



# Reimagine

the possibilities

## SCC Workforce Equality Report 2023

December 2023

## Aims and Purpose of the Report

We know that the best possible service delivery comes when our workforce is as diverse as it can be, reflecting the communities we serve. When the working environment feels fair and inclusive, more people choose to join and stay with the organisation for a meaningful career, bringing a range of benefits to the organisation and the people of Suffolk.

Our workforce strategy sets out our commitment to equality, diversity, and inclusion (EDI) and identifies a range of aspirational aims as follows:

- SCC people come from a wide range of backgrounds and experiences, reflecting all of Suffolk's communities.
- All colleagues feel part of a safe and welcoming working environment in which they can and do bring their whole self to work.
- All colleagues are open to furthering diversity, equality and inclusion in the workplace.
- Open conversations, questions and learning are common and there is a sense of increasing knowledge, understanding and competence.
- Because barriers to employment have been removed, people can work to their full potential and choose to stay with us through all of life's stages to enjoy a long and meaningful career.

The work we deliver in relation to this area of our workforce strategy also helps us to meet the requirements of the Equality Act 2010 and the [Public Sector General Equality Duty](#) that requires us to:

- eliminate unlawful discrimination, harassment and victimisation.
- advance equality of opportunity between different groups.
- foster good relations between people from different groups.

The Equality Act also says that public bodies must pay 'due regard' to equality. This means that we must:

- remove or minimise disadvantages suffered by people due to their protected characteristics.
- take steps to meet the needs of people from protected groups where these are different from the needs of other people.

The Act also states that meeting different needs involves taking steps to take account of disabled people's disabilities and that compliance with the duty may involve treating some people more favourably than others.

We produce this report each year to understand the make-up of our staff, how this compares to the population of Suffolk and the direction of travel. The data helps us to identify underrepresented groups and supports us to direct our limited resources to the actions, plans and priorities that will move us forward in our aspirations.

A handwritten signature in black ink, appearing to read 'J Bray'.

**Jeanette Bray**  
Head of HR  
December 2023

## Work Delivered to Date

Each year we deliver a range of work to improve equality and inclusion for staff. Highlights for the last two years include:

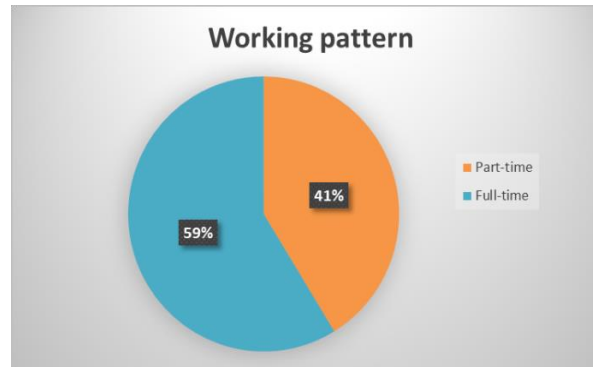
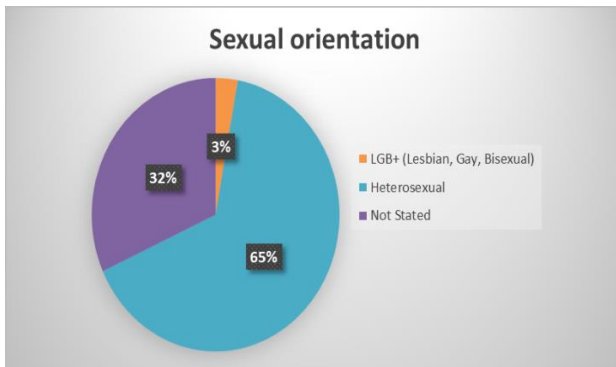
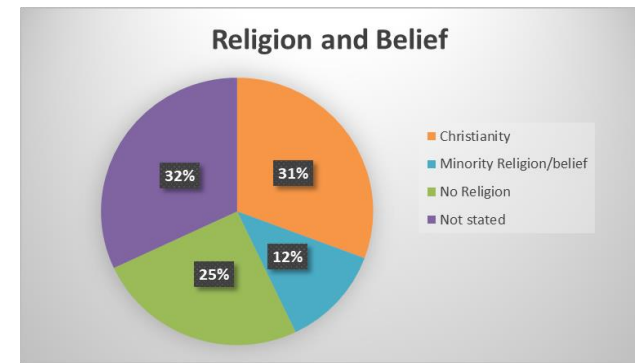
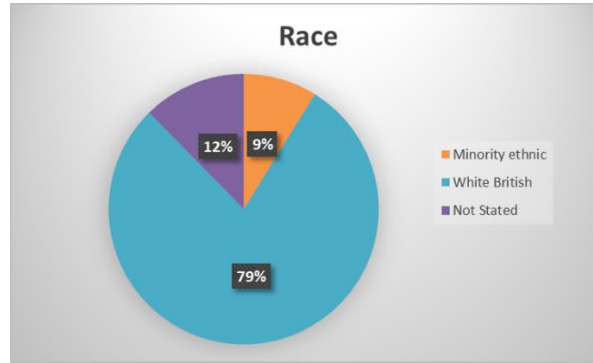
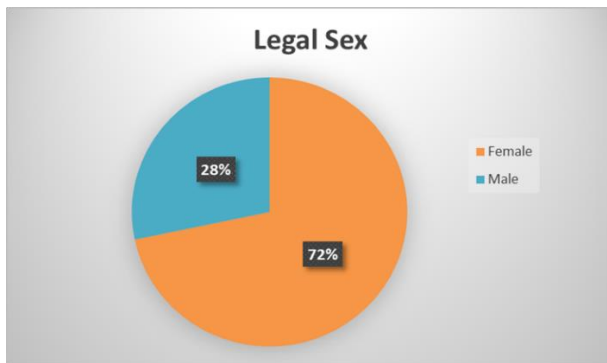
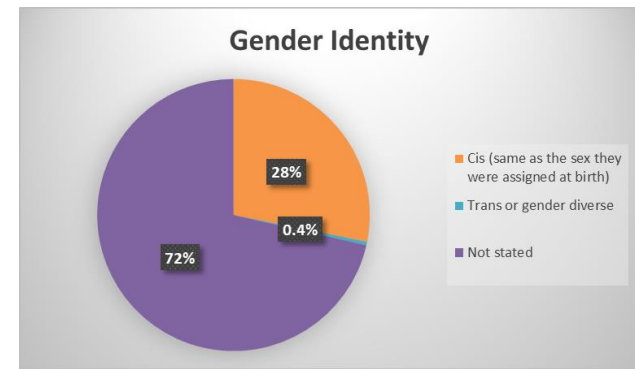
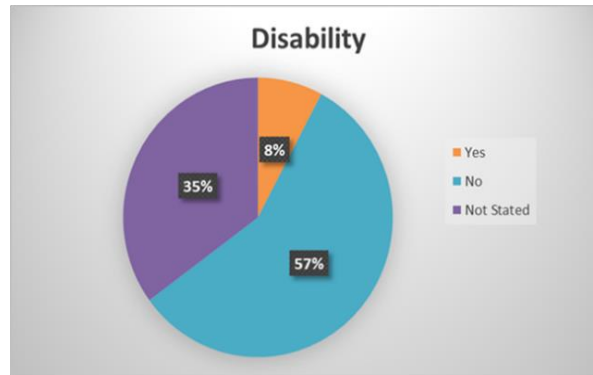
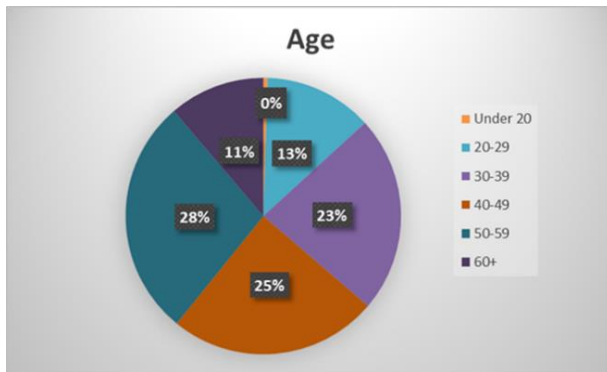
- **We included equality e-learning in the mandatory learning for all staff** for the first time, including a specific module about race equality. We achieved 75% compliance across the mandatory modules in 2022-23. This year, **we have strengthened the link with performance**, so that staff start off the year knowing that if they do not complete all their mandatory training for 2023-24, they will not be eligible for incremental progression in April 2024.
- 2022-23 was also the first year that we included **an expectation for all staff to have at least one equality objective in their performance reviews**. A dip sample of this towards the end of the business year showed around half of staff had a meaningful equality objective. Whilst we want to continue to improve on this going forwards, it is a big improvement on what would have been the case previously, and a significant shift to achieve in one year. We are also doing more to ensure people understand what makes a meaningful objective, and to ensure widespread compliance. The message is that you cannot do your job to the best possible standard without considering issues around equality, diversity and inclusion.
- We have delivered work to **embed positive action** in our recruitment processes with our **HR team supporting more than 200 positive action initiatives in the 2022-23 calendar year**. The outcome and benefit of this approach can be seen in the increasing diversity of our staff, as shown throughout this report.
- **We have continued to work on our Race Equality Plan**. Of the 24 commitments on the most recent version of our plan, **54% of the actions are rated as green**, showing significant progress towards achieving our ambitions. A spot survey of minoritised ethnic staff undertaken in October 2022 provided many things to celebrate, including:
  - > **80% of minoritised ethnic staff would recommend SCC as a good place to work.**
  - > **98% believe SCC is committed to race equality.**
  - > **92% have confidence to speak to their manager about the impact of racism.**The survey also highlighted some points for further work, including a need to improve our processes for staff to report racist micro-aggressions and these actions are being developed to take forwards.

- Our Gender Pay Gap has continued to close** in the last year. Our median pay gap was reduced by 1% in the last year. It is now lower than both the national average and regional averages and has reduced by around 4.8% since reporting started in 2017. We continue to take a range of steps to reduce the gap and improve support for people of all genders, especially around parenting, caring and flexible working. As part of this, in May 2022 we introduced **a new Carers Policy, including up to 1 week of paid leave for carers**, from which over 130 staff have already benefitted. We also have a **new carers staff network**. This work then helped us to achieve **Carer Confident Level 2** in the national scheme in November 2022.

During September 2022 we **doubled our period of paid paternity leave**. Since then, 76% of staff going on paternity have taken up the offer of additional paternity leave, and 90% in a dip sample had used their full entitlement of 4 weeks. As a result of promoting paternity leave, we have also seen an increase in the uptake of **any** paternity leave, which directly addressed a previously identified disparity.

In the last year, we have taken steps to amend our parental policies to provide **more support for issues such as surrogacy, miscarriage, and pregnancy termination**. We also introduced **a new Fertility Leave Policy, including up to 1 week of paid leave for staff undergoing fertility treatment**. We are also really pleased to have been recognised for our supportive policies for the second year running, by **winning at the national Working Dads Awards**.
- We achieved Disability Confident Level 3 Leader status** on the national scheme in 2022, the highest level. We are doing work to improve our learning offer for staff in this area. We had **two new disability staff networks** formed recently, the Neurodivergent and Deaf and hearing loss staff networks, bringing our disability staff networks up to 4 in total. We had **a webinar on neurodivergence inclusion** in November 2022 that was attended by over 300 staff.
- We have introduced a new e-learning module on LGBT+ inclusion, which will be mandatory for all our staff**. We are also looking to improve our training for front-line practitioners in this area.
- As an organisation we have signed up to the **Good Youth Employment Charter**. Work is commencing to focus on making Suffolk County Council an attractive and inclusive place, and break down any barriers to employment, for younger people, and people from more disadvantaged socioeconomic backgrounds.

# Our workforce profile: a snapshot



NB Trans is separated from LGBT as it is covered under Gender

## Summary data: at a glance

### Significantly under-represented groups

- People under 20 years old
- People over 60 years old
- People who identify as Bisexual
- Men
- Disabled people
- People from all Asian ethnicities (Bangladeshi, Chinese, Indian, Pakistani, and Any Other Asian Background)
- People from the Mixed White & Asian group
- People from the Mixed White and Black African group
- People from any other Mixed or Multiple ethnic background
- People from the White Irish and any other White Background groups
- People with a Hindu, Jewish, Muslim, Sikh, or Christian religion or belief

### Groups with less representation at a senior level than overall

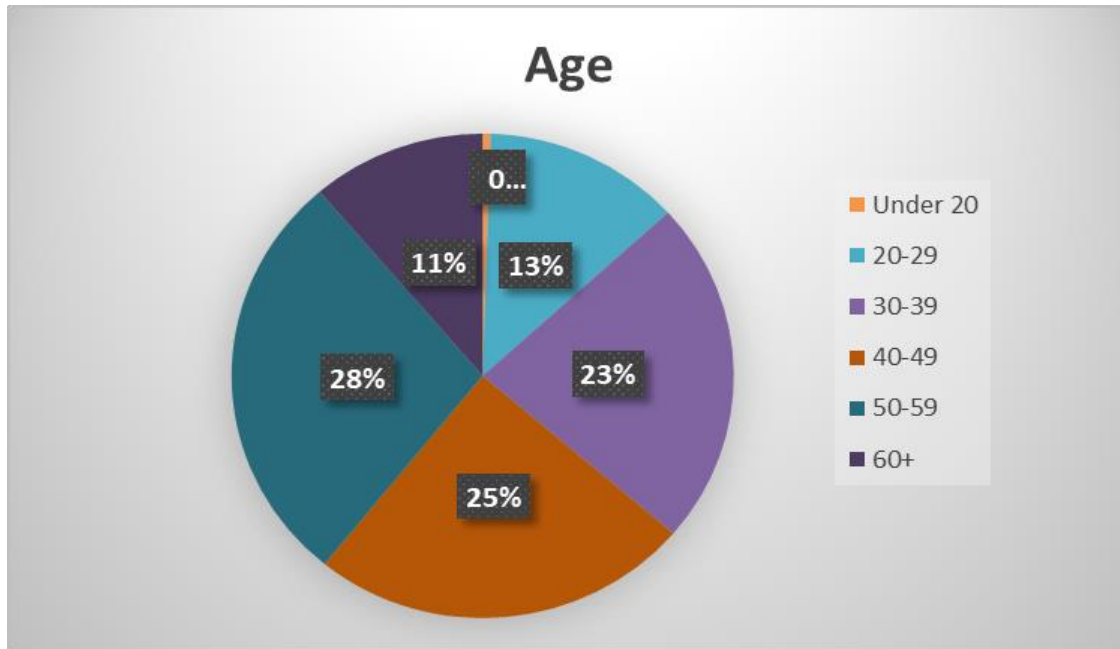
- People under 40 years old
- Disabled people
- People who identify as Trans or gender diverse
- Women
- People from the Mixed and Other Ethnic groups
- Those that work part time.

