



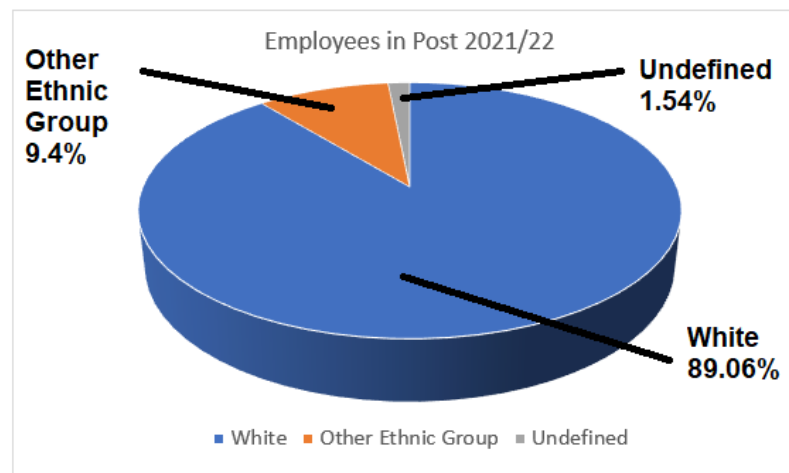
Annual Workforce Equality Report 2021/22

1. The Number of Employees in Post (Permanent, Fixed Term and Temporary Employees)

a. By Ethnic Origin

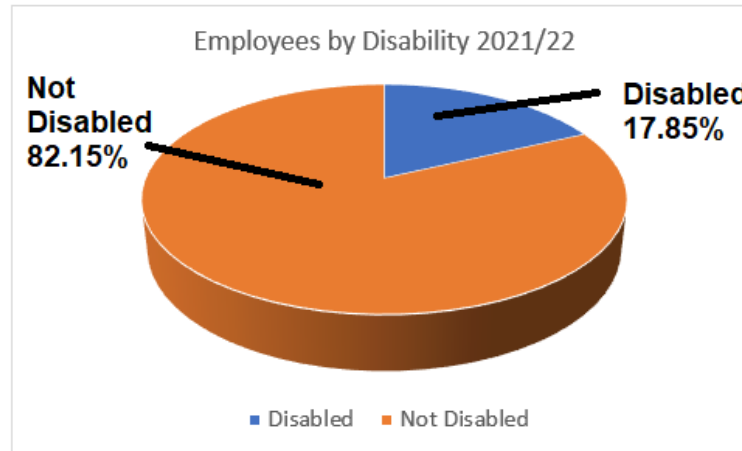
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
White	91%	91%	90%	91%	91%	92%	88.87 %	88.73%	89.32%	89.17%	89.06%
Other Ethnic Group	9%	9%	10%	9%	9%	7%	9.92%	10.04%	9.27%	8.81%	9.4%
Undefined*	0%	0%	0%	0%	0%	1%	1.21%	1.23%	1.41%	2.02%	1.54%

* Undefined relates to those employees for whom data has not been collected



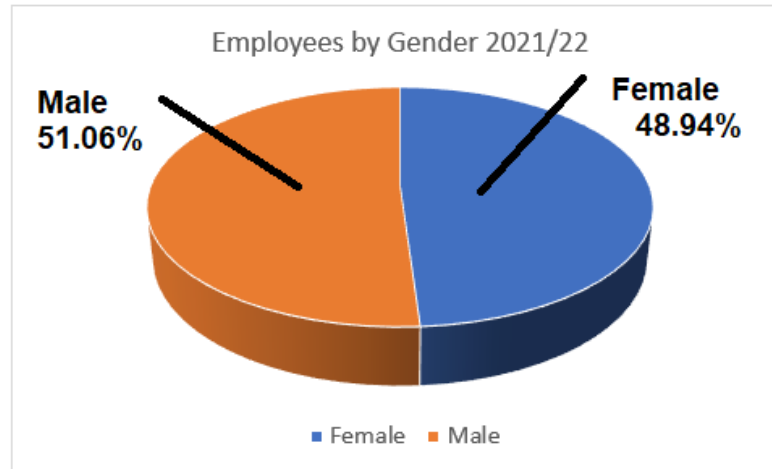
b. By Disability

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Employees with a Disability	26.88%	27.23%	27.63%	21.45%	28.86%	32.8%	29.96%	28.07%	22.78%	19.27%	17.85%



c. By Gender

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Female	50.9%	49.59%	47.93%	45.52%	45.96%	47%	47.57%	48.77%	47.98%	49.17%	48.94%
Male	49.1%	50.41%	52.07%	54.48%	54.04%	53%	52.43%	51.23%	52.02%	50.83%	51.06%

