

<b>Committee/Meeting:</b> HR Committee	<b>Date:</b> 11 November 2013	<b>Classification:</b> Unrestricted	<b>Report No:</b> <b>4.1</b>
<b>Report of:</b> Corporate Director (Resources)  <b>Originating officer(s)</b> Simon Kilbey, Service Head (Human Resources & Workforce Development)		<b>Title:</b> <b>Quarterly report – new starters</b>  <b>Wards Affected:</b> All	

<b>Lead Member</b>	Cabinet Member for Resources
<b>Community Plan Theme</b>	All
<b>Strategic Priority</b>	Work efficiently and effectively as one Council

## 1. **SUMMARY**

- 1.1 At its meeting on 29<sup>th</sup> February 2012, HR Committee requested that a regular report be submitted providing details of new starters to the Council.
- 1.2 This report covers the period 1<sup>st</sup> April– 30<sup>th</sup> June 2013, with information provided as Appendices 1-4. The HR Committee on 2<sup>nd</sup> July 2013 considered a report with details of new starters to the Council for the period from 1<sup>st</sup> January 2013 to 31<sup>st</sup> March 2013.
- 1.3 Information in respect of equalities strands for previous quarters is presented as Appendices 5-7 to allow historical comparison. Additionally, this information is given in graphic form in Appendix 8.
- 1.4 Please note only staff directly employed by the Council are included. Accordingly, the information does not include agency workers.
- 1.5 HR Committee further requested data relating to the number and percentage of new starters who are resident of this Borough. This is available, with equalities breakdowns for the April- June 2013 period as Appendix 3.
- 1.6 HR Committee requested data relating to interns. The breakdown against equality strands can be found in Appendix 4. Only 2 apprentices started work during the quarter April – June 2013 and so equalities information is not provided separately as the numbers are small enough that individuals could be identified.

## 2. **DECISIONS REQUIRED**

HR Committee is recommended to:-

- 2.1 Consider the report, which is provided for information.

## 3. **REASONS FOR THE DECISIONS**

- 3.1 The report is provided for information.

## 4. **ALTERNATIVE OPTIONS**

- 4.1 There are no alternative options.

## 5. **BACKGROUND**

- 5.1 HR committee on 29<sup>th</sup> February 2012 requested to receive regular quarterly reports, which provide details of new starters (post title, directorate, details of service area) and breakdown by the equality strands, this report is submitted to the HR Committee for information. Note that the format of the report is evolving, from quarter to quarter, to allow the incorporation of any additional information requested by the HR Committee.

## 6. **BODY OF REPORT**

- 6.1 For the period April 2013 – June 2013, there were 125 new starters (the equivalent number in previous quarters being 116,149 and 91). The Directorates showing most recruitment were Education, Social Care & Wellbeing and Communities, Localities & Culture, who, (in addition to normal recruitment activities) gained 11 employees as a result of the TUPE transfer within the Clean and Green Service Area. Only 2 Apprentices began working for the Council during this period.
- 6.2 As part of the WFTRC action plan and our role as corporate parent the Council has in place a 10 week Intern scheme for young adults in the Leaving Care Service. A total of 10 young adults from the Leaving Care service undertook work experience as interns. A breakdown of the interns within this scheme during April - June 2013 is given as Appendix 4.
- 6.3 The Council has a Work Experience, Intern and Placement policy that offers the following definitions:
- Work Experience - short unpaid placement in the workplace for untrained individuals, generally of school age, to gain experience of a working environment. Appropriate activities can be undertaken under the supervision and discretion of the member of staff taking full responsibility for these actions.
  - Internship – programme of work placement for undergraduates and graduates, to gain experience of a working environment.

Appropriate activities can be undertaken under the supervision and discretion of the member of staff taking full responsibility for these actions.

- Work Placement - short term voluntary work agreed through local organisations or a local agreement to gain experience in the working environment. Generally this will be to support local unemployed people get back to work for an agreed period of time.

6.4 Since work experience tends to be for local school students, and for very short periods (typically 2 weeks), detailed information about participants is not recorded by the Council. Similarly, whilst provision exists for the appointment of interns other than those described in (6.2) above and Work Placements, these facilities are very rarely used.

6.5 Further information with regards to the numbers, job titles, directorate and service area of new starters for the period 1<sup>st</sup> April 2013 – 30 June 2013, together with an equality breakdown is included as Appendices 1 and 2.

6.6 For comparison purposes, Appendices 4, 5 and 6 provide the relevant details on new starters for the quarters from July 2012. Appendix 7 gives trend information, in both numeric and graphic form by equalities strands. This data has previously been submitted to HR Committee.

