

**REPORT  
FOR:**

**EMPLOYEES' CONSULTATIVE  
FORUM**

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**Date of  
Meeting:**

12 November 2015

**Subject:**

**INFORMATION REPORT (amended)**

Part 1 of Annual Equality in Employment  
Monitoring Report (Data and Corporate Equalities  
Action Plan update) for 1 April 2014 - 31 March  
2015 (Amended following meeting)

**Responsible  
Officer:**

Jon Turner  
Director of Human Resources and Organisation  
Development

**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 Workforce Profiles  
Agency Workers Workforce Profile  
(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 2016 ECF, will include analysis of the data (and by directorate) 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 of the equalities data for the year ending 31 March 2015, for consideration. The data is presented in a similar format to 2014/15.

In accordance with the approach taken in the previous year, it will be followed by a second report to ECF in January 2016. This report will contain a further analysis of the data (and by directorate) and any issues arising, update on progress against the Corporate Equalities Plan, and set out any new actions identified from the 2013/14 data.

Further analysis of the data relating to maternity is necessary and as a result is not shown in this report. The data relating to maternity will therefore be published in the second report.

### **2.2. Content**

Appendix 1 of this report contains an overview of the workforce profile as at 31 March 2015 across the whole Council and the available information from Pertemps, as our key partner organisation in hiring workers to fill Council positions, 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 2015 on recruitment, employment procedures, redeployment rates, leavers and take up of training opportunities.

As in last year's report although this is the third 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 a continued pattern of employees choosing not to state or declare their religion or belief and sexual orientation. This year again, in relation to gender reassignment, the numbers are very 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 2016**

We have made progress to address some of the issues in the last Corporate Equalities Action Plan. The Council still faces challenges in addressing these issues given the limited resources available. The Council's equalities agenda is best addressed through perhaps a

smaller number of objectives to achieve good, outcome focused actions for the benefit of its staff. Recommendations were also made in April 2014 following the external investigation into allegations of institutional racism, and additional actions agreed, which need to be progressed and continuously monitored.

As reported in last year's report the Corporate Equalities Group (CEG) is considering how the Council can approach equalities more widely, and a revised single Corporate Action Plan will be developed for 2015/16. Any issues identified from the analysis of the 2014/15 data, to be presented in the January 2016 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 2016.

### **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 2016, 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 7 - Contact Details and Background Papers**

**Contact:** Nicholas Toko, Interim Employee Relations Manager

# Annual Equality in Employment Monitoring Report

## Employment Data

### Appendix 1

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### Appendix 2

Agency Worker Workforce Profile (Pertemps)

Council Paybands 2014/15

## 1. How information is presented



### **Workforce Profile Data**

The Workforce Profile is a snapshot of the workforce as at 31 March 2015, 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 2014 Mid Year Estimates.

### **Recruitment**

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

## 2. Workforce Profile as at 31 March 2015

### 2.1 Race (Ethnicity)

	Whole Council			Excluding Schools			Harrow Community Data 2011 Census
	2013	2014	2015	2013	2014	2015	
	5,125	5,093	4,798	2,375	2,192	2,042	
Asian	24.08%	23.44%	27.34%	21.60%	21.58%	22.33%	42.59%
Black	9.00%	8.50%	9.44%	14.11%	14.37%	15.03%	8.24%
Mixed	2.15%	2.02%	2.33%	1.89%	2.05%	2.06%	3.97%
Any other ethnic group	0.86%	0.73%	1.06%	0.80%	0.68%	0.73%	2.95%
<b>Total BAME</b>	<b>36.08%</b>	<b>34.69%</b>	40.18%	<b>38.40%</b>	<b>38.69%</b>	40.16%	<b>57.75%</b>
<b>White</b>	<b>52.08%</b>	<b>47.52%</b>	52.17%	<b>54.44%</b>	<b>52.14%</b>	51.42%	<b>42.25%</b>
Unknown/Unclassified	11.84%	17.79%	7.65%	7.16%	9.17%	8.42%	0.00%

### 2.2 Sex

	Whole Council			Excluding Schools			Harrow Community Data 2014 Mid Year Estimates (ONS)
	2013	2014	2015	2013	2014	2015	
	5,125	5,093	4,798	2,375	2,192	2,042	
Male	22.36%	21.58%	21.72%	37.68%	38.28%	38.05%	49.70%
Female	77.64%	78.42%	78.28%	62.32%	61.72%	61.51%	50.30%

### 2.3 Disability

	Whole Council			Excluding Schools			Harrow Community Data 2011 Census
	2013	2014	2015	2013	2014	2015	
	5,125	5,093	4,798	2,375	2,192	2,042	
Yes	1.81%	1.59%	1.44%	3.33%	3.10%	2.94%	*Not collected in this format

