

## **East Lindsey District Council Workforce Profiling March 2020**

The Public Sector Equality Duty, at section 149 of the Equality Act 2010, requires public bodies such as the Local Authority to consider all individuals when carrying out their day to day work – in shaping policy, in delivering services and in relation to their own employees. It requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities.

This is in addition to the obligation to publish gender pay gap data which came into effect for public bodies on 31 March 2018. Further details on this can be found on the Council's website.

The Equality Duty supports good decision making – it encourages public bodies to understand how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people's needs.

Through understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies can be more efficient and effective. The Equality Duty therefore helps public bodies to deliver the Government's overall objectives for public services.

### **Initiatives**

The Council work continuously to ensure that equality and diversity within the workforce is championed. In 2018, the Council became an accredited Disability Confident Employer. This accreditation signifies that the Council are committed to attracting, recruiting and retaining staff with disabilities, drawing a wide pool of talent and ensuring that high quality staff are retained to the benefit of the organisation and employees.

The Council offer flexile retirement options to staff, allowing skilled and experienced staff to continue making a contribution to the organisation and allowing staff to retire on terms that suit them.

The Council facilitates flexible working options wherever possible enhancing the work life balance of all employees and assisting parents and carers to balance caring duties with their working life.

### **Workforce Profile**

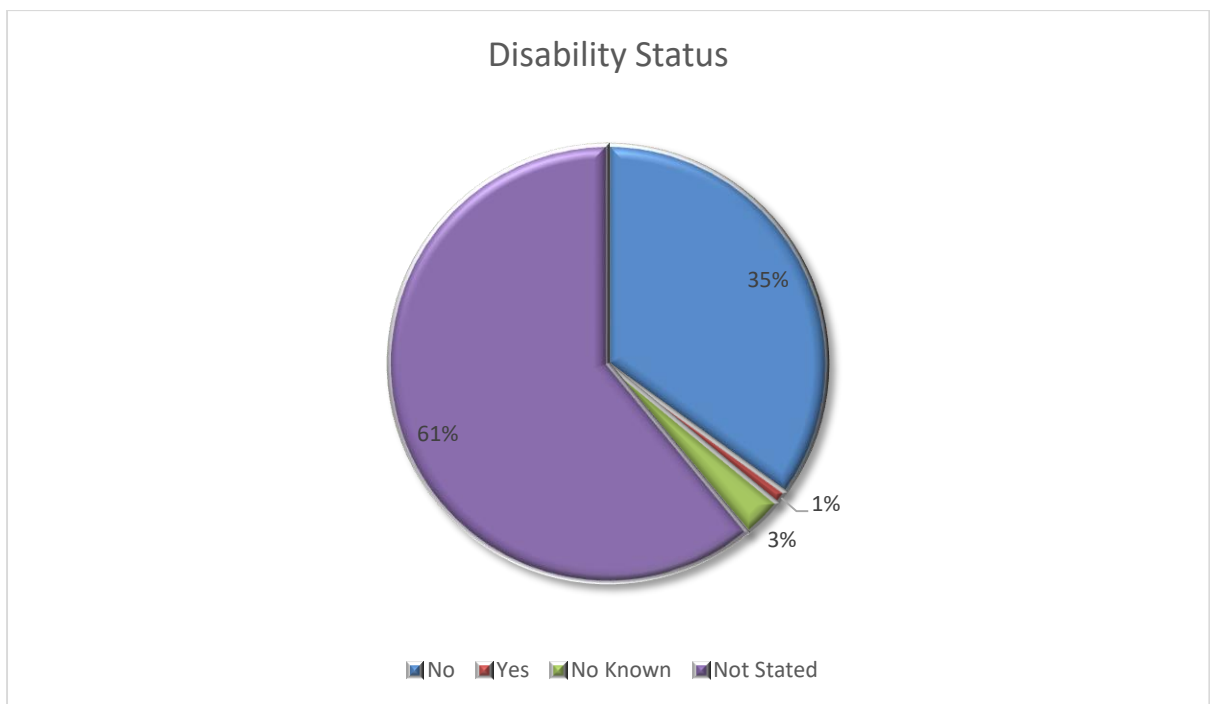
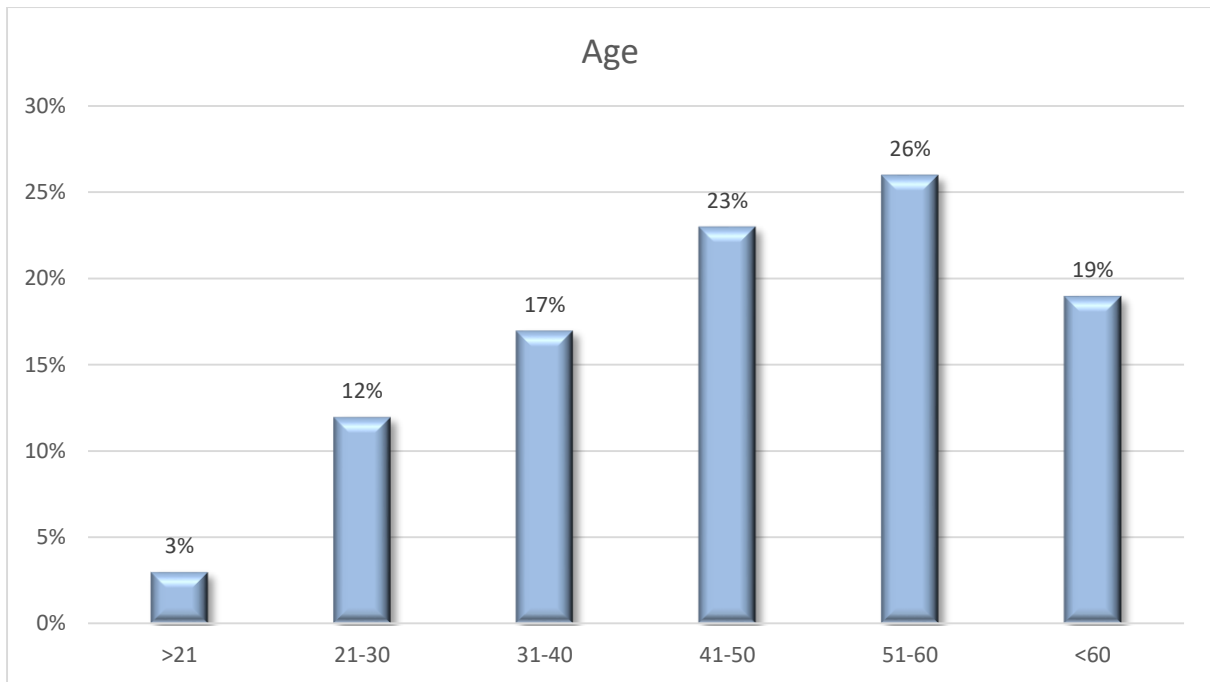
The following information is derived from the East Lindsey District Council Payroll system and includes Officers, Elected Members, and Casual/Seasonal employees. A total of 438 people form the workforce profile. For reporting purposes, the data obtained is as at 1<sup>st</sup> December 2019.

The publishing of workforce equalities data provides information on the diversity of the Council's employees and Councillors, and can assist in monitoring diversity within the workforce to help to establish if improvement are evident,

