

# Peterborough City Council

## ANNUAL EQUALITIES MONITORING REPORT 2024

### INTRODUCTION

This report provides workforce diversity statistics using data from 1 April 2023 – 31 March 2024.

Monitoring the workforce enables us to:

- identify and investigate trends within employment practices
- implement change where appropriate
- fulfil our commitment to ensuring employment practices are free from discrimination, and
- To meet our obligations under the Equality Act 2010.

The provision of personal diversity information within the council is voluntary, and employees have the option of choosing not to declare this information. Where an employee has chosen not to declare their ethnicity, disability, religion or belief, or sexual orientation, this is shown on the workforce profile as 'unknown'. Where employees choose not to declare their personal diversity information, this can affect our ability to meaningfully report and benchmark monitoring information.

Table A below shows the workforce data since 2014 and how it compares to the 2021 census figures. Our workforce is significantly female – as is the case in most local authorities – with a much higher proportion of females in leadership positions than the census data. The number of staff with a declared disability and from a minority ethnic community is below the census data but this may be due to those who have not provided us with this data.

TABLE A Measure	Mar-14	Mar-15	Mar-16	Mar-17	Mar-18	Mar-19	Mar-20	Mar-21	Mar-22	Mar-23	Mar-24	2021 census
% with a disability*	2.97 %	2.94 %	2.70 %	2.07 %	3.93 %	4.08 %	4.93 %	4.61 %	3.86 %	4.01 %	5.09 %	17.80%
% from minority ethnic communities	7.20 %	6.40 %	7.10 %	7.40 %	8.80 %	9.60 %	10.5 0%	11.30 %	11.88 %	13.13 %	13.70 %	18.00%
% female	71.61 %	71.58 %	72.49 %	72.59 %	71.61 %	71.99 %	73.39 %	72.50 %	71.80 %	73.93 %	73.70 %	51.00%
% of women in leadership (above Grade 15)	45.0 0%	50.0 0%	56.25 %	57.78 %	56.34 %	57.81 %	54.9 0%	61.02 %	59.57 %	65.15 %	62.9 0%	40.60%

\*Staff monitoring is based on disabilities with a significant long term daily effect whereas census figures relate to disability / long term illness where day-to-day activities are 'limited a lot', which is a wider definition.

However, compared with District figures (Table B) the council is higher than average in all measures.

TABLE B Measure	PCC 14/15	PCC 15/16	PCC 16/17	PCC 17/18	PCC 18/19	PCC 19/20	PCC 20/21	PCC 21/22	PCC 22/23	PCC 23/24	District 2016 Average
% of workforce who are female	71.6%	72.5%	72.6%	71.6%	72.0%	73.4%	72.5%	71.8%	73.9%	73.4%	57.8%
% of workforce with a disability	2.5%	2.7%	2.1%	3.9%	4.1%	4.9%	4.6%	3.9%	4.0%	5.1%	2.5%
% of workforce from ethnic Mixed and Minority Origin Groups	8.4%	9.2%	9.6%	8.8%	9.6%	10.5%	11.3%	11.9%	13.1%	13.7%	4.1%
% of top 5% of earners who are female	52.0 %	54.4%	54.4%	60.8 %	59.3%	61.3%	60.7 %	66.9 %	65.7%	63.77%*	48.7%

\*\*Excludes data from City College Peterborough.

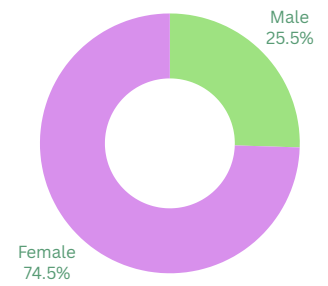
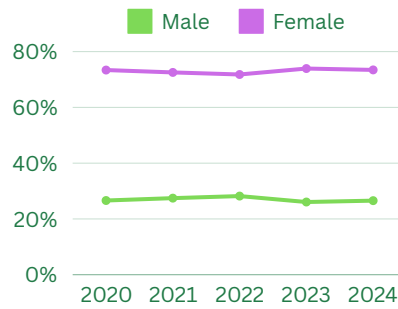
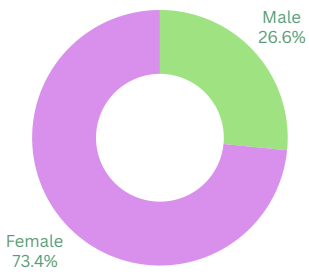
Source data from DLA Piper 'HR Bench marker 2016 report'. Figures taken relate to district average figures. (LA if no district).

