

Equalities in Employment Monitoring Report

The Highland Council

2021

Introduction

The Highland Council is committed through policy and action to eliminate discrimination and promote equality. The Council is particularly aware of the duties under the Equality Act 2010 in terms of employment monitoring and is committed to meeting these.

The data contained in the report is relevant for the period April 2020 – December 2020.

This report includes the findings of analysis relating to age, disability, ethnic group and gender. The Council currently holds data on 100% of the workforce in relation to age and gender and 31.2% of the workforce in relation to disability and 26.5% in relation to ethnic group. Currently limited information is held on the workforce by other protected characteristics and is below levels for publishing data confidently. The Council is now changing the way all equalities data is collected, including other protected characteristics and will report on these when the data allows for meaningful analysis and further actions may be identified as a result. This project is nearing completion and employees will be encouraged to complete their own equalities data directly into the HR/Payroll System. The data being requested will match the Census 2022 categories.

The outcomes and action plans supported by this report are published in the Equalities Mainstreaming Report.

Age

Analysis of data relating to age distribution shows a high proportion of staff aged between 41 and 60 years of age and a low proportion of staff aged 30 and under. Comparison of the two major groups, teaching staff and Scottish Joint Council (SJC) staff continues to show an even more marked skew in the SJC workforce with 3.8 times as many employees aged 51 to 60 as aged 21 to 30.

SJC staff under 30 are found predominantly in the Technical & Practical, Personal Care and Business Support job families and in the lower grades 1 to 5. The majority of staff who continue to work beyond 71 years of age do so in Technical & Practical jobs and in lower graded work.

(See figures 1 to 5)

Disability

0.82% of the Council workforce identify as being disabled. As a percentage of those staff on for whom the Council hold data this equates to 2.6% of the workforce. Given the makeup of the Highland Community people with disabilities appear to be under represented in the workforce.

In relation to occupational segregation, compared with employees who do not identify as being disabled, employees who do identify as being disabled work in similar roles. Disabled and non-disabled employees are found in similar ratios across Business Support, Technical & Practical and Personal care roles. Disabled employees are slightly over represented in Professional and Community roles and underrepresented in management roles.

Disabled employees are underrepresented in the most senior grades with none in grades HC12-15. That said given the small number of employees on these grades one or two appointments could make a significant difference.

There are still significantly more opportunities for part time and working in the lower SJC grades (HC01 – 06).

(See figures 6 to 10)

Ethnicity

Based on the percentage of the workforce on whom the Council hold data, the make-up of ethnic groups employed by the Council largely reflects the wider Highland population as described in the 2011 census. During the reporting period the population of Black & Ethnic Minority staff was unchanged with no new starts or leavers. Given the small number of people from minority ethnic communities living in Highland, and reflected in the Council workforce, it is difficult to draw firm conclusions from the analysis. Despite the small numbers it is hoped that over time monitoring will provide evidence of any trends that need to be analysed and addressed.

Employees from minority ethnic groups are underrepresented in the most senior grades with none in grades HC13-15. That said given the small number of employees on these grades a small number of appointments could make a significant difference.

(See figures 11 to 15)

Gender

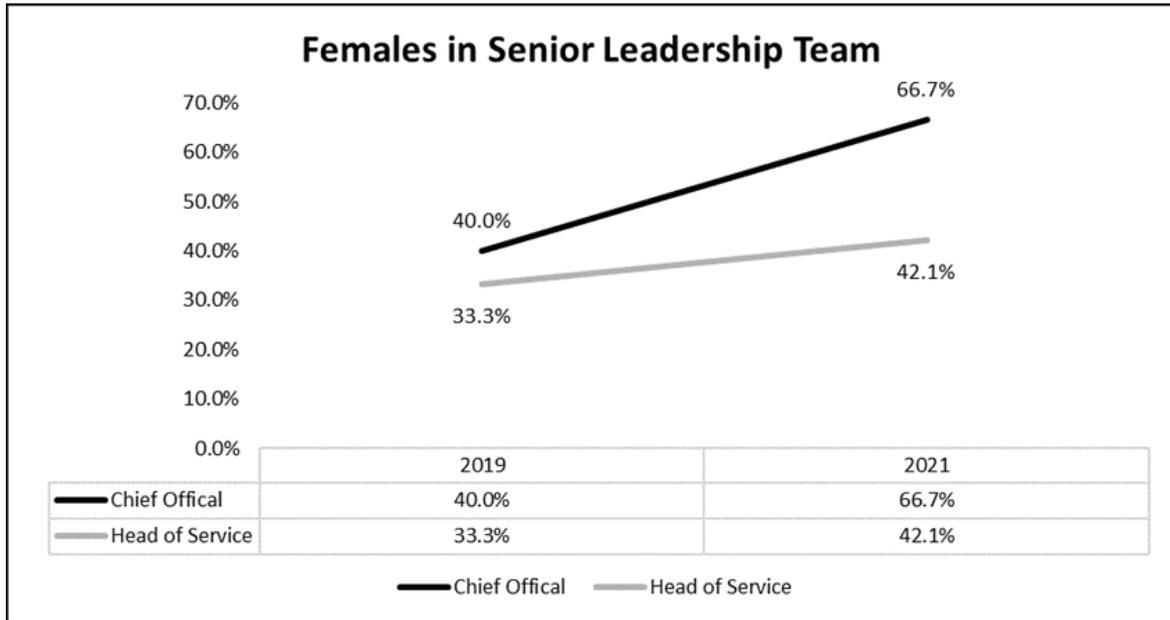
Analysis of the data relating to gender shows a predominantly female workforce (74.3%). This is the case for both the SJC and teaching workforce.

