

Finance and Resources Committee 29 July 2010

Equality and Diversity Annual Statistics – Employees and Partners

Executive summary

Introduction

The purpose of this paper is to present an annual analysis of Equality and Diversity data to the Finance and Resources Committee for information.

Decision

The Committee is asked to note the documents. No decision is required.

Background information

None

Resource implications

None

Financial implications

None

Appendices

Appendix 1 - HR Equality and Diversity Statistics 2009/10

Date of paper

13 July 2010

HR Equality and Diversity Data 2009/10

Introduction

All job applicants are asked to complete a voluntary equal opportunities and diversity monitoring form. The form was updated and approved by Finance and Resources Committee in June 2008 and requests information in the following categories; gender, transgender, age, marital status, ethnicity, dependents, disability, religious belief and sexual orientation. Once appointed, employees are asked to complete the monitoring form if they have not already done so.

The Transgender category was the only section not completed by any employees or applicants this year.

Employee data is collected as at 1st May for the relevant year. As at 1st May 2010 there were **133** employees at the HPC.

1. Employees

Gender

There has been a slight shift in the ratio of females to males at the HPC, with a 4% increase in the number of women. This is marginal however, and remains close to the data produced by the Office for National Statistics (ONS) which cites a 52% to 48% split of women to men in the UK (2001 census figures).

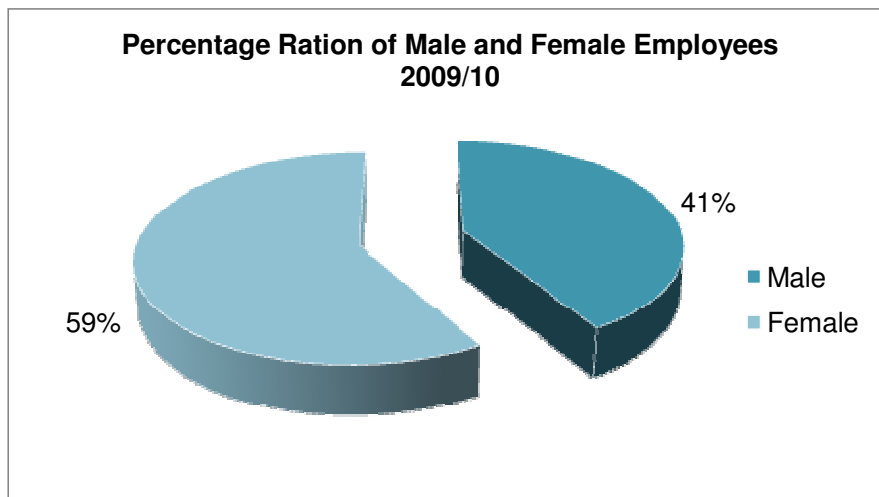


Fig 1

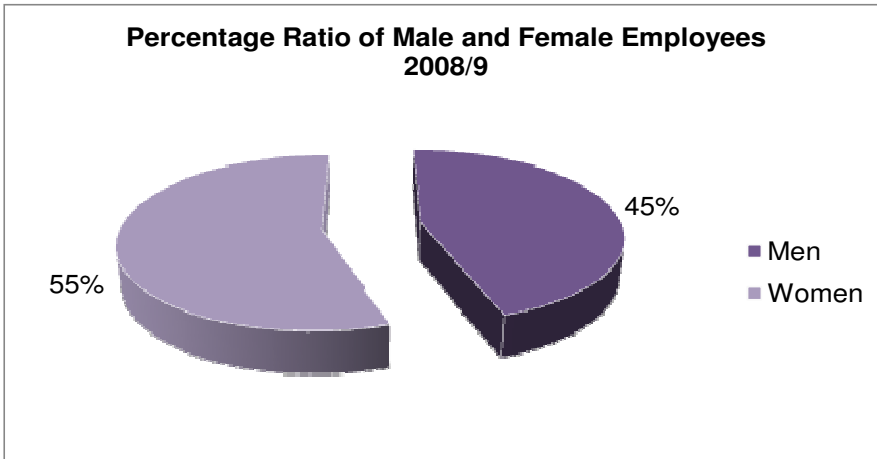


Fig 2

Age Range of Employees

As illustrated below, there has been a slight increase in the average age of HPC employees since May 2009.

