

Workforce Equalities, Diversity & Inclusion report

(Census date 1st July 2024)



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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 there has been a particular focus on updating our guidance in relation to reasonable adjustments as part of our continued commitment to be a Disability Confident employer.

The Employee Networks have continued to engage and support workforce equality projects alongside our colleagues in HR and OD. In October 2023 the chairs of the Employee Networks were invited to join 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 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

Our Data

The 2024 Workforce Equality Report has been created using data held with our personnel software with a reporting data of 1st July 2024.

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's 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 2023/24

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 June 2024 two additional roles were introduced to support the wider equalities strategy. A corporate policy officer for EDI and a corporate policy officer for White Ribbon and Modern Slavery.

Learning and Development

To improve the quality of learning resources a review of manager training and e-learning was undertaken at the beginning of 2024. The review resulted in the redesign of our managers training and an increase in online learning resources. In addition to reviewing the learning offer in readiness for our new learning management system a learning pathway for EDI is under development. Following feedback from our employee networks on development opportunities we design career development workshops focused on applications and interviews. The workshops are currently being piloted and will be reviewed in the new year.

Stepping Up Positive Action Programme

The council recognises that there continues to be under representation of DEC colleagues and those with other protected characteristics in more senior roles and therefore continued to fund for 3 places Stepping Up 2024. In addition to the usual spaces the council has committed to support two individuals on a virtual stepping up course.

Reward and Recognition

In June 2024 the Council held our first staff recognition awards event since 2019. In a shift from transformation and change, these awards were based around the Council values. Many colleagues were recognised for their contributions to ED&I, particularly in three of the six categories; Integrity and Respect, Customer Service and Inclusive Leadership. The Chairs of two of GCC's employee networks, D-net and Black Workers Network were winners in the Integrity and Respect and Inclusive Leadership categories, respectively.

Reciprocal Mentoring Programme

The Council has worked with our partners across the Integrated Care System to deliver a reciprocal mentoring scheme. The second cohort launched December 2024, to date 8 senior leaders and 6 members of staff have been paired across the system to share their lived experience and career development knowledge for a mutually beneficial six-month programme.

Recruitment and Selection

The Council continues to improve our corporate recruitment process and practice to recruit a diverse workforce. To better understand how we recruit in 2023 we began to report on protected characteristics and how likely they were to progress from application to shortlisted. In 2023 we include an EDI panel for several 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 understanding of EDI within the context of Gloucestershire and the services they manage. The training for recruiting managers has been updated to include themes around the impacts of bias in the recruitment and selection process. The Council committed funding advertising on Diversity Jobs Groups to improve the diversity of applicants. The Council has also been attending recruitment fairs within the community and schools to promote roles to people who may not have previously considered the council in their job and career search.

Within the Adults Directorate all front-line roles include values-based interviews to ensure we recruit people with the right value set rather concentrating on their qualifications and experience. This work has been praised publicly via the Local Government Association as a good model of practice.

A review of our advertising was conducted and resulted in the continuation of funding Diversity Jobs Groups.

Policies and Guidance

Several policies have been updated in 2024 to ensure inclusive language is used and to remove barriers. The Reasonable Adjustments guidance was updated again in September 2024 to align with the new e-learning.

The grievance process has been updated to include more supportive measures including improved access to mediation and a new restorative practice route which is producing improved outcomes at an early stage for individuals.

In October 2024 we supported an initiative with Pathfinder International who dedicated their publication to supporting ex-military into roles with public sector organisations.

1. HR Metrics and Data Sourcing

All data is effective as at the 1st July 2024, with the reporting period being 1st July 2023 to 30th June 2024. 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"> 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
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 31.4% and 91.8% 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

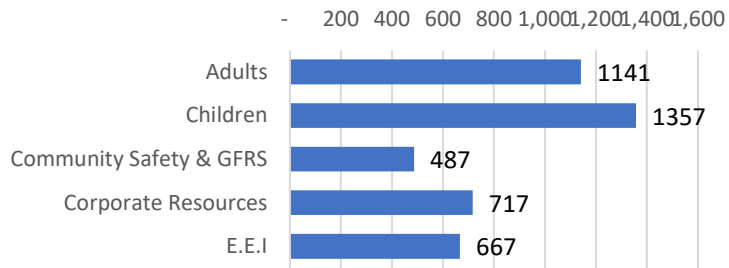
Key points arising from the data this year include:

- **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 (26.9% of the workforce, down from 28.0% last year), there has been a slight increase in the combined lower age brackets 16-25, 26-35 and 36-45, whilst the proportion of the workforce 46-55 and 56+ 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 2025 will provide an easier user-friendly interface for employees to update their personal information.
- **7.5% 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 55.9% 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 increased year on year for the last 3 years (from 41.5% in 2023 and 34.6% 2022). Overall, the figures do not indicate a lack of access to training for any protected group.
- **Voluntary turnover decreased to 10.5% compared to 11.2% last year, with 93.5% of all leavers leaving for voluntary reasons, either resigning or retiring.** 492 staff left Gloucestershire County Council between 1st July 2023 and 30th June 2024.
- **57 employees were subject to formal procedure** action by the council during the past 12 months, this is more than last year (50). Of the 57 employees, 43 (75.4%) remain employed with the council as at the 1st July 2024; 6 individuals (10.5%) left the council voluntarily following a formal procedure; and 8 individuals (14.0%) were ill-health retired, failed probation or were dismissed.

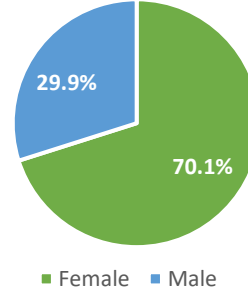
3. Workforce Overview Snapshot – Gloucestershire County Council (GCC):

The graphs below show a snapshot of the GCC workforce demographic (at 01/07/2024), including headcount by role, gender, age bracket, disability status, ethnicity, sexual orientation and self-identified gender.

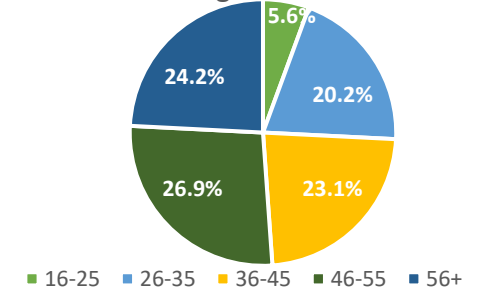
GCC: Headcount by Directorate



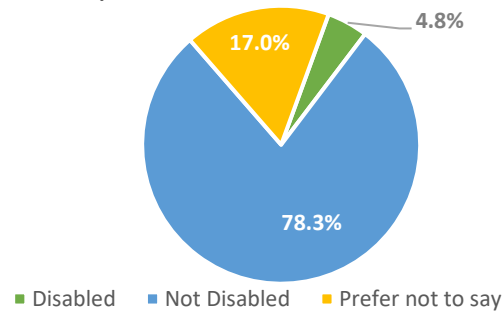
GCC: Gender



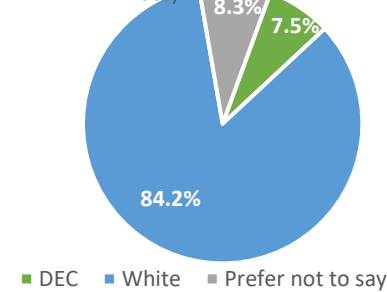
GCC: Age Bracket



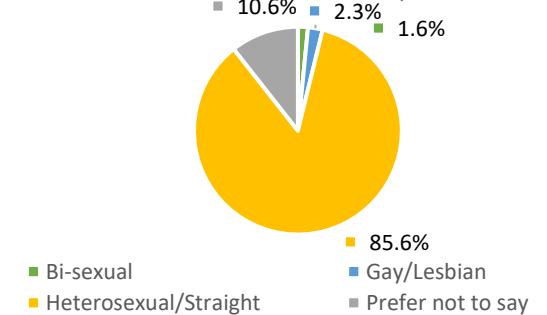
GCC: Disability (based on 68.6% declaration rate)



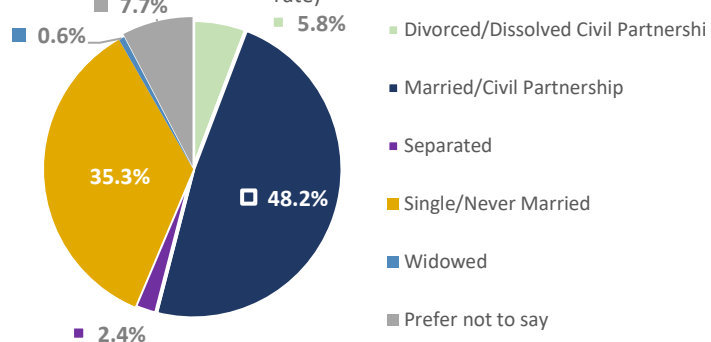
GCC: Ethnicity (based on 92.2% declaration rate)



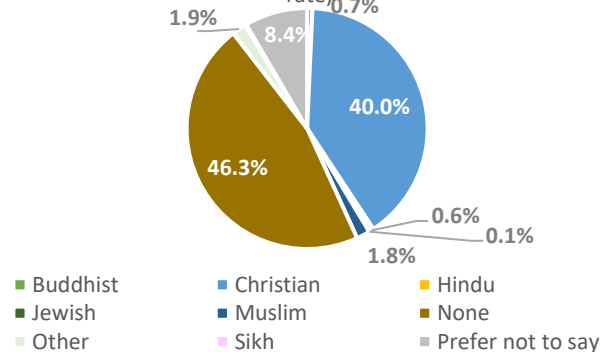
GCC: Sexual Orientation (based on 38.2% declaration rate)



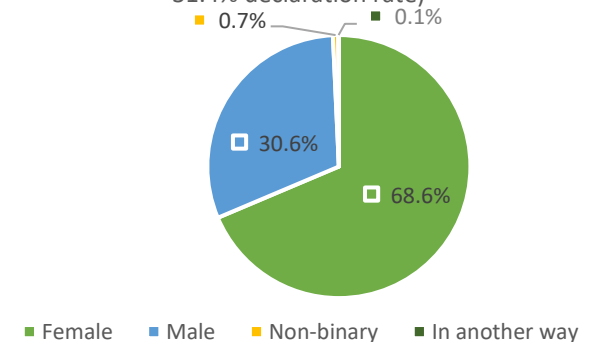
GCC: Martial Status (based on 59.4% declaration rate)



GCC: Religion (based on 41.9% declaration rate)

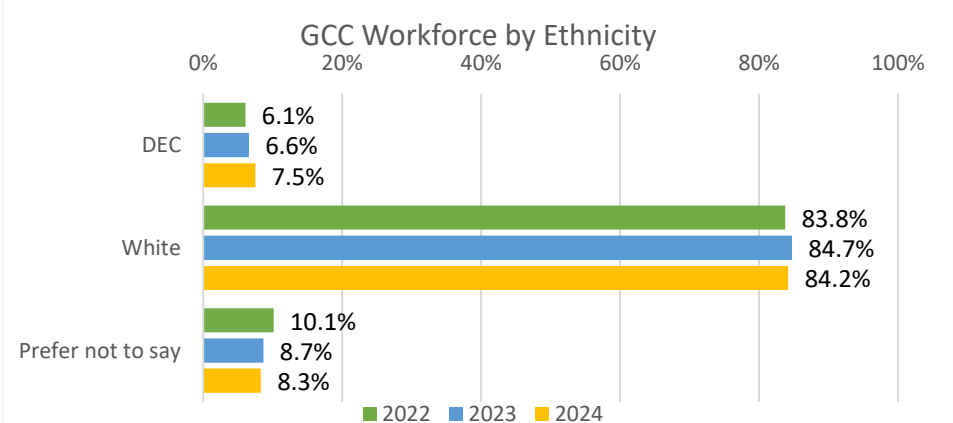
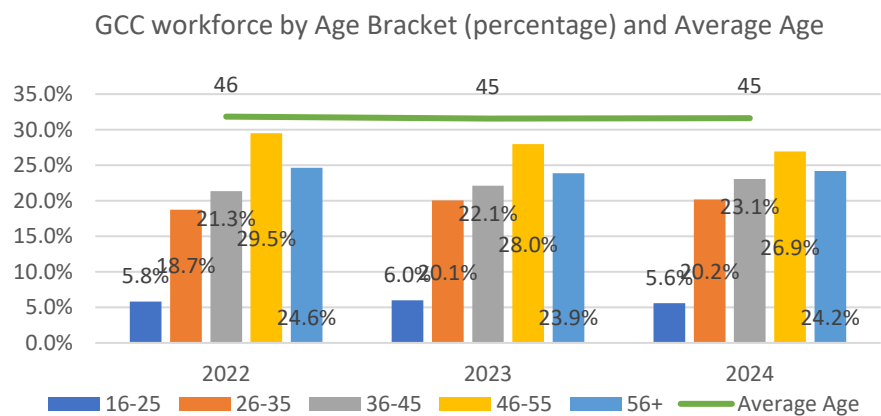
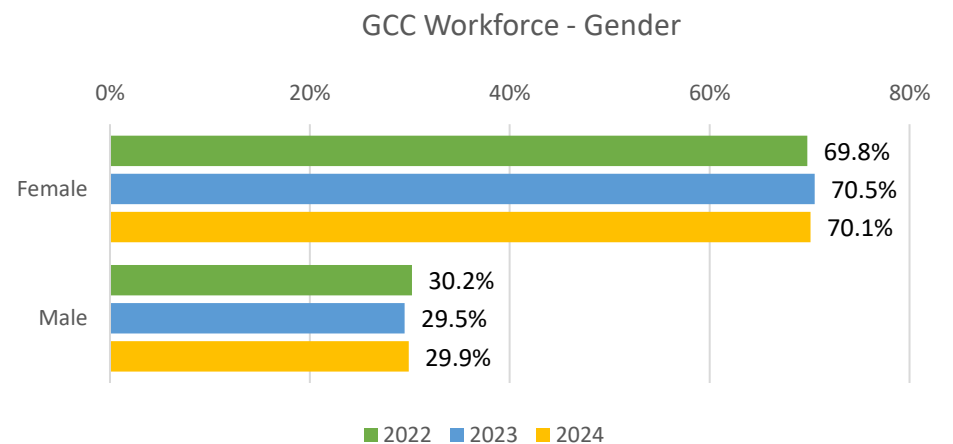
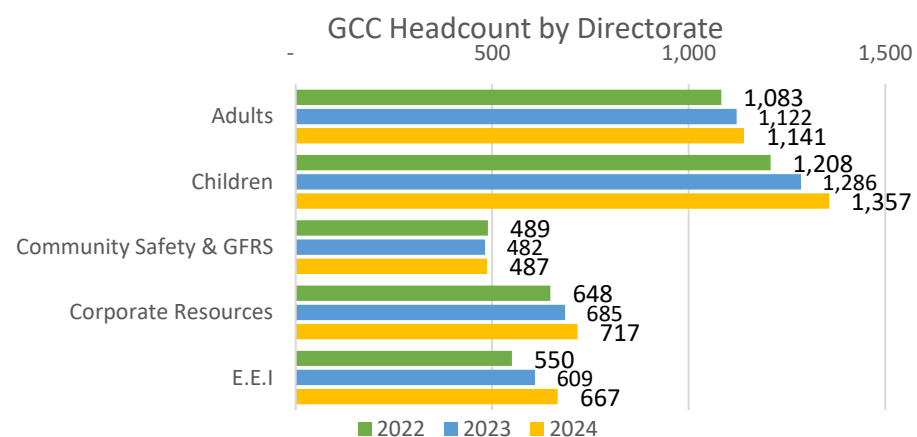


GCC: Self Identified Gender (based on 31.4% declaration rate)

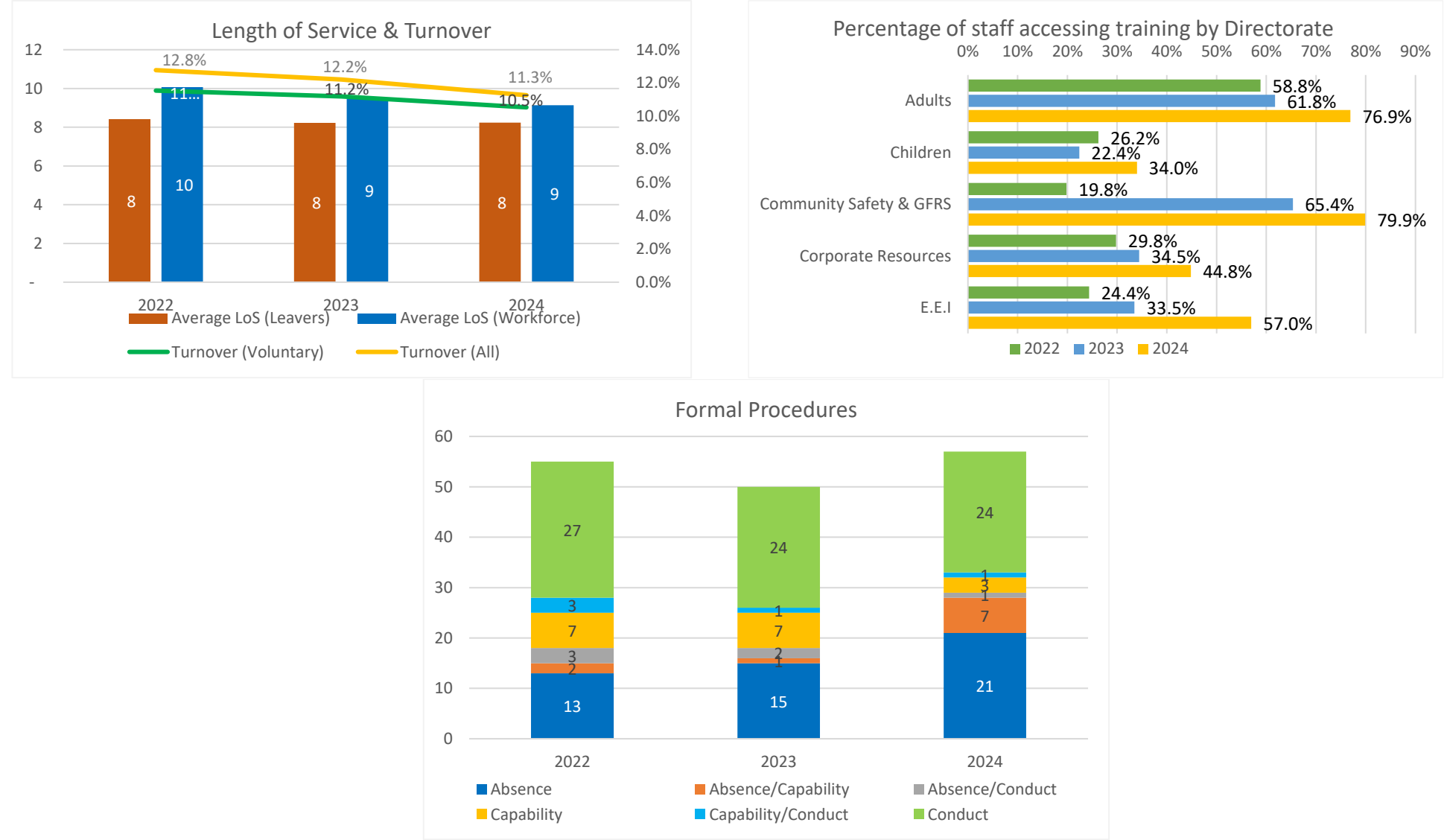


The following table and graphs show GCC workforce demographic over the last 3 years.

