



HR Management Information Report

30 September 2016

Workforce Diversity Statistics

Produced by the HR Systems Support team in Bristol City Council.
In case of query, please email hr.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).

Source: Vision (HR information system).

Applications Received by Age

Department	16 to 24		25 to 49		50 to 64		65 plus		Unknown	Total	
Business Change	278	17.40%	1108	69.34%	210	13.14%	2	0.13%	18	1616	100.00%
City Director	10	3.92%	214	83.92%	30	11.76%	1	0.39%	34	289	100.00%
Neighbourhoods	803	19.32%	2639	63.48%	700	16.84%	15	0.36%	173	4330	100.00%
People	706	15.88%	3084	69.37%	645	14.51%	11	0.25%	115	4561	100.00%
Place	519	22.00%	1533	64.99%	301	12.76%	6	0.25%	40	2399	100.00%
Bristol City Council	2316	18.07%	8578	66.94%	1886	14.72%	35	0.27%	380	13195	100.00%

Applications Shortlisted by Age

Department	16 to 24		25 to 49		50 to 64		65 plus		Unknown	Total	
Business Change	67	15.30%	302	68.95%	66	15.07%	3	0.68%	7	445	100.00%
City Director	1	1.92%	42	80.77%	9	17.31%	0	0.00%	7	59	100.00%
Neighbourhoods	139	13.61%	643	62.98%	236	23.11%	3	0.29%	55	1076	100.00%
People	207	13.00%	1095	68.78%	287	18.03%	3	0.19%	28	1620	100.00%
Place	135	20.00%	449	66.52%	88	13.04%	3	0.44%	4	679	100.00%
Bristol City Council	549	14.53%	2531	66.99%	686	18.16%	12	0.32%	101	3879	100.00%

Job Offers by Age

Department	16 to 24		25 to 49		50 to 64		65 plus		Unknown	Total	
Business Change	16	13.11%	92	75.41%	14	11.48%	0	0.00%	6	128	100.00%
City Director	0	0.00%	9	90.00%	1	10.00%	0	0.00%	2	12	100.00%
Neighbourhoods	28	14.81%	130	68.78%	31	16.40%	0	0.00%	13	202	100.00%
People	39	11.85%	227	69.00%	62	18.84%	1	0.30%	10	339	100.00%
Place	10	7.14%	104	74.29%	25	17.86%	1	0.71%	1	141	100.00%
Bristol City Council	93	11.77%	562	71.14%	133	16.84%	2	0.25%	32	822	100.00%

Employees in Post by Age

Department	16 to 24		25 to 49		50 to 64		65 plus		Unknown	Total	
Business Change	32	5.11%	343	54.79%	237	37.86%	14	2.24%	0	626	100.00%
City Director	3	1.70%	131	74.43%	42	23.86%	0	0.00%	0	176	100.00%
Neighbourhoods	109	4.96%	1187	53.98%	850	38.65%	53	2.41%	0	2199	100.00%
People	104	4.19%	1335	53.83%	999	40.28%	42	1.69%	0	2480	100.00%
Place	54	3.67%	772	52.52%	556	37.82%	88	5.99%	0	1470	100.00%
Bristol City Council	302	4.34%	3768	54.21%	2684	38.61%	197	2.83%	0	6951	100.00%

Employees in Post by Salary and by Age

Salary	16 to 24		25 to 49		50 to 64		65 plus		Unknown	Total	
Less than £20k	201	9.10%	950	42.99%	932	42.17%	127	5.75%	0	2210	100.00%
£20k-£29k	90	3.29%	1687	61.73%	913	33.41%	43	1.57%	0	2733	100.00%
£30k-£39k	11	0.70%	894	56.94%	643	40.96%	22	1.40%	0	1570	100.00%
£40k-£49k	0	0.00%	154	58.33%	107	40.53%	3	1.14%	0	264	100.00%
£50k+	0	0.00%	83	47.70%	89	51.15%	2	1.15%	0	174	100.00%
Bristol City Council	302	4.34%	3768	54.21%	2684	38.61%	197	2.83%	0	6951	100.00%

Training by Age

Department	16 to 24		25 to 49		50 to 64		65 plus		Unknown	Total	
Business Change	20	6.45%	193	62.26%	97	31.29%	0	0.00%	0	310	100.00%
City Director	2	1.80%	87	78.38%	22	19.82%	0	0.00%	0	111	100.00%
Neighbourhoods	163	5.69%	1600	55.81%	1053	36.73%	51	1.78%	0	2867	100.00%
People	200	3.32%	3488	57.82%	2256	37.40%	88	1.46%	0	6032	100.00%
Place	63	7.18%	533	60.71%	255	29.04%	27	3.08%	0	878	100.00%
Bristol City Council	448	4.39%	5901	57.86%	3683	36.11%	166	1.63%	0	10198	100.00%

Secondments by Age

Department	16 to 24		25 to 49		50 to 64		65 plus		Unknown	Total	
Business Change	5	10.00%	30	60.00%	15	30.00%	0	0.00%	0	50	100.00%
City Director	1	20.00%	4	80.00%	0	0.00%	0	0.00%	0	5	100.00%
Neighbourhoods	1	2.78%	30	83.33%	5	13.89%	0	0.00%	0	36	100.00%
People	5	7.46%	43	64.18%	19	28.36%	0	0.00%	0	67	100.00%
Place	0	0.00%	8	72.73%	3	27.27%	0	0.00%	0	11	100.00%
Bristol City Council	12	7.10%	115	68.05%	42	24.85%	0	0.00%	0	169	100.00%

Grievances by Age

Department	16 to 24		25 to 49		50 to 64		65 plus		Unknown	Total	
Business Change	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	100.00%
City Director	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	100.00%
Neighbourhoods	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	1	100.00%
People	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	1	100.00%
Place	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	100.00%
Bristol City Council	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	2	100.00%

Disciplinaries by Age

Department	16 to 24		25 to 49		50 to 64		65 plus		Unknown	Total	
Business Change	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	1	100.00%
City Director	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	100.00%
Neighbourhoods	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	5	100.00%
People	0	0.00%	5	83.33%	0	0.00%	1	16.67%	0	6	100.00%
Place	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	100.00%
Bristol City Council	0	0.00%	11	91.67%	0	0.00%	1	8.33%	0	12	100.00%

