Workforce Equality Report 2022

![Suffolk County Council logo]

Suffolk County Council Workforce Equality Report 2022

Aims and purpose of the report

Suffolk County Council produces this report every year, as part of our commitment to equality, diversity and inclusion (EDI). It provides key demographic data about our staff population, and helps us to identify and address any disparities.

Our aims in doing so are as follows:

- We seek to represent the diverse communities we serve, as much as we can. The business case for this has been made extensively, both nationally and internationally. In order to achieve greater representation across the protected characteristics, we need to know what our current position is, in terms of the make-up of our staff, how it compares to the population of Suffolk, and the direction of travel. The data informs what interventions are needed, and helps us target our limited resource towards the most pressing challenges.

- We seek to be an exemplar employer of choice, attracting, retaining, supporting and developing the best talent. We seek to model best practice and support partner organisations with their endeavours towards good EDI and employment practice, within our capacity to do so. This report can be emulated by others, within their means.

- This work helps us meet the requirements of the Equality Act 2010. This means we need to work to eliminate any discrimination that may create barriers for particular groups and do our best to ensure there is no disproportionate disparity of opportunity for our existing staff population. It also helps us meet our requirements under the Public Sector Equality Duty.

Jeanette Bray
Head of HR

Our workforce profile: a snapshot
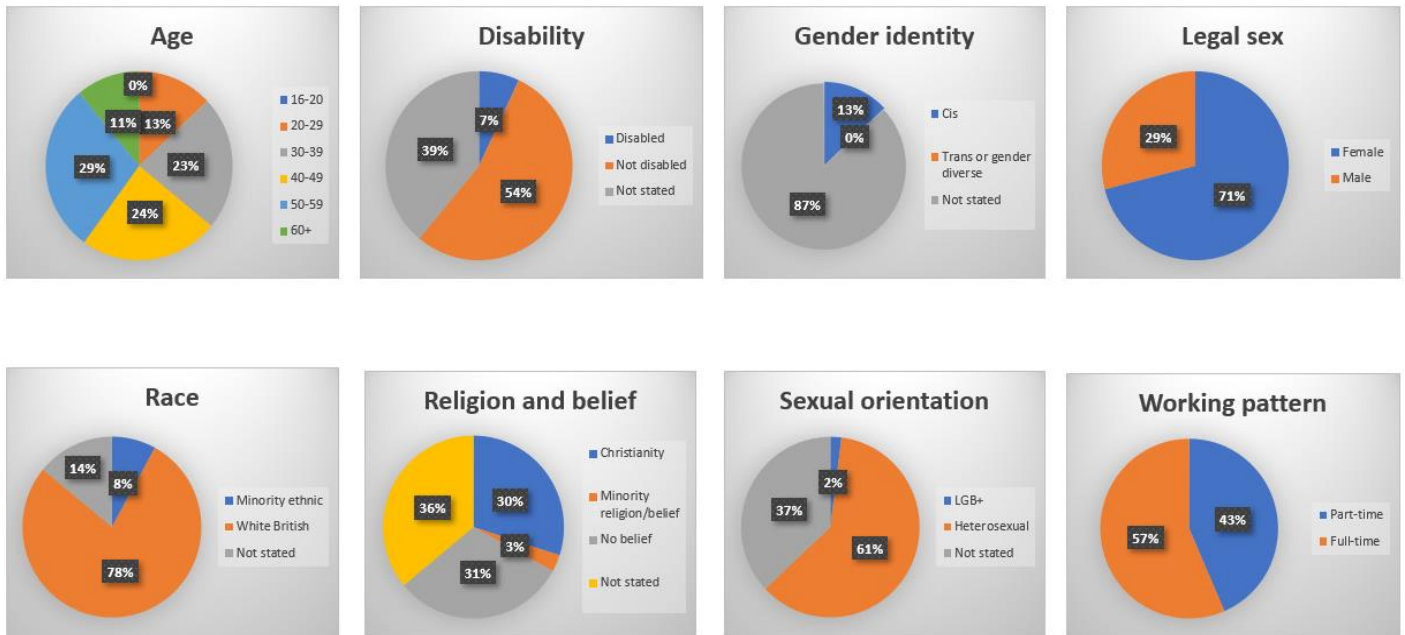
Summary: data at a glance

Significantly under-represented groups

- Men
- Those under 30
- Disabled people
- The Asian, Mixed White & Asian, Other, White Irish and White Other ethnic groups
- Muslims and Sikhs
- People from minority sexual orientations

Groups with less representation at a senior level than overall

- Women
- People aged under 40
- Disabled people
- The Mixed, Other and White Other ethnic groups
- People of no religion and from minority religion/belief groups
- People from minority sexual orientations, especially those from the bisexual and other orientation groups
- Part-timers, especially male part-timers

Disclosure rates

- Legal sex 100%
- Age 100%
- Race 86%
- Religion or belief 64%
- Sexual orientation 63%
- Disability 61%
- Gender identity 13%

Summary of recommendations by characteristic

Age

1. Explore how to break down barriers to make the Council more attractive to younger people to apply for. Do more to reach out to children and younger adults, and to let them know about the range of careers and roles in local government.

2. Add more entry point jobs, including apprenticeships, to grow our own talent and aid workforce planning and succession.

3. Review processes to address any barriers to application, making processes simpler and removing any unconscious bias. In particular, ensuring that potential talent and transferable skills are taken into account, and not only relevant experience, during recruitment – provide HR guidance/training around this topic.

4. Explore ways to encourage greater opportunities for progression for those aged under 40. Ensuring that talent and transferable skills are taken account, and not only relevant experience, (as above), will also benefit this aim.

Disability

1. Do more to encourage disclosure of disability.

2. Investigate interview processes to try to eliminate any barriers they may create for disabled people. Ensure issues around disability inclusion and reasonable adjustments are covered in the mandatory learning for recruiting managers.

3. Ensure there are no barriers to senior roles connected to being disabled. Consider promoting stories of senior managers role modelling disclosure of being a disabled person.

Gender identity

1. Do more to encourage disclosure of gender identity.

2. Ensure issues around trans inclusion are included in the mandatory learning for recruiting managers. Provide guidance to prompt and encourage (but not require) interview panellists to introduce themselves using their pronouns in interviews, to enable candidates to feel comfortable to disclose theirs as well.

3. Ensure there are no barriers to senior roles connected to being gender diverse.

4. Revise categories asked on HR software.

Legal sex

1. Undertake positive action in development to address any barriers to the most senior roles for women, and to get more men into frontline roles and men and women into roles where they are under-represented. (This is a commitment our Gender Pay Gap action plan.)

2. Ensure flexible and part-time working options are available at all levels, including the most senior levels.

3. Monitor interview panels, to ensure a mix of sex is represented, as much as possible, which will help work against any unconscious bias. Report results back to Directorate Management Teams, so they can intervene in areas where this is regularly not happening and where disparity continues.

Race
1. Apply positive action in recruitment to attract the Asian, Mixed White & Asian, Other, White Other and White Irish under-represented groups to apply for roles at the Council.
2. Review application processes to remove any barriers or unconscious bias preventing non-White British groups from being appointed.
3. Apply positive action to development and progression opportunities internally for the Mixed, Other and White Other ethnic groups.

Religion or belief
1. Encourage disclosure of religion.
2. Apply positive action to encourage Muslims and Sikhs to apply for jobs with the Council.
3. Ensure issues around religious inclusion are included in the mandatory learning for recruiting managers.
4. Apply positive action to nurture internal talent for those in a minority religion and no religion, to address under-representation in senior roles.

Sexual orientation
1. Do more to encourage disclosure of sexual orientation amongst all staff.
2. Do more to ensure those in the 'Other' LGB+ group feel represented and included. Review orientation categories on the HR system.
3. Consider how to improve inclusion and remove any unconscious bias towards bisexual people and gay women, to reduce disparity/improve representation.
4. Apply positive action to attract LGB+ candidates.
5. Ensure there is no barrier or unconscious bias preventing progression for LGB+ people. Consider promoting positive stories around LGB+ senior role models.

Working pattern
1. Ensure part-time options are available for everyone in all roles and this is proactively communicated, both to staff already in post and when recruiting.
2. Pay particular attention to barriers to part-time working in senior roles, especially for men. Consider showcasing positive stories of senior people working successfully on a part-time basis.
3. Ensure consideration of differential impacts for part-timers is built into new work around hybrid working and new ways of working.

Methodology

This analysis shows the representation of different groups in Suffolk County Council (SCC), and compares it to the wider population and/or the whole of SCC[1].

Information is given for the following protected characteristics: age, disability, gender identity, legal sex[2], race, religion or belief and sexual orientation. We are not able to give information about pregnancy or maternity status, as this is not collected at the point of recruitment, progression etc, and we do not monitor pregnancy at all. There is no national evidence of marriage or civil partnership status affecting recruitment, retention or progression, so this has not been reported on.

As the availability of part-time working has a disproportionate impact on different groups (particularly women, but also disabled people and others), that information has also been given.

The characteristics are presented in alphabetical order, with part-time working, as a non-protected characteristic, given last. We have cross-referenced data intersectionally at various points.

The Suffolk population data for some categories is based on the 2011 census, as the most recent data available for Suffolk. Population projections show that it is likely that the proportions of some groups, for example the minority ethnic groups, will have increased since then[3], so some minority groups are likely to be more under-represented than the 2011 comparison suggests.

The % of staff who have disclosed their status against each category has been used to measure for variances against Suffolk's population, since it is more accurate, and based on what we know. This is also consistent with the Suffolk Observatory dataset.

The percentage variance of each group within SCC as a whole against its proportion of the overall Suffolk population has been obtained by dividing the % of known disclosure within SCC by the % of Suffolk population, and then subtracting the difference from the Suffolk population baseline of 100%. Only under-representation of over 5% is highlighted in red as problematic. An exception is regarding working patterns, where we would seek to have better availability of part-time working than in the wider population so full-timers being under-represented is not considered problematic.

The staff data was obtained from our HR data in December 2021-January 2022.

