

Equalities Staff Data 2019

Renfrewshire Council

This document contains a range of datasets about Renfrewshire Council's employees, by protected characteristic. It Includes:

- 1) Staff Head Count
- 2) Childrens Services Staff Establishment
- 3) Application and Recruitment
- 4) Training and Development
- 5) Leavers

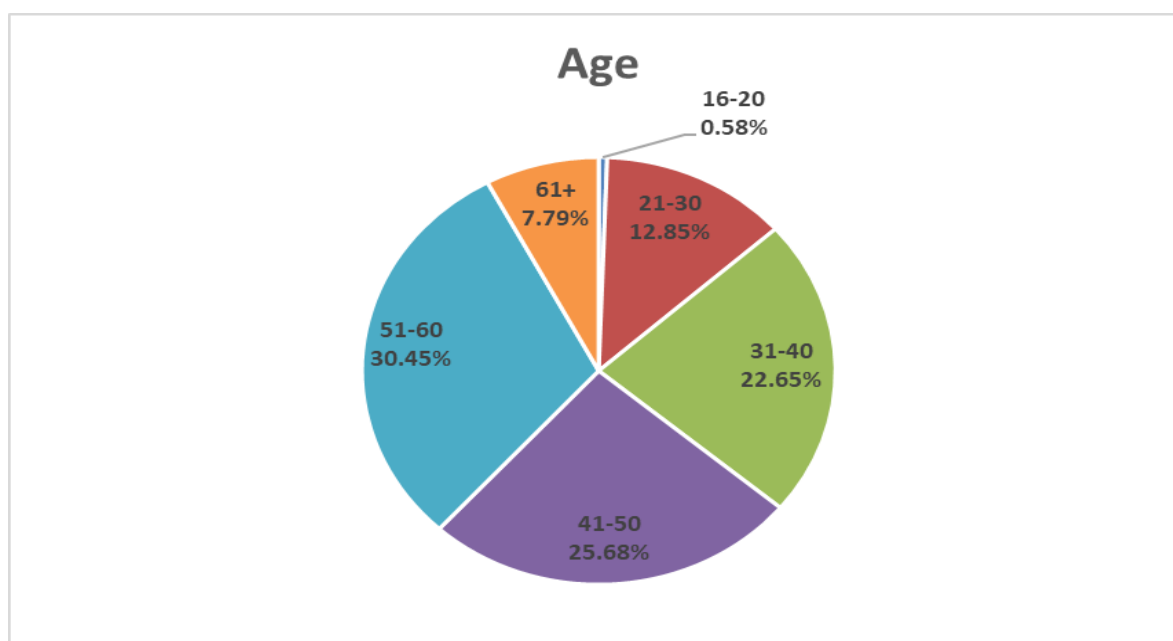
Renfrewshire Council - Staff Head Count

This data tell us who works for Renfrewshire Council, by protected characteristic. This is the headcount for all employees, including the education authority (although this is also provided separately). Commentary and analysis on these figures can be found in the accompanying Equalities Outcomes and Mainstreaming Report 2019. Pie charts have been presented where they aid interpretation of the statistics.

Please note: In some cases, where the numbers are very small, percentages can often not be very useful. Figures under 5 are denoted with an *

