



HR Management Information Report

30 September 2015

Workforce Diversity Statistics - BCC

Produced by the HR Systems Support team in Bristol City Council.
In case of query, please email hr.systemssupport@bristol.gov.uk

AGE REPORT DISCIPLINARIES

Department	16-24	25-49	50-64	65+	Total
Business Change	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
Neighbourhoods	0 0.00%	3 50.00%	3 50.00%	0 0.00%	6 100.00%
People	0 0.00%	3 60.00%	2 40.00%	0 0.00%	5 100.00%
Place	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
Bristol City Council	0 0.00%	7 53.85%	6 46.15%	0 0.00%	13 100.00%

AGE REPORT
EMPLOYEES IN POST

Department	16 to 24	25 to 49	50-64	65+	Total
People	64 2.43%	1,459 55.29%	1,065 40.36%	51 1.93%	2,639 100.00%
Place	59 3.94%	770 51.40%	574 38.32%	95 6.34%	1,498 100.00%
Neighbourhoods	87 5.65%	788 51.17%	623 40.45%	42 2.73%	1,540 100.00%
Business Change	57 4.61%	742 60.03%	414 33.50%	23 1.86%	1,236 100.00%
City Director	1 1.92%	38 73.08%	12 23.08%	1 1.92%	52 100.00%
Bristol City Council	268 3.85%	3,797 54.52%	2,688 38.59%	212 3.04%	6,965 100.00%

AGE REPORT
EMPLOYEES IN POST BY SALARY

Salary	16-24	25-49	50-64	65+	Total
<£13k	56 60.22%	23 24.73%	9 9.68%	5 5.38%	93 100.00%
£13k-£19k	122 5.54%	980 44.46%	970 44.01%	132 5.99%	2,204 100.00%
£20k-£29k	78 2.91%	1,676 62.51%	884 32.97%	43 1.60%	2,681 100.00%
£30k-£39k	12 0.77%	891 57.12%	633 40.58%	24 1.54%	1,560 100.00%
£40k-£49k	0 0.00%	150 58.37%	104 40.47%	3 1.17%	257 100.00%
£50k+	0 0.00%	77 45.29%	88 51.76%	5 2.94%	170 100.00%
Bristol City Council	268 3.85%	3,797 54.52%	2,688 38.59%	212 3.04%	6,965 100.00%

AGE REPORT

LEAVERS BY REASON

Leaving Reason	16-24	25-49	50-64	65+	Total
Dismissed	2 9.52%	13 61.90%	5 23.81%	1 4.76%	21 100.00%
Other Reason	43 31.85%	62 45.93%	28 20.74%	2 1.48%	135 100.00%
Redundant	0 0.00%	43 19.37%	152 68.47%	27 12.16%	222 100.00%
Resigned	18 7.09%	152 59.84%	74 29.13%	10 3.94%	254 100.00%
Retirement	0 0.00%	4 3.20%	69 55.20%	52 41.60%	125 100.00%
Unknown	18 11.32%	102 64.15%	34 21.38%	5 3.14%	159 100.00%
Bristol City Council	81 8.84%	376 41.05%	362 39.52%	97 10.59%	916 100.00%

AGE REPORT

LEAVERS

Department	16-24	25-49	50-64	65+	Total
Business Change	18 13.14%	64 46.72%	50 36.50%	5 3.65%	137 100.00%
Children Young People and Skills	1 1.30%	23 29.87%	49 63.64%	4 5.19%	77 100.00%
City Director	6 50.00%	3 25.00%	3 25.00%	0 0.00%	12 100.00%
Health and Social Care	0 0.00%	11 26.19%	29 69.05%	2 4.76%	42 100.00%
Neighbourhoods	19 16.24%	40 34.19%	45 38.46%	13 11.11%	117 100.00%
Neighbourhoods and City Development	3 3.70%	30 37.04%	36 44.44%	12 14.81%	81 100.00%
Organisational Development	2 5.88%	15 44.12%	12 35.29%	5 14.71%	34 100.00%
People	9 3.83%	123 52.34%	79 33.62%	24 10.21%	235 100.00%
Place	21 15.56%	53 39.26%	37 27.41%	24 17.78%	135 100.00%
Public Health	0 0.00%	1 50.00%	1 50.00%	0 0.00%	2 100.00%
Regeneration	2 4.55%	13 29.55%	21 47.73%	8 18.18%	44 100.00%

