

Public sector duty report

March 2024

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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).

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.

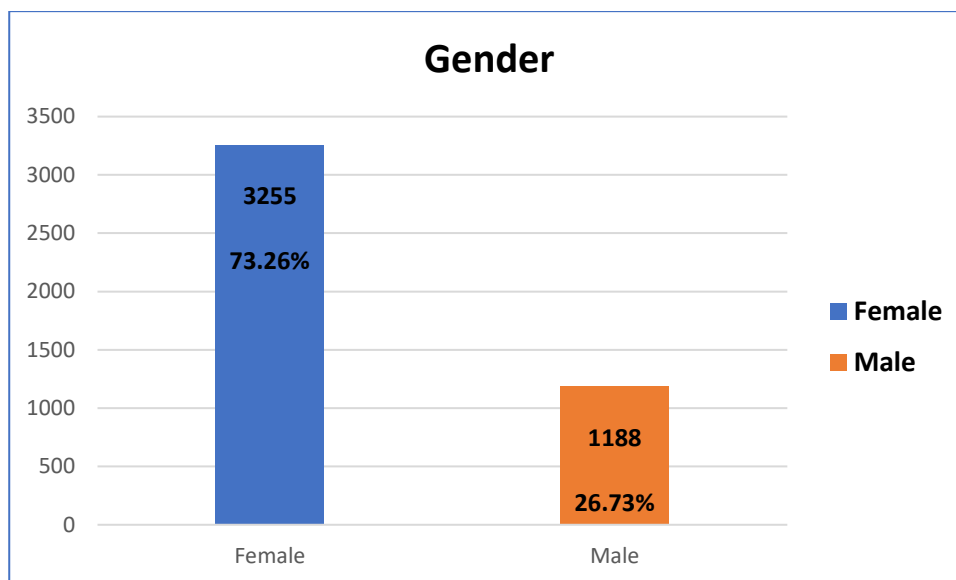
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People employed by Denbighshire County Council on 31st March 2024

Gender

Denbighshire County Council employed 4443 people as at 31st March 2024. The workforce consisted of 73.26% (3255) females and 26.73% (1188) 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 51.5% females and 48.5% males.

Employees by gender



[Figure 1: Employees in Denbighshire County Council by gender during the period 1st April, 2023 - 31st March, 2024. 3255 females and 1188 males]

Race

The table below illustrates the race breakdown within Denbighshire County Council as at 31 March 2024. In comparison to last year the data where race has not been declared has reduced from 30.68% to 24.20% which shows we are we are improving our data set. The data collated shows race as 66.2% white. The census data of 2021 demonstrates that the county of Denbighshire is 96.5% white.

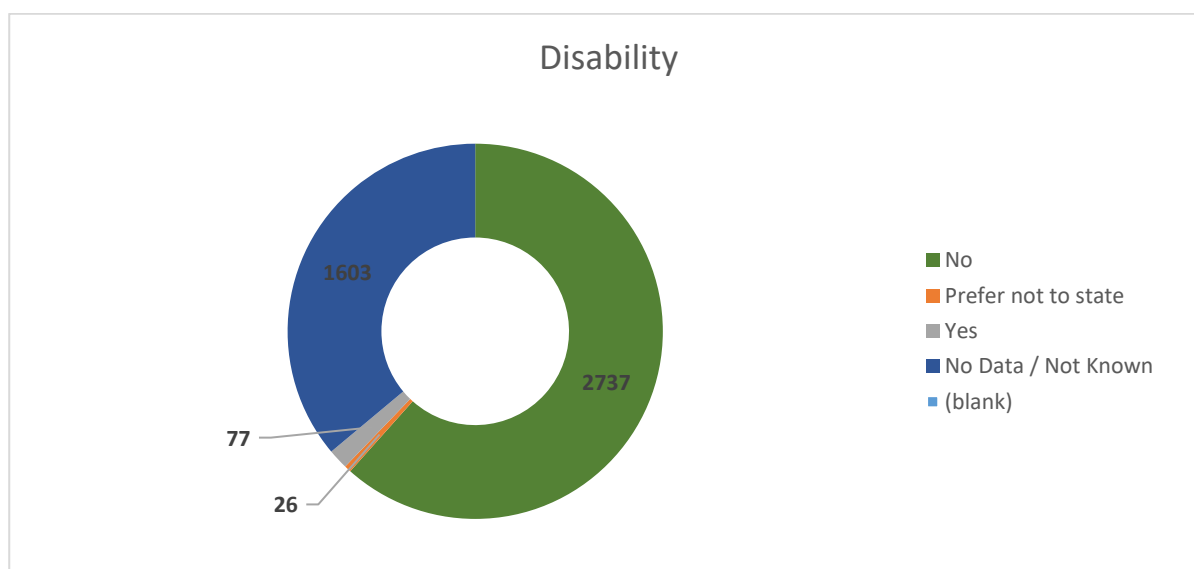
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Race	Total Employees	%
Asian / Asian British	24	0.5%
Black / African / Caribbean / Black British	~	~
Mixed / Multiple Ethnic Groups	18	0.4%
Other Ethnic Group	~	~
White	2952	66.4%
Prefer not to state	378	8.5%
Not known	1066	24%