Age

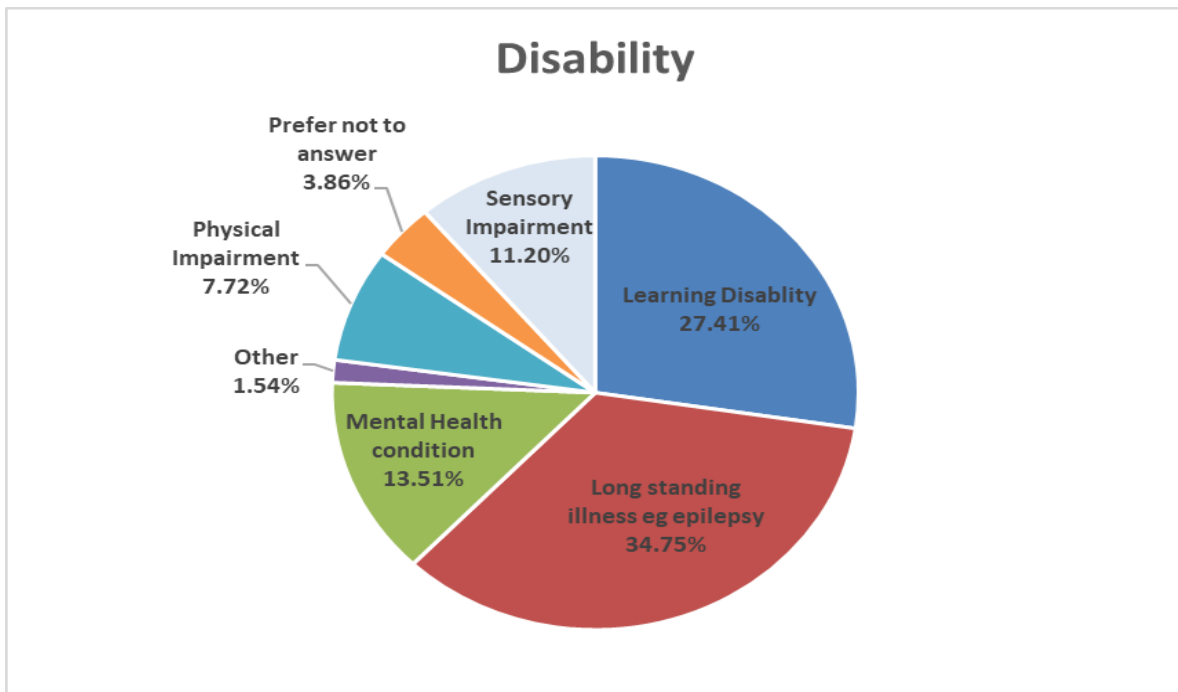
Age Group	Head Count	%
16-20	47	0.58%
21-30	1047	12.85%
31-40	1846	22.65%
41-50	2093	25.68%
51-60	2481	30.45%
61+	635	7.79%
Total	8149	



Disability

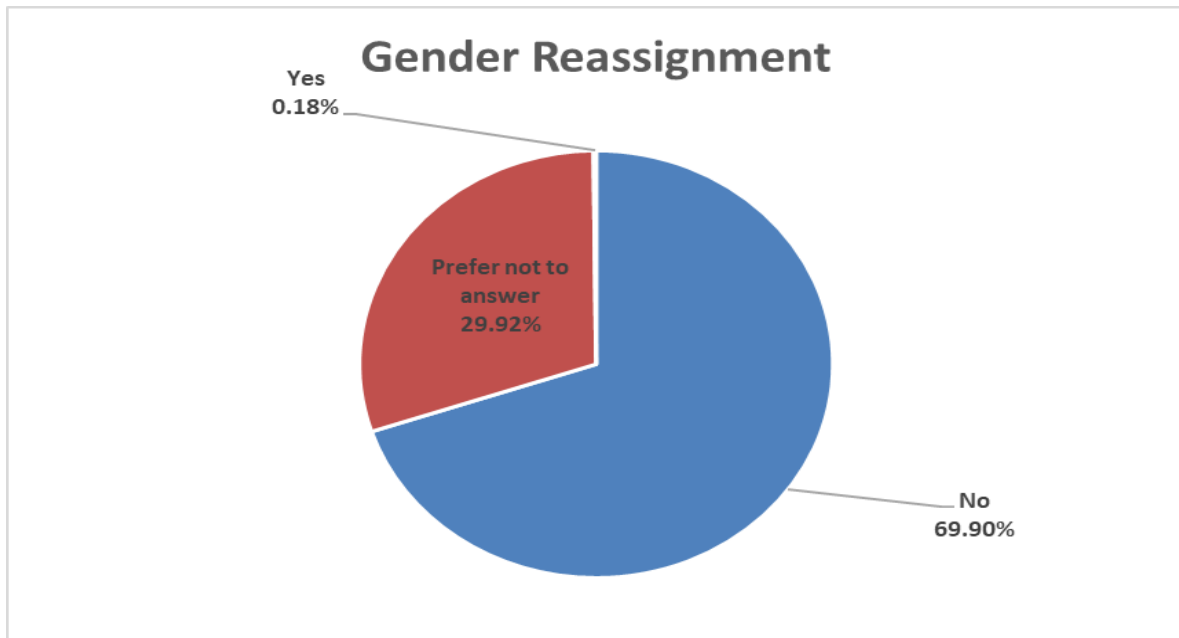
Disability	Head Count	%
No	5496	67.44%
Prefer not to answer	2394	29.38%
Yes	259	3.18%
Total	8149	