GCC: Directorate	2022		2023		2024	
	Count	% of Total	Count	% of Total	Count	% of Total
Adults	1083	27.2%	1122	26.8%	1141	26.1%
Children	1208	30.4%	1286	30.7%	1357	31.1%
Community Safety & GFRS	489	12.3%	482	11.5%	487	11.1%
Corporate Resources	648	16.3%	685	16.4%	717	16.4%
E.E.I	550	13.8%	609	14.6%	667	15.3%
Grand Total	3978	100.0%	4184	100.0%	4369	100.0%

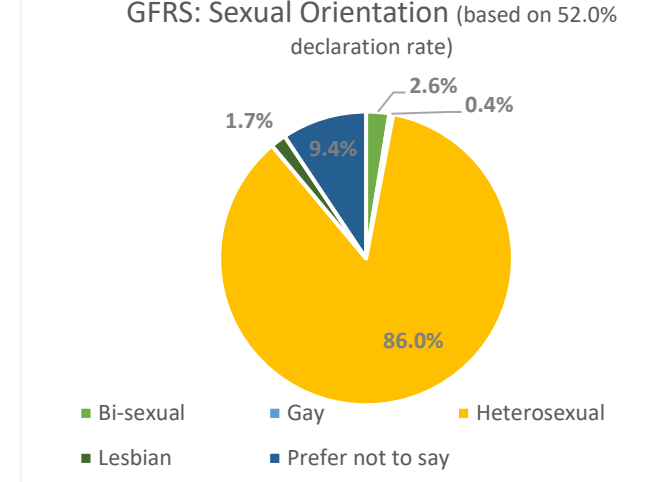
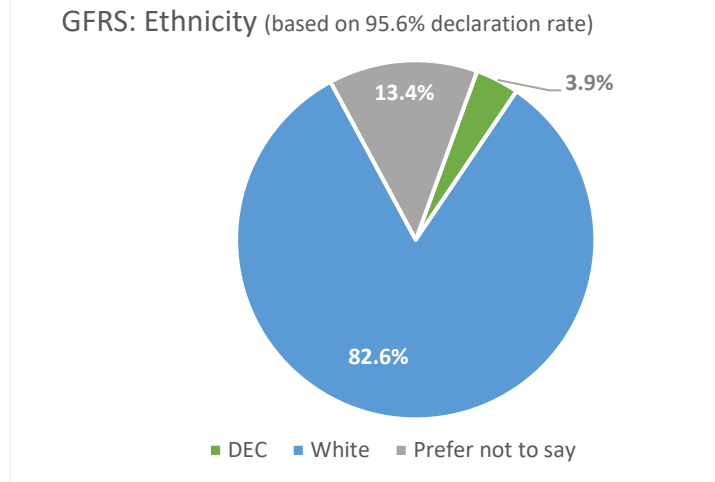
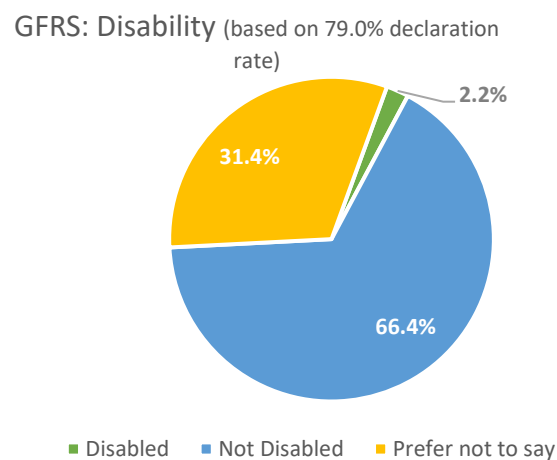
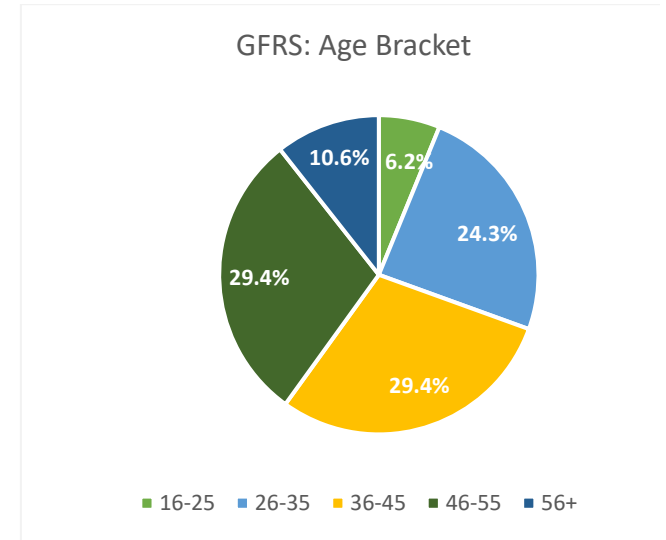
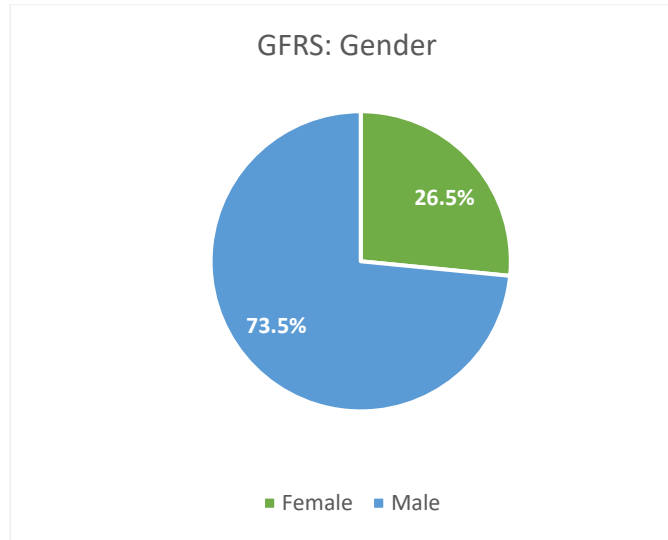
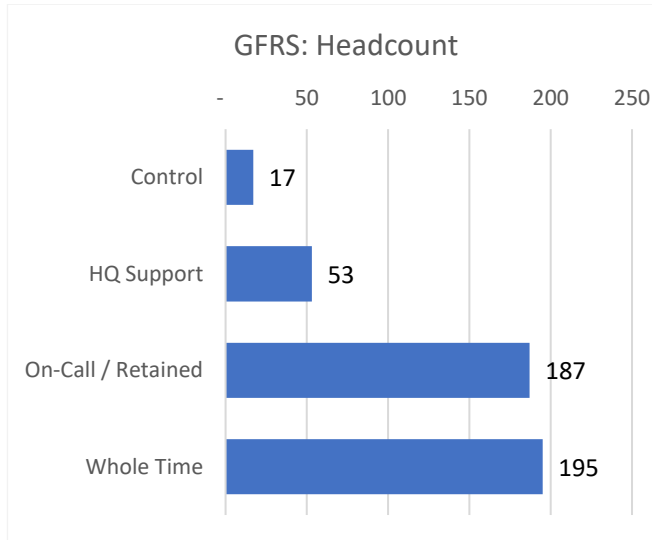


The graphs below show GCC length of service and voluntary turnover, formal procedure reasons, and percentage of workforce accessing training and development courses.



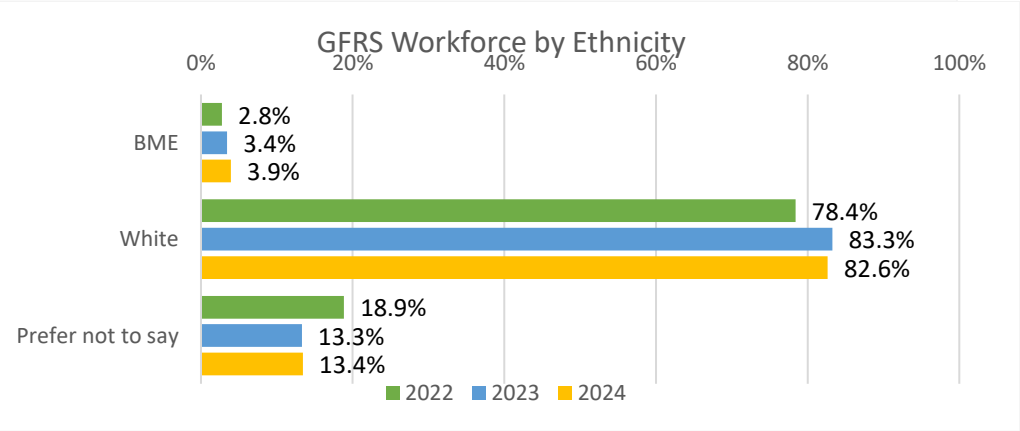
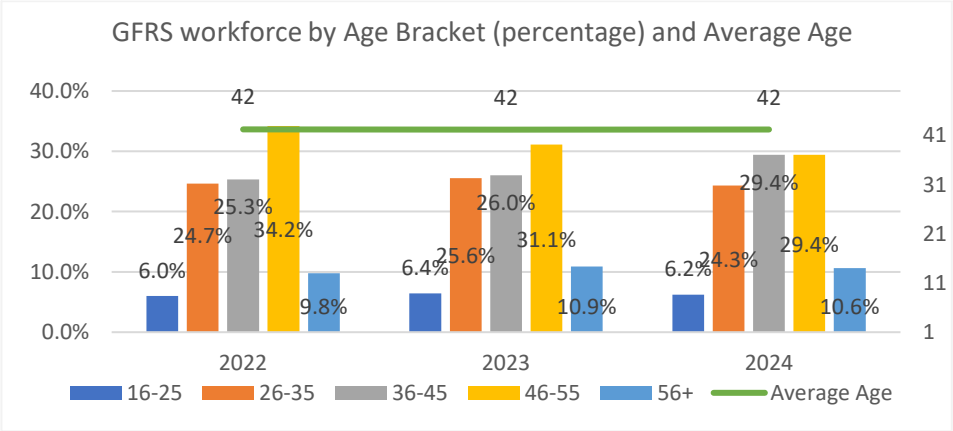
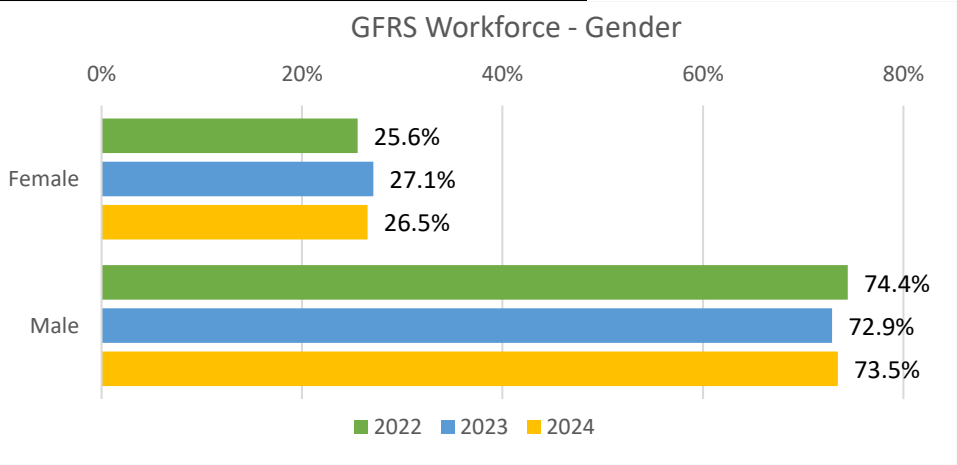
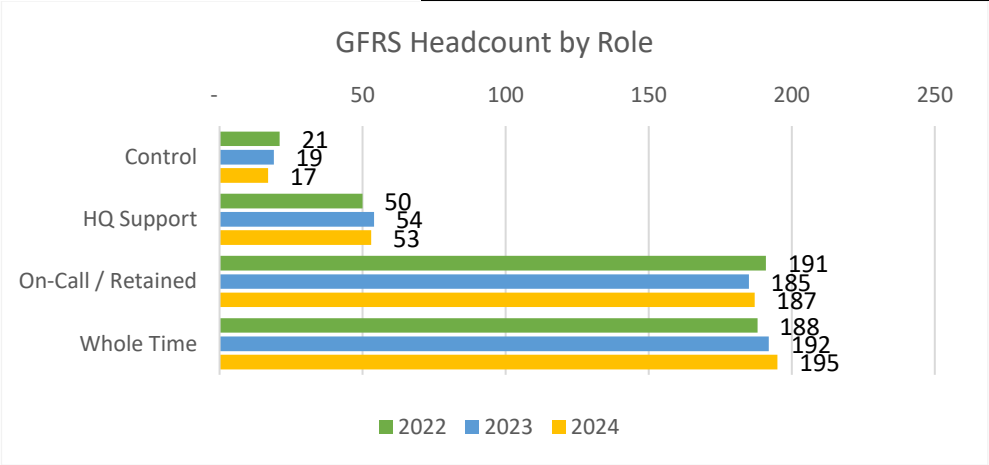
3.1 Workforce Overview Snapshot – Gloucestershire Fire & Rescue Service (GFRS):

The graphs below show a snapshot of the GFRS workforce demographic (at 01/07/2024), including headcount by role, gender, age bracket, disability status, ethnicity and sexual orientation. Due to low declaration rates the protected characteristics of marital status (46.7%), religion (32.3%) and self-identified gender (34.1%) have not been included.



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

GFRS: Role	2022		2023		2024	
	Count	% of Total	Count	% of Total	Count	% of Total
Control	21	4.7%	19	4.2%	17	3.8%
HQ Support	50	11.1%	54	12.0%	53	11.7%
On-Call / Retained	191	42.4%	185	41.1%	187	41.4%
Whole Time	188	41.8%	192	42.7%	195	43.1%
Grand Total	450	100.0%	450	100.0%	452	100.0%



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

Equality Diversity and Inclusion is a priority for GFRS to improve culture and create a service which reflects its communities. This has been identified by His Majesty's Inspectorate of Constabulary for Fire and Rescue Service (HMRCFRS). The role is vitally important that the service promote equality, diversity and inclusion in the workplace to make sure that the service is viewed as fair and diverse as possible. Equality, diversity and inclusion are incorporated well into a service and staff feel included, valued and able to speak freely.

Key areas for developing a strong focus on ED&I and culture by:

- Building Trust and confidence – reflecting the communities we serve and to build confidence. An inclusive culture ensuring that staff feel represented and respected.
- Improving Service Delivery – Creating an environment where staff can bring their authentic self to work / lived experiences which can enhance problem solving and decision making (EqIA) leading to a more effective and innovative service delivery.
- Addressing historical Issues – Where staff have reported bullying, harassment and discrimination have taken place and to prioritise ED&I and cultural change to help address concerns by creating better outcome for all with more supportive work environment.
- Legal Obligations – Promoting ED&I by promoting equality and Inclusion under the Public Sector Equality Duty and ensuring that positive culture aligns with GCC Values and Behaviours together with the Workplace Charter.
- Enhancing our Positive Action, Recruitment and Retention – Developing an inclusive practice for attraction from our diverse communities. Help retain and recognise talent through our career development pathways and promotional processes.
- Health and Wellbeing Support – Develop a culture where staff feel supported by developing clear process for engagement for physical and mental health, reasonable adjustments and offering diffusion after critical incidence.

Equality, Diversity and Inclusion remains a strong focus alongside cultural change in GFRS is crucial for fostering a more adaptive, inclusive, and effective service. A strong commitment for understanding the need for change is a service priority. Evolving societal expectations to keep our diverse communities safe for a more inclusive and equitable culture.

By embracing ED&I will lead to improved morale, enhanced community relations, and greater operational effectiveness. It ensures that GFRS reflects the diversity of the communities it serves. Celebrating the diversity of our workforce through bold steps for positive action will ensure we build strong relationships with the communities we serve.

GFRS Equality Diversity and Inclusion objectives:

Together we will:

- ☐ Actively promote Equality Diversity and Inclusion (ED&I) across our entire workforce and provide equality for all.
- ☐ Increase the diversity of our workforce through positive action ensure that we reflect the communities we serve.
- ☐ Develop and improve our cultural awareness to strengthen our community engagement, so our communities feel valued and are safer as a result.
- ☐ Continue to build inclusive culture through effective communication and engagement.

