



Employee Profile 2015

*1st April 2014 – 31st March 2015

Introduction

This report is part of a framework that supports the equality and diversity strategy. The Council recognises that knowing its workforce is an important part of meeting its aspirations, and complying with its statutory responsibilities.

Why we monitor

As well as being an integral part of performance management, robust monitoring systems allows the Council to highlight possible inequalities, investigate the underlying causes and remove any unfairness or disadvantage in the delivery of services, recruitment and employment. Monitoring also allows us to check systematically and ensure that the Council's equality policies are working.

This commitment is also underpinned by the Mayor's three priorities as set out in the Equality and Cohesion Policy 2013:-

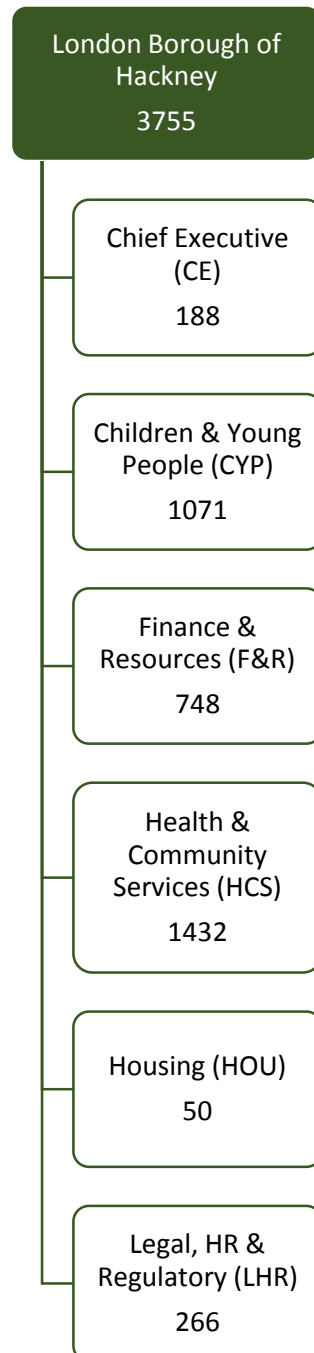
1. Improve services and increasing opportunities for all, raising the life chances of the most disadvantaged
2. Making sure The Council is high performing and efficient
3. Providing effective Community Leadership and involving the whole borough in what we do

The report provides workforce information across the protected characteristics.

The Data provided is a snap shot as of 31 March 2015.

Our Workforce^{^*}

The council is structured into 6 divisions; and alongside these is an arms-length management organisation, Hackney Homes. Information for Hackney Homes is not included. Hackney Learning Trust is part of the Children & Young People's Directorate.

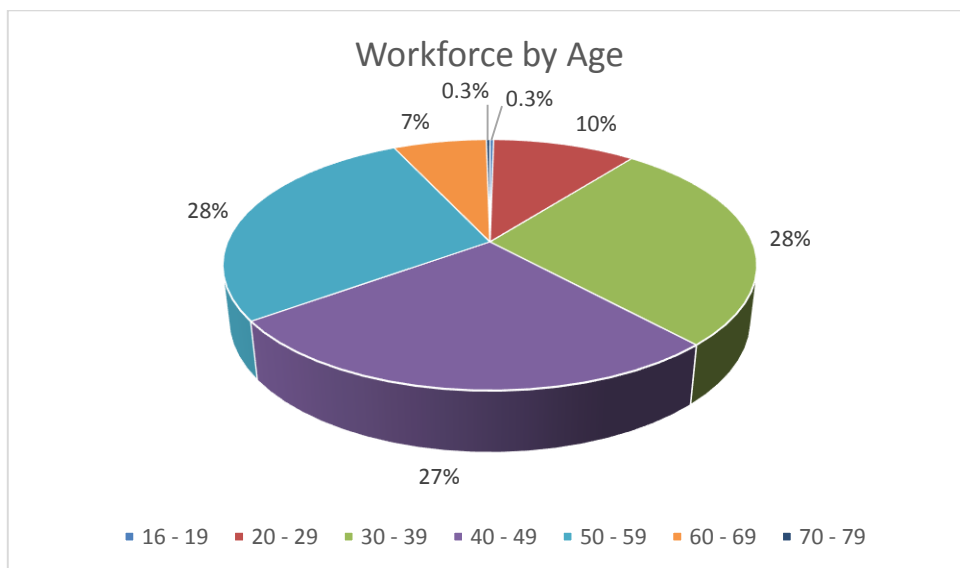
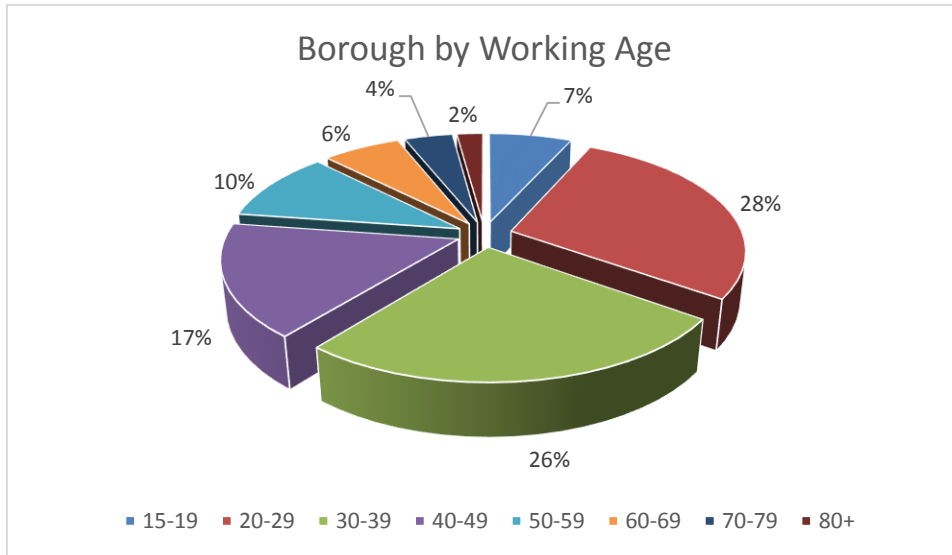


*Headcount as at 31/03/2015

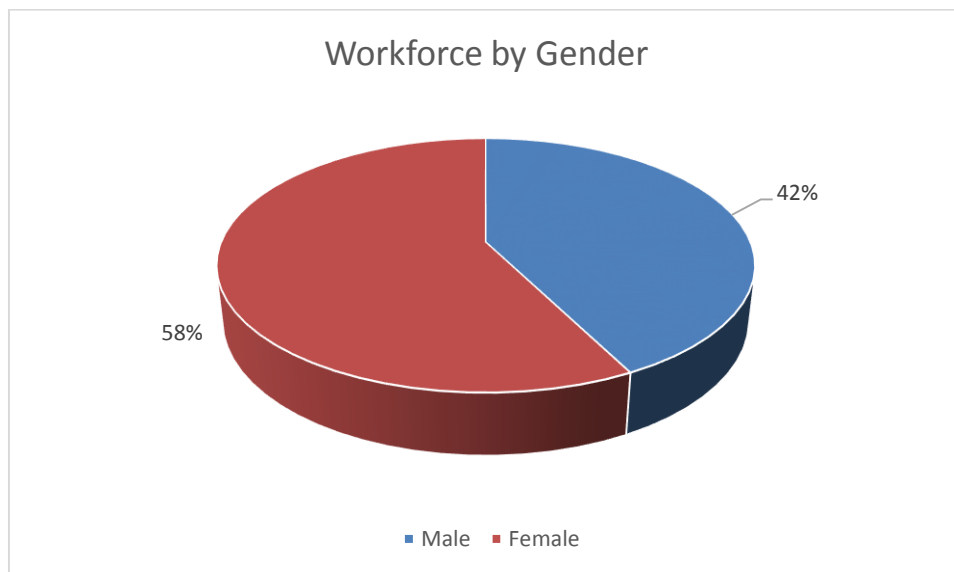
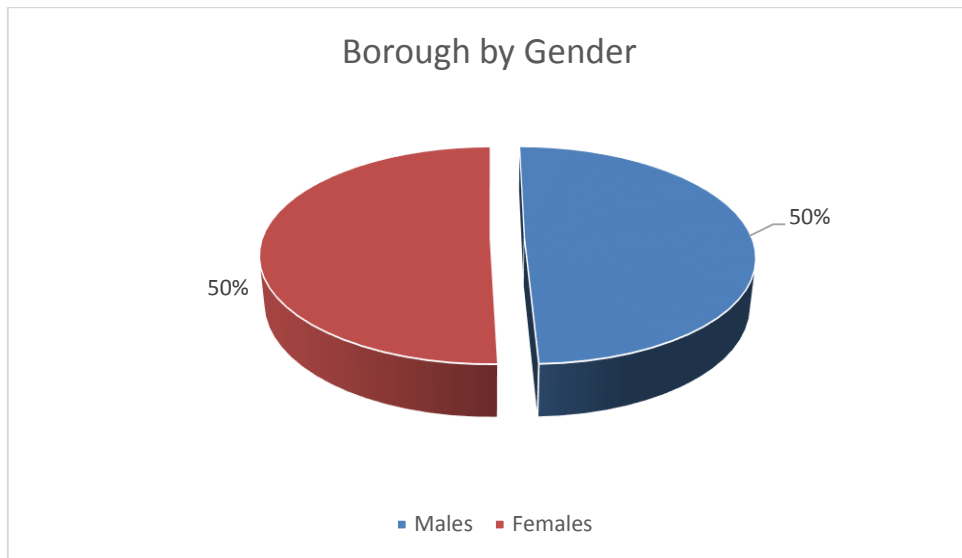
[^]Data in report excludes Hackney Homes, Members, Election Ad-hoc employees and Shoreditch our way staff

Borough and Council Demographics

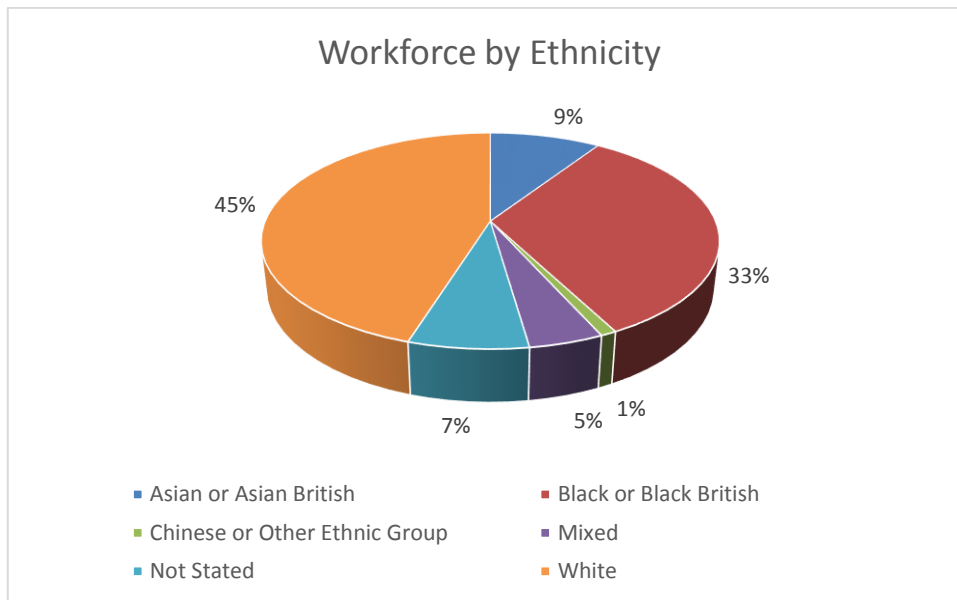
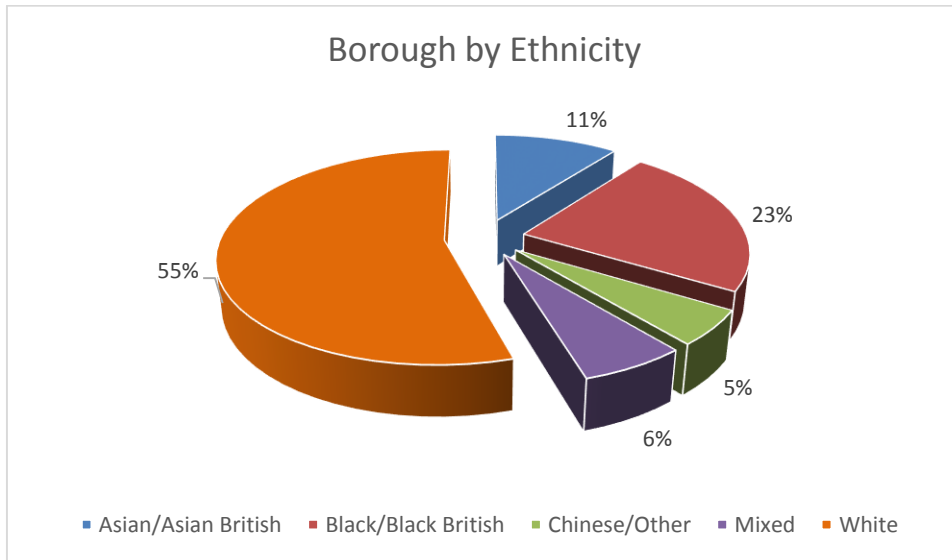
Age



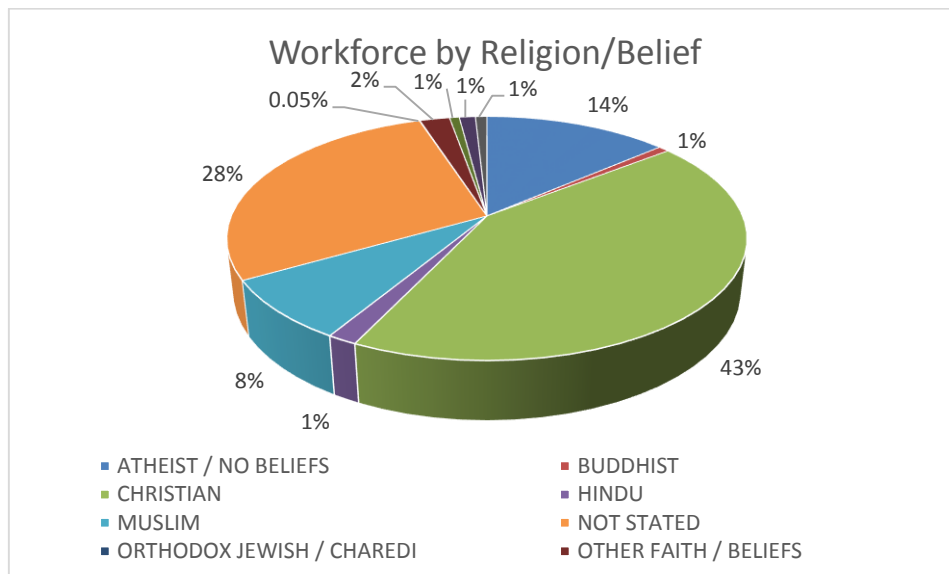
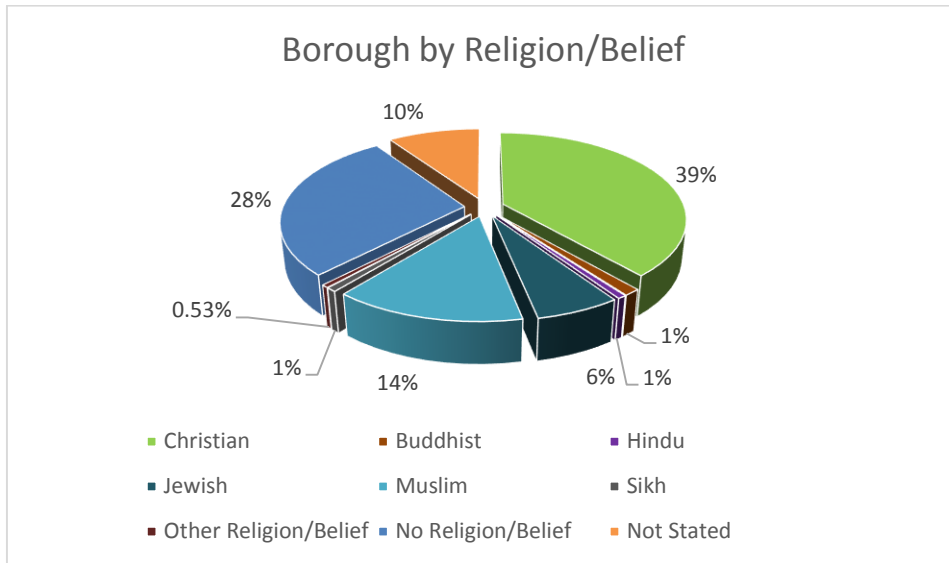
Gender



