

|   |                                    |   |                          |
|---|------------------------------------|---|--------------------------|
| <b>Committee/Meeting:</b><br>HR Committee   | <b>Date:</b><br>29 January<br>2014 | <b>Classification:</b><br>Unrestricted  | <b>Report No:</b><br>4.1 |
| <b>Report of:</b><br>Corporate Director (Resources)<br><br><b>Originating officer(s)</b> Simon Kilbey,<br>Service Head (Human Resources &<br>Workforce Development) |                                    | <b>Title:</b><br><br><b>Quarterly report – new starters</b><br><br><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 This is a standing report, provided on a regular basis to HR Committee to report quarterly new starters' information.
- 1.2 This report provides employment information on new starters for 2013/14 Quarter 2 (July – September 2013) and Quarter 3 (October – December 2013)(Appendices 1a and 1b).
- 1.3 The report provides the equalities breakdown for Quarters 2 and 3 of 2013/14. (Appendices 2a and 2b).Information in respect of equalities strands of new starters has been provided in past reports and is reproduced here for information. (Appendices 5 – 8). Additionally, to enable longer term trends in recruitment to be identified the equalities information for the period June 2012 – December 2013 is given in graphic form (Appendix 9).
- 1.4 HR Committee further requested data relating to the number and percentage of new starters who are residents of the Borough. This is included, with equalities breakdowns for Quarter 3 and Quarter 4 (Appendices 3a and 3b).
- 1.5 Information relating to interns/trainees and apprentices is also included.(Appendix 4a and 4b).There were no graduates recruited during Quarter 2 or Quarter 3, no interns or trainees recruited during Quarter 2 and no apprentices recruited during Quarter 3.
- 1.6 Please note that all information provided only includes staff directly employed by the Council; the information does not include agency workers and information relating to trainees/interns is not included in Appendices 1-3 and 9.

## 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 that it receive regular reports providing quarterly details of new starters (post title, directorate, details of service area) and breakdown by equality strands. The report also incorporates additional information requested by subsequent HR Committee meetings.

## 6. **BODY OF REPORT**

- 6.1 During Quarter 2, there were 127 new starters, and during Quarter 3 there were 81. Equivalent numbers for preceding quarters are as follows:

| Number of New Starters, Q2<br>2012/13 - Q3 2013/14 |     |
|--|-----|
| Q3, 2013/14  | 81  |
| Q2, 2013/14  | 127 |
| Q1, 2013/14  | 125 |
| Q4, 2012/13  | 116 |
| Q3, 2012/13  | 149 |
| Q2, 2012/13  | 91  |

- 6.2 Recruitment is expected to be lower in quarter 3 than in other periods because of the impact of Xmas holidays. Q3 2012 was the period immediately after the Olympics and Paralympics and this pattern did not hold.

The number of recruits to each Directorate is as follows:

| July - September 2013               | Number     | %          |
|-------------------------------------|------------|------------|
| Chief Executive's                   | 8          | 6          |
| Communities, Localities and Culture | 30         | 24         |
| Development and Renewal             | 14         | 11         |
| Education, Social Care & Wellbeing  | 53         | 42         |
| Resources                           | 22         | 17         |
| <b>Total</b>                        | <b>127</b> | <b>100</b> |

| <b>Q3, 2013/14</b>                            | <b>Number</b> | <b>%</b> |
|---|---------------|----------|
| <b>Chief Executive's</b>                      | 1             | 1        |
| <b>Communities, Localities and Culture</b>    | 38            | 47       |
| <b>Development and Renewal</b>                | 11            | 14       |
| <b>Education, Social Care &amp; Wellbeing</b> | 27            | 33       |
| <b>Resources</b>                              | 4             | 5        |
| <b>Total</b>                                  | 81            | 100      |

- 6.3 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. Additionally, short term work placements, agreed through local organisations are offered to local (usually) young people. A total of 35 internees or trainees undertook work experience during the period. (Appendix 4a).
- 6.4 No apprenticeships began in Q2 2013/14. A total of 21 apprentices were taken on during Q3 2013/14. Apprentices are included in the information provided on new starters, as well as being shown separately. As previously agreed with HR Committee the council will be seeking to increase representation across wider community groups. (Appendix 4b).
- 6.5 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.
- 6.6 Details on the numbers, job titles, directorate and service area of new starters for Q2, 2013/14 and Q3, 2013/14, together with an equality and demographics breakdown are attached. (Appendices 1, 2 and 3a, 3b).
- 6.7 Information about previous quarters is supplied to allow historical comparisons. (Appendices 5, 6, 7 and 8)
- 6.8 Trend information by equalities strands, in both numeric and graphic forms provided. (Appendix 9).
- 6.9 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):

| All Residents                               | Age 18 to 64 | Age 18 to 64 | All Ages | All Ages |
|---|--------------|--------------|----------|----------|
| 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    |

- 6.10 Reflecting the current gender distribution within the council workforce (63% female and 37% male), female recruits outnumbered male recruits during Q2 and Q3 2013/14(60% to 40%, respectively).
- 6.11 During the same period, 27% of appointments were of Bangladeshi origin, 14% were Black and 43% were White (this compares to 23%, 22% and 44% respectively in the workforce overall). There are, however, significant variations from quarter to quarter due to the relatively small number of recruitments taking place in each quarter,
- 6.12 The increase of appointments in the £20,000 - £30,000 salary range during Q3, 2013/14 (49% of the total) are as a result of recruitment of Idea Stores Co-ordinators – a large scale recruitment exercise to fill a number of vacancies and replace Agency staff with direct employees.
- 6.13 LBTH residents represent a consistent 36/37% of all new starters for the 2 periods. Numbers are insufficient, however, to reliably identify any trends.
- 6.14 While the appointments detailed above have an impact on the Council's Workforce to Reflect the Community targets, this is only one factor; the number of people exiting the organisation will have an equally significant impact.

