



EAST RIDING

OF YORKSHIRE COUNCIL

Equalities Workforce Information Report

2016 - 2017

Organisation Redesign
Corporate Strategy & Commissioning
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

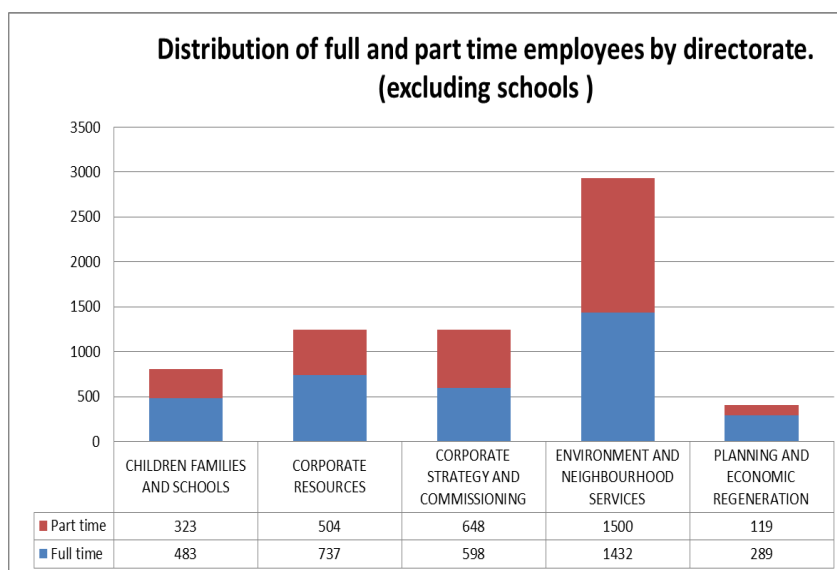
1.2 The source data for most of the information in this report was extracted from the Council’s Pay- Personnel system (iTrent) and relates to data held on 31 March 2017 and is excluding schools. Where data is provided voluntarily by staff the information shown below is the information that is known.

2. Types of contract

2.1 All data in relation to posts and whole time equivalents (WTE) relates to posts occupied on 31st March 2017.

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

Figure 1

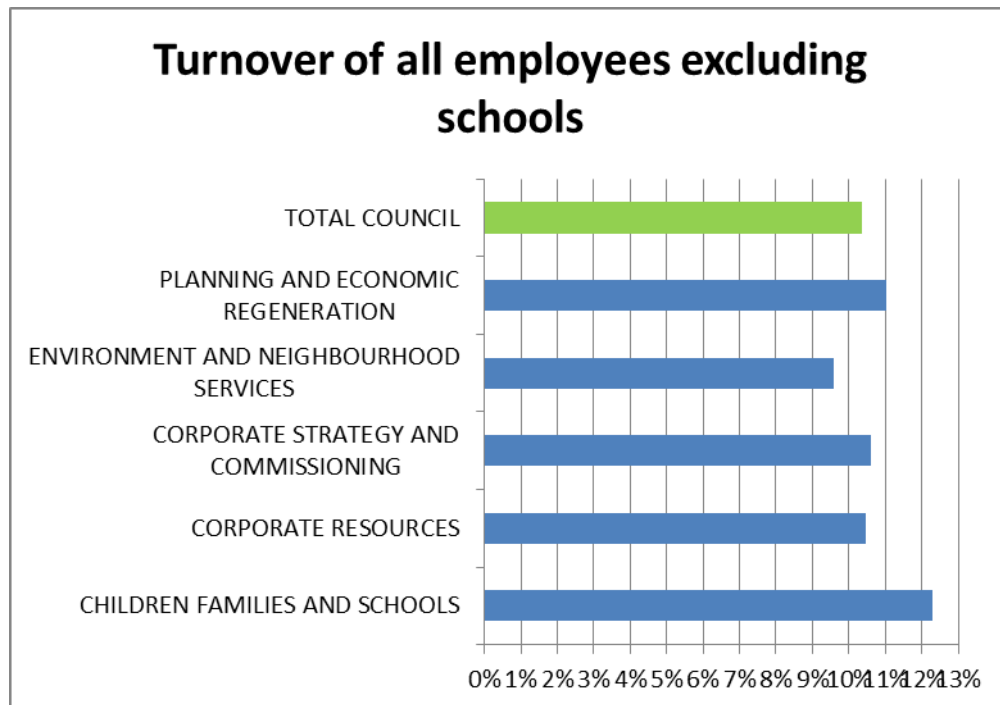


2.3 59.0% of women work part time and 24.4% of men. Overall this equates to 46.6% of employees working part time.

