

Finance and Resources Committee 21 June 2011

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 2010/11

Date of paper

7 June 2011

Appendix 1: HR Equality and Diversity Data 2010/11

Introduction

All job applicants are asked to complete a voluntary equal opportunities and diversity monitoring form. The form 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.

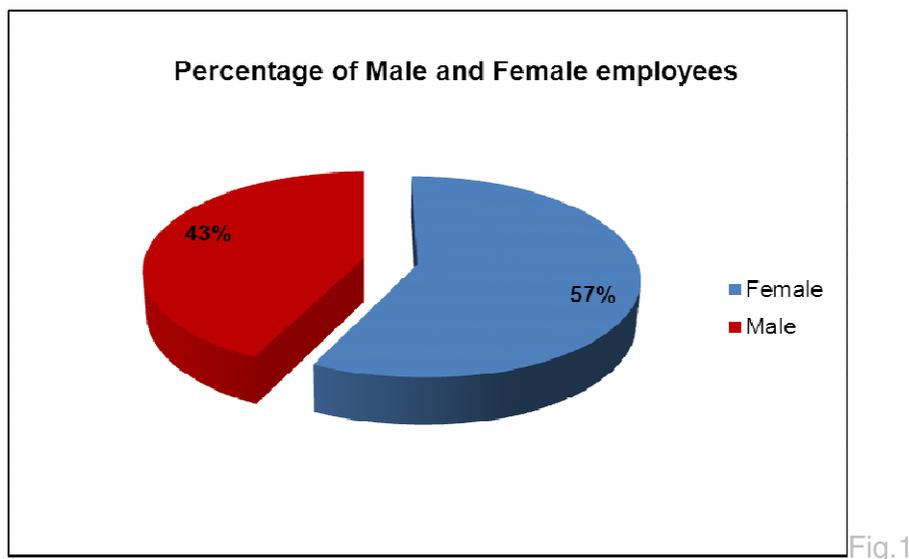
The Transgender category was the only section not completed by any employees or applicants this year.

Employee data is collected as at 1st June for the relevant year. At 1st June 2011 there were **142** employees at the HPC.

1. Employees

Gender

There has been a 2% reduction in the number of females to males at the HPC. 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).



2009/2010

| | |
|--------|-----|
| Male | 41% |
| Female | 59% |

Fig. 2

Age Range of Employees 2010/2011

The average age of employees at 1 June 2011 is **35**, which is a slight increase from the previous year, and a second successive increase.

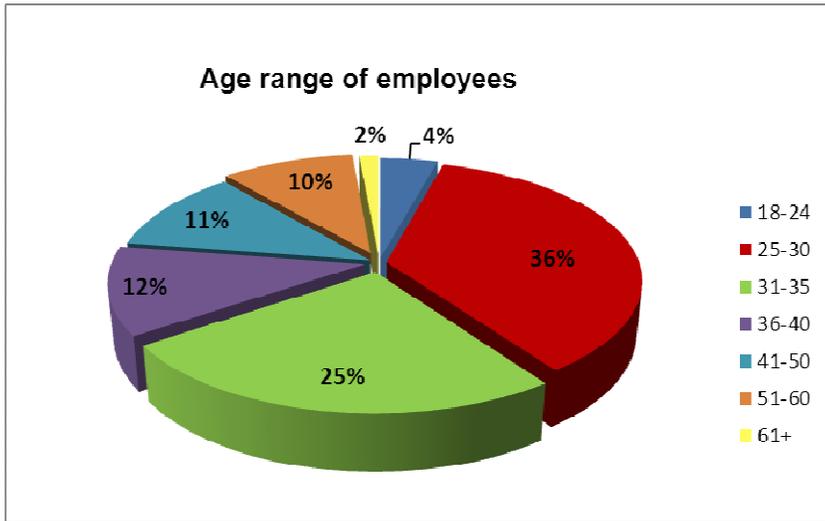


Fig. 3

2009/2010

| Age range | Employee % |
|-----------|------------|
| 18-24 | 8 |
| 25-30 | 36 |
| 31-35 | 23 |
| 36-40 | 10 |
| 41-50 | 12 |
| 51+ | 11 |

