

Equalities in Employment Monitoring Report

The Highland Council

2019

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 2018 – December 2018.

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 36% of the workforce in relation to disability and 30.5% in relation to ethnic group. 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.

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 2.8 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

1.02% of the Council workforce identify as being disabled. As a percentage of those staff on for whom the Council hold data this equates to 2.9% 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.

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 (75%). 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 2019 50% 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.

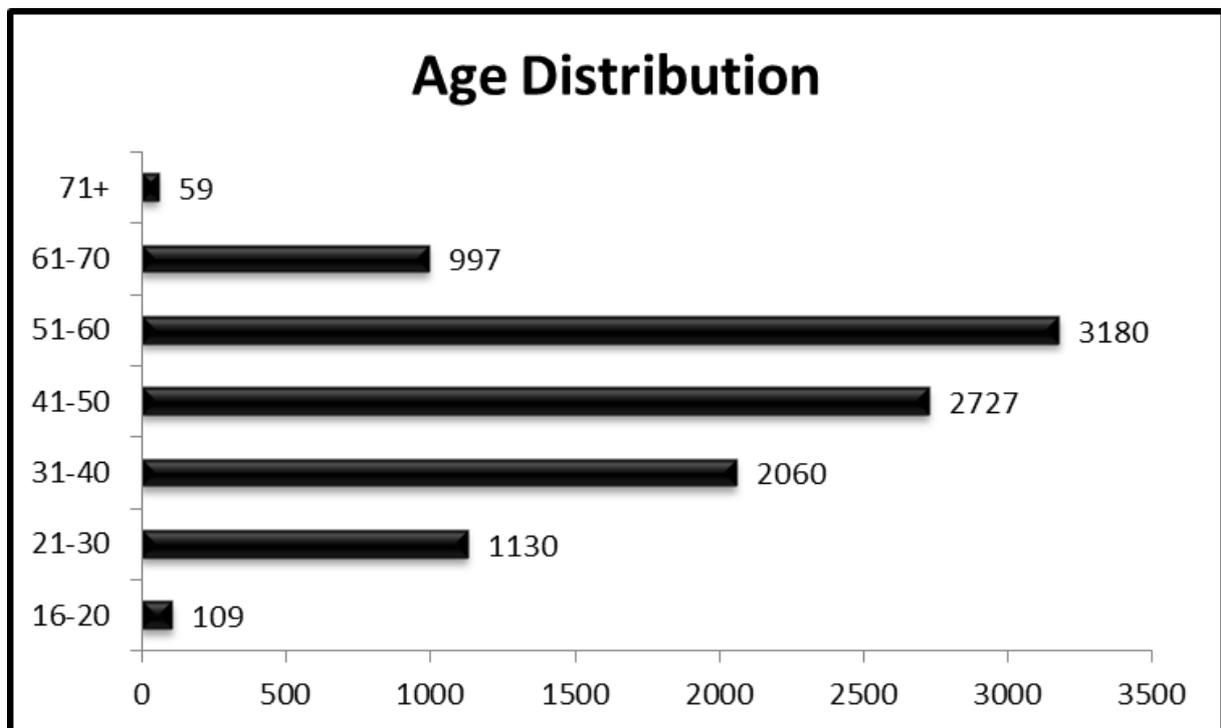
There are still significantly more opportunities for part time and term time working in the lower SJC grades (HC01 – 06).

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

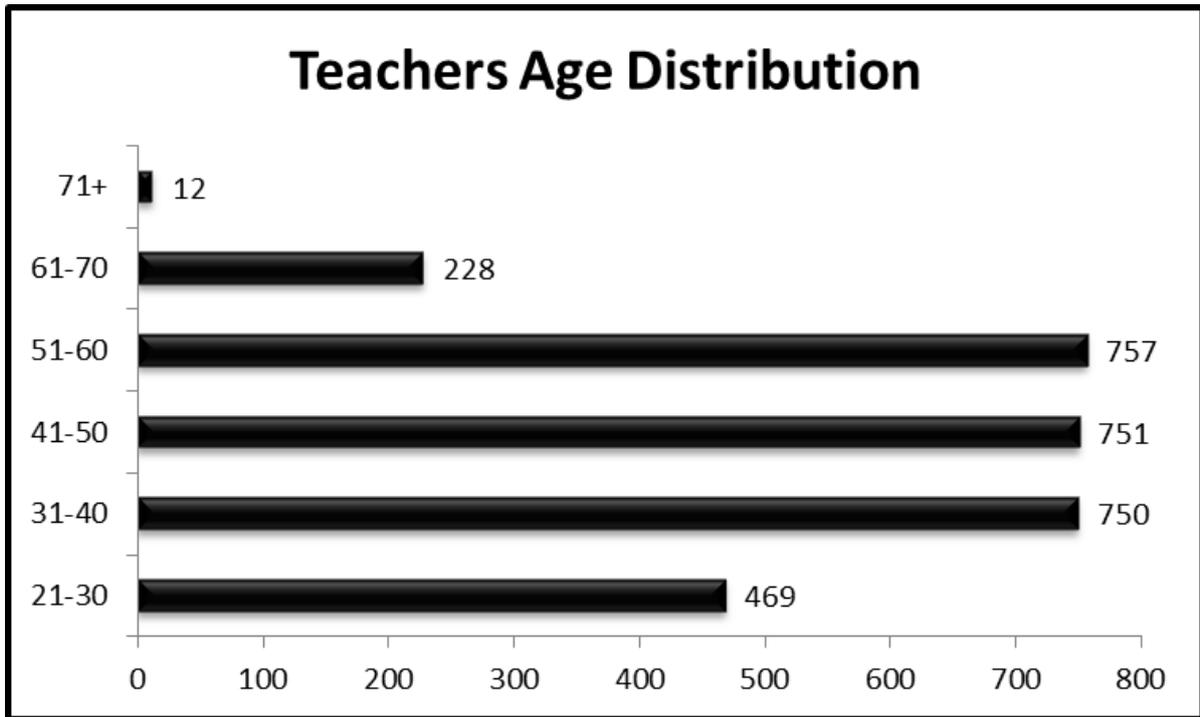
(See figures 16 to 22)

