



Public Sector Duty Report March 2019

Public Sector Equality Duty Report for April 2018 – March 2019

Introduction

As a public authority in Wales we have a duty to set equality objectives with measurable equality outcomes. Our objectives will aim to promote equality of opportunity.

The Equality Act was passed in 2010 which provided a legislative framework to protect the rights of people with the following characteristics;

- Age
- Gender reassignment
- Sex
- Disability
- Pregnancy and maternity
- Sexual orientation
- Race – including ethnic or national origin, colour or nationality
- Religion or belief – including lack of belief

It applies to marriage and civil partnership, but only in respect of the requirement to have due regard to eliminate discrimination, however this data is captured in case it is needed in future reports.

The aim of the following report is to demonstrate that as a public authority we consider how we can positively contribute to a fairer Wales through advancing equality and diversity in our day to day activities.

Please Note: Throughout the report any values entered as ‘~’ are from 1 - 5 and may therefore represent a disclosure risk so have not been published (in line with the Office for National Statistics disclosure control policy).

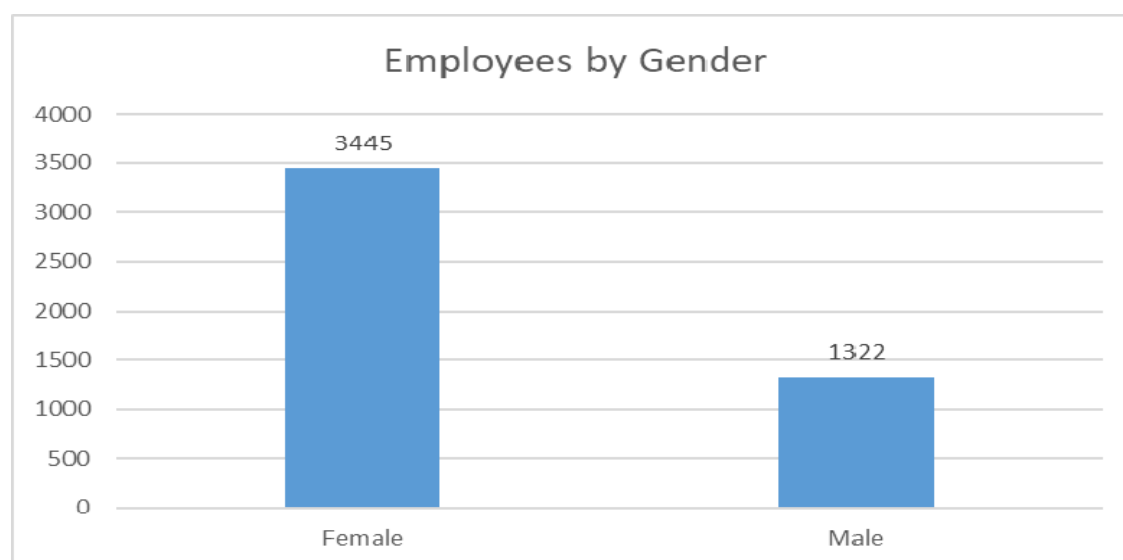
Employment Information

The data used for this section was taken from Denbighshire County Council’s HR System and Finance System. This data consists of all permanent and temporary employees in all services of the Council including Schools.

People employed by Denbighshire County Council on 31st March 2019

Gender

Denbighshire County Council employed 4767 people as at 31st March 2019. The workforce consisted of 72% (3445) females and 28% (1322) males. The chart below shows these figures. Compared to the 2011 census data for Denbighshire, this proportion is higher than the overall gender split of the County which is 48% males and 52% females.



