

Swale Borough Council

Workforce equality monitoring data 2024-25

1. Introduction

Under section 149 of the Equality Act 2010 (the Public Sector Equality Duty (PSED)) and the Equality Act 2010 (Specific Duties) Regulations 2011, we are required to publish equality information to demonstrate our compliance with the general equality duty.

Our Workforce Strategy, which is published on our website, consists of 4 Themes:

- Theme 1 Talent and Development
- Theme 2 Our Brand and Recruitment
- Theme 3 Wellbeing and Reward
- Theme 4 Organisational Change and Design

One of the ways in which we measure our success in meeting the aims of our strategy is reporting annually on equality and gender pay gap data, and this workforce data also forms part of the equality information that we use to assist us in meeting our duty to eliminate discrimination and harassment, promote equality of opportunities and foster good relations between different groups within our workforce.

This report sets out the key information relating to the work force at Swale Borough Council as at 1st April 2025. This information is monitored actively by the Strategic Management Team and, where the data suggests that further investigation is required, this is noted.

2. Workforce profile by protected characteristic

As at 1st April 2025 the council employed a headcount of 255 contracted staff.

Workforce profile by sex

Sex	2024/25	2023/24	2022/23	2021/22	2020/21
Male	24%	25%	26%	26%	28%
Female	76%	75%	74%	74%	72%

The Council has a requirement to report on gender under the Equality Act 2010 which created a public sector duty to have due regard to eliminating unlawful discrimination and to promote equality of opportunity between men and women.

The data above is in line with historic trends within the public sector which traditionally attracts more female employees; this pattern is particularly more evident at Swale.

Workforce profile by age

Age	2024/25	2023/24	2022/23	2021/22	2020/21
16-19	0.8%	1.1%	0.4%	1.0%	0.7%
20-29	11.4%	10.7%	11.5%	10.5%	10.3%
30-39	16.5%	15.4%	15.8%	18.4%	18.2%
40-49	30.2%	27.8%	25.9%	23.9%	26.1%
50-59	23.8%	27.5%	29.5%	28.8%	30.5%
60+	17.3%	17.5%	16.9%	17.4%	14.2%

The distribution of age across the authority has fluctuated slightly during the past four years, but there have not been any significant changes. However, there has been a slight reduction in the 30-39 and 50-59 age groups and an increase in the 40-49 age group compared to 2020/21.

Workforce profile by declared disability

Disability	2024/25	2023/24	2022/23	2021/22	2020/21
Disabled	7.1%	7.5%	7.2%	7.2%	7.3%
Non-disabled	81.5%	77.5%	76.3%	73.8%	72.2%
Not declared	11.4%	15.0%	16.5%	19.0%	20.5%

There is no single measure of disability. The above data represents individuals who consider themselves to have a health problem or disability that limits their day-to-day activities.

Non-declaration by applicants and employees of a disability is common, even though they are encouraged to declare. Employees are regularly reminded to update their details when a lifestyle change occurs and it is accepted that disability is an area that can change during service. The numbers of employees not declaring has seen a steady drop and action will continue to be taken to encourage reporting.

Workforce profile by ethnicity

Ethnicity	2024/25	2023/24	2022/23	2021/22	2020/21
Asian/Asian British	1.6%	1.4%	1.4%	2.0%	1.7%
Black/Black British	2.0%	1.1%	1.1%	2.0%	1.7%
Mixed/Multiple/Other	1.6%	1.1%	1.1%	0.7%	0.3%
White Other	5.1%	4.3%	2.9%	2.6%	2.3%
White British/NI	87.4%	90.0%	92.1%	91.7%	92.7%
Not declared	2.3%	2.1%	1.4%	1.0%	1.3%

Local Authorities have a duty under the Equality Act 2010 to make appropriate arrangements to ensure their various functions are carried out with due regard to the need to eliminate unlawful racial discrimination and to promote equality of opportunity and good relations between people of different racial groups.

