

**REPORT
FOR:**

**EMPLOYEE CONSULTATIVE
FORUM**

Date of 3 December 2014

Meeting:

Subject:

INFORMATION REPORT

Part 1 of Annual Equality in Employment Monitoring Report (Data and Corporate Equalities Action Plan update) for 1 April 2013 – 31 March 2014

**Responsible
Officer:**

Jon Turner
Director of Human Resources Development and Shared Services

Exempt:

No

Enclosures:

Appendix 1 - Data on Employment analysed by Protected Characteristic:

- Workforce Profile
- Recruitment
- Employment Procedures
- Redeployment
- Maternity - Return to Work rates
- Leavers
- Take Up of Training Opportunities
- Directorate Reports
- Agency Workers (Pertemps)

Appendix 2 - Council Paybands

Section 1 – Summary

This report sets out data, presented by protected characteristic, related to a range of employment matters as listed above. A further report to be submitted to January 2015 ECF, will include analysis of the data and actions to address any issues arising.

Publishing the data meets the Council's statutory responsibility under the Equalities Act 2010.

FOR INFORMATION

Section 2 – Report

2.1 Introduction and Format

This report sets out information on Harrow Council's performance on equalities and the impact of its policies and practices on its employees, to comply with the requirements of the Public Sector Equality Duty set out in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011.

This first report comprises a large quantity of equalities data for the year ending 31 March 2014, for consideration. The data is presented in a similar format to 2012/13. In accordance with the approach taken in the previous year, it will be followed by a second report to ECF in January 2015. This report will contain an analysis of the data and the issues arising, update on progress against the Corporate Equalities Plan, and set out any new actions identified from the 2013/14 data.

2.2 Content

Appendix 1 of this report contains a snapshot of the workforce profile as at 31 March 2014 across the whole Council, each Directorate and the available information from Pertemps, as our key partner organisation in providing workers to fill Council roles, analysed by protected characteristic. Comparisons of the workforce profile against previous years and the local community are made where available and appropriate.

In addition, data is supplied for the complete year ending 31 March 2014 on recruitment, employment procedures, redeployment rates, women returning to work following maternity leave, leavers and take up of training opportunities, as well as summary reports from Directorates, by protected characteristics. For the first time, the leaver data includes all leavers from the Council, to provide a clear profile of those employees choosing to leave the Council or resign, which can then be compared to that of those choosing to join through the recruitment figures.

Although this is the second year that data on the protected characteristics of Religion or Belief, Sexual Orientation, Pregnancy and Maternity and Gender Reassignment is available, much of this data continues to be very limited, reflecting an apparent reluctance by employees to declare their religion or belief and sexual orientation. In relation to gender reassignment, the numbers are so low that it might be possible to identify individuals who have provided information, and therefore, the decision has been taken not to report on this protected characteristic.

2.3 Corporate Equalities Action Plan for January 2015

Progress has been achieved in a number of areas of the current Corporate Equalities Action Plan. However, it has become clear in working with the Action Plan during the year that many of the actions need to be driven through Directorates. Given limited resources, there is a need to be realistic about what can be delivered and efforts directed to outcome focused actions, to achieve maximum impact. In addition, further recommendations were made in April 2014 following the external investigation into allegations of institutional racism, and additional actions agreed, which need to be progressed and monitored.

The Corporate Equalities Group (CEG) is considering how the organisation can approach equalities more widely, and a revised single Corporate Action Plan will be developed for the forthcoming year. Any issues identified from the analysis of the 2013/14 data, to be

presented in the January 2015 report to ECF, will be highlighted to CEG and incorporated into the revised Action Plan moving forward.

This report has been provided to the Corporate Equality Group for information.

ECF members are asked to consider and comment on the data and provide any feedback on issues to prioritise for action from January 2015.

Section 3 – Further Information

A further 'Analysis' report, as part of the Annual Equality in Employment Report, is to be considered by ECF in January 2015, which will include actions the Council will take in response to issues highlighted by the data in this report.

Section 4 – Financial Implications

There are no financial implications relating to this report.

Section 5 - Equalities implications

None. This information report sets out information captured on equalities in employment.

Section 6 – Corporate Priorities

The report relates to employment for Council employees and as such supports delivery of all corporate priorities.

Name: Steve Tingle



on behalf of the
Chief Financial Officer

Date: 20 November 2014

Section 7 - Contact Details and Background Papers

Contact: Lesley Bates, Workforce Performance and Productivity Manager,
HRD 0208 424 1136

Background Papers:

Previous Annual Equality in Employment Reports

Annual Equality in Employment Monitoring Report

Employment Data

1. How information is presented
2. Workforce Profile as at 31 March 2014 analysed by:
 - 2.1 Race (ethnicity)
 - 2.2 Sex
 - 2.3 Disability
 - 2.4 Age
 - 2.5 Religion or Belief
 - 2.6 Sexual Orientation
 - 2.7 Pregnancy and Maternity
 - 2.8 Gender Reassignment
 - 2.9 Workforce by Payband and Protected Characteristic
 - 2.10 Workforce by Part-time and Protected Characteristic
3. Recruitment Monitoring by Protected Characteristic
4. Employment Procedures by Protected Characteristic
5. Redeployments by Protected Characteristic
6. Maternity Leave - Return to Work rates by Protected Characteristic – *To Follow*
7. Leavers by Protected Characteristic
8. Take Up of Training Opportunities by Protected Characteristic
9. Directorate Reports
10. Workforce Profiles for Partner Organisation - Pertemps

1. How information is presented

Workforce Profile Data

The Workforce Profile is a snapshot of the workforce as at 31 March 2014, broken down by 7 of the 9 protected characteristics, and by Payband and whether Full or Part-time. There is no requirement to report on Marital Status and the decision has been taken not to report on Gender Reassignment in this report as the figures are so low that it may be possible to identify individuals.

The report is based on headcount, therefore, an employee who holds jobs in more than one directorate will be counted only once in the whole council report but will appear in each of the Directorate reports. In determining which job to count for the whole council report, the job with the highest number of working hours is used.

Data Sources and Comparison with the Community

Data used for comparison with the community was obtained from 2011 Census Briefing Note 11: May 2013 – Gender, Age, Religion and Health, by Ethnic Group 2011 Census Third Release (3.1). Gender and Age data has been updated in line with 2013 Mid Year Estimates.

Recruitment

These figures cover recruitment for posts where processed by Contact III. As Schools do not use Contact III, data relating to their recruitment is not available in this report.

2. Workforce Profile as at 31 March 2014

2.1 Race (Ethnicity)

	Whole Council			Excluding Schools			Harrow Community Data 2011 Census
	2012	2013	2014	2012	2013	2014	
	5,061	5,125	5,093	2,403	2,375	2,192	
Asian	23.77%	24.08%	23.44%	20.52%	21.60%	21.58%	42.59%
Black	9.33%	9.00%	8.50%	14.32%	14.11%	14.37%	8.24%
Mixed	2.21%	2.15%	2.02%	1.87%	1.89%	2.05%	3.97%
Any other ethnic group	1.19%	0.86%	0.73%	1.29%	0.80%	0.68%	2.95%
Total BAME	36.49%	36.08%	34.69%	37.99%	38.40%	38.69%	57.75%
White	54.46%	52.08%	47.52%	55.06%	54.44%	52.14%	42.25%
Unknown/Unclassified	9.05%	11.84%	17.79%	6.95%	7.16%	9.17%	0.00%

High proportion of "Unknowns" due to a SAP interface issue with the schools SIMS system which meant the actual data was not accessible (now corrected).

2.2 Sex

	Whole Council			Excluding Schools			Harrow Community Data 2011 Census (Updated)
	2012	2013	2014	2012	2013	2014	
	5,061	5,125	5,093	2,403	2,375	2,192	
Male	23.34%	22.36%	21.58%	38.95%	37.68%	38.28%	49.59%
Female	76.66%	77.64%	78.42%	61.05%	62.32%	61.72%	50.41%

2.3 Disability

	Whole Council			Excluding Schools			Harrow Community Data 2011 Census
	2012	2013	2014	2012	2013	2014	
	5,061	5,125	5,093	2,403	2,375	2,192	
Yes	2.02%	1.81%	1.59%	3.58%	3.33%	3.10%	*Not collected in this format
No	97.77%	93.66%	87.57%	96.30%	96.25%	94.80%	
Unknown	0.22%	4.53%	10.84%	0.12%	0.42%	2.10%	

*In the 2011 census, 16.4% of Harrow residents self classified their health to be not good, which is clearly not the same definition as the definition for disability.

High proportion of "Unknowns" due to a SAP interface issue with the schools SIMS system which meant the actual data was not accessible (now corrected).

2.4 Age

	Whole Council			Excluding Schools		
	2012	2013	2014	2012	2013	2014
	5,061	5,125	5,093	2,403	2,375	2,192
16 to 24	3.00%	3.34%	3.49%	2.21%	1.47%	1.19%
25 to 34	40.39%	17.39%	17.26%	36.50%	14.15%	13.46%
35 to 44		22.67%	22.76%		21.68%	21.44%
45 to 54	54.28%	32.76%	31.73%	58.09%	33.14%	32.53%
55 to 64		21.15%	21.66%		25.81%	26.69%
65+	2.33%	2.69%	3.10%	3.20%	3.75%	4.70%

2.5 Religion or Belief

	Whole Council		Excluding Schools		Harrow Community Data 2011 Census
	2013	2014	2013	2014	
	5,125	5,093	2,375	2,192	
Christianity	9.17%	11.00%	13.09%	12.09%	37.30%
Hinduism	3.83%	4.12%	4.00%	4.11%	25.30%
Islam	1.16%	1.44%	1.64%	1.46%	12.50%
Judaism	0.47%	0.57%	0.59%	0.50%	4.40%
Jainism	0.47%	0.51%	0.42%	0.41%	No category
Sikh	0.37%	0.39%	0.51%	0.50%	1.20%
Buddhism	0.20%	0.20%	0.25%	0.27%	1.10%
Zoroastrian	0.02%	0.02%	0%	0%	No category
Other	0.75%	0.86%	0.97%	1.00%	2.50%
No Religion/Atheist	1.81%	2.09%	2.78%	2.78%	9.60%
Unknown	81.76%	78.81%	75.75%	76.87%	6.20%

2.6 Sexual Orientation

	Whole Council		Excluding Schools	
	2013	2014	2013	2014
	5,125	5,093	2,375	2,192
Heterosexual	15.92%	14.55%	18.11%	18.57%
Gay Woman/ Lesbian	0.06%	0.06%	0.08%	0.09%
Gay Man	0.08%	0.08%	0.08%	0.14%
Bi-sexual	0.14%	0.14%	0.21%	0.27%
Prefer not to say	1.07%	0.92%	1.18%	1.14%
Other	0.04%	0.04%	0%	0%
Unknown	82.69%	84.21%	80.34%	79.79%

2.7 Pregnancy and Maternity

Year	Whole Council		Excluding Schools	
	2013	2014	2013	2014
Total Workforce	5,125	5,093	2,375	2,192
Percentage of workforce who have been pregnant and/or taken maternity leave in the two years to 31 March 2013	4.02% (206)	3.83% (195)	4.13% (98)	4.01% (88)

2.8 Gender Reassignment

The decision has been taken not to report on this protected characteristic as the low level of data available may mean that individuals could be identified.

