MANCHESTER
CITY COUNCIL

# Manchester City Council Equality Information 2018/19

Inclusive Employment at Manchester City Council

Our Manchester and Our People

Our Manchester is the City's ambitious strategy for 2025, underpinned by 64 things we're committed to do to make Our Manchester happen (the 'we wills') across five thematic areas:

- A thriving and sustainable city
- A liveable and low carbon city
- A highly skilled city
- A connected city
- A progressive and equitable city

Equality, diversity and inclusion (EDI) are not only at the heart of the Our Manchester strategy - describing a city that respects, values and supports all of its residents - but are also central to our organisational approach. Our ways of working across the city to make the 64 "we will" commitments of the strategy a reality are shaped around four strategic principles:
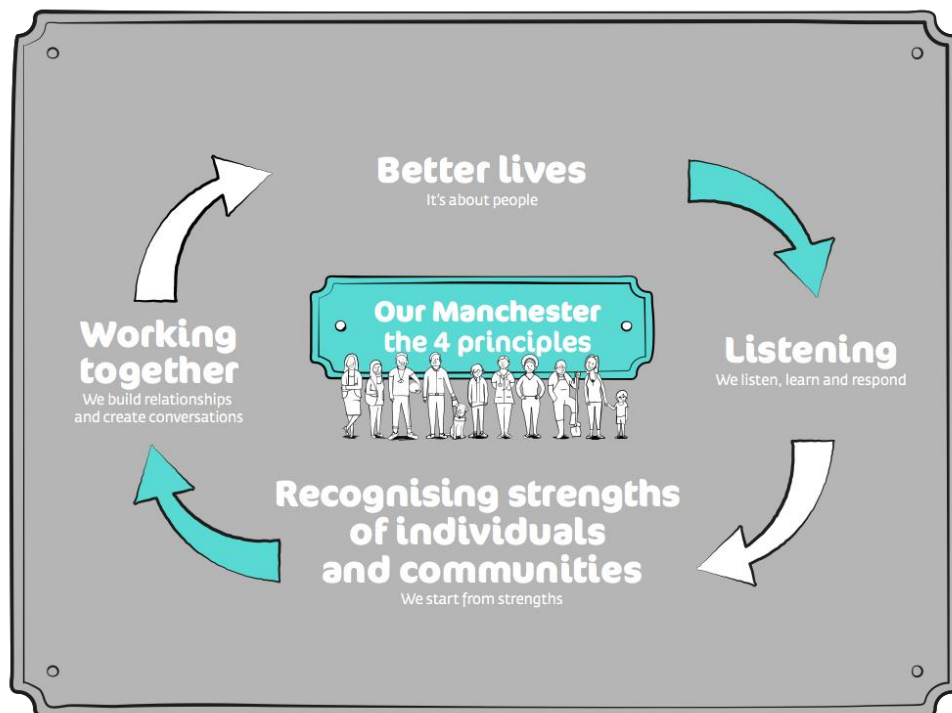
These Our Manchester principles are inclusive by design, recognising and harnessing what fundamentally makes people and communities successful and bringing diverse groups of people together around common causes to maximise their potential. These principles play out in how we deliver services, how we work in partnership, how we support communities and crucially, how we support our most valuable asset; our workforce.

The City's public workforce are at the heart of Our Manchester. The Council's People Strategy, Our People, sets a clear ambition for a committed, cohesive and successful workforce that will be central to making Our Manchester happen. The Strategy was developed based on significant consultation with staff across the organisation, including feedback from the BHeard Survey.

Our People sets out the strategic aims and objectives for developing the Council's current and future workforce to enable and support Our Manchester by:

● Working together and trusting each other
● Being proud and passionate about Manchester
● Taking time to listen and understand
● Owning it and not being afraid to try new things

Our People promotes an inclusive and cohesive workforce, where everyone has a voice and everyone's contribution is valued. Along with its accompanying employee engagement framework, About You, it provides teams with the opportunities and tools to have good quality conversations about how we can all bring the best of ourselves to the Our Manchester approach, and how we can all be supported to be the best 'me' possible.

EDI Employee Engagement

Whilst Our People and About You provide platforms for individuals to have a voice in relation to their own work and their contribution, for some groups of employees, there is real value in coming together to speak with a shared voice. In 2019-20 we are pushing ahead with a refreshed approach to EDI employee engagement, to find new ways to hear people's and groups' voices and learn from what they have to say.

Central to this is a new approach to how we support our EDI employee groups. Our groups will benefit from a refreshed impetus around self-organisation, development, support and importantly, time to make a difference. Capitalising on this, our EDI employee groups will be central in helping to shape numerous other EDI-focused activities in the years to come.

Their work will be promoted and supported by an EDI communications approach which will not only inform and advise, but which will celebrate the diversity of our workforce and highlight the incredible value that this brings to us as an organisation and to the city overall. We hope that this will have a positive impact on the views and experiences of all of our employees, which we will continue to seek through our annual employee survey, BHeard, which is described in more detail later in this report.

EDI Learning and Organisational Development

We know that effective EDI delivery at work is underpinned by three Cs: confidence, competence and culture. We have a suite of EDI learning tools and initiatives that are available to our workforce to broaden their knowledge and awareness and in doing so, increase their confidence and competence. In addition to elective tools

available on a self-service basis for discretionary personal and professional development, we have core EDI training which all Council employees are required to complete and keep up to date. We are also working to strengthen the extent to which EDI is embedded within other aspects of our broader learning, organisational development and policy approach.

These learning opportunities are increasingly being supported by other EDI-related initiatives (events, communications and toolkits), along with broader people-focused processes like About You, to collectively contribute to strengthening what is already an established culture of EDI-positivity at the Council.

Monitoring and Measuring our Employee Diversity and Inclusion

We gather high levels of workforce data across most protected characteristics as detailed later in this report. Crucially, our workforce monitoring process is supported by the *mi self* portal which gives employees the opportunity to manage their personal profile data in real time and self-disclose in the fields of disability and sexual orientation. This function recognises that a person's disability status may well change during their employment lifespan, and that in both instances, a person's choice whether to 'come out' or identify with that particular characteristic at work is a very personal one. For the characteristics Ethnicity, Disability and Sexual Orientation there is the option for the employee to record Not Disclosed. For the purposes of this report these records have been grouped together with the 'no data held' category to give the most reliable view of likely overall organisational representation.

We are committed to self-disclosure where possible, to provide choice and autonomy, and to demonstrate our respect for people's identities. We recognise that this can affect the statistical robustness of our data in the short term (for example, we estimate that there are more Council employees who meet the Equality Act 2010 definition for disability than there are employees self-disclosing as disabled). However, we periodically use internal communication and engagement methods to encourage people to refresh their personal data by sending out broadcasts messages to staff to encourage disclosure and increase the accuracy of our data.

Analysis of our workforce data has highlighted distinct areas where we have made clear commitments to improve, these being in relation to the recruitment, development and workplace experience of disabled and BAME employees in particular. We are determined to implement measures to increase the representation of disabled and BAME employees in senior management positions in the organisation. Our current representation at this level (circa 3% disabled staff and 10% BAME staff above Grade 10) is lower than the overall representation in the workforce and considerably lower than the city representation of these groups (circa 18% disabled and 30% BAME in the 2011 Census). We are developing and implementing action plans in 2019-20 to start to create the right conditions for these trends to change to enable us to achieve our ambition.

Progression

Annual comparison of the progression rates show similar rates of progression of BAME employees with non-BAME employees, and disabled employees with non-

disabled employees. The progression rate of BAME staff (**7.07%**) during 2018 is 1.13% higher than non-BAME staff (**5.94%**) and the progression rate of disabled staff (**6.21%**) was 0.02% lower than non-disabled staff (**6.24%**).

The Council's Apprenticeship Scheme is a core part of the Council's approach to talent management and succession planning. There have been some real successes in the scheme's ability to develop our workforce and bring new people into the organisation. There were 187 apprentice starts in 2018/19 of which 34 were external appointments whilst 153 were development opportunities for existing staff. We hold full equality information for 22 of the 34 external starts. 7 of the external starts for whom we hold ethnicity identify as BAME (32%) whilst 5 of the new apprentices identify as disabled (25%). We will continue to develop the apprenticeship scheme and align it as part of our strategic work on BAME and disability, to maximise its potential to diversify the workforce in these areas over the coming years.

Whilst we are alert to our workforce challenges, we have much to be proud of; we are accredited against the Disability Confident Employer framework and we were delighted in 2018 to have been accredited for a second consecutive period at the Excellent level of the Equality Framework for Local Government (EFLG), making us one of only six local authorities to achieve this. This independently awarded accreditation, coordinated by the Local Government Association, measures EDI performance across five performance areas, including A Skilled and Committed Workforce. The recognition of our good work in this area gives us a strong platform to build our future successes from.

EDI Information and Governance

We are extremely proud to have had a strong and public focus on equality since the 1980s, gaining a reputation for inclusion and respect that we are justifiably proud of. The Council is regarded locally, nationally and internationally as a leader in this field, and Manchester's continuing public promotion of equality (from annual community-focused events through to the erection of the Emmeline Pankhurst statue in 2018) keep us at the forefront of the ever-evolving EDI landscape.

Our leadership of the agenda is reflected in our own leadership; the Deputy Leader of the Council is the Executive Member for equalities and is supported by eight additional Lead Equality Members, who each take the lead for specific protected characteristics. The EDI Team is part of the HROD Service within the Corporate Core of the organisation, a position which enables it to develop and deliver a strong approach to equality which extends beyond legal compliance.

Within the Council's Directorates, senior officers are identified as Equality Champions, who take a lead in supporting and driving the promotion and development of equality. These officers meet quarterly as an Equality Champions Group to bring Directorate-level intelligence to the group, to assess and inform the Council's strategic EDI approach and to ensure that ownership and awareness of the agenda is disseminated across the organisation. In 2019-20, the links between this group and the employee EDI network groups will be strengthened to ensure a more holistic connection around EDI matters at all tiers and across a broader range of stakeholders.