Department	16-24	25-49	50-64	65+	Total
Bristol City Council	81 8.84%	376 41.05%	362 39.52%	97 10.59%	916 100.00%

AGE REPORT
ACTING-UPS/SECONDMENTS

Department	16 to 24	25 to 49	50-64	65+	Total
People	1 1.28%	51 65.38%	26 33.33%	0 0.00%	78 100.00%
Place	0 0.00%	11 84.62%	2 15.38%	0 0.00%	13 100.00%
Neighbourhoods	0 0.00%	11 52.38%	8 38.10%	2 9.52%	21 100.00%
Business Change	6 9.52%	42 66.67%	15 23.81%	0 0.00%	63 100.00%
City Director	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
Bristol City Council	7 3.98%	116 65.91%	51 28.98%	2 1.14%	176 100.00%

AGE REPORT TRAINING RECEIVED SUMMARY

DepartmentDesc	16-24	25-49	50-64	65+	Total
Business Change	21 3.19%	433 65.81%	201 30.55%	3 0.46%	658 100.00%
Children Young People and Skills	12 2.29%	329 62.79%	170 32.44%	13 2.48%	524 100.00%
City Development	0 0.00%	19 45.24%	23 54.76%	0 0.00%	42 100.00%
City Director	4 22.22%	11 61.11%	2 11.11%	1 5.56%	18 100.00%
Deputy Chief Executive's	0 0.00%	3 50.00%	3 50.00%	0 0.00%	6 100.00%
Health and Social Care	4 0.62%	349 53.94%	280 43.28%	14 2.16%	647 100.00%
Neighbourhoods	148 6.48%	1,327 58.10%	755 33.06%	54 2.36%	2,284 100.00%
Neighbourhoods and City Development	7 3.13%	138 61.61%	78 34.82%	1 0.45%	224 100.00%
People	157 2.55%	3,695 60.08%	2,203 35.82%	95 1.54%	6,150 100.00%
Place	40 6.62%	397 65.73%	163 26.99%	4 0.66%	604 100.00%
Regeneration	0 0.00%	4 80.00%	1 20.00%	0 0.00%	5 100.00%
Resources	0 0.00%	6 75.00%	2 25.00%	0 0.00%	8 100.00%

DepartmentDesc	16-24	25-49	50-64	65+	Total
Transformation	0 0.00%	16 64.00%	9 36.00%	0 0.00%	25 100.00%
Bristol City Council	393 3.51%	6,727 60.09%	3,890 34.75%	185 1.65%	11,195 100.00%

DISABILITY REPORT DISCIPLINARIES

Department	Not Disabled	Disabled	Unknown	Total
Business Change	1 100.00%	0 0.00%	0 0.00%	1 100.00%
Neighbourhoods	5 83.33%	1 16.67%	0 0.00%	6 100.00%
People	5 100.00%	0 0.00%	0 0.00%	5 100.00%
Place	1 100.00%	0 0.00%	0 0.00%	1 100.00%
Bristol City Council	12 92.31%	1 7.69%	0 0.00%	13 100.00%

**DISABILITY REPORT
EMPLOYEES IN POST**

Department	Not Disabled	Disabled	Unknown	Total
People	2,190 82.99%	172 6.52%	277 10.50%	2,639 100.00%
Place	1,286 85.85%	69 4.61%	143 9.55%	1,498 100.00%
Neighbourhoods	1,291 83.83%	88 5.71%	161 10.45%	1,540 100.00%
Business Change	1,043 84.39%	82 6.63%	111 8.98%	1,236 100.00%
City Director	42 80.77%	1 1.92%	9 17.31%	52 100.00%
Bristol City Council	5,852 84.02%	412 5.92%	701 10.06%	6,965 100.00%

DISABILITY REPORT
EMPLOYEES IN POST BY SALARY

Salary	Not Disabled	Disabled	Unknown	Total
<£13k	59 63.44%	6 6.45%	28 30.11%	93 100.00%
£13k-£19k	1,808 82.03%	132 5.99%	264 11.98%	2,204 100.00%
£20k-£29k	2,307 86.05%	166 6.19%	208 7.76%	2,681 100.00%
£30k-£39k	1,345 86.22%	86 5.51%	129 8.27%	1,560 100.00%
£40k-£49k	205 79.77%	15 5.84%	37 14.40%	257 100.00%
£50k+	128 75.29%	7 4.12%	35 20.59%	170 100.00%
Bristol City Council	5,852 84.02%	412 5.92%	701 10.06%	6,965 100.00%