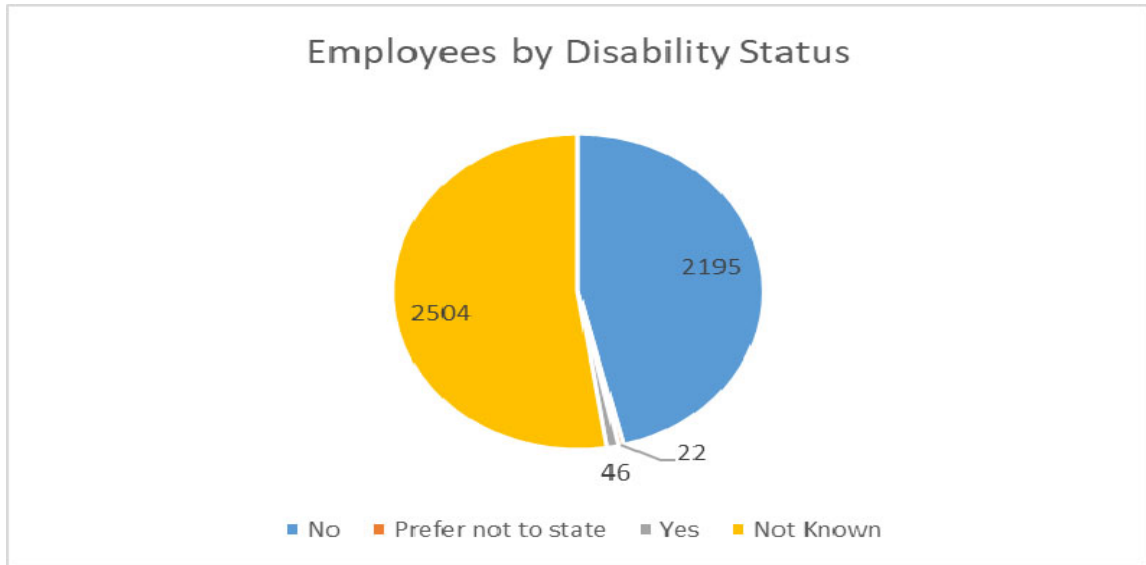
Race

The table below illustrates the race breakdown within Denbighshire County Council as at 31st March 2019. The race of a large proportion of employees has not been declared at 52%, and 46% white. The census data of 2011 demonstrates that the county of Denbighshire is 97% white.

Race	Total Employees
Asian / Asian British	14
Black / African / Caribbean / Black British	~
Mixed / Multiple Ethnic Groups	19
Not known	2,486
Other Ethnic Group	~
Prefer not to state	32
White	2,209

Disability

The chart on the next page demonstrates that 46 employees have indicated that they have a disability.



Age

As the chart below indicates the largest age group is 50 to 59 years old as at 29% the 31st March 2019, very closely followed by the age group 40 to 49 at 26%, the same as last year.

Age Groups	Total Employees	%
16 - 19	48	1%
20 - 29	574	12%
30 - 39	1008	21%
40 - 49	1235	26%
50 - 59	1360	29%
60+	542	11%

Religion and Belief

The table below illustrates the religion and belief breakdown within Denbighshire County Council as at 31st March 2019. A large proportion of employees declined to specify their religion or belief or it is not known.

Religion	Total Employees
Agnostic	86
Atheist	126
Buddhist	9
Christian	1295
Hindu	~
Humanist	~
Jewish	~
Muslim	6
No Religion	543
Other	44
Prefer not to state	111
Sikh	29
Not Known	2511

Sexual Orientation

The table below illustrates the sexual orientation breakdown within Denbighshire County Council as at 31st March 2019. A large proportion of employees declined to specify or it is not known, however, this figure has decreased from the previous year of 2805 to 2502.

Sexual Orientation	Total Employees
Bisexual	12
Gay / Lesbian	30
Heterosexual / Straight	2127
Prefer not to state	96
Not known	2502

Gender Reassignment

The table below demonstrates the response to the question 'Is your gender identity the same as the gender you were assigned at birth?'

Gender Reassignment	Total Employees
No	14
Prefer not to state	20
Yes	2205
Not Known	2528

Pregnancy & Maternity

The table below illustrates the breakdown of those employees pregnant or on maternity leave as at 31st March, 2019.

Pregnancy / Maternity	Total Employees
Given birth within the last 26 weeks	~
Not Applicable	1594
On Maternity Leave	11
Prefer not to state	67
Pregnant	28
Not Known	3064

People who have applied for jobs at Denbighshire County Council between 1st April 2018 and 31st March 2019.

Gender

The table below shows the gender breakdown of applicants for jobs advertised in Denbighshire County Council during the period.

Gender	Applications	Shortlisted	Appointed
Female	2804	994	366
Male	1200	479	145
Prefer not to state	670	262	356

Race

The following table shows the race breakdown of applicants for jobs advertised in Denbighshire County Council during the period.

Race	Applications	Shortlisted	Appointed
Asian / Asian British	31	10	~
Black African / Black Caribbean / Black British	~	~	~
Mixed / Multiple Ethnic Groups	27	14	6
Other Ethnic Group	~	~	~
Prefer not to state	702	271	364
White	3908	1439	493