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

## 2.4 Age

	Whole Council			Excluding Schools		
	2013	2014	2015	2013	2014	2015
	5,125	5,093	4,798	2,375	2,192	
16 to 24	3.34%	3.49%	3.83%	1.47%	1.19%	1.37%
25 to 34	17.39%	17.26%	17.22%	14.15%	13.46%	12.93%
35 to 44	22.67%	22.76%	23.59%	21.68%	21.44%	21.89%
45 to 54	32.76%	31.73%	31.20%	33.14%	32.53%	32.62%
55 to 64	21.15%	21.66%	21.05%	25.81%	26.69%	26.25%
65+	2.69%	3.10%	3.11%	3.75%	4.70%	4.95%

## 2.5 Religion or Belief

	Whole Council			Excluding Schools			Harrow Community Data 2011 Census
	2013	2014	2015	2013	2014	2015	
	5,125	5,093	4,798	2,375	2,192	2,042	
Christianity	9.17%	11.00%	8.13%	13.09%	12.09%	11.41%	37.30%
Hinduism	3.83%	4.12%	3.48%	4.00%	4.11%	4.31%	25.30%
Islam	1.16%	1.44%	0.90%	1.64%	1.46%	1.37%	12.50%
Judaism	0.47%	0.57%	0.35%	0.59%	0.50%	0.49%	4.40%
Jainism	0.47%	0.51%	0.42%	0.42%	0.41%	0.44%	2.17%
Sikh	0.37%	0.39%	0.35%	0.51%	0.50%	0.49%	1.20%
Buddhism	0.20%	0.20%	0.17%	0.25%	0.27%	0.24%	1.10%
Zoroastrian	0.02%	0.02%	0.02%	0%	0%	0.00%	0.07%
Other	0.75%	0.86%	0.73%	0.97%	1.00%	0.98%	0.26%
No Religion /Atheist	1.81%	2.09%	1.71%	2.78%	2.78%	2.89%	9.60%
Unknown	81.76%	78.81%	83.74%	75.75%	76.87%	77.38%	6.20%

## 2.6 Sexual Orientation

	Whole Council			Excluding Schools		
	2013	2014	2015	2013	2014	2015
	5,125	5,093	4,798	2,375	2,192	2,042
Heterosexual	15.92%	14.55%	14.17%	18.11%	18.57%	20.47%
Gay Woman/ Lesbian	0.06%	0.06%	0.06%	0.08%	0.09%	0.10%
Gay Man	0.08%	0.08%	0.17%	0.08%	0.14%	0.34%
Bi-sexual	0.14%	0.14%	0.17%	0.21%	0.27%	0.34%
Prefer not to say	1.07%	0.92%	1.00%	1.18%	1.14%	1.52%
Other	0.04%	0.04%	0.04%	0%	0%	0%
Unknown	82.69%	84.21%	84.39%	80.34%	79.79%	77.23%

## 2.7 Pregnancy and Maternity

	Whole Council			Excluding Schools		
	2013	2014	2015	2013	2014	2015
Year	5,125	5,093	4,798	2,375	2,192	2,042
Total Workforce	4.02% (206)	3.83% (195)	3.69% (177)	4.13% (98)	4.01% (88)	4.01% (82)

## 2.8 Gender Reassignment

The decision has been taken not to report on this protected characteristic as the low level of data available may identify individuals.

## 2.9 Workforce Profile by Payband and Protected Characteristic (see Appendix 2 for information on the Council Paybands)