### Disclosure rates

- **Age = 100%** (this is legally required by HMRC)
- **Disability = 65%**
- **Gender identity = 29%**
- **Legal sex = 100%** (this is legally required by HMRC)
- **Race = 88%**
- **Religion or belief = 70%**
- **Sexual orientation = 68%**
- **Working Pattern = 100%** (as relates to working hours)

# Age

## Representation



**Disclosure rate = 100%**

**This is because it is an HMRC requirement.**

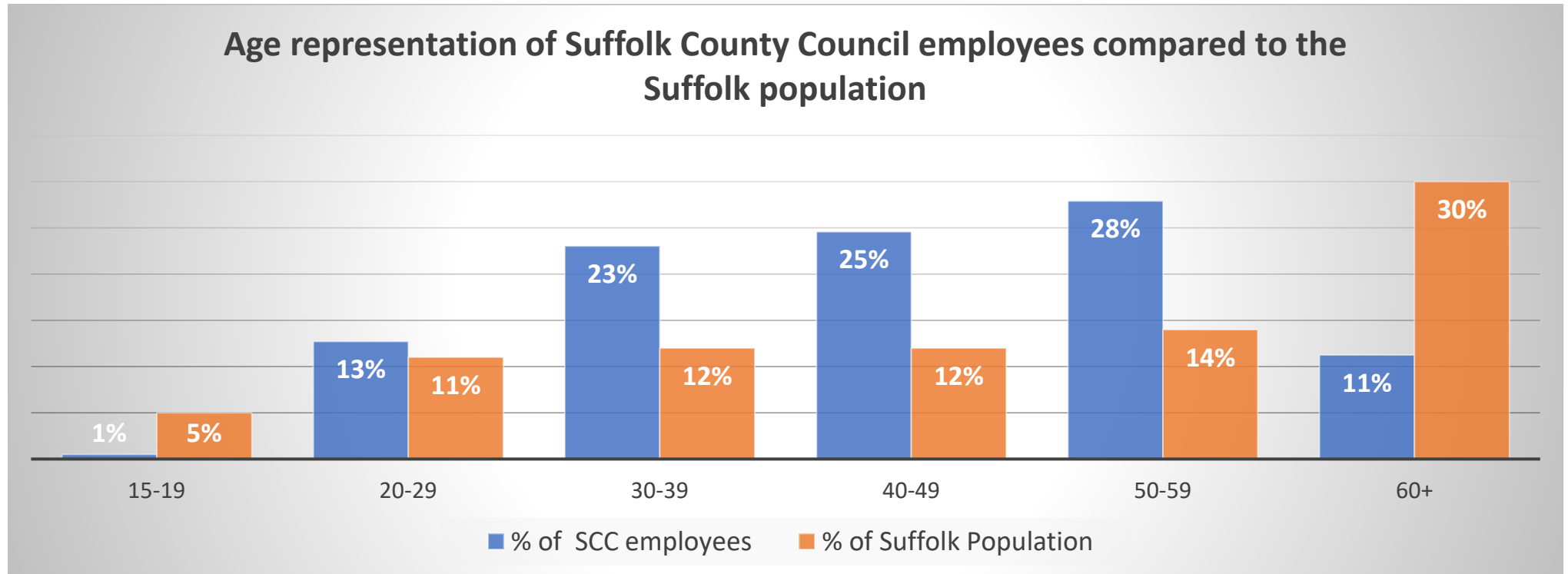


- under 20 = 29 people (0.5%)
- 20-29 = 718 people (13%)
- 30-39 = 1,302 people (23%)

- 40-49 = 1,388 people (25%)
- 50-59 = 1,576 people (28%)
- aged 60+ = 636 people (11%)

The age of employees ranges from 17 – 82 years.

## Comparison to Suffolk population



## Recruitment

Age	Application Received		Interview and Selection		Appointed	
	Total	As %	Total	As %	Total	As %
Under 21	394	4.60%	143	3.47%	45	3.25%
21-30	2593	30.27%	1065	25.84%	343	24.78%
31-40	2552	29.79%	1200	29.12%	405	29.26%
41-50	1705	19.90%	917	22.25%	319	23.05%
51-60	1121	13.09%	674	16.36%	231	16.69%
61+	202	2.36%	122	2.96%	41	2.96%



## Seniority

Age	All senior managers (79)	% of overall	Comparison with Suffolk working age adults %	Comparison with SCC all staff %
Under 20	0	0%	-100%	-100%
20-29	0	0%	-100%	-100%
30-39	3	3.80%	-74%	-83.51%
40-49	25	32%	54%	+22%
50-59	39	49%	64%	+43.49%
60+	12	15%	48%	+36%

## Data Analysis and year on year observations

Working age in the UK is defined as those between 16 and 64 years old. The only age group where there is under representation compared to the Suffolk working age population is the 15-19 age group. It is important to note that 15-year-olds are included in this category because this is how the Suffolk data is categorised, however the working age only starts from 16 so a number of those in the wider Suffolk population will not be available to work. In addition to this, while the working age starts at 16, those in this age group are also not necessarily available for work, due to ongoing education, etc. Some roles within SCC also have a minimum age restriction of over 18 as a result of professional registration requirements or safeguarding. While it remains an underrepresented group, it's worth noting that the number of employees in this category has more than doubled since the last reporting period.

In the 2022 report, the 20-29 age group was underrepresented when compared to the Suffolk population. In the 2023 data this age group is now equally represented. This is due to a decrease in the Suffolk population percentage for this age group, SCC's workforce has remained at 13%.

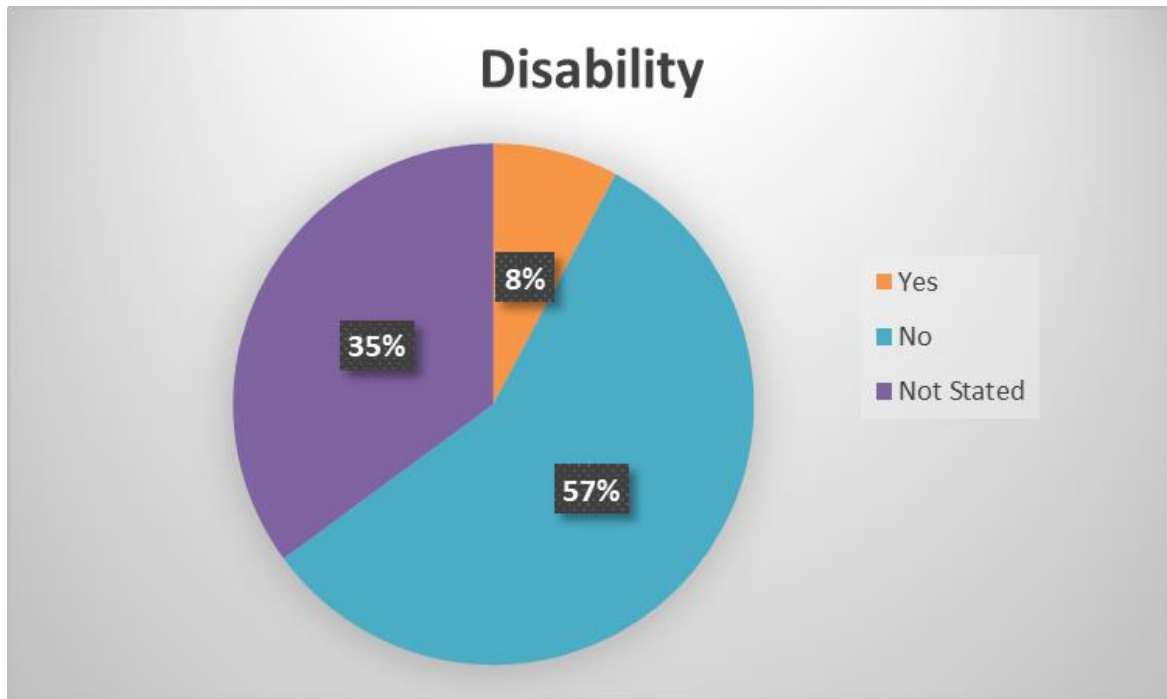
Every other age group is either equally or more than represented when compared with the Suffolk population.

In terms of recruitment, people between the ages of 30-60 were more likely to be shortlisted and appointed than their proportion of the overall candidate pool. However, those under 30 and over 60 were less likely to be shortlisted and appointed.

There is no one aged under 30 in the most senior management roles. There are very few staff under 40, 70% less compared to 2022, although it should be noted that the number of people in senior manager roles overall has reduced by 40% in 2023. Those aged over 40 are more than represented in these roles. In terms of seniority, experience gained from working for a longer period of time is more likely to enable a person to have opportunities to progress, so it is likely that there will always be a link between age and seniority of position. However, when designing roles and carrying out recruitment it is important to consider the extent to which this link is inevitable, and whether barriers can be removed for those in younger age groups with less direct experience.

# Disability

## Representation



Disclosure rate = 65%

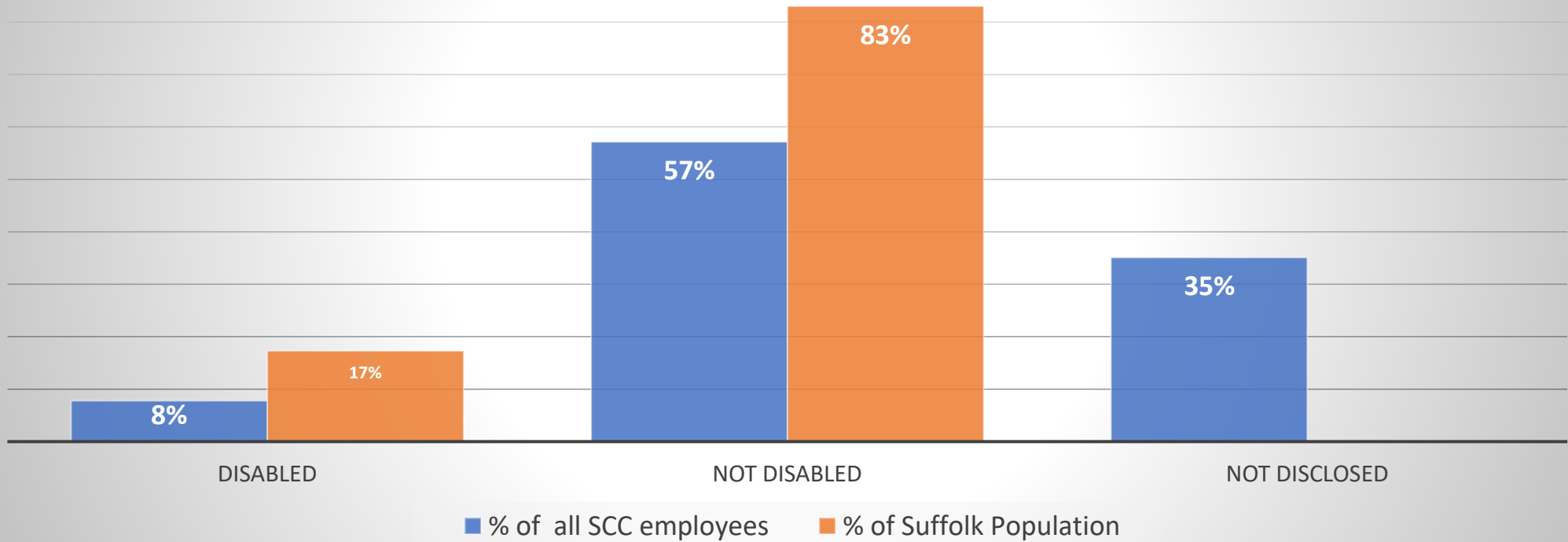


- Yes = 440 people (8%)
- No = 3,227 people (57%)
- Not disclosed = 1,982 people (35%)

Of the 3667 people who have disclosed their status under this category, 12% are disabled.

## Comparison to Suffolk population:

### Disability representation of Suffolk County Council employees compared to the Suffolk population



## Recruitment

Disability	Application Received		Interview and Selection		Appointed	
	Total	As %	Total	As %	Total	As %
No	6739	92%	2982	89%	933	91%
Yes	615	8%	372	11%	97	9%

## Seniority

Disability	All senior managers	% of overall (79)	% of known disability status (60)	Comparison of known % with Suffolk community	Comparison of known % with SCC all staff known %
Yes	5	6.33%	8%	<b>-47.92%</b>	<b>-30.55%</b>
No	55	69.62%	92%	8%	+4.00%
Not disclosed	19	24.05%	n/a	n/a	n/a

## Data Analysis Highlights and Year-on-year Observations

The current disclosure rate of 65% is an increase from last year's disclosure rate of 61%.

The overall proportion of our staff who have disclosed being disabled has been steadily increasing from 4.4% in 2010, to just under 8% in 2023.

The number of people disclosing a disability is approximately 55% lower than the estimated 17% of working age adults with a disability in the wider population.

There is also a significant proportion of staff who have not disclosed their disability status (35%).

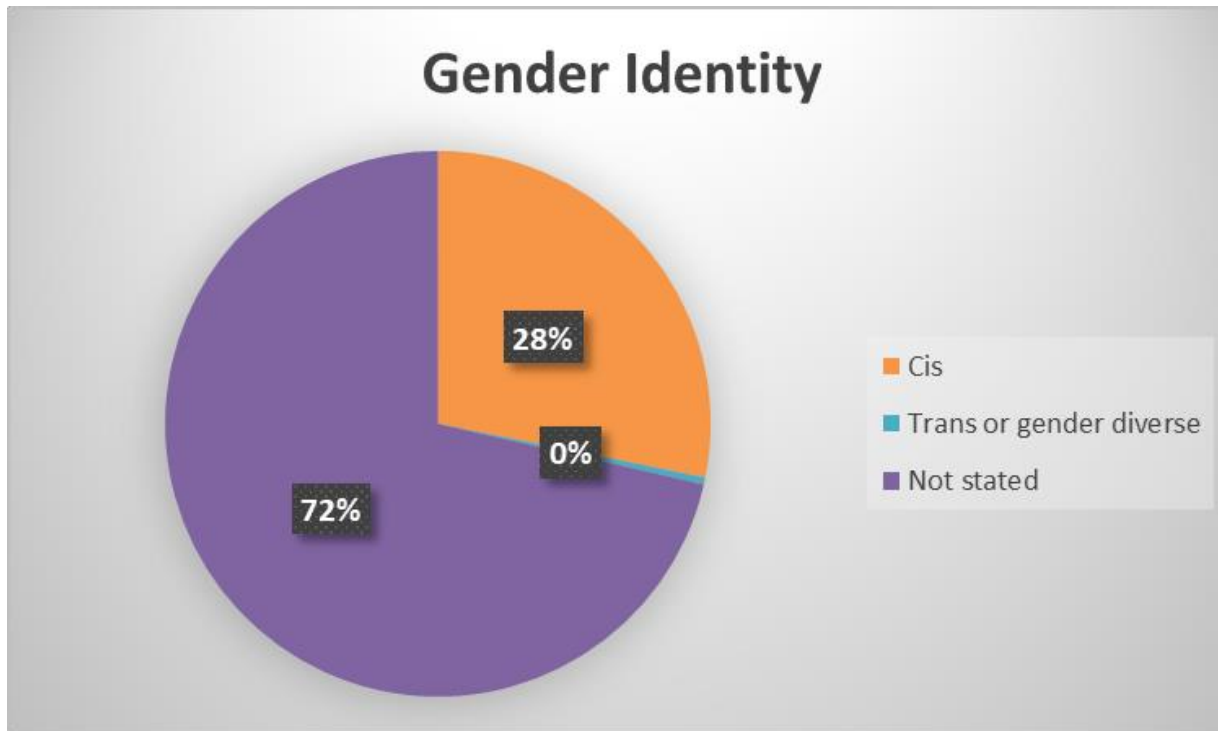
In terms of recruitment, disabled people are more likely to be shortlisted for interview, which is in line with our disability confident commitment.

Rates of appointment of disabled people has also increased since 2021 from 5.7% to 9%.

The proportion of our senior managers who have disclosed being disabled has increased from 4.5% in 2022 to 6.3% in 2023. This is both significantly less than the proportion of disabled people in the working age population for Suffolk, and less than the proportion of disabled people in SCC overall.