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

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

## **8. CONCURRENT REPORT OF LEGAL SERVICES**

- 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.
- 9.2 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 1a- New Starters, Quarter 2, July – September 2013/14  
Appendix 1b- New Starters, Quarter 3, October – December 2013/14

Appendix 2a- New starters by equality strands, Quarter 2 2013/14  
Appendix 2a - New starters by equality strands, Quarter 3 2013/14

Appendix 3a - Demographics of New Starters Quarter 2 2013/14  
Appendix 3b - Demographics of New Starters Quarter 3 2013/14

Appendix4a- Interns/Trainees by equality strands, Quarter 3 2013/14  
Appendix 4b - Apprentices by equality strands, Quarter 2 2013/14

Appendix 5 - New starters by equality strands, Quarter 2 2012/13(already seen by HR Committee)

Appendix6-New starters by equality strands, Quarter 3 2012/13 (already seen by HR Committee)

Appendix7-New starters by equality strand, Quarter 4 2012/13(already seen by HR Committee)

Appendix 8-New starters by equality strand, Quarter 1, 2013/14(already seen by HR Committee)

Appendix9 - New starters, trends by percentage, April 2012 – December 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 1a (continued)

|             |  |           |   |                                 |
|-------------|--|-----------|---|---------------------------------|
| 6 Sep 2013  | Pre-Employment Officer                   | D&R       | Economic Development                    | Employment & Skills Team        |
| 9 Sep 2013  | Contact Centre Team Leader               | D&R       | Economic Development                    | Employment & Skills Team        |
| 9 Sep 2013  | Contact Centre Advisor                   | D&R       | Economic Development                    | Employment & Skills Team        |
| 9 Sep 2013  | Assistant Placement Officer              | D&R       | Economic Development                    | Employment & Skills Team        |
| 9 Sep 2013  | Attendance and Welfare Advisor           | ESCW      | Children's Social Care                  | Attendance and Welfare Service  |
| 9 Sep 2013  | Administrative Officer                   | ESCW      | Children's Social Care                  | Child Protection and Reviewing  |
| 9 Sep 2013  | Administrative Officer                   | ESCW      | Children's Social Care                  | Child Protection and Reviewing  |
| 11 Sep 2013 | Carebank Residential Support Worker 02   | ESCW      | Children's Social Care                  | Children's Resources            |
| 13 Sep 2013 | ESOL Tutor                               | CLC       | Culture, Learning and Leisure           | Idea Stores & Lifelong Learning |
| 16 Sep 2013 | Specialist Domestic Violence Court Coord | CLC       | Safer Communities                       | Community Safety                |
| 16 Sep 2013 | Enterprise Support Officer               | D&R       | Economic Development                    | Business Partnership Team       |
| 16 Sep 2013 | D Social Worker Fostering Support 02     | ESCW      | Children's Social Care                  | Children's Resources            |
| 16 Sep 2013 | Thames Tutor (Saturday)                  | ESCW      | Learning & Achievement                  | Music Service/Arts Education    |
| 16 Sep 2013 | Senior Joint Commissioner                | ESCW      | Commissioning and Health                | Commissioning Mental Health     |
| 23 Sep 2013 | Receptionist Admin Assistant (44)        | CLC       | Culture, Learning and Leisure           | Arts Parks & Events             |
| 23 Sep 2013 | Brokerage Officer                        | ESCW      | Commissioning and Health                | Access to Resources             |
| 24 Sep 2013 | Job Brokerage Officer                    | D&R       | Economic Development                    | Employment & Skills Team        |
| 24 Sep 2013 | Job Brokerage Officer                    | D&R       | Economic Development                    | Employment & Skills Team        |
| 24 Sep 2013 | Carebank Residential Support Worker 04   | ESCW      | Children's Social Care                  | Children's Resources            |
| 29 Sep 2013 | Planning Officer (FTC)                   | D&R       | Planning & Building Control             | Development                     |
| 30 Sep 2013 | Business & Administration Apprentice Lv2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Business & Administration Apprentice Lv2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Business & Administration Apprentice Lv2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Business & Administration Apprentice Lv2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Business & Administration Apprentice Lv2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Hospitality & Catering Apprentice Level2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Hospitality & Catering Apprentice Level2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Business & Administration Apprentice Lv2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Building Control Apprentice Level 3      | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Building Control Apprentice Level 3      | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Business & Administration Apprentice Lv2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Business & Administration Apprentice Lv2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Business & Administration Apprentice Lv2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Business & Administration Apprentice Lv2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Business & Administration Apprentice Lv2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Business & Administration Apprentice Lv2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Business & Administration Apprentice Lv2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Business & Administration Apprentice Lv2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Business & Administration Apprentice Lv2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Business & Administration Apprentice Lv2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Business & Administration Apprentice Lv2 | Resources | Human Resources & Workforce Development | Operations                      |
| 30 Sep 2013 | Planning Officer (FTC)                   | D&R       | Planning & Building Control             | Development                     |
| 30 Sep 2013 | Attendance and Welfare Advisor           | ESCW      | Children's Social Care                  | Attendance and Welfare Service  |
| 30 Sep 2013 | Family Centre Social Worker              | ESCW      | Children's Social Care                  | Assessment & Early Intervention |



