

South Holland District Council Workforce Profiling March 2019

The Public Sector Equality Duty, at section 149 of the Equality Act 2010, requires public bodies such as the Local Authority to consider all individuals when carrying out their day to day work – in shaping policy, in delivering services and in relation to their own employees. It requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities.

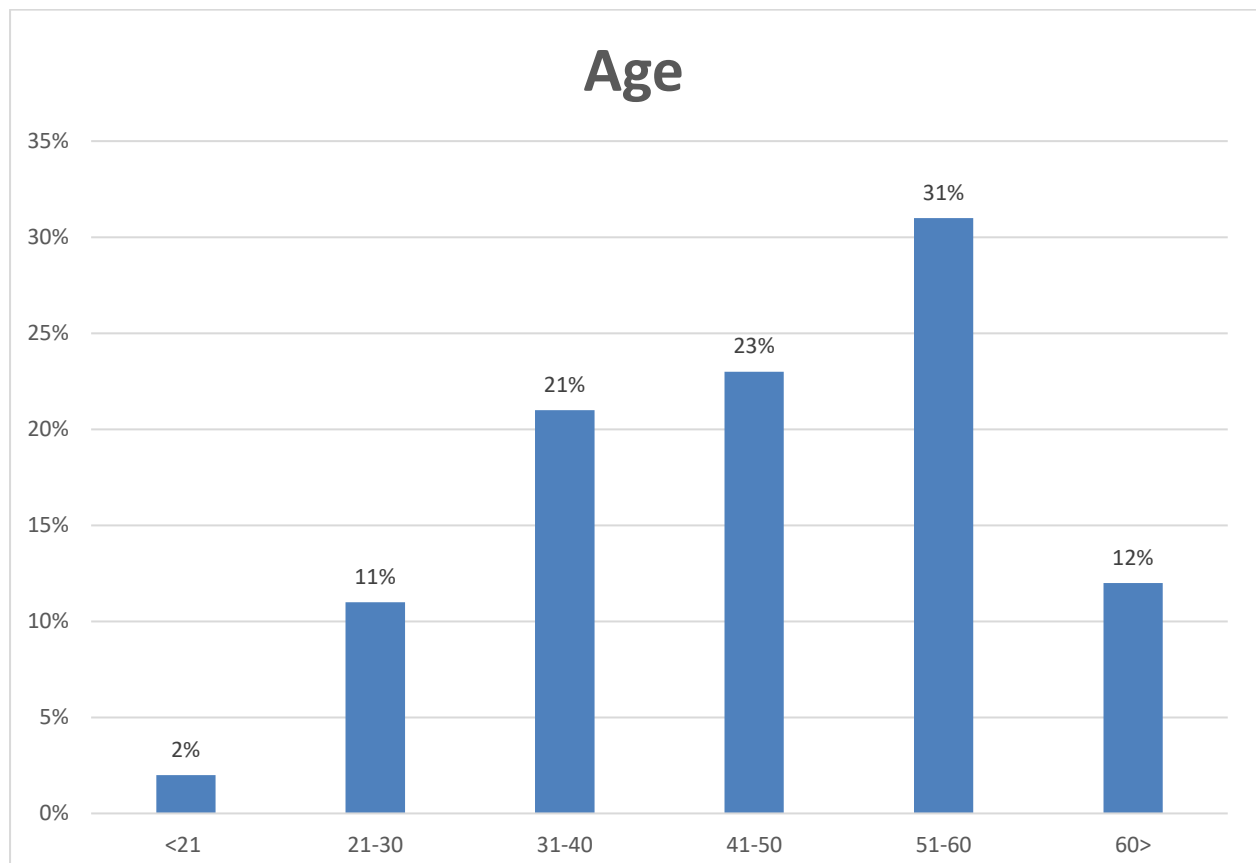
The Equality Duty supports good decision making – it encourages public bodies to understand how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people's needs.

Through understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies can be more efficient and effective. The Equality Duty therefore helps public bodies to deliver the Government's overall objectives for public services.