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.

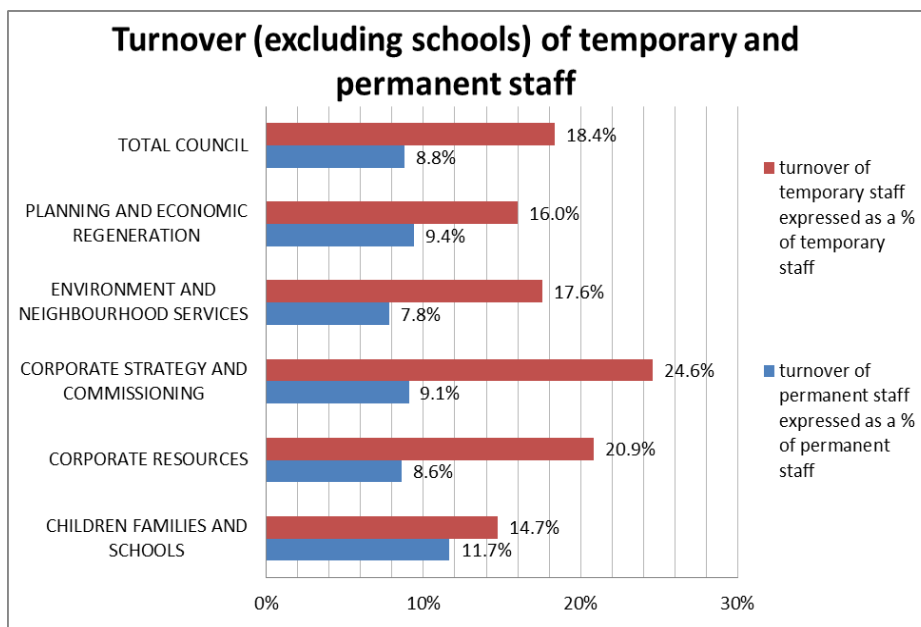
Figure 2



3.2 Turnover of staff who left the Authority during the period 1 April 2016 to 31 March 2017 is 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.

Figure 3



3.4 Turnover of employees on permanent contracts expressed as a percentage of permanent employees is 8.8%.

3.5 Turnover of temporary employees expressed as a percentage of temporary employees is 18.4%.

4. Reasons for leaving as recorded on iTrent

Retirement

4.1 Employees retiring from the Authority accounted for 17.8% of those leaving during the year.

4.2 98.0% of retirees were white British

4.3 61.0% of retirees were women.

4.4 Figure 4 shows the age group of people who retired:

Figure 4

Age group	%
Under 55	0.8%
55 to 59	21.1%
60 to 64	39.8%
65 to 69	35.0%
70 and over	3.3%

4.5 One retiree aged under 55 left on the grounds of ill health.

4.6 8.1% of people that retired had a disability.

Redundancy

4.7 52.9% of posts subject to redundancy were occupied by women which is less than the overall workforce profile (64.3%).

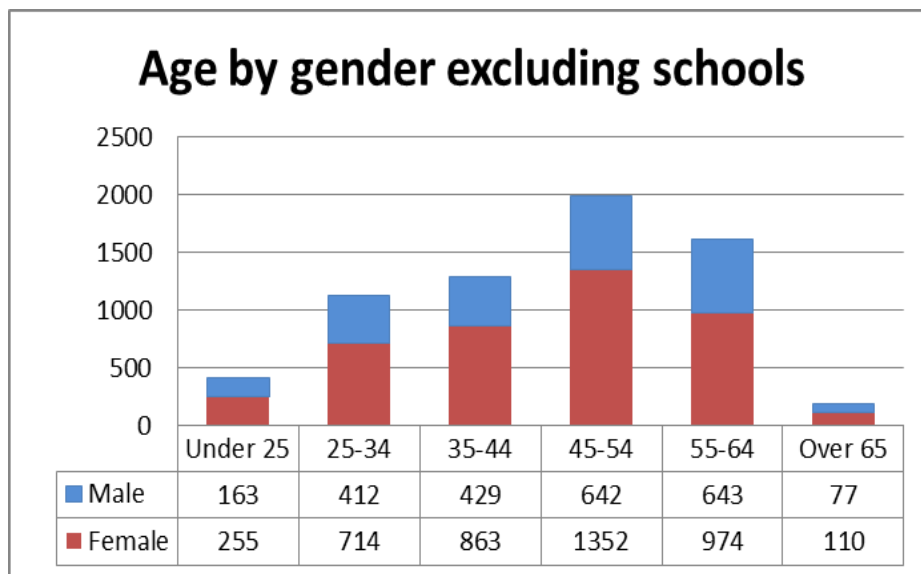
4.8 1.1% of all redundant posts were occupied by people whose ethnicity was non-white British.