# Gender identity

## Representation



Disclosure rate = 29%

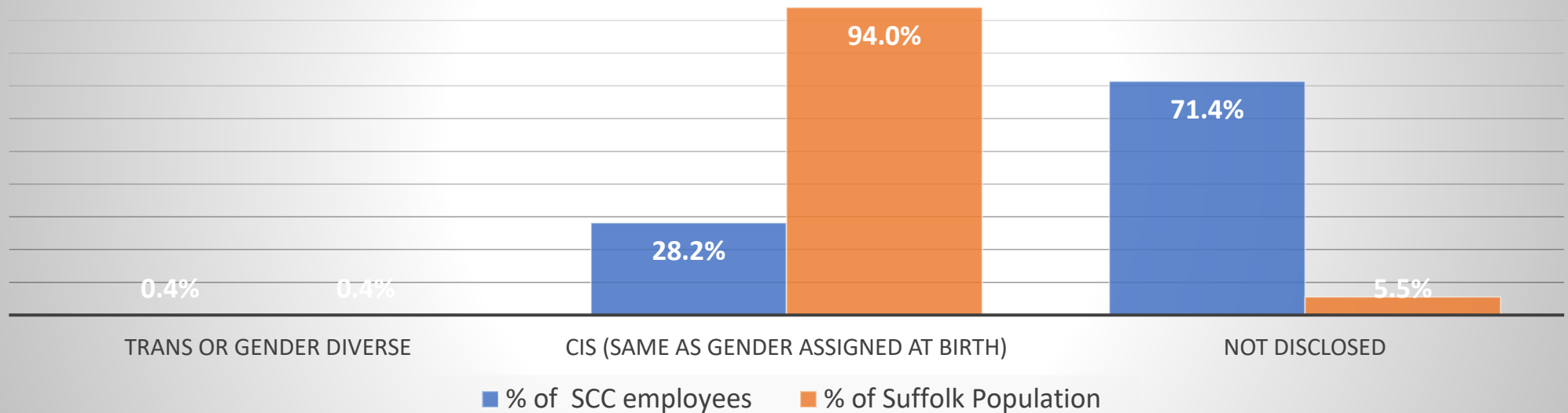


- Cis = 1,591 people (28%)
- Trans = 2 people (0.04%)
- Gender Fluid = 12 people (0.21%)
- Non-Binary = 9 people (0.16%)
- Not disclosed = 4,035 people (72%)

Of the 1614 people who have disclosed their status under this category, 1.4% are trans or gender diverse.

## Comparison to Suffolk population

### Gender Identity representation of Suffolk County Council employees compared to the Suffolk population



## Recruitment

Gender Identity	Application Received		Interview and Selection		Appointed	
	Total	As %	Total	As %	Total	As %
Female	3982	65.64%	1877	72.78%	574	75.53%
Gender Fluid	53	0.87%	20	0.78%	6	0.79%
Male	1921	31.67%	638	24.74%	164	21.58%
Non-Binary	58	0.96%	14	0.54%	5	0.66%
Prefer to Self-Describe	2	0.03%	2	0.08%	0	0.00%
Same as at Birth	38	0.63%	27	1.05%	11	1.45%
Trans man	3	0.05%	0	0.00%	0	0.00%
Trans woman	9	0.15%	1	0.04%	0	0.00%

## Seniority

Gender identity (Seniority)	All senior managers	% of overall (79)	% of known gender status (30)	Comparison of known % with Suffolk community	Comparison of known % with SCC all staff known %
Trans or gender diverse	0	0%	0%	<b>-100%</b>	<b>-100%</b>
Cis	30	38%	100%	+6%	+1.42%
Not stated	49	62%	n/a	n/a	n/a

## Data Analysis Highlights and Year-on-year Observations

This is the first year we have population data on this category from the 2021 Census. It shows Trans or gender diverse groups make up 0.4% of overall Suffolk population, this is less than previous years estimates of 1% of overall UK population. When looking at all employees, the data shows that SCC has equal representation of trans or gender diverse people to the level of representation in the wider Suffolk population.

Of the 1614 people who have disclosed their status under this category, 1.4% are trans or gender diverse which is greater representation than the wider Suffolk population (0.4%).

There has been an increase in Trans or gender diverse staff numbers and SCC maintain a good level of representation compared to the Suffolk population which is positive.

However, the overall % of Trans or gender diverse staff representation has decreased when compared to 2022. This is primarily due to the increase in the number of staff declaring their gender identity.

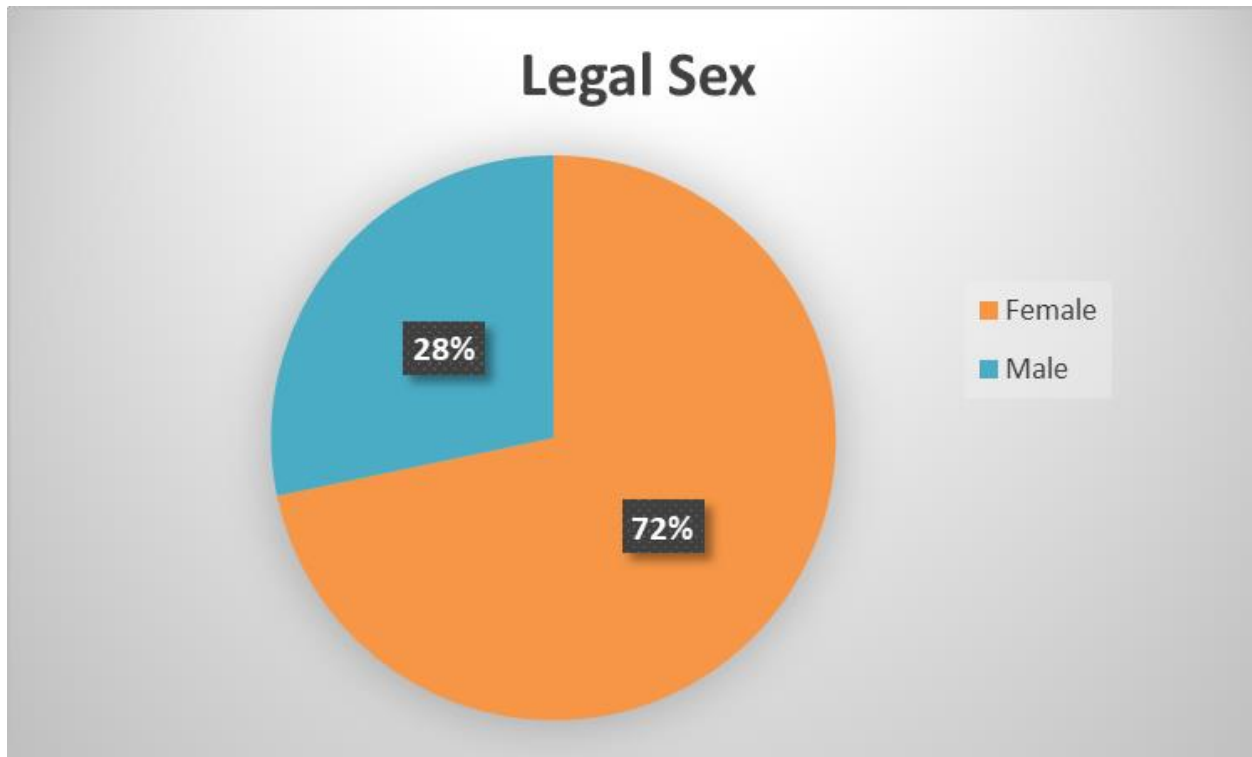
This highlights that there is a continued need to promote disclosure of protected characteristics and ensure people aware of the importance of disclosure, what we do with their data and feel comfortable to share it. It is also recognised that this category has the highest rate of non-disclosure.

The low level of representation of the Cis gender identity group compared to the wider Suffolk population is likely to be as a result of the amount of non-disclosure in this area.

It remains the case that gender diverse people are under-represented in our most senior roles.

## Legal Sex

### Representation



- Female = 4,051 people (72%)
- Male = 1,598 people (28%)

Legal sex is binary, for the purposes of HMRC. It is recognised that this misgenders the non-binary members of staff that we have. We have fed this back to HMRC and collect information about gender identity separately to legal sex.

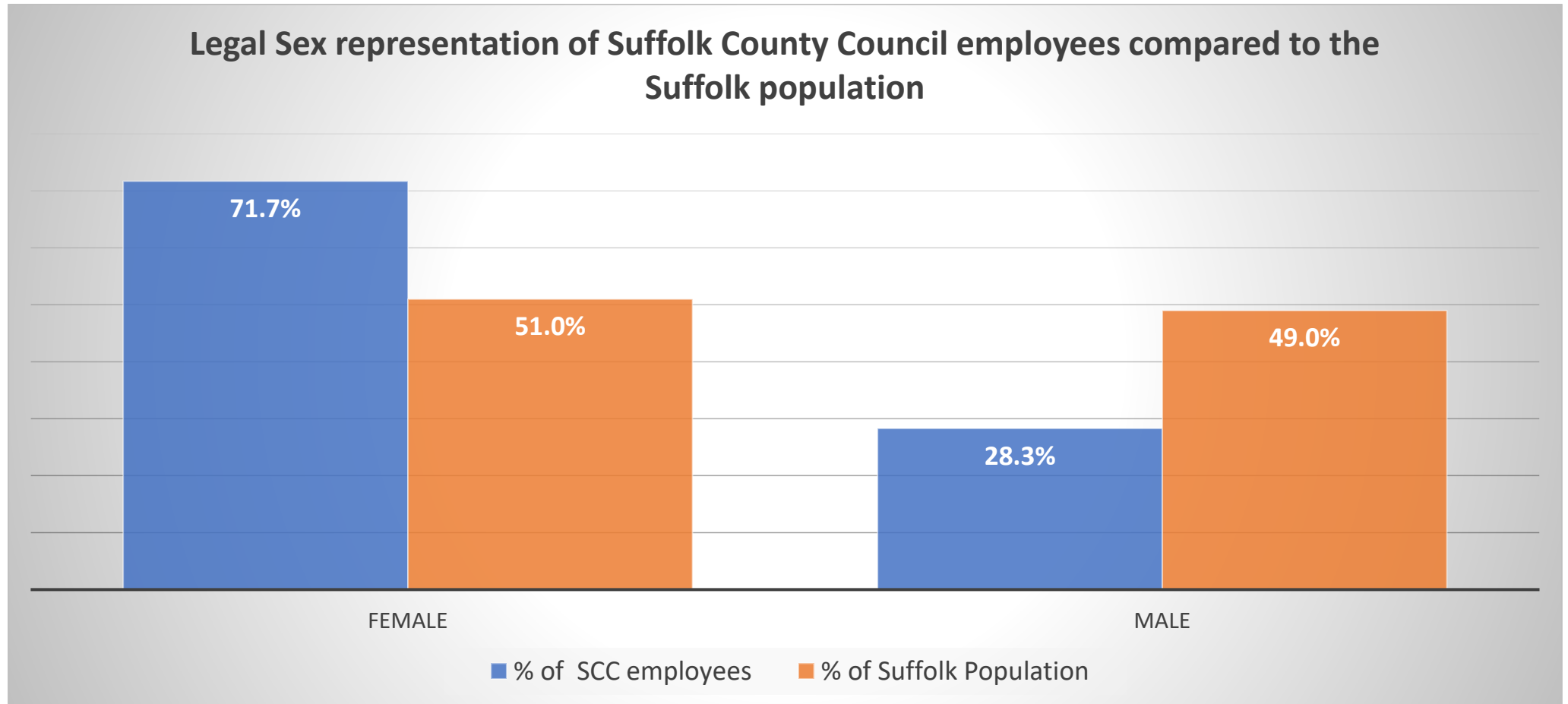
**Disclosure rate = 100%**

**This is because it is an HMRC requirement.**





## Comparison to Suffolk population



## Recruitment

Legal Sex	Application Received		Interview and Selection		Appointed	
	Total	As %	Total	As %	Total	As %
Female	5618	68.01%	2921	75.07%	979	78.38%
Male	2643	31.99%	970	24.93%	270	21.62%

## Seniority

Legal sex (Seniority)	All senior managers	% of overall (79)	Comparison with Suffolk community %	Comparison % of SCC all staff %
Female	34	43%	-16%	-40%
Male	45	57%	+14%	+50%

## Data Analysis and year on year observations

The split within SCC by legal sex has had no significant variation or change over the last 10+ years.

Men are significantly under-represented in the organisation. Although there have been 44 additional males employed in 2023 when compared to 2022, there have been nearly 5x as many females appointed (218) in the same period.

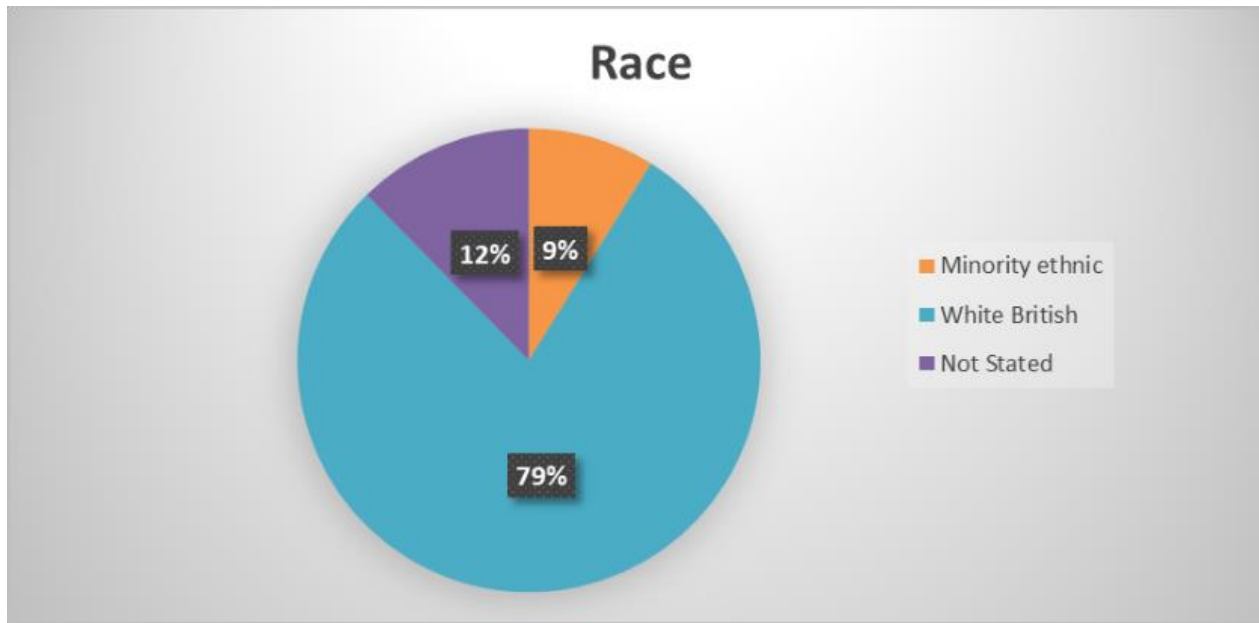
Women make up 72% of employees in the organisation and are more concentrated at less senior levels in the organisation which accounts for SCC's gender pay gap.

Women in senior management roles continue to be significantly under-represented when comparing to both the Suffolk population and overall SCC workforce. Although women make up 72% of employees overall, at the most senior level this reduces to 43% which is a reduction on the previous year's report where 49% of those in senior roles were women.

In recruitment however, women were more likely to be shortlisted and appointed than men.

