

York Workforce Council Equalities Profile

Scope

This document aims to provide a high level summary of the City Of York Council's equalities profile.

Data source

The report is consolidated using data from the CYC HR application, ITrent. The data was produced week commencing 22/10/2018 using two snapshots taken as of the 30/09/17 & 30/09/2018.

Exclusions

Councillors, casuals and school staff have been excluded.

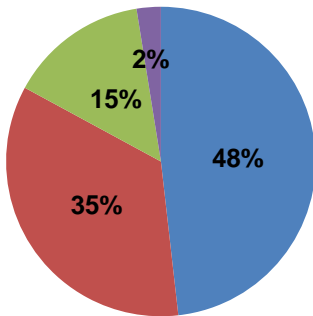
Grouping of grades

To better display the grading information has been grouped into a grade 1-12 system. Any employee not already within one of these grades has been categorised into to the corresponding grade based of their FTE Salary.

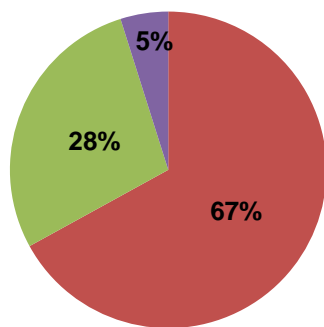
National data

National and the York data is taken from the 2011 census.