The information looks at people with employee status. Since it is the headcount of different groups that is relevant (for example, how many Black people do we have in the organisation), we do not want to double count. We also want to assess the highest-level role different groups are in. Therefore, people who have more than one contract have had their highest graded (or, where grade is the same, the most hours) contract included only. There were 5387 people left in scope.

The most senior staff have been defined as those at Senior Manager level or above, or equivalent. This starts at £61,498 per year, or £31.88 per hour.[4] There is some crossover with the top of grade 8, so any grade 8 staff paid at that rate have been included. This amounts to 134 people.

Salary comparisons are based on full-time equivalents, rather than the take home pay of part-timers. Salary only looks at basic annual salary, rather than any other elements of pay, which are included in the hourly rate used elsewhere in our gender pay gap analysis.

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[1] Information for Suffolk is mostly taken from Suffolk Observatory data. Any other sources, e.g., for national data, are footnoted.
[2] Legal sex is binary, for the purposes of HMRC. It is recognised that this misgenders some of our staff. We have fed this back to HMRC, and collect information about gender diversity internally for our staff.
[3] See for example University of Leeds research in: https://www.theguardian.com/uk/2010/jul/13/uk-population-growth-ethnic-minorities. See also ONS projections: https://www.ethpop.org/Presentations/ons_centre_for_demography_21_october.pdf
[4] For more information on SCC's payscales at the time the data was taken, see: https://www.suffolk.gov.uk/assets/council-and-democracy/open-data-suffolk/Suffolk-County-Council-payscales-with-on-costs-21-22.pdf

A note on language/definitions – categories and groupings

Categories used to describe protected characteristics, and the sub-groups within them, mirror national categories as much as possible, to enable direct comparisons. For example, the ethnicity categories used are in line with those used by the Office for National Statistics, which facilitates comparison with the Suffolk population data.

In the overall snapshot data, and some other places, this report groups people within minority sub-categories into larger groups, for more statistical significance and/or to protect confidential information relating to individuals. It is useful to assess the overall picture for people with a minority or marginalised status within each particular protected characteristic. These have been supplemented with breakdowns of the data identified for individual subcategories. Umbrella categories are both useful and problematic: it is important not to mask impacts for different groups by *only* looking at people in minorities as one group, but doing *both* often gives different insights.

Not all people identify with given categories. All labels are imperfect and reductive of individual identity and experience. In particular, we are working on improving our self-declaring options under the gender identity and religion/belief categories, following feedback from our staff networks.

The recruitment categories for 2021 are somewhat different than the all-staff categories. We will endeavour to ensure more consistency between the two when we produce the 2023 report.

Differences in the way we have presented the information this year

We have refreshed the information and the way we present it this year, for a number of reasons:

- To have greater consistency between the protected characteristics, in terms of what we report on and the way the information is presented in the report. In particular, we have added gender identity as a category we did not previously collect data for our staff about.

- To have greater consistency with, and enable direct comparisons to national and directorate datasets.

- To provide more year-on-year or direction-of-travel comparisons, which help us to see progress already made, and whether things have improved or declined in particular areas. **Note:** We usually publish the reports in January, based on data from the previous year. The report we published in January 2021 was called Workforce Equality Report 2020. This year the report is being published further into 2022 and is based on 2022 data – therefore, there will be no report titled 2021, despite there having been no gap in the annual reporting.

- To ensure we are recognising and responding robustly to the existing challenges and opportunities, and that the data is actively used to inform EDI work happening in the organisation. We have provided recommendations throughout in the report, whereas, in previous years, these were considered separately.

- Previous reports were presented thematically, looking at issues, such as recruitment, and seniority, for all groups. Many of our stakeholders, such as our staff networks and recruitment candidates, are likely to have an interest in a particular protected characteristic. Therefore, we have changed the format of the report to provide sections relating to each protected characteristic. This means that all the data and commentary relating to a particular characteristic can now be found in one place. We believe this to be more user-friendly for some of our key stakeholders. We are also mindful of the operation of intersectional disadvantage, and weave this into much of our EDI work.

Age

Representation: 14 aged under 20 (0.3%), 695 aged 20-29 (13%), 1231 aged 30-39 (23%), 1305 aged 40-49 (24%), 1545 aged 50-59 (29%), 597 aged 60+ (11%). The age range is 16-80.
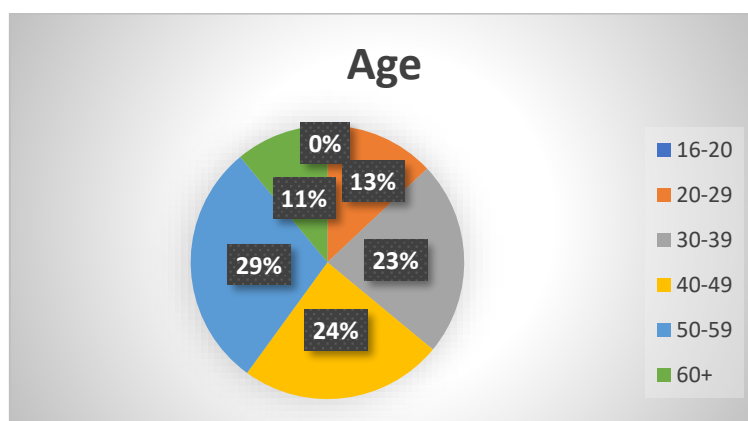
Disclosure rate: 100% disclosure (HMRC requirement).

Comparison to Suffolk community:

Age	Number of people in SCC	% of overall	% of Suffolk working age population[5]	Comparison with Suffolk baseline %
Under 20	14	0.3%	5%	-94%
20-29	695	13%	17%	-24%
30-39	1231	30%	20%	+50%
40-49	1305	24%	20%	+20%
50-59	1545	29%	24%	+21%
60+	597	11%	11%	0%

Recruitment:

	Application Received	Interview and Selection	Appointed
Under 21	2.76%	2.54%	2.35%
21-25	19.41%	15.54%	17.22%
26-30	14.36%	13.31%	12.35%
31-35	13.42%	13.65%	14.09%
36-40	11.58%	12.07%	12.70%
41-45	9.54%	10.39%	10.09%
46-50	9.62%	11.59%	10.78%
51-55	8.47%	9.25%	9.30%
56-60	5.03%	6.12%	6.17%
61-65	1.90%	2.06%	1.74%
65+	0.34%	0.21%	0.00%
No DOB	1.71%	1.55%	1.91%

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[5] Working age is defined as 16-65, since 65 is the state pension age, despite the fact we have, and value, a number of staff who are older than 65. We need to compare our staff to the working age population, as otherwise the numbers are skewed by children, who are not able to be represented in our workforce and the very elderly, who are much less likely to be. We also know that those under 20 are much less likely to be represented in employment as they are often still in education (see reference 6). The census gives 5-year brackets, so we have had to base working age comparisons on 15–64-year-olds. This group made up 451,893 people, 59% of the population of Suffolk, in 2011.

Age	All senior managers	% of overall (134 people)	Comparison with Suffolk working age adults %	Comparison with SCC all staff %
Under 20	0	0%	-500%	-30%
20-29	0	0%	-130%	-170%
30-39	10	7.5%	-75%	-72.5%
40-49	42	31%	+29%	+55%
50-59	60	45%	+55%	+87.5%
60+	22	16%	+45%	+45%

Year-on-year highlights: We have changed our age ranges, which makes direct year-on-year comparisons difficult. This will be provided in future years.

Commentary: There are only 14 members of staff aged under 20. It should be borne in mind that this age group is more present in the population, but not necessarily available for work, due to ongoing education and other reasons: it is the least likely age group to be in employment. In 2019, only just over half of those aged 16-24 in the UK were in employment, with every other age group below the age of 65 over 70%.[6]

The 20-29 age group is also under-represented. Every other age group is either more than represented, or equally represented with the Suffolk population. This is a workforce planning/succession issue for the Council, as well as an equality issue – operationally, we **must** attract younger people into the Council, in order to ensure continuity for the future.

In terms of recruitment, people between the ages of 30-60 were more likely to be shortlisted and appointed than their proportion of the overall candidate pool. Those under 30 and over 60 were less likely to be shortlisted and appointed, with the biggest discrepancy for candidates in their 20s.

In the most senior management roles, there is no one aged under 30, and staff under 40 are under-represented. Middle-aged and older staff are more than represented in these roles.

In terms of seniority, experience and being in the workforce for a longer time is likely to enable a person to have more opportunities to progress, so there will always be a link between age and seniority of position. However, the extent to which this link is inevitable, and how much it could be broken down by different processes and thinking, is worth consideration.

Recommendations:

1. Explore how to break down barriers to make the Council more attractive to younger people to apply for. Do more to reach out to children and younger adults, and to let them know about the range of careers and roles in local government.
2. Add more entry point jobs, including apprenticeships, to grow our own talent and aid workforce planning and succession.
3. Review processes to address any barriers to application, make processes simpler and remove any unconscious bias. In particular, ensure that potential talent and transferable skills are taken into account, and not only relevant experience, during recruitment – provide HR guidance/training around this topic.

[6] See: https://www.statista.com/statistics/384001/uk-employment-by-age/

4. Explore ways to encourage greater opportunities for progression for those aged under 40. Ensuring that talent and transferable skills are taken into account, and not only relevant experience, (as above), will also benefit this aim.

A flavour/summary of some actions already happening to improve equality and inclusion for our staff in terms of age:

- We have a young adults' staff network, who offer a range of mentoring, support and awards to recognise the contribution of our younger members of staff.

- We offer a range of apprenticeship, intern and graduate opportunities every year, as part of Suffolk's Rising High programme. These are open to people of any age, but particularly benefit younger people entering the workforce.

- We guarantee to shortlist care leavers who apply for our jobs and meet the minimum criteria.

- We included younger people in the prioritisation for access to leadership courses in the last year, as they are under-represented in our senior positions.

- We are reviewing our whole recruitment process, with a view to making it much easier, simpler and more attractive to apply for roles with us. This will benefit a range of groups, but is likely to particularly benefit younger people with less experience of applying for roles, and to be more in line with their expectations, in terms of the way job applications work in a social media age.

