

Workforce Equalities, Diversity & Inclusion report

(Census date 1st July 2023)



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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 and awaits the results which will be aligned with the ED&I action plan and the workforce strategy.

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 Black Workers Network who agreed to use BME 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 BME 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 2023 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 2023 Workforce Equality Report has been created using data held with our personnel software with a reporting data of 1st July 2023.

Like most similar employers, Gloucestershire County Council's equality data is not fully complete because it 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.

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

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

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

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

Workforce Equalities Action Plan 2020-2023 - Successes in 2022/23

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

The introduction of the EDI Board and organisational EDI action plan created a need for additional resourcing for our employee networks. It has been agreed that network chairs, committee members and members will receive an increase in protected time to support the wider EDI action plan. The budget allocated to each network has also been increased from £500 to £750 with effect of April 2024.

Learning and Development

To enhance the knowledge, skills and cultural competence of our leadership and management teams the Council commissioned additional ED&I training for both senior and line managers which continued to run during 2023 and into 2024. To embed cultural competence in our employees and managers we have developed a toolkit of activities and discussions around inclusivity for teams to utilise. The pilots for the toolkit began in November 2023 with full roll out for spring 2024.

Stepping Up Positive Action Programme

The council recognises that there continues to be under representation of BME colleagues and those with other protected characteristics in more senior roles and therefore continued to fund for 3 places Stepping Up 2023.

Reciprocal Mentoring Programme

The Council has worked with our partners across the Integrated Care System to deliver a reciprocal mentoring scheme. The first cohort launched in March 2023 and the second in December, 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 and EDI professionals, with the aim of assessing a candidates 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.

Policies and Guidance

Several policies have been updated in 2023 to ensure inclusive language is used and to remove barriers. The Reasonable Adjustments guidance was updated and including new employee guidance and adjustments passport. The anti-bullying and harassment policy was updated to have clearer definitions around harassment relating to protected characteristics, specifically microaggressions.

1. HR Metrics and Data Sourcing

All data is effective as at the 1st July 2023, with the reporting period being 1st July 2022 to 30th June 2023. Employees are counted once in line with usual workforce headcount reporting.

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

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

HR Metric	Description
Disability	Staff within the council are asked to declare if they consider themselves to have a disability.
Pay Grade Groups	GCC's Apprenticeship Scheme salary pay scale; Local Government Services Grades 1-11 Green book; JNC Chief Officer Reward Bands; Soulbury Blue book; Gloucestershire Fire & Rescue Service Gold book; Teachers in residential schools/establishments Orange book. Other grades include staff on non-standard offscale grades.
Full-time	Full time is typically 37 hours per week.
Turnover	<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 22.1% and 92.2% of GCC employees depending on the protected characteristics).
Formal Procedures	The term formal procedure refers to the council's procedures for managing sickness absence, performance (capability) and conduct. The intention is to manage situations supportively and informally wherever possible, and the data will only be gathered where cases have moved into the formal stages of any procedure.
Training	The training tables and graphs within this report show the percentage of employees who have attended at least one of the formal training sessions or undertaken e-learning courses provided by the council (as recorded within SAP or LearnPro systems), by certain protected characteristics, compared with the proportion each protected group 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

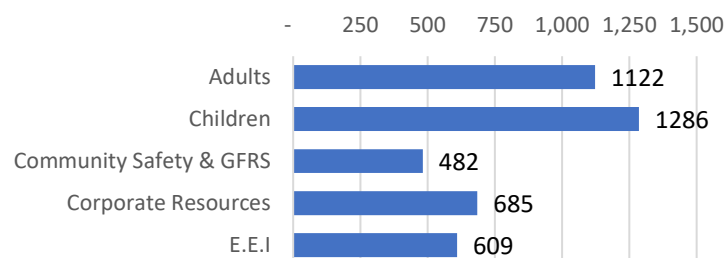
Key points arising from the data this year include:

- **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 age is of the workforce is 45 (down from 46 last year). The biggest age group remains 46-55 (28.0% of the workforce, down from 29.5% last year), there has been a slight increase in the 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, Marriage & Civil Partnership, Religion/Belief protected characteristics 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.
- **6.6% of the council's workforce are from a Black, Asian or Minority Ethnic (BME) background.** In comparison the estimated BME population in Gloucestershire is 6.9% (source: 2021 census data).
- **In total 43.6% 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 34.6% in 2022 and 28.5% 2021). Overall, the figures do not indicate a lack of access to training for any protected group.
- **Voluntary turnover decreased to 11.2% compared to 11.5% last year. with 91.6% of all leavers leaving for voluntary reasons, either resigning or retiring.** 511 staff left Gloucestershire County Council between 1st July 2022 and 30th June 2023.
- **50 employees were subject to formal procedure** action by the council during the past 12 months, this is less than last year (55). Of the 50 employees, 40 (80.0%) remain employed with the council as at the 1st July 2023; 2 individuals (4.0%) left the council voluntarily following a formal procedure or due to ill health retirement, and 8 individuals (16.0%) were dismissed due to misconduct or failed probation.

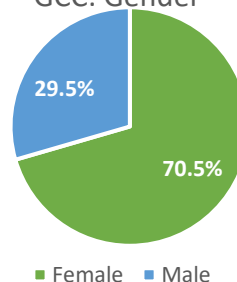
3. Workforce Overview Snapshot – Gloucestershire County Council (GCC):

The graphs below show a snapshot of the GCC workforce demographic (at 01/07/2023), including headcount by role, gender, age bracket, disability status, ethnicity, sexual orientation and self-identified gender.

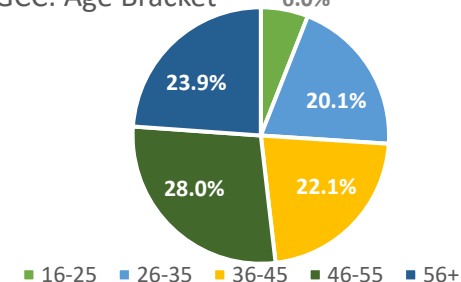
GCC: Headcount by Directorate



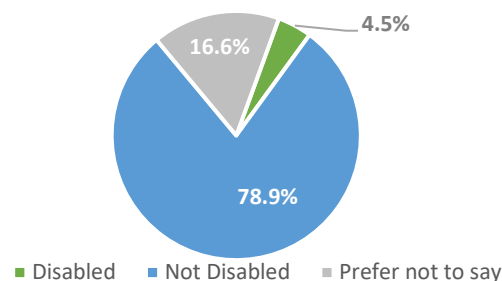
GCC: Gender



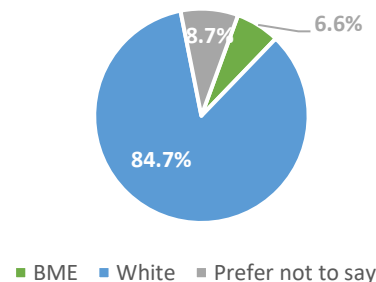
GCC: Age Bracket



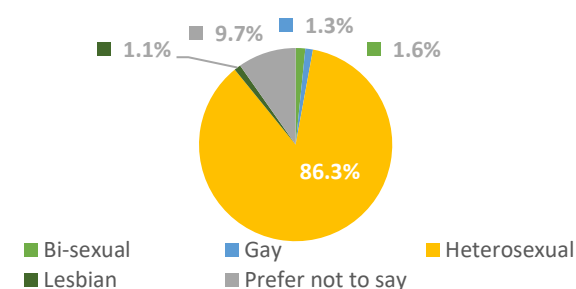
GCC: Disability (based on 76.6% declaration rate)



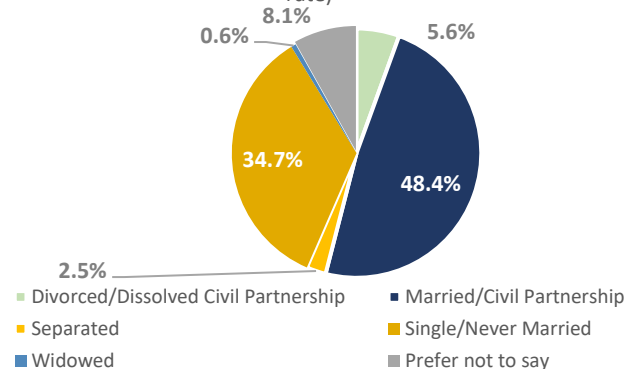
GCC: Ethnicity (based on 92.2% declaration rate)



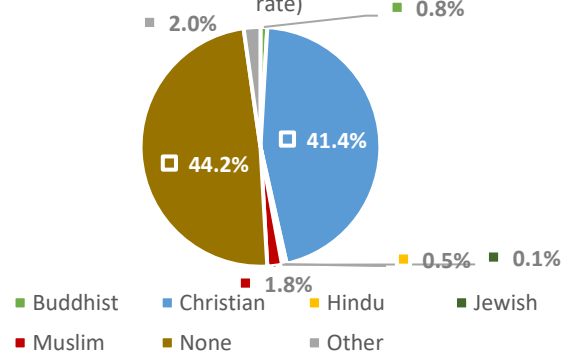
GCC: Sexual Orientation (based on 43.2% declaration rate)



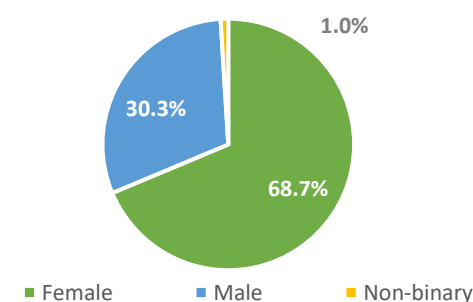
GCC: Martial Status (based on 53.8% declaration rate)



GCC : Religion (based on 37.4% declaration rate)

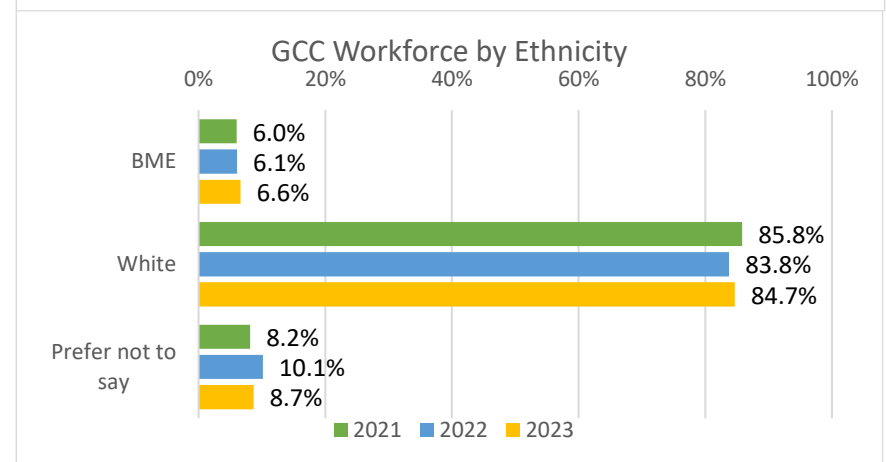
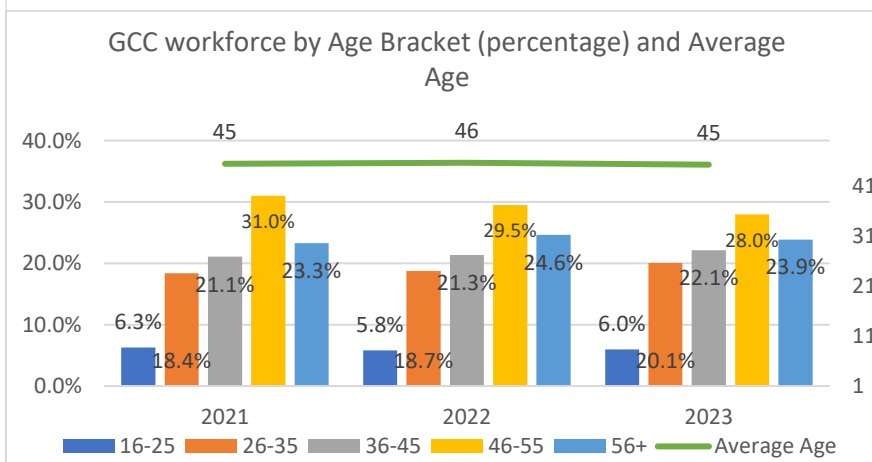
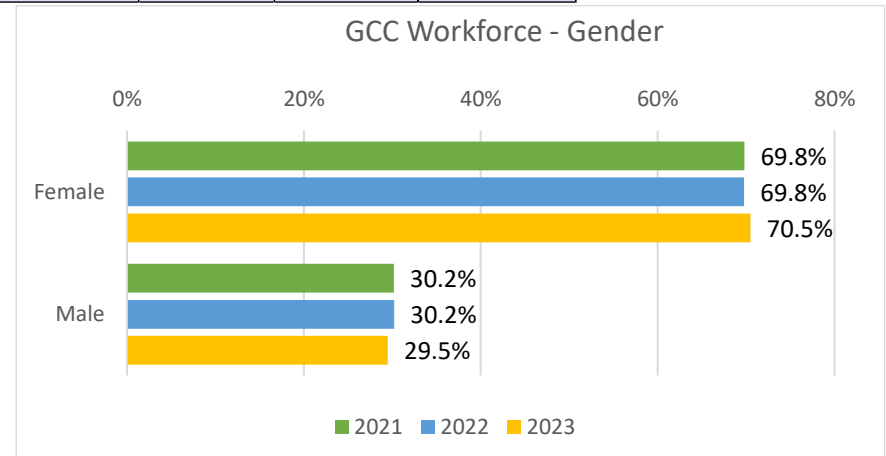
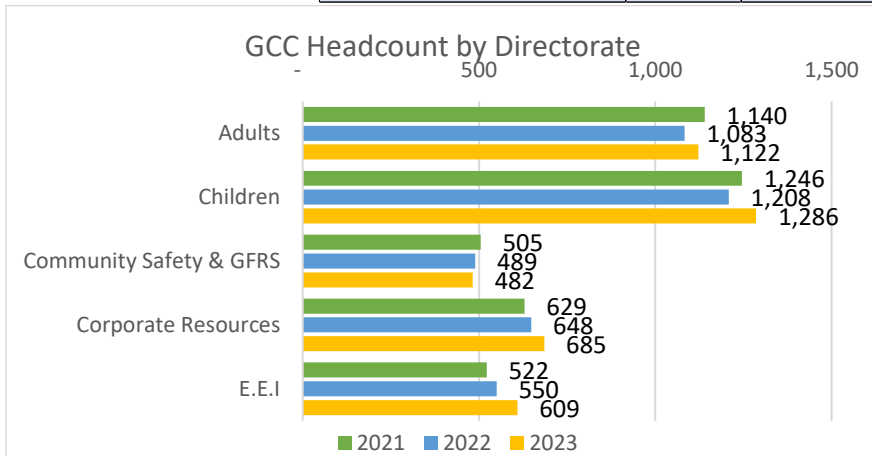


GCC : Self Identified Gender (based on 22.1% declaration rate)

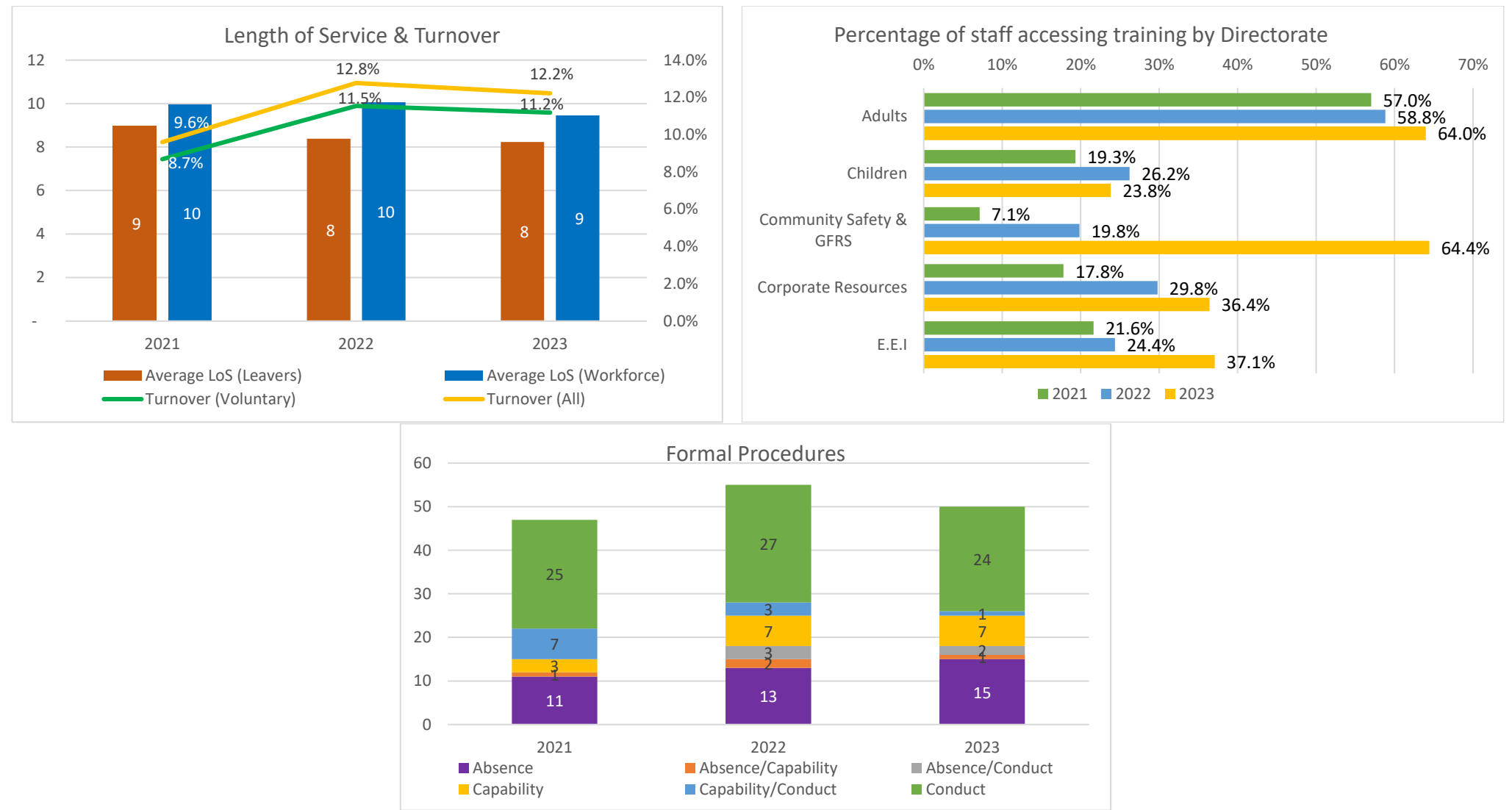


The following table and graphs show GCC workforce demographic over the last 3 years.

GCC: Directorate	2021		2022		2023		YoY change (2023 v 2022)
	Count	% of Total	Count	% of Total	Count	% of Total	
Adults	1140	28.2%	1083	27.2%	1122	26.8%	-0.4%
Children	1246	30.8%	1208	30.4%	1286	30.7%	0.4%
Community Safety & GFRS	505	12.5%	489	12.3%	482	11.5%	-0.8%
Corporate Resources	629	15.6%	648	16.3%	685	16.4%	0.1%
E.E.I	522	12.9%	550	13.8%	609	14.6%	0.7%
Grand Total	4042	100.0%	3978	100.0%	4184	100.0%	

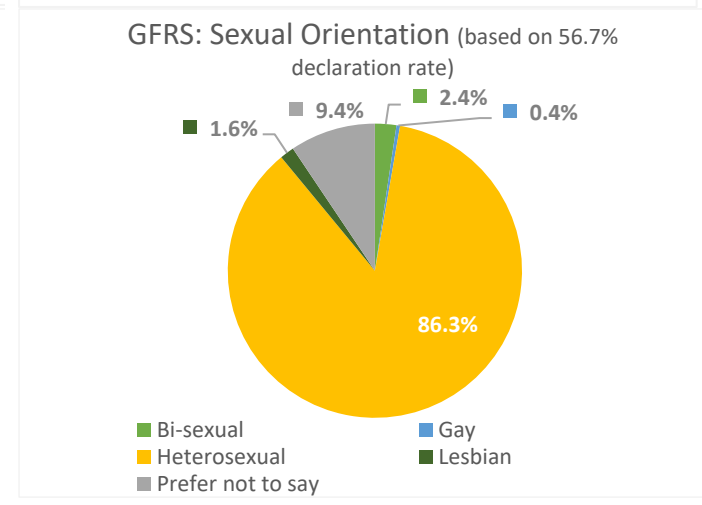
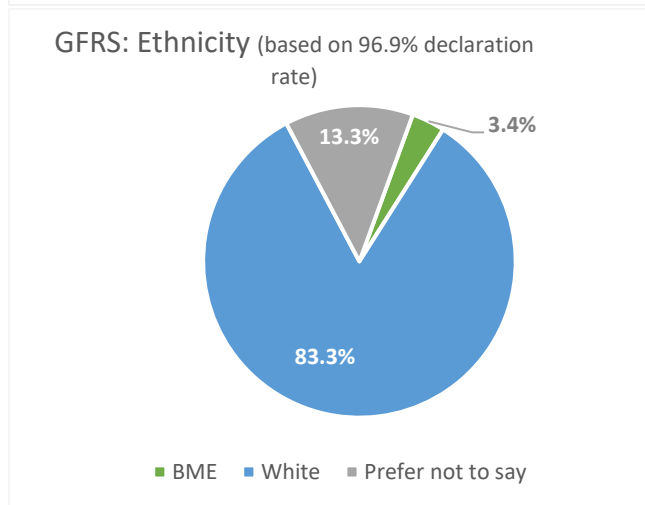
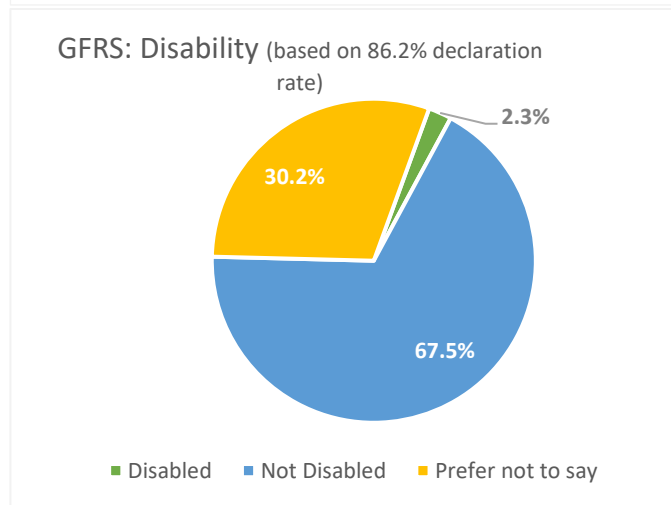
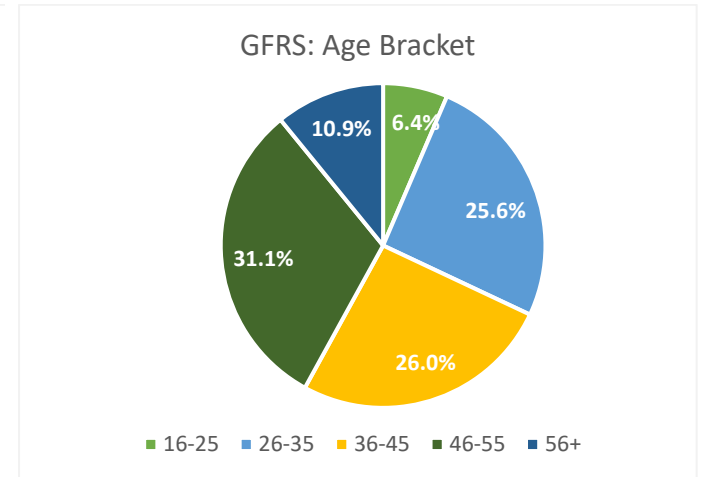
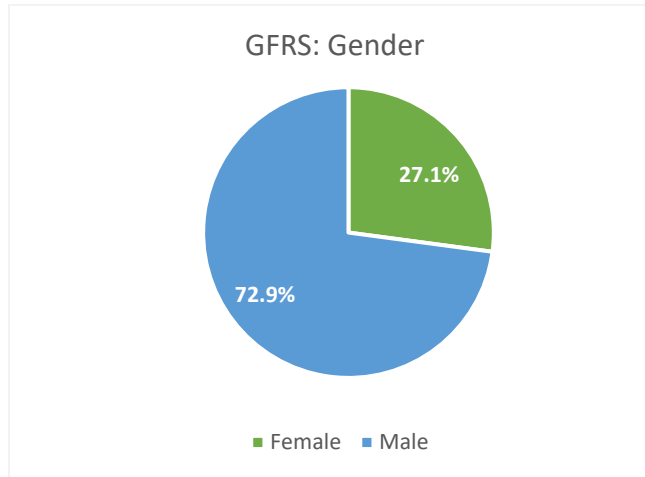
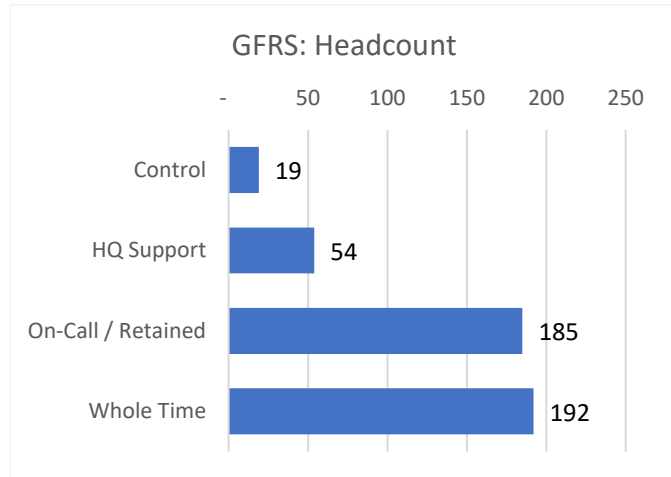


The graphs below show GCC length of service and voluntary turnover, formal procedure reasons, and percentage of workforce accessing training and development courses.



