

Equalities in Employment Report 2015/16

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1. Introduction

Please note that this report includes all staff excluding Schools and casuals – previous years’ reports only included permanent staff. For this report, data for 2010/11 and 2014/15 has been updated for benchmarking purposes and future reports will include four years’ worth of recent data.

Information regarding gender reassignment is not available at present. There is an aspiration to assess system ability to capture this information in the future.

Please note: smaller staffing groups will result in higher percentages.

2. Key Points and recommended actions

The following table presents the key issues emerging from the analysis of the data contained within this report. It also sets out recommended actions that will be taken as a result of the analysis.

In our next Annual Equalities in Employment report, we will set out our progress against these actions, as well as setting out a refreshed action plan. This process will ensure that each year, we proactively go about reporting progress and setting future actions on a continuous basis.

No.	Type	Issue	Corrective Action
1	Gender	The workforce population has remained static over the last 6 years with around 70% of the workforce being female and 30% being male. This compares with overall English Unitary Authority statistics of 25% Male and 75% Female (Local Government Association, October 2010). At SGC the data shows women under-represented in higher grades as a proportion of the workforce (particularly in Hay Grades 1 to 6).	The Council will introduce targeted positive action programmes/ tailored training programmes aimed at increasing the number (%) of women in management roles.
2	Age – Young People	The number of younger age groups (particularly <20) in employment has remained very low at 0.5%. The percentage of Local government employees under the age of 20 across England and Wales is reported at 1.3%. The number of apprentice starts increased rapidly in 2014 with the engagement of an Apprentice Coordinator. The number of starts is now showing signs of reducing. People under the age of 29 have significantly higher turnover rates.	The Council will maximise opportunity presented by the National Apprentice Levy and Targets with the aim of increasing apprenticeships as a key tenet of workforce planning and training within the council. Robust workforce planning at a department and divisional level will identify career paths and opportunities to retain younger people within the workforce.

No.	Type	Issue	Corrective Action
3	Disability	<p>The percentage of disabled employees has reduced significantly over the last 6 years (3.7% in 2015/16). This compares to the percentage of disabled people aged between 16 and 64 in being 10.3% (Census 2011).</p> <p>Disabled people are more likely to be working in lower grade positions and have a lower than average interview success rate; yet at the same time have a lower turnover rate and higher average length of service once in employment.</p>	<p>The Council will revisit and better promote the two-tick disability initiative to prospective employees.</p> <p>Specific support will be offered to disabled people to help them prepare for interviews.</p> <p>The ICT Helpdesk will be a point of contact to support ICT related adjustments to enable a disabled employee to work effectively. Requests as a result of an Access to Work assessment will be prioritised by the Helpdesk for prompt resolution.</p> <p>A defined council wide budget cost code held by Finance and recharged to departments will be introduced to speed implementation process of 'reasonable adjustments' and 'access to work' recommendations across the council.</p>
4	Ethnicity	<p>There is under-representation from some minority ethnic groups (in particular, people from 'Asian', 'Mixed' and 'White Other' backgrounds) in the workforce and low levels of applications for vacancies.</p> <p>'White Other' and 'Mixed' have a higher than average turnover rates.</p> <p>All minority ethnic groups have a lower than average success rate at interview.</p>	<p>Positive Action programmes/training aimed at encouraging people from 'Asian', 'Mixed' and 'White Other' backgrounds to apply for council vacancies will be investigated.</p> <p>The Council will introduce positive action training aimed at increasing the percentage of people from minority ethnic groups in the workforce.</p>
5	Gay men & women	Turnover for gay men and gay women is high.	Factors behind this trend will be researched, and appropriate action such as introduction of the Stonewall kite mark will be considered in light of the results.

No.	Type	Issue	Corrective Action
6	Data	We have more data in relation to sexual orientation and religion or belief than ever before, however, 63.9% (sexual orientation) and 63.8% (religion or belief) of the workforce remains unknown. In relation to Gender Reassignment, very little information is known.	Linked to the Equalities A targeted campaign aimed at increasing reporting levels will be mounted. We will also publicise to staff the reasons why we ask for this information and the positive results that come from knowing – both for employees and customers.
7	Employee groups	The Disabled Employees Group is currently the only staff equalities group that is operating on a regular basis. As such, a survey has recently been completed with staff to gauge interest in reinvigorating and establishing staff equalities groups covering other protected characteristics. The results show that there is interest amongst the workforce in developing a range of further staff groups in the areas of Race, Sex, Sexual Orientation and Age equality	Support will be provided to aid the re-invigoration of staff equality groups.

3. Staff in Post

Staff in post by Department

Count of all staff, excluding Schools and casuals as at end of March for each year. If an employee holds more than one post within the council, they are counted once in each post they hold.

Department	2010/11		2014/15	2015/16
Chief Executive & Corporate Resources (CECR)	542 (13.0%)		515 (14.5%)	1263 (36.0%)**
Environment and Community Services (ECS)*	1032 (24.8%)		913 (25.7%)	943 (26.9%)
Children, Adults and Health (CAH)*	2589 (62.2%)		2129 (59.9%)	1305 (37.2%)**
Total	4163		3557	3511

* There have been a number of structure changes over the years including the merger of Community Care and Housing and Children and Young People departments to form a new Children, Adults and Health (CAH) department and the merger of Planning, Transportation & SE with Community Services to form Environment and Community Services (ECS). The old departments' data has been combined for 2010/11 to show the data for the new department.

**Traded & Support Services (TSS) moved out of CAH department and into Chief Executive & Corporate Resources (CECR) department during 2015/16 which accounts for the increase/decrease in numbers within these departments.

Staff in Post by Gender

Count of all staff, excluding Schools and casuals as at end March for each year. If an employee holds more than one post within the council, they are counted once in each post they hold.

The % shows the split of the male/female population within each department. The 'Total' percentage shows the percentage of male versus female staff council wide.

	2010/11		2014/15		2015/16		South Glos Population - 2011 Census	
	Male	Female	Male	Female	Male	Female	Male	Female
Chief Executive & Corporate Resources (CECR)*	206 (38.0%)	336 (62.0%)	175 (34.0%)	340 (66.0%)	309 (24.5%)	954 (75.5%)		
Environment and Community Services (ECS)	498 (48.3%)	534 (51.7%)	447 (49.0%)	466 (51.0%)	468 (49.6%)	475 (50.4%)		
Children, Adults and Health (CAH)*	452 (17.5%)	2137 (82.5%)	403 (18.9%)	1726 (81.1%)	285 (21.8%)	1020 (78.2%)		
Total	1156 (27.8%)	3007 (72.2%)	1025 (28.8%)	2532 (71.2%)	1062 (30.2%)	2449 (69.8%)	130,069 (49.5%)	132,697 (50.5%)

*Traded & Support Services moved out of CAH department and into CECR department during 2015/16 which accounts for the increase/decrease in numbers within these departments. Within CECR this year, 46% of Males and 67% of Females are within TSS.

Staff in Post by Gender (full-time vs. part-time)

Count of all staff, excluding Schools and casuals as at end March for each year. If an employee holds more than one post within the council, they are counted once in each post they hold.

The % shows the split of the total male/female population by full/part time.

	2010/11		2014/15		2015/16	
	Male	Female	Male	Female	Male	Female
Total number of full-time staff**	936 (48.7%)	985 (51.3%)	757 (48.4%)	807 (51.6%)	753 (49.7%)	763 (50.3%)
Total number of part-time staff	220 (9.8%)	2022 (90.2%)	268 (13.4%)	1725 (86.6%)	309 (15.5%)	1686 (84.5%)

** Full time usually = 37 hours per week

The number of males in part-time posts has been increasing over the years. CECR has the largest number of part-time males of the departments (39%) with CAH having another 38% of the part-time males. Within CECR, 88% of part-time males are within TSS, CAH part-time males sit within Public Health & Wellbeing (44%) and Integrated Children's Services (33%) whereas 49% of part-time males within ECS sit within Streetcare & Transport Services and a further 38% within Safe & Strong Communities.

Within CAH, the majority of part-time male posts (28%) are Mentor (Zero Hours). Within CECR, 36% are Cleaning Operatives with a further 27% being Associate Music Teachers (both within TSS). Male part-time posts within ECS are spread across the department, but the majority (15%) are Bikeability Instructors (Zero Hours), 13% School Crossing Patrol and 12% Library Assistants.

Council wide (excluding Schools), 34% of part-time males sit within TSS. The majority of part-time male posts council wide are Cleansing Operatives (14%), Mentor (Zero Hours) (11%) and Associate Music Teachers (10%). These levels are much the same as last year.

This year, 10% of part-time males hold between 2 and 5 contracts whereas last year, 12% of part-time males held between 2 and 4 contracts.

Staff in Post by Age Group

Count of all staff, excluding Schools and casuals as at end March for each year. If an employee holds more than one post within the council, they are counted once in each post they hold.

The % shows the split of total staff in post by age group.

Age Group	2010/11	2014/15	2015/16	Age Group	South Glos Population - 2011 Census*
<20	21 (0.5%)	19 (0.5%)	22 (0.6%)	16 - <20	14,060 (6.8%)
20-29	433 (10.4%)	351 (9.9%)	345 (9.8%)	20-29	31,064 (15.0%)
30-39	761 (18.3%)	698 (19.6%)	686 (19.5%)	30-44	53,974 (26.0%)
40-49	1362 (32.7%)	1058 (29.7%)	990 (28.2%)		
50-59	1135 (27.3%)	1064 (29.9%)	1077 (30.7%)	45-59	53,582 (25.8%)

Age Group	2010/11	2014/15	2015/16	Age Group	South Glos Population - 2011 Census*
60-64	337 (8.1%)	260 (7.3%)	270 (7.7%)	60-64	15,748 (7.6%)
65+	114 (2.7%)	107 (3.0%)	121 (3.4%)	65-84	38,875 (18.8%)

*Age groups used for the 2011 Census are different from age groups reported on within the council.

The number of staff aged under 20 has remained fairly consistent over the years. 50% of staff aged under 20 are currently employed within CECR, with the majority of these (64%) within TSS, 86% of which are Cleansing Operatives.

Council wide, excluding schools, 18% of staff under 20 are Apprentices whereas 27% are Cleansing Operatives. 32% of staff under 20 are employed within TSS

Last year, 32% of staff under 20 were employed as Cleansing Operatives and 26% as Apprentices. 42% of staff under 20 were employed within TSS.

44% of Apprentices are aged under 20 with the remaining 56% aged 20-29.

Staff in Post by Disability

Count of all staff, excluding Schools and casuals as at end March for each year. If an employee holds more than one post within the council, they are counted once in each post they hold.

The % shows the split of total staff in post by disability category.

	2010/11	2014/15	2015/16	South Glos Population - 2011 Census
Disabled employees	191 (4.6%)	136 (3.8%)	129 (3.7%)	40,914* (15.6%)
Non-disabled employees	3504 (84.2%)	2681 (75.4%)	2477 (70.5%)	
Prefer not to say	12 (0.3%)	8 (0.2%)	7 (0.2%)	
Not known	456 (11.0%)	732 (20.6%)	898 (25.6%)	

*The census data shows the number of people within the South Glos population who have their day to day activities limited to some extent. Staff within South Glos Council are asked to declare if they consider themselves to be disabled.

It has been noted that the number of 'Not known' disability status has doubled since 2010/11. This year, the majority of the 'not known' group (58%) have a start date with the council of 2013 to 2016. Processes around capturing equalities information haven't changed but HR will carry out a data validation exercise to ensure that captured information is being entered into the system to enable accurate reporting.

Staff in Post by Sexual Orientation

Count of all staff, excluding Schools and casuals as at end March for each year. If an employee holds more than one post within the council, they are counted once in each post they hold.

The % shows the split of total staff in post by sexual orientation category.