Leavers by Age

Department	16 to 24		25 to 49		50 to 64		65 plus		Unknown	Total	
Business Change	16	15.38%	46	44.23%	38	36.54%	4	3.85%	0	104	100.00%
City Director	1	4.35%	16	69.57%	5	21.74%	1	4.35%	0	23	100.00%
Neighbourhoods	22	10.28%	109	50.93%	59	27.57%	24	11.21%	0	214	100.00%
People	8	3.40%	118	50.21%	86	36.60%	23	9.79%	0	235	100.00%
Place	7	4.43%	71	44.94%	61	38.61%	19	12.03%	0	158	100.00%
Bristol City Council	54	7.36%	360	49.05%	249	33.92%	71	9.67%	0	734	100.00%

Leaving Reason by Age

Leaving Reason	16 to 24		25 to 49		50 to 64		65 plus		Unknown	Total	
Death in service	0	0.00%	0	0.00%	3	60.00%	2	40.00%	0	5	100.00%
Dismissed	4	11.76%	14	41.18%	11	32.35%	5	14.71%	0	34	100.00%
Early retirement	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	4	100.00%
End of Temp / FTC	24	27.27%	46	52.27%	16	18.18%	2	2.27%	0	88	100.00%
Ill health retirement	0	0.00%	2	8.33%	19	79.17%	3	12.50%	0	24	100.00%
Other reason	2	6.45%	15	48.39%	11	35.48%	3	9.68%	0	31	100.00%
Probation unsatisfactory	0	0.00%	3	75.00%	1	25.00%	0	0.00%	0	4	100.00%
Redundant: compulsory	0	0.00%	6	25.00%	16	66.67%	2	8.33%	0	24	100.00%
Redundant: voluntary	0	0.00%	12	20.00%	43	71.67%	5	8.33%	0	60	100.00%
Resigned: better pay	0	0.00%	7	87.50%	1	12.50%	0	0.00%	0	8	100.00%
Resigned: better prospects	4	5.26%	56	73.68%	16	21.05%	0	0.00%	0	76	100.00%
Resigned: further education	1	20.00%	3	60.00%	0	0.00%	1	20.00%	0	5	100.00%
Resigned: job content	0	0.00%	5	71.43%	2	28.57%	0	0.00%	0	7	100.00%
Resigned: maternity	0	0.00%	6	100.00%	0	0.00%	0	0.00%	0	6	100.00%
Resigned: personal reasons	5	7.14%	39	55.71%	23	32.86%	3	4.29%	0	70	100.00%
Resigned: reason unspecified	13	5.94%	127	57.99%	60	27.40%	19	8.68%	0	219	100.00%
Resigned: relocation	1	5.88%	13	76.47%	3	17.65%	0	0.00%	0	17	100.00%
Retirement	0	0.00%	0	0.00%	20	46.51%	23	53.49%	0	43	100.00%
Settlement agreement	0	0.00%	4	57.14%	3	42.86%	0	0.00%	0	7	100.00%
Transferred: another employer	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	2	100.00%
Bristol City Council	54	7.36%	360	49.05%	249	33.92%	71	9.67%	0	734	100.00%

Applications Received by Disabled Status

Department	Not Disabled		Disabled		Unknown	Total	
Business Change	1516	94.69%	85	5.31%	15	1616	100.00%
City Director	248	97.25%	7	2.75%	34	289	100.00%
Neighbourhoods	3897	93.54%	269	6.46%	164	4330	100.00%
People	4153	93.03%	311	6.97%	97	4561	100.00%
Place	2239	94.59%	128	5.41%	32	2399	100.00%
Bristol City Council	12053	93.78%	800	6.22%	342	13195	100.00%

Applications Shortlisted by Disabled Status

Department	Not Disabled		Disabled		Unknown	Total	
Business Change	423	96.58%	15	3.42%	7	445	100.00%
City Director	51	98.08%	1	1.92%	7	59	100.00%
Neighbourhoods	938	91.69%	85	8.31%	53	1076	100.00%
People	1457	91.12%	142	8.88%	21	1620	100.00%
Place	644	94.85%	35	5.15%	0	679	100.00%
Bristol City Council	3513	92.67%	278	7.33%	88	3879	100.00%

Job Offers by Disabled Status

Department	Not Disabled		Disabled		Unknown	Total	
Business Change	121	98.37%	2	1.63%	5	128	100.00%
City Director	10	100.00%	0	0.00%	2	12	100.00%
Neighbourhoods	171	90.48%	18	9.52%	13	202	100.00%
People	301	91.49%	28	8.51%	10	339	100.00%
Place	134	96.40%	5	3.60%	2	141	100.00%
Bristol City Council	737	93.29%	53	6.71%	32	822	100.00%

Employees in Post by Disabled Status

Department	Not Disabled		Disabled		Unknown	Total	
Business Change	514	92.61%	41	7.39%	71	626	100.00%
City Director	158	96.93%	5	3.07%	13	176	100.00%
Neighbourhoods	1854	93.26%	134	6.74%	211	2199	100.00%
People	2033	92.41%	167	7.59%	280	2480	100.00%
Place	1250	94.84%	68	5.16%	152	1470	100.00%
Bristol City Council	5809	93.33%	415	6.67%	727	6951	100.00%

Employees in Post by Salary and by Disabled Status

Salary	Not Disabled		Disabled		Unknown	Total	
Less than £20k	1794	93.05%	134	6.95%	282	2210	100.00%
£20k-£29k	2332	93.13%	172	6.87%	229	2733	100.00%
£30k-£39k	1339	93.96%	86	6.04%	145	1570	100.00%
£40k-£49k	212	93.81%	14	6.19%	38	264	100.00%
£50k+	132	93.62%	9	6.38%	33	174	100.00%
Bristol City Council	5809	93.33%	415	6.67%	727	6951	100.00%