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

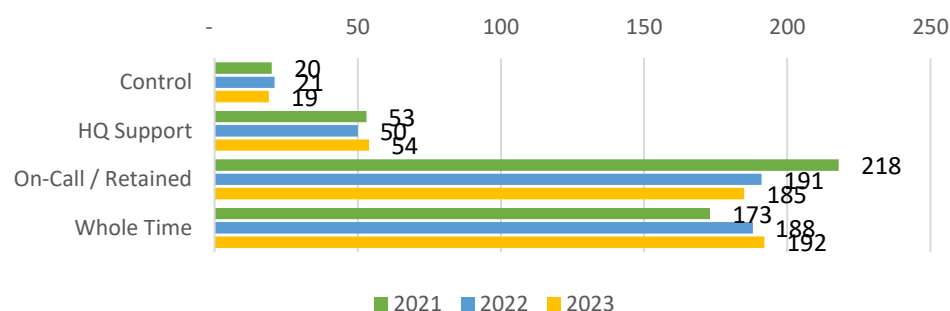
The graphs below show a snapshot of the GFRS workforce demographic (at 01/07/2023), including headcount by role, gender, age bracket, disability status, ethnicity and sexual orientation. Due to low declaration rates the protected characteristics of marital status (40.9%), religion (27.3%) and self-identified gender (27.6%) have not been included.



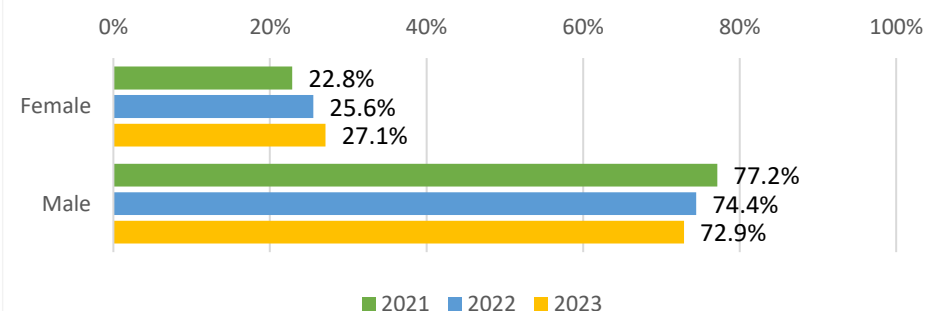
The following table and graphs show GFRS workforce demographic over the last 3 years.

GFRS: Role	2021		2022		2023		YoY change (2023 v 2022)
	Count	% of Total	Count	% of Total	Count	% of Total	
Control	20	4.3%	21	4.7%	19	4.2%	-0.4%
HQ Support	53	11.4%	50	11.1%	54	12.0%	0.9%
On-Call / Retained	218	47.0%	191	42.4%	185	41.1%	-1.3%
Whole Time	173	37.3%	188	41.8%	192	42.7%	0.9%
Grand Total	464	100.0%	450	100.0%	450	100.0%	

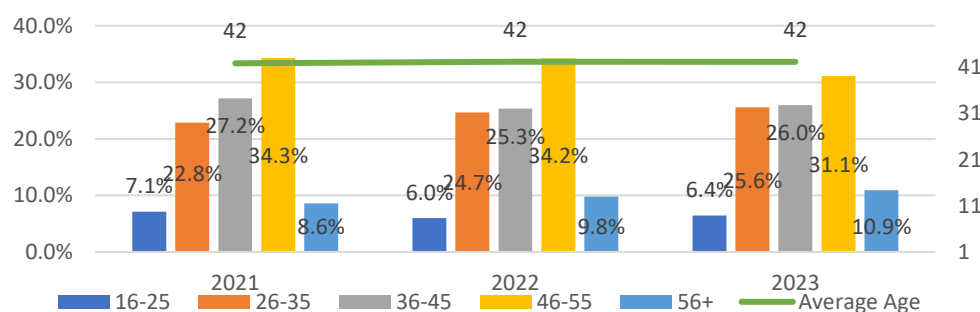
GFRS Headcount by Role



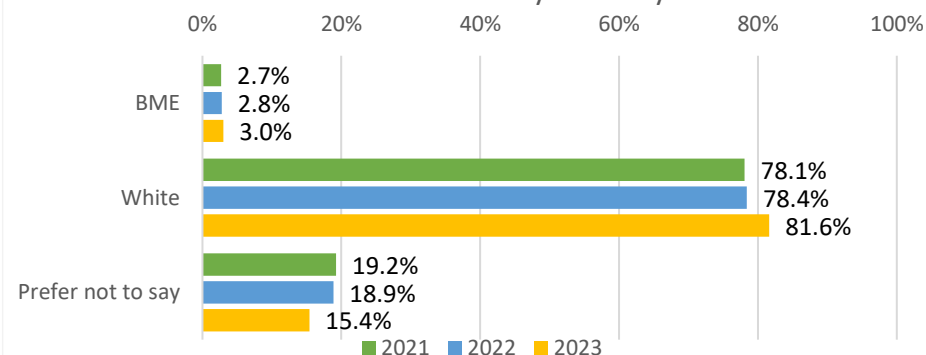
GFRS Workforce - Gender



GFRS workforce by Age Bracket (percentage) and Average Age



GFRS Workforce by Ethnicity



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

We are committed to actively promoting Equality, Diversity and Inclusion (ED&I) across all of our workforce and in the community – not just those with protected characteristics. We will increase the diversity of our workforce through positive action to ensure we reflect the communities we serve. ED&I and Cultural improvement remain a service priority and we are absolutely committed to provide equality of opportunity for all. There has been ongoing progress in our work to provide equality of opportunity for all staff by:

- Develop and embedding the new Workplace Charter that defines the expected behaviours of staff in accordance with our Core Values and the NFCC Code of Ethics.
- Ensure that Equality Impact Assessments are effective and go beyond the protected characteristics and remove disadvantage to any group and actively promotes equality, diversity and inclusion.
- Work with our staff and partners to engage with our local communities, helping us to understand the diverse needs of the people we serve so we can tailor our services and prevention messages to those who need them most.
- Provide learning and development opportunities as part of our career development pathways in equality and diversity and inclusion training, to develop an inclusive culture and to equip our people with the skills, knowledge and support to successfully deliver their roles.
- Promoting equal opportunities in employment and progression within the Service by continuing to review our recruitment processes to ensure we reflect best practice and are able to attract and appoint a diverse pool of candidates who are the best fit for the role.
- Develop a cultural dashboard to measure and track cultural change.
- Improve our exit interview process to capture any concerns about equality and inclusion with leavers.
- An ongoing focus on encouraging employees to speak up if they have a concern and to take seriously the complaints of those who do.
- Make sure we have thought about opportunities to promote equality, eliminate discrimination and create a sense of inclusion across all staff groups when making decisions.
- Use the National Chief Fire Council maturity model to ask our staff where we need to improve so that we target our improvement plan in the right areas

Positive Action

We are committed to increase workforce diversity by developing Positive Action to support recruitment and attraction to a wider demographic. This will enable the service to use Positive Action to help people overcome barriers of working as a firefighter or non-operational roles at Gloucestershire Fire and Rescue Service. Increasing the service understanding of Positive Action and Positive Discrimination by developing positive action tool kit and supporting Community Fire Stations to promote “have a go day” in collaboration with the communities we serve.

Training and Development

ED&I and investing in training and development is the continuous process of improving skills, gaining knowledge, clarifying concepts and changing attitude by raising awareness and understanding the communities we serve. Over the next 12 to 18 months we will support the roll out of some ambitious projects:

- Career Pathways
- Positive Action
- Equality Impact Assessments
- Cultural Intelligence
- Cultural Awareness
- Unconscious Bias

Training and Development emphasise on the improvement of ED&I and embedding cultural change with a focus on the skills, methodology and content required to achieving service objective. Good & efficient opportunities for all employees helps in their skills & knowledge development, which eventually helps service to improve its offer to the communities we serve and leading to diverse workforce.

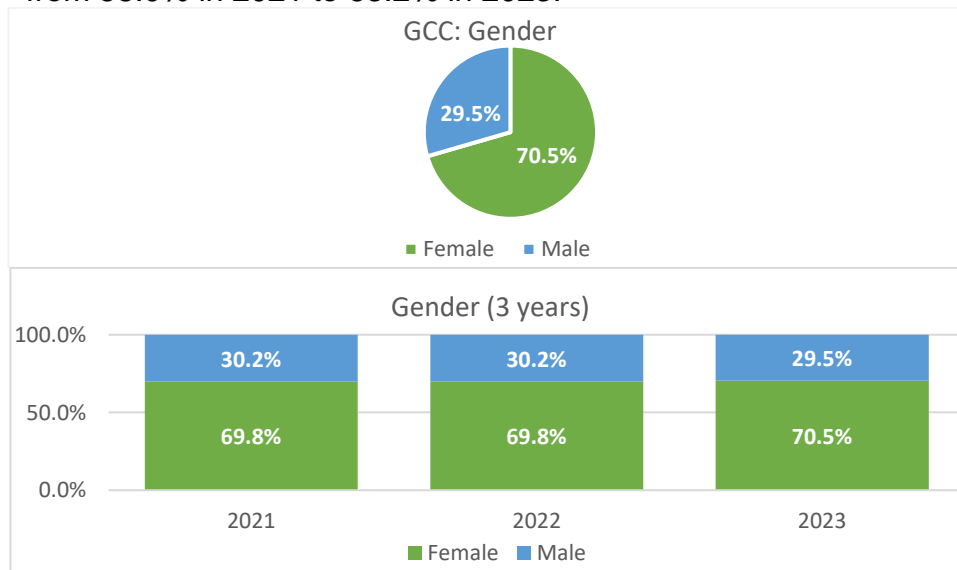
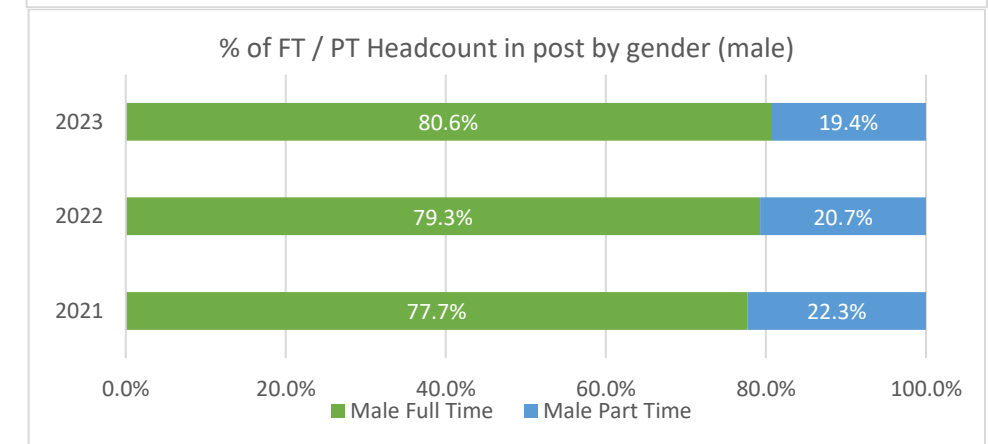
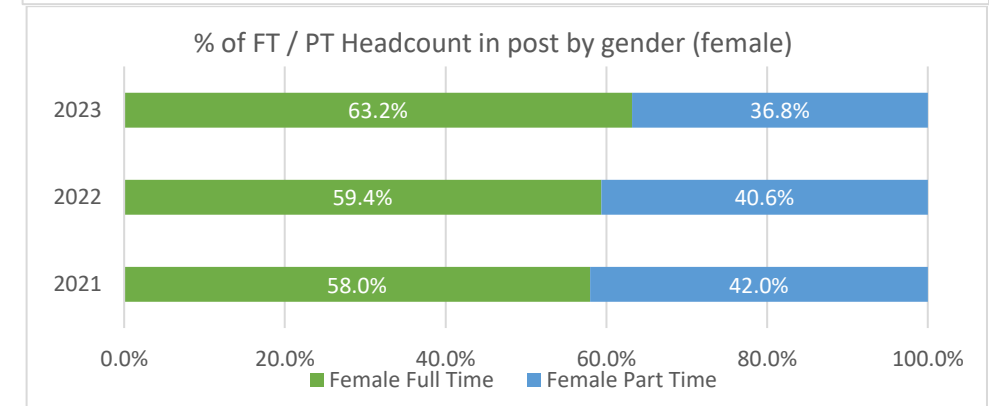
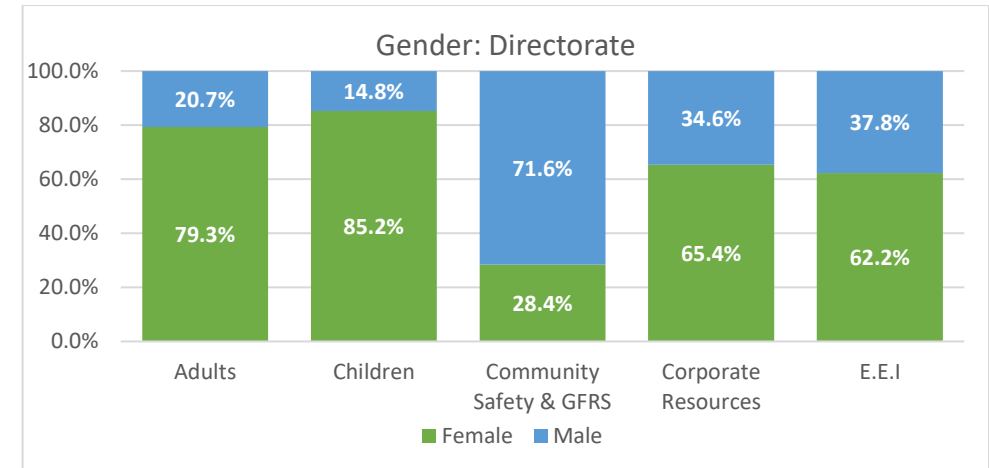
ED&I Allies & SIGMUB (Service Improvement Group Making US Better)

The merger of the ED&I Allies with SIGMUB group has a stronger focus on embedding cultural change for GFRS. The project development across both areas are gaining momentum with ideas leading to actions. Reaching out across the service at station level provides opportunities for discussion and understanding on ED&I and cultural themes. Two-way communication allows members of the group to work with stations, so they are more connected to wider agenda by sharing ideas, challenging or taking part.

The themes across both culture and ED&I work well to create an environment in which everyone's voice is heard and considered, the service is working with HR/OD, staff networks, 5 shires, National Chief Fire Council (NFCC) and Asian Fire Service Association (AFSA) for diverse perspectives, leading to increased collaboration, diversity of thought and inclusive service.

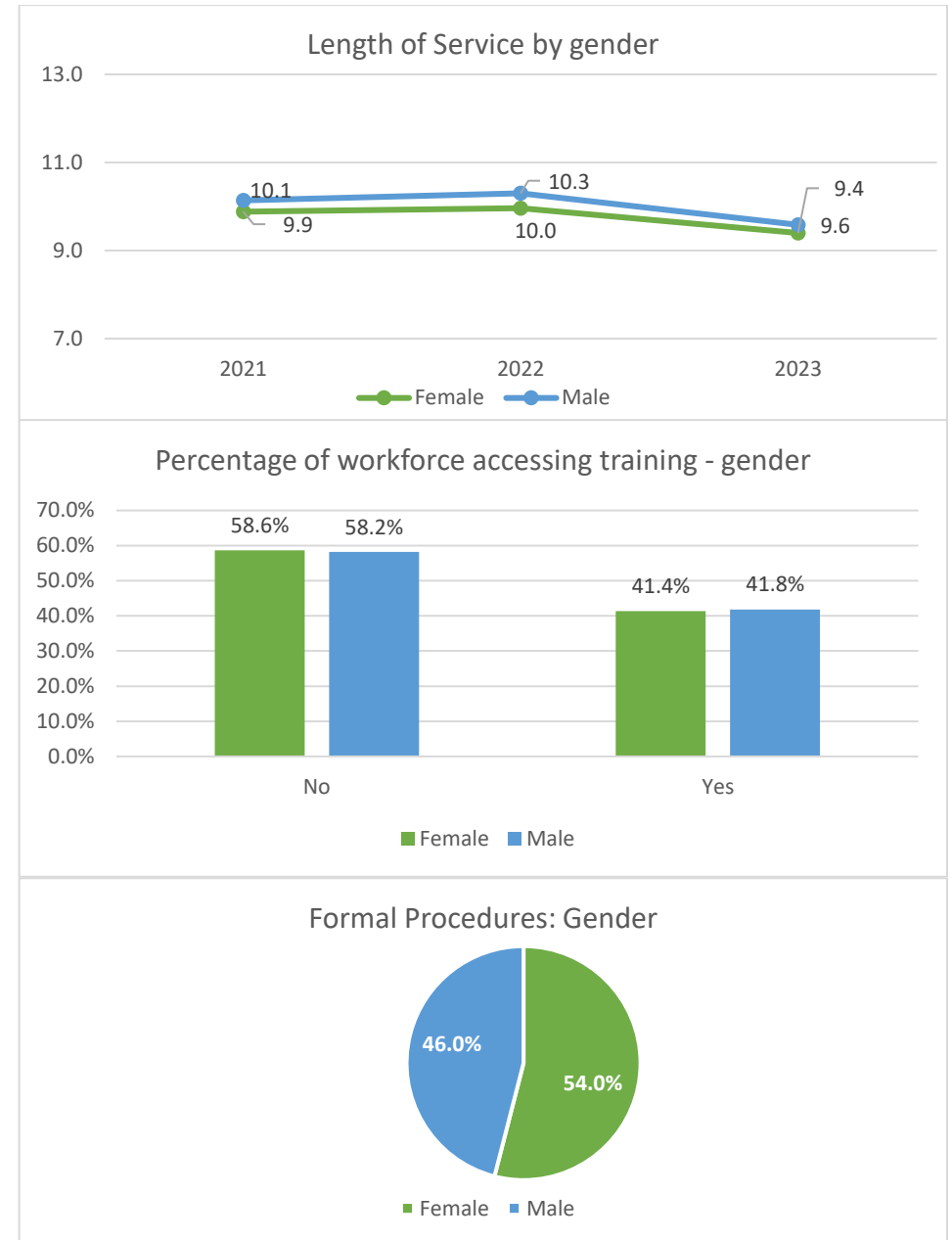
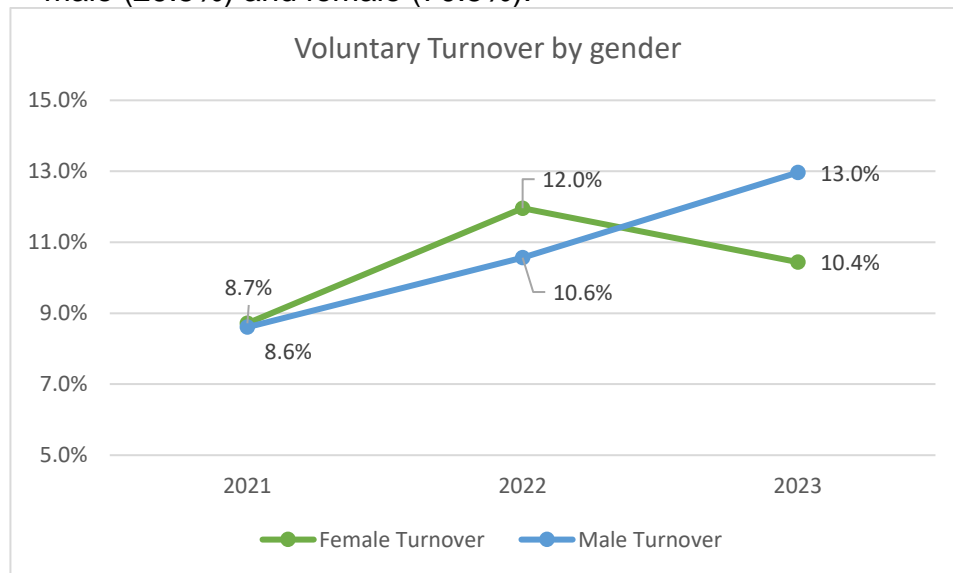
4. Gender (part 1)

- The overall gender distribution, council wide, remains similar to previous years. The gender split in 2023 is 70.5% female, 29.5% gender. 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 Childrens directorate (85.2% female / 14.8% male) to the lowest in Community Safety & GFRS (28.4% female / 71.6% male). Over the last 3 years the gender demographic within the majority of directorate has remained consistent, except for Community Safety & GFRS where the proportion of female staff has increased year on year from 25.1% in 2021 to 28.4% in 2023.
- A higher proportion of female staff work part time (36.8%) compared to male staff (19.4%). However, the proportion of female staff working full time continues to increase year on year from 58.0% in 2021 to 63.2% in 2023.



