

<b>Committee/Meeting:</b> HR Committee	<b>Date:</b> 22 October 2014	<b>Classification:</b> Unrestricted	<b>Report No:</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 This is a standing report, provided on a regular basis to HR Committee to report quarterly new starters' information. This report covers both the periods Quarter 4 2013/14 (January – March 2014) and Quarter 1 2014/15 (April – June 2014).
- 1.2 This report provides quarterly employment information on new starters for the periods January – March 2014 (Appendices 1a, 2a and 3a) and April – June 2014 (Appendices 1b, 2b, and 3b).
- 1.3 Information relating to interns and trainees for the period January – March 2014 is included as Appendix 4. There were no interns or trainees taken on during the period April – June 2014.
- 1.4 To enable longer term trends in recruitment to be identified, the equalities information for all periods from April 2012 to June 2014 is given as Appendix 5. Additionally, information relating to the full year 2013/14 is provided as Appendix 6.

## 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 The HR committee held on 29<sup>th</sup> February 2012 requested that it receive regular reports providing quarterly details of new starters including a breakdown by equality strands. This report also incorporates additional information requested by subsequent HR Committee meetings.

#### **6. INFORMATION AND ANALYSIS**

6.1 All statistical information provided relates to staff directly employed by the Council, including iTRES workers; it does not include agency workers.

6.2 Details on the numbers, job titles, directorate and service area of new starters for Q4 2013/14 and Q1 2014/15, together with equalities, demographics breakdowns and trend information are attached (Appendices 1a & b, 2a & b and 3a & b).

6.3 During Quarter 4 2013/14 the Council took in-house, through TUPE transfer, 116 employees of Majlish Homecare service. Information relating to equalities strands ('protected characteristics') of the staff was almost entirely lacking. As this was a 'one-off' and skews the new starter figures, they have been excluded from the statistical information here supplied.

6.4 Excluding these staff, there were 87 new starters during the period. The majority of these posts are front line, including Tutors and Kitchen Assistants. During Quarter 1 2014/15 there were 122 new starters the majority being front line, including Youth Workers, THAMES Tutors and Kitchen Assistants (Appendices 1a and 1b).

6.5 All recruitment is subject to formal approval at People Board prior to advertising. People Board are reviewing requests to fill positions with regard to the current Employee Options Programme and the beginnings of the 2014/15 round of restructures across the Council. Therefore, in the main, only front line posts or those requiring specialist skills and need to be filled are currently being recruited to. All requests to fill posts require a business case from the managers to justify recruitment.

6.6 There were 2 graduates and 2 apprentices recruited during Quarter 4 2013/14, information about whom is provided within the general statistics. No graduates or apprentices were taken on during Quarter 2014/15.

6.7 Trend information by equalities strands, in both numeric and graphic form is provided as Appendix 5 and data for the full year 2013/14 is supplied as Appendix 6.

6.8 The numbers of new starters for the period July 2012 to date are as follows:

<b>Number of New Starters, Q2 2012/13 - Q1 2014/15</b>							
Q2, 2012/13	Q3, 2012/13	Q4, 2012/13	Q1, 2013/14	Q2, 2013/14	Q3, 2013/14	Q4, 2013/14	Q1, 2014/15
91	149	116	125	127	81	87	122

6.9 The reason for the reduced numbers of new starters in Q2 2013/14 and Q1 2014/15 is that the recruitment of (for example) youth workers and tutors tends to take place in blocks rather than spread evenly throughout the year. This causes bulges in the numbers of new starters in the quarters in which such recruitment takes place and a corresponding reduction in the number of new starters in the quarters where such recruitment does not occur.

Recently, LPG have increased the numbers of starters on fixed term contracts as a way of reducing the number of (more expensive) agency workers. This is reflected in the Q1 2014/15 figure.

6.10 The numbers and percentages of new starters to each Directorate during Q4 2013/14 and Q1 2014/15 are as follows:

	<b>Jan - March 2014</b>		<b>Apr - June 2014</b>	
	Number	%	Number	%
Communities Localities and Culture	32	36.8	44	36.1
Development & Renewal	6	6.9	5	4.1
Education, Social Care & Wellbeing	44	50.6	51	41.8
Law, Probity & Governance	2	2.3	13	10.7
Resources	3	3.4	9	7.4
<b>Total</b>	<b>87</b>	<b>100.0</b>	<b>122</b>	<b>100.0</b>

6.11 The pattern across the Directorates reflects both the numbers of employees in each of the Directorates and the number of front line jobs as a percentage of staff numbers.

6.12 As part of the WFTRC action plan, the Council has in place various work experience schemes including:

- intern scheme for young adults in the Leaving Care Service,
- Learning Disability Pre-apprenticeships
- Skillsmatch traineeships
- Working Start
- Trainee Placement

These tend to be relatively short term work placements, often agreed through local organisations and offered to local young people. A total of 16 people undertook work experience of this kind during Quarter 4 2013/14 (Appendix 4). There were no such placements in Quarter 1 2014/15. As previously agreed at HR Committee, the council will be seeking to increase representation across wider community groups via the Workforce to Reflect the Community Action Plan.

- 6.13 In addition over 50 work experience placements per year are offered for local school students, usually for very short periods (typically 2 weeks). Detailed equality data about participants is not recorded by the Council.
- 6.14 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%

\*Information as at March 2011

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

\*Information as at March 2011

- 6.15 During the same two quarters, the ethnicities of new starters were:

<b>Ethnicity</b>	<b>Jan – Mar 2014</b>	<b>Apr – Jun 2014</b>
Bangladeshi	22%	30%
Black	13%	15%
White	48%	47%

Within the overall Council workforce the respective percentages are 23% (Bangladeshi), 22% (Black) and 44% (White). There are, however, significant variations from quarter to quarter due to the relatively small number of recruitment exercises taking place in each quarter. For example, quarterly White recruitment within the last 2 years has fluctuated between 30% and 52% of the quarterly total, whilst the range in the recruitment of Bangladeshi staff is from 20% to 36% of the quarterly totals.

- 6.16 During the full year 2013/14, 58% of new starters were LBTH residents, though the figure fell to 44% in Quarter 4 2013/14 and 49% in Quarter 1 2014/15.