Sexual Orientation	2010/11		2014/15	2015/16
Bisexual	7 (0.2%)		8 (0.2%)	10 (0.3%)
Gay man	3 (0.1%)		3 (0.1%)	5 (0.1%)
Gay woman	11 (0.3%)		13 (0.4%)	12 (0.3%)
Heterosexual/straight	838 (20.1%)		1084 (30.5%)	1176 (33.5%)
Other	2 (0.0%)		2 (0.1%)	4 (0.1%)
Prefer not to say	58 (1.4%)		63 (1.8%)	60 (1.7%)
Not known	3244 (77.9%)		2384 (67.0%)	2244 (63.9%)

Please note: there is no hard data on the number of lesbians, gay men, bisexuals and transgender people in the UK. However, the Government is using the figure of 5-7% of the population and Stonewall agree that this is a reasonable estimate. This means that across the area we have approximately 15,000 residents who identify as being LGBT.

Staff in Post by Religion/Belief

Count of all staff, excluding Schools and casuals as at end March for each year. If an employee holds more than one post within the council, they are counted once in each post they hold.

The % shows the split of total staff in post by religion/belief category.

	2010/11		2014/15	2015/16	South Glos Population - 2011 Census
Buddhist	7 (0.2%)		8 (0.2%)	9 (0.3%)	708 (0.3%)
Christian	482 (11.6%)		546 (15.4%)	562 (16.0%)	156,504 (59.6%)
Hindu	2 (0.0%)		2 (0.1%)	5 (0.1%)	1,681 (0.6%)
Jewish	5 (0.1%)		4 (0.1%)	4 (0.1%)	145 (0.1%)
Muslim	5 (0.1%)		7 (0.2%)	7 (0.2%)	2,176 (0.8%)
Sikh	1 (0.0%)		2 (0.1%)	2 (0.1%)	623 (0.2%)

	2010/11	2014/15	2015/16	South Glos Population - 2011 Census
Any Other Religion	14 (0.3%)	11 (0.3%)	10 (0.3%)	888 (0.3%)
No religion	349 (8.4%)	524 (14.7%)	590 (16.8%)	80,607 (30.7%)
Prefer not to say	56 (1.3%)	70 (2.0%)	82 (2.3%)	
Not known	3242 (77.9%)	2383 (67.0%)	2240 (63.8%)	19,435 (7.4%)

Staff in Post by Ethnicity

Count of all staff, excluding Schools and casuals as at end March for each year. If an employee holds more than one post within the council, they are counted once in each post they hold.

The % shows the split of total staff in post by ethnicity category.

Ethnicity	2010/11	2014/15	2015/16	South Glos Population - 2011 Census
Arab	0	0	0	366 (0.1%)
Asian/Asian British (Indian, Pakistani, Bangladeshi, Other)	40 (1.0%)	33 (0.9%)	33 (0.9%)	5,128 (2.0%)
Black/Black British (African, Caribbean, Other)	60 (1.4%)	55 (1.5%)	51 (1.5%)	2,218 (0.8%)
Mixed Ethnicity (White & Asian, White & Black African, White & Black Caribbean, Other)	27 (0.6%)	24 (0.7%)	27 (0.8%)	3,667 (1.4%)
Chinese	8 (2.3%)	4 (0.1%)	3 (0.1%)	1,312 (0.5%)
Gypsy Roma/Traveller of Irish Heritage	0	0	1 (0.0%)	271 (0.1%)
White British	3545 (85.2%)	2775 (78.0%)	2684 (76.4%)	241,611 (91.9%)
White – Irish	36 (0.9%)	24 (0.7%)	23 (0.7%)	1,223 (0.5%)
White – Other	58 (1.4%)	50 (1.4%)	47 (1.3%)	6,469 (2.5%)
Any Other ethnic group	13 (0.3%)	13 (0.4%)	11 (0.3%)	502 (0.2%)
Prefer not to say	27 (0.6%)	27 (0.8%)	25 (0.7%)	

Ethnicity	2010/11		2014/15	2015/16	South Glos Population - 2011 Census
Not Known	349 (8.4%)		552 (15.5%)	606 (17.3%)	

It has been noted that the number of 'Not known' ethnicity status has doubled since 2010/11. Processes around capturing equalities information haven't changed but HR will carry out a data validation exercise to ensure that captured information is being entered into the system to enable accurate reporting.

Staff in post by Grade Group

Count of all staff, excluding Schools and casuals as at end March for each year. If an employee holds more than one post within the council, they are counted once in each post they hold.

Teacher grades are shown for centrally employed staff in non-school settings.

Other grades includes staff on non-standard grades in the following roles: Community Learning Tutors, Research Assistants, Associate Music Teachers, Family Learning Tutors, Fitters/Erectors, Registrars.

The % shows the split of total staff in post by grade group.

	2010/11		2014/15	2015/16
Chief Officer/Senior Manager Grades *	29 (0.7%)		19 (0.5%)	20 (0.6%)
HAY01 – HAY03	144 (3.5%)		106 (3.0%)	115 (3.3%)
HAY04 – HAY06	546 (13.1%)		507 (14.3%)	520 (14.8%)
HAY07 – HAY09	1227 (29.5%)		1135 (31.9%)	1100 (31.3%)
HAY10 – HAY12	1147 (27.6%)		940 (26.4%)	943 (26.9%)
HAY13 – HAY15	744 (17.9%)		633 (17.8%)	593 (16.9%)
Public Health Grades*	N/A		14 (0.4%)	17 (0.5%)
Soulbury Grades*	72 (1.7%)		32 (0.9%)	32 (0.9%)
Teacher Grades*	73 (1.8%)		12 (0.3%)	14 (0.4%)
Youth Grades*	168 (4.0%)		45 (1.3%)	42 (1.2%)
Apprentice Grades	1 (0.0%)		15 (0.4%)	9 (0.3%)

	2010/11		2014/15	2015/16
Other Grades	12 (0.3%)		99 (2.8%)	106 (3.0%)

*The number of departments reduced after 2010/11 and therefore the number of staff in Chief Officer grades also reduced.

Public Health transferred into South Gloucestershire Council after 2010/11 and therefore data is not available for 2010/11.

During 2011, a large number of staff on Soulbury Grades were made redundant due to changes in education, namely statutory and core functions, coupled with schools starting to become academies and managing their own budgets.

As per the changes in education cited above during 2011, centrally employed staff on Teacher grades received pay protection and subsequent vacancies were advertised on a HAY graded basis.

The majority of Youth Services transferred out of South Gloucestershire council after 2010/11 and before 2014/15 and therefore the numbers of staff on Youth Grades has significantly reduced.

There are currently 9 Apprentices within the council (excluding Schools). 44% of staff on the apprentice grade are under 20 with the remaining 56% aged 20-29.

Staff in post – Grade Group by Gender

The % shows the split of each grade group by gender.

	2010/11		2014/15	2015/16
Chief Officer/Senior Manager Grades				
Male	21 (72.4%)		13 (68.4%)	13 (65.0%)
Female	8 (27.6%)		6 (31.6%)	7 (35.0%)
HAY01 – HAY03				
Male	76 (52.8%)		52 (49.1%)	54 (47.0%)
Female	68 (47.2%)		54 (50.9%)	61 (53.0%)
HAY04 – HAY06				
Male	257 (47.1%)		228 (45.0%)	242 (46.5%)
Female	289 (52.9%)		279 (55.0%)	278 (53.5%)
HAY07 – HAY09				
Male	377 (30.7%)		344 (30.3%)	339 (30.8%)
Female	850 (69.3%)		791 (69.7%)	761 (69.2%)
HAY10 – HAY12				
Male	220 (19.2%)		238 (25.3%)	262 (27.8%)

	2010/11		2014/15	2015/16
Female	927 (80.8%)		702 (74.7%)	681 (72.2%)
HAY13 – HAY15				
Male	109 (14.7%)		81 (12.8%)	80 (13.5%)
Female	635 (85.3%)		552 (87.2%)	513 (86.5%)
Public Health Grades				
Male	N/A		1 (7.1%)	1 (5.9%)
Female	N/A		13 (92.9%)	16 (94.1%)
Soulbury Grades				
Male	20 (27.8%)		4 (12.5%)	4 (12.5%)
Female	52 (72.2%)		28 (87.5%)	28 (87.5%)
Teacher Grades				
Male	20 (27.4%)		2 (16.7%)	2 (14.3%)
Female	53 (72.6%)		10 (83.3%)	12 (85.7%)
Youth Grades				
Male	47 (28.0%)		17 (37.8%)	18 (42.9%)
Female	121 (72.0%)		28 (62.2%)	24 (57.1%)
Apprentice Grades				
Male	1 (100%)		6 (40.0%)	3 (33.3%)
Female	0		9 (60.0%)	6 (66.7%)
Other Grades				
Male	8 (66.7%)		39 (39.4%)	44 (41.5%)
Female	4 (33.3%)		60 (60.6%)	62 (58.5%)

Staff within the Chief Officer/Senior Manager grades have remained consistent with only 1 new starter to the council within this group during 2015/16 and a total of 2 new starters within the last 5 years (since March 2011) who are still in post as at the reporting date (end March 2016).

Within the HAY01-03, there is more movement, with 7 new starts to the council within this group during 2015/16 and a total of 23 new starters within the last 5 years (since March 2011) who are still in post as at the reporting date (end March 2016).

Staff in Post – Grade by full-time and part-time workers

The % shows the split of each grade group by full-time/part-time population.

	2010/11		2014/15	2015/16
Chief Officer/Senior Manager Grades				
Full-time	29 (100%)		18 (94.7%)	19 (95.0%)
Part-time	0		1 (5.3%)	1 (5.0%)
HAY01 – HAY03				
Full-time	122 (84.7%)		91 (85.8%)	100 (87.0%)
Part-time	22 (15.3%)		15 (14.2%)	15 (13.0%)
HAY04 – HAY06				
Full-time	414 (75.8%)		389 (76.7%)	370 (71.2%)
Part-time	132 (24.2%)		118 (23.3%)	150 (28.8%)
HAY07 – HAY09				
Full-time	814 (66.3%)		703 (61.9%)	671 (61.0%)
Part-time	413 (33.7%)		432 (38.1%)	429 (39.0%)
HAY10 – HAY12				
Full-time	380 (33.1%)		308 (32.8%)	308 (32.7%)
Part-time	767 (66.9%)		632 (67.2%)	635 (67.3%)
HAY13 – HAY15				
Full-time	43 (5.8%)		2 (0.3%)	1 (0.2%)
Part-time	701 (94.2%)		631 (99.7%)	592 (99.8%)
Public Health Grades				
Full-time	N/A		7 (50.0%)	7 (41.2%)
Part-time	N/A		7 (50.0%)	10 (58.8%)
Soulbury Grades				
Full-time	55 (76.4%)		23 (71.9%)	19 (59.4%)

	2010/11		2014/15	2015/16
Part-time	17 (23.6%)		9 (28.1%)	13 (40.6%)
Teacher Grades				
Full-time	40 (54.8%)		4 (33.3%)	5 (35.7%)
Part-time	33 (45.2%)		8 (66.7%)	9 (64.3%)
Youth Grades				
Full-time	15 (8.9%)		0	0
Part-time	153 (91.1%)		45 (100%)	42 (100%)
Apprentice Grades				
Full-time	1 (100%)		12 (80.0%)	9 (100%)
Part-time	0		3 (20.0%)	0
Other Grades				
Full-time	8 (66.7%)		7 (7.1%)	7 (6.6%)
Part-time	4 (33.3%)		92 (92.9%)	99 (93.4%)

Staff in Post – Grade by Age Group

The % shows the split of each grade group by age group.

