



EAST RIDING

OF YORKSHIRE COUNCIL

Equalities Workforce Information Report

2017 - 2018

Organisational Development
Corporate Resources
East Riding of Yorkshire Council
County Hall
Beverley
HU17 9BA

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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:

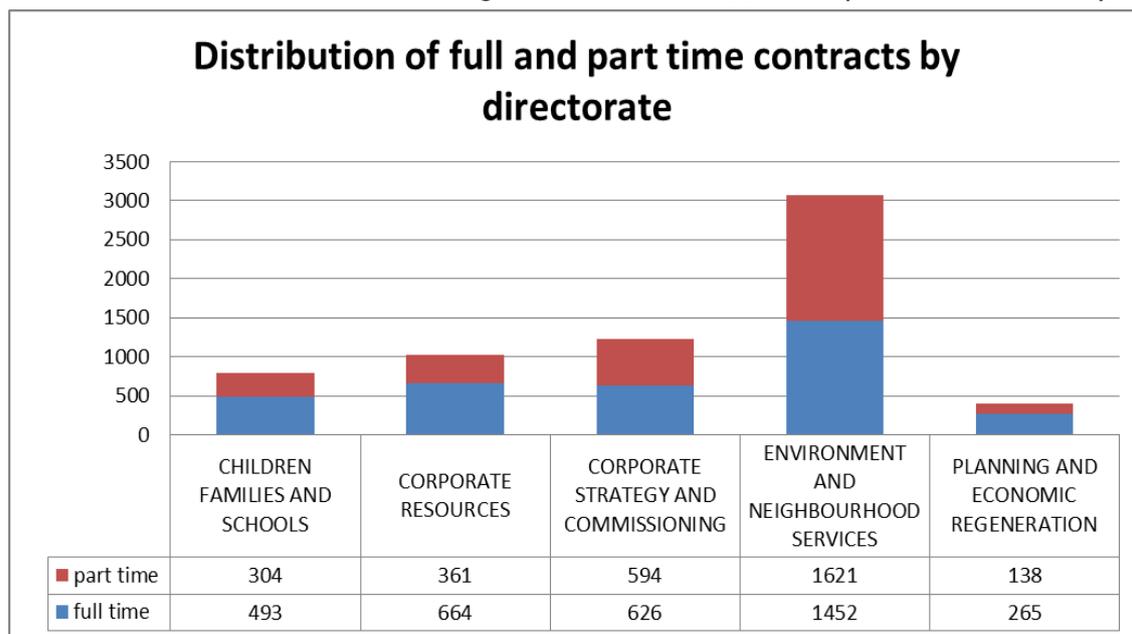
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour and nationality
- religion or belief
- sex, and
- sexual orientation
- age
- marriage and civil partnership

1.2 The source data for most of the information in this report was extracted from the Council’s the Council’s HR information system iTrent and relates to data held on 31 March 2018 and is excluding schools. Where data is provided voluntarily by staff the information shown below is the information that is known.

