

EQUALITIES ANNUAL REPORT - 2022

Executive Summary

This annual report seeks to inform the Executive of progress on the equalities agenda. It covers the period April 2021 to March 2022. The Equality Act 2010 brought together, harmonised and in some cases extended previous equality law. The aim of the legislation is to make it more consistent, clearer and easier to follow in order to make society fairer. The Act also sets out the Public Sector Equality Duty, which came into force on 5 April 2011. The Equality Duty ensures that all public bodies, including local authorities, play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

The Equality Duty covers the following protected characteristics; age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty requires the Council to have 'due regard' to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- foster good relations between people who share a protected characteristic and people who do not share it.

Having 'due regard' means consciously thinking about the three aims of the Equality Duty as part of the process of decision making. This means that consideration of equality issues must influence the decisions reached by the Council, e.g. how it acts as an employer, how it develops, evaluates and reviews policies, how it designs, delivers and evaluates services and how it commissions and procures from others.

Recommendations

The Executive is requested to:

RESOLVE That

the report be received.

Reasons for Decision

Reason: To meet the requirement to report on annual progress on the equality agenda.

The Executive has the authority to determine the recommendation(s) set out above.

Background Papers: [Corporate Equality Scheme](#)
Sustainability Impact Assessment
Equalities Impact Assessment

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1.0 Introduction

- 1.1 Woking Borough Council believes that the diversity of its population and workforce is one of its greatest strengths. Equality of opportunity and freedom from discrimination is a fundamental right and this Council has a duty to exercise leadership to promote this right. The Council intends to promote equality and prevent discrimination through its roles as service provider, employer and community leader.
- 1.2 The Council will follow best practice in all equality areas and work to:
 - eliminate unlawful discrimination, harassment and victimisation;
 - advance equality of opportunity between people who share protected characteristics and those who do not; and
 - foster good relations between people who share a protected characteristic and those who do not.
- 1.3 From April 2011 the Equality Act 2010 brought together all previous equality legislation and gave full protection to eight protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Some aspect of the legislation also covers marriage and civil partnership.
- 1.4 Success in mainstreaming equalities in the organisation is measured by The Equality Framework for Local Government, which was adopted by the authority in March 2009. The Framework is based on three levels of achievement, developing, achieving and excellent. The Council has been successfully verified by external assessment at 'Achieving' level.
- 1.5 With a new CLT, and going forward a new administration, it is a good opportunity to review the priorities of the equality and wellbeing agenda and ensure focus going forward enables the Council to fulfil its Woking for all priorities, including being a modern employer with a progressive workforce.

2.0 Progress

- 2.1 The Public Sector Equality Duty (specific duties) requires all public bodies to:
 - Annually publish information that shows how they have complied with the Equality Duty. This report forms part of information.
 - Set equality objectives for the organisation. Overarching objectives have been developed which are relevant to each of the equality groups covered by the Equality Act. They relate back to the General Duty and are designed to ensure a holistic approach to tackling inequality and promoting equality through the organisation and Borough. (attached Appendix 1)
- 2.2 Meetings of the Equality & Wellbeing Working group resumed following the pandemic. The Chief Executive has joined the group and we will be reviewing how the group works, priorities and membership going forward.
- 2.3 A programme of equality and wellbeing awareness took place over the year, including mental health, homophobia, gender equality, men's health and carers. This included information on ewokplus, webinars and face to face activities where appropriate. Resilience work has been done with several front-line teams, ensuring individuals and teams have the skills and knowledge to look after their own health and wellbeing, cope with their work and that of their teams and ensure a healthy work-life balance.

