

Sheffield City Council

## Workforce Employee Report - Summary

1st April 2022 to 31st March 2023

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# Introduction

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This year's annual Workforce Equality Report is an important resource that will help shape how we approach workforce activity over the coming year. Understanding the trends across all of the protected characteristics is crucial in providing evidence for us to ensure we understand the composition of our workforce, the experience of our workforce, where we need to do more and where we are seeing success.

## **Committed to our Values.**

- People are at the Heart of what we do.
- Together we get things done.
- Openness and honesty are important to us.

Being honest about where we need to do more is an important expression of our values, having an inclusive workplace where everyone is valued and belongs. Delivering for Sheffield and its diverse communities requires a workforce that is supported to thrive and is representative of those communities. Equality and Inclusion is everyone's business, ensuring that this report and the insight it provides is used to underpin decisions is key.

This report provides an analysis of the Council's directly employed workforce over the 12-month period 1st April 2022 to 31st March 2023.

The data used covers all permanent and fixed term employees. Agency workers, volunteers, interims and consultants are excluded from the workforce profile. The data used in this report has been taken from the Councils' Human Resources Information Systems and reflects the information you have declared. Data was reported anonymously to ensure that no individual could be identified. Where small numbers apply, we have reduced the detail shared to ensure no individual can be identified.

The workforce analysis provides a valuable source of data that can be utilised in various ways across the Council including:

- monitoring inequalities and undertaking equality impact assessments to minimise/ mitigate impact.
- supporting delivery of the Councils objectives.
- helping to identify workforce strategy and learning and development requirements.
- helping to formulate evidence base for the Council's Equality Framework.
- assisting workforce planning and recruitment and retention strategies.

The data used in this report compares the current organisational data with the data from the previous years and is effective as at the 31<sup>st</sup>, March for each year.

This report provides a summary Workforce Equality Data Report for 2022/23, across all 9 statutory Protected Characteristics under the Equality Act 2010. We also cover 1 non-statutory characteristic, Unpaid Carers. provides an overview for each characteristic.

The 2 tables below outline the workforce diversity figures for Sheffield City Council in 2022-23 and the city comparison<sup>1</sup> The data we collect across the protected characteristics is good and we have good levels of declaration. We hold 100% of our workforce's age and sex data as this is mandatory for us to know for legal and HMRC (tax) purposes. Other data we collect about our workforce is voluntary, but we encourage staff via organisational communications, to declare their personal information via the MyHR system and we provide assurances of confidentiality in our reporting. This report was written based on an anonymised data extra no individual could be identified.

We collect data on both protected characteristics and non-statutory characteristics such as carer status and this is compared against National Census data. We also compare against other national sources such as

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<sup>1</sup> [How life has changed in Sheffield: Census 2021 \(ons.gov.uk\)](https://ons.gov.uk)

the Family Resources Survey which holds data at a more granular level for some protected characteristics such as disability.

The structure of the council has now changed under the Future Sheffield programme. The statistics and analysis in this report apply to the old structure which was replaced in April 2023. There have been changes to several directorates, so the reporting next year is likely to look very different, especially around social care services which are more diverse than some of the other operational services within the council. More information on the council's structure can be found here:

[Sheffield City Council management teams | Sheffield City Council](#)

Sheffield City Council (SCC) Workforce Diversity Figures 2022-23									
Carers	18.6%	Disabled	13.3%	BAME	17.3%	Male	39.1%	LGB+ **	5.3%
Non-Carers	81.4%	Non-Disabled	86.7%	White British	82.7%	Female	60.9%	Heterosexual	94.7%

Sheffield Age 16-64 Diversity Figures Based on 2021 National Census									
Carers	10.5%	Disabled	18%	BAME	26.9%	Male	49.7%	LGB+ **	4.8%
Non-Carers	89.5%	Non-Disabled	79.4%	White British	74.5%	Female	50.3%	Heterosexual	95.2%

## Headlines

### Small increase in overall headcount

The council's headcount is now at 8245 which is an increase of 109 employees which reflects the council's position at 31<sup>st</sup> March 2023. We are reporting on headcount rather than Full-Time Equivalent (FTE), so we are counting people rather than overall worked hours. It also means if an individual employee has multiple jobs with the council, they will be counted more than once. Since females are more likely to take up part-time work than males this does mean that we do have a higher prevalence of females in the head count over males.

