

Moray Council Mainstreaming Report 2023

The Mainstreaming Report aims to give an overview more generally of how considerations of equal and diversity are embedded within Moray Council, before addressing the duty to gather and use employee information by presenting its Equality Workforce Monitoring Report 2023/24.

Equality and Diversity

In the 2011 census, 98.9% of the Moray population described their ethnicity as “white”. This was significantly higher than the average for Scotland (96%). As a result, a lot of the work around equality and diversity has focused on age (Moray has a higher than average ageing population), disability, sex (higher than average gender pay gap). From 2016 (the year of the Orlando shooting) onwards, there has also been more focus on LGBT+.

Rainbow flag at Moray Council HQ was raised in June 2016 to commemorate the victims of the Orlando Night Club shooting. It has been raised every year since to mark Pride month.

Elgin Library has a range of stock that broadly falls under 'Diversity, Equity and Inclusion' themes and titles from our existing collections will have been highlighted on book displays etc. in various locations - we don't capture data on the specifics of these though. Elgin Library hosted a Pride in Moray exhibition in the Gallery to coincide with LGBT+ History Month in Feb and drag queen story telling in June.

More recently, ethnic diversity in Moray has increased, especially over the last 6 years with the arrival of refugees from Syria, Ukraine, Afghanistan and asylum seekers from the Middle East and the Horn of Africa. This increased diversity has led to new equality outcomes for Moray Council, focusing on the ethnicity pay gap and promoting race equality.

Some 30 members of staff from Moray Council have recently taken part in staff training on Third Party Hate Crime Reporting, organised by Police Scotland.

A community group representing migrants in Moray has been set up by council officers and is currently liaising with OSCR to gain official status for the group. The group will be a conduit for Moray Council to engage with ethnic minorities.

Moray is the only council in the UK that have agreed with the Home Office to engage openly with the local community on supporting asylum seekers. Home Office policy is to never disclose where asylum seekers are housed. The Council's approach is that this may work in a large city where anonymity is easier to achieve but would not work in a rural community like Moray. The Home Office have agreed to pilot this. So far, the results have been very promising. There have been a few stakeholder events that were well attended and where many people have offered their support.

Moray Council's internal equality forum, the Equality and Diversity Corporate Advisory Forum (EDCAF), was extended last year to represent all services across the Council. It meets every 6 weeks and its purpose to review the equality outcomes, to advise on equality impact assessments and to disseminate information about

equality and human rights to the various services. Through the Forum, progress against the Council's equality outcomes is linked with established performance monitoring.

The quality of the Equality and Human Rights Impact Assessments has been boosted by a series of training events across the council services. In addition, new procedures have been agreed with legal and democratic services which means that all impact assessments will be published with the relevant committee papers, unless there are pressing reasons for confidentiality. This has to be agreed with the Equal Opportunities Officer who will arrange for a redacted version to be published.

MORAY COUNCIL EQUALITY WORKFORCE MONITORING REPORT 2022 - 2023

Introduction

This is Moray Council's Equality Workforce Monitoring Report for 2022/2023. We produce this to show that Moray Council is applying the principles of equality to its own workforce and to prospective employees.

This report details information gathered over the last financial year from 1 April 2022 to 31 March 2023.

It is important to note that the impact of the global pandemic resulted in changes to the workforce data over the previous 2 years. In last year's report, particularly in regards to recruitment data, it was acknowledged there had been challenges nationwide as a result of the ongoing recovery from the pandemic and these challenges within the recruitment market remained in 2022-23. These challenges have meant that some services remain running with higher than average vacancies with gaps in professional and technical posts. However it is also noted that a number of additional posts relating to supporting our response to the pandemic have now ceased and this has impacted on a decrease in establishment across some service areas e.g. in Education with regards to teaching and support staff and also in Environmental and Commercial Services regards additional cleaners within schools. These actions will positively impact the council's gender pay gap.

Background

As an employer Moray Council is required to collect and publish equalities monitoring data on a biennial basis. Gender mainstreaming is a process whereby efforts to promote gender equality are not only restricted to specific projects and initiatives to help women, but are also incorporated into the design and delivery of all services, policies and practices. It is important to note that a dual approach is necessary; mainstreaming gender into service delivery, policy and practice, while also implementing specific measures to address gender inequalities. Both approaches go hand-in-hand, and one cannot replace the other.