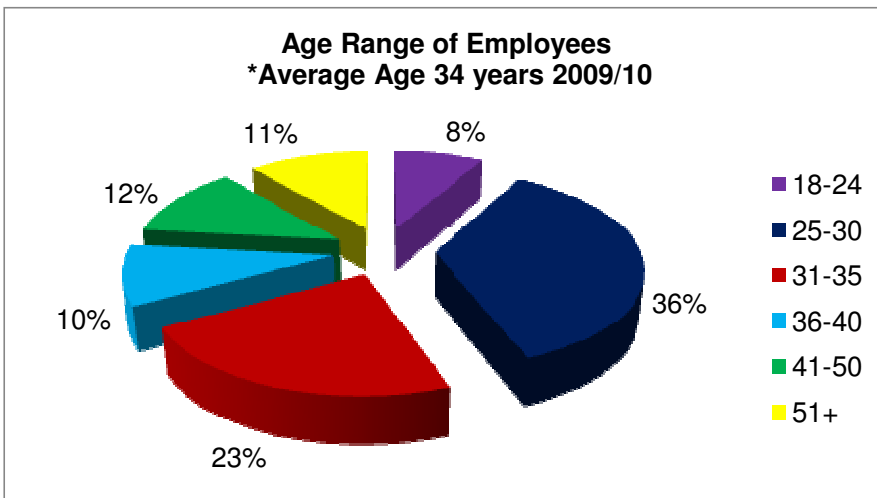


Fig 3

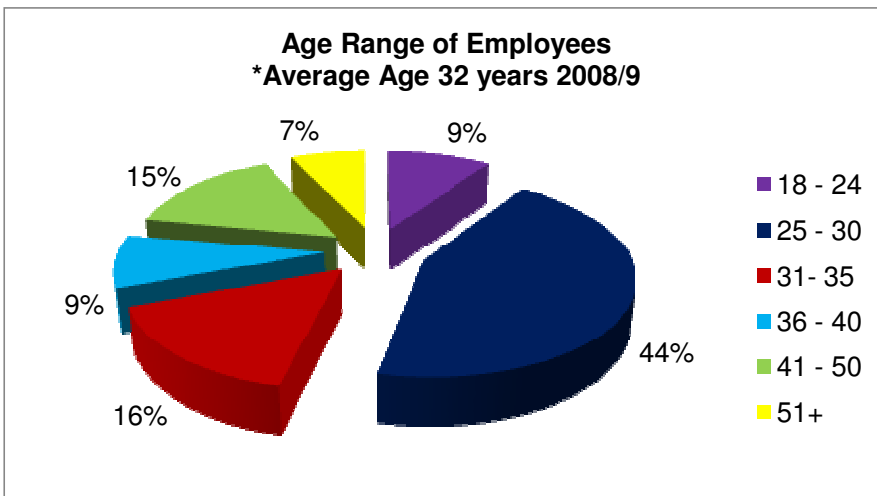


Fig 4

Ethnic Backgrounds of Employees

Figures 5 and 6 below show that the ethnicity breakdown of employees at the HPC has remained constant over the past year. The organisation is also representative of the Borough in which it sits (Lambeth – Fig 7 below).

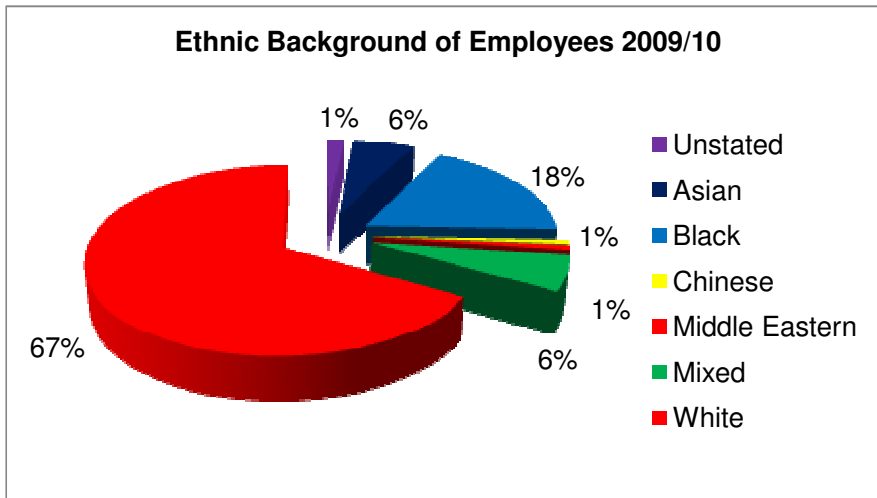


Fig 5

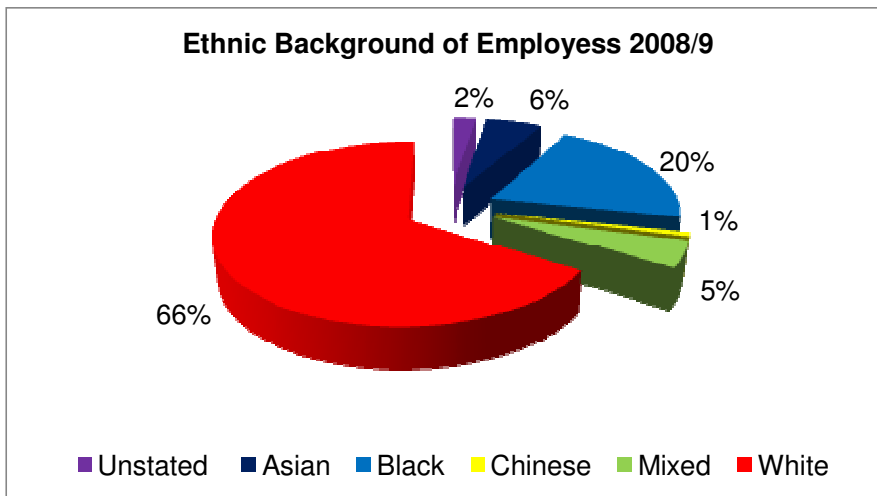


Fig 6

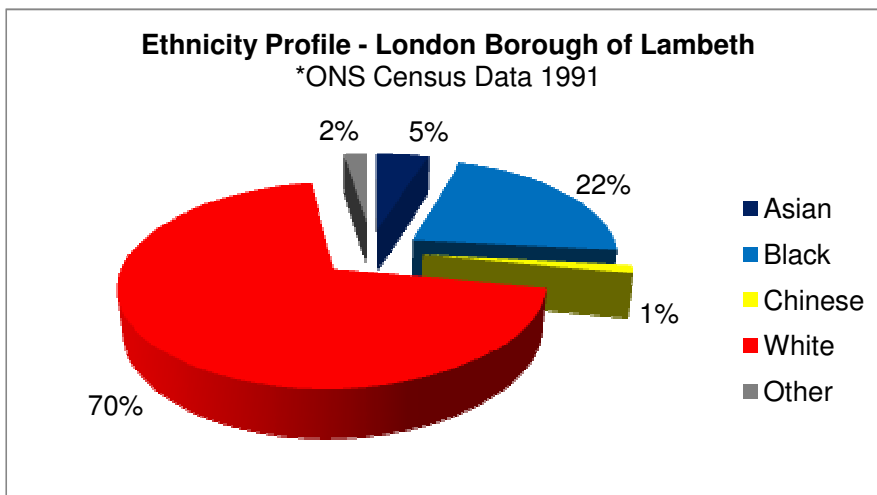


Fig 7

Employees with a Disability

The percentage of employees with a declared disability has dropped slightly to 1% from 2009.

