

Equalities in Employment Monitoring Report - 2023

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 obligated to meeting these.

The data contained in the report is relevant for the period January – December 2022.

This report includes the findings of analysis relating to the protected characteristics including age, disability, race (ethnic group), sex (gender), sexual orientation, religion or belief, marriage and civil partnership and maternity.

The Council currently holds data on 100% of the workforce in relation to age and sex (gender), 29% of the workforce in relation to disability and 22% in relation to race (ethnic group). Limited information is currently available for the other protected characteristics and is below levels that would provide meaningful data. A process is in place to encourage staff to complete their data and submit to allow more robust reporting data.

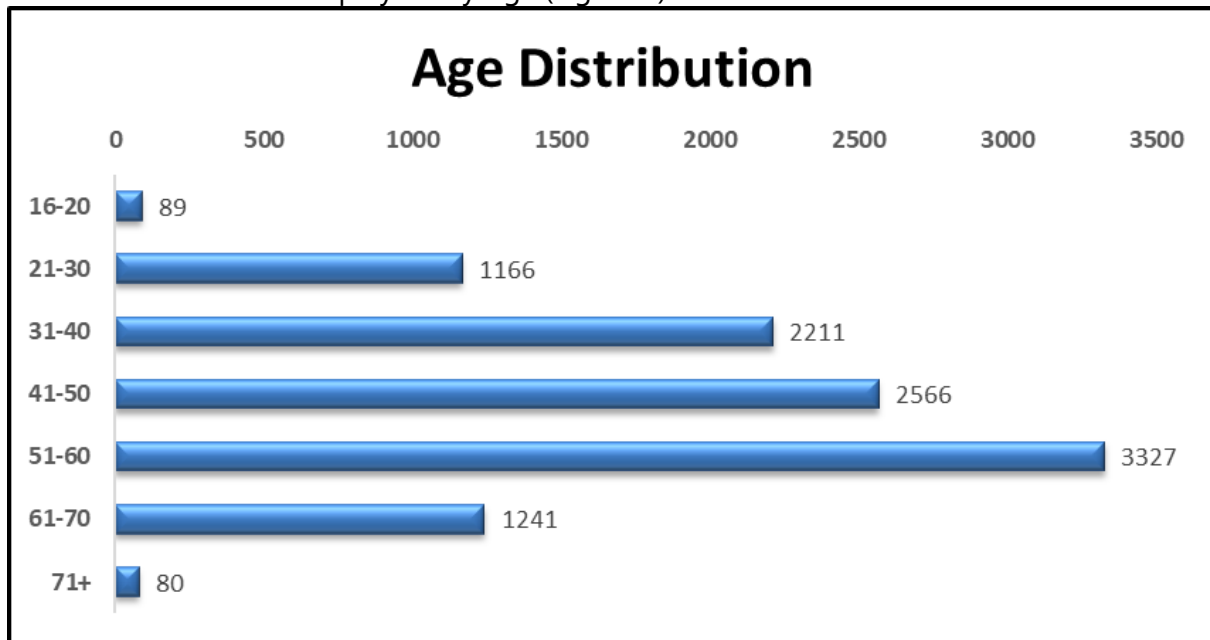
The Council has recently changed the way equalities data relating to the protected characteristics is collected. The system now has the ability to collect more robust and relevant equalities data and employees are currently being encouraged to complete this to enable future reporting. We have extracted some data as shown in some of the tables below. However, these should be viewed as an indicator only as they are only a small snapshot reflecting a small percentage of the whole workforce. The data being requested matches the Census 2022 categories.

The outcomes and action plans supported by this report are published in the Equalities Mainstreaming Progress Report which was considered by Communities and Place Committee in May 2023.

Age

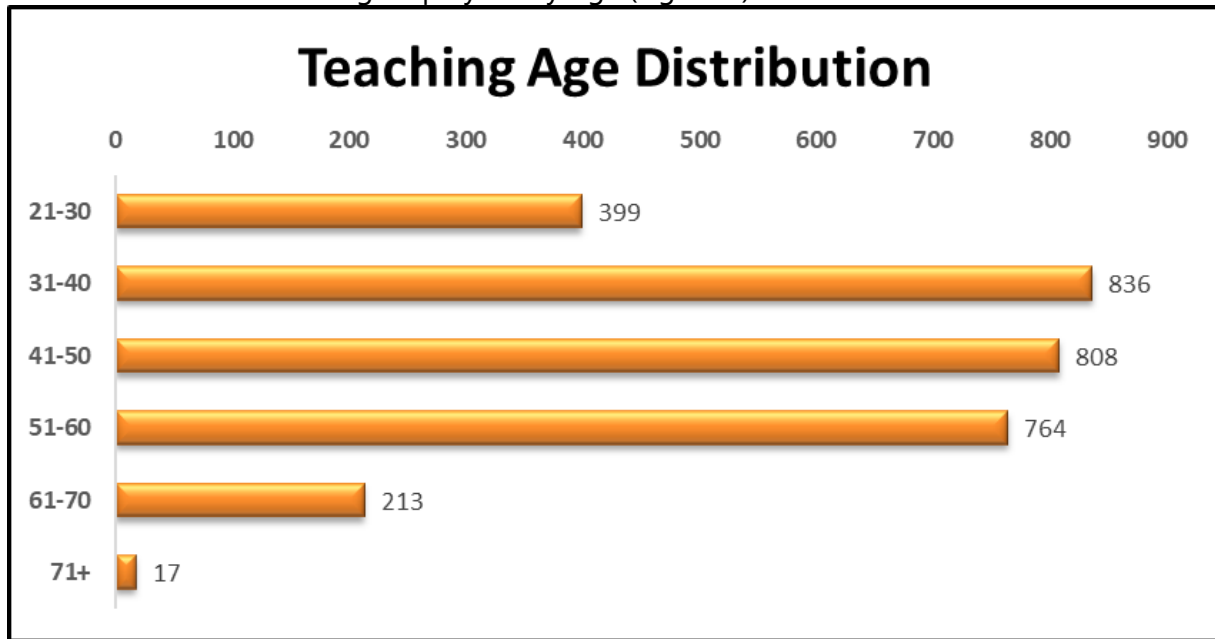
Analysis of data relating to age distribution shows a high proportion of staff aged between 41 and 60 years of age and a low proportion of staff aged 30 and under.

