

# Corporate Workforce Equality & Diversity Annual Report 2017

Prepared by:  
Human Resources & Organisational Development

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## Section 1 – Introduction

Sunderland City Council's Workforce Equality & Diversity Report 2017 shows our equality monitoring information for a 12 month period from January – December 2017

The report provides a profile of the council's workforce, and sets out information by the 9 'protected characteristics' protected by equality law: age, race, disability, gender reassignment, pregnancy and maternity, religion or belief, sex, sexual orientation and marriage and civil partnership; as well as by caring responsibilities.

We recognise and value the diversity of people in the city and those who work for the council, and are committed to ensuring equality of opportunity for all employees. As part of this commitment, we collect and publish equality information on our workforce, and use this as part of our workforce planning process, and to inform our equality objectives. This helps us to better understand our staff, identify any issues, and take action where required, in order to ensure that our employees are supported, and to create a better workplace.

From 5<sup>th</sup> April 2011, the public sector Equality Duty, at section 149 of the Equality Act 2010, has required public bodies to consider all individuals when carrying out our day to day work, in shaping policy, in delivering services and in relation to our own employees.

The council has employment policies, procedures and initiatives in place which support the **3 aims of the Equality Duty**, which are to:

- 1) Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act.
- 2) Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- 3) Foster good relations between people who share a protected characteristic and people who do not share it.

## Section 2 – Context

### Examples of Key equality activities during 2017:

The following are examples of some key activities the council implemented or achieved during 2017 to progress its equality agenda, in line with the 3 aims of the Equality Duty outlined above:

- **Equality Scheme**  
This sets out what the council is doing to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people. As well as giving specific consideration to the 9 protected characteristics set out in the Equality Act 2010, it also includes consideration of wider equality issues such as income and caring responsibilities. The Equality Scheme explains how we set our equality objectives and where they are published.
- **Equality Champions**  
Within the council the Director of Strategy, Partnerships and Transformation is the lead Equalities Champion, working in conjunction with the Deputy Leader – who takes the lead equalities role for Elected Members – to promote and highlight equality issues. We have also established 7 Lead Equality Champions to act as Leaders within the council, on equality strands and also on other issues relevant to Sunderland:  
**Age** – Director of Public Health  
**Disability** – Head of ICT and Customer Services Network  
**LGBT** – Head of HR&OD  
**Military personnel and veterans** – Partnership Manager  
**Race** – Head of Transformation and Business Support  
**Religion and Belief** – Head of Member Support and Community Partnership  
**Gender** – Head of Assurance, Procurement and Performance Management

We have a 9 Equality Advisors, who give support to employees on any issues equality related. This could be anything from concerns about bullying and harassment to a conversation about the support available.

We encourage employees to sign up to the #NoBystanders campaign organised by national equality campaign group Stonewall.

- **Equality Analysis**

Equality analysis is carried out on any proposed change or development to a service or policy. We undertake equality analysis on our employment policies where appropriate, to help us consider how they may affect different people in the workforce, and to take action to address any area that may have an adverse impact.

- **Hate-incident Monitoring**  
 The council's Hate-incident monitoring enables reporting and recording hate incidents. It allows people to report directly in to the council's Customer Service Network or via the [council's website](#) through an on-line reporting form. All forms of hate crime can be reported (anonymously if preferred). This includes any incidents that take place in the workplace which employees do not feel able to bring up through other channels with line managers. Both victims and witnesses of incidents can report in to the system.  
 A multi-agency Hate Incident Monitoring Group has been established to ensure on-going monitoring of incidents and to ensure that an evidenced based approach is taken to the deployment of resources and to the tackling of hate incidents across the city.
- **Stonewall Diversity Champions Programme and Workplace Equality Index 2017**  
 The Council has been a participant in the Stonewall Diversity Champions Programme since 2010. This is a good practice employers' forum for lesbian, gay and bisexual and transgender (LGBT) equality in the workplace. Our participation in the programme enables the use of the Diversity Champions logo, sending out a message about our values and helping us to attract a more diverse workforce. Organisations that join this programme can also use the Stonewall Workplace Equality Index (WEI), which is a benchmarking tool that can be used to assess an organisation's work on LGBT equality. The council have participated in the WEI since 2012 and continue to do so. Although the index focusses on LGBT equality we use the detailed feedback from the Workplace Equality Index to inform all of our equality actions going forward.
- **Pay Policy Statement**  
 The council's [Pay Policy Statement](#) is aimed at supporting the remuneration of the workforce in a fair and transparent way. It is subject to annual review and approved by full Council for each financial year.  
 It sets out the methods by which salaries of all employees are determined, the detail and level of remuneration of the council's most senior staff, the remuneration of the lowest paid employees, and the relationship between the remuneration of its Chief Officers and of employees who are not Chief Officers.  
 The Pay Policy Statement reinforces our commitment to being an equal opportunity employer, and forms part of our policies to promote equality in pay practices. As such it links directly with the Equality Scheme. By ensuring transparency of senior pay and the relationship with pay of

other employees, it helps to ensure a fair approach which meets our equality objectives.

