Appendix 2

Harrow Council Annual Equalities Report

Supporting Employee Diversity Data Tables 2017-18

Section 1

1. Workforce Profile as at 31 March 2018

1.1 Ethnicity

	Whole Council			Excluding Schools			Harrow Community data 2011 Census
	2016	2017	2018	2016	2017	2018	
	4,901	4,894	4,715	2,028	2,052	2,015	
Asian	28.24%	29.14%	29.57%	23.37%	23.20%	24.22%	42.59%
Black	9.83%	9.89%	9.78%	15.68%	15.59%	15.09%	8.24%
Mixed	2.45%	2.76%	2.93%	2.07%	2.58%	2.68%	3.97%
Any other ethnic group	1.10%	1.37%	1.46%	0.89%	1.17%	1.24%	2.95%
Total BAME	**41.62%**	**43.15%**	**43.73%**	**42.01%**	**42.54%**	**43.23%**	**57.75%**
White	**50.70%**	**49.47%**	**48.97%**	**49.41%**	**49.07%**	**48.09%**	**42.25%**
Unknown/Unclassified	7.67%	7.38%	7.30%	8.58%	8.38%	8.68%	0.00%

1.2 Gender

	Whole Council			Excluding Schools			Harrow Community data 2011 Census
	2016	2017	2018	2016	2017	2018	
	4,901	4,894	4,715	2,028	2,052	2,015	
Male	21.98%	22.37%	22.88%	38.26%	38.55%	38.31%	49.70%
Female	78.02%	77.61%	77.12%	61.74%	61.45%	61.79%	50.30%

1.3 Disability

	Whole Council			Excluding Schools			Harrow Community data 2011 Census
	2016	2017	2018	2016	2017	2018	
	4,901	4,894	4,715	2,028	2,052	2,015	
Yes	1.45%	2.19%	1.99%	2.91%	4.53%	4.12%	N/A
No	49.65%	54.88%	58.90%	37.97%	44.25%	49.28%	
Prefer not to say	0.10%	0.16%	0.23%	0.25%	0.34%	0.50%	
Unknown	48.60%	42.77%	38.88%	58.88%	50.88%	46.10%	

*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.

The option of "Prefer not to say" was introduced in mid-2016.

1.4 Age

	Whole Council			Excluding Schools		
	2016	2017	2018	2016	2017	2018
	4,901	4,894	4,715	2,028	2,052	2,015
16 to 24	4.28%	4.50%	3.75%	2.17%	2.68%	2.43%
25 to 34	17.63%	17.63%	18.77%	13.71%	13.89%	15.53%
35 to 44	23.30%	23.01%	23.16%	21.55%	21.83%	21.24%
45 to 54	30.34%	29.36%	28.34%	30.82%	29.29%	27.99%
55 to 64	21.16%	22.13%	22.31%	26.53%	26.85%	27.34%
65+	3.29%	3.35%	3.67%	5.23%	5.46%	5.46%

1.5 Religion or Belief

	Whole Council			Excluding Schools			Harrow Community data 2011 Census
	2016	2017	2018	2016	2017	2018	
	4,901	4,894	4,715	2,028	2,052	2,015	
Christianity	8.37%	10.11%	10.31%	13.26%	18.52%	19.35%	37.30%
Hinduism	3.59%	3.92%	4.01%	4.93%	5.95%	6.25%	25.30%
Islam	1.14%	1.49%	1.74%	2.02%	3.02%	3.72%	12.50%
Judaism	0.35%	0.41%	0.49%	0.49%	0.68%	0.94%	4.40%
Jainism	0.41%	0.39%	0.38%	0.44%	0.49%	0.50%	2.17%
Sikh	0.39%	0.55%	0.42%	0.64%	1.02%	0.74%	1.20%
Buddhism	0.16%	0.16%	0.21%	0.25%	0.24%	0.35%	1.10%
Zoroastrian	0.02%	0.02%	0.02%	0.00%	0.00%	0.00%	0.07%
Other	0.69%	1.00%	1.04%	0.99%	1.85%	1.84%	0.26%
No religion/Atheist	1.96%	3.58%	4.05%	3.70%	7.60%	8.68%	9.60%
Unknown	82.92%	78.36%	77.33%	73.27%	60.62%	57.62%	6.20%

