



Pembrokeshire County Council: Equalities Report

Reporting Period: 01/04/2025 - 31/03/2026

Report Content

Section A & B: This section includes staff as of 31/03/2026 within the Establishment structure, i.e. directly employed by PCC. Data for positions under Elected, External Organisation, Non-Establishment, Partner Organisation, and Volunteers have been excluded from this report. Casual contracts have been included where 250 or more working hours have been completed within the reporting period. Information related to an individual's protected characteristics, such as age or gender, is counted by headcount. However, where the information details Pay, Contract Type, or Hours Worked, the count of positions has been used to account for multiple post-holders.

Section C: This section includes recruitment campaigns and applicants for positions within PCC between the reporting period. Data for recruitment campaigns external to PCC have been excluded from this report. The data has been split by external & internal applications received.

Section D: This section includes occupancies started within the reporting period. The data includes only information relating to staff "employed" by PCC, Casual, External Organisation, Elected, Non Establishment, Partner Organisation & Volunteers have been excluded from this report. This section has been split to firstly identify anyone starting their first period of employment with PCC i.e. occupancy A. and then details internal movement within the Authority i.e. new positions started within the reporting period.

Section E: This section includes occupancies ended within the reporting period. The data includes only information relating to staff "employed" by PCC, Casual, External Organisation, Elected, Non Establishment, Partner Organisation & Volunteers have been excluded from this report. This section only includes employees who left employment with PCC i.e. does not include occupancies ended due to internal transfers.

Section A. Total number of employees

Number of Employees	Number of Positions
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Positions held by Employees	Number of Employees
1	4,996
2	562
3	138
4	26
5	4
Total:	5,726

Multiple Position Holders	Percentage of Employees
730	12.75%

Section B. Profile of current employees

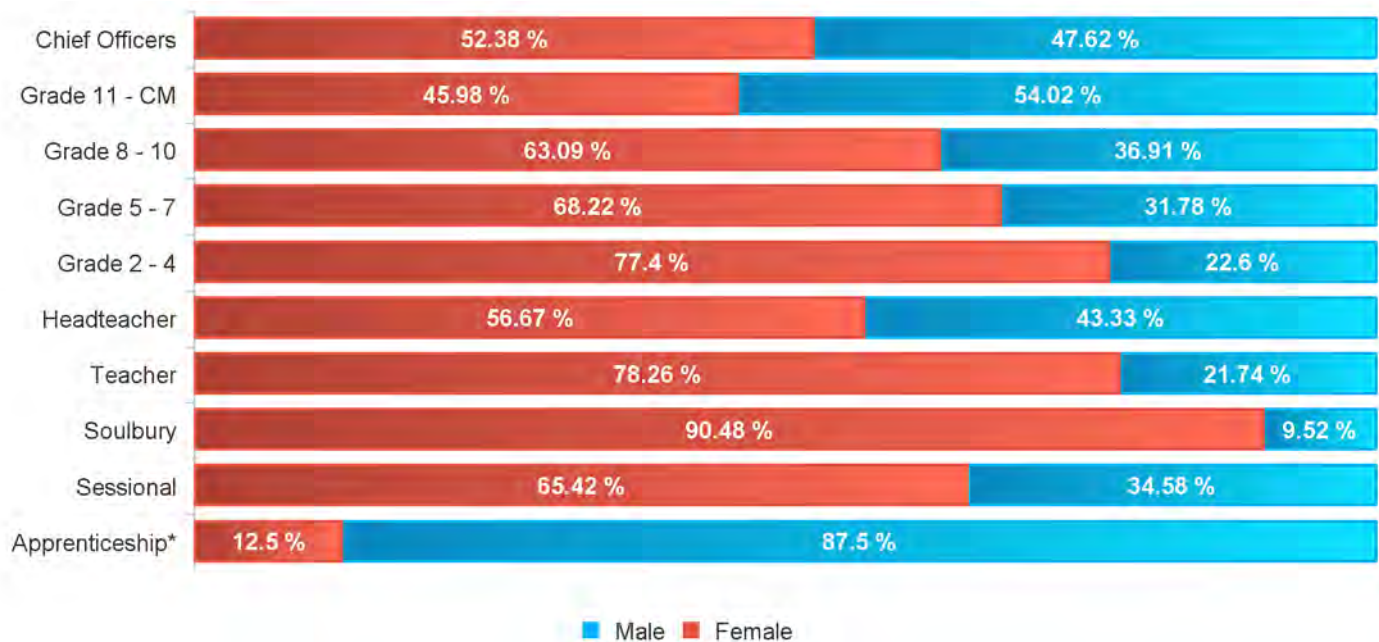
Sex

Sex	Employees	Percentage:
Female	4,053	70.78%
Male	1,673	29.22%

Pay

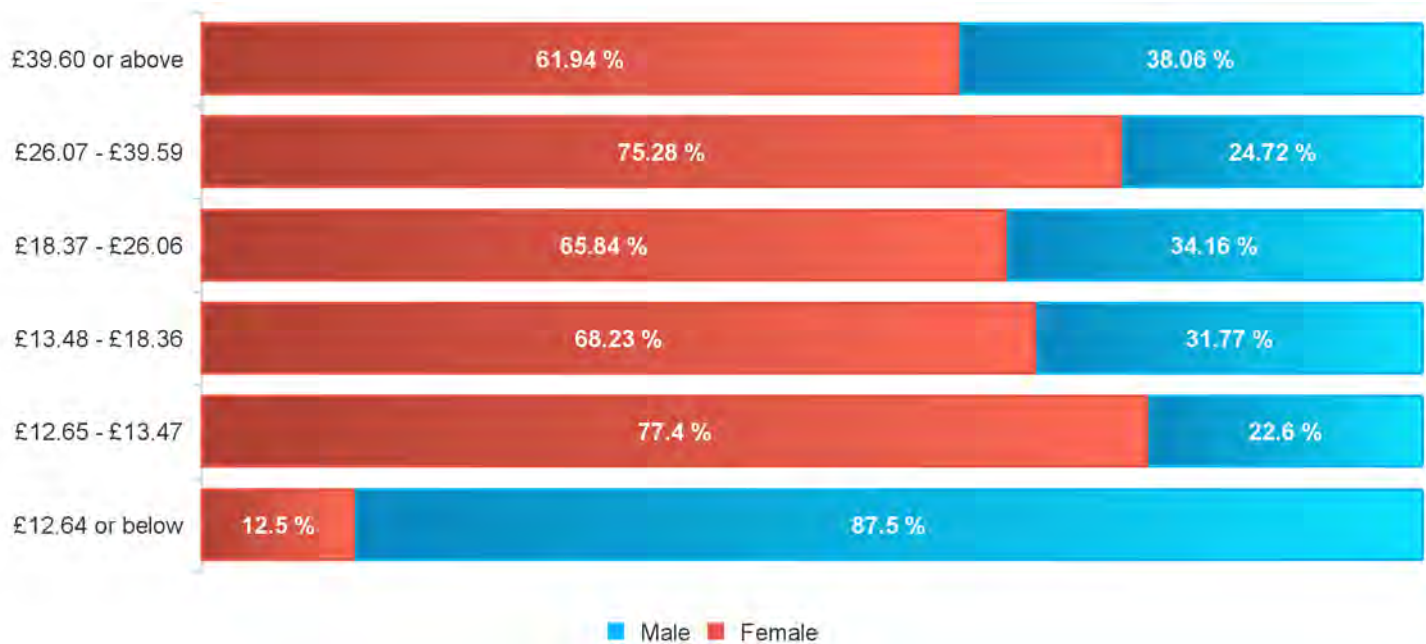
Pay	Female	Male
Chief Officers	11	10
Grade 11 - CM	40	47
Grade 8 - 10	482	282
Grade 5 - 7	1,247	581
Grade 2 - 4	2,158	630
Headteacher	34	26
Teacher	756	210
Soulbury	19	2
Sessional	70	37
Apprenticeship*	2	14

*Apprenticeships also paid under NJC



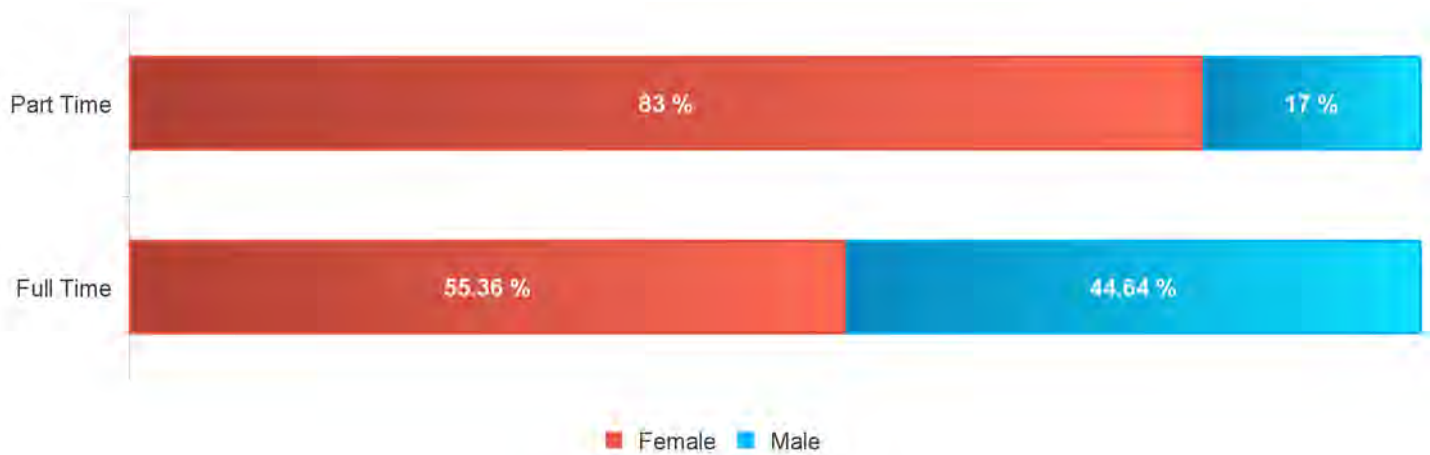
Hourly Rate

Hourly Rate	Female	Male
£39.60 or above	83	51
£26.07 - £39.59	661	217
£18.37 - £26.06	663	344
£13.48 - £18.36	1,252	583
£12.65 - £13.47	2,158	630
£12.64 or below	2	14



Hours Worked

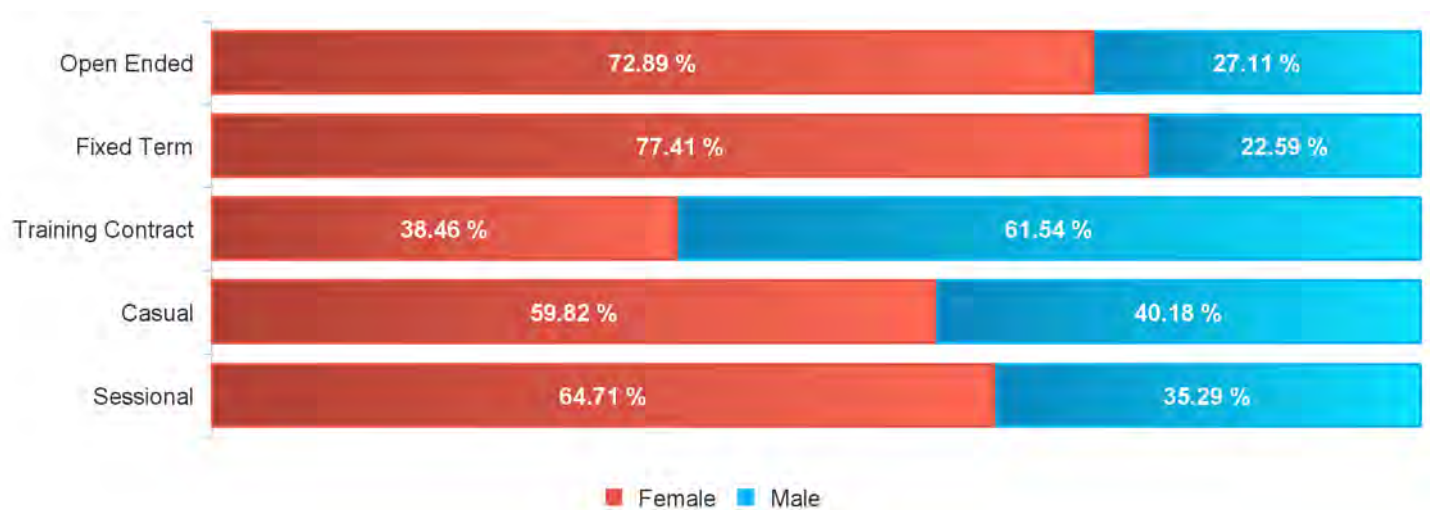
Hours Worked	Female	Male
Full Time	1,416	1,142
Part Time	3,403	697



Contract Type

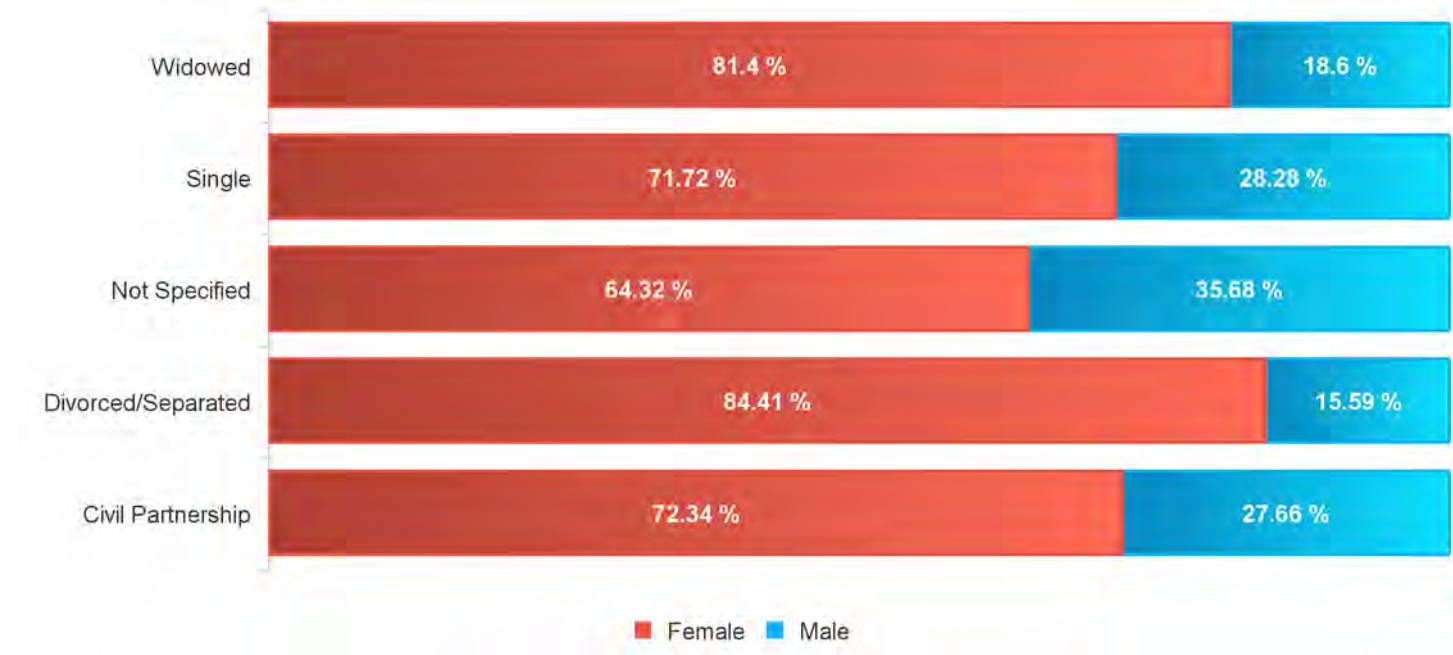
Contract Type	Female	Male
Open Ended	4,033	1,500
Fixed Term	473	138
Training Contract	5	8
Casual	198	133
Sessional	110	60

Casuals who have completed 250 hours or more



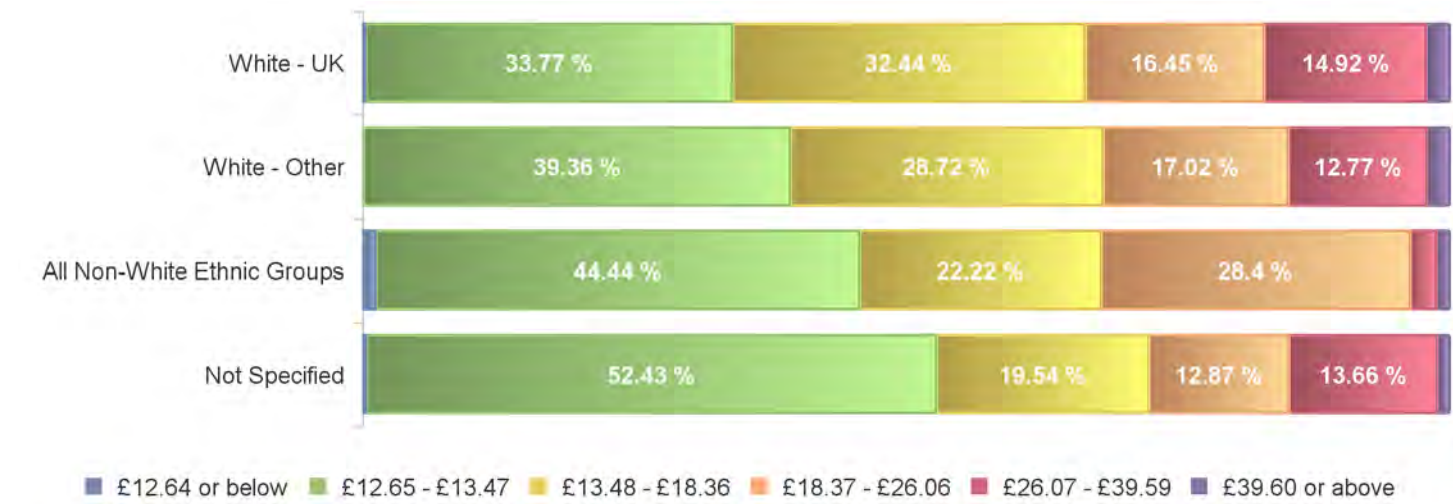
Marital Status

Marital Status	Female	Male
Civil Partnership	34	13
Divorced/Separated	249	46
Not Specified	831	461
Single	2,904	1,145
Widowed	35	8