		Paybands						Whole Council 4,798	Harrow Community Data 2011 Census
		1 1819	2 1565	3 1020	4 299	5 84	6 11		
Ethnicity	BAME	44.77%	39.17%	34.51%	27.42%	14.29%	0.00%	40.18%	57.75%
	White	44.75%	54.31%	56.18%	63.55%	79.76%	81.82%	52.17%	42.25%
	Unknown	7.48%	6.52%	9.31%	9.03%	5.95%	18.18%	7.65%	0.00%
Sex	Male	15.94%	26.84%	21.27%	25.75%	38.10%	54.55%	21.72%	49.70%
	Female	84.06%	73.16%	78.73%	74.25%	61.90%	45.45%	78.28%	50.30%
Disability	Yes	1.26%	1.79%	1.67%	0.00%	1.19%	0.00%	1.44%	Not collected
Age	16 to 24	4.67%	6.20%	0.20%	0.00%	0.00%	0.00%	3.83%	not relevant
	25 to 34	11.21%	23.26%	22.45%	9.36%	1.19%	0.00%	17.22%	
	35 to 44	24.57%	18.15%	28.14%	30.77%	23.81%	18.18%	23.59%	
	45 to 54	32.88%	30.48%	26.76%	35.45%	45.24%	45.45%	31.20%	
	55 to 64	22.43%	18.85%	20.98%	22.07%	27.38%	36.36%	21.05%	
	65+	4.23%	3.07%	1.47%	2.34%	2.38%	0.00%	3.11%	
Religion or Belief	Christianity	5.99%	8.95%	9.22%	12.71%	7.14%	27.27%	8.13%	37.30%
	Hinduism	4.34%	3.77%	1.96%	3.01%	0.00%	0.00%	3.48%	25.30%
	Islam	0.93%	1.15%	0.69%	0.33%	0.00%	0.00%	0.90%	12.50%
	Judaism	0.05%	0.38%	0.69%	0.67%	1.19%	0.00%	0.35%	4.40%
	Jainism	0.38%	0.51%	0.49%	0.00%	0.00%	0.00%	0.42%	2.17%
	Sikh	0.22%	0.26%	0.39%	1.34%	1.19%	0.00%	0.35%	1.20%
	Buddhism	0.11%	0.13%	0.29%	0.00%	1.19%	0.00%	0.17%	1.10%
	Zoroastrian	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%	0.02%	0.07%
	Other	0.77%	0.70%	0.88%	0.33%	0.00%	0.00%	0.73%	0.26%
	No Religion/ Atheist	0.93%	1.73%	2.06%	4.35%	4.76%	0.00%	1.71%	9.60%
Unknown	86.26%	82.36%	83.33%	77.26%	84.52%	72.73%	83.74%	6.20%	
Sexual Orientation	Heterosexual	9.51%	15.78%	16.76%	20.40%	27.38%	45.45%	14.17%	Not available
	Gay Woman/ Lesbian	0.00%	0.06%	0.20%	0.00%	0.00%	0.00%	0.06%	
	Gay Man	0.00%	0.19%	0.20%	1.00%	0.00%	0.00%	0.17%	
	Bi-sexual	0.16%	0.13%	0.10%	0.67%	0.00%	0.00%	0.17%	
	Prefer not to say	0.77%	1.15%	0.98%	2.01%	0.00%	0.00%	1.00%	
	Other	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%	
	Unknown	89.44%	82.68%	81.76%	75.92%	72.62%	54.55%	84.39%	
Pregnancy/ Maternity in last 2 yrs	Yes	1.48%	3.26%	7.84%	6.35%	0	0	0	

## 2.10 Workforce Profile - Full and Part time

		Full Time	Part Time	Whole Council
		2,396	2,402	4,798
<b>Ethnicity</b>	BAME	37.23%	43.13%	40.18%
	White	54.80%	49.54%	52.17%
	Unknown	7.97%	7.33%	7.65%
<b>Sex</b>	Male	35.73%	7.74%	21.72%
	Female	64.27%	92.26%	78.28%
<b>Disability</b>	Yes	1.71%	1.17%	1.44%
<b>Age</b>	16 to 24	4.76%	2.91%	3.83%
	25 to 34	24.67%	9.78%	17.22%
	35 to 44	22.33%	24.85%	23.59%
	45 to 54	28.21%	34.18%	31.20%
	55 to 64	18.16%	23.94%	21.05%
	65+	1.88%	4.33%	3.11%
<b>Religion Or Belief</b>	Christianity	8.47%	7.79%	8.13%
	Hinduism	2.46%	4.50%	3.48%
	Islam	0.90%	0.92%	0.90%
	Judaism	0.46%	0.25%	0.35%
	Jainism	0.29%	0.54%	0.42%
	Sikh	0.42%	0.29%	0.35%
	Buddhism	0.25%	0.08%	0.17%
	Zoroastrian	0.00%	0.04%	0.02%
	Other	0.71%	0.75%	0.73%
	No Religion/Atheist	2.29%	1.12%	1.71%
Unknown	83.76%	83.72%	83.74%	
<b>Sexual Orientation</b>	Heterosexual	15.98%	12.36%	14.17%
	Gay Woman/ Lesbian	0.04%	0.08%	0.06%
	Gay Man	0.25%	0.08%	0.17%
	Bi-sexual	0.17%	0.17%	0.17%
	Prefer not to say	1.13%	0.87%	1.00%
	Other	0.00%	0.08%	0.04%
	Unknown	82.43%	86.34%	84.39%
<b>Pregnancy/mat in last 2 years</b>	Yes	3.55%	3.87%	3.79%
	No	96.45%	96.13%	96.21%