Gender (part 2)

- Female staff voluntary turnover has decreased from last year (12.0% to 10.4%), whilst male staff voluntary turnover has increased (10.6% to 13.0%) over the same period. Male staff voluntary turnover has increased year on year over the last 3 years (from 8.6% to 13.0%).
- The average length of service is similar for both male and female staff approximately 9.5 years. It has decreased slightly 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 (41.4% of female staff; 41.8% male staff).
- 54.0% of the 50 formal procedure (within the last 12 months) relate to female staff and 46.0 male %. This is a higher proportion of male staff when compared to the overall GCC gender split (of male (29.5%) and female (70.5%).



5. Gender diversity

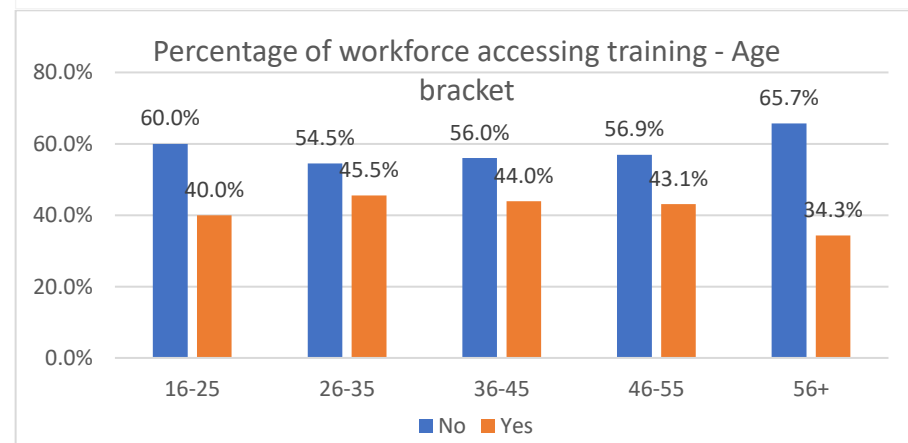
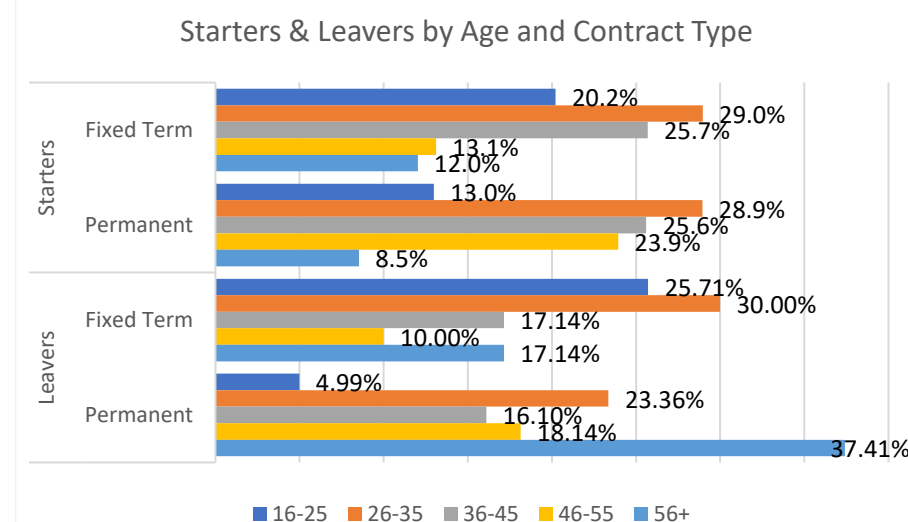
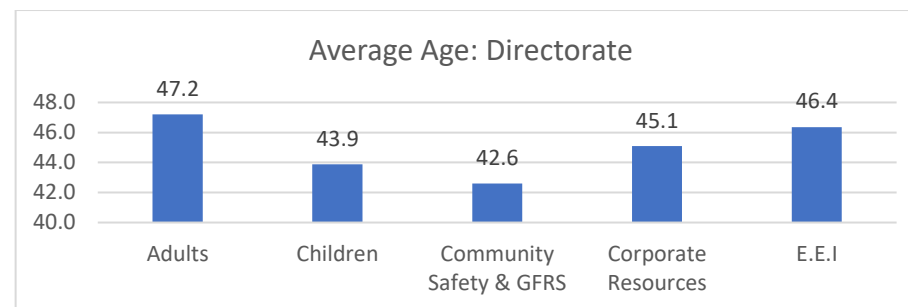
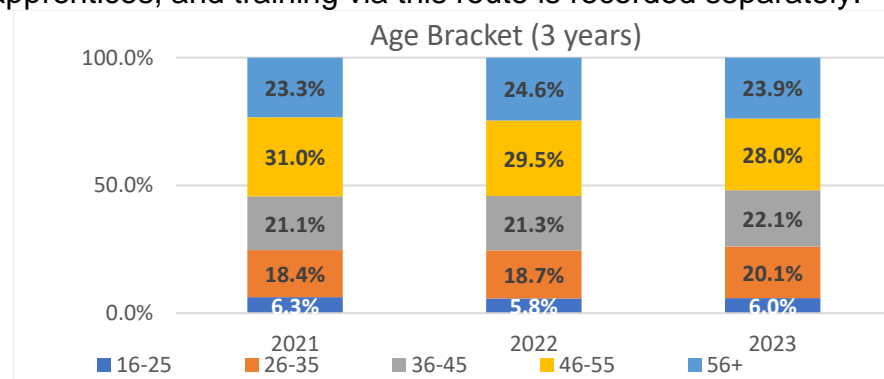
We have employees who have declared themselves transgender and non-binary. 22.1% of staff chose to declare a self-identified gender, this includes response which are the same or different to the individual's sex at birth. 1.3% of staff who declared a self-identified gender indicated that they identified either as non-binary or as a gender 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.

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

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 in 2023, once the results are provided in 2024 these will be used to guide actions in our EDI Strategy.

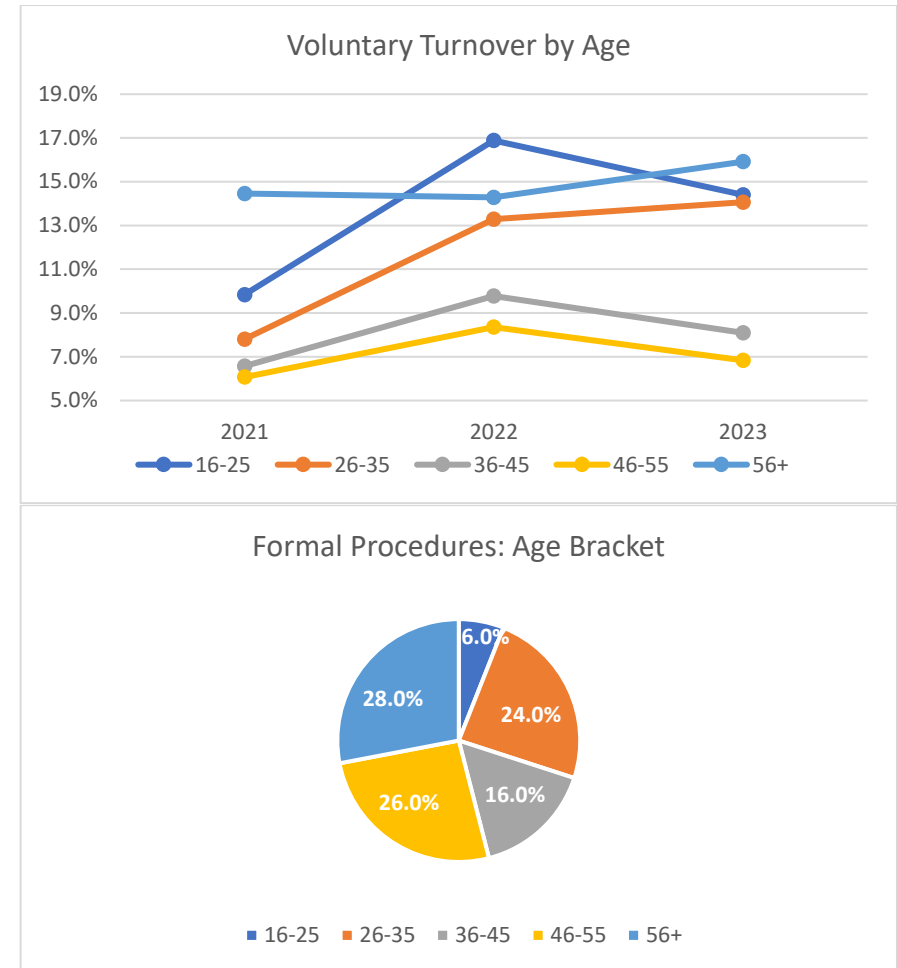
6. Age (part 1)

- There has been a slight increase in the proportion of younger staff employed within the organisation (26.0% 16-35 age brackets) when compared to previous years (24.5% 2022 and 24.7% 2021).
- In the last 12 months 43.8% starters were within the 16–35 Age bracket; and 32.1% of all leavers. A higher proportion of starters within this age bracket started on fixed term contracts (20.2% 16-25 and 29.0% 26-35). This is partly due to a higher proportion starting on apprenticeship contracts (7.5% of starters 16-35 age bracket).
- The average (mean) age is 45.2 years of age; the median is 46.0. The average age varies between directorate, ranging from 42.6 in Community Safety & GFRS to 47.2 in Adults directorate. There is a direct correlation between increase in length of service and age.
- The proportion of staff have accessed training is similar in the 26-55 age brackets (43.1% to 45.5%), however the 16-25 and 56+ age brackets have a slightly lower proportion (40.0% and 34.3%); the former may be lower due to more staff aged 16-25 are apprentices, and training via this route is recorded separately.



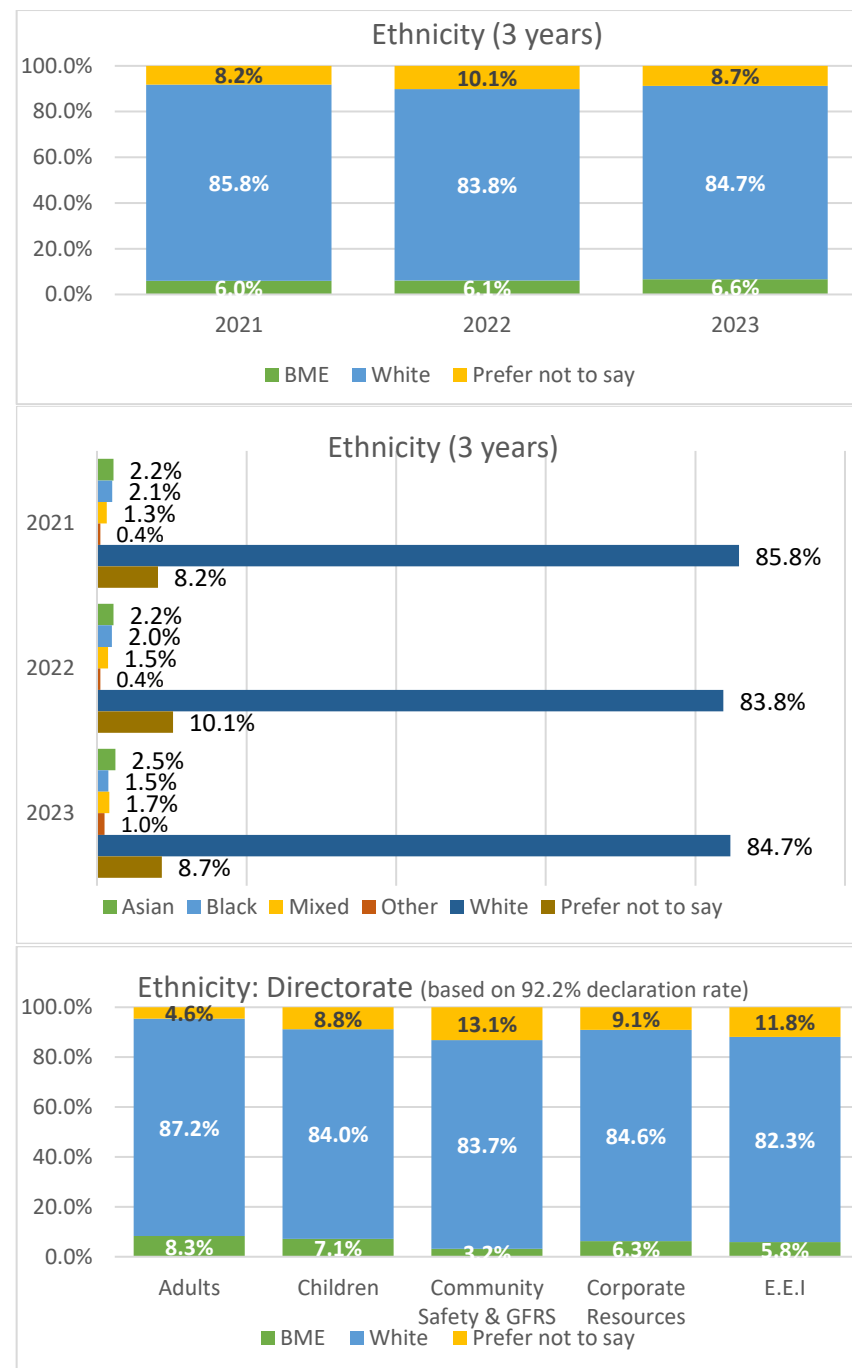
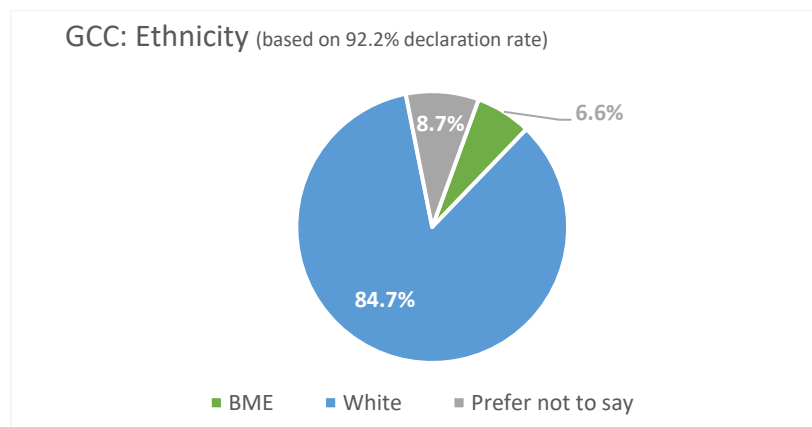
Age (part 2)

- Voluntary turnover (over the last 12 months) has decreased across most age brackets when compared to last year (2022) but remains higher than 2021. This may be linked to Covid-19 pandemic with less staff choosing to leave or holding off leaving during the uncertain times of the covid-19 pandemic in the 12 months to Feb 2021, more staff choosing to leave in the 12 months to Feb 2022 as the job market became more buoyant and new ways of working were established across GCC and many other organisations, and re-balancing somewhat, with a lower turnover in the 12 months to July 2023. The 26-35 and the 56+ age brackets are the two areas which have increase in voluntary turnover in the 12 months to July 2023.
- In the upper age bracket (56+) retirement was the most common leaving reason (64.2% 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, 30.8% within the 56+ age bracket chose to resign and not immediately receive GCC pension.
- The average (45.8) and median (46.5) age of staff who have been subject to formal procedures in the last 12 months is slightly higher than the overall workforce. The 26-35 (24.0%) bracket and the 56+ (28.0%) age bracket have higher proportions when compared to the overall GCC age demographic (20.1% and 23.9% respectively). The 26-35 age bracket formal procedures are predominantly due to conduct and the 56+ are predominantly due to absence.



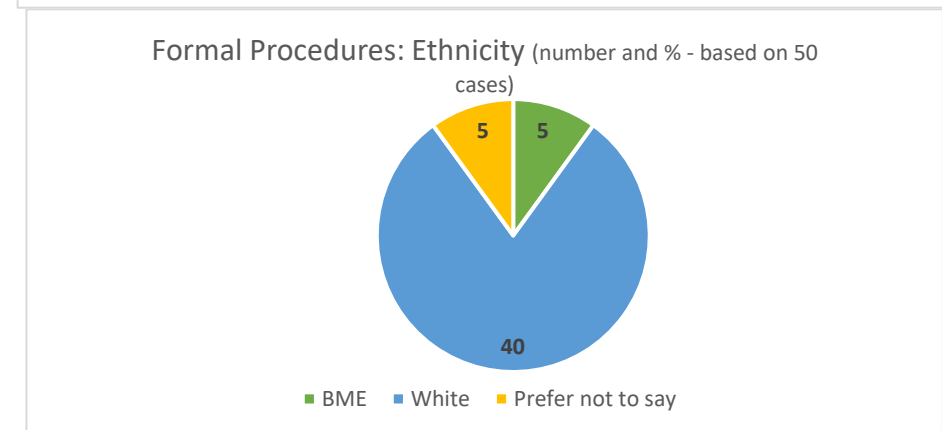
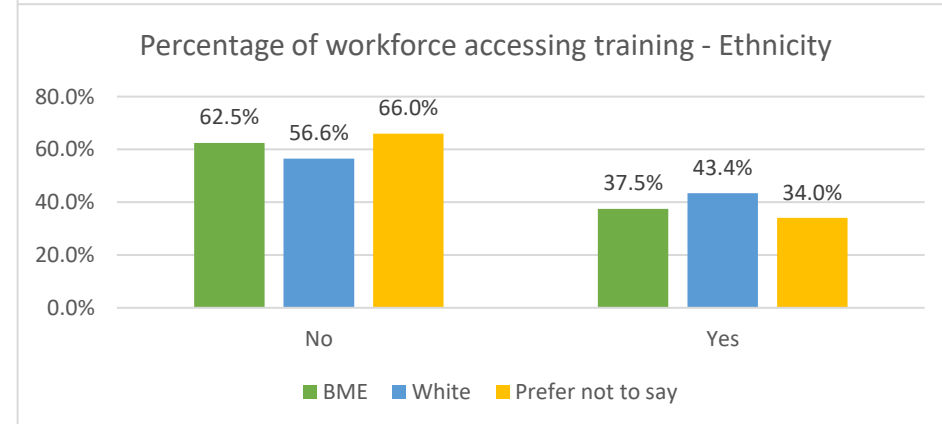
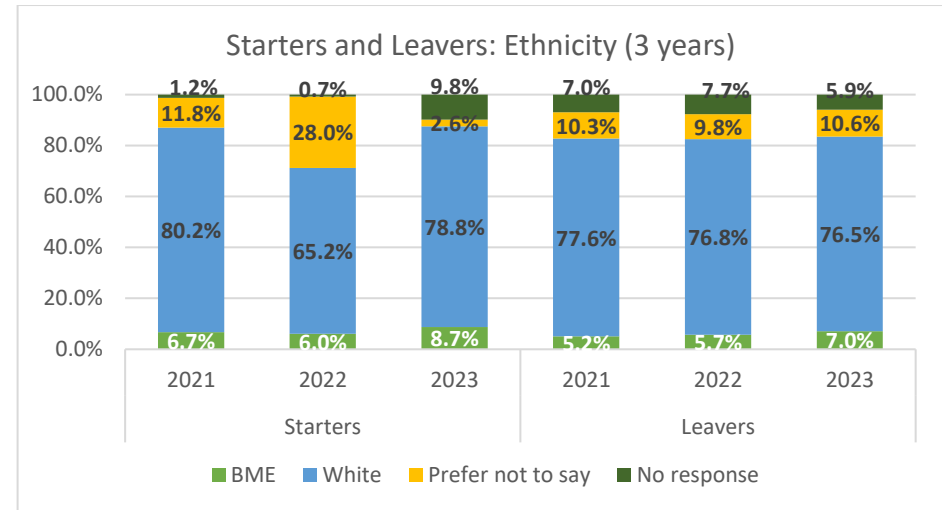
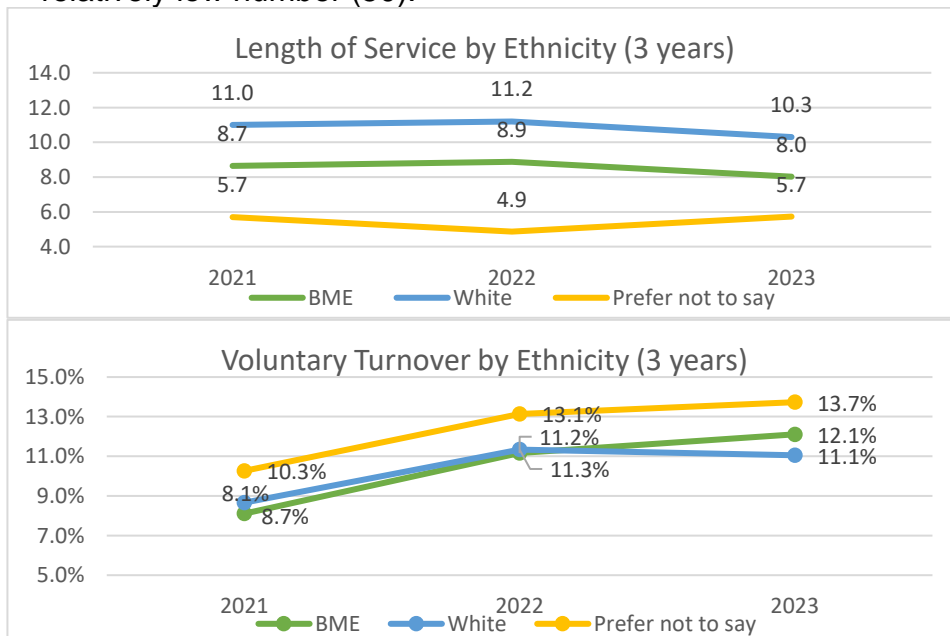
7. Ethnicity (part 1)

- 92.2% of staff have declared their ethnicity or chosen 'prefer not to say'.
- The proportion of workers from a Black, Asian or Minority Ethnic (BME) background (6.6%) has increased compared to the last 2 years (6.1%, 2022) and (6.0%, 2021). 8.7% of starters in the last 12 months being from a BME background.
- 6.6% of the GCC workforce are from a BME background, 84.7% White. These proportions are similar to the population demographic of Gloucestershire (6.9% BME and 84.9% White, source: 2021 census data). In addition, 8.7% 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 BME staff varies between directorates, ranging from 3.2% in Community Safety & GFRS to 8.3% in Adults directorate.



