



EAST RIDING

OF YORKSHIRE COUNCIL

Equalities Workforce Information Report

2018 - 2019

Organisation Development
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:

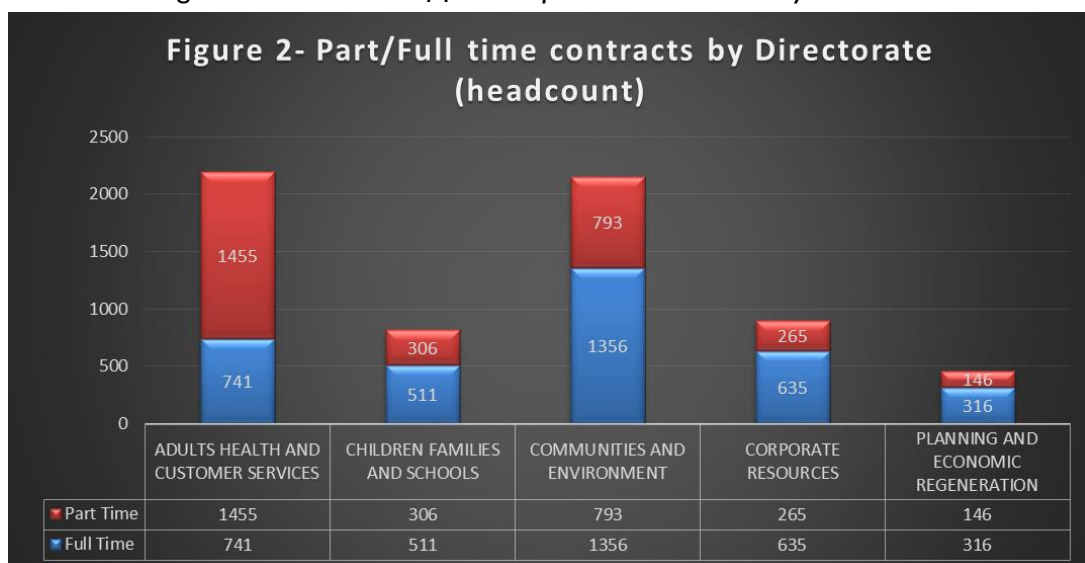
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour and nationality
- religion or belief
- sex, and
- sexual orientation
- age
- marriage and civil partnership

1.2 The source data for most of the information in this report was extracted from the Council's Pay- Personnel system (iTrent) and relates to data held on 31 March 2019 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 2019.

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 56.8% of women have part time contracts (57.8% in 2017/18) and 24.8 % of men (last year 25.6%). Overall this equates to 45.4% of contracts being part time (46.3 % in 2017/18).

3. Turnover

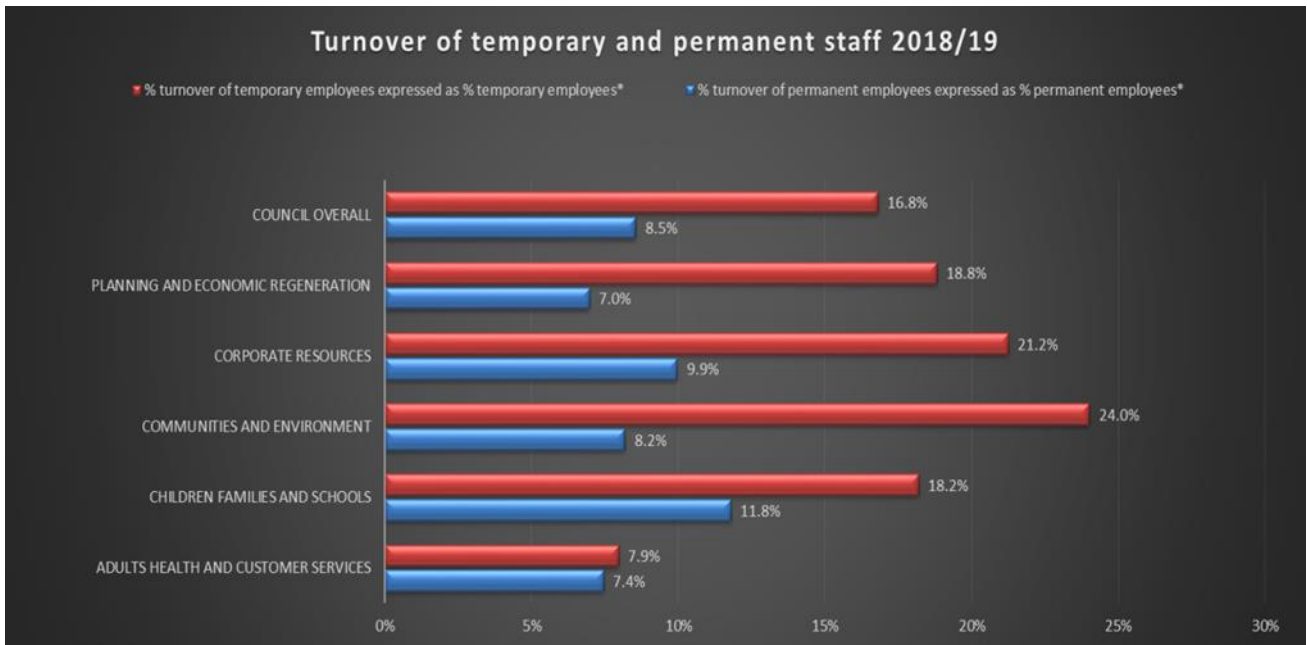
- 3.1 Figure 2 shows the turnover rate for all employees (excluding casuals) for each directorate. An employee who has multiple posts is counted multiple times.

