**EQUALITIES EMPLOYMENT DATA 2016 / 2017**

The data: all employees of Neath Port Talbot County Borough Council including those employed by schools, with the exception of voluntary-aided and faith schools.

Employment related data for the following protected characteristics:

* Age
* Disability
* Ethnicity
* Gender

Data is analysed against the following criteria:

* People employed by the Council on 31st March 2017 by protected characteristic
* Men and women employed, broken down by:
	+ Occupational area
	+ Grade and pay
	+ Contract type, i.e. permanent or fixed term / temporary
	+ Working pattern, i.e. full-time or part-time
* People who have applied for jobs with the Council
* Applicants who have successfully applied for training
* Applicants who have completed training
* Employees involved in grievance procedures
* Employees subject to disciplinary procedures
* Employees who have left the Council’s employment.

**THE PROTECTED CHARACTERISTICS**

**AGE**

The data shows that in 2016 / 17, the highest percentage of the workforce is represented by the age category 45-54 years, closely followed by those aged 35-44 years. This is consistent with previous years.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Age Range** | **% of total workforce** | **Head count** | **% of total workforce** | **Head count** |
|  | **2015/16** | **2015/2016** | **2016/2017** | **2016/2017** |
| 16-19 | 0.7% | 47 | 0.6% | 33 |
| 20-24 | 4% | 272 | 4.2% | 240 |
| 25-34 | 18% | 1196 | 18.6% | 1070 |
| 35-44 | 25% | 1653 | 25.6% | 1471 |
| 45-54 | 31% | 2059 | 30.7% | 1762 |
| 55-64 | 19% | 1259 | 18.9% | 1086 |
| 65-74 | 1.5% | 107 | 1.3% | 72 |
| 75+ | 0.8% | 5 | 0.1% | 4 |
| **Total** | 100% | **6598** | 100% | **5738** |

**DISABILITY**

1.4% of employees have identified themselves as having a disability. The numbers of employees identifying themselves as disabled has reduced by a head count of 8 since 2015/16.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Group** | **% of workforce** | **Total** | **% of workforce** | **Total** |
|  | **2015/16** | **2015/16** | **2016/17** | **2016/17** |
| Disabled | 1.4% | 90 | **1.4%** | **82** |
| Not Disabled | 98.6% | 6508 | 98.6% | 5656 |
| Total | 100% | 6598 | 100% | 5738 |

The Council is a Disability Confident employer. The Disability Confident Scheme encourages employers to become more confident so they employ and retain disabled people, increase understanding of disability and the benefits of employing or retaining disabled people in order to make a substantial contribution towards halving the disability employment gap.

**GENDER**

The gender profile for 2016/2017 is 71% female: 29% male.

This is the same as the national average for local government.

In 2013 / 2014 the profile was 71% female: 29% male and 2014/15, 74% female: 26% males.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Gender** | **% of workforce 2015 / 2016** | **Head count** **2015 / 2016** | **% of workforce 2016/2017** | **Head count** **2016/2017** |
| Female | 74.6% | 4922 | 71% | 4087 |
| Male | 25.4% | 1676 | 29% | 1651 |
| **Total** | 100% | **6598** | **100%** | **5738** |

**ETHNICITY**

The overall proportion of black and minority ethnic (BME) employees in the workforce is 1.01% compared to 0.92% in 2015/16.

To set this in the context of the local population, according to the 2011 Census, the proportion of black and minority ethnic residents within Neath Port Talbot County Borough Council equates to 1.9%.