The purpose of this report is to highlight any potential difference between groups, to investigate the reasons behind the differences and to deal with any unfairness, disadvantage or discrimination.

The areas reported on are:

- The current workforce, including gender pay gap information including ethnicity gender pay gap information, departmental segregation & grading information and workforce composition broken down by ethnic minority groups.
- Applicants for employment
- Staff who are involved in disciplinary and grievance procedures
- Staff who cease employment with the Council

It is acknowledged that all employees and prospective employees have a legal right not to disclose equalities information and a significant proportion of the workforce have chosen this option therefore the data provided is not complete therefore not totally representative of the whole workforce.

Gender Pay Gap Reporting information 31 March 2023

Within Moray Council we employ 6019 staff in total. 4589 staff (employed under SJC terms and conditions) cover a wide range of services and deliver many roles including manual workers, administration, professional posts and managers. We employ a high number of our workforce in service areas such as catering, cleaning, homecare and schools support staff. These areas are populated predominately by a

high number of part time female workers; often who may hold more than one part time position. This fact explains the differential between the number of staff employed and number of posts within the organisation.

We also employ 1430 Teaching staff across the authority area.

When reviewing the gender pay gap consideration of a number of factors needs to be taken into account including:

- We employ more women than men in our workforce (78 % women: 22% men)
- More women than men are found in lower graded posts: 2139 posts are found in the Grade 1 -3 salary bracket which equates to 35.5% of the total workforce. 86.5% of this proportion of the workforce are women in comparison to 13.5% men which equates to 4.7% of men within the total workforce who hold Grade 3 posts or below compared to 30.7% of women who hold Grade 3 posts or below,
- We believe we are compliant with the principles of equal pay
- We believe the pay and grading structure is non-discriminatory and we use an analytical job evaluation scheme to determine the grades of jobs
- We introduced the Scottish Local Government Living Wage and whilst this benefits both genders, the impact is more significant to women as we employ more women in lower graded posts

1. Gender Pay Gap

This has been calculated using the Close the Gap formula as provided; please find details below:

2022-2023				
	Sum hourly rate	No of posts	Mean hourly rate	Mean pay gap
Teaching Staff				
Male	6926.854945	270	£25.66	0.74 %
Female	29668.25912	1165	£25.47	
		1435		
Non-teaching				
Male	16350.52048	1053	£15.53	11.47 %
Female	48540.22642	3531	£13.75	
		4584		
ALL STAFF				
Male	23277.37542	1323	£17.59	5.34 %
Female	78208.48554	4696	£16.65	
		6019		

Median pay gap

2022/2023

Teaching	Total Staff	Hrly Rate	%age
Male	270	24.89	
Female	1165	24.89	
	1435	0	0.00%
Non Teaching			
Male	1053	12.76	
Female	3531	11.81	
	4584	0.95	7.45%
Overall			
Male	1323	14.96	
Female	4696	12.76	
	6019	2.2	14.71%

2. Ethnic Minority Gender Pay Gap

2022-2023				
	Sum hourly rate	No of posts	Mean hourly rate	Mean pay gap
Ethnic				
Male	95.59	6	£15.93	2.06 %
Female	140.426	9	£15.60	
		15		
Non-Ethnic				
Male	8038.6277	423	£19.00	8.68 %
Female	27974.836	1612	£17.35	
		2035		
ALL STAFF				
Male	23277.37542	1323	£17.59	5.34 %
Female	78208.48554	4696	£16.65	
		6019		

The ethnic gender pay data is statistically invalid due to the small numbers representing 0.25% of our total workforce and 0.7% of total workforce who provided information on their originating ethnic minority group.

Looking at the above calculations, it is important to consider when comparing this to other authorities we may not be like for like in terms of the services we deliver and

the composition of our workforce. As indicated above we have a high number of female employees; 78% of our workforce is female and a high number work part time in lower graded positions. Given the high number of women occupying front line services positions in posts being paid the living wage there are challenges in terms of offering suitable appropriate career paths given the nature of these roles and service requirements which provide limited opportunity for progression. The impact of which contributes negatively to the gender pay gap. Additionally within the public sector there are different national conditions of service some of which contribute to the overall gender pay gap i.e. SJC and SNCT conditions of service e.g. SNCT staff are employed in professional posts which generally are paid at a higher level. These posts make up 24% of our workforce of which 81% of those are female. In comparison 30.7% of female workers on SJC terms and conditions holding Grade 3 or below posts and this impacts on the gender pay gap calculation as there are higher numbers of females holding lower graded posts. These posts are traditionally held by females due to the working arrangements that allow this group to maintain a work life balance particularly with regards to any caring responsibilities. The impact of such therefore needs to be considered in terms of reviewing the position and putting further context to this calculation.

