**Harrow Council Annual Equalities Report
Supporting Employee Diversity Data Tables
2016-17**

1. Workforce Profile as at 31 March 2017

1.8 Race (Ethnicity)

	Whole Council			Excluding Schools			Harrow Community data 2011 Census
	2015	2016	2017	2015	2016	2017	
	4,798	4,901	4,894	2,042	2,028	2,052	
Asian	27.34%	28.24%	29.14%	22.33%	23.37%	23.20%	42.59%
Black	9.44%	9.83%	9.89%	15.03%	15.68%	15.59%	8.24%
Mixed	2.33%	2.45%	2.76%	2.06%	2.07%	2.58%	3.97%
Any other ethnic group	1.06%	1.10%	1.37%	0.73%	0.89%	1.17%	2.95%
Total BAME	**40.18%**	**41.62%**	**43.15%**	**40.16%**	**42.01%**	**42.54%**	**57.75%**
White	**52.17%**	**50.70%**	**49.47%**	**51.42%**	**49.41%**	**49.07%**	**42.25%**
Unknown/Unclassified	7.65%	7.67%	7.38%	8.42%	8.58%	8.38%	0.00%

1.2 Gender

	Whole Council			Excluding Schools			Harrow Community data 2011 Census
	2015	2016	2017	2015	2016	2017	
	4,798	4,901	4,894	2,042	2,028	2,052	
Male	21.72%	21.98%	22.37%	38.05%	38.26%	38.55%	49.70%
Female	78.28%	78.02%	77.61%	61.51%	61.74%	61.45%	50.30%

1.3 Disability

	Whole Council			Excluding Schools			Harrow Community data 2011 Census
	2015	2016	2017	2015	2016	2017	
	4,798	4,901	4,894	2,042	2,028	2,052	
Yes	1.44%	1.45%	2.19%	2.94%	2.91%	4.53%	N/A
No	-	49.65%	54.88%	-	37.97%	44.25%	
Prefer not to say	-	0.10%	0.16%	-	0.25%	0.34%	
Unknown	-	48.60%	42.77%	-	58.88%	50.88%	

*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.

1.8 Age

	Whole Council			Excluding Schools		
	2015	2016	2017	2015	2016	2017
	4,798	4,901	4,894	2,042	2,028	2,052
16 to 24	3.83%	4.28%	4.50%	1.37%	2.17%	2.68%
25 to 34	17.22%	17.63%	17.63%	12.93%	13.71%	13.89%
35 to 44	23.59%	23.30%	23.01%	21.89%	21.55%	21.83%
45 to 54	31.20%	30.34%	29.36%	32.62%	30.82%	29.29%
55 to 64	21.05%	21.16%	22.13%	26.25%	26.53%	26.85%
65+	3.11%	3.29%	3.35%	4.95%	5.23%	5.46%

1.8 Religion or Belief

	Whole Council			Excluding Schools			Harrow Community data 2011 Census
	2015	2016	2017	2015	2016	2017	
	4,798	4,901	4,894	2,042	2,028	2,052	
Christianity	8.13%	8.37%	10.11%	11.41%	13.26%	18.52%	37.30%
Hinduism	3.48%	3.59%	3.92%	4.31%	4.93%	5.95%	25.30%
Islam	0.90%	1.14%	1.49%	1.37%	2.02%	3.02%	12.50%
Judaism	0.35%	0.35%	0.41%	0.49%	0.49%	0.68%	4.40%
Jainism	0.42%	0.41%	0.39%	0.44%	0.44%	0.49%	2.17%
Sikh	0.35%	0.39%	0.55%	0.49%	0.64%	1.02%	1.20%
Buddhism	0.17%	0.16%	0.16%	0.24%	0.25%	0.24%	1.10%
Zoroastrian	0.02%	0.02%	0.02%	0.00%	00.00%	-	0.07%
Other	0.73%	0.69%	1.00%	0.98%	0.99%	1.85%	0.26%
No religion/Atheist	1.71%	1.96%	3.58%	2.89%	3.70%	7.60%	9.60%
Unknown	83.74%	82.92%	78.36%	77.38%	73.27%	60.62%	6.20%

