

## Workforce Report 2009-10

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## Introduction

This report looks at the profile of the workforce as at 01 April 2010, staff changes during 2009-10 and HR activities over the financial year (disciplines, etc).

Unless stated, the report excludes staff who work in schools and casual workers. Whilst agency workers are not employees, a snapshot of agency workers on assignment, 01 March 2010, is provided.

It should be noted:

- All departmental details will relate to organisational structures as at 01 April 2010
- All workforce profile data will be as at 01 April 2010, unless stated
- All data related to the outcomes of HR activity will cover the period 01 April 2009 – 31 March 2010, unless stated

The report includes a commentary by the Head of Human Resources on the findings of the report and proposed actions to be taken to address any areas of concern.

The report will be discussed with the constituent trade unions and other consultation groups e.g. BME consultation group, prior to publication.

The final report will be published on the Council's website to comply with the requirements of the Equality and Human Rights Commission's code of practice on monitoring.

## Section 1: Workforce Profile

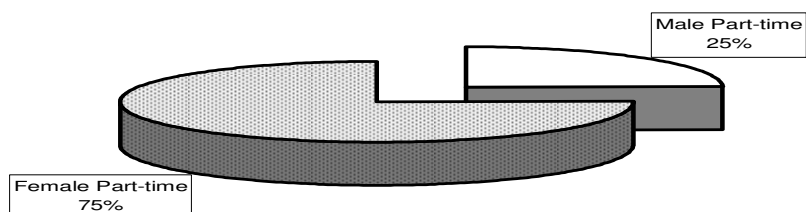
- As at 01 April 2010 the total number of employees was 5085. This excludes casual workers and other non staff members e.g. agency workers and consultants.

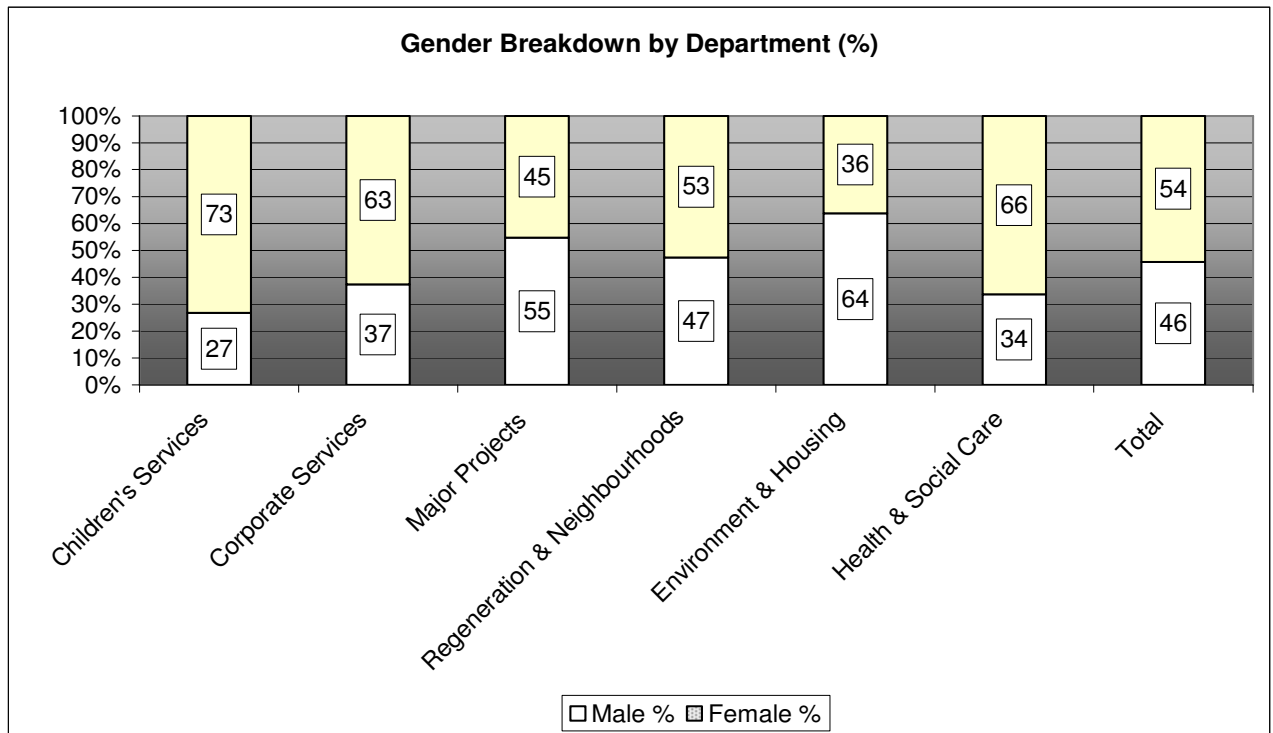
Staff Numbers by Department		
	Staff Numbers	%
Children's Services	1469	29
Corporate Services	644	13
Major Projects	42	1
Regeneration & Neighbourhoods	494	10
Environment & Housing	2047	40
Health & Social Care	389	8
<b>Total</b>	<b>5085</b>	<b>100</b>

- 54.2% of the workforce are women
- 17% of the workforce work part-time of which 13% are women and 4% are male
- 42.8% of JNC earners are women

Gender and part-time breakdown by department				
	Male		Female	
	Full-time (%)	Part-time (%)	Full-time (%)	Part-time (%)
Children's Services	16.4	10.3	47.4	25.9
Corporate Services	35.7	1.7	55.1	7.5
Major Projects	54.8	0.0	38.1	7.1
Regeneration & Neighbourhoods	45.5	1.8	44.9	7.7
Environment & Housing	61.6	2.1	28.3	7.9
Health & Social Care	31.6	2.1	53.0	13.4
<b>Total</b>	<b>41.36</b>	<b>4.39</b>	<b>40.83</b>	<b>13.43</b>

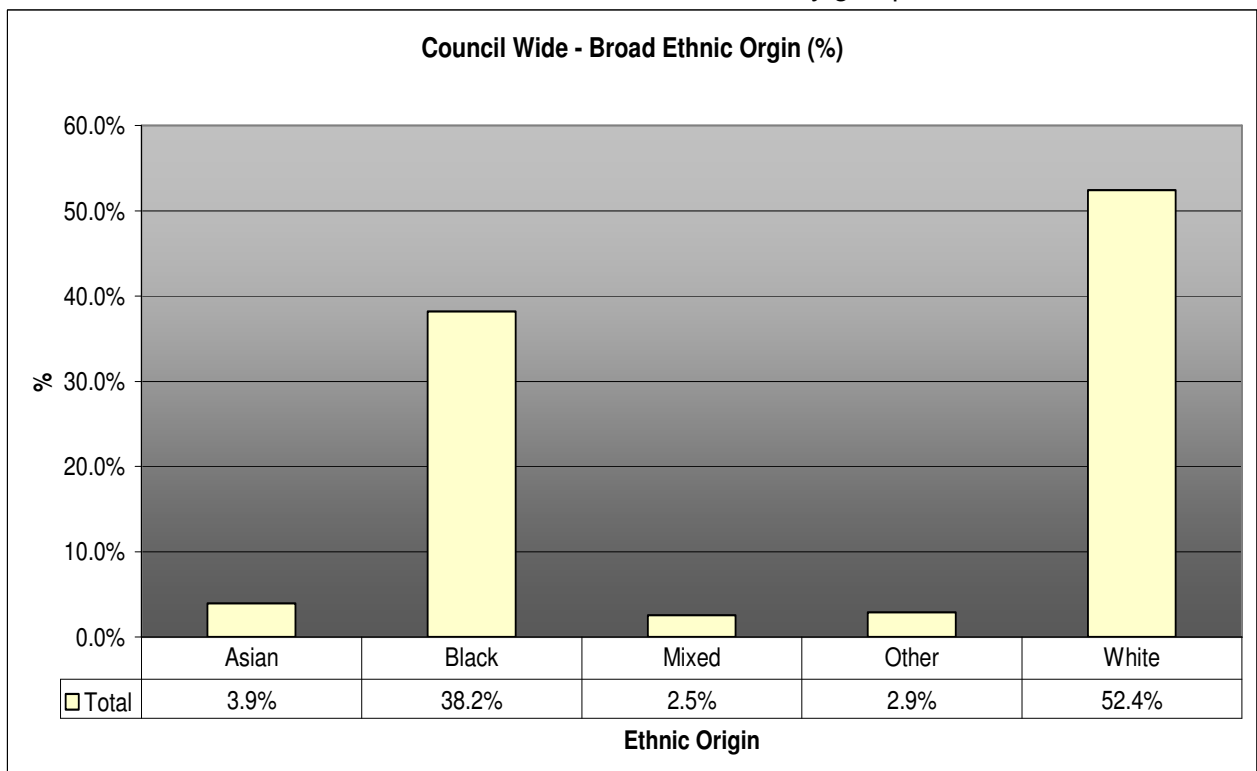
**Part-Time Breakdown by Gender**





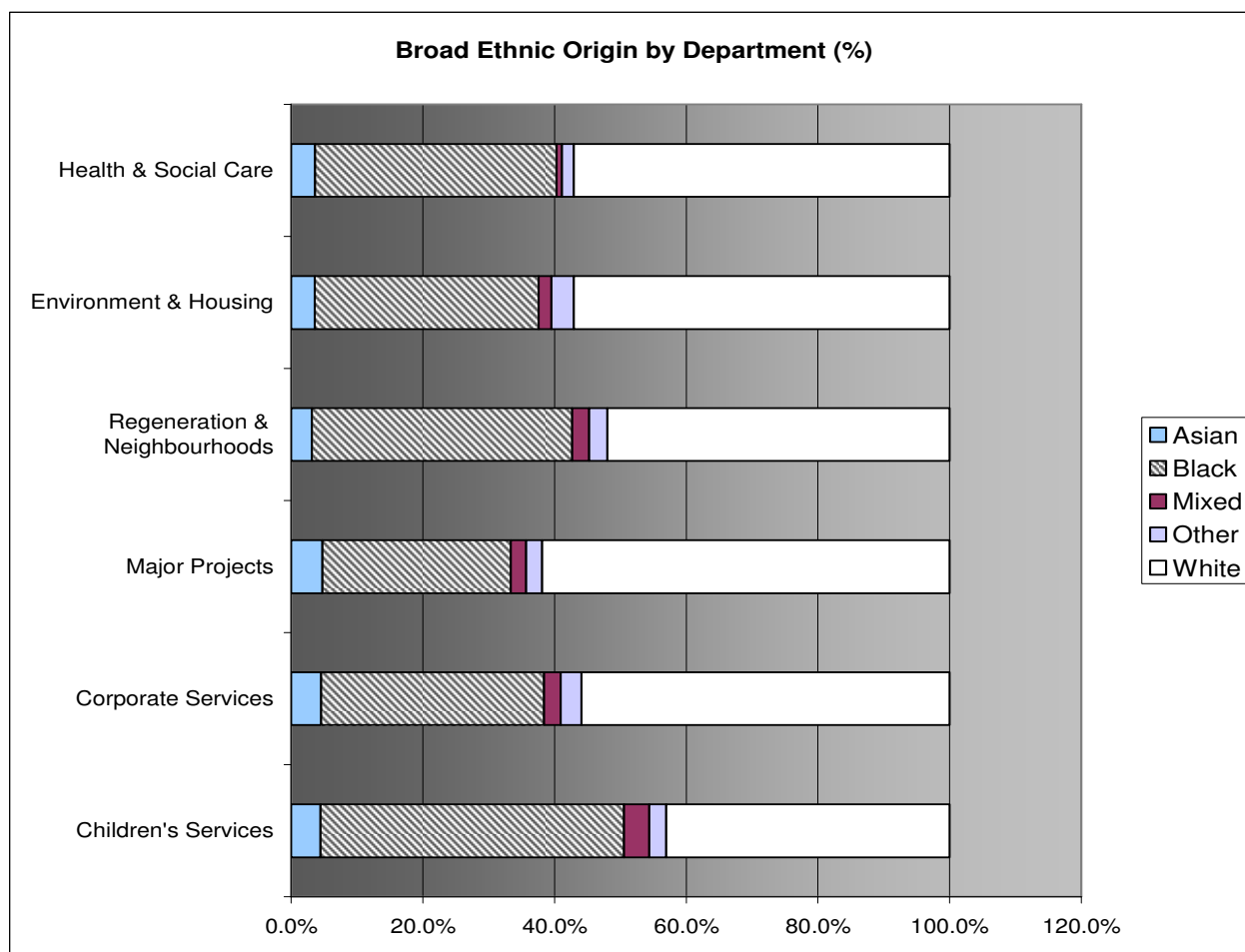
Unless stated those employees who have no ethnic origin recorded, (77), will be excluded from all monitors of ethnicity.