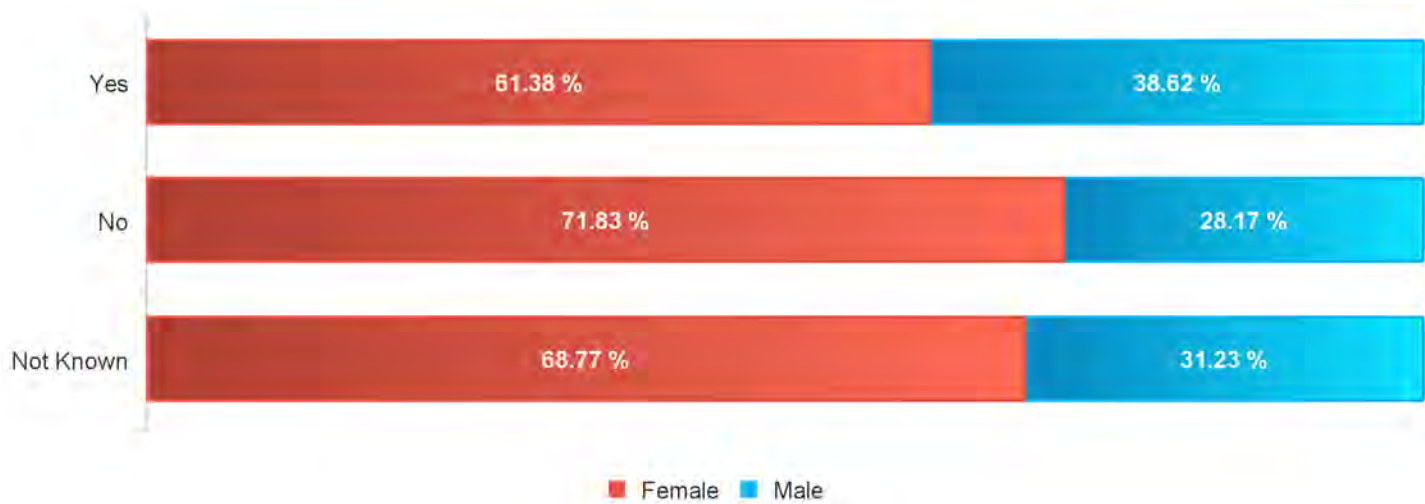
Ethnicity

Ethnicity	£12.64 or below	£12.65 - £13.47	£13.48 - £18.36	£18.37 - £26.06	£26.07 - £39.59	£39.60 or above
Not Specified	4	668	249	164	174	15
All Non-White Ethnic Groups	1	36	18	23	2	1
White - Other	-	37	27	16	12	2
White - UK	11	1,544	1,483	752	682	100



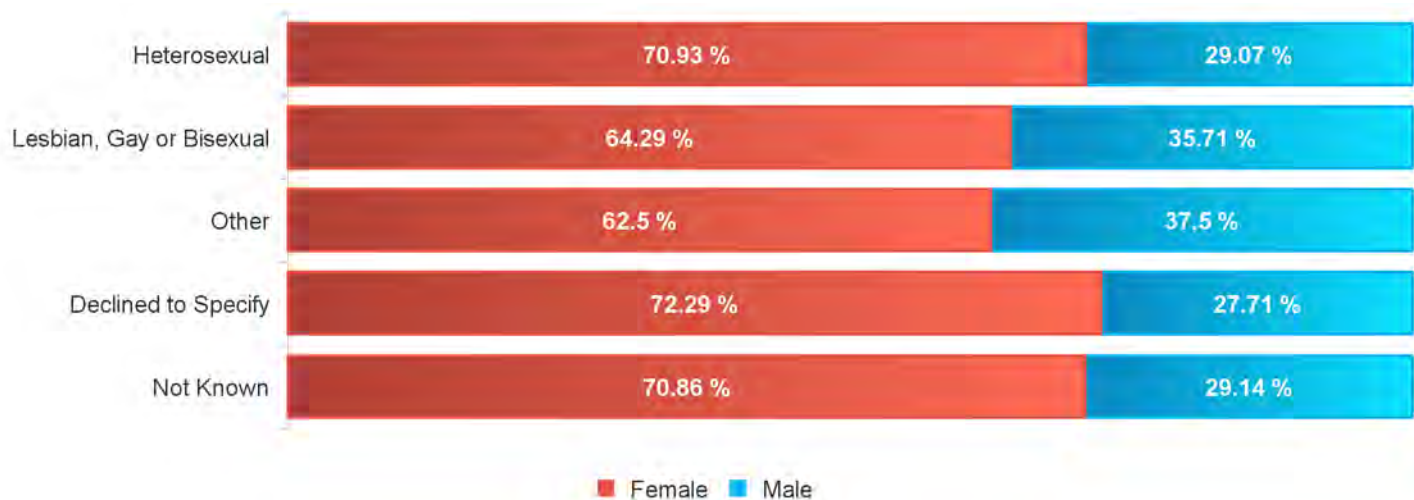
Disability

Disability	Female	Male
Yes	89	56
No	2,960	1,161
Not Known	1,004	456



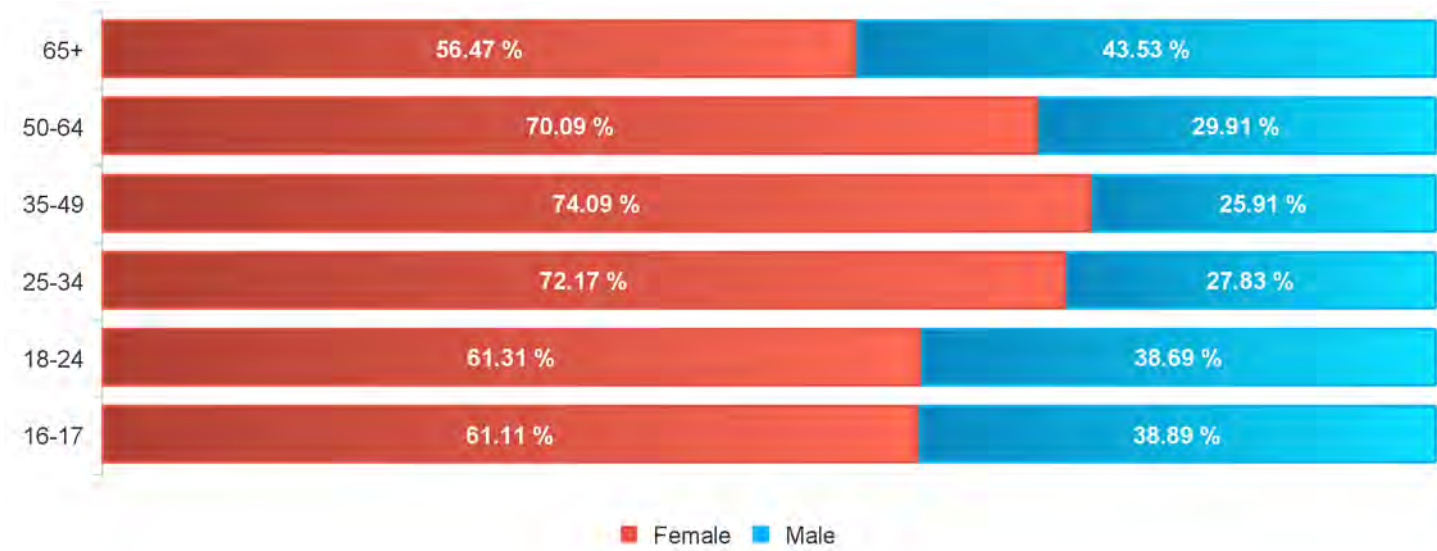
Sexual Orientation

Sexual Orientation	Female	Male
Heterosexual	2,123	870
Lesbian, Gay or Bisexual	63	35
Other	10	6
Declined to Specify	60	23
Not Known	1,797	739



Age

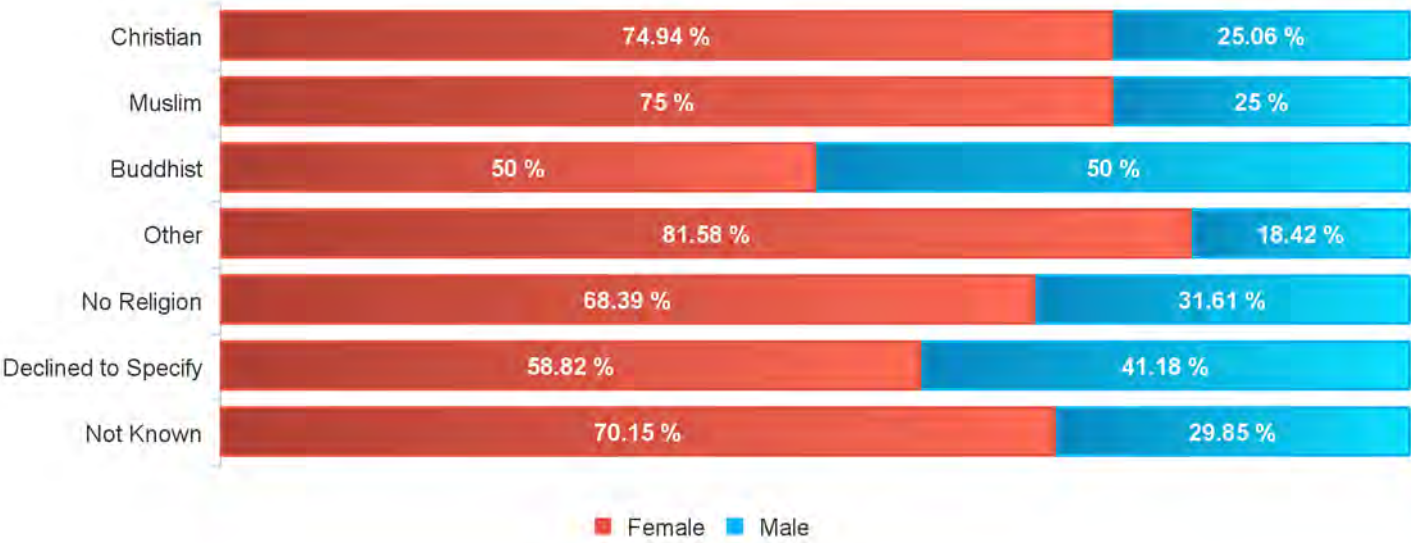
Age	Female	Male
16-17	11	7
18-24	206	130
25-34	708	273
35-49	1,573	550
50-64	1,411	602
65+	144	111



Age	£12.64 or below	£12.65 - £13.47	£13.48 - £18.36	£18.37 - £26.06	£26.07 - £39.59	£39.60 or above
16-17	1	18	-	1	-	-
18-24	14	256	71	52	-	-
25-34	-	429	317	207	144	2
35-49	1	885	650	378	477	55
50-64	-	1,019	735	319	247	77
65+	-	181	62	50	10	-

Religion & Belief

Religion & Belief	Female	Male
Christian	1,154	386
Muslim	6	2
Buddhist	3	3
Other	31	7
No Religion	1,071	495
Declined to Specify	70	49
Not Known	1,718	731



Section C. Profile of Applicants 2025/26

Number of Adverts	Applications*	Applicants*	Average Number of Applicants
754	6,568	3,595	8.71

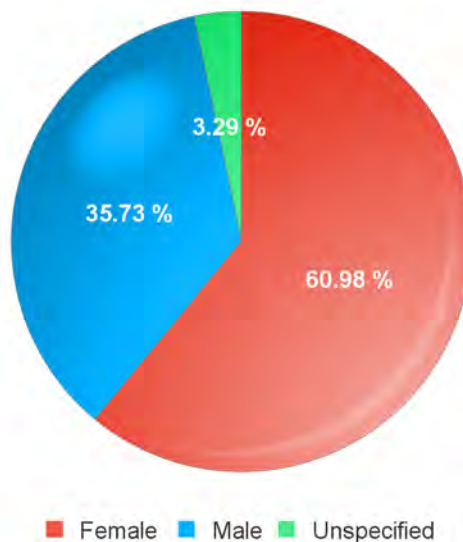
*Applications refers to number of individual applications received.

*Applicants refers to number of applicants i.e. an applicant may make multiple applications.

The below information is detailed by number of applications.

Internal & External Applicants

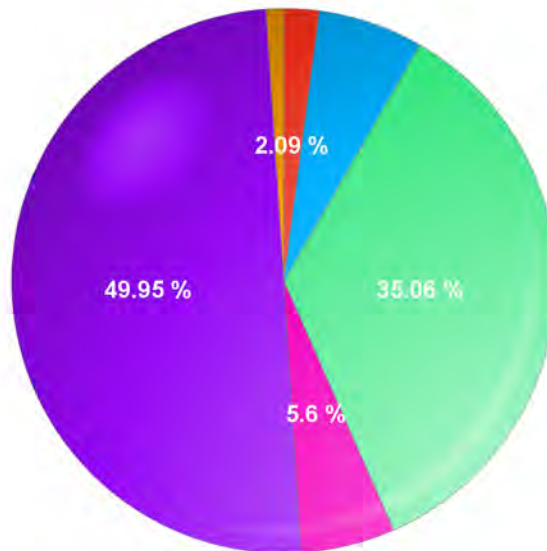
Sex



Sex	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Female	657	1,916	826	9	32	565
Male	278	1,383	425	3	18	240
Unspecified	18	157	31	-	1	9

Sex	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Female	16.40%	47.84%	20.62%	0.22%	0.80%	14.11%
Male	11.84%	58.93%	18.11%	0.13%	0.77%	10.23%
Unspecified	8.33%	72.69%	14.35%	-	0.46%	4.17%

Marital Status

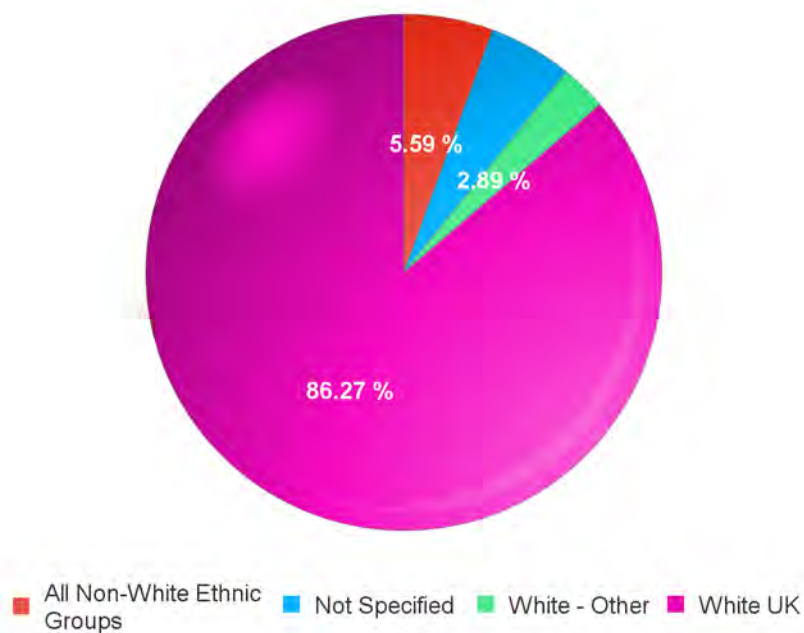


■ Civil Partnership
 ■ Divorced/Sepa...
 ■ Married
 ■ Not Specified
 ■ Single
 ■ Widowed

Marital Status	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Civil Partnership	18	81	22	-	1	15
Divorced/ Separated	58	208	87	2	4	51
Married	400	1,076	480	1	20	326
Not Specified	35	220	58	1	3	51
Single	428	1,841	619	8	23	362
Widowed	14	30	16	-	-	9

Marital Status	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Civil Partnership	13.14%	59.12%	16.06%	-	0.73%	10.95%
Divorced/ Separated	14.15%	50.73%	21.22%	0.49%	0.98%	12.44%
Married	17.37%	46.72%	20.84%	0.04%	0.87%	14.16%
Not Specified	9.51%	59.78%	15.76%	0.27%	0.82%	13.86%
Single	13.04%	56.11%	18.87%	0.24%	0.70%	11.03%
Widowed	20.29%	43.48%	23.19%	-	-	13.04%

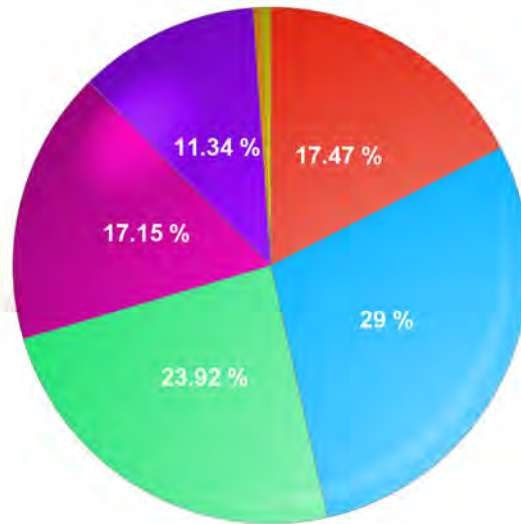
Ethnicity



Ethnicity	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
All Non-White Ethnic Groups	40	241	63	-	1	22
Not Specified	31	209	53	-	2	50
White - Other	31	97	38	1	1	22
White UK	851	2,909	1,128	11	47	720

Ethnicity	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
All Non-White Ethnic Groups	10.90%	65.67%	17.17%	-	0.27%	5.99%
Not Specified	8.99%	60.58%	15.36%	-	0.58%	14.49%
White - Other	16.32%	51.05%	20.00%	0.53%	0.53%	11.58%
White UK	15.02%	51.34%	19.91%	0.19%	0.83%	12.71%

Age

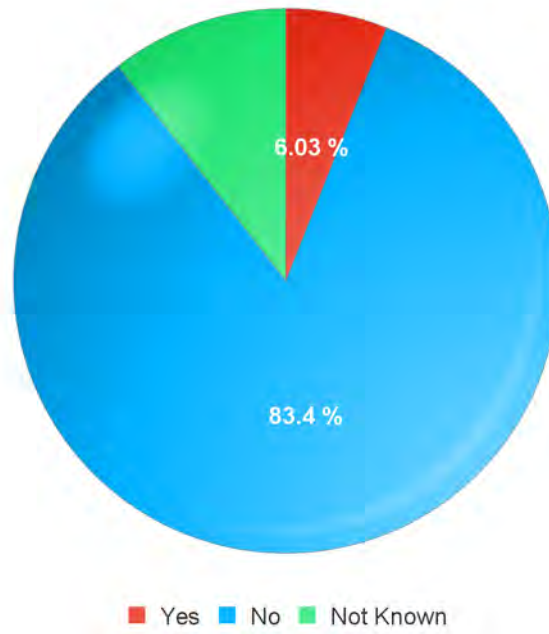


■ 16-24
 ■ 25-34
 ■ 35-44
 ■ 45-54
 ■ 55-64
 ■ 65 and over
 ■ Prefer not to say

Age	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
16-24	130	614	187	1	3	97
25-34	252	976	299	6	15	165
35-44	198	720	284	1	14	196
45-54	156	484	231	1	6	135
55-64	128	290	161	-	3	88
65 and over	6	11	6	-	-	6
Prefer not to say	7	19	4	-	-	6

Age	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
16-24	12.60%	59.50%	18.12%	0.10%	0.29%	9.40%
25-34	14.71%	56.98%	17.45%	0.35%	0.88%	9.63%
35-44	14.01%	50.96%	20.10%	0.07%	0.99%	13.87%
45-54	15.40%	47.78%	22.80%	0.10%	0.59%	13.33%
55-64	19.10%	43.28%	24.03%	-	0.45%	13.13%
65 and over	20.69%	37.93%	20.69%	-	-	20.69%
Prefer not to say	19.44%	52.78%	11.11%	-	-	16.67%

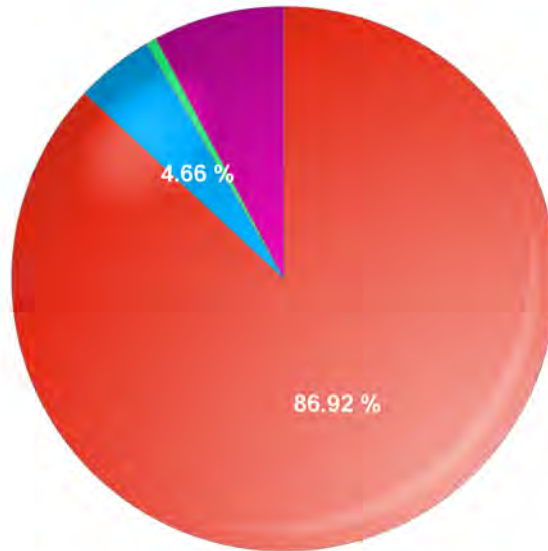
Disability



Disability	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Yes	67	198	100	3	1	27
No	802	2,856	1,060	8	44	708
Not Known	84	402	122	1	6	79

