



# **Rugby Borough Council – Annual Workforce Equality Report 2024**

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[Return to Contents page](#)

## Contents

1. [Introduction](#)
2. [Key Findings](#)
3. [Number of employees in post](#)
  - a. [By ethnic origin](#)
  - b. [By disability](#)
  - c. [By sex](#)
  - d. [By age](#)
  - e. [By religion/belief](#)
  - f. [By sexual orientation](#)
4. [Number in part time roles](#)
  - a. [By ethnic origin](#)
  - b. [By disability](#)
  - c. [By sex](#)
  - d. [By age](#)
5. [Number in pay grade](#)
  - a. [By ethnic origin](#)
  - b. [By disability](#)
  - c. [By sex](#)
  - d. [By age](#)
6. [Number of applicants applied/shortlisted/appointed](#)
  - a. [By ethnic origin](#)
  - b. [By disability](#)
  - c. [By sex](#)
  - d. [By age](#)
7. [Number of employees promoted](#)
  - a. [By ethnic origin](#)
  - b. [By disability](#)
  - c. [By sex](#)
  - d. [By age](#)
8. [Number of employees leaving](#)
  - a. [By ethnic origin](#)
  - b. [By disability](#)
  - c. [By sex](#)
  - d. [By age](#)
9. [Employees receiving training](#)
  - a. [By ethnic origin](#)
  - b. [By disability](#)
  - c. [By sex](#)
  - d. [By age](#)
10. [Number of employees subject to Disciplinary procedure](#)

[1] [Local government workforce summary data - August 2024](#)

[2] [Women and the UK economy - House of Commons Library \(parliament.uk\)](#)

[3] [The State of Ageing in 2020 | Centre for Ageing Better](#)

- a. [By ethnic origin](#)
  - b. [By disability](#)
  - c. [By sex](#)
  - d. [By age](#)
11. [Number of employees who have raised a grievance](#)
- a. [By ethnic origin](#)
  - b. [By disability](#)
  - c. [By sex](#)
  - d. [By age](#)

[1] [Local government workforce summary data - August 2024](#)

[2] [Women and the UK economy - House of Commons Library \(parliament.uk\)](#)

[3] [The State of Ageing in 2020 | Centre for Ageing Better](#)

# 1. Introduction

The Annual Workforce Equality Report is an important resource that will help shape how we approach workforce activity over the coming year. It will help us to understand trends across the protected characteristics, provide understanding of our workforce and help us to monitor the impact of policies.

This report provides an analysis of the Council's directly employed workforce over the 12-month period 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024. The data used covers all permanent and fixed term employees. The data used in this report has been taken from the Council's Human Resources Information Systems and reflects the information you have declared. Where small numbers apply, data may not have been reported or detail reduced to ensure that no individual can be identified.

Where appropriate, the data is compared to Census 2021 figures for Rugby, this allows us to determine if the employees of the Council are representative of the residents of Rugby.

The information from this report will be used in a variety of ways across the Council including:

- Monitoring inequalities
- Information source for Equality Impact Assessments
- Identifying Learning & Development requirements
- Providing an evidence base for the Equality & Diversity and People Strategies
- Assisting workforce planning, recruitment and retention strategies

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[2] [Women and the UK economy - House of Commons Library \(parliament.uk\)](#)

[3] [The State of Ageing in 2020 | Centre for Ageing Better](#)

## 2. Key Findings

A brief summary of the findings in this report shows some difference in experiences of employees based on their protected characteristics, most notably:

- High proportion of unknown data
- Females are more likely to be paid at pay grade G and above than males
- Those of Black ethnic origin are less likely to be paid at pay grade G and above
- Applicants of White ethnic origin are more likely to be appointed or promoted than those of other ethnic origins
- Those who declare a disability are less likely to apply for a promotion
- Female employees are more likely to leave employment with the Council than males
- Male employees are more likely to be subject to a disciplinary than females
- Those who raise a grievance are more likely to be white, male and over the age of 55

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[2] [Women and the UK economy - House of Commons Library \(parliament.uk\)](#)

[3] [The State of Ageing in 2020 | Centre for Ageing Better](#)

### 3. Number of employees in post

#### a. By ethnic origin

Ethnic origin	Count	%
Any other Black background	1	0.21%
Any other ethnic group	2	0.41%
Any other Mixed background	1	0.21%
Any other White background	7	1.44%
Asian or Asian British - Indian	12	2.47%
Asian or Asian British - Pakistani	8	1.65%
Black or Black British - African	6	1.24%
Black or Black British - Caribbean	4	0.82%
Chinese	1	0.21%
Mixed - White and Asian	3	0.62%
Mixed - White and Black African	1	0.21%
Mixed - White and Black Caribbean	1	0.21%
White - British	404	83.30%
White - Irish	4	0.82%
White - Other	17	3.51%
(blank)	13	2.68%
<b>Grand Total</b>	<b>485</b>	

It can be difficult to draw conclusions from ethnic origin data as the numbers identifying in some groups are very small, a clearer picture can be given through examining ethnic groupings. This data can be compared with 2021 census data for Rugby, this allows us to determine if the employees of Rugby Borough Council are representative of the wider community.