2. Types of contract

2.1 All data in relation to posts and whole time equivalents (WTE) relates to posts occupied on 31st March 2018.

Figure 1 Distribution of full and part time contracts by directorate

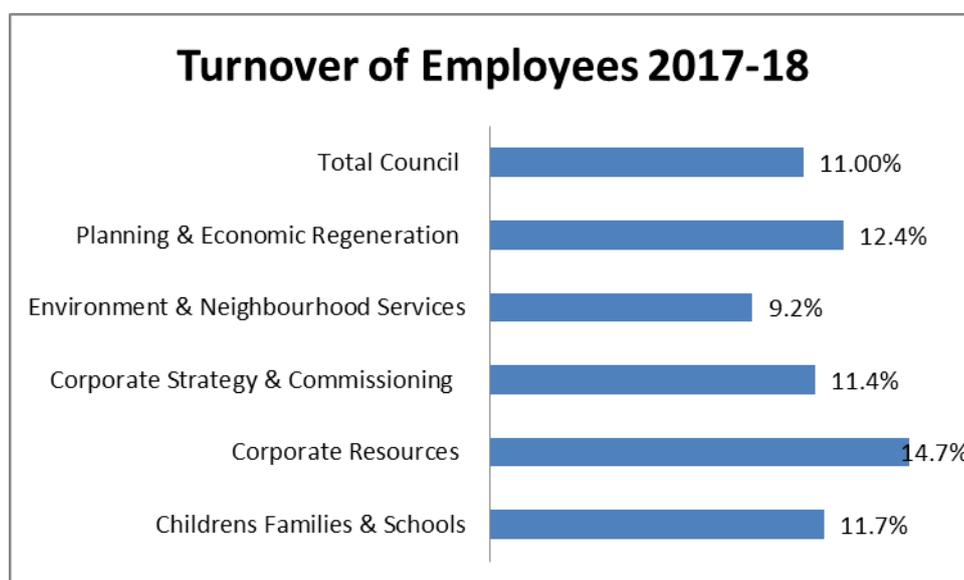


- 2.2 Figure 1 above shows the distribution of full and part time contracts, by directorate
- 2.3 57.8% of women have part time contracts (59.0% in 2106/17) and 25.6% of men (last year 24.4%). Overall this equates to 46.3% of contracts being part time (46.6 % in 2016/17).

3. Turnover

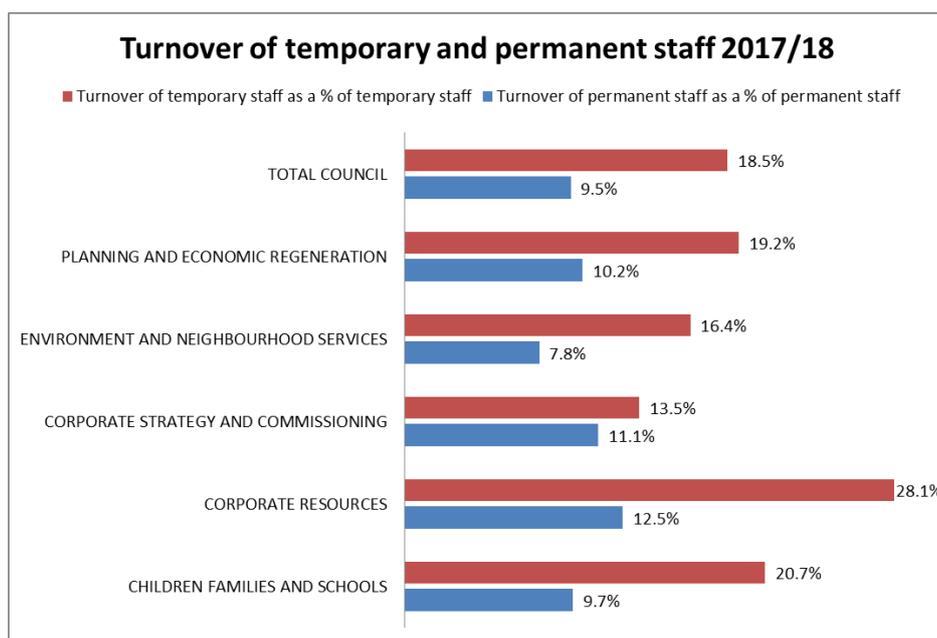
- 3.1 Figure 2 shows the turnover rate for all employees (excluding casuals) for each directorate, An employee who has multiple posts is counted multiple times.

Figure 2: Turnover of all employees



- 3.2 Turnover is 11.0% (in 2016/17 turnover was 10.4%).
- 3.3 Figure 3 shows turnover of permanent staff expressed as a percentage of permanent employees and turnover of temporary staff expressed as a percentage of temporary staff. This includes 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 is counted multiple times. Secondments have been included as temporary posts.
- 3.4 Turnover of employees on permanent contracts expressed as a percentage of permanent employees is 9.5%. This is a 6.7% increase (2016/17 rate was 8.9%).
- 3.5 Turnover of temporary employees expressed as a percentage of temporary employees is 18.5% compared with 17.5% in 2016/7. This represents a 5.7% increase.

