

Appendix B - Council Employment Profile (December 2020)

Data as at 31/12/2020



Profile by Services	Adults & Health		Children's Services		Corporate Governance		Customers, Transformation & Resources		Director of Finance		Environment & Neighbourhoods		Housing, Regeneration & Planning		Haringey December 2020		Haringey September 2020		Targets
	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	
Headcount	523		626		82		425		58		419		229		2,362		2,306		
Full-time equivalent (FTE)	470.5		540.1		80.5		409.4		55.6		373.8		211.2		2,141.0		2,083.1		
Top 5% of earners - Female	15	28.3	9	17.0	4	7.5	10	18.9	1	1.9	4	7.5	10	18.9	53	49.5	52	48.1	50.0
Top 5% of earners - BAME	6	20.0	4	13.3	7	23.3	7	23.3	1	3.3	4	13.3	1	3.3	30	28.0	26	24.1	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	1.9	2	1.9	3.7
Age 16 to 24	11	2.1	15	2.4	2	2.4	12	2.8	1	1.7	12	2.9	1	0.4	54	2.3	40	1.7	
Age 25 to 34	80	15.3	83	13.3	10	12.2	56	13.2	9	15.5	35	8.4	39	17.0	312	13.2	318	13.8	
Age 35 to 44	111	21.2	158	25.2	21	25.6	109	25.6	8	13.8	76	18.1	72	31.4	555	23.5	535	23.2	
Age 45 to 54	160	30.6	191	30.5	20	24.4	134	31.5	16	27.6	149	35.6	73	31.9	743	31.5	730	31.7	
Age 55 to 64	142	27.2	158	25.2	29	35.4	108	25.4	21	36.2	128	30.5	40	17.5	626	26.5	613	26.6	
Age 65 and over	19	3.6	21	3.4	0	0.0	6	1.4	3	5.2	19	4.5	4	1.7	72	3.0	70	3.0	
Average Age	47		47		47		46		48		49		45		47		47		
Disability	39	7.5	37	5.9	6	7.3	27	6.4	1	1.7	14	3.3	8	3.5	132	5.6	131	5.7	
BAME	313	59.8	345	55.1	45	54.9	191	44.9	40	69.0	188	44.9	95	41.5	1,217	51.5	1,180	51.2	
White Minorities	76	14.5	71	11.3	12	14.6	82	19.3	5	8.6	37	8.8	50	21.8	333	14.1	330	14.3	
White	113	21.6	142	22.7	23	28.0	135	31.8	11	19.0	102	24.3	77	33.6	603	25.5	594	25.8	
Not declared	21	4.0	68	10.9	2	2.4	17	4.0	2	3.4	92	22.0	7	3.1	209	8.8	202	8.8	
Female	379	72.5	510	81.5	54	65.9	262	61.6	27	46.6	154	36.8	132	57.6	1,518	64.3	1,487	64.5	
Male	144	27.5	116	18.5	28	34.1	163	38.4	31	53.4	265	63.2	97	42.4	844	35.7	819	35.5	
Part-time	127	24.3	193	30.8	7	8.5	56	13.2	5	8.6	97	23.2	41	17.9	526	22.3	527	22.9	

Top 5% of earners: Female, BAME and Disability

Definition

The Top 5% of earners is based on:

1. Permanent staff and those staff on fixed term/temporary contracts employed for over a year.
 2. Ranking staff according to their gross full-time equivalent (FTE) pay from highest to lowest.
- Gross pay includes base pay, London weighting, honoraria and other contractual payments.

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	12	2.4	9	2.4	7	1.3	1	0.2	0	0.0	0	0.0	0	0.0	25	8.3	54	2.3
Age 25 to 34	43	8.6	49	12.9	89	16.5	74	16.7	9	8.7	2	2.7	2	11.1	44	14.5	312	13.2
Age 35 to 44	96	19.2	85	22.3	145	26.9	119	26.8	27	26.0	16	21.9	5	27.8	62	20.5	555	23.5
Age 45 to 54	167	33.4	113	29.7	164	30.4	144	32.4	41	39.4	24	32.9	7	38.9	83	27.4	743	31.5
Age 55 to 64	162	32.4	108	28.3	122	22.6	100	22.5	27	26.0	29	39.7	4	22.2	74	24.4	626	26.5
Age 65 and over	20	4.0	17	4.5	12	2.2	6	1.4	0	0.0	2	2.7	0	0.0	15	5.0	72	3.0
Disability	35	7.0	27	7.1	39	7.2	15	3.4	0	0.0	2	2.7	0	0.0	14	4.6	132	5.6
BAME	313	62.6	232	60.9	268	49.7	215	48.4	31	29.8	21	28.8	6	33.3	131	43.2	1,217	51.5
White Minorities	56	11.2	54	14.2	107	19.9	56	12.6	25	24.0	8	11.0	3	16.7	24	7.9	333	14.1
White	90	18.0	77	20.2	134	24.9	148	33.3	45	43.3	41	56.2	8	44.4	60	19.8	603	25.5
Not declared	41	8.2	18	4.7	30	5.6	25	5.6	3	2.9	3	4.1	1	5.6	88	29.0	209	8.8
Female	287	57.4	272	71.4	376	69.8	251	56.5	57	54.8	40	54.8	6	33.3	229	75.6	1,518	64.3
Male	213	42.6	109	28.6	163	30.2	193	43.5	47	45.2	33	45.2	12	66.7	74	24.4	844	35.7
Part-time	229	45.8	64	16.8	81	15.0	30	6.8	6	5.8	4	5.5	1	5.6	111	36.6	526	22.3