The Distribution of All Employees by Age (Figure 1)

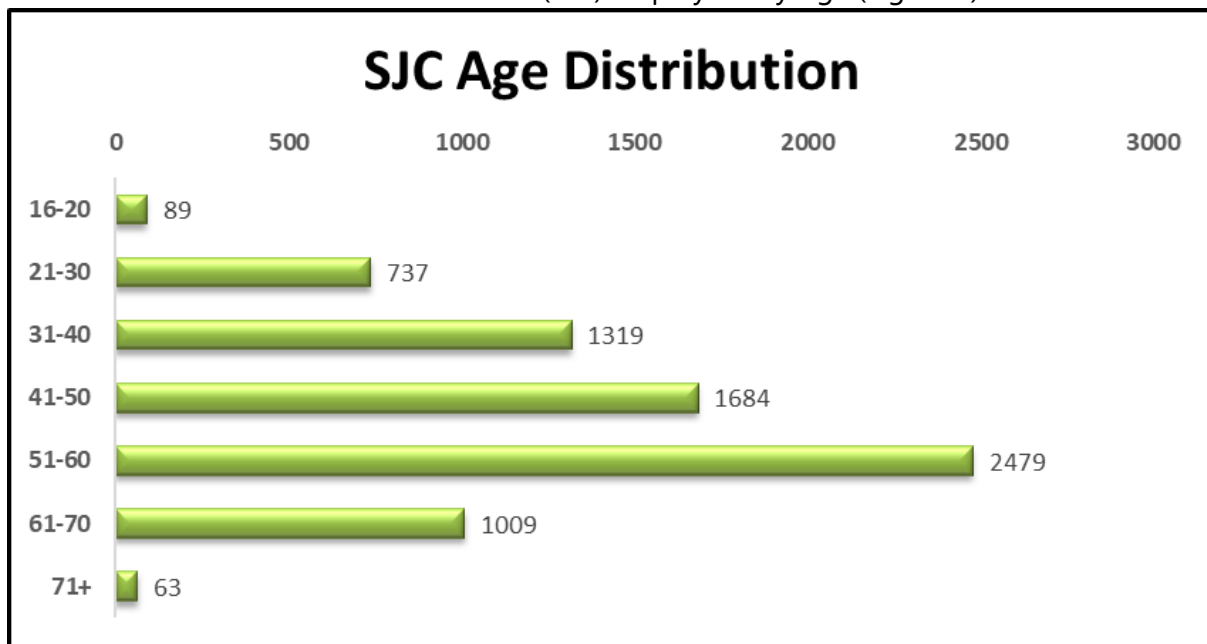


Comparison of the two major groups, teaching staff and Scottish Joint Council (SJC) staff continues to show an even more marked slant in the SJC workforce with over 3 times as many employees aged 51-60 versus those aged 21-30.

The Distribution of Teaching Employees by Age (Figure 2)



The Distribution of Scottish Joint Council (SJC) Employees by Age (Figure 3)



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.

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	16	1	0	34	1	37	89	1.2%
21-30	134	14	3	315	59	212	737	10.0%
31-40	163	40	9	539	158	410	1319	17.9%
41-50	206	60	40	644	219	513	1682	22.8%
51-60	320	106	87	712	303	945	2473	33.5%
61-70	114	40	25	254	97	479	1009	13.7%
71+	11	3	0	9	4	36	63	0.9%
Total	964	264	164	2507	841	2632	7372	

The Distribution of Scottish Joint Council (SJC) Employees by Age and Grade (Figure 5)

Grade	Age Range							Total
	16-20	21-30	31-40	41-50	51-60	61-70	71+	
HC01	9	15	34	62	111	70	7	308
HC02	15	57	141	158	233	134	16	754
HC03	17	123	194	199	288	119	14	954
HC04	24	175	306	482	693	291	14	1985
HC05	24	210	269	304	428	145	4	1384
HC06	0	68	138	128	162	71	1	568
HC07	0	44	94	108	182	66	2	496
HC08	0	16	35	54	70	22	4	201
HC09	0	28	63	92	131	41	0	355
HC10	0	1	34	54	89	25	1	204
HC11	0	0	9	23	42	9	0	83
HC12	0	0	2	10	18	8	0	38
HC13	0	0	0	6	8	6	0	20
HC14	0	0	0	1	11		0	12
HC15	0	0	0	2	12	2	0	16
Total	89	737	1319	1683	2478	1009	63	7378

Disability

Of the Council workforces' respondents, 2.7% identify as being disabled. In the 2011 census, 18.6% of the Highland community identified themselves as having a long-term health problem or disability. On this basis, people with disabilities appear to be under-represented within the Council workforce.

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	
	Count	Percentage	Count	Percentage	Count	Percentage
10680	84	0.79%	2638	24.70%	7958	74.51%

The Distribution of All Employees Joining and Leaving the Council by Disability (Figure 7)

	Starters	Leavers
Disabled	7	10
Non-Disabled	76	241
Unknown	1351	1143

In relation to occupational segregation, there is no discernible difference between those employees who identify as being disabled versus those who do not who 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 overrepresented in Professional and Community roles and underrepresented in management roles.

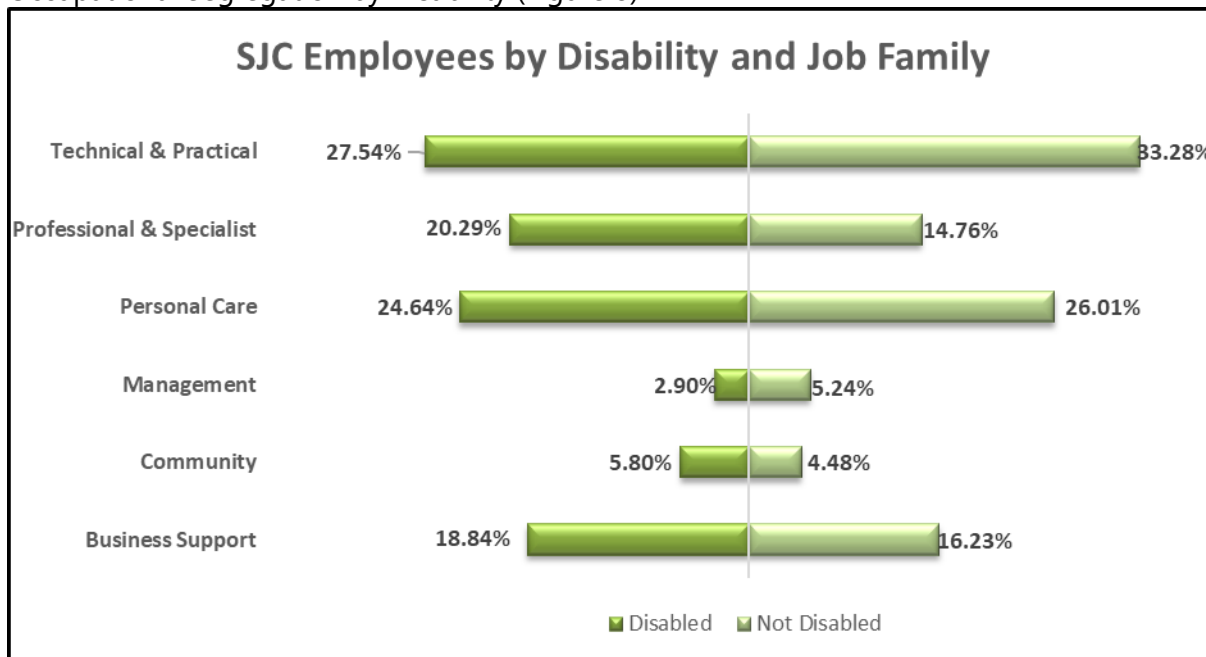
Disabled employees are underrepresented in the most senior grades, HC12-15.

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

The Highland Council is committed to equality of opportunity and are proud to be recognised as a Disability Confident Employer. We are now working to achieve Disability Confident Leader status by Autumn 2023.