The majority of the Council's equality information is accessible via its website. Here, information on topics including policies, workforce and customer data, analysis and events are publicly available. Some of our information includes:

- The Intelligence Hub Analysis Tool (IHAT) which contains over 100 statistical variables, spanning different themes of data and enables users to display statistical data on a map, and show the data in grids and bars chart with short analytical texts
- The Joint Strategic Needs Assessment (JSNA) analysis tool which provides in-depth knowledge about particular communities of identity, to inform commissioning priorities and service developments in Manchester
- The State of the City: Communities of Identity report which conveys how the various strands of the emerging Our Manchester strategy are being experienced by and benefitting Manchester's minority communities
- Information about our annual calendar of city-wide and community celebrations and events, aimed at promoting the city's rich diversity, celebrating the value of our diverse communities and raising awareness of important equality related topics

EDI-related information, such as which identity groups are accessing particular services and how services or policy approaches are able to flex to meet differing needs, is analysed in line with our Equality Impact Assessment (EIA) framework. EIAs are a critical tool for ensuring that regard is paid to EDI outcomes right from the design stage of a proposal, and they work alongside our commitment to EDI planning as a key component of our business planning process to make sure EDI is mainstreamed and everybody's business. Similarly, our equality objectives provide a clearly communicated and consistent set of outcome-focused measures, aligned to Our Manchester, for all Council employees to work towards.

This publication is an important part of the Council's wider suite of EDI information and helps to describe the contribution that we are making in our role as an employer, to support the economic activity and wider wellbeing of thousands of Manchester's diverse residents.

Equality Data

The data reported is representative of Manchester City Council's workforce as defined below* and relates to the 2018/19 financial year.

Manchester City Council's information systems hold information on the equality characteristics: Ethnicity, Disability, Gender, Age and Sexual Orientation. However, some of this equality information is not currently held for the entire workforce. The percentage of the workforce for whom data was held as at **22 February 2019** is shown below for each equality characteristic. Improving the coverage of the organisation's workforce equality data is an area of focus for the organisation.

- Ethnic Origin -   **91.87%**
- Disability -   **90.16%**
- Gender -   **100%**
- Age -   **100%**
- Sexual Orientation -   **54.60%**

The data reported below reflects what is recorded on Manchester City Council's information systems as of 22/02/2019. Percentage figures demonstrate the proportions of the total employees for whom specific equality data is known / recorded.

*Manchester City Council's workforce includes all employees who have a permanent or fixed term contract of employment with the council and excludes individuals directly employed by schools.

Workforce Equality Information

Unless otherwise specified the tables in this section show the equality information held on the 7,257 employees who were recorded as being employed by the council as at 22/02/2019. The equality information is also broken down by grade.

Ethnicity

- The number of employees, whose ethnic origin was recorded as **BAME (1,733)**, as a percentage of the number of employees whose ethnic origin was recorded **(6,667)**, was **25.99%.**
- The number of employees, whose ethnic origin was recorded as **Non BAME (4,934)**, as a percentage of the number of employees whose ethnic origin was recorded **(6,667)**, was **74.01%.**

	Number of Employees	Number of Employees for whom Ethnic Origin Data is recorded	Percentage of employees for whom Ethnic Origin Data is recorded	Number of Employees whose Ethnic Origin is recorded as BAME	Number of Employees whose Ethnic Origin is recorded as BAME as a percentage of the Number of Employees for whom Ethnic Origin Data is recorded	Number of Employees whose Ethnic Origin is recorded as Non BAME	Number of Employees whose Ethnic Origin is recorded as Non BAME as a percentage of the Number of Employees for whom Ethnic Origin Data is recorded
Grades 1-5 (and equiv)	3,605	3,358	93.15%	940	27.99%	2,418	72.01%
Grade 6-8 (and equiv)	2,778	2,536	91.29%	657	25.91%	1,879	74.09%
Grade 9-10 (and equiv)	602	539	89.53%	112	20.78%	427	79.22%
Above Grade 10	272	234	86.03%	24	10.26%	210	89.74%
All Grades	7,257	6,667	91.87%	1,733	25.99%	4,934	74.01%

Disability

- The number of employees, whose disability status was recorded as **Disabled (360)**, as a percentage of the number of employees whose disability status was recorded **(6,543)**, was **5.50%.**
- The number of employees, whose disability status was recorded as **Not Disabled (6,183)**, as a percentage of the number of employees whose disability status was recorded **(6,543)**, was **94.50%.**

	Number of Employees	Number of Employees for whom Disability Status Data is recorded	Percentage of Employees for whom Disability Status Data is recorded	Number of Employees whose Disability Status is recorded as Disabled	Number of Employees whose Disability Status is recorded as Disabled as a percentage of the Number of Employees for whom Disability Status Data is recorded	Number of Employees whose Disability Status is recorded as Not Disabled	Number of Employees whose Disability Status is recorded as Not Disabled as a percentage of the Number of Employees for whom Disability Status Data is recorded
Grade 1 - 5 (and equiv)	3,605	3,269	90.68%	165	5.05%	3,104	94.95%
Grade 6 - 8 (and equiv)	2,778	2,500	89.99%	163	6.52%	2,337	93.48%
Grade 9 - 10 (and equiv)	602	539	89.53%	24	4.45%	515	95.55%
Above Grade 10	272	235	86.40%	8	3.40%	227	96.60%
All Grades	7,257	6,543	90.16%	360	5.50%	6,183	94.50%

Gender

Gender information was held for 100% of the workforce **(7,257 employees)**.

- The number of female employees working for Manchester City Council **(4,841)** as a percentage of the total number of all employees working for Manchester City Council **(7,257)** was **66.71%**.
- The number of male employees working for Manchester City Council **(2,416)** as a percentage of the total number of all employees working for Manchester City Council **(7,257)** was **33.29%**.

	Number of Employees	Number of Employees for whom Gender Data is recorded	Percentage of Employees for whom Gender Data is recorded	Number of Employees whose Gender is recorded as Female	Number of Employees whose Gender is recorded as Female as a percentage of the Number of Employees for whom Gender Data is recorded	Number of Employees whose Gender is recorded as Male	Number of Employees whose Gender is recorded as Male as a percentage of the Number of Employees for whom Gender Data is recorded
Grade 1 - 5 (and equiv)	3,605	3,605	100.00%	2,488	69.02%	1,117	30.98%
Grade 6 - 8 (and equiv)	2,778	2,778	100.00%	1,834	66.02%	944	33.98%
Grade 9 - 10 (and equiv)	602	602	100.00%	379	62.96%	223	37.04%
Above Grade 10	272	272	100.00%	140	51.47%	132	48.53%
All Grades	7,257	7,257	100.00%	4,841	66.71%	2,416	33.29%

Age

Age information was held for 100% of the workforce **(7,257 employees)**. The workforce was made up of **6 employees under 18 (0.08%), 178 employees 'between 18 and 24' (2.45%), 983 'between 25 and 34' (13.55%), 1,688 'between 35 and 44' (23.26%), 2,283 'between 45 and 54' (31.46%), 1,334 'between 55 and 59' (18.38%),** and **785** employees who are **'60 and over' (10.82%).**

|	Grade 1 - 5 (and equiv)	Grade 6 - 8 (and equiv)	Grade 9 - 10 (and equiv)	Above Grade 10	All Grades
Number of Employees	3,605	2,778	602	272	7,257
Number of Employees for whom Age Data is recorded	3,605	2,778	602	272	7,257
Percentage of Employees for whom Age Data is recorded	100.00%	100.00%	100.00%	100.00%	100.00%
Number of Employees below 18	6				6
Percentage of Employees below 18	0.17%	0.00%	0.00%	0.00%	0.08%
Number of Employees between 18-24	120	58			178
Percentage of Employees between 18-24	3.33%	2.09%	0.00%	0.00%	2.45%
Number of Employees between 25-34	480	451	47	5	983
Percentage of Employees between 25-34	13.31%	16.23%	7.81%	1.84%	13.55%
Number of Employees between 35-44	623	783	205	77	1,688
Percentage of Employees between 35-44	17.28%	28.19%	34.05%	28.31%	23.26%
Number of Employees between 45-54	1,086	876	210	111	2,283
Percentage of Employees between 45-54	30.12%	31.53%	34.88%	40.81%	31.46%
Number of Employees between 55-59	743	432	102	57	1,334
Percentage of Employees between 55-59	20.61%	15.55%	16.94%	20.96%	18.38%
Number of Employees above 60+	547	178	38	22	785
Percentage of Employees 60+	15.17%	6.41%	6.31%	8.09%	10.82%

Sexual Orientation

Information on sexual orientation was recorded for **3,962** of the **7,257** employees **(54.60%). 50** of these employees were recorded as **'Bisexual' (1.26%), 114** as **'Gay' (2.88%), 3,728** as **'Heterosexual' (94.09%), 45** as **'Lesbian' (1.14%)** and **25** as **'Other' (0.66%).**

	Grade 1 - 5 (and equiv)	Grade 6 - 8 (and equiv)	Grade 9 - 10 (and equiv)	Above Grade 10	All Grades
Number of Employees	3,605	2,778	602	272	7,257
Number of Employees for whom Sexual Orientation Data is recorded	1911	1526	348	177	3962
Percentage of employees for whom Sexuality Data is recorded	53.01%	54.93%	57.81%	65.07%	54.60%
Number of Employees whose sexuality is recorded as Bisexual	24	21	5		50
Number of Employees whose sexuality is recorded as Bisexual as a percentage of the Number of Employees for whom Sexual Orientation Data is recorded	1.26%	1.38%	1.44%	0.00%	1.26%
Number of Employees whose sexuality is recorded as Gay	41	54	11	8	114
Number of Employees whose sexuality is recorded as Gay as a percentage of the Number of Employees for whom Sexual Orientation Data is recorded	2.15%	3.54%	3.16%	4.52%	2.88%
Number of Employees whose sexuality is recorded as Heterosexual	1,816	1,418	326	168	3,728
Number of Employees whose sexuality is recorded as Heterosexual as a percentage of the Number of Employees for whom Sexual Orientation Data is recorded	95.03%	92.92%	93.68%	94.92%	94.09%
Number of Employees whose sexuality is recorded as Lesbian	16	24	<5	<5	45
Number of Employees whose sexuality is recorded as Lesbian as a percentage of the Number of Employees for whom Sexual Orientation Data is recorded	0.84%	1.57%	-	-	1.14%
Number of Employees whose sexuality is recorded as Other	14	9	<5	<5	25
Number of Employees whose sexuality is recorded as Other as a percentage of the Number of Employees for whom Sexual Orientation Data is recorded	0.73%	0.59%	-	-	0.63%