We do not currently report on the following:

- Casual staff
- Bank employees
- School-based employees
- Agency staff

### Recruitment data continues to improve.

There has been significant improvement in recruitment data in terms of attracting candidates from minoritized groups across all protected characteristics. The number of applications for roles at Sheffield City Council has increased substantially, although the data available was only available for 13<sup>th</sup> September 2022 to 31<sup>st</sup> March 2023, the number of applications for 371 posts was 5135. In the whole of 2021-22 the 650 posts advertised attracted 5272 applications. Although there are

indications that some of the increase in external applications from candidates from BAME communities are from overseas, this doesn't account for the increases in BAME people appointed and applicants with disabilities.

However, the internal picture is less rosy. The same issues persist with promotion and progression for staff from less represented backgrounds. The lack of accessible and sustainable career progression, particularly for BAME and disabled employees, is continuing to hold us back in terms of representation at grades 10 & 11 and Chief Officer Grades. Data around both internal and external recruitment for people from LGB+ communities continue to be positive in all areas.

### **There has been a significant increase in Employer-Led HR Casework**

There has been a significant increase in HR Casework for both Sickness absence and Disciplinary or Performance cases. Sickness absence cases have increased from 48 in 2021-22 to 151 2022-23 and Disciplinary and Performance cases have increased from 49 cases in 2021-22 to 120 cases in 2022-23. This could mean that there may be a disparity in how some cases have been handled in the past that are now leading to disparities for some protected characteristics which may result in discrimination. We need to understand whether the reintroduction of HR casework after the COVID-19 pandemic and the length of time taken for cases to be resolved has meant that cases have started to build up over time or if there has been a change in policy which has led to an increase in cases.

### **The number of Unpaid Carers within the council continues to grow with the highest numbers at Grades 1-5 and Chief Officer Grades.**

The council now has a significant number of unpaid carers in its workforce which is almost 1 in 5 employees. Given the societal challenges around social care and the trending around unpaid carers in the Council's workforce over the last 5 years it is becoming increasingly important to be flexible and supportive to the needs of our employees around caring responsibilities. We also need to recognise that there are potential risks around bias in terms of promotion and progression for unpaid carers. This could entrench systemic inequalities, particularly for females over the age of 50 and who are in the middle manager grades in the council.

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## Protected Characteristics

### Age

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#### **We have a 100% declaration rate for employee age.**

Age declarations for all employees are mandatory. This is a necessary legal requirement for employment, so we have 100% of all staff ages.

#### **Median age for all employees is 48 years.**

The council has an ageing workforce with 50% of all employees 48 or over. This does mean we are likely to see higher representations of people with disabilities as they acquire impairments as they age and we need to ensure we support and promote workplace adjustments for this employee community as well as other employees requiring workplace adjustments to enable them

to remain happy, healthy and productive at work. As Sheffield City Council also has a high number of females employees this also means there is a likely to be a high number of carers in the workforce. In contrast the median age for Sheffield as city is 37 years (Census 2021) which is lower than both the Yorkshire and Humber Region (40 years) and England (40 years).

### **LGB+ (40) representation is much younger than the general workforce profile.**

We know that younger people are much more likely to identify as LGB+<sup>2</sup> and this is reflected in the comparatively low age in comparison with the general workforce (48). This is most apparent in our apprentices of whom 84.5% are 25 or under and 7.4% are LGB+.

### **Median ages for disabled (51) and unpaid carers (53) are higher and reflects what we know about these Protected Characteristics.**

As stated above we know that as people age, they are more likely to acquire impairments and they are also more like to take on unpaid caring responsibilities for family or friends.

### **BAME representation is higher among younger age ranges (Under 36) with median age 44.**

The council has an ageing workforce which has meant there are potentially high numbers of staff with long service and as Sheffield has become more diverse the council has struggled to keep pace. Increased diversity of amongst younger people does mean that younger people entering the organisation are more likely to be from a more diverse range of ethnicities which also mirrors what the census shows about the community.

