

# Public sector duty report

## March 2023

**Approved by**

**Date approved**

**Date implemented**

**Owner**

SV and SH

**Review date**

April 2024

# Public sector duty report

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# Public sector duty report

## Introduction

As a public authority in Wales we have a duty to set equality objectives with measurable equality outcomes. Our objectives will aim to promote equality of opportunity.

The Equality Act was passed in 2010 which provided a legislative framework to protect the rights of people with the following characteristics;

- Age
- Gender reassignment
- Sex
- Disability
- Pregnancy and maternity
- Sexual orientation
- Race – including ethnic or national origin, colour or nationality
- Religion or belief – including lack of belief

It applies to marriage and civil partnership, but only in respect of the requirement to have due regard to eliminate discrimination, however this data is captured in case it is needed in future reports.

The aim of the following report is to demonstrate that as a public authority we consider how we can positively contribute to a fairer Wales through advancing equality and diversity in our day to day activities.

**Please note:** throughout the report any values entered as ‘~’ are from 1 to 5 and may therefore represent a disclosure risk so have not been published (in line with the Office for National Statistics disclosure control policy).

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## Employment Information

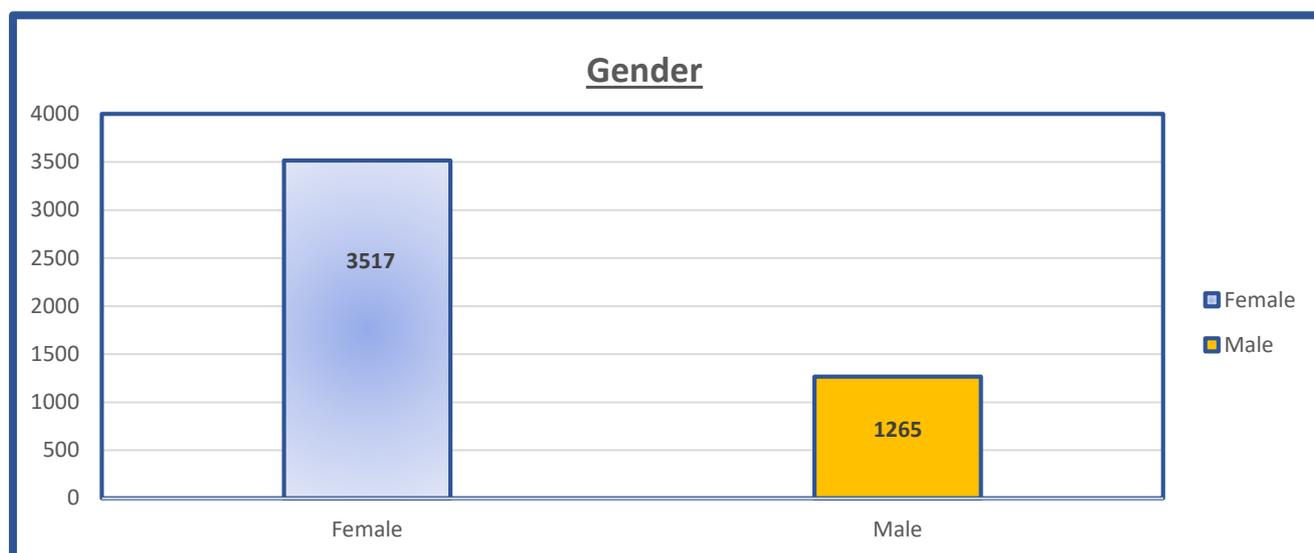
The data used for this section was taken from Denbighshire County Council's HR System and Finance System. This data consists of all permanent and temporary employees in all services of the Council including Schools.

### People employed by Denbighshire County Council on 31st March 2023

#### Gender

Denbighshire County Council employed 4782 people as at 31st March 2023. The workforce consisted of 73.54% (3517) females and 26.45% (1265) males. The chart below shows these figures. Compared to the 2021 census data for Denbighshire, this proportion is higher than the overall gender split of the County which is 48.5% males and 51.5% females.

#### Employees by gender



[Caption: Employees in Denbighshire County Council by gender during the period 1st April, 2022 - 31st March, 2023. 3517 females and 1265 males.]

