

**Equality Scorecard**  
Jun-14



Data as at 30/06/2014

**Profile by Services**

	Chief Operating	Corporate Governance	Deputy Chief Executive	Head of Office	Regeneration, Planning & Development	Strategy & Performance	Haringey Jun 2014	Haringey Jun 2013	Targets
Headcount	1403	103	1111	15	182	6	2821	3027	
Full-time equivalent (FTE)	1211.1	96.7	990.5	14.7	143.7	6.0	2463.8	2667.0	
Top 5% of earners - Female (%)	42.5	34.7	72.9	N/A	25.0	N/A	52.1	50.9	50.0
Top 5% of earners - BAME (%)	20.1	43.5	23.6	N/A	0.0	N/A	20.8	19.0	22.0
Top 5% of earners - Disability (%)	1.8	0.0	3.7	N/A	0.0	N/A	2.2	2.3	3.7
Age 16 to 24 (%)	1.5	1.9	1.0	0.0	0.5	0.0	1.2	1.4	
Age 25 to 34 (%)	11.6	14.6	18.0	40.0	13.7	66.7	14.6	15.8	
Age 35 to 44 (%)	25.2	20.4	22.7	26.7	32.4	16.7	24.5	25.0	
Age 45 to 54 (%)	38.5	42.7	36.5	13.3	35.7	0.0	37.5	38.0	
Age 55 to 64 (%)	21.3	19.4	20.6	20.0	17.0	16.7	20.7	18.8	
Age 65 and over (%)	1.9	1.0	1.2	0.0	0.5	0.0	1.5	1.0	
Average Age	46.8	46.3	45.7	40.7	45.2	36.5	46.2	45.7	
Disability (%)	9.6	9.7	11.6	20.0	5.5	16.7	10.2	8.9	
BAME (%)	54.8	45.6	51.8	26.7	40.7	16.7	52.1	52.4	
White Minorities (%)	16.5	14.6	15.8	20.0	25.3	16.7	16.7	16.3	
White (%)	27.6	37.9	29.3	53.3	34.1	66.7	29.3	28.6	
Not declared (%)	1.1	1.9	3.2	0.0	0.0	0.0	1.9	2.7	
Female (%)	62.5	66.0	77.4	60.0	63.2	50.0	68.5	68.1	
Male (%)	37.5	34.0	22.6	40.0	36.8	50.0	31.5	31.9	
Part-time (%)	30.4	16.5	26.6	6.7	37.4	0.0	28.6	27.8	

\* Numbers are too small to report

**Profile by Grade Bands 1-5**

	1	2	3	4	5	ALL
Age 16 to 24 (%)	3.1	1.0	0.3	0.2	0.0	1.2
Age 25 to 34 (%)	12.9	18.8	17.7	12.0	4.9	14.6
Age 35 to 44 (%)	20.2	22.7	28.9	27.6	26.2	24.5
Age 45 to 54 (%)	34.6	36.9	38.2	39.2	45.4	37.5
Age 55 to 64 (%)	26.7	19.4	14.0	20.0	23.5	20.7
Age 65 and over (%)	2.7	1.1	0.9	1.0	0.0	1.5
Disability (%)	12.1	13.1	9.6	7.0	2.2	10.2
BAME (%)	65.7	55.6	48.2	42.2	19.7	52.1
White Minorities (%)	13.2	18.0	19.5	18.4	13.7	16.7
White (%)	19.1	25.2	31.3	36.8	62.3	29.3
Not declared (%)	2.0	1.3	1.0	2.6	4.4	1.9
Female (%)	66.5	79.1	65.6	68.2	53.6	68.5
Male (%)	33.5	20.9	34.4	31.8	46.4	31.5
Part-time (%)	54.0	25.3	17.1	12.2	9.8	28.6

**Ethnicity Key**

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

**Grade Band Key**

1	SC1 to SC5 - £14,844 to £23,511
2	SC6 to SO1 - £24,210 to £28,311
3	PO1 to PO3 - £29,088 to 36,669
4	PO4 to PO7 - £38,669 to £47,708
5	PO8+ - £48,987+

Period  
July 2013 - June 14

	Recruitment & Retention (Jul13-Jun14)					People Management		
	Applicants	Starters	Leavers	Promotions	Appraisals Completed (for 2013-14)	Internal Training Courses Attended	Grievance Cases	Disciplinary Cases
Age 16 to 24 (%)	10.0	8.1	2.3	3.1	1.2	2.3	0.0	1.8
Age 25 to 34 (%)	30.5	32.2	17.0	32.6	12.0	14.8	25.0	14.3
Age 35 to 44 (%)	27.1	25.5	24.7	22.3	24.0	24.2	75.0	14.3
Age 45 to 54 (%)	24.4	21.5	25.8	32.1	39.3	39.7	0.0	55.4
Age 55 to 64 (%)	7.7	12.8	25.5	8.8	21.9	18.2	0.0	14.3
Age 65 and over (%)	0.3	0.0	4.6	1.0	1.7	0.8	0.0	0.0
Disability (%)	3.9	2.0	11.3	6.7	10.3	10.3	0.0	16.7
BAME (%)	55.9	40.9	49.0	40.4	54.9	47.2	25.0	75.0
White Minorities (%)	15.5	7.4	16.2	22.3	16.1	16.6	75.0	12.5
White (%)	26.7	37.6	32.5	33.7	27.5	33.0	0.0	10.7
Not declared (%)	1.9	14.1	2.3	3.6	1.5	3.2	0.0	1.8
Female (%)	62.7	65.2	65.7	61.7	67.6	71.3	50.0	51.8
Male (%)	37.3	34.8	34.3	38.3	32.4	28.7	50.0	48.2

Leaving Reason Groups

	Resignation	Redundancy	Retirement	Contract End	Dismissal	Other
Age 16 to 24 (%)	3.4	0.0	0.0	5.4	0.0	0.0
Age 25 to 34 (%)	29.1	6.1	0.0	7.1	30.0	5.6
Age 35 to 44 (%)	33.5	18.2	0.0	23.2	20.0	16.7
Age 45 to 54 (%)	24.0	24.2	3.8	32.1	40.0	55.6
Age 55 to 64 (%)	10.1	45.5	61.5	26.8	10.0	22.2
Age 65 and over (%)	0.0	6.1	34.6	5.4	0.0	0.0
Disability (%)	6.7	13.1	30.8	5.4	30.0	27.8
BAME (%)	48.6	40.4	46.2	58.9	90.0	50.0
White Minorities (%)	16.8	22.2	11.5	10.7	0.0	11.1
White (%)	30.7	36.4	42.3	28.6	10.0	38.9
Not declared (%)	3.9	1.0	0.0	1.8	0.0	0.0
Female (%)	64.2	62.6	69.2	80.4	20.0	72.2
Male (%)	35.8	37.4	30.8	19.6	80.0	27.8

Maternity

There were 51 returners from maternity leave out of 60 (85% return rate)

Sexuality

Not recorded/known

Bi-Sexual

Gay Man

Heterosexual

Lesbian

Prefer not to say

Total recorded

No.	% of all staff	% of recorded	Religion/ Belief	No.	% of all staff	% of recorded
2197	77.9		Christian	287	10.2	45.9
9	0.3	1.4	Hindu	12	0.4	1.9
9	0.3	1.4	Jewish	5	0.2	0.8
440	15.6	70.5	Muslim	34	1.2	5.4
4	0.1	0.6	None	136	4.8	21.8
162	5.7	26.0	Other ...	20	0.7	3.2
624	22.1	100.0	Prefer not to say	131	4.6	21.0

Key Actions

1	
2	
3	
4	
5	