



Employment Equality Monitoring

Workforce Planning Statistics

2014/2015

Contents

- Disability
- Age
- Ethnicity
- Gender
- Religion
- Sexuality



Employment Equality Monitoring

Workforce Planning Statistics

2014/2015

Disability

Disability

% of Employees (including School Based) compared with Local Area Population of Working Age - as at 31/03/2013

As @ 31/03/2015	Disabled	Not Disabled	Total	Not Obtained	Prefers Not To State	Total	% unknown
Adults & Communities	96	1568	1664	501	18	2183	22.95%
Chief Executive's	12	185	197	61	4	262	23.28%
Corporate Resources	75	1257	1332	503	20	1855	27.12%
Environment & Transport	2	48	50	10	1	61	16.39%
Public Health	54	613	667	299	9	975	30.67%
ESPO	5	206	211	144	0	355	40.56%
Total	244	3877	4121	1518	52	5691	26.67%
Children & Family Services - Non School Based	45	832	877	324	12	1213	26.71%
Children & Family Services - School Based	13	2871	2884	1831	2	4717	38.82%
Children & Family Services - Total	58	3703	3761	2155	14	5930	36.34%
Grand Total	302	7580	7882	3673	66	11621	31.61%
2011 Local Area Census Figure	N/A	N/A	N/A	N/A	N/A	650489	N/A
% of Employees (excluding Not Known)	3.83%	96.17%	100.00%				
% of Employees (including Not Known)	2.60%	65.23%	67.83%	31.61%	0.57%	100.00%	
% of Local Area Population							

As @ 31/03/2015	Disabled	Not Disabled	Total	Not Obtained	Prefers Not To State	Total	% unknown
Adults & Communities	96	1568	1664	501	18	2183	22.95%
Chief Executive's	12	185	197	61	4	262	23.28%
Corporate Resources	75	1257	1332	503	20	1855	27.12%
Environment & Transport	2	48	50	10	1	61	16.39%
Public Health	54	613	667	299	9	975	30.67%
ESPO	5	206	211	144	0	355	40.56%
Total	244	3877	4121	1518	52	5691	26.67%
Children & Family Services - Non School Based	45	832	877	324	12	1213	26.71%
Children & Family Services - Total	45	832	877	324	12	1213	26.71%
Grand Total	289	4709	4998	1842	64	6904	26.68%
2011 Local Area Census Figure	N/A	N/A	N/A	N/A	N/A	650489	N/A
% of Employees (excluding Not Known)	5.78%	94.22%	100.00%				
% of Employees (including Not Known)	4.19%	68.21%	72.39%	26.68%	0.93%	100.00%	
% of Local Area Population							

Disability

**% of Employees (including School Based) compared with Local Area Population of
Working Age - as at 31/03/2013**

As @ 31/03/2015	Disabled	Not Disabled	Total	Not Obtained	Prefers Not To State	Total	% unknown
Children & Family Services - School Based	13	2871	2884	1831	2	4717	38.82%
Grand Total	13	2871	2884	1831	2	4717	38.82%
2011 Local Area Census Figure	N/A	N/A	N/A	N/A	N/A	650489	N/A
% of Employees (excluding Not Known)	0.45%	99.55%	100.00%				
% of Employees (including Not Known)	0.28%	60.86%	61.14%	38.82%	0.04%	100.00%	
% of Local Area Population							

Disability

Applicants for Jobs - 01/04/2012 to 31/03/2013

Grade	No of Jobs		Disabled	Not Disabled	Prefers Not To State	Not Obtained	Grand Total
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
Totals	861	Applicants	60	6811	0	313	7184
	585	Shortlisted	9	1987	0	181	2177
	459	Appointed	0	591	0	122	713

Individual Salary Grade info unavailable from recruitment data supplied

Disability

Applicants for Jobs - 01/04/2012 to 31/03/2013

Grade	No of Jobs		Disabled	Not Disabled	Prefers Not To State	Not Obtained	Grand Total
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
Totals		Applicants					0
		Shortlisted					0
		Appointed					0

Internal Applicants info unavailable from recruitment data supplied

Disability Salary Analysis excluding Schools

Count of Employee Number	Disability				
Pay Grade Description	Disabled	Not Disabled	Not Obtained	Prefers Not To State	Grand Total
A02.LCC	10	404	252	4	670
A03.LCC	31	69	53	1	154
A04.LCC	1	82	64		147
A04/A08.LCC		19	7	1	27
A05.LCC	31	562	249	6	848
A05/A08.LCC		10	2	2	14
A05/A09.LCC		1			1
A06.LCC	40	646	272	11	969
A06/A07.LCC		3	4		7
A07.LCC	16	297	111	3	427
A07/A08.LCC	1	9	3		13
A07/A09.LCC		1	1		2
A08.LCC	26	532	274	7	839
A08/A09.LCC	1	8	7		16
A08/A10.LCC	1	12	5		18
A08/A11.LCC		6			6
A09.LCC	26	449	118	6	599
A09/A10.LCC	2	18	5		25
A09/A11.LCC	17	188	37	2	244
A10.LCC	28	395	103	4	530
A10/A11.LCC		4	1		5
A11.LCC	11	197	64	2	274
A11/A12.LCC	3	28	2	1	34
A11/A13.LCC	1	12	4		17
A12.LCC	22	316	69	8	415
A12/A13.LCC	2	12			14
A13.LCC	9	214	35	3	261
A14.LCC	1	55	7	1	64

A15.LCC	4	60	9	1	74
A16.LCC		22	5	1	28
A17.LCC		6	4		10
A18.LCC		11	4		15
A19.LCC		1	1		2
A20.LCC		3	3		6
A21.LCC		1			1
A22.LCC		1			1
A99.Minimum Wage	2	9	14		25
Band 8a.Agenda For Change			1		1
Band 8d.Agenda For Change		1			1
D499.Soulbury Senior Psychologists	2	3	1		6
D908.Soulbury Psychologists		8	5		13
NHSCons.NHS Consultant		2			2
T509.Upper Pay Spine Teacher		17	33		50
T512.Leadership Group Teacher		5	5		10
T516.Qualified Teacher		1	1		2
T520.Unqualified Teacher			3		3
Unspecified	1	9	4		14
Grand Total	289	4709	1842	64	6904

Disability

Leavers between 01/04/2012 and 31/03/2013

As @ 31/03/2015	Disabled	Not Disabled	Not Obtained	Prefers Not To State	Total
Total no. of Permanent Leavers	32	0	616	0	648
Total no. of Permanent Employees	261	3947	1478	54	5740
% of Leavers	4.94%	0.00%	95.06%	0.00%	100.00%
% of Total no. of Permanent Employees	4.55%	68.76%	25.75%	0.94%	100.00%
Total no. of Temporary Leavers	1	0	219	0	220
Total no. of Temporary Employees	28	762	364	10	1164
% of Leavers	0.45%	0.00%	99.55%	0.00%	100.00%
% of Total no. of Temporary Employees	2.41%	65.46%	31.27%	0.86%	100.00%
Total no. of Leavers	33	0	835	0	868
Total no. of Employees	289	4709	1842	64	6904
% of Leavers	3.80%	0.00%	96.20%	0.00%	100.00%
% of Total no. of Employees	4.19%	68.21%	26.68%	0.93%	100.00%

Disability

Employees Applications for Training - 01/04/2012 to 31/03/2013

	Disabled	Not Disabled	Prefers Not To State	Not Obtained	Grand Total
Qualificational	26	524	0	151	701
	3.71%	74.75%	0.00%	21.54%	100.00%
Skills	0	0	0	0	0
	0.00%	0.00%	0.00%	0.00%	0.00%
Not Stated	153	2586	0	523	3262
	4.69%	79.28%	0.00%	16.03%	100.00%
Other	355	5762	0	1461	7578
	4.68%	76.04%	0.00%	19.28%	100.00%
Totals	534	8872	0	2135	11541
	4.63%	76.87%	0.00%	18.50%	100.00%

Disability

Employees Receiving Training - 01/04/2012 to 31/03/2013

	Disabled	Not disabled	Prefers Not To State	Not Obtained	Grand Total
Qualificational	19	411	0	120	550
	3.45%	74.73%	0.00%	21.82%	100.00%
Skills	0	0	0	0	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%
Not Stated	128	2200	0	451	2779
	4.61%	79.17%	0.00%	16.23%	100.00%
Other	282	4379	0	1112	5773
	4.88%	75.85%	0.00%	19.26%	100.00%
Total	429	6990	0	1683	9102
	4.71%	76.80%	0.00%	18.49%	100.00%

Disability

Employees Training Not Agreed - 01/04/2012 to 31/03/2013

	Disabled	Not Disabled	Prefers Not To State	Not Obtained	Grand Total
Qualificational					0
	0.00%	0.00%	0.00%	0.00%	0.00%
Skills					0
	0.00%	0.00%	0.00%	0.00%	0.00%
Not Stated					0
	0.00%	0.00%	0.00%	0.00%	0.00%
Other					0
	0.00%	0.00%	0.00%	0.00%	0.00%
Totals	0	0	0	0	0
	0.00%	0.00%	0.00%	0.00%	0.00%

Training not agreed information not available from Learning & Development data supplied

	Disabled	Not Disabled	Prefers Not to State	Not Obtained	Grand Total
GRIEVANCE CASES					
Number of formal grievances opened in the Year	1	6	0	2	9
Adults & Communities		4		2	6
Chief Executive's		1			1
Corporate Resources					0
Environment & Transport	1				1
Public Health					0
Children & Family Services - Central		1			1
ESPO					0
Number of formal grievances on going (at the end of the Year)	0	5	0	2	7
A&C		4		1	5
Chief Execs					0
Corporate Resources					0
Environment & Transport					0
Public Health					0
Children & Family Services - Central		1		1	2
ESPO					0
DIGNITY AT WORK CASES					
Number of formal Dignity at Work cases opened in the Year	0	8	0	2	10
A&C		5			5
Chief Execs				1	1
Corporate Resources				1	1
Environment & Transport		1			1
Public Health					0
Children & Family Services - Central		2			2
ESPO					0
Number of formal Dignity at Work cases on going (at the end of the Qtr)		9	0	1	10

A&C		6			6
Chief Execs					0
Corporate Resources		1		1	2
Environment & Transport		1			1
Public Health					0
Children & Family Services - Central		1			1
ESPO					0
DISCIPLINARY CASES					
Number of formal Disciplinary cases opened in the Qtr	4	24	1	11	40
A&C		9	1	2	12
Chief Execs				1	1
Corporate Resources	2	4		3	9
Environment & Transport				3	3
Public Health		1			1
Children & Family Services - Central	2	6		1	9
ESPO		4		1	5
Number of formal Disciplinary cases on going (at the end of the Qtr)	2	16	1	6	25
A&C		6	1	1	8
Chief Execs					0
Corporate Resources		3		2	5
Environment & Transport				1	1
Public Health					0
Children & Family Services - Central	2	4		1	7
ESPO		3		1	4
ABSENCE MANAGEMENT CASES					
Number of absence management cases opened in the Qtr	27	164	1	59	251
A&C	17	84		20	121
Chief Execs	1	2		2	5
Corporate Resources	5	26		14	45
Environment & Transport		18	1	5	24
Public Health					0
Children & Family Services - Central	3	24		9	36

ESPO	1	10		9	20
Number of absence management cases on going (at the end of the Qtr)	22	140	0	46	208
A&C	11	69		15	95
Chief Execs	1	2		1	4
Corporate Resources	5	32		13	50
Environment & Transport		16		6	22
Public Health					0
Children & Family Services - Central	4	19		7	30
ESPO	1	2		4	7
CAPABILITY CASES					
Number of capability cases opened in the Qtr	6	22	0	9	37
A&C	1	9		6	16
Chief Execs					0
Corporate Resources	1	1			2
Environment & Transport	3	2		3	8
Public Health		1			1
Children & Family Services - Central	1	7			8
ESPO		2			2
Number of capability cases on going (at the end of the Qtr)	5	14	0	6	25
A&C		7		3	10
Chief Execs					0
Corporate Resources	1				1
Environment & Transport	3	1		2	6
Public Health					0
Children & Family Services - Central		4		1	5
ESPO	1	2			3
PROBATIONARY CASES					
Number of Probationary cases opened in the period	0	8	0	2	10
A&C		3		1	4
Chief Execs					0
Corporate Resources		3		1	4