### 3. Recruitment Whole Council (Schools not included)

This data relates only to recruitment carried out through Pertemps

		Applied	Shortlisted	Appointed	Council excluding Schools	Whole Council
		2378	482	163	2,042	4,798
<b>Ethnicity</b>	BAME	68.42%	59.65%	57.06%	40.16%	40.18%
	White	27.96%	36.65%	41.1%	51.42%	52.17%
	Unknown	3.62%	3.7%	1.84%	8.42%	7.65%
<b>Sex</b>	Male	48.86%	43.47%	48.16%	38.05%	21.72%
	Female	51.13%	56.54%	51.84%	61.51%	78.28%
<b>Disability</b>	Yes	2.57%	3.53%	3.68%	2.94%	1.44%
<b>Age</b>	16 to 24	11.40%	9.96%	12.27%	1.37%	3.83%
	25 to 44	56.31%	53.94%	58.90%	12.93%	40.81%
	45 to 64	28.64%	33.61%	26.38%	21.89%	52.25%
	65+	0.84%	0.62%	1.23%	32.62%	3.11%
	Unknown	2.82%	1.87%	1.23%	26.25%	0.00%
<b>Religion Or Belief</b>	Christianity	42.09%	45.85%	46.01%	11.41%	8.13%
	Hinduism	15.05%	12.24%	14.72%	4.31%	3.48%
	Islam	11.69%	6.02%	5.52%	1.37%	0.90%
	Judaism	0.71%	1.04%	1.23%	0.49%	0.35%
	Jainism	0.76%	0.21%	-	0.44%	0.42%
	Sikh	2.31%	2.49%	3.07%	0.49%	0.35%
	Buddhism	1.77%	1.66%	-	0.24%	0.17%
	Zoroastrian	-	-	-	0.00%	0.02%
	Other	2.1%	2.90%	-	0.98%	0.73%
	No Religion/ Atheist	15.52%	19.71%	23.93%	2.89%	1.71%
Unknown	7.99%	7.88%	5.52%	77.38%	83.74%	
<b>Sexual Orientation</b>	Heterosexual	86.59%	89.00%	92.02%	20.47%	14.17%
	Gay Woman/ Lesbian	0.05%	0.62%	-	0.10%	0.06%
	Gay Man	1.05%	1.24%	1.84%	0.34%	0.17%
	Bi-sexual	2.69%	2.28%	1.23%	0.34%	0.17%
	Prefer not to say	-	-	-	1.52%	1.00%
	Other	1.51%	0.21%	-	0.00%	0.04%
Unknown	7.65%	6.64%	4.91%	77.23%	84.39%	
<b>Pregnancy/ Maternity in last 2 years</b>	Yes	2.90%	2.70%	2.45%	4.01%	3.79%

#### 4. Employment Procedures

		Conduct			Capability			Dignity at Work		Whole Council
		Cases	Warnings	Dismissals	Cases	Warnings	Dismissals	Cases	Appeals	
		43	9	4	50	3	4	21	2	4,798
<b>Ethnicity</b>	BAME	37.21%	33.33%	25.00%	62.00%	33.33%	50.00%	47.62%	50.00%	40.18%
	White	51.16%	55.56%	50.00%	34.00%	66.67%	25.00%	47.62%	50.00%	52.17%
	Unknown	11.63%	11.11%	25.00%	4.00%	0.00%	0.00%	4.76%	0.00%	7.65%
<b>Sex</b>	Male	58.14%	66.67%	75.00%	50.00%	33.33%	75.00%	33.33%	50.00%	21.72%
	Female	41.86%	33.33%	25.00%	36.00%	66.67%	25.00%	66.67%	50.00%	78.28%
<b>Disability</b>	Disabled	4.65%	0.00%	0.00%	4.00%	0.00%	0.00%	4.76%	50.00%	1.44%
	16 to 24	9.30%	11.11%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.83%
	25 to 34	18.60%	22.22%	0.00%	14.00%	0.00%	0.00%	4.76%	0.00%	17.22%
	35 to 44	9.30%	0.00%	0.00%	22.00%	33.33%	25.00%	23.81%	0.00%	23.59%
	44 to 54	23.26%	33.33%	25.00%	24.00%	33.33%	0.00%	38.10%	50.00%	31.20%
	55 to 64	27.91%	22.22%	0.00%	38.00%	33.33%	75.00%	33.33%	50.00%	21.05%
	65+	11.63%	11.11%	25.00%	2.00%	0.00%	0.00%	0.00%	0.00%	3.11%
<b>Religion or Belief</b>	Christianity	6.98%	0.00%	0.00%	12.00%	0.00%	0.00%	9.52%	50.00%	8.13%
	Hinduism	2.33%	11.11%	0.00%	2.00%	0.00%	0.00%	0.00%	0.00%	3.48%
	Islam	0.00%	0.00%	0.00%	2.00%	33.33%	0.00%	0.00%	0.00%	0.90%
	Judaism	2.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.35%
	Jainism	0.00%	0.00%	0.00%	2.00%	0.00%	0.00%	0.00%	0.00%	0.42%
	Sikh	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.35%
	Buddism	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.17%
	Zoroastrian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%
	Other	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.73%
	No Religion/ Atheist	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.71%
	Unknown	88.37%	88.89%	100.00%	82.00%	66.67%	100.00%	90.48%	50.00%	83.74%
<b>Sexual Orientation</b>	Heterosexual	13.95%	122.22%	0.00%	16.00%	33.33%	0.00%	4.76%	50.00%	14.17%
	Gay Woman/ Lesbian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.06%
	Gay Man	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.17%
	Bisexual	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.17%
	Prefer not to say	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.00%
	Other	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%
	Unknown	86.05%	88.89%	100.00%	84.00%	66.67%	100.00%	90.48%	50.00%	84.39%
<b>Pre/mat in last 2 yrs</b>	Yes	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.69%