In relation to occupational segregation, the pattern of male and female employment is varied. Male and female employees are found in similar ratios across Community, Technical & Practical and Management roles. Female employees are significantly over represented in Personal Care, Business Support and Professional & Specialist roles. Care must be taken in the drawing conclusions from the Technical & Practical group as horizontal segregation continues to persist with males working

predominantly in community works roles and females working predominantly in catering, caring and cleaning roles.

In 2021 53.1% of the managers employed in SJC Management posts are women. However, there is significant difference in the distribution of male versus female managers with female managers being more concentrated in the lower graded management grades.

In 2019 37.8% of the Senior Leadership team were female. There have been significant improvements in this and 50% of the Senior Leadership Team are now female.



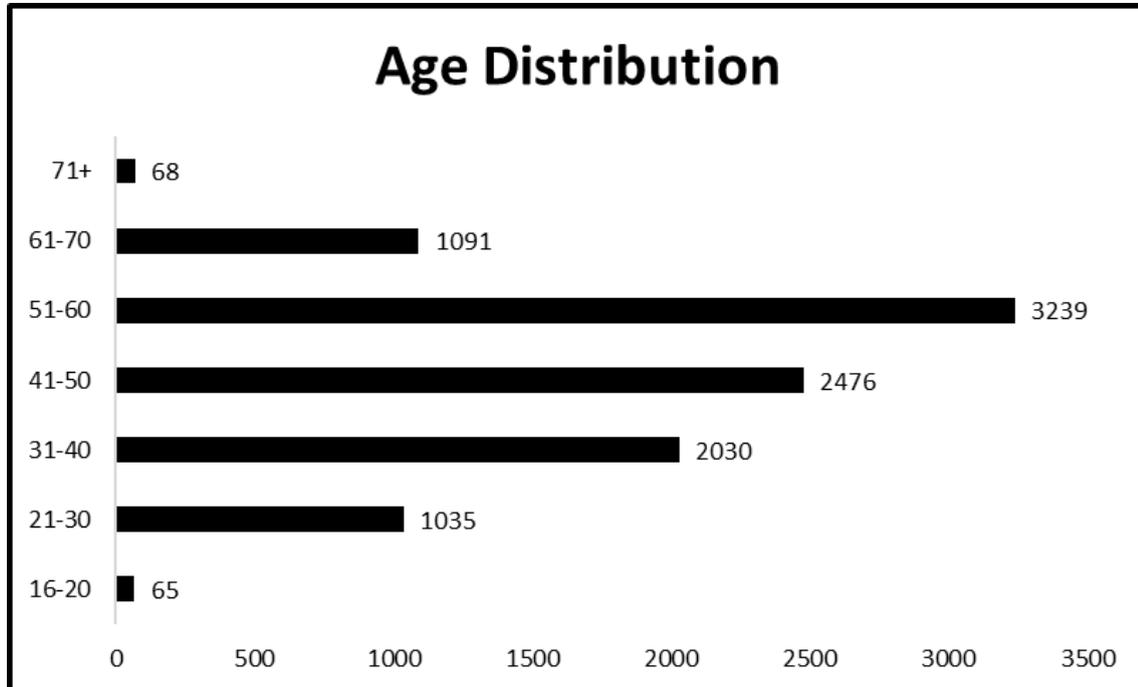
There are still significantly more opportunities for part time and term time working in the lower SJC grades (HC01 – 06).

Information and analysis of gender pay gaps is published separately as is the gender pay gaps.

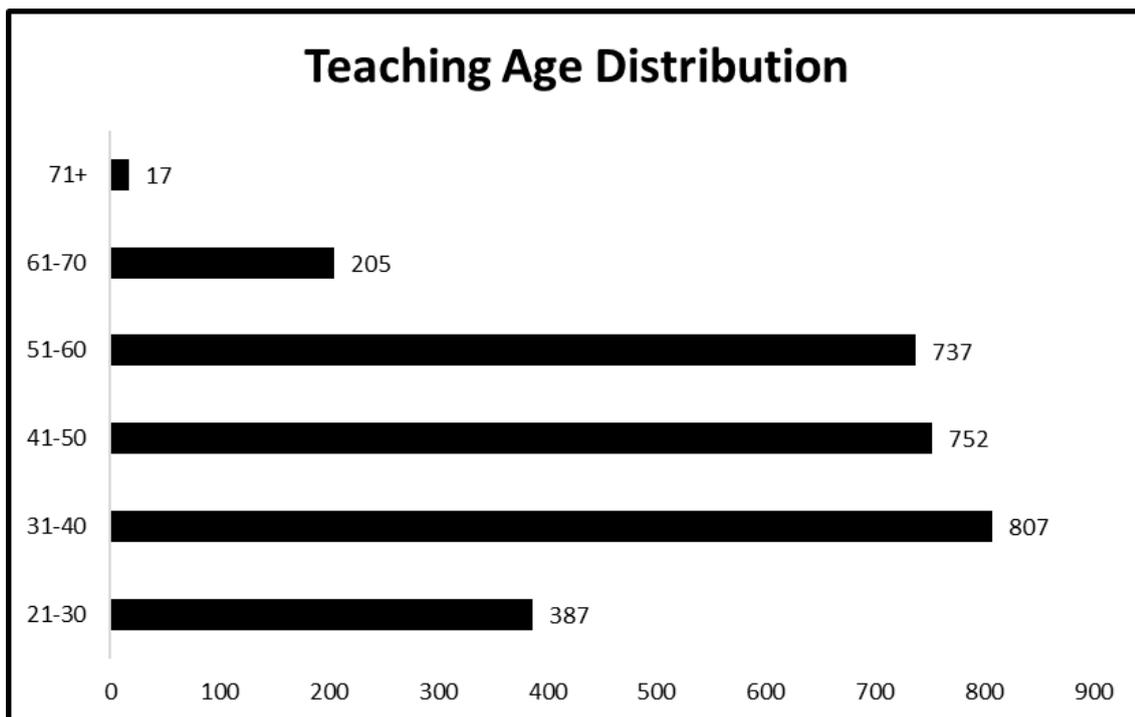
(See figures 16 to 22)

