

Public sector duty report

March 2025

Approved by

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Public sector duty report

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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

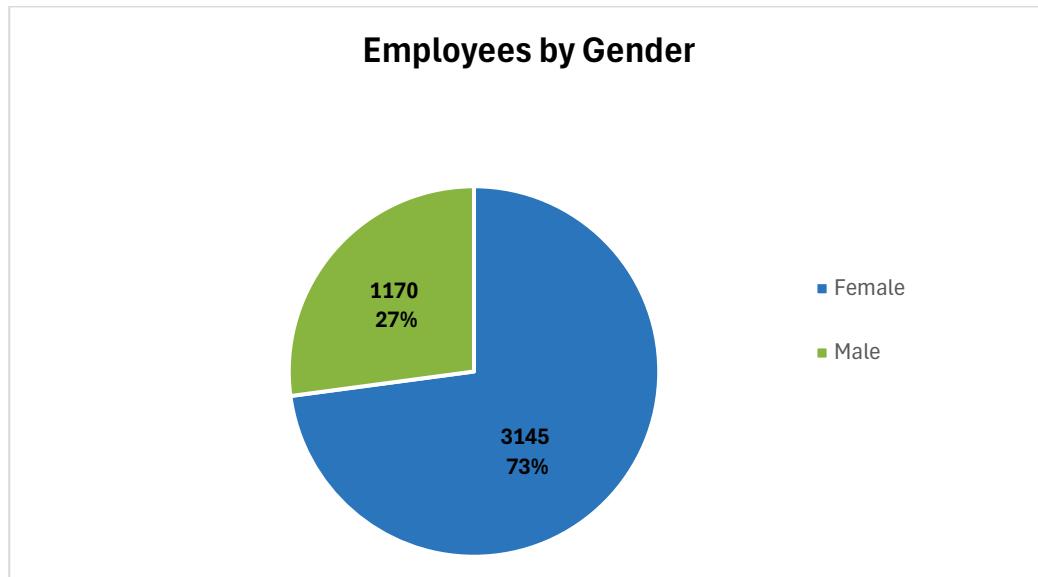
The data used for this section was taken from Denbighshire County Council's HR System and Finance System. This data consists of all permanent and temporary employees in all services of the Council including Schools.

People employed by Denbighshire County Council on 31 March 2025

Gender

Denbighshire County Council employed 4315 people as at 31 March 2025. The workforce consisted of 73% (3145) females and 27% (1170) males which is the same percentage split as the previous year. 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 51.5% females and 48.5% males.

Employees by gender



[Figure 1: Employees in Denbighshire County Council by gender during the period 01 April 2024 - 31 March 2025. 3145 females and 1170 males]

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Race

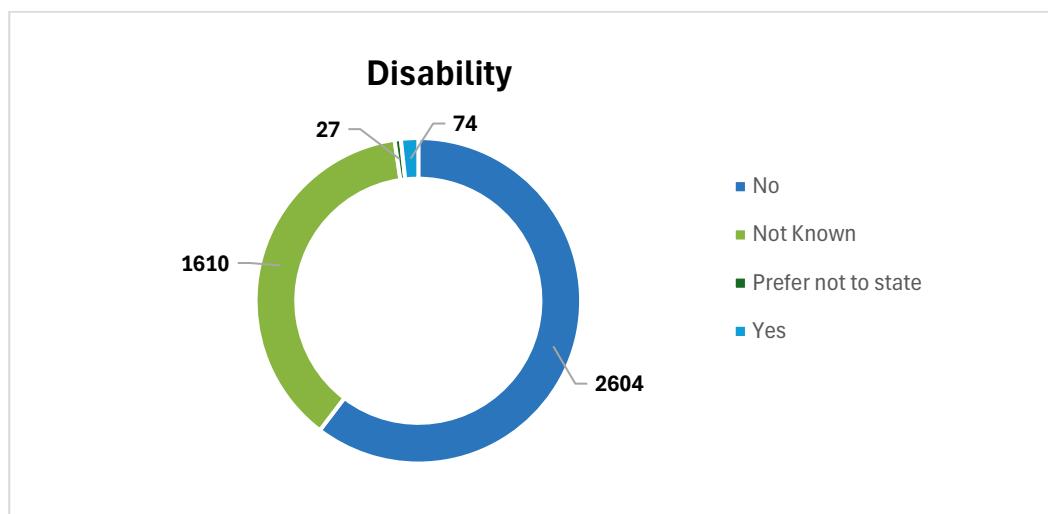
The table below illustrates the race breakdown within Denbighshire County Council as at 31 March 2025. In comparison to last year the data where it was preferred not to state race, the data has decreased by 1%, showing that we are still improving our data year on year. The data collated shows race as 64.47% white which is slightly lower than the previous year. The census data of 2021 demonstrates that the county of Denbighshire is 96.5% white.

