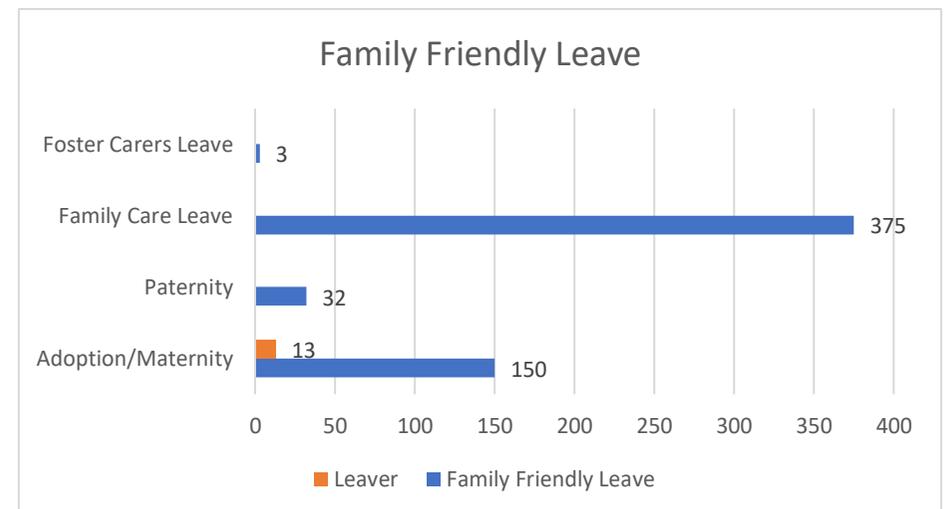
#### Apprentices:

- There are currently 170 staff on the council's apprenticeship programme. The average age is 37 years of age, ranging from 18 to 69. 73.5% are female and 26.5% male. 93.5% (159) chose to declare their ethnicity, of these 5.7% are DEC.
- In the last 12 months (1st July 2024 to 30th June 2025), 89 staff have started an apprenticeship programme (both new starters to GCC and existing staff). The average age of starters is 36, ranging from 18 to 69. 71.9% are female and 28.1% are male. 91.0% (73) of starters had declared their ethnicity, of these 3.7% are DEC.
- In the last 12 months, 10 staff undertaking an apprenticeship left GCC. 90.0% female and 10.0% male. The average age of leavers is 35. 2 of the 10 leavers were DEC.
- The protected characteristic breakdown for the apprenticeship pay grade group is provided within the previous section of this report.



### Family Friendly Leave:

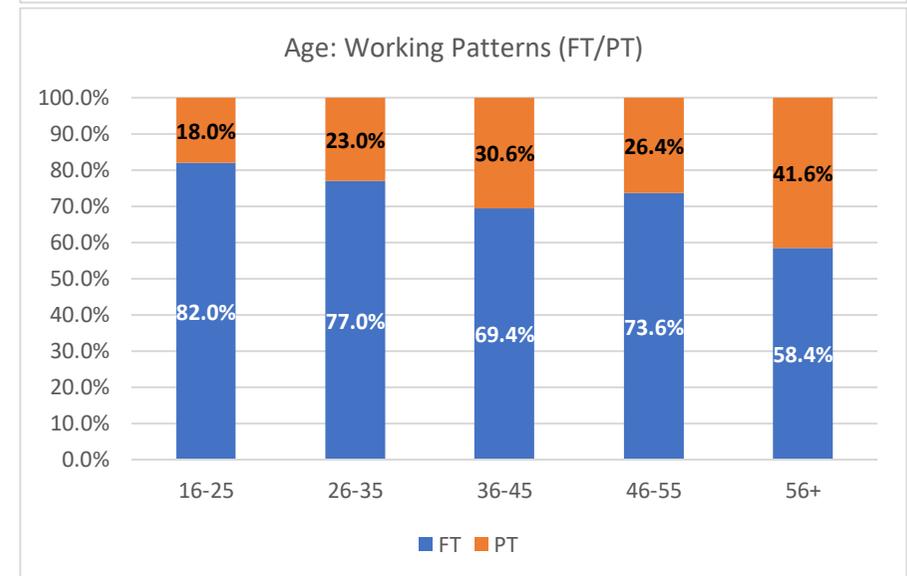
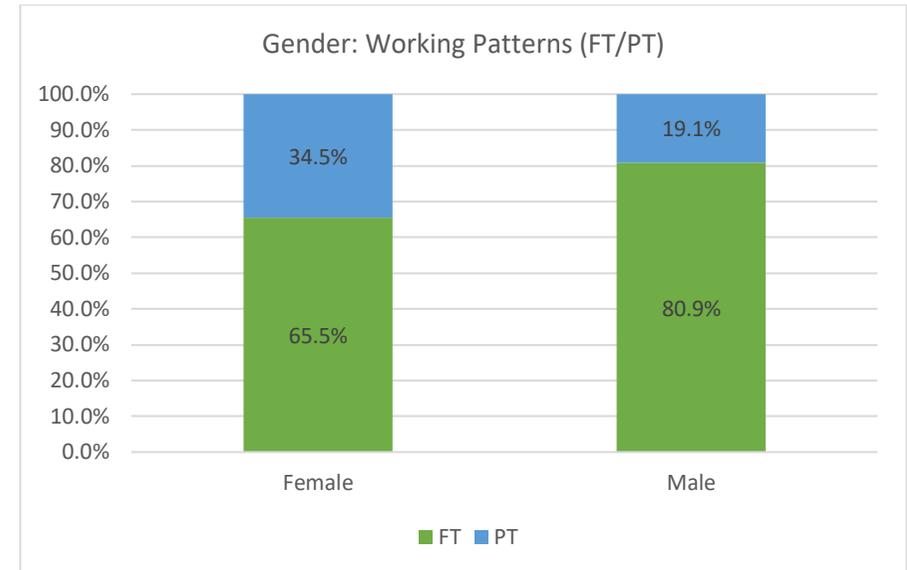
- During the period 1st July 2024 to 30th June 2025, a total of 150 employees took maternity/adoption leave, 32 employees took paternity leave and other employees utilised family care leave (375) and foster care leave (3).
- Of the 150 staff who took maternity/adoption leave (encompassing 1<sup>st</sup> July 2024 to 30 June 2025), 13 (8.7%) have since left the organisation, 38 (25.3%) reduced their working hours and 10 (6.7%) increased their working hours.
- Return rates remain high, reflecting the wide range of flexible working opportunities available and the support offered, both to employees and to managers to successfully manage the return to work from maternity leave.



