

Finance and Resources Committee 19 June 2012

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 2011/12

**Date of paper**

7 June 2012

## **Appendix 1: HR Equality and Diversity Data 2011/12**

### **Introduction**

All applicants for employment and partner roles are asked to complete a voluntary equal opportunities and diversity monitoring form, which is separated from the application form as soon as it is received.

Equality and diversity information relating to applicants who are successful in becoming employees or partners is stored securely and confidentially on the HR database. Information relating to unsuccessful applicants is destroyed securely.

The monitoring form requests information in a number of categories including gender, age, ethnic background, disability, marital status, dependants, religion and sexual orientation.

The form was reviewed during the year to ensure that the categories contained within it were in line with the categories used by the Office of National Statistics (ONS) and by other similar organisations. The transgender question was removed from the form and added as an optional answer in the gender section. This category nonetheless continued to be unanswered by any applicant or employee, as in the previous year.

The following report is set out in three sections:

1. HPC Employees
2. Job Applicants
3. Partners

## 1. Employees

Employee data is collected as at 1 June for the relevant year. At 1 June 2012, there were **157** employees at the HPC.

### 1.1 Gender 2011/2012

The percentage of females to males has remained the same as the previous year at the HPC, despite a 10% increase in headcount. This therefore remains close to the data produced by the Office for National Statistics (ONS) which cites a 52% to 48% split of women to men in the UK (2001 census figures).

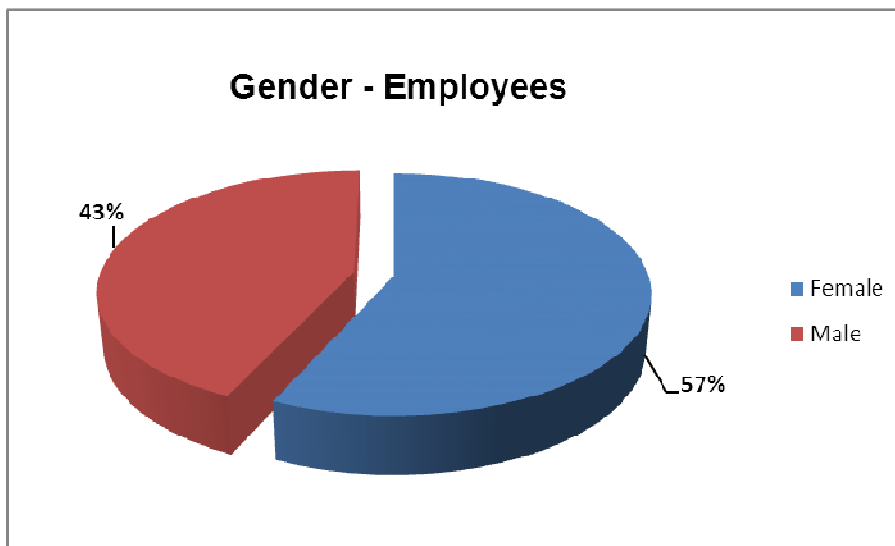


Fig. 1

### 1.2 Age Range of Employees 2011/2012

The average age of employees at 1 June 2012 is **35**, which has also remained the same as the previous year.