# Peterborough City Council

## ANNUAL EQUALITIES MONITORING REPORT 2024

### WORKFORCE DIVERSITY BY GENDER

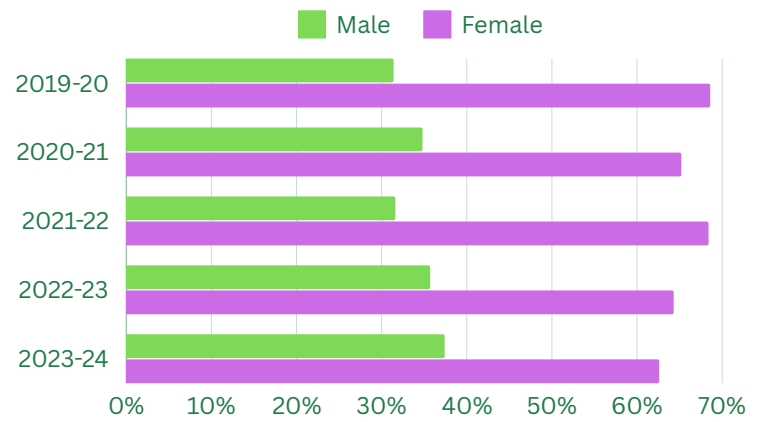
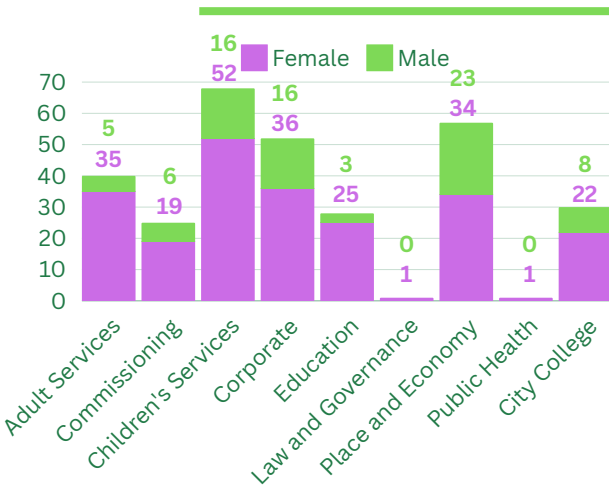
All data is accurate as of 31 March 2024



**% Headcount** by gender over the last five years.

74.5% of **new starters** in 2023/24 were female.

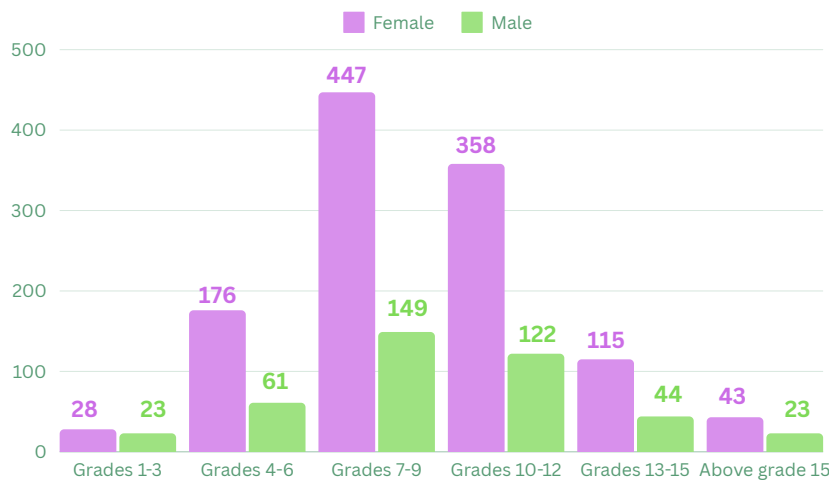
The total number of PCC employees at 31.03.24 was **1589**. This includes Peterborough City College but excludes schools.



