

## EMPLOYMENT MONITORING REPORT 2014

### PURPOSE

Leicester City Council is committed to having a workforce that is representative of the community we serve. This Employment Monitoring Report provides an insight into our progress against this objective.

The council has been monitoring its workforce profile since 2009. This report provides a corporate and divisional analysis of the profile of both the council's centrally employed workforce and those employed within local authority maintained schools, as at 31<sup>st</sup> March 2014. The report also provides information on trends in key aspects of this data throughout the period over which it has been monitored.

The report uses data from the most recent census (2011) to draw comparisons between the council's workforce and the city's population.

### SUMMARY

#### Total employees

Leicester City Council has a total of 14,298 employees (full time equivalent (FTE) 11,301.06) across the local authority and maintained schools. The total number of 'central', ie, non-schools, employees is 7,250 (FTE 6,100.33). Employees in schools make up 49% of the council's workforce, with 7,048 employees (FTE 5,200.73). There has been a steady decline in the total number of employees since 2010: the council now employs over 2,000 less staff than it did in 2010.

#### Workforce Representation Key Points

- (a) Gender: the council's workforce is female-dominated (71%). This is significantly higher than the percentage of females in Leicester's economically active population (45.1%). The proportion of females in the workforce has remained constant for some years.
- (b) Disability: just under 4% of the council's workforce have declared themselves as disabled. This is lower than the proportion of disabled people in the city's economically active population (8.1%). The proportion of staff declaring

themselves as disabled has remained relatively stable since 2009, varying between 3.5% and 4.0% over this period.

- (c) **Ethnicity**: the majority (55%) of the council's workforce are white. Just over 25% are from a BME background. The percentage of BME staff within the council's workforce has decreased for the second consecutive year - from 27% in 2013 and 31% in 2012. The proportion of Leicester's economically active population from a BME background is 47.1%. It should be noted that the ethnicity of a high proportion of employees (18%) is not known.
- (d) **Age**: 49% of the workforce is aged 46 or over, with just under a third (32%) in the 46-55 age group. The proportion of the workforce aged 46 or over has remained stable since 2009. Only 6% of the council's workforce is aged 16-25. This has remained unchanged since 2009.
- (e) **Sexual orientation**: 7% of the centrally-employed workforce have provided a response regarding their sexuality. Of these, the majority (85%) identify as being heterosexual. The council has monitored the sexual orientation of staff since 2011. The disclosure rate has improved slightly year on year, from 2.4% in 2012 (the year in which sexual orientation was first reported on). Data re sexual orientation is not available for schools.
- (f) **Religion or belief**: 63% of staff have declared their religion or belief. Of these, the greatest proportion (28%) identify as being Christian. The second most significant group is those with no religion (12%). 9% of staff are Hindu and 5% are Muslim.
- (g) **Top 5% of earners**: 59% of the top 5% of earners are female, 17% are from a BME background and 7% are disabled. None of the top 5% of earners are under 25 and 24% are over 55.
- (h) **Home location**: 58% of the workforce live in Leicester. These employees tend to be on lower grades – 77% of those who live in Leicester are paid at grades 1 – 6.

For comparison purposes, the most recent census data relating to Leicester's economically active population aged 16 and over is provided at **Appendix 1**.

## TOTAL EMPLOYEES: HEADCOUNT AND FULL-TIME EQUIVALENT

### CURRENT POSITION

Leicester City Council has a total of 14,298 employees (FTE 11,301.06). The total number of 'central' (ie, non-schools) employees, is 7,250 (FTE 6,100.33). The largest department is Adult Social Care, Health and Housing which employees 31% of the central workforce. With a headcount of 7,048, employees in schools make up 49% of the council's workforce.

Department	Division	Headcount	FTE	%age Headcount	%age FTE
Adult Social Care, Health & Housing	Adult Social Care & Safeguarding	615	539.33	27	27
Adult Social Care, Health & Housing	Care Services & Commissioning	564	443.97	25	22
Adult Social Care, Health & Housing	Head of Paid Service & Strategic Director*	6	5.69	0.3	0.3
Adult Social Care, Health & Housing	Housing	1038	1,009.15	46	50
Adult Social Care, Health & Housing	Public Health	18	15.89	1	1
<b>Department Total</b>		<b>2,241</b>	<b>2,014.03</b>		
Children's Services	Children, Young People & Families	909	744.13	44	49
Children's Services	Head of Paid Service & Strategic Director*	13	5.78	0.3	0.4
Children's Services	Learning, Quality & Performance	502	399.11	25	27
Children's Services	Strategic Commissioning & Business Development	631	356.26	31	24
<b>Department Total</b>		<b>2,055</b>	<b>1,505.28</b>		
City Development & Neighbourhoods	Culture & Neighbourhood Services	590	421.21	32	27
City Development & Neighbourhoods	Director City Centre	3	3.00	0.2	0.2
City Development & Neighbourhoods	Head of Paid Service & Strategic Director*	7	6.81	0.4	0.4
City Development & Neighbourhoods	Local Services & Enforcement	576	552.29	31	35
City Development & Neighbourhoods	Planning, Transportation & Economic Development	323	309.08	17	20
City Development & Neighbourhoods	Property	360	283.50	19	18
<b>Department Total</b>		<b>1,859</b>	<b>1,575.89</b>		
Corporate Resources & Support	City Solicitor & Head of Standards	81	68.12	7	7
Corporate Resources & Support	Delivery, Communications & Political Governance	118	109.08	11	11
Corporate Resources & Support	Finance	442	405.42	40	41
Corporate Resources & Support	HR & Workforce Development	116	102.24	11	10
Corporate Resources & Support	Information & Customer Access	338	314.43	31	31
<b>Department Total</b>		<b>1,095</b>	<b>999.29</b>		
Schools	Schools	7048	5,200.73		
<b>Total</b>		<b>14,298</b>	<b>11,301.06</b>		

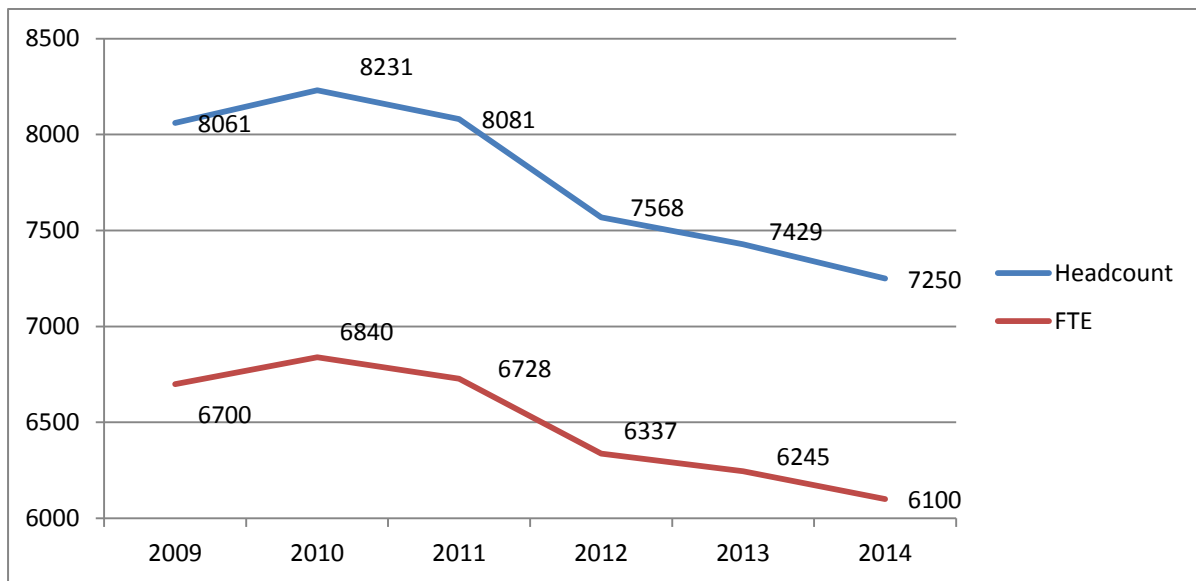
\*The Head of Paid Service and Strategic Directors (and their Executive Assistants) sit in a department, rather than any particular division, and so are listed separately.

## CORPORATE: TREND DATA

A year-on-year comparison of employees by department/division has not been undertaken because of the high degree of reorganisation over the past 12-24 months.