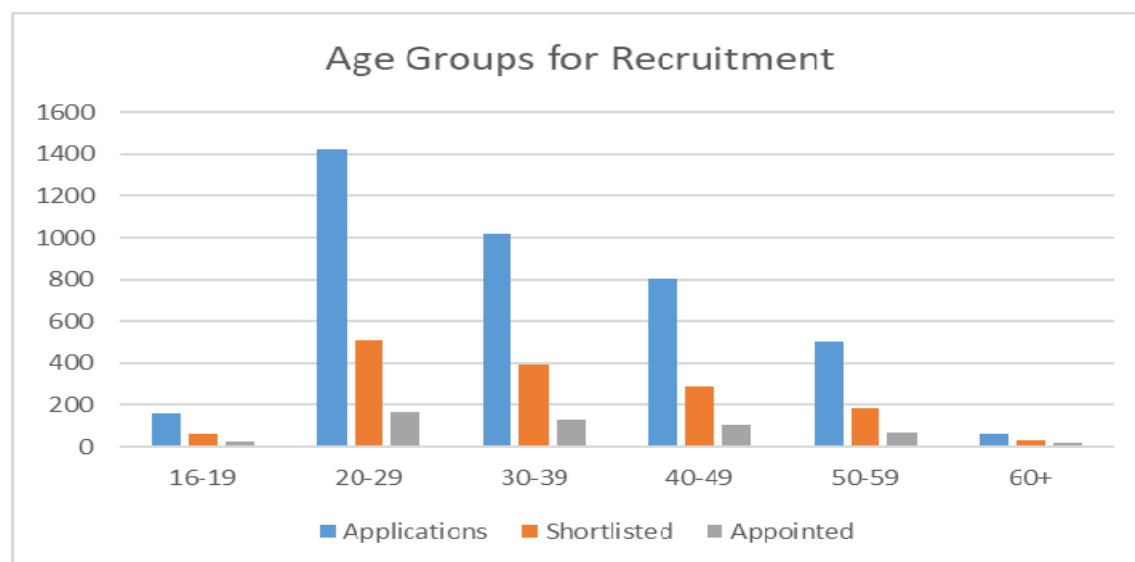
Disability

The table below shows the disability breakdown of applicants for jobs advertised in Denbighshire County Council during the period. There are a high proportion of applicants that did not specify their disabled status.

Disability	Applications	Shortlisted	Appointed
No	3804	1403	487
Prefer not to state	753	289	364
Yes	117	43	16

Age

The table below shows that our largest applicant age group again is 20-29 and our smallest age group is 60+. This is the same as the previous year.



Religion

The table on the next page shows the religious breakdown of applicants for job advertised in Denbighshire County Council during the period. The largest proportion of applicants have preferred not to state their religion; this is then followed by Christians.

Religion	Applications	Shortlisted	Appointed
Agnostic	121	37	12
Atheist	196	84	32
Buddhist	23	~	~
Christian	1698	605	232
Hindu	~	~	~
Humanist	9	~	~
Jewish	~	~	~
Muslim	22	~	~
No Religion	1168	413	165
Other	55	25	~
Prefer not to state	1379	560	417
Sikh	~	~	~

Sexual Orientation

The table below shows the sexual orientation breakdown of applicants for job advertised in Denbighshire County Council during the period.

Sexual Orientation	Applications	Shortlisted	Appointed
Bisexual	36	14	6
Gay / Lesbian	62	23	6
Heterosexual / Straight	3701	1357	479
Prefer not to state	875	341	376

Gender Reassignment

The table below demonstrates the gender reassignment status of applicants. The question asked was 'Is your gender the same as it was at birth?'

Gender Reassignment	Applications	Shortlisted	Appointed
No	11	~	~
Prefer not to state	746	279	361
Yes	3917	1451	506

Pregnancy & Maternity

The table below illustrates the breakdown of pregnancy status as at 31st March, 2019.

Pregnancy & Maternity	Applications	Shortlisted	Appointed
Given birth within the last 26 weeks	12	6	~
Not Applicable	3824	1429	490
On Maternity Leave	18	6	2
Prefer not to state	812	291	371
Pregnant	8	~	~

Employees who have applied to change position within Denbighshire County Council and how many were successful in their application.

Gender

The table below shows the number of applications and appointments for internal jobs in Denbighshire County Council during the period by gender.

Gender	Applications	Shortlisted	Appointed
Female	176	101	37
Male	48	25	9
Prefer not to state	103	54	86

Race

The table below shows the number of applications and appointments for internal jobs in Denbighshire County Council during the period by their race.

Race	Applications	Shortlisted	Appointed
Asian / Asian British	~	~	~
Mixed / Multiple Ethnic Groups	~	~	~
Prefer not to state	106	56	86
White	217	123	43

Disability

The table below shows the number of applications and appointments for internal jobs in Denbighshire County Council during the period by their disability status.

Disability	Applications	Shortlisted	Appointed
No	216	122	45
Prefer not to state	105	54	86
Yes	6	~	~

Age

The table on the next page shows the number of applications and appointments for internal jobs in Denbighshire County Council during the period by age group. The chart excludes the group of applicants who decline to specify their age, which was 158.

Race	Applications	Shortlisted	Appointed
16-19	~	~	~
20-29	62	36	13
30-39	69	43	14
40-49	46	24	9
50-59	33	15	~
60+	6	~	~
Prefer not to state	106	57	86

Religion

The table below shows the number of applications and appointments for internal jobs in Denbighshire County Council during the period by their religion.