Age (Figures 1 to 5)

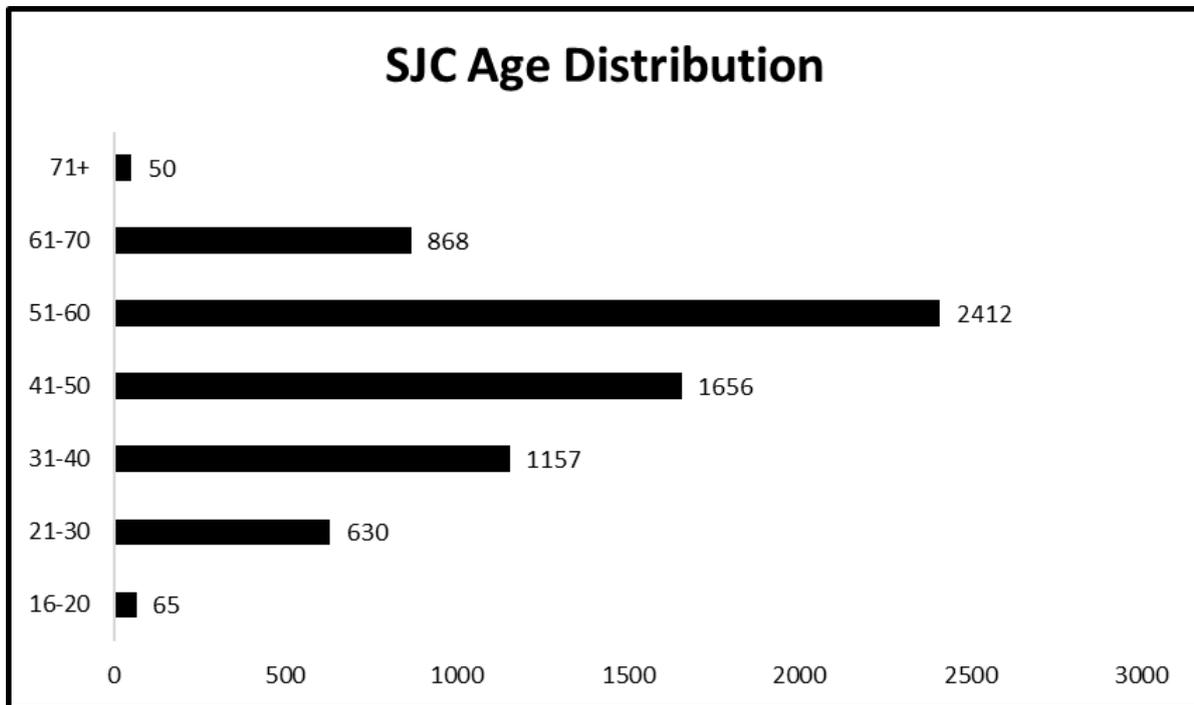
The distribution of all employees by age (Figure 1)



The distribution of teaching employees by age (Figure 2)



The distribution of Scottish Joint Council (SJC) employees by age (Figure 3)



The distribution of Scottish Joint Council (SJC) employees by age and Job Family (Figure 4)

Age Range	Business Support	Community	Management	Personal Care	Professional & Specialist	Technical & Practical	Total	%
16-20	10	1	23	31	65	0.95%		
21-30	102	10	2	288	44	184	630	9.21%
31-40	164	35	17	449	146	346	1157	16.92%
41-50	221	56	38	613	206	522	1656	24.22%
51-60	317	93	99	704	260	939	2412	35.27%
61-70	102	33	17	204	73	439	868	12.69%
71+	7	1	8	2	32	50	0.73%	
Total	923	229	173	2289	731	2493	6838	N/A

The distribution of Scottish Joint Council (SJC) employees by age and grade (Figure 5)

Grade	16-20	21-30	31-40	41-50	51-60	61-70	71+	Total
HC01	2	23	51	60	111	59	5	311
HC02	16	46	97	158	234	148	18	717
HC03	11	89	156	217	290	102	13	878
HC04	18	144	281	490	707	241	7	1888
HC05	15	217	251	306	394	135	1	1319
HC06	0	50	106	103	167	53	2	481
HC07	3	28	72	91	165	49	1	409
HC08	0	8	24	47	54	15	3	151
HC09	0	24	71	101	120	29	0	345
HC10	0	1	33	55	72	17	0	178
HC11	0	0	9	15	46	7	0	77
HC12	0	0	4	8	23	7	0	42
HC13	0	0	1	2	12	5	0	20
HC14	0	0	0	1	5	0	0	6
HC15	0	0	1	2	12	1	0	16
Total	65	630	1157	1656	2412	868	50	6838

Disability (Figures 6 to 10)