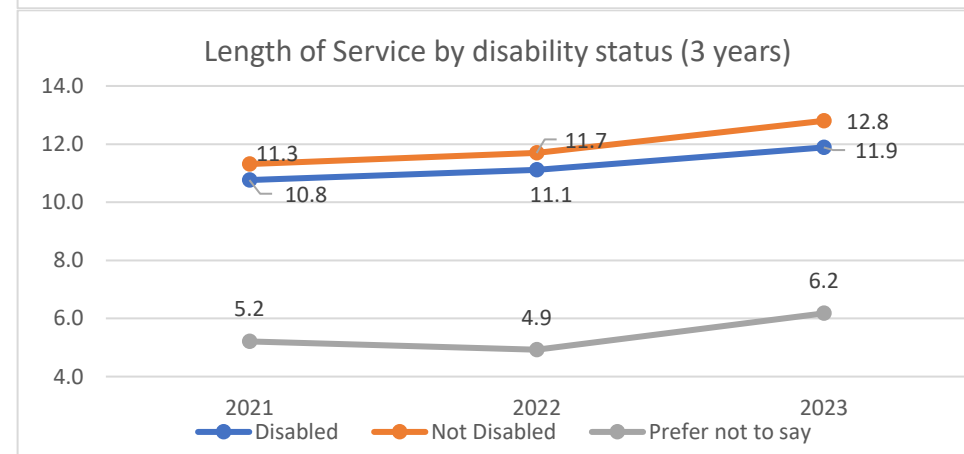
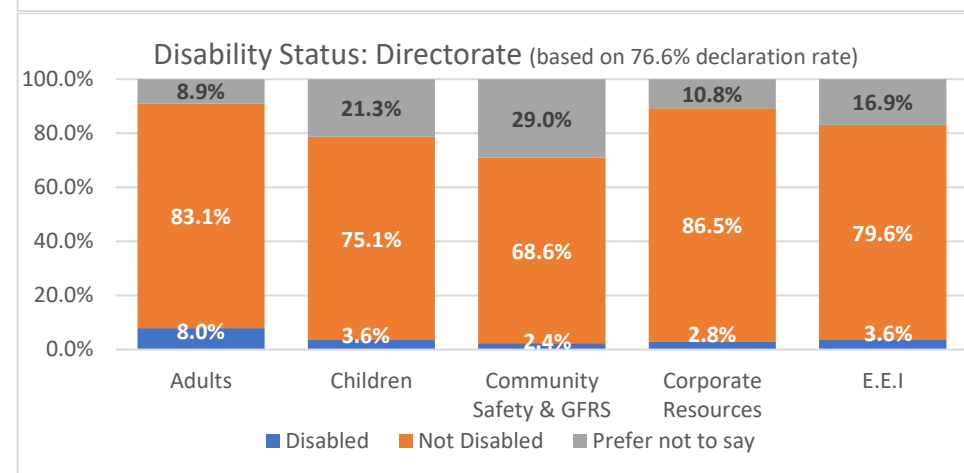
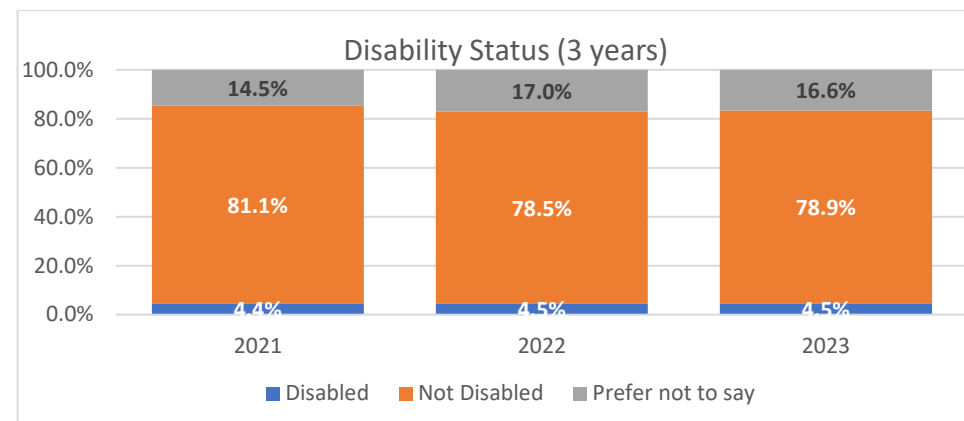
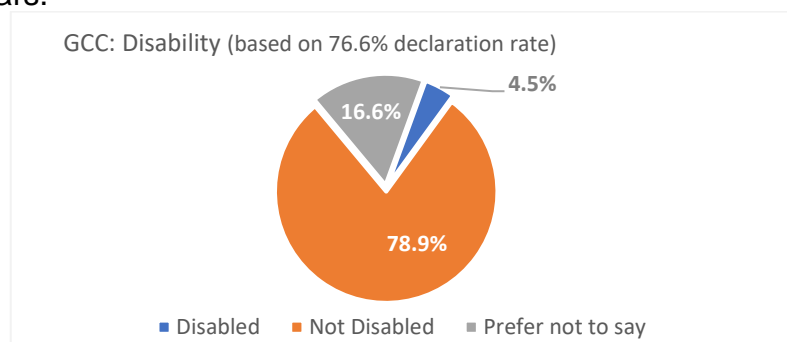
Ethnicity (part 2)

- The average length of service (LoS) is lower in 2023 compared to the previous 3 years for both BME and White employees, this is due to increased workforce turnover resulting in more starters, bringing down the average length LoS.
- There have been more BME starters than leavers year on year over the last 3 years, as reflected in the increased proportion of BME employees.
- A higher proportion of White employees have accessed formal training (43.4%) compared to BME employees (37.5%).
- 10.0% (5) of staff that have been subject to formal procedures in the last 12 months are BME, this is higher than the overall workforce demographic (6.6% BME). However, it should be noted that percentages in relation to formal procedure are based on a relatively low number (50).



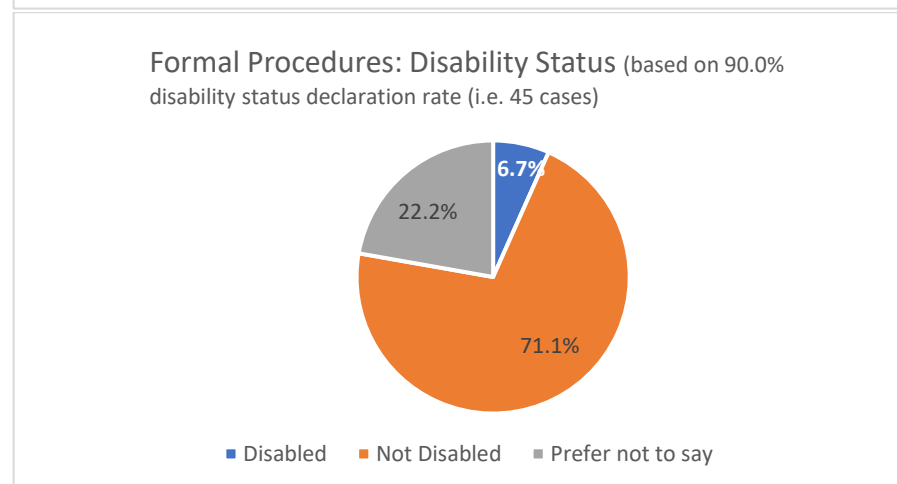
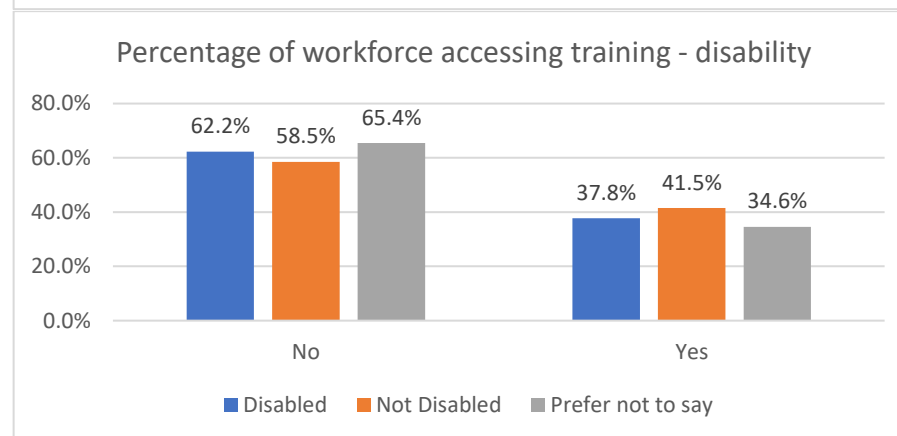
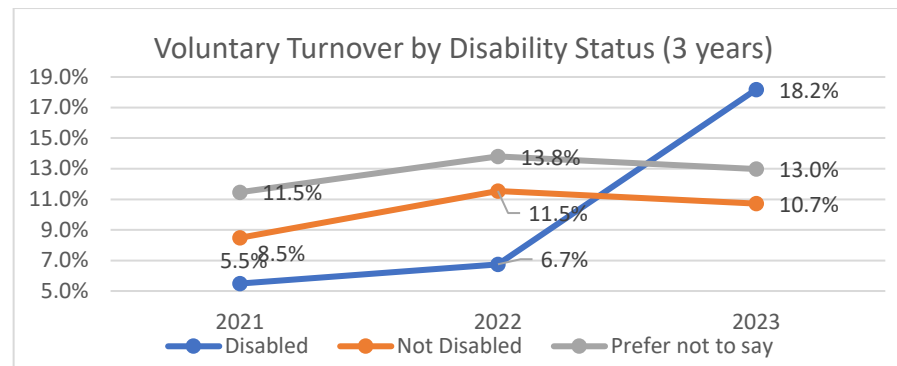
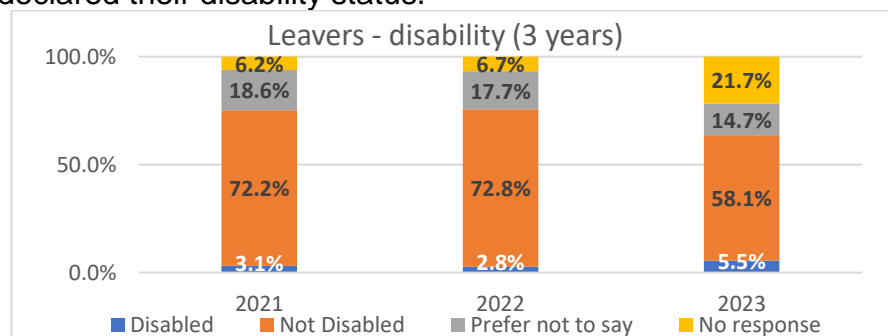
8. Disability (part 1)

- 76.6% of staff have declared their disability status or chose 'prefer not to say'.
- The percentage of employees who declared a disability remains consistent with last year (4.5%), a slight increase compared to 2021 (4.4%). The proportion is lower when compared to the population demographic of Gloucestershire (16.7% disabled, source: 2021 census data). In addition, 16.6% 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 disability status is unknown.
- The proportion of disabled staff varies between directorates, ranging from 2.4% in Community Safety & GFRS to 8.0% in Adults directorate (due to Gloucestershire Industrial Services (GIS) 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 11.9 years for disabled employees and 12.8 years for staff who have stated they are not disabled, both has increased slightly year on year over the last 3 years.



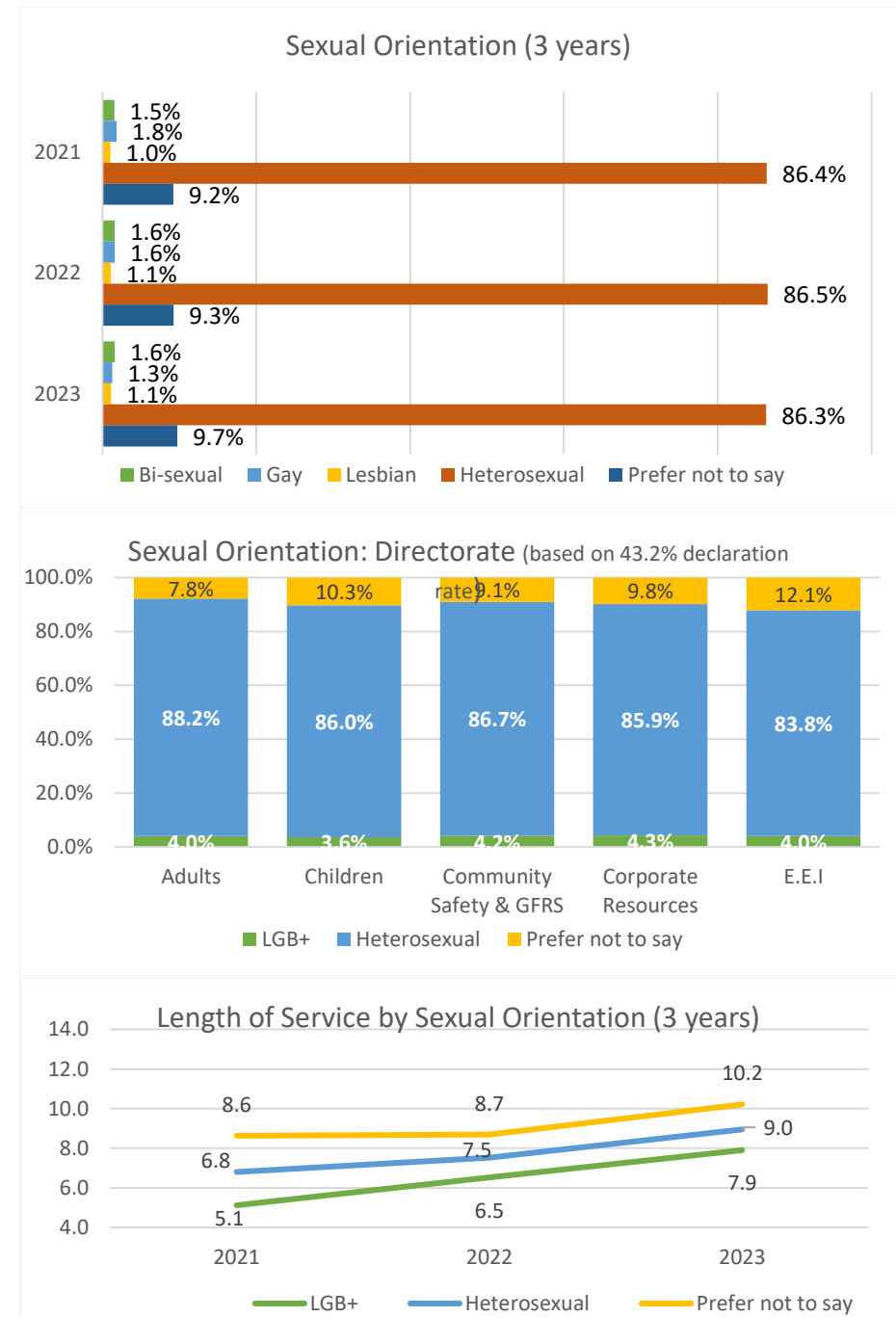
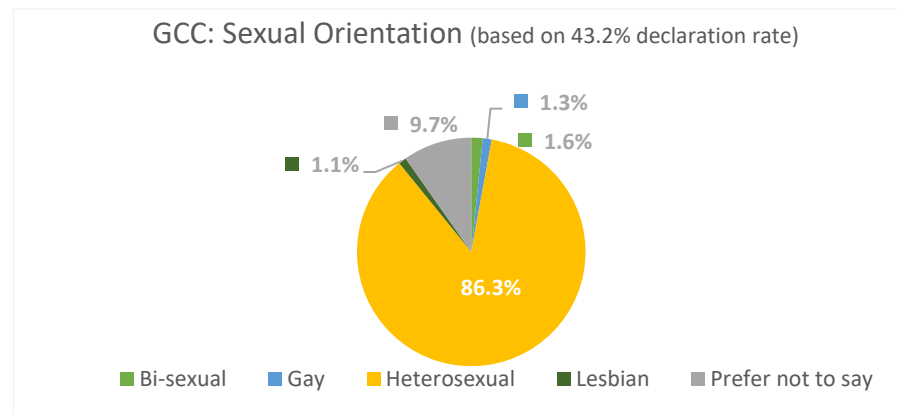
Disability (part 2)

- A low proportion of starters declared their disability status (11.6%), this is a lower proportion than previous years. 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, 78.3% of leavers declared their disability status or chose 'prefer not to say'. 5.5% of all leavers were disabled, higher than previous years (2.8% in 2022 and 3.1% in 2021). Voluntary turnover of disabled employees (18.2%) is higher than that of employees who do not have a disability (13.0%) and has increased significantly compared to previous years.
- A slightly lower proportion of disabled staff (37.8%) had accessed training courses, compared not disabled (41.8%) 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 cases in the last 12 months have a disability, this is higher than the overall workforce demographic (4.5% Disabled). However, it should be noted that percentages in relation to formal procedure are based on a relatively low number (50), of which 45 staff had declared their disability status.



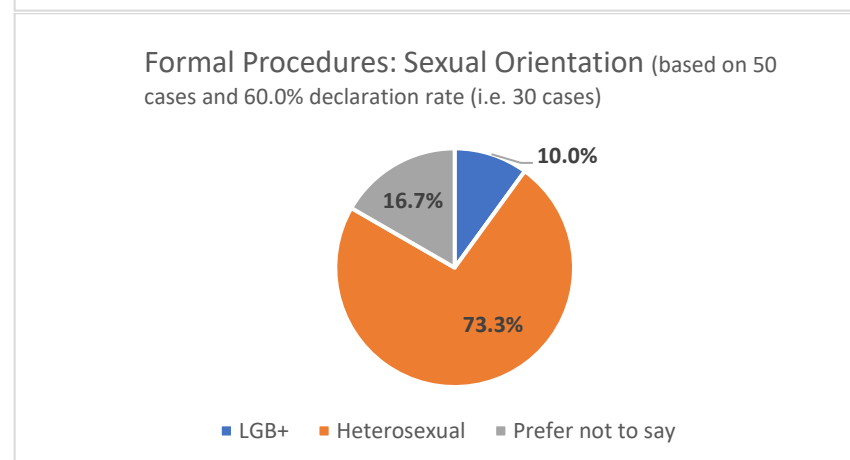
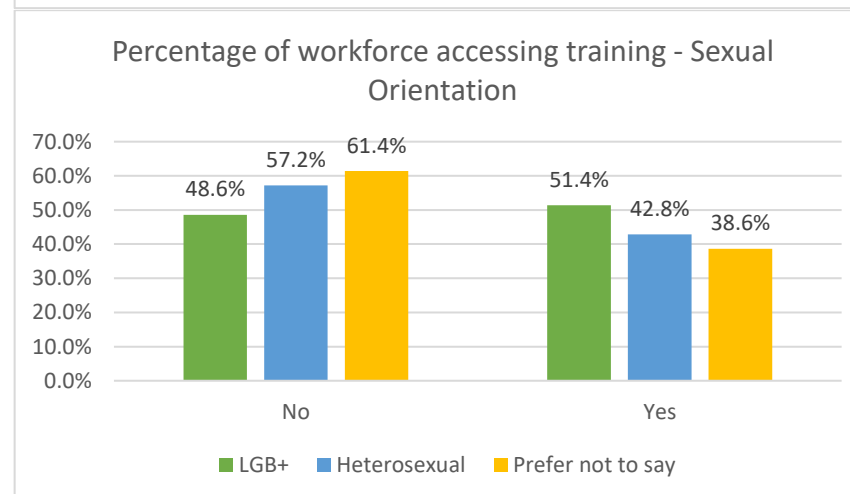
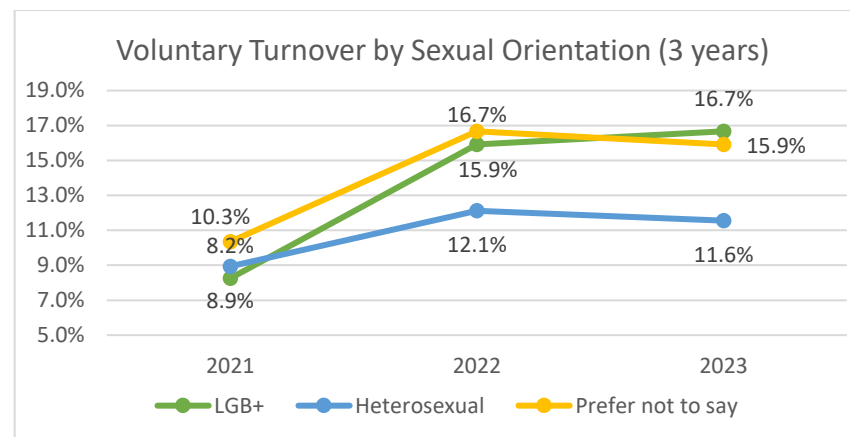
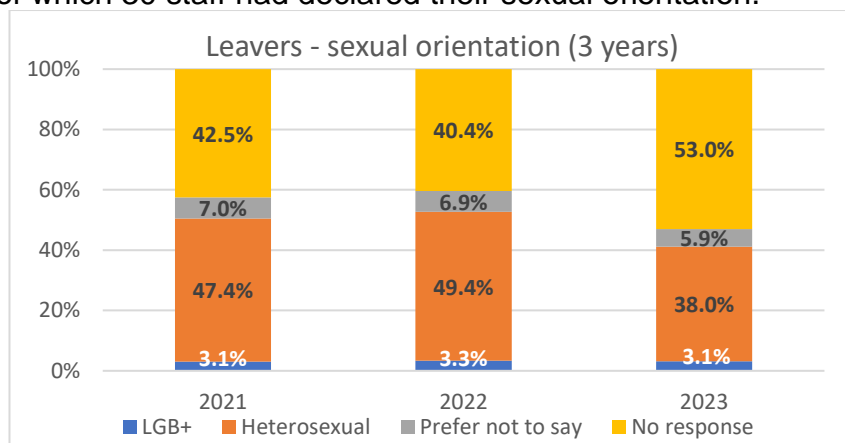
9. Sexual Orientation (part 1)

- 43.2% of staff have disclosed their sexual orientation or chose 'prefer not to say'.
- 4.0% of staff are Lesbian, Gay, or Bisexual (LGB+) and 86.3% 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, 9.7% 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. Similarly, within the 2021 ONS census 6.8% chose not to disclose their sexual orientation.
- A low proportion of starters in the last 12 months have declared their sexual orientation (5.4%), this is a lower proportion than previous years (36.7% in 2022 and 74.2% in 2021). Systems and processes are currently being reviewed to ensure sexual orientation 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.



