



HR Management Information Report

30 September 2014

Workforce Diversity Statistics - BCC

Produced by the HR Business Support team in Bristol City Council.
In case of query, please email STSHR.SYSTEMSSUPPORT@bristol.gov.uk

Explanatory notes

Employees in post; employees in post by salary; acting-ups and secondments; leavers; and leavers by reason

Data excludes casuals, agency staff, volunteers, employees of other organisations. Employees with more than one job with the council are included once for each job. Employees who are acting-up/seconded are included in relation to their current (rather than their substantive) job only. Leavers and leavers by reason includes only former employees who have left the council completely (ie, employees who have not left all of their jobs with the council and/or who have moved to different jobs within the council are excluded).

PMDS Appraisals

Data excludes employees within locally managed schools, who are not subject to the Council's PMDS appraisal process. Please note that the data also excludes those employees who were unable to be awarded a score due a number of valid reasons e.g. new employee, on maternity leave, long term sick or long term sickness of manager, employed under alternative employment arrangements (e.g. Teachers' Pay & Conditions).

Changes since last version

The HRMI Workforce Diversity Statistics are now produced and recorded separately for City Council and Locally Managed Schools. Data now includes figures for those employees who have not made a relevant declaration (unknown) by equalities strand.

Source: Vision (HR information system).

AGE REPORT DISCIPLINARIES

Department	16-24	25-49	50-64	65+	Total
Children Young People and Skills	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
Health and Social Care	1 33.33%	1 33.33%	0 0.00%	1 33.33%	3 100.00%
Neighbourhoods and City Development	0 0.00%	1 50.00%	1 50.00%	0 0.00%	2 100.00%
Organisational Development	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
Regeneration	0 0.00%	3 60.00%	2 40.00%	0 0.00%	5 100.00%
Bristol City Council	1 8.33%	7 58.33%	3 25.00%	1 8.33%	12 100.00%

AGE REPORT

EMPLOYEES IN POST

Department	16 to 24	25 to 49	50-64	65+	Total
Organisational Development	36 6.84%	315 59.89%	162 30.80%	13 2.47%	526 100.00%
Children Young People and Skills	26 2.36%	639 57.93%	417 37.81%	21 1.90%	1,103 100.00%
Health and Social Care	13 1.78%	334 45.75%	355 48.63%	28 3.84%	730 100.00%
Neighbourhoods and City Development	80 4.89%	886 54.16%	616 37.65%	54 3.30%	1,636 100.00%
Public Health	3 9.09%	17 51.52%	13 39.39%	0 0.00%	33 100.00%
Regeneration	54 4.55%	568 47.85%	470 39.60%	95 8.00%	1,187 100.00%
Bristol City Council	212 4.07%	2,759 52.91%	2,033 38.98%	211 4.05%	5,215 100.00%

AGE REPORT
EMPLOYEES IN POST BY SALARY

Salary	16-24	25-49	50-64	65+	Total
<£13k	76 11.93%	259 40.66%	233 36.58%	69 10.83%	637 100.00%
£13k-£19k	74 4.45%	763 45.85%	739 44.41%	88 5.29%	1,664 100.00%
£20k-£29k	53 2.65%	1,237 61.85%	676 33.80%	34 1.70%	2,000 100.00%
£30k-£39k	9 1.20%	417 55.82%	307 41.10%	14 1.87%	747 100.00%
£40k-£49k	0 0.00%	74 51.39%	66 45.83%	4 2.78%	144 100.00%
£50k+	0 0.00%	9 39.13%	12 52.17%	2 8.70%	23 100.00%
Bristol City Council	212 4.07%	2,759 52.91%	2,033 38.98%	211 4.05%	5,215 100.00%

AGE REPORT

LEAVERS BY REASON

Leaving Reason	16-24	25-49	50-64	65+	Total
Dismissed	1 2.94%	15 44.12%	14 41.18%	4 11.76%	34 100.00%
Other Reason	44 28.95%	68 44.74%	33 21.71%	7 4.61%	152 100.00%
Redundant	0 0.00%	179 26.68%	411 61.25%	81 12.07%	671 100.00%
Resigned	29 10.74%	170 62.96%	62 22.96%	9 3.33%	270 100.00%
Retirement	0 0.00%	8 7.41%	63 58.33%	37 34.26%	108 100.00%
Unknown	13 7.88%	117 70.91%	32 19.39%	3 1.82%	165 100.00%
Bristol City Council	87 6.21%	557 39.79%	615 43.93%	141 10.07%	1,400 100.00%