Disability

The chart below demonstrates that 77 employees (1.73%) 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]

Age

As the chart below indicates the largest age group is 50 to 59 years old at 27.46% as at the 31 March 2024, very closely followed by the age group 40 to 49 at 24.71%, which is the same as the last 2 years.

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Age Groups	Total Employees	%
16 to 19	36	0.8%
20 to 29	489	11.0%
30 to 39	985	22.2%
40 to 49	1098	24.7%
50 to 59	1220	27.5%
60 and over	615	13.8%

Religion and belief

The table below illustrates the religion and belief breakdown within Denbighshire County Council as of 31 March 2024. A large proportion of employees declined to specify their religion or belief, or it is not known.

Religion	Total Employees	%
Agnostic	42	1%
Atheist	68	1.5%
Buddhist	~	~
Christian	1114	25%
Hindu	~	~
Humanist	~	~
Jewish	~	~
Muslim	~	~
No Religion	391	8.8%
Other	12	0.3%
Sikh	10	0.2%
Prefer not to state	842	19%
Not Known	1952	44%

Sexual orientation

The table below illustrates the sexual orientation breakdown within Denbighshire County Council as of 31 March 2024. A large proportion of employees declined to specify, or it is not known.

Sexual Orientation	Total Employees	%
Bisexual	32	0.7%
Gay / Lesbian	43	1%
Heterosexual / Straight	2,599	58.5%
Other	~	~
Prefer not to state	633	14.3%
Not Known	1135	25.6%

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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	8	~
Yes	2107	47%
Prefer not to state	14	~
Not Known	2314	52%

Pregnancy and maternity

The table below illustrates the breakdown of those employees pregnant or on maternity leave as at 31 March 2024. We have used live data to ensure accuracy.

Pregnancy / Maternity	Total Employees	%
Given birth within the last 26 weeks	32	0.7%
On Maternity Leave	61	1.4%
Pregnant	17	0.4%
Not Applicable	4306	97.5%

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People who have applied for jobs at Denbighshire County Council between 1 April 2023 and 31 March 2024

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	2060	695	323	15.7%
Male	859	303	123	14.3%
Prefer not to state	382	262	217	56.8%

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	2699	957	433	16.0%
Asian / Asian British	87	7	~	~
Mixed / Multiple Ethnic Groups	38	17	8	21.1%
Black African / Black Caribbean / Black British	46	13	~	~
Other Ethnic Group	14	~	~	~
Prefer not to state	417	264	221	53.0%

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.

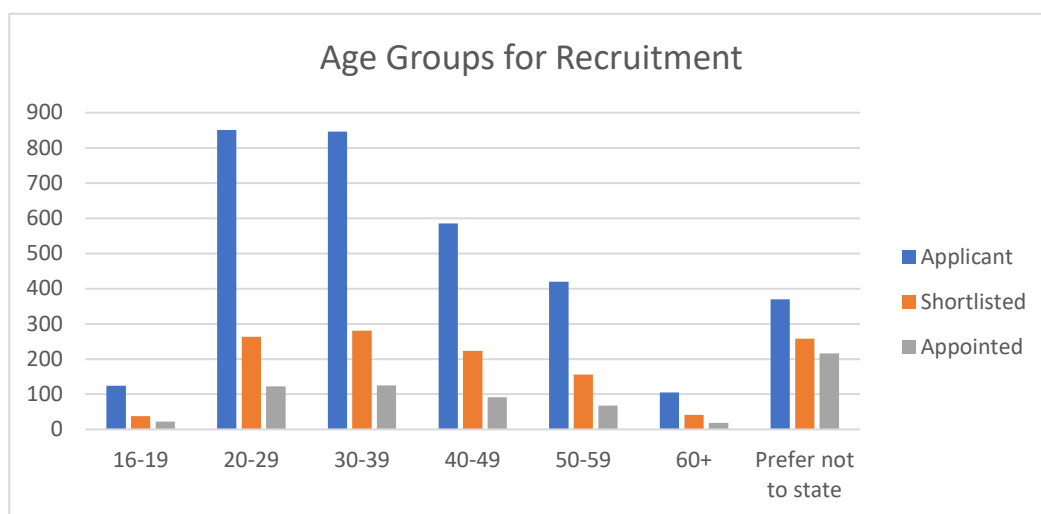
Disability	Applications	Shortlisted	Appointed	% Appointed
No	2698	930	512	19.0%
Yes	151	53	34	22.5%
Prefer not to state	452	277	51	11.3%

