

Workforce Information Report 2013

v5

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If you would like to receive this report in an alternative format or language please contact us on the above email address.

Part 1 – Introduction

The purpose of this report is to provide an annual summary of the profile of the workforce for Nottinghamshire County Council.

All public sector employers, including local authorities, have a statutory duty under the Equality Act (2010) to publish equality information on an annual basis. The latest workforce information for Nottinghamshire County Council (NCC) is based on data as at April 2013 but covers the period from 1 April 2012 to 1 April 2013. Public Health became part of NCC as at 1 April 2013 and the 56 staff transferring in are reflected in this report which will impact slightly on the comparability of 2013 data with previous years.

The report also shows how NCC's workforce has changed over a four year period, 2010 – 2013 and relates to gender, age, ethnicity, sexual orientation and religion/belief which are the protected characteristics covered by the Equality Act (2010). This data underpins the council's commitment to ensuring that its employment practices and services are free from discrimination and prejudice.

In December 2011 the Council introduced a new Business Management System which changed the way we are able to produce the information showing the make up of our workforce. Prior to 2012 this had been calculated on the number of employees (headcount) now this is done on full time equivalents (fte). This makes comparison to historical data very difficult.

Whilst it is a legal requirement to publish information about the workforce the information is also used to inform the County Council's Workforce Strategy.

This data underpins the council's commitment to ensuring that its employment practices and services are free from discrimination and prejudice and to fulfilling the statutory duty placed on all public sector employers, including local authorities, to:

- monitor the profile of their workforce
- analyse how this is reflected in the recruitment, deployment and development of its employees
- publish the relevant data on a regular basis
- identify any negative trends or issues and take any necessary action to address these.

The Workforce Information Report is available to members of the public as well as Council employees through the Council's public website.

Low Bases

This data is based on employees' declared information. If a category contains declared information on less than 30 employees, it is deemed too small to provide statistically valid or meaningful percentages so in most cases, none are given. Instead a label of 'low base' appears in the table or they are highlighted by being shown in italics.

Data Collection and Definitions

Topic	Definitions	Notes
Time frame	As at 1 April 2013	Workforce Profile
	1 April 2012 – 1 April 2013	Other data sets
Who's included	Teachers	Schools staff labelled as 'Schools' are only those employed through the LEA. Data labelled as 'Centrally employed' relate to those employed by NCC outside of schools.
	Schools support staff	
	Permanent employees	
	Temporary employees	
Who's not included	Relief	Based on full time equivalent (fte) unless otherwise stated. For example, 1.0 fte = 37 hours worked per week; 0.5 fte = 18.5hrs worked per week.
	Casual	
	Agency	
Protected Characteristics analysed	Gender	Data validated by employees Dec 2011 and on-going.
	Ethnic group ¹	
	Age	
	Disabled status	
	Sexual orientation	
Heads/Headcount	Religion/belief	Many of the County Council's posts are part time. Therefore some employees have more than one post
	Number of employees	
Incumbencies/posts	If an employee holds more than one post (incumbency) they will be counted for each post they hold	
Community we serve	All Nottinghamshire residents (excludes City)	From 2011 census
Local labour market (LLM)	Households reflecting entire adult population (aged 16+) of Nottinghamshire plus Nottingham City	Office of National Statistics Annual Population Survey 2012 (Jan 2012 – Dec 2012)
Category/Acronym	Definition	
BaME	all ethnicity categories other than White British	
Disabled	individuals who consider themselves to be disabled under the Equality Act 2010	
NCC	Nottinghamshire County Council	
FTE	Full time equivalent	
Period/Year	Source of workforce profile data	
2008-2011	Cyborg HR Information system	
Mar 2012	Centrally employed staff primarily from Business Management System with some additional employee details from Cyborg. Schools data from Cyborg HR Information system	
Mar 2013	Business Management System	