Religion & Belief

Whilst the Council does not hold information on the Religion and Belief of its employees, information on this characteristic was gathered through the Best Companies BHeard survey which was undertaken in October 2018. 7,042 employees were invited to participate in the survey, with 3,849 employees responding, a response rate of 55%. Of these, 65.97% of respondents, 2,539 employees, provided information on their religion or belief. This information is set out below.
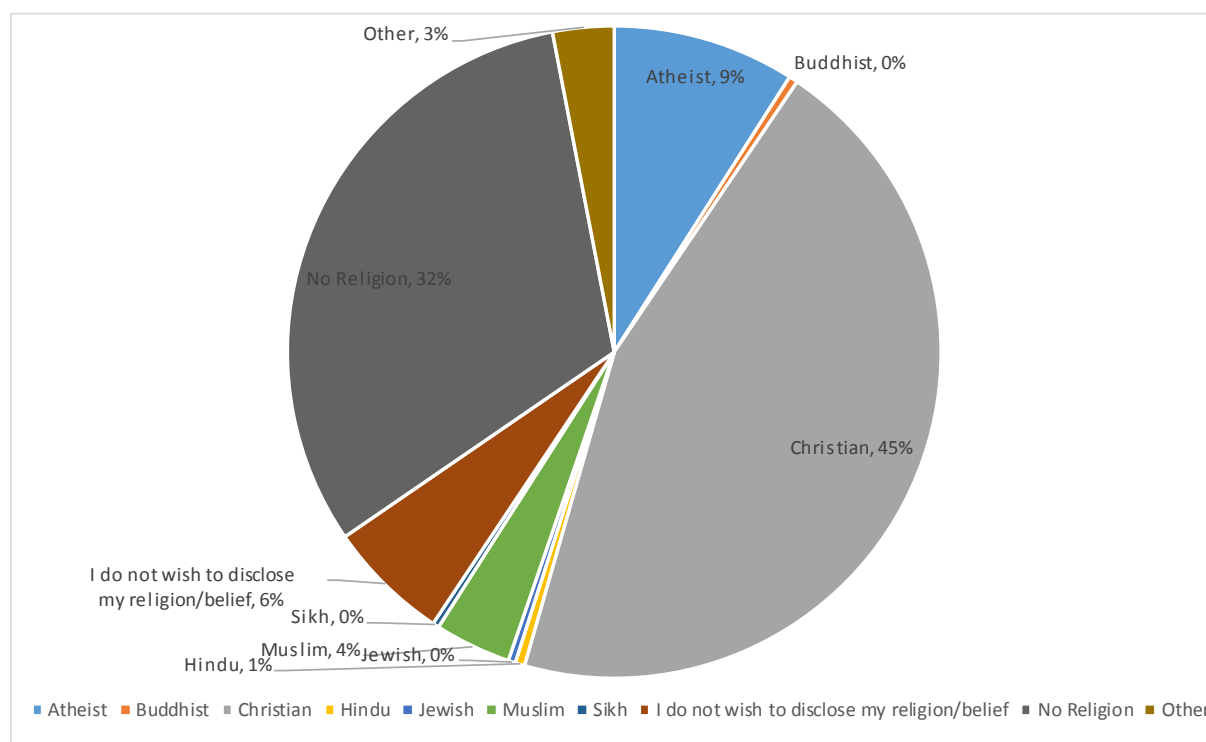
	Number	Percentage
Atheist	229	9.02%
Buddhist	11	0.43%
Christian	1,142	44.98%
Hindu	12	0.47%
Jewish	9	0.35%
Muslim	96	3.78%
Sikh	8	0.32%
I do not wish to disclose my religion/belief	154	6.07%
No Religion	801	31.55%
Other	77	3.03%
Total	2,539	

Trans Employees

Our knowledge and understanding of trans equality continues to develop rapidly. Within the last decade, the term trans has gone from being understood to refer to a person undergoing or intending to undergo a process of gender reassignment (transitioning) to a much broader umbrella term, incorporating those who transition but also including those who identify with a non-birth gender with no intention to transition, those who are non-binary and many other gender identities. Indeed, issues around gender identity and gender fluidity have gained higher profile nationally in the last few years, which is likely to be of particular interest to Manchester; it is estimated that approximately 5,000 Manchester residents identify as trans. Whilst we do not record trans status on or data management system, our reputation and values as an inclusive employer mean it is likely that a reasonable proportion of our workforce identify as trans.

We promote a culture of trans-inclusive practice, regardless of whether or not an employee plans to undergo gender reassignment, and we advocate supportive, sensitive and responsive management of employees who identify as trans. We recognise that gaining and maintaining employment can be a particular challenge for trans people, but also hugely rewarding when it is achieved. We therefore aim to increase employees' awareness of and respect for trans people by providing information, guidance and training and we will be working throughout 2019-20 to advance our trans-inclusive practices.

Our strong relationships with numerous VCSE groups that provide support and services to trans people (including Trans Forum, the LGBT Foundation, MORPH, Manchester Pride and the Proud Trust) help us to steer our trans-activity, which includes a clear commitment to trans people in our policy approach and publicly championing trans role models through initiatives like our International Women's Day campaigns. We also continue to monitor progress against the Trans Research Report that we commissioned in 2016, helping us to work with partners to maintain progress on trans-inclusion in Manchester.

Additional Equality Information

Full Time and Part Time Employees by Gender

This table shows information based on the employees who were recorded as being employed by the council as at 22/02/2019.

- The number of Full-Time employees who were recorded as female **(2,964)** as a percentage of the total number of Full-Time employees **(5,048)** was **58.72%.**

- The number of Full-Time employees who were recorded as male **(2,084)** as a percentage of the total number of Full-Time employees **(5,048)** was **41.28%.**

- The number of Part-Time employees who were recorded as female **(1,877)** as a percentage of the total number of Part-Time employees **(2,209)** was **84.97%.**

- The number of Part-Time employees who were recorded as male **(332)** as a percentage of the total number of Part-Time employees **(2,209)** was **15.03%.**

N.B. Full time employees are defined as those employees who are recorded as working 35 hours or more

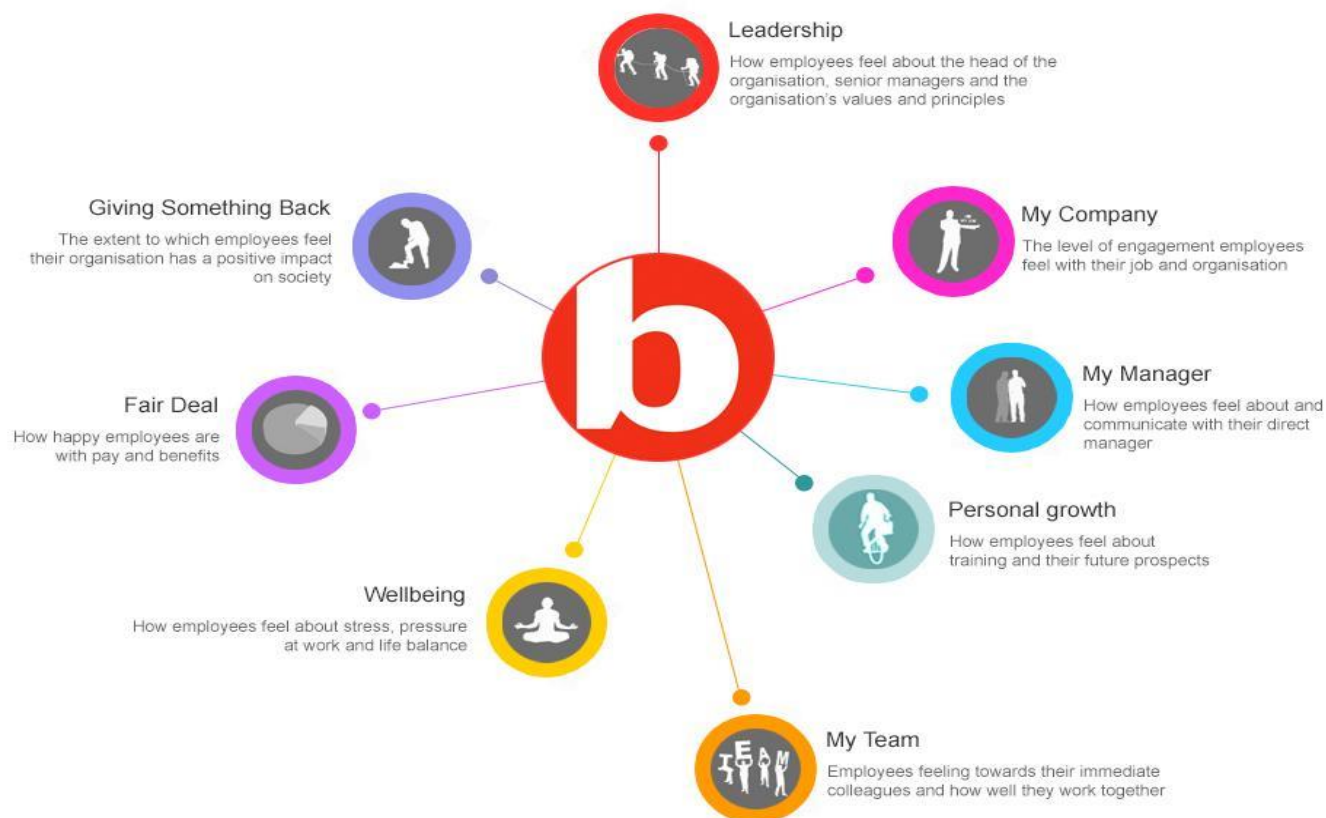|	Number of Employees	Number of Employees who are Female	Number of Employees who are Female as a percentage of the number of Employees	Number of Employees who are Male	Number of Employees who are Male as a percentage of the number of Employees
Full Time	5,048	2,964	58.72%	2,084	41.28%
Part Time	2,209	1,877	84.97%	332	15.03%
Total	7,257	4,841	66.71%	2,416	33.29%

Maternity

- The number of employees who returned to work following their maternity leave **(109)** as a percentage of the number of employees with a maternity leave end date in the period 01/02/2018 to 31/01/2019 **(112**) was **97.3%.**

|	
No. of employees whose maternity leave period was due to end on a 'return date' within the period 01/02/2018 - 31/01/2019	112
No. of employees who did not return to work on their 'return date', and their employment with the council ceased on this day.	3
No. of employees who did return to work on their 'return date'	109
Rate of Return of Women who were due to return from maternity leave within the period 01/02/2018 - 31/01/2019	97.3%

Employee Satisfaction Equality Data

The council participated in the Best Companies, BHeard Survey in October 2018. The survey asked a range of questions across eight themes (see below) to the Council's workforce. 7,042 employees participated in the survey with a response rate of 55%.