1.6 Sexual Orientation

	Whole Council			Excluding Schools		
	2016	2017	2018	2016	2017	2018
	4,901	4,894	4,715	2,028	2,052	2,015
Heterosexual	15.34%	18.39%	19.96%	25.25%	33.87%	37.82%
Gay Woman/Lesbian	0.06%	0.08%	0.13%	0.10%	0.15%	0.25%
Gay Man	0.18%	0.18%	0.21%	0.44%	0.44%	0.50%
Bi-sexual	0.18%	0.22%	0.19%	0.39%	0.49%	0.45%
Prefer not to say	0.78%	0.92%	0.93%	1.04%	1.46%	1.59%
Other	0.08%	0.08%	0.17%	0.05%	0.05%	0.25%
Unknown	83.37%	80.12%	78.41%	72.73%	63.55%	59.16%

1.7 Pregnancy and Maternity

	Whole Council			Excluding Schools		
	2016	2017	2018	2016	2017	2018
	4,901	4,894	4,715	2,028	2,052	2,015
Employees have been pregnant or taken maternity leave in the 2 years ending on 31 March 2018	3.98% (195)	4.31% (211)	3.82% (180)	3.70% (75)	3.80% (78)	2.98% (60)

1.8 Gender Reassignment

In previous years, the decision was taken not to report on this protected characteristic as due to the low numbers involved, it may be possible to identify individuals. As at 31 March 2018, one member of staff disclosed that they had or were undergoing gender reassignment.

Section 2

2.1 Workforce Profile by Pay Band and Protected Characteristic
(including schools) (See Section 5 for information on the Council Pay bands)

	Pay Band							Harrow Community Data 2011 Census
	1	**2**	**3**	**4**	**5**	**6**	**Whole Council**	
No. of Employees	1675	1520	1116	297	95	12	4715	N/A
Ethnicity	**1**	**2**	**3**	**4**	**5**	**6**	**Whole Council**	
BAME	51.52%	43.95%	37.90%	27.95%	25.26%	8.33%	43.73%	57.75%
White	42.15%	49.01%	54.12%	59.60%	71.58%	75.00%	48.97%	42.25%
Unknown	6.33%	7.04%	7.97%	12.46%	3.16%	16.67%	7.30%	0.00%
Gender	**1**	**2**	**3**	**4**	**5**	**6**	**Whole Council**	
Male	16.96%	27.57%	22.22%	27.61%	40.00%	66.67%	22.88%	49.70%
Female	83.04%	72.43%	77.78%	72.39%	60.00%	33.33%	77.12%	50.30%
Unknown	-	-	-	-	-	-	-	
Disability	**1**	**2**	**3**	**4**	**5**	**6**	**Whole Council**	
Yes	1.37%	2.63%	2.15%	1.01%	4.21%	0.00%	1.99%	
No	59.28%	57.89%	60.13%	57.24%	56.84%	75.00%	58.90%	
Prefer not to say	0.18%	0.13%	0.45%	0.00%	1.05%	0.00%	0.23%	N/A
Unknown	39.16%	39.34%	37.28%	41.75%	37.89%	25.00%	38.88%	
Age Range	**1**	**2**	**3**	**4**	**5**	**6**	**Whole Council**	
16 to 24	4.42%	5.99%	0.99%	0.34%	-	-	3.75%	
25 to 34	10.21%	23.22%	29.39%	10.10%	3.16%	-	18.77%	
35 to 44	23.04%	18.29%	27.33%	32.66%	26.32%	8.33%	23.16%	
45 to 54	32.36%	27.43%	20.70%	34.34%	42.11%	33.33%	28.34%	N/A
55 to 64	23.94%	21.91%	20.25%	20.20%	26.32%	58.33%	22.31%	
65+	6.03%	3.16%	1.34%	2.36%	2.11%	-	3.67%	
Unknown	-	-	-	-	-	-	-	
Religion	**1**	**2**	**3**	**4**	**5**	**6**	**Whole Council**	
Christianity	6.81%	9.87%	12.90%	20.54%	12.63%	41.67%	10.31%	37.30%
Hinduism	3.70%	5.72%	2.87%	2.36%	1.05%	-	4.01%	25.30%
Islam	1.01%	2.89%	1.61%	0.67%	1.05%	-	1.74%	12.50%
Judaism	0.18%	0.59%	0.54%	0.67%	3.16%	-	0.49%	4.40%
Jainism	0.36%	0.53%	0.27%	0.34%	-	-	0.38%	2.17%
Sikh	0.24%	0.46%	0.45%	1.01%	1.05%	-	0.42%	1.20%
Buddhism	0.18%	0.20%	0.27%	-	1.05%	-	0.21%	1.10%
Zoroastrian	-	0.07%	-	-	-	-	0.02%	0.07%
Other	0.72%	1.38%	1.34%	0.34%	-	-	1.04%	0.26%
No Religion/Atheist	1.73%	4.61%	5.02%	9.76%	5.26%	16.67%	4.05%	9.60%
Unknown	85.07%	73.68%	74.73%	64.31%	74.74%	41.67%	77.33%	6.20%