DISABILITY REPORT
LEAVERS BY REASON

Leaving Reason	Not Disabled	Disabled	Unknown	Total
Dismissed	13 61.90%	3 14.29%	5 23.81%	21 100.00%
Other Reason	73 54.07%	7 5.19%	55 40.74%	135 100.00%
Redundant	179 80.63%	22 9.91%	21 9.46%	222 100.00%
Resigned	218 85.83%	11 4.33%	25 9.84%	254 100.00%
Retirement	99 79.20%	16 12.80%	10 8.00%	125 100.00%
Unknown	129 81.13%	4 2.52%	26 16.35%	159 100.00%
Bristol City Council	711 77.62%	63 6.88%	142 15.50%	916 100.00%

DISABILITY REPORT

LEAVERS

Department	Not Disabled	Disabled	Unknown	Total
Business Change	97 70.80%	8 5.84%	32 0.73%	137 100.00%
Children Young People and Skills	59 76.62%	11 14.29%	7 1.30%	77 100.00%
City Director	8 66.67%	0 0.00%	4 8.33%	12 100.00%
Health and Social Care	34 80.95%	2 4.76%	6 0.00%	42 100.00%
Neighbourhoods	87 74.36%	6 5.13%	24 0.85%	117 100.00%
Neighbourhoods and City Development	67 82.72%	5 6.17%	9 1.23%	81 100.00%
Organisational Development	26 76.47%	5 14.71%	3 0.00%	34 100.00%
People	190 80.85%	16 6.81%	29 0.43%	235 100.00%
Place	105 77.78%	7 5.19%	23 0.74%	135 100.00%

Department	Not Disabled	Disabled	Unknown	Total
Public Health	2 100.00%	0 0.00%	0 0.00%	2 100.00%
Regeneration	36 81.82%	3 6.82%	5 0.00%	44 100.00%
Bristol City Council	711 77.62%	63 6.88%	142 15.50%	916 100.00%

DISABILITY REPORT
ACTING-UPS/SECONDMENTS

Department	Not Disabled	Disabled	Unknown	Total
People	12 15.38%	62 79.49%	4 5.13%	78 100.00%
Place	2 15.38%	11 84.62%	0 0.00%	13 100.00%
Neighbourhoods	0 0.00%	21 100.00%	0 0.00%	21 100.00%
Business Change	6 9.52%	54 85.71%	3 4.76%	63 100.00%
City Director	0 0.00%	1 100.00%	0 0.00%	1 100.00%
Bristol City Council	20 11.36%	149 84.66%	7 3.98%	176 100.00%

DISABILITY REPORT
TRAINING RECEIVED SUMMARY

	Disabled	Not Disabled	Unknown	Total
Business Change	39 5.93%	566 86.02%	53 8.05%	658 100.00%
Children Young People and Skills	23 4.39%	443 84.54%	58 11.07%	524 100.00%
City Development	0 0.00%	42 100.00%	0 0.00%	42 100.00%
City Director	0 0.00%	16 88.89%	2 11.11%	18 100.00%
Deputy Chief Executive's	0 0.00%	6 100.00%	0 0.00%	6 100.00%
Health and Social Care	66 10.20%	534 82.53%	47 7.26%	647 100.00%
Neighbourhoods	126 5.52%	1,951 85.42%	207 9.06%	2,284 100.00%
Neighbourhoods and City Development	4 1.79%	209 93.30%	11 4.91%	224 100.00%
People	458 7.45%	5,316 86.44%	376 6.11%	6,150 100.00%
Place	37 6.13%	509 84.27%	58 9.60%	604 100.00%
Regeneration	0 0.00%	2 40.00%	3 60.00%	5 100.00%

	Disabled	Not Disabled	Unknown	Total
Resources	6 75.00%	2 25.00%	0 0.00%	8 100.00%
Transformation	4 16.00%	21 84.00%	0 0.00%	25 100.00%
Bristol City Council	763 6.82%	9,617 85.90%	815 7.28%	11,195 100.00%

ETHNICITY REPORT DISCIPLINARIES

Dept	Non BME	BME	Unknown	Total
Business Change	1 65.08%	0 34.92%	0 0.00%	1 100.00%
Neighbourhoods	5 65.08%	1 34.92%	0 0.00%	6 100.00%
People	2 65.08%	3 34.92%	0 0.00%	5 100.00%
Place	0 65.08%	1 34.92%	0 0.00%	1 100.00%
BCC	8 61.54%	5 38.46%	0 0.00%	13 100.00%