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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	120	36	22	18.3%
20-29	829	248	112	13.5%
30-39	89	265	118	14.6%
40-49	558	206	82	14.7%
50-59	394	140	59	15%
60+	99	38	17	17.2%
Prefer not to state	321	218	177	55.1%



[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	99	36	17	17.2%
Atheist	216	88	37	17.1%
Buddhist	8	3	1	~
Christian	1084	328	139	12.8%
Hindu	11	~	~	~
Humanist	2	~	~	~
Jewish	2	~	~	~
Muslim	51	8	~	~
No Religion	1045	367	168	16.1%
Other	85	27	13	15.3%
Prefer not to state	527	289	212	40.2%

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	78	21	11	14.1%
Gay/Lesbian	50	20	6	12%
Heterosexual/Straight	2546	887	399	15.7%
Other	36	11	~	~
Prefer not to State	591	321	244	41.3%

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	30	11	6	20%
Yes	2877	986	439	15.3%
Prefer not to state	394	263	218	55.3%

Pregnancy & Maternity

The table below illustrates the breakdown of pregnancy status as at 31st March, 2024.

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Pregnancy & Maternity	Applications	Shortlisted	Appointed	% Appointed
Given birth in the last 26 weeks	~	~	~	~
Not Applicable	2815	980	435	15.5%
On Maternity Leave	19	~	~	~
Pregnant	6	~	~	~
Prefer not to State	457	276	226	49.5%

Employees who have applied to change position within Denbighshire County Council and how many were successful in their application between 1 April 2023 and 31 March 2024.

Gender

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

Gender	Applications	Shortlisted	Appointed	% Appointed
Female	44	28	13	29.5%
Male	79	42	24	30.4%
Prefer not to state	48	41	39	81.3%

Race

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

Race	Applications	Shortlisted	Appointed	% Appointed
White	122	69	36	29.5%
Prefer not to state	49	42	40	81.6%

Disability

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

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Disability	Applications	Shortlisted	Appointed	% Appointed
No	114	65	36	31.6%
Yes	~	~	~	~
Prefer not to state	53	43	40	75.5%

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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.

Age Groups	Applications	Shortlisted	Appointed	% Appointed
16 to 19	~	~	~	~
20 to 29	22	15	10	45.5%
30 to 39	37	16	7	18.9%
40 to 49	27	17	9	33.3%
50 to 59	26	16	9	34.6%
60 and over	6	~	~	~
Prefer not to state	49	42	39	79.6%

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	~	~	~	~
Atheist	13	11	7	53.8%
Christian	49	31	17	34.7%
No Religion	44	22	10	22.7%
Other	~	~	~	~
Prefer not to state	58	45	40	69%

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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
Bisexual	~	~	~	~
Gay/Lesbian	~	~	~	~
Heterosexual/Straight	109	65	34	31.2%
Prefer not to State	55	45	41	74.5%

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
No	~	~	~	~
Yes	120	69	36	30%
Prefer not to state	50	41	39	78%

Pregnancy & Maternity

The table below illustrates the breakdown of pregnancy status of applications and appointments of internal jobs in Denbighshire County Council as at 31st March, 2024.

Pregnancy & Maternity	Applications	Shortlisted	Appointed	% Appointed
Not Applicable	117	68	36	30.8%
Prefer not to State	54	43	40	74.1%

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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.

Employees who have completed non-mandatory training during the period 1st April, 2023 and 31st March, 2024

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 1290 which is 29% of employees.