Training by Disabled Status

Department	Not Disabled		Disabled		Unknown	Total	
Business Change	193	97.97%	4	2.03%	7	204	100.00%
City Director	60	90.91%	6	9.09%	7	73	100.00%
Neighbourhoods	1698	93.04%	127	6.96%	138	1963	100.00%
People	3518	92.97%	266	7.03%	314	4098	100.00%
Place	514	90.18%	56	9.82%	43	613	100.00%
Bristol City Council	5983	92.87%	459	7.13%	509	6951	100.00%

Secondments by Disabled Status

Department	Not Disabled		Disabled		Unknown	Total	
Business Change	44	95.65%	2	4.35%	4	50	100.00%
City Director	3	75.00%	1	25.00%	1	5	100.00%
Neighbourhoods	32	91.43%	3	8.57%	1	36	100.00%
People	54	93.10%	4	6.90%	9	67	100.00%
Place	9	100.00%	0	0.00%	2	11	100.00%
Bristol City Council	142	93.42%	10	6.58%	17	169	100.00%

Grievances by Disabled Status

Department	Not Disabled		Disabled		Unknown	Total	
Business Change	0	0.00%	0	0.00%	0	0	100.00%
City Director	0	0.00%	0	0.00%	0	0	100.00%
Neighbourhoods	1	100.00%	0	0.00%	0	1	100.00%
People	1	100.00%	0	0.00%	0	1	100.00%
Place	0	0.00%	0	0.00%	0	0	100.00%
Bristol City Council	2	100.00%	0	0.00%	0	2	100.00%

Disciplinary by Disabled Status

Department	Not Disabled		Disabled		Unknown	Total	
Business Change	1	100.00%	0	0.00%	0	1	100.00%
City Director	0	0.00%	0	0.00%	0	0	100.00%
Neighbourhoods	5	100.00%	0	0.00%	0	5	100.00%
People	6	100.00%	0	0.00%	0	6	100.00%
Place	0	0.00%	0	0.00%	0	0	100.00%
Bristol City Council	12	100.00%	0	0.00%	0	12	100.00%

Leavers by Disabled Status

Department	Not Disabled		Disabled		Unknown	Total	
Business Change	80	91.95%	7	8.05%	17	104	100.00%
City Director	14	87.50%	2	12.50%	7	23	100.00%
Neighbourhoods	184	95.34%	9	4.66%	21	214	100.00%
People	196	94.69%	11	5.31%	28	235	100.00%
Place	135	96.43%	5	3.57%	18	158	100.00%
Bristol City Council	609	94.71%	34	5.29%	91	734	100.00%

Leaving Reason by Disabled Status

Leaving Reason	Not Disabled		Disabled		Unknown	Total	
Death in service	2	50.00%	2	50.00%	1	5	100.00%
Dismissed	28	100.00%	0	0.00%	6	34	100.00%
Early retirement	3	100.00%	0	0.00%	1	4	100.00%
End of Temp / FTC	63	100.00%	0	0.00%	25	88	100.00%
Ill health retirement	19	100.00%	0	0.00%	5	24	100.00%
Other reason	20	100.00%	0	0.00%	11	31	100.00%
Probation unsatisfactory	2	100.00%	0	0.00%	2	4	100.00%
Redundant: compulsory	21	100.00%	0	0.00%	3	24	100.00%
Redundant: voluntary	51	100.00%	0	0.00%	9	60	100.00%
Resigned: better pay	7	100.00%	0	0.00%	1	8	100.00%
Resigned: better prospects	68	100.00%	0	0.00%	8	76	100.00%
Resigned: further education	4	100.00%	0	0.00%	1	5	100.00%
Resigned: job content	6	100.00%	0	0.00%	1	7	100.00%
Resigned: maternity	4	100.00%	0	0.00%	2	6	100.00%
Resigned: personal reasons	59	100.00%	0	0.00%	11	70	100.00%
Resigned: reason unspecified	192	100.00%	0	0.00%	27	219	100.00%
Resigned: relocation	16	100.00%	0	0.00%	1	17	100.00%
Retirement	38	100.00%	0	0.00%	5	43	100.00%
Settlement agreement	4	100.00%	0	0.00%	3	7	100.00%
Transferred: another employer	2	100.00%	0	0.00%	0	2	100.00%
Bristol City Council	609	99.67%	2	0.33%	123	734	100.00%

Applications Received by Ethnicity

Department	White British		White Minority Ethnic		BME		Unknown	Total	
Business Change	947	59.15%	215	13.43%	439	27.42%	15	1616	100.00%
City Director	155	60.78%	49	19.22%	51	20.00%	34	289	100.00%
Neighbourhoods	2676	64.23%	636	15.27%	854	20.50%	164	4330	100.00%
People	2696	60.39%	664	14.87%	1104	24.73%	97	4561	100.00%
Place	1516	64.05%	376	15.89%	475	20.07%	32	2399	100.00%
Bristol City Council	7990	62.16%	1940	15.09%	2923	22.74%	342	13195	100.00%

Applications Shortlisted by Ethnicity

Department	White British		White Minority Ethnic		BME		Unknown	Total	
Business Change	304	69.41%	38	8.68%	96	21.92%	7	445	100.00%
City Director	41	78.85%	7	13.46%	4	7.69%	7	59	100.00%
Neighbourhoods	778	76.05%	78	7.62%	167	16.32%	53	1076	100.00%
People	1132	70.79%	155	9.69%	312	19.51%	21	1620	100.00%
Place	505	74.37%	66	9.72%	108	15.91%	0	679	100.00%
Bristol City Council	2760	72.80%	344	9.07%	687	18.12%	88	3879	100.00%

Job Offers by Ethnicity

Department	White British		White Minority Ethnic		BME		Unknown		Total	
Business Change	89	72.36%	14	11.38%	20	16.26%	5	128	100.00%	
City Director	10	100.00%	0	0.00%	0	0.00%	2	12	100.00%	
Neighbourhoods	156	82.54%	17	8.99%	16	8.47%	13	202	100.00%	
People	258	78.42%	19	5.78%	52	15.81%	10	339	100.00%	
Place	111	79.86%	7	5.04%	21	15.11%	2	141	100.00%	
Bristol City Council	624	78.99%	57	7.22%	109	13.80%	32	822	100.00%	

