

Equality Duty – Employment Monitoring

As a public authority, Braintree District Council has specified duties under the Equality Act 2010 to publish information annually to demonstrate our compliance with the general equality duty.

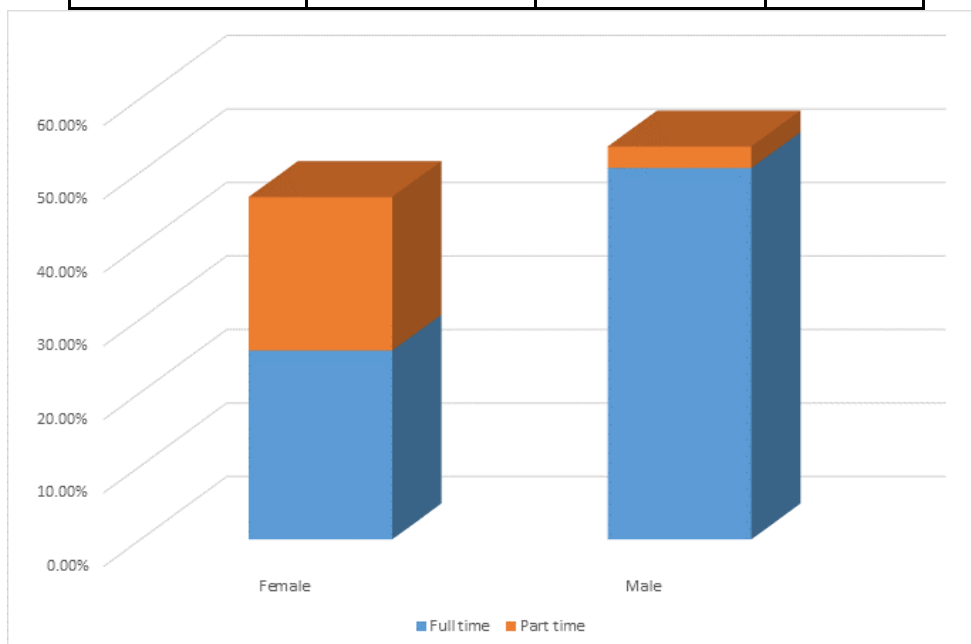
All employees are aware that the information they provide is sensitive, personal data covered by the General Data Protection Regulation and will be treated in the strictest confidence in accordance with the principles within the legislation. The information is utilised for monitoring, reporting and providing support and for the purpose of meeting our legal obligations to publish relevant workforce equalities information. The information is not presented or reported in a way that will allow the identification of any individual employee.

Notes with regard to the data:

- Data is taken from the Council’s HR & Payroll system where employees are able to update/amend their own data.
- Employees have the option to say they prefer not to disclose /prefer not to say, on all sensitive information.
- The data is a snapshot as at 28th June 2019.
- Headcount was 479.
- Full time equivalent (FTE) was 434.26.
- Turnover for 2018/19 was 8.81%.
- General population data for Braintree District can be found at:
https://www.braintree.gov.uk/downloads/file/5733/profile_of_braintree_district_20142015