Environment & Transport					0
Public Health					0
Children & Family Services - Central		1			1
ESPO		1			1
Number of probationary cases on going (at the end of the period)	0	3	0	3	6
A&C		1			1
Chief Execs					0
Corporate Resources		1		1	2
Environment & Transport					0
Public Health					0
Children & Family Services - Central		1			1
ESPO				2	2
COMPROMISE AGREEMENTS					
Number of compromise agreements completed	3	18	0	6	27
A&C	1	7		2	10
Chief Execs					0
Corporate Resources		4		3	7
Environment & Transport		1		1	2
Public Health					0
Children & Family Services - Central	2	5			7
ESPO		1			1
SUSPENSIONS					
Number of staff commencing period of suspension.	2	9	0	1	12
A&C		6			6
Chief Execs					0
Corporate Resources	1			1	2
Environment & Transport					0
Public Health					0
Children & Family Services - Central	1	3			4
ESPO					0
Number of suspensions that have ended (In the Qtr)	2	11	0	1	14

A&C		6			6
Chief Execs					0
Corporate Resources	1	2			3
Environment & Transport					0
Public Health					0
Children & Family Services - Central	1	3		1	5
ESPO					0
Total (cumulative) duration (days) of all suspensions that have ended (In the Qtr)	400	1889	0	49	2338
A&C		837			837
Chief Execs					0
Corporate Resources	218	474			692
Environment & Transport					0
Public Health					0
Children & Family Services - Central	182	578		49	809
ESPO					0
Number of ongoing suspensions as at end of period	0	0	0	0	0
A&C					0
Chief Execs					0
Corporate Resources					0
Environment & Transport					0
Public Health					0
Children & Family Services - Central					0
ESPO					0
Total (cumulative) duration (days) of all ongoing suspensions as at end of period	0	0	0	0	0
A&C					0
Chief Execs					0
Corporate Resources					0
Environment & Transport					0
Public Health					0
Children & Family Services - Central					0
ESPO					0



Employment Equality Monitoring

Workforce Planning Statistics

2014/2015

Age

Age

Employees compared with Local Area Population - as at 31/03/2013

As @ 31/03/2015	<17	17 - 19	20 - 24	25 - 34	35 - 44	45 - 54	55 - 59	60 - 64	65 & Over	Total
Adults & Communities	0	7	66	317	457	697	359	193	87	2183
Chief Executive's	0	0	5	37	78	77	26	27	12	262
Corporate Resources	0	16	60	338	482	627	226	86	20	1855
Environment & Transport	0	3	30	122	131	316	164	105	104	975
Public Health	0	0	3	19	13	20	4	2	0	61
ESPO	0	2	13	84	59	115	40	32	10	355
Total	0	28	177	917	1220	1852	819	445	233	5691
Children & Family Services - Non School Based	0	6	30	251	326	379	138	69	14	1213
Children & Family Services - School Based	5	43	208	744	1289	1591	494	235	108	4717
Children & Family Services - Total	5	49	238	995	1615	1970	632	304	122	5930
Grand Total	5	77	415	1912	2835	3822	1451	749	355	11621
2011 Local Area Census Figure	126620	25979	40925	70190	91441	95116	40427	44354	115437	650489

% of Employees	0.04%	0.66%	3.57%	16.45%	24.40%	32.89%	12.49%	6.45%	3.05%	100.00%
% of Local Area Population	19.47%	3.99%	6.29%	10.79%	14.06%	14.62%	6.21%	6.82%	17.75%	100.00%

Age

Employees compared with Local Area Population - as at 31/03/2013

As @ 31/03/2015	<17	17 - 19	20 - 24	25 - 34	35 - 44	45 - 54	55 - 59	60 - 64	65 & Over	Total
Adults & Communities	0	7	66	317	457	697	359	193	87	2183
Chief Executive's	0	0	5	37	78	77	26	27	12	262
Corporate Resources	0	16	60	338	482	627	226	86	20	1855
Environment & Transport	0	3	30	122	131	316	164	105	104	975
Public Health	0	0	3	19	13	20	4	2	0	61
ESPO	0	2	13	84	59	115	40	32	10	355
Total	0	28	177	917	1220	1852	819	445	233	5691
Children & Family Services - Non School Based	0	6	30	251	326	379	138	69	14	1213
Children & Family Services - Total	0	6	30	251	326	379	138	69	14	1213
Grand Total	0	34	207	1168	1546	2231	957	514	247	6904
2011 Local Area Census Figure	126620	25979	40925	70190	91441	95116	40427	44354	115437	650489

% of Employees	0.00%	0.49%	3.00%	16.92%	22.39%	32.31%	13.86%	7.44%	3.58%	100.00%
% of Local Area Population	19.47%	3.99%	6.29%	10.79%	14.06%	14.62%	6.21%	6.82%	17.75%	100.00%

Age

Employees compared with Local Area Population - as at 31/03/2013

As @ 31/03/2015	<17	17 - 19	20 - 24	25 - 34	35 - 44	45 - 54	55 - 59	60 - 64	65 & Over	Total
Children & Family Services - School Based	5	43	208	744	1289	1591	494	235	108	4717
Grand Total	5	43	208	744	1289	1591	494	235	108	4717
2011 Local Area Census Figure	126620	25979	40925	70190	91441	95116	40427	44354	115437	650489

% of Employees	0.11%	0.91%	4.41%	15.77%	27.33%	33.73%	10.47%	4.98%	2.29%	100.00%
% of Local Area Population	19.47%	3.99%	6.29%	10.79%	14.06%	14.62%	6.21%	6.82%	17.75%	100.00%

		Applicants											0
		Shortlisted											0
		Appointed											0
Totals	861	Applicants	0	496	1364	2096	1572	1260	303	67	13	13	7184
	585	Shortlisted	0	221	282	635	471	427	107	21	4	9	2177
	459	Appointed	0	135	98	178	134	124	29	7	1	7	713

Individual Salary Grade info unavailable from recruitment data supplied

		Applicants		0
		Shortlisted		0
		Appointed		0
Totals		Applicants		0
		Shortlisted		0
		Appointed		0

Internal Applicants info unavailable from recruitment data supplied

Age Salary Analysis excluding Schools

	Age Band									
Pay Grade Description	17-19 Years	20-24 Years	25-34 Years	35-44 Years	45-54 Years	55-59 Years	60-64 Years	65+ Years	Grand Total	
A02.LCC			10	102	195	211	66	37	49	670
A03.LCC			5	7	14	53	26	21	28	154
A04.LCC		1	4	35	32	44	17	10	4	147
A04/A08.LCC		1	4	7	4	10	1			27
A05.LCC		3	32	106	143	259	137	97	71	848
A05/A08.LCC		1	1	5	2	4	1			14
A05/A09.LCC								1		1
A06.LCC		8	56	174	163	292	153	93	30	969
A06/A07.LCC			3		1	3				7
A07.LCC		2	20	82	82	125	70	37	9	427
A07/A08.LCC			1	2	3	4	3			13
A07/A09.LCC			1		1					2
A08.LCC		2	30	140	169	289	116	69	24	839
A08/A09.LCC				2	6	5	2	1		16
A08/A10.LCC			2	4	5	6			1	18
A08/A11.LCC			2	4						6
A09.LCC			14	132	168	176	73	32	4	599
A09/A10.LCC				6	12	6	1			25
A09/A11.LCC			7	78	59	60	20	13	7	244
A10.LCC			3	123	134	175	68	22	5	530
A10/A11.LCC				1	2	1	1			5
A11.LCC			2	43	80	86	39	17	7	274
A11/A12.LCC				7	11	10	4	2		34
A11/A13.LCC				7	6	3	1			17
A12.LCC				62	101	165	61	22	4	415
A12/A13.LCC				2	4	7	1			14
A13.LCC				24	87	90	40	19	1	261
A14.LCC				2	17	34	8	3		64
A15.LCC				3	17	37	14	3		74
A16.LCC				2	2	15	7	2		28
A17.LCC					2	6	2			10
A18.LCC					3	10	1	1		15
A19.LCC						2				2
A20.LCC						4		2		6
A21.LCC							1			1
A22.LCC									1	1
A99.Minimum Wage		15	9	1						25
Band 8a.Agenda For Change						1				1
Band 8d.Agenda For Change					1					1
D499.Soulbury Senior Psychologists						3	1	2		6
D908.Soulbury Psychologists					6	5	2			13

NHSCons.NHS Consultant					2				2
T509.Upper Pay Spine Teacher			2	11	19	13	4	1	50
T512.Leadership Group Teacher				2	4	3	1		10
T516.Qualified Teacher				1	1				2
T520.Unqualified Teacher					1	2			3
Unspecified	1	1	3		3	2	3	1	14
Grand Total	34	207	1168	1546	2231	957	514	247	6904

Age

Leavers between 01/04/2012 and 31/03/2013

As @ 31/03/2015	<17	17 - 19	20 - 24	25 - 34	35 - 44	45 - 54	55 - 59	60 - 64	65 & Over	Total
Total no. of Permanent Leavers	1	0	17	105	141	167	63	88	66	648
Total no. of Permanent Employees	0	6	114	900	1280	1934	860	452	194	5740
% of Leavers	0.15%	0.00%	2.62%	16.20%	21.76%	25.77%	9.72%	13.58%	10.19%	100.00%
% of Total no. of Permanent Employees	0.00%	0.10%	1.99%	15.68%	22.30%	33.69%	14.98%	7.87%	3.38%	100.00%
Total no. of Temporary Leavers	2	0	26	51	43	49	19	18	12	220
Total no. of Temporary Employees	0	28	93	268	266	297	97	62	53	1164
% of Leavers	0.91%	0.00%	11.82%	23.18%	19.55%	22.27%	8.64%	8.18%	5.45%	100.00%
% of Total no. of Temporary Employees	0.00%	2.41%	7.99%	23.02%	22.85%	25.52%	8.33%	5.33%	4.55%	100.00%
Total no. of Leavers	3	0	43	156	184	216	82	106	78	868
Total no. of Employees	0	34	207	1168	1546	2231	957	514	247	6904
% of Leavers	0.35%	0.00%	4.95%	17.97%	21.20%	24.88%	9.45%	12.21%	8.99%	100.00%
% of Total no. of Employees	0.00%	0.49%	3.00%	16.92%	22.39%	32.31%	13.86%	7.44%	3.58%	100.00%

Age

Employees Applications for Training - 01/04/2012 to 31/03/2013

Type of Training	<17	17 - 19	20 - 24	25 - 34	35 - 44	45 - 54	55 - 59	60 - 64	65 & Over	Grand Total
Qualificational	0	4	24	136	186	220	70	42	19	701
	0.00%	0.57%	3.42%	19.40%	26.53%	31.38%	9.99%	5.99%	2.71%	100.00%
Skills	0	0	0	0	0	0	0	0	0	0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Not Stated	0	11	120	674	834	1056	407	134	26	3262
	0.00%	0.34%	3.68%	20.66%	25.57%	32.37%	12.48%	4.11%	0.80%	100.00%
Other	0	19	219	1384	1796	2623	1017	399	121	7578
	0.00%	0.25%	2.89%	18.26%	23.70%	34.61%	13.42%	5.27%	1.60%	100.00%
Total	0	34	363	2194	2816	3899	1494	575	166	11541
	0.00%	0.29%	3.15%	19.01%	24.40%	33.78%	12.95%	4.98%	1.44%	100.00%