CYC Religious Belief

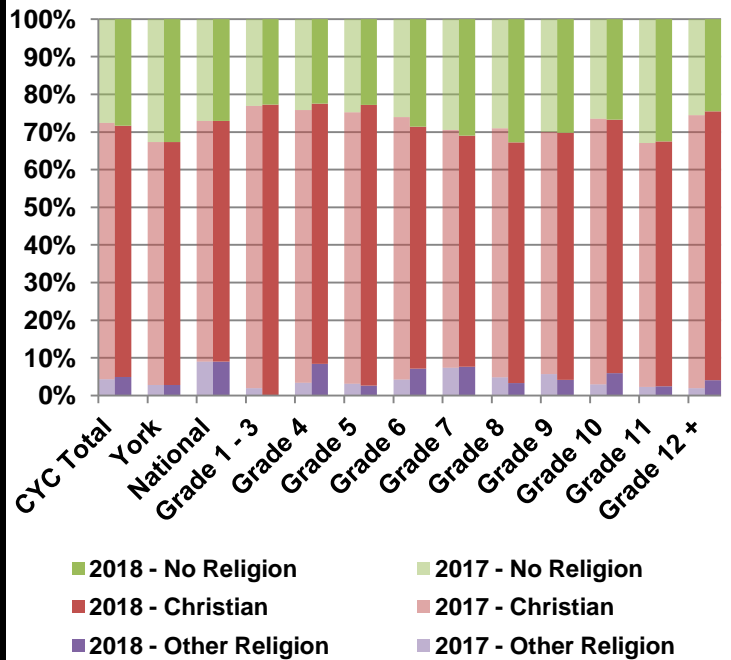


Declared Religion

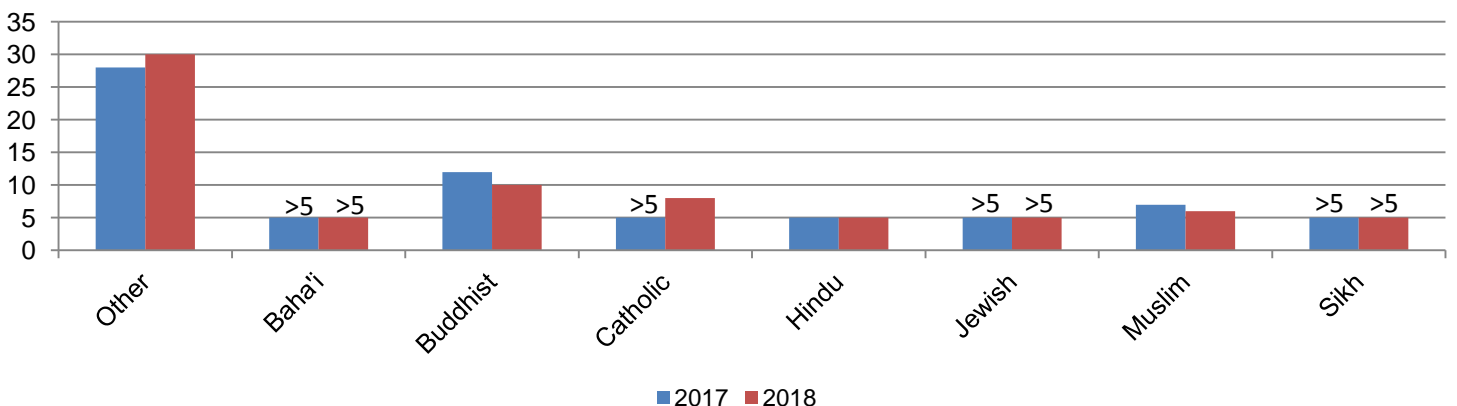