Disability	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Yes	16.92%	50.00%	25.25%	0.76%	0.25%	6.82%
No	14.64%	52.14%	19.35%	0.15%	0.80%	12.92%
Not Known	12.10%	57.93%	17.58%	0.14%	0.86%	11.38%

Sexual Orientation

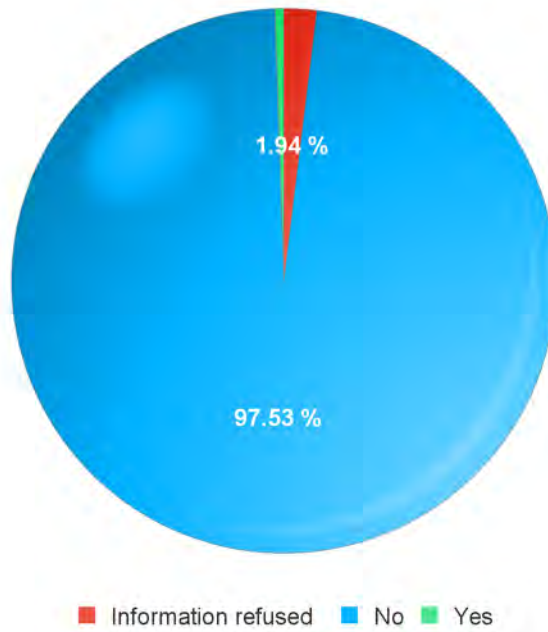


■ Heterosexual
 ■ Lesbian, Gay or Bisexual
 ■ Other
 ■ Declined to Specify

Sexual Orientation	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Heterosexual	840	3,006	1,115	10	46	692
Lesbian, Gay or Bisexual	47	157	61	2	3	36
Other	4	26	8	-	-	3
Declined to Specify	62	267	98	-	2	83

Sexual Orientation	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Heterosexual	14.71%	52.65%	19.53%	0.18%	0.81%	12.12%
Lesbian, Gay or Bisexual	15.36%	51.31%	19.93%	0.65%	0.98%	11.76%
Other	9.76%	63.41%	19.51%	-	-	7.32%
Declined to Specify	12.11%	52.15%	19.14%	-	0.39%	16.21%

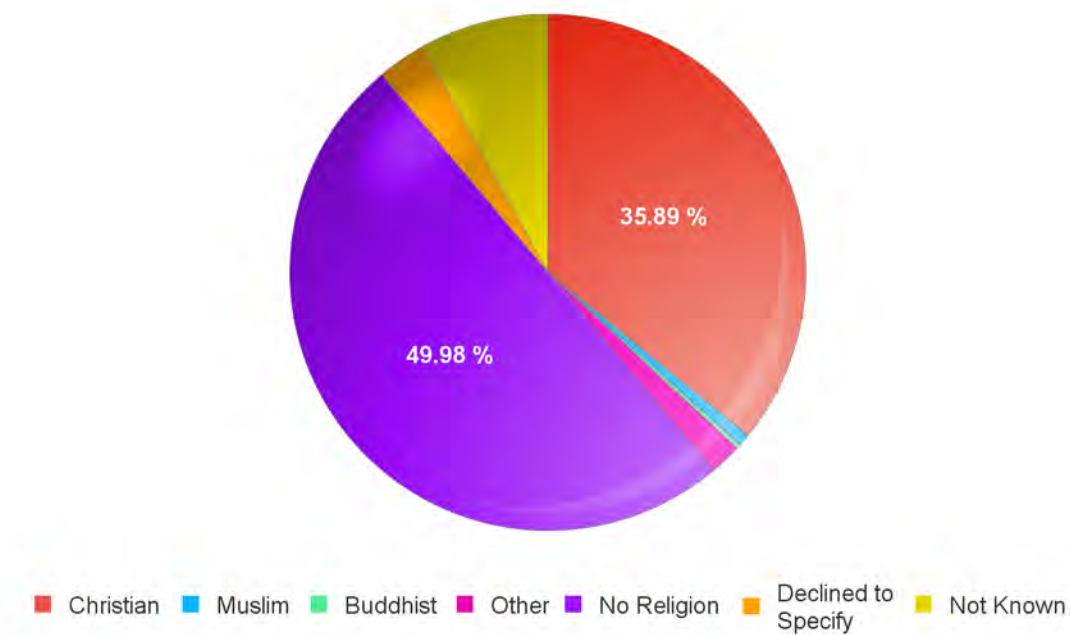
Gender Reassignment*



Gender Reassignment	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Yes	-	24	3	-	-	-
No	758	2,805	1,044	10	34	373
Information Refused	16	53	24	-	1	6

Gender Reassignment	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Yes	-	88.89%	11.11%	-	-	-
No	15.09%	55.83%	20.78%	0.20%	0.68%	7.42%
Information Refused	16.00%	53.00%	24.00%	-	1.00%	6.00%

Religion & Belief



Religion	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre- Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Christian	341	1,178	511	4	20	303
Muslim	11	33	5	-	-	-
Buddhist	5	9	5	-	-	-
Other	24	64	25	-	2	14
No Religion	491	1,763	602	8	26	393
Declined to Specify	31	95	52	-	2	21
Not Known	50	314	82	-	1	83

Religion	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre- Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Christian	14.47%	49.98%	21.68%	0.17%	0.85%	12.86%
Muslim	22.45%	67.35%	10.20%	-	-	-
Buddhist	26.32%	47.37%	26.32%	-	-	-
Other	18.60%	49.61%	19.38%	-	1.55%	10.85%
No Religion	14.96%	53.70%	18.34%	0.24%	0.79%	11.97%
Declined to Specify	15.42%	47.26%	25.87%	-	1.00%	10.45%
Not Known	9.43%	59.25%	15.47%	-	0.19%	15.66%

Pregnancy & Maternity

We do not ask applicants about pregnancy or maternity.

Internal Applicants

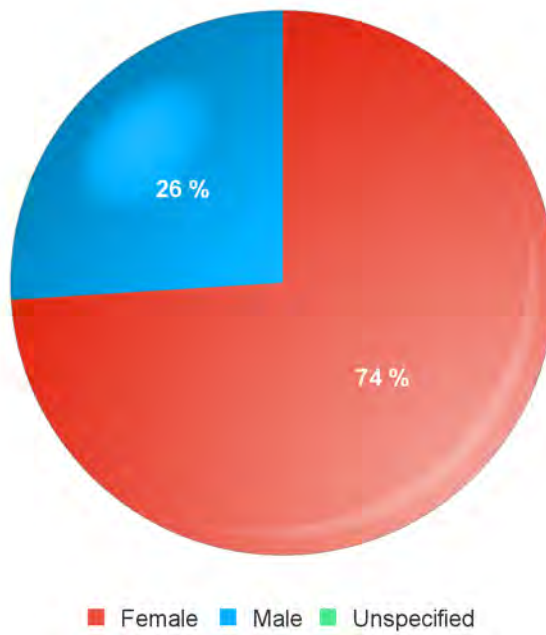
Internal Applications*	Internal Applicants*
2,004	1,025

*Applications refers to number of individual applications received.

*Applicants refers to number of applicants i.e. an applicant may make multiple applications.

The below information is detailed by number of applications.

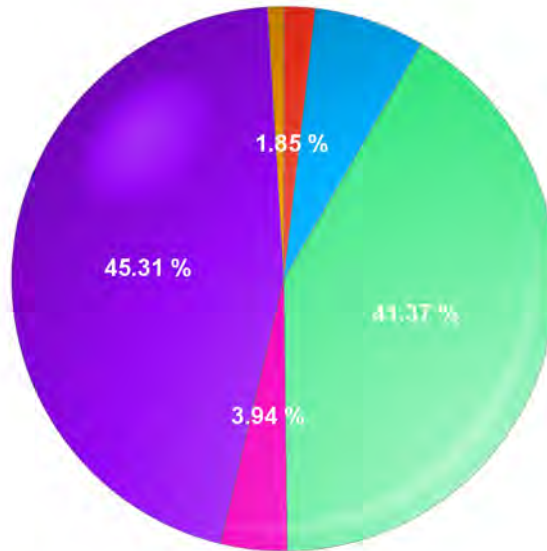
Sex



Sex	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Female	234	481	312	3	16	437
Male	59	173	108	-	4	177

Sex	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Female	15.78%	32.43%	21.04%	0.20%	1.08%	29.47%
Male	11.32%	33.21%	20.73%	-	0.77%	33.97%

Marital Status

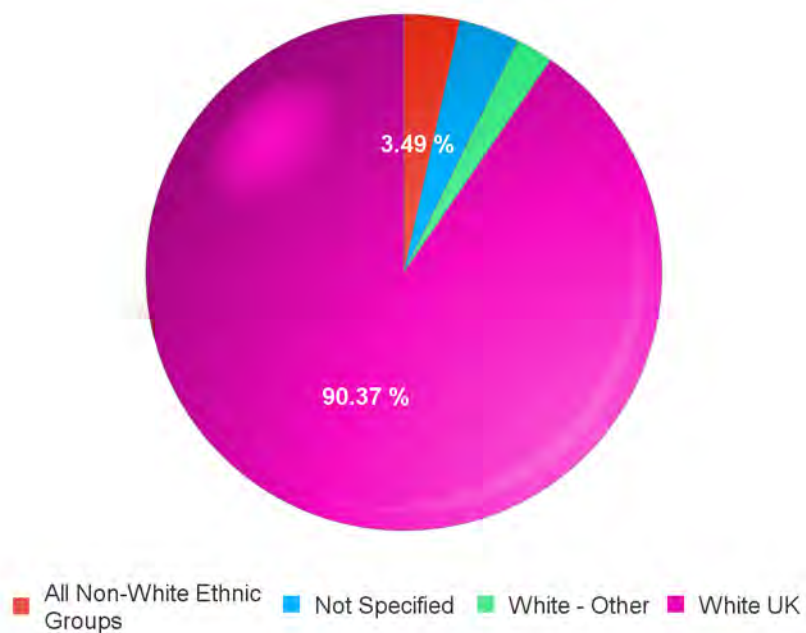


■ Civil Partnership
 ■ Divorced/Sepa...
 ■ Married
 ■ Not Specified
 ■ Single
 ■ Widowed

Marital Status	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Civil Partnership	7	13	6	-	1	10
Divorced/Separated	20	45	27	2	1	37
Married	142	248	179	-	7	253
Not Specified	9	21	10	-	2	37
Single	113	322	193	1	9	270
Widowed	2	5	5	-	-	7

Marital Status	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Civil Partnership	18.92%	35.14%	16.22%	-	2.70%	27.03%
Divorced/Separated	15.15%	34.09%	20.45%	1.52%	0.76%	28.03%
Married	17.13%	29.92%	21.59%	-	0.84%	30.52%
Not Specified	11.39%	26.58%	12.66%	-	2.53%	46.84%
Single	12.44%	35.46%	21.26%	0.11%	0.99%	29.74%
Widowed	10.53%	26.32%	26.32%	-	-	36.84%

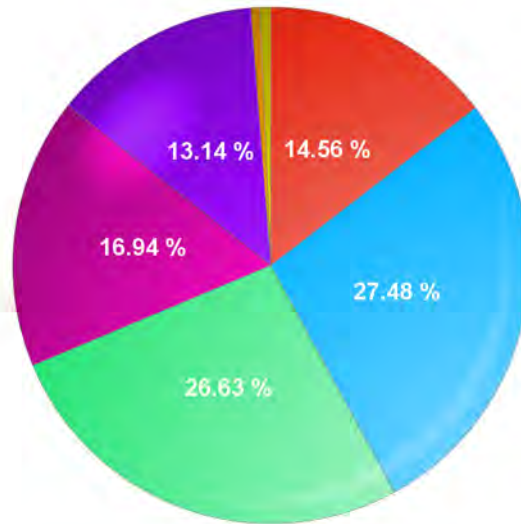
Ethnicity



Ethnicity	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
All Non-White Ethnic Groups	8	29	18	-	-	15
Not Specified	6	21	10	-	1	38
White - Other	9	10	12	-	-	16
White UK	270	594	380	3	19	545

Ethnicity	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
All Non-White Ethnic Groups	11.43%	41.43%	25.71%	-	-	21.43%
Not Specified	7.89%	27.63%	13.16%	-	1.32%	50.00%
White - Other	19.15%	21.28%	25.53%	-	-	34.04%
White UK	14.91%	32.80%	20.98%	0.17%	1.05%	30.09%

Age

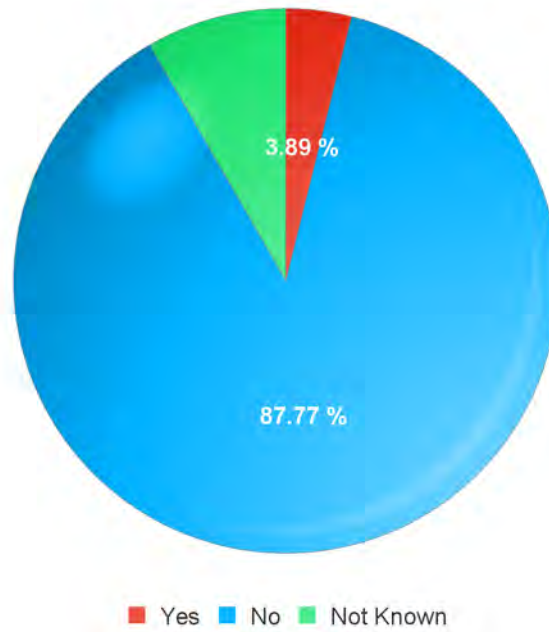


■ 16-24
 ■ 25-34
 ■ 35-44
 ■ 45-54
 ■ 55-64
 ■ 65 and over
 ■ Prefer not to say

Age	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
16-24	35	87	50	-	1	84
25-34	61	199	94	1	9	121
35-44	66	130	114	-	4	156
45-54	39	89	68	1	2	100
55-64	55	69	45	-	-	63
65 and over	2	2	2	-	-	4
Prefer not to say	2	3	3	-	-	4

Age	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
16-24	13.62%	33.85%	19.46%	-	0.39%	32.68%
25-34	12.58%	41.03%	19.38%	0.21%	1.86%	24.95%
35-44	14.04%	27.66%	24.26%	-	0.85%	33.19%
45-54	13.04%	29.77%	22.74%	0.33%	0.67%	33.44%
55-64	23.71%	29.74%	19.40%	-	-	27.16%
65 and over	20.00%	20.00%	20.00%	-	-	40.00%
Prefer not to say	16.67%	25.00%	25.00%	-	-	33.33%

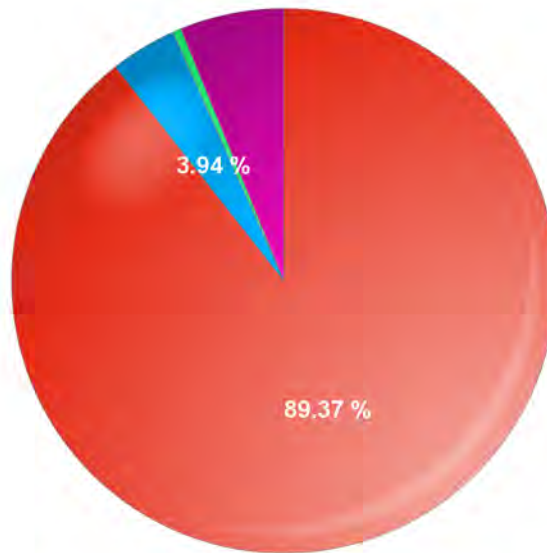
Disability



Disability	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Yes	12	31	19	-	-	16
No	256	570	371	3	17	542
Not Known	25	53	30	-	3	56

Disability	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Yes	15.38%	39.74%	24.36%	-	-	20.51%
No	14.55%	32.40%	21.09%	0.17%	0.97%	30.81%
Not Known	14.97%	31.74%	17.96%	-	1.80%	33.53%

Sexual Orientation

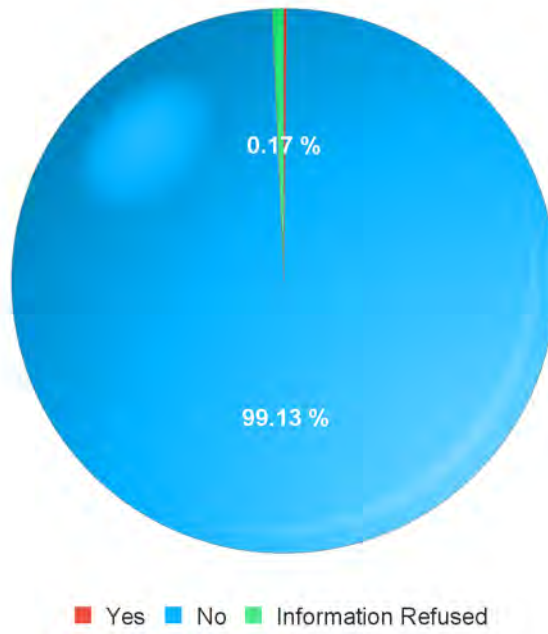


■ Heterosexual
 ■ Lesbian, Gay or Bisexual
 ■ Other
 ■ Declined to Specify

Sexual Orientation	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Heterosexual	266	587	386	3	18	531
Lesbian, Gay or Bisexual	9	26	15	-	1	28
Other	1	5	2	-	-	2
Declined to Specify	17	36	17	-	1	53

Sexual Orientation	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Heterosexual	14.85%	32.77%	21.55%	0.17%	1.01%	29.65%
Lesbian, Gay or Bisexual	11.39%	32.91%	18.99%	-	1.27%	35.44%
Other	10.00%	50.00%	20.00%	-	-	20.00%
Declined to Specify	13.71%	29.03%	13.71%	-	0.81%	42.74%

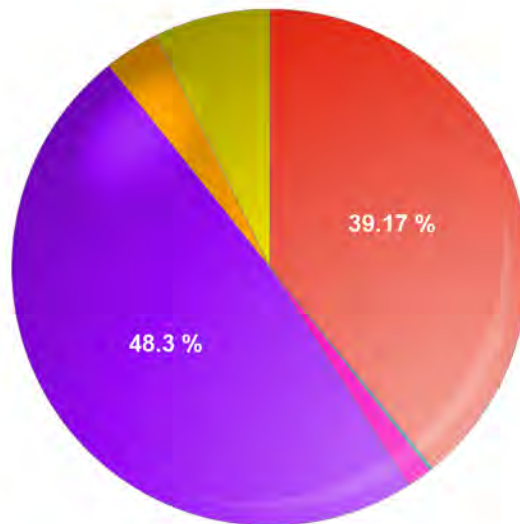
Gender Reassignment*



Gender Reassignment	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Yes	-	1	1	-	-	-
No	169	411	294	1	9	257
Information Refused	-	4	2	-	-	2

Gender Reassignment	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Yes	-	50.00%	50.00%	-	-	-
No	14.81%	36.02%	25.77%	0.09%	0.79%	22.52%
Information Refused	-	50.00%	25.00%	-	-	25.00%

Religion & Belief



■ Christian
 ■ Muslim
 ■ Buddhist
 ■ Other
 ■ No Religion
 ■ Declined to Specify
 ■ Not Known

Religion	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre- Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Christian	115	270	174	-	8	218
Muslim	-	3	-	-	-	-
Buddhist	-	1	-	-	-	-
Other	4	9	6	-	2	11
No Religion	149	303	200	3	10	303
Declined to Specify	10	24	18	-	-	18
Not Known	15	44	22	-	-	64

Religion	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre- Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Christian	14.65%	34.39%	22.17%	-	1.02%	27.77%
Muslim	-	100.00%	-	-	-	-
Buddhist	-	100.00%	-	-	-	-
Other	12.50%	28.13%	18.75%	-	6.25%	34.38%
No Religion	15.39%	31.30%	20.66%	0.31%	1.03%	31.30%
Declined to Specify	14.29%	34.29%	25.71%	-	-	25.71%
Not Known	10.34%	30.34%	15.17%	-	-	44.14%

Pregnancy & Maternity

We do not ask applicants about pregnancy or maternity.

