

Mid Sussex District Council Workforce Statistics 2010/11

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. We are currently developing systems to collect information around sexual orientation and religion and belief and we will publish such data when it becomes available. The table below sets out the information contained in this document.

Sections	Description
Section 1 Staff and band	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
Section 2 Employee relations	Table 5- 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	Ethnicity, gender and disability/ability status of applicants, short listed and successful candidates
Section 4 Leavers	Analysis of leavers by ethnicity, disability and age.

Section 1. 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 different salary grades. The Council has a shared Census Revenues and Benefits service with Horsham & 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	10	0	1	0	0	0	11
MS3	29	0	1	1	0	3	34
MS4	40	0	2	0	2	4	48
MS5	46	0	0	0	0	2	48
MS6	22	0	0	1	0	2	25
MSO	33	0	0	0	0	0	33
MPO1	24	1	0	0	1	1	27
MPO2	31	0	0	0	0	1	32
MPO3	22	0	0	0	0	0	22
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	8	15
BAND 4	4	0	0	0	0	5	9
BAND 5	3	0	0	0	0	4	7
BAND 6	1	0	0	0	0	1	2
BAND 7	2	0	0	0	0	2	4
SC3	2	0	0	0	0	1	3
Adur Grades (Shared Service)							
SC4	3	1	0	0	0	2	6
SC5	5	0	0	0	0	4	9
SO1	3	0	0	0	0	0	3
Total	297 (85.3%)	2 (0.6%)	4 (1.1%)	2 (0.6%)	3 (0.9%)	40 (11.5%)	348

Of those who stated their ethnicity, 3.6% of our staff do not come under category A of white British, Irish or other white background. The latest available information from the Office for National Statistics states that 6.6% of the Mid Sussex working age population are not category A.

Table 2: Disability of Staff

Grade	Disabled
Mid Sussex Grades	
MS1/2	1
MS3	1
MS4	4
MS5	1
MS6	0
MSO	2
MPO1	1
MPO2	1
MPO3	2
OTHER	0
Chief Officer	0
Horsham Grades (shared service)	
BAND 3	0
BAND 4	0
BAND 5	1
BAND 6	1
BAND 7	0
Adur Grades (shared service)	
SC3	1
SC4	1
SC5	0
SO1	0

Totals	17
No. of staff	348
Total as %	4.88

The Council has the two ticks positive about disabled people symbol, 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	0	1	1	3	4	2
MS3	2	8	8	5	4	7
MS4	0	6	7	14	14	7
MS5	0	8	13	16	9	2
MS6	0	3	12	8	0	2
MSO	0	2	7	14	8	2
MPO1	0	3	7	11	4	2
MPO2	0	0	10	11	9	2
MPO3	0	0	5	10	7	0
OTHER	0	0	0	0	1	0
Chief Officer	0	0	0	5	4	0
Horsham Grades (shared service)						
BAND 3	0	1	2	6	4	2
BAND 4	0	2	1	4	2	0
BAND 5	0	1	2	2	2	0
BAND 6	0	0	0	1	0	1
BAND 7	0	0	0	4	0	0
Adur Grades (shared service)						
SC3	0	0	0	0	3	0
SC4	0	1	1	4	0	0
SC5	0	0	1	4	3	1
SO1	0	0	1	0	1	1

Total **2 (0.6%)** **36 (10.3%)** **78 (22.4%)** **122 (35.1%)** **79 (22.7%)** **31 (8.9%)**

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. 66.7% of staff are over 40 compared to 62.6% in the Mid Sussex working age population.

Table 4: Gender Split across Grades and Gender Pay Gap

Grade	Male		Female		All
	Number	%	Number	%	Total
Mid Sussex Grades					
MS1/2	1	9.09	10	90.91	11
MS3	19	55.88	15	44.12	34
13	13	27.08	35	72.92	48
MS5	16	33.33	32	66.67	48
MS6	7	28.00	18	72.00	25
MSO	17	51.52	16	48.48	33
MPO1	13	48.15	14	51.85	27
MPO2	18	56.25	14	43.75	32
MPO3	9	40.91	13	59.09	22
OTHER	0	0.00	1	100.00	1
Chief Officer	6	66.67	3	33.33	9
Horsham Grades (shared service)					
BAND 3	1	6.67	14	93.33	15
BAND 4	3	33.33	6	66.67	9
BAND 5	2	28.57	5	71.43	7
BAND 6	0	0.00	2	100.00	2
BAND 7	2	50.00	2	50.00	4
Adur Grades (shared service)					
SC3	0	0.00	3	100.00	3
SC4	0	0.00	6	100.00	6
SC5	0	0.00	9	100.00	9
SO1	1	33.33	2	66.67	3
Total	128 (36.8%)	N/A	220 (63.2%)	N/A	348

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 36.8% male and 63.2% female. 33% of Chief Officers are female. The large proportion of female staff is in part affected by the number of part-time staff employed (94). Our flexible working policies make it easier for part-time staff or others with caring responsibilities to balance their work and home lives. The gender split for the Council's staff prior to the transfer of our leisure services to Freedom Leisure was 47.7% men and 52.3% women.

The gender pay gap for 2010/11 was 13.2%, calculated by comparing the average male and female pay. 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 pay issues. The Council has also adopted a Formal Pay Policy, which was agreed by Members in November 2011.

Section 2

Table 5: 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

The table provides a breakdown of staff involved in disciplinaries, together with information regarding grievance, capability or bullying/harassment cases.

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

Between April 2010 and March 2011, 13 staff were affected by change of grade. Analysis is as follows:

5 Male, 8 Female

1 of the 13 staff was from BME background

No staff were classed as disabled

Section 3 Recruitment

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	232	59.03	57	52.78	17
B	4	1.02	0	0.00	0
C	13	3.31	4	3.70	0
D	19	4.83	8	7.41	1
E	1	0.25	0	0.00	0
X	124	31.55	39	36.11	4

Total 393 100 108 100 22

Disabled Applicants, Shortlisted and Appointments:

Disability Status	Applicant		Shortlisted		Appointed
	No.	%	No.	%	No.
Disabled	12	3.05	5	1.27	1

Total number of applicants: 393

Number of applicants not declaring their disability status: 118 (30%)

Sex of Applicants, Shortlisted and Appointments:

	Applicant		Shortlisted		Appointed
	No.	%	No.	%	No.
Female	180	45.80	60	55.56	8
Male	213	54.20	48	44.44	14
Total	393	100	108	100	22

Section 4 Leavers

Total number of voluntary leavers for 2010/11: 28

Analysis of Leavers:

Ethnicity: All 28 in Category A – White
Disability: 1 person classified as disabled
Gender Breakdown: 16 Female, 12 Male