- We are creating an image bank of a diverse range of our staff to showcase in our recruitment and other information. This will include staff of a range of ages.

- We have a commitment to shortlist for interview anybody who is a care leaver and who meets the minimum criteria for a role.

- We have a Flexible Retirement Policy and a competitive pensions scheme

Disability

Representation: 364 yes (7%), 2918 no (54%), 2105 blanks (39%). Of the 3282 people who have made a declaration about their status under this category, 11% are disabled.
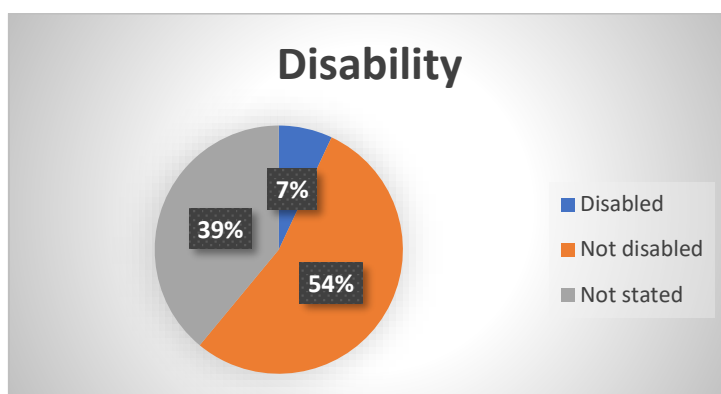
Disclosure rate: 61% disclosure.

Comparison to Suffolk community:

Disability status	Number of people in SCC	% of overall (5387 people)	% of known (3282 people)	% of working age population[7]	Comparison of known staff with Suffolk baseline %
Disabled	364	7%	11%	16%	-32%
Not disabled	2918	54%	89%	84%	+6%
Unknown	2105	39%	n/a	n/a	n/a

Recruitment:

|	Application Received	Interview and Selection	Appointed
No	77.44%	69.70%	65.30%
Prefer not to answer	1.61%	1.38%	1.30%
Undisclosed	13.24%	20.12%	27.65%
Yes	7.71%	8.80%	5.74%

Seniority:

Disability	All senior managers	% of overall (134 people)	% of known disability status (100 people)	Comparison of known % with Suffolk community	Comparison of known % with SCC all staff known %
Yes	6	4.5%	6%	-62.5%	-45.5%
No	94	70.1%	94%	+12%	+5.6%
Not disclosed	34	25.4%	n/a	n/a	n/a

Of the 6 staff at SM+ level who have disclosed a disability, 3 are female and 3 are male.

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[7] Comparison is with working age population, as most disability is acquired with age, and elderly adults past working age are significantly more likely to be disabled. Comparative figure is obtained from: https://www.gov.uk/government/statistics/disability-facts-and-figures/disability-facts-and-figures

Year-on-year highlights: The overall proportion of our staff who have disclosed being disabled has steadily increased, from 4.4% in 2010, to 7% in 2022, as the chart below shows.

% of all staff declaring a disability
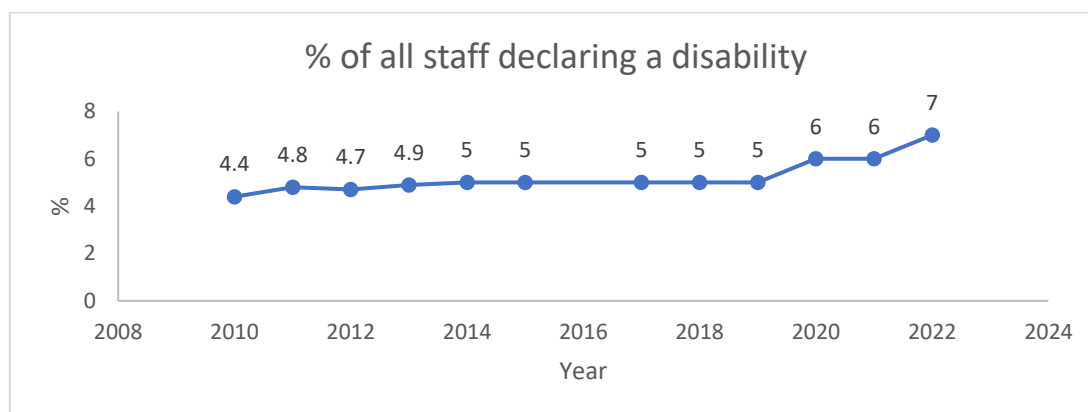
The proportion of our senior managers who have disclosed being disabled has nearly doubled from 2.5% in 2015, to 4.5% in 2022.

The current disclosure rate of 61% is a slight decrease from last year's disclosure rate of 62%, but a significant increase since our first report in 2010, where there was a 48% disclosure rate. Disclosure of disability status was highest in 2017-18, at 71%, so we need to do more to increase confidence in disclosing, especially as our staff survey in 2020 indicated a drop in confidence around support for disabled staff.

Commentary: The number of people disclosing a disability is significantly lower than the estimated 16% of disabled adults in the wider working age population.

There is also a significant proportion of staff who have not disclosed their disability status (39%).

In terms of recruitment, disabled people are more likely to be shortlisted for interview, which is in line with our disability confident commitment. However, they are less likely to be appointed. There may need to be some investigation to ensure there is no barrier created by interview processes, unconscious bias, or unwillingness of managers to make reasonable adjustments, that prevents some disabled people from being appointed.

The proportion of people disclosing a disability in senior management roles is both significantly less than the proportion of disabled people in the working age population, and than in SCC.

Recommendations:

1. Do more to encourage disclosure of disability.
2. Investigate interview processes to try to eliminate any barriers they may create for disabled people. Ensure issues around disability inclusion and reasonable adjustments are covered in the mandatory learning for recruiting managers.
3. Ensure there are no barriers to senior roles connected to being disabled. Consider promoting stories of senior managers role modelling disclosure of being a disabled person.

A flavour/summary of some actions already happening to improve equality and inclusion for our staff in terms of disability:

- We have achieved Level 2 on the national Disability Confident scheme, and are finalising accreditation at Level 3, Leader status, which is the highest national status. We have a commitment to shortlist disabled people who meet the minimum criteria for a role.

- We have disability and mental health staff networks, and 53 trained mental health first aiders. A new staff network is forming to support deaf staff or those with hearing loss.

- We have Reasonable Adjustments Guidance, a Disability Leave Policy and disability passport to help support our disabled staff.

- We have done work to remove barriers to our roles for disabled people that were created by unnecessary travel or driving requirements.

- Well-being is a core part of our values (the 'w' in We-Aspire). We offer Occupational Health assessments and support, an Employee Assistance Programme, including access to self-referral counselling, as standard to all of our staff, as needed.

- We have accessibility guidance that staff producing communications are expected to follow.

- We hold disability training events for our staff – over 200 staff attended a webinar in 2022.

- Our suite of EDI e-learning includes several modules around disability.

- We included disabled people in the prioritisation for access to leadership courses in the last year, as they are under-represented in our senior positions.

- We introduced a scheme to help to support staff who have experienced barriers to applying for promotional roles, linked to their disability. This scheme gives them extra prioritisation for consideration through the existing redeployment scheme. We have successfully placed staff through this scheme.

- During covid, we undertook risk assessments for staff that put in place extra measures and support for staff with clinical vulnerability.

- We are in the process of finalising a corporate disability strategy.

Gender identity

Representation: 691 cis (13%), 2 trans (0.03%), 9 gender fluid (0.17%), 5 non-binary (0.1%) and not disclosed (86.9%). Of the 707 people who have made a declaration about their status under this category, 2.3% are trans or gender diverse.
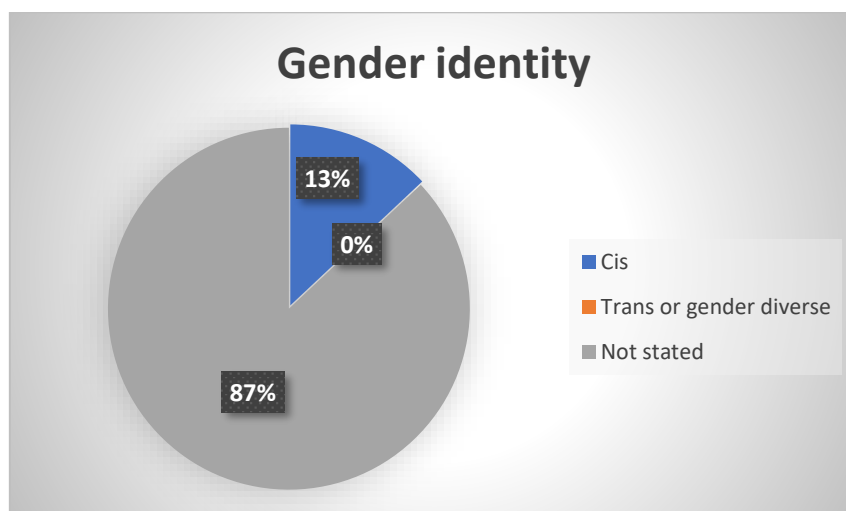
Disclosure rate: 13% disclosure.

