

**Equality Scorecard December 2015**  
Period : October 2015 to December 2015

**Data as at 31/12/2015**

Profile by Services	Chief Operating		Corporate Governance Policy & Business Mgt		Deputy Chief Executive		Regeneration, Planning & Development		Haringey December 2015		Haringey September 2015		Targets
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	
Headcount	1205		112		1107		173		2597		2682		
Full-time equivalent (FTE)	1063.9		107.2		984.9		145.1		2301.1		2379.8		
Top 5% of earners - Female	28	53.8	5	38.5	34	75.6	10	43.5	77	57.9	68	51.1	50.0
Top 5% of earners - BAME	11	21.2	4	30.8	11	24.4	1	4.3	27	20.3	25	18.8	22.0
Top 5% of earners - Disability	1	1.9	2	15.4	0	0.0	0	0.0	3	2.3	3	2.3	3.7
Age 16 to 24	14	1.2	2	1.8	17	1.5	3	1.7	36	1.4	32	1.2	
Age 25 to 34	123	10.2	28	25.0	169	15.3	19	11.0	339	13.1	353	13.2	
Age 35 to 44	285	23.7	24	21.4	244	22.0	59	34.1	612	23.6	633	23.6	
Age 45 to 54	474	39.3	37	33.0	397	35.9	59	34.1	967	37.2	1005	37.5	
Age 55 to 64	278	23.1	19	17.0	261	23.6	30	17.3	588	22.6	607	22.6	
Age 65 and over	31	2.6	2	1.8	19	1.7	3	1.7	55	2.1	52	1.9	
Average Age	48		46		46		45		47		47		
Disability	119	9.9	11	9.8	126	11.4	7	4.0	263	10.1	274	10.2	
BAME	668	55.4	46	41.1	576	52.0	66	38.2	1356	52.2	1416	52.8	
White Minorities	195	16.2	16	14.3	174	15.7	41	23.7	426	16.4	437	16.3	
White	317	26.3	48	42.9	316	28.5	65	37.6	746	28.7	773	28.8	
Not declared	25	2.1	2	1.8	41	3.7	1	0.6	69	2.7	56	2.1	
Female	739	61.3	71	63.4	846	76.4	110	63.6	1766	68.0	1809	67.4	
Male	466	38.7	41	36.6	261	23.6	63	36.4	831	32.0	873	32.6	
Part-time	314	26.1	14	12.5	296	26.7	45	26.0	669	25.8	693	25.8	

\* Numbers are too small to report

Profile by Grade Bands	Scale 1 to Scale 5		Scale 6 to SO1		PO1 to PO3		PO4 to PO7		PO8+		Other		Totals	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Age 16 to 24	10	1.4	6	1.2	7	1.1	1	0.3	0	0.0	12	3.9	36	1.4
Age 25 to 34	83	11.6	75	14.5	94	14.8	43	12.0	3	4.5	41	13.4	339	13.0
Age 35 to 44	145	20.3	106	20.5	179	28.1	97	27.1	15	22.4	70	23.0	612	23.6
Age 45 to 54	244	34.1	216	41.9	232	36.4	139	38.8	28	41.8	109	35.7	968	37.3
Age 55 to 64	206	28.8	102	19.8	116	18.2	75	20.9	19	28.4	70	23.0	588	22.6
Age 65 and over	27	3.8	11	2.1	9	1.4	3	0.8	2	3.0	3	1.0	55	2.1
Disability	94	13.1	58	11.2	68	10.7	20	5.6	3	4.5	20	6.6	263	10.1
BAME	482	67.4	306	59.3	294	46.2	147	41.1	14	20.9	113	37.0	1356	52.2
White Minorities	92	12.9	85	16.5	131	20.6	67	18.7	11	16.4	40	13.1	426	16.4
White	123	17.2	113	21.9	200	31.4	138	38.5	41	61.2	132	43.3	747	28.8
Not declared	18	2.5	12	2.3	12	1.9	6	1.7	1	1.5	20	6.6	69	2.7
Female	457	63.9	407	78.9	438	68.8	206	57.5	42	62.7	216	70.8	1766	68.0
Male	258	36.1	109	21.1	199	31.2	152	42.5	25	37.3	89	29.2	832	32.0
Part-time	351	49.1	130	25.2	116	18.2	22	6.1	3	4.5	47	15.4	669	25.8

