

People employed by the authority on 31st March 2018**Age**

Age Band	Count	Percentage
20 and Under	64	1.2
21-30	709	13.3
31-40	1080	20.2
41-50	1532	28.7
51-60	1509	28.2
61-65	328	6.1
Over 65	123	2.3

Sex

Sex	Count	Percentage
Female	3945	73.8
Male	1400	26.2

Race

Ethnic Grouping	Count	Percentage
Asian or Asian British	3	0.1
Black or Black British	5	0.1
Mixed	10	0.2
Other Ethnic Groups	3	0.1
White	2438	45.6
Blank	2886	54.0

Disability

Consider Disabled?	Count	Percentage
No	2261	42.3
Not Known	257	4.8
Yes	86	1.6
Blank	2741	51.3

Marital Status

Marital Status	Count	Percentage
Civil Partnership	9	0.2

Divorced	173	3.2
Married	2271	42.5
Not Specified	70	1.3
Partner	249	4.7
Separated	57	1.1
Single	861	16.1
Widowed	35	0.7
Blank	1620	30.3

Pregnancy and Maternity

	Count	Percentage
On maternity	30	0.6

Sexual orientation

Sexual Orientation	Count	Percentage
Bisexual	7	0.1
Gay/ Lesbian	24	0.4
Heterosexual/ Straight	2330	43.6
Other	4	0.1
Prefer not to say	130	2.4
Blank	2850	53.3

Religion

Religion	Count	Percentage
Agnostic	77	1.4
Atheist	122	2.3
Buddhist	6	0.1
Christian (all denominations)	1839	34.4
Hindu	2	0.0
Hinduism	1	0.0
Humanist	9	0.2
No religion	579	10.8
Paganism	3	0.1
Prefer not to state	61	1.1
Quaker	3	0.1
Rastafarian	1	0.0
Shintoism	1	0.0
Jewish	2	0.0
Taoism	1	0.0

Blank	2638	49.4
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Employees who have left the authority's employment

Age

Age Band at Leaving	Count	Percentage
20 and Under	22	3.2
21-30	138	19.8
31-40	105	15.1
41-50	142	20.4
51-60	164	23.6
61-65	93	13.4
Over 65	32	4.6

Sex

Sex	Count	Percentage
Female	458	65.8
Male	238	34.2

Race

Ethnic Grouping	Count	Percentage
Asian or Asian British	1	0.1
Mixed	2	0.3
White	303	43.5
Blank	390	56.0

Disability

Consider Disabled?	Count	Percentage
No	262	37.6
Not Known	26	3.7
Yes	14	2.0
Blank	394	56.6

Pregnancy and Maternity

None

Marital Status

Marital Status	Count	Percentage
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Civil Partnership	1	0.1
Divorced	10	1.4
Married	246	35.3
Not Specified	9	1.3
Partner	44	6.3
Separated	9	1.3
Single	105	15.1
Widowed	2	0.3
Blank	270	38.8

Sexual Orientation

Sexual Orientation	Count	Percentage
Bisexual	2	0.3
Heterosexual/ Straight	289	41.5
Other	1	0.1
Prefer not to say	12	1.7
Blank	392	56.3

Religion

Religion	Count	Percentage
Agnostic	6	32.18
Atheist	18	2.59
Christian (all denominations)	224	32.18
Humanist	2	0.29
No religion	68	9.77
Paganism	2	0.29
Prefer not to state	13	1.87
Blank	363	0.53

Employees who have applied to change position within the authority, identifying how many were successful in their application and how many were not

Age

Age Band	Successful	%	Unsuccessful	%
20 and Under	5	18.519	22	81.5
21-30	58	47.9	63	52.1
31-40	40	27.4	106	72.6
41-50	81	47.4	90	52.6
51-60	65	55.1	53	44.9
61-65	4	44.4	5	55.6
Over 65	3	75.0	1	25.0

Sex

Sex	Successful	%	Unsuccessful	%
Female	160	29.963	374	70.0
Male	75	31.513	163	68.5

