

Comparisons

	Male	Female	Ethnicity % of BME employees (inc Irish & White & Other)	Disability % of employees declaring a disability	Sexual Orientation % of employees who are LGB	Religion or Belief % of employees disclosing a religion of belief
Stevenage Borough Council (excluding undisclosed)	45.07%	54.93%	12.75%	6.08%	1.41%	60.29%
Stevenage Borough Council (including undisclosed)			12.44%	5.98%	1.29%	53.47%
Welwyn and Hatfield	32.60%	67.40%	8.14%	3.30%	nk	nk
North Herts	34.00%	66.00%	13.00%	4.00%	1.00%	59.00%
Colchester	52.30%	47.70%	4.10%	0.90%	0.70%	28.30%

Census for Stevenage			16.88%	7.50%	nk	59.21%
Census for Hertfordshire			19.18%	nk	nk	66.24%
Census for England			20.25%	nk	1.50%	68.08%

Stevenage Borough Council - Detail

	Employees		Working Pattern		Sex		Ethnicity % of BME employees (inc Irish & White & Other)	Disability % of employees declaring a disability	Sexual Orientation % of employees who are LGB	Religion or Belief % of employees disclosing a religion of belief
	Headcount		FT	PT	Male	Female				
All staff (excluding undisclosed)	619		78.03%	21.97%	45.07%	54.93%	12.75%	6.08%	1.41%	60.29%
All staff (including undisclosed)							12.44%	5.98%	1.29%	53.47%
Top 5% earners	31	-	-	-	54.84%	45.16%	19.35%	0.00%	6.90%	62.96%

	Age					
	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and above
All staff	5.17%	17.93%	17.61%	29.56%	26.49%	3.23%
Top 5% earners	0.00%	12.90%	25.81%	35.48%	25.81%	0.00%

% breakdown of ethnic categories for all staff

Service	Asian or Asian British	Black or Black British	Mixed Ethnic Group	Other Ethnic Group	White British	White Other	undisclosed
All staff (excluding undisclosed)	2.98%	3.81%	2.15%	2.15%	87.25%	1.66%	
All staff (including undisclosed)	2.91%	3.71%	2.10%	2.10%	85.14%	1.62%	2.42%

% breakdown of religion categories for all staff

Service	Buddhist	Christian	Hindu	Jewish	Muslim	No religion	Other religion	Sikh	undisclosed
All staff (excluding undisclosed)	0.18%	55.74%	0.73%	0.00%	0.91%	39.71%	1.64%	1.09%	
All staff (including undisclosed)	0.16%	49.43%	0.65%	0.00%	0.81%	35.22%	1.45%	1.09%	11.31%

Leavers by protected characteristics

	Working Pattern		Sex		Ethnicity % of BME employees (inc Irish & White & Other)	Disability % of employees declaring a disability	Sexual Orientation % of employees who are LGB	Religion or Belief % of employees disclosing a religion of belief
	FT	PT	Male	Female				
All leavers	70	17	44	43	14.86%	8.06%	2.70%	62.69%

Starters by protected characteristics

	Working Pattern		Sex		Ethnicity % of BME employees (inc Irish & White & Other)	Disability % of employees declaring a disability	Sexual Orientation % of employees who are LGB	Religion or Belief % of employees disclosing a religion of belief
	FT	PT	Male	Female				
All starters	67	16	35	48	22.89%	4.94%	2.47%	58.90%

Percentage of staff who live in Stevenage is 55.32%