

WORKFORCE EQUALITIES PROFILE

	TARGET 2018/19	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	TREND	STATUS
NUMBER OF STAFF EMPLOYED (FTE)	~	4,724	4,796	4,751	4,706	4,458	4,511	4,675		
NUMBER OF STAFF EMPLOYED (HEADCOUNT)	~	6,425	6,474	6,546	6,354	6,197	5,976	6,064		
% STAFF SATISFACTION WITH COUNTY COUNCIL AS AN EMPLOYER	~	76% (2012)	76% (2012)	91% (2015)	91% (2015)	90% (2017)	90% (2017)	90% (2017)		G
% WORKFORCE THAT FEELS LCC IS COMMITTED TO EQUALITY & DIVERSITY	~	91% (2012)	91% (2012)	92% (2015)	92% (2015)	92% (2017)	92% (2017)	92% (2017)		G
% OF EMPLOYEES FROM A BME BACKGROUND	13.5%	8.6%	8.8%	8.9%	11.9%	12.1%	12.3%	13.9%		G
% OF BME EMPLOYEES AT GRADE 13 & ABOVE	16.0%	7.7%	7.9%	8.4%	12.5%	11.3%	9.9%	11.9%		A
% OF EMPLOYEES WITH A DISABILITY	5.5%	4.6%	4.6%	4.3%	4.2%	4.2%	4.2%	4.5%		A
% OF DISABLED EMPLOYEES AT GRADE 13 & ABOVE	4.5%	2.7%	3.4%	2.6%	4.3%	4.3%	3.7%	4.1%		A
% OF WOMEN ON GRADE 13 & ABOVE	64%	52.8%	53.6%	54.3%	57.9%	58.8%	62.6%	62.8%		A
% OF EMPLOYEES DECLARING SEXUAL ORIENTATION	54%	32.4%	37.5%	37.0%	40.1%	40.0%	46.0%	50.7%		A
STONEWALL WORKPLACE EQUALITY INDEX RANKING	Top 100	20	11	17	7	36	79	62		G

Red	performance is currently not meeting the target or set to miss the target by a significant amount
Amber	performance is currently not meeting the target or set to miss the target by a narrow margin
Green	performance is currently meeting the target or on track to meet the target