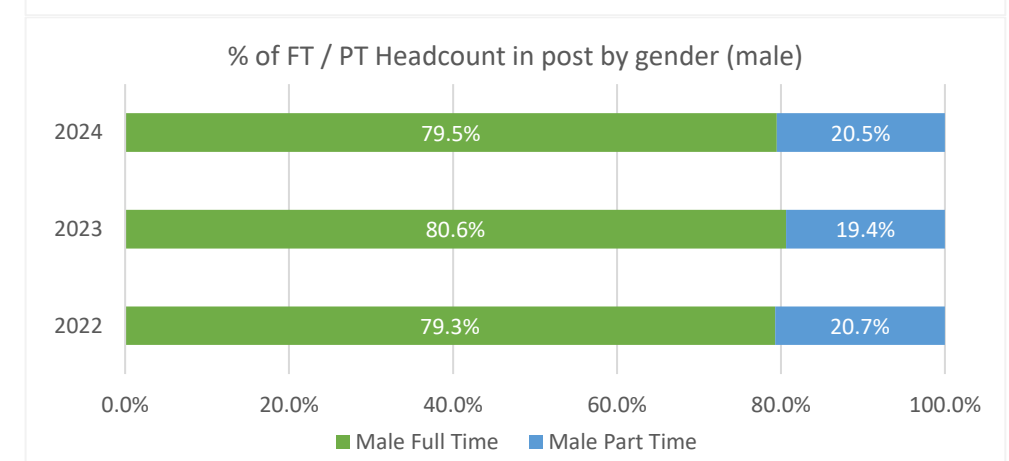
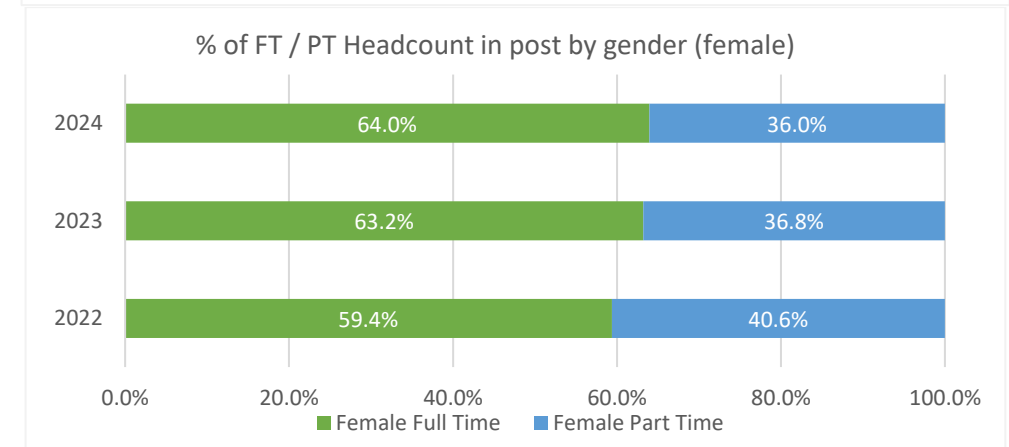
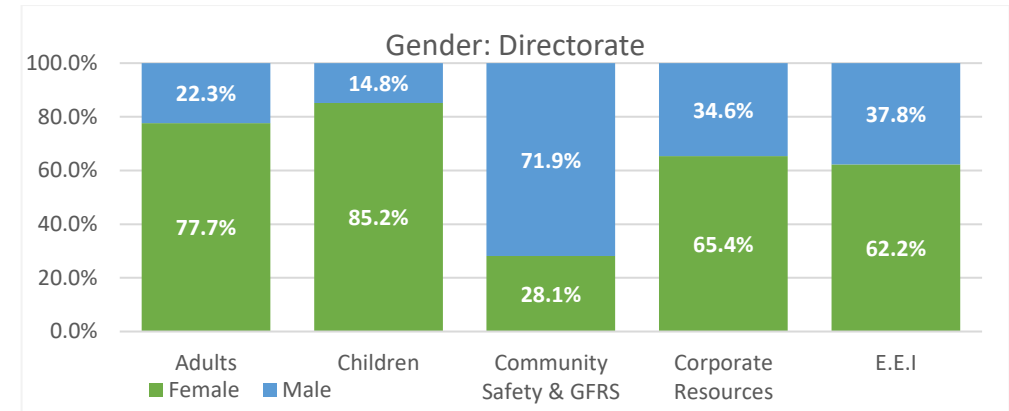
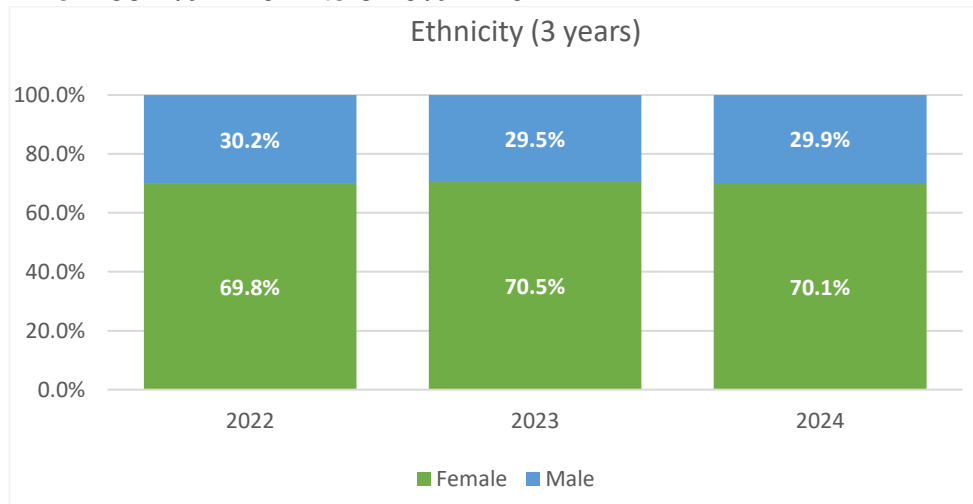
Staff will model our agreed behaviours set out in our workplace charter and are empowered to speak up when something is not right.

The service priorities for 2024/25 include:

- Embedding the Workplace Charter & Awards
- Developing and embedding an Equality Impact Assessment Policy, Process and Quality Assurance Framework
- Merger of the SIGMUB, ED&I Allies and EVG
- Developing and embedding the Positive Action Policy and Framework
- Increase “Have a go day” and making these businesses as usual
- Embed and Promote Career Pathway
- Develop skills and capacity through a range of ED&I eLearning and workshops
- Celebrate an inclusive culture through communication messaging.
- Develop workforce confidence in uptake of the declaration of diversity data.
- Develop a Cultural Dashboard to monitor and benchmark progress
- Strengthen our relationships with staff networks
- Improve Exit Interview Processes
- Promote and strengthen the Crime stoppers reporting line
- Developing stronger relationships with our communities through Cultural Intelligence / Awareness
- Use the National Chief Fire Council to upskill our service with Maturity Models levels 1 -3
- Strengthening GFRS collaboration local, regional and national opportunities by building stronger partnerships, leveraging resources, community engagement, OD development, policy alignment and data sharing

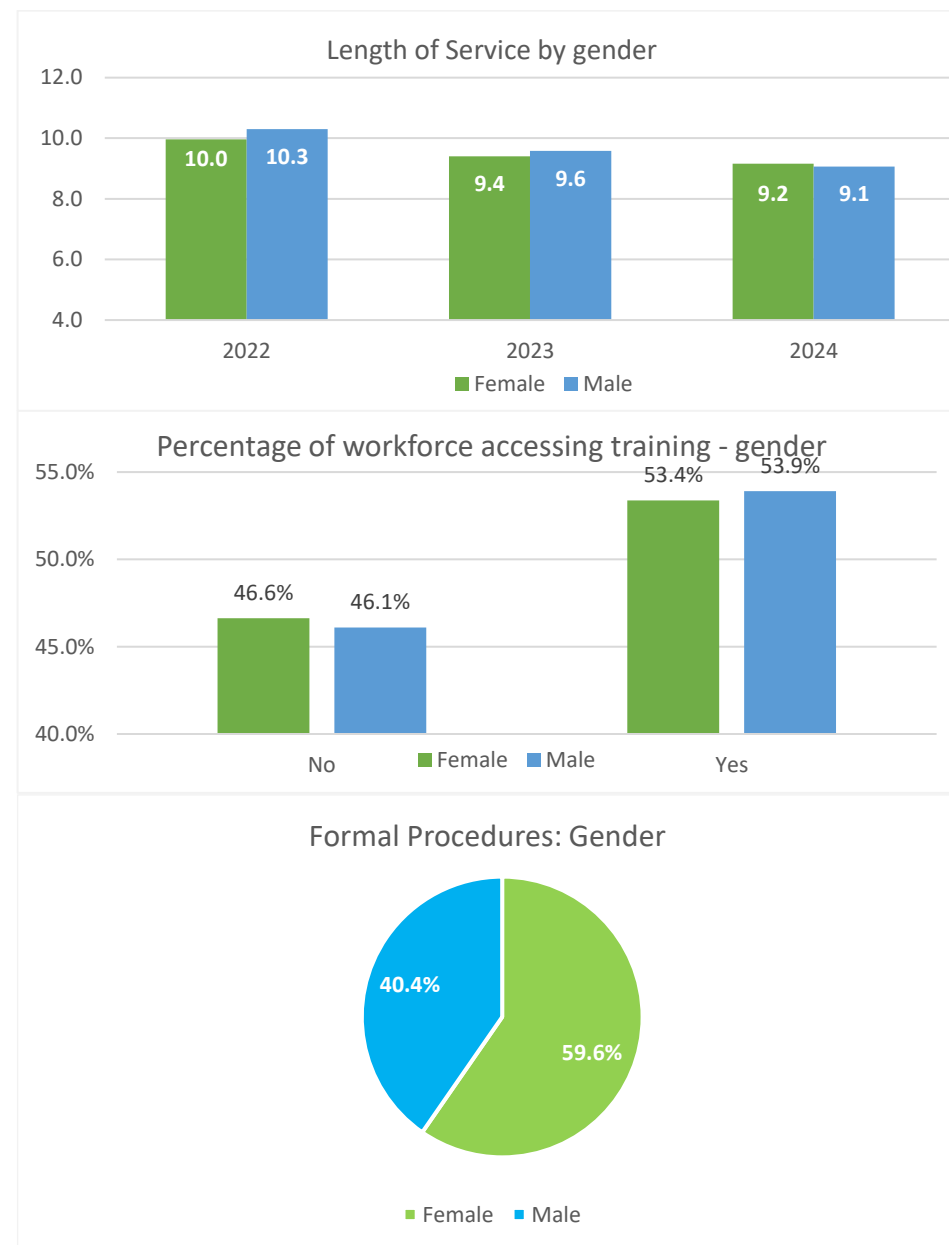
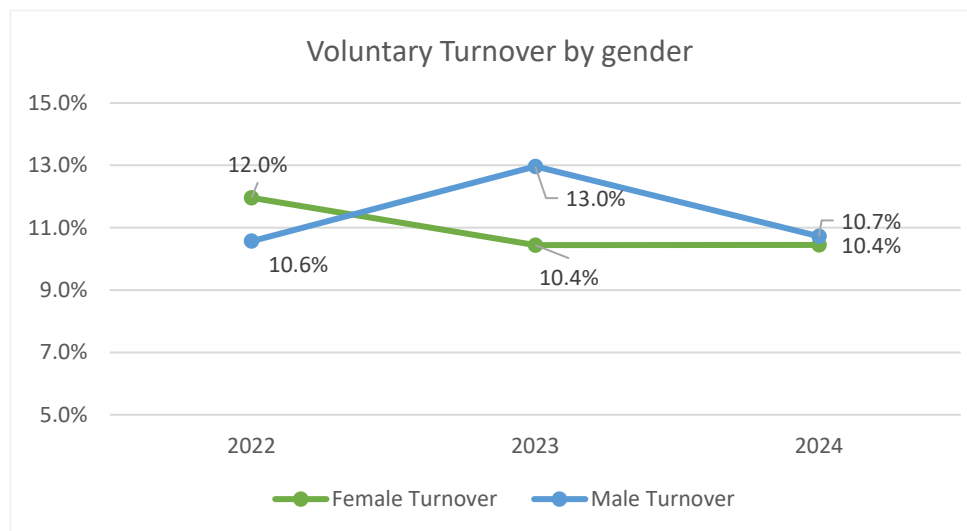
4. Gender (part 1)

- The overall gender distribution, council wide, remains similar to previous years. The gender split in 2024 is 70.1% female, 29.1% 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 (85.2% female / 14.8% male) to the lowest in Community Safety & GFRS (28.1% female / 71.9% male). The proportions have remained largely consistent over the last 3 years.
- A higher proportion of female staff work part time (36.0%) compared to male staff (20.5%). However, the proportion of female staff working full time continues to increase year on year from 59.4% in 2022 to 64.0% in 2024.



Gender (part 2)

- Female staff voluntary turnover has remained in line with last year (10.4%, lower than 12.0% in 2022). Male staff voluntary turnover has decreased (13.0% to 10.7%) since last year, to a level similar to 2022.
- The average length of service is similar for both male and female staff, just over 9 years. It has decreased slightly year over the last 3 years (from an average of approximately 10 years).
- A similar proportion of each gender have accessed training over the past 12 months (53.1% of female staff; 53.9% of male staff).
- 59.6% of the 57 formal procedure (within the last 12 months) relate to female staff and 46.4% to male staff. This is a higher proportion of male staff when compared to the overall GCC gender split (of male (29.9%) and female (70.1%). The majority of formal procedures relating to male staff were conduct related, whilst the majority relating to female staff were absence related.



5. Gender diversity

We have employees who have declared themselves transgender and non-binary. 31.4% 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. 0.9% 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 2025.

What best describes your gender?

Man

Non-binary

Woman

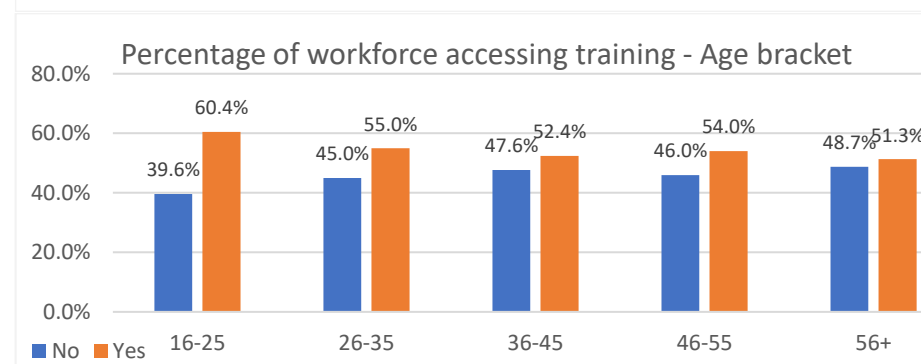
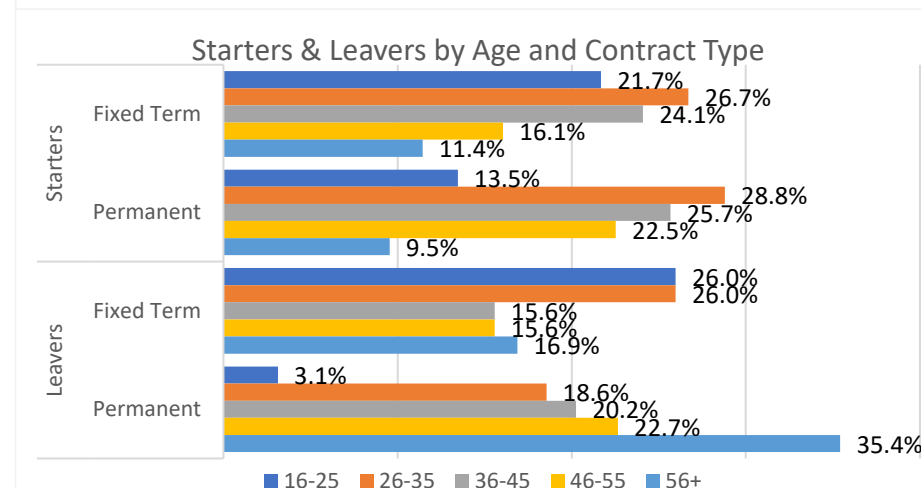
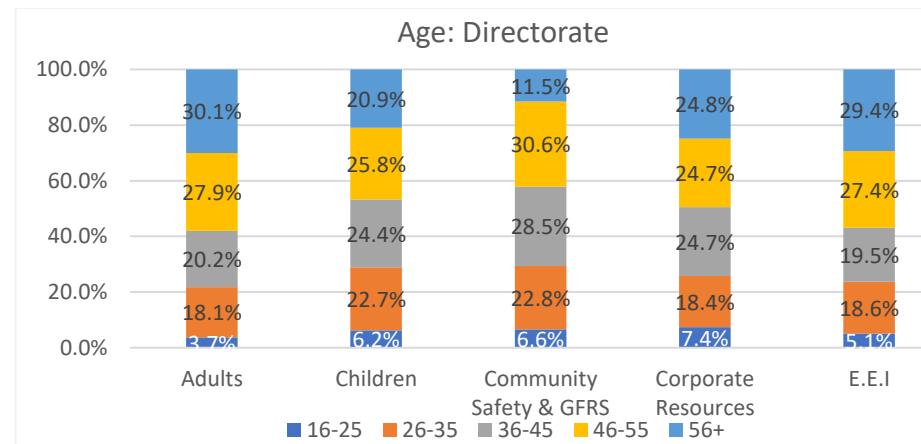
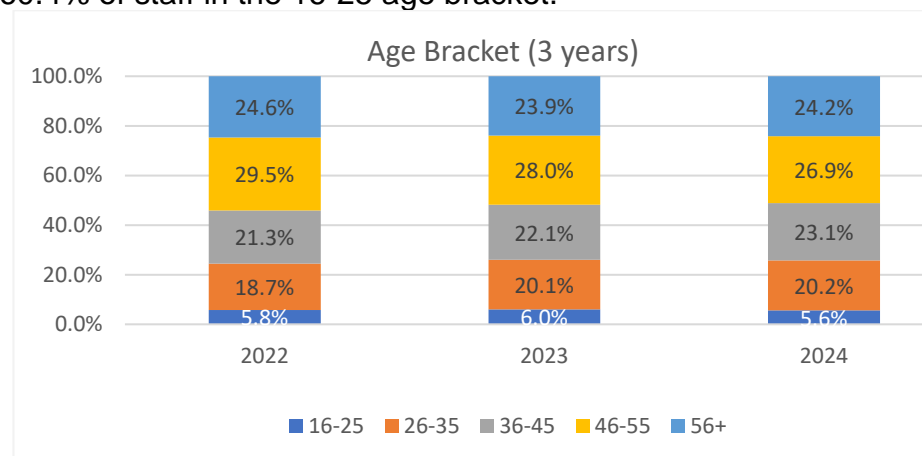
I use another term: ____

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)

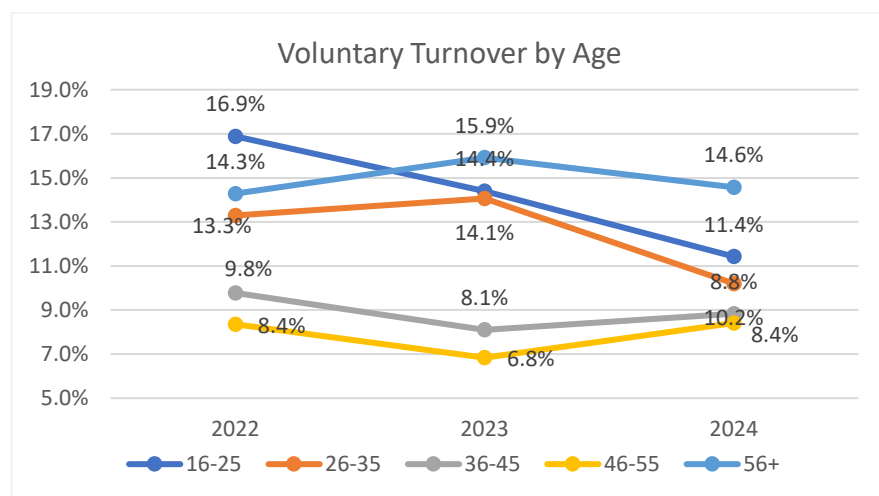
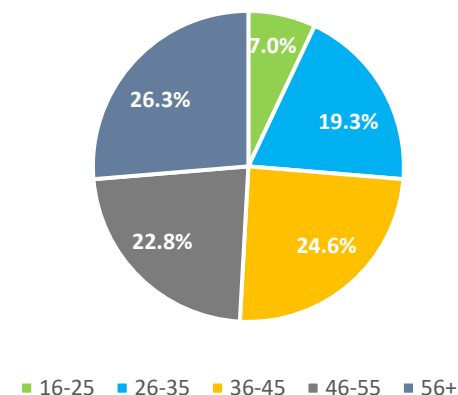
- The proportion of staff within each age bracket has broadly remained consistent since last year. The average (mean) age remains 45.2 and the median age 46.0 (slightly lower than in 2022 when it was 45.6 mean and 47.0 median).
- The average age varies between directorate, ranging from 42.6 in Community Safety & GFRS to 47.1 in Adults directorate. There is a direct correlation between increase in length of service and age.
- In the last 12 months 41.6% starters were within the 16–35 Age bracket; and 26.2% of all leavers. A higher proportion of starters within the lower age brackets are on fixed term contracts (19.1% of staff starting on fixed term contracts are 16-25 and 27.3% staff 26-35 age bracket). This is partly due to the proportion starting on apprenticeship contracts (13.0% of all starters in the 16-25 age bracket).
- The proportion of staff who have accessed training in the last 12 months ranges between 51.3% of staff in the 56+ age bracket to 60.4% of staff in the 16-25 age bracket.