¹ As per 2011 census definitions

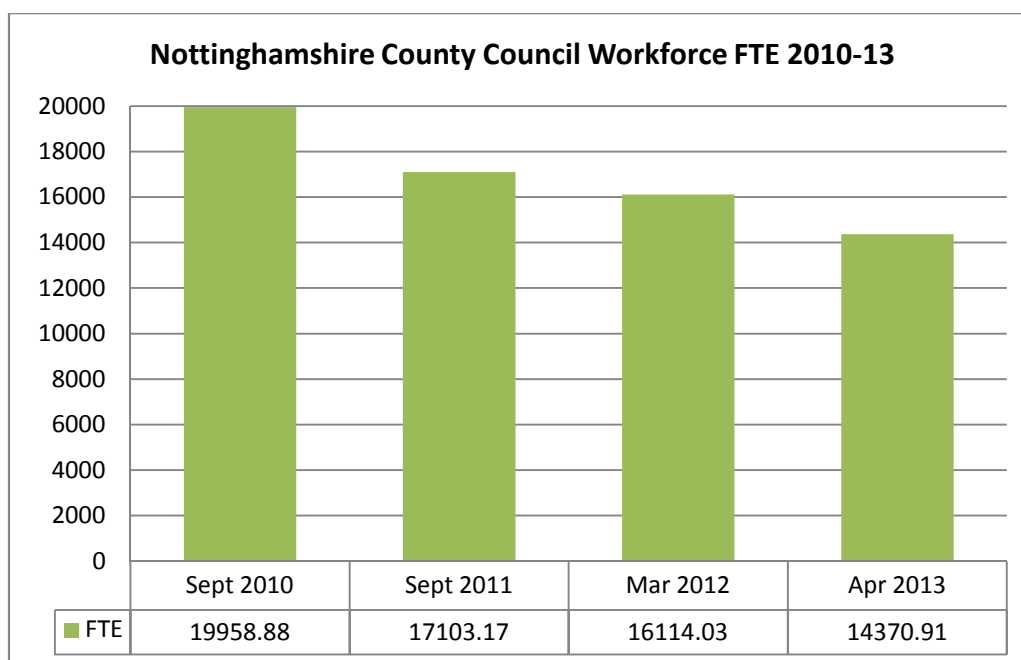
Part 2 - Executive Summary

- The County Council's workforce has reduced by over 1,700 fte in the last 12 months.
- The profile of the workforce remains largely unchanged from 2012.
- The proportion of BaME staff employed centrally (7.7%) is in line with both the community served (7.4%) and the local labour market (8.2%).
- Similarly, the proportion of disabled staff employed centrally (4.7%) is in line with the local labour market (5.3%).
- The profile of the top 5% of earners within centrally employed staff includes a slightly smaller proportion of females (65% vs 69%) disabled staff (2.9% vs 4.7%) but aslightly higher proportion of BaME staff (8.5% vs 7.7%).

Part 3 - Workforce Profile

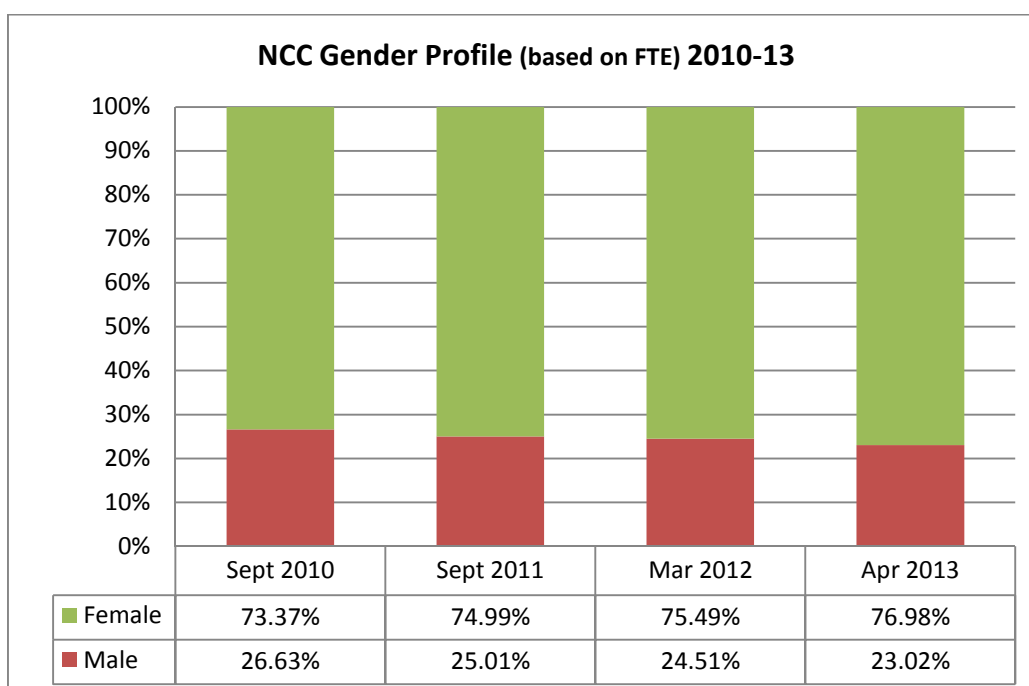
3a Profile of Nottinghamshire County Council over time – including Schools