# Public sector duty report

## Race

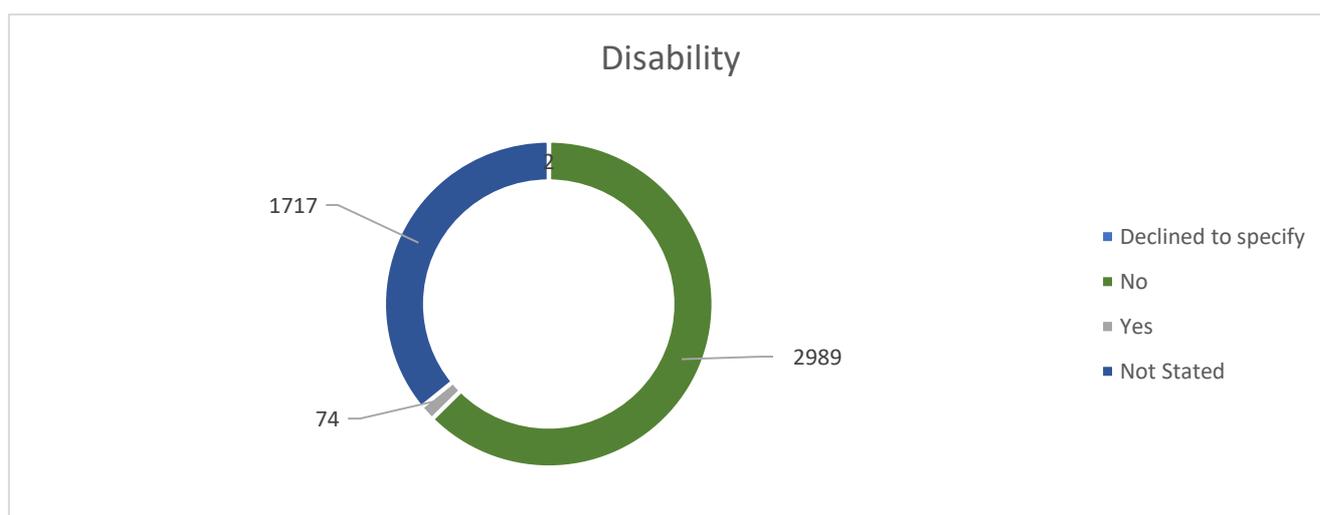
The table below illustrates the race breakdown within Denbighshire County Council as at 31 March 2023. The race of a large proportion of employees has not been declared at 30.68%, and 67.88% white, this shows we are improving our data set. The census data of 2021 demonstrates that the county of Denbighshire is 96.5% white.

Race	Total Employees
Asian / Asian British	27
Black / African / Caribbean / Black British	3
Mixed / Multiple Ethnic Groups	21
Not known	1,467
Other Ethnic Group	0
Prefer not to state	18
White	3,246

## Disability

The chart below demonstrates that 74 employees have indicated that they have a disability.

### Employees by disability status



[Caption: Chart to show Employees of Denbighshire County Council by disability status during the period]

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## Age

As the chart below indicates the largest age group is 50 to 59 years old at 28.61% as at the 31 March 2023, very closely followed by the age group 40 to 49 at 24.59%, which is the same as last year.

Age Groups	Total Employees	%
16 to 19	36	0.8%
20 to 29	544	11.4%
30 to 39	986	20.7%
40 to 49	1176	24.6%
50 to 59	1368	28.6%
60 and over	672	14.1%

## Religion and belief

The table below illustrates the religion and belief breakdown within Denbighshire County Council as at 31 March 2023. A large proportion of employees declined to specify their religion or belief or it is not known.

Religion	Total Employees
Agnostic	75
Atheist	124
Buddhist	14
Christian	1160
Hindu	~
Humanist	~
Jewish	~
Muslim	10
No Religion	599
Other	37
Prefer not to state	111
Sikh	19
Not Known	2627

## Sexual orientation

The table below illustrates the sexual orientation breakdown within Denbighshire County Council as at 31 March 2023. A large proportion of employees declined to specify or it is not known.

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<b>Sexual Orientation</b>	<b>Total Employees</b>
Bisexual	29
Gay / Lesbian	38
Heterosexual / Straight	2,838
Prefer not to state	754
Other	~
Not Known	1115

### Gender Reassignment

The table below demonstrates the gender reassignment status of employees. The question asked was 'Is your gender the same as it was at birth?'

<b>Gender Reassignment</b>	<b>Total Employees</b>
No	9
Prefer not to state	14
Yes	1709
Not Known	3050

### Pregnancy and maternity

The table below illustrates the breakdown of those employees pregnant or on maternity leave as at 31 March 2023.

<b>Pregnancy / Maternity</b>	<b>Total Employees</b>
Given birth within the last 26 weeks	6
Not Applicable	1139
On Maternity Leave	11
Prefer not to state	44
Pregnant	22
Not Known	3560

# Public sector duty report

## People who have applied for jobs at Denbighshire County Council between 1 April 2022 and 31 March 2023

### Gender

The table below shows the gender breakdown of applicants for jobs advertised in Denbighshire County Council during the period.

