

# 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         |
| <b>Grand Total</b> | <b>100.00%</b> | <b>1254</b> |

| Ethnicity          | Percentage     | Count       |
|--------------------|----------------|-------------|
| White              | 85.81          | 1076        |
| BME                | 8.69           | 109         |
| Unspecified        | 5.50           | 69          |
| <b>Grand Total</b> | <b>100.00%</b> | <b>1254</b> |

| 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          |
| <b>Grand Total</b> | <b>100.00%</b> | <b>1254</b> |

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

| 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         |
| <b>Grand Total</b>    | <b>100%</b> | <b>1254</b> |

| 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         |
| <b>Grand Total</b> | <b>100.00%</b> | <b>1254</b> |

| Central Oxford     | Percentage     | Count       |
|--------------------|----------------|-------------|
| Central            | 45.30%         | 568         |
| Not                | 54.70%         | 686         |
| <b>Grand Total</b> | <b>100.00%</b> | <b>1254</b> |

## JOB APPLICANTS

| Gender             | Percentage     | Count        |
|--------------------|----------------|--------------|
| Female             | 46.51%         | 5138         |
| Male               | 51.00%         | 5634         |
| Unspecified        | 2.49%          | 275          |
| <b>Grand Total</b> | <b>100.00%</b> | <b>11047</b> |

| Ethnicity          | Percentage     | Count        |
|--------------------|----------------|--------------|
| BME                | 24.30%         | 2684         |
| White              | 75.70%         | 8363         |
| <b>Grand Total</b> | <b>100.00%</b> | <b>11047</b> |

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

## NEW STARTERS

| Gender             | Percentage     | Count      |
|--------------------|----------------|------------|
| Female             | 46.63          | 90         |
| Male               | 53.37          | 103        |
| <b>Grand Total</b> | <b>100.00%</b> | <b>193</b> |

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

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

## 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        |
| <b>Grand Total</b> | <b>100.00%</b> | <b>199</b> |

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

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

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          |
| <b>Grand Total</b>                  | <b>100.00%</b> | <b>199</b> |

## GRIEVANCES

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

## DISCIPLINARIES

| 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          |
| <b>Grand Total</b>                                              | <b>14</b>           | <b>13</b>             | <b>32</b>        | <b>59</b>   |

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

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