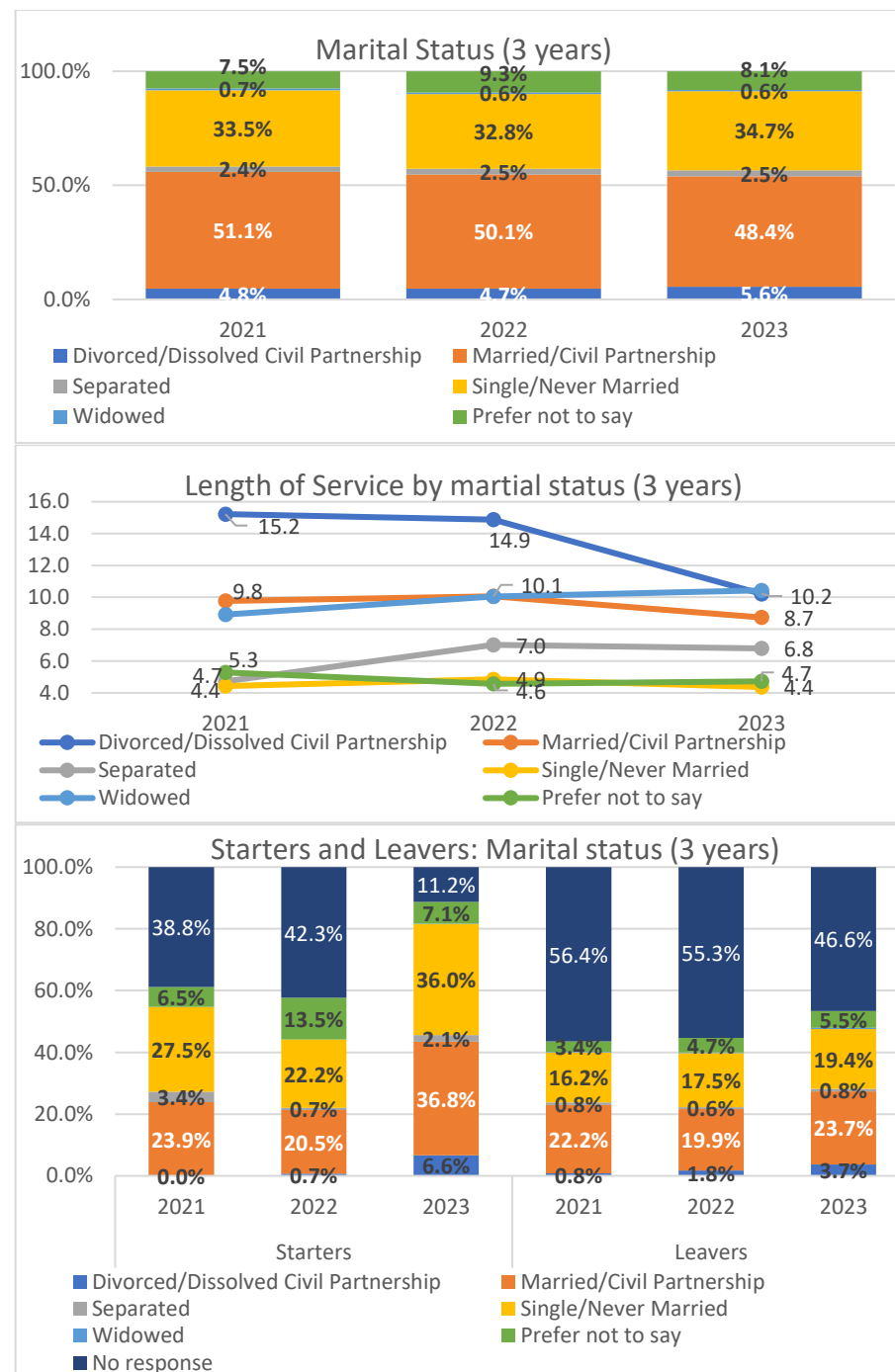
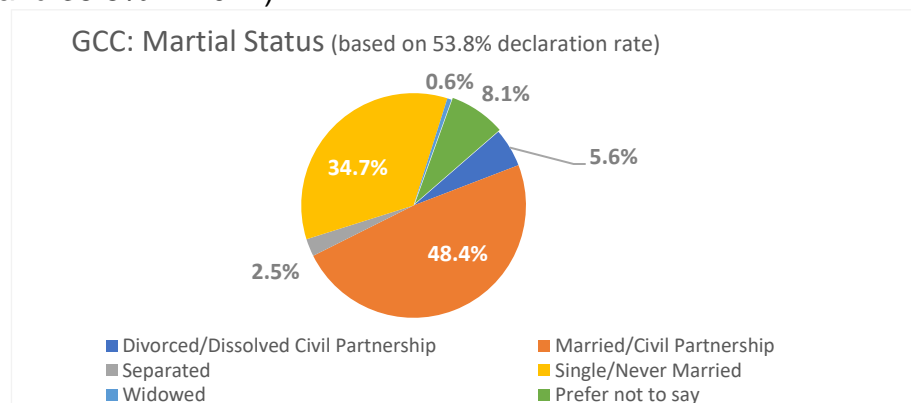
Sexual Orientation (part 2)

- The average years length of service has increased year on year for the last 3 years across all sexual orientation, indicating that a sizable proportion of employees are choosing to stay within GCC.
- Overall, 47.0% of leavers had declared their sexual orientation or chose 'prefer not to say'. 3.1% of all leavers were LGB+, a similar proportion to previous years (3.3% in 2022 and 3.1% in 2021). Voluntary turnover of LGB+ employees (16.7%) is higher than heterosexual employees (11.6%).
- A higher proportion of LGB+ (51.4%) than heterosexual (42.8%) employees have accessed training courses. This may be due to more LGB+ starters accessing induction training.
- 10.0% (3) of staff who have been the subject to formal procedure cases in the last 12 months are LGB+, this is higher than the overall workforce demographic (4.0% LGB+). However, it should be noted that percentages in relation to formal procedure are based on a relatively low number (50), of which 30 staff had declared their sexual orientation.



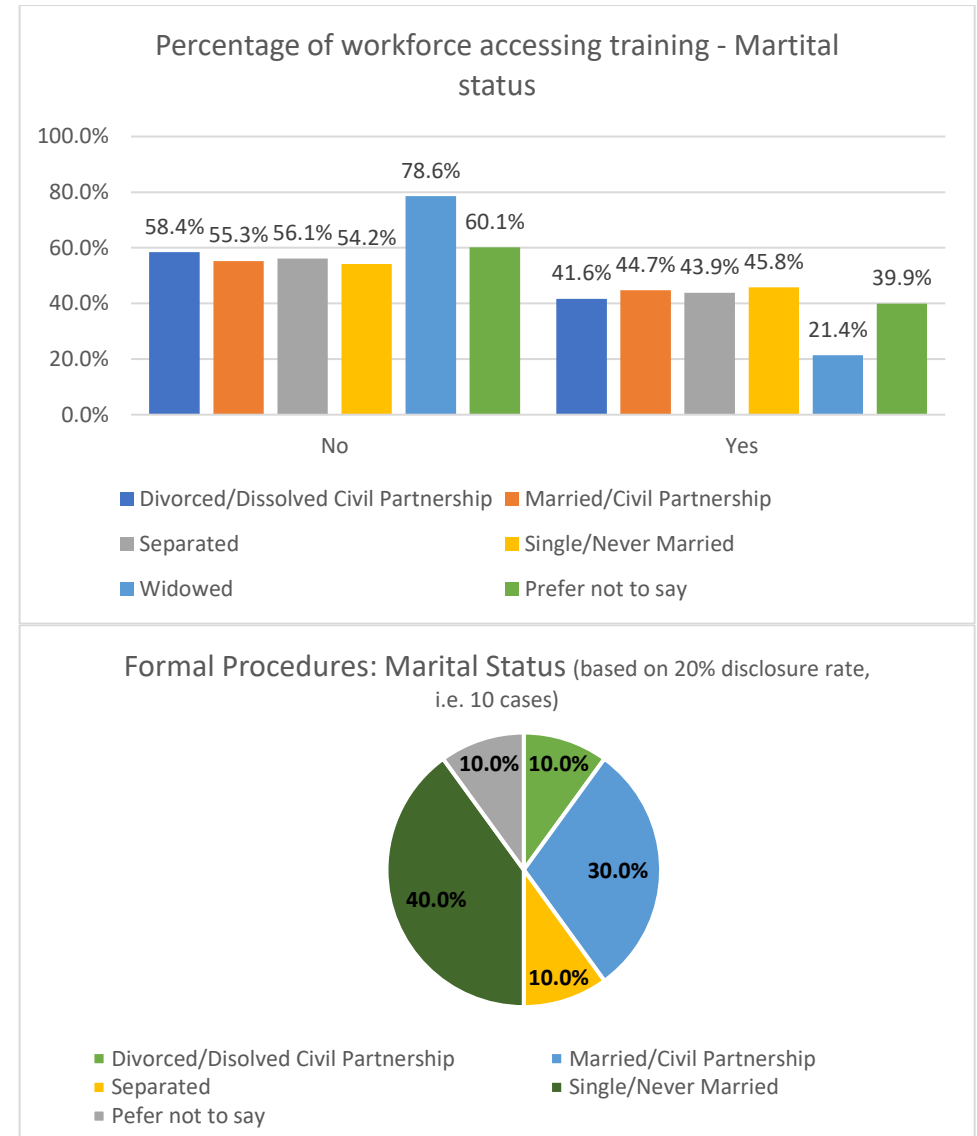
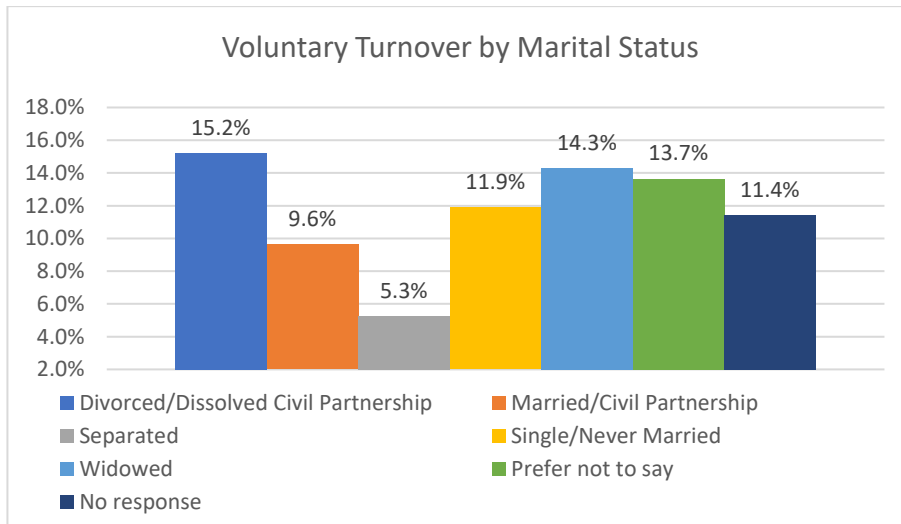
10. Marital status (part 1)

- 53.8% of the workforce have disclosed their marital status or chose 'prefer not to say'. This portion of staff by marital status has remained broadly similar over the last 3 years.
- The proportion of GCC staff who are married/civil partnered (48.4%) is higher than the local population (44.6%), whilst the proportion who are single/never married (34.7%) 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.
- Single/Never married staff have the lowest average length of service, this may be due to a higher proportion being in the lower age brackets and therefore have been of working age for a shorter period.
- A high proportion (88.8%) 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 (42.2% in 2022 and 38.8% in 2021).



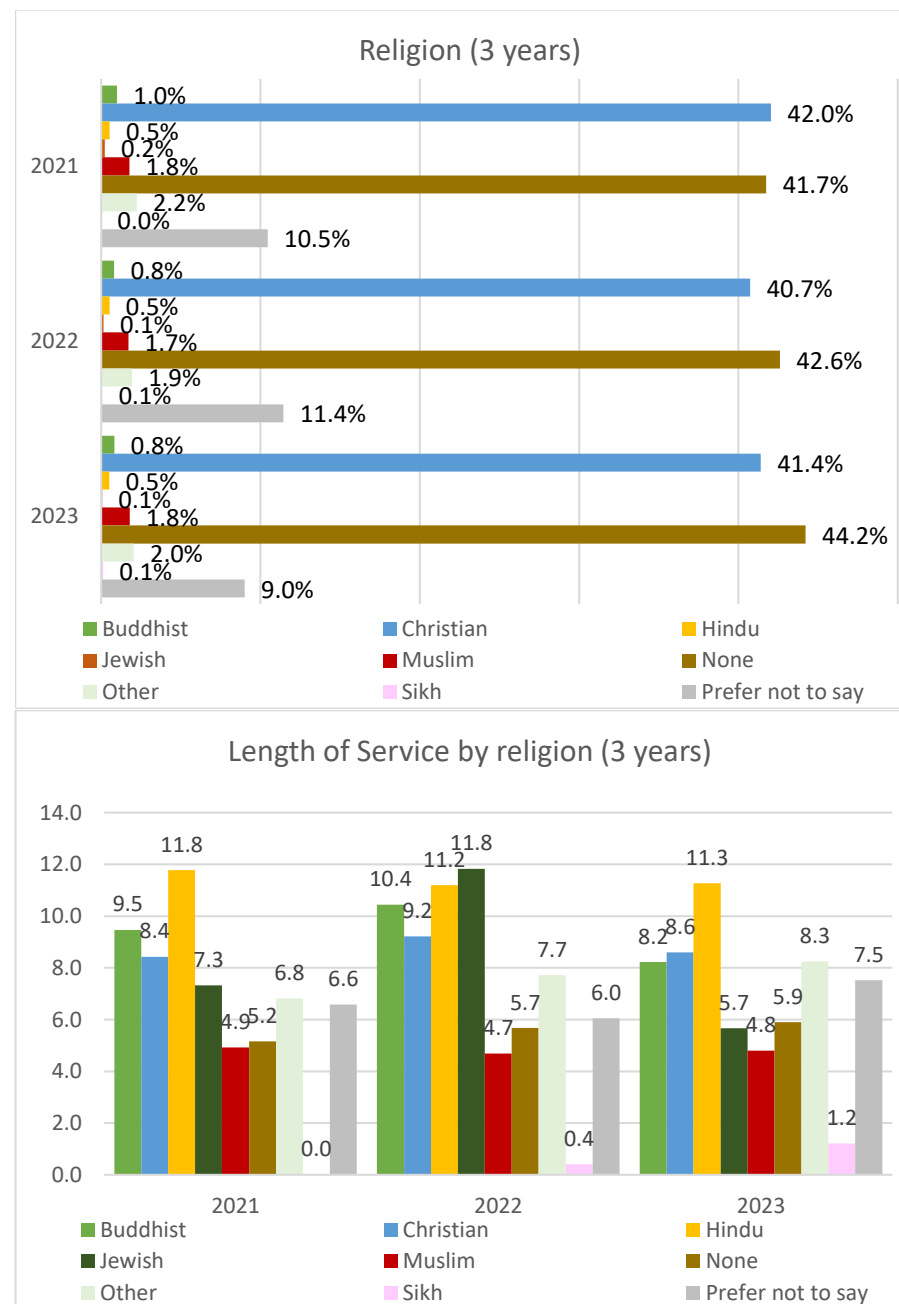
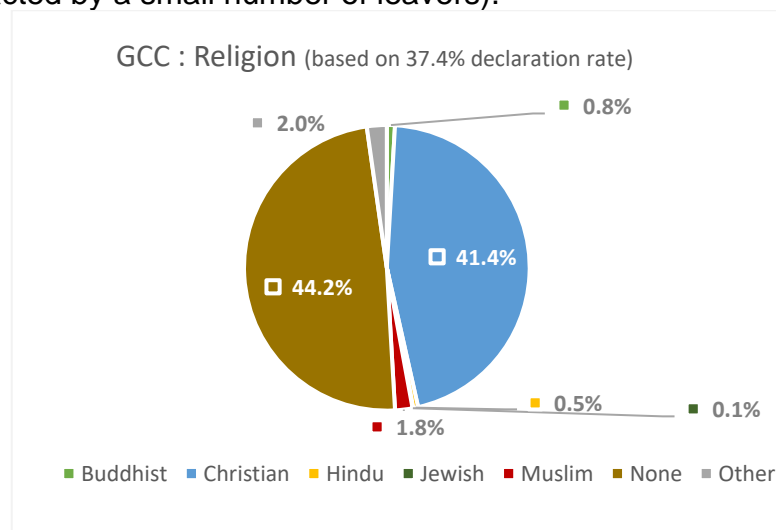
Marriage & Civil Partnership (part 2)

- Voluntary turnover levels fluctuate when looked at by marital status. Voluntary turnover is generally influenced by both external and internal factors.
- The proportion of staff accessing training is relatively consistent for most categories when broken down by marital status.
- It should be noted that percentages in relation to formal procedure are based on a relatively low number (50), of which 10 staff had declared their marital status.



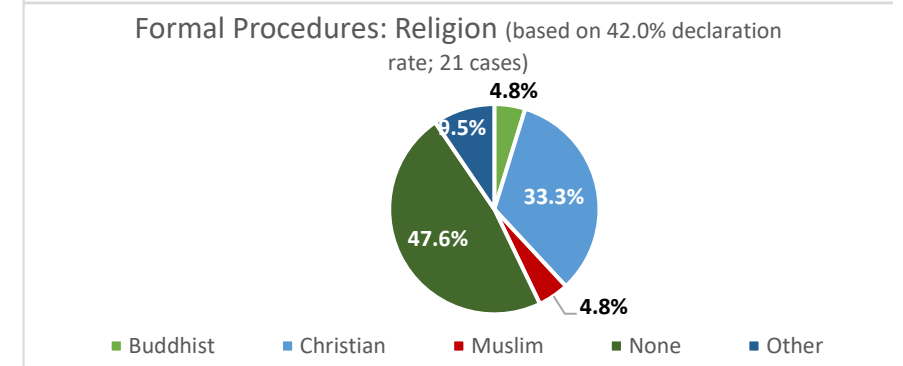
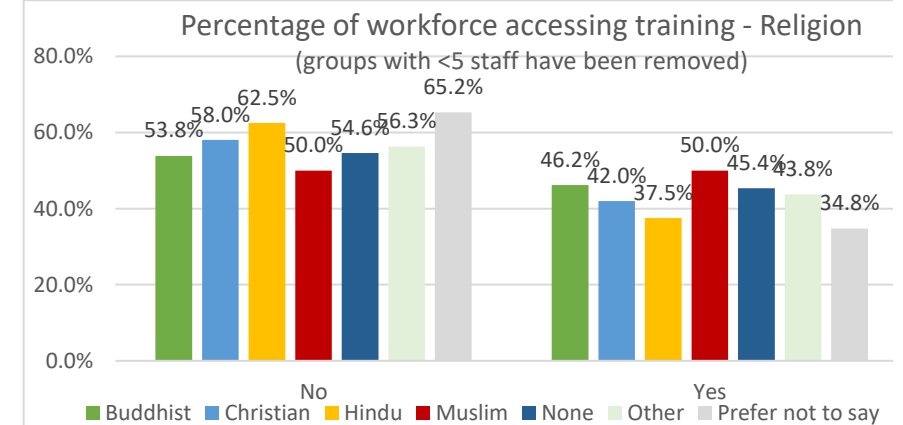
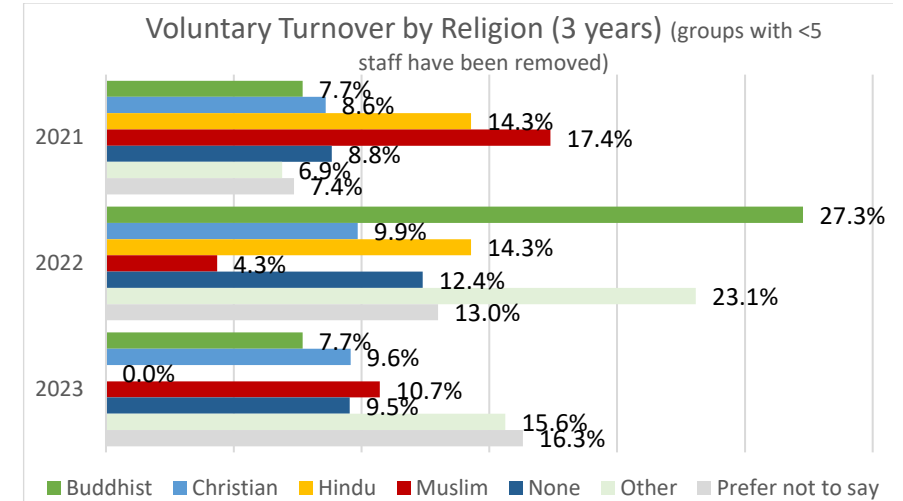
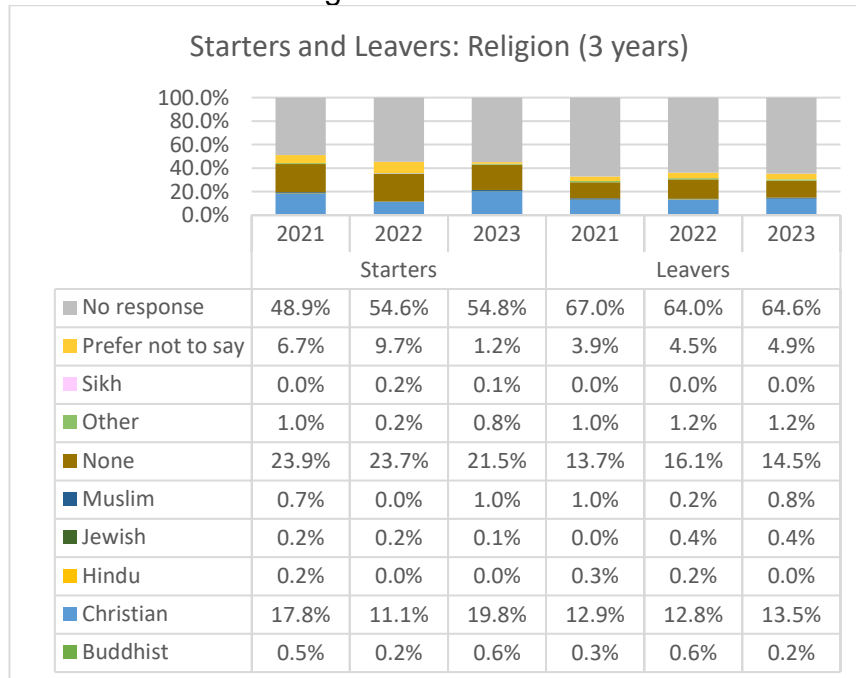
11. Religion and Belief (part 1)

- 37.4% of the workforce have disclosed their religion/belief or chose 'prefer not to say'. 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 41.7% in 2021 to 44.2% in 2023) which follows the trend seen in the county and UK (source: 2021 ONS census).
- The proportion of GCC staff with no religion (44.2%) is higher than the local population (41.4%), whilst the proportion who are Christian (41.4%) is slightly lower compared to the local population (49.2% source: 2021 ONS census).
- The average years length of service change has decreased for those staff declaring their religion/belief as Buddhist and Jewish due to leavers (it should be noted that there are a low number of staff declaring these religions/beliefs and therefore the averages are based on a small number of staff, which can be significantly impacted by a small number of leavers).



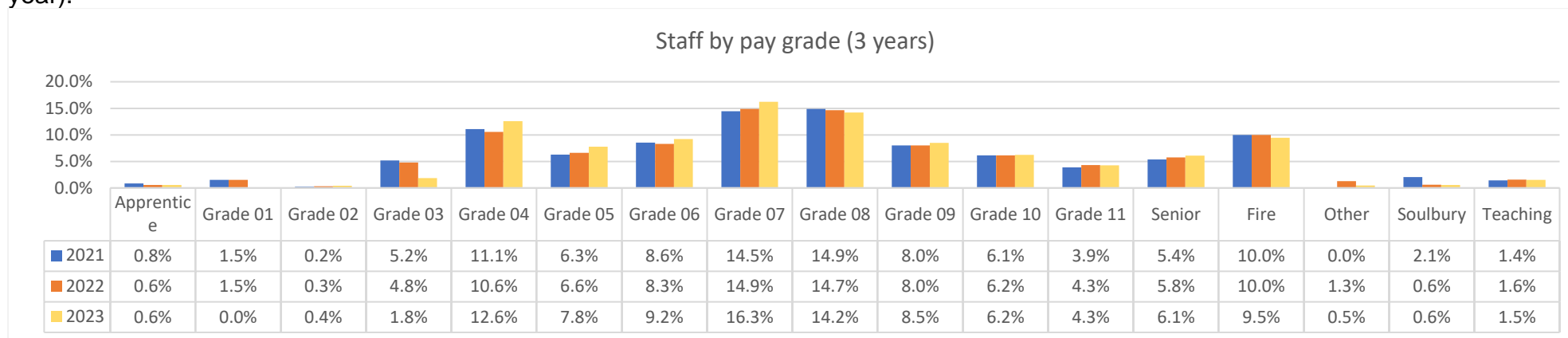
Religion and Belief (part 2)

- The proportion of starters choosing to answer the question regarding their religion/belief has decreased year on year over the last 3 years (from 51.1% in 2021 to 45.2% in 2023).
- Voluntary turnover has fluctuated significantly when examined by religion/belief demographic, however it should be noted that where there are low numbers of staff declaring these religions/beliefs a very small number of leavers can cause significant fluctuation.
- The proportion of staff accessing training is relatively consistent for most categories when shown by religion/belief.
- It should be noted that percentages in relation to formal procedure are based on a relatively low number (50), of which 10 staff had declared their religion/belief.

