

Comparison of the Workforce summary Quarter 1 2011/12 and Expressions of Interest in Voluntary Redundancy as of 23<sup>rd</sup> August 2011

**Disability**

Council Workforce Summary Quarter 1 2011/12

	Staffing	Disabled	%
ADULT COMM & HSG	2740	95	3.5%
CHIEF EXECUTIVE	108	6	5.6%
CHILDREN'S SERVICES	1932	48	2.5%
SCHOOLS	7469	41	0.5%
CORPORATE RESOURCES	946	30	3.2%
URBAN	1494	61	4.1%
<b>TOTAL (EXCLUDING SCHOOLS)</b>	<b>7220</b>	<b>240</b>	<b>3.3%</b>

Voluntary Redundancy Workforce Summary

Disability Breakdown											
	No. of VR applications	Disabled					Not Disabled				
		No. of Disabled	% of VR applications	No	Yes	Withdrawn	No. of Not Disabled	% of VR applications	No	Yes	Withdrawn
Chief Executive's	12	2	16.7%	0.0%	100.0%	0.0%	10	83.3%	40.0%	50.0%	0.0%
Children's Services	223	8	3.6%	37.5%	50.0%	12.5%	215	96.4%	50.7%	38.1%	11.2%
Corporate Resources	86	4	4.6%	50.0%	50.0%	0.0%	84	95.5%	64.3%	26.2%	9.5%
DACHS	676	31	4.6%	54.8%	32.3%	12.9%	645	95.4%	49.2%	38.1%	12.7%
DUE	180	8	4.4%	75.0%	12.5%	12.5%	172	95.6%	74.4%	22.1%	3.5%
<b>TOTAL</b>	<b>1179</b>	<b>53</b>	<b>4.5%</b>	<b>52.8%</b>	<b>35.9%</b>	<b>11.3%</b>	<b>1126</b>	<b>95.5%</b>	<b>54.4%</b>	<b>35.0%</b>	<b>10.7%</b>

A higher proportion of employees with disabilities have applied for Voluntary Redundancy 4.5% when compared to the overall proportion of disabled employed in the Council's workforce 3.3%. This figure of 4.5% was broadly similar across all directorates within the Council with the exception of the Chief Executives directorate. However, this is the smallest directorate both in terms of staffing levels and VR requests and has the highest percentage of disabled employees, so a small number of requests have significantly impacted on the percentage of requests received. Looking at the age range of the disabled applicants it is apparent that the majority of disabled applicants are aged between 55 and 64, reflecting what is expected as those aged over 55 are more likely to apply for VR given the access to pension.

## Gender

### Council Workforce Summary Quarter 1 2011/12

	Staffing	Male	%	Female	%
ADULT COMM & HSG	2740	861	31.4%	1879	68.6%
CHIEF EXECUTIVE	108	33	30.6%	75	69.4%
CHILDREN'S SERVICES	1932	376	19.5%	1556	80.5%
SCHOOLS	7469	1140	15.3%	6329	84.7%
CORPORATE RESOURCES	946	311	32.9%	635	67.1%
URBAN	1494	941	63.0%	551	36.9%
<b>TOTAL (EXCLUDING SCHOOLS)</b>	<b>7220</b>	<b>2521</b>	<b>34.9%</b>	<b>4696</b>	<b>65.0%</b>

### Voluntary Redundancy Workforce Summary

Gender Breakdown	No. of VR applications	Female					Male				
		No. of Female	% of VR applications	No	Yes	Withdrawn	No. of Male	% of VR applications	No	Yes	Withdrawn
Chief Executive's	12	8	66.7%	50.0%	50.0%	0.0%	4	33.3%	0.0%	100.0%	0.0%
Children's Services	223	174	78.0%	54.6%	34.5%	10.9%	49	22.0%	34.7%	53.1%	12.2%
Corporate Resources	86	54	61.4%	59.3%	29.6%	11.1%	34	38.6%	70.6%	23.5%	5.9%
DACHS	676	459	67.9%	36.4%	49.0%	14.6%	217	32.1%	77.0%	14.3%	8.8%
DUE	190	51	28.3%	72.6%	25.5%	2.0%	129	71.7%	75.2%	20.2%	4.7%
<b>TOTAL</b>	<b>1179</b>	<b>746</b>	<b>63.3%</b>	<b>44.9%</b>	<b>42.6%</b>	<b>12.5%</b>	<b>433</b>	<b>36.8%</b>	<b>70.4%</b>	<b>21.9%</b>	<b>7.6%</b>

