

# **WORKFORCE PROFILE 2011**

Human Resources and Organisational Development



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This report has been compiled by the HR Policy Team.

All questions should be referred to [HR Policy Team@plymouth.gov.uk](mailto:HR.Policy.Team@plymouth.gov.uk)

## PART I – INTRODUCTION

All public sector employers, including local authorities, have a statutory duty under the Equality Act (2010) to publish relevant data on a regular basis. This report is available to members of the public as well as Council employees through the Council's public website.

The information within this report provides an analysis of Plymouth City Council's (PCC's) workforce profile and the impact of its employment practices on its employees. This data is in line with our statutory duty to:

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

As with most large authorities we continue to go through organisational redesign which has impacted on the ability to make comparisons with previous years. The data is therefore not separated into Directorates, but represents the whole workforce 'as one'.

<b>Data Collection and Definitions</b>	
Time frame:	as at 31 <sup>st</sup> December 2011 for the previous 12 months
Who's included:	Permanent and fixed term contracts Teachers School support staff Casual Employees Apprentices
Who's not included:	Agency employees
Protected Characteristics:	Age Disabled status Ethnicity Gender Maternity/pregnancy Religion/belief Sexual orientation Transgender
Data collected via	Recruitment, Equality Monitoring Forms
Headcount	If an employee holds more than one post they will be counted for each post they hold.

If a category contains declared information which is too small to provide statistically valid or meaningful percentages none are given.

## PART 2 – WORKFORCE PROFILE 2011

### Part 2 Section 1: Overall Workforce

The total number of people who worked for Plymouth City Council in 2011 was:

**11,129**

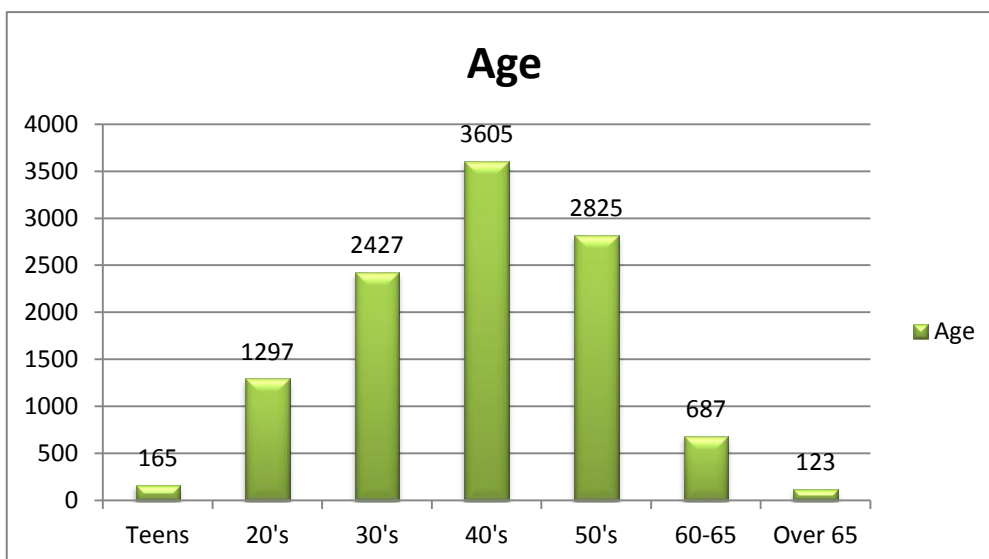
Equal Pay: All positions are subject to Job Evaluation to ensure equality of pay.