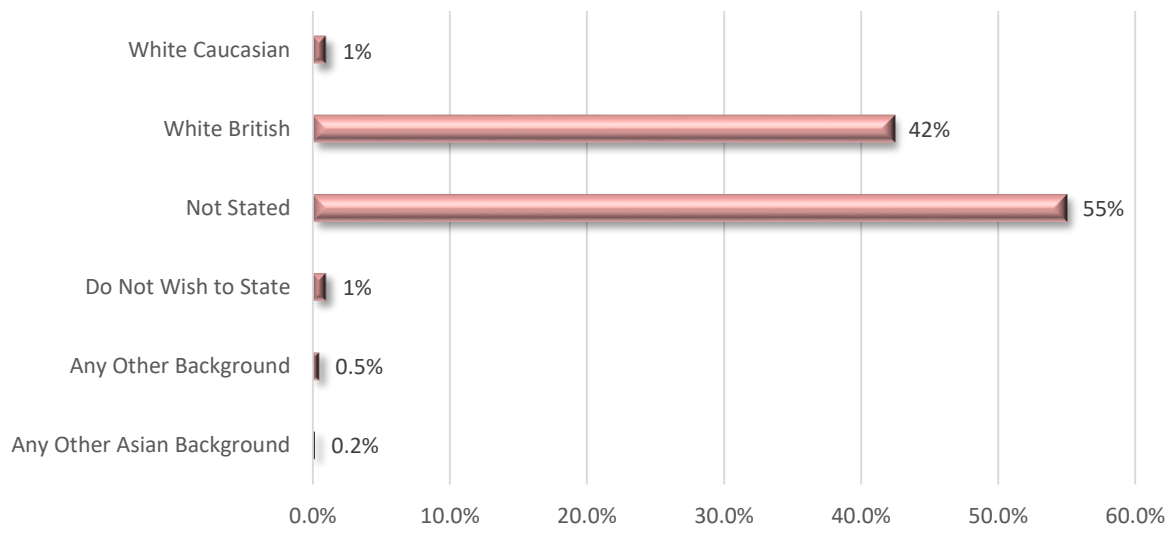
and if initiatives in increasing diversity have been successful by comparing figures against previous years.

As equality monitoring questions are optional, the Council does not hold a full set of information for every employee. Where employees have not provided this information, the data is categorised as 'not stated'. The Council actively encourage employees and Cllrs to provide their equality data to the organisation. This allows the Council to gain an understanding of the diversity profile of the organisation, which then informs organisational initiatives to increase diversity in the workplace. In the case of disability, ethnic origin, marital status, sexual orientation and religion the percentage of those who had not provided this information decreased, indicating that more employees were willing to provide their data.

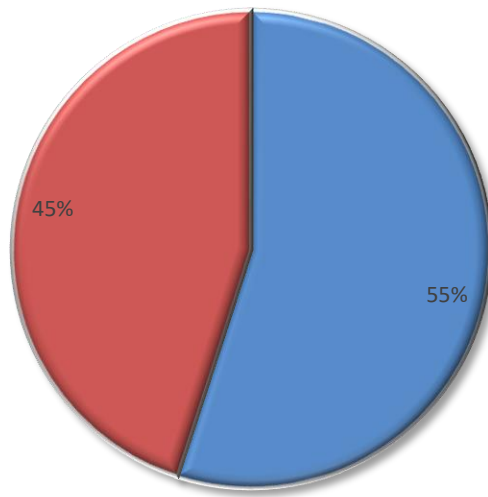
Comparing the data from the 2019 profiling it can be demonstrated that the younger workforce of the Council has increased, with the number of employees aged under 21 increasing from 2% to 3%. There was also an increase in the percentage of females employed by the Council increasing from 44% in 2018 to 45% in 2019.