- 47.6% of the workforce are from black & ethnic minority groups<sup>1</sup>

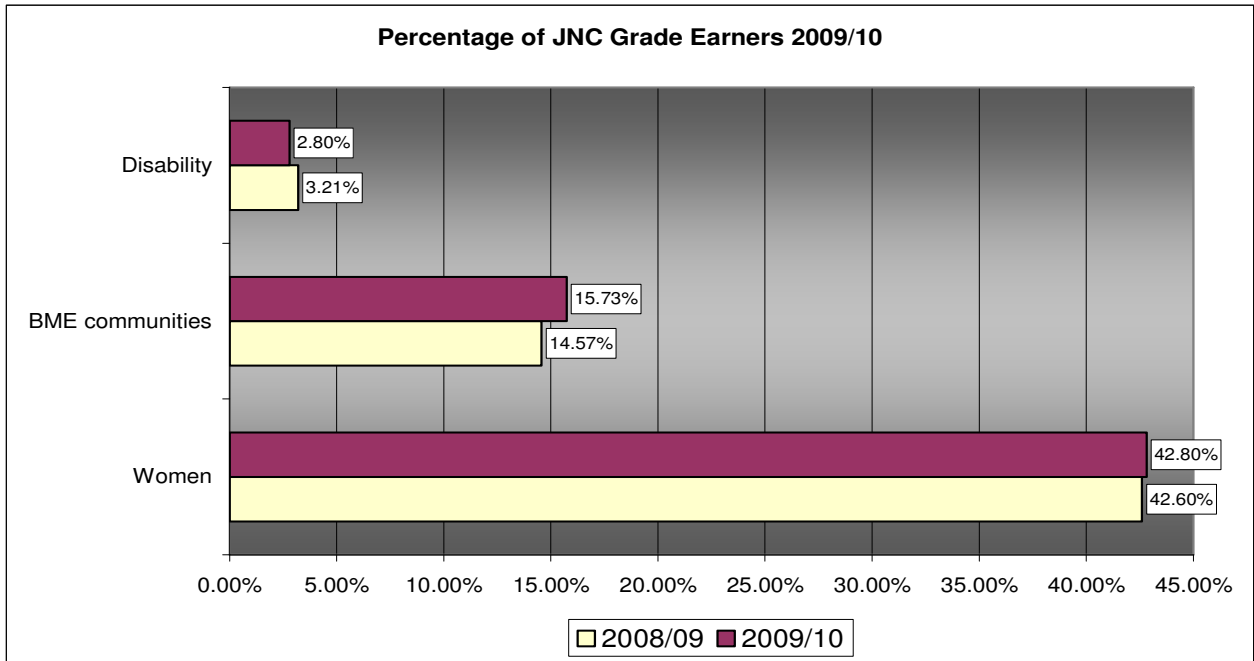


<sup>1</sup> Detailed ethnic origin breakdown can be found in Section 12

## Staff Profile by Broad Ethnic Origin and Department



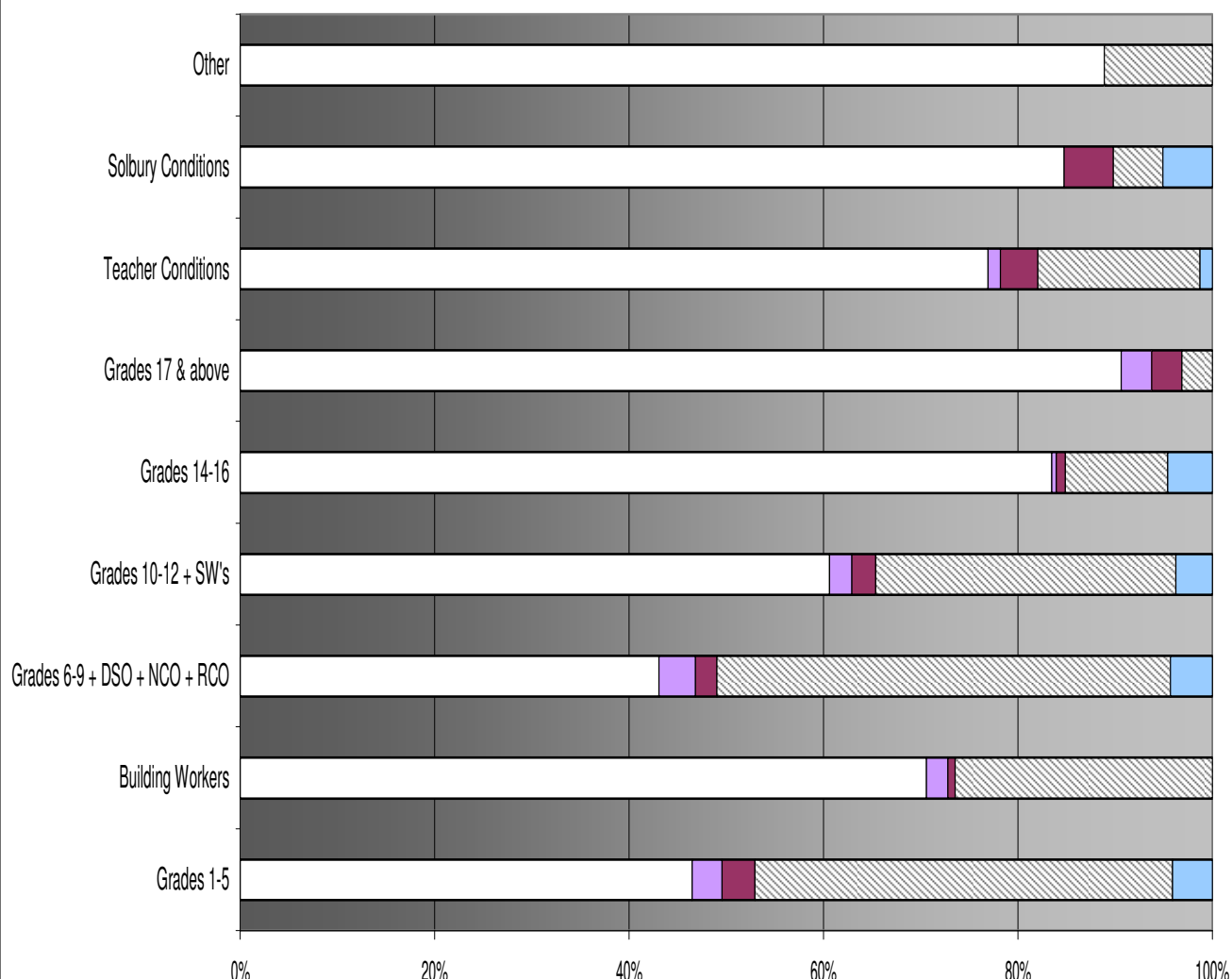
<b>Broad Ethnic Origin by Department (%)</b>					
	Asian	Black	Mixed	Other	White
Children's Services	4.5%	46.1%	3.9%	2.5%	43.0%
Corporate Services	4.6%	33.9%	2.5%	3.1%	55.9%
Major Projects	4.8%	28.6%	2.4%	2.4%	61.9%
Regeneration & Neighbourhoods	3.2%	39.5%	2.5%	2.7%	52.0%
Environment & Housing	3.6%	34.0%	1.9%	3.4%	57.1%
Health & Social Care	3.6%	36.7%	0.8%	1.8%	57.1%
<b>Total</b>	<b>3.9%</b>	<b>38.2%</b>	<b>2.5%</b>	<b>2.9%</b>	<b>52.4%</b>



- 2.8% of JNC earners are disabled. This is a drop of 0.41% on last year which represents 1 person.
- Both BME and Female staff have increased slightly at this level.

Staff Profile by Grade Group and Broad Ethnic Origin

## Staff Profile by Grade & broad Ethnic Group



	Grades 1-5	Building Workers	Grades 6-9 + DSO + NCO + RCO	Grades 10-12 + SW's	Grades 14-16	Grades 17 & above	Teacher Conditions	Solbury Conditions	Other
Asian	52	0	82	49	10	0	1	3	0
Black	545	36	886	404	23	1	13	3	1
Mixed	43	1	42	32	2	1	3	3	0
Other	39	3	71	30	1	1	1	0	0
White	590	96	818	793	182	29	60	50	8

2

<sup>2</sup> Excludes employees that have no ethnic origin recorded (77)

- There were 226 (4.4%) staff with a disability

<b>Staff with Disabilities by Department</b>		
	No.	%
Children's Services	57	3.9
Corporate Services	34	5.3
Regeneration - Major Projects	0	0.0
Regeneration & Neighbourhoods	21	4.3
Environment & Housing	77	3.8
Health & Social Care	37	9.5
<b>Total</b>	<b>226</b>	<b>4.4</b>

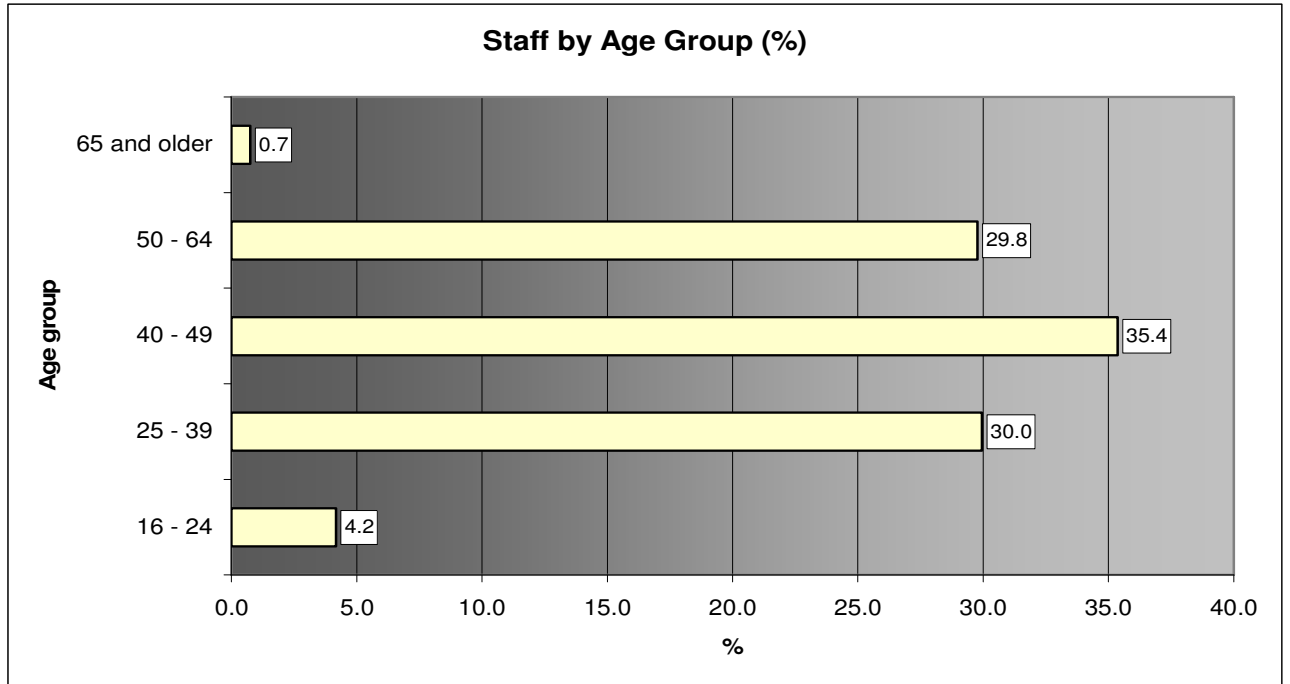
- The Council wide average age is 43 years and 5 months
- 31% of the workforce are over 50 years old
- 1% (38) of the workforce has elected to work beyond aged 65 years compared to 1% last year and 0.4% in 2007-08

<b>Staff by Age Band</b>	
Age Group	%
16 - 24	4.2
25 - 39	30.0
40 - 49	35.4
50 - 64	29.8
65 and older	0.7
<b>Total</b>	<b>100.0</b>

- On average the length of service was 9.18 years

<b>% Staff by Length of Service</b>	
Service Band	%
<1 year	8.2
1 - <2 yrs	9.1
2 - <3 yrs	7.6
3 - <5 yrs	15.4
5 - <10 yrs	29.1
10 - <15 yrs	9.2
15+ yrs	21.4
<b>Total</b>	<b>100.0</b>