Figure 3: Turnover of temporary and permanent staff



4. Reasons for leaving as recorded on iTrent

Retirement

- 4.1 Employees retiring from the Authority accounted for 16.9% of those leaving during the year. Last year this was 17.8%
- 4.2 98.1% of retirees were white British.
- 4.3 63.0% of retirees were women.
- 4.4 2% of retirees were under 55 with 71% being 55 to 64 and 27% 65 and over
- 4.5 5.7% of people that retired had a disability.

Redundancy

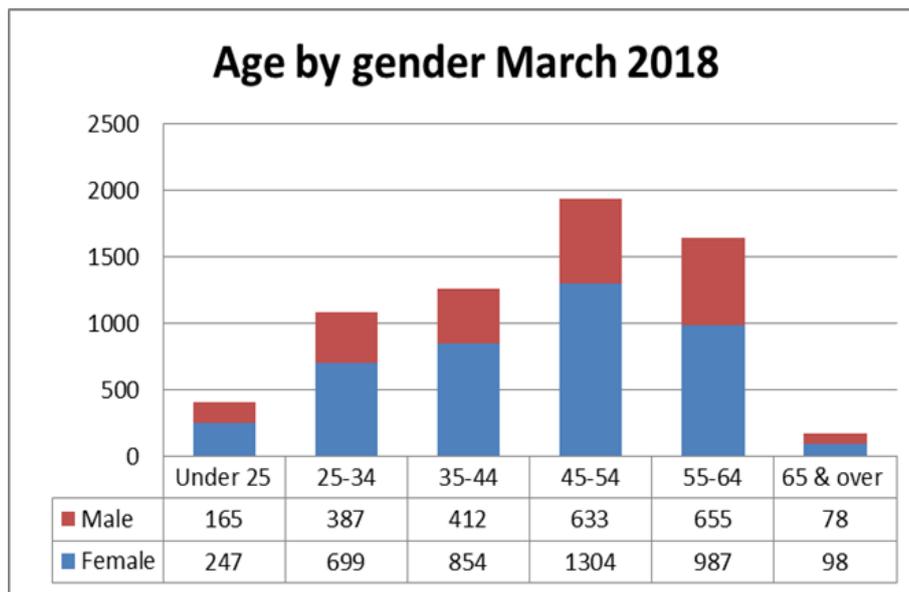
- 4.7 79.5% of posts subject to redundancy were occupied by women.
- 4.8 No redundant posts were occupied by people whose ethnicity was non-white British (where known).

4.9 7.7% of redundant posts were occupied by people who had a disability.

5. Age

5.1 Figure 4 shows the number of employees (full and part-time) by gender, in grouped age bands. 3,755 employees (2,389 females and 1,366 males) are over 45. This represents 57.6% of the workforce.

Figure 4 Age by gender



5.2 1,818 (27.9%) of the workforce is over 55, including 2.7% who are over 65. In 2016/17 27.2 % of the workforce was over 55.

5.3 6.3% of the workforce is under 25.

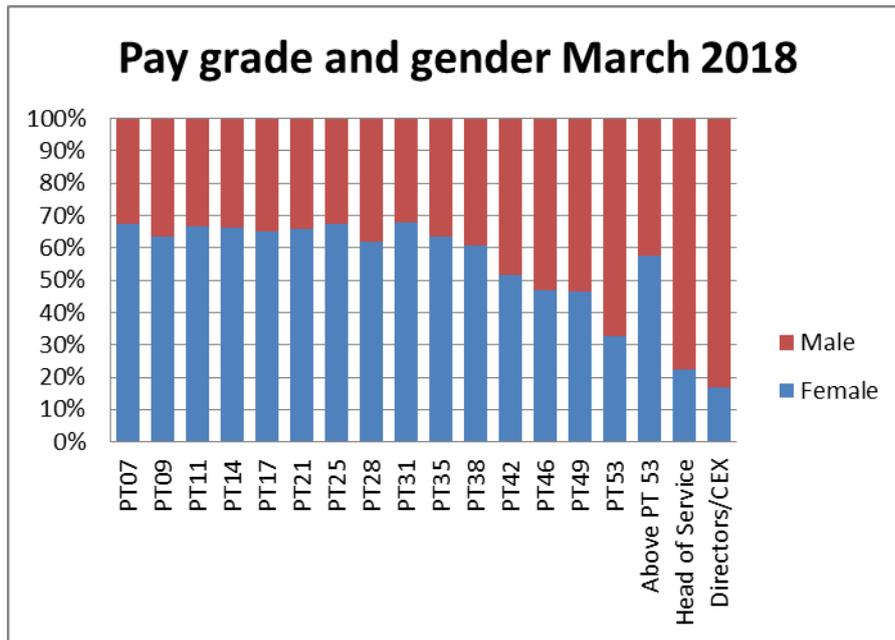
6. Gender

6.1 64% of the workforce is female.

