

# **Equalities in Employment Monitoring Report**

**The Highland Council**

2017

## 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 2016 – December 2016.

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 45% of the workforce in relation to disability and ethnic group. The Council is now collecting data in relation to the other protected characteristics and will report on these when the data allows for meaningful analysis.

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 show an even more marked skew in the SJC workforce with 3.7 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

1.4% of the Council workforce identify as being disabled. As a percentage of those staff on for whom the Council hold data this equates to 3% of the workforce. Given the makeup of the Highland Community disabled people 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 on 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 2001 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.

In relation to occupational segregation, compared with employees who identify as being White British/Scottish, employees who identify with a minority ethnic group work in similar roles. Employees from both groups are found in similar ratios across Community, Technical & Practical and Personal Care roles. Employees who identify as being from a minority ethnic group employees are slightly over represented in Management and Professional & Specialist roles.

Employees from minority ethnic groups are underrepresented in the most senior grades with none in grades HC12-15. 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%). 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 persist with males working predominantly in community works roles and females working predominantly in catering, caring and cleaning roles.

In 2017 49% of the 180 managers employed in SJC Management posts are women. There has been a significant change in the distribution of female employees across the SJC Management grades (HC09 to HC15). The 2013 data identified a peak in the number of female managers in Management 2 (HC10) posts. The 2015 and 2017 data identifies that this peak was in Management 4 (HC12) posts and the distribution of female managers across the grades is generally more even. This reflects more closely the distribution of male managers.

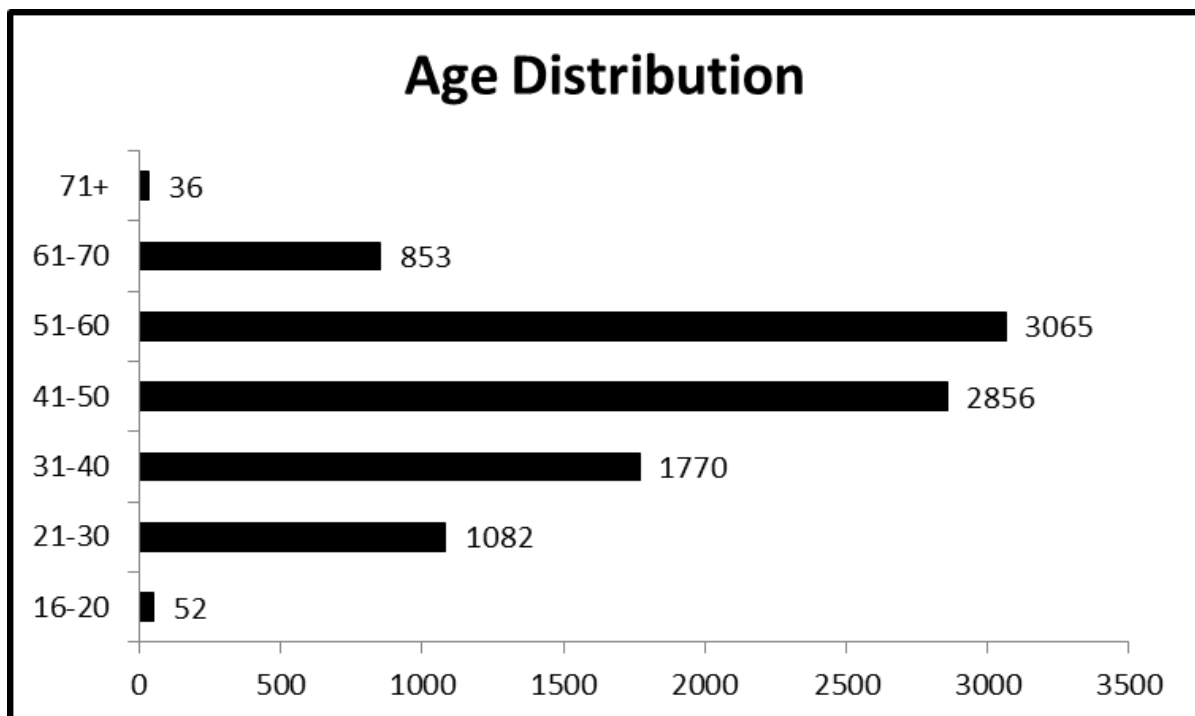
There are still significantly more opportunities for part time and term time working in the lower SJC grades (HC01 – 06).

Information and analysis of [gender pay gaps](#) is published separately as is the [gender pay gaps](#).