- **Equal pay audits of the workforce**  
The Council supports the principle of equal pay for work of equal value and recognises that we should operate a pay system that is based on objective criteria. As part of our commitment to putting equal pay principles into practice, we carry out regular monitoring of the impact of our pay practices. This enables us to monitor the effect of our HR practices and activities to see if they are helping to narrow pay differences, and to check that any gaps found are justifiable and not due to discriminatory pay practices, to eliminate bias and ensure fairness in pay. During 2016 the council implemented a wide-ranging pay review via a Workforce Transformation Project, which reviewed and set the relative pay levels for every post in the council. That exercise was the subject of a very detailed equality impact assessment when it was implemented, which demonstrated how the review had reduced pay gaps.
- **Gender Pay Gap 31st March 2017**  
The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduce new requirements for organisations with more than 250 employees to publish annually certain, specific information about the pay of their male and female employees. The report is available [here](#)
- **Equality & Diversity Training**  
The council's equality and diversity training currently consists of an eLearning programme for all staff, plus a paper-based option for toolbox talks for employees who don't have internet access. These aim to raise awareness of the protected characteristics and make employees aware of the need to treat colleagues and customers fairly. Equality and Diversity is also included in other courses, for example:
  - Recruitment and Selection: All those involved in Recruitment should complete this course before taking part in the process;
  - Leadership Programme: Where Equality and Diversity is considered alongside the Council's values and behaviours ('Proud, Decent, Together').
  - Customer Care training: Includes a hard hitting scenario illustrating unacceptable behaviour in relation to a disabled customer.
 Support for employees is also available through the Union Learning Representatives (ULR's), to ensure that employees in potentially 'hard to reach' groups or locations are able to access support and development opportunities.)
- **Flexible Working**  
We strongly encourage flexible working for all of our employees and offer a range of options on this. This can be particularly useful for employees who have caring responsibilities or special needs.

- **Childcare Vouchers**  
 The Council offers childcare vouchers to all employees, which helps to encourage parents with young children back to work. At the end of December 2017 we had **131** employees participating in the Scheme.
- **Apprenticeships and work placements**  
 The Council directly employed 13 apprentices (8 recruited as Apprentices and 5 existing employees accessing an apprenticeship through the Apprenticeship LEVY) and accommodated **78** people on work experience in the period from January to December 2017 including a small number of volunteering and internships. (See Section 5.3).
- **Health & Wellbeing Programme**  
 The council continues to proactively roll out its Health & Wellbeing programme, promoting and enabling healthy living within the council and within the City. The Council continues to support the North East Health at Work Award. This regional award recognises employers who assist their employees in improving their health and wellbeing. We are now at the Maintaining Excellence level of the BHAWA and, through engagement work, have had over 4,600 attendances to SCC sessions and over 3,800 to sessions with over 40 external workplaces across the City.  
 There are a number of free activity sessions available across the City; details can be obtained from the Employee Wellness Programme  
 In addition to this the Employee Wellness Programme works closely with HR&OD colleagues to help identify sickness patterns and trends within teams and devise interventions to help reduce sickness absence. Work can be completed generically with teams or tailored specifically for individuals. This assistance is available to both those employees who are at work but may be having health issues and also those employees who are absent from work to aid an earlier return.
- **Equality information**  
 It is important that we collect employees 'equality information as it helps us to monitor the equality profile of our employees. Analysis of the information also helps us see whether we are achieving our commitment to ensuring equality of opportunity for all staff. Doing this helps us to better understand our employees, ensure they are supported, and create a better workplace. Information collected is confidential and stored securely. It would never be used in a way that could identify individuals. Collecting, monitoring and reporting the information is in line with the Council's Equality Scheme and it helps us to meet our obligation under the Public Sector Equality Duty.
- **Listening to our employees**  
 Our Employee Equality Network was re-launched in 2014. We continually work to build membership of the group who are now shaping policy and practice within the organisation. Some of our members have undergone training to enable them to be an Equality Adviser contact for other employees with equality concerns.