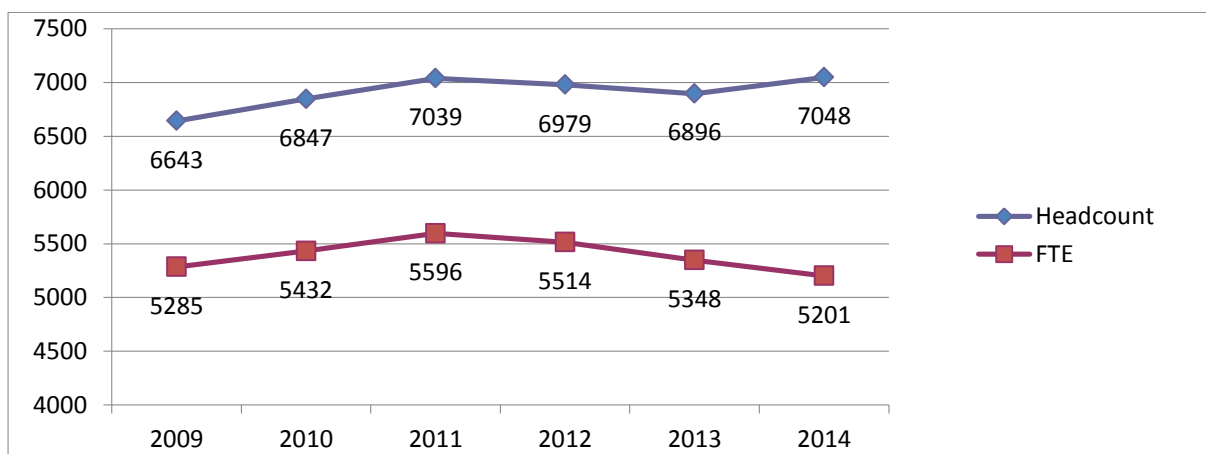
## CENTRAL SERVICES: TREND DATA

Following a rise between 2009 and 2010 there has been a steady decline in headcount since 2010; there are almost 1,000 (12%) less staff now than in 2010. This is as expected as the council has reduced its workforce in response to budgetary pressures.



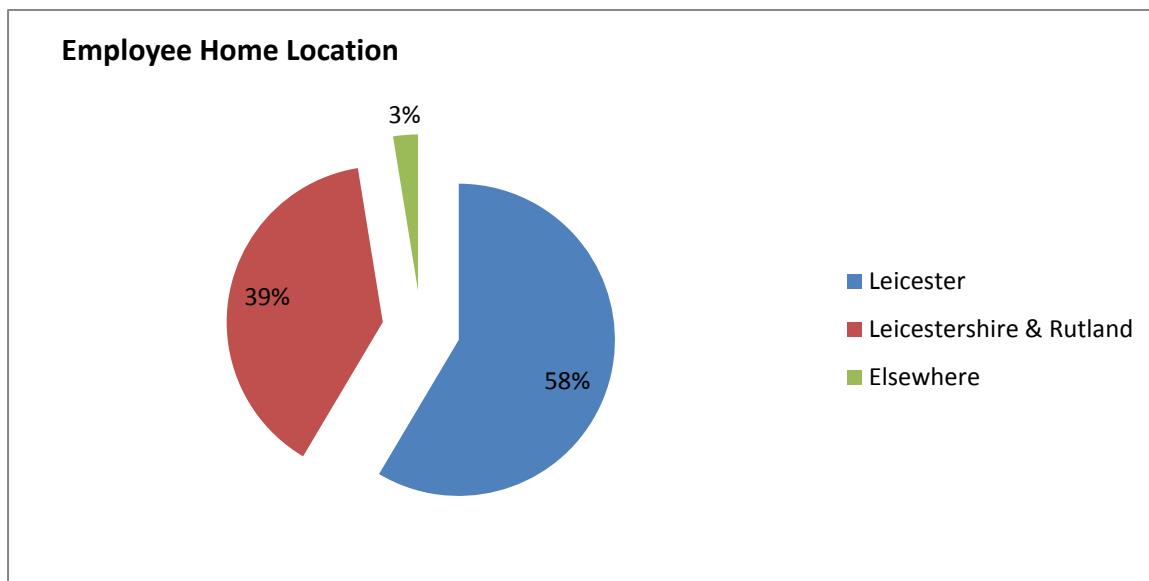
## SCHOOLS: TREND DATA

After a period of steady decline between 2011 and 2013 the headcount increased slightly in 2014. However, although headcount increased by 152 from 2013 to 2014, FTE decreased by 147, meaning there has been an increase in the number of part-time staff working in schools.

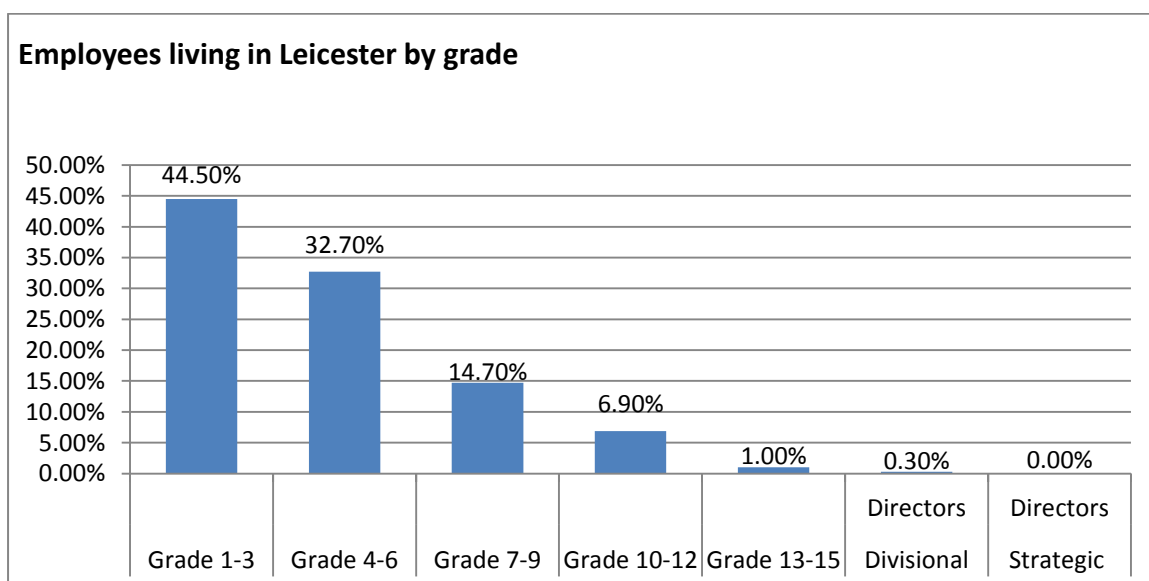


## EMPLOYEES BY HOME LOCATION

### CORPORATE: CURRENT POSITION



The majority of employees living in the city tend to be on lower grades:



### CORPORATE: TREND DATA

The proportion of employees living in Leicester has remained constant since 2009, ranging from 59% (in 2009, 2010 and 2013) to 57% in 2012.

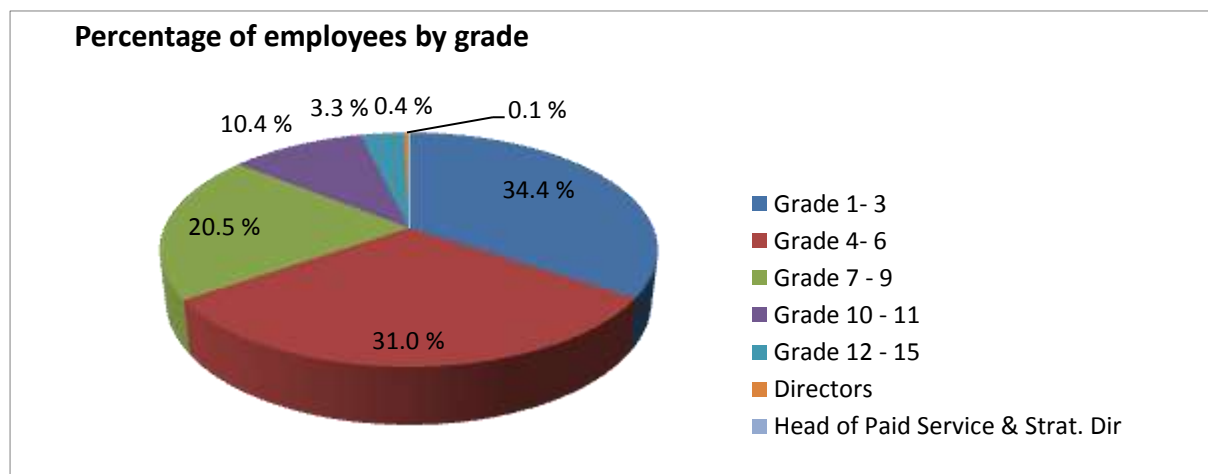
## EMPLOYEES BY GRADE/TOP 5% OF EARNERS

### CORPORATE: CURRENT POSITION

For staff up to and including Head of Service level, Leicester City Council has 15 pay grades, with a maximum salary of £63,116 per annum. Between Heads of Service and Divisional Directors there are four City Officers whose pay range is £65,224 - £70,231. A further three pay grades cover the council's senior management, ie, its Divisional Directors, Strategic Directors and the Head of Paid Service. The corresponding salary range is £79,674 - £127,485.

The salary structure within some areas, in schools for example, is different. However, for consistency all salary structures have been consolidated into one for the purposes of this Report. The council's corporate grading structure can be found on [www.leicester.gov.uk](http://www.leicester.gov.uk).