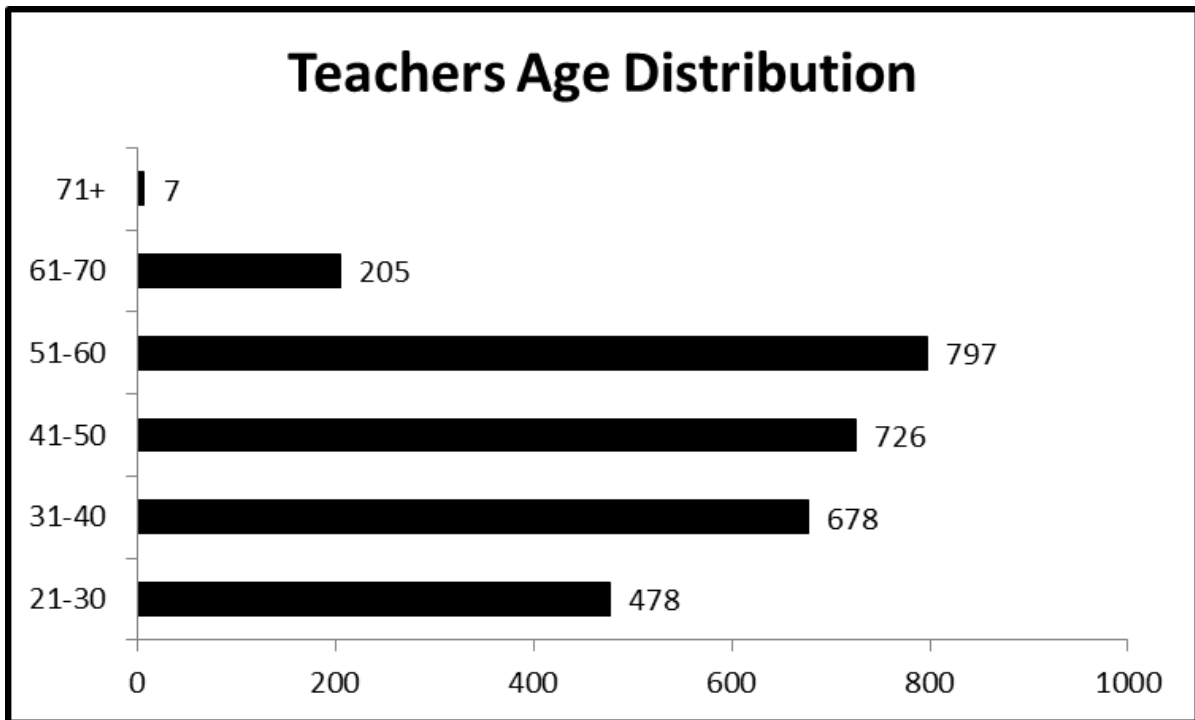
(See figures 16 to 21)

## Age (Figures 1 to 5)

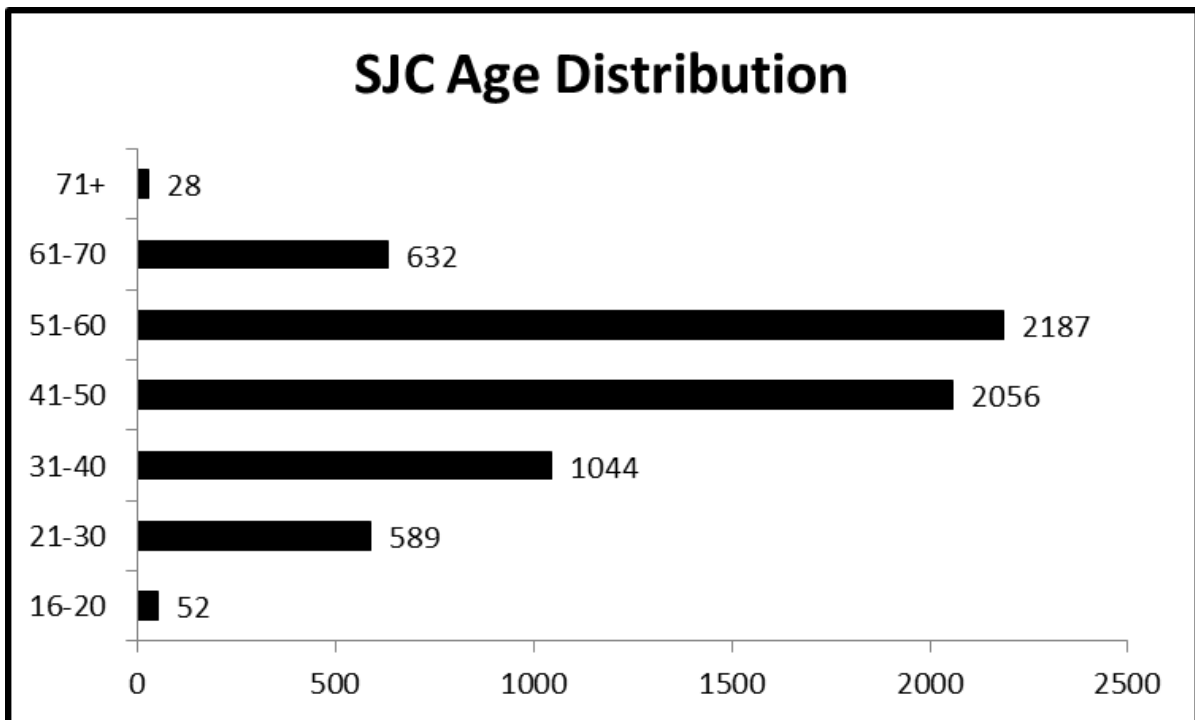
The distribution of all employees by age (Figure 1)