Nottinghamshire County Council (NCC) Workforce 2010-2013

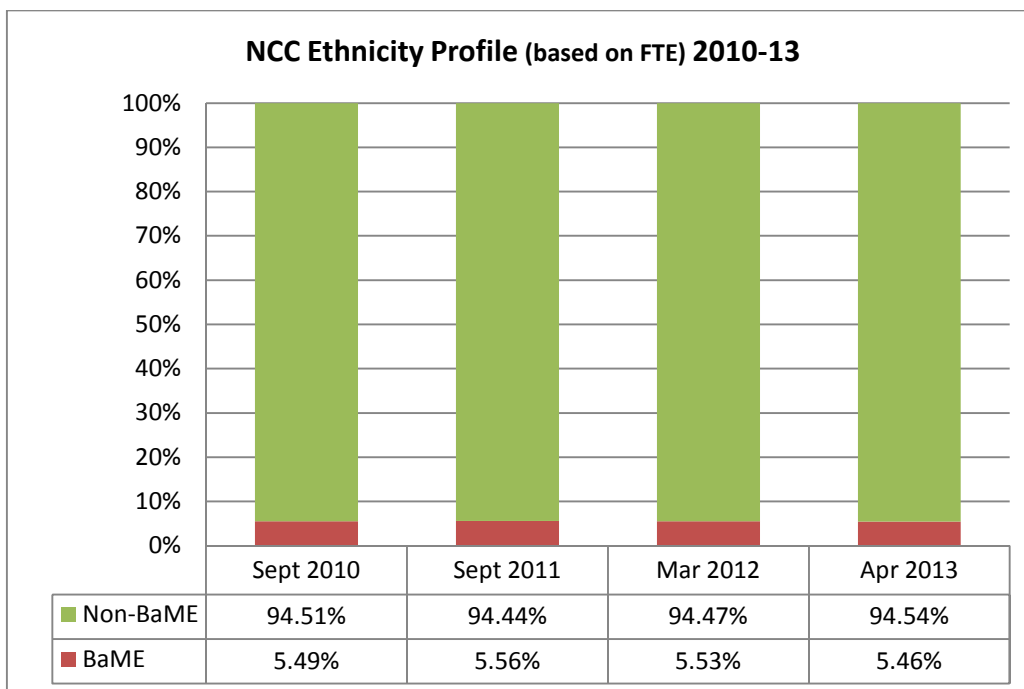


Workforce Profile of Nottinghamshire County Council (NCC) 2010-13

All based on FTE



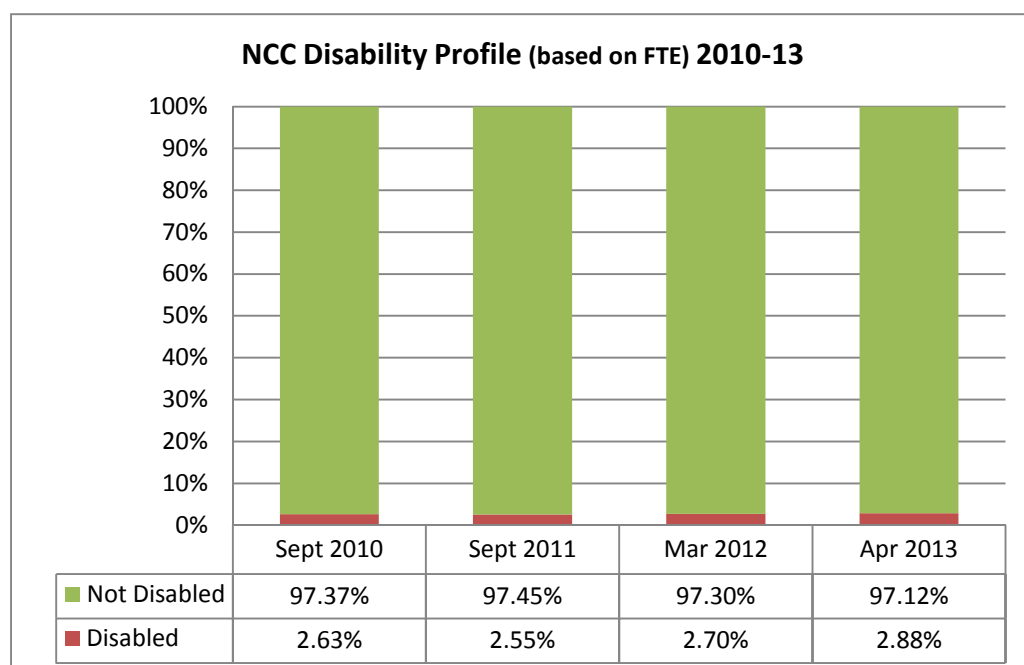
100% disclosure



Mar 2013 disclosure rate is 85%

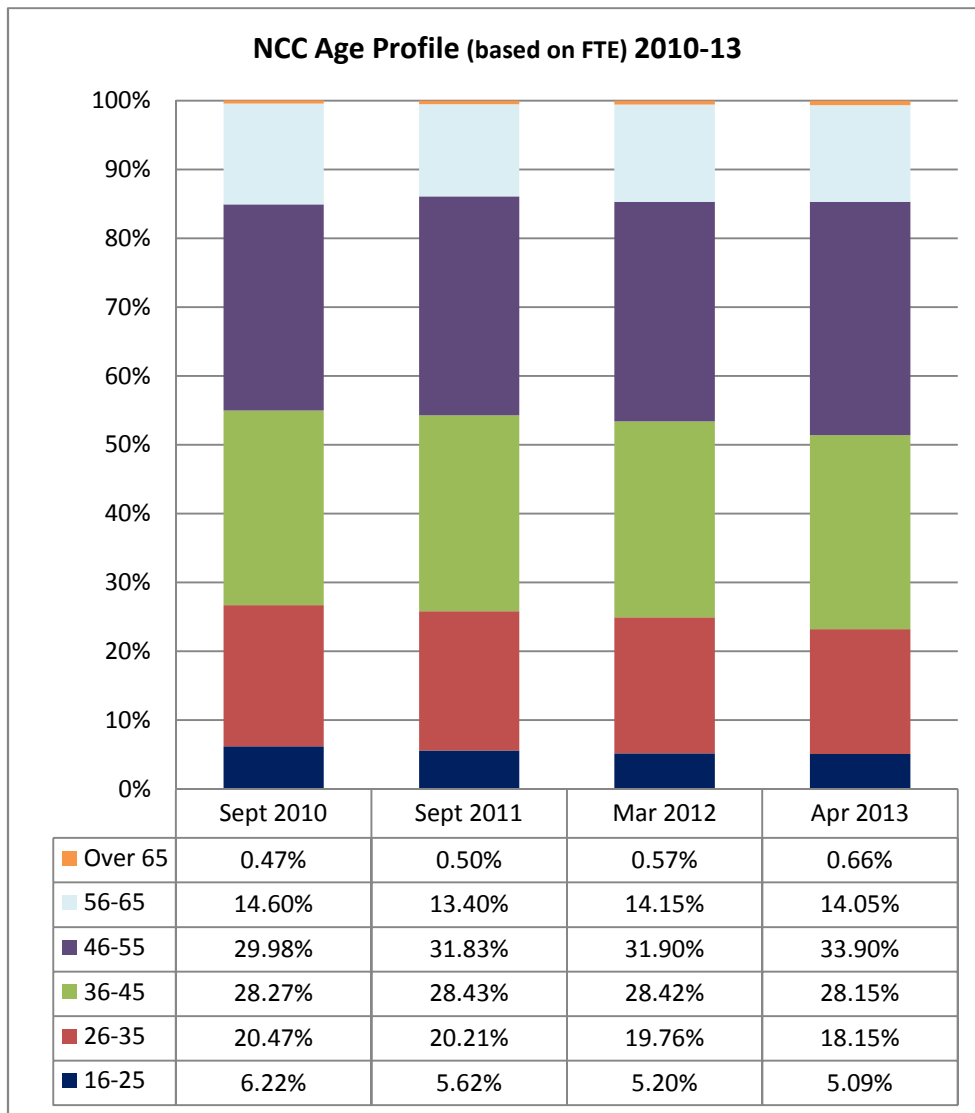
Non-disclosures removed when calculating %

