Appendix 4 – Equality trend data 2016/17 – 2018/19

Workforce Equalities Profile		BME Profile (Target 9.1%)	Disability Profile (Target 8.0%)	LBGT Profile (Target 13%)	Sex Profile % Female (No target)
BHCC	2018/19	7.37%	7.62%	12.51%	59.80%
	2017/18	6.86%	7.40%	11.78%	59.67%
	2016/17	6.70%	7.36%	11.97%	59.48%
Health & Adult Social Care		7.77%	7.41%	14.98%	73.59%
		6.74%	7.46%	14.92%	73.75%
		6.73%	7.38%	14.58%	73.17%
Families Children & Learning		9.01%	6.87%	11.73%	78.02%
		7.95%	6.55%	11.23%	77.47%
		8.28%	6.27%	11.25%	76.93%
Neighbourhoods Communities & Housing		6.46%	10.24%	16.02%	55.70%
		7.23%	10.56%	13.93%	56.54%
		6.63%	10.87%	14.22%	54.51%
Economy Environment & Culture		5.41%	6.16%	10.06%	33.84%
		4.69%	5.56%	9.24%	33.37%
		4.01%	6.01%	9.34%	32.79%
Finance & Resources		7.17%	9.43%	11.80%	50.99%
		7.28%	9.13%	12.30%	49.91%
		6.81%	8.71%	13.15%	50.27%
Strategy Governance & Law		8.93%	7.23%	12.50%	70.56%
		9.32%	7.5%	10.42%	70.00%
		9.43%	7.01%	11.03%	66.67%

Our Fair and Inclusive Action plan is focused on addressing the diversity of our workforce:

- Significantly below target on BME representation in the workforce;

Our action plan addresses:

- Accountability and consequence
- Learning and Development
- Recruitment, retention and progression
- Communities