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	13	0	0	9	0	30	52	0.79%
21-30	114	12	1	226	45	191	589	8.94%
31-40	199	31	17	328	167	302	1044	15.85%
41-50	315	55	55	665	250	716	2056	31.21%
51-60	291	81	95	653	210	857	2187	33.20%
61-70	95	27	12	126	53	319	632	9.59%
71+	2	2	0	4	2	18	28	0.43%
Total	1029	208	180	2011	727	2433	6588	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	15	32	38	65	118	48	3	319
HC02	5	53	109	241	232	113	13	766
HC03	9	96	128	259	281	105	2	880
HC04	6	109	224	601	637	160	5	1742
HC05	17	193	205	352	363	75	1	1206
HC06	0	47	98	144	150	39	2	480
HC07	0	26	84	118	122	26	0	376
HC08	0	3	28	47	42	17	0	137
HC09	0	26	84	123	88	27	0	348
HC10	0	3	38	52	60	12	1	166
HC11	0	0	6	33	40	8	1	88
HC12	0	0	1	12	26	1	0	40
HC13	0	0	0	2	12	1	0	15
HC14	0	0	0	3	8	0	0	11
HC15	0	0	1	4	8	0	0	13
Total	52	588	1044	2056	2187	632	28	6587

## Disability (Figures 6 to 10)

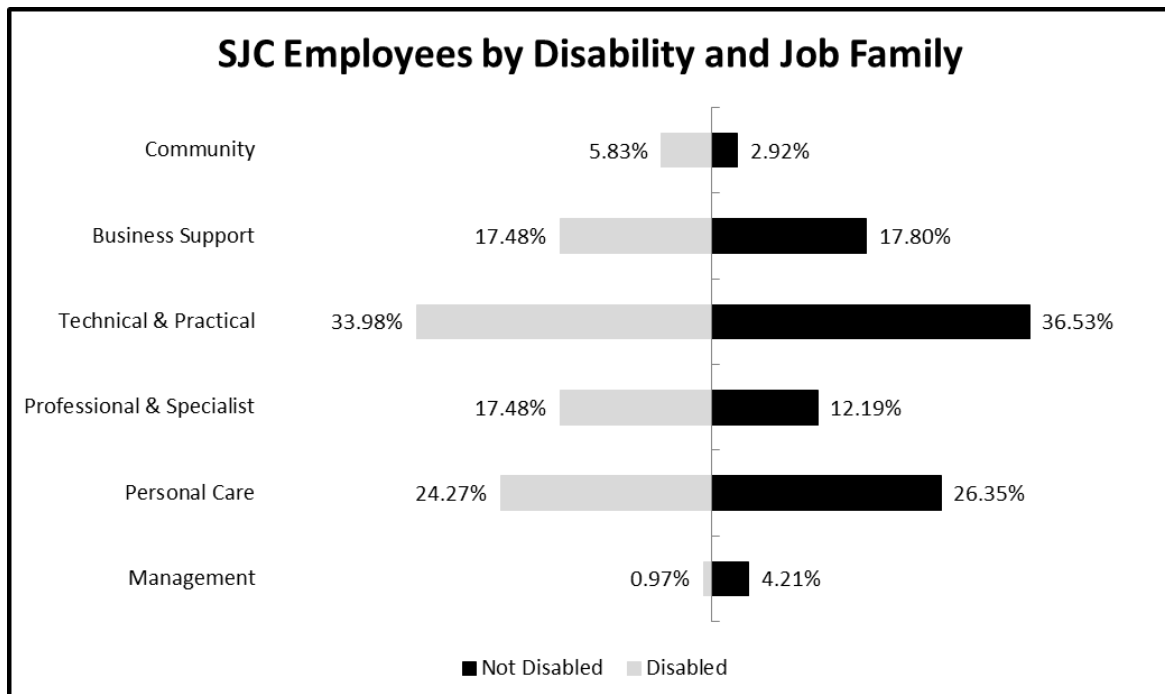
### The distribution of all employees by disability (Figure 6)

Local Authority	Date when data gathered	Total of workforce employed	Workers identifying as disabled	Workers identifying as non-disabled	Disability status of workers unknown
Highland	Dec-16	9714	134 1.4%	4233 43.6%	5347 55.0%