Religion	Applications	Shortlisted	Appointed
Agnostic	8	~	~
Atheist	9	6	~
Buddhist	~	~	~
Christian	98	62	25
Humanist	~	~	~
Jewish	~	~	~
Muslim	~	~	~
No Religion	51	25	11
Other	7	6	~
Prefer not to state	151	76	91

Sexual Orientation

The table below shows the number of applications and appointments for internal jobs in Denbighshire County Council during the period by their sexual orientation.

Sexual Orientation	Applications	Shortlisted	Appointed
Bisexual	~	~	~
Gay / Lesbian	~	~	~
Heterosexual / Straight	203	117	44
Prefer not to state	116	58	87

Gender Reassignment

The table below shows the number of applications and appointments for internal jobs in Denbighshire County Council during the period by their gender reassignment status. The question asked was 'Is your gender the same as it was at birth?'

Gender Reassignment	Applications	Shortlisted	Appointed
No	~	~	~
Prefer not to state	102	53	86
Yes	225	127	46

Pregnancy & Maternity

The table below shows the number of applications and appointments for internal jobs in Denbighshire County Council during the period by their pregnancy and maternity status.

Pregnancy and Maternity	Applications	Shortlisted	Appointed
Not Applicable	207	117	41
On Maternity Leave	~	~	~
Prefer not to state	115	60	91
Pregnant	~	~	~

Employees who have applied for training and how many succeeded in their application

At this time we are unable to provide data on the above duty in terms of rejected applications due to our HR System not capturing this information. However, please refer to the Action Plan at the end of the report.

Employees who have completed training during 1st April 2018 and 31st March 2019.

Gender

The table below shows the gender breakdown of those employees who have completed training within the period. The total number of employees who completed training was 1221.

Gender	Total
Female	807
Male	314

Disability

The table below shows the breakdown by disability of those employees who have completed training within the period. This equates to 31% of the disabled workforce.

Disability	Total
No	321
Not known	790
Prefer not to state	~
Yes	7

Race

The table below shows the race breakdown of those employees who have completed training within the period by their race.

Race	Total
Mixed White & Asian	~
Mixed White & Black Caribbean	~
Not known	791
Other Asian Background	~
Other Mixed Background	~
Prefer not to state	8
White	316

Age

The following table shows the age groups of those employees who have completed training within the period.

Age Groups	Total
16 - 19	~
20 - 29	78
30 - 39	203
40 - 49	307
50 - 59	390
60 +	139

Religion

The table below shows the religious breakdown of those employees who have completed training within the period.

Religion	Total
Agnostic	19
Atheist	15
Buddhist	~
Christian	173
Hindu	~
Jewish	~
Muslim	~
No Religion	75
Not known	797
Other	9
Prefer not to state	25
Sikh	~

Sexual Orientation

The table below shows the sexual orientation breakdown of those employees who have completed training within the period.

Sexual Orientation	Total
Bisexual	~
Gay / Lesbian	~
Heterosexual / Straight	295
Not known	795
Prefer not to state	25

Gender Reassignment

The table below demonstrates the gender reassignment status of applicants. The questions asked was 'Is your gender the same as it was at birth?'

Gender Reassignment	Total
No	~
Not known	798
Prefer not to state	6
Yes	316

Pregnancy & Maternity

The table on the next page illustrates the breakdown of pregnancy status as at 31st March, 2019.

Pregnancy/Maternity	Total
Not Applicable	261
Not known	840
On Maternity Leave	~
Prefer not to state	15
Pregnant	~

Employees involved in grievance procedures either as a complainant or a person against whom a complaint was made.

Gender

The table below shows the gender breakdown of those employees who have submitted a grievance and those who a case was made against during the period.

Gender	Complainants Against	Complainant
Female	~	9
Male	~	~

Race

The table below shows the breakdown by race of those employees who have submitted a grievance and those who a case was made against during the period.

Race	Complainants Against	Complainant
Not known	~	7
White	~	~

Disability

The chart below shows the disability breakdown of those employees who have submitted a grievance and those who a case was made against during the period.

Disability	Complainants Against	Complainant
No	~	~
Not known	~	7

Age

The table on the next page shows the age groups of those employees who have submitted a grievance and those who have a case against them during the period.

Age Groups	Complainants Against	Complainant
20 - 29		~
30 - 39	~	~
40 - 49	~	~
50 - 59	~	~
60 +		~

Religion

The table below shows the religious groups of those employees who have submitted a grievance and those who have a case against them during the period.

Religion	Complainants Against	Complainant
Christian	~	~
No Religion		~
Not known	~	7
Sikh	~	

Sexual Orientation

The table below shows the sexual orientation breakdown of those employees who have submitted a grievance and those who have a case against them during the period.

Sexual Orientation	Complainants Against	Complainant
Bisexual		~
Heterosexual / Straight	~	~
Not known	~	7

Gender Reassignment

The table below shows the gender reassignment breakdown of those employees who have submitted a grievance and those who have a case against them during the period. The question asked 'Is your gender the same you were assigned at birth?'