2.9 Workforce Profile by Payband and Protected Characteristic (see Appendix 2 for Council's Payband)

		1	2	3	4	5	6	Whole Council
		1,974	1,573	1,154	285	95	12	5,093
Ethnicity	BAME	40.02%	33.82%	31.54%	24.21%	12.63%	0%	34.69%
	White	39.72%	48.38%	53.12%	64.91%	71.58%	75.00%	47.52%
	Unknown	20.26%	17.80%	15.34%	10.88%	15.79%	25.00%	17.79%
Sex	Male	15.15%	27.15%	21.66%	29.47%	35.79%	41.67%	21.58%
	Female	84.85%	72.85%	78.34%	70.53%	64.21%	58.33%	78.42%
Disability	Yes	1.37%	2.29%	1.47%	0%	1.05%	0%	1.59%
	No	84.60%	86.71%	91.25%	96.84%	89.47%	100%	87.57%
	Unknown	14.03%	11.00%	7.28%	3.16%	9.47%	0%	10.84%
Age	16 to 24	4.41%	5.59%	0.26%	0%	0%	0%	3.49%
	25 to 34	10.18%	22.89%	25.22%	9.12%	1.05%	0%	17.26%
	35 to 44	24.06%	17.80%	25.74%	30.18%	18.95%	25.00%	22.76%
	45 to 54	34.14%	31.21%	26.26%	34.74%	46.32%	41.67%	31.73%
	55 to 64	22.59%	19.77%	20.97%	24.56%	31.58%	33.33%	21.66%
	65+	4.61%	2.73%	1.56%	1.40%	2.11%	0%	3.10%
Religion or Belief	Christianity	6.84%	9.98%	10.92%	12.98%	9.47%	25.00%	9.17%
	Hinduism	5.07%	3.75%	2.25%	3.16%	1.05%	0%	3.83%
	Islam	1.37%	1.14%	0.87%	1.40%	0%	0%	1.16%
	Judaism	0.10%	0.45%	0.87%	1.05%	2.11%	0%	0.47%
	Jainism	0.51%	0.64%	0.35%	0%	0%	0%	0.47%
	Sikh	0.25%	0.25%	0.43%	1.40%	1.05%	0%	0.37%
	Buddhism	0.10%	0.19%	0.35%	0%	1.05%	0%	0.20%
	Zoroastrian	0%	0.06%	0%	0%	0%	0%	0.02%
	Other	0.76%	0.83%	0.78%	0.35%	0%	0%	0.75%
	No Religion/Atheist	0.86%	1.78%	2.25%	5.26%	5.26%	8.33%	1.81%
	Unknown	84.14%	80.93%	80.94%	74.39%	80%	66.67%	81.76%
Sexual Orientation	Heterosexual	10.99%	15.38%	17.24%	20.35%	22.11%	33.33%	14.55%
	Gay Woman/ Lesbian	0%	0.13%	0.09%	0%	0%	0%	0.06%
	Gay Man	0%	0.06%	0.09%	0.70%	0%	0%	0.08%
	Bi-sexual	0.15%	0.13%	0%	0.70%	0%	0%	0.14%
	Prefer not to say	0.91%	0.89%	0.95%	1.40%	0%	0%	0.92%
	Other	0.10%	0%	0%	0%	0%	0%	0.04%
Unknown	87.84%	83.41%	81.63%	76.84%	77.89%	66.67%	84.21%	
Pregnancy/ Maternity in last 2 years	Yes	1.98%	3.94%	7.02%	4.56%	0%	0%	3.83%
	No	98.02%	96.06%	92.98%	95.44%	100%	100%	96.17%

2.10 Workforce Profile by - Part time and Protected Characteristic

		Full time	Part time	Whole Council
		2,535	2,558	5,093
Ethnicity	BAME	32.23%	37.14%	34.69%
	White	50.81%	44.25%	47.52%
	Unknown	16.96%	18.61%	17.79%
Sex	Male	36.09%	7.19%	21.58%
	Female	63.91%	92.81%	78.42%
Disability	Yes	1.97%	1.21%	1.59%
	No	88.68%	86.47%	87.57%
	Unknown	9.35%	12.31%	10.84%
Age	16 to 24	3.94%	3.05%	3.49%
	25 to 34	25.36%	9.23%	17.26%
	35 to 44	21.03%	24.47%	22.76%
	45 to 54	28.36%	35.07%	31.73%
	55 to 64	19.49%	23.81%	21.66%
	65+	1.81%	4.38%	3.10%
Religion or Belief	Christianity	9.47%	8.87%	9.17%
	Hinduism	2.64%	5.00%	3.83%
	Islam	1.03%	1.29%	1.16%
	Judaism	0.51%	0.43%	0.47%
	Jainism	0.24%	0.70%	0.47%
	Sikh	0.39%	0.35%	0.37%
	Buddhism	0.32%	0.08%	0.20%
	Zoroastrian	0%	0.04%	0.02%
	Other	0.79%	0.70%	0.75%
	No Religion/Atheist	2.29%	1.33%	1.81%
Unknown	82.33%	81.20%	81.76%	
Sexual Orientation	Heterosexual	15.66%	13.45%	14.55%
	Gay			
	Woman/Lesbian	0%	0.12%	0.06%
	Gay Man	0.16%	0%	0.08%
	Bi-sexual	0.12%	0.16%	0.14%
	Prefer not to say	0.79%	1.06%	0.92%
	Other	0%	0.08%	0.04%
Unknown	83.27%	85.14%	84.21%	
Pregnancy/ Maternity in last two years	Yes	3.16%	4.50%	3.83%
	No	96.84%	95.50%	96.17%

3. Recruitment Monitoring - by Protected Characteristic

3.1 All Recruitment (Schools not included)

This data relates only to recruitment carried out by Contact III.

		Applied	Shortlisted	Appointed	Council excluding Schools	Whole Council
		3447	835	155	2,192	5,093
Ethnicity	BAME	57.93%	47.54%	45.81%	38.69%	34.69%
	White	25.70%	37.49%	41.94%	52.14%	47.52%
	Unknown	16.36%	14.97%	12.26%	9.17%	17.79%
Sex	Male	47.49%	41.20%	38.71%	38.28%	21.58%
	Female	52.51%	58.80%	61.29%	61.72%	78.42%
Disability	Yes	3.42%	2.75%	3.23%	3.10%	1.59%
	No	94.40%	93.05%	95.48%	94.80%	87.57%
	Unknown	2.18%	4.19%	1.29%	2.10%	10.84%
Age	16 to 24	8.36%	4.07%	5.16%	1.19%	3.49%
	25 to 34	35.89%	31.14%	36.77%	13.46%	17.26%
	35 to 44	25.24%	25.63%	24.52%	21.44%	22.76%
	45 to 54	20.86%	25.75%	21.29%	32.53%	31.73%
	55 to 64	7.08%	8.98%	9.68%	26.69%	21.66%
	65+	0.29%	0.36%	-	4.70%	3.10%
	Unknown	2.29%	4.07%	2.58%	-	-
Religion or Belief	Christianity	38.41%	39.76%	41.29%	12.09%	9.17%
	Hinduism	16.51%	12.22%	11.61%	4.11%	3.83%
	Islam	12.53%	7.54%	4.52%	1.46%	1.16%
	Judaism	0.75%	1.20%	0.65%	0.50%	0.47%
	Jainism	0.41%	0.36%	-	0.41%	0.47%
	Sikh	2.29%	2.99%	3.87%	0.50%	0.37%
	Buddhism	1.13%	0.96%	1.29%	0.27%	0.20%
	Zoroastrian	0.06%	-	-	-	0.02%
	Other	1.57%	1.56%	0.65%	1.00%	0.75%
	No Religion/Atheist	13.90%	16.89%	23.87%	2.78%	1.81%
	Unknown	12.45%	16.53%	12.26%	76.87%	81.76%
Sexual Orientation	Heterosexual	80.82%	79.88%	82.58%	18.57%	14.55%
	Gay Woman/Lesbian	0.41%	0.24%	0.65%	0.09%	0.06%
	Gay Man	0.84%	1.20%	1.29%	0.14%	0.08%
	Bi-sexual	1.62%	0.84%	1.29%	0.27%	0.14%
	Prefer not to say	-	-	-	1.14%	0.92%
	Other	-	-	-	-	0.04%
	Unknown	16.30%	17.84%	14.19%	79.79%	84.21%
Pregnancy/ Maternity in last 2 years	Yes	3.68%	3.59%	1.29%	4.01%	3.83%
	No	85.78%	81.68%	86.45%	95.99%	96.17%
	Unknown	10.53%	14.73%	12.26%	-	-

3.2 Recruitment – Internal only (Schools not included)

This data relates only to recruitment carried out by Contact III.

		Applied	Shortlisted	Appointed	Council excluding Schools	Whole Council
		443	257	68	2,192	5,093
Ethnicity	BAME	53.95%	48.25%	50.00%	38.69%	34.69%
	White	39.95%	45.14%	45.59%	52.14%	47.52%
	Unknown	6.09%	6.61%	4.41%	9.17%	17.79%
Sex	Male	37.02%	35.02%	32.35%	38.28%	21.58%
	Female	62.98%	64.98%	67.65%	61.72%	78.42%
Disability	Yes	4.97%	3.11%	2.94%	3.10%	1.59%
	No	93.00%	94.55%	97.06%	94.80%	87.57%
	Unknown	2.03%	2.33%	-	2.10%	10.84%
Age	16 to 24	4.29%	2.33%	4.41%	1.19%	3.49%
	25 to 34	31.60%	29.96%	35.29%	13.46%	17.26%
	35 to 44	22.35%	25.29%	22.06%	21.44%	22.76%
	45 to 54	27.99%	28.40%	26.47%	32.53%	31.73%
	55 to 64	11.06%	11.67%	7.35%	26.69%	21.66%
	65+	0.23%	-	-	4.70%	3.10%
	Unknown	2.48%	2.33%	4.41%	-	-
Religion or Belief	Christianity	40.63%	43.58%	39.71%	12.09%	9.17%
	Hinduism	13.54%	14.40%	16.18%	4.11%	3.83%
	Islam	9.26%	5.45%	5.88%	1.46%	1.16%
	Judaism	1.13%	1.56%	1.47%	0.50%	0.47%
	Jainism	-	-	-	0.41%	0.47%
	Sikh	2.26%	2.72%	4.41%	0.50%	0.37%
	Buddhism	1.81%	1.56%	1.47%	0.27%	0.20%
	Zoroastrian	-	-	-	-	0.02%
	Other	1.35%	1.95%	1.47%	1.00%	0.75%
	No Religion/Atheist	15.12%	14.79%	22.06%	2.78%	1.81%
	Unknown	14.90%	14.01%	7.35%	76.87%	81.76%
Sexual Orientation	Heterosexual	81.72%	82.88%	83.82%	18.57%	14.55%
	Gay Woman/Lesbian	0.23%	0.39%	1.47%	0.09%	0.06%
	Gay Man	-	-	-	0.14%	0.08%
	Bi-sexual	0.68%	0.78%	1.47%	0.27%	0.14%
	Prefer not to say	-	-	-	1.14%	0.92%
	Other	-	-	-	-	0.04%
	Unknown	17.38%	15.95%	13.24%	79.79%	84.21%
Pregnancy/ Maternity	Yes	2.48%	3.89%	-	4.01%	3.83%
	No	82.84%	82.49%	92.65%	95.99%	96.17%
	Unknown	14.67%	13.62%	7.35%	-	-