ETHNICITY REPORT
EMPLOYEES IN POST BY SALARY

Salary	Non BME	BME	Unknown	Total
<£13k	49 52.69%	16 17.20%	28 30.11%	93 100.00%
£13k-£19k	1,641 74.46%	318 14.43%	245 11.12%	2,204 100.00%
£20k-£29k	2,207 82.32%	250 9.32%	224 8.36%	2,681 100.00%
£30k-£39k	1,331 85.32%	110 7.05%	119 7.63%	1,560 100.00%
£40k-£49k	221 85.99%	11 4.28%	25 9.73%	257 100.00%
£50k+	135 79.41%	5 2.94%	30 17.65%	170 100.00%
Bristol City Council	5,584 80.17%	710 10.19%	671 9.63%	6,965 100.00%

ETHNICITY REPORT
EMPLOYEES IN POST

Dept	Non BME	BME	Unknown	Total
People	2,105 79.80%	263 9.97%	270 10.24%	2,638 100.00%
Place	1,148 76.64%	199 13.28%	151 10.08%	1,498 100.00%
Neighbourhoods	1,283 83.37%	127 8.25%	129 8.38%	1,539 100.00%
Business Change	1,008 81.55%	118 9.55%	110 8.90%	1,236 100.00%
City Director	40 76.92%	1 1.92%	11 21.15%	52 100.00%
BCC	5,584 80.20%	708 10.17%	671 9.64%	6,963 100.00%

ETHNICITY REPORT
LEAVERS BY REASON

Leaving Reason	Non BME	BME	Unknown	Total
Dismissed	14 66.67%	4 19.05%	3 14.29%	21 100.00%
Other Reason	65 48.15%	12 8.89%	58 42.96%	135 100.00%
Redundant	194 87.39%	20 9.01%	8 3.60%	222 100.00%
Resigned	204 80.31%	21 8.27%	29 11.42%	254 100.00%
Retirement	114 91.20%	4 3.20%	7 5.60%	125 100.00%
Unknown	113 71.07%	15 9.43%	31 19.50%	159 100.00%
Bristol City Council	704 76.86%	76 8.30%	136 14.85%	916 100.00%

ETHNICITY REPORT

LEAVERS

Dept	Non BME	BME	Unknown	Total
Business Change	100 75.40%	6 9.09%	31 15.51%	137 100.00%
Children Young People and Skills	62 75.40%	11 9.09%	4 15.51%	77 100.00%
City Director	6 75.40%	1 9.09%	5 15.51%	12 100.00%
Health and Social Care	38 75.40%	2 9.09%	2 15.51%	42 100.00%
Neighbourhoods	88 75.40%	6 9.09%	23 15.51%	117 100.00%
Neighbourhoods and City Development	72 75.40%	6 9.09%	3 15.51%	81 100.00%
Organisational Development	28 75.40%	1 9.09%	5 15.51%	34 100.00%
People	176 75.40%	27 9.09%	32 15.51%	235 100.00%
Place	95 75.40%	13 9.09%	27 15.51%	135 100.00%

Dept	Non BME	BME	Unknown	Total
Public Health	2 75.40%	0 9.09%	0 15.51%	2 100.00%
Regeneration	37 75.40%	3 9.09%	4 15.51%	44 100.00%
BCC	704 76.86%	76 8.30%	136 14.85%	916 100.00%

ETHNICITY REPORT
ACTING-UPS/SECONDMENTS

Dept	Non BME	BME	Unknown	Total
People	61 78.21%	5 6.41%	12 15.38%	78 100.00%
Place	12 92.31%	0 0.00%	1 7.69%	13 100.00%
Neighbourhoods	19 90.48%	2 9.52%	0 0.00%	21 100.00%
Business Change	52 82.54%	4 6.35%	7 11.11%	63 100.00%
City Director	1 100.00%	0 0.00%	0 0.00%	1 100.00%
BCC	145 82.39%	11 6.25%	20 11.36%	176 100.00%