Period Jan-2015 - Dec 2015	Recruitment & Retention						Promotions		Performance Appraisals		Training		Formal Procedures			
	Applicants		Starters		Leavers		Promotions		NEW CONTINUOUS PROCESS BEING INTRODUCED		Internal Training Courses Attended		Grievance Cases		Disciplinary Cases	
% of that group	Headcount	%	Headcount	%	Headcount	%	Headcount	%		Headcount	%	Headcount	%	Headcount	%	
Age 16 to 24	226	10.6	27	10.7	12	2.9				1	0.6	0	0.0	0	0.0	
Age 25 to 34	754	35.4	82	32.5	74	17.8				16	10.1	5	12.8	5	10.0	
Age 35 to 44	521	24.5	59	23.4	103	24.8				29	18.4	6	15.4	16	32.0	
Age 45 to 54	449	21.1	57	22.6	117	28.1				67	42.4	17	43.6	15	30.0	
Age 55 to 64	173	8.1	26	10.3	92	22.1				42	26.6	11	28.2	13	26.0	
Age 65 and over	7	0.3	1	0.4	18	4.3				3	1.9	0	0.0	1	2.0	
Disability	2	0.1	6	2.4	37	8.9				10	6.3	11	28.2	5	10.0	
BAME	1206	56.6	105	41.7	196	47.1				60	38.0	21	53.8	32	64.0	
White Minorities	317	14.9	27	10.7	63	15.1				16	10.1	12	31	10	20.0	
White	605	28.4	84	33.3	144	34.6				67	42.4	4	10	6	12.0	
Not declared	2	0.1	36	14.3	13	3.1				15	9.5	2	5	2	4.0	
Female	1325	62.2	173	68.7	260	62.5				103	65.2	24	61.5	18	36.0	
Male	805	37.8	79	31.3	156	37.5				55	34.8	15	38.5	32	64.0	

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	Leaving Reason Groups												ETHNICITY KEY	
	Resignation		Redundancy		Retirement		Contract End		Dismissal		Other			
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
Age 16 to 24	11	2.6	0	0.0	0	0.0	1	0.2	0	0.0	0	0.0	BAME	black, asian, chinese and other nationalities
Age 25 to 34	58	13.9	13	3.1	0	0.0	0	0.0	2	0.5	1	0.2	White Minorities	Non british white staff - Irish, Greek, Greek Cypriot, Turkish, Turkish Cypriot, Kurdish, Gypsy, Irish Traveller and other white europeans
Age 35 to 44	67	16.1	20	4.8	0	0.0	5	1.2	1	0.2	10	2.4	White	British, English, Scottish, Welsh & Northern Irish
Age 45 to 54	50	12.0	43	10.3	0	0.0	1	0.2	1	0.2	22	5.3		
Age 55 to 64	15	3.6	49	11.8	6	1.4	4	1.0	4	1.0	14	3.4		
Age 65 and over	3	0.7	4	1.0	9	2.2	0	0.0	0	0.0	2	0.5		
Disability	15	3.6	15	3.6	1	0.2	0	0.0	3	0.7	3	0.7		
BAME	83	20.0	71	17.1	5	1.2	2	0.5	3	1	32	7.7		
White Minorities	33	7.9	2	0.5	4	1.0	3	0.7	1	0	2	0.5		
White	80	19.2	15	3.6	6	1.4	5	1.2	3	1	15	3.6		
Not declared	8	1.9	0	0.0	0	0.0	1	0.2	1	0	0	0.0		
Female	125	30.0	100	24.0	9	2.2	6	1.4	3	0.7	17	4.1		
Male	79	19.0	29	7.0	6	1.4	5	1.2	5	1.2	32	7.7		
Maternity														

Sexuality	No.	% of all staff	% of recorded	Religion/Belief	No.	% of all staff	% of recorded
Not recorded/known	1826	70.3		Christian	355	13.7	45.9
Bi-Sexual	10	0.4	1.3	Hindu	14	0.5	1.8
Gay Man	10	0.4	1.3	Jewish	5	0.2	0.6
Heterosexual	547	21.1	70.8	Muslim	48	1.8	6.2
Lesbian	6	0.2	0.8	None	158	6.1	20.4
Prefer not to say	200	7.7	25.9	Other ...	24	0.9	3.1
Total recorded	773	29.8	100.0	Prefer not to say	170	6.5	22.0
				Not Recorded	1825	70.3	