Comparison to Suffolk community:

NB: The 2011 census did not ask a question around gender identity; however, the 2021 census did, so this information will shortly be available. The Office for National Statistics does not make a population estimate for trans/gender diverse people. Estimates vary widely from a prevalent (conservative) estimate that transgender people make up 0.2% of the population, or 1 in 500 people, to a Pittsburgh study[8] that showed 9% of teenagers were trans or gender diverse. We are using a population estimate of 1%, which we believe to be conservative.[9]

Gender identity	Number of people in SCC	% of overall (5387 people)	% of known (707 people)	% of overall population	Comparison of known staff with Suffolk baseline %
Trans or gender diverse	16	0.3%	2.3%	1%	+130%
Cis	691	12.8%	97.7%	99%	-1.3%
Unknown	4680	86.9%	n/a	n/a	n/a

Recruitment:

	Application Received	Interview and Selection	Appointed
Female	69.45%	74.72%	77.39%
Male	29.51%	24.31%	21.30%
Unknown	0.77%	0.62%	0.96%
Prefer not to say	0.23%	0.28%	0.35%
Transgender	0.03%	0.07%	0.00%

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[8] See: https://pediatrics.aappublications.org/content/147/6/e2020049823/tab-figures-data

[9] More recently, in June 2022, the Pew Research Center published a study showing that 1.6% of American adults, and 5.1% of those under 30, are trans or non-binary: https://www.pewresearch.org/fact-tank/2022/06/07/about-5-of-young-adults-in-the-u-s-say-their-gender-is-different-from-their-sex-assigned-at-birth/

Seniority:

Gender identity	All senior managers	% of overall (134 people)	% of known gender status (30 people)	Comparison of known % with Suffolk community	Comparison of known % with SCC all staff known %
Gender diverse identities grouped	0	0%	0%	-100%	-230%
Cis identities grouped	30	22%	100%	+1%	+2.4%
Not stated	104	78%	n/a	n/a	n/a

Year-on-year highlights: We cannot provide any year-on-year commentary for gender identity, as this is the first year we have collected data about our staff in this category. We will have increased ability to provide this in future years.

Commentary: Using the known % of staff, as elsewhere in this report, trans and gender diverse people are more than represented. This recognises some of the work we have done in order to make this group of staff feel included and comfortable to disclose (see below). However, this is using a conservative baseline to compare against, so it will be interesting to see how this changes next year, by which time the 2021 census data should be available.

This category has the highest rate of non-disclosure. This could be in part because it is the first year we have collected the data, whereas the other categories have had longer to be understood and inputted. The subcategory options are not what we would like them to be; we are working with our software providers to have them amended, which may encourage more disclosure.

Recruitment candidates who disclosed being trans or gender diverse were twice as likely to be shortlisted, but none were appointed. At 0.03% of the overall pool of candidates, and 0.07% of those interviewed, these are small absolute numbers, which means the statistics are easily swayed by the outcomes for one individual. However, it is important to ensure there is no discrimination happening at the interview stage, when trans status **may** become more apparent.

Based on current disclosures, gender diverse people are not present in our most senior roles.

Recommendations:
1. Do more to encourage disclosure of gender identity.
2. Ensure issues around trans inclusion are included in the mandatory learning for recruiting managers. Provide guidance to prompt and encourage (but not require) interview panellists to introduce themselves using their pronouns in interviews, to enable candidates to feel comfortable to disclose theirs.
3. Ensure there are no barriers to senior roles connected to being gender diverse.
4. Revise categories asked on HR software.

A flavour/summary of some actions already happening to improve equality and inclusion for our staff in terms of gender identity:
- We have featured in Stonewall's Top 100 LGBT+-inclusive employers several times.

- We have guidance on Supporting Transgender, Non-Binary and Gender Diverse staff.

- We train our staff on trans inclusion, for example a webinar in 2021 that 180 staff attended.

- We encourage our staff to declare their pronouns in their email signatures, and many, including many of our senior staff, do.

- Many of our staff choose to wear rainbow lanyards to show their support for LGBT+ people.

- Our Grievance Policy mentions that outing other people without their permission, and/or misgendering or deadnaming them deliberately or repeatedly, can be a disciplinary offence.

- We use inclusive language wherever we can; for example in our parental policies.

- We have an LGBT+ staff network, which marks occasions through the year, for example Trans Day of Visibility. We fly the rainbow flag from our main buildings each LGBT+ History Month.

- We have signed up to the Suffolk Pride Pledge.

Legal Sex[10]

Representation: 3833 female (71%), 1554 male (29%).
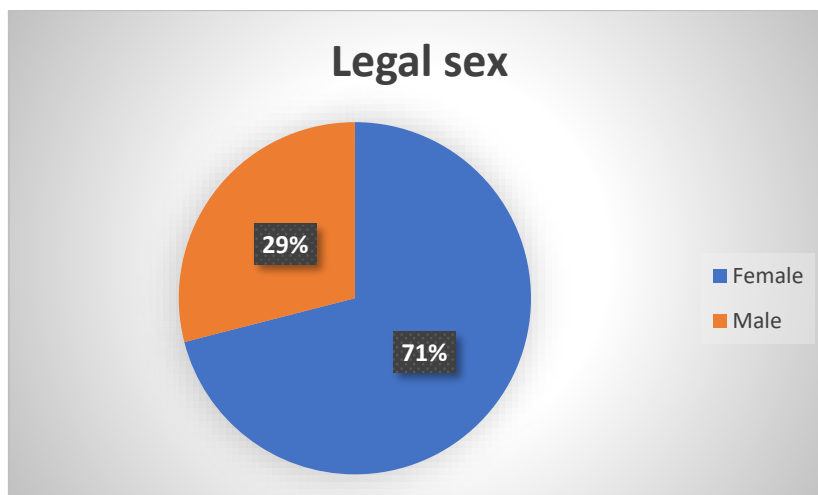
Disclosure rate: 100% disclosure (HMRC requirement).

Comparison to Suffolk community:

Legal sex	Number of people in SCC	% of overall	% of overall population[11]	Comparison with overall population baseline %
Female	3833	71%	51%	+39%
Male	1554	29%	49%	-59%

Recruitment: [12]

	Application Received	Interview and Selection	Appointed
■ Female	69.45%	74.72%	77.39%
■ Male	29.51%	24.31%	21.30%
■ Unknown	0.77%	0.62%	0.96%
■ Prefer not to say	0.23%	0.28%	0.35%
■ Transgender	0.03%	0.07%	0.00%

Seniority:

Legal sex	All senior managers	% of overall (134 people)	Comparison with Suffolk community %	Comparison % of SCC all staff %
Female	66	49%	-4%	-31%
Male	68	51%	+4%	+76%

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[10] Legal sex is binary, for the purposes of HMRC. It is recognised that this misgenders the non-binary members of staff that we have. We have fed this back to HMRC, and collect information about gender diversity internally for our staff.

[11] Based on national statistics about legal sex from the 2011 census, see: Male and female populations - GOV.UK Ethnicity facts and figures (ethnicity-facts-figures.service.gov.uk)

[12] Recruitment data has been based on gender rather than legal sex, so includes trans and gender diverse staff, who have been grouped together as one category. We recognise not all gender diverse staff identify as trans, and that being trans is in itself not a gender: trans people can be male, female, or a range of other genders. The commentary for this data has been given in in the section on gender identity.

Year-on-year highlights: The split within SCC by legal sex has had no significant variation or change over the last 10 years. The proportion of women in senior management roles has fluctuated over the years, and is less now at 49% than the high of 54% in 2019; however it is significantly higher than the 41% in the earliest report in 2010.

Commentary: Men are significantly under-represented in the organisation.

In 2021, men were proportionately less likely than women to be shortlisted or appointed to roles.

Although the split by legal sex in senior management roles is largely reflective of the population at large, it is not reflective of our overall staff population. Since we have 71% women in the organisation as a whole, this means women are more concentrated at less senior levels in the organisation, and are less likely achieve seniority. This accounts for SCC's gender pay gap.

In recruitment, women were more likely to be shortlisted and appointed than men.

Recommendations:

1. Undertake positive action in development to address any barriers to the most senior roles for women, and to get more men into frontline roles and men and women into roles where they are under-represented. (This is a commitment in our Gender Pay Gap action plan.)
2. Ensure flexible and part-time working options are available at all levels, including the most senior levels.
3. Monitor interview panels, to ensure a mix of sex is represented, as much as possible, which will help work against any unconscious bias. Report results back to Directorate Management Team, so they can intervene in areas where this is regularly not happening and where disparity continues.

A flavour/summary of some actions already happening to improve equality and inclusion for our staff in terms of legal sex:

- Each year, we publish a Gender Pay Gap Action Plan, with wide-ranging activities to reduce our gap, support women and remove any barriers to women achieving senior roles. Our gender pay gap has reduced incrementally in the 5 years we have been reporting. Two thirds of our senior roles are held by women, including our Chief Executive.

- We have a women's staff network, and another in the Fire Service, called Suffolk Women in Fire Together.

- We are part of the Menopause Friendly Workplace scheme and have Menopause Guidance and regularly host menopause cafes. We are investing in training for managers on the menopause.

- We have a range of enhanced benefits and support for our working parents, including: enhanced maternity, adoption, paternity and shared parental pay; extra fully paid leave for parents of premature babies; an offer of coaching support upon the return to work; guidance and toolkits to support returning parents; guidance to support breast- or chest-feeding parents; and a Parents Together buddy scheme. These are day 1 entitlements for every employee.

- We have a culture where flexible working is the default. 100% of our jobs offer multiple specific types of flexible working. 44% of our staff work part-time. We have had communications campaigns to promote flexible and part-time working in senior roles. Our work supporting flexible working and working parents has seen us win 3 national awards in

the 2022 Working Dads Awards. We were also shortlisted for 2 national awards in 2019, from Working Families and Personnel Today.

- We have a Carers Policy, offering a range of support and guidance, and an entitlement to an extra week of fully paid leave for carers. We are members of Carers UK, and are seeking to achieve national accreditation in the Carer Confident scheme.

- We have a Domestic Abuse Policy, and run training on this for our staff.

- In 2021-22 we have run development and leadership courses aimed at female staff, which also prioritised applications from women who intersectionally are under-represented by virtue of their disability, race, sexual orientation or age.

- We mark relevant occasions through the year, such as International Women's Day in March and White Ribbon Day in November.

- In April 2022, SCC committed £350,000 to support the ambitions set out Suffolk Violence Against Women and Girls Strategy 2022-2025.[13]

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[13] See: https://www.suffolknews.co.uk/bury-st-edmunds/news/council-announces-funding-to-tackle-violence-against-women-a-9247924/#:~:text=Suffolk%20County%20Council%20has%20announced,perpetrators%20and%20strengthen%20the%20system.