Age (Figures 1 to 5)

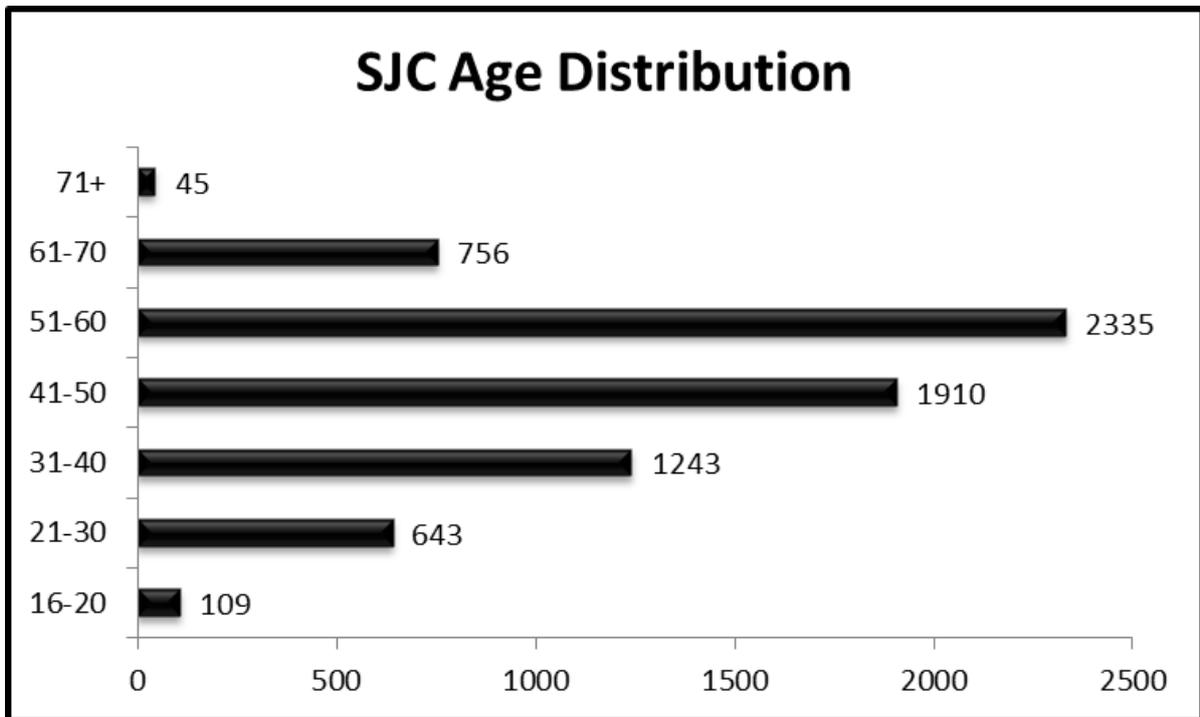
The distribution of all employees by age (Figure 1)



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	17	1	0	30	3	58	109	1.55%
21-30	104	14	1	288	44	192	643	9.13%
31-40	190	47	21	482	161	342	1243	17.65%
41-50	253	78	44	666	243	626	1910	27.13%
51-60	294	92	98	717	234	900	2335	33.16%
61-70	98	23	17	173	63	382	756	10.74%
71+	3	2	0	8	3	29	45	0.64%
Total	959	257	182	2364	750	2529	7041	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	19	35	49	68	110	54	3	338
HC02	18	47	118	199	233	146	20	781
HC03	24	84	152	241	291	102	8	902
HC04	17	159	320	582	690	190	6	1964
HC05	30	214	251	324	403	108	2	1332
HC06	1	36	111	118	159	45	1	471
HC07	0	32	87	108	148	35	2	412
HC08	0	7	25	53	47	14	2	148
HC09	0	28	85	122	99	32	0	366
HC10	0	1	36	50	64	15	0	166
HC11	0	0	6	27	43	9	1	86
HC12	0	0	1	8	23	5	0	37
HC13	0	0	0	4	11	1	0	16
HC14	0	0	0	2	2	0	0	4
HC15	0	0	2	4	12	0	0	18
Total	109	643	1243	1910	2335	756	45	7041

Disability (Figures 6 to 10)