# Race

## Representation



Disclosure rate = 88%



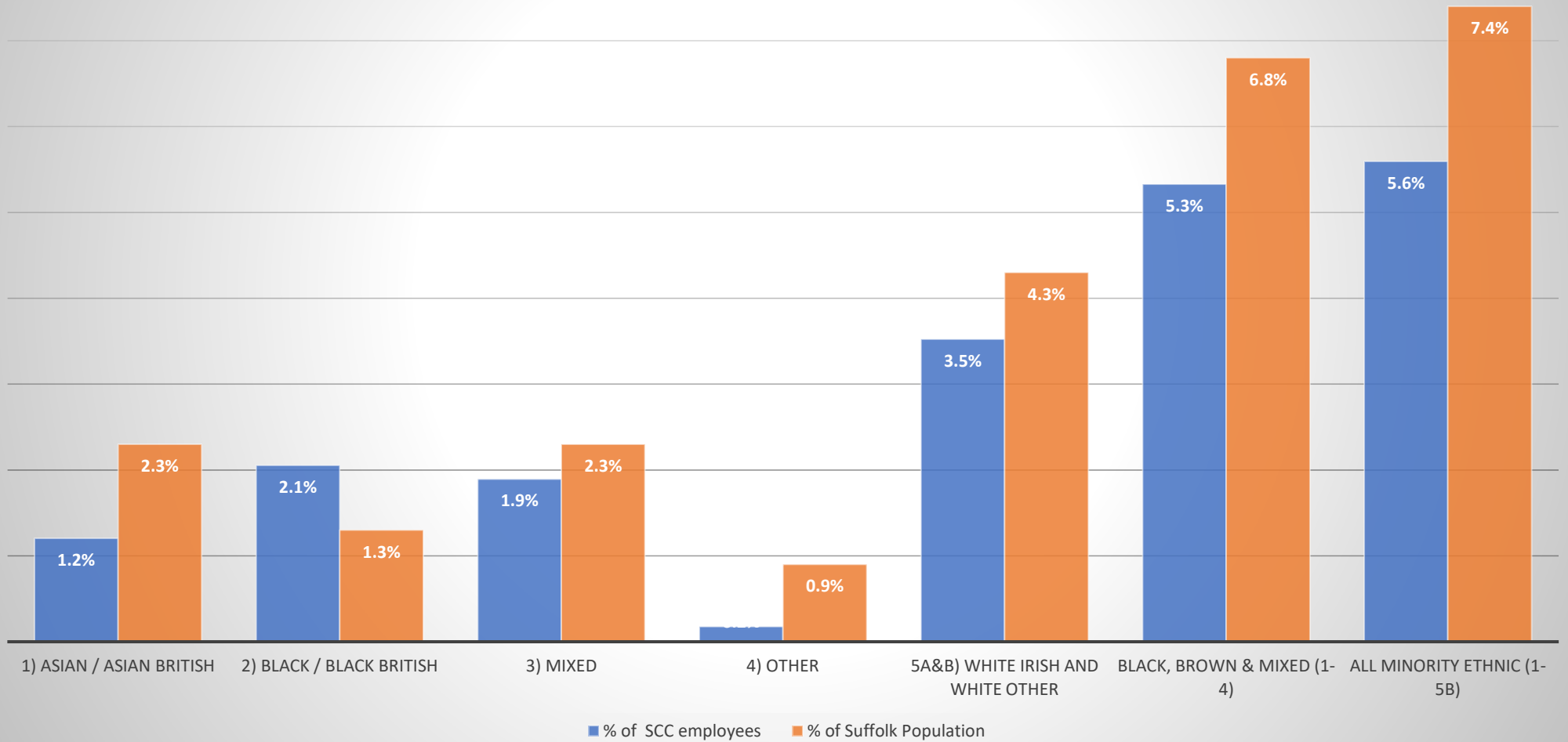
1. Asian = 62 people (1.2%)
2. Black = 116 people (2.05%),
3. Mixed = 107 people (1.89%)
4. Other = 10 people (0.18%)

5. a) White Irish = 15 people (0.3%)
5. b) White Other = 184 people (3.3%)
5. c) White British = 4,451 (78.8%);
6. Not disclosed = 698 (12.3%)

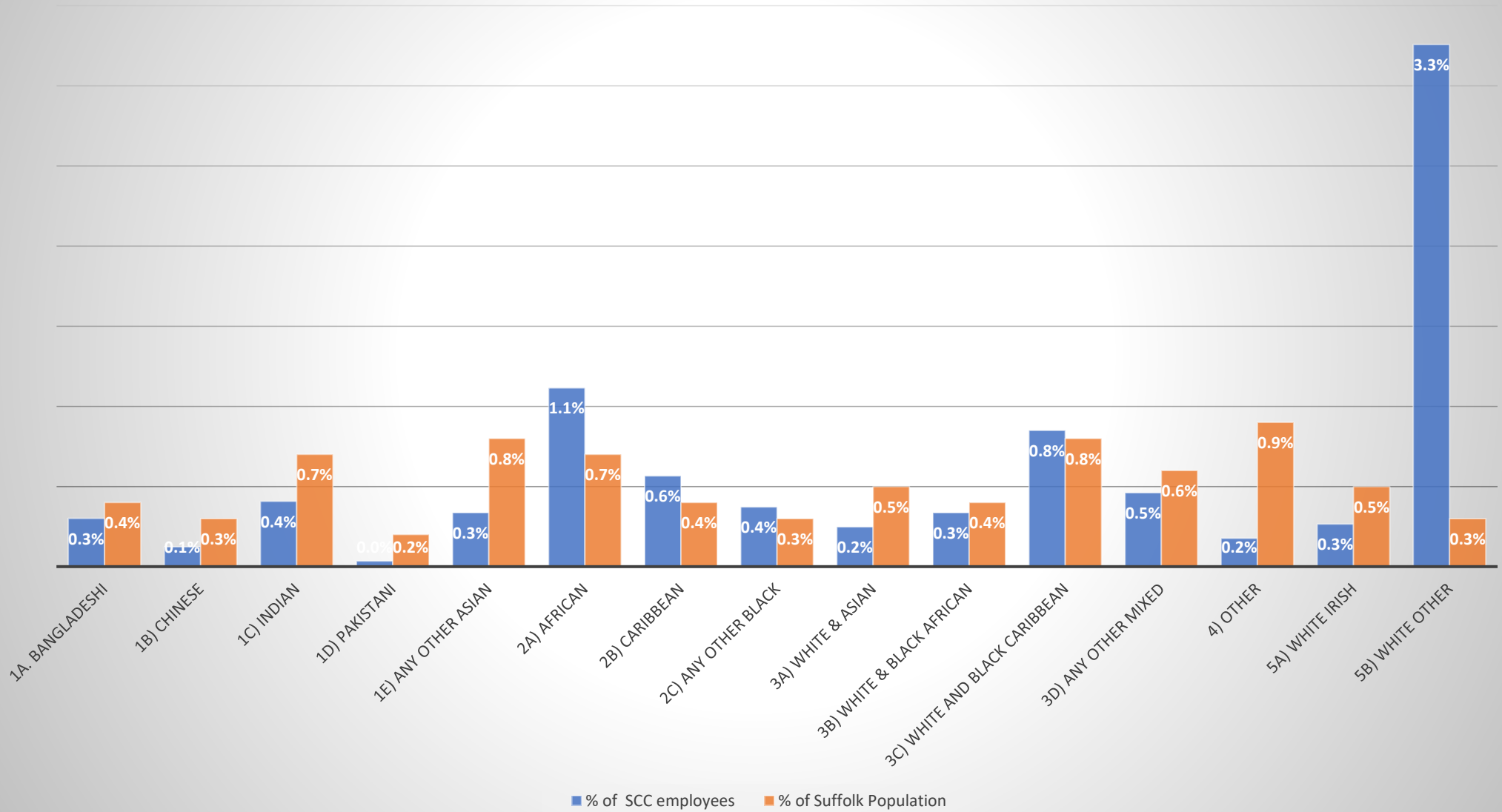
The category of 'Minoritised ethnic' includes groups 1-5b

## Comparison to Suffolk population

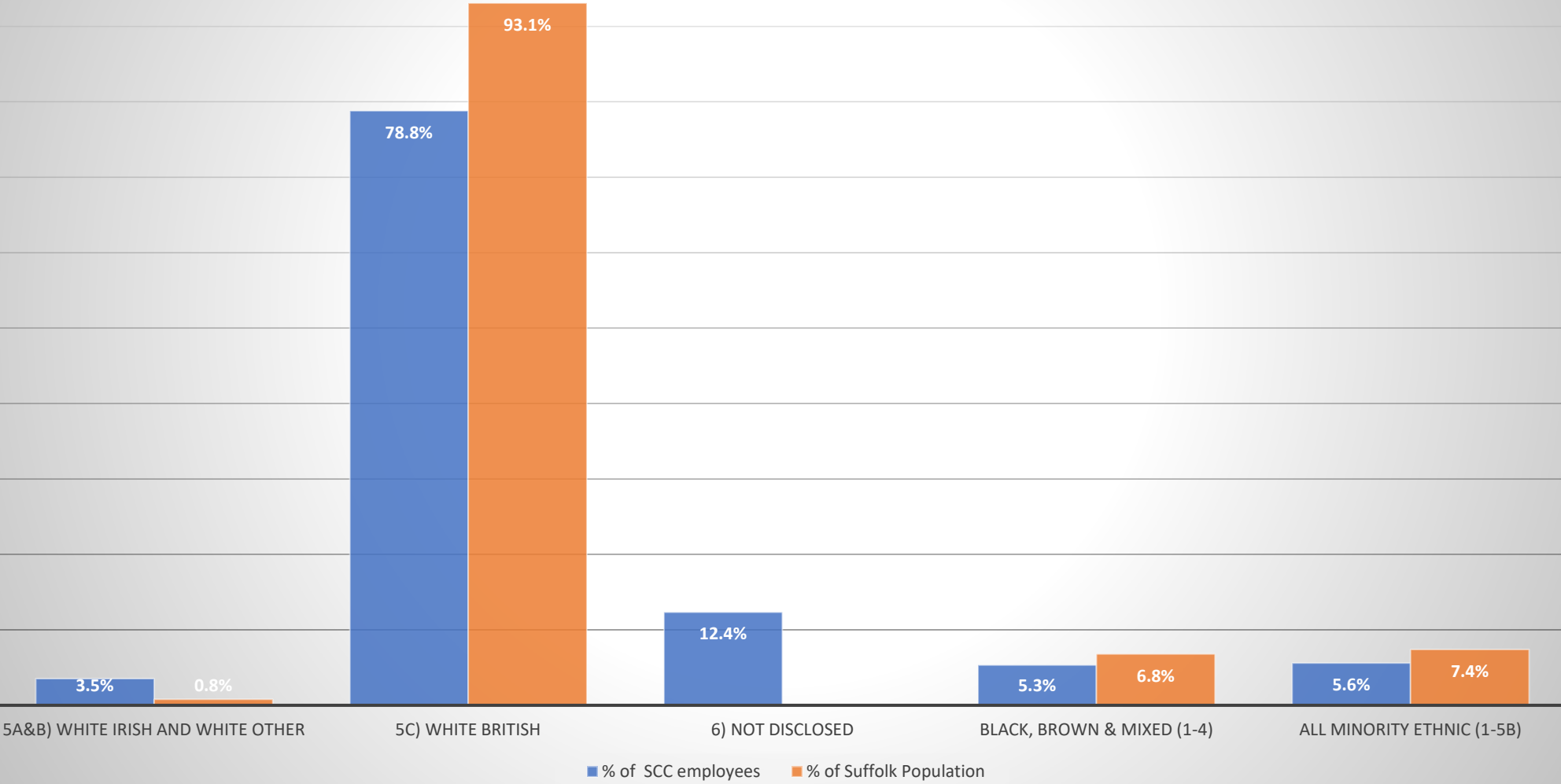
### Race/Ethnicity representation of Suffolk County Council employees compared to the Suffolk population (excluding 5cWhite British and 6Not Disclosed)



## Race/Ethnicity representation of Suffolk County Council Employees compared to the Suffolk Population (excluding 5c White British and 6 Not disclosed)



# Race/Ethnicity representation of Suffolk County Council employees compared to the Suffolk population



## Recruitment

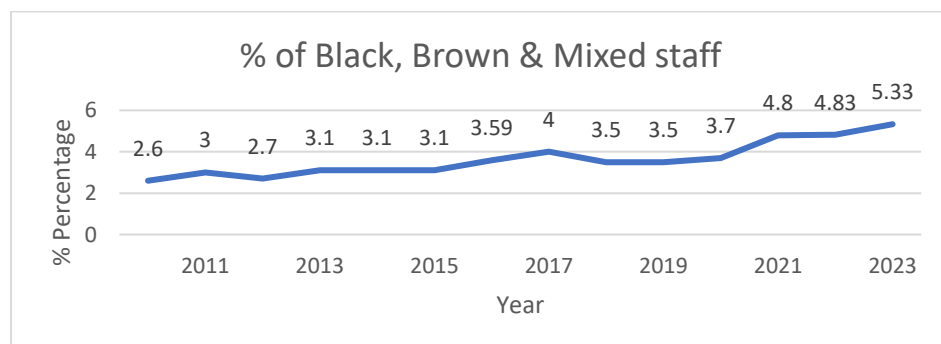
Ethnicity	Application Received		Interview and Selection		Appointed	
	Total	As %	Total	As %	Total	As %
<b>Asian or Asian British</b>	<b>675</b>	<b>8%</b>	<b>145</b>	<b>4%</b>	<b>24</b>	<b>2%</b>
Indian	405	5%	76	2%	9	1%
Pakistani	55	1%	8	0.2%	0	0%
Bangladeshi	64	1%	22	1%	7	1%
Chinese	39	0.5%	11	0.3%	2	0.2%
Any other Asian background	112	1%	28	1%	6	1%
<b>Black, Black British, Caribbean or African</b>	<b>753</b>	<b>9%</b>	<b>228</b>	<b>6%</b>	<b>51</b>	<b>4%</b>
Caribbean	78	1%	30	1%	10	1%
African	564	7%	152	4%	35	3%
Any other Black	111	1%	46	1%	6	1%
<b>Mixed or Multiple Ethnic Groups</b>	<b>271</b>	<b>3%</b>	<b>116</b>	<b>3%</b>	<b>32</b>	<b>3%</b>
White and Black Caribbean	94	1%	44	1%	13	1%
White and Black African	62	1%	20	1%	6	1%
White and Asian	38	0.5%	20	1%	6	1%
Any other Mixed or multiple ethnic background	77	1%	32	1%	7	1%
<b>White</b>	<b>6225</b>	<b>78%</b>	<b>3209</b>	<b>86%</b>	<b>1057</b>	<b>90%</b>
English/Welsh/Scottish/Northern Irish/British	5585	70%	2948	79%	991	85%
Irish	16	0.2%	9	0.2%	3	0.3%
Gypsy or Irish Traveller	5	0.1%	4	0.1%	1	0.1%
Any other White background	619	8%	248	7%	62	5%
<b>Other ethnic group</b>	<b>73</b>	<b>1%</b>	<b>17</b>	<b>0.5%</b>	<b>6</b>	<b>1%</b>
Arab	20	0.3%	1	0.03%	0	0%
Any other ethnic group	53	1%	16	0.5%	6	1%

## Seniority

Racial grouping	All senior managers	% of overall (79 people)	% of known race (67 people)	Suffolk Population	Comparison of known % with Suffolk community	Comparison of known % with SCC all staff known %
1.Asian or Asian British	2	2.53%	2.99%	2.3%	+118%	+30%
2. Black, Black British, Caribbean or African	3	3.80%	4.48%	1.3%	+92%	+244%
3.Mixed or Multiple ethnic groups	0	0%	0%	<b>2.3%</b>	<b>-100%</b>	<b>-100%</b>
4.Other ethnic group	0	0%	0%	<b>0.9%</b>	<b>-100%</b>	<b>-100%</b>
5.Any other White background	3	3.80%	4.48%	4.3%	+21%	+18%
White British	59	74.68%	88.25%	93.1%	-1.39%	-5.20%
Not stated	12	15.19%	n/a		n/a	n/a
Black, Brown, and Mixed combined (groups 1-4)	5	6.33%	7.46%	6.8%	+23.29%	+9.74%
Minoritised ethnic combined (groups 1-5b)	8	10.13%	11.94%	7.4%	+18.75%	+61.35%

## Data Analysis and year on year observations

The proportion of our staff in the groups representing people of colour has steadily increased over the years, nearly doubling since 2010, as the chart below shows. In previous years the White Other group was not reported on separately to the White British group, so historical comparisons can only be made for the groups representing people of colour.





Disclosure rates have increased slightly this year from 86% to 88%.

