

Equality monitoring data - whole council summary (March 2021)

Age		
Range	Community (Census 2011)	Workforce (March 2021)
16-20	5.5%	0.4%
21-25	8.0%	2.8%
26-30	10.3%	7.5%
31-35	9.5%	8.0%
36-40	8.2%	10.1%
41-45	7.4%	12.3%
46-50	6.5%	12.5%
51-55	5.4%	15.6%
56-60	4.7%	17.1%
61-65	4.0%	9.5%
66+	10.1%	4.0%

Disability	
Economically active within community (Census 2011)	Workforce (March 2021)
6.6%	4.5%

Ethnicity		
Ethnicity	Community (Census 2011)	Workforce (March 2021)
Asian or Asian British - Pakistani	4.3%	2.9%
Asian or Asian British - Indian	14.3%	13.3%
Asian or Asian British - Chinese	1.2%	0.9%
Asian or Asian British - Bangladeshi	0.5%	0.7%
Any other Asian background	9.3%	3.2%
Black or Black British - Caribbean	3.9%	11.1%
Black or Black British - African	5.1%	8.3%
Any other Black background	1.9%	1.1%
Mixed - White and Black Caribbean	1.2%	1.7%
Mixed - White and Black African	0.6%	0.5%
Mixed - White and Asian	1.4%	1.1%
Any other Mixed background	1.3%	1.2%
Other ethnic groups - Arab	3.0%	0.3%
Any other ethnic group	3.1%	1.4%
White - Irish Traveller/Gypsy	n/a	0.0%
White - Irish	3.1%	2.7%
White - British	30.4%	27.9%
Any other White background	15.4%	7.2%
Not recorded	n/a	11.6%
Declined to Specify	n/a	3.1%

Sex	
Economically active within community (Census 2011)	Workforce (March 2021)
55% Female / 45% Male	65% Female / 35% Male

Equality monitoring data - Grades 1-4 (March 2021)

Age		
Range	Community (Census 2011)	Workforce (March 2021)
16-20	5.5%	0.3%
21-25	8.0%	2.6%
26-30	10.3%	4.7%
31-35	9.5%	3.9%
36-40	8.2%	6.5%
41-45	7.4%	6.8%
46-50	6.5%	11.5%
51-55	5.4%	16.1%
56-60	4.7%	20.3%
61-65	4.0%	18.2%
66+	10.1%	9.1%

Disability	
Economically active within community (Census 2011)	Workforce (March 2021)
6.6%	3.6%

Ethnicity		
Ethnicity	Community (Census 2011)	Workforce (March 2021)
Asian or Asian British - Pakistani	4.3%	2.3%
Asian or Asian British - Indian	14.3%	11.5%
Asian or Asian British - Chinese	1.2%	0.3%
Asian or Asian British - Bangladeshi	0.5%	0.3%
Any other Asian background	9.3%	6.0%
Black or Black British - Caribbean	3.9%	12.0%
Black or Black British - African	5.1%	11.7%
Any other Black background	1.9%	1.0%
Mixed - White and Black Caribbean	1.2%	0.5%
Mixed - White and Black African	0.6%	1.0%
Mixed - White and Asian	1.4%	0.5%
Any other Mixed background	1.3%	0.5%
Other ethnic groups - Arab	3.0%	1.0%
Any other ethnic group	3.1%	2.3%
White - Irish	3.1%	2.6%
White - British	30.4%	14.1%
Any other White background	15.4%	8.3%
Not recorded	n/a	22.4%
Declined to Specify	n/a	1.6%

Sex	
Economically active within community (Census 2011)	Workforce (March 2021)
55% Female / 45% Male	58% Female / 42% Male

Equality monitoring data - Grades 5-8 (March 2021)