The pie chart below shows the type of disability recorded by the 3.18% of employees declaring that they have a disability



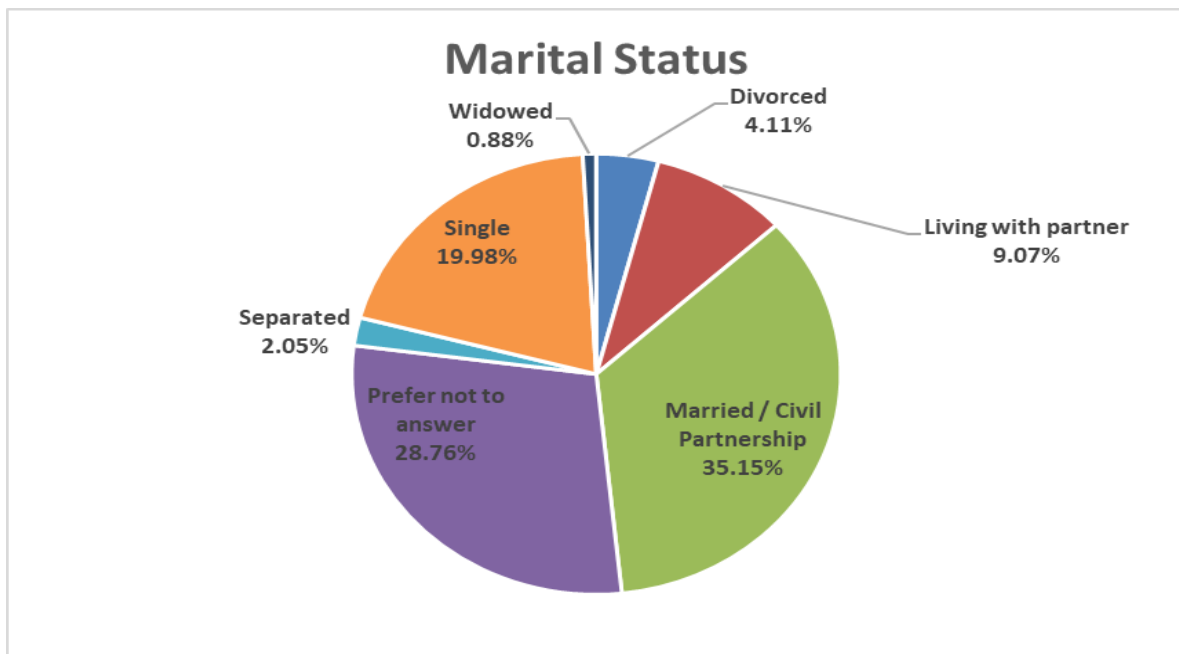
Gender Reassignment

Gender Reassignment	Head Count	%
No	5696	69.90%
Prefer not to answer	2438	29.92%
Yes	15	0.18%
Total	8149	



Marital Status

Marital Status	Head Count	%
Divorced	335	4.11%
Living with partner	739	9.07%
Married / Civil Partnership	2864	35.15%
Prefer not to answer	2344	28.76%
Separated	167	2.05%
Single	1628	19.98%
Widowed	72	0.88%
Total	8149	



Pregnancy and Maternity

Pregnancy	Head Count	%
Neither	4494	55.15%
Prefer not to answer	3649	44.78%
Pregnant	6	0.07%
Total	8149	

Ethnicity

Ethnic Origin	Head Count	%
African - African, African Scottish or African British	9	0.11%
Arab - Arab, Arab Scottish or Arab British	*	*
Asian, Asian Scottish or Asian British - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	*	*
Asian, Asian Scottish or Asian British - Chinese, Chinese Scottish or Chinese British	*	*
Asian, Asian Scottish or Asian British - Indian, Indian Scottish or Indian British	17	0.21%
Asian, Asian Scottish or Asian British - Pakistani, Pakistani Scottish or Pakistani British	12	0.15%
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	*	*
Mixed Ethnic background	18	0.22%
Other Ethnic background	31	0.38%
Prefer not to answer	2810	34.48%
White - Irish	44	0.54%
White - Other British	207	2.54%
White - Scottish	4970	60.99%
White - Eastern European (eg Polish)	25	0.31%
Total	8149	