Terms and Conditions: 'The Plymouth Book' which are the terms and conditions covering the majority of employees were subject to an Equalities Impact Assessment which can be found on [www.plymouth.gov.uk/Plymouthbook](http://www.plymouth.gov.uk/Plymouthbook)

### Part 2 Section 2: Protected Characteristics Profile

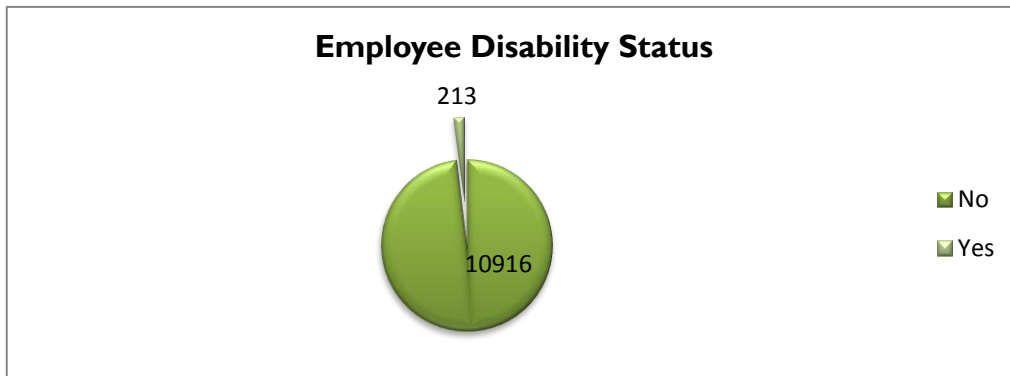
#### Age

Age	Number of employees	Percentage
20's	1297	11.65%
30's	2427	21.81%
40's	3605	32.39%
50's	2825	25.38%
60-65	687	6.17%
Over 65	123	1.11%
Teens	165	1.48%
<b>Grand Total</b>	<b>11129</b>	<b>100.00%</b>



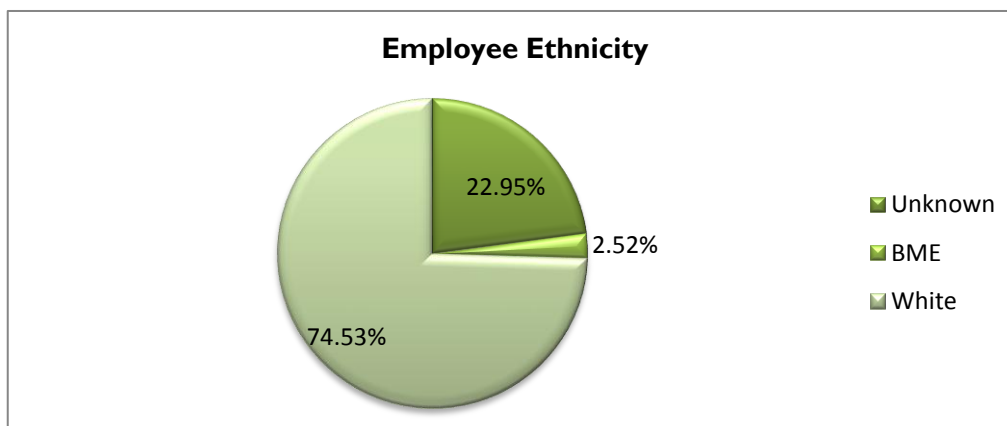
## Disability Status

Disabled	Count of Disability	Percentage
No or did not declare	10916	98.09%
Yes	213	1.91%
<b>Grand Total</b>	<b>11129</b>	<b>100.00%</b>



