

Equality & Diversity in Employment – Statistical Analysis

1. Summary

1.1 The following table provides a summary of the workforce by age, disability, ethnicity gender, and sexual orientation, as at the end of 2014:

Workforce Summary - 31 December 2014 (Excludes schools employees)										
Gender					Disability					
Female		Male		Total	Disabled*	Not disabled	Not disclosed*		Total	
2,167 (60.77%)		1,399 (39.23%)		3,566	152(4.26%)	2,250 (63.09%)	1,164 (32.64%)		3,566	
F. time	P. time	F. time	P. time		* Employees self-disclosed as disabled			* Employees chose not to disclose "yes" or "no"		
1,002 (28.10%)	1,165 (32.67%)	1,151 (32.28%)	248 (6.95%)	3,566						
Ethnicity										
Asian/Asian British	Black/Black British	Chinese	Mixed	Not disclosed	Other	White	Total			
207 (5.80%)	532 (14.92%)	13 (0.36%)	62 (1.74%)	16 (0.45%)	183 (5.13%)	2,553 (71.59%)	3,566			
Sexual Orientation										
Bi-sexual	Gay Man	Heterosexual	Lesbian / Gay Woman	Not Known	Other	Prefer not to say	Total			
14 (0.39%)	31 (0.87%)	1,805 (50.62%)	12 (0.34%)	1,197 (33.57%)	23 (0.64%)	484 (13.57%)	3,566			
Age										
16-19	20-29	30-39	40-49	50-59	60-65	66-74	75+	Total		
75 (2.10%)	452 (12.67%)	669 (18.76%)	954 (26.75%)	1,029 (28.86%)	301 (8.44%)	80 (2.24%)	6 (0.17%)	3,566		
Faith/Religion										
Buddhist	Christian	Hindu	Jewish	Muslim	No Religion	Not disclosed	Other	Prefer not to say	Sikh	Total
13 (0.36%)	1,225 (34.35%)	24 (0.67%)	7 (0.20%)	111 (3.11%)	44 (1.23%)	1,822 (51.09%)	260 (7.29%)	36 (1.01%)	24 (0.67%)	3,566
% are of all 3,566 Council employees										

1.2 These statistics are explored in more detail for each of the protected characteristics in the paragraphs below.

2. Employee breakdown by age

- 2.1 2,370 (66.46%) of the workforce are aged 40 or over, 1,121 (31.44%), 20-39 and 75 (2.10%), 16-19. There are 86 (2.41%) over the former default retirement age 65, down from 94 (2.46%) for the corresponding period in 2013. 527 (14.78%) are aged under 30 and of these, 75 (2.10%) age 16-19, down from 103 (2.69%) for the corresponding period last year.
- 2.2 The following table provide a summary of the work-force across the age bands, with comparative information for the corresponding period last year.

Age bands	December 2014		December 2013	
16 - 19	75	2.10%	103	2.69%
20 - 29	452	12.67%	545	14.24%
30 - 39	669	18.76%	734	19.18%
40 - 49	954	26.75%	1,031	26.95%
50 - 59	1,029	28.86%	1,035	27.05%
60 - 65	301	8.44%	284	7.42%
66 - 74	80	2.24%	88	2.30%
75+	6	0.17%	6	0.16%
Total	3,566		3,826	
	% of all Council employees			

- 2.3 Local government traditionally has an older workforce than other sectors. This is potentially exacerbated by the fact that there is no default retirement age and people are living longer. Whilst wishing to ensure that we are attractive as an employer to younger people, we need to reflect this balance in the workforce and ensure that our employment deal is differentiated and is seen as positive by people from different generations.

3. Employee breakdown by disability

- 3.1 We have been dependent in the past on staff advising us if they have a disability. We are now able to draw down additional information from Oracle R12, which is why the figures have increased from the previous year.

Department	December 2014		December 2013	
Adult and Community Services	71	46.71%	29	21.64%
Chief Executives	17	11.18%	16	11.94%
Children and Young People	49	32.24%	47	35.07%
Housing and Environment	15	9.87%	42	31.34%
Total	152		134	
	% of all employees in the equality group			

- 3.2 152 (4.26%) of the workforce are currently shown as self-assessed disabled. 67 (44.08%) of disabled employees currently shown on Oracle are at Scale 4 - SO2; 30 (19.74%) at Scale 1a-3; 23 (15.13%) at PO1-6; and 18 (11.84%) in "other grades.

3.3 There is still an issue with “under-reporting” of disability, with 1,164 (32.64%) employees currently “not disclosed” and we believe it is important to seek to reduce that number year on year.

4. Employee breakdown by ethnicity

4.1 2,553 (71.59%) of employees are White and 997 (27.96%) BME, compared to 2,779 (72.63%) /1,037 (27.10%) respectively, in the corresponding period in 2013. 16 (0.45%) were “non-disclosed”, compared with 10 (0.26%) in 2013.

4.2 There is a higher percentage of BME employees, compared to the overall workforce at: “Other grades”, 259 (39.85%) and Scales PO1-PO6 (middle management and professional grades), 171 (32.02%) but less at Chief Officer, 2 (14.29%); PO7-13 level, 21 (17.94%); Scale 4-SO2, 278 (21.73%); and Apprentices, 8 (11.94%).

4.3 Approximately 27.88% of BME employees are represented at Scale 4-SO2; 25.98% in ‘Other Grades; 25.88% at Scale 1a-3; 25.27% and 17.15% at PO1-6.

