



EAST RIDING
OF YORKSHIRE COUNCIL

Equalities Workforce Information Report

2015 - 2016

Organisation Redesign
Corporate Strategy & Commissioning
East Riding of Yorkshire Council
County Hall
Beverley
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1. Introduction

1.1 The Equality Act 2010 requires that the Council monitors and publishes information in relation to protected groups. The Act protects people from discrimination on the basis of 'protected characteristics' which are as follows:

- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour and nationality
- religion or belief
- sex, and
- sexual orientation
- age
- marriage and civil partnership

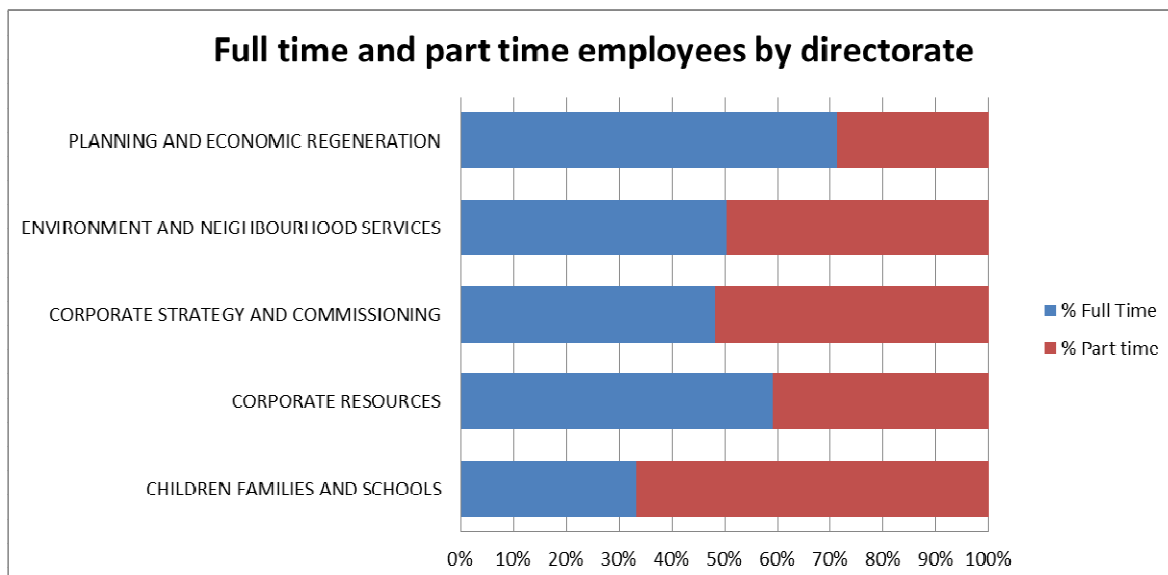
1.2 The source data for most of the information in this report was extracted from the Council's Pay-Personnel system (iTrent) and relates to data held on 31 March 2016.

2. Types of contract

2.1 All data in relation to posts and whole time equivalents (WTE) relates to posts occupied on 31st March 2016.

2.2 Figure 1 shows the distribution of full and part-time posts for each directorate.

Figure 1:



2.3 Part-time employees make up 58.3% of the workforce (59% last year).

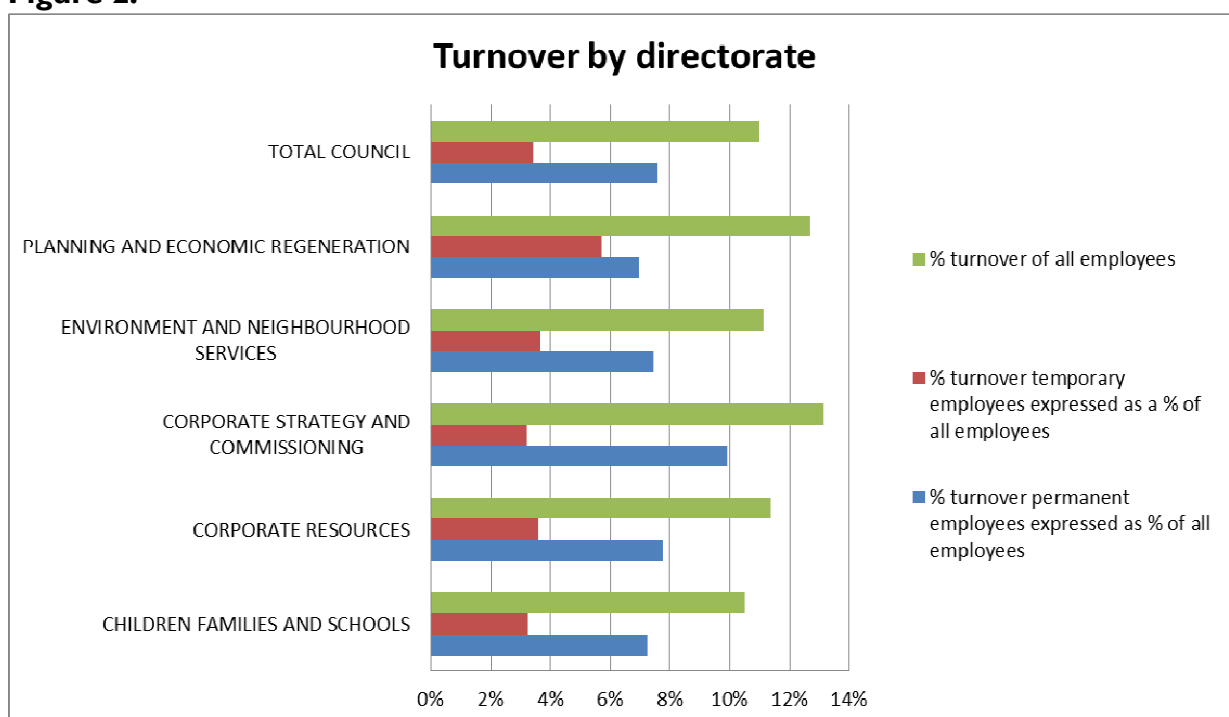
2.4 Part-time employees account for 40.5% of total WTE (41.3% last year).