## Appendix 1b

### New starters, Quarter 3 2013/14

| Start Date  | Job Title                                | Directorate | Division                                 | Service                                  |
|-------------|--|-------------|--|--|
| 11 Nov 2013 | Senior Strategy, Policy & Perf Officer   | CEX         | Assistant Chief Executive Legal Services | Corporate Strategy & Equality            |
| 7 Oct 2013  | OH Administrator                         | Resources   | Human Resources & Workforce Development  | Operations                               |
| 7 Oct 2013  | Business & Administration Apprentice Lv2 | Resources   | Human Resources & Workforce Development  | Operations                               |
| 16 Dec 2013 | Administrative Assistant                 | Resources   | Support                                  | Support                                  |
| 7 Oct 2013  | Administration Officer (Revenue Support) | Resources   | Customer Access & ICT                    | Revenue Services                         |
| 21 Oct 2013 | Localities Manager                       | CLC         | Localities                               | Localities                               |
| 16 Dec 2013 | Violence Agains Women&Girls TAO          | CLC         | Safer Communities                        | Community Safety                         |
| 21 Oct 2013 | Technical Officer                        | CLC         | Safer Communities                        | Env Health & Env Protection              |
| 20 Dec 2013 | Policy and Performance Enhancement Manag | CLC         | Public Realm                             | Parking                                  |
| 20 Dec 2013 | Parking Development Manager 05           | CLC         | Public Realm                             | Parking                                  |
| 2 Oct 2013  | Appeals and Permits Manager              | CLC         | Public Realm                             | Parking                                  |
| 21 Oct 2013 | Sessional Tutor - German                 | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 14 Oct 2013 | Sessional Tutor - Swimming               | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 25 Oct 2013 | ESOL Tutor                               | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 25 Oct 2013 | Part Time Tutor (LLL) 338                | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 25 Oct 2013 | Casual Tutor ESOL                        | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 20 Nov 2013 | Part Time Tutor                          | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 19 Nov 2013 | Tutor Tai Chi                            | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 23 Nov 2013 | Co-ordinator                             | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 23 Nov 2013 | Idea Store Coordinator                   | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 18 Nov 2013 | Idea Store Coordinator                   | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 18 Nov 2013 | Idea Store Coordinator                   | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 18 Nov 2013 | Idea Stores Coordinator                  | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 23 Nov 2013 | Idea Store Coordinator                   | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 18 Nov 2013 | Idea Stores Coordinator                  | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 18 Nov 2013 | Co-ordinator                             | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 16 Dec 2013 | Co-ordinator                             | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 23 Nov 2013 | Idea Store Coordinator                   | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 18 Nov 2013 | Co-ordinator                             | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 4 Nov 2013  | Co-ordinator                             | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 23 Nov 2013 | Idea Stores Coordinator                  | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 23 Nov 2013 | Co-ordinator                             | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 18 Nov 2013 | Co-ordinator                             | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 23 Nov 2013 | Co-ordinator                             | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 18 Nov 2013 | Co-ordinator                             | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 18 Nov 2013 | Idea Store Coordinator                   | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 19 Nov 2013 | Idea Store Coordinator                   | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 18 Nov 2013 | Project Archivist                        | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 5 Oct 2013  | Modern Foreign Language Tutor            | CLC         | Culture, Learning and Leisure            | Community Languages                      |
| 23 Nov 2013 | Idea Store Coordinator                   | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 23 Nov 2013 | Idea Stores Coordinator                  | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 18 Nov 2013 | Idea Stores Coordinator                  | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 18 Nov 2013 | Idea Store Coordinator                   | CLC         | Culture, Learning and Leisure            | Idea Stores & Lifelong Learning          |
| 9 Dec 2013  | Housing Policy Officer 02                | D&R         | Strategy, Regeneration & Sustainability  | Strategic Housing                        |
| 9 Dec 2013  | Planning Officer                         | D&R         | Planning & Building Control              | Development                              |
| 16 Dec 2013 | Application Support Officer              | D&R         | Planning & Building Control              | Applications Support                     |
| 18 Nov 2013 | Assistant Employment Broker              | D&R         | Economic Development                     | Employment & Skills Team                 |
| 25 Nov 2013 | Assistant Employment Broker              | D&R         | Economic Development                     | Employment & Skills Team                 |
| 14 Oct 2013 | Job Brokerage Officer                    | D&R         | Economic Development                     | Employment & Skills Team                 |
| 7 Oct 2013  | Roman Road Town Centre Manager           | D&R         | Economic Development                     | Business Partnership Team                |
| 1 Oct 2013  | Raising Aspirations Project Manager      | D&R         | Economic Development                     | Business Partnership Team                |
| 14 Nov 2013 | Project Development Assistant            | D&R         | Economic Development                     | Economic Programmes Team                 |
| 11 Nov 2013 | Head of Capital Delivery                 | D&R         | Asset Management                         | Asset Management                         |
| 11 Nov 2013 | Customer Advisor                         | D&R         | Housing Options                          | Lettings                                 |
| 1 Oct 2013  | Corporate Director - ESCW                | ESCW        | Top Structure                            |  |
| 7 Oct 2013  | Day Project Officer (Coborn Day Centre)  | ESCW        | Adults Social Care Services              | Learning Disability                      |
| 16 Oct 2013 | Senior Parenting Practitioner            | ESCW        | Children's Social Care                   | Family Interventions Service             |
| 11 Nov 2013 | Bi Lingual Co-worker                     | ESCW        | Children's Social Care                   | Family Interventions Service             |
| 25 Nov 2013 | Social Worker Recruit Assess 06          | ESCW        | Children's Social Care                   | Children's Resources                     |
| 21 Oct 2013 | Social Worker Perm Placements 10         | ESCW        | Children's Social Care                   | Children's Resources                     |
| 16 Oct 2013 | Training officer                         | ESCW        | Children's Social Care                   | Children's Resources                     |
| 1 Dec 2013  | Social Worker 05                         | ESCW        | Children's Social Care                   | Children Looked After and Leaving Care   |
| 9 Dec 2013  | Social Worker (CLAE) 07                  | ESCW        | Children's Social Care                   | Children Looked After and Leaving Care   |
| 7 Oct 2013  | Social Worker                            | ESCW        | Children's Social Care                   | Integ Servs Children with Disabilities   |
| 4 Nov 2013  | Social Worker                            | ESCW        | Children's Social Care                   | Integ Servs Children with Disabilities   |
| 7 Oct 2013  | Family Link Support Worker (Casual)      | ESCW        | Children's Social Care                   | Integ Servs Children with Disabilities   |
| 7 Oct 2013  | Family Link Support Worker (Casual)      | ESCW        | Children's Social Care                   | Integ Servs Children with Disabilities   |
| 11 Nov 2013 | Social Worker (BGE) 05                   | ESCW        | Children's Social Care                   | Family Support & Protection              |
| 2 Dec 2013  | Practice Manager (PS/I)                  | ESCW        | Children's Social Care                   | Family Support & Protection              |
| 9 Oct 2013  | Communications Officer                   | ESCW        | Director's Services                      | AHWB Strategy, Policy & Performance      |
| 21 Oct 2013 | Strategy, Policy & Performance Officer   | ESCW        | Director's Services                      | AHWB Strategy, Policy & Performance      |
| 4 Nov 2013  | Float Head of Kitchen                    | ESCW        | Resources                                | Contract Services                        |
| 17 Dec 2013 | Family Support Worker                    | ESCW        | Learning & Achievement                   | Learning and Achievement - Birth to 11   |
| 2 Dec 2013  | Family Support Worker (NE)               | ESCW        | Learning & Achievement                   | Learning and Achievement - Birth to 11   |
| 25 Nov 2013 | Play and Learning Worker                 | ESCW        | Learning & Achievement                   | Learning and Achievement - Birth to 11   |
| 11 Nov 2013 | Parent and Family Support Practitioner   | ESCW        | Learning & Achievement                   | Learning and Achievement - Birth to 11   |
| 11 Nov 2013 | Parent and Family Support Practitioner   | ESCW        | Learning & Achievement                   | Learning and Achievement - Birth to 11   |
| 11 Nov 2013 | Parent and Family Support Practitioner   | ESCW        | Learning & Achievement                   | Learning and Achievement - Birth to 11   |
| 9 Dec 2013  | Senior Practitioner - Complex Health     | ESCW        | Adults Social Care Services              | Learning Disability                      |
| 28 Oct 2013 | Administrative Assistant                 | ESCW        | Adults Social Care Services              | First Response & First Respons Hosp Unit |
| 2 Dec 2013  | Day Centre Officer                       | ESCW        | Adults Social Care Services              | Reablement and Resources                 |