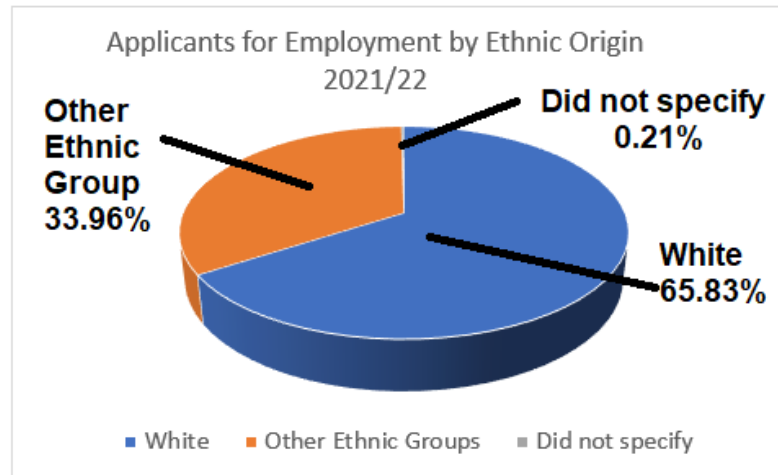


2 The Number of Applicants for Employment

2.1 Applicants for Employment

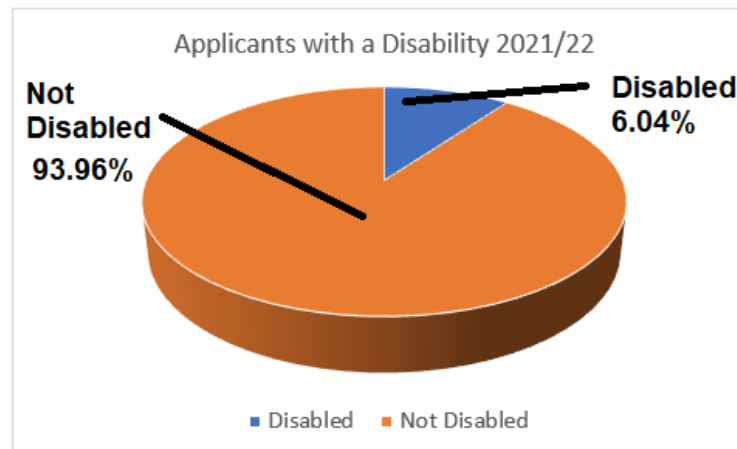
a. By Ethnic Origin

Year		2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2021/22
Number of Applicants	White	859 (82.92%)	892 (81.02%)	1092 (81.25%)	626 (81.51%)	794 (82.11%)	504 (79.25%)	718 (73.57%)	441 (73.74%)	544 (68.34%)	316 (65.83%)
	Other ethnic groups	167 (16.12%)	190 (17.26%)	240 (17.85%)	125 (16.28%)	162 (16.75%)	127 (19.97%)	258 (26.43%)	156 (26.09%)	247 (31.03%)	163 (33.96%)
	Did not specify	10 (0.96%)	19 (1.72%)	12 (0.89%)	17 (2.21%)	11 (1.14%)	5 (0.78%)	0	1 (0.17%)	5 (0.63%)	1 (0.21%)



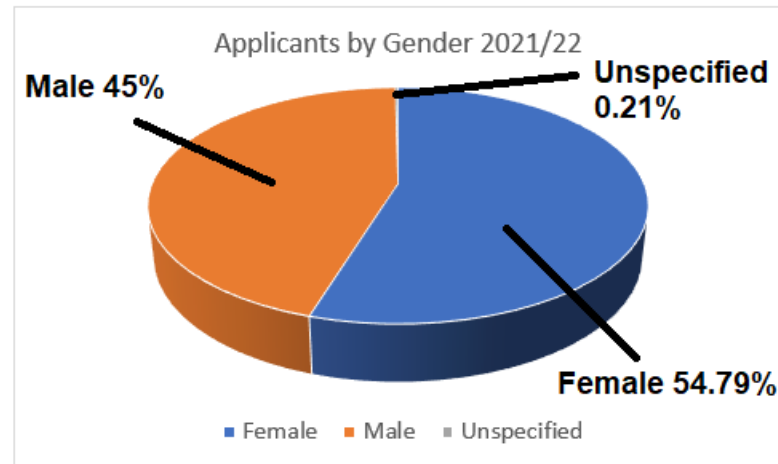
b. By Disability

Year	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2021/22
No of applicants with a disability	30 (2.90%)	25 (2.27%)	18 (1.34%)	18 (2.34%)	17 (1.76%)	32 (5.03%)	32 (3.28%)	32 (5.35%)	38 (4.77%)	29 (6.04%)