4. Employment Procedures - by Protected Characteristic

		Conduct			Capability			DAW		Whole Council Workforce 5,093
		43 Cases	11 Warnings	12 Dismissals	49 Cases	19 Warnings	5 Dismissals	22 Cases	7 Appeals	
Ethnicity	BAME	46.51%	54.55%	58.33%	28.57%	15.79%	40.00%	68.18%	71.43%	34.69%
	White	44.19%	45.45%	33.33%	61.22%	73.68%	40.00%	22.73%	-	47.52%
	Unknown	9.30%	-	8.33%	10.20%	10.53%	20.00%	9.09%	28.57%	17.79%
Sex	Male	58.14%	45.45%	66.67%	59.18%	47.37%	60.00%	50.00%	28.57%	21.58%
	Female	41.86%	54.55%	33.33%	40.82%	52.63%	40.00%	50.00%	71.43%	78.42%
Disability	Yes	6.98%	9.09%	8.33%	4.08%	5.26%	20.00%	9.09%	14.29%	1.59%
	No	93.02%	90.91%	91.67%	95.92%	94.74%	80.00%	90.91%	85.71%	87.57%
	Not stated	-	-	-	-	-	-	-	-	10.84%
Age	16 to 24	4.65%	9.09%	8.33%	8.16%	10.53%	-	-	-	3.49%
	25 to 34	13.95%	-	16.67%	6.12%	5.26%	-	18.18%	14.29%	17.26%
	35 to 44	20.93%	36.36%	8.33%	24.49%	21.05%	40.00%	22.73%	57.14%	22.76%
	45 to 54	46.51%	45.45%	41.67%	32.65%	31.58%	20.00%	45.45%	14.29%	31.73%
	55 to 64	13.95%	9.09%	25.00%	24.49%	31.58%	40.00%	13.64%	14.29%	21.66%
	65+	-	-	-	4.08%	-	-	-	-	-
Religion or Belief	Christianity	13.95%	9.09%	8.33%	6.12%	5.26%	40.00%	9.09%	-	9.17%
	Hinduism	-	-	-	2.04%	5.26%	-	-	-	3.83%
	Islam	-	-	-	-	-	-	-	-	1.16%
	Judaism	-	-	-	-	-	-	-	-	0.47%
	Jainism	-	-	-	2.04%	-	20.00%	-	-	0.47%
	Sikh	2.33%	-	-	-	-	-	4.55%	-	0.37%
	Buddhism	-	-	-	-	-	-	-	-	0.20%
	Zoroastrian	-	-	-	-	-	-	-	-	0.02%
	Other	-	-	-	-	-	-	-	-	0.75%
	No Religion/ Atheist	-	-	-	-	-	-	-	-	1.81%
Unknown	83.72%	90.91%	91.67%	89.80%	89.47%	40.00%	86.36%	100%	81.76%	
Sexual Orientation	Heterosexual	13.95%	9.09%	8.33%	8.16%	10.53%	40.00%	9.09%	-	14.55%
	Gay Woman/ Lesbian	-	-	-	-	-	-	-	-	0.06%
	Gay Man	-	-	-	-	-	-	-	-	0.08%
	Bi-sexual	-	-	-	-	-	-	-	-	0.14%
	Prefer not to say	-	-	-	-	-	-	-	-	0.92%
	Other	-	-	-	-	-	-	-	-	0.04%
	Unknown	86.05%	90.91%	91.67%	91.84%	89.47%	60.00%	90.91%	100%	84.21%
Pregnancy/ maternity in last 2 years?	Yes				2.04%	-	-	4.55%	14.29%	3.83%
	No	100%	100%	100%	97.96%	100%	100%	95.45%	85.71%	96.17%

35 Cases were ongoing at start of the monitoring period ie 1 April 2013 (Conduct 15, Capability 16, DaW 4). These cases were also reported in the previous Equalities Report.

20 Cases were ongoing (unresolved) at end of the monitoring 31 March 2014 (Conduct 5, Capability, 11, Daw 13). These cases will also appear in 2014/15 Equalities Report.

5. Redeployments - by Protected Characteristics

		Redeployment sought (all reasons) 98 employees	Successful Redeployments 50 employees	Not Redeployed 48 employees	Whole Council
Ethnicity	BAME	42.86%	46.00%	39.58%	34.69%
	White	48.98%	54.00%	43.75%	47.52%
	Unknown	8.16%	0%	16.67%	17.79%
Sex	Male	45.92%	54.00%	45.83%	21.58%
	Female	54.08%	46.00%	54.17%	78.42%
Disability	Yes	6.12%	4.00%	8.33%	1.59%
	No	91.84%	96.00%	87.50%	87.57%
	Not stated	2.04%	0%	4.17%	10.84%
Age	16 to 24	0%	0%	0%	3.49%
	25 to 34	5.10%	8.00%	2.08%	17.26%
	35 to 44	17.35%	22.00%	12.50%	22.76%
	45 to 54	35.71%	38.00%	33.33%	31.73%
	55 to 64	40.82%	30%	52.08%	21.66%
	65+	1.02%	2.00%	0%	3.10%
Religion or Belief	Christianity	19.39%	22.00%	16.67%	9.17%
	Hinduism	1.02%	0%	2.08%	3.83%
	Islam	5.10%	8.00%	2.08%	1.16%
	Judaism	2.04%	4.00%	0%	0.47%
	Jainism	0%	0%	0%	0.47%
	Sikh	1.02%	0%	2.08%	0.37%
	Buddhism	0%	0%	0%	0.20%
	Zoroastrian	0%	0%	0%	0.02%
	Other	0%	0%	0%	0.75%
	No Religion/ Atheist	3.06%	2.00%	4.17%	1.81%
Unknown	68.37%	64.00%	72.92%	81.76%	
Sexual Orientation	Heterosexual	23.47%	34.00%	12.50%	14.55%
	Gay Woman/ Lesbian	0%	0%	0%	0.06%
	Gay Man	0%	0%	0%	0.08%
	Bi-sexual	0%	0%	0%	0.14%
	Prefer not to say	3.06%	2.00%	4.17%	0.92%
	Other	0%	0%	0%	0.04%
	Unknown	73.47%	64.00%	83.33%	84.21%
Pregnancy/ maternity in last 2 years?	Yes	0%	0%	0%	3.83%
	No	100%	100%	104.17%	96.17%

Includes one employee not redeployed due to death in service.

6. Maternity – Return to Work Rates - by Protected Characteristic

		Women due to return between 1 April 2013 - 31 March 2014	Women who returned to work for longer than 4 months	Women who returned to work but left within 4 months	Non returners following maternity leave
Number and Percentage		101 (100%)	74 (73.3%)	10 (9.9%)	17 (16.8%)
Ethnicity	BAME	35.64%	39.19%	30.00%	23.53%
	White	52.48%	48.65%	60.00%	64.71%
	Unknown	11.88%	12.16%	10.00%	11.76%
Disability	Yes	-	-	-	-
	No	100.00%	100.00%	100.00%	100.00%
	Not stated	-	-	-	-
Age	25 to 34	54.46%	52.70%	70.00%	52.94%
	35 to 44	45.54%	47.30%	30.00%	47.06%
Religion or Belief	Christianity	5.94%	6.76%	-	5.88%
	Hinduism	7.92%	10.81%	-	-
	Islam	4.95%	5.41%	10.00%	-
	Judaism	-	-	-	-
	Jainism	-	-	-	-
	Sikh	-	-	-	-
	Buddhism	-	-	-	-
	Zoroastrian	-	-	-	-
	Other	-	-	-	-
	No Religion/Atheist	1.98%	-	10.00%	5.88%
Unknown	79.21%	77.03%	80.00%	88.24%	
Sexual Orientation	Heterosexual	16.83%	16.22%	20.00%	17.65%
	Gay Woman/	-	-	-	-
	Lesbian	-	-	-	-
	Bi-sexual	-	-	-	-
	Prefer not to say	-	-	-	-
	Other	-	-	-	-
Unknown	83.17%	83.78%	80.00%	82.35%	

Appendix 1

7. Leavers - by Protected Characteristic

		Ill health dismissals/ early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Resignations and Other leavers	All leavers	Whole Council
		12	47	40	12	1,064	1,175	5,093
Ethnicity	BAME	25.00%	36.17%	37.50%	41.67%	30.64%	31.15%	34.69%
	White	66.67%	44.68%	62.50%	58.33%	47.56%	48.26%	47.52%
	Unknown	8.33%	19.15%	-	-	21.80%	20.60%	17.79%
Sex	Male	41.67%	40.43%	52.50%	58.33%	16.64%	19.49%	21.58%
	Female	58.33%	59.57%	47.50%	41.67%	83.36%	80.51%	78.42%
Disability	Yes	-	8.51%	5.00%	8.33%	1.03%	1.53%	1.59%
	No	100.00%	89.36%	95.00%	91.67%	85.34%	86.04%	87.57%
	Unknown	-	2.13%	-	-	13.63%	12.43%	10.84%
Age	16 to 24	-	-	-	8.33%	5.17%	4.77%	3.49%
	25 to 34	-	6.38%	-	16.67%	24.06%	22.21%	17.26%
	35 to 44	8.33%	10.64%	7.50%	8.33%	20.68%	19.57%	22.76%
	45 to 54	8.33%	42.55%	22.50%	33.33%	25.66%	26.13%	31.73%
	55 to 64	83.33%	38.30%	55.00%	33.33%	19.45%	22.21%	21.66%
	65+	-	2.13%	15.00%	-	4.98%	5.11%	3.10%
Religion or Belief	Christianity	25.00%	17.02%	22.50%	16.67%	10.06%	10.98%	9.17%
	Hinduism	-	2.13%	5.00%	-	2.26%	2.30%	3.83%
	Islam	8.33%	2.13%	2.50%	-	1.50%	1.62%	1.16%
	Judaism	-	2.13%	2.50%	-	0.56%	0.68%	0.47%
	Jainism	8.33%	-	-	-	0.28%	0.34%	0.47%
	Sikh	-	2.13%	-	-	0.28%	0.34%	0.37%
	Buddhism	-	-	-	-	-	-	0.20%
	Zoroastrian	-	-	-	-	-	-	0.02%
	Other	-	-	-	8.33%	0.56%	0.60%	0.75%
	No Religion/ Atheist	-	4.26%	2.50%	-	1.69%	1.79%	1.81%
Unknown	58.33%	70.21%	65.00%	75.00%	82.80%	81.36%	81.76%	
Sexual Orientation	Heterosexual	33.33%	19.15%	30.00%	25.00%	14.29%	15.32%	14.55%
	Gay Woman/ Lesbian	-	-	-	-	0.09%	0.09%	0.06%
	Gay Man	-	-	-	-	0.09%	0.09%	0.08%
	Bi-sexual	-	-	-	-	-	-	0.14%
	Prefer not to say	-	4.26%	-	-	1.03%	1.11%	0.92%
	Other	-	-	-	-	-	-	0.04%
	Unknown	66.67%	76.60%	70.00%	75.00%	84.49%	83.40%	84.21%
Pregnancy/ Maternity in last 2 years	Yes	-	4.26%	-	-	4.04%	3.83%	3.83%
	No	100%	95.74%	100%	100%	95.96%	96.17%	96.17%

8. Take Up of Training Opportunities

8.1 Attendance on Learning and Development Programme recorded on “My Learning” management system, by Headcount and Protected Characteristic

Training comprises of core skills training eg health and safety, IT, customer care, assertiveness, coaching, project management, recruitment and selection, and also includes equalities and diversity training. All Adults’ safeguarding training is also included.

Schools do not access training via “My Learning” and therefore are not included.

		Attendance on Learning & Development Programme	Council Workforce excluding Schools
		1,000 delegates	2,192
Ethnicity	BAME	39.80%	38.69%
	White	49.60%	52.14%
	Unknown	10.60%	9.17%
Sex	Male	32.60%	38.28%
	Female	67.40%	61.72%
Disability	Yes	3.60%	3.10%
	No	96.40%	94.80%
	Unknown	0%	2.10%
Age	16 to 24	1.30%	1.19%
	25 to 34	10.80%	13.46%
	35 to 44	22.70%	21.44%
	45 to 54	33.50%	32.53%
	55 to 64	26.50%	26.69%
	65+	3.30%	4.70%
	Unknown	1.90%	0%

8.2 Attendance on Learning and Development Programme recorded on “My Learning” management system, by Directorate and Protected Characteristic

		Resources		Children and Families		Environment and Enterprise		Community Health and Well Being		Whole Council Workforce
		Attendees from Resources 251	Directorate Workforce Profile 467 employees	Attendees from Children and Families 152	Directorate Workforce Profile excluding schools 665 employees	Attendees from Environment and Enterprise 121	Directorate Workforce Profile 463 employees	Attendees from Community Health & Well Being 476*	Directorate Workforce Profile 610 employees	
Ethnicity	BAME	44.22%	40.82%	46.05%	44.06%	17.36%	40.82%	41.18%	43.11%	34.69%
	White	45.82%	44.92%	44.74%	49.17%	74.38%	44.92%	46.85%	47.21%	47.52%
	Unknown	9.96%	14.25%	9.21%	6.77%	8.26%	14.25%	11.97%	9.67%	17.79%
Sex	Male	25.10%	26.13%	28.29%	24.51%	27.27%	26.13%	27.73%	29.51%	21.58%
	Female	74.90%	73.87%	71.71%	75.49%	72.73%	73.87%	72.27%	70.49%	78.42%
Disability	Yes	2.39%	1.94%	0.66%	2.86%	4.96%	1.94%	4.83%	4.75%	1.59%
	No	97.61%	96.98%	99.34%	96.54%	95.04%	96.98%	95.17%	89.51%	87.57%
	Not stated	0.00%	1.08%	0.00%	0.60%	0.00%	1.08%	0.00%	5.74%	10.84%
Age	16 to 24	2.79%	1.73%	0.66%	0.90%	0.83%	1.73%	0.84%	0.66%	3.49%
	25 to 34	16.73%	22.68%	9.21%	12.03%	9.09%	22.68%	8.61%	9.18%	17.26%
	35 to 44	28.69%	26.35%	21.71%	19.40%	18.18%	26.35%	21.01%	21.48%	22.76%
	45 to 54	30.68%	27.86%	31.58%	31.88%	36.36%	27.86%	34.87%	36.07%	31.73%
	55 to 64	19.92%	19.44%	30.92%	30.08%	30.58%	19.44%	27.52%	27.05%	21.66%
	65+	0.80%	1.94%	3.95%	5.71%	3.31%	1.94%	4.41%	5.57%	3.10%
	Unknown	0.40%	0.00%	1.97%	0.00%	1.65%	0.00%	2.73%	0.00%	0.00%

*includes 83 staff who attended Adults’ specific training eg Safeguarding and Autism Awareness.