Age

Employees Receiving Training - 01/04/2012 to 31/03/2013

Type of Training	<17	17 - 19	20 - 24	25 - 34	35 - 44	45 - 54	55 - 59	60 - 64	65 & Over	Grand Total
Qualificational	0	4	14	104	144	184	52	33	15	550
	0.00%	0.73%	2.55%	18.91%	26.18%	33.45%	9.45%	6.00%	2.73%	100.00%
Skills	0	0	0	0	0	0	0	0	0	0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Not Stated	0	11	107	595	694	881	352	117	22	2779
	0.00%	0.40%	3.85%	21.41%	24.97%	31.70%	12.67%	4.21%	0.79%	100.00%
Other	0	18	155	1061	1364	2017	775	303	80	5773
	0.00%	0.31%	2.68%	18.38%	23.63%	34.94%	13.42%	5.25%	1.39%	100.00%
Total	0	33	276	1760	2202	3082	1179	453	117	9102
	0.00%	0.36%	3.03%	19.34%	24.19%	33.86%	12.95%	4.98%	1.29%	100.00%

Age

Employees Training Not Agreed - 01/04/2012 to 31/03/2013

Type of Training	<17	17 - 19	20 - 24	25 - 34	35 - 44	45 - 54	55 - 59	60 - 64	65 & Over	Grand Total
Qualificational	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0 0.00%
Skills	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0 0.00%
Not Stated	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0 0.00%
Other	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0 0.00%
Total	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

Training not agreed information not available from Learning & Development data supplied

Number of formal Dignity at Work cases opened in the Year	0	0	0	2	2	3	2	0	0	1	10
A&C				1		2	2				5
Chief Execs										1	1
Corporate Resources					1						1
Environment & Transport				1							1
Public Health											0
Children & Family Services - Central					1	1					2
ESPO											0
Number of formal Dignity at Work cases on going (at the end of the Qtr)	0	0	0	1	2	3	4	0	0	0	10
A&C						2	4				6
Chief Execs											0
Corporate Resources					1	1					2
Environment & Transport				1							1
Public Health											0
Children & Family Services - Central					1						1
ESPO											0

DISCIPLINARY CASES											
Number of formal Disciplinary cases opened in the Qtr	0	0	2	6	7	18	4	3	0	0	40
A&C			1	4	2	4	1				12
Chief Execs			1								1
Corporate Resources				1	2	4		2			9
Environment & Transport				1		2					3

Public Health						1					1
Children & Family Services - Central					3	4	1	1			9
ESPO						3	2				5
Number of formal Disciplinary cases on going (at the end of the Qtr)		0	1	5	4	10	3	2	0	0	25
A&C			1	3		4					8
Chief Execs											0
Corporate Resources				1		2		2			5
Environment & Transport				1							1
Public Health											0
Children & Family Services - Central					3	3	1				7
ESPO					1	1	2				4

ABSENCE MANAGEMENT CASES											
Number of absence management cases opened in the Qtr	0	0	9	42	52	79	42	19	5	3	251
A&C			3	19	23	42	19	9	4	2	121
Chief Execs					2	1	2				5
Corporate Resources			3	5	12	15	10				45
Environment & Transport				4	2	8	5	3	1	1	24
Public Health											0
Children & Family Services - Central			1	10	9	10	4	2			36
ESPO			2	4	4	3	2	5			20
Number of absence management cases on going (at the end of the Qtr)		0	7	26	44	63	43	18	6	1	208
A&C			3	11	18	32	19	7	4	1	95

Chief Execs					2	1	1				4
Corporate Resources			3	6	12	14	14	1			50
Environment & Transport				2	2	7	5	4	2		22
Public Health											0
Children & Family Services - Central			1	7	8	7	4	3			30
ESPO					2	2		3			7

CAPABILITY CASES											
Number of capability cases opened in the Qtr		1	0	4	6	15	8	1	2	0	37
A&C		1		3	1	6	5				16
Chief Execs											0
Corporate Resources					1	1					2
Environment & Transport					1	3	1	1	2		8
Public Health						1					1
Children & Family Services - Central				1	3	3	1				8
ESPO						1	1				2
Number of capability cases on going (at the end of the Qtr)		0	0	3	5	12	3	0	2	0	25
A&C				2	1	5	2				10
Chief Execs											0
Corporate Resources					1						1
Environment & Transport					1	3			2		6
Public Health											0
Children & Family Services - Central				1	2	1	1				5

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[illegible]

[illegible]



Employment Equality Monitoring

Workforce Planning Statistics

2014/2015

Ethnicity

Ethnicity

% of Employees compared with Local Area Population - as at 31/03/2013

As @ 31/03/2015	11 White/British	12 White/Irish	19 White/Other Background	21 Mixed/White&Black Caribbe	22 Mixed/White & Black African	23 Mixed/White & Asian	29 Mixed/Other Background	31 Asian/Indian	32 Asian/Pakistani	33 Asian/Bangladeshi	39 Asian/Other Background	41 Black/Caribbean	42 Black/African	49 Black/Other Background	51 Other Ethnic Group/Chinese	52 Other Ethnic Group/Other	Total	Prefers Not To State	Not Obtained	Total
Adults & Communities	1547	11	39	6	2	5	5	122	4	3	15	12	18	2	5	3	1799	13	371	2183
Chief Executive's	204	2	3	0	0	1	0	14	3	0	2	2	0	0	0	0	231	3	28	262
Corporate Resources	1319	9	14	4	0	1	2	133	9	5	8	6	4	3	1	4	1522	8	325	1855
Environment & Transport	761	9	12	1	1	0	3	31	3	2	1	6	1	1	0	0	832	3	140	975
Public Health	46	1	5	0	0	0	0	1	0	0	0	1	1	0	0	0	55		6	61
ESPO	187	1	4	0	0	0	0	18	0	0	4	1	3	0	0	1	219	0	136	355
Total	4064	33	77	11	3	7	10	319	19	10	30	28	27	6	6	8	4658	27	1006	5691
Children & Family Services - Non School Based	899	8	14	10	0	4	6	74	8	2	6	28	8	6	1	3	1077	4	132	1213
Children & Family Services - School Based	4311	22	42	5	2	7	3	87	4	2	13	6	3	1	4	7	4519	1	197	4717
Children & Family Services - Total	5210	30	56	15	2	11	9	161	12	4	19	34	11	7	5	10	5596	5	329	5930
Grand Total	9274	63	133	26	5	18	19	480	31	14	49	62	38	13	11	18	10254	32	1335	11621
2011 Local Area Census Figure	578432	3528	12734	3026	774	3301	1523	28598	2099	2313	4265	1379	1990	418	3502	2607	650489			
% of Employees	90.44%	0.61%	1.30%	0.25%	0.05%	0.18%	0.19%	4.68%	0.30%	0.14%	0.48%	0.60%	0.37%	0.13%	0.11%	0.18%	100.00%			
% of Local Area Population	88.92%	0.54%	1.96%	0.47%	0.12%	0.51%	0.23%	4.40%	0.32%	0.36%	0.66%	0.21%	0.31%	0.06%	0.54%	0.40%	100.00%			

Ethnicity

% of Employees compared with Local Area Population - as at 31/03/2013

As @ 31/03/2015	11 White/British	12 White/Irish	19 White/Other Background	21 Mixed/White&Black Caribbean	22 Mixed/White & Black African	23 Mixed/White & Asian	29 Mixed/Other Background	31 Asian/Indian	32 Asian/Pakistani	33 Asian/Bangladeshi	39 Asian/Other Background	41 Black/Caribbean	42 Black/African	49 Black/Other Background	51 Other Ethnic Group/Chinese	52 Other Ethnic Group/Other	Total	Prefers Not To State	Not Obtained	Total
Adults & Communities	1547	11	39	6	2	5	5	122	4	3	15	12	18	2	5	3	1799	13	371	2183
Chief Executive's	204	2	3	0	0	1	0	14	3	0	2	2	0	0	0	0	231	3	28	262
Corporate Resources	1319	9	14	4	0	1	2	133	9	5	8	6	4	3	1	4	1522	8	325	1855
Environment & Transport	761	9	12	1	1	0	3	31	3	2	1	6	1	1	0	0	832	3	140	975
Public Health	46	1	5	0	0	0	0	1	0	0	0	1	1	0	0	0	55		6	61
ESPO	187	1	4	0	0	0	0	18	0	0	4	1	3	0	0	1	219	0	136	355
Total	4064	33	77	11	3	7	10	319	19	10	30	28	27	6	6	8	4658	27	1006	5691
Children & Family Services - Non School Based	899	8	14	10	0	4	6	74	8	2	6	28	8	6	1	3	1077	4	132	1213
Children & Family Services - Total	899	8	14	10	0	4	6	74	8	2	6	28	8	6	1	3	1077	4	132	1213
Grand Total	4963	41	91	21	3	11	16	393	27	12	36	56	35	12	7	11	5735	31	1138	6904
2011 Local Area Census Figure	578432	3528	12734	3026	774	3301	1523	28598	2099	2313	4265	1379	1990	418	3502	2607	650489			
% of Employees	86.54%	0.71%	1.59%	0.37%	0.05%	0.19%	0.28%	6.85%	0.47%	0.21%	0.63%	0.98%	0.61%	0.21%	0.12%	0.19%	100.00%			
% of Local Area Population	88.92%	0.54%	1.96%	0.47%	0.12%	0.51%	0.23%	4.40%	0.32%	0.36%	0.66%	0.21%	0.31%	0.06%	0.54%	0.40%	100.00%			

Ethnicity

% of Employees compared with Local Area Population - as at 31/03/2013

As @ 31/03/2015	11 White/British	12 White/Irish	19 White/Other Background	21 Mixed/White&Black Caribbean	22 Mixed/White & Black African	23 Mixed/White & Asian	29 Mixed/Other Background	31 Asian/Indian	32 Asian/Pakistani	33 Asian/Bangladeshi	39 Asian/Other Background	41 Black/Caribbean	42 Black/African	49 Black/Other Background	51 Other Ethnic Group/Chinese	52 Other Ethnic Group/Other	Total	Prefers Not To State	Not Obtained	Total
Children & Family Services - School Based	4311	22	42	5	2	7	3	87	4	2	13	6	3	1	4	7	4519	1	197	4717
Children & Young People's Service - Total	4311	22	42	5	2	7	3	87	4	2	13	6	3	1	4	7	4519	1	197	4717
2011 Local Area Census Figure	578432	3528	12734	3026	774	3301	1523	28598	2099	2313	4265	1379	1990	418	3502	2607	650489			
% of Employees	95.40%	0.49%	0.93%	0.11%	0.04%	0.15%	0.07%	1.93%	0.09%	0.04%	0.29%	0.13%	0.07%	0.02%	0.09%	0.15%	100.00%			
% of Local Area Population	88.92%	0.54%	1.96%	0.47%	0.12%	0.51%	0.23%	4.40%	0.32%	0.36%	0.66%	0.21%	0.31%	0.06%	0.54%	0.40%	100.00%			

Ethnicity

Applicants for Jobs - 01/04/2012 to 31/03/2013

Grade	No of Jobs		11 White/British	12 White/Irish	19 White/Other Background	21 Mixed/White & Black Caribbean	22 Mixed/White & Black African	23 Mixed/White & Asian	29 Mixed/Other Background	31 Asian/Indian	32 Asian/Pakistani	33 Asian/Bangladeshi	39 Asian/Other Background	41 Black/Caribbean	42 Black/African	49 Black/Other Background	51 Other Ethnic Group/Chinese	52 Other Ethnic Group/Other	98 Prefers Not To State	99 Not Stated	Grand Total
		Applicants																			0
		Shortlisted																			0
		Appointed																			0
		Applicants																			0
		Shortlisted																			0
		Appointed																			0
		Applicants																			0
		Shortlisted																			0
		Appointed																			0
		Applicants																			0
		Shortlisted																			0
		Appointed																			0
		Applicants																			0
		Shortlisted																			0
		Appointed																			0
		Applicants																			0
		Shortlisted																			0
		Appointed																			0
Totals	861	Applicants	4215	60	270	0	0	0	42	1215	161	72	84	105	371	41	19	9	0	520	7184
	585	Shortlisted	1307	17	54	0	0	0	12	329	40	16	31	23	98	10	1	1	6	232	2177
	459	Appointed	448	4	14	0	0	0	4	63	7	3	6	7	11	1	1	0	1	143	713