Marital Status	1	2	3	4	5	6	Whole Council	Harrow Community Data 2011 Census
Marr.	35.16%	31.84%	31.36%	39.39%	43.16%	33.33%	33.62%	
Single	14.75%	23.88%	22.49%	22.56%	17.89%	41.67%	20.15%	
Sep.	0.42%	0.46%	0.72%	0.34%	0.00%	0.00%	0.49%	
Civil Partnership	0.06%	0.20%	0.09%	0.00%	0.00%	0.00%	0.11%	N/A
Div.	0.96%	2.70%	1.16%	1.68%	1.05%	0.00%	1.61%	
Wid.	0.30%	0.33%	0.27%	0.67%	0.00%	0.00%	0.32%	
Unknown	48.36%	40.59%	43.91%	35.35%	37.89%	25.00%	43.71%	
Sexual Orientation	1	2	3	4	5	6	Whole Council	
Heterosexual	11.28%	24.14%	23.92%	27.61%	29.47%	66.67%	19.96%	
Gay Woman/Lesbian	-	0.20%	0.27%	-	-	-	0.13%	
Gay Man	-	0.20%	0.45%	0.67%	-	-	0.21%	N/A
Bi-sexual	0.12%	0.26%	0.09%	0.34%	1.05%	-	0.19%	
Prefer not to say	0.60%	0.72%	1.25%	2.69%	1.05%	-	0.93%	
Other	0.12%	0.07%	0.36%	-	1.05%	-	0.17%	
Unknown	87.88%	74.41%	73.66%	68.69%	67.37%	33.33%	78.41%	
Maternity during last two years	1	2	3	4	5	6	Whole Council	
Yes	1.73%	2.63%	8.51%	4.71%	2.11%	0.00%	3.82%	N/A
No	98.27%	97.37%	91.49%	95.29%	97.89%	100.00%	96.18%	

2.2 Workforce Profile (including schools) – Full and Part time

	Full Time (FT)	Part Time (PT)	Whole Council	Harrow Community Data 2011 Census
No. of Employees	**2440**	**2275**	**4715**	
Ethnicity	**FT**	**PT**	**Whole Council**	
BAME	40.12%	47.60%	43.73%	57.75%
White	52.54%	45.14%	48.97%	42.25%
Unknown	7.34%	7.25%	7.30%	0.00%
Gender	**FT**	**PT**	**Whole Council**	
Male	36.07%	8.75%	22.88%	49.70%
Female	63.93%	91.25%	77.12%	50.30%
Unknown	-	-	-	
Disability	**FT**	**PT**	**Whole Council**	
Yes	2.50%	1.45%	1.99%	
No	60.29%	57.41%	58.90%	N/A
Prefer not to say	0.33%	0.13%	0.23%	
Unknown	36.89%	41.01%	38.88%	
Age Range	**FT**	**PT**	**Whole Council**	
16 to 24	4.96%	2.46%	3.75%	
25 to 34	27.17%	9.76%	18.77%	
35 to 44	21.93%	24.48%	23.16%	
45 to 54	24.84%	32.09%	28.34%	N/A
55 to 64	19.30%	25.54%	22.31%	
65+	1.80%	5.67%	3.67%	
Unknown	-	-	-	
Religion/Belief	**FT**	**PT**	**Whole Council**	
Christianity	13.93%	6.42%	10.31%	37.30%
Hinduism	3.98%	4.04%	4.01%	25.30%
Islam	2.70%	0.70%	1.74%	12.50%
Judaism	0.53%	0.44%	0.49%	4.40%
Jainism	0.37%	0.40%	0.38%	2.17%
Sikh	0.57%	0.26%	0.42%	1.20%
Buddhism	0.29%	0.13%	0.21%	1.10%
Zoroastrian	-	0.04%	0.02%	0.07%
Other	1.48%	0.57%	1.04%	0.26%
No Religion/Atheist	6.27%	1.67%	4.05%	9.60%
Unknown	69.88%	85.32%	77.33%	6.20%