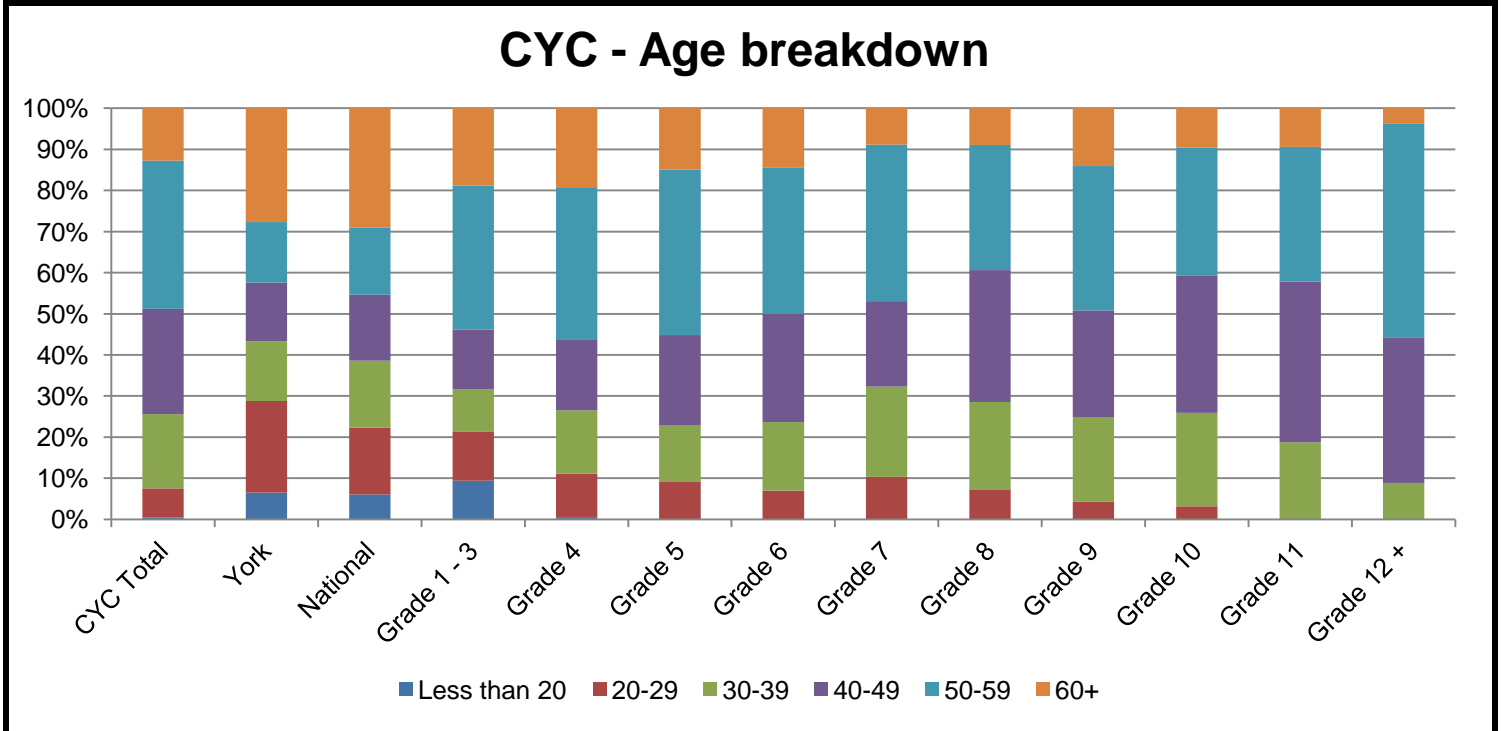
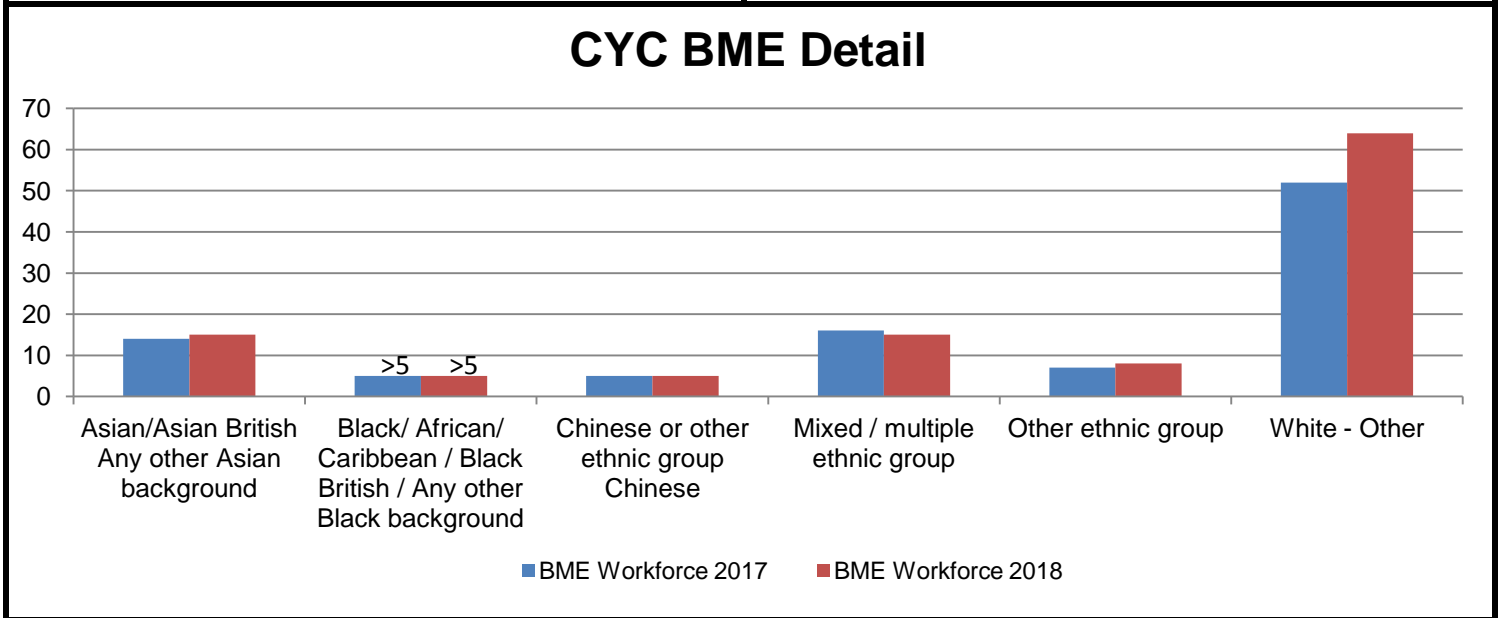