- 6.17 Nonetheless, during the year 2013/14, 420 borough residents were appointed to Council jobs. Trend information is supplied in Appendix 5 and in future reports, when data is available for a longer period, demographic trends will be analysed. Resident information has only been collected since April 2013.
- 6.18 In comparison with the demographics for working age LBTH residents, over the previous 12 months Bangladeshis, who represent 25% of the Borough's working age population, accounted for 27% of new starters. The number of White new starters and Black new starters were 48% and 16% respectively, whilst the corresponding percentages within the Borough's working age population were 51% and 7%.
- 6.19 For the year 2013/14, 61.4% of new starters were women, broadly reflecting the current makeup of the Council workforce, though not, of course, the Borough population. Similarly the salary of new starters is heavily skewed towards the lower paid, reflecting the current distribution of salaries amongst the workforce and recruitment to front line posts.
- 6.20 While the new starters 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. FINANCE COMMENTS**

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

## **8. LEGAL COMMENTS**

- 8.1 Section 112 of the Local Government Act 1972 provides that a local authority must appoint such officers as it thinks necessary for the proper discharge by the authority of its functions.

## **9. ONE TOWER HAMLETS COMMENTS**

- 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 4 2013/14, January – March 2014

Appendix 1b - New Starters, Quarter 1 2014/15, April – June 2014

Appendix 2a - New starters by equality strands, Quarter 4 2013/14, January – March 2014

Appendix 2b - New Starters by equality strands, Quarter 1 2014/15, April – June 2014

Appendix 3a - Demographics of New Starters, Quarter 4 2013/14, April – June 2014

Appendix 3b - Demographics of New Starters, Quarter 1 2014/15, January – March 2014

Appendix 4 - Interns/Trainees by equality strands, Quarter 4 2013/14, January – March 2014

Appendix 5 - New starters, trends by percentage, April 2012 – June 2014

Appendix 6 - New starters equalities information, full year 2013/14

**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

### New starters, Quarter 4 2013/14, January – March 2014

LBTH Start Date	Post	Directorate	Division	Service
03/02/2014	First Language Assessor	CL & C	Culture, Learning and Leisure	Community Languages
03/02/2014	First Language Assessor	CL & C	Culture, Learning and Leisure	Community Languages
10/02/2014	First Language Assessor	CL & C	Culture, Learning and Leisure	Community Languages
03/02/2014	First Language Assessor	CL & C	Culture, Learning and Leisure	Community Languages
02/01/2014	Idea Store Associate	CL & C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
13/01/2014	Casual Tutor Literacy	CL & C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
13/01/2014	Literacy Tutor	CL & C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
07/01/2014	Part Time TutorLLL	CL & C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
13/01/2014	ESOL Tutor	CL & C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
20/01/2014	Sessional Tutor - ICT	CL & C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
21/01/2014	Part Time Tutor (LLL) 332	CL & C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
01/03/2014	Part Time Tutor (LLL) 29	CL & C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
24/02/2014	Business	CL & C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
10/01/2014	General Art and Design	CL & C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
01/03/2014	General Printmaking Tutor	CL & C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
13/01/2014	Clean and Green Graduate Trainee	CL & C	Public Realm	Clean and Green
13/01/2014	Clean and Green Graduate Trainee	CL & C	Public Realm	Clean and Green
25/02/2014	Technical Support Officer	CL & C	Public Realm	Clean and Green
03/03/2014	Green Team Supervisor	CL & C	Public Realm	Clean and Green
03/03/2014	Green Team Operative	CL & C	Public Realm	Clean and Green
03/03/2014	Green Team Operative	CL & C	Public Realm	Clean and Green
03/03/2014	Green Team Operative	CL & C	Public Realm	Clean and Green
03/03/2014	Green Team Operative	CL & C	Public Realm	Clean and Green
03/03/2014	Green Team Operative	CL & C	Public Realm	Clean and Green
03/03/2014	Green Team Operative	CL & C	Public Realm	Clean and Green
03/03/2014	Green Team Operative	CL & C	Public Realm	Clean and Green
13/01/2014	Graduate Engineer	CL & C	Public Realm	Transportation & Highways
13/01/2014	School Crossing Patrol Officer	CL & C	Public Realm	Transportation & Highways
20/01/2014	Env Health Off (H&S) 2	CL & C	Safer Communities	Consumer & Business Regulations
06/01/2014	Peer Education Worker	CL & C	Safer Communities	Youth & Community Services
20/01/2014	Support Services Officer	CL & C	Strategy, Resources & Olympic Impacts	Str & Bus Dev-Culture, EC & S Planning
06/01/2014	Pre-Employment Officer	D & R	Economic Development	Economic Programmes Team
13/01/2014	Construction Placement Officer	D & R	Economic Development	Economic Programmes Team
13/01/2014	Construction Placement Officer	D & R	Economic Development	Economic Programmes Team
27/01/2014	Assistant Placement Officer	D & R	Economic Development	Employment & Skills Team
04/02/2014	Construction Desk Team Leader	D & R	Economic Development	Employment & Skills Team
06/01/2014	Planning Officer	D & R	Planning & Building Control	Development
17/02/2014	Social Worker Child Mental Health	ESC & W	Adol'nt Men'l Health Coborn Cent Glen Rd	-
03/02/2014	Social Worker Mental Health (BAN) 6	ESC & W	Adults Social Care Services	Community Mental Health Services
01/01/2014	Social Worker Learning Disabilities	ESC & W	Adults Social Care Services	Learning Disability
03/02/2014	Senior Practitioner - Transition	ESC & W	Adults Social Care Services	Learning Disability
24/02/2014	Social Worker Learning Disabilities	ESC & W	Adults Social Care Services	Learning Disability
03/03/2014	Social Worker Learning Disabilities	ESC & W	Adults Social Care Services	Learning Disability
17/03/2014	Social Worker Learning Disabilities	ESC & W	Adults Social Care Services	Learning Disability
24/03/2014	Social Worker Learning Disabiltiies	ESC & W	Adults Social Care Services	Learning Disability
13/01/2014	Administrative Officer - LTS West	ESC & W	Adults Social Care Services	Longer Term Support
13/01/2014	Social Worker (Homeless Services)	ESC & W	Children's Social Care	Assessment & Early Intervention
10/02/2014	Social Worker	ESC & W	Children's Social Care	Assessment & Early Intervention
03/02/2014	Practice Manager	ESC & W	Children's Social Care	Children Looked After and Leaving Care
18/02/2014	D Social Worker (CLAE) 08	ESC & W	Children's Social Care	Children Looked After and Leaving Care
07/02/2014	Social Worker Fostering Support	ESC & W	Children's Social Care	Children's Resources
17/02/2014	Social Worker (Permanent Placements) 6	ESC & W	Children's Social Care	Children's Resources
16/01/2014	Carebank Residential Support Worker 06	ESC & W	Children's Social Care	Children's Resources
17/03/2014	Social Worker	ESC & W	Children's Social Care	Children's Resources
13/01/2014	Social Worker	ESC & W	Children's Social Care	Family Support & Protection
05/03/2014	Family Link Support Worker (Casual)	ESC & W	Children's Social Care	Integ Servs Children with Disabilities
24/02/2014	Commissioning Manager	ESC & W	Commissioning and Health	Children's Commissioning Team
22/01/2014	Joint Commissioner	ESC & W	Commissioning and Health	Commissioning Mental Health

