

## Equalities Report - as at Dec 2023

Based on Employee Group SS Appointments only - including reliefs and temporary staff

Department	Grade	Appoint ments	% Disabled	% Women	% BME	% Hetero- sexual	% LGB	% Sexual Orientation undeclared	% Christian	% Minority Religions	% No religion	% Religion undeclared	% 16-24	% 58+
Adult Social Care & Health	SS1 - SS5	1699	9.77	89.58	4.71	70.69	1.41	27.55	46.85	1.94	26.78	24.43	5.47	33.96
Adult Social Care & Health	SS6 - SS10	1272	9.04	85.69	5.11	71.86	2.67	25.31	42.14	1.73	31.29	24.84	2.75	21.07
Adult Social Care & Health	SS11 - SS14	573	10.12	82.37	8.73	72.43	2.09	25.48	40.49	2.27	32.29	24.96	0.17	21.99
Adult Social Care & Health	SS15+	34	5.88	58.82	0.00	73.53	2.94	23.53	32.35	0.00	47.06	20.59	0.00	26.47
Adult Social Care & Health	Apprentice	8	12.50	50.00	0.00	100.00	0.00	0.00	25.00	0.00	62.50	12.50	87.50	0.00
Adult Social Care & Health	Any other grade	4	50.00	75.00	0.00	75.00	0.00	25.00	50.00	0.00	25.00	25.00	25.00	25.00
<b>Total</b>		<b>3590</b>	<b>9.58</b>	<b>86.66</b>	<b>5.43</b>	<b>71.48</b>	<b>1.98</b>	<b>26.32</b>	<b>43.98</b>	<b>1.89</b>	<b>29.53</b>	<b>24.60</b>	<b>3.82</b>	<b>27.33</b>
Childrens Services	SS1 - SS5	1625	8.74	95.26	3.08	75.02	1.23	23.51	44.43	2.40	31.14	22.03	2.28	26.58
Childrens Services	SS6 - SS10	1480	8.11	83.65	3.78	72.03	2.57	25.41	37.57	2.84	38.45	21.15	4.26	16.76
Childrens Services	SS11 - SS14	520	7.50	86.35	3.85	69.23	2.50	28.08	41.54	1.54	33.08	23.85	0.58	20.58
Childrens Services	SS15+	26	0.00	57.69	3.85	61.54	3.85	34.62	26.92	3.85	42.31	26.92	0.00	11.54
Childrens Services	Apprentice	10	20.00	70.00	0.00	60.00	30.00	10.00	50.00	0.00	30.00	20.00	60.00	0.00
Childrens Services	Any other grade	705	9.50	84.96	3.12	64.96	2.55	32.48	42.27	2.84	28.09	26.81	1.13	28.51
<b>Total</b>		<b>4366</b>	<b>8.47</b>	<b>88.32</b>	<b>3.41</b>	<b>71.58</b>	<b>2.13</b>	<b>26.18</b>	<b>41.32</b>	<b>2.52</b>	<b>33.42</b>	<b>22.74</b>	<b>2.68</b>	<b>22.70</b>
Commissioning, Communities & Policy	SS1 - SS5	148	14.19	58.78	1.35	79.05	2.03	18.92	41.89	3.38	29.05	25.68	4.05	39.19
Commissioning, Communities & Policy	SS6 - SS10	1016	8.37	59.84	3.64	76.77	1.18	21.85	43.60	1.57	33.37	21.46	5.51	24.31
Commissioning, Communities & Policy	SS11 - SS14	441	7.94	53.06	3.40	76.64	0.91	22.45	45.80	1.36	30.61	22.22	0.23	21.32
Commissioning, Communities & Policy	SS15+	34	2.94	47.06	0.00	76.47	2.94	20.59	44.12	0.00	41.18	14.71	0.00	17.65
Commissioning, Communities & Policy	Apprentice	11	9.09	9.09	0.00	90.91	0.00	9.09	27.27	0.00	72.73	0.00	100.00	0.00
Commissioning, Communities & Policy	Any other grade	5	40.00	40.00	0.00	40.00	0.00	60.00	0.00	0.00	40.00	60.00	0.00	20.00
<b>Total</b>		<b>1655</b>	<b>8.76</b>	<b>57.28</b>	<b>3.26</b>	<b>76.92</b>	<b>1.21</b>	<b>21.75</b>	<b>43.81</b>	<b>1.63</b>	<b>32.69</b>	<b>21.87</b>	<b>4.47</b>	<b>24.53</b>
Place	SS1 - SS5	596	8.89	83.89	0.34	61.41	2.85	35.57	41.61	1.17	27.68	29.53	3.02	43.46
