Employment Monitoring Report 2018-2019

Employment Monitoring Report

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Introduction

This report sets out the Employment monitoring statistics for the year April 2018 to March 2019 measured against the personal characteristics of employees.

Size and Profile of the Workforce as at 31st March 2019

Figure 1 – Ethnicity

Ethnicity	Total (%)
Asian (Indian, Pakistani, Any other Asian)	3.69%
Black (Caribbean, African, Other Black)	6.66%
Chinese/Other	0.82%
Mixed	2.45%
White	75.94%
USA	3.94%
Not Yet Obtained	6.49%

Figure 1.1 - Ethnicity Pie Chart

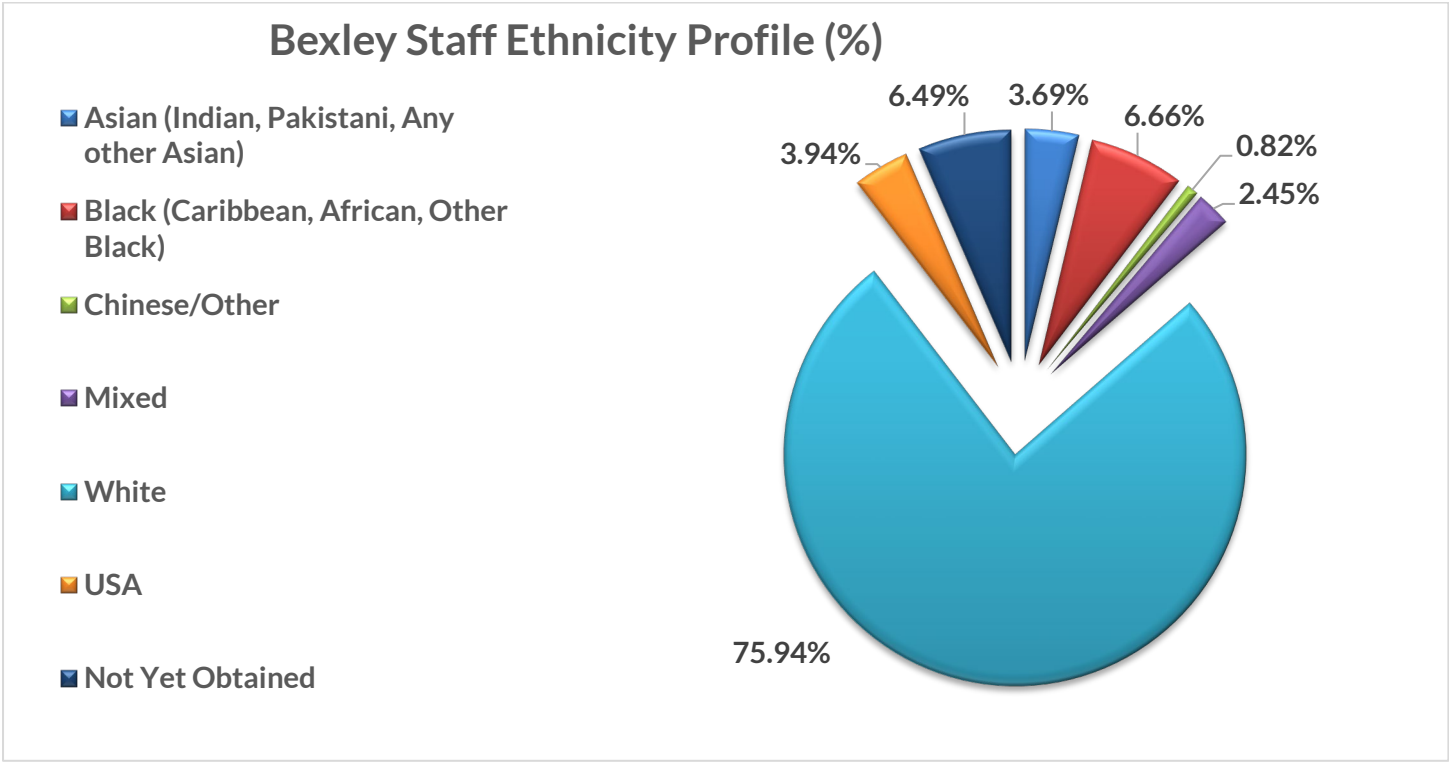


Figure 1.2 - Age Profile

Age Profile	Amount (%)
Under 20	0.52%
20-39	31.67%
40-59	52.57%
60+	15.24%

Figure 1.3 – Age Profile Pie Chart

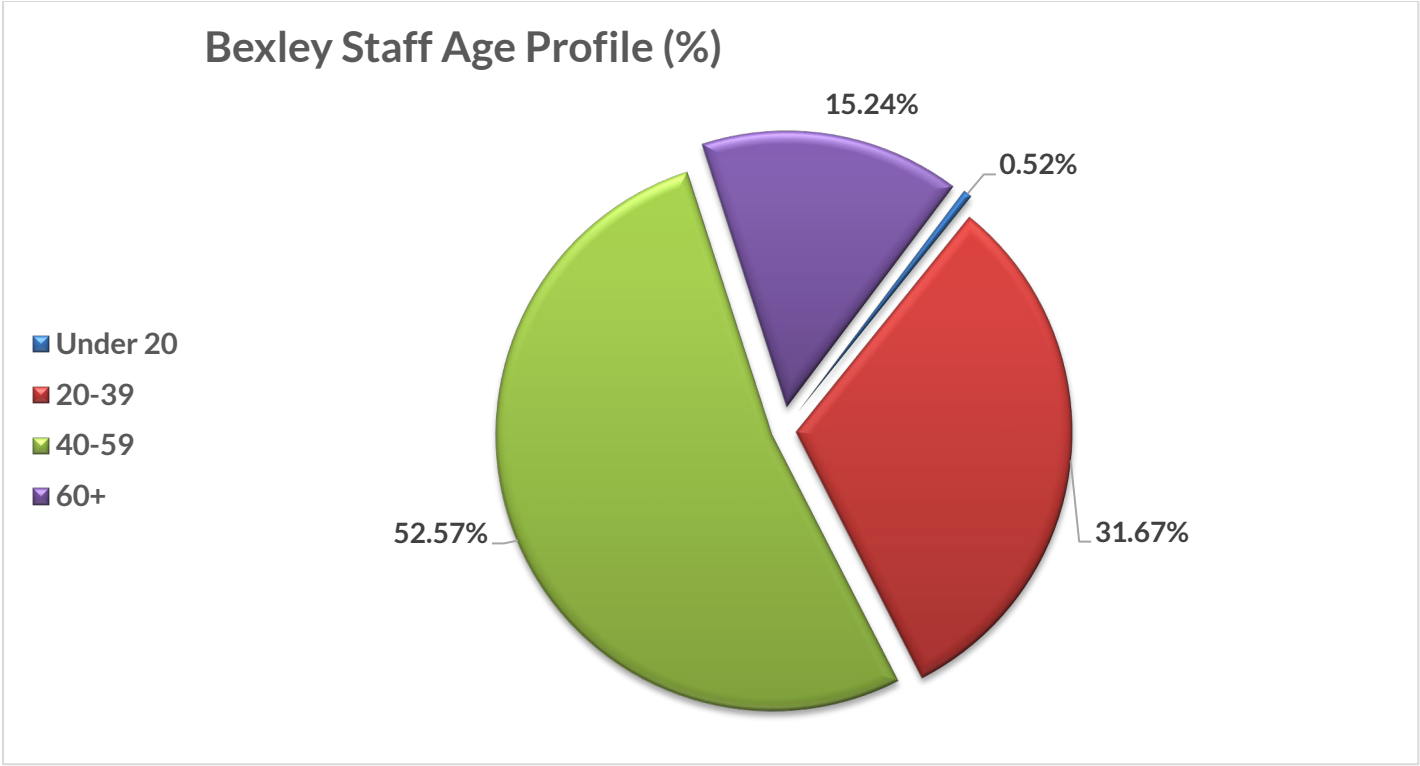


Figure 1.4 – Sexual Orientation

Sexual Orientation	Amount (%)
Heterosexual	59.49%
Non-Heterosexual	1.74%
Info not given/Prefer not to say	38.77%

Figure 1.5 – Sexual Orientation Pie Chart

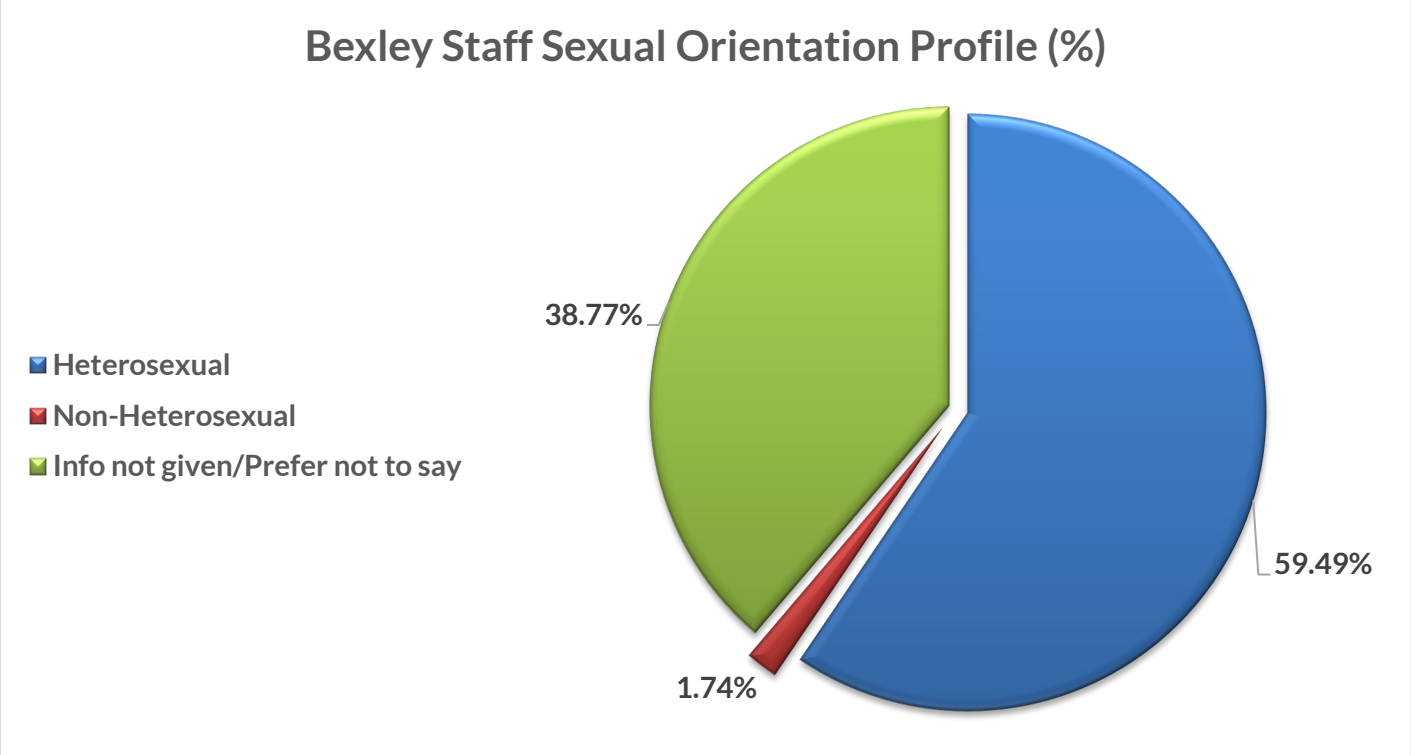


Figure 1.6 - Religion

Religion	Amount (%)
Christian	42.40%
Any Other Religion	7.39%
None/Prefer not to say	50.21%

