**Appendix 3**

**Equality Benchmarking Data**

Research was conducted across several Councils to attain benchmarking data across four protected characteristics:

1. Ethnicity
2. Sex
3. Disability
4. Sexual Orientation

The following Councils were used:

**Name Headcount Census BAME Workforce data BAME**

Cambridge City 803 17.5% 7.18%

Brent 2062 58% 65%

Southwark 4150 46% 51%

Harrow 2052 58% 49%

Northampton Borough 286 15% 6%

Reading County 4191 23% 16%

South Oxfordshire & VWH 574 9% 3%

Plymouth City 2644 9% 5%

Salisbury County 4597 7% 3%

The two councils that appear to be closest comparators are Cambridge and Reading in terms of BAME Census data. Despite Reading having more staff and Cambridge less the census BAME figures are similar. It is worth noting that between 2015 and 2016 Reading improved their BAME representation by 3% although no figures are published for 2017.

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Brackets indicate ODS | |  | |  | |  | |  | |
| **Ethnicity** | **Oxford City Council** (2017)  Census 18.7% BAME | | **Cambridge City** (2018)  Census 17.5% BAME | | **Brent Council** (2016)  Census 58% BAME | | **Southwark** (2016)  Census 46% BAME | | **Harrow** (2017)  Census 57.8% BAME | |
| **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** |
| White | 84.76 | 1112 (565) | 89.87 | 724 | 33.4 | 689 | 48.31 | 2111 | 49 | 882 |
| BAME | 8.46 | 111 (36) | 7.18 | 56 | 65 | 1340 | 50.86 | 2005 | 43 | 1006 |
| Unspecified | 6.78 | 89 (39) | 2.95 | 23 | 1.6 | 33 | 0.83 | 34 | 8 | 164 |
| **Total** |  | **1312 (640)** |  | **803** |  | **2062** |  | **4150** |  | **2052** |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Sex** | **Oxford City Council** (2017) | | **Cambridge City** (2017) | | **Brent Council** (2016)  Census 58% BAME | | **Southwark** (2016 | | **Harrow** (2017) | |
| **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** |
| Female | 35.29 (11.72) | 463 (75) | 51.26 | 427 | 65 | 1340 | 51 | 2108 | 61.45 | 1260 |
| Male | 64.71 (88.28) | 849 (565) | 48.64 | 376 | 35 | 722 | 49 | 2042 | 38.55 | 792 |
| **Total** |  | **1312 (640)** |  | **803** |  | **2062** |  | **4150** |  | **2052** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Disability** | **Oxford City Council** (2017) | | **Cambridge City** (2017) | | **Brent Council** (2016) | | **Southwark** (2016) | | **Harrow** (2017) | |
| **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** |
| Disabled | 7.70 (7.34) | 101 (47) | 6.84 | 57 | 10.2 | 210 | 2.7 | 99 | 4.5 | 93 |
| **Total** |  | **1312 (640)** |  | **803** |  | **2062** |  |  |  |  |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Sexual Orientation** | **Oxford City Council** (2017) | | **Cambridge City** (2017) | | **Brent Council** (2016) | | **Southwark** (2016 | | **Harrow** (2017) | |
| **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** |
| Heterosexual | 62.27 (58.13) | 817 (372) | 71.61 | 575 | 96.4 | 1988 | 77 | 3196 | 33.87 | 695 |
| Gay/Lesbian | 1.2 (0.47) | 12 (3) | 1.25 | 10 | 3.3 | 68 | 5 | 207 | 1.12 | 22 |
| Prefer not to say | 36.82 (41.41) | 483 (265) | 27.14 | 218 | 0.3 | 6 | 18 | 747 | 65.1 | 1335 |
| **Total** |  | **1312 (640)** |  | **803** |  | **2062** |  | **4150** |  | **2052** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Brackets indicate ODS | |  | |  | |  | |
| **Ethnicity** | **Oxford City Council** (2017)  Census 18.7% BAME | | **Northampton BC** (2016)  Census 15% BAME | | **Reading Council** (2016)  Census 23% BAME | | **South Oxfordshire & VWH** (2017)  Census 9% BAME | |
| **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** |
| White | 84.76 | 1112 (565) | 61 | 175 | 70.7 | 3122 | 54 | 309 |
| BAME | 8.46 | 111 (36) | 6 | 17 | 16 | 670 | 3 | 17 |
| Unspecified | 6.78 | 89 (39) | 33 | 94 | 13.3 | 399 | 43 | 248 |
| **Total** |  | **1312 (640)** |  | **286** |  | **4191** |  | **574** |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Sex** | **Oxford City Council** (2017) | | **Northampton BC** | | **Reading Council** | | **South Oxfordshire & VWH** | |
| **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** |
| Female | 35.29 (11.72) | 463 (75) | 63 | 180 | 78.2 | 3276 | 65 | 373 |
| Male | 64.71 (88.28) | 849 (565) | 37 | 106 | 21.8 | 915 | 35 | 201 |
| **Total** |  | **1312 (640)** |  | **286** |  | **4191** |  | **574** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Disability** | **Oxford City Council** (2017) | | **Northampton BC** | | **Reading Council** | | **South Oxfordshire & VWH** | |
| **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** |
| Disabled | 7.70 (7.34) | 101 (47) | 3.85 | 11 | 2.9 | 1458 | 3 | 17 |
| **Total** |  | **1312 (640)** |  | **286** |  | **4191** | **97** | **574** |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Sexual Orientation** | **Oxford City Council** (2017) | | **Northampton BC** | | **Reading Council** | | **South Oxfordshire & VWH** | |
| **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** |
| Heterosexual | 62.27 (58.13) | 817 (372) | Not stated |  | 15 | 637 | 34 | 195 |
| Gay/Lesbian | 1.2 (0.47) | 12 (3) | 0.7 | 2 | 0.8 | 34 | 0 | 0 |
| Prefer not to say | 36.82 (41.41) | 483 (265) | Not stated |  | 84 | 3520 | 66 | 379 |
| **Total** |  | **1312 (640)** |  | **286** |  | **4191** |  | **574** |