c. By Gender

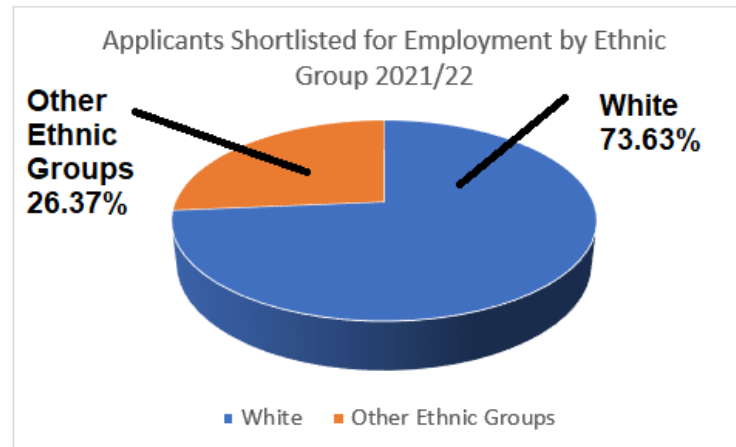
Year		2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2021/22
Number of Applicants	Female	482 (46.53%)	425 (38.60%)	464 (34.52%)	251 (32.68%)	460 (47.57%)	314 (49.37%)	565 (57.89%)	287 (47.99%)	463 (58.16%)	263 (54.79%)
	Male	554 (53.47%)	676 (61.40%)	880 (65.47%)	517 (67.32%)	507 (52.43%)	322 (50.63%)	410 (42.015)	309 (51.67%)	328 (41.20%)	216 (45%)
	Unspecified	0	0	0	0	0	0	1 (0.10%)	2 (0.33%)	5 (0.64%)	1 (0.21%)



2.2. Applicants Shortlisted for Employment

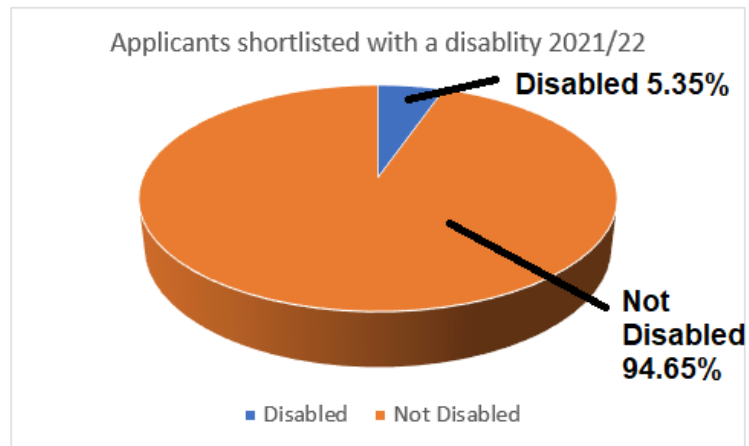
a. By Ethnic Origin

Year		2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2021/22
Number of Applicants shortlisted	White	173 (83.98%)	175 (78.82%)	227 (79.93%)	217 (84.77%)	240 (86.33%)	198 (84.20%)	235 (77.56%)	202 (79.22%)	208 (74.02%)	179 (73.63%)
	Other ethnic groups	33 (16.02%)	47 (21.18%)	57 (20.07%)	39 (15.23%)	38 (13.67%)	36 (15.8%)	68 (22.44%)	53 (20.78%)	73 (25.98%)	64 (26.37%)