## Appendix 1a (continued)

LBTH Start Date	Post	Directorate	Division	Service
03/02/2014	Centre Manager (MSCC)	ESC & W	Learning & Achievement	Learning and Achievement - Birth to 11
01/03/2014	Holiday Childcare Scheme Worker	ESC & W	Learning & Achievement	Learning and Achievement - Birth to 11
10/03/2014	Play and Learning Worker (SW)	ESC & W	Learning & Achievement	Learning and Achievement - Birth to 11
24/03/2014	Holiday Childcare Scheme Worker	ESC & W	Learning & Achievement	Learning and Achievement - Birth to 11
10/03/2014	Holiday Childcare Scheme Worker	ESC & W	Learning & Achievement	Learning and Achievement - Birth to 11
31/03/2014	Office Assistant & Receptionist (NE)	ESC & W	Learning & Achievement	Learning and Achievement - Birth to 11
06/01/2014	Teacher - Sensory Impairment (SLS)	ESC & W	Learning & Achievement	Support For Learning Service
24/02/2014	Head of Behaviour Support SLS	ESC & W	Learning & Achievement	Support For Learning Service
17/03/2014	Healthy Lives Advisor (Teen Pregnancy)	ESC & W	Learning & Achievement	Support For Learning Service
03/02/2014	MIS Data Quality Officer	ESC & W	Resources	Children's Information Systems
10/02/2014	Float Kitchen Assistant	ESC & W	Resources	Contract Services
25/02/2014	Kitchen Assistant	ESC & W	Resources	Contract Services
03/02/2014	Kitchen Assistant	ESC & W	Resources	Contract Services
25/02/2014	Kitchen Assitant	ESC & W	Resources	Contract Services
25/02/2014	Float Kitchen Assistant	ESC & W	Resources	Contract Services
03/03/2014	Kitchen Assistant	ESC & W	Resources	Contract Services
03/03/2014	Kitchen Assistant - Marnier	ESC & W	Resources	Contract Services
03/03/2014	Float Kitchen Assistant	ESC & W	Resources	Contract Services
17/03/2014	Float Kitchen Assistant	ESC & W	Resources	Contract Services
17/03/2014	Kitchen Assistant	ESC & W	Resources	Contract Services
17/03/2014	Kitchen Assistant	ESC & W	Resources	Contract Services
24/03/2014	Kitchen Assistant	ESC & W	Resources	Contract Services
24/03/2014	Float Kitchen Assistant	ESC & W	Resources	Contract Services
20/01/2014	Monitoring Officer	LP & G	Director of Law, Probity & Governance	
17/03/2014	Senior Data Analyst & Administrator	LP & G	Director of Law, Probity & Governance	Elections
24/02/2014	Finance Compliance Assistant	Resources	Financial Services, Risk & Accountability	Financial Systems & Control
03/03/2014	Business & Administration Apprentice Lv2	Resources	Human Resources & Workforce Development	Operations
03/03/2014	Business & Administration Apprentice Lv2	Resources	Human Resources & Workforce Development	Operations