Age (part 2)

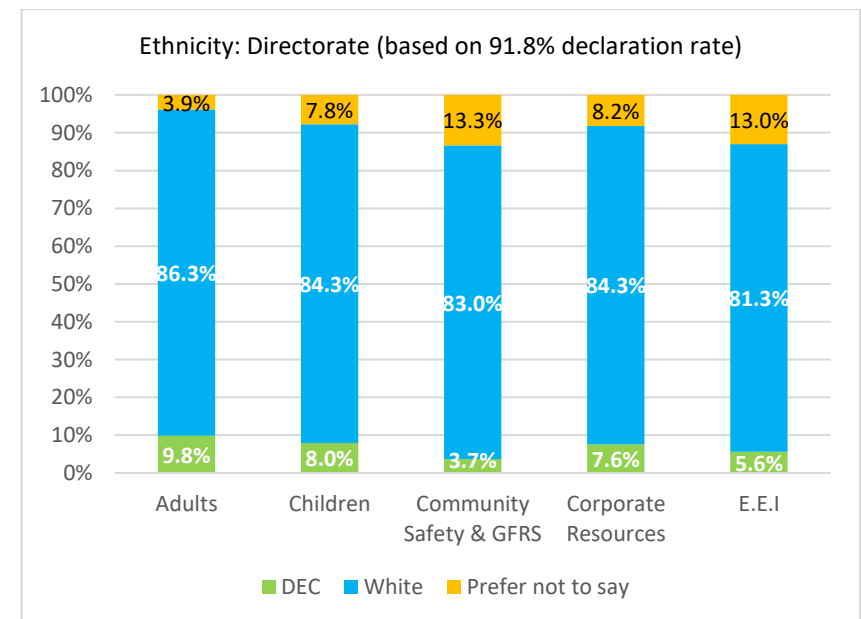
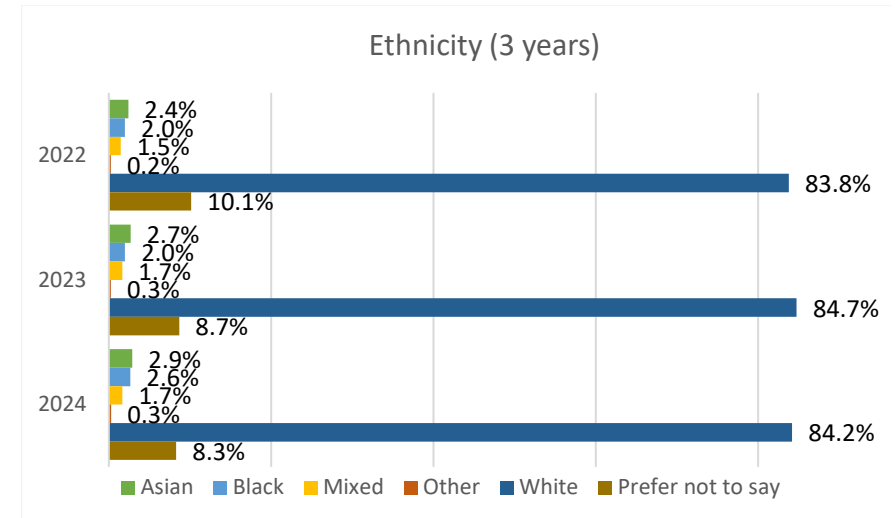
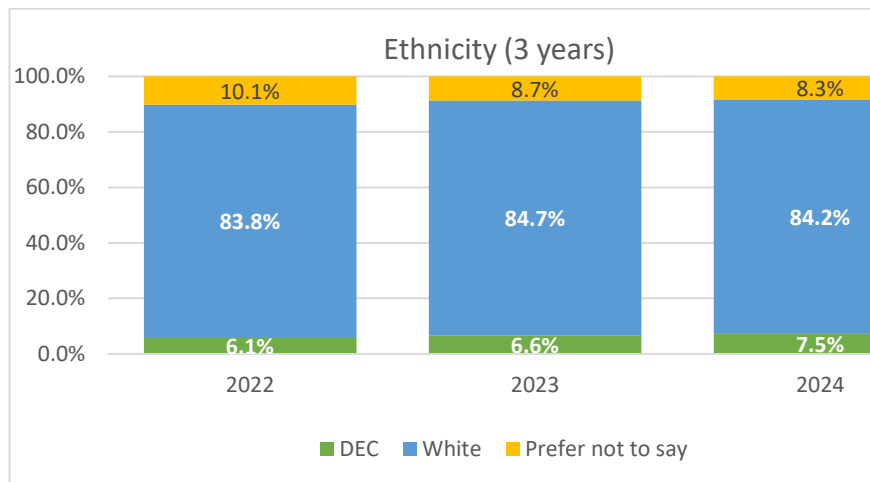
- Voluntary turnover (over the last 12 months) has decreased overall and across most age brackets when compared to last year (2023). The 36-45 and 46-55 age brackets are the two areas which have increase in voluntary turnover in the 12 months to July 2024, however, remain the age brackets with the lowest turnover. The 16-25 and 26-35 age brackets have had the largest decrease in voluntary turnover.
- In the upper age bracket (56+) retirement was the most common leaving reason (55.2% 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, 41.6% within the 56+ age bracket chose to resign and not immediately receive GCC pension.
- The 57 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 46-55 had a high proportion of formal procedures due to conduct.

Formal Procedures: Age Bracket



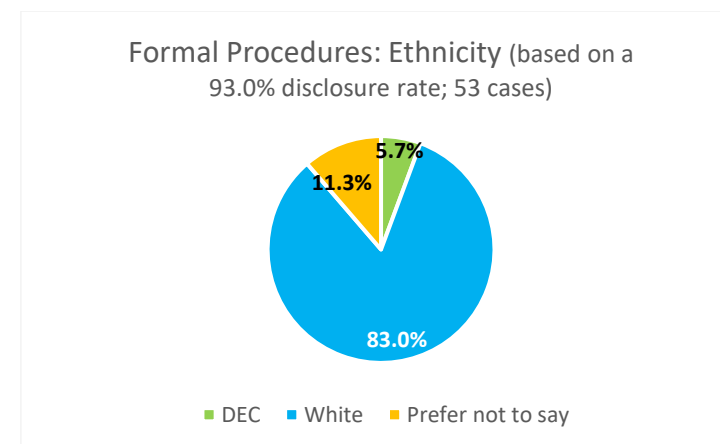
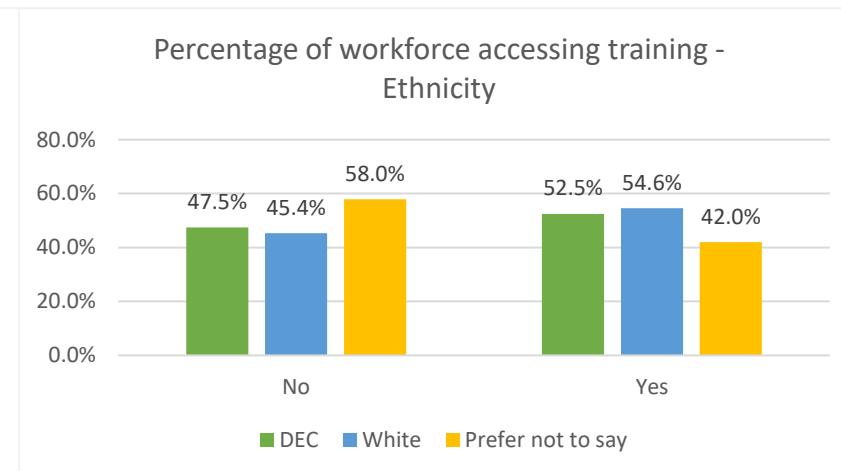
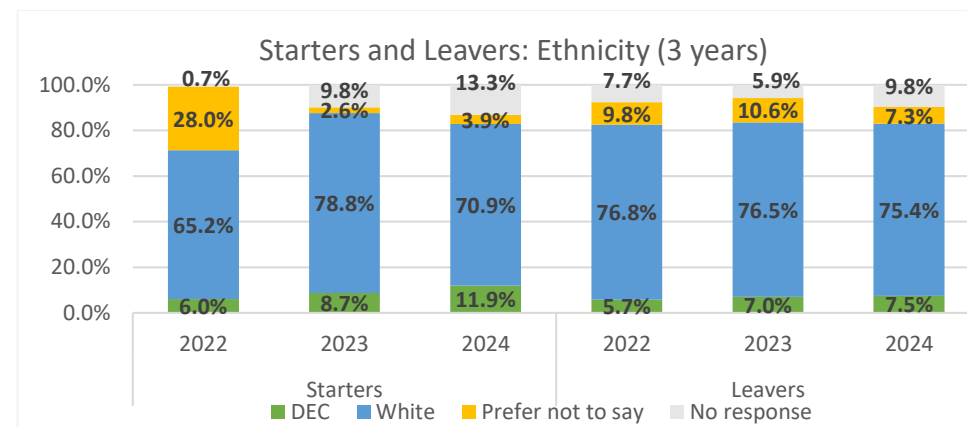
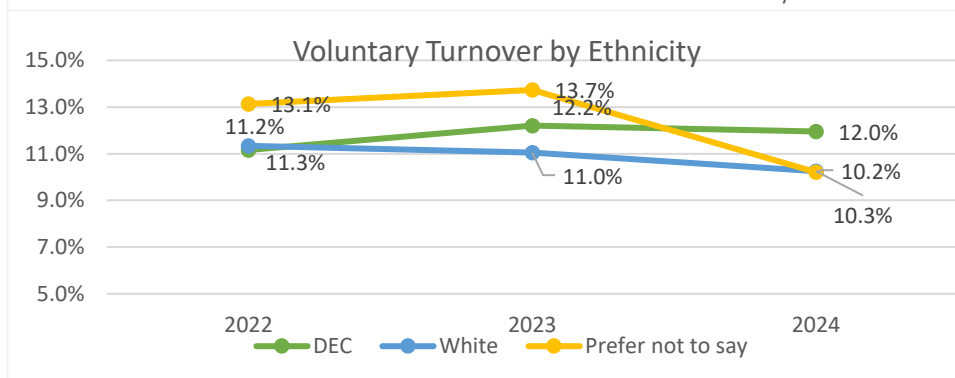
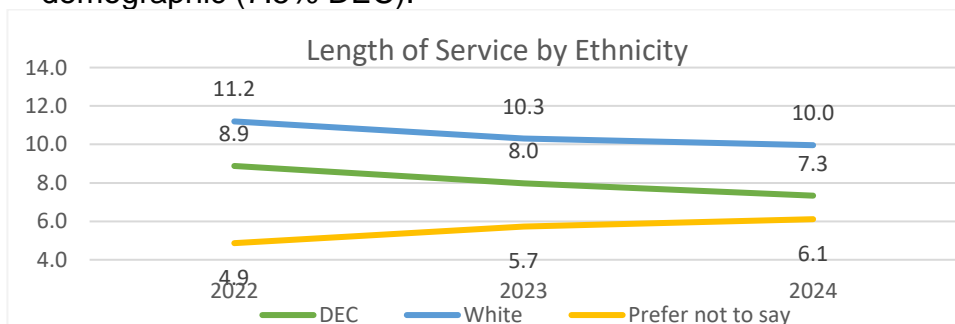
7. Ethnicity (part 1)

- 91.8% of staff have declared their ethnicity or chosen 'prefer not to say'.
- The proportion of workers from a Diverse Ethnic Communities (DEC) (7.5%) has increased year on year over the last 3 years (from 6.1% in 2022). 13.7% of starters in the last 12 months being from a DEC background.
- 7.5% of the GCC workforce are from a DEC background, 84.2% White. These proportions are similar to the population demographic of Gloucestershire (6.9% DEC and 84.9% White, source: 2021 census data). In addition, 8.3% 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 3.7% in Community Safety & GFRS to 9.8% in Adults directorate.



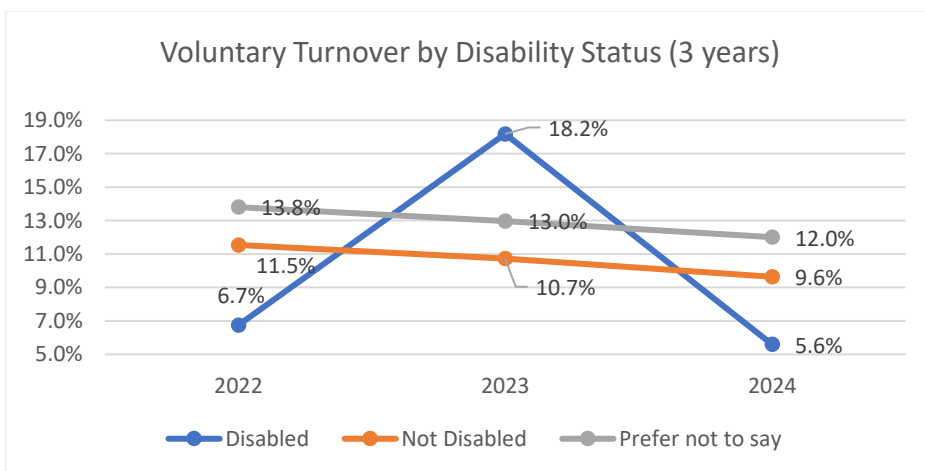
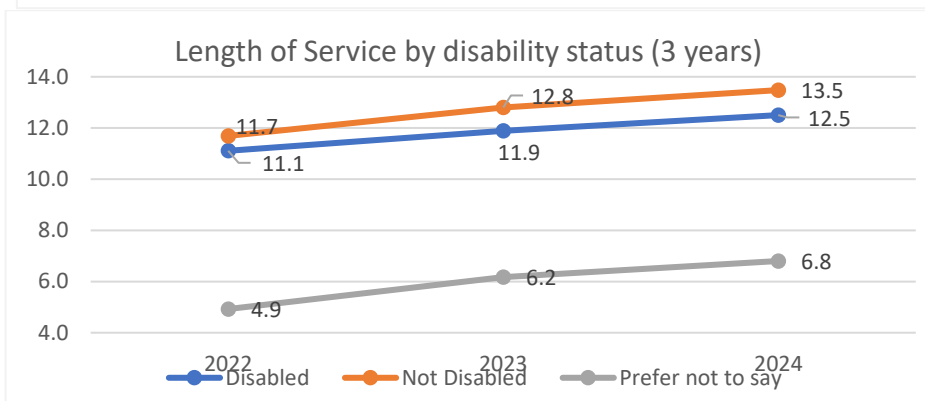
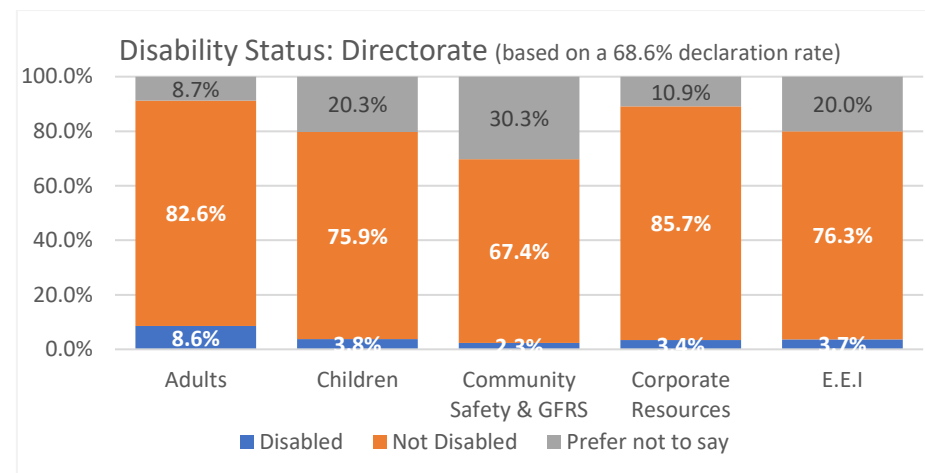
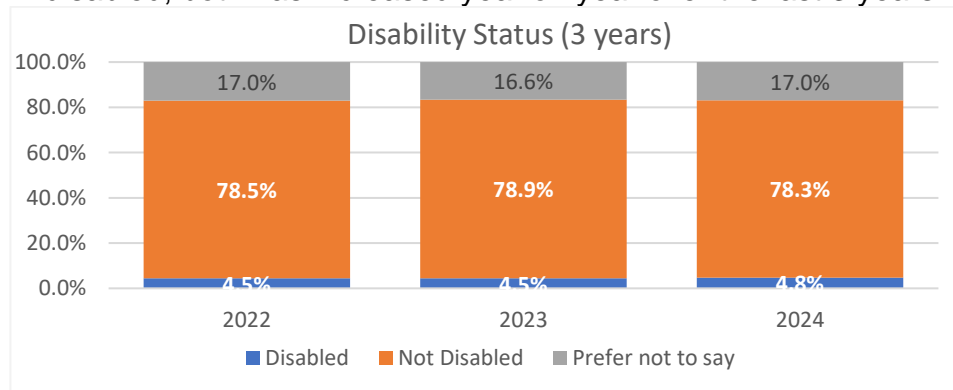
Ethnicity (part 2)

- DEC staff average length of service is 7.3 years, lower than the average of White employees. This is reflected in the higher voluntary turnover rate of 12.0% DEC, compared to 10.2% 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 (54.6%) compared to DEC employees (52.5%).
- 5.7% of staff that have been subject to formal procedures in the last 12 months are DEC, this is slightly lower than the workforce demographic (7.5% DEC).



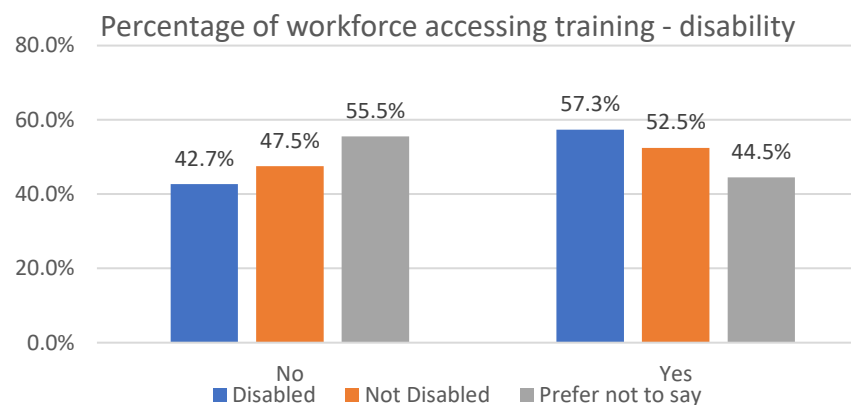
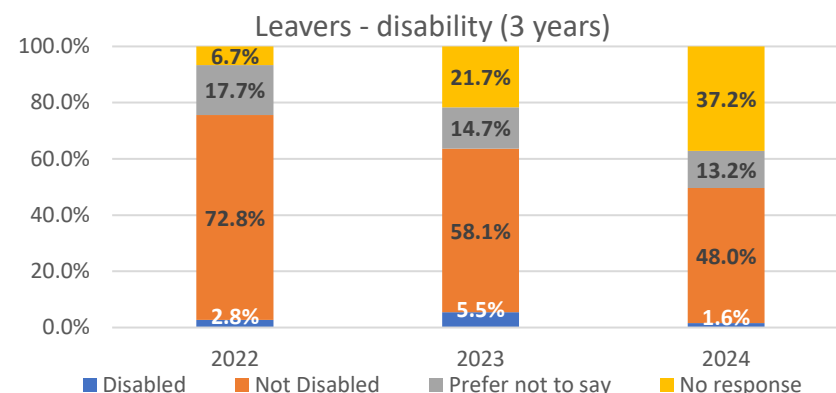
8. Disability (part 1)

- 68.6% 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 4.8%) compared to (4.5% last year). The proportion is lower when compared to the population demographic of Gloucestershire (16.7% disabled, source: 2021 census data). In addition, 17.0% 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 2.3% in Community Safety & GFRS 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 12.5 years for disabled employees and 13.5 years for staff who have stated they are not disabled, both has increased year on year over the last 3 years.