ETHNICITY

TRAINING RECEIVED SUMMARY

DepartmentDesc	BME	Non BME	Unknown	Total
Business Change	83 12.61%	510 77.51%	65 9.88%	658 100.00%
Children Young People and	54 10.31%	414 79.01%	56 10.69%	524 100.00%
City Development	3 7.14%	39 92.86%	0 0.00%	42 100.00%
City Director	5 27.78%	12 66.67%	1 5.56%	18 100.00%
Deputy Chief Executive's	0 0.00%	6 100.00%	0 0.00%	6 100.00%
Health and Social Care	43 6.65%	542 83.77%	62 9.58%	647 100.00%
Neighbourhoods	178 7.79%	1,937 84.81%	169 7.40%	2,284 100.00%
Neighbourhoods and City	20 8.93%	190 84.82%	14 6.25%	224 100.00%
People	756 12.29%	4,980 80.98%	414 6.73%	6,150 100.00%
Place	38 6.29%	501 82.95%	65 10.76%	604 100.00%
Regeneration	0 0.00%	2 40.00%	3 60.00%	5 100.00%

DepartmentDesc	BME	Non BME	Unknown	Total
Resources	0 0.00%	7 87.50%	1 12.50%	8 100.00%
Transformation	1 4.00%	24 96.00%	0 0.00%	25 100.00%
Bristol City Council	1,181 10.55%	9,164 81.86%	850 7.59%	11,195 100.00%

GENDER REPORT DISCIPLINARIES

Department	Female	Male	Total
Business Change	1 100.00%	0 0.00%	1 100.00%
Neighbourhoods	0 0.00%	6 100.00%	6 100.00%
People	2 40.00%	3 60.00%	5 100.00%
Place	0 0.00%	1 100.00%	1 100.00%
Bristol City Council	3 23.08%	10 76.92%	13 100.00%

GENDER REPORT
EMPLOYEES IN POST

Department	Female	Male	Total
People	2,084 78.97%	555 21.03%	2,639 100.00%
Place	785 52.40%	713 47.60%	1,498 100.00%
Neighbourhoods	586 38.05%	954 61.95%	1,540 100.00%
Business Change	725 58.66%	511 41.34%	1,236 100.00%
City Director	24 46.15%	28 53.85%	52 100.00%
Bristol City Council	4,204 60.36%	2,761 39.64%	6,965 100.00%

GENDER REPORT
EMPLOYEES IN POST BY SALARY

Salary	Female	Male	Total
<£13k	40 43.01%	53 56.99%	93 100.00%
£13k-£19k	1,443 65.47%	761 34.53%	2,204 100.00%
£20k-£29k	1,636 61.02%	1,045 38.98%	2,681 100.00%
£30k-£39k	850 54.49%	710 45.51%	1,560 100.00%
£40k-£49k	130 50.58%	127 49.42%	257 100.00%
£50k+	105 61.76%	65 38.24%	170 100.00%
Bristol City Council	4,204 60.36%	2,761 39.64%	6,965 100.00%

GENDER REPORT

LEAVERS BY REASON

Leaving Reason	Female	Male	Total
Dismissed	9 42.86%	12 57.14%	21 100.00%
Other Reason	71 52.59%	64 47.41%	135 100.00%
Redundant	142 63.96%	80 36.04%	222 100.00%
Resigned	163 64.17%	91 35.83%	254 100.00%
Retirement	82 65.60%	43 34.40%	125 100.00%
Unknown	102 64.15%	57 35.85%	159 100.00%
Bristol City Council	569 62.12%	347 37.88%	916 100.00%

GENDER REPORT

LEAVERS

Department	Female	Male	Total
Business Change	76 55.47%	61 44.53%	137 100.00%
Children Young People and Skills	64 83.12%	13 16.88%	77 100.00%
City Director	8 66.67%	4 33.33%	12 100.00%
Health and Social Care	40 95.24%	2 4.76%	42 100.00%
Neighbourhoods	49 41.88%	68 58.12%	117 100.00%
Neighbourhoods and City Development	44 54.32%	37 45.68%	81 100.00%
Organisational Development	19 55.88%	15 44.12%	34 100.00%
People	182 77.45%	53 22.55%	235 100.00%
Place	71 52.59%	64 47.41%	135 100.00%

Department	Female	Male	Total
Public Health	1 50.00%	1 50.00%	2 100.00%
Regeneration	15 34.09%	29 65.91%	44 100.00%
Bristol City Council	569 62.12%	347 37.88%	916 100.00%

GENDER REPORT
ACTING-UPS/SECONDMENTS

Department	Female	Male	Total
People	60 76.92%	18 23.08%	78 100.00%
Place	3 23.08%	10 76.92%	13 100.00%
Neighbourhoods	10 47.62%	11 52.38%	21 100.00%
Business Change	29 46.03%	34 53.97%	63 100.00%
City Director	0 0.00%	1 100.00%	1 100.00%
Bristol City Council	102 57.95%	74 42.05%	176 100.00%