Ongoing cases as at 31 March 2015:

Capability 8  
 Conduct 6  
 DaW 11

Notes:

- The Grievance Procedure was previously known as Dignity At Work until 31<sup>st</sup> March 2015.
- No percentage figures have been calculated for data relating to fewer than 10 instances. This is to preserve confidentiality (i.e. avoid the identification of the one or two employees who have a particular characteristic) and prevent the reader from forming the illusion of the data having any statistical significance (the lack of statistical significance had been highlighted in previous versions of this report, but the presence of percentage figures led to queries which resulted in discussions about individual cases, essentially compromising the anonymity of the report and the privacy of the employees in question).

## 5. Redeployments 2014/15 (administered through Pertemps)

		Redeployment sought (all reasons) 73 employees	Successful Redeployments 19 employees	Not Redeployed 54 employees	Whole Council
<b>Ethnicity</b>	BAME	41.10%	42.11%	40.74%	40.18%
	White	53.42%	52.63%	53.70%	52.17%
	Unknown	5.48%	5.26%	5.56%	7.65%
<b>Sex</b>	Male	38.36%	36.84%	38.89%	21.72%
	Female	61.64%	63.16%	61.11%	78.28%
<b>Disability</b>	Yes	5.48%	5.26%	5.56%	1.44%
<b>Age</b>	16 to 24	0%	0.00%	0.00%	3.83%
	25 to 34	2.94%	5.56%	2.00%	17.22%
	35 to 44	17.65%	16.67%	18.00%	23.59%
	45 to 54	36.76%	55.56%	30.00%	31.20%
	55 to 64	36.76%	22.22%	42.00%	21.05%
	65+	5.88%	0.00%	8.00%	3.11%
	Unknown	0%	0.00%	0.00%	8.13%
<b>Religion or Belief</b>	Christianity	12.50%	21.05%	9.43%	3.48%
	Hinduism	11.11%	5.26%	13.21%	0.90%
	Islam	2.78%	0.00%	3.77%	0.35%
	Judaism	0.00%	0.00%	0.00%	0.42%
	Jainism	0.00%	0.00%	0.00%	0.35%
	Sikh	0.00%	0.00%	0.00%	0.17%
	Buddhism	0.00%	0.00%	0.00%	0.02%
	Zoroastrian	0.00%	0.00%	0.00%	0.73%
	Other	0.00%	0.00%	0.00%	1.71%
	No Religion/Atheist	4.17%	5.26%	3.77%	83.74%
Unknown	69.44%	68.42%	69.81%		
<b>Sexual Orientation</b>	Heterosexual	22.22%	11.11%	25.93%	14.17%
	Gay Woman/ Lesbian	0.00%	0.00%	0.00%	0.06%
	Gay Man	0.00%	0.00%	0.00%	0.17%
	Bi-sexual	0.00%	0.00%	0.00%	0.17%
	Prefer not to say	0.00%	0.00%	0.00%	1.00%
	Other	0.00%	0.00%	0.00%	0.04%
	Unknown	77.78%	88.89%	74.07%	84.39%
<b>Pregnancy/ Maternity in last 2 years</b>	Yes	1.37%	0.00%	1.85%	3.79%