There has not been a significant change in the ethnicity profile at the council.

Workforce profile by sexual orientation

Sexual orientation	2024/25	2023/24	2022/23	2021/22	2020/21
Gay/lesbian/bisexual/other	6%	5%	4%	3%	3%
Heterosexual	78%	78%	78%	77%	76%
Not declared	16%	17%	18%	20%	21%

A significant number of employees have not given details of their sexual orientation, although this number is reducing year on year. This is not surprising as employees may not wish to provide this information. However, employees will continue to be encouraged to update their information on this issue.

Workforce profile by religion and belief

Religion or belief	2024/25	2023/24	2022/23	2021/22	2020/21
Christian	40%	42%	45%	44%	45%
Other declared religion or belief	4%	2%	4%	4%	3%
No religion or belief	42%	41%	37%	36%	35%
Not declared	14%	15%	14%	16%	17%

The percentage of those declaring a belief has remained fairly static, although those stating that they have no religion or belief has increased over the past few years.

3. Starters profile by protected characteristic

During 2024/25 a total of 39 people joined the authority (this does not include casual staff).

Starters by sex

Sex	2024/25	2023/24	2022/23	2021/22	2020/21
Male	36%	38%	33%	22%	39%
Female	64%	62%	67%	78%	61%

Starters by age

Age	2024/25	2023/24	2022/23	2021/22	2020/21
16-19	5.1%	11.5%	0%	6.3%	0%
20-29	23.1%	26.9%	25.0%	31.3%	25.0%
30-39	5.1%	34.6%	20.8%	21.9%	21.4%
40-49	48.7%	23.2%	25.0%	15.6%	32.1%
50-59	7.7%	0%	25.0%	21.9%	14.4%
60+	10.3%	3.8%	4.2%	3.0%	7.1%

Starters by declared disability

Disability	2024/25	2023/24	2022/23	2021/22	2020/21
Disabled	5.1%	7.7%	4.2%	6.3%	7.1%
Non-disabled	84.6%	92.3%	75.0%	87.4%	82.1%
Not declared	10.3%	0%	20.8%	6.3%	10.8%

Starters by ethnicity

Ethnicity	2024/25	2023/24	2022/23	2021/22	2020/21
Asian/Asian British	2.6%	0%	0%	3.1%	3.6%
Black/Black British	5.1%	0%	0%	3.1%	3.6%
Mixed/Multiple/Other	2.6%	3.8%	4.2%	6.3%	0%
White Other	5.1%	19.2%	8.3%	3.1%	10.7%
White British/NI	79.5%	73.2%	83.3%	84.4%	82.1%
Not declared	5.1%	3.8%	4.2%	0%	0%

Starters by sexual orientation

Sexual orientation	2024/25	2023/24	2022/23	2021/22	2020/21
Gay/lesbian/bisexual/other	8%	8%	8%	6%	7%
Heterosexual	82%	73%	79%	81%	86%
Not declared	10%	19%	13%	13%	7%

Starters by religion and belief

Religion or belief	2024/25	2023/24	2022/23	2021/22	2020/21
Christian	26%	19%	38%	19%	43%
Other declared religion or belief	5%	0%	4%	6%	11%
No religion or belief	56%	62%	42%	59%	39%
Not declared	13%	19%	16%	16%	7%

The percentage of new starters over the different categories has remained fairly consistent, although there has been some fluctuations between the age groups of the new starters in the last few years. However, there has been a decrease in the 50-59 age group over the last few years.

There had been a decline in new starters in the Asian/Asian British and Black/Black British categories in the last 2 years, although this improved in 2024/25.

3. Leavers profile by protected characteristic

During 2024/25 a total of 35 people left the authority (this does not include seasonal or casual staff). In addition, a further 31 people were TUPE transferred to another local authority.