Gender	Applications	Shortlisted	Appointed
Female	2612	717	451
Male	997	312	143
Prefer not to state	319	119	246

### Race

The following table shows the race breakdown of applicants for jobs advertised in Denbighshire County Council during the period.

Race	Applications	Shortlisted	Appointed
White	3483	992	564
Prefer not to state	350	257	133
Asian / Asian British	35	10	~
Mixed / Multiple Ethnic Groups	36	~	~
Black African / Black Caribbean / Black British	15	6	~
Other Ethnic Group	9	~	~

### Disability

The table below shows the disability breakdown of applicants for jobs advertised in Denbighshire County Council during the period. There are a high proportion of applicants that did not specify their disability status.

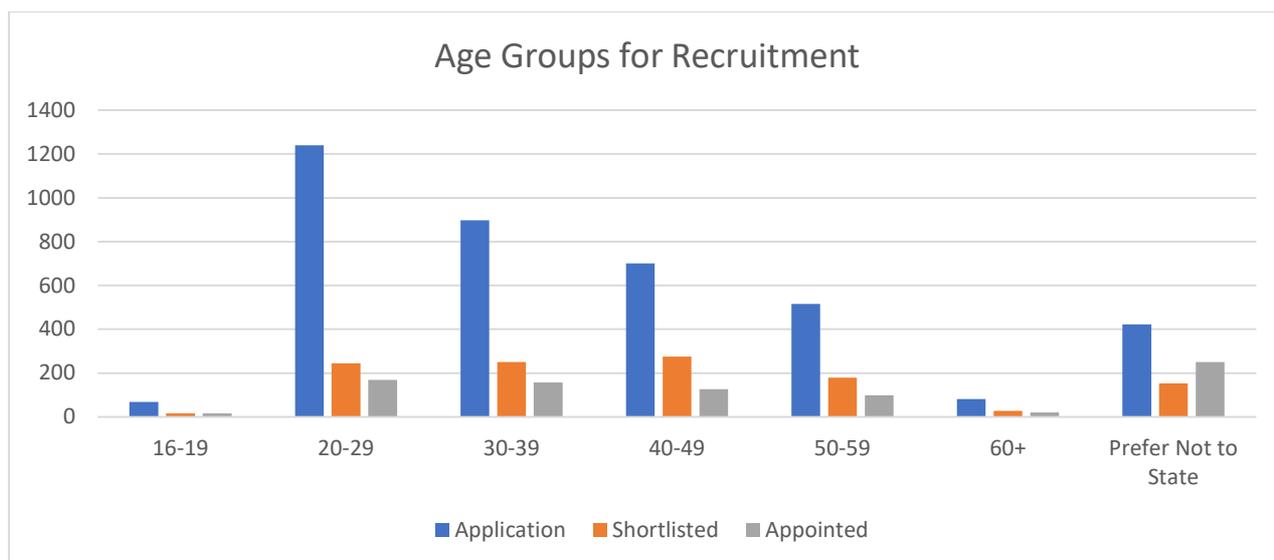
Disability	Applications	Shortlisted	Appointed
No	3340	924	559
Prefer not to state	464	263	183
Yes	124	41	18

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## Age

The table below shows that our largest applicant age group again is 20-29 and our smallest age group is 60 and over. This is the same as the previous year.

### Age groups for recruitment



[Caption: Chart shows people who have applied for jobs in Denbighshire County Council by age group]

## Religion

The table below shows the religious breakdown of applicants for job advertised in Denbighshire County Council during the period. The largest proportion of applicants are Christians; this is then followed by No Religion.

Religion	Applications	Shortlisted	Appointed
Agnostic	112	47	11
Atheist	193	63	37
Buddhist	12	~	~
Christian	1584	431	261
Hindu	7	~	~
Humanist	~	~	~
Jewish	~	~	~
Muslim	25	12	~
No Religion	1078	307	179

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Religion	Applications	Shortlisted	Appointed
Other	81	25	19
Prefer not to state	832	318	256

### Sexual Orientation

The table below shows the sexual orientation of applicants for job advertised in Denbighshire County Council during the period.

Sexual Orientation	Applications	Shortlisted	Appointed
Bisexual	57	22	14
Gay/Lesbian	80	31	11
Heterosexual/Straight	3264	920	527
Other	6	~	~
Prefer not to State	521	287	171

### Gender Reassignment

The table below demonstrates the gender reassignment status of applicants. The question asked is 'Is your gender the same as it was at birth?'