Ethnic groupings	Count	%	Census Data
Asian or Asian British	20	4.12%	7.6%
Black or Black British	11	2.27%	2.7%
Mixed	6	1.24%	2.8%
Other Ethnic Groups	3	0.62%	1.1%
White	432	89.07%	85.7%
(blank)	13	2.68%	
<b>Grand Total</b>	<b>485</b>		

Compared to census data, the number of employees of Asian ethnic origin employed at the council is low. However, a significant number of employees have not responded to this question.

There has not been much change to the percentage of employees of White ethnic origin since the last Workforce report, however this report split ethnic groupings as white/other, so we cannot tell if there have been changes to representation of other ethnic groups.

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[3] [The State of Ageing in 2020 | Centre for Ageing Better](#)

### b. By Disability

Disability Status	Count	%	Census Data
Disabled	68	14.0%	16.2%
Not disabled	391	80.6%	83.8%
Not known	10	2.13%	
(blank)	16	3.30%	
<b>Grand Total</b>	<b>485</b>		

There is a high level of undeclared or unreported disability status (5.4%), making it difficult to draw conclusions from this data. It could be useful to include a definition of disability alongside this question, to support accurate reporting. There's been a slight decrease in the percentage of employees reporting a disability since 2021/22.

### c. By Sex

Sex	Count	%	Census data
Female	204	42.06%	50.3%
Male	281	57.94%	49.7%
<b>Grand Total</b>	<b>485</b>		

There are significantly more males employed at the Council than females. This is a large change from the previous report in 2022, where the workforce was 51.06% male. This is in contrast to the Local Government workforce data for 2024, where on a national level Local Government employees are 74% female <sup>[1]</sup>.

To get a deeper understanding of the data, a further breakdown of sex split by service area has been done.

Service Area	Male	Female	% Male	% Female
Chief Executive	16	18	47.06	52.94
Communities & Homes	32	55	36.78	63.22
Digital & Communications	20	16	55.56	44.44
Finance & Performance	9	17	34.62	65.38
Growth & Investment	12	17	41.38	58.62
Legal & Governance	2	18	10.00	90.00
Leisure & Wellbeing	19	28	40.43	59.57
Operations & Traded Services	155	15	91.18	8.82
Regulation & Safety	19	20	48.72	51.28

A further breakdown by service area shows that the imbalance comes from Operations & Traded Services, a large service area that is over 90% male. Operations & Traded Services includes property repairs, ground maintenance and

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work services, often regarded as male-dominated sectors. A focus on encouraging female applicants for roles in this service area could help to address the imbalance.

Additionally, Legal & Governance has a similar imbalance, but biases towards female employees, however as it is a small service area it has little impact on the overall sex balance of the Council.

#### d. By age

Age	Count	%
<25	31	6.39%
25-34	90	18.56%
35-44	108	22.27%
45-54	110	22.68%
55-64	125	25.77%
65-74	21	4.33%
<b>Grand Total</b>	<b>485</b>	

42.1% of RBC's workforce is over the age of 50, whereas in the UK 33% of the workforce are over 50 <sup>[3]</sup>. The median age of the workforce is 46 years.

#### e. By religion

Religion	Count	%	Census data
Christian	178	36.7%	50.5%
Hinduism	6	1.2%	3.3%
Jewish	1	0.2%	0.1%
Muslim	12	2.5%	1.8%
None	169	34.8%	36.1%
Other	17	3.5%	0.5%
Prefer not to say	28	5.8%	5.9%
Sikh	3	0.6%	1.4%
(blank)	71	14.6%	
<b>Grand Total</b>	<b>485</b>		

Large number of responses left blank or with 'Prefer not to say' (20.4%), compared to census of 5.9%. Limited conclusions can be drawn due to large number of nonrespondents; however, Christians are underrepresented in comparison to the population of Rugby. Due to the large number of nonrespondents, further breakdown of employees by religion will not be done as it cannot provide meaningful data.