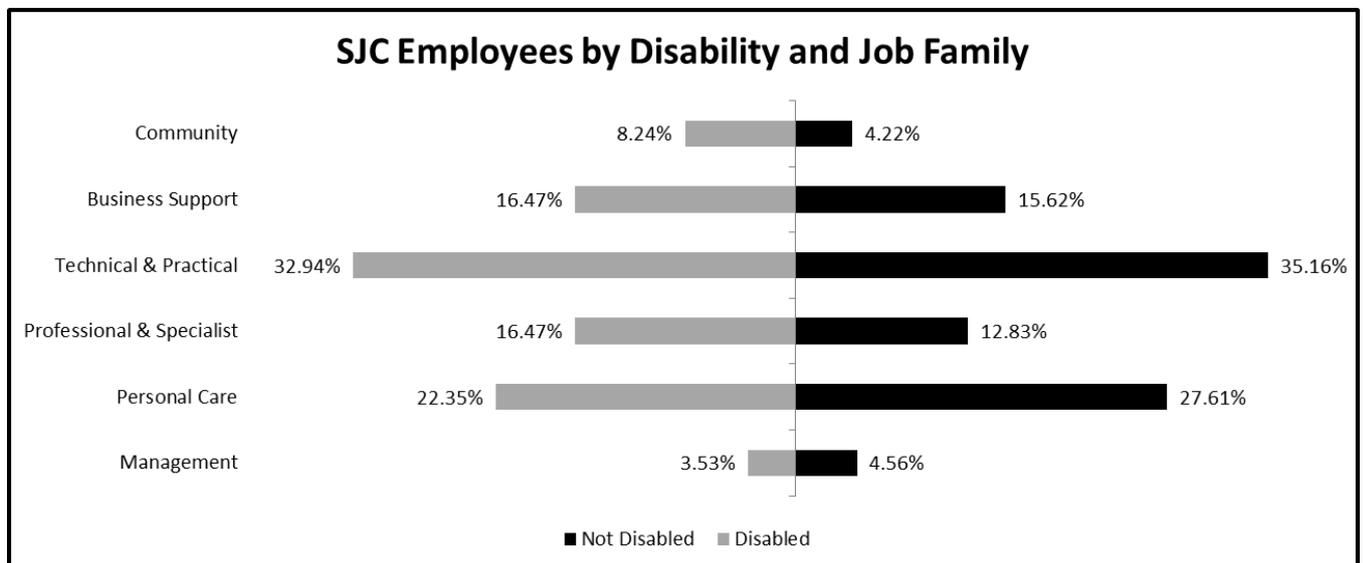
The distribution of all employees by disability (Figure 6)

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-18	10262	105	3563	6594
			1.02%	34.7%	64.3%

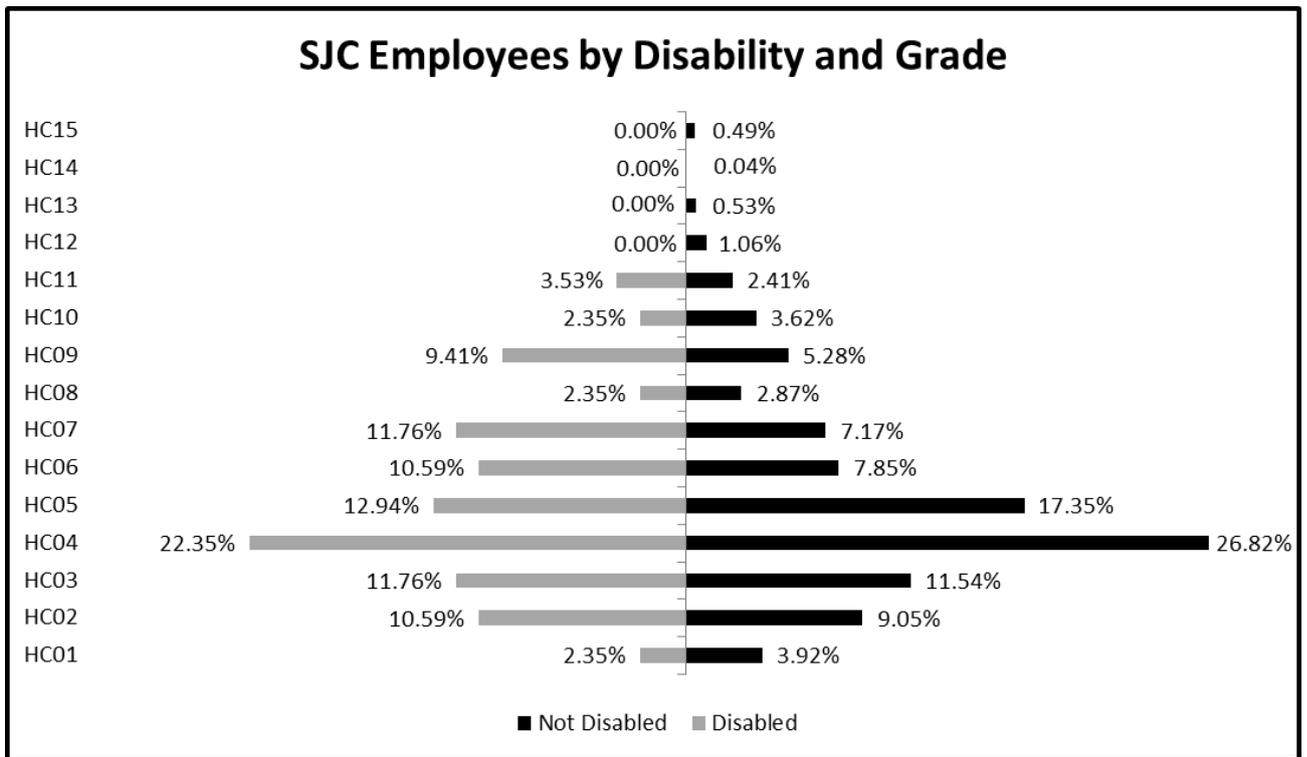
The distribution of employees joining and leaving the Council by disability (Figure 7)