2.5 68.5% of women work part time compared to 25.3% of men (69% and 28% last year respectively).

3. Turnover

3.1 Figure 2 shows the turnover rate for all employees (including schools staff but excluding casuals) for each directorate, for staff who left the Authority during the period 1 April 2015 to 31 March 2016. The graph also shows the turnover rate for people who leave a temporary contract (and will include people who leave a temporary contract on one day but who are reappointed on another temporary contract at a later date). An employee who has multiple posts will be counted separately.

Figure 2:



3.2 Turnover was 11.0% in 2015/16, including temporary employees, a decrease from 12.14% in 2014/15. Turnover of employees on permanent contracts expressed as a percentage of all employees was 7.6% (8.67% in 2014/15).

4. Reasons for leaving as recorded on the Pay/Personnel System

4.1 Retirement

4.1.1 Employees retiring from the Authority accounted for 14.0% of those leaving during the year (11.8% last year).

4.1.2 99.4% of retirees were white British, (97% last year).

4.1.3 66.4% of retirees were women, (69.8% last year).

4.1.4 The following table shows the age group of people who retired:

Figure 3:

Age group	%
45 - 54	0.5%
55 - 64	65.9%
65 and over	33.6%

4.1.5 Retirees aged under 55 left on the grounds of ill health.

4.2 Redundancy

4.2.1 58.7% of posts subject to redundancy were occupied by women which is less than the overall workforce profile (76.3%).

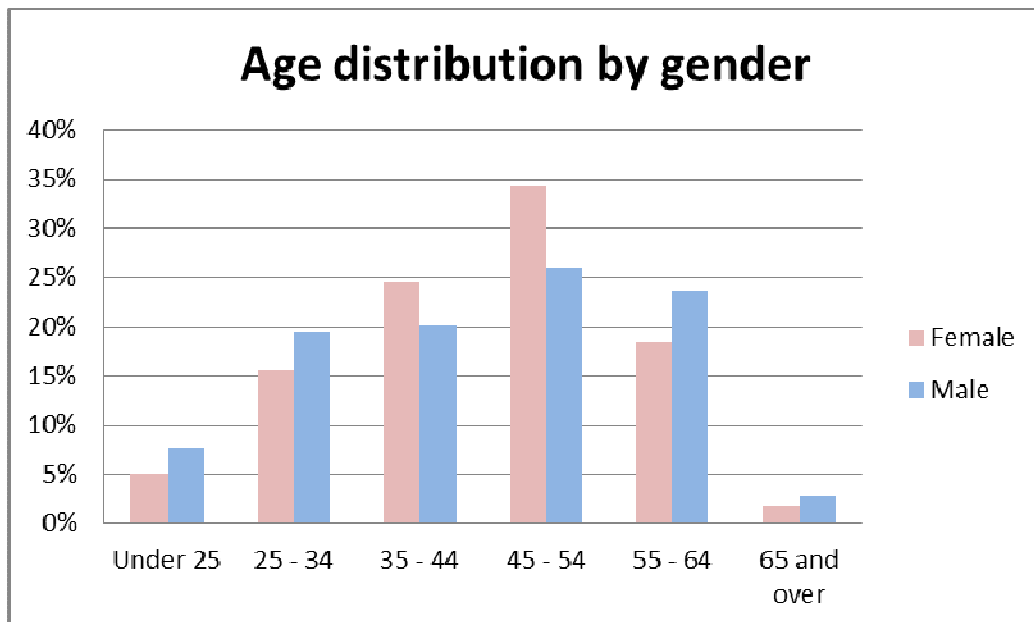
4.2.2 2% of posts subject to redundancy were occupied by people whose ethnicity was non-white British (where ethnicity known).

4.2.3 5.4% of people subject to redundancy were disabled.