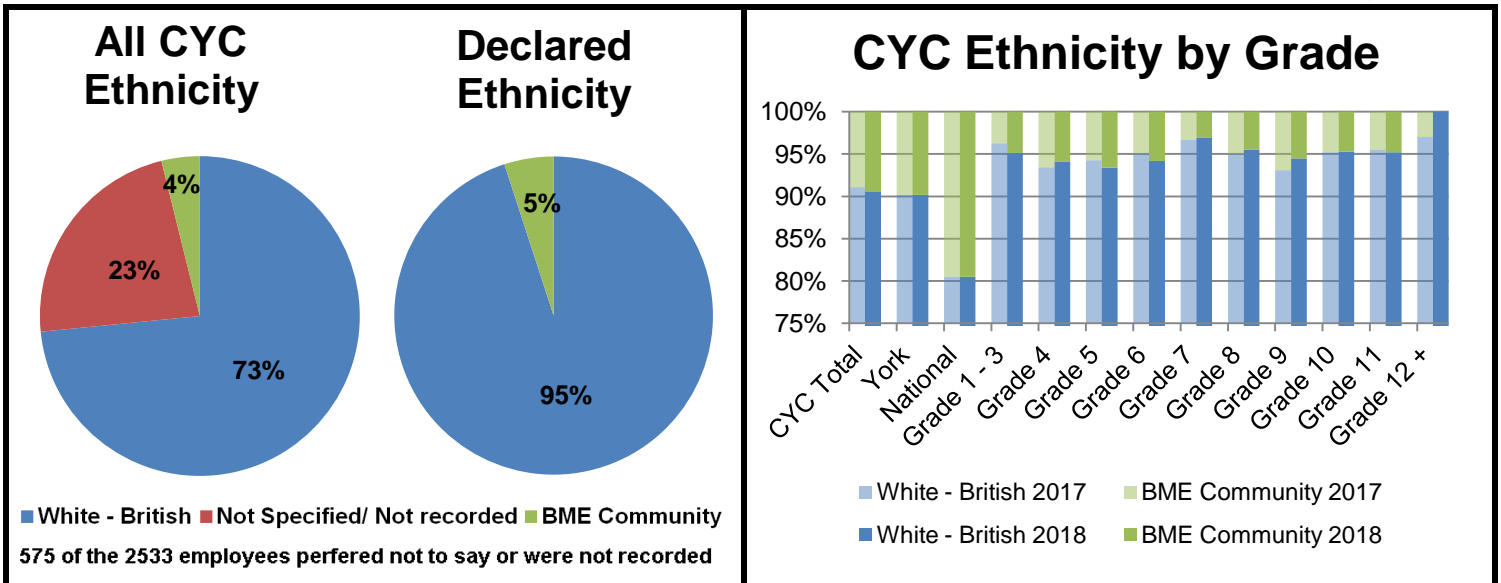
1221 of the 2533 employees preferred not to say or were not recorded