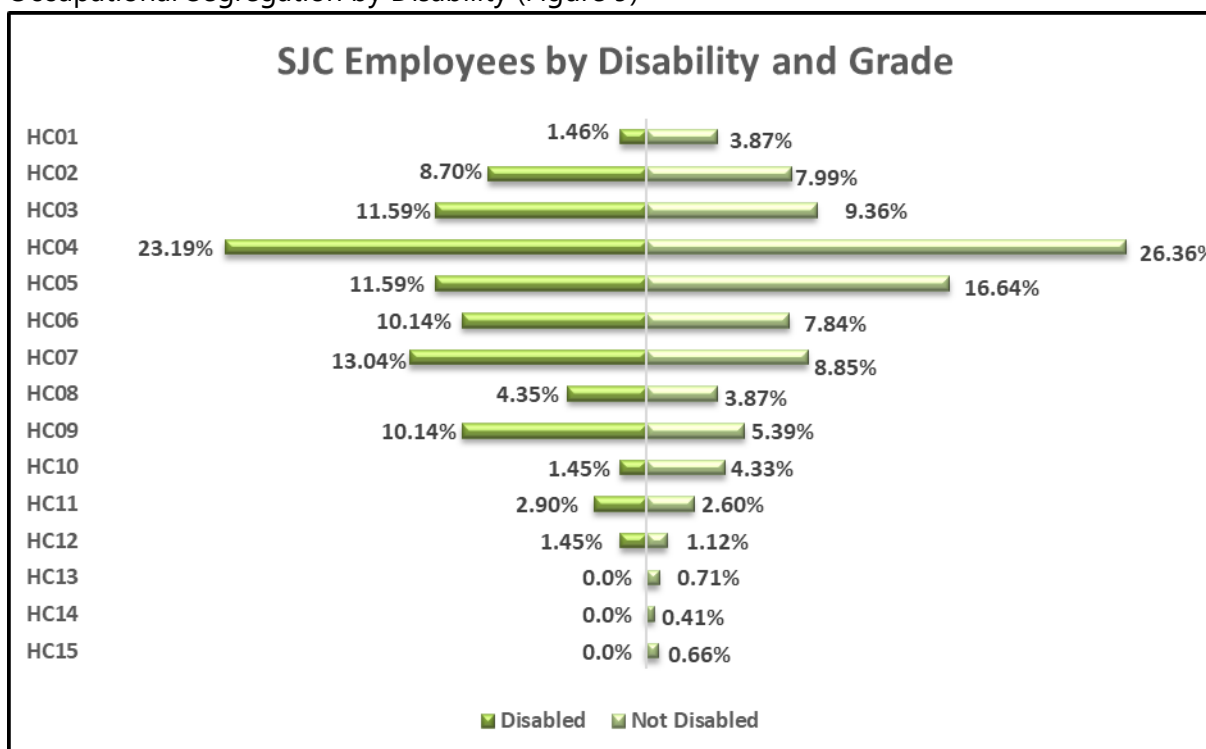
Our approach will allow new and existing staff members with a disability or long term health condition across all grades to a tailored approach to managing their workplace environment and ensuring it is safe and accessible. The Disability passport also supports staff with a disability if they move to different roles in the organisation.

Occupational Segregation by Disability (Figure 8)



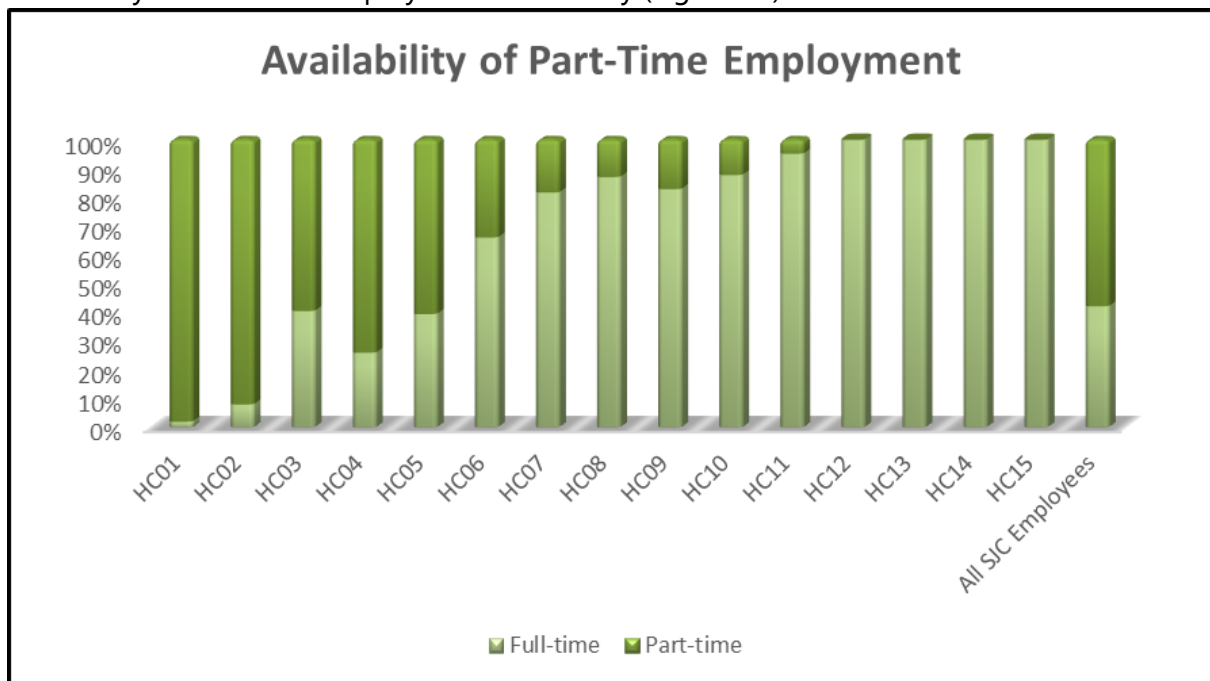
(Figure 8. based on total respondents 3080 of which 2034 indicated 'Disabled' or 'Not Disabled')

Occupational Segregation by Disability (Figure 9)



(Figure 9. based on total respondents 3080 of which 2034 indicated 'Disabled' or 'Not Disabled')

Availability of Part-Time Employment – Disability (Figure 10)



Race (Ethnic Origin)

The representation of race (ethnic groups) employed by the Council largely reflects the wider Highland population as described in the 2011 census. The 2022 census outcome is not yet known.

The Distribution of All Employees by Ethnic Group in Comparison with the Highland Population (Figure 11)

