

Agenda Item No: 6 **Report No:** 168/13
Report Title: Equalities Update
Report To: Employment Committee **Date:** 14 October 2013
Cabinet Member:
Ward(s) Affected: All
Report By: Helen Knight – HR Manager
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Purpose of Report:

To report the equalities profile of the workforce.

Officers Recommendation(s):

- 1 To note the contents of the report.

Reasons for Recommendations

- 1 An equalities update is presented to Employment Committee Annually, or more frequently if requested.

Information

2

The Employment Report shows that

- There is a reasonably even spread of diversity across pay grades.
- There is an under-representation of ethnic minority people in the workforce (6%) compared to the District population (7.5%). However, 3% of workforce ethnicity is unrecorded.
- There is a slight gender imbalance on pay grades, with women being over-represented in Sc3 and under-represented in SO-PO roles.
- There is an under-representation of disabled people in the workforce (5%) compared to the District population (19.5%). However, we do not have data for 9% of the workforce regarding their disability status.
- Data is not available for all equality characteristics.
- More than 60% of the workforce is aged between 40 and 59 years, which reflects the older than average population of the district.

Financial Appraisal

3 There are no financial implications to this report.

Legal Implications

4 The Legal Services Department has made the following comments:

Sustainability Implications

5 I have not completed the Sustainability Implications Questionnaire as this Report is exempt from the requirement because it is a progress report/budget monitoring report/development control report *(or)*

Risk Management Implications

6 *(Please refer to the Checklist for Decision Makers under Risk Management Implications on how to complete this section of the report. This guidance provides five option statements that you can choose from.)*

Equality Screening

7 Equality analysis is not required as this is an information only report with no key decisions attached.

Background Papers

8 Lewes in Figures 2013

Appendices

9 Employment Report 2013

Employment Report 2013



Lewes District Council

Total number of employees	3 Year Profile			2013 - Split by grade (% of total with that characteristic)								
	2011	2012	2013	Sc1	Sc2	Sc3	Sc4	Sc5	Sc6	SO	PO	CMT
	478	470	454	4	5	22	19	10	9	12	18	1

Gender (%)	2011	2012	2013	Sc1	Sc2	Sc3	Sc4	Sc5	Sc6	SO	PO	CMT
Male	54	54	53	5	6	18	19	9	8	13	20	1
Female	46	46	47	3	4	25	20	11	11	10	15	1

Ethnicity (%)	2011	2012	2013	Sc1	Sc2	Sc3	Sc4	Sc5	Sc6	SO	PO	CMT
White British	92	92	91	3	5	22	20	10	9	12	18	1
Ethnic Minority	2	2	6	0	7	7	0	14	21	0	14	0
Unrecorded	6	6	3	31	8	23	23	0	0	0	8	0

Self-identified as disabled (%)	2011	2012	2013	Sc1	Sc2	Sc3	Sc4	Sc5	Sc6	SO	PO	CMT
Y	6	6	5	4	4	13	21	8	8	21	17	0
N	94	94	86	3	5	21	20	10	10	12	18	1
Unrecorded	-	-	9	12	7	31	17	5	2	5	14	5

Age Profile 2013	Number	%
16 - 19	1	0.2
20 - 24	9	1.9
25 - 29	33	7.0
30 - 34	30	6.4
35 - 39	40	8.5
40 - 44	57	12.1
45 - 49	98	20.9
50 - 54	74	15.8
55 - 59	64	13.6
60 - 64	46	9.8
65 Plus	16	3.4

Key Issues

- There is an under-representation of ethnic minority people in the workforce (6%) compared to the District population (7.5%). However, 3% of workforce ethnicity is unrecorded.
- There is a slight gender imbalance on pay grades, with women being over-represented in Sc3 and under-represented in SO-PO roles.
- There is an under-representation of disabled people in the workforce (5%) compared to the District population (19.5%). However, we do not have data for 9% of the workforce regarding their disability status.
- Data is not available for all equality characteristics.

Actions to be taken by Human Resources

- Request disclosure of ethnicity and disability where unrecorded.
- Review recruitment process and make recommendations if applicable e.g. positive action, staff training etc.
- Review development needs of female staff at SO grades and consider whether there is a case for positive action (e.g. mentoring, shadowing etc).
- Introduce equalities monitoring and analysis across all equality characteristics, including sexuality, transgender, pregnancy and maternity, marriage and civil partnership and religion.