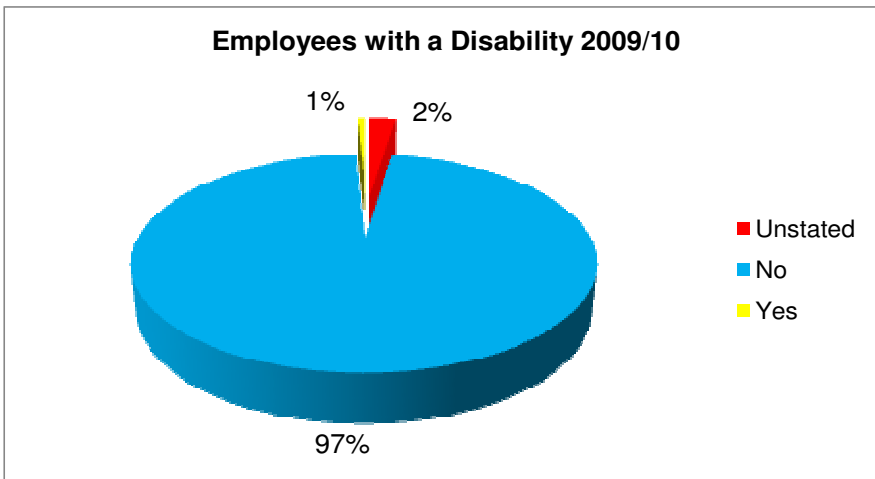


Fig 8

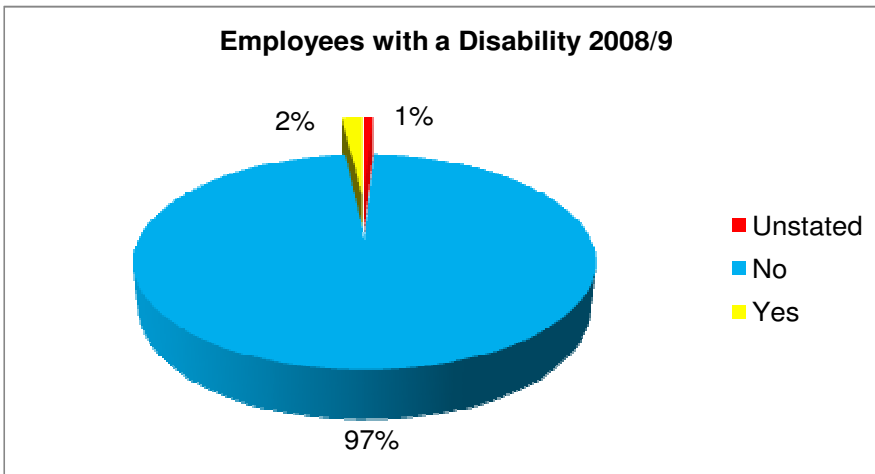


Fig 9

Marital Status of Employees

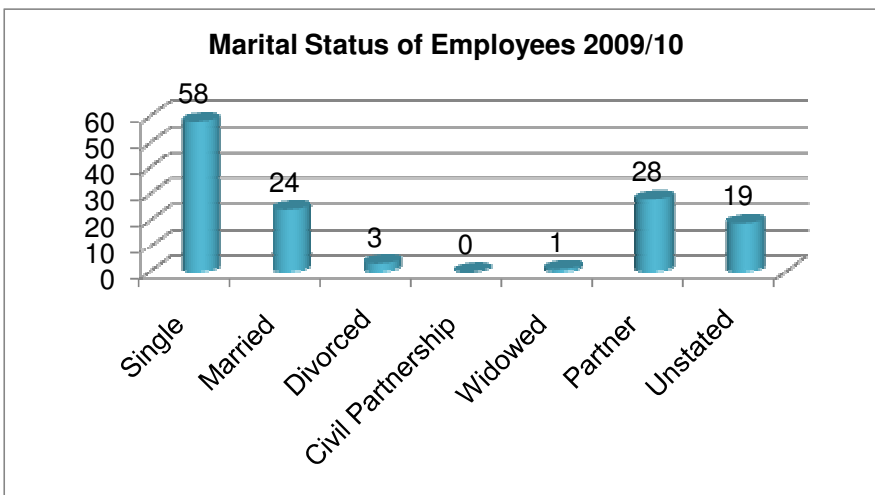


Fig 10

Employee Dependents

16% of employees have between 1-3 dependents. As of May 2010, 7% of HPC employees worked on a part-time basis, and a further 7% were recorded as working flexible hours.