6.7 Reflecting the current gender distribution within the council workforce (which is 63% female and 37% male), female recruits considerably outnumber male recruits (62% to 38%). During the quarter, 20% of appointments were of Bangladeshi origin, 21% were Black and 43% were White (this compares to 23%, 22% and 44% respectively in the workforce overall). Note, however, that due to the relatively small number of recruitments taking place in each quarter, the percentages of some identified groups vary significantly from quarter to quarter based on a slight variation in numbers.

6.8 For comparison purposes, information from the 2011 census on the ethnic and gender breakdown for the population of Tower Hamlets (all ages and nominal working age is as follows):

	Age 18 to 64	Age 18 to 64	All Ages	All Ages
All Residents				
All categories: Ethnic group	183,430	100.0%	254,096	100.0%
White	65,499	35.7%	83,269	32.8%
Other White	28,978	15.8%	31,550	12.4%
Mixed/multiple ethnic group	6,106	3.3%	10,360	4.1%
Asian/Asian British (excluding Bangladeshi)	19,719	10.8%	23,124	9.1%
Bangladeshi	46,406	25.3%	81,377	32.0%
Black/African/Caribbean/Black British	12,137	6.6%	18,629	7.3%
Other ethnic group	4,585	2.5%	5,787	2.3%

All Residents	Age 18 to 64	Age 18 to 64	All Ages	All Ages
Male	95,685	52.2	130,906	51.5
Female	87,745	47.8	123,190	48.5
Total	183,430	100.0	254,096	100.0

6.9 While the appointments detailed above have an impact on the Council's Workforce to Reflect the Community targets, this is only one factor and the number of people exiting the organisation will also have a significant impact.

6.10 Apprentices (2 during the quarter) are included in the information provided on new starters, with information on interns provided separately. There has been no intake of graduates since January 2012, though a further intake is planned for 2013. As previously agreed with HR Committee the council will be seeking to increase representation across wider community groups.

6.11 HR Committee on 2<sup>nd</sup> July 2013 requested that trend information by percentage on new starters be included within this report. This is attached, for each of the equalities strands, as Appendix 8.

6.12 HR Committee on 2<sup>nd</sup> July 2013 also requested that information relating to demography – particularly with reference to LBTH residents and equalities strands of new starters be included within this report. This is attached as Appendix 8.

## **7. COMMENTS OF THE CHIEF FINANCIAL OFFICER**

7.1 There are no financial implications as a direct result of this report.

## **8. LEGAL SERVICES COMMENTS**

8.1 When carrying out its functions, including the employment of staff, the Council must have due regard to the need to eliminate unlawful conduct under the Equality Act 2010, the need to advance equality of opportunity and the need to foster good relations between persons who share a protected characteristic and those who don't. The report contains information about new starters which may help inform these considerations, although additional information may be required for a complete picture.

## **9. ONE TOWER HAMLETS CONSIDERATIONS**

9.1 All posts are recruited to on merit.

New starters have an impact on the Council's targets with regards to achieving a Workforce to Reflect the Community.

## **10. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT**

10.1 There are no implications.

**11. RISK MANAGEMENT IMPLICATIONS**

11.1 There are no direct risks as a result of this report.

**12. CRIME AND DISORDER REDUCTION IMPLICATIONS**

12.1 There are no implications.

**13. EFFICIENCY STATEMENT**

13.1 No changes to service delivery or the use of resources are proposed.

**14. APPENDICES**

Appendix 1 - New starters, April - June 2013

Appendix 2 - New starters by equality strands, April - June 2013

Appendix 3- Demographics of New Starters April – June 2013

Appendix 4- Interns by equality strands, April - June 2013

Appendix 5- New starters by equality strands, January-March 2012 (already seen by HR Committee)

Appendix 6- New starters by equality strand, October- December 2012 (already seen by HR Committee)

Appendix 7- New starters by equality strand, July - September 2012 (already seen by HR Committee)

Appendix 8 - New starters, trends by percentage, April 2012 - June 2013

**Local Government Act, 1972 Section 100D (As amended)  
List of “Background Papers” used in the preparation of this report**

Brief description of “background papers”	Name and telephone number of holder and address where open to inspection.
None	N/A