Marital Status	FT	PT	Whole Council	Harrow Community Data 2011 Census
Married.	27.54%	40.13%	33.62%	
Single	28.81%	10.86%	20.15%	
Separated.	0.49%	0.48%	0.49%	
Civil Partnership	0.12%	0.09%	0.11%	N/A
Divorced.	1.35%	1.89%	1.61%	
Widowed.	0.20%	0.44%	0.32%	
Unknown	41.48%	46.11%	43.71%	
Sexual Orientation	FT	PT	Whole Council	
Heterosexual	27.30%	12.09%	19.96%	
Gay Woman/Lesbian	0.12%	0.13%	0.13%	
Gay Man	0.37%	0.04%	0.21%	
Bi-sexual	0.29%	0.09%	0.19%	N/A
Prefer not to say	1.27%	0.57%	0.93%	
Other	0.20%	0.13%	0.17%	
Unknown	70.45%	86.95%	78.41%	
Maternity during last two years	FT	PT	Whole Council	.
Yes	2.79%	4.92%	3.82%	N/A
No	97.21%	95.08%	96.18%	

Section 3

3.1 Council Recruitment (Schools not included)

This data relates only to recruitment carried out through Pertemps

Characteristic	Group	Applied 3080		Shortlisted 836		Appointed 242	
		nos.	%	nos.	%	nos.	%
Ethnicity	BAME	2551	82.82%	559	66.87%	140	57.85%
	White	433	14.06%	253	30.26%	101	41.74%
	Unknown	96	3.12%	24	2.87%	1	0.41%
Gender	Male	1292	41.95%	314	37.56%	104	42.98%
	Female	1713	55.62%	507	60.65%	134	55.37%
	Unknown	75	2.44%	15	1.79%	4	1.65%
Disability	Yes	49	1.59%	20	2.39%	4	1.65%
	No	2879	93.47%	772	92.34%	229	94.63%
	Prefer not to say	152	4.94%	44	5.26%	9	3.72%
Age	16 - 24 years	621	20.16%	153	18.30%	39	16.12%
	25 - 44 years	1649	53.54%	436	52.15%	137	56.61%
	45 - 64 years	711	23.08%	223	26.67%	62	25.62%
	65 & over	8	0.26%	3	0.36%	1	0.41%
	Prefer not to say	89	2.89%	21	2.51%	3	1.24%
	Under 16	2	0.06%	0	0.00%	0	0.00%
Religion or Belief	Buddhism	31	1.01%	5	0.60%	2	0.83%
	Christianity	1265	41.07%	340	40.67%	102	42.15%
	Hinduism	396	12.86%	107	12.80%	19	7.85%
	Islam	493	16.01%	115	13.76%	37	15.29%
	Jainism	19	0.62%	4	0.48%	0	0.00%
	Judaism	21	0.68%	5	0.60%	2	0.83%
	No religion / Atheist	544	17.66%	177	21.17%	63	26.03%
	Prefer not to say	257	8.34%	66	7.89%	15	6.20%
	Sikh	53	1.72%	17	2.03%	2	0.83%
	Zoroastrian	1	0.03%	0	0.00%	0	0.00%
Sexual Orientation	Bisexual	67	2.18%	8	0.96%	0	0.00%
	Gay Man	35	1.14%	6	0.72%	4	1.65%
	Gay Woman / Lesbian	17	0.55%	4	0.48%	2	0.83%
	Heterosexual	2756	89.48%	767	91.75%	224	92.56%
	Prefer not to say	205	6.66%	51	6.10%	12	4.96%
Pregnancy/ Maternity	Yes	95	3.08%	15	1.79%	4	1.65%
	No	2849	92.50%	787	94.14%	230	95.04%
	Prefer not to say	136	4.42%	34	4.07%	8	3.31%