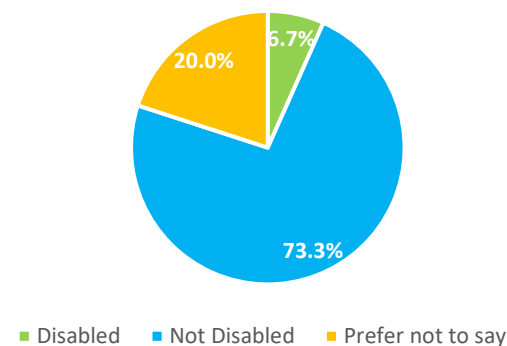


Disability (part 2)

- A low proportion of starters declared their disability status (10.6%), lower 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, 62.8% of leavers declared their disability status or chose 'prefer not to say'. 1.6% of all leavers were disabled, lower than previous years (5.5% in 2023 and 2.8% in 2022). 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 disabled staff (57.3%) had accessed training courses, compared to not disabled (52.5%) employees. GCC continue to try to ensure that formal training is accessible for all regardless of disability.
- 6.7% (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 (4.8% Disabled). However, it should be noted that percentages in relation to formal procedure are based on a relatively low number (57), of which 45 staff had declared their disability status.



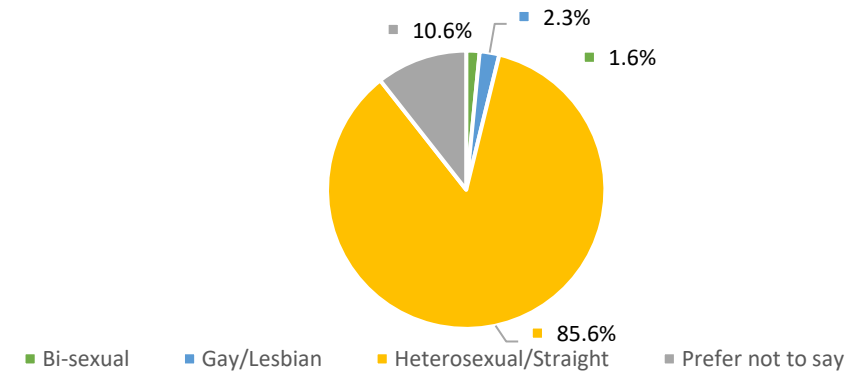
Formal Procedures: Disability Status (based on a 78.9% declaration rate; 45 cases)



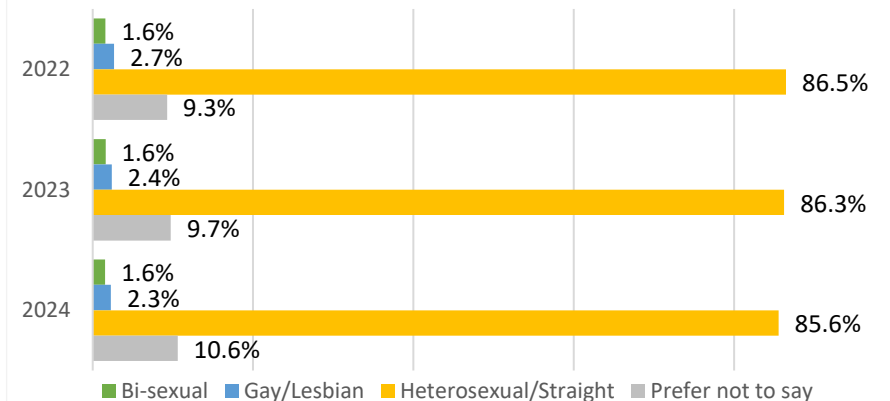
9. Sexual Orientation

- 38.2% of staff have disclosed their sexual orientation or chose 'prefer not to say'. This is lower compared to 2022 (43.2%) and 2023 (52.1%). 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.
- 3.9% of staff are Lesbian, Gay, or Bisexual (LGB+) and 85.6% 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, 10.6% 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 38.2% declaration rate)



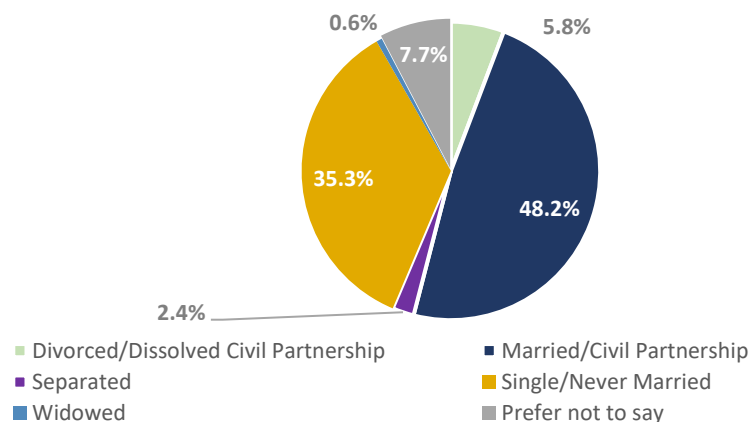
Sexual Orientation (3 years)



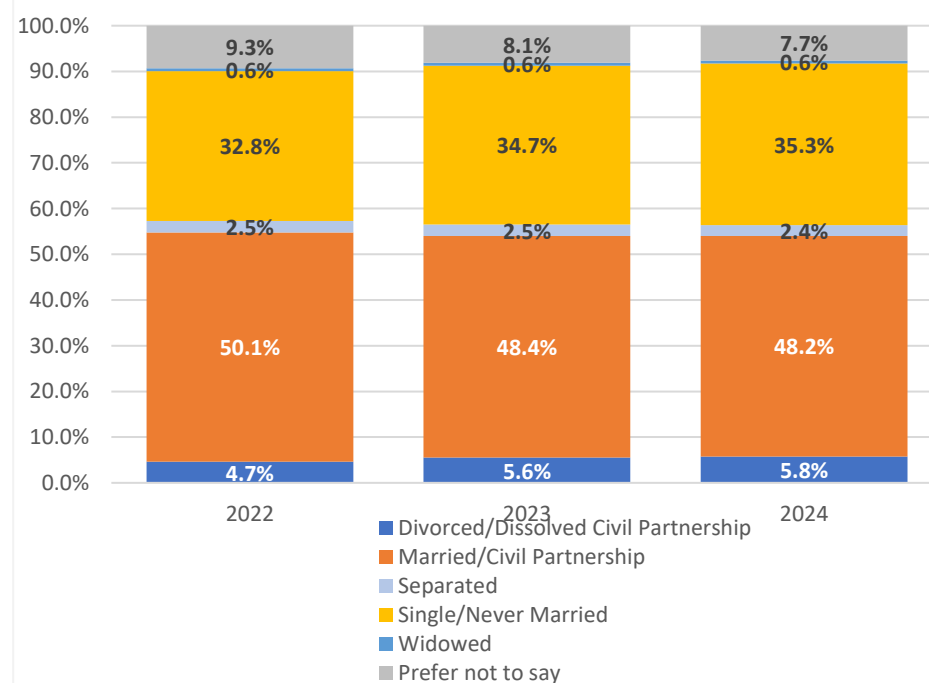
10. Marital status

- 59.4% of the workforce have disclosed their marital status or chose 'prefer not to say'. This has increased over the last 3 years (53.8% in 2023 and 43.2% in 2022).
- A high proportion (93.6%) of starters in the last 12 months chose to disclose their marital status (including 'prefer not to say'), this has increased year on year over the last 3 years (88.8% in 2023 and 57.7% in 2022), contributing to the overall increase.
- 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 (48.2%) is higher than the local population (44.6%), whilst the proportion who are single/never married (35.3%) 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.

GCC: Marital Status (based on 59.4% declaration rate)

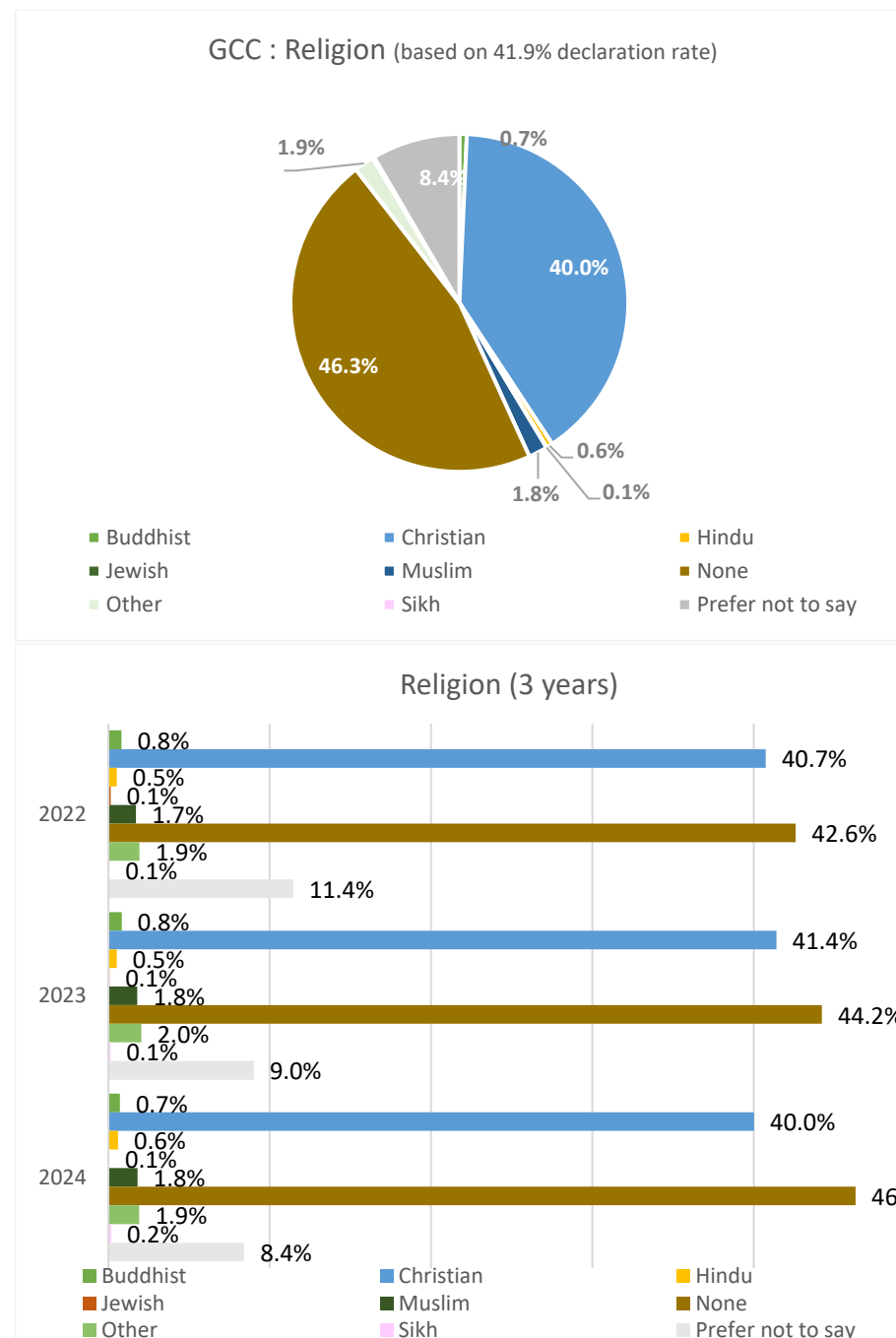


Marital Status (3 years)



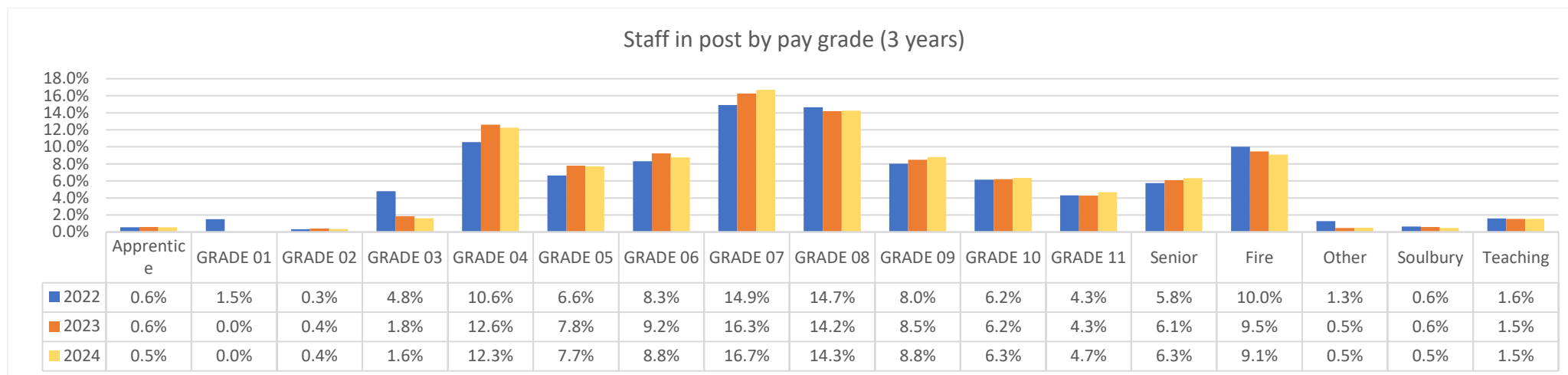
11. Religion and Belief

- 41.9% 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 33.8% in 2024).
- The proportion of starters choosing to answer the question regarding their religion/belief has increased (69.1%) compared to last year (45.2% in 2023), contributing to the overall increase.
- Despite this increase, 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 year on year in staff stating they have no religion/belief (from 42.6% in 2022 to 46.3% in 2024) which follows the trend seen in the county and UK (source: 2021 ONS census).
- The proportion of GCC staff with no religion (46.3%) is higher than the local population (41.4%), whilst the proportion who are Christian (40.0%) is slightly lower compared to the local population (49.2% source: 2021 ONS census).

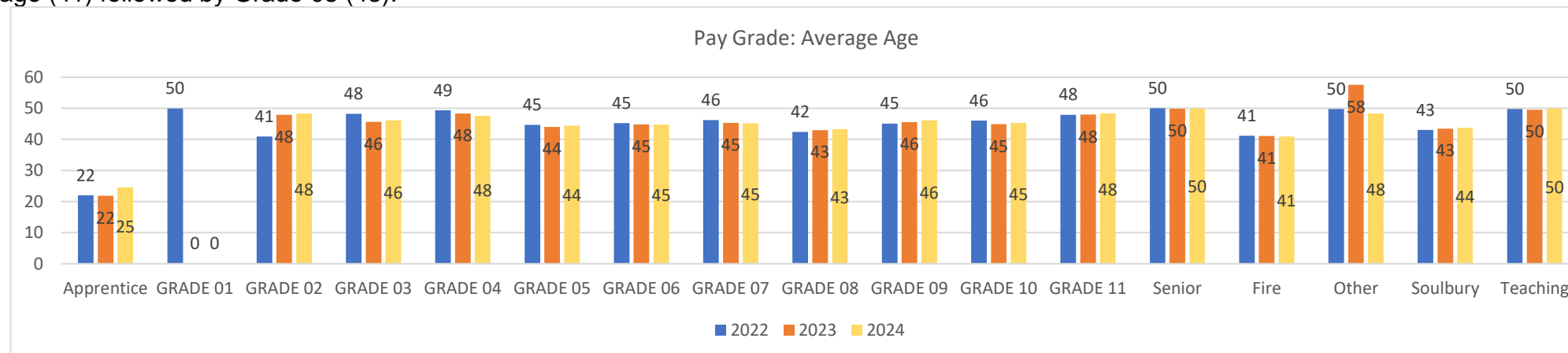


12. Pay Grade Groups (part 1)

- The distribution of staff across the pay grades has remained broadly similar compared to last year (no fluctuations greater than 0.5%). For the last 2 years there have been no staff on Grade 01 as this Grade was removed with effect April 2023.

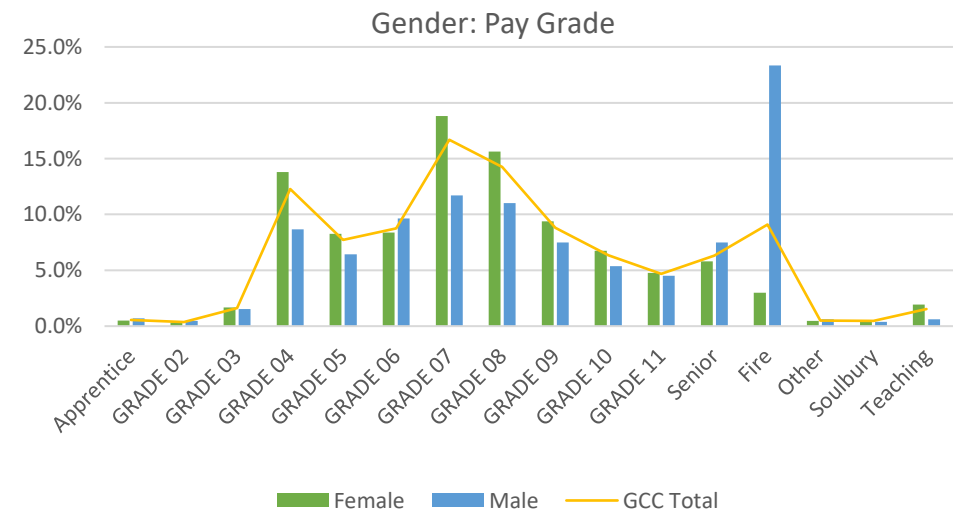
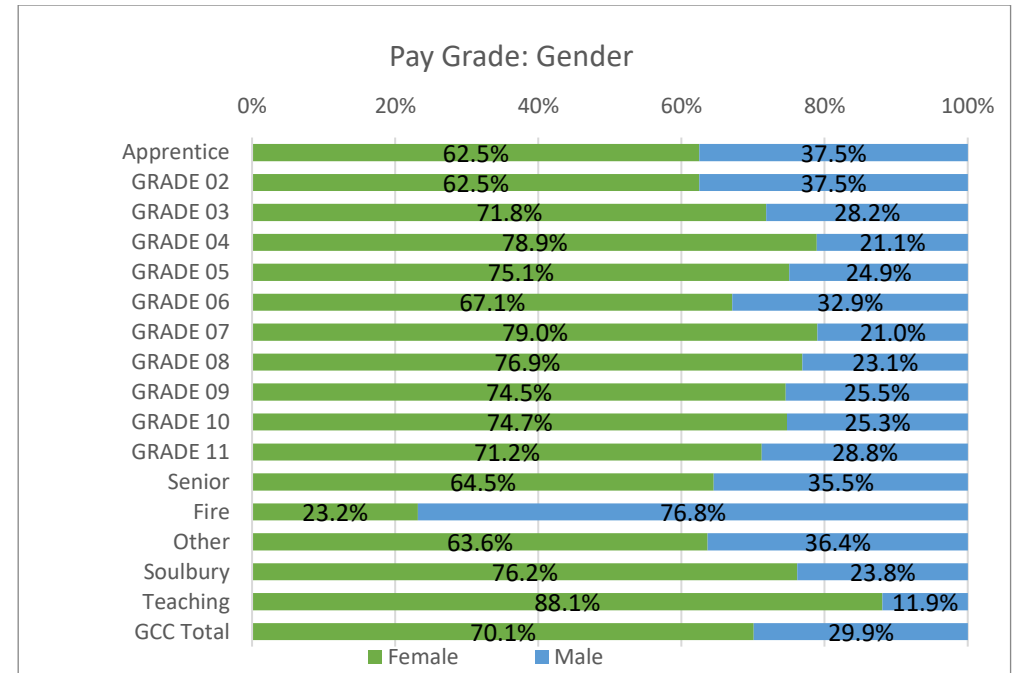


- There is a wide age range within most of the council's pay grade groups. The exceptions being Apprentice grade which are all 16-35 and no staff 16-25 years of age within the Grade 11, Senior, Soulbury or Teaching grades which require experience and training/specialist qualifications which take time to gain. As may be expected, the Apprentice grade has the lowest average age (25) 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 Grade 08 (43).