External Applicants

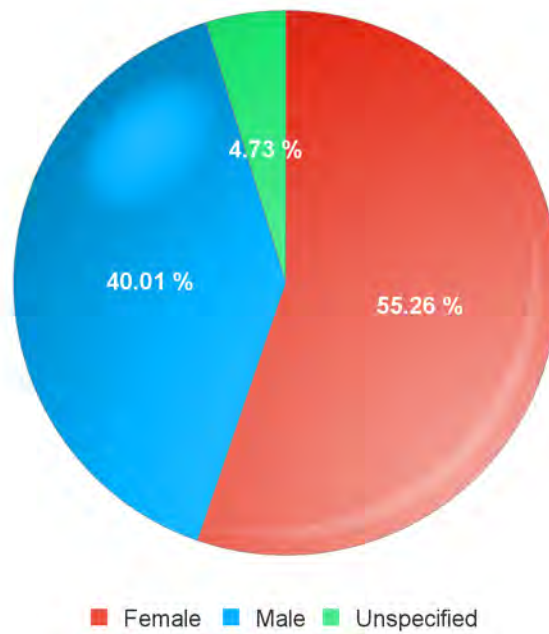
External Applications*	External Applicants*
4,564	2,570

*Applications refers to number of individual applications received.

*Applicants refers to number of applicants i.e. an applicant may make multiple applications.

The below information is detailed by number of applications.

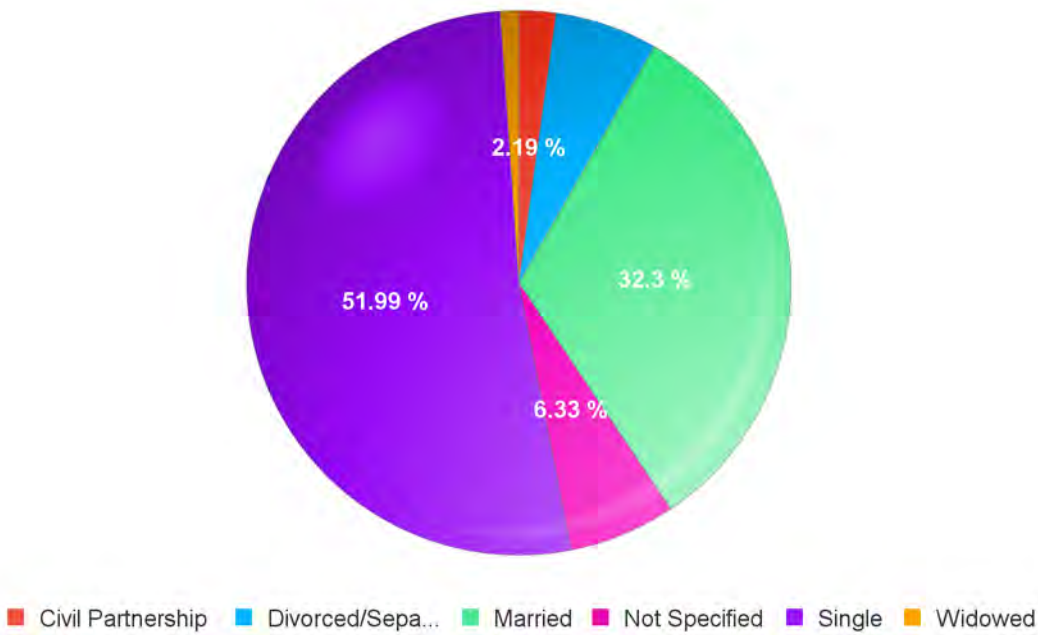
Sex



Sex	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Female	423	1,435	514	6	16	128
Male	219	1,210	317	3	14	63
Unspecified	18	157	31	-	1	9

Sex	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Female	16.77%	56.90%	20.38%	0.24%	0.63%	5.08%
Male	11.99%	66.27%	17.36%	0.16%	0.77%	3.45%
Unspecified	8.33%	72.69%	14.35%	-	0.46%	4.17%

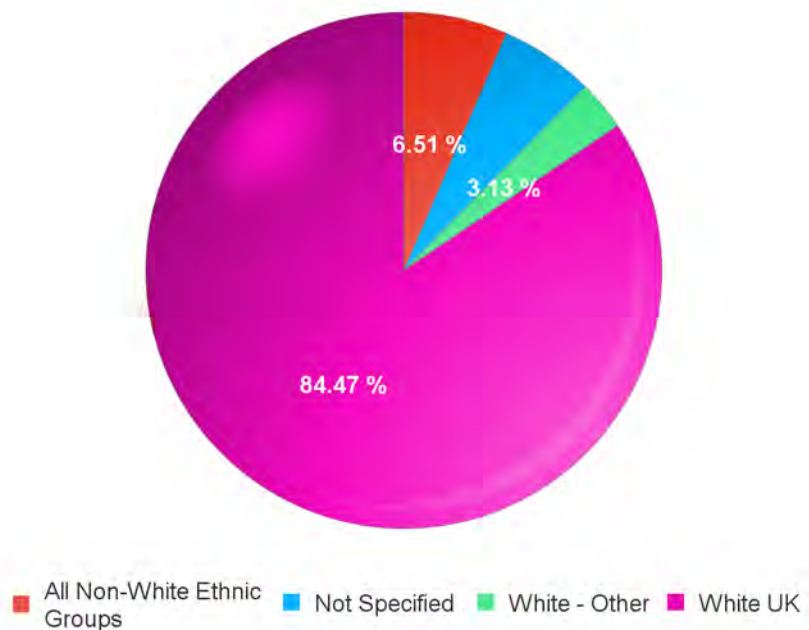
Marital Status



Marital Status	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Civil Partnership	11	68	16	-	-	5
Divorced/ Separated	38	163	60	-	3	14
Married	258	828	301	1	13	73
Not Specified	26	199	48	1	1	14
Single	315	1,519	426	7	14	92
Widowed	12	25	11	-	-	2

Marital Status	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Civil Partnership	11.00%	68.00%	16.00%	-	-	5.00%
Divorced/ Separated	13.67%	58.63%	21.58%	-	1.08%	5.04%
Married	17.50%	56.17%	20.42%	0.07%	0.88%	4.95%
Not Specified	9.00%	68.86%	16.61%	0.35%	0.35%	4.84%
Single	13.27%	64.01%	17.95%	0.29%	0.59%	3.88%
Widowed	24.00%	50.00%	22.00%	-	-	4.00%

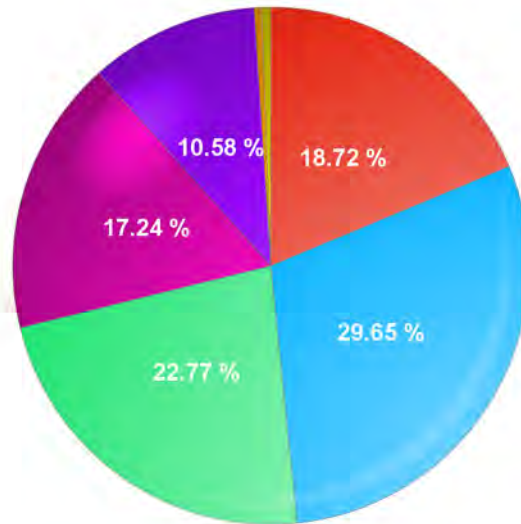
Ethnicity



Ethnicity	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
All Non-White Ethnic Groups	32	212	45	-	1	7
Not Specified	25	188	43	-	1	12
White - Other	22	87	26	1	1	6
White UK	581	2,315	748	8	28	175

Ethnicity	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
All Non-White Ethnic Groups	10.77%	71.38%	15.15%	-	0.34%	2.36%
Not Specified	9.29%	69.89%	15.99%	-	0.37%	4.46%
White - Other	15.38%	60.84%	18.18%	0.70%	0.70%	4.20%
White UK	15.07%	60.05%	19.40%	0.21%	0.73%	4.54%

Age

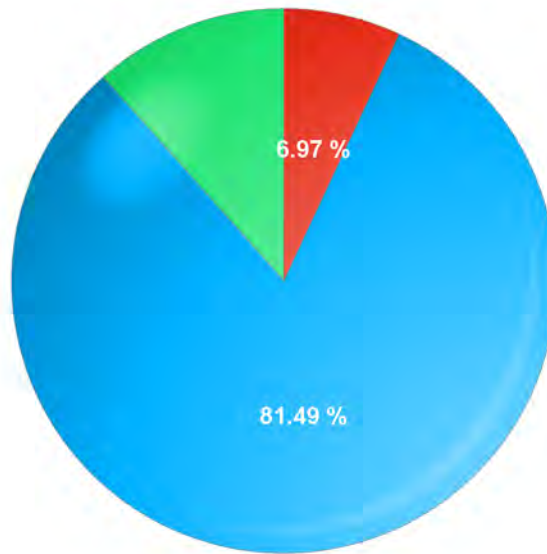


■ 16-24
 ■ 25-34
 ■ 35-44
 ■ 45-54
 ■ 55-64
 ■ 65 and over
 ■ Prefer not to say

Age	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
16-24	95	527	137	1	2	13
25-34	191	777	205	5	6	44
35-44	132	590	170	1	10	40
45-54	117	395	163	-	4	35
55-64	73	221	116	-	3	25
65 and over	4	9	4	-	-	2
Prefer not to say	5	16	1	-	-	2

Age	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
16-24	12.26%	68.00%	17.68%	0.13%	0.26%	1.68%
25-34	15.55%	63.27%	16.69%	0.41%	0.49%	3.58%
35-44	14.00%	62.57%	18.03%	0.11%	1.06%	4.24%
45-54	16.39%	55.32%	22.83%	-	0.56%	4.90%
55-64	16.67%	50.46%	26.48%	-	0.68%	5.71%
65 and over	21.05%	47.37%	21.05%	-	-	10.53%
Prefer not to say	20.83%	66.67%	4.17%	-	-	8.33%

Disability

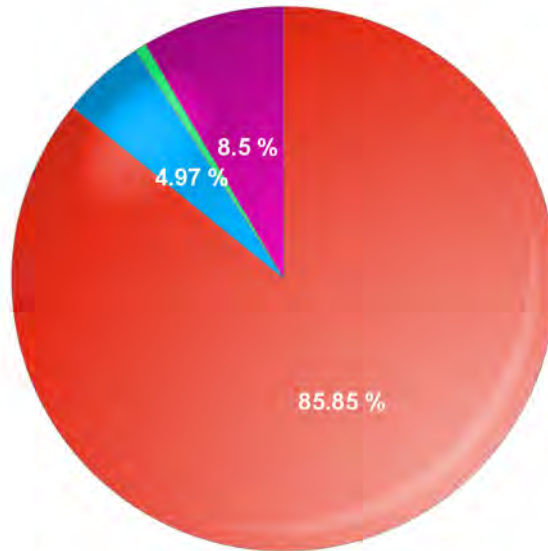


■ Yes ■ No ■ Not Known

Disability	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Yes	55	167	81	3	1	11
No	546	2,286	689	5	27	166
Not Known	59	349	92	1	3	23

Disability	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Yes	17.30%	52.52%	25.47%	0.94%	0.31%	3.46%
No	14.68%	61.47%	18.53%	0.13%	0.73%	4.46%
Not Known	11.20%	66.22%	17.46%	0.19%	0.57%	4.36%

Sexual Orientation

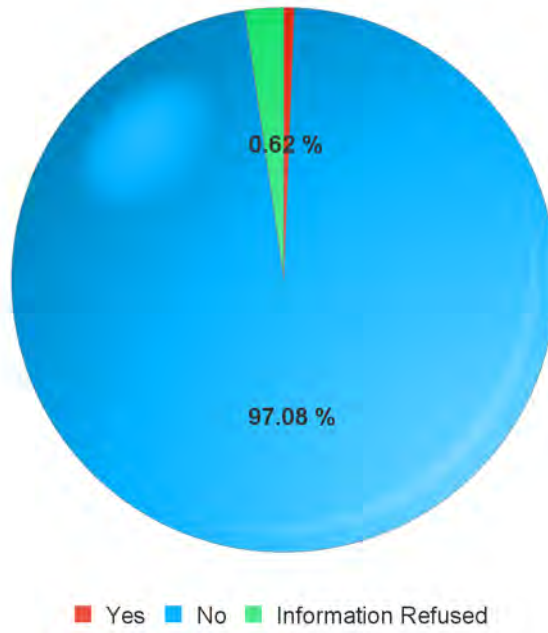


■ Heterosexual
 ■ Lesbian, Gay or Bisexual
 ■ Other
 ■ Declined to Specify

Sexual Orientation	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Heterosexual	574	2,419	729	7	28	161
Lesbian, Gay or Bisexual	38	131	46	2	2	8
Other	3	21	6	-	-	1
Declined to Specify	45	231	81	-	1	30

Sexual Orientation	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Heterosexual	14.65%	61.74%	18.61%	0.18%	0.71%	4.11%
Lesbian, Gay or Bisexual	16.74%	57.71%	20.26%	0.88%	0.88%	3.52%
Other	9.68%	67.74%	19.35%	-	-	3.23%
Declined to Specify	11.60%	59.54%	20.88%	-	0.26%	7.73%

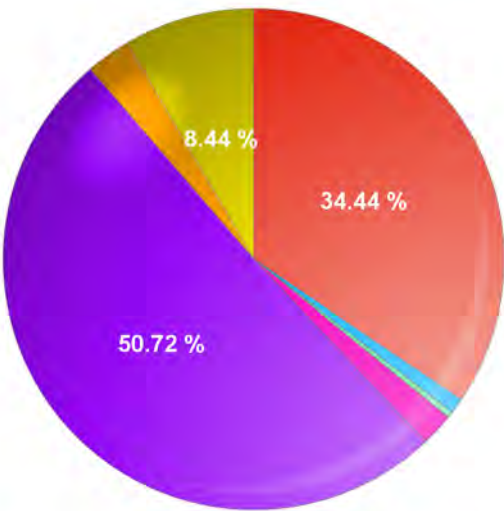
Gender Reassignment*



Gender Reassignment	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Yes	-	23	2	-	-	-
No	589	2,394	750	9	25	116
Information Refused	16	49	22	-	1	4

Gender Reassignment	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre-Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Yes	-	92.00%	8.00%	-	-	-
No	15.17%	61.65%	19.31%	0.23%	0.64%	2.99%
Information Refused	17.39%	53.26%	23.91%	-	1.09%	4.35%

Religion & Belief



Christian Muslim Buddhist Other No Religion Declined to Specify Not Known

Religion	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre- Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Christian	226	908	337	4	12	85
Muslim	11	30	5	-	-	-
Buddhist	5	8	5	-	-	-
Other	20	55	19	-	-	3
No Religion	342	1,460	402	5	16	90
Declined to Specify	21	71	34	-	2	3
Not Known	35	270	60	-	1	19

Religion	Applicant Withdrew	Applicant Rejected before Interview	Applicant Rejected after Interview	Applicant Rejected after Pre- Employment Checks	Applicant Rejected Offer	Applicant Offered Position
Christian	14.38%	57.76%	21.44%	0.25%	0.76%	5.41%
Muslim	23.91%	65.22%	10.87%	-	-	-
Buddhist	27.78%	44.44%	27.78%	-	-	-
Other	20.62%	56.70%	19.59%	-	-	3.09%
No Religion	14.77%	63.07%	17.37%	0.22%	0.69%	3.89%
Declined to Specify	16.03%	54.20%	25.95%	-	1.53%	2.29%
Not Known	9.09%	70.13%	15.58%	-	0.26%	4.94%

Pregnancy & Maternity

We do not ask applicants about pregnancy or maternity.

Section D. Information on employees who have started employment between 01/04/2025 and 31/03/2026

Occupancies Started

Number of Starters	Number of Positions Started
360	360

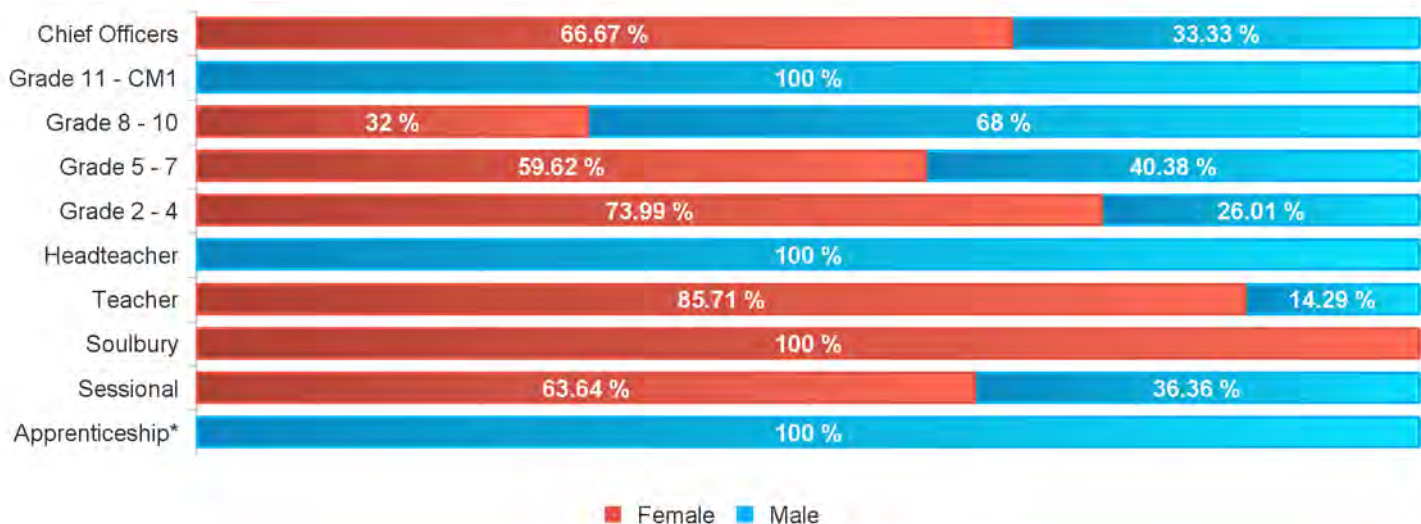
Sex

Sex	Starters	Percentage:
Female	232	64.44%
Male	128	35.56%

Pay

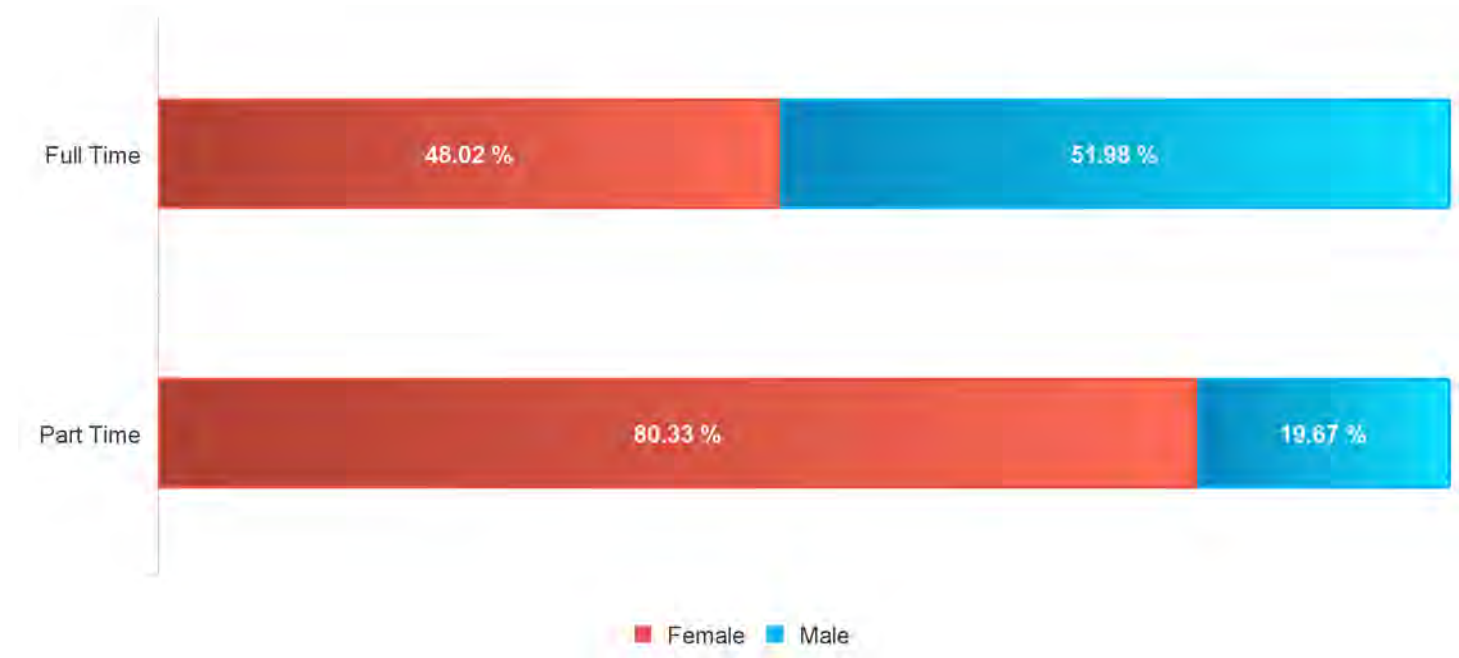
Pay	Female	Male
Chief Officers	2	1
Grade 11 - CM1	-	1
Grade 8 - 10	8	17
Grade 5 - 7	62	42
Grade 2 - 4	128	45
Headteacher	-	1
Teacher	24	4
Soulbury	1	-
Sessional	7	4
Apprenticeship*	-	13

