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Midlothian Council

EQUALITY EMPLOYEE INFORMATION ANALYSIS 2022/2023

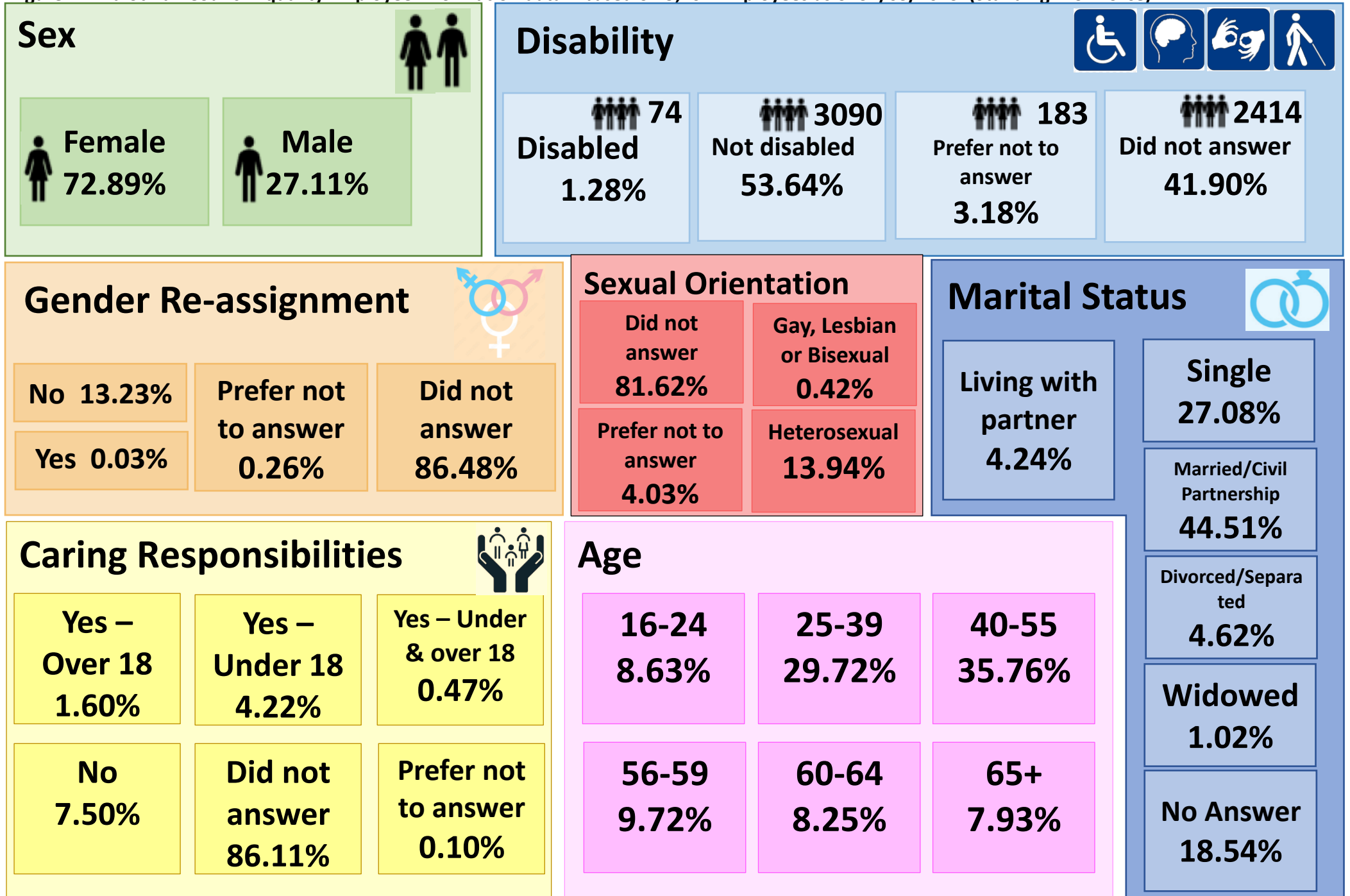
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1.0 Employee information analysis for the year 2022/2023

1.1 Key Findings:

- There continues to be reluctance from many employees to answer equality monitoring questions, and understanding and resolving the reason(s) for this continues to be a priority action for the Council to address within the period of Midlothian Equality Plan 2021 – 2025. (A data audit exercise in 2020/21 did not deliver the hoped for improvement in employees self-identifying against the protected characteristics and a wider exercise supported by the Council of Ethnic Minority Voluntary Sector Organisations (CEMVO) is being developed to better understand the reasons for this and encourage increased take up).
- The Council continues to consider the data and information it gathers in relation to its standing workforce, those leaving the organisation, and those it attracts to apply for positions within the organisation. A continued focus on identifying and analysing employee data and information will provide the Council with robust knowledge about its workforce, the reasons why individuals leave, and what attracts new applicants to want to work for the authority.
- Further development opportunities offered to managers to raise their awareness and understanding across all protected characteristics will support planned activities (positive action campaigns) to attract a more diverse workforce from across all protected characteristics that will better reflect those within Midlothian's communities.
- In round terms the organisation attracts and recruits on a 70% female, 30% male approx. basis which is in sync with the standing workforce. The Council needs to consider looking into ways of attracting more males into the workforce (positive action campaigns) particularly into traditionally seen female roles such as teaching. Further, the Council needs to consider looking to attract women (again positive action campaigns) into traditional male areas such as waste, transport, amenity, and STEM (science, technology, engineering and mathematics) professions.

Figure 1: Midlothian Council Equality Employee Information data – based on 5,761 Employees as of 31/03/2023 (Standing Workforce)



1.2 Workforce Profile Analysis (for period 01/04/22 – 31/03/23)

The following provides an update with regard to equality data analysis for the standing workforce. An overview of the standing workforce across most of the equality data areas as at 31 March 2023 is shown in Figure 1 above and a full breakdown of percentage splits for all employee equality data from 31 March 2017 to 31 March 2023 is shown in appendix 1.

Age

During the year the greatest number of employee remains as during 2015/16, 2016/17, 2017/18, 2018/19, 2019/20, 2020/21 and 2021/22 within the age band 40 – 55. Otherwise numbers in each age bracket are very similar to 2021/22, the workforce has increased by 200 over the last 12 month period.

Sex

The sex mix of the Council's workforce (female 72.89% and male 27.11%) remains very much in line with the make-up previously reported in 2021/22 (female 72.59% and male 27.41%).

Sexual Orientation

With over 80% of the workforce choosing not to respond regarding their sexual orientation, this continues to be an area requiring further investigation as part of the wider reluctance of staff to disclose information and this will be undertaken during the period of Midlothian Equality Plan 2021 – 2025.

Caring Responsibilities

Employees are asked 'do you have caring responsibilities'. The data presented shows data received in relation to this question. As with other characteristics investigation needs to take place as to why over four fifths of the workforce does not wish to divulge if they have caring responsibilities.

Disability

During the year 2022/23 the disability profile of the workforce was:

Type of Disability	Number	Percentage
Did Not Answer	2414	41.90
No disability	3090	53.64
Prefer not to answer	183	3.18
Yes - Learning Disability	12	0.21
Yes - Longstanding Illness	18	0.31
Yes - Mental Health Condition	13	0.23
Yes - Other, such as disfigurement	14	0.24
Yes - Physical Impairment	10	0.17
Yes - Sensory Impairment	7	0.12
Total	5761	100.00

The number of employees who ‘prefer not to answer’ and ‘did not answer’ remains too high at just below 46% of all responses. A mandatory staff equality audit was completed during 2020/21 with little improvement in the response rate. Plans to investigate the reason/(s) for this during the period of the Equality Plan 2021 – 2025 through Midlothian Staff Equalities Group and the Council’s Human Resources section are in place.

In relation to the previous year’s (2021/22) responses, the percentage of those not answering has decreased slightly. This is a positive direction and will be followed up on during the course of the next year.

Gender Re-assignment

As the data presented shows in 2022/2023 and for previous years, positive responses were recorded. This would indicate that those responding feel safe and happy to do so within the organisation, and it would be a very positive step forward if they would share with the Equality Officer why this is so. Sensitive enquiries in this regard will be carried out during the period of the Equality Plan 2021 - 2025.