The Mixed group has shifted from more than represented in the 2022 report to under-represented in 2023, although there has been an overall increase in staff numbers and representation. 2021 Census data shows an increase of people in the Mixed group in the Suffolk population since 2011.

As a proportion of senior managers, the Black, Brown & Mixed umbrella group has more than quadrupled since 2010, when it made up 1.3% of senior managers, compared to 6.33% in 2023.

The following ethnicities are now fully represented within the organisation:

- 2a Black African
- 2b Black Caribbean
- 2c Any other Black
- 3c Mixed White and Black Caribbean
- 5b White Other

All other individual ethnicities have lower representation when compared to the wider Suffolk population.

The Black group as a whole is well represented with 2.1% of employees identifying in this combined group compared to 1.3% of the wider Suffolk population.

All other combined groups have lower representation when compared to the wider Suffolk population.

There is positive representation of the Asian and Black groups in roles at a senior level and this is also true for both minoritised ethnic people as a whole, and the groups that represent people of colour.

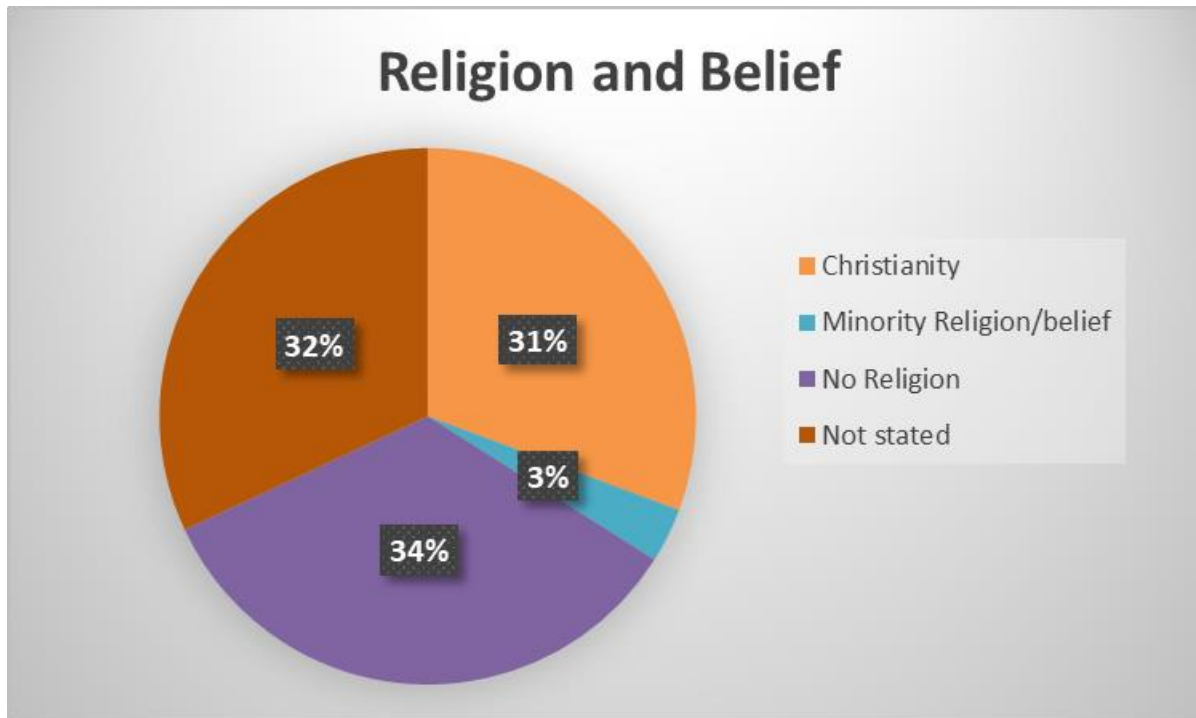
The White Other ethnicity group is also positively represented. However, the Mixed and Other groups were not represented at all at a senior level.

In terms of recruitment, all the non-White groups are less likely to be shortlisted and appointed than the White groups which will be an area of focus for the organisation going forwards. The groups with the largest disparity between percentage of applications received and percentage of people hired are the Black and Asian groups.

When looking at all employees who have disclosed their race, 10% are in one of the minoritised groups compared to 7.4% of the Suffolk population overall which is really positive.

# Religion and Belief

## Representation



Disclosure rate = 70%



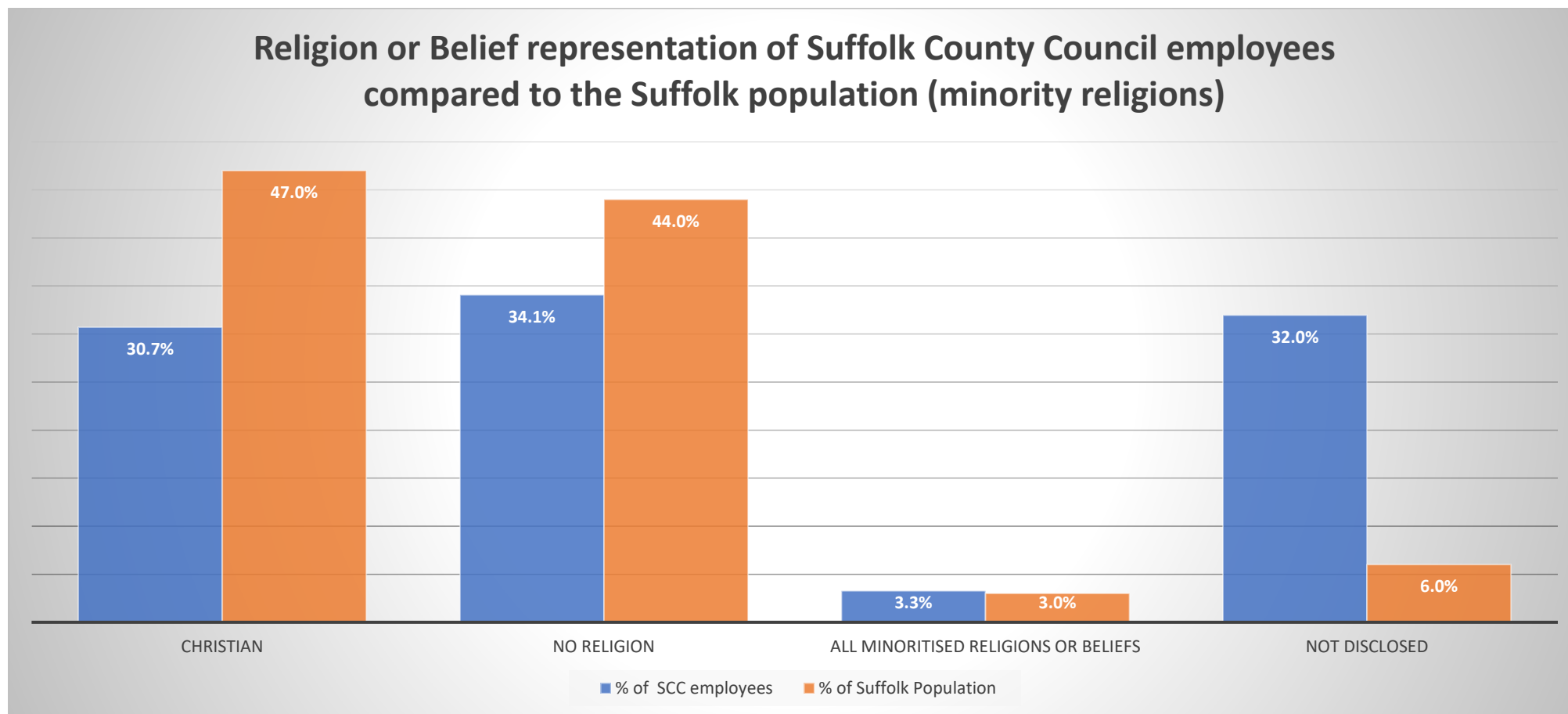
185 employees disclosed minority religions or beliefs (3.3%) including:

- Buddhist = 25 people (0.4%)
- Hindu = 15 people (0.3%)
- Jewish = 8 people (0.1%)
- Muslim = 20 people (0.4%)
- Other\* = 115 (2%) \*Other includes Bahai, humanism, Jainism, Pagan, Rastafarian, Vegan

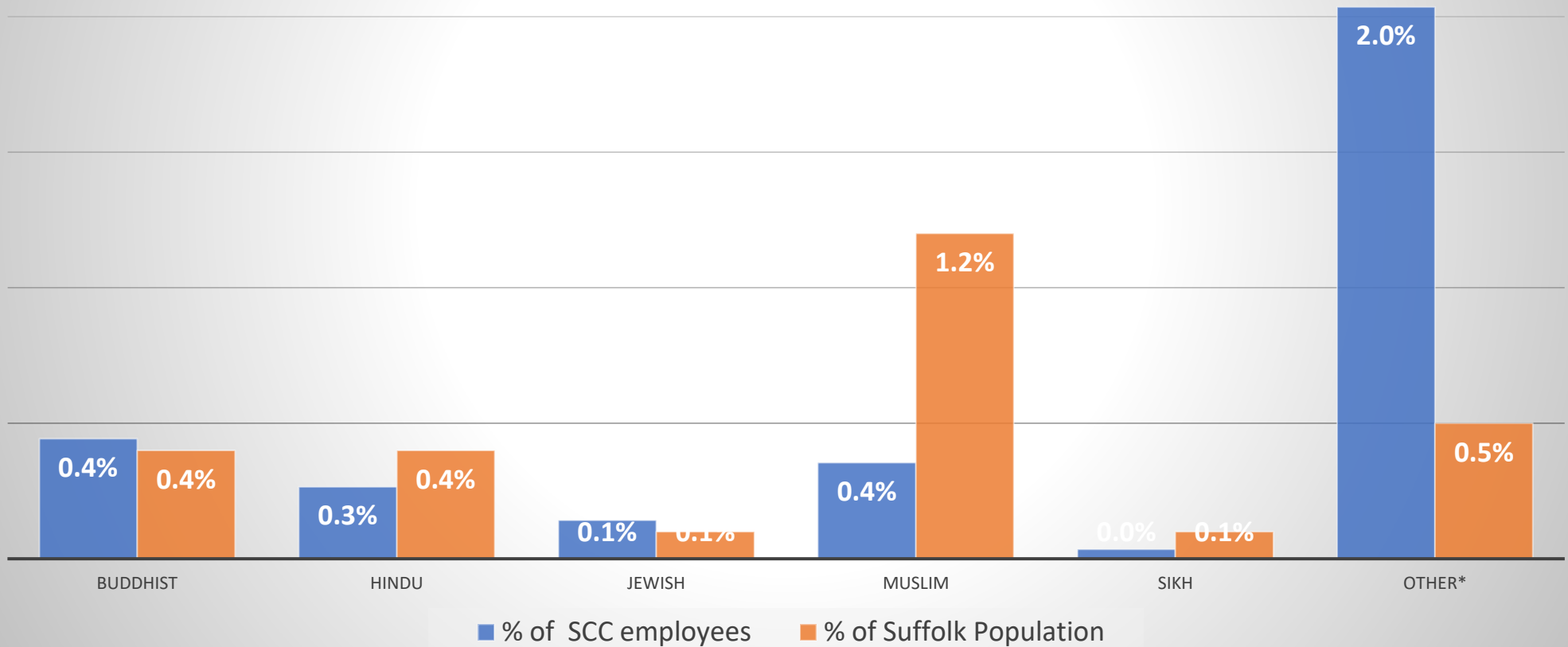
- No Religion\*\* / belief = 1,925 people (34%) \*\*No religion includes Agnostic, Atheist and No Religion
- Christian = 1,734 people (31%)
- Not disclosed = 1,805 people (32%)

Of the 3,844 people who have declared their belief, 5% are from a minority religion or belief, 50% have no religion and 45% are Christian.

### Comparison to Suffolk community



## Religion or Belief representation of Suffolk County Council Employees compared to the Suffolk population (minority religions)



## Recruitment

Religion/Belief	Application Received		Interview and Selection		Appointed	
	Total	As %	Total	As %	Total	As %
<b>Christianity</b>	<b>2852</b>	<b>39%</b>	<b>1301</b>	<b>39%</b>	<b>395</b>	<b>38%</b>
Catholicism	291	4%	110	3%	30	3%
Christianity	2561	35%	1191	36%	365	35%
<b>Minority Religion/Belief</b>	<b>679</b>	<b>9%</b>	<b>187</b>	<b>6%</b>	<b>51</b>	<b>5%</b>
Bahai	1	0%	1	0%	0	0%
Buddhism	49	1%	25	1%	6	1%
Hinduism	228	3%	34	1%	6	1%
Humanism	14	0%	6	0%	2	0%
Jainism	4	0%	3	0%	1	0%
Judaism	8	0%	4	0%	2	0%
Muslim	230	3%	52	2%	14	1%
Other	100	1%	45	1%	12	1%
Pagan	23	0%	9	0%	6	1%
Rastafarian	1	0%	0	0%	0	0%
Sikh	16	0%	5	0%	1	0%
Vegan	5	0%	3	0%	1	0%
<b>No Religion</b>	<b>3782</b>	<b>52%</b>	<b>1855</b>	<b>55%</b>	<b>598</b>	<b>57%</b>
Agnostic	471	6%	235	7%	75	7%
Atheist	927	13%	436	13%	142	14%
No Religion	2384	33%	1184	35%	381	36%

## Seniority

Religion/belief	All senior managers	% of overall (79 people)	% of known religion/belief (59 people)	Comparison of known % with Suffolk community	Comparison of known % with SCC all staff known %
Christian	32	40.51%	54%	15%	+9%
No religion	25	31.65%	42%	-3.7%	<b>-15.39%</b>
All minority religions	2	2.53%	3%	+12.99%	<b>-30%</b>
Not disclosed	20	25.32%	n/a	n/a	n/a

## Data Analysis and year on year observations

Compared with 2022 staff disclosure and numbers have increased in each group and overall % representation has gone up, except for the Muslim group where under-representation has increased from 49% to 57%. This is largely attributed to an increase in the % of the wider Suffolk population that identify as Muslim which has increased from 0.8% in the 2011 census data to 1.2% in the 2021 census data. Hindus are also under-represented in 2023 but not significantly.

Disclosure rates have increased, from 64% last year to 70% this year, and are significantly higher than they were in the first report in 2010, when only 50% of people disclosed their religion or belief status.

Christians and people of no religion make up most staff who have declared their religion or belief.

People from minority religion/beliefs are represented when compared to the wider Suffolk population. The 2021 census shows that 3% of the Suffolk population identify as a minority religion or belief and representation within SCC is 3.2% of all employees and 4.8% of those who have declared their belief status.

Whilst compared to the general population, people with no religion or from minority religion or beliefs are represented amongst senior staff, they are significantly less represented at this level when compared to the wider SCC staff group.

The most represented minority religion or belief is the Other group, at 2% of staff and 3% of those who have declared their belief status, compared to just 0.5% of Suffolk in 2021.