Fig.4

Ethnic Background of Employees

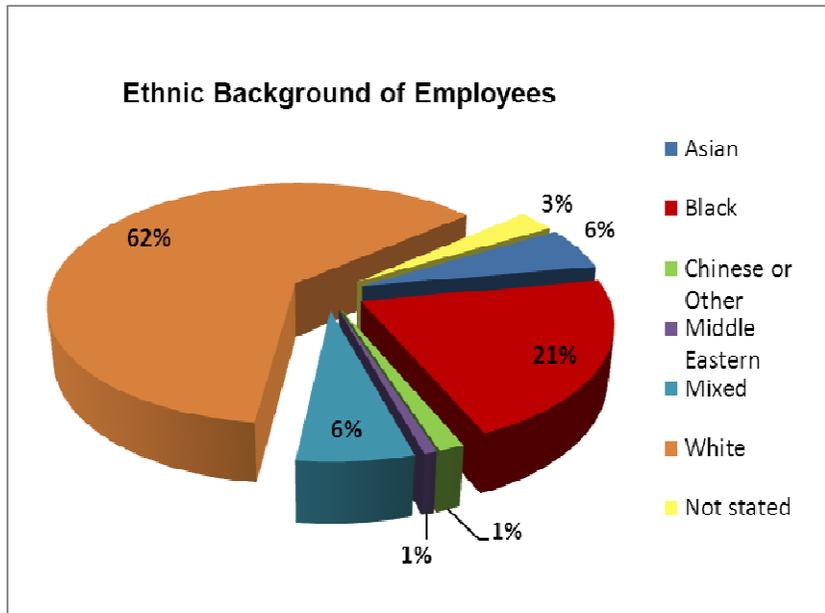


Fig. 5

2009/2010

| Ethnic Background | Employee % |
|-------------------|------------|
| Not stated | 1 |
| Asian | 6 |
| Black | 18 |
| Chinese | 1 |
| Middle Eastern | 1 |
| Mixed | 6 |
| White | 67 |

Fig. 6

Fig. 5 and 6 above show that the ethnicity breakdown of staff at the HPC has remained consistent with last year, and with 2008/2009. The organisation is also representative of the Borough in which it sits (Lambeth – Fig 7 below).

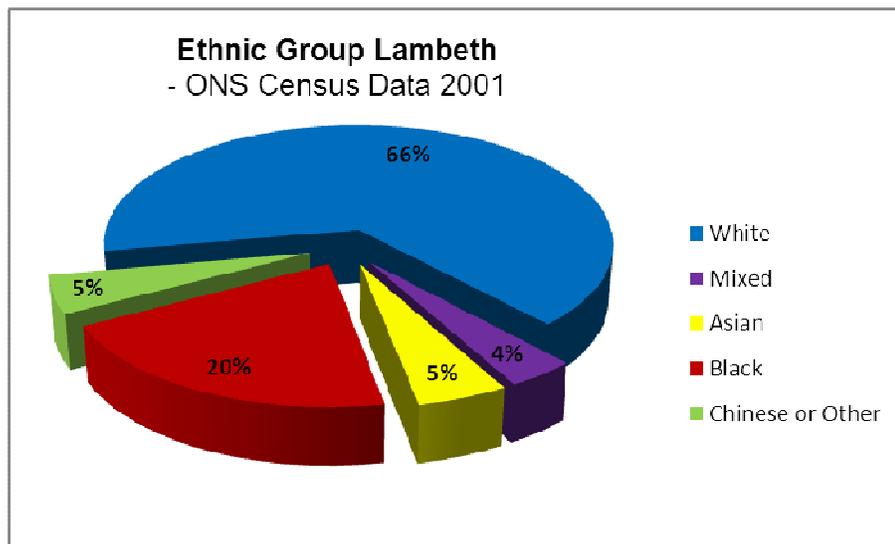


Fig. 7

Employees with a Disability

The percentage of employees with a declared disability has remained the same from 2010 at 1%.

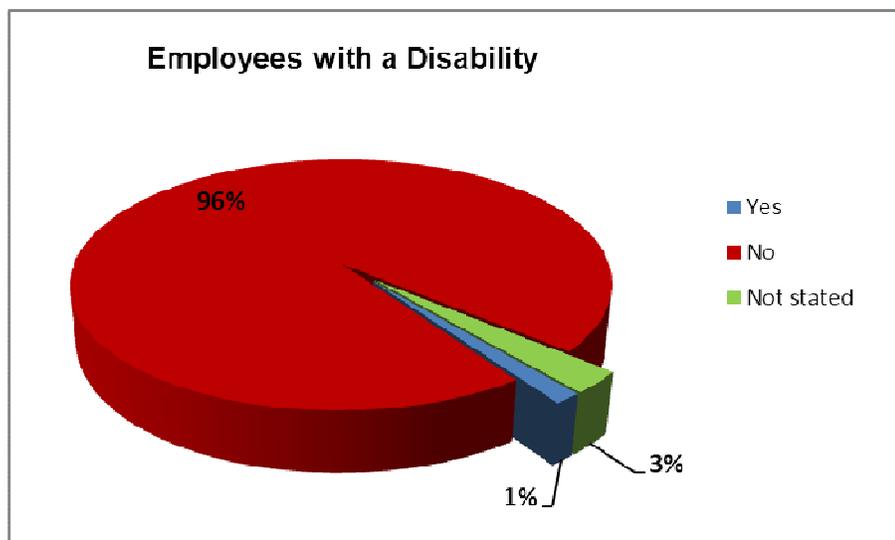


Fig. 8

2009/2010

| Disability | Employee % |
|------------|------------|
| Yes | 1 |
| No | 97 |
| Not stated | 2 |