## Appendix 2a

### New Starters by equality strand Quarter 2, 2013/14

| Gender                    | Number        | %        | Sexual orientation        | Number        | %        | Salary                    | Number        | %        |
|---------------------------|---------------|----------|---------------------------|---------------|----------|---------------------------|---------------|----------|
| F                         | 71            | 56       | Bisexual                  | 0             | 0        | <£20,000                  | 22            | 17       |
| M                         | 56            | 44       | Gay                       | 4             | 3        | £20,000<->£29,999         | 19            | 15       |
| Total                     | 127           | 100      | Heterosexual              | 110           | 87       | £30,000<->£39,999         | 42            | 33       |
|                           |               |          | Lesbian                   | 1             | 1        | £40,000<->£49,999         | 8             | 6        |
|                           |               |          | Decline to State/Missing  | 12            | 9        | £50,000<->£59,999         | 0             | 0        |
| <b>Age</b>                | <b>Number</b> | <b>%</b> | Total                     | 127           | 100      | £60,000+                  | 1             | 1        |
| <=20                      | 16            | 13       |                           |               |          | Casual/Paid Hourly        | 35            | 28       |
| 20 - 24                   | 18            | 14       |                           |               |          | Total                     | 127           | 100      |
| 25 - 30                   | 30            | 24       | <b>Religion</b>           | <b>Number</b> | <b>%</b> |                           |               |          |
| 30 - 34                   | 19            | 15       | Christian                 | 37            | 29       | <b>Disability</b>         | <b>Number</b> | <b>%</b> |
| 35 - 40                   | 14            | 11       | Muslim                    | 42            | 33       | Not Disabled              | 108           | 85       |
| 40 - 44                   | 9             | 7        | No religion               | 32            | 25       | Disabled                  | 6             | 5        |
| 45 - 50                   | 11            | 9        | Other                     | 3             | 2        | Declined to State/Missing | 13            | 10       |
| 50 - 54                   | 3             | 2        | Sikh                      | 0             | 0        | Total                     | 127           | 100      |
| 55 - 60                   | 2             | 2        | Buddhist                  | 2             | 2        |                           |               |          |
| 60+                       | 5             | 4        | Jewish                    | 2             | 2        |                           |               |          |
| Total                     | 127           | 100      | Declined to State/Missing | 9             | 7        |                           |               |          |
|                           |               |          | Total                     | 127           | 100      |                           |               |          |
|                           |               |          |                           |               |          |                           |               |          |
| <b>Ethnicity</b>          | <b>Number</b> | <b>%</b> |                           |               |          |                           |               |          |
| Asian                     | 9             | 7        |                           |               |          |                           |               |          |
| Bangladeshi               | 38            | 30       |                           |               |          |                           |               |          |
| Black                     | 19            | 15       | <b>LBTH Resident</b>      | <b>Number</b> | <b>%</b> |                           |               |          |
| White                     | 55            | 43       | Non-Resident              | 80            | 63       |                           |               |          |
| Other                     | 1             | 1        | Resident                  | 47            | 37       |                           |               |          |
| Mixed                     | 5             | 4        | Total                     | 127           | 100      |                           |               |          |
| Declined to State/Missing | 0             | 0        |                           |               |          |                           |               |          |
| Total                     | 127           | 100      |                           |               |          |                           |               |          |