AGE REPORT

LEAVERS

Department	16-24	25-49	50-64	65+	Total
Children Young People and Skills	8 3.56%	119 52.89%	87 38.67%	11 4.89%	225 100.00%
Health and Social Care	6 1.73%	126 36.42%	178 51.45%	36 10.40%	346 100.00%
Neighbourhoods and City Development	28 8.21%	150 43.99%	131 38.42%	32 9.38%	341 100.00%
Organisational Development	20 7.97%	98 39.04%	118 47.01%	15 5.98%	251 100.00%
Public Health	1 16.67%	3 50.00%	2 33.33%	0 0.00%	6 100.00%
Regeneration	24 10.39%	61 26.41%	99 42.86%	47 20.35%	231 100.00%
Bristol City Council	87 6.21%	557 39.79%	615 43.93%	141 10.07%	1,400 100.00%

AGE REPORT
ACTING-UPS/SECONDMENTS

Department	16 to 24	25 to 49	50-64	65+	Total
Organisational Development	5 20.00%	15 60.00%	5 20.00%	0 0.00%	25 100.00%
Children Young People and Skills	2 3.64%	38 69.09%	15 27.27%	0 0.00%	55 100.00%
Health and Social Care	0 0.00%	7 58.33%	5 41.67%	0 0.00%	12 100.00%
Neighbourhoods and City Development	2 4.17%	31 64.58%	15 31.25%	0 0.00%	48 100.00%
Public Health	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 100.00%
Regeneration	0 0.00%	7 77.78%	2 22.22%	0 0.00%	9 100.00%
Bristol City Council	9 6.04%	98 65.77%	42 28.19%	0 0.00%	149 100.00%

AGE REPORT TRAINING RECEIVED SUMMARY

DepartmentDesc	16-24	25-49	50-64	65+	Total
Children Young People and Skills	76 3.38%	1,417 63.09%	735 32.72%	18 0.80%	2,246 100.00%
City Development	0 0.00%	28 65.12%	15 34.88%	0 0.00%	43 100.00%
Deputy Chief Executive's	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
Health and Social Care	51 1.68%	1,526 50.23%	1,379 45.39%	82 2.70%	3,038 100.00%
Neighbourhoods	0 0.00%	51 54.26%	41 43.62%	2 2.13%	94 100.00%
Neighbourhoods and City Development	245 7.52%	1,776 54.50%	1,148 35.23%	90 2.76%	3,259 100.00%
Public Health	1 2.22%	16 35.56%	28 62.22%	0 0.00%	45 100.00%
Regeneration	32 8.29%	149 38.60%	193 50.00%	12 3.11%	386 100.00%
Resources	0 0.00%	9 56.25%	7 43.75%	0 0.00%	16 100.00%
Transformation	0 0.00%	16 38.10%	26 61.90%	0 0.00%	42 100.00%
Bristol City Council	405 4.42%	4,989 54.41%	3,572 38.95%	204 2.22%	9,170 100.00%

DISABILITY REPORT

DISCIPLINARIES

Department	Not Disabled	Disabled	Unknown	Total
Children Young People and Skills	1 100.00%	0 0.00%	0 0.00%	1 100.00%
Health and Social Care	2 66.67%	0 0.00%	1 33.33%	3 100.00%
Neighbourhoods and City Development	1 50.00%	0 0.00%	1 50.00%	2 100.00%
Organisational Development	0 0.00%	1 100.00%	0 0.00%	1 100.00%
Regeneration	5 100.00%	0 0.00%	0 0.00%	5 100.00%
Bristol City Council	9 75.00%	1 8.33%	2 16.67%	12 100.00%