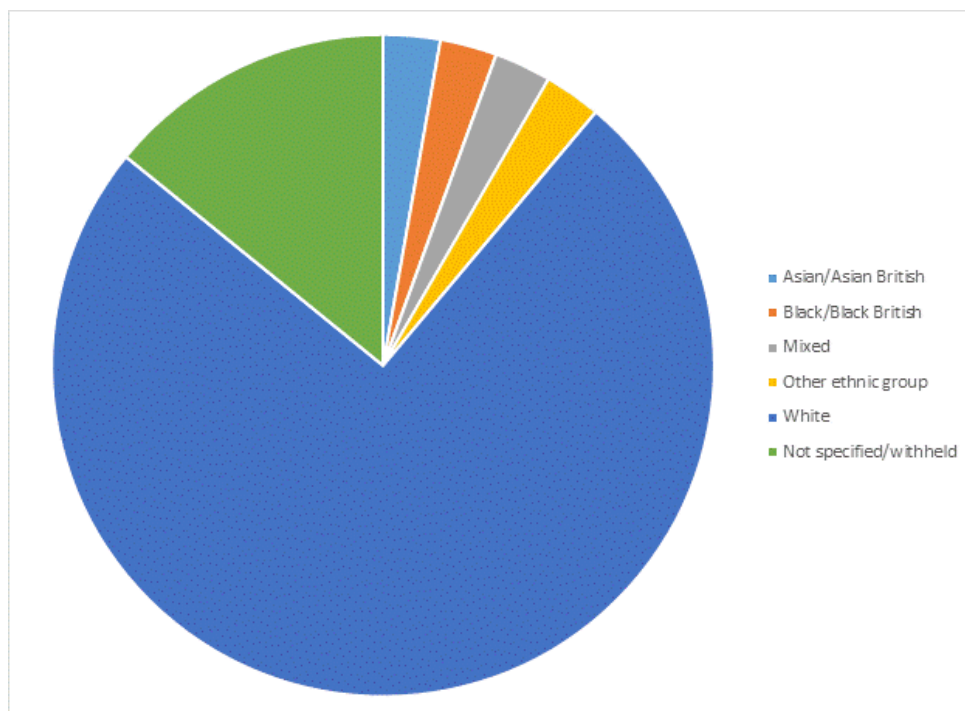
Gender

Employment type:	Full time	Part time	Total
Female	25.68%	20.88%	46.56%
Male	50.52%	2.92%	53.44%



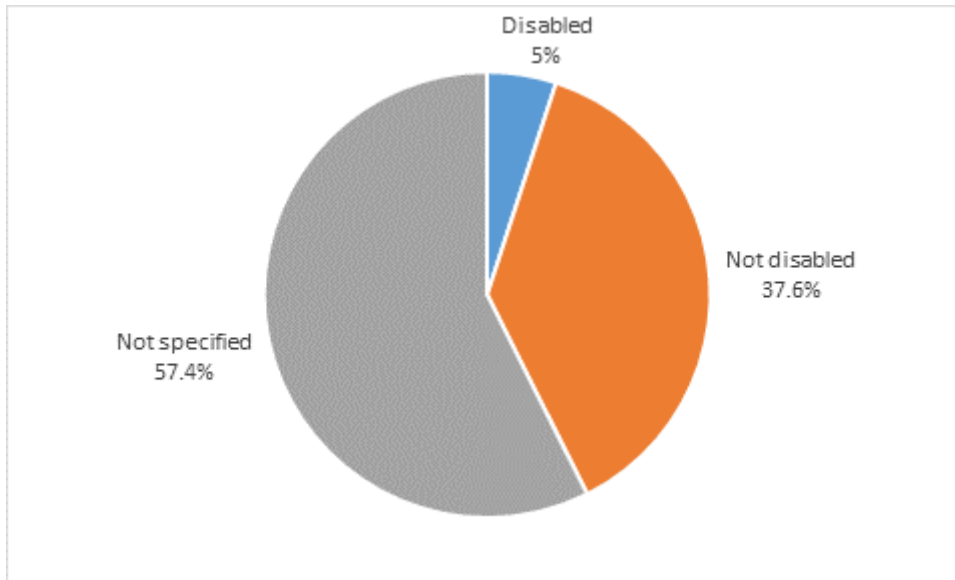
Ethnicity

Ethnic Origin	% of total employees
Asian/Asian British	<3%
Black/Black British	<3%
Mixed	<3%
Other ethnic group	<3%
White	80.75%
Not specified/withheld	15.27%