*Apprenticeships also paid under NJC



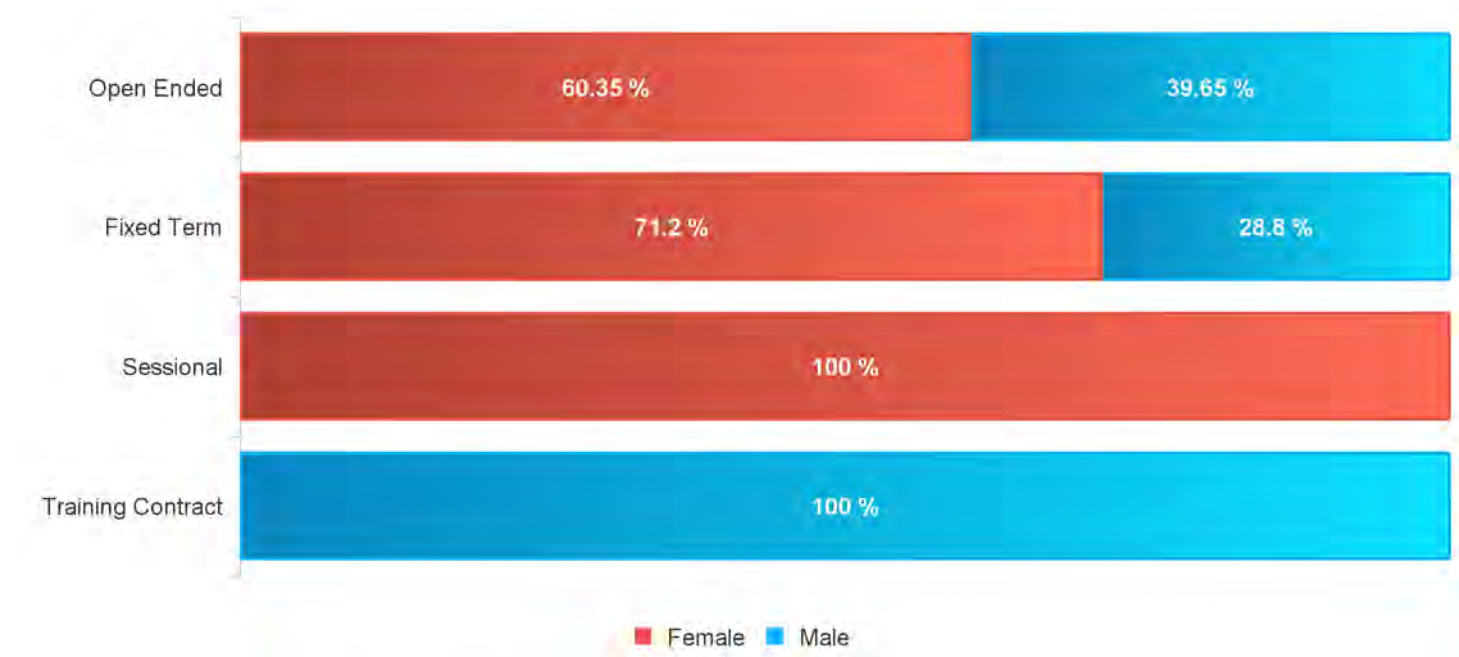
Hours Worked

Hours Worked	Female	Male
Full Time	85	92
Part Time	147	36



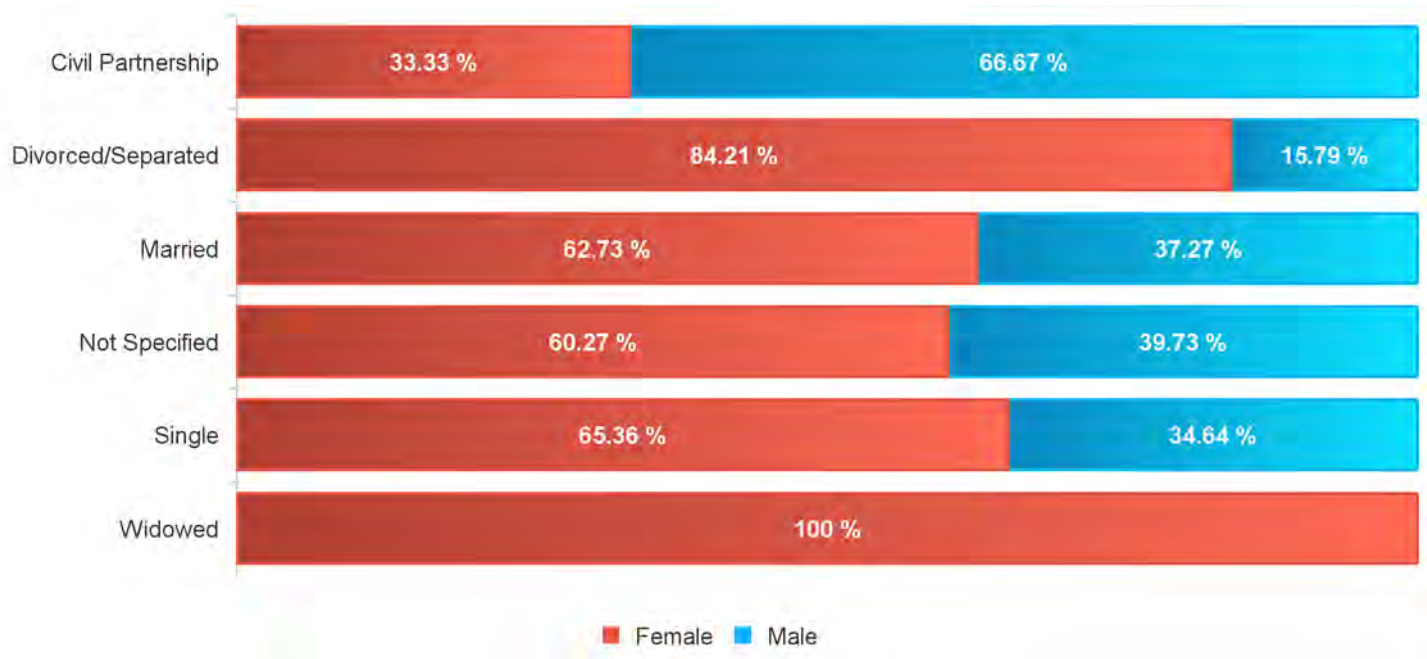
Contract Type

Contract Type	Female	Male
Open Ended	137	90
Fixed Term	89	36
Sessional	6	-
Training Contract	-	2



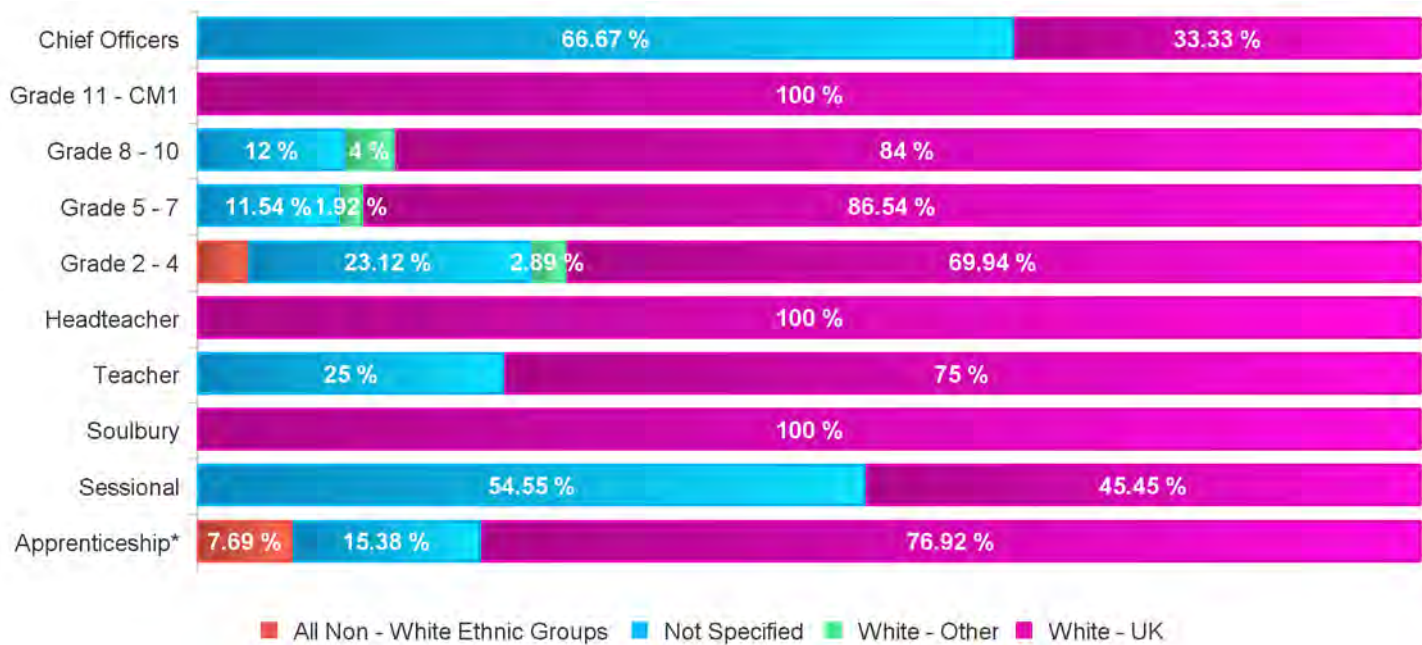
Marital Status

Marital Status	Female	Male
Civil Partnership	1	2
Divorced/Separated	16	3
Married	69	41
Not Specified	44	29
Single	100	53
Widowed	2	-



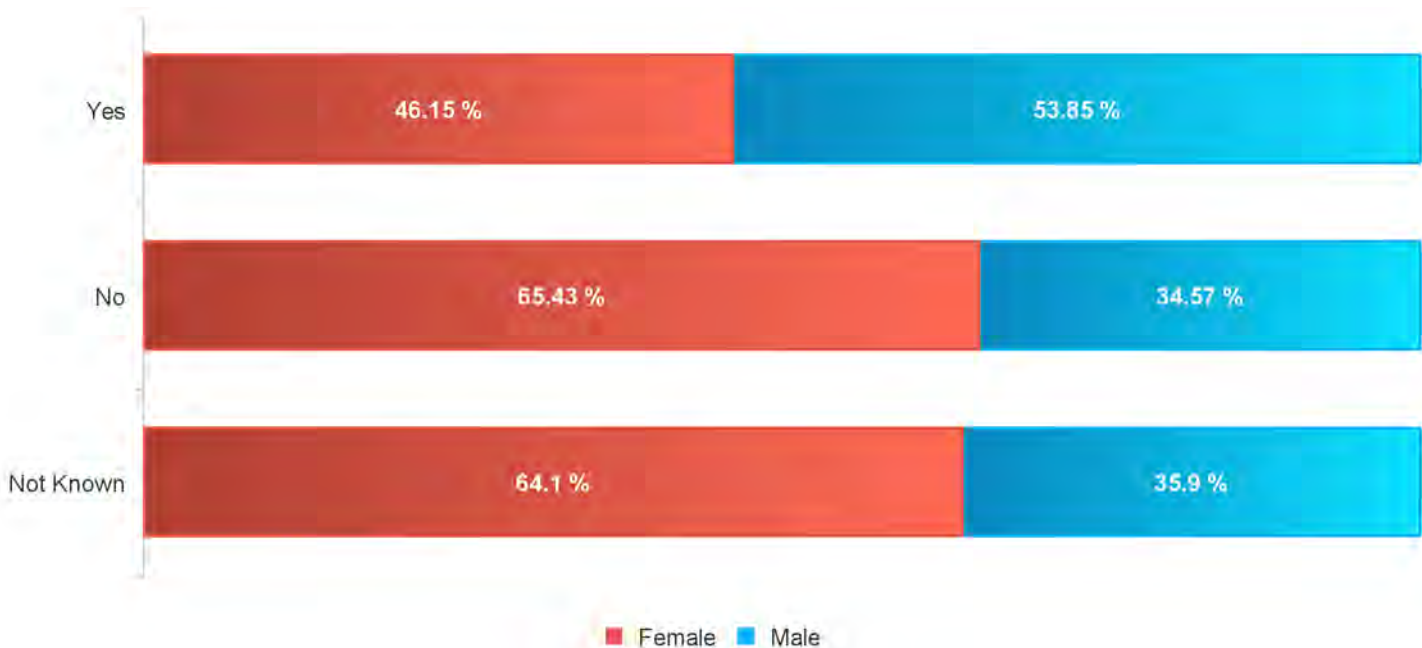
Ethnicity

Ethnicity	All Non - White Ethnic Groups	Not Specified	White - Other	White - UK
Chief Officers	-	2	-	1
Grade 11 - CM1	-	-	-	1
Grade 8 - 10	-	3	1	21
Grade 5 - 7	-	12	2	90
Grade 2 - 4	7	40	5	121
Headteacher	-	-	-	1
Teacher	-	7	-	21
Soulbury	-	-	-	1
Sessional	-	6	-	5
Apprenticeship*	1	2	-	10



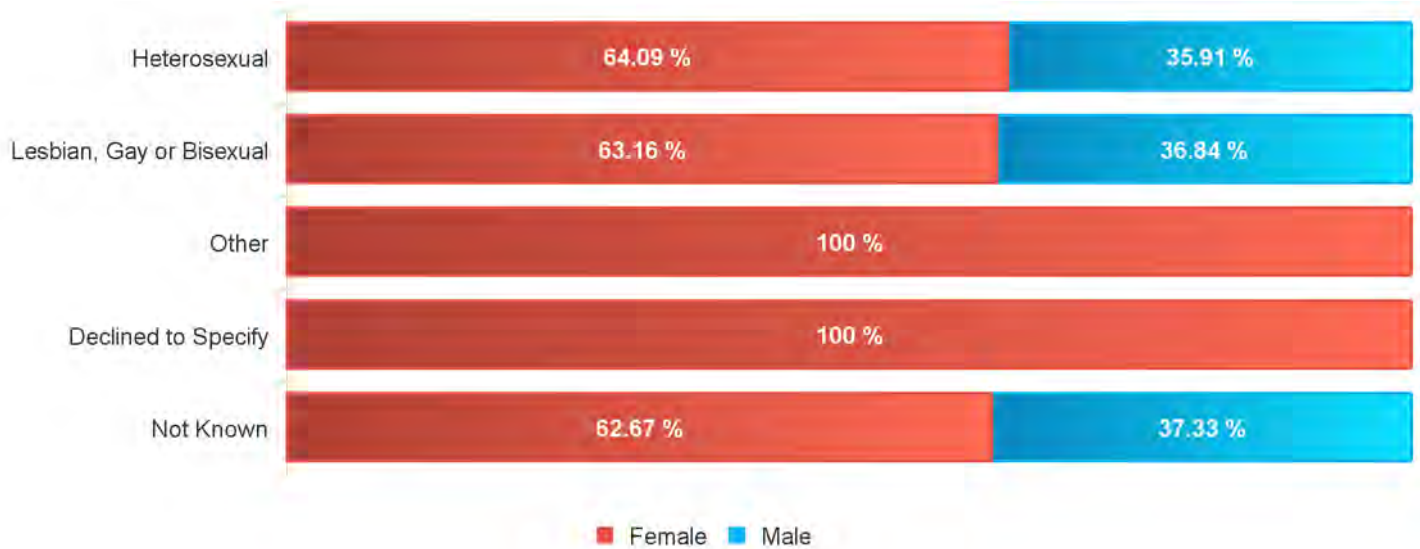
Disability

Disability	Female	Male
Yes	6	7
No	176	93
Not Known	50	28



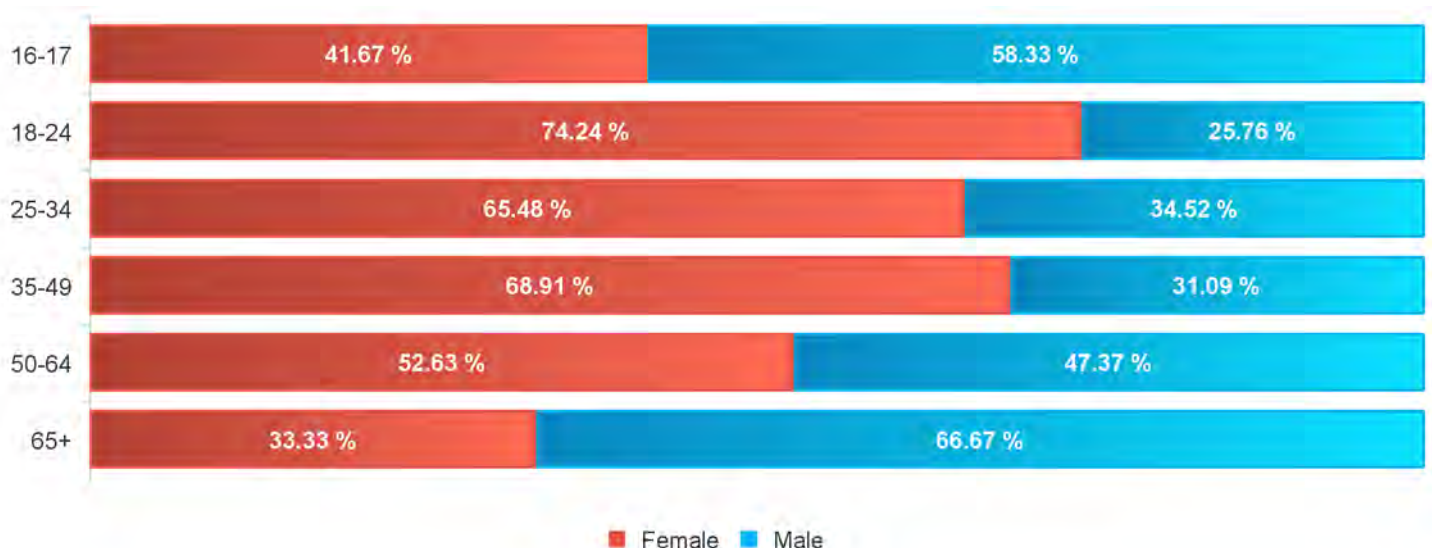
Sexual Orientation

Sexual Orientation	Female	Male
Heterosexual	166	93
Lesbian, Gay or Bisexual	12	7
Other	3	-
Declined to Specify	4	-
Not Known	47	28