## 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		71 (100%)	56 (78.87%)	3 (4.23%)	12 (16.9%)
<b>Ethnicity</b>	BAME	42.25%	42.86%	0.00%	50.00%
	White	46.48%	44.64%	100.00%	41.67%
	Unknown	11.26%	12.50%	0.00%	8.33%
<b>Disability</b>	Yes	0.00%	0.00%	0.00%	0.00%
<b>Age</b>	25 to 34	60.56%	58.92%	33.33%	75.00%
	35 to 44	39.44%	41.07%	66.66%	25.00%
<b>Religion or Belief</b>	Christianity	7.05%	8.93%	0.00%	0.00%
	Hinduism	1.41%	1.79%	0.00%	0.00%
	Islam	2.82%	1.79%	0.00%	8.33%
	Judaism	0.00%	0.00%	0.00%	0.00%
	Jainism	0.00%	0.00%	0.00%	0.00%
	Sikh	1.41%	1.79%	0.00%	0.00%
	Buddhism	0.00%	0.00%	0.00%	0.00%
	Zoroastrian	0.00%	0.00%	0.00%	0.00%
	Other	2.82%	3.57%	0.00%	0.00%
	No Religion/Atheist	2.82%	0.00%	33.33%	8.33%
Unknown	81.69%	82.14%	66.66%	83.33%	
<b>Sexual Orientation</b>	Heterosexual	12.68%	12.50%	0.00%	16.67%
	Gay Woman/ Lesbian	0.00%	0.00%	0.00%	0.00%
	Bi-sexual	0.00%	0.00%	0.00%	0.00%
	Prefer not to say	1.41%	0.00%	33.33%	0.00%
	Other	0.00%	0.00%	0.00%	0.00%
	Unknown	85.92%	87.50%	66.66%	83.33%

## 7. Leavers - by Protected Characteristic

		Ill Health Dismissal 14	Redundancy – compulsory 29	Redundancy – voluntary 29	Dismissals (including probation) 8	Resignations and other leavers 681	All leavers 761	Whole Council 4798
Ethnicity	BAME	42.86%	48.28%	20.69%	25.00%	31.57%	31.93%	40.18%
	White	50.00%	41.38%	68.97%	50.00%	58.00%	57.56%	52.17%
	Unknown	7.14%	10.34%	10.34%	25.00%	10.43%	10.51%	7.65%
Sex	Male	42.86%	37.93%	34.48%	50.00%	23.20%	24.84%	21.72%
	Female	57.14%	62.07%	65.52%	50.00%	76.80%	75.16%	78.28%
Disability	Yes	7.14%	3.45%	3.45%	0.00%	0.88%	1.18%	1.44%
Age	16-24	0.00%	0.00%	0.00%	25.00%	4.55%	4.34%	3.83%
	25-34	14.29%	0.00%	0.00%	12.50%	23.94%	21.81%	17.22%
	35-44	7.14%	20.69%	17.24%	0.00%	20.12%	19.58%	23.59%
	45-54	0.00%	31.03%	17.24%	37.50%	21.59%	21.55%	31.20%
	54-64	57.14%	44.83%	55.17%	12.50%	19.82%	22.73%	21.05%
	65+	21.43%	3.45%	10.34%	12.50%	9.99%	9.99%	3.11%
Religion or Belief	Christianity	0.00%	0.00%	20.69%	0.00%	7.64%	7.62%	8.13%
	Hinduism	0.00%	3.45%	3.45%	0.00%	2.94%	2.89%	3.48%
	Islam	0.00%	6.90%	0.00%	0.00%	1.47%	1.58%	0.90%
	Judaism	0.00%	0.00%	0.00%	0.00%	0.44%	0.39%	0.35%
	Jainism	0.00%	0.00%	0.00%	0.00%	0.15%	0.13%	0.42%
	Sikh	0.00%	0.00%	0.00%	0.00%	0.29%	0.26%	0.35%
	Buddhism	0.00%	0.00%	0.00%	0.00%	0.29%	0.26%	0.17%
	Zoroastrian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%
	Other	0.00%	0.00%	0.00%	0.00%	0.44%	0.39%	0.73%
	No religion/ Atheism	0.00%	0.00%	3.45%	0.00%	1.91%	1.84%	1.71%
Unknown	100.00%	89.66%	72.41%	100.00%	84.43%	84.63%	83.74%	
Sexual Orientation	Heterosexual	0.00%	3.45%	24.14%	12.50%	14.68%	14.32%	14.17%
	Gay Woman/ Lesbian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.06%
	Gay Man	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.17%
	Bi-sexual	0.00%	0.00%	0.00%	0.00%	0.29%	0.26%	0.17%
	Prefer not to say	0.00%	0.00%	0.00%	0.00%	0.44%	0.39%	1.00%
	Other	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%
	Unknown	100.00%	96.55%	75.86%	87.50%	84.58%	85.02%	84.39%
Pregnancy and Maternity	Yes							3.79%