	2010/11		2014/15	2015/16
Chief Officer/Senior Manager Grades				
<20	0		0	0
20 – 29	0		0	0
30 – 39	0		0	0
40 – 49	11 (37.9%)		4 (21.1%)	5 (25.0%)
50 – 59	15 (51.7%)		15 (78.9%)	15 (75.0%)
60 – 64	3 (10.3%)		0	0
65+	0		0	0
HAY01 – HAY03				

	2010/11		2014/15	2015/16
<20	0		0	0
20 – 29	0		0	0
30 – 39	22 (15.3%)		9 (8.5%)	14 (12.2%)
40 – 49	55 (38.2%)		39 (36.8%)	36 (23.1%)
50 – 59	54 (37.5%)		50 (47.2%)	58 (31.7%)
60 – 64	12 (8.3%)		8 (7.5%)	5 (32.7%)
65+	1 (0.7%)		0	2 (6.9%)
HAY04 – HAY06				
<20	0		0	0
20 – 29	21 (3.8%)		11 (2.2%)	14 (2.7%)
30 – 39	119 (21.8%)		111 (21.9%)	120 (23.1%)
40 – 49	194 (35.5%)		174 (34.3%)	165 (31.7%)
50 – 59	172 (31.5%)		165 (32.5%)	170 (32.7%)
60 – 64	39 (7.1%)		36 (7.1%)	36 (6.9%)
65+	1 (0.2%)		10 (2.0%)	15 (2.9%)
HAY07 – HAY09				
<20	1 (0.1%)		0	0
20 – 29	174 (14.2%)		140 (12.3%)	144 (13.1%)
30 – 39	288 (23.5%)		292 (25.7%)	283 (25.7%)
40 – 49	375 (30.6%)		325 (28.6%)	291 (26.5%)
50 – 59	300 (24.4%)		296 (26.1%)	298 (27.1%)
60 – 64	79 (6.4%)		66 (5.8%)	70 (6.4%)
65+	10 (0.8%)		16 (1.4%)	14 (1.3%)
HAY10 – HAY12				

	2010/11		2014/15	2015/16
<20	8 (0.7%)		4 (0.4%)	8 (0.8%)
20 – 29	137 (11.9%)		118 (12.6%)	114 (12.1%)
30 – 39	181 (15.8%)		155 (16.5%)	157 (16.6%)
40 – 49	351 (30.6%)		241 (25.6%)	235 (24.9%)
50 – 59	324 (28.2%)		304 (32.3%)	296 (31.4%)
60 – 64	117 (10.2%)		89 (9.5%)	96 (10.2%)
65+	29 (2.5%)		29 (3.1%)	37 (3.9%)
HAY13 – HAY15				
<20	11 (1.5%)		9 (1.4%)	7 (1.2%)
20 – 29	45 (6.0%)		55 (8.7%)	46 (7.8%)
30 – 39	79 (10.6%)		84 (13.3%)	73 (12.3%)
40 – 49	282 (37.9%)		205 (32.4%)	180 (30.4%)
50 – 59	194 (26.1%)		182 (28.8%)	188 (31.7%)
60 – 64	63 (8.5%)		48 (7.6%)	50 (8.4%)
65+	70 (9.4%)		50 (7.9%)	49 (8.3%)
Public Health Grades				
<20	N/A		0	0
20 – 29	N/A		0	0
30 – 39	N/A		1 (7.1%)	4 (23.5%)
40 – 49	N/A		6 (42.9%)	9 (52.9%)
50 – 59	N/A		5 (35.7%)	1 (5.9%)
60 – 64	N/A		2 (14.3%)	3 (17.6%)
65+	N/A		0	0
Soulbury Grades				

	2010/11		2014/15	2015/16
<20	0		0	0
20 – 29	0		0	0
30 – 39	13 (18.1%)		4 (12.5%)	2 (6.3%)
40 – 49	25 (34.7%)		15 (46.9%)	15 (46.9%)
50 – 59	24 (33.3%)		8 (25.0%)	10 (31.3%)
60 – 64	10 (13.9%)		5 (15.6%)	3 (9.4%)
65+	0		0	2 (6.3%)
Teacher Grades				
<20	0		0	0
20 – 29	3 (4.1%)		0	1 (7.1%)
30 – 39	15 (20.5%)		1 (8.3%)	1 (7.1%)
40 – 49	20 (27.4%)		6 (50.0%)	6 (42.9%)
50 – 59	24 (32.9%)		3 (25.0%)	4 (28.6%)
60 – 64	9 (12.3%)		2 (16.7%)	2 (14.3%)
65+	2 (2.7%)		0	0
Youth Grades				
<20	0		1 (2%)	2 (4.8%)
20 – 29	51 (30.4%)		9 (20.0%)	11 (26.2%)
30 – 39	43 (25.6%)		18 (40.0%)	12 (28.6%)
40 – 49	44 (26.2%)		11 (24.4%)	11 (26.2%)
50 – 59	27 (16.1%)		6 (13.3%)	5 (11.9%)
60 – 64	2 (1.2%)		0	1 (2.4%)
65+	1 (0.6%)		0	0
Apprentice Grades				

	2010/11		2014/15	2015/16
<20	1 (100%)		5 (33.3%)	4 (44.4%)
20 – 29	0		10 (66.7%)	5 (55.6%)
30 – 39	0		0	0
40 – 49	0		0	0
50 – 59	0		0	0
60 – 64	0		0	0
65+	0		0	0
Other Grades				
<20	0		0	1 (0.9%)
20 – 29	2 (16.7%)		8 (8.1%)	10 (9.4%)
30 – 39	1 (8.3%)		23 (23.2%)	20 (18.9%)
40 – 49	5 (41.7%)		32 (32.3%)	37 (34.9%)
50 – 59	1 (8.3%)		30 (30.3%)	32 (30.2%)
60 – 64	3 (25.0%)		4 (4.0%)	4 (3.8%)
65+	0		2 (2.0%)	2 (1.9%)

Staff in post – Grade group by disability

The % shows the split of each disability category group total population by grade group.

	2010/11		2014/15	2015/16
Chief Officer/Senior Manager Grades				
Disabled	2 (6.9%)		2 (10.5%)	1 (5.0%)
Not disabled	23 (79.3%)		14 (73.7%)	15 (75.0%)
Prefer not to say	0		0	0

	2010/11		2014/15	2015/16
Unknown	4 (13.8%)		3 (15.8%)	4 (20.0%)
HAY01 – HAY03				
Disabled	6 (4.2%)		3 (2.8%)	3 (2.6%)
Not disabled	132 (91.7%)		97 (91.5%)	101 (87.8%)
Prefer not to say	0		0	0
Unknown	6 (4.2%)		6 (5.7%)	11 (9.6%)
HAY04 – HAY06				
Disabled	23 (4.2%)		17 (3.4%)	20 (3.8%)
Not disabled	483 (88.5%)		433 (85.4%)	423 (81.3%)
Prefer not to say	1 (0.2%)		1 (0.2%)	1 (0.2%)
Unknown	39 (7.1%)		56 (11.0%)	76 (14.6%)
HAY07 – HAY09				
Disabled	58 (4.7%)		44 (3.9%)	45 (4.1%)
Not disabled	1061 (86.5%)		898 (79.1%)	805 (73.2%)
Prefer not to say	1 (0.1%)		1 (0.1%)	1 (0.1%)
Unknown	107 (8.7%)		192 (16.9%)	249 (22.6%)
HAY10 – HAY12				
Disabled	51 (4.4%)		32 (3.4%)	26 (2.8%)
Not disabled	938 (81.8%)		693 (79.1%)	641 (68.0%)
Prefer not to say	5 (0.4%)		3 (0.3%)	2 (0.2%)
Unknown	153 (13.3%)		212 (22.6%)	274 (29.1%)
HAY13 – HAY15				
Disabled	37 (5.0%)		32 (5.1%)	29 (4.9%)
Not disabled	599 (80.5%)		428 (67.6%)	384 (64.8%)
Prefer not to say	5 (0.7%)		3 (0.5%)	3 (0.5%)

	2010/11		2014/15	2015/16
Unknown	103 (13.8%)		170 (26.9%)	177 (29.8%)
Public Health Grades				
Disabled	N/A		1 (7.1%)	2 (11.8%)
Not disabled	N/A		6 (42.9%)	5 (29.4%)
Prefer not to say	N/A		0	0
Unknown	N/A		7 (50.0%)	10 (58.8%)
Soulbury Grades				
Disabled	0		0	0
Not disabled	70 (97.2%)		30 (93.8%)	27 (84.4%)
Prefer not to say	0		0	0
Unknown	2 (2.8%)		2 (6.3%)	5 (15.6%)
Teacher Grades				
Disabled	0		0	0
Not disabled	59 (80.8%)		7 (58.3%)	7 (50.0%)
Prefer not to say	0		0	0
Unknown	14 (19.2%)		5 (41.7%)	7 (50.0%)
Youth Grades				
Disabled	13 (7.7%)		5 (11.1%)	3 (7.1%)
Not disabled	134 (79.8%)		27 (60.0%)	21 (50.0%)
Prefer not to say	0		0	0
Unknown	21 (12.5%)		13 (41.7%)	18 (42.9%)
Apprentice Grades				
Disabled	0		0	0
Not disabled	0		1 (6.7%)	0
Prefer not to say	0		0	0

	2010/11		2014/15	2015/16
Unknown	1 (100%)		14 (93.3%)	9 (100%)
Other Grades				
Disabled	1 (8.3%)		0	0
Not disabled	5 (41.7%)		47 (47.5%)	48 (45.3%)
Prefer not to say	0		0	0
Unknown	6 (50.0%)		52 (52.5%)	58 (54.7%)

Staff in post – Grade group by Sexual Orientation

The % shows split of each grade group by sexual orientation category. (note small numbers are #)

	2010/11		2014/15	2015/16
Chief Officer/Senior Manager Grades				
Bisexual	0		0	0
Gay man	0		0	0
Gay woman	0		0	0
Heterosexual/Straight	#		#	#
Other	0		0	0
Prefer not to say	0		#	#
Unknown	25 (86.2%)		13 (68.4%)	14 (70.0%)
HAY01 – HAY03				
Bisexual	0		0	0
Gay man	0		#	#
Gay woman	0		0	0
Heterosexual/Straight	29 (20.1%)		29 (27.4%)	39 (33.9%)
Other	0		0	0
Prefer not to say	#		#	#
Unknown	110		73	72

	2010/11		2014/15	2015/16
	(76.4%)		(68.9%)	(62.6%)
HAY04 – HAY06				
Bisexual	#		#	#
Gay man	#		0	#
Gay woman	#		#	#
Heterosexual/Straight	107 (19.6%)		155 (30.6%)	178 (34.2%)
Other	0		0	0
Prefer not to say	12 (2.2%)		11 (2.2%)	15 (2.9%)
Unknown	424 (77.7%)		337 (66.5%)	321 (61.7%)
HAY07 – HAY09				
Bisexual	#		#	#
Gay man	0		#	0
Gay woman	#		#	#
Heterosexual/Straight	290 (23.6%)		383 (33.7%)	402 (36.5%)
Other	1 (0.1%)		0	0
Prefer not to say	17 (1.4%)		23 (2.0%)	20 (1.8%)
Unknown	910 (74.2%)		715 (63.0%)	667 (60.6%)
HAY10 – HAY12				
Bisexual	#		#	#
Gay man	#		#	#
Gay woman	#		#	#
Heterosexual/Straight	#		#	#
Other	#		#	
Prefer not to say	16 (1.4%)		14 (1.5%)	12 (1.3%)
Unknown	940 (82.0%)		687 (73.1%)	652 (69.1%)
HAY13 – HAY15				