DISABILITY REPORT EMPLOYEES IN POST

Department	Not Disabled	Disabled	Unknown	Total
Organisational Development	437 83.08%	36 6.84%	53 10.08%	526 100.00%
Children Young People and Skills	877 79.51%	54 4.90%	172 15.59%	1,103 100.00%
Health and Social Care	622 85.21%	45 6.16%	63 8.63%	730 100.00%
Neighbourhoods and City Development	1,403 85.76%	106 6.48%	127 7.76%	1,636 100.00%
Public Health	16 48.48%	1 3.03%	16 48.48%	33 100.00%
Regeneration	1,014 85.43%	48 4.04%	125 10.53%	1,187 100.00%
Bristol City Council	4,369 83.78%	290 5.56%	556 10.66%	5,215 100.00%

DISABILITY REPORT
EMPLOYEES IN POST BY SALARY

Salary	Not Disabled	Disabled	Unknown	Total
<£13k	500 78.49%	23 3.61%	114 17.90%	637 100.00%
£13k-£19k	1,395 83.83%	100 6.01%	169 10.16%	1,664 100.00%
£20k-£29k	1,736 86.80%	119 5.95%	145 7.25%	2,000 100.00%
£30k-£39k	616 82.46%	41 5.49%	90 12.05%	747 100.00%
£40k-£49k	114 79.17%	5 3.47%	25 17.36%	144 100.00%
£50k+	8 34.78%	2 8.70%	13 56.52%	23 100.00%
Bristol City Council	4,369 83.78%	290 5.56%	556 10.66%	5,215 100.00%

DISABILITY REPORT
LEAVERS BY REASON

Leaving Reason	Not Disabled	Disabled	Unknown	Total
Dismissed	24 70.59%	6 17.65%	4 11.76%	34 100.00%
Other Reason	98 64.47%	7 4.61%	47 30.92%	152 100.00%
Redundant	566 84.35%	55 8.20%	50 7.45%	671 100.00%
Resigned	223 82.59%	7 2.59%	40 14.81%	270 100.00%
Retirement	81 75.00%	18 16.67%	9 8.33%	108 100.00%
Unknown	128 77.58%	9 5.45%	28 16.97%	165 100.00%
Bristol City Council	1,120 80.00%	102 7.29%	178 12.71%	1,400 100.00%

DISABILITY REPORT

LEAVERS

Department	Not Disabled	Disabled	Unknown	Total
Children Young People and Skills	168 74.67%	15 6.67%	42 0.44%	225 100.00%
Health and Social Care	287 82.95%	27 7.80%	32 0.29%	346 100.00%
Neighbourhoods and City Development	279 81.82%	33 9.68%	29 0.00%	341 100.00%
Organisational Development	190 75.70%	20 7.97%	41 0.00%	251 100.00%
Public Health	3 50.00%	0 0.00%	3 16.67%	6 100.00%
Regeneration	193 83.55%	7 3.03%	31 0.43%	231 100.00%
Bristol City Council	1,120 80.00%	102 7.29%	178 12.71%	1,400 100.00%

DISABILITY REPORT
ACTING-UPS/SECONDMENTS

Department	Not Disabled	Disabled	Unknown	Total
Organisational Development	2 8.00%	23 92.00%	0 0.00%	25 100.00%
Children Young People and Skills	6 10.91%	49 89.09%	0 0.00%	55 100.00%
Health and Social Care	0 0.00%	11 91.67%	1 8.33%	12 100.00%
Neighbourhoods and City Development	1 2.08%	45 93.75%	2 4.17%	48 100.00%
Public Health	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Regeneration	1 11.11%	7 77.78%	1 11.11%	9 100.00%
Bristol City Council	10 6.71%	135 90.60%	4 2.68%	149 100.00%

DISABILITY REPORT

TRAINING RECEIVED SUMMARY

	Disabled	Not Disabled	Unknown	Total
Children Young People and Skills	132 5.88%	1,865 83.04%	249 11.09%	2,246 100.00%
City Development	2 4.65%	41 95.35%	0 0.00%	43 100.00%
Deputy Chief Executive's	0 0.00%	1 100.00%	0 0.00%	1 100.00%
Health and Social Care	152 5.00%	2,617 86.14%	269 8.85%	3,038 100.00%
Neighbourhoods	19 20.21%	74 78.72%	1 1.06%	94 100.00%
Neighbourhoods and City Development	166 5.09%	2,875 88.22%	218 6.69%	3,259 100.00%
Public Health	3 6.67%	24 53.33%	18 40.00%	45 100.00%
Regeneration	20 5.18%	332 86.01%	34 8.81%	386 100.00%
Resources	8 50.00%	7 43.75%	1 6.25%	16 100.00%
Transformation	2 4.76%	40 95.24%	0 0.00%	42 100.00%
Bristol City Council	504 5.50%	7,876 85.89%	790 8.62%	9,170 100.00%