A full breakdown of headcount by grade (corporately, centrally and for schools) is provided at **Appendix 2**. This breakdown is illustrated below:

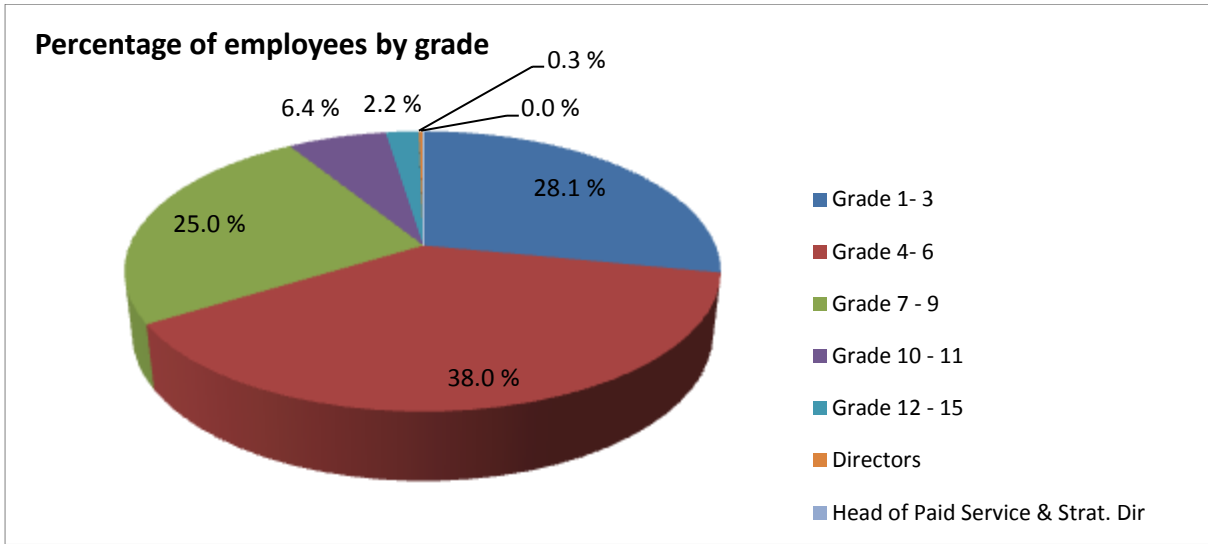


The most significant proportion of the workforce (just over one third) are paid at grades 1-3. Just under 86% of the total workforce are paid at grade 9 or below.

Of the top 5% of earners, 59% are female, 17% are from a BME background and 7% are disabled. None of the top 5% of earners are under 25 and 24% are aged over 55.

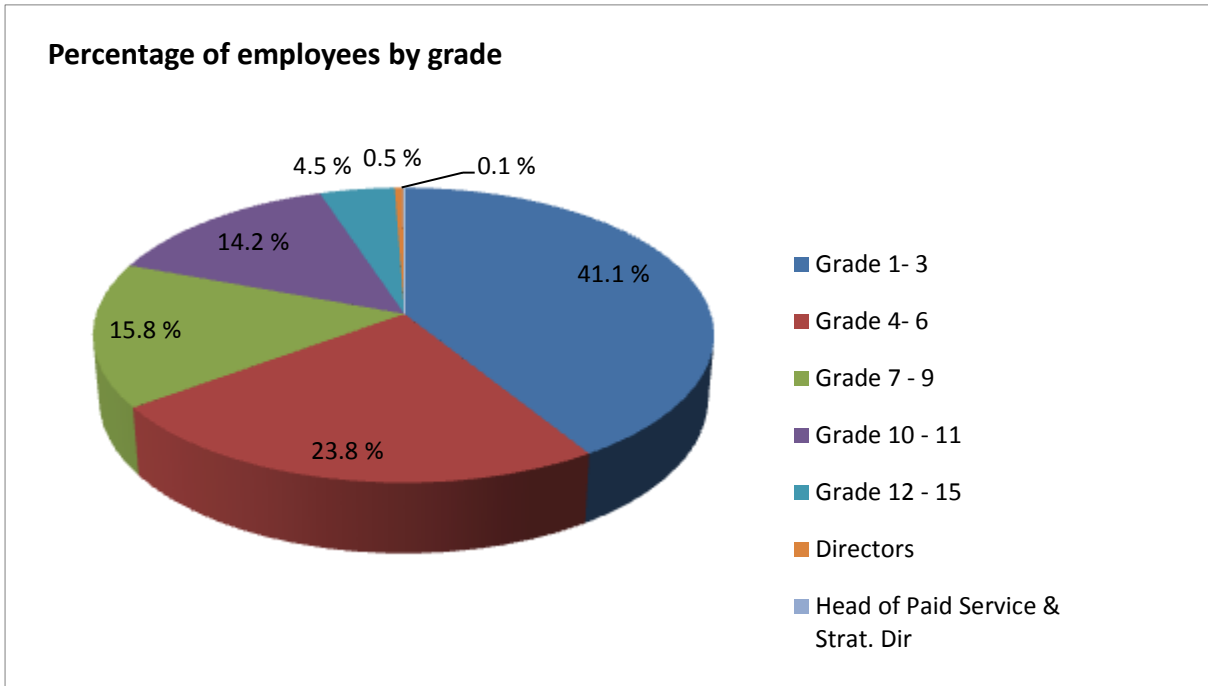
### CENTRAL SERVICES: CURRENT POSITION

Centrally, 91% of employees are paid at grade 9 or below, with the largest group of staff (38%) being paid at grades 4-6.



**SCHOOLS: CURRENT POSITION**

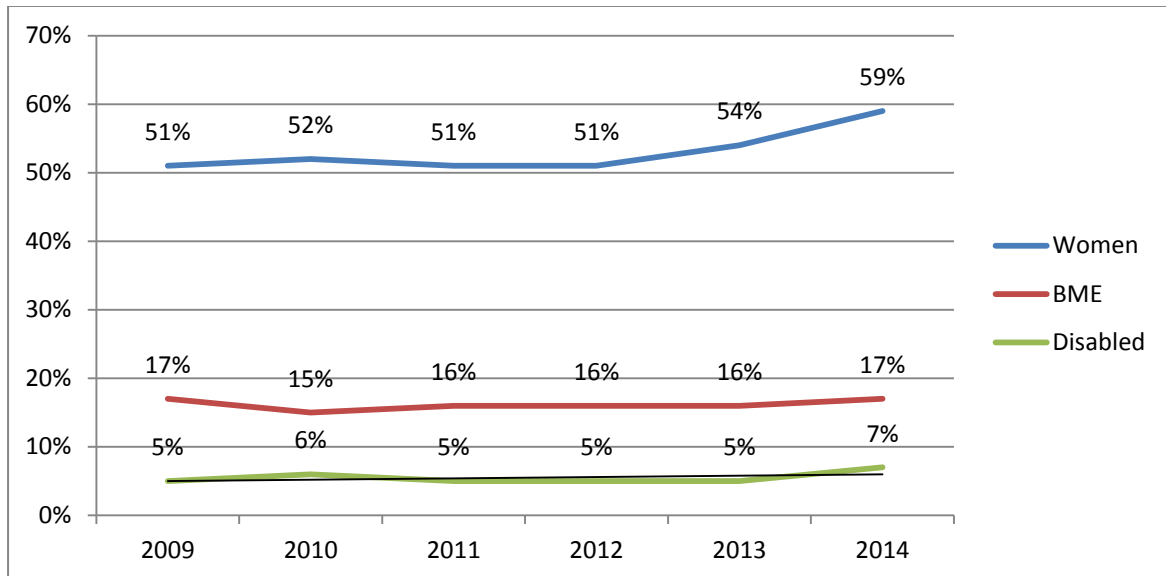
A significantly higher percentage of school-based staff are paid at grades 1-3 than in the rest of the council, and a larger proportion (19%, compared to 9% centrally) are paid at grade 10 or above. The latter reflects the fact that a senior leadership team is in place at every school, rather than one leadership team being in place for the whole of the centrally-employed workforce.



### CORPORATE: TREND DATA

The proportion of the workforce paid at each grade has remained stable since 2013, with any variations only being by a point of a percentage.

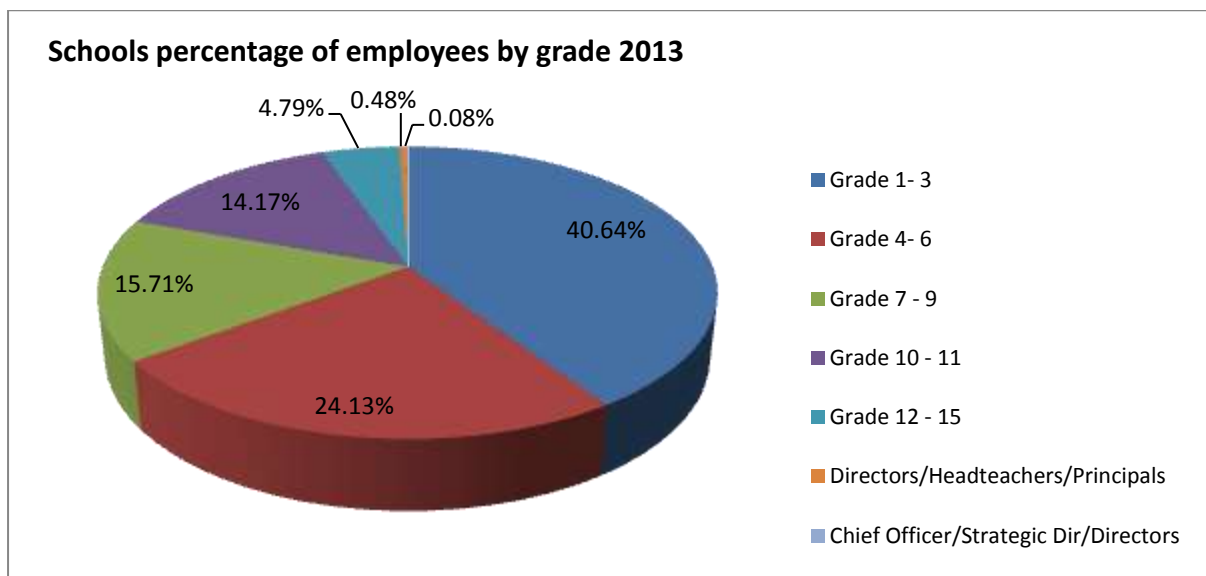
There has been an increase of 5% in the percentage of females who are in the top 5% of earners since 2013. The proportion of this group from a BME background has remained stable and there has been a 2% increase in the proportion of disabled staff in this group. Trend data for the top 5% of earners since 2009 is provided below:



### CENTRAL SERVICES: TREND DATA

The proportion of the workforce paid at each grade has remained stable since 2013, with any changes only being by a point of a percentage.