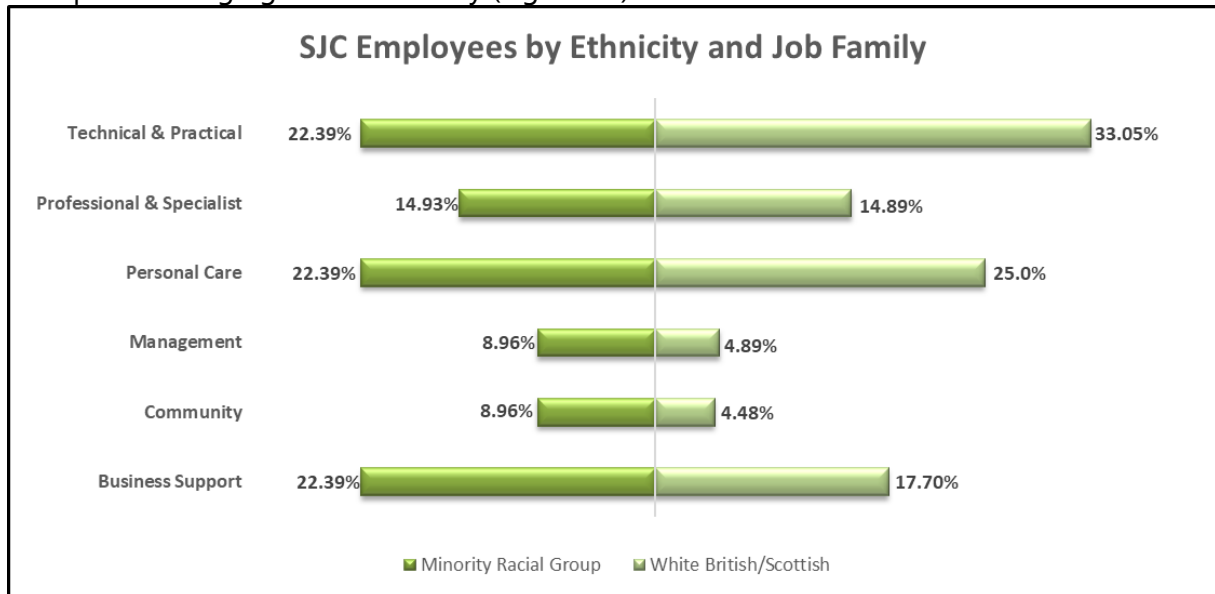
Ethnicity	No. of Employees	Highland Council 2023	Census 2011
Other Minority Ethnic Groups	10	0.42%	0.6%
Asian, Asian Scottish or Asian British	7	0.30%	0.8%
Not Disclosed	21	0.89%	0.0%
White - Other British	280	11.81%	14.7%
White - Irish	13	0.55%	0.6%
White - Other	68	2.87%	2.0%
White - Polish	1	0.04%	1.5%
White - Scottish	1970	83.12%	79.9%
All Employees	2370		

Figure 11 should be viewed as an indicator only as it represents just under a quarter of the whole workforce. It is envisaged that, as employees are now completing their own equalities data, evidence of any trends that need to be analysed and addressed will be provided in the future.

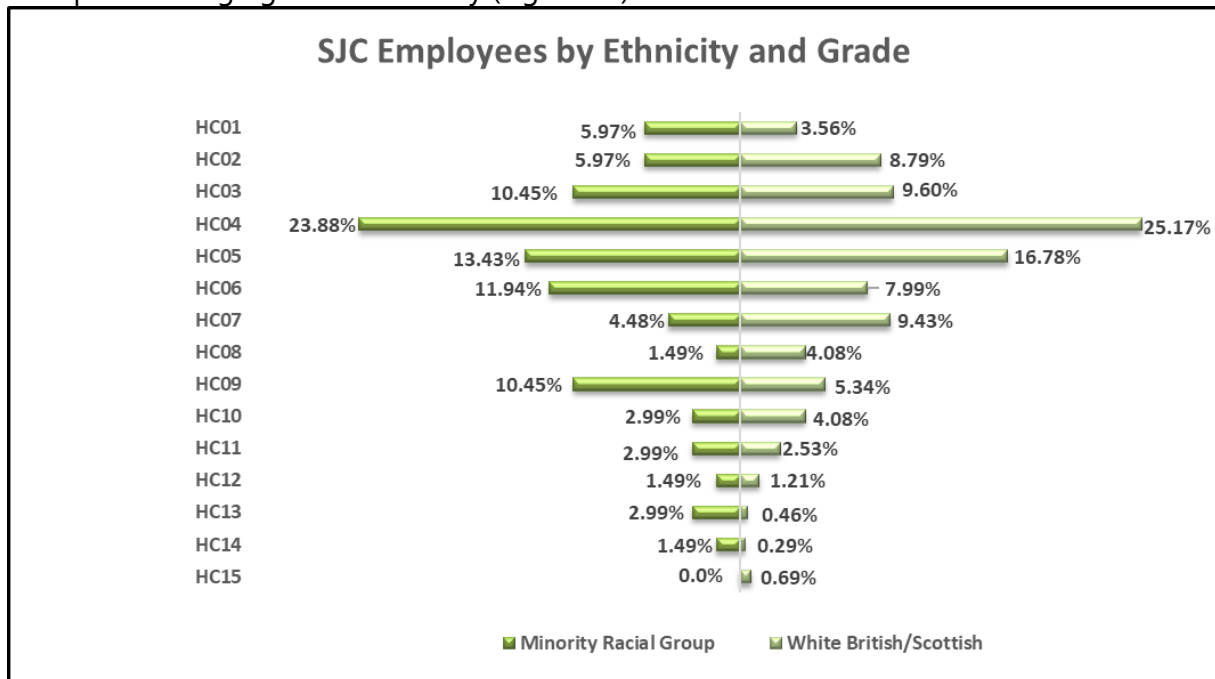
The Distribution of Employees Joining and Leaving the Council by Ethnic Group Jan – Dec 2022 (Figure 12)

	Starters	Leavers
Black & Minority Ethnic Groups	3	0
White Groups	89	268
Unknown	1342	1126
Total	1434	1394

Occupational Segregation – Ethnicity (Figure 13)



Occupational Segregation – Ethnicity (Figure 14)



Gender Reassignment

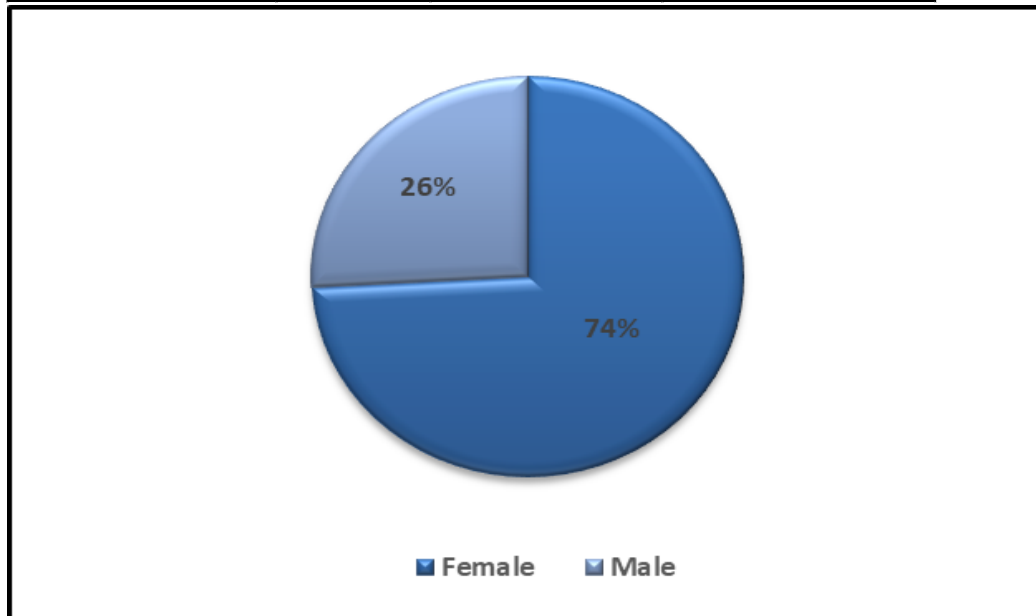
We do not currently hold data on gender reassignment and cannot be reported.

Sex (Gender)

Analysis of the data relating to sex (gender) shows a predominantly female workforce across the whole of the Council (74.1%). This is the case for both the SJC and teaching workforce.