BaME definition is anyone who is not White British

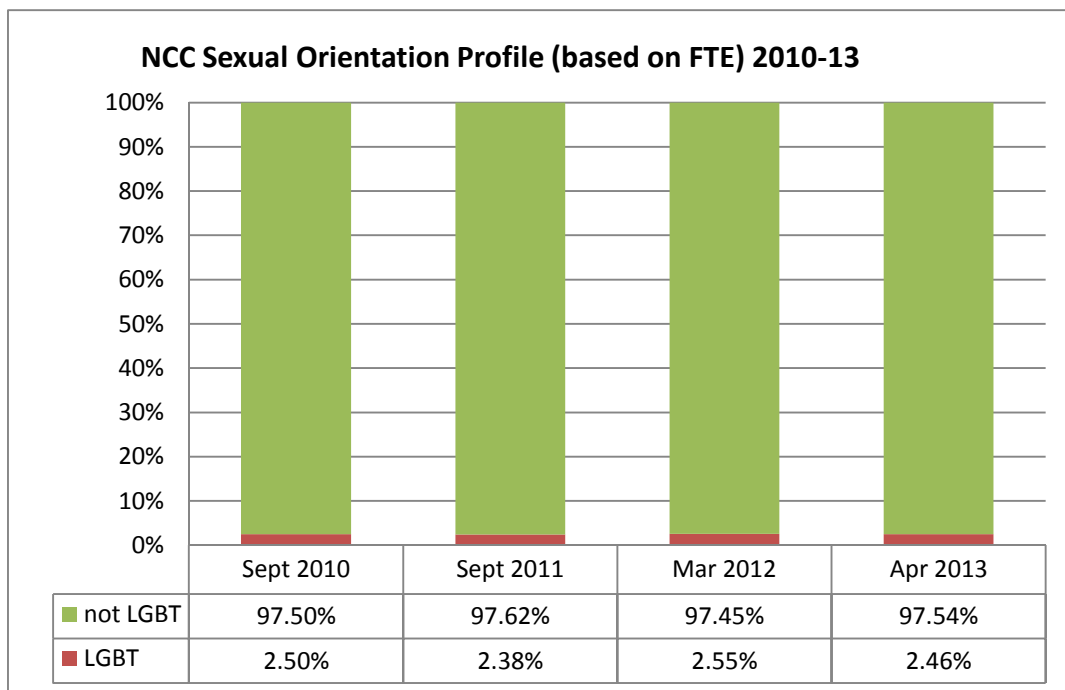


Mar 2013 disclosure rate is 82%

Non-disclosures removed when calculating %

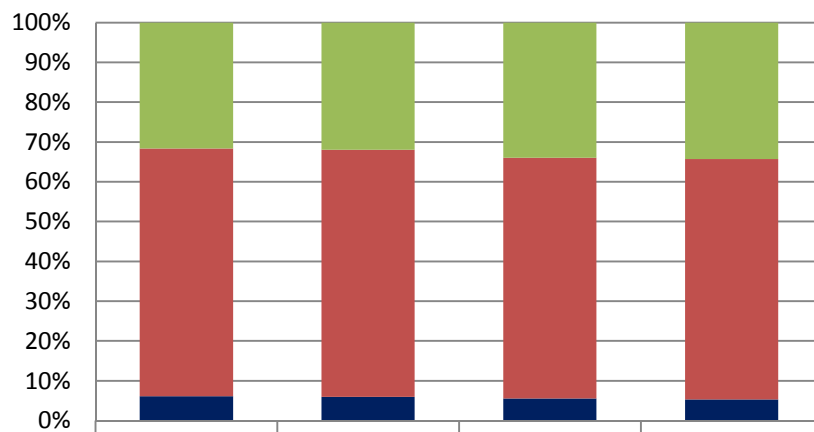


100% disclosure



Mar 2013 disclosure rate is 40%
 Non-disclosures removed when calculating %

NCC Religion/Belief Profile (based on FTE) 2010-13



■ No religion/belief

■ Christian

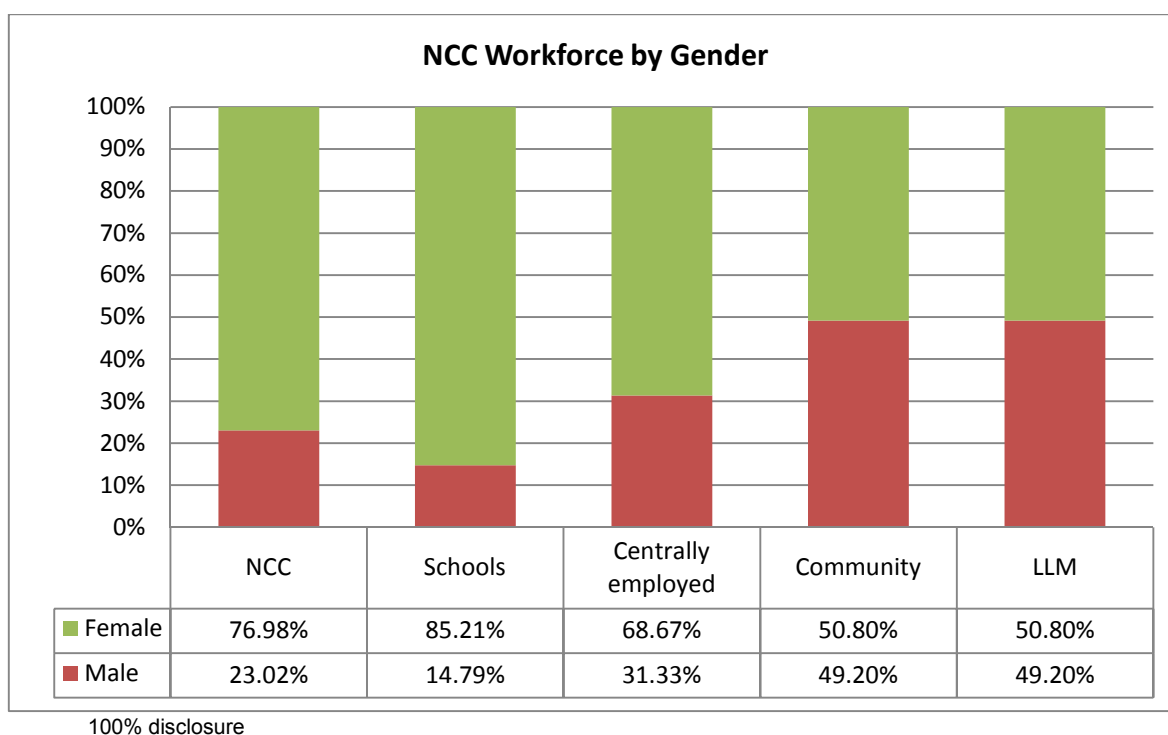