## Appendix 1

### New starters, April – June 2013

Start Date	Job Title	Directorate	Division	Service
02/04/2013	Communications Advisor (CSF)	Chief Executive	Asst Chief Executive Legal Services	Communications
04/06/2013	Political Advisor Conservative Group	Chief Executive	Asst Chief Executive Legal Services	Democratic Services
02/04/2013	Complaints and Information Officer	Chief Executive	Asst Chief Executive Legal Services	Legal Services Community
03/06/2013	Parks Outreach Officer	CLC	Culture, Learning and Leisure	Arts Parks & Events
15/04/2013	Mother Tongue Tutor 111	CLC	Culture, Learning and Leisure	Community Languages
01/05/2013	Community Language Tutor	CLC	Culture, Learning and Leisure	Community Languages
23/05/2013	General Cookery Tutor	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
20/05/2013	Community Interpreting	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
13/05/2013	Italian Tutor	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
27/05/2013	Bengali Tutor	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
20/05/2013	French Tutor	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
26/04/2013	General Cookery Tutor	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
20/05/2013	Italian Tutor	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
20/05/2013	Spanish Tutor	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
29/04/2013	Idea Store Administrator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
01/04/2013	Horticultural Operative	CLC	Public Realm	Clean and Green
01/04/2013	Tractor Driver	CLC	Public Realm	Clean and Green
01/04/2013	Horticultural Operative	CLC	Public Realm	Clean and Green
01/04/2013	Horticultural Operative	CLC	Public Realm	Clean and Green
01/04/2013	Administrator	CLC	Public Realm	Clean and Green
01/04/2013	Green Space Back-up Operative	CLC	Public Realm	Clean and Green
01/04/2013	Operations Leader	CLC	Public Realm	Clean and Green
01/04/2013	Green Space Backup Operative	CLC	Public Realm	Clean and Green
01/04/2013	Horticultural Operative	CLC	Public Realm	Clean and Green
01/04/2013	Fitter	CLC	Public Realm	Clean and Green
01/04/2013	Triple Driver	CLC	Public Realm	Clean and Green
07/05/2013	Representations and Appeals Officer	CLC	Public Realm	Parking
15/04/2013	School Crossing Patrol Officer	CLC	Public Realm	Transportation & Highways
29/04/2013	School Crossing Patrol Officer	CLC	Public Realm	Transportation & Highways
03/06/2013	Streetworks Compliance Inspector	CLC	Public Realm	Transportation & Highways
03/06/2013	Streetworks Compliance Inspector	CLC	Public Realm	Transportation & Highways
13/05/2013	Env Health Off Level 2 (FS)	CLC	Safer Communities	Consumer & Business Regulations
22/04/2013	Env Health Off (H&S) 2	CLC	Safer Communities	Consumer & Business Regulations
07/05/2013	Tower Hamlets Enforcement Officers	CLC	Safer Communities	Enforcement, Intervention & Markets
07/05/2013	Tower Hamlets Enforcement Officers	CLC	Safer Communities	Enforcement, Intervention & Markets
07/05/2013	THEO (Markets, Non-Accredited)	CLC	Safer Communities	Enforcement, Intervention & Markets
01/05/2013	Youth Worker	CLC	Safer Communities	Youth & Community Services
01/05/2013	Youth Worker	CLC	Safer Communities	Youth & Community Services
01/05/2013	Youth Worker	CLC	Safer Communities	Youth & Community Services
15/04/2013	Peer Education Tutor	CLC	Safer Communities	Youth & Community Services
15/04/2013	Casual Youth Involvement Worker	CLC	Safer Communities	Youth & Community Services
27/05/2013	Administrative Assistant	D&R	Econ. Dev. & Olympic Legacy	Employment and Enterprise
27/05/2013	Economic Programmes Manager	D&R	Econ. Dev. & Olympic Legacy	Employment and Enterprise
17/06/2013	Skillsmatch Trainee	D&R	Econ. Dev. & Olympic Legacy	Employment and Enterprise Grad Trainees
25/06/2013	Skillsmatch Trainee	D&R	Econ. Dev. & Olympic Legacy	Employment and Enterprise Grad Trainees
21/05/2013	Skillsmatch Trainee	D&R	Econ. Dev. & Olympic Legacy	Employment and Enterprise Grad Trainees
01/04/2013	CMHT Admin Officer	ESC&W	Adults Social Care Services	Community Mental Health Services
17/04/2013	CMHT Admin Officer	ESC&W	Adults Social Care Services	Community Mental Health Services
15/05/2013	Admin., & Finance Officer	ESC&W	Adults Social Care Services	Community Mental Health Services
01/05/2013	Social Worker Mental Health (IPS) 1	ESC&W	Adults Social Care Services	Community Mental Health Services
17/06/2013	Team Manager - First Response	ESC&W	Adults Social Care Services	First Response & First Respons Hosp Unit
02/04/2013	Day Project Officer	ESC&W	Adults Social Care Services	Learning Disability
01/05/2013	Senior Practitioner (Social Work)	ESC&W	Adults Social Care Services	Longer Term Support
17/04/2013	Social Worker	ESC&W	Adults Social Care Services	Longer Term Support
23/04/2013	Social Worker	ESC&W	Adults Social Care Services	Longer Term Support
23/04/2013	Social Worker MSSSI (Visual Impaired)	ESC&W	Adults Social Care Services	Longer Term Support
01/05/2013	D Day Opportunities Deputy Manager	ESC&W	Adults Social Care Services	Reablement and Resources
13/05/2013	Day Centre Officer (Russia Lane DC) 2	ESC&W	Adults Social Care Services	Reablement and Resources
28/05/2013	Day Centre Officer (Russia Lane DC) 4	ESC&W	Adults Social Care Services	Reablement and Resources
06/05/2013	Independence Planner - OT	ESC&W	Adults Social Care Services	Reablement and Resources
22/04/2013	Team Manager	ESC&W	Children's Social Care	Family Interventions Service
03/06/2013	Social Worker	ESC&W	Children's Social Care	Family Support & Protection
03/06/2013	Social Worker (PSI) 06	ESC&W	Children's Social Care	Family Support & Protection
06/05/2013	Social Worker	ESC&W	Children's Social Care	Family Support & Protection
10/06/2013	Social Worker	ESC&W	Children's Social Care	Family Support & Protection
20/05/2013	Social Worker (BPN) 08	ESC&W	Children's Social Care	Family Support & Protection
15/04/2013	Family Link Support Worker (Casual)	ESC&W	Children's Social Care	Integ Servs Children with Disabilities
25/05/2013	Family Link Support Worker (Casual)	ESC&W	Children's Social Care	Integ Servs Children with Disabilities