The council take any equality concerns seriously and address these through the appropriate channels. We would usually become aware of these through direct approaches from employees or trade union representatives, through our joint consultation arrangements and groups, or through practical implementation of our relevant policies.

- **Recruitment initiatives**  
The council currently has a freeze on external recruitment except in exceptional circumstances. This is because we have to manage a long term reduction in the council's workforce due to reductions in public sector budgets. Reporting of equality analysis for external recruitment is therefore not appropriate. However, the council's internal recruitment practices (via the Internal Jobs Market or IJM) promote equality and fairness by focussing on the strengths necessary to perform a role. We have received significant external recognition and acclaim for the sophisticated and objective techniques that we use, which are based on the latest research in occupational psychology. Matching employees to roles is based predominantly on a personality assessment, however verbal and numerical reasoning skills are also taken into account. The questionnaires which assess an individual in these areas have been widely tested by CEB -SHL for equality in respect of ethnicity and gender, and employees within the recruitment service are trained in how to best support a varying range of equality needs, especially disability, to ensure equality of access to the assessment. Employees who are less confident in the use of computers have been assisted in this.
- **Flying the Rainbow Flag**  
To demonstrate the Council's commitment to sexual orientation equality in the workplace, the Sunderland Partnership has worked with the City's LGBT equality forum and the Council to fly the Rainbow Flag above the Civic Centre. This has been done annually since 2010 to raise awareness of International Day Against Homophobia and Transphobia (IDAHOT).
- **Other community initiatives that the council have supported or attended include Sunderland PRIDE, Sunderland University's Diversity Month and The One World Party.**

The combination of internal equality measures, complemented by an outward facing approach which engages our community across a range of diversity areas, will enable us to continue to make progress.

### Section 3 - General Workforce Information

On 1 April 2017 employees from the council were transferred to Together for Children. This means that the Council's workforce has reduced from the report last year. This reduction of employees is reflected in this section.

#### 3.1 People in post at 31<sup>st</sup> December 2017

At the end of December 2017, Sunderland City Council had a total workforce of **4,507** of whom **2870 (63.68%)** are employed centrally, and **1637 (36.32%)** are employed directly by maintained schools, including **30** who have jobs across both areas (schools and 'non schools'). There continues to be a reduction on the headcount figures compared to previous years. Reductions in government funding, the council's on-going transformation agenda, school to academy conversions, the outsourcing of some services into alternative service delivery models and the need for efficiency savings have all led to a reduction in the council's workforce.

Because there is currently a freeze on external recruitment (except in exceptional circumstances, or in schools), opportunities for increasing the number of employees with protected characteristics have been limited.

**Table by headcount**

Non Schools (Central)	<b>2,870*</b>	<b>63.68%</b>
Schools	<b>1,637*</b>	<b>36.32%</b>
Total	<b>4,507</b>	<b>100%</b>

\*30 employees have jobs across both areas

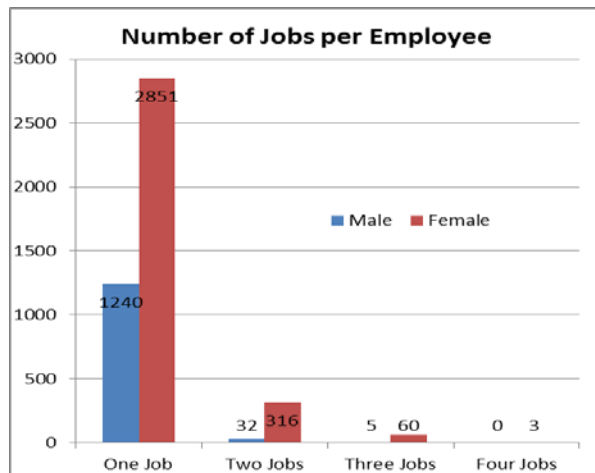
#### 3.2 Employees/Jobholders:

The above headcount figure relates to 4,994 Jobholders. The number of jobs (and contracts) is higher than the headcount figure as some employees have more than one job with the council.

**416** employees, or **9.23%** of the workforce, had more than one job within the council or one of its schools at the end of December 2017. The gender profile of the "multi job" group is shown in the table below.

