

Equality Scorecard September 2015
 Period : July 2015 to September 2015

APPENDIX 6

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 count	%	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	
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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	
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