Place	SS6 - SS10	620	9.19	40.97	1.45	70.16	2.58	26.94	35.48	1.77	36.13	26.61	4.35	24.84
Place	SS11 - SS14	150	5.33	40.00	4.67	80.00	0.67	19.33	40.67	3.33	36.67	19.33	0.00	21.33
Place	SS15+	18	0.00	22.22	0.00	88.89	0.00	11.11	55.56	0.00	33.33	11.11	0.00	33.33
Place	Apprentice	16	6.25	18.75	0.00	93.75	0.00	6.25	31.25	0.00	56.25	12.50	68.75	0.00
Place	Any other grade	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total</b>		<b>1400</b>	<b>8.50</b>	<b>58.64</b>	<b>1.29</b>	<b>68.00</b>	<b>2.43</b>	<b>29.36</b>	<b>38.86</b>	<b>1.64</b>	<b>32.79</b>	<b>26.71</b>	<b>4.00</b>	<b>32.21</b>
<b>Overall Total</b>		<b>11011</b>	<b>8.88</b>	<b>79.34</b>	<b>3.78</b>	<b>71.89</b>	<b>1.98</b>	<b>25.96</b>	<b>42.25</b>	<b>2.07</b>	<b>31.96</b>	<b>23.72</b>	<b>3.49</b>	<b>25.69</b>
<b>Overall Total - SS1 - SS5</b>		<b>4068</b>	<b>9.39</b>	<b>89.90</b>	<b>3.29</b>	<b>71.36</b>	<b>1.57</b>	<b>26.79</b>	<b>44.94</b>	<b>2.06</b>	<b>28.74</b>	<b>24.26</b>	<b>3.79</b>	<b>32.60</b>
<b>Overall Total - SS6 - SS10</b>		<b>4388</b>	<b>8.59</b>	<b>72.70</b>	<b>3.81</b>	<b>72.81</b>	<b>2.28</b>	<b>24.77</b>	<b>40.00</b>	<b>2.07</b>	<b>34.87</b>	<b>23.06</b>	<b>4.12</b>	<b>20.90</b>
<b>Overall Total - SS11 - SS14</b>		<b>1684</b>	<b>8.31</b>	<b>72.15</b>	<b>5.46</b>	<b>73.22</b>	<b>1.78</b>	<b>24.94</b>	<b>42.22</b>	<b>1.90</b>	<b>32.48</b>	<b>23.40</b>	<b>0.30</b>	<b>21.32</b>
<b>Overall Total - SS15+</b>		<b>112</b>	<b>2.68</b>	<b>49.11</b>	<b>0.89</b>	<b>74.11</b>	<b>2.68</b>	<b>23.21</b>	<b>38.39</b>	<b>0.89</b>	<b>41.96</b>	<b>18.75</b>	<b>0.00</b>	<b>21.43</b>
<b>Overall Total - Apprentice</b>		<b>45</b>	<b>11.11</b>	<b>33.33</b>	<b>0.00</b>	<b>86.67</b>	<b>6.67</b>	<b>6.67</b>	<b>33.33</b>	<b>0.00</b>	<b>55.56</b>	<b>11.11</b>	<b>77.78</b>	<b>0.00</b>
<b>Overall Total - Any other grade</b>		<b>714</b>	<b>9.94</b>	<b>84.59</b>	<b>3.08</b>	<b>64.85</b>	<b>2.52</b>	<b>32.63</b>	<b>42.02</b>	<b>2.80</b>	<b>28.15</b>	<b>27.03</b>	<b>1.26</b>	<b>28.43</b>

NEET - 10.5% of 16-17 year olds not in employment, education or training (NEET) or whose status is unknown (3 month average) Year 2021 average

Derbyshire Population - 794,600 live in the County, age profile is older than England with 22.1% of residents aged 65+, compared to 18.4% (England). Census 2021

Derbyshire Population - Working Age - 61% working age (16-64) - Unemployment rate 2.9% compared to East Midlands (14.6%) and England (20.2%). Jan Claimant Count

Derbyshire Population Ethnicity - 6.3% of Derbyshire population are from black and minority ethnic (BME) backgrounds, England 26.5%. Census 2021 (Total BME)

Derbyshire Population Disability - 20.1% of people are disabled in the County, higher than England (17.3%). Census 2021 (% of total pop.)

Derbyshire Population Young People - Unemployment rate for people under 25 years is 22.7%, East Midlands 24.2% and England 24.3%. July 2021 Claimant Count

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