## Appendix 2b

### New Starters by equality strand Quarter 3, 2013/14

| <b>Gender</b>             | <b>Number</b> | <b>%</b> | <b>Sexual orientation</b> | <b>Number</b> | <b>%</b> | <b>Salary</b>             | <b>Number</b> | <b>%</b> |
|---------------------------|---------------|----------|---------------------------|---------------|----------|---------------------------|---------------|----------|
| F                         | 53            | 65       | Bisexual                  | 1             | 1        | <£20,000                  | 1             | 1        |
| M                         | 28            | 35       | Gay                       | 1             | 1        | £20,000<->£29999          | 40            | 49       |
| Total                     | 81            | 100      | Heterosexual              | 66            | 81       | £30,000<->£39,999         | 17            | 21       |
|                           |               |          | Lesbian                   | 3             | 4        | £40,000<->£49,999         | 11            | 14       |
|                           |               |          | Decline to State/Missing  | 10            | 12       | £50,000<->£59,999         | 0             | 0        |
| <b>Age</b>                | <b>Number</b> | <b>%</b> | Total                     | 81            | 100      | £60,000+                  | 2             | 2        |
| <=20                      | 1             |          |                           |               |          | Casual/Paid Hourly        | 10            | 12       |
| 20 - 24                   | 12            | 15       | <b>Religion</b>           | <b>Number</b> | <b>%</b> | Total                     | 81            | 100      |
| 25 - 30                   | 20            | 25       | Christian                 | 20            | 25       |                           |               |          |
| 30 - 34                   | 16            | 20       | Muslim                    | 23            | 28       | <b>Disability</b>         | <b>Number</b> | <b>%</b> |
| 35 - 40                   | 11            | 14       | No religion               | 25            | 31       | Not Disabled              | 70            | 86       |
| 40 - 44                   | 7             | 9        | Other                     | 1             | 1        | Disabled                  | 4             | 5        |
| 45 - 50                   | 5             | 6        | Buddhist                  | 2             | 2        | Declined to State/Missing | 7             | 9        |
| 50 - 54                   | 5             | 6        | Hindu                     | 2             | 2        | Total                     | 81            | 100      |
| 55 - 60                   | 4             | 5        | Sikh                      | 0             | 0        |                           |               |          |
| 60+                       | 0             | 0        | Declined to State/Missing | 8             | 10       |                           |               |          |
| Total                     | 81            | 100      | Total                     | 81            | 100      |                           |               |          |
|                           |               |          |                           |               |          |                           |               |          |
| <b>Ethnicity</b>          | <b>Number</b> | <b>%</b> | <b>LBTH Resident</b>      | <b>Number</b> | <b>%</b> |                           |               |          |
| Asian                     | 9             | 11       | Non-Resident              | 52            | 64       |                           |               |          |
| Bangladeshi               | 18            | 22       | Resident                  | 29            | 36       |                           |               |          |
| Black                     | 11            | 14       | Total                     | 81            | 100      |                           |               |          |
| Mixed                     | 8             | 10       |                           |               |          |                           |               |          |
| White                     | 34            | 42       |                           |               |          |                           |               |          |
| Other                     | 1             | 1        |                           |               |          |                           |               |          |
| Declined to State/Missing | 0             | 0        |                           |               |          |                           |               |          |
| Total                     | 81            | 100      |                           |               |          |                           |               |          |

## Appendix3a

### Demographics of New Starters Quarter 2 2013/14

| <b>Gender</b>     | <b>F</b>  | <b>%</b>   | <b>M</b>  | <b>%</b>   | <b>Total</b> | <b>%</b>   |
|-------------------|-----------|------------|-----------|------------|--------------|------------|
| Non LBTH Resident | 44        | 62         | 36        | 64         | 80           | 63         |
| LBTH Resident     | 27        | 38         | 20        | 36         | 47           | 37         |
| <b>Total</b>      | <b>71</b> | <b>100</b> | <b>56</b> | <b>100</b> | <b>127</b>   | <b>100</b> |

| <b>Sexual Orientation</b> | <b>Gay</b> | <b>%</b>   | <b>Heterosexual</b> | <b>%</b>   | <b>Lesbian</b> | <b>%</b>   | <b>Declined to State/Missing</b> | <b>%</b>   | <b>Total</b> | <b>%</b>   |
|---------------------------|------------|------------|---------------------|------------|----------------|------------|----------------------------------|------------|--------------|------------|
| Non LBTH Resident         | 4          | 100        | 68                  | 62         | 0              | 0          | 8                                | 67         | 80           | 63         |
| LBTH Resident             | 0          | 0          | 42                  | 38         | 1              | 100        | 4                                | 33         | 47           | 37         |
| <b>Total</b>              | <b>4</b>   | <b>100</b> | <b>110</b>          | <b>100</b> | <b>1</b>       | <b>100</b> | <b>12</b>                        | <b>100</b> | <b>127</b>   | <b>100</b> |

| <b>Disability</b> | <b>Not Disabled</b> | <b>%</b> | <b>Disabled</b> | <b>%</b>   | <b>Declined to State/Missing</b> | <b>%</b> | <b>Total</b> | <b>%</b>   |
|-------------------|---------------------|----------|-----------------|------------|----------------------------------|----------|--------------|------------|
| Non LBTH Resident | 66                  | 61       | 3               | 50         | 11                               | 85       | 80           | 63         |
| LBTH Resident     | 42                  | 39       | 3               | 50         | 2                                | 0        | 47           | 37         |
| <b>Total</b>      | <b>108</b>          | <b>0</b> | <b>6</b>        | <b>100</b> | <b>13</b>                        | <b>0</b> | <b>127</b>   | <b>100</b> |

| <b>Ethnicity</b>  | <b>Asian</b> | <b>%</b>   | <b>Bangladeshi</b> | <b>%</b>   | <b>Black</b> | <b>%</b>   | <b>Mixed</b> | <b>%</b>   | <b>Other</b> | <b>%</b>   | <b>White</b> | <b>%</b>   | <b>Total</b> | <b>%</b>   |
|-------------------|--------------|------------|--------------------|------------|--------------|------------|--------------|------------|--------------|------------|--------------|------------|--------------|------------|
| Non LBTH Resident | 9            | 100        | 9                  | 24         | 14           | 74         | 4            | 80         | 1            | 100        | 43           | 78         | 80           | 63         |
| LBTH Resident     | 0            | 0          | 29                 | 76         | 5            | 26         | 1            | 20         | 0            | 0          | 12           | 22         | 47           | 37         |
| <b>Total</b>      | <b>9</b>     | <b>100</b> | <b>38</b>          | <b>100</b> | <b>19</b>    | <b>100</b> | <b>5</b>     | <b>100</b> | <b>1</b>     | <b>100</b> | <b>55</b>    | <b>100</b> | <b>127</b>   | <b>100</b> |