Religion or Belief

Religion or Belief	Head Count	%
Another Religion	59	0.72%
Buddhist	10	0.12%
Church Of Scotland	1485	18.22%
Hindu	6	0.07%
Humanist	51	0.63%
Jewish	*	*
Muslim	26	0.32%
None	1979	24.29%
Other Christian	303	3.72%
Pagan	6	0.07%
Prefer not to answer	2810	34.48%
Roman Catholic	1394	17.11%
Sikh	16	0.20%
Total	8149	

Gender

Gender	Head Count	%
Female	5965	73.20%
Male	2184	26.80%
Total	8149	

Sexual Orientation

Sexual Orientation	Head Count	%
Bisexual	22	0.27%
Gay	40	0.49%
Heterosexual	5418	66.49%
Lesbian	35	0.43%
Prefer not to answer	2634	32.32%
Total	8149	

Renfrewshire Council - Childrens Services - Staff Establishment 2019

Gender	Head Count	%
Female	3066	84.44%
Male	565	15.56%
Total	3631	

Disability	Head Count	%
No	2405	66.24%
Prefer not to answer	1136	31.29%
Yes	90	2.48%
Total	3631	

Type of disability	Head Count
Learning Disability	31
Long standing illness eg epilepsy	35
Mental Health condition	11
Physical Impairment	5
Sensory Impairment	8
Prefer not to answer	*
Total	90

Sexual Orientation	Head Count	%
Bisexual	11	0.30%
Gay	19	0.52%
Heterosexual	2360	65.00%
Lesbian	13	0.36%
Prefer not to answer	1228	33.82%
Total	3631	

Age Group	Head Count	%
16-20	*	*
21-30	572	15.75%
31-40	1005	27.68%
41-50	942	25.94%
51-60	936	25.78%
61+	174	4.79%
Total	3631	

Religion	Head Count	%
Another religion	15	0.41%
Buddhist	8	0.22%
Church of Scotland	625	17.21%
Hindu	*	*
Humanist	26	0.72%
Jewish	*	*
Muslim	10	0.28%
None	795	21.89%
Other Christian	161	4.43%
Prefer not to answer	1299	35.78%
Roman Catholic	683	18.81%
Sikh	5	0.14%
Total	3631	

Transgender	Head Count	%
No	2482	68.36%
Prefer not to answer	1143	31.48%
Yes	6	0.17%

Renfrewshire Council - Childrens Services - Staff Establishment 2019

Ethnic Origin	Head Count	%
African - African, African Scottish or African British	*	*
Asian, Asian Scottish or Asian British - Chinese, Chinese Scottish or Chinese British	*	*
Asian, Asian Scottish or Asian British - Indian, Indian Scottish or Indian British	*	*
Asian, Asian Scottish or Asian British - Pakistani, Pakistani Scottish or Pakistani British	7	0.19%
Mixed Ethnic background	8	0.22%
Other Ethnic background	12	0.33%
Prefer not to answer	1290	35.53%
White - Irish	20	0.55%
White - Other British	94	2.59%
White - Scottish	2184	60.15%
White - Eastern European (eg Polish)	9	0.25%
Total	3631	

Marital Status	Head Count	%
Divorced	115	3.17%
Living with partner	306	8.43%
Married/Civil Partnership	1272	35.03%
Prefer not to answer	1134	31.23%
Separated	57	1.57%
Single	726	19.99%
Widowed	21	0.58%
Total	3631	

Pregnancy	Head Count	%
Neither	1888	52.00%
On maternity leave	*	*
Prefer not to answer	1738	47.87%
Pregnant	5	0.14%
Total	3631	

Renfrewshire Council - Application and recruitment data 01.04.2017 - 31.12.2018

This data gives us information about the people who have applied to work at Renfrewshire Council, by protected characteristic, between 1st April 2017 and 31st December 2018. It also tells us how many people were successful in their applications, by protected characteristic. We can use this to calculate a 'conversion rate' i.e. the percentage of people from a particular group who are successful.

