

**REPORT
FOR:**

**EMPLOYEE CONSULTATIVE
FORUM**

Date of 9 October 2013

Meeting:

Subject:

INFORMATION REPORT

Part 1 of Annual Equality in Employment
Monitoring Report (Data) for 1 April 2012 – 31
March 2013

**Responsible
Officer:**

Tom Whiting
Corporate Director of Resources

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
- Workforce Profiles for Partner Organisations

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 will be submitted to January 2014 ECF analysing the data and addressing the issues highlighted.

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

FOR INFORMATION

Section 2 – Report

2.1 Introduction and Format

Harrow Council is committed to employing a diverse workforce to help us understand and relate to the community we serve.

The Public Sector Equality Duty sets out, in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011, the requirement for public authorities to publish information about their performances on equalities and show the impact of their policies and practices on employees.

This report is the first part of a new two-part format for the Annual Equality in Employment Report.

This first part is for information only and contains employment data published to comply with the Equality Act 2010. Appendix 1 sets out the data relating to a range of employment issues, by protected characteristic. Appendix 2 contains information relating to Council's paybands. The presentation of the data in the first part of the report, in percentages, enables easier identification of issues and trends.

The second part of the Annual Equality in Employment Report will be submitted to ECF on 14 January 2014, and will highlight the main issues evident from the data published in part one of the report and describe the actions the Council will take to try and address these issues.

The format of the report has been changed to allow time to focus on the outcomes and actions required. This year we are reporting on 8 protected characteristics, (compared with only 4 last year), which has required greater resources and time than in previous years, to pull all the data together. This new format allows a clearer picture of the Council's overall profile and progress on employment equality issues to be presented. The second part of the report, to be published in January 2014, allows time for detailed review of the data and determination of appropriate actions.

2.2 Content

This first part of the report contains a snapshot of the workforce profile as at 31 March 2013 across the whole Council, each Directorate and the available information from major partner organisations, analysed by protected characteristic. Comparisons of the workforce profile against previous years, the local community and other London Councils* are made where available and appropriate.

In addition, data is supplied for the complete year ending 31 March 2013 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.

This is the first year that data on the protected characteristics of Religion or Belief, Sexual Orientation, Pregnancy and Maternity and Gender Reassignment is available, albeit limited. There are, therefore, no comparative figures for previous years. The limited data shows there is an apparent reluctance by employees to declare their religion or belief and sexual orientation, despite a recent exercise to encourage this.

Issues highlighted by the data in part one of the report will be referred to the Corporate Equality Group for consideration.

ECF members are asked to note the data is provided for information and in preparation for the second part of the Annual Equality in Employment Report to ECF in January 2014.

*Information available from London Councils is not a “like for like” comparison as it is based on assignments not headcount. It does however enable a broad comparison to be made.

Section 3 – Further Information

A second “Issues and Proposed Action Plan” report, as part of the Annual Equality in Employment Report, is to be considered by ECF on 14th January 2014, which will include actions the Council will take in response to issues identified 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: Divya Assani



on behalf of the
Chief Financial Officer

Date: 19 September 2013

Section 7 - Contact Details and Background Papers

Contact: Tish Tunnacliffe, Senior HRD Adviser, 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 2013 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
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 - 2.10 Workforce by Part-time and Protected Characteristic
3. Recruitment Monitoring by Protected Characteristic
4. Employment Procedures by Protected Characteristic
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6. Maternity Leave - Return to Work rates - by Protected Characteristic
7. Leavers by Protected Characteristic
8. Take Up of Training Opportunities by Protected Characteristic
9. Workforce Profiles for Partner Organisations
10. Directorate Workforce Profiles

1. How information is presented

Workforce Profile Data

The Workforce Profile is a snapshot of the workforce as at 31 March 2013, broken down by 8 of the 9 protected characteristics (there is no requirement to report on Marital Status) and by Payband and whether Full or Part-time.

It 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, in order of importance, is the job with the highest number of working hours, the job with the highest grade and lastly the job which the employee has been in the longest

This is the first time we have reported on the protected characteristics of Religion or Belief, Sexual Orientation, Pregnancy and Maternity and Gender Reassignment. There are, therefore, no comparative figures for previous years.

Data Sources and Comparison with the Community

Data used for comparison with the community obtained from 2011 Census Briefing Note 11: May 2013 – Gender, Age, Religion and Health, by Ethnic Group 2011 Census Third Release (3.1).

Information relating to percentage of working age people with a disability obtained from the DWP Family Resources Survey 2010/11.

Where limited data is available from London Councils, this has been included as a comparator, although it is not a like-for-like comparison. The data does not include schools.

Disability

Data from the last census on community shows that 16.4% do not consider their health to be good. This is comparable with the National Figure of 16% of working age population who have a disability. Harrow Council has set a target to employ a workforce where 3% of employees self classify that they have a disability.

Gender Reassignment

In this category, if an employee answers any of the other social identity questions, even if they leave this category blank, it will show the outcome as “No”. These responses are added to the “No” responses from employees who actually responded with a “No” answer.

If none of the categories on the employee’s social identity are answered, the response will show as “unknown” for this category.

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 2013

2.1 Race (Ethnicity)

Ethnic Classification	Whole Council 5,125 employees			Excluding Schools 2,375 employees			London Councils Data 2013 Exc Schools	Harrow Community Data 2011 Census
	2011	2012	2013	2011	2012	2013		
Asian	22.64%	23.77%	24.08%	20.48%	20.52%	21.60%	10.67%	42.59%
Black	8.82%	9.33%	9.00%	13.96%	14.32%	14.11%	20.39%	8.24%
Mixed	2.15%	2.21%	2.15%	1.91%	1.87%	1.89%	2.75%	3.97%
Any other ethnic group	1.32%	1.19%	0.86%	1.44%	1.29%	0.80%	1.85%	2.95%
Total BAME	34.92%	36.49%	36.08%	37.79%	37.99%	38.40%	35.67%	57.75%
White	56.36%	54.46%	52.08%	56.16%	55.06%	54.44%	64.33%	42.25%
Unknown/Unclassified	8.71%	9.05%	11.84%	6.05%	6.95%	7.16%	8.03%	0.00%

2.2 Sex

Sex	Whole Council 5,125 employees			Excluding Schools 2,375 employees			London Councils Data 2013 Exc Schools	Harrow Community Data 2011 Census
	2011	2012	2013	2011	2012	2013		
Male	24.07%	23.34%	22.36%	37.71%	38.95%	37.68%	37.67%	49.40%
Female	75.93%	76.66%	77.64%	62.29%	61.05%	62.32%	62.33%	50.60%

2.3 Disability

Disabled	Whole Council 5,125 employees			Excluding Schools 2,375 employees			London Councils Data 2013 Exc Schools	Harrow Community Data 2011 Census
	2011	2012	2013	2011	2012	2013		
Yes	1.84%	2.02%	1.81%	3.63%	3.58%	3.33%	5.08%	*16.40%
No	98.00%	97.77%	93.66%	96.29%	96.30%	96.25%	-	*83.60%
Unknown	0.16%	0.22%	4.53%	0.08%	0.12%	0.42%	-	-

*Not the same definition - in the 2011 census, 16.4% of Harrow residents self classified their health to be good. A target has been set for Harrow Council for 3% of its workforce to declare they have a disability.

2.4 Age

Age	Whole Council 5,125 employees			Excluding Schools 2,375 employees			Harrow Community Data 2011 Census
	2011	2012	2013	2011	2012	2013	
16 to 24	3.66%	3.00%	3.34%	2.73%	2.21%	1.47%	11.7%
25 to 34	19.32%	40.39%	17.39%	15.05%	36.50%	14.15%	30.4%
35 to 44	24.04%		22.67%	22.39%		21.68%	
45 to 54	30.86%	54.28%	32.76%	31.36%	58.09%	33.14%	23.6%
55 to 64	20.16%		21.15%	25.78%		25.81%	
65+	1.97%	2.33%	2.69%	2.69%	3.20%	3.75%	14.1%

2.5 Religion or Belief

	Whole Council 5,125	Excluding Schools 2,375	Harrow Community Data 2011 Census
	%	%	%
Christianity	11.00%	13.09%	37.30%
Hinduism	4.12%	4.00%	25.30%
Islam	1.44%	1.64%	12.50%
Judaism	0.57%	0.59%	4.40%
Jainism	0.51%	0.42%	No category
Sikh	0.39%	0.51%	1.20%
Buddhism	0.20%	0.25%	1.10%
Zoroastrian	0.02%	-	No category
Other	0.86%	0.97%	2.50%
No Religion/Atheist	2.09%	2.78%	9.60%
Unknown	78.81%	75.75%	6.20%

2.6 Sexual Orientation

	Whole Council 5,125	Excluding Schools 2375
	%	%
Heterosexual	15.92%	18.11%
Gay Woman/ Lesbian	0.06%	0.08%
Gay Man	0.08%	0.08%
Bi-sexual	0.14%	0.21%
Prefer not to say	1.07%	1.18%
Other	0.04%	-
Unknown	82.69%	80.34%

2.7 Pregnancy and Maternity

	Whole Council 206 of 5,125	Excluding Schools 98 of 2,375
	%	%
Percentage of workforce who have been pregnant and/or taken maternity leave in the two years to 31 March 2013	4.02%	4.13%

2.8 Gender Reassignment

Is your gender identity the same as the gender you were assigned at birth?

	Whole Council 5,125	Excluding Schools 2,375
	%	%
Yes	95.47%	99.58%
No	0%	0%
Unknown	4.53%	0.42%

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

		Payband (and number of employees)						Whole Council Workforce (5,125)
	Pay	1 (2,008)	2 (1,611)	3 (1,102)	4 (296)	5 (91)	6 (17)	
Ethnicity	BAME	41.88%	36.31%	31.22%	23.31%	10.99%	-	36.08%
	White	43.87%	53.20%	58.80%	66.22%	81.32%	76.47%	52.08%
	Unknown	14.24%	10.49%	9.98%	10.47%	7.69%	23.53%	11.84%
Sex	Male	16.98%	26.82%	22.23%	28.38%	39.56%	47.06%	22.36%
	Female	83.02%	73.18%	77.77%	71.62%	60.44%	52.94%	77.64%
Disability	Yes	1.54%	2.73%	1.54%	-	1.10%	-	1.81%
	No	91.43%	93.67%	96.10%	98.65%	96.70%	94.12%	93.66%
	Not stated	7.02%	3.60%	2.36%	1.35%	2.20%	5.88%	4.53%
Age	16 to 24	4.88%	4.53%	-	-	-	-	3.34%
	25 to 34	11.01%	23.34%	23.68%	10.81%	1.10%	-	17.39%
	35 to 44	22.86%	19.49%	24.95%	31.42%	19.78%	17.65%	22.67%
	45 to 54	34.71%	31.22%	30.58%	31.42%	45.05%	47.06%	32.76%
	55 to 64	22.51%	19.06%	19.51%	25.34%	31.87%	35.29%	21.15%
	65+	4.03%	2.36%	1.27%	1.01%	2.20%	-	2.69%
Religion or Belief	Christianity	8.57%	11.98%	13.43%	13.85%	7.69%	17.65%	11.00%
	Hinduism	5.88%	3.66%	2.36%	2.36%	1.10%	-	4.12%
	Islam	1.79%	1.37%	1.09%	1.35%	-	-	1.44%
	Judaism	0.30%	0.50%	0.82%	1.01%	3.30%	-	0.57%
	Jainism	0.60%	0.74%	0.18%	-	-	-	0.51%
	Sikh	0.30%	0.43%	0.27%	1.01%	1.10%	-	0.39%
	Buddhism	0.10%	0.19%	0.36%	-	1.10%	-	0.20%
	Zoroastrian	-	0.06%	-	-	-	-	0.02%
	Other	0.85%	0.87%	1.00%	0.34%	1.10%	-	0.86%
	No Religion/ Atheist	1.00%	2.30%	2.63%	5.07%	5.49%	5.88%	2.09%
Unknown	80.63%	77.90%	77.86%	75.00%	79.12%	76.47%	78.81%	
Sexual Orientation	Heterosexual	13.25%	16.95%	17.79%	20.27%	19.78%	17.65%	15.92%
	Gay Woman/ Lesbian	-	0.12%	0.09%	-	-	-	0.06%
	Gay Man	0.05%	0.06%	0.09%	0.34%	-	-	0.08%
	Bi-sexual	0.20%	0.06%	-	0.68%	-	-	0.14%
	Prefer not to say	0.95%	1.12%	1.27%	1.35%	-	-	1.07%
	Other	0.10%	-	-	-	-	-	0.04%
	Unknown	85.46%	81.69%	80.76%	77.36%	80.22%	82.35%	82.69%
Pregnancy/ maternity in last 2 years?	Yes	-	-	-	-	-	-	4.02%
	No	-	-	-	-	-	-	95.58%
Same gender assigned at birth?	Yes	92.98%	96.40%	97.64%	98.65%	97.80%	94.12%	95.47%
	No	-	-	-	-	-	-	-
	Unknown	7.02%	3.60%	2.36%	1.35%	2.20%	5.88%	4.53%