4.9 No-one subject to redundancy had a disability.

5. Age

5.1 Figure 5 shows the percentage of employees by gender, in grouped age bands.

Figure 5



5.2 27.2 % of the workforce is over 55, including 2.8% who are over 65.

5.3 6.3% of the workforce is under 25.

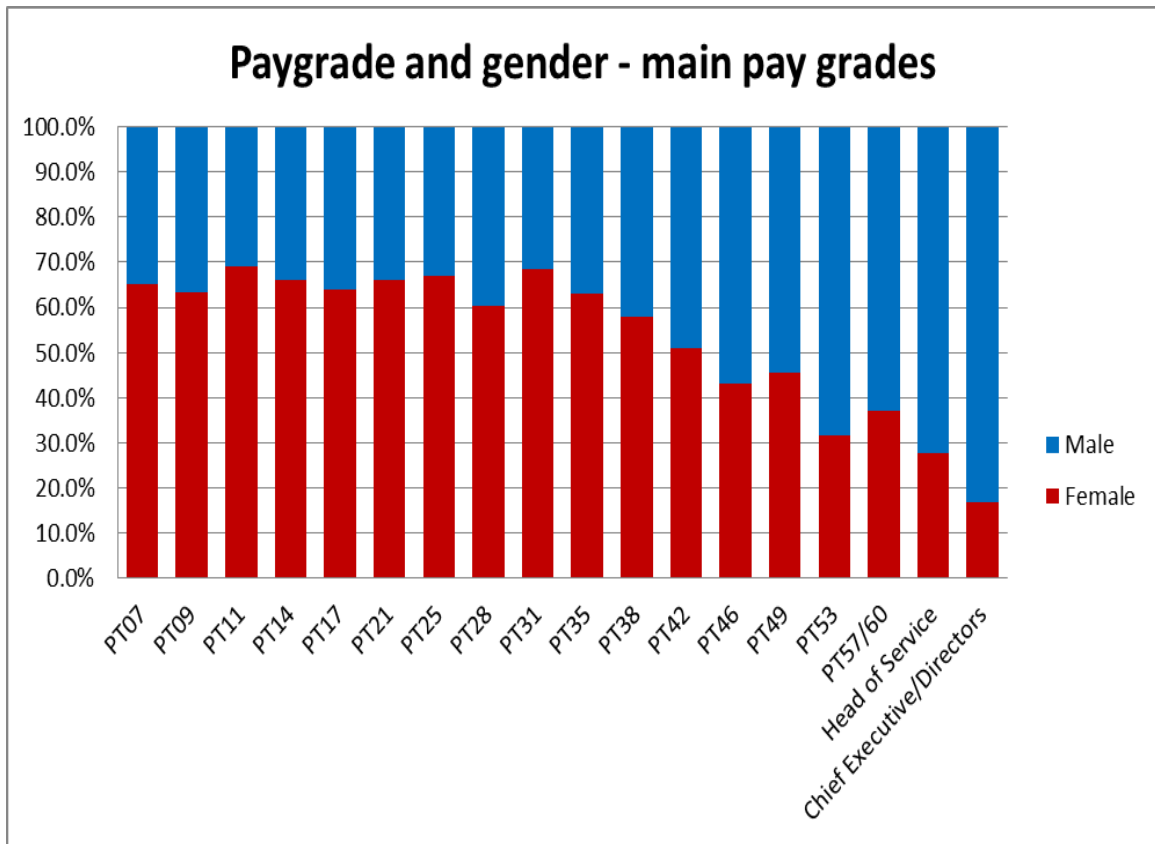
6. Gender

6.1 64% of the workforce is female.