1.6 Sexual Orientation

	Whole Council			Excluding Schools		
	2015	2016	2017	2015	2016	2017
	4,798	4,901	4,894	2,042	2,028	2,052
Heterosexual	14.17%	15.34%	18.39%	20.47%	25.25%	33.87%
Gay Woman/Lesbian	0.06%	0.06%	0.08%	0.10%	0.10%	0.15%
Gay Man	0.17%	0.18%	0.18%	0.34%	0.44%	0.44%
Bi-sexual	0.17%	0.18%	0.22%	0.34%	0.39%	0.49%
Prefer not to say	1.00%	0.78%	0.92%	1.52%	1.04%	1.46%
Other	0.04%	0.08%	0.08%	0%	0.05%	0.05%
Unknown	84.39%	83.37%	80.12%	77.23%	72.73%	63.55%

1.7 Pregnancy and Maternity

	Whole Council			Excluding Schools		
	2015	2016	2017	2015	2016	2017
	4,798	4,901	4,894	2,042	2,028	2,052
Employees have been pregnant or taken maternity leave in the 2 years ending on 31 March 2017	3.69% (177)	3.98% (195)	4.31% (211)	4.01% (82)	3.70% (75)	3.80% (78)

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 2017, no staff disclosed that they had or were undergoing gender reassignment.

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

		Pay band						Whole Council 4,894	Harrow Community Data 2011 Census
		1	2	3	4	5	6		
Ethnicity	BAME	50.50%	43.05%	37.75%	28.08%	22.34%	7.14%	43.15%	57.75%
	White	42.66%	50.55%	53.55%	60.25%	73.40%	71.43%	49.47%	42.25%
	Unknown	6.77%	6.40%	8.70%	11.67%	4.26%	21.43%	7.38%	0.00%
Sex	Male	16.48%	27.13%	22.04%	25.55%	37.23%	64.29%	22.37%	49.70%
	Female	83.52%	72.80%	77.96%	74.45%	62.77%	35.71%	77.61%	50.30%
Disability	Yes	1.47%	2.80%	2.74%	0.95%	3.19%	0.00%	2.19%	N/A
	No	55.87%	56.22%	51.66%	53.94%	51.06%	64.29%	54.88%	
	Prefer not to say	0.11%	0.06%	0.47%	0.00%	0.00%	0.00%	0.16%	
	Unknown	42.55%	40.91%	45.13%	45.11%	45.74%	35.71%	42.77%	
Age	16 to 24	5.42%	6.89%	1.04%	-	-	-	4.50%	N/A
	25 to 34	10.27%	24.02%	22.99%	13.88%	-	-	17.63%	
	35 to 44	22.80%	17.99%	29.33%	28.71%	26.60%	7.14%	23.01%	
	45 to 54	32.56%	27.56%	22.99%	37.54%	43.62%	35.71%	29.36%	
	55 to 64	23.93%	20.30%	22.23%	17.98%	27.66%	57.14%	22.13%	
	65+	5.02%	3.17%	1.42%	1.89%	2.13%	-	3.35%	
Religion or Belief	Christianity	5.81%	10.30%	13.53%	19.56%	13.83%	35.71%	10.11%	37.30%
	Hinduism	3.67%	5.18%	3.12%	2.52%	1.06%	-	3.92%	25.30%
	Islam	1.13%	2.07%	1.61%	0.63%	-	-	1.49%	12.50%
	Judaism	0.11%	0.37%	0.85%	0.63%	1.06%	-	0.41%	4.40%
	Jainism	0.34%	0.61%	0.28%	-	-	-	0.39%	2.17%
	Sikh	0.23%	0.67%	0.66%	1.26%	1.06%	-	0.55%	1.20%
	Buddhism	0.11%	0.18%	0.19%	-	1.06%	-	0.16%	1.10%
	Zoroastrian	-	0.06%	-	-	-	-	0.02%	0.07%
	Other	0.85%	1.10%	1.42%	0.32%	-	-	1.00%	0.26%
	No Religion/ Atheist	1.24%	4.09%	4.82%	8.83%	6.38%	7.14%	3.58%	9.60%
	Unknown	86.51%	75.37%	73.51%	66.25%	75.53%	57.14%	78.36%	6.20%
Sexual Orientation	Heterosexual	9.65%	22.07%	23.94%	24.29%	30.85%	57.14%	18.39%	N/A
	Gay Woman/ Lesbian	-	0.12%	0.19%	-	-	-	0.08%	
	Gay Man	-	0.18%	0.28%	0.95%	-	-	0.18%	
	Bi-sexual	0.17%	0.24%	0.09%	0.63%	1.06%	-	0.22%	
	Prefer not to say	0.62%	0.85%	1.23%	2.21%	-	-	0.92%	
	Other	0.11%	-	0.19%	-	-	-	0.08%	
	Unknown	89.45%	76.52%	74.08%	71.92%	68.09%	42.86%	80.12%	
Maternity/ Pregnancy in last 2 years	Yes	1.86%	3.23%	9.93%	5.68%	2.13%	0.00%	4.31%	N/A
	No	98.14%	96.77%	90.07%	94.32%	97.87%	100%	95.69%	