Gender Reassignment	Complainants Against	Complainant
Not known	~	7
Yes	~	~
Not known	~	7

Pregnancy & Maternity

The table below illustrates the breakdown of pregnancy status as at 31st March, 2019 who have submitted a grievance and those who have a case against them.

Pregnancy/Maternity	Complainants Against	Complainant
Not Applicable	~	~
Not known	~	7
Prefer not to state		~

Employees subject to disciplinary procedures

Gender

The table below shows the gender breakdown of those employees who were subject to disciplinary procedures during the period.

Gender	Total
Female	13
Male	20

Race

The table below shows the race breakdown of those employees who were subject to disciplinary procedures during the period.

Race	Total
Not known	16
Other Asian Background	~
White	16

Disability

The table below shows the disability breakdown of those employees who were subject to disciplinary procedures during the period.

Disability	Total
No	16
Not known	16
Prefer not to state	~

Age

The table below shows the age groups of those employees who were subject to disciplinary procedures during the period.

Age Groups	Total
16 – 19	~
20 - 29	9
30 - 39	6
40 - 49	8
50 - 59	9
60+	~

Religion

The table below shows the religious breakdown of those employees who were subject to disciplinary procedures during the period.

Religion	Total
Christian	6
Hindu	~
No Religion	6
Not known	16
Sikh	~

Sexual Orientation

The table below shows the sexual orientation breakdown of those employees who were subject to disciplinary procedures during the period.

Sexual Orientation	Total
Bisexual	~
Heterosexual / Straight	14
Not known	16
Prefer not to state	~

Gender Reassignment

The following table demonstrates the gender reassignment status of employees who have been subject to disciplinary. The question asked was 'Is your gender the same as it was at birth?'

Gender Reassignment	Total
Not known	16
Prefer not to state	~
Yes	16

Pregnancy & Maternity

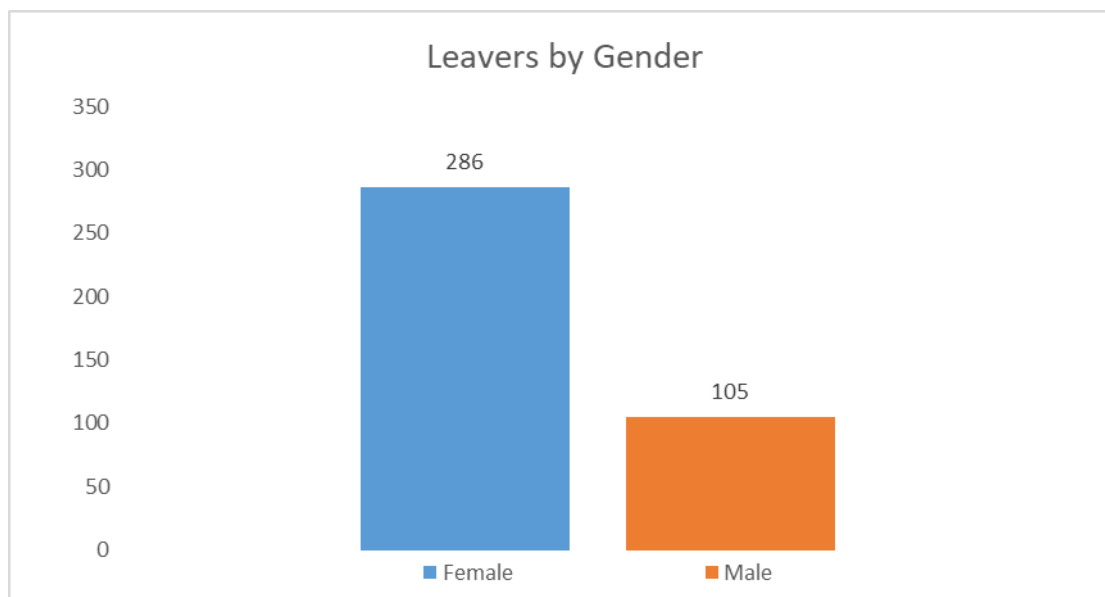
The table below illustrates the breakdown of pregnancy status as at 31st March, 2019.

Pregnancy/Maternity	Total
Not Applicable	13
Not known	16
Prefer not to state	~

Employees who have left Denbighshire County Council's during 1st April 2018 and 31st March 2019.

Gender

The chart below shows the gender breakdown of those employees who left Denbighshire County Council's employment during the period.



Race

The table below shows the breakdown by race of those employees who left Denbighshire County Council's employment during the period.

Race	Total Employees
Other Asian Background	~
Other Mixed Background	~
Prefer not to state	~
White	195
Not Known	192

Disability

The following table shows the disability breakdown of those employees who left Denbighshire County Council's employment during the period.

