

Equality Scorecard September 2015
 Period : July 2015 to September 2015

APPENDIX 2

Data as at 30/09/2015

Profile by Services

| Profile by Services | Chief Operating | | Corporate Governance Policy & Business Mgt | | Deputy Chief Executive | | Regeneration, Planning & Development | | Haringey September 2015 | | Haringey June 2015 | | Targets |
|--------------------------------|-----------------|------|--|------|------------------------|------|--------------------------------------|------|-------------------------|------|--------------------|------|---------|
| | Head count | % | Head count | % | Head count | % | Head count | % | Head count | % | Head count | % | |
| Headcount | 1285 | | 109 | | 1111 | | 177 | | 2682 | | 2735 | | |
| Full-time equivalent (FTE) | 1134.2 | | 103.9 | | 990.1 | | 151.6 | | 2379.8 | | 2415.3 | | |
| Top 5% of earners - Female | 24 | 46.2 | 4 | 30.8 | 30 | 66.7 | 10 | 43.5 | 68 | 51.1 | 68 | 48.9 | 50.0 |
| Top 5% of earners - BAME | 11 | 21.2 | 4 | 30.8 | 9 | 20.0 | 1 | 4.3 | 25 | 18.8 | 26 | 18.7 | 22.0 |
| Top 5% of earners - Disability | 1 | 1.9 | 2 | 15.4 | 0 | 0.0 | 0 | 0.0 | 3 | 2.3 | 3 | 2.2 | 3.7 |
| Age 16 to 24 | 16 | 1.2 | 0 | 0.0 | 13 | 1.2 | 3 | 1.7 | 32 | 1.2 | 34 | 1.3 | |
| Age 25 to 34 | 136 | 10.6 | 24 | 22.0 | 171 | 15.4 | 22 | 12.4 | 353 | 13.2 | 378 | 14.1 | |
| Age 35 to 44 | 302 | 23.5 | 26 | 23.9 | 245 | 22.1 | 60 | 33.9 | 633 | 23.6 | 647 | 24.1 | |
| Age 45 to 54 | 511 | 39.8 | 37 | 33.9 | 398 | 35.8 | 59 | 33.3 | 1005 | 37.5 | 1023 | 38.1 | |
| Age 55 to 64 | 287 | 22.3 | 20 | 18.3 | 270 | 24.3 | 30 | 16.9 | 607 | 22.6 | 602 | 22.4 | |
| Age 65 and over | 33 | 2.6 | 2 | 1.8 | 14 | 1.3 | 3 | 1.7 | 52 | 1.9 | 51 | 1.9 | |
| Average Age | 47 | | 46 | | 46 | | 45 | | 47 | | 46 | | |
| Disability | 128 | 10.0 | 11 | 10.1 | 128 | 11.5 | 7 | 4.0 | 274 | 10.2 | 285 | 10.6 | |
| BAME | 711 | 55.3 | 46 | 42.2 | 591 | 53.2 | 68 | 38.4 | 1416 | 52.8 | 1455 | 54.3 | |
| White Minorities | 209 | 16.3 | 16 | 14.7 | 172 | 15.5 | 40 | 22.6 | 437 | 16.3 | 444 | 16.6 | |
| White | 344 | 26.8 | 46 | 42.2 | 315 | 28.4 | 68 | 38.4 | 773 | 28.8 | 777 | 29.0 | |
| Not declared | 21 | 1.6 | 1 | 0.9 | 33 | 3.0 | 1 | 0.6 | 56 | 2.1 | 59 | 2.2 | |
| Female | 782 | 60.9 | 67 | 61.5 | 849 | 76.4 | 111 | 62.7 | 1809 | 67.4 | 1845 | 67.5 | |
| Male | 503 | 39.1 | 42 | 38.5 | 262 | 23.6 | 66 | 37.3 | 873 | 32.6 | 890 | 32.5 | |
| Part-time | 343 | 26.7 | 14 | 12.8 | 293 | 26.4 | 43 | 24.3 | 693 | 25.8 | 729 | 27.2 | |

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 nationalites - British, English, Scottish, Welsh, and Northern Irish |