The figures above show that a proportionate number of females applied for voluntary redundancy when compared to the proportion of females in the council 63.3% compared to 65.0%. For female applicants a similar number of applicants were granted and declined voluntary redundancy. However, the statistics for male applicants show that a greater proportion of male applicants were declined than accepted. This is due in part to areas such as DACHS where Building services and DUE in Waste Management provided the majority of male applicants. Building Services and Waste Management were areas that were unable to grant many of the applicants for voluntary redundancies resulting in an effect on the other statistics.

## VR Gender Summary in DACHS

Gender Breakdown	No. of VR applications	Female					Male				
		No. of Female	% of Female's	No	Yes	Withdrawn	No. of Male	% of Male's	No	Yes	Withdrawn
Building Services	132	4	3.1%	100.0%	0.0%	0.0%	128	97.0%	93.8%	5.5%	0.8%
Corporate Property	1	0	0.0%	0.0%	0.0%	0.0%	1	100.0%	0.0%	100.0%	0.0%
Housing Management Services	30	24	80.0%	83.3%	12.5%	4.2%	6	20.0%	66.7%	0.0%	33.3%
Libraries, Archives & Adult Learning	42	33	78.6%	48.5%	39.4%	12.1%	9	21.4%	66.7%	22.2%	11.1%
Mental Health & Learning Disabilities	111	87	78.4%	65.1%	17.4%	17.4%	24	21.8%	50.0%	25.0%	25.0%
Older People & Adults with Physical Disability	301	274	91.0%	18.6%	65.7%	15.7%	27	9.0%	55.6%	25.9%	18.5%
Policy, Performance & Resources	43	26	60.4%	53.9%	38.5%	7.7%	17	39.5%	47.1%	35.3%	17.7%
Strategic & Private Sector Housing	16	11	68.8%	54.6%	27.3%	18.2%	5	31.3%	40.0%	40.0%	20.0%
<b>TOTAL</b>	<b>676</b>	<b>459</b>	<b>67.9%</b>	<b>36.4%</b>	<b>49.0%</b>	<b>14.6%</b>	<b>217</b>	<b>32.1%</b>	<b>77.0%</b>	<b>14.3%</b>	<b>8.8%</b>

The above table demonstrates that the proportion of male-female applications were significantly impacted by the higher number of VR applications from males in Building Services. Across both genders it is clear that within this division 'no' responses were similarly given to both genders at 93.8% for males and 100.0% for females.

## Ethnic Groups

### Council Workforce Summary Q1 2011/12

	Staffing	White	%	BME	%	Unknown	%
ADULT COMM & HSG	2740	2500	91.2%	213	7.8%	27	1.0%
CHIEF EXECUTIVE	108	96	88.9%	8	7.4%	4	3.7%
CHILDREN'S SERVICES	1932	1700	88.0%	221	11.4%	11	0.6%
SCHOOLS	7469	7088	94.9%	337	4.5%	44	0.6%
CORPORATE RESOURCES	946	853	90.2%	80	8.5%	13	1.4%
URBAN	1494	1433	95.9%	52	3.5%	9	0.6%
<b>TOTAL (EXCLUDING SCHOOLS)</b>	<b>7220</b>	<b>6582</b>	<b>91.2%</b>	<b>574</b>	<b>8.0%</b>	<b>64</b>	<b>0.9%</b>