	New Starts	Leavers
Disabled	0	3
Not Disabled	0	201
Unknown	1011	688

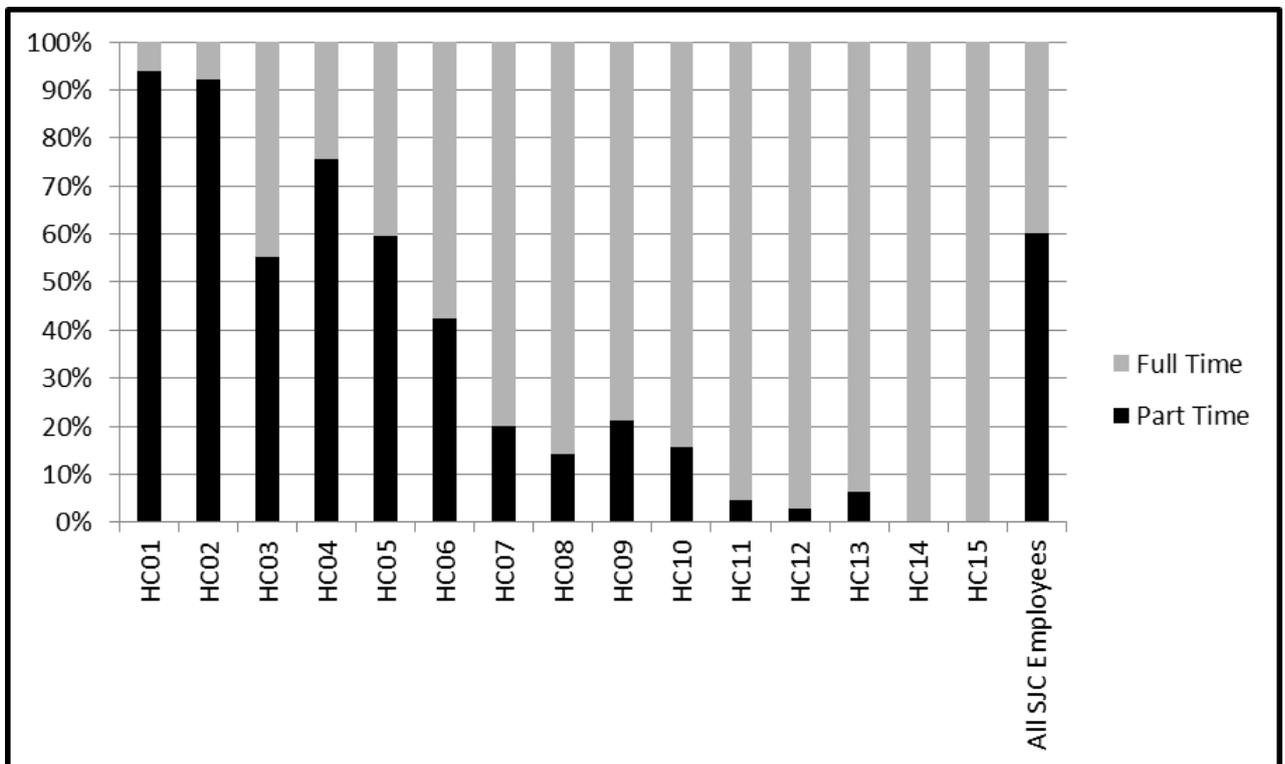
Occupational Segregation by Disability (Figure 8)



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 Highland Council	% 2011 Census	%
Other Minority Ethnic Groups	10	0.3%	0.7
Asian, Asian Scottish, or Asian British	5	0.2%	0.8
Not Disclosed	27	0.9%	0.0
White - Other White Ethnic Group	91	2.9%	4.0
White - Other British	372	11.9%	14.7
White - Scottish	2624	83.9%	79.9
All Employees	3129		

The provision of training by ethnic group (April-December 2018) (Figure 12)