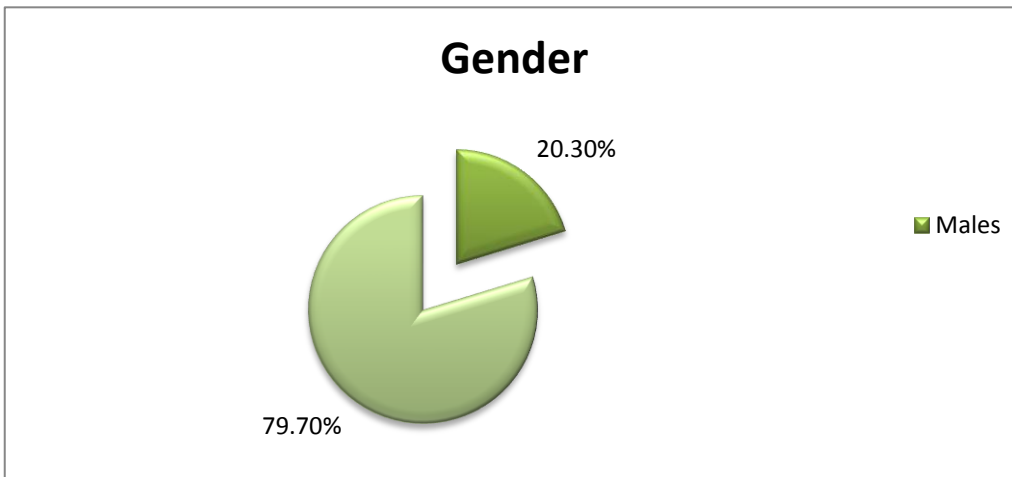
## Ethnicity

Ethnic origin	Total Ethnicity	Percentage
<b>White</b>		
White, British	8249	74.12%
White, Irish	45	0.40%
<b>White Total</b>	<b>8294</b>	<b>74.53%</b>
<b>BME</b>		
AN Other Asian Background	15	0.13%
AN Other Black Background	2	0.02%
AN Other Mixed Background	16	0.14%
AN Other White Background	157	1.41%
Bangladeshi	2	0.02%
Black, African	27	0.24%
Black, Caribbean	6	0.05%
Chinese	12	0.11%
Indian	6	0.05%
Other Ethnic Group	17	0.15%
Pakistani	2	0.02%
White & Asian	14	0.13%
White & Black African	3	0.03%
White & Black Caribbean	2	0.02%
<b>BME Total</b>	<b>281</b>	<b>2.52%</b>
<b>Unknown</b>		
blank	2076	18.65%
Non Declared	478	4.30%
<b>Unknown Total</b>	<b>2554</b>	<b>22.95%</b>
<b>Grand Total</b>	<b>11129</b>	<b>100.00%</b>



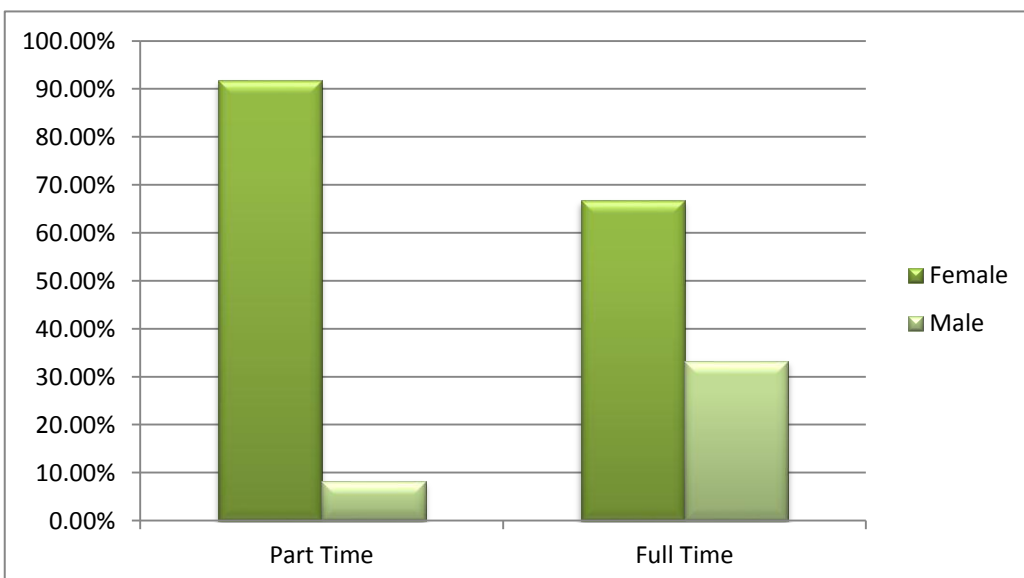
## Gender

Gender	Total	Percentage
<b>Number of Males:</b>	<b>2259</b>	<b>20.30%</b>
<b>Number of Females:</b>	<b>8870</b>	<b>79.70%</b>