### Voluntary Redundancy Workforce Summary

Ethnic Background													
		BME					White					Undisclosed	
Directorate	No. of VR applications	No. of BME Group	% of VR applications	No	Yes	Withdrawn	No. of White Group	% of VR applications	No	Yes	Withdrawn	Undisclosed Group Title	%* of Undisclosed
Chief Executive's	12	0	0.0%	0.0%	0.0%	0.0%	12	100.0%	33.3%	66.7%	0.0%	0	0.0%
Children's Services	223	19	8.5%	42.1%	31.6%	26.3%	203	91.0%	51.2%	39.4%	5.4%	1	0.5%
Corporate Resources	86	4	4.6%	75.0%	0.0%	25.0%	82	93.2%	63.4%	28.1%	8.5%	2	2.3%
DACHS	676	32	4.7%	43.8%	37.5%	18.8%	643	95.1%	49.8%	37.8%	12.4%	1	0.2%
DUE	190	4	2.2%	75.0%	25.0%	0.0%	175	97.2%	74.3%	21.7%	4.0%	1	0.6%
<b>TOTAL</b>	<b>1179</b>	<b>59</b>	<b>5.0%</b>	<b>47.5%</b>	<b>32.2%</b>	<b>20.3%</b>	<b>1115</b>	<b>94.6%</b>	<b>54.7%</b>	<b>35.2%</b>	<b>10.1%</b>	<b>5</b>	<b>0.4%</b>

The proportion of applicants from BME groups is less than the Council average of 8.0% as they make up 5.0% of voluntary redundancy requests. When examining how the applications for Voluntary redundancy were dealt with once received it is apparent that overall the percentage of employees from a BME group given a Yes decision was comparable with the responses given to employees from a White group at 32.2% for those from a BME group and 35.2% for those from White group.

# Age

## Council Workforce Summary Q1 2011/12

Directorate	Staffing	Under 16	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
ADULT COMM & HSG	2740	0	111	165	192	258	415	501	463	373	206	56
Chief Executive's	108	0	11	8	12	8	13	12	19	11	8	6
Children's Services	1932	0	101	97	170	187	302	380	298	228	132	37
Schools	7469	14	514	697	757	819	1166	1109	917	809	447	220
Corporate Resources	946	0	100	93	106	100	149	149	111	73	53	12
Urban	1494	0	124	105	99	122	199	262	208	183	107	85
<b>TOTAL (Excluding Schools)</b>	<b>7220</b>	<b>0</b>	<b>447</b>	<b>468</b>	<b>579</b>	<b>675</b>	<b>1078</b>	<b>1304</b>	<b>1099</b>	<b>868</b>	<b>506</b>	<b>196</b>
		0.0%	6.2%	6.5%	8.0%	9.3%	14.9%	18.1%	15.2%	12.0%	7.0%	2.7%