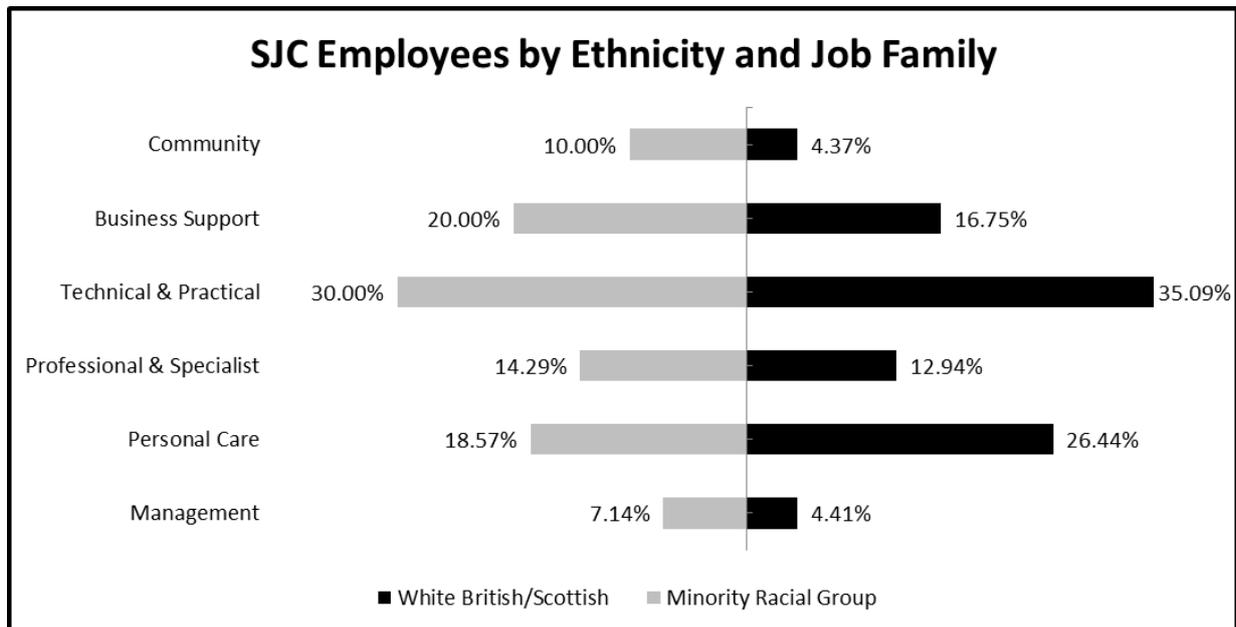
Ethnic Origin	Applied		Received	
	No.	%	No.	%
Other Minority Ethnic Groups	*	*	*	*
Asian, Asian Scottish, or Asian British	*	*	*	*
White - Other White Ethnic Group	6	0.5%	6	0.5%
White - Other British	38	3.4%	38	3.4%
White - Scottish	332	29.9%	332	29.9%
Unknown	734	66.0%	734	66.0%
All Employees	1112	100.0%	1112	100.0%

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

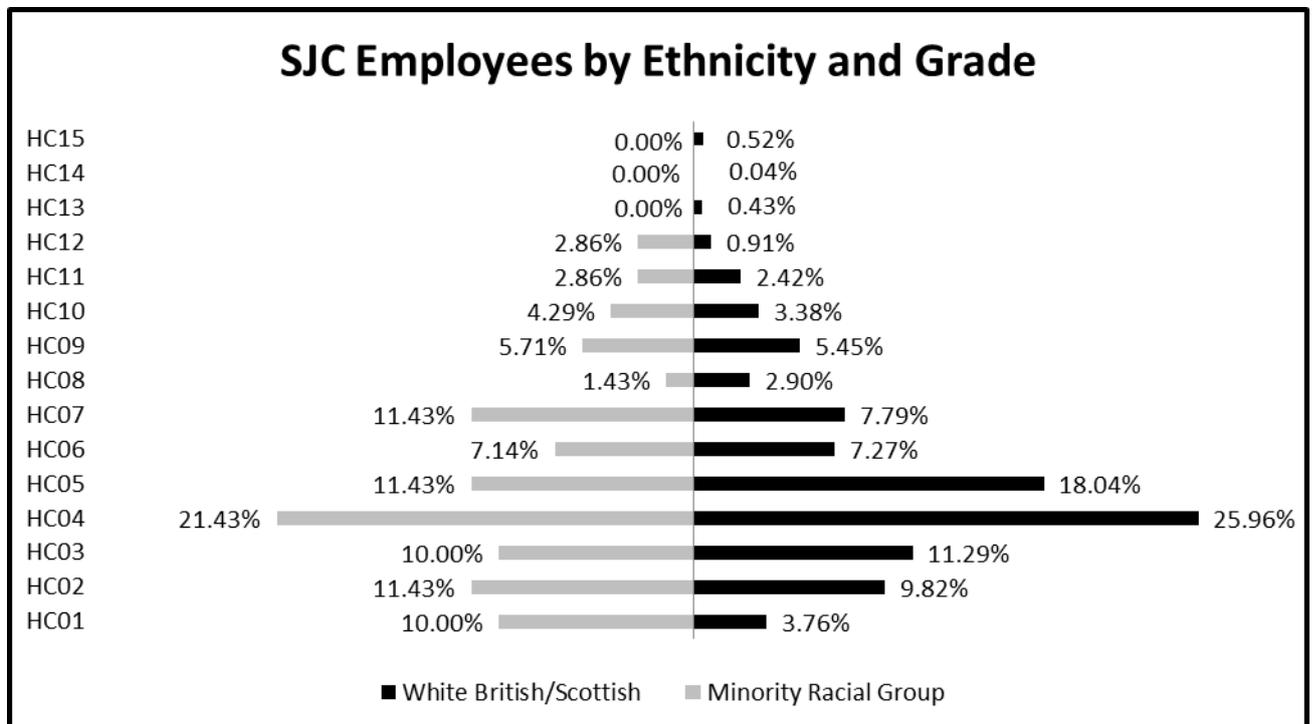
The distribution of employees joining and leaving the Council by ethnic group (Figure 13)