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

		Full time	Part time	Whole Council	Harrow Community Data 2011 Census
		2,507	**2,387**	4,894	
Ethnicity	BAME	39.85%	46.63%	43.15%	57.75%
	White	52.93%	45.83%	49.47%	42.25%
	Unknown	7.22%	7.54%	7.38%	0.00%
Sex	Male	35.86%	8.21%	22.37%	49.70%
	Female	64.10%	91.79%	77.61%	50.30%
Disability	Yes	2.87%	1.47%	2.19%	N/A
	No	54.89%	54.88%	54.88%	
	Prefer not to say	0.28%	0.04%	0.16%	
	Unknown	41.96%	43.61%	42.77%	
Age	16 to 24	5.94%	2.97%	4.50%	N/A
	25 to 34	24.65%	10.26%	17.63%	
	35 to 44	22.06%	24.01%	23.01%	
	45 to 54	26.41%	32.47%	29.36%	
	55 to 64	19.07%	25.35%	22.13%	
	65+	1.83%	4.94%	3.35%	
Religion or Belief	Christianity	13.56%	6.49%	10.11%	37.30%
	Hinduism	3.71%	4.15%	3.92%	25.30%
	Islam	2.23%	0.71%	1.49%	12.50%
	Judaism	0.52%	0.29%	0.41%	4.40%
	Jainism	0.32%	0.46%	0.39%	2.17%
	Sikh	0.80%	0.29%	0.55%	1.20%
	Buddhism	0.24%	0.08%	0.16%	1.10%
	Zoroastrian	-	0.04%	0.02%	0.07%
	Other	1.32%	0.67%	1.00%	0.26%
	No Religion/ Atheist	5.54%	1.51%	3.58%	9.60%
	Unknown	71.76%	85.30%	78.36%	6.20%
Sexual Orientation	Heterosexual	24.77%	11.69%	18.39%	N/A
	Gay Woman/Lesbian	0.08%	0.08%	0.08%	
	Gay Man	0.32%	0.04%	0.18%	
	Bi-sexual	0.32%	0.13%	0.22%	
	Prefer not to say	1.20%	0.63%	0.92%	
	Other	0.04%	0.13%	0.08%	
	Unknown	73.27%	87.31%	80.12%	
Maternity/ Pregnancy in last 2 years	Yes	3.31%	5.36%	4.31%	N/A
	No	96.69%	94.64%	95.69%	N/A

Recruitment Council (Schools not included)
This data relates only to recruitment carried out through Pertemps

		Applied	Shortlisted	Appointed
		2657	488	169
Ethnicity	BAME	62.25%	58.20%	49.70%
	White	22.96%	28.48%	34.32%
	Unknown	14.79%	13.32%	15.98%
Sex	Male	42.12%	40.16%	41.42%
	Female	55.44%	58.20%	56.80%
	Unknown	2.45%	1.64%	1.78%
Disability	Yes	1.62%	1.23%	1.78%
	No	93.07%	93.44%	92.90%
	Prefer not to say/ unknown	5.31%	5.33%	5.33%
Age	16 - 24 years	21.30%	18.03%	14.20%
	25 - 44 years	56.53%	51.23%	55.62%
	45 - 64 years	19.08%	27.46%	27.81%
	65 & over	0.38%	0.82%	0.00%
	Prefer not to say	2.67%	2.46%	2.37%
	Under 16	0.04%	0.00%	0.00%
Religion or Belief	Christianity	40.01%	43.03%	49.70%
	Hinduism	14.19%	11.48%	8.88%
	Islam	15.69%	11.48%	6.51%
	Judaism	0.98%	1.84%	2.96%
	Jainism	0.75%	1.02%	0.59%
	Sikh	2.75%	2.87%	3.55%
	Buddhism	1.09%	0.82%	0.59%
	Zoroastrian	0.15%	0.20%	0.00%
	Other	3.31%	2.66%	1.18%
	No Religion/Atheist	15.51%	19.06%	21.30%
	Unknown	5.57%	5.53%	4.73%
Sexual Orientation	Heterosexual	86.15%	91.80%	92.90%
	Gay Woman/ Lesbian	0.41%	0.61%	0.59%
	Gay Man	1.09%	1.43%	1.18%
	Bi-sexual	1.99%	0.61%	0.59%
	Other	1.54%	1.23%	1.18%
	Unknown	8.81%	4.30%	3.55%