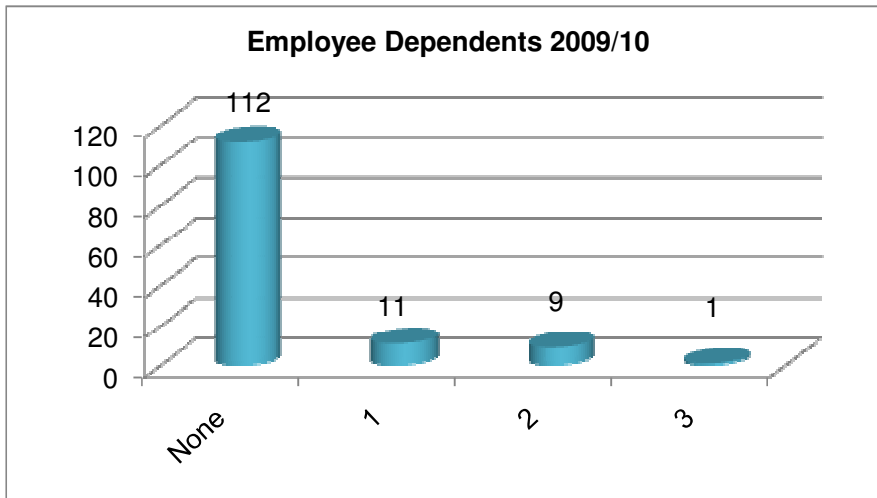


Fig 11

Religion

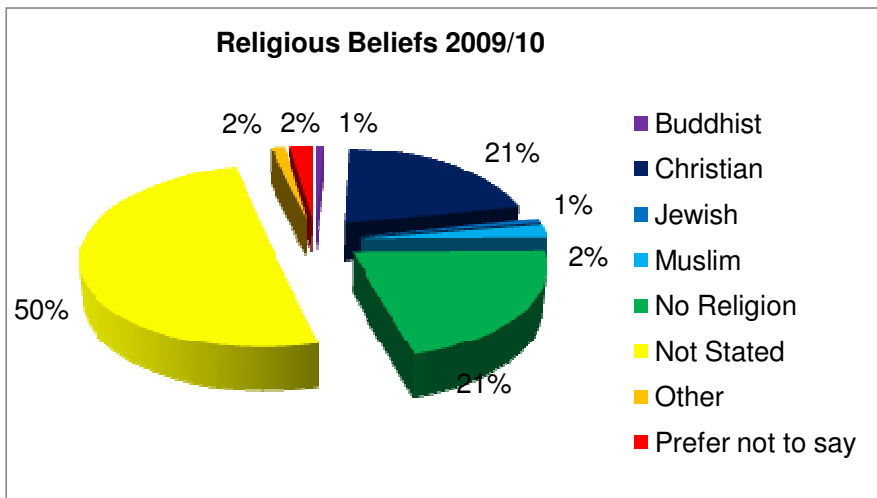


Fig 12

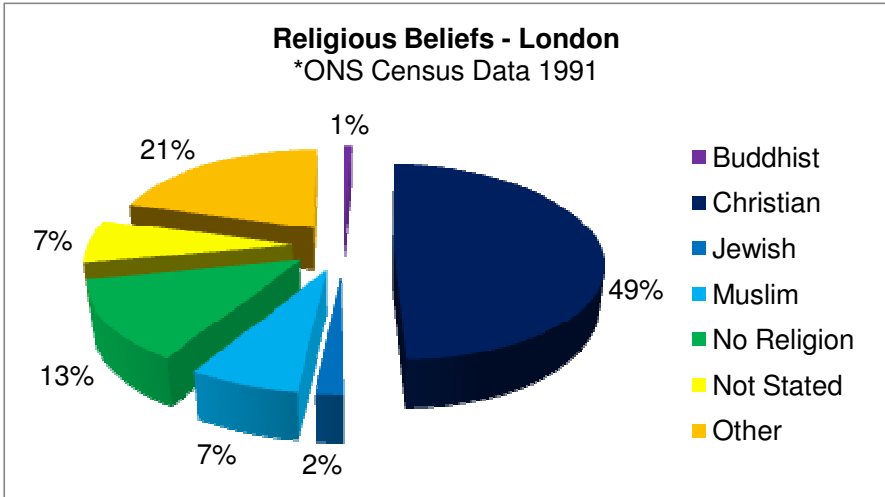


Fig 13

Sexual Orientation

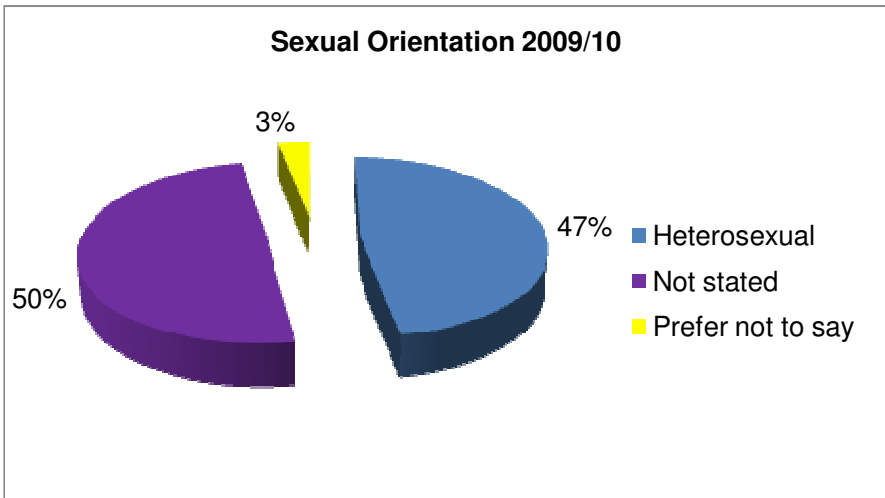


Fig 14

2. Job Applicants

There were a total of 311 job applicants for 36 advertised positions in the period 1 April 2009 – 31 March 2010. Compared to the previous year, the percentage rate of completed monitoring forms has improved considerably.

Age Range of Job Applicants

The average age of job applicants is broadly comparable with the average age of HPC employees. The percentage of applicants choosing not to complete the age category this year was 23%, which is an improvement on the previous year's figure of 41%.