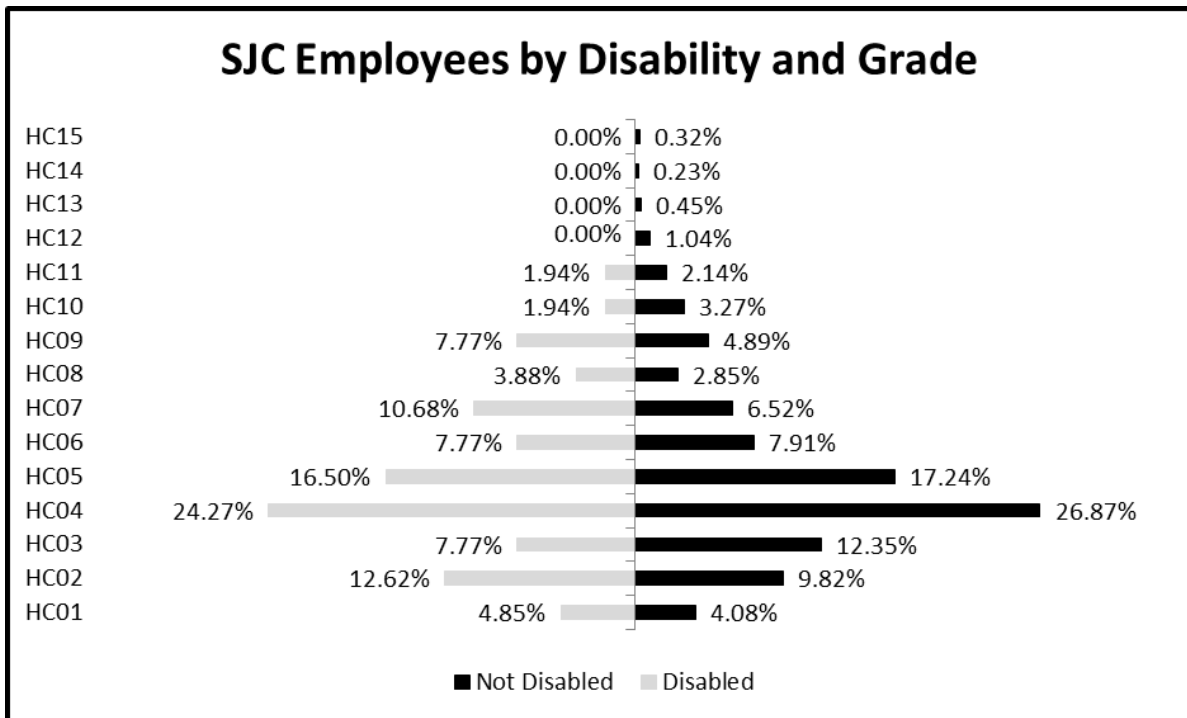
### The distribution of employees joining and leaving the Council by disability (Figure 7)

	New Starts	Leavers
Disabled	7	9
Not Disabled	0	453
Unknown	1110	676

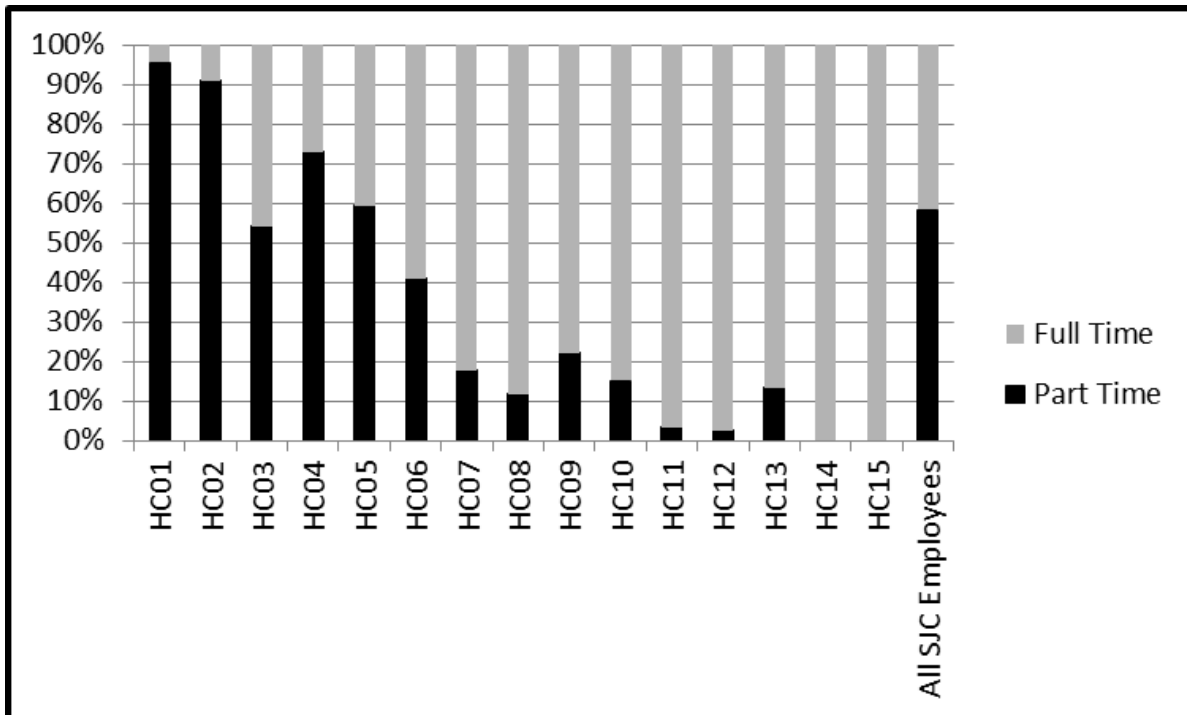
### Occupational Segregation by Disability (Figure 8)



