

Workforce Monitoring Report 2025

Introduction

We are an equal opportunities employer and embrace the values of diversity in all aspects of employment. As a responsible employer, the Council will conduct its affairs in a manner which will not unlawfully and unjustifiably cause disadvantage to any employee or job applicant on the following grounds: age, disability, sex, gender reassignment, pregnancy and maternity, race, sexual orientation, religion or belief or marriage and civil partnership.

The Council recognises that it serves a diverse community and that services should be delivered by a workforce that reflects the community it serves.

The Council's policy is that no job applicant or employee shall receive less favourable treatment than another. We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply.

As a Disability Confident Committed employer we guarantee to interview all disabled applicants who meet the minimum essential criteria for vacancies.

Monitoring data

The employee data is taken from our HR and Payroll system as of 1 April 2025. The data is dependent on employees disclosing their personal information.

Gender	Number of employees	Percentage of employees
Female	264	59.73%
Male	178	40.27%
Total	442	100.00%

Religion	Number of employees	Percentage of employees
Agnostic	25	5.66%
Atheist	37	8.37%
Christian - Orthodox	23	5.20%
Christian - Protestant	52	11.76%
Christian - Roman Catholic	52	11.76%
Hinduism	6	1.36%
Islam - Sunni	5	1.13%
Not specified	222	50.23%
Other	12	2.71%
Sikhism	8	1.81%
Total	442	100.00%

Ethnicity	Number of employees	Percentage of employees
African	17	3.85%
Asian - Other	6	1.36%
Black - Other	4	0.90%
Caribbean	6	1.36%
Chinese	1	0.23%
Indian	23	5.20%
Irish	2	0.45%
Mixed background	4	0.90%
Not specified	21	4.75%
Other ethnic group	2	0.45%
White - British	321	72.62%
White & Asian	4	0.90%
White & Black African	1	0.23%
White & Black Caribbean	6	1.36%
White other	24	5.43%
Total	442	100.00%

Disability declared	Number of employees	Percentage of employees
Yes	12	2.71%
No	430	97.29%
Total	442	100.00%

Age	Number of employees	Percentage of employees
Under 25	11	2.49%
Between 25 and 35	52	11.76%
Between 36 and 45	84	19.00%
Between 46 and 55	134	30.32%
Between 56 and 65	134	30.32%
Over 65	27	6.11%
Total	442	100.00%

Future actions

The Council is a Disability Confident Committed employer and will continue to implement the commitments made through our recruitment process and throughout employment.

The Council will continue to review its family friendly policies to enable opportunities for employees with family and caring responsibilities.

The Council will support the employee led Inclusivity working group and consider ideas brought forward for creating a more inclusive workplace and celebrating diversity within our community.

Training opportunities will be made available to all employees to support their development.

Employees will be encouraged to update their personal information so we have accurate and up to date data which will enable us to understand our workforce and shape future policies.