

# A Picture of Diversity


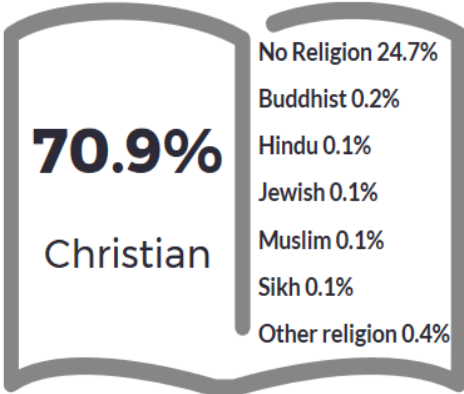



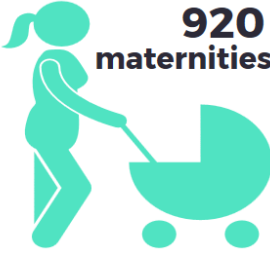


31 March 2018

		Understanding our data	How do we compare?
<b>Age</b>	<p>The average age of our employees is slightly lower than the average working age of Selby District.</p>	<p><b>Selby Council</b></p> <p><b>43.75</b> average employee <b>age</b></p> <p><b>267</b> employees</p>	<p><b>Selby District</b></p> <p><b>44.3</b> average working <b>age</b> in Selby (16-64)</p> <p><b>86,700</b> residents</p>
<b>Gender</b>	<p>We employ significantly more women than men, particularly in part time work – which is typical of local government.</p>	<p><b>Selby Council</b></p> <p>Full time: 39.3% Male, 60.7% Female Part time: 10.5% Male, 89.5% Female</p> <p><b>50%</b> of the top 5% earners are <b>female</b></p> <p>82 Males employed 185 Females employed</p> <p>69% F, 31% M</p>	<p><b>Selby District</b></p> <p>Full time: 62% Male, 38% Female Part time: 16% Male, 84% Female</p> <p>49% F, 51% M</p> <p>22,800 Males employed in Selby 21,800 Females employed in Selby</p>
<b>Race</b>	<p>We have a slightly lower BME percentage when compared to Selby District.</p>	<p><b>Selby Council</b></p> <p>BME 3%</p> <p>97% White British</p>	<p><b>Selby District</b></p> <p>Other white 2.9% Mixed 0.8% Asian 0.3% Black 0.3% Other 0.0%</p> <p>95.5% White British</p>

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	Understanding our data	How do we compare?
Religion and Belief	<p><b>Selby Council</b></p>  <p>This data is not currently captured about employees</p>	<p><b>Selby District</b></p>  <p><b>70.9%</b> Christian</p> <ul style="list-style-type: none"> <li>No Religion 24.7%</li> <li>Buddhist 0.2%</li> <li>Hindu 0.1%</li> <li>Jewish 0.1%</li> <li>Muslim 0.1%</li> <li>Sikh 0.1%</li> <li>Other religion 0.4%</li> </ul>
Disability	<p><b>Selby Council</b></p>  <p><b>5%</b> Employees</p> <p>declared a <b>disability</b></p> <p>disability confident</p>	<p><b>Selby District</b></p>  <p><b>16.5%</b> Residents</p> <p><b>13,678</b> people have long term health problems and/or a disability</p> <p>Long term health problem(s) and/or a <b>disability</b></p> <p>disability confident</p>
Pregnancy and Maternity	<p><b>In 2016...</b></p> <p><b>6</b> people took <b>paternity leave</b></p> <p><b>10</b> maternities</p>  <p><b>38.4</b> maternities per 1,000 female employees (aged 17-45)</p> <p><b>Selby Council</b></p> <p>(November 2017 data)</p>	<p><b>In 2015...</b></p> <p><b>62.1</b> maternities per 1,000 female Selby residents (aged 17-45)</p> <p><b>920</b> maternities</p>  <p><b>Selby District</b></p>

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		Understanding our data	How do we compare?
<b>Marriage &amp; Civil Partnership</b>	<p>Our profile for marriage and civil partnership is very similar to the Selby District.</p>	<p> <b>56%</b>  <b>Married/civil partnership</b>                      (November 2017 data)                 </p>	<p> <b>55.5%</b>  <b>Married/civil partnership</b> </p>
		<p><b>Selby Council</b></p>	<p><b>Selby District</b></p>

Sexual orientation data is not currently measured by Selby District Council. It was also not measured by the Office for National Statistics in the 2011 census. Therefore, there is no sexual orientation data available for Selby District. LGBT charity Stonewall predicts that 5-7% of the population are LGBT. Based on this it can be estimated that 4,335-6,069 of the district population are LGBT.