## Appendix 1b

### New starters, Quarter 1 2014/15, April – June 2014

LBTH Start Date	Post Long Desc	Directorate	Division	Service
28/05/2014	C Festival & Events Officer	CL & C	Culture, Learning and Leisure	Arts Parks & Events
24/04/2014	Modern Foreign Language Tutor	CL & C	Culture, Learning and Leisure	Community Languages
19/05/2014	Modern Foreign Language Tutor	CL & C	Culture, Learning and Leisure	Community Languages
23/04/2014	Part Time Tutor LLL	CL & C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
28/04/2014	ESOL Tutor	CL & C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
14/05/2014	ESOL Tutor	CL & C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
14/05/2014	Sessional Tutor (LLL) ESOL	CL & C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
02/06/2014	Green Team Operative	CL & C	Public Realm	Clean and Green
25/06/2014	School Crossing Patrol Officer	CL & C	Public Realm	Transportation & Highways
22/04/2014	Food Safety Officer	CL & C	Safer Communities	Consumer & Business Regulations
01/05/2014	Smoke Free Technical Officer	CL & C	Safer Communities	Consumer & Business Regulations
06/05/2014	Env Health Off Level 2 (FS)	CL & C	Safer Communities	Consumer & Business Regulations
16/06/2014	Tobacco Control Officer	CL & C	Safer Communities	Consumer & Business Regulations
30/06/2014	Tower Hamlets Enforcement Officers	CL & C	Safer Communities	Enforcement, Intervention & Markets
01/05/2014	Contaminated Land Officer	CL & C	Safer Communities	Env Health & Env Protection
19/05/2014	Zero Emissions Network Officer	CL & C	Safer Communities	Env Health & Env Protection
01/04/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
01/04/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
01/04/2014	DOE Youth Worker in Charge	CL & C	Safer Communities	Youth & Community Services
07/04/2014	Targeted Support Case Worker	CL & C	Safer Communities	Youth & Community Services
01/04/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
07/04/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
14/04/2014	Outdoor Education Manager	CL & C	Safer Communities	Youth & Community Services
10/04/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
22/04/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
06/05/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
14/05/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
14/05/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
14/05/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
14/05/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
14/05/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
14/05/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
14/05/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
14/05/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
03/06/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
02/06/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
02/06/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
04/06/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
04/06/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
04/06/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
02/06/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
16/06/2014	Youth Worker	CL & C	Safer Communities	Youth & Community Services
12/05/2014	Support Services Officer	CL & C	Strategy, Resources & Olympic Impacts	Str & Bus Dev-Culture, EC & S Planning
19/05/2014	Support Services Officer	CL & C	Strategy, Resources & Olympic Impacts	Str & Bus Dev-Culture, EC & S Planning
09/06/2014	Admin Officer (BSF)	D & R	Asset Management	Business Support
16/06/2014	Options & Prevention Officer 3	D & R	Housing Options	Options and Prevention and Assessments
07/04/2014	Graduate Planner	D & R	Planning & Building Control	Development
01/05/2014	s106 Planning Obligation Officer	D & R	Planning & Building Control	Infrastructure Planning Team
02/05/2014	Working Start Trainee	D & R		Detached Posts - Reporting Purposes
02/06/2014	Social Worker Mental Health (BG) 1	ESC & W	Adults Social Care Services	Community Mental Health Services
30/06/2014	D Social Worker	ESC & W	Adults Social Care Services	Community Mental Health Services
12/05/2014	Rehabilitation Officer 00	ESC & W	Adults Social Care Services	Longer Term Support
04/06/2014	Day Centre Officer (Russia Lane DC) 3	ESC & W	Adults Social Care Services	Reablement and Resources
02/06/2014	Day Centre Officer (Russia Lane DC) 2	ESC & W	Adults Social Care Services	Reablement and Resources
01/05/2014	D Practice Manager (AAW) 00	ESC & W	Children's Social Care	Assessment & Early Intervention
22/04/2014	Children's Independent Reviewing Officer	ESC & W	Children's Social Care	Child Protection and Reviewing
07/04/2014	Practice Manager (Assess) (35 hour post)	ESC & W	Children's Social Care	Children's Resources
01/04/2014	FIP Project Worker	ESC & W	Children's Social Care	Family Interventions Service
01/04/2014	FIP Project Worker	ESC & W	Children's Social Care	Family Interventions Service
23/04/2014	Social Worker	ESC & W	Children's Social Care	Family Support & Protection
01/04/2014	Family Link Support Worker (Casual)	ESC & W	Children's Social Care	Integ Servs Children with Disabilities
01/04/2014	Family Link Support Worker (Casual)	ESC & W	Children's Social Care	Integ Servs Children with Disabilities
07/04/2014	AT Strategy Manager	ESC & W	Director's Services	AHVB Strategy, Policy & Performance
07/04/2014	Family Support Worker (SW)	ESC & W	Learning & Achievement	Learning and Achievement - Birth to 11
28/04/2014	IFS Team Leader	ESC & W	Learning & Achievement	Learning and Achievement - Birth to 11
09/06/2014	Family Support Worker	ESC & W	Learning & Achievement	Learning and Achievement - Birth to 11
02/06/2014	Healthy Lives Advisor (Primary PSHE)	ESC & W	Learning & Achievement	Learning and Achievement - Birth to 11
04/06/2014	Portage Worker TTO 2	ESC & W	Learning & Achievement	Learning and Achievement - Birth to 11

## Appendix 1b (continued)

LBTH Start Date	Post Long Desc	Directorate	Division	Service
22/04/2014	Thames Tutor A	ESC & W	Learning & Achievement	Music Service/Arts Education
22/04/2014	Thames Tutor A	ESC & W	Learning & Achievement	Music Service/Arts Education
01/05/2014	Thames Tutor A	ESC & W	Learning & Achievement	Music Service/Arts Education
06/05/2014	Thames Tutor A	ESC & W	Learning & Achievement	Music Service/Arts Education
06/05/2014	Thames Tutor A	ESC & W	Learning & Achievement	Music Service/Arts Education
14/05/2014	Thames Tutor A	ESC & W	Learning & Achievement	Music Service/Arts Education
06/05/2014	Thames Tutor A	ESC & W	Learning & Achievement	Music Service/Arts Education
12/05/2014	Thames Tutor A	ESC & W	Learning & Achievement	Music Service/Arts Education
06/05/2014	Thames Tutor A	ESC & W	Learning & Achievement	Music Service/Arts Education
11/06/2014	Thames Tutor	ESC & W	Learning & Achievement	Music Service/Arts Education
04/06/2014	Thames Tutor A	ESC & W	Learning & Achievement	Music Service/Arts Education
04/06/2014	THAMES TUTOR A	ESC & W	Learning & Achievement	Music Service/Arts Education
24/05/2014	Teacher for Inclusion Support	ESC & W	Learning & Achievement	Support For Learning Service
01/04/2014	Public Health Procurement Admin Support	ESC & W	Public Health	
27/05/2014	MS Data Quality Officer	ESC & W	Resources	Children's Information Systems
27/05/2014	Schools ICT Engineer	ESC & W	Resources	Children's Information Systems
22/04/2014	Ass Team Leader & Cat Tech Supp Off	ESC & W	Resources	Contract Services
22/04/2014	Kitchen Assistant	ESC & W	Resources	Contract Services
22/04/2014	Kitchen Assistant	ESC & W	Resources	Contract Services
22/04/2014	Float Kitchen Assistant	ESC & W	Resources	Contract Services
22/04/2014	Float Kitchen Assistant	ESC & W	Resources	Contract Services
23/04/2014	Kitchen Assistant	ESC & W	Resources	Contract Services
22/04/2014	Kitchen Assistant	ESC & W	Resources	Contract Services
22/04/2014	John Scurr KA	ESC & W	Resources	Contract Services
23/04/2014	Canon Barnett KA	ESC & W	Resources	Contract Services
06/05/2014	Kitchen Assistant	ESC & W	Resources	Contract Services
23/04/2014	Marner KA	ESC & W	Resources	Contract Services
16/05/2014	Kitchen Assistant	ESC & W	Resources	Contract Services
09/06/2014	Kitchen Assistant	ESC & W	Resources	Contract Services
02/06/2014	Harry Gosling KA	ESC & W	Resources	Contract Services
02/06/2014	English Martyrs KA	ESC & W	Resources	Contract Services
16/06/2014	Business Finance Partner (ESCW)	ESC & W	Resources	ESCW Finance
17/06/2014	Generic Registration&Citizenship Officer	LP & G	Director of Law , Probity & Governance	Democratic Services
23/06/2014	Generic Reg&Citizenship Off - Sessional	LP & G	Director of Law , Probity & Governance	Democratic Services
23/06/2014	Generic Reg&Citizenship Off - Sessional	LP & G	Director of Law , Probity & Governance	Democratic Services
23/06/2014	Generic Reg&Citizenship Off - Sessional	LP & G	Director of Law , Probity & Governance	Democratic Services
16/04/2014	Temporary Law yer Enforcement &Litigation	LP & G	Director of Law , Probity & Governance	Legal Services
22/04/2014	Trainee Solicitor	LP & G	Director of Law , Probity & Governance	Legal Services
22/04/2014	Trainee Solicitor	LP & G	Director of Law , Probity & Governance	Legal Services
22/04/2014	Trainee Solicitor	LP & G	Director of Law , Probity & Governance	Legal Services
22/04/2014	Trainee Solicitor	LP & G	Director of Law , Probity & Governance	Legal Services
30/05/2014	Senior Law yer - Social Care	LP & G	Director of Law , Probity & Governance	Legal Services
18/06/2014	Legal Support Officer	LP & G	Director of Law , Probity & Governance	Legal Services
13/06/2014	Temporary Senior Contracts Law yer	LP & G	Director of Law , Probity & Governance	Legal Services
23/06/2014	Housing Services Law yer	LP & G	Director of Law , Probity & Governance	Legal Services
28/04/2014	Revenues Assistant (Recovery) 06	Resources	Customer Access & ICT	Revenue Services
07/04/2014	Investment & TReasury Manager	Resources	Financial Services,Risk & Accountability	Chief Accountant
28/04/2014	Financial Systems Manager	Resources	Financial Services,Risk & Accountability	Financial Systems & Control
14/04/2014	Intelligence Assistant	Resources	Financial Services,Risk & Accountability	Risk Management
09/06/2014	Corporate Anti-Fraud Investigator	Resources	Financial Services,Risk & Accountability	Risk Management
23/06/2014	Senior Auditor 8	Resources	Financial Services,Risk & Accountability	Risk Management
09/06/2014	In-House Temporary Resourcing Team Admin	Resources	HR & WD	Operations
02/06/2014	In-House Temporary Resourcing Team Admin	Resources	HR & WD	Operations
01/06/2014	Counsellor-Coach	Resources	HR & WD	Operations

