


Non-Executive Report of the: Human Resources Committee 1 st July 2015	 TOWER HAMLETS
Report of: Chris Holme, Acting Corporate Director, Resources	Classification: Unrestricted
Quarterly report – new starters, January 2015 – March 2015	

Originating Officer(s)	Simon Kilbey, Service Head (Human Resources & Workforce Development)
Wards affected	All wards

Summary

- 1 This is a standard report to HR Committee, provided to give information on a quarterly basis on new starters (including apprentices and trainees). This report covers the period Quarter 4 2014/15 (January 2015 - March 2015).
- 2 To enable longer term trends in recruitment to be identified, the equalities information for all periods from April 2012 to March 2015 is also given. In addition, information is given regarding the recruitment for the whole of 2014/15, together with comparison with previous years' recruitment performance.

Recommendations:

The HR Committee is recommended to:

1. Consider the report, which is provided for information

1. REASONS FOR THE DECISIONS

- 1.1 The report is provided for information

2. ALTERNATIVE OPTIONS

- 2.1 There are no alternative options

3. DETAILS OF REPORT

- 3.1 The HR Committee held on 29th 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.
- 3.2 All statistical information provided relates to staff directly employed by the Council, including iTRES workers; it does not include agency workers. The report discusses external appointments only; it does not include information relating to internal appointments/promotions.
- 3.3 Details on the numbers, job titles, directorate and service area of new starters for the quarter 4 2014/15 together with equalities, demographics and trend information are attached (Appendices 1, 2 and 3).
- 3.4 The numbers of new starters for the period July 2012 to date are as follows:

Number of New Starters*, Q2 2012/13 – Q4 2014/15										
Q2, 2012/13	Q3, 2012/13	Q4, 2012/13	Q1, 2013/14	Q2, 2013/14	Q3, 2013/14	Q4, 2013/14	Q1, 2014/15	Q2, 2014/15	Q3, 2014/15	Q4, 2014/15
91	149	116	125	127	81	87	122	119	71	48
* This figure excludes trainees & apprentices.										

- 3.5 During this quarter there were 48 new starters together with 45 apprentices and trainees. Historically, separate analysis of trainees/apprentices and other new starters have been provided in this report; this format continues here.
- 3.6 The 48 new starters (excluding apprentices/trainees) represent the lowest number of new starters during the year 2014/15. Around 16% were school kitchen staff, with just under this percentage being Social Workers. The low numbers of external new starters is as a result of the current Organisational Change programme, which reduces the impact of reductions in staff numbers by redeploying staff into appropriate vacant posts.
- 3.7 All recruitment is subject to formal approval at Directorate People Panels/and the People Board Operations prior to advertising in the light of the current Employee Options Programme and the 2014/15 round of restructures across the Council. Therefore in the main, only front line posts or those requiring specialist skills and which need to be filled are currently being recruited to and the majority of posts must be advertised internally first. All requests to fill posts require a business case from the managers to justify recruitment. (See appendix 1 for job titles of the posts recruited to within the period)
- 3.8 During the last 3 years the average number of new starters has declined from an average of 111 per quarter in 2012/13 to 90 during 2014/15. This trend is even more heightened when the rapid decline in recruitment during 2014/15 is considered, as explained in 3.7 above.

3.9 The numbers and percentages of new starters (excluding trainees and apprentices) to each Directorate during the period Q4 2013/14 to Q4 2014/15 are as follows:

	Jan - Mar 2014		Apr - June		July - Sept		Oct - Dec 2014		Jan - Mar 2015	
	Number	%	Number	%	Number	%	Number	%	Number	%
Communities Localities and Culture	32	36.8	44	36.1	32	26.9	7	9.9	9	18.8
Development & Renewal	6	6.9	5	4.1	7	5.9	8	11.3	8	16.7
Education, Social Care & Wellbeing	44	50.6	51	41.8	62	52.1	44	62.0	27	56.3
Law, Probity & Governance	2	2.3	13	10.7	12	10.1	7	9.9	4	8.3
Resources	3	3.4	9	7.4	6	5	5	7.0	0	0.0
Total	87	100	122	100	119	100	71	100.0	48	100.0