Please note: This data counts the number of applications, rather than applicants. There are likely to be people who have applied for a number of different jobs within the Council. Also, in some cases, where the numbers are very small, percentages can often not be very useful. Figures under 5 are denoted with an *

	Applications 35370	Appointed 1025	% Appointed Av - 2.90%
Sexual Orientation			
Bisexual	4916	128	2.60%
Gay	397	12	3.02%
Hetrosexual	26229	720	2.75%
Lesbian	1231	37	3.01%
Other	102	*	*
Prefer not to answer	2495	127	5.09%
Total	35370	1025	2.90%

	Applications 35370	Appointed 1025	% Appointed Av - 2.90%
Caring Responsibilities			
No	20393	531	2.60%
Prefer not to answer	1150	102	8.87%
Yes	13827	392	2.84%
Total	35370	1025	2.90%

	Applications 35370	Appointed 1025	% Appointed Av - 2.90%
National Identity			
British	5900	148	2.51%
English	538	10	1.86%
Northern Ireland	150	7	4.67%
Prefer not to answer	3186	122	3.83%
Scottish	25546	737	2.88%
Welsh	50	*	*
Total	35370	1025	2.90%

	Applications 35370	Appointed 1025	% Appointed Av - 2.90%
Ethnic Origin			
African - Other	453	6	1.32%
Any Mixed or Multiple	162	*	*
Asian	988	9	0.91%
Black	52	*	*
Caribbean	28	*	*
Other - Arab (Inc.Scottish/British)	42	*	*
Prefer not to answer	1186	104	8.77%
White - Irish	288	7	2.43%
White - Other British	1690	34	2.01%
White - Other ethnic group	791	9	1.14%
White - Polish	530	6	1.13%
White - Scottish	29160	843	2.89%
Total	35370	1025	2.90%

	Applications 35370	Appointed 1025	% Appointed Av - 2.90%
Gender			
Female	24632	745	3.02%
Male	9813	182	1.85%
Prefer not to answer	925	98	10.59%
Total	35370	1025	2.90%

Disability			
No	32296	906	2.81%
Prefer not to answer	1181	97	8.21%
Yes	1893	22	1.16%
Total	35370	1025	2.90%

Marital Status			
Divorced	1448	32	2.21%
Living with Partner	4568	118	2.58%
Married /Civil Partnership	11028	406	3.68%
Prefer not to answer	1294	108	8.35%
Separated	849	27	3.18%
Single	16014	332	2.07%
Widowed	169	*	*
Total	35370	1025	2.90%

Transgender			
No	34261	920	2.69%
Prefer not to answer	1075	105	9.77%
Yes	34	*	*
Total	35370	1025	2.90%

Religion or Belief			
Buddhist	65	*	*
Church of Scotland	4557	247	5.42%
Hindu	87	*	*
Humanist	332	10	3.01%
Jewish	24	*	*
Muslim	424	6	1.42%
None	17211	314	1.82%
Other Christian	1931	77	3.99%
Other religion/belief	144	*	*
Pagan	29	*	*
Prefer not to answer	2831	98	3.46%
Roman Catholic	7609	269	3.54%
Sikh	126	*	*
Total	35370	1025	2.90%

Renfrewshire Council - Training and Development Data

This data tells us the number of Council employees undertaking training or development, by protected characteristic. This tells us how many employees from each group has undertaken training or development, and whether certain groups are over or under represented in our training and development activities.

Please note: This includes e-learning and corporate training activities, but does not include training and development activities that are delivered in individual teams and services. Development has been defined as those who utilise some of the Councils employee benefits i.e., child care vouchers, AVCs, credit union, gym membership, voluntary health plans, car parking etc. In the next reporting period buying additional annual leave will be included within development figures. In some cases, where the numbers are very small, percentages can often not be very useful. Figures under 5 are denoted with an *

Gender	Training	% Trained	Development	% Developed	Total
Female	2733	74.88%	1547	72.22%	4280
Male	917	25.12%	595	27.78%	1512
Total	3650		2142		5792

Transgender	Training	% Trained	Development	% Developed	Total
No	2652	72.66%	1479	69.05%	4131
Prefer not to answer	994	27.23%	660	30.81%	1654
Yes	*	*	*	*	7
Total	3650		2142		5792

Age Grouping	Training	% Trained	Development	% Developed	Total
16-20	34	0.93%	4	0.19%	38
21-30	468	12.82%	130	6.07%	598
31-40	825	22.60%	491	22.92%	1316
41-50	984	26.96%	637	29.74%	1621
51-60	1096	30.03%	723	33.75%	1819
61+	243	6.66%	157	7.33%	400
Total	3650		2142		5792