Pregnancy/ Maternity	Yes	3.31%	3.69%	5.33%
	No	91.08%	92.42%	91.72%
	Unknown	5.61%	3.89%	

3.1 Redeployments 2016/17 (administered through Pertemps)

		Redeployment sought (all reasons) 73 employees	Successful Redeployments 7 employees	Not Redeployed 66 employees
Ethnicity	BAME	64.38%	28.57%	62.12%
	White	20.55%	57.14%	19.70%
	Unknown	15.07%	14.29%	18.18%
Sex	Male	41.1%	42.86%	39.40%
	Female	58.90%	57.14%	60.60%
Disability	Yes	8.22%	0%	7.58%
	No	68.49%	100%	68.18%
	Unknown	23.29%	0%	24.24%
Age	16 to 24	0%	0%	0%
	25 to 34	12.32%	14.28%	12.12%
	35 to 44	20.55%	0%	22.73%
	45 to 54	27.40%	28.58%	24.24%
	55 to 64	24.67%	14.28%	25.76%
	65+	4.11%	0%	4.55%
	Unknown	10.95%	42.86%	10.60%
Religion or Belief	Christianity	23.29%	0%	25.76%
	Hinduism	12.33%	14.28%	12.12%
	Islam	5.48%	14.28%	4.55%
	Judaism	0%	0%	0%
	Jainism	0%	0%	0%
	Sikh	5.48%	0%	6.06%
	Buddhism	0%	0%	0%
	Zoroastrian	0%	0%	0%
	Other	1.37%	0%	1.51%
	No Religion/Atheist	16.44%	0%	34.85%
	Unknown	35.61%	71.44%	15.15%
Sexual Orientation	Heterosexual	60.27%	42.86%	62.12%
	Gay Woman/Lesbian	0%	0%	0%
	Gay Man	0%	0%	0%
	Bi-sexual	0%	0%	0%
	Prefer not to say	2.74%	0%	0%
	Other	0%	0%	0%
	Unknown	36.99%	57.14%	37.88%
Pregnancy/ Maternity in last 2 years	Yes	4.11%	0%	4.55%
	No	72.60%	57.14%	74.24%
	Unknown	**23.29%**	**42.86%**	**21.21%**

3.2. Maternity – Return to Work Rates – by Protected Characteristic

		Women due to return between 1 April 2016 - 31 March 2017	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
		96	**80**	**5**	**11**
Ethnicity	BAME	37.50%	33.75%	80.00%	45.45%
	White	54.17%	56.25%	20.00%	54.55%
	Unknown	8.33%	10.00%	-	-
Disability	Yes	1.04%	1.25%	-	-
	No	54.17%	48.75%	60.00%	90.91%
	Prefer not to say	(inc in unknown)	(inc in unknown)	(inc in unknown)	(inc in unknown)
	Unknown	44.79%	50.00%	40.00%	9.09%
Age	16 - 24	2.50%	-	-	2.08%
	25 to 34	57.50%	40.00%	72.73%	58.33%
	35 to 44	40.00%	60.00%	27.27%	39.58%
Religion or Belief	Christianity	8.33%	8.75%	20.00%	-
	Hinduism	1.04%	1.25%	-	-
	Islam	-	-	-	-
	Judaism	-	-	-	-
	Jainism				
	Sikh	3.13%	2.50%	20.00%	-
	Buddhism	-	-	-	-
	Zoroastrian	-	-	-	-
	Other	4.17%	3.75%	-	9.09%
	No Religion/ Atheist	-	-	-	-
	Unknown	83.33%	83.75%	60.00%	90.91%
Sexual Orientation	Heterosexual	14.58%	12.50%	40.00%	18.18%
	Gay Woman/ Lesbian	-	-	-	-
	Bi-sexual	-	-	-	-
	Prefer not to say	-	-	-	-
	Other	-	-	-	-
	Unknown	85.42%	87.50%	60.00%	81.82%