Race

Ethnic Grouping	Successful	%	Unsuccessful	%
Asian/Asian British-Any other Asian background	0	0	2	100.0
Asian/Asian British-Chinese	0	0	2	100.0
Black/African/Caribbean/British-Caribbean	0	0	3	100.0
Mixed/Multiple Ethnic Group-White and Black Caribbean	0	0	1	100.0
Mixed/Multiple Ethnic Group-White & Asian	0	0	4	100.0
Other Ethnic Group-Any other ethnic group	0	0	4	100.0
White-Any other White background	6	15.385	33	84.6
White-Irish	1	33.333	2	66.7
White-Welsh/English/Scottish/Northern Irish/British	148	29.482	354.0	70.5
Blank	80	33.058	162	66.9

Disability

Consider Disabled?	Successful	%	Unsuccessful	%
No	231	33.382	461	66.6

Yes	4	17.391	19	82.6

Pregnancy and Maternity

None

Marital Status

Marital Status	Successful	%	Unsuccessful	%
Civil Partnership	1	11.1	8	88.9
Divorced	21	30.9	47	69.1
Married	93	27.8	241	72.2
Not Specified	3	21.4	11	78.6
Partner	22	21.2	82	78.8
Separated	5	35.7	9	64.3
Single	29	18.4	129	81.6
Widowed	0	0.0	1	100.0
Blank	63	35.2	116	64.8

Sexual Orientation

Sexual Orientation	Successful	%	Unsuccessful	%
Bisexual	0	0.0	11	100.0
Gay/ Lesbian	0	0.0	11	100.0
Heterosexual/ Straight	153	29.6	364	70.4
Prefer not to say	2	13.3	13	86.7
Blank	80	32.1	169	67.9

Religion

Religion	Successful	%	Unsuccessful	%
Agnostic	9	22.0	32	78.0
Atheist	7	13.2	46	86.8
Buddhist	0	0.0	4	100.0
Christian (all denominations)	95	27.5	251	72.5
Hindu	0	0.0	2	100.0
Humanist	3	37.5	5	62.5
No religion	31	19.1	131	80.9
Prefer not to state	4	22.2	14	77.8
Quaker	0	0.0	3	100.0
Shintoism	0	0.0	1	100.0
Taoism	2	50.0	2	50.0
Blank	87	34.7	164	65.3

Employees who have applied for training and how many succeeded in their application

The authorisation of staff requests to attend training courses isn't managed or recorded centrally e.g. via Trent, it is a verbal agreement between an employee and their manager. An employee can however self-register onto a course via Trent. Should their line manager ask them to cancel, this has to be done directly with the training unit which organised the training. The authorisation of attending external training courses again isn't managed or recorded centrally. It is a verbal agreement between the employee and their manager.

Employees who completed the training

Age

Age Band	Count	Percentage
20 and Under	18	0.7
21-30	342	12.5
31-40	522	19.1
41-50	774	28.3
51-60	839	30.6
61-65	180	6.6
Over 65	64	2.3

Sex

Sex	Count	Percentage
Female	1918	70.0
Male	821	30.0

Race

Ethnic Origin	Count	Percentage
Asian/Asian British-Any other Asian background	1	7.3%
Asian/Asian British-Chinese	1	7.3%
Black/African/Caribbean/British-Caribbean	1	7.3%
Mixed/Multiple Ethnic Group-Any other mixed/multiple ethnic background	1	7.3%
Mixed/Multiple Ethnic Group-White and Black African	1	7.3%
Mixed/Multiple Ethnic Group-White and Black Caribbean	1	7.3%
Mixed/Multiple Ethnic Group-White & Asian	5	36.7%

Other Ethnic Group-Any other ethnic group	1	7.3%
White-Any other White background	34	249.4%
Traveller	1	7.3%
White-Irish	6	44.0%
White-Welsh/English/Scottish/Northern Irish/British	1307	9589.1%
Blank	3	22.0%

Disability

Consider Disabled?	Count	Percentage
No	1183	43.2
Not Known	112	4.1
Yes	46	1.7
Blank	1398	51.0

Pregnancy and Maternity

Not able to report.