7. Grading

7.1 Figure 5 shows the total number of employees by gender and spinal column point for 2017/18 for the main pay grades. 66.2% of those employed up to and including SCP 14 are women.

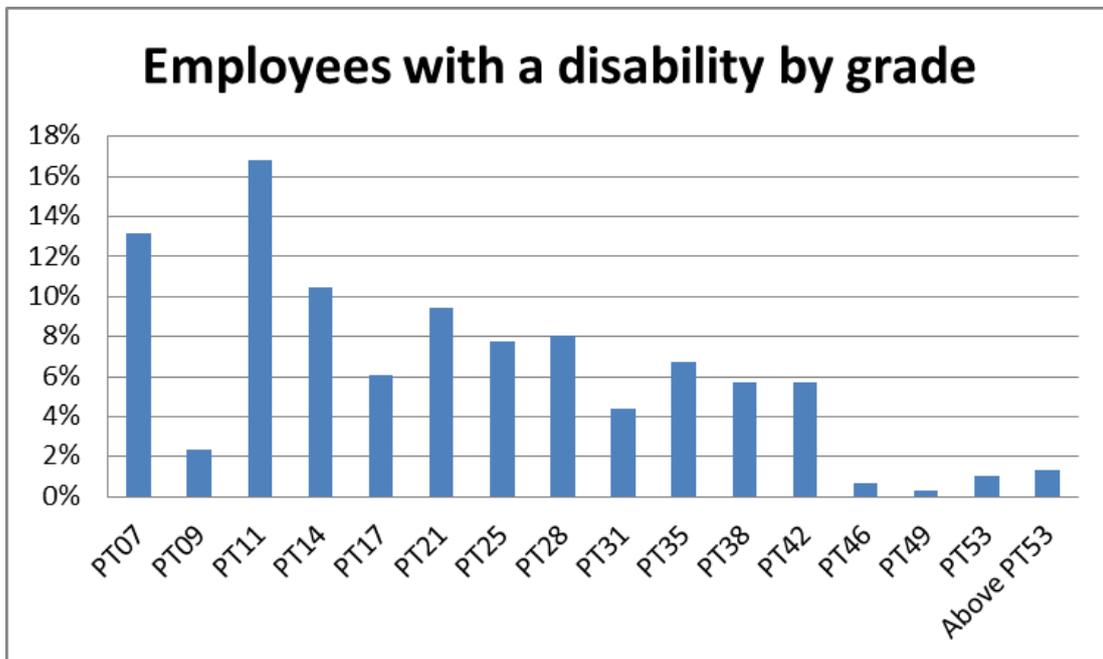
Figure 5: Pay grade and gender – main pay grades



7.2 44.8% of those employed from SCP 46 and above are women.