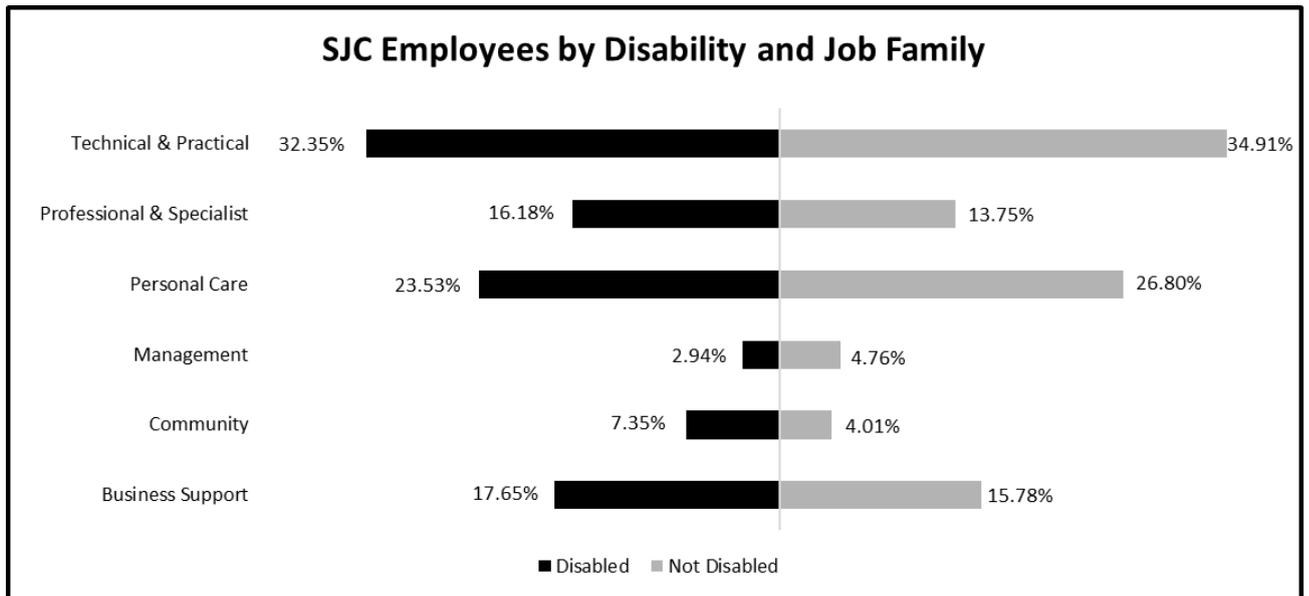
The distribution of all employees by disability (Figure 6)

Total Workforce	Workers identifying as disabled		Workers identifying as non-disabled		Disability status of workers unknown	
10,004	82	0.82%	3040	30.39%	6882	68.79%

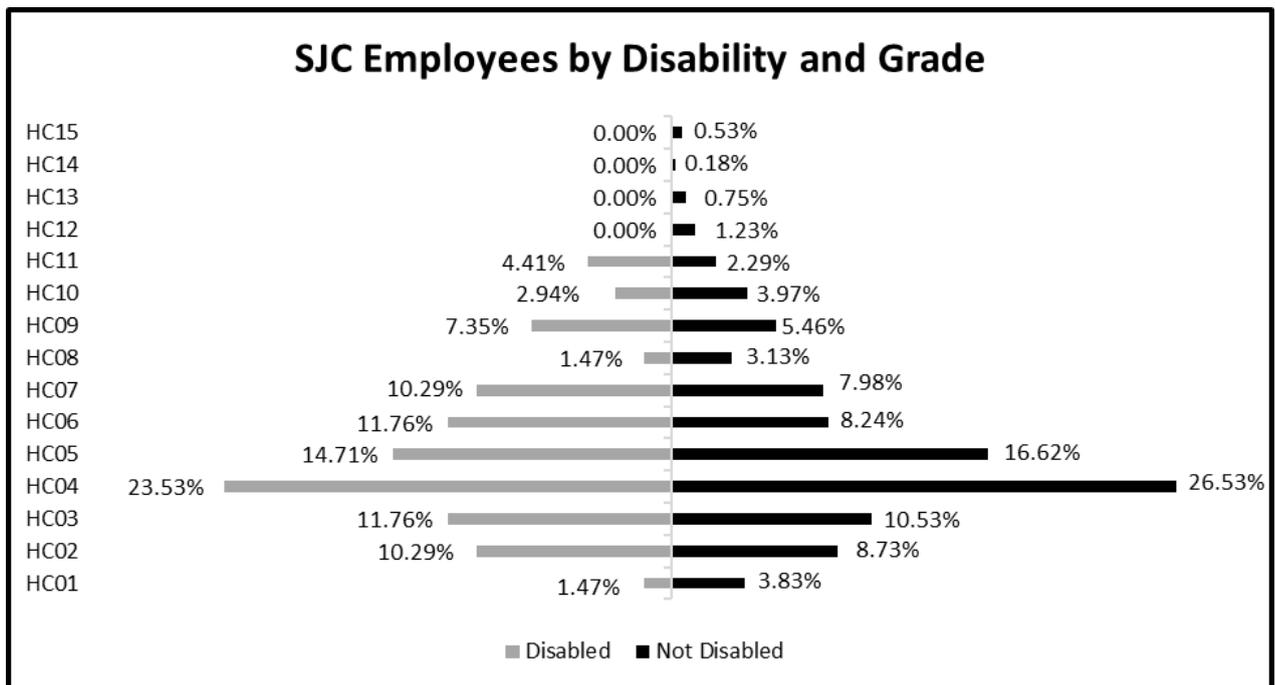
The distribution of employees joining and leaving the Council by disability (Figure 7)