Gender Reassignment	Applications	Shortlisted	Appointed
No	27	10	~
Prefer not to state	345	248	129
Yes	3556	1015	582

### Pregnancy & Maternity

The table below illustrates the breakdown of pregnancy status as at 31<sup>st</sup> March, 2023.

Pregnancy & Maternity	Applications	Shortlisted	Appointed
Given birth in the last 26 weeks	10	~	~
Not Applicable	3460	971	566
On Maternity Leave	9	~	~
Prefer not to State	445	269	170
Pregnant	~	~	~

## Public sector duty report

**Employees who have applied to change position within Denbighshire County Council and how many were successful in their application between 1 April 2022 and 31 March 2023.**

### Gender

The table below shows the number of applicants and appointments for internal jobs in Denbighshire County Council during the period by gender.

<b>Gender</b>	<b>Applications</b>	<b>Shortlisted</b>	<b>Appointed</b>
Female	102	53	25
Male	86	34	19
Prefer not to state	83	79	25

### Race

The table below shows the number of applicants and appointments for internal jobs in Denbighshire County Council during the period by race.

<b>Race</b>	<b>Applications</b>	<b>Shortlisted</b>	<b>Appointed</b>
White	185	85	43
Prefer not to state	83	80	26
Mixed White & Asian	~	~	~
Other Ethnic Group	~	~	~

### Disability

The table below shows number of applications and appointments for internal jobs in Denbighshire County Council during the period by their disability status.

<b>Disability</b>	<b>Applications</b>	<b>Shortlisted</b>	<b>Appointed</b>
No	176	81	42
Prefer not to state	84	83	26
Yes	7	~	~

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## Age

The table below shows that the number of applications and appointments for internal jobs in Denbighshire County Council during the period by age group. Our largest applicant age group again is 20-29 and our smallest age group is 16 to 19. This is the same as the previous year.

<b>Age Groups</b>	<b>Applications</b>	<b>Shortlisted</b>	<b>Appointed</b>
16 to 19	~	~	~
20 to 29	53	20	15
30 to 39	38	22	~
40 to 49	48	26	11
50 to 59	43	17	13
60 and over	6	~	~
Prefer not to state	79	25	25

## Religion

The table below shows number of applicants and appointments for internal jobs in Denbighshire County Council during the period by their religion.

<b>Religion</b>	<b>Applications</b>	<b>Shortlisted</b>	<b>Appointed</b>
Agnostic	~	~	~
Atheist	~	~	~
Christian	94	44	21
Muslim	~	~	~
No Religion	57	31	14
Other	~	~	~
Prefer not to state	104	86	33

## Sexual Orientation

The table on the next page shows the applications and appointments of internal jobs in Denbighshire County Council during the period by sexual orientation.

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<b>Sexual Orientation</b>	<b>Applications</b>	<b>Shortlisted</b>	<b>Appointed</b>
Bisexual	~	~	~
Gay/Lesbian	~	~	~
Heterosexual/Straight	172	80	42
Prefer not to State	91	85	30

### Gender Reassignment

The table below illustrates applications and appointment to internal jobs in Denbighshire County Council during the period by their gender reassignment status. The question asked is 'Is your gender the same as it was at birth?'

<b>Gender Reassignment</b>	<b>Applications</b>	<b>Shortlisted</b>	<b>Appointed</b>
Prefer not to state	82	83	26
Yes	185	86	44

### Pregnancy & Maternity

The table below illustrates the breakdown of pregnancy status of applications and appointments of internal jobs in Denbighshire County Council as at 31<sup>st</sup> March, 2023.

<b>Pregnancy &amp; Maternity</b>	<b>Applications</b>	<b>Shortlisted</b>	<b>Appointed</b>
Prefer not to State	82	77	25
Not Applicable	190	87	45

### Employees who have applied for training and how many succeeded in their application

At this time, we are unable to provide data on the above duty in terms of rejected applications due to our HR System not capturing this information. Please refer to the Action Plan at the end of this report for further explanation.

All training available within Denbighshire County Council is offered to all employees of the organisation. Equalities is considered when reviewing training needs on an individual, team and department basis. Additionally, as part of the induction process for new employees to Denbighshire County Council, we have a mandatory e-learning module on

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equality awareness which all new employees must complete within their first 3 months of employment. This module highlights the importance and emphasis the organisation places on equality.

### Employees who have completed non-mandatory training during the period 1st April, 2022 and 31st March, 2023

#### Gender

The table below shows the gender breakdown of those employees who completed non-mandatory training during the period. The total number who completed training was 1530.