5. Gender

5.1 Figure 4 shows the percentage of employees by gender, in grouped age bands.

Figure 4:



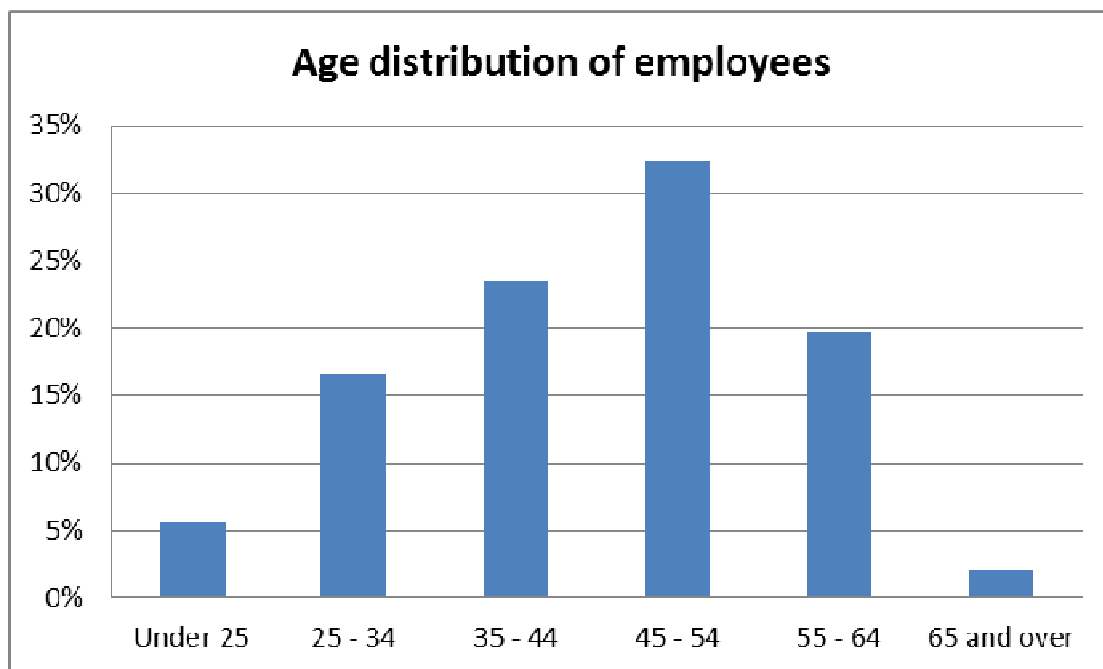
5.2 Overall, the workforce is 76.3% women and 23.7% men.

- 5.3 63.9% of the non-schools workforce are women. 87.7% of the schools workforce are women.
- 5.4 The gender distribution varies greatly. 68% are women in the under 25 age category whereas this rises to 81% women in the 45 – 54 age category.

6. Age

6.1 Figure 5 shows the distribution of employees in grouped age bands.

Figure 5:

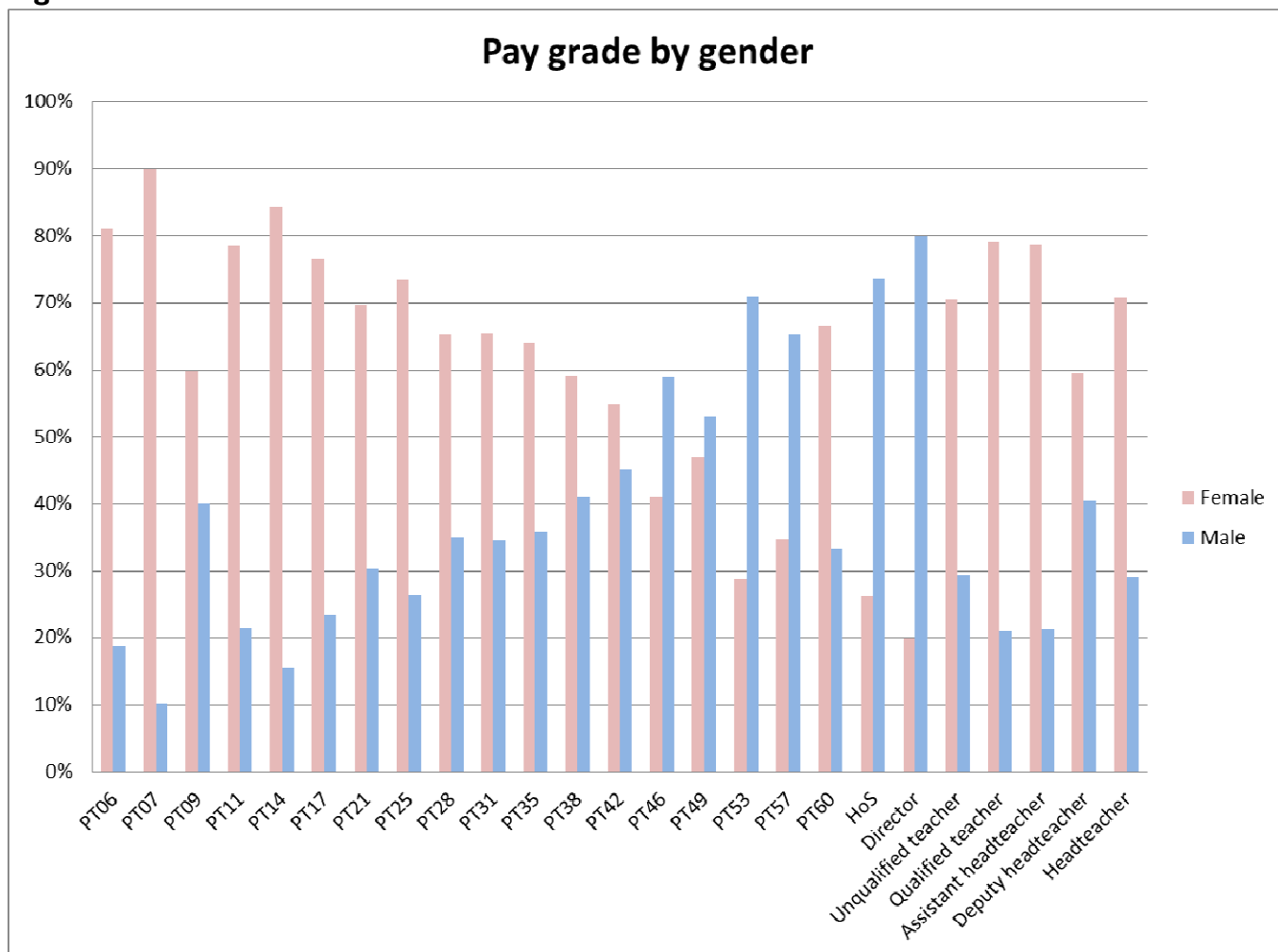


- 6.2 54.1% of the workforce is aged 45 or older, (53.8% last year).
- 6.3 5.7% of the workforce is under 25 years old, (5.6% last year).
- 6.4 Employees under 35 make up 22.3% of the workforce profile (22.0% last year).

7. Grading

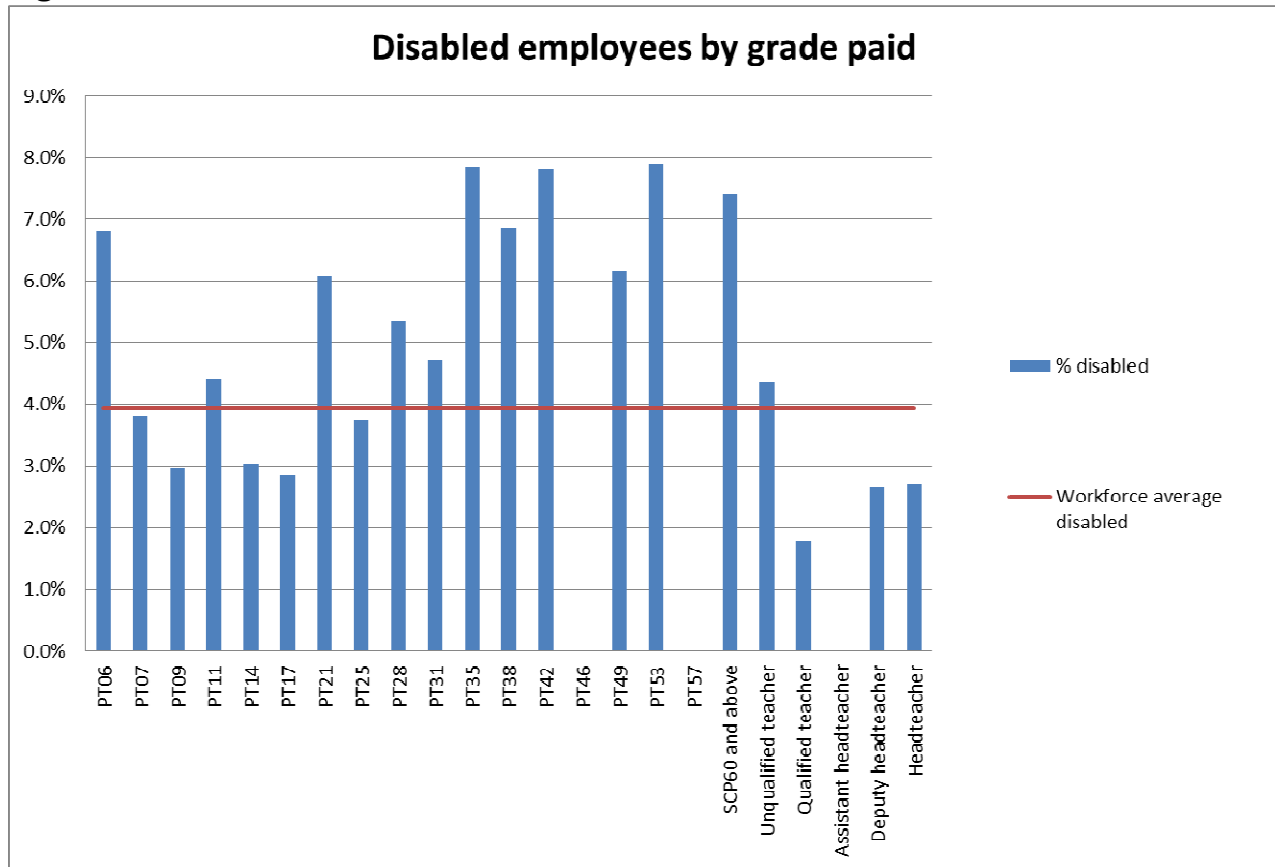
7.1 Figure 6 shows the distribution of employees by gender and pay grade for 2015/16, for the main pay grades.