Disability	Total Employees
No	187
Prefer not to state	~
Yes	8
Not Known	194

Age

The table below shows the age groups of those employees who left Denbighshire County Council's employment during the period. The number of leavers in the 50-59 year old are high, closely followed by 20-29. However,

when you consider the makeup of the workforce, this proportion does not indicate an area of concern.

Age	Total Employees
16 - 19	~
20 - 29	77
30 - 39	63
40 - 49	81
50 - 59	90
60+	78

Religion

The table below shows the religion of those employees who left Denbighshire County Council's employment during the period.

Religion	Total Employees
Agnostic	9
Atheist	9
Buddhist	~
Christian	113
No Religion	49
Other	~
Prefer not to state	9
Sikh	~
Not Known	192

Sexual Orientation

The table below shows the sexual orientation of those employees who left Denbighshire County Council's employment during the period.

Sexual Orientation	Total Employees
Gay / Lesbian	~
Heterosexual / Straight	185
Prefer not to state	6
Not known	197

Gender Reassignment

The following table shows the responses from leavers to the question, 'Is your gender the same as the gender you were assigned at birth?'

Gender Reassignment	Total Employees
No	~
Prefer not to state	~
Yes	190
Not Known	199

Pregnancy & Maternity

The table below shows the pregnancy status of leavers of Denbighshire County Council.

Pregnancy/Maternity	Total Employees
Not Applicable	133
On Maternity Leave	~
Prefer not to state	6
Pregnant	~
Not Known	249

Pay Differences

The data used for this section was taken from Denbighshire County Council's HR System.

Grade and Pay

The data used for this section was taken from Denbighshire County Council's Finance System.

The table on the next page shows the grades and salary ranges broken down by male and female for Denbighshire County Council. Please note this data is collated to show Main Pay Scale Employees, Teachers, Youth Workers, Heads of Services and Directors and Soulbury Employees.

DCC MAIN TABLE PAY STRUCTURE	Female	Male
GRADE 1	521	107
GRADE 2	324	78
GRADE 3	457	164
GRADE 4	232	96
GRADE 5	328	149
GRADE 6	294	114
GRADE 7	160	67
GRADE 8	68	62
GRADE 9	139	53
GRADE 10	57	44
GRADE 11	46	25
GRADE 12	8	24
GRADE 13	15	8
GRADE 14	~	11

Chief Executive, Directors & Heads of Service	Female	Male
Total	5	8

YOUTH & COMMUNITY WORKERS	Female	Male
Total	18	18

TEACHERS (UNQUALIFIED)	Female	Male
UNQUALIFIED TEACHER SCALE	11	~

SOULBURY	Female	Male
Total	6	5

Teachers Pay incl. UPS + TLR			
Main Scale	TLR Payment	Female	Male
Main Pay Scale	-	134	38
Main Pay Scale	TLR 1	~	~
Main Pay Scale	TLR 2	19	11
Main Pay Scale	TLR 3	8	~
Upper Pay Scale	-	257	43
Upper Pay Scale	TLR 1	25	11
Upper Pay Scale	TLR 2	142	64
Upper Pay Scale	TLR 3	29	7

Teachers Leadership Scale	Female	Male
Leadership Scale	89	57

Job Title

The table below shows the gender split of job titles as at the 31st March, 2019. We have removed any jobs where there are 5 or less employees on both the male and female categories.

Position	Female	Male
Accredited Learning Coach	~	0
Administration & Organisation Support	243	24
ADTRAC/TRAC Project	14	~
Apprentice	~	9
Architect	~	7
Archives Assistant	~	0
Area Co-Ordinator North	0	~
Assistant Headteacher	34	17
Assistant to Head of Year	7	~
Attendance Officer	6	~
Bars Duty officer/ Joint Licensee	~	0
Box Office Assistant	6	0
Breakfast Club Supervisor	43	0
Business Manager	12	7
Business Officer	7	~
Business Partner	9	6
Campaign/Account Management Officer	~	0
Car Park Attendant	0	~