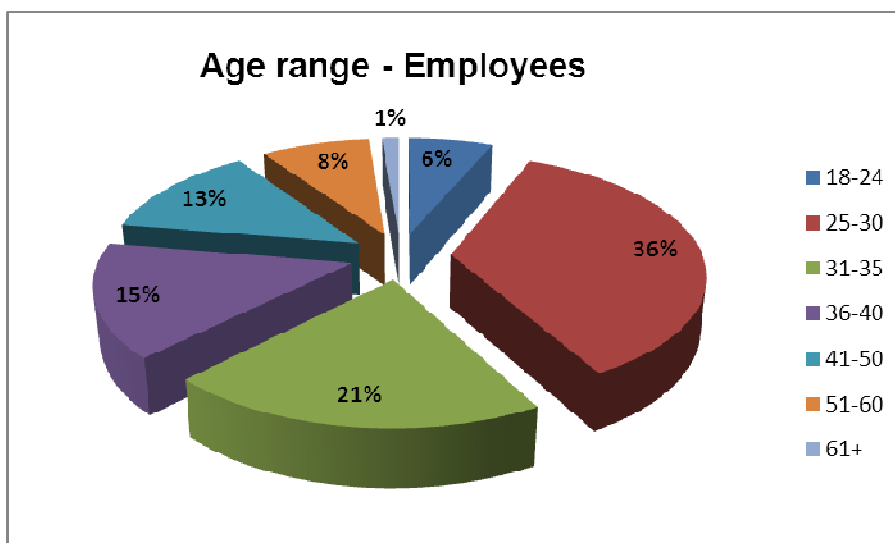


Fig. 2

### 1.3 Ethnic Background of Employees 2011/2012

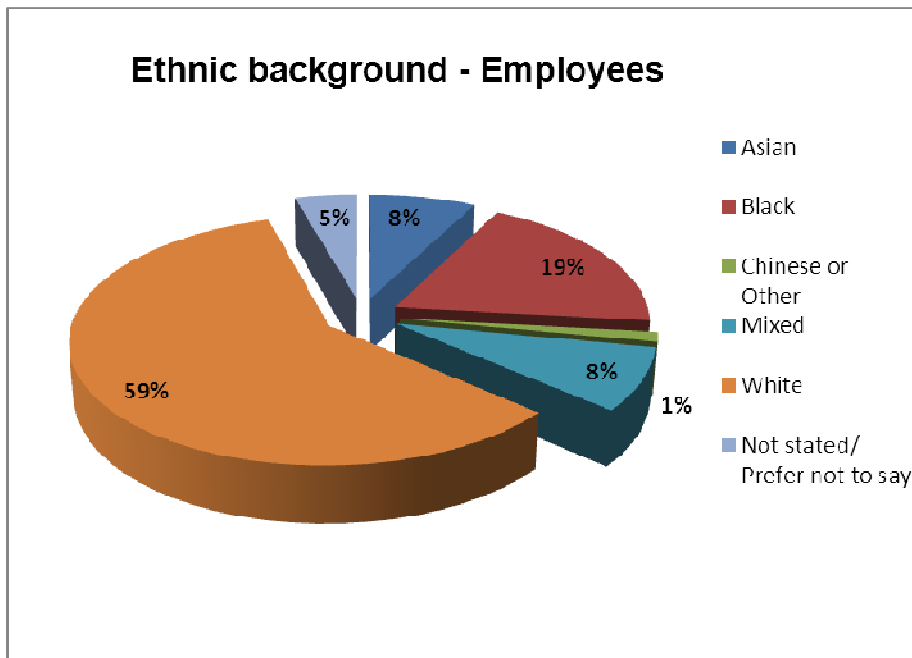


Fig. 3

#### 2010/2011

Ethnic Background	Employee %
Not stated	3
Asian	6
Black	21
Chinese	1
Middle Eastern	1
Mixed	6
White	62

Fig. 4

Figures 3 and 4 above show that the ethnic breakdown of employees at the HPC has remained consistent with last year in most categories, although one category (Middle Eastern) is no longer represented.

The percentage of employees who state their origin as 'Black' has reduced by 3%, and the percentage of employees who state their origin as 'White' has reduced by 3%, whilst the employees who state their origin as Asian or Mixed have risen by 2% each, a further 2% more have not stated their ethnic origin.

The organisation is still representative of the Borough in which it sits (Lambeth – Fig 5 below).

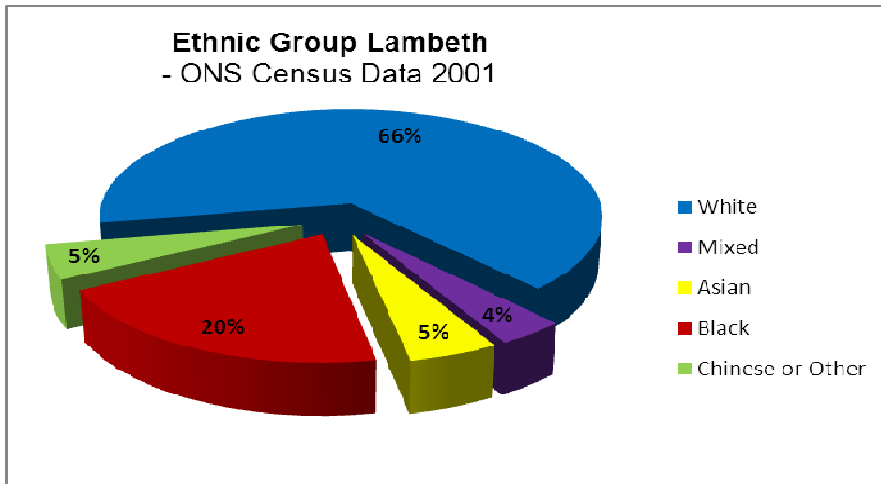


Fig. 5

#### 1.4 Employees with a Disability

The percentage of employees with a declared disability has increased by 2% compared to the previous year. This is a positive increase, and is likely to be the result of the organisation retaining the 'double tick' - positive about disability symbol and accreditation. The HR department has also made a conscious effort to advertise with disability jobs boards.