	2010/11		2014/15	2015/16
Bisexual	#		#	#
Gay man	#		0	0
Gay woman	0		0	0
Heterosexual/Straight	117 (15.7%)		201 (31.8%)	199 (33.6%)
Other	0		1 (0.2%)	2 (0.3%)
Prefer not to say	4 (0.5%)		6 (0.9%)	5 (0.8%)
Unknown	621 (83.5%)		423 (66.8%)	386 (65.1%)
Public Health Grades				
Bisexual	N/A		0	0
Gay man	N/A		0	0
Gay woman	N/A		0	0
Heterosexual/Straight	N/A		6 (42.9%)	8 (47.1%)
Other	N/A		0	0
Prefer not to say	N/A		1 (7.1%)	0
Unknown	N/A		7 (50.0%)	9 (52.9%)
Soulbury Grades				
Bisexual	0		0	0
Gay man	0		0	0
Gay woman	#		0	0
Heterosexual/Straight	18 (25.0%)		14 (43.8%)	16 (50.0%)
Other	0		0	0
Prefer not to say	1 (1.4%)		1 (3.1%)	0
Unknown	52 (72.2%)		17 (53.1%)	16 (50.0%)
Teacher Grades				
Bisexual	0		0	0
Gay man	0		0	0

	2010/11		2014/15	2015/16
Gay woman	0		0	0
Heterosexual/Straight	5 (6.8%)		1 (8.3%)	1 (7.1%)
Other	0		0	0
Prefer not to say	1 (1.4%)		0	0
Unknown	67 (91.8%)		11 (91.7%)	13 (92.9%)
Youth Grades				
Bisexual	#		#	#
Gay man	0		0	#
Gay woman	0		0	0
Heterosexual/Straight	80 (47.6%)		28 (62.2%)	24 (57.1%)
Other	0		0	0
Prefer not to say	2 (1.2%)		0	0
Unknown	83 (49.4%)		16 (35.6%)	15 (35.7%)
Apprentice Grades				
Bisexual	0		0	0
Gay man	0		0	0
Gay woman	0		0	0
Heterosexual/Straight	0		4 (26.7%)	3 (33.3%)
Other	0		0	0
Prefer not to say	0		0	0
Unknown	1 (100%)		11 (73.3%)	6 (66.7%)
Other Grades				
Bisexual	0		0	0
Gay man	0		0	0
Gay woman	0		0	0
Heterosexual/Straight	1 (8.3%)		22 (22.2%)	28 (26.4%)

	2010/11		2014/15	2015/16
Other	0		0	1 (0.9%)
Prefer not to say	0		3 (3.0%)	4 (3.8%)
Unknown	11 (91.7%)		74 (74.7%)	73 (68.9%)

Staff in post – Grade group by Religion/Belief

The % shows split of each grade group by religion/belief category.

	2010/11		2014/15	2015/16
Chief Officer/Senior Manager Grades				
Buddhist	0		0	0
Christian	4 (13.8%)		4 (21.1%)	5 (25.0%)
Hindu	0		0	0
Jewish	0		0	0
Muslim	0		0	0
Sikh	0		0	0
No Religion	0		1 (5.3%)	1 (5.0%)
Other Religion	0		0	0
Prefer not to say	0		1 (5.3%)	1 (5.0%)
Unknown	25 (86.2%)		13 (68.4%)	13 (65.0%)
HAY01 – HAY03				
Buddhist	0		0	0
Christian	21 (14.6%)		17 (16.0%)	20 (17.4%)
Hindu	0		1 (0.9%)	1 (0.9%)
Jewish	0		0	0
Muslim	1 (0.7%)		0	0
Sikh	0		0	0

	2010/11		2014/15	2015/16
No Religion	9 (6.3%)		12 (11.3%)	19 (16.5%)
Other Religion	1 (0.7%)		0	0
Prefer not to say	3 (2.1%)		3 (2.8%)	4 (3.5%)
Unknown	109 (75.7%)		73 (68.9%)	71 (61.7%)
HAY04 – HAY06				
Buddhist	2 (0.4%)		3 (0.6%)	3 (0.6%)
Christian	68 (12.5%)		71 (16.0%)	82 (15.8%)
Hindu	0		0	0
Jewish	1 (0.2%)		1 (0.2%)	1 (0.2%)
Muslim	1 (0.2%)		1 (0.2%)	1 (0.2%)
Sikh	0		0	1 (0.2%)
No Religion	41 (7.5%)		81 (16.0%)	93 (17.9%)
Other Religion	1 (0.2%)		1 (0.2%)	1 (0.2%)
Prefer not to say	7 (1.3%)		11 (2.2%)	16 (3.1%)
Unknown	425 (77.8%)		338 (66.7%)	322 (61.9%)
HAY07 – HAY09				
Buddhist	4 (0.3%)		2 (0.2%)	2 (0.2%)
Christian	149 (12.1%)		177 (15.6%)	172 (15.6%)
Hindu	1 (0.1%)		1 (0.1%)	2 (0.2%)
Jewish	3 (0.2%)		2 (0.2%)	2 (0.2%)
Muslim	2 (0.2%)		4 (0.4%)	4 (0.4%)
Sikh	0		0	0
No Religion	133 (7.5%)		200 (17.6%)	217 (19.7%)
Other Religion	4 (0.2%)		2 (0.2%)	3 (0.3%)

	2010/11		2014/15	2015/16
Prefer not to say	22 (1.3%)		31 (2.7%)	31 (2.8%)
Unknown	909 (77.8%)		716 (63.1%)	667 (60.6%)
HAY10 – HAY12				
Buddhist	0		1 (0.1%)	2 (0.2%)
Christian	117 (10.2%)		130 (13.8%)	143 (15.2%)
Hindu	1 (0.1%)		0	1 (0.1%)
Jewish	0		0	0
Muslim	1 (0.1%)		2 (0.2%)	2 (0.2%)
Sikh	1 (0.1%)		0	0
No Religion	70 (6.1%)		101 (10.7%)	122 (12.9%)
Other Religion	2 (0.2%)		4 (0.4%)	2 (0.2%)
Prefer not to say	15 (1.3%)		16 (1.7%)	20 (2.1%)
Unknown	940 (82.0%)		686 (73.0%)	651 (69.0%)
HAY13 – HAY15				
Buddhist	1 (0.1%)		2 (0.3%)	0
Christian	70 (9.4%)		108 (17.1%)	97 (16.4%)
Hindu	0		0	0
Jewish	1 (0.1%)		0	0
Muslim	0		0	0
Sikh	0		2 (0.3%)	1 (0.2%)
No Religion	45 (6.0%)		93 (14.7%)	101 (17.0%)
Other Religion	4 (0.5%)		4 (0.6%)	4 (0.7%)
Prefer not to say	3 (0.4%)		3 (0.5%)	5 (0.8%)
Unknown	620 (83.3%)		421 (66.5%)	385 (64.9%)
Public Health Grades				

	2010/11		2014/15	2015/16
Buddhist	N/A		0	0
Christian	N/A		4 (28.6%)	7 (41.2%)
Hindu	N/A		0	0
Jewish	N/A		0	0
Muslim	N/A		0	0
Sikh	N/A		0	0
No Religion	N/A		2 (14.3%)	3 (17.6%)
Other Religion	N/A		0	0
Prefer not to say	N/A		1 (7.1%)	1 (5.9%)
Unknown	N/A		7 (50.0%)	6 (35.3%)
Soulbury Grades				
Buddhist	0		0	0
Christian	12 (16.7%)		7 (21.9%)	10 (31.3%)
Hindu	0		0	0
Jewish	0		1 (3.1%)	1 (3.1%)
Muslim	0		0	0
Sikh	0		0	0
No Religion	7 (9.7%)		6 (18.8%)	5 (15.6%)
Other Religion	0		0	0
Prefer not to say	1 (1.4%)		1 (3.1%)	0
Unknown	52 (72.2%)		17 (53.1%)	16 (50.0%)
Teacher Grades				
Buddhist	0		0	0
Christian	3 (4.1%)		1 (8.3%)	1 (7.1%)
Hindu	0		0	0
Jewish	0		0	0

	2010/11		2014/15	2015/16
Muslim	0		0	0
Sikh	0		0	0
No Religion	2 (2.7%)		0	0
Other Religion	0		0	0
Prefer not to say	1 (1.4%)		0	0
Unknown	67 (91.8%)		11 (91.7%)	13 (92.9%)
Youth Grades				
Buddhist	0		0	1 (2.4%)
Christian	38 (22.6%)		17 (37.8%)	12 (28.6%)
Hindu	0		0	0
Jewish	0		0	0
Muslim	0		0	0
Sikh	0		0	0
No Religion	42 (25.0%)		12 (26.7%)	14 (33.3%)
Other Religion	1 (0.6%)		0	0
Prefer not to say	4 (2.4%)		0	0
Unknown	83 (49.4%)		16 (35.6%)	15 (35.7%)
Apprentice Grades				
Buddhist	0		0	0
Christian	0		2 (13.3%)	2 (22.2%)
Hindu	0		0	0
Jewish	0		0	0
Muslim	0		0	0
Sikh	0		0	0
No Religion	0		2 (13.3%)	1 (11.1%)

	2010/11		2014/15	2015/16
Other Religion	0		0	0
Prefer not to say	0		0	0
Unknown	1 (100%)		11 (73.3%)	6 (66.7%)
Other Grades				
Buddhist	0		0	1 (0.9%)
Christian	0		8 (8.1%)	11 (10.4%)
Hindu	0		0	1 (0.9%)
Jewish	0		0	0
Muslim	0		0	0
Sikh	0		0	0
No Religion	0		14 (14.1%)	14 (13.2%)
Other Religion	1 (8.3%)		0	0
Prefer not to say	0		3 (3.0%)	4 (3.8%)
Unknown	11 (91.7%)		74 (74.7%)	75 (70.8%)

Staff in post – Grade Group by Ethnicity

The % shows split of each grade group by ethnic category group.

	2010/11		2014/15	2015/16
Chief Officer/Senior Manager Grades				
Asian/Asian British (Indian, Pakistani, Bangladeshi, Other)	0		0	0
Black/Black British (African, Caribbean, Other)	0		0	0
Mixed Ethnicity (White & Asian, White & Black African, White & Black Caribbean, Other)	0		0	0
Chinese	0		0	0
Gypsy Roma/Traveller of Irish Heritage	0		0	0
White British	25 (86.2%)		17 (89.5%)	18 (90.0%)

	2010/11		2014/15	2015/16
White Irish	2 (6.9%)		1 (5.3%)	1 (5.0%)
White Other	0		0	0
Other ethnic group	0		0	0
Prefer not to say	0		0	0
Unknown	2 (6.9%)		1 (5.3%)	1 (5.0%)
HAY01 – HAY03				
Asian/Asian British (Indian, Pakistani, Bangladeshi, Other)	1 (0.7%)		1 (0.9%)	1 (0.9%)
Black/Black British (African, Caribbean, Other)	2 (1.4%)		2 (1.9%)	2 (1.7%)
Mixed Ethnicity (White & Asian, White & Black African, White & Black Caribbean, Other)	0		0	1 (0.9%)
Chinese	0		0	0
Gypsy Roma/Traveller of Irish Heritage	0		0	0
White British	133 (92.4%)		97 (91.5%)	104 (90.4%)
White Irish	1 (0.7%)		0	0
White Other	2 (1.4%)		2 (1.9%)	1 (0.9%)
Other ethnic group	0		0	0
Prefer not to say	0		0	0
Unknown	5 (3.5%)		4 (3.8%)	6 (5.2%)
HAY04 – HAY06				
Asian/Asian British (Indian, Pakistani, Bangladeshi, Other)	3 (0.5%)		5 (1.0%)	7 (1.3%)
Black/Black British (African, Caribbean, Other)	7 (1.3%)		7 (1.4%)	6 (1.2%)
Mixed Ethnicity (White & Asian, White & Black African, White & Black Caribbean, Other)	2 (0.4%)		3 (0.6%)	5 (1.0%)
Chinese	0		0	0
Gypsy Roma/Traveller of Irish Heritage	0		0	1 (0.2%)
White British	474 (86.8%)		425 (83.8%)	430 (82.7%)