## Appendix 3b

### Demographics of New Starters Quarter 3 2013/14

| Gender            | F  | %   | M  | %   | Total | %   |  |  |  |  |  |  |  |  |
|-------------------|----|-----|----|-----|-------|-----|--|--|--|--|--|--|--|--|
| Non LBTH Resident | 31 | 58  | 21 | 75  | 52    | 64  |  |  |  |  |  |  |  |  |
| LBTH Resident     | 22 | 42  | 7  | 25  | 29    | 36  |  |  |  |  |  |  |  |  |
| Total             | 53 | 100 | 28 | 100 | 81    | 100 |  |  |  |  |  |  |  |  |

| Sexual Orientation | Gay | %   | Heterosexual | %   | Lesbian | %   | Bisexual | %   | Declined to State/Missing | %   | Total | %   |
|--------------------|-----|-----|--------------|-----|---------|-----|----------|-----|---------------------------|-----|-------|-----|
| Non LBTH Resident  | 1   | 100 | 43           | 65  | 2       | 67  | 1        | 100 | 5                         | 50  | 52    | 64  |
| LBTH Resident      | 0   | 0   | 23           | 35  | 1       | 33  | 0        | 0   | 5                         | 50  | 29    | 36  |
| Total              | 1   | 100 | 66           | 100 | 3       | 100 | 1        | 100 | 10                        | 100 | 81    | 100 |

| Disability        | Not Disabled | %   | Disabled | %   | Declined to State/Missing | %   | Total | %   |
|-------------------|--------------|-----|----------|-----|---------------------------|-----|-------|-----|
| Non LBTH Resident | 45           | 64  | 3        | 75  | 4                         | 57  | 52    | 64  |
| LBTH Resident     | 25           | 36  | 1        | 25  | 3                         | 43  | 29    | 36  |
| Total             | 70           | 100 | 4        | 100 | 7                         | 100 | 81    | 100 |

| Ethnicity         | Asian | %   | Bangladeshi | %   | Black | %   | Mixed | %   | Other | %   | White | %   | Total | %   |
|-------------------|-------|-----|-------------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|
| Non LBTH Resident | 7     | 78  | 5           | 28  | 11    | 100 | 3     | 38  | 0     | 0   | 26    | 76  | 52    | 64  |
| LBTH Resident     | 2     | 22  | 13          | 72  | 0     | 0   | 5     | 63  | 1     | 100 | 8     | 24  | 29    | 36  |
| Total             | 9     | 100 | 18          | 100 | 11    | 100 | 8     | 100 | 1     | 100 | 34    | 100 | 81    | 100 |

## Appendix 4a

### Interns and Trainees Quarter 3 2013/14

| <b>Gender</b> | <b>Number</b> | <b>%</b> |
|---------------|---------------|----------|
| Female        | 11            | 31       |
| Male          | 24            | 69       |
| Grand         | 35            | 100      |

| <b>Sexual Orientation</b> | <b>Number</b> | <b>%</b> |
|---------------------------|---------------|----------|
| Heterosexual              | 30            | 86       |
| Decline to state/No Data  | 5             | 14       |
| Grand Total               | 35            | 100      |

| <b>Age Band</b> | <b>Number</b> | <b>%</b> |
|-----------------|---------------|----------|
| <=20            | 17            | 49       |
| 21-24           | 16            | 46       |
| 25-34           | 1             | 3        |
| 35-44           | 1             | 3        |
| Total           | 35            | 100      |

| <b>Religion</b>          | <b>Number</b> | <b>%</b> |
|--------------------------|---------------|----------|
| Christian                | 8             | 23       |
| Muslim                   | 13            | 37       |
| Decline to state/No Data | 5             | 14       |
| No religion              | 8             | 23       |
| Other                    | 1             | 3        |
| Total                    | 35            | 100      |

| <b>Ethnicity</b> | <b>Number</b> | <b>%</b> |
|------------------|---------------|----------|
| Asian            | 1             | 3        |
| Bangladeshi      | 14            | 40       |
| Black            | 4             | 11       |
| Mixed            | 4             | 11       |
| White            | 12            | 34       |
| Grand Total      | 35            | 100      |

| <b>Disability</b>        | <b>Number</b> | <b>%</b> |
|--------------------------|---------------|----------|
| No                       | 29            | 83       |
| Decline to state/No Data | 5             | 14       |
| Yes                      | 1             | 3        |
| Grand Total              | 35            | 100      |

## Appendix 4b

### New starters by equality strands, Quarter 2. 2013/14

| <b>Gender</b>    | <b>Number</b> | <b>%</b> | <b>Sexual Orientation</b> | <b>Number</b> | <b>%</b> |
|------------------|---------------|----------|---------------------------|---------------|----------|
| Female           | 11            | 52       | Heterosexual              | 20            | 95       |
| Male             | 10            | 48       | Decline to state/No Data  | 1             | 5        |
| Grand            | 21            | 100      | Grand Total               | 21            | 100      |
|                  |               |          |                           |               |          |
| <b>Age Band</b>  | <b>Number</b> | <b>%</b> | <b>Disability</b>         | <b>Number</b> | <b>%</b> |
| <=20             | 14            | 67       | No                        | 21            | 100      |
| 21-24            | 7             | 33       | Decline to state/No Data  | 0             | 0        |
| 25-34            | 0             | 0        | Yes                       | 0             | 0        |
| 35-44            | 0             | 0        | Grand Total               | 21            | 100      |
| Total            | 21            | 100      |                           |               |          |
|                  |               |          |                           |               |          |
| <b>Ethnicity</b> | <b>Number</b> | <b>%</b> | <b>Religion</b>           | <b>Number</b> | <b>%</b> |
| Asian            | 0             | 0        | Christian                 | 1             | 5        |
| Bangladeshi      | 17            | 81       | Muslim                    | 17            | 81       |
| Black            | 2             | 10       | Decline to state/No Data  | 1             | 5        |
| Mixed            | 1             | 5        | No religion               | 1             | 5        |
| White            | 1             | 5        | Hindu                     | 1             | 5        |
| Grand Total      | 21            | 100      | Total                     | 21            | 100      |

