

Appendix B

Corporate Employee Profile December 2019

Period: January 2019 to December 2019

Data as at 31/12/2019



Profile by Services	Adults & Health		Children's Services		Corporate Governance		Customers, Transformation & Resources		Director of Finance		Environment & Neighbourhoods		Housing, Regeneration & Planning		Haringey December 2019		Haringey September 2019		Targets
	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	
Headcount	402		582		80		486		57		329		209		2,145		2,172		
Full-time equivalent (FTE)	374.1		496.8		78.7		442.5		54.6		312.9		193.9		1,953.5		1,974.3		
Top 5% of earners - Female	13	25.5	11	21.6	3	5.9	11	21.6	1	2.0	4	7.8	8	15.7	51	51.5	54	51.4	50.0
Top 5% of earners - BAME	5	19.2	5	19.2	7	26.9	4	15.4	1	3.8	2	7.7	2	7.7	26	26.3	26	24.8	22.0
Top 5% of earners - Disability	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	1	50.0	2	2.0	2	1.9	3.7
Age 16 to 24	5	1.2	7	1.2	1	1.3	12	2.5	4	7.0	7	2.1	1	0.5	37	1.7	35	1.6	
Age 25 to 34	56	13.9	85	14.6	15	18.8	63	13.0	6	10.5	29	8.8	36	17.2	290	13.5	304	14.0	
Age 35 to 44	66	16.4	146	25.1	19	23.8	121	24.9	7	12.3	68	20.7	66	31.6	493	23.0	500	23.0	
Age 45 to 54	139	34.6	171	29.4	19	23.8	156	32.1	16	28.1	125	38.0	66	31.6	692	32.3	700	32.2	
Age 55 to 64	119	29.6	157	27.0	26	32.5	122	25.1	21	36.8	90	27.4	36	17.2	571	26.6	573	26.4	
Age 65 and over	17	4.2	16	2.7	0	0.0	12	2.5	3	5.3	10	3.0	4	1.9	62	2.9	60	2.8	
Average Age	49		47		46		47		48		48		45		47		47		
Disability	34	8.5	41	7.0	6	7.5	41	8.4	1	1.8	13	4.0	7	3.3	143	6.7	149	6.9	
BAME	240	59.7	323	55.5	44	55.0	225	46.3	38	66.7	170	51.7	86	41.1	1,126	52.5	1,142	52.6	
White Minorities	60	14.9	78	13.4	13	16.3	100	20.6	6	10.5	36	10.9	42	20.1	335	15.6	340	15.7	
White	85	21.1	152	26.1	22	27.5	139	28.6	11	19.3	105	31.9	72	34.4	586	27.3	593	27.3	
Not declared	17	4.2	29	5.0	1	1.3	22	4.5	2	3.5	18	5.5	9	4.3	98	4.6	97	4.5	
Female	288	71.6	479	82.3	51	63.8	322	66.3	27	47.4	106	32.2	121	57.9	1,394	65.0	1,419	65.3	
Male	114	28.4	103	17.7	29	36.3	164	33.7	30	52.6	223	67.8	88	42.1	751	35.0	753	34.7	
Part-time	79	19.7	191	32.8	6	7.5	105	21.6	5	8.8	40	12.2	36	17.2	462	21.5	470	21.6	

Ethnicity Key	
BAME	Black, asian, mixed, chinese and other nationalities
White Minorities	Non British white staff - Irish, Greek, Greek Cypriot, Turkish, Turkish Cypriot, Kurdish, Gypsy, Irish Traveller & other white europeans
White	Includes all British nationalities - British, English, Scottish, Welsh, and Northern Irish

Profile by Grade Bands

	Scale1 to Scale5		Scale 6 to SO1		PO1 to PO3		PO4 to PO7		PO8+		HC1C to HC3A		HB1A to HA2A		Other		Totals	
	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%
Age 16 to 24	8	1.7	10	2.6	6	1.2	2	0.5	0	0.0	0	0.0	0	0.0	11	5.3	37	1.7
Age 25 to 34	48	9.9	54	14.2	80	15.7	63	16.2	8	8.9	2	2.7	0	0.0	35	17.0	290	13.5
Age 35 to 44	94	19.4	76	19.9	130	25.6	107	27.6	27	30.0	16	21.9	1	6.7	42	20.4	493	23.0
Age 45 to 54	157	32.4	124	32.5	160	31.5	117	30.2	35	38.9	24	32.9	10	66.7	65	31.6	692	32.3
Age 55 to 64	154	31.8	101	26.5	122	24.0	93	24.0	19	21.1	30	41.1	4	26.7	48	23.3	571	26.6
Age 65 and over	23	4.8	16	4.2	10	2.0	6	1.5	1	1.1	1	1.4	0	0.0	5	2.4	62	2.9
Disability	41	8.5	32	8.4	38	7.5	13	3.4	1	1.1	2	2.7	0	0.0	16	7.8	143	6.7
BAME	314	64.9	226	59.3	252	49.6	183	47.2	31	34.4	21	28.8	4	26.7	95	46.1	1,126	52.5
White Minorities	63	13.0	57	15.0	98	19.3	56	14.4	22	24.4	7	9.6	2	13.3	30	14.6	335	15.6
White	87	18.0	81	21.3	135	26.6	137	35.3	36	40.0	42	57.5	7	46.7	61	29.6	586	27.3
Not declared	20	4.1	17	4.5	23	4.5	12	3.1	1	1.1	3	4.1	2	13.3	20	9.7	98	4.6
Female	285	58.9	283	74.3	349	68.7	226	58.2	46	51.1	41	56.2	5	33.3	159	77.2	1,394	65.0
Male	199	41.1	98	25.7	159	31.3	162	41.8	44	48.9	32	43.8	10	66.7	47	22.8	751	35.0
Part-time	231	47.7	66	17.3	77	15.2	23	5.9	6	6.7	5	6.8	2	13.3	52	25.2	462	21.5