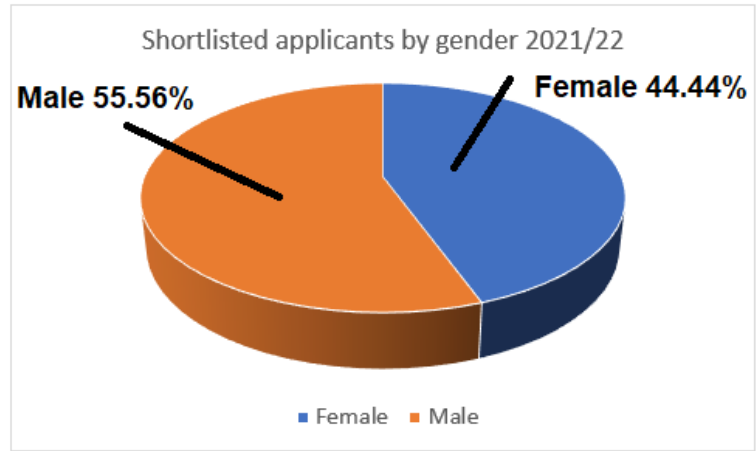
b. By Disability

Year	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2021/22
No of applicants with a disability shortlisted	7 (3.40%)	1 (0.45%)	1 (1.78%)	5 (1.95%)	5 (1.80%)	12 (5.13%)	10 (3.3%)	15 (5.88%)	15 (5.34%)	13 (5.35%)



c. By Gender

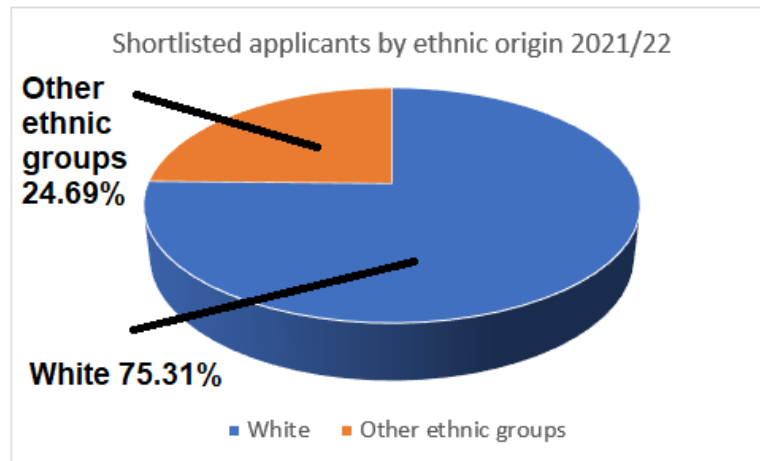
Year		2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2021/22
Number of Applicants shortlisted	Female	80 (38.83%)	127 (57.20%)	89 (31.34%)	98 (38.28%)	156 (56.12%)	113 (48.29%)	176 (58.09%)	123 (48.24%)	152 (54.10%)	108 (44.44%)
	Male	126 (61.17%)	95 (42.80%)	195 (68.66%)	158 (61.72%)	122 (43.88%)	121 (51.71%)	126 (41.58%)	132 (51.76%)	128 (45.55%)	135 (55.56%)
	Unspecified	0	0	0	0	0	0	1 (0.33%)	0	1 (0.35%)	0 (0%)



2.3 Shortlisted Applicants Appointed

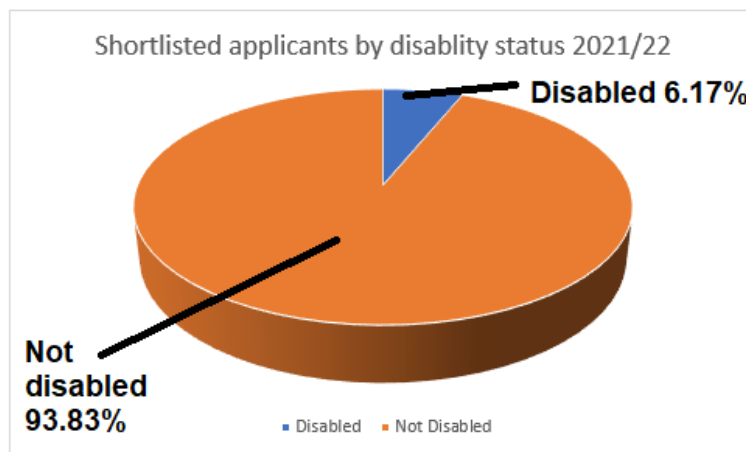
a. By Ethnic Origin

Year		2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2021/22
Number of shortlisted Applicants	White	43 (87.76%)	52 (81.25%)	63 (87.5%)	83 (89.25%)	69 (94.52%)	60 (84.51%)	72 (90%)	59 (85.5%)	61 (78.20%)	61 (75.31%)
	Other ethnic groups	6 (12.24%)	12 (18.75%)	9 (12.5%)	10 (10.75%)	4 (5.48%)	11 (15.49%)	8 (10%)	10 (14.5%)	17 (21.80%)	20 (24.69%)