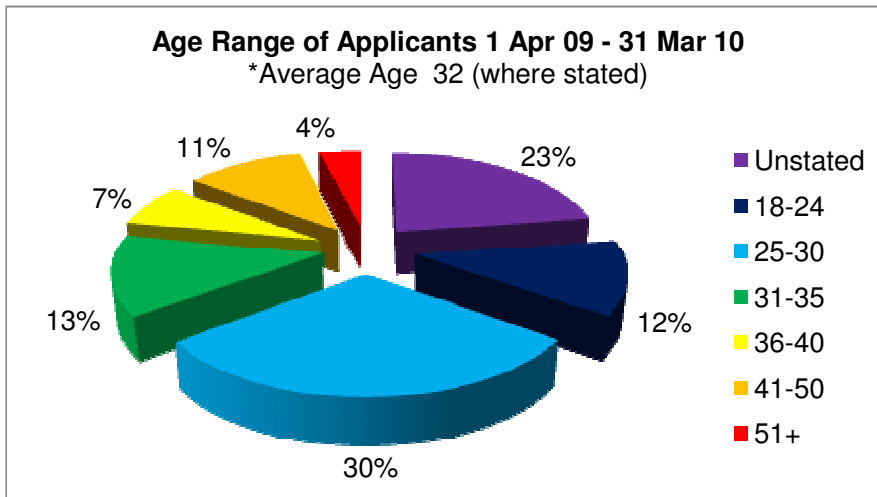


Fig 15

Gender of Job Applicants

The gender split of job applicants is broadly comparable with the current gender split of HPC employees. In 2009 15% of applicants chose not to complete the gender category compared with 8% in 2010.

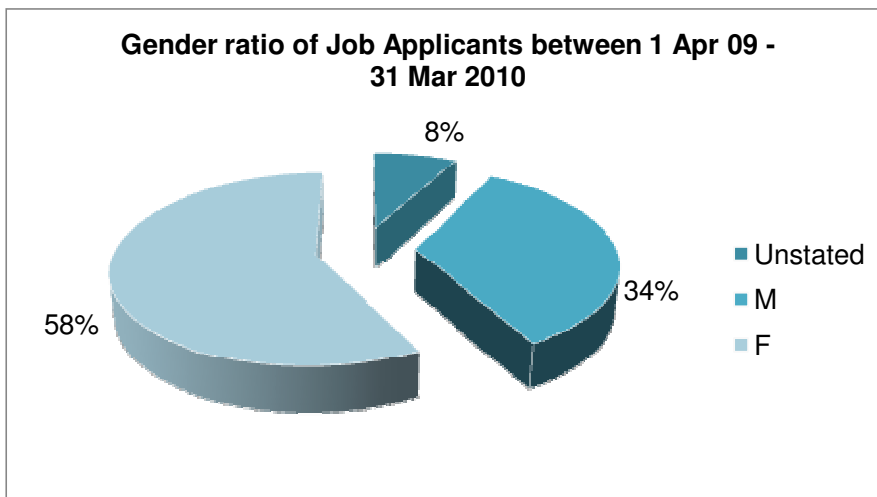


Fig 16

Ethnicity of Job Applicants

In 2009 32% of applicants chose not to complete the gender category compared with 14.5% in 2010.

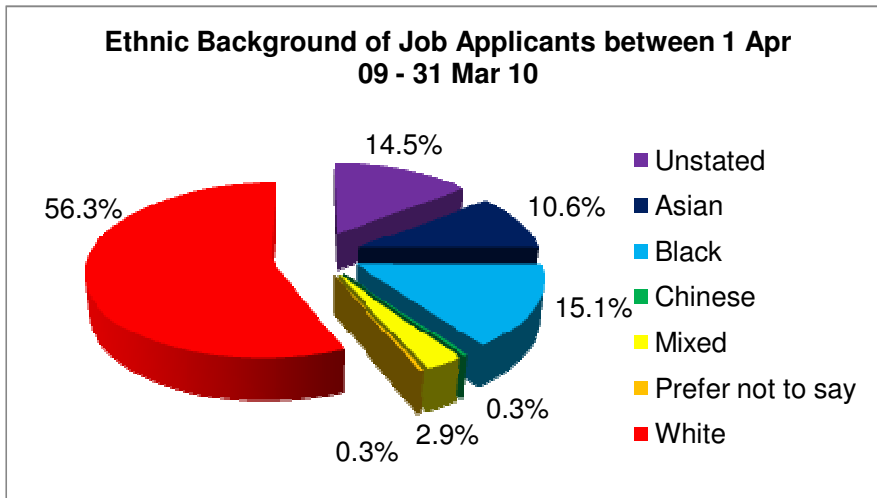


Fig 17

Disability amongst Job Applicants

Only 3% of applicants in 2010 declared a disability. We will look at this figure again next year to see more disabled applicants are encouraged to apply as a result of the introduction of the Double Tick Scheme to the HPC this financial year. In 2009 33% of applicants chose not to complete the disability category compared with 13% in 2010.