	2010/11		2014/15	2015/16
White Irish	10 (1.8%)		7 (1.4%)	7 (1.3%)
White Other	13 (2.4%)		11 (2.2%)	11 (2.1%)
Other ethnic group	5 (0.9%)		4 (0.8%)	4 (0.8%)
Prefer not to say	4 (0.7%)		5 (1.0%)	3 (0.6%)
Unknown	28 (5.1%)		40 (7.9%)	46 (8.8%)
HAY07 – HAY09				
Asian/Asian British (Indian, Pakistani, Bangladeshi, Other)	12 (1.0%)		11 (1.0%)	10 (0.9%)
Black/Black British (African, Caribbean, Other)	29 (2.4%)		26 (2.3%)	23 (2.1%)
Mixed Ethnicity (White & Asian, White & Black African, White & Black Caribbean, Other)	16 (1.3%)		13 (1.1%)	12 (1.1%)
Chinese	3 (0.2%)		2 (0.2%)	2 (0.2%)
Gypsy Roma/Traveller of Irish Heritage	0		0	0
White British	1051 (85.7%)		882 (77.7%)	838 (76.2%)
White Irish	8 (0.7%)		9 (0.8%)	7 (0.6%)
White Other	17 (1.4%)		22 (1.9%)	21 (1.9%)
Other ethnic group	2 (0.2%)		3 (0.3%)	4 (0.4%)
Prefer not to say	11 (0.9%)		12 (1.1%)	12 (1.1%)
Unknown	78 (6.4%)		155 (13.7%)	171 (15.5%)
HAY10 – HAY12				
Asian/Asian British (Indian, Pakistani, Bangladeshi, Other)	13 (1.1%)		11 (1.2%)	11 (1.2%)
Black/Black British (African, Caribbean, Other)	11 (1.0%)		6 (0.6%)	7 (0.7%)
Mixed Ethnicity (White & Asian, White & Black African, White & Black Caribbean, Other)	5 (0.4%)		5 (0.5%)	6 (0.6%)
Chinese	3 (0.3%)		0	0
Gypsy Roma/Traveller of Irish Heritage	0		0	0

	2010/11		2014/15	2015/16
White British	973 (84.8%)		729 (77.6%)	697 (73.9%)
White Irish	5 (0.4%)		2 (0.2%)	2 (0.2%)
White Other	11 (1.0%)		9 (1.0%)	7 (0.7%)
Other ethnic group	2 (0.2%)		1 (0.1%)	1 (0.1%)
Prefer not to say	9 (0.8%)		6 (0.6%)	5 (0.5%)
Unknown	115 (10.0%)		171 (18.2%)	207 (22.0%)
HAY13 – HAY15				
Asian/Asian British (Indian, Pakistani, Bangladeshi, Other)	2 (0.3%)		4 (0.6%)	3 (0.5%)
Black/Black British (African, Caribbean, Other)	4 (0.5%)		10 (1.6%)	10 (1.7%)
Mixed Ethnicity (White & Asian, White & Black African, White & Black Caribbean, Other)	2 (0.3%)		3 (0.5%)	2 (0.3%)
Chinese	1 (0.1%)		0	0
Gypsy Roma/Traveller of Irish Heritage	0		0	0
White British	631 (84.8%)		501 (79.1%)	465 (78.4%)
White Irish	7 (0.9%)		4 (0.6%)	5 (0.8%)
White Other	8 (1.1%)		4 (0.6%)	5 (0.2%)
Other ethnic group	3 (0.4%)		3 (0.5%)	1 (0.2%)
Prefer not to say	1 (0.1%)		0	1 (0.2%)
Unknown	85 (11.4%)		104 (16.4%)	101 (17.0%)
Public Health Grades				
Asian/Asian British (Indian, Pakistani, Bangladeshi, Other)	N/A		0	0
Black/Black British (African, Caribbean, Other)	N/A		0	0
Mixed Ethnicity (White & Asian, White & Black African, White & Black Caribbean, Other)	N/A		0	0
Chinese	N/A		0	0
Gypsy Roma/Traveller of Irish Heritage	N/A		0	0

	2010/11		2014/15	2015/16
White British	N/A		7 (50.0%)	11 (64.7%)
White Irish	N/A		0	0
White Other	N/A		0	0
Other ethnic group	N/A		0	0
Prefer not to say	N/A		0	0
Unknown	N/A		7 (50.0%)	6 (35.3%)
Soulbury Grades				
Asian/Asian British (Indian, Pakistani, Bangladeshi, Other)	1 (1.4%)		1 (3.1%)	0
Black/Black British (African, Caribbean, Other)	2 (2.8%)		0	0
Mixed Ethnicity (White & Asian, White & Black African, White & Black Caribbean, Other)	0		0	1 (3.1%)
Chinese	0		0	0
Gypsy Roma/Traveller of Irish Heritage	0		0	0
White British	65 (90.3%)		28 (87.5%)	27 (84.4%)
White Irish	1 (1.4%)		1 (3.1%)	1 (3.1%)
White Other	2 (2.8%)		1 (3.1%)	1 (3.1%)
Other ethnic group	0		0	0
Prefer not to say	0		0	0
Unknown	1 (1.4%)		1 (3.1%)	2 (6.3%)
Teacher Grades				
Asian/Asian British (Indian, Pakistani, Bangladeshi, Other)	2 (2.7%)		0	0
Black/Black British (African, Caribbean, Other)	0		0	0
Mixed Ethnicity (White & Asian, White & Black African, White & Black Caribbean, Other)	0		0	0
Chinese	1 (1.4%)		1 (8.3%)	1 (7.1%)
Gypsy Roma/Traveller of Irish Heritage	0		0	0
White British	49 (67.1%)		7 (58.3%)	7 (50.0%)

	2010/11		2014/15	2015/16
White Irish	2 (2.7%)		0	0
White Other	3 (4.1%)		0	0
Other ethnic group	1 (1.4%)		0	0
Prefer not to say	1 (1.4%)		3 (25.0%)	3 (21.4%)
Unknown	14 (19.2%)		1 (8.3%)	3 (21.4%)
Youth Grades				
Asian/Asian British (Indian, Pakistani, Bangladeshi, Other)	6 (3.6%)		0	0
Black/Black British (African, Caribbean, Other)	4 (2.4%)		3 (6.7%)	2 (4.8%)
Mixed Ethnicity (White & Asian, White & Black African, White & Black Caribbean, Other)	2 (1.2%)		0	0
Chinese	0		0	0
Gypsy Roma/Traveller of Irish Heritage	0		0	0
White British	139 (82.7%)		31 (68.9%)	30 (71.4%)
White Irish	0		0	0
White Other	2 (1.2%)		0	0
Other ethnic group	0		2 (4.4%)	1 (2.4%)
Prefer not to say	1 (0.6%)		0	0
Unknown	14 (8.3%)		9 (20.0%)	9 (21.4%)
Apprentice Grades				
Asian/Asian British (Indian, Pakistani, Bangladeshi, Other)	0		0	0
Black/Black British (African, Caribbean, Other)	0		0	0
Mixed Ethnicity (White & Asian, White & Black African, White & Black Caribbean, Other)	0		0	0
Chinese	0		0	0
Gypsy Roma/Traveller of Irish Heritage	0		0	0

	2010/11		2014/15	2015/16
White British	0		4 (26.7%)	3 (33.3%)
White Irish	0		0	0
White Other	0		0	0
Other ethnic group	0		0	0
Prefer not to say	0		0	0
Unknown	1 (100%)		11 (73.3%)	6 (66.7%)
Other Grades				
Asian/Asian British (Indian, Pakistani, Bangladeshi, Other)	0		0	1 (0.9%)
Black/Black British (African, Caribbean, Other)	1 (8.3%)		1 (1.0%)	1 (0.9%)
Mixed Ethnicity (White & Asian, White & Black African, White & Black Caribbean, Other)	0		0	0
Chinese	0		1 (1.0%)	0
Gypsy Roma/Traveller of Irish Heritage	0		0	0
White British	5 (41.7%)		47 (47.5%)	65 (33.3%)
White Irish	0		0	0
White Other	0		1 (1.0%)	1 (0.9%)
Other ethnic group	0		0	0
Prefer not to say	0		1 (1.0%)	1 (0.9%)
Unknown	6 (50.0%)		48 (48.5%)	48 (45.3%)

4. Apprentices

The Equalities in Employment report includes all staff on permanent and limited term contracts. Our apprentices are on limited term contracts for the duration of their scheme and are therefore included within this report. The table below provides further information regarding apprentice contracts.

Apprentice starters:

	2010/11		2014/15	2015/16
Number of apprentices who started during the year	2		12	7
Number of apprentices in post as at end March	2		15	9
Average age of apprentices	18.5		20.3	20.1

5. Applicants for Employment

The data below shows the number of vacancies that were advertised using the council's recruitment system Workflow during the year April - March. Please note:

- Not all vacancies are dealt with via Workflow.
- A vacancy may be used to advertise more than one post available for filling.
- Casual roles advertised via Workflow are also included in the vacancies data below but new starters relates to permanent and temporary employees only.
- An applicant is counted once for each role they applied for.

	2010/11		2014/15	2015/16
No. of vacancies	287		408	481
No of applicants	4712		6747	4320
No. of new starters	249		385	399
% of new starters to applicants	5.3%		5.7%	9.2%

It has been noted that the number of applicants fell considerably this quarter. This could be attributed to the type of vacancies that are being advertised; increase in more professional roles that need specific skills and qualifications and less back office/service delivery roles. Also linked to this is the observed increase in the number of vacancies advertised within the private sector over the last few years, external market factors and the increased use of agency staff who generally attract better rates of pay.

Applicants and New Starters by Gender

The % shows the split of applicants/new starters in each gender group.

	2010/11		2014/15	2015/16
Male				
No. of applicants	1792 (38.0%).		2250 (33.3%)	1285 (29.7%)

	2010/11		2014/15	2015/16
No. of new starters	89 (35.7%)		118 (30.6%)	138 (34.6%)
% of new starters to applicants	5.0%		5.2%	10.7%
Female				
No. of applicants	2874 (61.0%).		4442 (65.8%)	2944 (68.1%)
No. of new starters	160 (64.3%)		267 (69.4%)	261 (65.4%)
% of new starters to applicants	5.6%		6.0%	8.9%
Unknown Gender				
No. of applicants	46 (1.0%)		0	N/A
No. of new starters	55 (0.8%)		0	N/A
% of new starters to applicants	91 (2.1%)		0	N/A

Applicants and New Starters by Disability

The % shows the split of applicants/new starters in each disability category group.

	2010/11		2014/15	2015/16
Disabled				
No. of applicants	164 (3.5%)		291 (4.3%)	180 (4.2%)
No. of new starters	7 (2.8%)		11 (2.9%)	6 (1.5%)
% of new starters to applicants	4.3%		3.8%	3.3%
Non-Disabled				
No. of applicants	4503 (95.6%)		6414 (95.1%)	4064 (94.1%)
No. of new starters	166 (66.7%)		238 (61.8%)	141 (35.3%)
% of new starters to applicants	3.7%		3.7%	3.5%
Prefer not to disclose disability status				
No. of applicants	0		0	0
No. of new starters	1 (0.4%)		0	0
% of new starters to applicants	N/A		N/A	N/A

	2010/11		2014/15	2015/16
Unknown disability status				
No. of applicants	45 (1.0%)		42 (0.6%)	76 (1.8%)
No. of new starters	75 (30.1%)		136 (35.3%)	252 (63.2%)
% of new starters to applicants	N/A		N/A	N/A

Applicants and New Starters by Age Group

Please note that age group data for applicants is different from age groups used for the workforce data for the 60+ age groups.