Race

Representation: 431 staff in SCC are minority ethnic (8%), and of these 260 are in the Black, Brown and Mixed Group (4.8%).[14] There are 100 in the Black group (1.86%), 58 Asian (1.08%), 95 Mixed (1.76%), 7 Other (0.13%), 171 White Other (3.18%) and 4218 White British (78.3%); 738 not stated (13.7%). Of the 4649 people who have declared their ethnicity, 9.27% are minority ethnic, 90.73% are White British.
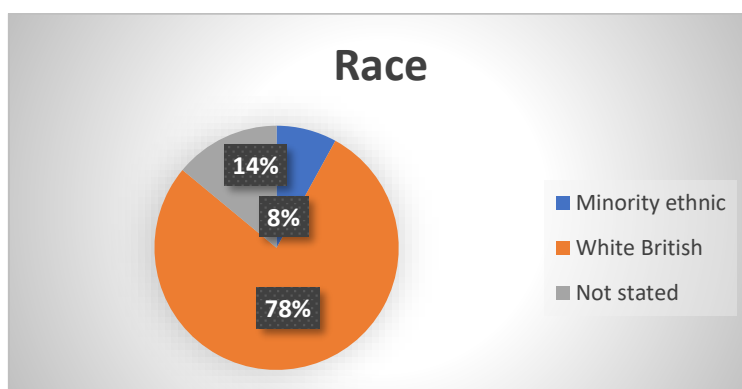
Disclosure rate: 86% disclosure.

Comparison to Suffolk community:

Racial grouping	Number of people in SCC	% of overall (5387)	% of known ethnicity (4649)	% of Suffolk population	Known ethnicity, over or below Suffolk baseline
1.Asian/ Asian British	58	1.08%	1.25%	1.8%	-30.6%
Bangladeshi	15	0.28%	0.32%	0.3%	+6.7%
Chinese	6	0.11%	0.13%	0.3%	-56.7%
Indian	17	0.32%	0.37%	0.5%	-26%
Pakistani	2	0.04%	0.04%	0.1%	-60%
Any Other Asian	18	0.33%	0.39%	0.6%	-35%
2.Black/Black British	100	1.86%	2.15%	0.9%	+138.9%
African	48	0.89%	1.03%	0.4%	+157.5%
Caribbean	31	0.58%	0.67%	0.3%	+112.1%
Any Other Black	21	0.39%	0.45%	0.2%	+125%
3.Mixed	95	1.76%	2.04%	1.6%	+27.5%
White & Asian	12	0.22%	0.26%	0.4%	-15%
White & Black African	17	0.32%	0.37%	0.2%	85%
White & Black Caribbean	41	0.76%	0.88%	0.6%	46.7%
Any Other Mixed	25	0.46%	0.54%	0.4%	35%
4.Other	7	0.13%	0.15%	0.3%	-50%
5. White	4389	81.47%	94.41%	95.2%	-0.8%
5a) White Irish	15	0.28%	0.32%	0.5%	-36%
5a) White Other	156	2.9%	3.36%	3.8%	-11.6%
5b) White British	4218	78.3%	90.73%	90.8%	-0.1%
6. Prefer not to disclose + blanks	738	13.7%	n/a	n/a	
Black, Brown & Mixed (1-4)	260	4.83%	5.59%	4.6%	+40.7%
All minority ethnic (1-5a)	431	8%	9.27%	8.9%	+20.6%

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[14] 'Black, Brown and Mixed' group encompasses the Black, Asian, Mixed and Other categories – those who might suffer discrimination based on their skin colour. 'Minority ethnic' includes White Others, who can also suffer from discrimination, linked to their nationality, citizenship and/or cultural difference.

Recruitment:

	Application Received	Interview and Selection	Appointed
■ Any Other	0.94%	0.17%	0.52%
■ Asian	5.54%	2.72%	2.09%
■ Black	4.75%	3.65%	3.13%
■ Mixed	3.08%	2.82%	1.82%
■ Not stated	5.07%	6.88%	8.86%
■ Undeclared - Prefer Not to Say	0.25%	0.38%	0.43%
■ White	80.37%	83.39%	83.15%

Seniority:

Racial grouping	All senior managers	% of overall (134 people)	% of known race (120 people)	Comparison of known % with Suffolk community	Comparison of known % with SCC all staff known %
1.Asian	3	2.24%	2.5%	+39%	+100%
2.Black	5	3.73%	4.12%	+358%	+92%
3.Mixed	0	0%	0%	-160%	-204%
4.Other	0	0%	0%	-30%	-15%
5.White Other	4	2.99%	3.33%	-23%	-10%
White British	108	80.6%	90%	-0.9%	-0.8%
Not stated	14	10.45%	n/a	n/a	n/a
Black, Brown and Mixed combined (1-4)	8	5.97%	6.67%	+45%	+19%
Minority ethnic combined (1-5)	12	8.96%	10%	+12%	+8%

Of the 8 senior Black, Brown or Mixed people, 4 are females of colour: 3 Black and 1 Asian.

Year-on-year highlights: In previous years the White Other group was not reported on separately to the White British group, so comparisons can only be made for the groups representing people of colour. The proportion of our staff in these groups has steadily increased over the years, nearly doubling since 2010, as the chart below shows.

% of Black, Brown & Mixed staff
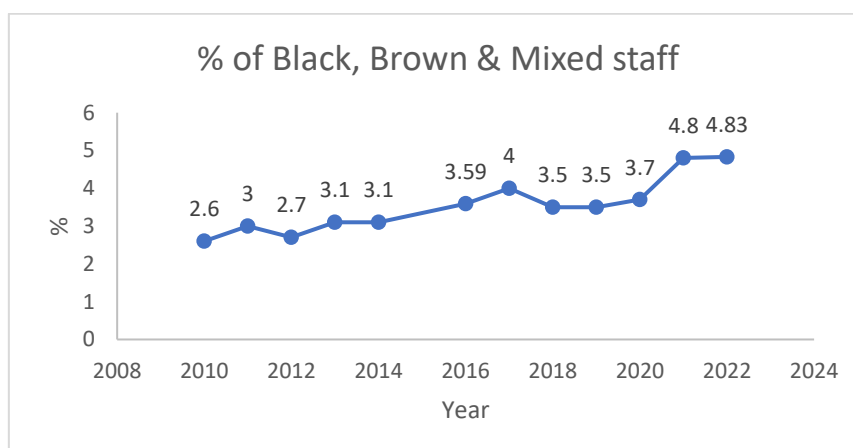
As a proportion of senior managers, the Black, Brown & Mixed umbrella group has more than quadrupled since 2010, when it made up 1.3% of senior managers, to 5.97% in 2022.

Disclosure rates this year at 86% are slightly less than last year, at 89%, but significantly more than only 2 years ago in 2020, when disclosure was at 78%.

Commentary: NB: When considering and comparing under-representations, it is important to consider the proportion of the overall group that is missing, rather than the absolute numbers. For example, although the gap between the Suffolk and SCC populations is bigger in absolute numbers for the White Other group (0.44%) than for the White Irish group (0.18%), 0.18 as a proportion of the 0.5% of people who are White Irish people in Suffolk is a larger under-representation (36%) than 0.44 as a proportion of the 3.8% of people who are White Other in Suffolk (11.6% under).

Neither Black and Brown people, nor minority ethnic people, as a whole are under- represented when compared to Suffolk in 2011. (Population projections suggest there will be a greater % of minority ethnic people when the 2021 census data is released – see footnote 3).

The Asian, Mixed White & Asian, Other, White Other and White Irish groups are significantly under-represented.

The Asian group is 30.6% under-represented, meaning there should be roughly 20 more Asian people in the Council in order to be representative of the wider population. Breaking this group down into specific ethnicities, the Bangladeshi population is represented, but all other Asian ethnicities are under-represented. The Pakistani and Chinese groups in particular are very under-represented, and have small absolute numbers as well (2 and 6, respectively).

The Mixed group overall is represented, as are each of its specific ethnicities, except for Mixed White & Asian people, who are 15% under-represented.

The Other group is 50% under-represented: there are only 7 people in this group in the Council.

The White Irish group is 36% under-represented.

The White Other group is 11.6% under-represented.

Although the White British group appears smaller when considering the disclosed ethnicity only, when we exclude the blanks (which is consistent with the census information, which does not include blanks), the White British group is only 0.1% under-represented, which is not significant. It is important also to bear in mind that the population projections show that the under-representation for the minority groups will have increased when the 2021 census data is available, and the proportion of the White British population will be smaller.

The Black and Mixed groups are not under-represented.

The Black group is represented, having more than twice as many people in the Council as in Suffolk.

The Mixed group is represented as an overall group, and the White & Black and White & Other ethnicities within it are also represented. The White & Asian ethnicity is under-represented.

At senior levels, the Asian and Black groups are more than represented, as are both minority ethnic and Black and Brown people as a whole. The Mixed and Other groups were not represented at all at this level, and the White Other group was under-represented.

All of the non-White groups are less likely to be shortlisted and appointed than the White groups.

Recommendations:

1.Apply positive action in recruitment to attract the Asian, Mixed White & Asian, Other, White Other and White Irish under-represented groups to apply for roles at the Council.

2. Review application processes to remove any barriers or unconscious bias preventing non-White British groups from being appointed.

3. Apply positive action to development and progression opportunities internally for the Mixed, Other and White Other ethnic groups.

A flavour/summary of some actions already happening to improve equality and inclusion for our staff in terms of race:

Race has been identified by our leadership team, and agreed by all of our staff network chairs, as the current corporate priority in terms of EDI. Therefore much of our EDI work has focussed on race, although many actions will have a benefit to all the protected characteristics.

In previous years, we have had focus on other protected characteristics, such as legal sex, disability and sexual orientation. This is not to say all the other protected characteristics are not important to us, and that we are not doing anything in these areas – this report details some of the many actions we are taking against each strand.

- We have a comprehensive Race Equality Action Plan, which has been developed in close consultation with our Black & Asian staff network. It lays out the steps we are taking to improve inclusion for our minority ethnic staff. It also includes actions that build awareness and inclusion into our service provision, and will benefit the communities we serve. As of April 2022, 66% of our 45 actions on it Race Equality Action Plan are rated green, which means they are complete or on track.