This represents a decrease in headcount of 3 BME employees since 2015/16, however, the percentage of BME employees represented in the workforce is consistent at around 1%.

|  |  |  |
| --- | --- | --- |
|  | **2015 / 2016** | **2016/2017** |
| Other Ethnic Group | 1 | 2 |
| Irish | 6 | 6 |
| Mixed White & Black Caribbean | 7 | 7 |
| Indian | 7 | 4 |
| Asian Other | 13 | 11 |
| Black British | 0 | 0 |
| Mixed White & Black Asian | 2 | 3 |
| Black Caribbean | 4 | 4 |
| Bangladeshi | 3 | 6 |
| Chinese | 6 | 5 |
| Pakistani | 2 | 1 |
| White & Asian | 3 | 3 |
| Mixed White & Black African | 0 | 0 |
| Black African | 3 | 3 |
| Black Other | 4 | 3 |
| **Sub Total** | **61** | **58** |
| White British | 6170 | 5340 |
| White Other | 93 | 102 |
| Prefer Not to Say | 274 | 238 |
| **Total** | **6598** | **5738** |

**MEN AND WOMEN AT WORK**

**OCCUPATIONAL AREA OF WORK ON 31ST MARCH 2017**

The gender split shows a significantly higher percentage of males employed in the Environment Directorate compared to females. All other Directorates show a higher percentage of females.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **CHIEF EXECUTIVES** | **Female****2015/16** | **Male****2015/16** | **Female****2016/17** | **Male****2016/17** |
| Corporate Strategy & Democratic Services | 54 | 28 | 55 | 24 |
| Human Resources | 70 | 9 | 66 | 13 |
| Total | 124 | 37 | 121 | 37 |
| **% of directorate workforce** | **77%** | **23%** | **77%** | **23%** |
|  |  |  |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **EDUCATION, LEISURE & LIFELONG LEARNING** | **Female****2015/16** | **Male****2015/16** | **Female****2016/17** | **Male****2016/17** |
| Schools | 2319 | 450 | 1914 | 417 |
| Transformation | 107 | 28 | 90 | 23 |
| Participation | 917 | 150 | 618 | 132 |
| Total | 3343 | 628  | 2622 | 572 |
| **% of directorate workforce** | **84%** | **16%** | **82%** | **18%** |
|  |  |  |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **ENVIRONMENT** | **Female****2015/16** | **Male****2015/16** | **Female****2016/17** | **Male****2016/17** |
| Engineering & Transport | 71 | 88 | 59 | 83 |
| Planning | 40 | 46 | 43 | 49 |
| Property & Regeneration | 95 | 60 | 84 | 61 |
| South Wales Trunk Road Agency | 21 | 77 | 26 | 86 |
| Streetcare Services | 18 | 422 | 26 | 422 |
| Total | 245 | 693 | 238 | 701 |
| **% of directorate workforce** | **26%** | **74%** | **25%** | **75%** |
|  |  |  |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **FINANCE & CORPORATE SERVICES** | **Female****2015/16** | **Male****2015/16** | **Female****2016/17** | **Male****2016/17** |
| Financial Services | 140 | 38 | 135 | 36 |
| ICT | 28 | 69 | 27 | 72 |
| Legal & Democratic Services & Monitoring | 50 | 23 | 50 | 23 |
| Total | 218 | 130 | 212 | 131 |
| **% of directorate workforce** | **63%** | **37%** | **62%** | **38%** |
|  |  |  |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **SOCIAL SERVICES HEALTH & HOUSING** | **Female****2015/16** | **Male****2015/16** | **Female****2016/17** | **Male****2016/17** |
| Children & Young People Services | 232 | 77 | 244 | 82 |
| Commissioning & Support Services | 149 | 41 | 135 | 42 |
| Community Care & Commissioning Services | 173 | 45 | 489 | 68 |
| Integrated Community Services | 438 | 25 | 22 | 4 |
| Total | 992 | 188 | 890 | 196 |
| **% of directorate workforce** | **84%** | **16%** | **82%** | **18%** |
|  |  |  |  |  |

**GRADE AND PAY**

**Chief Officers**

Females now make up 22% of the Chief Officer workforce, compared with 25% in 2014/15 and 14% in 2012 / 2013.

|  |  |  |  |
| --- | --- | --- | --- |
| **Salary Range** | **Female** | **Male** | **Total** |
| £123,269 - £135,596 | 0 | 1 | 1 |
| £101,729 - £109,704 | 0 | 3 | 3 |
| £70,508 - £77,553 | 4 | 10 | 14 |
| **Total** | **4** | **14** | **18** |

**LGS (Green Book) Employees**

The overall gender distribution of LGS employees between grades is consistent with 2015 / 2016.