- 2.4 Monthly health and wellbeing themes have also been highlighted on ewokplus, offering helpful advice and tips on how to look after yourself and effectively manage life and work, especially with the transition back into the office and hybrid working. Themes have included healthy heart, benefits of walking, diabetes awareness and men's health. Advice is also provided on how to achieve good mental health and wellbeing, including dealing with stress and obtaining a better work-life balance. The organisation has 8 trained Mental Health First Aiders and another cohort are currently being trained. The Employee Assistance Programme is promoted regularly.
- 2.5 The equality agenda has been successfully mainstreamed throughout the organisation and the Council's priority is to ensure accessible services are available to the vulnerable sections of the local communities. Achievements over the last year are highlighted in Appendix 2.
- 2.6 Working relationships with community groups, providing support to those protected by equality legislation, continue to be developed. These groups provided invaluable services and support to their members/users during the pandemic and play an essential role in the lives of many of the most vulnerable members of our community. It is important to ensure this support continues in a sustainable manner going forward.
- 2.7 Equality monitoring figures are produced annually for employment, looking at areas such as workforce profile, appointments, training, promotion and discipline and grievance issues. These are broken down according to race, gender, disability, age, sexuality and religion and belief. These are detailed in Appendix 3.
- 2.8 From 6 April 2017 employers in Great Britain with more than 250 staff are required by law to publish annually its gender pay gap (mean and median averages) and the proportion of men and women in each quartile of the organisation's pay structure.
- 2.9 This year's report, covering the 12 months up to 31st March 2021, showed that the Council has a mean gender pay gap of 19.76% (19.28% for 2020) and a median gender pay gap of 13.63% (10.24% for 2020). The mean gender pay gap nationally is now 15.4% (15.5% for 2020) according to the October 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures. The main reason for Woking's gap is an imbalance of male and female colleagues across the organisation, the roles in which men and women work within the organisation and the salaries that these roles attract.
- 2.10 The Council is actively committed to reducing our gender pay gap and has developed an Action Plan which covers 5 key areas:
- Pay and Performance – to ensure the Council adheres to its equal pay principles and pays/rewards fairly across the gender spectrum. HR will continue to analyse current pay levels and pay on recruitment to ensure fairness and consistency.
 - Recruitment and Promotion – that recruiters/managers are clear on non-discriminatory practices and unconscious bias through regular reminders and training opportunities.
 - Training and Development – there is equality of opportunity in terms of access to networking and training/development events. Create and develop opportunities for women specifically and seek out their views on leadership opportunities via focus groups.
 - Flexible and Part-time Working – alternative working patterns are actively supported and promoted via recruitment activities.

The full report and action plan can be accessed at,

<https://www.woking.gov.uk/sites/default/files/documents/Jobs/Pay%20Policy%20Statement%202022-23%20and%20Gender%20Pay%20Gap%20Data.pdf>

3.0 Future Plans

- 3.1 Across the organisation a huge amount of work is done to address the needs of the most vulnerable sections of the local communities and the equalities agenda has successfully been mainstreamed into directorate plans. In the current climate of scarce resources, partnership working with the statutory and voluntary sectors is increasingly important.
- 3.2 Building the capacity of local voluntary and community organisations to support this is an essential part of ensuring this happens. The pandemic highlighted the excellent work that can be done with partnership working to ensure the most vulnerable in our community are supported and this will need to be developed further to address the priorities in the Working for all strategy. Opportunities have been created on how to work more effectively and efficiently going forward, including becoming a modern employer with a progressive workforce.
- 3.3 In consultation with CLT the areas of focus for the next 12 months will include:
- Developing our role as local employer of choice and raising awareness about the employment opportunities available within the Council. This included expanding the current work experience programme, covering local schools and colleges, especially amongst our less affluent communities.
 - Ensuring we grow our own modern and appropriately skilled workforce for the future, reviewing development opportunities, barriers to progression and utilising traineeships, internships and the Apprenticeship Levy.
 - Meet with the new Leader of the Council /administration to get a steer on their priorities for this agenda.

4.0 Corporate Strategy

- 4.1 The equalities and well-being agenda ensures we meet our legal obligations under Equality legislation. Ensuring we have a healthy and flexible workforce which is able to meet the demands of service provision to some of the most vulnerable sections of our communities, including improving the health and wellbeing of all residents, reducing social inequality and engaging our communities. Strengthening partnership working is essential to this process, ensuring scarce resources are used to maximum effect and future sustainability ensured.

5.0 Implications

Finance and Risk

- 5.1 Equality work is mainstreamed into annual Directorate Plans and budgets allocated accordingly. In addition, external funding is identified for specific projects as and when required.

Equalities and Human Resources

- 5.2 Equality and Wellbeing Training is provided through Surrey Learn, a partnership of all Surrey local authorities. Internal awareness campaigns and training take place throughout the year. A Member awareness session is held annually.

Legal

- 5.3 The report ensures the organisation meets its legislative requirements under equalities legislation, including the Public Sector Equality Duty and outlines annual progress on the equality and wellbeing agenda.