GENDER TRAINING RECEIVED SUMMARY

DepartmentDesc	Female	Male	Total
Business Change	449 68.24%	209 31.76%	658 100.00%
Children Young People and	415 79.20%	109 20.80%	524 100.00%
City Development	36 85.71%	6 14.29%	42 100.00%
City Director	11 61.11%	7 38.89%	18 100.00%
Deputy Chief Executive's	6 100.00%	0 0.00%	6 100.00%
Health and Social Care	514 79.44%	133 20.56%	647 100.00%
Neighbourhoods	697 30.52%	1,587 69.48%	2,284 100.00%
Neighbourhoods and City	168 75.00%	56 25.00%	224 100.00%
People	5,135 83.50%	1,015 16.50%	6,150 100.00%
Place	255 42.22%	349 57.78%	604 100.00%
Regeneration	1 20.00%	4 80.00%	5 100.00%

DepartmentDesc	Female	Male	Total
Resources	7 87.50%	1 12.50%	8 100.00%
Transformation	15 60.00%	10 40.00%	25 100.00%
Bristol City Council	7,709 68.86%	3,486 31.14%	11,195 100.00%

RELIGION/BELIEF REPORT
DISCIPLINARIES

Department	None	Any Religion/Belief	Unknown	Total
Business Change	0 0.00%	1 100.00%	0 0.00%	1 100.00%
Neighbourhoods	0 0.00%	2 33.33%	4 66.67%	6 100.00%
People	0 0.00%	2 40.00%	3 60.00%	5 100.00%
Place	0 0.00%	1 100.00%	0 0.00%	1 100.00%
Bristol City Council	0 0.00%	6 46.15%	7 53.85%	13 100.00%

RELIGION/BELIEF REPORT
EMPLOYEES IN POST

Department	Any Religion/Belief	None	Unknown	Total
People	756 28.65%	681 25.81%	1,202 45.55%	2,639 100.00%
Place	472 31.51%	316 21.09%	710 47.40%	1,498 100.00%
Neighbourhoods	460 29.87%	377 24.48%	703 45.65%	1,540 100.00%
Business Change	386 31.23%	382 30.91%	468 37.86%	1,236 100.00%
City Director	10 19.23%	21 40.38%	21 40.38%	52 100.00%
Bristol City Council	2,084 29.92%	1,777 25.51%	3,104 44.57%	6,965 100.00%

RELIGION/BELIEF REPORT
EMPLOYEES IN POST BY SALARY

Salary	Any Religion/Belief	None	Unknown	Total
<£13k	28 30.11%	33 35.48%	32 34.41%	93 100.00%
£13k-£19k	680 30.85%	423 19.19%	1,101 49.95%	2,204 100.00%
£20k-£29k	798 29.77%	764 28.50%	1,119 41.74%	2,681 100.00%
£30k-£39k	453 29.04%	443 28.40%	664 42.56%	1,560 100.00%
£40k-£49k	67 26.07%	74 28.79%	116 45.14%	257 100.00%
£50k+	58 34.12%	40 23.53%	72 42.35%	170 100.00%
Bristol City Council	2,084 29.92%	1,777 25.51%	3,104 44.57%	6,965 100.00%

RELIGION/BELIEF REPORT

LEAVERS BY REASON

Leaving Reason	None	Any Religion/Belief	Unknown	Total
Dismissed	3 14.29%	5 23.81%	13 61.90%	21 100.00%
Other Reason	37 27.41%	32 23.70%	66 48.89%	135 100.00%
Redundant	29 13.06%	74 33.33%	119 53.60%	222 100.00%
Resigned	78 30.71%	79 31.10%	97 38.19%	254 100.00%
Retirement	8 6.40%	40 32.00%	77 61.60%	125 100.00%
Unknown	48 30.19%	47 29.56%	64 40.25%	159 100.00%
Bristol City Council	203 22.16%	277 30.24%	436 47.60%	916 100.00%

RELIGION/BELIEF REPORT

LEAVERS

Department	None	Any Religion/Belief	Unknown	Total
Business Change	30 21.90%	39 28.47%	68 49.64%	137 100.00%
Children Young People and Skills	23 29.87%	25 32.47%	29 37.66%	77 100.00%
City Director	4 33.33%	0 0.00%	8 66.67%	12 100.00%
Health and Social Care	8 19.05%	11 26.19%	23 54.76%	42 100.00%
Neighbourhoods	29 24.79%	33 28.21%	55 47.01%	117 100.00%
Neighbourhoods and City Development	18 22.22%	24 29.63%	39 48.15%	81 100.00%
Organisational Development	7 20.59%	13 38.24%	14 41.18%	34 100.00%
People	49 20.85%	72 30.64%	114 48.51%	235 100.00%
Place	33 24.44%	43 31.85%	59 43.70%	135 100.00%