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f. By sexual orientation

<b>Sexual Orientation</b>	<b>Count</b>	<b>%</b>	<b>Census data</b>
Bisexual	6	1.24%	1.06%
Declined to specify	27	5.57%	6.96%
Gay or Lesbian	9	1.86%	1.16%
Heterosexual or straight	384	79.18%	90.50%
Other	4	0.82%	0.28%
(blank)	55	11.34%	
<b>Grand Total</b>	485		

A large percentage of employees have not responded to this question. It is very difficult to draw any conclusions from this data due to the lack of responses. Due to the large number of nonrespondents, further breakdown of employees by sexual orientation will not be done as it cannot provide meaningful data.

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## 4. Number of employees in part time roles

Employment type	Total	%
full time	393	81.0
part time	92	19.0
<b>Grand Total</b>	485	

Rugby has a significant number of employees in part-time roles, it is useful to examine the characteristics of those in part-time roles to determine if there is an impact on employment opportunities for particular groups. In this context, part-time is any employee who works fewer than 37 hours a week.

### a. By ethnic origin

Ethnic Group	Full time		Part time	
	Count	%	Count	%
Asian or Asian British	13	3.31%	7	7.61%
Black or Black British	10	2.54%	1	1.09%
Mixed	3	0.76%	3	3.26%
Other Ethnic Groups	2	0.51%	1	1.09%
White	352	89.57%	80	86.96%
(blank)	13	3.31%		
<b>Grand Total</b>	<b>393</b>		<b>92</b>	

Those with Asian or mixed ethnicities are more likely to be a part time employee than those of other ethnic origins. 13 full-time employees did not disclose their ethnicity.

### b. By disability

Disability status	Full time		Part time	
	Count	%	Count	%
Disabled	51	12.98%	17	18.48%
Not disabled	318	80.92%	73	79.35%
Not known	9	2.29%	1	1.08%
(blank)	15	3.82%	1	1.08%
<b>Grand Total</b>	<b>393</b>		<b>92</b>	

Those with a disability are more likely to be employed in a part time role than those without a disability.

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c. By sex

Sex	Full time		Part time	
	Count	%	Count	%
Female	140	35.62%	64	69.57%
Male	253	64.38%	28	30.43%
<b>Grand Total</b>	<b>393</b>		<b>92</b>	

Females are far more likely to be in part time employment than males. This is similar to a nationwide trend where females are more likely to work part-time, often due to childcare. About 70% of those in part-time employment in the UK are female. [2]

d. By age

Age	Full time		Part time		Total	
	Count	%	Count	%	Count	%
<25	24	6.11%	7	7.61%	31	6.39%
25-34	76	19.34%	14	15.22%	90	18.56%
35-44	88	22.39%	20	21.74%	108	22.27%
45-54	92	23.41%	18	19.57%	110	22.68%
55-64	100	25.45%	25	27.17%	125	25.77%
65-74	13	3.31%	8	8.70%	21	4.33%
<b>Grand Total</b>	<b>393</b>		<b>92</b>		<b>485</b>	

Those over the age of 65 are more likely to be in part-time employment. Apart from this age group, there is no real pattern between age and part-time employment.

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[2] [Women and the UK economy - House of Commons Library \(parliament.uk\)](#)

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## 5. Number of employees in pay grade

Pay grade	Count
F and below	410
G and above	77
Total	487

The split in pay grades was chosen as management level positions are paid at grade G and above, this pay grade indicates higher pay, experience and qualifications. The count differs from the total number of employees as a few members of staff hold more than one permanent role, but at different pay grades.

### a. By ethnicity

Row Labels	F and below		G and above		Total	
	Count	%	Count	%	Count	%
Asian or Asian British	18	4.39%	3	3.90%	21	4.31%
Black or Black British	11	2.68%	1	1.37%	12	2.46%
Mixed	4	0.98%	2	2.60%	6	1.23%
Other Ethnic Groups	2	0.49%	0	0.00%	2	0.41%
White	366	89.27%	67	87.01%	433	88.91%
(blank)	9	2.20%	4	5.19%	13	2.67%
<b>Grand Total</b>	<b>410</b>		<b>77</b>		<b>487</b>	

Those of Black ethnic origin are less likely to be paid at pay grade G or above than those of other ethnic origins.

### b. By disability

Disability status	F and below		G and above		Total	
	Count	%	Count	%	Count	%
Disabled	59	14.86%	10	13.51%	69	14.65%
Not disabled	328	82.62%	64	86.49%	392	83.23%
Not known	10	2.52%	0	0.00%	10	2.12%
(blank)	13	3.17%	3	3.90%	16	3.29%
<b>Grand Total</b>	<b>410</b>		<b>77</b>		<b>487</b>	

A high number of no response makes interpreting data difficult. There is no significant difference between disabled and non-disabled employees in this data set.