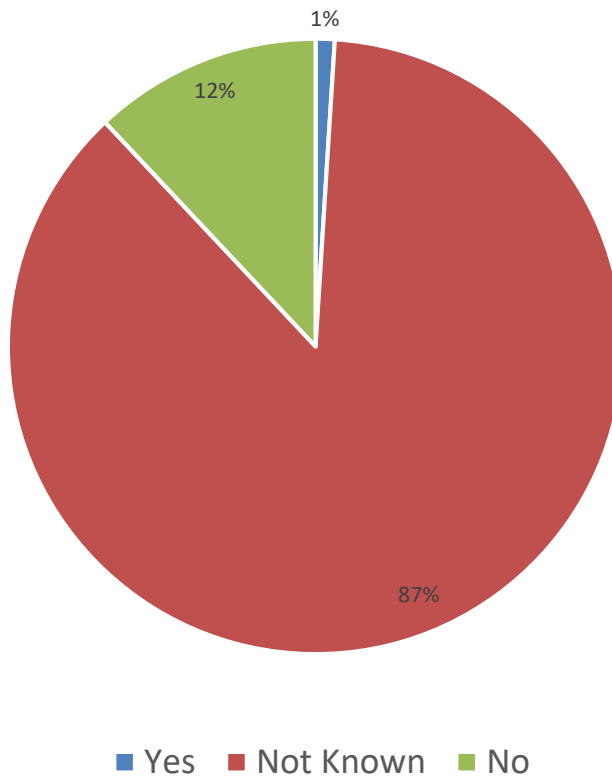
Workforce Profile

The following information is derived from the South Holland District Council Payroll system. A total of 237 people form the workforce profile. For reporting purposes, the data obtained is as at 31st January 2019.

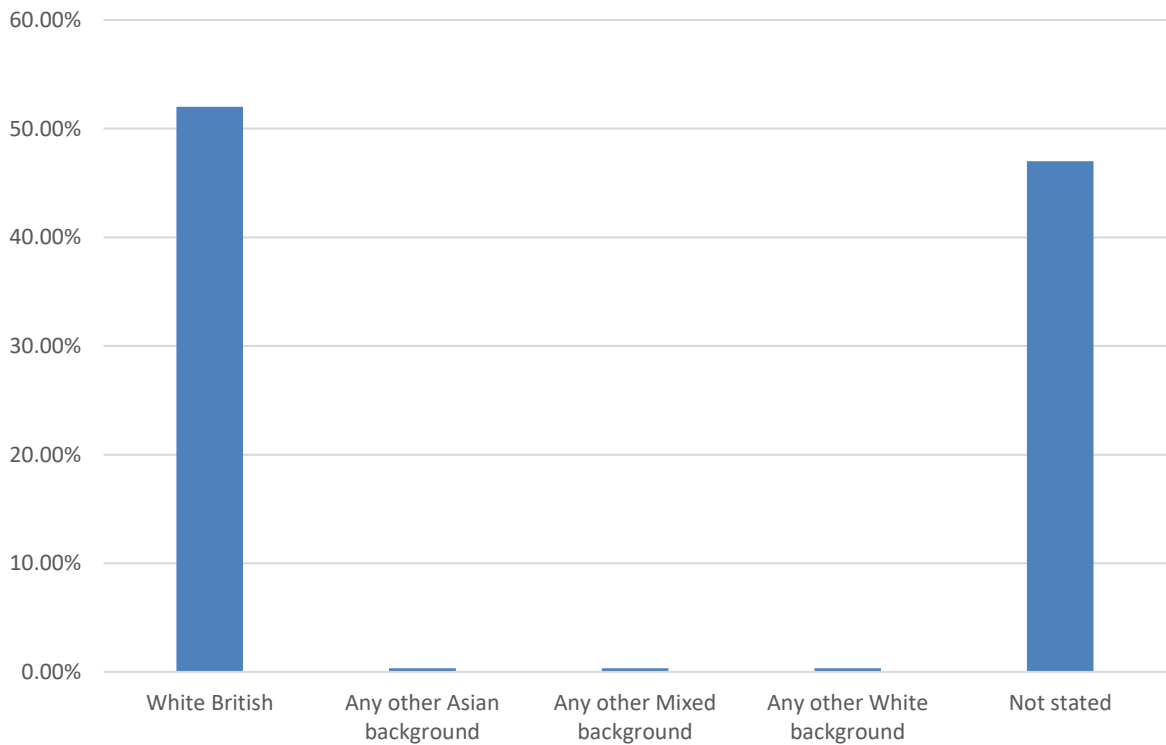
As equality monitoring questions are optional, the Council does not hold a full set of information for every employee. Where employees did not answer or did not want to state their protected characteristics, these are shown as 'not stated' or 'not specified'.



