

**TITLE OF REPORT : EQUALITIES AND RETENTION UPDATE****REPORT OF THE CORPORATE HUMAN RESOURCES MANAGER****Turnover**

- Turnover for 1<sup>st</sup> July to 31<sup>st</sup> December 2012 was 8.41% (5.94% 1<sup>st</sup> January 2012 – 30<sup>th</sup> June 2012)
- Annual turnover for 1<sup>st</sup> January 2012 – 31<sup>st</sup> December 2012 – 14.35%

As a benchmark, the median average annual turnover rate for districts is 11.9% and for local government as a whole is 12.3% (taken from the 2011 Local Government Workforce Survey – latest data available – 2012 results due Spring 2013).

**Analysis of Leavers**

- 20 people (not including Play Scheme Workers on short term contracts) left the Council in the period July 2012 to December 2012.
  - 35% Resignations (7 staff) – see point below re analysis of leavers questionnaires
  - 20% Retirement (4 staff)
  - 20% Redundancy (4 staff)
  - 15% End of contract (3 staff)
  - 5% Early severance (1 person)
  - 5% Dismissal – conduct (1 person)
- The leavers had the following protected characteristics:
  - 95% White British, 5% Asian or Asian British
  - 50% Male, 50% Female
  - 65% Not disabled, 5% disabled, 25% no information, 5% declined
  - 10% under age 25, 25% aged 35-44, 15% aged 45-54, 35% aged 55-64, 15% aged 65 or over.
  - 55% Heterosexual, 5% gay, lesbian or bisexual, 10% declined and 30% no information.
  - 35% Christian, Buddhist, Sikh and Atheist 5% each, no religion 15% and no information 35%.
- The leavers were from the following grades:

Grade 2 – 20%	Grade 6 - 10%
Grade 3 – 25%	Grade 7 – 5%
Grade 4 – 5%	Grade 10 – 10%
Grade 5 – 20%	Grade 11 – 5%

## Comments

- Annual turnover for 2012 at 14.35% is considerably above the latest figures we have for districts and local government as a whole, but these national figures come from 2011 data and the 2012 figures expected in Spring 2013 may show a different picture.
- One leaver (5% of the total) was from an ethnic minority group and one had a declared disability. The former figure is just below the current overall percentage of ethnic minority staff in the workforce (6.4%) and the latter is the same as the overall rate of 5% staff with a disability across the Council. It does however have to be remembered that the numbers within these categories of leavers are very small. Regardless of the numbers involved however, in analysing the data for leavers from protected groups the significant factor is to ensure that the reason for leaving did not directly relate to either their declared ethnicity or disability, which we understand they did not.
- Leavers were spread across the age groups with the largest number (7) coming from the 55 – 64 age group. This follows the trend of the previous 3 periods. As could be expected all those retiring were aged 60 or over. Those who resigned from the Council were spread across the age ranges, with the largest number, 4 or 20% of this group, coming from the age 35-44 category.
- The number of male leavers (10 – 50%) is considerably higher than the percentage of males in the Council which is 34% and number of female leavers (10–50%) is considerably below that in the overall make up of the organisation which is 66%. This is continuing the pattern shown by the analysis of the previous 6 months results where the figures were 60% male 40% female.

## Leavers Questionnaires

As requested by the JSCC following presentation of the last Retention and Equalities Update the leavers questionnaires completed by those who have resigned in the period were analysed to give further details on the reasons for leaving. 7 staff resigned in the period and of these 4 did not complete a leavers questionnaire. This is a mixture of cases where the circumstances of the resignation meant that it was not appropriate to issue the questionnaire or it was simply not completed or returned by the leaver.

For the questionnaires returned the principle reason for leaving was shown as:

- Personal reasons 1
- Promotion 1
- Lack of job security 1

Other reasons given for leaving were:

- Lack of training and career development 2
- Similar job better pay 1
- Caring responsibilities 1

## **Equalities performance**

We are maintaining our performance indicators BV11a, b and c, BV16 and 17.

- BV 11a - top 5% of earners that are women is currently at 37.55% (Local government median average for districts is 30% and for all authorities is 40% - 2011 Local Government Workforce Survey)
- BV 11b - top 5% of earners that are from ethnic minority groups remains at 0%. (Local government median average for districts is 0% and for all authorities is 2% - 2011 Local Government Workforce Survey)
- BV 11c - top 5% of earners that have a disability is 18.78%, (Local government median average for districts is 1% and for all authorities is 3% - 2011 Local Government Workforce Survey)
- BV16 – the percentage of employees with a disability is 5.57%, which is slightly lower than the equivalent figure for the same time last year which was 5.87%.
- BV17a – the percentage of employees from an ethnic minority group is 7.8%, which again is slightly higher than the equivalent figure for 2011 which was 7.4%.