It is still very disappointing that only around 13.26% employees are prepared to answer this question, (either yes or no), which identifies the need for further work to understand why this is the case within the workforce.

Marriage and Civil Partnership

As with other protected characteristics the Council needs to look into why 18.54%, one fifth of its workforce, are reluctant to provide details of their marriage, civil partnership or other status.

Race

Ethnic Origin	Number	Percentage
African (inc Scottish/British)	*	*
African Other	6	0.10
Arab (inc Scottish/British)	*	*
Asian Bangladeshi (inc Scottish/British)	*	*
Asian British	7	0.12
Asian Chinese (inc Scottish/British)	10	0.17
Asian Indian (inc Scottish/British)	*	*
Asian Other (inc Scottish/British)	*	*
Asian Pakistani (inc Scottish/British)	13	0.23
Black (inc Scottish/British)	9	0.16
Caribbean or Black (other)	*	*
Did Not Answer	2213	38.41
Ethnicity, if Other please specify	*	*
Mixed - any other mixed background	19	0.33
Prefer not to answer	73	1.27
White - Eastern European (e.g. Polish)	13	0.23
White Irish	51	0.89

Ethnic Origin	Number	Percentage
White Other	135	2.34
White Other British	317	5.50
White Scottish	2878	49.96
Total	5561	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

During the period of the Equality Plan 2021 – 2025 investigation will take place as to why almost 40% the workforce do not wish to provide their ethnic origin details although this has dropped 2% over the last year.

Nationality

Nationality	Number	Percentage
British	1731	30.05
Did Not Answer	1677	29.11
English	19	0.33
Northern Irish	35	0.61
Other, please specify	168	2.92
Portuguese	*	*
Prefer not to answer	40	0.69
Scottish	2085	36.19
Welsh	*	*
Grand Total	5761	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

There has been a 2.83% reduction from the previous year in the number of employees who did not provide details of their nationality. This is a positive sign but further work must be undertaken to reduce this further.

Religion or Belief

Religion or Belief	Number	Percentage
Agnostic	*	*
Atheist	*	*
Buddhist	*	*
Church of England	*	*
Church of Scotland	256	4.44
Did Not Answer	4671	81.08
Hindu	*	*
Humanist	*	*
Jewish	*	*
Muslim	*	*
No religious views	*	*
None	520	9.03
Other Christian	51	0.89

Religion or Belief	Number	Percentage
Other Religion or Belief	6	0.10
Prefer not to answer	142	2.46
Roman Catholic	95	1.65
Sikh	*	*
Total	5761	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

With over 80% of the workforce not being prepared to state their religion or belief there is again a need to investigate the reason for this during the period of the Equality Plan 2021 – 2025.

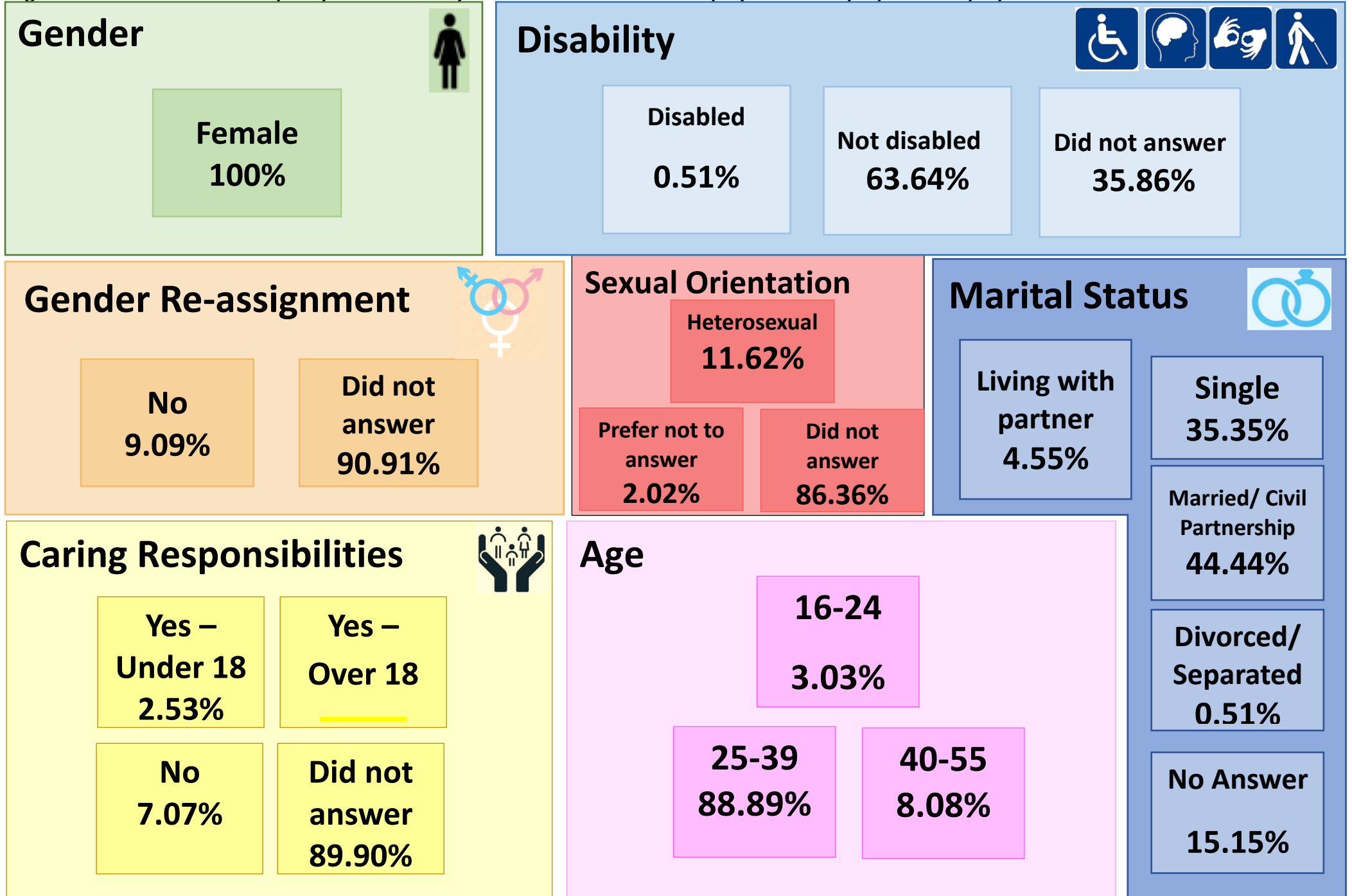
Disciplinary Cases

As the number of disciplinary actions taken on the grounds of any of the protected characteristics is five or less we are required to respect anonymity and the number is therefore withheld.

Resolution Cases

As the number of resolution actions taken on the grounds of any of the protected characteristics is five or less we are required to respect anonymity and the number is therefore withheld.

Figure 2: Midlothian Council Equality Data Maternity in Period – based on 198 Employees from 01/04/2022 – 31/03/2023



1.3 Pregnancy & Maternity workforce profile (for period 01/04/22 – 31/03/23)

The following provides an update with regard to equality data analysis relating to pregnancy and maternity. An overview across most of the equality data areas as at 31 March 2023 for pregnancy and maternity is shown in Figure 2 above.

Ethnic Origin	Number	Percentage
Asian Chinese (inc Scottish/British)	*	*
Did Not Answer	65	32.83
Prefer not to answer	*	*
White Irish	*	*
White Other	*	*
White Other British	9	4.55
White Scottish	115	58.08
Total	198	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Nationality	Number	Percentage
British	61	30.81
Did Not Answer	46	23.23
English	*	*
Northern Irish	*	*
Scottish	87	43.94
Total	198	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Religion or Belief	Number	Percentage
Church of Scotland	*	*
Did Not Answer	173	87.37
None	21	10.61
Prefer not to answer	*	*
Roman Catholic	*	*
Total	198	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

From 2016/17 data across all protected characteristics is available for pregnancy and maternity. What this data shows is that within the specific characteristic of pregnancy and maternity there is still a reluctance to disclose disability, gender re-assignment, race, religion and faith, sexual orientation and caring responsibility.

