**Annual Workplace Equalities Report 01/04/2015 – 31/03/2016**

Breakdown of workforce at 31/03/16.

|  |  |  |
| --- | --- | --- |
| **Gender** | **Percentage** | **Count** |
| Female | 34.53% | 433 |
| Male | 65.47% | 821 |
| **Grand Total** | **100.00%** | **1254** |

|  |  |  |
| --- | --- | --- |
| **Ethnicity** | **Percentage** | **Count** |
| White | 85.81 | 1076 |
| BME | 8.69 | 109 |
| Unspecified | 5.50 | 69 |
| **Grand Total** | **100.00%** | **1254** |

|  |  |  |
| --- | --- | --- |
| **Age Bands** | **Percentage** | **Count** |
| 21-30 | 15.39 | 193  |
| 31-40 | 21.45 | 269  |
| 41-50 | 28.31 | 355  |
| 51-60 | 27.59 | 346  |
| 61-65 | 4.31 | 54  |
| Over 65 | 1.36 | 17  |
| Under 21 | 1.59 | 20  |
| **Grand Total** | **100.00%** | **1254**  |

|  |  |  |
| --- | --- | --- |
| **Disability** | **Percentage** | **Count** |
| No | 85.81 | 1076 |
| Not Known | 1.04 | 13 |
| Yes | 8.45 | 106 |
| Not specified | 4.70 | 59 |
| **Grand Total** | **100%** | **1254** |

|  |  |  |
| --- | --- | --- |
| **Sexual Orientation** | **Percentage** | **Count** |
| Bisexual | 0.16 | 2 |
| Gay man | 0.48 | 6 |
| Gay woman/lesbian | 0.40 | 5 |
| Heterosexual/straight | 59.01 | 740 |
| Prefer not to say | 5.90 | 74 |
| Not specified | 34.05 | 427 |
| **Grand Total** | **100%** | **1254** |

|  |  |  |
| --- | --- | --- |
| **Religion** | **Percentage** | **Count** |
| Atheist/Humanist/no beliefs | 20.73 | 260 |
| Buddhist | 0.32 | 4 |
| Catholic | 5.58 | 70 |
| Christian | 26.56 | 333 |
| Hindu | 0.40 | 5 |
| Jewish | 0.08 | 1 |
| Muslim | 1.04 | 13 |
| Other | 2.63 | 33 |
| Prefer not to say | 6.30 | 79 |
| Sikh | 0.16 | 2 |
| Not specified | 36.20 | 454 |
| **Grand Total** | **100.00%** | **1254** |

|  |  |  |
| --- | --- | --- |
| **Central Oxford** | **Percentage** | **Count** |
| Central | 45.30% | 568 |
| Not | 54.70% | 686 |
| **Grand Total** | **100.00%** | **1254** |

**JOB APPLICANTS**

|  |  |  |
| --- | --- | --- |
| **Gender** | **Percentage** | **Count** |
| Female | 46.51% | 5138 |
| Male | 51.00% | 5634 |
| Unspecified | 2.49% | 275 |
| **Grand Total** | **100.00%** | **11047** |

|  |  |  |
| --- | --- | --- |
| **Ethnicity** | **Percentage** | **Count** |
| BME | 24.30% | 2684 |
| White | 75.70% | 8363 |
| **Grand Total** | **100.00%** | **11047** |

|  |  |  |
| --- | --- | --- |
| **Disabled** | **Percentage** | **Count** |
| No | 87.06 | 9618 |
| Not Known | 2.82 | 311 |
| Yes | 4.77 | 527 |
| Not Specified | 5.35 | 591 |
| **Grand Total** | **100.00%** | **11047** |

NEW STARTERS

|  |  |  |
| --- | --- | --- |
| **Gender** | **Percentage** | **Count** |
| Female | 46.63 | 90 |
| Male | 53.37 | 103 |
| **Grand Total** | **100.00%** | **193** |

|  |  |  |
| --- | --- | --- |
| **Ethnicity** | **Percentage** | **Count** |
| BME | 12.44 | 24 |
| White | 66.84 | 129 |
| Not Specified | 20.73 | 40 |
| **Grand Total** | **100.00%** | **193** |

|  |  |  |
| --- | --- | --- |
| **Disability** | **Percentage** | **Count** |
| No | 75.13 | 145 |
| Yes | 2.59 | 5 |
| Not Specified | 22.28 | 43 |
| **Grand Total** | **100.00%** | **193** |

**LEAVERS**

Breakdown of starters and leavers during period 01/04/15 – 31/03/16.

|  |  |  |
| --- | --- | --- |
| **Gender** | **Percentage** | **Count** |
| Female | 41.71% | 83 |
| Male | 58.29% | 116 |
| **Grand Total** | **100.00%** | **199** |

|  |  |  |
| --- | --- | --- |
| **Ethnicity** | **Percentage** | **Count** |
| BME | 9.05 | 18 |
| White | 77.39 | 154 |
| Not Specified | 13.57 | 27 |
| **Grand Total** | **100.00%** | **199** |

|  |  |  |
| --- | --- | --- |
| **Disability** | **Percentage** | **Count** |
| No | 76.88 | 153 |
| Yes | 9.05 | 18 |
| Not Specified | 14.07 | 28 |
| **Grand Total** | **100.00%** | **199** |

Reasons for leaving the organisation during period 01/04/15 – 31/03/16

|  |  |  |
| --- | --- | --- |
| **Row Labels** | **Percentage** | **Count** |
| Died in Service | 2.01% | 4 |
| End of Fixed Term Contract | 14.07% | 28 |
| Failed Probation | 1.51% | 3 |
| Mutually Agreed Termination | 2.01% | 4 |
| Redundancy (with Severance Payment) | 1.51% | 3 |
| Resignation | 69.34% | 138 |
| Retirement | 8.04% | 16 |
| Retirement - Ill Health - tier 1 | 1.51% | 3 |
| **Grand Total** | **100.00%** | **199** |

**GRIEVANCES**

During this period 4 grievances were submitted, of which one went to appeal. Grievance reasons were victimisation and poor management.

**DISCPLINARIES**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Disciplinaries** | **1st written warning** | **Final written warning** | **Informal warning** | **Grand Total** |
| Breach of Data Protection policy |   |   | 1 | 1 |
| Breach of H&S policy | 1 | 2 |   | 3 |
| Damage to Council Property | 6 | 2 | 14 | 22 |
| Damage to Council reputation | 1 | 2 | 1 | 4 |
| Drug or alcohol misuse |   | 2 | 1 | 3 |
| Non-adherence to values and behaviours framework | 2 | 1 | 5 | 8 |
| Non-adherence/breach to Organisational policy or work processes | 4 | 4 | 10 | 18 |
| **Grand Total** | **14** | **13** | **32** | **59** |

**Gender pay gap as at 31/03/16**

|  |  |  |
| --- | --- | --- |
| **Measure** |  |  |
|  |  |  |
| Full time gender pay gap |  | -3.12 |
|  |  |  |
| Part time gender pay gap |  | 5.27 |
|  |  |  |
| Pay Multiple |  | 5.20 |
|  |  |  |
| Median Salary | £29,799.77 per annum | £15.45 per hour |
|  |  |  |
| Full Time Highest paid salary | £114,591.00 per annum |  |
|  |  |  |
| Part Time Highest paid salary | £120,821.60 per annum |  |

Pay multiple - the ratio between the highest paid employee and the median earnings calculated across the whole Council.

Full time gender pay gap - Median full time female hourly rate pay over Full time male hourly rate x 100

Part time gender pay gap – Median part time female hourly rate compared with median full time male hourly rate x 100.