	Starters	Leaver
Disabled	0	2
Not Disabled	0	112
Unknown	327	744

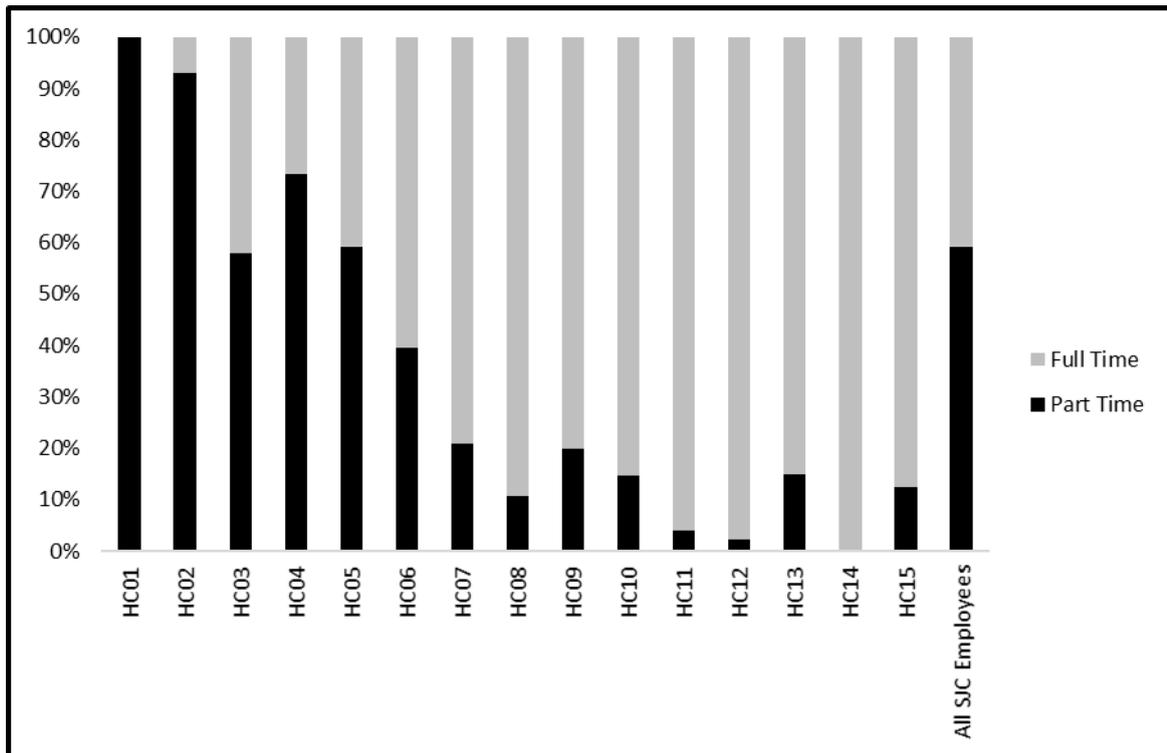
Occupational Segregation by Disability (Figure 8)



Occupational Segregation by Disability (Figure 9)



Availability of Part Time Employment – Disability (Figure 10)



Ethnic Group (Figures 11 to 15)

The distribution of all employees by ethnic group in comparison with the Highland Population (Figure 11)

Ethnicity	No. of Employees	Highland Council %	2011 Census %
Other Minority Ethnic Groups	9	0.3%	0.7
Asian, Asian Scottish, or Asian British	6	0.2%	0.8
Not Disclosed	24	0.9%	0.0
White - Other White Ethnic Group	78	2.9%	4.0
White - Other British	301	11.3%	14.7
White - Scottish	2235	84.2%	79.9
All Employees	2653		

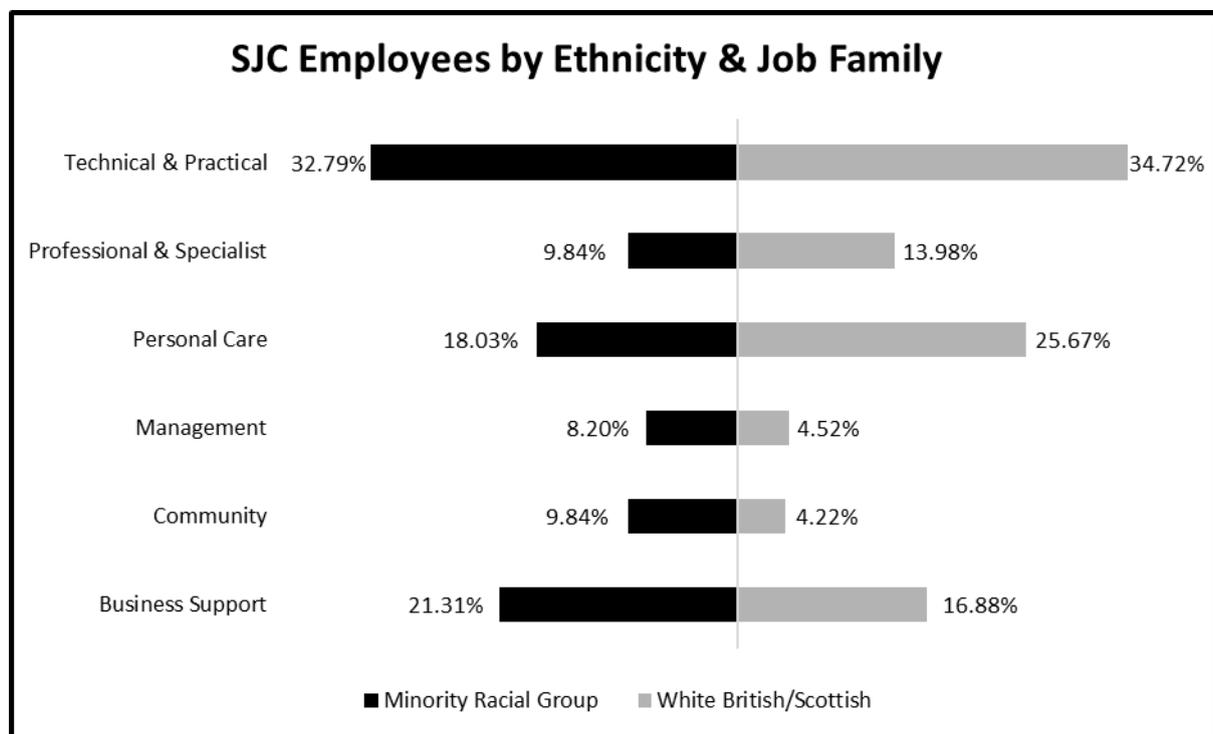
The provision of training by ethnic group (April-December 2020) (Figure 12)

All non-mandatory/statutory training has been paused due to the global pandemic and therefore comparative figures are not available for the period April 2020-December 2020.