The % shows the split of applicants/new starters in each age group.

	2010/11		2014/15	2015/16
<20				
No. of applicants	184 (3.9%)		239 (3.5%)	115 (2.7%)
No. of new starters	15 (6.0%)		13 (3.4%)	14 (3.5%)
% of new starters to applicants	8.2%		5.4%	12.2%
20-29				
No. of applicants	1775 (37.7%)		2314 (34.3%)	1341 (31.0%)
No. of new starters	84 (33.7)		114 (29.6%)	109 (27.3%)
% of new starters to applicants	4.7%		4.9%	8.1%
30-39				
No. of applicants	1068 (22.7%)		1555 (23.0%)	1002 (23.2%)
No. of new starters	53 (21.3%)		103 (26.8%)	102 (25.6%)
% of new starters to applicants	5.0%		6.6%	10.2%
40-49				
No. of applicants	1025 (21.8%)		1510 (22.4%)	983 (22.8%)
No. of new starters	54 (21.7%)		71 (18.4%)	90 (22.6%)
% of new starters to applicants	5.3%		4.7%	9.2%
50-59				

	2010/11		2014/15	2015/16
No. of applicants	524 (11.1%)		883 (13.1%)	680 (15.7%)
No. of new starters	27 (10.8%)		59 (15.3%)	60 (15.0%)
% of new starters to applicants	5.2%		6.7%	8.8%
60+				
No. of applicants	54 (1.1%)		189 (2.8%)	118 (2.7%)
No. of new starters	16 (6.4%)		25 (6.5%)	24 (6.0%)
% of new starters to applicants	29.6%		13.2%	20.3%
Unknown Age				
No. of applicants	82 (1.7%)		57 (0.8%)	81 (1.9%)
No. of new starters	0		0	0
% of new starters to applicants	N/A		N/A	N/A

The majority of new starters this year (75%) are aged between 20 – 49, with 48% of all new starters within CAH.

18% of new starters this year were within TSS with a further 16% starting in Adult Social Care and Housing, 14% in Integrated Children's Services and 14% in Streetcare & Transport Services.

Applicants and New Starters by Sexual Orientation

The % shows the split of applicants/new starters in each sexual orientation category group.

	2010/11		2014/15	2015/16
Bisexual				
No. of applicants	42 (0.6%)		33 (0.7%)	42 (1.0%)
No. of new starters	3 (1.2%)		3 (0.8%)	4 (1.0%)
% of new starters to applicants	7.1%		9.1%	9.5%
Gay man				
No. of applicants	38 (0.6%)		42 (0.9%)	38 (0.9%)

No. of new starters	2 (0.8%)		2 (0.5%)	2 (0.5%)
% of new starters to applicants	5.3%		4.8%	5.3%
Gay woman				
No. of applicants	64 (0.9%)		39 (0.8%)	38 (0.9%)
No. of new starters	4 (1.6%)		1 (0.3%)	4 (1.0%)
% of new starters to applicants	6.3%		2.6%	10.5%
Heterosexual/Straight				
No. of applicants	6284 (93.1%)		4300 (91.3%)	3898 (90.2%)
No. of new starters	162 (65.1%)		242 (62.9%)	241 (60.4%)
% of new starters to applicants	2.6%		5.6%	6.2%
Prefer not to say				
No. of applicants	278 (4.1%)		254 (5.4%)	229 (5.3%)
No. of new starters	12 (4.8%)		12 (3.1%)	10 (2.5%)
% of new starters to applicants	4.3%		4.7%	4.4%
Unknown Sexual Orientation				
No. of applicants	41 (0.6%)		44 (0.9%)	75 (1.7%)
No. of new starters	66 (26.5%)		125 (32.5%)	137 (34.3%)
% of new starters to applicants	N/A		N/A	N/A

Applicants and New Starters by Religion/Belief

The % shows the split of applicants/new starters in each religion/belief category group.

	2010/11		2014/15	2015/16
Buddhist				
No. of applicants	37 (0.8%)		36 (0.5%)	32 (0.7%)
No. of new starters	4 (1.6%)		2 (0.5%)	3 (0.8%)
% of new starters to applicants	10.8%		5.6%	9.4%
Christian				

	2010/11		2014/15	2015/16
No. of applicants	1921 (40.8%)		2623 (38.9%)	1568 (36.3%)
No. of new starters	68 (27.3%)		96 (24.9%)	91 (22.8%)
% of new starters to applicants	3.5%		3.7%	5.8%
Hindu				
No. of applicants	26 (0.6%)		42 (0.6%)	49 (1.1%)
No. of new starters	1 (0.4%)		1 (0.3%)	4 (1.0%)
% of new starters to applicants	3.8%		2.4%	8.2%
Jewish				
No. of applicants	7 (0.1%)		4 (0.1%)	7 (0.2%)
No. of new starters	1 (0.4%)		0	0
% of new starters to applicants	14.3%		N/A	N/A
Muslim				
No. of applicants	77 (1.6%)		102 (1.5%)	57 (1.3%)
No. of new starters	1 (0.4%)		2 (0.5%)	2 (0.5%)
% of new starters to applicants	1.3%		2.0%	3.5%
Sikh				
No. of applicants	16 (0.3%)		18 (0.3%)	16 (0.4%)
No. of new starters	0		0	1 (0.3%)
% of new starters to applicants	N/A		N/A	6.3%
No Religion				
No. of applicants	2206 (46.8%)		3455 (51.2%)	2232 (51.7%)
No. of new starters	88 (35.3%)		142 (36.9%)	145 (36.3%)
% of new starters to applicants	4.0%		4.1%	6.5%
Any other religion				
No. of applicants	91 (1.9%)		76 (1.1%)	49 (1.1%)
No. of new starters	3 (1.2%)		1 (0.3%)	2 (0.5%)

	2010/11		2014/15	2015/16
% of new starters to applicants	3.3%		1.3%	4.1%
Prefer not to say				
No. of applicants	284 (6.0%)		350 (5.2%)	235 (5.4%)
No. of new starters	15 (6.0%)		13 (3.4%)	19 (4.8%)
% of new starters to applicants	5.3%		3.7%	8.1%
Unknown religion/belief				
No. of applicants	47 (1.0%)		41 (0.6%)	75 (1.7%)
No. of new starters	68 (27.3%)		128 (33.2%)	132 (33.1%)
% of new starters to applicants	N/A		N/A	N/A

Applicants and New Starters by Ethnicity

The % shows the split of applicants/new starters in each ethnic category group.

	2010/11		2014/15	2015/16
Arab				
No. of applicants	0		0	1 (0.0%)
No. of new starters	0		0	0
% of new starters to applicants	N/A		N/A	N/A
Asian/Asian British (Indian, Pakistani, Bangladeshi, Other)				
No. of applicants	121 (2.6%)		180 (2.7%)	124 (2.9%)
No. of new starters	1 (0.4%)		5 (1.3%)	8 (2.0%)
% of new starters to applicants	0.8%		2.8%	6.5%
Black/Black British (African, Caribbean, Other)				
No. of applicants	174 (3.7%)		295 (4.4%)	175 (4.1%)
No. of new starters	11 (4.4%)		7 (1.8%)	4 (1.0%)
% of new starters to applicants	6.3%		2.4%	2.3%
Mixed (White & Asian, White & Black African, White & Black Caribbean, Other)				
No. of applicants	112 (2.4%)		125 (1.9%)	119 (2.8%)

	2010/11		2014/15	2015/16
No. of new starters	3 (1.2%)		5 (1.3%)	4 (1.0%)
% of new starters to applicants	2.7%		4.0%	3.4%
Chinese				
No. of applicants	0		0	3 (0.1%)
No. of new starters	0		0	0
% of new starters to applicants	N/A		N/A	N/A
Gypsy Roma/Traveller of Irish Heritage				
No. of applicants	2 (0.0%)		0	1 (0.0%)
No. of new starters	0		0	1 (0.3%)
% of new starters to applicants	N/A		N/A	100%
White British				
No. of applicants	3932 (83.4%)		5747 (85.2%)	3506 (81.2%)
No. of new starters	159 (63.9%)		235 (61.0%)	257 (64.4%)
% of new starters to applicants	4.0%		4.1%	7.3%
White Irish				
No. of applicants	37 (0.8%)		29 (0.4%)	23 (0.5%)
No. of new starters	3 (1.2%)		4 (1.0%)	2 (0.5%)
% of new starters to applicants	8.1%		13.8%	8.7%
White Other				
No. of applicants	213 (4.5%)		244 (3.6%)	225 (5.2%)
No. of new starters	11 (4.4%)		11 (2.9%)	5 (1.3%)
% of new starters to applicants	5.2%		4.5%	2.2%
Any other ethnic group				
No. of applicants	20 (0.4%)		16 (0.2%)	18 (0.4%)
No. of new starters	2 (0.8%)		2 (0.5%)	0
% of new starters to applicants	10.0%		12.5%	N/A
Prefer not to say				

	2010/11		2014/15	2015/16
No. of applicants	50 (1.1%)		59 (0.9%)	42 (1.0%)
No. of new starters	5 (2.0%)		1 (0.3%)	0
% of new starters to applicants	10.0%		1.7%	N/A
Unknown				
No. of applicants	51 (1.1%)		52 (0.8%)	83 (1.9%)
No. of new starters	54 (21.7%)		115 (29.9%)	118 (29.6%)
% of new starters to applicants	N/A		N/A	N/A

6. Grievances

The tables below show the number of grievances during the reporting year, as held on the HR case management system (CRM).

Please note, data for 2010/11 is not available and therefore 2011/12 has been provided as the earliest benchmarking year for this section.

Number of grievances received

	2011/12		2014/15	2015/16
No. of grievances received	6		11	9
No. of appeals received against formal grievance decisions	1		2	0

Grievances by Gender

The % shows the number of grievances raised within each gender group as a % of the total number of grievances raised that year.

	2011/12		2014/15	2015/16
Male:				
No. of grievances received	1 (17%)		5 (45%)	3 (33%)
No. of appeals received against formal grievance decisions	0		0	0
Female:				
No. of grievances received	5 (83%)		6 (55%)	6 (67%)

	2011/12		2014/15	2015/16
No. of appeals received against formal grievance decisions	1 (100%)		2 (100%)	0

Grievances by age group

The % shows the number of grievances raised within each age as a % of the total number of grievances raised that year.

	2011/12		2014/15	2015/16
<20				
No. of grievances received	0		0	0
No. of appeals received against formal grievance decisions	0		0	0
20-29				
No. of grievances received	0		1 (9%)	1 (11%)
No. of appeals received against formal grievance decisions	0		0	0
30-39				
No. of grievances received	1 (17%)		1 (9%)	2 (22%)
No. of appeals received against formal grievance decisions	0		0	0
40-49				
No. of grievances received	2 (33%)		5 (45%)	5 (56%)
No. of appeals received against formal grievance decisions	1 (100%)		0	0
50-59				
No. of grievances received	1 (17%)		2 (18%)	1 (11%)
No. of appeals received against formal grievance decisions	0		1 (50%)	0
60-64				
No. of grievances received	2 (33%)		1 (9%)	0
No. of appeals received against formal grievance decisions	0		1 (50%)	0
65+				
No. of grievances received	0		1 (9%)	0
No. of appeals received against formal grievance decisions	0		0	0

Grievances by Disability

The % shows the number of grievances raised within each disability group category as a % of the total number of grievances raised that year.