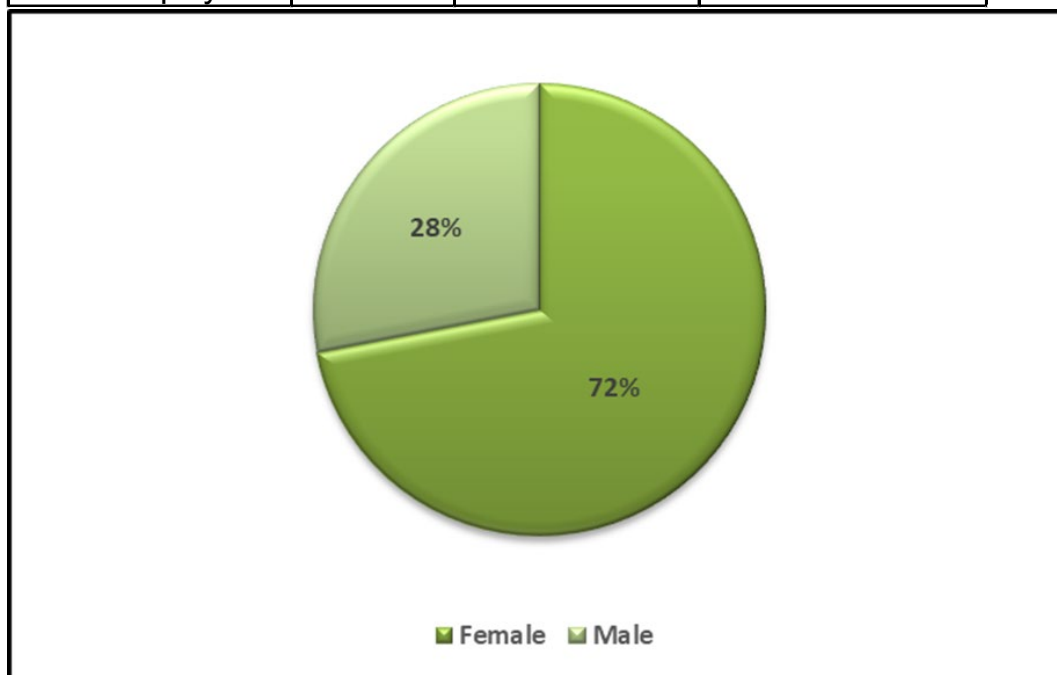
Distribution of All Employees by Sex (Figure 15)

Sex	Female	Male	Total
No. of employees	7919	2761	10680



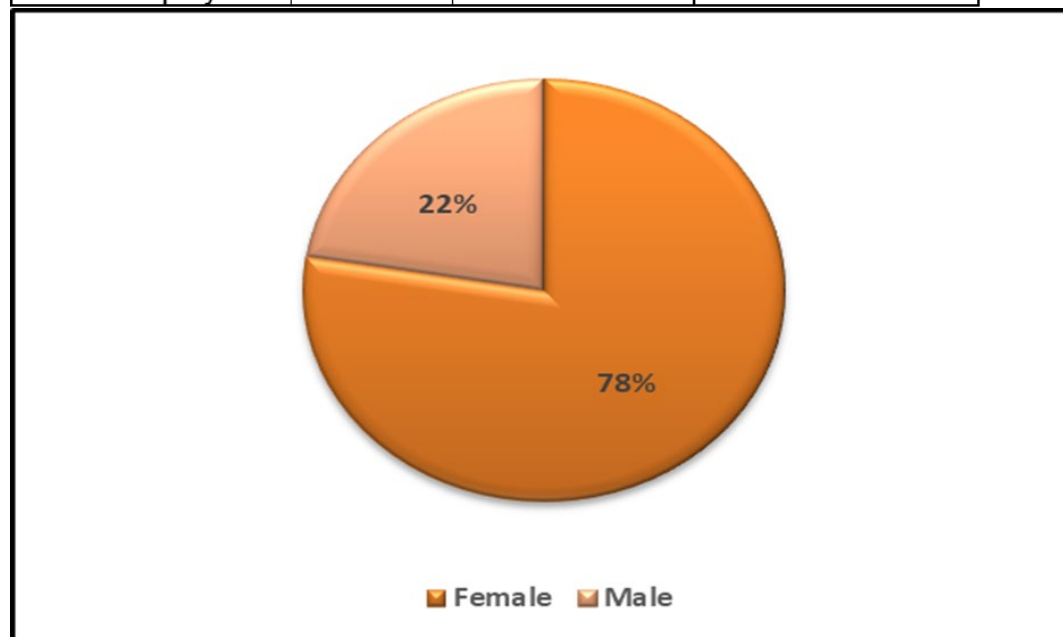
Distribution of Teachers by Sex (Figure 16)

Sex	Female	Male	Total
No. of employees	5312	2068	7380



Distribution of Scottish Joint Council (SJC) Employees by Sex (Figure 17)

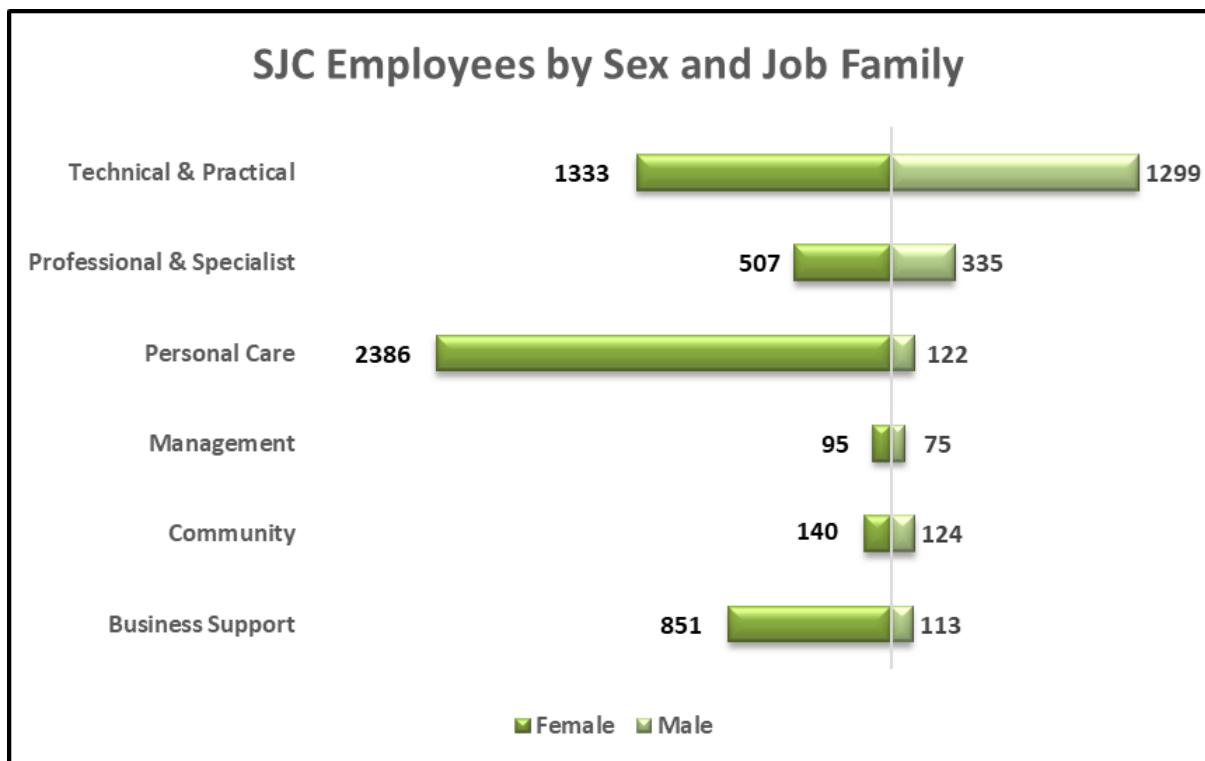
Sex	Female	Male	Total
No. of employees	2356	681	3037