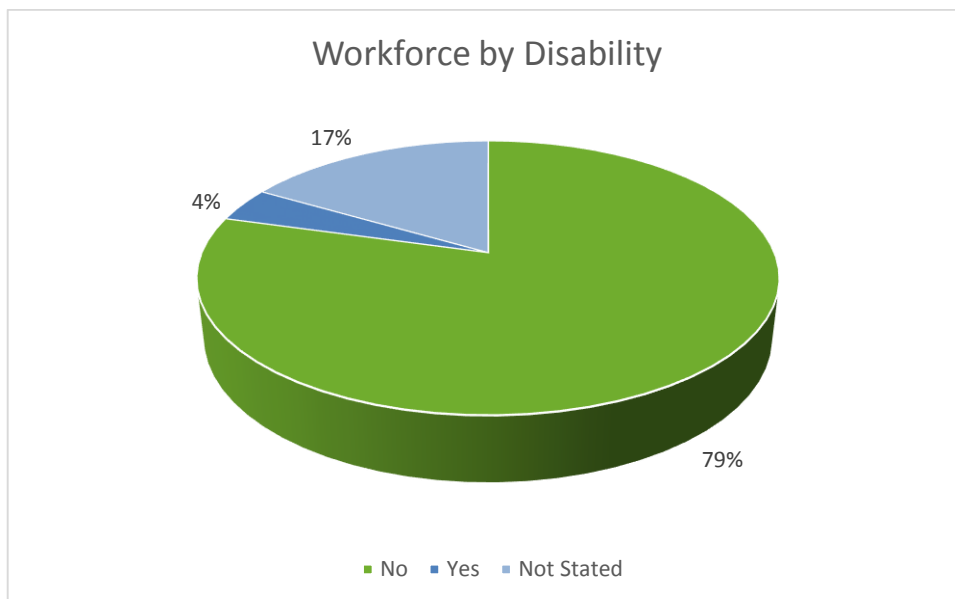
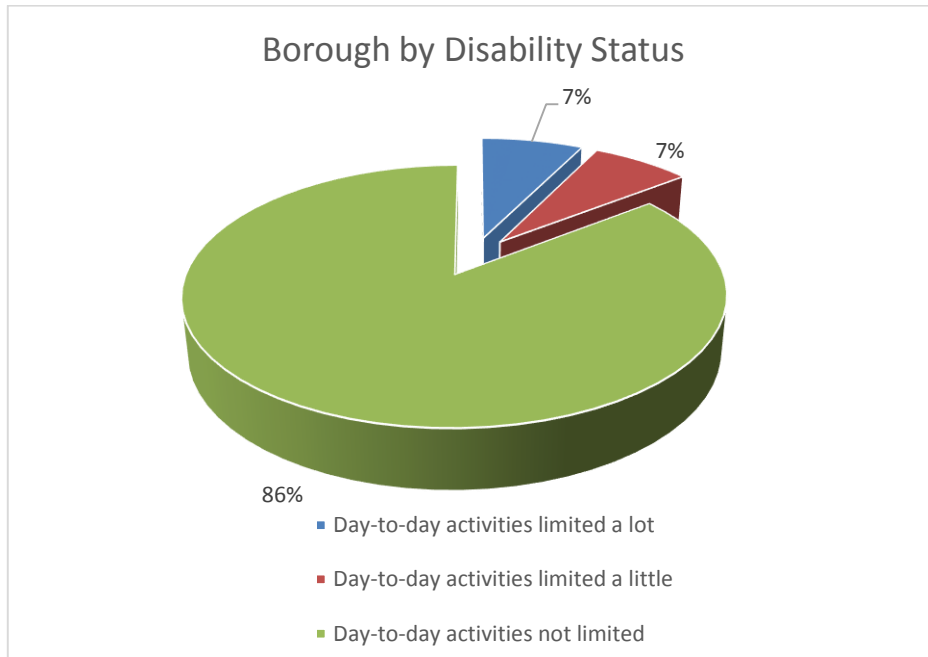
Ethnicity



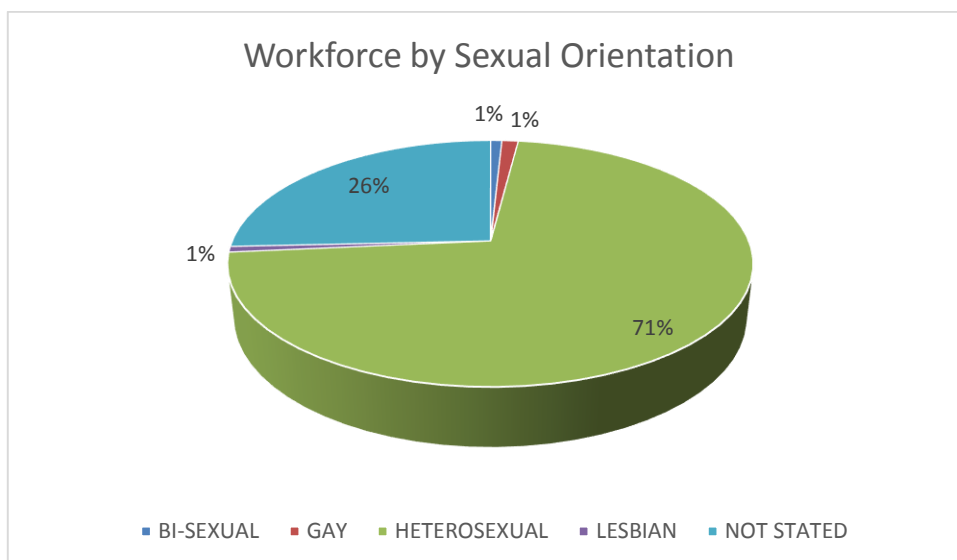
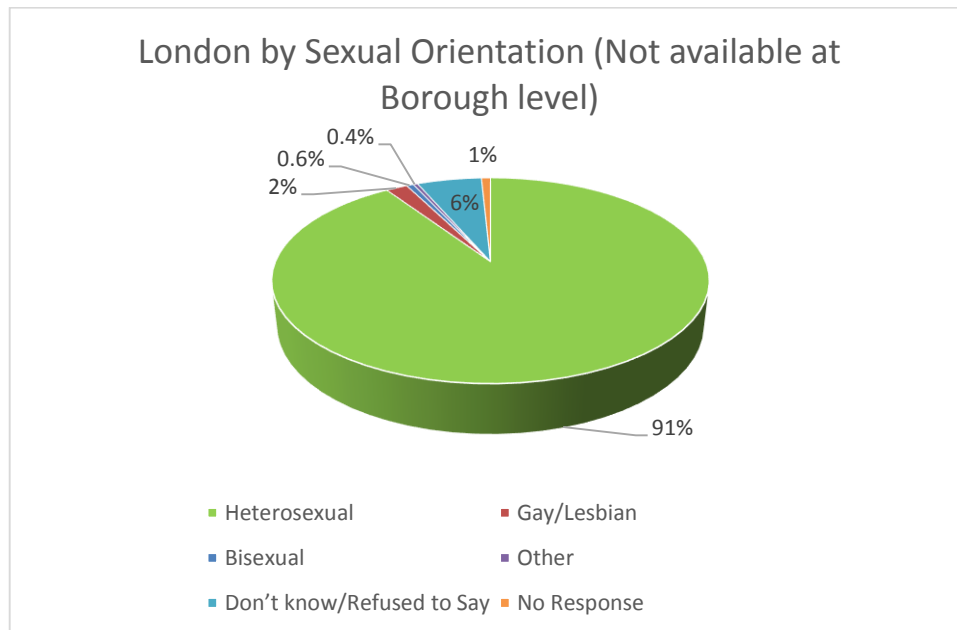
Religion/Belief



Disability



Sexual Orientation



Summary

The council is committed to delivering a first class service to the community of Hackney. By reflecting the demographic composition of the community the council is best positioned to do this.

The council has a diverse age range across its workforce.

The gender profile of the council broadly reflects the gender profile of the borough.

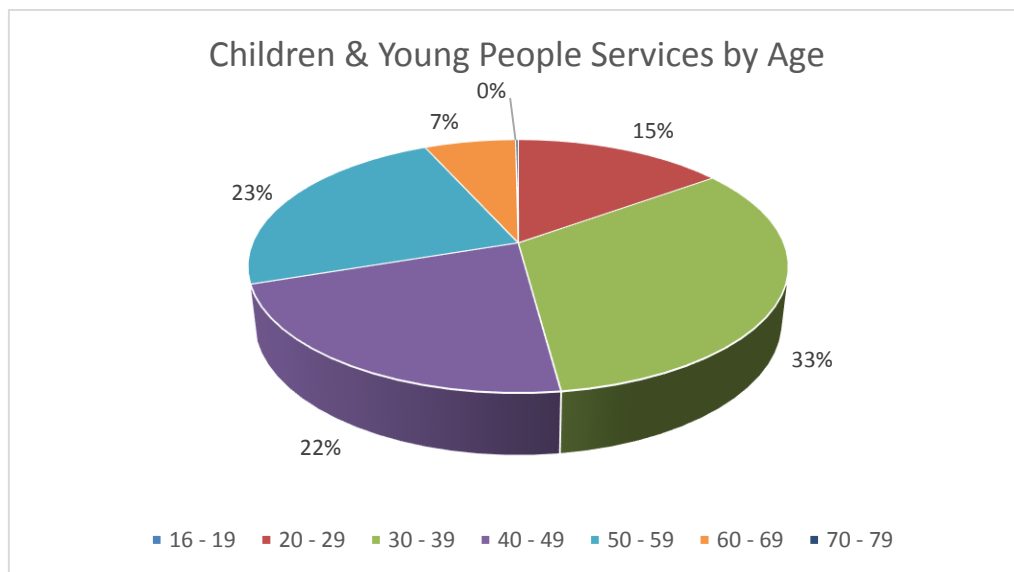
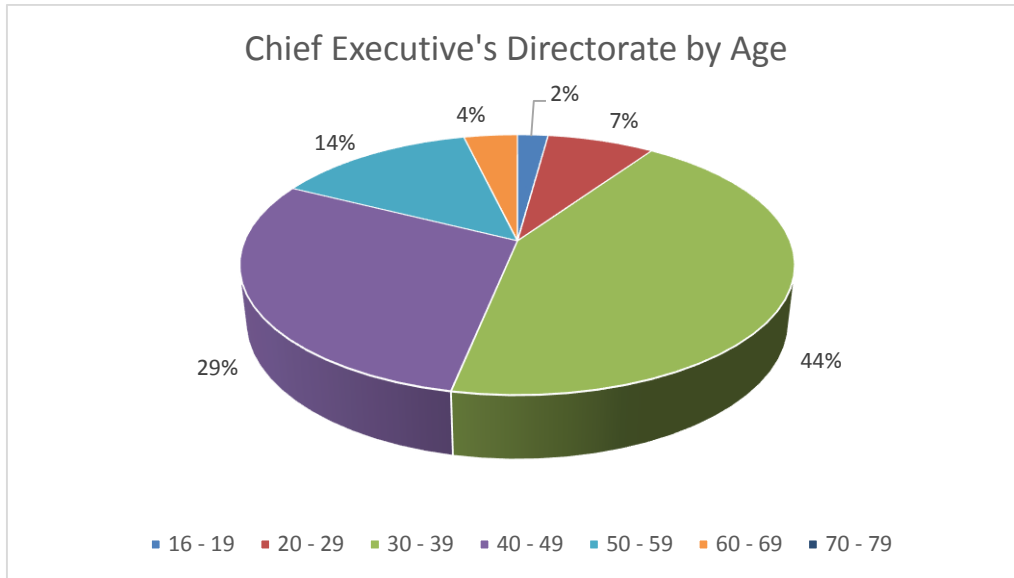
The faith profile in general meets the borough profile, with the most notable exception of the Charedi (Orthodox Jewish) category. In 2014-15 the council received 5 applications from people identifying in this category. The Council received a total of 9,921 applications during this period.

Figures on sexual orientation are not available at a borough level therefore a comparison cannot be made against the council profile. Sexual orientation is the most recently added characteristic; and this, together with the sensitivity of the question, could account for the high number in the 'non stated' category, although it this has reduced by 1% from 2013-14. The council will be undertaking work to improve the recording in this category. The confidentiality of the data and the purpose for collecting it will be reinforced.

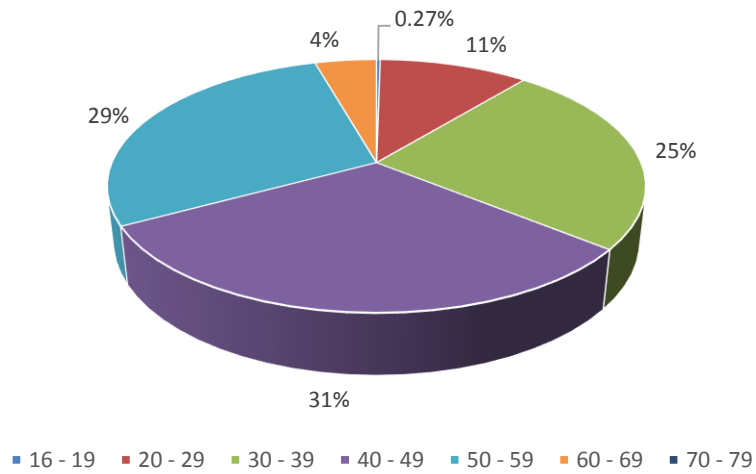
The workforce profile for disabled employees falls below the borough profile. The sensitivity of the question could account for the high number in the 'non-stated' category which still remains high at 17%. Work will be undertaken to improve the response rate for this characteristic.

Directorate Demographics

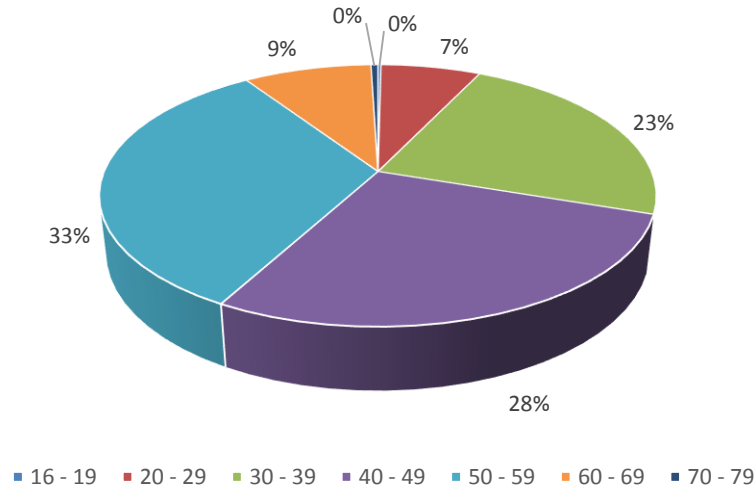
Age

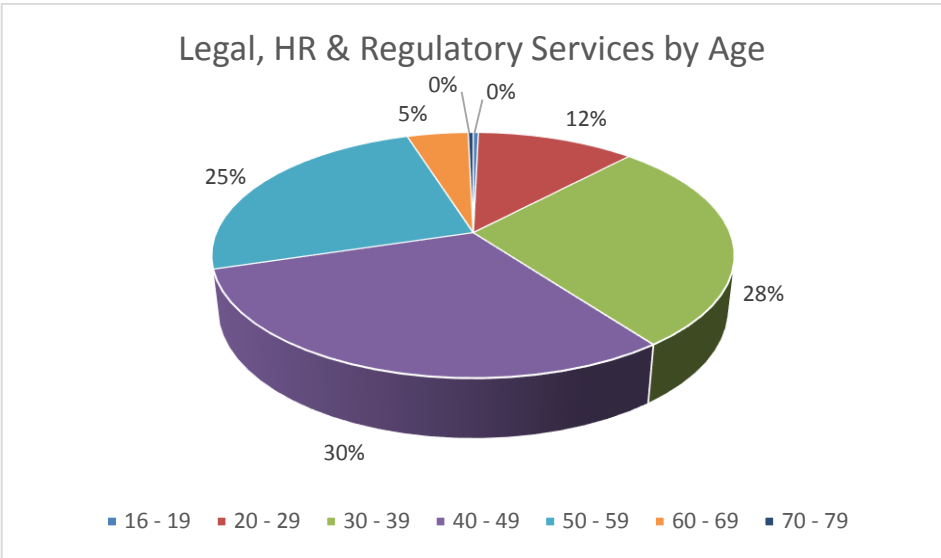
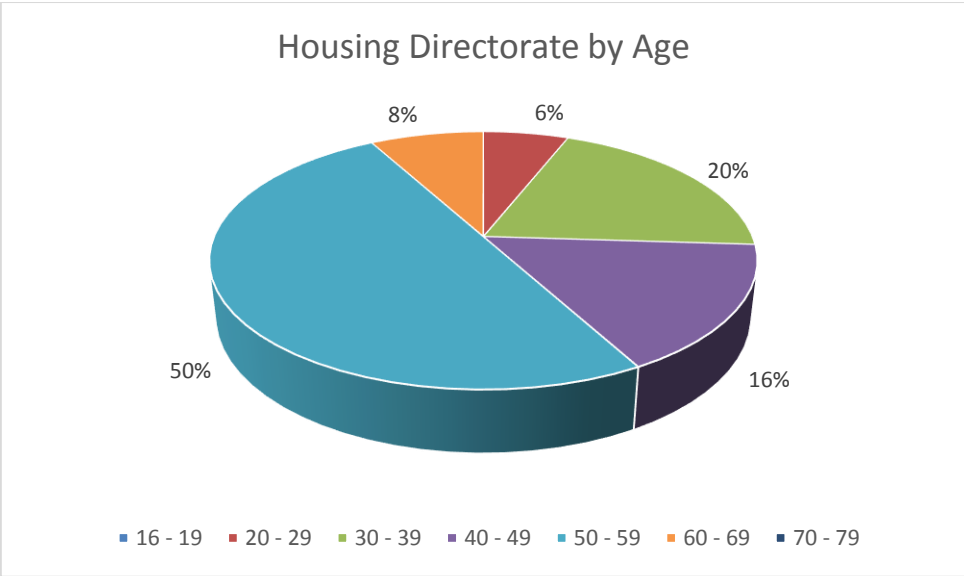