<b>Gender</b>	<b>Total</b>
Female	1206
Male	324
Prefer not to state	~

#### Race

The table below shows the number of employees who completed non-mandatory training during the period by race.

<b>Race</b>	<b>Employees</b>
White	1179
Prefer not to state	8
Asian / Asian British	~
Mixed / Multiple Ethnic Groups	17
Black African / Black Caribbean / Black British	~
Other Ethnic Group	~
Not Known	333

#### Disability

The table below shows the breakdown by disability of those employees who have completed non-mandatory training with the period. This equates to 46% of the disabled workforce.

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<b>Disability</b>	<b>Total</b>
No	1076
Prefer not to state	~
Yes	34
Not known	418

### Age

The following table shows the age groups of those employees who have completed non-mandatory training during the period 1<sup>st</sup> April, 2022 – 31<sup>st</sup> March, 2023.

<b>Age Groups</b>	<b>Total</b>
16 to 19	~
20 to 29	129
30 to 39	299
40 to 49	399
50 to 59	514
60 and over	187

### Religion

The table below shows the religious breakdown of employees who have completed non-mandatory training during the period.

<b>Religion</b>	<b>Total</b>
Agnostic	36
Atheist	52
Buddhist	~
Christian	439
Humanist	~
Muslim	~
No Religion	223
Other	12
Prefer not to state	46
Sikh	9
Not Known	705

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## Sexual Orientation

The table on below shows the breakdown of employees who have completed non-mandatory training during the period by sexual orientation.

<b>Sexual Orientation</b>	<b>Total</b>
Bisexual	14
Gay/Lesbian	17
Heterosexual/Straight	1042
Not known	212
Prefer not to State	243

## Gender Reassignment

The table below illustrates the gender reassignment status of employees who have completed non-mandatory training during the period. The question asked is 'Is your gender the same as it was at birth?'

<b>Gender Reassignment</b>	<b>Total</b>
No	6
Prefer not to state	8
Yes	681
Not known	835

## Pregnancy & Maternity

The table below illustrates the breakdown of pregnancy status of employees as at the 31<sup>st</sup> March, 2023 who completed non-mandatory training during the period.

<b>Pregnancy &amp; Maternity</b>	<b>Total</b>
Not Applicable	458
Given birth in the last 26 weeks	~
On Maternity Leave	6
Not known	1032
Prefer not to State	25
Pregnant	8

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**Employees involved in a grievance procedure either as complainant or a person against whom a complaint was made.**

## Gender

This table shows the gender breakdown of those employees who have submitted a grievance and those who a case was made against during the period.

<b>Gender</b>	<b>Complaints Against</b>	<b>Complainant</b>
Female	8	9
Male	~	8

## Race

This table shows the breakdown by race of those employees who have submitted a grievance and those who a case was made against during the period.

<b>Race</b>	<b>Complaints Against</b>	<b>Complainant</b>
Not known	~	8
White	9	8
Asian/Asian British	~	~

## Disability

This table shows the breakdown by disability status of those employees who have submitted a grievance and those who a case was made against during the period.

<b>Disability</b>	<b>Complaints Against</b>	<b>Complainant</b>
Not known	8	9
No	8	8

## Age

This table shows the breakdown by age group of those employees who have submitted a grievance and those who a case was made against during the period.

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Age Groups	Complaints Against	Complainant
30 to 39		~
40 to 49	~	11
50 to 59	7	~
60 and over	~	~

### Religion

This table shows the breakdown by religion of those employees who have submitted a grievance and those who a case was made against during the period.

Religion	Complaints Against	Complainant
Christian	~	~
No Religion		~
Prefer not to state	6	9

### Sexual Orientation

This table shows the breakdown by sexual orientation of those employees who have submitted a grievance and those who a case was made against during the period.

Sexual Orientation	Complaint Against	Complainants
Heterosexual/Straight	9	9
Prefer not to state	~	8
Not known		~

### Gender Reassignment

This table shows the breakdown by gender reassignment status of those employees who have submitted a grievance and those who a case was made against during the period.

The question asked is 'Is your gender the same as it was at birth?'

Gender Reassignment	Complaint Against	Complainants
Yes	6	8
Not Known	6	9

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## Pregnancy & Maternity

The table below illustrates the breakdown of pregnancy status as at 31<sup>st</sup> March, 2023 who have submitted a grievance and those who have a case against them.

<b>Pregnancy &amp; Maternity</b>	<b>Complaint Against</b>	<b>Complainants</b>
Not Applicable	6	8
Not known	6	9

## Employees subject to disciplinary procedures.

### Gender

The table below shows the gender breakdown of those employees who were subject to a disciplinary during the period

<b>Gender</b>	<b>Total</b>
Female	16
Male	25

### Race

The table below shows the race breakdown of those employees who were subject to disciplinary during the period.