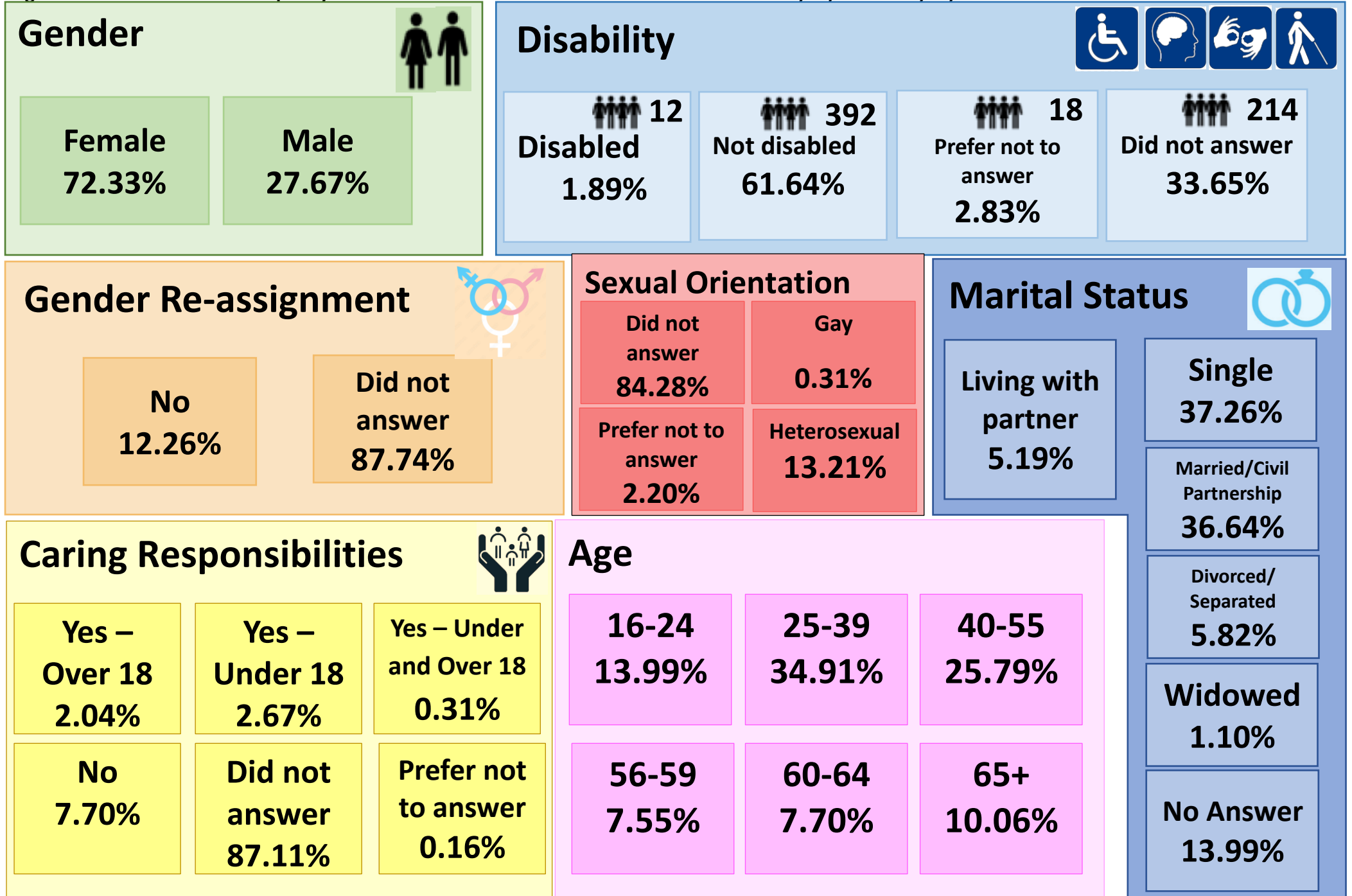
The reason/(s) for this reluctance to disclose needs to be better understood if the Council is to be considered an employer of choice. Further consideration of this will be carried out during the period of the Equality Plan 2021 – 2025.

As for previous years, for those employees who are pregnant or on maternity leave their roles are risk assessed to determine any potential negative health impacts and they are, in line with statute and best practice, given special leave to attend appointments associated with their pregnancy. During maternity leave they are again, in line with statute, offered the opportunity and actively encouraged to take part in 'keep in touch days'. Employees on maternity leave are also communicated with on a regular basis in terms of keeping them up to date with any changes.

There is much emphasis on the importance to foster good relations in order that when an employee returns to work after a period of maternity leave the transition back to work is one where the employee feels fully integrated as soon as possible. Many of those returning from maternity leave apply for and are granted more part time and/or flexible working opportunities.

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Figure 3: Midlothian Council Equality Data Leavers in Period – based on 636 Leavers from 01/04/2022 – 31/03/2023



1.4 Leavers Profile Analysis

Data/information for leavers has been collected and analysed since 2016/17. The following provides an update with regard to equality data analysis relating to leavers for the period 01/04/2022-31/03/2023. An overview across most of the equality data areas as at 31 March 2023 for leavers is shown in Figure 3 above.

Age Profile

In 2022/23 as in the previous four years, around one third of leavers from the Council were in the age bracket 25 – 39.

Gender

The leavers profile corresponds to the staying working profile at around a 70/30 female/male split.

Disability

With just less than 2 percent of leavers declaring information on disability when leaving, the Council needs to understand why there is such a reluctance to acknowledge disability by the leaving workforce.

Sexual Orientation

With just under 87% of leavers not answering the sexual orientation question, the Council needs to investigate any potential negative undercurrents that may be causing a reluctance to disclose.

Gender Re-assignment

As with previous characteristics, investigation needs to take place as to why approximately 87% of the leaving workforce do not wish to answer a question regarding gender re-assignment.

Marriage & Civil Partnership

Again, as with previous characteristics, investigation needs to take place as to why around 14% of the leaving workforce do not wish to divulge their marital status.

Race

Ethnic Origin	Number	Percentage
African (inc Scottish/British)	*	*
Asian British	*	*
Asian Chinese (inc Scottish/British)	*	*
Asian Indian (inc Scottish/British)	*	*
Asian Other (inc Scottish/British)	*	*
Black (inc Scottish/British)	*	*
Did Not Answer	189	29.72
Mixed – any other mixed background	*	*

Ethnic Origin	Number	Percentage
Prefer not to answer	8	1.26
White Irish	9	1.42
White Other	22	3.46
White Other British	44	6.92
White Scottish	350	55.03
Total	636	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

As in previous years well over 50% of workforce leavers answered a question about ethnic origin. This is positive and needs to be built on in succeeding years.

Nationality

Nationality	Number	Percentage
British	206	32.39
Did Not Answer	155	24.37
English	*	*
Irish	*	*
Northern Irish	*	*
Prefer not to answer	*	*
Romanian	*	*
Scottish	262	41.19
Total	636	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

The Council needs to understand why about a quarter of leavers either did not answer or preferred not to answer the nationality question.

Religion, Faith or Belief

Religion or Belief	Number	Percentage
Christian (I attend different types of churches)	*	*
Church of Scotland	31	4.87
Did Not Answer	529	83.18
Hindu	*	*
None	51	8.02
Other Christian	6	0.94
Other Religion or Belief	*	*
Prefer not to answer	9	1.42
Roman Catholic	7	1.10
Total	636	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Caring Responsibilities

With just over 87% of leavers not answering the caring responsibilities question, the Council needs to investigate why this is the case.