Leadership
How employees feel about the head of the organisation, senior managers and the organisation's values and principles

Giving Something Back
The extent to which employees feel their organisation has a positive impact on society

My Company
The level of engagement employees feel with their job and organisation

Fair Deal
How happy employees are with pay and benefits

My Manager
How employees feel about and communicate with their direct manager

Personal growth
How employees feel about training and their future prospects

Wellbeing
How employees feel about stress, pressure at work and life balance

My Team
Employees feeling towards their immediate colleagues and how well they work together

Gender

The chart below shows how the overall engagement differs between respondents to the Gender demographic question compared to "Ones to Watch Big Companies" (the performance benchmark for the organisation). The number on each bar shows the percentage difference against this benchmark. The scores displayed are calculated using only employee surveys that responded to this demographic. The scale is based on the Best Companies scale from 1-7, with 1 being strongly negative and 7 being strongly positive. 4 is a neutral response.
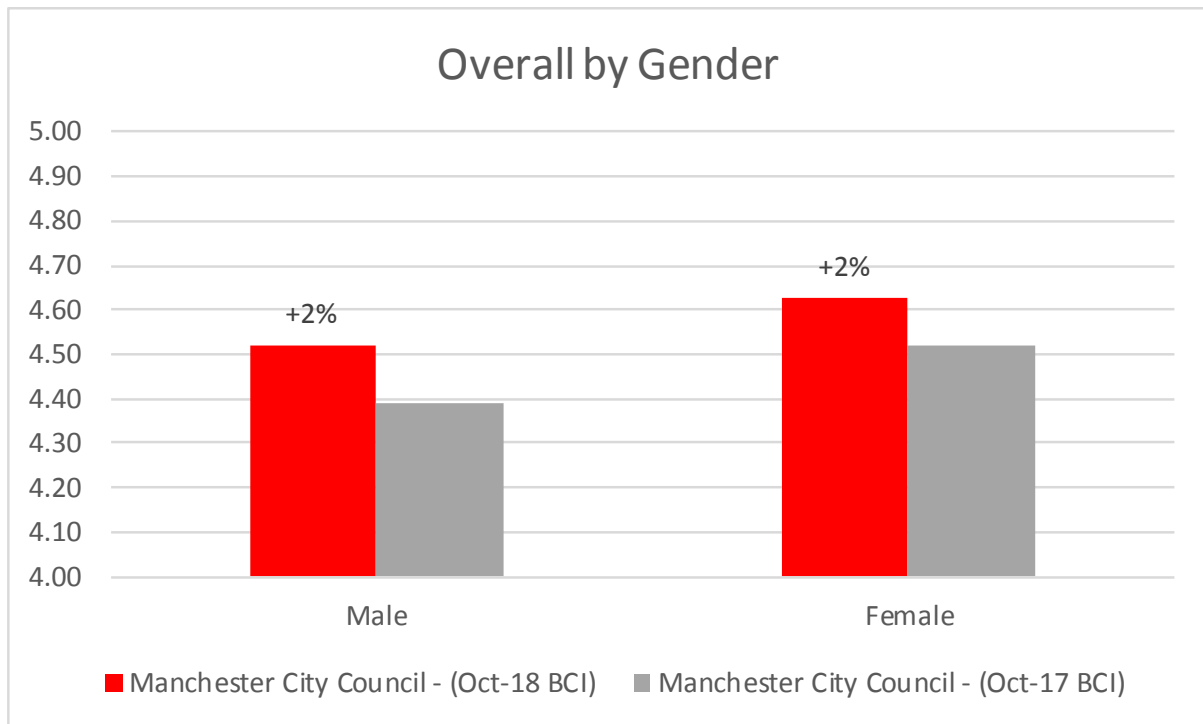
Male employees returned an engagement score of 4.52 and female employees 4.62 across the 8 factors. Whilst female employees returned a higher average score than their male counterparts, when compared to the Best Companies "Ones to Watch Big Companies" benchmark, the both female and male cohorts were only 1% below benchmark.

8 Factors by Gender:

The Best Companies scale from 1-7, with 1 being strongly negative and 7 being strongly positive is used to score against each of the 8 factors below. 4 is a neutral response.

Leadership
Males returned an average score of 4.25 and females 4.43. The overall score was 4.36.
The male score was 2% below the "Ones to Watch Big Companies" benchmark and the female score 2% below the benchmark. The overall Manchester score was 2% below the benchmark.

My Company

Males return a score of 5.00 and females 5.27. The overall score was 5.20.
The male score was in line with the the "Ones to Watch Big Companies" benchmark and female score 1% above the benchmark. The overall Manchester score was 1% above the benchmark.

My Manager

Males returned an average score of 4.83 and females 4.92. The overall score was 4.89.
The male score was in line with the "Ones to Watch Big Companies" benchmark and the female score 1% below the benchmark. The overall Manchester score was in line with the benchmark.

Personal Growth

Males returned an average score of 4.36 and females 4.60. The overall score was 4.51.
The male score was 3% below the "Ones to Watch Big Companies" benchmark and the female score 1% below the benchmark. The overall Manchester score was 1% below the benchmark.

My Team

Males returned an average score of 4.96 and females 5.02. The overall score was 5.00.
The male score was 1% above the "Ones to Watch Big Companies" benchmark and the female score was 1% below the benchmark. The overall Manchester score was in line with the benchmark.

Wellbeing

Males returned an average score of 4.20 and females 4.14. The overall score was 4.16.
The male score was 1% above the "Ones to Watch Big Companies" benchmark and the female score 4% below the benchmark. The overall Manchester score was 1% below the benchmark.

Fair Deal

Males returned an average score of 3.83 and females 4.05. The overall score was 3.97.
The male score was 2% below the "Ones to Watch Big Companies" benchmark and the female score 1% below the benchmark. The overall Manchester score was 1% below the benchmark.

Giving Something Back

Males returned an average score of 4.63 and females 4.57. The overall score was 4.60.
The male score was 1% above the "Ones to Watch Big Companies" benchmark and the female score 1% below the benchmark. The overall Manchester score was in line with the benchmark.

Age

The chart below shows how the overall engagement differs between different age groups compared to "Ones to Watch Big Companies" (the performance benchmark for the organisation). The number on each bar shows the percentage of how far above or below the benchmark Manchester City Council scored. The scores displayed are calculated using only employee surveys that responded to this demographic. The scale is based on the Best Companies scale from 1-7, with 1 being strongly negative and 7 being strongly positive. 4 is a neutral response.

Overall by Age
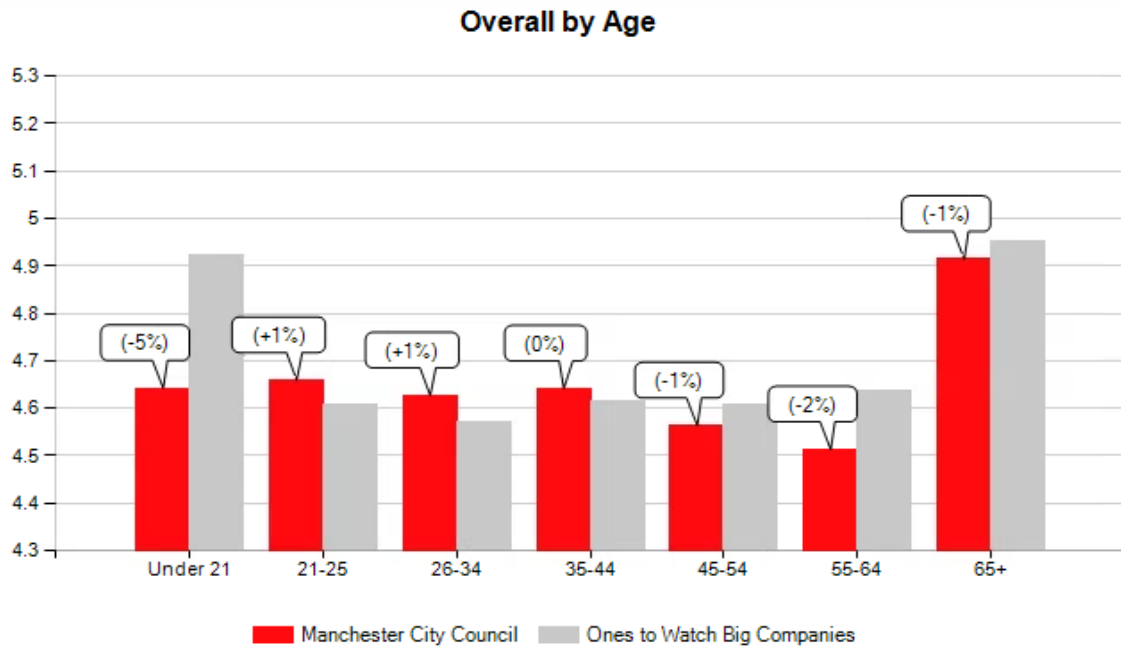
The chart below details the overall scores for each of the age groups.