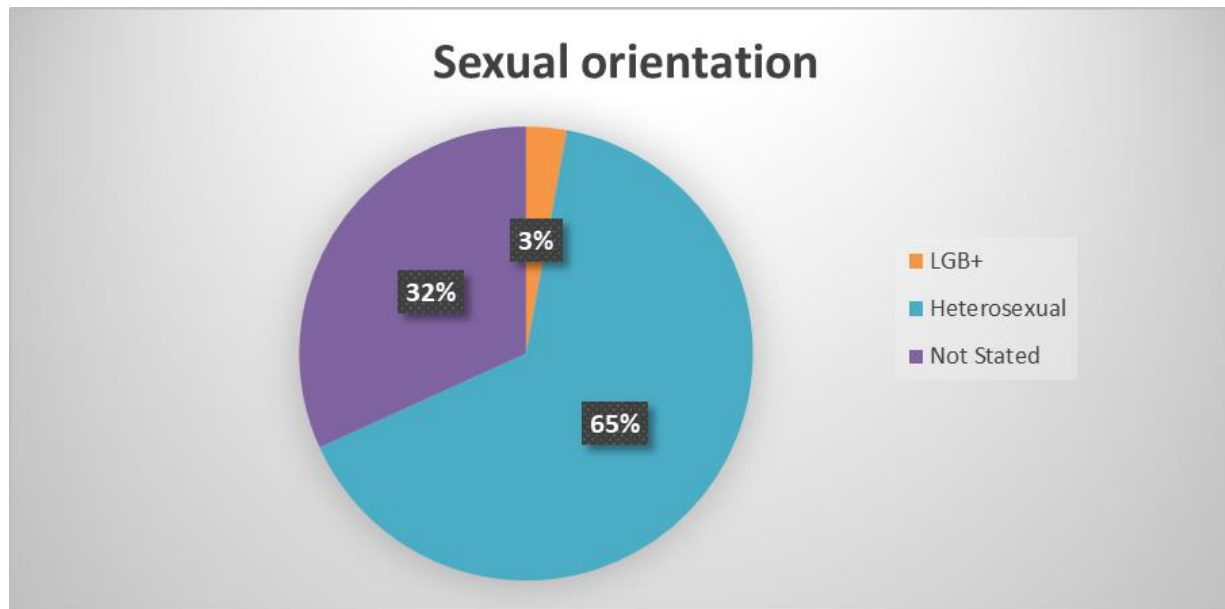
In terms of individual minority beliefs, the largest group is Buddhism, closely followed by Paganism.

When comparing with the 2021 census for Suffolk, the two religious groups which are significantly under-represented are Muslims and Sikhs. We would expect to see roughly twice as many Muslims and three times as many Sikhs in the organisation to be representative of the wider Suffolk community and this will be an area of focus for the organisation.

In recruitment, people of no religion and Christians were more likely to be appointed, whereas most people from minority religions and beliefs were less likely to be appointed. Again, this will be an area of focus for the organisation.

# Sexual Orientation

## Representation



Disclosure rate = 68%



The term LGBT+ incorporates 2 protected characteristics. Lesbian, Gay and Bisexual are covered under sexual orientation and Trans and Gender Diverse people are included under Legal Sex/Gender Identity. Therefore, when we have looked at our representation compared to the wider Suffolk population, we have looked at both of these issues, but separately under the two protected characteristics. As a result of this the letters are separated and when looking at sexual orientation the term LGB+ is used.

LGB+ = 163 people (3%), including

- Bisexual = 53 people (0.9%)
- Lesbian or Gay = 89 people (1.6%) (of which there is a roughly even split between those that have male and female as their legal sex)
- Other = 21 people (0.4%) This includes a range of other minority sexual orientations including asexual, pansexual and omnisexual.

Heterosexual = 3,691 people (65%)

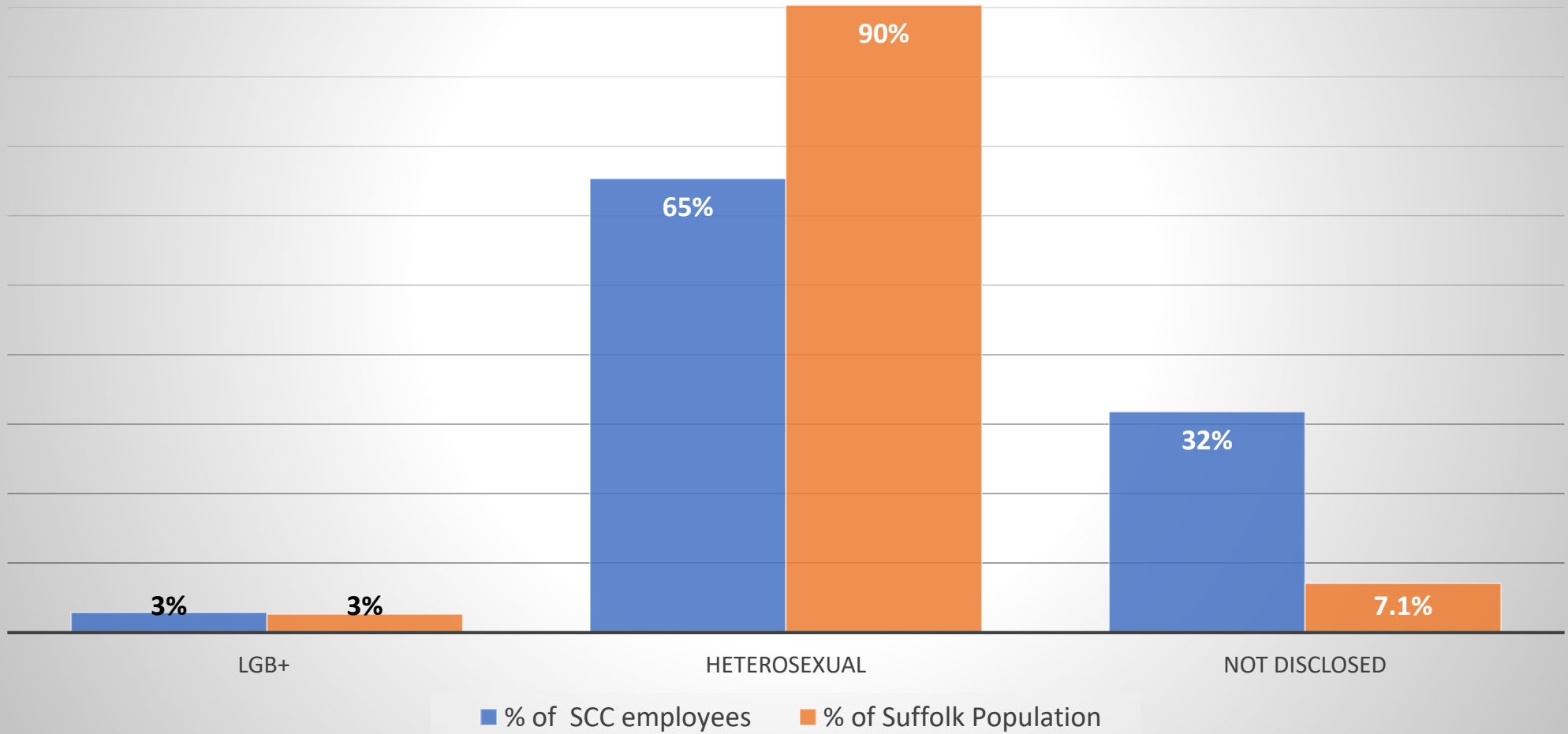
Not disclosed = 1,795 people (32%).

Of the 3,854 people who have declared their sexual orientation, 4.2% are LGB+.

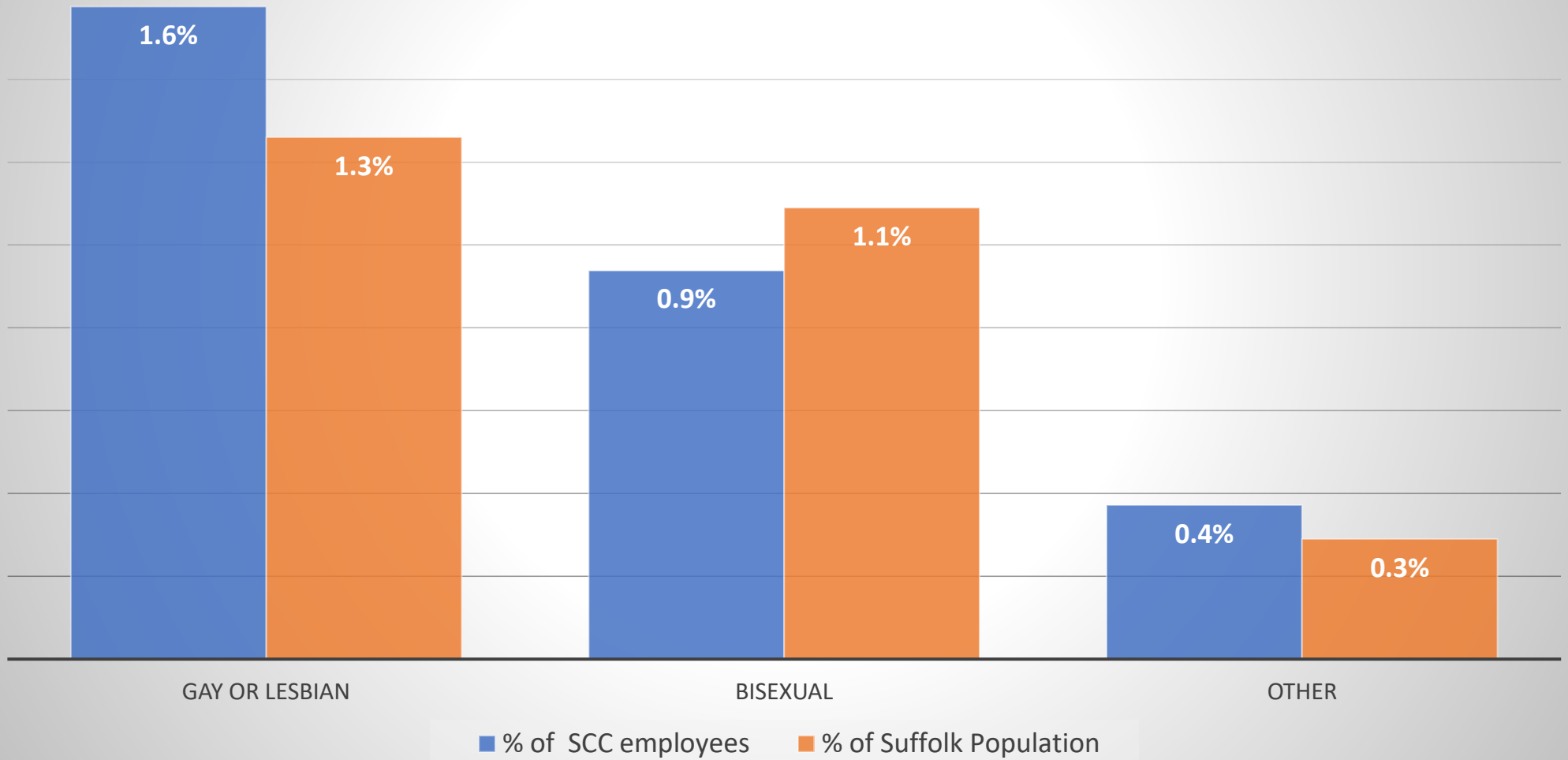


## Comparison to Suffolk population

### Sexual Orientation representation of Suffolk County Council Employees compared to the Suffolk Population



## Sexual Orientation representation of Suffolk County Council Employees compared to the Suffolk Population (LGB+ only)



## Recruitment

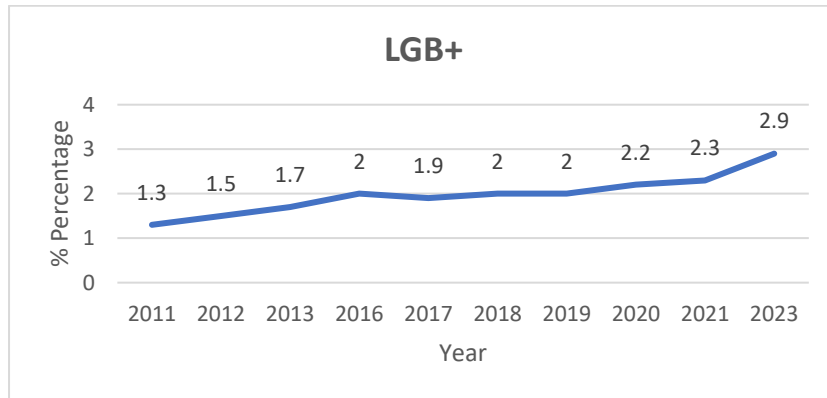
Sexual Orientation	Application Received		Interview and Selection		Appointed	
	Total	As %	Total	As %	Total	As %
Heterosexual	6771	92%	3145	93%	982	94%
Bisexual	276	4%	106	3%	26	2%
Lesbian or Gay	208	3%	97	3%	30	3%
Other	76	1%	20	1%	7	1%
MinoritySexual Orientations combined	560	8%	223	7%	63	6%

## Seniority

Sexual orientation	All senior managers	% of overall (79 people)	% of known gender status (63 people)	Comparison of known % with Suffolk community	Comparison of known % with SCC all staff known %
Gay or Lesbian	2	2.53%	3.17%	+76.11%	+27.82%
Bisexual	0	0%	0%	-100%	-100%
Other	0	0%	0%	-100%	-100%
Heterosexual	61	77.22%	96.83%	+3.67%	+1.11%
Not Disclosed	16	23.88%	n/a	n/a	n/a

## Data Analysis and year on year observations

Over the last decade we have gradually been increasing our proportion of staff who disclose they are LGB+, as illustrated by the below chart.



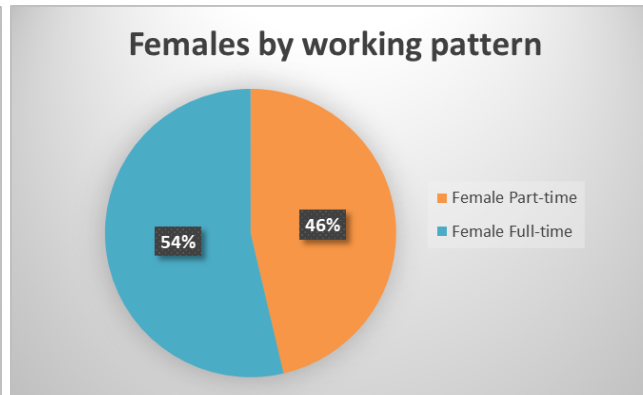
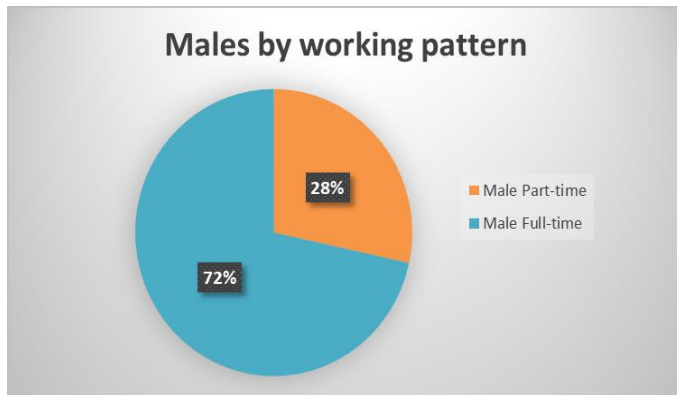
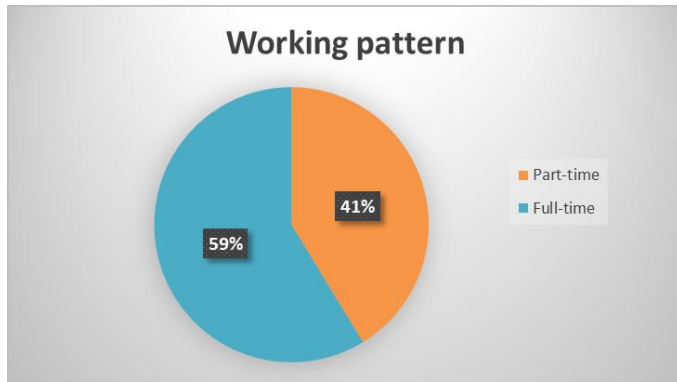
(No data available for 2014 & 2015)

There is representation of the LGB+ combined group as a whole. Within the combined group, there is good representation of the Lesbian and Gay and Other groups. There is however slight under representation of the Bisexual group (0.9% of all employees in SCC compared to 1.1% within the wider Suffolk population)

Lesbian or Gay people are no longer under-represented at senior levels in the organisation, both compared to the Suffolk and all-staff populations. The bisexual and other orientation groups are not represented at all at this level.