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Figure 4: Midlothian Council Equality Data (Recruitment) All Applicants Period – based on 9386 Employees from 01/04/2022 – 31/03/2023

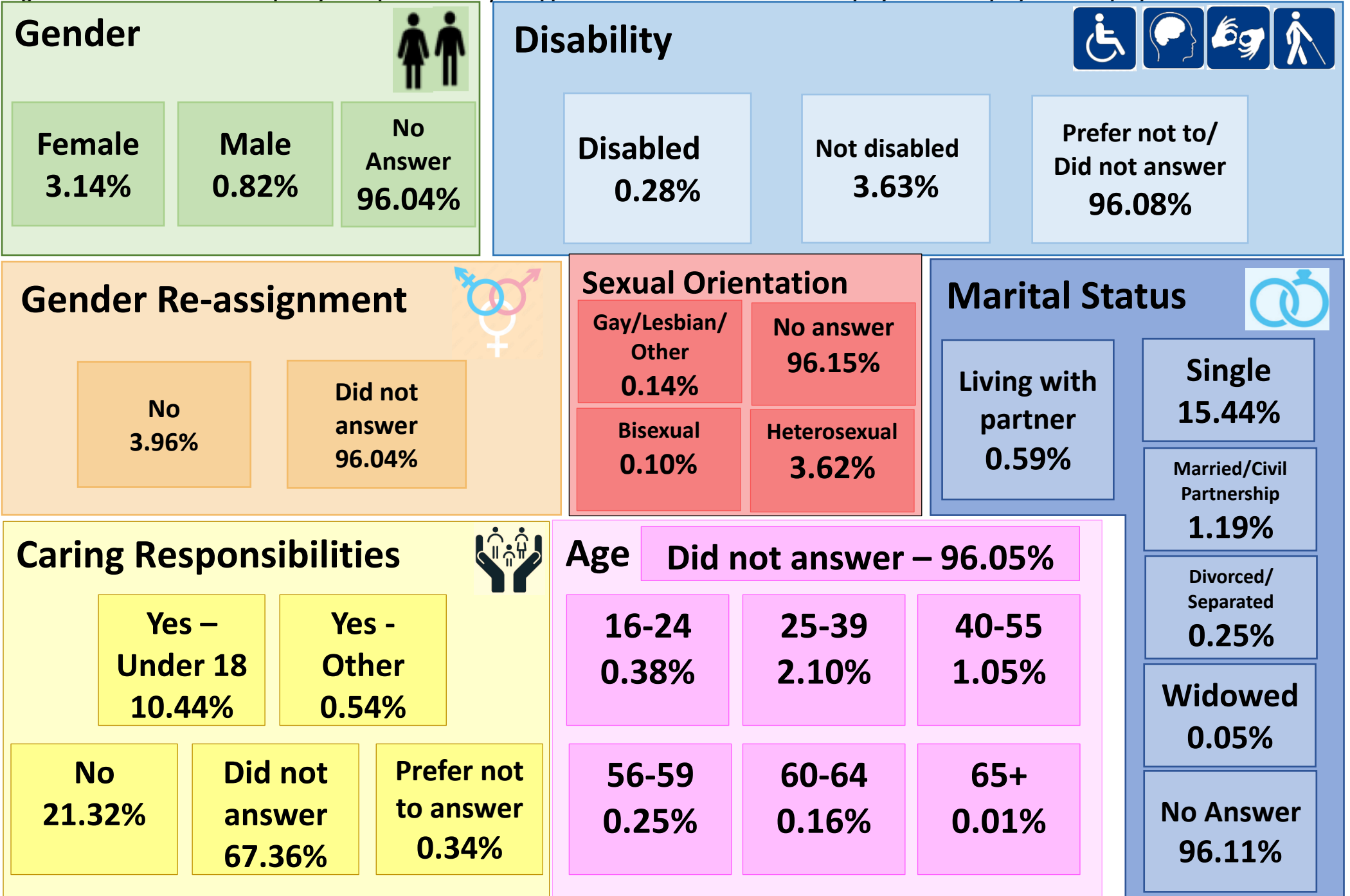
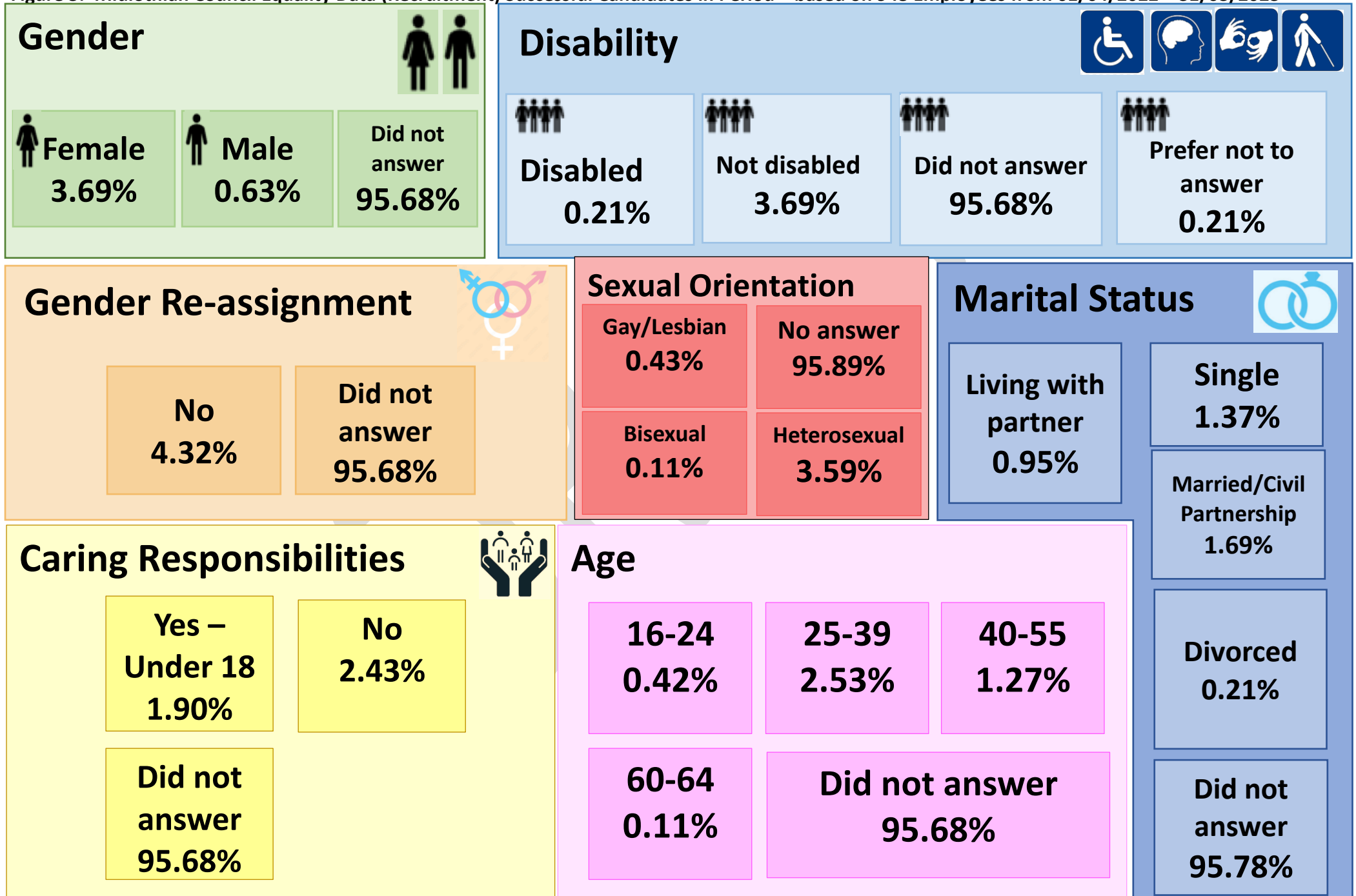


Figure 5: Midlothian Council Equality Data (Recruitment) Successful Candidates in Period – based on 948 Employees from 01/04/2022 – 31/03/2023



1.5 Recruitment Profile Analysis:

Age Profile

Age Band	Number	Percentage
16-24	36	0.38
25-39	197	2.10
40-55	99	1.05
56-59	23	0.25
60-64	15	0.16
65+	*	*
Did Not Answer	9015	96.05
Total	9386	100.00

Successful Candidates	Number	Percentage
16-24	4	0.42
25-39	24	2.53
40-55	12	1.27
60-64	*	*
Did Not Answer	907	95.68
Total	948	100.00

It is interesting to note that within the age range 25 -39 there is a greater percentage of applicants and successful candidates providing age data. However, those not answering the question remains far too high at over two thirds of applicants and successful candidates.