Fig. 9

Marital Status of Employees

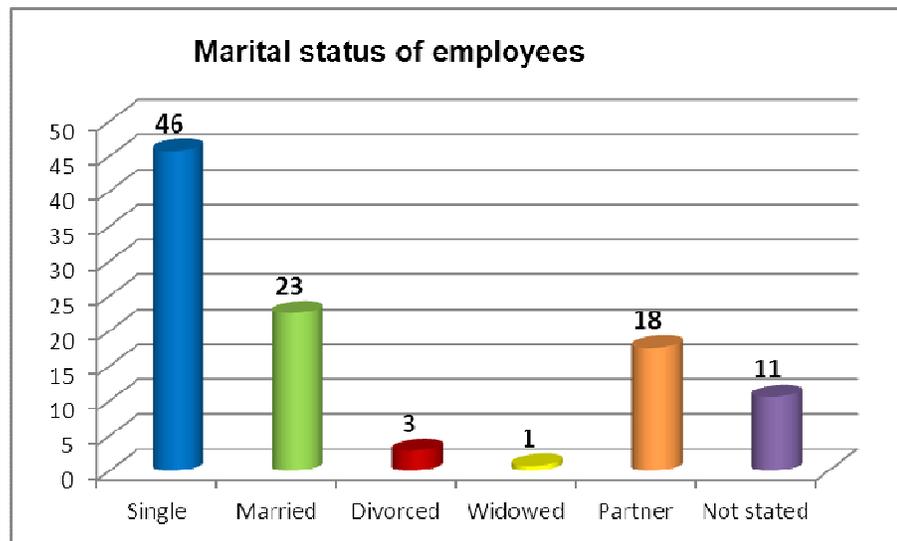


Fig 10

Employee Dependants

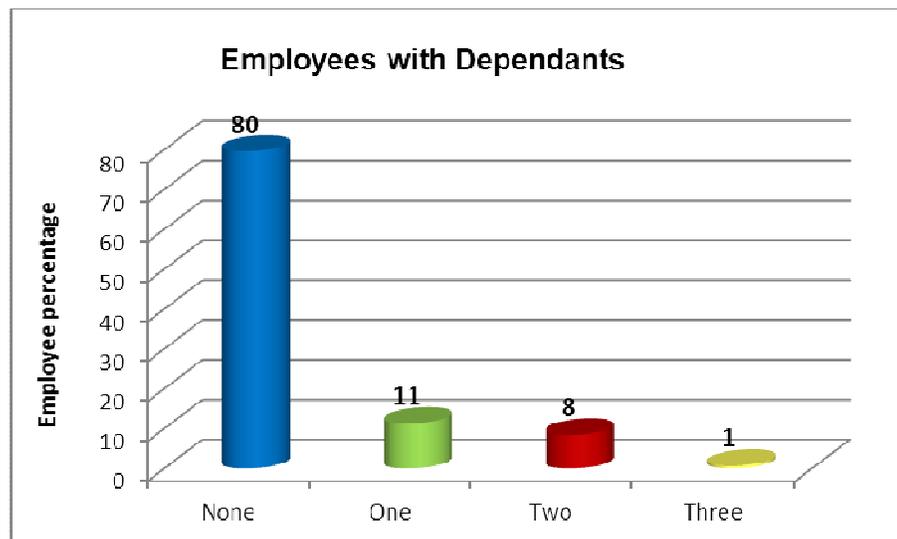


Fig 11

20% of employees have between 1-3 dependants. As of 1 June 2011, 7% of HPC employees worked on a part-time basis, and a further 8% were undertaking some kind of flexible working arrangement.