The total number of modern apprenticeships has decreased from 27 to 14.

The % of females has increased by 34% .

| **Salary Range** | **Female** | **% Female** | **Male** | **% Male** | **Total** |
| --- | --- | --- | --- | --- | --- |
| Grade 1 | 515 | 97% | 15 | 3% | 530 |
| Grade 2 | 79 | 65% | 42 | 35% | 121 |
| Grade 3 | 504 | 69% | 226 | 31% | 730 |
| Grade 4 | 407 | 76% | 132 | 24% | 539 |
| Grade 5 | 762 | 74% | 274 | 26% | 1036 |
| Grade 6 | 308 | 69% | 136 | 31% | 444 |
| Grade 7 | 146 | 52% | 135 | 48% | 281 |
| Grade 8 | 106 | 52% | 96 | 48% | 202 |
| Grade 9 | 189 | 68% | 91 | 32% | 280 |
| Grade 10 | 78 | 53% | 68 | 47% | 146 |
| Grade 11 | 55 | 64% | 31 | 36% | 86 |
| Grade 12 | 8 | 35% | 15 | 65% | 23 |
| Grade 13 | 8 | 26% | 23 | 74% | 31 |
| Foundation Modern Apprentices | 10 | 71% | 4 | 29% | 14 |
| Other | 14 | 44% | 18 | 56% | 32 |
| **Total** | **3189** | **71%** | **1306** | **29%** | **4495** |

**Teacher Leadership Groups**

These figures are consistent with 2015 / 2016.

| **Deputy Heads / Teachers in Charge**  | **Female** | **%**  | **Male** | **%**  | **Total** |
| --- | --- | --- | --- | --- | --- |
| £38,984- £81,478 | 61 | 63% | 36 | 37% | **97** |

The percentage of females in Headteacher Group 3 has decreased by 67%, however, it has increased by 17% in Group 7compared to 2015/16.

| **Headteacher Groups** | **Salary Range** | **Female** | **%**  | **Male** | **%**  | **Total** |
| --- | --- | --- | --- | --- | --- | --- |
| **Group 1** | £44,102- £57,810 | 7 | 70% | 3 | 30% | **10** |
| **Group 2** | £46,335- £66,982 | 21 | 66% | 11 | 34% | **32** |
| **Group 3** | £49,976- £66,982 | 4 | 50% | 4 | 50% | **8** |
| **Group 4** | £53,712- £72,089 | 0 | 0 | 2 | 100% | **2** |
| **Group 5** | £59,264- £79,514 | 1 | 33 | 2 | 67% | **3** |
| **Group 6** | £63,779- £89,874 | 0 | 0 | 1 | 100% | **1** |
| **Group 7** | £68,643- £96,724 | 1 | 17% | 5 | 83% | **6** |
| **Total** |  | 34 | 55% | 28 | 45% | **62** |

**Teachers**

Compared with 2015 / 2016, these figures show a decrease of 1% in female teachers in the highest pay band and an increase of 1% in female teachers in the middle pay band.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Salary Range** | **Female** | **%**  | **Male** | **%**  | **Total** |
| £22,467 - £33,160 | 213 | 77% | 63 | 23% | **276** |
| £35,571 - £38,250 | 508 | 77% | 152 | 23% | **660** |
| £16,461 - £26,034 | 18 | 62% | 11 | 38% | **29** |
| **Total** | **739** | **77%** | **226** | **23%** | **965** |

**Soulbury (Blue Book) Groups**

**Advisor/Inspector**

|  |  |  |  |
| --- | --- | --- | --- |
| **Salary Range** | **Female** | **Male** | **Total** |
| £45,655 - £55,223 | 3 | 2 | **5** |
| £57,005 - £59,152 | 3 | 3 | **6** |

**Educational Psychologist**

|  |  |  |  |
| --- | --- | --- | --- |
| **Salary Range** | **Female** | **Male** | **Total** |
| £35,377 - £49,317 | 8 | 1 | **9** |