### SCHOOLS: TREND DATA



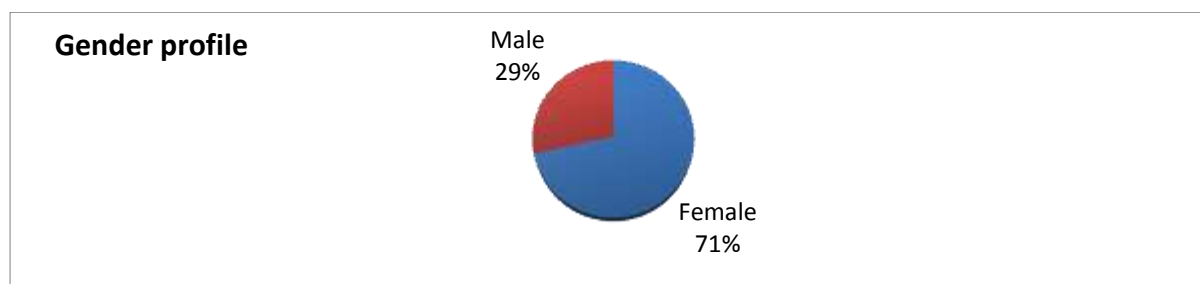
There has been very little change in the proportion of staff paid at each grade since 2013.



## GENDER, GENDER AND POSITION STATUS AND GENDER AND GRADE

### CORPORATE: CURRENT POSITION/TREND DATA

The council's workforce is female dominated. The proportion of females in the workforce (71%) is much higher than in Leicester's economically active population (45.1%). This may be because the council employees large numbers of people in a number of traditionally female-dominated professions, such as education and social care. The proportion of females in the workforce has remained constant since 2009.



A breakdown of the gender profile by division (including schools) is provided below:

Department	Division	Female	Male
Adult Social Care, Health & Housing	Adult Social Care & Safeguarding	78.05%	21.95%
Adult Social Care, Health & Housing	Care Services & Commissioning	78.72%	21.28%
Adult Social Care, Health & Housing	Head of Paid Service & Strategic Director	83.33%	16.67%
Adult Social Care, Health & Housing	Housing	34.59%	65.41%
Adult Social Care, Health & Housing	Public Health	77.78%	22.22%
Children's Services	Children, Young People & Families	77.89%	22.11%
Children's Services	Head of Paid Service & Strategic Director	85.71	14.29%
Children's Services	Learning, Quality & Performance	80.28%	19.72%
Children's Services	Strategic Commissioning & Business Development	81.46%	18.54%
City Development & Neighbourhoods	Culture & Neighbourhood Services	59.49%	40.51%
City Development & Neighbourhoods	Director City Centre	66.67%	33.33%
City Development & Neighbourhoods	Head of Paid Service & Strategic Director	85.71%	14.29%
City Development & Neighbourhoods	Local Services & Enforcement	24.65%	75.35%
City Development & Neighbourhoods	Planning, Transportation & Economic Development	24.77%	75.23%
City Development & Neighbourhoods	Property	48.33%	51.67%
Corporate Resources & Support	City Solicitor & Head of Standards	79.01%	20.99%
Corporate Resources & Support	Delivery, Communications & Political Governance	55.08%	44.92%

Corporate Resources & Support	Finance	58.60%	41.40%
Corporate Resources & Support	HR & Workforce Development	74.14%	25.86%
Corporate Resources & Support	Information & Customer Access	42.90%	57.10%
Schools	Schools	83.39%	16.61%
	Head of Paid Service & Strategic Director	66.67%	33.33%

As would be expected the majority of divisions are female-dominated, particularly schools, Care Services and Commissioning and Adult Social Care and Safeguarding. However, the Housing, Local Services and Enforcement, Planning, Transportation and Economic Development and Information & Customer Access Divisions are male dominated, likely because the nature of the roles within these divisions are traditionally filled by males, for example, construction and maintenance and information technology. Because of the high level of reorganisation at the council, no trend information for the above data is available.

## **CENTRAL SERVICES: CURRENT POSITION**

The overall gender split of the council's centrally-employed workforce is more balanced, with 59% being female. This is 14% higher than the economically active population of Leicester.

### **Gender and Position Status**

The majority (53%) of full-time employees are male. Traditionally, a higher percentage of females work part-time: 78% of the centrally-employed part-time workforce is female. A detailed breakdown of gender and position status by division is provided below:

#### **Part-Time Staff**

	<b>Female</b>	<b>Male</b>
<b>Adult Social Care &amp; Safeguarding</b>	87%	13%
<b>Care Services &amp; Commissioning</b>	85%	15%
<b>Children, Young People &amp; Families</b>	80%	20%
<b>City Solicitor &amp; Head of Standards</b>	84%	16%
<b>Culture &amp; Neighbourhood Services</b>	69%	31%
<b>Delivery, Comms &amp; Political Governance</b>	81%	19%
<b>Director City Centre</b>	0%	0%
<b>Finance</b>	86%	14%
<b>Head of Paid Service &amp; Strategic Directors</b>	67%	33%
<b>Housing</b>	55%	45%
<b>HR &amp; Workforce Development</b>	86%	14%
<b>Information &amp; Customer Access</b>	78%	22%
<b>Learning Quality &amp; Performance</b>	88%	12%
<b>Local Services &amp; Enforcement</b>	58%	42%
<b>Planning, Transportation &amp; Economic Development</b>	42%	58%
<b>Property</b>	68%	32%
<b>Public Health</b>	83%	17%
<b>Strategic Commissioning &amp; Business Development</b>	83%	17%

## Full-Time Staff

	Female	Male
Adult Social Care & Safeguarding	71%	29%
Care Services & Commissioning	66%	34%
Children, Young People & Families	76%	24%
City Solicitor & Head of Standards	77%	2%
Culture & Neighbourhood Services	44%	56%
Delivery, Communications & Political Governance	48%	52%
Director City Centre	67%	33%
Finance	51%	49%
Head of Paid Service & Strategic Directors	85%	15%
Housing	30%	70%
HR & Workforce Development	67%	33%
Information & Customer Access	34%	66%
Learning Quality & Performance	70%	30%
Local Services & Enforcement	21%	79%
Planning, Transportation & Economic Development	22%	78%
Property	29%	71%
Public Health	75%	25%
Strategic Commissioning & Business Development	74%	26%

Women make up the majority of the part-time workforce across all divisions, except for the Planning, Transportation and Economic Development Division which stands out as employing a particularly high percentage (58%) of part-time males. However, this division is male-dominated – just over 75% of its staff are male.

## Gender and Grade

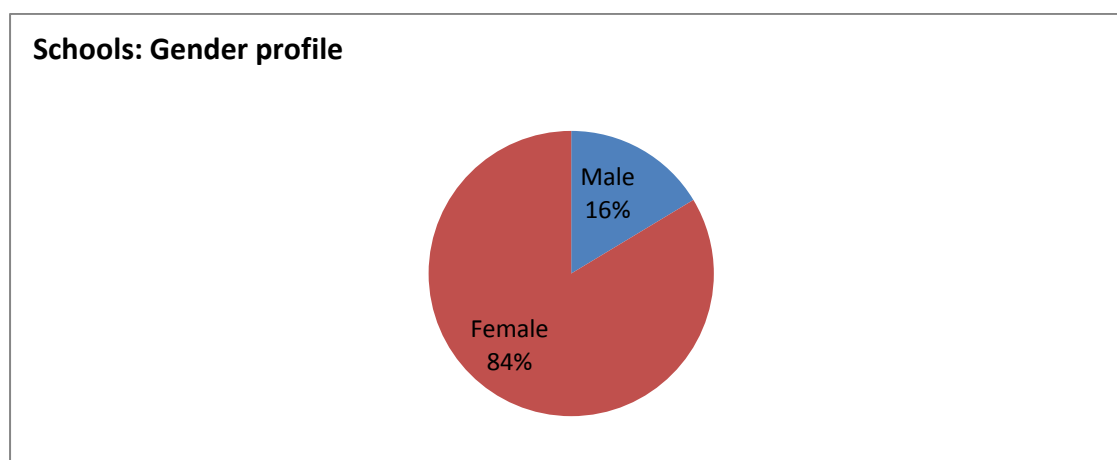
The breakdown of gender and grade is as follows:

Non Schools - Grade	Percentage of Females	Percentage of workforce at salary tier
Grade 1-3	64%	28%
Grade 4-6	58%	38%
Grade 7-9	56%	25%
Grade 10-11	61%	6%
Grade 12-15	55%	2%
Directors	68%	0.26 %
Head of Paid Service and Strategic Director	0%	0.03 %

Aside from Head of Paid Service and Strategic Director there is a higher proportion of females than males at every salary band. Being mindful that 59% of the centrally-employed workforce are female, there is a disproportionately high percentage of females at Director level, but a disproportionately low percentage at grades 12-15. This indicates that the council is good at attracting or promoting very senior women, but they are under-represented in upper middle management levels. This factor may hamper the council's ability to maintain a strong female representation at senior levels over time.