3.10 Trend information by equalities strands, in both numeric and graphic form is provided as Appendix 4. For comparison purposes, information from the 2011 census on the ethnic and gender breakdown for the population of Tower Hamlets (all ages and nominal working age) is as follows:

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

*Information as at March 2011

	Age 18 to 64	Age 18 to 64	All Ages	All Ages
All Residents				
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

3.11 In partnership with Skillsmatch, a new recruitment of apprentices in a range of sectors from youth work to health and social care has now been completed with the majority of trainees commencing in March 2015. The process included Skillsmatch undertaking an initial screening to ensure applicants met the criteria, followed by applicants completing a basic skills test. Those who were able to go forward were supported by Skillsmatch to ensure that they addressed the person specification when completing their

application forms. They were also given interview skills training along with the opportunity to develop the skills required for the Development Centre stage of the process. The Development Centre facilitated a more rounded picture of the young people, rather than relying on interviewing alone and comprised of a number of activities which provided an insight into the character, attitude and skills of the applicants. Placement supervisors were involved in the Development Centre and the process culminated in traditional interviews.

Detailed information on this group of new starters is supplied as appendix 3. Key points are:

- 29 apprentices and 16 trainees started during this quarter. A further 3 apprentices started in April as part of this cohort. Details of these additional 3 apprentices will be included within the next report, as these fall within a new quarter.
- 73% of apprentices/trainees identified their ethnicity as Bangladeshi 13% as White.
- All trainees/apprentices are Tower Hamlets residents
- 60% are male and 40% female
- No-one identified themselves as either gay/lesbian or as having a disability.
- A large number refused to give information as to their sexuality (51%), religion (53%) or disability (40%).

3.12 During the last five quarters, the main ethnicities of new starters (excluding apprentices and trainees) were:

Ethnicity	Jan - Mar 2014	Apr - Jun 2014	July - Sept 2014	Oct - Dec 2014	Jan - Mar 2015
Bangladeshi	22%	30%	25%	25%	17%
Black	13%	15%	15%	21%	15%
White	48%	47%	44%	39%	56%

3.13 Within the overall Council workforce the respective percentages are 24% (Bangladeshi), 19% (Black) and 41% (White) as at the end of March 2015. There are, however, significant variations in recruitment from quarter to quarter due to the relatively small number of recruitment exercises taking place. For example, White staff recruitment within the last 3 years has fluctuated between 30% and 56% of each quarterly total. The range for Bangladeshi staff is 17% to 36% of the quarterly totals, and for Black staff, 7% to 21%.

3.14 During the course of 2014/15, the number of Bangladeshi new starters has fallen from 30% (Q1) through 25% (Q2 and Q3) to 17% in Q4. Nonetheless the average during the year, (24% Bangladeshi new starters) is still slightly

higher than during the previous year, when it was 23%. Both White and Black new starters also show a slight increase over 2013/14, with Asian and 'Other' groups showing reductions during the period.

- 3.15 42% of new starters in Q4 2014/15 were LBTH residents, compared with 49%, 48% and 52% in the preceding quarters. Looking at annual percentages, recruitment of local residents has fallen from 58% to 48% between 2013/14 and 2014/15. This is due to the focus of internal recruitment in order to minimise the risk of compulsory redundancy during the current period of transformation, as discussed in 3.6 and 3.7. In the main, posts that receive agreement for external recruitment are specialist or requiring specific skills that would require a broader field of applicants.
- 3.16 Around 3/4 of all new starters during quarter 4 2014/15 were aged between 25 and 44, this being above the average for the last 2 years of around 2/3. However the annual percentage for the year 2014/15 is 69% which is closer to the historical average.
- 3.17 2 people recruited during January – March 2015 identified themselves as having a disability. This represents 4.2% of all new starters and is slightly lower than the average for the year of 4.4%.
- 3.18 Looking at annual percentages, there has been a decline in the percentage of new starters identifying themselves as disabled during the last 3 years, from 5.8% through 5.1% to 4.4%. However the number of 'refused to state' fell from 13% to 6% of all new starters and this increase in reporting is the most probable cause for this reduction, as the figure is calculated by excluding those employees that have refused to state. A recent campaign has been undertaken with existing employees to promote awareness of 'hidden' disabilities and encouraging staff to revisit their declaration, changing their disability status where this is relevant. This campaign was successful in both raising awareness and increasing the number of employees that identified as being 'disabled'. HR and WD will review this campaign to assess whether similar information could be provided to new starters when making their initial declaration on disability.
- 3.19 The percentage of women new starters during Quarter 4 2014/15 was 52%, the lowest percentage during the year. However over the year as a whole, women represented 61% of all new starters, compared to 56% in 2012/13 and 62% in 2013/14.
- 3.21 While new starters, (both permanent appointees and trainees/apprentices), 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.