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c. By sex

Sex	F and below		G and above		Total	
	Count	%	Count	%	Count	%
Female	160	39.02%	45	58.44%	205	42.09%
Male	250	60.98%	32	41.56%	282	57.91%
<b>Grand Total</b>	<b>410</b>		<b>77</b>		<b>487</b>	

Females are more likely to be paid at G grade and above than males. Indicating a greater number of female employees at management level.

d. By age

Age	F and below		G and above		Total	
	Count	%	Count	%	Count	%
<25	32	7.80%	0	0.00%	32	6.57%
25-34	80	19.51%	9	11.69%	89	18.28%
35-44	89	21.71%	19	24.68%	108	22.18%
45-54	80	19.51%	33	42.86%	113	23.20%
55-64	111	27.07%	13	16.88%	124	25.46%
65-74	18	4.39%	3	3.90%	21	4.31%
<b>Grand Total</b>	<b>410</b>		<b>77</b>		<b>487</b>	

Those most likely to be in pay grade G and above are between the ages of 35 and 54. As a pay grade above G is indicative of a greater level of experience, it is in line with expectations those paid at grade G and above are less likely to be under 30.

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## 6. Number of applicants/shortlisted/appointed

Stage of Application	Count	%
Appointed	43	8.11%
Candidate withdrawn	35	6.60%
Rejected following interview	61	11.51%
Rejected after application	391	73.77%
<b>Grand Total</b>	<b>530</b>	

In 2024, RBC received 530 applications for job roles, of which 43 were appointed.

This section will look at the success rates of those of different protected characteristics to examine if there are any differences. The Council is a Disability Confident Employer, and uses the Guaranteed Interview Scheme for those applicants who declare a disability and meet the minimum essential requirements for the job role. Additionally, the Council holds a Defence Employer Recognition Scheme (DERS) Bronze award, we do not currently collect data on veteran status of applicants, but this is something the Council aims to do in the future. Applicants' information is anonymised, where appropriate, to lessen the risk of bias entering the process.

### a. By ethnic origin

Ethnic Group	Applicants	%	Shortlisted	%	Appointed	%	% of applicants appointed
Asian or Asian British	104	19.62%	13	12.50%	3	6.98%	2.88%
Black or Black British	35	6.60%	9	8.65%	2	4.65%	5.71%
Mixed	17	3.21%	5	4.81%	1	2.33%	5.88%
Other Ethnic Groups	28	5.28%	7	6.73%	1	2.33%	3.57%
White	332	62.64%	68	65.38%	36	83.72%	10.84%
blank	14	2.64%	2	1.92%	0	0.00%	0.00%
<b>Grand Total</b>	<b>530</b>		<b>104</b>		<b>43</b>		

There are clear patterns in the data, in that there is a high number of applicants of Asian ethnic origin who are applying for roles, but very few are successful in being shortlisted or appointed to roles. The data also shows that white applicants are far more likely to be appointed after interview than those of other ethnic groups. The appointment of candidates of white ethnic origin has increased from 75.31% in 2022. This is a trend that needs to be examined closely, with strategies put in place to address this disparity. From the data, the biggest change in success rate appears to be at the interview stage, so any interventions should focus on this stage.

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b. By disability

Disability status	Applicants	%	Shortlisted	%	Appointed	%	% of applicants appointed
Disabled	44	8.30%	9	8.65%	3	6.98%	6.82%
Not disabled	452	85.28%	88	84.62%	38	88.37%	8.41%
Not known	16	3.02%	5	4.81%	2	4.65%	12.50%
blank	18	3.40%	2	1.92%	0	0.00%	0.00%
<b>Grand Total</b>	<b>530</b>		<b>104</b>		<b>43</b>		

There are no significant trends in appointments between applicants who do and do not have a disability. The number of applicants declaring a disability has increased by 2% since 2022, though this hasn't made a significant difference to the number of appointments. There is still a significant number of candidates not declaring a disability status, which makes it more difficult to be certain of the conclusion of a similar success rate.

c. By sex

Sex	Applicants	%	Shortlisted	%	Appointed	%	% of applicants appointed
Female	285	53.77%	59	56.73%	23	53.49%	8.07%
Male	238	44.91%	45	43.27%	20	46.51%	8.40%
Unspecified	7	1.32%	0	0.00%	0	0.00%	0.00%
<b>Grand Total</b>	<b>530</b>		<b>104</b>		<b>43</b>		