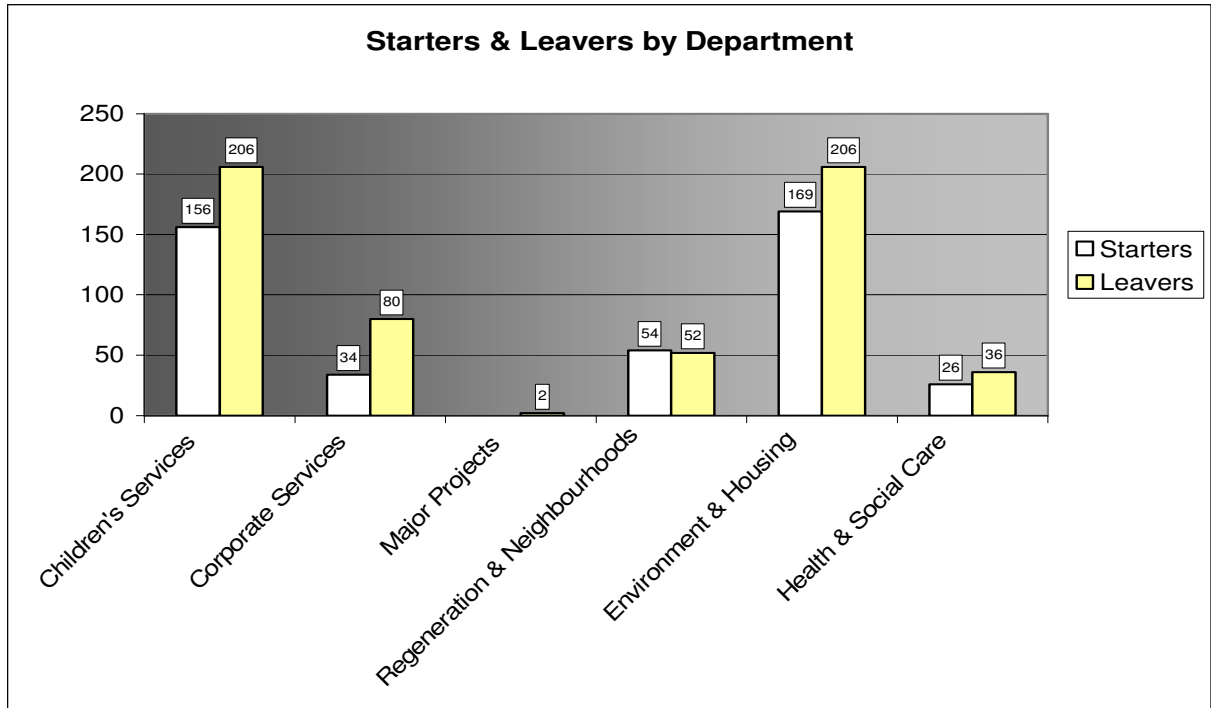




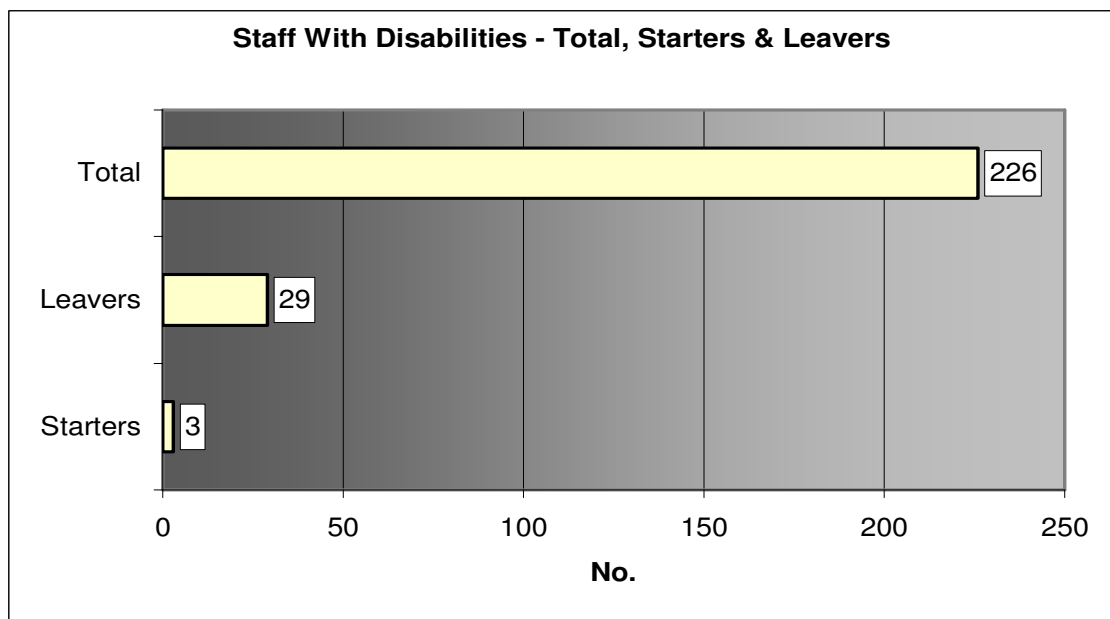
## Workforce Report 2009-10

- There were 439 starters and 582 leavers during 2009-10

### Starters & Leavers by Department

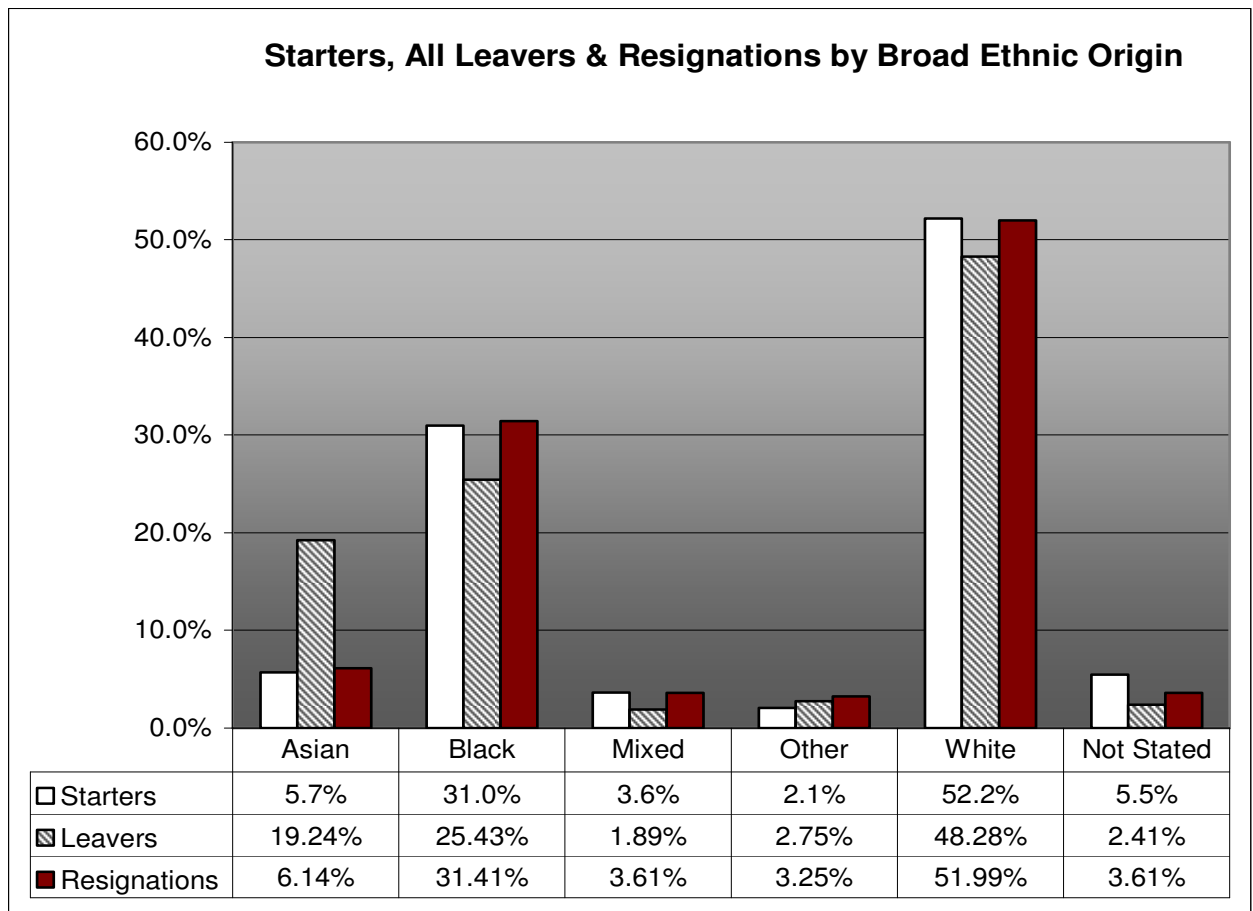


### Starters & leavers by Disability



Total = number of people employed who have declared a disability

Starters, All Leavers & Resignations by Broad Ethnic Origin



Those who resigned are also included in the leavers figures.

Termination by Reason for Leaving, Gender and Disability

<b>Leavers by Reason, Gender and Disability</b>				
Reason for Leaving	Female %	Male %	Number	Disabled %
Career Break	67%	33%	9	3%
Deceased	25%	75%	4	3%
Dismissal - Capability	25%	75%	12	0%
Dismissal	23%	77%	30	0%
Expiration of Contract	41%	58%	100	3%
Outsourced	50%	50%	12	0%
Redundancy	55%	44%	71	10%
Resignation	64%	36%	277	24%
Retirement Age	76%	24%	34	38%
Retirement Early	50%	50%	18	0%
Retirement Ill Health	47%	53%	15	17%
<b>Total</b>	<b>55%</b>	<b>45%</b>	<b>582</b>	<b>100%</b>

## Leavers by Reason for Leaving and Broad Ethnic Origin

<b>% Leavers by Reason &amp; Broad Ethnic Origin</b>							
	Asian	Black	Mixed	Other	White	Not Stated	No.
Career Break	11.1%	33.3%	0.0%	0.0%	55.6%	0.0%	9
Deceased	0.0%	25.0%	25.0%	0.0%	50.0%	0.0%	4
Dismissal - Capability	16.7%	75.0%	0.0%	0.0%	8.3%	0.0%	12
Dismissal	3.3%	63.3%	0.0%	3.3%	26.7%	3.3%	30
Expiration of Contract	2.0%	67.0%	1.0%	3.0%	26.0%	1.0%	100
Outsourced	0.0%	25.0%	0.0%	0.0%	75.0%	0.0%	12
Redundancy	4.2%	40.8%	0.0%	1.4%	52.1%	1.4%	71
Resignation	6.1%	31.4%	3.6%	3.2%	52.0%	3.6%	277
Retirement Age	0.0%	20.6%	0.0%	2.9%	73.5%	2.9%	34
Retirement Early	5.6%	16.7%	0.0%	0.0%	77.8%	0.0%	18
Retirement Ill Health	0.0%	26.7%	0.0%	6.7%	66.7%	0.0%	15
<b>Total</b>	<b>4.6%</b>	<b>39.9%</b>	<b>2.1%</b>	<b>2.7%</b>	<b>48.3%</b>	<b>2.4%</b>	<b>582</b>

## Resignations by Age Band

<b>Resignations by Age Band</b>	
16 - 24	8%
25 - 39	50%
40 - 49	30%
50 - 64	12%
65 and older	0%
<b>Total</b>	<b>100%</b>

## Leavers by Reasons for Leaving and Age Band

<b>Reasons for Leaving by Age Band</b>							
	16 - 24	25 - 39	40 - 49	50 - 64	65 and older	Total	No.
Career Break	0%	67%	22%	11%	0%	100%	9
Deceased	0%	0%	0%	100%	0%	100%	4
Dismissal - Capability	17%	17%	50%	17%	0%	100%	12
Dismissal	10%	50%	27%	13%	0%	100%	30
Expiration of Contract	15%	35%	30%	16%	4%	100%	100
Outsourced	8%	17%	33%	42%	0%	100%	12
Redundancy	1%	11%	34%	49%	4%	100%	71
Resignation	8%	50%	30%	12%	0%	100%	277
Retirement Age	0%	0%	0%	56%	44%	100%	34
Retirement Early	0%	0%	0%	100%	0%	100%	18
Retirement Ill Health	0%	0%	13%	87%	0%	100%	15
<b>Total</b>	<b>8%</b>	<b>35%</b>	<b>27%</b>	<b>26%</b>	<b>4%</b>	<b>100%</b>	<b>582</b>

## Workforce Report 2009-10

### Section 2: Performance Management

This monitor looks at incremental awards from 1st April 2010. The following information has been drawn from August's payroll. This includes a monitor of so called "Apex" payments; non consolidated increments at the top of the grade. Numbers in receipt of Apex payments & double increments were low; 65 people & 45 people respectively; statistical monitoring of such numbers must be viewed with caution.

#### Incremental Awards

Incremental Awards by Department					
	1 Inc Given	More than 1 inc	No Inc	Not Applicable	Total
Children's Services	36%	1%	36%	27%	100%
Environment and Housing	44%	1%	30%	25%	100%
Health & Social Care	33%	1%	19%	47%	100%
Regeneration Departments	47%	1%	20%	31%	100%
Communities Law & Governance	35%	0%	29%	36%	100%
Deputy Chief Executive	43%	2%	21%	35%	100%
Finance & Resources	46%	0%	15%	39%	100%
<b>Grand Total</b>	<b>41%</b>	<b>1%</b>	<b>28%</b>	<b>30%</b>	<b>100%</b>

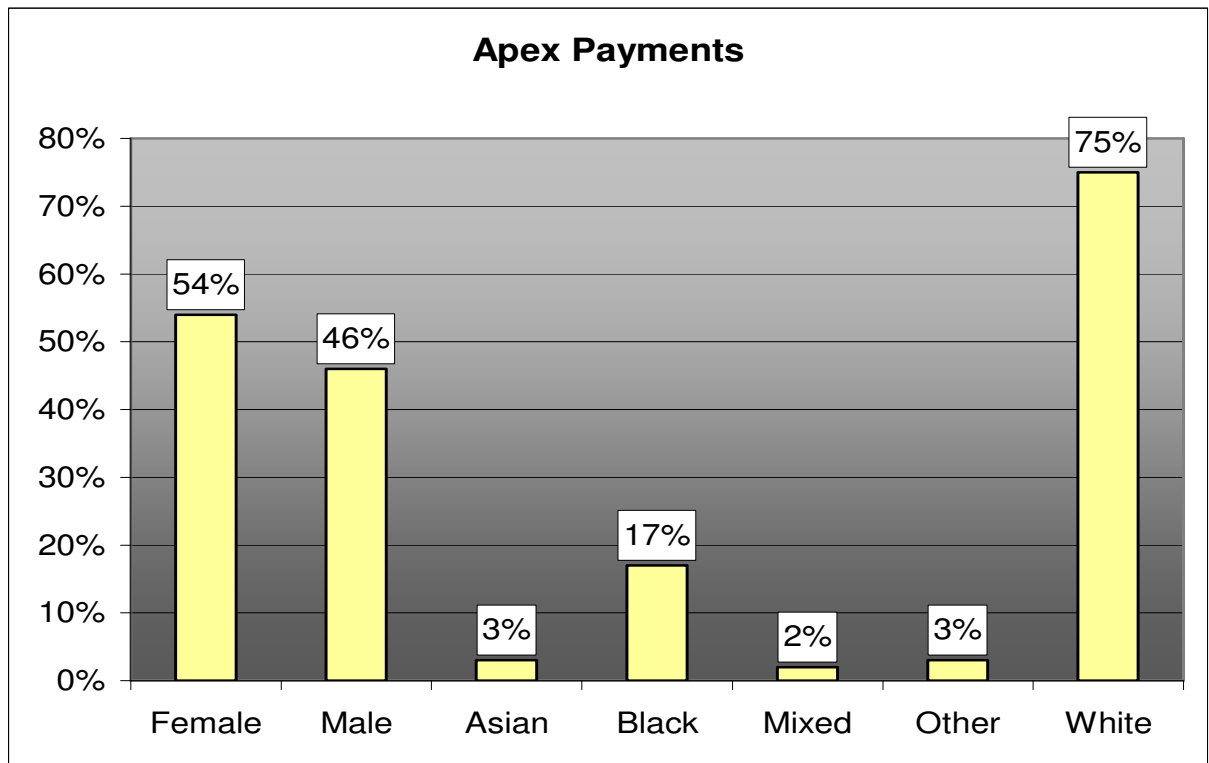
Incremental Awards by Gender			
	Female	Male	Total
1 Inc Given	52%	48%	100%
More than 1 inc*	56%	44%	100%
No Increment	57%	43%	100%
Not Applicable	56%	44%	100%
<b>Total</b>	<b>55%</b>	<b>45%</b>	<b>100%</b>