**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 %
Minority Ethnic Groups	13	0.34	0.7
Asian, Asian Scottish, or Asian British	8	0.21	0.8
Not Disclosed	57	1.49	0.0
White - Other White Ethnic Group	115	3.02	4.0
White - Other British	478	12.54	14.7
White - Scottish	3142	82.40	79.9
All Employees	3813		

The provision of training by ethnic group (April-December 2016) (Figure 12)

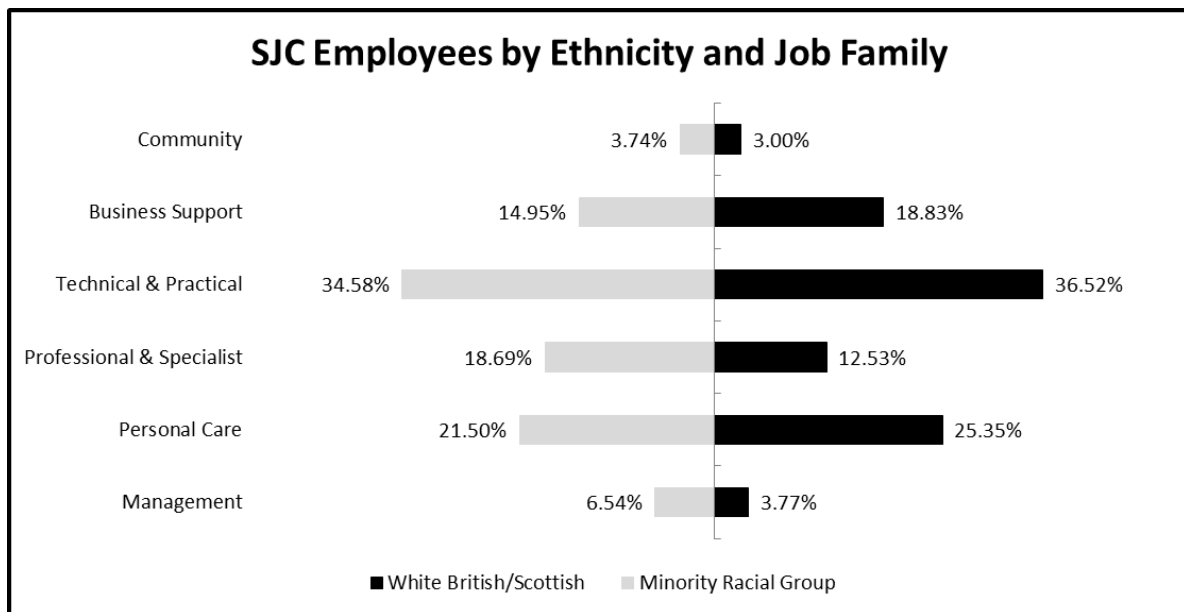
Ethnic Origin	Applied		Received	
	No.	%	No.	%
Minority Ethnic Groups	*	*	*	*
Asian, Asian Scottish, or Asian British	*	*	*	*
Not Disclosed	6	0.4%	6	0.4%
White - Other White Ethnic Group	10	0.6%	10	0.6%
White - Other British	53	3.1%	53	3.1%
White - Scottish	332	19.4%	332	19.4%
Unknown	1305	76.4%	1305	76.4%
All Employees	1708	100.0%	1708	100.0%

\* Where numbers total 5 or less the exact figures will not be reported publicly.