**Youth & Community Service Officer**

|  |  |  |  |
| --- | --- | --- | --- |
| **Salary Range** | **Female** | **Male** | **Total** |
| £34,893 - £38,440 | 0 | 0 | **0** |
| £41,969 - £45,202 | 0 | 1 | **1** |

**Youth & Community Workers (Pink Book)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Salary Range** | **Female** | **%**  | **Male** | **%**  | **Total** |
| £18,450 - £20,472 | 0 | 0 | 0 | 0 | **0** |
| £23,445 - £25,935 | 12 | 60% | 8 | 40% | **20** |
| £26,662 - £28,852 | 1 | 20% | 4 | 80% | **5** |
| £30,601 - £33,329 | 4 | 100% | 0 | 0 | **4** |
| Total | 17 |  | 12 |  | **29** |
| Part time at various rates | 29 | 60% | 22 | 40% | **51** |

**CONTRACT TYPE**

The gender profile:

* permanent posts = 69% female : 31% male
* fixed term posts = 75% female : 25% male
* temporary posts = 81% female : 19% male

This broadly mirrors the overall gender profile of the Council’s workforce

(71% female: 29% male).

The contract type shows a slightly lower proportion of females are in permanent employment (69%), and a higher proportion are in fixed term (75%) and temporary posts (81%) compared with the overall gender profile of the workforce.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Contract Type** | **Females****2015/16** | **Males****2015/16** | **Total****2015/16** | **Females****2016/17** | **Males****2016/17** |  | **Total 2016/17** |
| Permanent | 3716 | 1400 | 5116 | 3275 | 1442 |  | 4717 |
| Fixed Term | 329 | 79 | 408 | 218 | 71 |  | 289 |
| Temporary | 877 | 197 | 1074 | 594 | 138 |  | 732 |
| **Total** | 4922 | 1676 | 6598 | 4087 | 1651 |  | 5738 |

**WORKING PATTERN**

* 42% of the Council’s workforce is in part-time employment, i.e. contracted to work less than 37 hours a week. This has decreased from 69% in the previous year.
* 58% of the workforce is in full-time employment. This has increased from 31% in the previous year.
* Female part-time employees represent 37% of the total workforce, a decrease of 23% compared with 2015 / 2016.
* Of those females employed, 48% work full-time hours and 52% work part-time hours.
* 83% of male employees work full-time hours and 17% part-time hours.
* The smallest proportion (5%) of the workforce are male part-time employees (no variation from 2015/16).

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Gender** | **Full Time****2015/16** | **Part Time****2015/16** | **Total****2015/16** | **Full Time****2016/17** | **Part****Time** **2016/17** | **Total****2016/17** |
| Female | 987 | 3927 | 4922 | 1953 | 2134 | 4087 |
| Male | 1040 | 644 | 1676 | 1378 | 273 | 1651 |
| **Total** | 2027 | 4571 | 6598 | 3331 | 2407 | 5738 |

**PEOPLE WHO HAVE APPLIED FOR JOBS WITHIN THE COUNCIL**

**4,105** people applied for **498** jobs in 2016/ 2017, with **404** appointments made in 2016/17.

**27%** of applicants were internal applicants from within the Council’s existing workforce.

This year, external recruitment has again been reduced significantly to only specialist and hard to fill posts, eg qualified social care workers. The main emphasis of recruitment at present is redeployment activity for employees ‘at risk’ of redundancy.

The data provided below has not changed significantly since last year due to the limited number of employees being recruited externally. Therefore, the profile of applicants will remain relatively consistent.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Applicants** | **% of all applicants** | **Shortlisted** | **% shortlisted** | **Appointed** | **% appointed** |
| **Female** | 2827 | 69% | 661 | 23% | 64 | 10% |
| **BME** | 169 | 4% | 29 | 17% | 3 | 10% |
| **Disabled** | 210 | 5% | 36 | 17% | 0 | 0% |
| **Age 16-19** | 300 | 7% | 60 | 20% | 8 | 13% |
| **Age 20-24** | 787 | 19% | 161 | 20.5% | 9 | 5.5% |
| **Age 25-34** | 1208 | 29% | 263 | 22% | 23 | 9% |
| **Age 35-44** | 799 | 19.5% | 207 | 26% | 16 | 8% |
| **Age 45-54** | 716 | 17.5% | 216 | 30% | 24 | 11% |
| **Age 55 - 64** | 295 | 7% | 96 | 32.5% | 9 | 9% |
| **Age 65 - 74** | 3 | 0.07% | 0 | 0% | 0 | 0% |
| **Age 75+** | 0 | 0% | 0 | 0% | 0 | 0% |