3.3 Leavers – by Protected Characteristic and Pay Band

		Ill Health Dismissal	Red'ncy Comp	Red'ncy Vol	Dismissal (including probation)	Resign'ion and other leavers	All leavers	Whole Council
		12	46	14	13	698	783	4,894
Ethnicity	BAME	33.33%	54.35%	50.00%	38.46%	35.67%	37.04%	43.15%
	White	58.33%	43.48%	50.00%	30.77%	56.59%	55.30%	49.47%
	Unknown	8.33%	2.17%	-	30.77%	7.74%	7.66%	7.38%
Sex	Male	33.33%	28.26%	21.43%	69.23%	20.34%	21.84%	22.37%
	Female	66.67%	71.74%	78.57%	30.77%	79.66%	78.16%	77.61%
Disability	Yes	16.67%	4.35%	21.43%	-	0.43%	1.28%	2.19%
	No	25.00%	30.43%	-	76.92%	71.49%	67.18%	54.88%
	Unknown	58.33%	65.22%	78.57%	23.08%	28.08%	31.55%	42.93%
Age	16 to 24	-	-	-	23.08%	5.16%	4.98%	4.50%
	25 to 34	-	2.17%	-	38.46%	30.52%	27.97%	17.63%
	35 to 44	16.67%	13.04%	21.43%	15.38%	23.50%	22.61%	23.01%
	45 to 54	41.67%	41.30%	14.29%	15.38%	19.77%	21.20%	29.36%
	55 to 64	41.67%	34.78%	42.86%	7.69%	15.19%	17.11%	22.13%
	65+	-	8.70%	21.43%	-	5.87%	6.13%	3.35%
Religion or Belief	Christianity	16.67%	15.22%	7.14%	30.77%	8.88%	9.71%	10.11%
	Hinduism	8.33%	8.70%	7.14%	-	1.43%	2.04%	3.92%
	Islam	-	-	7.14%	-	0.86%	0.89%	1.49%
	Judaism	-	-	-	-	0.14%	0.13%	0.41%
	Jainism	-	-	-	-	0.14%	0.13%	0.39%
	Sikh	-	2.17%	-	-	0.29%	0.38%	0.55%
	Buddhism	-	-	-	7.69%	1.43%	1.40%	0.16%
	Zoroastrian	-	2.17%	-	-	3.15%	2.94%	0.02%
	Other	75.00%	71.74%	78.57%	61.54%	83.67%	82.38%	1.00%
	No Religion/ Atheist	16.67%	15.22%	7.14%	30.77%	8.88%	9.71%	3.58%
	Unknown	8.33%	8.70%	7.14%	-	1.43%	2.04%	78.36%
Sexual Orientation	Heterosexual	16.67%	28.26%	28.57%	38.46%	15.33%	16.73%	18.39%
	Gay Woman/ Lesbian	-	2.17%	-	-	0.43%	0.51%	0.08%
	Gay Man	-	-	-	-	0.14%	0.13%	0.18%
	Bi-sexual	-	-	-	-	0.57%	0.51%	0.22%
	Prefer not to say	-	-	-	-	0.14%	0.13%	0.92%
	Other	83.33%	69.57%	71.43%	61.54%	83.38%	81.99%	0.08%
	Unknown	16.67%	28.26%	28.57%	38.46%	15.33%	16.73%	80.12%
Maternity/ Pregnancy	Yes	-	2.17%	7.14%	-	3.87%	3.70%	4.31%
By Pay band	1	58.33%	4.35%	57.14%	69.23%	35.24%	34.74%	
	2	16.67%	36.96%	21.43%	23.08%	33.52%	33.08%	
	3	25.00%	43.48%	21.43%	7.69%	24.36%	25.16%	
	4	-	13.04%	-	-	4.44%	4.73%	
	5	-	2.17%	-	-	2.44%	2.30%	
	6	58.33%	4.35%	57.14%	69.23%	35.24%	34.74%	