In order to support and address equality we continue to offer flexible working arrangements at all grades across the workplace including part time, job share and compressed hours' contracts to promote opportunities for all and support accessibility. Additionally to monitor the impact of equality, equality impact assessments are completed for all new policies introduced and projects that the council undertakes.

We continue to monitor the long term impact on the pay structure arising from the living wage and other pay related issues, the outcome of which is to have in place fair and competitive pay and conditions that are recognised as such and are free of bias.

Our gender pay gap has decreased from 6.96% in 2021/22 to 5.34% this year. This can be accounted for due to a regrading of Social Care Assistants resulted in 5.6% of the workforce (337 employees) moving from Grade 3 to 4, this meant that our overall numbers in Grade 3 positions reduced and the numbers of staff in Grade 4 have remained fairly static. Additionally as a result of the Scottish Living Wage increase, a review of our pay and grading structure was undertaken with an uplift in salaries being applied to our lower graded posts. These factors have positively impacted the gender pay gap and would assist in accounting for the improvement in our overall pay gap.

The data from our Ethnicity Gender Pay is not of statistical significance due to the very small numbers of the workforce who identify themselves as originating from an ethnic minority group. This group represents 0.25% of the total workforce. In Moray the 2011 census indicated that Moray had less than 1.2% of the population belonging to an ethnic minority group which explains the low representation of ethnic minorities within the workforce.

An outcome of these calculations and an action point for us is to identify how we can improve the engagement of the workforce in sharing their personal data so we can fully understand the impact of the workforce demographic on our gender pay gap particularly in relation to ethnic minorities and take actions to improve our position. This will require development of an action plan to increase engagement including reviewing our induction process to raise awareness regards the importance of sharing personal data and how the council uses this which will target new employees

joining the organisation as well as a planned communication exercise to raise awareness across the wider workforce as a whole.

2. Statement of Equal Pay

The Moray Council's Equal Pay Statement is attached as **Appendix 3**

3. Departmental Segregation and Grading Information

Our Departmental Segregation table is attached as **Appendix 4** and has been prepared as per example in Close the Gap guide. This captures the gender breakdown by service areas and grade.

4. Employee Information

Composition of workforce and information on recruitment of employees with respect to number and relevant protected characteristics of such persons where known is detailed below:

Table 1: Workforce Composition

Workforce Composition	All staff		teaching staff		non-teaching	
	6019		1435		4584	
Male/Female Split	Male -21.98 %			Female – 78.02%		
A White:						
Scottish	1294	21.50%	280	19.51%	1014	22.12%
British	402	6.68%	89	6.20%	313	6.83%
Irish	*	*	*	*	*	*
Polish	*	*	*	*	*	*
Scottish: Polish		%		%		%
Any other white background	128	2.13%	30	2.09%	98	2.14%
B Mixed:						
Any mixed background	*	*	*	*	*	*
C Asian, Asian Scottish, Asian English, Asian Welsh or other British Asian						
Indian	*	*			*	
Pakistani						
Bangladesh	*	*			*	
Chinese	*	*			*	
Any other Asian background	*	*			*	
D: Black, Black Scottish, Black English, Black Welsh or Other Black British						
Caribbean						
African	*	*			*	*
Any other Black background						
E: Other Ethnic Background						
Any other background	*	*			*	*
F: Unidentified						
Unknown (Did not answer)	4169	69.26%	1028	71.64%	3141	68.52%
Disability:			Total		Percentage	

Yes	38	0.63%
No	1386	23.03%
Did Not Answer	4595	76.34%
Religion:		
Christian	688	11.43%
Not Known	4444	73.83%
None	620	10.30%
Other	223	3.70%
Prefer not to say	44	0.73%
Transgender:		
Not Known	5535	91.96%
NOT Same as Birth	*	*
Prefer Not to Say	*	*
Same as Birth	471	7.83%
Sexual Orientation:		
Bisexual	*	*
Gay /Lesbian	25	0.42%
Heterosexual/Straight	1565	26%
Not Known	4365	72.52%
Other	*	*
Prefer not to Say	48	0.80%

**Disclosure control has been applied where figures are less than 20 or where such small numbers can be identified through differencing.*

The workforce composition table provides a breakdown of data in relation to our workforce composition and includes information regards the composition of our teaching staff.