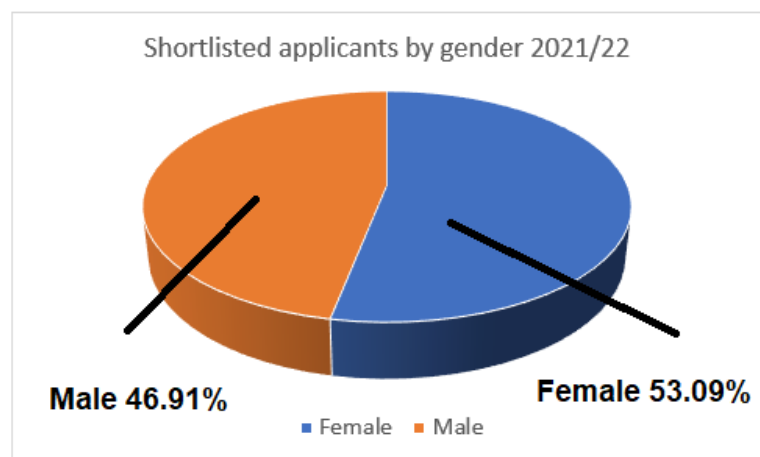
b. By Disability

Year	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2021/22
No of shortlisted applicants with a disability appointed	2 (4.08%)	0	1 (1.39%)	2 (2.15%)	0	3 (4.22%)	2 (2.47%)	5 (1.96%)	2 (25.64%)	5 (6.17%)



c. By Gender

Year		2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2021/22
Number of shortlisted Applicants appointed	Female	21 (42.86%)	25 (39.06%)	23 (31.94%)	41 (44.08%)	41 (57.53%)	32 (45.07%)	56 (69.14%)	43 (62.32%)	45 (57.69%)	43 (53.09%)
	Male	28 (57.14%)	39 (60.94%)	49 (68.06%)	52 (55.92%)	31 (42.47%)	39 (54.93%)	25 (30.86%)	25 (36.23%)	33 (42.31%)	38 (46.91%)
	Unspecified								1 (1.45%)	0	0 (0%)



3 The Number of Applicants for Promotion

a. By Ethnic Origin

Year	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2009/10				
	White	7	5	4
	Other Ethnic Group	1	1	0
	Undefined	0	0	0
2010/11				
	White	22	19	6
	Other Ethnic Group	2	2	0
	Undefined	0	0	0
2011/12				
	White	35	28	11
	Other Ethnic Group	3	2	2
	Undefined	0	0	0
2012/13				
	White	29	23	10
	Other Ethnic Group	1	1	1
	Undefined	0	0	0
2013/14				
	White	40	30	16
	Other Ethnic Group	4	4	0
	Undefined	0	0	0
2014/15				
	White	55	54	23
	Other Ethnic Group	6	5	2
	Undefined	0	0	0
2015/16				
	White	36	33	17
	Other Ethnic Groups	4	4	1
	Undefined	0	0	0
2016/17				
	White	52	44	25
	Other Ethnic Groups	6	6	3
	Undefined	0	0	0

2017/18				
	White	23	23	26
	Other Ethnic Groups	3	3	1
	Undefined	0	0	0
2018/19				
	White	49	42	26
	Other Ethnic Groups	8	7	4
	Undefined	0	0	0
2019/20				
	White	46	43	21
	Other Ethnic Groups	4	3	2
	Undefined	0	0	0
2021/22				
	White	43	43	32
	Other Ethnic Groups	6	6	4
	Undefined	0	0	0

b. By Disability

Year	Applied for Promotion	Shortlisted for Promotion	Achieved Promotion
2009/10	0	0	0
2010/11	0	0	0
2011/12	1	0	0
2012/13	3	3	3
2013/14	1	1	1
2014/15	0	0	0
2015/16	0	0	0
2016/17	5	4	3
2017/18	1	1	1
2018/19	1	1	1
2019/20	3	2	0
2021/22	7	7	7