### Ethnic Origin

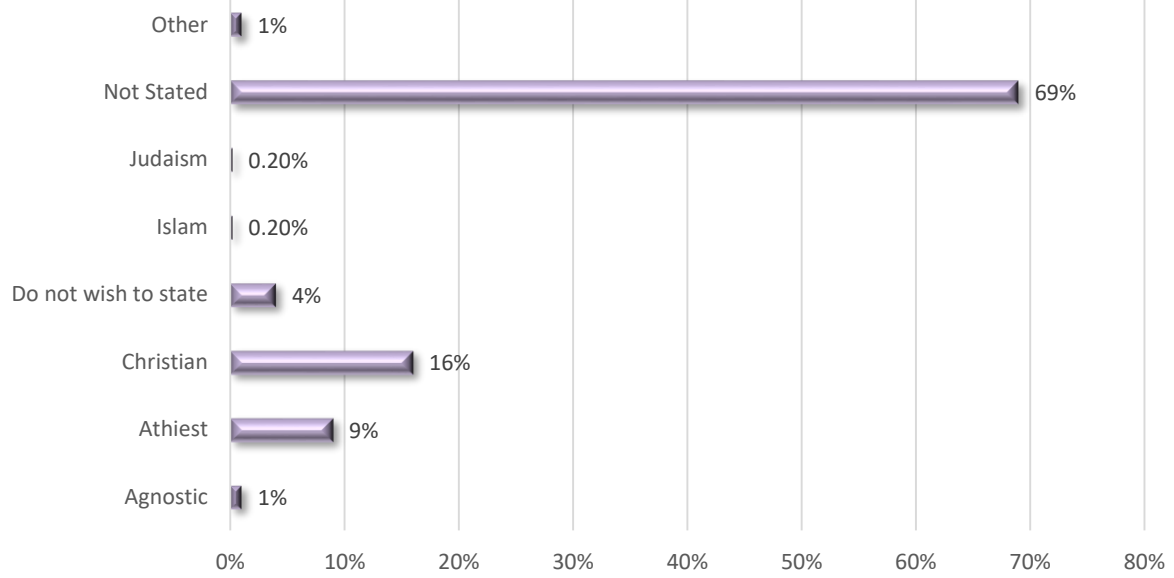


### Gender

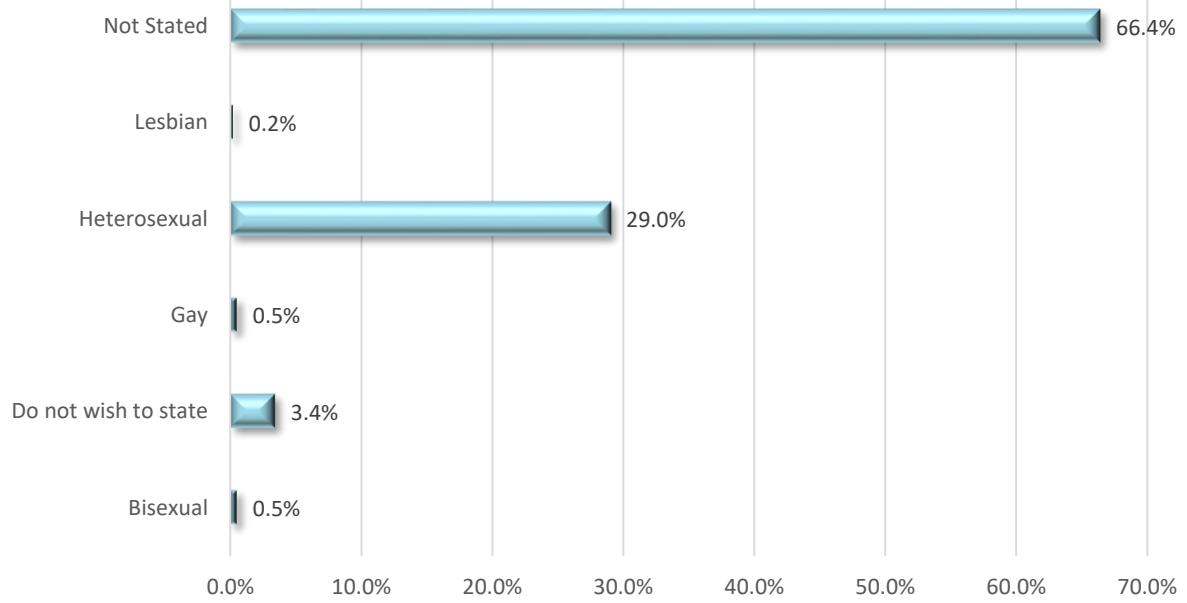


■ Male ■ Female

## Religion



## Sexual Orientation



## Marital Status