## Appendix 2a

### New Starters by equality strands, Quarter 4 2013/14, January – March 2014

Gender	Number	%
Female	56	64.37
Male	31	35.63
<b>Total</b>	<b>87</b>	<b>100.00</b>

Age	Number	%
<=20	1	1.15
21-24	8	9.20
25-34	34	39.08
35-44	24	27.59
45-49	8	9.20
50-54	5	5.75
55-59	3	3.45
60-64	2	2.30
65+	2	2.30
<b>Total</b>	<b>87</b>	<b>100.00</b>

Ethnicity	Number	%
Asian	9	10.34
Bangladeshi	19	21.84
Black	11	12.64
Mixed	3	3.45
Other	3	3.45
White	42	48.28
<b>Total</b>	<b>87</b>	<b>100.00</b>

Sexuality	Number	%
Bisexual	1	1.15
Decline to State	12	13.79
Gay	1	1.15
Heterosexual	73	83.91
<b>Total</b>	<b>87</b>	<b>100.00</b>

Religion	Number	%
Christian	25	28.74
Decline to State	10	11.49
Muslim	25	28.74
No religion	23	26.44
Other	4	4.60
<b>Total</b>	<b>87</b>	<b>100.00</b>

LBTH Resident	Number	%
Resident	39	44.83
Non-resident	48	55.17
<b>Total</b>	<b>87</b>	<b>100.00</b>

Salary	Number	%
<£20,000	18	20.69
£20,000 - £29,999	22	25.29
£30,000 - £39,999	21	24.14
£40,000 - £49,999	9	10.34
Casual/hourly paid	17	19.54
<b>Total</b>	<b>87</b>	<b>100.00</b>

Disability	Number	%
Not Disabled	71	81.61
Declined to state	10	11.49
Disabled	6	6.90
<b>Total</b>	<b>87</b>	<b>100.00</b>

Note 1: Categories with 0 returns are excluded from all tables

Note 2: Casual/Hourly Paid are primarily tutors and holiday childcare scheme workers, working for specific periods – e.g. school holidays.

## Appendix 2b

### New Starters by equality strands, Quarter 1 2014/15, April – June 2014

Gender	Number	%
Female	71	58.20
Male	51	41.80
<b>Total</b>	<b>122</b>	<b>100.00</b>

Age	Number	%
<=20	5	4.10
21-24	15	12.30
25-34	57	46.72
35-44	28	22.95
45-49	6	4.92
50-54	4	3.28
55-59	5	4.10
60-64	2	1.64
<b>Total</b>	<b>122</b>	<b>100.00</b>

Ethnicity	Number	%
Asian	6	4.92
Bangladeshi	37	30.33
Black	15	12.30
Mixed	5	4.10
White	57	46.72
Missing	2	1.64
<b>Total</b>	<b>122</b>	<b>100.00</b>

Sexuality	Number	%
Bisexual	3	2.46
Declined to State	13	10.66
Gay	2	1.64
Heterosexual	102	83.61
Lesbian	2	1.64
<b>Total</b>	<b>122</b>	<b>100.00</b>

Religion	Number	%
Buddhist	1	0.82
Christian	29	23.77
Decline to State	5	4.10
Hindu	1	0.82
Muslim	51	41.80
No religion	32	26.23
Other	3	2.46
<b>Total</b>	<b>122</b>	<b>100.00</b>

LBTH Resident	Number	%
Resident	60	49.18
Non-Resident	62	50.82
<b>Total</b>	<b>122</b>	<b>100.00</b>

Salary	Number	%
£20,000 - £29,999	27	22.13
£30,000 - £39,999	21	17.21
£40,000 - £49,999	12	9.84
£50,000+	1	0.82
<=£20,000	38	31.15
Casual/Hourly Paid	23	18.85
<b>Total</b>	<b>122</b>	<b>100.00</b>

Disability	Number	%
Not Disabled	110	90.16
Declined to State	9	7.38
Disabled	3	2.46
<b>Total</b>	<b>122</b>	<b>100.00</b>

Note1: Categories with 0 returns are excluded from all tables

Note 2: Casual/Hourly Paid are primarily tutors and youth workers, working for specific periods – e.g. school holidays.