Religion

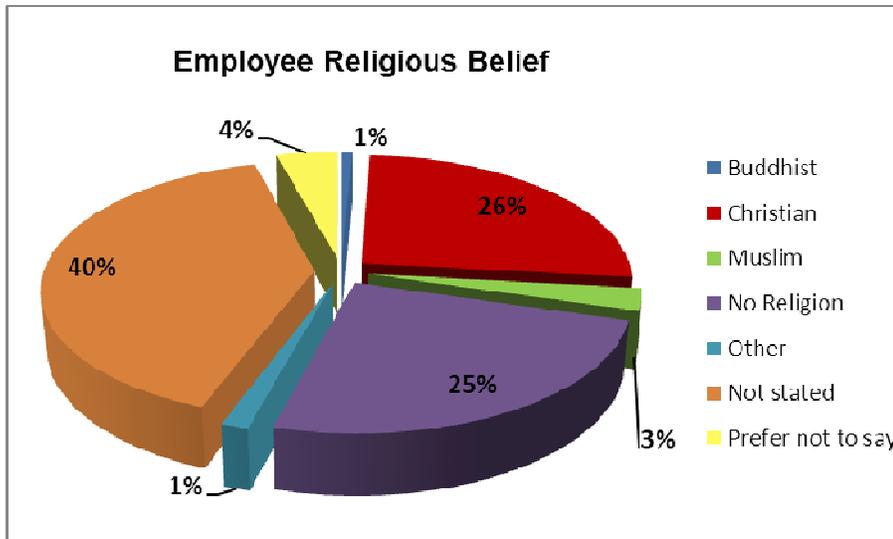


Fig. 12

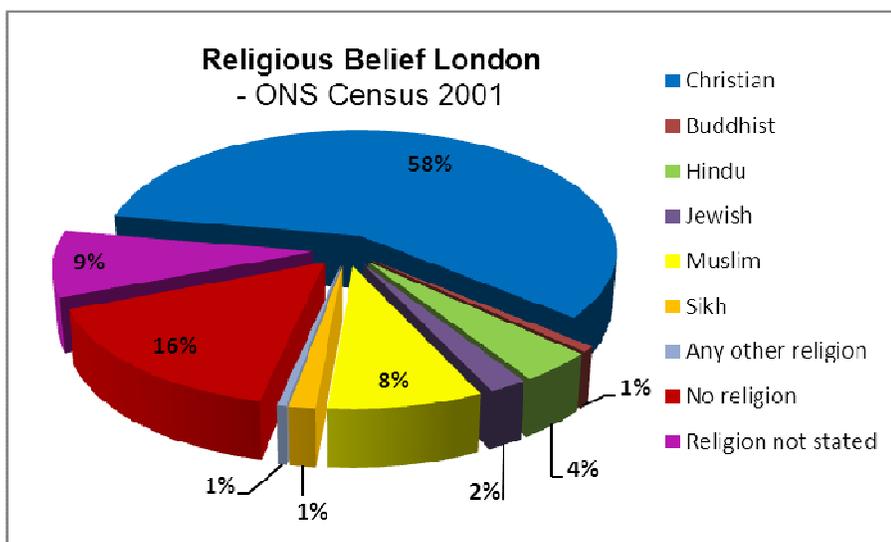


Fig 13

Sexual Orientation

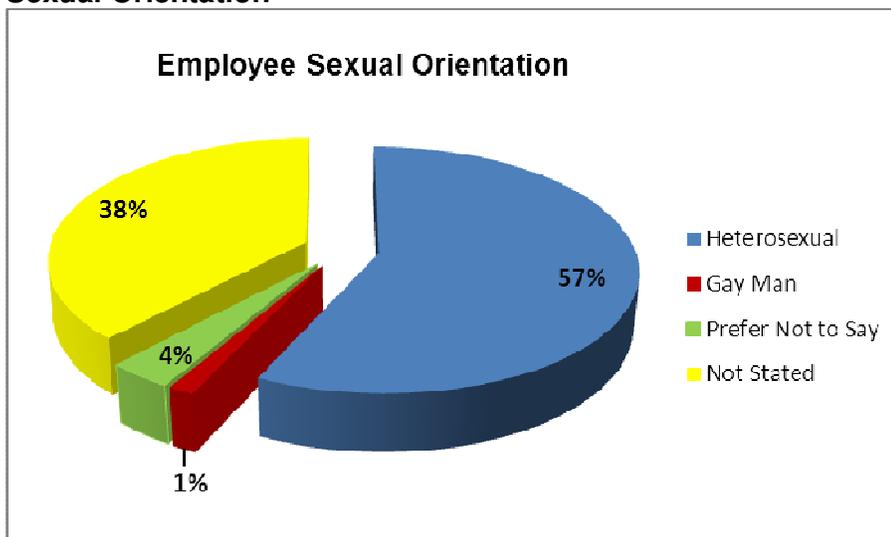


Fig 14

2. Job Applicants

There were 662 job applicants for 43 advertised roles in the year 1 April 2010 to 31 March 2011. This is more than double the amount of applicants compared to the previous year, mainly due to increased use of direct and online recruitment as opposed to recruitment agencies.

The monitoring forms were completed at least in part by 91% of applicants.

Gender

The gender split is as with last year fairly similar to the gender of HPC employees. There is a slight reduction in the number of applicants choosing not to state their gender, from 8% in the previous year.