6.0 Engagement and Consultation

- 6.1 Recovering from the pandemic, narrowing equality gaps and improving the life chances of vulnerable groups in the borough will require a pooling of evidence, resources and action planning. Working in partnership with the statutory, voluntary and community sectors will become increasingly important to ensure long term sustainability. Building and supporting the capacity of the voluntary/community sectors to enable this will be essential. The Council will have to become smarter at engaging and involving communities of interest in decision making, service and workforce planning, particularly groups who may experience disadvantage and inequality.

REPORT ENDS

Equality Objectives:

Overarching objectives that have been developed for the Council's Corporate Equality Scheme which are relevant to each of the nine equality groups covered by the Equality Act, relate back to the General Duty and are designed to ensure a holistic approach to tackling inequality and promoting equality through the organisation. The overarching objectives are to:

Tackle victimisation, harassment and discrimination

Take reasonable steps to ensure that residents, service users and employees are not unlawfully discriminated against and take appropriate action to prevent & tackle victimisation and harassment.

Improve access to services

Take reasonable steps to ensure that services are inclusive, responsive to risk, physically accessible and provided through the most efficient and effective channels available.

Close the gap in outcomes for citizens

Take reasonable steps to improve life chances for citizens by reducing outcome gaps that may exist within the Borough as well as those that may exist between the Borough and elsewhere.

Increase understanding and mutual respect between communities

Take reasonable steps to build stronger communities and promote good relations, both within and between communities.

Increase participation and engagement

Take reasonable steps to remove barriers that may exist to engagement and help residents (especially those who are under-represented) to participate in local decision making and influence local decisions.

Ensure equitable employment policies and practices

Provide equality of opportunity for all Council staff by ensuring all employment policies and practices, (concerning recruitment, retention, promotion, training and discipline), are designed to reflect and attract the communities that Woking serves.

Equality actions/achievements: 2021/22:

Hale End Court – Oct 21 saw the opening of Hale End Court in Old Woking. A 48 apartment independent living scheme with extra care to help our elderly and vulnerable tenants. Already fully occupied and a great success to encourage independent living at home as long as possible before a care home is considered.

Sheerwater Wrap Around the resident Multi Disciplinary Team - partnership working with health, social care and voluntary sector partners to wrap support around the most challenging cases in Sheerwater to ensure of the revolving door is not repeated and the resident only has to tell their story once. A really empowered team designed to make a difference to residents' lives.

Woking Hoarding Protocol – Woking is the first Council in Surrey to introduce the Hoarding Protocol to support residents with complex Hoarding issues. Hoarding is classified as a mental health issue and this multi partnership approach will speed up and improve outcomes for our residents.

Housing Assistance Policy – The Council approved changes to the policy to enable a more flexible approach to help fund hospital discharge, hoarding and provision of smart tec equipment in the home. The policy changes are designed to improve the health and wellbeing of elderly and vulnerable residents and enable them to remain independent at home.

The Council employs two Borough Discharge Support Officers who are embedded at Ashford and St Peters Hospital in the discharge team and Critical Assessment Unit. Their role is to assist health partners by wrapping around support to residents when they return home after hospital. They ensure all services like community meals, Careline, handyperson service are available immediately on discharge and to help prevent readmission.

30 employees have qualified as Tech Angels through the Surrey Coalition scheme to assist residents who are digitally excluded. The scheme arranges buddying up with a resident to help them learn how to use smart technology from face timing a grandchild to online shopping and banking. This helps prevent loneliness and isolation, a Council Health and Wellbeing Priority.

Volunteer Woking hosted a networking event with Christian Agency Network - 55 charities attended, including NW Surrey Short Stay School and Skill Mill which works with disengaged young people teaching them skills to help them into employment, which we were subsequently advised had benefitted both charities. Feedback was positive and a larger event is planned for this year.

Woking Interpretation and Translation Service (WITS) provides translators and interpreters to enable those with little or no English to access support services, particularly medical and mental health services. In the last year 1,304 interpretation assignments and 41 translations were provided in a wide range of languages including Arabic, Urdu, Nepalese, Farsi, Portuguese and Romanian.