## 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 (34.5%) compared to male employees (19.1%).
- There are higher proportions of part time workers amongst older employees (41.6% in the 56+ age bracket) 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.



## 14. Additional Vulnerable Groups

Our annual workforce report focuses on the protected characteristics as defined by the Equality Act 2010 however at the Council we acknowledge there are other vulnerable groups who have barriers in the workplace. Other vulnerable groups generally refer to non-legislative groups who, due to social, economic, or situational factors, may experience barriers or compounded disadvantage when policies or decisions are implemented. These groups are not legally protected characteristics but may have some protections through association with a characteristic or are support through other duties.

### **Armed Forces Community**

The Council signed the Armed Forces Covenant in 2012 and has continued to show its commitment to supporting the Armed Forces Community. In January 2025, we launched a new employee network to support staff who are part of this community. The network aims to create an inclusive and supportive environment that recognises and honours those who have served, are currently serving, may serve in the future, and their families.

This year, the network marked the 80th anniversary of Victory in Europe and our Remembrance service. While we do not yet have data on how the Armed Forces Community is represented within the Council, we are exploring ways to gather this information through our staff survey.

### **Working Carers**

The Council has an employee network for carers. This network is open to any member of staff who regularly provides unpaid help and support to a family member, partner, friend or neighbour who cannot manage on their own because of illness, disability, mental health issues, addiction or old age.

We do not record carer status in our personnel system, but we do gather this information through our staff survey. In the 2024/25 survey, over 500 employees identified themselves as carers.

In 2025, the Carers Network helped develop the new Carers Leave Policy and Carers Passport and continues to provide support to colleagues across the organisation.

### **Care Experienced Adults**

In 2025, the Council introduced a Corporate Parenting Strategy to help children in care and care leavers achieve the best possible outcomes. We are continuing to develop workforce actions to support care leavers. As part of this commitment, care leavers have been recognised as an underrepresented group and included in targeted positive action development programmes. The implementation of our new personnel system will allow applicants to state whether they are care experienced which will guarantee them an interview if they meet minimum criteria.

## 15. 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, these themes will form our actions in the Workforce Equality Action plan under the EDI Strategy for 2025 and onwards.

### Pay, Reward and Policy

Scale point 2 of the green book pay gap is being removed as of April 2026 and therefore removing grade 1. Staff who are on grade 1 will be moved to grade two. We will continue to review our policies utilising equality impact assessments to actively remove barriers and ensure our policies and processes are inclusive.

### Senior Leadership Representation

It is acknowledged that although there have been slight improvements in diverse representation in senior roles, further improvement to ensure leadership reflects the workforce and the area demographic are needed, and this will continue to be addressed by a range of positive action activities and a proactive approach to removing barriers. We will continue to evaluate and improve our recruitment and selection processes, training and standards to align with a values-based approach. The Council fund multiple positive action development programmes. To ensure these have the desired impact we will continue to assess them and explore additional options to upskill underrepresented groups.

### Accessibility of Training and Succession Planning

The County Council Microsoft 365 software incorporates features with assistive technology that enables content to be more accessible for all staff. In addition, the Council is implementing a new personnel system which will include a learning management system that will provide easier access and signposting of learning with enhanced content for all staff and enhanced career and succession planning. The Councils are members of Business Disability Forum to guide ongoing work to improve disability inclusion in the workplace supported by an action plan.

