

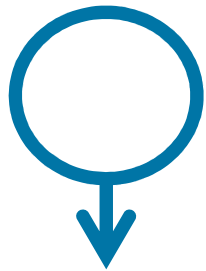
# Q2 2016/17 HR Dashboard

Staffing & Remuneration Committee

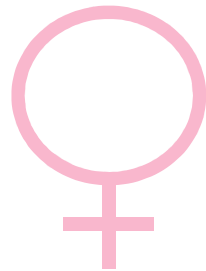
6<sup>th</sup> December 2016

# Equality profile

## Gender



Haringey: 51%  
Workforce: 34%



Haringey: 49%  
Workforce: 66%

The largest age group in Haringey is 25-34 (21%) compared with just 14% of the workforce. The entry level and training schemes are intended to address this imbalance by encouraging younger workers into the council. The largest age group in the workforce is between 45-54 (37%).

Compared to Haringey's population the workforce has a greater percentage of women (+17%) and BAME (+15%) staff but fewer staff with a disability (-3%). We recognise however that staff may not always want to declare a disability, which leads to under reporting in this area. Within the workforce, women outnumber men in all pay grades.

## Race



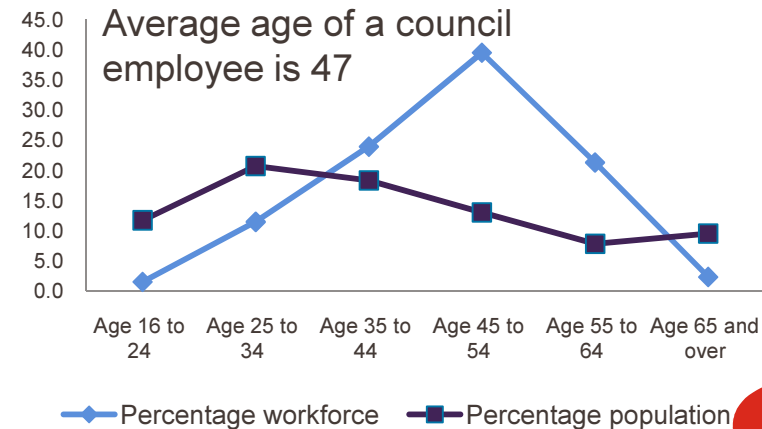
Haringey BAME: 35%  
Workforce BAME: 50%  
Haringey white: 61%  
Workforce white: 30%