## Gender and working pattern (based on full-time equivalent)

	Female	Male
<b>Part Time</b>	<b>91.74%</b>	<b>8.26%</b>
<b>Full Time</b>	<b>66.75%</b>	<b>33.25%</b>



## Religion/belief

Religion	Count of Religion	Percentage
Buddhist	6	0.17%
Christian	1715	48.58%
Hindu	40	1.13%
Jehovah Witness	7	0.20%
Judaism	3	0.08%
Muslim	8	0.23%
Not Declared	1608	45.55%
Other	143	4.05%
(blank)		0.00%
<b>Grand Total</b>	<b>3530</b>	<b>100.00%</b>



### Sexual Orientation

We have begun to monitor this characteristic, but do not hold sufficient information to report at this stage. We will make a commitment as part of our workforce objectives to seek this information as and when appropriate.

### Transgender

We have begun to monitor this characteristic, but do not hold sufficient information to report at this stage. We will make a commitment as part of our workforce objectives to seek this information as and when appropriate.

### Maternity/pregnancy

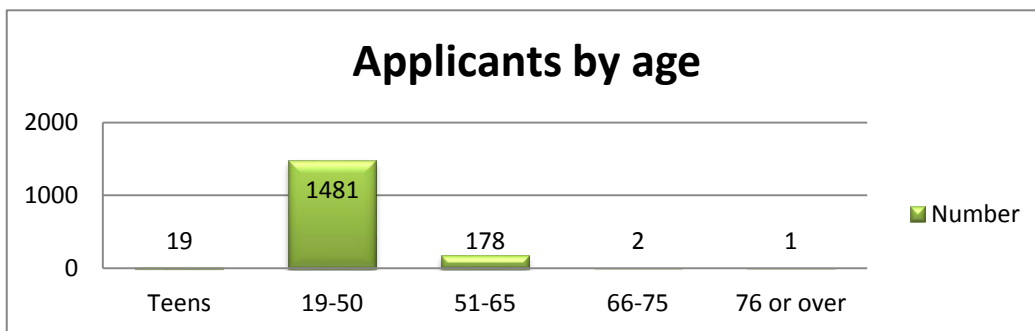
PCC had 165 employees took maternity leave between 01.01.2011 and 31.12.2011.

## PART 3 – RECRUITMENT & RETENTION

The information contained in this section is based on data from our on-line recruitment system. It does not include posts which are not recruited via this system (such as schools vacancies) but it does provide an overall picture of the Council’s recruitment process.