Incremental Awards by Disability			
	Not Disabled	Disabled	Total
1 Inc Given	97%	3%	100%
More than 1 inc	98%	2%	100%
No Increment	95%	5%	100%
Not Applicable	94%	6%	100%
<b>Total</b>	<b>96%</b>	<b>4%</b>	<b>100%</b>

Incremental Awards by Broad Ethnic Group							
	Asian	Black	Mixed	Not Stated	Other	White	Total
1 Inc Given	4%	38%	3%	2%	3%	50%	100%
More than 1 inc	0%	24%	4%	0%	4%	67%	100%
No Increment	4%	46%	3%	2%	3%	43%	100%
Not Applicable	4%	32%	1%	1%	3%	58%	100%
<b>Total</b>	<b>4%</b>	<b>39%</b>	<b>3%</b>	<b>1%</b>	<b>3%</b>	<b>50%</b>	<b>100%</b>

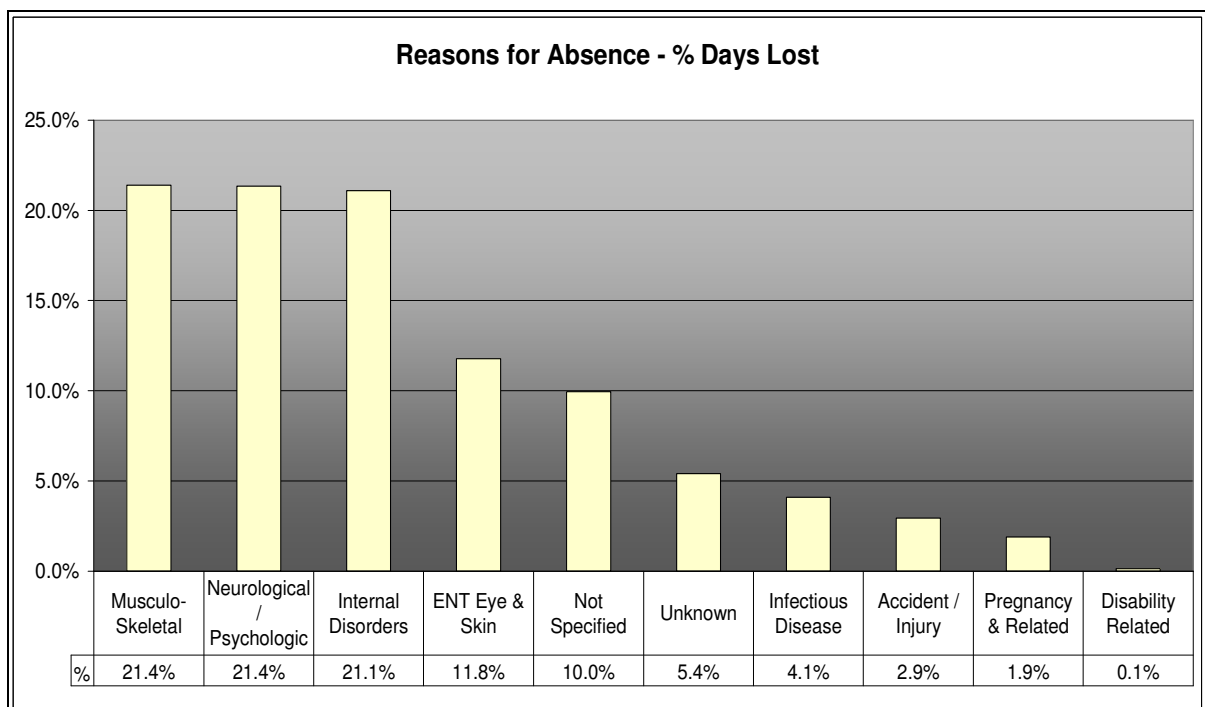
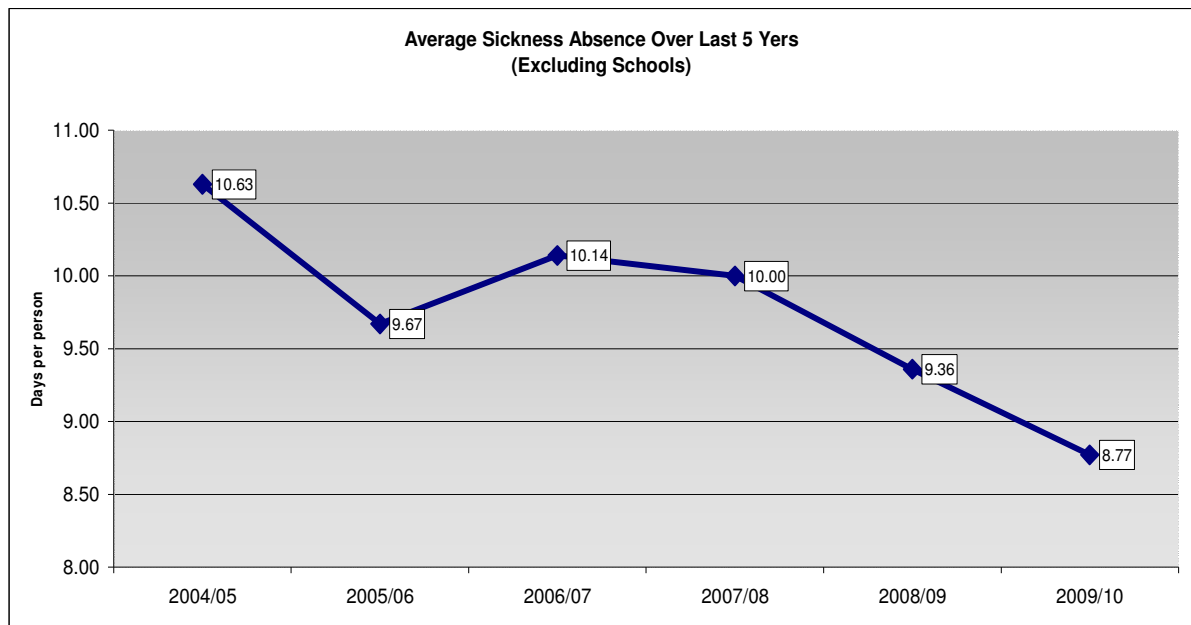
Incremental Awards by Age Band							
	16 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60+	Total
1 Inc Given	20%	16%	26%	34%	20%	4%	100%
More than 1 inc	0%	24%	20%	42%	13%	0%	100%
No Inc	2%	18%	25%	32%	19%	4%	100%
Not Applicable	0%	3%	12%	41%	36%	9%	100%
<b>Total</b>	<b>1%</b>	<b>13%</b>	<b>22%</b>	<b>36%</b>	<b>24%</b>	<b>5%</b>	<b>100%</b>

Apex Payments



## Section 3: Sickness

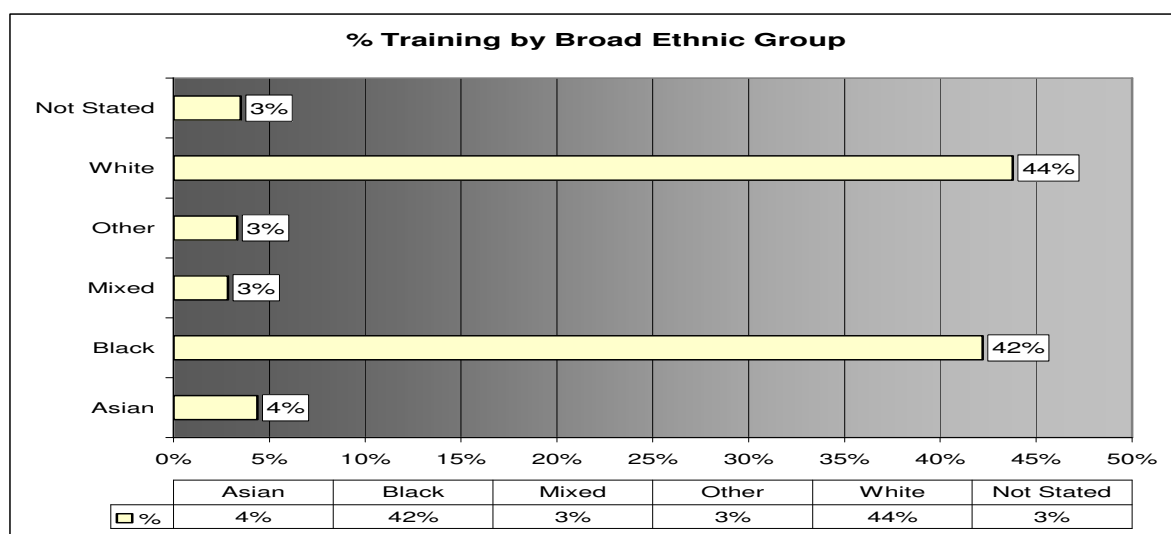
- The average sickness absence for year 2009-10 was 8.77 days per person. This is a drop from 2008/09 and as noted below continues the trend of recent years.
- The top reasons for sickness absence was due to neurological/psychological (This would include stress, depression, mental health conditions and fatigue) and musculo-skeletal.
- 46% of staff employed (2304 workers) at any point during the year had no sickness



## Section 4: Learning & Development

The following information is based on staff that have received training through the Corporate Learning and Development Centre. Managers and staff record all other training/ learning and development locally.

The data relates to the number of training days and the ethnic group of attendees on each of those training days, therefore someone attending a 5 day training programme will be represented 5 times, someone attending a 2 day course will be shown 2 times etc.



Training by Ethnic Origin	
Detailed Ethnic Origin	%
Asian, Bangladeshi	0%
Asian, British	0%
Asian, Indian	0%
Asian, Other	4%
Asian, Pakistani	0%
Black, African	0%
Black, British	0%
Black, Caribbean	0%
Black, Other	42%
Mx, Mixed Other	3%
Mx, White & Asian	0%
Mx, White & Black African	0%
Mx, White & Black Caribbean	0%
Not Stated	3%
Other, any other group	3%
Other, Chinese/Vietnamese	0%
Other, Cypriot Greek	0%
Other, Cypriot Turkish	0%
White, British	0%
White, Irish	0%

White, Other	44%
<b>Total</b>	<b>100%</b>

- 66% of training was undertaken by women

Training by Gender (%)		
	%	No.
Female	66	1801
Male	34	945
<b>Total</b>	<b>100</b>	<b>2746</b>



## Section 5: Disciplinary Action

Disciplinary Action by Gender & Disability						
	Female	%	Male	%	Total	Of these - Disability
Investigations	35	37	59	63	<b>94</b>	4
Hearings Concluded	27	29	46	49	<b>73</b>	2

Disciplinary Action by Broad Ethnic Origin				
	Investigations	%	Hearings Concluded	%
Asian	3	3%	2	3%
Black	58	62%	45	62%
Mixed	1	1%	1	1%
Other	1	1%	1	1%
White	30	32%	23	32%
Not Stated	1	1%	1	1%
<b>Total</b>	<b>94</b>	<b>100%</b>	<b>73</b>	<b>100%</b>