Race	Total Employees	%
Asian / Asian British	21	0.49%
Black / African / Caribbean / Black British	~	~
Mixed / Multiple Ethnic Groups	21	0.49%
Other Ethnic Group	28	0.65%
White	2782	64.47%
Prefer not to state	325	7.53%
Unknown / no data	1136	26.33%

Disability

The chart below demonstrates that 74 employees (1.71%) have indicated that they have a disability.

Employees by disability status



[Figure 2: 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 27.93% as at the 31 March 2025, very closely followed by the age group 40 to 49 at 25.08%, which is the same as the last 3 years.

Age Groups	Total Employees	%
16 to 19	21	0.49%
20 to 29	475	11.01%
30 to 39	934	21.65%
40 to 49	1082	25.08%
50 to 59	1205	27.93%
60 and over	598	13.86%

Religion and belief

The table below illustrates the religion and belief breakdown within Denbighshire County Council as of 31 March 2025. The number of employees declining to specify their religion or belief, has reduced from last year illustrating that we are improving our data sets.

Religion	Total Employees	%
Agnostic	91	2.11%
Atheist	136	3.15%
Buddhist	14	0.32%
Christian	1473	34.14%
Hindu	~	~
Humanist	~	~
Jewish	~	~
Muslim	11	~
No Religion	748	17.33%
Other	33	0.76%
Sikh	13	0.3%
Prefer not to state	593	13.74%
Not Known	1195	27.69%

Sexual orientation

The table below illustrates the sexual orientation breakdown within Denbighshire County Council as of 31 March 2025. A large proportion of employees declined to specify, or it is not known.

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Sexual Orientation	Total Employees	%
Bisexual	28	0.65%
Gay / Lesbian	38	0.88%
Heterosexual / Straight	2,494	57.8%
Prefer not to state	557	12.91%
Not Known	1198	27.76%

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?'

Gender Reassignment	Total Employees	%
No	6	0.14%
Yes	2062	47.79%
Prefer not to state	13	0.30%
Not Known	2234	51.77%

Pregnancy and maternity

The table below illustrates the breakdown of those employees pregnant or on maternity leave as at 31 March 2025. We have used live data to ensure accuracy.

Pregnancy / Maternity	Total Employees	%
Given birth within the last 26 weeks	0	0
On Maternity Leave	57	1.32%
Pregnant	25	0.58%
Not Applicable	4233	98.1%

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People who have applied for jobs at Denbighshire County Council between 01 April 2024 and 31 March 2025

Gender

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

Gender	Applications	Shortlisted	Appointed	% Appointed
Female	1719	459	278	16.17%
Male	847	257	134	15.82%
Prefer not to state	6		2	33.33%
Unknown / No data*	248	126	167	67.34%

Race

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

Race	Applications	Shortlisted	Appointed	% Appointed
White	2359	656	399	16.91%
Asian / Asian British	108	10	~	~
Mixed / Multiple Ethnic Groups	24	~	~	8.33%
Black African / Black Caribbean / Black British	38	10	~	~
Other Ethnic Group	~	~	~	~
Prefer not to state	14	6	~	21.43%
Unknown / No data*	273	135	171	62.64%

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	% Appointed
No	2371	641	380	16.03%
Yes	124	49	21	16.94%
Prefer not to state	37	11	5	13.51%

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Disability	Applications	Shortlisted	Appointed	% Appointed
Unknown / no data*	288	141	175	60.76%

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Age

The table below shows that our largest applicant age group is 20-29, although this is closely followed by 30-39 and our smallest age group is 60 and over. This is the same as the previous 2 years.

Age	Applications	Shortlisted	Appointed	% Appointed
16-19	91	14	20	22%
20-29	835	191	117	14%
30-39	676	190	110	16%
40-49	546	164	69	13%
50-59	303	121	69	23%
60+	81	26	22	27%
Prefer not to state	20	5	~	~
Unknown / no data*	268	131	170	63%



[Figure 3: 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 Christian; this is then followed by No Religion, which is the same as the previous year.