## SCHOOLS: CURRENT POSITION

Schools are female dominated to an even greater degree: the proportion of female staff stood at 83% in 2012 and 2013. There has been an increase of 1% in the proportion of female staff from 2013.



The breakdown by gender and grade is as follows:

Schools - Grade	Percentage of Females
Grade 1-3	92.44%
Grade 4-6	78.67%
Grade 7-9	80.81%
Grade 10-11	75.75%
Grade 12-15	67.89%
Directors	51.43%
Chief Officers	57.14%

Despite the schools workforce being 84% female, only just over half of females are paid at the 'Directors' and 'Chief Officer' grades, suggesting that a higher proportion of males in the schools workforce are employed in leadership positions.

## CENTRAL SERVICES – TREND DATA

The proportion of females in central services remained between 60.5% and 60.6% from 2009 to 2013. However, there has been a slight decrease to 59.4% in 2014.

In terms of grade, there is a maximum of 1.1% variance in the proportion of females at each grade from 2013, with the exception of the higher grades: there has been a 1.4% increase in the proportion of females at grades 12-15 and a 13% increase at Director, Strategic Director and Head of Paid Service grades.

## SCHOOLS – TREND DATA

The proportion of females in the schools workforce has remained stable since 2009, ranging from 82.4% in 2009 to 83.1% in 2013.

**CORPORATE: CURRENT POSITION**

Taking both the Equality Act definition and the Social Model into account, 3.82% of employees across the council and schools are disabled. This is significantly lower than the percentage of disabled people in Leicester's economically active population (8.1%). The proportion of Leicester city's economically active population who are disabled is slightly higher than that of Leicestershire (7.0%) and England (7.6%).

**Corporate Grade Profile**

The grade band with the highest proportion of staff across the council is grades 1-3, however the highest proportion of disabled employees are paid at grades 7-9. Of the top 5% of earners, 7% are disabled.

	Disabled	Not Disabled	% For Salary Tier
<b>Grade 1 - 3</b>	3.23%	96.77%	<b>34.38%</b>
<b>Grade 4 - 6</b>	4.39%	95.61%	<b>30.95%</b>
<b>Grade 7 - 9</b>	4.74%	95.26%	<b>20.51%</b>
<b>Grade 10 - 11</b>	2.66%	97.34%	<b>10.37%</b>
<b>Grade 12 - 15</b>	1.86%	97.53%	<b>3.34%</b>
<b>Directors</b>	5.36%	94.64%	<b>0.39%</b>
<b>Head of Paid Service &amp; Strat. Dir</b>		100.00%	<b>0.06%</b>
<b>% for Group</b>	<b>3.82%</b>	<b>96.18%</b>	

**CENTRAL SERVICES: CURRENT POSITION**

Just under 7% of the centrally-employed workforce are disabled (taking account of both the Social Model and the Equality Act). This figure more closely mirrors the percentage of disabled adults in Leicester's population, with some divisions having a higher percentage of disabled staff than in the local population. The three divisions with the highest proportion of disabled staff are: Finance (11.3%), Information and Customer Access (10.4%), and HR and Workforce Development (10.3%). The three divisions with the lowest proportion of disabled staff are Public Health (0%), City Solicitor and Head of Standards (1.2%) and Strategic Commissioning and Business Development (4%). A full breakdown of headcount of disabled employees by division is provided at [Appendix 3](#).

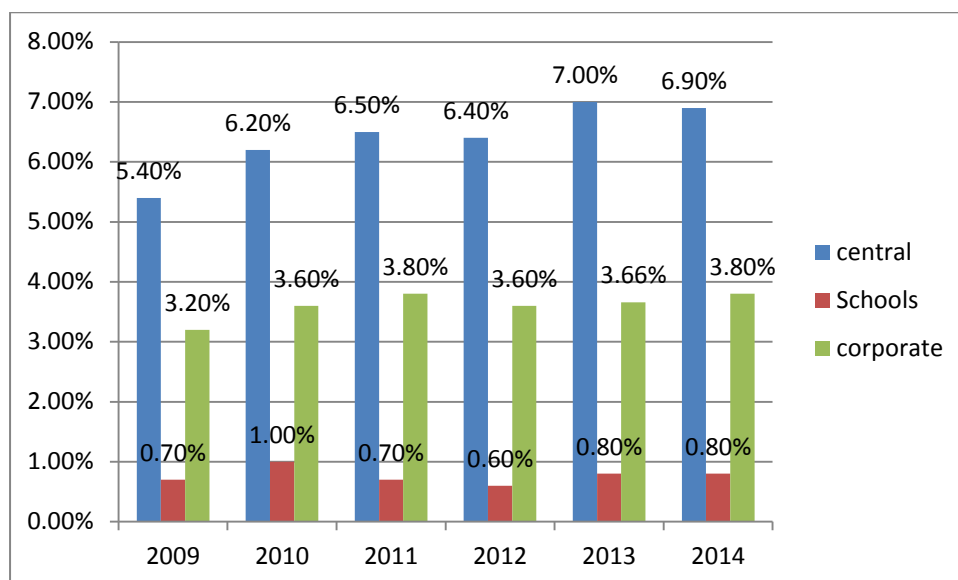
**SCHOOLS: CURRENT POSITION**

Only 0.75% of the school-based workforce is recorded as disabled.

## CORPORATE: TREND DATA

The proportion of the workforce who are disabled has remained relatively stable since 2009, only changing by points of a percentage. This is the third consecutive year in which the percentage has increased slightly.

The chart below shows the trend data for the percentage of disabled staff in the workforce, for the council as a whole, central services and schools.



## CENTRAL SERVICES: TREND DATA

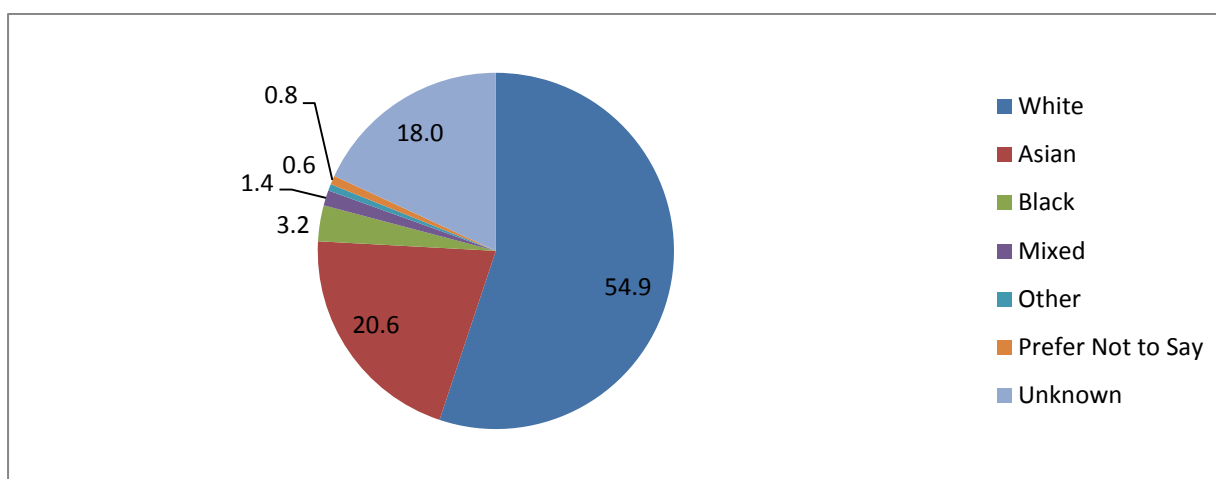
The percentage of the central services workforce who are disabled has fluctuated between 5.4% and 7% between 2009 and 2014. There has been a very slight decline since 2013.

## SCHOOLS: TREND DATA

There has been very little change (ie, by a maximum of 0.3%) in the proportion of disabled staff in the schools workforce since 2009. There has been no change this year from 2013.

**CORPORATE: CURRENT POSITION**

A significant majority (55%) of the council’s workforce are white. Just over 20% of the workforce are Asian, 3.2% are black and 1.4% mixed race. The proportion of Leicester’s economically active population from a BME background is 47.1%, significantly higher than the percentage of the council’s workforce. However, 39% of the council’s workforce lives in Leicestershire or Rutland, and the proportion of the BME population in Leicestershire is considerably lower (8%). It should also be noted that there is a high percentage (18%) of employees for whom ethnicity is not known.