Individual Salary Grade info unavailable from recruitment data supplied

Ethnicity

Internal Candidates applying for Promotion - 01/04/2012 to 31/03/2013

Grade	No of Jobs		11 White/British	12 White/Irish	19 White/Other Background	21 Mixed/White & Black Caribbean	22 Mixed/White & Black African	23 Mixed/White & Asian	29 Mixed/Other Background	31 Asian/Indian	32 Asian/Pakistani	33 Asian/Bangladeshi	39 Asian/Other Background	41 Black/Caribbean	42 Black/African	49 Black/Other Background	51 Other Ethnic Group/Chinese	52 Other Ethnic Group/Other	98 Prefers Not To State	99 Not Stated	Grand Total
		Applicants																			0
		Shortlisted																			0
		Appointed																			0
		Applicants																			0
		Shortlisted																			0
		Appointed																			0
		Applicants																			0
		Shortlisted																			0
		Appointed																			0
		Applicants																			0
		Shortlisted																			0
		Appointed																			0
		Applicants																			0
		Shortlisted																			0
		Appointed																			0
Totals		Applicants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Shortlisted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Appointed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Internal Applicants info unavailable from recruitment data supplied

Ethnicity Salary Analysis excluding Schools

Count of Employee Number	Employee Ethnic Group		
Pay Grade Description	11 White/British	12 White/Irish	19 White/Other Background
A02.LCC	462	2	6
A03.LCC	122	2	1
A04.LCC	84		1
A04/A08.LCC	23		
A05.LCC	588	4	9
A05/A08.LCC	7		
A05/A09.LCC	1		
A06.LCC	658	7	12
A06/A07.LCC	5		
A07.LCC	319	4	6
A07/A08.LCC	8		
A07/A09.LCC	2		
A08.LCC	562	2	15
A08/A09.LCC	15		
A08/A10.LCC	11		
A08/A11.LCC	5		
A09.LCC	449	2	7
A09/A10.LCC	20		
A09/A11.LCC	155	2	5
A10.LCC	414	2	5
A10/A11.LCC	2		
A11.LCC	218	1	4
A11/A12.LCC	27		1
A11/A13.LCC	9	1	
A12.LCC	322	5	6
A12/A13.LCC	10		
A13.LCC	208	3	5
A14.LCC	53	1	3

21 Mixed/White&Blck Caribbean	22 Mixed/White & Black African	23 Mixed/White & Asian	29 Mixed/Other Background	31 Asian/Indian
2			1	19
				2
		1		7
			1	1
1			2	41
				1
1		1	3	62
2		1		16
2	1	1	2	47
				3
2	1	3	3	33
				3
2		1	1	24
4			2	39
				1
1	1			22
				3
				3
2		2	1	36
				3
2		1		18
				3

32 Asian/Pakistani	33 Asian/Bangladeshi	39 Asian/Other Background	41 Black/Caribbean	42 Black/African	49 Black/Other Background
	2		1		
1			1		
				2	
6	1	5	5	3	2
	1				
5	2	7	5	2	3
				1	
1			4		
		1			
2	2	4	4	4	1
		1			
2	3	6	8	4	3
		1			
1		1	8	13	
3	1	5	5	3	
2			4		
1					
			1		
		3	5		1
1					
1		1	4	3	

51 Other Ethnic Group/Chinese	52 Other Ethnic Group/Other	98 Prefers Not to State	99 Not Obtained	Grand Total
		2	173	670
			25	154
		1	51	147
			2	27
2	2	2	175	848
			5	14
				1
		1	195	969
			1	7
			1	73
			1	3
				2
3			4	183
			1	16
1			2	18
			1	6
		2	65	599
			1	25
		1	30	244
1			4	42
			2	5
		1	19	274
			1	34
			3	17
		1	26	415
				14
			15	261
			4	64

A15.LCC	60		2
A16.LCC	25		2
A17.LCC	8		
A18.LCC	11	1	1
A19.LCC	2		
A20.LCC	4		
A21.LCC	1		
A22.LCC	1		
A99.Minimum Wage	13		
Band 8a.Agenda For Change	1		
Band 8d.Agenda For Change	1		
D499.Soulbury Senior Psychologists	5		
D908.Soulbury Psychologists	10	1	
NHSCons.NHS Consultant	1	1	
T509.Upper Pay Spine Teacher	45		
T512.Leadership Group Teacher	9		
T516.Qualified Teacher	1		
T520.Unqualified Teacher	3		
Unspecified	3		
Grand Total	4963	41	91

3
1

1

1

21	3	11	16	393
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1

1

2

1

27

12

36

56

35

12

		1	4	74
				28
			2	10
			2	15
				2
			2	6
				1
				1
			11	25
				1
				1
				6
			2	13
				2
			4	50
			1	10
			1	2
				3
			11	14
7	11	31	1138	6904

Ethnicity

Leavers between 01/04/2012 and 31/03/2013

As @ 31/03/2015	White/British	White/Irish	White/Other Background	Mixed/White & Black Caribbean	Mixed/White & Black African	Mixed/White & Asian	Mixed/Other Background	Asian/Indian	Asian/Pakistani	Asian/Bangladeshi	Asian/Other Background	Black Caribbean	Black/African	Black/Other Background	Other Ethnic Group/Chinese	Other Ethnic Group/Other	Prefers Not To State	Not Obtained	Total
Total no. of Permanent Leavers	459	9	6	4	0	1	1	26	3	1	4	2	3	1	1	0	2	125	648
Total no. of Permanent Employees	4232	37	71	16	1	7	14	326	19	9	32	46	30	8	3	9	26	854	5740
% of Leavers	70.83%	1.39%	0.93%	0.62%	0.00%	0.15%	0.15%	4.01%	0.46%	0.15%	0.62%	0.31%	0.46%	0.15%	0.15%	0.00%	0.31%	19.29%	100.00%
% of Total no. of Permanent Employees	73.73%	0.64%	1.24%	0.28%	0.02%	0.12%	0.24%	5.68%	0.33%	0.16%	0.56%	0.80%	0.52%	0.14%	0.05%	0.16%	0.45%	14.88%	100.00%
Total no. of Temporary Leavers	126	0	4	3	0	0	2	11	1	0	2	1	7	0	1	0	2	60	220
Total no. of Temporary Employees	731	4	20	5	2	4	2	67	8	3	4	10	5	4	4	2	5	284	1164
% of Leavers	57.27%	0.00%	1.82%	1.36%	0.00%	0.00%	0.91%	5.00%	0.45%	0.00%	0.91%	0.45%	3.18%	0.00%	0.45%	0.00%	0.91%	27.27%	100.00%
% of Total no. of Temporary Employees	62.80%	0.34%	1.72%	0.43%	0.17%	0.34%	0.17%	5.76%	0.69%	0.26%	0.34%	0.86%	0.43%	0.34%	0.34%	0.17%	0.43%	24.40%	100.00%
Total no. of Leavers	585	9	10	7	0	1	3	37	4	1	6	3	10	1	2	0	4	185	868
Total no. of Employees	4963	41	91	21	3	11	16	393	27	12	36	56	35	12	7	11	31	1138	6904
% of Leavers	67.40%	1.04%	1.15%	0.81%	0.00%	0.12%	0.35%	4.26%	0.46%	0.12%	0.69%	0.35%	1.15%	0.12%	0.23%	0.00%	0.46%	21.31%	100.00%
% of Total no. of Employees	71.89%	0.59%	1.32%	0.30%	0.04%	0.16%	0.23%	5.69%	0.39%	0.17%	0.52%	0.81%	0.51%	0.17%	0.10%	0.16%	0.45%	16.48%	100.00%

Ethnicity

Employees Applications for Training - 01/04/2012 to 31/03/2013

Type of Training	11 White/British	12 White/Irish	19 White/Other Background	21 Mixed/White&Black Caribbean	22 Mixed/White & Black African	23 Mixed/White & Asian	29 Mixed/Other Background	31 Asian/Indian	32 Asian/Pakistani	33 Asian/Bangladeshi	39 Asian/Other Background	41 Black/Caribbean	42 Black/African	49 Black/Other Background	51 Other Ethnic Group/Chinese	52 Other Ethnic Group/Other	98 Prefers Not To State	99 Not Obtained	Grand Total
Qualificational	521	5	5	6	0	4	2	52	3	3	1	7	5	1	0	4	3	79	701
	74.32%	0.71%	0.71%	0.86%	0.00%	0.57%	0.29%	7.42%	0.43%	0.43%	0.14%	1.00%	0.71%	0.14%	0.00%	0.57%	0.43%	11.27%	100.00%
Skills	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Not Stated	2347	30	48	33	4	18	9	228	14	3	47	55	67	14	4	3	6	332	3262
	71.95%	0.92%	1.47%	1.01%	0.12%	0.55%	0.28%	6.99%	0.43%	0.09%	1.44%	1.69%	2.05%	0.43%	0.12%	0.09%	0.18%	10.18%	100.00%
Other	5645	65	132	52	8	13	20	434	40	11	38	100	84	16	13	12	32	863	7578
	74.49%	0.86%	1.74%	0.69%	0.11%	0.17%	0.26%	5.73%	0.53%	0.15%	0.50%	1.32%	1.11%	0.21%	0.17%	0.16%	0.42%	11.39%	100.00%
Grand Total	8513	100	185	91	12	35	31	714	57	17	86	162	156	31	17	19	41	1274	11541
	73.76%	0.87%	1.60%	0.79%	0.10%	0.30%	0.27%	6.19%	0.49%	0.15%	0.75%	1.40%	1.35%	0.27%	0.15%	0.16%	0.36%	11.04%	100.00%

Ethnicity

Employees Receiving Training - 01/04/2012 to 31/03/2013

Type of Training	11 White/British	12 White/Irish	19 White/Other Background	21 Mixed/White&Black Caribbean	22 Mixed/White & Black African	23 Mixed/White & Asian	29 Mixed/Other Background	31 Asian/Indian	32 Asian/Pakistani	33 Asian/Bangladeshi	39 Asian/Other Background	41 Black/Caribbean	42 Black/African	49 Black/Other Background	51 Other Ethnic Group/Chinese	52 Other Ethnic Group/Other	98 Prefers Not To State	99 Not Obtained	Grand Total
Qualificational	411	3	5	3	0	3	1	39	3	3	1	4	5	1	0	3	2	63	550
	74.73%	0.55%	0.91%	0.55%	0.00%	0.55%	0.18%	7.09%	0.55%	0.55%	0.18%	0.73%	0.91%	0.18%	0.00%	0.55%	0.36%	11.45%	100.00%
Skills	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Not Stated	2019	26	41	21	3	16	8	191	9	2	40	43	57	11	3	3	6	280	2779
	72.65%	0.94%	1.48%	0.76%	0.11%	0.58%	0.29%	6.87%	0.32%	0.07%	1.44%	1.55%	2.05%	0.40%	0.11%	0.11%	0.22%	10.08%	100.00%
Other	4270	53	109	41	3	11	16	332	30	10	31	81	69	10	10	10	19	668	5773
	73.97%	0.92%	1.89%	0.71%	0.05%	0.19%	0.28%	5.75%	0.52%	0.17%	0.54%	1.40%	1.20%	0.17%	0.17%	0.17%	0.33%	11.57%	100.00%
Grand Totals	6700	82	155	65	6	30	25	562	42	15	72	128	131	22	13	16	27	1011	9102
	73.61%	0.90%	1.70%	0.71%	0.07%	0.33%	0.27%	6.17%	0.46%	0.16%	0.79%	1.41%	1.44%	0.24%	0.14%	0.18%	0.30%	11.11%	100.00%

Ethnicity

Employees Training Not Agreed - 01/04/2012 to 31/03/2013

Type of Training	11 White/British	12 White/Irish	19 White/Other Background	21 Mixed/White&Black Caribbean	22 Mixed/White & Black African	23 Mixed/White & Asian	29 Mixed/Other Background	31 Asian/Indian	32 Asian/Pakistani	33 Asian/Bangladeshi	39 Asian/Other Background	41 Black/Caribbean	42 Black/African	49 Black/Other Background	51 Other Ethnic Group/Chinese	52 Other Ethnic Group/Other	98 Prefers Not To State	99 Not Obtained	Grand Total
Qualificational	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0 0.00%
Skills	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0 0.00%
Not Stated	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0 0.00%
Other	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0 0.00%
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Training not agreed information not available from Learning & Development data supplied