Disability

Job Applicants	Number	Percentage
Learning disability	10	0.11
Longstanding illness	*	*
Mental health condition	*	*
Sensory impairment - Visual	*	*
Sensory impairment - Hearing	*	*
Did Not Answer	9014	96.04
No	341	3.63
Prefer not to answer	*	*
Yes	*	*
Total	9386	100.00

Successful Candidates	Number	Percentage
Learning disability	*	*
Did Not Answer	907	95.68
No	35	3.69
Prefer not to answer	*	*

Successful Candidates	Number	Percentage
Yes	*	*
Total	948	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

In both applicants and successful candidates the number not answering the disability question remains too high. Investigations as to why this is needs to be undertaken within the period of the Midlothian Equality Plan 2021 – 2025.

Gender Re-assignment

Job Applicants	Number	Percentage
Did Not Answer	9014	96.04
No	372	3.96
Total	9386	100.00

Successful Candidates	Number	Percentage
Did Not Answer	907	95.68
No	41	4.32
Total	948	100.00

Marriage & Civil Partnership

Job Applicants	Number	Percentage
Did Not Answer	9015	96.05
Divorced	17	0.18
Living with partner	55	0.59
Married/Civil Partnership	112	1.19
Prefer not to answer	6	0.06
Separated	7	0.07
Single	169	1.80
Widowed	*	*
Total	9386	100.00

Successful Candidates	Number	Percentage
Did not answer	526	76.34
Divorced	908	95.78
Living with partner	*	*
Married/Civil Partnership	9	0.95
Single	16	1.69
Total	948	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

The number of applicants and successful candidates not answering remains far too high. This requires investigation.

Race

Job Applicants	Number	Percentage
African - Other	*	*
Any Mixed or Multiple	*	*
Asian - Chinese (Inc. Scottish/British)	*	*
Asian - Indian (Inc. Scottish/British)	*	*
Asian - Pakistani (Inc. Scottish/British)	*	*
Black - (Inc. Scottish/British)	*	*
Caribbean – (Inc. Scottish/British)	*	*
Did Not Answer	9015	96.05
Lithuanian	*	*
Mixed Other	*	*
White - Eastern European (e.g. Polish)	*	*
White - Irish	*	*
White - Other British	25	0.27
White - Other white ethnic group	16	0.17
White - Polish	*	*
White - Scottish	295	3.14
White South African (British ancestry)	*	*
White Spanish	*	*
Total	9386	100.00

Successful Candidates	Number	Percentage
Did Not Answer	907	95.68
Mixed Other	*	*
White - Other British	*	*
White - Polish	*	*
White - Scottish	35	3.69
Total	948	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Nationality

Job Applicants	Number	Percentage
American	*	*
Brazilian	*	*
British	50	0.53
Bulgarian	*	*

Job Applicants	Number	Percentage
Catalan	*	*
Did Not Answer	9018	96.08
English	9	0.10
European	*	*
Greek	*	*
Greek Cypriot (EU)	*	*
Hungarian	*	*
Italian	*	*
Lithuanian	*	*
Luxembourgish	*	*
Northern Irish	*	*
Polish	*	*
Prefer not to answer	*	*
Scottish	274	2.92
South African	*	*
Spanish	6	0.06
Welsh	*	*
Total	9386	100.00

Successful Candidate	Number	Percentage
British	*	*
Did Not Answer	907	95.68
English	*	*
Polish	*	*
Scottish	33	3.48
Total	948	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Religion, Faith or Belief

Job Applicants	Number	Percentage
Church of Scotland	50	0.53
Church of Wales	*	*
Did Not Answer	9015	96.05
Greek Orthodox	*	*
Hindu	*	*
Humanist	*	*
Muslim	*	*
None	242	2.58
Other Christian	27	0.29
Other Religion or Belief	*	*

Job Applicants	Number	Percentage
Prefer not to answer	7	0.07
Roman Catholic	28	0.30
Sikh	*	*
Total	9386	100.00

Successful Candidates	Number	Percentage
Church of Scotland	*	*
Did Not Answer	907	95.68
Humanist	*	*
None	30	3.16
Other Christian	*	*
Other Religion or Belief	*	*
Roman Catholic	*	*
Total	948	100.00

*Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Sex

Job Applicants	Number	Percentage
Did Not Answer	9014	96.04
Female	295	3.14
Male	77	0.82
Total	9386	100.00

Successful Candidates	Number	Percentage
Did Not Answer	907	95.68
Female	35	3.69
Male	6	0.63
Total	948	100.00

Traditionally and in round terms the organisation attracts and recruits on a 70% female, 30% male basis which is in sync with the standing workforce. This year in round terms we cannot comment as so many candidates/recruits have not answered the question. The reason for this lack of disclosure should be investigated.

Sexual Orientation

Job Applicants	Number	Percentage
Bisexual	9	0.10
Did Not Answer	9015	96.05
Gay	8	0.09

Job Applicants	Number	Percentage
Heterosexual/Straight	340	3.62
Lesbian	*	*
Other	*	*
Prefer not to answer	9	0.10
Total	9386	100.00

Successful Candidates	Number	Percentage
Bisexual	*	*
Did Not Answer	907	95.68
Gay	*	*
Heterosexual/Straight	34	3.59
Lesbian	*	*
Prefer not to answer	*	*
Total	948	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Caring Responsibilities

Do you have caring responsibilities?	Number	Percentage
Did Not Answer	9019	96.09
No	231	2.46
Prefer not to answer	*	*
Yes (Children under 18)	132	1.41
Yes, other	*	*
Total	9386	100.00

Successful Candidates	Number	Percentage
Did Not Answer	907	95.68
No	23	2.43
Yes (Children under 18)	18	1.90
Total	948	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

The organisation still needs to understand why there is a reluctance to answer this question. Work to understand why will be undertaken during the period of Midlothian Equality Plan 2021 – 2025.

1.6 Training Profile Analysis

The Council continues to use different approaches to training such as one-to-one, group coaching sessions and leadership management courses for identified learning needs. This move away from a one size fits all classroom training approach continues to facilitate inclusion for all employees irrespective of protected characteristic. E-Learning via the Council's LearnPro platform is also a regularly used option for training and covers a range of topics.

It should however be noted that during the pandemic and recovery period training has been carried out on-line via MS Teams and this continues to be an approach used though face to face training has also been re-introduced.

1.7 Conclusion

The Council remains fully committed to the ethos of the Equality Act 2010 and is determined to provide employees with a workplace of choice that is fit-plus for the 21st century.

Gathering data and information for this analysis has continued to highlight a number of areas for the Council to focus on in the years ahead. The main points of note are:

- The age profile of the Council (largest age band 40 – 55 standing workforce) continues to represent challenges to workforce planning within the organisation.
- Work needs to be done to ensure that the Council is a positive workplace for lesbian, gay, bi-sexual and transgender (LGBT) employees and new recruits.
- Engagement with employees in relation to equal opportunities is an important means of giving the Council a more qualitative insight into the issues concerning employees, and allows the Council to take these on board when reviewing and developing new policies. The Council needs to encourage employees to feel confident about declaring their disability, sexual orientation or information about other protected characteristics.
- The Council needs to further develop its reputation as a modern, inclusive and welcoming workplace both for existing employees and for new recruits.
- The Council needs to continue to develop the data and information it gathers on existing employees, leavers, and potential new recruits in order to be a modern employer of choice.

2.0 Gender Pay Gap

2.1 The gender pay gap between average hourly rate of pay for male and female - all council employees as at 31/03/2023 is 2.86%, (increasing from 2.52% on 31/3/22). The council's current pay gap is lower than the average rate for Scottish Local Authorities (3.54%) as reported in the 2021/22 Local Government Benchmarking Framework.

2.2 Table 1 shows the data and formula used to calculate the 2.86% gender pay gap:

Table 1

2022/2023			
Sex	Pay Group	Average Hourly Rate	Formula Description
Female	All	18.67	CORP3cii
Male	All	19.22	CORP3ci

Formula to apply: $100 - (\text{CORP3cii}/\text{CORP3ci} \times 100) = \text{Overall Gender Pay Gap} = 2.86\%$

2.3 For information, Table 2 provides details of the breakdown between Local Government (LG) Workers and Teachers average hourly rate:

Table 2

2022/2023		
Sex	Pay Group	Average Hourly Rate
Female	LG Workers	14.86
	Teacher	29.13
Male	LG Workers	16.15
	Teacher	29.88

3.0 Ethnicity Pay Gap

3.1 The ethnicity pay gap is the difference in average hourly pay between white employees and all other ethnic groups combined. We have used a similar approach to that we use to calculate the gender pay gap. We have not included the pay of employees who have not disclosed their ethnicity.