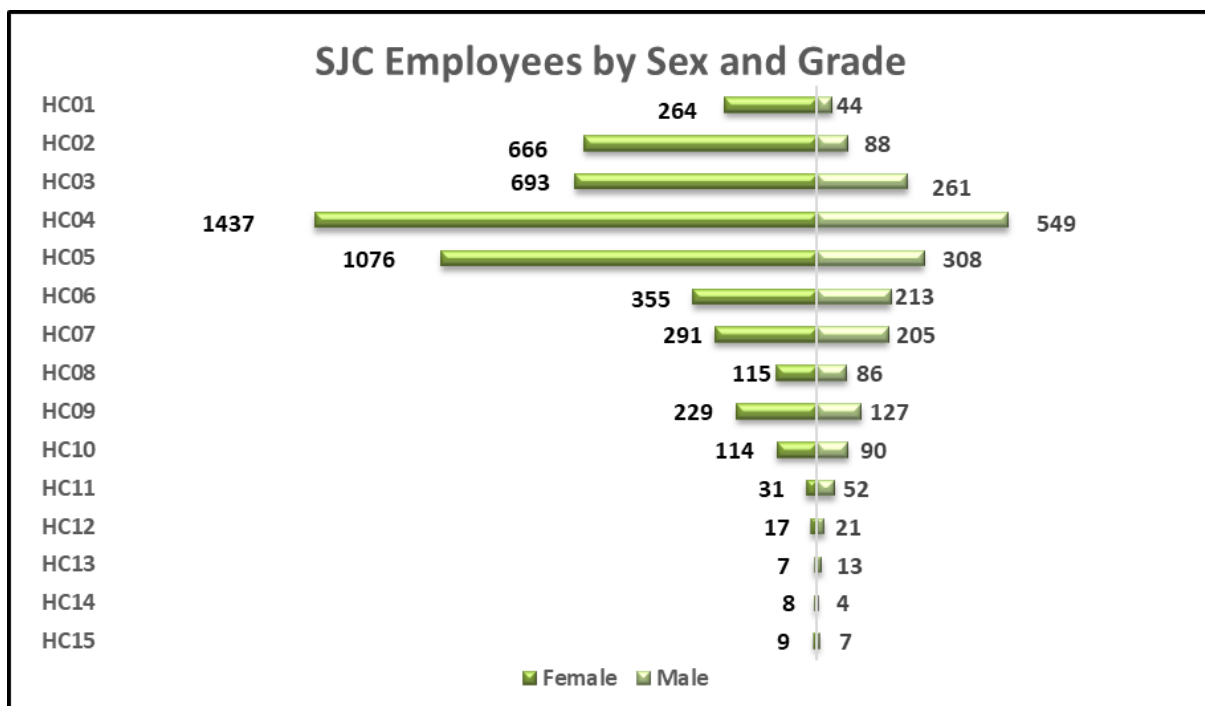
In relation to occupational segregation, the pattern of male and female employment is varied. Male and female employees are found in similar ratios across the job roles within Community, Technical & Practical and Management. Female employees are significantly overrepresented in Personal Care, Business Support and Professional & Specialist roles.

Care must be taken in 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.

Occupational Segregation – Sex (Figure 18)

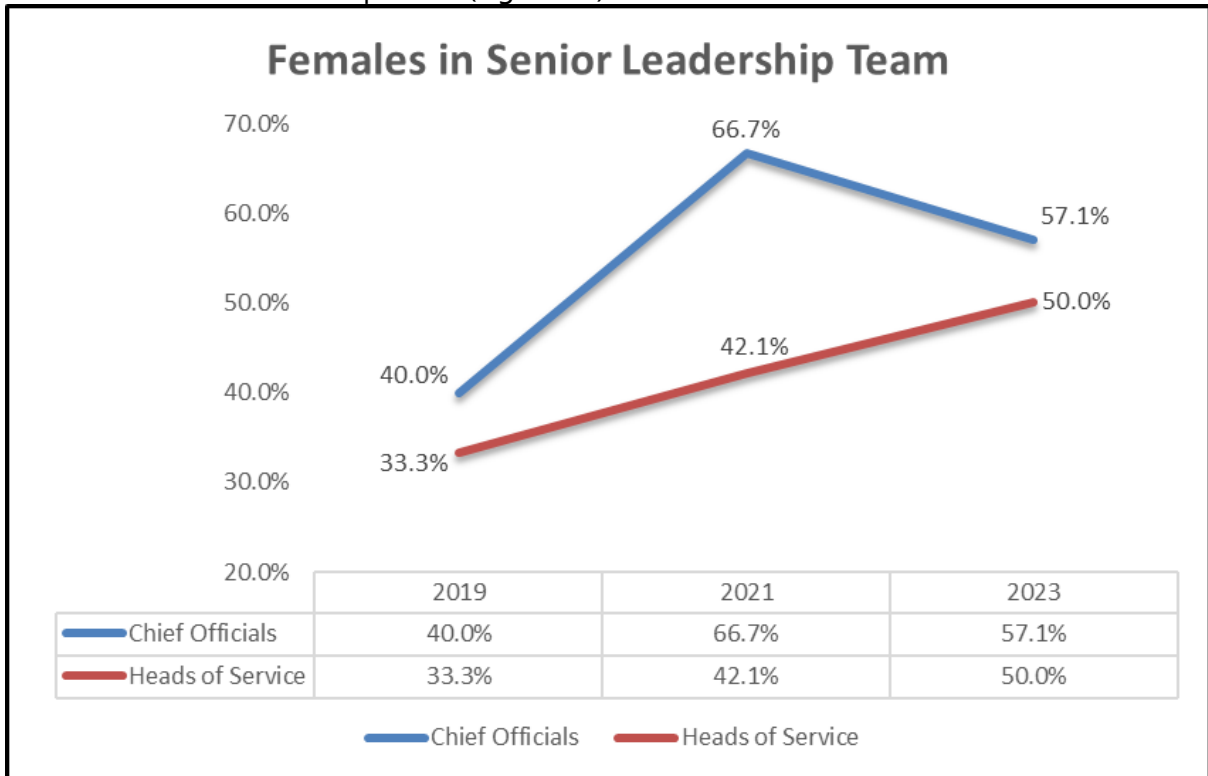


Occupational Segregation – Sex (Figure 19)



In 2023, 55.6% of the managers employed in SJC Management posts are women which does not evidence a significant difference between male and female in these roles.

