

**Equality Scorecard Qtr 4**  
**Period : January 2016 to March 2016**

**Data as at 31/03/2016**

Profile by Services	Chief Operating		Corporate Governance Policy & Business		Deputy Chief Executive		Regeneration, Planning & Development		Haringey March 2016		Haringey December 2015		Targets
	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	
Headcount	1190		115		1125		183		2613		2597		
Full-time equivalent (FTE)	1062.1		110.4		1008.4		155.9		2336.8		2301.1		
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	
Top 5% of earners - Female	22	46.8	4	40.0	33	66.0	10	41.7	69	52.3	77	57.9	50.0
Top 5% of earners - BAME	8	17.0	3	30.0	13	26.0	1	4.2	25	18.9	27	20.3	22.0
Top 5% of earners - Disability	1	2.1	1	10.0	0	0.0	0	0.0	2	1.5	3	2.3	3.7
Age 16 to 24	18	1.5	2	1.7	15	1.3	3	1.6	38	1.5	36	1.4	
Age 25 to 34	129	10.8	31	27.0	173	15.4	20	10.9	353	13.5	339	13.1	
Age 35 to 44	288	24.2	25	21.7	253	22.5	59	32.2	625	23.9	612	23.6	
Age 45 to 54	472	39.7	35	30.4	394	35.0	65	35.5	966	37.0	967	37.2	
Age 55 to 64	256	21.5	20	17.4	270	24.0	33	18.0	579	22.2	588	22.6	
Age 65 and over	27	2.3	2	1.7	20	1.8	3	1.6	52	2.0	55	2.1	
Average Age	47		44		46		45		47		47		
Disability	111	9.3	10	8.7	126	11.2	9	4.9	256	9.8	263	10.1	
BAME	648	54.5	47	40.9	592	52.6	73	39.9	1360	52.0	1356	52.2	
White Minorities	189	15.9	16	13.9	178	15.8	41	22.4	424	16.2	426	16.4	
White	307	25.8	49	42.6	318	28.3	67	36.6	741	28.4	746	28.7	
Not declared	46	3.9	3	2.6	37	3.3	2	1.1	88	3.4	69	2.7	
Female	705	59.2	74	64.3	851	75.6	113	61.7	1743	66.7	1766	68.0	
Male	485	40.8	41	35.7	274	24.4	70	38.3	870	33.3	831	32.0	
Part-time	282	23.7	15	13.0	279	24.8	46	25.1	622	23.8	669	25.8	

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

\* 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 count	%
Age 16 to 24	11	1.6	7	1.3	7	1.1	2	0.5	0	0.0	11	4.7	38	1.5
Age 25 to 34	89	12.7	78	15.0	96	15.0	45	12.1	9	6.2	36	15.4	353	13.5
Age 35 to 44	145	20.7	106	20.3	183	28.5	102	27.4	38	26.0	53	22.6	627	24.0
Age 45 to 54	239	34.1	215	41.3	230	35.8	142	38.2	63	43.2	78	33.3	967	37.0
Age 55 to 64	193	27.5	104	20.0	118	18.4	77	20.7	33	22.6	54	23.1	579	22.1
Age 65 and over	24	3.4	11	2.1	8	1.2	4	1.1	3	2.1	2	0.9	52	2.0
<b>Total</b>	<b>701</b>	<b>100.0</b>	<b>521</b>	<b>100</b>	<b>642</b>	<b>100</b>	<b>372</b>	<b>100</b>	<b>146</b>	<b>100</b>	<b>234</b>	<b>100</b>	<b>2616</b>	<b>100</b>
Disability	89	12.7	56	10.7	69	10.7	19	5.1	5	3.4	18	7.7	256	9.8
BAME	461	65.8	310	59.5	301	46.9	152	40.9	34	23.3	102	43.6	1360	52.0
White Minorities	88	12.6	85	16.3	131	20.4	71	19.1	19	13.0	31	13.2	425	16.2
White	118	16.8	112	21.5	196	30.5	143	38.4	90	61.6	84	35.9	743	28.4
Not declared	34	4.9	14	2.7	14	2.2	6	1.6	3	2.1	17	7.3	88	3.4
Female	425	60.6	408	78.3	440	68.5	211	56.7	80	54.8	181	77.4	1745	66.7
Male	276	39.4	113	21.7	202	31.5	161	43.3	66	45.2	53	22.6	871	33.3
Part-time	309	44.1	120	23.0	118	18.4	25	6.7	5	3.4	46	19.7	623	23.8

