

## WORKFORCE EQUALITIES PROFILE

	TARGET 2019/20	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	TREND	STATUS
NUMBER OF STAFF EMPLOYED (HEADCOUNT)	~	6,425	6,474	6,546	6,354	6,197	5,976	6,064	6,314		
% STAFF SATISFACTION WITH COUNTY COUNCIL AS AN EMPLOYER	~	76% (2012)	76% (2012)	91% (2015)	91% (2015)	89% (2017)	89% (2017)	94% (2019)	94% (2019)		G
% WORKFORCE THAT FEELS LCC IS COMMITTED TO EQUALITY & DIVERSITY	~	91% (2012)	91% (2012)	92% (2015)	92% (2015)	91% (2017)	91% (2017)	93% (2019)	93% (2019)		G
% OF EMPLOYEES FROM A BME BACKGROUND	14.0%	8.6%	8.8%	8.9%	11.9%	12.8%	13.0%	14.2%	15.3%		G
% OF BME EMPLOYEES AT GRADE 13 & ABOVE	16.5%	7.7%	7.9%	8.4%	12.5%	11.5%	10.2%	11.8%	12.5%		A
% OF EMPLOYEES WITH A DISABILITY	6.0%	4.6%	4.6%	4.3%	4.2%	4.5%	4.4%	4.7%	4.8%		A
% OF DISABLED EMPLOYEES AT GRADE 13 & ABOVE	5.0%	2.7%	3.4%	2.6%	4.3%	4.4%	3.8%	4.2%	3.8%		A
% OF WOMEN ON GRADE 13 & ABOVE	66%	52.8%	53.6%	54.3%	57.9%	58.3%	62.1%	62.3%	62.4%		A
% OF EMPLOYEES DECLARING SEXUAL ORIENTATION	56%	32.4%	37.5%	37.0%	40.1%	41.7%	47.1%	51.5%	58.2%		G
STONEWALL WORKPLACE EQUALITY INDEX RANKING	Top 100	20	11	17	7	36	79	62	83		G

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