16. Appendices – Data Table

Data Tables – Gloucestershire County Council - 3 years comparison

Workforce ED&I 2023 to 2025 Year on Year Comparison 2025 to 2024		2023	2024	2025	Variance YOY 2025 v 2024	Starters 2023 (01/07/23- 30/06/24)	Starters 2024 (01/07/23- 30/06/24)	Starters 2025 (01/07/24- 30/06/25)	Variance YOY 2025 v 2024	Leavers 2023 (01/07/22- 30/06/23)	Leavers 2024 (01/07/23- 30/06/24)	Leavers 2025 (01/07/24- 30/06/25)	Variance YOY 2025 v 2024
Headcount	GCC	4,184	4,369	4,656	287	722	640	732	92	511	492	496	4
	Adults	1,122	1,141	1,153	12	200	143	132	-11	149	135	127	-8
	Children's	1,286	1,357	1,582	225	228	232	340	108	148	155	148	-7
	Community Safety/GFRS	482	487	480	-7	77	67	62	-5	57	57	64	7
	Corporate Resources	685	717	749	32	123	95	102	7	97	79	79	-
	Economy, Environment & Infrastructure (E.E.I)	609	667	692	25	94	103	96	-7	60	66	78	12
Gender	Female	70.5%	70.1%	70.5%	0.4%	69.9%	69.0%	69.1%	0.1%	65.0%	69.3%	65.9%	-3.4%
	Male	29.5%	29.9%	29.5%	-0.4%	30.1%	31.0%	30.9%	-0.1%	35.0%	30.7%	34.1%	3.4%
Full time / Part time	Female FT	63.2%	64.0%	65.5%	1.5%	77.2%	74.5%	74.7%	0.2%	53.6%	55.7%	49.8%	-5.9%
	Female PT	36.8%	36.0%	34.5%	-1.5%	22.8%	25.5%	25.3%	-0.2%	46.4%	44.3%	50.2%	5.9%
	Male FT	80.6%	79.5%	80.9%	1.4%	77.0%	72.7%	81.4%	8.7%	66.5%	66.9%	69.2%	2.3%
	Male PT	19.4%	20.5%	19.1%	-1.4%	23.0%	27.3%	18.6%	-8.7%	33.5%	33.1%	30.8%	-2.3%
Age Range	16-25	6.0%	5.6%	5.0%	-0.6%	14.8%	14.4%	12.0%	-2.4%	7.8%	6.7%	7.7%	1.0%
	26-35	20.1%	20.2%	20.6%	0.4%	28.9%	27.2%	30.3%	3.1%	24.3%	19.7%	21.8%	2.1%
	36-45	22.1%	23.1%	24.1%	1.0%	25.6%	26.3%	26.0%	-0.3%	16.2%	19.5%	18.8%	-0.8%
	46-55	28.0%	26.9%	25.9%	-1.0%	21.2%	20.3%	19.7%	-0.6%	17.0%	21.5%	19.6%	-2.0%
	56+	23.9%	24.2%	24.3%	0.1%	9.4%	11.9%	12.0%	0.1%	34.6%	32.5%	32.3%	-0.3%
Disability	No	78.9%	78.3%	75.8%	-2.5%	65.5%	63.2%	15.4%	-47.9%	74.3%	76.4%	74.9%	-1.5%
	Yes	4.5%	4.8%	5.2%	0.4%	8.3%	2.9%	1.9%	-1.0%	7.0%	2.6%	5.7%	3.1%
	Prefer not to say	16.6%	17.0%	19.1%	2.1%	26.2%	33.8%	82.7%	48.9%	18.8%	21.0%	19.4%	-1.6%
	Workforce stated	76.6%	68.6%	63.7%	-4.9%	11.6%	10.6%	21.3%	10.7%	78.3%	62.8%	57.1%	-5.7%
Ethnicity	Asian	2.5%	2.9%	2.9%	0.0%	2.8%	4.0%	3.1%	-0.9%	1.7%	2.5%	2.9%	0.4%
	Black	1.5%	2.6%	3.0%	0.4%	2.5%	6.7%	6.0%	-0.7%	3.3%	2.9%	4.9%	1.9%
	Mixed	1.7%	1.7%	1.9%	0.2%	2.6%	2.3%	3.1%	0.7%	1.7%	2.5%	1.8%	-0.7%
	Other	1.0%	0.3%	0.3%	0.0%	1.8%	0.7%	0.6%	-0.1%	0.8%	0.5%	0.2%	-0.2%
	White	84.7%	84.2%	82.6%	-1.5%	87.4%	81.8%	68.4%	-13.4%	81.3%	83.6%	79.2%	-4.3%
	Prefer not to say	8.7%	8.3%	9.2%	0.9%	2.9%	4.5%	18.9%	14.4%	11.2%	8.1%	11.0%	2.9%
	Workforce stated	92.2%	91.8%	92.4%	0.7%	90.2%	86.7%	93.9%	7.1%	94.1%	90.2%	91.3%	1.1%
Marriage & Civil Partnership	Divorced/Dissolved Civil Partnership	5.6%	5.8%	5.8%	0.0%	7.5%	6.3%	6.2%	-0.1%	7.0%	7.0%	7.0%	0.0%
	Married/Civil Partnership	48.4%	48.2%	48.0%	-0.3%	41.5%	43.1%	42.2%	-0.8%	44.3%	42.8%	42.3%	-0.5%
	Separated	2.5%	2.4%	2.1%	-0.2%	2.3%	2.0%	1.6%	-0.5%	1.5%	3.0%	2.3%	-0.7%
	Single/Never Married	34.7%	35.3%	36.1%	0.7%	40.6%	41.4%	43.6%	2.2%	36.3%	36.8%	37.6%	0.8%
	Widowed	0.6%	0.6%	0.5%	-0.1%	0.2%	0.7%	0.0%	-0.7%	0.7%	1.3%	1.3%	0.0%
	Prefer not to say	8.1%	7.7%	7.6%	-0.1%	8.0%	6.5%	6.4%	-0.1%	10.3%	9.0%	9.4%	0.4%
	Workforce stated	53.8%	59.4%	65.5%	6.1%	88.8%	93.6%	79.2%	-14.4%	53.4%	60.8%	60.1%	-0.7%
Religion	Buddhist	0.8%	0.7%	0.6%	-0.1%	1.2%	0.5%	0.0%	-0.5%	0.6%	1.4%	1.0%	-0.4%
	Christian	41.4%	40.0%	39.7%	-0.4%	43.9%	38.2%	39.3%	1.1%	38.1%	46.2%	43.4%	-2.8%
	Hindu	0.5%	0.6%	0.5%	-0.1%	0.0%	0.9%	0.4%	-0.5%	0.0%	0.5%	1.5%	1.0%
	Jewish	0.1%	0.1%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%
	Muslim	1.8%	1.8%	1.8%	0.0%	2.1%	2.0%	3.2%	1.1%	2.2%	2.4%	3.5%	1.2%
	None	44.2%	46.3%	45.8%	-0.5%	47.5%	49.5%	39.7%	-9.9%	40.9%	37.3%	41.9%	4.7%
	Other	2.0%	1.9%	2.0%	0.1%	1.8%	2.0%	2.4%	0.3%	3.3%	4.2%	1.5%	-2.7%
	Sikh	0.1%	0.2%	0.3%	0.1%	0.3%	0.2%	1.2%	1.0%	0.0%	0.0%	0.0%	0.0%
	Prefer not to say	0.1%	8.4%	9.3%	0.9%	2.8%	6.6%	13.9%	7.3%	13.8%	8.0%	7.1%	-0.9%
	Workforce stated	37.4%	41.9%	44.5%	2.6%	45.2%	69.1%	34.4%	-34.6%	35.4%	43.1%	39.9%	-3.2%
Sexual Orientation	Bisexual	1.6%	1.6%	1.8%	0.3%	2.6%	0.0%	0.0%	0.0%	2.5%	1.7%	2.1%	0.3%
	Gay/Lesbian	2.4%	3.4%	2.6%	-0.8%	5.1%	5.9%	12.0%	6.1%	4.2%	2.3%	2.8%	0.4%
	Other	0.0%	0.0%	0.7%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Heterosexual	86.3%	85.6%	84.4%	-1.2%	87.2%	76.5%	80.0%	3.5%	80.8%	86.0%	84.1%	-1.9%
	Prefer not to say	9.7%	10.6%	10.5%	-0.1%	7.7%	17.6%	8.0%	-9.6%	12.5%	9.9%	11.0%	1.2%
	Workforce stated	43.2%	38.2%	36.2%	-2.0%	5.4%	2.7%	3.4%	0.8%	47.0%	35.0%	29.2%	-5.7%