## Voluntary Redundancy Workforce Summary

Age		Age Band										
Directorate	Directorate Decision	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Grand Total
Chief Executive's	No								1	3		4
	Yes				2				3	3		8
<b>Chief Executive's Total</b>					<b>2</b>				<b>4</b>	<b>6</b>		<b>12</b>
Children's Services	No		1	1	3	10	8	11	41	31	6	112
	Yes		1	1	3	9	9	17	23	16	7	86
	Withdrawn		1	2			7	5	6	2	2	25
<b>Children's Services Total</b>			<b>3</b>	<b>4</b>	<b>6</b>	<b>19</b>	<b>24</b>	<b>33</b>	<b>70</b>	<b>49</b>	<b>15</b>	<b>223</b>
Corporate Resources	No			2	1	9		3	20	18	3	56
	Yes			1	1	1	1	4	7	6	3	24
	Withdrawn			1	1			2		4		8
<b>Corporate Resources Total</b>				<b>4</b>	<b>2</b>	<b>11</b>	<b>1</b>	<b>9</b>	<b>27</b>	<b>24</b>	<b>10</b>	<b>88</b>
DACHS	No	1	5	10	13	24	35	48	97	82	19	334
	Yes	1	4	3	6	20	12	26	66	80	38	256
	Withdrawn		1	3	7	9	15	11	15	14	11	86
<b>DACHS Total</b>		<b>2</b>	<b>10</b>	<b>16</b>	<b>26</b>	<b>53</b>	<b>62</b>	<b>85</b>	<b>178</b>	<b>176</b>	<b>68</b>	<b>676</b>
DUE	No			1	4	4	11	15	48	33	18	134
	Yes		1		1	1	2	3	14	13	4	39
	Withdrawn	1					1	1	2	1	1	7
<b>DUE Total</b>		<b>1</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>5</b>	<b>14</b>	<b>19</b>	<b>64</b>	<b>47</b>	<b>23</b>	<b>180</b>
<b>Grand Totals</b>		<b>3</b>	<b>14</b>	<b>25</b>	<b>41</b>	<b>88</b>	<b>101</b>	<b>146</b>	<b>343</b>	<b>302</b>	<b>116</b>	<b>1179</b>
<b>% of VR applications</b>		<b>0.3%</b>	<b>1.2%</b>	<b>2.1%</b>	<b>3.5%</b>	<b>7.5%</b>	<b>8.6%</b>	<b>12.4%</b>	<b>29.1%</b>	<b>25.6%</b>	<b>9.8%</b>	
<b>Total % for no</b>		<b>33.3%</b>	<b>42.9%</b>	<b>56.0%</b>	<b>51.2%</b>	<b>53.4%</b>	<b>53.5%</b>	<b>52.7%</b>	<b>60.3%</b>	<b>55.3%</b>	<b>39.7%</b>	<b>54.3%</b>
<b>Total % for yes</b>		<b>33.3%</b>	<b>42.9%</b>	<b>20.0%</b>	<b>31.7%</b>	<b>35.2%</b>	<b>23.8%</b>	<b>34.2%</b>	<b>32.9%</b>	<b>39.1%</b>	<b>44.8%</b>	<b>35.0%</b>
<b>Total % for withdrawn</b>		<b>33.3%</b>	<b>14.2%</b>	<b>24.0%</b>	<b>19.5%</b>	<b>10.2%</b>	<b>22.8%</b>	<b>13.0%</b>	<b>6.7%</b>	<b>7.0%</b>	<b>12.1%</b>	<b>10.7%</b>

The figures above show that the majority of applications for voluntary redundancy were submitted by employees aged between 55 – 59 and 60 - 64. This would be expected as it is this age group that would have the additional benefit of being able to access their pension in the event that they were accepted.

## Religion

### Council Workforce Summary Q1 2011/12

	Staffing	Religion									
		Christian	Do Not Wish to Disclose	No Religion	Other	Sikh	Muslim	(blank)	Buddhist	Hindu	Jewish
DACHS	2740	37.9%	3.8%	10.5%	1.7%	0.9%	1.2%	43.2%	0.4%	0.4%	0.0%
DUE	1542	38.1%	4.1%	8.3%	1.7%	0.5%	0.2%	46.8%	0.3%	0.1%	0.0%
Children's Services	1932	36.9%	3.3%	8.9%	1.3%	0.9%	1.4%	46.2%	0.4%	0.6%	0.1%
Corporate Resources	946	46.1%	4.0%	11.2%	1.2%	1.7%	1.3%	33.5%	0.0%	1.1%	0.0%
Chief Executive's	108	41.7%	5.6%	10.2%	0.9%	1.9%	0.9%	38.9%	0.0%	0.0%	0.0%
<b>TOTAL</b>	<b>14689</b>	<b>35.9%</b>	<b>2.7%</b>	<b>7.2%</b>	<b>1.2%</b>	<b>0.6%</b>	<b>0.8%</b>	<b>51.0%</b>	<b>0.4%</b>	<b>0.3%</b>	<b>0.0%</b>

The table above shows that 51.0% of employees have not indicated their religion/belief and left the field blank. This is a high proportion of the employees and any analysis will be unreliable to draw any conclusions from.