9. Directorate Reports

9.1 Resources Directorate

9.1.1 Workforce Profile

		Resources Directorate	Whole Council
		463	5,093
Ethnicity	BAME	40.82%	34.69%
	White	44.92%	47.52%
	Unknown	14.25%	17.79%
Sex	Male	26.13%	21.58%
	Female	73.87%	78.42%
Disability	Yes	1.94%	1.59%
	No	96.98%	87.57%
	Unknown	1.08%	10.84%
Age	16 to 24	1.73%	3.49%
	25 to 34	22.68%	17.26%
	35 to 44	26.35%	22.76%
	45 to 54	27.86%	31.73%
	55 to 64	19.44%	21.66%
	65+	1.94%	3.10%
Religion or Belief	Christianity	7.99%	9.17%
	Hinduism	3.67%	3.83%
	Islam	0.86%	1.16%
	Judaism	-	0.47%
	Jainism	0.43%	0.47%
	Sikh	0.86%	0.37%
	Buddhism	-	0.20%
	Zoroastrian	-	0.02%
	Other	0.43%	0.75%
	No Religion/Atheist	3.46%	1.81%
Unknown	82.29%	81.76%	
Sexual Orientation	Heterosexual	11.45%	14.55%
	Gay	-	0.06%
	Woman/Lesbian	-	0.08%
	Gay Man	0.43%	0.14%
	Bi-sexual	0.22%	0.92%
	Prefer not to say	0.43%	0.04%
	Other	-	0.04%
Unknown	87.47%	84.21%	
Pregnancy/ Maternity in last 2 years	Yes	7.56%	3.83%
	No	92.44%	96.17%

Appendix 1

9.1.2 Resources Directorate – Workforce Profile by Payband and Protected Characteristic

		Payband							
		1	2	3	4	5	6	Resource Directorat	Whole Council
		12	236	122	80	9	4	463	5,093
Ethnicity	BAME	50%	44.92%	43.44%	30%	-	-	40.82%	34.69%
	White	33.33%	44.07%	39.34%	51.25%	88.89%	75.00%	44.92%	47.52%
	Unknown	16.67%	11.02%	17.21%	18.75%	11.11%	25.00%	14.25%	17.79%
Sex	Male	16.67%	22.03%	24.59%	33.75%	77.78%	75.00%	26.13%	21.58%
	Female	83.33%	77.97%	75.41%	66.25%	22.22%	25.00%	73.87%	78.42%
Disability	Yes	-	3.39%	0.82%	-	-	-	1.94%	1.59%
	No	100%	95.34%	97.54%	100%	100%	100%	96.98%	87.57%
	Unknown	-	1.27%	1.64%	-	-	-	1.08%	10.84%
Age	16 to 24	33.33%	1.69%	-	-	-	-	1.73%	3.49%
	25 to 34	33.33%	25.85%	29.51%	5.00%	-	-	22.68%	17.26%
	35 to 44	8.33%	21.19%	25.41%	42.50%	44.44%	50%	26.35%	22.76%
	45 to 54	16.67%	26.69%	27.05%	32.50%	44.44%	25.00%	27.86%	31.73%
	55 to 64	8.33%	21.61%	16.39%	20%	11.11%	25.00%	19.44%	21.66%
	65+	-	2.97%	1.64%	-	-	-	1.94%	3.10%
Religion or Belief	Christianity	-	6.78%	9.84%	8.75%	11.11%	25.00%	7.99%	9.17%
	Hinduism	-	2.54%	4.92%	6.25%	-	-	3.67%	3.83%
	Islam	-	0.85%	1.64%	-	-	-	0.86%	1.16%
	Judaism	-	-	-	-	-	-	-	0.47%
	Jainism	-	0.42%	0.82%	-	-	-	0.43%	0.47%
	Sikh	-	0.85%	0.82%	1.25%	-	-	0.86%	0.37%
	Buddhism	-	-	-	-	-	-	-	0.20%
	Zoroastrian	-	-	-	-	-	-	-	0.02%
	Other	8.33%	0.42%	-	-	-	-	0.43%	0.75%
	No Religion/ Atheist	8.33%	2.12%	1.64%	8.75%	11.11%	-	3.46%	1.81%
Unknown	83.33%	86.02%	80.33%	75.00%	77.78%	75.00%	82.29%	81.76%	
Sexual Orientation	Heterosexual	8.33%	7.20%	17.21%	13.75%	22.22%	25.00%	11.45%	14.55%
	Gay Woman/ Lesbian	-	-	-	-	-	-	-	0.06%
	Gay Man	-	-	0.82%	1.25%	-	-	0.43%	0.08%
	Bi-sexual	-	0.42%	-	-	-	-	0.22%	0.14%
	Prefer not to say	-	0.42%	-	1.25%	-	-	0.43%	0.92%
	Other	-	-	-	-	-	-	-	0.04%
	Unknown	91.67%	91.95%	81.97%	83.75%	77.78%	75.00%	87.47%	84.21%
Pregnancy/ Maternity in the last 2 years	Yes	-	8.05%	9.84%	5.00%	-	-	7.56%	3.83%
	No	100%	91.95%	90.16%	95.00%	100%	100%	92.44%	96.17%

9.1.3 Resources Directorate – Workforce Profile Full/Part-time and Protected Characteristic

		Full time	Part time	Resources Directorate	Whole Council
		355	108	463	5,093
Ethnicity	BAME	42.54%	35.19%	40.82%	34.69%
	White	41.97%	54.63%	44.92%	47.52%
	Unknown	15.49%	10.19%	14.25%	17.79%
Sex	Male	32.96%	3.70%	26.13%	21.58%
	Female	67.04%	96.30%	73.87%	78.42%
Disability	Yes	1.69%	2.78%	1.94%	1.59%
	No	96.90%	97.22%	96.98%	87.57%
	Unknown	1.41%	-	1.08%	10.84%
Age	16 to 24	2.25%	-	1.73%	3.49%
	25 to 34	27.32%	7.41%	22.68%	17.26%
	35 to 44	25.63%	28.70%	26.35%	22.76%
	45 to 54	26.76%	31.48%	27.86%	31.73%
	55 to 64	16.62%	28.70%	19.44%	21.66%
	65+	1.41%	3.70%	1.94%	3.10%
Religion or Belief	Christianity	7.32%	10.19%	7.99%	9.17%
	Hinduism	4.23%	1.85%	3.67%	3.83%
	Islam	0.85%	0.93%	0.86%	1.16%
	Judaism	-	-	-	0.47%
	Jainism	0.28%	0.93%	0.43%	0.47%
	Sikh	1.13%	-	0.86%	0.37%
	Buddhism	-	-	-	0.20%
	Zoroastrian	-	-	-	0.02%
	Other	0.28%	0.93%	0.43%	0.75%
	No Religion/ Atheist	3.94%	1.85%	3.46%	1.81%
	Unknown	81.97%	83.33%	82.29%	81.76%
Sexual Orientation	Heterosexual	12.39%	8.33%	11.45%	14.55%
	Gay	-	-	-	0.06%
	Woman/Lesbian	-	-	-	0.06%
	Gay Man	0.56%	-	0.43%	0.08%
	Bi-sexual	0.28%	-	0.22%	0.14%
	Prefer not to say	0.56%	-	0.43%	0.92%
	Other	-	-	-	0.04%
Unknown	86.20%	91.67%	87.47%	84.21%	
Pregnancy/ maternity in last 2 years?	Yes	6.76%	10.19%	7.56%	3.83%
	No	93.24%	89.81%	92.44%	96.17%

9.1.4 Resources Directorate – All Recruitment

This data relates only to recruitment carried out by Contact III.

		Applied	Shortlisted	Appointed	Resources Directorate	Whole Council
		1152	242	44	463	5,093
Ethnicity	BAME	60.68%	54.55%	54.55%	40.82%	34.69%
	White	21.96%	32.64%	34.09%	44.92%	47.52%
	Unknown	17.36%	12.81%	11.36%	14.25%	17.79%
Sex	Male	46.53%	41.74%	27.27%	26.13%	21.58%
	Female	53.47%	58.26%	72.73%	73.87%	78.42%
Disability	Yes	2.95%	2.89%	6.82%	1.94%	1.59%
	No	94.97%	94.21%	90.91%	96.98%	87.57%
	Unknown	2.08%	2.89%	2.27%	1.08%	10.84%
Age	16 to 24	10.50%	7.02%	6.82%	1.73%	3.49%
	25 to 34	36.81%	36.78%	45.45%	22.68%	17.26%
	35 to 44	23.87%	21.49%	25.00%	26.35%	22.76%
	45 to 54	18.66%	24.79%	18.18%	27.86%	31.73%
	55 to 64	7.55%	7.02%	4.55%	19.44%	21.66%
	65+	0.43%	0.41%	-	1.94%	3.10%
	Unknown	2.17%	2.48%	-	-	-
Religion or Belief	Christianity	33.25%	35.95%	38.64%	7.99%	9.17%
	Hinduism	24.05%	19.01%	15.91%	3.67%	3.83%
	Islam	13.19%	8.26%	4.55%	0.86%	1.16%
	Judaism	0.87%	0.83%	-	-	0.47%
	Jainism	0.95%	1.24%	-	0.43%	0.47%
	Sikh	3.13%	4.96%	9.09%	0.86%	0.37%
	Buddhism	1.30%	1.24%	-	-	0.20%
	Zoroastrian	-	-	-	-	0.02%
	Other	1.13%	2.07%	2.27%	0.43%	0.75%
	No Religion/Atheist	10.85%	15.29%	20.45%	3.46%	1.81%
	Unknown	11.28%	11.16%	9.09%	82.29%	81.76%
	Sexual Orientation	Heterosexual	80.03%	83.06%	81.82%	11.45%
Gay						
Woman/Lesbian		0.17%	-	-	-	0.06%
Gay Man		0.69%	1.24%	-	0.43%	0.08%
Bi-sexual		2.26%	1.65%	4.55%	0.22%	0.14%
Prefer not to say		-	-	-	0.43%	0.92%
Other		-	-	-	-	0.04%
Unknown	16.84%	14.05%	13.64%	87.47%	84.21%	
Pregnancy/ maternity in the last 2 years	Yes	3.56%	1.65%	2.27%	7.56%	3.83%
	No	84.90%	82.64%	84.09%	92.44%	96.17%
	Unknown	11.55%	15.70%	13.64%	-	-