<b>Variance Key:</b>
Decrease in number or %
Increase in number or %

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

GFRS Workforce Diversity 2023 to 2025 Year on Year Comparison 2025 to 2024		2023	2024	2025	Variance YOY 2025 v 2024	Starters 2023 (01/07/22- 30/06/23)	Starters 2024 (01/07/23- 30/06/24)	Starters 2025 (01/07/24- 30/06/25)	Variance YOY 2025 v 2024	Leavers 2023 (01/07/22- 30/06/23)	Leavers 2024 (01/07/23- 30/06/24)	Leavers 2025 (01/07/24- 30/06/25)	Variance YOY 2025 v 2024
		Number											
<b>Headcount</b>	GFRS	450	452	445	-7	75	63	59	-4	56	55	62	7
<b>Gender</b>	Male	72.9%	73.5%	71.7%	-1.8%	69.3%	81.0%	57.6%	-23.4%	71.4%	81.8%	71.0%	-10.9%
	Female	27.1%	26.5%	28.3%	1.8%	30.7%	19.0%	42.4%	23.3%	28.6%	18.2%	29.0%	10.9%
<b>Full time / Part time</b>	Male FT	62.2%	59.6%	61.4%	1.8%	50.0%	29.4%	41.2%	11.8%	45.0%	37.8%	43.2%	5.4%
	Male PT	37.8%	40.4%	38.6%	-1.8%	50.0%	70.6%	58.8%	-11.8%	55.0%	62.2%	56.8%	-5.4%
	Female FT	72.1%	72.5%	73.0%	0.5%	73.9%	50.0%	48.0%	-2.0%	56.3%	50.0%	27.8%	-22.2%
	Female PT	27.9%	27.5%	27.0%	-0.5%	26.1%	50.0%	52.0%	2.0%	43.8%	50.0%	72.2%	22.2%
<b>Age Range</b>	16-25	6.4%	6.2%	7.2%	1.0%	16.0%	20.6%	18.6%	-2.0%	7.1%	5.5%	3.2%	-2.2%
	26-35	25.6%	24.3%	24.3%	-0.1%	32.0%	23.8%	37.3%	13.5%	26.8%	14.5%	14.5%	0.0%
	36-45	26.0%	29.4%	31.0%	1.6%	25.3%	36.5%	33.9%	-2.6%	23.2%	23.6%	29.0%	5.4%
	46-55	31.1%	29.4%	27.2%	-2.2%	18.7%	11.1%	8.5%	-2.6%	23.2%	30.9%	35.5%	4.6%
	56+	10.9%	10.6%	10.3%	-0.3%	8.0%	7.9%	1.7%	-6.2%	19.6%	25.5%	17.7%	-7.7%
<b>Ethnicity</b>	Asian	0.9%	1.2%	0.9%	-0.2%	2.8%	4.0%	0.0%	-4.0%	0.0%	0.0%	1.7%	1.7%
	Black	0.5%	0.7%	0.9%	0.2%	2.5%	6.7%	1.8%	-4.9%	0.0%	0.0%	0.0%	0.0%
	Mixed	1.4%	1.6%	1.8%	0.2%	2.6%	2.3%	1.8%	-0.6%	0.0%	0.0%	3.4%	3.4%
	Other	0.7%	0.5%	0.2%	-0.2%	1.8%	0.7%	0.0%	-0.7%	0.0%	0.0%	1.7%	1.7%
	White	83.3%	82.6%	87.2%	4.5%	87.4%	81.8%	87.7%	5.9%	79.6%	96.2%	77.6%	-18.6%
	Prefer not to say	13.3%	13.4%	8.9%	-4.5%	2.9%	4.5%	8.8%	4.3%	20.4%	3.8%	15.5%	11.7%
	Workforce stated	96.9%	95.6%	98.0%	2.4%	90.2%	86.7%	96.6%	9.9%	96.4%	94.5%	93.5%	-1.0%
<b>Disability</b>	No	67.5%	66.4%	73.8%	7.5%	61.1%	63.2%	60.0%	-3.2%	69.6%	69.8%	67.3%	-2.4%
	Yes	2.3%	2.2%	4.6%	2.4%	0.0%	2.9%	0.0%	-2.9%	4.3%	2.3%	10.2%	7.9%
	Prefer not to say	30.2%	31.4%	21.5%	-9.8%	38.9%	33.8%	40.0%	6.2%	26.1%	27.9%	22.4%	-5.5%
	Workforce stated	86.2%	79.0%	82.5%	3.5%	24.0%	10.6%	25.4%	14.8%	82.1%	78.2%	79.0%	0.9%
<b>Sexual Orientation</b>	Bisexual	2.4%	2.6%	1.4%	-1.2%	2.6%	0.0%	0.0%	0.0%	3.3%	0.0%	3.0%	3.0%
	Gay/Lesbian	0.4%	2.1%	3.4%	1.3%	2.6%	5.9%	15.4%	9.5%	0.0%	0.0%	3.0%	3.0%
	Other	0.0%	0.0%	0.7%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Heterosexual	86.3%	86.0%	85.6%	-0.3%	87.2%	76.5%	84.6%	8.1%	83.3%	88.9%	90.9%	2.0%
	Prefer not to say	9.4%	9.4%	8.9%	-0.5%	7.7%	17.6%	0.0%	-17.6%	6.7%	11.1%	3.0%	-8.1%
	Workforce stated	56.7%	52.0%	65.6%	13.6%	5.4%	2.7%	22.0%	19.4%	53.6%	49.1%	53.2%	4.1%
<b>Marriage &amp; Civil Partnership</b>	Divorced/Dissolved Civil Partnership	3.3%	3.8%	5.3%	1.5%	7.5%	6.3%	4.1%	-2.3%	11.1%	0.0%	3.8%	3.8%
	Married/Civil Partnership	53.3%	51.2%	49.5%	-1.7%	41.5%	43.1%	38.8%	-4.3%	55.6%	59.3%	50.0%	-9.3%
	Separated	0.5%	1.4%	0.9%	-0.5%	2.3%	2.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Single/Never Married	38.0%	37.9%	36.1%	-1.8%	40.6%	41.4%	51.0%	9.6%	33.3%	37.0%	38.5%	1.4%
	Widowed	1.6%	1.4%	0.3%	-1.1%	0.2%	0.7%	0.0%	-0.7%	0.0%	0.0%	3.8%	3.8%
	Prefer not to say	3.3%	4.3%	7.8%	3.5%	8.0%	6.5%	4.1%	-2.4%	0.0%	3.7%	3.8%	0.1%
	Workforce stated	40.9%	46.7%	72.1%	25.5%	88.8%	93.6%	83.1%	-10.5%	32.1%	49.1%	41.9%	-7.2%
<b>Religion</b>	Buddhist	1.6%	2.1%	0.8%	-1.3%	1.2%	0.5%	0.0%	-0.5%	0.0%	5.3%	5.9%	0.6%
	Christian	35.0%	32.2%	36.2%	4.0%	43.9%	38.2%	42.1%	3.9%	42.9%	47.4%	29.4%	-18.0%
	Hindu	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%	-0.9%	0.0%	0.0%	0.0%	0.0%
	Jewish	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%
	Muslim	3.3%	3.4%	1.5%	-1.9%	2.1%	2.0%	0.0%	-2.0%	0.0%	0.0%	5.9%	5.9%
	None	49.6%	52.1%	49.1%	-3.0%	47.5%	49.5%	42.1%	-7.4%	14.3%	36.8%	52.9%	16.1%
	Other	4.9%	4.1%	3.0%	-1.1%	1.8%	2.0%	0.0%	-2.0%	0.0%	5.3%	0.0%	-5.3%
	Sikh	0.8%	0.7%	0.4%	-0.3%	0.3%	0.2%	0.0%	-0.2%	0.0%	0.0%	0.0%	0.0%
	Prefer not to say	4.9%	5.5%	9.1%	3.6%	2.8%	6.6%	15.8%	9.2%	28.6%	5.3%	5.9%	0.6%
	Workforce stated	27.3%	32.3%	59.6%	27.2%	45.2%	69.1%	32.2%	-36.9%	12.5%	34.5%	27.4%	-7.1%