ETHNICITY REPORT DISCIPLINARIES

Dept	Non BME	BME	Unknown	Total
Children Young People and Skills	0 72.50%	0 12.50%	1 15.00%	1 100.00%
Health and Social Care	2 72.50%	0 12.50%	1 15.00%	3 100.00%
Neighbourhoods and City Development	1 72.50%	0 12.50%	1 15.00%	2 100.00%
Organisational Development	1 72.50%	0 12.50%	0 15.00%	1 100.00%
Regeneration	4 72.50%	1 12.50%	0 15.00%	5 100.00%
BCC	8 66.67%	1 8.33%	3 25.00%	12 100.00%

ETHNICITY REPORT
EMPLOYEES IN POST BY SALARY

Salary	Non BME	BME	Unknown	Total
<£13k	397 62.32%	116 18.21%	124 19.47%	637 100.00%
£13k-£19k	1,363 81.91%	167 10.04%	134 8.05%	1,664 100.00%
£20k-£29k	1,694 84.70%	171 8.55%	135 6.75%	2,000 100.00%
£30k-£39k	622 83.27%	45 6.02%	80 10.71%	747 100.00%
£40k-£49k	117 81.25%	7 4.86%	20 13.89%	144 100.00%
£50k+	12 52.17%	0 0.00%	11 47.83%	23 100.00%
Bristol City Council	4,205 80.63%	506 9.70%	504 9.66%	5,215 100.00%

ETHNICITY REPORT
LEAVERS BY REASON

Leaving Reason	Non BME	BME	Unknown	Total
Dismissed	21 61.76%	8 23.53%	5 14.71%	34 100.00%
Other Reason	87 57.24%	13 8.55%	52 34.21%	152 100.00%
Redundant	597 88.97%	42 6.26%	32 4.77%	671 100.00%
Resigned	205 75.93%	25 9.26%	40 14.81%	270 100.00%
Retirement	95 87.96%	4 3.70%	9 8.33%	108 100.00%
Unknown	121 73.33%	14 8.48%	30 18.18%	165 100.00%
Bristol City Council	1,126 80.43%	106 7.57%	168 12.00%	1,400 100.00%

ETHNICITY REPORT

LEAVERS

Dept	Non BME	BME	Unknown	Total
Children Young People and Skills	165 81.42%	20 7.45%	40 11.12%	225 100.00%
Health and Social Care	296 81.42%	23 7.45%	27 11.12%	346 100.00%
Neighbourhoods and City Development	292 81.42%	24 7.45%	25 11.12%	341 100.00%
Organisational Development	189 81.42%	19 7.45%	43 11.12%	251 100.00%
Public Health	4 81.42%	0 7.45%	2 11.12%	6 100.00%
Regeneration	180 81.42%	20 7.45%	31 11.12%	231 100.00%
BCC	1,126 80.43%	106 7.57%	168 12.00%	1,400 100.00%

ETHNICITY REPORT
ACTING-UPS/SECONDMENTS

Dept	Non BME	BME	Unknown	Total
Organisational Development	21 84.00%	2 8.00%	2 8.00%	25 100.00%
Children Young People and Skills	49 89.09%	1 1.82%	5 9.09%	55 100.00%
Health and Social Care	11 91.67%	1 8.33%	0 0.00%	12 100.00%
Neighbourhoods and City Development	42 87.50%	3 6.25%	3 6.25%	48 100.00%
Public Health	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Regeneration	5 55.56%	2 22.22%	2 22.22%	9 100.00%
BCC	128 85.91%	9 6.04%	12 8.05%	149 100.00%