Grade Bands	Ethnicity									
	December 2014		BME employees				Non-BME employees			
			2014		2013		2014		2013	
Chief Officers	14	0.39%	2	0.20%	1	0.10%	12	0.47%	15	0.54%
PO7-13	117	3.28%	21	2.11%	14	1.35%	96	3.74%	72	2.58%
PO1-6	534	14.97%	171	17.15%	182	17.55%	363	14.13%	380	13.62%
Scale 4 - SO2	1,279	35.87%	278	27.88%	286	27.58%	1,001	38.96%	1,054	37.79%
Scale 1a – 3	905	25.38%	258	25.88%	281	27.10%	647	25.18%	792	28.40%
Apprentice grades	67	1.88%	8	0.80%	14	1.35%	59	2.30%	79	2.83%
Other grades	650	18.23%	259	25.98%	259	24.98%	391	15.22%	397	14.23%
Total	3,566		997		1,037		2,569*		2,789	
% of all Council employees			% of all employees in the equality group (*16 non-disclosed in Apprentices/Other grades/Scale 1a-3)							

4.4 The latest statistics on the ethnic mix amongst working age people in the Borough (closest we can get is 18 to 65 year olds) is set out in the table below. The statistics show the percentage of 18 to 65 year olds in the Borough.

GLA Ethnic Group projections for 2014

Note: GLA 2012 definitions of ethnic group used (specifically the “White” group includes “White British” and “White Other” and they are not available separately).

GLA Ethnic Group Projection 2014 - age range 18 to 65 years						
AEG	Male	Female	Persons	Male	Female	Persons
White	33,650	33,600	67,250	54.9%	52.9%	53.9%
Black Caribbean	1,950	2,150	4,100	3.2%	3.4%	3.3%
Black African	10,650	11,400	22,050	17.4%	18.0%	17.7%
Black Other	2,150	2,450	4,600	3.5%	3.9%	3.7%

Indian	3,050	3,250	6,300	5.0%	5.1%	5.1%
Pakistani	2,750	3,000	5,750	4.5%	4.7%	4.6%
Bangladeshi	2,650	2,800	5,450	4.3%	4.4%	4.4%
Chinese	600	600	1,200	1.0%	0.9%	1.0%
Other Asian	2,200	2,400	4,600	3.6%	3.8%	3.7%
Other	1,600	1,850	3,450	2.6%	2.9%	2.8%
	61,250	63,500	124,750	100.0%	100.0%	100.0%

Source GLA EEGP Trend Central 2012

4.5 The breakdown of the Council's workforce by ethnic group is shown below:

ETHNICITY (SUMMARY)													
Asian/Asian British		Black/Black British		Chinese		Mixed		Not disclosed		Other		White	
207	5.80 %	532	14.92%	13	0.36 %	62	1.74 %	16	0.45 %	183	5.13%	2,553	71.59%
All percentages detailed above are of the total Council employees													

4.6 What this shows is that we have a higher proportion of white people and a lower proportion than the population of all other ethnic groups. This is particularly true of Asian (5.8% compared to 20.6% in the 18 to 65 age group in the Borough) and Black (14.92%, compared to 21.4%).

5. Employee breakdown by gender

5.1 2,167 (60.77%) of the workforce are female, 1,399 (39.23%) male, compared to 2,332 (60.95%) /1,494 (39.05%) respectively in the corresponding period in 2013.

5.2 There are more female than male employees at; PO1-6, 324 (60.67%); Scale 4-SO2, 689 (53.87%); and Scale 1a-3, 756 (83.54%). There are more male than female employees at PO7-13, 71 (60.68%) and apprentices, 48 (71.64%); and proportionately more in terms of the overall workforce at PO7 and above, 80 (61.07%). There are the same numbers of female and male employees at Chief Officer level, 7 (50%) and in "Other" grades, 326 (50.15%) and 324 (49.85%) respectively.

6. Leavers

6.1 In the last year a higher percentage of total BME leavers have resigned (rather than been made redundant, left due to sickness, retired etc). Resignation may

demonstrate a lack of engagement with the Council and we have sought to explore this in more depth by looking at a breakdown of the results of the last staff survey.

- 6.2 Overall in that survey, there is little variance on the engagement scores between the different ethnic groups. Those classifying themselves as Bangladeshi and African score the engagement questions more positively and this is reflected in the way they have responded to other questions as well.
- 6.3 Outside of the engagement questions White and Black Caribbean, Other/Mixed/Multiple Ethnicity and Other Asian are overall less positive than the norm.
- 6.4 Questions where there are consistently less positive scores from non-White British respondents include:
 - We react to feedback from customers
 - I have the opportunity to contribute my views
 - Satisfaction with the benefits package
 - Adequacy of induction
 - Council living up to expectations on recruitment
 - Health and safety being taken seriously
 - Awareness of health and well-being initiatives
- 6.5 There is evidence from the survey to suggest there should be an issue of turnover or morale amongst BME groups in the Council, particularly as scores on the question "Considering everything, I am satisfied to be working for the Council" are close to the whole survey figure of 72% positive. However we do not have a system whereby we can collect comprehensive exit interview data. Completion rates are very low and we are therefore proposing to employ an external agency to conduct interviews for a period of time as a means to reassure ourselves that there are no recurring issues that might cause higher turnover among BME groups.