Information on Job Applicants

Applicants for jobs are recorded on an online national recruitment portal and as part of this process applicants are required to complete equal opportunities data before submitting their application however they do have an option not to disclose any information if they wish. The information in Table 2 is based on the data given voluntarily by online applicants.

Table 2 Breakdown of recruitment data:

	Applied (number)	Applied (%)	Shortlisted (Number)	Shortlisted (%)	Appointed (Number)	Appointed (%)
Total	7318	100%	2620	100%	698	100%
Gender:						
Male	1847	25.24%	637	24.31%	157	22.49%
Female	5384	73.57%	1943	74.16%	531	76.07%
Prefer not to say	87	1.19%	40	1.53%	10	1.43%
Sexual Orientation:						
Straight / Heterosexual	6807	93.01%	2441	93.17%	652	93.41%
Bi Sexual	152	2.08%	34	1.30%	8	1.15%
Gay or Lesbian	77	1.05%	28	1.07%	9	1.29%
Other Sexual Orientation	11	0.15%	3	0.11%	1	0.14%
Prefer not to say	271	3.70%	113	4.31%	28	4.01%
Trans:						
Not same as birth	8	0.11%	3	0.11%	0	0%
Same as birth	7211	98.54%	2572	98.17%	686	98.28%
Prefer not to say	99	1.35%	45	1.72%	12	1.72%
Disability:						
Yes	276	3.77%	76	2.90%	11	1.57%
No	6863	93.78%	2459	93.85%	666	95.42%
Prefer not to say	179	2.45%	85	3.24%	21	3.01%
Long Term Health Condition:						
Yes	428	5.85%	130	4.96%	33	4.73%
No	6890	94.15%	2490	95.04%	665	95.27%
Prefer not to say	0	0%	0	0%	0	0%
Religion:						
C of S	1033	14.12%	396	15.11%	100	14.33%
Roman Catholic	464	6.34%	147	5.61%	36	5.16%
Protestant	49	0.67%	17	0.65%	5	0.72%
Other Christian	553	7.56%	147	5.61%	30	4.30%
None	4613	63.04%	1693	64.62%	478	68.48%
Other	165	2.25%	40	1.53%	10	1.43%
Prefer not to Say	441	6.03%	180	6.87%	39	5.59%
Ethnicity:						
White:	6621	90.48%	2432	92.82%	657	94.13%
Scottish	4707	64.32%	1793	68.44%	492	70.49%
English	29	0.40%	9	0.34%	3	0.43%
Welsh	6	0.08%	3	0.11%	2	0.29%
Irish	74	1.01%	27	1.03%	4	0.57%
Northern Irish	1	0.01%	1	0.04%	0	0%
Polish	86	1.18%	23	3.28%	9	1.29%
Scottish: Polish	0	0%	0	0%	0	0%

Any Other: British	1406	19.21%	484	18.47%	123	17.62%
Any other	312	4.26%	92	3.51%	24	3.44%
Mixed: Any mixed background	39	0.53%	12	0.46%	2	0.29%
Asian:	154	2.10%	40	1.53%	7	1.00%
Indian	60	0.82%	13	0.50%	3	0.43%
Pakistani	17	0.23%	2	0.08%	0	0%
Bangladeshi	2	0.03%	0	0%	0	0%
Chinese	9	0.12%	4	0.15%	2	0.29%
Any other	66	0.90%	21	0.80%	2	0.29%
Black:	257	3.51%	54	2.06%	7	1.00%
Caribbean	3	0.04%	2	0.08%	2	0.29%
African	238	3.25%	39	1.49%	3	0.43%
Any other	16	0.22%	13	0.50%	2	0.29%
Any Other Ethnic:	15	0.20%	2	0.08%	1	0.14%
Prefer not to say	232	3.17%	80	3.05%	24	3.44%

