

Mid Sussex District Council Workforce Monitoring Statistics 2011/12

This document provides staff data that the Council is obliged to publish under equality based legislation. Included are statutorily required statistics around ethnicity, disability, sex and age. The table below sets out the information contained in the document. Data is based on people employed on 31 March 2012.

Sections	Description
Section 1 Staff characteristics	Table 1- Classification of BME staff numbers in each band
	Table 2- Classification disability of staff- numbers and staff category
	Table 3- Age- representation by age across bandings
	Table 4- Sex- representation of male and female staff across bandings and gender pay gap
	Table 5- Sexual orientation
	Table 6- Religion and belief
Section 2 Employee relations	Table 7- staff involved in Disciplinary, Capability, Grievances and Bullying/harassment cases by ethnicity, disability and gender:
	Staff who changed grades by ethnicity, disability and age.
Section 3 Recruitment	Table 8- ethnicity of applicants, shortlisted and appointments.
	Table 9- disabled applicants, shortlisted and appointments
	Table 10- sex of applicants, shortlisted and appointments
Section 4 Leavers	Analysis of voluntary leavers by ethnicity, disability and age. Information on maternity and paternity leave.

SECTION ONE

Table 1 : Classification of BME (Black and Minority Ethnic) Staff

A note about salary grades

Tables 1 – 4 show the numbers of different categories of staff in each salary grade. The Council has a shared CenSus Revenues and Benefits service with Horsham and Adur, and staff from these authorities remain on their original grading structure.

A - White	British, Irish, any other White Background
B – Mixed	White and Black Caribbean, White and Black African, White and Asian, Any other mixed background
C - Asian or Asian British	Indian, Pakistani, Bangladeshi, any other Asian background
D - Black or Black British	Caribbean, African, Any other black background
E - Chinese or other Ethnic Group	Chinese, or any other ethnic group
X - not known or stated	Not known or stated

Numbers of staff in each ethnic category:

Grade	A	B	C	D	E	X	Total for each band
Mid Sussex Grades							
MS1/2	11	0	1	0	0	0	12
MS3	22	0	1	1	0	3	27
MS4	34	0	2	0	2	2	40
MS5	42	0	0	0	0	2	44
MS6	28	0	0	1	0	1	30
MSO	28	0	0	0	0	1	29
MPO1	20	1	0	0	1	1	23
MPO2	31	0	0	0	0	1	32
MPO3	19	0	0	0	0	0	19
OTHER	1	0	0	0	0	0	1
Chief Officer	9	0	0	0	0	0	9
Horsham Grades (shared service)							
BAND 3	7	0	0	0	0	5	12
BAND 4	5	0	0	0	0	4	9
BAND 5	2	0	0	0	0	2	4
BAND 6	0	0	0	0	0	1	1
BAND 7	3	0	0	0	0	1	4
Adur Grades (shared service)							
SC3	1	0	0	0	0	1	2
SC4	2	1	0	0	0	1	4
SC5	4	0	0	0	0	3	7
SO1	1	0	0	0	0	0	1
Total	270 (87.1%)	2 (0.6%)	4 (1.3%)	2 (0.6%)	3 (1%)	29 (9.4%)	310

Of those who stated their ethnicity, 3.9% of our staff do not come under category A of White British, Irish or other white background. The latest 2011 census data for the overall Mid Sussex population who are not category A is 4.9%.

Table 2: Disability of Staff

Grade	Disabled
MS1/2	0
MS3	0
MS4	4
MS5	1
MS6	1
MSO	2
MPO1	1
MPO2	0
MPO3	2
OTHER	0
BAND 3	0
BAND 4	0
BAND 5	0
BAND 6	0
BAND 7	0
SC3	1
SC4	0
SC5	0
SO1	0
Chief Officer	0

Totals	12
No. of staff	310
Total as %	3.87

The Council has the two ticks positive about disabled people award, recognising our commitment to the employment, retention, training and career development of disabled employees.