Finance & Resources Directorate by Age



Health & Community Services by Age

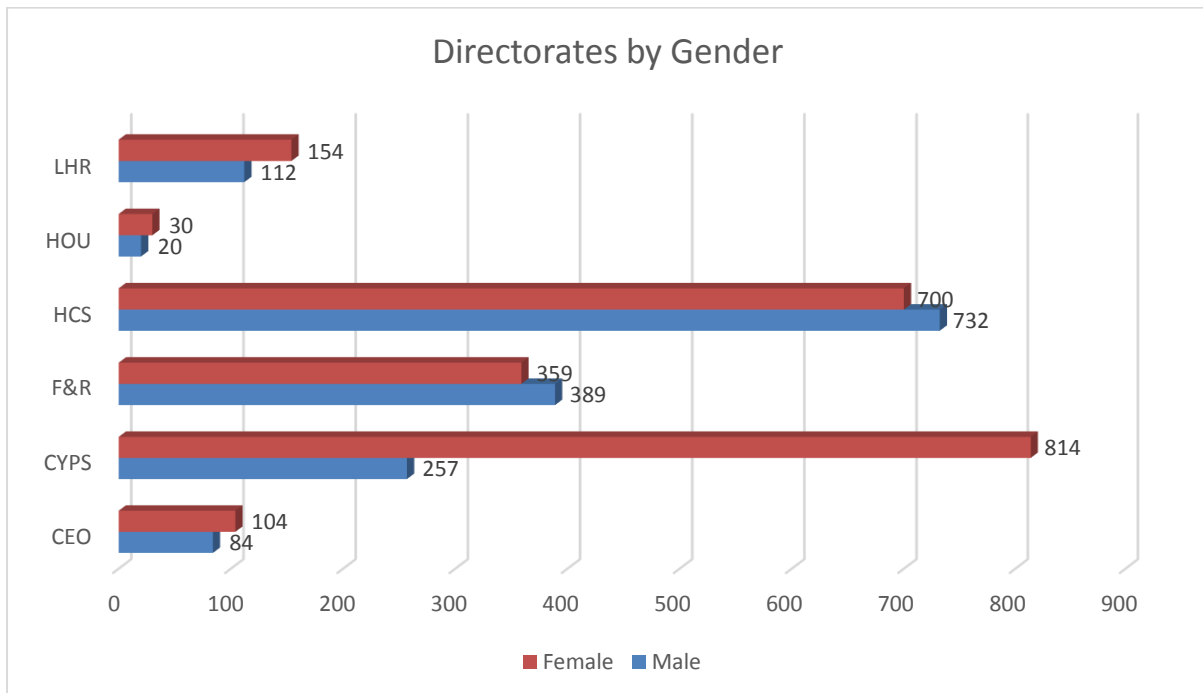




The workforce profile generally shows a diverse age range.

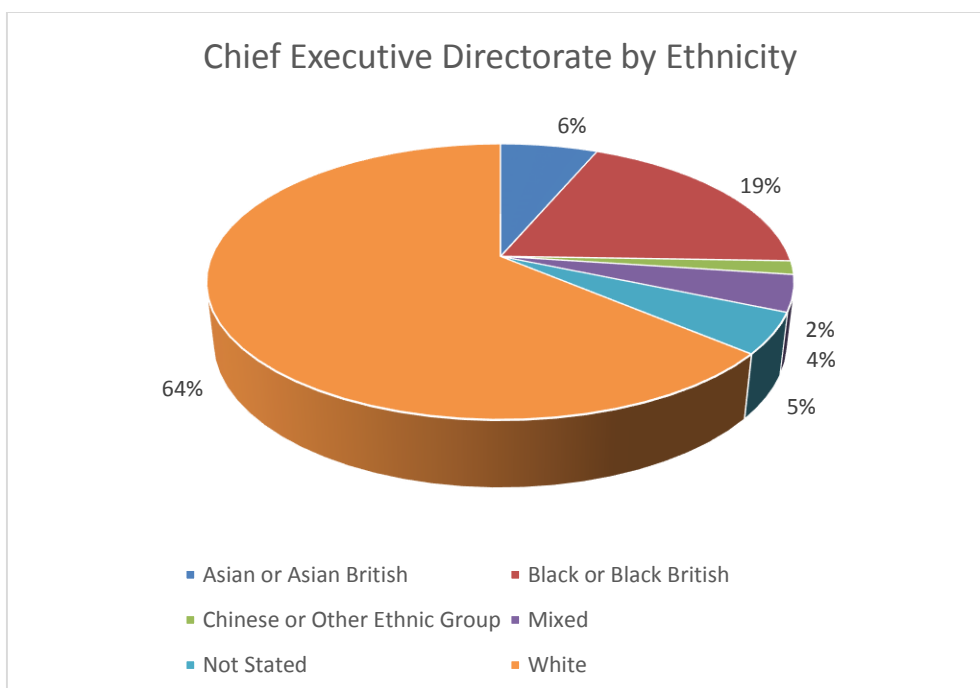
In Children and Young People Service around 70% of staff are under 40 years old. In Health and Community Service over 70% of staff are over 40 years old.

Gender

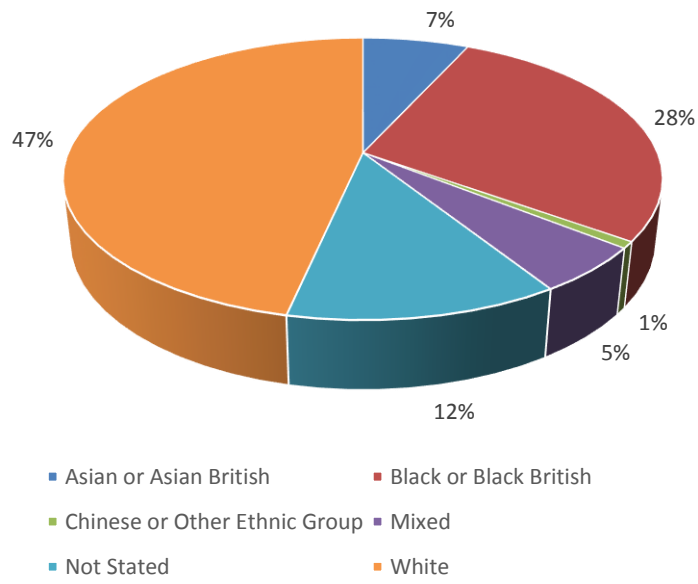


The gender profile across the directorates reflects that of the wider council and the community, with the exception of Children and Young People Service where 76% of the workforce are female.

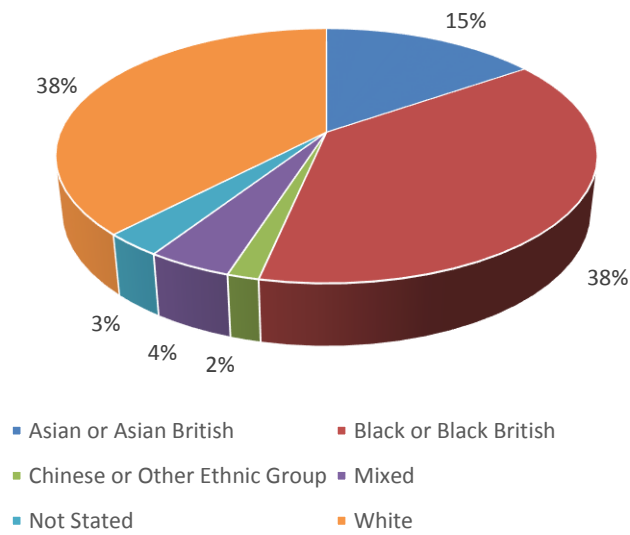
Ethnicity



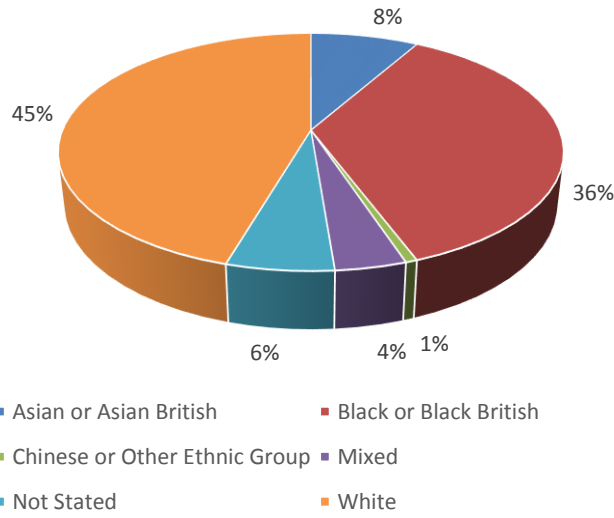
Children & Young People Services by Ethnicity



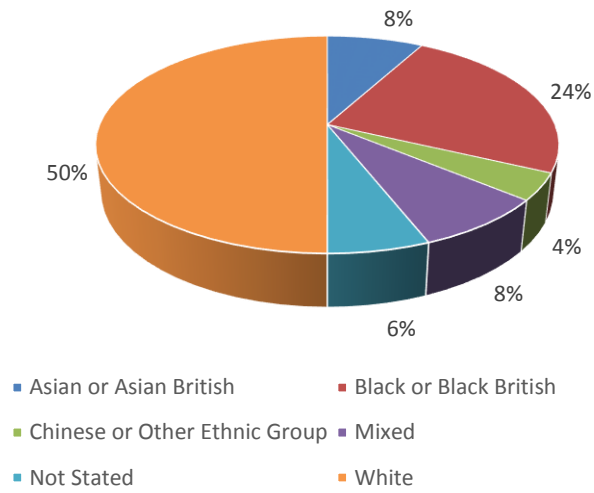
Finance & Resources Directorate by Ethnicity

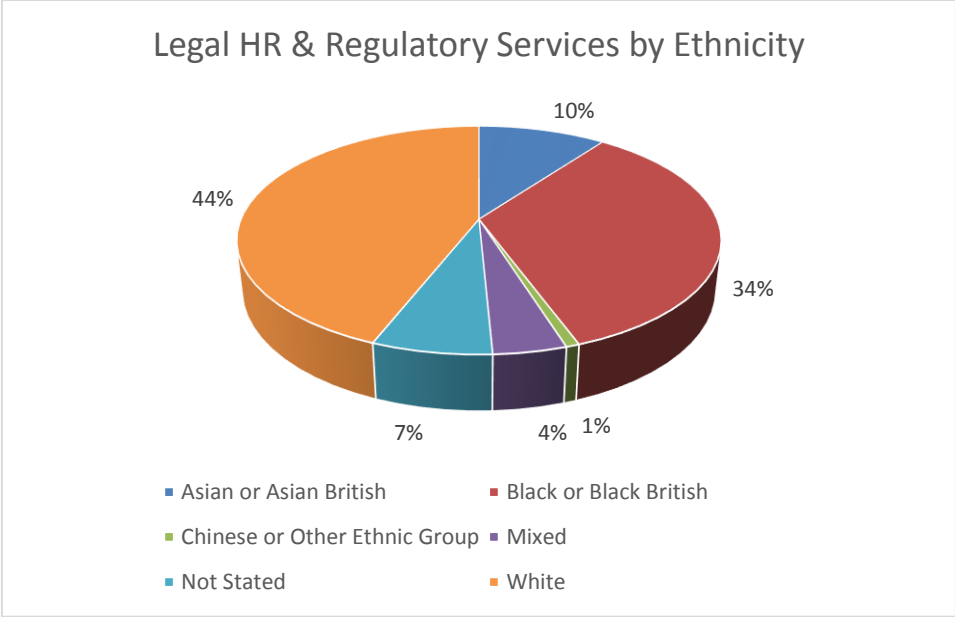


Health & Community Services by Ethnicity



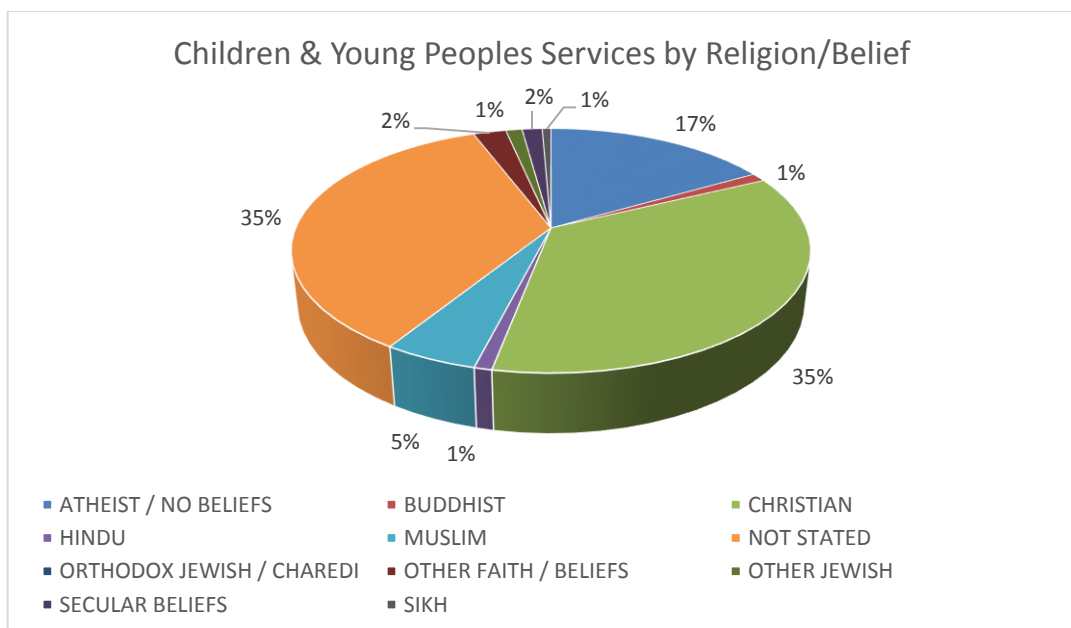
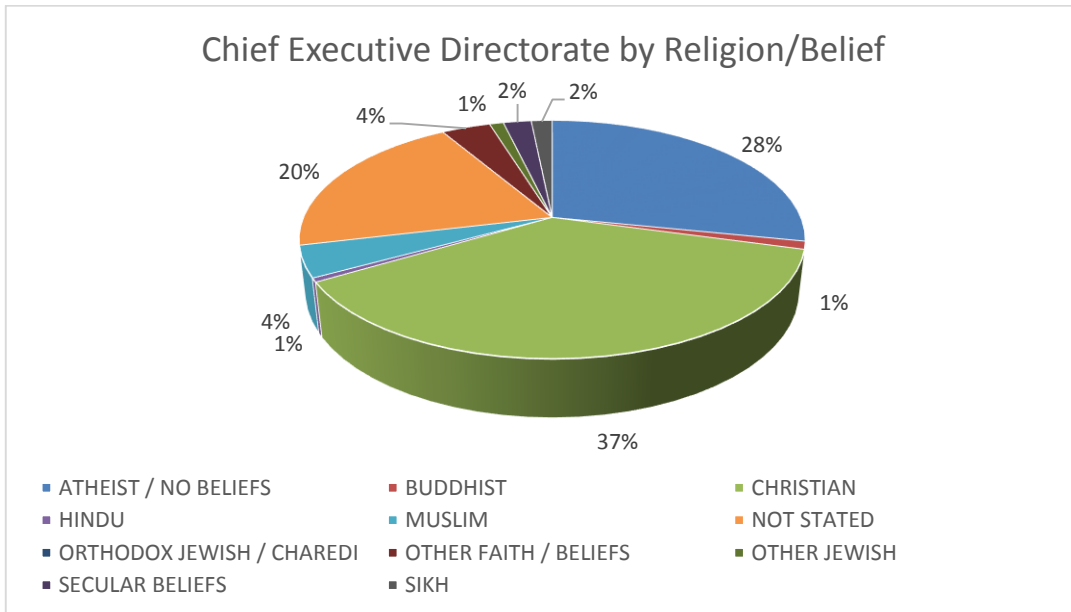
Housing Directorate by Ethnicity



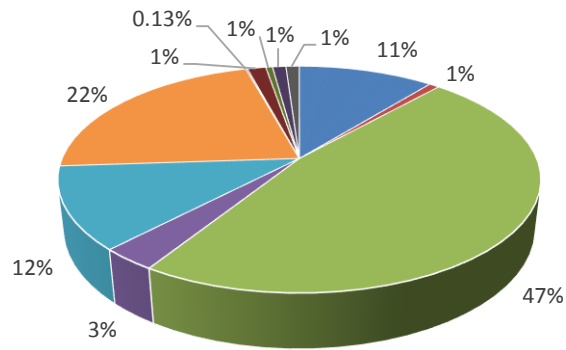


Ethnicity by directorate in the main mirrors the council demographic again enabling the council to deliver a targeted service to the community. The council has worked hard to ensure effective monitoring processes are in place; the result of this can be seen in the low non stated category across all directorates.