In terms of recruitment, people from minority sexual orientations were no more or less likely to be selected for interview or appointed when compared to the Heterosexual group.

## Working Pattern



**Disclosure rate = 100%**

**Working pattern is required in the HR system for contracted hours and annual leave**



Full time = 3,317 people (59%)

Part time = 2,332 people (41%)

Part time = of the 2,332 people that work part time, 1,878 are female (80%) and 454 are male (20%)<sup>1</sup>

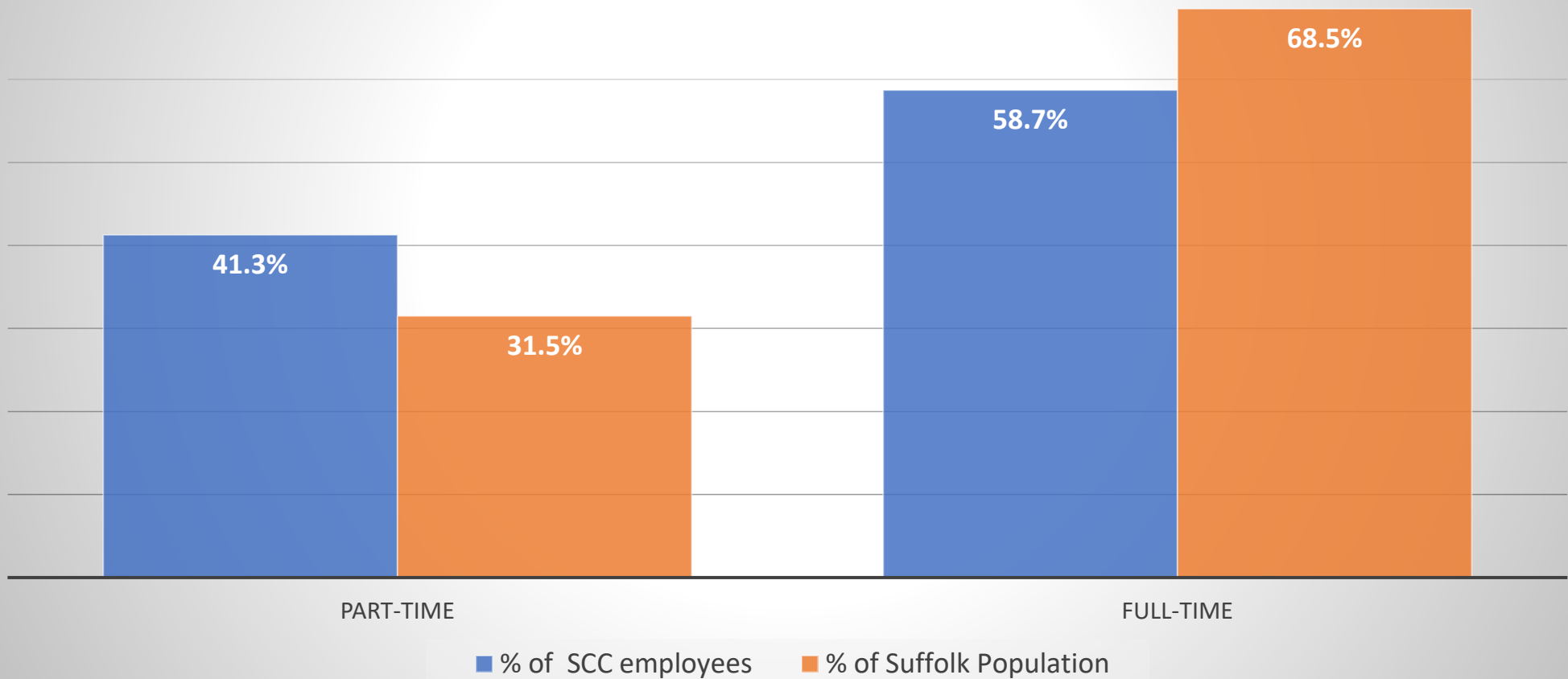
Part time Female = of the 4,051 female employees in the organisation, 46% work part time

Part time Male = of the 1,598 male employees in the organisation, 28% work part time

<sup>1</sup> The information in this section is based on binary legal sex since that data is 100%. We acknowledge this will incorrectly categorise some people.

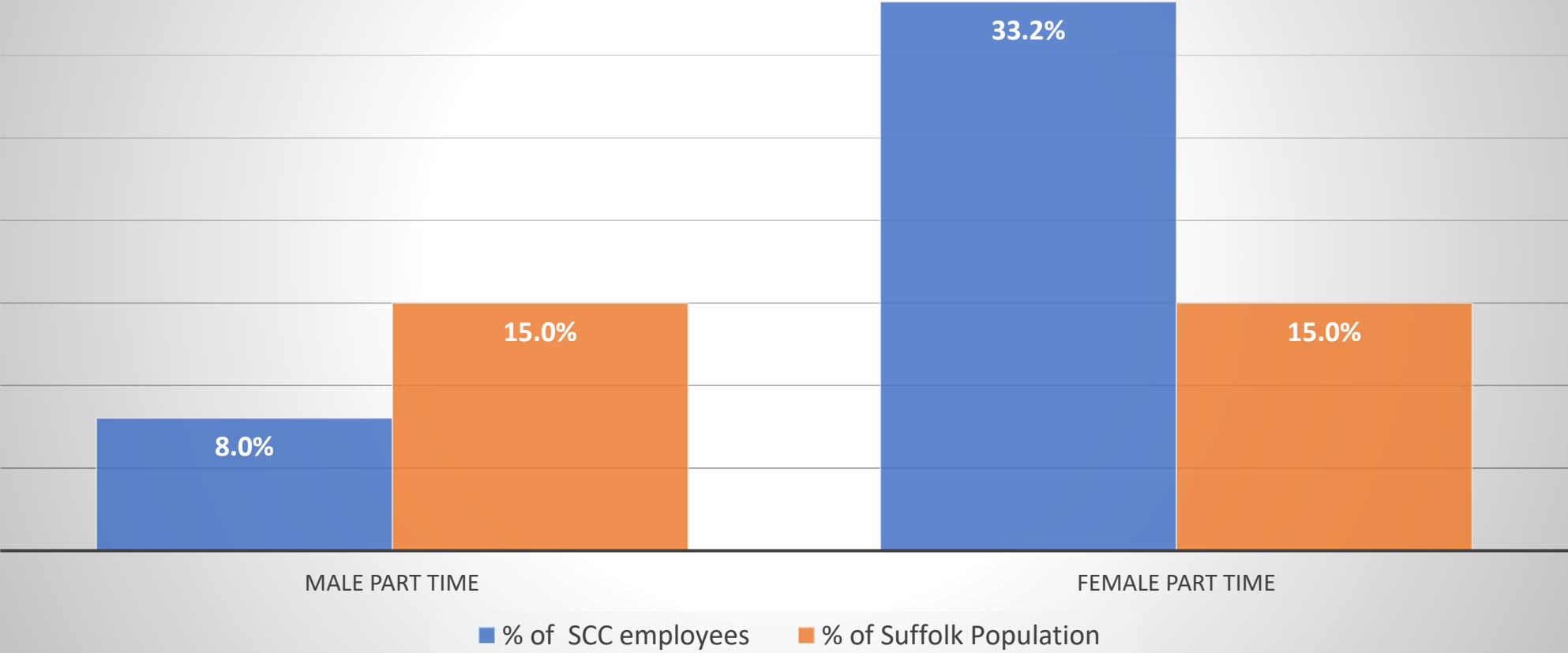
## Comparison to Suffolk population<sup>2</sup>

### Working Pattern representation of Suffolk County Council Employees compared to the Suffolk Population



<sup>2</sup> The information about the wider population was obtained from the Employment in upper-tier local authorities, England and Wales dataset from the 2021 census [Employment in upper-tier local authorities, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/employment-and-labour/people-in-work/employment-in-upper-tier-local-authorities-england-and-wales)

# Working Pattern representation of Suffolk County Council employees by gender, compared to Suffolk population



## Seniority

Working pattern	All senior managers	% of overall (134 people)	Comparison with wider community	Comparison with SCC all staff %
Part-time	1	1%	-96%	-98%
Full-time	78	99%	+32%	+61%

## Data Analysis and year on year observations

Part-time working is defined as employees with less than 37 contracted hours per week. It does not take into account full-time 'flexible' working arrangements such as 9-day fortnight or compressed working hours.

28% of all Male employees within SCC work part time. This is a reduction on the previous year (31%) but still compares favourably to the National picture which shows that 14% of men in employment work part-time<sup>3</sup>.

46% of all Female employees within SCC work part time. Again while this is a reduction on the previous year (48%) it also continues to compare favourably to the National picture which shows that 37.4% of women in employment were working part-time<sup>4</sup>.

The % of part-timers overall has slightly decreased, from 43% last year, to 41% in 2023.

The picture remains broadly encouraging though, as part-time working is taken up by a much higher proportion of our staff than in the wider population. This is attributed to the work we have done to ensure that we are an employer that supports flexible and part-time working, and we actively promote this during the recruitment process, providing examples of the different types of flexible working available and welcoming conversations about part-time working options from the offset.

However, part-timers are significantly under-represented in senior roles at the grade Senior Manager and above. This is likely to have an impact on some of the protected characteristics: for example, it is a known contributor to the gender pay gap nationally and may be a factor in the differences in seniority noted in the legal sex section. The reduction in part time working may also be linked to social events: national research shows that full-time roles have increased, and part-time roles decreased, since the pandemic. This can be for positive reasons, for example that people who have greater ability to work from home may have less need to work fewer hours<sup>5</sup>.

<sup>3</sup> National data taken from [Women and the UK economy Research Briefing for the House of Commons 4 March 2024](#)

<sup>4</sup> National data taken from [Women and the UK economy Research Briefing for the House of Commons 4 March 2024](#)

<sup>5</sup> See figure 1 and commentary from [Labour Force data from September 2021](#)



## Priority Areas for the Organisations Workforce Equality Action Plan

This section includes actions already defined in the organisations Race Equality Plan and Gender Pay Gap report. Actions have been grouped together under the following headings:

- Disclosure of protected characteristics
- Fair employment
- Learning and Development
- Workforce Planning and Recruitment
- Internal Communications
- Data and Insight

Area for Action	Age	Disability	Gender Identity	Legal sex	Race	Religion Belief	Sexual Orientation	Working pattern
<b>Disclosure of Protected Characteristics</b>								
1 Development of an awareness raising campaign to increase disclosure rates across all areas but particularly for Gender Identity, Disability and Sexual Orientation. This will include explaining why and how we use the data as well as raising awareness of the definitions of disability.		✓	✓		✓	✓	✓	
2 Review the gender identity categories to encourage increased disclosure.			✓					
<b>Fair Employment</b>								
3 Explore the development of a scheme to enable people to swap some of the UK recognised bank holidays for other religious holidays and observances.						✓		
4 Develop actions in response to equality feedback from the 2023 staff survey and incorporate them into the workforce equality action plan	✓	✓	✓	✓	✓	✓	✓	✓
5 Lead a 'speak up' campaign for all protected characteristics	✓	✓	✓	✓	✓	✓	✓	✓
6 Explore broadening the definition of carers within the Carers Policy to give more flexibility around who can request Carer's leave.			✓	✓				✓
<b>Learning and Development</b>								

7	Employee objectives to reflect the organisations equality commitments with at least one objective focussed on EDI	✓	✓	✓	✓	✓	✓	✓	✓
8	Explore the delivery of a senior leadership programme prioritised for those groups currently underrepresented at a senior level.	✓	✓	✓	✓	✓	✓	✓	✓
9	As part of the Workforce Strategy, we will have a Management Development Programme which will prioritise inclusion to participants from underrepresented groups	✓	✓	✓	✓	✓	✓	✓	
10	Support rollout of race equality training and learning opportunities, including online resources and establishing a range of forums to support regular organisational conversations on race equality					✓			
11	Ensure recruiting managers and interview panellists are aware of unconscious bias and other EDI issues in recruitment	✓	✓	✓	✓	✓	✓	✓	✓
12	Implement a reverse mentoring scheme focused on Black and Brown employees					✓			
13	Involve the Black and Asian network with learning and discussion around race at senior levels					✓			
14	Explore additional gender-inclusive menopause training, support and guidance.			✓	✓				
<b>Workforce Planning and Recruitment</b>									
15	Continue to explore and develop inclusive practices and positive action in recruitment to remove barriers and address disparities, with a particular focus on exploring and addressing recruitment disparities for Black and Asian applicants.	✓	✓	✓	✓	✓	✓	✓	
16	Continue to identify ways to remove barriers for those who are disabled in terms of accessing roles								
17	Continue to use positive action statements in our adverts and imagery in our recruitment advertising to attract candidates from underrepresented groups	✓	✓	✓	✓	✓	✓	✓	✓
18	Seek opportunities to ensure more diverse racial representation on recruitment panels					✓			

19 Continue looking for ways to promote senior roles to underrepresented groups.	✓	✓	✓	✓	✓	✓	✓	✓
20 The current age profile of employees is a medium-term workforce planning/succession issue. The organisation needs to focus on succession planning and attracting younger people into the Council (particularly those under 30 and specifically in the 16-19 age group) to increase representation compared to the Suffolk population and ensure continuity of service for the future.	✓							
21 The age group with the largest representation is the 50-59 group. This could be an issue for the organisation as this group progresses towards potential retirement in the next 10-15 years. To address this we need to explore ways to remove barriers for those with less experience to access roles both at an entry level and when considering senior roles.	✓							
22 Focus on attracting people from the Hindu, Muslim and Sikh communities to increase representation.					✓			
23 Explore the opportunities to roll out the successful Returnship pilot across the Council.			✓	✓				✓
<b>Internal Communications</b>								
24 Promote awareness days and events as agreed in the EDI comms plan and celebrate diversity wherever possible	✓	✓	✓	✓	✓	✓	✓	✓
<b>Data and Insight</b>								
25 Delivery of the annual gender pay gap report and subsequent actions			✓	✓				
26 Development of a Disability pay gap report and delivery of associated actions		✓						
27 Development of an Ethnicity pay gap report and delivery of the associated actions					✓			
28 Implement an exit interview process for all leavers, including equality questions	✓	✓	✓	✓	✓	✓	✓	✓
29 Ensure outcomes from staff surveys are reviewed in relation to individual protected characteristics	✓	✓	✓	✓	✓	✓	✓	✓

## Methodology for data analysis

The analysis in this report shows the representation of different groups with protected characteristics in Suffolk County Council (SCC) and compares it to the whole of SCC and the wider population of Suffolk using data from the 2021 Census.

Information is given for the following protected characteristics:

- **Age**
- **Disability**
- **Gender identity**<sup>6</sup>
- **Legal sex**<sup>7</sup>
- **Race**
- **Religion or belief**
- **Sexual orientation.**

As the availability of part-time working has a disproportionate impact on different groups (particularly women, but also disabled people and others), information about part time working has also been provided in the section on working patterns.

Information relating to each of the protected characteristics are presented in alphabetical order, with Working Pattern, as a non-protected characteristic, provided last.

Protected characteristics not covered in this report:

- **Pregnancy and Maternity status** - information about pregnancy or maternity status is not currently included in this report as it is difficult to monitor, since it is time-bound, rather than identity-driven.
- **Mariage or Civil Partnership Status** – information about this is not currently included in the report as unlike other protected characteristics there is no national evidence of marriage or civil partnership status affecting recruitment, retention, or progression.

Consideration to including these characteristics will be kept under review and reconsidered each time a new report is produced.

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<sup>6</sup> Although the Equality Act 2010 refers to the protected characteristic of Gender reassignment, we label this category as Gender identity to recognise the different identities outside of reassignment.