* Numbers are too small to report

Profile by Grade Bands

| | Scale1 to Scale5 | | Scale 6 to SO1 | | PO1 to PO3 | | PO4 to PO7 | | PO8+ | | Other | | Totals | |
|------------------|------------------|------|----------------|------|------------|------|------------|------|------------|------|------------|------|--------|------|
| | Head count | % | Head count | % | Head count | % | Head count | % | Head count | % | Head count | % | Head | % |
| Age 16 to 24 | 11 | 1.5 | 5 | 0.9 | 9 | 1.4 | 1 | 0.3 | 0 | 0.0 | 6 | 2.0 | 32 | 1.2 |
| Age 25 to 34 | 91 | 12.2 | 87 | 15.8 | 95 | 14.4 | 44 | 12.1 | 1 | 1.5 | 35 | 11.8 | 353 | 13.2 |
| Age 35 to 44 | 145 | 19.4 | 113 | 20.5 | 194 | 29.4 | 94 | 25.8 | 16 | 24.6 | 71 | 24.0 | 633 | 23.6 |
| Age 45 to 54 | 259 | 34.7 | 223 | 40.5 | 237 | 35.9 | 151 | 41.4 | 27 | 41.5 | 109 | 36.8 | 1006 | 37.5 |
| Age 55 to 64 | 213 | 28.5 | 114 | 20.7 | 117 | 17.7 | 72 | 19.7 | 19 | 29.2 | 72 | 24.3 | 607 | 22.6 |
| Age 65 and over | 28 | 3.7 | 8 | 1.5 | 8 | 1.2 | 3 | 0.8 | 2 | 3.1 | 3 | 1.0 | 52 | 1.9 |
| Disability | 97 | 13.0 | 67 | 12.2 | 66 | 10.0 | 20 | 5.5 | 3 | 4.6 | 21 | 7.1 | 274 | 10.2 |
| BAME | 505 | 67.6 | 319 | 58.0 | 308 | 46.7 | 151 | 41.4 | 13 | 20.0 | 120 | 40.5 | 1416 | 52.8 |
| White Minorities | 95 | 12.7 | 90 | 16.4 | 136 | 20.6 | 65 | 17.8 | 11 | 16.9 | 40 | 13.5 | 437 | 16.3 |
| White | 130 | 17.4 | 130 | 23.6 | 207 | 31.4 | 143 | 39.2 | 40 | 61.5 | 124 | 41.9 | 774 | 28.8 |
| Not declared | 17 | 2.3 | 11 | 2.0 | 9 | 1.4 | 6 | 1.6 | 1 | 1.5 | 12 | 4.1 | 56 | 2.1 |
| Female | 466 | 62.4 | 438 | 79.6 | 444 | 67.3 | 213 | 58.4 | 41 | 63.1 | 207 | 69.9 | 1809 | 67.4 |
| Male | 281 | 37.6 | 112 | 20.4 | 216 | 32.7 | 152 | 41.6 | 24 | 36.9 | 89 | 30.1 | 874 | 32.6 |
| Part-time | 368 | 49.3 | 137 | 24.9 | 117 | 17.7 | 26 | 7.1 | 4 | 6.2 | 41 | 13.9 | 693 | 25.8 |

Period
Oct-2014 - Sept 2015

% of that group

| Recruitment & Retention | | | | | | Promotions | | Performance Appraisals | | Training | | Formal Procedures | | | | |
|-------------------------|------|------------|-----|------------|-----|------------|-----|---|---|---------------------------|-----|-------------------|----|--------------------|----|------|
| Applicants | | Starters | | Leavers | | Promotions | | Appraisals Completed mid year 2014/2015 | | Internal Training Courses | | Grievance Cases | | Disciplinary Cases | | |
| Head count | % | Head count | % | Head count | % | Head count | % | Head count | % | Head count | % | Head | % | Head count | % | |
| Age 16 to 24 | 273 | 12.0 | 22 | 9.8 | 10 | 2.8 | 4 | 2.5 | | | 4 | 1.3 | 0 | 0.0 | 0 | 0.0 |
| Age 25 to 34 | 805 | 35.2 | 75 | 33.3 | 65 | 18.3 | 30 | 18.8 | | | 35 | 11.8 | 4 | 13.8 | 6 | 14.0 |
| Age 35 to 44 | 536 | 23.5 | 55 | 24.4 | 88 | 24.8 | 50 | 31.3 | | | 67 | 22.6 | 5 | 17.2 | 12 | 27.9 |
| Age 45 to 54 | 479 | 21.0 | 54 | 24.0 | 105 | 29.6 | 59 | 36.9 | | | 108 | 36.4 | 11 | 37.9 | 15 | 34.9 |
| Age 55 to 64 | 186 | 8.1 | 18 | 8.0 | 72 | 20.3 | 17 | 10.6 | | | 81 | 27.3 | 9 | 31.0 | 9 | 20.9 |
| Age 65 and over | 5 | 0.2 | 1 | 0.4 | 15 | 4.2 | 0 | 0.0 | | | 2 | 0.7 | 0 | 0.0 | 1 | 2.3 |
| Disability | 2 | 0.1 | 4 | 1.8 | 29 | 8.2 | 13 | 8.1 | | | 29 | 9.8 | 9 | 31.0 | 7 | 16.3 |
| BAME | 1279 | 54.4 | 101 | 44.9 | 156 | 43.9 | 68 | 42.5 | | | 147 | 49.5 | 15 | 51.7 | 32 | 74.4 |
| White Minorities | 343 | 14.6 | 25 | 11.1 | 58 | 16.3 | 31 | 19.4 | | | 55 | 18.5 | 9 | 31 | 5 | 11.6 |
| White | 670 | 28.5 | 82 | 36.4 | 126 | 35.5 | 58 | 36.3 | | | 93 | 31.3 | 4 | 14 | 5 | 11.6 |
| Not declared | 60 | 2.6 | 17 | 7.6 | 15 | 4.2 | 3 | 1.9 | | | 13 | 4.4 | 1 | 3 | 1 | 2.3 |
| Female | 1414 | 60.1 | 145 | 64.4 | 234 | 65.9 | 107 | 66.9 | | | 187 | 63.0 | 19 | 65.5 | 21 | 48.8 |
| Male | 938 | 39.9 | 80 | 35.6 | 121 | 34.1 | 53 | 33.1 | | | 110 | 37.0 | 10 | 34.5 | 22 | 51.2 |