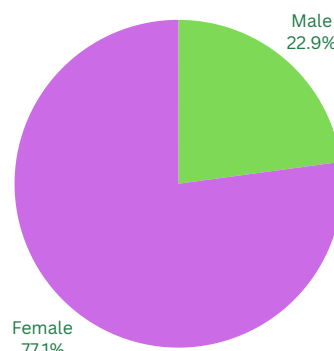
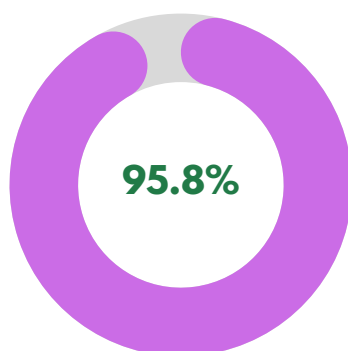
Number of **new starters** in 2023/24 by directorate.

**% Applications** by gender over the last five years.

Gender breakdown by **grade**.



95.8% of females **returned to work** following maternity leave.



In 2023-24, there was **172 female leavers** and **51 male leavers**.

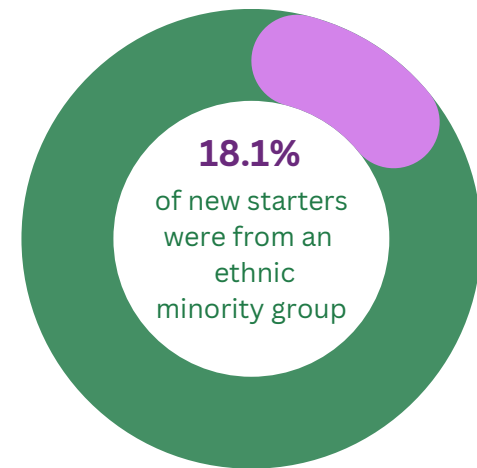
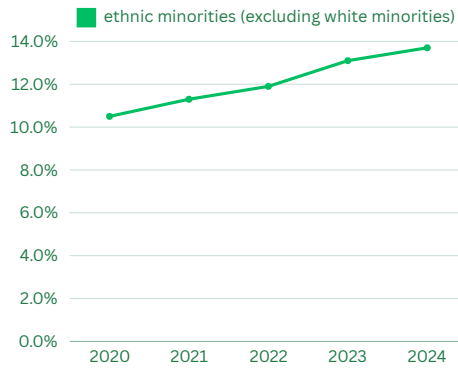
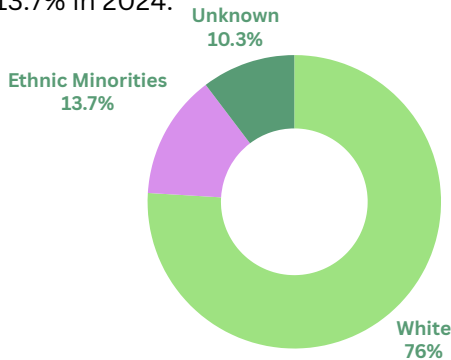
# Peterborough City Council

## ANNUAL EQUALITIES MONITORING REPORT 2024

### WORKFORCE DIVERSITY BY ETHNICITY

All data is accurate as of 31 March 2024

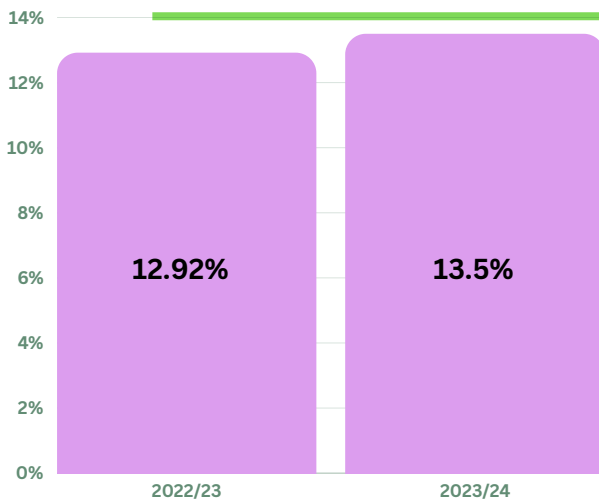
Employees from **ethnic minority groups** increased from 13.1% in 2023 to 13.7% in 2024.