## Above and below SCP 34

### Council Workforce Summary Q1 2011/12

	Below SCP 34					Above SCP 34				
	Total	Male	%	Female	%	Total	Male	%	Female	%
DACHS	2317	640	27.6%	1677	72.4%	357	200	56.0%	156	43.7%
DUE	1315	810	61.6%	503	38.3%	175	129	73.7%	46	26.3%
Children's Services	1452	216	14.9%	1236	85.1%	363	124	34.2%	239	65.8%
Schools	4971	493	9.9%	4478	90.1%	1626	410	25.2%	1216	74.8%
Corporate Resources	758	211	27.8%	547	72.2%	180	98	54.4%	82	45.6%
Chief Executive's	77	19	24.7%	58	75.3%	31	14	45.2%	17	54.8%
<b>TOTAL (Exc. Schools)</b>	<b>5919</b>	<b>1896</b>	<b>32.0%</b>	<b>4021</b>	<b>67.9%</b>	<b>1106</b>	<b>565</b>	<b>51.1%</b>	<b>540</b>	<b>48.8%</b>

## Voluntary Redundancy Workforce Summary

Below SCP 34 Gender Breakdown	Female						Male				
	No. of VR applications	No. of Female	% of VR applications	No	Yes	Withdrawn	No. of Male	% of VR applications	No	Yes	Withdrawn
Chief Executive's	4	1	25.0%	0.0%	100.0%	0.0%	3	75.0%	0.0%	100.0%	0.0%
Children's Services	35	4	11.4%	66.7%	19.1%	14.3%	14	11.4%	64.3%	21.4%	14.3%
Corporate Resources	36	13	36.1%	61.5%	38.5%	0.0%	23	63.9%	82.6%	13.0%	4.4%
DACHS	123	62	50.4%	59.7%	30.7%	9.7%	61	49.6%	77.1%	16.4%	6.6%
DUE	40	10	25.0%	60.0%	40.0%	0.0%	30	75.0%	50.0%	40.0%	10.0%
<b>TOTAL</b>	<b>238</b>	<b>107</b>	<b>45.0%</b>	<b>60.7%</b>	<b>30.8%</b>	<b>8.4%</b>	<b>131</b>	<b>55.0%</b>	<b>68.7%</b>	<b>23.7%</b>	<b>7.6%</b>

SCP 34 and above Gender Breakdown	Female						Male				
	No. of VR applications	No. of Female	% of VR applications	No	Yes	Withdrawn	No. of Male	% of VR applications	No	Yes	Withdrawn
Chief Executive's	8	7	87.5%	57.1%	42.9%	0.0%	1	12.5%	0.0%	100.0%	0.0%
Children's Services	188	153	81.4%	52.9%	36.6%	10.5%	35	18.6%	22.9%	65.7%	11.4%
Corporate Resources	52	41	78.8%	58.5%	26.8%	14.6%	11	21.2%	45.5%	45.5%	9.1%
DACHS	553	397	71.8%	32.8%	51.9%	15.4%	156	28.2%	76.9%	13.5%	9.6%
DUE	140	41	29.3%	75.6%	22.0%	2.4%	99	70.7%	82.8%	14.1%	3.0%
<b>TOTAL</b>	<b>941</b>	<b>639</b>	<b>67.9%</b>	<b>42.3%</b>	<b>44.6%</b>	<b>13.1%</b>	<b>302</b>	<b>32.1%</b>	<b>71.2%</b>	<b>21.2%</b>	<b>7.6%</b>

The Below SCP 34 tables demonstrates that there was a lower proportion of females applying for VR at 45.0% compared to the proportion at below SCP 34 in the overall workforce at 67.9%. Therefore there has not been an indirect impact on females through approving VR requests for lower graded employees.

The SCP 34 and above table shows that there was a higher proportion of females applying for VR at 67.9% compared to the proportion at SCP 34 or above in the overall workforce at 48.8%. The proportion of Yes responses is higher at 44.6% compared to males at 21.2%. The largest impact on figures seems to come from DACHS. Within Building Services all the applications for those from SCP 34 and above were from males and of these 87.1% were given a No response as reductions were not being made in this area.