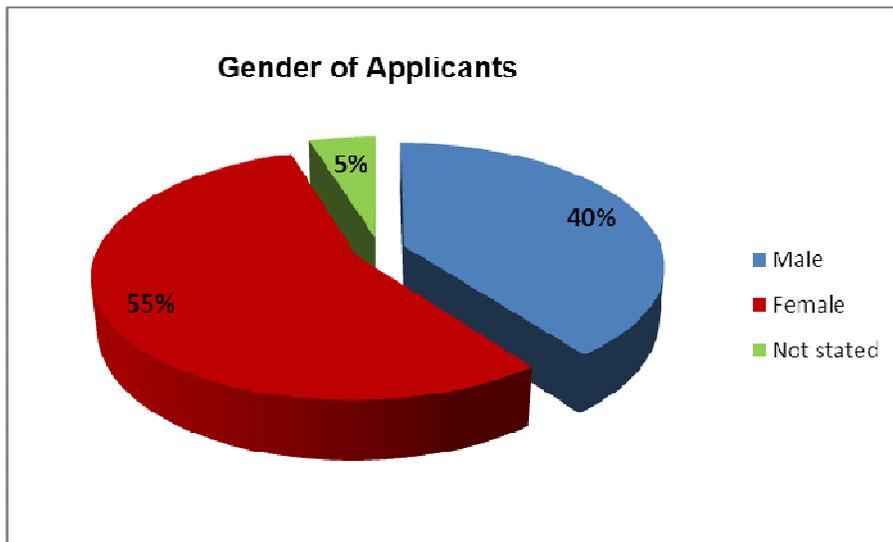


Fig 16

Age Range of Applicants

The average age of job applicants was 33, which is comparable with the average age for employees of 35.

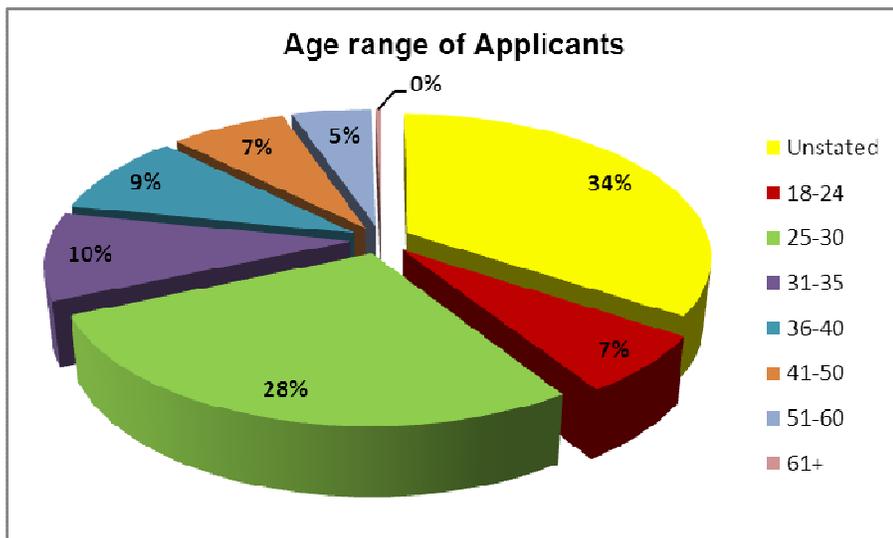


Fig 15

Ethnicity

11% of applicants did not state their ethnic background, compared to 14.5% in 2010. 'White' remains the largest ethnic background of applicants, although this has reduced from 56.3% in 2010 to 40% in 2011.

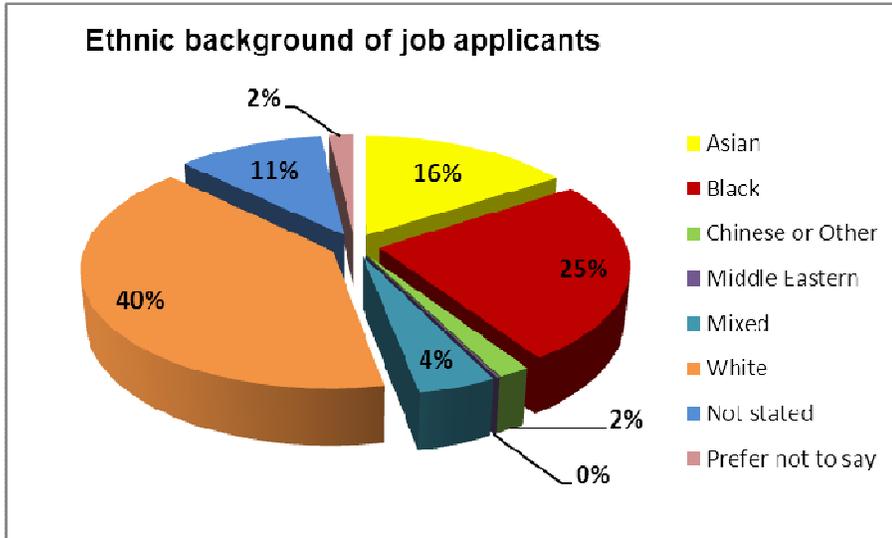


Fig. 17

Disability

4% of applicants declared a disability, compared to 3% in the previous year.. The organisation introduced the double tick scheme, which could have encouraged slightly more applicants with a disability to apply for a role at the HPC. 11% chose not to complete the category which is an improvement on the previous year.