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41 Black/Caribbean	42 Black/African	49 Black/Other Background	51 Other Ethnic Group/Chinese	52 Other Ethnic Group/Other	98 Prefers Not to State	99 Not Obtained	Grand Total
0	0	0	0	0	0	2	9
						2	6
							1
							0
							1
							0
							1
							0
0	0	0	0	0	0	1	7
						1	5
							0
							0
							0

							0
							2
							0

1	0	0	0	0	0	2	10
1							5
						1	1
						1	1
							1
							0
							2
							0
1	0	0	0	0	0	1	10
1							6
							0
						1	2
							1
							0
							1
							0

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Number of formal Disciplinary cases opened in the Qtr	18	1	2	0	0	0	5	0	0	3
A&C	3						2			1
Chief Execs										
Corporate Resources	6						1			
Environment & Transport	2									
Public Health			1							
Children & Family Services - Central	5	1	1				2			
ESPO	2									2
Number of formal Disciplinary cases on going (at the end of the Qtr)	12	1	1	0	0	0	3	0	0	2
A&C	2						2			1
Chief Execs										
Corporate Resources	2						1			
Environment & Transport	1									
Public Health										
Children & Family Services - Central	5	1	1							
ESPO	2									1

ABSENCE MANAGEMENT CASES										
Number of absence management cases opened in the Qtr	169	3	1	2	1	0	18	0	1	2
A&C	86	2	1	1	1		8		1	2
Chief Execs	5									
Corporate Resources	31						4			

0	2	0	0	0	1	8	40
	2				1	3	12
						1	1
						2	9
						1	3
							1
							9
						1	5
1	0	0	0	0	1	4	25
1					1	1	8
							0
						2	5
							1
							0
							7
						1	4

3	2	0	0	0	3	46	251
1					3	15	121
							5
						10	45

						4	24
							0
2	1					8	36
	1					9	20
3	0	0	0	1	1	35	208
1					1	11	95
							4
				1		10	50
						4	22
							0
2						6	30
						4	7

1	0	0	0	0	0	7	37
						6	16
							0
							2
						1	8
							1
1							8
							2

Number of capability cases on going (at the end of the Qtr)	14	0	0	1	0	0	3	0	1	2
A&C	2						2		1	2
Chief Execs										
Corporate Resources	1									
Environment & Transport	5									
Public Health										
Children & Family Services - Central	3			1			1			
ESPO	3									

PROBATIONARY CASES										
Number of Probationary cases opened in the period	3	0	0	0	0	0	1	0	1	0
A&C	1								1	
Chief Execs										
Corporate Resources	1						1			
Environment & Transport										
Public Health										
Children & Family Services - Central										
ESPO	1									
Number of probationary cases on going (at the end of the period)	1	0	0	0	0	0	1	0	0	0
A&C	1									
Chief Execs										
Corporate Resources							1			

0	0	0	0	0	0	4	25
						3	10
							0
							1
						1	6
							0
							5
							3

1	0	0	1	0	0	3	10
			1			1	4
							0
						2	4
							0
							0
1							1
							1
1	0	0	0	0	0	3	6
							1
							0
						1	2

Environment & Transport										
Public Health										
Children & Family Services - Central										
ESPO										

COMPROMISE AGREEMENTS										
Number of compromise agreements completed	18	0	0	1	0	0	2	0	0	1
A&C	7									
Chief Execs										
Corporate Resources	4						1			
Environment & Transport	2									
Public Health										
Children & Family Services - Central	4			1			1			1
ESPO	1									

SUSPENSIONS										
Number of staff commencing period of suspension.	7	1	0	0	0	0	1	0	0	0
A&C	2						1			
Chief Execs										
Corporate Resources	2									
Environment & Transport										
Public Health										
Children & Family Services - Central	3	1								

							0
							0
1							1
						2	2

0	0	0	0	0	0	5	27
						3	10
							0
						2	7
							2
							0
							7
							1

0	2	0	0	0	0	1	12
	2					1	6
							0
							2
							0
							0
							4

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							0
1	2	0	0	0	0	2	14
1	2					1	6
							0
							3
							0
							0
						1	5
							0
80	240	0	0	0	0	202	2338
80	240					153	837
							0
							692
							0
							0
						49	809
							0
0	0	0	0	0	0	0	0
							0
							0

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Employment Equality Monitoring

Workforce Planning Statistics

2014/2015

Gender

Gender

% of Employees (including School Based) compared with Local Area Population of Working Age - as at 31/03/2013

As @ 31/03/2015	Male	Female	Total	% Male	% Female
Adults & Communities	344	1839	2183	15.76%	84.24%
Chief Executive's	91	171	262	34.73%	65.27%
Corporate Resources	481	1374	1855	25.93%	74.07%
Environment & Transport	616	359	975	63.18%	36.82%
Public Health	19	42	61	31.15%	68.85%
ESPO	183	172	355	51.55%	48.45%
Total	1734	3957	5691	30.47%	69.53%
Children & Family Services - Non School Based	199	1014	1213	16.41%	83.59%
Children & Family Services - School Based	505	4212	4717	10.71%	89.29%
Children & Family Services - Total	704	5226	5930	11.87%	88.13%
Grand Total	2438	9183	11621	20.98%	79.02%
2011 Local Area Census Figure	321416	329073	650489		
% of Employees	20.98%	79.02%	100.00%		
% of Local Area Population	49.41%	50.59%	100.00%		

Gender

% of Employees (including School Based) compared with Local Area Population of Working Age - as at 31/03/2013

As @ 31/03/2015	Male	Female	Total	% Male	% Female
Adults & Communities	344	1839	2183	15.76%	84.24%
Chief Executive's	91	171	262	34.73%	65.27%
Corporate Resources	481	1374	1855	25.93%	74.07%
Environment & Transport	616	359	975	63.18%	36.82%
Public Health	19	42	61	31.15%	68.85%
ESPO	183	172	355	51.55%	48.45%
Total	1734	3957	5691	30.47%	69.53%
Children & Family Services - Non School Based	199	1014	1213	16.41%	83.59%
Children & Family Services - Total	199	1014	1213	16.41%	83.59%
Grand Total	1933	4971	6904	28.00%	72.00%
2011 Local Area Census Figure	321416	329073	650489		
% of Employees	28.00%	72.00%	100.00%		
% of Local Area Population	49.41%	50.59%	100.00%		

Gender

% of Employees (including School Based) compared with Local Area Population of Working Age - as at 31/03/2013

As @ 31/03/2015	Male	Female	Total	% Male	% Female
Children & Family Services - School Based	505	4212	4717	10.71%	89.29%
Grand Total	505	4212	4717	10.71%	89.29%
Local Area Census Figure	321416	329073	650489		
% of Employees	10.71%	89.29%	100.00%		
% of Local Area Population	49.41%	50.59%	100.00%		

Gender

Applicants for Jobs - 01/04/2012 to 31/03/2013

Grade	No. of Jobs		Male	Female	Not Obtained	Prefers Not To State	Grand Total
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
Totals	861	Applicants	2467	4356	317	44	7184
	585	Shortlisted	663	1323	181	10	2177
	459	Appointed	178	410	123	2	713

Individual Salary Grade info unavailable from recruitment data supplied

Gender

Internal Candidates applying for Promotion - 01/04/2012 to 31/03/2013

Grade	No. of Jobs		Male	Female	Not Obtained	Grand Total
		Applicants				0
		Shortlisted				0
		Appointed				0
		Applicants				0
		Shortlisted				0
		Appointed				0
		Applicants				0
		Shortlisted				0
		Appointed				0
		Applicants				0
		Shortlisted				0
		Appointed				0
		Applicants				0
		Shortlisted				0
		Appointed				0
		Applicants				0
		Shortlisted				0
		Appointed				0
		Applicants				0
		Shortlisted				0
		Appointed				0
Totals		Applicants	0	0	0	0
		Shortlisted	0	0	0	0
		Appointed	0	0	0	0

Internal Applicants info unavailable from recruitment data supplied

Gender Salary Analysis excluding Schools

Count of Employee Number	Employee Gender Description		
Pay Grade Description	Male	Female	Grand Total
A02.LCC	49	621	670
A03.LCC	50	104	154
A04.LCC	38	109	147
A04/A08.LCC	10	17	27
A05.LCC	222	626	848
A05/A08.LCC	10	4	14
A05/A09.LCC		1	1
A06.LCC	212	757	969
A06/A07.LCC	3	4	7
A07.LCC	139	288	427
A07/A08.LCC	1	12	13
A07/A09.LCC	1	1	2
A08.LCC	236	603	839
A08/A09.LCC	14	2	16
A08/A10.LCC	13	5	18
A08/A11.LCC	5	1	6
A09.LCC	134	465	599
A09/A10.LCC	10	15	25
A09/A11.LCC	34	210	244
A10.LCC	190	340	530
A10/A11.LCC		5	5
A11.LCC	122	152	274
A11/A12.LCC	13	21	34
A11/A13.LCC	2	15	17
A12.LCC	166	249	415
A12/A13.LCC	4	10	14
A13.LCC	112	149	261
A14.LCC	39	25	64
A15.LCC	32	42	74
A16.LCC	15	13	28
A17.LCC	4	6	10
A18.LCC	9	6	15
A19.LCC	2		2
A20.LCC	5	1	6
A21.LCC	1		1
A22.LCC	1		1
A99.Minimum Wage	13	12	25
Band 8a.Agenda For Change		1	1
Band 8d.Agenda For Change	1		1
D499.Soulbury Senior Psychologists		6	6
D908.Soulbury Psychologists	2	11	13
NHSCons.NHS Consultant	2		2
T509.Upper Pay Spine Teacher	2	48	50
T512.Leadership Group Teacher	3	7	10
T516.Qualified Teacher		2	2
T520.Unqualified Teacher		3	3
Unspecified	12	2	14
Grand Total	1933	4971	6904

Gender

Leavers between 01/04/2012 and 31/03/2013

As @ 31/03/2015	Male	Female	Total
Total no. of Permanent Leavers	176	472	648
Total no. of Permanent Employees	1595	4145	5740
% of Leavers	27.16%	72.84%	100.00%
% of Total no. of Permanent Employees	27.79%	72.21%	100.00%
Total no. of Temporary Leavers	60	160	220
Total no. of Temporary Employees	338	826	1164
% of Leavers	27.27%	72.73%	100.00%
% of Total no. of Temporary Employees	29.04%	70.96%	100.00%
Total no. of Leavers	236	632	868
Total no. of Employees	1933	4971	6904
% of Leavers	27.19%	72.81%	100.00%
% of Total no. of Employees	28.00%	72.00%	100.00%

Gender

Employees Applications for Training - 01/04/2012 to 31/03/2013

	Male	Female	Not Stated	Grand Total
Qualification	144	557	0	701
	20.54%	79.46%	0.00%	100.00%
Skill	0	0	0	0
	0.00%	0.00%	0.00%	0.00%
Not Stated	601	2661	0	3262
	18.42%	81.58%	0.00%	100.00%
Other	1816	5762	0	7578
	23.96%	76.04%	0.00%	100.00%
Total	2561	8980	0	11541
	22.19%	77.81%	0.00%	100.00%

Gender

Employees Receiving Training - 01/04/2012 to 31/03/2013

	Male	Female	Not Stated	Grand Total
Qualification	123	427	0	550
	22.36%	77.64%	0.00%	100.00%
Skill	0	0	0	0
	0.00%	0.00%	0.00%	0.00%
Not Stated	506	2273	0	2779
	18.21%	81.79%	0.00%	100.00%
Other	1403	4370	0	5773
	24.30%	75.70%	0.00%	100.00%
Grand Total	2032	7070	0	9102
	22.32%	77.68%	0.00%	100.00%

Gender

Employees Training Not Agreed - 01/04/2012 to 31/03/2013

	Male	Female	Not Stated	Grand Total
Qualificational				0
	0.00%	0.00%	0.00%	0.00%
Skills				0
	0.00%	0.00%	0.00%	0.00%
Not Stated				0
	0.00%	0.00%	0.00%	0.00%
Other				0
	0.00%	0.00%	0.00%	0.00%
Grand Total	0	0	0	0
	0.00%	0.00%	0.00%	0.00%