2.10 Workforce by - Part time and Protected Characteristic

		Full time 2,614 employees	Part time 2,511 employees	Whole Council Workforce 5,125 employees
Ethnicity	BAME	33.89%	38.35%	36.08%
	White	10.18%	13.58%	52.08%
	Unknown	55.93%	48.07%	11.84%
Sex	Male	36.15%	8.00%	22.36%
	Female	63.85%	92.00%	77.64%
Disability	Yes	2.26%	1.35%	1.81%
	No	94.99%	92.27%	93.66%
	Not stated	2.75%	6.37%	4.53%
Age	16 to 24	3.67%	2.99%	3.34%
	25 to 34	24.45%	10.04%	17.39%
	35 to 44	21.46%	23.93%	22.67%
	45 to 54	29.50%	36.16%	32.76%
	55 to 64	19.47%	22.90%	21.15%
	65+	1.45%	3.98%	2.69%
Religion or Belief	Christianity	10.98%	11.03%	11.00%
	Hinduism	2.72%	5.58%	4.12%
	Islam	1.38%	1.51%	1.44%
	Judaism	0.57%	0.56%	0.57%
	Jainism	0.27%	0.76%	0.51%
	Sikh	0.42%	0.36%	0.39%
	Buddhism	0.31%	0.08%	0.20%
	Zoroastrian	-	0.04%	0.02%
	Other	0.80%	0.92%	0.86%
	No Religion/Atheist	2.56%	1.59%	2.09%
Unknown	79.99%	77.58%	78.81%	
Sexual Orientation	Heterosexual	16.07%	15.77%	15.92%
	Gay Woman/ Lesbian	-	0.12%	0.06%
	Gay Man	0.11%	0.04%	0.08%
	Bi-sexual	0.11%	0.16%	0.14%
	Prefer not to say	0.96%	1.19%	1.07%
	Other	-	0.08%	0.04%
	Unknown	82.75%	82.64%	82.69%
Pregnancy/ maternity in last 2 years	Yes	3.40%	4.66%	4.02%
	No	96.60%	95.34%	95.98%
Same gender assigned at birth?	Yes	97.25%	93.63%	95.47%
	No	-	-	-
	Unknown	2.75%	6.37%	4.53%

3. Recruitment Monitoring by Protected Characteristic

3.1 Recruitment (Schools not included)

		Applications 3,132	Shortlisted 579	Appointed 133	Whole Council Workforce 5,125	Harrow Community Data 2011 Census
Ethnicity	BAME	59.70%	52.50%	38.30%	36.08%	57.75%
	White	27.90%	37.50%	50.40%	52.08%	42.25%
	Unknown	12.50%	10.00%	11.30%	11.84%	-
Sex	Male	42.40%	38.50%	34.60%	22.36%	49.40%
	Female	56.50%	60.80%	65.40%	77.64%	50.60%
	Not stated	1.00%	0.70%	-	-	-
Disability	Yes	4.00%	3.50%	0.80%	1.81%	16.4%
	No	93.90%	93.40%	96.20%	93.66%	83.6%
	Not stated	2.00%	3.10%	3.00%	4.53%	-
Age	16 to 24	11.10%	5.50%	4.50%	3.34%	11.7%
	25 to 34	37.70%	32.00%	30.10%	17.39%	30.4%
	35 to 44	22.10%	27.10%	24.80%	22.67%	
	45 to 54	20.10%	23.00%	27.10%	32.76%	23.6%
	55 to 64	6.30%	8.50%	6.80%	21.15%	
	65+	-	-	-	2.69%	14.1%
	Unknown	2.80%	4.00%	6.80%	-	-
Religion or Belief	Christianity	36.90%	33.70%	36.80%	11.00%	37.30%
	Hinduism	0.90%	1.40%	0.80%	4.12%	25.30%
	Islam	13.10%	10.20%	7.50%	1.44%	12.50%
	Judaism	0.50%	0.70%	-	0.57%	4.40%
	Jainism	10.20%	5.50%	3.80%	0.51%	No category
	Sikh	1.90%	2.60%	3.00%	0.39%	1.20%
	Buddhism	0.10%	-	-	0.20%	1.10%
	Zoroastrian	11.90%	13.80%	15.80%	0.02%	No category
	Other	0.40%	0.30%	-	0.86%	2.50%
	No Religion/Atheist	2.10%	1.20%	2.30%	2.09%	9.60%
Unknown	22.10%	30.60%	30.10%	78.81%	6.20%	
Sexual Orientation	Heterosexual	73.00%	67.00%	68.40%	15.92%	No category
	Gay Woman/ Lesbian	0.40%	0.30%	-	0.06%	
	Gay Man	1.10%	0.70%	0.80%	0.08%	
	Bi-sexual	1.90%	0.70%	1.50%	0.14%	
	Prefer not to say	-	-	-	1.07%	
	Other	-	-	-	0.04%	
	Unknown	23.70%	31.30%	29.30%	82.69%	
Pregnancy/ maternity in last 2 years?	Yes	1.60%	1.20%	1.50%	4.02%	No category
	No	53.00%	42.00%	39.80%	95.58%	
	Unknown	45.40%	56.80%	58.60%	-	
Same gender assigned at birth?	Yes	51.90%	40.20%	40.60%	95.47%	No category
	No	2.90%	1.90%	0.80%	-	
	Unknown	45.20%	57.90%	58.60%	4.53%	

3.2 Recruitment – internal only (Schools not included)

		Applications 512	Shortlisted 240	Appointed 74	Whole Council Workforce 5,125	Harrow Community Data 2011 Census
Ethnicity	BAME	57.2%	50.8%	36.5%	36.08%	57.75%
	White	37.5%	43.8%	56.8%	52.08%	42.25%
	Unknown	5.3%	5.4%	6.8%	11.84%	0.0%
Sex	Male	39.6%	39.6%	37.8%	22.36%	49.40%
	Female	59.0%	59.6%	62.2%	77.64%	50.60%
	Not stated	1.4%	0.8%	0.0%	0.0%	0.0%
Disability	Yes	2.5%	1.7%	1.4%	1.81%	16.4%
	No	96.1%	96.7%	95.9%	93.66%	83.6%
	Not stated	1.4%	1.7%	2.7%	4.53%	0.0%
Age	16 to 24	7.4%	7.1%	6.8%	3.34%	11.7%
	25 to 34	34.2%	31.7%	27.0%	17.39%	30.4%
	35 to 44	21.7%	25.4%	23.0%	22.67%	
	45 to 54	22.9%	22.9%	32.4%	32.76%	23.6%
	55 to 64	10.0%	8.3%	4.1%	21.15%	
	65+	0.0%	0.0%	0.0%	2.69%	14.1%
	Unknown	3.9%	4.6%	6.8%	0.0%	0.0%
Religion or Belief	Christianity	26.8%	28.8%	27.0%	11.00%	37.30%
	Hinduism	1.8%	2.5%	1.4%	4.12%	25.30%
	Islam	14.5%	11.7%	9.5%	1.44%	12.50%
	Judaism	0.4%	0.4%	0.0%	0.57%	4.40%
	Jainism	5.3%	3.8%	4.1%	0.51%	No category
	Sikh	1.2%	1.7%	2.7%	0.39%	1.20%
	Buddhism	0.0%	0.0%	0.0%	0.20%	1.10%
	Zoroastrian	14.5%	15.8%	16.2%	0.02%	No category
	Other	0.0%	0.0%	0.0%	0.86%	2.50%
	No Religion/Atheist	1.2%	2.1%	4.1%	2.09%	9.60%
Unknown	34.6%	33.3%	35.1%	78.81%	6.20%	
Sexual Orientation	Heterosexual	60.0%	61.7%	63.5%	15.92%	No category
	Gay Woman/ Lesbian	0.0%	0.0%	0.0%	0.06%	
	Gay Man	0.4%	0.4%	1.4%	0.08%	
	Bi-sexual	0.6%	0.4%	0.0%	0.14%	
	Prefer not to say	0.0%	0.0%	0.0%	1.07%	
	Other	0.0%	0.0%	0.0%	0.04%	
	Unknown	39.1%	37.5%	35.1%	82.69%	
Pregnancy/ maternity in last 2 years?	Yes	1.2%	0.8%	2.7%	4.02%	No category
	No	43.4%	40.4%	36.5%	95.58%	
	Unknown	55.5%	58.8%	60.8%	0.0%	
Same gender assigned at birth?	Yes	42.0%	39.2%	37.8%	95.47%	No category
	No	2.9%	1.3%	1.4%	0.0%	
	Unknown	55.1%	59.6%	60.8%	4.53%	

4. Employment Procedures by Protected Characteristic

		Conduct			Capability			DAW		Whole Council Workforce 5,125
		57 Cases	20 Warnings	14 Dismissals	46 Cases	31 Warnings	5 Dismissals	20 Cases	8 Appeals	
Ethnicity	BAME	63.16%	75.00%	64.29%	32.61%	35.48%	20.00%	50.00%	50.00%	36.08%
	White	28.07%	25.00%	21.43%	60.87%	54.84%	80.00%	45.00%	50.00%	52.08%
	Unknown	8.77%	-	14.29%	6.52%	9.68%	-	5.00%	-	11.84%
Sex	Male	57.89%	60.00%	50.00%	56.52%	54.84%	40.00%	60.00%	62.50%	22.36%
	Female	42.11%	40.00%	50.00%	43.48%	45.16%	60.00%	40.00%	37.50%	77.64%
Disability	Yes	3.51%	5.00%	7.14%	8.70%	9.68%	-	-	-	1.81%
	No	96.49%	95.00%	92.86%	91.30%	90.32%	100%	100%	100%	93.66%
	Not stated	-	-	-	-	-	-	-	-	4.53%
Age	16 to 24	3.51%	5.00%	7.14%	4.35%	6.45%	-	-	-	3.34%
	25 to 34	14.04%	20.00%	-	10.87%	6.45%	20.00%	-	-	17.39%
	35 to 44	21.05%	25.00%	28.57%	19.57%	16.13%	20.00%	20.00%	25.00%	22.67%
	45 to 54	38.60%	35.00%	42.86%	45.65%	54.84%	20.00%	55.00%	37.50%	32.76%
	55 to 64	22.81%	15.00%	21.43%	19.57%	16.13%	40.00%	20.00%	25.00%	21.15%
	65+	-	-	-	-	-	-	5.00%	12.50%	2.69%
Religion or Belief	Christianity	10.53%	5.00%	14.29%	10.87%	12.90%	-	10.00%	-	11.00%
	Hinduism	1.75%	-	-	-	-	-	-	-	4.12%
	Islam	1.75%	5.00%	-	-	-	-	-	-	1.44%
	Judaism	-	-	-	-	-	-	-	-	0.57%
	Jainism	-	-	-	6.52%	6.45%	20.00%	-	-	0.51%
	Sikh	-	-	-	-	-	-	-	-	0.39%
	Buddhism	1.75%	5.00%	-	-	-	-	-	-	0.20%
	Zoroastrian	-	-	-	-	-	-	-	-	0.02%
	Other	-	-	-	2.17%	3.23%	-	-	-	0.86%
	No Religion/ Atheist	-	-	-	-	-	-	-	-	2.09%
Unknown	84.21%	85.00%	85.71%	80.43%	77.42%	80.00%	90.00%	100%	78.81%	
Sexual Orientation	Heterosexual	8.77%	5.00%	14.29%	8.70%	9.68%	-	10.00%	-	15.92%
	Gay Woman/ Lesbian	-	-	-	-	-	-	-	-	0.06%
	Gay Man	-	-	-	-	-	-	-	-	0.08%
	Bi-sexual	1.75%	-	-	-	-	-	-	-	0.14%
	Prefer not to say	1.75%	5.00%	-	2.17%	3.23%	-	-	-	1.07%
	Other	-	-	-	-	-	-	-	-	0.04%
	Unknown	87.72%	90.00%	85.71%	89.13%	87.10%	100%	90.00%	100%	82.69%
Pregnancy/ maternity in last 2 years?	Yes	-	-	-	-	-	-	-	-	4.02%
	No	100%	100%	100%	100%	100%	100%	-	-	95.98%
Same gender assigned at birth?	Yes	100%	100%	100%	100%	100%	100%	95.00%	87.50%	95.47%
	No	-	-	-	-	-	-	-	-	-
	Unknown	-	-	-	-	-	-	5.00%	12.50%	4.53%