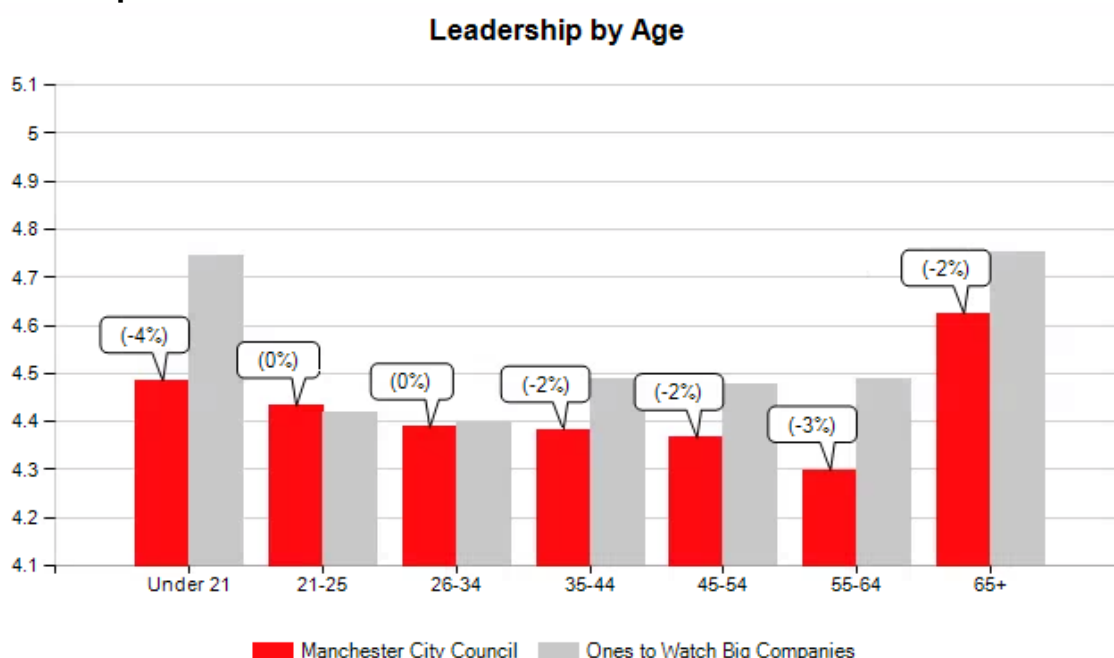| Under 21	21-25	26-34	35-44	45-54	55-64	65+
4.64	4.66	4.63	4.64	4.56	4.51	4.91

The over 65s returned the highest score at 4.64 and 55 - 64 year olds the lowest with 4.41.

When compared to the Best Companies "Ones to Watch Big Companies" benchmark, the Under 21 age cohort which consisted of 11 responses scored 5% below the Best Companies "Ones to Watch Big Companies" benchmark.

8 Factors by Age:

The Best Companies scale from 1-7, with 1 being strongly negative and 7 being strongly positive is used to score against each of the 8 factors below. 4 is a neutral response.
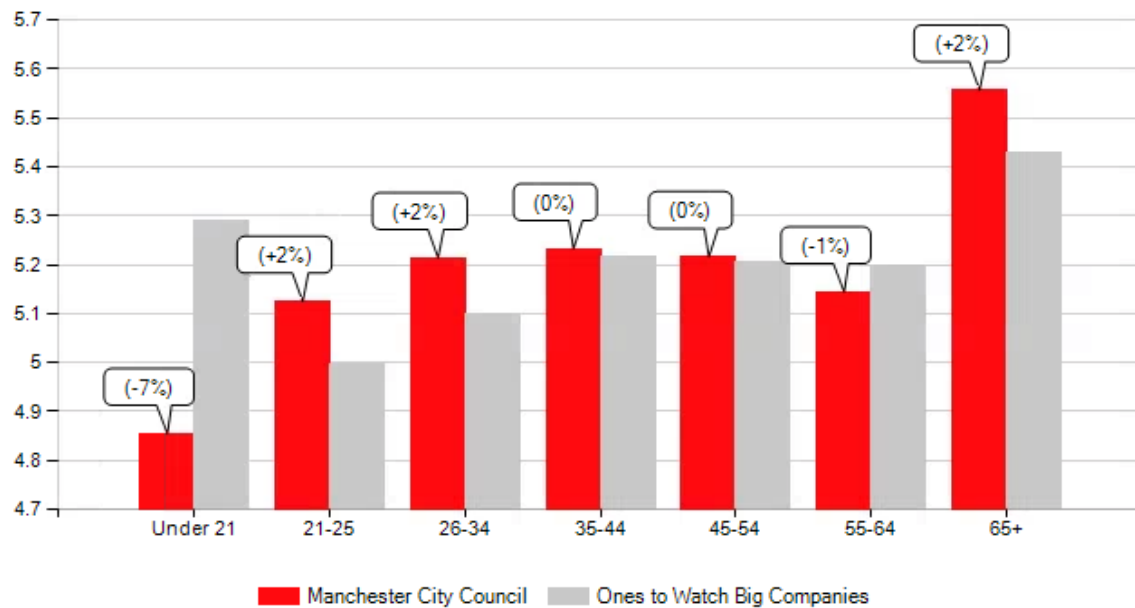
Leadership

Under 21	21-25	26-34	35-44	45-54	55-64	65+
4.48	4.43	4.39	4.38	4.37	4.30	4.62

The 55 – 64 year olds returned the lowest score with 4.30. The over 65s had the highest score at 4.62. The overall score was 4.36.

The under 21 year olds score was 4% below the "Ones to Watch Big Companies" benchmark and 55-64 year olds were 3% below the benchmark. The overall Manchester score was 2% below the benchmark.

My Company

My Company by Age

Under 21	21-25	26-34	35-44	45-54	55-64	65+
4.85	5.12	5.21	5.23	5.22	5.14	5.56

The under 21 year olds returned the lowest score with 4.85. The over 65s had the highest score at 5.56. The overall score was 5.20.

The 21-25, 26-34 and 65+ age groups all scored 2% above the "Ones to Watch Big Companies" benchmark and the under 21s scored 7% below. The overall Manchester score was 1% above the benchmark.

My Manager

My Manager by Age
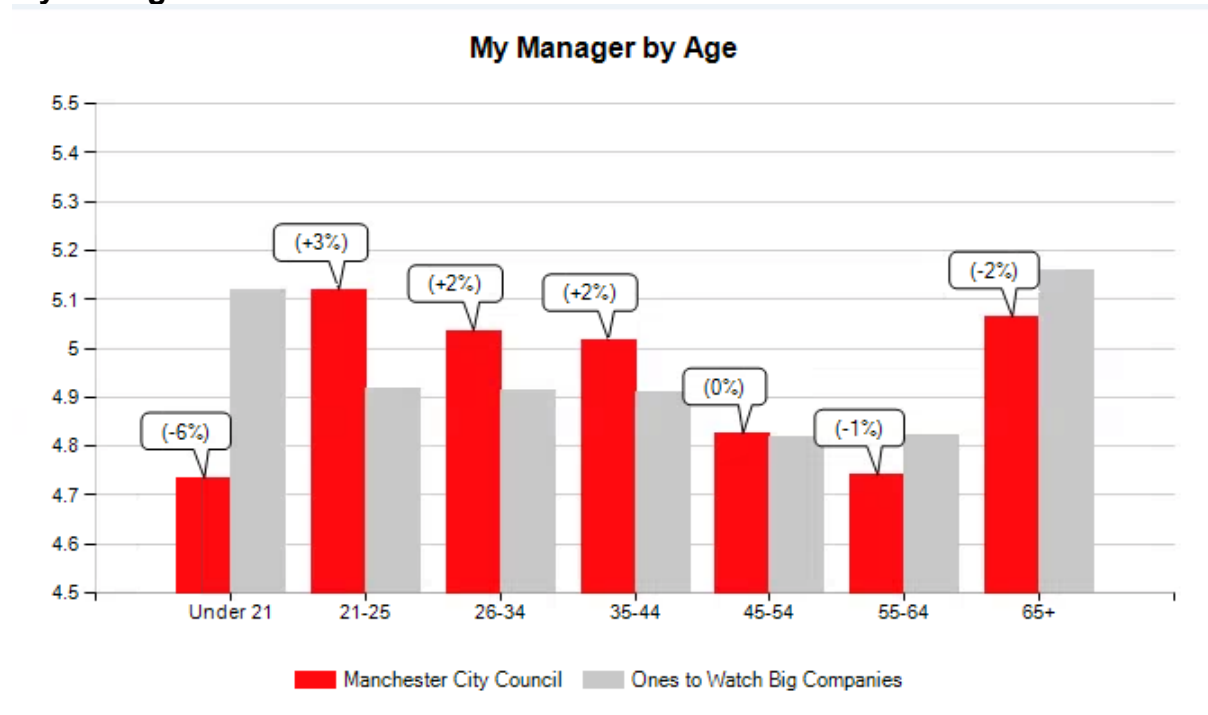
Under 21	21-25	26-34	35-44	45-54	55-64	65+
4.73	5.12	5.04	5.02	4.83	4.74	5.06

The 21-25 year olds returned the highest score with 5.12 and the under 21s the lowest score at 4.73. The overall score was 4.89.

The 21-25 year olds score was 3% above the "Ones to Watch Big Companies" benchmark and the under 21s score was 6% below the benchmark. The overall Manchester score was in line with the benchmark.

