

A Picture of Diversity


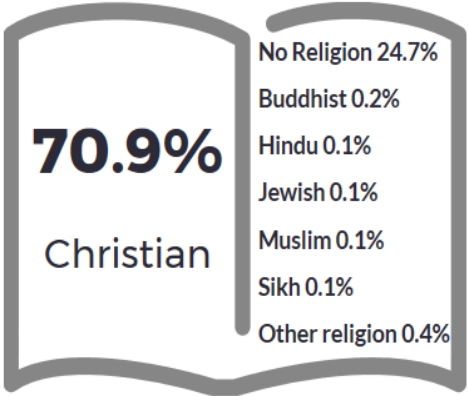






31 March 2019

		Understanding our data	How do we compare?
Age	The average age of our employees is slightly higher than the average working age of Selby District.	Selby Council <p>44.6 average employee age</p> <p>263 employees</p>	Selby District <p>44.3 average working age in Selby (16-64)</p> <p>87,900 residents</p>
Gender	We employ significantly more women than men, particularly in part time work – which is typical of local government.	<p>Selby Council</p> <p>Full time: 41% Male, 59% Female Part time: 10% Male, 90% Female</p> <p>47% of the top 5% earners are female</p> <p>78 Males employed 185 Females employed</p>	<p>Selby District</p> <p>Full time: 62% Male, 38% Female Part time: 16% Male, 84% Female</p> <p>24,800 Males employed in Selby 21,800 Females employed in Selby</p>
Race	We have a slightly lower BME percentage when compared to Selby District.	<p>Selby Council</p> <p>BME 3% (or not stated)</p> <p>97% White British</p>	<p>Selby District</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>

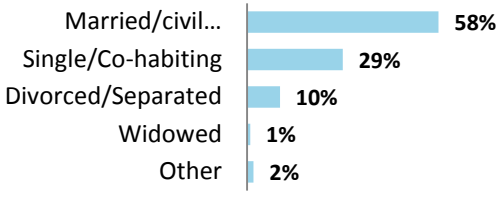

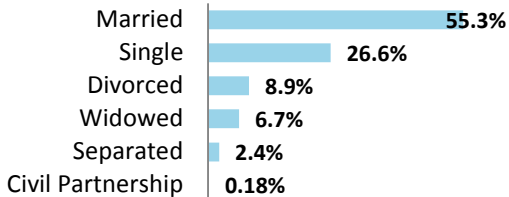

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		Understanding our data	How do we compare?
Religion and Belief	We cannot currently compare our workforce to the district.	Selby Council  This data is not currently captured about employees	Selby District  70.9% Christian No Religion 24.7% Buddhist 0.2% Hindu 0.1% Jewish 0.1% Muslim 0.1% Sikh 0.1% Other religion 0.4%
Disability	8.6% of our employees stated that they consider themselves to have a disability.	Selby Council  8.4% Employees declared a disability disability confident	Selby District  16.5% Residents have long term health problem(s) and/or a disability disability confident 13,678 people have long term health problems and/or a disability
Pregnancy and Maternity	Our workforce rate of maternities is slightly lower than that of Selby District.	In 2018... 1 person took paternity leave  5 maternities (April 2019 data) 59.5 maternities per 1,000 female employees (aged 17-45) Selby Council	In 2016... 66.1 maternities per 1,000 female Selby residents (aged 17-45)  974 maternities Selby District

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		Understanding our data	How do we compare?
Marriage & Civil Partnership			
	Our profile for marriage and civil partnership is very similar to the Selby District.	 <p>58%</p> <p>Married/civil partnership</p> <p>(April 2019 data)</p>  <p>Selby Council</p>	 <p>55.5%</p> <p>Married/civil partnership</p> <p>(2011 census)</p>  <p>Selby District</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 4,395-6,153 of the district population are LGBT.