<b>Race</b>	<b>Total</b>
White	28
Not known	~
Prefer not to state	8

### Disability

The table below shows the disability breakdown of those employees who were subject to disciplinary procedures during the period.

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<b>Disability</b>	<b>Total</b>
No	25
Not known	15
Yes	~

## Age

The following table shows the age groups of those employees who were subject to disciplinary during the period 1<sup>st</sup> April, 2022 – 31<sup>st</sup> March, 2023.

<b>Age Groups</b>	<b>Total</b>
16 to 19	~
20 to 29	~
30 to 39	6
40 to 49	13
50 to 59	13
60 and over	~

## Religion

The table below shows the religious breakdown of employees who were subject to a disciplinary.

<b>Religion</b>	<b>Total</b>
Atheist	~
Agnostic	~
Christian	6
No Religion	6
Prefer not to state	~
Not Known	21

## Sexual Orientation

The table on below shows the sexual orientation of employees who have been subject to disciplinary procedures during the period.

<b>Sexual Orientation</b>	<b>Total</b>
Heterosexual/Straight	25

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<b>Sexual Orientation</b>	<b>Total</b>
Bisexual	~
Not known	10
Prefer not to state	~

### Gender Reassignment

The table below illustrates the gender reassignment status of employees who were subject to disciplinary procedures during the period. The question asked is 'Is your gender the same as it was at birth?'

<b>Gender Reassignment</b>	<b>Total</b>
Yes	15
Prefer not to state	~
Not known	24

### Pregnancy & Maternity

The table below illustrates the breakdown of pregnancy status of employees as at the 31<sup>st</sup> March, 2023 who completed training during the period.

<b>Pregnancy &amp; Maternity</b>	<b>Total</b>
Not Applicable	12
Not known	28
Prefer not to state	~

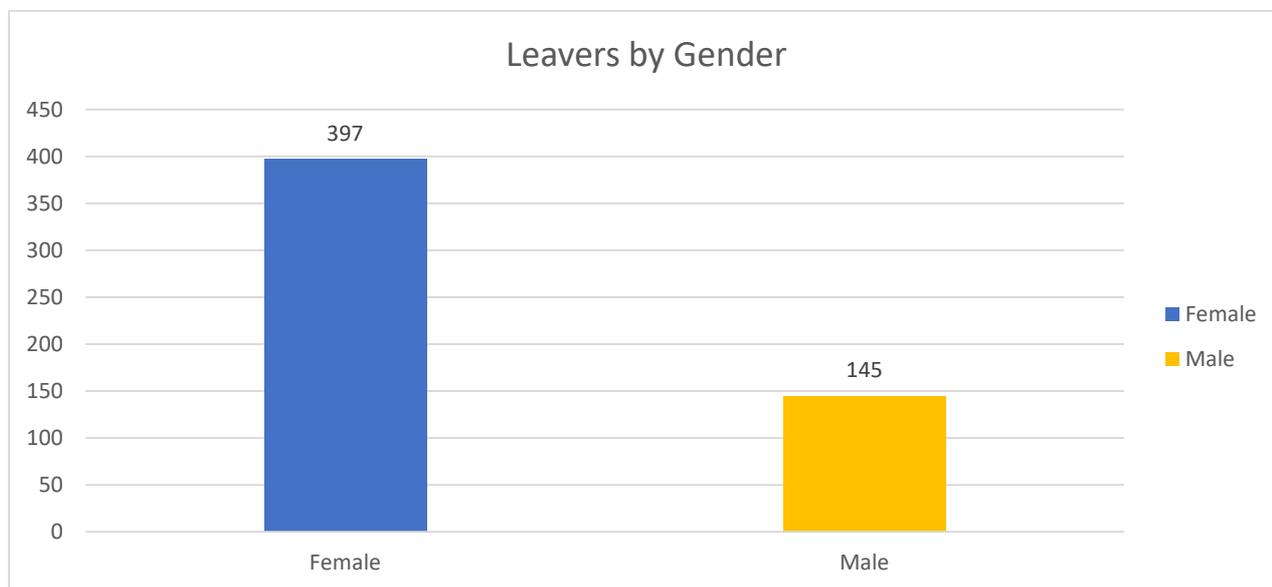
## Employees who have left Denbighshire County Council during 1<sup>st</sup> April, 2022 – 31<sup>st</sup> March, 2023.

### Gender

The chart below shows the gender breakdown of those employees who left Denbighshire County Council's employment during the period.