9.1.5 Resources Directorate - Employment Procedures

		Conduct			Capability			DAW		Resources Directorate 463	Whole Council 5,093
		4 Cases	0 Warnings	0 Dismissals	6 Cases	2 Warnings	0 Dismissals	4 Cases	1 Appeal		
Ethnicity	BAME	75.00%	-	-	33.33%	-	-	66.67%	-	40.82%	34.69%
	White	-	-	-	66.67%	100%	-	-	-	44.92%	47.52%
	Unknown	25.00%	-	-	-	-	-	33.33%	100%	14.25%	17.79%
Sex	Male	75.00%	-	-	50.00%	100%	-	33.33%	100%	26.13%	21.58%
	Female	25.00%	-	-	50.00%	-	-	66.67%	-	73.87%	78.42%
Disability	Yes	-	-	-	-	-	-	-	-	1.94%	1.59%
	No	100%	-	-	100%	100%	-	100%	100%	96.98%	87.57%
	Not stated	-	-	-	-	-	-	-	-	1.08%	10.84%
Age	16 to 24	-	-	-	-	-	-	-	-	1.73%	3.49%
	25 to 34	50.00%	-	-	16.67%	-	-	66.67%	-	22.68%	17.26%
	35 to 44	25.00%	-	-	33.33%	50.00%	-	33.33%	100%	26.35%	22.76%
	45 to 54	25.00%	-	-	50.00%	50.00%	-	-	-	27.86%	31.73%
	55 to 64	-	-	-	-	-	-	-	-	19.44%	21.66%
	65+	-	-	-	-	-	-	-	-	1.94%	3.10%
Religion or Belief	Christianity	-	-	-	-	-	-	-	-	7.99%	9.17%
	Hinduism	-	-	-	-	-	-	-	-	3.67%	3.83%
	Islam	-	-	-	-	-	-	-	-	0.86%	1.16%
	Judaism	-	-	-	-	-	-	-	-	-	0.47%
	Jainism	-	-	-	-	-	-	-	-	0.43%	0.47%
	Sikh	25.00%	-	-	-	-	-	-	-	0.86%	0.37%
	Buddhism	-	-	-	-	-	-	-	-	-	0.20%
	Zoroastrian	-	-	-	-	-	-	-	-	-	0.02%
	Other	-	-	-	-	-	-	-	-	0.43%	0.75%
	No Religion/ Atheist	-	-	-	-	-	-	-	-	3.46%	1.81%
Unknown	75.00%	-	-	100%	100%	-	100%	100%	82.29%	81.76%	
Sexual Orientation	Heterosexual	-	-	-	-	-	-	-	-	11.45%	14.55%
	Gay Woman/ Lesbian	-	-	-	-	-	-	-	-	-	0.06%
	Gay Man	-	-	-	-	-	-	-	-	0.43%	0.08%
	Bi-sexual	-	-	-	-	-	-	-	-	0.22%	0.14%
	Prefer not to say	-	-	-	-	-	-	-	-	0.43%	0.92%
	Other	-	-	-	-	-	-	-	-	-	0.04%
	Unknown	100%	-	-	100%	100%	-	100%	100%	87.47%	84.21%
Pregnancy/ maternity in last 2 years?	Yes	-	-	-	16.67%	-	-	-	-	7.56%	3.83%
	No	100%	-	-	83.33%	100%	-	100%	100%	92.44%	96.17%

9.2 Children and Families Directorate

9.2.1 Workforce Profile

		Children & Families Directorate including Schools	Whole Council
		3,569	5,093
Ethnicity	BAME	34.07%	34.69%
	White	44.91%	47.52%
	Unknown	21.01%	17.79%
Sex	Male	11.85%	21.58%
	Female	88.15%	78.42%
Disability	Yes	0.90%	1.59%
	No	84.84%	87.57%
	Unknown	14.26%	10.84%
Age	16 to 24	4.43%	3.49%
	25 to 34	18.55%	17.26%
	35 to 44	22.98%	22.76%
	45 to 54	31.30%	31.73%
	55 to 64	20.15%	21.66%
	65+	2.61%	3.10%
Religion or Belief	Christianity	8.57%	9.17%
	Hinduism	4.17%	3.83%
	Islam	0.98%	1.16%
	Judaism	0.50%	0.47%
	Jainism	0.50%	0.47%
	Sikh	0.34%	0.37%
	Buddhism	0.20%	0.20%
	Zoroastrian	0.03%	0.02%
	Other	0.73%	0.75%
	No Religion/Atheist	1.46%	1.81%
	Unknown	82.52%	81.76%
Sexual Orientation	Heterosexual	13.87%	14.55%
	Gay		
	Woman/Lesbian	0.08%	0.06%
	Gay Man	0.03%	0.08%
	Bi-sexual	0.14%	0.14%
	Prefer not to say	0.95%	0.92%
	Other	0.06%	0.04%
	Unknown	84.87%	84.21%
Pregnancy/ maternity in last 2 years?	Yes	3.75%	3.83%
	No	96.25%	96.17%

Children and Families Directorate

9.2.2 Workforce Profile by Payband and Protected Characteristic

		Payband						Ch & Fams includg Schools	Whole Council
		1	2	3	4	5	6		
		1,698	865	790	141	70	5		
Ethnicity	BAME	40.69%	29.13%	29.49%	21.28%	14.29%	-	34.07%	34.69%
	White	36.69%	46.24%	53.16%	71.63%	78.57%	80%	44.91%	47.52%
	Unknown	22.61%	24.62%	17.34%	7.09%	7.14%	20%	21.01%	17.79%
Sex	Male	7.13%	17.92%	13.16%	17.02%	25.71%	20%	11.85%	21.58%
	Female	92.87%	82.08%	86.84%	82.98%	74.29%	80%	88.15%	78.42%
Disability	Yes	1.18%	1.04%	0.38%	-	-	-	0.90%	1.59%
	No	82.92%	80.81%	90.51%	95.74%	94.29%	100%	84.84%	87.57%
	Unknown	15.90%	18.15%	9.11%	4.26%	5.71%	-	14.26%	10.84%
Age	16 to 24	4.53%	9.02%	0.38%	-	-	-	4.43%	3.49%
	25 to 34	10.01%	27.63%	29.62%	12.77%	1.43%	-	18.55%	17.26%
	35 to 44	25.32%	14.22%	27.47%	26.95%	15.71%	20%	22.98%	22.76%
	45 to 54	34.81%	30.64%	22.53%	35.46%	45.71%	20%	31.30%	31.73%
	55 to 64	21.38%	17.34%	18.61%	22.70%	34.29%	60%	20.15%	21.66%
	65+	3.95%	1.16%	1.39%	2.13%	2.86%	-	2.61%	3.10%
Religion or Belief	Christianity	6.60%	10.87%	9.37%	13.48%	8.57%	20%	8.57%	9.17%
	Hinduism	5.65%	4.05%	1.77%	2.13%	1.43%	-	4.17%	3.83%
	Islam	1.35%	1.04%	0.38%	-	-	-	0.98%	1.16%
	Judaism	0.12%	0.46%	0.89%	2.13%	2.86%	-	0.50%	0.47%
	Jainism	0.59%	0.69%	0.25%	-	-	-	0.50%	0.47%
	Sikh	0.29%	0.12%	0.38%	1.42%	1.43%	-	0.34%	0.37%
	Buddhism	0.06%	0.23%	0.38%	-	1.43%	-	0.20%	0.20%
	Zoroastrian	-	0.12%	-	-	-	-	0.03%	0.02%
	Other	0.77%	0.69%	0.76%	0.71%	-	-	0.73%	0.75%
	No Religion/ Atheist	0.77%	1.73%	2.03%	2.84%	4.29%	20%	1.46%	1.81%
	Unknown	83.80%	80%	83.80%	77.30%	80%	60%	82.52%	81.76%
Sexual Orientation	Heterosexual	10.48%	17.23%	15.32%	20.57%	22.86%	40%	13.87%	14.55%
	Gay Woman/ Lesbian	-	0.23%	0.13%	-	-	-	0.08%	0.06%
	Gay Man	-	-	-	0.71%	-	-	0.03%	0.08%
	Bi-sexual	0.18%	-	-	1.42%	-	-	0.14%	0.14%
	Prefer not to say	1.06%	0.81%	0.89%	1.42%	-	-	0.95%	0.92%
	Other	0.12%	-	-	-	-	-	0.06%	0.04%
	Unknown	88.16%	81.73%	83.67%	75.89%	77.14%	60%	84.87%	84.21%
Pregnancy/ maternity in last 2 years?	Yes	2.06%	3.24%	7.97%	5.67%	-	-	3.75%	3.83%
	No	97.94%	96.76%	92.03%	94.33%	100%	100%	96.25%	96.17%

Children and Families Directorate

9.2.3 Workforce Profile - by Full/Part-time and Protected Characteristic

		Full-time	Part-time	Children & Families including Schools	Whole Council
		1,315	2,254	3,569	5,093
Ethnicity	BAME	28.75%	37.18%	34.07%	34.69%
	White	48.52%	42.81%	44.91%	47.52%
	Unknown	22.74%	20.01%	21.01%	17.79%
Sex	Male	20.84%	6.61%	11.85%	21.58%
	Female	79.16%	93.39%	88.15%	78.42%
Disability	Yes	0.84%	0.93%	0.90%	1.59%
	No	84.03%	85.31%	84.84%	87.57%
	Unknown	15.13%	13.75%	14.26%	10.84%
Age	16 to 24	6.08%	3.46%	4.43%	3.49%
	25 to 34	33.92%	9.58%	18.55%	17.26%
	35 to 44	20%	24.71%	22.98%	22.76%
	45 to 54	23.95%	35.58%	31.30%	31.73%
	55 to 64	15.29%	22.98%	20.15%	21.66%
	65+	0.76%	3.68%	2.61%	3.10%
Religion or Belief	Christianity	8.67%	8.52%	8.57%	9.17%
	Hinduism	2.05%	5.41%	4.17%	3.83%
	Islam	0.68%	1.15%	0.98%	1.16%
	Judaism	0.61%	0.44%	0.50%	0.47%
	Jainism	0.23%	0.67%	0.50%	0.47%
	Sikh	0.30%	0.35%	0.34%	0.37%
	Buddhism	0.38%	0.09%	0.20%	0.20%
	Zoroastrian	-	0.04%	0.03%	0.02%
	Other	0.76%	0.71%	0.73%	0.75%
	No Religion/ Atheist	1.83%	1.24%	1.46%	1.81%
Unknown	84.49%	81.37%	82.52%	81.76%	
Sexual Orientation	Heterosexual	14.98%	13.22%	13.87%	14.55%
	Gay Woman/ Lesbian	-	0.13%	0.08%	0.06%
	Gay Man	0.08%	-	0.03%	0.08%
	Bi-sexual	0.08%	0.18%	0.14%	0.14%
	Prefer not to say	0.76%	1.06%	0.95%	0.92%
	Other	-	0.09%	0.06%	0.04%
	Unknown	84.11%	85.31%	84.87%	84.21%
Pregnancy/ Maternity	Yes	3.35%	3.99%	3.75%	3.83%
	No	96.65%	96.01%	96.25%	96.17%

Children and Families Directorate

9.2.4 Recruitment

This data relates only to recruitment carried out by Contact III.