## Appendix 3a

### Demographics of New Starters, Quarter 4 2013/14, January – March 2014

Sexuality	Bisexual	%	Gay	%	Heterosexual	%	Declined to State	%	Total
Not LBTH	1	100	1	100	40	54.7945205	6	50	48
LBTH Resident	0	0	0	0	33	45.2054795	6	50	39
<b>Total</b>	<b>1</b>	<b>100</b>	<b>1</b>	<b>100</b>	<b>73</b>	<b>100</b>	<b>12</b>	<b>100</b>	<b>87</b>

Gender	F	%	M	%	Total
Not LBTH	35	62.5	13	41.9355	48
LBTH Resident	21	37.5	18	58.0645	39
<b>Total</b>	<b>56</b>	<b>100</b>	<b>31</b>	<b>100</b>	<b>87</b>

Disability	Not Disabled	%	Disabled	%	Declined to State	%	Total
Not LBTH	44	61.972	0	0	4	40	48
LBTH Resident	27	38.028	6	100	6	60	39
<b>Total</b>	<b>71</b>	<b>100</b>	<b>6</b>	<b>100</b>	<b>10</b>	<b>100</b>	<b>87</b>

Ethnicity	Asian	%	Bangladeshi	%	Black	%	Mixed	%	Other	%	White	%	Total
Not LBTH Resident	6	66.667	6	31.5789	7	63.6363636	1	3.333	0	0	28	66.67	48
LBTH Resident	3	33.3	13	68.4211	4	36.3636364	2	66.666	3	100	14	33.33	39
<b>Total</b>	<b>9</b>	<b>100</b>	<b>19</b>	<b>100</b>	<b>11</b>	<b>100</b>	<b>3</b>	<b>100</b>	<b>3</b>	<b>100</b>	<b>42</b>	<b>100</b>	<b>87</b>

Salary	£20,000 - £29,999	%	£30,000 - £39,999	%	£40,000 - £49,999	%	<£20,000	%	Casual/hourly paid	%	Total
Not LBTH	10	45.455	13	61.90	5	55.56	7	38.8889	13	76.5	48
LBTH Resident	12	54.545	8	38.10	4	44.44	11	61.1111	4	23.5	39
<b>Total</b>	<b>22</b>	<b>100</b>	<b>21</b>	<b>100.00</b>	<b>9</b>	<b>100.00</b>	<b>18</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>87</b>

Age	<=20	%	21-24	%	25-34	%	35-44	%	45-49	%	50-54	%	55-59	%	60-64	%	65+	%	Total	%
Not LBTH	0	0.00	2	25.00	19	55.88	15	62.50	4	50.00	4	80.00	2	66.67	1	50.00	1	50.00	48	55.17
LBTH Resident	1	100.00	6	75.00	15	44.12	9	37.50	4	50.00	1	20.00	1	33.33	1	50.00	1	50.00	39	44.83
<b>Total</b>	<b>1</b>	<b>100.00</b>	<b>8</b>	<b>100.00</b>	<b>34</b>	<b>100.00</b>	<b>24</b>	<b>100.00</b>	<b>8</b>	<b>100.00</b>	<b>5</b>	<b>100.00</b>	<b>3</b>	<b>100.00</b>	<b>2</b>	<b>100.00</b>	<b>2</b>	<b>100.00</b>	<b>87</b>	<b>100.00</b>

Resident	Christian	%	Declined to State	%	Muslim	%	No religion	%	Other	%	Total	%
Not LBTH	17	68.00	7	70.00	7	28.00	15	65.22	2	50.00	48	55.17
LBTH Resident	8	32.00	3	30.00	18	72.00	8	34.78	2	50.00	39	44.83
<b>Total</b>	<b>25</b>	<b>100.00</b>	<b>10</b>	<b>100.00</b>	<b>25</b>	<b>100.00</b>	<b>23</b>	<b>100.00</b>	<b>4</b>	<b>100.00</b>	<b>87</b>	<b>100.00</b>

## Appendix 3b

### Demographics of New Starters, Quarter 1 2014/15, April – June 2014

Sexuality	Bisexual	%	Decline to State	%	Gay	%	Heterosexual	%	Lesbian	%	Total	%
Not LBTH Resident	2	66.7	9	69.2	1	50.0	48	47.1	2	100.0	62	50.8
LBTH Resident	1	33.3	4	30.8	1	50.0	54	52.9	0	0.0	60	49.2
<b>Total</b>	<b>3</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>102</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>122</b>	<b>100.0</b>

Gender	F	%	M	%	Total	%
Not LBTH Resident	36	50.7	26	51.0	62	50.8
LBTH Resident	35	49.3	25	49.0	60	49.2
<b>Total</b>	<b>71</b>	<b>100.0</b>	<b>51</b>	<b>100.0</b>	<b>122</b>	<b>100.0</b>

Disability	Not Disabled	%	Disabled	%	Declined to State	%	Total	%
Not LBTH Resident	56	50.9	2	66.7	4	44.4	62	50.8
LBTH Resident	54	49.1	1	33.3	5	55.6	60	49.2
<b>Total</b>	<b>110</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>122</b>	<b>100.0</b>

Ethnicity	Asian	%	Bangladeshi	%	Black	%	Mixed	%	Other	%	White	%	Missing	Total	%	
Not LBTH Resident	5	83.3	12	32.4	9	60.0	0	0.0	0	0.0	34	59.6	2	100.0	62	50.8
LBTH Resident	1	16.7	25	67.6	6	40.0	5	100.0	0	0.0	23	40.4	0	0.0	60	49.2
<b>Total</b>	<b>6</b>	<b>100.0</b>	<b>37</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>57</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>122</b>	<b>100.0</b>

Salary	<=£20,000	%	£20,000 - £29,999	%	£30,000 - £39,999	%	£40,000 - £49,999	%	£50,000 +	%	Casual/ Hourly Paid	%	Total	%
Not LBTH Resident	8	21.1	10	37.0	17	81.0	10	83.3	1	100.0	16	69.6	62	50.8
LBTH Resident	30	78.9	17	63.0	4	19.0	2	16.7	0	0.0	7	30.4	60	49.2
<b>Total</b>	<b>38</b>	<b>100.0</b>	<b>27</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>12</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>23</b>	<b>100.0</b>	<b>122</b>	<b>100.0</b>