3.2 Redeployment 2017/18 (administered through Pertemps)

Characteristic	Grouping	Redeployees (27)		Redeployed (9)		Not Redeployed (18)	
		nos.	%	nos.	%	nos.	%
Ethnicity	BAME	16	59.26%	3	33.33%	13	72.22%
	White	11	40.74%	6	66.67%	5	27.78%
	Unknown	0	0.00%	0	0.00%	0	0.00%
Gender	Male	9	33.33%	6	66.67%	3	16.67%
	Female	18	66.67%	3	33.33%	15	83.33%
	Unknown	0	0.00%	0	0.00%	0	0.00%
Disability	Yes	1	3.70%	0	0.00%	1	5.56%
	No	25	92.59%	9	100.00%	16	88.89%
	Prefer not to say	1	3.70%	0	0.00%	1	5.56%
Age	16 - 24 years	1	3.70%	0	0.00%	1	5.56%
	25 - 44 years	11	40.74%	5	55.56%	6	33.33%
	45 - 64 years	13	48.15%	4	44.44%	9	50.00%
	65 & over	0	0.00%	0	0.00%	0	0.00%
	Prefer not to say	2	7.41%	0	0.00%	2	11.11%
	Under 16	0	0.00%	0	0.00%	0	0.00%
Religion or Belief	Buddhism	0	0.00%	0	0.00%	0	0.00%
	Christianity	12	44.44%	4	44.44%	8	44.44%
	Hinduism	2	7.41%	0	0.00%	2	11.11%
	Islam	2	7.41%	1	11.11%	1	5.56%
	Jainism	0	0.00%	0	0.00%	0	0.00%
	Judaism	0	0.00%	0	0.00%	0	0.00%
	No religion / Atheist	4	14.81%	2	22.22%	2	11.11%
	Prefer not to say	5	18.52%	2	22.22%	3	16.67%
	Sikh	2	7.41%	0	0.00%	2	11.11%
	Zoroastrian	0	0.00%	0	0.00%	0	0.00%
Sexual Orientation	Bisexual	0	0.00%	0	0.00%	0	0.00%
	Gay Man	1	3.70%	1	11.11%	0	0.00%
	Gay Woman / Lesbian	0	0.00%	0	0.00%	0	0.00%
	Heterosexual	24	88.89%	7	77.78%	17	94.44%
	Prefer not to say	2	7.41%	1	11.11%	1	5.56%
Pregnancy/ Maternity	Yes	3	11.11%	0	0.00%	3	16.67%
	No	24	88.89%	9	100.00%	15	83.33%
	Prefer not to say	0	0.00%	0	0.00%	0	0.00%

3.3 Maternity – Return to Work Rates – by Protected Characteristic

	Returned to work & stayed beyond 4 months	Returned but left within 4 months	Did not return	Total
Employee nos.	66	7	19	92

Ethnicity	Returned to work & stayed beyond 4 months	Returned but left within 4 months	Did not return	Total
BAME	34.85%	57.14%	31.58%	35.87%
White	51.52%	42.86%	57.89%	52.17%
Unknown	13.64%	-	10.53%	11.96%

Disability	Returned to work & stayed beyond 4 months	Returned but left within 4 months	Did not return	Total
Yes	-	14.29%	5.26%	2.17%
No	59.09%	57.14%	68.42%	60.87%
Unknown	40.91%	28.57%	26.32%	36.96%

Age Range	Returned to work & stayed beyond 4 months	Returned but left within 4 months	Did not return	Total
16 to 24	1.52%	-	5.26%	2.17%
25 to 34	45.45%	85.71%	52.63%	50.00%
35 to 44	53.03%	14.29%	42.11%	47.83%

Religion or Belief	Returned to work & stayed beyond 4 months	Returned but left within 4 months	Did not return	Total
Christianity	4.55%	14.29%	10.53%	6.52%
Hinduism	4.55%	14.29%	-	4.35%
Islam	-	-	10.53%	2.17%
Other	1.52%	-	-	1.09%
Unknown	89.39%	71.43%	78.95%	85.87%

Marital Status	Returned to work & stayed beyond 4 months	Returned but left within 4 months	Did not return	Total
Married.	18.18%	28.57%	26.32%	20.65%
Single	24.24%	28.57%	21.05%	23.91%
Unknown	57.58%	42.86%	52.63%	55.43%

Sexual Orientation	Returned to work & stayed beyond 4 months	Returned but left within 4 months	Did not return	Total
Heterosexual/Straight	12.12%	28.57%	21.05%	15.22%
Bisexual	1.52%	-	-	1.09%
Unknown	86.36%	71.43%	78.95%	83.70%

3.4 Leavers – by Protected Characteristic and Pay Band

	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	All leavers
Employee Nos.	11	34	39	9	879	972

Ethnicity	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	Total
BAME	36.36%	29.41%	56.41%	44.44%	40.27%	40.53%
White	54.55%	55.88%	38.46%	55.56%	49.37%	49.28%
Unknown	9.09%	14.71%	5.13%	-	10.35%	10.19%

Gender	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	Total
Male	18.18%	32.35%	7.69%	55.56%	20.36%	20.58%
Female	81.82%	67.65%	92.31%	44.44%	79.64%	79.42%