5. Redeployment by Protected Characteristics

		Redeployments - 1 April 2012 - 31 March 2013			
		Employees seeking redeployment 50	Employees Redeployed 8	Employees not redeployed 42	Whole Council Workforce 5125
Ethnicity	BAME	44.00%	37.50%	45.24%	36.08%
	White	44.00%	62.50%	40.48%	52.08%
	Unknown	12.00%	0.00%	14.29%	11.84%
Sex	Male	36.00%	12.50%	40.48%	22.36%
	Female	64.00%	87.50%	59.52%	77.64%
Disability	Yes	2.00%	0.00%	2.38%	1.81%
	No	86.00%	100.00%	83.33%	93.66%
	Unknown	12.00%	0.00%	14.29%	4.53%
Age	16 to 24	-	-	-	3.34%
	25 to 34	8.00%	25.00%	4.76%	17.39%
	35 to 44	12.00%	12.50%	11.90%	22.67%
	45 to 54	34.00%	25.00%	35.71%	32.76%
	55 to 64	40.00%	37.50%	40.48%	21.15%
	65+	6.00%	0.00%	7.14%	2.69%

6. Return to Work rates after Maternity Leave by Protected Characteristics

		Women due to return between 1 April 2012 - 31 March 2013	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		104 (100%)	81 (77.88%)	3 (2.88%)	20 (19.23%)
Ethnicity	BAME	32.69%	35.80%	0.00%	25.00%
	White	54.81%	51.85%	66.67%	65.00%
	Unknown	12.50%	12.35%	33.33%	10.00%
Disability	Yes	-	-	-	-
	No	100.00%	100.00%	100.00%	100.00%
	Not stated	-	-	-	-
Age	16 to 24	-	-	-	-
	25 to 34	50.96%	49.38%	66.67%	55.00%
	35 to 44	47.12%	48.15%	33.33%	45.00%
	45 to 54	1.92%	2.47%	0.00%	0.00%
	55 to 64	-	-	-	-
	65+	-	-	-	-
Religion or Belief	Christianity	6.73%	8.64%	0.00%	0.00%
	Hinduism	-	-	-	-
	Islam	1.92%	2.47%	0.00%	0.00%
	Judaism	-	-	-	-
	Jainism	-	-	-	-
	Sikh	-	-	-	-
	Buddhism	-	-	-	-
	Zoroastrian	-	-	-	-
	Other	-	-	-	-
	No Religion/Atheist	-	-	-	-
	Unknown	91.35%	88.89%	100.00%	100.00%
Sexual Orientation	Heterosexual	8.65%	11.11%	0.00%	0.00%
	Gay Woman/ Lesbian	-	-	-	-
	Bi-sexual	-	-	-	-
	Prefer not to say	-	-	-	-
	Other	-	-	-	-
	Unknown	91.35%	88.89%	100.00%	100.00%

6. Leavers by Protected Characteristic

The total number of employees who left the Council in the period 1 April 2012 – 31 March 2013 was 613, 553 were voluntary resignations, the remainder were TUPEs, death in service, etc..

No employees left through voluntary severance. Those dismissed are analysed below:

LEAVERS		Ill health Dismissals 8 employees	Redundancy 42 employees	Dismissals inclg Probation but exclg Ill health dismissals 15 employees	Whole Council Workforce 5,125 employees	Harrow Community Data 2011 Census
Ethnicity	BAME	12.50%	45.24%	40.00%	36.08%	57.75%
	White	87.50%	40.48%	46.67%	52.08%	42.25%
	Unknown	0.00%	14.29%	13.33%	11.84%	0.00%
Sex	Male	50.00%	40.48%	46.67%	22.36%	49.40%
	Female	50.00%	59.52%	53.33%	77.64%	50.60%
Disability	Yes	0.00%	2.38%	6.67%	1.81%	16.4%*
	No	100.00%	83.33%	93.33%	93.66%	83.6%*
	Not stated	0.00%	14.29%	0.00%	4.53%	0.00%
Age	16 to 24	0.00%	0.00%	0.00%	3.34%	11.7%
	25 to 34	12.50%	4.76%	6.67%	17.39%	30.4%
	35 to 44	12.50%	11.90%	20.00%	22.67%	
	45 to 54	12.50%	35.71%	46.67%	32.76%	23.6%
	55 to 64	62.50%	40.48%	26.67%	21.15%	
	65+	0.00%	7.14%	0.00%	2.69%	14.1%
Religion or Belief	Christianity	12.50%	0.00%	0.00%	11.00%	37.30%
	Hinduism	0.00%	0.00%	0.00%	4.12%	25.30%
	Islam	0.00%	0.00%	0.00%	1.44%	12.50%
	Judaism	0.00%	0.00%	0.00%	0.57%	4.40%
	Jainism	0.00%	0.00%	0.00%	0.51%	No category
	Sikh	0.00%	0.00%	0.00%	0.39%	1.20%
	Buddhism	0.00%	0.00%	0.00%	0.20%	1.10%
	Zoroastrian	0.00%	0.00%	0.00%	0.02%	No category
	Other	0.00%	0.00%	0.00%	0.86%	2.50%
	No Religion/Atheist	0.00%	0.00%	0.00%	2.09%	9.60%
	Unknown	87.50%	100.00%	100.00%	78.81%	6.20%
Sexual Orientation	Heterosexual	12.50%	0.00%	0.00%	15.92%	No category
	Gay Woman/ Lesbian	0.00%	0.00%	0.00%	0.06%	
	Gay Man	0.00%	0.00%	0.00%	0.08%	
	Bi-sexual	0.00%	0.00%	0.00%	0.14%	
	Prefer not to say	0.00%	0.00%	0.00%	1.07%	
	Other	0.00%	0.00%	0.00%	0.04%	
	Unknown	87.50%	100.00%	100.00%	82.69%	
Pregnancy/ maternity in last 2 years	Yes	0.00%	0.00%	0.00%	4.02%	No category
	No	100.00%	100.00%	100.00%	95.98%	
Same gender assigned at birth?	Yes	100.00%	100.00%	100.00%	95.47%	No category
	No	0.00%	0.00%	0.00%	95.47%	
	Unknown	0.00%	0.00%	0.00%	4.53%	

8. Take Up of Training Opportunities

Access to Training Opportunities by headcount		Corporate Learning and Development Programme accessed by 1,081 employees	Whole Council Workforce 5,125 employees
Ethnicity	BAME	41%	36.08%
	White	51%	52.08%
	Unknown	8%	11.84%
Sex	Male	29%	22.36%
	Female	71%	77.64%
Disability	Yes	4%	1.81%
	No	96%	93.66%
	Not stated	0%	4.53%
Age	16 to 24	1%	3.34%
	25 to 34	14%	17.39%
	35 to 44	25%	22.67%
	45 to 54	34%	32.76%
	55 to 64	24%	21.15%
	65+	2%	14.1%

Access to Training Opportunities by applications		Total Number of Applications submitted (2,282)	Total Number of Applications Approved (1,688)	Total Number of Applications Not Approved (594)
Ethnicity	BAME	45.88%	46.03%	45.45%
	White	46.67%	47.69%	43.77%
	Unknown	7.45%	6.28%	10.77%
Sex	Male	29.05%	27.07%	34.68%
	Female	70.95%	72.93%	65.32%
Disability	Yes	3.59%	3.61%	3.54%
	No	96.41%	96.39%	96.46%
Age	16 to 24	2.54%	2.19%	3.54%
	25 to 34	13.80%	14.51%	11.78%
	35 to 44	25.81%	25.53%	26.60%
	45 to 54	35.71%	34.83%	38.22%
	55 to 64	20.20%	20.91%	18.18%
	65+	1.27%	1.42%	0.84%
	Unknown	0.66%	0.59%	0.84%

9. Directorate Reports

9.1 Resources Directorate

Resources Directorate - Workforce Profile

		Resources Directorate 468 employees	Whole Council Workforce 5,125 employees	Harrow Community Data 2011 Census
Ethnicity	BAME	40.60%	36.08%	57.75%
	White	46.37%	52.08%	42.25%
	Unknown	13.03%	11.84%	0.00%
Sex	Male	25.85%	22.36%	49.40%
	Female	74.15%	77.64%	50.60%
Disability	Yes	2.14%	1.81%	16.40%
	No	97.44%	93.66%	83.60%
	Unknown	0.43%	4.53%	0.00%
Age	16 to 24	1.50%	3.34%	11.7%
	25 to 34	21.37%	17.39%	30.4%
	35 to 44	27.35%	22.67%	
	45 to 54	29.91%	32.76%	23.6%
	55 to 64	18.80%	21.15%	
	65+	1.07%	2.69%	14.1%
Religion or Belief	Christianity	8.12%	11.00%	37.30%
	Hinduism	3.42%	4.12%	25.30%
	Islam	1.28%	1.44%	12.50%
	Judaism	0.21%	0.57%	4.40%
	Jainism	0.21%	0.51%	No category
	Sikh	1.07%	0.39%	1.20%
	Buddhism	0.00%	0.20%	1.10%
	Zoroastrian	0.00%	0.02%	No category
	Other	0.43%	0.86%	2.50%
	No Religion/Atheist	2.78%	2.09%	9.60%
	Unknown	82.48%	78.81%	6.20%
Sexual Orientation	Heterosexual	8.55%	15.92%	No category
	Gay Woman/ Lesbian	0.00%	0.06%	
	Gay Man	0.21%	0.08%	
	Bi-sexual	0.00%	0.14%	
	Prefer not to say	0.21%	1.07%	
	Other	0.00%	0.04%	
	Unknown	91.03%	82.69%	
Pregnancy/ maternity in last 2 years?	Yes	6.62%	4.02%	No category
	No	93.38%	95.98%	
Same gender assigned at birth?	Yes	0.00%	95.47%	No category
	No	99.57%	0.00%	
	Unknown	0.43%	4.53%	