Age	<=20	%	21-24	%	25-34	%	35-44	%	45-49	%	50-54	%	55-59	%	60-64	%	Total	%
Not LBTH Resident	0	0.0	5	33.3	29	50.9	16	57.1	2	33.3	4	100.0	4	80.0	2	100.0	62	50.8
LBTH Resident	5	100.0	10	66.7	28	49.1	12	42.9	4	66.7	0	0.0	1	20.0	0	0.0	60	49.2
<b>Total</b>	<b>5</b>	<b>100.0</b>	<b>15</b>	<b>100.0</b>	<b>57</b>	<b>100.0</b>	<b>28</b>	<b>100.0</b>	<b>6</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>2</b>	<b>100.0</b>	<b>122</b>	<b>100.0</b>

Religion	Buddhist	%	Christian	%	Decline to State	%	Hindu	%	Muslim	%	No religion	%	Other	%	Total	%
Not LBTH Resident	0	0.0	19	65.5	4	75.0	1	100.0	18	35.3	19	59.4	1	33.3	62	50.8
LBTH Resident	1	100.0	10	34.5	1	25.0	0	0.0	33	35.3	13	40.6	2	66.7	60	49.2
<b>Total</b>	<b>1</b>	<b>100.0</b>	<b>29</b>	<b>100.0</b>	<b>5</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>51</b>	<b>70.6</b>	<b>32</b>	<b>100.0</b>	<b>3</b>	<b>100.0</b>	<b>122</b>	<b>100.0</b>

## Appendix 4

### Interns and Trainees, Quarter 4 2013/14, January – March 2014

Gender		
	Number	%
Female	8	50
Male	8	50
<b>Total</b>	<b>16</b>	<b>100</b>

Religion		
	Number	%
Christian	1	6.25
Decline to State	2	12.5
Muslim	9	56.25
No religion	4	25
<b>Total</b>	<b>16</b>	<b>100</b>

Sexual Orientation		
	Number	%
Decline to State	6	37.5
Heterosexual	10	62.5
<b>Total</b>	<b>16</b>	<b>100</b>

LBTH Resident		
	Number	%
Resident	16	100
Non-resident	0	0
<b>Total</b>	<b>16</b>	<b>100</b>

Ethnicity		
	Number	%
Bangladeshi	7	43.75
Black	3	18.75
White	6	37.5
<b>Total</b>	<b>16</b>	<b>100</b>

Disability		
	Number	%
Not disabled	8	50
Disabled	7	43.75
Refused to say	1	6.25
<b>Total</b>	<b>16</b>	<b>100</b>

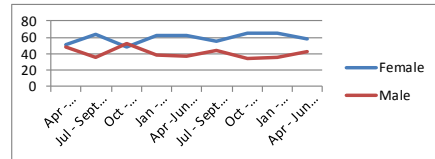
Age		
	Number	%
<=20	5	31.25
21-24	7	43.75
25-34	2	12.5
35-44	1	6.25
50-54	1	6.25
<b>Total</b>	<b>16</b>	<b>100</b>

Note: Categories with 0 returns are excluded from all tables

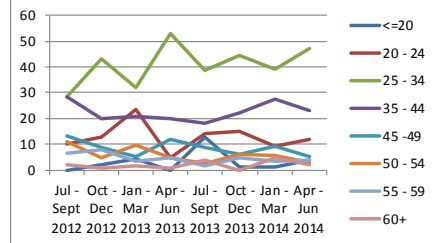
# Appendix 5

## New starters, trends by percentage, April 2012 – June 2014

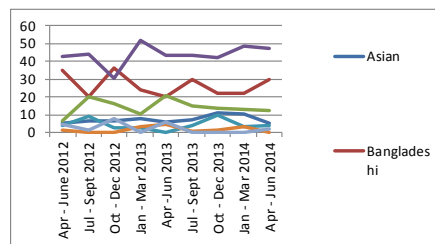
Gender	Apr - June 2012	Jul - Sept 2012	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013	Jan - Mar 2014	Apr - Jun 2014
Female	51	64	48	62	62	56	65	64	58
Male	49	36	52	38	38	44	35	36	42
Total	100	100	100	100	100	100	100	100	100



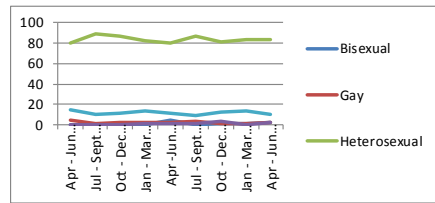
Age	Jul - Sept 2012	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013	Jan - Mar 2014	Apr - Jun 2014
<=20	0	2	4	0	13	1	1	4
20 - 24	10	13	23	5	14	15	9	12
25 - 34	29	43	32	53	39	44	39	47
35 - 44	29	20	21	20	18	22	28	23
45 - 49	13	9	5	12	9	6	9	5
50 - 54	11	5	9	5	2	6	6	3
55 - 59	7	8	3	5	2	5	3	4
60+	2	1	2	1	4	0	5	2
Total	100	100	100	100	100	100	100	100



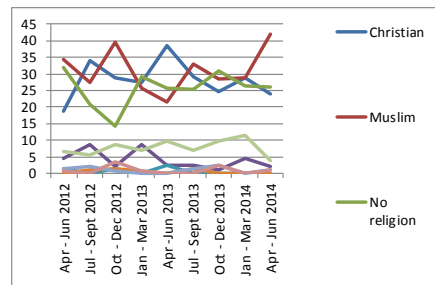
Ethnicity	Apr - June 2012	Jul - Sept 2012	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013	Jan - Mar 2014	Apr - Jun 2014
Asian	5	7	7	8	6	7	11	10	5
Bangladeshi	35	20	36	24	20	30	22	22	30
Black	7	20	16	10	21	15	14	13	12
White	43	44	30	52	43	43	42	48	47
Mixed	4	9	3	3	0	4	10	3	4
Other	1	0	0	3	5	1	1	3	0
Declined to State/Missing	4	1	8	0	6	0	0	0	2
Total	100	100	100	100	100	100	100	100	100