Disability	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	Total
Yes	18.18%	-	-	11.11%	1.71%	1.85%
No	36.36%	58.82%	38.46%	44.44%	75.88%	73.05%
Unknown	45.45%	41.18%	61.54%	44.44%	22.41%	25.10%

Age Range	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	Total
16 to 24	-	-	2.56%	11.11%	4.89%	4.63%
25 to 34	-	8.82%	-	22.22%	30.03%	27.67%
35 to 44	-	11.76%	10.26%	-	22.18%	20.88%
45 to 54	18.18%	26.47%	35.90%	22.22%	19.68%	20.58%
55 to 64	81.82%	41.18%	43.59%	44.44%	17.52%	20.37%
65+	-	11.76%	7.69%	-	5.69%	5.86%

Religion	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	Total
Christianity	18.18%	5.88%	12.82%	22.22%	9.67%	9.88%
Hinduism	9.09%	5.88%	-	-	1.82%	1.95%
Islam	-	2.94%	2.56%	-	1.82%	1.85%
Judaism	-	-	-	-	0.46%	0.41%
Jainism	-	-	2.56%	-	0.23%	0.31%
Sikh	-	-	-	-	0.80%	0.72%
Other	9.09%	-	-	-	1.02%	1.03%
No Religion/Atheist	-	5.88%	2.56%	-	4.32%	4.22%
Unknown	63.64%	79.41%	79.49%	77.78%	79.86%	79.63%

Marital Status	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	Total
Married	63.64%	44.12%	41.03%	33.33%	25.71%	27.47%
Single	18.18%	26.47%	35.90%	22.22%	17.52%	18.62%
Separated	-	-	2.56%	-	0.46%	0.51%
Divorced	-	5.88%	2.56%	-	0.80%	1.03%
Widowed	-	-	2.56%	-	0.34%	0.41%
Unknown	18.18%	23.53%	15.38%	44.44%	55.18%	51.95%

Sexual Orientation	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	Total
Prefer not to say	-	2.94%	-	-	0.68%	0.72%
Other	-	-	-	-	0.23%	0.21%
Unknown	63.64%	67.65%	84.62%	88.89%	80.43%	80.04%
Heterosexual/Straight	36.36%	29.41%	12.82%	11.11%	18.32%	18.62%
Bisexual	-	-	2.56%	-	0.34%	0.41%

Pregnancy / Maternity in last 2 years	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	Total
Yes	-	5.88%	2.56%	-	5.23%	5.04%
No	100.00%	94.12%	97.44%	100.00%	94.77%	94.96%

Pay Band	Ill health dismissals / early retirements	Compulsory Redundancy	Voluntary Redundancy	Dismissals including probation	Other leavers	Total
1	72.73%	26.47%	38.46%	33.33%	38.45%	38.37%
2	18.18%	35.29%	35.90%	55.56%	30.49%	30.97%
3	9.09%	20.59%	2.56%	-	22.75%	21.50%
4	-	11.76%	23.08%	11.11%	5.80%	6.69%
5	-	2.94%	-	-	2.05%	1.95%
6	-	2.94%	-	-	0.46%	0.51%

Section 4

4. Directorate Workforce Profiles

4.1 Resources & Commercial Directorate

	Resources & Commercial Directorate	Whole Council
No. of Employees	**515**	**4715**
Ethnicity		**Whole Council**
BAME	46.21%	43.73%
White	41.36%	48.97%
Unknown	12.43%	7.30%
Gender		**Whole Council**
Male	21.94%	22.88%
Female	78.06%	77.12%
Disability		**Whole Council**
Yes	3.69%	1.99%
No	49.13%	58.90%
Prefer not to say	0.39%	0.23%
Unknown	46.80%	38.88%
Age Range		**Whole Council**
16 to 24	2.91%	3.75%
25 to 34	18.45%	18.77%
35 to 44	23.88%	23.16%
45 to 54	31.07%	28.34%
55 to 64	20.00%	22.31%
65+	3.69%	3.67%
Religion/Belief		**Whole Council**
Christianity	17.09%	10.31%
Hinduism	8.16%	4.01%
Islam	4.08%	1.74%
Judaism	0.19%	0.49%
Jainism	0.78%	0.38%
Sikh	1.55%	0.42%
Buddhism	0.19%	0.21%
Zoroastrian	-	0.02%
Other	0.78%	1.04%
No Religion/Atheist	9.51%	4.05%
Unknown	57.67%	77.33%