Personal Growth

Personal Growth by Age
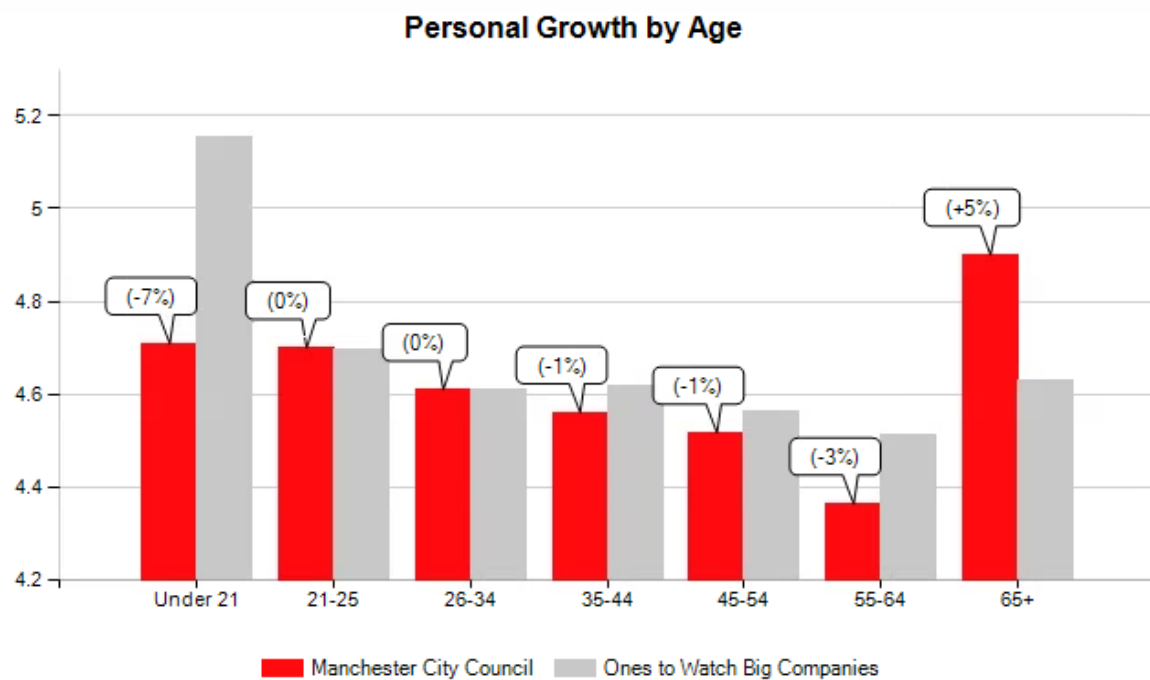
Under 21	21-25	26-34	35-44	45-54	55-64	65+
4.71	4.70	4.61	4.56	4.52	4.36	4.90

The over 65s returned the highest score with 4.90 and the 55-64 year olds the lowest at 4.36. The overall score was 4.51.

The 65+ year olds score was level with the "Ones to Watch Big Companies" benchmark and the under 21 year olds were 7% below the benchmark. The overall Manchester score was 1% below the benchmark.
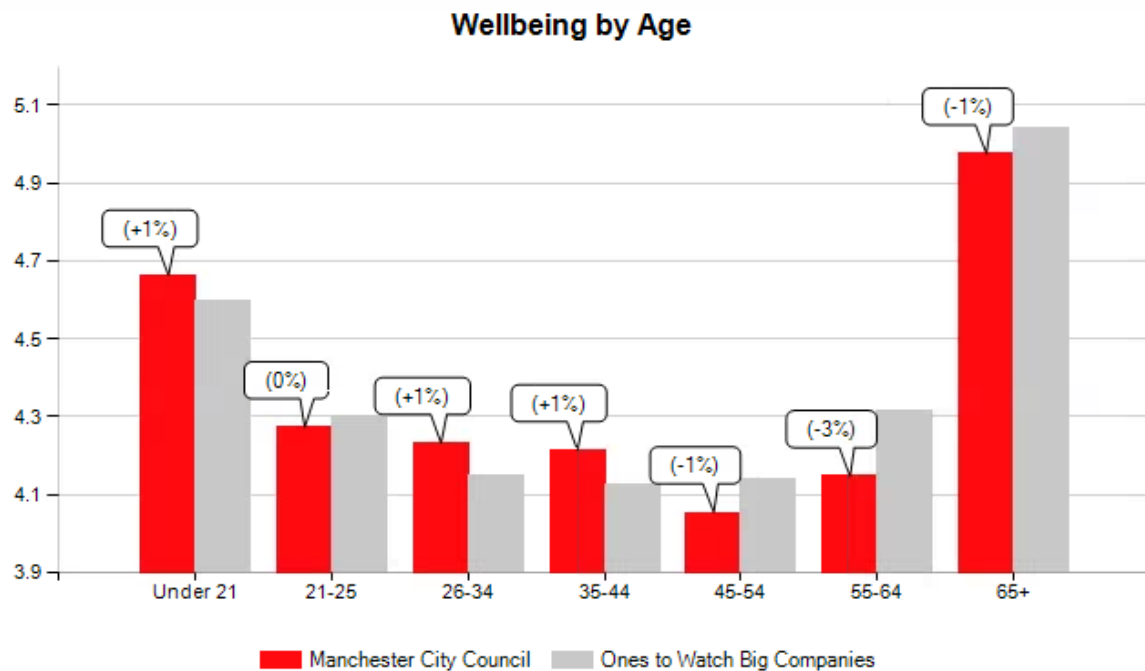
My Team

My Team by Age
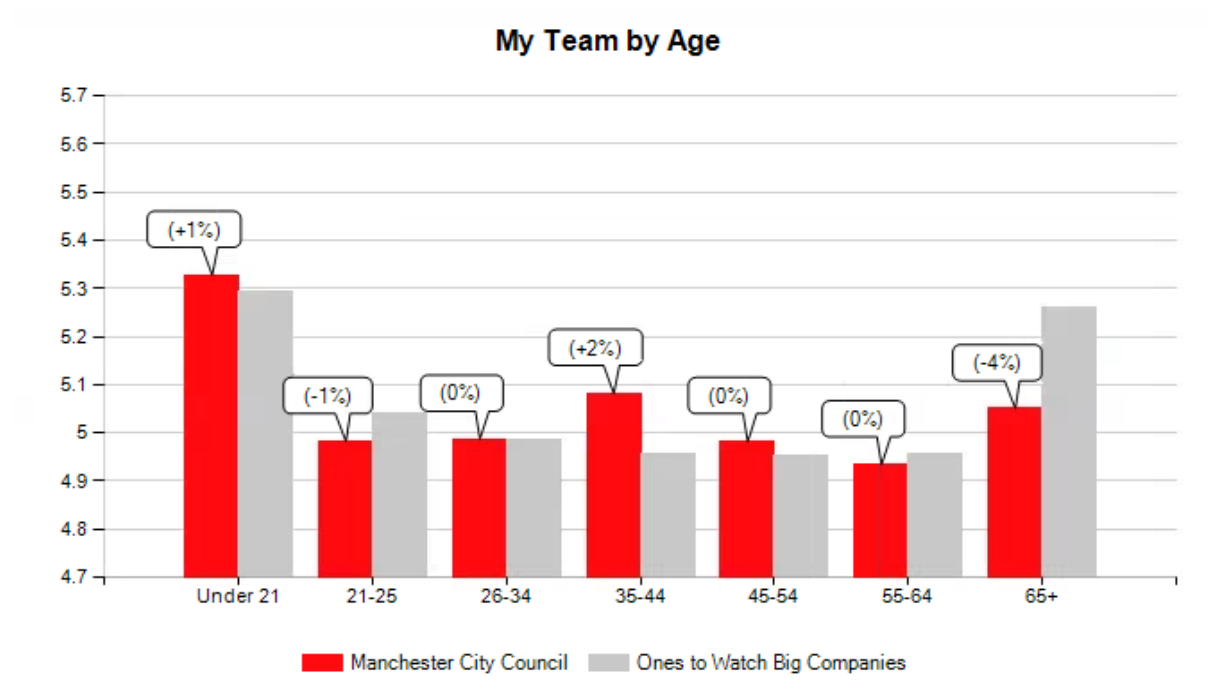
Under 21	21-25	26-34	35-44	45-54	55-64	65+
5.33	4.98	4.99	5.08	4.98	4.93	5.05

The under 21 year olds returned the highest score with 5.33 and the 55-64 year olds the lowest score at 4.93. The overall score was 5.00.

The 35-44 year olds score was 2% above the "Ones to Watch Big Companies" benchmark and the over 65s 4% below the benchmark. The overall Manchester score was in line with the benchmark.

Wellbeing

Wellbeing by Age

Under 21	21-25	26-34	35-44	45-54	55-64	65+
4.66	4.27	4.23	4.21	4.05	4.15	4.98

The over 65s returned the highest score with 4.98 and 45 – 54 year olds the lowest score at 4.05. The overall score was 4.16.

The under21s, 26-34 and 35-44 year olds score was 1% above the "Ones to Watch Big Companies" benchmark and the 55 – 64 year olds 3% below the benchmark. The overall Manchester score was 1% below the benchmark.

Fair Deal

Fair Deal by Age
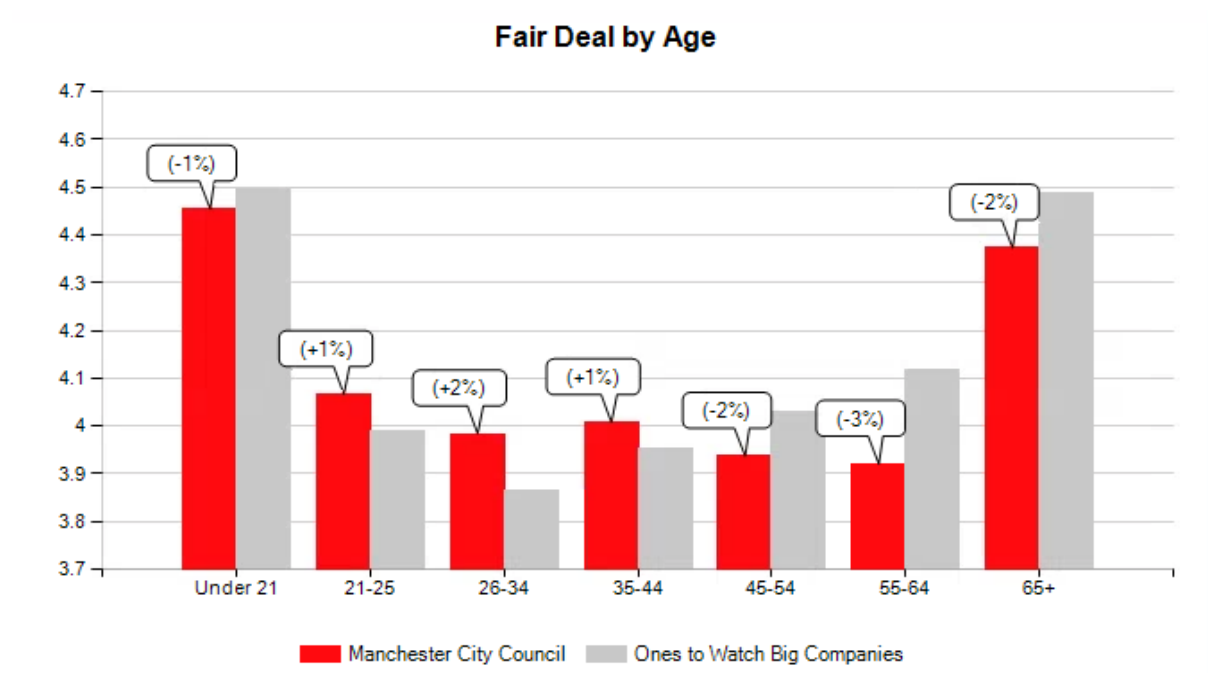
Under 21	21-25	26-34	35-44	45-54	55-64	65+
4.45	4.07	3.98	4.01	3.94	3.92	4.37

The under 21s returned the highest score of 4.45 and the 55-64 year olds the lowest score at 3.92. The overall score was 3.97.