4. Directorate Workforce Profiles

4.1 Resources & Commercial Directorate

		Resources & Commercial Directorate	Whole Council
		558	4,894
Ethnicity	BAME	44.27%	43.15%
	White	42.29%	49.47%
	Unknown	13.44%	7.38%
Sex	Male	21.68%	22.37%
	Female	78.32%	77.61%
Disability	Yes	3.58%	2.19%
	No	46.06%	54.88%
	Prefer not to say	-	0.16%
	Unknown	50.36%	42.77%
Age	16 to 24	3.76%	4.50%
	25 to 34	17.92%	17.63%
	35 to 44	23.66%	23.01%
	45 to 54	31.36%	29.36%
	55 to 64	19.35%	22.13%
	65+	3.94%	3.35%
Religion or Belief	Christianity	13.98%	10.11%
	Hinduism	6.81%	3.92%
	Islam	3.41%	1.49%
	Judaism	0.18%	0.41%
	Jainism	0.54%	0.39%
	Sikh	2.33%	0.55%
	Buddhism	0.18%	0.16%
	Zoroastrian	-	0.02%
	Other	1.08%	1.00%
	No Religion/ Atheist	8.42%	3.58%
	Unknown	63.08%	78.36%
Sexual Orientation	Heterosexual	27.06%	18.39%
	Gay Woman/ Lesbian	0.18%	0.08%
	Gay Man	0.18%	0.18%
	Bi-sexual	-	0.22%
	Prefer not to say	0.72%	0.92%
	Other	-	0.08%
	Unknown	71.86%	80.12%
Pregnancy/ Maternity	Yes	4.48%	4.31%
	No	95.52%	95.69%

4.2 People Services Directorate (including schools)

		People Services Directorate	Whole Council
		3,509	4,894
Ethnicity	BAME	45.00%	43.15%
	White	48.13%	49.47%
	Unknown	6.87%	7.38%
Sex	Male	12.54%	22.37%
	Female	87.46%	77.61%
Disability	Yes	1.54%	2.19%
	No	60.07%	54.88%
	Prefer not to say	0.03%	0.16%
	Unknown	38.36%	42.77%
Age	16 to 24	5.13%	4.50%
	25 to 34	18.87%	17.63%
	35 to 44	23.54%	23.01%
	45 to 54	29.64%	29.36%
	55 to 64	20.29%	22.13%
	65+	2.54%	3.35%
Religion or Belief	Christianity	7.50%	10.11%
	Hinduism	3.16%	3.92%
	Islam	0.74%	1.49%
	Judaism	0.34%	0.41%
	Jainism	0.43%	0.39%
	Sikh	0.23%	0.55%
	Buddhism	0.11%	0.16%
	Zoroastrian	0.03%	0.02%
	Other	0.77%	1.00%
	No Religion/ Atheist	1.91%	3.58%
	Unknown	84.78%	78.36%
Sexual Orientation	Heterosexual	13.48%	18.39%
	Gay Woman/ Lesbian	0.09%	0.08%
	Gay Man	0.06%	0.18%
	Bi-sexual	0.11%	0.22%
	Prefer not to say	0.60%	0.92%
	Other	0.09%	0.08%
	Unknown	85.58%	80.12%
Pregnancy/ Maternity	Yes	4.84%	4.31%
	No	95.16%	95.69%

4.2.1 People Services Directorate (excluding schools)

		People Services Directorate	Whole Council
		2052	4,894
Ethnicity	BAME	42.54%	43.15%
	White	49.07%	49.47%
	Unknown	8.38%	7.38%
Sex	Male	38.55%	22.37%
	Female	61.45%	77.61%
Disability	Yes	4.53%	2.19%
	No	44.25%	54.88%
	Prefer not to say	0.34%	0.16%
	Unknown	50.88%	42.77%
Age	16 to 24	2.68%	4.50%
	25 to 34	13.89%	17.63%
	35 to 44	21.83%	23.01%
	45 to 54	29.29%	29.36%
	55 to 64	26.85%	22.13%
	65+	5.46%	3.35%
Religion or Belief	Christianity	18.52%	10.11%
	Hinduism	5.95%	3.92%
	Islam	3.02%	1.49%
	Judaism	0.68%	0.41%
	Jainism	0.49%	0.39%
	Sikh	1.02%	0.55%
	Buddhism	0.24%	0.16%
	Zoroastrian	-	0.02%
	Other	1.85%	1.00%
	No Religion/ Atheist	7.60%	3.58%
	Unknown	60.62%	78.36%
Sexual Orientation	Heterosexual	33.87%	18.39%
	Gay Woman/ Lesbian	0.15%	0.08%
	Gay Man	0.44%	0.18%
	Bi-sexual	0.49%	0.22%
	Prefer not to say	1.46%	0.92%
	Other	0.05%	0.08%
	Unknown	63.55%	80.12%
Pregnancy/ Maternity	Yes	3.80%	4.31%
	No	96.20%	95.69%