All Centres for the Community centres are currently offering services that tackle isolation, eg. day service users attend well-being classes where users are encouraged to socialise and meet in a safe environment. A working relationship has developed with Wisley Gardens who have helped to advise on sociable garden spaces and planting that encourages conservation as well as creating a well-being or therapeutic environment.

The Centres for the Community are also exploring some intergenerational work with the local schools this is with the intention of inviting them in to have conversations with the day guests and participate in some activities such as games and quizzes. For the younger community, the centres are welcoming parent and toddler groups, midwife teams and health visitor clinics along with youth counselling services and employment support. Staff at the centres are continuing to expand their knowledge with training in areas such as Tech Angels and Dementia. Support cafes are being planned to encourage engagement with the Ukrainian community.

Freedom Leisure opened a new leisure centre in Sheerwater. The design and build were managed with cultural diversity and disability access at its core. The spaces are designed to allow for women to be able to access sessions separate from men. Specific sessions, with tuition and mentoring, are being run to aid access and encourage women, especially those from minority groups, to participate in sport and wellbeing activities.

Sport and wellbeing sessions continue to be run in ward across the borough. These are tailored to the local need to enable wider participation. The Holiday Activity Fund was utilised to offer thousands of children free access to food and physical activity across the school holidays. Disability cycling was facilitated through Wheels for All at Sportsbox and has been extended to Goldsworth Park.

Explorer orienteering - a free to access event in local parks aimed at getting families out into the green spaces near them and explore the natural environment.

Signed up to a partnership with "Sport in Mind" to run some Free to Access exercise classes specifically developed for those with mental health concerns.

Successful Art Project with the Lightbox where young people have participated in a variety of art workshops including Multimedia, Lino Cutting, Sculpture, Special effects (make up) and screen printing.

Young Carers successfully delivered a Bingo session at Brockhill. A lovely evening which the young carers really enjoyed, it was fun, entertaining and all would like to do this again including inviting the residents to Lakeview one evening for an entertainment evening. 7 young carers have been supported in completing their Duke of Edinburgh Award at Bronze and Silver level.

Young Carers week – staff supported the young carers event at the Maltings, Farnham. Young carers from several schools came together to enjoy a day of wellbeing dance, exploring poetry and trying different forms of art using paint.

Work Experience and SEND support.

HEON (Higher Education Outreach Network, Surrey University) – delivered wellbeing boxes and workshops to all youth projects ensuring that the young people had something to look forward to each month to support their health and wellbeing during the pandemic. This took place throughout 2021 with the last box being delivered at Christmas. Activities included making bath bombs, forensics workshop and arts and crafts. Boxes included books for young people to read, puzzles and quizzes, hot chocolate and marshmallows, fruit flavoured teas and wellbeing activities.

Twister – successful received funding from a local councillor to set up their tuck shop at the Junction Café as well as a donation from a parent which has enabled resources to be purchased for the project including additional books around LGBT+ history and support.

A box of wellbeing books was received from Surrey Libraries with which small library has been set up enabling young people to borrow the books to read.

The juniors and seniors' youth projects re-opened at Moorcroft providing activities to positively support and engage to young people.

Woking Works work in partnership with local charities that provide health and wellbeing support to ensure all members in our local business community have access to their services and managers have support to ensure they have a workplace wellbeing plan in place for their organisations. One to one sessions have been offered to employees over the year.

A number of roadshows took place to ensure local engagement on Council priorities and resident feedback was core to the creation of the Corporate Strategy.

An engagement session with residents focused on the Victoria Arch improvements took place to inform residents about future plans.

Disabled access electric vehicle charging bays included on each floor of the new Red Shoppers Car Park.

Refurbished Loop Road play area with accessible equipment for children of all ages and abilities.

20 on-street charging bays installed as part of Surrey County Council led pilot (for EV charging access for all including those without private land on which to install their own charger).

Fully funded home energy efficiency improvements delivered to households across the borough as part of a Surrey consortium and delivered by Action Surrey (Green Jump Surrey).

5 Kickstart positions provided throughout the organisation. This was the Government's programme aimed at 16 to 24 year olds on Universal Credit following the pandemic. All went on to successful study or employment following the 6 month placement with the Council.

26 employees currently completing or have completed a formal work based qualification via the Apprenticeship Levy, including Senior Leadership MBA's and Social Work qualifications.