Figure 2: Turnover of all employees excluding transfers



- 3.2 Turnover is 9.7% (Turnover in 2017/18 was 11.0%).
- 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 8.3% . This is a 12.6% year on year percentage decrease (2017/18 rate was 9.5%).
- 3.5 Turnover of temporary employees expressed as a percentage of temporary employees is 18.8% compared with 18.5 % in 2017/8. This represents 1.6% percentage decrease

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 18.4% of those leaving during the year. Last year this was 16.9%
- 4.2 99.0% of retirees were white British.
- 4.3 53.0% of retirees were women.
- 4.4 66.4% of retirees were 55 to 64 and 33.6% were 65 and over.
- 4.5 3.6% of people that retired had a disability.

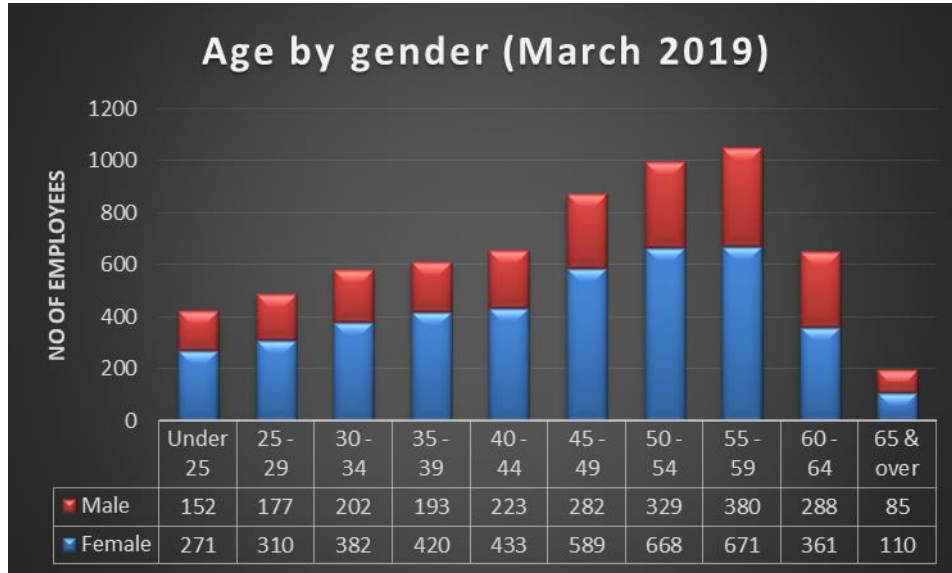
Redundancy

- 4.7 80.0% 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 No 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.

Figure 4 Age by gender



5.2 3,763 employees (2,399 females and 1,364 males) are over 45. This represents 57.7% of the workforce. Last year 3763 were over 45.