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## Leavers by Gender



[Caption: Chart to show employees who have left Denbighshire County Council by gender]

## Race

The table below shows the race breakdown of those employees left Denbighshire County Council's employment during the period.

Race	Total
White	262
Prefer not to state	26
Other Mixed Background	7
Asian/Asian British	8
Not Known	237

## Disability

The table below shows the disability breakdown of those employees who left Denbighshire County Council's employment during the period.

Disability	Total
No	287
Yes	6

## Public sector duty report

<b>Disability</b>	<b>Total</b>
Not known	249

### Age

The following table shows the age groups of those employees who left Denbighshire County Council's employment during the period.

<b>Age Groups</b>	<b>Total</b>
16 to 19	13
20 to 29	127
30 to 39	105
40 to 49	95
50 to 59	107
60 and over	95

### Religion

The table below shows the religious breakdown of employees who left Denbighshire County Council's employment during the period.

<b>Religion</b>	<b>Total</b>
Agnostic	18
Atheist	21
Buddhist	~
Christian	152
Hindu	~
Humanist	~
Muslim	~
No Religion	68
Sikh	7
Other	~
Prefer not to state	7

### Sexual Orientation

The table on below shows the sexual orientation of employees who left Denbighshire County Council's employment during the period.

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<b>Sexual Orientation</b>	<b>Total</b>
Bisexual	6
Gay/Lesbian	7
Heterosexual/Straight	264
Not known	234
Other	~
Prefer not to State	30

### Gender Reassignment

The table below illustrates the gender reassignment status of employees who left Denbighshire County Council's employment during the period. The question asked is 'Is your gender the same as it was at birth?'

<b>Gender Reassignment</b>	<b>Total</b>
Prefer not to state	~
Yes	206
Not Known	335

### Pregnancy & Maternity

The table below illustrates the breakdown of pregnancy status of employees as at the 31<sup>st</sup> March, 2023 who left Denbighshire County Council's employment during the period.

<b>Pregnancy &amp; Maternity</b>	<b>Total</b>
Not Applicable	214
Not known	303
On maternity	13
Prefer not to State	7
Pregnant	~

### Pay Differences

#### Grade and Pay

The data system used for this section was taken from Denbighshire County Council's HR System and the Finance System.

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The following table shows the grades and salary ranges broken down by male and female for Denbighshire County Council. Please note this data is collated to show Main Pay Scale Employees, Teachers, Youth Workers, Heads of Service and Directors and Soulbury Employees.

<b>DCC Main Pay Scale</b>	<b>Female</b>	<b>Male</b>
Grade 1	555	103
Grade 2	341	85
Grade 3	418	119
Grade 4	186	87
Grade 5	354	135
Grade 6	298	132
Grade 7	143	64
Grade 8	113	48
Grade 9	138	59
Grade 10	73	42
Grade 11	56	28
Grade 12	12	25
Grade 13	13	13
Grade 14	~	9

<b>Chief Executive, Directors &amp; Heads of Service</b>	<b>Female</b>	<b>Male</b>
Total	~	7

<b>Youth &amp; Community Workers</b>	<b>Female</b>	<b>Male</b>
Total	31	18

<b>Teachers (Unqualified)</b>	<b>Female</b>	<b>Male</b>
Unqualified Teachers Scale	6	

<b>Soulbury</b>	<b>Female</b>	<b>Male</b>
Total	7	~

<b>Teacher's Pay incl. UPS and TLR</b>	<b>TLR Payment</b>	<b>Female</b>	<b>Male</b>
Main Pay Scale	-	185	73
Main Pay Scale	TLR 1	~	~
Main Pay Scale	TLR 2	20	13
Main Pay Scale	TLR 3	~	~
Upper Pay Scale	-	235	83

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Teacher's Pay incl. UPS and TLR	TLR Payment	Female	Male
Upper Pay Scale	TLR 1	25	14
Upper Pay Scale	TLR 2	148	50
Upper Pay Scale	TLR 3	~	~

Teachers Leadership Scale	Female	Male
Total	70	26

## Job Title

The following table shows the gender split of job titles as at 31<sup>st</sup> March, 2023. We have removed job titles where there were 5 employees or less on both female and male categories.