<b>Variance Key:</b>
Decrease in number or % of workforce
Increase in number or % of workforce

## Data Tables – Workforce

### Headcount by Directorate

Staff by Directorate	2023		2024		2025		Variance YoY 2025 to 2024
	Number	%	Number	%	Number	%	
Adults	1122	26.8%	1141	26.1%	1153	24.8%	-1.4%
Children	1286	30.7%	1357	31.1%	1582	34.0%	2.9%
Community Safety & GFRS	482	11.5%	487	11.1%	480	10.3%	-0.8%
Corporate Resources	685	16.4%	717	16.4%	749	16.1%	-0.3%
E.E.I	609	14.6%	667	15.3%	692	14.9%	-0.4%
<b>Total</b>	<b>4184</b>	<b>100.0%</b>	<b>4369</b>	<b>100.0%</b>	<b>4656</b>	<b>100.0%</b>	

### Turnover 3 years and Length of Service tables

	2023	2024	2025
Headcount	4184	4369	4656
Voluntary Leavers	468	460	435
Voluntary Turnover (%)	11.2%	10.5%	9.3%

	2023	2024	2025
Headcount	4184	4369	4656
Average Length of Service	9	9	9

### Formal Procedure (Cases) Reason

	2023	2024	2025	Percentage of GCC staff 2025
Absence	30.00%	36.80%	44.00%	0.71%
Absence/Capability	2.00%	12.30%	0.00%	0.00%
Absence/Conduct	4.00%	1.80%	0.00%	0.00%
Capability	14.00%	5.30%	5.33%	0.09%
Capability/Conduct	2.00%	1.80%	0.00%	0.00%
Conduct	48.00%	42.10%	38.67%	0.62%
Probation	0.00%	0.00%	6.67%	0.11%
Probation - Capability	0.00%	0.00%	4.00%	0.06%
Probation - Conduct	0.00%	0.00%	1.33%	0.02%
<b>Total Formal Procedures (Cases)</b>	<b>50</b>	<b>57</b>	<b>75</b>	<b>1.61%</b>

## Data Tables – Gender

Directorate: Gender	2023		2024		2025	
<b>Adults</b>	<b>1122</b>		<b>1141</b>		<b>1153</b>	
Female	890	79.3%	886	77.7%	879	76.2%
Male	232	20.7%	255	22.3%	274	23.8%
<b>Children</b>	<b>1286</b>		<b>1357</b>		<b>1582</b>	
Female	1096	85.2%	1156	85.2%	1345	85.0%
Male	190	14.8%	201	14.8%	237	15.0%
<b>Community Safety &amp; GFRS</b>	<b>482</b>		<b>487</b>		<b>480</b>	
Female	137	28.4%	137	28.1%	144	30.0%
Male	345	71.6%	350	71.9%	336	70.0%
<b>Corporate Resources</b>	<b>685</b>		<b>717</b>		<b>749</b>	
Female	448	65.4%	469	65.4%	488	65.2%
Male	237	34.6%	248	34.6%	261	34.8%
<b>E.E.I</b>	<b>609</b>		<b>667</b>		<b>692</b>	
Female	379	62.2%	415	62.2%	426	61.6%
Male	230	37.8%	252	37.8%	266	38.4%
<b>GCC Total</b>	<b>4184</b>		<b>4369</b>		<b>4656</b>	
<b>Female</b>	<b>2950</b>	<b>70.5%</b>	<b>3063</b>	<b>70.1%</b>	<b>3282</b>	<b>70.5%</b>
<b>Male</b>	<b>1234</b>	<b>29.5%</b>	<b>1306</b>	<b>29.9%</b>	<b>1374</b>	<b>29.5%</b>

FT/PT hrs: Gender	2023		2024		2025	
<b>Full Time</b>	<b>2860</b>		<b>2997</b>		<b>3260</b>	
Female	1865	65.2%	1959	65.4%	2149	65.9%
Male	995	34.8%	1038	34.6%	1111	34.1%
<b>Part Time</b>	<b>1324</b>		<b>1372</b>		<b>1396</b>	
Female	1085	81.9%	1104	80.5%	1133	81.2%
Male	239	18.1%	268	19.5%	263	18.8%
<b>GCC Total</b>	<b>4184</b>		<b>4369</b>		<b>4656</b>	
<b>Full Time</b>	2860	68.4%	2997	68.6%	3260	70.0%
<b>Part Time</b>	1324	31.6%	1372	31.4%	1396	30.0%

Voluntary Turnover		2023	2024	2025
Female	Headcount	2950	3063	3282
	Voluntary Leavers	308	320	302
	Voluntary Turnover	10.4%	10.4%	9.2%
Male	Headcount	1234	1306	1374
	Voluntary Leavers	160	140	133
	Voluntary Leavers	13.0%	10.7%	9.7%
<b>GCC Total</b>	<b>Headcount</b>	<b>4184</b>	<b>4369</b>	<b>4656</b>
	<b>Voluntary Leavers</b>	<b>468</b>	<b>460</b>	<b>435</b>
	<b>Voluntary Leavers</b>	<b>11.2%</b>	<b>10.5%</b>	<b>9.3%</b>

Gender:	2023		2024		2025		Population of Gloucestershire (2021 Census)	
Female	2950	70.5%	3063	70.1%	3282	70.5%		51.1%
Male	1234	29.5%	1306	29.9%	1374	29.5%		48.9%

