

WORKFORCE MONITORING INFORMATION AND EQUALITY DATA 2011

Contents

This report includes detailed workforce profiles in the following areas:

- Overall and directorate employee numbers
- Gender and full time/part time mix
- Age and length of service
- Ethnicity
- Disability
- Pay information
- Dismissals and grievances
- An indication of likely representation on sexual orientation and religion and belief, provided that no-one can be identified as a result
- Gender pay gap information

Summary - corporate health best value performance indicators Q3, 2011 - 2012

Ref	Description	December 2011
HR P1	Number of current employees	4128
PI 4	Leavers in the last year as a % of the average total staff	20.03%
SI 7	Percentage of people still in post after 12 months service	91.7%
SI 10 BVPI 11a	Top 5% earners that are women	54.31%
BVPI 11b	Top 5% of earners from black and ethnic minority communities	4.88%
BVPI 11c	Top 5% earners who have declared a disability	0.61%
SI 11 BVPI 16a	Percentage of LA employees who meet DDA definition as % of workforce	3.49%
SI 12	Percentage of staff over 50	36.02%
SI 13 BVPI 17a	Percentage of LA employees from BME as % of workforce	8.7%

Figures are for directorates only i.e. exclude schools.

Workforce profile 1 - gender, full and part time employees

Table 1.1: overall employee numbers by directorate gender and full time/part time indicator

Directorate Description	Full Time Staff		Full Time Total	Part Time Staff		Part Time Total	Grand Total	FTE	% FTE
	F	M		F	M				
Chief Executive	127	77	204	80	18	98	302	254.43	3.93
Economy, Place & Skills	91	484	575	52	21	73	648	604.63	9.34
People, Communities & Society	656	254	910	848	180	1028	1938	1354.28	20.92
Performance, Services & Capacity	271	106	377	753	110	863	1240	809.57	12.5
Sub Total	1145	921	2066	1733	329	2062	4128	3022.9	46.68
School Support Staff	401	212	613	2377	172	2549	3162	1943.88	30.02
Teachers	1075	287	1362	240	12	252	1614	1501.41	23.19
Sub Total	1476	499	1975	2617	184	2801	4776	3445.29	53.21
Casual staff	3	0	3	2457	777	3234	3237	6.92	0.11
Total	2624	1420	4044	6807	1290	8097	12141	6475.1	100

Workforce profile 2 - age and length of service

Table 2.1: job count age by directorate

Directorate Description	Total	16-24	% age 16-24	25-34	35-44	45-54	55-64	65-70	70+
Chief Executive	302	12	3.97	57	81	84	64	3	1
Economy, Place & Skills	648	25	3.86	131	162	228	85	8	9
People, Communities & Society	1938	61	3.15	339	521	623	357	28	9
Performance, Services & Capacity	1240	46	3.71	173	313	423	254	29	2
Sub Total Directorates	4128	144	3.49	700	1077	1358	760	68	21
School Support Staff	3162	214	6.77	598	971	906	420	43	10
Teachers	1614	96	5.95	602	407	326	176	5	2
Total	8904	454	5.1	1900	2455	2590	1356	116	33

Secondary indicator 12

Table 2.2: count of employees aged 50 or over

QPI S12 Age 50+		
Directorate Description	Department	Employee Count
Chief Executive	Directorates	107
Economy, Place & Skills	Directorates	220
People, Communities & Society	Directorates	664
Performance, Services & Capacity	Directorates	496
Sub Total Directorates		1487
People, Communities & Society	School Support Staff	879
People, Communities & Society	Teachers	330
Total		2696

Total job count in directorates = 4128

Percentage over 50 = $1487 / 4128 * 100 = 36.02$

Secondary Indicator 7

Number of people who commenced their employment in the 12 month period from 1 January 2010 to 31 December 2010 = 1494

Percentage of people that are still in post after 12 months service = 91.7 %

Workforce profile 3 - ethnicity

Table 3.1: job count ethnicity by directorate

Directorate	Asian	Black	Dual	Chinese and Other	Sub Total BME	White	Sub Total Declared	Sub Total Undeclared	Total
Chief Executive	21	2	3	1	27	244	271	31	302
Economy, Place & Skills	14	4	5	1	24	538	562	86	648
People, Communities & Society	124	40	12	8	184	1465	1649	290	1939
Performance, Services & Capacity	50	12	5	5	72	976	1048	192	1240
Sub Total Directorates	209	58	25	15	307	3223	3530	599	4129
School Support Staff	260	15	11	7	293	2124	2142	745	3162
Teachers	43	4	4	4	55	1213	1268	363	1631
Total	512	77	40	26	655	6560	7215	1707	8922

There are 307 people in directorates from black and minority ethnic communities. This equates to 8.7% of directorate staff who have recorded their ethnicity. When school based employees are included this percentage rises to 9.08%.