There is very little difference between the success rates of male and female candidates, however there are more female applicants than male. These figures are similar to those from 2022; however, RBC still has a majority male workforce. This may be due to greater retention of male staff.

d. By age

Age	Applicants	%	Shortlisted	%	Appointed	%	% of applicants appointed
<25	89	16.79%	16	15.38%	11	25.58%	12.36%
25-34	164	30.94%	33	31.73%	9	20.93%	5.49%
35-44	116	21.89%	18	17.31%	8	18.60%	6.90%
45-54	99	18.68%	18	17.31%	8	18.60%	8.08%
55-64	59	11.13%	19	18.27%	7	16.28%	11.86%
65-74	3	0.57%	0	0.00%	0	0.00%	0.00%
<b>Grand Total</b>	<b>530</b>		<b>104</b>		<b>43</b>		

46.51% of those appointed to job roles in the Council were under the age of 35. However, applicants between the ages of 25 and 44 were the least likely to be

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appointed, although the highest success rate is for those below 25. There is no clear pattern to the recruitment data with respect to age.

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## 7. Number of employees promoted

During 2024, 44 employees were offered promotions within RBC. This section will look at the outcomes for applicants for promotion of different backgrounds to see if there is any difference.

### a. By ethnic origin

Ethnic Origin	Applied	%	Interviewed	%	Offer	%
Other	3	0.65%	1	0.85%	0	0%
White	295	64.27%	90	76.27%	40	90.91%
Asian or Asian British	100	21.79%	18	15.25%	2	4.55%
Mixed	13	2.83%	2	1.69%	0	0%
Black or Black British	46	10.02%	7	5.93%	2	4.55%
blank	2	0.44%	0	0%	0	0%
<b>Grand Total</b>	<b>459</b>		<b>118</b>		<b>44</b>	

Though those of White ethnic origin are 64.27% of the applicants, but 90.91% of the offers received. Showing that those of White ethnic origin were far more likely to receive a promotion than those of other ethnic origins.

### b. By disability

Disability Status	Applied	%	Interviewed	%	Offer	%
Disabled	29	6.32%	8	6.78%	0	0%
Not disabled/ Unknown	430	93.68%	110	93.22%	44	100.00%
<b>Grand Total</b>	<b>459</b>		<b>118</b>		<b>44</b>	

14% of RBC employees have declared a disability, however only 6.32% of applicants for promotion in 2024 stated that they had a disability. This data demonstrates that employees with a disability are less likely to apply for, and receive a promotion.

### c. By sex

Sex	Count	%	Interviewed	%	Offer	%
Female	266	57.95%	66	55.93%	24	54.55%
Male	191	41.61%	52	44.07%	20	45.45%
Unspecified	2	0.44%	0	0%	0	0%
<b>Grand Total</b>	<b>459</b>		<b>118</b>		<b>44</b>	

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Females are more likely to apply for promotions than males, however outcomes for applicants are similar.

d. By age

Age	Applicant	%	Interviewed	%	Offer	%
<25	54	11.76%	14	11.86%	8	18.18%
25-34	142	30.94%	42	35.59%	16	36.36%
35-44	125	27.23%	24	20.34%	12	27.27%
45-54	91	19.83%	23	19.29%	6	13.64%
55-64	47	10.24%	15	12.71%	2	4.55%
<b>Grand Total</b>	<b>459</b>		<b>118</b>		<b>44</b>	

Those over the age of 45 were less likely to be successful in being offered a promotion in comparison to those under the age of 45.

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## 8. Number of employees leaving

During 2024, a total of 89 employees left employment with RBC. Comparing the demographics of those leaving versus the demographics of the Council as a whole allows us to see if there are any patterns in who is more likely to leave, giving us the opportunity to examine the reasons, if any, behind these patterns. The number of employees leaving in the 2021/22 reporting period was 86, so there has been no significant change in this metric.

### a. By ethnic origin

<b>Ethnic Group</b>	<b>Count</b>	<b>% of leavers</b>	<b>% of employees</b>
(blank)	2	2.25%	2.68%
Asian or Asian British	6	6.74%	4.12%
Black or Black British	5	5.62%	2.27%
Other ethnic group	1	1.12%	0.62%
White	75	84.27%	89.07%
<b>Grand Total</b>	<b>89</b>		

The data demonstrates that those of Asian and Black ethnic groups are more likely to leave RBC than those of other backgrounds. Examining the exit interviews for the reasons given for leaving may help to determine if there is anything contributing to this lower retention rate.