7. Grading

7.1 Figure 6 shows the total number of employees by gender and spinal column point for 2016/17, for the main pay grades.

Figure 6

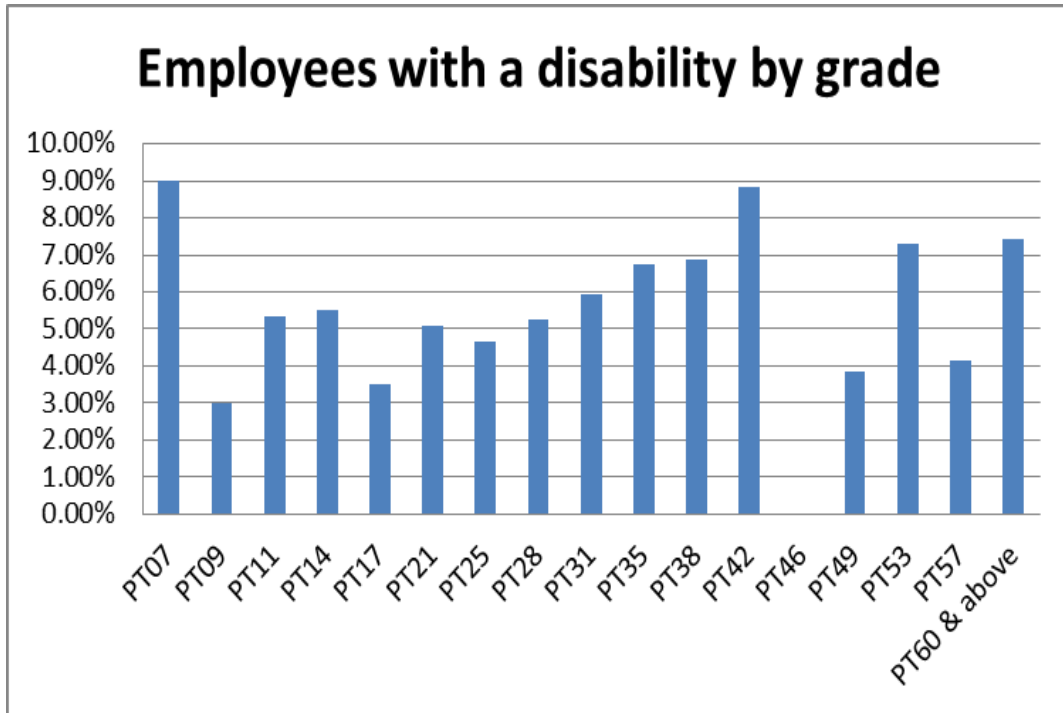


7.2 66.9% of those employed up to and including SCP 14, are women. This is higher than the whole workforce ratio which is 64.0% women.

7.3 39.3% of those employed from SCP 46 and above are women. This is lower than the whole workforce ratio.