Figure 1.7 – Religion Pie Chart

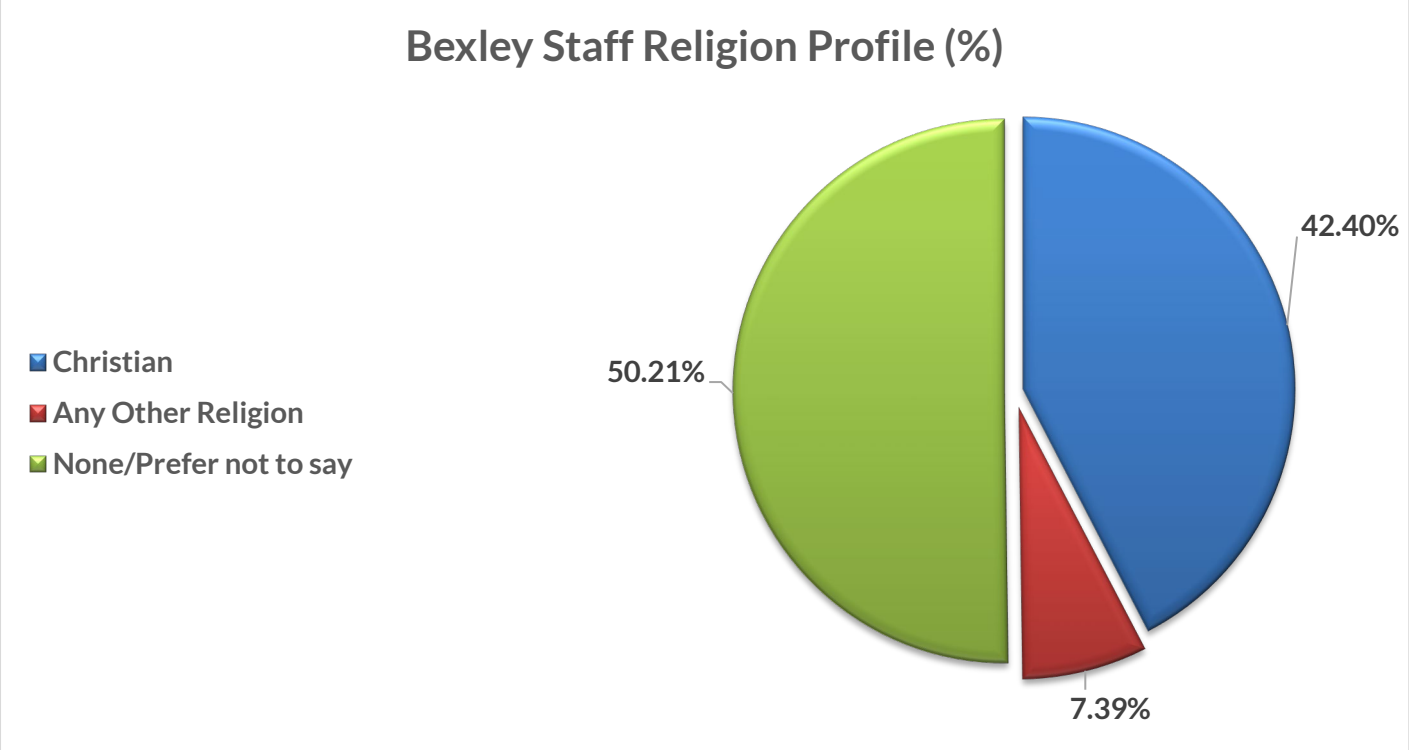


Figure 1.8 – Disability/Incapacity

Disability/Incapacity	Amount (%)
Yes	4.71%
No/Info not obtained	95.29%

Figure 1.9 – Disability/Incapacity

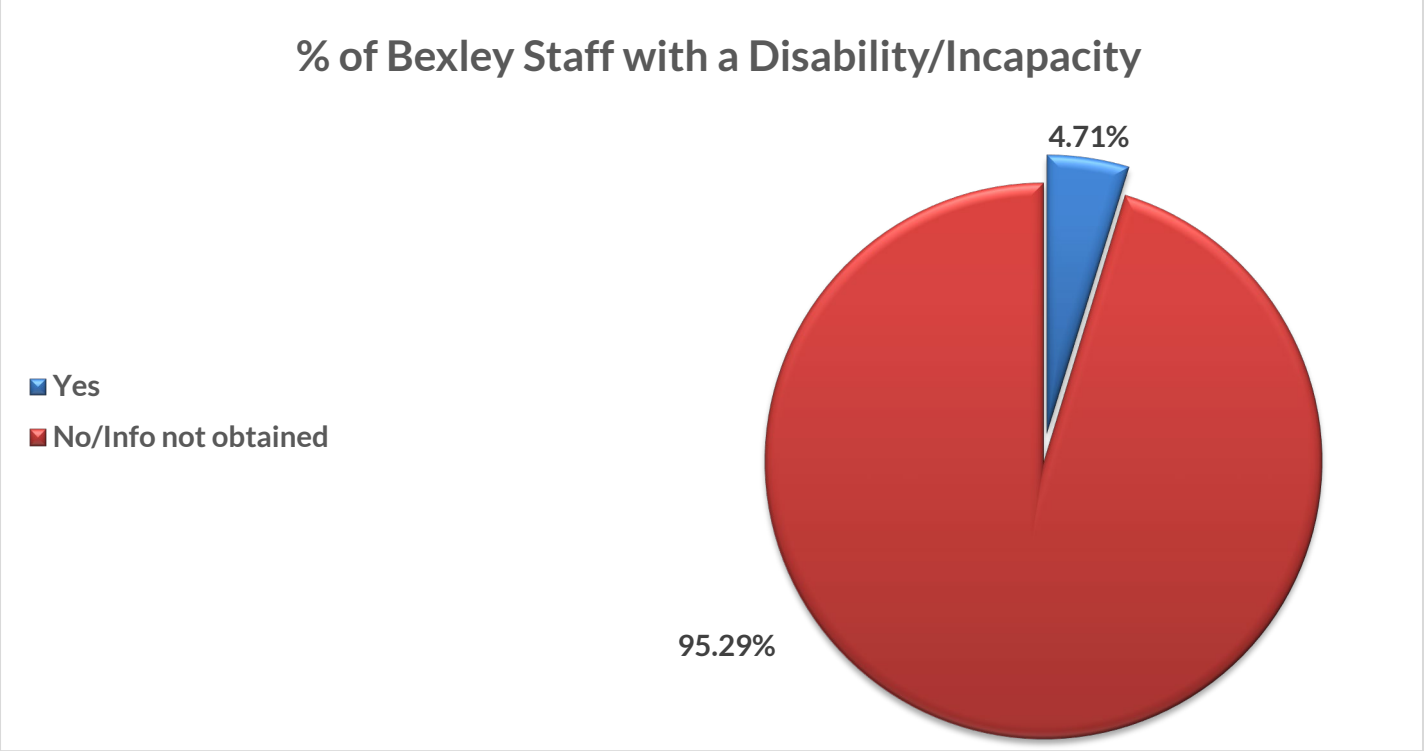
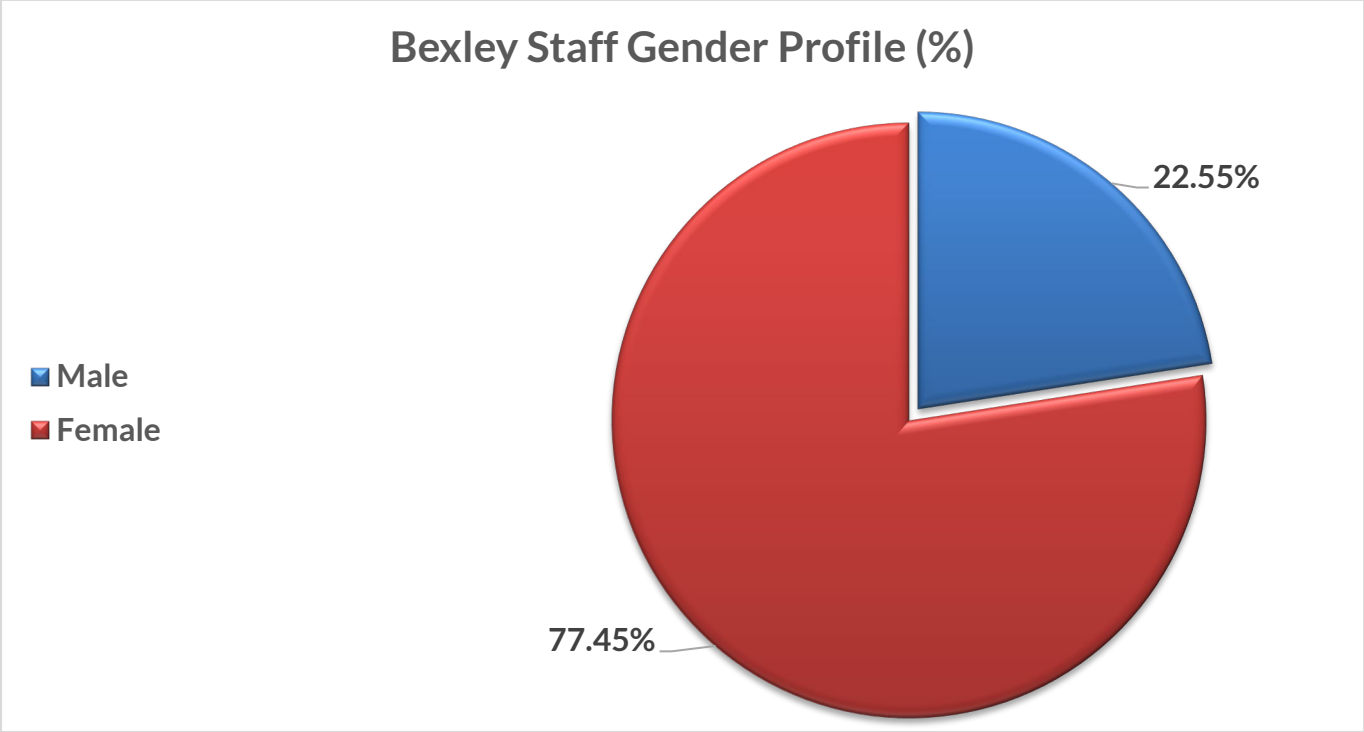