 **APPLICANTS WHO HAVE SUCESSFULLY APPLIED FOR TRAINING 2016/17**

**Training Applications received - gender, disability & ethnicity**

Compared to 2015/16, the total number of training applications approved for females has decreased by 3,364 and applications from males decreased by 751.

However, the overall percentage of applications approved divided by gender is comparable with the previous year. The % approved for females has decreased by 3% since the previous year.

The % of applications approved for disabled employees has increased slightly in all Directorates, except F&CS, which has decreased significantly by 13.6%.

The total % of applications approved for BME employees has increased by 0.7% since the previous year. In SSHH, the % has increased by 1.2%.

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Directorate** | **Female** | **% female** | **Male** | **% male** | **Total** | **Disabled** | **% disabled** | **BME** | **% BME** |
| CEX | 398 | 80 | 97 | 20 | **495** | 6 | 1.2 | 3 | 0.6 |
| ELLL | 1489 | 85 | 264 | 15 | **1753** | 21 | 1.2 | 20 | 1.1 |
| ENV | 272 | 17 | 1346 | 83 | **1618** | 14 | 0.9 | 10 | 0.6 |
| F&CS | 51 | 57 | 39 | 43 | **90** | 1 | 1.1 | 0 | 0 |
| SSHH | 5261 | 80 | 1301 | 20 | **6562** | 207 | 3.2 | 179 | 2.7 |
| **Total** | 7471 | 71 | 3047 | 29 | **10518** | 249 | 2.4 | 212 | 2 |

**Training Applications Approved - age range**

The total number of applications approved has decreased by 4,115 since last year.

Of the total number of applications approved, the % of applications analysed by age group shows a slight % increase in all age groups, with the exception of age groups 22 – 30 and 41 – 50 years where there is a slight decrease.

|  |  |
| --- | --- |
|  | **Directorate** |
| **Age range** | **CEX** | **ELLL** | **ENV** | **FCS** | **SSHH** | **Total** | **%** |
| 16-21 | 20 | 24 | 87 | 11 | 101 | **243** | 2.3 |
| 22-30 | 34 | 230 | 166 | 4 | 925 | **1359** | 13 |
| 31-40 | 97 | 427 | 273 | 29 | 1497 | **2323** | 22.1 |
| 41-50 | 188 | 568 | 422 | 11 | 1924 | **3113** | 29.6 |
| 51-60 | 131 | 424 | 533 | 30 | 1871 | **2989** | 28.4 |
| 61-65 | 23 | 65 | 117 | 4 | 212 | **421** | 4 |
| 65+ | 2 | 15 | 20 | 1 | 32 | **70** | 0.7 |
| **Total** | 495 | 1753 | 1618 | 90 | 6562 | **10518** |  |

 **APPLICANTS WHO HAVE SUCCESSFULLY COMPLETED TRAINING**

**Applicants who completed training** - **gender, disability & ethnicity**

The total number of females and males who successfully completed training has decreased since 2015/16 , but the overall percentage divided by gender is comparable to the previous year. with the % of females decreasing by 2.5% since the previous year.

Comparing 2015/16 with 2016/17, the % of disabled employees who have successfully completed training hasstayed the same at 2.2%, whereas the % of BME successfully completing training has from 1.5% from 1.2%.