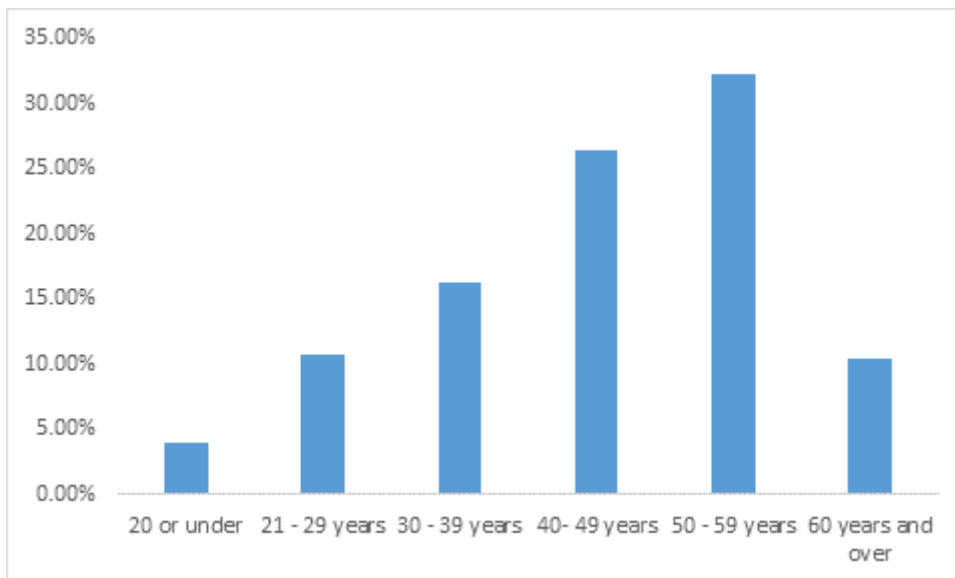
Disability

Disability Status:		% of employees
Disabled:	Long term health condition	<3%
Disabled:	Physical/mobility	<3%
Disabled:	Sensory	<3%
Disabled:	Other	3.8%
Not disabled		37.6%
Not specified		57.4%



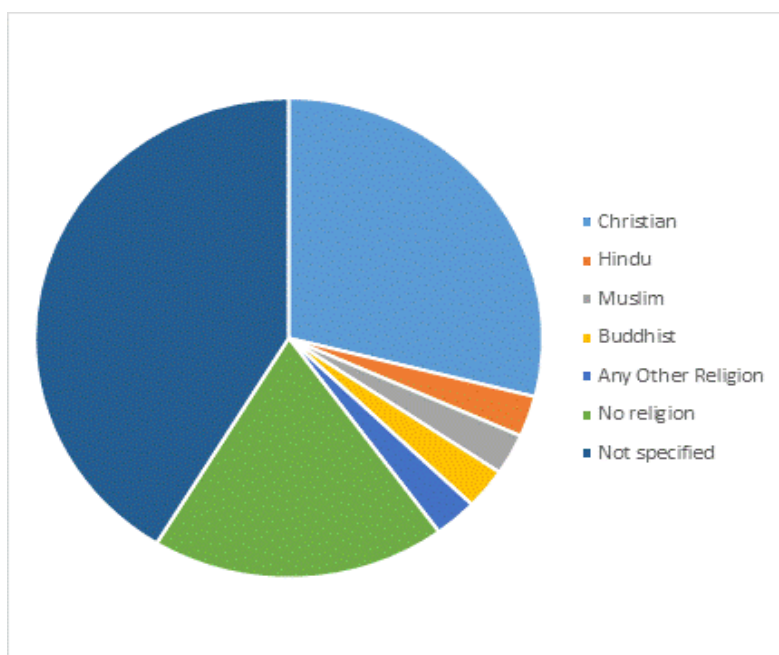
Age

Age range	% of employees
20 or under	3.97%
21 - 29 years	10.67%
30 - 39 years	16.32%
40- 49 years	26.36%
50 - 59 years	32.22%
60 years and over	10.46%



Religion & Belief

Religion or Belief	% of total employees
Christian	31.52%
Hindu	<3%
Muslim	<3%
Buddhist	<3%
Any Other Religion	<3%
No religion	20.46%
Not specified	45%



Sexual Orientation

Sexual Orientation	% of employees
Bisexual	<3%
Gay or Lesbian	<3%
Heterosexual	45.93%
Not specified	51.6%