5.3 6.5% of the workforce is under 25. (Last year this was 6.3%) 63.7% of under 25s are female. This is up from 60% in March 2018.

6. Gender

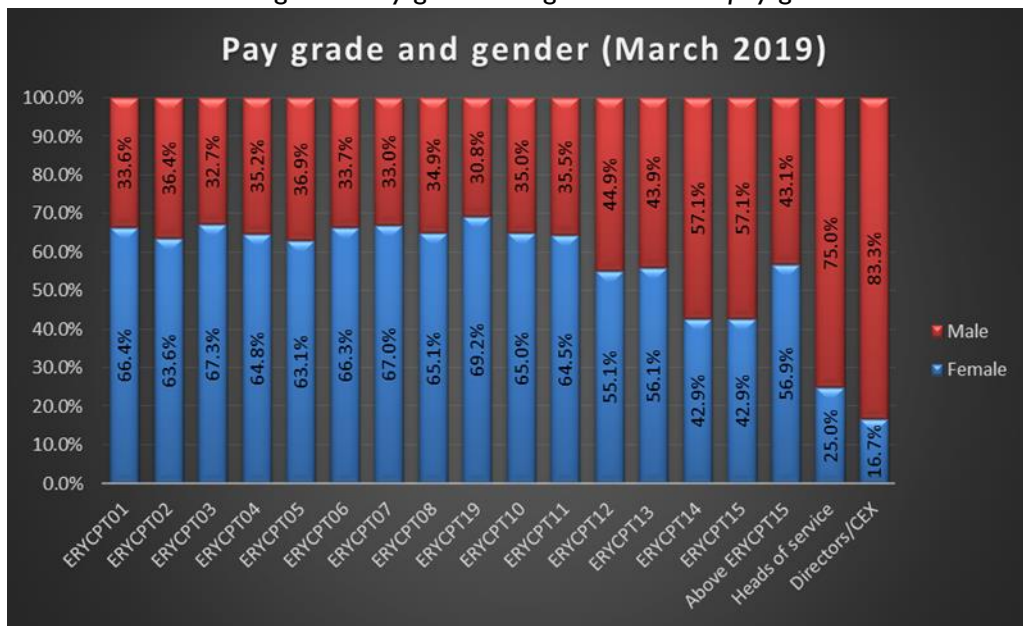
6.1 64.6% of the workforce is female.

7. Grading

7.1 Figure 5 shows the total number of employees by gender and pay grade for 2018/19 for the main pay grades.

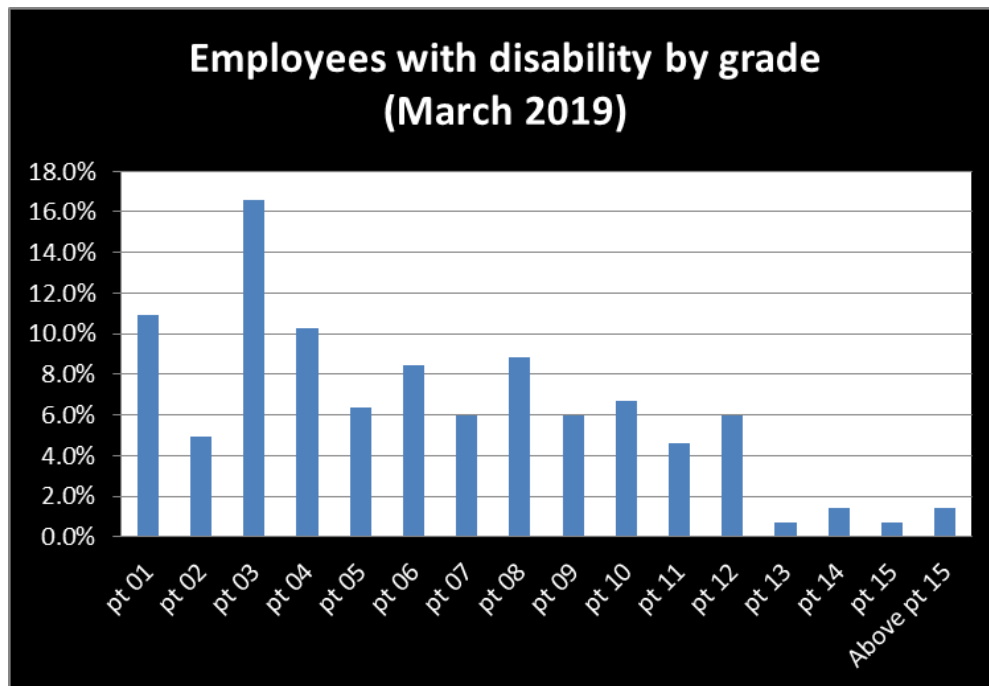
7.2 47% of those employed from ERYC point 13 are women.