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Religion	Applications	Shortlisted	Appointed	% Appointed
Agnostic	60	17	11	18%
Atheist	135	33	17	13%
Buddhist	14	7	3	~
Christian	1008	271	164	16%
Hindu	15	~	6	~
Jewish	~	~	~	~
Muslim	48	~	~	~
No Religion	863	270	161	19%
Other	45	12	8	18%
Prefer not to state	116	32	11	9%
Unknown / no data*	511	187	203	40%

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	% Appointed
Bisexual	52	14	10	19%
Gay/Lesbian	68	13	14	21%
Heterosexual/Straight	2260	639	360	16%
Other	8	~	~	~
Prefer not to State	79	14	12	15%
Unknown / No data*	353	162	185	52%

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	% Appointed
No	13	~	~	~
Yes	2526	700	409	16%
Prefer not to state	10	~	~	~
Unknown / no data*	271	140	169	62%

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Pregnancy & Maternity

The table below illustrates the breakdown of pregnancy status as at 31 March 2025.

Pregnancy & Maternity	Applications	Shortlisted	Appointed	% Appointed
Given birth in the last 26 weeks	~	~	~	~
Not Applicable	2463	694	396	16%
On Maternity Leave	19	~	~	~
Pregnant	~	~	~	~
Prefer not to State	25	~	~	~
Unknown / no data*	310	141	182	59%

Employees who have applied to change position within Denbighshire County Council and how many were successful in their application between 01 April 2024 and 31 March 2025.

Gender

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

Gender	Applications	Shortlisted	Appointed	% Appointed
Female	38	10	11	29%
Male	49	27	15	31%
Unknown / no data*	63	23	48	76%

Race

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

Race	Applications	Shortlisted	Appointed	% Appointed
White	79	34	25	32%
Asian / Asian British	~	~	~	~
Black African / Black Caribbean / Black British	~	~	~	~
Unknown / No data*	66	24	49	74%

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Disability

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

Disability	Applications	Shortlisted	Appointed	% Appointed
No	83	37	26	31%
Yes	~	~	~	~
Unknown / no data*	66	23	48	73%

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.

Age Groups	Applications	Shortlisted	Appointed	% Appointed
16 to 19	~	~	~	~
20 to 29	17	8	~	~
30 to 39	26	10	8	31%
40 to 49	16	6	~	~
50 to 59	21	10	6	29%
60 and over	~	~	~	~
Prefer not to state	~	~	~	~
*Unknown / no data	63	23	48	76%

Religion

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

Religion	Applications	Shortlisted	Appointed	% Appointed
Agnostic	~	~	~	~

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Religion	Applications	Shortlisted	Appointed	% Appointed
Atheist	~	~	~	~
Christian	37	14	13	35%
No Religion	26	~	~	~
Other	~	~	~	~
Prefer not to state	8	~	~	~
*Unknown / no data	73	27	51	70%

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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.

Sexual Orientation	Applications	Shortlisted	Appointed	% Appointed
Gay/Lesbian	~	~	~	~
Heterosexual/Straight	81	36	25	31%
Prefer not to State	~	~	~	~
*Unknown / no data	65	23	48	74%

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?'

Gender Reassignment	Applications	Shortlisted	Appointed	% Appointed
Yes	83	35	26	31%
*Unknown / no data	67	25	48	72%

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 March 2025.

Pregnancy & Maternity	Applications	Shortlisted	Appointed	% Appointed
Not Applicable	85	36	26	31%
*Unknown / no data	65	24	48	74%

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*Unknown / No data: In these cases, the number of appointments exceeds the number shortlisted. This typically occurs when:

- Applications are submitted manually;
- It is currently not mandatory to complete equality data fields in the online recruitment process;
- Some employees may have no historical equality data recorded and prefer not to share their data during collection rounds. When they apply for a new role, even online, they remain as having no data unless equality fields are made mandatory;
- Internal movements through restructure or TUPE bypass the online recruitment process.

For external recruitment, overall, 842 applicants were shortlisted and 581 appointed. Internally, records show 60 applicants shortlisted and 74 appointed, which reflects the issue of internal appointments bypassing the online recruitment process.

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 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.

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Employees who have completed non-mandatory training during the period 01 April 2024 and 31 March 2025

Gender

The table below shows the gender breakdown of those employees who completed non-mandatory training during the period. The total number who completed non-mandatory training was 1063 which is 24.6% of employees.