Religion/Belief

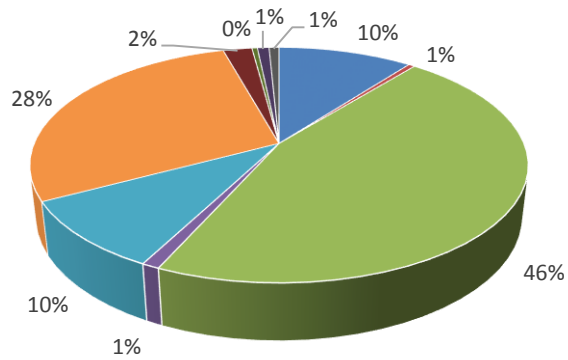


Finance & Resources Directorate by Religion/Belief

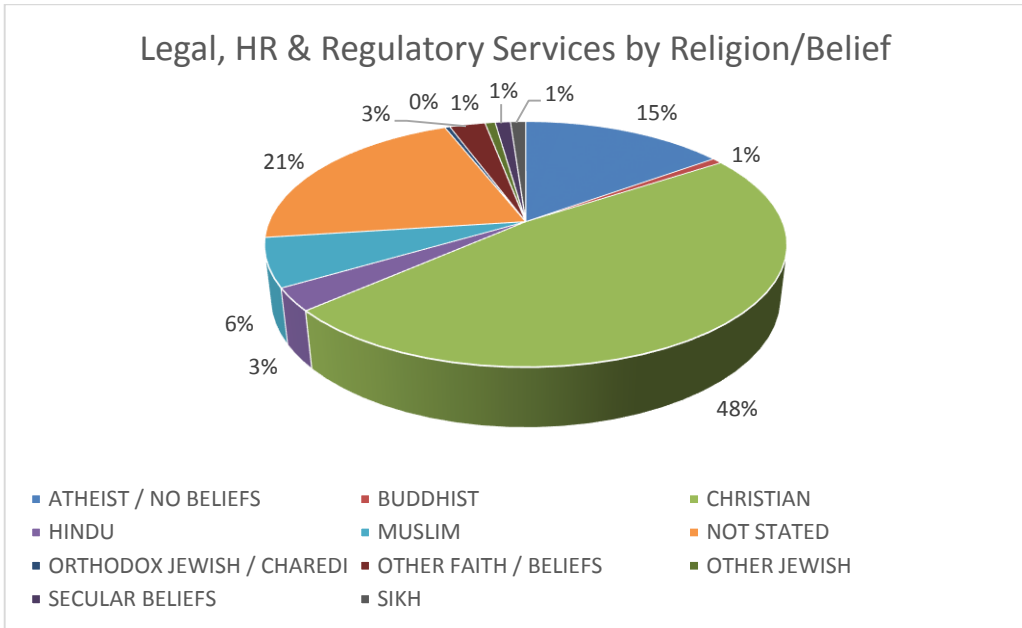
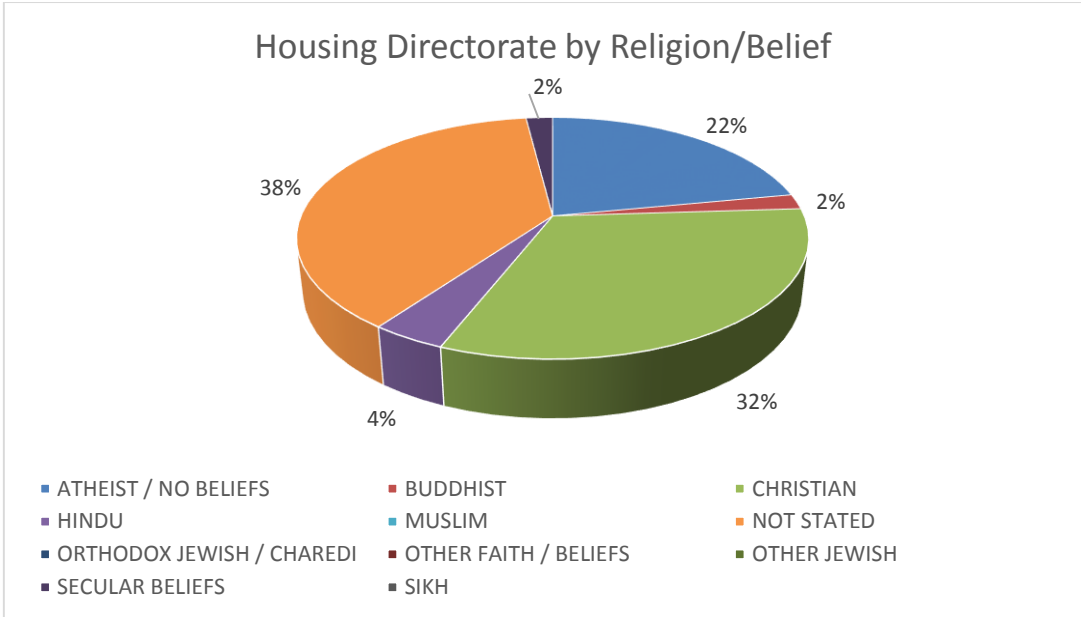


- ATHEIST / NO BELIEFS
- BUDDHIST
- CHRISTIAN
- HINDU
- MUSLIM
- NOT STATED
- ORTHODOX JEWISH / CHAREDI
- OTHER FAITH / BELIEFS
- OTHER JEWISH
- SECULAR BELIEFS
- SIKH

Health & Community Services by Religion/Belief

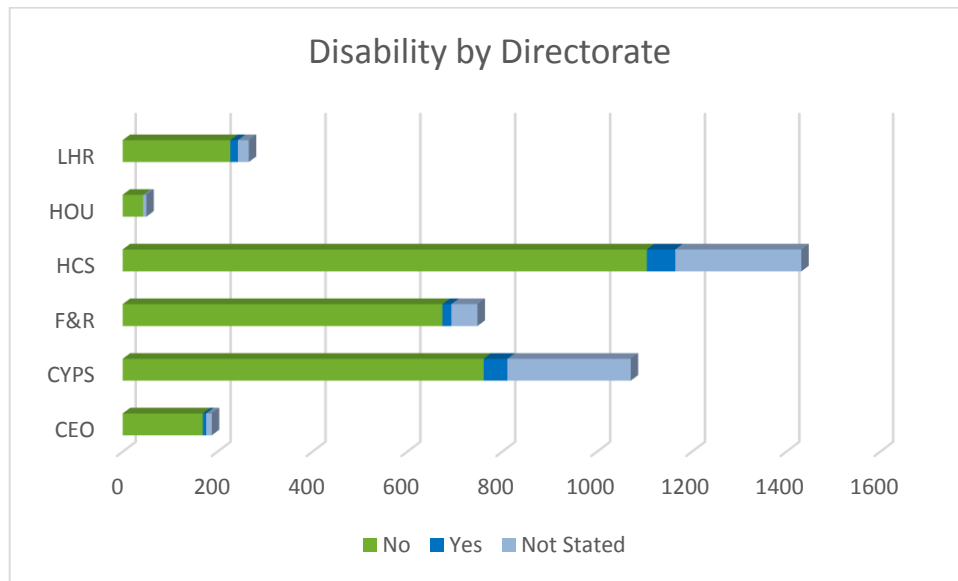


- ATHEIST / NO BELIEFS
- BUDDHIST
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- MUSLIM
- NOT STATED
- ORTHODOX JEWISH / CHAREDI
- OTHER FAITH / BELIEFS
- OTHER JEWISH
- SECULAR BELIEFS
- SIKH



The religion/belief profile is generally consistent with both the council wide and borough profile; with the exception of the Charedi (Orthodox Jewish) category. In 2014-15 the council received 5 applications from people identifying in this category. The Council received a total of 9,921 applications during this period.

Disability

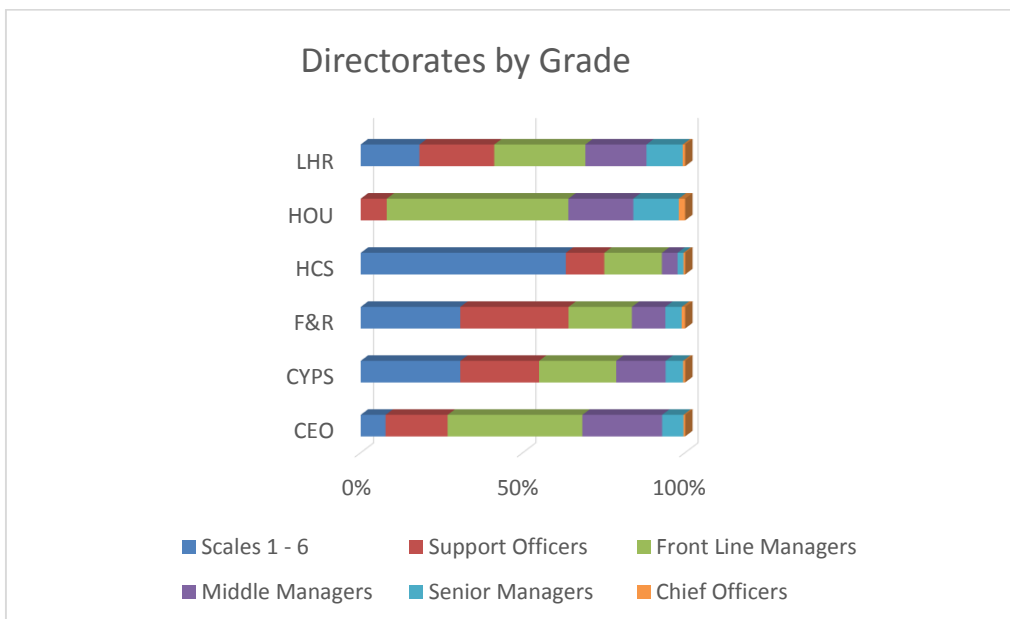
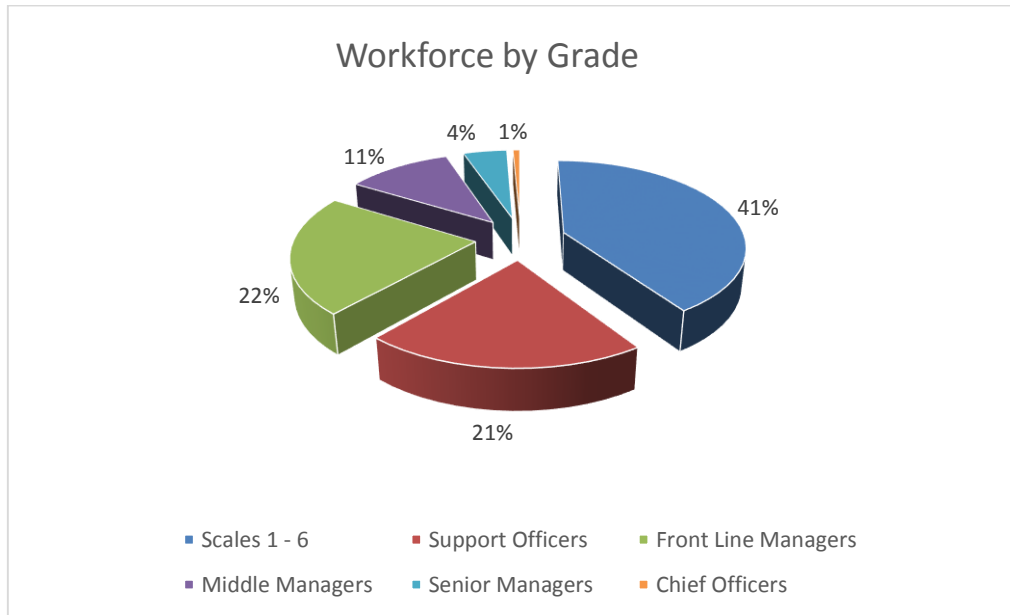


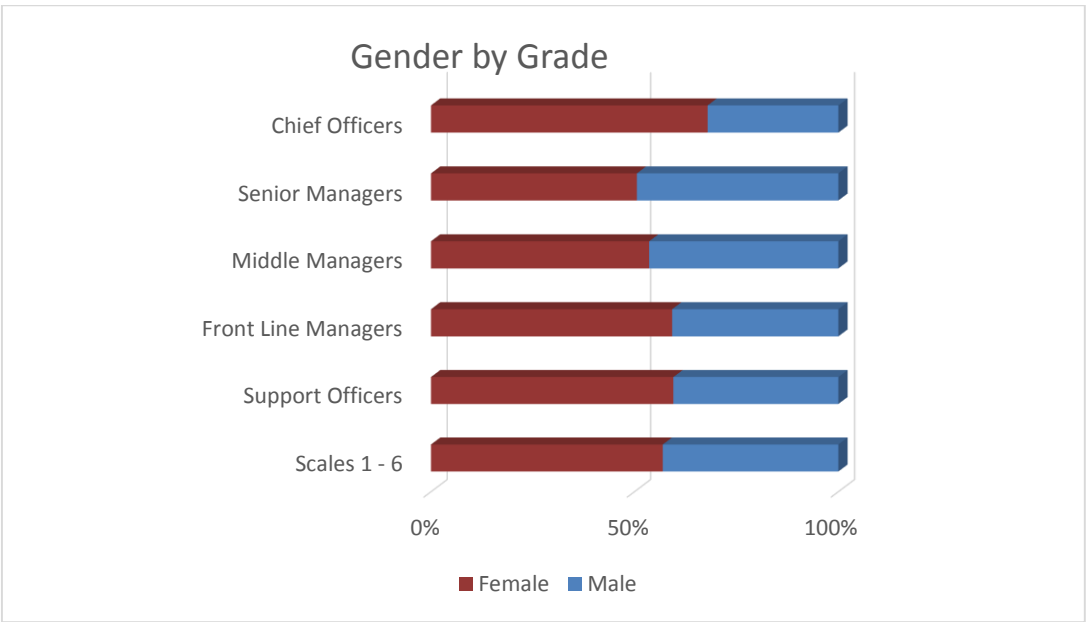
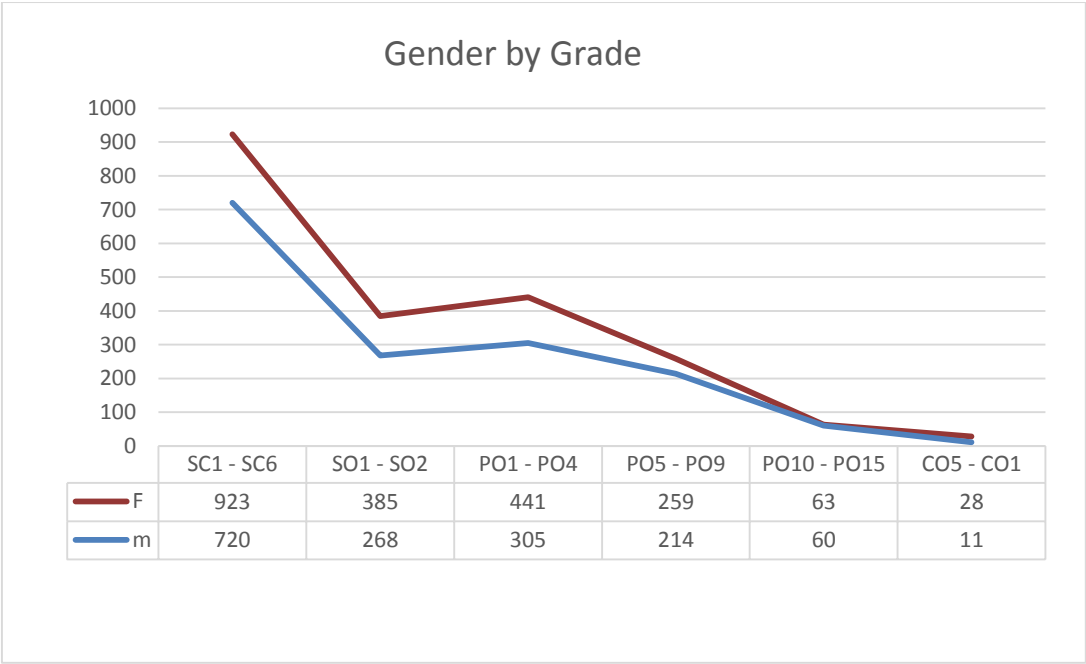
Recording in this area is sensitive especially in relation to hidden disability. This could explain the higher not stated rate which has risen by 1% since 2013-14. The council is committed to the confidentiality of people's information and the need to monitor. It will continue to work with staff to communicate this and give a clearer picture on disability in the workforce.