Employees in Post by Ethnicity

Department	White British		White Minority Ethnic		BME		Unknown	Total	
Business Change	481	85.44%	26	4.62%	56	9.95%	63	626	100.00%
City Director	143	88.82%	7	4.35%	11	6.83%	15	176	100.00%
Neighbourhoods	1723	85.47%	90	4.46%	203	10.07%	183	2199	100.00%
People	1804	82.26%	123	5.61%	266	12.13%	287	2480	100.00%
Place	1057	80.56%	60	4.57%	195	14.86%	158	1470	100.00%
Bristol City Council	5208	83.39%	306	4.90%	731	11.71%	706	6951	100.00%

Employees in Post by Salary and by Ethnicity

Salary	White British		White Minority Ethnic		BME		Unknown	Total	
Less than £20k	1515	77.69%	97	4.97%	338	17.33%	260	2210	100.00%
£20k-£29k	2096	84.45%	123	4.96%	263	10.60%	251	2733	100.00%
£30k-£39k	1251	87.36%	69	4.82%	112	7.82%	138	1570	100.00%
£40k-£49k	212	91.38%	8	3.45%	12	5.17%	32	264	100.00%
£50k+	134	89.93%	9	6.04%	6	4.03%	25	174	100.00%
Bristol City Council	5208	83.39%	306	4.90%	731	11.71%	706	6951	100.00%

Training by Ethnicity

Department	White British		White Minority Ethnic		BME		Unknown		Total
Business Change	165	83.76%	8	4.06%	24	12.18%	113	310	100.00%
City Director	61	93.85%	4	6.15%	0	0.00%	46	111	100.00%
Neighbourhoods	1647	88.69%	63	3.39%	147	7.92%	1010	2867	100.00%
People	3110	83.13%	208	5.56%	423	11.31%	2291	6032	100.00%
Place	507	88.33%	32	5.57%	35	6.10%	304	878	100.00%
Bristol City Council	5490	85.33%	315	4.90%	629	9.78%	3764	10198	100.00%

Secondments by Ethnicity

Department	White British		White Minority Ethnic		BME		Unknown	Total	
Business Change	43	91.49%	0	0.00%	4	8.51%	3	50	100.00%
City Director	3	100.00%	0	0.00%	0	0.00%	2	5	100.00%
Neighbourhoods	28	82.35%	3	8.82%	3	8.82%	2	36	100.00%
People	44	77.19%	4	7.02%	9	15.79%	10	67	100.00%
Place	8	88.89%	1	11.11%	0	0.00%	2	11	100.00%
Bristol City Council	126	84.00%	8	5.33%	16	10.67%	19	169	100.00%

Grievances by Ethnicity

Department	White British		White Minority Ethnic		BME		Unknown		Total	
Business Change	0	0.00%	0	0.00%	0	0.00%	0	0	0	100.00%
City Director	0	0.00%	0	0.00%	0	0.00%	0	0	0	100.00%
Neighbourhoods	1	100.00%	0	0.00%	0	0.00%	0	0	1	100.00%
People	0	0.00%	0	0.00%	1	100.00%	0	0	1	100.00%
Place	0	0.00%	0	0.00%	0	0.00%	0	0	0	100.00%
Bristol City Council	1	50.00%	0	0.00%	1	50.00%	0	0	2	100.00%

Disciplinaries by Ethnicity

Department	White British		White Minority Ethnic		BME		Unknown		Total	
Business Change	1	100.00%	0	0.00%	0	0.00%	0	0	1	100.00%
City Director	0	0.00%	0	0.00%	0	0.00%	0	0	0	100.00%
Neighbourhoods	3	60.00%	0	0.00%	2	40.00%	0	0	5	100.00%
People	6	100.00%	0	0.00%	0	0.00%	0	0	6	100.00%
Place	0	0.00%	0	0.00%	0	0.00%	0	0	0	100.00%
Bristol City Council	10	83.33%	0	0.00%	2	16.67%	0	0	12	100.00%

Leavers by Ethnicity

Department	White British		White Minority Ethnic		BME		Unknown	Total	
Business Change	72	83.72%	5	5.81%	9	10.47%	18	104	100.00%
City Director	13	86.67%	2	13.33%	0	0.00%	8	23	100.00%
Neighbourhoods	150	76.53%	22	11.22%	24	12.24%	18	214	100.00%
People	172	84.73%	16	7.88%	15	7.39%	32	235	100.00%
Place	109	78.42%	10	7.19%	20	14.39%	19	158	100.00%
Bristol City Council	516	80.75%	55	8.61%	68	10.64%	95	734	100.00%

Leaving Reason by Ethnicity

Leaving Reason	White British		White Minority Ethnic		BME		Unknown		Total	
Death in service	5	100.00%	0	0.00%	0	0.00%	0	5	100.00%	
Dismissed	25	78.13%	3	9.38%	4	12.50%	2	34	100.00%	
Early retirement	3	75.00%	0	0.00%	1	25.00%	0	4	100.00%	
End of Temp / FTC	40	65.57%	12	19.67%	9	14.75%	27	88	100.00%	
Ill health retirement	20	83.33%	1	4.17%	3	12.50%	0	24	100.00%	
Other reason	17	80.95%	2	9.52%	2	9.52%	10	31	100.00%	
Probation unsatisfactory	2	66.67%	1	33.33%	0	0.00%	1	4	100.00%	
Redundant: compulsory	19	82.61%	0	0.00%	4	17.39%	1	24	100.00%	
Redundant: voluntary	52	91.23%	1	1.75%	4	7.02%	3	60	100.00%	
Resigned: better pay	7	87.50%	0	0.00%	1	12.50%	0	8	100.00%	
Resigned: better prospects	61	88.41%	4	5.80%	4	5.80%	7	76	100.00%	
Resigned: further education	3	75.00%	0	0.00%	1	25.00%	1	5	100.00%	
Resigned: job content	2	33.33%	1	16.67%	3	50.00%	1	7	100.00%	
Resigned: maternity	2	50.00%	1	25.00%	1	25.00%	2	6	100.00%	
Resigned: personal reasons	49	76.56%	8	12.50%	7	10.94%	6	70	100.00%	
Resigned: reason unspecified	159	81.54%	17	8.72%	19	9.74%	24	219	100.00%	
Resigned: relocation	11	78.57%	1	7.14%	2	14.29%	3	17	100.00%	
Retirement	35	89.74%	2	5.13%	2	5.13%	4	43	100.00%	
Settlement agreement	2	50.00%	1	25.00%	1	25.00%	3	7	100.00%	
Transferred: another employer	2	100.00%	0	0.00%	0	0.00%	0	2	100.00%	
Bristol City Council	516	80.75%	55	8.61%	68	10.64%	95	734	100.00%	