The 26-34 year olds score was 2% above the "Ones to Watch Big Companies" benchmark and the 55-64 years olds 3% below the benchmark. The overall Manchester score was 1% below the benchmark.
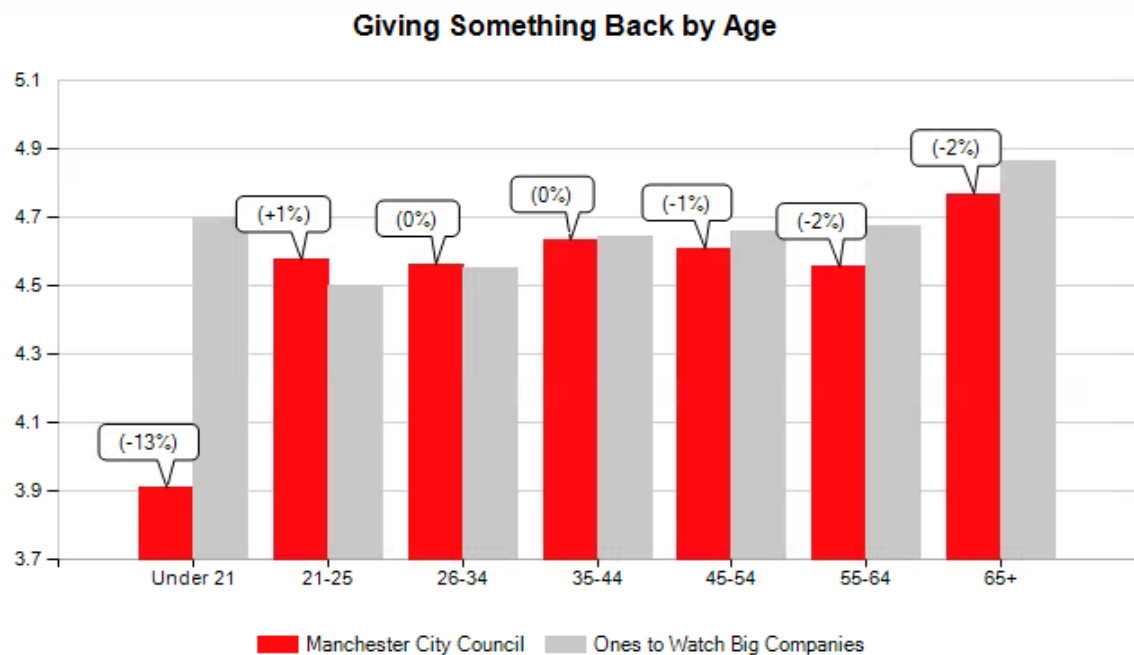
Giving Something Back

Giving Something Back by Age

Under 21	21-25	26-34	35-44	45-54	55-64	65+
3.91	4.58	4.56	4.63	4.61	4.55	4.77

The over 65s returned the highest score of 4.77 and the under 21s the lowest score at 3.91. The overall score was 4.60.

The under 21s score was 13% below the "Ones to Watch Big Companies" benchmark and the 21-25 year olds 1% above the benchmark. The overall Manchester score was level with the benchmark.

The organisation will be participating in the survey again later this year and inviting all employees to take part. It is hoped that we will be able to further analyse these responses across the full spectrum of protected characteristics.

Starters and Leavers

The tables in this section show the equality information held on the employees who commenced employment with Manchester City Council in the period 01/02/2018 to 31/01/2019. The same equality information is shown for those employees whose employment ceased within the same period.

Ethnicity

	Starters	Leavers
Total Number of Employees in the period 01/02/2018 - 31/01/2019	648	542
Number of Employees for whom Ethnic Origin Data is recorded	546	487
Number of Employees for whom Ethnic Origin Data is recorded as a percentage of the Total Number of Employees in the period 01/02/2018 - 31/01/2019	84.26%	89.85%
Number of Employees whose Ethnic Origin is recorded as BAME	188	127
Number of Employees whose Ethnic Origin is recorded as BAME as a percentage of the Number of Employees for whom Ethnic Origin Data is recorded	34.43%	26.08%
Number of Employees whose Ethnic Origin is recorded as Non BAME	358	360
Number of Employees whose Ethnic Origin is recorded as Non BAME as a percentage of the Number of Employees for whom Ethnic Origin Data is recorded	65.57%	73.92%

Disability

	Starters	Leavers
Total Number of Employees in the period 01/02/2018 - 31/01/2019	648	542
Number of Employees for whom Disability Status Data is recorded	525	473
Number of Employees for whom Disability Status Data is recorded as a percentage of the Total Number of Employees in the period 01/02/2018 - 31/01/2019	81.02%	87.27%
Number of Employees whose Disability Status is recorded as Disabled	25	25
Number of Employees whose Disability Status is recorded as Disabled as a percentage of the Number of Employees for whom Disability Status Data is recorded	4.76%	5.29%
Number of Employees whose Disability Status is recorded as Not Disabled	500	448
Number of Employees whose Disability Status is recorded as Not Disabled as a percentage of the Number of Employees for whom Disability Status Data is recorded	95.24%	94.71%

Gender

	Starters	Leavers
Total Number of Employees in the period 01/02/2018 - 31/01/2019	648	542
Number of Employees for whom Gender Data is recorded	648	542
Number of Employees for whom Gender Data is recorded as a percentage of the Total Number of Employees in the period 01/02/2018 - 31/01/2019	100.00%	100.00%
Number of Employees whose Gender is recorded as Female	443	362
Number of Employees whose Gender is recorded as Female as a percentage of the Number of Employees for whom Gender Data is recorded	68.36%	66.79%
Number of Employees whose Gender is recorded as Male	205	180
Number of Employees whose Gender is recorded as Male as a percentage of the Number of Employees for whom Gender Data is recorded	31.64%	33.21%

Age

	Starters	Leavers
Total Number of Employees in the period 01/02/2018 - 31/01/2019	648	542
Total Number of Employees in the period 01/02/2018 - 31/01/2019 for whom Age Data is recorded	648	542
Number of Employees for whom Age Data is recorded as a percentage of the Total Number of Employees in the period 01/02/2018 - 31/01/2019	100.00%	100.00%
Number of Employees below 18	<5	<5
Percentage of Employees below 18	-	-
Number of Employees between 18 - 24	73	24
Percentage of Employees between 18 - 24	11.27%	4.43%
Number of Employees between 25 - 34	235	114
Percentage of Employees between 25 - 34	36.27%	21.03%
Number of Employees between 35 - 44	144	131
Percentage of Employees between 35 - 44	22.22%	24.17%
Number of Employees between 45 - 54	129	106
Percentage of Employees between 45 - 54	19.91%	19.56%
Number of Employees between 55 - 59	44	86
Percentage of Employees between 55 - 59	6.79%	15.87%
Number of Employees above 60+	21	80
Percentage of Employees 60+	3.24%	14.76%

Sexual Orientation

	Starters	Leavers
Total Number of Employees in the period 01/02/2018 - 31/01/2019	648	542
Number of Employees for whom Sexual Orientation Data is recorded	523	350
Number of Employees for whom Sexuality Data is recorded as a percentage of the Total Number of Employees in the period 01/02/2018 - 31/01/2019	80.71%	64.58%
Number of Employees whose sexuality is recorded as Bisexual	7	<5
Number of Employees whose sexuality is recorded as Bisexual as a percentage of the Number of Employees for whom Sexual Orientation Data is recorded	1.34%	-
Number of Employees whose sexuality is recorded as Gay	18	8
Number of Employees whose sexuality is recorded as Gay as a percentage of the Number of Employees for whom Sexual Orientation Data is recorded	3.44%	2.29%
Number of Employees whose sexuality is recorded as Heterosexual	490	329
Number of Employees whose sexuality is recorded as Heterosexual as a percentage of the Number of Employees for whom Sexual Orientation Data is recorded	93.69%	94.00%
Number of Employees whose sexuality is recorded as Lesbian	7	<5
Number of Employees whose sexuality is recorded as Lesbian as a percentage of the Number of Employees for whom Sexual Orientation Data is recorded	1.34%	-
Number of Employees whose sexuality is recorded as Other	<5	<5
Number of Employees whose sexuality is recorded as Other as a percentage of the Number of Employees for whom Sexual Orientation Data is recorded	-	-

Training

The tables in this section show the equality information held on the employees who attended face-to-face training events in the period 01/02/2018 to 31/01/2019. The figures show the equality information that relates to all instances of employee attendance at training events. Therefore, the recorded information for an employee may be counted more than once if that employee attended more than one training event. The total instances of employee attendance at training events in the period 01/02/2018 to 31/01/2019 were **14,050.** This excludes participation on E-Learning activity and informal training and development.