Sexual Orientation

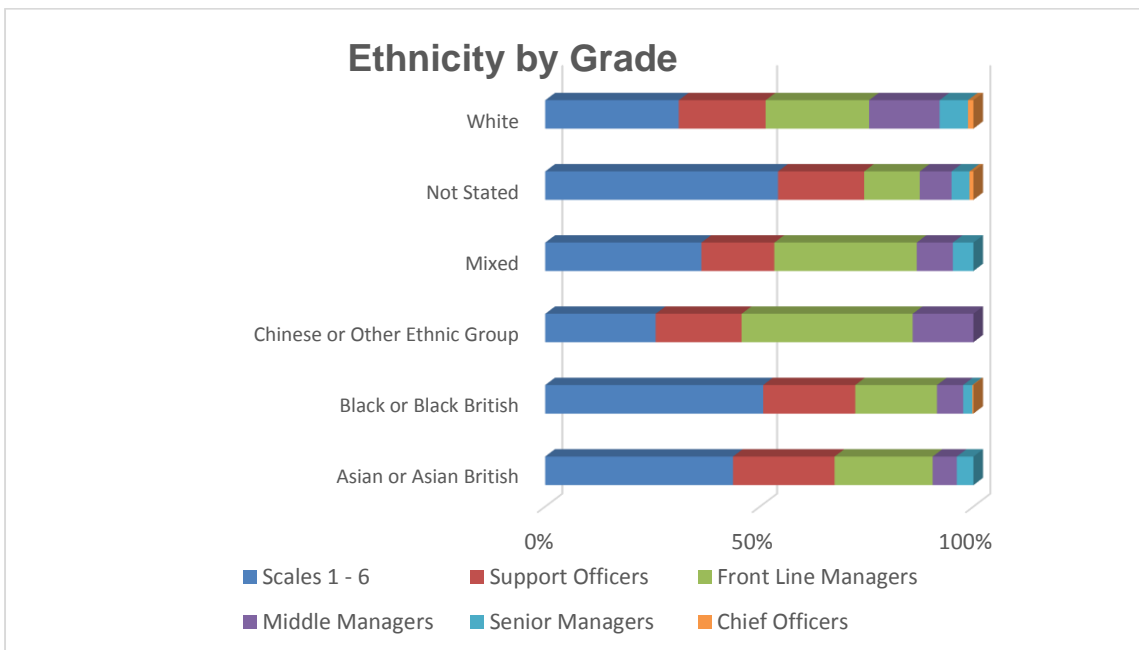
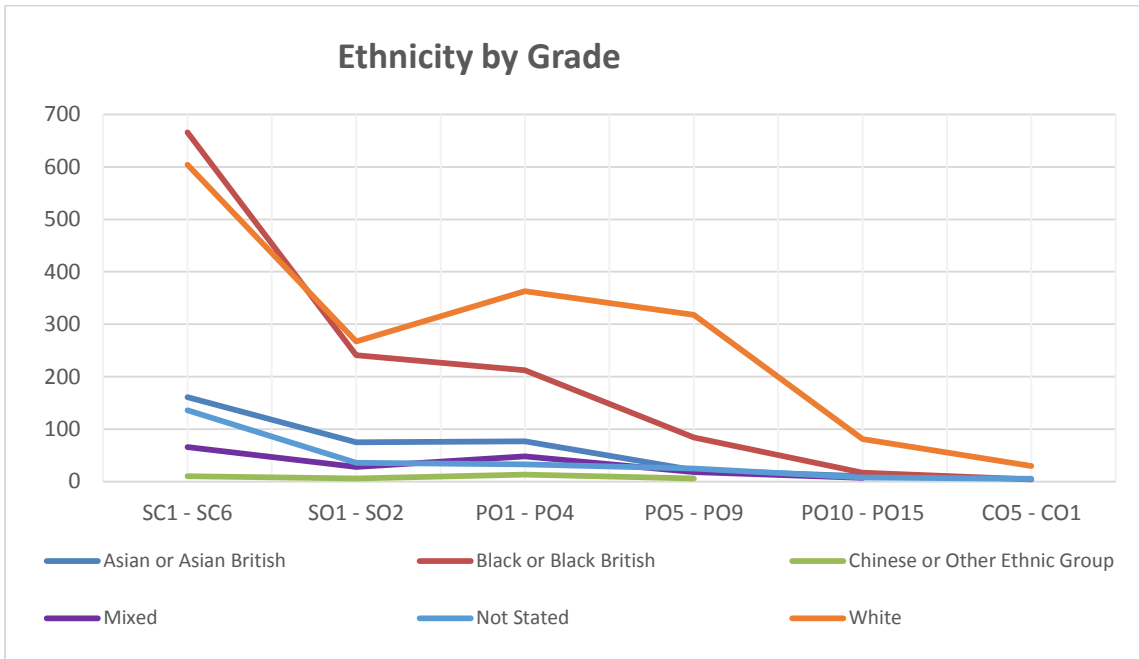
Due to the low numbers it is not appropriate to publish by directorate.

Grade and Pay

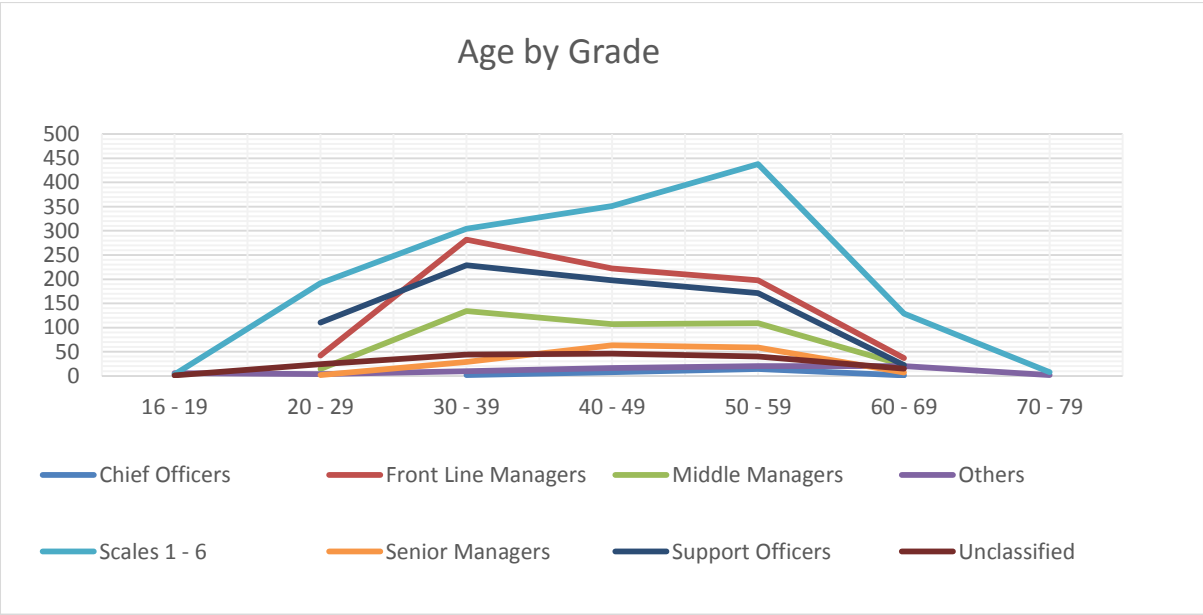
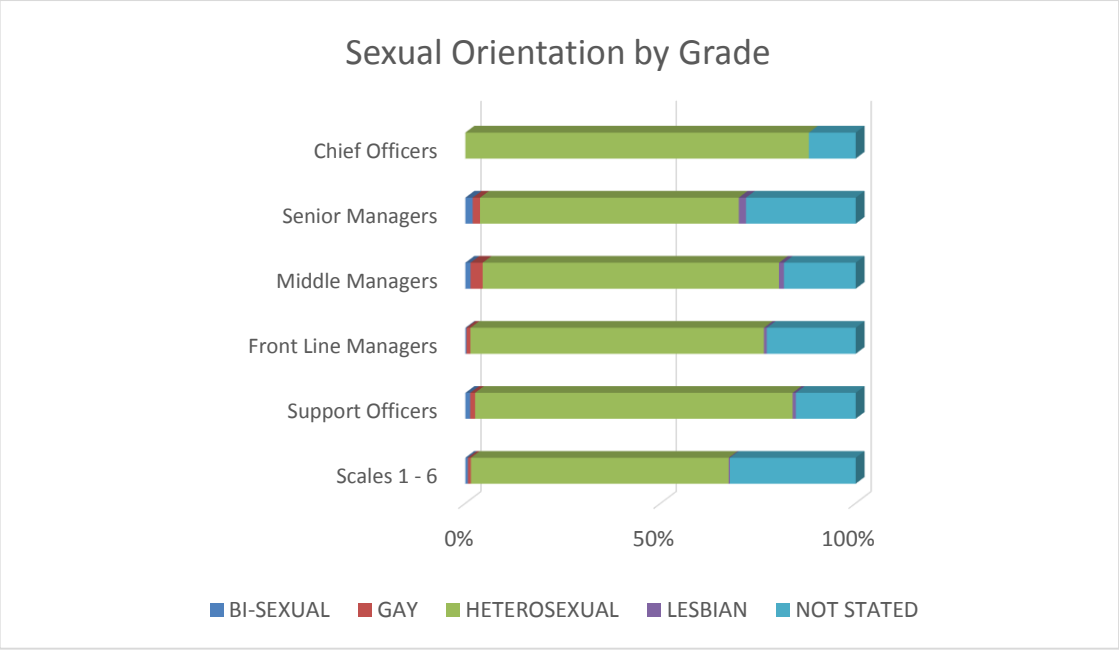


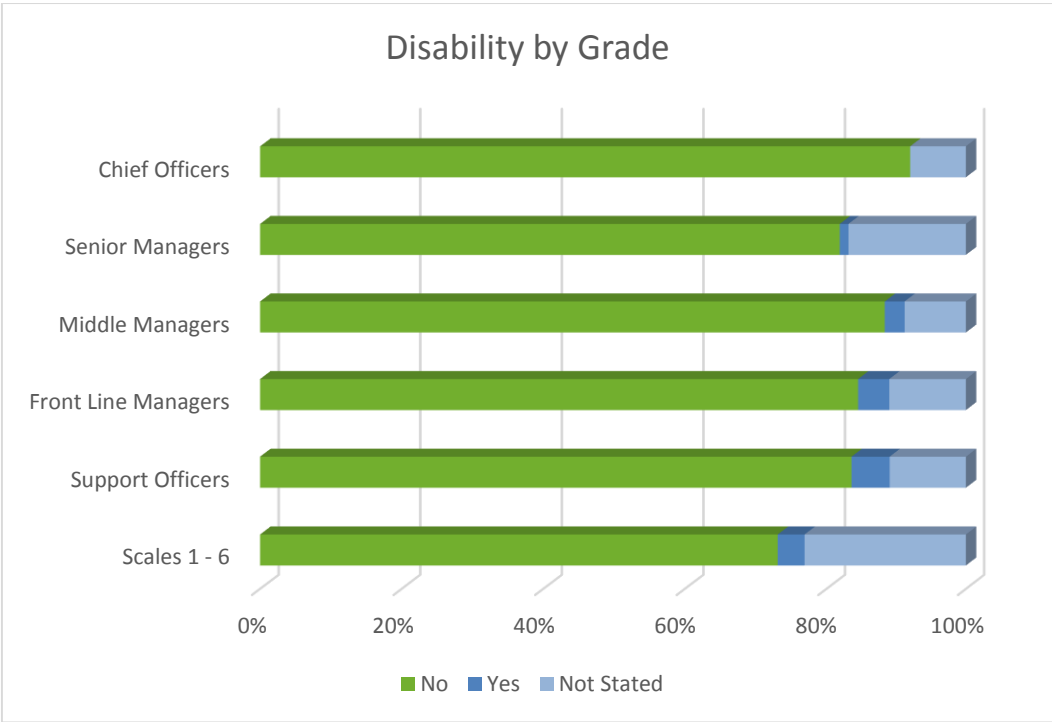
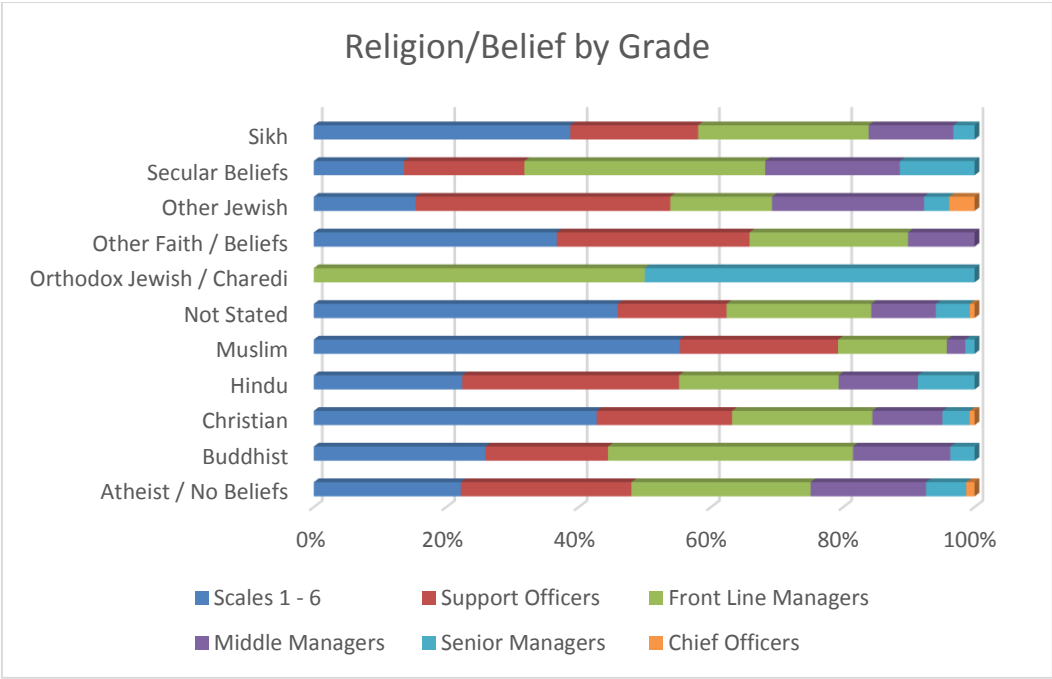


There is a reflection in the gender profile across all grades of both the borough and council profile.