Leavers by sex

Sex	2024/25	2023/24	2022/23	2021/22	2020/21
Male	46%	44%	31%	40%	43%
Female	54%	56%	69%	60%	57%

Leavers by age

Age	2024/25	2023/24	2022/23	2021/22	2020/21
16-19	2.9%	4.0%	0%	0%	0%
20-29	11.4%	32.0%	9.8%	20.0%	6.7%
30-39	0%	12.0%	15.6%	16.7%	6.7%
40-49	25.7%	8.0%	21.6%	20.0%	43.3%
50-59	25.7%	16.0%	21.6%	23.3%	20.0%
60+	34.3%	28.0%	31.4%	20.0%	23.3%

Leavers by declared disability

Disability	2024/25	2023/24	2022/23	2021/22	2020/21
Disabled	14.3%	12.0%	11.8%	10.0%	6.7%
Non-disabled	74.3%	76.0%	62.7%	73.3%	70.0%
Not declared	11.4%	12.0%	25.5%	16.7%	23.3%

Leavers by ethnicity

Ethnicity	2024/25	2023/24	2022/23	2021/22	2020/21
Asian/Asian British	0%	0%	3.9%	0%	6.7%
Black/Black British	0%	0%	5.9%	3.3%	3.3%
Mixed/Multiple/Other	0%	4.0%	0%	3.3%	0%
White Other	2.9%	4.0%	3.9%	0%	13.3%
White British/NI	97.1%	92.0%	84.3%	90.0%	73.3%
Not declared	0%	0%	2.0%	3.4%	3.4%

Leavers by sexual orientation

Sexual orientation	2024/25	2023/24	2022/23	2021/22	2020/21
Gay/lesbian/bisexual/other	3%	4%	0%	3%	0%
Heterosexual	83%	76%	73%	70%	77%
Not declared	14%	20%	27%	27%	23%

Leavers by religion and belief

Religion or belief	2024/25	2023/24	2022/23	2021/22	2020/21
Christian	37%	48%	35%	27%	40%
Other declared religion or belief	3%	0%	6%	0%	13%
No religion or belief	51%	36%	34%	46%	27%
Not declared	9%	16%	25%	27%	20%

Disciplinary and grievance

There were 2 cases where formal disciplinary action was taken during 2024/25. The outcomes of both were dismissal.

Disciplinaries by sex

Sex	2024/25	2023/24	2022/23	2021/22	2020/21
Male	100%	0%	0%	50%	0%
Female	0%	0%	100%	50%	0%

There were no grievances raised during 2024/25.

Grievances by sex

Sex	2024/25	2023/24	2022/23	2021/22	2020/21
Male	0%	0%	0%	100%	33%
Female	0%	100%	0%	0%	67%

5. Return to work rates

	2024/25	2023/24	2022/23	2021/22	2020/21
Number of employees whose maternity leave ended in period	3	3	2	4	4
Number of employees who returned to work after maternity leave	3	3	2	4	4
Return to work rate	100%	100%	100%	100%	100%

6. Workforce profile by pay band and protected characteristic

Full details of the Council's reward strategy are set out in the Pay Policy Statement, which is published on the council website.

As an organisation that employs over 250 employees, we are required to report and publish annually on our gender pay gap. The calculation is based on the hourly pay rate for each employee and the data must be a snapshot of salary data as at 31 March. The council reports on the gender pay gap as required and publishes the report on the Government and council website.

Workforce profile by pay band and sex

Sex	Grades 2-3	Grades 4-7	Grades 8-12	Grades 13-14
Male	16%	25%	34%	0%
Female	84%	75%	66%	100%

Workforce profile by pay band and age

Age	Grades 2-3	Grades 4-7	Grades 8-12	Grades 13-14
16-19	4%	0%	0%	0%
20-29	16%	14%	0%	0%
30-39	12%	19%	15%	0%
40-49	26%	29%	38%	33%
50-59	10%	24%	36%	67%
60+	32%	14%	11%	0%