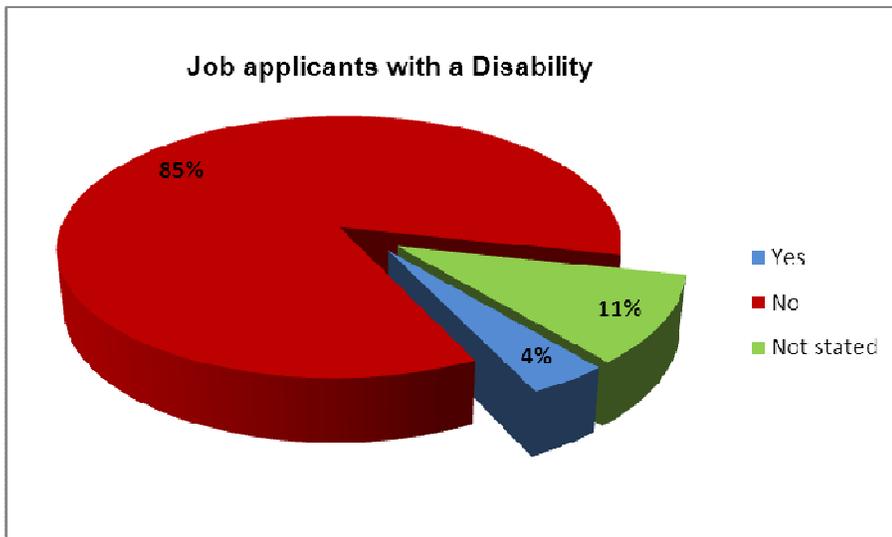


Fig. 18

Religion

Christianity remains as the largest religious belief amongst job applicants, at 44% in 2011 which is a slight increase on 42.5% in 2010.

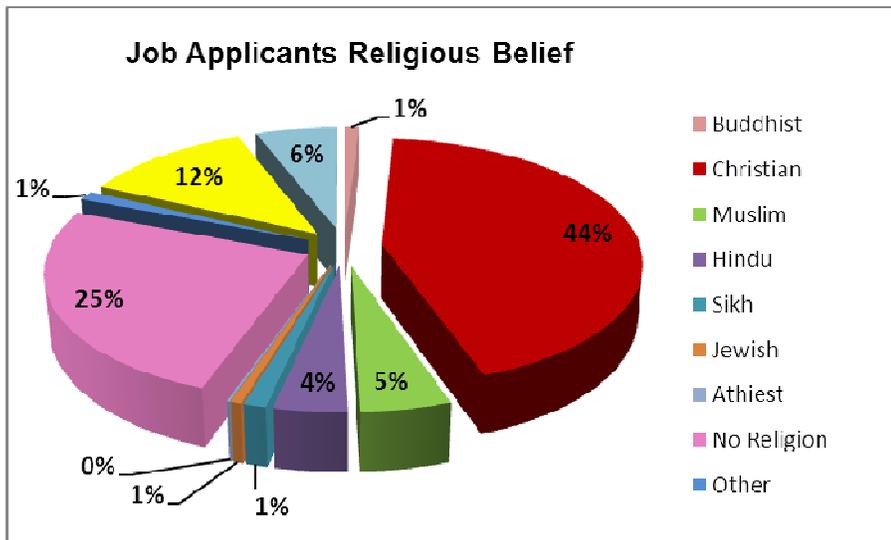


Fig. 19

Sexual Orientation

Heterosexual remains the largest sexual orientation group at 81%, an increase on the 2010 figure of 75%. The number of applicants not stating has remained at 17%.

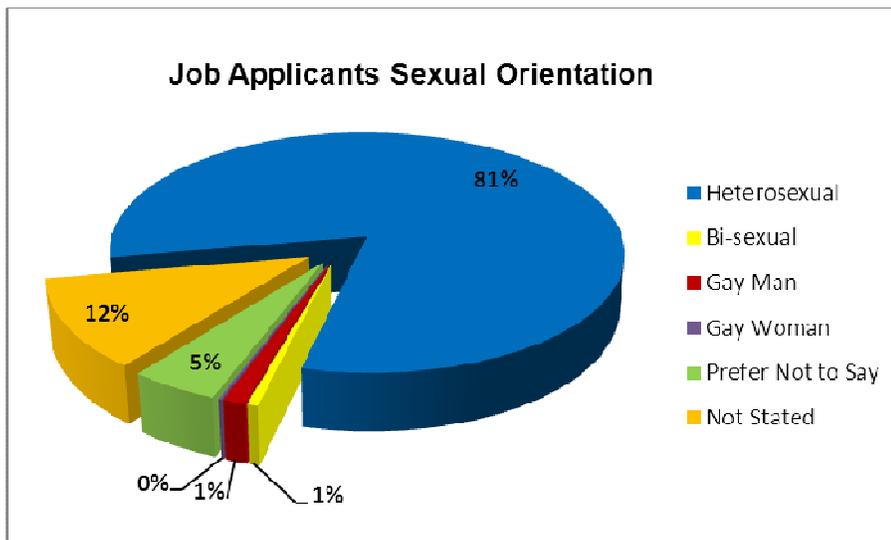


Fig 20

3. Partners

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

For 2011, data was collected as at 1 June 2011. There are current a total of 535 partners, some of whom carry out multiple roles.