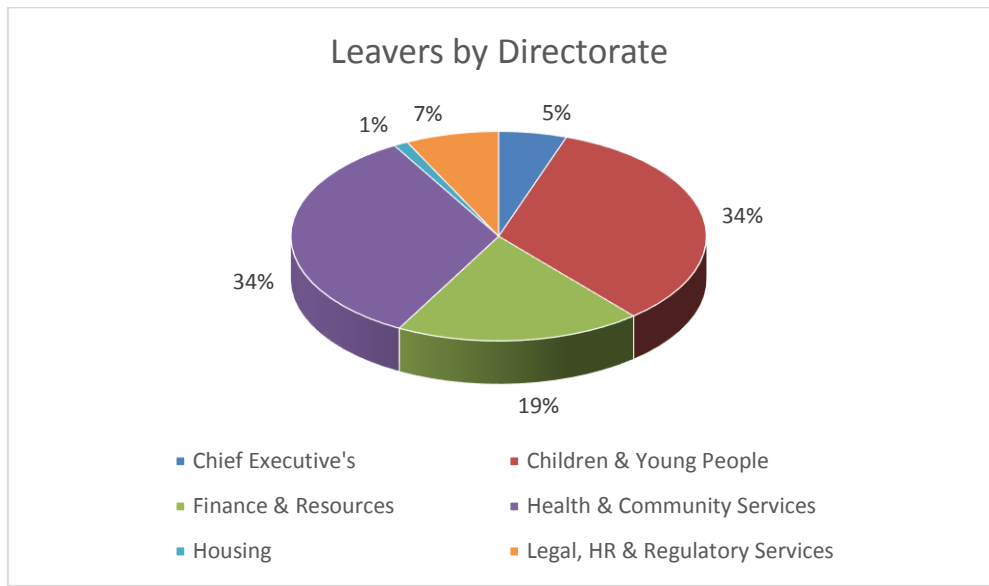
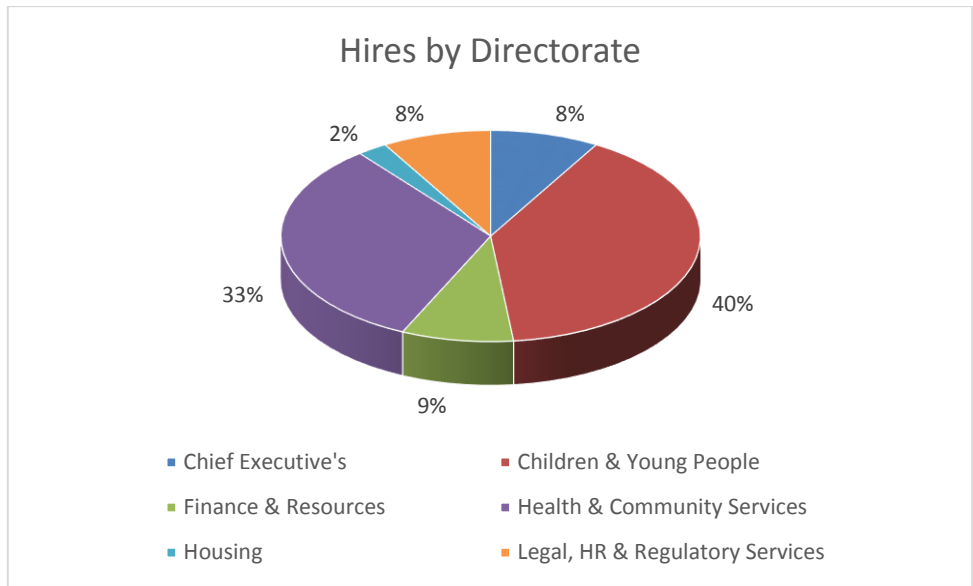
Generally, the representation of BME employees reduces at higher grades. The proportion of BME at CO1 – CO5 increases over the previous grade.



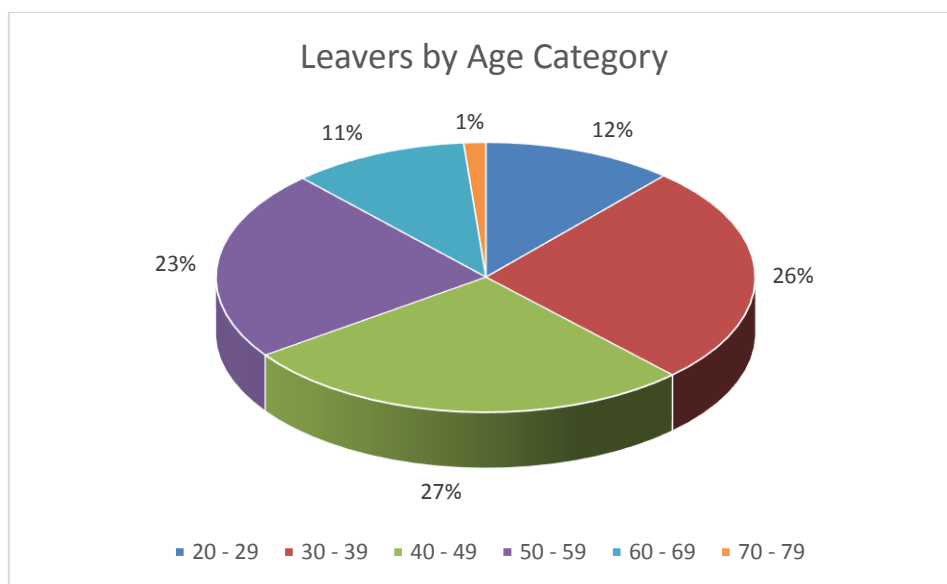
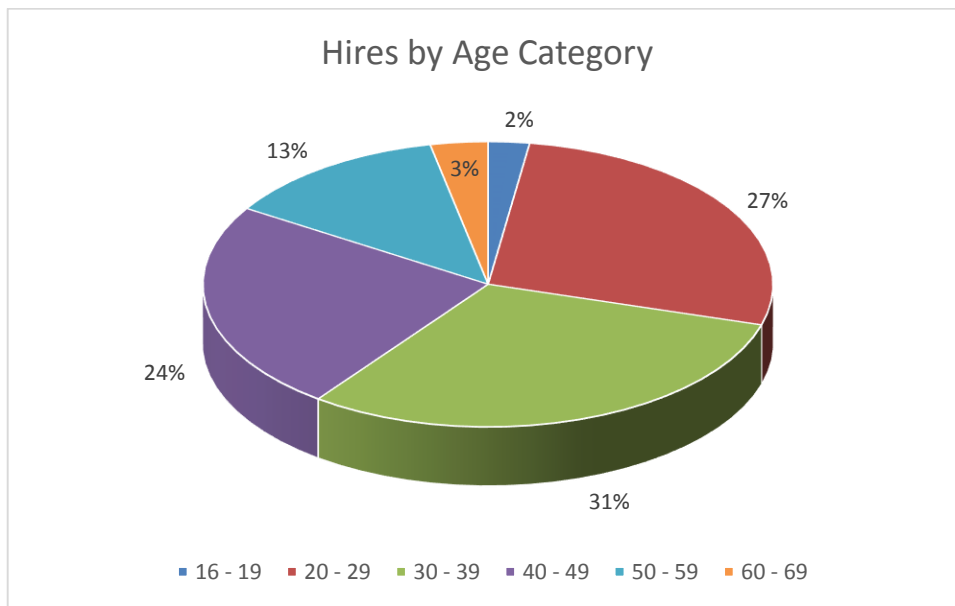


Recruitment and Retention

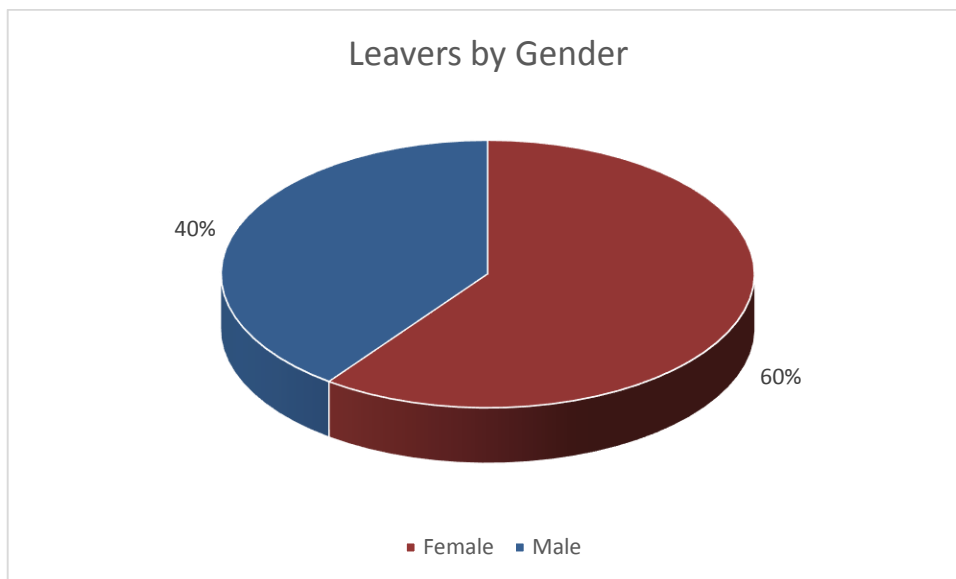
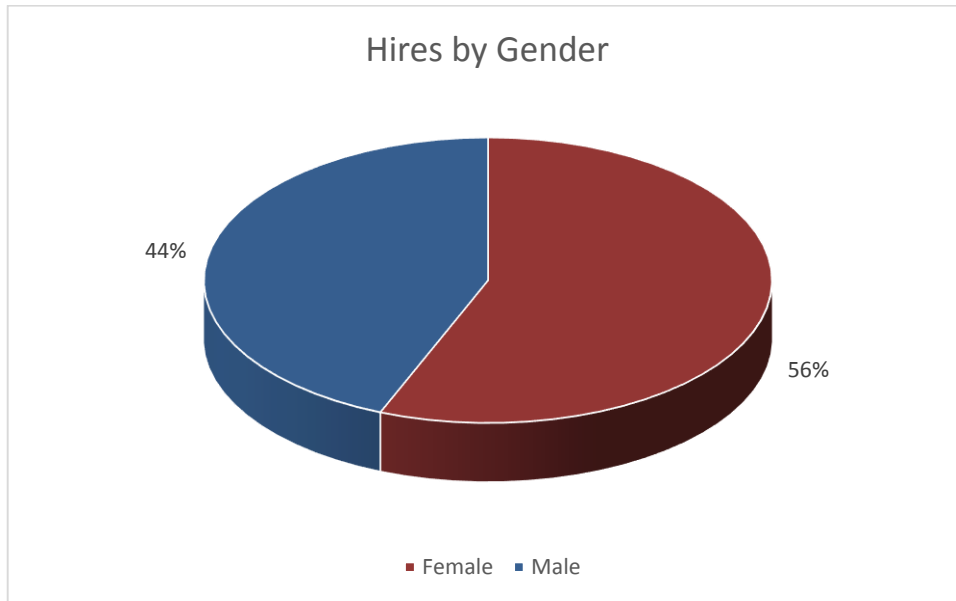
Starters and Leavers



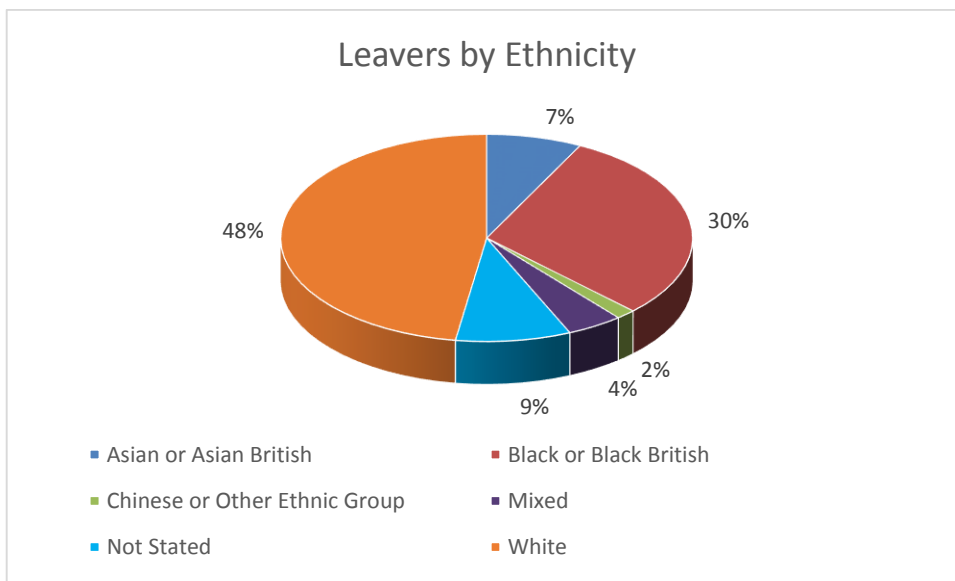
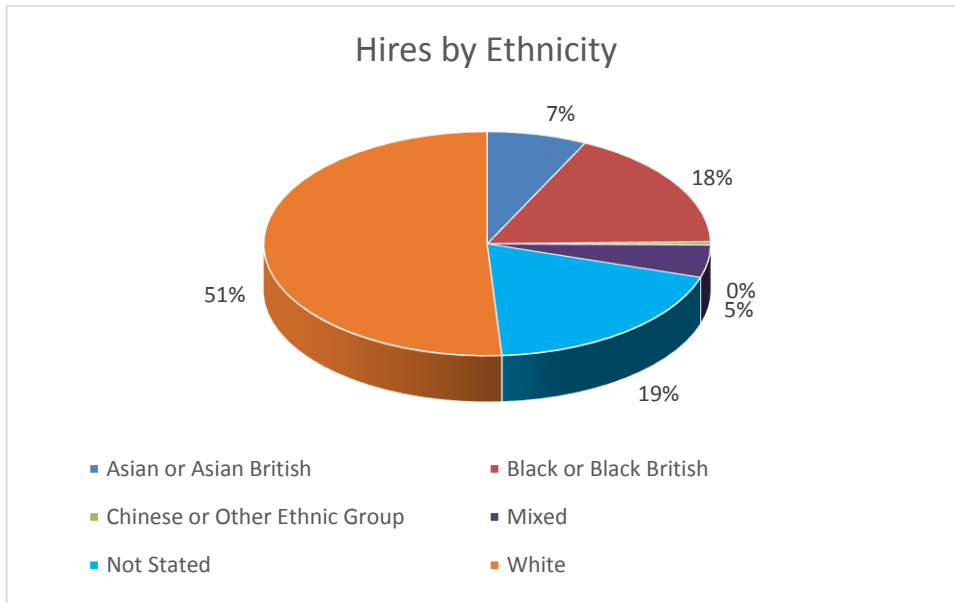
Age



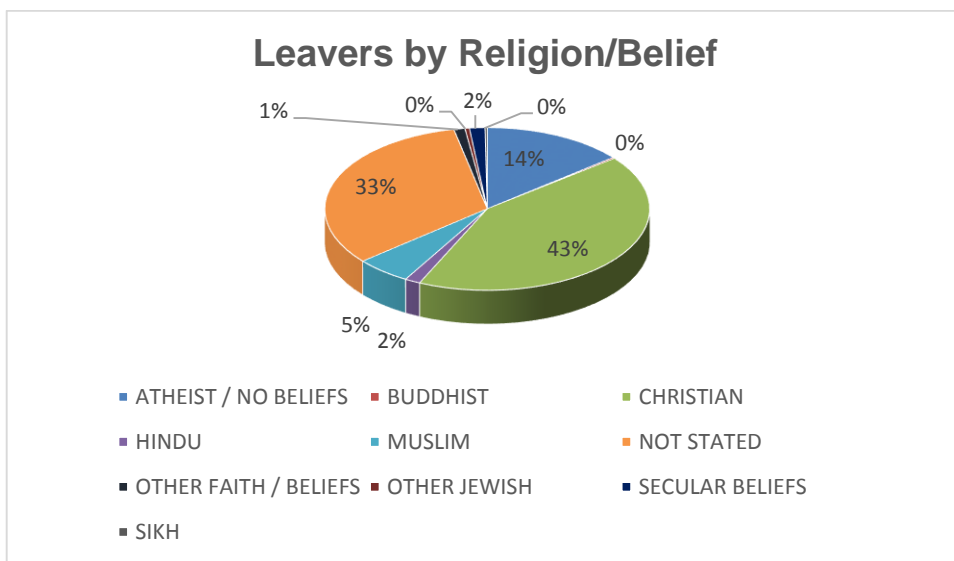
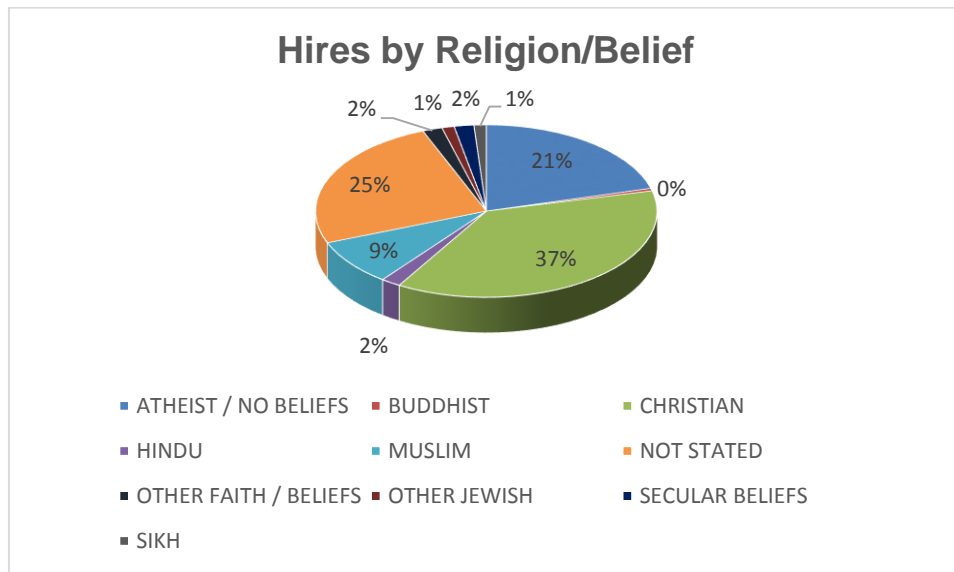
Gender