Gender	Total	%
Female	832	26.5%
Male	231	19.7%

Race

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

Race	Employees	%
White	613	57.67%
Asian / Asian British	~	~
Mixed / Multiple Ethnic Groups	~	~
Black African / Black Caribbean / Black British	~	~
Other Ethnic Group	15	1.41%
Prefer not to state	59	5.55%
Not known	372	35%

Disability

The table below shows the breakdown by disability of those employees who have completed non-mandatory training with the period.

Disability	Total	%
No	577	54.28%
Yes	18	1.69%
Prefer not to state	7	0.66%

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Disability	Total	%
Not known	461	43.37%

Age

The following table shows the age groups of those employees who have completed non-mandatory training during the period 01 April 2024 – 31 March 2025.

Age Groups	Total	%
16 to 19	9	0.85%
20 to 29	94	8.84%
30 to 39	213	20.04%
40 to 49	271	25.49%
50 to 59	303	28.5%
60 and over	173	16.27%

Religion

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

Religion	Total	%
Agnostic	20	1.88%
Atheist	30	2.82%
Buddhist	~	~
Christian	313	29.44%
Humanist	~	~
Jewish	~	~
Muslim	~	~
No Religion	188	17.69%
Other	8	0.75%
Sikh	~	~
Prefer not to state	104	9.78%
Not Known	386	36.31%

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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.

Sexual Orientation	Total	%
Bisexual	8	0.75%
Gay/Lesbian	10	0.94%
Heterosexual/Straight	565	53.15%
Prefer not to State	102	9.6%
Not known	378	35.56%

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?'

Gender Reassignment	Total	%
No	~	~
Yes	507	47.7%
Prefer not to state	~	~
Not known	552	51.93%

Pregnancy & Maternity

The table below illustrates the breakdown of pregnancy status of employees as at the 31 March 2025 who completed non-mandatory training during the period.

Pregnancy & Maternity	Total
Not Applicable	1056
Given birth in the last 26 weeks	~
On Maternity Leave	~
Pregnant	~

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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.

Gender	Complaints Against	Complainant
Female	~	~
Male	~	9

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.

Race	Complaints Against	Complainant
White	~	8
Prefer not to state	~	~
Not known	~	~

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.

Disability	Complaints Against	Complainant
No	~	~
Yes	~	~
Not known	~	7

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	~	~
50 to 59	~	~
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
Agnostic	~	~
Atheist	~	~
Christian	~	~
Catholic	~	~
Muslim	~	~
No Religion	~	~
Prefer not to state	~	~
Not Known	~	~

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	~	8
Prefer not to State	~	~
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?'

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Gender Reassignment	Complaint Against	Complainants
Yes	~	6
Not Known	~	7

Pregnancy & Maternity

The table below illustrates the breakdown of pregnancy status as at 31 March 2025 who have submitted a grievance and those who have a case against them.

Pregnancy & Maternity	Complaint Against	Complainants
Not Applicable	~	6
Not known	~	7

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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

Gender	Total
Female	10
Male	21

Race

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

Race	Total
White	16
Prefer not to state	~
Not known	11

Disability

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

Disability	Total
No	15
Yes	~
Not known	15

Age

The following table shows the age groups of those employees who were subject to disciplinary during the period 01 April 2024 – 31 March 2025.

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Age Groups	Total
20 to 29	~
30 to 39	7
40 to 49	9
50 to 59	7
60 and over	7

Religion

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

Religion	Total
Atheist	~
Christian	7
No Religion	6
Prefer not to state	~
Not Known	12

Sexual Orientation

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

Sexual Orientation	Total
Heterosexual/Straight	16
Not known	12
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?'

Gender Reassignment	Total
Yes	11
Not known	20

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Pregnancy & Maternity

The table below illustrates the breakdown of pregnancy status of employees who were subject to a disciplinary during the period.