Females in Senior Leadership Team (Figure 20)



Numbers in Senior Leadership Team								
Chief Officials	2019	2021	2023	Heads of Service	2019	2021	2023	
Female	2	6	4	Female	6	7	7	
Male	3	3	3	Male	12	9	7	
Total	5	9	7	Total	18	16	14	

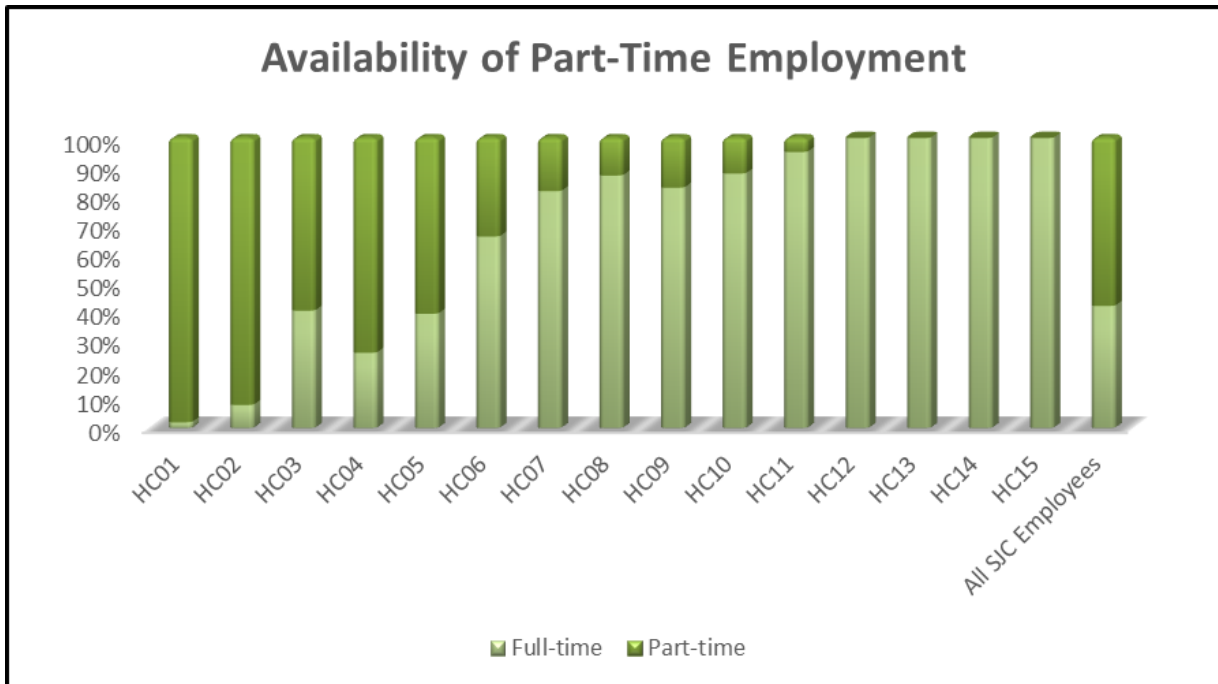
In 2023, 52.4% of the senior leadership team are women.

This is a 2.4% increase since 2021.

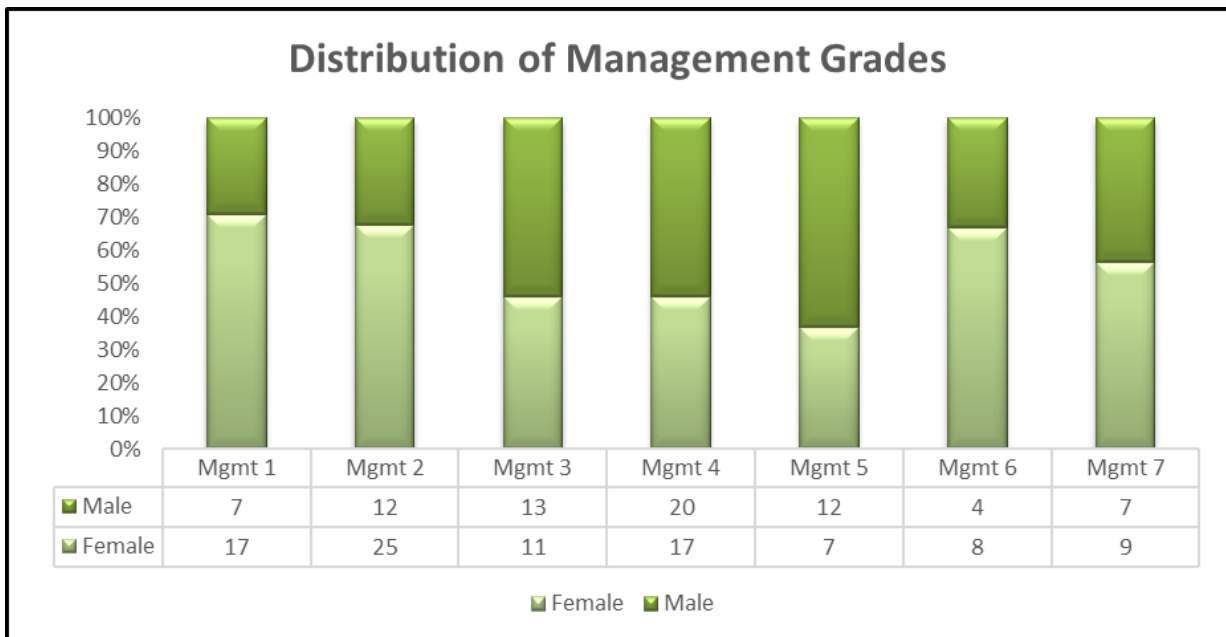
There are still significantly more opportunities for part time and term time working in the lower SJC grades (HC01 – 06).

Information and analysis of gender pay gaps is published separately.

Availability of Part-Time Employment – Sex (Figure 21)



Distribution of Management Grades – Sex (Figure 22)



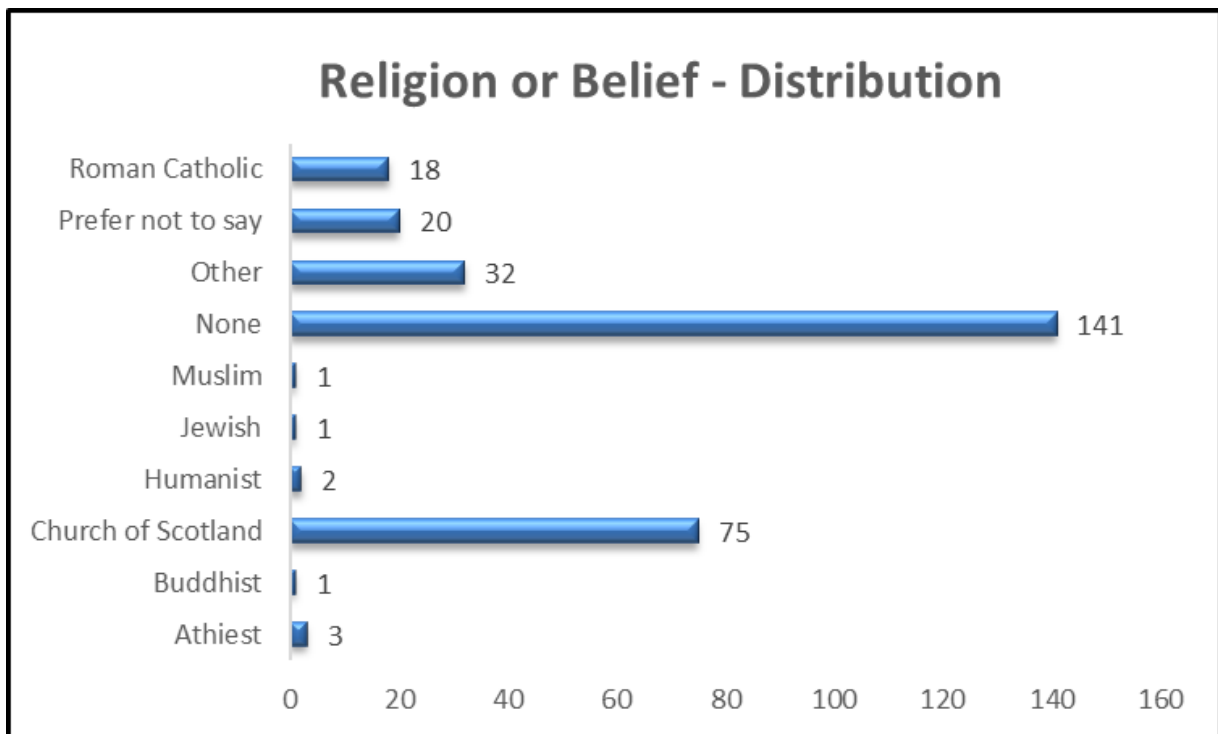
Religion or Belief, Sexual Orientation, Marriage & Civil Partnership, Gender Reassignment & Pregnancy & Maternity