Age

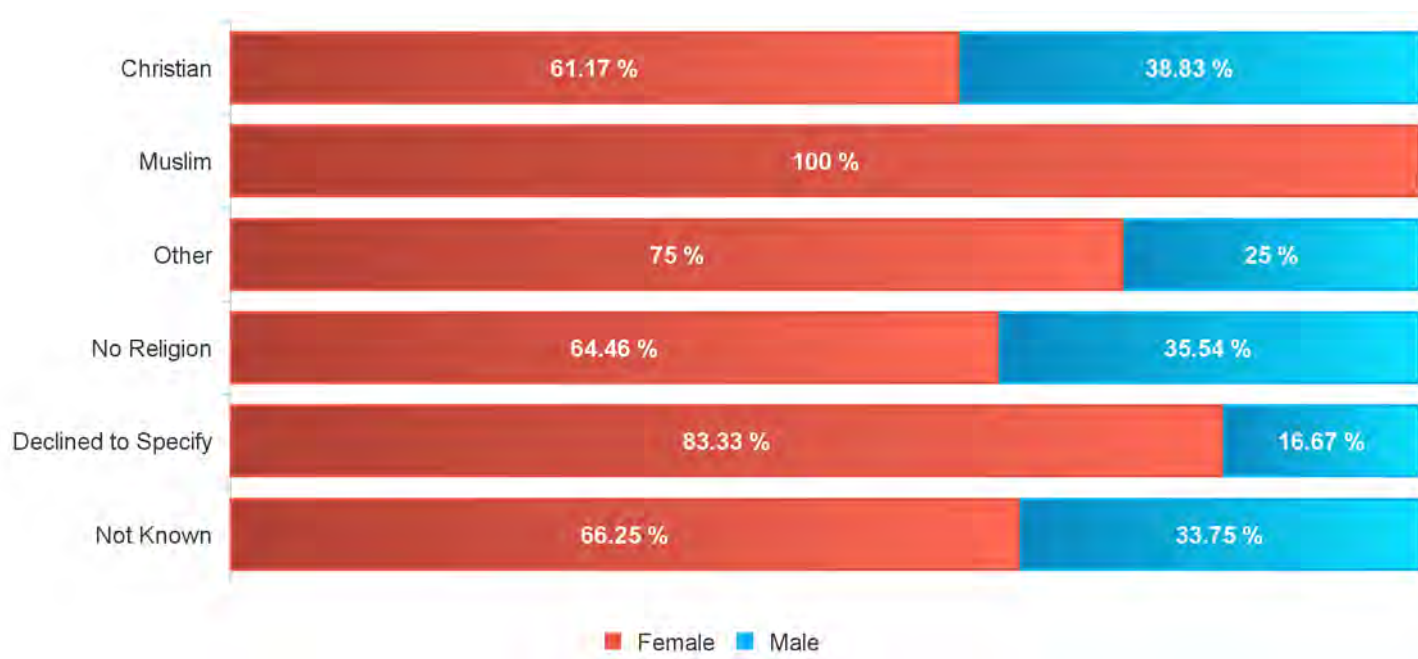
Age	Female	Male
16-17	5	7
18-24	49	17
25-34	55	29
35-49	82	37
50-64	40	36
65+	1	2



Age	16-17	18-24	25-34	35-49	50-64	65+
Chief Officers	-	-	-	3	-	-
Grade 11 - CM1	-	-	-	1	-	-
Grade 8 - 10	-	1	4	7	13	-
Grade 5 - 7	-	11	38	37	18	-
Grade 2 - 4	10	34	30	62	34	3
Headteacher	-	-	-	-	1	-
Teacher	-	9	9	3	7	-
Soulbury	-	-	-	1	-	-
Sessional	-	2	2	4	3	-
Apprenticeship*	2	9	1	1	-	-

Religion & Belief

Religion & Belief	Female	Male
Christian	63	40
Muslim	1	-
Other	3	1
No Religion	107	59
Declined to Specify	5	1
Not Known	53	27



Employees who have started a new position(s) between 01/04/2025 and 31/03/2026

Occupancies Started

Number of Starters	Number of Positions Started
928	1,036

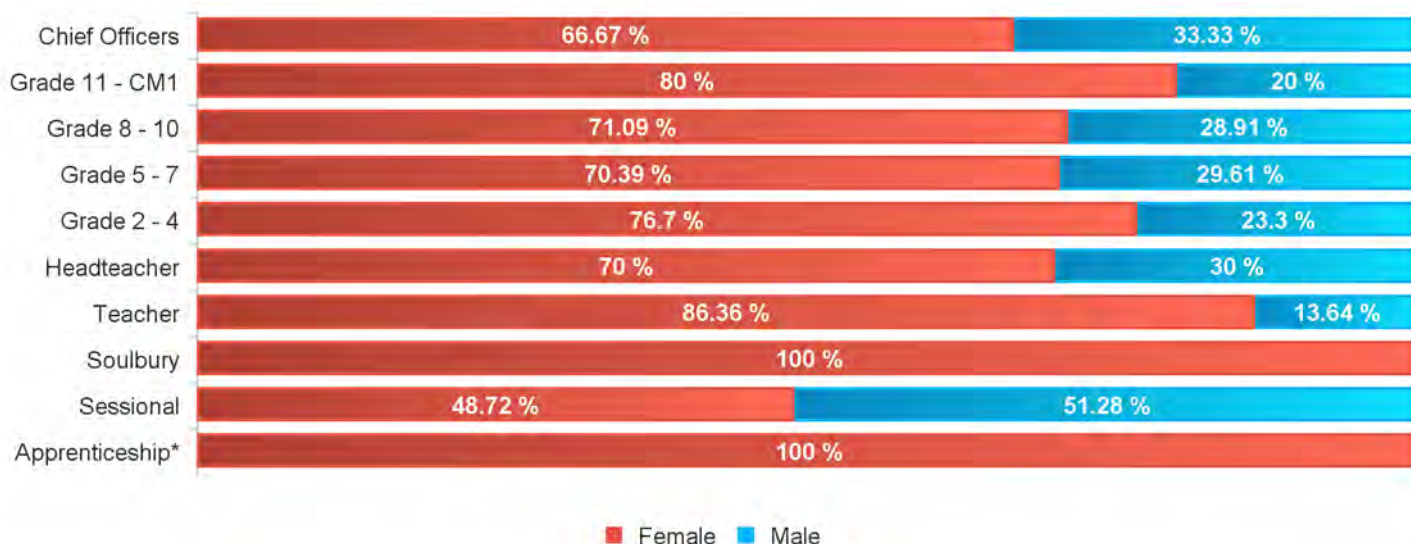
Sex

Sex	Starters	Percentage:
Female	686	73.92%
Male	242	26.08%

Pay

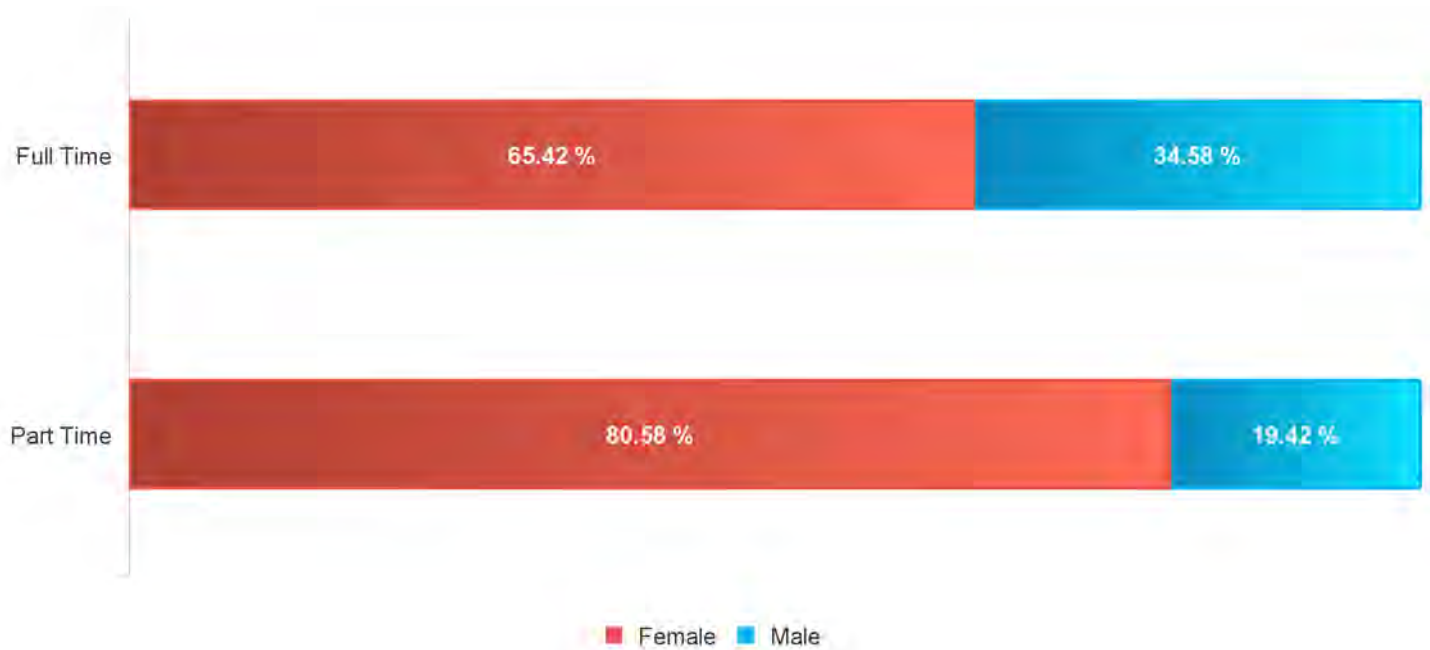
Pay	Female	Male
Chief Officers	4	2
Grade 11 - CM1	12	3
Grade 8 - 10	91	37
Grade 5 - 7	233	98
Grade 2 - 4	293	89
Headteacher	14	6
Teacher	95	15
Soulbury	4	-
Sessional	19	20
Apprenticeship*	1	-

*Apprenticeships also paid under NJC



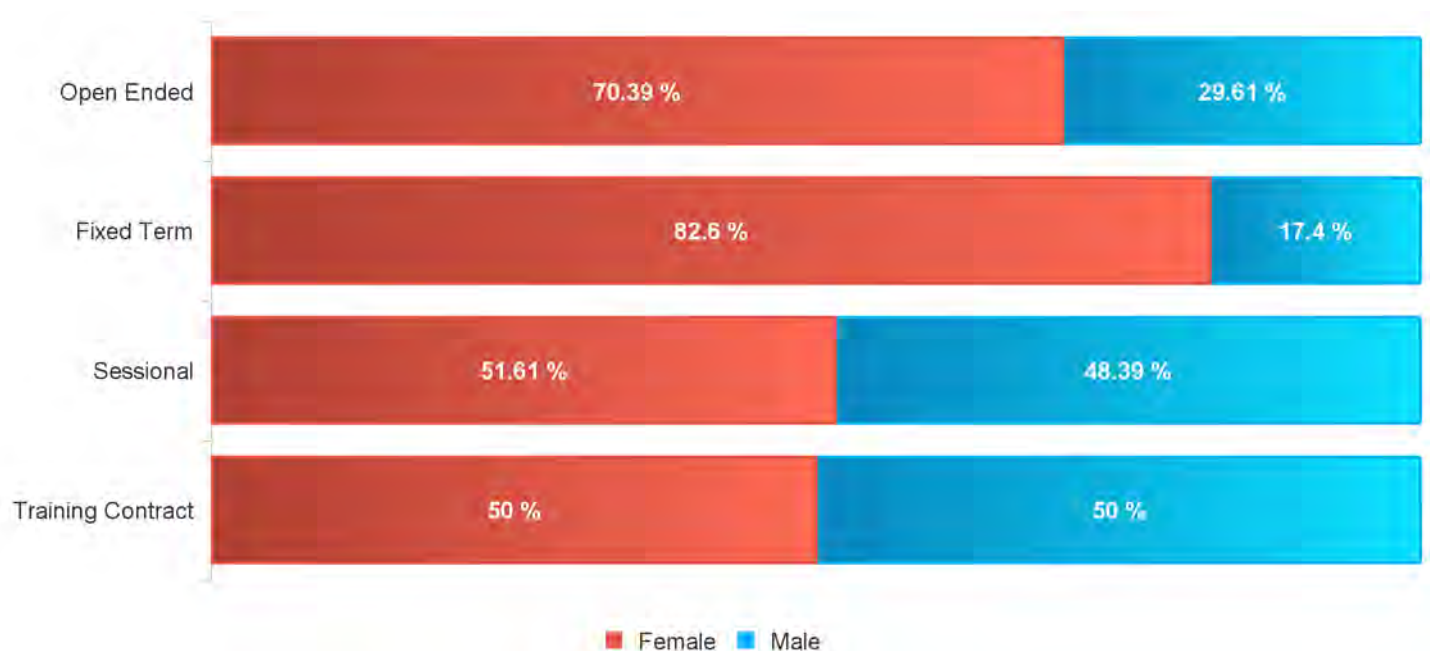
Hours Worked

Hours Worked	Female	Male
Full Time	297	157
Part Time	469	113



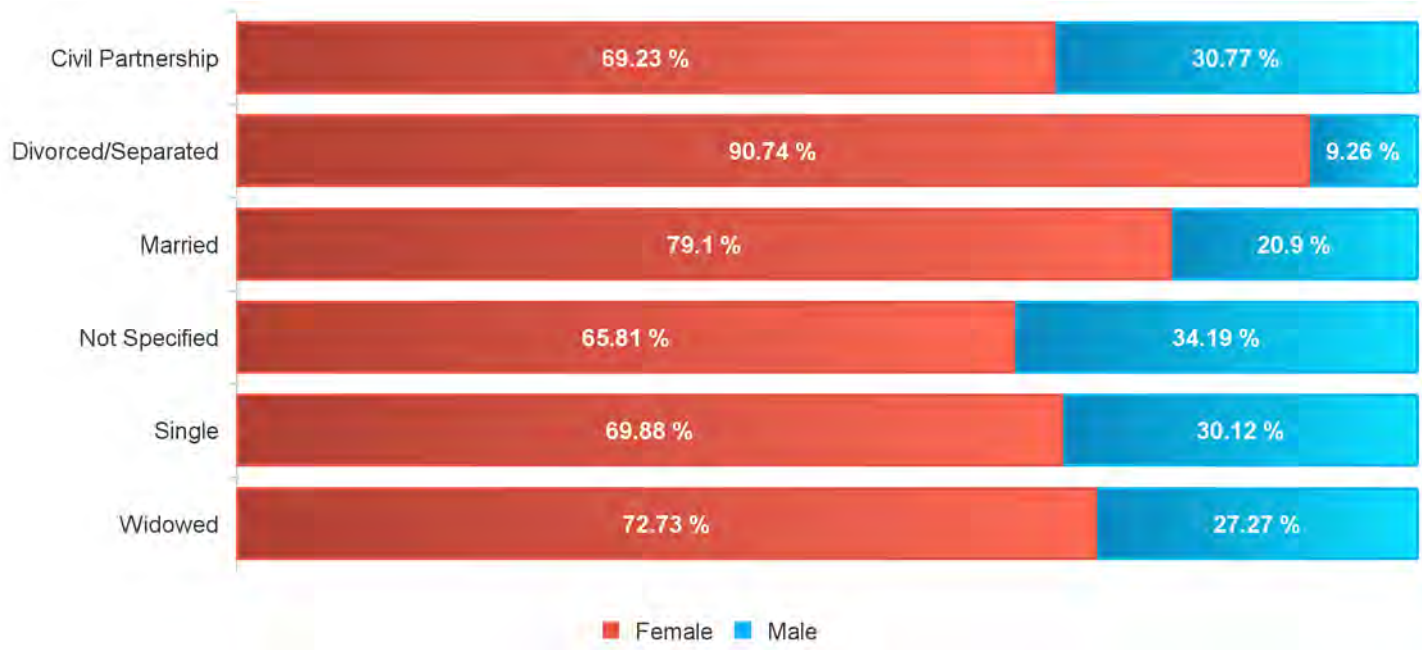
Contract Type

Contract Type	Female	Male
Open Ended	447	188
Fixed Term	299	63
Sessional	16	15
Training Contract	4	4



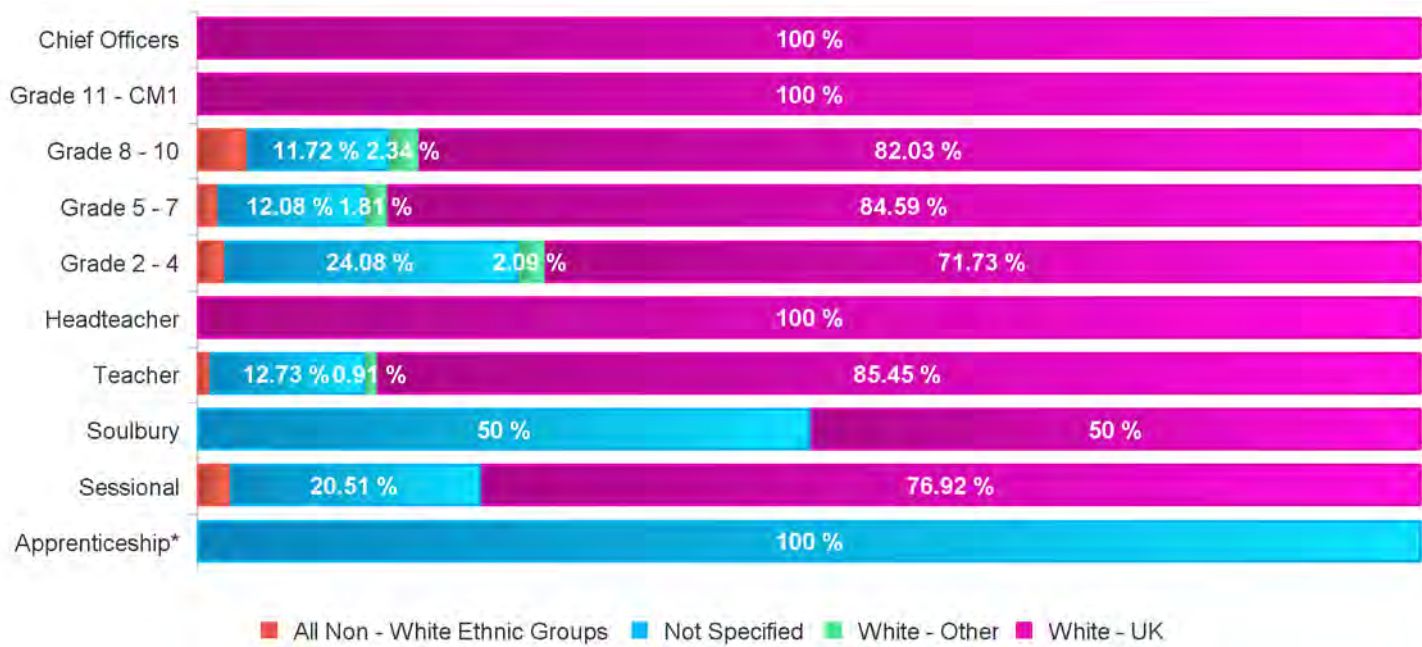
Marital Status

Marital Status	Female	Male
Civil Partnership	9	4
Divorced/Separated	49	5
Married	280	74
Not Specified	102	53
Single	239	103
Widowed	8	3



