

**JOINT STAFF CONSULTATIVE COMMITTEE
05 APRIL 2017**

***PART 1 – PUBLIC DOCUMENT**

AGENDA ITEM No.

10

TITLE OF INFORMATION NOTE: EQUALITIES DATA 2016

INFORMATION NOTE OF THE SENIOR HR AND CONTRACTS MANAGER

1. SUMMARY

- 1.1 This is an overview of the recently published equalities data regarding the Council's workforce profile in 2016.

2. STEPS TO DATE

- 2.1 This note is one provided to the Joint Staff Consultation Forum to update the Committee on the recently published 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 2016 – 31st January 2016 which was published in January 2017 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 2015 Equal Pay Review Report.
- 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. 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 2016 had the following profile. Last year's figures are shown in brackets.
- 64% female – 36% male, (2015 - 60% female – 40% male)
 - 86% not disabled – 12% disabled, (2015 - 93% not disabled – 5% disabled)
 - 88% White – 7% other ethnic origin, (2015 - 88% White – 7% other ethnic origin)
 - 90% heterosexual – 2% gay, lesbian or bisexual, (2015 - 82% heterosexual – 5% gay, lesbian or bisexual)
 - 45% Christian, 4% other religions, (2015 - 47% Christian, 22% other religions)
 - 10% under 21, 21% aged 21-25, 21% aged 26-34, 17% aged 35-44, 24% aged 45-54, 5% aged 55-64, 2% aged 65 and over, (2015 – 20% aged 16-20, 28% aged 21-30, 34% aged 31-40, 7% aged 41-50, 10% aged 51-60).
- 3.5 Current Council Staff in 2016 had the following profile. Last year's figures are shown in brackets.
- 66% female – 34% male, (2015 -66% female – 34% male).
 - 78% not disabled – 5% disabled, (2015 - 75% not disabled – 4% disabled).
 - 88% White – 5% other ethnic origin, (2015 - 88% White – 6% other ethnic origin).
 - 76% heterosexual – 1% gay, lesbian or bisexual, (2015 - 74% heterosexual – 1% gay, lesbian or bisexual).
 - 53% Christian, 18% no religion, 5% other religions, (2015 - 53% Christian, 18% no religion, 5% other religions).
 - 2% under 21, 6% aged 21-25, 10% aged 26-34, 24% aged 35-44, 34% aged 45-54, 22% aged 55-64, 3% aged 65 and over, (2015 – 2% under 21, 5% aged 21-25, 8% aged 26-34, 24% aged 35-44, 33% aged 45-54, 24% aged 55-64, 3% aged 65 and over).
 - 59% married, 29% single, 3% divorced, 1% civil partnership, (2015 - 58% married, 27% single, 4% divorced, 1% civil partnership).
 - 67% full time, 33% part time, (2015 - 65% full time, 35% part time).
- 3.6 Leavers from the Council in 2015 had the following profile. Last year's figures are shown in brackets.
- 62% female – 38% male, (2015 - 64% female – 36% male).
 - 82% not disabled – 8% disabled, (2015 - 73% not disabled – 3% disabled).
 - 87% White – 7% other ethnic origin, (2015 - 80% White – 7% other ethnic origin).
 - 85% heterosexual – 3% gay, lesbian or bisexual, (2015 - 68% heterosexual – 8% gay, lesbian or bisexual).
 - 48% Christian, 28% no religion, 4% other religions, (2015 - 51% Christian, 19% no religion, 2% other religions).

- 2% under 21, 13% aged 21-25, 8% aged 26-34, 25% aged 35-44, 17% aged 45-54, 23% aged 55-64, 12% aged 65 and over, (2015 – 11% under 21, 16% aged 21-25, 14% aged 26-34, 19% aged 35-44, 14% aged 45-54, 23% aged 55-64, 4% aged 65 and over).
- 52% married, 33% single, 7% divorced, (2015 - 36% married, 41% single, 1% divorced, 1% widowed).
- 52% resigned, 13% came to the end of a fixed term contract, 7% were made redundant, 12% retired, 5% transferred under the TUPE regulations and 5% were dismissed, (2015 - 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 2016 and 2015. A high number of female workers are a feature of Local Government ranging from just over half to 3 quarters of the workforce and North Herts District Council is no different with 66% of the workforce being women.

The picture regarding the ethnic make up of those on the staff, joining and leaving varies little as it did last year. In respect of disability, the percentage of those with a disability on the staff has only changed slightly and those joining and leaving the Council have a very similar split between those with a disability and those without. This shows a stable picture but there has been a 3% decline in the number of staff for which we have no information which is positive and efforts to encourage those who still do not disclose information on this characteristic will continue. The numbers of those who are gay, lesbian or bisexual remain very small amongst those at the Council, joining or leaving and the numbers of those who declare their sexuality to be other than heterosexual remains very low. 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 52% of those joining the Council are under 34 and some of this success is attributable to the very successful Apprentice Scheme currently in place. As last year, the highest percentage of the Council's workforce remains in the 45-54 age bracket.

3.9 As has been the case for many years, the most common reason for leaving the Council is resignation. Exit Questionnaires are reviewed on receipt to analyse whether there are any common themes and to identify any issues which need to be addressed.

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 2016

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