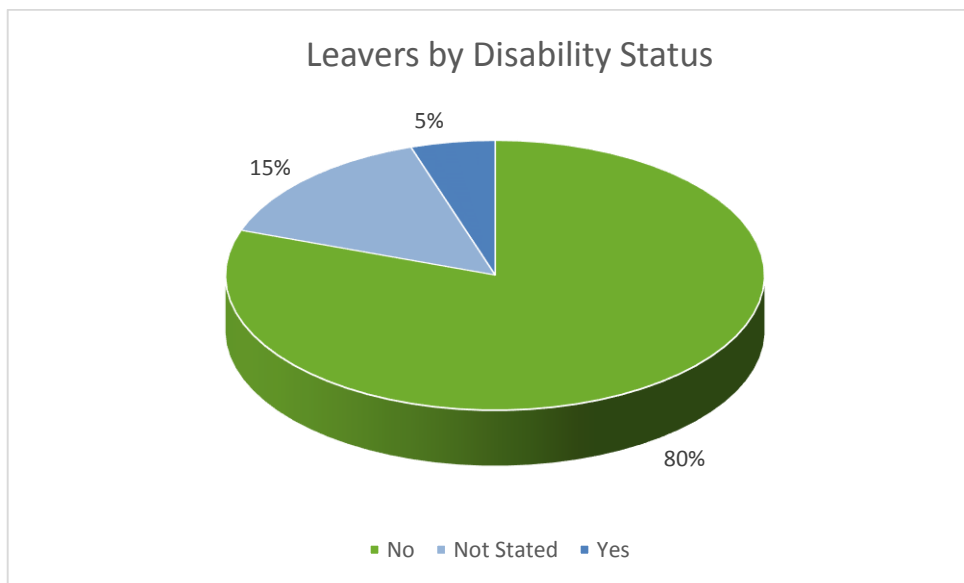
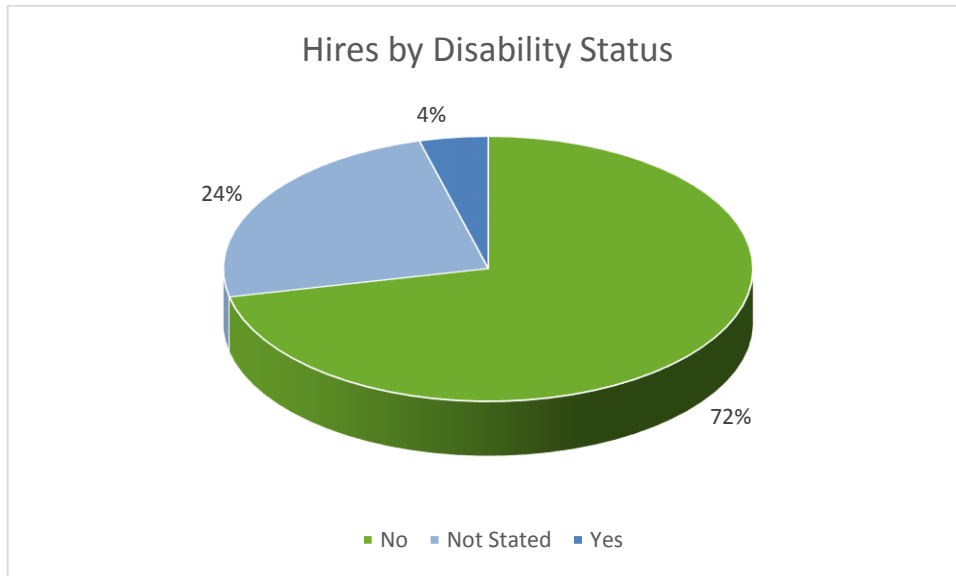
Ethnicity



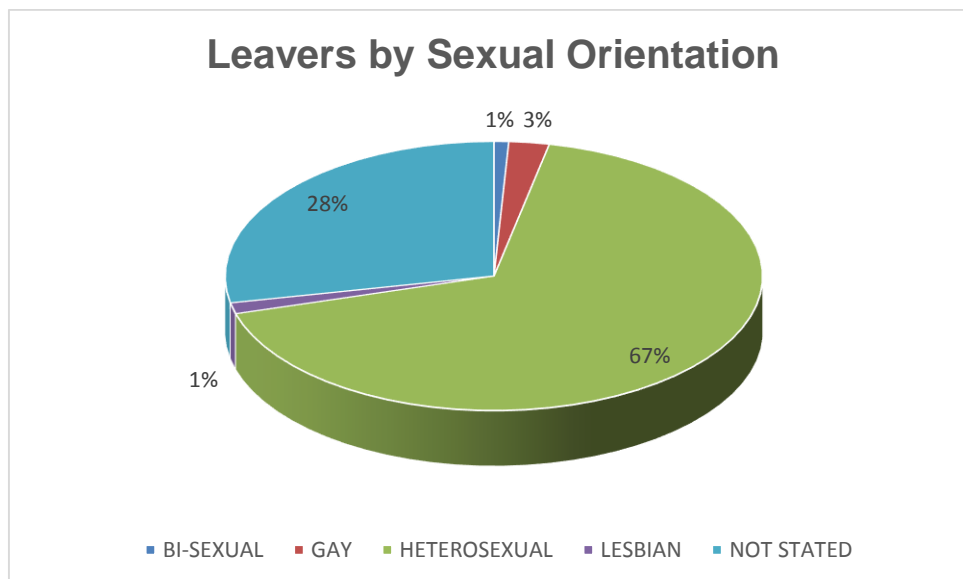
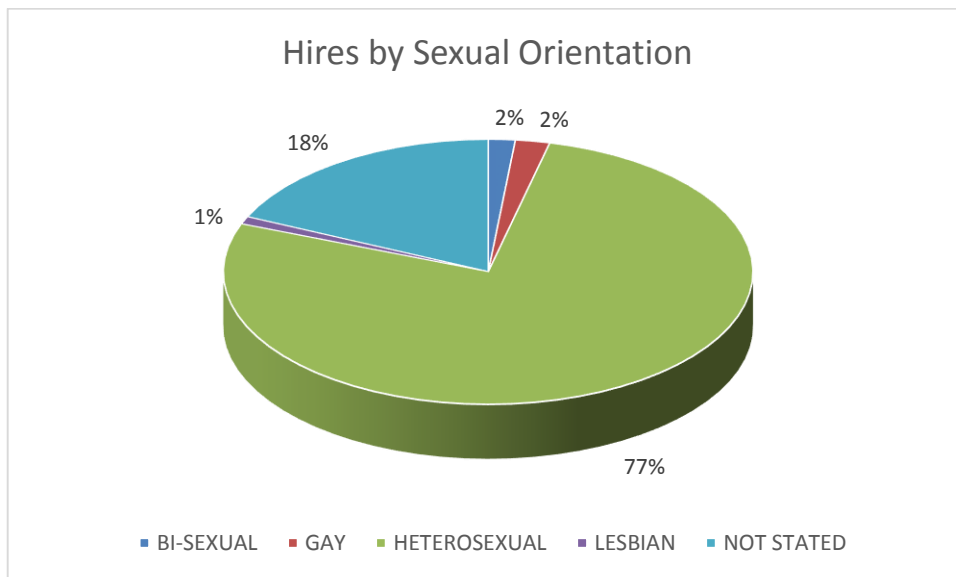
Religion/Belief Groups



Disability



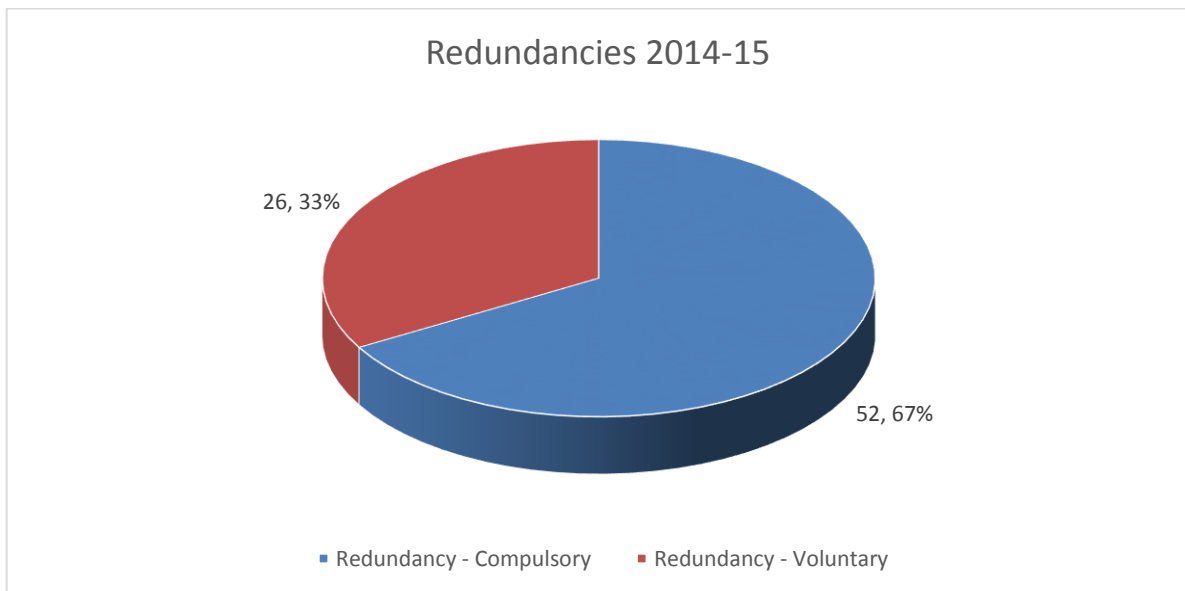
Sexual Orientation



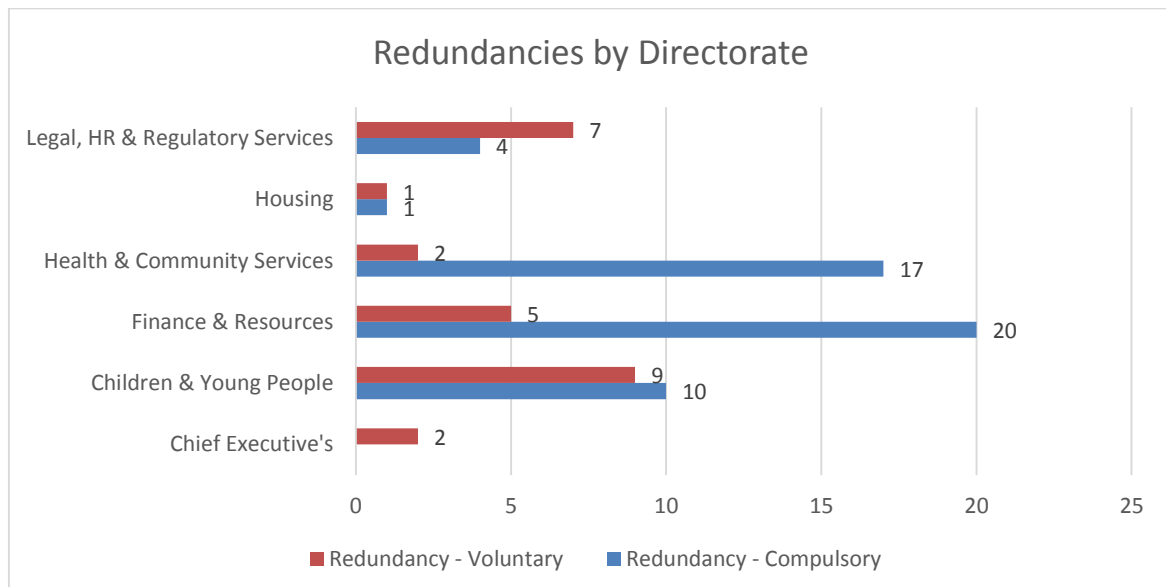
Redundancies

Council

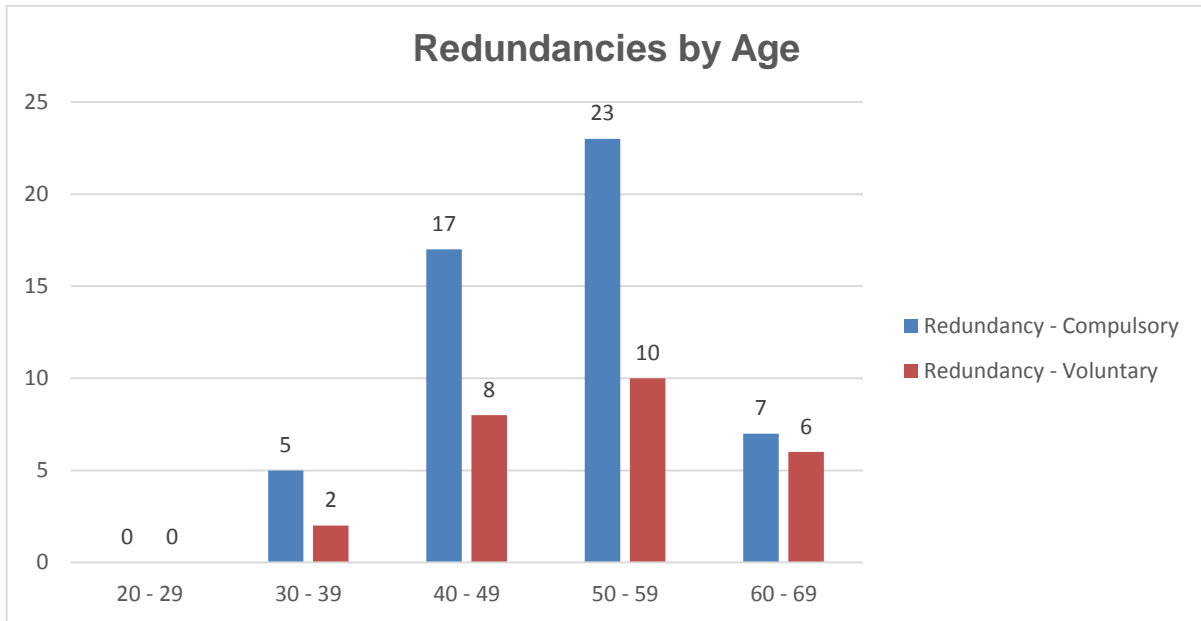
Redundancies have decreased since 2014-15 with 78 staff (2% of the workforce) leaving through this method, compared with 113 (3% of the workforce) staff in 2013-14.