Partner Roles

| Partner Roles 2011 | |
|------------------------|-----|
| CPD Assessor | 80 |
| FTP Panel Member | 237 |
| Legal Assessor | 20 |
| Panel Chair | 19 |
| Registration Assessors | 167 |
| Visitors | 175 |
| Total Partner Roles | 698 |

Fig 21

Lay Partner Roles

Included in the above numbers there are a total of 83 lay partner roles:

| Lay Partner Roles 2011 | |
|------------------------|----|
| Panel Chair | 14 |
| Legal Assessor | 20 |
| Lay Panel Members | 49 |
| Total | 83 |

Fig 22

Gender

The gender split of partners remains similar to the previous year when it was 56% female and 44% male.

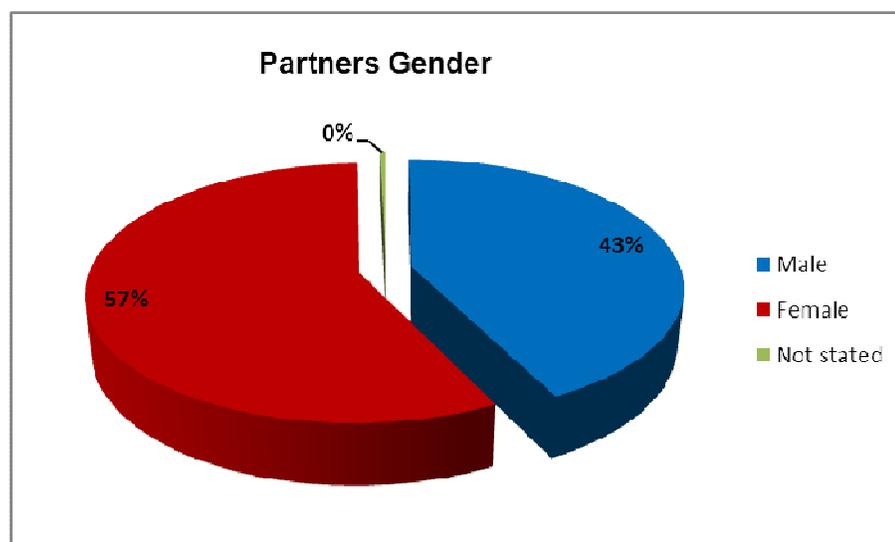


Fig 23

Age Range of Partners

Distribution of partner's age range is similar to the previous year. There are no partners aged 18-24.

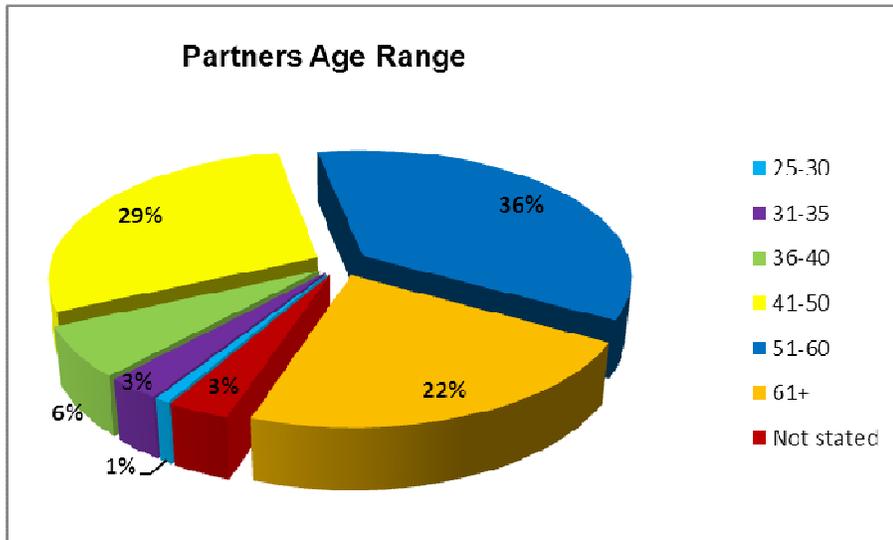


Fig 24

Ethnic background of Partners

The figures for ethnicity continue to remain similar. The percentage not stating their ethnicity has fallen slightly by 2%. There are no partners of Chinese or Middle Eastern origin.