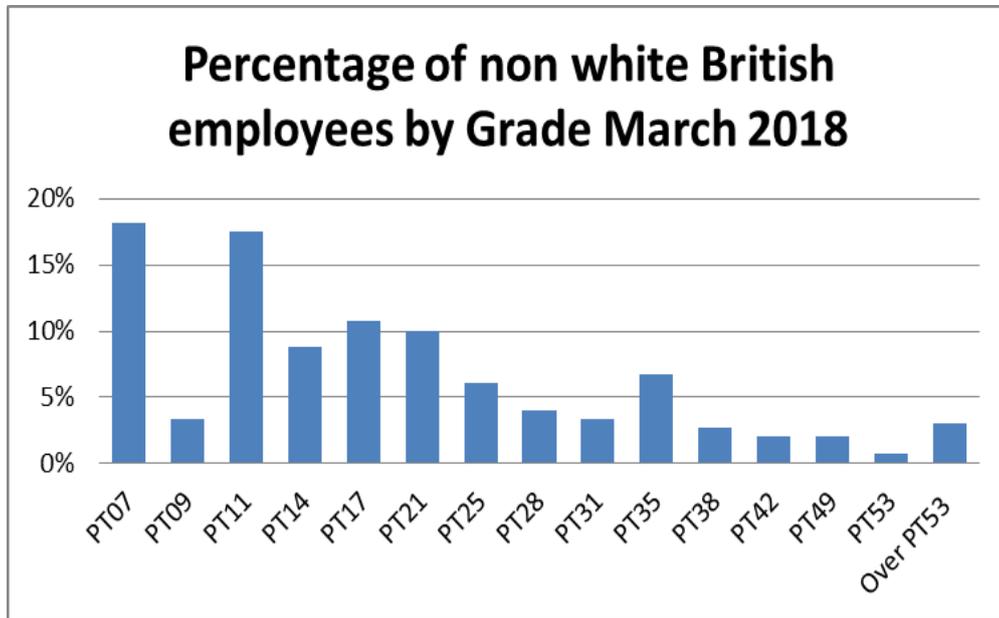
7.3 Figure 6 shows the percentage of people who have a disability for the main pay grades.

Figure 6 Employees with a known disability by grade



7.5 Figure 7 shows the distribution of non-white British employees by grade.

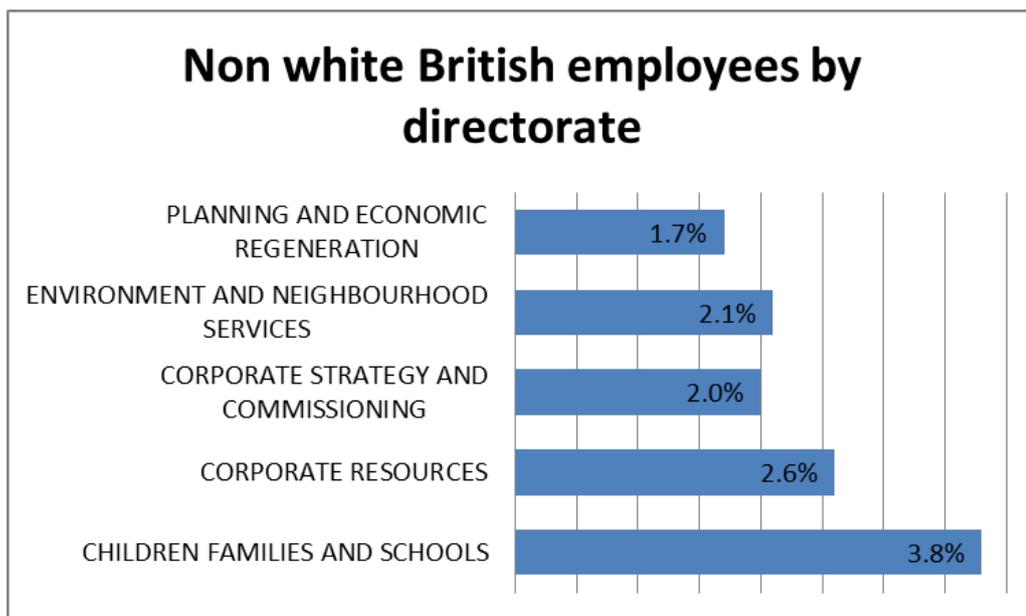
Figure 7 Non white British employees by grade



8. Ethnicity

8.1 Figure 8 shows the proportion of employees who are non-white British in each directorate.

Figure 8 Non white British employees by directorate



8.2 Figure 9 shows the distribution of ethnic groups across all directorates. Overall 3.05% of employees are non-White British.