Job Title	Female	Male
Accounts/Accounts Officer	7	~
Administration & Organisation	207	35
Advisor	13	6
Approved Mental Health Professional	~	~
Architect/Assistant Architect	~	6
Archivist / Curator /Assistant Archivist	8	
Attendance Officer	~	
Auditor	~	~
Benefits Officer	9	~
Breakfast / Midday Supervisor	164	12
Business Manager / Officer	54	24
Business Partner	10	~
Car Parks Officer		~
Care and Support Worker	62	~
Care Assistant	58	
Care Practitioner	37	~
Caretaker	19	58
Catering	178	9
Catering Assistant	~	
Chargehand		7
Child Care Officer / Supervisor	10	6
Childcare Assistant	~	
Cleaning	210	88
Clerk to the Governors	7	~
Commercial Manager/Officer		~
Community Care Broker	~	
Contracts / Procurement Officer	17	8
Co-ordinator	22	13

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Job Title	Female	Male
Counsellor	9	~
Countryside Officer / Ranger	~	11
Cover Supervisor	~	~
Customer Service	18	7
Director/CEO	~	~
Disability Wellbeing Navigator	~	
Domestic	12	
Driver/Courier	~	10
Education Officer / Manager	~	~
Education Officer/Manager	25	6
Educational Psychologist	~	
Electronic Assistive Technology Officer	~	
Employment Support Officer	12	~
Energy Officer		~
Enforcement Officer	8	6
Engagement Manager / Officer	~	~
Engineer	~	17
Estates Officer	~	
Evaluation Officer	~	
Exams Officer/Manager	~	~
Facilities / Site Manager or Supervisor		6
Family / Young People / Carers Worker	34	~
Family Coordinator	8	
Finance or Asset Officer / Manager	43	17
Flood Risk Management Officer		~
Gardener/Groundskeeper	~	~
Harbour or Coastal Officer / Assistant	~	~
Head of Service	~	~
Headteacher / Deputy Headteacher (including Acting)/Assistant/Associate	90	50
Health & Safety Officer / Manager	8	7
Health Professional	~	
Highways / Construction Operative	~	25
Homelessness Prevention Officer / Assistant	6	11
Housing Officer / Housing Support	31	23
HR Specialist / Assistant	15	~
ICT Officer		11
Information or Data Manager / Officer	20	7
Instructor/Supervisor	~	~
Laundry Person	~	
Laundry Person	~	
Lead Officer	~	~
Learning Support / Coach	10	
Legal Officer	~	~

## Public sector duty report

Job Title	Female	Male
Librarian / Library Assistant	41	6
Maintenance Operative		~
Mechanic		9
Mentor	10	~
Monitoring / Compliance Officer	6	7
Occupational Therapist	25	~
Operations Manager / Officer	~	~
Passenger Assistant	60	16
Payroll Officer	~	
Performance or Development Manager / Officer	17	8
Psychologist	~	
Planning Manager / Officer	8	~
Plant Operative		~
Principal Manager / Officer	8	8
Production Operative / Assistant	~	22
Project Manager	16	7
Project Officer / Support	14	10
Project Worker	10	~
Public Protection Officer	17	8
Refuse & Recycling Operative		66
Registration Officer	7	
Retail Assistant	~	
Revenues & Benefits Officer	13	7
Road Safety Officer		~
School Crossing / Walking Bus Attendants	10	7
School Medical Officer	~	
Service Manager / Officer	20	7
Social Worker	57	~
Solicitor	8	
Stores/Stock Person	~	13
Streetscene Manager/Supervisor	~	~
Streetscene Operative / Co-ordinator	~	63
Support	~	
Support Manager	14	~
Support Officer	51	30
Support Worker	56	8
Surveyor	8	22
Systems Analyst / Support	~	~
Teacher	659	169
Teaching Assistant	728	58
Team Leader	23	12
Team Manager (including Deputy)	7	~
Team or Unit Manager (including Deputy)	17	7

## Public sector duty report

Job Title	Female	Male
Technical Assistant / Technician	6	15
Tourism, Marketing or Events Officer	~	~
Tradesperson		28
Translator/Language Officer	~	~
Transport Officer	7	~
Tree Inspector	~	~
Waste Manager/Officer	~	10
Welfare Officer	11	~
Worker - CAMH		~
Youth Worker / Youth Support	29	16

## Action plan

Topic	Actions
<p>Requests and Applications for Training:</p> <p>There is currently no accurate way to collect those employees who have been declined training following a request, as the system only captures attendance at training courses.</p>	<p>Processes are being considered to try to rectify this reporting problem.</p>
<p>Gender Reassignment Question</p>	<p>It is becoming apparent, that the way that we are asking this question is being misinterpreted, and potentially causing our data to be affected.</p> <p>Gender reassignment question to be developed to be clearer and capture required data.</p>

## Public sector duty report

<b>Topic</b>	<b>Actions</b>
Lower number of employees aged 60+	Denbighshire County Council Could are signing the Age Friendly employer pledge which may help recruit and support an older workforce.