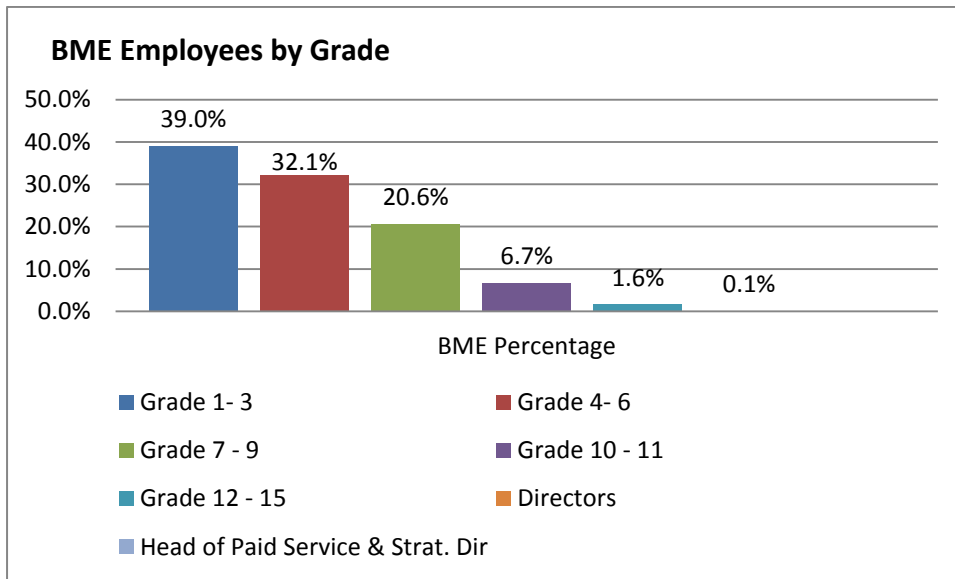
A breakdown of grades by ethnic origin is provided below:

	White %	Asian %	Black %	Mixed %	Other %	Prefer not to say %	Unknown %	% of workforce at salary tier
Grade 1 - 3	44.6	24.6	3.2	0.9	0.7	0.96	25.1	34.4
Grade 4 - 6	54.3	20.8	3.7	1.8	0.6	0.94	18.0	31.0
Grade 7 - 9	59.6	19.7	3.8	1.9	0.5	0.67	13.8	20.5
Grade 10 - 11	73.1	13.6	1.9	0.7	0.5	0.53	9.6	10.4
Grade 12 - 15	75.7	8.9	1.4	1.4	0.4	0.21	12.0	3.3
Directors	82.1	7.1	0	0	0	0	10.7	0.4
Head of Paid Service & Strat. Dir	100	0	0	0	0	0	0	0.1
<b>% for Group</b>	<b>54.9</b>	<b>20.6</b>	<b>3.2</b>	<b>1.4</b>	<b>0.6</b>	<b>0.82</b>	<b>18.5</b>	

It is notable that there is a significant lack of BME representation at senior management level within the organisation, particularly at grades 12-15 and above. Of the top 5% of earners, only 17% are from a BME background.

It is also notable that the proportion of white employees in each grade band increases incrementally as the grades rise, whereas the direct opposite is true for Asian employees.

The breakdown of BME employees by grade is:



The majority of BME employees are in lower paid grades, with 71% being paid at grades 1-6.

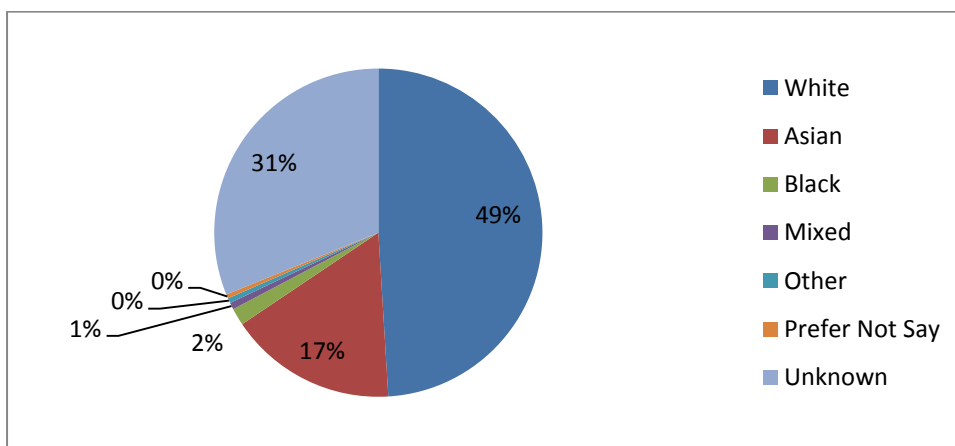
The breakdown of ethnic origin by division is provided at [Appendix 5](#).

### CENTRAL SERVICES: CURRENT POSITION

31.8% of the central services workforce are from a BME background. The ethnicity of just under 7% of employees is not known (either because it has not been declared or because the employee has indicated they would prefer not to provide this information).

### SCHOOLS: CURRENT POSITION

The breakdown of the schools workforce by ethnicity is provided below:

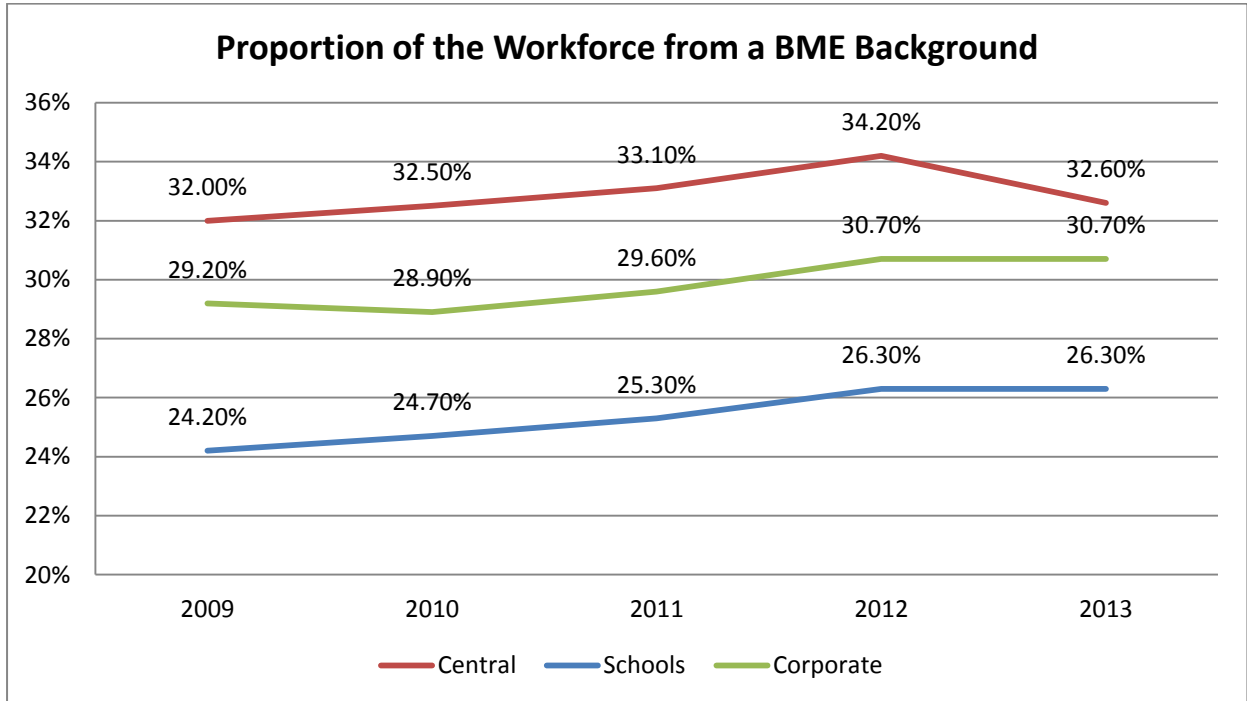




Just under one third of the schools workforce have not declared their ethnicity.

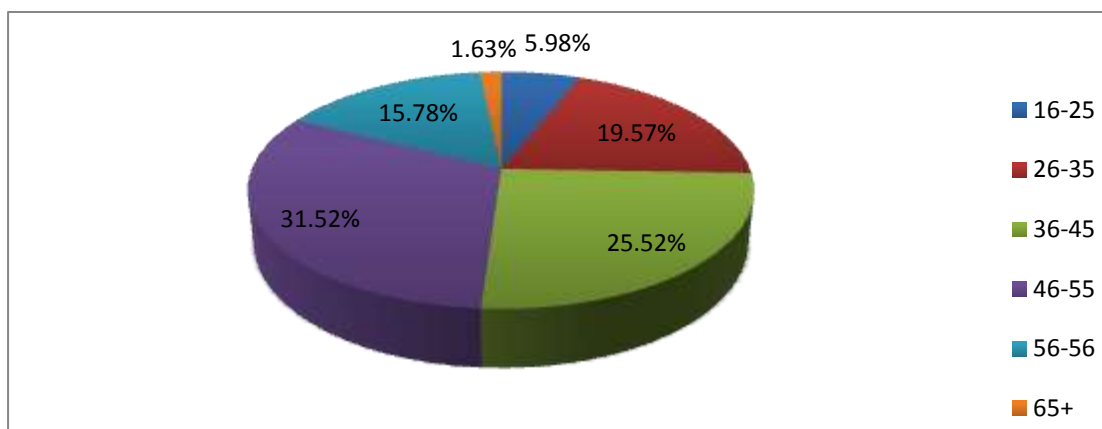
### TREND DATA

The following chart shows trend data with respect to BME representation corporately, centrally and in schools since 2009.