- Disciplinary action by detailed ethnic origin can be found in appendix 1

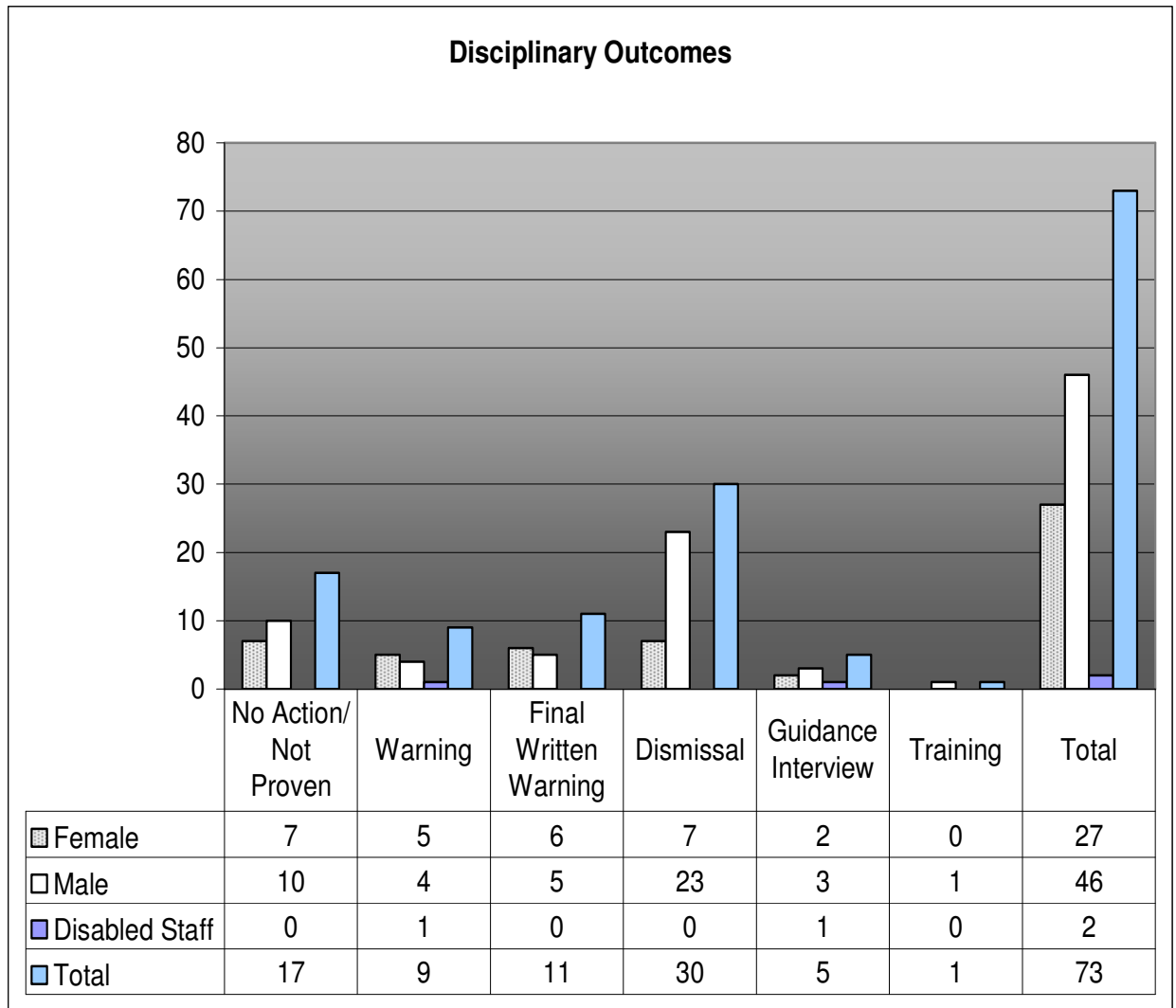
## Disciplinary Action - Outcomes

Outcomes by Broad Ethnic Origin						
	No Action/ Not Proven	Warning	Final Written Warning	Dismissal	Guidance Interview	Training
Asian	1	0	0	1	0	0
Black	9	6	8	19	2	1
Mixed	1	0	0	0	0	0
Other	0	0	0	1	0	0
White	6	3	3	8	3	0
Not Stated	0	0	0	1	0	0
<b>Total</b>	<b>17</b>	<b>9</b>	<b>11</b>	<b>30</b>	<b>5</b>	<b>1</b>

- Disciplinary outcomes by detailed ethnic origin can be found in appendix 1

Age Outcomes						
	No Action/ Not Proven	Warning	Final Written Warning	Dismissal	Guidance Interview	Training
16 -24	0	1	1	3	0	1
25 - 39	6	1	4	13	2	0
40 - 49	8	5	5	9	1	0
50 - 64	3	2	1	5	2	0
65+	0	0	0	0	0	0
<b>Total</b>	<b>17</b>	<b>9</b>	<b>11</b>	<b>30</b>	<b>5</b>	<b>1</b>

Disciplinary Outcomes by Gender and Disability



## Section 6: Capability Action

Capability Action by Gender & Disability						
	Female	%	Male	%	Total	Of these - Disabled Staff
Investigations	30	53	27	47	57	8
Hearings Concluded	24	51	23	49	47	7

Capability Action by broad Ethnic Group				
	Investigations	%	Concluded	%
Asian	2	4%	2	4%
Black	30	53%	22	47%
Mixed	0	0%	0	0%
Other	1	2%	1	2%
White	24	42%	22	47%
Not Stated	0	0%	0	0%
<b>Total</b>	<b>57</b>	<b>100%</b>	<b>47</b>	<b>100%</b>

- Capability action by detailed ethnic origin can be found in appendix 2

Capability Action by Age Band		
	%	No.
16 - 24	7	4
25 - 39	9	5
40 - 49	35	20
50 - 64	47	27
65+	2	1
<b>Total</b>	<b>100</b>	<b>57</b>

## Capability Action - Outcomes

Capability Outcomes by Gender & Disability						
	Female	%	Male	%	Total	Of these - Disabled Staff
No Further Action	5	71	2	29	7	0
Dismissal	3	25	9	75	12	0
Early Retirement	0	0	0	0	0	0
Warning	0	0	3	100	3	0
Final Written Warning	0	0	0	0	0	0
Guidance Interview	3	100	0	0	3	0
Medical Retirement	7	47	8	53	15	5
Transfer	3	100	0	0	3	1
Complaint Upheld	1	100	0	0	1	0
Medical Transfer	1	100	0	0	1	1
Job redesign	1	100	0	0	1	0
Adjustment to duties	0	0	1	100	1	0
<b>Total</b>	<b>24</b>	<b>51</b>	<b>23</b>	<b>49</b>	<b>47</b>	<b>7</b>

Outcomes by Broad Ethnic Group							
	Asian	Black	Mixed	Other	White	Not Stated	Total
No Further Action	0	2	0	0	5	0	7
Dismissal	2	9	0	0	1	0	12
Early retirement	0	0	0	0	0	0	0
Warning	0	0	0	0	3	0	3
Final Written Warning	0	0	0	0	0	0	0
Guidance Interview	0	3	0	0	0	0	3
Medical Retirement	0	4	0	1	10	0	15
Transfer	0	2	0	0	1	0	3
Complaint Upheld	0	1	0	0	0	0	1
Medical Transfer	0	1	0	0	0	0	1
Job redesign	0	0	0	0	1	0	1
Adjustment to duties	0	0	0	0	1	0	1
<b>Total</b>	<b>2</b>	<b>22</b>	<b>0</b>	<b>1</b>	<b>22</b>	<b>0</b>	<b>47</b>

Age Outcomes						
	16 - 24	25 - 39	40 - 49	50 - 64	65+	Total
No Further Action	0	2	2	3	0	7
Dismissal	1	2	7	2	0	12
Early Retirement	0	0	0	0	0	0
Warning	0	0	2	1	0	3
Final Written Warning	0	0	0	0	0	0
Guidance Interview	0	0	1	2	0	3
Medical Retirement	0	0	1	13	1	15
Transfer	1	0	1	1	0	3
Complaint Upheld	0	0	0	1	0	1
Medical Transfer	0	0	1	0	0	1
Job redesign	0	0	1	0	0	1
Adjustment to duties	0	0	1	0	0	1
<b>Total</b>	<b>2</b>	<b>4</b>	<b>17</b>	<b>23</b>	<b>1</b>	<b>47</b>

## Section 7: Staff Complaints

### Stage 1

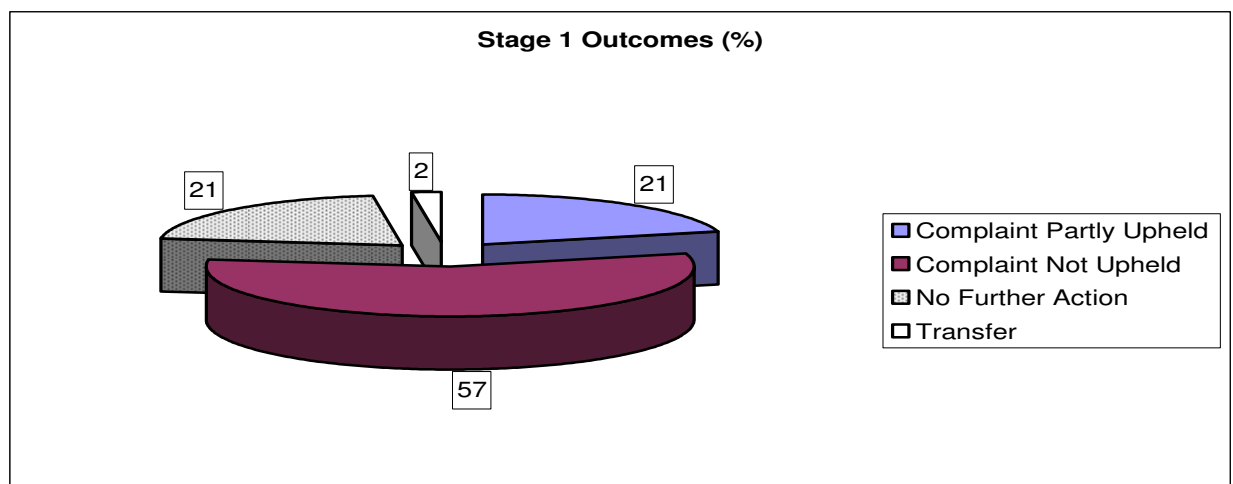
Stage 1 - Complaints Action by Gender & Disability						
	Female	%	Male	%	Total	Of those - Disabled Staff
Registered	51	65	28	35	79	11
Concluded	33	62	20	38	53	8

Stage 1 - Complaints Action by Broad Ethnic Origin				
	Registered	%	Concluded	%
Asian	4	5	3	6
Black	48	61	35	66
Mixed	1	1	1	2
Other	1	1	1	2
White	24	30	12	23
Not Stated	1	1	1	2
<b>Total</b>	<b>79</b>	<b>100</b>	<b>53</b>	<b>100</b>

- Staff complaints by detailed ethnic origin can be found in appendix 3

Stage 1 - Complaints by Age Group				
	Registered	%	Concluded	%
16 - 24	2	3	2	4
25 - 39	21	27	16	30
40 - 49	36	46	22	42
50 - 64	20	25	13	25
65+	0	0	0	0
<b>Total</b>	<b>79</b>	<b>100</b>	<b>53</b>	<b>100</b>

### Stage 1 Outcomes



## Stage 2

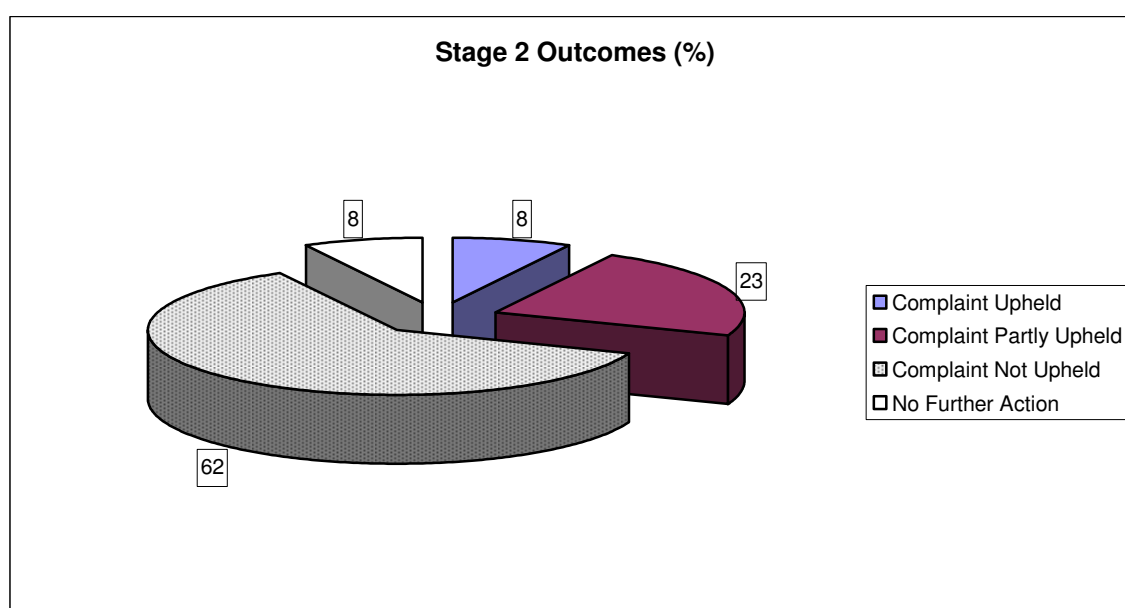
Stage 2 - Complaints Action by Gender & Disability						
	Female	%	Male	%	Total	Of those - Disabled Staff
Registered	10	67	5	33	15	0
Concluded	8	62	5	38	13	0

Stage 2 - Complaints Action by Ethnic Origin					
	Registered	%	Concluded	%	
Black, African	4	27	3	23	
Black, British	3	20	3	23	
Black, Caribbean	1	7	0	0	
Black, Other	1	7	1	8	
Mx, Mixed Other	1	7	1	8	
Other, any other group	1	7	1	8	
White, British	2	13	2	15	
White, Other	2	13	2	15	
<b>Total</b>	<b>15</b>	<b>100</b>	<b>13</b>	<b>100</b>	

- Capability action by detailed ethnic origin can be found in appendix 2

Stage 2 - Complaints by Age Group				
	Registered	%	Concluded	%
16 - 24	0	0	0	0
25 - 39	5	33	5	38
40 - 49	3	20	2	15
50 - 64	7	47	6	46
65+	0	0	0	0
<b>Total</b>	<b>15</b>	<b>100</b>	<b>13</b>	<b>100</b>

## Stage 2 Outcomes



## Workforce Report 2009-10

### Section 8: Harassment

Harassment Reported by Gender & Disability						
	Female	%	Male	%	Total	Of those -Disabled Staff
Reported	12	92.3	1	7.7	13	2
Concluded	4	80.0	1	20.0	5	1

Harassment Reported by Broad Ethnic Origin				
	Reported	%	Concluded	%
Asian	0	0%	0	0%
Black	9	69%	4	80%
Mixed	1	8%	0	0%
Other	2	15%	1	20%
White	1	8%	0	0%
Not Stated	0	0%	0	0%
<b>Total</b>	<b>13</b>	<b>100%</b>	<b>5</b>	<b>100%</b>

Harassment Reported by Age Group				
	Reported	%	Concluded	%
16 - 24	0	0.0	0	0.0
25 - 39	1	7.7	1	20.0
40 - 49	6	46.2	2	40.0
50 - 64	5	38.5	2	40.0
65+	1	7.7	0	0.0
<b>Total</b>	<b>13</b>	<b>100</b>	<b>5</b>	<b>100</b>