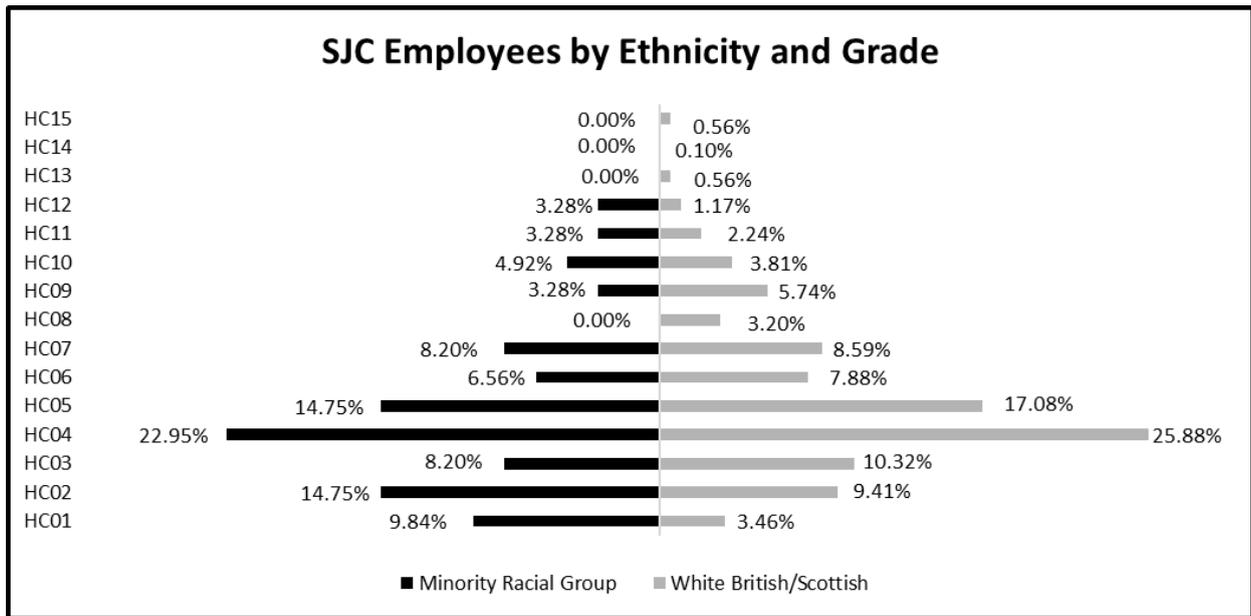
The distribution of employees joining and leaving the Council by ethnic group (Figure 13)

	Starters	Leaver
Black and Minority Ethnic Groups	0	3
Unknown	327	718
White Groups	0	137
Total	327	858

Occupational Segregation – Ethnicity (Figure 14)



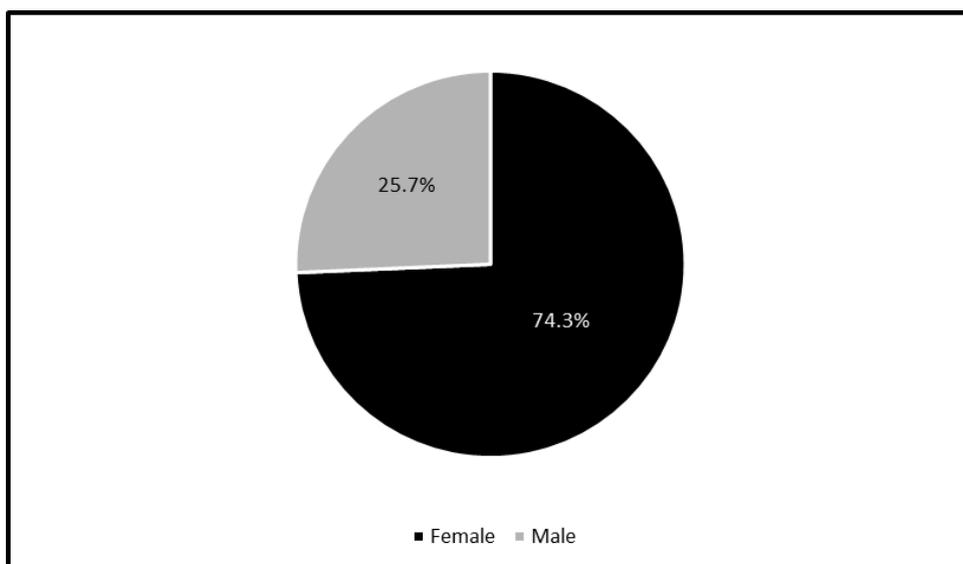
Occupational Segregation – Ethnicity (Figure 15)



Gender (Figures 16 to 22)