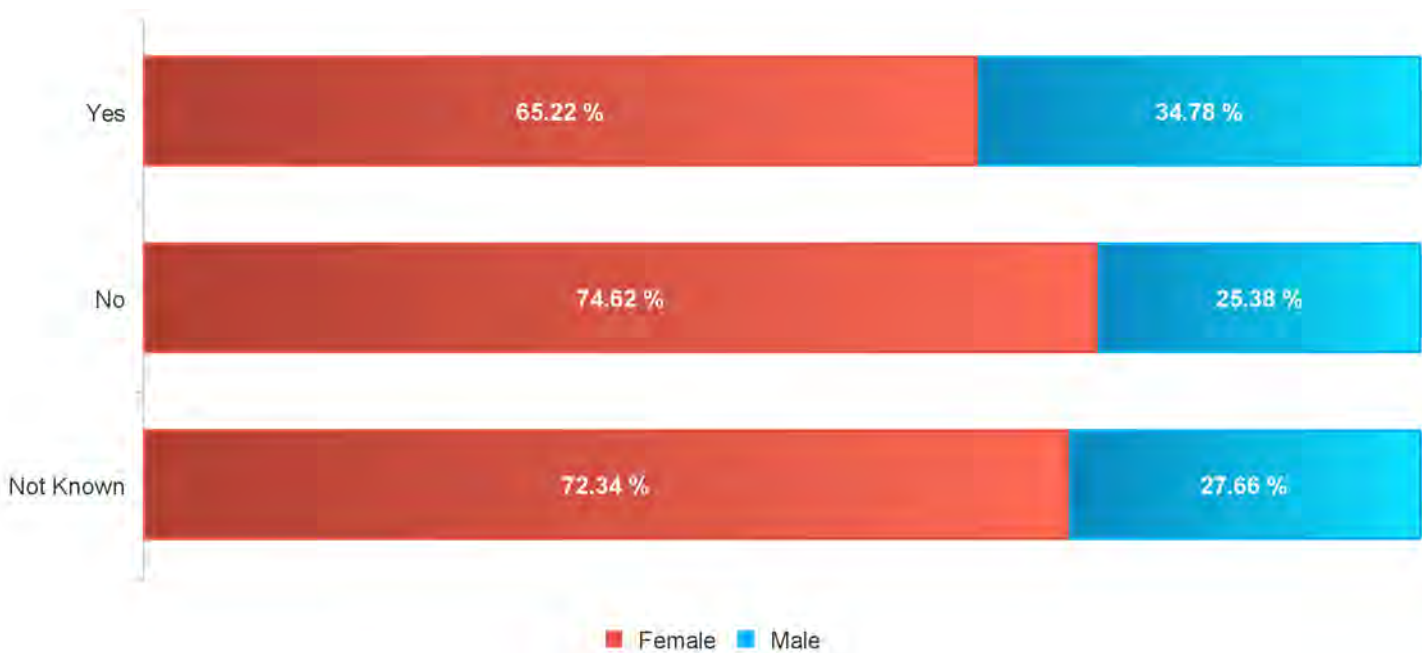
Ethnicity

Grade	All Non - White Ethnic Groups	Not Specified	White - Other	White - UK
Chief Officers	-	-	-	6
Grade 11 - CM1	-	-	-	15
Grade 8 - 10	5	15	3	105
Grade 5 - 7	5	40	6	280
Grade 2 - 4	8	92	8	274
Headteacher	-	-	-	20
Teacher	1	14	1	94
Soulbury	-	2	-	2
Sessional	1	8	-	30
Apprenticeship*	-	1	-	-



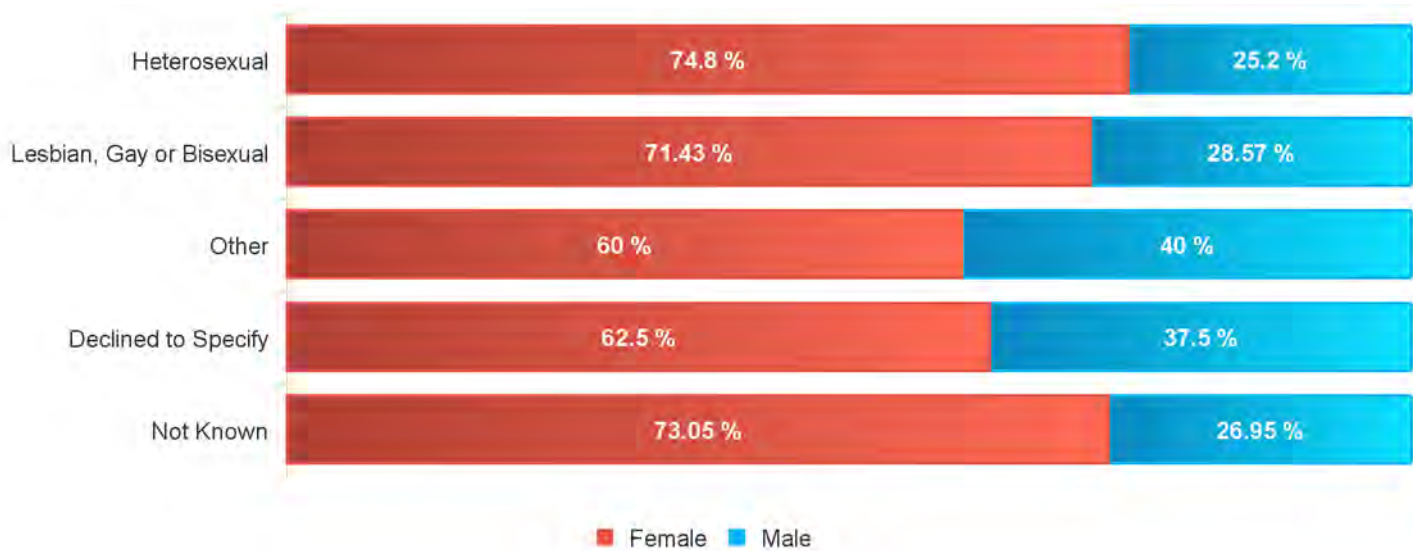
Disability

Disability	Female	Male
Yes	15	8
No	535	182
Not Known	136	52



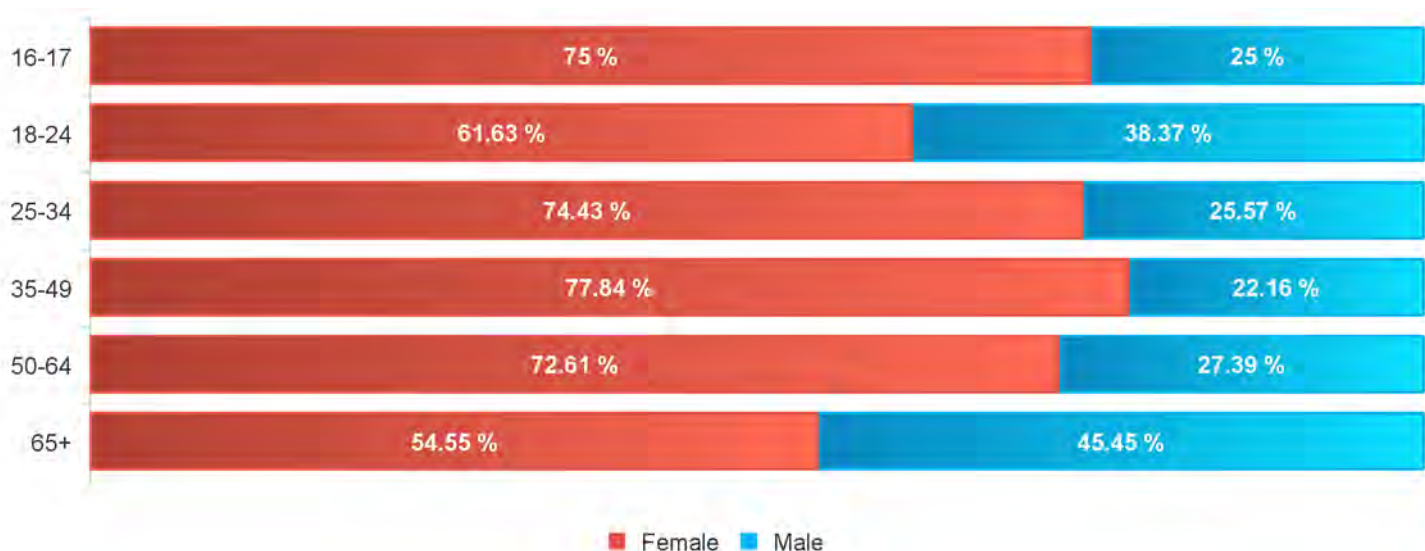
Sexual Orientation

Sexual Orientation	Female	Male
Heterosexual	466	157
Lesbian, Gay or Bisexual	20	8
Other	3	2
Declined to Specify	10	6
Not Known	187	69



Age

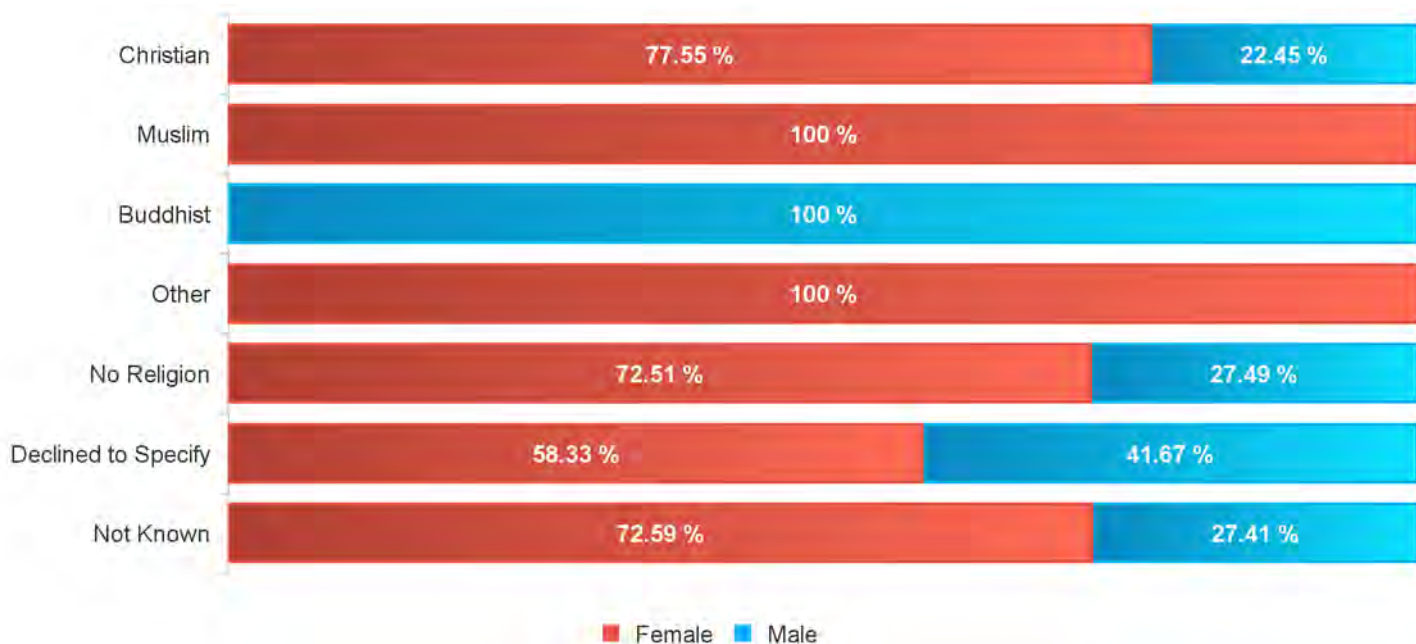
Age	Female	Male
16-17	3	1
18-24	53	33
25-34	163	56
35-49	295	84
50-64	167	63
65+	6	5



Age	16-17	18-24	25-34	35-49	50-64	65+
Chief Officers	-	-	-	1	5	-
Grade 11 - CM1	-	-	1	8	5	1
Grade 8 - 10	-	3	35	57	32	1
Grade 5 - 7	-	30	89	141	68	3
Grade 2 - 4	2	46	82	148	100	4
Headteacher	-	-	1	9	10	-
Teacher	-	7	27	49	27	-
Soulbury	-	1	-	1	2	-
Sessional	2	10	5	14	6	2
Apprenticeship*	-	1	-	-	-	-

Religion & Belief

Religion & Belief	Female	Male
Christian	228	66
Muslim	1	-
Buddhist	-	1
Other	7	-
No Religion	248	94
Declined to Specify	14	10
Not Known	188	71



Section E. Information on employees who have left the Authority between 01/04/2025 and 31/03/2026

Leavers

Number of Leavers	Number of Positions Left
594	651

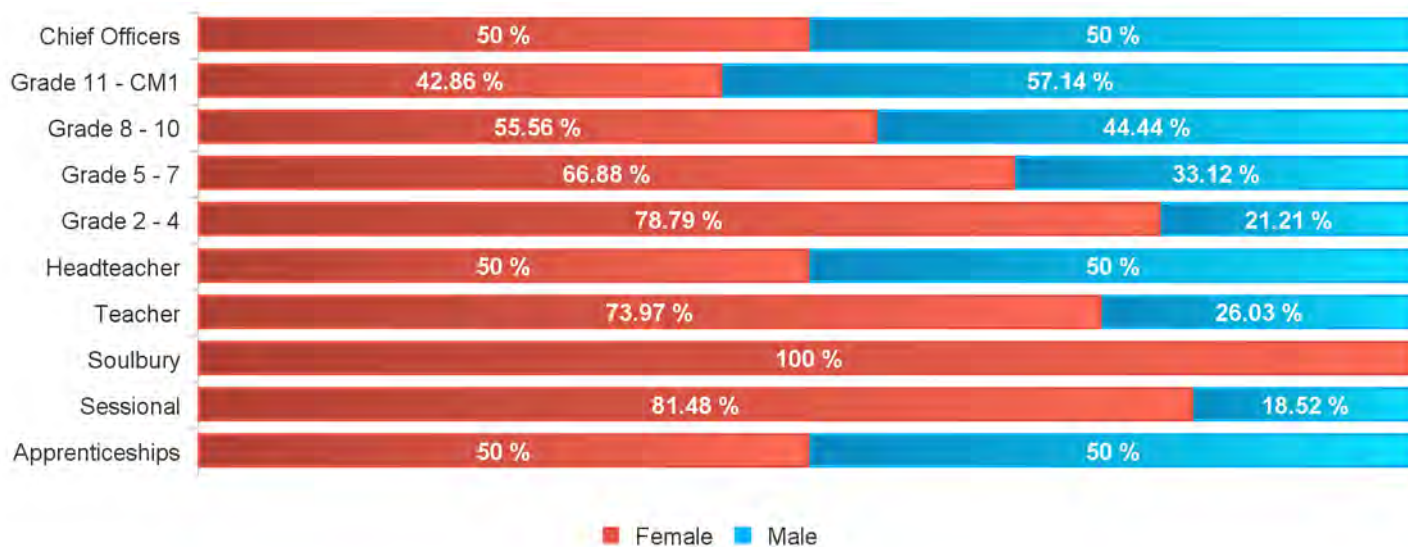
Sex

Sex	Leavers	Percentage:
Female	428	72.05%
Male	166	27.95%

Pay

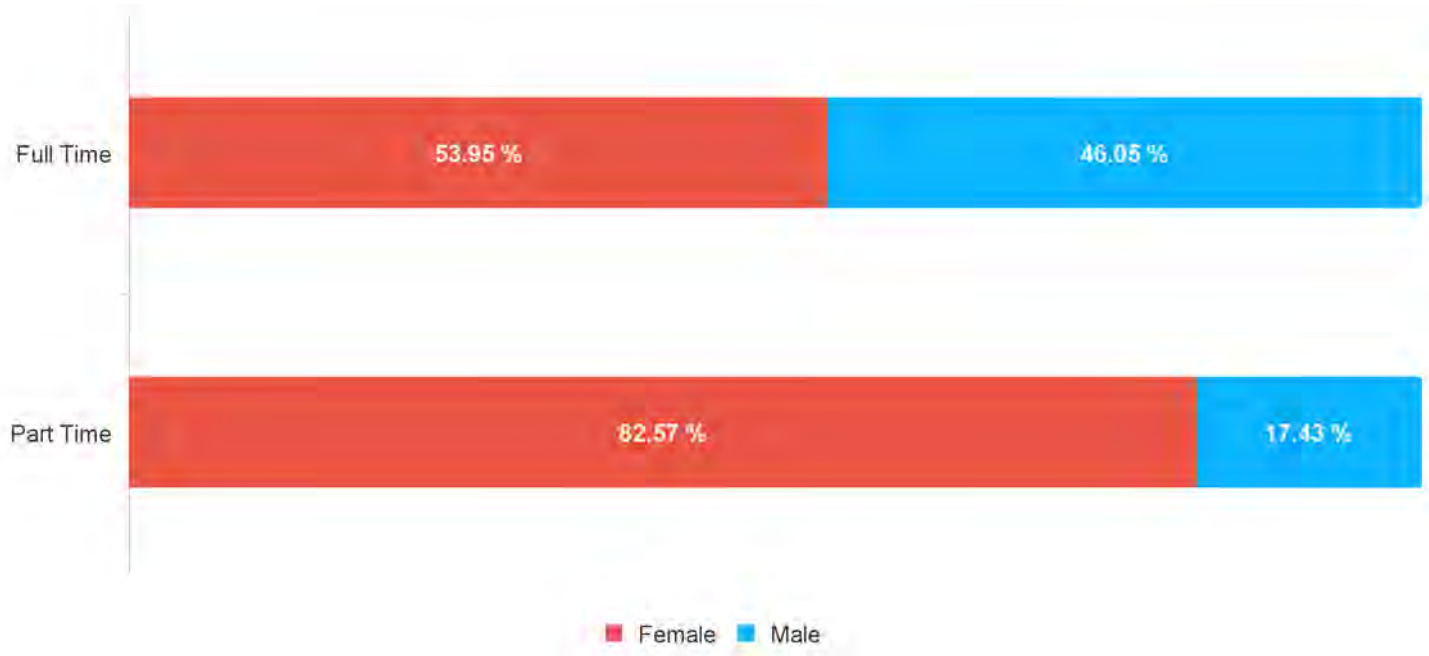
Pay	Female	Male
Chief Officers	2	2
Grade 11 - CM1	3	4
Grade 8 - 10	25	20
Grade 5 - 7	105	52
Grade 2 - 4	234	63
Headteacher	3	3
Teacher	54	19
Soulbury	4	-
Sessional	44	10
Apprenticeships	2	2