		Applied	Shortlisted	Appointed	Children & Families excluding Schools	Whole Council
		791	255	49	665	5,093
Ethnicity	BAME	57.52%	50.59%	44.90%	44.06%	34.69%
	White	25.16%	32.94%	40.82%	49.17%	47.52%
	Unknown	17.32%	16.47%	14.29%	6.77%	17.79%
Sex	Male	26.55%	27.06%	34.69%	24.51%	21.58%
	Female	73.45%	72.94%	65.31%	75.49%	78.42%
Disability	Yes	2.78%	3.14%	2.04%	2.86%	1.59%
	No	95.32%	92.94%	95.92%	96.54%	87.57%
	Unknown	1.90%	3.92%	2.04%	0.60%	10.84%
Age	16 to 24	7.46%	3.92%	4.08%	0.90%	3.49%
	25 to 34	35.27%	30.98%	36.73%	12.03%	17.26%
	35 to 44	28.19%	25.10%	16.33%	19.40%	22.76%
	45 to 54	21.74%	28.63%	22.45%	31.88%	31.73%
	55 to 64	4.68%	7.06%	14.29%	30.08%	21.66%
	65+	0.13%	-	-	5.71%	3.10%
	Unknown	2.53%	4.31%	6.12%	-	-
Religion or Belief	Christianity	40.46%	41.57%	38.78%	15.64%	9.17%
	Hinduism	12.26%	9.41%	6.12%	6.17%	3.83%
	Islam	8.47%	5.88%	6.12%	1.20%	1.16%
	Judaism	0.88%	1.96%	2.04%	0.75%	0.47%
	Jainism	0.25%	-	-	0.45%	0.47%
	Sikh	2.02%	1.57%	4.08%	0.60%	0.37%
	Buddhism	0.76%	0.78%	2.04%	0.45%	0.20%
	Zoroastrian	-	-	-	-	0.02%
	Other	1.77%	1.18%	-	1.50%	0.75%
	No Religion/Atheist	14.41%	13.33%	24.49%	3.16%	1.81%
	Unknown	18.71%	24.31%	16.33%	70.08%	81.76%
Sexual Orientation	Heterosexual	75.73%	72.16%	75.51%	24.06%	14.55%
	Gay					
	Woman/Lesbian	0.88%	0.39%	-	0.30%	0.06%
	Gay Man	0.51%	1.18%	2.04%	-	0.08%
	Bi-sexual	1.39%	0.78%	-	0.60%	0.14%
	Prefer not to say	-	-	-	1.65%	0.92%
	Other	-	-	-	-	0.04%
Unknown	21.49%	25.49%	22.45%	73.38%	84.21%	
Pregnancy/ maternity in the last 2 years	Yes	5.69%	7.06%	2.04%	4.21%	3.83%
	No	81.92%	75.29%	81.63%	95.79%	96.17%
	Unknown	12.39%	17.65%	16.33%	-	-

Children and Families Directorate

9.2.5 Employment Procedures

		Conduct			Capability			DAW		Whole Council 5,093
		13 Cases	5 Warnings	4 Dismissals	6 Cases	3 Warnings	2 Dismissals	5 Cases	3 Appeals	
Ethnicity	BAME	61.54%	80.00%	75.00%	66.67%	33.33%	100.00%	80.00%	66.67%	34.69%
	White	23.08%	20.00%	-	33.33%	66.67%	-	-	-	47.52%
	Unknown	15.38%	-	25.00%	-	-	-	20.00%	33.33%	17.79%
Sex	Male	53.85%	40.00%	75.00%	16.67%	-	50.00%	20.00%	33.33%	21.58%
	Female	46.15%	60.00%	25.00%	83.33%	100%	50.00%	80.00%	66.67%	78.42%
Disability	Yes	7.69%	-	-	-	-	-	-	-	1.59%
	No	92.31%	100%	100%	100%	100%	100%	100%	100%	87.57%
	Not stated	-	-	-	-	-	-	-	-	10.84%
Age	16 to 24	7.69%	-	25.00%	-	-	-	-	-	3.49%
	25 to 34	7.69%	-	25.00%	-	-	-	20.00%	33.33%	17.26%
	35 to 44	15.38%	20.00%	-	16.67%	-	-	60.00%	66.67%	22.76%
	45 to 54	61.54%	60.00%	50.00%	16.67%	33.33%	-	20.00%	-	31.73%
	55 to 64	7.69%	20.00%	-	66.67%	66.67%	100%	-	-	21.66%
	65+	-	-	-	-	-	-	-	-	3.10%
Religion or Belief	Christianity	15.38%	20.00%	25.00%	16.67%	-	50.00%	-	-	9.17%
	Hinduism	-	-	-	-	-	-	-	-	3.83%
	Islam	-	-	-	-	-	-	-	-	1.16%
	Judaism	-	-	-	-	-	-	-	-	0.47%
	Jainism	-	-	-	16.67%	-	50.00%	-	-	0.47%
	Sikh	-	-	-	-	-	-	-	-	0.37%
	Buddhism	-	-	-	-	-	-	-	-	0.20%
	Zoroastrian	-	-	-	-	-	-	-	-	0.02%
	Other	-	-	-	-	-	-	-	-	0.75%
	No Religion/ Atheist	-	-	-	-	-	-	-	-	1.81%
	Unknown	84.62%	80.00%	75.00%	66.67%	100%	-	100%	100%	81.76%
Sexual Orientation	Heterosexual	15.38%	20.00%	25.00%	16.67%	-	50.00%	-	-	14.55%
	Gay Woman/ Lesbian	-	-	-	-	-	-	-	-	0.06%
	Gay Man	-	-	-	-	-	-	-	-	0.08%
	Bi-sexual	-	-	-	-	-	-	-	-	0.14%
	Prefer not to say	-	-	-	-	-	-	-	-	0.92%
	Other	-	-	-	-	-	-	-	-	0.04%
	Unknown	-	-	-	-	-	-	-	-	84.21%
Pregnancy/ maternity in last 2 years?	Yes	-	-	-	-	-	-	20.00%	33.33%	3.83%
	No	100%	100%	100%	100%	100%	100%	80.00%	66.67%	96.17%

9.3 Environment and Enterprise Directorate

9.3.1 Workforce Profile

		Env & Ent	Whole Council
		467	5,093
Ethnicity	BAME	24.63%	34.69%
	White	68.74%	47.52%
	Unknown	6.64%	17.79%
Sex	Male	80.73%	21.58%
	Female	19.27%	78.42%
Disability	Yes	2.57%	1.59%
	No	97.00%	87.57%
	Unknown	0.43%	10.84%
Age	16 to 24	1.71%	3.49%
	25 to 34	11.78%	17.26%
	35 to 44	19.06%	22.76%
	45 to 54	34.26%	31.73%
	55 to 64	28.48%	21.66%
	65+	4.71%	3.10%
Religion or Belief	Christianity	11.35%	9.17%
	Hinduism	1.93%	3.83%
	Islam	1.50%	1.16%
	Judaism	0.64%	0.47%
	Jainism	-	0.47%
	Sikh	0.21%	0.37%
	Buddhism	0.43%	0.20%
	Zoroastrian	-	0.02%
	Other	-	0.75%
	No Religion/Atheist	1.50%	1.81%
	Unknown	82.44%	81.76%
Sexual Orientation	Heterosexual	15.63%	14.55%
	Gay Woman/Lesbian	-	0.06%
	Gay Man	-	0.08%
	Bi-sexual	0.21%	0.14%
	Prefer not to say	1.28%	0.92%
	Other	-	0.04%
	Unknown	82.87%	84.21%
Pregnancy/ Maternity	Yes	1.07%	3.83%
	No	98.93%	96.17%

Environment and Enterprise Directorate

9.3.2 Workforce Profile by Payband and Protected Characteristic

		1	2	3	4	5	6	E & E Total	Whole Council
		182	171	75	32	6	1	467	5,093
Ethnicity	BAME	28.02%	24.56%	18.67%	21.88%	16.67%	-	24.63%	34.69%
	White	68.13%	67.84%	72.00%	75.00%	50%	-	68.74%	47.52%
	Unknown	3.85%	7.60%	9.33%	3.13%	33.33%	100%	6.64%	17.79%
Sex	Male	90.11%	78.36%	69.33%	68.75%	83.33%	-	80.73%	21.58%
	Female	9.89%	21.64%	30.67%	31.25%	16.67%	100%	19.27%	78.42%
Disability	Yes	2.20%	2.34%	4.00%	-	16.67%	-	2.57%	1.59%
	No	97.80%	97.08%	94.67%	100%	83.33%	100%	97.00%	87.57%
	Unknown	-	0.58%	1.33%	-	-	-	0.43%	10.84%
Age	16 to 24	3.30%	1.17%	-	-	-	-	1.71%	3.49%
	25 to 34	11.54%	14.62%	8.00%	9.38%	-	-	11.78%	17.26%
	35 to 44	17.58%	19.30%	22.67%	21.88%	-	-	19.06%	22.76%
	45 to 54	33.52%	35.67%	33.33%	31.25%	33.33%	100%	34.26%	31.73%
	55 to 64	29.12%	24.56%	29.33%	37.50%	66.67%	-	28.48%	21.66%
	65+	4.95%	4.68%	6.67%	-	-	-	4.71%	3.10%
Religion or Belief	Christianity	8.24%	8.19%	18.67%	25.00%	33.33%	-	11.35%	9.17%
	Hinduism	1.65%	3.51%	-	-	-	-	1.93%	3.83%
	Islam	1.10%	1.17%	-	9.38%	-	-	1.50%	1.16%
	Judaism	-	1.17%	1.33%	-	-	-	0.64%	0.47%
	Jainism	-	-	-	-	-	-	-	0.47%
	Sikh	-	0.58%	-	-	-	-	0.21%	0.37%
	Buddhism	0.55%	0.58%	-	-	-	-	0.43%	0.20%
	Zoroastrian	-	-	-	-	-	-	-	0.02%
	Other	-	-	-	-	-	-	-	0.75%
	No Religion/ Atheist	0.55%	1.17%	2.67%	6.25%	-	-	1.50%	1.81%
	Unknown	87.91%	83.63%	77.33%	59.38%	66.67%	100%	82.44%	81.76%
Sexual Orientation	Heterosexual	11.54%	12.28%	22.67%	37.50%	33.33%	-	15.63%	14.55%
	Gay Woman/ Lesbian	-	-	-	-	-	-	-	0.06%
	Gay Man	-	-	-	-	-	-	-	0.08%
	Bi-sexual	-	0.58%	-	-	-	-	0.21%	0.14%
	Prefer not to say	0.55%	2.34%	1.33%	-	-	-	1.28%	0.92%
	Other	-	-	-	-	-	-	-	0.04%
	Unknown	87.91%	84.80%	76.00%	62.50%	66.67%	100%	82.87%	84.21%
Pregnancy/ Maternity	Yes	-	1.75%	2.67%	-	-	-	1.07%	3.83%
	No	100%	98.25%	97.33%	100%	100%	100%	98.93%	96.17%

Environment and Enterprise Directorate

9.3.3 Workforce Profile - by Full/Part-time and Protected Characteristic

		Full time	Part time	E & E Total	Whole Council
		431	36	467	5,093
Ethnicity	BAME	23.90%	33.33%	24.63%	34.69%
	White	70.07%	52.78%	68.74%	47.52%
	Unknown	6.03%	13.89%	6.64%	17.79%
Sex	Male	84.92%	30.56%	80.73%	21.58%
	Female	15.08%	69.44%	19.27%	78.42%
Disability	Yes	2.78%	-	2.57%	1.59%
	No	96.75%	100%	97.00%	87.57%
	Unknown	0.46%	-	0.43%	10.84%
Age	16 to 24	1.86%	-	1.71%	3.49%
	25 to 34	12.30%	5.56%	11.78%	17.26%
	35 to 44	19.49%	13.89%	19.06%	22.76%
	45 to 54	34.57%	30.56%	34.26%	31.73%
	55 to 64	28.54%	27.78%	28.48%	21.66%
	65+	3.25%	22.22%	4.71%	3.10%
Religion or Belief	Christianity	10.44%	22.22%	11.35%	9.17%
	Hinduism	1.62%	5.56%	1.93%	3.83%
	Islam	1.39%	2.78%	1.50%	1.16%
	Judaism	0.70%	-	0.64%	0.47%
	Jainism	-	-	-	0.47%
	Sikh	-	2.78%	0.21%	0.37%
	Buddhism	0.46%	-	0.43%	0.20%
	Zoroastrian	-	-	-	0.02%
	Other	-	-	-	0.75%
	No Religion/Atheist	1.62%	-	1.50%	1.81%
	Unknown	83.76%	66.67%	82.44%	81.76%
Sexual Orientation	Heterosexual	15.31%	19.44%	15.63%	14.55%
	Gay	-	-	-	0.06%
	Woman/Lesbian	-	-	-	0.08%
	Gay Man	-	-	-	0.14%
	Bi-sexual	0.23%	-	0.21%	0.92%
	Prefer not to say	0.70%	8.33%	1.28%	0.04%
	Other	-	-	-	84.21%
Unknown	83.76%	72.22%	82.87%		
Pregnancy/ Maternity	Yes	0.70%	5.56%	1.07%	3.83%
	No	99.30%	94.44%	98.93%	96.17%

Environment and Enterprise Directorate

9.3.4 Recruitment

This data relates only to recruitment carried out by Contact III.

