

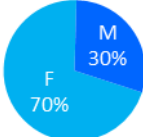
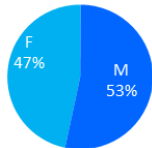




A Picture of Diversity


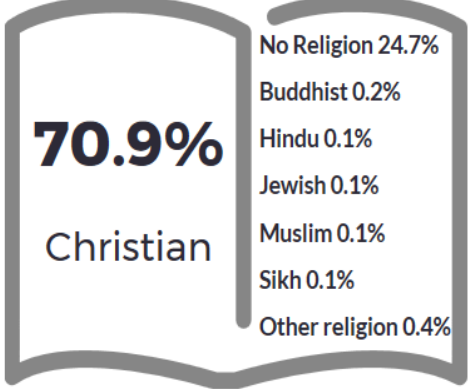






31 March 2019

		Understanding our data	How do we compare?
Age	<p>The average age of our employees is slightly higher than the average working age of Selby District.</p>	<p>Selby Council</p> <p style="text-align: right;">44.6 average employee age</p>  <p style="text-align: center;">263 employees</p>	<p>Selby District</p> <p style="text-align: right;">44.3 average working age in Selby (16-64)</p>  <p style="text-align: center;">87,900 residents</p>
Gender	<p>We employ significantly more women than men, particularly in part time work – which is typical of local government.</p>	<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	<p>We have a slightly lower BME percentage when compared to Selby District.</p>	<p>Selby Council</p> <p>BME 3% (or not stated)</p>  <p style="text-align: center;">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 style="text-align: center;">95.5% White British</p>








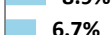
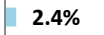




A Picture of Diversity

31 March 2019

	Understanding our data	How do we compare?
Religion and Belief	<p>Selby Council</p>  <p>This data is not currently captured about employees</p>	<p>Selby District</p>  <p>70.9% Christian</p> <ul style="list-style-type: none"> No Religion 24.7% Buddhist 0.2% Hindu 0.1% Jewish 0.1% Muslim 0.1% Sikh 0.1% Other religion 0.4%
Disability	<p>Selby Council</p>  <p>8.4% Employees</p> <p>declared a disability</p> <p>disability confident</p>	<p>Selby District</p>  <p>11.1% Residents</p> <p>6,019 people have long term health problems and/or a disability (aged 16-64)</p> <p>disability confident</p>
Pregnancy and Maternity	<p>In 2018...</p> <p>1 person took paternity leave</p> <p>5 maternities</p>  <p>(April 2019 data)</p> <p>59.5 maternities per 1,000 female employees (aged 17-45)</p> <p>Selby Council</p>	<p>In 2016...</p> <p>66.1 maternities per 1,000 female Selby residents (aged 17-45)</p> <p>974 maternities</p>  <p>Selby District</p>

A Picture of Diversity

31 March 2019

		Understanding our data	How do we compare?
Marriage & Civil Partnership		<p>Married/civil...  58%</p> <p>Single/Co-habiting  29%</p> <p>Divorced/Separated  10%</p> <p>Widowed  1%</p> <p>Other  2%</p>	<p>Married  55.3%</p> <p>Single  26.6%</p> <p>Divorced  8.9%</p> <p>Widowed  6.7%</p> <p>Separated  2.4%</p> <p>Civil Partnership  0.18%</p>
	<p>Our profile for marriage and civil partnership is very similar to the Selby District.</p>	<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.