Training not agreed information not available from Learning & Development data supplied

	Male	Female	Not Stated	Grand Total
GRIEVANCE CASES				
Number of formal grievances opened in the Year	1	8	0	9
Adults & Communities	1	5		6
Chief Executive's		1		1
Corporate Resources				0
Environment & Transport		1		1
Public Health				0
Children & Family Services - Central		1		1
ESPO				0
Number of formal grievances on going (at the end of the Year)	1	6	0	7
A&C	1	4		5
Chief Execs				0
Corporate Resources				0
Environment & Transport				0
Public Health				0
Children & Family Services - Central		2		2
ESPO				0
DIGNITY AT WORK CASES				
Number of formal Dignity at Work cases opened in the Year	1	8	1	10
A&C	1	4		5
Chief Execs			1	1
Corporate Resources		1		1
Environment & Transport		1		1
Public Health				0
Children & Family Services - Central		2		2
ESPO				0
Number of formal Dignity at Work cases on going (at the end of the Qtr)	1	9	0	10
A&C	1	5		6

Chief Execs				0
Corporate Resources		2		2
Environment & Transport		1		1
Public Health				0
Children & Family Services - Central		1		1
ESPO				0
DISCIPLINARY CASES				
Number of formal Disciplinary cases opened in the Qtr	16	24	0	40
A&C	5	7		12
Chief Execs	1			1
Corporate Resources	4	5		9
Environment & Transport	3			3
Public Health		1		1
Children & Family Services - Central	2	7		9
ESPO	1	4		5
Number of formal Disciplinary cases on going (at the end of the Qtr)	7	18	0	25
A&C	2	6		8
Chief Execs				0
Corporate Resources	2	3		5
Environment & Transport	1			1
Public Health				0
Children & Family Services - Central	1	6		7
ESPO	1	3		4
ABSENCE MANAGEMENT CASES				
Number of absence management cases opened in the Qtr	57	193	1	251
A&C	13	108		121
Chief Execs	5			5
Corporate Resources	13	32		45
Environment & Transport	12	11	1	24
Public Health				0
Children & Family Services - Central	2	34		36
ESPO	12	8		20

Number of absence management cases on going (at the end of the Qtr)	47	161	0	208
A&C	10	85		95
Chief Execs	3	1		4
Corporate Resources	14	36		50
Environment & Transport	12	10		22
Public Health				0
Children & Family Services - Central	4	26		30
ESPO	4	3		7
CAPABILITY CASES				
Number of capability cases opened in the Qtr	11	26	0	37
A&C	4	12		16
Chief Execs				0
Corporate Resources		2		2
Environment & Transport	4	4		8
Public Health		1		1
Children & Family Services - Central	2	6		8
ESPO	1	1		2
Number of capability cases on going (at the end of the Qtr)	9	16	0	25
A&C	2	8		10
Chief Execs				0
Corporate Resources	1			1
Environment & Transport	3	3		6
Public Health				0
Children & Family Services - Central	1	4		5
ESPO	2	1		3
PROBATIONARY CASES				
Number of Probationary cases opened in the period	3	7	0	10
A&C	1	3		4
Chief Execs				0
Corporate Resources	1	3		4
Environment & Transport				0
Public Health				0

Children & Family Services - Central		1		1
ESPO	1			1
Number of probationary cases on going (at the end of the period)	3	3	0	6
A&C		1		1
Chief Execs				0
Corporate Resources	1	1		2
Environment & Transport				0
Public Health				0
Children & Family Services - Central		1		1
ESPO	2			2
COMPROMISE AGREEMENTS				
Number of compromise agreements completed	4	23	0	27
A&C		10		10
Chief Execs				0
Corporate Resources	1	6		7
Environment & Transport	1	1		2
Public Health				0
Children & Family Services - Central	1	6		7
ESPO	1			1
SUSPENSIONS				
Number of staff commencing period of suspension.	6	6	0	12
A&C	4	2		6
Chief Execs				0
Corporate Resources	1	1		2
Environment & Transport				0
Public Health				0
Children & Family Services - Central	1	3		4
ESPO				0
Number of suspensions that have ended (In the Qtr)	10	4	0	14
A&C	5	1		6
Chief Execs				0

Corporate Resources	3			3
Environment & Transport				0
Public Health				0
Children & Family Services - Central	2	3		5
ESPO				0
Total (cumulative) duration (days) of all suspensions that have ended (In the Qtr)	1693	645	0	2338
A&C	770	67		837
Chief Execs				0
Corporate Resources	692			692
Environment & Transport				0
Public Health				0
Children & Family Services - Central	231	578		809
ESPO				0
Number of ongoing suspensions as at end of period	0	0	0	0
A&C				0
Chief Execs				0
Corporate Resources				0
Environment & Transport				0
Public Health				0
Children & Family Services - Central				0
ESPO				0
Total (cumulative) duration (days) of all ongoing suspensions as at end of period	0	0	0	0
A&C				0
Chief Execs				0
Corporate Resources				0
Environment & Transport				0
Public Health				0
Children & Family Services - Central				0
ESPO				0



Employment Equality Monitoring

Workforce Planning Statistics

2014/2015

Religion

Religion

As @ 31/03/2015	Buddhist	Christian	Hindu	Jewish	Muslim	Other Religion	Sikh	Total	Not Obtained	Prefers Not to State	None	Total
Adults & Communities	4	521	47	2	18	16	19	627	1249	35	272	2183
Chief Executive's	0	59	8	1	4	1	0	73	136	6	47	262
Corporate Resources	0	468	53	0	39	5	18	583	1001	27	244	1855
Environment & Transport	1	232	9	0	11	4	6	263	592	11	109	975
Public Health	0	17	0	0	0	0	0	17	26	2	16	61
ESPO	0	6	4	0	1	2	2	15	323	0	17	355
Total	5	1303	121	3	73	28	45	1578	3327	81	705	5691
Children & Family Services - Non School Based	1	314	28	0	19	15	10	387	648	24	154	1213
Children & Family Services - School Based	1	53	0	0	1	1	0	56	4645	2	14	4717
Children & Family Services - Total	2	367	28	0	20	16	10	443	5293	26	168	5930
Grand Total	7	1670	149	3	93	44	55	2021	8620	107	873	11621
2011 Local Area Census Figure	1,546	392,363	18,508	528	9,096	2,381	7,978	432400	41,966	0	176,123	650489
% of Employees	0.06%	14.37%	1.28%	0.03%	0.80%	0.38%	0.47%	17.39%	74.18%	0.92%	7.51%	100.00%
% of Local Area Population	0.24%	60.32%	2.85%	0.08%	1.40%	0.37%	1.23%	66.47%	6.45%	0.00%	27.08%	100.00%

Religion

As @ 31/03/2015	Buddhist	Christian	Hindu	Jewish	Muslim	Other Religion	Sikh	Total	Not Obtained	Prefers Not to State	None	Total
Adults & Communities	4	521	47	2	18	16	19	627	1249	35	272	2183
Chief Executive's	0	59	8	1	4	1	0	73	136	6	47	262
Corporate Resources	0	468	53	0	39	5	18	583	1001	27	244	1855
Environment & Transport	1	232	9	0	11	4	6	263	592	11	109	975
Public Health	0	17	0	0	0	0	0	17	26	2	16	61
ESPO	0	6	4	0	1	2	2	15	323	0	17	355
Total	5	1303	121	3	73	28	45	1578	3327	81	705	5691
Children & Family Services - Non School Based	1	314	28	0	19	15	10	387	648	24	154	1213
Children & Family Services - Total	1	314	28	0	19	15	10	387	648	24	154	1213
Grand Total	6	1617	149	3	92	43	55	1965	3975	105	859	6904
2011 Local Area Census Figure	1546	392363	18508	528	9096	2381	7978	432400	41966	0	176123	650489
% of Employees	0.09%	23.42%	2.16%	0.04%	1.33%	0.62%	0.80%	28.46%	57.58%	1.52%	12.44%	100.00%
% of Local Area Population	0.24%	60.32%	2.85%	0.08%	1.40%	0.37%	1.23%	66.47%	6.45%	0.00%	27.08%	100.00%

Religion

As @ 31/03/2015	Buddhist	Christian	Hindu	Jewish	Muslim	Other Religion	Sikh	Total	Not Obtained	Prefers Not to State	None	Total
Children & Family Services - School Based	1	53	0	0	1	1	0	56	4645	2	14	4717
Grand Total	1	53	0	0	1	1	0	56	4645	2	14	4717
2011 Local Area Census Figure	1546	392363	18508	528	9096	2381	7978	432400	41966	0	176123	650489
% of Employees	0.02%	1.12%	0.00%	0.00%	0.02%	0.02%	0.00%	1.19%	98.47%	0.04%	0.30%	100.00%
% of Local Area Population	0.24%	60.32%	2.85%	0.08%	1.40%	0.37%	1.23%	66.47%	6.45%	0.00%	27.08%	100.00%

Religion

Salary Band	No of Jobs		Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other Religion	No Religion	Not Declared	Grand Total
		Applicants										0
		Shortlisted										0
		Appointed										0
		Applicants										0
		Shortlisted										0
		Appointed										0
		Applicants										0
		Shortlisted										0
		Appointed										0
		Applicants										0
		Shortlisted										0
		Appointed										0
		Applicants										0
		Shortlisted										0
		Appointed										0
		Applicants										0
		Shortlisted										0
		Appointed										0
Totals	861	Applicants	2554	26	557	13	604	240	203	2015	972	7184
	585	Shortlisted	733	7	136	5	176	59	68	604	389	2177
	459	Appointed	204	2	28	0	34	11	19	218	197	713

Individual Salary Band info unavailable from recruitment data supplied

Applicants Analy by Salary Band

Religion

Salary Band	No of Jobs		Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other Religion	No Religion	Not Declared	Grand Total
		Applicants										0
		Shortlisted										0
		Appointed										0
		Applicants										0
		Shortlisted										0
		Appointed										0
		Applicants										0
		Shortlisted										0
		Appointed										0
		Applicants										0
		Shortlisted										0
		Appointed										0
		Applicants										0
		Shortlisted										0
		Appointed										0
Totals		Applicants										0
		Shortlisted										0
		Appointed										0

Internal Applicants info unavailable from recruitment data supplied

Int Apps Analy by Salary Band

Religion Salary Analysis exlcuding Schools

Count of Employee Number	Religion		
Pay Grade Description	Buddhist	Christian	Hindu
A02.LCC			132
A03.LCC			38
A04.LCC			26
A04/A08.LCC			7
A05.LCC			181
A05/A08.LCC			4
A05/A09.LCC			1
A06.LCC			215
A06/A07.LCC			
A07.LCC			111
A07/A08.LCC			1
A07/A09.LCC			
A08.LCC	3		176
A08/A09.LCC			1
A08/A10.LCC			3
A08/A11.LCC			4
A09.LCC			153
A09/A10.LCC			6
A09/A11.LCC	2		67
A10.LCC	1		144
A10/A11.LCC			
A11.LCC			74
A11/A12.LCC			9
A11/A13.LCC			4
A12.LCC			98
A12/A13.LCC			2
A13.LCC			72
A14.LCC			15
A15.LCC			29
A16.LCC			7
A17.LCC			4
A18.LCC			4
A19.LCC			
A20.LCC			
A21.LCC			1
A22.LCC			
A99.Minimum Wage			3
Band 8a.Agenda For Change			
Band 8d.Agenda For Change			1
D499.Soulbury Senior Psychologists			1
D908.Soulbury Psychologists			1
NHSCons.NHS Consultant			2
T509.Upper Pay Spine Teacher			13
T512.Leadership Group Teacher			5
T516.Qualified Teacher			1
T520.Unqualified Teacher			
Unspecified			1
Grand Total	6		1617
			149