		Applied	Shortlisted	Appointed	Env & Ent	Whole Council
		727	186	39	467	5,093
Ethnicity	BAME	50.07%	36.02%	41.03%	24.63%	34.69%
	White	35.49%	48.92%	48.72%	68.74%	47.52%
	Unknown	14.44%	15.05%	10.26%	6.64%	17.79%
Sex	Male	74.42%	66.67%	66.67%	80.73%	21.58%
	Female	25.58%	33.33%	33.33%	19.27%	78.42%
Disability	Yes	3.58%	1.61%	-	2.57%	1.59%
	No	94.22%	91.40%	100.00%	97.00%	87.57%
	Unknown	2.20%	6.99%	-	0.43%	10.84%
Age	16 to 24	7.84%	2.69%	7.69%	1.71%	3.49%
	25 to 34	32.05%	25.81%	30.77%	11.78%	17.26%
	35 to 44	25.72%	29.57%	35.90%	19.06%	22.76%
	45 to 54	23.11%	22.04%	17.95%	34.26%	31.73%
	55 to 64	8.39%	12.37%	5.13%	28.48%	21.66%
	65+	0.28%	0.54%	-	4.71%	3.10%
	Unknown	2.61%	6.99%	2.56%	-	-
Religion or Belief	Christianity	42.92%	43.55%	38.46%	11.35%	9.17%
	Hinduism	12.24%	10.75%	15.38%	1.93%	3.83%
	Islam	14.72%	6.99%	5.13%	1.50%	1.16%
	Judaism	0.41%	0.54%	-	0.64%	0.47%
	Jainism	2.06%	2.69%	-	-	0.47%
	Sikh	0.55%	-	-	0.21%	0.37%
	Buddhism	-	-	-	0.43%	0.20%
	Zoroastrian	-	-	-	-	0.02%
	Other	1.93%	2.15%	-	-	0.75%
	No Religion/Atheist	16.92%	19.35%	30.77%	1.50%	1.81%
	Unknown	8.25%	13.98%	10.26%	82.44%	81.76%
Sexual Orientation	Heterosexual	83.91%	85.48%	87.18%	15.63%	14.55%
	Gay	-	-	-	-	-
	Woman/Lesbian	0.14%	-	-	-	0.06%
	Gay Man	0.96%	0.54%	2.56%	-	0.08%
	Bi-sexual	1.51%	0.54%	-	0.21%	0.14%
	Prefer not to say	-	-	-	1.28%	0.92%
	Other	-	-	-	-	0.04%
Unknown	13.48%	13.44%	10.26%	82.87%	84.21%	
Pregnancy/ maternity in the last 2 years	Yes	2.20%	1.08%	-	1.07%	3.83%
	No	90.23%	88.71%	97.44%	98.93%	96.17%
	Unknown	7.57%	10.22%	2.56%	-	-

Appendix 1

Environment and Enterprise Directorate

9.3.5 Employment Procedures

		Conduct			Capability			DAW		Env & Ent 467	Whole Council 5,093
		16 Cases	3 Warnings	5 Dismissals	24 Cases	8 Warnings	2 Dismissals	9 Cases	1 Appeal		
Ethnicity	BAME	18.75%	-	20.00%	16.67%	-	-	55.56%	100%	40.82%	34.69%
	White	75.00%	100%	80.00%	70.83%	87.50%	50.00%	44.44%	-	44.92%	47.52%
	Unknown	6.25%	-	-	12.50%	12.50%	50.00%	-	-	14.25%	17.79%
Sex	Male	87.50%	100%	100%	95.83%	87.50%	100%	88.89%	-	26.13%	21.58%
	Female	12.50%	-	-	4.17%	12.50%	-	11.11%	100%	73.87%	78.42%
Disability	Yes	6.25%	33.33%	-	8.33%	12.50%	50.00%	11.11%	-	1.94%	1.59%
	No	93.75%	66.67%	100%	91.67%	87.50%	50.00%	88.89%	100%	96.98%	87.57%
	Not stated	-	-	-	-	-	-	-	-	1.08%	10.84%
Age	16 to 24	6.25%	33.33%	-	16.67%	25.00%	-	-	-	1.73%	3.49%
	25 to 34	12.50%	-	20.00%	8.33%	12.50%	-	11.11%	-	22.68%	17.26%
	35 to 44	31.25%	66.67%	20.00%	29.17%	25.00%	100%	11.11%	100%	26.35%	22.76%
	45 to 54	43.75%	-	40.00%	25.00%	25.00%	-	66.67%	-	27.86%	31.73%
	55 to 64	6.25%	-	20.00%	12.50%	12.50%	-	11.11%	-	19.44%	21.66%
	65+	-	-	-	8.33%	-	-	-	-	1.94%	3.10%
Religion or Belief	Christianity	12.50%	-	-	-	-	-	11.11%	-	7.99%	9.17%
	Hinduism	-	-	-	-	-	-	-	-	3.67%	3.83%
	Islam	-	-	-	-	-	-	-	-	0.86%	1.16%
	Judaism	-	-	-	-	-	-	-	-	-	0.47%
	Jainism	-	-	-	-	-	-	-	-	0.43%	0.47%
	Sikh	-	-	-	-	-	-	-	-	0.86%	0.37%
	Buddhism	-	-	-	-	-	-	-	-	-	0.20%
	Zoroastrian	-	-	-	-	-	-	-	-	-	0.02%
	Other	-	-	-	-	-	-	-	-	0.43%	0.75%
	No Religion/ Atheist	-	-	-	-	-	-	-	-	3.46%	1.81%
	Unknown	87.50%	100%	100%	100%	100%	100%	88.89%	100%	82.29%	81.76%
Sexual Orientation	Heterosexual	12.50%	-	-	-	-	-	11.11%	-	11.45%	14.55%
	Gay	-	-	-	-	-	-	-	-	-	0.06%
	Woman/ Lesbian	-	-	-	-	-	-	-	-	-	-
	Gay Man	-	-	-	-	-	-	-	-	0.43%	0.08%
	Bi-sexual	-	-	-	-	-	-	-	-	0.22%	0.14%
	Prefer not to say	-	-	-	-	-	-	-	-	0.43%	0.92%
	Other	-	-	-	-	-	-	-	-	-	0.04%
	Unknown	87.50%	100%	100%	100%	100%	100%	88.89%	100%	87.47%	84.21%
Pregnancy/ maternity in last 2 years?	Yes	-	-	-	-	-	-	-	-	7.56%	3.83%
	No	100%	100%	100%	100%	100%	100%	100%	100%	92.44%	96.17%

9.4 Community Health and Wellbeing Directorate

9.4.1 Workforce Profile

		Community Health & Well Being	Whole Council
		610	5,093
Ethnicity	BAME	43.11%	34.69%
	White	47.21%	47.52%
	Unknown	9.67%	17.79%
Sex	Male	29.51%	21.58%
	Female	70.49%	78.42%
Disability	Yes	4.75%	1.59%
	No	89.51%	87.57%
	Unknown	5.74%	10.84%
Age	16 to 24	0.66%	3.49%
	25 to 34	9.18%	17.26%
	35 to 44	21.48%	22.76%
	45 to 54	36.07%	31.73%
	55 to 64	27.05%	21.66%
	65+	5.57%	3.10%
Religion or Belief	Christianity	11.97%	9.17%
	Hinduism	4.10%	3.83%
	Islam	2.13%	1.16%
	Judaism	0.49%	0.47%
	Jainism	0.66%	0.47%
	Sikh	0.33%	0.37%
	Buddhism	0.16%	0.20%
	Zoroastrian	-	0.02%
	Other	1.64%	0.75%
	No Religion/Atheist	2.79%	1.81%
	Unknown	75.74%	81.76%
Sexual Orientation	Heterosexual	20.49%	14.55%
	Gay	-	0.06%
	Woman/Lesbian	-	0.08%
	Gay Man	0.16%	0.14%
	Bi-sexual	-	0.92%
	Prefer not to say	0.98%	0.04%
	Other	-	84.21%
	Unknown	78.36%	84.21%
Pregnancy/ Maternity in the last 2 years	Yes	3.28%	3.83%
	No	96.72%	96.17%

Community Health and Wellbeing Directorate

9.4.2 - Workforce Profile by Payband

		1	2	3	4	5	6	CH&WB	Whole Council
		98	303	165	32	10	2	610	5,093
Ethnicity	BAME	57.14%	44.55%	38.18%	25.00%	10%	-	43.11%	34.69%
	White	34.69%	46.53%	54.55%	59.38%	20%	100%	47.21%	47.52%
	Unknown	8.16%	8.91%	7.27%	15.63%	70%	-	9.67%	17.79%
Sex	Male	14.29%	28.38%	38.79%	34.38%	40%	50%	29.51%	21.58%
	Female	85.71%	71.62%	61.21%	65.63%	60%	50%	70.49%	78.42%
Disability	Yes	4.08%	4.95%	6.06%	-	-	-	4.75%	1.59%
	No	88.78%	91.42%	88.48%	90.63%	50%	100%	89.51%	87.57%
	Unknown	7.14%	3.63%	5.45%	9.38%	50%	-	5.74%	10.84%
Age	16 to 24	-	1.32%	-	-	-	-	0.66%	3.49%
	25 to 34	6.12%	11.55%	8.48%	3.13%	-	-	9.18%	17.26%
	35 to 44	15.31%	24.42%	19.39%	21.88%	30%	-	21.48%	22.76%
	45 to 54	30.61%	33.99%	40%	40.63%	60%	100%	36.07%	31.73%
	55 to 64	32.65%	22.77%	32.12%	31.25%	10%	-	27.05%	21.66%
	65+	15.31%	5.94%	-	3.13%	-	-	5.57%	3.10%
Religion or Belief	Christianity	9.18%	11.22%	15.76%	9.38%	-	50%	11.97%	9.17%
	Hinduism	5.10%	4.29%	3.64%	3.13%	-	-	4.10%	3.83%
	Islam	2.04%	1.65%	3.03%	3.13%	-	-	2.13%	1.16%
	Judaism	-	0.33%	1.21%	-	-	-	0.49%	0.47%
	Jainism	-	0.99%	0.61%	-	-	-	0.66%	0.47%
	Sikh	-	-	0.61%	3.13%	-	-	0.33%	0.37%
	Buddhism	-	-	0.61%	-	-	-	0.16%	0.20%
	Zoroastrian	-	-	-	-	-	-	-	0.02%
	Other	1.02%	1.98%	1.82%	-	-	-	1.64%	0.75%
	No Religion/ Atheist	2.04%	1.98%	3.64%	6.25%	10%	-	2.79%	1.81%
Unknown	80.61%	77.56%	69.09%	75.00%	90%	50%	75.74%	81.76%	
Sexual Orientation	Heterosexual	20.41%	18.81%	24.24%	18.75%	10%	50%	20.49%	14.55%
	Gay Woman/ Lesbian	-	-	-	-	-	-	-	0.06%
	Gay Man	-	0.33%	-	-	-	-	0.16%	0.08%
	Bi-sexual	-	-	-	-	-	-	-	0.14%
	Prefer not to say	-	0.66%	1.82%	3.13%	-	-	0.98%	0.92%
	Other	-	-	-	-	-	-	-	0.04%
	Unknown	79.59%	80.20%	73.94%	78.13%	90%	50%	78.36%	84.21%
Pregnancy/ Maternity in the last 2 years	Yes	4.08%	3.96%	1.82%	3.13%	-	-	3.28%	3.83%
	No	95.92%	96.04%	98.18%	96.88%	100%	100%	96.72%	96.17%