## Appendix 5

### New starters by equality strands, Quarter 2 2012/13

| 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     | Religion           | Total | 55-59              | 6     |
| Bangladeshi   | 18    | Buddhist           | 2     | 60-64              | 2     |
| Black   | 18    | Christian          | 31    | Grand Total        | 91    |
| Mixed   | 8     | Jewish             | 1     | Salary             | Total |
| Other/declined to state   | 1     | Decline to State   | 5     | < £20,000          | 5     |
| White   | 40    | Muslim             | 25    | £20,000 - £29,999  | 26    |
| Grand Total   | 91    | No religion        | 19    | £30,000 - £39,999  | 28    |
|   |       | Other              | 8     | £40,000 - £49,999  | 13    |
| Disability  | Total | Grand Total        | 91    | Casual/Paid Hourly | 19    |
| No  | 76    |                    |       | Grand Total        | 91    |
| Refused to say  | 9     |                    |       |                    |       |
| Yes   | 6     |                    |       |                    |       |
| Grand Total   | 91    |                    |       |                    |       |



## Appendix 6

### New starters by equality strands, Quarter 3, 2012/13

| 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, Quarter 4 2013/14

| 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           |
| <b>Grand Total</b>   | <b>116</b>   | 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            |
| <b>Grand Total</b>   | <b>116</b>   | 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           |                           |              |                    |              |
| <b>Grand Total</b>   | <b>116</b>   |                           |              |                    |              |

## Appendix 8

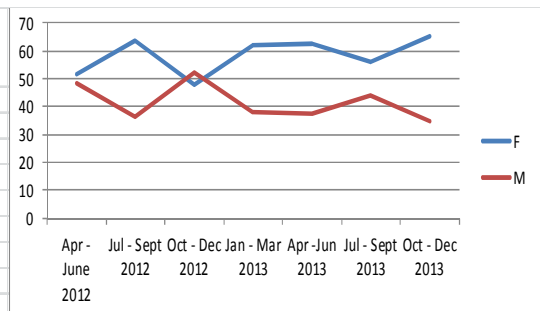
### New starters by equality strands, Quarter 12013/14

| 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-<£29,999          | 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 |                           |        |     |                           |        |     |

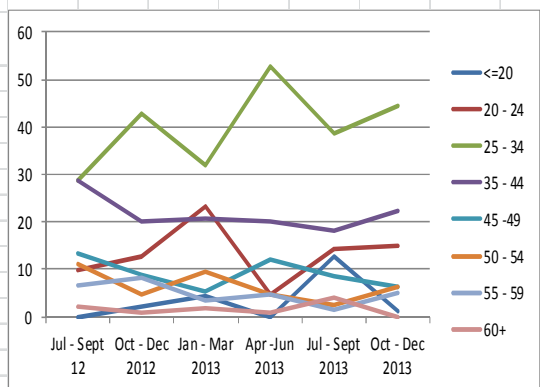
## Appendix 9

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

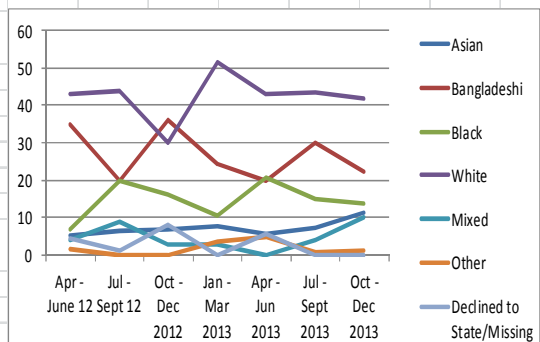
| Gender | Apr - June 2012 | Jul - Sept 2012 | Oct - Dec 2012 | Jan - Mar 2013 | Apr - Jun 2013 | Jul - Sept 2013 | Oct - Dec 2013 |
|--------|-----------------|-----------------|----------------|----------------|----------------|-----------------|----------------|
| F      | 51              | 64              | 48             | 62             | 62             | 56              | 65             |
| M      | 49              | 36              | 52             | 38             | 38             | 44              | 35             |
| Total  | 100             | 100             | 100            | 100            | 100            | 100             | 100            |



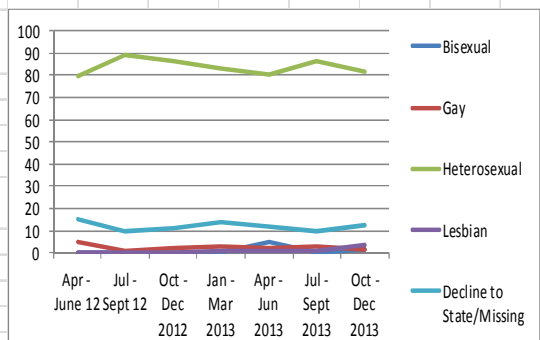
| Age     | Jul - Sept 12 | Oct - Dec 2012 | Jan - Mar 2013 | Apr - Jun 2013 | Jul - Sept 2013 | Oct - Dec 2013 |
|---------|---------------|----------------|----------------|----------------|-----------------|----------------|
| <=20    | 0             | 2              | 4              | 0              | 13              | 1              |
| 20 - 24 | 10            | 13             | 23             | 5              | 14              | 15             |
| 25 - 34 | 29            | 43             | 32             | 53             | 39              | 44             |
| 35 - 44 | 29            | 20             | 21             | 20             | 18              | 22             |
| 45 - 49 | 13            | 9              | 5              | 12             | 9               | 6              |
| 50 - 54 | 11            | 5              | 9              | 5              | 2               | 6              |
| 55 - 59 | 7             | 8              | 3              | 5              | 2               | 5              |
| 60+     | 2             | 1              | 2              | 1              | 4               | 0              |
| Total   | 100           | 100            | 100            | 100            | 100             | 100            |