### **6.3% of the workforce is under 25 much lower than all other groups under 65 which is a small increase on last year.**

The council grew by about 1% compared to the previous year. Under 25s also formed 21.7% of new starters which was the 2<sup>nd</sup> largest age group after 26-35. This is an improvement on last year and also the percentage of leavers in this age group dropped. This does mean that alongside the apprenticeship and graduate schemes we are seeing are seeing more opportunities for younger people with the council so we can be hopeful that this trend will continue. It should be noted that it has been difficult for younger age groups to gain employment within the local government due to ongoing austerity over the last decade or so.

## Carers

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### **The number of carers has increased again to 18.6% from 15.9% last year which is much higher than the Census 2021 data (9.9%).**

Given the age and gender profile of the council, with high levels of females and a median age of 48, this is likely to mean that we will have increasing numbers of staff picking up caring responsibilities for older or disabled family members. Coupled with the aftermath of the COVID 19 pandemic and the increase of home and flexible working it is anticipated that we are likely to see increases in the number of unpaid carers in the workforce. This trend has been continuing for number of years to where we are now significantly higher than the local population. This does

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<sup>2</sup> [Rainbow Britain Report \(2022\) | Stonewall](#)

reflect positively on the council in terms of how it is viewed by the local population, but it does present challenges to ensure we are providing the appropriate support for our staff.

**There is now a reasonably even spread (15.3% - 16.9%) across all Council Portfolios except City Futures (11.6%).**

There is a higher percentage of males (51.7%) within City Futures which may account for some of the lower numbers of Unpaid Carers and this service is much smaller in size in comparison to all the other services with only 3.2% (292 employees) of the workforce. Also given the greater range of roles in other services that make it easier to accommodate part time working this can also contribute to higher levels of Unpaid Carers in other services.

**All grades have similar levels of carers with CO grades having the highest at 23.1% and overall 18.6%.**

There are lower numbers of staff at Chief Officer grades, and they are likely to be more experienced and therefore older than the general workforce profile. Lower numbers would also explain some of the volatility in the trending.

**Trending is generally upwards in all areas over the last few years where reporting data is available.**

This is expected to continue as more person-centred workforce policy continues to be developed and staff can utilise it such as Workplace Adjustment Passport which covers caring responsibilities and flexible working arrangements alongside reasonable adjustments.

**More carers (96) left the council than started (56) in 2022/23.**

Despite the number of carers who have left numbers of staff with caring responsibilities have continued to increase. The council should be mindful of not losing valued and experienced staff who have caring responsibilities and should look to mitigate against the risks of this with workforce focused interventions.

## Disability

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**Disability declarations have increased to 13.3% from 12.2% with a small increase in the overall headcount. The percentage for the 16-64 profile for Sheffield is 18% (Census 2021).**

Disability declarations are continuing to rise for the council. This should be seen as a positive as the council is something of an outlier in this area with relatively high numbers of declarations. Other similar local authorities have reported much lower declaration rates in their most recent available data as follows: Barnsley MBC - 8.3%, Leeds City Council - 6%, Manchester City Council - 5.5%, Birmingham City Council 0.92%. It is also worth noting that according to Department of Work and Pensions data only around 52.6% of disabled people are in work<sup>3</sup> SCC is still below the UK working population benchmark of 15.5%.

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<sup>3</sup> [Employment of disabled people 2022 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/employment-of-disabled-people-2022)



**We've updated the impairment categories to reflect those collected by the Office of National Statistics (ONS) Inclusive Data Standards and Government Statistical Service (GSS) Harmonised Standards, in line with the Equality Act 2010 (EA) core definition.**

This allows us to compare against more national data sets and gives us a greater understanding of our workforce. Although last year the quality of this data was poor and heavily skewed towards long term illness or health condition which is vague and not collected by the ONS. This made it difficult for us to understand the experiences of staff and look at interventions we can put in place in order to support disabled staff. The current data is much improved and there is ongoing work to make improvements in the collection and collation of workforce data., We will continue to engage with and support staff to ensure data is accurate and staff are comfortable declaring their impairments and health conditions.