Table 3.2: ethnicity - new starters year to date

Directorate	Total Starters	BME	Declared Ethnicity	%age
Chief Executive	6	0	3	0
Economy, Place & Skills	20	0	10	0
People, Communities & Society	64	1	31	3.23
Performance, Services & Capacity	29	1	9	11.11
Sub Total Directorates	119	2	53	3.77
School Support Staff	269	11	77	14.29
Teachers	169	4	61	6.56
Total	557	17	191	8.9

Table 3.3: ethnicity - leavers year to date

Directorate	Total Leavers	BME	Declared Ethnicity	%age
Chief Executive	28	2	25	8
Economy, Place & Skills	68	0	64	0
People, Communities & Society	143	15	114	13.16
Performance, Services & Capacity	142	2	118	1.69
Sub Total Directorates	381	19	321	5.92
School Support Staff	495	32	354	9.04
Teachers	406	11	327	3.36
Total	1282	62	1002	6.19

Workforce profile 4 - disability

Table 4.1: Disability by directorate

Directorate	Current Employee Records	Provided Information	%age	Declared Disability	%age
Chief Executive	302	187	61.92	9	4.81
Economy, Place & Skills	648	215	33.18	10	4.65
People, Communities & Society	1939	812	41.88	28	3.45
Performance, Services & Capacity	1240	504	40.65	13	2.58
Sub Total Directorates	4129	1718	41.61	60	3.49
School Support Staff	3162	1577	49.87	8	0.51
Teachers	1631	817	50.09	1	0.12
Total	8922	4112	46.09	69	1.68

Table 4.2: Disability - new starters year to date

Directorate	Total	Provided Information	%age Declared	Declared Disability	% age Disabled
Chief Executive	6	4	66.67	0	0
Economy, Place & Skills	20	16	80	1	6.25
People, Communities & Society	64	35	54.69	1	2.86
Performance, Services & Capacity	29	10	34.48	1	10
School Support Staff	269	27	10.04	1	3.7
Teachers	169	40	23.67	0	0
Total	557	132	23.7	4	3.03

Table 4.3: Disability - leavers year to date

Directorate	Total	Provided Information	% age Declared	Declared Disability	% age Disabled
Chief Executive	28	15	53.57	3	20
Economy, Place & Skills	68	26	38.24	1	3.85
People, Communities & Society	142	70	49.3	6	8.57
Performance, Services & Capacity	142	47	33.1	3	6.38
School Support Staff	494	241	48.79	0	0
Teachers	402	205	51	1	0.49
Total	1276	604	47.34	14	2.32

Workforce profile 11 - employee pay related information

Table 11.1: top 5% earners (secondary indicator 10)

Directorate	Female FTE	% age	Male FTE	% age	Grand Total
Chief Executive	18	64.29	10	35.71	28
Economy, Place & Skills	10	28.57	25	71.43	35
People, Communities & Society	36	61.22	22.8	38.78	58.8
Performance, Services & Capacity	24.9	59.43	17	40.57	41.9
Grand Total	88.9	54.31	74.8	45.69	163.7

Dismissals by gender

Female	Male	Total
336	136	472

Dismissals by age

16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65 - 70	70+	Total
21	43	85	151	157	14	1	472

Dismissals by sexual orientation

Bisexual	Gay Man	Heterosexual	Lesbian/Gay woman	Not known	Total
1	1	31	Nil	439	472

Dismissals by disability

	Declared Disabled	Not known or blank	Total
Total	22	450	472

Dismissals by ethnicity

Asian	Black	Chinese and Other	Dual	Undeclared	White	Grand Total
12	3	2	1	53	401	472

Dismissals by religious belief

Buddhist	Christian	Muslim	None	Other	Sikh	Undeclared	Total
1	209	7	86	13	1	155	472

Grievances

No of Grievances	White British	BME	Male	Female	Disabled	Non
45	36	9	16	29	1	44

Gender pay gap information

Grade	Number of Females	Number of Males	Average Female	Average Male	Female Pay as a % of Males
Grade 1	670	153	12,588	12,760	98.65%
Grade 2	425	196	16,320	16,218	100.63%
Grade 3	246	138	18,275	17,694	103.28%
Grade 4	634	236	20,515	19,822	103.50%
Grade 5	333	159	24,515	24,447	100.28%
Grade 6	131	103	26,196	26,353	99.40%
Grade 7	153	91	30,217	30,598	98.75%
Grade 8	58	35	33,534	34,003	98.62%
Grade 9	52	21	36,926	36,875	100.14%
Grade 10	19	9	38,963	38,961	100.00%
SM3	25	21	42,491	42,491	100.00%
SM2	4	4	45,991	45,991	100.00%
Grand Total	2,750	1,166	19,979	21,465	93.08%

Sexual Orientation

Total No employees	Bisexual	Gay Man	Heterosexual	Lesbian/Gay woman	Prefer not to say	Unknown
4204	1	4	439	9	11	3414

Transsexual Staff

An indication of any issues for transsexual staff, based on your engagement with transsexual staff or voluntary groups:

We are not aware of any workplace issues that have been raised by any employees from this protected group. If any issues were raised they would be dealt with in accordance with existing Council procedures e.g. the Grievance procedure.