Appendix 1

Resources Directorate – Workforce Profile by Payband

		Payband						Resources Directorate (468)	Whole Council Workforce (5,125)
		1 (15)	2 (248)	3 (113)	4 (83)	5 (8)	6 (4)		
Ethnicity	BAME	46.67%	44.90%	41.59%	31.33%	0.00%	0.00%	40.60%	36.08%
	White	40.00%	44.90%	46.90%	44.58%	100.00%	75.00%	46.37%	52.08%
	Unknown	13.33%	10.20%	11.50%	24.10%	0.00%	25.00%	13.03%	11.84%
Sex	Male	0.83%	44.63%	27.27%	19.83%	4.96%	2.48%	25.85%	22.36%
	Female	4.03%	55.04%	23.05%	17.00%	0.58%	0.29%	74.15%	77.64%
Disability	Yes	0.00%	3.27%	1.77%	0.00%	0.00%	0.00%	2.14%	1.81%
	No	100.00%	95.92%	98.23%	100.00%	100.00%	100.00%	97.44%	93.66%
	Not stated	0.00%	0.82%	0.00%	0.00%	0.00%	0.00%	0.43%	4.53%
Age	16 to 24	26.67%	1.22%	0.00%	0.00%	0.00%	0.00%	1.50%	3.34%
	25 to 34	13.33%	26.12%	24.78%	7.23%	0.00%	0.00%	21.37%	17.39%
	35 to 44	26.67%	20.82%	29.20%	43.37%	25.00%	50.00%	27.35%	22.67%
	45 to 54	20.00%	29.39%	31.86%	27.71%	62.50%	25.00%	29.91%	32.76%
	55 to 64	13.33%	20.41%	14.16%	21.69%	12.50%	25.00%	18.80%	21.15%
	65+	0.00%	2.04%	0.00%	0.00%	0.00%	0.00%	1.07%	14.1%
Religion or Belief	Christianity	0.00%	6.53%	12.39%	8.43%	0.00%	25.00%	8.12%	11.00%
	Hinduism	0.00%	2.86%	4.42%	4.82%	0.00%	0.00%	3.42%	4.12%
	Islam	0.00%	0.82%	3.54%	0.00%	0.00%	0.00%	1.28%	1.44%
	Judaism	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.21%	0.57%
	Jainism	0.00%	0.41%	0.00%	0.00%	0.00%	0.00%	0.21%	0.51%
	Sikh	0.00%	1.63%	0.00%	1.20%	0.00%	0.00%	1.07%	0.39%
	Buddhism	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.20%
	Zoroastrian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%
	Other	6.67%	0.41%	0.00%	0.00%	0.00%	0.00%	0.43%	0.86%
	No Religion/ Atheist	6.67%	1.63%	1.77%	6.02%	12.50%	0.00%	2.78%	2.09%
Unknown	80.00%	85.71%	77.88%	79.52%	87.50%	75.00%	82.48%	78.81%	
Sexual Orientation	Heterosexual	6.67%	5.71%	11.50%	14.46%	0.00%	0.00%	8.55%	15.92%
	Gay Woman/ Lesbian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.06%
	Gay Man	0.00%	0.00%	0.88%	0.00%	0.00%	0.00%	0.21%	0.08%
	Bi-sexual	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.14%
	Prefer not to say	0.00%	0.41%	0.00%	0.00%	0.00%	0.00%	0.21%	1.07%
	Other	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%
	Unknown	93.33%	93.88%	87.61%	85.54%	100.00%	100.00%	91.03%	82.69%
Pregnancy/ maternity in last 2 years?	Yes	13.33%	5.71%	7.96%	7.23%	0.00%	0.00%	6.62%	4.02%
	No	86.67%	94.29%	92.04%	92.77%	100.00%	100.00%	93.38%	95.98%
Same gender assigned at birth?	Yes	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	95.47%
	No	100.00%	99.18%	100.00%	100.00%	100.00%	100.00%	99.57%	
	Unknown	0.00%	0.82%	0.00%	0.00%	0.00%	0.00%	0.43%	4.53%

Resources Directorate –Workforce Profile by Part-time

		Full time (359)	Part time (109)	Resources Directorate (468)	Whole Council Workforce (5,125)
Ethnicity	BAME	42.90%	33.03%	40.60%	36.08%
	White	43.73%	55.05%	46.37%	52.08%
	Unknown	13.37%	11.93%	13.03%	11.84%
Sex	Male	31.75%	6.42%	25.85%	22.36%
	Female	68.25%	93.58%	74.15%	77.64%
Disability	Yes	2.51%	0.92%	2.14%	1.81%
	No	96.94%	99.08%	97.44%	93.66%
	Not stated	0.56%	0.00%	0.43%	4.53%
Age	16 to 24	1.67%	0.92%	1.50%	3.34%
	25 to 34	24.23%	11.93%	21.37%	17.39%
	35 to 44	27.58%	26.61%	27.35%	22.67%
	45 to 54	28.97%	33.03%	29.91%	32.76%
	55 to 64	16.43%	26.61%	18.80%	21.15%
	65+	1.11%	0.92%	1.07%	2.69%
Religion or Belief	Christianity	6.96%	11.93%	8.12%	11.00%
	Hinduism	3.90%	1.83%	3.42%	4.12%
	Islam	1.39%	0.92%	1.28%	1.44%
	Judaism	0.28%	0.00%	0.21%	0.57%
	Jainism	0.28%	0.00%	0.21%	0.51%
	Sikh	1.39%	0.00%	1.07%	0.39%
	Buddhism	-	-	-	0.20%
	Zoroastrian	-	-	-	0.02%
	Other	0.28%	0.92%	0.43%	0.86%
	No Religion/Atheist	2.79%	2.75%	2.78%	2.09%
	Unknown	82.73%	81.65%	82.48%	78.81%
Sexual Orientation	Heterosexual	8.64%	8.26%	8.55%	15.92%
	Gay Woman/ Lesbian	0.28%	0.00%	0.21%	0.06%
	Gay Man	-	-	-	0.08%
	Bi-sexual	-	-	-	0.14%
	Prefer not to say	0.28%	0.00%	0.21%	1.07%
	Other	-	-	-	0.04%
	Unknown	90.81%	91.74%	91.03%	82.69%
Pregnancy/ maternity in last 2 years?	Yes	5.85%	9.17%	6.62%	4.02%
	No	94.15%	90.83%	93.38%	95.58%
Same gender assigned at birth?	Yes	99.44%	100.00%	99.57%	95.47%
	No	-	-	-	-
	Unknown	0.56%	0.00%	0.43%	4.53%

Resources Directorate – Recruitment

		Applications 837 applicants	Shortlisted 171 applicants	Appointments 36 applicants	Whole Council Workforce 5,125	Harrow Community Data 2011 Census
Ethnicity	BAME	63.2%	56.1%	36.1%	36.08%	57.75%
	White	24.0%	34.5%	52.8%	52.08%	42.25%
	Unknown	12.8%	9.4%	11.1%	11.84%	0.00%
Sex	Male	43.4%	39.2%	33.3%	22.36%	49.40%
	Female	55.9%	60.2%	66.7%	77.64%	50.60%
	Not stated	0.7%	0.6%	0.0%	0.00%	0.00%
Disability	Yes	3.9%	2.9%	0.0%	1.81%	16.4%*
	No	93.7%	94.2%	97.2%	93.66%	83.6%*
	Not stated	2.4%	2.9%	2.8%	4.53%	0.00%
Age	16 to 24	14.0%	8.2%	8.3%	3.34%	11.7%
	25 to 34	40.5%	38.0%	36.1%	17.39%	30.4%
	35 to 44	20.9%	28.1%	25.0%	22.67%	
	45 to 54	17.1%	17.5%	16.7%	32.76%	23.6%
	55 to 64	5.7%	6.4%	11.1%	21.15%	
	65+	0.0%	0.0%	0.0%	2.69%	14.1%
	Unknown	1.8%	1.8%	2.8%	0.00%	0.00%
Religion or Belief	Christianity	33.3%	29.8%	27.8%	11.00%	37.30%
	Hinduism	1.2%	1.8%	0.0%	4.12%	25.30%
	Islam	17.1%	13.5%	11.1%	1.44%	12.50%
	Judaism	0.4%	0.6%	0.0%	0.57%	4.40%
	Jainism	11.9%	8.2%	2.8%	0.51%	No category
	Sikh	2.7%	4.1%	5.6%	0.39%	1.20%
	Buddhism	0.1%	0.0%	0.0%	0.20%	1.10%
	Zoroastrian	10.6%	12.9%	16.7%	0.02%	No category
	Other	0.2%	0.6%	0.0%	0.86%	2.50%
	No Religion/Atheist	1.6%	0.6%	0.0%	2.09%	9.60%
Unknown	20.8%	28.1%	36.1%	78.81%	6.20%	
Sexual Orientation	Heterosexual	74.6%	71.3%	63.9%	15.92%	No category
	Gay Woman/ Lesbian	0.1%	0.0%	0.0%	0.06%	
	Gay Man	1.0%	1.8%	2.8%	0.08%	
	Bi-sexual	1.9%	0.0%	0.0%	0.14%	
	Prefer not to say	0.0%	0.0%	0.0%	1.07%	
	Other	0.0%	0.0%	0.0%	0.04%	
Unknown	22.5%	26.9%	33.3%	82.69%		
Pregnancy/ maternity in last 2 years?	Yes	0.6%	0.6%	2.8%	4.02%	No category
	No	43.2%	40.4%	36.1%	95.58%	
	Unknown	56.2%	59.1%	61.1%	0.00%	
Same gender assigned at birth?	Yes	40.9%	38.6%	38.9%	0.00%	No category
	No	2.3%	0.0%	0.0%	95.47%	
	Unknown	56.9%	61.4%	61.1%	4.53%	

Resources Directorate - Employment Procedures

		Conduct			Capability			DAW		Whole Council Workforce 5,125
		10 Cases	3 Warnings	2 Dismissals	5 Cases	3 Warnings	1 Dismissals	6 Cases	1 Appeal	
Ethnicity	BAME	80%	100%	100%	60%	66.67%	0%	16.67%		36.08%
	White	0%	0%	0%	20%	0.00%	100%	66.67%		52.08%
	Unknown	20%	0%	0%	20%	33.33%	0%	16.67%		11.84%
Sex	Male	80%	100%	100%	20%	0%	0%	17%		22.36%
	Female	20%	0%	0%	80%	100%	100%	83%		77.64%
Disability	Yes	-	-	-	20%	33%	0%	-		1.81%
	No	100%	100%	100%	80%	67%	100%	100%		93.66%
	Not stated	-	-	-	-	-	-	-		4.53%
Age	16 to 24	10%	0%	50%	-	-	-	-		3.34%
	25 to 34	70%	100%	0%	-	-	-	-		17.39%
	35 to 44	-	-	-	-	-	-	17%		22.67%
	45 to 54	20%	0%	50%	80%	100%	0%	50%		32.76%
	55 to 64	-	-	-	-	-	-	33%		21.15%
	65+	-	-	-	20%	0%	100%	-		2.69%
Religion or Belief	Christianity	10%	0%	50%	20%	0%	0%	-		11.00%
	Hinduism	-	-	-	-	-	-	-		4.12%
	Islam	-	-	-	-	-	-	-		1.44%
	Judaism	-	-	-	-	-	-	-		0.57%
	Jainism	-	-	-	-	-	-	-		0.51%
	Sikh	-	-	-	-	-	-	-		0.39%
	Buddhism	-	-	-	-	-	-	-		0.20%
	Zoroastrian	-	-	-	-	-	-	-		0.02%
	Other	-	-	-	-	-	-	-		0.86%
	No Religion/ Atheist	-	-	-	-	-	-	-		2.09%
Unknown	90%	100%	50%	80%	100%	100%	100%		78.81%	
Sexual Orientation	Heterosexual	10%	0%	50%	20%	0%	0%	-		15.92%
	Gay Woman/ Lesbian	-	-	-	-	-	-	-		0.06%
	Gay Man	-	-	-	-	-	-	-		0.08%
	Bi-sexual	-	-	-	-	-	-	-		0.14%
	Prefer not to say	-	-	-	-	-	-	-		1.07%
	Other	-	-	-	-	-	-	-		0.04%
	Unknown	90%	100%	50%	80%	100%	100%	100%		82.69%
Pregnancy/ maternity in last 2 years?	Yes	-	-	-	-	-	-	-		4.02%
	No	100%	100%	100%	100%	100%	100%	100%		95.58%
Same gender assigned at birth?	Yes	100%	100%	100%	100%	100%	100%	100%		95.47%
	No	-	-	-	-	-	-	-		-
	Unknown	-	-	-	-	-	-	-		4.53%

9.2 Children and Families

Children and Families - Workforce Profile

		Children and Families Directorate including Schools 3,444 employees	Whole Council Workforce 5,125 employees	Harrow Community Data 2011 Census
Ethnicity	BAME	36.18%	36.08%	57.75%
	White	50.09%	11.84%	42.25%
	Unknown	13.73%	52.08%	0.00%
Sex	Male	12.22%	22.36%	49.40%
	Female	87.78%	77.64%	50.60%
Disability	Yes	1.02%	1.81%	16.40%
	No	92.51%	93.66%	83.60%
	Unknown	6.48%	4.53%	0.00%
Age	16 to 24	4.04%	3.34%	11.7%
	25 to 34	18.70%	17.39%	30.4%
	35 to 44	22.76%	22.67%	
	45 to 54	32.26%	32.76%	23.6%
	55 to 64	19.72%	21.15%	
	65+	2.53%	2.69%	14.1%
Religion or Belief	Christianity	10.74%	11.00%	37.30%
	Hinduism	4.65%	4.12%	25.30%
	Islam	1.39%	1.44%	12.50%
	Judaism	0.58%	0.57%	4.40%
	Jainism	0.55%	0.51%	No category
	Sikh	0.35%	0.39%	1.20%
	Buddhism	0.20%	0.20%	1.10%
	Zoroastrian	0.03%	0.02%	No category
	Other	0.93%	0.86%	2.50%
	No Religion/ Atheist	1.92%	2.09%	9.60%
	Unknown	78.66%	78.81%	6.20%
Sexual Orientation	Heterosexual	16.17%	15.92%	No category
	Gay Woman/ Lesbian	0.09%	0.06%	
	Gay Man	0.06%	0.08%	
	Bi-sexual	0.17%	0.14%	
	Prefer not to say	1.22%	1.07%	
	Other	0.06%	0.04%	
	Unknown	82.23%	82.69%	
Pregnancy/ maternity in last 2 years?	Yes	4.18%	4.02%	No category
	No	95.82%	95.98%	
Same gender assigned at birth?	Yes	93.52%	95.47%	No category
	No			
	Unknown	6.48%	4.53%	