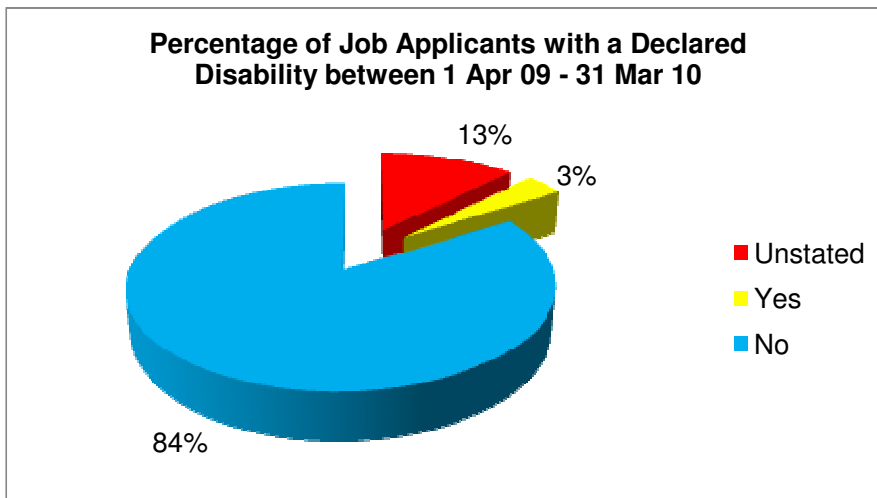


Fig 18

Religion of Job Applicants

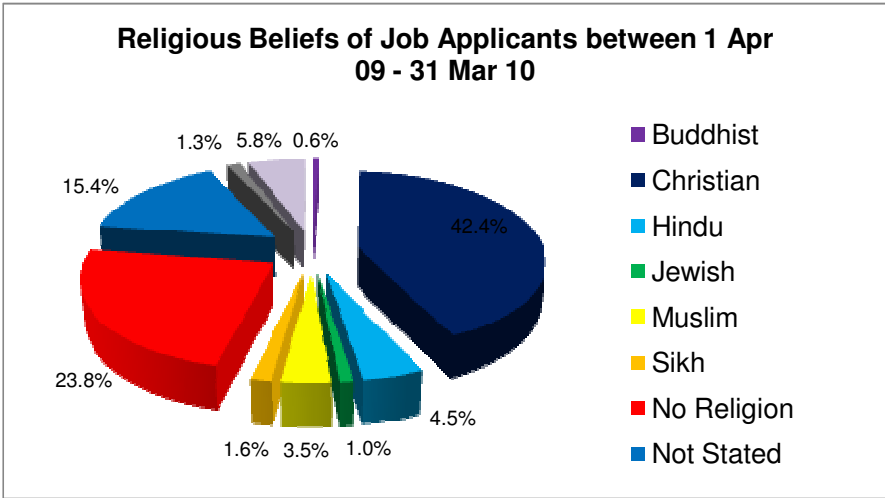


Fig 19

Sexual Orientation of Job Applicants

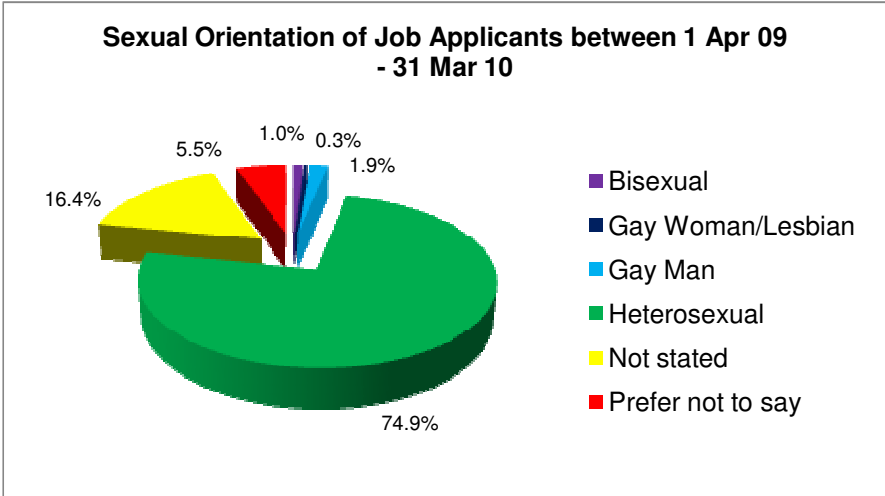


Fig 20

Partners

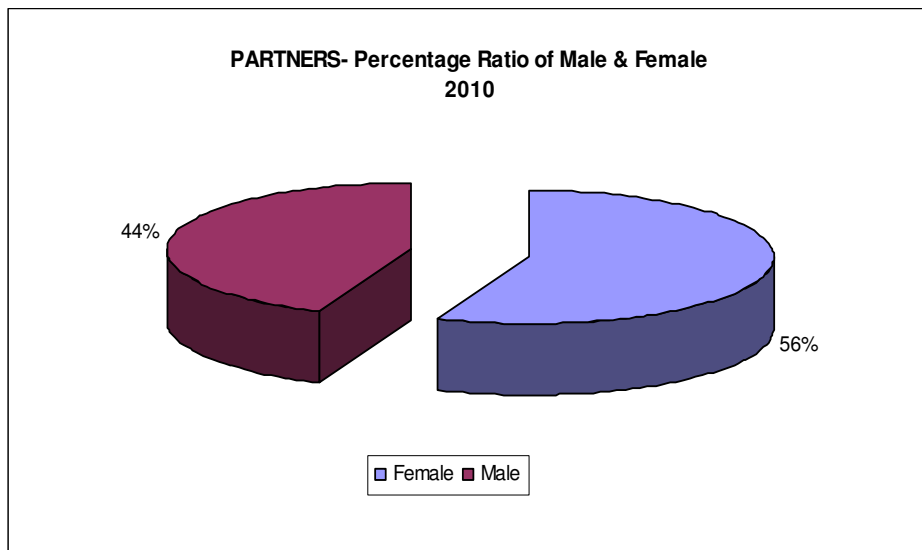
All new partners are asked to complete a voluntary equal opportunities and diversity monitoring form.

Data is collected as at 1st July in the relevant year. There are currently total of **494** partners, some of whom are carrying out multiple roles. Most partners must be registered with the HPC in the relevant profession, with the exception of 26 lay panel members, 4 lay visitors, and 19 panel chairs.