Community Health and Wellbeing Directorate

9.4.3 Workforce Profile by Part-time

		Full time	Part time	CH&WB Total	Whole Council
		432	178	610	5,093
Ethnicity	BAME	23.90%	33.33%	43.11%	34.69%
	White	70.07%	52.78%	47.21%	47.52%
	Unknown	6.03%	13.89%	9.67%	17.79%
Sex	Male	84.92%	30.56%	29.51%	21.58%
	Female	15.08%	69.44%	70.49%	78.42%
Disability	Yes	2.78%	-	4.75%	1.59%
	No	96.75%	100%	89.51%	87.57%
	Unknown	0.46%	-	5.74%	10.84%
Age	16 to 24	1.86%	-	0.66%	3.49%
	25 to 34	12.30%	5.56%	9.18%	17.26%
	35 to 44	19.49%	13.89%	21.48%	22.76%
	45 to 54	34.57%	30.56%	36.07%	31.73%
	55 to 64	28.54%	27.78%	27.05%	21.66%
	65+	3.25%	22.22%	5.57%	3.10%
Religion or Belief	Christianity	10.44%	22.22%	11.97%	9.17%
	Hinduism	1.62%	5.56%	4.10%	3.83%
	Islam	1.39%	2.78%	2.13%	1.16%
	Judaism	0.70%	-	0.49%	0.47%
	Jainism	-	-	0.66%	0.47%
	Sikh	-	2.78%	0.33%	0.37%
	Buddhism	0.46%	-	0.16%	0.20%
	Zoroastrian	-	-	-	0.02%
	Other	-	-	1.64%	0.75%
	No Religion/Atheist	1.62%	-	2.79%	1.81%
	Unknown	83.76%	66.67%	75.74%	81.76%
Sexual Orientation	Heterosexual	15.31%	19.44%	20.49%	14.55%
	Gay	-	-	-	0.06%
	Woman/Lesbian	-	-	-	0.08%
	Gay Man	-	-	0.16%	0.14%
	Bi-sexual	0.23%	-	-	0.04%
	Prefer not to say	0.70%	8.33%	0.98%	0.92%
	Other	-	-	-	0.04%
Unknown	83.76%	72.22%	78.36%	84.21%	
Pregnancy/ Maternity in the last 2 years	Yes	0.70%	5.56%	3.28%	3.83%
	No	99.30%	94.44%	96.72%	96.17%

Community Health and Wellbeing Directorate

9.4.4 Community Health and Wellbeing Directorate - Recruitment

		Applied	Shortlisted	Appointed	Community Health & Well Being	Whole Council
		777	152	23	610	5,093
Ethnicity	BAME	61.65%	45.39%	39.13%	43.11%	34.69%
	White	22.65%	38.82%	47.83%	47.21%	47.52%
	Unknown	15.70%	15.79%	13.04%	9.67%	17.79%
Sex	Male	45.05%	32.89%	21.74%	29.51%	21.58%
	Female	54.95%	67.11%	78.26%	70.49%	78.42%
Disability	Yes	4.63%	3.29%	4.35%	4.75%	1.59%
	No	92.79%	93.42%	95.65%	89.51%	87.57%
	Unknown	2.57%	3.29%	-	5.74%	10.84%
Age	16 to 24	6.56%	1.32%	-	0.66%	3.49%
	25 to 34	38.74%	28.95%	30.43%	9.18%	17.26%
	35 to 44	23.81%	28.29%	21.74%	21.48%	22.76%
	45 to 54	21.11%	26.97%	30.43%	36.07%	31.73%
	55 to 64	7.59%	11.18%	17.39%	27.05%	21.66%
	65+	0.26%	0.66%	-	5.57%	3.10%
	Unknown	1.93%	2.63%	-	-	-
Religion or Belief	Christianity	39.77%	38.16%	56.52%	11.97%	9.17%
	Hinduism	13.64%	7.89%	8.70%	4.10%	3.83%
	Islam	13.64%	9.87%	-	2.13%	1.16%
	Judaism	0.77%	1.32%	-	0.49%	0.47%
	Jainism	0.13%	-	-	0.66%	0.47%
	Sikh	1.54%	2.63%	-	0.33%	0.37%
	Buddhism	1.80%	1.97%	4.35%	0.16%	0.20%
	Zoroastrian	0.26%	-	-	-	0.02%
	Other	1.67%	0.66%	-	1.64%	0.75%
	No Religion/Atheist	15.06%	22.37%	17.39%	2.79%	1.81%
Unknown	11.71%	15.13%	13.04%	75.74%	81.76%	
Sexual Orientation	Heterosexual	84.30%	80.92%	91.30%	20.49%	14.55%
	Gay	-	-	-	-	-
	Woman/Lesbian	0.51%	0.66%	4.35%	-	0.06%
	Gay Man	1.29%	1.97%	-	0.16%	0.08%
	Bi-sexual	1.03%	-	-	-	0.14%
	Prefer not to say	-	-	-	0.98%	0.92%
	Other	-	-	-	-	0.04%
Unknown	12.87%	16.45%	4.35%	78.36%	84.21%	
Pregnancy/ Maternity in the last 2 years	Yes	3.22%	3.95%	-	3.28%	3.83%
	No	86.87%	82.24%	82.61%	96.72%	96.17%
	Unknown	9.91%	13.82%	17.39%	-	-

Community Health and Wellbeing Directorate

9.4.5 Community Health and Wellbeing Directorate - Employment Procedures

		Conduct			Capability			DAW		CH&WB 610	Whole Council 5,093
		13 Cases	5 Warnings	4 Dismissals	6 Cases	3 Warnings	2 Dismissals	5 Cases	3 Appeals		
Ethnicity	BAME	61.54%	80.00%	75.00%	66.67%	33.33%	100%	80.00%	66.67%	43.11%	34.69%
	White	23.08%	20.00%	-	33.33%	66.67%	-	-	-	47.21%	47.52%
	Unknown	15.38%	-	25.00%	-	-	-	20.00%	33.33%	9.67%	17.79%
Sex	Male	53.85%	40.00%	75.00%	16.67%	-	50.00%	20.00%	33.33%	29.51%	21.58%
	Female	46.15%	60.00%	25.00%	83.33%	100%	50.00%	80.00%	66.67%	70.49%	78.42%
Disability	Yes	7.69%	-	-	-	-	-	-	-	4.75%	1.59%
	No	92.31%	100%	100%	100%	100%	100%	100%	100%	89.51%	87.57%
	Not stated	-	-	-	-	-	-	-	-	5.74%	10.84%
Age	16 to 24	7.69%	-	25.00%	-	-	-	-	-	0.66%	3.49%
	25 to 34	7.69%	-	25.00%	-	-	-	20.00%	33.33%	9.18%	17.26%
	35 to 44	15.38%	20.00%	-	16.67%	-	-	60.00%	66.67%	21.48%	22.76%
	45 to 54	61.54%	60.00%	50.00%	16.67%	33.33%	-	20.00%	-	36.07%	31.73%
	55 to 64	7.69%	20.00%	-	66.67%	66.67%	100%	-	-	27.05%	21.66%
	65+	-	-	-	-	-	-	-	-	5.57%	3.10%
Religion or Belief	Christianity	20.00%	-	-	16.67%	-	50.00%	-	-	11.97%	9.17%
	Hinduism	-	-	-	-	-	-	-	-	4.10%	3.83%
	Islam	-	-	-	-	-	-	-	-	2.13%	1.16%
	Judaism	-	-	-	-	-	-	-	-	0.49%	0.47%
	Jainism	-	-	-	16.67%	-	50.00%	-	-	0.66%	0.47%
	Sikh	-	-	-	-	-	-	-	-	0.33%	0.37%
	Buddhism	-	-	-	-	-	-	-	-	0.16%	0.20%
	Zoroastrian	-	-	-	-	-	-	-	-	-	0.02%
	Other	-	-	-	-	-	-	-	-	1.64%	0.75%
	No Religion/ Atheist	-	-	-	-	-	-	-	-	2.79%	1.81%
Unknown	84.62%	80.00%	75.00%	66.67%	100%	-	100%	100%	75.74%	81.76%	
Sexual Orientation	Heterosexual	15.38%	20.00%	25.00%	16.67%	-	50.00%	-	-	20.49%	14.55%
	Gay Woman/ Lesbian	-	-	-	-	-	-	-	-	-	0.06%
	Gay Man	-	-	-	-	-	-	-	-	0.16%	0.08%
	Bi-sexual	-	-	-	-	-	-	-	-	-	0.14%
	Prefer not to say	-	-	-	-	-	-	-	-	0.98%	0.92%
	Other	-	-	-	-	-	-	-	-	-	0.04%
	Unknown	84.62%	80.00%	75.00%	83.33%	100%	50.00%	100%	100%	78.36%	84.21%
Pregnancy/ maternity in last 2 years?	Yes	-	-	-	-	-	-	20.00%	33.33%	3.28%	3.83%
	No	100%	100%	100%	100%	100%	100%	80.00%	66.67%	96.72%	96.17%

10. Workforce Profile - Agency Workers engaged through Pertemps

		Pertemps Headcount during March 2014 649 placements	Council Workforce Excluding Schools 2,192 employees	Harrow Community
Ethnicity	BAME	39.75%	34.69%	57.75%
	White	28.97%	47.52%	42.25%
	Prefer not to say	22.34%	No category	No category
	Incomplete/Unknown	8.94%	17.79%	No category
Sex	Male	37.90%	21.58%	49.59%
	Female	45.76%	78.42%	50.41%
	Prefer not to say	7.40%	No category	No category
	Incomplete/Unknown	8.94%	No category	No category
Disability	Yes	0.92%	1.59%	*Not collected in this format
	No	76.73%	87.57%	
	Prefer not to say	13.41%	No category	
	Incomplete/Unknown	8.94%	10.84%	
Age	16 to 24	9.09%	3.49%	13.43%
	25 to 34	35.29%	17.26%	20.50%
	35 to 44		22.76%	17.92%
	45 to 54	34.21%	31.73%	16.56%
	55 to 64		21.66%	13.27%
	65+	1.85%	3.10%	18.32%
	Prefer not to say	10.63%	No category	No category
	Incomplete/Unknown	8.94%	No category	No category
Religion or Belief	Christianity	32.20%	9.17%	37.3%
	Hinduism	6.32%	3.83%	25.3%
	Islam	0.00%	1.16%	12.50%
	Judaism	0.62%	0.47%	4.41%
	Jainism	0.31%	0.47%	No category
	Sikh	0.46%	0.37%	1.15%
	Buddhism	1.54%	0.20%	1.13%
	Zoroastrian	0.15%	0.02%	No category
	Other	0.00%	0.75%	2.49%
	No Religion/Atheist	6.78%	1.81%	9.60%
	Prefer not to say	36.36%	No category	No category
	Incomplete/Unknown	15.25%	81.76%	6.20%
Sexual Orientation	Heterosexual	63.48%	14.55%	No category
	Gay Woman/ Lesbian	0.31%	0.06%	
	Gay Man	0.31%	0.08%	
	Bi-sexual	0.15%	0.14%	
	Prefer not to say	26.19%	0.92%	
	Other	0.00%	0.04%	
	Incomplete/Unknown	9.55%	84.21%	
Pregnancy/ maternity in last 2 years	Yes	1.69%	3.83%	No category
	No	67.18%	96.17%	
	Prefer Not To Say	22.19%	No category	
	Incomplete/Unknown	8.94%	0.00%	

Council Paybands 2013/14

Payband	Salary in £s	Broadly equivalent to and will include
Band 1	Up to 18,768	G1 to G3
Band 2	18,769 - 30,390	G4 to G8
Band 3	30,391 - 41,610	G9 to G11
Band 4	41,611 - 60,054	MG1 – MG3
Band 5	60,055 - 92,886	MG4 and D1
Band 6	92,887 and above	D2 and above

G, MG and D grades - Harrow pay spine