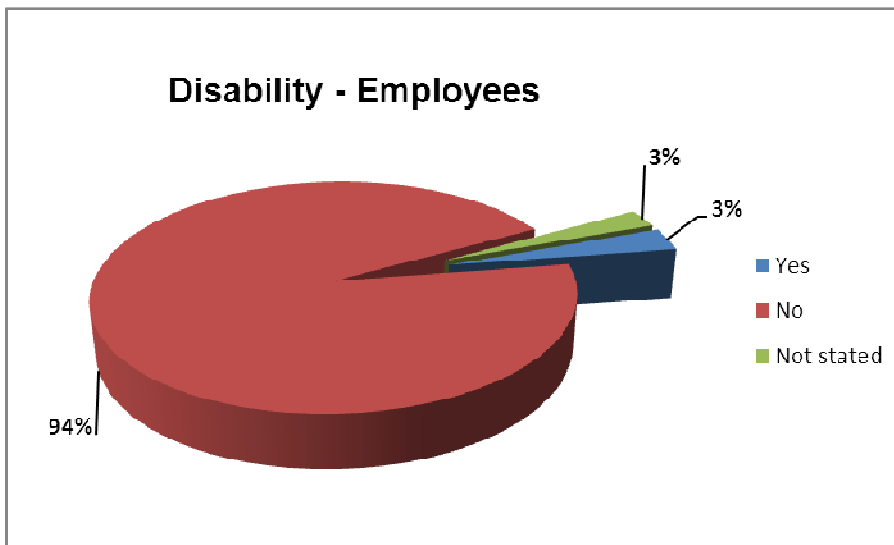


Fig. 6

20010/2011

Disability	Employee %
Yes	1
No	96
Not stated	3

Fig. 7

### 1.5 Marital Status of Employees

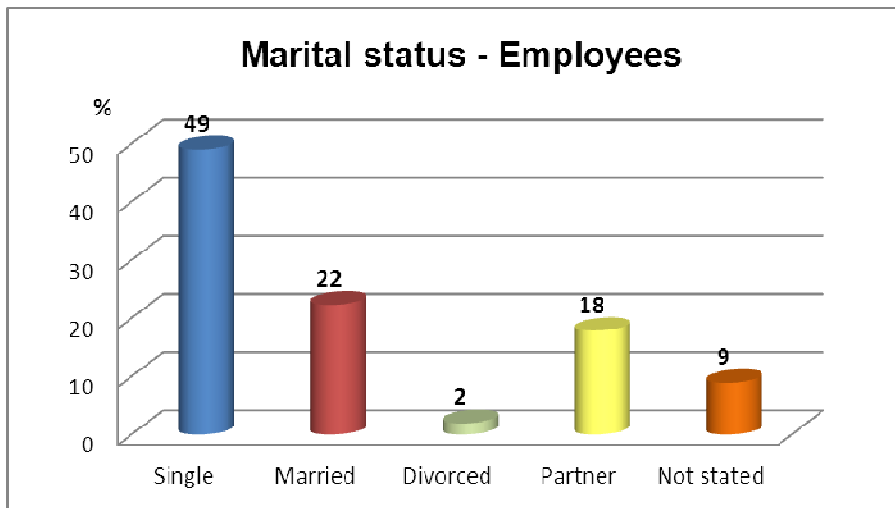


Fig. 8

### 1.6 Employee Dependants

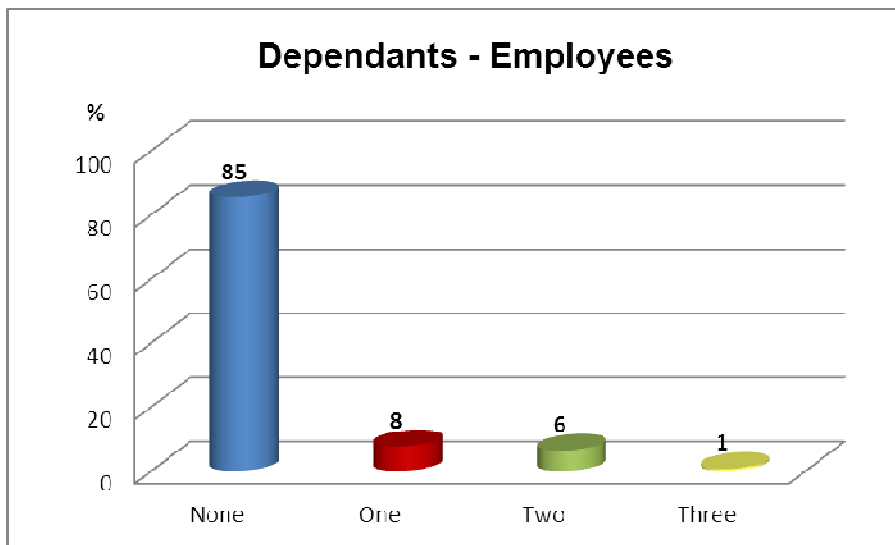


Fig. 9

15% of employees have between 1-3 dependants, a drop of 5% on the previous year.

As of 1 June 2012, 7% of HPC employees worked on a part-time basis, and a further 7.5% were undertaking some kind of flexible working arrangement. These figures are very similar to the previous years, which is positive, given the increase in the number of full time posts.