*Apprenticeships also paid under NJC



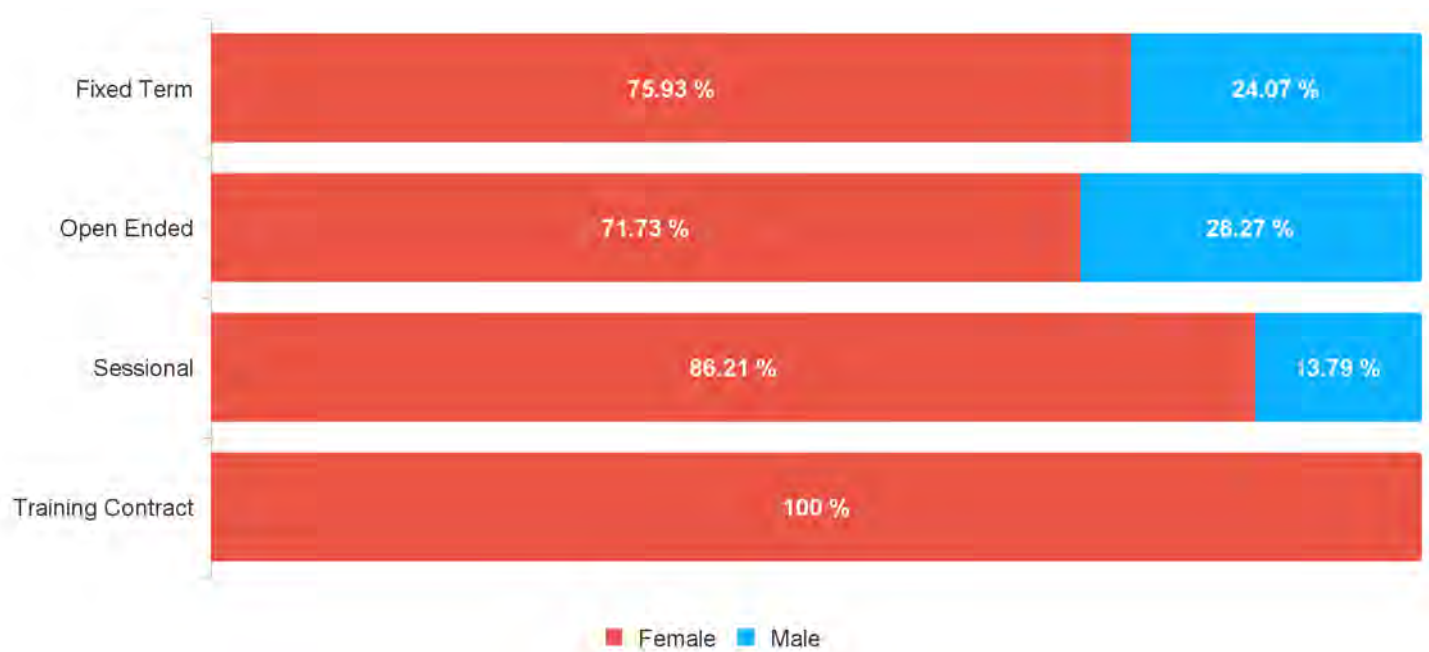
Hours Worked

Hours Worked	Female	Male
Full Time	116	99
Part Time	360	76



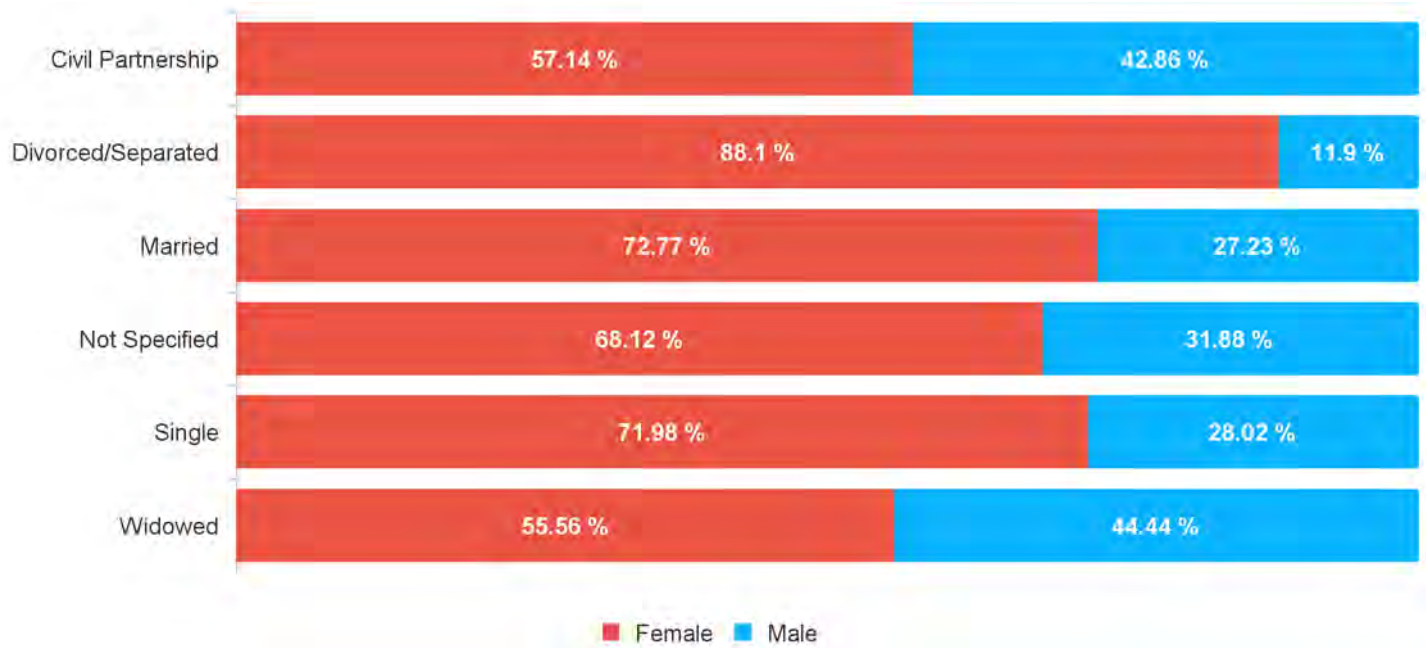
Contract Type

Contract Type	Female	Male
Fixed Term	82	26
Open Ended	368	145
Sessional	25	4
Training Contract	1	-



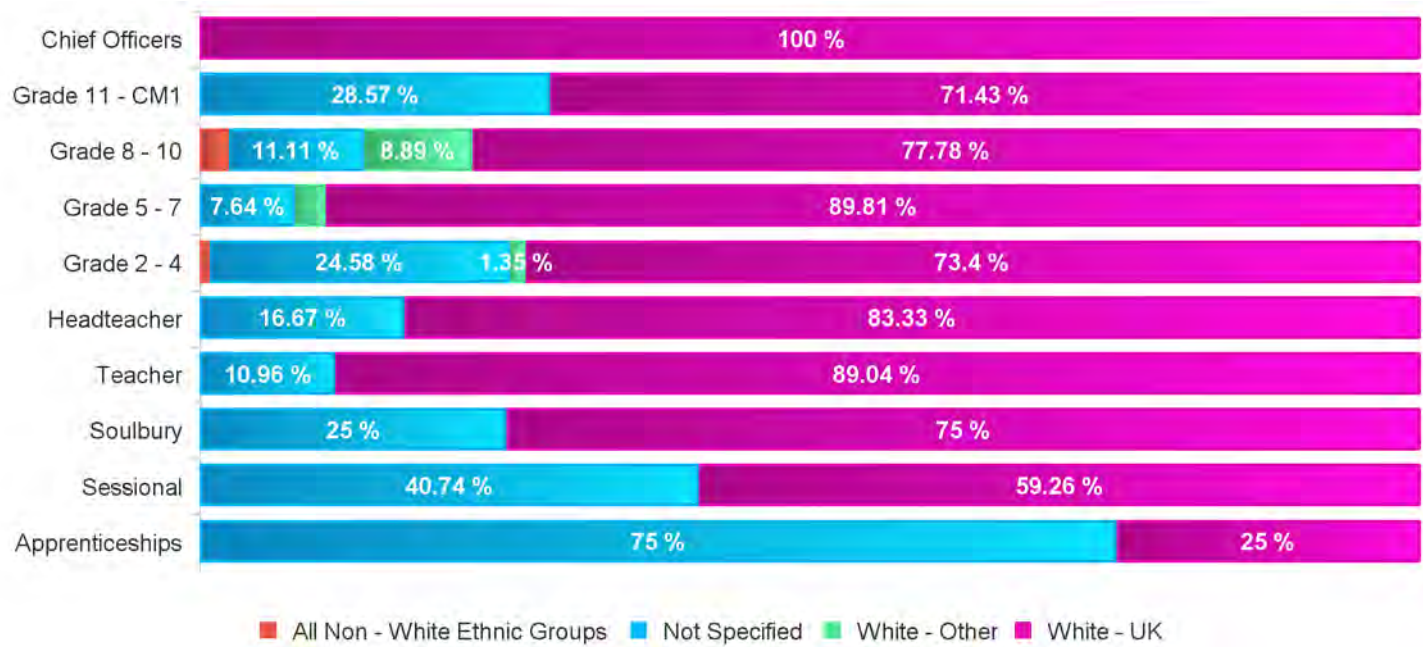
Marital Status

Marital Status	Female	Male
Civil Partnership	4	3
Divorced/Separated	37	5
Married	139	52
Not Specified	94	44
Single	149	58
Widowed	5	4



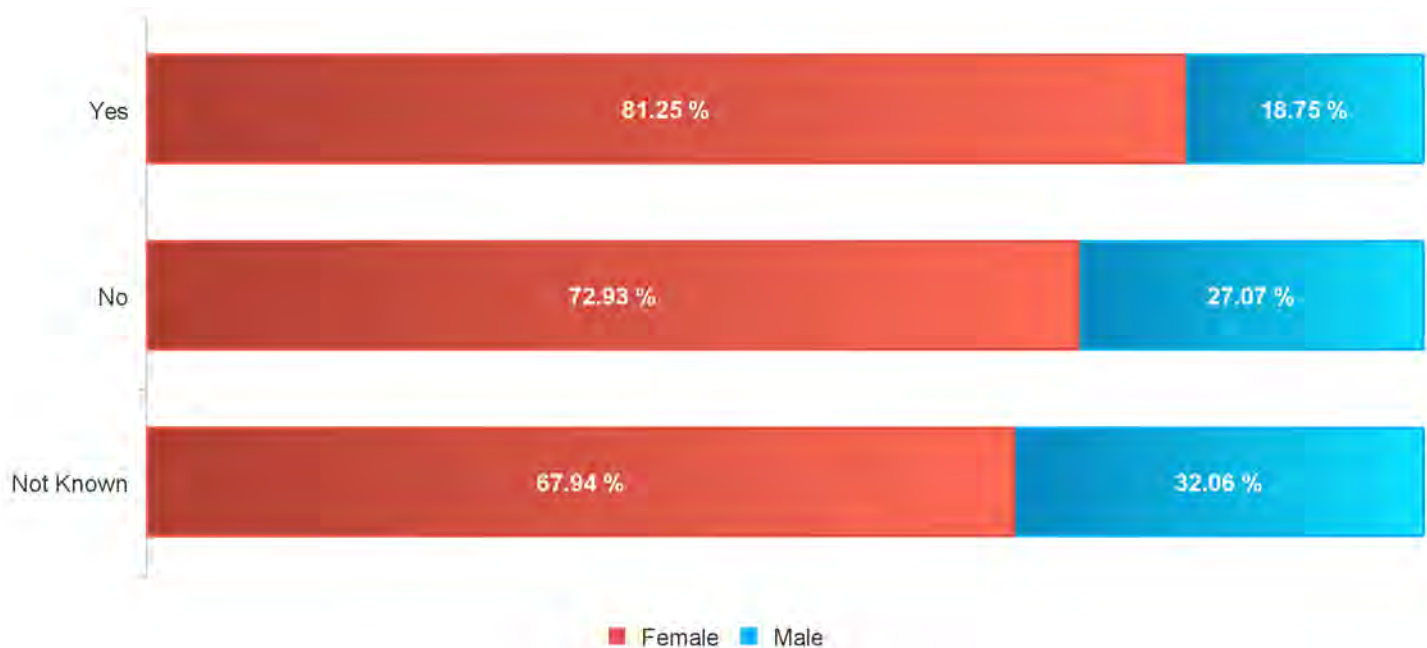
Ethnicity

Grade	All Non - White Ethnic Groups	Not Specified	White - Other	White - UK
Chief Officers	-	-	-	4
Grade 11 - CM1	-	2	-	5
Grade 8 - 10	1	5	4	35
Grade 5 - 7	-	12	4	141
Grade 2 - 4	2	73	4	218
Headteacher	-	1	-	5
Teacher	-	8	-	65
Soulbury	-	1	-	3
Sessional	-	22	-	32
Apprenticeships	-	3	-	1



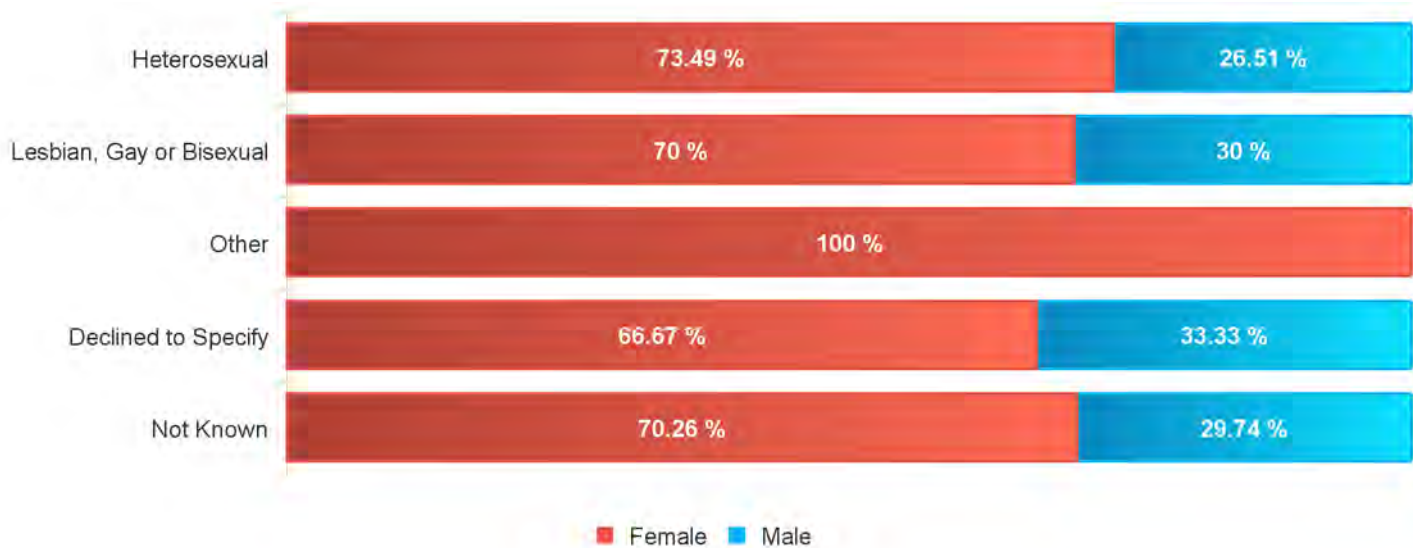
Disability

Disability	Female	Male
Yes	13	3
No	326	121
Not Known	89	42



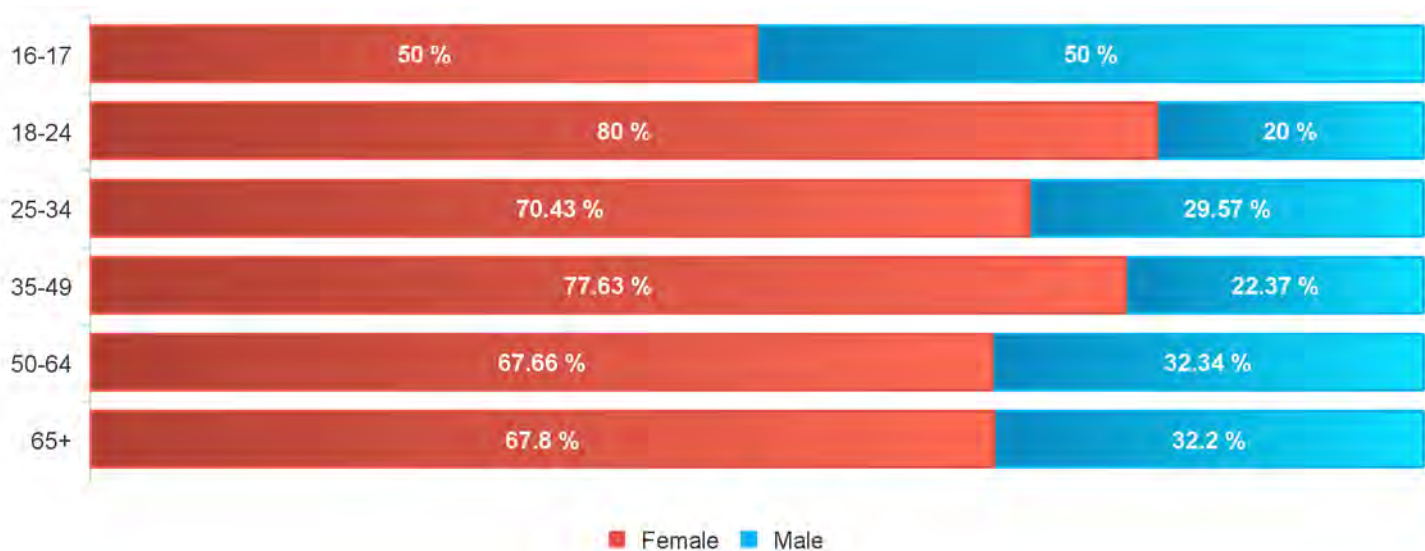
Sexual Orientation

Sexual Orientation	Female	Male
Heterosexual	244	88
Lesbian, Gay or Bisexual	14	6
Other	1	-
Declined to Specify	6	3
Not Known	163	69



Age

Age	Female	Male
16-17	1	1
18-24	52	13
25-34	81	34
35-49	118	34
50-64	136	65
65+	40	19



Age	16-17	18-24	25-34	35-49	50-64	65+
Chief Officers	-	-	-	-	4	-
Grade 11 - CM1	-	-	-	3	4	-
Grade 8 - 10	-	-	5	11	24	5
Grade 5 - 7	-	8	40	35	62	12
Grade 2 - 4	2	55	46	76	76	42
Headteacher	-	-	-	2	4	-
Teacher	-	2	20	24	25	2
Soulbury	-	-	-	-	3	1
Sessional	-	7	7	17	16	7
Apprenticeships	-	3	1	-	-	-

Religion & Belief

Religion & Belief	Female	Male
Christian	122	41
Buddhist	1	-
Other	6	2
No Religion	137	52
Declined to Specify	10	6
Not Known	152	65