Figure 1.10 – Gender

Gender	Amount (%)
Male	22.55%
Female	77.45%

Figure 1.11 – Gender Pie Chart



Recruitment from 1st April 2018 to 31st March 2019

Figure 2 – Recruitment Total Applicants

Total Applicants	Applicants	Short-Listed	Appointed
Total	3858	1171	320

Figure 2.1 – Recruitment Total Applicants Bar Chart

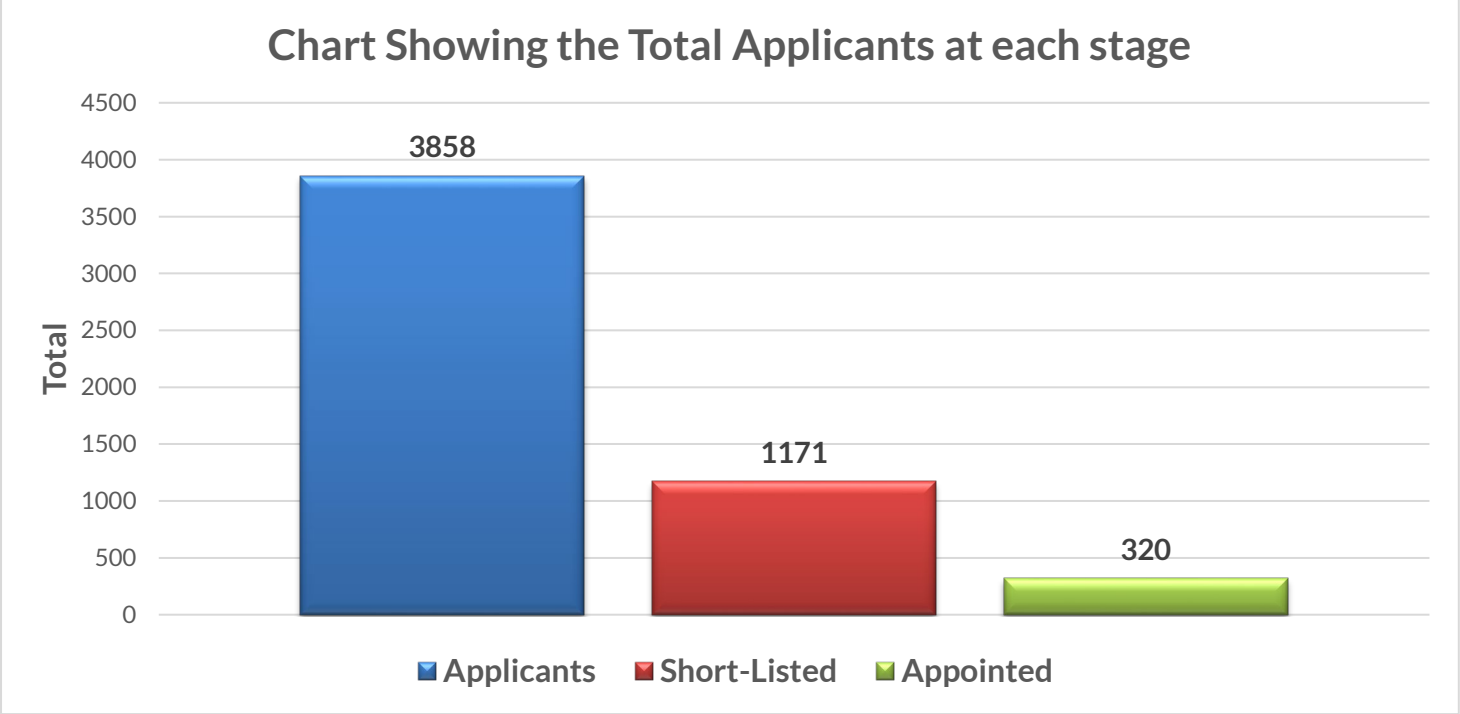


Figure 2.2 - Recruitment Ethnicity

Ethnicity	Applicants	Short-Listed	Appointed
White	2133 (55%)	615 (53%)	199 (62%)
Black and Minority Ethnic Origin	1647 (43%)	529 (45%)	111 (35%)
Unknown	78 (2%)	27 (2%)	10 (3%)
Total	**3858**	**1171**	**320**

Figure 2.3 - Recruitment Ethnicity Bar Chart

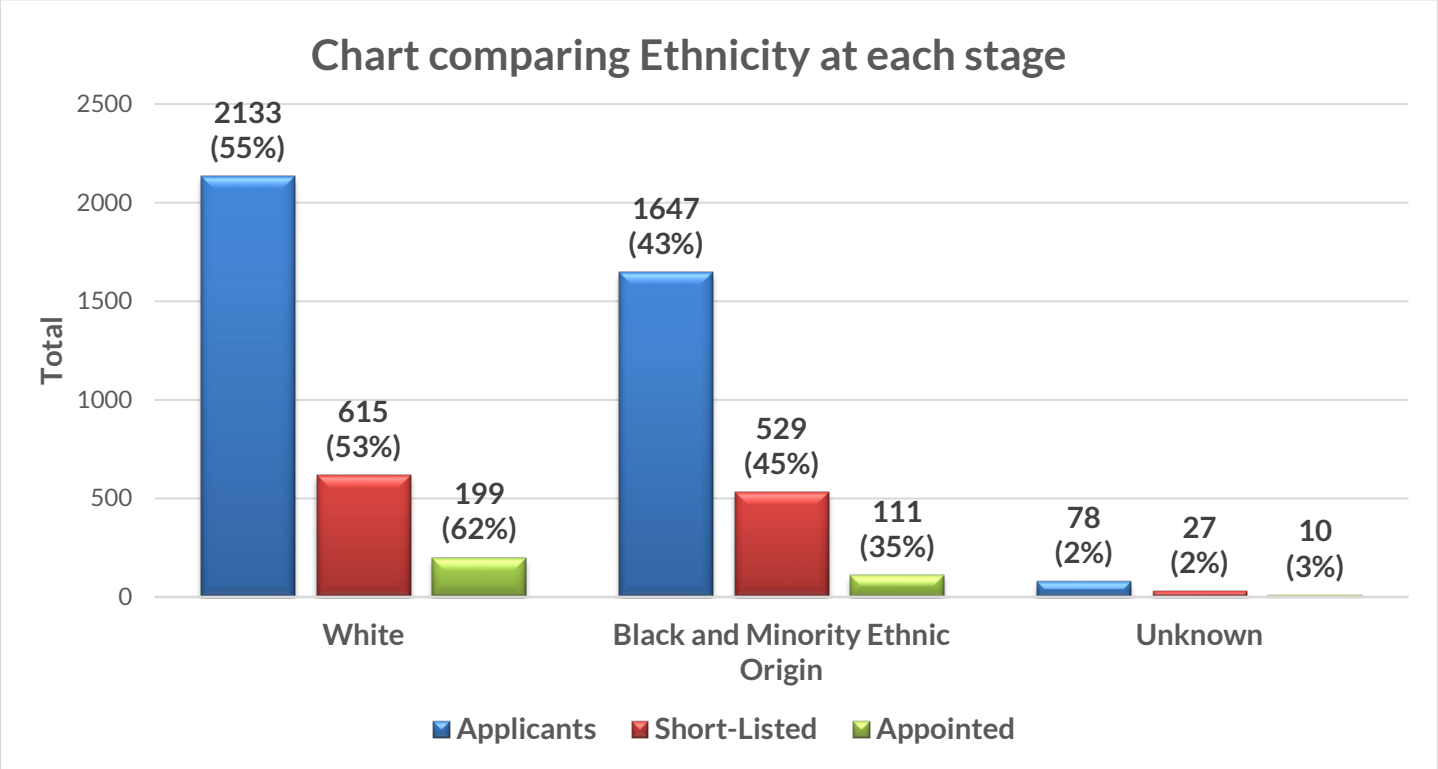


Figure 2.4 – Recruitment Disability/Incapacity

Disability/Incapacity	Applicants	Short-Listed	Appointed
Disability/Incapacity	69 (2%)	28 (2%)	5 (2%)
None/Answer Not Given	3789 (98%)	1143 (98%)	315 (98%)
Total	**3858**	**1171**	**320**

Figure 2.5 – Recruitment Disability/Incapacity Bar Chart

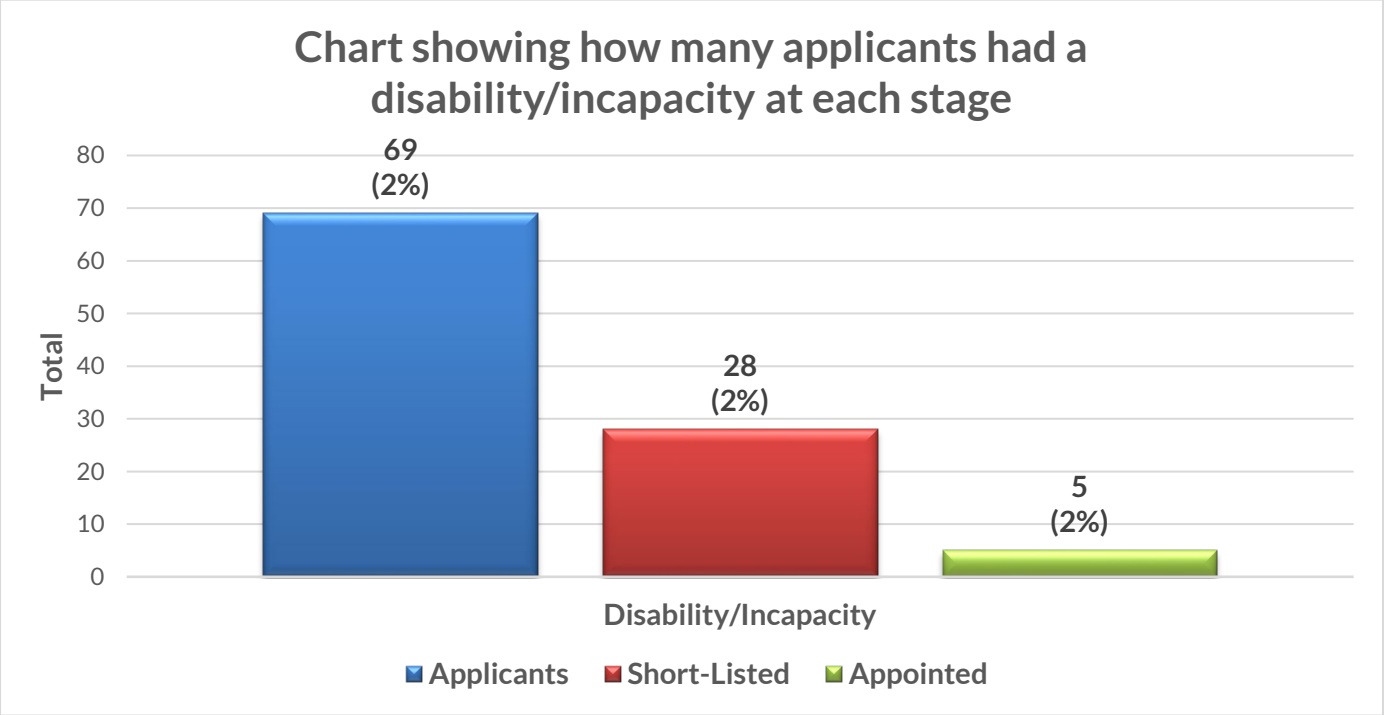


Figure 2.6 – Recruitment Gender

Gender	Applicants	Short-Listed	Appointed
Female	2821 (73%)	899 (77%)	254 (79%)
Male	1037 (27%)	272 (23%)	66 (21%)
Total	**3858**	**1171**	**320**