	Recruitment & Retention					
	Applicants		Starters		Leavers	
	Head count	%	Head count	%	Head count	%
% of that group						
Age 16 to 24	438	20.2	29	10.1	8	2.6
Age 25 to 34	731	33.7	86	30.0	65	21.4
Age 35 to 44	563	26.0	62	21.6	64	21.1
Age 45 to 54	181	8.4	73	25.4	84	27.6
Age 55 to 64	50	2.3	33	11.5	68	22.4
Age 65 and over	5	0.2	4	1.4	15	4.9
Not declared	198	9.1	0	0.0	0	0.0
Disability	102	4.7	2	0.7	19	6.3
BAME	1,287	59.4	154	53.7	147	48.4
White Minorities	315	14.5	27	9.4	34	11.2
White	330	15.2	82	28.6	103	33.9
Not declared	234	10.8	24	8.4	20	6.6
Female	1,386	64.0	181	63.1	210	69.1
Male	780	36.0	106	36.9	94	30.9

Period
October to December 2019

% of that group

Scale1 to Scale5
Scale6 to SO1
PO1 to PO3
PO4 to PO7
PO8+
HC1C to HA2A
Other
Disability
BAME
White Minorities
White
Not declared
Female
Male

	Formal Procedures							
	Capability Cases		Harassment Cases		Grievance Cases		Disciplinary Cases	
	Head count	%	Head count	%	Head count	%	Head count	%
% of that group								
Scale1 to Scale5	0	0.0	0	0.0	4	18.2	10	41.7
Scale6 to SO1	0	0.0	0	0.0	6	27.3	4	16.7
PO1 to PO3	0	0.0	0	0.0	10	45.5	6	25.0
PO4 to PO7	1	100.0	1	100.0	2	9.1	3	12.5
PO8+	0	0.0	0	0.0	0	0.0	1	4.2
HC1C to HA2A	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0	0	0.0
Disability	0	0.0	0	0.0	1	4.5	5	20.8
BAME	1	100.0	0	0.0	12	54.5	15	62.5
White Minorities	0	0.0	0	0.0	3	13.6	2	8.3
White	0	0.0	1	100.0	5	22.7	3	12.5
Not declared	0	0.0	0	0.0	2	9.1	4	16.7
Female	1	100.0	1	100.0	17	77.3	14	58.3
Male	0	0.0	0	0.0	5	22.7	10	41.7

	Leaving Reason Groups											
	Resignation		Redundancy		Retirement		Contract End		Dismissal		Other	
	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%
Age 16 to 24	6	3.3	0	0.0	0	0.0	2	12.5	0	0.0	0	0.0
Age 25 to 34	55	30.4	2	3.3	0	0.0	5	31.3	2	33.3	1	3.8
Age 35 to 44	47	26.0	9	15.0	0	0.0	1	6.3	1	16.7	6	23.1
Age 45 to 54	44	24.3	20	33.3	1	6.7	7	43.8	2	33.3	10	38.5
Age 55 to 64	27	14.9	22	36.7	9	60.0	1	6.3	1	16.7	8	30.8
Age 65 and over	2	1.1	7	11.7	5	33.3	0	0.0	0	0.0	1	3.8
Disability	5	2.8	9	15.0	2	13.3	0	0.0	0	0.0	3	11.5
BAME	81	44.8	35	58.3	6	40.0	11	68.8	4	66.7	10	38.5
White Minorities	22	12.2	7	11.7	0	0.0	2	12.5	1	16.7	2	7.7
White	64	35.4	16	26.7	9	60.0	2	12.5	0	0.0	12	46.2
Not declared	14	7.7	2	3.3	0	0.0	1	6.3	1	16.7	2	7.7
Female	123	68.0	48	80.0	11	73.3	12	75.0	2	33.3	14	53.8
Male	58	32.0	12	20.0	4	26.7	4	25.0	4	66.7	12	46.2

BAME	Black, asian, mixed, chinese and other nationalities
White Minorities	Non British white staff - Irish, Greek, Greek Cypriot, Turkish, Turkish Cypriot, Kurdish, Gypsy, Irish Traveller & other white europeans
White	Includes all British nationalities - British, English, Scottish, Welsh, and Northern Irish

Sexuality

Not recorded/known	1,047	48.8	
Bi-Sexual	15	0.7	1.4
Gay Man	16	0.7	1.5
Heterosexual	859	40.0	78.2
Lesbian	11	0.5	1.0
Prefer not to say	197	9.2	17.9
Total recorded	1,098	51.2	100.0

Religion/ Belief	No.	% of all staff	% of recorded
Christian	499	23.3	45.4
Hindu	22	1.0	2.0
Jewish	12	0.6	1.1
Muslim	99	4.6	9.0
None	240	11.2	21.8
Other ...	31	1.4	2.8
Prefer not to say	196	9.1	17.8
Not Recorded	1,046	48.8	100.0