Age		
Range	Community (Census 2011)	Workforce (March 2021)
16-20	5.5%	0.3%
21-25	8.0%	4.0%
26-30	10.3%	10.3%
31-35	9.5%	9.1%
36-40	8.2%	9.2%
41-45	7.4%	10.7%
46-50	6.5%	12.1%
51-55	5.4%	14.5%
56-60	4.7%	17.6%
61-65	4.0%	9.0%
66+	10.1%	3.1%

Disability	
Economically active within community (Census 2011)	Workforce (March 2021)
6.6%	5.0%

Ethnicity		
Ethnicity	Community (Census 2011)	Workforce (March 2021)
Asian or Asian British - Pakistani	4.3%	3.5%
Asian or Asian British - Indian	14.3%	15.6%
Asian or Asian British - Chinese	1.2%	1.0%
Asian or Asian British - Bangladeshi	0.5%	0.8%
Any other Asian background	9.3%	2.8%
Black or Black British - Caribbean	3.9%	13.1%
Black or Black British - African	5.1%	8.7%
Any other Black background	1.9%	1.6%
Mixed - White and Black Caribbean	1.2%	2.0%
Mixed - White and Black African	0.6%	0.6%
Mixed - White and Asian	1.4%	1.1%
Any other Mixed background	1.3%	0.9%
Other ethnic groups - Arab	3.0%	0.1%
Any other ethnic group	3.1%	1.3%
White - Irish	3.1%	2.2%
White - British	30.4%	24.0%
Any other White background	15.4%	7.3%
Not recorded	n/a	8.6%
Declined to Specify	n/a	4.7%

Sex	
Economically active within community (Census 2011)	Workforce (March 2021)
55% Female / 45% Male	71% Female / 29% Male

Equality monitoring data - Grades 9-12 (March 2021)

Age		
Range	Community (Census 2011)	Workforce (March 2021)
21-25	8.0%	1.9%
26-30	10.3%	9.7%
31-35	9.5%	9.2%
36-40	8.2%	11.4%
41-45	7.4%	14.3%
46-50	6.5%	12.7%
51-55	5.4%	16.6%
56-60	4.7%	12.7%
61-65	4.0%	8.2%
66+	10.1%	3.2%

Disability	
Economically active within community (Census 2011)	Workforce (March 2021)
6.6%	5.2%

Ethnicity		
Ethnicity	Community (Census 2011)	Workforce (March 2021)
Asian or Asian British - Pakistani	4.3%	3.1%
Asian or Asian British - Indian	14.3%	14.1%
Asian or Asian British - Chinese	1.2%	0.8%
Asian or Asian British - Bangladeshi	0.5%	0.8%
Any other Asian background	9.3%	3.5%
Black or Black British - Caribbean	3.9%	10.7%
Black or Black British - African	5.1%	10.2%
Any other Black background	1.9%	1.1%
Mixed - White and Black Caribbean	1.2%	2.0%
Mixed - White and Black African	0.6%	0.1%
Mixed - White and Asian	1.4%	1.9%
Any other Mixed background	1.3%	1.2%
Other ethnic groups - Arab	3.0%	0.1%
Any other ethnic group	3.1%	1.2%
White - Irish	3.1%	2.5%
White - British	30.4%	28.2%
Any other White background	15.4%	7.5%
Not recorded	n/a	9.2%
Declined to Specify	n/a	1.7%

Sex	
Economically active within community (Census 2011)	Workforce (March 2021)
55% Female / 45% Male	71% Female / 29% Male

Equality monitoring data - Grades 13-16 (March 2021)

Age		
Range	Community (Census 2011)	Workforce (March 2021)
26-30	10.3%	2.1%
31-35	9.5%	7.7%
36-40	8.2%	14.6%
41-45	7.4%	17.5%
46-50	6.5%	14.3%
51-55	5.4%	13.3%
56-60	4.7%	22.3%
61-65	4.0%	5.3%
66+	10.1%	2.9%

Disability	
Economically active within community (Census 2011)	Workforce (March 2021)
6.6%	4.2%