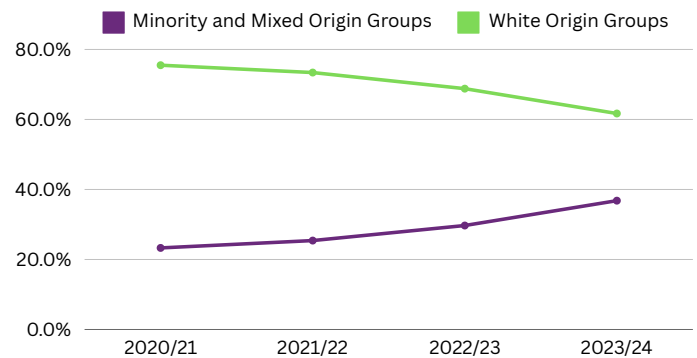
We are encouraging all employees to provide their ethnicity details to ensure we have a full and better understanding of the makeup of our employees. **The data is continuing to improve.**

**Representation of ethnic minority groups** over the last five years. There has been a **3.2% increase** in the number of ethnic minority employees between 2020 and 2024.

This is an **increase** from 37 in 2022/23 to 49 in 2023/24.



There has been an **increase** in the **number of employees from an ethnic minority background who have been in a permanent post** for the last five years.



**Applicant ethnicity breakdown 2020-2024**

In 2021/22, **minority ethnic applicants** to PCC made up **25.4%** of the total applicant pool. The **2021 Census** data gave a total ethnic minority percentage as **24.6%**. In **23/24**, **36.8%** of applicants were from a **minority ethnic group**.

**New starter ethnicity breakdown by Directorate.**

Ethnicity	Adult Services	Commissioning	Children's Services	Corporate Services	Education	Law and Governance	Place & Economy	Public Health	City College Peterborough
Minority & Mixed Origin Groups	5	4	12	9	5	1	10	0	3
White Origin Groups	33	20	54	38	22	0	41	0	27
Not provided / Elected not to state	2	1	2	5	1	0	6	1	0
<b>Total</b>	<b>40</b>	<b>25</b>	<b>68</b>	<b>52</b>	<b>28</b>	<b>1</b>	<b>57</b>	<b>1</b>	<b>30</b>
% Minority & Mixed Origin Groups	12.5%	16.0%	17.6%	17.3%	17.9%	100.0%	17.5%	0.0%	10.0%
% White Origin Groups	82.5%	80.0%	79.4%	73.1%	78.6%	0.0%	71.9%	0.0%	90.0%
% Not provided / Elected not to state	5.0%	4.0%	2.9%	9.6%	3.6%	0.0%	10.5%	100.0%	0.0%

# Peterborough City Council

## ANNUAL EQUALITIES MONITORING REPORT 2024

### WORKFORCE DIVERSITY BY AGE

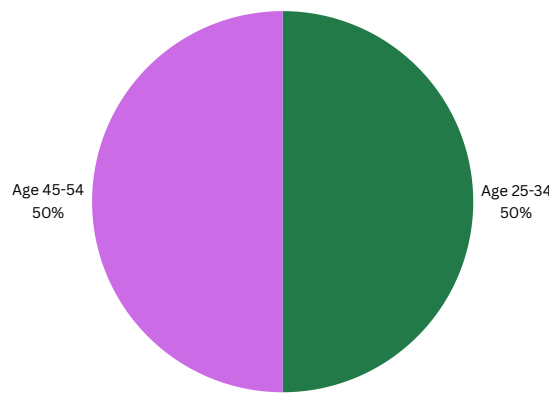
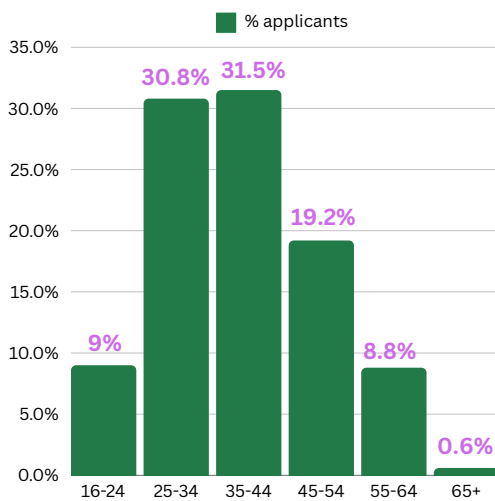
All data is accurate as of 31 March 2024

Trend in **age groups** of employees.