Directorates

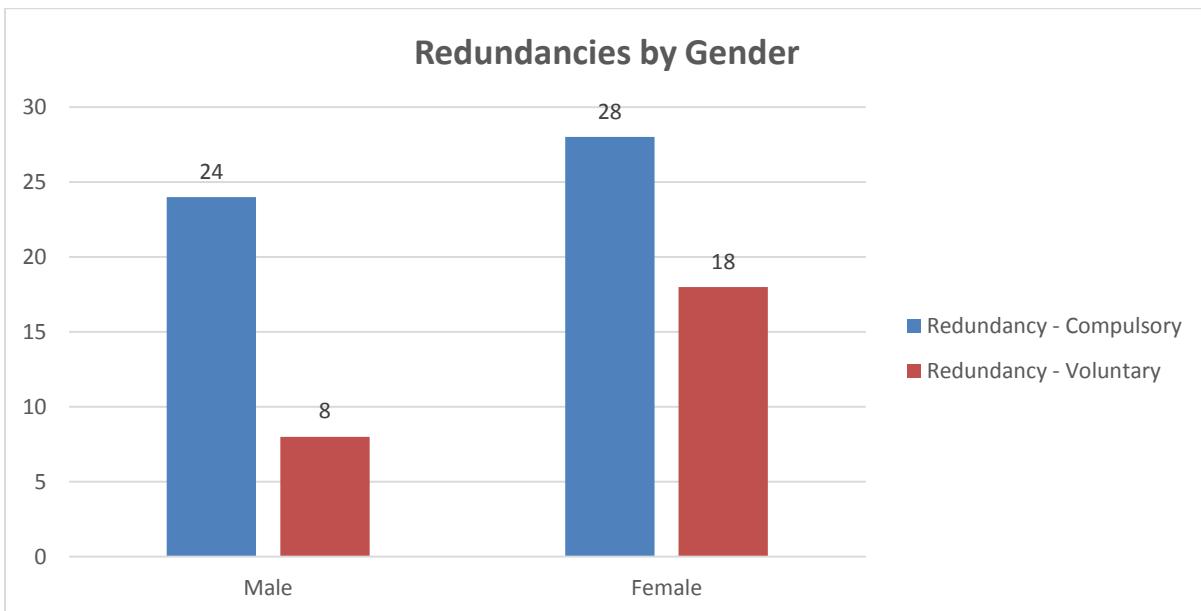


Age



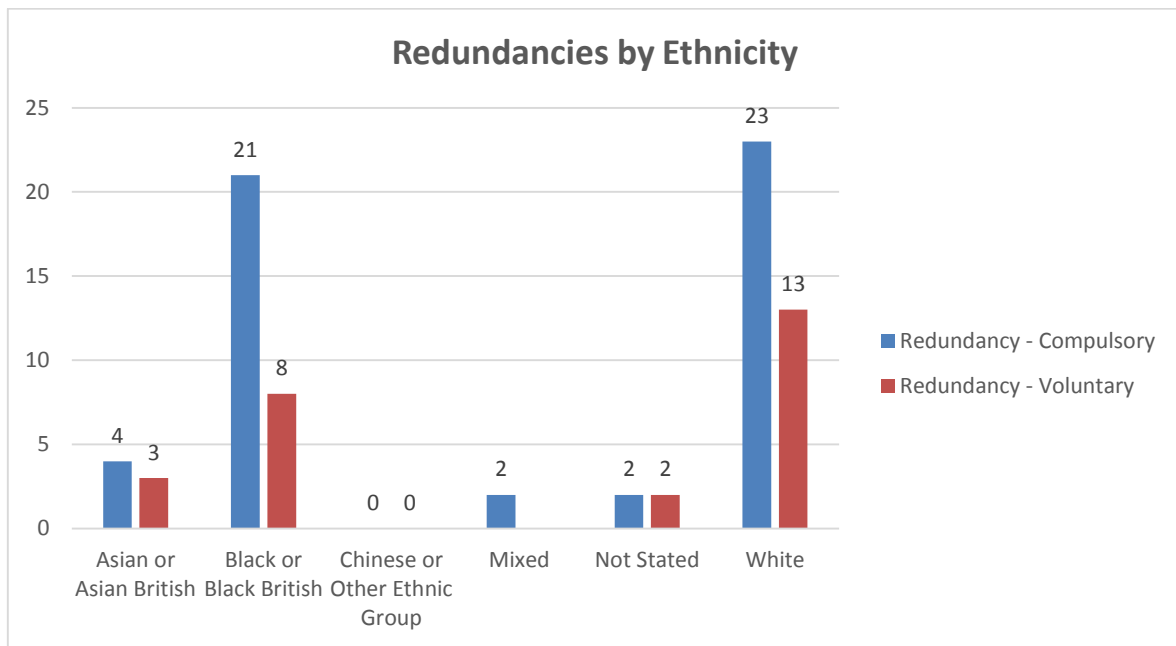
The highest proportion of voluntary redundancies were in the age categories 40+ with 50-59 being the overall highest. Redundancy/Early retirement packages are likely to be more attractive for these age groups.

Gender

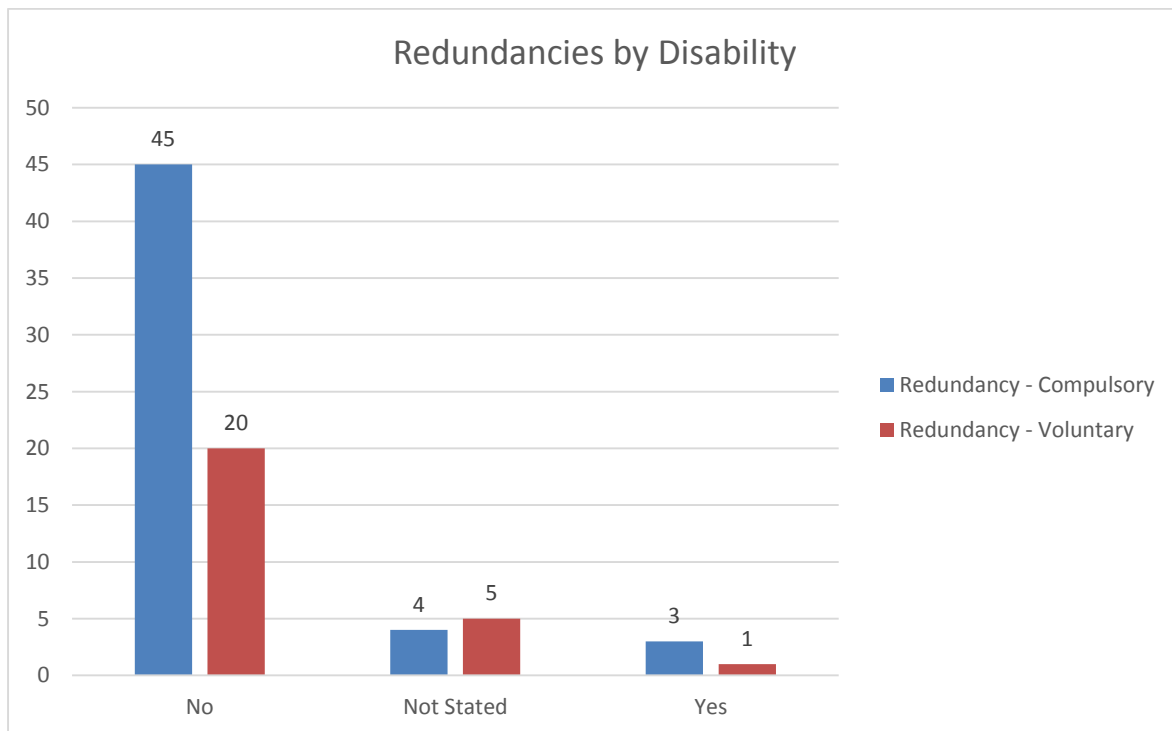


Redundancies by gender appear to be broadly reflective of the workforce. 59% of redundancies were female, and women make up 58% of the workforce.

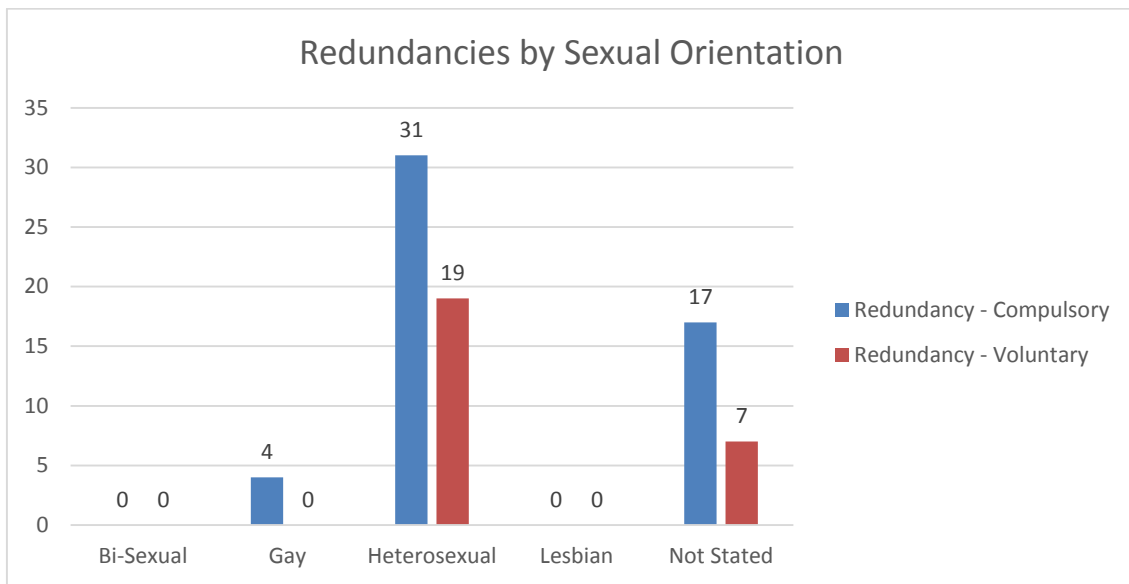
Ethnicity



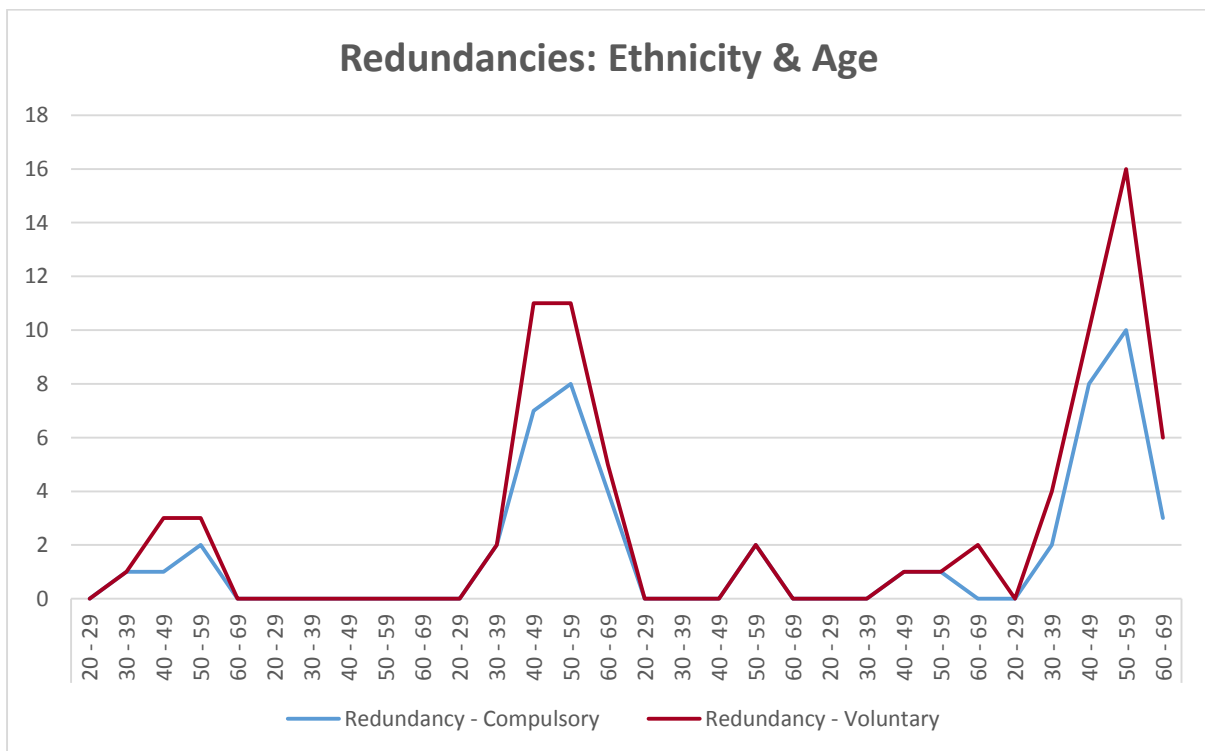
Disability



Sexual Orientation



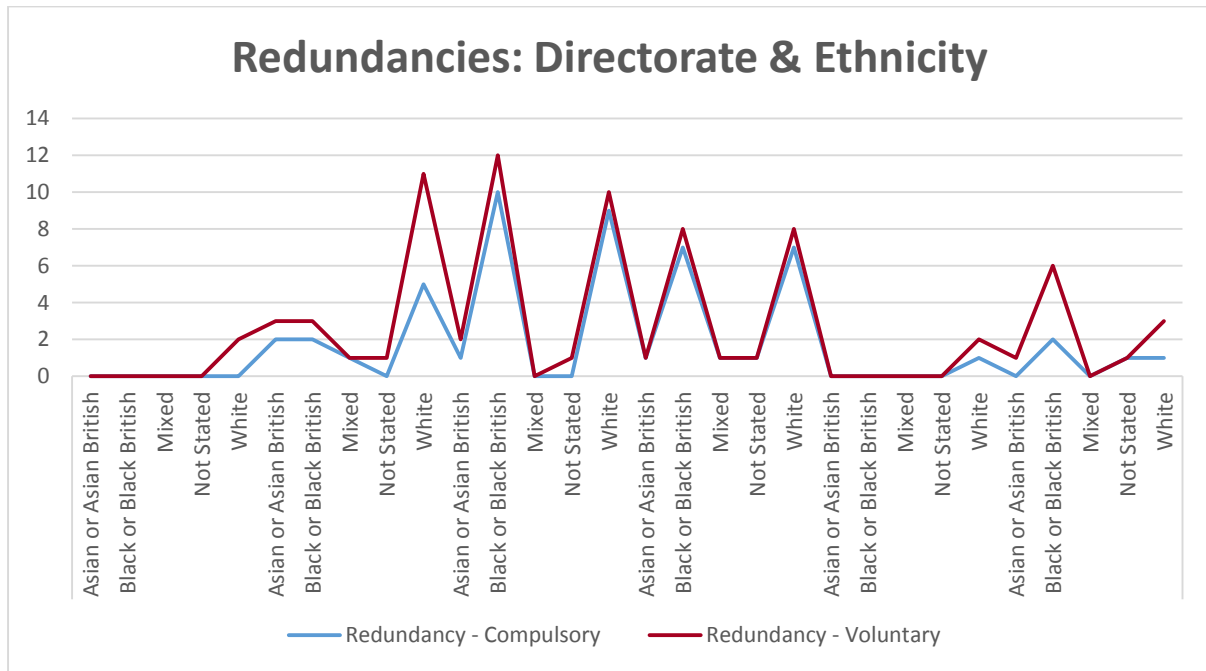
Ethnicity and Age



The ethnic groups White and Black/Black British comprise the largest part of the workforce and the largest number of redundancies. Within the voluntary redundancies the age categories 40+ are also the highest within these 2 groups.

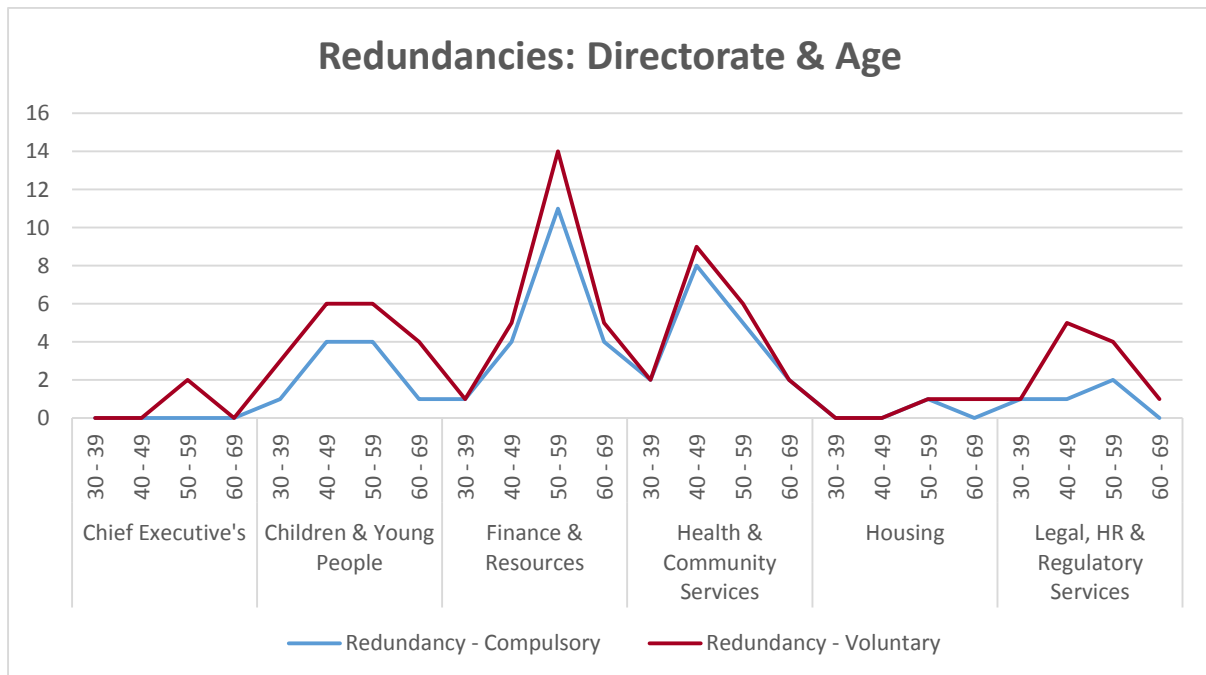
Directorate

By Ethnicity



A similar picture can be seen at directorate level to that shown at council level for ethnic groups and redundancies.

By Age



A similar picture can be seen at directorate level to that shown at council level for age groups and redundancies.