Figure 2.7 – Recruitment Gender Bar Chart

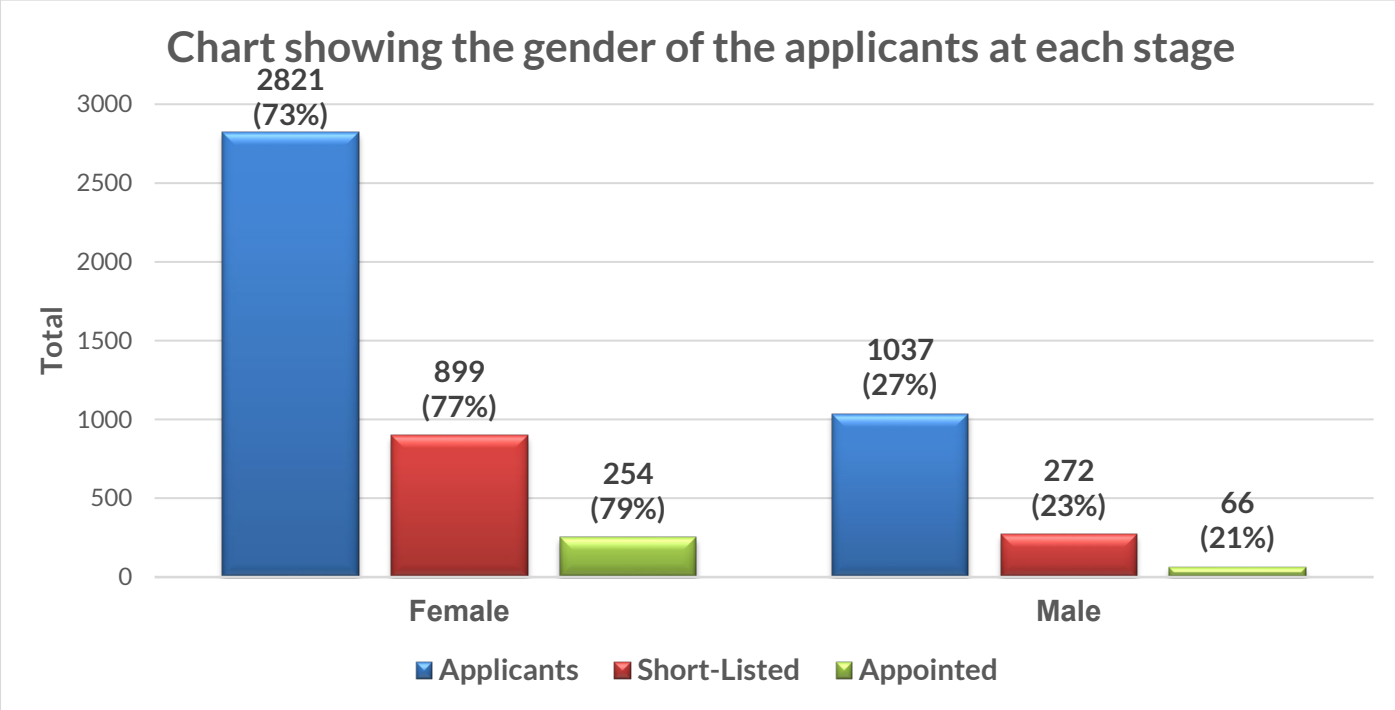


Figure 2.8 - Recruitment Age

Age	Applicants	Short-Listed	Appointed
Under 20	73 (2%)	32 (3%)	19 (6%)
20-39	2305 (60%)	606 (52%)	145 (45%)
40-59	1317 (34%)	446 (38%)	122 (38%)
60+	77 (2%)	30 (2%)	5 (2%)
Unknown/Not Provided	86 (2%)	57 (5%)	29 (9%)
Total	**3858**	**1171**	**320**

Figure 2.9 - Recruitment Age Bar Chart

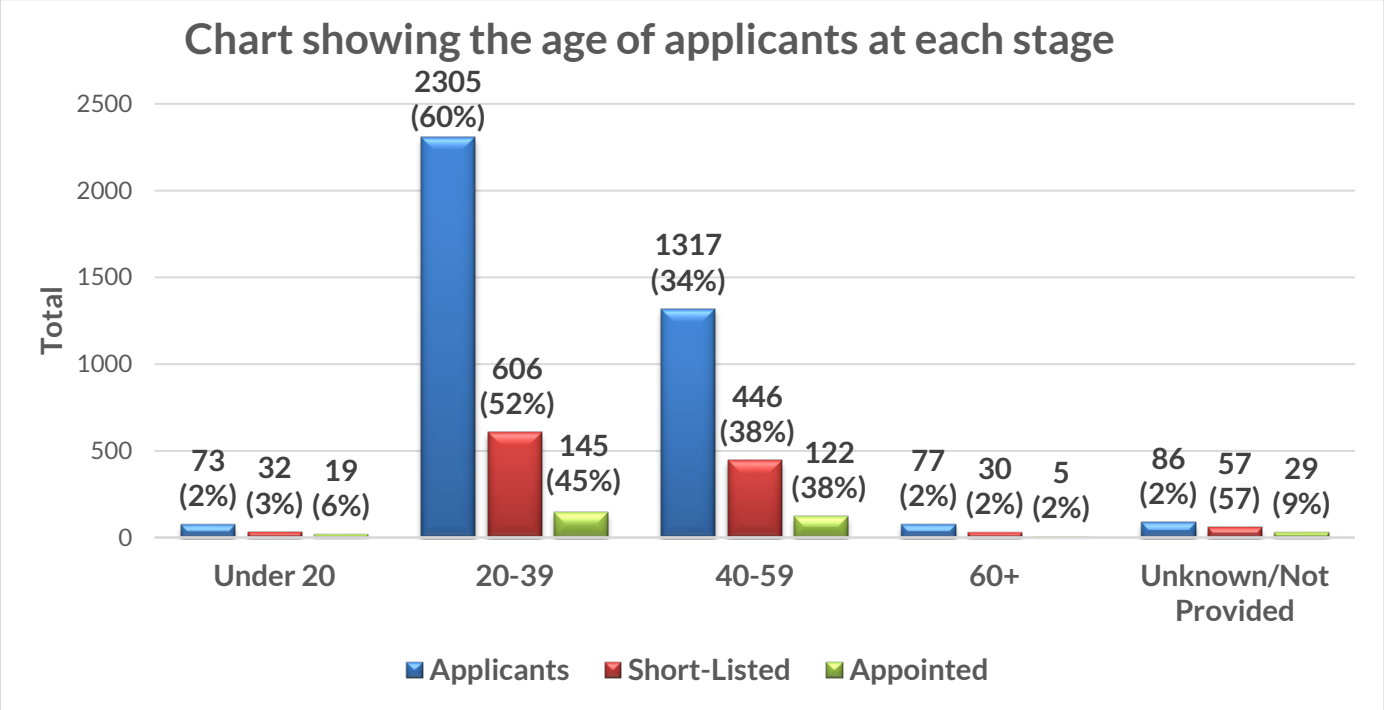


Figure 2.10 - Recruitment Sexual Orientation

Sexual Orientation	Applicants	Short-Listed	Appointed
Heterosexual	3511 (91%)	1046 (90%)	279 (87%)
Non-Heterosexual	120 (3%)	40 (3%)	15 (5%)
Not Given	227 (6%)	85 (7%)	26 (8%)
Total	**3858**	**1171**	**320**

Figure 2.11 - Recruitment Sexual Orientation Bar Chart

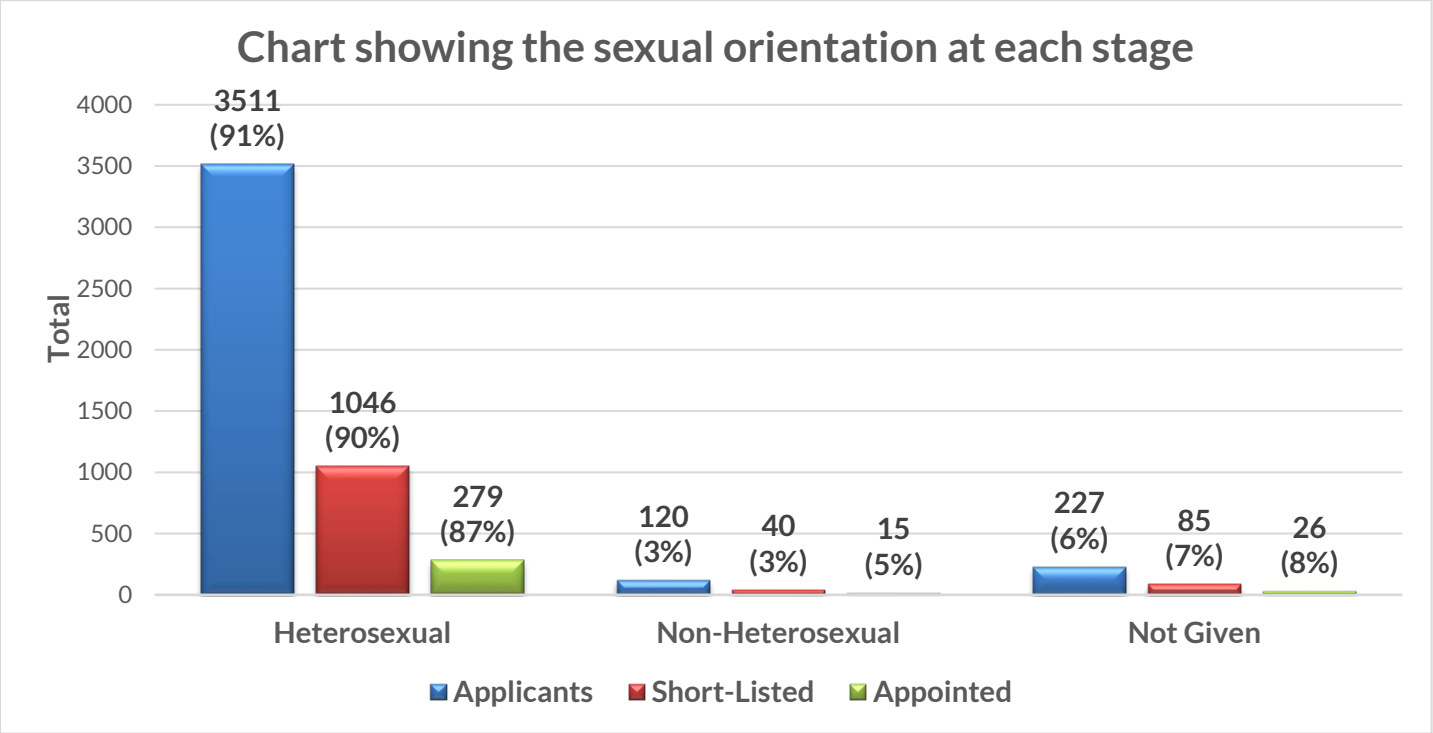
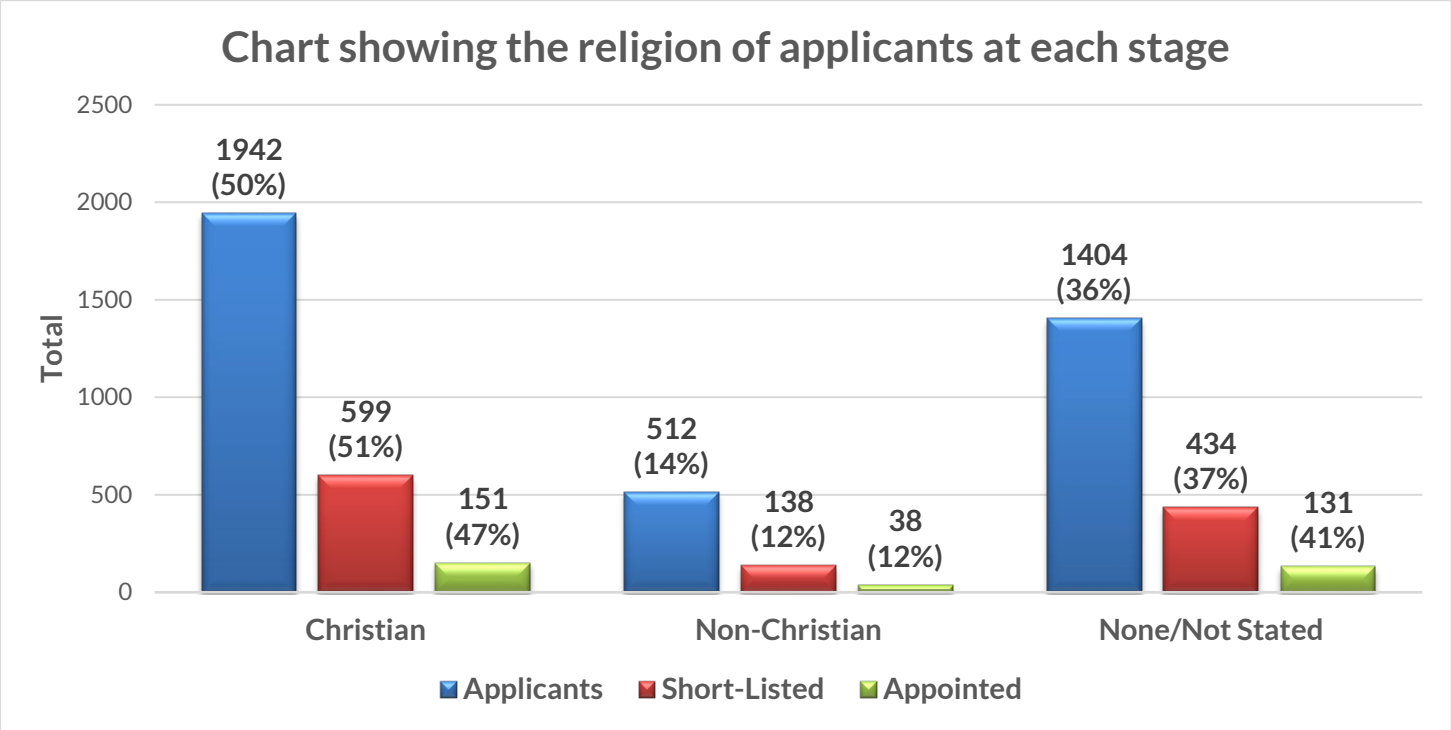