Department	None	Any Religion/Belief	Unknown	Total
Public Health	0 0.00%	1 50.00%	1 50.00%	2 100.00%
Regeneration	2 4.55%	16 36.36%	26 59.09%	44 100.00%
Bristol City Council	203 22.16%	277 30.24%	436 47.60%	916 100.00%

RELIGION/BELIEF REPORT
ACTING-UPS/SECONDMENTS

Department	None	Any Religion/Belief	Unknown	Total
People	31 39.74%	15 19.23%	32 41.03%	78 100.00%
Place	4 30.77%	3 23.08%	6 46.15%	13 100.00%
Neighbourhoods	9 42.86%	5 23.81%	7 33.33%	21 100.00%
Business Change	18 28.57%	16 25.40%	29 46.03%	63 100.00%
City Director	1 100.00%	0 0.00%	0 0.00%	1 100.00%
Bristol City Council	63 35.80%	39 22.16%	74 42.05%	176 100.00%

RELIGION/BELIEF
TRAINING RECEIVED SUMMARY

DepartmentDesc	None	Any Religion/Belief	Unknown	Total
Business Change	208 31.61%	211 32.07%	239 36.32%	658 100.00%
Children Young People and	117 22.33%	140 26.72%	267 50.95%	524 100.00%
City Development	4 9.52%	5 11.90%	33 78.57%	42 100.00%
City Director	5 27.78%	7 38.89%	6 33.33%	18 100.00%
Deputy Chief Executive's	0 0.00%	6 100.00%	0 0.00%	6 100.00%
Health and Social Care	91 14.06%	182 28.13%	374 57.81%	647 100.00%
Neighbourhoods	618 27.06%	779 34.11%	887 38.84%	2,284 100.00%
Neighbourhoods and City	79 35.27%	67 29.91%	78 34.82%	224 100.00%
People	1,875 30.49%	1,714 27.87%	2,561 41.64%	6,150 100.00%
Place	196 32.45%	178 29.47%	230 38.08%	604 100.00%
Regeneration	0 0.00%	1 20.00%	4 80.00%	5 100.00%
Resources	0 0.00%	6 75.00%	2 25.00%	8 100.00%

DepartmentDesc	None	Any Religion/Belief	Unknown	Total
Transformation	15 60.00%	7 28.00%	3 12.00%	25 100.00%
Bristol City Council	3,208 28.66%	3,303 29.50%	4,684 41.84%	11,195 100.00%

SEXUAL ORIENTATION REPORT DISCIPLINARIES

Department	Heterosexual	LGB	Unknown	Total
Business Change	0 0.00%	0 0.00%	1 100.00%	1 100.00%
Neighbourhoods	2 33.33%	0 0.00%	4 66.67%	6 100.00%
People	2 40.00%	0 0.00%	3 60.00%	5 100.00%
Place	1 100.00%	0 0.00%	0 0.00%	1 100.00%
Bristol City Council	5 38.46%	0 0.00%	8 61.54%	13 100.00%

SEXUAL ORIENTATION REPORT

EMPLOYEES IN POST

Department	Heterosexual	LGB	Unknown	Total
People	1,400 53.05%	78 2.96%	1,161 43.99%	2,639 100.00%
Place	744 49.67%	20 1.34%	734 49.00%	1,498 100.00%
Neighbourhoods	789 51.23%	23 1.49%	728 47.27%	1,540 100.00%
Business Change	747 60.44%	42 3.40%	447 36.17%	1,236 100.00%
City Director	31 59.62%	1 1.92%	20 38.46%	52 100.00%
Bristol City Council	3,711 53.28%	164 2.35%	3,090 44.36%	6,965 100.00%

SEXUAL ORIENTATION REPORT
EMPLOYEES IN POST BY SALARY

Salary	Heterosexual	LGB	Unknown	Total
<£13k	60 64.52%	1 1.08%	32 34.41%	93 100.00%
£13k-£19k	1,022 46.37%	32 1.45%	1,150 52.18%	2,204 100.00%
£20k-£29k	1,522 56.77%	75 2.80%	1,084 40.43%	2,681 100.00%
£30k-£39k	870 55.77%	47 3.01%	643 41.22%	1,560 100.00%
£40k-£49k	141 54.86%	3 1.17%	113 43.97%	257 100.00%
£50k+	96 56.47%	6 3.53%	68 40.00%	170 100.00%
Bristol City Council	3,711 53.28%	164 2.35%	3,090 44.36%	6,965 100.00%