**66.3% of our disabled workforce have shared with us the nature of their disability/impairment.**

Understanding how impairments impact on the day to day lives of our workforce is important for us to be able undertake our anticipatory duty under the Equality Act 2010 and undertake work around reasonable adjustments to enable our staff to achieve their potential. There has been a drop in those sharing an impairment, however, a wider range of impairment types are being declared which are more aligned with national data and building a better picture of what is happening locally and as such can aid the review and delivery of policy development and workforce interventions and support.

**There has been an improvement in our understanding of impairments that impact on staff.**

Work has already been undertaken to provide more detailed guidance on impairment categories and challenges around the reporting of impairments have also been recognised by the ONS. The quality of our impairment data was poor and unreliable after we updated the categories. However, we have provided communications and guidance around the impairment types and encouraged staff to update their impairments with MyHR, and this has improved declaration and our understanding and knowledge of our staff and how we can further support them.

**Mental ill health is our most prevalent impairment at 23.2%, followed by Other (22.6%) and Mobility or Physical (16.2%).**

It is expected that these impairments are the highest, although Mental Ill Health and Mobility or Physical are much lower than national statistics. Also, in terms of our sickness absence data we are seeing high levels of stress and mental health related sickness so this fits with what we know about the workforce. There is still more work to be done around improving data on impairments and we are moving in the right direction.

**Decrease in declarations at senior grades – Grades 10-11 (11.3% - 9.8%) and CO grades (8.4% - 6.0%).**

After making positive steps recently at more senior levels the percentages have dropped back. This is disappointing and promotion and progression continues to stagnate across most protected characteristics. We do not struggle to attract disabled people to the organisation, but as with other minoritized groups there is a lack of equitable outcomes for disabled people when looking to develop and move through the organisation.

**More disabled people left the council (97) than started (71) in 2022/23.**



This is a continuing trend that we are seeing with more disabled people leaving than starting at Sheffield City Council. Although this is not necessarily a negative because people closer to retirement age are more likely to have impairments due to the increased likelihood of acquiring a disability as we age. However, we still need to be mindful that disabled people are not leaving the organisation prematurely and we have implemented a new leaver questionnaire that should help us have a greater understanding of staff experience and reasons for exiting the council. Through the Workplace Adjustments Passport, we will also look to ensure that we are making appropriate adjustments to ensure disabled staff can stay in work and achieve their potential. The E&E Team and HR are currently working together to collate the profiled data for the Workplace Adjustment Passport and Leaver Questionnaire and this data will also be embedded into future Workforce Data Reports.

**The number of job applicants was higher (13.8%) than the Council's representation of disabled people but lower than the city profile (18%). Percentages at shortlisting (19.1%) and appointment stage (15.4%) were also higher than the current workforce representation of disabled people.**

The number of disabled people applying for roles with Sheffield City Council has greatly improved on last year with significant percentage increases at every stage and applications are now higher than the general workforce profile. This is hopefully something that will continue with the ongoing work around inclusive recruitment that has been taking place. Again, this year the relative likelihood of those applying for roles being shortlisted and appointed is also very positive.

**Disabled people were underrepresented in promotion and progression (11.6%) in comparison to the Council's profile, however this is an increase on last year's figure (10%). Numbers were slightly lower for TARAs (11.4%), again just under the Council's profile and lower than last year (11.8%).**

Development opportunities for staff who have declared a disability continue to be lower than the general workforce profile and we are continuing our work around positive action and more inclusive recruitment practices. We have also provided specific support around reasonable adjustments to build confidence and understanding of what is available for staff which has yielded some positive results. TARAs for disabled employees have decreased compared to last year's figures. TARAs do tend to follow less formal and structured processes which can allow for bias to creep into the system which may put staff from minoritized groups at a disadvantage. We have since taking steps to formalise the process and restrict the use of expressions of interest.

