

# Workforce Monitoring 2010/11 - Additional Protected Characteristics Information

## Introduction

This report is an addition to the workforce monitoring report published in June 2011. It summarises workforce information on the additional protected characteristics in accordance with the requirements of the Public Sector Specific Duties Regulations 2011.

This report is based on data extracted from the Trent HR system on 30<sup>th</sup> June 2011.

**Table 1.0**

<b>Religion/Belief</b>
At the point of publishing this report, only 9% of employees had declared their Religion/Belief making analysis of this characteristic in detail difficult. The council recognises the relevance of religion/belief in how council policies are applied in practice and is considering various actions to encourage employees to declare their belief so that the impact of our policies can be effectively monitored.
<b>Sexual Orientation</b>
Only 7% of employees had declared their Sexual Orientation at the time of publishing this report which meant that the numbers were too small for the numeric results to portray enough information for meaningful analysis. The council recognises the sensitivities of monitoring sexuality in the workplace and accepts that this will continue to be a challenge.
<b>Marriage and Civil Partnership</b>
13% of employees had declared their Marriage and Civil Partnership status at the time of publishing this report. The council is obliged to eliminate discrimination because of marriage and civil partnership under its public sector equality duties but is not required to publish information in relation to this characteristic and will not be publishing data in relation to this characteristic.
<b>Pregnancy and Maternity</b>
At the point of publishing this report, 3% of the workforce were on maternity. The council recognises the high relevance of this characteristic when restructuring as employees on maternity may be absent from the workplace for most of that time and will continue to monitor the impact through the completion of Equality Analyses.
<b>Gender Reassignment</b>
The Council is of the view that at this point in time, it is not necessary to collect information on this characteristic as the numbers would be too small to have any statistical significance and may identify individuals. In accordance with our Equal Opportunities Policy, we will aim to treat employees sensitively whilst maintaining confidentiality at all times and are committed to monitoring gender reassignment grievances through the annual workforce monitoring. Whilst this information may not always be available to the public for data protection reasons, we will ensure that actions are in place to address any issues arising.