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Directorate** | **Female** | **% female** | **Male** | **% male** | **Total** | **Disabled** | **% disabled** | **BME** | **% BME** |
| CEX | 369 | 80 | 93 | 20 | **462** | 6 | 1.3 | 3 | 0.6 |
| ELLL | 1456 | 85 | 247 | 15 | **1703** | 19 | 1.1 | 17 | 1 |
| ENV | 264 | 17 | 1319 | 83 | **1583** | 14 | 0.9 | 10 | 0.6 |
| F&CS | 51 | 57 | 39 | 43 | **90** | 1 | 1.1 | 0 | 0 |
| SSHH | 4350 | 79 | 1142 | 21 | **5492** | 168 | 3.1 | 147 | 2.7 |
| **Total** | 6490 | 70 | 2840 | 30 | **9330** | 208 | 2.2 | 177 | 1.9 |

**Applicants who completed training** - **age range**

The distribution of the % of employees who have completed training by age range remains comparable to the previous year where in both years, the two age categories of 41 – 50 year olds and 51 – 60 year olds show the highest % who completed training.

The % of employees who completed training in age group 16 – 21 year olds has increased by 0.7% with an increase of 1% for 61 – 65 year olds.

|  |  |
| --- | --- |
|  | **Directorate** |
| **Age range** | **CEX** | **ELLL** | **ENV** | **F&CS** | **SSHH** | **Total** | **%** |
| 16-21 | 19 | 24 | 86 | 11 | 97 | **237** | 2.5 |
| 22-30 | 33 | 227 | 164 | 4 | 801 | **1229** | 13.1 |
| 31-40 | 85 | 411 | 266 | 28 | 1227 | **2017** | 21.6 |
| 41-50 | 174 | 554 | 411 | 10 | 1645 | **2794** | 30 |
| 51-60 | 126 | 407 | 522 | 29 | 1517 | **2601** | 27.9 |
| 61-65 | 23 | 65 | 114 | 4 | 179 | **385** | 4.1 |
| 65+ | 2 | 15 | 20 | 1 | 26 | **64** | 0.7 |
| **Total** | 462 | 1703 | 1583 | 87 | 5492 | **9327** |  |

**APPLICANTS WHO DID NOT COMPLETE TRAINING**

**Applicants who did not complete training - gender, disability & ethnicity**

The overall % of disabled applicants and BME applicants who did not complete training have both slightly increased since the previous year. The % of disabled applicants by 0.5% and BME applicants by 0.8%.

The % of females who did not complete training has decreased by 5.5% since 2015/16.

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Directorate** | **Female** | **% female** | **Male** | **% male** | **Total** | **Disabled** | **% disabled** | **BME** | **% BME** |
| CEX | 20 | 61 | 13 | 39 | **33** | 0 | 0 | 0 | 0 |
| ELLL | 33 | 66 | 17 | 34 | **50** | 2 | 4 | 3 | 6 |
| ENV | 8 | 23 | 27 | 77 | **35** | 0 | 0 | 0 | 0 |
| F&CS | 2 | 67 | 1 | 33 | **3** | 0 | 0 | 0 | 0 |
| SSHH | 911 | 85 | 159 | 15 | **1070** | 35 | 3.3 | 32 | 3 |
| **Total** | 974 | 82 | 217 | 18 | **1191** | 37 | 3.1 | 35 | 2.9 |

**Applicants who did not complete training - age range**

The applicants with the highest % who did not complete training fall in the same age groups as 2016/17 i.e. age groups 41 – 50 years and 51 – 60 years. Age group 31 - 40 years shows the largest % increase of 5.8% compared to the previous year.

The age categories 22 - 30 years, 31 - 40 years, 51 - 60 years and 65 and over showed an increase in the % of those who did not complete training, whilst age categories 16 - 21 years, 41 - 50 years, 51- 60 years and 61 - 65 years showed a decrease compared to 2016/17.

|  |  |
| --- | --- |
|  | **Directorate** |
| **Age range** | **CEX** | **ELLL** | **ENV** | **F&CS** | **SSHH** | **Total** | **%** |
| 16-21 | 0 | 0 | 1 | 0 | 3 | **4** | 0.3 |
| 22-30 | 0 | 3 | 2 | 0 | 125 | **130** | 10.9 |
| 31-40 | 8 | 16 | 7 | 1 | 270 | **302** | 25.4 |
| 41-50 | 12 | 14 | 11 | 1 | 279 | **317** | 26.6 |
| 51-60 | 10 | 17 | 11 | 1 | 354 | **393** | 33 |
| 61-65 | 3 | 0 | 3 | 0 | 33 | **39** | 3.3 |
| 65+ | 0 | 0 | 0 | 0 | 6 | **6** | 0.50 |
| **Total** | 33 | 50 | 35 | 3 | 1070 | **1191** |  |