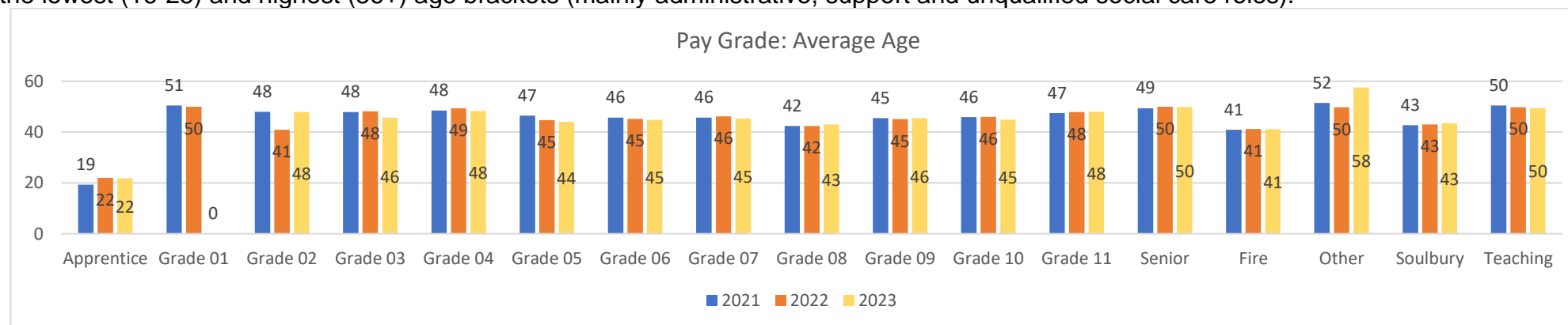


12. Pay Grade Groups (part 1)

- The distribution of staff across the pay grades has remained broadly similar compared to last year. However, there are now no staff in Grade 01 as this Grade was removed with effect April 2023. There is also a lower proportion of staff in Grade 03 (1.8% of the workforce compared to 4.8% last year) and a higher proportion in Grade 04 (12.6% compared to 10.6% last year) and Grade 07 (16.3% compared to 14.9% last year).

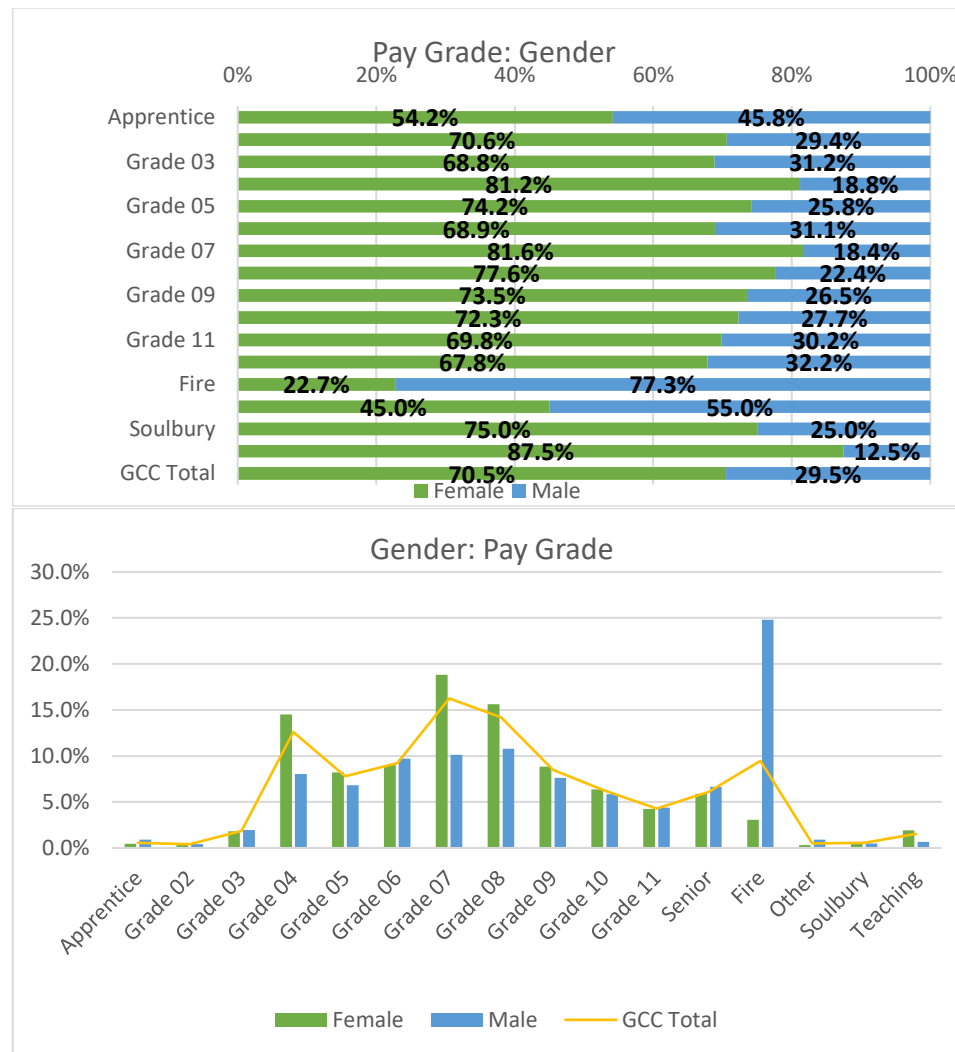
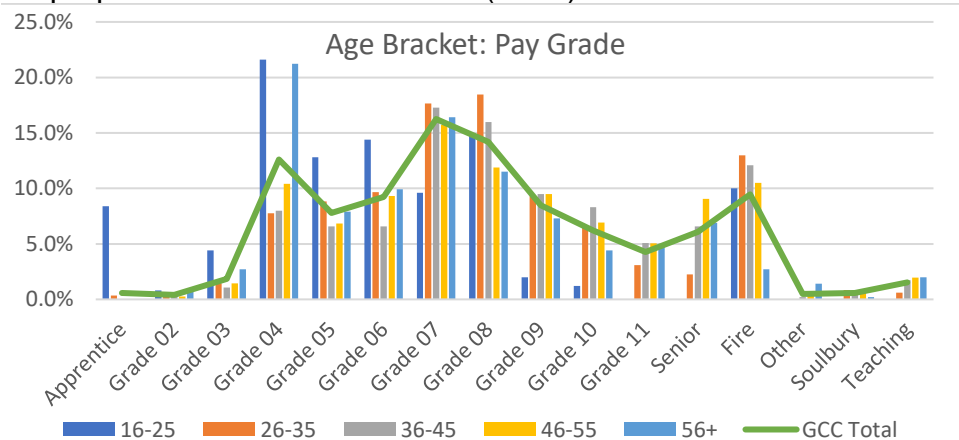


- There is a wide age range within most of the council's pay grade groups. The exceptions being Apprentice grade which are all 16-35 and no staff 16-25 years of age within the Grade 11, Senior, Soulbury or Teaching grades which require experience and training/specialist qualifications which take time to gain. As may be expected, the Apprentice grade has the lowest average age (22) and Senior officer grades have one of the higher average age (50). Operational Fire Fighter grades have the second lowest average age (41) followed by Grade 08 (43). The 'Other' grade category relates to staff who have TUPE'd into the Council, remaining on other terms and conditions; this group has the highest average age of 58. Teaching grades have the joint second highest average age (50). Grade 04 has a high proportion of staff in the lowest (16-25) and highest (56+) age brackets (mainly administrative, support and unqualified social care roles).



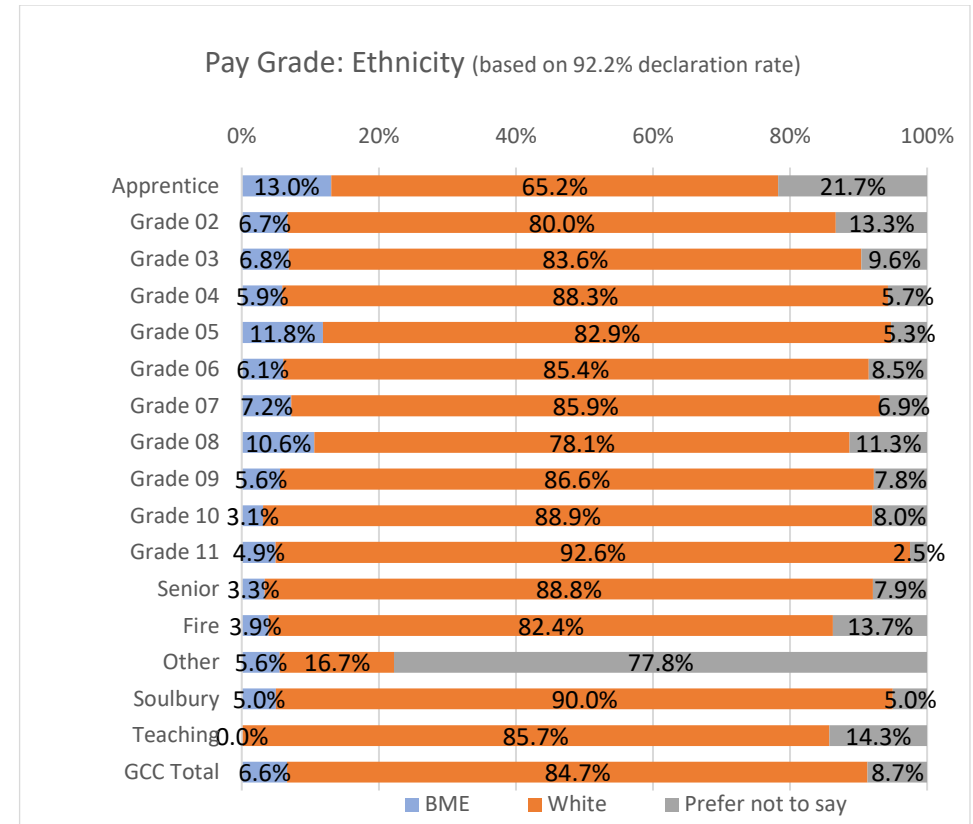
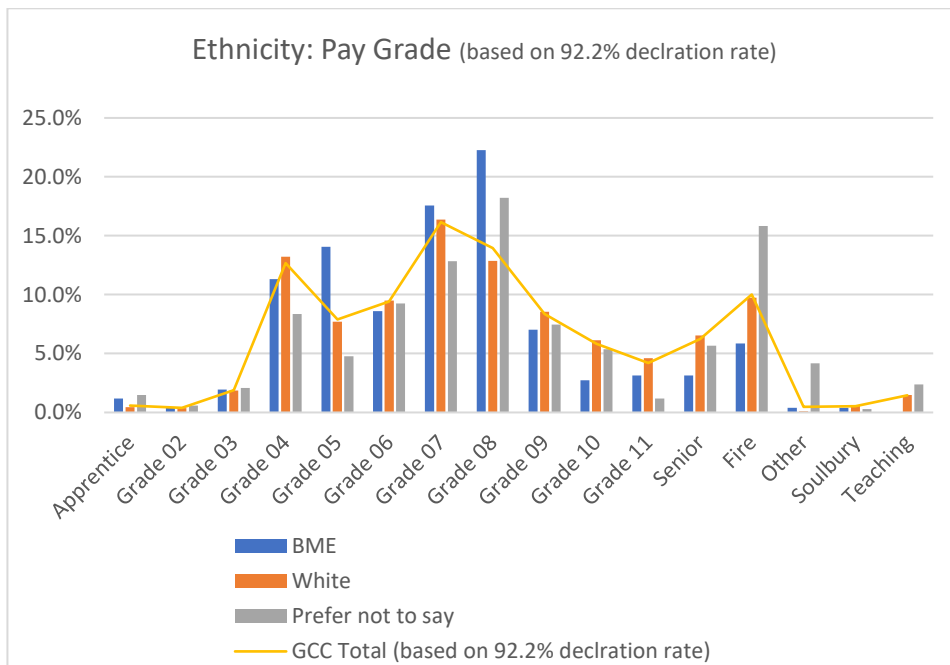
Pay Grade Groups (part 2)

- Grade 04 has a high proportion of staff in the lowest (16-25) and highest (56+) age brackets (mainly administrative, support and unqualified social care roles).
- 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. 67.8% of staff in senior officer grades are women, an increase year on year over the last 3 years (66.8% in 2022 and 64.2% in 2021).
- Operational Fire Fighter grades and 'Other' pay grade (relating to staff who have TUPE'd into the Council, remaining on other terms and conditions) are the only grades with more men than women.
- 34.4% of all female staff are in Grades 07 and Grade 08, compared to 20.9% of male staff. Similarly, 14.5% of female staff are on Grade 04, compared to 8.0% of male staff. However, 6.6% of all male staff are on Senior officer grades, a slightly higher proportion than of female staff (5.9%).



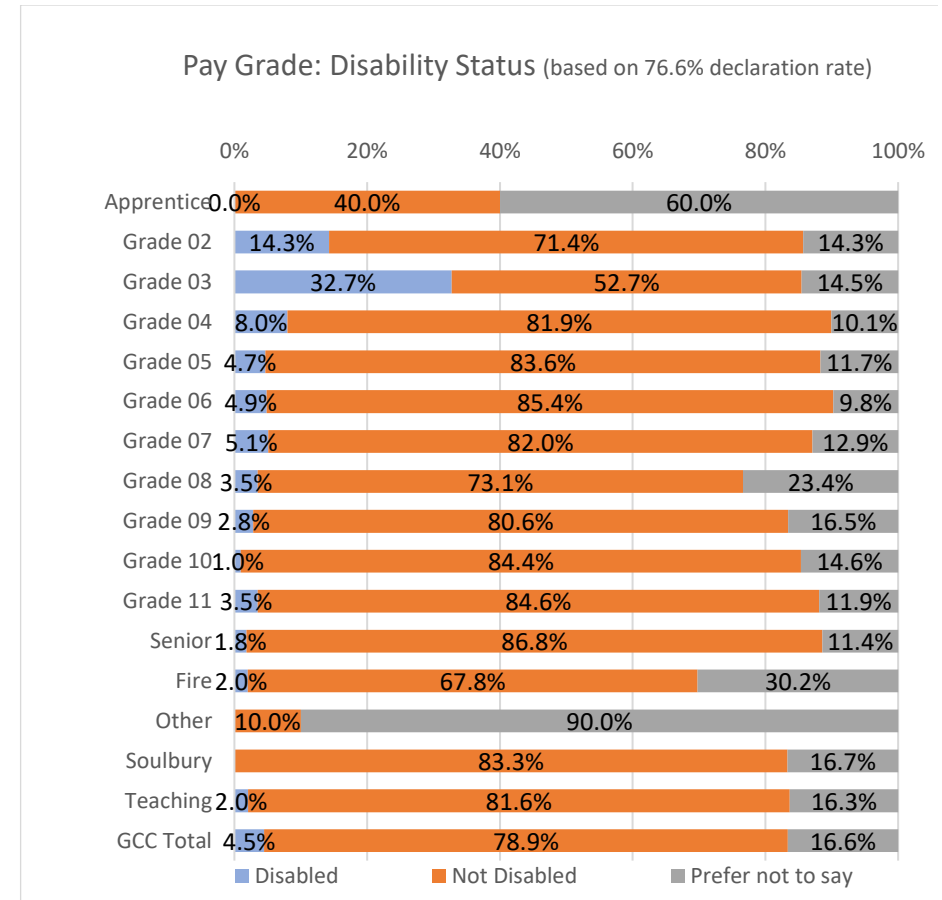
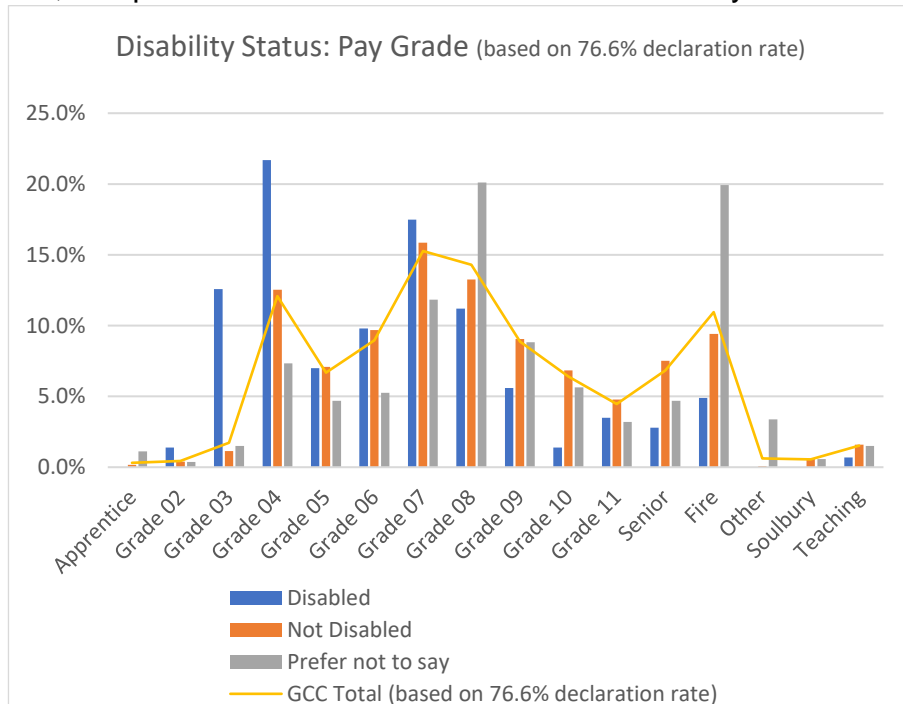
Pay Grade Groups (part 3)

- 92.2% of staff have declared their ethnicity or chosen 'prefer not to say'. Of these, the proportion of staff from a Black, Asian or Minority Ethnic (BME) background is (6.6%).
- There are BME employees represented across almost all pay grade groups including Senior officer grades, the exceptions being Grade 02, Teaching pay grades and Other.
- 3.3% of staff in Senior officer grades are BME, an increase year on year over the last 3 years (2.7% in 2022 and 2.4% in 2021). This equates to 3.1% of all BME staff, compared to 6.5% of all white staff.



Pay Grade Groups (part 2)

- 76.6% of staff have declared their disability status or chosen 'prefer not to say'. Of these 4.5% are disabled.
- Staff with a disability are represented across the pay grade groups, the exceptions being Apprentice grades, Soulbury and Other. Grades 02 and 03 have a higher proportion of disabled staff.
- 1.8% of staff in senior officer grades are Disabled, remaining the same as last year (2022). This equates to 2.8% of all Disabled staff, compared to 7.5% of all staff without a disability.



Pay Grade Groups (part 3)

- 43.2% of staff chose to declare their sexual orientation or chose 'prefer not to say'; 37.4% of the workforce have disclosed their religion/belief or chose 'prefer not to say'; and 58.3% of the workforce have disclosed their marital status or chose 'prefer not to say'. The following tables show these protected characteristics' distribution across the council's pay grades.

	LGB+	Heterosexual	Prefer not to say	GCC Total (Grade)
Apprentice	0.0%	0.2%	0.0%	0.2%
Grade 02	0.0%	0.2%	0.0%	0.2%
Grade 03	0.0%	1.2%	0.1%	1.3%
Grade 04	0.4%	8.8%	1.0%	10.2%
Grade 05	0.2%	6.3%	0.7%	7.2%
Grade 06	0.3%	7.7%	0.9%	8.9%
Grade 07	0.5%	13.4%	1.7%	15.6%
Grade 08	0.9%	11.0%	1.6%	13.5%
Grade 09	0.2%	8.3%	0.9%	9.4%
Grade 10	0.2%	6.1%	0.5%	6.8%
Grade 11	0.3%	3.9%	0.4%	4.7%
Senior	0.4%	6.6%	0.6%	7.6%
Fire	0.6%	11.0%	1.1%	12.7%
Other	0.1%	0.0%	0.0%	0.1%
Soulbury	0.0%	0.5%	0.1%	0.6%
Teaching	0.0%	1.0%	0.2%	1.2%
GCC Total (based on 43.2% declaration rate)	4.0%	86.3%	9.7%	100.0%

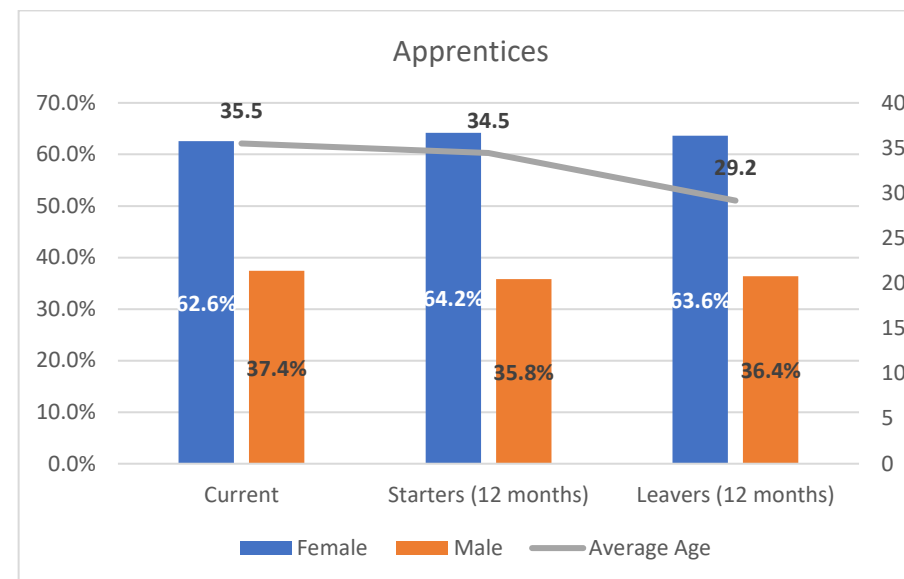
	Buddhist	Christian	Hindu	Jewish	Muslim	None	Other	Sikh	Prefer not to say	GCC Total (Grade)
Apprentice	0.0%	0.1%	0.0%	0.0%	0.1%	0.3%	0.0%	0.0%	0.1%	0.6%
Grade 02	0.0%	0.1%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%	0.3%
Grade 03	0.0%	0.9%	0.0%	0.0%	0.0%	0.4%	0.1%	0.0%	0.1%	1.4%
Grade 04	0.0%	4.8%	0.1%	0.1%	0.2%	4.7%	0.2%	0.0%	1.5%	11.5%
Grade 05	0.2%	3.5%	0.1%	0.0%	0.4%	4.0%	0.2%	0.0%	0.6%	8.9%
Grade 06	0.3%	5.0%	0.0%	0.0%	0.0%	3.2%	0.3%	0.0%	0.5%	9.3%
Grade 07	0.2%	6.8%	0.1%	0.0%	0.3%	8.6%	0.3%	0.0%	1.5%	17.8%
Grade 08	0.0%	5.4%	0.1%	0.0%	0.3%	6.3%	0.1%	0.1%	1.2%	13.5%
Grade 09	0.1%	4.3%	0.1%	0.0%	0.1%	4.5%	0.3%	0.0%	0.9%	10.2%
Grade 10	0.0%	2.1%	0.0%	0.0%	0.1%	2.9%	0.0%	0.0%	0.5%	5.6%
Grade 11	0.0%	1.9%	0.0%	0.0%	0.1%	2.0%	0.1%	0.0%	0.4%	4.5%
Senior	0.0%	3.5%	0.1%	0.0%	0.1%	2.9%	0.0%	0.0%	1.2%	7.7%
Fire	0.1%	2.2%	0.0%	0.0%	0.3%	3.5%	0.4%	0.1%	0.3%	6.8%
Other	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.2%
Soulbury	0.0%	0.2%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.4%
Teaching	0.0%	0.5%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.1%	1.2%
GCC Total (based on 37.4% declaration)	0.8%	41.4%	0.5%	0.1%	1.8%	44.2%	2.0%	0.1%	9.0%	100.0%

