

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.

Ethnicity	Brackets indicate ODS									
	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

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

Ethnicity	Brackets indicate ODS							
	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

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

Ethnicity	Brackets indicate ODS									
	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				

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

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