Applications Received by Gender

Department	Female		Male		Transgender		Unknown	Total	
Business Change	899	56.15%	698	43.60%	4	0.25%	15	1616	100.00%
City Director	119	46.67%	136	53.33%	0	0.00%	34	289	100.00%
Neighbourhoods	1978	47.48%	2170	52.09%	18	0.43%	164	4330	100.00%
People	3117	69.83%	1344	30.11%	3	0.07%	97	4561	100.00%
Place	1155	48.80%	1203	50.82%	9	0.38%	32	2399	100.00%
Bristol City Council	7268	56.55%	5551	43.19%	34	0.26%	342	13195	100.00%

Applications Shortlisted by Gender

Department	Female		Male		Transgender		Unknown	Total	
Business Change	248	56.62%	190	43.38%	0	0.00%	7	445	100.00%
City Director	24	46.15%	28	53.85%	0	0.00%	7	59	100.00%
Neighbourhoods	459	44.87%	561	54.84%	3	0.29%	53	1076	100.00%
People	1136	71.04%	462	28.89%	1	0.06%	21	1620	100.00%
Place	343	50.52%	335	49.34%	1	0.15%	0	679	100.00%
Bristol City Council	2210	58.30%	1576	41.57%	5	0.13%	88	3879	100.00%

Job Offers by Gender

Department	Female		Male		Transgender		Unknown	Total	
Business Change	68	55.28%	55	44.72%	0	0.00%	5	128	100.00%
City Director	7	70.00%	3	30.00%	0	0.00%	2	12	100.00%
Neighbourhoods	82	43.39%	107	56.61%	0	0.00%	13	202	100.00%
People	241	73.25%	88	26.75%	0	0.00%	10	339	100.00%
Place	71	51.08%	68	48.92%	0	0.00%	2	141	100.00%
Bristol City Council	469	59.37%	321	40.63%	0	0.00%	32	822	100.00%

Employees in Post by Gender

Department	Female		Male		Transgender		Unknown	Total	
Business Change	359	57.35%	267	42.65%	0	0.00%	0	626	100.00%
City Director	85	48.30%	91	51.70%	0	0.00%	0	176	100.00%
Neighbourhoods	984	44.75%	1215	55.25%	0	0.00%	0	2199	100.00%
People	1976	79.68%	504	20.32%	0	0.00%	0	2480	100.00%
Place	781	53.13%	689	46.87%	0	0.00%	0	1470	100.00%
Bristol City Council	4185	60.21%	2766	39.79%	0	0.00%	0	6951	100.00%

Employees in Post by Salary and by Gender

Salary	Female		Male		Transgender		Unknown	Total	
Less than £20k	1394	63.08%	816	36.92%	0	0.00%	0	2210	100.00%
£20k-£29k	1698	62.13%	1035	37.87%	0	0.00%	0	2733	100.00%
£30k-£39k	842	53.63%	728	46.37%	0	0.00%	0	1570	100.00%
£40k-£49k	151	57.20%	113	42.80%	0	0.00%	0	264	100.00%
£50k+	100	57.47%	74	42.53%	0	0.00%	0	174	100.00%
Bristol City Council	4185	60.21%	2766	39.79%	0	0.00%	0	6951	100.00%

Training by Gender

Department	Female		Male		Transgender		Unknown	Total	
Business Change	199	64.19%	111	35.81%	0	0.00%	0	310	100.00%
City Director	81	72.97%	30	27.03%	0	0.00%	0	111	100.00%
Neighbourhoods	1247	43.49%	1620	56.51%	0	0.00%	0	2867	100.00%
People	5073	84.10%	959	15.90%	0	0.00%	0	6032	100.00%
Place	466	53.08%	412	46.92%	0	0.00%	0	878	100.00%
Bristol City Council	7066	69.29%	3132	30.71%	0	0.00%	0	10198	100.00%

Secondments by Gender

Department	Female		Male		Transgender		Unknown	Total	
Business Change	20	40.00%	30	60.00%	0	0.00%	0	50	100.00%
City Director	2	40.00%	3	60.00%	0	0.00%	0	5	100.00%
Neighbourhoods	17	47.22%	19	52.78%	0	0.00%	0	36	100.00%
People	47	70.15%	20	29.85%	0	0.00%	0	67	100.00%
Place	7	63.64%	4	36.36%	0	0.00%	0	11	100.00%
Bristol City Council	93	55.03%	76	44.97%	0	0.00%	0	169	100.00%

Grievances by Gender

Department	Female		Male		Transgender		Unknown	Total	
Business Change	0	0.00%	0	0.00%	0	0.00%	0	0	100.00%
City Director	0	0.00%	0	0.00%	0	0.00%	0	0	100.00%
Neighbourhoods	0	0.00%	1	100.00%	0	0.00%	0	1	100.00%
People	0	0.00%	1	100.00%	0	0.00%	0	1	100.00%
Place	0	0.00%	0	0.00%	0	0.00%	0	0	100.00%
Bristol City Council	0	0.00%	2	100.00%	0	0.00%	0	2	100.00%

Disciplinary by Gender

Department	Female		Male		Transgender		Unknown		Total	
Business Change	0	0.00%	1	100.00%	0	0.00%	0	0	1	100.00%
City Director	0	0.00%	0	0.00%	0	0.00%	0	0	0	100.00%
Neighbourhoods	1	20.00%	4	80.00%	0	0.00%	0	0	5	100.00%
People	3	50.00%	3	50.00%	0	0.00%	0	0	6	100.00%
Place	0	0.00%	0	0.00%	0	0.00%	0	0	0	100.00%
Bristol City Council	4	33.33%	8	66.67%	0	0.00%	0	0	12	100.00%