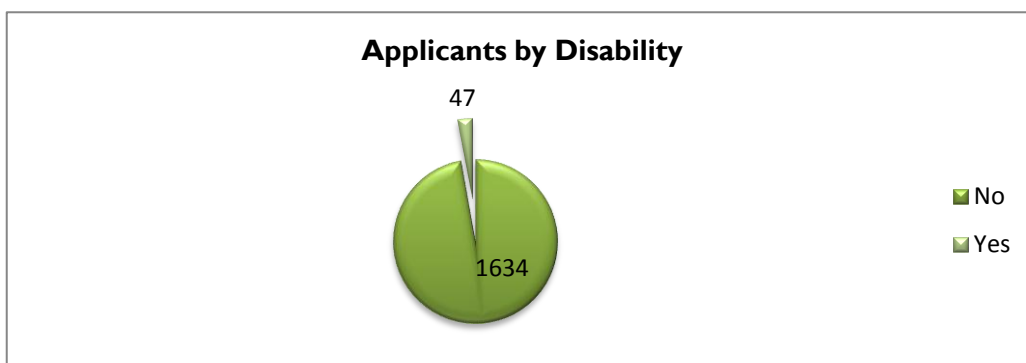
### Applicants by Age

Age	Number
Teens	19
19-50	1481
51-65	178
66-75	2
76 or over	1



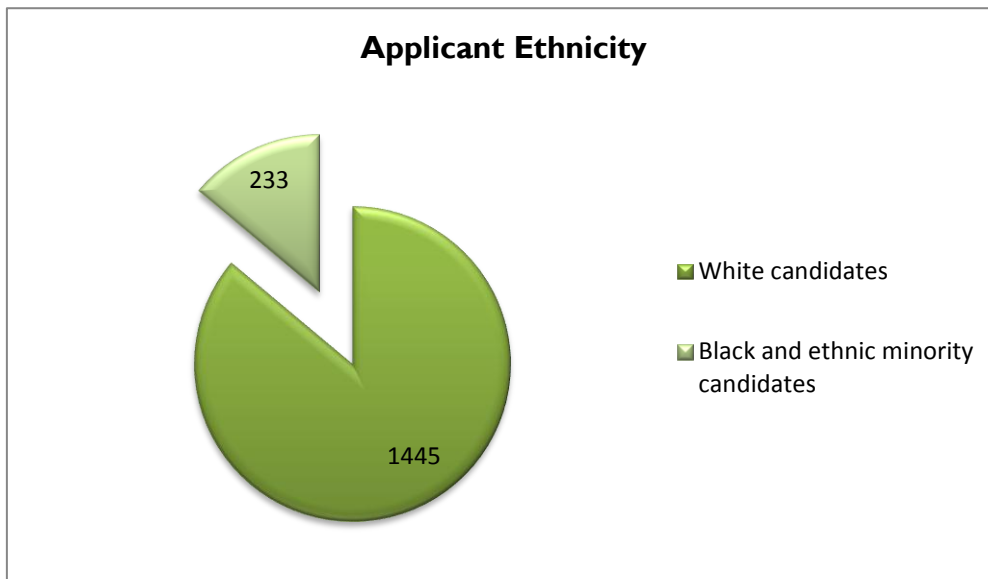
### Applicants by Disability

Disabled	Number
No	1634
Yes	47



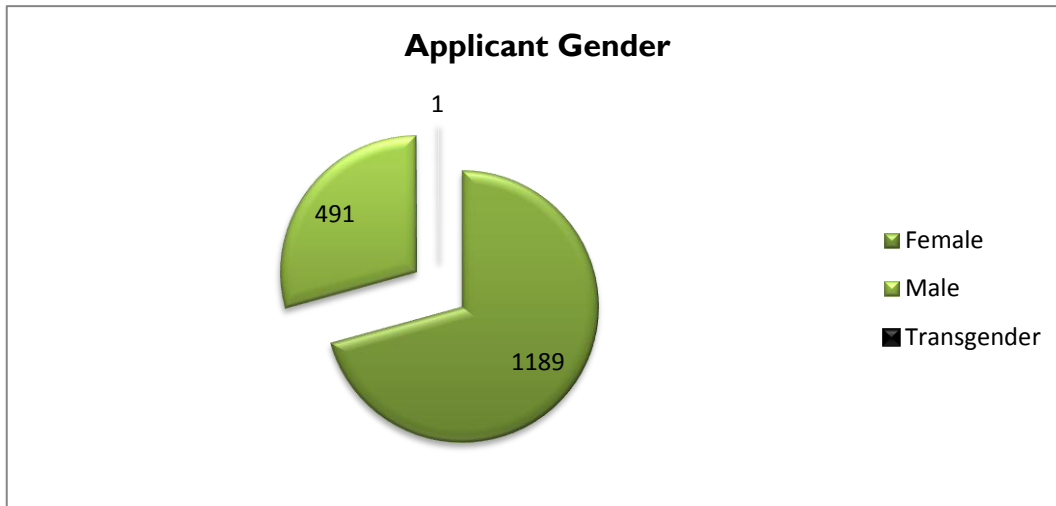
## Applicants by ethnicity

Ethnicity	Count	Percentage
Any other Asian background (please specify)	18	1.07%
Any other Black background (please specify)	2	0.12%
Any other ethnic group (please specify)	19	1.13%
Any other Mixed background (please specify)	2	0.12%
Any other White background (please specify)	91	5.41%
Asian or Asian British Indian	12	0.71%
Asian or Asian British Pakistani	5	0.30%
Black or Black British African	51	3.03%
Black or Black British Caribbean	11	0.65%
Chinese	2	0.12%
Mixed White and Asian	10	0.59%
Mixed White and Black African	8	0.48%
Mixed White and Black Caribbean	5	0.30%
White British	1438	85.54%
White Irish	7	0.42%
<b>TOTAL</b>	<b>1681</b>	<b>100.00%</b>