SEXUAL ORIENTATION REPORT

LEAVERS BY REASON

Leaving Reason	Hetrosexual	LGB	Unknown	Total
Dismissed	7 33.33%	0 0.00%	14 66.67%	21 100.00%
Other Reason	69 51.11%	0 0.00%	66 48.89%	135 100.00%
Redundant	100 45.05%	1 0.45%	121 54.50%	222 100.00%
Resigned	155 61.02%	7 2.76%	92 36.22%	254 100.00%
Retirement	47 37.60%	1 0.80%	77 61.60%	125 100.00%
Unknown	88 55.35%	5 3.14%	66 41.51%	159 100.00%
Bristol City Council	466 50.87%	14 1.53%	436 47.60%	916 100.00%

SEXUAL ORIENTATION REPORT

LEAVERS

Department	Heterosexual	LGB	Unknown	Total
Business Change	68 49.64%	1 0.73%	68 49.64%	137 100.00%
Children Young People and Skills	47 61.04%	3 3.90%	27 35.06%	77 100.00%
City Director	3 25.00%	1 8.33%	8 66.67%	12 100.00%
Health and Social Care	15 35.71%	0 0.00%	27 64.29%	42 100.00%
Neighbourhoods	57 48.72%	2 1.71%	58 49.57%	117 100.00%
Neighbourhoods and City Development	42 51.85%	1 1.23%	38 46.91%	81 100.00%
Organisational Development	17 50.00%	0 0.00%	17 50.00%	34 100.00%
People	125 53.19%	3 1.28%	107 45.53%	235 100.00%
Place	70 51.85%	3 2.22%	62 45.93%	135 100.00%

Department	Heterosexual	LGB	Unknown	Total
Public Health	1 50.00%	0 0.00%	1 50.00%	2 100.00%
Regeneration	21 47.73%	0 0.00%	23 52.27%	44 100.00%
Bristol City Council	466 50.87%	14 1.53%	436 47.60%	916 100.00%

SEXUAL ORIENTATION REPORT
ACTING-UPS/SECONDMENTS

Department	Hetrosexual	LGB	Unknown	Total
People	41 52.56%	5 6.41%	32 41.03%	78 100.00%
Place	8 61.54%	0 0.00%	5 38.46%	13 100.00%
Neighbourhoods	15 71.43%	0 0.00%	6 28.57%	21 100.00%
Business Change	34 53.97%	3 4.76%	26 41.27%	63 100.00%
City Director	1 100.00%	0 0.00%	0 0.00%	1 100.00%
Bristol City Council	99 56.25%	8 4.55%	69 39.20%	176 100.00%

SEXUAL ORIENTATION TRAINING RECEIVED SUMMARY

DepartmentDesc	LGBT	Heterosexual	Unknown	Total
Business Change	21 3.19%	413 62.77%	224 34.04%	658 100.00%
Children Young People and	24 4.58%	258 49.24%	242 46.18%	524 100.00%
City Development	0 0.00%	16 38.10%	26 61.90%	42 100.00%
City Director	0 0.00%	12 66.67%	6 33.33%	18 100.00%
Deputy Chief Executive's	0 0.00%	3 50.00%	3 50.00%	6 100.00%
Health and Social Care	15 2.32%	236 36.48%	396 61.21%	647 100.00%
Neighbourhoods	58 2.54%	1,280 56.04%	946 41.42%	2,284 100.00%
Neighbourhoods and City	34 15.18%	129 57.59%	61 27.23%	224 100.00%
People	203 3.30%	3,470 56.42%	2,477 40.28%	6,150 100.00%
Place	39 6.46%	334 55.30%	231 38.25%	604 100.00%
Regeneration	0 0.00%	1 20.00%	4 80.00%	5 100.00%

DepartmentDesc	LGBT	Heterosexual	Unknown	Total
Resources	0 0.00%	6 75.00%	2 25.00%	8 100.00%
Transformation	0 0.00%	19 76.00%	6 24.00%	25 100.00%
Bristol City Council	394 3.52%	6,177 55.18%	4,624 41.30%	11,195 100.00%