## Appendix 1 (continued)

Start Date	Job Title	Directorate	Division	Service
15/04/2013	Family Link Support Worker (Casual)	ESC&W	Children's Social Care	Integ Servs Children with Disabilities
29/06/2013	Family Link Support Worker (Casual)	ESC&W	Children's Social Care	Integ Servs Children with Disabilities
29/06/2013	Family Link Support Worker (Casual)	ESC&W	Children's Social Care	Integ Servs Children with Disabilities
29/04/2013	Int'sive Supervision Surveillance Worker	ESC&W	Children's Social Care	Youth Offending Team Service
22/04/2013	Assistant Travel Trainer	ESC&W	Commissioning and Health	Children's Commissioning Team
15/04/2013	Governor Support Officer	ESC&W	Learning & Achievement	Governors Services
04/06/2013	Play and Learning Worker (NW)	ESC&W	Learning & Achievement	Learning and Achievement - Birth to 11
07/05/2013	Family Support Worker (NW)	ESC&W	Learning & Achievement	Learning and Achievement - Birth to 11
02/04/2013	Office Assistant&Receptionist (SW)	ESC&W	Learning & Achievement	Learning and Achievement - Birth to 11
01/06/2013	Family Support Lead (SE)	ESC&W	Learning & Achievement	Learning and Achievement - Birth to 11
15/04/2013	THAMES TUTOR B	ESC&W	Learning & Achievement	Music Service/Arts Education
15/04/2013	Thames Tutor (Saturday)	ESC&W	Learning & Achievement	Music Service/Arts Education
22/04/2013	Thames Tutor	ESC&W	Learning & Achievement	Music Service/Arts Education
22/04/2013	Thames Tutor B	ESC&W	Learning & Achievement	Music Service/Arts Education
22/04/2013	THAMES Tutor Saturday	ESC&W	Learning & Achievement	Music Service/Arts Education
15/04/2013	Thames Tutor	ESC&W	Learning & Achievement	Music Service/Arts Education
15/04/2013	THAMES Tutor B	ESC&W	Learning & Achievement	Music Service/Arts Education
15/04/2013	THAMES Tutor Saturday	ESC&W	Learning & Achievement	Music Service/Arts Education
15/04/2013	THAMES TUTOR A	ESC&W	Learning & Achievement	Music Service/Arts Education
03/04/2013	Admissions Assistant	ESC&W	Learning & Achievement	Pupil Admissions and Exclusions
15/04/2013	Head of Sensory Impairment (SLS)	ESC&W	Learning & Achievement	Support For Learning Service
14/05/2013	Schools ICT Engineer	ESC&W	Resources	Children's Information Systems
30/04/2013	Schools ICT Engineer	ESC&W	Resources	Children's Information Systems
15/04/2013	Kitchen Assistant	ESC&W	Resources	Contract Services
03/06/2013	Kitchen Assistant	ESC&W	Resources	Contract Services
03/06/2013	Kitchen Assistant	ESC&W	Resources	Contract Services
03/06/2013	Kitchen Assistant	ESC&W	Resources	Contract Services
15/04/2013	Kitchen Assistant	ESC&W	Resources	Contract Services
15/04/2013	Kitchen Assistant	ESC&W	Resources	Contract Services
03/06/2013	Kitchen Assistant	ESC&W	Resources	Contract Services
15/04/2013	Kitchen Assistant	ESC&W	Resources	Contract Services