<sup>7</sup> Legal sex is binary, for the purposes of HMRC. It is recognised that this misgenders some of our staff. We have fed this back to HMRC and collect information about gender diversity internally for our staff.

## Comparison data

The employee data used in the analysis for this report is a snapshot from April 2023. The Recruitment data is from Jan – Dec 2022.

The data only includes information for those with employee status and where people had more than one role/contract, only the role at the highest pay level has been included (or where they are paid the same, the one with the most hours). This has been done to avoid double counting people<sup>8</sup>. The reason that only the highest paid role has been included is because we want to assess the highest level role that people with different protected characteristics are in.

The analysis is based on 5,649 employees.

The most senior staff have been defined as those at the [council's salary grade](#) of Senior Manager or above (or equivalent). The pay for this level of role starts at £68,377 per year, (£35.44 per hour<sup>9</sup>). There were 79 people in the data set that this applies to.

Salary comparisons are based on full time equivalents, rather than the take home pay of part-timers. Salary only looks at basic annual salary, rather than any other elements of pay, which are included in the hourly rate used elsewhere in our pay gap analyses.

The Suffolk population data is based on the 2021 census, as the most recent data available for Suffolk. The sources for the Census data for each characteristic are provided below:

**Age – [Suffolk Observatory data](#)**

**Disability – [Healthy Suffolk data](#)**

**Gender Identity – [Suffolk Observatory Data](#)**

**Legal Sex – [Suffolk Observatory data](#)**

**Race/Ethnicity - [Suffolk Observatory data](#)**

**Religion – [Suffolk Observatory data](#)**

**Sexual Orientation – [ONS 2021 Census data](#)**

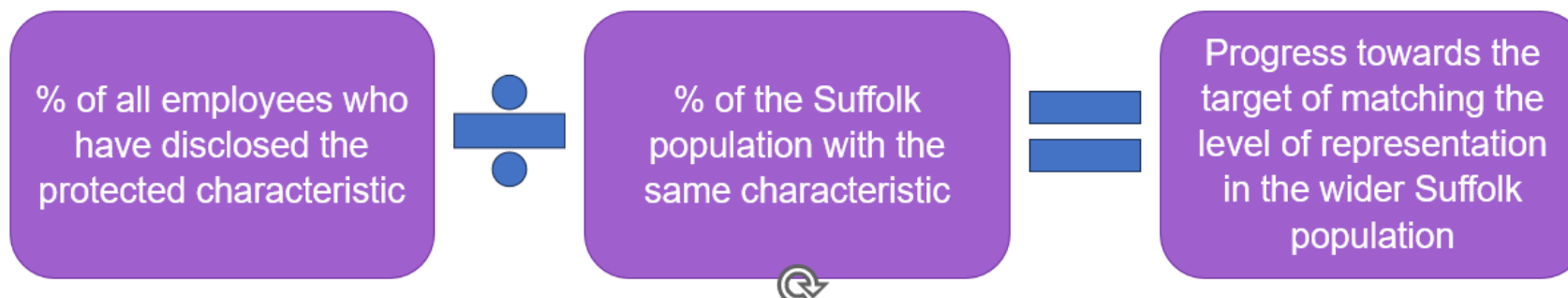
**Working Pattern – [ONS 2021 Census data](#)**

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<sup>8</sup> When looking at service level data, internally within the organisation, where employees have more than one contract in different services, these are left in as they are represented in both areas.

<sup>9</sup> For more information on SCC's pay scales at the time the data was taken please see the Single Status Chief Officers Payscales on the [SCC website](#)

When looking at the level of under representation for a particular group the following calculation is used:



The level of under or over representation is then calculated by taking this figure and subtracting the aim of 100% representation.

For example, if the level of representation for a particular characteristic is 1% in the Suffolk population and the level of representation within SCC is currently 0.5%, the organisation is 50% towards the aim of matching the Suffolk population and 50% underrepresented.

Only under-representation of over 5% is highlighted as problematic.

## Language/definitions – categories and groupings

Categories used to describe protected characteristics, and the sub-groups within them, mirror national categories as much as possible, to enable direct comparisons. For example, the ethnicity categories used are in line with those used by the Office for National Statistics, facilitating the comparison with the Suffolk population data.

There are places in the report where sub-categories of minority groups are combined into larger umbrella groups. This has been done for more statistical significance and/or to protect confidential information relating to individuals. While they can be useful for certain aspects of comparison, umbrella categories can also be problematic, and it is important not to mask impacts for different groups by only looking at people in minorities as one group. Wherever possible we try to do both to ensure we get the right level of insight.

It is also important to note that we are aware that not all people identify with the given categories. We understand that labels are imperfect and can be reductive of individual identity and experience. We are working on improving our self-declaring options under the gender identity and religion/belief categories, following feedback from our staff networks.

There are also differences between the categories used to record recruitment activity and the categories used to compare the employee data with the wider Suffolk population. We are aware of the difficulty this can create in terms of being able to make direct comparisons and going forward will be looking at trying to align categories more where we can.

## Appendix A – Data Tables

### Age

Category	Total No of SCC Employees	No of employees who have disclosed the protected characteristic	% of SCC employees	% of Suffolk Population	Is the representation with SCC over, under or equal to the Suffolk population data	Progress towards the target of matching the level of representation in the wider Suffolk population (% of SCC employees divided by % of Suffolk Population)	Level of under or over representation (100% target, minus the current progress towards it)
Under 20	5,649	29	1%	21%	Under	2.4%	-97.6%
20-29	5,649	718	13%	11%	Under	115.5%	15.5%
30-39	5,649	1302	23%	12%	Over	192.1%	92.1%
40-49	5,649	1388	25%	12%	Over	204.8%	104.8%
50-59	5,649	1576	28%	14%	Over	199.3%	99.3%
60+	5,649	636	11%	30%	Over	37.5%	-62.5%
		<b>5649</b>	<b>100%</b>	<b>100%</b>			

### Disability

Category	Total No of SCC Employees	No of employees who have disclosed the protected characteristic	% of all SCC employees	% of Suffolk Population	Is the representation with SCC over, under or equal to the Suffolk population data	Progress towards the target of matching the level of representation in the wider Suffolk population (% of SCC employees divided by % of Suffolk Population)	Level of under or over representation (100% target, minus the current progress towards it)
Disabled	5,649	<u>440</u>	8%	17%	Under	45.0%	-55.0%
Not Disabled	5,649	<u>3227</u>	57%	83%	Under	68.8%	-31.2%
Not disclosed	5,649	<u>1982</u>	35%				
		<b>5649</b>	<b>100%</b>	<b>100%</b>			

## Gender Identity

Category	Total No of SCC Employees	No of employees who have disclosed the protected characteristic	% of SCC employees	% of Suffolk Population	Is the representation with SCC over, under or equal to the Suffolk population data	Progress towards the target of matching the level of representation in the wider Suffolk population (% of SCC employees divided by % of Suffolk Population)	Level of under or over representation (100% target, minus the current progress towards it)
Trans or gender diverse	5,649	23	0.4%	0.4%	Equal	104.4%	4.4%
Cis (same as gender assigned at birth)	5,649	1591	28.2%	94.2%	Under	29.9%	-70.1%
Not disclosed	5,649	4035	71.4%	5.4%	Over	1322.8%	1222.8%
		<b>5649</b>	<b>100.0%</b>	<b>100.0%</b>			

## Legal Sex

Category	Total No of SCC Employees	No of employees who have disclosed the protected characteristic	% of SCC employees	% of Suffolk Population	Is the representation with SCC over, under or equal to the Suffolk population data	Progress towards the target of matching the level of representation in the wider Suffolk population (% of SCC employees divided by % of Suffolk Population)	Level of under or over representation (100% target, minus the current progress towards it)
Female	5,649	4051	71.7%	51.0%	Under	140.6%	40.6%
Male	5,649	1598	28.3%	49.0%	Under	57.7%	-42.3%
		<b>5649</b>	<b>100.0%</b>	<b>100.0%</b>			



## Race/Ethnicity

Category	Total No of SCC Employees	No of employees who have disclosed the protected characteristic	% of SCC employees	% of Suffolk Population	Is the representation with SCC over, under or equal to the Suffolk population data	Progress towards the target of matching the level of representation in the wider Suffolk population (% of SCC employees divided by % of Suffolk Population)	Level of under or over representation (100% target, minus the current progress towards it)
<b>1) Asian or Asian British</b>	5,649	68	1.2%	2.3%	Under	52.3%	-47.7%
<b>2) Black, Black British, Caribbean or African</b>	5,649	116	2.1%	1.3%	Over	158.0%	58.0%
<b>3) Mixed or Multiple ethnic groups</b>	5,649	107	1.9%	2.3%	Under	82.4%	-17.6%
<b>4) Other ethnic group</b>	5,649	10	0.2%	0.9%	Under	19.7%	-80.3%
<b>5a&amp;b) White Irish and White Other</b>	5,649	199	3.5%	0.8%	Under	440.3%	340.3%
<b>5c) White British</b>	5,649	4451	78.8%	93.1%	Under	84.6%	-15.4%
<b>6) Not disclosed</b>	5,649	698	12.4%				
<b>Black, Brown &amp; Mixed (1-4)</b>	5,649	301	5.3%	6.8%	Under	78.4%	-21.6%
<b>All minoritised Ethnic (1-5b)</b>	5,649	316	5.6%	7.4%	Over	75.6%	-24.4%
		<b>5649</b>	<b>100.0%</b>	<b>100.7%</b>			

## Race/Ethnicity

Category	Total No of SCC Employees	No of employees who have disclosed the protected characteristic	% of SCC employees	% of Suffolk Population	Is the representation with SCC over, under or equal to the Suffolk population data	Progress toward the target of matching the level of representation in the wider Suffolk population (% of SCC employees divided by % of Suffolk Population)	Level of under or over representation (100% target, minus the current progress towards it)
1a. Bangladeshi	5,649	17	0.3%	0.4%	Under	75.2%	-24.8%
1b) Chinese	5,649	7	0.1%	0.3%	Under	41.3%	-58.7%
1c) Indian	5,649	23	0.4%	0.7%	Under	58.2%	-41.8%
1d) Pakistani	5,649	2	0.0%	0.2%	Under	17.7%	-82.3%
1e) Any other Asian	5,649	19	0.3%	0.8%	Under	42.0%	-58.0%
2a) African	5,649	63	1.1%	0.7%	Over	159.3%	59.3%
2b) Caribbean	5,649	32	0.6%	0.4%	Over	141.6%	41.6%
2c) Any other Black	5,649	21	0.4%	0.3%	Over	123.9%	23.9%
3a) White & Asian	5,649	14	0.2%	0.5%	Under	49.6%	-50.4%
3b) White & Black African	5,649	19	0.3%	0.4%	Under	84.1%	-15.9%
3c) White and Black Caribbean	5,649	48	0.8%	0.8%	Equal	106.2%	6.2%
3d) Any other Mixed	5,649	26	0.5%	0.6%	Over	76.7%	-23.3%
<b>4) Other</b>	5,649	10	0.2%	0.9%	Under	19.7%	-80.3%
5a) White Irish	5,649	15	0.3%	0.5%	Under	53.1%	-46.9%
5b) White Other	5,649	184	3.3%	0.3%	Under	1085.7%	985.7%
5c) White British	5,649	4451	78.8%	92.3%	Under	85.4%	-14.6%
<b>6) Not disclosed</b>	5,649	698	12.4%				
		<b>5649</b>	<b>100.0%</b>	<b>100.1%</b>			

## Religion or Belief

Category	Total No of SCC Employees	No of employees who have disclosed the protected characteristic	% of SCC employees	% of Suffolk Population	Is the representation with SCC over, under or equal to the Suffolk population data	Progress towards the target of matching the level of representation in the wider Suffolk population (% of SCC employees divided by % of Suffolk Population)	Level of under or over representation (100% target, minus the current progress towards it)
Christian	5,649	1734	30.7%	47.0%	Under	65.3%	-34.7%
No Religion	5,649	1925	34.1%	44.0%	Under	77.4%	-22.6%
All minority religions or beliefs	5,649	185	3.3%	3.0%	Over	109.2%	9.2%
Not disclosed	5,649	1805	32.0%	6.0%	Over	532.5%	432.5%
		<b>5649</b>	<b>100.0%</b>	<b>100.0%</b>			

Category	Total No of SCC Employees	No of employees who have disclosed the protected characteristic	% of SCC employees	% of Suffolk Population	Is the representation with SCC over, under or equal to the Suffolk population data	Progress towards the target of matching the level of representation in the wider Suffolk population (% of SCC employees divided by % of Suffolk Population)	Level of under or over representation (100% target, minus the current progress towards it)
Christian	5,649	1734	30.7%	47.0%	Under	65.3%	-34.7%
No Religion	5,649	1925	34.1%	44.0%	Under	77.4%	-22.6%
Buddhist	5,649	25	0.4%	0.4%	Equal	110.6%	10.6%
Hindu	5,649	15	0.3%	0.4%	Under	66.4%	-33.6%
Jewish	5,649	8	0.1%	0.1%	Equal	141.6%	41.6%
Muslim	5,649	20	0.4%	1.2%	Under	29.5%	-70.5%
Sikh	5,649	2	0.0%	0.1%	Under	35.4%	-64.6%
Other*	5,649	115	2.0%	0.5%	Over	407.2%	307.2%
Not disclosed	5,649	1805	32.0%	6.0%	Over	532.5%	432.5%
		<b>5649</b>	<b>100.0%</b>	<b>99.7%</b>			

\*Within SCC, the 'Other' category includes those that identify as Bahai, humanist, Jain, Judaism, Pagan, Rastafarian, Vegan, Agnostic, Atheist

## Sexual Orientation

Category	Total No of SCC Employees	No of employees who have disclosed the protected characteristic	% of SCC employees	% of Suffolk Population	Is the representation with SCC over, under or equal to the Suffolk population data	Progress towards the target of matching the level of representation in the wider Suffolk population (% of SCC employees divided by % of Suffolk Population)	Level of under or over representation (100% target, minus the current progress towards it)
LGB+	5,649	163	3%	3%	Under	109.3%	9.3%
Heterosexual	5,649	3691	65%	90%	Under	72.3%	-27.7%
Not disclosed	5,649	1795	32%	7.1%			
		<b>5649</b>	<b>100.0%</b>	<b>100.0%</b>			

Category	Total No of SCC Employees	No of employees who have disclosed the protected characteristic	% of SCC employees	% of Suffolk Population	Is the representation with SCC over, under or equal to the Suffolk population data	Progress towards the target of matching the level of representation in the wider Suffolk population (% of SCC employees divided by % of Suffolk Population)	Level of under or over representation (100% target, minus the current progress towards it)
Gay or Lesbian	5,649	89	1.6%	1.3%	Over	125.0%	25.0%
Bisexual	5,649	53	0.9%	1.1%	Under	86.1%	-13.9%
Other	5,649	21	0.4%	0.3%	Over	128.2%	28.2%
Heterosexual	5,649	3691	65%	90%	Under	72.3%	-27.7%
Not disclosed	5,649	1795	32%	7.1%	Over	450.1%	350.1%
		<b>5649</b>	<b>100.0%</b>	<b>100.0%</b>			

## Working Pattern

Category	Total No of SCC Employees	No of employees who have disclosed the protected characteristic	% of SCC employees	% of Suffolk Population	Is the representation with SCC over, under or equal to the Suffolk population data	Progress towards the target of matching the level of representation in the wider Suffolk population (% of SCC employees divided by % of Suffolk Population)	Level of under or over representation (100% target, minus the current progress towards it)
Part-time	5,649	2332	41.3%	31.5%	Over	131.1%	31.1%
Full-time	5,649	3317	58.7%	68.5%	Under	85.7%	-14.3%
		<b>5649</b>	<b>100.0%</b>	<b>100.0%</b>			