Figure 2.12 – Recruitment Religion

Religion	Applicants	Short-Listed	Appointed
Christian	1942 (50%)	599 (51%)	151 (47%)
Any Other Religion	512 (14%)	138 (12%)	38 (12%)
None/Not Stated	1404 (36%)	434 (37%)	131 (41%)
Total	**3858**	**1171**	**320**

Figure 2.13 – Recruitment Religion Bar Chart



Leavers

746 employees left the Council between April 2018 and March 2019. This is broken down by personal characteristic below.

Figure 3 – Ethnicity

Ethnicity	Total (%)
White	78%
Black and Minority Ethnic Origin	22%

Figure 3.1 - Ethnicity Pie Chart

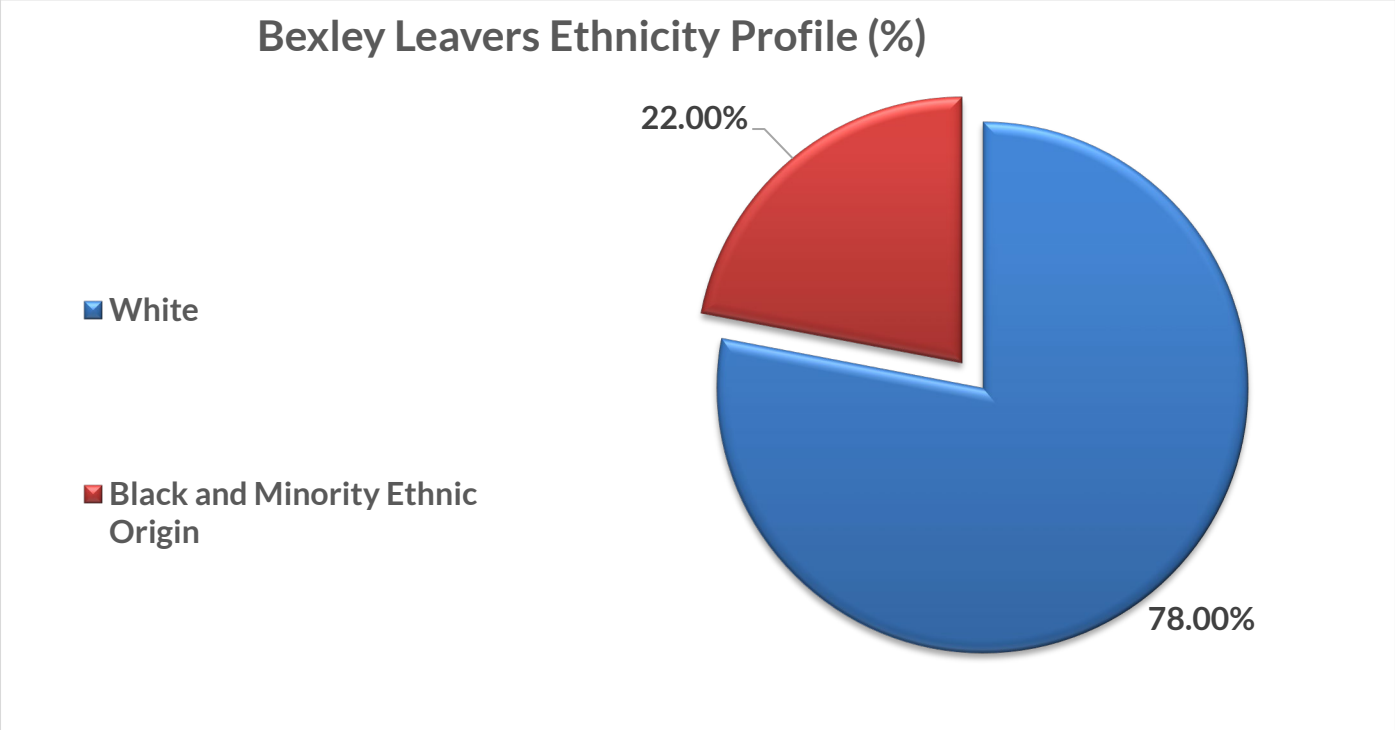


Figure 3.2 - Age Profile

Age Profile	Amount (%)
Under 20	1%
20-39	34%
40-59	51%
60+	14%

Figure 3.3 – Age Profile Pie Chart

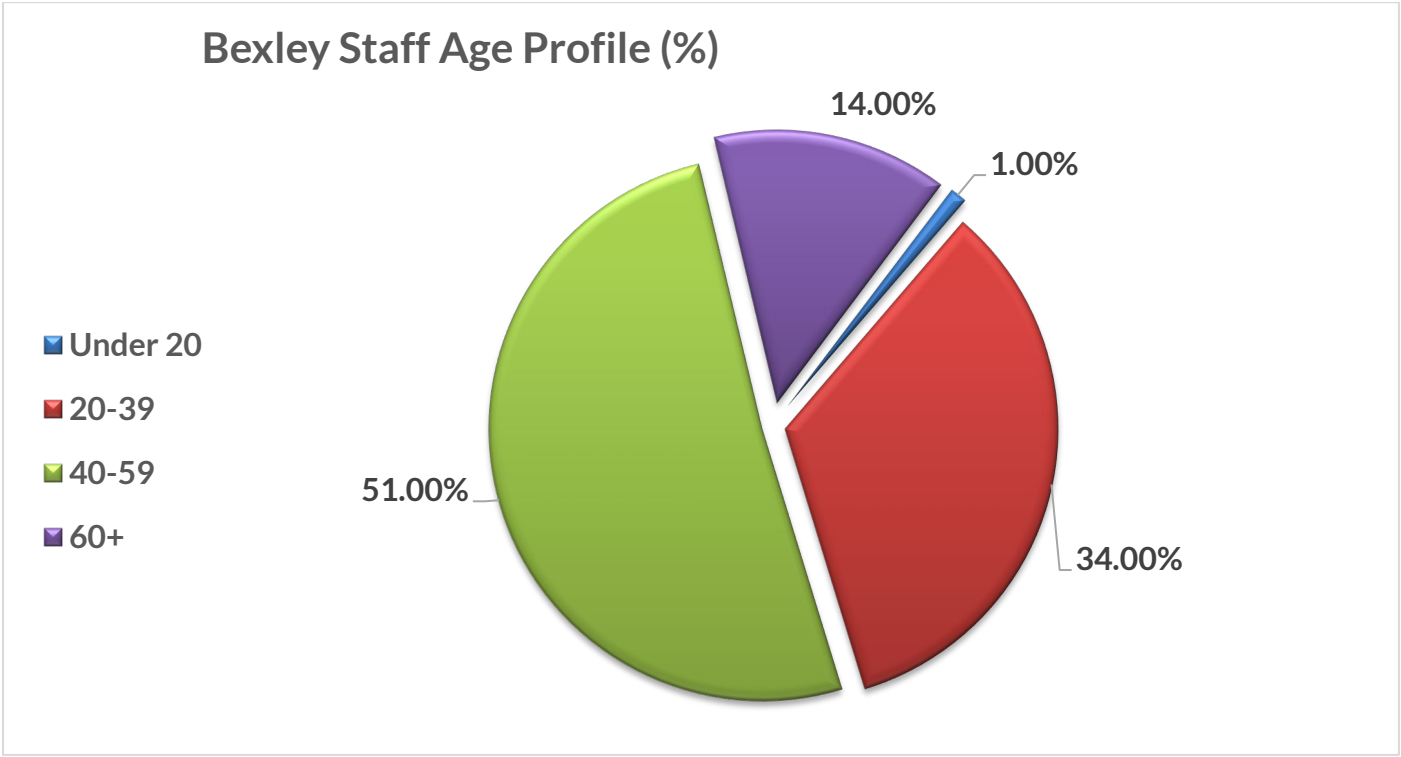


Figure 3.4 – Sexual Orientation

Sexual Orientation	Amount (%)
Heterosexual	41%
Non-Heterosexual	2%
Info not given/Prefer not to say	57%