Harassment Reported by Ethnic Origin				
	Reported	%	Concluded	%
Asian, Bangladeshi	0	0.0	0	0.0
Asian, British	0	0.0	0	0.0
Asian, Indian	0	0.0	0	0.0
Asian, Other	0	0.0	0	0.0
Asian, Pakistani	0	0.0	0	0.0
Black, African	3	23.1	1	20.0
Black, British	5	38.5	2	40.0
Black, Caribbean	1	7.7	1	20.0
Black, Other	0	0.0	0	0.0
Mx, Mixed Other	0	0.0	0	0.0
Mx, White & Asian	0	0.0	0	0.0
Mx, White & Black African	1	7.7	0	0.0
Mx, White & Black Caribbean	0	0.0	0	0.0
Not Stated	0	0.0	0	0.0
Other, any other group	2	15.4	1	20.0
Other, Chinese/Vietnamese	0	0.0	0	0.0
Other, Cypriot Greek	0	0.0	0	0.0
Other, Cypriot Other	0	0.0	0	0.0
Other, Cypriot Turkish	0	0.0	0	0.0
White, British	1	7.7	0	0.0
White, Irish	0	0.0	0	0.0
White, Other	0	0.0	0	0.0
<b>Total</b>	<b>13</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>

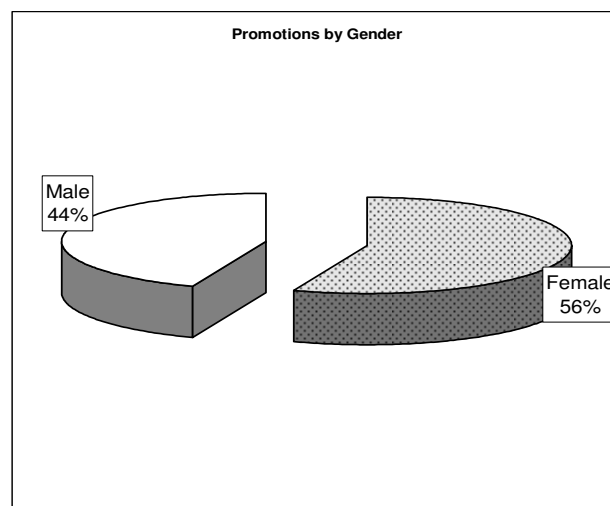
## Section 9: Promotions

Guidelines, originally prepared by the CRE, describe the monitoring requirements of public sector organisations. This includes monitor of applications for promotions, those selected for consideration and those successful. This suggests a different process from recruitment. While some organisations have promotion boards and other internal mechanisms to select those eligible for promotion this is not the case in Southwark.

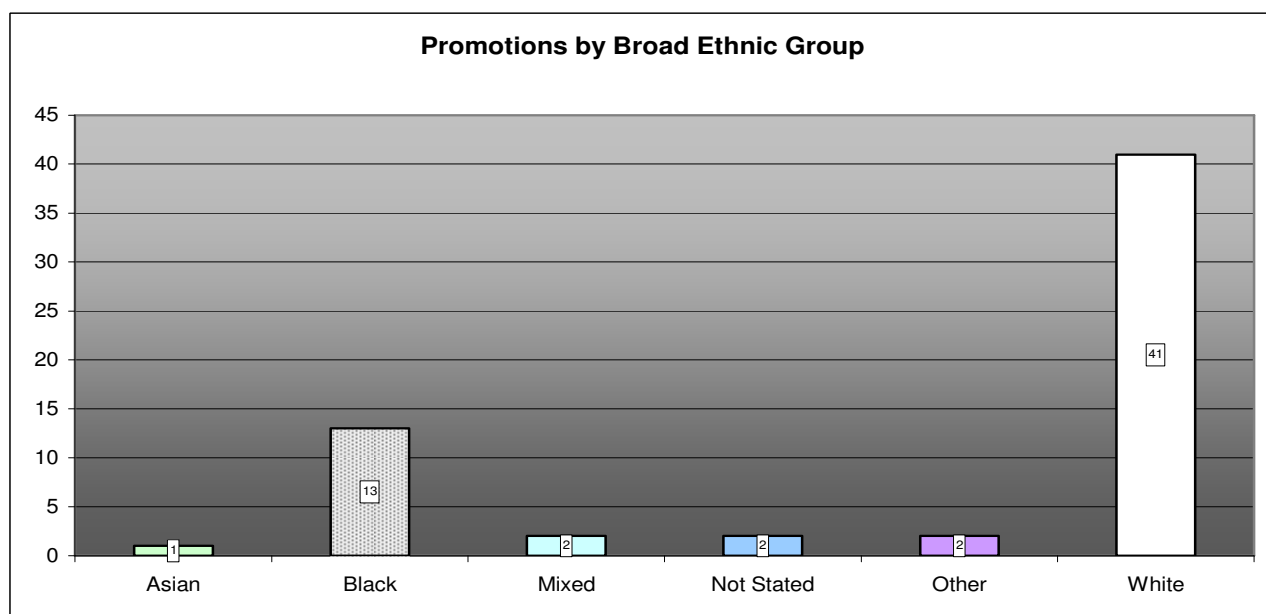
Those wishing to take on a promotional post have to apply as part of a recruitment exercise. This may be through an internal advertisements (i.e. limited to current employees of the Council rather than a particular area) but the majority of posts are advertised through at least one external medium, newspaper, internet etc. Therefore promotions and recruitment have never been seen as different processes in Southwark.

Interrogation of the Payroll system suggests the numbers of "promotions", i.e. as a reason for a change in pay to be 61. This figure appears low and it is believed that more internal candidates would have been captured through the

recruitment process data. However, for completeness, the profile of the staff where the payroll reason for change is marked as promotions was as follows:



Promotions by Disability		
	No.	%
Disabled	2	3.28%
Not Disabled	59	96.72%
<b>Total</b>	<b>61</b>	<b>100.00%</b>





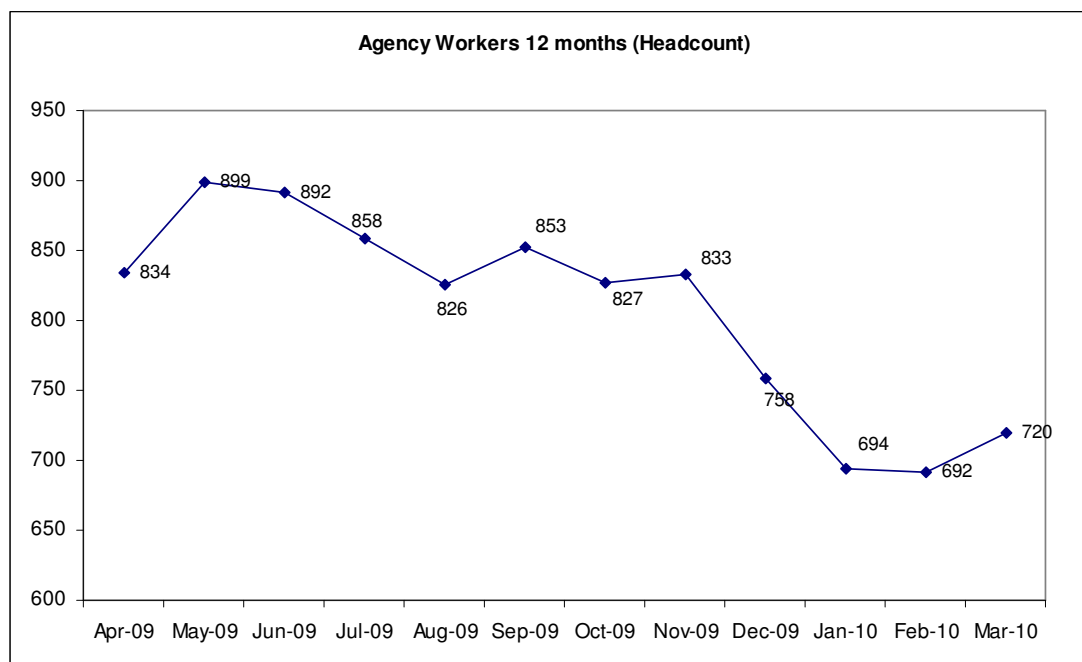
# Workforce Report 2009-10

## Section 10: Agency Workers

Agency workers have a much greater turnover than the substantive workforce. For the purposes of this report a snapshot of workers on a given date has been considered i.e. 1st March 2010.

Agency worker assignments are managed by the Council's broker, Comensura.

At the snapshot (1st March 2010) 720 agency workers were engaged. This is a significant reduction compared to March 2009 (931 workers) and shows a steady decline over the year.



### Notes:

In years 2008-09, 2008-09 and 2009-10 the figures for March were higher than February. Agency usage in July & August tends to reduce in line with school holidays (i.e. functions supporting schools).

Usage is reflective of departmental size and responsibility for direct service provision.

Department	% of usage(snapshot)
Children's Services	22%
Communities Law and Governance	2%
Deputy Chief Executive	2%
Environment and Housing	50%
Finance and Resources	3%
Health and Social Care	14%
Major Projects	1%
Regeneration and Neighbourhood	6%
Grand Total	100%

## Workforce Report 2009-10

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Information on profile is managed by individual vendors (agencies) who “employ” the workers. Over the last 12 months Comensura has worked with vendors to improve this data. In March 2009 41% of all records did not have an ethnic origin profile. In March 2010 this had dropped to 14%. The profile of workers at the March 2010 snapshot was:-

42% female, 58% male

### Agency Workers by Ethnic Origin

Ethnic Origin Classification	%
Asian or Asian British - Any other Asian background	2%
Asian or Asian British - Bangladeshi	1%
Asian or Asian British - Indian	1%
Asian or Asian British - Pakistani	0.3%
Black or Black British - African	18%
Black or Black British - Any other Black background	9%
Black or Black British - Caribbean	9%
Mixed - Any other Mixed background	2%
Mixed - White and Asian	1%
Mixed - White and Black African	1%
Mixed - White and Black Caribbean	1%
Any other ethnic background	1%
Other Ethnic background - Chinese	0.3%
Prefer not to say	14%
White - Any other White background	13%
White – British	25%
White - Eastern European	1%
White – Irish	1%
<b>Grand Total</b>	<b>100%</b>

## Section 11: Recruitment

### Application Numbers & Those Shortlisted

	Applications received (No.)	Ethnic group as % of applicants	Shortlisted (No.)	Success rate % (shortlisted)	Staff ethnic profile @ 01/04/10 (%)
White British	1390	27.8	575	41.4	43.0
White Irish	85	1.7	30	35.3	2.1
White other	419	8.4	153	36.5	7.3
<b>White Total</b>	<b>1894</b>	<b>37.9</b>	<b>758</b>	<b>40.0</b>	<b>52.4</b>
Black African	973	19.5	250	25.7	10.5
Black Caribbean	270	5.4	107	39.6	9.2
Black British	895	17.9	265	29.6	17.2
Black Other	46	0.9	15	32.6	1.3
<b>Black Total</b>	<b>2184</b>	<b>43.7</b>	<b>637</b>	<b>29.2</b>	<b>38.2</b>
Asian Bangladeshi	102	2.0	21	20.6	0.5
Asian Indian	154	3.1	35	22.7	0.7
Asian Pakistani	67	1.3	11	16.4	0.3
Asian British	143	2.9	37	25.9	1.2
Asian Other	49	1.0	13	26.5	1.2
<b>Asian Total</b>	<b>515</b>	<b>10.3</b>	<b>117</b>	<b>22.7</b>	<b>3.9</b>
Mixed White & Black African	35	0.7	13	37.1	0.3
White and Black Caribbean	86	1.7	31	36.0	0.8
Mixed Other	53	1.1	19	35.8	1.0
Mixed White & Asian	41	0.8	15	36.6	0.4
<b>Mixed Total</b>	<b>215</b>	<b>4.3</b>	<b>78</b>	<b>36.3</b>	<b>2.5</b>
Chinese/Vietnamese	52	1.0	12	23.1	0.4
Cypriot Greek	15	0.3	4	26.7	0.2
Cypriot Turkish	6	0.1	1	16.7	0.3
Cypriot Other	1	0.0	1	100.0	0.1
Any Other Ethnic Group	120	2.4	33	27.5	1.0
<b>Other Total</b>	<b>194</b>	<b>3.9</b>	<b>51</b>	<b>26.3</b>	<b>2.0</b>
<b>Total</b>	<b>5002</b>	<b>100</b>	<b>1641</b>	<b>32.8</b>	<b>100</b>