**EMPLOYEES INVOLVED IN GRIEVANCE PROCEDURES 2016/17**

**Grievance Cases:**

The number of grievance cases has decreased in 2016/17.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Female** | **Male** |  **Total** |
| 2015/2016 | **10** | **5** |  **15** |
|  |  |  |  |
| 2016/2017 | **1** | **4** | **5** |

Compared to 2016/17, the number of grievances submitted by disabled employees has decreased from 1 to 0, whereas grievances from BME employees remains at nil.

|  |  |
| --- | --- |
| **Disability** | **BME** |
| **0** | **0** |

In 2015/2016 and 2016/2017, the same age group of 45-54 year olds submitted the highest number of grievances.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **16-19** | **20-24** | **25-34** | **35-44** | **45-54** | **55-64** | **65-74** | **75+** |
| **0** | **0** | **0** | **0** | **3** | **2** | **0** | **0** |

**Dignity at Work Complaints**

There were no dignity at work complaints in 2016/17. This was also the case in 2015/16.

**EMPLOYEES SUBJECT TO DISCIPLINARY PROCEDURES**

**Disciplinary Cases:**

The number of employees subject to disciplinary procedures has increased from 39 employees in 2015/16 to 53 in 2016/17.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Female** | **Male** |  **Total** |
| **2015/2016** | **30** | **9** |  **39** |
|  |  |  |  |
| 2016/2017 | 36 | 17 | 53 |

|  |  |
| --- | --- |
| **Disability** | **BME** |
| **1** | **1** |

Of the 53 employees subject to disciplinary action, there was one disabled employee and one BME employee.

The same age group, 45-54 years, shows the highest number of employees subject to disciplinary procedures this year and last year.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **16-19** | **20-24** | **25-34** | **35-44** | **45-54** | **55-64** | **65-74** | **75+** |
| 0 | 1 | 17 | 10 | 19 | 6 | 0 | 0 |

**EMPLOYEES WHO HAVE LEFT THE COUNCIL’S EMPLOYMENT**

**The figures below exclude casual workers:**

Of the 667 leavers in 2016/17, 8 were disabled employees and 7 BME employees. Of the 677, the number of females leaving compared to males was significantly higher, which is the same as 2015/16.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Female****2015/16** | **Male****2015/16** | **Total****2015/16** | **Disabled****2015/16** | **BME****2015/16** |
| 722 | 244 | **966** | 16 | 12 |
| **2016/17** | **2016/17** | **2016/17** | **2016/17** | **2016/17** |
| 514 | 153 | **667** | 8 | 7 |

The age group with the highest number of leavers was 55 - 64 year olds, which is the same age group as the previous year.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Age Range 2015/16** |  |  |  |  |  |
| 16-19 | 20-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65-74 | 75+ |
| 14 | 94 | 200 | 175 | 195 | 257 | 31 | 0 |
| **Age Range 2016/17** |  |  |  |  |  |
| 5 | 45 | 129 | 123 | 127 | 193 | 44 | 1 |

**The figures below include casual workers, who are classed as ‘leavers’ at the end of each assignment:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Female** | **Male** | **Total** | **Disabled**  | **BME** |
| 76 | 48 | **124** | 3 | 0 |

The age group with the highest amount of leavers is 20 – 24 years, compared to 25 – 34 years in the previous year.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Age Range 2015/16** |  |  |  |  |  |
| 16-19 | 20-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65-74 | 75+ |
| 7 | 56 | 104 | 65 | 66 | 37 | 14 | 0 349 |
| **Age Range 2016/17** |  |  |  |  |  |
| 14 | 29 | 25 | 10 | 21 | 15 | 10 | 0 124 |