	Starters	Leavers
Black and Minority Ethnic Groups	0	5
Unknown	1011	713
White Groups	0	174
Total	1011	892

Occupational Segregation – Ethnicity (Figure 14)



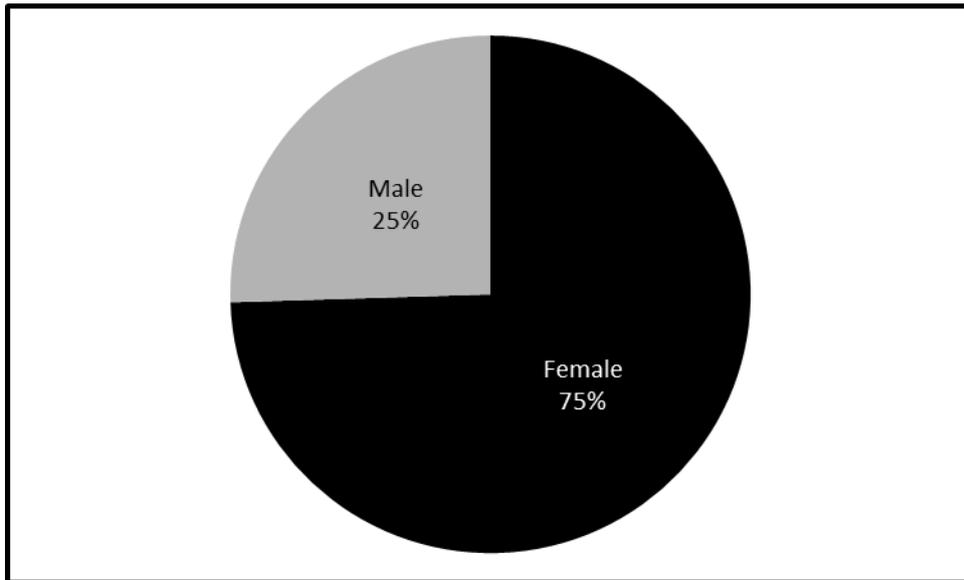
Occupational Segregation – Ethnicity (Figure 15)



Gender (Figures 16 to 22)

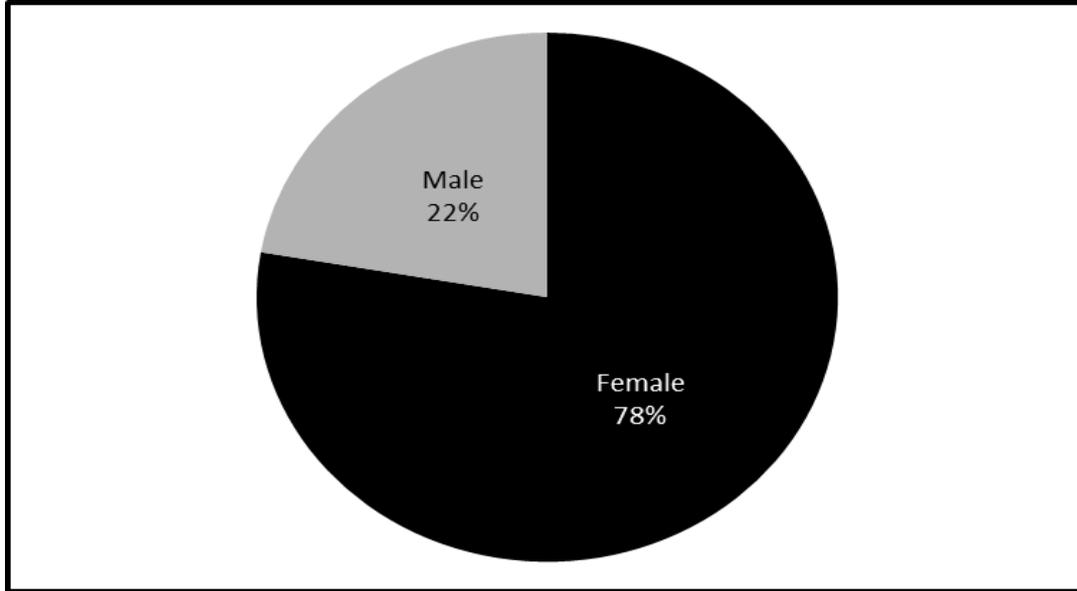
The distribution of all employees by gender (Figure 16)