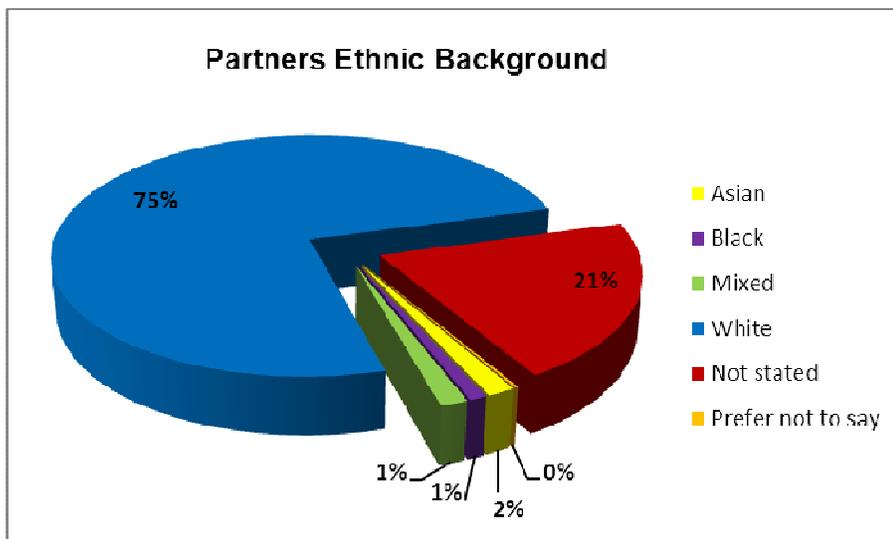


Fig 25

Partners with a Disability

The percentage of partners declaring a disability has remained the same as last year at 3%, as has the 'not stated' percentage of 11%.

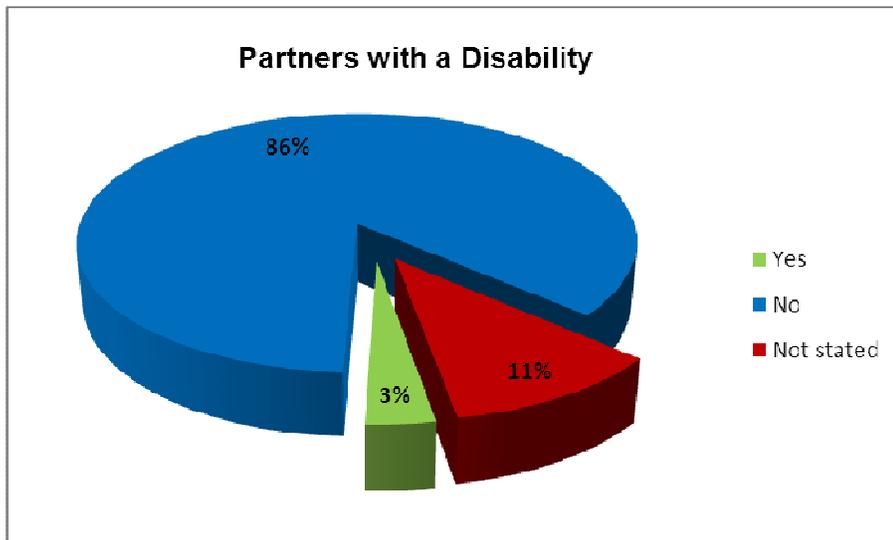


Fig 26

Marital Status of Partners

The percentage of partners not stating their marital status has gone down slightly by 3%. There are no recorded civil partnerships.

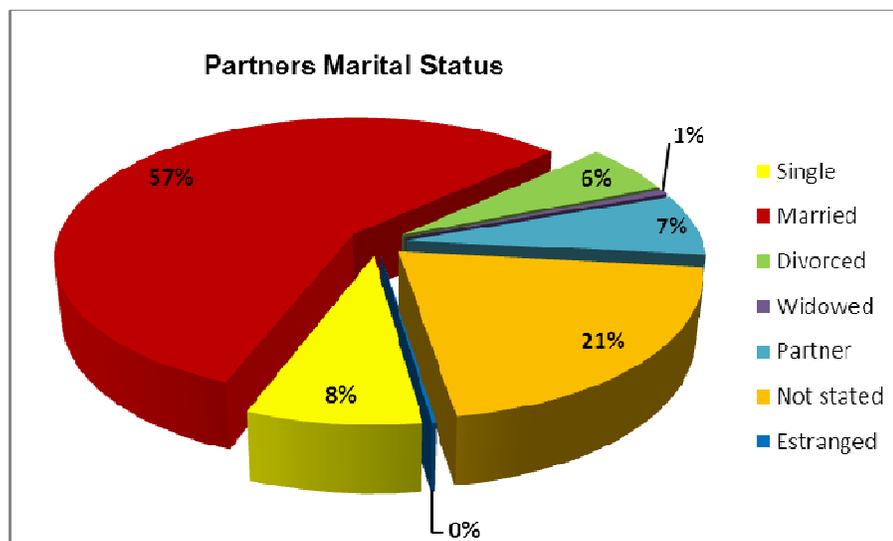


Fig 27