Appendix 1

Children and Families - Workforce Profile by Payband

		Payband (3,444 of employees)						Childrens and Families Directorate including Schools (3,444)	Whole Council Workforce (5,125)
		1 (1,623)	2 (839)	3 (757)	4 (150)	5 (69)	6 (6)		
Ethnicity	BAME	43.07%	33.49%	29.99%	20.00%	13.04%	0.00%	36.18%	36.08%
	White	40.60%	53.40%	58.78%	74.67%	81.16%	83.33%	50.09%	52.08%
	Unknown	16.33%	13.11%	11.23%	5.33%	5.80%	16.67%	13.73%	11.84%
Sex	Male	8.19%	17.16%	13.08%	16.67%	27.54%	16.67%	12.22%	22.36%
	Female	91.81%	82.84%	86.92%	83.33%	72.46%	83.33%	87.78%	77.64%
Disability	Yes	1.29%	1.07%	0.66%	0.00%	0.00%	0.00%	1.02%	1.81%
	No	90.02%	92.73%	96.17%	97.33%	97.10%	100.00%	92.51%	93.66%
	Not stated	8.69%	6.20%	3.17%	2.67%	2.90%	0.00%	6.48%	4.53%
Age	16 to 24	4.74%	7.39%	0.00%	0.00%	0.00%	0.00%	4.04%	3.34%
	25 to 34	10.29%	28.96%	27.74%	15.33%	1.45%	0.00%	18.70%	17.39%
	35 to 44	23.97%	16.09%	26.16%	32.00%	18.84%	16.67%	22.76%	22.67%
	45 to 54	36.29%	29.68%	26.42%	27.33%	43.48%	33.33%	32.26%	32.76%
	55 to 64	20.95%	16.57%	18.36%	23.33%	33.33%	50.00%	19.72%	21.15%
	65+	3.76%	1.31%	1.32%	2.00%	2.90%	0.00%	2.53%	2.69%
Religion or Belief	Christianity	8.38%	13.71%	12.15%	13.33%	8.70%	16.67%	10.74%	11.00%
	Hinduism	6.78%	3.93%	1.85%	1.33%	1.45%	0.00%	4.65%	4.12%
	Islam	1.85%	1.55%	0.53%	0.67%	0.00%	0.00%	1.39%	1.44%
	Judaism	0.18%	0.48%	0.92%	2.00%	4.35%	0.00%	0.58%	0.57%
	Jainism	0.74%	0.72%	0.13%	0.00%	0.00%	0.00%	0.55%	0.51%
	Sikh	0.31%	0.24%	0.26%	1.33%	1.45%	0.00%	0.35%	0.39%
	Buddhism	0.06%	0.24%	0.40%	0.00%	1.45%	0.00%	0.20%	0.20%
	Zoroastrian	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%	0.03%	0.02%
	Other	0.92%	0.83%	1.06%	0.67%	1.45%	0.00%	0.93%	0.86%
	No Religion/ Atheist	0.86%	2.74%	2.51%	4.00%	4.35%	16.67%	1.92%	2.09%
Unknown	79.91%	75.45%	80.18%	76.67%	76.81%	66.67%	78.66%	78.81%	
Sexual Orientation	Heterosexual	855.84%	722.58%	0.00%	0.00%	0.00%	0.00%	16.17%	0.00%
	Gay								
	Woman/ Lesbian	344.16%	177.42%	0.00%	0.00%	0.00%	0.00%	0.09%	0.00%
	Gay Man	172.73%	232.26%	0.00%	0.00%	0.00%	0.00%	0.06%	0.00%
	Bi-sexual	1935.06%	1120.97%	0.00%	0.00%	0.00%	0.00%	0.17%	0.00%
	Prefer not to say	27.27%	14.52%	0.00%	0.00%	0.00%	0.00%	1.22%	0.00%
	Other	1897.40%	1254.84%	0.00%	0.00%	0.00%	0.00%	0.06%	0.00%
Unknown	183.12%	83.87%	0.00%	0.00%	0.00%	0.00%	82.23%	100.00%	
Pregnancy/ maternity in last 2 years?	Yes	2.03%	3.34%	9.51%	6.67%	1.45%	0.00%	4.18%	4.02%
	No	97.97%	96.66%	90.49%	93.33%	98.55%	100.00%	95.82	95.58%
Same gender assigned at birth?	Yes	91.31%	93.80%	96.83%	97.33%	97.10%	100.00%	93.52%	95.47%
	No	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Unknown	8.69%	6.20%	3.17%	2.67%	2.90%	0.00%	6.48%	4.53%

Children and Families - Workforce Profile by Part-time

		Full time 1,331 employees	Part time 2,113 employees	Childrens and Families Directorate Workforce Profile including Schools 3,444 employees	Whole Council Workforce 5,125 employees
Ethnicity	BAME	32.01%	38.81%	36.18%	36.08%
	White	55.37%	46.76%	50.09%	52.08%
	Unknown	12.62%	14.43%	13.73%	11.84%
Sex	Male	19.91%	7.38%	12.22%	22.36%
	Female	80.09%	92.62%	87.78%	77.64%
Disability	Yes	0.98%	1.04%	1.02%	1.81%
	No	94.21%	91.43%	92.51%	93.66%
	Not stated	4.81%	7.52%	6.48%	4.53%
Age	16 to 24	5.71%	2.98%	4.04%	3.34%
	25 to 34	32.68%	9.89%	18.70%	17.39%
	35 to 44	19.83%	24.61%	22.76%	22.67%
	45 to 54	24.94%	36.87%	32.26%	32.76%
	55 to 64	15.93%	22.10%	19.72%	21.15%
	65+	0.90%	3.55%	2.53%	2.69%
Religion or Belief	Christianity	10.89%	10.65%	10.74%	11.00%
	Hinduism	2.25%	6.15%	4.65%	4.12%
	Islam	1.28%	1.47%	1.39%	1.44%
	Judaism	0.60%	0.57%	0.58%	0.57%
	Jainism	0.23%	0.76%	0.55%	0.51%
	Sikh	0.38%	0.33%	0.35%	0.39%
	Buddhism	0.38%	0.09%	0.20%	0.20%
	Zoroastrian	0.00%	0.05%	0.03%	0.02%
	Other	0.83%	0.99%	0.93%	0.86%
	No Religion/Atheist	2.78%	1.37%	1.92%	2.09%
	Unknown	80.39%	77.57%	78.66%	78.81%
Sexual Orientation	Heterosexual	17.21%	15.52%	16.17%	15.92%
	Gay Woman/ Lesbian	0.00%	0.14%	0.09%	0.06%
	Gay Man	0.08%	0.05%	0.06%	0.08%
	Bi-sexual	0.15%	0.19%	0.17%	0.14%
	Prefer not to say	0.00%	0.09%	1.22%	1.07%
	Other	1.13%	1.28%	0.06%	0.04%
	Unknown	81.44%	82.73%	82.23%	82.69%
Pregnancy/ maternity in last 2 years?	Yes	3.98%	4.31%	4.18%	4.02%
	No	96.02%	95.69%	95.58%	95.58%
Same gender assigned at birth?	Yes	95.19%	92.48%	93.52%	95.47%
	No	-	-	-	-
	Unknown	4.81%	7.52%	6.48%	4.53%

Children and Families - Recruitment

		Applications 773 received	Shortlisted 181 applicants	Appointed 39 candidates	Whole Council Workforce 5,125 employees	Harrow Community Data 2011 Census
Ethnicity	BAME	61.2%	53.6%	41.0%	36.08%	57.75%
	White	26.1%	34.8%	48.7%	52.08%	42.25%
	Unknown	12.7%	11.6%	10.3%	11.84%	0.00%
Sex	Male	29.1%	25.4%	17.9%	22.36%	49.40%
	Female	69.3%	72.9%	82.1%	77.64%	50.60%
	Not stated	1.6%	1.7%	0.0%	0.00%	0.00%
Disability	Yes	4.9%	4.4%	0.0%	1.81%	16.4%*
	No	92.8%	92.8%	97.4%	93.66%	83.6%*
	Not stated	2.3%	2.8%	2.6%	4.53%	0.00%
Age	16 to 24	10.3%	3.9%	2.6%	3.34%	11.7%
	25 to 34	33.6%	24.9%	25.6%	17.39%	30.4%
	35 to 44	27.3%	29.3%	28.2%	22.67%	
	45 to 54	20.8%	27.1%	33.3%	32.76%	23.6%
	55 to 64	4.8%	9.4%	5.1%	21.15%	
	65+	0.0%	0.0%	0.0%	2.69%	14.1
	Unknown	3.1%	5.5%	5.1%	0.00%	0.00%
Religion or Belief	Christianity	35.4%	36.5%	43.6%	11.00%	37.30%
	Hinduism	10.7%	8.3%	5.1%	4.12%	25.30%
	Islam	11.4%	6.1%	5.1%	1.44%	12.50%
	Judaism	0.6%	1.1%	0.0%	0.57%	4.40%
	Jainism	0.5%	0.0%	0.0%	0.51%	No category
	Sikh	0.9%	0.0%	0.0%	0.39%	1.20%
	Buddhism	1.0%	1.7%	2.6%	0.20%	1.10%
	Zoroastrian	0.0%	0.0%	0.0%	0.02%	No category
	Other	2.7%	1.7%	0.0%	0.86%	2.50%
	No Religion/Atheist	10.7%	11.0%	15.4%	2.09%	9.60%
Unknown	25.9%	33.7%	28.2%	78.81%	6.20%	
Sexual Orientation	Heterosexual	69.6%	62.4%	71.8%	15.92%	
	Gay Woman/ Lesbian	0.6%	1.1%	0.0%	0.06%	
	Gay Man	0.5%	0.6%	0.0%	0.08%	
	Bi-sexual	1.9%	1.7%	2.6%	0.14%	No category
	Prefer not to say	0.0%	0.0%	0.0%	1.07%	
	Other	0.0%	0.0%	0.0%	0.04%	
	Unknown	27.3%	34.3%	25.6%	82.69%	
Pregnancy/ maternity in last 2 years?	Yes	2.3%	1.1%	2.6%	4.02%	
	No	54.3%	38.1%	30.8%	95.58%	No category
	Unknown	43.3%	60.8%	66.7%	0.00%	
Same gender assigned at birth?	Yes	53.4%	36.5%	33.3%	0.00%	
	No	3.4%	2.2%	0.0%	95.47%	No category
	Unknown	43.2%	61.3%	66.7%	4.53%	