## 8. Take Up of Training Opportunities 2014/15

### Attendance on Learning and Development Programme recorded on “My Learning” management system, by Headcount, 2015/15.

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
		994 delegates	2,042
<b>Ethnicity</b>	BAME	42.45%	40.16%
	White	45.37%	51.42%
	Unknown	12.17%	8.42%
<b>Sex</b>	Male	30.68%	38.05%
	Female	69.32%	61.51%
<b>Disability</b>	Yes	3.32%	2.94%
<b>Age</b>	16 to 24	1.31%	1.37%
	25 to 34	13.08%	12.93%
	35 to 44	21.43%	21.89%
	45 to 54	34.10%	32.62%
	55 to 64	24.45%	26.25%
	65+	2.52%	4.95%
	Unknown	3.12%	1.37%

## 9. Directorate Workforce Profiles

### 9.1 Resources Directorate

		Resources Directorate	Whole Council
		441	4,798
<b>Ethnicity</b>	BAME	43.54%	40.18%
	White	43.31%	52.17%
	Unknown	13.15%	7.65%
<b>Sex</b>	Male	74.15%	21.72%
	Female	25.85%	78.28%
<b>Disability</b>	Yes	1.81%	1.44%
<b>Age</b>	16 to 24	2.04%	3.83%
	25 to 34	17.23%	17.22%
	35 to 44	29.48%	23.59%
	45 to 54	28.57%	31.20%
	55 to 64	20.86%	21.05%
	65+	1.81%	3.11%
<b>Religion or Belief</b>	Christianity	7.48%	8.13%
	Hinduism	4.31%	3.48%
	Islam	0.91%	0.90%
	Judaism	0.00%	0.35%
	Jainism	0.45%	0.42%
	Sikh	0.91%	0.35%
	Buddhism	0.00%	0.17%
	Zoroastrian	0.00%	0.02%
	Other	0.45%	0.73%
	No Religion/Atheist	2.95%	1.71%
Unknown	82.54%	83.74%	
<b>Sexual Orientation</b>	Heterosexual	13.38%	14.17%
	Gay Woman/Lesbian	0.00%	0.06%
	Gay Man	0.45%	0.17%
	Bi-sexual	0.00%	0.17%
	Prefer not to say	0.68%	1.00%
	Other	0.00%	0.04%
	Unknown	85.49%	84.39%
<b>Pregnancy/ Maternity</b>	Yes	7.92%	3.69%

## 9.2 Children & Families Directorate

		C&F Directorate	Whole Council
		3,243	4,798
<b>Ethnicity</b>	BAME	40.89%	40.18%
	White	52.08%	52.17%
	Unknown	7.03%	7.65%
<b>Sex</b>	Male	12.06%	21.72%
	Female	87.94%	78.28%
<b>Disability</b>	Yes	0.49%	1.44%
<b>Age</b>	16 to 24	4.90%	3.83%
	25 to 34	19.24%	17.22%
	35 to 44	23.90%	23.59%
	45 to 54	30.34%	31.20%
	55 to 64	19.30%	21.05%
	65+	2.19%	3.11%
<b>Religion or Belief</b>	Christianity	7.34%	8.13%
	Hinduism	3.40%	3.48%
	Islam	0.59%	0.90%
	Judaism	0.31%	0.35%
	Jainism	0.40%	0.42%
	Sikh	0.28%	0.35%
	Buddhism	0.12%	0.17%
	Zoroastrian	0.03%	0.02%
	Other	0.71%	0.73%
	No Religion/ Atheist	1.26%	1.71%
Unknown	85.57%	83.74%	
<b>Sexual Orientation</b>	Heterosexual	12.09%	14.17%
	Gay Woman/ Lesbian	0.09%	0.06%
	Gay Man	0.06%	0.17%
	Bi-sexual	0.15%	0.17%
	Prefer not to say	0.89%	1.00%
	Other	0.06%	0.04%
	Unknown	86.65%	84.39%
<b>Pregnancy/ Maternity</b>	Yes	3.22%	3.69%

### 9.3 Environment and Enterprise Directorate

		Environment & Enterprise 452	Whole Council 4,798
Ethnicity	BAME	26.33%	40.18%
	White	66.37%	52.17%
	Unknown	7.30%	7.65%
Sex	Male	77.88%	21.72%
	Female	22.12%	78.28%
Disability	Yes	1.99%	1.44%
Age	16 to 24	2.21%	3.83%
	25 to 34	13.72%	17.22%
	35 to 44	19.91%	23.59%
	45 to 54	33.41%	31.20%
	55 to 64	25.22%	21.05%
	65+	5.53%	3.11%
Religion or Belief	Christianity	10.18%	8.13%
	Hinduism	2.21%	3.48%
	Islam	1.11%	0.90%
	Judaism	0.88%	0.35%
	Jainism	0.00%	0.42%
	Sikh	0.22%	0.35%
	Buddhism	0.44%	0.17%
	Zoroastrian	0.00%	0.02%
	Other	0.22%	0.73%
	No Religion/Atheist	1.77%	1.71%
Unknown	82.96%	83.74%	
Sexual Orientation	Heterosexual	16.59%	14.17%
	Gay Woman/Lesbian	0.00%	0.06%
	Gay Man	0.22%	0.17%
	Bi-sexual	0.66%	0.17%
	Prefer not to say	1.55%	1.00%
	Other	0.00%	0.04%
	Unknown	80.97%	84.39%
Pregnancy/ Maternity	Yes	1.55%	3.69%
	No		