Pregnancy & Maternity	Total
Not Applicable	21
Not known	10

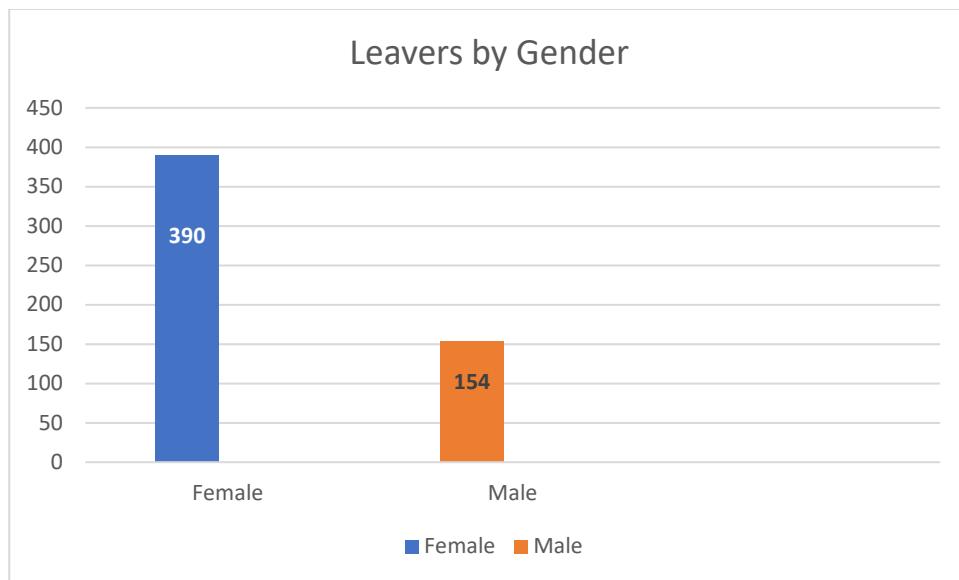
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Employees who have left Denbighshire County Council during 01 April 2024 – 31 March 2025.

Gender

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

Leavers by Gender



[Figure 4: 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	271
Other Mixed Background	~
Other Ethnic Group	6
Prefer not to state	46
Not Known	221

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Disability

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

Disability	Total
No	258
Yes	12
Prefer not to state	~
Not known	272

Age

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

Age Groups	Total
16 to 19	13
20 to 29	106
30 to 39	101
40 to 49	80
50 to 59	100
60 and over	144

Religion

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

Religion	Total
Agnostic	8
Atheist	26
Christian	147
No Religion	66
Sikh	~
Other	~
Prefer not to state	61
Not known	226

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Sexual Orientation

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

Sexual Orientation	Total
Bisexual	6
Gay/Lesbian	6
Heterosexual/Straight	239
Other	~
Prefer not to State	64
Not known	229

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?'

Gender Reassignment	Total
Yes	200
Not Known	343
Prefer not to state	~

Pregnancy & Maternity

As of 31 March 2025, there were no employees recorded as either pregnant or on maternity leave who left the employment of Denbighshire County Council during the reporting period.

Pregnancy & Maternity	Total
On maternity	0
Pregnant	0

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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.

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.

DCC Main Pay Scale	Female	Male	% Female	% Male
Grade 1	527	92	14.6%	2.55%
Grade 2	244	99	6.76%	2.74%
Grade 3	442	103	12.24%	2.85%
Grade 4	173	95	4.79%	2.63%
Grade 5	377	162	10.44%	4.49%
Grade 6	304	120	8.42%	3.32%
Grade 7	156	74	4.32%	2.05%
Grade 8	124	55	3.43%	1.52%
Grade 9	127	56	3.52%	1.55%
Grade 10	74	38	2.05%	1.05%
Grade 11	57	31	1.58%	0.86%
Grade 12	18	24	0.50%	0.66%
Grade 13	12	16	0.33%	0.44%
Grade 14	~	7	~	0.19%

Chief Executive, Directors & Heads of Service	Female	Male
Total	7	7

Youth & Community Workers	Female	Male
Total	19	17

Teachers (Unqualified)	Female	Male
Unqualified Teachers Scale	6	~

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Soulbury	Female	Male
Total	7	~

Teacher's Pay incl. UPS and TLR, ALN	Female	Male
Main Pay Scale	130	43
Main Pay Scale + TLR	20	18
Main Pay Scale + ALN	8	~
Main Pay Scale + TLR + ALN	1	~
Upper Pay Scale	280	45
Upper Pay Scale + TLR	166	66
Upper Pay Scale + ALN	27	~
Upper Pay Scale + TLR + ALN	12	~

Teachers Leadership Scale	Female	Male	% Female	% Male
Total	97	49	66.44%	33.56%

Job Title

The following table shows the gender split of job titles as at 31 March 2025. 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	9	~
Administration & Organisation	194	23
Advisor	15	~
Approved Mental Health Professional	~	
Architect/Assistant Architect	~	6
Archivist / Curator /Assistant Archivist	8	
Attendance Officer	~	~
Auditor	~	~
Benefits Officer	~	~
Breakfast / Midday Supervisor	131	12
Business Manager / Officer	~	6
Business Partner	8	~
Care and Support Worker	35	~
Care Assistant	48	
Care Practitioner	47	~
Caretaker	19	44
Catering	201	14
Chargehand		~