Sexual Orientation	Count	Percentage
Bisexual	4	0.1
Gay/ Lesbian	15	0.5
Heterosexual/ Straight	1281	46.8
Other	4	0.1
Prefer not to say	70	2.6
Blank	1365	49.8

Religion

Religion	Count	Percentage
Agnostic	38	1.4
Atheist	69	2.5
Buddhist	5	0.2
Christian (all denominations)	1007	36.8
Hindu	1	0.04
Hinduism	1	0.04
Humanist	7	0.3

Jewish	1	0.04
No religion	314	11.5
Paganism	2	0.1
Prefer not to state	34	1.2
Quaker	1	0.04
Taoism	1	0.04
BLANK	1258	45.93

Martial Status

Marital Status	Count	Percentage
Civil Partnership	5	0.2
Divorced	94	3.4
Married	1174	42.9
Not Specified	37	1.4
Partner	145	5.29
Separated	34	1.24
Single	460	16.8
Widowed	19	0.69
Blank	771	28.1

Employees subject to disciplinary

Age

Age Band	Count
20 and Under	0
21-30	4
31-40	4
41-50	16
51-60	7

Sex

Sex	Count
Female	12
Male	19

Race

Ethnic Grouping	Count
White British	0
White Welsh	0
Unknown	31

Disability

Consider Disabled	Count
No	10
Not Known	17
Yes	4
Prefer not to say	0

Sexual Orientation

Sexual Orientation	Count
Gay/ Lesbian	0
Heterosexual/Straight	0
Unknown	31

Religion

Religion	Count
Agnostic	0
Christian (all denominations)	0
Unknown	31

Marital Status

Marital Status	Count
Married	0
Single	0
Divorced	0
Unknown	31

Employees involved in grievance procedures either as a complainant or as a person against whom a complaint was made

Age

Age Band	Count
20 and Under	0
21-30	0
31-40	3
41-50	7
51-60	3
61-65	1
Over 65	0

Sex

Sex	Count
Female	12
Male	2

Race

Ethnic Grouping	Count
White British	0
White Welsh	0
Unknown	14

Disability

Consider Disabled	Count
No	3
Not Known	8
Yes	3

Sexual Orientation

Sexual Orientation	Count
Bisexual	0
Gay/ Lesbian	0
Heterosexual/ Straight	0
Prefer not to say	0

Unknown	14

Religion

Religion	Count
Agnostic	0
Christian (all denominations)	0
Prefer not to say	0
Unknown	14

Marital Status

Marital Status	Count
Civil Partnership	0
Married	0
Single	0
Widowed	0
Prefer not to say	0
Unknown	14

Employees who have applied to change position within the authority, identifying how many were successful in their application and how many were not

Age

Age Band	Successful	%	Unsuccessful	%
20 and Under	65	21.3	240	78.7
21-30	193	32.7	398	67.3
31-40	174	33.6	344	66.4
41-50	136	32.4	284	67.6
51-60	109	27.7	285	72.3
61-65	29	32.2	61	67.8
Over 65	8	11.9	59	88.1

Sex

Sex	Successful	%	Unsuccessful	%
Female	411	35.58	744	64.4
Male	205	28.12	524	71.9
Unknown	13	11.61	99	88.4

Race

Ethnic Grouping	Successful	%	Unsuccessful	%
Asian/Asian British-Any other Asian background	0	0.0	11	100.0
Asian/Asian British-Bangladeshi	0	0.0	17	100.0
Asian/Asian British-Chinese	0	0.0	5	100.0
Asian/Asian British-Indian	0	0.0	8	100.0
Asian/Asian British-Pakistani	0	0.0	5	100.0
Black/African/Caribbean/British-African	0	0.0	13	100.0
Black/African/Caribbean/British-Any other Black/African/Caribbean background	0	0.0	1	100.0

Black/African/Caribbean/British-Caribbean	2	10.0	18	90.0
Mixed/Multiple Ethnic Group-Any other mixed/multiple ethnic background	2	7.7	24	92.3
Mixed/Multiple Ethnic Group-White and Black Caribbean	1	9.1	10	90.9
Mixed/Multiple Ethnic Group-White & Asian	0	0.0	15	100
Other Ethnic Group-Any other ethnic group	0	0.0	13	100
White-Any other White background	47	15.8	251	84
White-Gypsy or Irish Traveller		0.0	3	100
White-Irish	6	24.0	19	76.0
White-Welsh/English/Scottish/Northern Irish/British	535	38.8	845	61.2
Blank	80	23.8	256	76.2

Pregnancy and Maternity

None

Disability

Consider Disabled?	Successful	%	Unsuccessful	%
No	602	40.62	880	59.4
Yes	10	12.99	67	87.0