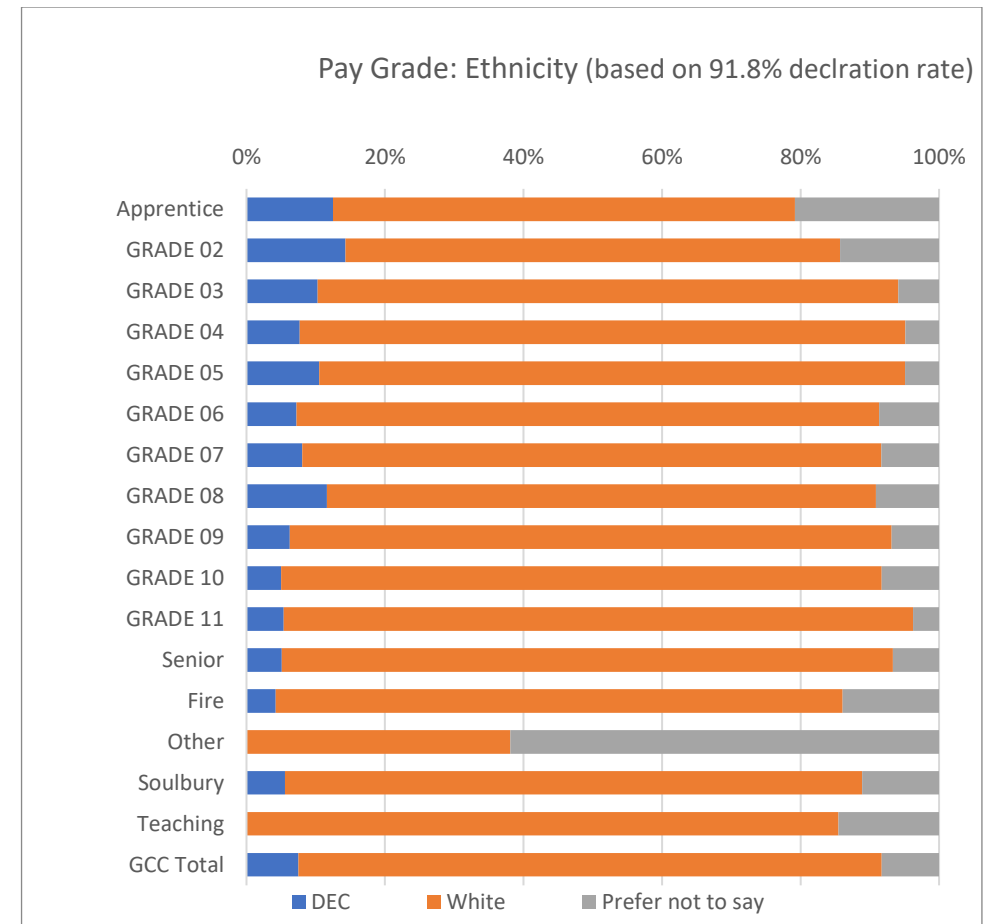
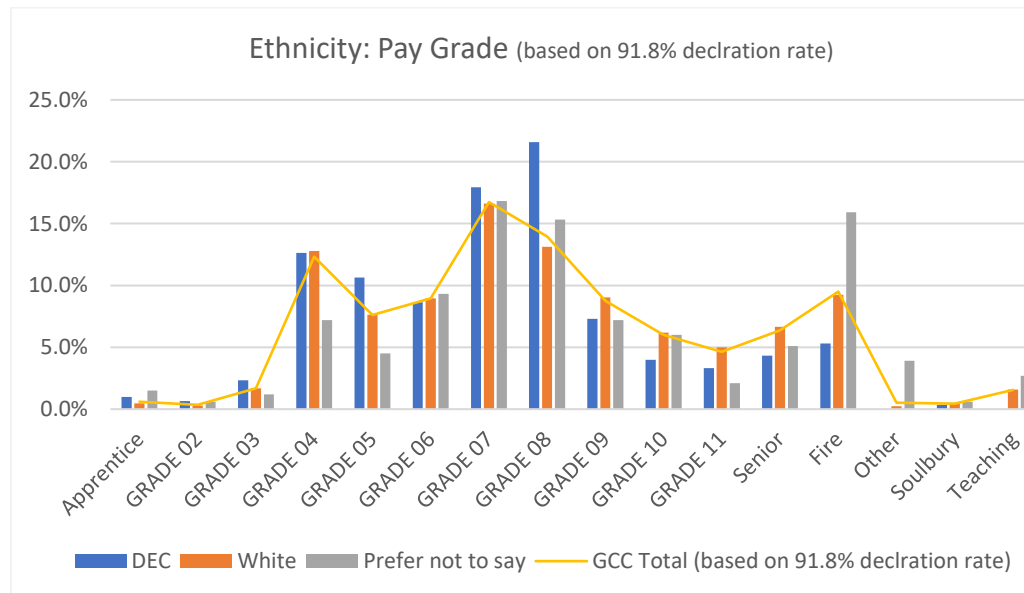
Pay Grade Groups (part 2)

- Overall GCC has a higher proportion of female (70.1%) than male (29.1%) staff.
- Women are well represented across all pay grade groups including senior officer grades. 64.5% of staff in senior officer grades are women, however this is a decrease compared to last year (67.8% in 2023)
- Operational Fire Fighter grades are the only grades with more men than women.
- There are differences in distribution of genders across the grades, notability:
 - 34.4% of all female staff are in Grades 07 and Grade 08, compared to 22.7% of male staff.
 - 14.5% of female staff are on Grade 04, compared to 8.0% of male staff (Grade 04 roles are predominantly administration and social care).
 - 7.5% of all male staff are on Senior officer grades, a slightly higher proportion than of female staff (5.8%).



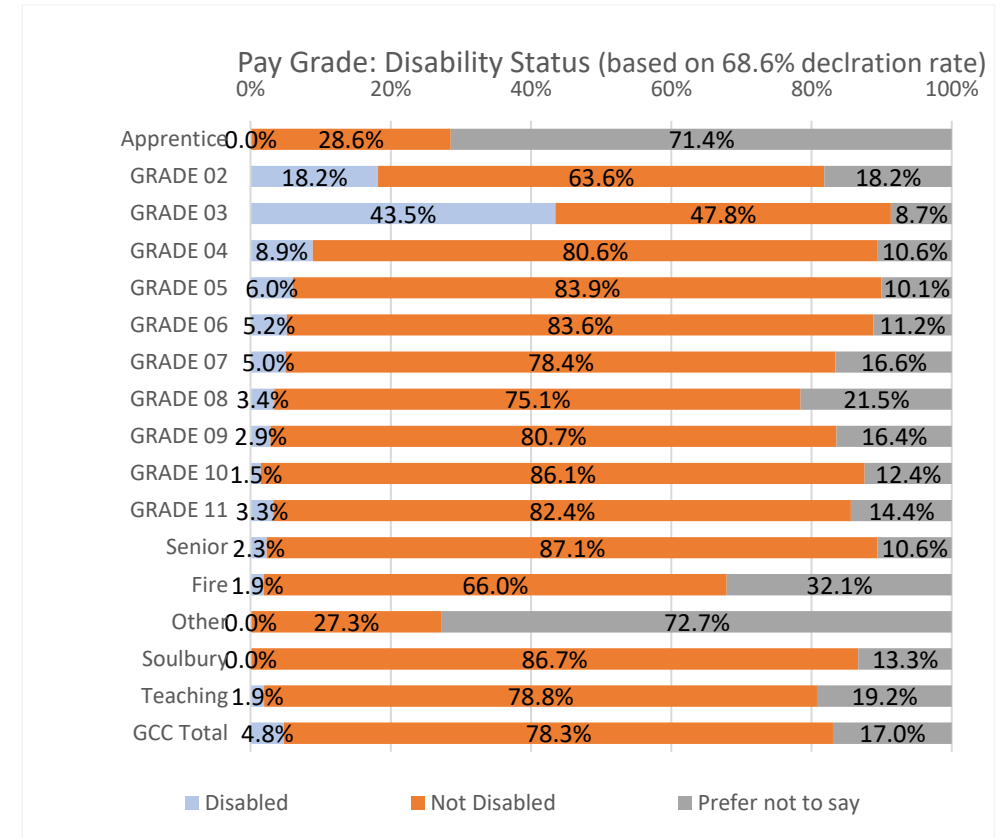
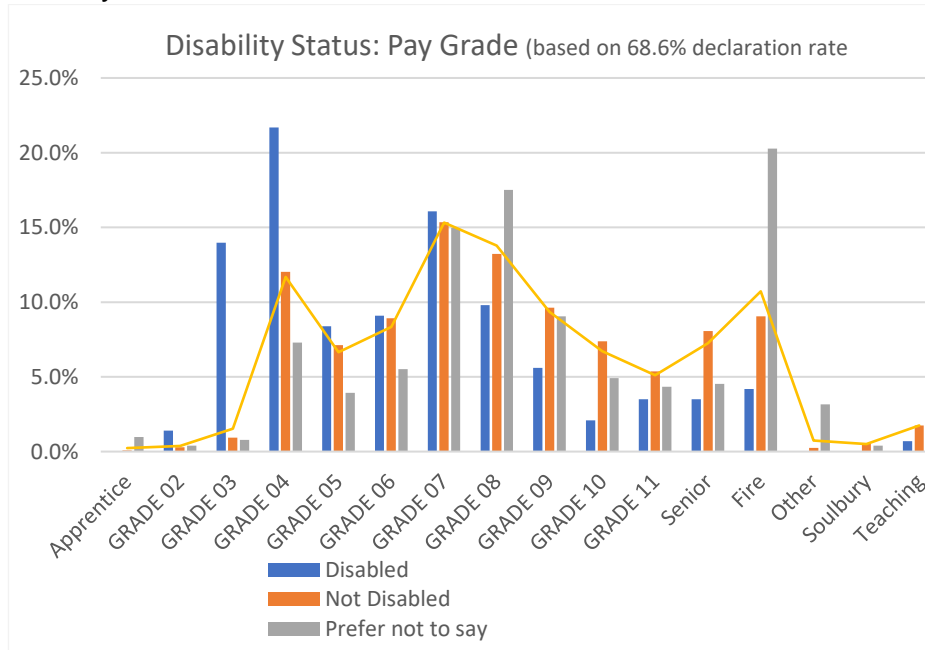
Pay Grade Groups (part 3)

- 91.8% 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 (6.7%).
- There are DEC employees represented across almost all pay grade groups including Senior officer grades, the exceptions being Teaching pay grades and Other. Apprentice grades, Grade 02 and Grade 08 have the highest proportion of DEC staff.
- 5.1% of staff in Senior officer grades are DEC, an increase year on year over the last 3 years (3.3% in 2023 and 2.7% in 2022). This equates to 4.3% of all DEC staff, compared to 6.7% of all white staff.



Pay Grade Groups (part 2)

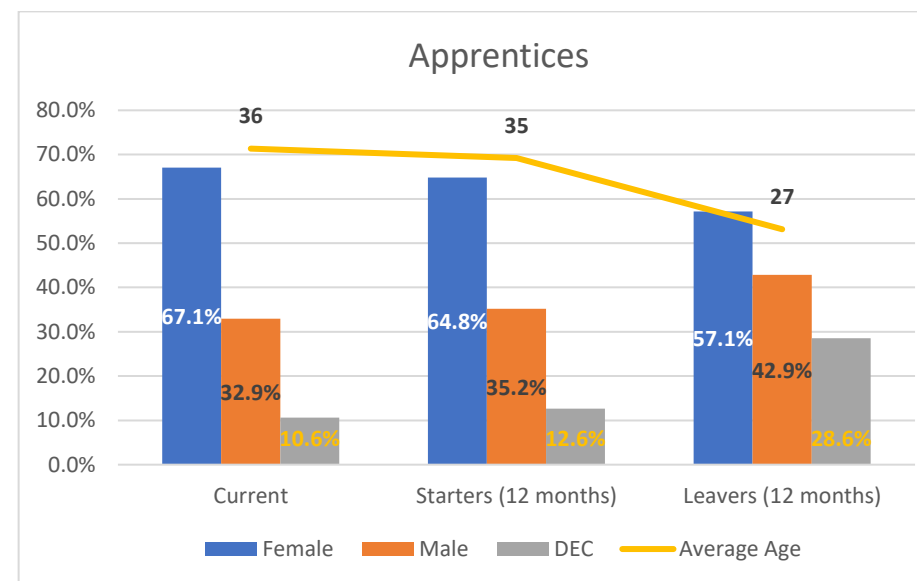
- 68.6% of staff have declared their disability status or chose 'prefer not to say'.
- Staff with a disability are represented across the majority of pay grade groups, the exceptions being Apprentice grades, Soulbury and Other. Grades 02 and 03 have the highest proportion of disabled staff. This is predominant 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.
- 2.3% of staff in senior officer grades are Disabled, a slight increase compared to 1.8% last year (2023). This equates to 3.5% of all Disabled staff, compared to 8.1% of all staff without a disability.



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

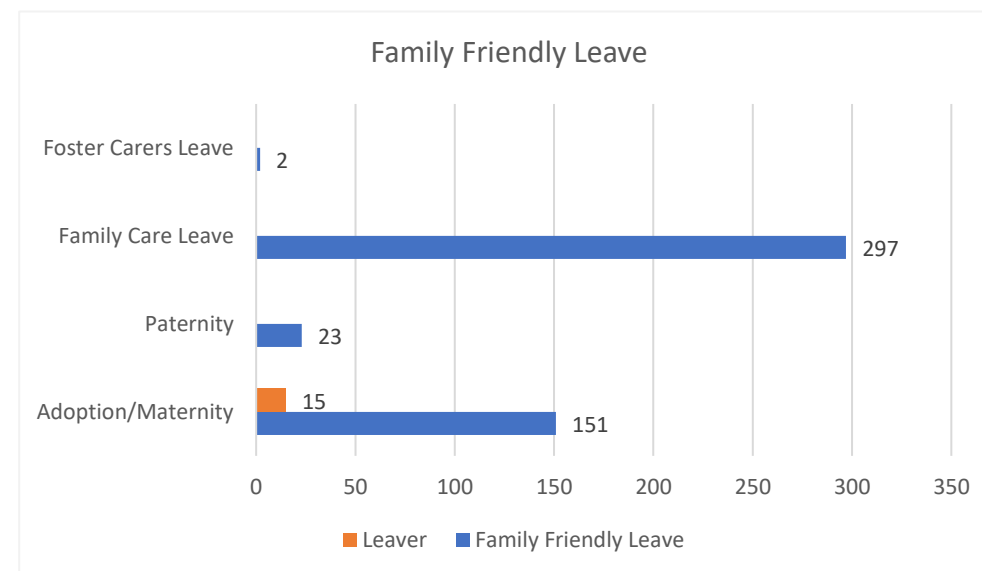
Apprentices:

- There are currently 164 staff on the council's apprenticeship programme. The average age is 36 years of age, ranging from 18 to 62. 67.1% are female and 32.9% male. 92.1% (151) chose to declare their ethnicity, of these 10.6% are DEC.
- In the last 12 months (1st July 2023 to 30th June 2024), 91 staff have started an apprenticeship programme (both new starters to GCC and existing staff). The average age of starters is 35, ranging from 18 to 58. 64.8% are female and 35.2% are male. 95.6% (87) of starters had declared their ethnicity, of these 12.6% are DEC.
- In the last 12 months, 7 staff undertaking an apprenticeship left GCC. 57.1% female and 42.9% male. The average age of leavers is 27. 2 of the 7 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:

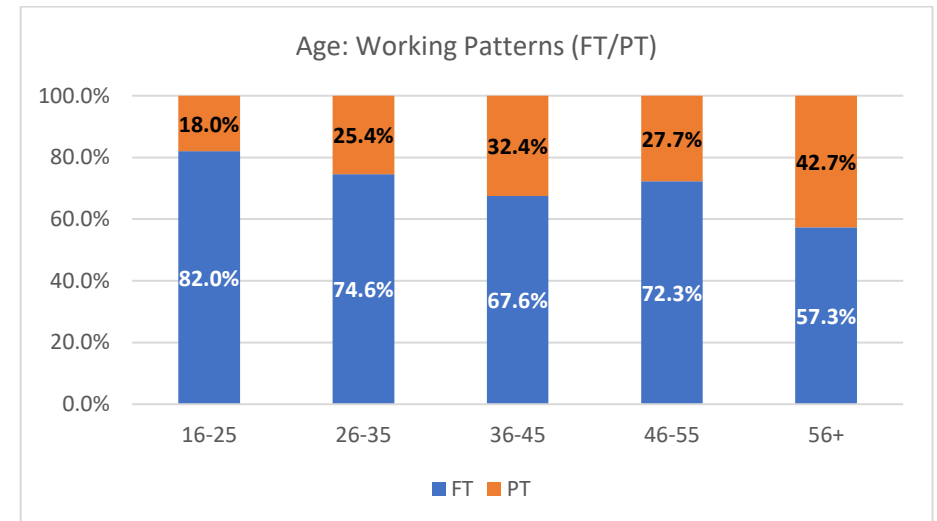
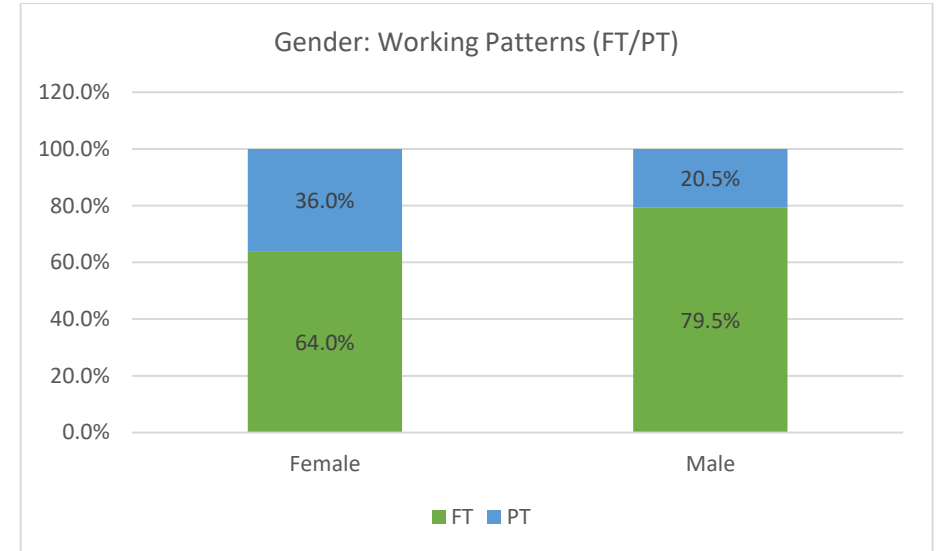
- During the period 1st July 2023 to 30th June 2024, a total of 151 employees took maternity/adoption leave, 23 employees took paternity leave and other employees utilised family care leave (297) and foster care leave (2).
- Of the 151 staff who took maternity/adoption leave (encompassing 1st July 2023 to 30 June 2024), 15 (9.9%) have since left the organisation, 28 (18.5%) reduced their working hours and 4 (2.6%) 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 (36.0%) compared to male employees (20.5%).
- There are higher proportions of part time workers amongst older employees (42.7% 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. 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 and Reward

It has been agreed that our 2023 Gender Pay Gap Report will also include ethnicity in accordance with a recommendation from the Equality Framework for Local Government (EFLG), this will be published in due course before the end of March 2024. The additional detail to the pay gap report will support development of our positive actions planning. The County Council is unable to include disability and sexual orientation in accordance with the recommendation of EFLG due to lower disclosure rates because this would impact the statistical efficacy of the report.