Marital Status		Whole Council
Married.	42.91%	33.62%
Single	31.26%	20.15%
Separated.	-	0.49%
Civil Partnership	-	0.11%
Divorced.	2.91%	1.61%
Widowed.	0.19%	0.32%
Unknown	22.72%	43.71%
Sexual Orientation		**Whole Council**
Heterosexual	33.79%	19.96%
Gay Woman/Lesbian	0.19%	0.13%
Gay Man	0.39%	0.21%
Bi-sexual	-	0.19%
Prefer not to say	0.78%	0.93%
Other	0.19%	0.17%
Unknown	64.66%	78.41%
Maternity during last two years		**Whole Council**
Yes	3.69%	3.82%
No	96.31%	96.18%

4.2 People Services Directorate (including schools*)

	Peoples Services Directorate*	Whole Council
No. of Employees	3324	4715
Ethnicity		**Whole Council**
BAME	45.40%	43.73%
White	48.07%	48.97%
Unknown	6.53%	7.30%
Gender		**Whole Council**
Male	13.06%	22.88%
Female	86.94%	77.12%
Disability		**Whole Council**
Yes	1.41%	1.99%
No	63.78%	58.90%
Prefer not to say	0.03%	0.23%
Unknown	34.78%	38.88%
Age Range		**Whole Council**
16 to 24	4.18%	3.75%
25 to 34	20.37%	18.77%
35 to 44	23.71%	23.16%
45 to 54	28.46%	28.34%
55 to 64	20.37%	22.31%
65+	2.92%	3.67%
Religion/Belief		**Whole Council**
Christianity	7.01%	10.31%
Hinduism	3.01%	4.01%
Islam	0.87%	1.74%
Judaism	0.36%	0.49%
Jainism	0.39%	0.38%
Sikh	0.21%	0.42%
Buddhism	0.15%	0.21%
Zoroastrian	0.03%	0.02%
Other	0.84%	1.04%
No Religion/Atheist	2.14%	4.05%
Unknown	84.99%	77.33%
Marital Status		**Whole Council**
Married.	32.46%	33.62%
Single	13.69%	20.15%
Separated.	0.48%	0.49%
Civil Partnership	0.06%	0.11%
Divorced.	1.32%	1.61%
Widowed.	0.30%	0.32%
Unknown	51.68%	43.71%

Sexual Orientation		Whole Council
Heterosexual	13.60%	19.96%
Gay Woman/Lesbian	0.15%	0.13%
Gay Man	0.06%	0.21%
Bi-sexual	0.09%	0.19%
Prefer not to say	0.63%	0.93%
Other	0.18%	0.17%
Unknown	85.29%	78.41%
Maternity during last two years		Whole Council
Yes	4.48%	3.82%
No	95.52%	96.18%

4.3 People Services Directorate (excluding schools)

	People Services Directorate	Whole Council
No. of Employees	**612**	**4715**
Ethnicity		**Whole Council**
BAME	50.65%	43.73%
White	41.50%	48.97%
Unknown	7.84%	7.30%
Gender		**Whole Council**
Male	20.42%	22.88%
Female	79.58%	77.12%
Disability		**Whole Council**
Yes	5.56%	1.99%
No	54.41%	58.90%
Prefer not to say	-	0.23%
Unknown	40.03%	38.88%
Age Range		**Whole Council**
16 to 24	1.80%	3.75%
25 to 34	17.16%	18.77%
35 to 44	20.10%	23.16%
45 to 54	28.10%	28.34%
55 to 64	27.45%	22.31%
65+	5.39%	3.67%
Religion/Belief		**Whole Council**
Christianity	22.39%	10.31%
Hinduism	5.72%	4.01%
Islam	3.59%	1.74%
Judaism	1.31%	0.49%
Jainism	0.82%	0.38%
Sikh	0.33%	0.42%
Buddhism	0.33%	0.21%
Zoroastrian	-	0.02%
Other	2.61%	1.04%
No Religion/Atheist	8.99%	4.05%
Unknown	53.92%	77.33%
Marital Status		**Whole Council**
Married.	42.81%	33.62%
Single	32.35%	20.15%
Separated.	1.47%	0.49%
Civil Partnership	0.16%	0.11%
Divorced.	2.78%	1.61%
Widowed.	0.49%	0.32%
Unknown	19.93%	43.71%

Sexual Orientation		Whole Council
Heterosexual	44.44%	19.96%
Gay Woman/Lesbian	0.65%	0.13%
Gay Man	0.33%	0.21%
Bi-sexual	0.49%	0.19%
Prefer not to say	1.31%	0.93%
Other	0.49%	0.17%
Unknown	52.29%	78.41%
Maternity during last two years		Whole Council
Yes	4.74%	3.82%
No	95.26%	96.18%