	Divorced /Dissolved Civil Partnership	Married/ Civil Partnership	Separated	Single/ Never Married	Widowed	Prefer not to say	GCC Total (Grade)
Apprentice	0.0%	0.0%	0.0%	0.8%	0.0%	0.1%	0.9%
Grade 02	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.3%
Grade 03	0.1%	0.5%	0.2%	0.8%	0.1%	0.2%	1.9%
Grade 04	0.4%	5.3%	0.3%	4.0%	0.0%	1.3%	11.4%
Grade 05	0.6%	4.4%	0.2%	4.0%	0.1%	0.3%	9.5%
Grade 06	0.5%	4.7%	0.2%	4.1%	0.1%	0.7%	10.3%
Grade 07	1.2%	8.3%	0.4%	6.1%	0.0%	1.6%	17.6%
Grade 08	0.4%	6.1%	0.5%	5.8%	0.1%	1.1%	14.1%
Grade 09	0.8%	4.0%	0.1%	3.0%	0.0%	0.8%	8.6%
Grade 10	0.5%	3.0%	0.1%	1.3%	0.0%	0.6%	5.6%
Grade 11	0.3%	2.7%	0.1%	0.7%	0.0%	0.3%	4.1%
Senior	0.4%	4.3%	0.3%	1.0%	0.0%	0.4%	6.4%
Fire	0.2%	3.3%	0.0%	2.8%	0.0%	0.2%	6.6%
Other	0.0%	0.5%	0.0%	0.1%	0.0%	0.1%	0.7%
Soulbury	0.0%	0.3%	0.0%	0.2%	0.0%	0.1%	0.6%
Teaching	0.1%	1.0%	0.0%	0.0%	0.0%	0.2%	1.4%
GCC Total (based on 48.3% declaration rate)	5.6%	48.4%	2.5%	34.7%	0.6%	8.1%	100.0%

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

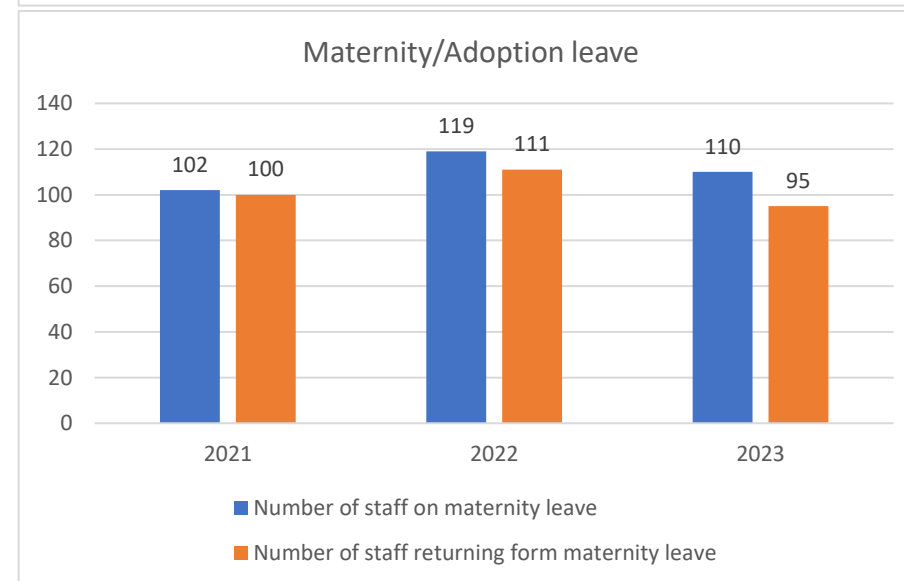
Apprentices:

- There are currently 139 staff on the council's apprenticeship programme. The average age is 35.5 years of age, ranging from 17 to 62. 62.6% are female and 37.4% male.
- In the last 12 months (1st July 2022 to 30th June 2023), 53 staff have started an apprenticeship programme (both new starters to GCC and existing staff). 64.2% are female and 35.8% are male.
- In the last 12 months, 11 staff undertaking an apprenticeship left GCC. 63.6% female and 36.4% male.
- The protected characteristic breakdown for the apprenticeship pay grade group is provided within the previous section of this report.



Family Friendly Leave (Maternity / Adoption / Paternity):

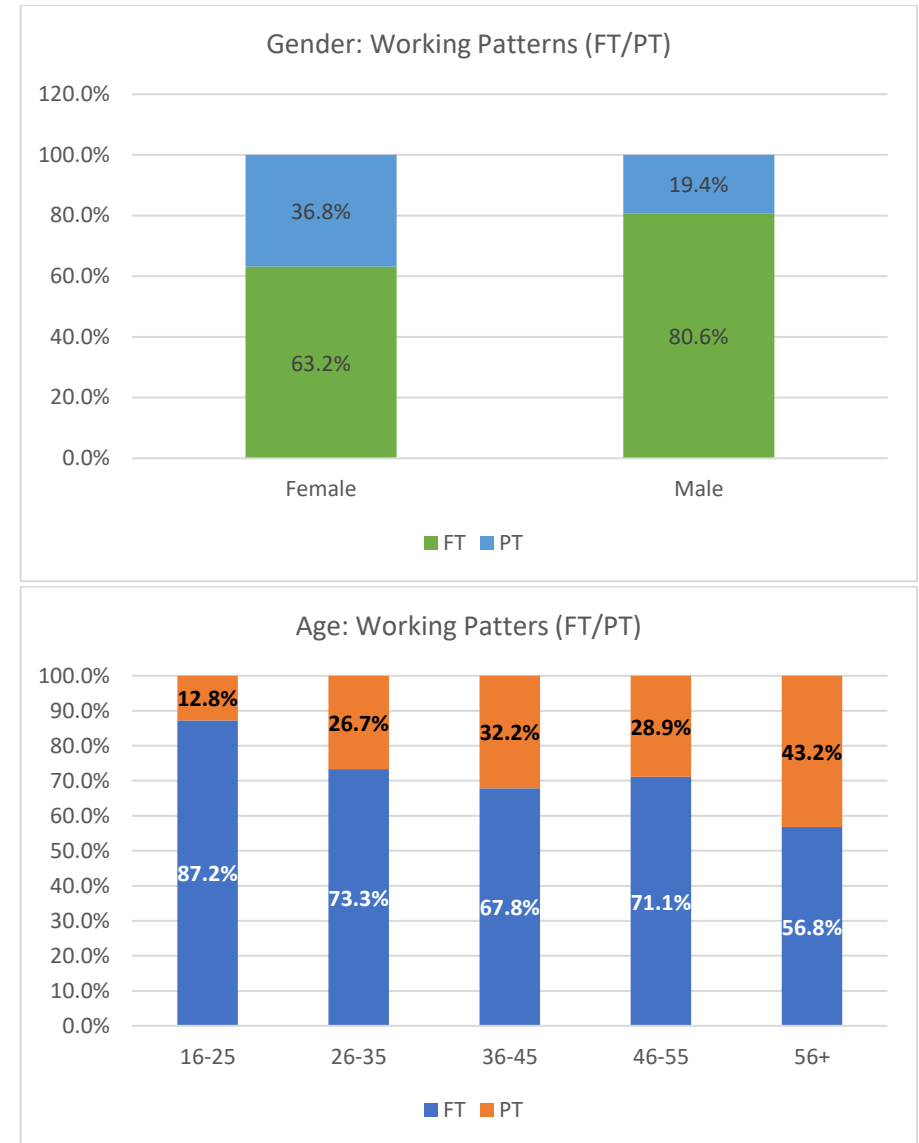
- During the period 1st July 2022 to 30th June 2023, a total of 117 employees were on maternity/adoption leave, a decrease of 2 compared to 119 in 2021/2022.
- 25 employees took paternity leave during the period, in line with the number last year (25).
- 27 employees, who returned from maternity/adoption leave, changed their working hours, in line with the number last year (28). 2 employees (1.7%) chose not to return directly following maternity/adoption leave, and another 2 employees left within 6 months of their return.
- Return rates remain high, and we feel this reflects the wide range of flexible working opportunities available and the support we offer both to employees and to managers to successfully manage the return to work from maternity leave.



Apprentices, 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 (36.8%) compared to male employees (19.4%).
- There are higher proportions of part time workers amongst older employees (43.2% 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 2024 and onwards.

Pay and Reward

There is a higher proportion of employees in Grade 02 and 03 who are disabled, a significant proportion, are employees on the Department of Work and Pensions (DWP) sponsored employability schemes that are aimed at supporting disabled people into employment. The higher proportion of disabled employees in apprenticeship can be attributed to our Disability Confident Level 2 membership which creates a framework for our positive action to proactively recruit disabled employees and guarantee those who meet the minimum criteria and interview. 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). 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 sexuality 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 there is a reduction in the diverse representation of senior roles which will 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. 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 has upgraded our systems through the implementation of Microsoft 365 which provides additional 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.

Formal Procedures

There continues to be a reduction in the overrepresentation of protected groups in our formal case data. It has been acknowledged there is a continued overrepresentation of men in our formal processes therefore further analysis of the types of procedures and reasoning will be undertaken.

Gender Diversity Data

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 2024.

What best describes your gender?

Man

Non-binary

Woman

I use another term: ____

Prefer not to say

- Yes
- No

Appendices – Data Tables

Data tables – Gloucestershire County Council - 3 years comparison

Workforce ED&I 2021 to 2023 Year on Year Comparison 2022 & 2023		2021	2022	2023	Variance YOY 2023 v 2022	Starters 2021 (01/02/20 - 31/01/21)	Starters 2022 (01/02/21 - 31/01/22)	Starters 2023 (01/07/22- 30/06/23)	Variance YOY 2023 v 2022	Leavers 2021 (01/02/20 - 31/01/21)	Leavers 2022 (01/02/21 - 31/01/22)	Leavers 2023 (01/07/22- 30/06/23)	Variance YOY 2023 v 2022
Headcount	GCC	4,043	3,978	4,184	206	415	414	722	308	392	508	511	3
	Adults	1,140	1,083	1,122	39	88	97	200	103	104	147	149	2
	Childrens	1,246	1,208	1,286	78	166	123	228	105	137	151	148	3
	Community Safety/GFRS	506	489	482	-7	61	58	77	19	48	62	57	5
	Corporate Resources	629	648	685	37	41	74	123	49	47	86	97	11
	Economy, Environment & Infrastructure	522	550	609	59	59	62	94	32	56	62	60	2
Gender	Female	69.8%	69.8%	70.5%	0.7%	70.4%	68.8%	69.9%	1.1%	69.6%	70.1%	65.0%	-5.1%
	Male	30.2%	30.2%	29.5%	-0.7%	29.6%	31.2%	30.1%	-1.1%	30.4%	29.9%	35.0%	5.1%
Full time / Part time	Female FT	58.0%	59.4%	63.2%	3.9%	71.6%	66.3%	77.2%	10.9%	49.5%	51.4%	53.6%	2.2%
	Female PT	42.0%	40.6%	36.8%	-3.9%	28.4%	33.7%	22.8%	-10.9%	50.6%	48.6%	46.4%	-2.2%
	Male FT	77.7%	79.3%	80.6%	1.4%	73.2%	79.1%	77.0%	-2.1%	59.7%	67.8%	66.5%	-1.3%
	Male PT	22.3%	20.7%	19.4%	-1.4%	26.8%	20.9%	23.0%	2.1%	40.3%	32.2%	33.5%	1.3%
Age Range	16-25	6.3%	5.8%	6.0%	0.2%	18.3%	19.6%	14.8%	-4.7%	8.7%	10.8%	7.8%	-3.0%
	26-35	18.4%	18.7%	20.1%	1.3%	29.9%	28.5%	28.9%	0.4%	17.1%	20.3%	24.3%	4.0%
	36-45	21.1%	21.3%	22.1%	0.8%	23.1%	22.9%	25.6%	2.7%	15.6%	17.7%	16.2%	-1.5%
	46-55	31.0%	29.5%	28.0%	-1.5%	21.2%	20.5%	21.2%	0.7%	22.2%	19.7%	17.0%	-2.7%
	56+	23.3%	24.6%	23.9%	-0.8%	7.5%	8.5%	9.4%	1.0%	36.5%	31.5%	34.6%	3.1%
Disability	No	81.1%	78.5%	78.9%	0.4%	66.7%	52.3%	65.5%	13.2%	76.9%	78.1%	74.3%	-3.8%
	Yes	4.4%	4.5%	4.5%	0.0%	4.4%	3.2%	8.3%	5.2%	3.3%	3.0%	7.0%	4.0%
	Prefer not to say	14.5%	17.0%	16.6%	-0.4%	29.0%	44.6%	26.2%	-18.4%	19.8%	19.0%	18.8%	-0.2%
	Workforce stated	92.1%	91.9%	76.6%	-15.3%	99.0%	91.1%	11.6%	-79.4%	93.8%	93.3%	78.3%	-15.0%
Ethnicity	Asian	2.2%	2.2%	2.5%	0.3%	2.0%	1.5%	2.8%	1.3%	1.4%	1.7%	1.7%	0.0%
	Black	2.1%	2.0%	1.5%	-0.5%	3.2%	3.2%	2.5%	-0.7%	2.8%	3.4%	3.3%	-0.1%
	Mixed	1.3%	1.5%	1.7%	0.2%	1.7%	1.2%	2.6%	1.4%	1.4%	0.9%	1.7%	0.8%
	Other	0.4%	0.4%	1.0%	0.6%	0.0%	0.2%	1.8%	1.6%	0.0%	0.2%	0.8%	0.6%
	White	85.8%	83.8%	84.7%	0.9%	81.2%	65.7%	87.4%	21.7%	83.4%	83.2%	81.3%	-1.9%
	Prefer not to say	8.2%	10.1%	8.7%	-1.5%	12.0%	28.2%	2.9%	-25.3%	11.1%	10.7%	11.2%	0.6%
	Workforce stated	91.5%	92.4%	92.2%	-0.2%	98.8%	99.3%	90.2%	-9.1%	93.0%	92.3%	94.1%	1.8%
Marriage & Civil Partnership	Divorced/Dissolved Civil Partnership	4.8%	4.7%	5.6%	0.9%	0.0%	1.3%	7.5%	6.2%	1.8%	4.0%	7.0%	3.0%
	Married/Civil Partnership	51.2%	50.1%	48.4%	-1.7%	39.0%	35.6%	41.5%	5.9%	50.9%	44.5%	44.3%	-0.2%
	Separated	2.4%	2.5%	2.5%	0.0%	5.5%	1.3%	2.3%	1.1%	1.8%	1.3%	1.5%	0.1%
	Single/Never Married	33.5%	32.8%	34.7%	2.0%	44.9%	38.5%	40.6%	2.1%	37.3%	39.2%	36.3%	-2.9%
	Widowed	0.7%	0.6%	0.6%	0.0%	0.0%	0.0%	0.2%	0.2%	0.6%	0.4%	0.7%	0.3%
	Prefer not to say	7.5%	9.3%	8.1%	-1.2%	10.6%	23.4%	8.0%	-15.5%	7.7%	10.6%	10.3%	-0.3%
	Workforce stated	41.0%	43.2%	53.8%	10.6%	61.2%	57.7%	88.8%	31.1%	43.6%	44.7%	53.4%	8.7%
Religion	Buddhist	1.1%	0.8%	0.8%	0.0%	0.9%	0.5%	1.2%	0.7%	0.8%	1.6%	0.6%	-1.1%
	Christian	42.0%	40.8%	41.4%	0.6%	34.9%	24.5%	43.9%	19.4%	39.1%	35.5%	38.1%	2.6%
	Hindu	0.5%	0.5%	0.5%	0.0%	0.5%	0.0%	0.0%	0.0%	0.8%	0.5%	0.0%	-0.5%
	Jewish	0.2%	0.2%	0.1%	-0.1%	0.5%	0.5%	0.3%	-0.2%	0.0%	1.1%	1.1%	0.0%
	Muslim	1.8%	1.7%	1.8%	0.1%	1.4%	0.0%	2.1%	2.1%	3.1%	0.5%	2.2%	1.7%
	None	41.7%	42.6%	44.2%	1.6%	46.7%	52.1%	47.5%	-4.6%	41.4%	44.8%	40.9%	-3.9%
	Other	2.2%	1.9%	2.0%	0.1%	1.9%	0.5%	1.8%	1.3%	3.1%	3.3%	3.3%	0.0%
	Sikh	0.0%	0.0%	0.1%	0.1%	0.0%	0.5%	0.3%	-0.2%	0.0%	0.0%	0.0%	0.0%
	Prefer not to say	10.5%	11.5%	0.1%	-11.3%	13.2%	21.3%	2.8%	-18.5%	11.7%	12.6%	13.8%	1.2%
	Workforce stated	32.2%	33.8%	37.4%	3.6%	51.1%	45.4%	45.2%	-0.3%	33.0%	36.0%	35.4%	-0.6%
Sexual Orientation	Bi-sexual	1.5%	1.6%	1.6%	0.0%	2.9%	3.3%	2.6%	-0.7%	1.8%	2.6%	2.5%	-0.1%
	Gay	1.8%	1.6%	1.3%	-0.3%	1.3%	0.7%	0.0%	-0.7%	2.2%	2.0%	2.9%	0.9%
	Lesbian	1.0%	1.1%	1.1%	0.0%	1.0%	2.0%	2.6%	0.6%	82.5%	82.8%	1.3%	-2.0%
	Heterosexual	86.4%	86.5%	86.3%	-0.2%	85.4%	80.9%	87.2%	6.3%	1.3%	1.0%	80.8%	0.3%
	Prefer not to say	9.2%	9.3%	9.7%	0.5%	9.4%	13.2%	7.7%	-5.5%	12.1%	11.6%	12.5%	0.9%
	Workforce stated	54.5%	52.1%	43.2%	-8.9%	74.2%	36.7%	5.4%	-31.3%	57.5%	59.6%	47.0%	-12.7%

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

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

GFRS Workforce Diversity 2021 to 2023 Year on Year Comparison		2021	2022	2023	Variance YOY 2023 v 2022	Starters 2021 (01/02/20 - 31/01/21)	Starters 2022 (01/02/21 - 31/01/22)	Starters 2023 (01/07/22 - 30/06/23)	Variance YOY 2023 v 2022	Leavers 2021 (01/02/20 - 31/01/21)	Leavers 2022 (01/02/21 - 31/01/22)	Leavers 2023 (01/07/22 - 30/06/23)	Variance YOY 2023 v 2022
		Number											
Headcount	GFRS	464	450	450	0	61	56	75	19	47	60	56	-4
Gender	Male	77.2%	74.4%	72.9%	-1.6%	72.7%	62.5%	69.3%	6.8%	80.9%	81.7%	71.4%	-10.2%
	Female	22.8%	25.6%	27.1%	1.6%	27.3%	37.5%	30.7%	-6.8%	19.1%	18.3%	28.6%	10.2%
Full time / Part time	Male FT	58.2%	62.1%	62.2%	0.1%	42.5%	45.7%	50.0%	4.3%	39.5%	38.8%	45.0%	6.2%
	Male PT	41.8%	37.9%	37.8%	-0.1%	57.5%	54.3%	50.0%	-4.3%	60.5%	61.2%	55.0%	-6.2%
	Female FT	68.9%	73.9%	72.1%	-1.8%	26.7%	81.0%	73.9%	-7.0%	33.3%	63.6%	56.3%	-7.4%
	Female PT	31.1%	26.1%	27.9%	1.8%	73.3%	19.0%	26.1%	7.0%	66.7%	36.4%	43.8%	7.4%
Age Range	16-25	7.1%	6.0%	6.4%	0.4%	14.5%	19.6%	16.0%	-3.6%	2.1%	15.0%	7.1%	-7.9%
	26-35	22.8%	24.7%	25.6%	0.9%	38.2%	44.6%	32.0%	-12.6%	27.7%	18.3%	26.8%	8.5%
	36-45	27.2%	25.3%	26.0%	0.7%	29.1%	19.6%	25.3%	5.7%	19.1%	25.0%	23.2%	-1.8%
	46-55	34.3%	34.2%	31.1%	-3.1%	14.5%	14.3%	18.7%	4.4%	44.7%	31.7%	23.2%	-8.5%
	56+	8.6%	9.8%	10.9%	1.1%	3.6%	1.8%	8.0%	6.2%	6.4%	10.0%	19.6%	9.6%
Ethnicity	Asian	0.7%	0.5%	0.9%	0.5%	0.0%	0.0%	2.9%	2.9%	0.0%	1.7%	0.0%	-1.7%
	Black	0.4%	0.5%	0.5%	0.0%	0.0%	1.8%	1.4%	-0.3%	0.0%	1.7%	0.0%	-1.7%
	Mixed	1.3%	1.6%	1.4%	-0.2%	1.7%	1.8%	1.4%	-0.3%	0.0%	1.7%	0.0%	-1.7%
	Other	0.2%	0.2%	0.7%	0.5%	78.3%	78.6%	85.5%	6.9%	0.0%	0.0%	0.0%	0.0%
	White	78.1%	78.4%	83.3%	4.9%	20.0%	17.9%	8.7%	-9.2%	76.1%	77.6%	79.6%	2.0%
	Prefer not to say	19.2%	18.9%	13.3%	-5.5%	98.4%	100.0%	92.0%	-8.0%	23.9%	17.2%	20.4%	3.1%
	Workforce stated	96.3%	96.7%	96.9%	0.2%	76.4%	82.1%		-82.1%	97.9%	96.7%	96.4%	-0.2%
Disability	No	65.4%	62.6%	67.5%	4.9%	35.0%	42.9%	61.1%	18.3%	50.0%	61.0%	69.6%	8.5%
	Yes	1.5%	2.0%	2.3%	0.3%	5.0%	1.8%	0.0%	-1.8%	2.2%	0.0%	4.3%	4.3%
	Prefer not to say	33.0%	35.4%	30.2%	-5.2%	60.0%	55.4%	38.9%	-16.5%	47.8%	39.0%	26.1%	-12.9%
	Workforce stated	97.8%	98.0%	86.2%	-11.8%	98.4%	100.0%	24.0%	-76.0%	97.9%	98.3%	82.1%	-16.2%
Sexual Orientation	Bi-sexual	1.1%	1.5%	2.4%	0.9%	1.9%	2.5%	4.3%	1.8%	0.0%	0.0%	3.3%	3.3%
	Gay	0.4%	0.4%	0.4%	0.0%	0.0%	2.5%	0.0%	-2.5%	0.0%	2.5%	0.0%	-2.5%
	Lesbian	0.7%	1.5%	1.6%	-1.7%	0.0%	5.0%	4.3%	-0.7%	0.0%	2.5%	6.7%	4.2%
	Heterosexual	88.3%	88.0%	86.3%	0.1%	98.1%	85.0%	87.0%	2.0%	85.3%	87.5%	83.3%	-4.2%
	Prefer not to say	9.5%	8.6%	9.4%	0.8%	0.0%	5.0%	4.3%	-0.7%	14.7%	7.5%	6.7%	-0.8%
	Workforce stated	59.1%	59.3%	56.7%	-2.7%	85.2%	71.4%	30.7%	-40.8%	72.3%	66.7%	53.6%	-13.1%
Marriage & Civil Partnership	Divorced/Dissolved Civil Partnership	4.6%	4.9%	3.3%	-1.7%	0.0%	0.0%	3.6%	3.6%	0.0%	22.2%	11.1%	-11.1%
	Married/Civil Partnership	70.1%	67.9%	53.3%	-14.6%	58.3%	16.7%	46.4%	29.8%	71.4%	44.4%	55.6%	11.1%
	Separated	1.1%	1.2%	0.5%	-0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Single/Never Married	19.5%	19.8%	38.0%	18.3%	41.7%	50.0%	42.9%	-7.1%	14.3%	22.2%	33.3%	11.1%
	Widowed	1.1%	1.2%	1.6%	0.4%	0.0%	0.0%	1.8%	1.8%	0.0%	0.0%	0.0%	0.0%
	Prefer not to say	3.4%	4.9%	3.3%	-1.7%	0.0%	33.3%	5.4%	-28.0%	14.3%	11.1%	0.0%	-11.1%
	Workforce stated	18.8%	18.0%	40.9%	22.9%	19.7%	10.7%	74.7%	64.0%	14.9%	15.0%	32.1%	17.1%
Religion	Buddhist	5.7%	4.1%	1.6%	-2.5%	11.1%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	-11.1%
	Christian	43.4%	38.8%	35.0%	-3.8%	44.4%	0.0%	32.0%	32.0%	25.0%	33.3%	42.9%	9.5%
	Hindu	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Jewish	1.9%	2.0%	0.0%	-2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	14.3%
	Muslim	3.8%	2.0%	3.3%	1.2%	0.0%	0.0%	8.0%	8.0%	0.0%	11.1%	0.0%	-11.1%
	None	30.2%	36.7%	49.6%	12.9%	44.4%	80.0%	56.0%	-24.0%	25.0%	33.3%	14.3%	-19.0%
	Other	3.8%	4.1%	4.9%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Sikh	0.0%	0.0%	0.8%	0.8%	0.0%	0.0%	4.0%	4.0%	0.0%	0.0%	0.0%	0.0%
	Prefer not to say	11.3%	12.2%	4.9%	-7.4%	0.0%	20.0%	0.0%	-20.0%	50.0%	11.1%	28.6%	17.5%
	Workforce stated	11.4%	10.9%	27.3%	16.4%	14.8%	8.9%	33.3%	24.4%	8.5%	15.0%	12.5%	-2.5%