- In 2021, we created a new post of Race Equality Officer for the organisation.

- As of 1 April 2022, race equality e-learning is mandatory for all our staff. By April, 228 people had completed the module which focuses on Black experiences. A new module 'The Brown and White Other experience' was designed and launched during Race Equality Week in February 2022, and 249 people had completed this by April 2022.

- We are putting in place a reverse mentoring scheme, to enable some of our most senior leaders to have a better understanding in terms of race equality.

- We put on a number of events and awareness sessions throughout the year: for example, over 600 of our staff attended events to mark Black History Month in October. Between March and September 2021, there were 4 sessions about race equality at our Senior Leadership Community sessions, attended by over 300 people in total.

- We are in the process of signing up to UNISON's regional Anti-Racism Charter.

Religion and belief

Representation: 131 in minority religions or beliefs (3%) including 16 Pagans, 15 Buddhists, 14 Muslims, 13 Humanists, 11 Hindus, 6 Jewish, 2 Jains, 1 Rastafarian, 1 Sikh and 52 Other[15]; 1641 No Belief (31%) including 199 Agnostic[16], 205 Atheist and 1237 No Religion; 1658 Christians (30%); 1957 Not Stated (36%). Of the 3430 people who have declared their belief, 4.5% are from a minority religion or belief, 48% have no religion and 48% are Christian.
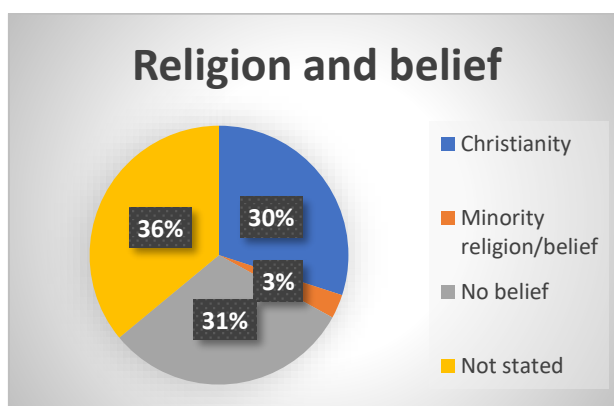
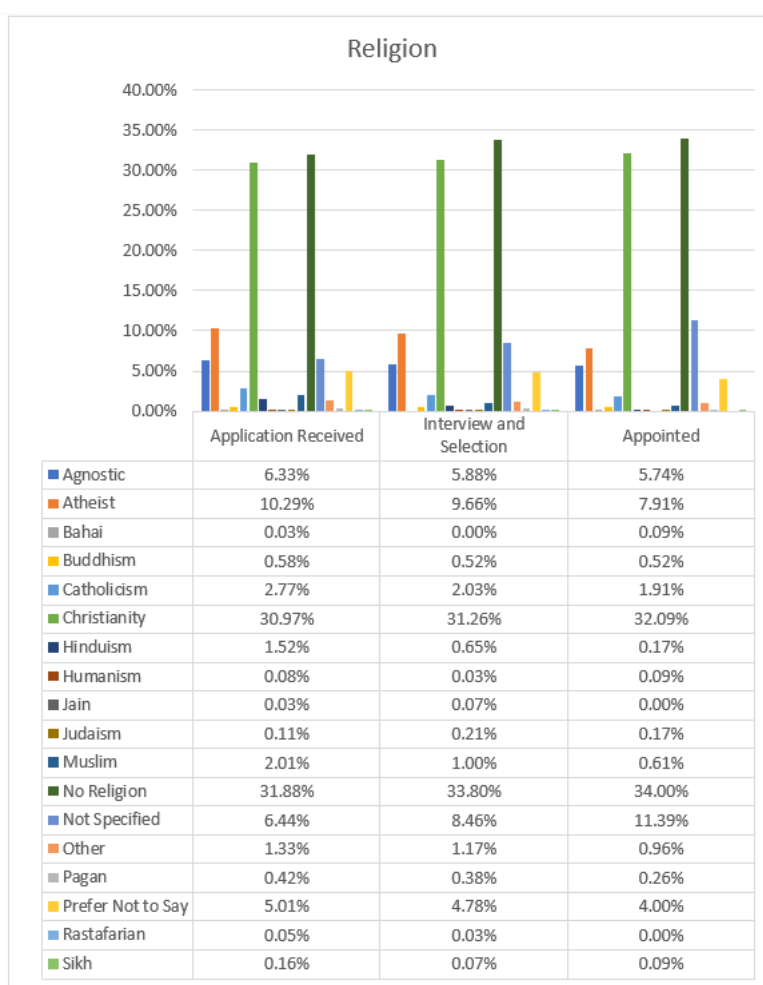Disclosure rate: 64% disclosure. This is an increase from last year's disclosure rate of 62.6%.

Comparison to Suffolk community:

Religion	Number of people in SCC	% of overall (5387)	% of known belief status (3430)	% of Suffolk population	Comparison of known staff with Suffolk baseline %
Christian	1658	31%	48%	61%	-21%
No religion	1641	31%	48%	30%	+60%
Minority religion/ belief combined	131	2.4%	3.8%	2%	+90%
2011 census subcategories of minority beliefs					
Buddhist	15	0.28%	0.44%	0.3%	+47%
Hindu	11	0.2%	0.32%	0.3%	+7%
Jewish	6	0.11%	0.17%	0.1%	+70%
Muslim	14	0.26%	0.41%	0.8%	-49%
Other (including, in SCC, Pagan, Humanist, Rastafarian, Jain and Other combined)	84	1.56%	2.45%	0.4%	+513%
Sikh	1	0.02%	0.03%	0.1%	-70%
Not stated	1957	36%	n/a	n/a	n/a

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[15] We are seeking to add 'Vegan' to our HR software as a category that will be able to be reported on in future.

[16] Whilst it is arguable as to whether agnostics should be included with 'no religion', this approach has been taken as it is consistent with the wider Suffolk dataset.

Recruitment:[17]

Religion	Application Received	Interview and Selection	Appointed
Agnostic	6.33%	5.88%	5.74%
Atheist	10.29%	9.66%	7.91%
Bahai	0.03%	0.00%	0.09%
Buddhism	0.58%	0.52%	0.52%
Catholicism	2.77%	2.03%	1.91%
Christianity	30.97%	31.26%	32.09%
Hinduism	1.52%	0.65%	0.17%
Humanism	0.08%	0.03%	0.09%
Jain	0.03%	0.07%	0.00%
Judaism	0.11%	0.21%	0.17%
Muslim	2.01%	1.00%	0.61%
No Religion	31.88%	33.80%	34.00%
Not Specified	6.44%	8.46%	11.39%
Other	1.33%	1.17%	0.96%
Pagan	0.42%	0.38%	0.26%
Prefer Not to Say	5.01%	4.78%	4.00%
Rastafarian	0.05%	0.03%	0.00%
Sikh	0.16%	0.07%	0.09%

Seniority:

Religion/belief	All senior managers	% of overall (134 people)	% of known disability status (100 people)	Comparison of known % with Suffolk community	Comparison of known % with SCC all staff known %
Christian	49	36.57%	49%	-19.67%	+2%
No religion	42	31.34%	42%	+40%	-12.5%
Minority religion	3	2.24%	3%	+12%	-41%
Not disclosed	40	29.85%	n/a	n/a	n/a

Of the 3 people who had a minority religion, there was 1 Humanist, 1 Hindu, and 1 Other.

Year-on-year highlights: There appears to be some discrepancy over the years with the categories for this characteristic, making historical year-on-year comparisons of representation difficult and unreliable. We will be able to provide it from this point forwards.

Disclosure rates have slightly increased, from 63% last year to 64% this year, and are significantly higher than they were in the first report in 2010, when only 50% of people disclosed.

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[17] The Bahai line is showing as 0% shortlisted despite a positive % at appointed because there was one applicant for a particular job who moved straight from application to appointed stage, which is unusual.

Commentary: Christians and people of no religion are equally represented groups, making up the large majority of staff who have declared their religion or belief (98% combined).

Christians appear to be significantly under-represented and/or not comfortable to disclose, since they make up 48% of staff who have disclosed their religion or belief, and 49% amongst senior staff, compared to 60% of Suffolk's population in 2011. However, the % of the wider population declaring themselves to be Christian decreased by 10% between 2001 and 2011. Experts are projecting a similar decrease in the 2021 census, to around 50%.[18] This is roughly equivalent to the SCC staff figure.

People of no religion are more than represented, since they make up 31% of all staff and 48% of those who have declared their belief, as opposed to 30% of Suffolk's population in 2011. At senior levels, people of no religion are represented compared to the general population, but are less represented when compared to the wider SCC staff group.

People from minority religion/beliefs are represented, at 2.4% of staff and 3.8% of those who have declared their belief status, compared to 2% of Suffolk in 2011. At senior levels, people from minority religion or beliefs are represented, compared to the general population, but are significantly less represented compared to the wider SCC staff group.

The most represented minority religion or belief is the Other group. As we have as active Vegan staff network with over 150 members, many of whom are ethical Vegans, we believe this may account for a large proportion of this group. We are seeking to add Veganism to the options on our HR software, so that we can monitor this in future years.

From *specified* minority beliefs, the largest group is Pagans, then Buddhists, Muslims, and Humanists. Judaism and Sikhism are major religions which have few in absolute numbers. When comparing with the 2011 census, the two religious groups which are under-represented are Muslims and Sikhs. We would expect to see roughly twice as many Muslims and three times as many Sikhs in the organisation in order to be representative of the wider population in 2011 (and likely more in order to be representative of the population in 2021, given the population projections around an increased proportion of minority ethnic people).

In recruitment, Christians and people of no religion were more likely to be appointed, and people from minority religions and beliefs were less likely to be appointed.

Recommendations:

1. Encourage disclosure of religion.
2. Apply positive action to encourage Muslims and Sikhs to apply for jobs with the Council.
3. Ensure issues around religious inclusion are included in the mandatory learning for recruiting managers.
4. Apply positive action to nurture internal talent for those in a minority religion and no religion, to address under-representation in senior roles.