**Disabled people were overrepresented in all areas of HR Casework. There have been large increases in the number of Employer-Led HR casework for disabled people alongside other protected characteristics.**

There has been a large increase in the number of Employer-Led HR Casework cases which does seem to have impacted disabled employees more than their non-disabled colleagues. This will require further investigation to ensure that any policy changes have been appropriately impact assessed to ensure there is no disproportionate impact or if there are other causes for this increase.

## Gender Reassignment

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As part of its demographic monitoring the council asks employees about their Trans status and Gender Identity.

**Less than 10 employees have identified as Transgender. The city comparator is estimated at 0.6 %.**

Responses to the question on Trans status on the Workforce Census are still low. This is a historical trend that has consistently had challenges, not least in terms of the comprehension of the questions asked around Trans status which has meant they have been changed over time in how they have been asked. SCC followed Stonewall’s advice whilst a member of Stonewall on the wording of these questions. National Census data has also been challenged around its quality on this as several discrepancies have been found around particularly non-English speakers identifying as Trans which is currently being investigated<sup>4</sup>.

**0.8% of staff have declared non-binary gender identity options. 2.96% of our job applicants declared a gender identity that was not either male or female with the majority preferring to self-describe.**

We updated our Workforce Census Gender Identity categories in 2021-22 to include a broader range of identities and be more reflective of how people feel about their gender identity. We continue to monitor this to be able to make sure we are relevant to our local community.

## Marriage and Civil Partnership

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Under the Equality Act 2010 people who are legally married or in a registered civil partnership share the protected characteristic of marriage and civil partnership. People who are single, cohabiting, divorced or who have had their civil partnership dissolved do not share this protected characteristic and are therefore not covered by the Act. The Act provides protection for those covered by the protected characteristic against direct and indirect discrimination in employment only.

The breakdown for Sheffield City Council relationship status are as follows. The data is reported differently in the census so it’s not possible to make an accurate comparison overall, however, those who are married or in a civil partnership (51.5%) is much higher than Sheffield (40.1%) as a whole.

**The relationship data for SCC is as follows:**

Married	50.4%	3499 Employees
Single	27.7%	1921 Employees
Co-habiting/ Other	15.4%	1067 Employees
Civil Partnership	1.1%	73 Employees
Widowed	0.7%	48 Employees

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<sup>4</sup> [Census records trans population in England and Wales by ethnicity is doubted | Transgender | The Guardian](#)

# Pregnancy and maternity

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The Equality Act 2010 protects individuals from direct discrimination because of their pregnancy and maternity in employment, the provision of services and the exercise of public functions. Although the council does collect information on pregnancy and maternity, numbers are so low that it makes meaningful reporting very difficult. There are multiple mechanisms for pregnant staff to report issues around pregnancy and maternity for the council to address. There have been no reported concerns for 2022-23. There is also the possibility that some concerns will be picked up under the Sex protected characteristic.

# Race and Ethnicity

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When reporting on different ethnicities we separate out White British so all other ethnicities are included in the BAME category. This is because White British represents the ethnic majority for the United Kingdom and that some white ethnicities, such Roma, are among the most vulnerable communities when it comes to racial discrimination and it is important that we are able to identify this.

**Overall BAME representation has increased again from 16.6% to 17.3% and more BAME staff joined the council than left in 2022-23.**

Although the council is moving in a positive direction, progress continues to be slow and has not kept pace with the diversity of Sheffield's BAME communities aged 16-64 in the Census 2021 which was recorded as 26.9%.

**Highest proportion of BAME staff is in People portfolio (21.2%) and in Grades 1-5 (18.5%) which gets progressively lower up to Chief Officer grades.**

A significant proportion of the BAME employees worked in People portfolio and our care services for adults and children have a higher proportion of BAME employees than any of the other directorates. People portfolio also represented 41.4% of the whole workforce in terms of headcount. All other portfolios had less than the average 16.6% ethnic diversity of the workforce, with it being lowest in Operational Services at 12.4%, this portfolio represented 39% of the council's total headcount.

**BAME apprentices have increased to 13.0% from 9.4% in 2021-22. This is still some way behind the 25.4% in 2019-20.**

The number of BAME apprentices has increased however we are still trying to address the drops in 2020-21 and 2021-22 and are now heading in a positive direction. We are continuing to monitor and address this issue to improve the direction of travel.