Gender	Total	%
Female	947	29.1%
Male	343	28.9%

Race

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

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Race	Employees	%
White	846	28.7%
Asian / Asian British	~	~
Mixed / Multiple Ethnic Groups	6	33.3%
Black African / Black Caribbean / Black British	~	~
Prefer not to state	91	24.1%
Not known	343	32.2%

Disability

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

Disability	Total	%
No	776	28.4%
Yes	30	39%
Prefer not to state	11	42.3%
Not known	473	29.5%

Age

The following table shows the age groups of those employees who have completed non-mandatory training during the period 1st April, 2023 – 31st March, 2024.

Age Groups	Total	%
16 to 19	6	16.7%
20 to 29	93	19%
30 to 39	278	28.2%
40 to 49	320	29.2%
50 to 59	400	32.8%
60 and over	193	31.4%

Religion

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

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Religion	Total	%
Agnostic	14	33.3%
Atheist	23	33.8%
Buddhist	~	~
Christian	300	26.9%
Humanist	~	~
Muslim	~	~
No Religion	137	35%
Other	~	~
Sikh	~	~
Prefer not to state	215	25.5%
Not Known	588	30.1%

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	9	28.1%
Gay/Lesbian	17	39.5%
Heterosexual/Straight	756	29.1%
Prefer not to State	149	23.5%
Not known	358	31.5%

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	656	31.1%
Prefer not to state	8	57.1%
Not known	623	26.9%

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Pregnancy & Maternity

The table below illustrates the breakdown of pregnancy status of employees as at the 31st March, 2024 who completed non-mandatory training during the period.

Pregnancy & Maternity	Total
Not Applicable	1272
Given birth in the last 26 weeks	~
On Maternity Leave	10
Pregnant	~

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	8	17
Male	~	10

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	7	22
Asian/Asian British	~	
Mixed / Multiple Ethnic Groups	~	
Prefer not to state	~	~
Not known	~	~

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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	8	~
Yes	~	~
Not known	~	20

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.

Age Groups	Complaints Against	Complainant
30 to 39	~	9
40 to 49	~	13
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	~	11
Prefer not to state	~	
Not Known	~	7

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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
Gay/Lesbian		6
Heterosexual/Straight	8	15
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?'

Gender Reassignment	Complaint Against	Complainants
Yes	6	21
Not Known	7	6

Pregnancy & Maternity

The table below illustrates the breakdown of pregnancy status as at 31st March, 2024 who have submitted a grievance and those who have a case against them.

Pregnancy & Maternity	Complaint Against	Complainants
Not Applicable	9	6
Not known	18	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	13
Male	29

Race

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

Race	Total
White	24
Asian/Asian British	~
Prefer not to state	~
Not known	16

Disability

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

Disability	Total
No	20
Yes	~
Not known	21

Age

The following table shows the age groups of those employees who were subject to disciplinary during the period 1st April, 2023 – 31st March, 2024.

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Age Groups	Total
16-19	~
20 to 29	~
30 to 39	6
40 to 49	7
50 to 59	18
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
Hindu	~
Jewish	~
No Religion	6
Prefer not to state	6
Not Known	19

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
Gay/Lesbian	~
Not known	17
Prefer not to state	6

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?'

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Gender Reassignment	Total
Yes	15
Prefer not to state	~
Not known	26