Partner Roles	2010
CPD Assessors	82
Panel Chairs	19
Panel Members	203
Legal Assessors	21
Registration Assessors	166
Visitors	172
Total Partner Roles	663

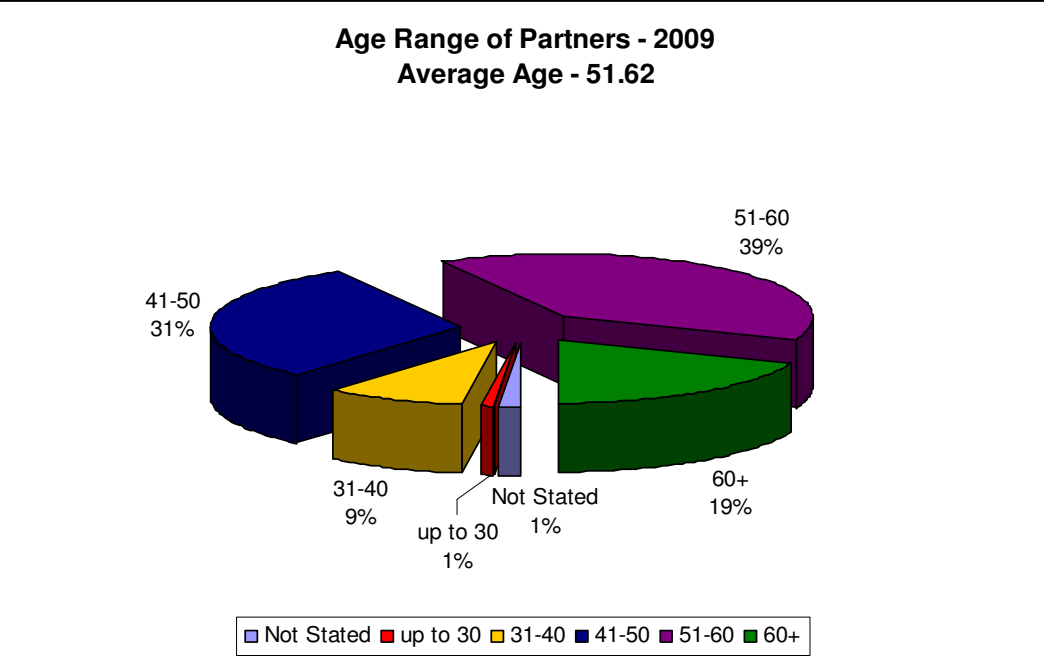
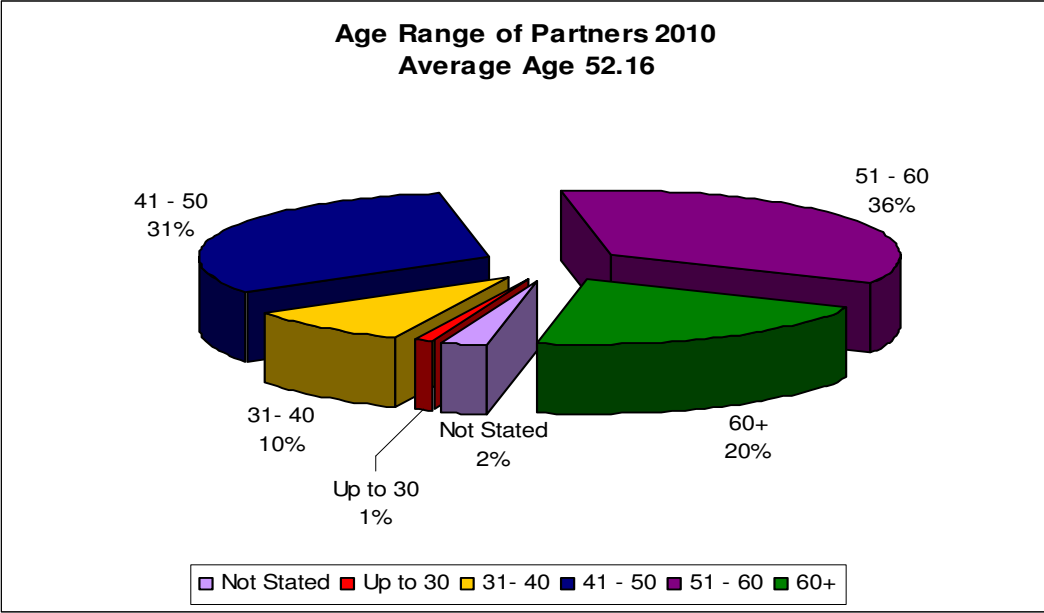
Gender

The gender split of partners remains similar to last year when it was 55% females and 45% male.