CYC Religion by Grade

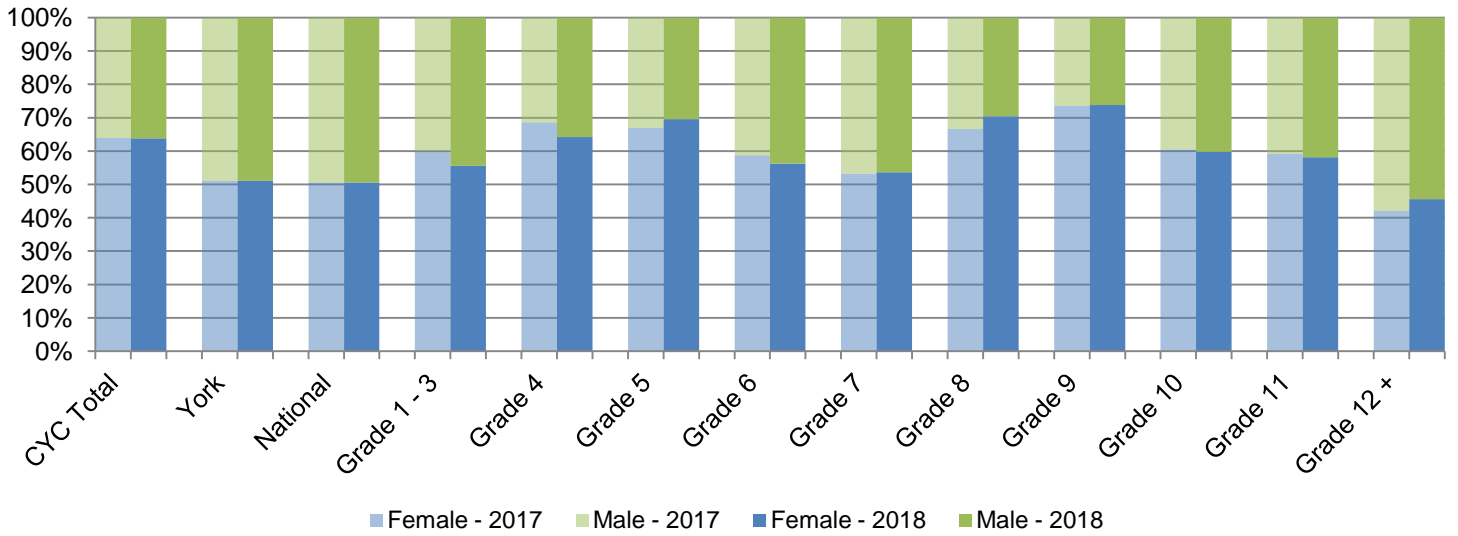


CYC Religion - Not recorded as Christian

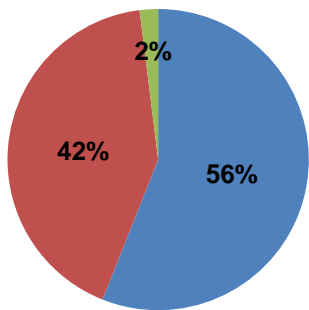




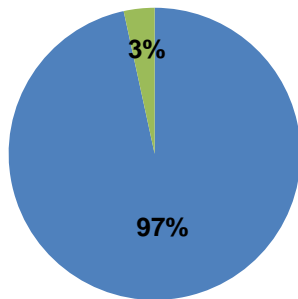
CYC Gender Split by Grade



CYC Sexual Orientation

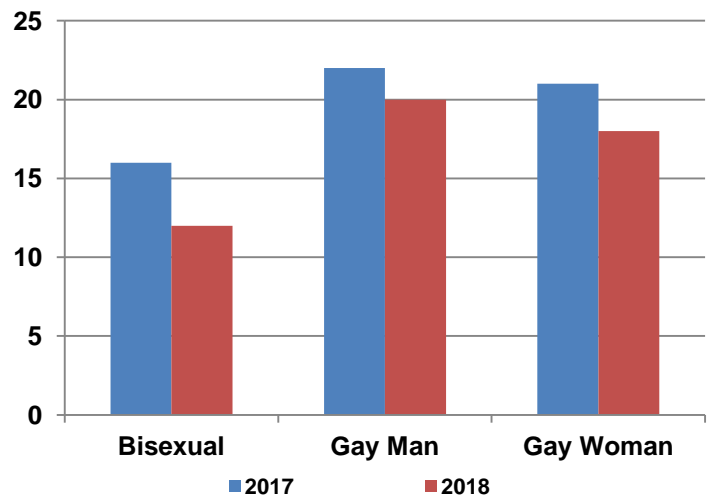


Declared Sexual Orientation

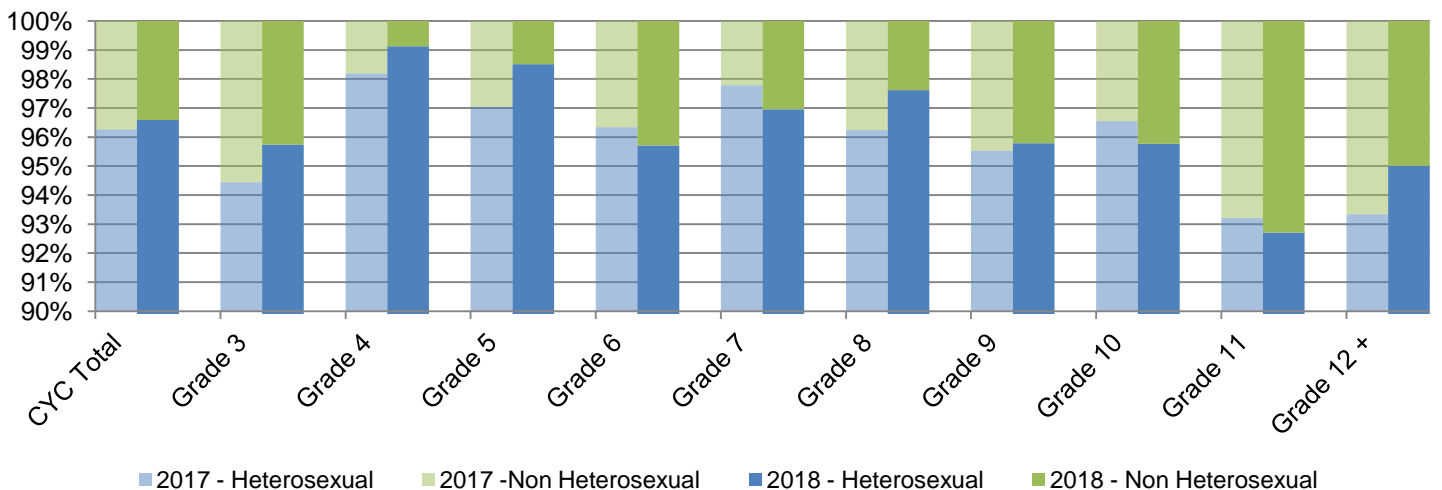


■ Heterosexual ■ Not Specified/ Not recorded ■ LGBTQ