## Disability

Haringey: 12%  
Workforce: 9%

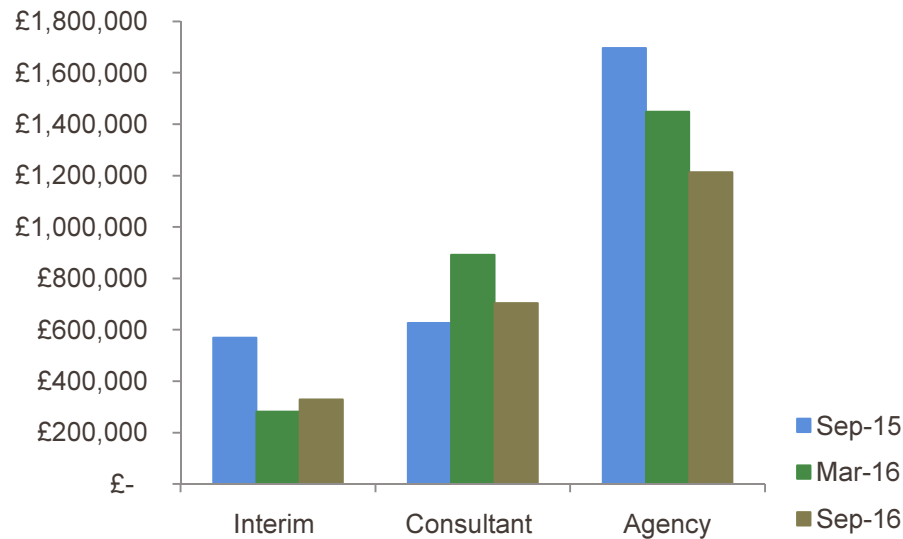


## Age



# Agency, interims and consultants

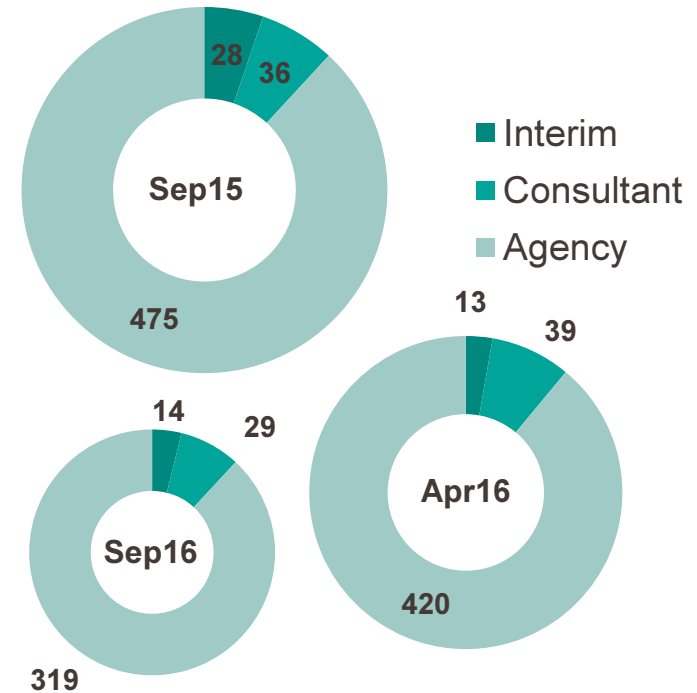
## Spend



Spend and numbers of all non employed workers has considerably reduced over past 12 months. The overall reduction in the cost of all non-employed workers over the last twelve months has totalled £645,518.

	Agency	Interim / consultant
<b>Sep-15</b>	£ 1,695,694	£1,196,062
<b>Sep-16</b>	£ 1,212,575	£ 1,033,663
<b>Spend reduction</b>	<b>£ 483,119</b>	<b>£ 162,399</b>

## Numbers



The number of Interim Managers (covering an established vacancy) has reduced from 28 to 14.

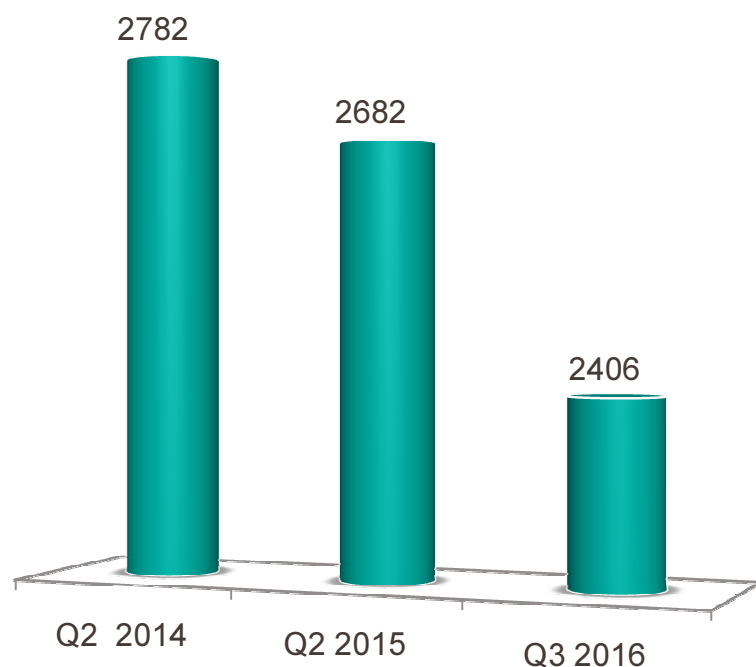
Consultants working on the Council's transformation projects, including Housing, Customer Services and Adult Services, have reduced from 36 to 29 in the same period.

Agency workers have reduced by more than 150 in the last year.

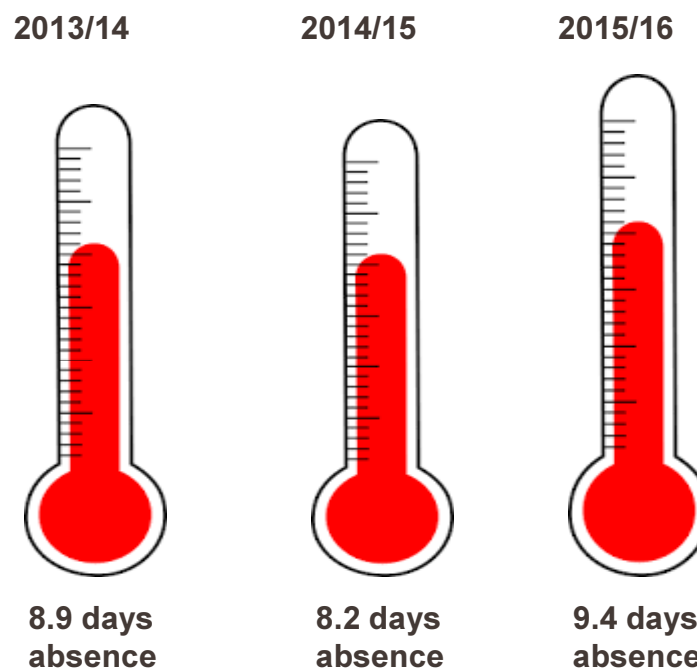
# Headcount and employee wellbeing

## Employee headcount

The organisational restructures and voluntary redundancy campaign that are taking place or which are due to conclude over the next few months will result in a further reduction of headcount. Details below are at the end of each quarter



## Employee sickness absence



A number of initiatives designed to reduce sickness absence have been introduced in 2016/17 including targeted training for managers and the roll out of a new employee assistance programme.