4. COMMENTS OF THE CHIEF FINANCE OFFICER

- 4.1 The report is presented to Committee for information, and as such there are no financial implications arising from the recommendation.

5. LEGAL COMMENTS

- 5.1 This report is for noting of factual information on starters by equality strands. The council will need to continue to review the Workforce to Reflect the Community policy regularly to ensure that the current target groups remain valid by reference to the limits of positive action under the Equality Act 2010. If not, the Council should consider revision to the target groups and the steps necessary to increase their representation within the workforce. The council will also need to consider whether it remains necessary to take action to improve the workforce balance once targets are achieved.
- 5.2 Sections 158 and 159 of the Equality Act 2010 provide limited circumstances where an employer may take positive action by reference to persons who share a protected characteristic under the Act. The protected characteristics are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.
- 5.3 Under section 158 of the Equality Act, where persons with a particular protected characteristic are disadvantaged or have particular needs or are participating in an activity in disproportionately low numbers, an employer can take action (provided it is proportionate) to enable that group to overcome the disadvantage, meet those needs or encourage increased participation.
- 5.4 Under section 159 of the Equality Act, if persons with a particular protected characteristic are disadvantaged or there are disproportionately low numbers of that age group participating in a particular activity, the employer could treat a person of that group more favourably in recruitment or promotion provided that person is as qualified as any other candidate.
- 5.5 Positive action is only lawful if the Council's actions are proportionate and it does not have a policy of treating people of that group more favourably. In order to avoid the risk of discriminating against other groups with protected characteristics, the schemes should be proportionate and be kept under review to ensure that they continue to fulfil their objectives.

6. ONE TOWER HAMLETS CONSIDERATIONS

- 6.1 All posts are recruited to on merit.
- 6.2 New starters have an impact on the Council's targets with regards to achieving a Workforce to Reflect the Community.

7. BEST VALUE (BV) IMPLICATIONS

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

8. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

- 8.1 There are no implications.

9. RISK MANAGEMENT IMPLICATIONS

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

10. CRIME AND DISORDER REDUCTION IMPLICATIONS

10.1 There are no implications.

Linked Reports, Appendices and Background Documents

Linked Report

- None

Appendices

Appendix 1-	New Starters, Quarter 4 2014/15, January – March 2015
Appendix 2 -	New Starters by equality strands, Quarter 4 2014/15, January – March 2015
Appendix 3 -	Trainees by equality strands, Quarter 4 2014/15, January – March 2015
Appendix 4a - and 4b	New starters, trends by percentage, April 2012 – March 2015

Local Government Act, 1972 Section 100D (As amended)

List of “Background Papers” used in the preparation of this report

None

Officer contact details for documents:

- N/A

Appendix 1 New starters, Quarter 4 2014/15, January - March 2015

Post Title	LBTH Start Date	Directorate	Division	Service
Fractional Tutor (LLL) ESOL	07/01/2015	CL&C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
Skills for Life Manager	18/03/2015	CL&C	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
Partnership and Participation Manager	12/01/2015	CL&C	Culture, Learning and Leisure	Sports and Physical Activity
Service Development Manager	19/01/2015	CL&C	Culture, Learning and Leisure	Sports and Physical Activity
Head of Enforcement and Markets	05/01/2015	CL&C	Safer Communities	Enforcement, Intervention & Markets
Administrative Assistant	01/01/2015	CL&C	Safer Communities	Integrated Youth and Community Services
DOE Youth Worker in Charge	23/03/2015	CL&C	Safer Communities	Integrated Youth and Community Services
Youth Worker	05/01/2015	CL&C	Safer Communities	Integrated Youth and Community Services
Youth Worker	23/03/2015	CL&C	Safer Communities	Integrated Youth and Community Services
Administrative Assistant	23/03/2015	D&R	Economic Development	Employment & Skills Team
Accommodation Procurement Officer	26/01/2015	D&R	Housing Options	Housing Management
Options & Prevention Officer	02/03/2015	D&R	Housing Options	Options and Prevention and Assessments
Applicant Support Officer	05/01/2015	D&R	Planning & Building Control	Applications Support
Street Naming and Numbering Assistant	26/02/2015	D&R	Planning & Building Control	Building Control
Planning Officer	12/01/2015	D&R	Planning & Building Control	Development
Strategic Planning Manager	02/03/2015	D&R	Planning & Building Control	Strategic Planning
Whapel Vision Project Support Officer	09/03/2015	D&R	Planning & Building Control	Whitechapel Vision Unit
Social Worker Mental Health	05/01/2015	ESC&W	Adults Social Care Services	Community Mental Health Services
Social Worker (CMHTO)	02/03/2015	ESC&W	Adults Social Care Services	Community MH for Older People
Service Manager Learning Disabilities	31/03/2015	ESC&W	Adults Social Care Services	Learning Disability
Administrative Officer	19/02/2015	ESC&W	Adults Social Care Services	Longer Term Support
Service Head Adult Social Care	16/03/2015	ESC&W	Adults Social Care Services	
Attendance and Welfare Advisor	16/02/2015	ESC&W	Children's Social Care	Attendance and Welfare Service
Practice Manager PFS	16/03/2015	ESC&W	Children's Social Care	Family Support & Protection
Social Worker PSI 09	16/02/2015	ESC&W	Children's Social Care	Family Support & Protection
Educational Psychologist	23/02/2015	ESC&W	Learning & Achievement	Education Psychology
Family Supprt Worker	16/02/2015	ESC&W	Learning & Achievement	Learning and Achievement - Birth to 11
Parent-Carer Participation Worker	02/02/2015	ESC&W	Learning & Achievement	Learning and Achievement - Birth to 11
THAMES Project Manager	07/01/2015	ESC&W	Learning & Achievement	Music Service/Arts Education
COOK	02/03/2015	ESC&W	Learning & Achievement	School Improvement Secondary
Teacher for Inclusion Support (SLS)	01/01/2015	ESC&W	Learning & Achievement	Support For Learning Service
Teacher For Inclusion Support (SLS)	01/01/2015	ESC&W	Learning & Achievement	Support For Learning Service
Clinical Lead Dietitian	02/01/2015	ESC&W	Public Health	PublicHealth Mat,EarlyYrs&SchAgeChildren
Senior Specialist PublicHealth Dietitian	01/02/2015	ESC&W	Public Health	PublicHealth Mat,EarlyYrs&SchAgeChildren
Service Support Officer	02/02/2015	ESC&W	Resources	Children's Information Systems
Float Kitchen Assistant	02/01/2015	ESC&W	Resources	Contract Services
Float Kitchen Assistant	05/01/2015	ESC&W	Resources	Contract Services
Float Kitchen Assistant	01/01/2015	ESC&W	Resources	Contract Services
Float Kitchen Assistant	12/01/2015	ESC&W	Resources	Contract Services
Kitchen Assistant	01/01/2015	ESC&W	Resources	Contract Services
Kitchen Assistant	29/01/2015	ESC&W	Resources	Contract Services
Kitchen Assistant	26/02/2015	ESC&W	Resources	Contract Services
Performance, Data and Efficiency Analyst	26/01/2015	ESC&W	Resources	Strategy, Policy & Performance
Family Centre Social Worker	05/01/2015	ESC&W		CSF Detatched Posts - Reporting Purposes
Political Advisor Conservative Group	17/03/2015	LP&G	LP&G	Democratic Services
Senior Data Analyst & Administrator	05/01/2015	LP&G	LP&G	Electoral Services
Legal Support Officer	12/01/2015	LP&G	LP&G	Legal Services
Trainee Solicitor	05/01/2015	LP&G	LP&G	Legal Services