 1064 of the 2533 employees preferred not to say or were not recorded

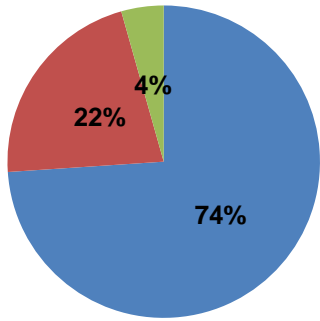
CYC - Non Heterosexual



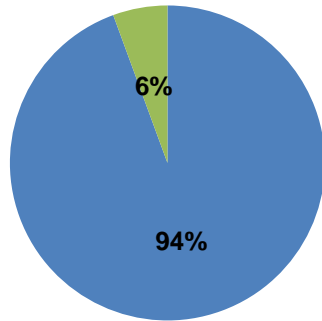
CYC Sexual Orientation by Grade



CYC Disability



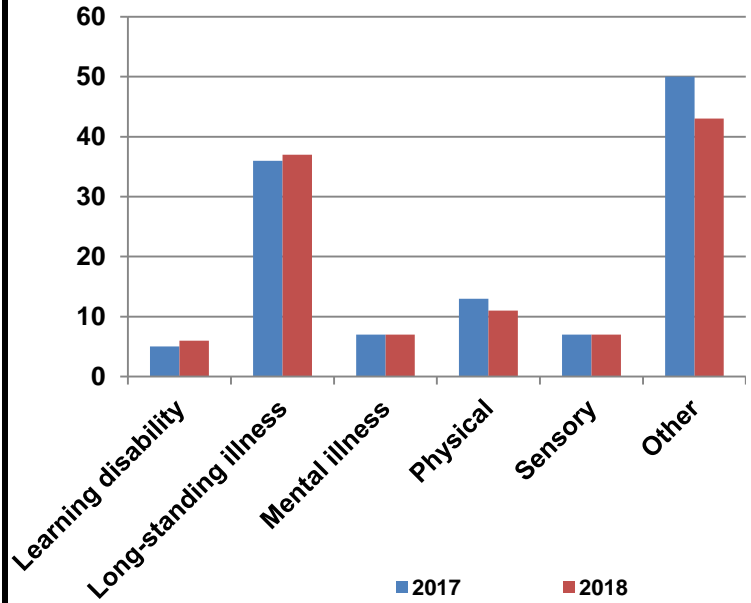
Declared Disability



■ Not disabled ■ Prefer not to say/ Not recorded ■ Disabled

549 of 2533 employees preferred not to say or were not recorded

Disability Breakdown



CYC Disabled Workforce by Grade