**Table showing multiple jobs, including by gender**

Employees	Male	Female	Total employees	Total Posts Held
With 1 job	<b>1240</b>	<b>2851</b>	<b>4091</b>	<b>4091</b>
With 2 jobs	32	316	348	696
With 3 jobs	5	60	65	195
With 4 jobs	0	3	3	12
Total employees with multiple jobs	<b>37</b>	<b>379</b>	<b>416</b>	<b>903</b>
<b>Total</b>	<b>1314</b>	<b>3230</b>	<b>4507</b>	<b>4994</b>



### 3.3 Part time working

**1,727** employees (38.31%) work on a part-time basis, (ie less than a standard 37 hour working week), and **2,780 (61.68%)** work full-time.

The incidence of part-time working across the grading structure shows a predominance of part-time working in lower paid roles, and this pattern is similar across the UK. This is considered further in the Gender section (Section 4).

**Table of part time/full time working**

Work Pattern	Percentage	Count
Full Time	61.68%	2,780
Part Time	38.31%	1,727
<b>Total</b>	<b>100%</b>	<b>4,507</b>

### 3.4 Pay Multiple: Ratio of highest paid employee to lowest paid employee

The council now calculates and reports the ratio between the pay of the highest paid employee and the lowest paid employee on an annual basis, and includes this in the Pay Policy. The updated ratio (as at 31<sup>st</sup> December 2017) is **10.92:1**. This meets the Government expectation that the pay multiple relationship should be below 20:1 in local government. The council adopted the Living Wage Foundation's recommended minimum pay rate during 2016, which increased the pay of the lowest paid employees, and reduced this ratio.



## Section 4 - by Sex

- 4.1 **3,230** of the council's employees are women (**71.67%**), and **1,277 (28.33%)** are men.
- 4.2 Between January 2017 and December 2017, **379 men (27.72%)** and **988 women (72.28%)** left the Council for a range of reasons, including the transfer to Together for Children.
- 4.3 The council has a range of family-friendly policies and flexible working arrangements, which contribute to making the council an attractive place to work. The council's gender profile suggests that such arrangements are a contributory factor in attracting women in particular to work for the council. It is also the case the many of the occupations in the council's workforce are typically made up of women in the UK, for example school support staff roles.
- 4.4 **60.62%** of the group of top 5% of earners are made up of women. This is slightly lower than last year (**65.45%**).
- 4.5 Although pay differentials are not based on gender, the impact of part-time working can have a major influence on the gender pay gap. **49.57%** of all women employed by the council work in jobs that are carried out on a part-time basis, compared to **9.86%** of all men employed by the council.

There are a number of contributory factors involved (sociological, cultural or attitudinal, historical and economic). An obvious example is that women have traditionally been, and continue to be, the primary carers (both childcare, and caring for family/friends). Their working patterns, for example working term-time only, often reflect this. We will continue to look at our practices around part-time working, in line with our employment policies, to ensure that they are fair.

- 4.6 The council has established a Head of Service Equality Champion to lead on Gender issues.

**Table of Employees by Gender**

Gender	Percentage	Count
Female	71.67%	3,230
Male	28.33%	1,277
<b>Total</b>	<b>100%</b>	<b>4,507</b>

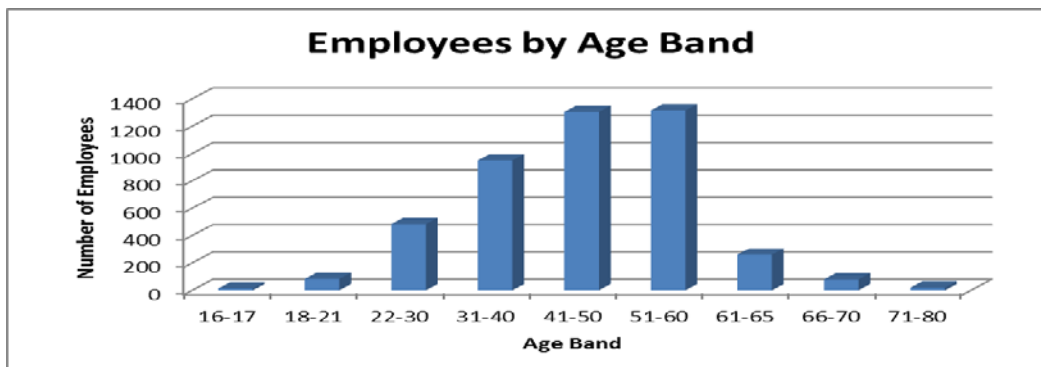
## Section 5 - Workforce Information by Age

- 5.1 The age range profile of the council's workforce shows that **62.88%** of employees are aged **50 and under**, and nearly **37.12%** of employees are aged **51 or over** (see table below). Less than **13%** of employees are aged **30 and under**. The biggest age band group is the 51-60 years group, with nearly **29.2 %** of employees within this age bracket.