■ Not christian

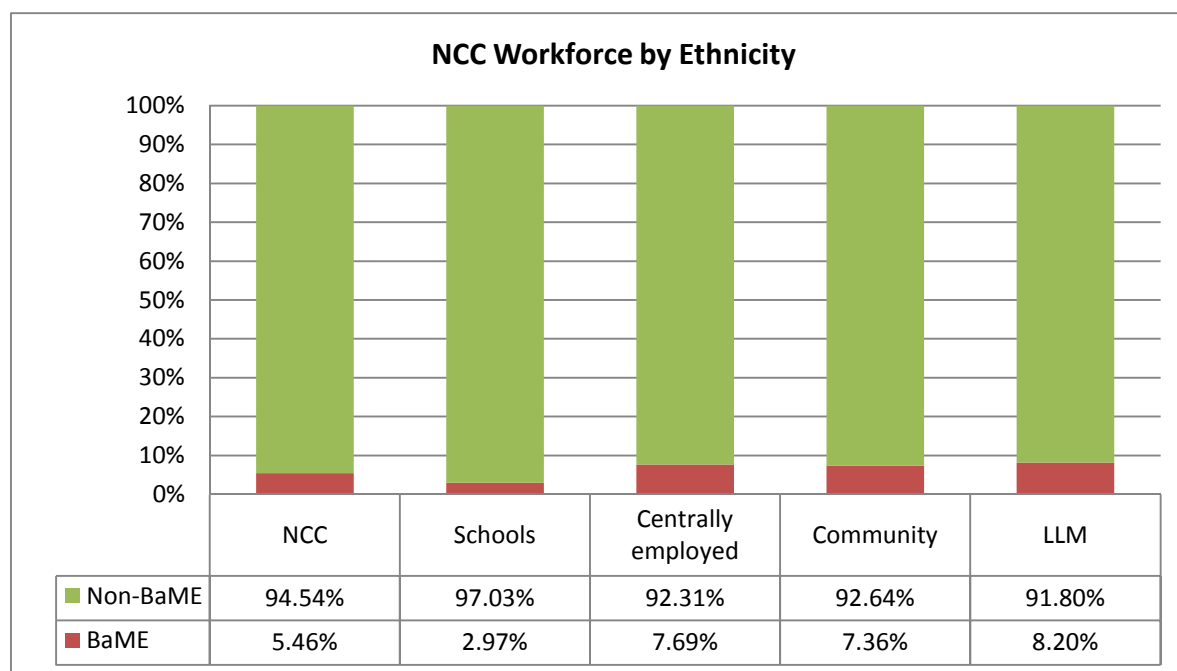
Mar 2013 disclosure rate is 42%
Non-disclosures removed when calculating %

3b Profile of NCC broken down into centrally employed staff and school staff compared with the community and local labour market

Workforce Profile of Nottinghamshire County Council (NCC) 2013

	FTE	Posts
All Centrally employed	7,149.95	10,654
Schools	7,219.96	11,117
Total - NCC inc Schools	14,369.91	21,771