Gender	Female	Male	Total
No. of Employees	7646	2616	10262



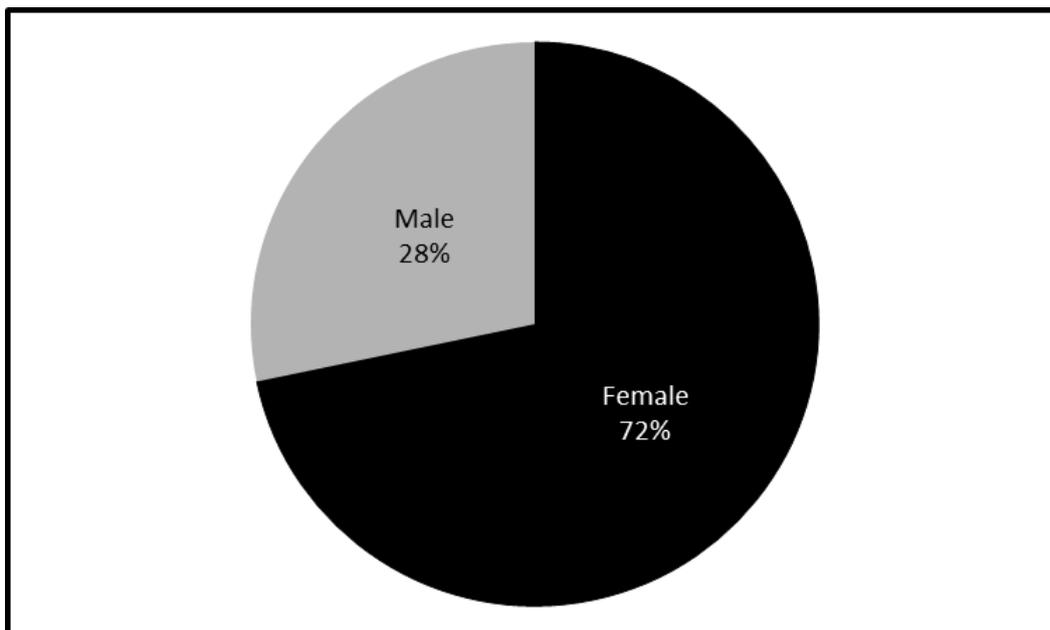
The distribution of teachers by gender (Figure 17)

Gender	Female	Male	Total
No. of Employees	2306	661	2967

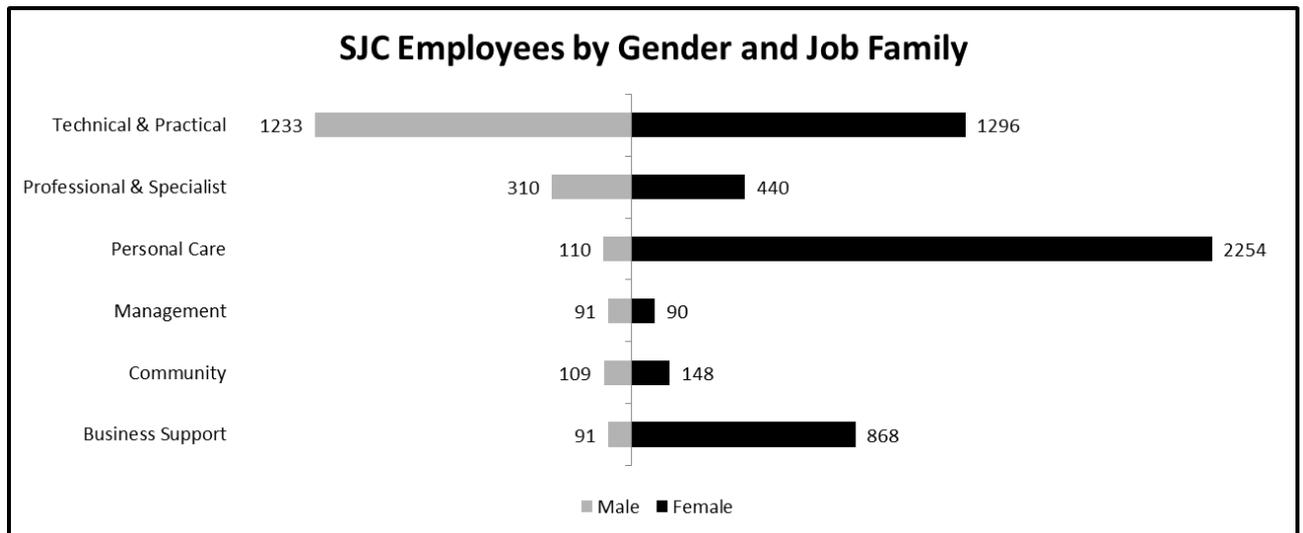


The distribution of Scottish Joint Council (SJC) employees by gender (Figure 18)