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Job Title	Female	Male
Child Care Officer / Supervisor	15	~
Childcare Practitioner	13	
Cleaning	226	72
Commissioning Officer	~	
Community Care Broker	~	
Contracts / Procurement Officer	10	~
Co-ordinator	44	12
Counsellor	9	~
Countryside Officer / Ranger	18	19
Cover Supervisor	8	~
Customer Service	23	9
Director/CEO		~
Disability Wellbeing Navigator	~	
Domestic	13	~
Driver/Courier	~	13
Education Officer / Manager	28	6
Educational Psychologist	~	
Electronic Assistive Technology Officer	~	
Employment Support Officer	20	7
Enforcement Officer	~	~
Engagement Manager / Officer	~	~
Engineer	6	~
Facilities / Site Manager or Supervisor	~	~
Family / Young People / Carers		
Worker	15	~
Finance Officer / Manager	33	13
Finance or Asset Officer / Manager	13	9
Gardener/Groundskeeper	~	~
Harbour or Coastal Officer / Assistant		~
Head of Service	6	~
Headteacher / Deputy Headteacher (including Acting)/Assistant/Associate	91	48
Health & Safety Officer / Manager	6	~
Highways / Construction Operative		25
Homelessness Prevention Officer / Assistant	~	~
Housing Officer / Housing Support	37	21
HR Specialist / Assistant	12	~
ICT Officer	~	17
Information or Data Manager / Officer	8	
Instructor/Supervisor	~	9
Lead Officer	9	9
Learning Support / Coach	6	
Librarian / Library Assistant	46	~
Mechanic		9
Mentor	~	~

Public sector duty report

Job Title	Female	Male
Monitoring / Compliance Officer	~	~
Occupational Therapist	20	~
Passenger Assistant	53	~
Performance or Development Manager / Officer	25	17
Planning Manager / Officer	~	~
Principal Manager / Officer	~	~
Production Operative / Assistant	~	17
Project Manager	18	~
Project Officer / Support	22	8
Project Worker	11	~
Public Protection Officer	10	9
Refuse & Recycling Operative	~	108
Registration Officer	8	
Revenues & Benefits Officer	23	~
Road Safety Officer	~	
School Crossing / Walking Bus Attendants	7	~
Service Manager / Officer	16	7
Social Worker	60	~
Solicitor	10	~
Stores/Stock Person	~	11
Streetscene Manager/Supervisor		~
Streetscene Operative / Co-ordinator	~	72
Support Manager	8	~
Support Officer	51	22
Support Worker	88	15
Surveyor	~	23
Systems Analyst / Support	11	13
Teacher	652	184
Teaching Assistant	684	64
Team Leader	14	8
Team Manager (including Deputy)	34	~
Team or Unit Manager (including Deputy)	31	13
Technical Assistant / Technician	6	16
Tourism, Marketing or Events Officer	~	~
Tradesperson		29
Translator/Language Officer		~
Transport Officer	~	~
Warehouse Operative		~
Waste Manager/Officer	~	9
Welder	~	~
Welfare Officer	10	~
Workforce Development Officer	~	~

Public sector duty report

Job Title	Female	Male
Youth Worker / Youth Support	19	16

Public sector duty report

Action plan

Topic	Actions
Non-mandatory training.	Many training courses are funded and arranged with external providers, and this data is not currently collated. Processes are being considered to address this reporting gap.
Requests and Applications for Training.	There is currently no accurate way to record employees who have been declined training following a request, as the system only captures attendance. Processes are being considered to rectify this reporting issue.
Lower number of employees aged 60+	Denbighshire County Council has signed the Age-Friendly Employer Pledge and will continue to embed age-friendly practices in recruitment and retention. This includes promoting flexible work options, supporting health and wellbeing and monitoring workforce age demographics to ensure progress against the pledge commitments.
Collating equality data for all employees	Develop mandatory* processes to obtain data during onboarding in iTrent and explore ways to increase data collection through positive engagement with employees.
Unknown / no data in recruitment: Some appointments appear higher	Following development of mandatory* fields in the onboarding process in iTrent, ensure, where possible, all internal and external appointments are processed

Public sector duty report

Topic	Actions
than shortlisted numbers because applications submitted outside the online recruitment system are not captured in HR data.	online. Where paper-based applications are unavoidable, up to date equality data should still be captured to complete the recruitment process and should be input manually on the system to maintain complete and accurate data.

*Applicants / employees will retain the option to select 'prefer not to state' for all equality-related fields.