Age Group	March 2020	March 2021	March 2022	March 2023	March 2024	2021 census National	2021 census Peterborough
<b>A 16-24</b>	2.81%	3.15%	3.28%	3.04%	3.59%	13.01%	12.84%
<b>B 25-34</b>	13.50%	13.85%	14.38%	14.21%	15.81%	16.58%	19.47%
<b>C 35-44</b>	26.37%	27.00%	27.66%	27.56%	25.88%	15.93%	19.42%
<b>D 45-54</b>	29.50%	29.92%	29.84%	28.42%	26.45%	16.29%	16.44%
<b>E 55-64</b>	24.44%	22.92%	21.95%	23.73%	24.50%	15.41%	13.58%
<b>F 65+</b>	3.38%	3.15%	2.89%	3.04%	3.78%	22.78%	18.26%

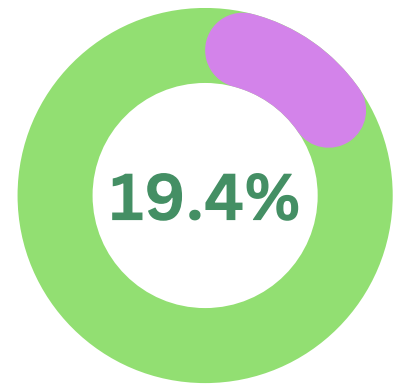
Representation of younger people in the workforce continues to increase but remains below the local census figures. Work to attract a younger workforce is ongoing and will remain a priority.

% of **applicants** by age group.