## 9.4 Community Health and Well Being Directorate

		CHWB Directorate	Whole Council
		679	4,798
<b>Ethnicity</b>	BAME	45.07%	40.18%
	White	47.72%	52.17%
	Unknown	7.22%	7.65%
<b>Sex</b>	Male	27.54%	21.72%
	Female	72.46%	78.28%
<b>Disability</b>	Yes	5.30%	1.44%
<b>Age</b>	16 to 24	0.89%	3.83%
	25 to 34	9.43%	17.22%
	35 to 44	20.77%	23.59%
	45 to 54	35.94%	31.20%
	55 to 64	26.95%	21.05%
	65+	6.04%	3.11%
<b>Religion or Belief</b>	Christianity	11.05%	8.13%
	Hinduism	4.86%	3.48%
	Islam	2.21%	0.90%
	Judaism	0.44%	0.35%
	Jainism	0.74%	0.42%
	Sikh	0.44%	0.35%
	Buddhism	0.29%	0.17%
	Zoroastrian	0.00%	0.02%
	Other	1.33%	0.73%
	No Religion/Atheist	2.95%	1.71%
	Unknown	75.70%	83.74%
<b>Sexual Orientation</b>	Heterosexual	23.27%	14.17%
	Gay Woman/Lesbian	0.00%	0.06%
	Gay Man	0.44%	0.17%
	Bi-sexual	0.00%	0.17%
	Prefer not to say	1.47%	1.00%
	Other	0.00%	0.04%
	Unknown	74.82%	84.39%
<b>Pregnancy/ Maternity</b>	Yes	3.78%	3.69%
	No		

## 10. Workforce Profile - Agency Workers engaged through Pertemps

		<b>Pertemps Headcount during March 2015 624 placements</b>	<b>Council excluding Schools 2,402</b>
<b>Ethnicity</b>	BAME	36.76%	40.16%
	White	32.26%	51.42%
	Prefer not to say	23.92%	8.42%
	Incomplete/Unknown	7.06%	0
<b>Sex</b>	Male	38.52%	38.05%
	Female	46.55%	61.51%
	Prefer not to say	7.87%	0
	Incomplete/Unknown	7.06%	0
<b>Disability</b>	Yes	1.13%	2.94%
	No	78.39%	0
	Prefer not to say	13.39%	0
	Incomplete/Unknown	7.10%	0
<b>Age</b>	16 to 24	8.41%	1.37%
	25 to 34	23.36%	12.93%
	35 to 44	19.78%	21.89%
	45 to 54	26.01%	32.62%
	55 to 64	18.54%	26.25%
	65+	3.89%	4.95%
	Unknown	0	0
	Prefer not to say	0	0
<b>Religion or Belief</b>	Christianity	31.25%	11.41%
	Hinduism	7.47%	4.31%
	Islam	-	1.37%
	Judaism	1.04%	0.49%
	Jainism	0.87%	0.44%
	Sikh	0.52%	0.49%
	Buddhism	0.52%	0.24%
	Zoroastrian	0.17%	0.00%
	Other	-	0.98%
	No Religion/Atheist	9.90%	2.98%
	Prefer not to say	40.63%	0
Incomplete/Unknown	7.64%	77.38%	
<b>Sexual Orientation</b>	Heterosexual	64.40%	20.47%
	Gay Woman/ Lesbian	0.16%	0.10%
	Gay Man	0.32%	0.34%
	Bi-sexual	0.32%	0.34%
	Prefer not to say	27.67%	1.52%
	Other	-	0
	Incomplete/Unknown	7.12%	77.23%
<b>Pregnancy/mat in last 2 years</b>	Yes	1.93%	4.01%
	No	64.85%	
	Prefer not to say	26.16	
	Incomplete/Unknown	7.06	

## Appendix 2

### 2014/15 Paybands

Payband	Salary in £s	Broadly equivalent to and will include
Band 1	Up to 19,182	G1 to G3
Band 2	19,183 - 31,059	G4 to G8
Band 3	31,060 - 42,525	G9 to G11
Band 4	42,526 - 61,377	MG1 - MG3
Band 5	61,378 - 94,929	MG4 and D1
Band 6	94,930 and above	D2 and above

*G grades - Harrow pay spine*