Care Assistant	101	~	
Caretaker	14		59
Caseworker	0	~	
Cash Collector	0	~	
Catering Assistant	127		7
Catering Manager / Supervisor	6	~	
Cemeteries Officer	~		0
Chargehand	0		6
Chief Digital Officer	0	~	
Chief Executive Officer	~		0
Child Care Officer	18	~	
Child Pedestrian Training Co-Ordinator	~		0
Civil Enforcement Officer	~		6
Claims Officer	~		0
Cleaner	197		84
Cleaning Manager	7	~	
Client Services Officer	~		0
Clinical Lead	0	~	
Coastal & Maritime Assistant	0	~	
Commercial Manager	0	~	
Community Officer	9	~	
Complex / Medical Needs Adviser	~		0
Contract / Commissioning Officer	8	~	
Contracts & Commissioning Monitoring Assistant	~		0
Cook	63		7
Coordinator/Registered Manager	~		0
Corporate Investigating Officer	0	~	
Corporate Research & Intelligence Officer	~		0
Corporate Road Risk Advisor	0	~	
Countryside Officer / Ranger	13		14
County Electoral Assistant	~		0
County Events Manager	~		0
Courier	0	~	
Customer Service Advisor	41		11
Data Protection Officer	~		0
Democratic Services Manager	0	~	
Democratic Services Officer	~		0
Deputy Director - Ruthin Craft Centre	~		0
Deputy Headteacher	15		13
Development Officer	8	~	
Digital Bureau Manager	~		0
Digital Mailroom Officer	~		0
Digital Records Assistant	0	~	
Director - Ruthin Craft Centre	0	~	
Domestic	15	~	

Driver	~	15
Duty Officer	~	14
EAL Co-ordinator	~	0
Education Officer	22	7
Educational Psychologist	~	0
Electoral Services Officer	0 ~	
Electrician	~	7
Energy Officer	0 ~	
Engineer	~	16
Environmental / Public Protection Officer	12	10
EOTAS Support Mentor	~	0
Exams Officer	~	0
Finance Assistant	~	0
Finance Manager	7 ~	
Finance Officer	24	12
Financial & Digital Inclusion Coordinator	~	0
Fleet Manager	0 ~	
Fleet Officer	0 ~	
Framework Manager	~	0
Front of House Supervisor	0 ~	
Harbour Master / Deputy Harbour Master	0 ~	
Head of Service	~	7
Headteacher	32	25
Health & Safety Coordinator	~	0
Health & Wellbeing Manager	~	0
Healthy Carers Worker	~	0
HGV Specialist	0	17
Highways Operative	0	7
Housing Officer	15	6
HR Assistant	8 ~	
HR Manager	~	0
HR Specialist	7 ~	
ICT Officer	~	7
Inclusion Officer	0 ~	
Information Officer	12 ~	
Infrastructure Manager	0 ~	
Instructor	33	14
Insurance & Risk Officer	0 ~	
Investment Delivery Officer	0 ~	
Laundry Person	~	0
Learning Coach/Mentor	7	0
Learning Resource Manager	~	0
Leisure Attendant	26	37
Leisure Officer	~	8
LGV Mechanic	0	9

Library & Customer Service Manager	~	0
Library Assistant	11	~
Manager of Residential Services	~	0
Midday Supervisor	122	~
Minibus Coordinator	0	~
Museum Curator	~	0
Music Co-Ordinator	~	0
National Standard Cycle Training Trainer	~	0
Occupational Health	~	0
Occupational Therapist	18	~
Officer of Celebrations and Enrichment	~	0
Operations Support Supervisor	~	0
OPUS IT Mentor	0	~
Opus Project Coordinator	~	0
Parent Link Officer	~	0
Passenger Assistant	43	7
Passenger Transport Section Manager	0	~
Payments Officer	8	~
Performance Officer	~	0
Placement & Commissioning Officer	~	0
Planning Officer	17	8
Plasterer	0	~
Practice Leader	7	0
Principal Officer	6	13
Procurement Assistant	~	0
Production Manager	0	~
Production Operative	~	29
Project Manager	10	~
Project Worker	13	~
Pupil Performance Manager	~	0
Registration Officer	6	0
Repographics Officer	0	~
Road Safety / Transport Officer	8	~
Safeguarding & Independent Reviewing Officer	~	0
School Counsellor - Counselling Service	~	0
School Crossing Patrol Attendant	~	6
Schools Counsellor	~	0
Scrutiny Co-ordinator	~	0
Section Supervisor	0	~
Senior Practitioner	~	0
Service Challenge Coordinator	~	0
Service Manager	8	~
Single Point of Access (SPoA) Adviser	9	~
Site Manager	~	6
Social Care Practitioner	38	6