### 1.7 Sexual Orientation

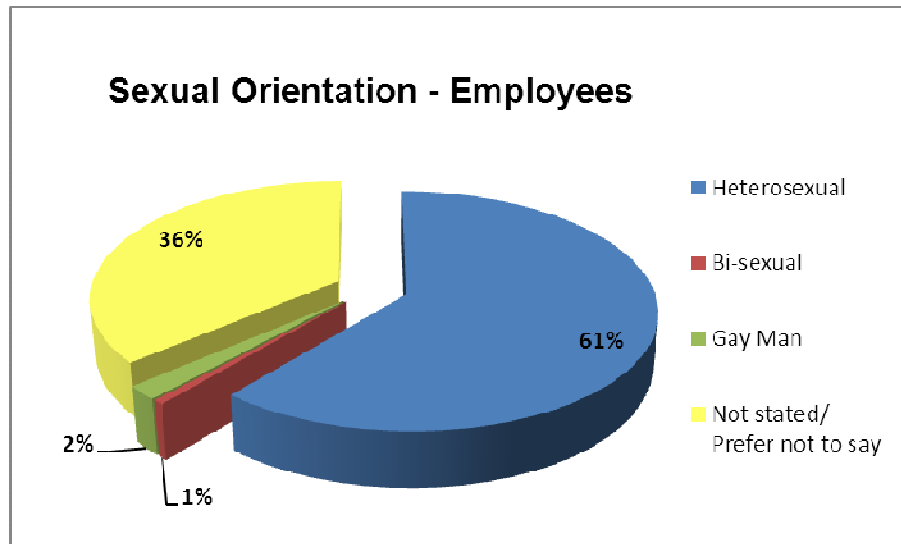


Fig. 10

### 1.8 Religion

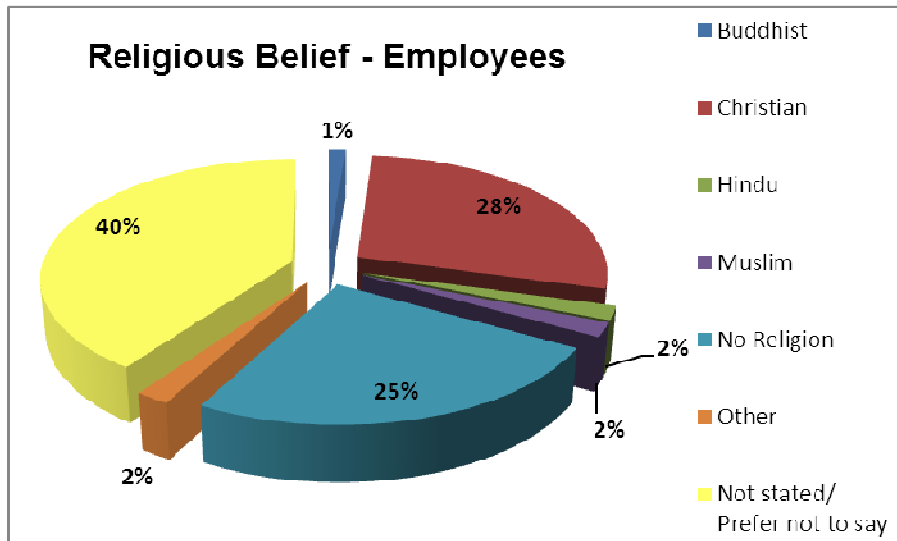


Fig. 11

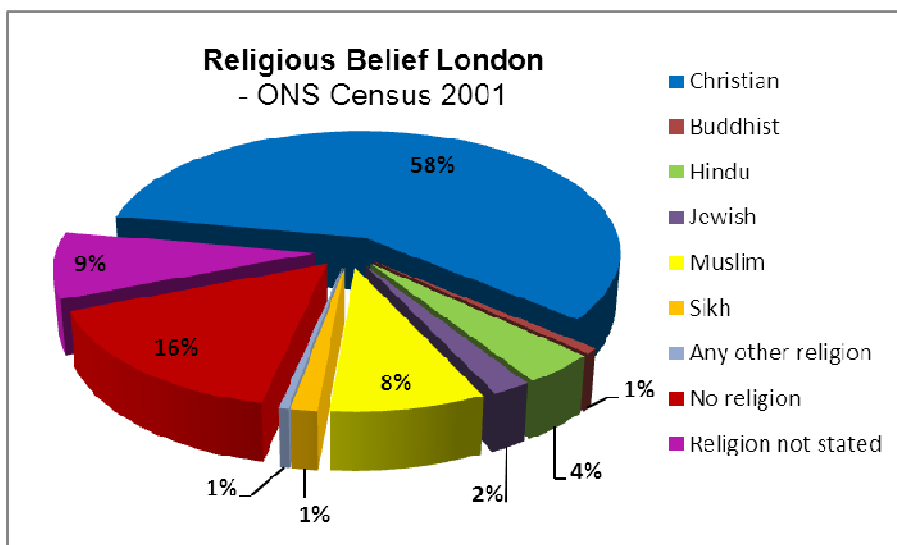


Fig. 12

## 2. Job Applicants 2011/2012

Job applicant data is collected at 31 March for the relevant year.

There were **738** job applicants for **46** advertised roles in the year 1 April 2011 to 31 March 2012. This compares with 662 job applicants for 43 advertised roles in the previous financial year. The HR department dealt with an 11% increase in volumes of applicants.

The monitoring forms were completed at least in part by 94% of applicants, an increase of 3% compared to the previous year.

### 2.1 Gender

The gender split is as with last year broadly similar to the gender of HPC employees. There is a slight increase in the number of applicants choosing not to state their gender, from 5% in the previous year.