Appendix 2

New Starters by equality strands, Quarter 4 2014/15, January – March 2015

Ethnicity	Number	%
Asian	2	4.2
Bangladeshi	8	16.7
Black	7	14.6
Declined to state	1	2.1
Mixed	2	4.2
Somali	1	2.1
White	27	56.3
Total	48	100.0

Gender	Number	%
Female	25	52.1
Male	23	47.9
Total	48	100.0

Disability	Number	%
No	44	91.7
Declined to state	2	4.2
Yes	2	4.2
Total	48	100.0

Religion	Number	%
Buddhist	1	2.1
Christian	16	33.3
Declined to state	3	6.3
Muslim	7	14.6
None	20	41.7
Other	1	2.1
Total	48	100.0

Sexuality	Number	%
Decline to State	4	8.3
Gay	2	4.2
Heterosexual	41	85.4
Bisexual	1	2.1
Total	48	100.0

Age	Number	%
21 - 24	2	4.2
25 - 34	23	47.9
35 - 44	13	27.1
45 - 49	3	6.3
50 - 54	4	8.3
55 - 59	2	4.2
60 - 62	1	2.1
Total	48	100.0

Borough Resident	Number	%
LBTH Resident	20	41.7
Not LBTH Resident	28	58.3
Total	48	100.0

Salary	Number	%
<£20,000	9	18.8
£20,000 - £29,999	10	20.8
£30,000 - £39,999	15	31.3
£40,000 - £49,999	9	18.8
£50,000+	4	8.3
Casual/Hourly Paid	1	2.1
Total	48	100.0

Appendix 3

Apprentices/Trainees by equality strands, Quarter 4 2014/15, January – March 2015

Ethnicity	Number	%
Bangladeshi	33	73.3
Black	2	4.4
Missing	2	4.4
Mixed	1	2.2
Somali	1	2.2
White	6	13.3
Total	45	100.0

Sexuality	Number	%
Decline to State	23	51.1
Gay	0	0.0
Heterosexual	21	46.7
Bisexual	1	2.2
Total	45	100.0

Gender	Number	%
Female	18	40.0
Male	27	60.0
Total	45	100.0

Age	Number	%
<=20	18	40.0
21 - 24	21	46.7
25 - 34	6	13.3
Total	45	100.0

Disability	Number	%
Not Disabled	27	60.0
Refused	18	40.0
Disabled	0	0.0
Total	45	100.0

Borough Resident	Number	%
LBTH Resident	45	100.0
Not LBTH Resident	0	0.0
Total	45	100.0

Religion	Number	%
Christian	2	4.4
Declined to state	24	53.3
Muslim	16	35.6
None	2	4.4
Other	1	2.2
Total	45	100.0