Equalities Monitoring Data for the period 1/4/2021 – 31/3/2022

(Figures in brackets for 2020/1)

1. *Breakdown of all employees by:

*These figures are based on 458 employees (447 for 2020/21); this includes all employees all on the payroll including casual employees who may only work very occasionally.

a) Ethnic background

	Actual	%	Census 2011 (where available)
Asian/ Asian British	38 (40)	8.30% (8.95%)	10.68%
Black/Black British	19 (14)	4.15% (3.13%)	1.39%
Chinese/Other	4 (4)	0.87% (0.89%)	0.88%
Mixed	6 (4)	1.31% (0.89%)	2.35%
White	347 (341)	75.76% (76.29%)	83.60%
Gypsy/Traveller	1 (1)	0.22% (0.22%)	0.15%
Romany Gypsy	0 (0)	0 (0)	
Irish Traveller	0 (0)	0 (0)	
Other (please specify)	33 (31)	7.21% (6.94%)	0.55%
Not Known	6(8)	1.31% (1.79%)	
Prefer not to say	4 (4)	0.87% (0.89%)	

b) Gender

	Actual	%
Male	159 (155)	34.72% (34.68%)
Female	299 (292)	65.28% (65.32%)
Transgender	(0)	
Prefer not to say	(0)	

c) Declaration of Disability

	Actual	%	Census 2011 (where available)
Yes	23 (21)	5.02% (4.70%)	12.99%
No	415 (407)	90.61% (91.05%)	
Prefer not to say	14 (14)	3.06% (3.13%)	
Not known	5 (5)	1.31% (1.12%)	

d) Age

	Actual	%
Under 25	21 (20)	4.59% (4.47%)
25 - 34	77 (69)	16.81% (15.44%)
35 - 44	108 (109)	23.58% (24.38%)
45 - 54	114 (115)	24.89% (25.73%)
55 - 64	110 (109)	24.02% (24.38%)
Over 65	28 (25)	6.11% (5.59%)

e) Sexual orientation

	Actual	%
Heterosexual/Straight	311 (294)	67.90% (65.77%)
Bisexual	3 (3)	0.66% (0.67%)
Gay or Lesbian	5 (5)	1.09% (1.12%)
Prefer not to say	20 (16)	4.37% (3.58%)
Not Known	119 (129)	25.98% (28.86%)

NB: LGBT figures not available from census 2011. ONS = 2.3% (2018)

f) Religion

	Actual	%	Census 2011 (where available)
Christian	220 (218)	48.03% (48.77%)	58.82%
Buddhist	2 (2)	1.26% (1.29%)	0.68%
Hindu	8 (8)	2.68% (2.74%)	1.97%
Jewish	3 (2)	0.01% (0.01%)	0.22%
Muslim	30 (34)	6.55% (7.61%)	7.38%
Sikh	3 (2)	0.66% (0.45%)	0.15%
No Religion	156 (147)	34.06% (32.89%)	23.12%
Other (Please specify)	3 (4)	0.66% (0.89%)	0.34%
Not Known	6 (7)		7.33%
Prefer not to say	26 (23)		

2. How many people belonging to each group applied to the Council for employment during the period?

a) Ethnic background

	2021/22 Actual	2021/22 %	2020/21 Actual	2020/21 %
Asian/ Asian British	229	23.66%	202	17.89%
Black/Black British	102	10.53%	91	8.06%
Chinese	0	0	11	0.97%
Mixed	37	3.82%	42	3.72%
White	507	52.38%	704	62.36%
Gypsy/Traveller	0	0	0	0
Romany Gypsy	0	0	0	0
Irish Traveller	0	0	0	0
Other (please specify)	40	4.13%	28	2.48%
Not Known	32	3.31%	31	2.75%
Prefer not to say	21	2.17%	20	1.77%

b) Gender

	2021/22 Actual	2021/22 %	2020/21 Actual	2020/21 %
Male	400	41.32%	420	37.2%
Female	553	57.12%	670	59.35%
Transgender	0	0	2	0.18%
Prefer not to say	14	1.45%	8	0.7%
Not known	1	0.10%	29	2.57%

c) Declaration of Disability

	2021/22	2021/22 %	2020/21	2020/21 %
Yes	41	4.24%	32	2.83%
No	910	94.01%	1093	96.81%
Not known	1	0.10%	1	0.09%
Prefer not to say	16	1.85%	3	0.27%