Leavers by Gender

Department	Female		Male		Transgender		Unknown	Total	
Business Change	56	53.85%	48	46.15%	0	0.00%	0	104	100.00%
City Director	10	43.48%	13	56.52%	0	0.00%	0	23	100.00%
Neighbourhoods	102	47.66%	112	52.34%	0	0.00%	0	214	100.00%
People	186	79.15%	49	20.85%	0	0.00%	0	235	100.00%
Place	88	55.70%	70	44.30%	0	0.00%	0	158	100.00%
Bristol City Council	442	60.22%	292	39.78%	0	0.00%	0	734	100.00%

Leaving Reason by Gender

Leaving Reason	Female		Male		Transgender		Unknown	Total	
Death in service	5	100.00%	0	0.00%	0	0.00%	0	5	100.00%
Dismissed	13	38.24%	21	61.76%	0	0.00%	0	34	100.00%
Early retirement	2	50.00%	2	50.00%	0	0.00%	0	4	100.00%
End of Temp / FTC	46	52.27%	42	47.73%	0	0.00%	0	88	100.00%
Ill health retirement	17	70.83%	7	29.17%	0	0.00%	0	24	100.00%
Other reason	19	61.29%	12	38.71%	0	0.00%	0	31	100.00%
Probation unsatisfactory	1	25.00%	3	75.00%	0	0.00%	0	4	100.00%
Redundant: compulsory	17	70.83%	7	29.17%	0	0.00%	0	24	100.00%
Redundant: voluntary	34	56.67%	26	43.33%	0	0.00%	0	60	100.00%
Resigned: better pay	4	50.00%	4	50.00%	0	0.00%	0	8	100.00%
Resigned: better prospects	45	59.21%	31	40.79%	0	0.00%	0	76	100.00%
Resigned: further education	2	40.00%	3	60.00%	0	0.00%	0	5	100.00%
Resigned: job content	4	57.14%	3	42.86%	0	0.00%	0	7	100.00%
Resigned: maternity	6	100.00%	0	0.00%	0	0.00%	0	6	100.00%
Resigned: personal reasons	50	71.43%	20	28.57%	0	0.00%	0	70	100.00%
Resigned: reason unspecified	138	63.01%	81	36.99%	0	0.00%	0	219	100.00%
Resigned: relocation	12	70.59%	5	29.41%	0	0.00%	0	17	100.00%
Retirement	21	48.84%	22	51.16%	0	0.00%	0	43	100.00%
Settlement agreement	4	57.14%	3	42.86%	0	0.00%	0	7	100.00%
Transferred: another employer	2	100.00%	0	0.00%	0	0.00%	0	2	100.00%
Bristol City Council	442	60.22%	292	39.78%	0	0.00%	0	734	100.00%

Applications Received by Religion/Belief

Department	No religion or belief		Christian		Other religion or belief		Unknown	Total	
Business Change	768	53.71%	464	32.45%	198	13.85%	186	1616	100.00%
City Director	129	57.08%	66	29.20%	31	13.72%	63	289	100.00%
Neighbourhoods	2025	54.10%	1324	35.37%	394	10.53%	587	4330	100.00%
People	2125	52.15%	1504	36.91%	446	10.94%	486	4561	100.00%
Place	1178	56.28%	680	32.49%	235	11.23%	306	2399	100.00%
Bristol City Council	6225	53.82%	4038	34.91%	1304	11.27%	1628	13195	100.00%

Applications Shortlisted by Religion/Belief

Department	No religion or belief		Christian		Other religion or belief		Unknown	Total	
Business Change	218	56.92%	125	32.64%	40	10.44%	62	445	100.00%
City Director	32	69.57%	12	26.09%	2	4.35%	13	59	100.00%
Neighbourhoods	511	55.85%	346	37.81%	58	6.34%	161	1076	100.00%
People	819	57.31%	488	34.15%	122	8.54%	191	1620	100.00%
Place	363	61.21%	185	31.20%	45	7.59%	86	679	100.00%
Bristol City Council	1943	57.72%	1156	34.34%	267	7.93%	513	3879	100.00%

Job Offers by Religion/Belief

Department	No religion or belief		Christian		Other religion or belief		Unknown	Total	
Business Change	66	58.93%	35	31.25%	11	9.82%	16	128	100.00%
City Director	8	88.89%	1	11.11%	0	0.00%	3	12	100.00%
Neighbourhoods	111	66.47%	50	29.94%	6	3.59%	35	202	100.00%
People	177	60.00%	104	35.25%	14	4.75%	44	339	100.00%
Place	73	58.87%	41	33.06%	10	8.06%	17	141	100.00%
Bristol City Council	435	61.53%	231	32.67%	41	5.80%	115	822	100.00%

Employees in Post by Religion/Belief

Department	No religion or belief		Christian		Other religion or belief		Unknown	Total	
Business Change	183	50.69%	149	41.27%	29	8.03%	265	626	100.00%
City Director	82	62.12%	43	32.58%	7	5.30%	44	176	100.00%
Neighbourhoods	629	48.09%	587	44.88%	92	7.03%	891	2199	100.00%
People	685	49.39%	612	44.12%	90	6.49%	1093	2480	100.00%
Place	345	42.70%	334	41.34%	129	15.97%	662	1470	100.00%
Bristol City Council	1924	48.15%	1725	43.17%	347	8.68%	2955	6951	100.00%

Employees in Post by Salary and by Religion/Belief

Salary	No religion or belief		Christian		Other religion or belief		Unknown	Total	
Less than £20k	503	42.13%	531	44.47%	160	13.40%	1016	2210	100.00%
£20k-£29k	837	50.85%	681	41.37%	128	7.78%	1087	2733	100.00%
£30k-£39k	464	50.93%	400	43.91%	47	5.16%	659	1570	100.00%
£40k-£49k	77	53.85%	60	41.96%	6	4.20%	121	264	100.00%
£50k+	43	42.16%	53	51.96%	6	5.88%	72	174	100.00%
Bristol City Council	1924	48.15%	1725	43.17%	347	8.68%	2955	6951	100.00%