Appendix 4a

New starters, trends by percentage, Quarter 4 2014/15, January - March 2015

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	Jul - Sept 2014	Oct - Dec 2014	Jan - Mar 2015
Female	51	64	48	62	62	56	65	64	58	63	72	52
Male	49	36	52	38	38	44	35	36	42	37	28	48
Total	100	100	100	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	Jul - Sept 2014	Oct - Dec 2014	Jan - Mar 2015
<=20	0	2	4	0	13	1	1	4	2	1	0
20 - 24	10	13	23	5	14	15	9	12	13	7	4
25 - 34	29	43	32	53	39	44	39	47	39	39	48
35 - 44	29	20	21	20	18	22	28	23	25	28	27
45 - 49	13	9	5	12	9	6	9	5	9	9	6
50 - 54	11	5	9	5	2	6	6	3	8	7	8
55 - 59	7	8	3	5	2	5	3	4	2	6	4
60+	2	1	2	1	4	0	5	2	2	3	2
Total	100	100	100	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	Jul - Sept 2014	Oct - Dec 2014	Jan - Mar 2015
Asian	5	7	7	8	6	7	11	10	5	6	10	4
Bangladeshi	35	20	36	24	20	30	22	22	30	25	25	17
Black	7	20	16	10	21	15	14	13	12	15	20	15
White	43	44	30	52	43	43	42	48	47	45	39	56
Mixed	4	9	3	3	0	4	10	3	4	5	3	4
Other	1	0	0	3	5	1	1	3	0	2		0
Somali										2	1	2
Declined to State/Missing	4	1	8	0	6	0	0	0	2	1	1	2
Total	100	100	100	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	Jul - Sept 2014	Oct - Dec 2014	Jan - Mar 2015
Bisexual	0	0	0	0	5	0	1	1	2	2	0	2
Gay	5	1	2	3	2	3	1	1	2	2	3	4
Heterosexual	80	89	87	83	80	87	81	84	84	87	83	85
Lesbian	0	0	0	1	1	1	4	0	2	0	0	0
Declined to State/Missing	15	10	11	14	12	9	12	14	10	10	14	8
Total	100	100	100	100	100	100	100	100	100	100	100	100

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

Note 2 Apprentices and trainees excluded.

Appendix 4a (continued)