4.3 Community Directorate

		Community Directorate	Whole Council
		781	4,894
Ethnicity	BAME	35.21%	43.15%
	White	59.54%	49.47%
	Unknown	5.25%	7.38%
Sex	Male	65.17%	22.37%
	Female	34.83%	77.61%
Disability	Yes	4.10%	2.19%
	No	37.39%	54.88%
	Prefer not to say	0.77%	0.16%
	Unknown	57.75%	42.77%
Age	16 to 24	2.30%	4.50%
	25 to 34	11.01%	17.63%
	35 to 44	18.95%	23.01%
	45 to 54	27.91%	29.36%
	55 to 64	32.65%	22.13%
	65+	7.17%	3.35%
Religion or Belief	Christianity	18.44%	10.11%
	Hinduism	5.38%	3.92%
	Islam	3.33%	1.49%
	Judaism	0.77%	0.41%
	Jainism	0.13%	0.39%
	Sikh	0.64%	0.55%
	Buddhism	0.38%	0.16%
	Zoroastrian	-	0.02%
	Other	1.92%	1.00%
	No Religion/ Atheist	7.17%	3.58%
	Unknown	61.84%	78.36%
Sexual Orientation	Heterosexual	33.16%	18.39%
	Gay Woman/ Lesbian	-	0.08%
	Gay Man	0.51%	0.18%
	Bi-sexual	0.77%	0.22%
	Prefer not to say	2.30%	0.92%
	Other	0.13%	0.08%
	Unknown	63.12%	80.12%
Pregnancy/ Maternity	Yes	1.66%	4.31%
	No	98.34%	95.69%

3.4 Regeneration

		Regeneration and Planning	Whole Council
		63	4,894
Ethnicity	BAME	34.92%	43.15%
	White	57.14%	49.47%
	Unknown	7.94%	7.38%
Sex	Male	39.68%	22.37%
	Female	60.32%	77.61%
Disability	Yes	3.17%	2.19%
	No	53.97%	54.88%
	Prefer not to say	1.59%	0.16%
	Unknown	41.27%	42.77%
Age	16 to 24	1.59%	4.50%
	25 to 34	23.81%	17.63%
	35 to 44	34.92%	23.01%
	45 to 54	19.05%	29.36%
	55 to 64	20.63%	22.13%
	65+	-	3.35%
Religion or Belief	Christianity	19.05%	10.11%
	Hinduism	4.76%	3.92%
	Islam	3.17%	1.49%
	Judaism	1.59%	0.41%
	Jainism	-	0.39%
	Sikh	1.59%	0.55%
	Buddhism	-	0.16%
	Zoroastrian	-	0.02%
	Other	1.59%	1.00%
	No Religion/ Atheist	7.94%	3.58%
	Unknown	60.32%	78.36%
Sexual Orientation	Heterosexual	30.16%	18.39%
	Gay Woman/ Lesbian	-	0.08%
	Gay Man	3.17%	0.18%
	Bi-sexual	1.59%	0.22%
	Prefer not to say	4.76%	0.92%
	Other	-	0.08%
	Unknown	60.32%	80.12%
Pregnancy/ Maternity	Yes	4.76%	4.31%
	No	95.24%	95.69%

2016/17 Paybands

Payband	Salary in £s	Broadly equivalent to and will include
Band 1	Up to 19,374	G1 to G3
Band 2	19,375 - 31,371	G4 to G8
Band 3	31,372 - 42,951	G9 to G11
Band 4	42,952 - 61,992	MG1 – MG3
Band 5	61,993 - 95,880	MG4 and D1
Band 6	95,881 and above	D2 and above

G grades - Harrow pay spine