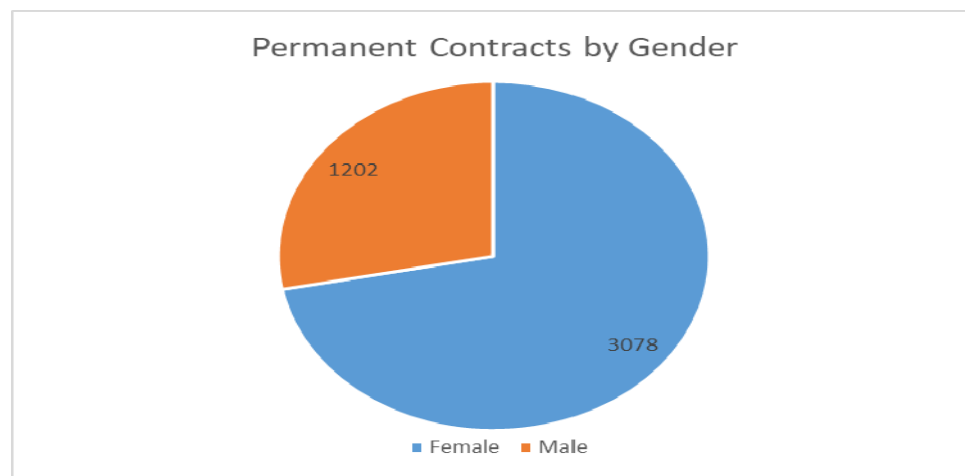
Social Worker	69	8
Solicitor	7	0
Specific Literacy & Language Adviser	~	0
Stage Manager	0	~
Statutory & Corporate Complaints Officer	0	~
Street Lighting Supervisor	0	~
Streetscene Operative	0	121
Streetscene Supervisor	0	~
Supervisor	6	~
Support Coordinator	~	0
Support Manager	~	0
Support Officer	19	~
Support Worker	63	~
Surveyor	8	23
Talking Point Coordinator	0	~
Teacher	628	184
Teaching Assistant	738	58
Team Leader	9	17
Team Manager	29	13
Technical Assistant	~	6
Technical Manager	0	~
Technical Officer	14	18
Technician	9	21
Tradesperson	0	22
Traffic, Parking & Road Safety Manager	0	~
Trainee	0	~
Transition & Independence Co-ordinator	~	0
Translator	~	0
Walking Bus Assistant	~	0
Waste Manager	~	0
Website & Social Media Officer	0	~
Welsh Language Officer	~	0
Workshop Handyperson	0	~
Yardperson	0	~
Young People's Positive Pathway Coordinator	~	0
Youth Worker	28	24

Contract Type (including permanent and fixed term contracts)

The data used for this section was taken from Denbighshire County Council's HR System. The table on the next page demonstrates the gender split in contract type in Denbighshire County Council.

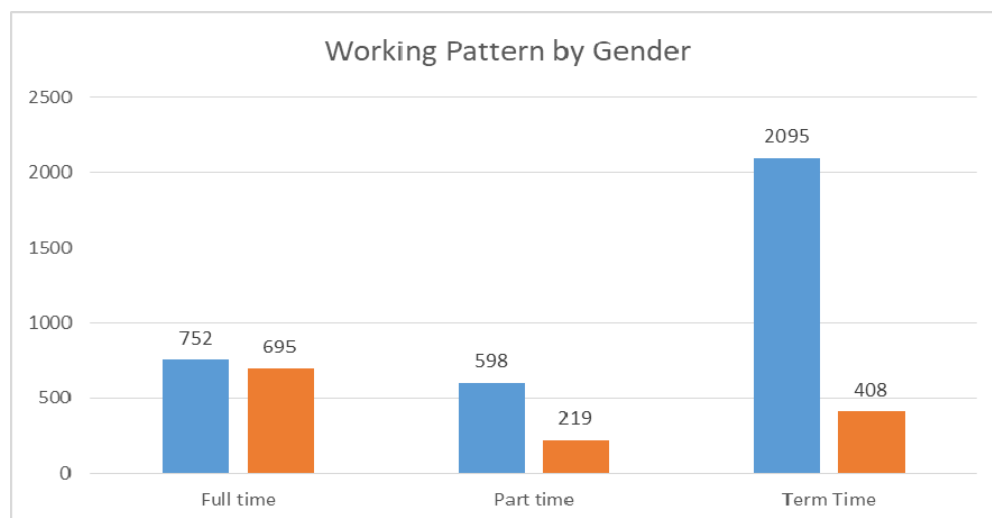
Type	Female	Male
Fixed Term	304	98
Permanent	3078	1202
Secondment	38	13
Temporary	25	9

The chart below shows the number of male and female permanent members of staff.



Working Patterns

The following chart demonstrates the gender split in the various working patterns within Denbighshire County Council. Please note that term time relates to school terms time, this group have a higher proportion of female employees than Corporate employees.



Action Plan

Topic	Actions
Requests and Applications for Training - There is currently no accurate way to collect those employees who have been declined training, as the system only captures attendance at training courses	Processes are being considered to try to rectify this reporting problem
Further analysis to be undertaken on areas where potential inequalities have been identified	Data to be considered as part of workforce planning and identified at a later date by individual services and also in the wider context.
There are a high volume of employees who have preferred not to state their sensitive information.	The numbers have reduced since the launch of the Employee Self Service Pages which captures equality data. Employees are being encouraged within their services to complete this data.
Employees who have applied to change position in Denbighshire. Whilst data has been collected at various stages it is not collected for all recruitment campaigns so show inconsistencies at shortlisting stage.	Discussions will take place with the HR Team and Schools Administration on how to overcome this for future reporting