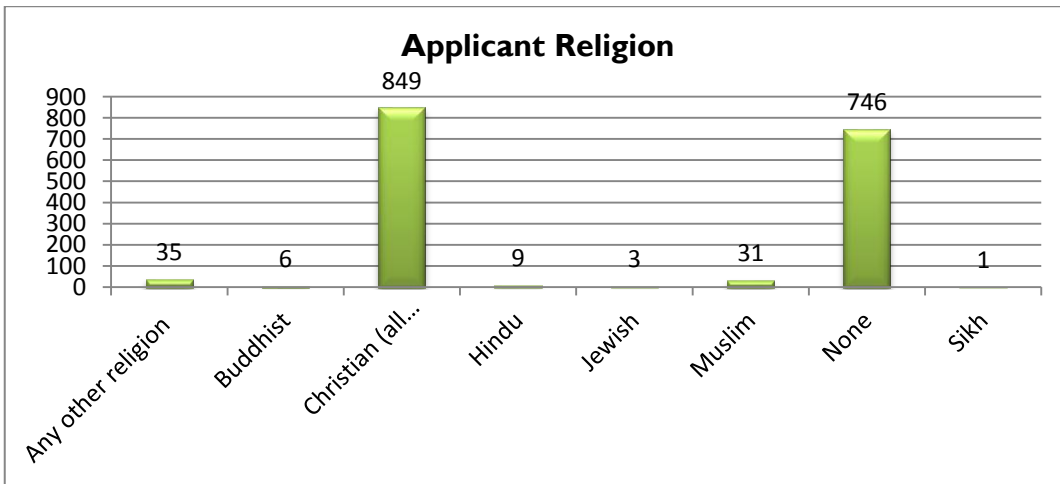
## Applicant by Gender

Gender	Number
Female	1189
Male	491
Transgender	1



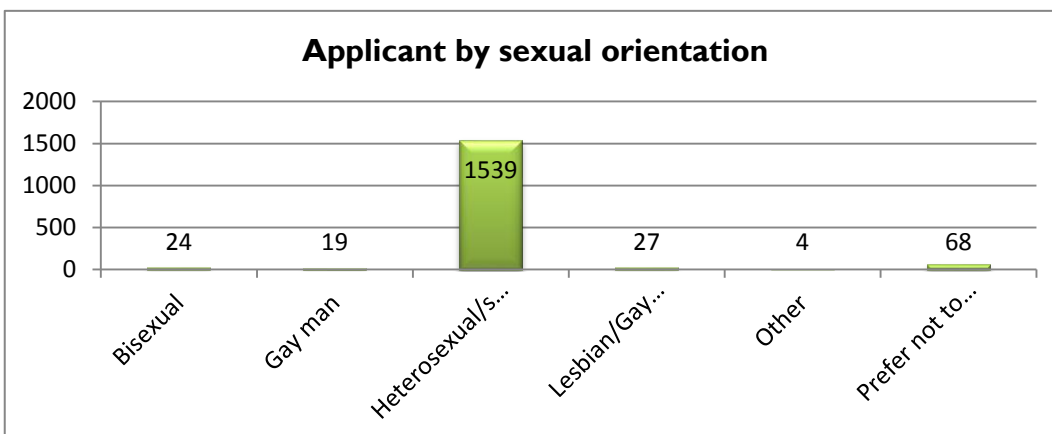
## Applicants by Religion

Religion	Count	Percentage
Any other religion (please specify)	35	2.08
Buddhist	6	0.36
Christian (all denominations)	849	50.54
Hindu	9	0.54
Jewish	3	0.18
Muslim	31	1.85
None	746	44.40
Sikh	1	0.06
<b>TOTAL</b>	<b>1680</b>	<b>100.00</b>



## Applicants by sexual orientation

Sexual Orientation	Count	Percentage
Bisexual	24	1.43
Gay man	19	1.13
Heterosexual/straight	1539	91.55
Lesbian/Gay woman	27	1.61
Other	4	0.24
Prefer not to specify	68	4.05
<b>TOTAL</b>	<b>1681</b>	<b>100.00</b>



## PART 4 – Turnover

<b>LEAVER STATISTICS 2011</b>						
	Corp		School		Total	
Total Leavers	570		1624		2194	
<b>By Gender</b>						
	Female		Male			
	Number of	%	Number of	%		
Corp	383	67.19	186	32.63		
	Number of	%	Number of	%		
Schools	1194	73.52	430	26.48		
<b>By Ethnicity</b>						
	Corp		Schools		Total	
	Number of	%	Number of	%	Number of	%
AN Other Asian	1	0.18	1	0.06	2	0.09
AN Other Black	0	0.00	4	0.25	4	0.18
AN Other Mixed	0	0.00	2	0.12	2	0.09
AN Other White	23	4.04	37	2.28	60	2.73
Bangladeshi	2	0.35	0	0.00	2	0.09
Black, African	5	0.88	2	0.12	7	0.32
Black, Caribbean	0	0.00	1	0.06	1	0.05
Chinese	1	0.18	2	0.12	3	0.14