Table 3: Non Response

	Workforce	Applicants	Shortlisted Applicants
Sex	0%	1.19%	1.53%
Race	69.26%	3.17%	3.05%
Disability	76.34%	2.45%	3.24%
Religion	74.56%	6.03%	6.87%
Transgender	92.14%	1.35%	1.72%
Sexual Orientation	76.32%	3.7%	4.31%

We currently do not hold data on the other areas recommended or the volume of data held is too low for analysis and therefore cannot report on these at this time. Previous attempts to gather this data from our workforce have been met with reluctance as can be seen from our non-response data however, as in previous years, this is an area that has been identified for continued development in terms of action planning arising from this report and as referred to above. It should be also be noted that our HR payroll system provides self-service functionality which includes the scope for employees to record and update their personal data, it is hoped that this will continue to support improved rates of data capture going forward. Communications with staff to raise awareness and engagement was delivered during last year however further work in this area remains an action to be taken forward and will include updating our Corporate Induction to target new employees to engage at point of joining the organisation and additionally a wider communications plan to address and engage the whole workforce.

Disciplinary and Grievances

The table below captures the equality data of those involved in disciplinary and grievance procedures during 2022/23. From the data available this presents no equality concerns.

	Disciplinary (number)	Disciplinary (%)
Total	14	100
Gender:		
Male	9	64.29%
Female	5	35.71%
DNA	0	0%
Marital Status:		
Single	0	0%
Cohabiting	3	21.43%
Married	2	14.28%
Divorced	0	0%
Prefer not to Say	0	0%
Not Provided	9	64.29%
DNA	0	0%
Sexual Orientation:		
Gay/Lesbian	0	0%
Heterosexual/Straight	5	35.71%
Bisexual	0	0%
Prefer Not to Say	0	0%
DNA	9	64.29%
Gender Reassignment:		
No	3	21.43%
Yes	0	0%
Information Refused	11	78.57%
Self-Certified Disabled		
Not Disabled	4	28.57%
Disabled	0	0%
Not Provided	10	71.43%
Prefer not to Say	0	0%
Religion:		
Christian	3	21.43%
Church of Scotland	0	0%
Not Provided	9	64.29%
None	2	14.28%
Ethnic Origin:		
White Scottish	2	14.28%
White Other	1	7.14%
Mixed or Multiple	0	0%
Any other British	2	14.28%
Prefer not to Say	0	0%
DNA	9	64.29%

	Grievance (number)	Grievance (%)
Total	2	100
Gender:		
Male	0	0%
Female	2	100%
DNA	0	0%
Marital Status:		
Single	0	0%
Cohabiting	1	50%
Married	1	50%
Divorced	0	0%
Prefer not to Say	0	0%
Not Provided	0	0%
DNA	0	0%
Sexual Orientation:		
Gay/Lesbian	1	50%
Heterosexual/Straight	0	0%
Bisexual	0	0%
Prefer Not to Say	0	0%
DNA	1	50%
Gender Reassignment:		
No	0	0%
Yes	0	0%
Information Refused	2	100%
Self-Certified Disabled		
Not Disabled	0	0%
Disabled	0	0%
Not Provided	2	100%
Prefer not to Say	0	0%
Religion:		
Christian	1	50%
Not Provided	1	50%
Prefer not to say	0	0%
DNA	0	0%
Ethnic Origin:		
White Scottish	1	50%
White Other	0	0%
Mixed or Multiple	0	0%
Any other British	0	0%
Prefer not to Say	0	0%
DNA	1	50%

Leavers Information

The following table provides a breakdown of workforce composition of employees leaving our employment.

Total Workforce	Number	Percentage 100%
Female	653	79.83%
Male	165	20.17%
RACE:		
Ethnic Minority Employees:		
A White:		
Scottish	105	12.84%
English		
Welsh		
Irish	4	0.49%
Northern Irish		
Polish		
Scottish: Polish		
Any other white background	52	6.36%
B Mixed:		
Any mixed background	1	0.12%
C Asian, Asian Scottish, Asian English, Asian Welsh or other British Asian		
Indian		
Pakistani		
Bangladesh		
Chinese		
Any other Asian background	1	0.12%
D: Black, Black Scottish, Black English, Black Welsh or Other Black British		
Caribbean		
African		
Any other Black background		
E: Other Ethnic Background		
Any other background	1	0.12%
F: Unidentified		
Unknown (Did not answer)	654	79.95%
Disability:		
Yes	7	0.86%
No	110	13.45%
Did Not Answer	701	85.70%
Religion:		
Christian	57	6.97%
Not Known	679	83.01%
None	48	5.87%