A flavour/summary of some actions already happening to improve equality and inclusion for our staff in terms of religion or belief:

- We were the first Council in the UK to have a Vegan staff network. Actions taken by the vegan network in the last year include supporting the Council with its goal to reduce its impact upon climate change, introducing more green, sustainable and plant-based options into the staff canteen and supporting staff to try veganism through participation in the

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[18] See for example: https://www.theguardian.com/uk-news/2021/mar/20/less-that-half-of-britons-expected-to-tick-christian-in-uk-census

Veganuary workplace challenge. Suffolk County Council has recently been recognised as the third best county council in the UK for its response to the climate change emergency.[19]

- We also have a Christian fellowship, which has 80 members and meets weekly to support Christians of various denominations. It has a mixture of internal and external speakers, and holds prayer meetings, carol services and other events throughout the year.

- We are reviewing the categories we ask about religion and belief on our HR system, in response to feedback from our staff networks.

- We have also established an 'Engaged Communities' forum, which helps us to make links with a range of minority groups in Suffolk to promote key messages, vacancies and information we wish to share. Most of the members of the forum are representatives from local minority racial and/or religious groups.

- We mark events such as Holocaust Memorial Day every year.

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[19] See: https://www.eadt.co.uk/news/local-council/suffolk-councils-ranked-climate-crisis-plan-8663608

Sexual orientation

Representation:126 LGB+[20] (2.3%), including 40 bisexual, 66 lesbian/gay (of which 34 have female and 32 have male as their legal sex) and 20 other; 3278 heterosexual (61%), 1983 not stated (37%). Of the 3404 people who have declared their sexual orientation, 3.7% are LGB+.
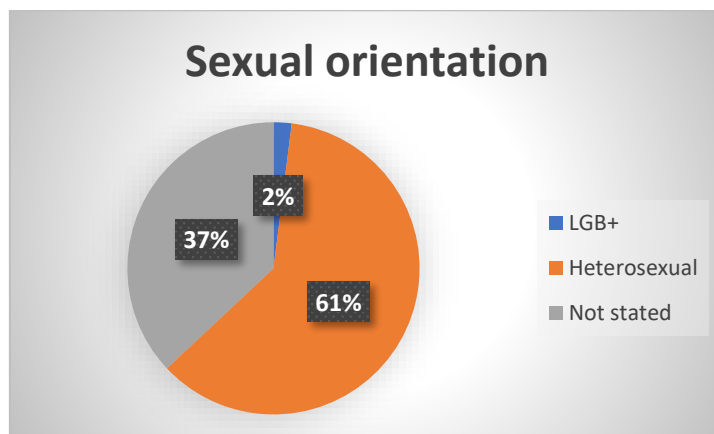
Disclosure rate: 63% disclosure.
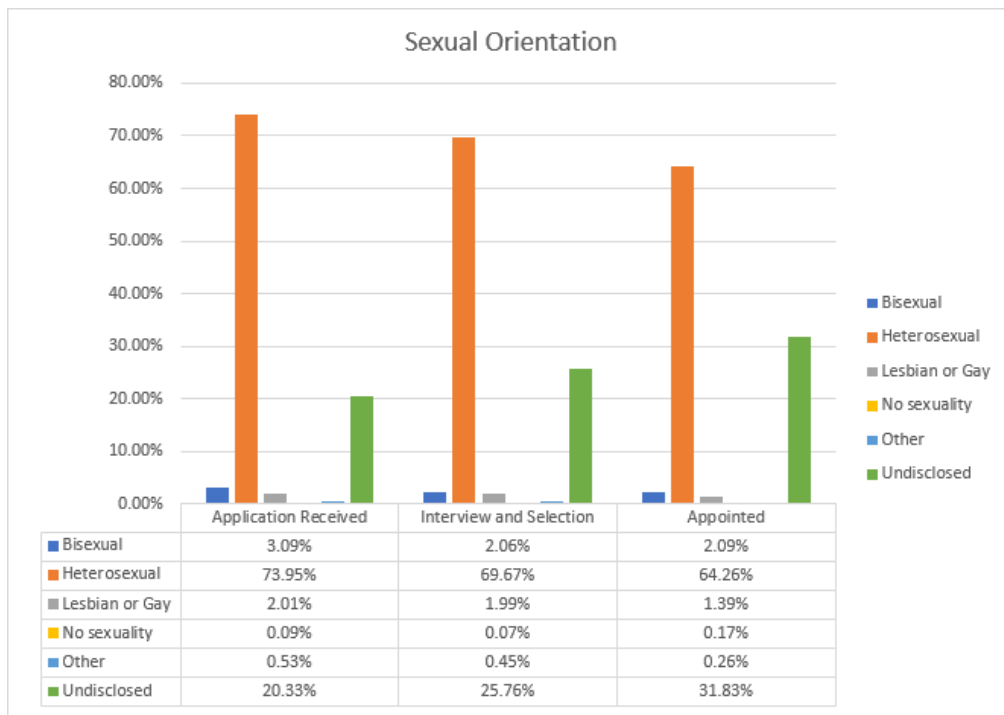
Comparison to Suffolk community:

NB: Population estimates differ widely. The 2021 census is the first time there was an option for people to disclose their status without outing themselves to other people in their house. Not having had this option before is believed to have caused considerable under-counting in the general population. Research estimates often provide an LGB+ population estimate of around 6%[21], which is what we are using for comparative purposes. This will become a more pressing issue over time: younger demographics have even higher rates of disclosure as LGB+, for example, in the same study referenced, 16% of Europeans aged 14-29 were LGB+, as were 7.5% of those aged 30-65.

Sexual orientation	Number of people in SCC	% of overall (5387 people)	% of known (3404 people)	% of overall population	Comparison of known staff with Suffolk baseline %
LGB+	126	2.3%	3.7%	6%	-48%
Heterosexual	3278	61%	96.3%	94%	+2.4%
Not stated	1983	37%	n/a	n/a	n/a

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[20] 'LGB+' includes every minority sexual orientation category asked: lesbian, gay, bisexual, no sexuality (ace) and other.
[21] See for example: https://daliaresearch.com/blog/counting-the-lgbt-population-6-of-europeans-identify-as-lgbt/

Recruitment:

	Application Received	Interview and Selection	Appointed
■ Bisexual	3.09%	2.06%	2.09%
■ Heterosexual	73.95%	69.67%	64.26%
■ Lesbian or Gay	2.01%	1.99%	1.39%
■ No sexuality	0.09%	0.07%	0.17%
■ Other	0.53%	0.45%	0.26%
■ Undisclosed	20.33%	25.76%	31.83%

Seniority:

Sexual orientation	All senior managers	% of overall (134 people)	% of known gender status (102 people)	Comparison of known % with Suffolk community	Comparison of known % with SCC all staff known %
Minority sexual orientations grouped (LGB+)	2	1.49%	1.97%	-67%	-47%
Heterosexual	100	74.63%	98.04%	+4.3%	+1.8%
Not stated	32	23.88%	n/a	n/a	n/a

Year-on-year highlights: The proportion of staff who disclose they are LGB+ has gradually been increasing, as is illustrated by the below chart (no data available for 2014 & 2015). It has increased by 77% since 2011.
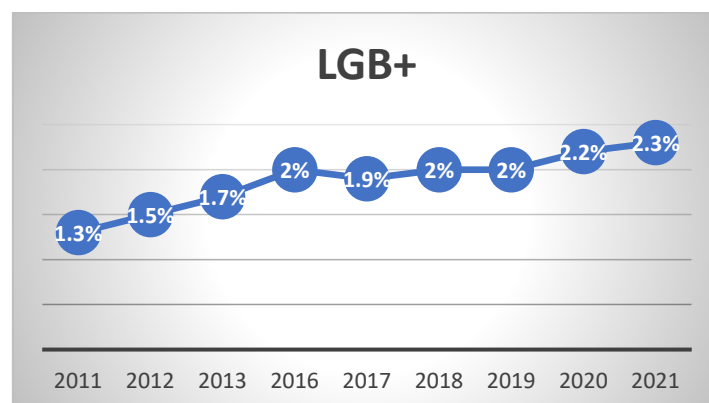
Commentary: LGB+ people are under-represented and/or not comfortable to disclose their orientation – 2.3% of all staff , and 3.7% of staff who have disclosed their sexual orientation, as

opposed to population estimates of 6%. This means we would expect to see around 2-3 times as many LGB+ people, in order to be representative of the wider population.

A significant proportion (37%) of people have not disclosed their sexual orientation.

Studies show that, in the wider community, there are as many bisexual people as gay and lesbian people put together.[22] Whereas, in SCC, there are 60% as many bisexual people as gay people combined, suggesting this group is particularly under-represented.

Similarly, whilst women make up 71% of the organisation, they make up only 52% of the gay group, suggesting gay women are particularly under-represented.[23]

There are 20 people in the 'Other' group, which will include a range of other minority sexual orientations, including those who are asexual, pansexual, omnisexual, and others. They make up 16% of the LGB+ declarations.

LGB+ people are significantly under-represented at senior levels in the organisation, both compared to the Suffolk and all-staff populations. The bisexual and other orientation groups are not represented at all at this level.

In terms of recruitment, the only groups with increasing amounts of likelihood to be appointed were asexual people and those who chose not to disclose their orientations.

Recommendations:

1. Do more to encourage disclosure of sexual orientation amongst all staff.
2. Do more to ensure those in the 'Other' LGB+ group feel represented and included. Review orientation categories on the HR system.
3. Consider how to improve inclusion and remove any unconscious bias towards bisexual people and gay women, to reduce disparity/improve representation.
4. Apply positive action to attract LGB+ candidates.
5. Ensure there is no barrier or unconscious bias preventing progression for LGB+ people. Consider promoting positive stories around LGB+ senior role models.

A flavour/summary of some actions already happening to improve equality and inclusion for our staff in terms of sexual orientation:

- We are LGBT+-inclusive, and have featured in Stonewall's Top 100 employers several times.