Table 3: Representation of age groups across grades

Grade	Age Group					
	<21	21-29	30-39	40-49	50-59	>60
Mid Sussex Grades						
MS1/2	1	3	1	1	4	2
MS3	1	5	4	5	5	7
MS4	0	5	9	8	15	3
MS5	0	5	12	14	12	1
MS6	0	4	11	10	2	3
MSO	0	0	6	12	9	2
MPO1	0	1	7	9	5	1
MPO2	0	0	11	8	10	3
MPO3	0	0	3	10	6	0
OTHER	0	0	0	0	1	0
Chief Officer	0	0	0	5	3	1
Horsham Grades (shared service)						
BAND 3	0	1	1	5	3	2
BAND 4	0	0	2	4	3	0
BAND 5	0	0	1	3	0	0
BAND 6	0	0	0	1	0	0
BAND 7	0	0	0	4	0	0
Adur Grades (shared service)						
SC3	0	0	0	0	1	1
SC4	0	0	2	2	0	0
SC5	0	0	1	3	3	0
SO1	0	0	1	0	0	0

Total **2 (0.6%)** **24 (7.7%)** **72 (23.2%)** **104 (33.5%)** **82 (26.5%)** **26 (8.4%)**

Mid Sussex working age population (ONS 2010)

4.8% **13.0%** **19.7%** **26.5%** **22.5%** **13.6%**

The age profile of our workforce shows a particular lack of under 21 year olds compared to the age profile of the Mid Sussex working age population. 68.4% of staff are over 40 compared to 62.6% in the Mid Sussex working age population.

Table 4: Gender Split across Grades

Grade	Male		Female		All
	Number	%	Number	%	Total
Mid Sussex Grades					
MS1/2	5	41.67	7	58.33	12
MS3	17	62.96	10	37.04	27
MS4	11	27.50	29	72.50	40
MS5	13	29.55	31	70.45	44
MS6	10	33.33	20	66.67	30
MSO	13	44.82	16	55.18	29
MPO1	10	43.48	13	56.52	23
MPO2	15	46.88	17	53.12	32
MPO3	10	52.63	9	47.37	19
OTHER	0	0.00	1	100.00	1
Chief Officer	5	55.56	4	44.44	9
Horsham Grades (shared service)					
BAND 3	1	8.33	11	91.67	12
BAND 4	3	33.33	6	66.67	9
BAND 5	0	0.00	4	100.00	4
BAND 6	0	0.00	1	100.00	1
BAND 7	2	50.00	2	50.00	4
Adur Grades (shared service)					
SC3	0	0.00	2	100.00	2
SC4	0	0.00	4	100.00	4
SC5	0	0.00	7	100.00	7
SO1	0	0.00	1	100.00	1
Total	115	37.1%	195	62.9%	310

Figures from the Office for National Statistics mid 2010 population estimates for the Mid Sussex working age population show that the gender split of the working age population is 49.2% male and 50.8% female. The split for the Council's workforce is 37.1% male and 62.9% female. 44% of Chief Officers are female.

The gender pay gap for 2011/12 was 8.8%, calculated by comparing the average male and female pay. This compares to the national average reported by the Office for National Statistics for April 2012 of 9.6%. Whilst male and female staff doing the same jobs get paid the same, a gender pay gap suggests that a higher proportion of women work in lower paid jobs. We have previously undertaken an equal pay review and are implementing a new job evaluation scheme, which entails evaluating all of the Council's employment posts. One of the aims of the new scheme is to further ensure that we are tackling potential gender-related equal pay issues, by ensuring not just equal pay for the same job, but equal pay for work of equal value. The Council has also adopted a Formal Pay Policy, which was agreed by Members in November 2011.

Overall 228 staff are full-time and 82 part-time. 91% of part-time staff are female and they make up 53% of the full-time staff.