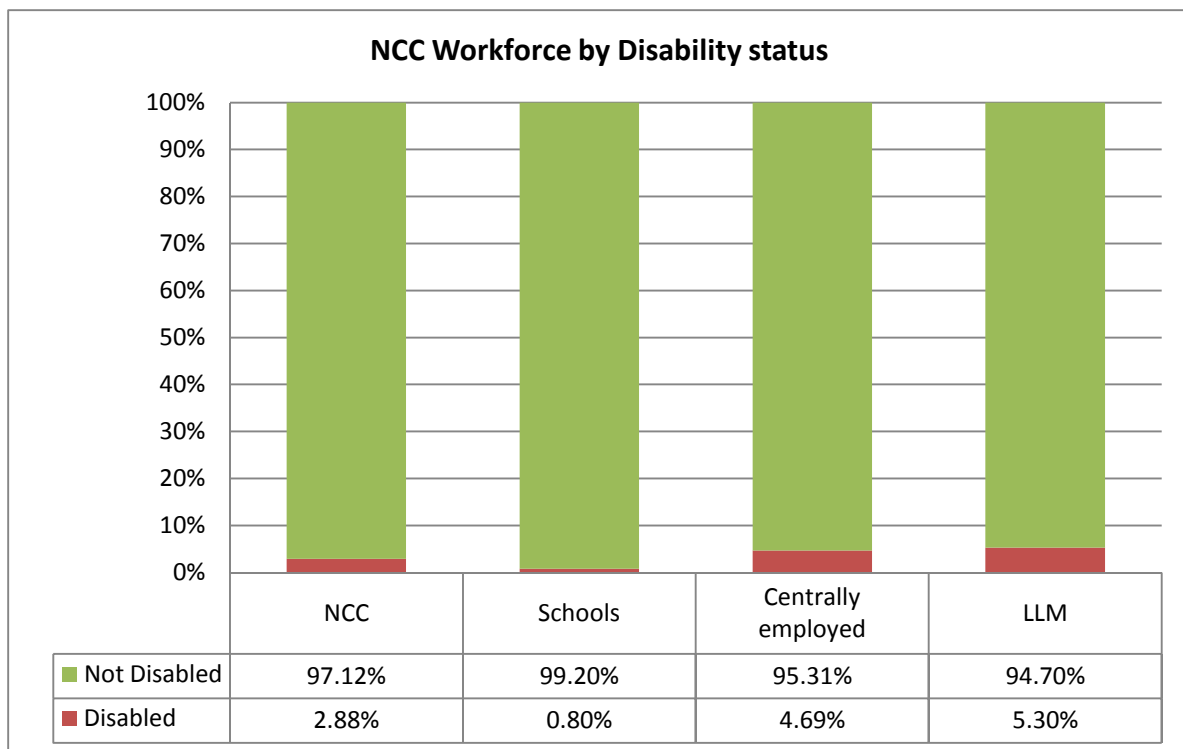




Mar 2013 disclosure rates: NCC = 85%; Schools = 80%

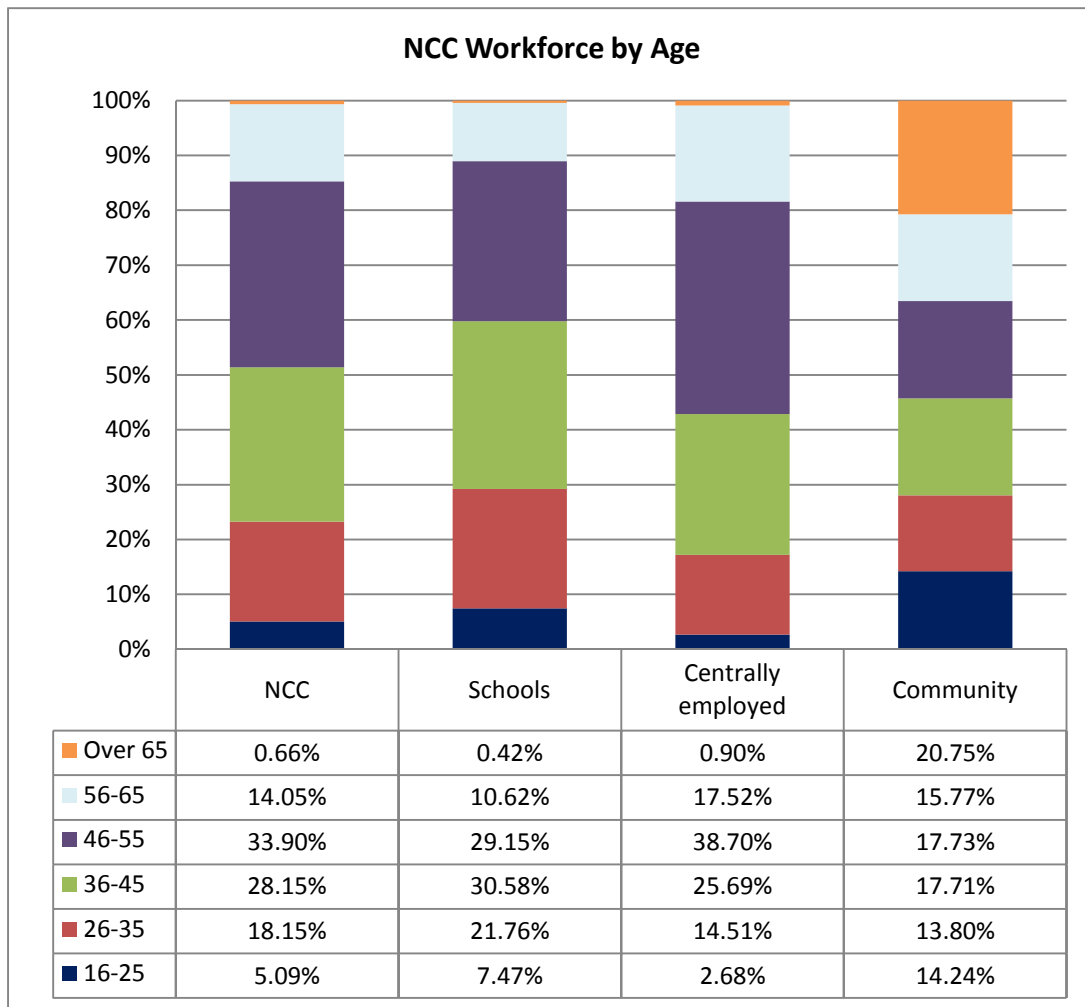
Non-disclosures removed when calculating %, BaME definition is anyone who is not White British