01/05/2013	Kitchen Assistant	ESC&W	Resources	Contract Services
15/04/2013	Kitchen Assistant	ESC&W	Resources	Contract Services
07/05/2013	Kitchen Assistant	ESC&W	Resources	Contract Services
01/05/2013	Kitchen Assistant-Toby Lane	ESC&W	Resources	Contract Services
01/05/2013	Kitchen Assistant-Toby Lane	ESC&W	Resources	Contract Services
01/05/2013	Kitchen Assistant-Toby Lane	ESC&W	Resources	Contract Services
01/05/2013	Head of Kitchen	ESC&W	Resources	Contract Services
01/05/2013	Kitchen Assistant-Toby Lane	ESC&W	Resources	Contract Services
01/05/2013	Kitchen Assistant-Toby Lane	ESC&W	Resources	Contract Services
01/05/2013	Kitchen Assistant-Toby Lane	ESC&W	Resources	Contract Services
01/05/2013	Kitchen Assistant-Toby Lane	ESC&W	Resources	Contract Services
01/05/2013	Kitchen Assistant-Toby Lane	ESC&W	Resources	Contract Services
01/05/2013	Kitchen Assistant-Toby Lane	ESC&W	Resources	Contract Services
01/05/2013	Kitchen Assistant-Toby Lane	ESC&W	Resources	Contract Services
04/06/2013	Float Kitchen Assistant	ESC&W	Resources	Contract Services
15/04/2013	Float Kitchen Assistant	ESC&W	Resources	Contract Services
01/05/2013	Float Kitchen Assistant	ESC&W	Resources	Contract Services
15/04/2013	Float Kitchen Assistant	ESC&W	Resources	Contract Services
04/06/2013	Float Kitchen Assistant	ESC&W	Resources	Contract Services
15/04/2013	Float Kitchen Assistant	ESC&W	Resources	Contract Services
03/06/2013	Float Kitchen Assistant	ESC&W	Resources	Contract Services
29/04/2013	Intelligence Officer	Resources	Corporate Finance	Risk Management
03/06/2013	Finance Support Officer	Resources	Finance & HR Dev. Prog.	Payments
09/04/2013	Payroll Advisor (Corporate)	Resources	HR&WD	Operations
08/05/2013	Apprentice Lv3 Business Administration	Resources	HR&WD	Operations
14/05/2013	Pre-Apprentice (S3)	Resources	HR&WD	Operations

## Appendix 2

### New starters by equality strands, April – June 2013

Gender	Number	%	Sexual orientation	Number	%	Salary	Number	%
F	78	62	Bisexual	6	5	<£20,000	45	36
M	47	38	Gay	3	2	£20,000<>£29999	22	18
Total	125	100	Heterosexual	100	80	£30,000<>£39,999	25	20
			Lesbian	1	1	£40,000<>£49,999	3	2
Age	Number	%	Decline to State/Missing	15	12	£50,000<>£59,999	1	1
20 - 24	6	5	Total	125	100	Casual/Paid Hourly	29	23
25 - 30	25	20				Total	125	100
30 - 34	41	33	Religion	Number	%			
35 - 40	17	14	Christian	48	38	Disability	Number	%
40 - 44	8	6	Muslim	27	22	Not Disabled	99	79
45 - 50	15	12	No religion	32	26	Disabled	5	4
50 - 54	6	5	Other	3	2	Declined to State/Missing	21	17
55 - 60	6	5	Sikh	3	2	Total	125	100
60+	1	1	Declined to State/Missing	12	10			
Total	125	100	Total	125	100			
Ethnicity	Number	%						
Asian	7	6						
Bangladeshi	25	20						
Black	26	21						
White	54	43						
Other	6	5						
Declined to State/Missing	7	6						
Total	125	100						