Workforce profile by pay band and declared disability

Disability	Grades 2-3	Grades 4-7	Grades 8-12	Grades 13-14
Disabled	7%	8%	4%	0%
Non-disabled	70%	84%	87%	100%
Not declared	23%	8%	9%	0%

Workforce profile by pay band and ethnicity

Ethnicity	Grades 2-3	Grades 4-7	Grades 8-12	Grades 13-14
Asian/Asian British	0%	2%	2%	0%
Black/Black British	0%	1%	6%	0%
Mixed/Multiple/Other	0%	2%	2%	0%
White Other	5%	6%	2%	0%
White British/NI	91%	88%	84%	100%
Not declared	4%	1%	4%	0%

Workforce profile by pay band and sexual orientation

Sexual orientation	Grades 2-3	Grades 4-7	Grades 8-12	Grades 13-14
Gay/lesbian/bisexual/other	5%	8%	2%	0%
Heterosexual	70%	81%	77%	100%
Not declared	25%	11%	21%	0%

Workforce profile by pay band and religion and belief

Religion or belief	Grades 2-3	Grades 4-7	Grades 8-12	Grades 13-14
Christian	37%	41%	40%	100%
Other declared religion or belief	2%	4%	6%	0%
No religion or belief	39%	46%	38%	0%
Not declared	22%	9%	16%	0%

7. Job applications by protected characteristic

Job applications by sex

Sex	2024/25	2023/24	2022/23	2021/22	2020/21
Male	37%	35%	44%	45%	42%
Female	61%	64%	56%	55%	55%
Not declared	2%	1%	0%	0%	3%

Job applications by age

Age	2024/25	2023/24	2022/23	2021/22	2020/21
16-19	3%	7%	10%	5%	0%
20-29	25%	35%	25%	24%	39%
30-39	28%	22%	23%	19%	18%
40-49	24%	16%	16%	11%	18%
50-59	14%	14%	18%	36%	14%
60+	5%	5%	8%	5%	8%
Not declared	1%	1%	0%	0%	3%

Job applications by declared disability

Disability	2024/25	2023/24	2022/23	2021/22	2020/21
Disabled	7%	9%	9%	2%	5%
Non-disabled/ Not declared	93%	91%	91%	98%	95%

Job applications by ethnicity

Ethnicity	2024/25	2023/24	2022/23	2021/22	2020/21
Asian/Asian British	5%	5%	10%	0%	3%
Black/Black British	13%	10%	13%	8%	8%
Mixed/Multiple/Other	3%	2%	3%	2%	3%
White Other	12%	10%	10%	2%	0%
White British/NI	64%	71%	64%	88%	84%
Not declared	3%	2%	0%	0%	2%

Job applications by sexual orientation

Sexual orientation	2024/25	2023/24	2022/23	2021/22	2020/21
Gay/lesbian/bisexual/other	8%	11%	5%	5%	3%
Heterosexual	82%	85%	84%	90%	89%
Not declared	10%	5%	10%	5%	8%

Job applications by religion and belief

Religion or belief	2024/25	2023/24	2022/23	2021/22	2020/21
Christian	34%	37%	34%	38%	39%
Other declared religion or belief	6%	7%	9%	7%	8%
No religion or belief	50%	52%	48%	50%	42%
Not declared	10%	4%	9%	5%	11%

8. Job shortlisting by protected characteristic

Job applicants shortlisted by sex

Sex	2024/25	2023/24	2022/23	2021/22	2020/21
Male	37%	45%	47%	43%	54%
Female	59%	53%	53%	57%	46%
Not declared	4%	2%	0%	0%	0%

Job applicants shortlisted by age

Age	2024/25	2023/24	2022/23	2021/22	2020/21
16-19	4%	8%	12%	7%	0%
20-29	19%	33%	23%	32%	36%
30-39	22%	27%	21%	21%	21%
40-49	31%	18%	21%	4%	25%
50-59	16%	6%	17%	32%	14%
60+	6%	8%	6%	4%	4%
Not declared	2%	0%	0%	0%	0%