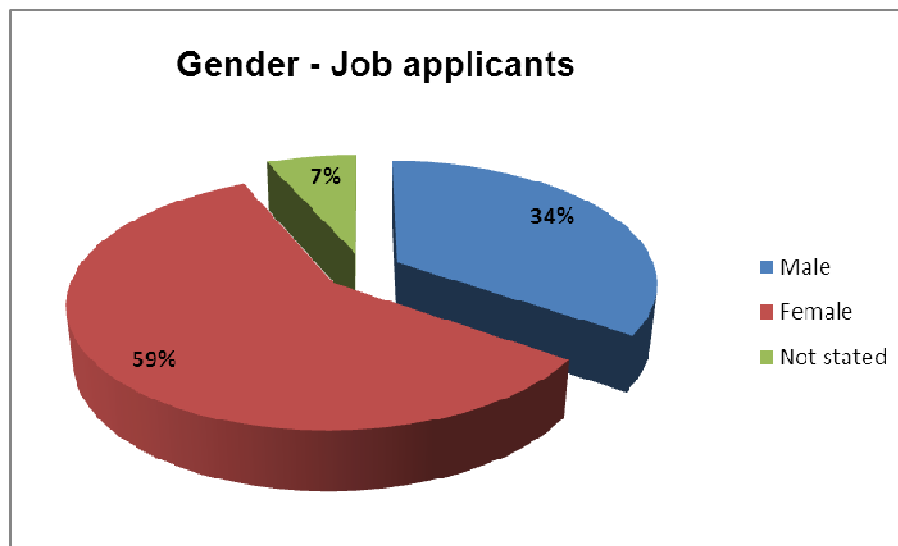


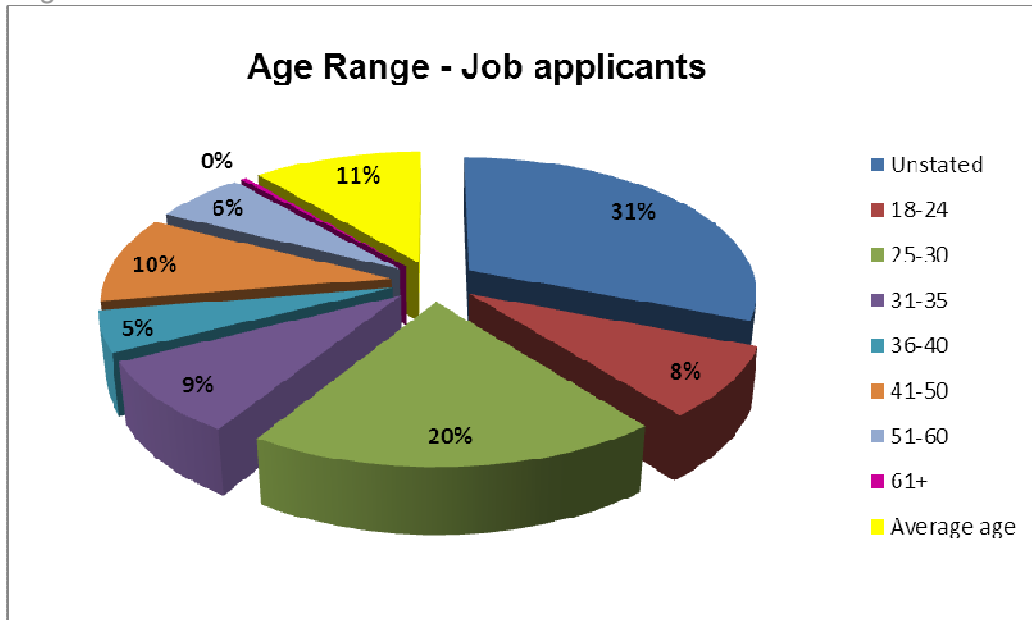
Fig. 13



## 2.2 Age Range of Applicants

The average age of job applicants was 35, which is identical to the average age of employees.

Fig. 14



## 2.3 Ethnic background

15% of applicants did not state their ethnic background, compared to 11% in 2011. 'White' remains the largest ethnic background of applicants, with a slight increase of 2% on the previous year. The number of job applicants who stated their ethnic background as 'Asian' decreased by 6%, whilst those who stated 'Mixed' increased by 2%.

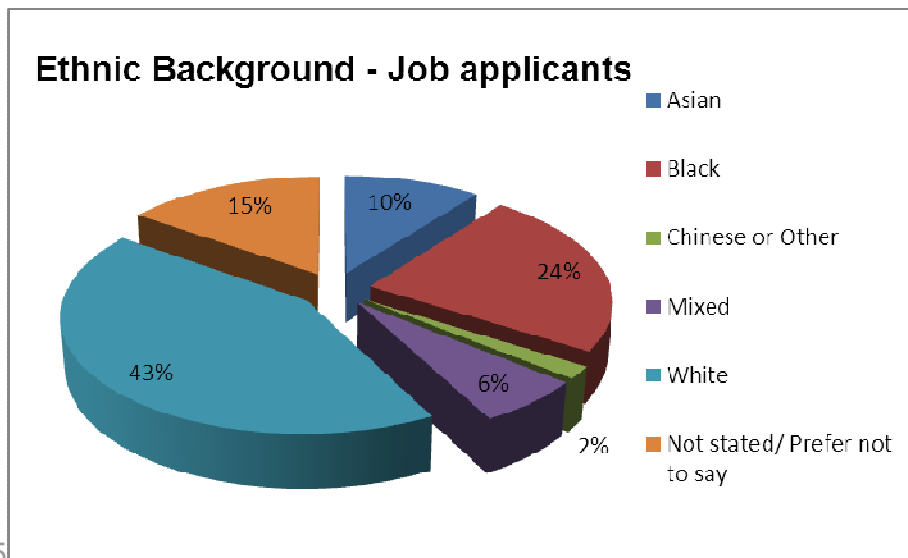


Fig. 15

## 2.4 Disability

3% of applicants declared a disability compared to 4% in the previous year. This is slightly disappointing as steps have been taken to encourage applicants with a disability to apply to the HPC (See 1.4 above). 12% of all applicants chose not to complete this category.