	Based on FTE		
	NCC	Schools	Centrally employed
Non-BaME (white British)	94.54%	97.03%	92.31%
Asian/Asian British	1.31%	0.83%	1.74%
Black/Black British	1.53%	0.25%	2.69%
Mixed	0.67%	0.39%	0.92%
Other white	1.88%	1.49%	2.24%
Other ethnic group	0.06%	0.01%	0.10%
Disclosure rate	84.86%	79.83%	89.94%



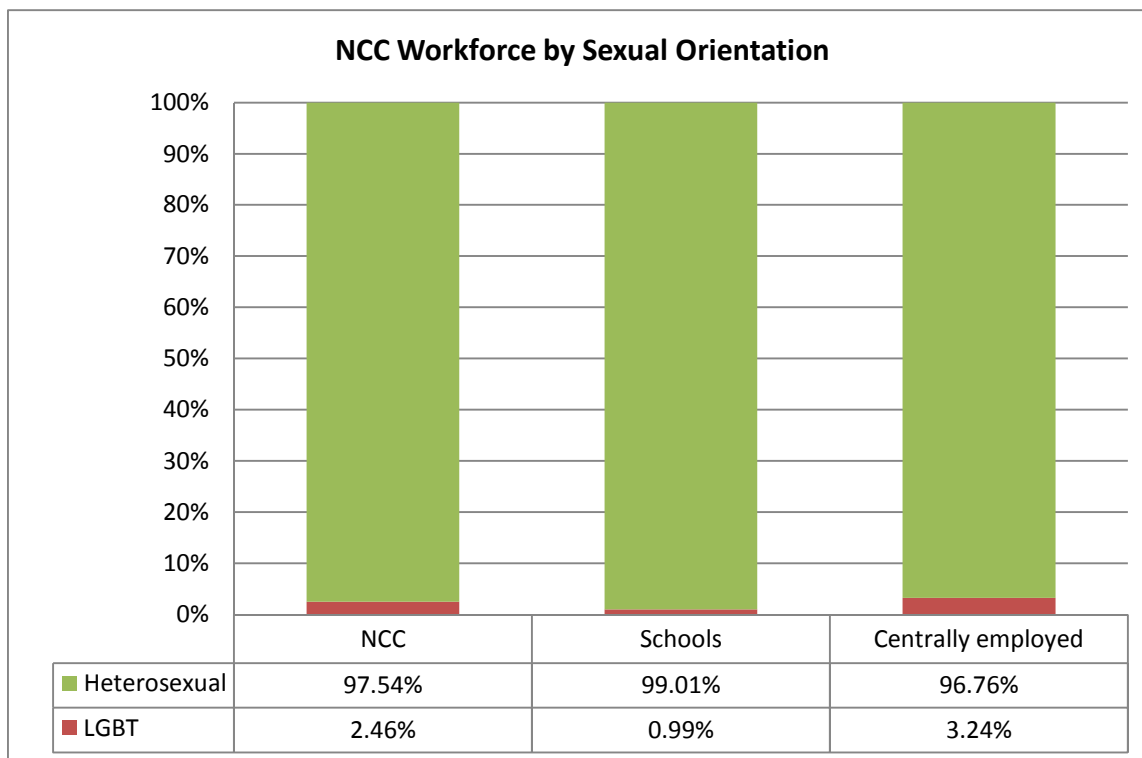
Mar 2013 disclosure rates: NCC = 82%; Schools = 77%
 Non-disclosures removed when calculating %

Data is not available for the community comparative, as disability figures collected via the census are not based on the Equality Act definition.



100% disclosure

LLM data for age uses different age groups so is not comparable.



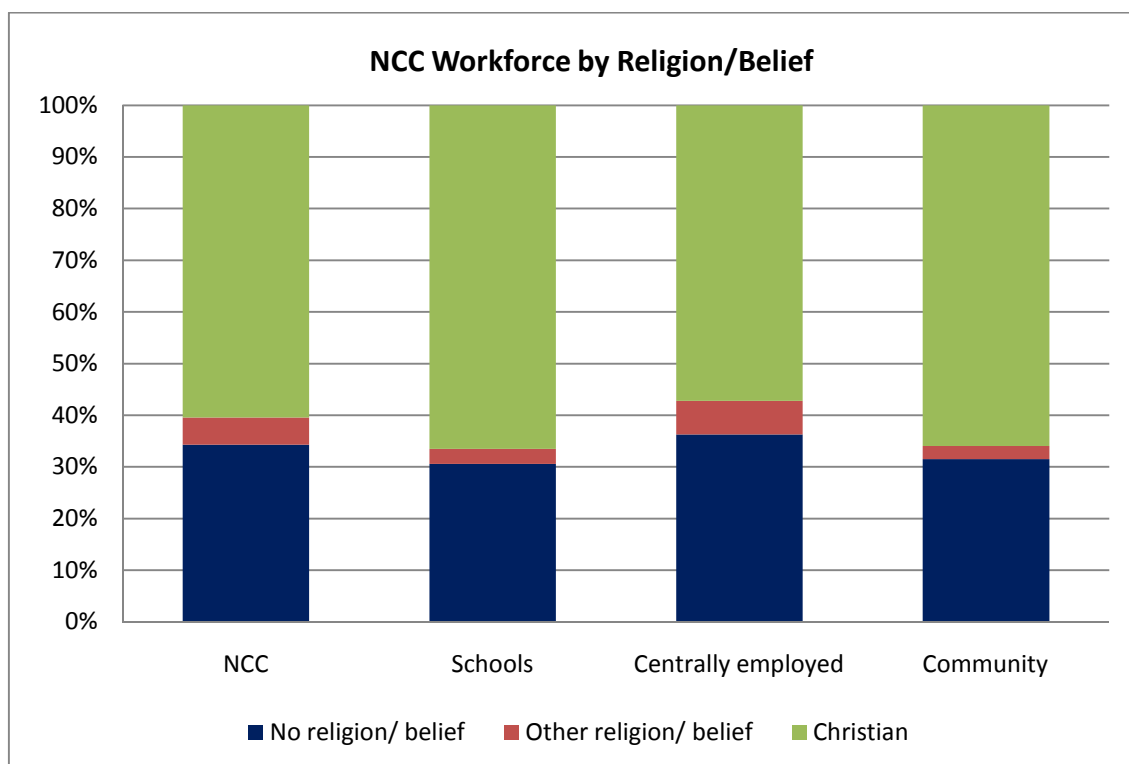
No data was collected on sexual orientation for the LLM or 2011 census.