ETHNICITY

TRAINING RECEIVED SUMMARY

DepartmentDesc	BME	Non BME	Unknown	Total
Children Young People and	241 10.73%	1,713 76.27%	292 13.00%	2,246 100.00%
City Development	3 6.98%	40 93.02%	0 0.00%	43 100.00%
Deputy Chief Executive's	0 0.00%	1 100.00%	0 0.00%	1 100.00%
Health and Social Care	231 7.60%	2,574 84.73%	233 7.67%	3,038 100.00%
Neighbourhoods	7 7.45%	86 91.49%	1 1.06%	94 100.00%
Neighbourhoods and City	291 8.93%	2,786 85.49%	182 5.58%	3,259 100.00%
Public Health	0 0.00%	37 82.22%	8 17.78%	45 100.00%
Regeneration	14 3.63%	342 88.60%	30 7.77%	386 100.00%
Resources	0 0.00%	16 100.00%	0 0.00%	16 100.00%
Transformation	1 2.38%	41 97.62%	0 0.00%	42 100.00%
Bristol City Council	788 8.59%	7,636 83.27%	746 8.14%	9,170 100.00%

GENDER REPORT DISCIPLINARIES

Department	Female	Male	Total
Children Young People and Skills	1 100.00%	0 0.00%	1 100.00%
Health and Social Care	3 100.00%	0 0.00%	3 100.00%
Neighbourhoods and City Development	0 0.00%	2 100.00%	2 100.00%
Organisational Development	0 0.00%	1 100.00%	1 100.00%
Regeneration	1 20.00%	4 80.00%	5 100.00%
Bristol City Council	5 41.67%	7 58.33%	12 100.00%

GENDER REPORT
EMPLOYEES IN POST

Department	Female	Male	Total
Organisational Development	321 61.03%	205 38.97%	526 100.00%
Children Young People and Skills	905 82.05%	198 17.95%	1,103 100.00%
Health and Social Care	614 84.11%	116 15.89%	730 100.00%
Neighbourhoods and City Development	715 43.70%	921 56.30%	1,636 100.00%
Public Health	26 78.79%	7 21.21%	33 100.00%
Regeneration	615 51.81%	572 48.19%	1,187 100.00%
Bristol City Council	3,196 61.28%	2,019 38.72%	5,215 100.00%

GENDER REPORT
EMPLOYEES IN POST BY SALARY

Salary	Female	Male	Total
<£13k	447 70.17%	190 29.83%	637 100.00%
£13k-£19k	1,079 64.84%	585 35.16%	1,664 100.00%
£20k-£29k	1,201 60.05%	799 39.95%	2,000 100.00%
£30k-£39k	360 48.19%	387 51.81%	747 100.00%
£40k-£49k	88 61.11%	56 38.89%	144 100.00%
£50k+	21 91.30%	2 8.70%	23 100.00%
Bristol City Council	3,196 61.28%	2,019 38.72%	5,215 100.00%

GENDER REPORT

LEAVERS BY REASON

Leaving Reason	Female	Male	Total
Dismissed	21 61.76%	13 38.24%	34 100.00%
Other Reason	87 57.24%	65 42.76%	152 100.00%
Redundant	416 62.00%	255 38.00%	671 100.00%
Resigned	180 66.67%	90 33.33%	270 100.00%
Retirement	68 62.96%	40 37.04%	108 100.00%
Unknown	99 60.00%	66 40.00%	165 100.00%
Bristol City Council	871 62.21%	529 37.79%	1,400 100.00%

GENDER REPORT

LEAVERS

Department	Female	Male	Total
Children Young People and Skills	183 81.33%	42 18.67%	225 100.00%
Health and Social Care	284 82.08%	62 17.92%	346 100.00%
Neighbourhoods and City Development	163 47.80%	178 52.20%	341 100.00%
Organisational Development	143 56.97%	108 43.03%	251 100.00%
Public Health	5 83.33%	1 16.67%	6 100.00%
Regeneration	93 40.26%	138 59.74%	231 100.00%
Bristol City Council	871 62.21%	529 37.79%	1,400 100.00%

GENDER REPORT
ACTING-UPS/SECONDMENTS

Department	Female	Male	Total
Organisational Development	12 48.00%	13 52.00%	25 100.00%
Children Young People and Skills	51 92.73%	4 7.27%	55 100.00%
Health and Social Care	10 83.33%	2 16.67%	12 100.00%
Neighbourhoods and City Development	31 64.58%	17 35.42%	48 100.00%
Public Health	0 0.00%	0 0.00%	0 0.00%
Regeneration	1 11.11%	8 88.89%	9 100.00%
Bristol City Council	105 70.47%	44 29.53%	149 100.00%