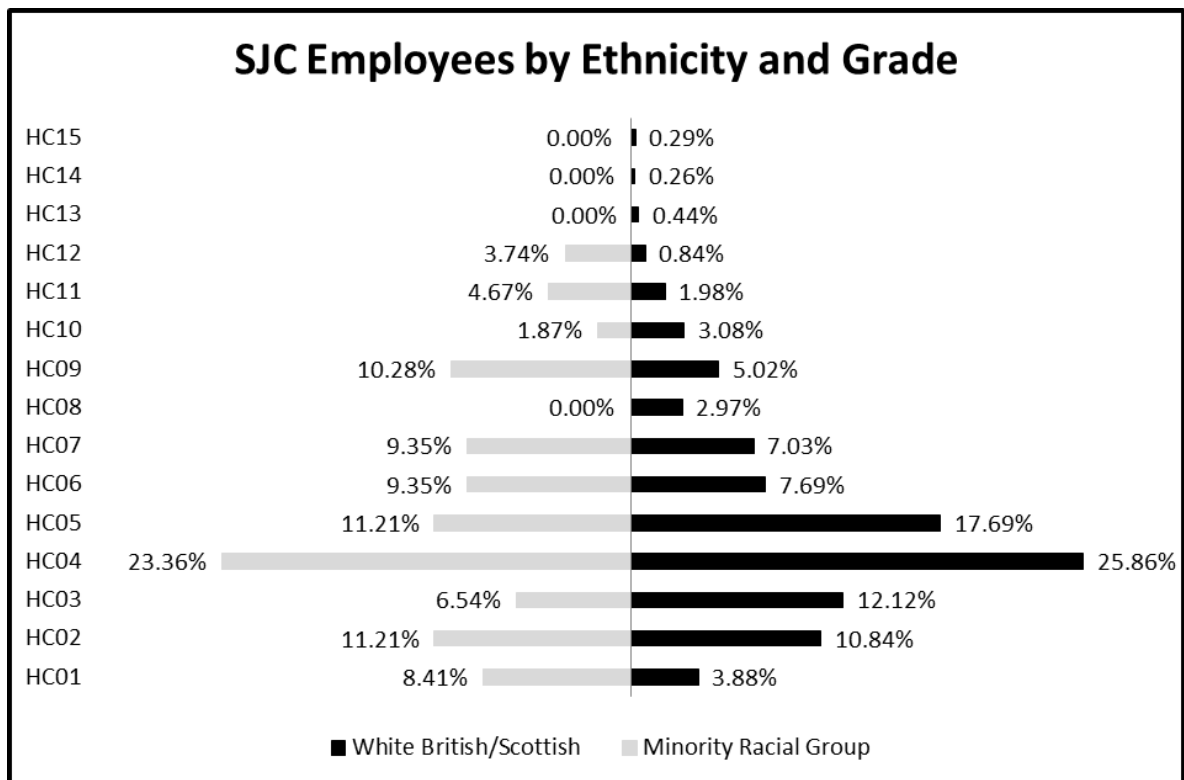
The distribution of employees joining and leaving the Council by ethnic group (Figure 13)

	New Starts	Leavers
Black and Minority Ethnic Groups	0	0
Not Disclosed	0	0
White Groups	7	413
Unknown	1110	725

## Occupational Segregation – Ethnicity (Figure 14)



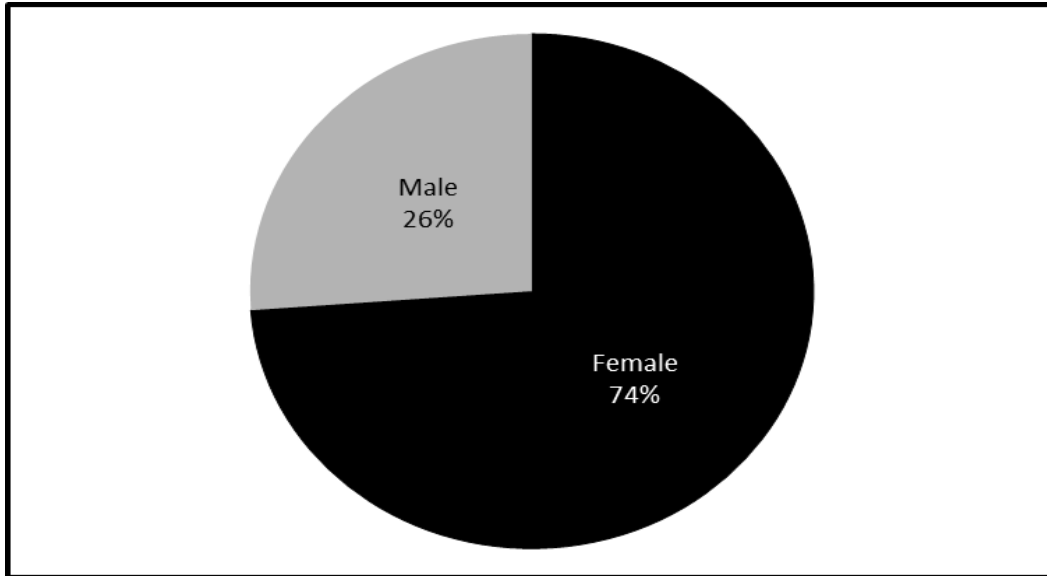
## Occupational Segregation – Ethnicity (Figure 15)