Training by Religion/Belief

Department	No religion or belief		Christian		Other religion or belief		Unknown	Total	
Business Change	120	60.30%	70	35.18%	9	4.52%	111	310	100.00%
City Director	56	65.88%	28	32.94%	1	1.18%	26	111	100.00%
Neighbourhoods	826	46.07%	834	46.51%	133	7.42%	1074	2867	100.00%
People	1823	50.95%	1542	43.10%	213	5.95%	2454	6032	100.00%
Place	298	54.08%	199	36.12%	54	9.80%	327	878	100.00%
Bristol City Council	3123	50.32%	2673	43.07%	410	6.61%	3992	10198	100.00%

Secondments by Religion/Belief

Department	No religion or belief		Christian		Other religion or belief		Unknown	Total	
Business Change	18	58.06%	11	35.48%	2	6.45%	19	50	100.00%
City Director	1	33.33%	2	66.67%	0	0.00%	2	5	100.00%
Neighbourhoods	18	75.00%	6	25.00%	0	0.00%	12	36	100.00%
People	23	62.16%	10	27.03%	4	10.81%	30	67	100.00%
Place	1	25.00%	3	75.00%	0	0.00%	7	11	100.00%
Bristol City Council	61	61.62%	32	32.32%	6	6.06%	70	169	100.00%

Grievances by Religion/Belief

Department	No religion or belief		Christian		Other religion or belief		Unknown	Total	
Business Change	0	0.00%	0	0.00%	0	0.00%	0	0	100.00%
City Director	0	0.00%	0	0.00%	0	0.00%	0	0	100.00%
Neighbourhoods	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%
People	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%
Place	0	0.00%	0	0.00%	0	0.00%	0	0	100.00%
Bristol City Council	0	0.00%	0	0.00%	0	0.00%	2	2	100.00%

Disciplinaries by Religion/Belief

Department	No religion or belief		Christian		Other religion or belief		Unknown	Total	
Business Change	0	0.00%	1	100.00%	0	0.00%	0	1	100.00%
City Director	0	0.00%	0	0.00%	0	0.00%	0	0	100.00%
Neighbourhoods	2	40.00%	2	40.00%	1	20.00%	0	5	100.00%
People	2	66.67%	1	33.33%	0	0.00%	3	6	100.00%
Place	0	0.00%	0	0.00%	0	0.00%	0	0	100.00%
Bristol City Council	4	44.44%	4	44.44%	1	11.11%	3	12	100.00%

Leavers by Religion/Belief

Department	No religion or belief		Christian		Other religion or belief		Unknown	Total	
Business Change	32	46.38%	29	42.03%	8	11.59%	35	104	100.00%
City Director	9	64.29%	4	28.57%	1	7.14%	9	23	100.00%
Neighbourhoods	74	53.24%	52	37.41%	13	9.35%	75	214	100.00%
People	78	54.93%	53	37.32%	11	7.75%	93	235	100.00%
Place	30	35.29%	44	51.76%	11	12.94%	73	158	100.00%
Bristol City Council	223	49.67%	182	40.53%	44	9.80%	285	734	100.00%

Leaving Reason by Religion/Belief

Leaving Reason	No religion or belief		Christian		Other religion or belief		Unknown	Total	
Death in service	0	0.00%	1	100.00%	0	0.00%	4	5	100.00%
Dismissed	8	40.00%	8	40.00%	4	20.00%	14	34	100.00%
Early retirement	0	0.00%	1	50.00%	1	50.00%	2	4	100.00%
End of Temp / FTC	38	64.41%	14	23.73%	7	11.86%	29	88	100.00%
Ill health retirement	4	36.36%	4	36.36%	3	27.27%	13	24	100.00%
Other reason	5	31.25%	10	62.50%	1	6.25%	15	31	100.00%
Probation unsatisfactory	3	100.00%	0	0.00%	0	0.00%	1	4	100.00%
Redundant: compulsory	6	46.15%	6	46.15%	1	7.69%	11	24	100.00%
Redundant: voluntary	11	35.48%	14	45.16%	6	19.35%	29	60	100.00%
Resigned: better pay	4	66.67%	1	16.67%	1	16.67%	2	8	100.00%
Resigned: better prospects	31	64.58%	13	27.08%	4	8.33%	28	76	100.00%
Resigned: further education	3	75.00%	1	25.00%	0	0.00%	1	5	100.00%
Resigned: job content	2	66.67%	1	33.33%	0	0.00%	4	7	100.00%
Resigned: maternity	0	0.00%	1	50.00%	1	50.00%	4	6	100.00%
Resigned: personal reasons	24	48.00%	20	40.00%	6	12.00%	20	70	100.00%
Resigned: reason unspecified	70	47.95%	69	47.26%	7	4.79%	73	219	100.00%
Resigned: relocation	8	72.73%	2	18.18%	1	9.09%	6	17	100.00%
Retirement	3	17.65%	13	76.47%	1	5.88%	26	43	100.00%
Settlement agreement	1	25.00%	3	75.00%	0	0.00%	3	7	100.00%
Transferred: another employer	2	100.00%	0	0.00%	0	0.00%	0	2	100.00%
Bristol City Council	223	49.67%	182	40.53%	44	9.80%	285	734	100.00%

Applications Received by Sexual Orientation

Department	Heterosexual		LGB		Unknown		Total
Business Change	1366	94.21%	84	5.79%	166	1616	100.00%
City Director	219	96.90%	7	3.10%	63	289	100.00%
Neighbourhoods	3582	94.26%	218	5.74%	530	4330	100.00%
People	3928	95.32%	193	4.68%	440	4561	100.00%
Place	2029	94.99%	107	5.01%	263	2399	100.00%
Bristol City Council	11124	94.81%	609	5.19%	1462	13195	100.00%

Applications Shortlisted by Sexual Orientation

Department	Heterosexual		LGB		Unknown		Total
Business Change	372	93.00%	28	7.00%	45	445	100.00%
City Director	44	93.62%	3	6.38%	12	59	100.00%
Neighbourhoods	877	95.43%	42	4.57%	157	1076	100.00%
People	1402	94.92%	75	5.08%	143	1620	100.00%
Place	574	93.94%	37	6.06%	68	679	100.00%
Bristol City Council	3269	94.64%	185	5.36%	425	3879	100.00%