### CORPORATE: CURRENT POSITION

The corporate age profile is as follows:



49% of the workforce is aged 46 or over, with just under a third (32%) in the 46-55 age group. Only 6% of the workforce is aged 16-25. This appears low compared to the proportion of 16-25 year olds in Leicester’s population (17%), however this figure reflects the whole of the population, not just those who are economically active (and so it includes those in further education).

A full breakdown of age by grade is provided at [Appendix 6](#). Of the top 5% of earners, none are under 25 and 24% are aged 56 and over.

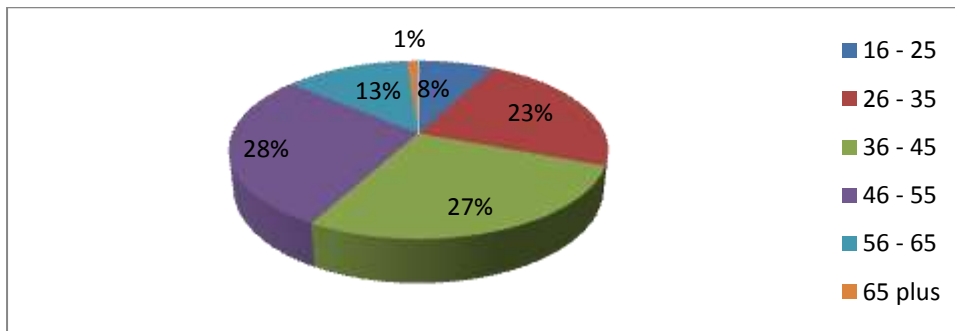
### CENTRAL SERVICES: CURRENT POSITION

A full age profile by department/division is provided at [Appendix 7](#) and a breakdown of age by grade for Central Services is provided at [Appendix 8](#).

With 35% of its workforce aged over 56, the Property Division has the largest ageing workforce, followed by Strategic Commissioning and Business Development with 26%. The divisions with the lowest proportion of staff aged over 56 are Public Health (6%) and City Solicitor and Head of Standards (11%). The City Solicitor and Head of Standards and the Children, Young People and Families Divisions have the youngest workforce, both with 27% of their workforces under 35.

## SCHOOLS: CURRENT POSITION

A breakdown of the schools workforce by age is provided below:



55% of the schools' workforce is in the 36-55 age group. 14% are aged 56 or over.

## CORPORATE/CENTRAL AND SCHOOLS: TREND DATA

A historical age profile by department/division is provided at [Appendix 9](#). There have been no significant changes to the percentage of the workforce in any age group over the past five years, aside from the 36-45 age group in which there has been a 3.4% decrease since 2009.

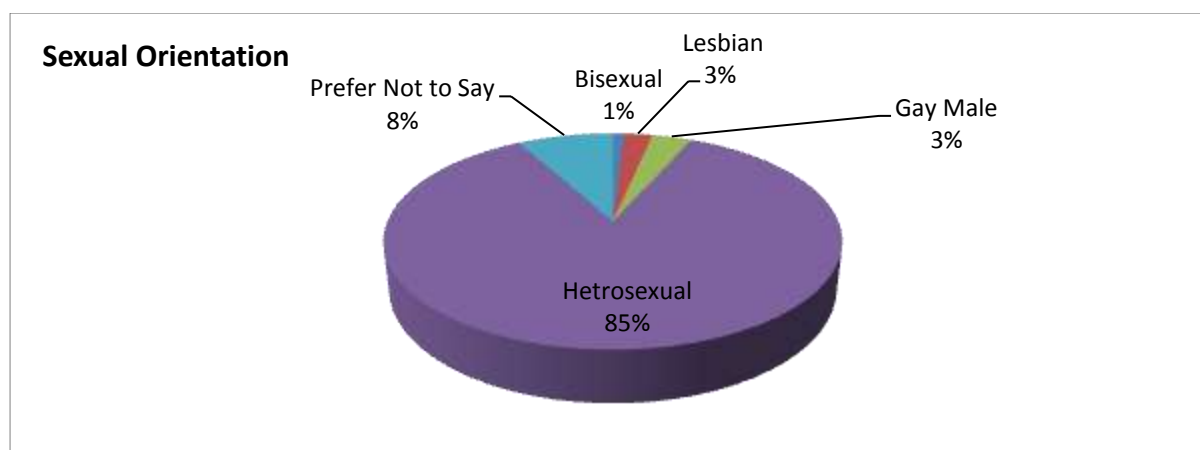
## SEXUAL ORIENTATION

### CENTRAL SERVICES: CURRENT POSITION

The council monitors the sexual orientation of staff on a voluntary basis. Information on the sexual orientation of school-based staff is not currently captured and so the figures below are solely reflective of central services.

7% of the centrally employed workforce have provided a response regarding their sexual orientation (although 8% of these have indicated that they would prefer not to disclose their sexuality). Of those that have elected to disclose, the majority identify as being heterosexual (85%). The census does not request information regarding sexual orientation and, therefore, there is no accurate data on the numbers of people that are lesbian, gay or bisexual (LGB) in the city of Leicester.

A breakdown of all responses is provided below.



Headcount figures for sexual orientation are provided at [Appendix 10](#).

### CENTRAL SERVICES: TREND DATA

The council has monitored the sexual orientation of staff since 2011. The disclosure rate has improved slightly year on year, from 2.4% in 2012 (which was when sexual orientation was first reported in an Equalities Monitoring Report).

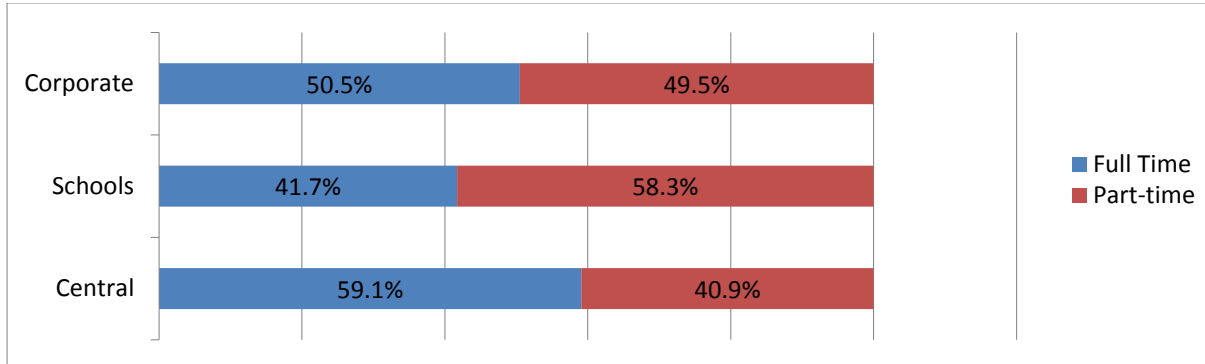
Because of the low disclosure rates no information regarding sexual orientation was provided in the Employment Monitoring Report for 2013.

The 2012 report states that 2% of employees reported themselves as being heterosexual, 0.1% lesbian, 0.1% gay and 0.1% bisexual.

## PART-TIME EMPLOYEES

### CORPORATE: CURRENT POSITION

Corporately, the split between part-time and full-time employees is almost equal, with a very slightly higher proportion working full time. This position has remained stable for the past three years. Women make up a significant majority of the part-time workforce (86%).



### CENTRAL SERVICES: CURRENT POSITION

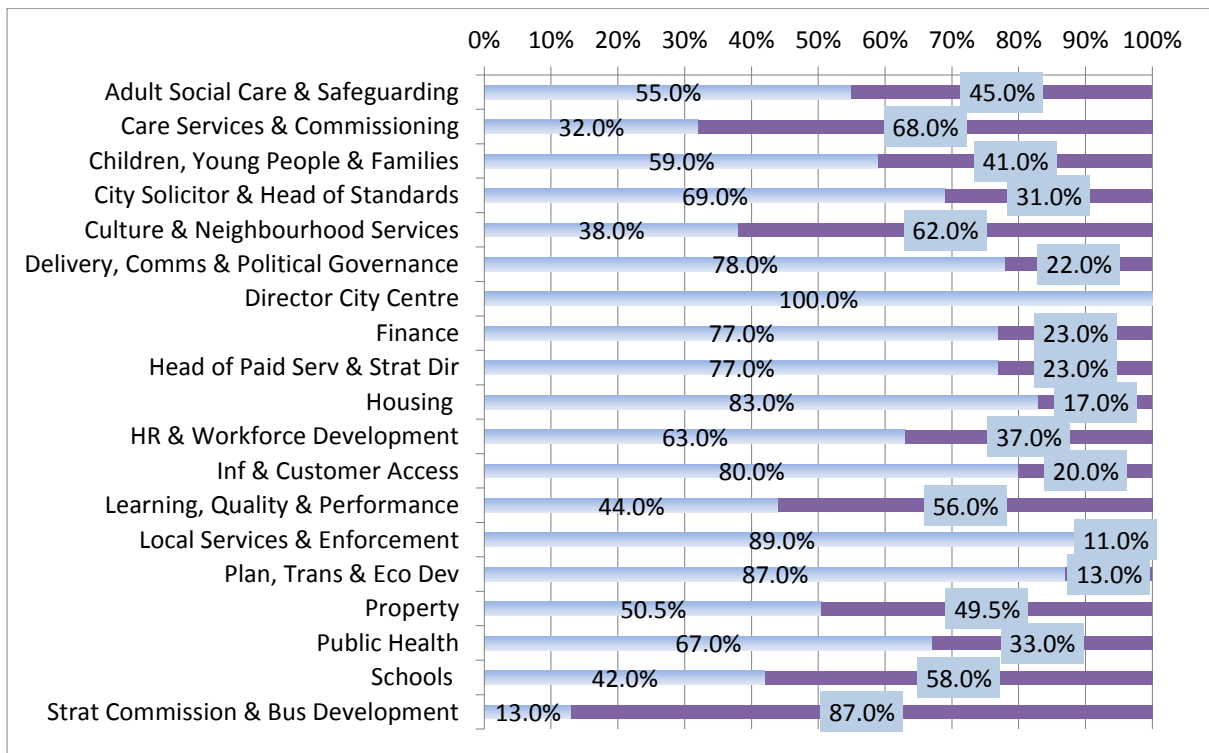
Centrally, significantly over half (59%) the workforce are full time. The proportion of part-time employees (41%) has remained stable from 2013.