Sexuality and Religion or Belief

Guidance from the Equality and Human Rights Commission suggests that public bodies should monitor the sexuality and religion of their staff. The latest staff survey was conducted in November 2012 and requested this information from each member of staff. The results were as follows:

Table 5 Sexual Orientation:

Sexual orientation	No	%
Heterosexual	104	80%
Gay or lesbian	3	2.3%
Prefer not to say	23	17.7%
Total	130	100%

40% of staff responded to this question.

Questions on sexuality were not included in the 2011 census and there is no other comparative data about the Mid Sussex population. Stonewall suggest that the national figure for lesbian, gay and bisexual people is between 4 – 6%.

Table 6 Religion or Belief:

Religion or belief	No	%
Buddhist	1	0.8%
Christian	63	47.7%
Jewish	1	0.8%
Muslim	2	1.5%
No religion	35	26.5%
Other	1	0.8%
Prefer not to say	29	21.9%
Total	132	100%

41% of staff responded to this question.

Overall figures for the religion or belief of the Mid Sussex population contained in the 2011 census, showed that 62.7% said that they were Christian, with the biggest other group being those who had no religion at 26.6%. The largest other religious group in Mid Sussex is Muslim at 0.8%.

SECTION TWO

Table 7 Employee Relations Activity

A - White	British, Irish, any other White Background
B – Mixed	White and Black Caribbean, White and Black African, White and Asian, Any other mixed background
C - Asian or Asian British	Indian, Pakistani, Bangladeshi, any other Asian background
D - Black or Black British	Caribbean, African, Any other black background
E - Chinese or other Ethnic Group	Chinese, or any other ethnic group

	Disciplinary	Grievance	Capability	Bullying/Harassment
Ethnicity: A	1	1	1	0
B	0	0	0	0
C	0	0	0	0
D	0	1	0	0
E	0	0	0	0
Disability	0	0	0	0
Male	0	0	1	0
Female	1	2	0	0

Between April 2011 and March 2012, 27 staff were affected by change of grade. Analysis is as follows:

13 Male, 14 Female

0 staff from BME background

2 of the 27 staff were classed as disabled

SECTION THREE

Recruitment

Table 8 Ethnicity of Applicants, Shortlisted and Appointments:

A - White	British, Irish, any other White Background
B – Mixed	White and Black Caribbean, White and Black African, White and Asian, Any other mixed background
C - Asian or Asian British	Indian, Pakistani, Bangladeshi, any other Asian background
D - Black or Black British	Caribbean, African, Any other black background
E - Chinese or other Ethnic Group	Chinese, or any other ethnic group
X - not known or stated	Not known or stated

Ethnicity	Applicant		Shortlisted		Appointed
	No.	%	No.	%	No.
A	454	86.64	117	84.18	29
B	11	2.10	5	3.59	0
C	21	4.00	0	0.00	0
D	18	3.44	5	3.59	0
E	4	0.77	3	2.16	1
X	16	3.05	9	6.48	1

Total 524 100 139 100 31

Table 9 Disabled Applicants, Shortlisted and Appointments:

Disability Status	Applicant		Shortlisted		Appointed
	No.	%	No.	%	No.
Disabled	21	4.00	4	0.76	2

Total number of applicants: 524

Number of applicants not declaring their disability status: 23 (4.38%)

Table 10 Sex of Applicants, Shortlisted and Appointments:

	Applicant		Shortlisted		Appointed
	No.	%	No.	%	No.
Female	245	46.75	71	51.07	19
Male	279	53.25	68	48.93	12

Total 524 100 139 100 31

SECTION 4

Leavers

Total number of voluntary leavers for 2011/12: 22

Analysis of Leavers:

Ethnicity: 19 in Category A – White
 3 in Category X – Not known or stated

Disability: 1 person classified as disabled

Gender Breakdown: 12 Female, 10 Male

Maternity and Paternity Leave

5 members of staff commenced maternity leave in the period. 7 members of staff returned to work after maternity leave during 2011/12.

2 members of staff took paternity leave in this period.