Figure 5: Pay grade and gender – main pay grades



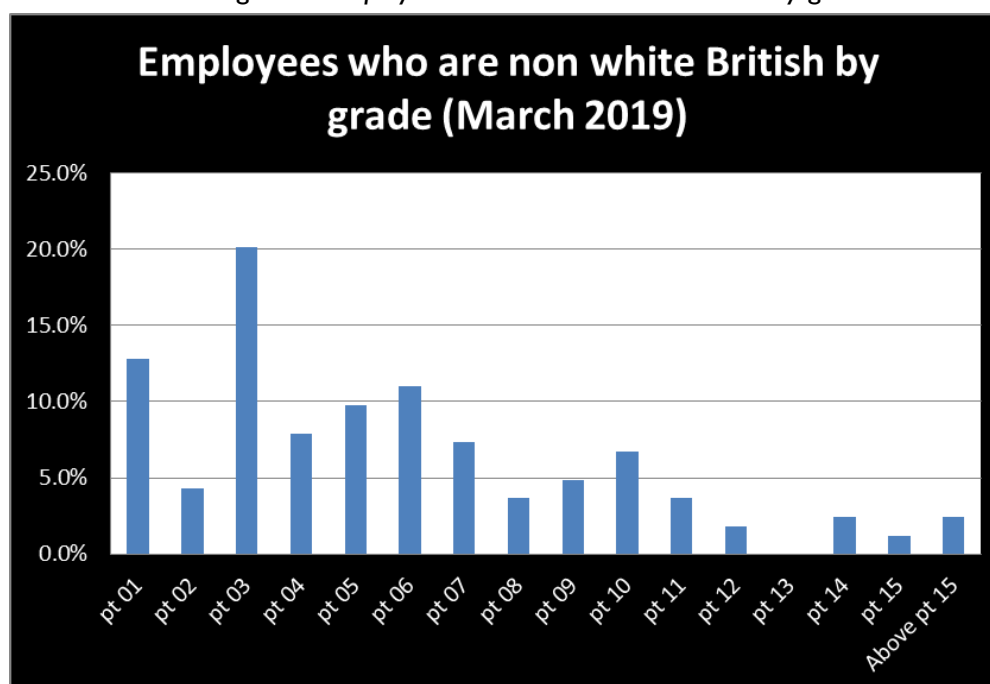
7.3 Figure 6 shows the percentage of people who have a disability for the main pay grades. 5.0% of employees consider themselves to be disabled.

Figure 6 Employees with a known disability by grade



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

Figure 7 Employees who are non-white British by grade



8. Ethnicity

8.1 Figure 8 shows the Employees who are non-white British by directorate.

Figure 8 Non-white British employees by directorate

DIRECTORATE	%
ADULTS HEALTH AND CUSTOMER SERVICES	34.1%
CHILDREN FAMILIES AND SCHOOLS	16.5%
COMMUNITIES AND ENVIRONMENT	29.3%
CORPORATE RESOURCES	14.0%
PLANNING AND ECONOMIC REGENERATION	6.1%

8.2 Figure 9 shows the distribution of ethnic groups across all directorates. Overall 3.3% of employees are non-White British.