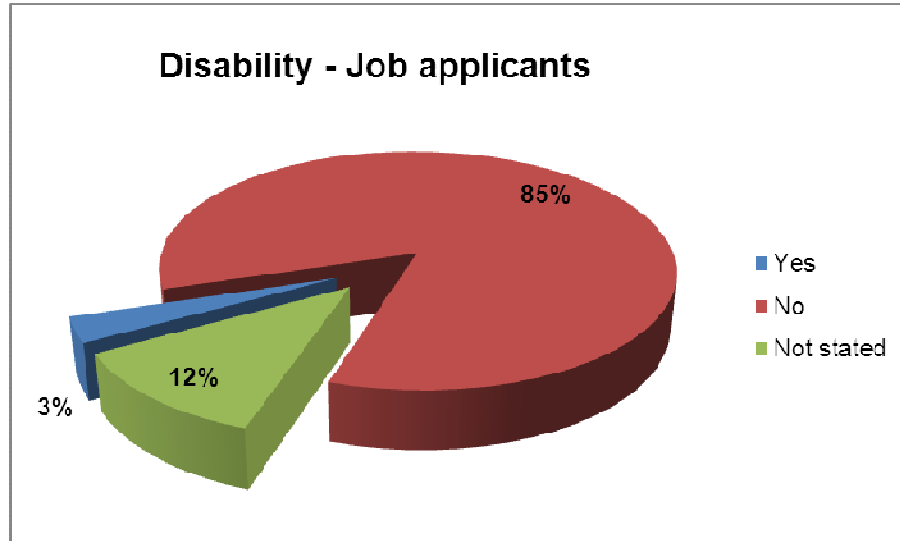


Fig. 16

## 2.5 Religion

Christianity remains the largest religious belief amongst job applicants, at 42% in 2012. Although this is a slight decrease on 2011's figure of 44%. A number of religions which fall into the 'other' category have been stated by job applicants, increasing the figure from 1% in 2011 to 5% in 2012.

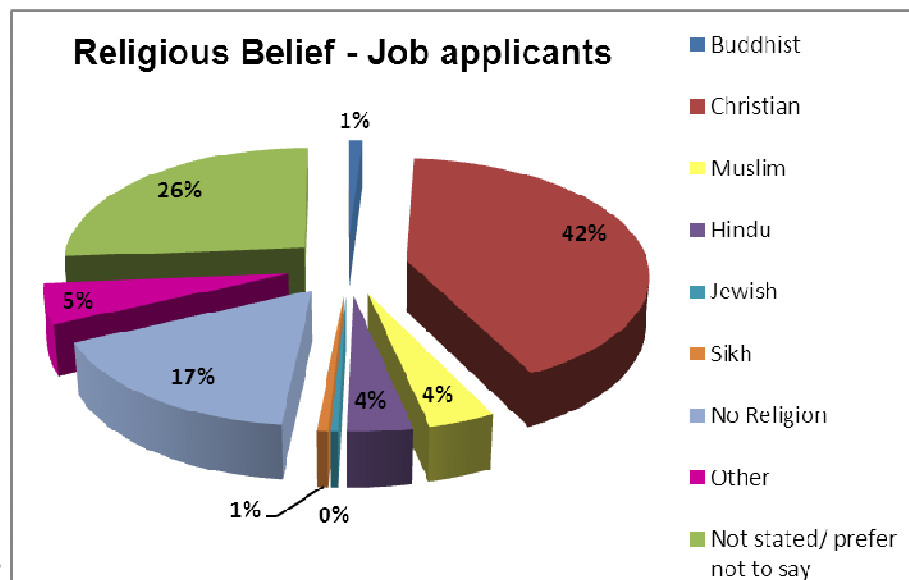
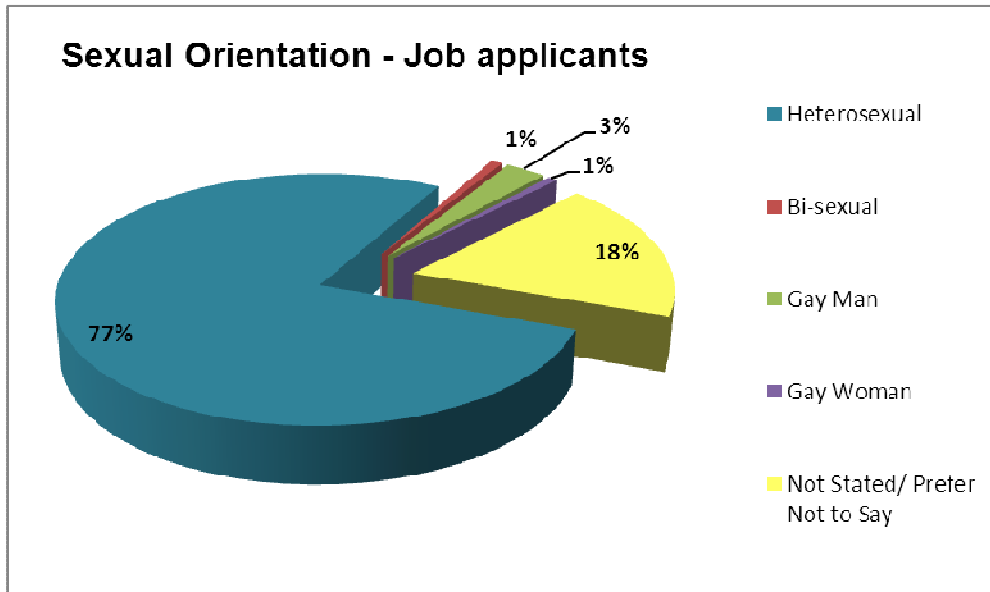


Fig. 17

## Sexual Orientation

Heterosexual remains the largest sexual orientation group at 77%, a decrease in 2011's figure of 81%. The number of applicants not stating has slightly increased to 18%.

