

# NLC Equality Outcome 10 – North Lanarkshire Council Employment

## Proposed Outcome

Our employment practices actively encourage people with protected characteristics to work for us, thrive and progress in their employment in NLC. (In particular young people, minority ethnic people, disabled people, and women)

## Equality Evidence/Reasoning

All of our measures from 2021-25 outcomes have improved – Gender pay gap; composition of the workforce diversity- ethnicity, young people, sexual orientation and disability has increased but has still a way to go to be proportionate to the local population, particularly disability. We have no recorded employees who identify as Transgender

## Disabled Employees

Disabled people in our workforce increased from 2.4%- 3.2% between 2022 and 2024, however 51% of our workforce have not self-recorded in this category which is 8523 employees.

6.1% females are disabled and 8.3% males.

over 1/3 (34%) of disabled employees are under 40.

59.6% are working at grades 1-7. 3.5% are working in grades 15-18. No Chief Officers have recorded a disability.

2% of teachers are disabled.

## Minority Ethnic Employees

minority ethnic workers increased from 92 to 147 between 2022 and 2024.

41.8% of disabled employees work p/time.

53.7% of Minority ethnic employees work p/time.

44.9% of Minority ethnic workers are in NLC grade 1-6.

There are no ME employees in NLC 15 and above or D/HTs or P.Tchs.

There are 20 ME teachers across the whole estate. We know that in some schools there is a 12% ME pupil population with some of those schools having no ME teachers, this has a known impact on pupil at schools and there aspirations to become a teacher.

There is only 1 ME Modern Apprentice.

There are only 5 recorded ME employees working in all areas of Home Support – out of 1430 (0.3%). The Our Lives research told us that people are rejecting home care due to the lack of cultural and language competence of carers.

## Women and Men

77% of our workforce are women, and just under half of the entire workforce work part-time and 90% of those are women.

Approx 4000 female employees – ¼ of the workforce - are part-time and working in our lowest pay grade.

Part time work and low pay creates a lower average hourly rate and contributes towards the overall gender pay gap of 6.73% in the single status workforce.

The lowest paid grades are mainly in the occupations of – care, cleaning, catering and clerical – known as the 4 Cs and where OS is very evident.

At the other end of the scale there is a reduction in part-time work opportunities, and this means females are more likely to be in lower graded roles when returning to work in order to combine work with other responsibilities – caring for young children for instance.

Occupational segregation is stark in some of our services.

There is strong gender-based segregation noted in traditional female dominated roles of caring and catering and male dominated roles of driving, cleansing and janitorial work. The only NLC1 post within NLC is Cleaner which is dominated by females.

In terms and conditions Chief Officers is the only area where there are more males than females. Illustrating clearly occupational segregation in grades (the glass ceiling effect) and occupations.

Even in Chief Officers there is a pay gap between men and women at 8.5% - the biggest pay gap across all terms and conditions.

Having work and paid employment provides financial independence, control and having policies that support women to sustain employment recognising their responsibilities as carers is crucial.

Until there is gender equality in employment –women will continue to be in lower paid roles, affecting not only their financial independence during their working lives but affecting their future pensions. It is well document that women disproportionately live in poverty compared to men.

Financial dependence throughout many women's lives can be a key factor in being in a position to live a safe life. as are the networks and support that women can access at work.

## **Age**

5% of our workforce are under 25

12.3% are over 60

Nearly 1/3 of our employees are women aged over 50.

With an aging workforce comes the need to support that workforce with health conditions and age specific conditions such as the menopause for our predominantly female workforce. We are taking steps to attract a young workforce and this will continue.

**We would like to invite you / your organisation to comment on this proposed outcome by completing the questionnaire linked below, or you can access this via the QR Code.**

**The questionnaire will be 'live' until 20 December. We will then gather all views submitted and finalise our outcomes and related actions and measures before publishing in April 2025.**

**If you would like more information or would like to comment in a different way, then please email [equality@northlan.gov.uk](mailto:equality@northlan.gov.uk)**

**Link to Questionnaire:** <https://forms.office.com/e/HwY5qGV3Zp>

NLC Equality Strategy - Equality  
Outcome 10 - North Lanarkshire  
Council Employment