Ethnicity		
Ethnicity	Community (Census 2011)	Workforce (March 2021)
Asian or Asian British - Pakistani	4.3%	2.9%
Asian or Asian British - Indian	14.3%	13.3%
Asian or Asian British - Chinese	1.2%	0.8%
Asian or Asian British - Bangladeshi	0.5%	0.8%
Any other Asian background	9.3%	2.9%
Black or Black British - Caribbean	3.9%	8.8%
Black or Black British - African	5.1%	4.5%
Any other Black background	1.9%	0.5%
Mixed - White and Black Caribbean	1.2%	1.9%
Mixed - White and Black African	0.6%	0.5%
Mixed - White and Asian	1.4%	0.8%
Any other Mixed background	1.3%	1.9%
Other ethnic groups - Arab	3.0%	0.5%
Any other ethnic group	3.1%	1.1%
White - Irish	3.1%	2.9%
White - British	30.4%	38.2%
Any other White background	15.4%	5.6%
Not recorded	n/a	9.3%
Declined to Specify	n/a	2.9%

Sex	
Economically active within community (Census 2011)	Workforce (March 2021)
55% Female / 45% Male	59% Female / 41% Male

Equality monitoring data - Grades 17+ (March 2021)*

Age		
Range	Community (Census 2011)	Workforce (March 2021)
26-30	10.3%	1.6%
31-35	9.5%	3.1%
36-40	8.2%	11.7%
41-45	7.4%	14.1%
46-50	6.5%	13.3%
51-55	5.4%	20.3%
56-60	4.7%	25.0%
61-65	4.0%	9.4%
66+	10.1%	1.6%

Disability	
Economically active within community (Census 2011)	Workforce (March 2021)
6.6%	3.1%

Ethnicity		
Ethnicity	Community (Census 2011)	Workforce (March 2021)
Asian or Asian British - Pakistani	4.3%	0.8%
Asian or Asian British - Indian	14.3%	3.9%
Asian or Asian British - Chinese	1.2%	0.8%
Asian or Asian British - Bangladeshi	0.5%	0.8%
Any other Asian background	9.3%	0.8%
Black or Black British - Caribbean	3.9%	5.5%
Black or Black British - African	5.1%	1.6%
Mixed - White and Black Caribbean	1.2%	2.3%
Any other Mixed background	1.3%	1.6%
White - Irish	3.1%	3.9%
White - British	30.4%	51.6%
Any other White background	15.4%	3.1%
Not recorded	n/a	21.1%
Declined to Specify	n/a	2.3%

Sex	
Economically active within community (Census 2011)	Workforce (March 2021)
55% Female / 45% Male	46% Female / 54% Male

* Includes grades 17, 18 and all Chief Officer grades

Equality monitoring data - Other grades (March 2021)*

Age		
Range	Community (Census 2011)	Workforce (March 2021)
16-20	5.5%	3.3%
21-25	8.0%	6.1%
26-30	10.3%	5.3%
31-35	9.5%	9.8%
36-40	8.2%	8.6%
41-45	7.4%	12.2%
46-50	6.5%	12.2%
51-55	5.4%	17.1%
56-60	4.7%	11.8%
61-65	4.0%	8.6%
66+	10.1%	4.9%

Disability	
Economically active within community (Census 2011)	Workforce (March 2021)
6.6%	2.4%

Ethnicity		
Ethnicity	Community (Census 2011)	Workforce (March 2021)
Asian or Asian British - Pakistani	4.3%	2.4%
Asian or Asian British - Indian	14.3%	9.0%
Asian or Asian British - Chinese	1.2%	1.2%
Asian or Asian British - Bangladeshi	0.5%	0.4%
Any other Asian background	9.3%	1.2%
Black or Black British - Caribbean	3.9%	11.0%
Black or Black British - African	5.1%	3.7%
Any other Black background	1.9%	0.8%
Mixed - White and Black Caribbean	1.2%	1.6%
Mixed - White and Black African	0.6%	0.4%
Mixed - White and Asian	1.4%	0.4%
Any other Mixed background	1.3%	2.4%
Any other ethnic group	3.1%	1.6%
White - Irish Traveller/Gypsy	n/a	0.4%
White - Irish	3.1%	3.7%
White - British	30.4%	34.7%
Any other White background	15.4%	8.2%
Not recorded	n/a	12.2%
Declined to Specify	n/a	4.5%