Figure 6:



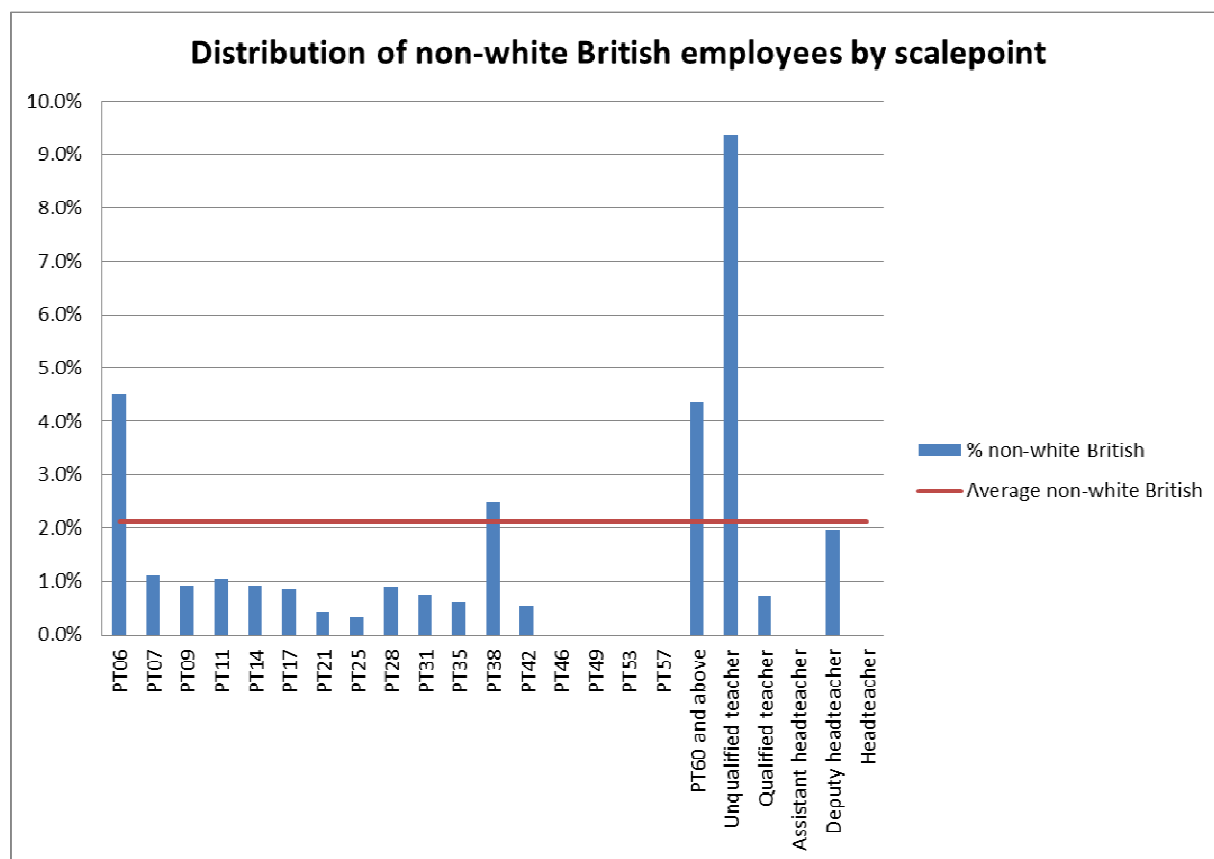
- 7.2 Up to SCP 14, 81.5% of those employed are women (80.4% last year).
- 7.3 Between SCP 17 and SCP 38, 70.6% of those employed are women which is a slight increase from 70.2% last year.
- 7.4 At SCP 42 and above, 46.6% are female which is an increase from 45.1% last year.
- 7.5 79.0% of qualified teachers are women (79.6% last year).
- 7.6 Figure 7 shows the percentage of people who are disabled for the main pay grades, compared to the overall workforce.

Figure 7:



- 7.7 Within the higher pay grades, the proportion of disabled employees is higher than the workforce average (6% are disabled for SCP42 and above, excluding schools staff).
- 7.8 Within the teaching workforce, the proportion of disabled employees is lower than the workforce average.
- 7.9 Figure 8 below shows the distribution of non-white British employees by scale point.