Figure 9 Ethnicity

Ethnicity (where known)	% of workforce
Asian/Asian British - Any other Asian background	0.29%
Asian/Asian British - Chinese	0.14%
Asian/Asian British - Indian	0.10%
Black/African/Caribbean/Black British	0.14%
Mixed/multiple ethnic groups – Any other	0.12%
Mixed/multiple ethnic groups - White and Asian	0.16%
Mixed/multiple ethnic groups - White and Black African	0.12%
Mixed/multiple ethnic groups - White and Black Caribbean	0.10%
Other ethnic group - Any other ethnic group	0.16%
White - Any other White background	1.69%
White - English/Welsh/Scottish/Northern Irish/British	96.66%
White - Irish	0.24%

9. Disability

- 9.1 Figures obtained from iTrent indicate that 5.0% 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	1.1%
Gay man	1.2%
Gay woman/lesbian	1.2%
Heterosexual/straight	96.5%

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	10.3%
Atheist	24.2%
Buddhist - Mahayana	0.2%
Christian - Orthodox	13.7%
Christian - Protestant	28.6%
Christian - Roman Catholic	12.5%
Hinduism	0.1%
Islam - Sunni	0.2%
Other	10.0%
Sikhism	0.1%

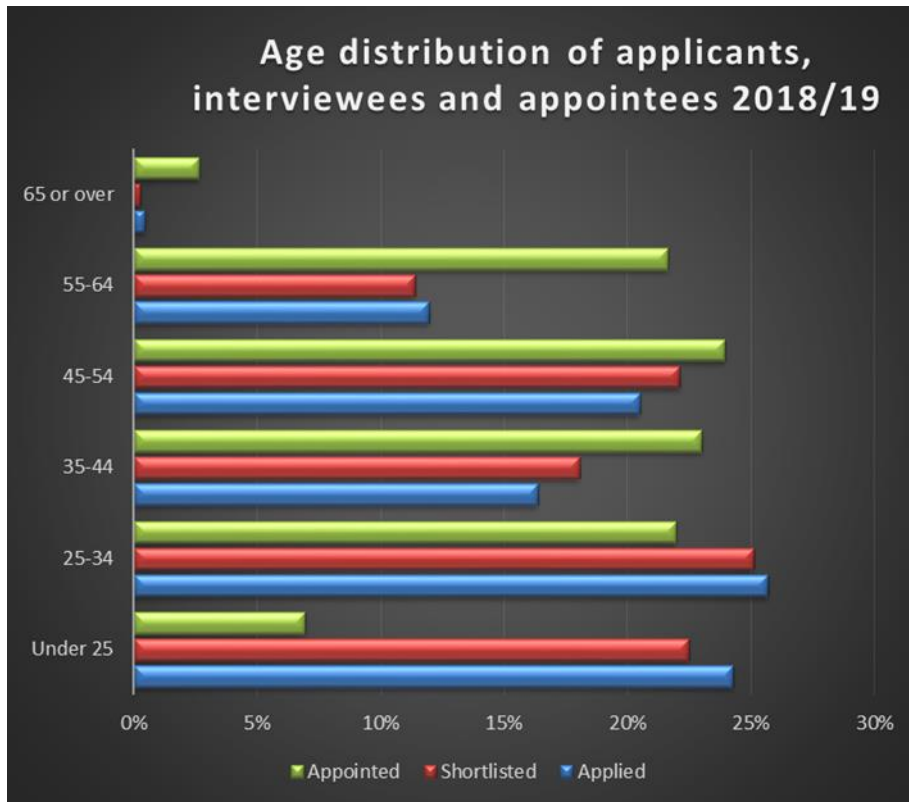
12. Training Delivered

- 12.1 Attendance on courses was 43.3% by men and 56.7% by women. The workforce overall is 35.4% men and 64.6% women.
- 12.2 People attending training were 96.3% white British and 3.7% non-white British. The workforce profile is 96.7% white British.

13. Recruitment

- 13.1 Figure 12 shows the age distribution of applicants, interviewees and appointees.
- 13.2 49.9% of all applications through iTrent were submitted by people aged under 35. This includes casual roles.
- 13.3 3.8% of applicants sharing their disability status, (4.3% in 2017/18) declared a disability, and 3.5% (4.8% in 2017/18) of appointments were made to people who had declared a disability.
- 13.4 Of those people specifying gender, 63.0% (67.5% in 2017/18) of applicants and 65.3% (68.8% in 2017/18) of appointments were female.

Figure 12 age distribution of applicants, interviewees and appointees



13.5 Of those sharing their ethnic origin, 91.0% (91.9% in 2017/18) of applicants and 96.7% (95.6% in 2017/18) of appointees were white British.