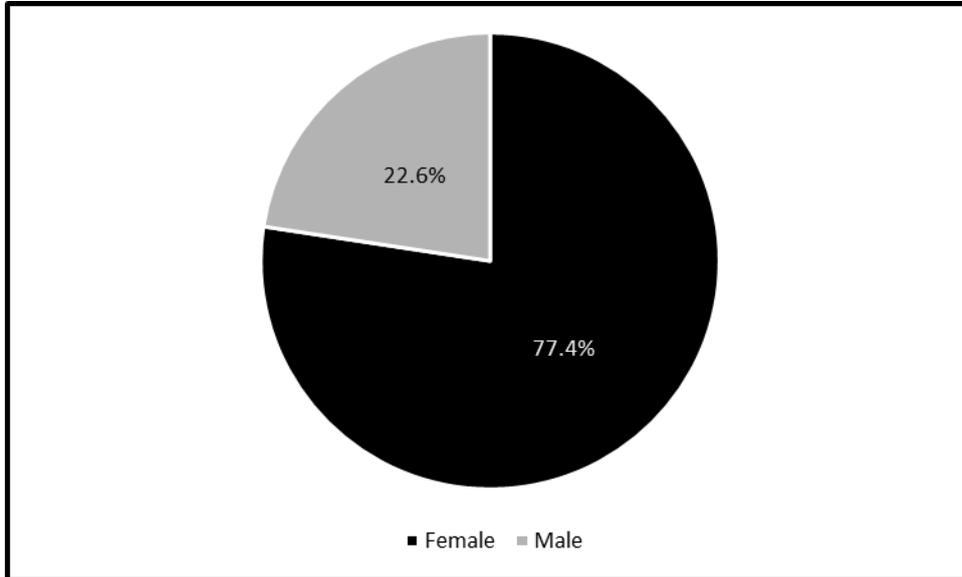
The distribution of all employees by gender (Figure 16)

Gender	Female	Male	Total
No. of Employees	7434	2570	10004



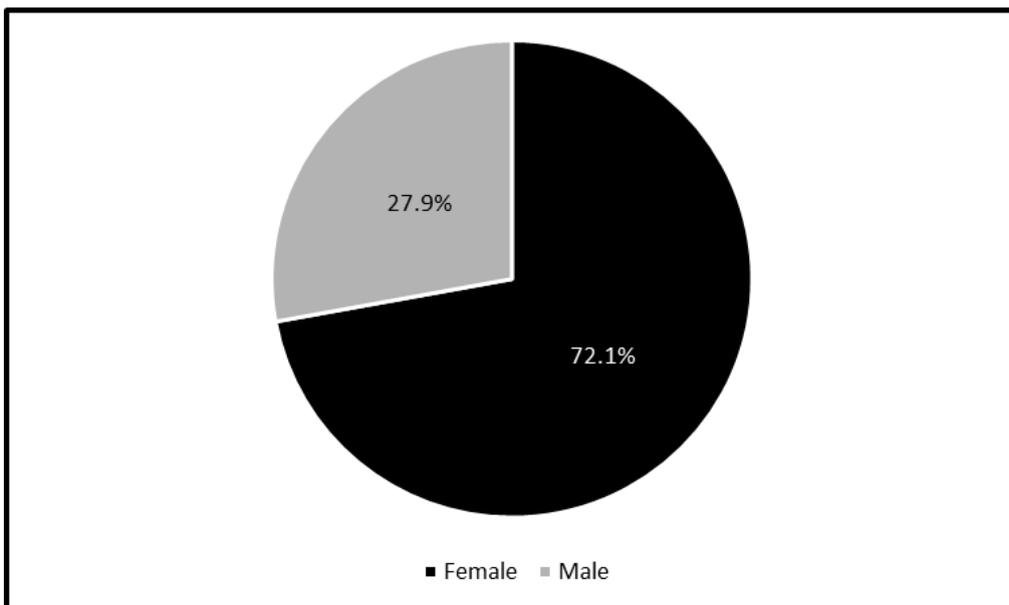
The distribution of teachers by gender (Figure 17)

Gender	Female	Male	Total
No. of Employees	2249	656	2905

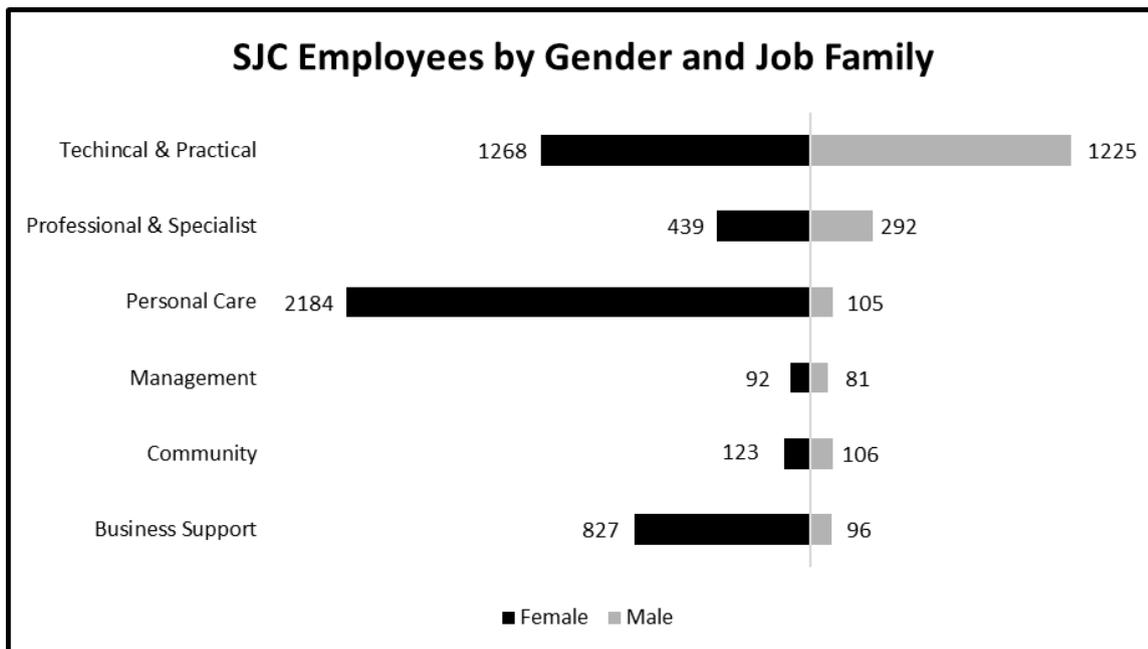


The distribution of Scottish Joint Council (SJC) employees by gender (Figure 18)