Figure 3.5 – Sexual Orientation Pie Chart

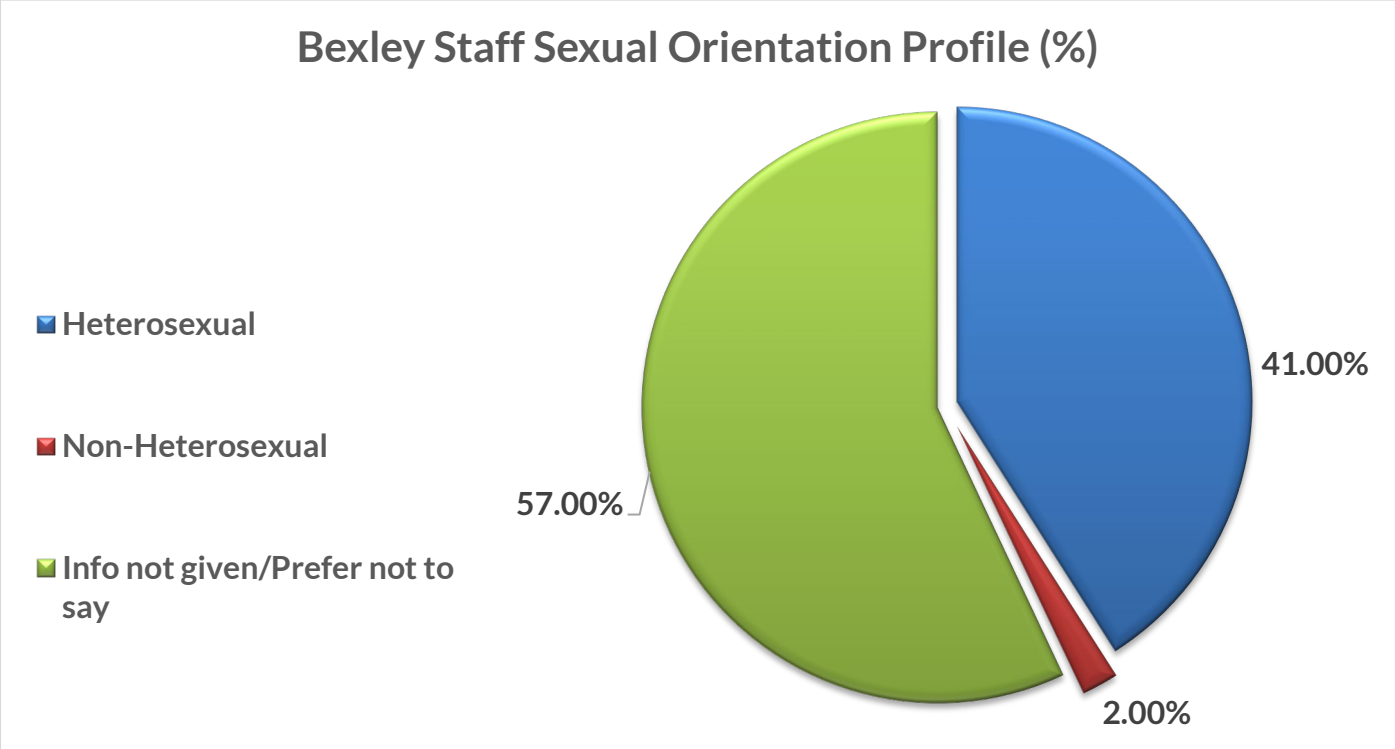


Figure 3.6 - Religion

Religion	Amount (%)
Christian	31%
Any Other Religion	7%
None/Prefer not to say	62%

Figure 3.7 – Religion Pie Chart

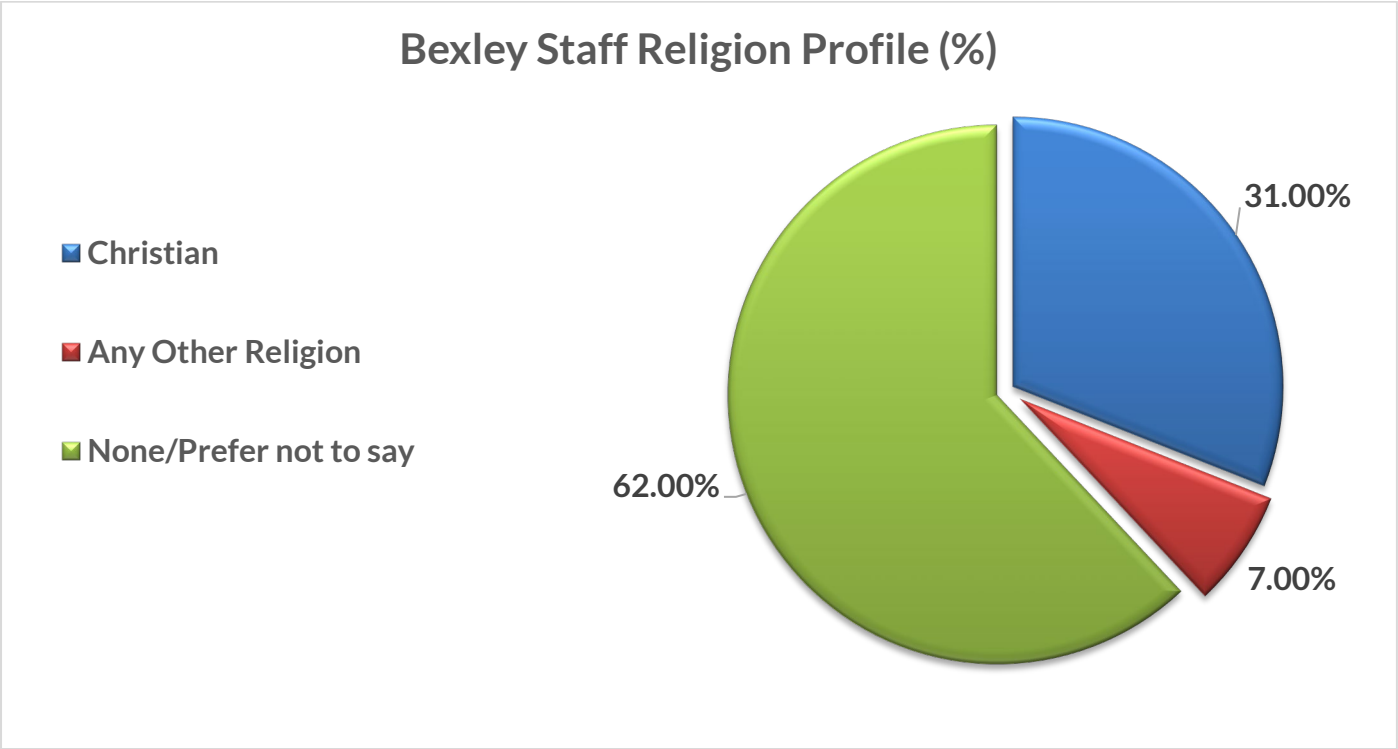


Figure 3.8 – Disability/Incapacity

Disability/Incapacity	Amount (%)
Yes	3%
No/Info not obtained	97%

Figure 3.9 – Disability/Incapacity

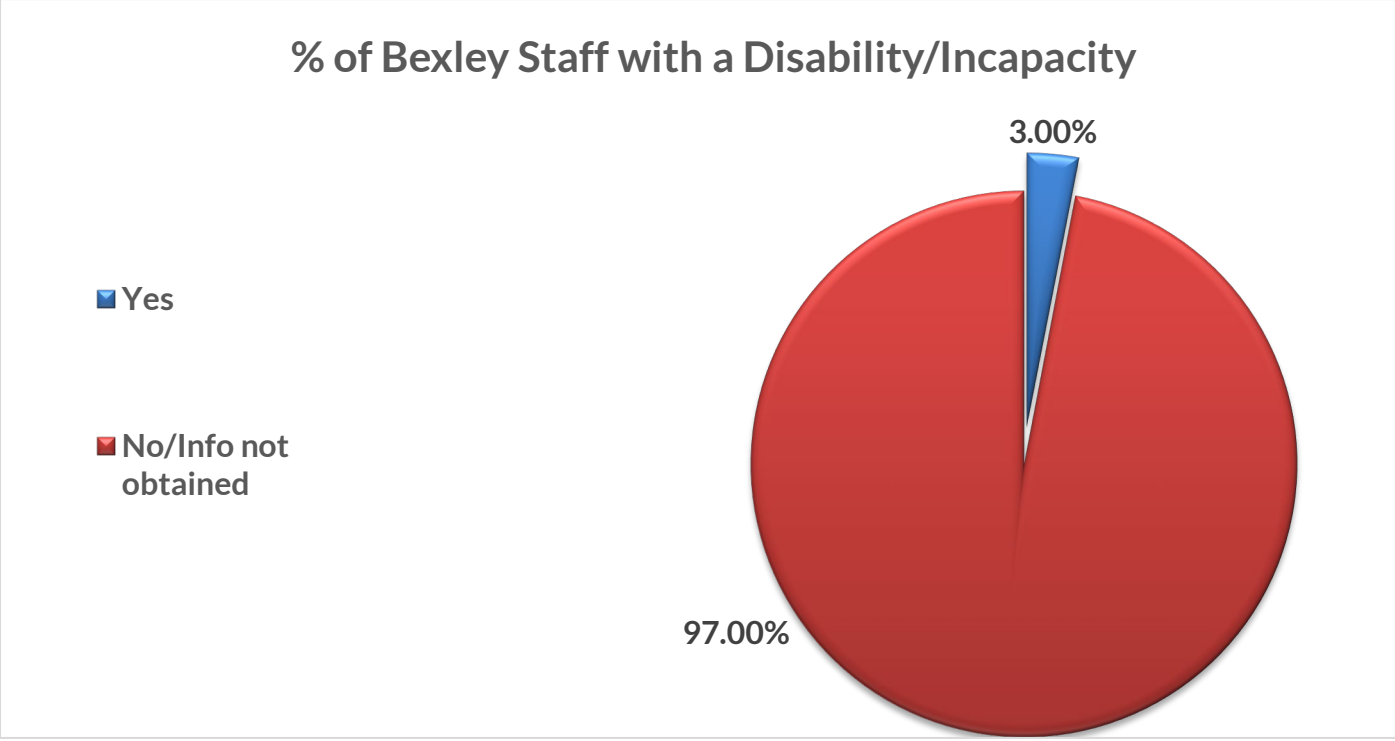
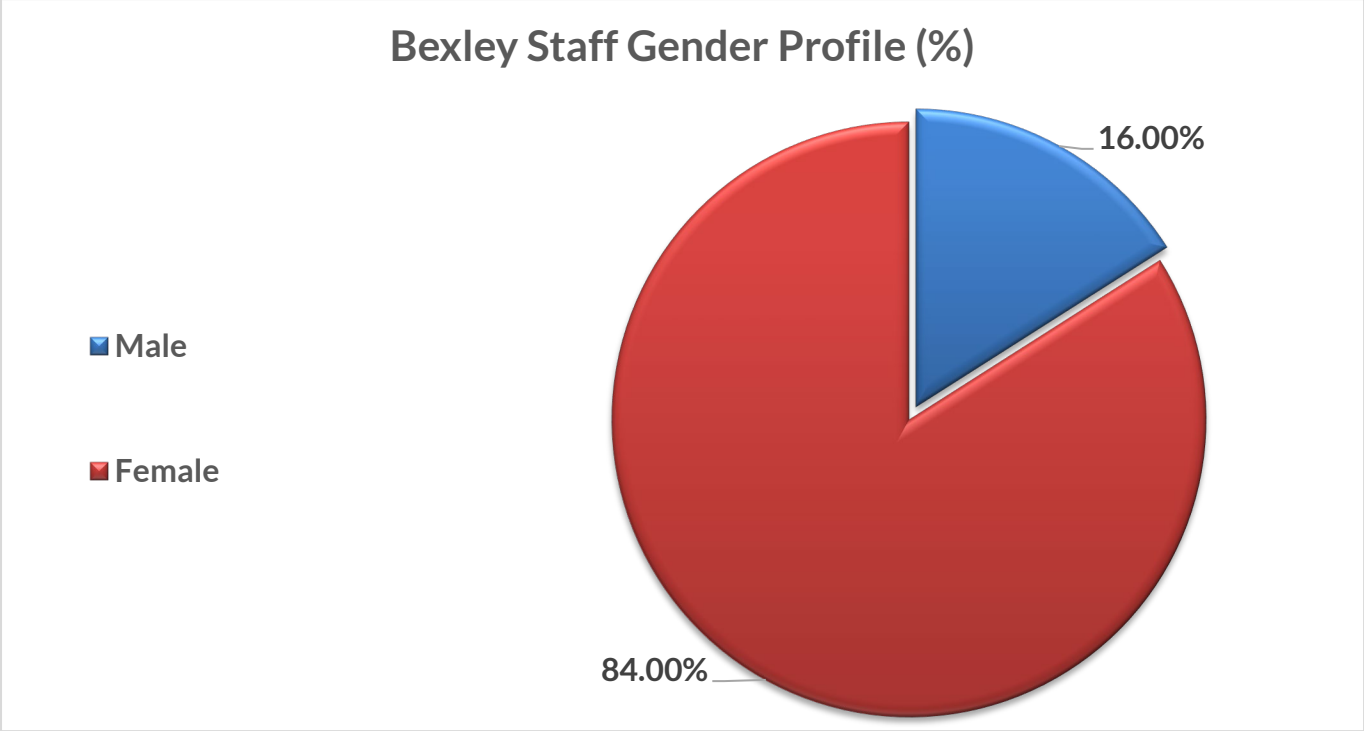