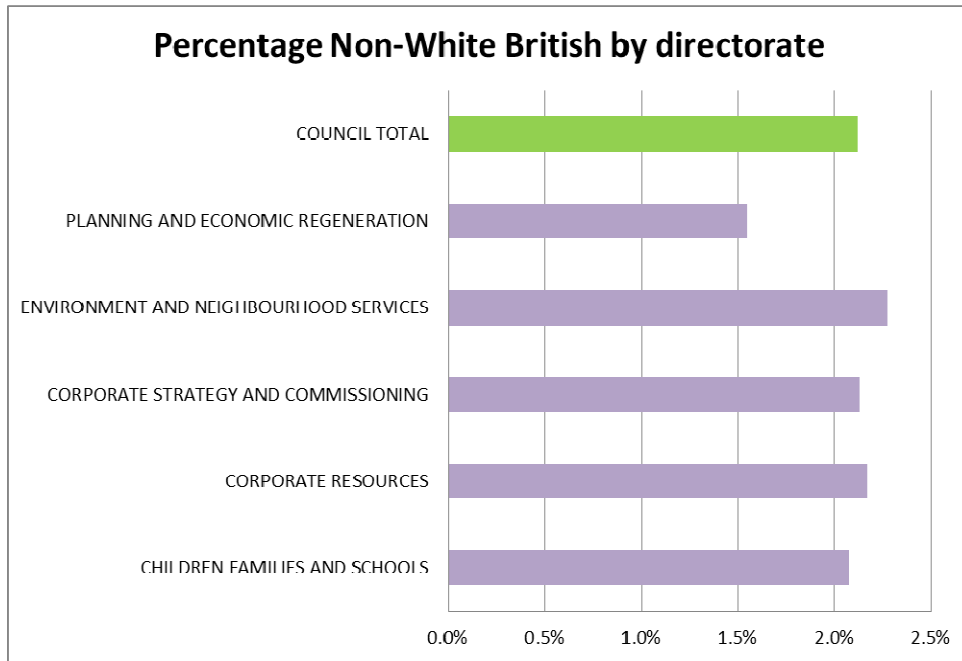
Figure 8:



8. Ethnicity

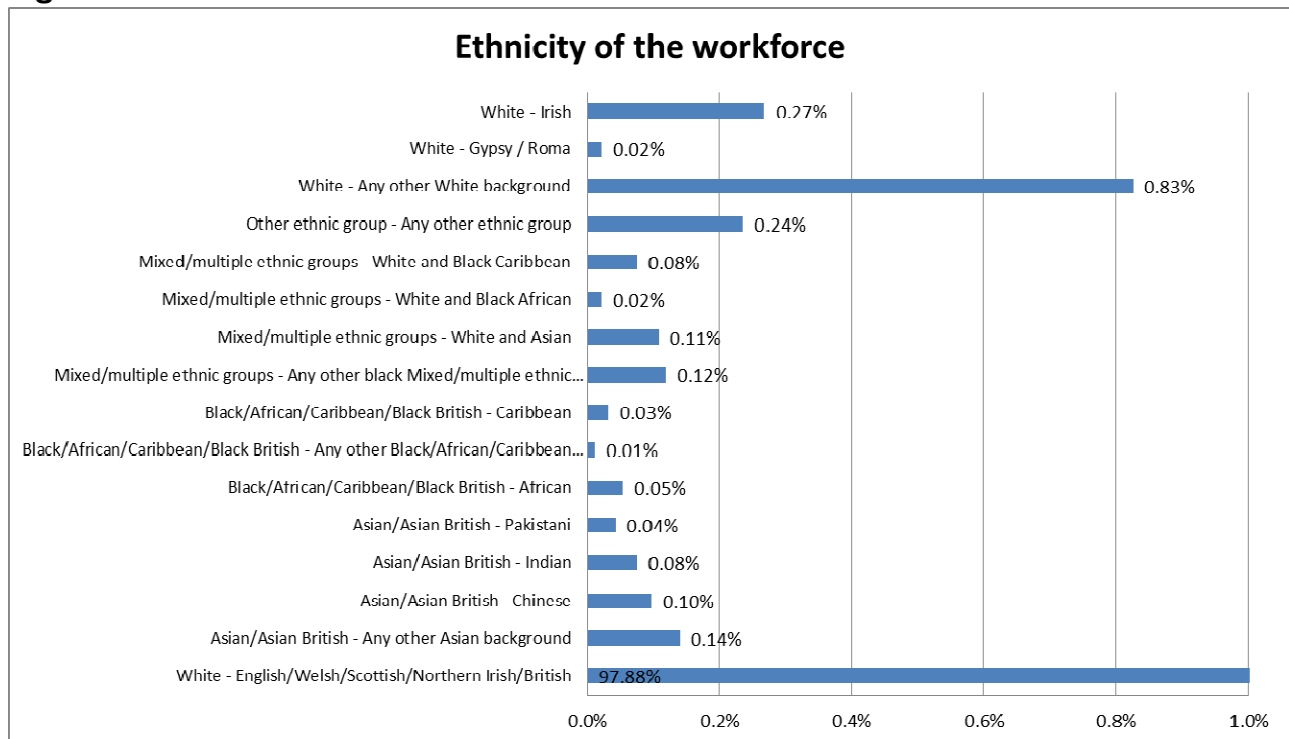
8.1 Figure 9 shows the proportion of employees who are non-white British in each directorate.