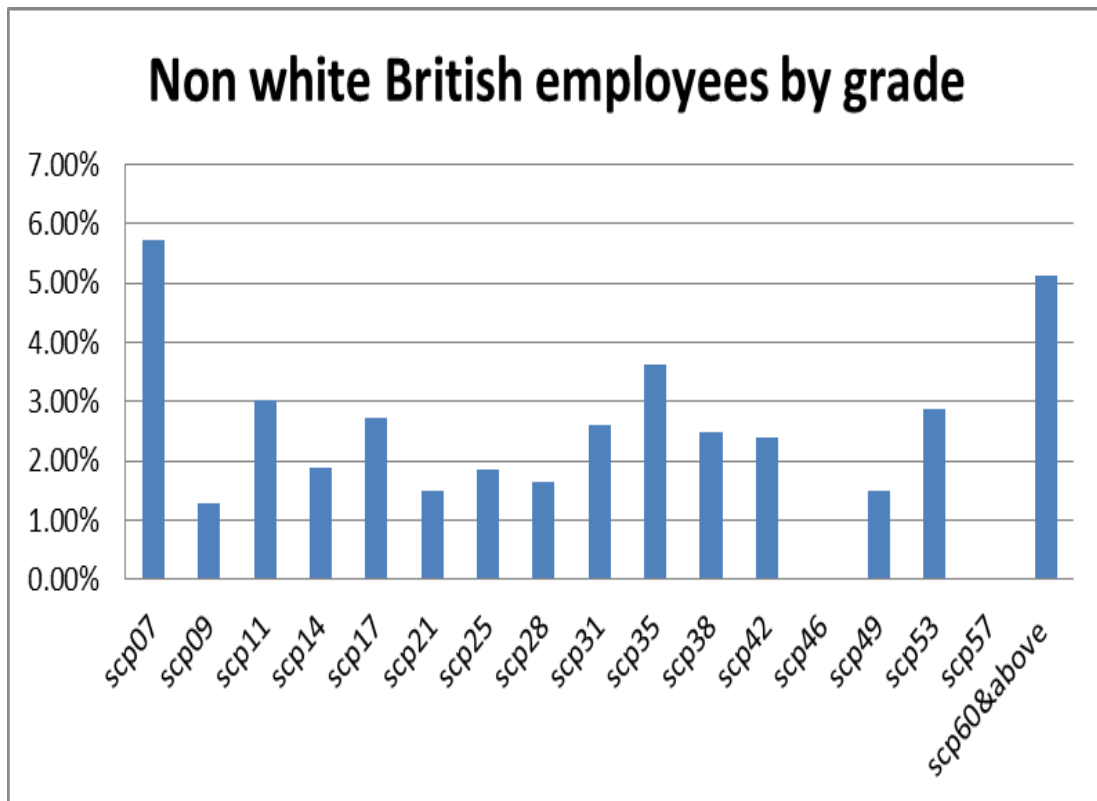
7.4 Figure 7 shows the percentage of people who have a disability for the main pay grades.

Figure 7



7.5 Figure 8 shows the distribution of non-white British employees by grade.

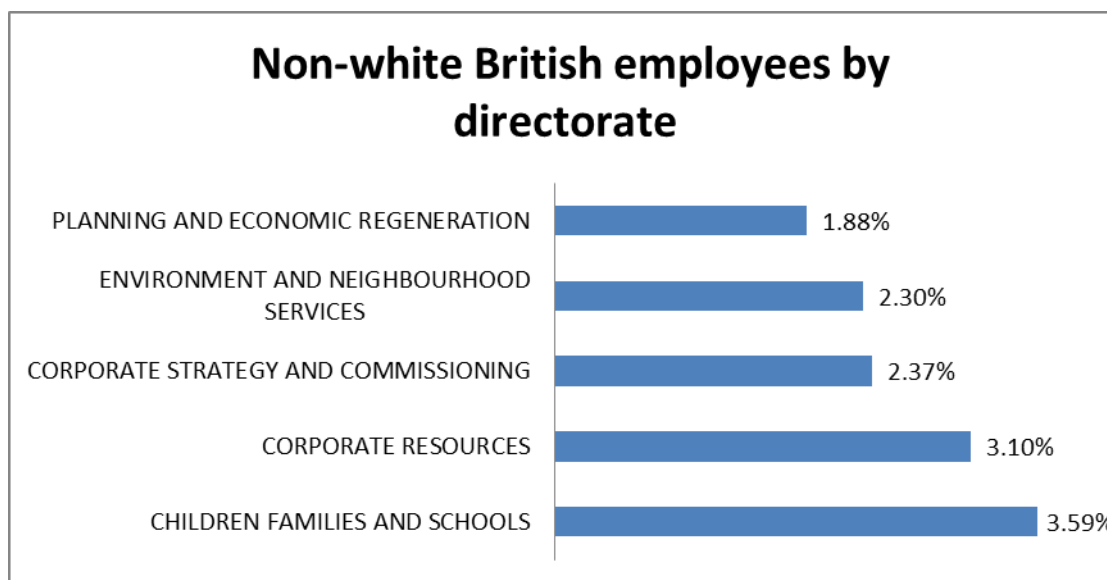
Figure 8



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

Ethnicity (where known)	% of workforce
Asian/Asian British - Any other Asian background	0.3%
Asian/Asian British - Chinese	0.1%
Asian/Asian British - Indian	0.1%
Black/African/Caribbean/Black British - African	0.1%
Mixed/multiple ethnic groups – Any other black Mixed/multiple ethnic background	0.2%
Mixed/multiple ethnic groups - White and Asian	0.1%
Mixed/multiple ethnic groups - White and Black African	0.1%
Mixed/multiple ethnic groups - White and Black Caribbean	0.1%
Other ethnic group - Any other ethnic group	0.1%
White - Any other White background	1.1%
White - English/Welsh/Scottish/Northern Irish/British	97.4%
White - Irish	0.2%

8.3 Overall, 2.6% 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 Figures obtained from iTrent indicate that 5.4% 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 11 shows sexual orientation of the workforce.