	2011/12		2014/15	2015/16
Disabled				
No. of grievances received	1 (17%)		0	1 (11%)
No. of appeals received against formal grievance decisions	1 (100%)		0	0
Non-Disabled				
No. of grievances received	4 (67%)		9 (82%)	6 (67%)
No. of appeals received against formal grievance decisions	0		1 (50%)	0
Prefer not to say				
No. of grievances received	0		0	0
No. of appeals received against formal grievance decisions	0		0	0
Unknown				
No. of grievances received	1 (17%)		2 (18%)	2 (22%)
No. of appeals received against formal grievance decisions	0		1 (50%)	0

Grievances by Sexual Orientation

The % shows the number of grievances raised within each sexual orientation group as a % of the total number of grievances raised that year.

	2011/12		2014/15	2015/16
Bisexual				
No. of grievances received	0		0	0
No. of appeals received against formal grievance decisions	0		0	0
Gay Man				
No. of grievances received	0		0	0
No. of appeals received against formal grievance decisions	0		0	0
Gay Woman				
No. of grievances received	0		0	0

	2011/12		2014/15	2015/16
No. of appeals received against formal grievance decisions	0		0	0
Heterosexual				
No. of grievances received	1 (17%)		5 (45%)	3 (33%)
No. of appeals received against formal grievance decisions	1 (100%)		1 (50%)	0
Other				
No. of grievances received	0		0	0
No. of appeals received against formal grievance decisions	0		0	0
Prefer not to say				
No. of grievances received	0		0	0
No. of appeals received against formal grievance decisions	0		0	0
Unknown				
No. of grievances received	5 (83%)		6 (55%)	6 (67%)
No. of appeals received against formal grievance decisions	0		1 (50%)	0

Grievances by Religion/Belief

The % shows the number of grievances raised within each religion/belief category group as a % of the total number of grievances raised that year.

	2011/12		2014/15	2015/16
Buddhist				
No. of grievances received	0		0	0
No. of appeals received against formal grievance decisions	0		0	0
Christian				
No. of grievances received	0		4 (36%)	0
No. of appeals received against formal grievance decisions	1 (100%)		1 (50%)	0
Hindu				
No. of grievances received	0		0	0
No. of appeals received against formal grievance decisions	0		0	0
Jewish				

	2011/12		2014/15	2015/16
No. of grievances received	0		0	1 (11%)
No. of appeals received against formal grievance decisions	0		0	0
Muslim				
No. of grievances received	0		0	0
No. of appeals received against formal grievance decisions	0		0	0
Sikh				
No. of grievances received	0		0	0
No. of appeals received against formal grievance decisions	0		0	0
No Religion				
No. of grievances received	1 (17%)		1 (9%)	1 (11%)
No. of appeals received against formal grievance decisions	0		0	0
Any other Religion				
No. of grievances received	0		0	0
No. of appeals received against formal grievance decisions	0		0	0
Prefer not to say				
No. of grievances received	0		0	1 (11%)
No. of appeals received against formal grievance decisions	0		0	0
Unknown				
No. of grievances received	5 (83%)		6 (55%)	6 (67%)
No. of appeals received against formal grievance decisions	0		1 (50%)	0

Grievances by Ethnicity

The % shows the number of grievances raised within each ethnic category group as a % of the total number of grievances raised that year.

	2011/12		2014/15	2015/16
Arab				
No. of grievances received	N/A		N/A	N/A
No. of appeals received against formal grievance decisions	N/A		N/A	N/A
Asian/Asian British (Indian, Pakistani, Bangladeshi, Other)				

	2011/12		2014/15	2015/16
No. of grievances received	0		0	0
No. of appeals received against formal grievance decisions	0		0	0
Black/Black British (African, Caribbean, Other)				
No. of grievances received	0		3 (27%)	0
No. of appeals received against formal grievance decisions	0		0	0
Gypsy Roma/Traveller of Irish Heritage				
No. of grievances received	0		N/A	0
No. of appeals received against formal grievance decisions	0		N/A	0
Mixed (White & Asian, White & Black African, White & Black Caribbean, Other)				
No. of grievances received	0		0	1 (11%)
No. of appeals received against formal grievance decisions	0		0	0
White British				
No. of grievances received	5 (83%)		6 (55%)	5 (56%)
No. of appeals received against formal grievance decisions	1 (100%)		1 (50%)	0
White Irish				
No. of grievances received	0		0	0
No. of appeals received against formal grievance decisions	0		0	0
White Other				
No. of grievances received	0		0	0
No. of appeals received against formal grievance decisions	0		0	0
Other Ethnic Group				
No. of grievances received	0		0	1 (11%)
No. of appeals received against formal grievance decisions	0		0	0
Prefer not to say				
No. of grievances received	0		0	0
No. of appeals received against formal grievance decisions	0		1 (50%)	0
Unknown				
No. of grievances received	1 (17%)		2 (18%)	2 (22%)

	2011/12		2014/15	2015/16
No. of appeals received against formal grievance decisions	0		0	0

7. Written warnings and dismissals

The tables below show the number of written warnings (first and final) given, and the number of performance or capability related dismissals (excluding ill health capability dismissals) during the reporting period, as held on the HR case management system (CRM).

Number of written warnings and dismissals

	2011/12		2014/15	2015/16
No. of first written warnings	13		4	6
No. of final written warnings	3		6	2
No. of dismissals	5		8	6

Number of written warnings and dismissals by Gender

The % shows the number of written warnings and dismissals as a % of the total number of relevant written warnings or dismissals for the year.

	2011/12		2014/15	2015/16
Male:				
No. of first written warnings	4 (31%)		0	3 (50%)
No. of final written warnings	1 (33%)		1 (17%)	2 (100%)
No. of dismissals	1 (20%)		7 (87.5%)	4 (67%)
Female:				
No. of first written warnings	9 (69%)		4 (100%)	3 (50%)
No. of final written warnings	2 (67%)		5 (83%)	0
No. of dismissals	4 (80%)		1 (12.5%)	2 (33%)

Number of written warnings and dismissals by Age Group

The % shows the number of written warnings and dismissals as a % of the total number of relevant written warnings or dismissals for the year.

	2011/12		2014/15	2015/16
<20				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0
No. of dismissals	0		0	0
20-29				
No. of first written warnings	2 (15%)		0	1 (17%)
No. of final written warnings	0		0	0
No. of dismissals	0		2 (25%)	1 (17%)
30-39				
No. of first written warnings	2 (15%)		1 (25%)	1 (17%)
No. of final written warnings	1 (33%)		2 (33%)	0
No. of dismissals	2 (40%)		0	3 (50%)
40-49				
No. of first written warnings	5 (38%)		1 (25%)	3 (50%)
No. of final written warnings	1 (33%)		3 (50%)	1 (50%)
No. of dismissals	1 (20%)		4 (50%)	1 (17%)
50-59				
No. of first written warnings	2 (15%)		2 (50%)	1 (17%)
No. of final written warnings	1 (33%)		1 (17%)	1 (50%)
No. of dismissals	1 (20%)		2 (50%)	1 (17%)
60-64				
No. of first written warnings	2 (15%)		0	0
No. of final written warnings	0		0	0
No. of dismissals	1 (20%)		0	0
65+				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0

Number of written warnings and dismissals by Disability

The % shows the number of written warnings and dismissals as a % of the total number of relevant written warnings or dismissals for the year.

	2011/12		2014/15	2015/16
Disabled				
No. of first written warnings	1 (8%)		1 (25%)	1 (17%)
No. of final written warnings	0		1 (17%)	0
No. of dismissals	1 (20%)		0	0
Non-Disabled				
No. of first written warnings	11 (85%)		2 (50%)	4 (67%)
No. of final written warnings	3 (100%)		4 (67%)	2 (100%)
No. of dismissals	3 (60%)		7 (87.5%)	6 (100%)
Prefer not to say				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0
No. of dismissals	0		0	0
Unknown				
No. of first written warnings	1 (8%)		1 (25%)	1 (17%)
No. of final written warnings	0		1 (17%)	0
No. of dismissals	1 (20%)		1 (12.5%)	0

Number of written warnings and dismissals by Sexual Orientation

The % shows the number of written warnings and dismissals as a % of the total number of relevant written warnings or dismissals for the year.

	2011/12		2014/15	2015/16
Bisexual				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0

	2011/12		2014/15	2015/16
No. of dismissals	0		0	0
Gay Man				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0
No. of dismissals	0		0	0
Gay Woman				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0
No. of dismissals	0		0	0
Heterosexual				
No. of first written warnings	2 (15%)		2 (50%)	2 (33%)
No. of final written warnings	1 (33%)		3 (50%)	1 (50%)
No. of dismissals	1 (20%)		3 (37.5%)	3 (50%)
Other				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0
No. of dismissals	0		0	0
Prefer not to say				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0
No. of dismissals	1 (20%)		0	0
Unknown				
No. of first written warnings	11 (85%)		2 (50%)	4 (67%)
No. of final written warnings	2 (67%)		3 (50%)	1 (50%)
No. of dismissals	3 (60%)		5 (62.5%)	3 (50%)

Number of written warnings and dismissals by Religion/Belief

The % shows the number of written warnings and dismissals as a % of the total number of relevant written warnings or dismissals for the year.

	2011/12		2014/15	2015/16
Buddhist				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0
No. of dismissals	0		0	0
Christian				
No. of first written warnings	1 (8%)		0	2 (33%)
No. of final written warnings	0		1 (17%)	0
No. of dismissals	1 (20%)		2 (25%)	1 (17%)
Hindu				
No. of first written warnings	1 (8%)		0	0
No. of final written warnings	0		0	0
No. of dismissals	0		0	0
Jewish				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0
No. of dismissals	0		0	0
Muslim				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0
No. of dismissals	0		0	1 (17%)
Sikh				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0
No. of dismissals	0		0	0
No Religion				
No. of first written warnings	0		1 (25%)	0

	2011/12		2014/15	2015/16
No. of final written warnings	1 (33%)		2 (33%)	1 (50%)
No. of dismissals	1 (20%)		1 (12.5%)	1 (17%)
Any other Religion				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0
No. of dismissals	0		0	0
Prefer not to say				
No. of first written warnings	0		1 (25%)	0
No. of final written warnings	0		0	0
No. of dismissals	0		0	0
Unknown				
No. of first written warnings	11 (85%)		2 (50%)	4 (67%)
No. of final written warnings	2 (67%)		3 (50%)	1 (50%)
No. of dismissals	3 (60%)		5 (62.5%)	3 (50%)

Number of written warnings and dismissals by Ethnicity

The % shows the number of written warnings and dismissals as a % of the total number of relevant written warnings or dismissals for the year.

	2011/12		2014/15	2015/16
Arab				
No. of first written warnings	N/A		N/A	N/A
No. of final written warnings	N/A		N/A	N/A
No. of dismissals	N/A		N/A	N/A
Asian/Asian British (Indian, Pakistani, Bangladeshi, Other)				
No. of first written warnings	1 (8%)		0	0
No. of final written warnings	0		0	0
No. of dismissals	0		0	1 (17%)
Black/Black British (African, Caribbean, Other)				

	2011/12		2014/15	2015/16
No. of first written warnings	1 (8%)		0	0
No. of final written warnings	0		0	0
No. of dismissals	0		0	0
Gypsy Roma/Traveller of Irish Heritage				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0
No. of dismissals	0		N/A	0
Mixed (White & Asian, White & Black African, White & Black Caribbean, Other				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0
No. of dismissals	0		0	0
White British				
No. of first written warnings	11 (85%)		4 (100%)	5 (83%)
No. of final written warnings	3 (100%)		6 (100%)	2 (100%)
No. of dismissals	3 (60%)		7 (87.5%)	5 (83%)
White Irish				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0
No. of dismissals	0		0	0
White Other				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0
No. of dismissals	1 (20%)		0	0
Other Ethnic Group				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0
No. of dismissals	0		0	0

	2011/12		2014/15	2015/16
Prefer not to say				
No. of first written warnings	0		0	0
No. of final written warnings	0		0	0
No. of dismissals	0		0	0
Unknown				
No. of first written warnings	0		0	1 (17%)
No. of final written warnings	0		0	0
No. of dismissals	1 (20%)		1 (12.5%)	0

8. Employees who cease employment

Workforce turnover – permanent leavers who voluntarily left

	2010/11		2014/15	2015/16
Average no. of permanent employees	3653		2907	2922
No. of permanent, voluntary leavers	249		275	262
Turnover	6.8%		9.5%	9.0%

Please note: Turnover is calculated by dividing the number of permanent, voluntary leavers (i.e. perm staff excluding zero hours who have resigned or retired) for the reporting year by the average number of permanent employees between the reporting start date (April) and end date (March). An employee is counted once in their main post.