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

Data Tables – Workforce

Headcount by Directorate

Staff by Directorate	2021		2022		2023		Variance YoY 2023 v 2022
	Number	%	Number	%	Number	%	
Adults	1140	28.2%	1083	27.2%	1122	26.8%	-0.4%
Children	1246	30.8%	1208	30.4%	1286	30.7%	0.4%
Community Safety & GFRS	505	12.5%	489	12.3%	482	11.5%	-0.8%
Corporate Resources	629	15.6%	648	16.3%	685	16.4%	0.1%
Economy, Environment & Infrastructure	522	12.9%	550	13.8%	609	14.6%	0.7%
Total	4042	100.0%	3978	100.0%	4184	100.0%	

Turnover 3 years and Length of Service tables

	2021	2022	2023			2021	2022	2023	
Headcount	4042	3978	4184		Headcount	4042	3978	4184	
Voluntary Leavers	351	459	468		Average Length of Service	9.96	10.06	9.45	
Voluntary Turnover (%)	8.7%	11.5%	11.2%						

Formal Procedure (Cases) Reason

	2021	2022	2023	Percentage of GCC staff 2023
Absence	23.4%	23.6%	30.0%	0.4%
Absence/Capability	2.1%	3.6%	2.0%	0.0%
Absence/Conduct	0.0%	5.5%	4.0%	0.0%
Capability	6.4%	12.7%	14.0%	0.2%
Capability/Conduct	14.9%	5.5%	2.0%	0.0%
Conduct	53.2%	49.1%	48.0%	0.6%
Total Formal Procedures (Cases)	47	55	50	1.2%

Data Tables – Gender

Directorate: Gender	2021		2022		2023	
Adults	1140		1083		1122	
Female	912	80.0%	852	78.7%	890	79.3%
Male	228	20.0%	231	21.3%	232	20.7%
Children	1246		1208		1286	
Female	1060	85.1%	1024	84.8%	1096	85.2%
Male	186	14.9%	184	15.2%	190	14.8%
Community Safety & GFRS	505		489		482	
Female	127	25.1%	135	27.6%	137	28.4%
Male	378	74.9%	354	72.4%	345	71.6%
Corporate Resources	629		648		685	
Female	404	64.2%	420	64.8%	448	65.4%
Male	225	35.8%	228	35.2%	237	34.6%
E.E.I	522		550		609	
Female	319	61.1%	345	62.7%	379	62.2%
Male	203	38.9%	205	37.3%	230	37.8%
GCC Total	4042		3978		4184	
Female	2822	69.8%	2776	69.8%	2950	70.5%
Male	1220	30.2%	1202	30.2%	1234	29.5%

Voluntary Turnover		2021	2022	2023
Female	Headcount	2822	2776	2950
	Voluntary Leavers	246	332	308
	Voluntary Turnover	8.7%	12.0%	10.4%
Male	Headcount	1220	1202	1234
	Voluntary Leavers	105	127	160
	Voluntary Leavers	8.6%	10.6%	13.0%
GCC Total	Headcount	4042	3978	4184
	Voluntary Leavers	351	459	468
	Voluntary Leavers	8.7%	11.5%	11.2%

FT/PT hrs: Gender	2021		2022		2023	
Full Time	2584		2601		2860	
Female	1636	63.3%	1648	63.4%	1865	65.2%
Male	948	36.7%	953	36.6%	995	34.8%
Part Time	1458		1377		1324	
Female	1186	81.3%	1128	81.9%	1085	81.9%
Male	272	18.7%	249	18.1%	239	18.1%
GCC Total	4042		3978		4184	
Full Time	2584	63.9%	2601	65.4%	2860	68.4%
Part Time	1458	36.1%	1377	34.6%	1324	31.6%

Gender:	2021		2022		2023		Population of Gloucestershire (2021 Census)
Female	2822	69.8%	2776	69.8%	2950	70.5%	51.1%
Male	1220	30.2%	1202	30.2%	1234	29.5%	48.9%

Average Length of Service: Gender	2021	2022	2023
Female	9.9	10.0	9.4
Male	10.1	10.3	9.6
GCC Average	10.0	10.1	9.5

Data Tables – Age

Age Bracket:	2021		2022		2023		YoY change (2023 v 2022)	Working Age Population of Gloucestershire (%) (2021 Census)	GCC to Population of Gloucestershire variance
16-25	254	6.3%	231	5.8%	250	6.0%	0.2%	16.8%	-10.8%
26-35	743	18.4%	745	18.7%	839	20.1%	1.3%	19.1%	1.0%
36-45	852	21.1%	849	21.3%	926	22.1%	0.8%	19.0%	3.1%
46-55	1252	31.0%	1173	29.5%	1170	28.0%	-1.5%	22.1%	5.9%
56+	941	23.3%	980	24.6%	999	23.9%	-0.8%	23.1%	0.8%
GCC Total	4042	100.0%	3978	100.0%	4184	100.0%		100.0%	

Voluntary Turnover		2021	2022	2023
16-25	Headcount	254	231	250
	Voluntary Leavers	25	39	36
	Voluntary Turnover	9.8%	16.9%	14.4%
26-35	Headcount	743	745	839
	Voluntary Leavers	58	99	118
	Voluntary Leavers	7.8%	13.3%	14.1%
36-45	Headcount	852	849	926
	Voluntary Leavers	56	83	75
	Voluntary Leavers	6.6%	9.8%	8.1%
46-55	Headcount	1252	1173	1170
	Voluntary Leavers	76	98	80
	Voluntary Leavers	6.1%	8.4%	6.8%
56+	Headcount	941	980	999
	Voluntary Leavers	136	140	159
	Voluntary Leavers	14.5%	14.3%	15.9%
GCC Total	Headcount	4042	3978	4184
	Voluntary Leavers	351	459	468
	Voluntary Leavers	8.7%	11.5%	11.2%

Average Length of Service: Age	2021	2022	2023	YoY Change (2023 v 2022)
16-25	1.8	2.0	1.9	-0.1
26-35	3.9	4.1	3.9	-0.2
36-45	8.3	8.3	7.6	-0.7
46-55	12.5	12.5	11.8	-0.7
56+	15.1	15.1	15.0	-0.1
GCC Total	10.0	10.1	9.5	-0.6

Age: Starters & Contract Type	Fixed Term		Permanent		Total Starters
16-25	37	20.2%	70	13.0%	107
26-35	53	29.0%	156	28.9%	209
36-45	47	25.7%	138	25.6%	185
46-55	24	13.1%	129	23.9%	153
56+	22	12.0%	46	8.5%	68
GCC Total	183	100.0%	539	100.0%	722

Data Tables – Ethnicity

Ethnicity	2021		2022		2023		YoY change (2023 v 2022)	Population of Gloucestershire (%) (2021 Census)	GCC to Population of Gloucestershire variance
Asian	81	2.2%	81	2.2%	95	2.5%	0.3%	2.9%	-0.4%
Black	76	2.1%	73	2.0%	58	1.5%	-0.5%	1.2%	0.3%
Mixed	49	1.3%	54	1.5%	64	1.7%	0.2%	2.2%	-0.5%
Other	16	0.4%	16	0.4%	39	1.0%	0.6%	0.7%	0.3%
White	3175	85.8%	3078	83.8%	3266	84.7%	0.9%	93.1%	-8.4%
Prefer not to say	302	8.2%	373	10.1%	335	8.7%	-1.5%	N/A	N/A
GCC Total	4042		3978		4184			N/A	N/A
<i>Declared Ethnicity</i>	3699	91.5%	3675	92.4%	3857	92.2%	-0.2%	100.0%	

Voluntary Turnover		2021	2022	2023
BME	Headcount	222	224	256
	Voluntary Leavers	18	25	31
	Voluntary Turnover	8.1%	11.2%	12.1%
White	Headcount	3175	3078	3266
	Voluntary Leavers	275	349	361
	Voluntary Leavers	8.7%	11.3%	11.1%
Prefer not to say	Headcount	302	373	335
	Voluntary Leavers	31	49	46
	Voluntary Leavers	10.3%	13.1%	13.7%
No response	Headcount	343	303	327
	Voluntary Leavers	27	36	30
	Voluntary Leavers	7.9%	11.9%	9.2%
GCC Total	Headcount	4042	3978	4184
	Voluntary Leavers	351	459	468
	Voluntary Leavers	8.7%	11.5%	11.2%

Average Length of Service: Ethnicity	2021	2022	2023	YoY Change (2023 v 2022)
BME	8.7	8.9	8.0	-0.9
White	11.0	11.2	10.3	-0.9
Prefer not to say	5.7	4.9	5.7	0.9
No response	4.9	5.8	5.9	0.1
GCC Total	9.96	10.06	9.45	-0.61

Data tables – Disability

Directorate: Disability Status	2021		2022		2023		YoY change (2023 v 2022)
Adults	1140		1083		1122		
Disabled	83	7.9%	81	8.2%	68	8.0%	-0.2%
Not Disabled	888	84.8%	829	83.5%	710	83.1%	-0.3%
Prefer not to say	76	7.3%	83	8.4%	76	8.9%	0.5%
<i>Declared Disability Status</i>	<i>1047</i>	<i>91.8%</i>	<i>993</i>	<i>91.7%</i>	<i>854</i>	<i>76.1%</i>	<i>-15.6%</i>
Children	1246		1208		1286		
Disabled	37	3.4%	33	3.1%	34	3.6%	0.5%
Not Disabled	870	79.0%	806	75.3%	708	75.1%	-0.2%
Prefer not to say	194	17.6%	231	21.6%	201	21.3%	-0.3%
<i>Declared Disability Status</i>	<i>1101</i>	<i>88.4%</i>	<i>1070</i>	<i>88.6%</i>	<i>943</i>	<i>73.3%</i>	<i>-15.2%</i>
Community Safety & GFRS	505		489		482		
Disabled	9	1.8%	11	2.3%	10	2.4%	0.1%
Not Disabled	330	66.9%	308	64.3%	286	68.6%	4.3%
Prefer not to say	154	31.2%	160	33.4%	121	29.0%	-4.4%
<i>Declared Disability Status</i>	<i>493</i>	<i>97.6%</i>	<i>479</i>	<i>98.0%</i>	<i>417</i>	<i>86.5%</i>	<i>-11.4%</i>
Corporate Resources	629		648		685		
Disabled	21	3.5%	21	3.4%	15	2.8%	-0.6%
Not Disabled	540	90.0%	525	85.8%	466	86.5%	0.7%
Prefer not to say	39	6.5%	66	10.8%	58	10.8%	0.0%
<i>Declared Disability Status</i>	<i>600</i>	<i>95.4%</i>	<i>612</i>	<i>94.4%</i>	<i>539</i>	<i>78.7%</i>	<i>-15.8%</i>
E.E.I	522		550		609		
Disabled	14	2.9%	17	3.4%	16	3.6%	0.2%
Not Disabled	391	81.0%	400	80.0%	358	79.6%	-0.4%
Prefer not to say	78	16.1%	83	16.6%	76	16.9%	0.3%
<i>Declared Disability Status</i>	<i>483</i>	<i>92.5%</i>	<i>500</i>	<i>90.9%</i>	<i>450</i>	<i>73.9%</i>	<i>-17.0%</i>
GCC Total	4042		3978		4184		
Disabled	164	4.4%	163	4.5%	143	4.5%	0.0%
Not Disabled	3019	81.1%	2868	78.5%	2528	78.9%	0.4%
Prefer not to say	541	14.5%	623	17.0%	532	16.6%	-0.4%
<i>Declared Disability Status</i>	<i>3724</i>	<i>92.1%</i>	<i>3654</i>	<i>91.9%</i>	<i>3203</i>	<i>76.6%</i>	<i>-15.3%</i>

Disability Status	2021		2022		2023		YoY change (2023 v 2022)	Population of Gloucestershire (%) (2021 Census)	GCC to Population of Gloucestershire variance
Disabled	164	4.4%	163	4.5%	143	4.5%	0.0%	16.7%	-12.2%
Not Disabled	3019	81.1%	2868	78.5%	2528	78.9%	0.4%	83.3%	-4.4%
Prefer not to say	541	14.5%	623	17.0%	532	16.6%	-0.4%	N/A	N/A
No response	318		324		981			N/A	N/A
Declared Disability Status	3724	92.1%	3654	91.9%	3203	76.6%	-15.3%	N/A	N/A
GCC Total	4042		3978		4184			100.0%	

Voluntary Turnover		2021	2022	2023
Disabled	Headcount	164	163	143
	Voluntary Leavers	9	11	26
	Voluntary Turnover	5.5%	6.7%	18.2%
Not Disabled	Headcount	3019	2868	2528
	Voluntary Leavers	256	331	271
	Voluntary Leavers	8.5%	11.5%	10.7%
Prefer not to say	Headcount	541	623	532
	Voluntary Leavers	62	86	69
	Voluntary Leavers	11.5%	13.8%	13.0%
No response	Headcount	318	324	981
	Voluntary Leavers	24	31	102
	Voluntary Leavers	7.5%	9.6%	10.4%
GCC Total	Headcount	4042	3978	4184
	Voluntary Leavers	351	459	468
	Voluntary Leavers	8.7%	11.5%	11.2%

Length of Service: Disability Status	2021	2022	2023	YoY change (2023 v 2022)
Disabled	10.8	11.1	11.9	0.8
Not Disabled	11.3	11.7	12.8	1.1
Prefer not to say	5.2	4.9	6.2	1.3
No response	4.8	5.0	2.2	-2.8
GCC Total	10.0	10.1	9.5	-0.6

Data tables - Sexual Orientation

Sexual Orientation	2021		2022		2023		YoY change (2023 v 2022)	Population of Gloucestershire (%) (2021 Census)	GCC to Population of Gloucestershire variance
Bi-sexual	34	1.5%	33	1.6%	29	1.6%	0.0%	2.8%	1.2%
Gay	40	1.8%	33	1.6%	23	1.3%	-0.3%		
Lesbian	23	1.0%	22	1.1%	20	1.1%	0.0%		
Heterosexual	1902	86.4%	1791	86.5%	1558	86.3%	-0.2%	90.4%	-4.1%
Prefer not to say	203	9.2%	192	9.3%	176	9.7%	0.5%	6.8%	2.9%
GCC Total	4042		3978		4184		0.0%		
Declared Sexual Orientation	2202	54.5%	2071	52.1%	1806	43.2%	-8.9%	100.0%	

Voluntary Turnover		2021	2022	2023
LGB+	Headcount	97	88	72
	Voluntary Leavers	8	14	12
	Voluntary Turnover	8.2%	15.9%	16.7%
Heterosexual	Headcount	1902	1791	1558
	Voluntary Leavers	170	217	180
	Voluntary Leavers	8.9%	12.1%	11.6%
Prefer not to say	Headcount	203	192	176
	Voluntary Leavers	21	32	28
	Voluntary Leavers	10.3%	16.7%	15.9%
No response	Headcount	1840	1907	2378
	Voluntary Leavers	152	196	248
	Voluntary Leavers	8.3%	10.3%	10.4%
GCC Total	Headcount	4042	3978	4184
	Voluntary Leavers	351	459	468
	Voluntary Leavers	8.7%	11.5%	11.2%

Length of Service: Sexual Orientation	2021	2022	2023	YoY change (2023 v 2022)
LGB+	5.12	6.53	7.90	1.37
Heterosexual	6.80	7.52	8.95	1.43
Prefer not to say	8.63	8.69	10.21	1.52
No response	13.63	12.75	9.77	-2.98
GCC Total	9.96	10.06	9.45	-0.61

Marriage and Civil Partnership

Marital Status	2021		2022		2023		YoY change (2023 v 2022)	Population of Gloucestershire (%) (2021 Census)	GCC to Population of Gloucestershire variance
Divorced/Dissolved Civil Partnership	79	4.8%	80	4.7%	125	5.6%	0.9%	9.9%	-4.3%
Married/Civil Partnership	848	51.1%	861	50.1%	1091	48.4%	-1.7%	48.0%	0.4%
Separated	39	2.4%	43	2.5%	57	2.5%	0.0%	2.0%	0.5%
Single/Never Married	555	33.5%	563	32.8%	782	34.7%	2.0%	33.6%	1.1%
Widowed	12	0.7%	11	0.6%	14	0.6%	0.0%	6.5%	-5.9%
Prefer not to say	125	7.5%	160	9.3%	183	8.1%	-1.2%	N/A	N/A
GCC Total	4042		3978		4184				
Declared Marital Status	1658	41.0%	1718	43.2%	2252	53.8%	10.6%	100.0%	

Voluntary Turnover	2021	2022	2023
Divorced/Dissolved Civil Partnership	2.5%	11.3%	15.2%
Married/Civil Partnership	9.7%	10.6%	9.6%
Separated	7.7%	4.7%	5.3%
Single/Never Married	9.7%	13.7%	11.9%
Widowed	8.3%	9.1%	14.3%
Prefer not to say	8.0%	11.9%	13.7%
No response	8.3%	11.5%	11.4%
GCC Total	8.7%	11.5%	11.2%

Length of Service: Marital Status	2021	2022	2023	YoY change (2023 v 2022)
Divorced/Dissolved Civil Partnership	15.2	14.9	10.2	-4.7
Married/Civil Partnership	9.8	10.1	8.7	-1.3
Separated	4.7	7.0	6.8	-0.2
Single/Never Married	4.4	4.9	4.4	-0.5
Widowed	8.9	10.0	10.4	0.4
Prefer not to say	5.3	4.6	4.7	0.2
No response	11.5	11.6	12.4	0.7
GCC Total	10.0	10.1	9.5	-0.6

Religion & Belief

Religion/Belief	2021	2022	2023	YoY change (2023 v 2022)	Population of Gloucestershire (%) (2021 Census)	GCC to Population of Gloucestershire variance	
Buddhist	1.0%	0.8%	0.8%	0.0%	0.4%	0.4%	
Christian	42.0%	40.7%	41.4%	0.7%	49.2%	-7.8%	
Hindu	0.5%	0.5%	0.5%	0.0%	0.6%	-0.1%	
Jewish	0.2%	0.1%	0.1%	-0.1%	0.1%	0.0%	
Muslim	1.8%	1.7%	1.8%	0.1%	1.4%	0.4%	
None	41.7%	42.6%	44.2%	1.6%	41.4%	2.8%	
Other	2.2%	1.9%	2.0%	0.1%	0.5%	1.5%	
Sikh	0.0%	0.1%	0.1%	0.1%	0.1%	0.0%	
Prefer not to say	10.5%	11.4%	9.0%	-2.4%	6.2%	2.8%	
<i>Declared Religion/Belief</i>	<i>47.5%</i>	<i>51.1%</i>	<i>59.8%</i>	<i>8.7%</i>	<i>100.00%</i>		

Voluntary Turnover*	2021	2022	2023
Buddhist	7.7%	27.3%	7.7%
Christian	8.6%	9.9%	9.6%
Hindu	14.3%	14.3%	0.0%
Muslim	17.4%	4.3%	10.7%
None	8.8%	12.4%	9.5%
Other	6.9%	23.1%	15.6%
Prefer not to say	7.4%	13.0%	16.3%
No response	8.7%	11.5%	11.7%
GCC Total	8.7%	11.5%	11.2%

* Groups with < 5 have been removed as turnover calculations based on these low number would be misleading and may risk identifying individuals

Length of Service: Religion/Belief	2021	2022	2023	YoY change (2023 v 2022)
Buddhist	9.5	10.4	8.2	-2.2
Christian	8.4	9.2	8.6	-0.6
Hindu	11.8	11.2	11.3	0.1
Jewish	7.3	11.8	5.7	-6.2
Muslim	4.9	4.7	4.8	0.1
None	5.2	5.7	5.9	0.2
Other	6.8	7.7	8.3	0.5
Sikh	0.0	0.4	1.2	0.8
Prefer not to say	6.6	6.0	7.5	1.5
No response	11.5	11.5	10.8	-0.7
GCC Total	10.0	10.1	9.5	-0.6