GENDER TRAINING RECEIVED SUMMARY

DepartmentDesc	Female	Male	Total
Children Young People and	1,846 82.19%	400 17.81%	2,246 100.00%
City Development	32 74.42%	11 25.58%	43 100.00%
Deputy Chief Executive's	1 100.00%	0 0.00%	1 100.00%
Health and Social Care	2,617 86.14%	421 13.86%	3,038 100.00%
Neighbourhoods	42 44.68%	52 55.32%	94 100.00%
Neighbourhoods and City	1,041 31.94%	2,218 68.06%	3,259 100.00%
Public Health	38 84.44%	7 15.56%	45 100.00%
Regeneration	161 41.71%	225 58.29%	386 100.00%
Resources	11 68.75%	5 31.25%	16 100.00%
Transformation	28 66.67%	14 33.33%	42 100.00%
Bristol City Council	5,817 63.44%	3,353 36.56%	9,170 100.00%

RELIGION/BELIEF REPORT

DISCIPLINARIES

Department	None	Any Religion/Belief	Unknown	Total
Children Young People and Skills	0 0.00%	0 0.00%	1 100.00%	1 100.00%
Health and Social Care	0 0.00%	0 0.00%	3 100.00%	3 100.00%
Neighbourhoods and City Development	1 50.00%	0 0.00%	1 50.00%	2 100.00%
Organisational Development	0 0.00%	1 100.00%	0 0.00%	1 100.00%
Regeneration	2 40.00%	2 40.00%	1 20.00%	5 100.00%
Bristol City Council	3 25.00%	3 25.00%	6 50.00%	12 100.00%

RELIGION/BELIEF REPORT
EMPLOYEES IN POST

Department	Any Religion/Belief	None	Unknown	Total
Organisational Development	0 0.00%	138 100.00%	0 0.00%	138 100.00%
Children Young People and Skills	0 0.00%	273 100.00%	0 0.00%	273 100.00%
Health and Social Care	0 0.00%	108 100.00%	0 0.00%	108 100.00%
Neighbourhoods and City Development	0 0.00%	389 100.00%	0 0.00%	389 100.00%
Public Health	6 18.18%	5 15.15%	22 66.67%	33 100.00%
Regeneration	367 30.92%	188 15.84%	632 53.24%	1,187 100.00%
Bristol City Council	373 17.53%	1,101 51.74%	654 30.73%	2,128 100.00%

RELIGION/BELIEF REPORT
EMPLOYEES IN POST BY SALARY

Salary	Any Religion/Belief	None	Unknown	Total
<£13k	178 27.94%	88 13.81%	371 58.24%	637 100.00%
£13k-£19k	496 29.81%	308 18.51%	860 51.68%	1,664 100.00%
£20k-£29k	580 29.00%	495 24.75%	925 46.25%	2,000 100.00%
£30k-£39k	197 26.37%	180 24.10%	370 49.53%	747 100.00%
£40k-£49k	38 26.39%	29 20.14%	77 53.47%	144 100.00%
£50k+	4 17.39%	1 4.35%	18 78.26%	23 100.00%
Bristol City Council	1,493 28.63%	1,101 21.11%	2,621 50.26%	5,215 100.00%

RELIGION/BELIEF REPORT

LEAVERS BY REASON

Leaving Reason	None	Any Religion/Belief	Unknown	Total
Dismissed	2 5.88%	11 32.35%	21 61.76%	34 100.00%
Other Reason	37 24.34%	53 34.87%	62 40.79%	152 100.00%
Redundant	102 15.20%	208 31.00%	361 53.80%	671 100.00%
Resigned	79 29.26%	82 30.37%	109 40.37%	270 100.00%
Retirement	14 12.96%	27 25.00%	67 62.04%	108 100.00%
Unknown	46 27.88%	51 30.91%	68 41.21%	165 100.00%
Bristol City Council	280 20.00%	432 30.86%	688 49.14%	1,400 100.00%