Staff Turnover by Gender

	2010/11		2014/15	2015/16
Male:				
Average no. of permanent employees	1028		869	867
No. of permanent, voluntary leavers	69		80	74
Turnover	6.7%		9.2%	8.5%
Female:				
Average no. of permanent employees	2625		2038	2055

No. of permanent, voluntary leavers	180		195	188
Turnover	6.9%		9.6%	9.1%

Staff Turnover by age group (age on leaving)

Age group	2010/11		2014/15	2015/16
Less than 20				
Average no. of permanent employees	16		13	10
No. of permanent, voluntary leavers	9		9	3
Turnover	56.3%		69.2%	30.0%
20-29				
Average no. of permanent employees	333		230	233
No. of permanent, voluntary leavers	23		29	48
Turnover	6.9%		12.6%	20.6%
30-39				
Average no. of permanent employees	669		568	579
No. of permanent, voluntary leavers	49		66	67
Turnover	7.3%		11.5%	11.6%
40-49				
Average no. of permanent employees	1189		887	845
No. of permanent, voluntary leavers	62		66	55
Turnover	5.2%		7.4%	6.5%
50-59				
Average no. of permanent employees	1036		888	913
No. of permanent, voluntary leavers	39		55	37
Turnover	3.8%		5.9%	4.1%
60-64				

Age group	2010/11		2014/15	2015/16
Average no. of permanent employees	312		232	239
No. of permanent, voluntary leavers	39		34	38
Turnover	12.5%		14.7%	15.9%
65+				
Average no. of permanent employees	99		91	104
No. of permanent, voluntary leavers	28		20	14
Turnover	28.3%		22.1%	13.5%

Staff Turnover by Disability

	2010/11		2014/15	2015/16
Disabled				
Average no. of permanent employees	164		128	122
No. of permanent, voluntary leavers	10		11	8
Turnover	6.1%		8.6%	6.6%
Non-disabled				
Average no. of permanent employees	3154		2292	2235
No. of permanent, voluntary leavers	209		195	179
Turnover	6.6%		8.5%	8.0%
Prefer not to say				
Average no. of permanent employees	11		8	7
No. of permanent, voluntary leavers	3		0	1
Turnover	28.6%		0	15.4%
Unknown				
Average no. of permanent employees	325		480	559
No. of permanent, voluntary leavers	27		69	74
Turnover	8.3%		14.4%	13.2%

Staff Turnover by Sexual Orientation:

	2010/11		2014/15	2015/16
Bisexual				
Average no. of permanent employees	4		4	6
No. of permanent, voluntary leavers	0		0	0
Turnover	0		0	0
Gay man				
Average no. of permanent employees	2		3	4
No. of permanent, voluntary leavers	1		2	1
Turnover	66.7%		66.7%	25.0%
Gay woman				
Average no. of permanent employees	8		13	11
No. of permanent, voluntary leavers	0		4	3
Turnover	0		32.0%	27.3%
Heterosexual/Straight				
Average no. of permanent employees	592		823	925
No. of permanent, voluntary leavers	57		94	108
Turnover	9.6%		11.4%	11.7%
Other				
Average no. of permanent employees	1		2	2
No. of permanent, voluntary leavers	0		0	0
Turnover	0		0	0
Prefer not to say				
Average no. of permanent employees	45		51	50
No. of permanent, voluntary leavers	3		9	8
Turnover	6.7%		17.8%	16.2%
Unknown				
Average no. of permanent employees	3002		2013	1925

	2010/11		2014/15	2015/16
No. of permanent, voluntary leavers	188		166	142
Turnover	6.3%		8.2%	7.4%

Staff Turnover by Religion/Belief

	2010/11		2014/15	2015/16
Buddhist				
Average no. of permanent employees	5		7	8
No. of permanent, voluntary leavers	1		2	0
Turnover	20.0%		28.6%	0
Christian				
Average no. of permanent employees	348		426	459
No. of permanent, voluntary leavers	32		46	50
Turnover	9.2%		10.8%	10.9%
Hindu				
Average no. of permanent employees	1		2	3
No. of permanent, voluntary leavers	0		0	0
Turnover	0		0	0
Jewish				
Average no. of permanent employees	3		4	4
No. of permanent, voluntary leavers	0		0	0
Turnover	0		0	0
Muslim				
Average no. of permanent employees	3		4	4
No. of permanent, voluntary leavers	1		0	0
Turnover	33.3%		0	0
Sikh				
Average no. of permanent employees	1		1	1

	2010/11		2014/15	2015/16
No. of permanent, voluntary leavers	0		0	0
Turnover	0		0	0
No religion				
Average no. of permanent employees	238		392	455
No. of permanent, voluntary leavers	25		53	64
Turnover	10.5%		13.5%	14.1%
Any other religion				
Average no. of permanent employees	11		8	9
No. of permanent, voluntary leavers	0		1	2
Turnover	0		12.5%	23.5%
Prefer not to say				
Average no. of permanent employees	41		54	58
No. of permanent, voluntary leavers	2		7	6
Turnover	4.9%		13.1%	10.4%
Unknown				
Average no. of permanent employees	3004		2012	1923
No. of permanent, voluntary leavers	188		166	140
Turnover	6.3%		8.3%	7.3%

Staff Turnover by Ethnicity

	2010/11		2014/15	2015/16
Arab				
Average no. of permanent employees	0		0	0
No. of permanent, voluntary leavers	0		0	0
Turnover	0		0	0
Asian/Asian British (Indian, Pakistani, Bangladeshi, Other)				
Average no. of permanent employees	33		24	26

	2010/11		2014/15	2015/16
No. of permanent, voluntary leavers	1		0	2
Turnover	3.1%		0	7.7%
Black/Black British (African, Caribbean, Other)				
Average no. of permanent employees	48		43	43
No. of permanent, voluntary leavers	1		2	3
Turnover	2.1%		4.7%	7.1%
Chinese				
Average no. of permanent employees	8		3	3
No. of permanent, voluntary leavers	1		0	0
Turnover	13.3%		0	0
Gypsy Roma/Traveller of Irish Heritage				
Average no. of permanent employees	0		0	1
No. of permanent, voluntary leavers	0		0	0
Turnover	0		0	0
Mixed (White & Asian, White & Black African, White & Black Caribbean, Other)				
Average no. of permanent employees	22		20	21
No. of permanent, voluntary leavers	1		3	2
Turnover	4.5%		15.4%	9.8%
White – English/Welsh/Scottish/Northern Irish/British				
Average no. of permanent employees	3185		2382	2358
No. of permanent, voluntary leavers	214		208	196
Turnover	6.7%		8.7%	8.3%
White – Irish				
Average no. of permanent employees	33		20	21
No. of permanent, voluntary leavers	3		0	1
Turnover	9.2%		0	4.9%
White – Other				

	2010/11		2014/15	2015/16
Average no. of permanent employees	46		41	39
No. of permanent, voluntary leavers	6		9	6
Turnover	13.0%		22.0%	15.6%
Other ethnic group				
Average no. of permanent employees	10		11	10
No. of permanent, voluntary leavers	0		1	0
Turnover	0		9.5%	0
Prefer not to say				
Average no. of permanent employees	22		24	24
No. of permanent, voluntary leavers	1		1	2
Turnover	4.5%		4.2%	8.3%
Unknown				
Average no. of permanent employees	248		341	379
No. of permanent, voluntary leavers	21		51	50
Turnover	8.5%		15.0%	13.2%

Permanent Turnover – Redundancy

	2010/11		2014/15	2015/16
Average no. of permanent employees	3653		2907	2922
No. of permanent employees who were made redundant	73		46	27
Turnover	2.0%		1.6%	0.9%

* Figure includes permanent employees who were made redundant or were made redundant with early retirement, expressed as a percentage of permanent staff. An employee is counted once, regardless of the number of posts they were made redundant from.

9. Length of service in years of permanent staff

The tables below shows the average length of service for permanent staff only within the council (excluding schools). For this section, an employee is counted once regardless of the number of posts they hold (headcount).

The length of service has been rounded up/down to the nearest whole year.

	2010/11		2014/15	2015/16
Average length of service	9		10	10
Headcount of permanent staff	3544		2925	2888

Average length of service in years by Gender

	2010/11		2014/15	2015/16
Male average length of service	10		10	10
Female average length of service	9		10	10

Average length of service in years by Disability

	2010/11		2014/15	2015/16
Disabled average length of service	10		11	11
Non-disabled average length of service	10		11	12
Prefer not to disclose disability average length of service	8		11	12
Unknown disability average length of service	4		5	4

Average length of service in years by Age Group

	2010/11		2014/15	2015/16
<20	2		1	1
20-29	4		3	3
30-39	12		6	6
40-49	9		10	10

50-59	6		13	13
60+	13		14	13

Average length of service in years by Sexual Orientation

	2010/11		2014/15	2015/16
Bisexual	2		2	2
Gay man	7		2	2
Gay woman	4		4	3
Heterosexual/Straight	5		5	5
Other	25		15	16
Prefer not to say	8		8	8
Unknown	10		12	13

Average length of service in years by Religion/Belief

	2010/11		2014/15	2015/16
Buddhist	2		4	6
Christian	6		6	6
Hindu	15		4	4
Jewish	5		4	5
Muslim	6		9	10
Sikh	7		3	4
Any other religion	6		7	8
No religion	4		4	4
Prefer not to say	7		8	8
Unknown	10		12	13

Average length of service in years by Ethnicity

	2010/11		2014/15	2015/16
Arab	N/A		N/A	N/A
Asian/Asian British (Indian, Pakistani, Bangladeshi, Other)	7		8	8
Black/Black British (African, Caribbean, Other)	8		10	11
Gypsy Roma/Traveller of Irish Heritage	N/A		N/A	0
Mixed (White & Asian, White & Black African, White & Black Caribbean, Other)	7		8	8
White British	10		11	11
White Irish	10		12	13
White Other	7		7	8
Chinese	8		11	12
Other Ethnic Group	9		9	12
Prefer not to say	4		6	7
Unknown	4		5	5

10. Number of employees taking maternity leave and returning to work following maternity leave

The table below shows the number of employees who commenced maternity leave during the year and the number of employees who returned to work during the year. The returners for the year may not have commenced their maternity leave in the same year.

	2010/11		2014/15	2015/16
No. of employees commencing maternity leave	29		47	49
No. of employees returning from maternity leave	32		44	44

11. Flexible working

The council recognises the potential benefits of flexible working, (in terms of recruitment/retention, reduced travel and its role in meeting the work life balance demands of its employees) and operates a range of measures to support this, including:

- flexible working hours for most office-based staff;
- part-time and/or term-time working;
- job share;
- home working;
- flexible retirement; and/or
- other flexible working arrangements either on a permanent or temporary basis.

It is important that flexible working arrangements are balanced against service needs and have regard to potential effects on other staff and costs.

Statutory and informal requests from all staff to work more flexibly are considered sympathetically and on their merits. The policy fully embraces equalities principles and ensures that all protected characteristic groups are able to make and have considered flexible working requests.