Fig. 18



### 3. Partners

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

For 2012, data was collected as at 1 June 2012. There are currently 534 partners, some of whom carry out multiple roles.

#### 3.1 Partner Roles

<b>Partner Roles 2012</b>	
CPD Assessor	80
FTP Panel Member	240
Legal Assessor	20
Panel Chair	19
Registration Assessors	170
Visitors	176
<b>Total Partner Roles</b>	<b>705</b>

Fig. 19

#### 3.2 Lay Partner Roles

Included in the above numbers there are a total of 85 lay partner roles:

<b>Lay Partner Roles 2011</b>	
<b>Panel Chair</b>	<b>14</b>
Legal Assessor	20
Lay Panel Members	47
Lay Visitors	4
<b>Total</b>	<b>85</b>

Fig. 20

## Gender

The gender split of partners remains similar to the previous year when it was 57% female and 43% male.

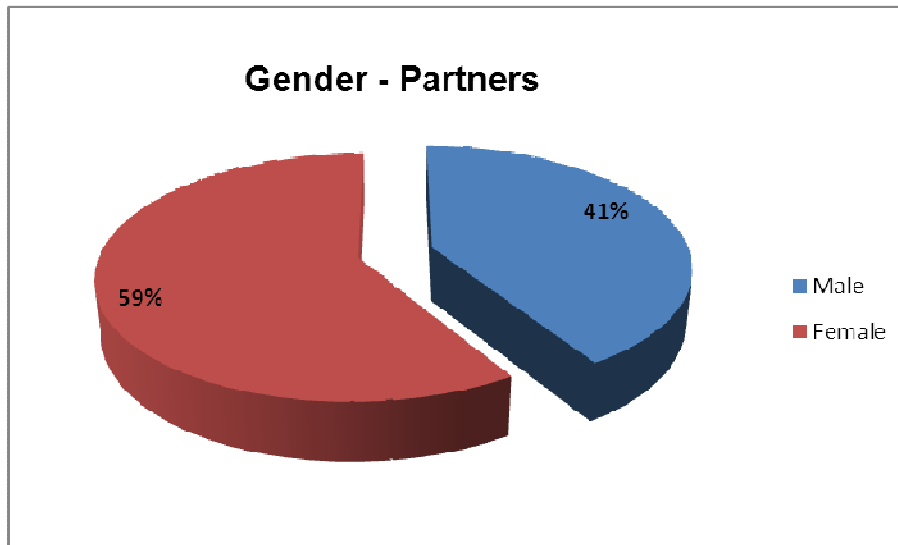


Fig. 21

## Age Range of Partners

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

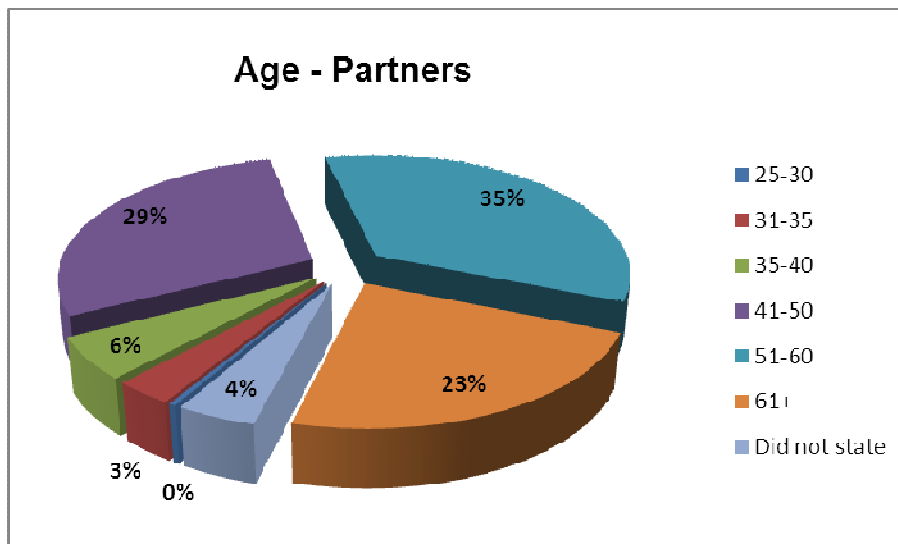


Fig. 22

### Ethnic background of Partners

The figures for ethnicity continue to remain similar although the number of those with a white ethnic background has risen by 2%. The percentage not stating their ethnicity has fallen again by 2%. There are no partners of Chinese or Middle Eastern origin.