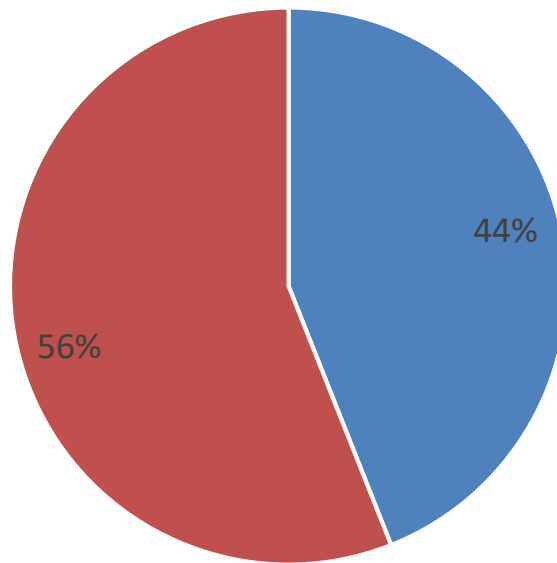
Disability



Ethnic Origin

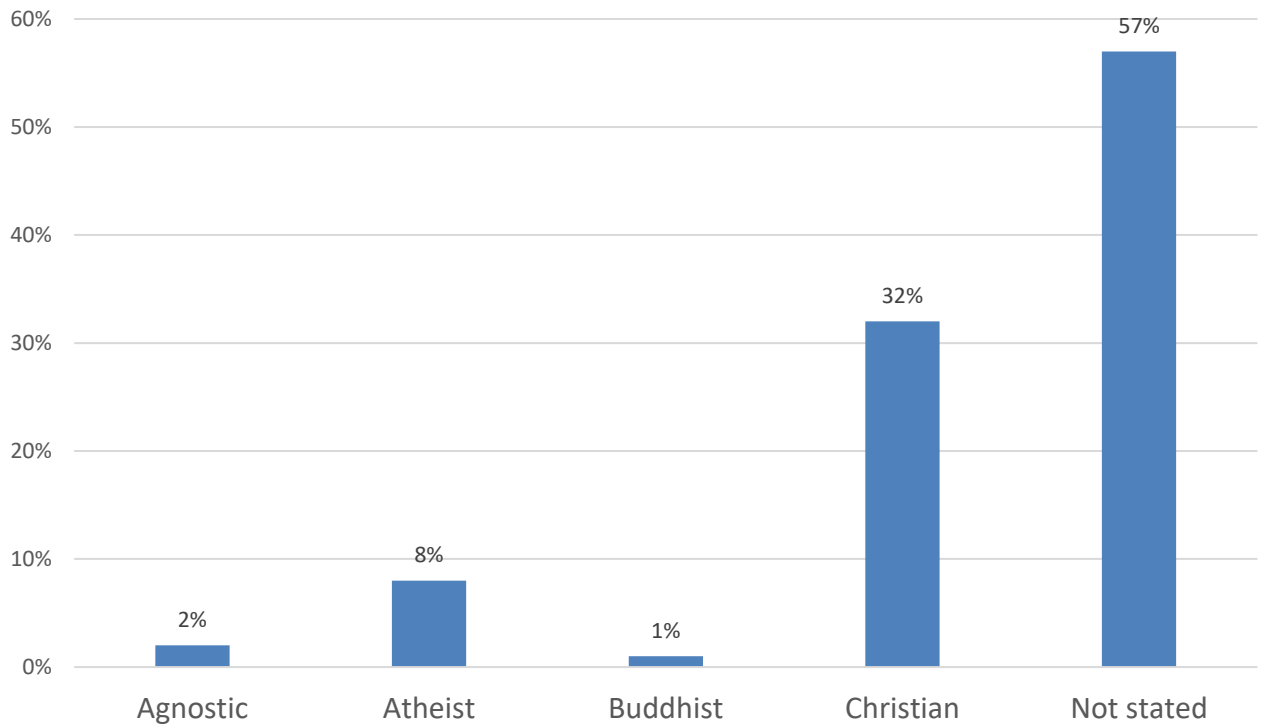


Gender



■ Female ■ Male

Religion



Sexual Orientation