#### Percentage of employees working full-time and part-time by division

The divisions with the lowest percentage of part-time staff are Local Services and Enforcement (11%), Planning, Transportation and Economic Development (13%) and Housing (17%). These divisions are those with the highest proportion of male staff (75% of employees in both Local Services and Enforcement and Planning, Transport and Economic Development are male, and 65% in Housing). As outlined on pages 11-12, male employees at the council are less likely to work part-time.

The three divisions with the highest proportion of part time employees are Strategic Commissioning and Business Development (87%), Care Services and Commissioning (68%) and Culture and Neighbourhood Services (62%).

A full breakdown by division is provided in the chart below (full-time in blue, part-time in purple):



## SCHOOLS: CURRENT POSITION

In schools, the situation is reversed: 58% of the workforce are part-time. 84% of the schools workforce are female. 73% of the full-time staff in schools are female and 91% of the part-time staff.

## CORPORATE: TREND DATA

The proportion of part-time employees has decreased slightly from 50.3% in 2013. This figure stood at 51% in 2012.

## CENTRAL: TREND DATA

The percentage of part-time staff has remained constant, at 41%, since 2012.

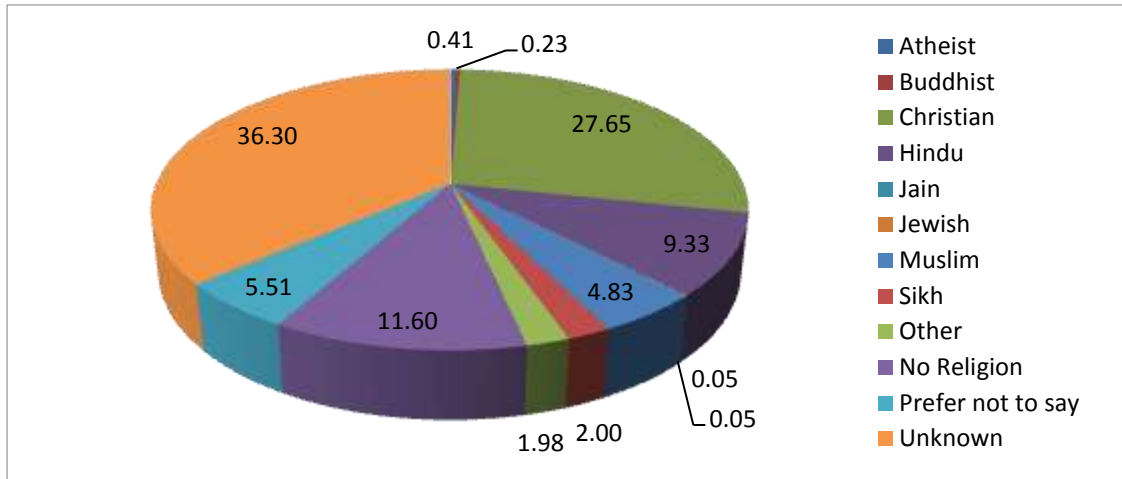
## SCHOOLS: TREND DATA

There has been a decrease of 1.7% in the proportion of the schools workforce who are part-time from 2013. From 2012 to 2013 there was a 2% decrease in the percentage of part-time workers.

**CORPORATE: CURRENT POSITION**

There continues to be a significant proportion of employees who either have not disclosed their belief or have indicated that they would prefer not to say (41.8%). The greatest proportion of staff are Christian (27.65%) followed by no religion (11.6%), Hindu (9.3%) and Muslim (4.8%).

The following chart provides a full breakdown by religion and belief:



**CORPORATE: TREND DATA**

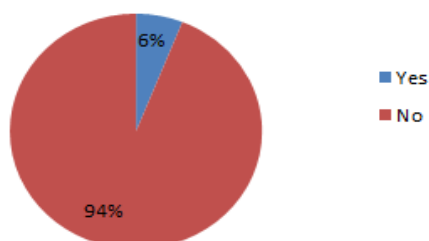
Because of historically low declaration rates, trend data for religion and belief is not available.

## GRIEVANCES – CENTRAL SERVICES

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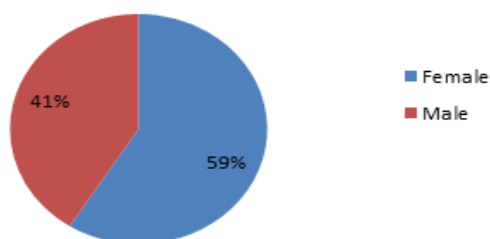
The following charts provide a breakdown of all grievances raised between 1 April 2013 and 31 March 2014 within central services. This data is not available for schools.

### Grievances by Disability



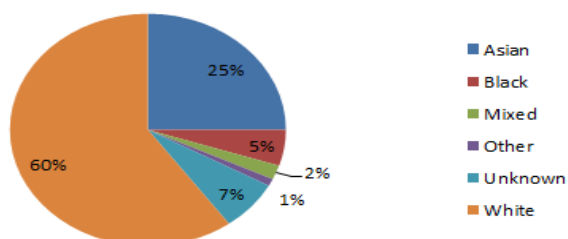
As 7% of the centrally-employed workforce is disabled, 6% of all grievances coming from disabled staff is in line with expectations. The proportion of grievances raised by disabled staff has fallen from 2013 (when it was 10%).

### Grievances by Gender



More grievances are raised by females than males. However, as 71% of the corporate workforce is female, there is a disproportionate percentage of males raising grievances. There is little change in the gender breakdown of grievances raised since 2013 (when 42% of grievances were raised by males).

### Grievances by Ethnicity



Most grievances (60%) are raised by white employees, followed by employees from an Asian background (25%). This is in line with expectations as 55% of the council's workforce are white.



## RECRUITMENT – CENTRAL SERVICES

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The following is a breakdown of new starters for central services for the period 1 April 2013 to 31 March 2014. (This data is not available for schools.):

Disability	Total	%	Total workforce
N	593	98%	93%
Y	15	2%	7%
<b>Total</b>	<b>608</b>		

Gender	Total	%	Total Workforce
F	358	59%	59%
M	250	41%	41%
<b>Total</b>	<b>608</b>		

Ethnicity	Total	%	Total Workforce
Asian	109	18%	20.6%
Black	26	4%	3.2%
Mixed	15	2%	1.4%
Other	1	0%	0.6%
Unknown	144	24%	18.8%
White	313	51%	54.9%
<b>Total</b>	<b>608</b>		

There has been a 33 % increase in the number of appointments from 2013 (470).  
There was a decrease of 10% between 2012 and 2013

## LEAVERS

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The following is a breakdown of all leavers between 1 March 2013 and 31 March 2014.

Disability	Total	%	Total Workforce
N	751	94%	93%
Y	47	6%	7%
<b>Total</b>	<b>798</b>		

Gender	Total	%	Total Workforce
F	500	63%	59%
M	298	37%	41%
<b>Total</b>	<b>798</b>		

Ethnicity	Total	%	Total Workforce
Asian	157	20%	20.6%
Black	43	5%	3.2%
Mixed	16	2%	1.4%
Other	3	0%	0.6%
Unknown	88	11%	18.8%
White	491	62%	54.9%
<b>Total</b>	<b>798</b>		

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## APPENDIX 1 – CENSUS DATA

The most recently available census data is from 2011.

The census data for Leicester's economically active population (those looking for work aged 16-74), compared to the total population for Leicester) is 60%, slightly lower than the same comparison for England (64%) and Leicestershire (65%). The majority of the population are men (55%) in line with the rest of the country. Leicester's BME population is 47% compared to the BME population of England (13%) and Leicestershire which is very low at 8%. Leicester's disabled population (8.1%) is slightly above the comparable figures for England (7.6%) and Leicestershire (7.0%).

The figures for Leicester are reflected throughout this report in comparison to Leicester City Council employees.