	Based on FTE		
	NCC	Schools	Centrally employed
Bisexual	0.63%	0.24%	0.85%
Gay	0.77%	0.26%	1.04%
Heterosexual	97.54%	99.01%	96.76%
Lesbian	1.05%	0.5%	1.35%
Disclosure rate	39.56%	27.49%	51.75%

Non-disclosures removed when calculating %

The low disclosure rate for LGBT is likely to impact on the quality of this data.

No data was collected on religion for the LLM. The chart below groups all religions/beliefs other than Christian together. However, these are broken down in the table that follows.

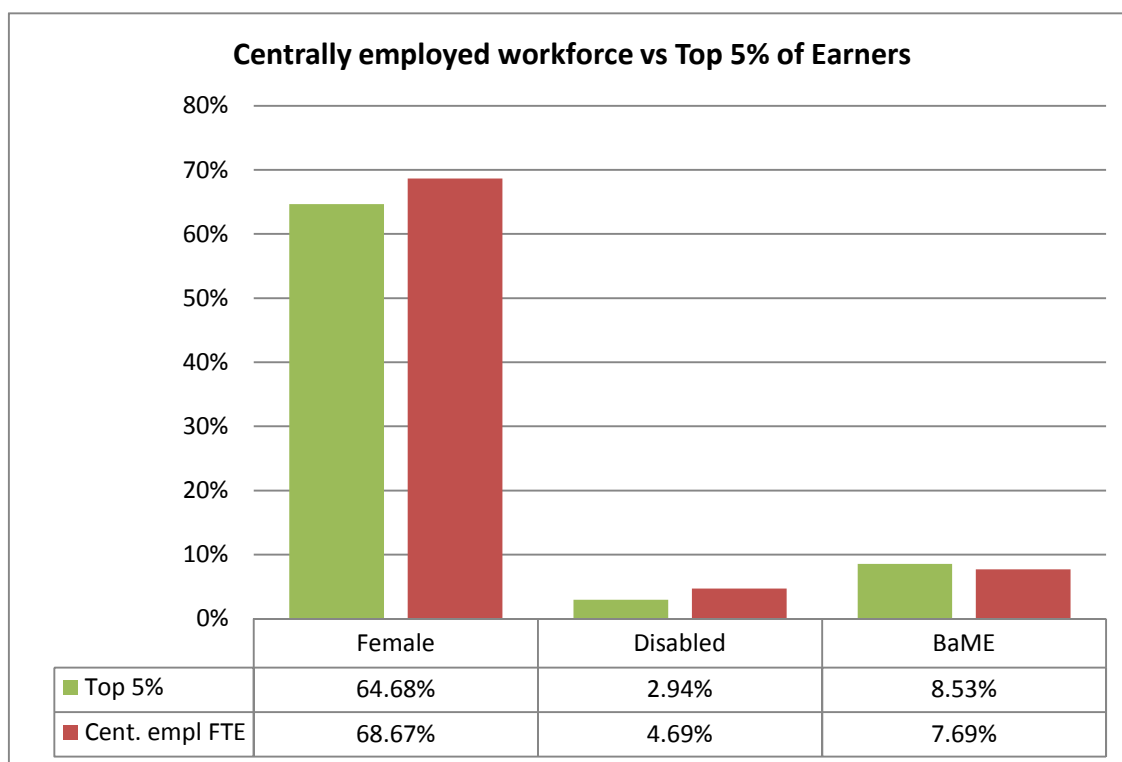


	Based on FTE			
	NCC	Schools	Centrally employed	Community
Buddhist	1.45%	0.52%	1.94%	0.25%
Christian	60.41%	66.52%	57.18%	65.94%
Hindu	0.47%	0.36%	0.53%	0.48%
Jewish	0.17%	0.26%	0.13%	0.1%
Muslim	0.57%	0.38%	0.67%	0.95%
Sikh	0.49%	0.22%	0.63%	0.43%
Other religion/ belief	2.13%	1.14%	2.66%	0.37%
No religion/ belief	34.30%	30.59%	36.26%	31.48%
Disclosure rate	41.74%	28.76%	54.86%	93.02%

Non-disclosures removed when calculating %

Top Earners Profile

Data for the top 5% of earners excludes Schools staff so it is compared to the centrally employed data in the chart below.



Top 5% of earners = those on spinal column point 47 and above. Based on headcount.
Centrally employed data based on FTE