Our current workforce data for the additional protected characteristics, namely religion or belief, sexual orientation and marriage and civil partnership is limited.

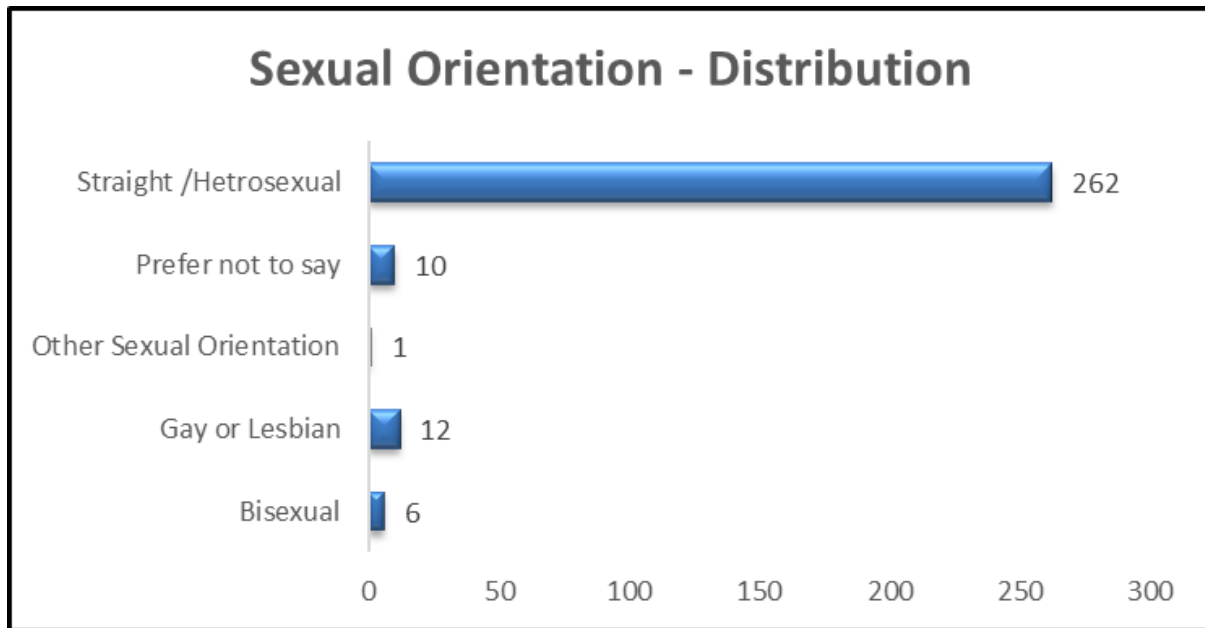
We do not currently hold any data for gender reassignment or pregnancy. However, we can report 3% of employees were on Maternity leave during 2022.

The tables below should be viewed as an indicator only as they represent less than 10% of the whole workforce. It is envisaged that as employees are now completing their own equalities data, evidence of any trends that need to be analysed and addressed will be provided in the future.

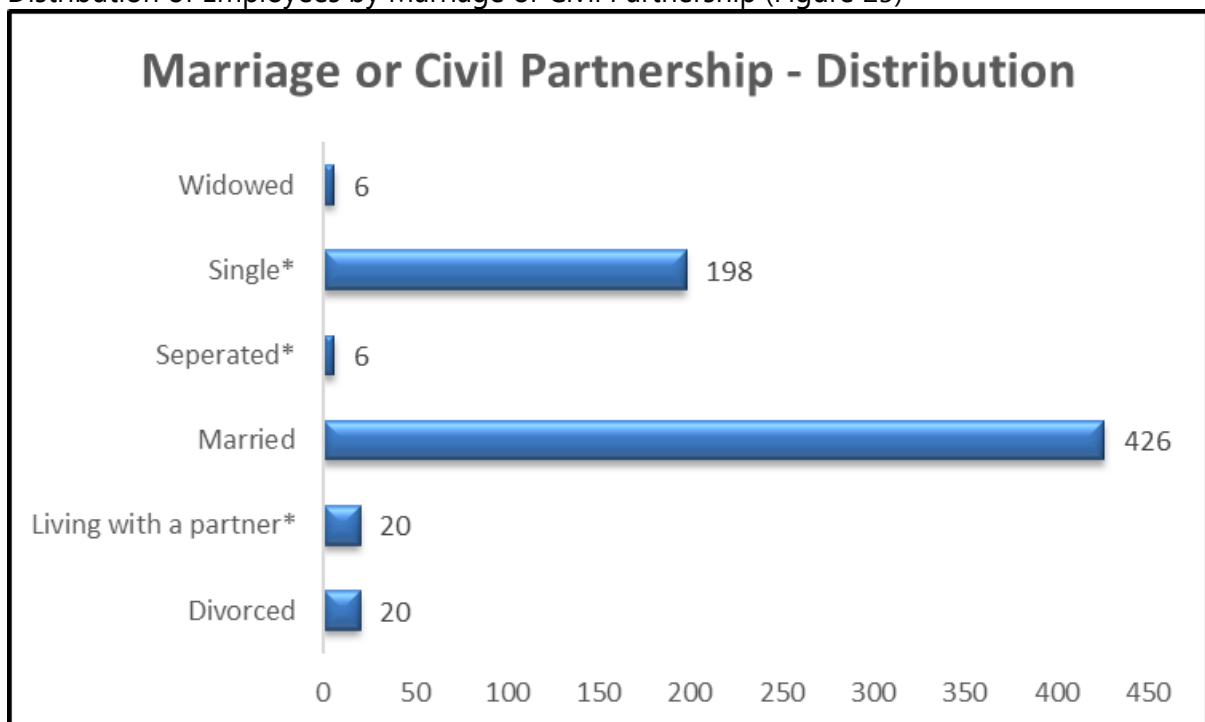
Distribution of Employees by Religion or Belief (Figure 23)



Distribution of Employees by Sexual Orientation (Figure 24)



Distribution of Employees by Marriage or Civil Partnership (Figure 25)



*Please note data in Figure 25 above is based on the categories collected prior to Census 2022