We firstly calculated the mean hourly pay rate for non-white employees and the mean hourly pay rate for white employees and then used the following formula to calculate the mean pay gap.

$$\frac{A-B}{A} \times 100$$

A = mean hourly rate of pay of non-white employees
B = mean hourly rate of pay of white employees

Table 1

2022/2023		
Ethnicity	Sex	Average Hourly Rate
Non-white	Female	18.42
	Male	21.19
Total		19.05
White	Female	18.54
	Male	19.16
Total		18.69

The ethnicity pay gap was 1.89% as at 31st March 2023.

“Ethnicity” is where we see a significant use of the “Did not or Prefer not to answer” option in responses. As of 31/03/23 around 38% of employees did not provide ethnicity information and therefore were not included in the ethnicity pay gap calculation. We must therefore be careful about drawing conclusions from a limited data set. We will continue to encourage employees to disclose this information.

4.0 Disability Pay Gap

- 4.1 The disability pay gap is the difference in average hourly pay between people who are disabled and those who are not. We have used a similar approach to that we used to calculate the gender pay gap. However, we did not include the pay of staff employees who had not disclosed whether they had a disability or not.

By adding all individual employees’ hourly rate of pay and dividing by the total number of employees, we calculated the mean hourly pay rate for disabled employees and the mean hourly pay rate for non-disabled employees and then used the following formula to calculate the mean pay gap:

$$\frac{A-B}{A} \times 100$$

A = mean hourly rate of pay of disabled employees
B = mean hourly rate of pay of non-disabled employees

Table 1

2022/2023		
Disability	Sex	Average Hourly Rate
Yes	Female	19.10
	Male	17.70
Total		18.59
No	Female	18.46
	Male	19.59
Total		18.72

The disability pay gap was -0.70% as at 31st March 2023.

“Disability” is another protected characteristic where we see a significant use of the “Did not or Prefer not to answer” option in responses. As of 31/03/23 over 40% of employees did not provide disability information and therefore were not included in the disability pay gap calculation. We must therefore be careful about drawing conclusions from a limited data set. We will continue to encourage employees to disclose this information.

From anecdotal evidence, it is likely that the number of our employees with a disability is far higher than the number who have disclosed a disability. We must therefore be careful about drawing conclusions from a restricted data set. We will continue to encourage employees to disclose this information.

5.0 Equal Pay Statement

5.1 Equal Pay Statement

Midlothian Council believes in equal opportunities in employment and is committed to the fundamental principle that procedures to determine the pay and conditions of employment of all our employees do not discriminate unlawfully and aims to eliminate any sex bias or any form of discrimination. The Council recognises that in order to achieve equitable pay it should operate a pay system which is transparent and based on objective criteria.

The Council believes that pay is one of the key factors affecting motivation and relationships at work and therefore considers it important to develop pay arrangements that reward employees fairly. The Council will work with Trade Unions to develop fair and non-discriminatory pay and progression systems which are understood and accepted by employees and by the managers who operate the system. All aspects of the pay package will be reviewed and monitored regularly to ensure it delivers equal pay. Any pay inequalities which cannot be justified will as far as is possible be eliminated.

The Council will aim to:

- Continue to use objective, justifiable and proportionate job-related information and an analytical job evaluation scheme to determine the salaries of jobs and the Council’s salary structures.
- Monitor existing and future pay practices and the impact or potential impact on men and women.

- Assess and review the findings of monitoring activities and take action where necessary.
- Provide development and guidance for managers and others directly involved in decisions about pay and benefits.
- Continue to work with the recognised Trade Unions on equal pay and equalities in employment.
- Inform employees of how our pay practices work and how their own pay is determined.
- Respond promptly and investigate where necessary grievances on equal pay.

6.0 Occupational Segregation

6.1 Horizontal and Vertical gender segregation.

Historically, women and men tend to be clustered into different occupations and sectors. There are many contributory factors to this segregation including stereotyping about men and women's capabilities and skills; the culture associated with different types of work; and access to training courses and apprenticeships.

Although job segregation can restrict choices for men and women, the jobs which are most likely to be done by women are also those that are associated with lower pay, part time hours and limited possibilities for progression. These are sometimes referred to as the '5 Cs' - cleaning, catering, cashiering, clerical work and caring.

Horizontal Segregation - Gender By Directorate & Service Area (Headcount)

Directorate	Service	Female	Male	Total
Chief Executives Office	Internal Audit	2	3	5
	Policy & Scrutiny	5		5
	Midlothian Council Services	1		1
Chief Executives Office Total		8	3	11
People and Partnerships - Children, Young People and Partnerships	Children's Services, Partnerships and Communities	175	43	218
	Education	2740	532	3272
	People and Partnerships - Children, Young People and Partnerships	3	2	5
People and Partnerships - Children, Young People and Partnerships Total		2918	577	3495
People and Partnerships - Health and Social Care and IJB	Adult Health and Social Care	499	424	923

Directorate	Service	Female	Male	Total
	People and Partnerships - Health and Social Care and IJB	1		1
	Primary Care and Older People	682	86	768
People and Partnerships - Health and Social Care and IJB Total		1182	510	1692
Place Directorate	Corporate Solutions	312	111	423
	Members Support Services	4		4
	Place	727	580	1307
	Place Directorate	2	1	3
Place Directorate Total		1045	692	1737
Grand Total		5153	1782	6935

Horizontal Segregation - Ethnicity By Directorate & Service Area (Headcount)

Directorate	Service	BME	No Answer	White	Total
Chief Executives Office	Internal Audit	1	1	3	5
	Policy & Scrutiny			5	5
	Midlothian Council Services			1	1
Chief Executives Office Total		1	1	9	11
People and Partnerships - Children, Young People and Partnerships	Children's Services, Partnerships and Communities		52	166	218
	Education	66	1289	1917	3272
	People and Partnerships - Children, Young People and Partnerships			5	5
People and Partnerships - Children, Young People and Partnerships Total		66	1341	2088	3495
People and Partnerships - Health and Social Care and IJB	Adult Health and Social Care	9	333	581	923
	People and Partnerships - Health and Social Care and IJB			1	1
	Primary Care and Older People	14	306	448	768
People and Partnerships - Health and Social Care and IJB Total		23	639	449	1692
Place Directorate	Corporate Solutions	6	121	296	423
	Members Support Services			4	4

Directorate	Service	BME	No Answer	White	Total
	Place	5	587	715	1307
	Place Directorate	1		2	3
Place Directorate Total		12	708	1017	1737
Grand Total		102	2689	4144	6935

Horizontal Segregation - Disability By Directorate & Service Area (Headcount)

Directorate	Service	No Answer	No	Yes	Total
Chief Executives Office	Internal Audit	2	3		5
	Policy & Scrutiny		4	1	5
	Midlothian Council Services		1		1
Chief Executives Office Total		2	8	1	11
People and Partnerships - Children, Young People and Partnerships	Children's Services, Partnerships and Communities	70	142	6	218
	Education	1455	1782	35	3272
	People and Partnerships - Children, Young People and Partnerships	1	4		5
People and Partnerships - Children, Young People and Partnerships Total		1526	1928	41	3495
People and Partnerships - Health and Social Care and IJB	Adult Health and Social Care	439	475	9	923
	People and Partnerships - Health and Social Care and IJB		1		1
	Primary Care and Older People	316	443	9	768
People and Partnerships - Health and Social Care and IJB Total		755	919	18	1692
Place Directorate	Corporate Solutions	136	279	8	423
	Members Support Services		4		4
	Place	617	675	15	1307
	Place Directorate		3		3
Place Directorate Total		753	961	23	1737
Grand Total		3036	3816	83	6935

Vertical segregation allows for analysis of protected groups clustered in jobs that have been rated as equivalent. Jobs are rated as equivalent when they have been assigned the same grade following job evaluation. The Council operates a robust job evaluation process for Local Government Employees using the agreed Scottish Joint Council Job Evaluation Scheme and SNCT Job Sizing for Teaching Professionals with all other grades agreed and set nationally for local application.

