

Mole Valley District Council

Staff Equality Profile (as of 31st January 2016)

Introduction

Mole Valley District Council is required under the Equality Act 2010 to comply with the public sector Equality Duty to have due regard to:

- **Eliminate unlawful discrimination, harassment and victimisation** and any other conduct prohibited by the Act;
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

The **protected characteristics** covered by the Equality Duty are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

We are required to consider how our activities as employers affect people who share different protected characteristics, and to publish information on the equality profile of our staff.

a) Gender

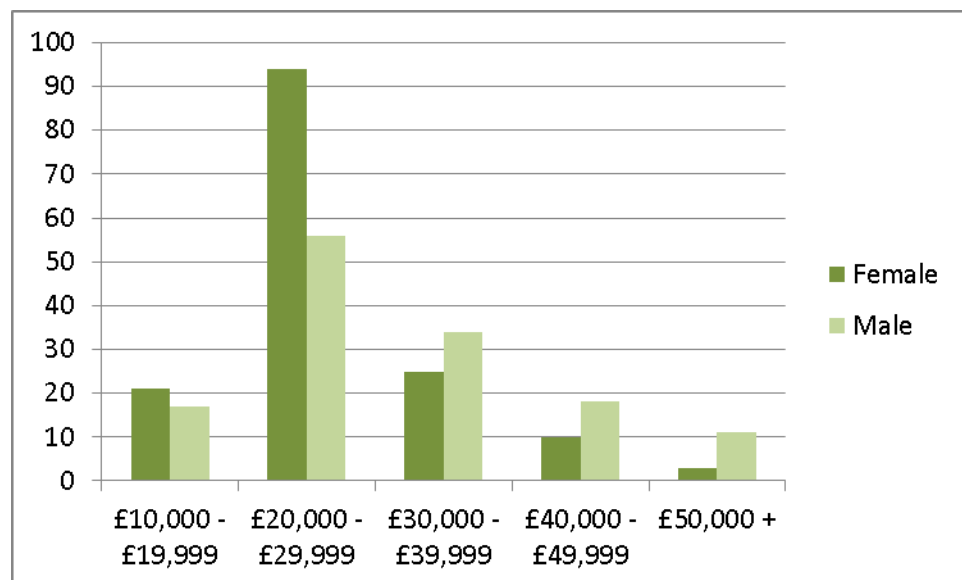
Table 1: Gender profile of staff

Gender	Total	%
Female	153	53%
Male	136	47%
Total	289	100%

Table 2: Gender profile of the workforce by salary bands

Salary band	£10,000 - £19,999	£20,000 - £29,999	£30,000 - £39,999	£40,000 - £49,999	£50,000 +	Totals
Female	21	94	25	10	3	153
	7.26%	32.53%	8.65%	3.46%	1.04%	
Male	17	56	34	18	11	136
	5.88%	19.38%	11.76%	6.23%	3.81%	
Grand total						289

Chart 1: Gender profile of the workforce by salary bands

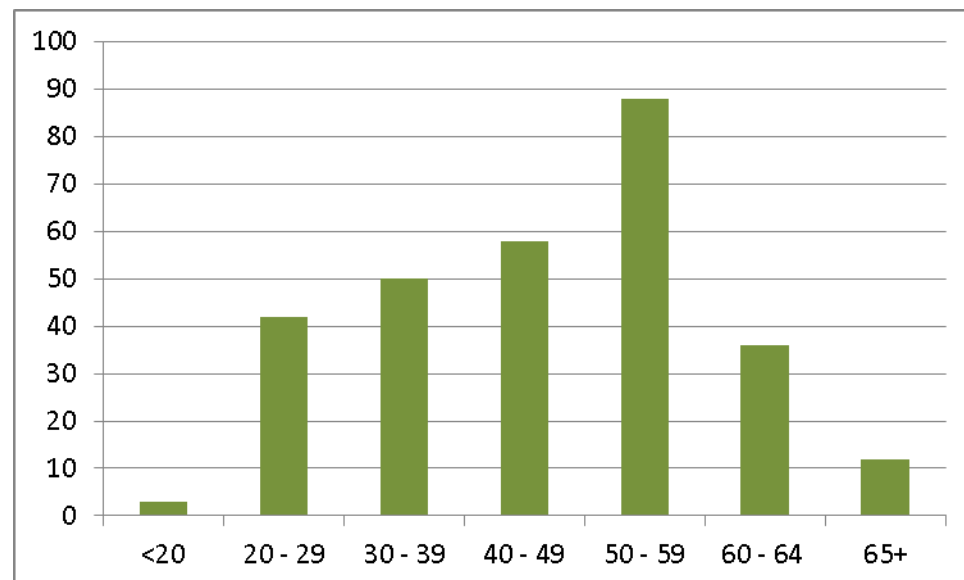


b) Age

Table 3: Age profile of staff

Age	Total	%
<20	3	1.04%
20 - 29	42	14.53%
30 - 39	50	17.30%
40 - 49	58	20.07%
50 - 59	88	30.45%
60 - 64	36	12.46%
65+	12	4.15%
Grand total	289	100.00%

Chart 2: Age profile of staff



c) Disability

Table 4: Disability profile of staff

Disability	Total	%
Not disabled	178	61.59%
Disabled	<10	5.88%
Declined to specify	<10	
Unsure	<10	
No answer	94	32.53%
Grand total	289	100.00%

d) Ethnicity

Table 5: Ethnicity profile of staff

Ethnicity Profile	Total	%
Asian or Asian British: Indian	<10	3.46%
Black or Black British: African	<10	
Other Asian background	<10	
Other mixed background	<10	
Other white background	<10	
Other ethnic group	<10	
White British	174	60.21%
White Irish	<10	1.73%
White - other European	<10	
Not Stated	3	1.04%
Prefer not to say	2	0.69%
Nothing in the system	95	32.87%
Grand total	289	100.00%

e) Religion

Table 6: Religion profile of staff

Religion	Total	%
Christian - Protestant	21	7.27%
Christian - Roman Catholic	11	3.81%
Agnostic	<10	2.80%
Christian - Orthodox	<10	
Confucianism	<10	
Islam - Sunni	<10	
Sikhism	<10	
Atheist	11	3.81%
Other	7	2.42%
Not specified	16	5.54%
Nothing in the system	204	70.59%
Grand total	289	100.00%

**Data supplied by the Human Resources Team
January 2016**