Figure 3.10 – Gender

Gender	Amount (%)
Male	16%
Female	84%

Figure 3.11 – Gender Pie Chart



Employment Relations

This section relates to the application of the Council's Employee Relations Procedures covering Sickness Management, Disciplinary, Capability, and Grievances. There were 84 cases managed under these procedures shown by personal characteristic below

Figure 4 – Ethnicity

Ethnicity	Amount (%)
White	75%
Black and Minority Ethnic Origin	25%

Figure 4.1 – Ethnicity Pie Chart

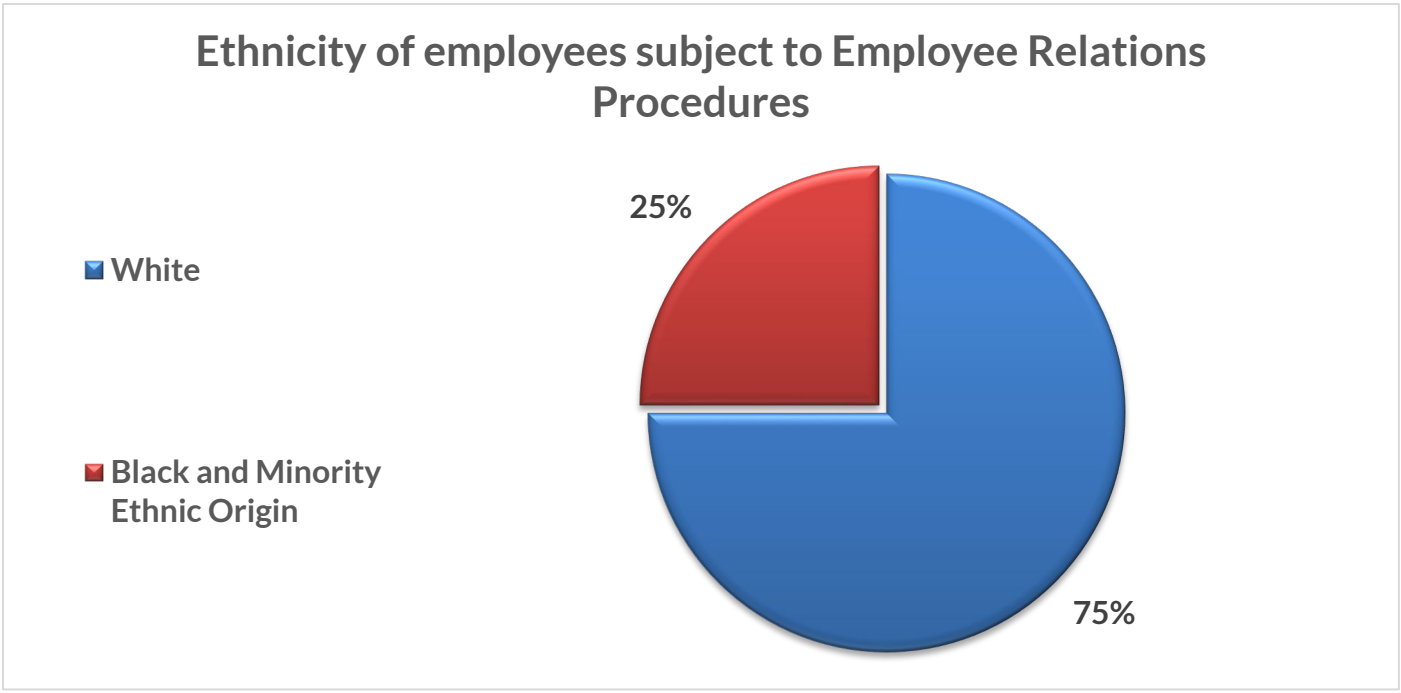


Figure 4.2 – Disability/Incapacity

Disability/incapacity	Amount (%)
Disability/Incapacity	7.14%
None/Answer not provided	92.86%