Jewish	Muslim	None	Not Obtained	Other Religion
		2	44	482
			4	108
			11	109
		1	5	11
		8	60	571
		1	1	7
		23	119	554
				7
		3	56	243
			2	9
			1	1
		4	95	514
			2	13
		1	7	6
			2	
		11	71	326
		1	6	10
		8	48	102
	1	11	78	256
			4	
		4	51	131
		1	11	10
				11
	1	6	80	195
	1	1	2	6
		2	49	121
			18	27
		3	12	28
			7	10
			2	4
			3	8
			1	1
			2	4
				1
			5	16
			1	
		1		4
				12
			3	31
				5
				1
				3
				13
3	92	859	3975	43

Prefers Not to State	Sikh	Grand Total
2	3	670
1	1	154
		147
2		27
6	7	848
		14
		1
15	3	969
		7
2	1	427
		13
		2
15	9	839
		16
		18
		6
13	5	599
1		25
2	3	244
16	5	530
		5
2	4	274
1	2	34
		17
12	7	415
		14
5	3	261
3		64
2		74
3	1	28
		10
		15
		2
		6
		1
		1
		25
		1
		1
		6
		13
		2
2	1	50
		10
		2
		3
		14
105	55	6904

Religion

As @ 31/03/2015	Buddhist	Christian	Hindu	Jewish	Muslim	None	Not Obtained	Other Religion	Prefers Not to State	Sikh	Total
Total no. of Permanent Leavers	1	160	9	0	9	60	387	7	10	5	648
Total no. of Permanent Employees	3	1371	121	3	68	665	3350	33	84	42	5740
% of Leavers	0.15%	24.69%	1.39%	0.00%	1.39%	9.26%	59.72%	1.08%	1.54%	0.77%	100.00%
% of Total no. of Permanent Employees	0.05%	23.89%	2.11%	0.05%	1.18%	11.59%	58.36%	0.57%	1.46%	0.73%	100.00%
Total no. of Temporary Leavers	1	50	10	0	1	39	108	4	3	4	220
Total no. of Temporary Employees	3	246	28	0	24	194	625	10	21	13	1164
% of Leavers	0.45%	22.73%	4.55%	0.00%	0.45%	17.73%	49.09%	1.82%	1.36%	1.82%	100.00%
% of Total no. of Temporary Employees	0.26%	21.13%	2.41%	0.00%	2.06%	16.67%	53.69%	0.86%	1.80%	1.12%	100.00%
Total no. of Leavers	2	210	19	0	10	99	495	11	13	9	868
Total no. of Employees	6	1617	149	3	92	859	3975	43	105	55	6904
% of Leavers	0.23%	24.19%	2.19%	0.00%	1.15%	11.41%	57.03%	1.27%	1.50%	1.04%	100.00%
% of Total no. of Employees	0.09%	23.42%	2.16%	0.04%	1.33%	12.44%	57.58%	0.62%	1.52%	0.80%	100.00%

Religion

	Buddhist	Christian	Hindu	Jewish	Muslim	None	Not Obtained	Other Religion
Qualificational	0	168	16	1	16	105	370	7
	0.00%	23.97%	2.28%	0.14%	2.28%	14.98%	52.78%	1.00%
Skills	0	0	0	0	0	0	0	0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Not Stated	7	826	63	4	74	495	1648	29
	0.21%	25.32%	1.93%	0.12%	2.27%	15.17%	50.52%	0.89%
Other	6	1912	133	6	101	1141	3999	61
	0.08%	25.23%	1.76%	0.08%	1.33%	15.06%	52.77%	0.80%
Totals	13	2906	212	11	191	1741	6017	97
	0.11%	25.18%	1.84%	0.10%	1.65%	15.09%	52.14%	0.84%

Religion

Prefers Not to State	Sikh	Total
10	8	701
1.43%	1.14%	100.00%
0	0	0
0.00%	0.00%	#DIV/0!
69	47	3262
2.12%	1.44%	100.00%
133	86	7578
1.76%	1.13%	100.00%
212	141	11541
1.84%	1.22%	100.00%

Religion

	Buddhist	Christian	Hindu	Jewish	Muslim	None	Not Obtained	Other Religion	Prefers Not to State	Sikh	Total
Qualificational	0	135	12	1	14	82	288	4	9	5	550
	0.00%	24.55%	2.18%	0.18%	2.55%	14.91%	52.36%	0.73%	1.64%	0.91%	100.00%
Skills	0	0	0	0	0	0	0	0	0	0	0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!
Not Stated	6	691	49	3	63	427	1419	22	60	39	2779
	0.22%	24.87%	1.76%	0.11%	2.27%	15.37%	51.06%	0.79%	2.16%	1.40%	100.00%
Other	4	1492	103	4	82	887	2976	51	105	69	5773
	0.07%	25.84%	1.78%	0.07%	1.42%	15.36%	51.55%	0.88%	1.82%	1.20%	100.00%
Totals	10	2318	164	8	159	1396	4683	77	174	113	9102
	0.11%	25.47%	1.80%	0.09%	1.75%	15.34%	51.45%	0.85%	1.91%	1.24%	100.00%

Religion

	Buddhist	Christian	Hindu	Jewish	Muslim	None	Not Obtained	Other Religion	Prefers Not to State	Sikh	Total
Qualificational											0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!
Skills											0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!
Not Stated											0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!
Other											0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!
Totals	0	0	0	0	0	0	0	0	0	0	0
	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

Training not agreed information is not available from Learning and Development data supplied

Religion

	Buddhist	Christian	Hindu	Jewish	Muslim	None	Not Obtained	Other Religion	Prefers Not to State	Sikh	Grand Total
GRIEVANCE CASES											
Number of formal grievances opened in the Year	0	1	0	0	0	2	6	0	0	0	9
Adults & Communities							6				6
Chief Executive's						1					1
Corporate Resources											0
Environment & Transport		1									1
Public Health											0
Children & Family Services - Central						1					1
ESPO											0
Number of formal grievances on going (at the end of the Year)	0	0	0	0	0	1	6	0	0	0	7
A&C							5				5
Chief Execs											0
Corporate Resources											0
Environment & Transport											0
Public Health											0
Children & Family Services - Central						1	1				2
ESPO											0

Religion

DIGNITY AT WORK CASES											
Number of formal Dignity at Work cases opened in the Year	0	2	0	0	0	1	7	0	0	0	10
A&C		2					3				5
Chief Execs							1				1
Corporate Resources							1				1
Environment & Transport							1				1
Public Health											0
Children & Family Services - Central						1	1				2
ESPO											0
Number of formal Dignity at Work cases on going (at the end of the Qtr)	0	3	0	0	0	0	7	0	0	0	10
A&C		2					4				6
Chief Execs											0
Corporate Resources		1					1				2
Environment & Transport							1				1
Public Health											0
Children & Family Services - Central							1				1
ESPO											0
DISCIPLINARY CASES											
Number of formal Disciplinary cases opened in the Qtr	0	9	3	0	1	1	21	1	3	1	40
A&C		4	1		1	1	3		1	1	12
Chief Execs							1				1
Corporate Resources		2	1				6				9

Religion

Environment & Transport		1					2				3
Public Health									1		1
Children & Family Services - Central		2	1				4	1	1		9
ESPO							5				5
Number of formal Disciplinary cases on going (at the end of the Qtr)	0	5	2	0	1	1	12	1	2	1	25
A&C		2	1		1	1	1		1	1	8
Chief Execs											0
Corporate Resources			1				4				5
Environment & Transport		1									1
Public Health											0
Children & Family Services - Central		2					3	1	1		7
ESPO							4				4
ABSENCE MANAGEMENT CASES											
Number of absence management cases opened in the Qtr	1	55	2	1	5	24	151	3	3	6	251
A&C	1	32	1		3	12	68	1	1	2	121
Chief Execs		1		1			3				5
Corporate Resources		10	1		1	7	23	1	2		45
Environment & Transport		5			1	1	17				24
Public Health											0
Children & Family Services - Central		7				4	20	1		4	36
ESPO							20				20
Number of absence management cases on going (at the end of the Qtr)	1	48	4	1	5	21	121	1	2	4	208

Religion

A&C	1	26	1		3	10	54				95
Chief Execs		2		1			1				4
Corporate Resources		12	3		1	7	24	1	2		50
Environment & Transport		3			1	1	17				22
Public Health											0
Children & Family Services - Central		5				3	18			4	30
ESPO							7				7
CAPABILITY CASES											
Number of capability cases opened in the Qtr	0	7	2	0	4	1	21	1	0	1	37
A&C		1	2		3		9	1			16
Chief Execs											0
Corporate Resources		1					1				2
Environment & Transport		3					5				8
Public Health							1				1
Children & Family Services - Central		2			1	1	3			1	8
ESPO							2				2
Number of capability cases on going (at the end of the Qtr)	0	4	1	0	2	0	16	1	0	1	25
A&C			1		2		6	1			10
Chief Execs											0
Corporate Resources		1									1
Environment & Transport		2					4				6
Public Health											0

Religion

Children & Family Services - Central		1					3			1	5
ESPO							3				3
PROBATIONARY CASES											
Number of Probationary cases opened in the period	1	1	0	0	1	2	3	1	0	1	10
A&C	1				1		2				4
Chief Execs											0
Corporate Resources		1				1	1			1	4
Environment & Transport											0
Public Health											0
Children & Family Services - Central								1			1
ESPO						1					1
Number of probationary cases on going (at the end of the period)	0	0	0	0	0	0	4	1	0	1	6
A&C							1				1
Chief Execs											0
Corporate Resources							1			1	2
Environment & Transport											0
Public Health											0
Children & Family Services - Central								1			1
ESPO							2				2
COMPROMISE AGREEMENTS											
Number of compromise agreements completed	0	7	1	0	1	1	15	0	2	0	27
A&C		2					7		1		10

Religion

Chief Execs											0
Corporate Resources		4	1				2				7
Environment & Transport							1		1		2
Public Health											0
Children & Family Services - Central		1			1	1	4				7
ESPO							1				1
SUSPENSIONS											
Number of staff commencing period of suspension.	0	5	1	0	0	1	4	0	1	0	12
A&C		3	1			1	1				6
Chief Execs											0
Corporate Resources							2				2
Environment & Transport											0
Public Health											0
Children & Family Services - Central		2					1		1		4
ESPO											0
Number of suspensions that have ended (In the Qtr)	0	6	0	0	0	0	7	0	1	0	14
A&C		4					2				6
Chief Execs											0
Corporate Resources							3				3
Environment & Transport											0
Public Health											0
Children & Family Services - Central		2					2		1		5

Religion

ESPO											0
Total (cumulative) duration (days) of all suspensions that have ended (In the Qtr)	0	719	0	0	0	0	1378	0	241	0	2338
A&C		480					357				837
Chief Execs											0
Corporate Resources							692				692
Environment & Transport											0
Public Health											0
Children & Family Services - Central		239					329		241		809
ESPO											0
Number of ongoing suspensions as at end of period	0	0	0	0	0	0	0	0	0	0	0
A&C											0
Chief Execs											0
Corporate Resources											0
Environment & Transport											0
Public Health											0
Children & Family Services - Central											0
ESPO											0
Total (cumulative) duration (days) of all ongoing suspensions as at end of period	0	0	0	0	0	0	0	0	0	0	0
A&C											0
Chief Execs											0
Corporate Resources											0
Environment & Transport											0

Religion

Public Health											0
Children & Family Services - Central											0
ESPO											0



Employment Equality Monitoring

Workforce Planning Statistics

2014/2015

Sexuality

Sexuality

As @ 31/03/2015	Heterosexual	Lesbian, Gay & Bisexual	Not Obtained	Prefers Not to State	Total
Adults & Communities	737	22	1350	74	2183
Chief Executive's	104	5	147	6	262
Corporate Resources	582	14	1201	58	1855
Environment & Transport	301	6	645	23	975
Public Health	32	1	27	1	61
ESPO	28	0	325	2	355
Total	1784	48	3695	164	5691
Children & Family Services - Non School Based	455	16	706	36	1213
Children & Family Services - School Based	46	0	4668	3	4717
Children & Family Services - Total	501	16	5374	39	5930
Grand Total	2285	64	9069	203	11621
2011 Local Area Census Figure	N/A	N/A	N/A	N/A	650489
% of Employees	19.66%	0.55%	78.04%	1.75%	#####
% of Local Area Population	N/A	N/A	N/A	N/A	#####