- 5.2 The current profile with its under-50's majority is interesting, and may be partly as a result of the council's proactive support of the management of early retirements and voluntary redundancies, as part of a raft of measures designed to support the need for efficiency savings.
- 5.3 Although there is currently a freeze on external recruitment, the council continues to be active in its promotion of apprenticeships. The Council directly employed **13** apprentices and accommodated **78** people on work experience in the period from January to December 2017 including a small number of volunteering and internships. The council remains committed to supporting apprenticeships and work placements. The implementation of the Apprenticeship Levy in 2017 will see a complete overhaul and expansion of the council's employment of apprenticeships, with a broadening of the range of people who will be considered for these opportunities beyond the traditional field of young people.
- 5.4 **41.59%** of the council's **top earners** are aged between the 41-50 age band and **32.30%** are in the 51-60 age band. This is expected as employees develop and gain experience.
- 5.5 The council has established a Head of Service Equality Champion to lead on Age issues.

**Table of Employees by Age Band**

Age Band	School employees	Central employees	Total employees	% Workforce Profile
16-17	4	9	13	<b>0.29%</b>
18-21	31	51	82	<b>1.82%</b>
22-30	284	200	484	<b>10.74%</b>
31-40	431	519	950	<b>22.08%</b>
41-50	865	440	1305	<b>28.95%</b>
51-60	330	986	1316	<b>29.20%</b>
61-65	88	172	260	<b>5.77%</b>
66-70	22	56	78	<b>1.73%</b>
71+	7	12	19	<b>0.42%</b>
<b>Total</b>	<b>1637</b>	<b>2870</b>	<b>4507</b>	<b>100%</b>



## Section 6 - By Race

- 6.1 At December 2017, the council had 70 black or ethnic minority (BME) employees, i.e. **1.55%** of the workforce. The breakdown by broad ethnic group was 94.34% White, 0.11% Mixed/Multiple ethnic groups, 0.67% Asian/Asian British, 0.11% Black/African/Caribbean/Black British, 0.31% Any other ethnic group, 0.98% prefer not to say, 3.48% Not known.

**Table of Employees by Race/Ethnicity  
(Aggregated into broad ethnic groups)**

Ethnicity	Non Schools		Schools		Totals	
	Total	%age	Total	%age	Total	%age
White	2706	94.29%	1546	94.44%	4252	94.34%
Mixed/multiple ethnic groups	3	0.10%	2	0.12%	5	0.11%
Asian/Asian British	8	0.28%	22	1.34%	30	0.67%
Black/African/Caribbean/Black British	5	0.17%	0	0.00%	5	0.11%
Any Other Ethnic Group	12	0.42%	2	0.12%	14	0.31%
Prefer not to say	41	1.43%	3	0.18%	44	0.98%
Not Known	95	3.31%	62	3.79%	157	3.48%
<b>Total</b>	<b>2870</b>	<b>100.00%</b>	<b>1637</b>	<b>100.00%</b>	<b>4507</b>	<b>100.00%</b>

Note: Sunderland City Council records "Gypsy or Irish Traveller" under "Any Other Ethnic Group" rather than under "White" broad ethnic group.

- 6.2 In Sunderland, the 2011 Census records the Ethnic group of the resident population as below:

**Table of 2011 Census by Ethnic Group: Sunderland Residents**

<b>White</b>	
English/Welsh/Scottish/Northern Irish/British	94.8%
Irish	0.2%
Gypsy or Irish Traveller	0%
Any other white background	0.9%
<b>Mixed/multiple ethnic groups</b>	
White and Black Caribbean	0.2%
White and Black African	0.1%
White and Asian	0.2%
Any other mixed/multiple ethnic background	0.1%
<b>Asian/Asian British</b>	
Indian	0.6%
Pakistani	0.2%
Bangladeshi	0.8%
Chinese	0.6%
Any other Asian background	0.5%
<b>Black/African/Caribbean/Black British</b>	
African	0.4%
Caribbean	0%
Any other Black/African/Caribbean background	0%
<b>Other Ethnic Group</b>	
Arab	0.1%
Any other ethnic group	0.2%

- 6.3 Given that 4.07% of the people living in Sunderland are BME, there is some under-representation of BME staff across the council. As there is currently an external recruitment freeze (except in schools), this picture is not likely to improve much in the near future.
- 6.4 There were 44 BME leavers during the period from January to December 2017.
- 6.5 The council also records and reports on the percentage of black and minority ethnic employees within the group of the top 5% of highest earning council employees, and this was **1.20%**.
- 6.6 The council has established a Head of Service Equality Champion to lead on Race issues.