Figure 4.3 – Disability/Incapacity Pie Chart

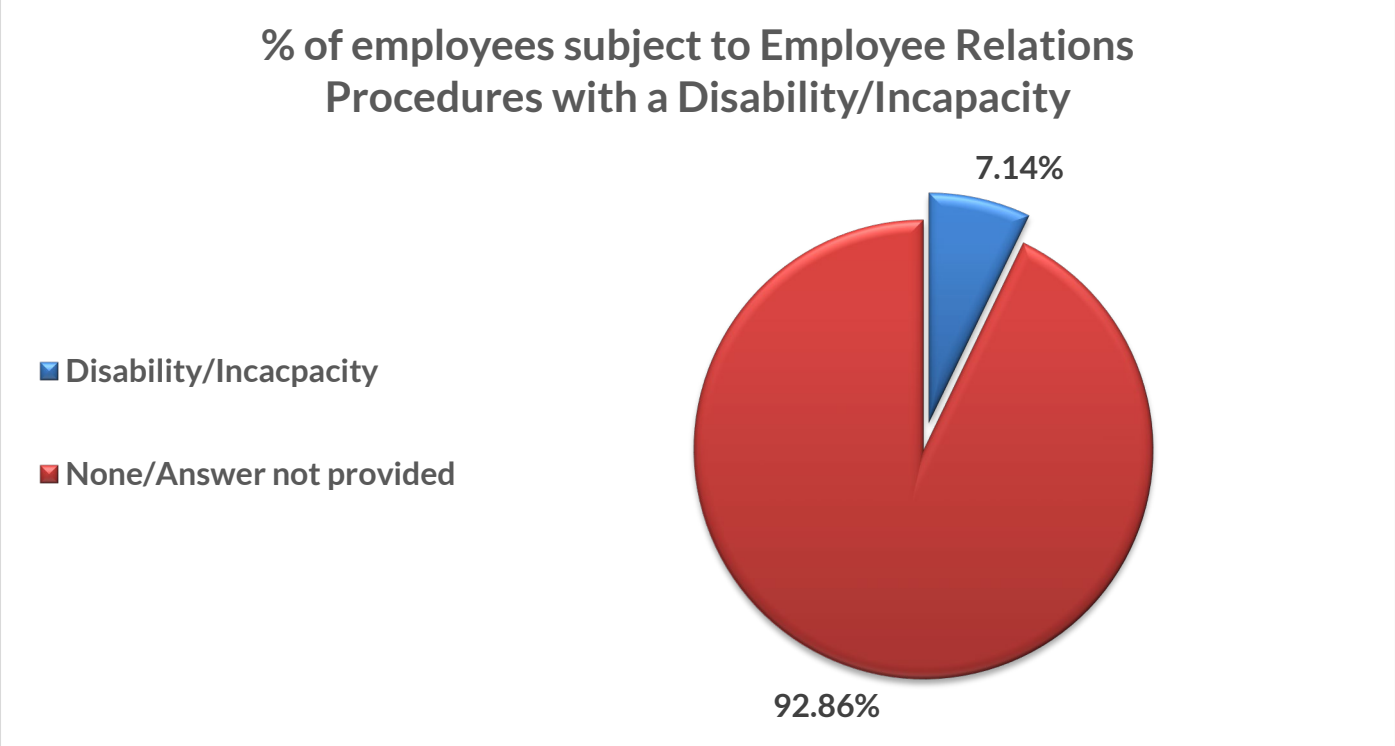


Figure 4.4 – Gender

Gender	Amount (%)
Male	27.38%
Female	72.62%

Figure 4.5 – Gender Pie Chart

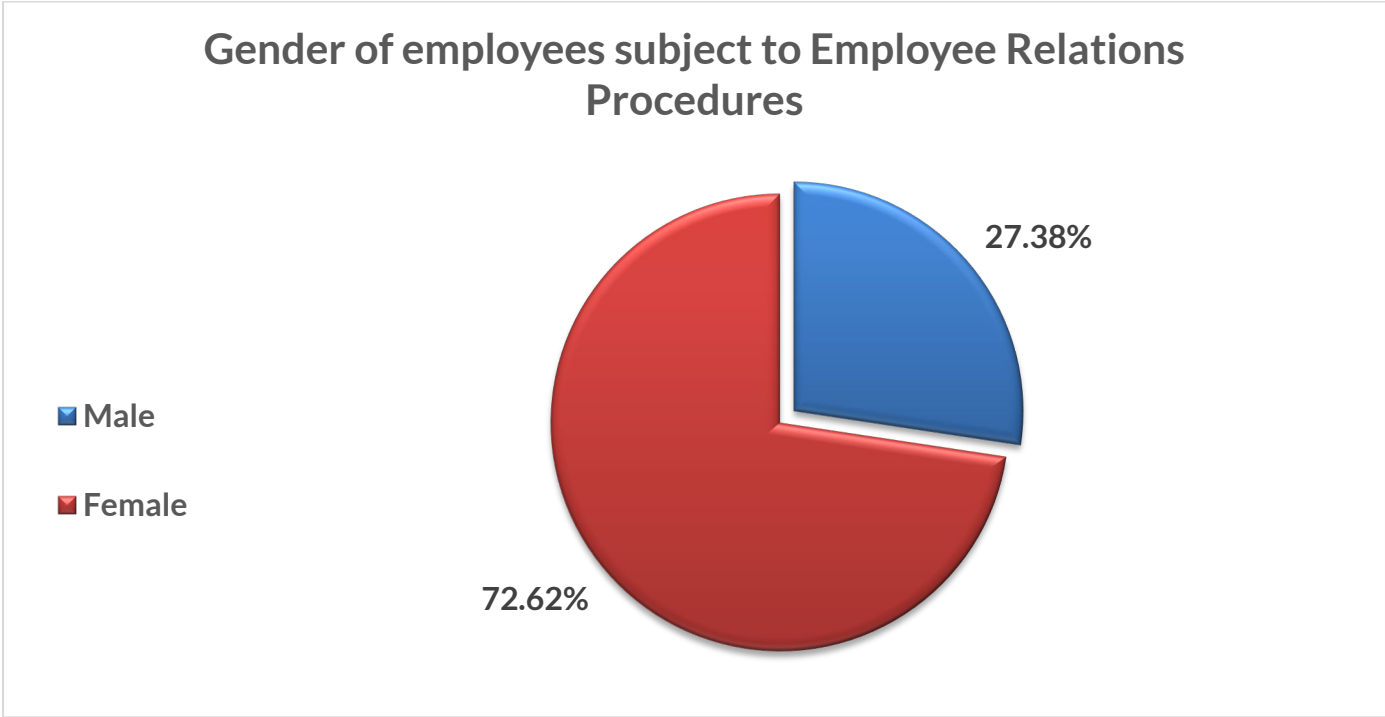


Figure 4.6 – Age Profile

Age Profile	Amount (%)
Under 20	2.38%
20-39	42.86%
40-59	38.10%
60+	16.66%

Figure 4.7 – Age Profile Pie Chart

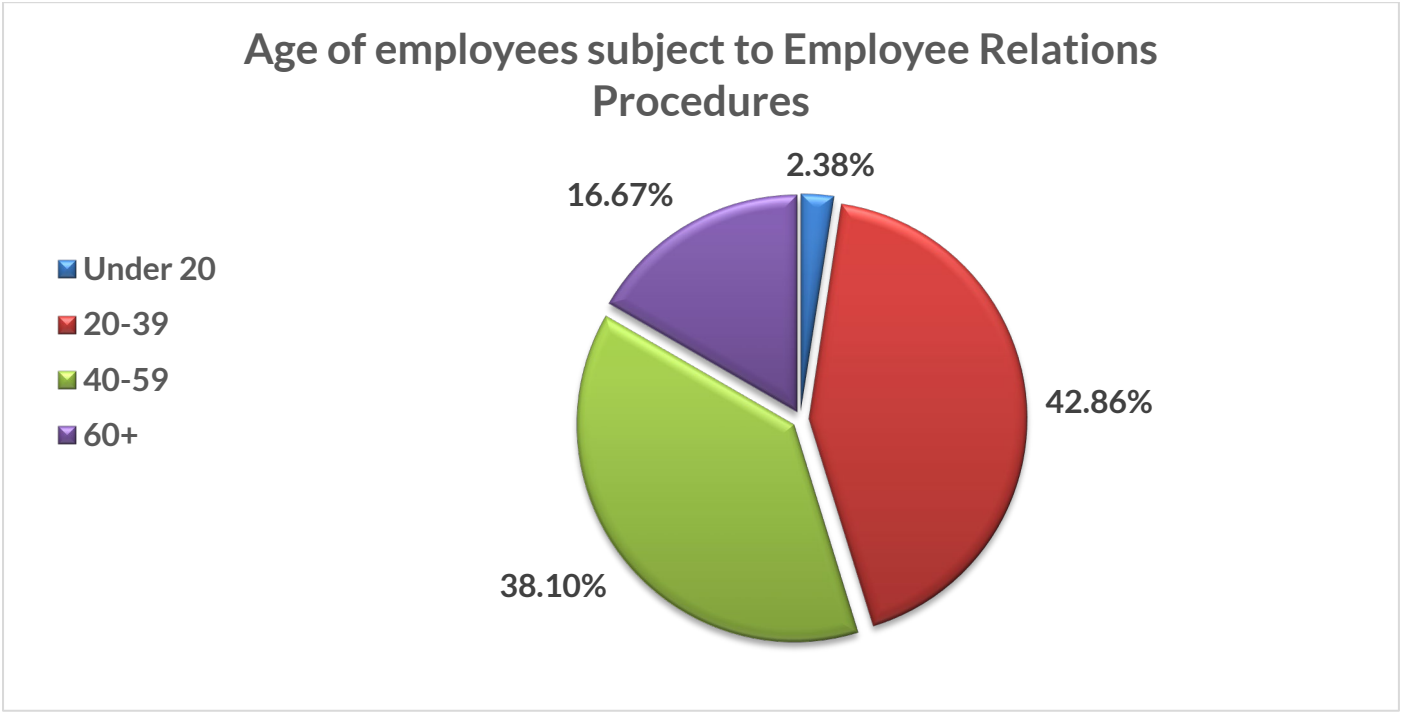


Figure 4.8 – Sexual Orientation

Sexual Orientation	Amount (%)
Heterosexual	63.10%
Non-Heterosexual	1.19%
Not Given/Prefer Not to Say	35.71%

Figure 4.9 – Sexual Orientation Pie Chart

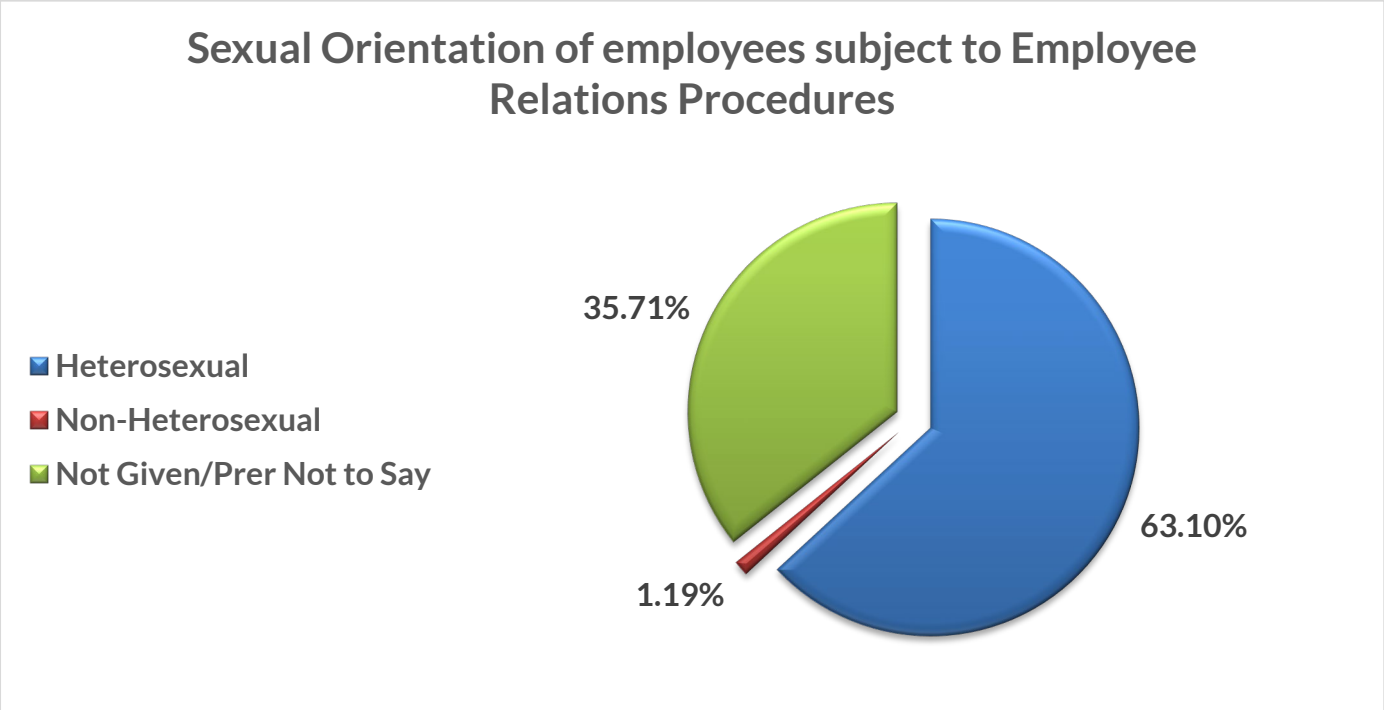


Figure 4.10 - Religion

Religion	Amount (%)
Christian	34.52%
Any Other Religion	9.53%
Not Given/None	55.95%

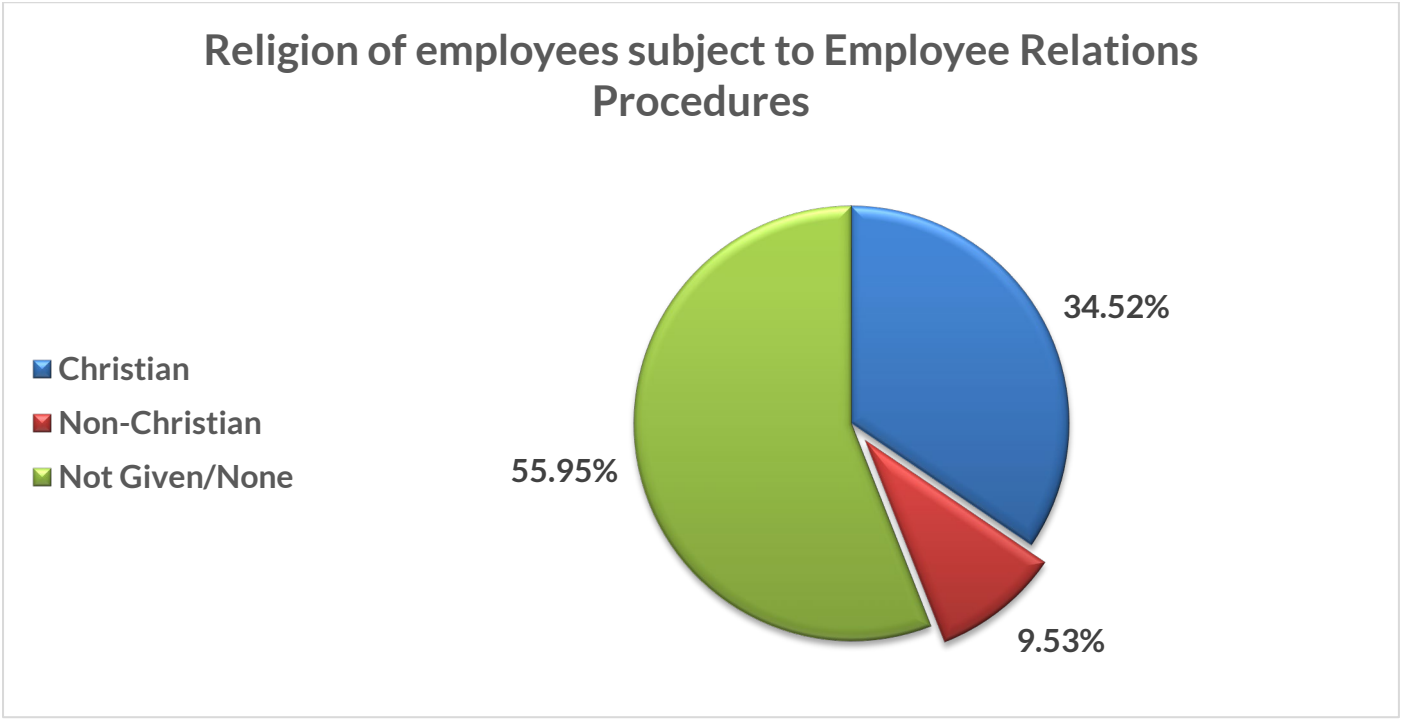



Figure 4.11 – Religion Pie Chart