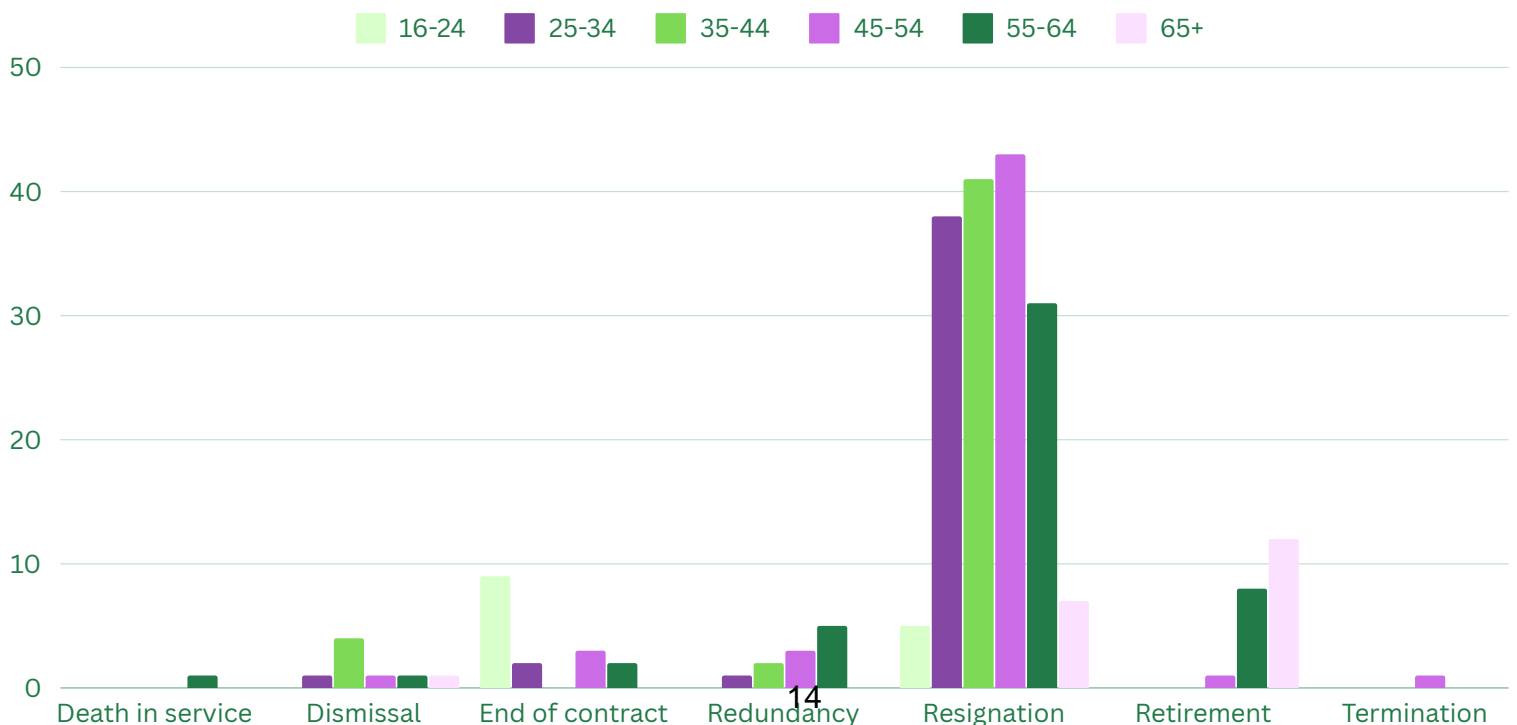


50% of **dismissals** were staff aged between 25-34, and 50% were staff aged between 45-54.

19.4% of **employees in a management role** (above grade 13) were **under 34** years of age – up from 17.25%.



**Number of leavers** by age group 2023-2024.



# Peterborough City Council

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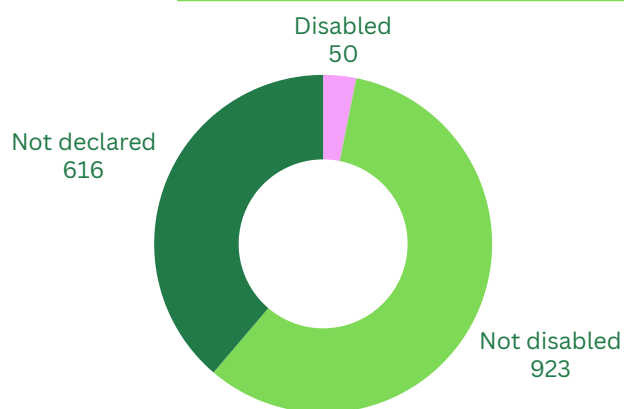
### WORKFORCE DIVERSITY BY DISABILITY All data is accurate as of 31 March 2024

% employees with a **disability**.

Disability Description	March 2013	March 2014	March 2015	March 2016	March 2017	March 2018	March 2019	March 2020	March 2021	March 2022	March 2023	March 2024	UK Population Disability Rate**
Disabled	3.66%	2.97%	2.94%	2.70%	2.07%	3.93%	4.08%	4.93%	4.61%	3.86%	4.01%	5.14%	24.00%
Not Disabled	96.34%	97.03%	97.06%	97.30%	97.93%	96.07%	95.92%	95.07%	95.39%	96.14%	95.99%	94.86%	76.00%
Total*	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
No of staff.	40	30	28	25	27	28	28	34	34	30	32	50	

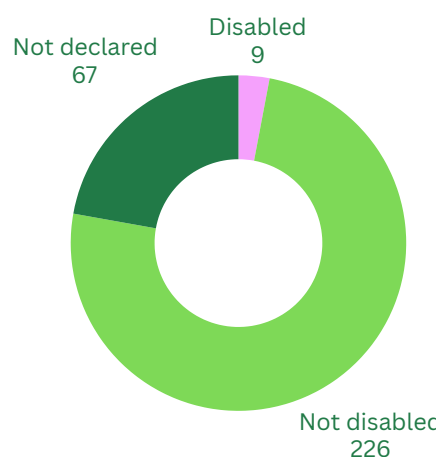
\*Figures do not include employees who have not provided / elected not to state disability information. \*\* Data taken from the 'Family Resources Survey: Financial Year 2021/22' by the Department for Work & Pensions

The number of employees with a disability continues to rise but remains below the UK Population Disability Rate. According to the 2021 [census](#) 27.3% of disabled people in England are in employment and in Peterborough this figure is 29%.



