

MONITORING THE COUNCIL'S WORKFORCE 2010

A report on the diversity of the Council's workforce is presented to the Employment Committee in June 2010. The full report will be available on the "Councillors" section of the website under "agendas" after this meeting.

2009-2010 Summary at 31 March 2010

(figures for 2008-9 in brackets for comparison where available)

Equality Strand	Workforce	Applicants	Recruitment	Leavers	Disciplinary	Grievance	Training
	Total number of employees: 4025 (3909)	Total number of applicants: 5041 (4161)	Total number of employees recruited: 209 (221)	Total number of people leaving: 482 (772)	Total number of disciplinarys conducted: 29 (16)	Total number of grievance raised: 6 (4)	Total number of training places: 4169 (3394)
Gender	79% (78%) F 21% (22%) M	70% (64%) F 30% (36%) M	75% (70%) F 25% (30%) M	77% (76%) F 23% (24%) M	45% (50%) F 55% (50%) M	16.5% (100%) F 83.5% (0%) M	74% (78%) F 26% (22%) M
Age	2% (2%) under 19 16% (15%) 20 - 29 22% (21%) 30 - 39 30% (29%) 40 - 49 25% (26%) 50 - 59 5% (6%) 60 - 65 1% (1%) over 65	3.9% (6.5%)under 19 36% (36.3%) 20 - 29 22.7% (25%) 30 - 39 22.6% (19.3%) 40 - 49 13.6% (11.5%) 50 - 59 1.1% (1.2%) 60 - 65 0.1% (0.3%) over 65	2.7% (5.5%) under 19 25% (30%) 20 - 29 24.5% (24.4%) 30 - 39 32.1% (25.3%) 40 - 49 13% (13.8%) 50 - 59 2.7% (0.5%) 60 - 65 0% (0.5%) over 65	5% (2.5%) under 19 24 (24)% 20 - 29 22% (26%) 30 - 39 18% (18%) 40 - 49 16% (14.5%) 50 - 59 13% (11%) 60 - 65 2% (4%) over 65	0% (12.5%) under 19 14% (25%) 20 - 29 17% (12.5%) 30 - 39 20.5% (25%) 40 - 49 31% (30%) 50 - 59 14% (0%) 60 - 65 3.5% (0%) over 65	0% (0%) under 19 16.6% (0%) 20 - 29 0% (0%) 30 - 39 16.6% (0%) 40 - 49 50% (100%) 50 - 59 16.6% (0%) 60 - 65 0% (0%) Over 65	1% (2%) under 19 13% (14%) 20 - 29 20% (20%) 30 - 39 31% (28%) 40 - 49 28% (29%) 50 - 59 5% (6%) 60 - 65 2% (1%) Over 65
Disability <i>Calculations based on self declarations</i>	1.34% (1.7%)	1.4% (0.5%)	0% (1%)	1.47% (1.5%)	0% (0%)	0% (0%)	2.3% (2%)
Ethnicity <i>Calculations based on self declarations</i>	4% (3.9%) non white 91.9% (91.9%) Wh Br 4.1% (4.1%) wh other	18% (14.9%) non white 75.3% (78.9%) White Br 6.7% (6.2%) white other	9.1% (4.2%) non white 85% (90.2%) White Br 5.9% (5.6%) wh other	8.2% (5%) non white 85% (88.1%) White Br 6.8% (4.7%) wh other	14% (6.25%) non white 83% (87.5%) White Br 0% (6.25%) white other	0% (0%) non white 83.5% (100%) White Br 16.5% (0%) white other	6.6% (7%) non wh 89.9% (89%)wh Br 3.5% (4%) wh other

Religion/ Belief	0.36% (0.4%) Buddhist	1.3% Buddhist	0% Buddhist	0% Buddhist	0% Buddhist	0% Buddhist	.91% Buddhist
	71.2% (71.8%) Christian	54.6% Christian	50.9% Christian	70.7% Christian	38% Christian	0% Christian	64.3% Christian
<i>Calculations based on self declarations</i>	0.27% (0.3%) Jewish	0.3% Jewish	0% Jewish	0.8% Jewish	0% Jewish	0% Jewish	.78% Jewish
	0.72% (0.6%) Muslim	5.1% Muslim	3.5% Muslim	0% Muslim	0% Muslim	0% Muslim	.52% Muslim
	22.47% (21.9%) None	31.8% None	43.9% None	23.6% None	17% None	16.5% None	28.22% None
	4.47% (4.6%) Other	3.5% Other	1.7% Other	3.7% Other	0% Other	0% Other	4.7% Other
	0.45% (0.4%) Sikh	1.1% Sikh	0% Sikh	1.2% Sikh	0% Sikh	0% Sikh	.43% Sikh
	0.04% Hindu	2.3% Hindu	0% Hindu	0% Hindu	45% Undisclosed	83.5% Undisclosed	.13% Hindu

Notes

1. Only the numbers are recorded, the specific details are not as these may identify individuals.
2. The Council has had a monitoring system in place for some time to collect figures in relation to its existing workforce and applicants for jobs with the exception of the "promotion" requirement. As the Council does not have a system of succession planning and all posts are filled by open advertisements, promotion would be covered under the general employment category for monitoring purposes.
3. With regard to performance assessment monitoring, the Commission for Racial Equality requires information only where a benefit or disadvantage results from the performance assessment. As there is no financial benefit or penalty arising from our appraisal system, there is no requirement to monitor it by ethnicity.
4. No comparisons are shown on religion/belief for recruitment, as the figures for this area have been collated into categories for the first time this year.

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