Other	29	3.55%
Prefer not to say	5	0.61%
Transgender:		
Not Known	767	93.77%
NOT Same as Birth	1	0.12%
Prefer Not to Say	1	0.12%
Same as Birth	49	5.99%
Sexual Orientation:		
Bisexual	4	0.49%
Gay /Lesbian	1	0.12%
Heterosexual/Straight	142	17.36%
Not Known	666	81.42%
Prefer not to Say	5	0.61%

Leavers include involuntary and voluntary leavers. Within involuntary leavers these can include those who have left due to normal retirement, ill health retirement, death in service, redundancy, dismissal or contract end. Those voluntary leavers are those who have chosen to leave for reasons including new job, maternity or early retirement. From the data available this presents no equality concerns.

MORAY COUNCIL

EQUAL PAY STATEMENT

UPDATE APRIL 2023

(Reviewed every 3 years – next update due April 2026)

Introduction

Moray Council's Equal Pay Statement sets out how the Council will comply with the legal duties set out in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

Our Commitment

Moray Council is committed to the principle of equal opportunities in employment for all our employees and to reducing occupational segregation in our workforce.

We recognise that a right to equal pay between men and women is a legal right in law.

As an authority Moray Council is committed to take steps to proactively address gender inequality and to understand how this impacts the organisation and its employees through analysis, publication and planning of our Gender Pay Gap reporting. Our approach complies with the legal duties under the Equality Act (2010) and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

The General Equality Duty of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires the Council to have due regard to the need to;

- Eliminate unfair, unjust or unlawful practices and other discrimination that impact on pay equality.
- Promote equality of opportunity and the principles of equal pay throughout the workforce.
- Foster good relations between people who share a protected characteristic and those who do not in the implementation of equal pay.

The responsible officer for equality in employment is the Head of HR, ICT & OD.

Moray Council have made a commitment to equal pay and this statement sets out how Moray Council will ensure equal pay. This statement will be reviewed at no more than 3 yearly intervals.

Moray Council will:

- Regularly review our pay and reward systems to eliminate any bias including taking appropriate measures to ensure fair promotion, development opportunities and tackle occupational segregation.

- Conduct regular equal pay audits for all employees to monitor the application of equal pay across the workforce.
- Work in partnership with the recognised Trade Unions to ensure that employees have confidence in the process of eliminating any bias in our pay and reward systems.

What action will we take to meet and maintain our commitment:

Job Evaluation:

Job Evaluation is key in supporting the principle of 'equal pay for work of equal value'. It provides a fair, transparent and robust method of providing a framework for grading structures which satisfies this principle. Moray Council will continue to apply the Scottish Councils Job Evaluation Scheme and the national job sizing arrangements for teaching staff. All job evaluation activities are completed by trained employees within the HR service and will be applied consistently and as per the requirements of the scheme /arrangements.

Moray Council has paid the Living Wage since 2012 and has been recognised as a Living Wage accredited employer since September 2022 which demonstrates our commitment to equality and is a symbol of responsible pay and we will continue to apply the requirements of this scheme to our practice. Additionally as a result of the requirement to consolidate the Scottish Local Government Living Wage a review of Grades 1 to 4 of the pay and grading structure was completed in 2022 which resulted in an uplift in some of our lower graded posts. This position will be monitored and further reviews undertaken as required in order to continue to provide equal pay to the workforce.

Equality Impact Assessments:

Moray Council will continue to deliver equal pay and equality of opportunity to our employees and job applicants by continuing to equality impact assess all relevant employment policies and procedures to identify different effects of practices on women and men and take action to address these.

Corporate Workforce Strategy and Plan

Our corporate workforce strategy and plan is designed to help the council develop and maintain a skilled, motivated and flexible workforce and to adapt as an organisation in order to deliver sustainable services to the community that make a difference, address inequality and are fit for purpose. Key to achieving this is via the workforce through providing equality of opportunity and supporting the council's priorities by the ongoing development of the culture which will help future proof the council as an employer of choice. In doing so we will recognise the importance of promoting equality of opportunity and fair work and pay across our workforce and providing equality of opportunity in our recruitment and development activities.