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|  | Brackets indicate ODS | |  | |  | |  | |  | |
| **Ethnicity** | **Oxford City Council** (2017)  Census 18.7% BAME | | **Plymouth City** (2017)  Census 8.5% BAME | | **Salisbury County** (16)  Census 6.7% BAME | | (2016)  Census 46% BAME | | (2017)  Census 71.9% BAME | |
| **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** |
| White | 84.76 | 1112 (565) | 85 | 2247 | 87 | 4000 |  |  |  |  |
| BAME | 8.46 | 111 (36) | 5 | 132 | 3 | 138 |  |  |  |  |
| Unspecified | 6.78 | 89 (39) | 10 | 264 | 10 | 459 |  |  |  |  |
| **Total** |  | **1312 (640)** |  | **2644** |  | **4597** |  |  |  |  |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Sex** | **Oxford City Council** (2017) | | **Plymouth City** (2017) | | **Salisbury** (16) | | (2016 | | (2017) | |
| **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** |
| Female | 35.29 (11.72) | 463 (75) | 61 | 1621 | 71 | 3254 |  |  |  |  |
| Male | 64.71 (88.28) | 849 (565) | 39 | 1023 | 29 | 1343 |  |  |  |  |
| **Total** |  | **1312 (640)** |  | **2644** |  | **4597** |  |  |  |  |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Disability** | **Oxford City Council** (2017) | | **Plymouth City** (2017) | | **Salisbury County** (16) | | **k** (2016) | | **Harrow** (2017) | |
| **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** |
| Disabled | 7.70 (7.34) | 101 (47) | 4 | 104 | 6 | 275 |  |  |  |  |
| **Total** |  | **1312 (640)** |  | **803** |  | **4597** |  |  |  |  |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Sexual Orientation** | **Oxford City Council** (2017) | | **Plymouth City** (2017) | | **Salisbury County** (16) | | **Southwark** (2016 | | **Harrow** (2017) | |
| **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** | **Percentage** | **Number** |
| Heterosexual | 62.27 (58.13) | 817 (372) | 45 | 1118 | 51 | 2344 |  |  |  |  |
| Gay/Lesbian | 1.2 (0.47) | 12 (3) | 2 | 52 | 2 | 92 |  |  |  |  |
| Prefer not to say | 36.82 (41.41) | 483 (265) | 53 | 1349 | 47 | 2161 |  |  |  |  |
| **Total** |  | **1312 (640)** |  |  |  | **4597** |  |  |  |  |

**Actions of other authorities**

Northampton BC

* Validation of selection tests to ensure they are reliable and culture free
* Continue to monitor
* Review dignity at work policy
* Use the findings of the Stonewall report

Reading BC

* Named disability senior sponsor and champion
* Introduce a virtual steering group
* Disability awareness programme
* Guidance on reasonable adjustment

South Oxfordshire & VWH

* Promote completion of equality data by staff
* Review of recruitment processes and procedures