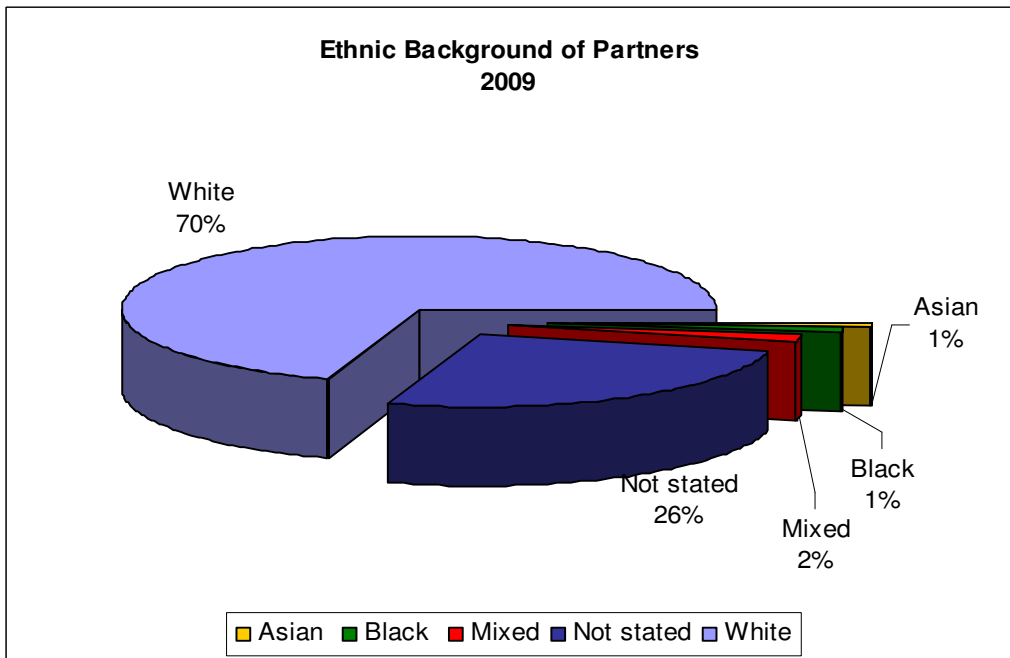
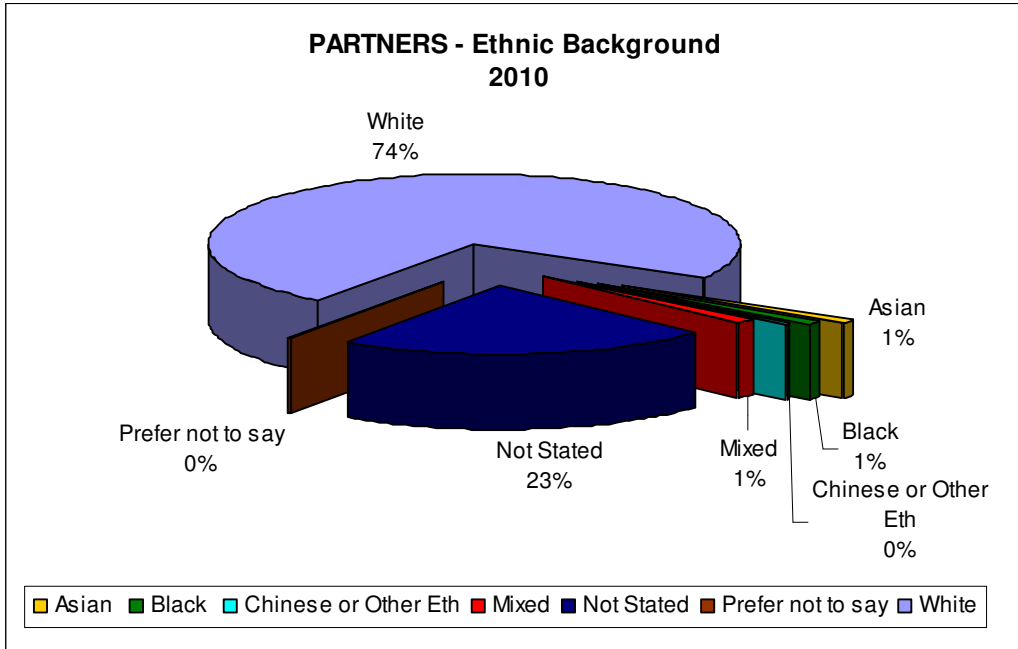
Age Range of Partners

Distribution of partners' age ranges is very similar to last year.



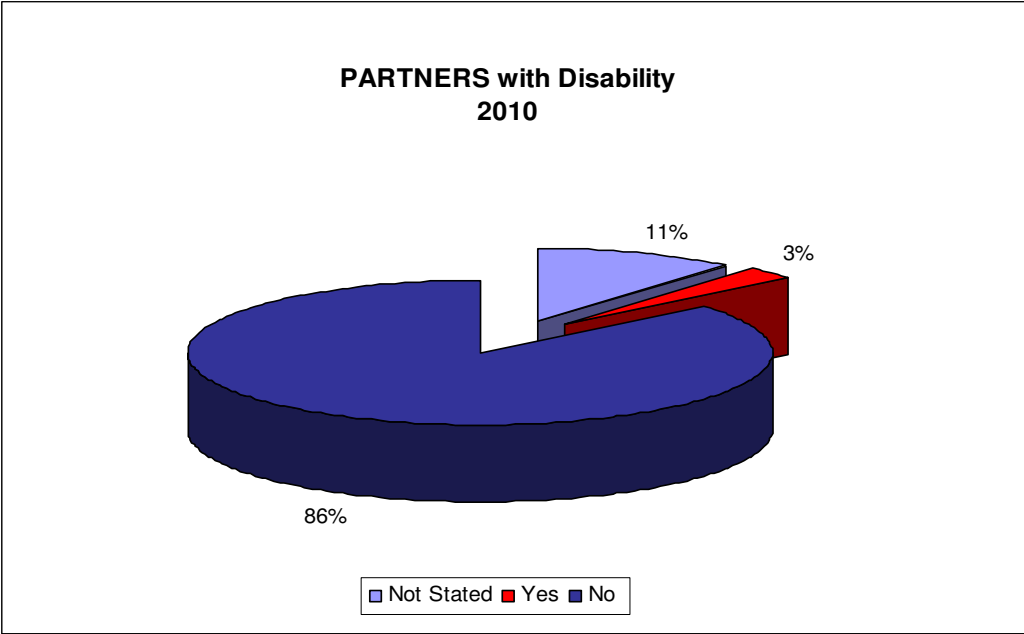
Ethnic Background of Partners

The figures for ethnicity of partners are very similar to last year. Work is planned later in the year to determine the ethnicity of the 23% of partners who have not stated their ethnic background.



Partners with a Disability

The percentage of partners declaring a disability has increased slightly from 2% in 2009 to 3% this year.



Marital Status of Partners

The split of marital status amongst partners is similar to last year.

