
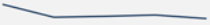

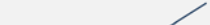


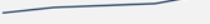



## WORKFORCE EQUALITIES PROFILE

	TARGET 2015/16	2011/12	2012/13	2013/14	2014/15	2015/16	TREND	STATUS
NUMBER OF STAFF EMPLOYED (FTE)	~	5,160	4,724	4,796	4,751	4,706		
NUMBER OF STAFF EMPLOYED (HEADCOUNT)	~	7,087	6,425	6,474	6,546	6,354		
% STAFF SATISFACTION WITH COUNTY COUNCIL AS AN EMPLOYER	85%	76% (2012)	76% (2012)	76% (2012)	91% (2015)	91% (2015)		G
% WORKFORCE THAT FEELS LCC IS COMMITTED TO EQUALITY & DIVERSITY	91%+	91% (2012)	91% (2012)	91% (2012)	92% (2015)	92% (2015)		G
% OF EMPLOYEES FROM A BME BACKGROUND	12%	9.42%	8.64%	8.84%	8.92%	11.87%		A
% OF BME EMPLOYEES AT GRADE 13 & ABOVE	12%	7.26%	7.71%	7.92%	8.39%	12.53%		G
% OF EMPLOYEES WITH A DISABILITY	7%	5.98%	4.61%	4.57%	4.29%	4.23%		A
% OF DISABLED EMPLOYEES AT GRADE 13 & ABOVE	7%	3.11%	2.72%	3.39%	2.65%	4.25%		A
% OF WOMEN ON GRADE 13 & ABOVE	61%	50.63%	52.83%	53.62%	54.30%	57.94%		A
% OF EMPLOYEES DECLARING SEXUAL ORIENTATION	50%	29.04%	32.44%	37.53%	36.97%	40.15%		A
STONEWALL WORKPLACE EQUALITY INDEX RANKING	~	23	20	11	17	7		G

### KEY

Red	performance is currently not meeting the target or set to miss the target by a significant amount
Amber	performance is currently not meeting the target or set to miss the target by a narrow margin
Green	performance is currently meeting the target or on track to meet the target