## Gender (Figures 16 to 21)

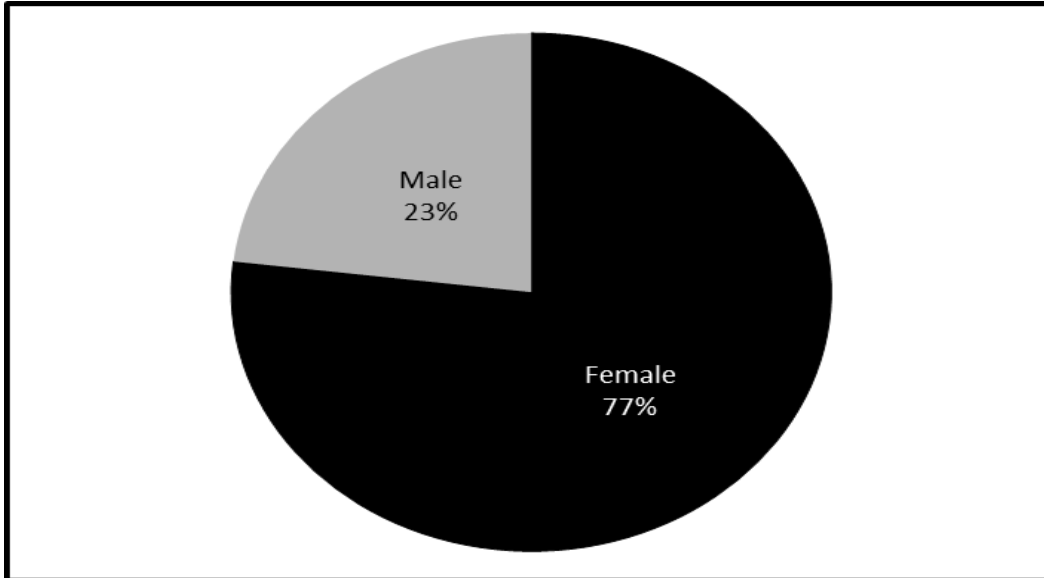
The distribution of all employees by gender (Figure 16)

Gender	Female	Male	Total
No. of Employees	7171	2543	9714



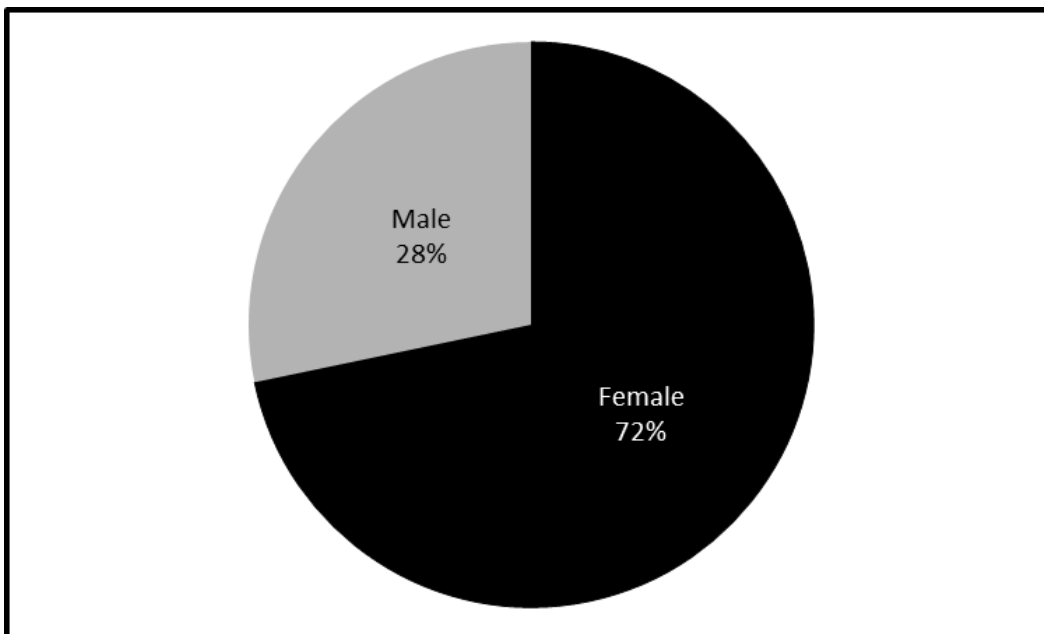
The distribution of teachers by gender (Figure 17)