Senior Leadership Representation

It is acknowledged that although there has 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. 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. In 2024 our corporate leadership team agreed to an aspirational target of having our senior leaders represent the diversity of our county by 2027.

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 renewed Workforce Strategy has been developed that will drive a greater focus on both the recruitment and retention of staff through a 'grow our own' ethos and improved workforce planning that will help build a stronger internal talent pipeline of staff.

15. Appendices – Data Table

Data Tables – Gloucestershire County Council - 3 years comparison

Workforce ED&I 2022 to 2024 Year on Year Comparison 2024 to 2023		2022	2023	2024	Variance YOY 2024 to 2023	Starters 2022 (01/02/21 - 31/01/22)	Starters 2023 (01/07/22 - 30/06/23)	Starters 2024 (01/07/23 - 30/06/24)	Variance YOY 2024 to 2023	Leavers 2022 (01/02/21 - 31/01/22	Leavers 2023 (01/07/22 - 30/06/23)	Leavers 2024 (01/07/23 - 30/06/24)	Variance YOY 2024 to 2023
Headcount	GCC	3,978	4,184	4,369	185	414	722	640	- 82	508	511	492	- 19
	Adults	1,083	1,122	1,141	19	97	200	143	- 57	147	149	135	- 14
	Children’s	1,208	1,286	1,357	71	123	228	232	4	151	148	155	7
	Community Safety/GFRS	489	482	487	5	58	77	67	- 10	62	57	57	0
	Corporate Resources	648	685	717	32	74	123	95	- 28	86	97	79	- 18
	Economy, Environment & Infrastructure (E.E.I)	550	609	667	58	62	94	103	9	62	60	66	6
Gender	Female	69.8%	70.5%	70.1%	-0.4%	68.8%	69.9%	69.0%	-0.9%	70.1%	65.0%	69.3%	4.3%
	Male	30.2%	29.5%	29.9%	0.4%	31.2%	30.1%	31.0%	0.9%	29.9%	35.0%	30.7%	-4.3%
Full time / Part time	Female FT	59.4%	63.2%	79.5%	16.3%	66.3%	77.2%	74.5%	-2.7%	51.4%	53.6%	66.9%	13.3%
	Female PT	40.6%	36.8%	20.5%	-16.3%	33.7%	22.8%	25.5%	2.7%	48.6%	46.4%	33.1%	-13.3%
	Male FT	79.3%	80.6%	64.0%	-16.7%	79.1%	77.0%	72.7%	-4.3%	67.8%	66.5%	55.7%	-10.8%
	Male PT	20.7%	19.4%	36.0%	16.7%	20.9%	23.0%	27.3%	4.3%	32.2%	33.5%	44.3%	10.8%
Age Range	16-25	5.8%	6.0%	5.6%	-0.4%	19.6%	14.8%	14.4%	-0.4%	10.8%	7.8%	6.7%	-1.1%
	26-35	18.7%	20.1%	20.2%	0.1%	28.5%	28.9%	27.2%	-1.8%	20.3%	24.3%	19.7%	-4.6%
	36-45	21.3%	22.1%	23.1%	0.9%	22.9%	25.6%	26.3%	0.6%	17.7%	16.2%	19.5%	3.3%
	46-55	29.5%	28.0%	26.9%	-1.0%	20.5%	21.2%	20.3%	-0.9%	19.7%	17.0%	21.5%	4.5%
	56+	24.6%	23.9%	24.2%	0.3%	8.5%	9.4%	11.9%	2.5%	31.5%	34.6%	32.5%	-2.1%
Disability	No	78.5%	78.9%	78.3%	-0.7%	52.3%	65.5%	2.9%	-62.5%	78.1%	74.3%	76.4%	2.1%
	Yes	4.5%	4.5%	4.8%	0.3%	3.2%	8.3%	63.2%	54.9%	3.0%	7.0%	2.6%	-4.4%
	Prefer not to say	17.0%	16.6%	17.0%	0.3%	44.6%	26.2%	33.8%	7.6%	19.0%	18.8%	21.0%	2.3%
	Workforce stated	91.9%	76.6%	68.6%	-8.0%	91.1%	11.6%	10.6%	-1.0%	93.3%	78.3%	62.8%	-15.5%
Ethnicity	Asian	2.2%	2.5%	2.9%	0.4%	1.5%	2.8%	4.0%	1.2%	1.7%	1.7%	2.5%	0.8%
	Black	2.0%	1.5%	2.6%	1.1%	3.2%	2.5%	6.7%	4.2%	3.4%	3.3%	2.9%	-0.4%
	Mixed	1.5%	1.7%	1.7%	0.0%	1.2%	2.6%	2.3%	-0.3%	0.9%	1.7%	2.5%	0.8%
	Other	0.4%	1.0%	0.3%	-0.7%	0.2%	1.8%	0.7%	-1.1%	0.2%	0.8%	0.5%	-0.4%
	White	83.8%	84.7%	84.2%	-0.5%	65.7%	87.4%	81.8%	-5.6%	83.2%	81.3%	83.6%	2.3%
	Prefer not to say	10.1%	8.7%	8.3%	-0.4%	28.2%	2.9%	4.5%	1.6%	10.7%	11.2%	8.1%	-3.1%
	Workforce stated	92.4%	92.2%	91.8%	-0.4%	99.3%	90.2%	86.7%	-3.4%	92.3%	94.1%	90.2%	-3.9%
Marriage & Civil Partnership	Divorced/Dissolved Civil Partnership	4.7%	5.6%	5.8%	0.2%	1.3%	7.5%	6.3%	-1.1%	4.0%	7.0%	7.0%	0.1%
	Married/Civil Partnership	50.1%	48.4%	48.2%	-0.2%	35.6%	41.5%	43.1%	1.6%	44.5%	44.3%	42.8%	-1.5%
	Separated	2.5%	2.5%	2.4%	-0.2%	1.3%	2.3%	2.0%	-0.3%	1.3%	1.5%	3.0%	1.5%
	Single/Never Married	32.8%	34.7%	35.3%	0.6%	38.5%	40.6%	41.4%	0.8%	39.2%	36.3%	36.8%	0.5%
	Widowed	0.6%	0.6%	0.6%	0.0%	0.0%	0.2%	0.7%	0.5%	0.4%	0.7%	1.3%	0.6%
	Prefer not to say	9.3%	8.1%	7.7%	-0.5%	23.4%	8.0%	6.5%	-1.4%	10.6%	10.3%	9.0%	-1.2%
	Workforce stated	43.2%	53.8%	59.4%	5.6%	57.7%	88.8%	93.6%	4.8%	44.7%	53.4%	60.8%	7.3%
Religion	Buddhist	0.8%	0.8%	0.7%	-0.1%	0.5%	1.2%	0.5%	-0.8%	1.6%	0.6%	1.4%	0.9%
	Christian	40.8%	41.4%	40.0%	-1.4%	24.5%	43.9%	38.2%	-5.6%	35.5%	38.1%	46.2%	8.1%
	Hindu	0.5%	0.5%	0.6%	0.1%	0.0%	0.0%	0.9%	0.9%	0.5%	0.0%	0.5%	0.5%
	Jewish	0.2%	0.1%	0.1%	0.0%	0.5%	0.3%	0.0%	-0.3%	1.1%	1.1%	0.0%	-1.1%
	Muslim	1.7%	1.8%	1.8%	0.0%	0.0%	2.1%	2.0%	-0.1%	0.5%	2.2%	2.4%	0.1%
	None	42.6%	44.2%	46.3%	2.1%	52.1%	47.5%	49.5%	2.0%	44.8%	40.9%	37.3%	-3.6%
	Other	1.9%	2.0%	1.9%	-0.1%	0.5%	1.8%	2.0%	0.2%	3.3%	3.3%	4.2%	0.9%
	Sikh	0.0%	0.1%	0.2%	0.0%	0.5%	0.3%	0.2%	-0.1%	0.0%	0.0%	0.0%	0.0%
	Prefer not to say	11.5%	0.1%	8.4%	8.3%	21.3%	2.8%	6.6%	3.8%	12.6%	13.8%	8.0%	-5.8%
	Workforce stated	33.8%	37.4%	41.9%	4.5%	45.4%	45.2%	69.1%	23.9%	36.0%	35.4%	43.1%	7.7%
Sexual Orientation	Bi-sexual	1.6%	1.6%	1.6%	0.0%	3.3%	2.6%	0.0%	-2.6%	2.6%	2.5%	1.7%	-0.8%
	Gay/Lesbian	2.7%	2.4%	2.3%	1.0%	4.6%	5.1%	5.9%	0.8%	3.0%	4.2%	2.3%	-1.8%
	Heterosexual	86.5%	86.3%	85.6%	-0.7%	80.9%	87.2%	76.5%	-10.7%	82.8%	80.8%	86.0%	5.2%
	Prefer not to say	9.3%	9.7%	10.6%	0.9%	13.2%	7.7%	17.6%	10.0%	11.6%	12.5%	9.9%	-2.6%
	Workforce stated	52.1%	43.2%	38.2%	-5.0%	36.7%	5.4%	2.7%	-2.7%	59.6%	47.0%	35.0%	-12.0%

Variance Key:
Decrease in number or %
Increase in number or %

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

GFRS Workforce Diversity 2022 to 2024 Year on Year Comparison		2022	2023	2024	Variance YOY 2024 v 2023	Starters 2022 (01/02/21 - 31/01/22)	Starters 2023 (01/07/22- 30/06/23)	Starters 2024 (01/07/23- 30/06/24)	Variance YOY 2024 v 2023	Leavers 2022 (01/02/21 - 31/01/22)	Leavers 2023 (01/07/22- 30/06/23)	Leavers 2024 (01/07/23- 30/06/24)	Variance YOY 2024 v 2023
		Number											
Headcount	GFRS	450	450	452	2	56	75	63	-12	60	56	55	-4
Gender	Male	74.4%	72.9%	73.5%	0.6%	62.5%	69.3%	81.0%	11.7%	81.7%	71.4%	81.8%	10.4%
	Female	25.6%	27.1%	26.5%	-0.6%	37.5%	30.7%	19.0%	-11.6%	18.3%	28.6%	18.2%	-10.4%
Full time / Part time	Male FT	62.1%	62.2%	59.6%	-2.6%	45.7%	50.0%	29.4%	-20.6%	38.8%	45.0%	37.8%	-7.2%
	Male PT	37.9%	37.8%	40.4%	2.6%	54.3%	50.0%	70.6%	20.6%	61.2%	55.0%	62.2%	7.2%
	Female FT	73.9%	72.1%	72.5%	0.4%	81.0%	73.9%	50.0%	-23.9%	63.6%	56.3%	50.0%	-6.3%
	Female PT	26.1%	27.9%	27.5%	-0.4%	19.0%	26.1%	50.0%	23.9%	36.4%	43.8%	50.0%	6.3%
Age Range	16-25	6.0%	6.4%	6.2%	-0.2%	19.6%	16.0%	20.6%	4.6%	15.0%	7.1%	5.5%	-1.7%
	26-35	24.7%	25.6%	24.3%	-1.2%	44.6%	32.0%	23.8%	-8.2%	18.3%	26.8%	14.5%	-12.2%
	36-45	25.3%	26.0%	29.4%	3.4%	19.6%	25.3%	36.5%	11.2%	25.0%	23.2%	23.6%	0.4%
	46-55	34.2%	31.1%	29.4%	-1.7%	14.3%	18.7%	11.1%	-7.6%	31.7%	23.2%	30.9%	7.7%
	56+	9.8%	10.9%	10.6%	-0.3%	1.8%	8.0%	7.9%	-0.1%	10.0%	19.6%	25.5%	5.8%
Ethnicity	Asian	0.5%	0.9%	1.2%	0.2%	1.5%	2.8%	4.0%	1.2%	1.7%	0.0%	0.0%	0.0%
	Black	0.5%	0.5%	0.7%	0.2%	3.2%	2.5%	6.7%	4.2%	1.7%	0.0%	0.0%	0.0%
	Mixed	1.6%	1.4%	1.6%	0.2%	1.2%	2.6%	2.3%	-0.3%	1.7%	0.0%	0.0%	0.0%
	Other	0.2%	0.7%	0.5%	-0.2%	0.2%	1.8%	0.7%	-1.1%	0.0%	0.0%	0.0%	0.0%
	White	78.4%	83.3%	82.6%	-0.6%	65.7%	87.4%	81.8%	-5.6%	77.6%	79.6%	96.2%	16.5%
	Prefer not to say	18.9%	13.3%	13.4%	0.1%	28.2%	2.9%	4.5%	1.6%	17.2%	20.4%	3.8%	-16.5%
	Workforce stated	96.7%	96.9%	95.6%	-1.3%	99.3%	90.2%	86.7%	-3.4%	96.7%	96.4%	94.5%	-1.9%
Disability	No	62.6%	67.5%	66.4%	-1.1%	42.9%	61.1%	63.2%	2.1%	61.0%	69.6%	69.8%	0.2%
	Yes	2.0%	2.3%	2.2%	-0.1%	1.8%	0.0%	2.9%	2.9%	0.0%	4.3%	2.3%	-2.0%
	Prefer not to say	35.4%	30.2%	31.4%	1.2%	55.4%	38.9%	33.8%	-5.1%	39.0%	26.1%	27.9%	1.8%
	Workforce stated	98.0%	86.2%	79.0%	-7.2%	100.0%	24.0%	10.6%	-13.4%	98.3%	82.1%	78.2%	-4.0%
Sexual Orientation	Bi-sexual	1.5%	2.4%	2.6%	0.2%	3.3%	2.6%	0.0%	-2.6%	0.0%	3.3%	3.3%	0.0%
	Gay/Lesbian	0.4%	0.4%	2.1%	1.7%	2.6%	2.6%	5.9%	3.3%	2.5%	0.0%	2.6%	2.6%
	Heterosexual/Straight	88.0%	86.3%	86.0%	-0.3%	80.9%	87.2%	76.5%	-10.7%	87.5%	83.3%	80.9%	-2.4%
	Prefer not to say	8.6%	9.4%	9.4%	-0.1%	13.2%	7.7%	17.6%	10.0%	7.5%	6.7%	13.2%	6.5%
	Workforce stated	59.3%	56.7%	52.0%	-4.7%	36.7%	5.4%	2.7%	-2.7%	66.7%	53.6%	49.1%	-4.5%
Marriage & Civil Partnership	Divorced/Dissolved Civil Partnership	4.9%	3.3%	3.8%	0.5%	1.3%	7.5%	6.3%	-1.1%	22.2%	11.1%	0.0%	-11.1%
	Married/Civil Partnership	67.9%	53.3%	51.2%	-2.1%	35.6%	41.5%	43.1%	1.6%	44.4%	55.6%	59.3%	3.7%
	Separated	1.2%	0.5%	1.4%	0.9%	1.3%	2.3%	2.0%	-0.3%	0.0%	0.0%	0.0%	0.0%
	Single/Never Married	19.8%	38.0%	37.9%	-0.1%	38.5%	40.6%	41.4%	0.8%	22.2%	33.3%	37.0%	3.7%
	Widowed	1.2%	1.6%	1.4%	-0.2%	0.0%	0.2%	0.7%	0.5%	0.0%	0.0%	0.0%	0.0%
	Prefer not to say	4.9%	3.3%	4.3%	1.0%	23.4%	8.0%	6.5%	-1.4%	11.1%	0.0%	3.7%	3.7%
	Workforce stated	18.0%	40.9%	46.7%	5.8%	57.7%	88.8%	93.6%	4.8%	15.0%	32.1%	49.1%	16.9%
Religion	Buddhist	4.1%	1.6%	2.1%	0.4%	0.5%	1.2%	0.5%	-0.8%	11.1%	0.0%	5.3%	5.3%
	Christian	38.8%	35.0%	32.2%	-2.8%	24.5%	43.9%	38.2%	-5.6%	33.3%	42.9%	47.4%	4.5%
	Hindu	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	0.9%	0.0%	0.0%	0.0%	0.0%
	Jewish	2.0%	0.0%	0.0%	0.0%	0.5%	0.3%	0.0%	-0.3%	0.0%	14.3%	0.0%	-14.3%
	Muslim	2.0%	3.3%	3.4%	0.2%	0.0%	2.1%	2.0%	-0.1%	11.1%	0.0%	0.0%	0.0%
	None	36.7%	49.6%	52.1%	2.5%	52.1%	47.5%	49.5%	2.0%	33.3%	14.3%	36.8%	22.6%
	Other	4.1%	4.9%	4.1%	-0.8%	0.5%	1.8%	2.0%	0.2%	0.0%	0.0%	5.3%	5.3%
	Sikh	0.0%	0.8%	0.7%	-0.1%	0.5%	0.3%	0.2%	-0.1%	0.0%	0.0%	0.0%	0.0%
	Prefer not to say	12.2%	4.9%	5.5%	0.6%	21.3%	2.8%	6.6%	3.8%	11.1%	28.6%	5.3%	-23.3%
	Workforce stated	10.9%	27.3%	32.3%	5.0%	45.4%	45.2%	69.1%	23.9%	15.0%	12.5%	34.5%	22.0%