Job Offers by Sexual Orientation

Department	Heterosexual		LGB		Unknown	Total	
Business Change	100	88.50%	13	11.50%	15	128	100.00%
City Director	8	88.89%	1	11.11%	3	12	100.00%
Neighbourhoods	163	96.45%	6	3.55%	33	202	100.00%
People	290	94.77%	16	5.23%	33	339	100.00%
Place	129	97.73%	3	2.27%	9	141	100.00%
Bristol City Council	690	94.65%	39	5.35%	93	822	100.00%

Employees in Post by Sexual Orientation

Department	Heterosexual		LGB		Unknown		Total
Business Change	350	94.85%	19	5.15%	257	626	100.00%
City Director	126	94.74%	7	5.26%	43	176	100.00%
Neighbourhoods	1251	95.94%	53	4.06%	895	2199	100.00%
People	1356	94.83%	74	5.17%	1050	2480	100.00%
Place	779	97.13%	23	2.87%	668	1470	100.00%
Bristol City Council	3862	95.64%	176	4.36%	2913	6951	100.00%

Employees in Post by Salary and by Sexual Orientation

Salary	Heterosexual		LGB		Unknown	Total	
Less than £20k	1122	96.31%	43	3.69%	1045	2210	100.00%
£20k-£29k	1603	95.64%	73	4.36%	1057	2733	100.00%
£30k-£39k	890	94.58%	51	5.42%	629	1570	100.00%
£40k-£49k	146	97.99%	3	2.01%	115	264	100.00%
£50k+	101	94.39%	6	5.61%	67	174	100.00%
Bristol City Council	3862	95.64%	176	4.36%	2913	6951	100.00%

Training by Sexual Orientation

Department	Heterosexual		LGB		Unknown		Total
Business Change	208	97.20%	6	2.80%	96	310	100.00%
City Director	84	96.55%	3	3.45%	24	111	100.00%
Neighbourhoods	1687	94.46%	99	5.54%	1081	2867	100.00%
People	3544	95.97%	149	4.03%	2339	6032	100.00%
Place	534	93.19%	39	6.81%	305	878	100.00%
Bristol City Council	6057	95.34%	296	4.66%	3845	10198	100.00%

Secondments by Sexual Orientation

Department	Heterosexual		LGB		Unknown	Total	
Business Change	27	87.10%	4	12.90%	19	50	100.00%
City Director	3	100.00%	0	0.00%	2	5	100.00%
Neighbourhoods	24	92.31%	2	7.69%	10	36	100.00%
People	37	94.87%	2	5.13%	28	67	100.00%
Place	4	100.00%	0	0.00%	7	11	100.00%
Bristol City Council	95	92.23%	8	7.77%	66	169	100.00%

Grievances by Sexual Orientation

Department	Heterosexual		LGB		Unknown	Total	
Business Change	0	0.00%	0	0.00%	0	0	100.00%
City Director	0	0.00%	0	0.00%	0	0	100.00%
Neighbourhoods	0	0.00%	0	0.00%	1	1	100.00%
People	0	0.00%	0	0.00%	1	1	100.00%
Place	0	0.00%	0	0.00%	0	0	100.00%
Bristol City Council	0	0.00%	0	0.00%	2	2	100.00%

Disciplinaries by Sexual Orientation

Department	Heterosexual		LGB		Unknown		Total	
Business Change	1	100.00%	0	0.00%	0	1	100.00%	
City Director	0	0.00%	0	0.00%	0	0	100.00%	
Neighbourhoods	4	100.00%	0	0.00%	1	5	100.00%	
People	3	100.00%	0	0.00%	3	6	100.00%	
Place	0	0.00%	0	0.00%	0	0	100.00%	
Bristol City Council	8	100.00%	0	0.00%	4	12	100.00%	

Leavers by Sexual Orientation

Department	Heterosexual		LGB		Unknown	Total	
Business Change	70	98.59%	1	1.41%	33	104	100.00%
City Director	14	93.33%	1	6.67%	8	23	100.00%
Neighbourhoods	124	93.94%	8	6.06%	82	214	100.00%
People	134	95.04%	7	4.96%	94	235	100.00%
Place	85	98.84%	1	1.16%	72	158	100.00%
Bristol City Council	427	95.96%	18	4.04%	289	734	100.00%

Leaving Reason by Sexual Orientation

Leaving Reason	Heterosexual		LGB		Unknown		Total	
Death in service	2	100.00%	0	0.00%	3	5	100.00%	
Dismissed	17	100.00%	0	0.00%	17	34	100.00%	
Early retirement	1	100.00%	0	0.00%	3	4	100.00%	
End of Temp / FTC	47	92.16%	4	7.84%	37	88	100.00%	
Ill health retirement	11	100.00%	0	0.00%	13	24	100.00%	
Other reason	17	89.47%	2	10.53%	12	31	100.00%	
Probation unsatisfactory	2	66.67%	1	33.33%	1	4	100.00%	
Redundant: compulsory	14	100.00%	0	0.00%	10	24	100.00%	
Redundant: voluntary	32	100.00%	0	0.00%	28	60	100.00%	
Resigned: better pay	6	85.71%	1	14.29%	1	8	100.00%	
Resigned: better prospects	49	96.08%	2	3.92%	25	76	100.00%	
Resigned: further education	4	100.00%	0	0.00%	1	5	100.00%	
Resigned: job content	4	100.00%	0	0.00%	3	7	100.00%	
Resigned: maternity	3	100.00%	0	0.00%	3	6	100.00%	
Resigned: personal reasons	47	100.00%	0	0.00%	23	70	100.00%	
Resigned: reason unspecified	139	95.21%	7	4.79%	73	219	100.00%	
Resigned: relocation	11	100.00%	0	0.00%	6	17	100.00%	
Retirement	15	93.75%	1	6.25%	27	43	100.00%	
Settlement agreement	4	100.00%	0	0.00%	3	7	100.00%	
Transferred: another employer	2	100.00%	0	0.00%	0	2	100.00%	
Bristol City Council	427	95.96%	18	4.04%	289	734	100.00%	