## Appendix 3

### Demographics of New Starters April – June 2013

Gender	F	%	M	%	Total	%
LBTH Resident	39	50	34	72	73	58
Not LBTH Resident	39	50	13	28	52	42
Total	78	100	47	100	125	100

Sexual orientation	Bisexual	%	Gay	%	Heterosexual	%	Lesbian	%	Decline to State/Missing	%	Total	%
LBTH Resident	6	100	2	67	53	53	1	100	11	73	73	58
Not LBTH Resident		0	1	33	47	47		0	4	27	52	42
Total	6	100	3	100	100	100	1	100	15	100	125	100

Disability	Not Disabled	%	Disabled	%	Declined to State/Missing	%	Total	%	
LBTH Resident		57	58	4	80	12	57	73	58
Not LBTH Resident		42	42	1	20	9	43	52	42
Total		99	100	5	100	21	100	125	100

Ethnicity	Asian	%	Bangladeshi	%	Black	%	White	%	Other	%	Declined to State/Missing	%	Total	%
LBTH Resident	6	86	9	36	15	58	34	63	5	83	4	57	73	58
Not LBTH Resident	1	14	16	64	11	42	20	37	1	17	3	43	52	42
Total	7	100	25	100	26	100	54	100	6	100	7	100	125	100

## Appendix 4

### Interns by equality strands, April – June 2013

Gender	Number	%		Sexual orientation	Number	%
F	5	50		Heterosexual	4	40
M	5	50		Decline to State/Missing	6	60
Total	10	100		Total	10	100
Age Band	Number	%		Religion	Number	%
<=20	5	50		Muslim	5	50
20 - 24	5	50		None	1	10
Total	10	100		Decline to State/Missing	4	40
				Total	10	100
Ethnicity	Number	%		Disability	Number	%
Asian/Vietnamese	1	10		Not Disabled	4	40
Bangladeshi	3	30		Decline to State/Missing	6	60
Black Other African	1	10		Total	10	100
Black Somalian	2	20				
Decline to State/Missing	3	30				
Total	10	100				

## Appendix 5

### New starters by equality strands, January – March 2013

Breakdown of New Starters by Equalities Strands January - March 2013					
<b>Gender</b>	<b>Total</b>	<b>Sexual Orientation</b>	<b>Total</b>	<b>Salary</b>	<b>Total</b>
Female	72	Decline to State	14	< £20,000	49
Male	44	Gay	3	£20,000 - £29,999	17
Grand Total	116	Heterosexual	96	£30,000 - £39,999	15
		Lesbian	1	£40,000 - £49,999	7
		(blank)	2	£50,000 - £59,999	1
<b>Age Group</b>	<b>Total</b>	<b>Grand Total</b>	<b>116</b>	£60,000+	1
<=20	5			Casual/Paid hourly	26
21-24	27			<b>Grand Total</b>	<b>116</b>
25-34	37	<b>Religion</b>	<b>Total</b>		
35-44	24	Buddhist	2	<b>Disability</b>	<b>Total</b>
45-49	6	Christian	32		3
50-54	11	Decline to State	8	No	104
55-59	4	Hindu	1	Refused to say	4
60-64	2	Jewish	1	Yes	5
Grand Total	116	Muslim	30	<b>Grand Total</b>	<b>116</b>
		No religion	34		
		Other	6		
<b>Ethnicity</b>	<b>Total</b>	(blank)	2		
Asian	9	<b>Grand Total</b>	<b>116</b>		
Bangladeshi	28				
Black	12				
Mixed	3				
Other	4				
White	60				
Grand Total	116				

## Appendix 6

### New starters by equality strands, October 2012 – Dec 2012

Breakdown of New Starters by Equalities Strands Oct - Dec 2012					
Gender	Total	Sexual Orientation	Total	Salary	Total
Female	71	Decline to State	15	< £20,000	32
Male	78	Gay/lesbian	3	£20,000 - £29,999	51
Grand Total	149	Heterosexual	129	£30,000 - £39,999	35
		(blank)	2	£40,000 - £49,999	4
Disability	Total	Grand Total	149	Casual/Paid Hourly	27
				Grand Total	149
No	109	Religion	Total	Age Group	Total
Refused to say	25	Buddhist	1	<=20	3
Yes	15	Christian	43	21-24	19
Grand Total	149	Decline to State/no data	13	25-34	64
		Hindu	5	35-44	30
Ethnicity	Total	Jewish	2	45-49	13
Asian	10	Muslim	59	50-54	7
Bangladeshi	54	No religion	21	55-59	12
Black	24	Other	3	60-64	1
Mixed	4	Sikh	2	Grand Total	149
Other/decline	12	Grand Total	149		
White	45				
Grand Total	149				