RELIGION/BELIEF REPORT

LEAVERS

Department	None	Any Religion/Belief	Unknown	Total
Children Young People and Skills	56 24.89%	68 30.22%	101 44.89%	225 100.00%
Health and Social Care	41 11.85%	92 26.59%	213 61.56%	346 100.00%
Neighbourhoods and City Development	93 27.27%	104 30.50%	144 42.23%	341 100.00%
Organisational Development	52 20.72%	92 36.65%	107 42.63%	251 100.00%
Public Health	0 0.00%	2 33.33%	4 66.67%	6 100.00%
Regeneration	38 16.45%	74 32.03%	119 51.52%	231 100.00%
Bristol City Council	280 20.00%	432 30.86%	688 49.14%	1,400 100.00%

RELIGION/BELIEF REPORT
ACTING-UPS/SECONDMENTS

Department	None	Any Religion/Belief	Unknown	Total
Organisational Development	7 28.00%	8 32.00%	10 40.00%	25 100.00%
Children Young People and Skills	15 27.27%	17 30.91%	23 41.82%	55 100.00%
Health and Social Care	1 8.33%	5 41.67%	6 50.00%	12 100.00%
Neighbourhoods and City Development	18 37.50%	13 27.08%	17 35.42%	48 100.00%
Public Health	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Regeneration	4 44.44%	3 33.33%	2 22.22%	9 100.00%
Bristol City Council	45 30.20%	46 30.87%	58 38.93%	149 100.00%

RELIGION/BELIEF
TRAINING RECEIVED SUMMARY

DepartmentDesc	None	Any Religion/Belief	Unknown	Total
Children Young People and	551 24.53%	684 30.45%	1,011 45.01%	2,246 100.00%
City Development	2 4.65%	10 23.26%	31 72.09%	43 100.00%
Deputy Chief Executive's	1 100.00%	0 0.00%	0 0.00%	1 100.00%
Health and Social Care	434 14.29%	813 26.76%	1,791 58.95%	3,038 100.00%
Neighbourhoods	21 22.34%	34 36.17%	39 41.49%	94 100.00%
Neighbourhoods and City	760 23.32%	979 30.04%	1,520 46.64%	3,259 100.00%
Public Health	3 6.67%	15 33.33%	27 60.00%	45 100.00%
Regeneration	118 30.57%	86 22.28%	182 47.15%	386 100.00%
Resources	0 0.00%	15 93.75%	1 6.25%	16 100.00%
Transformation	10 23.81%	5 11.90%	27 64.29%	42 100.00%
Bristol City Council	1,900 20.72%	2,641 28.80%	4,629 50.48%	9,170 100.00%

SEXUAL ORIENTATION REPORT

DISCIPLINARIES

Department	Heterosexual	LGB	Unknown	Total
Children Young People and Skills	0 0.00%	0 0.00%	1 100.00%	1 100.00%
Health and Social Care	0 0.00%	0 0.00%	3 100.00%	3 100.00%
Neighbourhoods and City Development	1 50.00%	0 0.00%	1 50.00%	2 100.00%
Organisational Development	1 100.00%	0 0.00%	0 0.00%	1 100.00%
Regeneration	4 80.00%	0 0.00%	1 20.00%	5 100.00%
Bristol City Council	6 50.00%	0 0.00%	6 50.00%	12 100.00%

SEXUAL ORIENTATION REPORT
EMPLOYEES IN POST

Department	Heterosexual	LGB	Unknown	Total
Organisational Development	297 56.46%	12 2.28%	217 41.25%	526 100.00%
Children Young People and Skills	582 52.77%	33 2.99%	488 44.24%	1,103 100.00%
Health and Social Care	293 40.14%	10 1.37%	427 58.49%	730 100.00%
Neighbourhoods and City Development	815 49.82%	24 1.47%	797 48.72%	1,636 100.00%
Public Health	10 30.30%	1 3.03%	22 66.67%	33 100.00%
Regeneration	502 42.29%	11 0.93%	674 56.78%	1,187 100.00%
Bristol City Council	2,499 47.92%	91 1.75%	2,625 50.34%	5,215 100.00%