Annual workforce planning and workforce data analysis including review of recruitment activity will continue and inform ways of improving and promoting a

positive culture of equality, diversity and fairness and support achievement of our corporate workforce strategy and plan as well as meeting our equal pay duties.

Supporting Work-Life Balance and Wellbeing

It is recognised that there are aspects of life that can have an impact on an individual's capacity to engage fully with work. For example, those with caring responsibilities tend mainly to be women, people with disabilities may need additional support and time throughout the year to help them manage their life/work balance.

We continue to support employees through the implementation of a range of policies, practices and procedures including, for example, Flexible Working (which has been recently reviewed and updated) in terms of hours, place and other arrangements, a comprehensive Special Leave Policy, including measures for Carers.

We have also implemented guidance on Menopause in the workplace and there are plans in place to review the provisions in terms of Disability Leave in the coming year.

Gender Pay Gap Monitoring

We will continue to monitor annually the gender pay gap, identifying any areas of concern and action planning to address and reduce the gap. Using occupational segregation data we will review annually the distribution of the workforce and gender profile to identify any areas which may contribute to the gender pay gap and consider what positive action can be taken to reduce occupational segregation. This action will consider the impact of both horizontal and vertical segregation and support activities to improve equality.

Moray Council remains committed to the principles of equal pay and will continue to review and improve on pay equality for the workforce.

Human Resources
April 2023

APPENDIX 4

Department	Chief Executive		Children's Services		Community Care		Community Care - Home Care		Envir & Commercial Svcs		Finance	Housing & Property Svcs		Governance Strategy & Performance		HR, ICT & OD		Economic Growth & Devt		Education		Transformation		Education Resources & Comm		TOTAL No in each Grade		
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE		FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE		FEMALE	MALE
Grade 1						1			298	37										8					7	5	356	
Grade 2							1	4	15	4				9	4					279	5				2		323	
Grade 3					16	5	1		273	128	5		39	11	26	2	6		9	695	24				171	43	1460	
Grade 4	1		2		204	56	260	18	34	130	12	6	15	17	15	1	2	1	2	13					8	1	801	
Grade 5				1	51	7	6	1	46	18	1	1	16	5	3		14	8	5	1	65	3			66	19	337	
Grade 6	1		60	8			2		8	33	15	1	6	1	19	1	2	1	15	2	118	14			13	1	321	
Grade 7	1		6	6	28	5	22		5	5	5		9	8	10	1		12	7	8	49	1		1	7	4	200	
Grade 8					12	2	3	1	8	13	2		27	25	9	3	10	6	12	9	14	5			19	14	194	
Grade 9					57	12	53	9	2	2	6	14	9	2	8	11	6	6	11	17	11	11	18	1		7	4	277
Grade 10					25	4	17	2			1	2	3	1	5	6	1	1	2	6	3	5			2	1	87	
Grade 11					6		13	2			1	8			2	5	4	1	3	1	6	6			1	3	68	
Grade 12					1																						11	
Grade 13					3	1	1	4			1	1	1		3	1	1	1	1	2	2	1			1	2	2	29
Sheltered Placement						1	3																				4	
Chief Executive		1																									1	
Chief Official	2					1	1		1		1			1	1					1	1					1	11	
Craft Grade 5						1							2	40													43	
Craft Grade 6										9				34													43	
Craft Grade 7										4				2													6	
Craft Apprentice																											0	
Craft Apprentice Grade 5									1					5													6	
Craft Apprentice Grade 6														11													11	
Mechanic Grade 5																											0	
Main Grade Teacher																				837	169				24	4	1034	
Principal Teacher																				168	60				3	5	236	
Head/Depute Head Teacher																				89	20				2		111	
Chartered Teacher																				15	3				2		20	
Senior Education Psychologist																									2		2	
Education Psychologist																									4		4	
Principal Psychologist																										1	1	
Education Support Officer Org 3																									1		1	
Quality Improvement Manager																				1	1						2	
Quality Improvement Officer																				4	1				1		6	
Music Instructor																				1					8	4	13	
	5	1	160	32	396	99	295	23	687	417	59	12	130	187	104	23	52	55	73	48	2380	307	0	3	355	116	6019	