Indian	0	0.00	1	0.06	1	0.05
Non Declared	78	13.68	485	29.86	563	25.66
Other Ethnic Group	2	0.35	3	0.18	5	0.23
White & Asian	1	0.18	3	0.18	4	0.18
White & Black African	0	0.00	1	0.06	1	0.05
White, British	453	79.47	1076	66.26	1529	69.69
White, Irish	4	0.70	6	0.37	10	0.46

<b>By Age</b>						
	Corp		Schools		Total	
	Number of	%	Number of	%	Number of	%
	Less than 20	7	1.23	17	1.05	24
20 to 29	73	12.81	263	16.19	336	15.31
30 to 39	73	12.81	370	22.78	443	20.19
40 to 49	96	16.84	464	28.57	560	25.52
50 to 59	132	23.16	376	23.15	508	23.15
60 to 65	150	26.32	114	7.02	264	12.03
Over 65	39	6.84	20	1.23	59	2.69

<b>By Religion</b>						
	Corp		Schools		Total	
	Number of	%	Number of	%	Number of	%
	Buddhist	1	0.18	1	0.06	2
Christian	98	17.19	287	17.67	385	17.55
Hindu	3	0.53	10	0.62	13	0.59
Islam	0	0.00	1	0.06	1	0.05
Jehovah Witness	1	0.18	1	0.06	2	0.09
Not Declared	453	79.47	1289	79.37	1742	79.40
Other	13	2.28	35	2.16	48	2.19

<b>By Disability</b>						
	Corp		Schools		Total	
	Number of	%	Number of	%	Number of	%
	Yes	30	5.26	19	1.17	49
No	491	86.14	1189	73.21	1680	76.57
Not Declared	49	8.60	416	25.62	465	21.19

The number of leavers for schools is inflated for 2011 as many schools became Academies. Employees who worked in these schools left the employment of the Council, but transferred to the Academy under TUPE regulations.