Average Length of Service: Gender	2023	2024	2025
Female	9.4	9.2	8.7
Male	9.6	9.1	8.6
<b>GCC Average</b>	<b>9.5</b>	<b>9.1</b>	<b>8.7</b>

## Data Tables – Age

Age Bracket:	2023		2024		2025		YoY change (2025 v 2024)	Working Age Population of Gloucestershire (%) (2021 Census)	GCC to Population of Gloucestershire variance
16-25	250	6.0%	245	5.6%	233	5.0%	-0.6%	16.8%	-11.2%
26-35	839	20.1%	882	20.2%	960	20.6%	0.4%	19.1%	1.1%
36-45	926	22.1%	1008	23.1%	1122	24.1%	1.0%	19.0%	4.0%
46-55	1170	28.0%	1177	26.9%	1208	25.9%	-1.0%	22.1%	4.9%
56+	999	23.9%	1057	24.2%	1133	24.3%	0.1%	23.1%	1.1%
<b>GCC Total</b>	<b>4184</b>	<b>100.0%</b>	<b>4369</b>	<b>100.0%</b>	<b>4656</b>	<b>100.0%</b>		<b>100.0%</b>	

Voluntary Turnover		2023	2024	2025
16-25	Headcount	250	245	233
	Voluntary Leavers	36	28	33
	Voluntary Turnover	14.4%	11.4%	14.2%
26-35	Headcount	839	882	960
	Voluntary Leavers	118	90	94
	Voluntary Leavers	14.1%	10.2%	9.8%
36-45	Headcount	926	1008	1122
	Voluntary Leavers	75	89	80
	Voluntary Leavers	8.1%	8.8%	7.1%
46-55	Headcount	1170	1177	1208
	Voluntary Leavers	80	99	85
	Voluntary Leavers	6.8%	8.4%	7.0%
56+	Headcount	999	1057	1133
	Voluntary Leavers	159	154	143
	Voluntary Leavers	15.9%	14.6%	12.6%
<b>GCC Total</b>	<b>Headcount</b>	<b>4184</b>	<b>4369</b>	<b>4656</b>
	<b>Voluntary Leavers</b>	<b>468</b>	<b>460</b>	<b>435</b>
	<b>Voluntary Leavers</b>	<b>11.2%</b>	<b>10.5%</b>	<b>9.3%</b>

Average Length of Service: Age	2023	2024	2025	YoY Change (2025 v 2024)
16-25	1.9	2.0	2.2	0.2
26-35	3.9	3.8	3.7	-0.1
36-45	7.6	7.2	6.7	-0.5
46-55	11.8	11.4	10.9	-0.5
56+	15.0	14.5	14.0	-0.5
<b>GCC Total</b>	<b>9.5</b>	<b>9.1</b>	<b>8.7</b>	<b>-0.4</b>

Age: Starters & Contract Type	Fixed Term		Permanent		Total Starters
16-25	39	21.3%	49	8.9%	88
26-35	62	33.9%	160	29.1%	222
36-45	42	23.0%	148	27.0%	190
46-55	26	14.2%	118	21.5%	144
56+	14	7.7%	74	13.5%	88
<b>GCC Total</b>	<b>183</b>	<b>100.0%</b>	<b>549</b>	<b>100.0%</b>	<b>732</b>

## Data Tables – Ethnicity

Ethnicity	2023		2024		2025		YoY change (2025 v 2024)	Population of Gloucestershire (%) (2021 Census)	GCC to Population of Gloucestershire variance
Asian	103	2.7%	116	2.9%	124	2.9%	0.0%	2.9%	0.0%
Black	77	2.0%	106	2.6%	130	3.0%	0.4%	1.2%	1.8%
Mixed	64	1.7%	67	1.7%	82	1.9%	0.2%	2.2%	-0.3%
Other	10	0.3%	12	0.3%	15	0.3%	0.0%	0.7%	-0.3%
White	3268	###	3375	84.2%	3556	82.6%	-1.5%	93.1%	-10.4%
Prefer not to say	335	8.7%	333	8.3%	396	9.2%	0.9%	N/A	
<b>GCC Total</b>	<b>3857</b>		<b>4009</b>		<b>4303</b>			<b>N/A</b>	<b>N/A</b>
<i>Declared Ethnicity</i>	<b>3675</b>	92.2%	<b>3857</b>	91.8%	<b>4009</b>	92.4%	0.7%	<b>100.0%</b>	

Voluntary Turnover		2023	2024	2025
DEC	Headcount	254	301	353
	Voluntary Leavers	31	36	34
	Voluntary Turnover	12.2%	12.0%	9.6%
White	Headcount	3268	3375	3554
	Voluntary Leavers	361	346	323
	Voluntary Leavers	11.0%	10.3%	9.1%
Prefer not to say	Headcount	335	333	396
	Voluntary Leavers	46	34	40
	Voluntary Leavers	13.7%	10.2%	10.1%
No response	Headcount	327	360	353
	Voluntary Leavers	30	44	38
	Voluntary Leavers	9.2%	12.2%	10.8%
<b>GCC Total</b>	<b>Headcount</b>	<b>4184</b>	<b>4369</b>	<b>4656</b>
	<b>Voluntary Leavers</b>	<b>468</b>	<b>460</b>	<b>435</b>
	<b>Voluntary Leavers</b>	<b>11.2%</b>	<b>10.5%</b>	<b>9.3%</b>

Average Length of Service: Ethnicity	2023	2024	2025	YoY Change (2025 v 2024)
DEC	8.0	7.3	6.7	-0.6
White	10.3	10.0	9.5	-0.4
Prefer not to say	5.7	6.1	5.3	-0.8
No response	5.9	5.6	6.1	0.4
<b>GCC Total</b>	<b>9.5</b>	<b>9.1</b>	<b>8.7</b>	<b>-0.4</b>