## Appendix 7

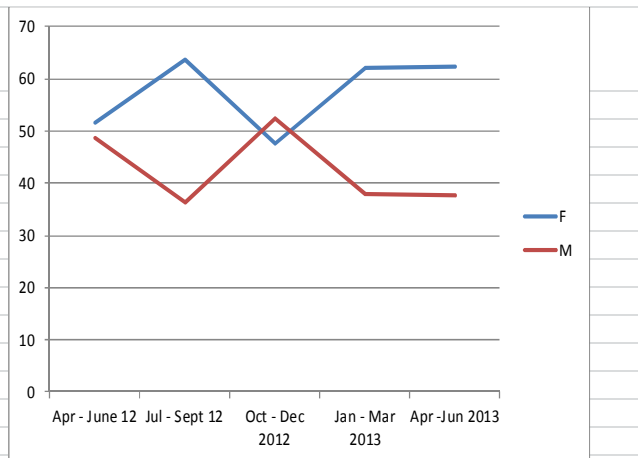
### New starters by equality strands, July – September 2012

Breakdown of New Starters by Equalities Strands July - September 2012					
Gender	Total	Sexual Orientation	Total	Age Group	Total
Female	58	Decline to State	9	<=20	0
Male	33	Gay	1	21-24	9
Grand Total	91	Heterosexual	81	25-34	26
		Lesbian	0	35-44	26
		Grand Total	91	45-49	12
Ethnicity	Total			50-54	10
Asian	6			55-59	6
Bangladeshi	18	Religion	Total	60-64	2
Black	18	Buddhist	2	Grand Total	91
Mixed	8	Christian	31		
Other/declined to state	1	Jewish	1	Salary	Total
White	40	Decline to State	5	< £20,000	5
Grand Total	91	Muslim	25	£20,000 - £29,999	26
		No religion	19	£30,000 - £39,999	28
Disability	Total	Other	8	£40,000 - £49,999	13
No	76	Grand Total	91	Casual/Paid Hourly	19
Refused to say	9			Grand Total	91
Yes	6				
Grand Total	91				

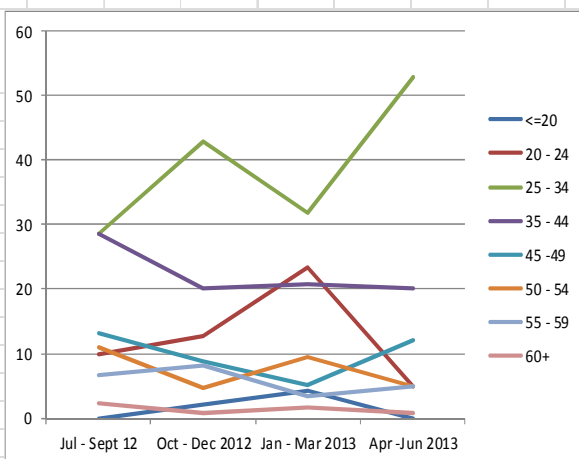
## Appendix 8

### New starters, trends by percentage, April 2012 – June 2013

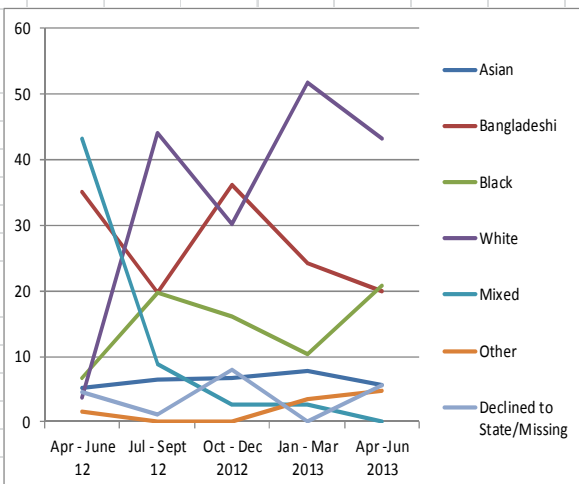
Gender	Apr - June 12	Jul - Sept 12	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013
F	51	64	48	62	62
M	49	36	52	38	38
Total	100	100	100	100	100