d) Age

	2021/22	2021/22 %	2020/21	2020/21 %
Under 25	140	14.46%	213	18.87%
25 - 34	269	27.79%	380	33.66%
35 - 44	251	25.93%	265	23.47%
45 - 54	173	17.87%	164	14.53%
55 - 64	104	10.74%	77	6.82%
Over 65	13	1.34%	6	0.53%
Not Known	18	1.86%	24	2.13%

e) Sexual orientation

	2021/22	2021/22 %	2020/21	2020/21 %
Heterosexual/Straight	845	87.29%	976	86.45%
Bisexual	16	1.65%	21	1.86%
Gay or Lesbian	26	2.68%	35	3.10%
Prefer not to say	51	5.27%	59	5.23%
Not Known	30	3.10%	38	3.37%

f) Religion

	2021/22	2021/22 %	2020/21	2020/21 %
Christian	373	38.53%	412	36.49%
Buddhist	17	1.76%	22	1.95%
Hindu	38	3.93%	42	3.72%
Jewish	1	0.10%	3	0.27%
Muslim	131	13.53%	119	10.54%
Sikh	12	1.24%	24	2.13%
No Religion	297	30.68%	400	35.43%
Other (Please specify)	19	1.96%	27	2.39%
Not Known	60	6.20%	18	1.59%
Prefer not to say	20	2.07%	62	5.49%

3. How many people belonging to each group applied for/received training during the period?

a) Ethnic background

	2021/22	2020/21
BME	18	20
White	56	78

b) Gender

	2021/22	2020/21
Male	26	30
Female	48	48
Transgender	0	0

c) Declaration of Disability

	2021/22	2020/21
Yes	2	3
No	72	75

d) Age

	2021/22	2020/21
Under 25	6	4
25 - 34	22	24
35 - 44	21	28
45 - 54	15	21
55 - 64	9	20
Over 65	1	1

4. How many people belonging to each group were promoted during the period?

a) Ethnic background

	2021/22	2020/21
BME	0	1
White	5	8

b) Gender

	2021/22	2020/21
Male	3	4
Female	2	5
Transgender	0	0

c) Declaration of Disability

	2021/22	2020/21
Yes	0	0
No	5	9

d) Age

	2021/22	2020/21
Under 25	0	0
25 - 34	1	0
35 - 44	4	5
45 - 54	0	3
55 - 64	0	1
Over 65	0	0

5. How many people belonging to each group "benefited or suffered detriment as a result of formal performance assessment procedures"?

There were no formal assessment procedures carried out during the period.

6. How many people belonging to each group were involved in grievance procedures?

a) Ethnic background

	2021/22	2020/21
BME	0	0
White	1	0

b) Gender

	2021/22	2020/21
Male	0	0
Female	1	0
Transgender	0	0

c) Declaration of Disability

	2021/22	2020/21
Yes	1	0
No	0	0

d) Age

	2021/22	2020/21
Under 25	0	0
25 - 34	0	0
35 - 44	0	0
45 - 54	0	0
55 - 64	1	0
Over 65	0	0

7. How many people belonging to each group were the subjects of disciplinary procedures?

There were no formal disciplinary procedures during the period.

8. How many people belonging to each group ceased employment with the Council during the period?

a) Ethnic background

	2021/22	2020/21
Asian/ Asian British	4	11
Black/Black British	2	1
Chinese/Other	0	0
Mixed	0	1
White	43	52
Gypsy/Traveller	0	1
Romany Gypsy	0	0
Irish Traveller	0	0
Other (please specify)	3	0
Prefer not to say	0	0
Not Known	1	1

b) Gender

	2021/22	2020/21
Male	18	25
Female	35	42
Transgender	0	0

c) Declaration of Disability

	2021/22	2020/21
Yes	0	4
No	49	60
Prefer not to say	2	3
Not Known	2	0

d) Age

	2021/22	2020/21
Under 25	7	6
25 - 34	7	15
35 - 44	13	14
45 - 54	5	8
55 - 64	10	15
Over 65	11	9

9. Flexible Working Requests:

	2021/22	2020/21
Number received	19	14
Number agreed	19	14
Success rate	100	100

10. Return to work from maternity

	2021/22	2020/21
Number taking maternity leave	4	9
Number returned to work	4	7
Success rate	100%	77%