### b. By disability

<b>Disability Status</b>	<b>Count</b>	<b>% of leavers</b>	<b>% of employees</b>
(blank)	1	1.12%	3.30%
Disabled	11	12.36%	14.00%
Not disabled	74	83.15%	80.60%
Not known	3	3.37%	2.13%
<b>Grand Total</b>	<b>89</b>		

From this data, we can conclude that those with disabilities are no more likely to leave than those without.

### c. By sex

<b>Sex</b>	<b>Count</b>	<b>% of leavers</b>	<b>% of employees</b>
Female	45	50.56%	42.06%
Male	44	49.44%	57.94%
<b>Grand Total</b>	<b>89</b>		

[1] [Local government workforce summary data - August 2024](#)

[2] [Women and the UK economy - House of Commons Library \(parliament.uk\)](#)

[3] [The State of Ageing in 2020 | Centre for Ageing Better](#)

In comparison to how many females are employed at RBC; they are more likely to leave employment with the Council than males are. Examining the exit interviews for the reasons given for leaving of these employees may help to determine if there is anything contributing to this lower retention rate.

d. By age

<b>Age</b>	<b>Count</b>	<b>% of leavers</b>	<b>% of employees</b>
<25	7	7.87%	6.39%
25-34	17	19.10%	18.56%
35-44	18	20.22%	22.27%
45-54	15	16.85%	22.68%
55-64	26	29.21%	25.77%
65-75	6	6.74%	4.33%
<b>Grand Total</b>	<b>89</b>		

There is no pattern between age and leaving employment with the Council, the increase after 65 would be expected due to retirement.

[1] [Local government workforce summary data - August 2024](#)

[2] [Women and the UK economy - House of Commons Library \(parliament.uk\)](#)

[3] [The State of Ageing in 2020 | Centre for Ageing Better](#)

## 9. Number of employees receiving training

RBC provides a range of training opportunities to support the professional development of employees. Engaging in training can indicate who is being supported to progress in the workplace. Therefore, an important aspect of workforce equality is to ensure that all employees have opportunities to develop. The data set being analysed is for 2024, but was collected at the start of November, meaning that Q4 data is incomplete. General trends can still be identified from this data. The L&D focus for 2024 was on upskilling people managers, therefore we expect to see a bias in the data towards managers receiving training for this year.

Below is the data showing all training completed in 2024 (excluding November and December as they were not available at the time of collection). The four most attended training sessions are all induction courses that must be completed by all new starters. Due to the mandatory nature of these courses. They may be excluded from some data sets to give a clear picture of additional training opportunities.

Name of training	Attendee Count
Corporate Induction	83
Health & Safety Induction	82
Equality & Diversity - Diversity & Inclusion (Induction) - Nelson Trng	77
Safeguarding Children & Adults - Induction Training	75
SLA Training	66
Legislation Update for People Managers	65
Absence Policy Training for Managers	56
Difficult Conversations for Managers	44
Safer Recruitment Training	44
Mental Health & Wellbeing for Managers	42
PDR Online Briefing	35
Managing Effectively - Performance Management	34
ICT@RBC/SharePoint	31
Employment Law Updates for People Managers	30
Managing Effectively - Effective Communication	28
Dignity at Work Policy Training for Managers	28
Coaching Training for Managers	26
Managing Effectively - Coaching Training	20
Managing Effectively - Being a People manager	19
Performance Development Review Workshop	18
First Aid at Work Training	17
Managing Effectively - Change Management	15
Managing Effectively - Objective Setting (SMARTER)	15
First Aid at Work Requalification Training	15
Fire Warden Training	12
Managing Effectively - Situational Leadership	12

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[2] [Women and the UK economy - House of Commons Library \(parliament.uk\)](#)

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Managing Effectively - Planning & Prioritising	12
Complaint Handling Code	11
Conflict Management Training	10
IT - Excel Introduction	10
IT - Excel Intermediate	8
Managing Effectively - Resilience	7
Managing Effectively - Brilliant Basics	6
Project Management Training	5
Disciplinary Policy Training for Managers	5
J2: Rough Terrain Telescopic Up To 9M	5
Managing Effectively - Influencing & Persuading	4
IT - PowerHour - Pivots	4
Verbal De-escalation & Conflict Management Training	4
Managing Effectively - BELBIN	4
IT - Formatting Long Documents	3
IT - PowerHour - MS Planner and To Do in Teams	2
IT - PowerPoint	1
<b>Grand Total</b>	<b>1090</b>

a. By ethnic origin

Ethic Group	Count	% of training	% of employees
Asian or Asian British	22	2.02%	4.12%
Black or Black British	13	1.19%	2.27%
Mixed	12	1.10%	1.24%
Other Ethnic Groups	5	0.46%	0.62%
White	997	91.47%	89.07%
(blank)	41	3.76%	2.67%
<b>Grand Total</b>	<b>1090</b>		

When looking at all training episodes, those of white ethnic origin receive more training than those of Asian or Black ethnic origin. This is examined in further detail below by removing induction courses from the data to see if this has any impact.