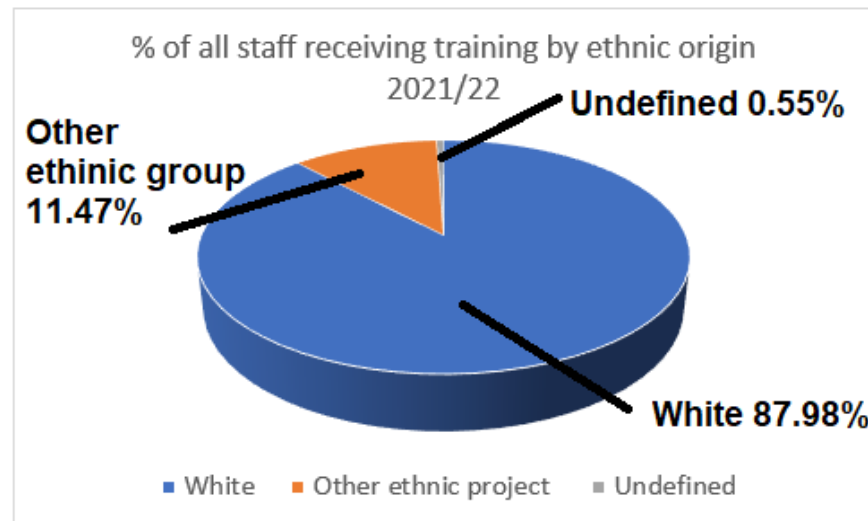
c. By Gender

Year	Gender	Applied for Promotion	Shortlisted for Promotion	Achieved Promotion
2009/10	Female	3	2	2
	Male	5	4	2
2010/11	Female	16	12	4
	Male	9	9	2
2011/12	Female	21	15	8
	Male	17	15	5
2012/13	Female	15	12	7
	Male	15	12	4
2013/14	Female	27	25	11
	Male	17	9	5
2014/15	Female	40	36	14
	Male	24	21	9
2015/16	Female	26	25	12
	Male	14	12	6
2016/17	Female	28	26	13
	Male	30	24	15
2017/18	Female	14	14	9
	Male	11	11	8
	Unspecified	2	1	0
2018/19	Female	41	35	22
	Male	16	14	8
	Unspecified	0	0	0
2019/20	Female	25	24	14
	Male	25	22	10
	Unspecified	0	0	0
2021/22	Female	27	27	18
	Male	22	22	18
	Unspecified	0	0	0

4. The Number of Employees Receiving Training

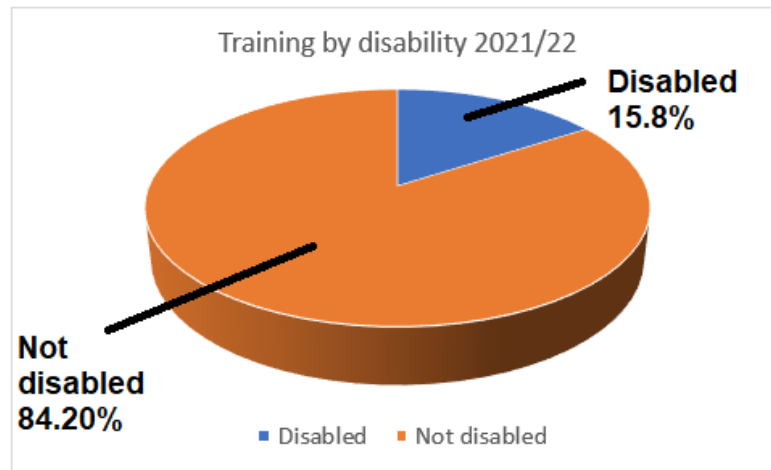
a. By Ethnic Origin

% Of Staff per Group Receiving Training											
Ethnic Origin	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
White	92.05%	92.46%	90.16%	91.23%	93.11%	90.56%	96%	87.09%	90.86%	89.03%	87.98%
Other Ethnic Group	7.95%	7.54%	7.96%	7.61%	6.47%	9.44%	6.25%	10.96%	8.4%	0.20%	11.47%
Undefined*	0	0	1.87%	1.16%	0.42%	0	0	1.95%	0.74%	10.86%	0.55%