Religion	Training	% Trained	Development	% Developed	Total
Another religion	33	0.90%	18	0.84%	51
Buddhist	6	0.16%	5	0.23%	11
Church of Scotland	695	19.04%	398	18.58%	1093
Hindu	*	*	*	*	*
Humanist	26	0.71%	15	0.70%	41
Jewish	*	*	*	*	*
Muslim	11	0.30%	6	0.28%	17
None	898	24.60%	469	21.90%	1367
Other Christian	156	4.27%	72	3.36%	228
Pagan	*	*	*	*	*
Prefer not to answer	1197	32.79%	763	35.62%	1960
Roman Catholic	609	16.68%	391	18.25%	1000
Sikh	*	*	*	*	12
Total	3650		2142		5792

Pregnancy	Training	% Trained	Development	% Developed	Total
Neither	2167	59.37%	1308	61.06%	3475
Prefer not to answer	1482	40.60%	831	38.80%	2313
Pregnant	*	*	*	*	*
Total	3650		2142		5792

Ethnic Origin	Training	% Trained	Development	% Developed	Total
African - African, African Scottish or African British	*	*	*	*	9
Arab - Arab, Arab Scottish or Arab British	*	*	*	*	*
Asian, Asian Scottish or Asian British - Chinese, Chinese Scottish or Chinese British	*	*	*	*	*
Asian, Asian Scottish or Asian British - Indian, Indian Scottish or Indian British	*	*	*	*	12
Asian, Asian Scottish or Asian British - Pakistani, Pakistani Scottish or Pakistani British	*	*	*	*	6
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	*	*	*	*	*
Mixed Ethnic background	*	*	*	*	12
Other Ethnic background	18	0.49%	10	0.47%	28
Prefer not to answer	1206	33.04%	795	37.11%	2001
White - Irish	22	0.60%	12	0.56%	34
White - Other British	117	3.21%	46	2.15%	163
White - Scottish	2247	61.56%	1266	59.10%	3513
White - Eastern European (eg Polish)	*	*	*	*	11
Total	3650		2142		5792

Sexual Orientation	Training	% Trained	Development	% Developed	Total
Bisexual	*	*	*	*	12
Gay	17	0.47%	7	0.33%	24
Heterosexual	2505	68.63%	1408	65.73%	3913
Lesbian	19	0.52%	9	0.42%	28
Prefer not to answer	1099	30.11%	716	33.43%	1815
Total	3650		2142		5792

Marital Status	Training	% Trained	Development	% Developed	Total
Divorced	134	3.67%	106	4.95%	240
Living with partner	308	8.44%	197	9.20%	505
Married/Civil Partnership	1415	38.77%	848	39.59%	2263
Prefer not to answer	999	27.37%	636	29.69%	1635
Separated	71	1.95%	51	2.38%	122
Single	697	19.10%	287	13.40%	984
Widowed	26	0.71%	17	0.79%	43
Total	3650		2142		5792

Disability	Training	% Trained	Development	% Developed	Total
No	2527	69.23%	1426	66.57%	3953
Prefer not to answer	1007	27.59%	659	30.77%	1666
Yes	116	3.18%	57	2.66%	173
Total	3650		2142		5792

Type of disability	Training	% Trained	Development	% Developed	Total
Learning Disability	22	0.60%	10	0.47%	32
Long standing illness	46	1.26%	21	0.98%	67
Mental Health condition	16	0.44%	8	0.37%	24
Other	*	*	*	*	5
Physical Impairment	*	*	*	*	19
Prefer not to answer	*	*	*	*	6
Sensory Impairment	13	0.36%	7	0.33%	20

Renfrewshire Council - Leavers data

This data gives us information about the people who left their roles at the Council, by protected characteristic. It tells us the proportion of each group that have left their jobs at the Council, and compares this to the proportion of that group within the Council as a whole. From this we can see whether certain groups are disproportionately leaving the Council.