Period Apr-2015 - Mar 2016 % of that group	Recruitment & Retention						Promotions		Performance		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	323	12.2	29	9.6	10	2.2					4	0.8	0	0.0	0	0.0
Age 25 to 34	988	37.2	89	29.4	81	17.5					59	11.1	4	16.0	6	13.3
Age 35 to 44	629	23.7	81	26.7	109	23.6					110	20.8	4	16.0	12	26.7
Age 45 to 54	519	19.5	72	23.8	121	26.2					206	38.9	9	36.0	13	28.9
Age 55 to 64	192	7.2	31	10.2	116	25.1					137	25.8	8	32.0	14	31.1
Age 65 and over	5	0.2	1	0.3	25	5.4					14	2.6	0	0.0	0	0.0
												0.0				
Disability	0	0.0	10	3.3	44	9.5					52	9.8	5	20.0	6	13.3
												0.0				
BAME	1536	57.8	137	45.2	241	52.2					293	55.3	14	56.0	28	62.2
White Minorities	378	14.2	32	10.6	57	12.3					71	13.4	7	28	9	20.0
White	740	27.9	91	30.0	150	32.5					140	26.4	3	12	7	15.6
Not declared	2	0.1	43	14.2	14	3.0					26	4.9	1	4	1	2.2
												0.0		0.0		0.0
Female	1709	64.3	192	63.4	304	65.8					396	74.7	13	52.0	17	37.8
Male	947	35.7	111	36.6	158	34.2					134	25.3	12	48.0	28	62.2

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	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	9	1.9	0	0.0	0	0.0	1	0.2	0	0.0	0	0.0
Age 25 to 34	60	13.0	13	2.8	0	0.0	3	0.6	2	0.4	3	0.6
Age 35 to 44	72	15.6	17	3.7	0	0.0	4	0.9	1	0.2	15	3.2
Age 45 to 54	45	9.7	46	10.0	0	0.0	0	0.0	1	0.2	29	6.3
Age 55 to 64	19	4.1	47	10.2	8	1.7	5	1.1	4	0.9	33	7.1
Age 65 and over	5	1.1	9	1.9	6	1.3	0	0.0	0	0.0	5	1.1
<b>Disability</b>												
	19	4.1	15	3.2	1	0.2		0.0	2	0.4	7	1.5
<b>BAME</b>												
	90	19.5	73	15.8	6	1.3	3	0.6	4	1	65	14.1
<b>White Minorities</b>												
	29	6.3	17	3.7	3	0.6	2	0.4	1	0	5	1.1
<b>White</b>												
	84	18.2	39	8.4	5	1.1	6	1.3	2	0	14	3.0
<b>Not declared</b>												
	7	1.5	3	0.6	0	0.0	2	0.4	1	0	1	0.2
<b>Female</b>												
	131	28.4	97	21.0	9	1.9	8	1.7	3	0.6	56	12.1
<b>Male</b>												
	79	17.1	35	7.6	5	1.1	5	1.1	5	1.1	29	6.3
<b>Maternity</b>												

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Sexuality	No.	% of all staff	% of recorded	Religion/ Belief	No.	% of all staff	% of recorded
Bi-Sexual	10	0.4	1.2	Hindu	19	0.7	2.2
Gay Man	12	0.5	1.4	Jewish	8	0.3	0.9
Heterosexual	611	23.4	70.7	Muslim	63	2.4	7.3
Lesbian	6	0.2	0.7	None	176	6.7	20.3
Prefer not to say	225	8.6	26.0	Other ...	26	1.0	3.0
Total recorded	864	33.1	100.0	Prefer not to say	189	7.2	21.8
				Not Recorded	1751	67.0	202.4