

TITLE: EQUALITIES DATA**INFORMATION NOTE OF THE SENIOR HR & CONTRACTS MANAGER****1. SUMMARY**

1.1 This is a routine update to cover the latest position on staff equalities data.

2. STEPS TO DATE

2.1 This note is one provided twice yearly to the Joint Staff Consultation Forum to update the Committee on the position with regard to equalities data.

3. INFORMATION TO NOTE

3.1 Appendix 1 to this Report shows the equalities data for the Council for the period 1st January 2015 – 31st January 2015 which was published in January 2016 in accordance with The Public Sector Equality Duty (section 149 of the Equality Act 2010). The Equality Duty applies to public bodies and others carrying out public functions. The Equality Duty is supported by specific duties, set out in regulations which came into force on 10 September 2011. The specific duties require public bodies to publish relevant, proportionate information demonstrating their compliance with the Equality Duty; and to set themselves specific, measurable equality objectives.

3.2 The data provided covers recruitment, current staff, application of HR policies, refusal of applications for learning and development, analysis of those taking and returning from maternity leave, analysis of leavers from NHDC employment and a summary of the most recent Equal Pay Audit Report which at the time was the 2012 Review.

3.3 The first few pages of the Report give an overview of the equalities picture in respect of those joining the Council, current staff and those leaving the Council and this is followed by data showing more detailed analysis by protected characteristic. In the provision of the data, percentages have been used instead of raw numbers in order to protect confidentiality and analysis has not been undertaken where overall numbers are less than 10.

3.4 Those joining the Council during 2015 had the following profile:

- 60% female – 40% male
- 93% not disabled – 5% disabled
- 88% White – 7% other ethnic origin
- 82% heterosexual – 5% gay, lesbian or bisexual
- 47% Christian, 22% other religions, 32% no information

- 34% aged 31-40, 28% aged 21-30, 20% aged 16-21, 10% aged 51-60 and 7% aged 41-50.

3.5 Current Council Staff in 2015 had the following profile:

- 66% female – 34% male
- 75% not disabled – 4% disabled
- 88% White – 6% other ethnic origin
- 74% heterosexual – 1% gay, lesbian or bisexual
- 53% Christian, 18% no religion, 23% no information, 5% other religions
- 33% aged 45-54, 24% aged 35-44, 24% aged 53-64, 8% aged 25-34, 5% aged 21-25 and 35% aged 65 or over.
- 58% married, 27% single, 4% divorced, 1% civil partnership
- 65% full time, 35% part time

3.6 Leavers from the Council in 2015 had the following profile:

- 64% female – 36% male
- 73% not disabled – 3% disabled
- 80% White – 7% other ethnic origin
- 68% heterosexual – 8% gay, lesbian or bisexual
- 51% Christian, 19% no religion, 18% no information, 2% other religions
- 23% aged 55-64, 19% aged 35-44, 18% aged 21-25, 14% aged 45-54, 11% aged under 21 and 4% aged over 65.
- 36% married, 41% single, 1% divorced, 1% widowed
- 53% resigned, 31% came to the end of a fixed term contract, 7% were made redundant, 3% transferred under the TUPE regulations, 3% retired and 1% died in service.

3.7 These figures show that the gender make up of the Council is very stable with similar percentages of males and females on the staff, joining and leaving the Council during 2015. The same can be said regarding ethnic make up. In respect of disability it is disappointing that so few disabled individuals joined the Council in the last year and this has contributed to the trend for the percentage of those with a disability to decline amongst Council staff. The numbers of those who are gay, lesbian or bisexual remain very small amongst those at the Council, joining or leaving. Whilst the predominant religion is Christian, the figures for all three groups show significant numbers of individuals have no religion or prefer not to give this information. This lack of information on this and other protected characteristics is being addressed by encouraging staff to use the employee self service function of the SAP payroll to complete missing personal information.

3.8 It is positive to note that 48% of those joining the Council are under 30 and this is due in part to the very successful Apprentice Scheme currently in place and also a recruitment campaign for seasonal Playworkers run last summer. The latter group of workers also account for a significant proportion of those leaving at the end of fixed term contracts. The highest percentage of the Council's workforce do however remain in the 45-54 age bracket.

3.9 As is usual, the most common reason for leaving the Council is resignation. A review of the data collected from the recently introduced amended Exit Questionnaire which it is hoped will give a useful insight to this group of leavers will be undertaken in the next few months and the results presented to the next meeting of this Committee.

4. NEXT STEPS

- 4.1 There will be a further update on equalities and retention prepared for the September JSCC.

5. APPENDICES

- 5.1 Appendix 1 – Equalities data published January 2016

6. CONTACT OFFICERS

- 6.1 Maggie Williams – Senior HR & Contracts Manager 01462 474506
maggie.williams@north-herts.gov.uk
- 6.2 Kerry Shorrocks – Corporate Human Resources Manager 01462 474224
kerry.shorrocks@north-herts.gov.uk

7. BACKGROUND PAPERS

- 7.1 None.