* Numbers are too small to report

| 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 | 8 | 2.3 | 0 | 0.0 | 0 | 0.0 | 2 | 0.6 | 0 | 0.0 | 0 | 0.0 |
| Age 25 to 34 | 52 | 14.6 | 10 | 2.8 | 0 | 0.0 | 1 | 0.3 | 1 | 0.3 | 1 | 0.3 |
| Age 35 to 44 | 57 | 16.1 | 20 | 5.6 | 0 | 0.0 | 3 | 0.8 | 1 | 0.3 | 7 | 2.0 |
| Age 45 to 54 | 56 | 15.8 | 25 | 7.0 | 0 | 0.0 | 1 | 0.3 | 2 | 0.6 | 21 | 5.9 |
| Age 55 to 64 | 19 | 5.4 | 29 | 8.2 | 7 | 2.0 | 2 | 0.6 | 3 | 0.8 | 12 | 3.4 |
| Age 65 and over | 2 | 0.6 | 4 | 1.1 | 9 | 2.5 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Disability | 9 | 2.5 | 11 | 3.1 | 4 | 1.1 | 0 | 0.0 | 3 | 0.8 | 2 | 0.6 |
| BAME | 75 | 21.1 | 44 | 12.4 | 5 | 1.4 | 0 | 0.0 | 2 | 1 | 30 | 8.5 |
| White Minorities | 35 | 9.9 | 14 | 3.9 | 2 | 0.6 | 2 | 0.6 | 1 | 0 | 4 | 1.1 |
| White | 74 | 20.8 | 28 | 7.9 | 9 | 2.5 | 5 | 1.4 | 3 | 1 | 7 | 2.0 |
| Not declared | 10 | 2.8 | 2 | 0.6 | 0 | 0.0 | 2 | 0.6 | 1 | 0 | 0 | 0.0 |
| Female | 123 | 34.6 | 61 | 17.2 | 9 | 2.5 | 5 | 1.4 | 3 | 0.8 | 33 | 9.3 |
| Male | 71 | 20.0 | 27 | 7.6 | 7 | 2.0 | 4 | 1.1 | 4 | 1.1 | 8 | 2.3 |
| Maternity | | | | | | | | | | | | |

| 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 nationalites - British, English, Scottish, Welsh, and Northern Irish |

Sexuality

| | | | |
|--------------------|------|------|-------|
| Not recorded/known | 1932 | 72.0 | |
| Bi-Sexual | 8 | 0.3 | 1.1 |
| Gay Man | 12 | 0.4 | 1.6 |
| Heterosexual | 540 | 20.1 | 72.0 |
| Lesbian | 4 | 0.1 | 0.5 |
| Prefer not to say | 186 | 6.9 | 24.8 |
| Total recorded | 750 | 28.0 | 100.0 |

| No. | % of all staff | % of recorded |
|------|----------------|---------------|
| 1932 | 72.0 | |
| 8 | 0.3 | 1.1 |
| 12 | 0.4 | 1.6 |
| 540 | 20.1 | 72.0 |
| 4 | 0.1 | 0.5 |
| 186 | 6.9 | 24.8 |
| 750 | 28.0 | 100.0 |

| Religion/ Belief | No. | % of all staff | % of recorded |
|-------------------|------|----------------|---------------|
| Christian | 341 | 12.7 | 45.5 |
| Hindu | 14 | 0.5 | 1.9 |
| Jewish | 5 | 0.2 | 0.7 |
| Muslim | 49 | 1.8 | 6.5 |
| None | 159 | 5.9 | 21.2 |
| Other ... | 23 | 0.9 | 3.1 |
| Prefer not to say | 158 | 5.9 | 21.1 |
| Not Recorded | 1933 | 72.1 | |