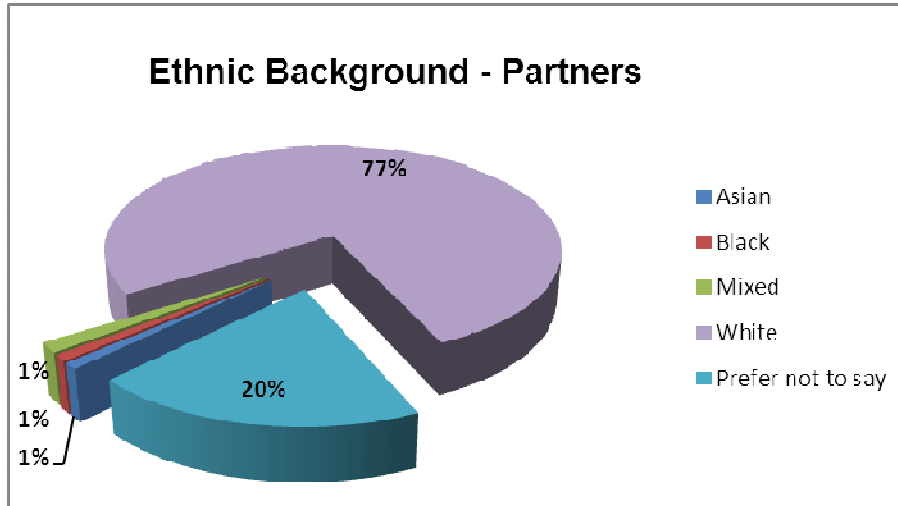


Fig. 23

### 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 10%.

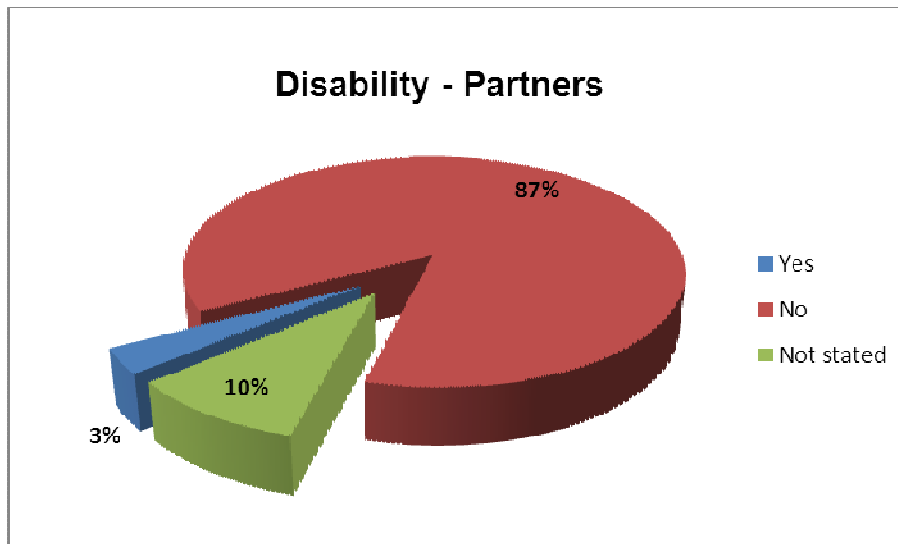


Fig. 24

## Marital Status of Partners

The data remains similar to the previous year.

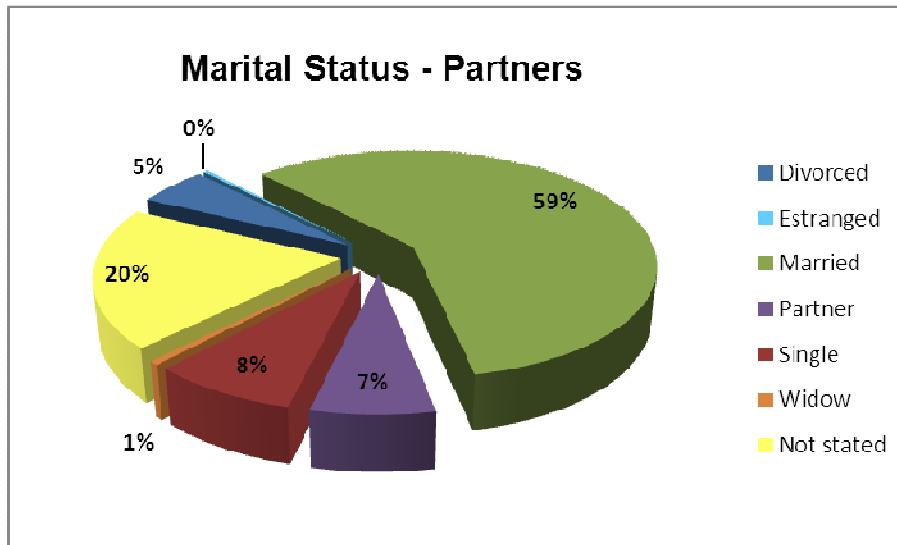


Fig. 25

## Other Information

In recent recruitment for Lay Panel Members, the Partners Team expanded the field of advertising for partner roles to attempt to increase the number of applicants from ethnic backgrounds other than white and to attract applicants with a disability.

The expanded advertising campaign did not attract any additional applicants, however a breakdown of the applications from the campaign, which ran in April/May 2012 can be seen below in figure 28. The sources highlighted in red are additional to those in which we usually advertise.

	No. of applications	Percentage
<b>Publications</b>		
GSCC	3	2.6
Guardian / Guardian on line	43	37.4
HPC email	2	1.7
HPC Newsletter	3	2.6
HPC website	33	28.7
Linked in	5	4.3
Other	9	7.8
The Asian voice	0	0.0
The Voice	0	0.0
Word of mouth	12	10.4
Prefer not to disclose / Not stated	5	4.3
<b>TOTAL</b>	<b>115</b>	<b>100.0</b>

Fig. 28