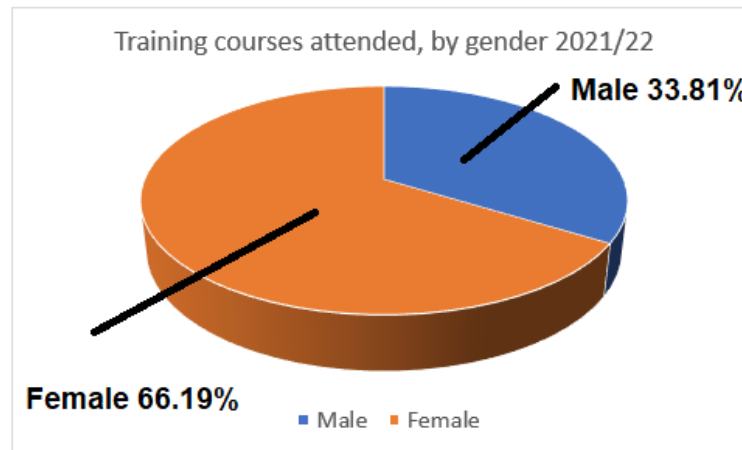
b. By Disability

% Of Staff Receiving Training											
	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Employees with a disability receiving training	13.92%	11.17%	8.66%	9.85%	8.98%	9.44%	7%	10.6%	25.74%	17.61%	15.8%



c. By Gender

Training by gender 2021/22											
	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Male	50.28%	51.40%	50.35%	53.39%	54.28%	47.90%	46%	65.77%	43.38%	22.54%	33.81%
Female	49.72%	48.60%	49.65%	46.61%	45.72%	52.10%	54%	34.23%	56.62%	77.46%	66.19%



5. The Number of Staff Involved in Grievance Procedures

a. By Ethnic Origin

Number of Grievances											
Ethnic Group	2011/12	2012/13	2013/14	2014/ 15	2015/ 16	2016/ 17	2017/ 18	2018/ 19	2019/20	2020/21	2021/22
White	1	0	0	2	1	1	3	3	3	2	3
Other Ethnic Group	0	1	0	0	2	0	0	0	0	1	2
Undefined	0	0	0	0	0	0	0	0	0	0	0

b. By Disability

Number of Grievances											
	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Cases involving employees with a disability	1	0	0	2	0	0	1	0	0	0	2

c. By Gender

Number Grievances											
	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Females	0	0	0	1	1	0	2	2	1	0	2
Males	1	1	0	1	2	1	1	1	2	3	3

6. The Number of Staff Involved in Disciplinary Procedures

a. By Ethnic Origin

Number of Disciplinary Procedures											
Ethnic Group	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
White	11	8	5	17	10	13	9	20	15	8	13
Other Ethnic Group	2	0	1	3	0	0	0	2	1	0	1
Undefined*	0	0	0	0	0	0	0	0	0	0	0

b. By Disability

Number of Disciplinary Procedures											
	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Cases of employees with a disability	1	0	0	2	0	0	1	0	3	1	2

c. By Gender

Number of Disciplinary Procedures											
	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Females	2	2	1	7	5	1	5	4	3	2	2
Males	12	6	5	13	5	12	4	18	13	6	11

7. The Number of Employees Who Ceased To Be Employed By The Authority

a. By Ethnic Origin

Number of Leavers											
Ethnic Group	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
White	54	31	41	65	58	71	70	57	50	48	74
Other Ethnic Group	4	2	3	14	9	5	8	7	2	5	11
Undefined	0	0	0	0	0	0	3	0	0	1	1

b. By Disability

Number of Leavers											
	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Leavers with a disability	7	8	12	7	10	12	9	8	12	10	19

c. By Gender

Number of Leavers											
	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Female	35	13	15	32	33	33	36	31	30	32	45
Male	23	20	29	47	34	44	45	33	22	22	41

Note: The Council undertakes ethnic monitoring in accordance with the provisions of the Equality Act 2010 and Census classifications. However, data will not be made public where to do so could lead to the identification of individuals. Therefore, throughout this report, monitoring is undertaken by 'white' and 'other ethnic group'.

8. GENDER PAY GAP

The gender pay gap is the percentage difference between both the average and median hourly earnings of men and women across the workforce. We are required to report on these figures and publish them annually on both the Council's website and also on www.gov.uk

These figures demonstrate that Rugby Borough Council's pay gap has been decreasing year on year since 2018/19 for both the average and median hourly pay rate, the average down from 6.6% to 3.4% and the median down from 1.9% to 0.4%.