Interview/ Assessment to Offers by Ethnic Origin

	Attending interview (no.)	Offered post after interview (No.)	Success rate % for those interviewed	Attending assessment centre & interview (No.)	Offered post after test & interview (No.)	Success rate % for those after test & interview	Success rate overall %*	Staff ethnic profile @ 01/04/10 (%)	Successful - profile distribution (%)
<b>White British</b>	343	120	35.0	199	75	37.7	36.0	43.0	
<b>White Irish</b>	13	5	38.5	16	8	50.0	44.8	2.1	
<b>White other</b>	100	47	47.0	48	23	47.9	47.3	7.3	
<b>White Total</b>	456	172	37.7	263	106	40.3	38.7	52.4	13.8%
<b>Black African</b>	124	38	30.6	114	17	14.9	23.1	10.5	
<b>Black Caribbean</b>	63	24	38.1	39	10	25.6	33.3	9.2	
<b>Black British</b>	141	46	32.6	100	22	22.0	28.2	17.2	
<b>Black Other</b>	8	3	37.5	6	2	33.3	35.7	1.3	
<b>Black Total</b>	336	111	33.0	259	51	19.7	27.2	38.2	32.0%
<b>Asian Bangladeshi</b>	11	1	9.1	7	2	28.6	16.7	0.5	
<b>Asian Indian</b>	25	8	32.0	9	3	33.3	32.4	0.7	
<b>Asian Pakistani</b>	3	1	33.3	7	3	42.9	40.0	0.3	
<b>Asian British</b>	21	3	14.3	15	5	33.3	22.2	1.2	
<b>Asian Other</b>	9	4	44.4	4	0	0.00	30.8	1.2	
<b>Asian Total</b>	69	17	24.6	42	13	31.0	27.0	3.9	5.9%
<b>Mixed White &amp; Black African</b>	7	1	14.3	6	1	16.7	15.4	0.3	
<b>White and Black Caribbean</b>	20	7	35.0	10	4	40.0	36.7	0.8	
<b>Mixed Other</b>	9	0	0.00	9	0	0.00	0.00	1.0	
<b>Mixed White &amp; Asian</b>	8	5	62.5	6	3	50.0	57.1	0.4	
<b>Mixed Total</b>	44	13	29.5	31	8	25.8	28.0	2.5	4.2%
<b>Chinese/Vietnamese</b>	10	2	20.0	2	0	0.00	16.7	0.4	
<b>Cypriot Greek</b>	2	0	0.00	2	0	0.00	0.00	0.2	
<b>Cypriot Turkish</b>	1	0	0.00	0	0	0.00	0.00	0.3	
<b>Cypriot Other</b>	1	0	0.00	0	0	0.00	0.00	0.1	
<b>Any Other Ethnic Group</b>	19	11	57.9	14	2	14.3	39.4	1.0	
<b>Other Total</b>	33	13	39.4	18	2	11.1	29.4	2.0	3.0%
<b>Not Stated</b>	0	0	0.00	0	0	0.00	0.00	0.0	
<b>Total</b>	938	326	34.8	613	180	29.4	32.6	100	

\*Baseline success rates excludes 90 DNA's.  
 Success rate overall is percentage of offers against those who attended for interview & interview & assessment

## Workforce Report 2009-10

### Application Numbers, Those Shortlisted and Offered by Gender and Disability

	Male	Female	Total	Not Disabled	Disabled	Total
<b>Applications received</b>	2402	2600	5002	4846	156	5002
<b>As % of applicants</b>	<b>48.0</b>	<b>52.0</b>	<b>100.0</b>	<b>96.9</b>	<b>3.1</b>	<b>100.0</b>
<b>Shortlisted (No.)</b>	704	937	1641	1586	55	1641
<b>Success rate % (shortlisted)</b>	<b>29.3</b>	<b>36.0</b>	<b>32.8</b>	<b>32.7</b>	<b>35.3</b>	<b>32.8</b>
<b>Attending interview (No.)</b>	369	569	938	906	32	938
<b>Offered post after interview (No.)</b>	138	188	326	316	10	326
<b>Success rate % for those interviewed</b>	<b>37.4</b>	<b>33.0</b>	<b>34.8</b>	<b>34.9</b>	<b>31.3</b>	<b>34.8</b>
<b>Attending assessment centre &amp; interview (No.)</b>	298	315	613	592	21	613
<b>Offered post after test &amp; interview (No.)</b>	81	99	180	174	6	180
<b>Success rate % for those after test &amp; interview</b>	<b>27.2</b>	<b>31.4</b>	<b>29.4</b>	<b>29.4</b>	<b>28.6</b>	<b>29.4</b>
<b>Success rate overall %*</b>	<b>32.8</b>	<b>32.5</b>	<b>32.6</b>	<b>32.7</b>	<b>30.2</b>	<b>32.6</b>
<b>Staff gender &amp; disability profile @ 01/04/10 (%)</b>	46.0	54.0	100	95.6	4.4	100

\*Baseline success rates excludes 90 DNA's.

Success rate overall is percentage of offers against those who attended for interview & interview & assessment

## Section 12: Detailed Workforce Profile

### Gender Breakdown by Ethnic Origin

<b>Staff Profile - Gender &amp; Detailed Ethnic Origin</b>			
<b>Detailed Ethnic Origin</b>	<b>Male (%)</b>	<b>Female (%)</b>	<b>Total (%)</b>
Asian, Bangladeshi	0.6	0.4	0.5
Asian, British	1.0	1.4	1.2
Asian, Indian	0.8	0.6	0.7
Asian, Other	1.3	1.2	1.2
Asian, Pakistani	0.2	0.3	0.3
Black, African	10.4	10.6	10.5
Black, British	13.5	20.2	17.2
Black, Caribbean	6.8	11.2	9.2
Black, Other	1.4	1.2	1.3
Mx, Mixed Other	0.8	1.2	1.0
Mx, White & Asian	0.3	0.4	0.4
Mx, White & Black African	0.3	0.4	0.3
Mx, White & Black Caribbean	0.6	1.1	0.8
Other, any other group	1.5	2.2	1.9
Other, Chinese/Vietnamese	0.2	0.6	0.4
Other, Cypriot Greek	0.2	0.2	0.2
Other, Cypriot Other	0.1	0.1	0.1
Other, Cypriot Turkish	0.4	0.1	0.3
White, British	49.6	37.5	43.0
White, Irish	2.0	2.2	2.1
White, Other	7.9	6.8	7.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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## Grade Breakdown by Ethnic Origin

Staff Profile by Grade and Broad Ethnic Origin							
Grades	Asian	Black	Mixed	Other	White	Not Stated	Total
LBS-001					2		2
LBS-002	21	186	5	16	235	5	468
LBS-003	4	102	9	3	105	4	227
LBS-004	13	123	19	11	143	9	318
LBS-005	14	134	10	9	104	5	276
LBS-105					1		1
<b>Grades 1-5</b>	<b>52</b>	<b>545</b>	<b>43</b>	<b>39</b>	<b>590</b>	<b>23</b>	<b>1292</b>
<b>%</b>	<b>4.02</b>	<b>42.18</b>	<b>3.33</b>	<b>3.02</b>	<b>45.67</b>	<b>1.78</b>	<b>100.00</b>
<b>Building Workers</b>		<b>36</b>	<b>1</b>	<b>3</b>	<b>96</b>	<b>1</b>	<b>137</b>
<b>%</b>	<b>0.00</b>	<b>26.28</b>	<b>0.73</b>	<b>2.19</b>	<b>70.07</b>	<b>0.73</b>	<b>100.00</b>
LBS-006	11	186	6	10	141	5	359
LBS-106		1			4		5
LBS-007	22	238	8	15	182	4	469
LBS-107		1					1
LBS-008	15	125	6	12	140	3	301
LBS-009	32	295	21	31	324	18	721
DSO	1	4	1		7		13
Nursery Officer	1	31		3	14		49
RCO		4			6		10
NCO1		1					1
<b>Grades 6 - 9 +DSO + NO + RCO</b>	<b>82</b>	<b>886</b>	<b>42</b>	<b>71</b>	<b>818</b>	<b>30</b>	<b>1929</b>
<b>%</b>	<b>4.25</b>	<b>45.93</b>	<b>2.18</b>	<b>3.68</b>	<b>42.41</b>	<b>1.56</b>	<b>100.00</b>
LBS-010	11	126	11	5	225	3	381
LBS-110		2			3		5
LBS-011	18	104	9	5	241	4	381
LBS-111	1				3		4
LBS-012	11	71	6	14	204	5	311
LBS-112		2			1		3
SW	8	99	6	6	116	4	239
<b>Grades 10-12 +SW's</b>	<b>49</b>	<b>404</b>	<b>32</b>	<b>30</b>	<b>793</b>	<b>16</b>	<b>1324</b>
<b>%</b>	<b>3.70</b>	<b>30.51</b>	<b>2.42</b>	<b>2.27</b>	<b>59.89</b>	<b>1.21</b>	<b>100.00</b>
LBS-014	4	15	1	1	107	1	129
LBS-015	5	8	1		58	1	73
LBS-016	1				17		18
<b>Grades 14-16</b>	<b>10</b>	<b>23</b>	<b>2</b>	<b>1</b>	<b>182</b>	<b>2</b>	<b>220</b>
<b>%</b>	<b>4.55</b>	<b>10.45</b>	<b>0.91</b>	<b>0.45</b>	<b>82.73</b>	<b>0.91</b>	<b>100.00</b>
<b>Grades 17 &amp; above</b>		<b>1</b>	<b>1</b>	<b>1</b>	<b>29</b>		<b>32</b>
<b>%</b>	<b>0.00</b>	<b>3.13</b>	<b>3.13</b>	<b>3.13</b>	<b>90.63</b>	<b>0.00</b>	<b>100.00</b>
<b>Teacher conditions</b>	<b>1</b>	<b>13</b>	<b>3</b>	<b>1</b>	<b>60</b>	<b>5</b>	<b>83</b>
<b>%</b>	<b>1.20</b>	<b>15.66</b>	<b>3.61</b>	<b>1.20</b>	<b>72.29</b>	<b>6.02</b>	<b>100.00</b>
<b>Solbury conditions</b>	<b>3</b>	<b>3</b>	<b>3</b>		<b>50</b>		<b>59</b>
<b>%</b>	<b>5.08</b>	<b>5.08</b>	<b>5.08</b>	<b>0.00</b>	<b>84.75</b>	<b>0.00</b>	<b>100.00</b>
<b>Other</b>		<b>1</b>			<b>8</b>		<b>9</b>
<b>%</b>	<b>0.00</b>	<b>11.11</b>	<b>0.00</b>	<b>0.00</b>	<b>88.89</b>	<b>0.00</b>	<b>100.00</b>
<b>Total</b>	<b>197</b>	<b>1912</b>	<b>127</b>	<b>146</b>	<b>2626</b>	<b>77</b>	<b>5085</b>

## Workforce Report 2009-10

### Leavers by Reason, Gender and Disability

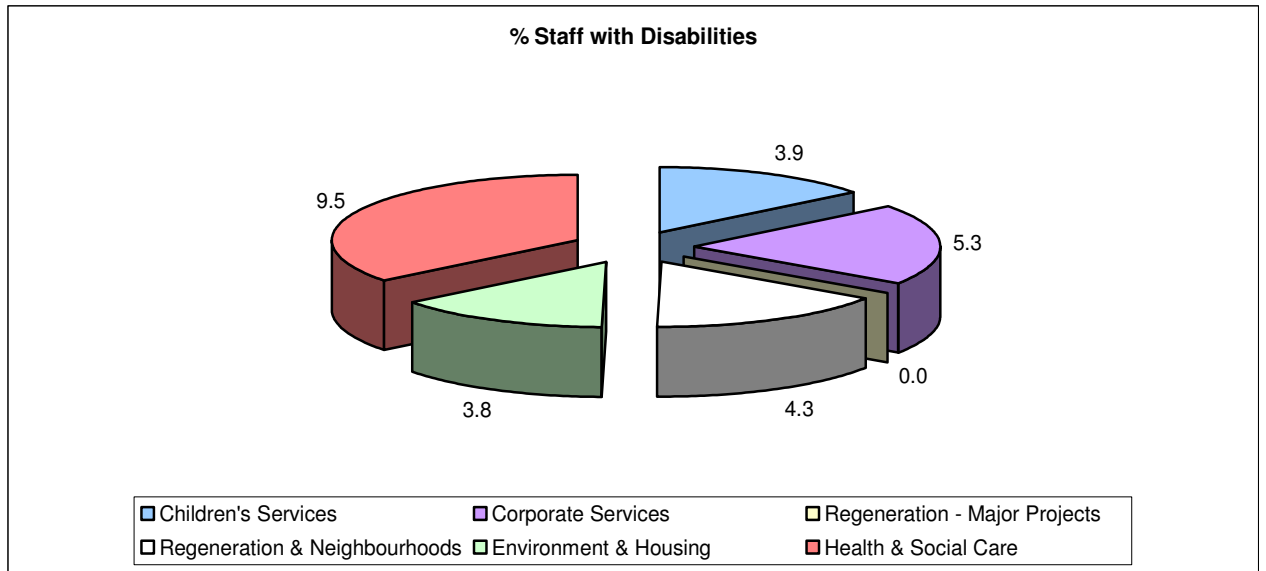
<b>Leavers by Reason, Gender and Disability</b>				
Reason for Leaving	Female %	Male %	Number	Disabled %
Career Break	67%	33%	9	3%
Deceased	25%	75%	4	3%
Dismissal - Capability	25%	75%	12	0%
Dismissal	23%	77%	30	0%
Expiration of Contract	41%	58%	100	3%
Outsourced	50%	50%	12	0%
Redundancy	55%	44%	71	10%
Resignation	64%	36%	277	24%
Retirement Age	76%	24%	34	38%
Retirement Early	50%	50%	18	0%
Retirement Ill Health	47%	53%	15	17%
<b>Total</b>	<b>55%</b>	<b>45%</b>	<b>582</b>	<b>100%</b>

### Resignations by Ethnic Origin

<b>Detailed Ethnic Origin - Resignations</b>	
Detailed Ethnic Origin	Resignations (%)
Asian, Bangladeshi	2.2
Asian, British	1.1
Asian, Indian	0.7
Asian, Other	1.1
Asian, Pakistani	1.1
Black, African	8.7
Black, British	15.5
Black, Caribbean	6.5
Black, Other	0.7
Mx, Mixed Other	0.4
Mx, White & Asian	0.4
Mx, White & Black African	1.1
Mx, White & Black Caribbean	1.8
Not Stated	3.6
Other, any other group	2.5
Other, Chinese/Vietnamese	0.0
Other, Cypriot Greek	0.4
Other, Cypriot Other	0.0
Other, Cypriot Turkish	0.4
White, British	39.7
White, Irish	1.8
White, Other	10.5
<b>Total</b>	<b>100.0</b>



## % Staff with Disabilities by Department



## Section 13 Concurrent Report from the Head of HR

The workforce statistics on the profile of the organisation demonstrate a period of stability. The numbers of staff from BME communities remain high (47.6%) when compared with estimates of local community population figures<sup>1</sup>. The proportion of female (54%) / male (46%) employees is more even than comparative London boroughs; where female staff dominate (62.7%)<sup>2</sup>.