Ethic Group	Count	% of training	% of employees
Asian or Asian British	10	1.29%	4.12%
Black or Black British	6	0.78%	2.27%
Mixed	6	0.78%	1.24%
Other Ethnic Groups	1	0.13%	0.62%
White	733	94.83%	89.07%
(blank)	17	2.20%	2.67%
<b>Grand Total</b>	<b>773</b>		

From the data showing training not related to induction, those of white ethnic origin are receiving more training than other ethnic groups. Long term this could affect progression of employees.

[1] [Local government workforce summary data - August 2024](#)

[2] [Women and the UK economy - House of Commons Library \(parliament.uk\)](#)

[3] [The State of Ageing in 2020 | Centre for Ageing Better](#)

b. By disability

Disability status	Count with induction	% of training	% of employees
No	904	82.94%	80.6%
Not Known	26	2.39%	2.13%
Yes	120	11.01%	14.0%
(blank)	40	3.67%	3.30%
<b>Grand Total</b>	<b>1090</b>		

Disability status	Count without induction	% of training	% of employees
No	643	83.18%	80.6%
Not Known	15	1.94%	2.13%
Yes	99	12.81%	14.0%
(blank)	16	2.06%	3.30%
<b>Grand Total</b>	<b>773</b>		

The data shows that no significant difference in training participation from those who have declared and not declared a disability.

c. By sex

Sex	Count with induction	% of training	% of employees
Female	582	53.39%	42.09%
Male	508	46.61%	57.91%
<b>Grand Total</b>	<b>1090</b>		

Sex	Count without induction	% of training	% of employees
Female	448	57.96%	42.09%
Male	325	42.04%	57.91%
<b>Grand Total</b>	<b>773</b>		

Although males make up a larger percentage of the workforce, females are more likely to have participated in training. This gap widens further when removing mandatory induction training courses, showing that females are participating in additional training more frequently.

[1] [Local government workforce summary data - August 2024](#)

[2] [Women and the UK economy - House of Commons Library \(parliament.uk\)](#)

[3] [The State of Ageing in 2020 | Centre for Ageing Better](#)

Course Title	Female	Male	Difference
Absence Policy Training for Managers	35	21	-14
Coaching Training for Managers	18	8	-10
Complaint Handling Code	7	4	-3
Conflict Management Training	5	5	0
Corporate Induction	37	46	9
Difficult Conversations for Managers	24	20	-4
Dignity at Work Policy Training for Managers	17	11	-6
Disciplinary Policy Training for Managers	3	2	-1
Employment Law Updates for People Managers	18	12	-6
Equality & Diversity - Diversity & Inclusion (Induction) - Nelson Trng	30	47	17
Fire Warden Training	9	3	-6
First Aid at Work Requalification Training	7	8	1
First Aid at Work Training	10	7	-3
Health & Safety Induction	38	44	6
ICT@RBC/SharePoint	12	19	7
IT - Excel Intermediate	3	5	2
IT - Excel Introduction	3	7	4
IT - Formatting Long Documents	1	2	1
IT - PowerHour - MS Planner and To Do in Teams	0	2	2
IT - PowerHour - Pivots	2	2	0
IT - PowerPoint	0	1	1
J2: Rough Terrain Telescopic Up To 9M	0	5	5
Legislation Update for People Managers	40	25	-15
Managing Effectively - Being a People manager	11	8	-3
Managing Effectively - BELBIN	3	1	-2
Managing Effectively - Brilliant Basics	5	1	-4
Managing Effectively - Change Management	7	8	1
Managing Effectively - Coaching Training	12	8	-4
Managing Effectively - Effective Communication	18	10	-8
Managing Effectively - Influencing & Persuading	3	1	-2
Managing Effectively - Objective Setting (SMARTER)	11	4	-7
Managing Effectively - Performance Management	22	12	-10
Managing Effectively - Planning & Prioritising	9	3	-6
Managing Effectively - Resilience	5	2	-3
Managing Effectively - Situational Leadership	8	4	-4
Mental Health & Wellbeing for Managers	25	17	-8
PDR Online Briefing	20	15	-5
Performance Development Review Workshop	11	7	-4
Project Management Training	2	3	1
Safeguarding Children & Adults - Induction Training	29	46	17
Safer Recruitment Training	34	10	-24
SLA Training	25	41	16
Verbal De-escalation & Conflict Management Training	3	1	-2
<b>Grand Total</b>	<b>582</b>	<b>508</b>	<b>-74</b>

Female employees were more likely to have attended training for management roles than males. Reflecting the fact that more female employees are paid at pay grade G and above than males. This reflects that many of the training courses provided are aimed at those in management positions. Male employees were more likely to have taken part in IT training.