### Section 7 - By Disability

- 7.1 The council had **132** employees (2.93%) declare themselves disabled at the end of December 2017. 56 declared disabled employees left the council during the period from 1<sup>st</sup> January to 31<sup>st</sup> December 2017.
- 7.2 25.6% of people in Sunderland aged 16-64 declare themselves disabled (Information sourced from the ONS Annual Population Survey, latest figures at December 2012). This suggests that there is either some under-representation of disabled employees in comparison to the local community, and/or under-reporting.
- 7.3 2.21% of the council's top 5% of earners are made up of disabled people.
- 7.4 The council has established a Head of Service Equality Champion to lead on Disability issues.

**Table of Employees by Disability:**

Disability Count	School employees	Central employees	Total employees	%
Employees who consider themselves disabled	16	116	132	2.93
Employees who don't consider themselves disabled	1526	2592	4118	92.75
Employee info withheld	8	72	80	1.27
Employee info not known	87	90	177	3.52
<b>Total</b>	<b>1637</b>	<b>2870</b>	<b>4507</b>	<b>100</b>

### Section 8 – By Pregnancy & Maternity

- 8.1 A snapshot figure at the end of **December 2017** shows **51** women on maternity leave.

- 8.2 **55** employees were on maternity leave between January and December 2017. **100%** of employees whose maternity leave finished in this 12 month period returned to work, which is a significantly high proportion and is a positive reflection of the council's employment policies to support working parents, e.g. flexible working options.
- 8.3 **131** employees were recorded as participants in the Childcare Voucher Scheme at the end of December 2017. This scheme provides an easy way for working parents to save on the cost of childcare, through the exchange of a portion of their salary into vouchers, to pay for registered and approved childcare, thereby making savings on tax and national insurance. This directly helps to encourage parents with young children back to work.
- 8.4 Our staff census asked employees to advise whether or not they have parental responsibility for a child under the age of 18. The information provided helps us to understand our workforce profile, and to ensure that our policies and practices best support employees with childcare responsibilities. That census showed that **14.03%** of the Council's workforce had parental responsibility for a child under the age of 18, although the number is likely to be a lot higher, as information is currently not known for this category for some of the workforce.

## Section 9 – By Gender Reassignment

- 9.1 In 2015 a transgender policy was produced in consultation with a transgender employee and the employee network. Information on employees who have gone through or are going through gender assignment is still not widely held. The council asked all employees to provide updated equality information on all of their protected characteristics. We asked our employees whether their gender identity is the same as they were assigned at birth. It is worth stating that the information can only be asked on a voluntary basis. However, we hoped that employees will be willing to share this information with us, providing us with a baseline of employee information to help to inform our policies and practices. As a result of our update exercise, we have reduced (but not removed) the gaps in our information which is "not known". Of course employees have the opportunity not to disclose information on an equality aspect if they so wish.
- 9.2 Our records show that 45.88% of employees have the same gender identity as assigned at birth, and information is missing for **53.25%** of employees – although the percentage of missing information is reduced when schools are excluded. **0.87 %** of employees chose not to disclose information on this. **0%** of employees have self-reported as having gone through or are going through gender reassignment. The breakdown of schools/central has been removed due to the low numbers involved.

Gender Identity	Total employees	%
Employees who consider themselves to have the same gender identity as birth	2068	45.88%
Employees who don't consider themselves to have the same gender identity as birth	0	0.00%
Employee info withheld	39	0.87%
Employee info not known	2400	53.25%
<b>Total</b>	<b>4507</b>	<b>100.00%</b>

## Section 10 – By Religion or Belief

- 10.1 We recently asked our employees to provide information, on a voluntary basis, on their religion or belief, to provide a baseline of employee information to help to gain a better understanding of equalities across the council, and inform our policies and practices where they impact on religion or belief. The update exercise improved, the gaps in our information which are “not known” although we still do have some gaps. As mentioned, employees can choose not to disclose information on an equality aspect if they so wish.
- 10.2 Employees record their religion or belief as 38.12% Christianity, 0.04% Hinduism, 0.04% Judaism, 0.27% Islam, 0.04% Sikhism, 0.07% Buddhism, 0.64% other religion or belief, 12.89% No religion or belief, 2.26% Prefer not to say, 45.62% Not Known.