Figure 9:



8.2 Figure 10 shows the distribution of ethnic groups across all directorates.

Figure 10:



8.3 Overall, 2.1% of employees are non-White British.

8.4 The above figures include staff employed on temporary contracts, who have been employed for

less than 12 months.

9. Disability

- 9.1 Information is by way of a self-declaration recorded on the Pay/Personnel system and is available for 95% of the workforce and of these 3.9% of the workforce stated that they are disabled.
- 9.2 The Census 2011 showed that 12.1% of the population aged 16 to 64 in the East Riding had a long term health problem/disability that affected their day to day activities.

10. Sexual Orientation

- 10.1 Employees are able to record their sexual orientation if they chose to do so, via employee self-service functionality on the Council's Pay Personnel system. This functionality is increasingly being used by staff. Records currently held indicate the following:

Figure 11:

Bisexual	0.49%
Declined to specify	4.57%
Gay man	1.36%
Gay woman/lesbian	0.86%
Heterosexual/straight	92.72%

11. Religion

- 11.1 Religion is recorded in the same way as for sexual orientation, via employee self-service on the Pay Personnel system. Records currently held indicate the following:

Figure 12:

Agnostic	10.84%
Atheist	21.17%
Buddhist - Mahayana	0.69%
Christian - Orthodox	13.77%
Christian - Protestant	32.70%
Christian - Roman Catholic	12.74%
Other	7.92%
Sikhism	0.17%

12. Training Delivered

- 12.1 The training database maintained by Support Services holds records of courses attended in 2015/16, excluding schools. 70% of courses were attended by women, and 30% by men. The non-schools workforce profile is 64% women, 36% men.
- 12.2 The ethnicity of people attending courses is shown in figure 13 below:

Figure 13:

Ethnicity	% of course attendees
White British	98.64%
Non-white British	1.36%

12.3 The workforce profile is 2.1% non-white British.

13. Training not completed

13.1 The training database holds details of courses that have not yet been completed. 71% of training requests that are incomplete are for women, and 1.15% are for people whose ethnicity is non-white British.

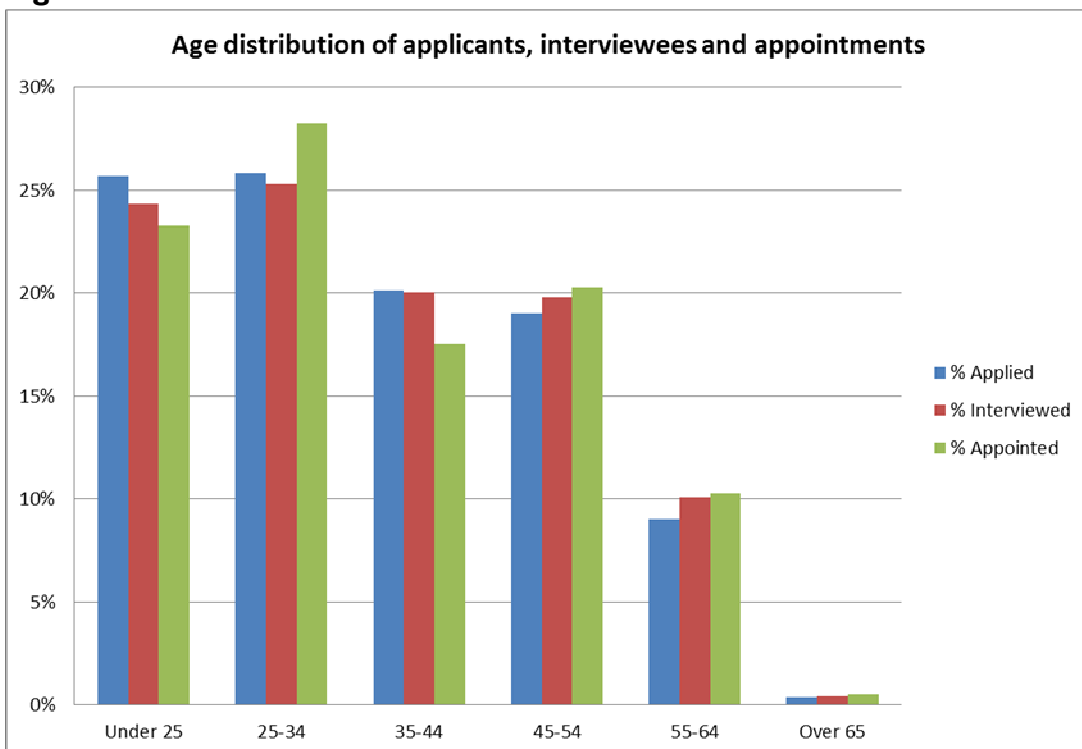
14. Recruitment

14.1 All information relates to non-schools recruitment.

14.2 All information has been taken from the Council's Workforce Monitoring Database and includes appointments of casuals but excludes moves due to service restructures.