Marital Status

Marital Status	Successful	%	Unsuccessful	%
Civil Partnership	3	7.1	39	92.9
Divorced	28	12.6	195	87.4
Married	287	29.9	672	70.1
Not Specified	8	7.4	100	92.6
Partner	105	19.4	436	80.6
Separated	24	18.3	107	81.7
Single	177	23.0	591	77.0

Widowed	7	14.6	41	85.4
Blank	91	24.2	285	75.8

Sexual Orientation

Sexual Orientation	Successful	%	Unsuccessful	%
Bisexual	3	7.5	37	92.5
Gay/ Lesbian	9	11.5	69	88.5
Heterosexual/ Straight	530	38.5	845	61.5
Other	0	0.0	11	100.0
Prefer not to say	23	14.1	140	85.9
Blank	80	24.1	252	75.9

Religion

Religion	Successful	%	Unsuccessful	%
Agnostic	53	20.8	202	79.2
Atheist	60	15.5	328	84.5
Baha'i	0	0.0	1	100.0
Buddhist	1	3.6	27	96.4
Buddhist - Mahayana	0	0.0	3	100.0
Christian (all	307	30.6	697	69.4
Church Of Jesus Christ of Latter Day Saints/ Mormon	0	0.0	1	100.0
Hindu	1	20.0	4	80.0
Hinduism	0	0.0	4	100.0
Humanist	3	12.5	21	87.5
Islam	0	0.0	20	100.0
Islam - Sunni	0	0.0	1	100.0
Muslim	0	0.0	2	100.0
No religion	155	21.4	568	78.6
Paganism	0	0.0	9	100.0
Prefer not to state	42	22.2	147	77.8
Quaker	0	0.0	1	100.0
Sikh	0	0.0	8	100.0
Blank	114	22.5	392	77.5

Men and Women employed, broken down by:

Positions	Female	%	Male	%	Unspecified	%
Adult Services	491	84.9	86	14.9	1	0.2
Business Services	294	85.7	49	14.3		
CEO and Member	15	62.5	9	37.5		
Childrens Services	233	75.9	74	24.1		
Commercial Services	5	45.5	6	54.5		
Co-Opted Member	8	66.7	4	33.3		
Corporate Legal & Democratic Services	51	75.0	17	25.0		
Culture and Leadership	13	68.4	6	31.6		
Executive Office	9	100.0	0	0.0		
Financial Services	34	61.8	21	38.2		
Highways, Transport & Recycling	62	11.2	494	88.8		
Housing	61	56.5	47	43.5		
Human Resources, Development and Health & Safety Service	22	73.3	8	26.7		
ICT and Programmes	38	45.8	45	54.2		
Independent Members	4	80.0	1	20.0		
Leisure & Recreation	618	85.2	107	14.8		
Regeneration and Regulatory Services	127	63.2	74	36.8		
Risk & Resilience	1	50.0	1	50.0		
Schools	2648	81.8	589	18.2		
Schools Service	81	74.3	28	25.7		
Shire Committee	23	31.5	50	68.5		
Strategic Policy and Performance	15	55.6	12	44.4		
Head of Service, Director and Chief Executive	8	34.8	15	65.2		

Grade	Female	%	Male	%
Annually - Locally Agreed	2	40.0	3	60.0
APT&C	2	40.0	3	60.0
Engineering craftsmen	0	0.0	4	100.0
Go Wales Placement	1	100.0	0	0.0
Hourly - Locally Agreed	0	0.0	1	100.0
Senior Managers & Above	14	34.1	27	65.9
Single status	3322	73.2	1216	26.8
Soulbury	18	62.1	11	37.9
Teachers	917	76.5	282	23.5
Teachers Hourly /Daily Rates	452	80.7	108	19.3
Youth & Community	28	73.7	10	26.3
Youth Service / Instructors	4	66.7	2	33.3

Pay Bandings	Female	%	Male	%
100,000-149,999	0	0.0	2	100.0
49,999 and Under	4223	74.4	1450	25.6
50,000-99,999	88	54.7	73	45.3

Contract Type	Female	%	Male	%
Casual by Claim	904	82.0	198	18.0
Consultancy	1	100.0	0	0.0
Fixed Term	899	83.9	173	16.1
Permanent	3258	72.6	1231	27.4
Secondment	53	81.5	12	18.5

Full/Part Time	Female	%	Male	%
Full Time	732	46.5	842	53.5
Part Time	3610	83.8	700	16.2