| Ethnicity                 | Apr - June 12 | Jul - Sept 2012 | Oct - Dec 2012 | Jan - Mar 2013 | Apr - Jun 2013 | Jul - Sept 2013 | Oct - Dec 2013 |
|---------------------------|---------------|-----------------|----------------|----------------|----------------|-----------------|----------------|
| Asian                     | 5             | 7               | 7              | 8              | 6              | 7               | 11             |
| Bangladeshi               | 35            | 20              | 36             | 24             | 20             | 30              | 22             |
| Black                     | 7             | 20              | 16             | 10             | 21             | 15              | 14             |
| White                     | 43            | 44              | 30             | 52             | 43             | 43              | 42             |
| Mixed                     | 4             | 9               | 3              | 3              | 0              | 4               | 10             |
| Other                     | 1             | 0               | 0              | 3              | 5              | 1               | 1              |
| Declined to State/Missing | 4             | 1               | 8              | 0              | 6              | 0               | 0              |
| Grand Total               | 100           | 100             | 100            | 100            | 100            | 100             | 100            |

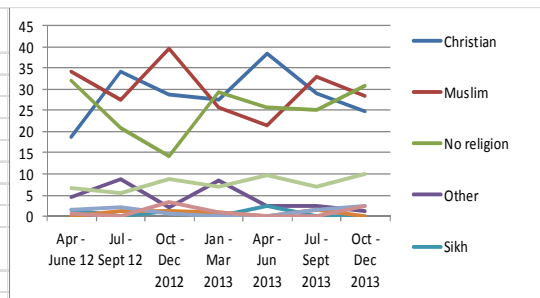


| Sexual orientation       | Apr - June 12 | Jul - Sept 2012 | Oct - Dec 2012 | Jan - Mar 2013 | Apr - Jun 2013 | Jul - Sept 2013 | Oct - Dec 2013 |
|--------------------------|---------------|-----------------|----------------|----------------|----------------|-----------------|----------------|
| Bisexual                 | 0             | 0               | 0              | 0              | 5              | 0               | 1              |
| Gay                      | 5             | 1               | 2              | 3              | 2              | 3               | 1              |
| Heterosexual             | 80            | 89              | 87             | 83             | 80             | 87              | 81             |
| Lesbian                  | 0             | 0               | 0              | 1              | 1              | 1               | 4              |
| Decline to State/Missing | 15            | 10              | 11             | 14             | 12             | 9               | 12             |
| Total                    | 100           | 100             | 100            | 100            | 100            | 100             | 100            |

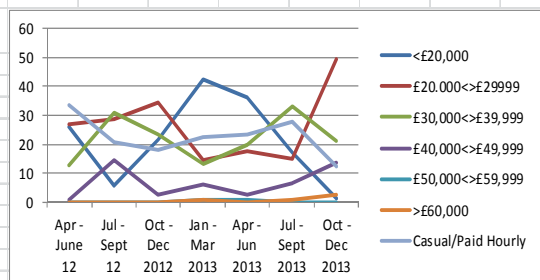


## Appendix 9 (continued)

| Religion                  | Apr - June 12 | Jul - Sept 12 | Oct - Dec 2012 | Jan - Mar 2013 | Apr - Jun 2013 | Jul - Sept 2013 | Oct - Dec 2013 |
|---------------------------|---------------|---------------|----------------|----------------|----------------|-----------------|----------------|
| Christian                 | 19            | 34            | 29             | 28             | 38             | 29              | 25             |
| Muslim                    | 34            | 27            | 40             | 26             | 22             | 33              | 28             |
| No religion               | 32            | 21            | 14             | 29             | 26             | 25              | 31             |
| Other                     | 4             | 9             | 2              | 9              | 2              | 2               | 1              |
| Sikh                      | 1             | 0             | 1              | 0              | 2              | 0               | 0              |
| Jewish                    | 0             | 1             | 1              | 1              | 0              | 2               | 0              |
| Buddhist                  | 1             | 2             | 1              | 0              | 0              | 2               | 2              |
| Hindu                     | 1             | 0             | 3              | 1              | 0              | 0               | 2              |
| Declined to State/Missing | 7             | 5             | 9              | 7              | 10             | 7               | 10             |
| Grand Total               | 100           | 100           | 100            | 100            | 100            | 100             | 100            |



| Salary             | Apr - June 12 | Jul - Sept 12 | Oct - Dec 2012 | Jan - Mar 2013 | Apr - Jun 2013 | Jul - Sept 2013 | Oct - Dec 2013 |
|--------------------|---------------|---------------|----------------|----------------|----------------|-----------------|----------------|
| <£20,000           | 26            | 5             | 21             | 42             | 36             | 17              | 1              |
| £20,000-<£29,999   | 27            | 29            | 34             | 15             | 18             | 15              | 49             |
| £30,000-<£39,999   | 13            | 31            | 23             | 13             | 20             | 33              | 21             |
| £40,000-<£49,999   | 1             | 14            | 3              | 6              | 2              | 6               | 14             |
| £50,000-<£59,999   | 0             | 0             | 0              | 1              | 1              | 0               | 0              |
| >£60,000           | 0             | 0             | 0              | 1              | 0              | 1               | 2              |
| Casual/Paid Hourly | 34            | 21            | 18             | 22             | 23             | 28              | 12             |
| Total              | 100           | 100           | 100            | 100            | 100            | 100             | 100            |



| Disability                | Apr - June 12 | Jul - Sept 12 | Oct - Dec 2012 | Jan - Mar 2013 | Apr - Jun 2013 | Jul - Sept 2013 | Oct - Dec 2013 |
|---------------------------|---------------|---------------|----------------|----------------|----------------|-----------------|----------------|
| Not Disabled              | 79            | 84            | 73             | 90             | 79             | 85              | 86             |
| Disabled                  | 2             | 7             | 10             | 4              | 4              | 5               | 5              |
| Declined to State/Missing | 19            | 10            | 17             | 6              | 17             | 10              | 9              |
| Total                     | 100           | 100           | 100            | 100            | 100            | 100             | 100            |