14.3 Figure 14 shows the age distribution of applicants, interviewees and appointments.

Figure 14:



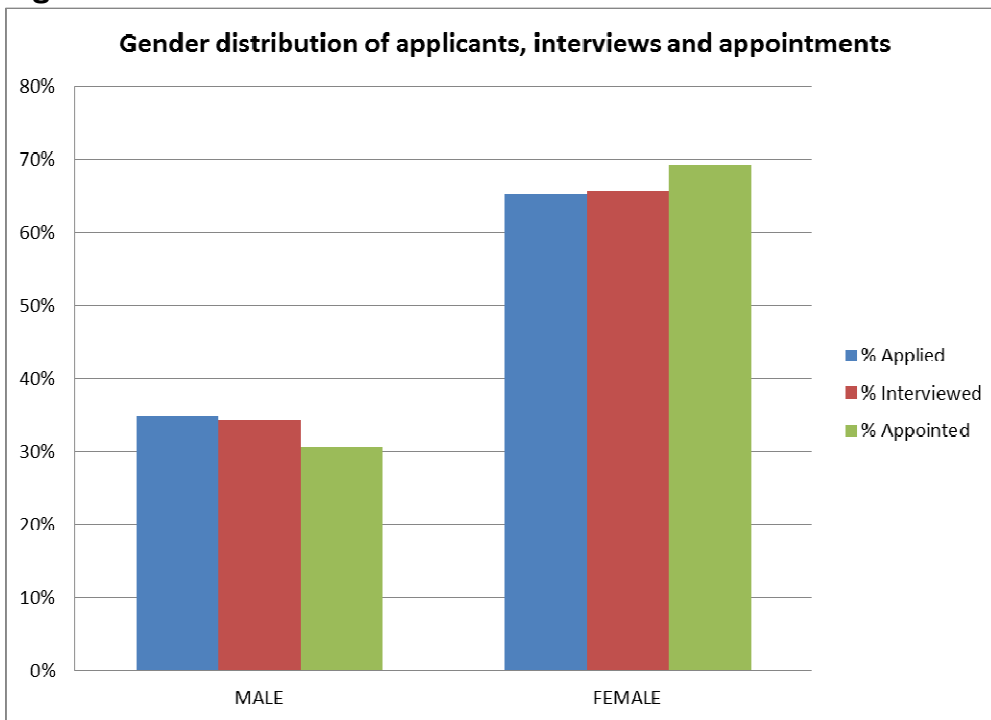
14.4 51.5% of applications were submitted by people aged under 35 (49.4% last year).

14.5 People interviewed and aged 25-34 were proportionately more successful than the other

groups at being appointed.

- 14.6 15.8% of applicants declared a disability and 14.6% of interviewees declared a disability but only 8% of appointments were made to people who had declared a disability (figures very similar to the previous year).
- 14.7 65% of applicants were female and 69% of appointments were female. Women were therefore proportionately more successful at securing employment following application.
- 14.8 Figure 15 shows the gender of applicants, interviewees and appointments.

Figure 15:



- 14.9 Women submitted 65% of applications, represented 66% of interviewees and 69% of appointments.
- 14.10 1.4% of applicants declared their ethnicity to be other than British. This group represented 1.1% of interviewees and 1.7% of appointments.

Pay grade by Age Group

Grade Paid	Under 25	25 - 34	35 - 44	45 - 54	55 - 64	65 and over
PT06	5%	10%	14%	31%	35%	5%
PT07	12%	25%	59%	72%	46%	8%
PT08	0%	0%	0%	0%	0%	0%
PT09	4%	6%	11%	27%	30%	8%
PT11	41%	56%	89%	110%	76%	11%
PT14	26%	51%	88%	158%	77%	6%
PT16	0%	0%	0%	0%	0%	0%
PT17	12%	36%	44%	72%	45%	2%
PT21	7%	30%	37%	51%	31%	3%
PT25	9%	28%	27%	44%	25%	2%
PT28	2%	14%	16%	26%	15%	1%
PT30	0%	0%	0%	0%	0%	0%
PT31	1%	11%	16%	18%	13%	1%
PT35	0%	9%	20%	22%	14%	1%
PT38	0%	6%	9%	14%	6%	0%
PT42	0%	3%	8%	16%	9%	0%
PT46	0%	1%	1%	5%	3%	0%
PT49	0%	1%	3%	6%	4%	0%
PT53	0%	0%	1%	3%	2%	0%
PT57	0%	0%	1%	2%	2%	0%
PT60 and above	0%	0%	0%	1%	1%	0%
Unqualified Teacher	1%	2%	3%	3%	1%	0%
Qualified Teacher	19%	70%	26%	18%	4%	0%
Assistant Head Teacher	0%	2%	5%	4%	1%	0%
Deputy Head Teacher	0%	2%	12%	8%	4%	0%
Head Teacher	0%	1%	6%	9%	4%	0%