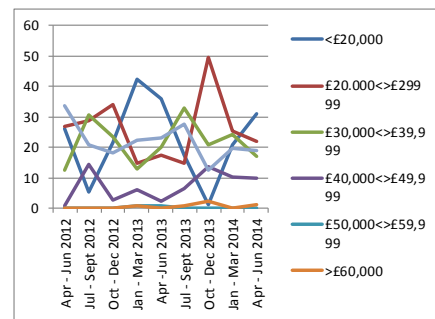
Sexual orientation	Apr - Jun 2012	Jul - Sept 2012	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013	Jan - Mar 2014	Apr - Jun 2014
Bisexual	0	0	0	0	5	0	1	1	2
Gay	5	1	2	3	2	3	1	1	2
Heterosexual	80	89	87	83	80	87	81	84	84
Lesbian	0	0	0	1	1	1	4	0	2
Declined to State/Missing	15	10	11	14	12	9	12	14	10
Total	100	100	100	100	100	100	100	100	100



Religion	Apr - Jun 2012	Jul - Sept 2012	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013	Jan - Mar 2014	Apr - Jun 2014
Christian	19	34	29	28	38	29	25	29	24
Muslim	34	27	40	26	22	33	28	29	42
No religion	32	21	14	29	26	25	31	26	26
Other	4	9	2	9	2	2	1	5	2
Sikh	1	0	1	0	2	0	0	0	0
Jewish	0	1	1	1	0	2	0	0	0
Buddhist	1	2	1	0	0	2	2	0	1
Hindu	1	0	3	1	0	0	2	0	1
Declined to State/Missing	7	5	9	7	10	7	10	11	4
Total	100	100	100	100	100	100	100	100	100



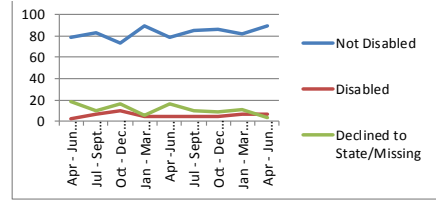
Salary	Apr - Jun 2012	Jul - Sept 2012	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013	Jan - Mar 2014	Apr - Jun 2014
<£20,000	26	5	21	42	36	17	1	21	31
£20,000-<£29,999	27	29	34	15	18	15	49	25	22
£30,000-<£39,999	13	31	23	13	20	33	21	24	17
£40,000-<£49,999	1	14	3	6	2	6	14	10	10
£50,000-<£59,999	0	0	0	1	1	0	0	0	0
>£60,000	0	0	0	1	0	1	2	0	1
Casual/Paid Hourly	34	21	18	22	23	28	12	20	19
Total	100	100	100	100	100	100	100	100	100



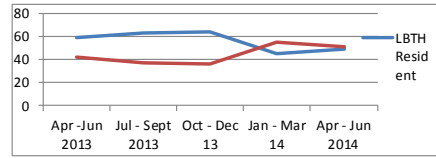


## Appendix 5 (continued)

<b>Disability</b>	Apr - Jun 2012	Jul - Sept 2012	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013	Jan - Mar 2014	Apr - Jun 2014
Not Disabled	79	84	73	90	79	85	86	82	90
Disabled	2	7	10	4	4	5	5	7	7
Declined to State/Missing	19	10	17	6	17	10	9	11	3
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>



<b>Local Resident</b>	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 13	Jan - Mar 14	Apr - Jun 2014
LBTH Resident	58.4	62.99	64.20	44.83	49
Not LBTH Resident	41.6	37.01	35.80	55.17	51
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>



Note 1: Age statistics were not collected prior to July 2012

Note 2: Residential Status statistics were not collected prior to April 2013

## Appendix 6

### New starters, full year 2013/14

Ethnicity	Annual Total	%	Quarterly Average (Number)
Asian	32	7.67	8.05
Bangladeshi	99	23.61	24.79
Black	63	15.07	15.82
White	191	45.50	47.78
Mixed	15	3.57	3.75
Other	12	2.89	3.03
Declined to State/Missing	7	1.69	1.78
<b>Total</b>	<b>420</b>	<b>100.00</b>	<b>105.00</b>

Salary	Annual Total	%	Quarterly Average (Number)
<£20,000	114	27.05	28.41
£20,000<->£29999	96	22.80	23.94
£30,000<->£39,999	87	20.62	21.65
£40,000<->£49,999	28	6.55	6.88
£50,000<->£59,999	2	0.50	0.52
>£60,000	4	0.92	0.97
Casual/Paid Hourly	91	21.56	22.64
<b>Total</b>	<b>420</b>	<b>100.00</b>	<b>105.00</b>

Sexual orientation	Annual Total	%	Quarterly Average (Number)
Bisexual	7	1.71	1.79
Gay	10	2.36	2.48
Heterosexual	346	82.40	86.52
Lesbian	6	1.42	1.49
Decline to State/Missing	51	12.11	12.72
<b>Total</b>	<b>420</b>	<b>100.00</b>	<b>105.00</b>

Disability	Annual Total	%	Quarterly Average (Number)
Not Disabled	357	84.93	89.18
Disabled	19	4.43	4.65
Declined to State/Missing	45	10.64	11.17
<b>Total</b>	<b>420</b>	<b>100.00</b>	<b>105.00</b>

Religion	Annual Total	%	Quarterly Average (Number)
Christian	128	30.55	32.08
Muslim	111	26.49	27.81
No religion	116	27.72	29.10
Other	17	4.00	4.20
Sikh	3	0.73	0.76
Jewish	2	0.56	0.59
Buddhist	3	0.82	0.86
Hindu	3	0.77	0.81
Declined to State/Missing	35	8.37	8.79
<b>Total</b>	<b>420</b>	<b>100.00</b>	<b>105.00</b>

Local Resident	Annual Total	%	Quarterly Average (Number)
LBTH Resident	244	58.10	61.00
Non-Resident	176	41.90	44.00
<b>Total</b>	<b>420</b>	<b>100.00</b>	<b>105.00</b>

Gender	Annual Total	%	Quarterly Average (Number)
Female	258	61.43	64.50
Male	162	38.57	40.50
<b>Total</b>	<b>420</b>	<b>100.00</b>	<b>105.00</b>