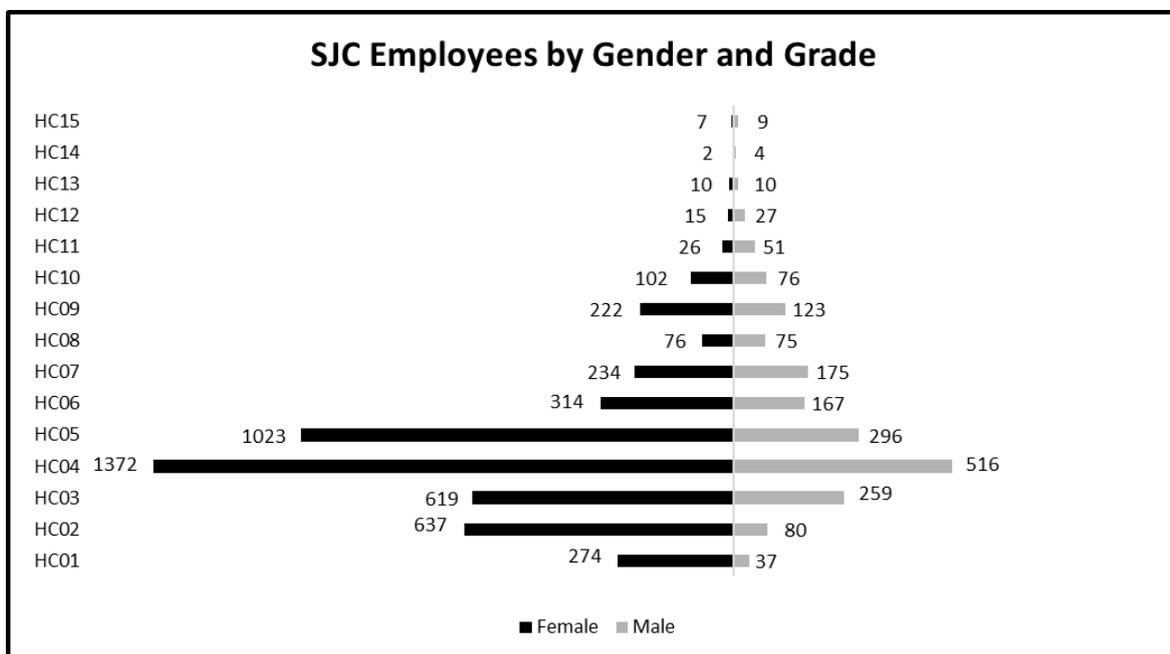
Gender	Female	Male	Total
No. of Employees	4933	1905	6838



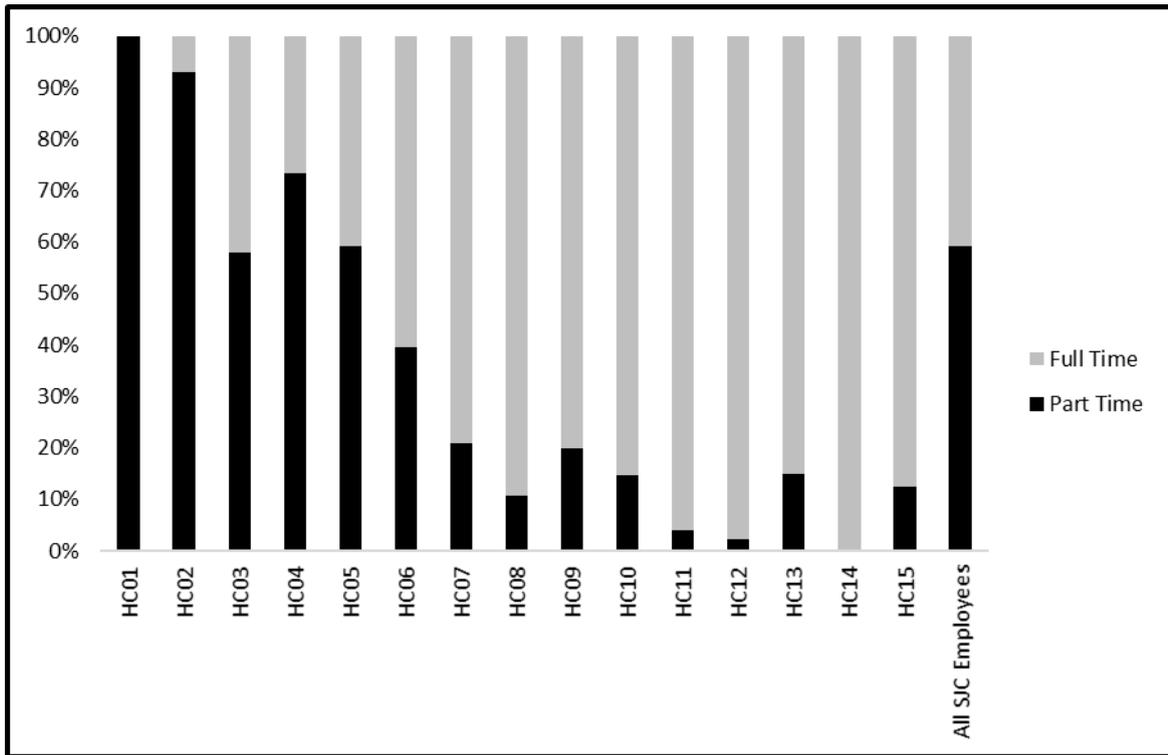
Occupational Segregation - Gender (Figure 19)



Occupational Segregation - Gender (Figure 20)



Availability of Part Time Employment – Gender (Figure 21)



Distribution of Management Grades – Gender (Figure 22)