Appendix 1

Children and Families - Employment Procedures

		Conduct			Capability			DAW		Whole Council Work-force 5,125
		13 Cases	2 Warnings	5 Dismissals	9 Cases	8 Warnings	1 Dismissals	2 Cases	1 Appeal	
Ethnicity	BAME	61.54%	100%	40.00%	33.33%	37.50%		100%	100%	36.08%
	White	30.77%	-	40.00%	66.67%	62.50%		-	-	52.08%
	Unknown	7.69%	-	20.00%	-	-		-	-	11.84%
Sex	Male	15.38%	-	20.00%	11.11%	12.50%		-	-	22.36%
	Female	84.62%	100%	80.00%	88.89%	87.50%		100%	100%	77.64%
Disability	Yes	15.38%	50.00%	20.00%	11.11%	12.50%		-	-	1.81%
	No	84.62%	50.00%	80.00%	88.89%	87.50%		100%	100%	93.66%
	Not stated	-	-	-	-	-		-	-	4.53%
Age	16 to 24	-	-	-	-	-		-	-	3.34%
	25 to 34	7.69%	50.00%	-	-	-		-	-	17.39%
	35 to 44	30.77%	50.00%	40.00%	22.22%	25.00%		50.00%	100.00%	22.67%
	45 to 54	38.46%	-	20.00%	66.67%	62.50%		50.00%	-	32.76%
	55 to 64	23.08%	-	40.00%	11.11%	12.50%		-	-	21.15%
	65+	-	-	-	-	-		-	-	2.69%
Religion or Belief	Christianity	-	-	-	44.44%	50.00%		-	-	11.00%
	Hinduism	-	-	-	-	-		-	-	4.12%
	Islam	-	-	-	-	-		-	-	1.44%
	Judaism	-	-	-	-	-		-	-	0.57%
	Jainism	-	-	-	-	-		-	-	0.51%
	Sikh	-	-	-	-	-		-	-	0.39%
	Buddhism	-	-	-	-	-		-	-	0.20%
	Zoroastrian	-	-	-	-	-		-	-	0.02%
	Other	-	-	-	11.11%	12.50%		-	-	0.86%
	No Religion/ Atheist	-	-	-	-	-		-	-	2.09%
Unknown	100%	100%	100%	44.44%	37.50%		100%	100%	78.81%	
Sexual Orientation	Heterosexual	-	-	-	33.33%	37.50%		-	-	15.92%
	Gay Woman/ Lesbian	-	-	-	-	-		-	-	0.06%
	Gay Man	-	-	-	-	-		-	-	0.08%
	Bi-sexual	-	-	-	-	-		-	-	0.14%
	Prefer not to say	-	-	-	11.11%	12.50%		-	-	1.07%
	Other	-	-	-	-	-		-	-	0.04%
	Unknown	100%	100%	100%	55.56%	50.00%		100%	100%	82.69%
Pregnancy/ maternity in last 2 years?	Yes	-	-	-	-	-		-	-	4.02%
	No	100%	100%	100%	100%	100%		100%	100%	95.58%
Same gender assigned at birth?	Yes	100%	100%	100%	100%	100%		100%	100%	95.47%
	No	-	-	-	-	-		-	-	-
	Unknown	-	-	-	-	-		-	-	4.53%

9.3 Environment and Enterprise Directorate

Environment and Enterprise Directorate - Workforce Profile

		Enterprise and Environment Directorate 514 employees	Whole Council Workforce 5,125 employees	Harrow Community Data 2011 Census
Ethnicity	BAME	23.93%	36.08%	57.75%
	White	69.84%	11.84%	42.25%
	Unknown	6.23%	52.08%	0.00%
Sex	Male	80.35%	22.36%	49.40%
	Female	19.65%	77.64%	50.60%
Disability	Yes	2.72%	1.81%	16.40%
	No	96.69%	93.66%	83.60%
	Unknown	0.58%	4.53%	0.00%
Age	16 to 24	2.14%	3.34%	11.7%
	25 to 34	13.81%	17.39%	30.4%
	35 to 44	18.09%	22.67%	
	45 to 54	34.82%	32.76%	23.6%
	55 to 64	27.82%	21.15%	
	65+	3.31%	2.69%	14.1%
Religion or Belief	Christianity	11.09%	11.00%	37.30%
	Hinduism	2.33%	4.12%	25.30%
	Islam	1.17%	1.44%	12.50%
	Judaism	0.58%	0.57%	4.40%
	Jainism	0.00%	0.51%	No category
	Sikh	0.19%	0.39%	1.20%
	Buddhism	0.39%	0.20%	1.10%
	Zoroastrian	0.00%	0.02%	No category
	Other	0.19%	0.86%	2.50%
	No Religion/Atheist	1.75%	2.09%	9.60%
	Unknown	82.30%	78.81%	6.20%
Sexual Orientation	Heterosexual	14.01%	15.92%	No category
	Gay Woman/ Lesbian	0.00%	0.06%	
	Gay Man	0.00%	0.08%	
	Bi-sexual	0.19%	0.14%	
	Prefer not to say	1.36%	1.07%	
	Other	0.00%	0.04%	
	Unknown	84.44%	82.69%	
Pregnancy/ maternity in last 2 years?	Yes	1.17%	4.02%	No category
	No	98.83%	95.98%	
		0.00%		
Same gender assigned at birth?	Yes	99.42%	95.47%	No category
	No			
	Unknown	0.58%	4.53%	

Environment and Enterprise Directorate - Workforce Profile by Payband

	Payband						Env and Enterprise Directorate 514 employees	Whole Council Workforce 5,125 employees	Harrow Comm Data 2011 Census
	1 (204)	2 (194)	3 (74)	4 (31)	5 (8)	6 (3)			
BAME	27.45%	26.29%	14.86%	16.13%	0.00%	0.00%	23.93%	36.08%	57.75%
White	68.63%	65.98%	78.38%	80.65%	75.00%	66.67%	69.84%	52.08%	42.25%
Unknown	3.92%	7.73%	6.76%	3.23%	25.00%	33.33%	6.23%	11.84%	-
Male	89.22%	73.71%	72.97%	77.42%	100.00%	66.67%	80.35%	22.36%	49.40%
Female	10.78%	26.29%	27.03%	22.58%	0.00%	33.33%	19.65%	77.64%	50.60%
Yes	2.45%	2.58%	4.05%	0.00%	12.50%	0.00%	2.72%	1.81%	16.40%
No	97.55%	95.88%	95.95%	100.00%	87.50%	100.00%	96.69%	93.66%	83.60%
Not stated	0.00%	1.55%	0.00%	0.00%	0.00%	0.00%	0.58%	4.53%	-
16 to 24	3.92%	1.55%	0.00%	0.00%	0.00%	0.00%	2.14%	3.34%	11.7%
25 to 34	14.22%	17.01%	9.46%	6.45%	0.00%	0.00%	13.81%	17.39%	30.4%
35 to 44	18.63%	20.10%	17.57%	9.68%	0.00%	0.00%	18.09%	22.67%	23.6%
45 to 54	30.39%	35.57%	37.84%	48.39%	50.00%	33.33%	34.82%	32.76%	23.6%
55 to 64	28.92%	22.68%	31.08%	35.48%	50.00%	66.67%	27.82%	21.15%	14.1%
65+	3.92%	3.09%	4.05%	0.00%	0.00%	0.00%	3.31%	2.69%	14.1%
Christianity	8.33%	8.76%	18.92%	25.81%	12.50%	0.00%	11.09%	11.00%	37.30%
Hinduism	1.47%	4.64%	0.00%	0.00%	0.00%	0.00%	2.33%	4.12%	25.30%
Islam	0.98%	1.03%	0.00%	6.45%	0.00%	0.00%	1.17%	1.44%	12.50%
Judaism	0.00%	1.03%	1.35%	0.00%	0.00%	0.00%	0.58%	0.57%	4.40%
Jainism	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.51%	No category
Sikh	0.00%	0.52%	0.00%	0.00%	0.00%	0.00%	0.19%	0.39%	1.20%
Buddhism	0.49%	0.52%	0.00%	0.00%	0.00%	0.00%	0.39%	0.20%	1.10%
Zoroastrian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	No category
Other	0.00%	0.52%	0.00%	0.00%	0.00%	0.00%	0.19%	0.86%	2.50%
No Religion/ Atheist	0.49%	1.55%	4.05%	6.45%	0.00%	0.00%	1.75%	2.09%	9.60%
Unknown	88.24%	81.44%	75.68%	61.29%	87.50%	100.00%	82.30%	78.81%	6.20%
Heterosexual	10.29%	14.43%	17.57%	29.03%	12.50%	0.00%	14.01%	0.00%	No category
Gay Woman/ Lesbian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	No category
Gay Man	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	No category
Bi-sexual	0.00%	0.52%	0.00%	0.00%	0.00%	0.00%	0.19%	0.00%	No category
Prefer not to say	0.49%	2.06%	2.70%	0.00%	0.00%	0.00%	1.36%	0.00%	No category
Other	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	No category
Unknown	89.22%	82.99%	79.73%	70.97%	87.50%	100.00%	84.44%	100%	No category
Yes	0.00%	2.58%	1.35%	0.00%	0.00%	0.00%	1.17%	4.02%	No category
No	100%	97.42%	98.65%	100%	100%	100%	98.83%	95.58%	No category
Yes	100%	98.45%	100%	100%	100%	100%	99.42%	95.47%	No category
No	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	No category
Unknown	0.00%	1.55%	0.00%	0.00%	0.00%	0.00%	0.58%	4.53%	No category

Environment and Enterprise Directorate - Workforce Profile Part Time

		Full time (479)	Part time (35)	Env and Enterprise Directorate (514)	Whole Council Workforce (5,125)
Ethnicity	BAME	23.59%	28.57%	23.93%	36.08%
	White	70.77%	57.14%	69.84%	52.08%
	Unknown	5.64%	14.29%	6.23%	11.84%
Sex	Male	84.34%	25.71%	80.35%	22.36%
	Female	15.66%	74.29%	19.65%	77.64%
Disability	Yes	2.92%	0.00%	2.72%	1.81%
	No	96.45%	100.00%	96.69%	93.66%
	Not stated	0.63%	0.00%	0.58%	4.53%
Age	16 to 24	2.30%	0.00%	2.14%	3.34%
	25 to 34	14.20%	8.57%	13.81%	17.39%
	35 to 44	18.58%	11.43%	18.09%	22.67%
	45 to 54	34.86%	34.29%	34.82%	32.76%
	55 to 64	27.77%	28.57%	27.82%	21.15%
	65+	2.30%	17.14%	3.31%	2.69%
Religion or Belief	Christianity	10.23%	22.86%	11.09%	11.00%
	Hinduism	2.09%	5.71%	2.33%	4.12%
	Islam	1.04%	2.86%	1.17%	1.44%
	Judaism	0.63%	0.00%	0.58%	0.57%
	Jainism				0.51%
	Sikh	0.00%	2.86%	0.19%	0.39%
	Buddhism	0.42%	0.00%	0.39%	0.20%
	Zoroastrian				0.02%
	Other	0.21%	0.00%	0.19%	0.86%
	No Religion/ Atheist	1.88%	0.00%	1.75%	2.09%
Unknown	83.51%	65.71%	82.30%	78.81%	
Sexual Orientation	Heterosexual	13.57%	20.00%	14.01%	15.92%
	Gay Woman/ Lesbian				0.06%
	Gay Man				0.08%
	Bi-sexual	0.21%	0.00%	0.19%	0.14%
	Prefer not to say	0.84%	8.57%	1.36%	1.07%
	Other				0.04%
	Unknown	85.39%	71.43%	84.44%	82.69%
Pregnancy/ maternity in last 2 years?	Yes	0.84%	5.71%	1.17%	4.02%
	No	99.16%	94.29%	98.83%	95.58%
Same gender assigned at birth?	Yes	99.37%	100.00%	99.42%	95.47%
	No				
	Unknown	0.63%	0.00%	0.58%	4.53%

Environment and Enterprise Directorate – Recruitment

		Applications 233 applicants	Shortlisted 38 applicants	Appointments 12 applicants	Whole Council Workforce 5,125 employees	Harrow Community Data 2011 Census
Ethnicity	BAME	44.6%	26.3%	16.7%	36.08%	57.75%
	White	48.9%	73.7%	83.3%	52.08%	42.25%
	Unknown	6.4%	0.0%	0.0%	11.84%	0.00%
Sex	Male	66.1%	65.8%	58.3%	22.36%	49.40%
	Female	33.0%	34.2%	41.7%	77.64%	50.60%
	Not stated	0.9%	0.0%	0.0%	0.00%	0.00%
Disability	Yes	2.1%	0.0%	0.0%	1.81%	16.4%*
	No	97.9%	100.0%	100.0%	93.66%	83.6%*
	Not stated	0.0%	0.0%	0.0%	4.53%	0.00%
Age	16 to 24	12.9%	2.6%	0.0%	3.34%	11.7%
	25 to 34	44.2%	47.4%	25.0%	17.39%	30.4%
	35 to 44	15.9%	23.7%	25.0%	22.67%	
	45 to 54	17.6%	10.5%	25.0%	32.76%	23.6%
	55 to 64	6.0%	10.5%	8.3%	21.15%	
	65+	0.0%	0.0%	0.0%	2.69%	14.1%
	Unknown	3.4%	5.3%	16.7%	0.00%	0.00%
Religion or Belief	Christianity	38.2%	39.5%	33.3%	11.00%	37.30%
	Hinduism	0.4%	0.0%	0.0%	4.12%	25.30%
	Islam	9.4%	2.6%	0.0%	1.44%	12.50%
	Judaism	0.9%	0.0%	0.0%	0.57%	4.40%
	Jainism	6.9%	2.6%	0.0%	0.51%	No category
	Sikh	1.7%	7.9%	16.7%	0.39%	1.20%
	Buddhism	0.0%	0.0%	0.0%	0.20%	1.10%
	Zoroastrian	20.6%	26.3%	25.0%	0.02%	No category
	Other	0.0%	0.0%	0.0%	0.86%	2.50%
	No Religion/Atheist	0.9%	0.0%	0.0%	2.09%	9.60%
Unknown	21.0%	21.1%	25.0%	78.81%	6.20%	
Sexual Orientation	Heterosexual	73.8%	76.3%	75.0%	15.92%	No category
	Gay Woman/ Lesbian	0.4%	0.0%	0.0%	0.06%	
	Gay Man	2.6%	0.0%	0.0%	0.08%	
	Bi-sexual	1.7%	0.0%	0.0%	0.14%	
	Prefer not to say	0.0%	0.0%	0.0%	1.07%	
	Other	0.0%	0.0%	0.0%	0.04%	
	Unknown	21.5%	23.7%	25.0%	82.69%	
Pregnancy/ maternity in last 2 years?	Yes	0.4%	0.0%	0.0%	4.02%	No category
	No	47.2%	60.5%	58.3%	95.58%	
	Unknown	52.4%	39.5%	41.7%	0.00%	
Same gender assigned at birth?	Yes	46.4%	57.9%	58.3%	0.00%	No category
	No	1.3%	2.6%	0.0%	95.47%	
	Unknown	52.4%	39.5%	41.7%	4.53%	