Variance Key:
Decrease in number or % of workforce
Increase in number or % of workforce

Data Tables – Workforce

Headcount by Directorate

Staff by Directorate	2022		2023		2024		Variance YoY 2024 to 2023
	Number	%	Number	%	Number	%	
Adults	1083	27.2%	1122	26.8%	1141	26.1%	0.4%
Children	1208	30.4%	1286	30.7%	1357	31.1%	-0.4%
Community Safety & GFRS	489	12.3%	482	11.5%	487	11.1%	0.8%
Corporate Resources	648	16.3%	685	16.4%	717	16.4%	-0.1%
E.E.I	550	13.8%	609	14.6%	667	15.3%	-0.7%
Total	3978	100.0%	4184	100.0%	4369	100.0%	

Turnover 3 years and Length of Service tables

	2022	2023	2024
Headcount	3978	4184	4369
Voluntary Leavers	459	468	460
Voluntary Turnover (%)	11.5%	11.2%	10.5%

	2022	2023	2024
Headcount	3978	4184	4369
Average Length of Service	10	9	9

Formal Procedure (Cases) Reason

	2022	2023	2024	Percentage of GCC staff 2024
Absence	23.6%	30.0%	36.8%	0.48%
Absence/Capability	3.6%	2.0%	12.3%	0.16%
Absence/Conduct	5.5%	4.0%	1.8%	0.02%
Capability	12.7%	14.0%	5.3%	0.07%
Capability/Conduct	5.5%	2.0%	1.8%	0.02%
Conduct	49.1%	48.0%	42.1%	0.55%
Total Formal Procedures (Cases)	55	50	100.0%	1.30%

Data Tables – Gender

Directorate: Gender	2022		2023		2024	
Adults	1083		1122		1141	
Female	852	78.7%	890	79.3%	886	77.7%
Male	231	21.3%	232	20.7%	255	22.3%
Children	1208		1286		1357	
Female	1024	84.8%	1096	85.2%	1156	85.2%
Male	184	15.2%	190	14.8%	201	14.8%
Community Safety & GFRS	489		482		487	
Female	135	27.6%	137	28.4%	137	28.1%
Male	354	72.4%	345	71.6%	350	71.9%
Corporate Resources	648		685		717	
Female	420	64.8%	448	65.4%	469	65.4%
Male	228	35.2%	237	34.6%	248	34.6%
E.E.I	550		609		667	
Female	345	62.7%	379	62.2%	415	62.2%
Male	205	37.3%	230	37.8%	252	37.8%
GCC Total	3978		4184		4369	
Female	2776	69.8%	2950	70.5%	3063	70.1%
Male	1202	30.2%	1234	29.5%	1306	29.9%

FT/PT hrs: Gender	2022		2023		2024	
Full Time	2601		2860		2997	
Female	1648	63.4%	1865	65.2%	1959	65.4%
Male	953	36.6%	995	34.8%	1038	34.6%
Part Time	1377		1324		1372	
Female	1128	81.9%	1085	81.9%	1104	80.5%
Male	249	18.1%	239	18.1%	268	19.5%
GCC Total	3978		4184		4369	
Full Time	2601	65.4%	2860	68.4%	2997	68.6%
Part Time	1377	34.6%	1324	31.6%	1372	31.4%

Voluntary Turnover		2022	2023	2024
Female	Headcount	2776	2950	3063
	Voluntary Leavers	332	308	320
	Voluntary Turnover	12.0%	10.4%	10.4%
Male	Headcount	1202	1234	1306
	Voluntary Leavers	127	160	140
	Voluntary Leavers	10.6%	13.0%	10.7%
GCC Total	Headcount	3978	4184	4369
	Voluntary Leavers	459	468	460
	Voluntary Leavers	11.5%	11.2%	10.5%

Gender:	2022		2023		2024		Population of Gloucestershire (2021 Census)
Female	2776	69.8%	2950	70.5%	3063	70.1%	51.1%
Male	1202	30.2%	1234	29.5%	1306	29.9%	48.9%

Average Length of Service: Gender	2022	2023	2024
Female	10.0	9.4	9.2
Male	10.3	9.6	9.1
GCC Average	10.1	9.5	9.1

Data Tables – Age

Age Bracket:	2022		2023		2024		YoY change (2024 v 2023)	Working Age Population of Gloucestershire (%) (2021 Census)	GCC to Population of Gloucestershire variance
16-25	231	5.8%	250	6.0%	245	5.6%	-0.4%	16.8%	-11.2%
26-35	745	18.7%	839	20.1%	882	20.2%	0.1%	19.1%	1.1%
36-45	849	21.3%	926	22.1%	1008	23.1%	0.9%	19.0%	4.0%
46-55	1173	29.5%	1170	28.0%	1177	26.9%	-1.0%	22.1%	4.9%
56+	980	24.6%	999	23.9%	1057	24.2%	0.3%	23.1%	1.1%
GCC Total	3978	100.0%	4184	100.0%	4369	100.0%		100.0%	

Voluntary Turnover		2022	2023	2024
16-25	Headcount	231	250	245
	Voluntary Leavers	39	36	28
	Voluntary Turnover	16.9%	14.4%	11.4%
26-35	Headcount	745	839	882
	Voluntary Leavers	99	118	90
	Voluntary Leavers	13.3%	14.1%	10.2%
36-45	Headcount	849	926	1008
	Voluntary Leavers	83	75	89
	Voluntary Leavers	9.8%	8.1%	8.8%
46-55	Headcount	1173	1170	1177
	Voluntary Leavers	98	80	99
	Voluntary Leavers	8.4%	6.8%	8.4%
56+	Headcount	980	999	1057
	Voluntary Leavers	140	159	154
	Voluntary Leavers	14.3%	15.9%	14.6%
GCC Total	Headcount	3978	4184	4369
	Voluntary Leavers	459	468	460
	Voluntary Leavers	11.5%	11.2%	10.5%

Average Length of Service: Age	2022	2023	2024	YoY Change (2024 v 2023)
16-25	2.0	1.9	2.0	0.1
26-35	4.1	3.9	3.8	-0.1
36-45	8.3	7.6	7.2	-0.4
46-55	12.5	11.8	11.4	-0.4
56+	15.1	15.0	14.5	-0.4
GCC Total	10.1	9.5	9.1	-0.3

Age: Starters & Contract Type	Fixed Term		Permanent		Total Starters
16-25	35	19.1%	57	12.5%	92
26-35	50	27.3%	124	27.1%	174
36-45	46	25.1%	122	26.7%	168
46-55	30	16.4%	100	21.9%	130
56+	22	12.0%	54	11.8%	76
GCC Total	183	100.0%	457	100.0%	640

Data Tables – Ethnicity

Ethnicity	2022		2023		2024		YoY change (2024 v 2023)	Population of Gloucestershire (%) (2021 Census)	GCC to Population of Gloucestershire variance
Asian	88	2.4%	103	2.7%	116	2.9%	0.2%	2.9%	0.0%
Black	73	2.0%	77	2.0%	106	2.6%	0.6%	1.2%	1.4%
Mixed	54	1.5%	64	1.7%	67	1.7%	0.0%	2.2%	-0.5%
Other	9	0.2%	10	0.3%	12	0.3%	0.0%	0.7%	-0.4%
White	3078	83.8%	3268	84.7%	3375	84.2%	-0.5%	93.1%	-8.9%
Prefer not to say	373	10.1%	335	8.7%	333	8.3%	-0.4%	N/A	N/A
GCC Total	3978		4184		4369			N/A	N/A
Declared Ethnicity	3675	92.4%	3857	92.2%	4009	91.8%	-0.4%	100.0%	

Voluntary Turnover		2022	2023	2024
DEC	Headcount	224	254	301
	Voluntary Leavers	25	31	36
	Voluntary Turnover	11.2%	12.2%	12.0%
White	Headcount	3078	3268	3375
	Voluntary Leavers	349	361	346
	Voluntary Leavers	11.3%	11.0%	10.3%
Prefer not to say	Headcount	373	335	333
	Voluntary Leavers	49	46	34
	Voluntary Leavers	13.1%	13.7%	10.2%
No response	Headcount	303	327	360
	Voluntary Leavers	36	30	44
	Voluntary Leavers	11.9%	9.2%	12.2%
GCC Total	Headcount	3978	4184	4369
	Voluntary Leavers	459	468	460
	Voluntary Leavers	11.5%	11.2%	10.5%

Average Length of Service: Ethnicity	2022	2023	2024	YoY Change (2024 v 2023)
DEC	8.9	8.0	7.3	-0.6
White	11.2	10.3	10.0	-0.3
Prefer not to say	4.9	5.7	6.1	0.4
No response	5.8	5.9	5.6	-0.3
GCC Total	10.06	9.45	9.13	-0.32

Data tables – Disability

Directorate: Disability Status	2022		2023		2024		YoY change (2024 v 2023)
Adults	1083		1122		1141		
Disabled	81	8.2%	68	8.0%	67	8.6%	0.6%
Not Disabled	829	83.5%	710	83.1%	643	82.6%	-0.5%
Prefer not to say	83	8.4%	76	8.9%	68	8.7%	-0.2%
Declared Disability Status	993	91.7%	854	76.1%	778	68.2%	-7.9%
Children	1208		1286		1357		
Disabled	33	3.1%	34	3.6%	33	3.8%	0.2%
Not Disabled	806	75.3%	708	75.1%	660	75.9%	0.9%
Prefer not to say	231	21.6%	201	21.3%	176	20.3%	-1.1%
Declared Disability Status	1070	88.6%	943	73.3%	869	64.0%	-9.3%
Community Safety & GFRS	489		482		487		
Disabled	11	2.3%	10	2.4%	9	2.3%	-0.1%
Not Disabled	308	64.3%	286	68.6%	260	67.4%	-1.2%
Prefer not to say	160	33.4%	121	29.0%	117	30.3%	1.3%
Declared Disability Status	479	98.0%	417	86.5%	386	79.3%	-7.3%
Corporate Resources	648		685		717		
Disabled	21	3.4%	15	2.8%	17	3.4%	0.6%
Not Disabled	525	85.8%	466	86.5%	431	85.7%	-0.8%
Prefer not to say	66	10.8%	58	10.8%	55	10.9%	0.2%
Declared Disability Status	612	94.4%	539	78.7%	503	70.2%	-8.5%
E.E.I	550		609		667		
Disabled	17	3.4%	16	3.6%	17	3.7%	0.1%
Not Disabled	400	80.0%	358	79.6%	351	76.3%	-3.3%
Prefer not to say	83	16.6%	76	16.9%	92	20.0%	3.1%
Declared Disability Status	500	90.9%	450	73.9%	460	69.0%	-4.9%
GCC Total	3978		4184		4369		
Disabled	163	4.5%	143	4.5%	143	4.8%	0.3%
Not Disabled	2868	78.5%	2528	78.9%	2345	78.3%	-0.7%
Prefer not to say	623	17.0%	532	16.6%	508	17.0%	0.3%
Declared Disability Status	3654	91.9%	3203	76.6%	2996	68.6%	-8.0%

Disability Status	2022		2023		2024		YoY change (2024 v 2023)	Population of Gloucestershire (%) (2021 Census)	GCC to Population of Gloucestershire variance
Disabled	163	4.4%	143	4.5%	143	4.5%	0.0%	16.7%	-12.2%
Not Disabled	2868	81.1%	2528	78.5%	2345	78.9%	0.4%	83.3%	-4.4%
Prefer not to say	623	14.5%	532	17.0%	508	16.6%	-0.4%	N/A	N/A
Declared Disability Status	3654	91.9%	3203	76.6%	2996	68.6%	-8.0%	N/A	N/A
GCC Total	3978		4184		4369			100.0%	

Voluntary Turnover		2022	2023	2023
Disabled	Headcount	163	143	143
	Voluntary Leavers	11	26	8
	Voluntary Turnover	6.7%	18.2%	5.6%
Not Disabled	Headcount	2868	2528	2345
	Voluntary Leavers	331	271	226
	Voluntary Leavers	11.5%	10.7%	9.6%
Prefer not to say	Headcount	623	532	508
	Voluntary Leavers	86	69	61
	Voluntary Leavers	13.8%	13.0%	12.0%
No response	Headcount	324	981	1373
	Voluntary Leavers	31	102	165
	Voluntary Leavers	9.6%	10.4%	12.0%
GCC Total	Headcount	3978	4184	4369
	Voluntary Leavers	459	468	460
	Voluntary Leavers	11.5%	11.2%	10.5%

Length of Service: Disability Status	2022	2023	2024	YoY change (2024 v 2023)
Disabled	11.1	11.9	12.5	0.6
Not Disabled	11.7	12.8	13.5	0.7
Prefer not to say	4.9	6.2	6.8	0.6
No response	5.0	2.2	2.2	0.0
GCC Total	10.1	9.5	9.1	-0.3

Data tables - Sexual Orientation

Sexual Orientation	2022		2023		2024		YoY change (2024 v 2023)	Population of Gloucestershire (%) (2021 Census)	GCC to Population of Gloucestershire variance
Bi-sexual	33	0.8%	29	1.6%	26	0.6%	-1.0%	2.8%	31.3%
Gay/Lesbian	55	1.4%	43	1.6%	38	0.9%	-0.7%		
Heterosexual/Straight	1791	45.0%	1558	1.1%	1428	32.7%	31.6%	90.4%	-86.3%
Prefer not to say	192	4.8%	176	86.5%	177	4.1%	-82.4%	6.8%	-6.8%
No response	1907		2378		2700				
GCC Total	3978		4184		4369				
Declared Sexual Orientation	2071	52.1%	1806	43.2%	1669	38.2%	-5.0%	100.0%	

Voluntary Turnover		2022	2023	2024
LGB+	Headcount	88	72	64
	Voluntary Leavers	14	12	6
	Voluntary Turnover	15.9%	16.7%	9.4%
Heterosexual	Headcount	1791	1558	1428
	Voluntary Leavers	217	180	142
	Voluntary Leavers	12.1%	11.6%	9.9%
Prefer not to say	Headcount	192	176	177
	Voluntary Leavers	32	28	17
	Voluntary Leavers	16.7%	15.9%	9.6%
No response	Headcount	1907	2378	2700
	Voluntary Leavers	196	248	295
	Voluntary Leavers	10.3%	10.4%	10.9%
GCC Total	Headcount	3978	4184	4369
	Voluntary Leavers	459	468	460
	Voluntary Leavers	11.5%	11.2%	10.5%

Length of Service: Sexual Orientation	2022	2023	2024	YoY change (2024 v 2023)
LGB+	6.53	7.90	8.70	7.59
Heterosexual/Straight	7.52	8.95	9.86	8.69
Prefer not to say	8.69	10.21	10.10	9.64
No response	12.75	9.77	8.69	10.17
Grand Total	10.06	9.45	9.13	9.53

Marriage and Civil Partnership

Marital Status	2022		2023		2024		YoY change (2024 v 2023)	Population of Gloucestershire (%) (2021 Census)	GCC to Population of Gloucestershire variance
Divorced/Dissolved Civil Partnership	80	4.7%	125	5.6%	150	5.8%	0.2%	9.9%	-4.1%
Married/Civil Partnership	861	50.1%	1091	48.4%	1252	48.2%	-0.2%	48.0%	0.2%
Separated	43	2.5%	57	2.5%	61	2.4%	-0.2%	2.0%	0.3%
Single/Never Married	563	32.8%	782	34.7%	917	35.3%	0.6%	33.6%	1.7%
Widowed	11	0.6%	14	0.6%	16	0.6%	0.0%	6.5%	-5.9%
Prefer not to say	160	9.3%	183	8.1%	199	7.7%	-0.5%	N/A	N/A
GCC Total	3978		4184		4369				
Declared Marital Status	1718	43.2%	2252	53.8%	2595	59.4%	5.6%	100.0%	

Voluntary Turnover	2022	2023	2024
Divorced/Dissolved Civil Partnership	11.3%	15.2%	12.0%
Married/Civil Partnership	10.6%	9.6%	9.7%
Separated	4.7%	5.3%	14.8%
Single/Never Married	13.7%	11.9%	10.8%
Widowed	9.1%	14.3%	25.0%
Prefer not to say	11.9%	13.7%	13.6%
No response	11.5%	11.4%	10.2%
GCC Total	11.5%	11.2%	10.5%

Length of Service: Marital Status	2022	2023	2024	YoY change (2024 v 2023)
Divorced/Dissolved Civil Partnership	14.9	10.2	8.4	-1.8
Married/Civil Partnership	10.1	8.7	8.0	-0.7
Separated	7.0	6.8	7.0	0.2
Single/Never Married	4.9	4.4	4.3	0.0
Widowed	10.0	10.4	7.8	-2.6
Prefer not to say	4.6	4.7	4.8	0.0
No response	11.6	12.4	13.0	0.7
GCC Total	10.1	9.5	9.1	-0.3

Religion & Belief

Religion/Belief	2022	2023	2024	YoY change (2024 v 2023)	Population of Gloucestershire (%) (2021 Census)	GCC to Population of Gloucestershire variance
Buddhist	0.8%	0.8%	0.7%	-0.1%	0.4%	0.3%
Christian	40.7%	41.4%	40.0%	-1.4%	49.2%	-9.2%
Hindu	0.5%	0.5%	0.6%	0.1%	0.6%	0.0%
Jewish	0.1%	0.1%	0.1%	0.0%	0.1%	0.0%
Muslim	1.7%	1.8%	1.8%	0.0%	1.4%	0.4%
None	42.6%	44.2%	46.3%	2.1%	41.4%	4.9%
Other	1.9%	2.0%	1.9%	-0.1%	0.5%	1.4%
Sikh	0.1%	0.1%	0.2%	0.0%	0.1%	0.1%
Prefer not to say	11.4%	9.0%	8.4%	-0.6%	6.2%	2.2%
Declared Religion/Belief	51.1%	59.8%	41.9%	-17.9%	100.00%	

Voluntary Turnover*	2022	2023	2024
Buddhist	27.3%	7.7%	23.1%
Christian	9.9%	9.6%	12.3%
Hindu	14.3%	0.0%	9.1%
Jewish	0.0%	0.0%	0.0%
Muslim	4.3%	10.7%	15.2%
None	12.4%	9.5%	8.7%
Other	23.1%	15.6%	25.7%
Sikh	0.0%	0.0%	0.0%
Prefer not to say	13.0%	16.3%	9.7%
No response	11.5%	11.7%	10.4%
GCC Total	11.5%	11.1%	10.5%

Length of Service: Religion/Belief	2022	2023	2024	YoY change (2023 v 2024)
Buddhist	10.4	8.2	6.7	-1.5
Christian	9.2	8.6	7.9	-0.6
Hindu	11.2	11.3	8.8	-2.4
Jewish	11.8	5.7	6.7	1.0
Muslim	4.7	4.8	4.6	-0.2
None	5.7	5.9	5.4	-0.5
Other	7.7	8.3	7.8	-0.5
Sikh	0.4	1.2	1.8	0.6
Prefer not to say	6.0	7.5	6.9	-0.6
No response	11.5	10.8	11.0	0.2
GCC Total	10.1	9.5	9.1	-0.3