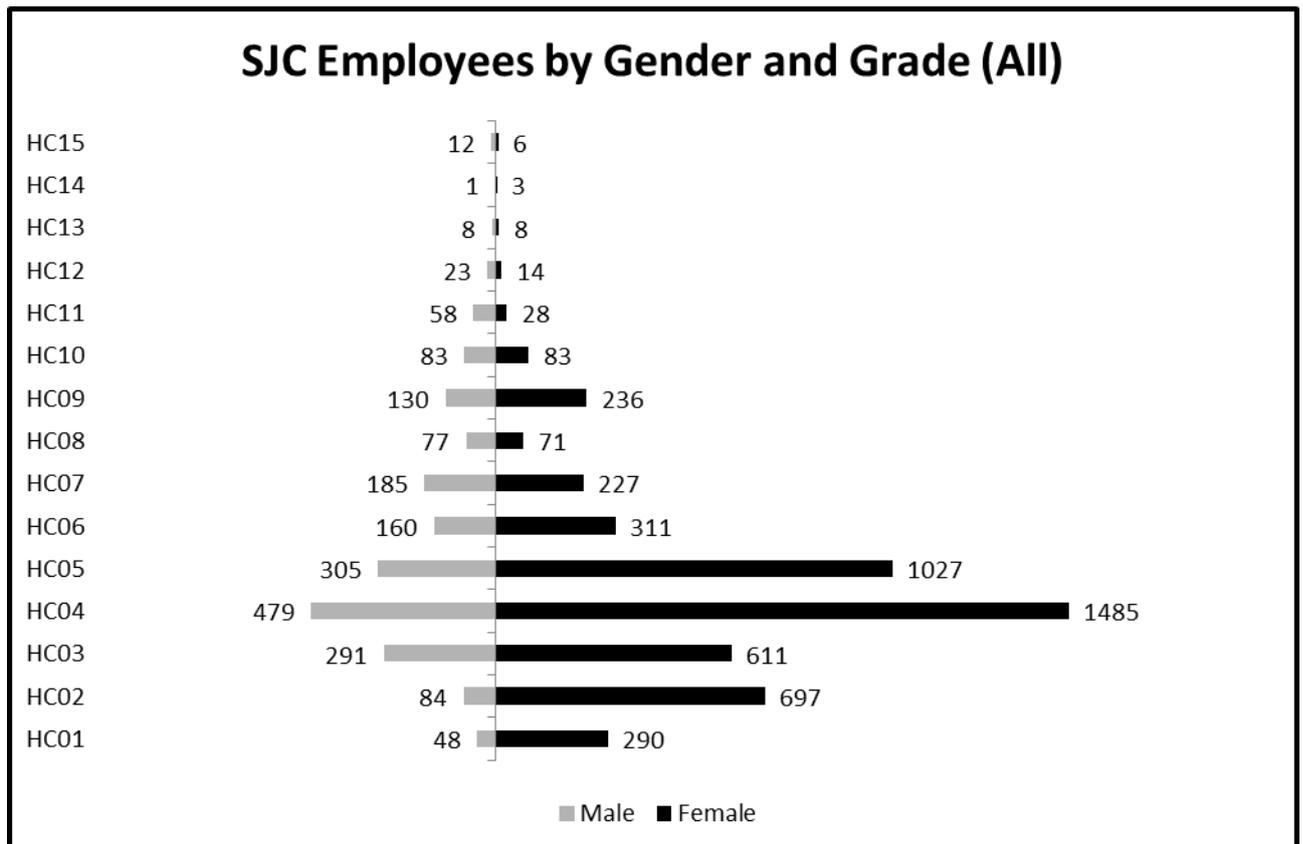
Gender	Female	Male	Total
No. of Employees	5097	1944	7041



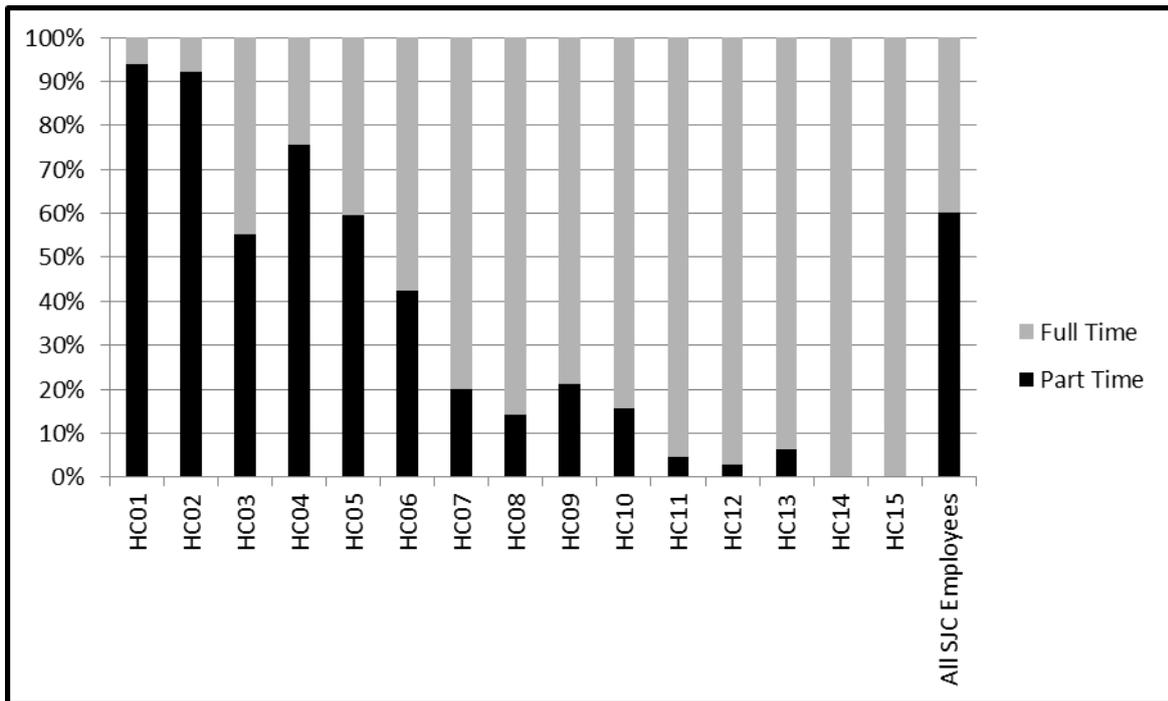
Occupational Segregation - Gender (Figure 19)



Occupational Segregation - Gender (Figure 20)



Availability of Part Time Employment – Gender (Figure 21)



Distribution of Management Grades – Gender (Figure 22)