Environment and Enterprise Directorate - Employment Procedures

		Conduct			Capability			DAW		Whole Council Workforce 5,125	Harrow Comm Data 2011 Census
		14 Cases	6 Warnings	3 Dismissals	20 Cases	14 Warnings	2 Dismissals	6 Cases	1 Appeal		
Ethnicity	BAME	50.00%	50.00%	66.67%	20.00%	21.43%	-	66.67%		36.08%	57.75%
	White	42.86%	50.00%	33.33%	70.00%	64.29%	100%	33.33%		52.08%	42.25%
	Unknown	7.14%	-	-	10.00%	14.29%	-	-		11.84%	0.00%
Sex	Male	92.86%	83.33%	100.00%	100%	100%	100%	83.33%		22.36%	49.40%
	Female	7.14%	16.67%	-	-	-	-	16.67%		77.64%	50.60%
Disability	Yes	-	-	-	5.00%	7.14%	-	-		1.81%	16.4%*
	No	100%	100%	100%	95.00%	92.86%	100%	100%		93.66%	83.6%*
	Not stated	-	-	-	-	-	-	-		4.53%	0.00%
Age	16 to 24	-	-	-	10.00%	14.29%	-	-		3.34%	11.7%
	25 to 34	7.14%	16.67%	-	15.00%	7.14%	50.00%	-		17.39%	30.4%
	35 to 44	28.57%	16.67%	33.33%	20.00%	14.29%	50.00%	33.33%		22.67%	
	45 to 54	28.57%	33.33%	33.33%	45.00%	57.14%	-	66.67%		32.76%	23.6%
	55 to 64	35.71%	33.33%	33.33%	10.00%	7.14%	-	-		21.15%	
	65+	-	-	-	-	-	-	-		2.69%	14.1%
Religion or Belief	Christianity	7.14%	-	-	-	-	-	16.67%		11.00%	37.30%
	Hinduism	7.14%	-	-	-	-	-	-		4.12%	25.30%
	Islam	7.14%	16.67%	-	-	-	-	-		1.44%	12.50%
	Judaism	-	-	-	-	-	-	-		0.57%	4.40%
	Jainism	-	-	-	-	-	-	-		0.51%	No category
	Sikh	-	-	-	-	-	-	-		0.39%	1.20%
	Buddhism	-	-	-	-	-	-	-		0.20%	1.10%
	Zoroastrian	-	-	-	-	-	-	-		0.02%	No category
	Other	-	-	-	-	-	-	-		0.86%	2.50%
	No Religion/ Atheist	-	-	-	-	-	-	-		2.09%	9.60%
Unknown	78.57%	83.33%	100%	100%	100%	-	83.33%		78.81%	6.20%	
Sexual Orientation	Heterosexual	-	-	-	-	-	-	16.67%		15.92%	
	Gay	-	-	-	-	-	-	-		0.06%	
	Woman/ Lesbian	-	-	-	-	-	-	-		0.08%	No category
	Gay Man	-	-	-	-	-	-	-		0.14%	
	Bi-sexual	7.14%	-	-	-	-	-	-		1.07%	
	Prefer not to say	-	-	-	-	-	-	-		0.04%	
	Other	-	-	-	-	-	-	-		0.04%	
Unknown	92.86%	100%	100%	100%	100%	100%	83.33%		82.69%		
Pregnancy/ maternity in last 2 years?	Yes	-	-	-	-	-	-	-		4.02%	No category
	No	100%	100%	100%	100%	100%	100%	100%		95.58%	
Same gender assigned at birth?	Yes	-	-	-	-	-	-	-		95.47%	
	No	-	-	-	-	-	-	-		-	No category
	Unknown	100%	100%	100%	100%	100%	100%	100%		4.53%	

9.4 Community, Health and Well Being

Community, Health and Wellbeing Directorate - Workforce Profile

		CH&WB 701 employees	Whole Council Workforce 5,125 employees	Harrow Community Data 2011 Census
Ethnicity	BAME	43.22%	36.08%	57.75%
	White	51.21%	52.08%	42.25%
	Unknown	5.56%	11.84%	0.00%
Sex	Male	27.82%	22.36%	49.40%
	Female	72.18%	77.64%	50.60%
Disability	Yes	4.99%	1.81%	16.4%*
	No	94.72%	93.66%	83.6%*
	Unknown	0.29%	4.53%	0.00%
Age	16 to 24	2.00%	3.34%	11.7%
	25 to 34	10.84%	17.39%	30.4%
	35 to 44	21.83%	22.67%	
	45 to 54	36.23%	32.76%	23.6%
	55 to 64	25.11%	21.15%	
	65+	3.99%	2.69%	14.1%
Religion or Belief	Christianity	14.55%	11.00%	37.30%
	Hinduism	3.85%	4.12%	25.30%
	Islam	2.00%	1.44%	12.50%
	Judaism	0.71%	0.57%	4.40%
	Jainism	0.86%	0.51%	No category
	Sikh	0.29%	0.39%	1.20%
	Buddhism	0.14%	0.20%	1.10%
	Zoroastrian	0.00%	0.02%	No category
	Other	1.28%	0.86%	2.50%
	No Religion/Atheist	2.71%	2.09%	9.60%
Unknown	73.61%	78.81%	6.20%	
Sexual Orientation	Heterosexual	21.68%	15.92%	No category
	Gay Woman/ Lesbian	0.00%	0.06%	
	Gay Man	0.14%	0.08%	
	Bi-sexual	0.00%	0.14%	
	Prefer not to say	0.86%	1.07%	
	Other	0.00%	0.04%	
	Unknown	77.32%	82.69%	
Pregnancy/ maternity in last 2 years?	Yes	3.42%	4.02%	No category
	No	96.58%	95.98%	
Same gender assigned at birth?	Yes	99.71%	95.47%	No category
	No	0.00%	0.00%	
	Unknown	0.29%	4.53%	

Community, Health and Wellbeing Directorate - By Payband

		Payband (and number of employees)							
		1 (170)	2 (335)	3 (157)	4 (32)	5 (5)	6 (2)	CH&WB (701)	Whole Council Workforce (5,125)
Ethnicity	BAME	51.76%	43.88%	37.58%	25.00%	20.00%	0.00%	43.22%	36.08%
	White	41.76%	50.45%	58.60%	68.75%	60.00%	100.00%	51.21%	52.08%
	Unknown	6.47%	5.67%	3.82%	6.25%	20.00%	0.00%	5.56%	11.84%
Sex	Male	16.47%	27.76%	37.58%	34.38%	60.00%	50.00%	27.82%	22.36%
	Female	83.53%	72.24%	62.42%	65.63%	40.00%	50.00%	72.18%	77.64%
Disability	Yes	3.53%	6.57%	4.46%	0.00%	0.00%	0.00%	4.99%	1.81%
	No	96.47%	93.13%	94.90%	100.00%	100.00%	100.00%	94.72%	93.66%
	Not stated	0.00%	0.30%	0.64%	0.00%	0.00%	0.00%	0.29%	4.53%
Age	16 to 24	5.29%	1.49%	0.00%	0.00%	0.00%	0.00%	2.00%	3.34%
	25 to 34	12.94%	11.04%	10.19%	3.13%	0.00%	0.00%	10.84%	17.39%
	35 to 44	14.71%	26.57%	19.75%	18.75%	40.00%	0.00%	21.83%	22.67%
	45 to 54	29.41%	33.73%	46.50%	43.75%	40.00%	100.00%	36.23%	32.76%
	55 to 64	30.59%	22.69%	22.93%	34.38%	20.00%	0.00%	25.11%	21.15%
	65+	7.06%	4.48%	0.64%	0.00%	0.00%	0.00%	3.99%	2.69%
Religion or Belief	Christianity	11.76%	14.03%	17.83%	18.75%	0.00%	50.00%	14.55%	11.00%
	Hinduism	5.29%	2.99%	4.46%	3.13%	0.00%	0.00%	3.85%	4.12%
	Islam	2.35%	1.49%	2.55%	3.13%	0.00%	0.00%	2.00%	1.44%
	Judaism	1.18%	0.60%	0.64%	0.00%	0.00%	0.00%	0.71%	0.57%
	Jainism	0.00%	1.49%	0.64%	0.00%	0.00%	0.00%	0.86%	0.51%
	Sikh	0.59%	0.00%	0.64%	0.00%	0.00%	0.00%	0.29%	0.39%
	Buddhism	0.00%	0.00%	0.64%	0.00%	0.00%	0.00%	0.14%	0.20%
	Zoroastrian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%
	Other	0.59%	1.49%	1.91%	0.00%	0.00%	0.00%	1.28%	0.86%
	No Religion/ Atheist	2.35%	2.09%	3.18%	6.25%	20.00%	0.00%	2.71%	2.09%
Unknown	75.88%	75.82%	67.52%	68.75%	80.00%	50.00%	73.61%	78.81%	
Sexual Orientation	Heterosexual	22.94%	19.40%	23.57%	28.13%	20.00%	50.00%	21.68%	15.92%
	Gay Woman/ Lesbian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.06%
	Gay Man	0.00%	0.30%	0.00%	0.00%	0.00%	0.00%	0.14%	0.08%
	Bi-sexual	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.14%
	Prefer not to say	0.00%	0.90%	1.27%	3.13%	0.00%	0.00%	0.86%	1.07%
	Other	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%
	Unknown	77.06%	79.40%	75.16%	68.75%	80.00%	50.00%	77.32%	82.69%
Pregnancy/ maternity in last 2 years?	Yes	3.53%	3.88%	2.55%	3.13%	0.00%	0.00%	3.42%	4.02%
	No	96.47%	96.12%	97.45%	96.88%	100.00%	100.00%	96.58%	95.58%
Same gender assigned at birth?	Yes	100.00%	99.70%	99.36%	100.00%	100.00%	100.00%	99.71%	95.47%
	No	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Unknown	0.00%	0.30%	0.64%	0.00%	0.00%	0.00%	0.29%	4.53%