Age	Jul - Sept 12	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013
<=20	0	2	4	0
20 - 24	10	13	23	5
25 - 34	29	43	32	53
35 - 44	29	20	21	20
45 - 49	13	9	5	12
50 - 54	11	5	9	5
55 - 59	7	8	3	5
60+	2	1	2	1
Total	100	100	100	100

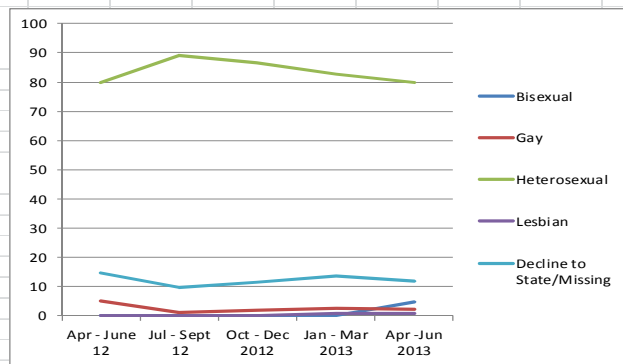


Ethnicity	Apr - June 12	Jul - Sept 12	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013
Asian	5	7	7	8	6
Bangladeshi	35	20	36	24	20
Black	7	20	16	10	21
White	4	44	30	52	43
Mixed	43	9	3	3	0
Other	1	0	0	3	5
Declined to State/Missing	4	1	8	0	6
Grand Total	100	100	100	100	100

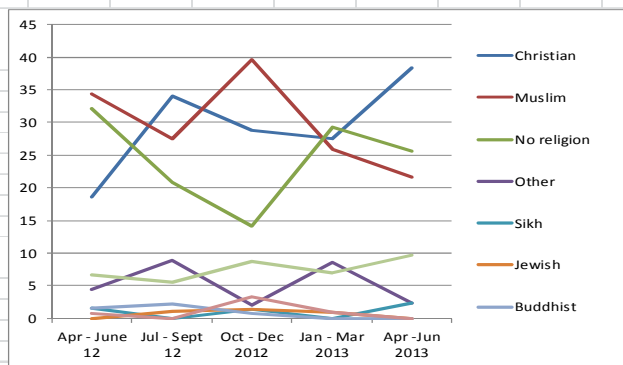


## Appendix 8 (continued)

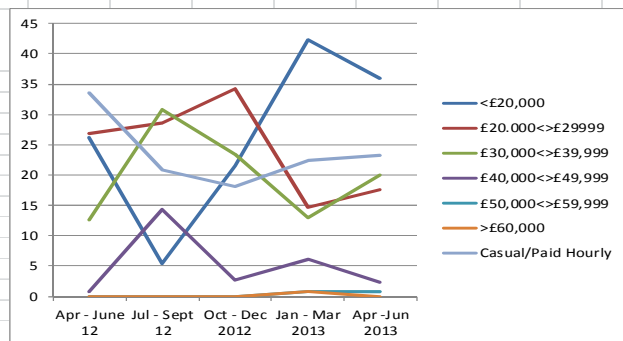
Sexual orientation	Apr - June 12	Jul - Sept 12	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013
Bisexual	0	0	0	0	5
Gay	5	1	2	3	2
Heterosexual	80	89	87	83	80
Lesbian	0	0	0	1	1
Decline to State/Missing	15	10	11	14	12
Total	0	100	100	100	100



Religion	Apr - June 12	Jul - Sept 12	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013
Christian	19	34	29	28	38
Muslim	34	27	40	26	22
No religion	32	21	14	29	26
Other	4	9	2	9	2
Sikh	1	0	1	0	2
Jewish	0	1	1	1	0
Buddhist	1	2	1	0	0
Hindu	1	0	3	1	0
Declined to State/Missing	7	5	9	7	10
Grand Total	100	100	100	100	100



Salary	Apr - June 12	Jul - Sept 12	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013
<£20,000	26	5	21	42	36
£20,000<=>£29,999	27	29	34	15	18
£30,000<=>£39,999	13	31	23	13	20
£40,000<=>£49,999	1	14	3	6	2
£50,000<=>£59,999	0	0	0	1	1
>£60,000	0	0	0	1	0
Casual/Paid Hourly	34	21	18	22	23
Total	100	100	100	100	100



Disability	Apr - June 12	Jul - Sept 12	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013
Not Disabled	79	84	73	90	79
Disabled	2	7	10	4	4
Declined to State/Missing	19	10	17	6	17
Total	100	100	100	100	100