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	11
Not known	31

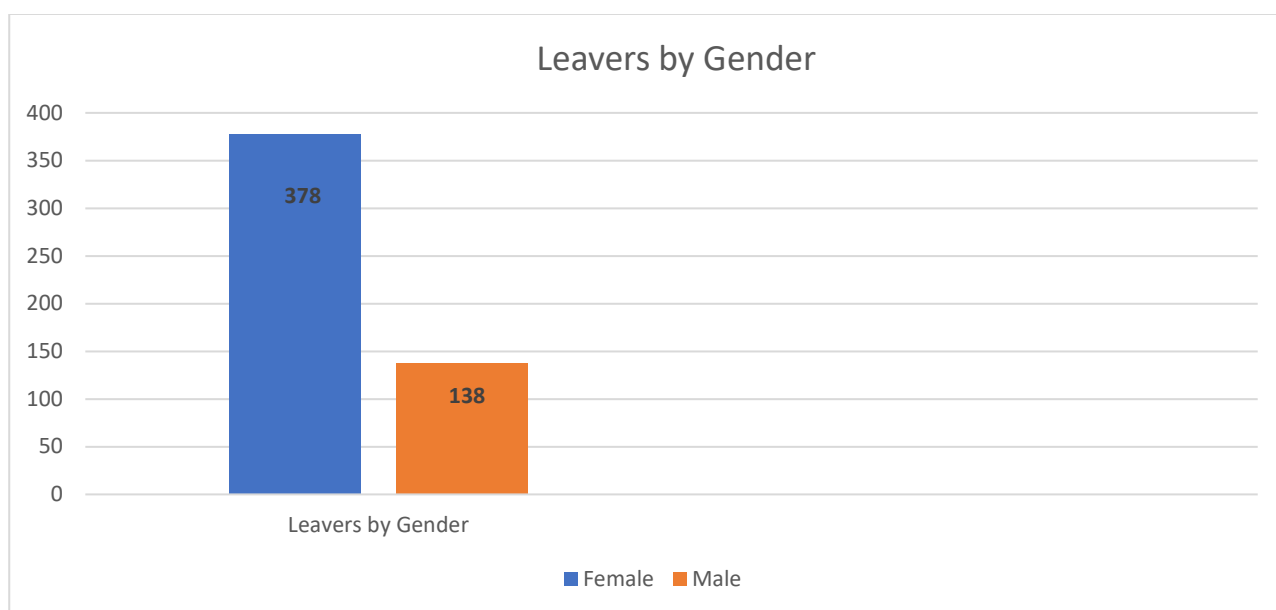
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Employees who have left Denbighshire County Council during 1st April, 2023 – 31st March, 2024.

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	179
Other Mixed Background	~
Asian/Asian British	~
Prefer not to state	~
Not Known	328

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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	180
Yes	6
Prefer not to state	~
Not known	329

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	104
30 to 39	94
40 to 49	88
50 to 59	114
60 and over	100

Religion

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

Religion	Total
Agnostic	10
Atheist	13
Christian	97
No Religion	58
Sikh	~
Other	~
Prefer not to state	~
Not known	327

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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	~
Gay/Lesbian	~
Heterosexual/Straight	175
Other	~
Prefer not to State	6
Not known	328

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	186
Not Known	329
Prefer not to state	~

Pregnancy & Maternity

The table below illustrates the breakdown of pregnancy status of employees as at the 31st March, 2024 who left Denbighshire County Council's employment during the period.

Pregnancy & Maternity	Total
Not known	359
On maternity	~
Pregnant	~
Not Applicable	154
Prefer not to State	~

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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	539	98	20%	10%
Grade 2	296	90	11%	9.2%
Grade 3	419	113	15.5%	11.6%
Grade 4	176	96	6.5%	9.8%
Grade 5	372	149	13.8%	15.3%
Grade 6	317	129	11.7%	13.2%
Grade 7	155	65	5.7%	6.7%
Grade 8	130	53	4.8%	5.4%
Grade 9	137	63	5.1%	6.4%
Grade 10	74	44	2.7%	4.5%
Grade 11	60	30	2.2%	3.1%
Grade 12	13	25	0.5%	2.6%
Grade 13	12	14	0.4%	1.4%
Grade 14	~	8	~	0.8%

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

Youth & Community Workers	Female	Male
Total	30	17

Teachers (Unqualified)	Female	Male
Unqualified Teachers Scale	~	~

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Soulbury	Female	Male
Total	8	~

Teacher's Pay incl. UPS and TLR	TLR Payment	Female	Male
Main Pay Scale	-	162	52
Main Pay Scale	TLR 1	~	~
Main Pay Scale	TLR 2	17	12
Main Pay Scale	TLR 2 + TLR 3	~	~
Main Pay Scale	TLR 3	~	~
Main Pay Scale	TLR 3 + ALN 1	~	~
Main Pay Scale	ALN 1	~	~
Upper Pay Scale	-	285	50
Upper Pay Scale	TLR 1	22	16
Upper Pay Scale	TLR 2	129	46
Upper Pay Scale	TLR 3	~	~
Upper Pay Scale	TLR 1 + TLR 3	~	~
Upper Pay Scale	TLR 2 + ALN 1	14	~
Upper Pay Scale	TLR 2 + ALN 2	~	~
Upper Pay Scale	TLR 2 + TLR 3	~	~
Upper Pay Scale	ALN 1	23	~
Upper Pay Scale	ALN 2	~	~

Teachers Leadership Scale	Female	Male	% Female	% Male
Total	90	49	64.7%	35.3%

Job Title

The following table shows the gender split of job titles as at 31st March, 2024. We have removed job titles where there were 5 employees or less on both female and male categories.