Please note: In some cases, where the numbers are very small, percentages can often not be very useful. Figures under 5 are denoted with an *

Gender	Head Count	% of staff	No of leavers	% of leavers
Female	5965	73.20%	874	70.83%
Male	2184	26.80%	360	29.17%
Total	8149		1234	

Transgender	Head Count	% of staff	No of leavers	% of leavers
No	5696	69.90%	953	77.23%
Prefer not to answer	2438	29.92%	279	22.61%
Yes	15	0.18%	*	0.16%
Total	8149		1234	

Age Grouping	Head Count	% of staff	No of leavers	% of leavers
16-20	47	0.58%	14	1.13%
21-30	1047	12.85%	245	19.85%
31-40	1846	22.65%	227	18.40%
41-50	2093	25.68%	207	16.77%
51-60	2481	30.45%	319	25.85%
61+	635	7.79%	222	17.99%
Total	8149		1234	

Pregnancy Long Desc	Head Count	% of staff	No of leavers	% of leavers
Neither	4494	55.15%	696	56.40%
On maternity leave	*	*	*	*
Prefer not to answer	3649	44.78%	533	43.19%
Pregnant	6	0.07%	*	0.08%
Total	8149		1234	

Religion	Head Count	% of staff	No of leavers	% of leavers
Another Religion	59	0.72%	13	1.05%
Buddhist	10	0.12%	*	0.16%
Church Of Scotland	1485	18.22%	247	20.02%
Hindu	6	0.07%	*	0.08%
Humanist	51	0.63%	11	0.89%
Jewish	*	*	*	*
Muslim	26	0.32%	5	0.41%
None	1979	24.29%	357	28.93%
Other Christian	303	3.72%	53	4.29%
Pagan	6	0.07%	*	0.32%
Prefer not to answer	2810	34.48%	331	26.82%
Roman Catholic	1394	17.11%	208	16.86%
Sikh	16	0.20%	*	0.16%
Total	8149		1234	

Sexual Orientation	Head Count	% of staff	No of leavers	% of leavers
Bisexual	22	0.27%	10	0.81%
Gay	40	0.49%	13	1.05%
Heterosexual	5418	66.49%	894	72.45%
Lesbian	35	0.43%	*	0.16%
Prefer not to answer	2634	32.32%	315	25.53%
Total	8149		1234	

Disability Long Desc	Head Count	% of staff	No of leavers	% of leavers
No	5496	67.44%	886	71.80%
Prefer not to answer	2394	29.38%	286	23.18%
Yes	259	3.18%	62	5.02%
Total	8149		1234	

Marital Status	Head Count	% of staff	No of leavers	% of leavers
Divorced	335	4.11%	60	4.86%
Living with partner	739	9.07%	106	8.59%
Married / Civil Partnership	2864	35.15%	400	32.41%
Prefer not to answer	2344	28.76%	281	22.77%
Separated	167	2.05%	30	2.43%
Single	1628	19.98%	345	27.96%
Widowed	72	0.88%	12	0.97%
Total	8149		1234	

Type of disability	Head Count	% of staff	No of leavers	% of leavers
Learning Disability	71	0.87%	11	0.89%
Long standing illness	90	1.10%	19	1.54%
Mental Health condition	35	0.43%	14	1.13%
Other	*	*	*	*
Physical Impairment	20	0.25%	5	0.41%
Prefer not to answer	10	0.12%	6	0.49%
Sensory Impairment	29	0.36%	*	0.32%

Ethnic Origin	Head Count	% of staff	No of leavers	% of leavers
African - African, African Scottish or African British	9	0.11%	*	0.32%
Arab - Arab, Arab Scottish or Arab British	*	*	*	*
Asian, Asian Scottish or Asian British - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	*	*	*	*
Asian, Asian Scottish or Asian British - Chinese, Chinese Scottish or Chinese British	*	*	*	*
Asian, Asian Scottish or Asian British - Indian, Indian Scottish or Indian British	17	0.21%	*	0.24%
Asian, Asian Scottish or Asian British - Pakistani, Pakistani Scottish or Pakistani British	12	0.15%	5	0.41%
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	*	*	*	*
Mixed Ethnic background	18	0.22%	6	0.49%
Other Ethnic background	31	0.38%	11	0.89%
Prefer not to answer	2810	34.48%	331	26.82%
White - Irish	44	0.54%	8	0.65%
White - Other British	207	2.54%	46	3.73%
White - Scottish	4970	60.99%	815	66.05%
White - Eastern European (eg Polish)	25	0.31%	*	0.32%
Total	8149		1234	