**Table of employees by Religion or Belief**

Religion	Central Total	Central %age	Schools Total	Schools %age	Final Total	Final %age
Christianity (including Catholic, Protestant all other Christian denominations)	1455	50.70	263	16.07	1718	38.12
Hinduism	2	0.07	0	0.00	2	0.04
Judaism	2	0.07	0	0.00	2	0.04
Islam	7	0.24	5	0.31	12	0.27
Sikhism	1	0.03	1	0.06	2	0.04
Buddhism	3	0.10	0	0.00	3	0.07
Other religion or belief	28	0.98	1	0.06	29	0.64
No religion or belief	488	17.00	93	5.68	581	12.89
Prefer not to say	96	3.34	6	0.37	102	2.26
Not known	788	27.46	1268	77.46	2056	45.62
<b>Total</b>	<b>2870</b>	<b>100.00%</b>	<b>1637</b>	<b>100.00%</b>	<b>4507</b>	<b>100.00%</b>

- 10.3 In Sunderland, the 2011 Census records the religion or belief of the resident population as being 70.3% Christian, 1.3% Muslim, 0.3% Sikh, 0.2% Other religion, 0.2% Buddhist, 0.2% Hindu, 0% Jewish. 21.9% No religion, and 5.6% Religion not stated.

- 10.4 The Council's employment policies and procedures in place for supporting employees in respect of religion or belief, include for example:
- Specific flexibility available in our Leave of Absence Policy for religious or cultural observance.
  - The allocation of faith rooms for use during lunch break periods.
  - "Religion/belief" as a named category on our Harassment Formal Complaints Form, which asks for the nature of harassment complaints.
  - The Council has established a Head of Service Equality Champion to lead on Religion and Belief issues.

### **Section 11 – By Sexual Orientation**

- 11.1 Information on the percentage of our employees who are Lesbian, Gay, or Bisexual (LGB) does not provide a complete picture. We still have information missing on employees' sexual orientation for 45.86 % of employees, although this gap reduces when schools are excluded.
- 11.2 In total, 0.71% of our employees report being LGB, indicating that we need to do some work to ensure people feel comfortable declaring their sexual orientation on a monitoring form

**Table of Employees by Sexual Orientation:**

Sexual Orientation	Total employees	%
Heterosexual / Straight	2321	51.50
Gay / Lesbian	27	0.60
Bisexual	5	0.11
Other	1	0.02
Prefer not to say	86	1.91
Not Known	2067	45.86
Total	4507	100.00

- 11.3 Our participation in the Stonewall Workplace Equality Index and use of the Diversity Champion Logo (see Section 2) is a clear demonstration of our commitment to sexual orientation equality in the workplace, and we will be using the feedback from the Workforce Equality index to make improvements where appropriate.
- 11.4 Our employment policies and benefits are explicit and apply to everyone in the council and all relevant benefits will be paid to both same sex and opposite sex couples.
- 11.5 Flying the Rainbow flag annually to promote International Day against Homophobia and Transphobia (see Section 2) and promoting Sunderland Pride also sends a message out of the council's commitment to sexual orientation equality in the workplace.
- 11.6 The council has established the Head of HR and OD as Equality Champion to lead on LGBT issues.

## Section 12 – By Marriage & Civil Partnership

- 12.1 Information on employees by marriage and civil partnership is minimal. Our census asked our employees this question for the first time. Again, gaps in the information require us to go back out to employees to request them to share this information with us, in order to provide a baseline of information to gain a better understanding of equalities across the council, and inform our policies and practices where they impact on marriage and civil partnership.
- 12.2 In the council, employees report their relationship status as being: 15.00% Never married or registered as a same sex civil partnership, 30.65% Married, 1.24% Separated, 5.01% Divorced, 0.51% Widowed, 2.62% prefer not to say and 44.97% Information not known.

The number of new civil partnerships is plummeting because marriage is now available to everyone, and same sex couples who have previously had a civil partnership can go through a conversion ceremony resulting in a marriage certificate backdated to the date of the original civil partnership. We have therefore now merged the figures for Marriage and Civil Partnerships.