Figure 11

Bisexual	0.3%
Gay man	1.6%
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 12 shows religion of the workforce.

Figure 12

Agnostic	10.3%
Atheist	22.3%
Buddhist - Mahayana	0.5%
Christian - Orthodox	13.9%
Christian - Protestant	32.5%
Christian - Roman Catholic	12.0%
Other	8.3%
Sikhism	0.2%

12. Training Delivered

- 12.1 Of courses delivered, 31.8% were attended by men and 68.2% by women. The workforce overall is 35.7% men and 64.3% women.

12.2 People attending training were 97.1% white British and 2.9% non-white British. The workforce profile is 99.4% white British.

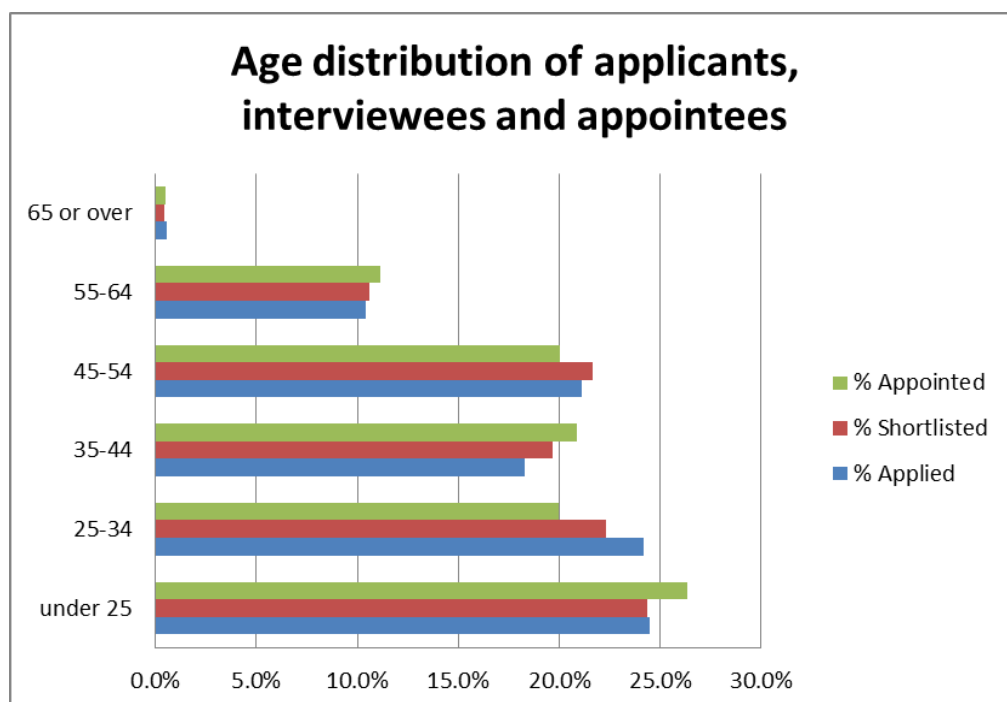
13. Recruitment

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

13.2 There were 7,864 applicants in 2016/17.

13.3 Figure 13 shows the age distribution of applicants, interviewees and appointees.

Figure 13



13.4 49.6% of applications were submitted by people aged under 35 with 46.3% of appointments made to people aged under 35.

13.5 People interviewed under 25 were proportionately more successful than the other groups at being appointed. However people interviewed and aged 25 to 34 were proportionately least successful at being appointed than any age group.

13.6 4.8% of applicants declared a disability. 2.7% of appointments were made to people who had declared a disability. Therefore people who declared a disability were proportionately less successful at securing employment following application.

13.7 61.8% of applicants were female and 67.7% of appointments were female. Women were

therefore proportionately more successful at securing employment following application.

13.8 91.5% of applicants were white British, whilst 93.5% of appointees were. Therefore non-white British applicants were proportionately less successful at securing appointments.