Ethnicity

Total instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019	14,050
Instances of employee attendance at training events in the period in the period 01/02/2018 - 31/01/2019 where the attendees ethnicity was known/recorded	12,931
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees ethnicity was known, as a percentage of the total instances of employee attendance at training events in the same period.	92.03%
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees ethnicity was recorded as BAME	3,270
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees ethnicity was recorded as BAME, as a percentage of the instances of employee attendance at training events in the same period where the attendees ethnicity was known	25.29%
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees ethnicity was recorded as Non BAME	9,661
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees ethnicity was recorded as Non BAME, as a percentage of the instances of employee attendance at training events in the same period where the attendees ethnicity was known	74.71%

Disability

Total instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019	14,050
Instances of employee attendance at training events in the period in the period 01/02/2018 - 31/01/2019 where the attendees disability status was known/recorded	12,717
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees disability status was known, as a percentage of the total instances of employee attendance at training events in the same period.	90.51%
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees disability status was recorded as Disabled	626
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees disability status was recorded as Disabled, as a percentage of the instances of employee attendance at training events in the same period where the attendees disability status was known	4.92%

Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees disability status was recorded as Not Disabled.	12,091
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees disability status was recorded as Not Disabled, as a percentage of the instances of employee attendance at training events in the same period where the attendees disability status was known	95.08%

Gender

Total instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019	14,050
Instances of employee attendance at training events in the period in the period 01/02/2018 - 31/01/2019 where the attendees gender was known/recorded	14,050
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees gender was known, as a percentage of the total instances of employee attendance at training events in the same period.	100.00%
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees gender was recorded as Female	9,806
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees gender was recorded as Female, as a percentage of the instances of employee attendance at training events in the same period where the attendees gender was known	69.79%
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees gender was recorded as Male	4,244
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees gender was recorded as Male, as a percentage of the instances of employee attendance at training events in the same period where the attendees gender was known	30.21%

Age

Total instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019	14,050
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees age was known/recorded	14,050
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees age was known, as a percentage of the total instances of employee attendance at training events in the same period.	100.00%
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees age was recorded as below 18	6
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees age was recorded as below 18, as a percentage of the instances of employee attendance at training events in the same period where the attendees age was known	0.04%
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees age was recorded as between 18 and 24	438
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees age was recorded as between 18 and 24, as a percentage of the instances of employee attendance at training events in the same period where the attendees age was known	3.12%

Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees age was recorded as between 25 and 34	1,970
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees age was recorded as between 25 and 34, as a percentage of the instances of employee attendance at training events in the same period where the attendees age was known	14.02%
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees age was recorded as between 35 and 44	3,392
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees age was recorded as between 35 and 44, as a percentage of the instances of employee attendance at training events in the same period where the attendees age was known	24.14%
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees age was recorded as between 45 and 54	4,848
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees age was recorded as between 45 and 54, as a percentage of the instances of employee attendance at training events in the same period where the attendees age was known	34.51%
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees age was recorded as between 55 and 59	2,320
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees age was recorded as between 55 and 59, as a percentage of the instances of employee attendance at training events in the same period where the attendees age was known	16.51%
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees age was recorded as 60 and above	1,076
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees age was recorded as between 60 and above, as a percentage of the instances of employee attendance at training events in the same period where the attendees age was known	7.66%

Sexual Orientation

Total instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019	14,050
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees Sexuality was known/recorded	8,128
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees Sexuality was known, as a percentage of the total instances of employee attendance at training events in the same period.	57.85%
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees Sexuality was recorded as Bisexual	115
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees Sexuality was recorded as Bisexual, as a percentage of the instances of employee attendance at training events in the same period where the attendees Sexuality was known	1.41%
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees Sexuality was recorded as Gay	221

Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees Sexuality was recorded as Gay, as a percentage of the instances of employee attendance at training events in the same period where the attendees Sexuality was known	2.72%
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees Sexuality was recorded as Heterosexual	7,638
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees Sexuality was recorded as Heterosexual, as a percentage of the instances of employee attendance at training events in the same period where the attendees Sexuality was known	93.97%
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees Sexuality was recorded as Lesbian	104
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees Sexuality was recorded as Lesbian, as a percentage of the instances of employee attendance at training events in the same period where the attendees Sexuality was known	1.28%
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees Sexuality was recorded as Other	50
Instances of employee attendance at training events in the period 01/02/2018 - 31/01/2019 where the attendees Sexuality was recorded as Other, as a percentage of the instances of employee attendance at training events in the same period where the attendees Sexuality was known	0.62%

Grievances

The tables in this section show the equality information held on the employees who had a 'Grievance' or 'Dignity at Work' case recorded in the period 01/02/2018 to 31/01/2019. The figures show the equality information that relates to all grievance or dignity at work cases raised by employees in the same period. The total number of Grievance or Dignity at work cases raised in the period 01/02/2018 to 31/01/2019 was **37**. The term 'employee' in the tables below refers to the employee who raised the case. It should be noted that these figures represent all 'Grievance' and 'Dignity at Work' cases which have been raised and, a number of which may not have been upheld.

Ethnicity

Total number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019	37
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the ethnicity of the employee was known/recorded	35
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the ethnicity of the employee was known, as a percentage of the total number of Grievance or Dignity at Work Cases raised within the same period	94.59%
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the ethnicity of the employee was recorded as BAME	14
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the ethnicity of the employee was recorded as BAME, as a percentage of the number of Grievance or Dignity at Work Cases raised within the same period, where the ethnicity of the employee was known	40.00%
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the ethnicity of the employee was recorded as Non BAME	21
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the ethnicity of the employee was recorded as Non BAME, as a percentage of the number of Grievance or Dignity at Work Cases raised within the same period, where the ethnicity of the employee was known	60.00%

Disability

Total number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019	37
Number of Grievance or Dignity at Work Cases raised within the period 01/04/2016 - 01/02/2018 - 31/01/2019, where the disability status of the employee was known/recorded	36
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the disability status of the employee was known, as a percentage of the total number of Grievance or Dignity at Work Cases raised within the same period	97.30%
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the disability status of the employee was recorded as Disabled.	7
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the disability status of the employee was recorded as Disabled, as a percentage of the number of Grievance or Dignity at Work Cases raised within the same period, where the disability status of the employee was recorded.	19.44%

Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the disability status of the employee was recorded as Not Disabled.	29
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the disability status of the employee was recorded as Not Disabled, as a percentage of the number of Grievance or Dignity at Work Cases raised within the same period, where the disability status of the employee was recorded.	80.56%

Gender

Total number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019	37
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the gender of the employee was known/recorded	37
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the gender of the employee was known, as a percentage of the total number of Grievance or Dignity at Work Cases raised within same period	100.00%
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the gender of the employee was recorded as Female.	24
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the gender of the employee was recorded as Female, as a percentage of the number of Grievance or Dignity at Work Cases raised within the same period, where the gender of the employee was known	64.86%
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the gender of the employee was recorded as Male.	13
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the gender of the employee was recorded as Male, as a percentage of the number of Grievance or Dignity at Work Cases raised within the same period, where the gender of the employee was known	35.14%

Age

Total number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019	37
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the age of the employee was known/recorded	37
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the age of the employee was known/recorded, as a percentage of the total number of Grievance or Dignity at Work Cases raised within the same period	100.00%
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the age of the employee was recorded as below 18	<5
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the age of the employee was recorded as below 18, as a percentage of the Number of Grievance or Dignity at Work Cases raised within the same period, where the age of the employee was recorded.	-
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the age of the employee was recorded as between 18 and 24	<5

Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the age of the employee was recorded as between 18 and 24, as a percentage of the Number of Grievance or Dignity at Work Cases raised within the same period, where the age of the employee was recorded.	-
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the age of the employee was recorded as between 25 and 34	<5
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the age of the employee was recorded as between 25 and 34, as a percentage of the Number of Grievance or Dignity at Work Cases raised within the same period, where the age of the employee was recorded.	-
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the age of the employee was recorded as between 35 and 44	7
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the age of the employee was recorded as between 35 and 44, as a percentage of the Number of Grievance or Dignity at Work Cases raised within the same period, where the age of the employee was recorded.	18.92%
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the age of the employee was recorded as between 45 and 54	16
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the age of the employee was recorded as between 45 and 54, as a percentage of the Number of Grievance or Dignity at Work Cases raised within the same period, where the age of the employee was recorded.	43.24%
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the age of the employee was recorded as between 55 and 59	7
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the age of the employee was recorded as between 55 and 59, as a percentage of the Number of Grievance or Dignity at Work Cases raised within the same period, where the age of the employee was recorded.	18.92%
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the age of the employee was recorded as 60 and over	<5
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the age of the employee was recorded as 60 and over, as a percentage of the Number of Grievance or Dignity at Work Cases raised within the same period, where the age of the employee was recorded.	-

Sexual Orientation

Total number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019	37
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the sexuality of the employee was known/recorded	18
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the sexuality of the employee was known/recorded, as a percentage of the total number of Grievance or Dignity at Work Cases raised within the same period	48.65%
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the sexuality of the employee was recorded as Bisexual	<5

Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the sexuality of the employee was recorded as Bisexual, as a percentage of the number of Grievance or Dignity at Work Cases raised within the same period, where the sexuality of the employee was known/recorded	-
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the sexuality of the employee was recorded as Gay	<5
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the sexuality of the employee was recorded as Gay, as a percentage of the number of Grievance or Dignity at Work Cases raised within the same period, where the sexuality of the employee was known/recorded	-
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the sexuality of the employee was recorded as Heterosexual	17
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the sexuality of the employee was recorded as Heterosexual, as a percentage of the number of Grievance or Dignity at Work Cases raised within the same period, where the sexuality of the employee was known/recorded	94.44%
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the sexuality of the employee was recorded as Lesbian	<5
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the sexuality of the employee was recorded as Lesbian, as a percentage of the number of Grievance or Dignity at Work Cases raised within the same period, where the sexuality of the employee was known/recorded	-
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the sexuality of the employee was recorded as Other	<5
Number of Grievance or Dignity at Work Cases raised within the period 01/02/2018 - 31/01/2019, where the sexuality of the employee was recorded as Other, as a percentage of the number of Grievance or Dignity at Work Cases raised within the same period, where the sexuality of the employee was known/recorded	-