**Table of Employees by Relationship Status:**

Relationship Status	Total employees	%
Never Married / registered in a same sex relationship	676	15.00
Married	1381	30.65
Separated	56	1.24
Divorced	226	5.01
Widowed	23	0.51
Prefer not to say	118	2.62
Not Known	2027	44.97
<b>Total</b>	<b>4507</b>	<b>100.00</b>

- 12.3.1 In Sunderland, the 2011 Census records the relationship status of residents as shown below:

**Table of 2011 Census by Marital & civil partnership status:  
Sunderland Residents**

Never married and never registered a same-sex civil partnership	35.3%
Married	45.1%
In a registered same-sex civil partnership	0.1%
Separated	2.4%
Divorced	9.2%
Widowed	7.9%

## Section 13 – By Carers Information



13.1 The national statistics on Carers are significant. 70% of the UK's 6.5 million carers are aged between 25-64. In Sunderland there are 32.5 thousand carers, of whom 72% falls into this age bracket. (Information sourced from the 2011 Census and Carers UK).

The 2011 Census figures for the UK show an 11% rise in the number of carers over 10 years, and it is predicted that there will be 9 million carers in the UK by 2037.

3 million carers combine work and care. Every year, over 2.1 million people become carers, so that there is a new population of carers in the workforce every day, and a high turnover in people affected, because almost as many people find their caring responsibilities coming to an end.

3 in 5 people will become carers at some point in their lives, and 1 in 5 people will give up work to care for somebody. Former carers of working age remain significantly less likely to be in work than non-carers of working age.

13.2 The council census asked employees to advise whether they are a Carer, so that we can understand our workforce profile and the demands on our employees in respect of caring responsibilities. The definition used is:

“A carer is someone who, without payment, provides help and support to a friend, neighbour, relative or partner (opposite or same sex) who could not manage without this help because of frailty, illness or disability.”

Our records show that 3.43% of our employees declare themselves to meet the definition of being a Carer. **1.28%** reports being both Carer and “Parent Carer” (i.e. having parental responsibility for a child under age 18). Information is missing for a large section of the workforce, and so the numbers are likely to be a lot higher.

13.3 As a supportive and flexible employer, balancing service needs with individual employee needs, we recognise that offering supportive practices can help us to manage attendance levels. We have developed a package of support for employees with caring responsibilities. These include:

- **Flexible Working:**  
In fact, the council strongly encourages all employees to consider working flexibly, either on a permanent or temporary basis. A range of options are available (including flexi time, career breaks, the purchase of additional annual leave, compressed working hours, job share, part year working etc). Not only does this make the council an attractive place to work, it achieves financial efficiencies while protecting jobs. The level of flexibility assists employees in achieving a better work life balance, and enables us to provide choice and respond to employees' changing circumstances. This is particularly relevant when supporting our employees who have caring responsibilities.
- **Carers Leave/Emergency Time Off to Care for Dependents:**

Managers can use their discretion to grant employees paid leave of up to 5 days per leave year in order to support emergency caring responsibilities.

- **Counselling Services:**  
All employees, including those who are carers, have access to confidential employee counselling services.
- A dedicated intranet site for carers has been developed. This “signposts” employee to the current support available to carers.
- The council has established a Head of Service Equality Champion to lead on Carers issues.

## **Section 14 - Conclusion**

Collecting, monitoring and reporting the information is in line with the council's Equality Scheme, and we have a legal duty to monitor the council's workforce and publish the results of this monitoring. We will continue to develop an equality profile of staff, and publish this on an annual basis, in line with the Public Sector Equality Duty. We will also use the findings from this report to inform future action planning in order to help us meet our equality objectives.

There continues to be a reduction on the headcount figures compared to previous years. Reductions in government funding, the council's on-going transformation agenda, school to academy conversions, outsourcing of services into alternative service delivery models (ASDM's) and the need for efficiency savings have all led to a reduction in the council's workforce.

Hopefully, as we continue to record and report on our workforce equalities information, levels of confidence will increase and we will start to get more meaningful data which we can use to gain a better understanding of equalities across the council, and to inform our policies and practices where they impact on the equality strands.

We will continue to monitor our practices and seek to embed equalities, as part of our commitment to move towards an inclusive, diverse workforce in which employees achieve their potential and best equip us to achieve our objectives as a council, moving forward.