The proportion of people with disabilities, the average age of the staff within the workforce and the average length of service remain constant to previous years. Where comparative London data is available, Southwark is at or around median levels on these indicators.

<sup>1</sup> Report: *Southwark Population Now & in the Future* Jan 2010 – 62.1% of Southwark population estimated to be White (based on 2006 ONS statistics). Projection at 2013, 61.2% White.

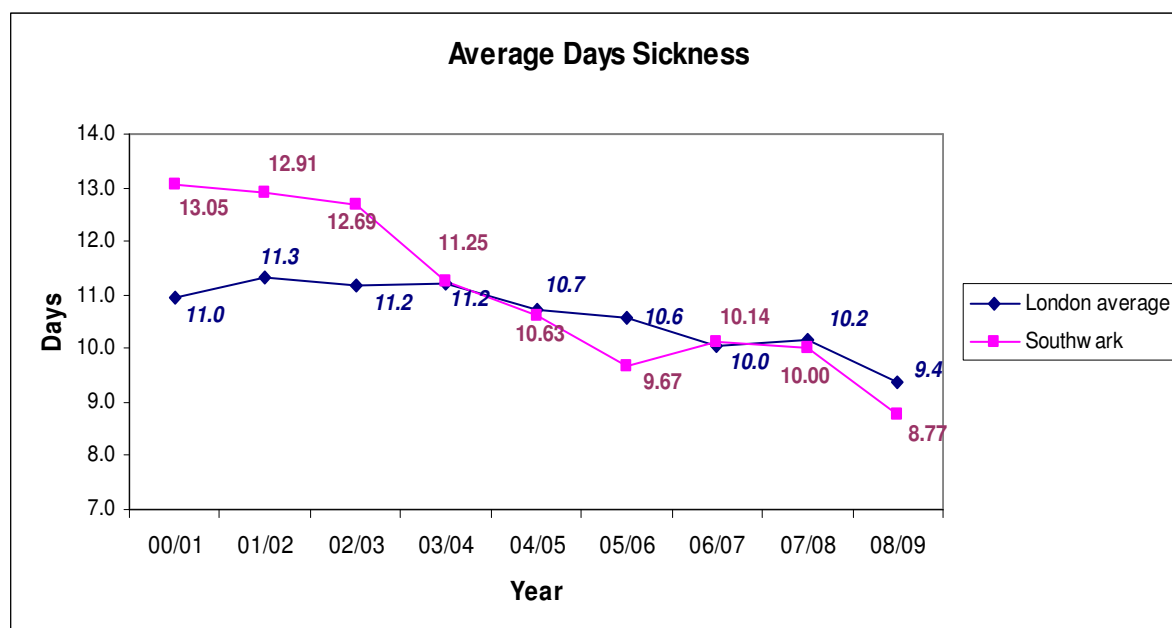
<sup>2</sup> Available profile data is noted in Appendix 2 pulled from a voluntary data collection exercise across 20 London Boroughs.

In the management of resources Southwark continues to make progress in key area of sickness management and agency controls.

The average number of days sickness per employee has again fallen; 8.77 days in 2009-10. This continues the downward trend and supports Southwark's multi layered and consistent approach to sickness management (use of occupational health, incentives through pay increments, employee health promotion, use of capability etc). Good absence management remains a key priority in maximising the productivity of the workforce and an essential investment as resources become increasingly stretched.

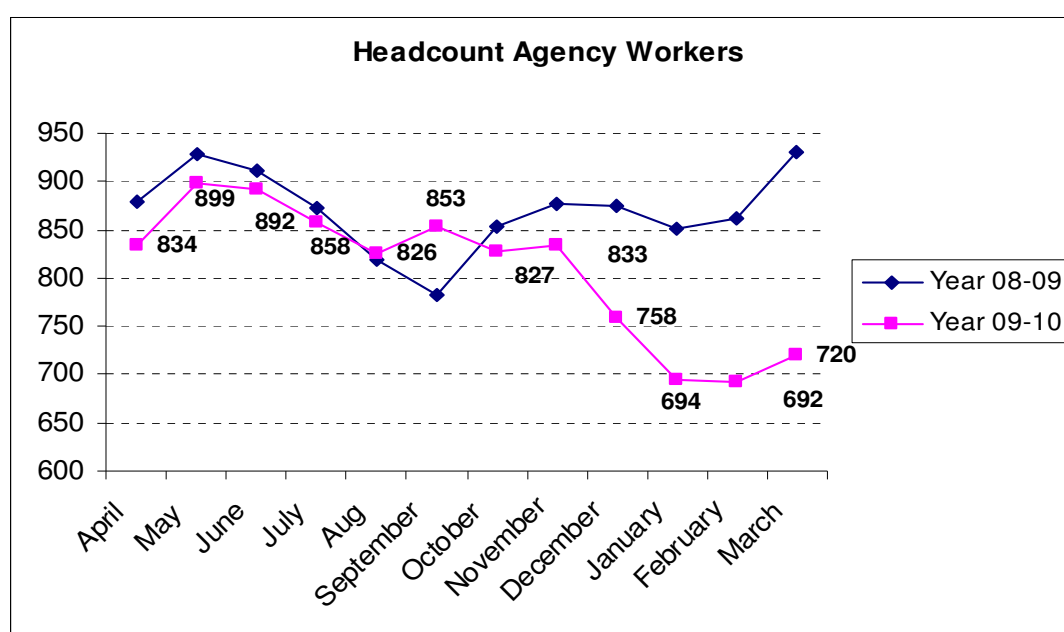
Top line comparative sickness data across London Council, as shown below, confirms that Southwark's position compared to other London local authorities is also improving.

(Comparative data for 2009-10 will not be available until November / December 2010).



Whilst agency workers are not employees and thus there is not a statutory requirement to publish information, they remain a significant resource in the delivery of services. In the past the engagement of agency workers remained at the discretion of local managers; leading to some justifiable criticisms on appropriate usage.

Over the last couple of years active steps have been taken to put in place better controls and since June 2009 managers have been required to submit business cases to the Head of HR supporting the extension of agency workers' engagements. Usage is actively challenged and managers encouraged to pursue recruitment (where appropriate) or find different ways of providing cover. As a result the numbers of agency workers has shown a sharp decline. This will continue to be an area of stringent control in the year ahead.



HR plans for the 2010 -11 and beyond will be dominated by the broader economy and reductions in public spending that are anticipated which may fundamentally change the type of services and organisational arrangements for large parts of the Council. Equalities considerations will be a major factor in these changes; strengthened by additional requirements under the Equality Act, which was made law pre-election and is expected to come into force on a phased basis from October 10 onwards. Whilst this will undoubtedly be a challenging period, the Council has robust frameworks to move change forward, including;

- Established consultation mechanisms with the Trade Unions and dialogue with staff groups; BME consultation group, disability group etc.
- Increasingly robust information about the workforce profile and recruitment applicants.
- Comprehensive and well established policy and HR practices.
- A Workforce Strategy that sets headline direction and priorities.

This strategy is currently under review; to anticipate and manage the changes ahead. It is not therefore proposed to draw up an action plan specifically relate to the enclosed monitors, and in some areas of activity e.g. recruitment, the opportunities for activity will significantly reduce. The monitors will instead be used as a benchmark of the Council pre organisational reviews and to inform discussions on the Strategy itself over a 3 year timescale. This Strategy will be available on the Council's intranet and can be shared externally on request.

## Appendix 1 - Detailed Ethnic Origin Disciplinary Action and Outcomes

Disciplinary Action by Ethnic Origin				
	Investigations	%	Hearings Concluded	%
Asian, British	1	1%	1	1%
Asian, Other	1	1%	1	1%
Black, African	22	23%	14	19%
Black, British	29	31%	25	34%
Black, Caribbean	5	5%	4	5%
Black, Other	2	2%	2	3%
Mx, Mixed Other	1	1%	1	1%
Not Stated	1	1%	1	1%
Other, any other group	1	1%	1	1%
White, British	23	24%	17	23%
White, Irish	2	2%	2	3%
White, Other	5	5%	4	5%
<b>Total</b>	<b>94</b>	<b>100%</b>	<b>73</b>	<b>100%</b>

Disciplinary Outcomes by Ethnic Origin							
	No Action/ Not Proven	Warning	Final Written Warning	Dismissal	Guidance Interview	Training	Total
Asian, British	0	0	0	1	0	0	1
Asian, Other	1	0	0	0	0	0	1
Black, African	1	2	3	8	0	0	14
Black, British	8	4	4	7	1	1	25
Black, Caribbean	0	0	1	2	1	0	4
Black, Other	0	0	0	2	0	0	2
Mx, Mixed Other	1	0	0	0	0	0	1
Not Stated	0	0	0	1	0	0	1
Other, any other group	0	0	0	1	0	0	1
White, British	3	3	3	5	3	0	17
White, Irish	2	0	0	0	0	0	2
White, Other	1	0	0	3	0	0	4
<b>Total</b>	<b>17</b>	<b>9</b>	<b>11</b>	<b>30</b>	<b>5</b>	<b>1</b>	<b>73</b>

Appendix 2 - Detailed Ethnic Origin Capability Action and Outcomes

Capability Action by Ethnic Origin				
	Investigations	%	Hearings Concluded	%
Asian, Bangladeshi	1	1.8	1	2.1
Asian, British	1	1.8	1	2.1
Black, African	9	15.8	9	19.1
Black, British	8	14.0	5	10.6
Black, Caribbean	13	22.8	8	17.0
Other, any other group	1	1.8	1	2.1
White, British	21	36.8	20	42.6
White, Irish	1	1.8	1	2.1
White, Other	2	3.5	1	2.1
<b>Total</b>	<b>57</b>	<b>100.0</b>	<b>47</b>	<b>100.0</b>

Capability Outcomes by Ethnic Origin									
	No Further Action	Dismissal	Early retirement	Warning	Final Written Warning	Guidance Interview	Medical retirement	Transfer	Complaint Upheld
Asian, Bangladeshi	0	1	0	0	0	0	0	0	0
Asian, British	0	1	0	0	0	0	0	0	0
Black, African	1	6	0	0	0	0	1	0	1
Black, British	1	2	0	0	0	1	0	0	0
Black, Caribbean	0	1	0	0	0	2	3	2	0
Other, any other group	0	0	0	0	0	0	1	0	0
White, British	5	1	0	3	0	0	8	1	0
White, Irish	0	0	0	0	0	0	1	0	0
White, Other	0	0	0	0	0	0	1	0	0
<b>Total</b>	<b>7</b>	<b>12</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>15</b>	<b>3</b>	<b>1</b>

## Appendix 3 - Detailed Ethnic Origin Staff Complaints

Stage 1 - Complaints Action by Ethnic Origin				
	Registered	%	Concluded	%
Asian, British	1	1	0	0
Asian, Other	1	1	1	2
Asian, Pakistani	2	3	2	4
Black, African	15	19	12	23
Black, British	21	27	15	28
Black, Caribbean	10	13	7	13
Black, Other	2	3	1	2
Mx, Mixed Other	1	1	1	2
Not Stated	1	1	1	2
Other, any other group	1	1	1	2
White, British	17	22	6	11
White, Irish	1	1	0	0
White, Other	6	8	6	11
<b>Total</b>	<b>79</b>	<b>100</b>	<b>53</b>	<b>100</b>

Stage 2 - Complaints Action by Ethnic Origin				
	Registered	%	Concluded	%
Black, African	4	27	3	23
Black, British	3	20	3	23
Black, Caribbean	1	7	0	0
Black, Other	1	7	1	8
Mx, Mixed Other	1	7	1	8
Other, any other group	1	7	1	8
White, British	2	13	2	15
White, Other	2	13	2	15
<b>Total</b>	<b>15</b>	<b>100</b>	<b>13</b>	<b>100</b>

## Appendix 4 - Comparative Data – London Councils

There is very limited comparative data published on the workforce of other London boroughs.

Some information on the profile of workers at a national level is available; however, the profile of local communities, the size of organisations and the type of services offered differ hugely between regions, making the validity of comparative data.

As a pilot, Southwark has therefore begun to participate in a voluntary programme of data collection by a number of London Boroughs; though it is recognised that there will still be notable differences between organisations, e.g. particularly around service provision.

Twenty boroughs are currently participating<sup>1</sup>, though it is not known whether every borough is providing information on each indicator. The initial profile information as a snapshot as at December 09 is shown as follows. Where appropriate, Southwark's comparative data is shown. It is planned that in future full year data will include areas such as turnover, sickness (etc.).

\*The columns "average / median" relate to London Council's data

Gender	Average %	Southwark
Male	37.4%	46%
Female	62.6%	54%

Broad Ethnic Origin	Average %	Southwark
Asian	8.5%	3.9%
Black	18.4%	38.2%
Chinese	0.6%	N/a <sup>1</sup>
Mixed	2.2%	2.5%
White	59.6%	52.5%
Other	1.9%	2.9%
Not known	8.7%	N/a <sup>2</sup>

<sup>1</sup>Staff who classify themselves as Chinese are included in the category "Other".

<sup>2</sup>Staff who do not provide an ethnic origin are excluded. However there were 77 employees without an ethnic origin, 1.51% of the workforce.

	Average	Southwark
Disability	4.6%	4.4%

	Average	Southwark
Average Age	45	43 years 5 months

<sup>1</sup>Participating boroughs:

Barking & Dagenham, Bexley, Brent, Bromley, Croydon, Ealing, Havering, Hillingdon, Kingston, Newham, Redbridge, Sutton, Waltham Forest, Camden, Greenwich, Hackney, Kensington & Chelsea, Southwark, Westminster, City of London