4.4 Community Directorate

	Community Directorate	Whole Council
No. of Employees	**836**	**4715**
Ethnicity		**Whole Council**
BAME	36.84%	43.73%
White	56.22%	48.97%
Unknown	6.94%	7.30%
Gender		**Whole Council**
Male	60.89%	22.88%
Female	39.11%	77.12%
Disability		**Whole Council**
Yes	3.23%	1.99%
No	45.22%	58.90%
Prefer not to say	0.84%	0.23%
Unknown	50.72%	38.88%
Age Range		**Whole Council**
16 to 24	2.51%	3.75%
25 to 34	12.56%	18.77%
35 to 44	19.50%	23.16%
45 to 54	26.08%	28.34%
55 to 64	32.30%	22.31%
65+	7.06%	3.67%
Religion/Belief		**Whole Council**
Christianity	18.54%	10.31%
Hinduism	5.50%	4.01%
Islam	3.71%	1.74%
Judaism	0.96%	0.49%
Jainism	0.12%	0.38%
Sikh	0.60%	0.42%
Buddhism	0.48%	0.21%
Zoroastrian	-	0.02%
Other	1.67%	1.04%
No Religion/Atheist	7.89%	4.05%
Unknown	60.53%	77.33%
Marital Status		**Whole Council**
Married.	32.18%	33.62%
Single	38.28%	20.15%
Separated.	0.84%	0.49%
Civil Partnership	0.36%	0.11%
Divorced.	2.15%	1.61%
Widowed.	0.48%	0.32%
Unknown	25.72%	43.71%

Sexual Orientation		Whole Council
Heterosexual	36.00%	19.96%
Gay Woman/Lesbian	-	0.13%
Gay Man	0.48%	0.21%
Bi-sexual	0.60%	0.19%
Prefer not to say	2.03%	0.93%
Other	0.12%	0.17%
Unknown	60.77%	78.41%
Maternity during last two years		**Whole Council**
Yes	1.32%	3.82%
No	98.68%	96.18%

3.4 Planning & Regeneration

	Planning & Regeneration	Whole Council
No. of Employees	56	4715
Ethnicity		Whole Council
BAME	33.93%	43.73%
White	57.14%	48.97%
Unknown	8.93%	7.30%
Gender		Whole Council
Male	39.29%	22.88%
Female	60.71%	77.12%
Disability		Whole Council
Yes	3.57%	1.99%
No	53.57%	58.90%
Prefer not to say	1.79%	0.23%
Unknown	41.07%	38.88%
Age Range		Whole Council
16 to 24	3.57%	3.75%
25 to 34	14.29%	18.77%
35 to 44	32.14%	23.16%
45 to 54	30.36%	28.34%
55 to 64	19.64%	22.31%
65+	-	3.67%
Religion/Belief		Whole Council
Christianity	17.86%	10.31%
Hinduism	5.36%	4.01%
Islam	1.79%	1.74%
Judaism	3.57%	0.49%
Jainism	-	0.38%
Sikh	-	0.42%
Buddhism	-	0.21%
Zoroastrian	-	0.02%
Other	5.36%	1.04%
No Religion/Atheist	8.93%	4.05%
Unknown	57.14%	77.33%
Marital Status		Whole Council
Married.	46.43%	33.62%
Single	32.14%	20.15%
Separated.	-	0.49%
Civil Partnership	-	0.11%
Divorced.	-	1.61%
Widowed.	-	0.32%
Unknown	21.43%	43.71%

Sexual Orientation		Whole Council
Heterosexual	26.79%	19.96%
Gay Woman/Lesbian	-	0.13%
Gay Man	3.57%	0.21%
Bi-sexual	1.79%	0.19%
Prefer not to say	5.36%	0.93%
Other	-	0.17%
Unknown	62.50%	78.41%
Maternity during last two years		Whole Council
Yes	1.79%	3.82%
No	98.21%	96.18%

Section 5

2017/18 Pay Bands

Pay Band	Salary in £s	Equivalent to
1	Up to 19,626	G1 to G3
2	19,627 - 31,686	G4 to G8
3	31,687 - 43,383	G9 to G11
4	43,384 - 62,613	MG1 – MG3
5	62,614 - 96,840	MG4 and D1
6	96,841 and above	D2 and above

G grades - Harrow pay spine