**BAME employees are underrepresented in both progression and promotion (15.5%) and TARAs (12.04%).**

There has been a 1.5% increase in the number of BAME employees in progression and promotion which is positive but is still not quite in line with the general increase in the workforce profile. However, there is a decrease in TARAs, which as previously mentioned, is a less formal and structured form of recruitment which means there is greater opportunity for bias to enter the system. This is work currently ongoing to reduce the number of TARAs within the council and ensure that internal recruitment is more structured and inclusive.

**BAME staff are overrepresented in all HR casework areas.**

There has been a large increase in the number of Employer-Led HR Casework cases which has particularly impacted BAME staff, especially around Disciplinary or Performance cases where the number of cases has increased from 11 to 39 between the 2 reporting periods and 35% of all cases. The increase is less pronounced for Sickness Procedure with a 6.2 % increase in the overall percentage of cases (21.2%). Employee-Led cases of Dignity and Respect and Grievances brought by BAME staff are also overrepresented, and although numbers are much lower than Employer-Led this is a continuing trend which needs to be understood and addressed.

**There is overrepresentation for BAME job applicants in comparison to the local community which is at 39.2% in comparison to the workforce. It is 24.5% at appointment.**

There has been a significant increase at all stages of the recruitment process with notable increases in both applications and appointments. We are investigating why this is happening and it should be seen as a positive and it is also repeated for other protected characteristics. It is likely the council's updated Recruitment and Selection training has influenced the inclusivity of the process and provides recruiting managers with advice around understanding and challenging bias. We are also using a broader set of recruitment channels including sites such as Indeed and LinkedIn rather than just the council website which is increasing our reach including sharing adverts with our local community organisations and partners and via our LAC managers We do need to explore further the specific ethnic groups who are applying for roles at the council to see how closely these reflect the local community.

**Asian/Asian British is the key under representation (5.1% - 10.5%) alongside Other Ethnic group (4.3% - 8.6%) in comparison to the local community.**

There has been consistent under representation of Asian/Asian British communities within the workforce and this trending seems likely to continue. Although this ethnic group increased more than any other in the last 12 months it still lags some way behind the community where most other minoritized ethnic groups, except Other Ethnic Groups<sup>5</sup>, are much more represented within the workforce.

## Religion and Belief

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<sup>5</sup> Other Ethnic Groups include Arab and any other ethnic groups including other White groups. It should also be noted that we have separated out White British from the local 2021 Census data so the datasets are comparable.

Sheffield Profile - Religion and Belief Percentages 16-64		Sheffield City Council employees - Religion and Belief		
Christian	35.5%	Christian	42.9%	3128 Employees
No Religion	51.5%	No Religion	47.9%	3493 Employees
Muslim	10.6%	Muslim	6.0%	434 Employees
Other	0.7%	Other	1.9%	137 Employees
Buddhist	0.5%	Buddhist	0.3%	20 Employees
Hindu	0.9%	Hindu	0.3%	19 Employees
Sikh	0.2%	Sikh	0.2%	16 Employees
Jewish	0.1%	Jewish	0.1%	<10 Employees

### **Muslims and Hindus are underrepresented in the workforce.**

This data fits with our ethnicity data which shows a disparity around Asian/Asian British communities which many of our Muslim and Hindu colleagues are likely to be from. We continue to work in this area to understand why there are barriers for people of these religions and associated ethnicities. This is a continuing trend.

### **Other religion and belief is again much higher within the council than the city profile so work to understand this would be useful.**

Understanding the categories for any groups that are particularly prevalent within the workforce would reduce the risks of discrimination, to ensure that their voices are heard, and that the workplace is more inclusive and supportive.

## Sex

### **60.9% of the workforce is female (this has been relatively stable over the last 5 years)**

There are a high number of roles at Sheffield City Council that are in female dominated sectors. The former People Portfolio which did account for 44% of the overall workforce and covers both care for adults and children is 77.8% female. Given the prevalence of part-time and flexible working opportunities offered by the council it does attract significantly more females to the organisation in terms of head count. Attracting male applicants into female dominated roles/trades would potentially help towards re-balancing the sex profile and especially in some services across the organisation. However, at the same time we would welcome female applicants into male dominated roles/trades too. The apprenticeship and graduate schemes may help address this too.