Data tables – Disability

Directorate: Disability Status	2023		2024		2025		YoY change (2025 v 2024)
<b>Adults</b>	<b>1122</b>		<b>1141</b>		<b>1153</b>		
Disabled	68	8.0%	67	8.6%	62	8.6%	0.0%
Not Disabled	710	83.1%	643	82.6%	582	81.2%	-1.5%
Prefer not to say	76	8.9%	68	8.7%	73	10.2%	1.4%
<i>Declared Disability Status</i>	<i>854</i>	<i>76.1%</i>	<i>778</i>	<i>68.2%</i>	<i>717</i>	<i>62.2%</i>	<i>-6.0%</i>
<b>Children</b>	<b>1286</b>		<b>1357</b>		<b>1582</b>		
Disabled	34	3.6%	33	3.8%	33	3.6%	-0.2%
Not Disabled	708	75.1%	660	75.9%	633	68.8%	-7.1%
Prefer not to say	201	21.3%	176	20.3%	254	27.6%	7.4%
<i>Declared Disability Status</i>	<i>943</i>	<i>73.3%</i>	<i>869</i>	<i>64.0%</i>	<i>920</i>	<i>58.2%</i>	<i>-5.9%</i>
<b>Community Safety &amp; GFRS</b>	<b>482</b>		<b>487</b>		<b>480</b>		
Disabled	10	2.4%	9	2.3%	18	4.6%	2.2%
Not Disabled	286	68.6%	260	67.4%	293	74.2%	6.8%
Prefer not to say	121	29.0%	117	30.3%	84	21.3%	-9.0%
<i>Declared Disability Status</i>	<i>417</i>	<i>86.5%</i>	<i>386</i>	<i>79.3%</i>	<i>395</i>	<i>82.3%</i>	<i>3.0%</i>
<b>Corporate Resources</b>	<b>685</b>		<b>717</b>		<b>749</b>		
Disabled	15	2.8%	17	3.4%	21	4.3%	0.9%
Not Disabled	466	86.5%	431	85.7%	411	83.4%	-2.3%
Prefer not to say	58	10.8%	55	10.9%	61	12.4%	1.4%
<i>Declared Disability Status</i>	<i>539</i>	<i>78.7%</i>	<i>503</i>	<i>70.2%</i>	<i>493</i>	<i>65.8%</i>	<i>-4.3%</i>
<b>E.E.I</b>	<b>609</b>		<b>667</b>		<b>692</b>		
Disabled	16	3.6%	17	3.7%	19	4.3%	0.6%
Not Disabled	358	79.6%	351	76.3%	328	74.5%	-1.8%
Prefer not to say	76	16.9%	92	20.0%	93	21.1%	1.1%
<i>Declared Disability Status</i>	<i>450</i>	<i>73.9%</i>	<i>460</i>	<i>69.0%</i>	<i>440</i>	<i>63.6%</i>	<i>-5.4%</i>
<b>GCC Total</b>	<b>4184</b>		<b>4369</b>		<b>4656</b>		
Disabled	143	4.5%	143	4.8%	153	5.2%	0.4%
Not Disabled	2528	78.9%	2345	78.3%	2247	75.8%	-2.5%
Prefer not to say	532	16.6%	508	17.0%	565	19.1%	2.1%
<i>Declared Disability Status</i>	<i>3203</i>	<i>76.6%</i>	<i>2996</i>	<i>68.6%</i>	<i>2965</i>	<i>63.7%</i>	<i>-4.9%</i>

Disability Status	2023		2024		2025		YoY change (2025 v 2024)	Population of Gloucestershire (%) (2021 Census)	GCC to Population of Gloucestershire variance
Disabled	143	4.5%	143	4.8%	153	5.2%	0.4%	16.7%	-11.5%
Not Disabled	2528	78.9%	2345	78.3%	2247	75.8%	-2.5%	83.3%	-7.5%
Prefer not to say	532	16.6%	508	17.0%	565	19.1%	2.1%	N/A	N/A
<i>Declared Disability Status</i>	<i>3203</i>	<i>76.6%</i>	<i>2996</i>	<i>68.6%</i>	<i>2965</i>	<i>63.7%</i>	<i>-4.9%</i>	<i>N/A</i>	<i>N/A</i>
<b>GCC Total</b>	<b>4184</b>		<b>4369</b>		<b>4656</b>			<b>100.0%</b>	

Voluntary Turnover		2023	2024	2025
Disabled	Headcount	143	143	153
	Voluntary Leavers	26	8	12
	Voluntary Turnover	18.2%	5.6%	7.8%
Not Disabled	Headcount	2528	2345	2247
	Voluntary Leavers	271	226	197
	Voluntary Leavers	10.7%	9.6%	8.8%
Prefer not to say	Headcount	532	508	565
	Voluntary Leavers	69	61	46
	Voluntary Leavers	13.0%	12.0%	8.1%
No response	Headcount	981	1373	1691
	Voluntary Leavers	102	165	180
	Voluntary Leavers	10.4%	12.0%	10.6%
<b>GCC Total</b>	<b>Headcount</b>	<b>4184</b>	<b>4369</b>	<b>4656</b>
	<b>Voluntary Leavers</b>	<b>468</b>	<b>460</b>	<b>435</b>
	<b>Voluntary Leavers</b>	<b>11.2%</b>	<b>10.5%</b>	<b>9.3%</b>

Length of Service: Disability Status	2023	2024	2025	YoY change (2025 v 2024)
Disabled	11.9	12.5	13.0	0.5
Not Disabled	12.8	13.5	13.7	0.2
Prefer not to say	6.2	6.8	6.5	-0.3
No response	2.2	2.2	2.4	0.2
<b>GCC Total</b>	<b>9.5</b>	<b>9.1</b>	<b>8.7</b>	<b>-0.4</b>

## Data tables - Sexual Orientation

Sexual Orientation	2023		2024		2025		YoY change (2025 v 2024)	Population of Gloucestershire (%) (2021 Census)	GCC to Population of Gloucestershire variance
Bisexual	29	0.7%	26	0.6%	31	0.7%	2.8%	-1.0%	
Gay/Lesbian	43	1.0%	38	0.9%	44	0.9%			
Other	0	0.0%	0	0.0%	11	0.2%			
Heterosexual (straight)	1558	37.2%	1428	32.7%	1423	30.6%	-2.1%	90.4%	-59.8%
Prefer not to say	176	4.2%	177	4.1%	177	3.8%	-0.2%	6.8%	-3.0%
No response	2378		2700		2970				
<b>GCC Total</b>	<b>4184</b>		<b>4369</b>		<b>4656</b>				
<b>Declared Sexual Orientation</b>	<b>1806</b>	<b>43.2%</b>	<b>1669</b>	<b>38.2%</b>	<b>1686</b>	<b>36.2%</b>	<b>-2.0%</b>	<b>100.0%</b>	