[1] [Local government workforce summary data - August 2024](#)

[2] [Women and the UK economy - House of Commons Library \(parliament.uk\)](#)

[3] [The State of Ageing in 2020 | Centre for Ageing Better](#)



d. By age

Age	Count with induction	%	% of employees
<25	67	6.15%	6.39%
25-34	208	19.08%	18.56%
35-44	269	24.68%	22.27%
45-54	297	27.25%	22.68%
55-64	221	20.28%	25.77%
65-74	28	2.57%	4.33%
<b>Grand Total</b>	<b>1090</b>		

Age	Count without induction	%	% of employees
<25	20	2.59%	6.39%
25-34	118	15.27%	18.56%
35-44	196	25.36%	22.27%
45-54	251	32.47%	22.68%
55-64	165	21.35%	25.77%
65-74	23	2.98%	4.33%
<b>Grand Total</b>	<b>773</b>		

Those most likely to have completed training, not including induction, are between ages 35 and 54, most likely reflecting management level roles. When taking induction into account, there is a significant increase in the percentage of training being undertaken by those aged 35 and under, suggesting that many new starters during 2024 are in this age group.

[1] [Local government workforce summary data - August 2024](#)

[2] [Women and the UK economy - House of Commons Library \(parliament.uk\)](#)

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## 10. Employees subject to disciplinary procedure

During 2024, 15 employees were subject to disciplinary procedures. This is in line with the 2021/22 report, where 15 disciplinaries were reported. Without context and with a small data set it is difficult to draw conclusions. However, all disciplinaries were of male employees during 2024.

### a. By ethnic origin

<b>Ethnic origin</b>	<b>Count</b>	<b>%</b>
Black or Black British	1	6.67%
blank	2	13.33%
White	12	80.00%
<b>Grand Total</b>	<b>15</b>	

### b. By disability

<b>Disability Status</b>	<b>Count</b>	<b>%</b>
Disabled	3	20.00%
Not disabled	10	66.67%
Not known	1	6.67%
blank	1	6.67%
<b>Grand Total</b>	<b>15</b>	

### c. By sex

<b>Sex</b>	<b>Count</b>	<b>%</b>
Male	15	100.00%
<b>Grand Total</b>	<b>15</b>	

### d. By age

<b>Age</b>	<b>Count</b>	<b>%</b>
25-34	3	20.00%
35-44	4	26.67%
45-54	1	6.67%
55-64	6	40.00%
65-74	1	6.67%
<b>Grand Total</b>	<b>15</b>	

[1] [Local government workforce summary data - August 2024](#)

[2] [Women and the UK economy - House of Commons Library \(parliament.uk\)](#)

[3] [The State of Ageing in 2020 | Centre for Ageing Better](#)

## 11. Employees who have raised a grievance

During 2024, 16 employees raised a grievance. In 2021/22 there were 5 grievances. There is a small data set and no context as to what the grievances are related to, so few conclusions can be drawn. However, those who raise a grievance were overwhelmingly white, male and over the age of 55.

### a. By ethnic origin

Ethnic Origin	Count	%
White	16	100.00%
<b>Grand Total</b>	<b>16</b>	

### b. By disability

Disability Status	Count	%
Disabled	3	18.75%
Not disabled	13	81.25%
<b>Grand Total</b>	<b>16</b>	

### c. By sex

Sex	Count	%
Female	5	31.25%
Male	11	68.75%
<b>Grand Total</b>	<b>16</b>	

### d. By age

Age	Count	%
<25	1	6.25%
25-34	2	12.50%
35-44	3	18.75%
45-54	2	12.50%
55-64	7	43.75%
65-74	1	6.25%
<b>Grand Total</b>	<b>16</b>	

[1] [Local government workforce summary data - August 2024](#)

[2] [Women and the UK economy - House of Commons Library \(parliament.uk\)](#)

[3] [The State of Ageing in 2020 | Centre for Ageing Better](#)