Gender	Female	Male	Total
No. of Employees	2223	668	2891

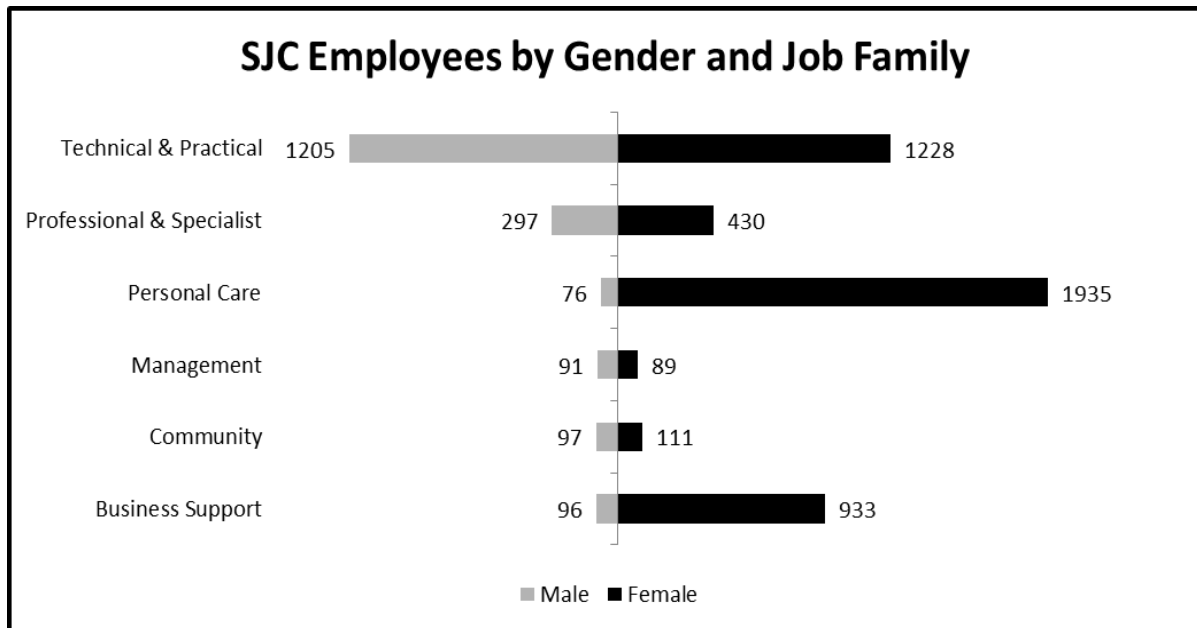


The distribution of Scottish Joint Council (SJC) employees by gender (Figure 18)

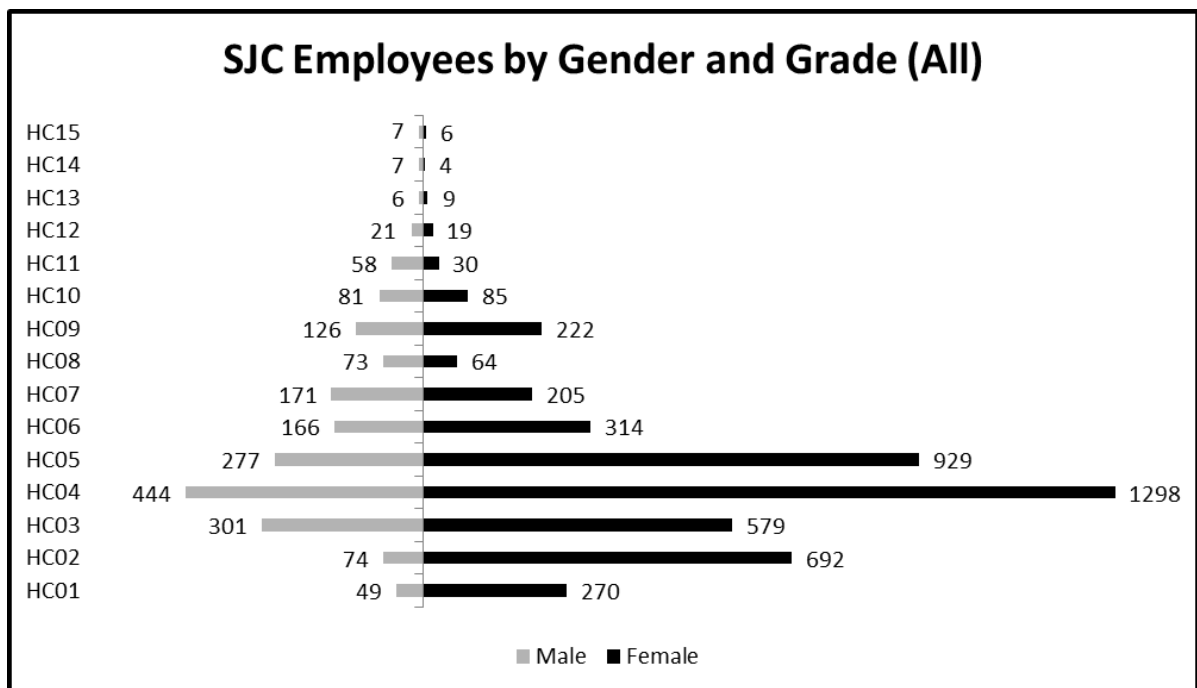
Gender	Female	Male	Total
No. of Employees	4726	1862	6588



### Occupational Segregation - Gender (Figure 19)



### Occupational Segregation - Gender (Figure 20)



Availability of Part Time Employment – Gender (Figure 21)