Sexuality

As @ 31/03/2015	Heterosexual	Lesbian, Gay & Bisexual	Not Obtained	Prefers Not to State	Total
Adults & Communities	737	22	1350	74	2183
Chief Executive's	104	5	147	6	262
Corporate Resources	582	14	1201	58	1855
Environment & Transport	301	6	645	23	975
Public Health	32	1	27	1	61
ESPO	28	0	325	2	355
Total	1784	48	3695	164	5691
Children & Family Services - Non School Based	455	16	706	36	1213
Children & Family Services - Total	455	16	706	36	1213
Grand Total	2239	64	4401	200	6904
2011 Local Area Census Figure	N/A	N/A	N/A	N/A	650489
% of Employees	32.43%	0.93%	63.75%	2.90%	100.00%
% of Local Area Population	N/A	N/A	N/A	N/A	100.00%

Sexuality

As @ 31/03/2015	Heterosexual	Lesbian, Gay & Bisexual	Not Obtained	Prefers Not to State	Total
Children & Family Services - School Based	46	0	4668	3	4717
Grand Total	46	0	4668	3	4717
2011 Local Area Census Figure	N/A	N/A	N/A	N/A	650489
% of Employees	0.98%	0.00%	98.96%	0.06%	100.00%
% of Local Area Population	N/A	N/A	N/A	N/A	100.00%

Sexuality

Grade	No of Jobs		Heterosexual	Lesbian, Gay & Bisexual	Not Obtained	Prefers Not to State	Grand Total
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
Totals	861	Applicants	5854	182	1133	15	7184
	585	Shortlisted	1696	40	438	3	2177
	459	Appointed	492	13	208	0	713

Sexuality

Grade	No of Jobs		Heterosexual	Lesbian, Gay & Bisexual	Not Obtained	Prefers Not to State	Grand Total
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
		Applicants					0
		Shortlisted					0
		Appointed					0
Totals		Applicants	0	0	0	0	0
		Shortlisted	0	0	0	0	0
		Appointed	0	0	0	0	0

Sexuality

Sexual Orientation Salary Analysis excluding Schools

Count of Employee Number	Sexual Orientation				
Pay Grade Description	Heterosexual	Lesbian, Gay & Bisexual	Not Obtained	Prefers Not to State	Grand Total
A02.LCC	92		566	12	670
A03.LCC	31		118	5	154
A04.LCC	12		131	4	147
A04/A08.LCC	13	1	12	1	27
A05.LCC	211	4	615	18	848
A05/A08.LCC	6		8		14
A05/A09.LCC	1				1
A06.LCC	298	10	631	30	969
A06/A07.LCC			7		7
A07.LCC	154	3	263	7	427
A07/A08.LCC	2		10	1	13
A07/A09.LCC	1		1		2
A08.LCC	261	4	551	23	839
A08/A09.LCC	3	1	12		16
A08/A10.LCC	7	1	9	1	18
A08/A11.LCC	6				6
A09.LCC	230	9	343	17	599
A09/A10.LCC	12	1	11	1	25
A09/A11.LCC	113	5	118	8	244
A10.LCC	227	6	283	14	530
A10/A11.LCC	2		3		5
A11.LCC	113	3	143	15	274
A11/A12.LCC	17	2	12	3	34
A11/A13.LCC	5	1	11		17
A12.LCC	173	6	217	19	415
A12/A13.LCC	6		8		14
A13.LCC	113	2	138	8	261
A14.LCC	29	1	31	3	64
A15.LCC	36	3	31	4	74
A16.LCC	15	1	12		28
A17.LCC	6		4		10

Sexuality

A18.LCC	8		5	2	15
A19.LCC	1		1		2
A20.LCC	2		4		6
A21.LCC	1				1
A22.LCC			1		1
A99.Minimum Wage	4		21		25
Band 8a.Agenda For Change	1				1
Band 8d.Agenda For Change	1				1
D499.Soulbury Senior Psychologists	2		4		6
D908.Soulbury Psychologists	1		12		13
NHSCons.NHS Consultant	1			1	2
T509.Upper Pay Spine Teacher	16		31	3	50
T512.Leadership Group Teacher	4		6		10
T516.Qualified Teacher	1		1		2
T520.Unqualified Teacher			3		3
Unspecified	1		13		14
Grand Total	2239	64	4401	200	6904

Sexuality

As @ 31/03/2015	Heterosexual	Lesbian, Gay & Bisexual	Not Obtained	Prefers Not to State	Total
Total no. of Permanent Leavers	191	2	435	20	648
Total no. of Permanent Employees	1794	47	3731	168	5740
% of Leavers	29.48%	0.31%	67.13%	3.09%	100.00%
% of Total no. of Permanent Employees	31.25%	0.82%	65.00%	2.93%	100.00%
Total no. of Temporary Leavers	91	3	122	4	220
Total no. of Temporary Employees	445	17	670	32	1164
% of Leavers	41.36%	1.36%	55.45%	1.82%	100.00%
% of Total no. of Temporary Employees	38.23%	1.46%	57.56%	2.75%	100.00%
Total no. of Leavers	282	5	557	24	868
Total no. of Employees	2239	64	4401	200	6904
% of Leavers	32.49%	0.58%	64.17%	2.76%	100.00%
% of Total no. of Employees	32.43%	0.93%	63.75%	2.90%	100.00%

Sexuality

	Heterosexual	Lesbian, Gay & Bisexual	Not Obtained	Prefers Not to State	Grand Total
Qualificational	264	6	413	18	701
	37.66%	0.86%	58.92%	2.57%	100.00%
Skills	0	0	0	0	0
	0.00%	0.00%	0.00%	0.00%	#DIV/0!
Not Stated	1254	64	1831	113	3262
	38.44%	1.96%	56.13%	3.46%	100.00%
Other	2875	134	4323	246	7578
	37.94%	1.77%	57.05%	3.25%	100.00%
Totals	4393	204	6567	377	11541
	38.06%	1.77%	56.90%	3.27%	100.00%

Sexuality

	Heterosexual	Lesbian, Gay & Bisexual	Not Obtained	Prefers Not to State	Grand Total
Qualificational	199	5	330	16	550
	36.18%	0.91%	60.00%	2.91%	100.00%
Skills	0	0	0	0	0
	0.00%	0.00%	0.00%	0.00%	0.00%
Not Stated	1073	55	1560	91	2779
	38.61%	1.98%	56.14%	3.27%	100.00%
Other	103	2245	3236	189	5773
	1.78%	38.89%	56.05%	3.27%	100.00%
Total	1375	2305	5126	296	9102
	15.11%	25.32%	56.32%	3.25%	100.00%

Sexuality

	Heterosexual	Lesbian, Gay & Bisexual	Not Obtained	Prefers Not to State	Grand Total
Qualificational					0
	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Skills					0
	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Not Stated					0
	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Other					0
	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Totals	0	0	0	0	0
	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

Training not agreed information not available from Learning & Development data supplied

Sexuality

	Heterosexual	Lesbian, Gay & Bisexual	Not Obtained	Prefers Not to State	Grand Total
GRIEVANCE CASES					
Number of formal grievances opened in the Year	3	0	6	0	9
Adults & Communities			6		6
Chief Executive's	1				1
Corporate Resources					0
Environment & Transport	1				1
Public Health					0
Children & Family Services - Central	1				1
ESPO					0
Number of formal grievances on going (at the end of the Year)	1	0	6	0	7
A&C			5		5
Chief Execs					0
Corporate Resources					0
Environment & Transport					0
Public Health					0
Children & Family Services - Central	1		1		2
ESPO					0
DIGNITY AT WORK CASES					
Number of formal Dignity at Work cases opened in the Year	3	0	7	0	10
A&C	2		3		5
Chief Execs			1		1
Corporate Resources			1		1
Environment & Transport	1				1
Public Health					0
Children & Family Services - Central			2		2
ESPO					0

Sexuality

Number of formal Dignity at Work cases on going (at the end of the Qtr)	3	0	7	0	10
A&C	2		4		6
Chief Execs					0
Corporate Resources			2		2
Environment & Transport	1				1
Public Health					0
Children & Family Services - Central			1		1
ESPO					0
DISCIPLINARY CASES					
Number of formal Disciplinary cases opened in the Qtr	11	0	25	4	40
A&C	5		6	1	12
Chief Execs			1		1
Corporate Resources	4		5		9
Environment & Transport			3		3
Public Health				1	1
Children & Family Services - Central	2		5	2	9
ESPO			5		5
Number of formal Disciplinary cases on going (at the end of the Qtr)	7	0	15	3	25
A&C	3		4	1	8
Chief Execs					0
Corporate Resources	2		3		5
Environment & Transport			1		1
Public Health					0
Children & Family Services - Central	2		3	2	7
ESPO			4		4
ABSENCE MANAGEMENT CASES					
Number of absence management cases opened in the Qtr	67	4	173	7	251
A&C	37	1	78	5	121
Chief Execs	2		3		5
Corporate Resources	11	1	31	2	45
Environment & Transport	5	1	18		24
Public Health					0

Sexuality

Children & Family Services - Central	12	1	23		36
ESPO			20		20
Number of absence management cases on going (at the end of the Qtr)	58	4	140	6	208
A&C	29	1	61	4	95
Chief Execs	3		1		4
Corporate Resources	14	1	33	2	50
Environment & Transport	3	1	18		22
Public Health					0
Children & Family Services - Central	9	1	20		30
ESPO			7		7
CAPABILITY CASES					
Number of capability cases opened in the Qtr	11	1	25	0	37
A&C	5		11		16
Chief Execs					0
Corporate Resources			2		2
Environment & Transport	3		5		8
Public Health			1		1
Children & Family Services - Central	3	1	4		8
ESPO			2		2
Number of capability cases on going (at the end of the Qtr)	7	0	18	0	25
A&C	2		8		10
Chief Execs					0
Corporate Resources	1				1
Environment & Transport	2		4		6
Public Health					0
Children & Family Services - Central	2		3		5
ESPO			3		3
PROBATIONARY CASES					
Number of Probationary cases opened in the period	3	0	5	2	10
A&C	2		1	1	4
Chief Execs					0

Sexuality

Corporate Resources			3	1	4
Environment & Transport					0
Public Health					0
Children & Family Services - Central			1		1
ESPO	1				1
Number of probationary cases on going (at the end of the period)	0	0	5	1	6
A&C			1		1
Chief Execs					0
Corporate Resources			1	1	2
Environment & Transport					0
Public Health					0
Children & Family Services - Central			1		1
ESPO			2		2
COMPROMISE AGREEMENTS					
Number of compromise agreements completed	7	0	17	3	27
A&C	1		8	1	10
Chief Execs					0
Corporate Resources	4		2	1	7
Environment & Transport			1	1	2
Public Health					0
Children & Family Services - Central	2		5		7
ESPO			1		1
SUSPENSIONS					
Number of staff commencing period of suspension.	5	0	5	2	12
A&C	4		2		6
Chief Execs					0
Corporate Resources			2		2
Environment & Transport					0
Public Health					0
Children & Family Services - Central	1		1	2	4
ESPO					0

Sexuality

Number of suspensions that have ended (In the Qtr)	5	0	7	2	14
A&C	4		2		6
Chief Execs					0
Corporate Resources			3		3
Environment & Transport					0
Public Health					0
Children & Family Services - Central	1		2	2	5
ESPO					0
Total (cumulative) duration (days) of all suspensions that have ended (In the Qtr)	537	0	1378	423	2338
A&C	480		357		837
Chief Execs					0
Corporate Resources			692		692
Environment & Transport					0
Public Health					0
Children & Family Services - Central	57		329	423	809
ESPO					0
Number of ongoing suspensions as at end of period	0	0	0	0	0
A&C					0
Chief Execs					0
Corporate Resources					0
Environment & Transport					0
Public Health					0
Children & Family Services - Central					0
ESPO					0
Total (cumulative) duration (days) of all ongoing suspensions as at end of period	0	0	0	0	0
A&C					0
Chief Execs					0
Corporate Resources					0
Environment & Transport					0
Public Health					0
Children & Family Services - Central					0
ESPO					0