- Many of our staff choose to wear rainbow lanyards to show their support for LGBT+ people.

- Our Grievance Policy mentions that outing other people without their permission can be a disciplinary offence.

- We use inclusive language wherever we can; for example in our parental policies.

- We have an LGBT+ staff network, which marks occasions through the year, such as Trans Day of Visibility, Lesbian Visibility Day, Ace Awareness Week, Bi-Visibility Day, etc. We fly the rainbow flag from our main buildings each LGBT+ History Month.
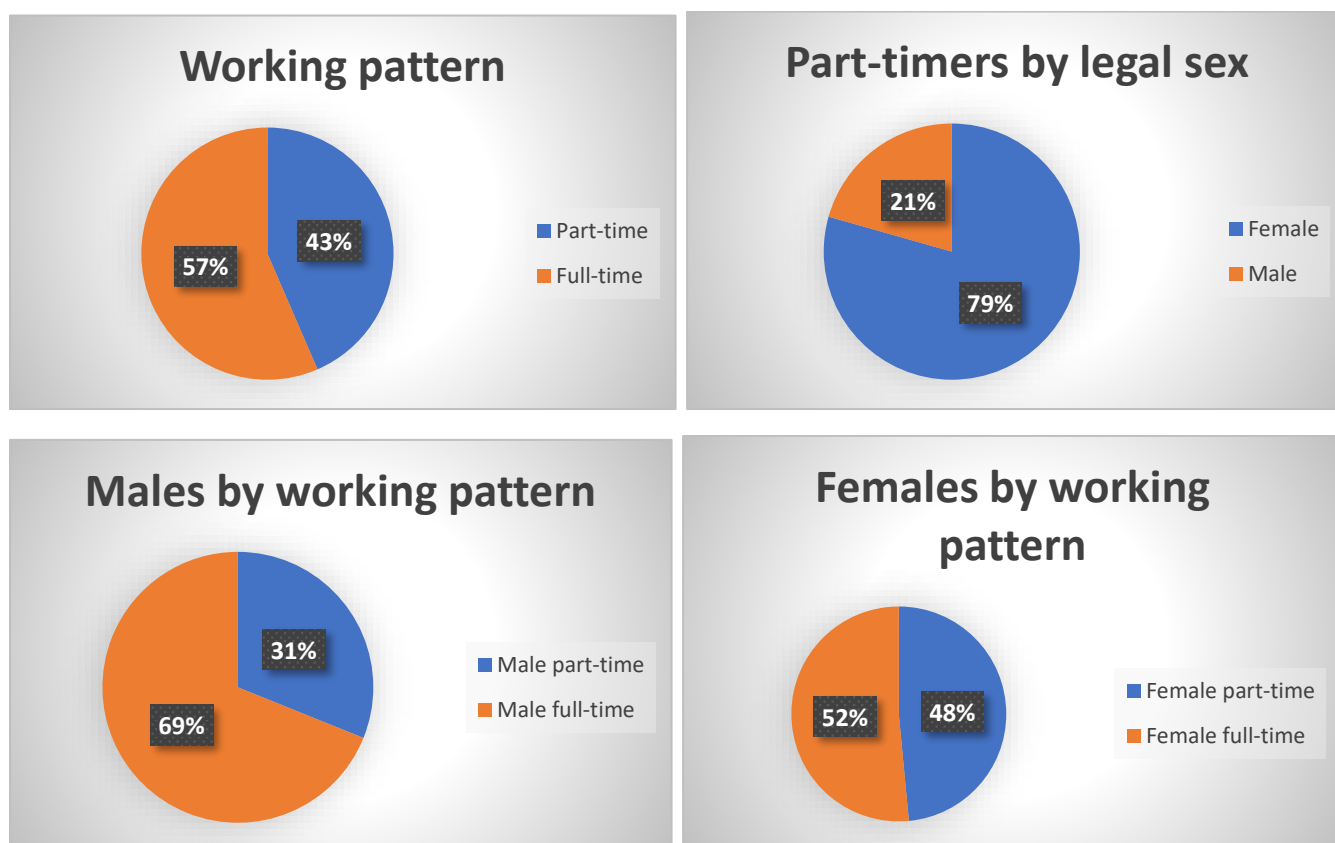
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[22] See for example page 9 of: https://www.glaad.org/sites/default/files/BiMediaResourceGuide.pdf
[23] We acknowledge that this is based on information about legal sex, rather than gender identity, and that not all people identifying as lesbian are female, and that therefore the term 'gay woman' may not apply to them. However, we do also want to be able to talk about differential impacts for lesbian/gay women, as studies show that these exist nationally. See for example: https://www.stonewall.org.uk/sites/default/files/Double-Glazed-Glass_Ceiling.pdf

- We included LGB+ women in the prioritisation for access to leadership courses in the last year, as they are under-represented in our senior positions.

- We financially support Suffolk Pride every year, and have signed up to the [Suffolk Pride Pledge.](#)

Working pattern[24]

Representation: 3046 full-timers (57%), 2341 part-timers (43%). 482 of the part-timers are male (21%).   31% of all males working for SCC work part-time, as opposed to 49% of all females.[25]

Working pattern
- 43% Part-time
- 57% Full-time

Part-timers by legal sex
- 79% Female
- 21% Male

Males by working pattern
- 31% Male part-time
- 69% Male full-time

Females by working pattern
- 48% Female part-time
- 52% Female full-time

Comparison to wider community:[26]

Working pattern	Number of people in SCC	% of overall (5387 people)	% that legal sex who work part-time in SCC	% of overall working population	% of that legal sex who work part-time in population	Comparison of staff with wider population %
Part-time	2341	43.5%	n/a	25%	n/a	+74%
Full-time	3046	56.5%	n/a	75%	n/a	-25%
Male part-timers	482	n/a	31%	n/a	11%	+182%
Female part-timers	1859	n/a	69%	n/a	40%	+72.5%

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[24] See note in methodology section above, explaining which contracts were excluded from the sample, which may skew the data in this section.

[25] This information is based on binary legal sex, since that data is 100% and our gender disclosure rates are only 13%. We acknowledge this will incorrectly categorise some people.

[26] The information about the wider population was obtained from sections 1 and 6 of these government figures from 2019: https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/employment/full-time-and-part-time-employment/latest#by-ethnicity-and-gender

Seniority:

Working pattern	All senior managers	% of overall (134 people)	Comparison with wider community	Comparison with SCC all staff %
Part-time	12	9%	-64%	-79%
Full-time	122	91%	+2%	+61%

11 of the 12 senior managers who work part-time are female.

Year-on-year highlights: The % of part-timers has slightly decreased, from 47% in 2018, to 43.5% in 2022. The proportion of male part-timers has also slightly decreased, with men making up 22% of part-timers in 2019, and 20.6% of part-timers in 2022.

Commentary: The picture is broadly encouraging, as part-time working is taken up by a much higher proportion of our staff as a whole, and by both men and women separately, than in the wider population. This is testament to the work we have done to ensure that we are an employer that supports flexible and part-time working, which is the default expectation for our roles.

However, part-timers are significantly under-represented in senior roles, particularly those at SM+. This is likely to have an impact on some of the protected characteristics: for example, it is a known contributor to the gender pay gap nationally, and may be a large factor in the differences in seniority noted in the legal sex section above.

Similarly, men make up a much higher proportion of part-timers (31%) than nationally (11%)[27]. However, less than 1% of SCC's male senior managers work part-time, and they only make up 8% of part-timers at this level.

It is also concerning that the overall % of part-timers, and the proportion of men who are part-timers, has dropped off slightly in recent years. This may be linked to social events: national research shows that full-time roles have increased, and part-time roles decreased, since the pandemic.[28] This can be for positive reasons, for example that people who have greater ability to work from home may have less need to work fewer hours. It can also be for negative reasons, for example, part-timers nationally were more likely to be made redundant after being furloughed.[29]

We need to make sure we do not lose progress we have made in the past in this area, and that we continue to monitor impacts for part-time workers.

Recommendations:

1. Ensure part-time options are available for everyone in all roles and this is proactively communicated, both to staff already in post and when recruiting.
2. Pay particular attention to barriers to part-time working in senior roles, especially for men. Consider showcasing positive stories of senior people working successfully on a part-time basis.

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[27] For the split of part time workers by gender, see section 6: https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/employment/full-time-and-part-time-employment/latest#by-ethnicity-and-gender

[28] See figure 1 and commentary from this Labour Force data from September 2021, "The charts show that since the first quarter of 2020 (the start of the pandemic), the number of people in full-time work has grown by around 100,000, while the number in part-time work has fallen by around 800,000": https://www.economicsobservatory.com/how-has-covid-19-affected-part-time-jobs

[29] For more information on the impact of covid on part-time workers, see: https://timewise.co.uk/wp-content/uploads/2021/06/Impact-of-Covid-19-on-part-time-employees.pdf

3. Ensure consideration of differential impacts for part-timers is built into new work around hybrid working and new ways of working.

A flavour/summary of some actions already happening to improve equality and inclusion for our staff in terms of part-time and flexible working:

- We have a culture where flexible working is the default. This expectation is proactively communicated to our staff, and to managers every time they are recruiting.

- We have had communications campaigns to promote flexible and part-time working in senior roles. These featured posters, booklets and articles in the staff newsletter over a period of months, featuring senior staff who worked flexibly and/or part-time, including our male deputy chief executive officer.

- All job description templates start with all the types of flexible working listed, to be offered as available to candidates. If managers want to remove them, they must justify it, and will be challenged.

- As a result of this agile hiring approach,100% of our jobs offer multiple specific types of flexible working. Candidates can ask for specific types of flexible working, knowing we are open to these conversations, and managers are prepared and open to having these conversations.

- Our work in this space saw us win 3 national awards in the 2022 Working Dads Awards, including in the Flexible Working category. We were also shortlisted for 2 national awards for this work in 2019, from Working Families and Personnel Today.

- Since covid, we have also developed hybrid working as the default for all office-based roles. Most people have a broadly half-and-half approach to home and office working, and the details are left to services and individual teams and managers to agree with their staff.