Period
January to December 2020

Recruitment & Retention					
Applicants		Starters		Leavers	
		Head count	%	Head count	%
Age 16 to 24	0.0	32	7.0	3	1.3
Age 25 to 34	0.0	106	23.1	51	21.5
Age 35 to 44	0.0	129	28.1	44	18.6
Age 45 to 54	0.0	112	24.4	51	21.5
Age 55 to 64	0.0	67	14.6	70	29.5
Age 65 and over	0.0	13	2.8	18	7.6
Not declared	0.0	0	0.0	0	0.0
Disability	0.0	9	2.0	19	8.0
BAME	0.0	205	44.7	108	45.6
White Minorities	0.0	35	7.6	37	15.6
White	0.0	93	20.3	77	32.5
Not declared	0.0	126	27.5	15	6.3
Female	0.0	303	66.0	174	73.4
Male	0.0	156	34.0	63	26.6

 Data not currently available

Period
October to December 2020

Formal Procedures							
Capability Cases		Harassment Cases		Grievance Cases		Disciplinary Cases	
Head count	%	Head count	%	Head count	%	Head count	%
0	0.0	0	0.0	3	11.5	14	36.8
0	0.0	0	0.0	5	19.2	5	13.2
1	50.0	0	0.0	12	46.2	13	34.2
1	50.0	1	100.0	4	15.4	6	15.8
0	0.0	0	0.0	1	3.8	0	0.0
0	0.0	0	0.0	1	3.8	0	0.0
0	0.0	0	0.0	0	0.0	0	0.0
0	0.0	0	0.0	2	7.7	7	18.4
2	100.0	0	0.0	12	46.2	26	68.4
0	0.0	0	0.0	5	19.2	2	5.3
0	0.0	1	100.0	5	19.2	4	10.5
0	0.0	0	0.0	4	15.4	6	15.8
1	50.0	1	100.0	21	80.8	22	57.9
1	50.0	0	0.0	5	19.2	16	42.1

Period
January to December 2020

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	2	1.4	0	0.0	0	0.0	1	7.7	0	0.0	0	0.0
Age 25 to 34	43	30.9	3	6.1	0	0.0	3	23.1	2	22.2	0	0.0
Age 35 to 44	36	25.9	5	10.2	0	0.0	1	7.7	1	11.1	1	14.3
Age 45 to 54	26	18.7	13	26.5	1	5.0	5	38.5	2	22.2	4	57.1
Age 55 to 64	30	21.6	23	46.9	11	55.0	2	15.4	2	22.2	2	28.6
Age 65 and over	2	1.4	5	10.2	8	40.0	1	7.7	2	22.2	0	0.0
Disability	7	5.0	7	14.3	4	20.0	0	0.0	0	0.0	1	14.3
BAME	57	41.0	29	59.2	4	20.0	10	76.9	4	44.4	4	57.1
White Minorities	17	12.2	9	18.4	5	25.0	1	7.7	4	44.4	1	14.3
White	53	38.1	10	20.4	10	50.0	1	7.7	1	11.1	2	28.6
Not declared	12	8.6	1	2.0	1	5.0	1	7.7	0	0.0	0	0.0
Female	102	73.4	39	79.6	14	70.0	10	76.9	4	44.4	5	71.4
Male	37	26.6	10	20.4	6	30.0	3	23.1	5	55.6	2	28.6

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

	No.	% of all staff	% of recorded
Not recorded/known	1,002	42.4	
Bi-Sexual	20	0.8	1.5
Gay Man	21	0.9	1.5
Heterosexual	1,026	43.4	75.4
Lesbian	16	0.7	1.2
Prefer not to say	277	11.7	20.4
Total recorded	1,360	57.6	100.0

Religion/ Belief	No.	% of all staff	% of recorded
Christian	585	24.8	43.4
Hindu	28	1.2	2.1
Jewish	14	0.6	1.0
Muslim	119	5.0	8.8
None	297	12.6	22.0
Other ...	12	0.5	0.9
Prefer not to say	293	12.4	21.7
Not Recorded	1,014	42.9	100.0