SEXUAL ORIENTATION REPORT
EMPLOYEES IN POST BY SALARY

Salary	Heterosexual	LGB	Unknown	Total
<£13k	219 34.38%	4 0.63%	414 64.99%	637 100.00%
£13k-£19k	778 46.75%	24 1.44%	862 51.80%	1,664 100.00%
£20k-£29k	1,059 52.95%	44 2.20%	897 44.85%	2,000 100.00%
£30k-£39k	372 49.80%	18 2.41%	357 47.79%	747 100.00%
£40k-£49k	67 46.53%	1 0.69%	76 52.78%	144 100.00%
£50k+	4 17.39%	0 0.00%	19 82.61%	23 100.00%
Bristol City Council	2,499 47.92%	91 1.74%	2,625 50.34%	5,215 100.00%

SEXUAL ORIENTATION REPORT

LEAVERS BY REASON

Leaving Reason	Hetrosexual	LGB	Unknown	Total
Dismissed	12 35.29%	1 2.94%	21 61.76%	34 100.00%
Other Reason	85 55.92%	3 1.97%	64 42.11%	152 100.00%
Redundant	294 43.82%	9 1.34%	368 54.84%	671 100.00%
Resigned	144 53.33%	10 3.70%	116 42.96%	270 100.00%
Retirement	37 34.26%	1 0.93%	70 64.81%	108 100.00%
Unknown	92 55.76%	6 3.64%	67 40.61%	165 100.00%
Bristol City Council	664 47.43%	30 2.14%	706 50.43%	1,400 100.00%

SEXUAL ORIENTATION REPORT

LEAVERS

Department	Heterosexual	LGB	Unknown	Total
Children Young People and Skills	119 52.89%	4 1.78%	102 45.33%	225 100.00%
Health and Social Care	118 34.10%	6 1.73%	222 64.16%	346 100.00%
Neighbourhoods and City Development	187 54.84%	10 2.93%	144 42.23%	341 100.00%
Organisational Development	132 52.59%	7 2.79%	112 44.62%	251 100.00%
Public Health	2 33.33%	0 0.00%	4 66.67%	6 100.00%
Regeneration	106 45.89%	3 1.30%	122 52.81%	231 100.00%
Bristol City Council	664 47.43%	30 2.14%	706 50.43%	1,400 100.00%

SEXUAL ORIENTATION REPORT
ACTING-UPS/SECONDMENTS

Department	Hetrosexual	LGB	Unknown	Total
Organisational Development	15 60.00%	1 4.00%	9 36.00%	25 100.00%
Children Young People and Skills	32 58.18%	2 3.64%	21 38.18%	55 100.00%
Health and Social Care	6 50.00%	0 0.00%	6 50.00%	12 100.00%
Neighbourhoods and City Development	29 60.42%	3 6.25%	16 33.33%	48 100.00%
Public Health	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Regeneration	6 66.67%	1 11.11%	2 22.22%	9 100.00%
Bristol City Council	88 59.06%	7 4.70%	54 36.24%	149 100.00%

SEXUAL ORIENTATION TRAINING RECEIVED SUMMARY

DepartmentDesc	LGBT	Heterosexual	Unknown	Total
Children Young People and	83 3.70%	1,258 56.01%	905 40.29%	2,246 100.00%
City Development	1 2.33%	17 39.53%	25 58.14%	43 100.00%
Deputy Chief Executive's	0 0.00%	1 100.00%	0 0.00%	1 100.00%
Health and Social Care	58 1.91%	1,190 39.17%	1,790 58.92%	3,038 100.00%
Neighbourhoods	4 4.26%	57 60.64%	33 35.11%	94 100.00%
Neighbourhoods and City	40 1.23%	1,699 52.13%	1,520 46.64%	3,259 100.00%
Public Health	1 2.22%	17 37.78%	27 60.00%	45 100.00%
Regeneration	2 0.52%	193 50.00%	191 49.48%	386 100.00%
Resources	0 0.00%	15 93.75%	1 6.25%	16 100.00%
Transformation	0 0.00%	15 35.71%	27 64.29%	42 100.00%

DepartmentDesc	LGBT	Heterosexual	Unknown	Total
Bristol City Council	189 2.06%	4,462 48.66%	4,519 49.28%	9,170 100.00%