Voluntary Turnover		2023	2024	2025
LGB+	Headcount	72	64	86
	Voluntary Leavers	12	6	6
	Voluntary Turnover	16.7%	9.4%	7.0%
Heterosexual	Headcount	1558	1428	1423
	Voluntary Leavers	180	142	111
	Voluntary Turnover	11.6%	9.9%	7.8%
Prefer not to say	Headcount	176	177	177
	Voluntary Leavers	28	17	14
	Voluntary Turnover	15.9%	9.6%	7.9%
No response	Headcount	2378	2700	2970
	Voluntary Leavers	248	295	304
	Voluntary Turnover	10.4%	10.9%	10.2%
<b>GCC Total</b>	<b>Headcount</b>	<b>4184</b>	<b>4369</b>	<b>4656</b>
	<b>Voluntary Leavers</b>	<b>468</b>	<b>460</b>	<b>435</b>
	<b>Voluntary Turnover</b>	<b>11.2%</b>	<b>10.5%</b>	<b>9.3%</b>

Length of Service: Sexual Orientation	2023	2024	2025	YoY change (2025 v 2024)
LGB+	7.90	8.70	9.26	0.56
Heterosexual (straight)	8.95	9.86	10.29	0.43
Prefer not to say	10.21	10.10	10.30	0.20
No response	9.77	8.69	7.84	-0.85
<b>GCC Total</b>	<b>9.45</b>	<b>9.13</b>	<b>8.71</b>	<b>-0.42</b>

## Marriage and Civil Partnership

Marital Status	2023		2024		2025		YoY change (2024 v 2023)	Population of Gloucestershire (%) (2021 Census)	GCC to Population of Gloucestershire variance
Divorced/Dissolved Civil Partnership	125	5.6%	150	5.8%	176	5.8%	0.0%	9.9%	-4.1%
Married/Civil Partnership	1091	48.4%	1252	48.2%	1462	48.0%	-0.3%	48.0%	0.0%
Separated	57	2.5%	61	2.4%	65	2.1%	-0.2%	2.0%	0.1%
Single/Never Married	782	34.7%	917	35.3%	1099	36.1%	0.7%	33.6%	2.4%
Widowed	14	0.6%	16	0.6%	15	0.5%	-0.1%	6.5%	-6.0%
Prefer not to say	183	8.1%	199	7.7%	231	7.6%	-0.1%	N/A	N/A
<b>GCC Total</b>	<b>4184</b>		<b>4369</b>		<b>4656</b>				
<b>Declared Marital Status</b>	<b>2252</b>	<b>53.8%</b>	<b>2595</b>	<b>59.4%</b>	<b>3048</b>	<b>65.5%</b>	<b>6.1%</b>	<b>100.0%</b>	

Voluntary Turnover	2023	2024	2025
Divorced/Dissolved Civil Partnership	15.2%	12.0%	10.8%
Married/Civil Partnership	9.6%	9.7%	7.5%
Separated	5.3%	14.8%	10.8%
Single/Never Married	11.9%	10.8%	8.6%
Widowed	14.3%	25.0%	26.7%
Prefer not to say	13.7%	13.6%	9.1%
No response	11.4%	10.2%	11.1%
<b>GCC Total</b>	<b>11.2%</b>	<b>10.5%</b>	<b>9.3%</b>

Length of Service: Marital Status	2023	2024	2025	YoY change (2025 v 2024)
Divorced/Dissolved Civil Partnership	10.2	8.4	8.4	0.0
Married/Civil Partnership	8.7	8.0	7.6	-0.4
Separated	6.8	7.0	8.1	1.1
Single/Never Married	4.4	4.3	4.4	0.1
Widowed	10.4	7.8	14.7	6.9
Prefer not to say	4.7	4.8	5.8	1.0
No response	12.4	13.0	13.0	0.0
<b>GCC Total</b>	<b>9.5</b>	<b>9.1</b>	<b>8.7</b>	<b>-0.4</b>

## Religion & Belief

Religion/Belief	2023	2024	2025	YoY change (2025 v 2024)	Population of Gloucestershire (%) (2021 Census)	GCC to Population of Gloucestershire variance
Buddhist	0.8%	0.7%	0.6%	-0.1%	0.4%	0.2%
Christian	41.4%	40.0%	39.7%	-0.4%	49.2%	-9.5%
Hindu	0.5%	0.6%	0.5%	-0.1%	0.6%	-0.1%
Jewish	0.1%	0.1%	0.0%	0.0%	0.1%	-0.1%
Muslim	1.8%	1.8%	1.8%	0.0%	1.4%	0.4%
None	44.2%	46.3%	45.8%	-0.5%	41.4%	4.4%
Other	2.0%	1.9%	2.0%	0.1%	0.5%	1.5%
Sikh	0.1%	0.2%	0.3%	0.1%	0.1%	0.2%
Prefer not to say	9.0%	8.4%	9.3%	0.9%	6.2%	3.1%
<i>Declared Religion/Belief</i>	<i>37.4%</i>	<i>41.9%</i>	<i>44.5%</i>	<i>2.6%</i>	<i>100.00%</i>	

Voluntary Turnover*	2023	2024	2025
Buddhist	7.7%	23.1%	16.7%
Christian	9.6%	12.3%	8.8%
Hindu	0.0%	9.1%	30.0%
Jewish	0.0%	0.0%	0.0%
Muslim	10.7%	15.2%	10.8%
None	9.5%	8.7%	7.9%
Other	15.6%	25.7%	4.8%
Sikh	0.0%	0.0%	0.0%
Prefer not to say	16.3%	9.7%	7.3%
No response	11.7%	10.4%	10.2%
<b>GCC Total</b>	<b>11.1%</b>	<b>10.5%</b>	<b>9.3%</b>

Length of Service: Religion/Belief	2023	2024	2025	YoY change (2025 v 2024)
Buddhist	8.2	6.7	8.7	2.0
Christian	8.6	7.9	8.3	0.4
Hindu	11.3	8.8	9.8	0.9
Jewish	5.7	6.7	7.7	1.0
Muslim	4.8	4.6	4.8	0.3
None	5.9	5.4	6.0	0.6
Other	8.3	7.8	7.3	-0.5
Sikh	1.2	1.8	1.7	0.0
Prefer not to say	7.5	6.9	6.9	0.0
No response	10.8	11.0	10.1	-0.9
<b>GCC Total</b>	<b>9.5</b>	<b>9.1</b>	<b>8.7</b>	<b>-0.4</b>