In 2023-24, **50 employees** declared a disability. Disability, unlike many protected characteristics, changes over time. Staff that have developed a disability may have **chosen not to report it**. This is the case for 616 employees.

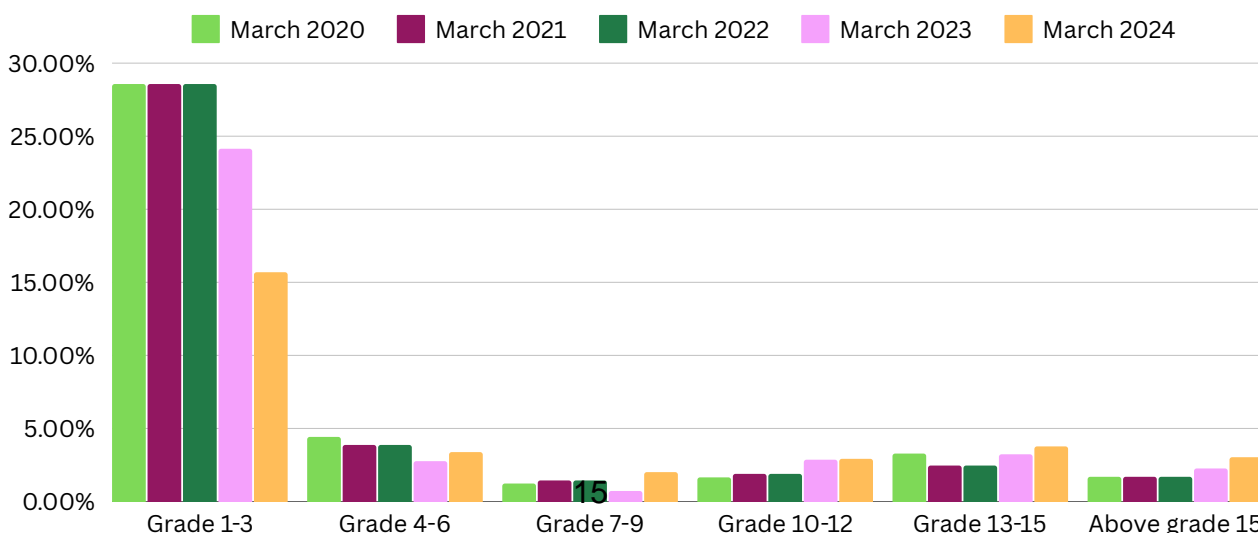
**2.4%** of employees who told us they were disabled were from a **mixed and minority ethnic group**.



Number of **new starters** in 2023-24 who **declared a disability**.

**2.58% of leavers** had declared a disability, these 5 people either left due to **redundancy or resignation**.

Percentage of **employees** with a **declared disability** by **grade** band 2020-2024.



### SUMMARY

The data in this report sets out in general terms certain aspects of the current diversity profile of the Peterborough City Council directly employed workforce, and certain trends over recent years. The council aims to have a workforce that reflects the community it serves and to be an employer of choice. Further initiatives such as a review of our non-contractual benefits and recruitment practices continues to be carried out to ensure that the council meets this goal.

Actions are then driven from the data and may be captured within the Equality Diversity & Inclusion (EDI) action plan. Various steps towards engaging with staff have been achieved including the setting up of an EDI staff group, monthly EDI newsletters on relevant topics, and a separate page on the council's intranet staff can share ideas, articles and events.

Information provided in this report assists the council when it is necessary to undertake an Equality Impact Assessment, when policy changes are proposed or where protected groups could potentially be disproportionately affected. It also provides data for senior managers to review, to measure the performance of the council and inform its action plan.

A staff survey in late 2023 provided information directly from employees about their perception of the council's commitment to ED&I issues. Some key responses were that, on average staff agree that PCC is committed to its objectives around EDI. Responses to questions showed that there was no discernible difference between how any group responded to the statements vs the council, showing that there are no underlying issues within such groups that is masked by the overall result.

We remain committed to recruiting, retaining and developing a workforce that is representative of the population of our city whilst delivering high quality services.