Vertical Segregation - Gender By Grade (Headcount)

Grade	Female	%	Male	%	Total	%
Advisers	9	0.13	1	0.01	10	0.14
Chartered Teacher	8	0.12	5	0.07	13	0.19
Chief Officials	4	0.06	3	0.04	7	0.10
Grade 1	681	9.82	103	1.49	784	11.30
Grade 10	14	0.20	19	0.27	33	0.48
Grade 11	13	0.19	10	0.14	23	0.33
Grade 12	10	0.14	6	0.09	16	0.23
Grade 13	6	0.09	6	0.09	12	0.17
Grade 14	1	0.01	1	0.01	2	0.03
Grade 2	458	6.60	369	5.32	827	11.93
Grade 3	938	13.53	143	2.06	1081	15.59
Grade 4	518	7.47	144	2.08	662	9.55
Grade 5	677	9.76	329	4.74	1006	14.51
Grade 6	116	1.67	81	1.17	197	2.84
Grade 7	218	3.14	85	1.23	303	4.37
Grade 8	193	2.78	93	1.34	286	4.12
Grade 9	51	0.74	39	0.56	90	1.30
Job Sized Teachers	101	1.46	23	0.33	124	1.79
Main Grade Teachers	890	12.83	235	3.39	1125	16.22
Music Instructors	19	0.27	15	0.22	34	0.49
Principal Teachers	169	2.44	61	0.88	230	3.32
Psychologist	11	0.16		0.00	11	0.16
Trainee Teachers	48	0.69	11	0.16	59	0.85
Grand Total	5153	74.30	1782	25.70	6935	100

Vertical Segregation - Ethnicity By Grade (Headcount)

Grade	BME	%	No Answer	%	White	%	Total	%
Advisers		0.00	2	0.03	8	0.12	10	0.14
Chartered Teacher		0.00	8	0.12	5	0.07	13	0.19
Chief Officials		0.00	1	0.01	6	0.09	7	0.10
Grade 1	7	0.10	309	4.46	468	6.75	784	11.30
Grade 10		0.00	10	0.14	23	0.33	33	0.48
Grade 11	1	0.01	7	0.10	15	0.22	23	0.33
Grade 12		0.00	2	0.03	14	0.20	16	0.23
Grade 13		0.00	7	0.10	5	0.07	12	0.17
Grade 14		0.00		0.00	2	0.03	2	0.03

Grade	BME	%	No Answer	%	White	%	Total	%
Grade 2	6	0.09	319	4.60	502	7.24	827	11.93
Grade 3	23	0.33	419	6.04	639	9.21	1081	15.59
Grade 4	11	0.16	256	3.69	395	5.70	662	9.55
Grade 5	11	0.16	387	5.58	608	8.77	1006	14.51
Grade 6	2	0.03	86	1.24	109	1.57	197	2.84
Grade 7		0.00	99	1.43	204	2.94	303	4.37
Grade 8	9	0.13	92	1.33	185	2.67	286	4.12
Grade 9		0.00	28	0.40	62	0.89	90	1.30
Job Sized Teachers		0.00	54	0.78	70	1.01	124	1.79
Main Grade Teachers	29	0.42	449	6.47	647	9.33	1125	16.22
Music Instructors		0.00	20	0.29	14	0.20	34	0.49
Principal Teachers	2	0.03	120	1.73	108	1.56	230	3.32
Psychologist		0.00	2	0.03	9	0.13	11	0.16
Trainee Teachers	1	0.01	12	0.17	46	0.66	59	0.85
Grand Total	102	1.47	2689	38.77	4144	59.75	6935	100.00

Vertical Segregation - Disability By Grade (Headcount)

Grade	No Answer	%	No	%	Yes	%	Total	%
Advisers	3	0.04	7	0.10		0.00	10	0.14
Chartered Teacher	7	0.10	5	0.07	1	0.01	13	0.19
Chief Officials		0.00	7	0.10		0.00	7	0.10
Grade 1	324	4.67	455	6.56	5	0.07	784	11.30
Grade 10	11	0.16	22	0.32		0.00	33	0.48
Grade 11	7	0.10	16	0.23		0.00	23	0.33
Grade 12	3	0.04	13	0.19		0.00	16	0.23
Grade 13	7	0.10	5	0.07		0.00	12	0.17
Grade 14		0.00	2	0.03		0.00	2	0.03
Grade 2	401	5.78	413	5.96	13	0.19	827	11.93
Grade 3	470	6.78	597	8.61	14	0.20	1081	15.59
Grade 4	293	4.22	364	5.25	5	0.07	662	9.55
Grade 5	450	6.49	550	7.93	6	0.09	1006	14.51
Grade 6	90	1.30	104	1.50	3	0.04	197	2.84
Grade 7	126	1.82	167	2.41	10	0.14	303	4.37
Grade 8	98	1.41	183	2.64	5	0.07	286	4.12
Grade 9	27	0.39	61	0.88	2	0.03	90	1.30
Job Sized Teachers	61	0.88	62	0.89	1	0.01	124	1.79
Main Grade Teachers	489	7.05	620	8.94	16	0.23	1125	16.22
Music Instructors	22	0.32	12	0.17		0.00	34	0.49
Principal Teachers	137	1.98	91	1.31	2	0.03	230	3.32
Psychologist	2	0.03	9	0.13		0.00	11	0.16
Trainee Teachers	8	0.12	51	0.74		0.00	59	0.85

Grade	No Answer	%	No	%	Yes	%	Total	%
Grand Total	3036	43.78	3816	55.03	83	1.20	6935	100.00

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Appendix 1

Data Tables @31/03/17 through to @31/03/23

SEX	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22	@31/03/23
Female %	71.78	70.53	71.84	72.18	73.04	72.59	72.89
Male %	28.22	29.47	28.16	27.82	26.96	27.41	27.11
Grand Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00

AGE BANDS	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22	@31/03/23
16-24 %	9.22	9.44	8.21	8.23	7.05	8.63	8.63
25-39 %	27.86	27.16	27.39	28.12	29.21	28.97	29.72
40-55 %	40.36	40.07	39.84	38.59	37.99	36.86	35.76
56-59 %	9.07	8.97	9.40	9.77	10.01	9.75	9.72
60-64 %	6.75	7.53	7.97	7.73	8.00	8.04	8.25
65+ %	6.73	6.83	7.18	7.56	7.73	7.75	7.93
Grand Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00

SEXUAL ORIENTATION	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22	@31/03/23
Bisexual %	0.07	0.07	0.04	0.04	0.04	0.07	0.10
Did Not Answer %	78.00	78.77	80.87	81.03	78.73	80.02	81.62
Gay %	0.14	0.16	0.17	0.15	0.21	0.23	0.23
Heterosexual/Straight %	17.32	16.83	16.22	15.37	16.55	15.27	13.94
Lesbian %	0.07	0.07	0.07	0.07	0.09	0.09	0.09
Prefer not to answer %	4.39	4.10	2.63	3.35	4.38	4.32	4.03
Grand Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00

DISABILITY TYPE	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22	@31/03/23
Did Not Answer %	53.37	49.79	48.27	47.09	45.31	42.49	41.90
No %	42.38	46.20	47.75	49.02	50.31	53.05	53.64
Prefer not to answer %	2.96	2.73	2.84	2.85	3.01	3.22	3.18

Yes - Learning Disability %	0.23	0.19	0.13	0.13	0.21	0.16	0.21
Yes - Longstanding Illness %	0.36	0.37	0.34	0.28	0.28	0.31	0.31
Yes - Mental Health Condition %	0.18	0.14	0.15	0.15	0.25	0.25	0.23
Yes - Other, such as disfigurement %	0.07	0.09	0.11	0.13	0.21	0.14	0.24
Yes - Physical Impairment %	0.30	0.35	0.24	0.18	0.23	0.22	0.17
Yes - Sensory Impairment %	0.14	0.14	0.17	0.17	0.19	0.16	0.12
Grand Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00