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Job Title	Female	Male
Accounts/Accounts Officer	8	~
Administration & Organisation	198	23
Advisor	15	~
Approved Mental Health Professional	~	
Architect/Assistant Architect	~	6
Archivist / Curator /Assistant Archivist	7	
Attendance Officer	~	~
Auditor	~	~
Benefits Officer	~	~
Breakfast / Midday Supervisor	153	12
Business Manager / Officer	49	19
Business Partner	11	~
Care and Support Worker	82	~
Care Assistant	25	
Care Practitioner	46	~
Caretaker	18	56
Catering	76	6
Catering Assistant	132	~
Chargehand		8
Child Care Officer / Supervisor	21	~
Childcare Assistant	20	
Cleaning	214	80
Clerk to the Governors	~	
Commercial Manager/Officer		~
Community Care Broker	~	
Contracts / Procurement Officer	16	6
Co-ordinator	25	15
Counsellor	12	~
Countryside Officer / Ranger	18	16
Cover Supervisor	9	~
Customer Service	17	7
Director/CEO	~	~
Disability Wellbeing Navigator	~	
Domestic	9	
Driver/Courier	~	16
Education Officer / Manager	16	6
Educational Psychologist	~	
Electronic Assistive Technology Officer	~	
Employment Support Officer	16	~
Energy Officer		~
Enforcement Officer	7	9
Engagement Manager / Officer	~	~
Engineer	~	23
Estates Officer	~	

Public sector duty report

Evaluation Officer	~	
Exams Officer/Manager	~	~
Facilities / Site Manager or Supervisor	~	6
Family / Young People / Carers Worker	22	~
Family Coordinator	9	
Finance or Asset Officer / Manager	42	18
Flood Risk Management Officer		~
Gardener/Groundskeeper	~	~
Harbour or Coastal Officer / Assistant	~	~
Head of Service	6	~
Headteacher / Deputy Headteacher (including Acting)/Assistant/Associate	84	46
Health & Safety Officer / Manager	6	7
Health Professional	~	
Highways / Construction Operative	~	22
Homelessness Prevention Officer / Assistant	11	10
Housing Officer / Housing Support	38	18
HR Specialist / Assistant	15	~
ICT Officer	~	12
Information or Data Manager / Officer	21	6
Instructor/Supervisor	~	~
Laundry Person	~	
Lead Officer	8	10
Learning Support / Coach	7	
Legal Officer	10	~
Librarian / Library Assistant	39	6
Mechanic		12
Mentor	10	~
Monitoring / Compliance Officer	7	6
Occupational Therapist	10	~
Operations Manager / Officer	~	~
Passenger Assistant	55	8
Payroll Officer	~	~
Performance or Development Manager / Officer	18	7
Planning Manager / Officer	6	~
Principal Manager / Officer	8	11
Production Operative / Assistant	~	21
Project Manager	14	6
Project Officer / Support	18	9
Project Worker	10	~
Public Protection Officer	18	8
Refuse & Recycling Operative		74
Registration Officer	7	
Retail Assistant	~	

Public sector duty report

Revenues & Benefits Officer	20	7
Road Safety Officer		~
School Crossing / Walking Bus Attendants	8	7
School Medical Officer	~	
Service Manager / Officer	11	7
Social Worker	64	~
Solicitor	8	
Stores/Stock Person	~	13
Streetscene Manager/Supervisor		~
Streetscene Operative / Co-ordinator	~	61
Support Manager	8	~
Support Officer	29	18
Support Worker	51	7
Surveyor	7	23
Systems Analyst / Support	7	7
Teacher	683	195
Teaching Assistant	720	65
Team Leader	13	11
Team Manager (including Deputy)	14	~
Team or Unit Manager (including Deputy)	41	7
		20
Technical Assistant / Technician	~	15
Tourism, Marketing or Events Officer	~	~
Tradesperson		29
Translator/Language Officer	~	
Transport Officer	6	~
Waste Manager/Officer	~	15
Welfare Officer	14	~
Youth Worker / Youth Support	29	17

Public sector duty report

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>Lower number of employees aged 60+</p>	<p>Denbighshire County Council are signing the Age Friendly employer pledge which may help recruit and support an older workforce.</p>
<p>Collating equality data for all employees</p>	<p>Consider the development of obtaining data through on-boarding on itrent.</p> <p>Consider how to increase data collection through positive engagement with employees.</p>