Community, Health and Wellbeing Directorate – Part time

		Full time (443)	Part time (258)	CH&WB (701)	Whole Council Workforce (5,125)
Ethnicity	BAME	43.57%	42.64%	43.22%	36.08%
	White	51.47%	50.78%	51.21%	52.08%
	Unknown	4.97%	6.59%	5.56%	11.84%
Sex	Male	27.82%	27.82%	27.82%	22.36%
	Female	72.18%	72.18%	72.18%	77.64%
Disability	Yes	5.19%	4.65%	4.99%	1.81%
	No	94.36%	95.35%	94.72%	93.66%
	Not stated	0.45%	0.00%	0.29%	4.53%
Age	16 to 24	0.68%	4.26%	2.00%	3.34%
	25 to 34	11.06%	10.47%	10.84%	17.39%
	35 to 44	24.60%	17.05%	21.83%	22.67%
	45 to 54	37.47%	34.11%	36.23%	32.76%
	55 to 64	23.70%	27.52%	25.11%	21.15%
	65+	2.48%	6.59%	3.99%	2.69%
Religion or Belief	Christianity	15.35%	13.18%	14.55%	11.00%
	Hinduism	3.84%	3.88%	3.85%	4.12%
	Islam	2.03%	1.94%	2.00%	1.44%
	Judaism	0.68%	0.78%	0.71%	0.57%
	Jainism	0.68%	1.16%	0.86%	0.51%
	Sikh	0.23%	0.39%	0.29%	0.39%
	Buddhism	0.23%	0.00%	0.14%	0.20%
	Zoroastrian			0.00%	0.02%
	Other	1.81%	0.39%	1.28%	0.86%
	No Religion/Atheist	2.48%	3.10%	2.71%	2.09%
	Unknown	72.69%	75.19%	73.61%	78.81%
Sexual Orientation	Heterosexual	21.44%	22.09%	21.68%	15.92%
	Gay Woman/ Lesbian			0.00%	0.06%
	Gay Man	0.23%	0.00%	0.14%	0.08%
	Bi-sexual			0.00%	0.14%
	Prefer not to say	1.13%	0.39%	0.86%	1.07%
	Other			0.00%	0.04%
	Unknown	77.20%	77.52%	77.32%	82.69%
Pregnancy/ maternity in last 2 years?	Yes	2.48%	5.04%	3.42%	4.02%
	No	97.52%	94.96%	96.58%	95.58%
Same gender assigned at birth?	Yes	99.55%	100.00%	99.71%	95.47%
	No	-	-	-	-
	Unknown	0.45%	0.00%	0.29%	4.53%

Community, Health and Wellbeing Directorate – Recruitment

		Applications 1,289 applicants	Shortlisted 189 applicants	Appointments 46 applicants	Whole Council Workforce 5,125 employees	Harrow Community Data 2011 Census
Ethnicity	BAME	59.2%	53.4%	43.5%	36.08%	57.75%
	White	27.6%	35.4%	41.3%	52.08%	42.25%
	Unknown	13.2%	11.1%	15.2%	11.84%	0.00%
Sex	Male	45.5%	45.0%	43.5%	22.36%	49.40%
	Female	53.5%	55.0%	56.5%	77.64%	50.60%
	Not stated	0.9%	0.0%	0.0%	0.00%	0.00%
Disability	Yes	3.9%	3.7%	2.2%	1.81%	16.4%*
	No	94.1%	92.1%	93.5%	93.66%	83.6%*
	Not stated	2.0%	4.2%	4.3%	4.53%	0.00%
Age	16 to 24	9.3%	5.3%	4.3%	3.34%	11.7%
	25 to 34	37.2%	30.2%	30.4%	17.39%	30.4%
	35 to 44	20.9%	24.9%	21.7%	22.67%	
	45 to 54	22.0%	26.5%	30.4%	32.76%	23.6%
	55 to 64	7.5%	9.0%	4.3%	21.15%	
	65+	0.0%	0.0%	0.0%	2.69%	14.10%
	Unknown	3.1%	4.2%	8.7%	0.00%	0.00%
Religion or Belief	Christianity	40.0%	33.3%	39.1%	11.00%	37.30%
	Hinduism	0.7%	1.1%	0.0%	4.12%	25.30%
	Islam	12.6%	10.6%	8.7%	1.44%	12.50%
	Judaism	0.4%	0.5%	0.0%	0.57%	4.40%
	Jainism	9.0%	3.2%	4.3%	0.51%	No category
	Sikh	1.9%	2.6%	0.0%	0.39%	1.20%
	Buddhism	0.1%	0.0%	0.0%	0.20%	1.10%
	Zoroastrian	11.9%	14.8%	13.0%	0.02%	No category
	Other	0.4%	0.5%	0.0%	0.86%	2.50%
	No Religion/ Atheist	2.2%	1.6%	6.5%	2.09%	9.60%
Unknown	20.8%	31.7%	28.3%	78.81%	6.20%	
Sexual Orientation	Heterosexual	73.9%	65.6%	67.4%	15.92%	No category
	Gay Woman/ Lesbian	0.3%	0.0%	0.0%	0.06%	
	Gay Man	1.2%	0.0%	0.0%	0.08%	
	Bi-sexual	1.8%	0.5%	2.2%	0.14%	
	Prefer not to say	0.0%	0.0%	0.0%	1.07%	
	Other	0.0%	0.0%	0.0%	0.04%	
	Unknown	22.7%	33.9%	30.4%	82.69%	
Pregnancy/ maternity in last 2 years?	Yes	2.1%	2.1%	0.0%	4.02%	No category
	No	59.5%	43.4%	45.7%	95.58%	
	Unknown	38.4%	54.5%	54.3%	0.00%	
Same gender assigned at birth?	Yes	59.2%	41.8%	43.5%	0.00%	No category
	No	3.3%	3.2%	2.2%	95.47%	
	Unknown	37.5%	55.0%	54.3%	4.53%	

Community, Health and Wellbeing Directorate - Employment Procedures

		Conduct			Capability			DAW		CHWB 701 emp'ees	Whole Council Work- force 5,125 emp'ees
		20 Cases	9 Warnings	4 Dismissals	12 Cases	6 Warnings	1 Dismissal	6 Cases	5 Appeals		
Ethnicity	BAME	65.00%	77.78%	75.00%	41.67%	50.00%		50.00%	40.00%	43.22%	36.08%
	White	30.00%	22.22%	0.00%	58.33%	50.00%		50.00%	60.00%	51.21%	52.08%
	Unknown	5.00%	-	25.00%	-	-		-	-	5.56%	11.84%
Sex	Male	50.00%	44.44%	25.00%	33.33%	33.33%		100%	100%	27.82%	22.36%
	Female	50.00%	55.56%	75.00%	66.67%	66.67%				72.18%	77.64%
Disability	Yes	-	-	-	8.33%	-		-	-	4.99%	1.81%
	No	100%	100%	100%	91.67%	100.00%		100%	100%	94.72%	93.66%
	Not stated	-	-	-	-	-		-	-	0.29%	4.53%
Age	16 to 24	-	-	-	-	-		-	-	2.00%	3.34%
	25 to 34	-	-	-	16.67%	16.67%		-	-	10.84%	17.39%
	35 to 44	20.00%	33.33%	25.00%	25.00%	16.67%		-	-	21.83%	22.67%
	45 to 54	55.00%	55.56%	75.00%	16.67%	16.67%		50.00%	40.00%	36.23%	32.76%
	55 to 64	25.00%	11.11%	0.00%	41.67%	50.00%		33.33%	40.00%	25.11%	21.15%
	65+							16.67%	20.00%	3.99%	2.69%
Religion or Belief	Christianity	20.00%	11.11%	25.00%	-	-		16.67%	0.00%	14.55%	11.00%
	Hinduism	-	-	-	-	-		-	-	3.85%	4.12%
	Islam	-	-	-	-	-		-	-	2.00%	1.44%
	Judaism	-	-	-	-	-		-	-	0.71%	0.57%
	Jainism	-	-	-	25.00%	33.33%		-	-	0.86%	0.51%
	Sikh	-	-	-	-	-		-	-	0.29%	0.39%
	Buddhism	5.00%	11.11%	0.00%	-	-		-	-	0.14%	0.20%
	Zoroastrian	-	-	-	-	-		-	-	0.00%	0.02%
	Other	-	-	-	-	-		-	-	1.28%	0.86%
	No Religion/ Atheist	-	-	-	-	-		-	-	2.71%	2.09%
	Unknown	75.00%	77.78%	75.00%	75.00%	66.67%		83.33%	100%	73.61%	78.81%
Sexual Orient- ation	Heterosexual	20.00%	11.11%	25.00%	-	-		16.67%	0.00%	21.68%	15.92%
	Gay Woman/ Lesbian	-	-	-	-	-		-	-	0.00%	0.06%
	Gay Man	-	-	-	-	-		-	-	0.14%	0.08%
	Bi-sexual	-	-	-	-	-		-	-	0.00%	0.14%
	Prefer not to say	5.00%	11.11%	-	-	-		-	-	0.86%	1.07%
	Other	-	-	-	-	-		-	-	0.00%	0.04%
	Unknown	75.00%	77.78%	75.00%	100%	100%		83.33%	100%	77.32%	82.69%
Preg/ maternity in last 2 years?	Yes	-	-	-	-	-		-	-	3.42%	4.02%
	No	100%	100%	100%	100%	100%		100%	100%	96.58%	95.58%
Same gender assigned at birth?	Yes	100%	100%	100%	100%	100%		83.33%	80.00%	99.71%	95.47%
	No	-	-	-	-	-		-	-	-	-
	Unknown	-	-	-	-	-		16.67%	20.00%	0.29%	4.53%

10. Workforce Profiles for Partner Organisations

10.1 Pertemps

		Pertemps Placements 600 workers	Whole Council Workforce 5,125 employees
Ethnicity	BAME	40.83%	36.08%
	White	23.50%	52.08%
	Prefer not to say	23.00%	-
	Incomplete	12.67%	11.84%
Sex	Male	47.33%	22.36%
	Female	30.33%	77.64%
	Prefer not to say	9.83%	-
	Incomplete	12.50%	-
Disability	Yes	0.83%	1.81%
	No	71.00%	93.66%
	Prefer not to say	15.67%	-
	Incomplete	12.50%	4.53%
Age	16 to 24	8.33%	3.34%
	25 to 34	33.67%	17.39%
	35 to 44		22.67%
	45 to 54	31.50%	32.76%
	55 to 64		21.15%
	65+	2.17%	2.69%
	Prefer not to say	9.50%	-
	Incomplete	14.83%	-
Religion or Belief	Christianity	31.33%	11.00%
	Hinduism	6.83%	4.12%
	Islam	0.00%	1.44%
	Judaism	0.83%	0.57%
	Jainism	0.33%	0.51%
	Sikh	0.17%	0.39%
	Buddhism	-	0.20%
	Zoroastrian	0.17%	0.02%
	Other	-	0.86%
	No Religion/Atheist	-	2.09%
	Prefer not to say	36.83%	-
Incomplete	15.83%	78.81%	
Sexual Orientation	Heterosexual	61.67%	15.92%
	Gay Woman/ Lesbian	0.33%	0.06%
	Gay Man	0.33%	0.08%
	Bi-sexual	0.33%	0.14%
	Prefer not to say	24.83%	1.07%
	Other	-	0.04%
	Incomplete	12.50%	82.69%
Pregnancy/ maternity in last 2 years	Yes	1.33%	4.02
	No	60.67%	95.98
	Prefer Not To Say	25.33%	-
	Incomplete	12.67%	-
Same gender assigned at birth?	Yes	67.33%	95.47%
	No	1.17%	-
	Prefer Not To Say	19%	-
	Incomplete	12.5%	4.53%

10.2 Capita Workforce Profile as at 31st March 2013

These figures include employee data from Capita Consulting, Capita ITS and Capital Learning and Development. In future years only Capital Consulting employee details will be reported as the others are staff are employed by Capita on contracted out services.

		Capita 97 employees	Whole Council Workforce 5,125 employees
Ethnicity	BAME*	43.30%	36.08%
	White	50.50%	52.08%
	Unknown	6.20%	11.84%
Sex	Male	83.51%	22.36%
	Female	16.49%	77.64%
Disability	Yes	-	1.81%
	No	-	93.66%
	Unknown	100.00%	4.53%
Age	16 to 24	3.10%	3.34%
	25 to 34	19.59%	17.39%
	35 to 44	32.98%	22.67%
	45 to 54	34.02%	32.76%
	55 to 64	10.31%	21.15%
	65+	-	2.69%
	Prefer not to say	-	-

* BAME (Black, Asian and Minority Ethnic) group includes employees from Black, Asian, Mixed, Chinese and any other ethnic group.

White group includes British, Irish and other White ethnic groups.

Capita were unable to supply any information on religion or belief, pregnancy and maternity, sexual orientation or gender reassignment.

Annual Equality in Employment Monitoring Report**Council Paybands 2012/13**

Payband	Salary in £s	Broadly equivalent to and will include
Band 1	Up to 18,582	H1 - H3
Band 2	18,583 - 30,087	H4 - H8
Band 3	30,088 - 41,196	H9 - H11
Band 4	41,197 - 59,457	SPM3 – SPM5
Band 5	59,458 - -91,962	SPM1 – SPM2
Band 6	91,963 and above	Directors and above

H grades - Harrow pay spine