### **53.3% of Chief Officers are female.**

This is an increase of 6.1 % on last year. There are comparatively fewer Chief Officer roles in the council than at all other grades so small changes in the workforce at this level can address imbalances in diversity quite quickly.

### **78.8% of the part time workforce is female. This has remained stable over the last 5 years. The full-time workforce is more balanced with 50% being male.**

Due to the nature of much of the work the council undertakes and the flexibility available this attracts more females. Work is being undertaken to encourage more males to undertake part time working, particularly in areas where there is underrepresentation such as care services and were having more males in directorates would be of great value to service users.

**There is a higher prevalence of females working part-time between the ages of 36-65 and males after the age of 56.**

Most female employees are in middle age ranges with highest proportion aged 56-65 which is a change on last year where the largest part-time group of females was 46-55. There are more younger and older men than women working part-time at either end of the spectrum.

**Only 24.8% apprentices are female, a decrease from 28.3% last year.**

Disappointingly the number of female apprentices has dropped back again on last year's figures. There is ongoing work to increase the diversity of apprentices across protected characteristics and there has been a particular focus on increases the number of females accessing opportunities in more male dominated trades such as plumbing or electrical. This is an area where we are consistently looking to address underrepresentation for a number of groups.

**There has been a large rise this year in the number of employer-led HR casework cases with large increases in both Sickness Procedure and Disciplinary or Performance cases.**

The increase has seen number of females in Sickness Procedure jump from 21 cases (43.8%) last year to 87 cases this year. For males this has increased from 27 cases (56.3%) to 64 cases (42.4%) this year. For Disciplinary or Performance cases males have increased from 23 cases (46.9%) last year to 68 cases (56.7%) this year. Females have increased from 26 cases (53.1%) last year to 52 cases (43.3%) in 2022-23. This would warrant some investigation as to the cause of these increases and whether there has been a change in how policy is implemented.

## Sexual orientation

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**5.3% of staff identify as LGB+ (8.2% at CO level). This compares favourably with the city comparator which is 4.8% of people not identifying as straight or heterosexual (Census 2021).**

Gradual Increase in general workforce profile and it is now close to the profile for the city. We have high number of staff in grades 10-11 who identify as LGB+ and increased representation at Chief Officer level. The highest proportion identify as bisexual (2.1%).

**Young people much more likely to identify as LGB+ and SCC young people follow a similar trend (apprentices 7.4%, 9.8% 25 and under, 11.6% 26-35).**

Ipsos data used by Stonewall's Rainbow Britain Report <sup>6</sup> has shown that only 71% of 16–26-year-olds identify as being exclusively straight or heterosexual. They are also likely to express a wider range of identities than older age groups. Although the data for Sheffield City Council is not as pronounced as the data from this report it does appear to be moving a positive direction, however, there has been a drop in the numbers of LGB+ apprentices this to 7.2%. We will continue to

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<sup>6</sup> [Rainbow Britain Report \(2022\) | Stonewall](#)

ensure that work around sexual orientation continues since we are no longer a Stonewall Diversity Champion and sexual orientation is becoming increasingly relevant for our workforce and city.

**No Grievances or Dignity and Respect cases for LGB+ staff again this year. There was underrepresentation in Sickness Procedure (2.5%) and Disciplinary or Performance (4.9%).**

Historically casework numbers are always low so this can fluctuate from year to year, so we are monitoring trending in this area. We are also mindful that many local issues between staff that could escalate to casework levels are dealt with informally, so we are looking at ways of capturing this information through such activities such as an Employee Opinion Survey. We also recognise that underreporting can be an issue and that where there are low numbers of cases this would warrant investigation.

**More LGB+ starters (73) than leavers (35).**

This may be reflective of younger people joining the organisation who are more likely to identify as LGB+. LGB+ were also highly represented in our recruitment data with 10.8% of applicants identifying as LGB+ and 9.2% of those who were appointed.



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