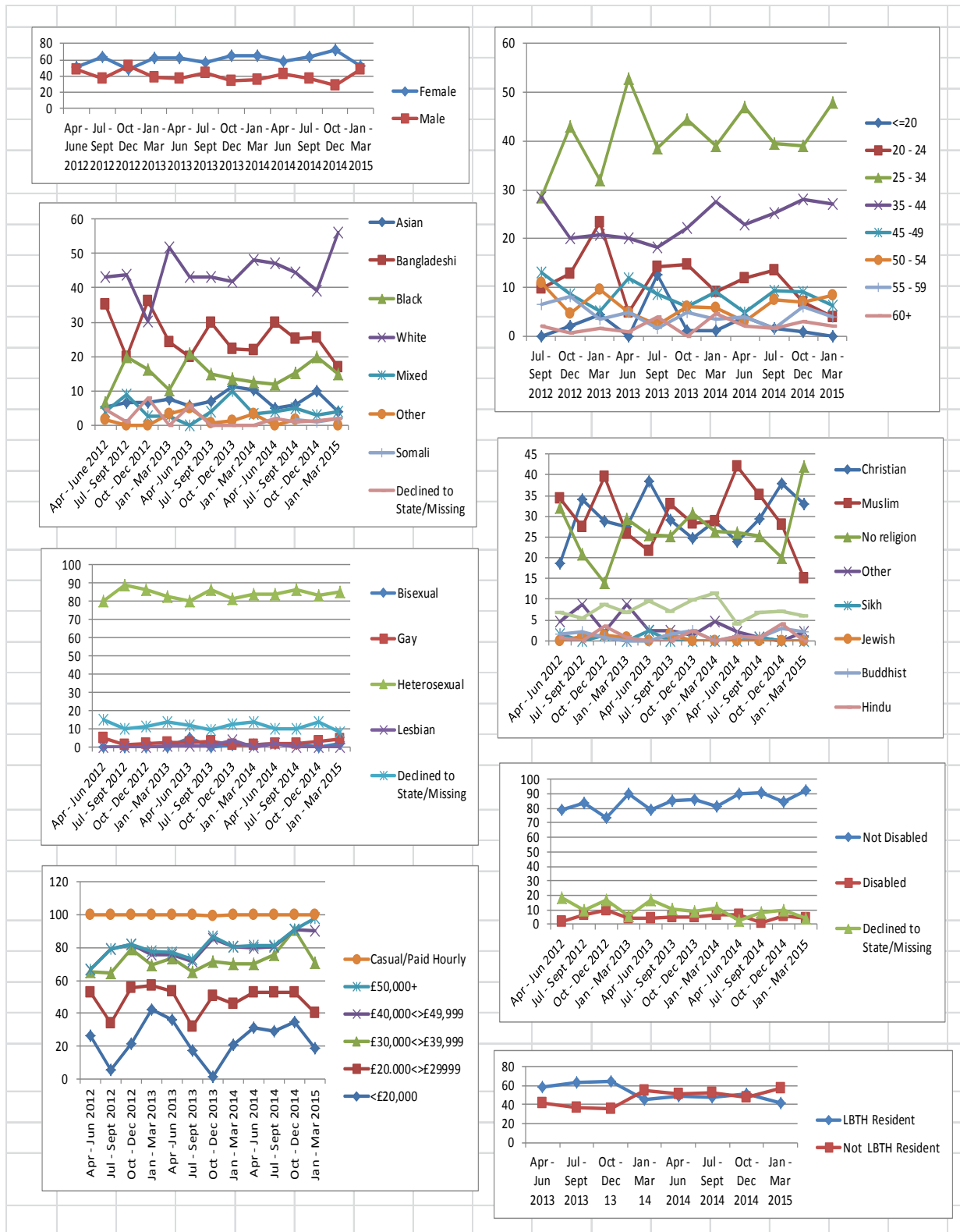
Religion	Apr - Jun 2012	Jul - Sept 2012	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013	Jan - Mar 2014	Apr - Jun 2014	Jul - Sept 2014	Oct - Dec 2014	Jan - Mar 2015
Christian	19	34	29	28	38	29	25	29	24	29	38	33
Muslim	34	27	40	26	22	33	28	29	42	35	28	15
No religion	32	21	14	29	26	25	31	26	26	25	20	42
Other	4	9	2	9	2	2	1	5	2	1	0	2
Sikh	1	0	1	0	2	0	0	0	0	1	0	0
Jewish	0	1	1	1	0	2	0	0	0	0	0	0
Buddhist	1	2	1	0	0	2	2	0	1	1	3	2
Hindu	1	0	3	1	0	0	2	0	1	1	4	0
Declined to State/Missing	7	5	9	7	10	7	10	11	4	7	7	6
Total	100	100	100	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	Jul - Sept 2014	Oct - Dec 2014	Jan - Mar 2015
<£20,000	26	5	21	42	36	17	1	21	31	30	35	19
£20,000<->£29,999	27	29	34	15	18	15	49	25	22	24	18	21
£30,000<->£39,999	13	31	23	13	20	33	21	24	17	23	38	31
£40,000<->£49,999	1	14	3	6	2	6	14	10	10	5	0	19
£50,000+	0	0	0	2	1	1	2	0	1	1	0	8
Casual/Paid Hourly	34	21	18	22	23	28	12	20	19	18	9	2
Total	100	100	100	100	100	100	100	100	100	100	100	100
Disability	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	Jul - Sept 2014	Oct - Dec 2014	Jan - Mar 2015
Not Disabled	79	84	73	90	79	85	86	82	90	91	85	92
Disabled	2	7	10	4	4	5	5	7	7	1	6	4
Declined to State/Missing	19	10	17	6	17	10	9	11	3	8	10	4
Total	100	100	100	100	100	100	100	100	100	100	100	100
Local Resident	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013	Jan - Mar 2014	Apr - Jun 2014	Jul - Sept 2014	Oct - Dec 2014	Jan - Mar 2015				
LBTH Resident	58	63	64	45	49	48	52	42				
Not LBTH Resident	42	37	36	55	51	52	48	58				
Total	100	100	100	100	100	100	100	100				

Note 1: Residential Status statistics were not collected prior to April 2013

Note 2 Apprentices and trainees excluded.

Appendix 4b

New starters, trends by percentage, Quarter 4 2014/15, January - March 2015



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

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

Note 3: Apprentices and trainees excluded.