Job applicants shortlisted by declared disability

Disability	2024/25	2023/24	2022/23	2021/22	2020/21
Disabled	8%	6%	13%	4%	4%
Non-disabled/ Not declared	92%	94%	87%	96%	96%

Job applicants shortlisted by ethnicity

Ethnicity	2024/25	2023/24	2022/23	2021/22	2020/21
Asian/Asian British	4%	0%	6%	0%	4%
Black/Black British	11%	8%	9%	4%	10%
Mixed/Multiple/Other	4%	6%	0%	4%	4%
White Other	10%	18%	15%	4%	0%
White British/NI	66%	68%	70%	88%	82%
Not declared	5%	0%	0%	0%	0%

Job applicants shortlisted by sexual orientation

Sexual orientation	2024/25	2023/24	2022/23	2021/22	2020/21
Gay/lesbian/bisexual/other	11%	6%	9%	7%	4%
Heterosexual	78%	88%	85%	86%	89%
Not declared	11%	6%	6%	7%	7%

Job applicants shortlisted by religion and belief

Religion or belief	2024/25	2023/24	2022/23	2021/22	2020/21
Christian	38%	39%	32%	36%	46%
Other declared religion or belief	7%	8%	4%	7%	7%
No religion or belief	44%	49%	58%	50%	40%
Not declared	11%	4%	6%	7%	7%

9. Job offers by protected characteristic

Job offers by sex

Sex	2024/25	2023/24	2022/23	2021/22	2020/21
Male	36%	41%	37%	38%	50%
Female	64%	59%	63%	62%	50%

Job offers by age

Age	2024/25	2023/24	2022/23	2021/22	2020/21
16-19	5%	9%	10%	8%	0%
20-29	21%	23%	16%	35%	42%
30-39	17%	27%	32%	23%	17%
40-49	36%	18%	16%	8%	25%
50-59	9%	9%	16%	18%	8%
60+	11%	14%	10%	8%	8%
Not declared	1%	0%	0%	0%	0%

Job offers by declared disability

Disability	2024/25	2023/24	2022/23	2021/22	2020/21
Disabled	3%	0%	11%	4%	4%
Non-disabled/ Not declared	97%	100%	89%	96%	96%

Job offers by ethnicity

Ethnicity	2024/25	2023/24	2022/23	2021/22	2020/21
Asian/Asian British	1%	0%	0%	0%	4%
Black/Black British	5%	0%	5%	4%	0%
Mixed/Multiple/Other	1%	9%	5%	4%	4%
White Other	8%	14%	5%	4%	0%
White British/NI	79%	72%	85%	88%	92%
Not declared	6%	5%	0%	0%	0%

Job offers by sexual orientation

Sexual orientation	2024/25	2023/24	2022/23	2021/22	2020/21
Gay/lesbian/bisexual/other	8%	9%	5%	12%	4%
Heterosexual	80%	86%	95%	80%	88%
Not declared	12%	5%	0%	8%	8%

Job offers by religion and belief

Religion or belief	2024/25	2023/24	2022/23	2021/22	2020/21
Christian	29%	36%	42%	46%	33%
Other declared religion or belief	3%	9%	0%	4%	8%
No religion or belief	56%	46%	53%	42%	46%
Not declared	12%	9%	5%	8%	13%

The analysis of data on recruitment activity shows that female applicants were consistently higher in applications, shortlisting and job offer stages. The number of male applications has declined over time. Applications from the 20-29 age group have remained consistent however, the 30-39 and 40-49 age groups had a stronger representation at the shortlisting and at job offer stage.

While the proportion of applicants from Asian and Black ethnic backgrounds who are shortlisted for interview appears broadly consistent with their application rates, there is a noticeable drop in representation at the job offer stage. This disparity suggests a potential barrier in the latter stages of the recruitment process. Further investigation and ongoing monitoring/training will help to understand the underlying causes and to ensure consistent outcomes for all candidates.