Figure 9 Ethnicity

Ethnicity (where known)	% of workforce
Asian/Asian British - Any other Asian background	0.18%
Asian/Asian British - Chinese	0.12%
Asian/Asian British - Indian	0.10%
Black/African/Caribbean/BlackBritish	0.24%
Mixed/multiple ethnic groups – Any other black Mixed/multiple ethnic background	0.14%
Mixed/multiple ethnic groups - White and Asian	0.08%
Mixed/multiple ethnic groups - White and Black African	0.10%
Mixed/multiple ethnic groups - White and Black Caribbean	0.12%
Other ethnic group - Any other ethnic group	0.18%
White - Any other White background	1.50%
White - English/Welsh/Scottish/Northern Irish/British	96.95%
White - Irish	0.02%

9. Disability

9.1 Figures obtained from iTrent indicate that 5.1% of employees consider themselves to have a disability.

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. This functionality is increasingly being used by staff on the iTrent system. Figure 10 shows sexual orientation of the workforce where known.

Figure 10 Sexual Orientation

Bisexual	0.5%
Gay man	1.5%
Gay woman/lesbian	1.2%
Heterosexual/straight	96.9%

11. Religion

11.1 Religion is recorded in the same way as for sexual orientation and Figure 11 shows religion of the workforce.

Figure 11 Religion

Agnostic	11.3%
Atheist	23.5%
Buddhist - Mahayana	0.6%
Christian - Orthodox	13.2%
Christian - Protestant	29.7%
Christian - Roman Catholic	12.2%
Hinduism	0.1%
Other	9.3%
Sikhism	0.1%

12. Training Delivered

12.1 Of courses delivered, 28.3% were attended by men and 71.7% by women. The workforce overall is 36% men and 67% women.

12.2 People attending training were 96.8% white British and 3.2% non-white British. The workforce profile is 97% white British.

13. Recruitment

13.1 All information includes appointments of casuals but excludes moves due to service restructures.

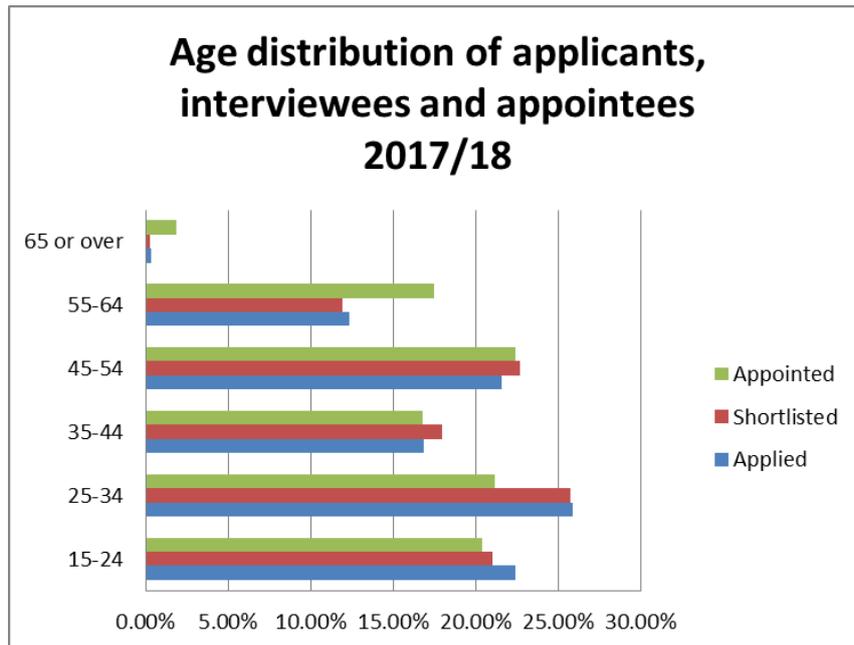
13.2 There were 12,891 applicants in 2017/18. Figure 12 shows the age distribution of applicants, interviewees and appointees.

13.3 48.6% of applications were submitted by people aged under 35.

13.4 4.3% of applicants sharing their disability status, (4.8% in 2016/17) declared a disability, and 4.8% (2.7% in 2016/17) of appointments were made to people who had declared a disability

13.5 Of those people specifying gender, 67.5% (61.8% in 2016/17) of applicants and 68.8% (67.7% in 2106/17) of appointments were female.

Figure 12 age distribution of applicants, interviewees and appointees



13.8 Of those sharing their ethnic origin, 91.9% (91.5% in 2016/17) of applicants and 95.6% (93.5% in 2016/17) of appointees were white British.