Sex	
Economically active within community (Census 2011)	Workforce (March 2021)
55% Female / 45% Male	60% Female / 40% Male

* Includes Soulbury grades, youth workers, centrally employed teachers and staff on non-standard grades

Equality monitoring data - recruitment (March 2021)

Age					
Age range	Community (Census 2011)	(1) Applied	(2) Shortlisted	(3) Offer Made	(4) Appointed
16-20	5.5%	1.7%	1.1%	1.4%	1.6%
21-25	8.0%	14.8%	8.0%	6.2%	9.4%
26-30	10.3%	20.2%	17.9%	16.7%	17.2%
31-35	9.5%	13.3%	11.1%	15.7%	16.4%
36-40	8.2%	11.7%	13.7%	13.8%	14.1%
41-45	7.4%	10.4%	11.9%	13.3%	13.3%
46-50	6.5%	7.9%	12.7%	13.3%	11.3%
51-55	5.4%	6.0%	8.0%	8.6%	7.8%
56-60	4.7%	5.8%	8.8%	8.6%	7.8%
61-65	4.0%	1.9%	1.7%	1.4%	1.2%
66+	10.1%	0.6%	0.6%	0.5%	0%
No date of birth recorded	n/a	5.8%	4.4%	0.5%	0%

Disability					
Economically active in community (Census 2011)	(1) Applied	(2) Shortlisted	(3) Offer Made	(4) Appointed	
6.6%	5.2%	7.8%	6.7%	6.3%	

Ethnicity					
Ethnicity	Community (Census 2011)	(1) Applied	(2) Shortlisted	(3) Offer Made	(4) Appointed
Asian or Asian British - Pakistani	4.3%	5.3%	5.5%	3.3%	2.7%
Asian or Asian British - Indian	14.3%	14.5%	13.3%	12.4%	10.2%
Asian or Asian British - Chinese	1.2%	0.9%	0.8%	1.4%	0.8%
Asian or Asian British - Bangladeshi	0.5%	1.9%	1.9%	0%	1.2%
Any other Asian background	9.3%	4.7%	3.9%	3.3%	3.1%
Black or Black British - Caribbean	3.9%	7.0%	11.1%	15.2%	13.3%
Black or Black British - African	5.1%	15.2%	12.7%	5.7%	6.3%
Any other Black background	1.9%	1.7%	1.6%	1.9%	1.6%
Mixed - White and Black Caribbean	1.2%	1.3%	1.4%	1.4%	0.8%
Mixed - White and Black African	0.6%	0.6%	0.3%	0.5%	0%
Mixed - White and Asian	1.4%	1.6%	0.9%	1.4%	0.8%
Any other Mixed background	1.3%	2.3%	2.8%	2.4%	2.3%
Other ethnic groups - Arab	3.0%	2.0%	0.8%	1.0%	0%
Any other ethnic group	3.1%	2.1%	1.7%	1.4%	1.2%
White - Irish	3.1%	1.6%	2.7%	2.4%	1.6%
White - British	30.4%	18.4%	21.4%	18.6%	23.0%
Any other White background	15.4%	9.7%	8.0%	5.7%	5.9%
Not recorded	n/a	6.6%	5.5%	20.5%	23.8%
Declined to Specify	n/a	2.6%	3.6%	1.4%	1.6%

Sex					
Economically active in community (Census 2011)	(1) Applied	(2) Shortlisted	(3) Offer Made	(4) Appointed	
55% Female / 45% Male	57% Female / 39% Male	63% Female / 34% Male	70% Female / 29% Male	68% Female / 32% Male	