GENDER RE-ASSIGNMENT	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22	@31/03/23
Did Not Answer %	83.09	83.73	84.38	85.54	84.08	85.29	86.48
No %	16.49	15.88	15.23	14.11	15.55	14.39	13.23
Prefer not to answer %	0.39	0.37	0.37	0.33	0.36	0.31	0.26
Yes %	0.04	0.02	0.02	0.02	0.02	0.02	0.03
Grand Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00

MARITAL STATUS	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22	@31/03/23
Did Not Answer %	16.02	15.25	14.70	14.43	13.48	13.67	13.44
Divorced/Separated %	3.59	4.19	4.11	4.21	4.27	4.53	4.62
Living with partner %	3.52	3.78	4.03	4.18	4.45	4.42	4.24

Married/Civil Partnership %	48.08	47.30	48.42	47.29	47.07	44.63	44.51
Prefer not to answer %	6.82	6.04	5.60	5.56	5.61	5.34	5.10
Single %	20.99	22.40	22.13	23.33	24.13	26.38	27.08
Widowed %	0.98	1.03	1.01	0.99	0.99	1.02	1.02
Grand Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00

ETHNIC ORIGIN	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22	@31/03/23
African (inc Scottish/British) %	0.05	0.04	0.06	0.07	0.08	0.07	0.09
African Other %	0.07	0.07	0.07	0.11	0.13	0.11	0.10
Any other Asian background %	-	0.02	-	-	-	-	-
Any other White background %	0.02	0.04	-	-	-	-	-
Asian Bangladeshi (inc Scottish/British) %	0.02	0.02	0.02	-	-	-	0.02
Arab (inc Scottish/British) %	-	-	-	-	-	0.02	0.03
Asian British %	0.05	0.05	0.07	0.07	0.06	0.07	0.12
Asian Chinese (inc Scottish/British) %	0.02	0.02	0.02	0.07	0.13	0.20	0.17
Asian Indian (inc Scottish/British) %	0.05	0.04	0.06	0.06	0.04	0.07	0.03
Asian Other (inc Scottish/British) %	0.04	0.05	0.09	0.11	0.09	0.11	0.07
Asian Pakistani (inc Scottish/British) %	0.11	0.12	0.15	0.17	0.19	0.23	0.23
Bangladeshi %	0.02	0.02	-	-	-	-	-

ETHNIC ORIGIN	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22	@31/03/23
Black (inc Scottish/British) %	0.04	0.09	0.09	0.11	0.08	0.07	0.16
Caribbean or Black (other) %	0.02	0.02	0.02	0.02	0.02	0.02	0.02
Did Not Answer %	52.10	48.06	47.42	45.51	43.85	40.89	38.41
Ethnicity, if Other please specify %	0.02	0.02	0.02	0.04	0.04	0.02	0.03
Irish %	0.02	0.02	-	-	-	-	-
Mixed - any other mixed background %	0.25	0.28	0.22	0.20	0.19	0.23	0.33
Pakistani %	0.02	0.02	-	-	-	-	-
Prefer not to answer %	0.66	0.54	0.63	0.92	1.16	1.31	1.27
White - Eastern European (eg Polish) %	0.13	0.11	0.09	0.15	0.17	0.16	0.23
White and Asian %	-	0.02	-	-	-	-	-
White and Black African %	0.04	0.05	-	-	-	-	-
White and Black Caribbean %	0.02	0.02	-	-	-	-	-
White Gypsy/Traveller %	0.02	0.02	0.02	0.02	-	-	-
White Irish %	0.57	0.67	0.65	0.66	0.74	0.72	0.89
White Other %	1.41	1.56	1.62	1.80	1.88	2.10	2.34
White Other British %	4.29	4.68	4.80	5.30	5.23	5.36	5.5
White Scottish %	39.97	43.38	43.87	44.61	45.93	48.23	49.96
Grand Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00

NATIONALITY	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22	@31/03/23
American %	-	-	-	-	-	0.11	-
Australian %	-	-	-	-	-	0.02	-

NATIONALITY	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22	@31/03/23
-Belarussian %	-	-	-	-	-	0.02	-
Brazilian %	-	-	-	-	-	0.05	-
British %	23.13	25.41	27.04	27.57	28.19	28.11	30.05
British – Hungarian %	-	-	-	-	-	0.05	-
British & Swedish %	-	-	-	-	-	0.05	-
Bulgarian %	-	-	-	-	-	0.09	-
Canadian %	-	-	-	-	-	0.05	-
Chinese %	-	-	-	-	-	0.05	-
Cypriot %	-	-	-	-	-	0.05	-
Did Not Answer %	44.97	40.60	38.53	36.84	34.62	32.85	29.11
English %	0.54	0.54	0.49	0.44	0.40	0.31	0.33
European %	-	-	-	-	-	0.02	-
German %	-	-	-	-	-	0.05	-
Ghanaian %	-	-	-	-	-	0.07	-
Irish %	-	-	-	-	-	0.20	-
Italian %	-	-	-	-	-	0.07	-
Lithuanian %	-	-	-	-	-	0.05	-
Macedonian %	-	-	-	-	-	0.05	-
Maltese %	-	-	-	-	-	0.05	-
Nepali %	-	-	-	-	-	0.05	-
New Zealand %	-	-	-	-	-	0.05	-
Nigerian %	-	-	-	-	-	0.05	-
Northern Irish %	0.27	0.32	0.37	0.33	0.40	0.52	0.61
Other, please specify							2.92
Portugese %	-	-	-	-	-	0.05	-
Portuguese %	-	-	-	-	-	0.02	0.03
Other, please specify %	1.84	2.00	2.07	2.41	2.54	-	-
Prefer not to answer %	0.55	0.47	0.50	0.66	0.72	0.72	0.69

NATIONALITY	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22	@31/03/23
Republic of Ireland %	-	-	-	-	-	0.05	-
Romanian %	-	-	-	-	-	0.11	-
Scottish %	28.65	30.61	30.96	31.71	33.06	35.23	36.19
Spanish %	-	-	-	-	-	0.16	-
Swedish %	-	-	-	-	-	0.05	-
Welsh %	0.05	0.05	0.04	0.04	0.08	0.05	0.07
Grand Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00

RELIGION	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22	@31/03/23
Agnostic	-	-	-	-	-	-	0.02
Atheist %	-	-	-	-	0.06	0.05	0.05
Buddhist %	0.13	0.14	0.15	0.17	0.13	0.09	0.09
Christian %	-	-	-	-	0.02	0.02	-
Church of England%	-	-	-	-	0.02	0.02	0.02
Church of Scotland %	6.98	6.55	6.25	5.69	5.78	5	4.44
Did Not Answer %	79.32	79.75	81.15	80.71	78.60	79.70	81.08
Hindu %	0.02	0.02	0.04	0.04	0.06	0.05	0.02
Humanist %	-	-	-	-	0.02	0.02	0.02
Jewish %	-	-	-	-	-	0.02	0.02
Muslim %	0.11	0.11	0.11	0.07	0.08	0.07	0.09
No religious views %						0.02	0.02
None %	7.29	7.50	7.33	8.50	9.76	9.53	9.03
Other Christian %	1.13	1.14	1.10	0.99	1.08	0.94	0.89
Other Religion or Belief %	0.13	0.14	0.15	0.13	0.11	0.09	0.10
Prefer not to answer %	2.80	2.54	1.59	1.77	2.31	2.59	2.46
Roman Catholic %	2.11	2.12	2.13	1.91	1.97	1.78	1.65
Sikh %	-	-	-	-	-	0.02	0.02

Grand Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00
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CARING RESPONSIBILITIES	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22	@31/03/23
Did Not Answer	82.62	83.19	83.80	84.95	83.53	84.89	86.11
No	10.36	9.89	9.27	8.30	9.10	8.33	7.50
Prefer not to answer	0.23	0.25	0.22	0.18	0.17	0.13	0.10
Yes - Over 18	1.55	1.63	1.60	1.56	1.86	1.73	1.60
Yes - Under 18	4.86	4.66	4.67	4.58	4.82	4.42	4.22
Yes - Under and Over 18	0.38	0.39	0.43	0.42	0.53	0.50	0.47
Grand Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00

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