

Finance and Resources Committee, 10 September 2013

Equality and Diversity Annual Statistics – Employees and Partners

Executive summary

Introduction

The purpose of this paper is to present an annual analysis of Equality and Diversity data to the Finance and Resources Committee for information.

Decision

The Committee is asked to note the paper. No decision is required.

Background information

None.

Resource implications

None.

Financial implications

None.

Appendices

Appendix 1 - HR Equality and Diversity Statistics 2012/13.

Date of paper

20 August 2013.

Appendix 1: HR Equality and Diversity Data 2012/13

Introduction

All applicants for employee and partner roles at the HCPC are asked to complete a voluntary equal opportunities and diversity monitoring form, which is appended to their application forms.

For all who supply a completed form, whether they are successful or not in their applications to become employees or partners, the data they provide is stored securely and confidentially on the HR database. The forms however are securely destroyed.

The form requests equality data covering a number of categories, including gender, age, ethnic background, disability, marital status, dependants, religion and sexual orientation. The data is then collated and analysed for a report which is presented to the Finance & Resources Committee each year.

The following report is set out in three sections:

1. HCPC Employees
2. Applicants for HCPC roles
3. HCPC Partners

1. Employees 2012/2013

Employee data is collected as at 1 June which is for the relevant year. At 1 June 2013, there were **184** employees at the HCPC, 27 more and a 17% increase in headcount compared with 157 in June 2012.

1.1 Gender

The percentage of females to males has increased in favour of females by a further 2% when compared to the previous year.

This is slightly unrepresentative of the data of the surrounding London Boroughs (Lambeth, Southwark and Lewisham), as provided by the Office for National Statistics (ONS) which cites a 50% to 50% split of women to men in the UK (2011 census figures) in these boroughs.

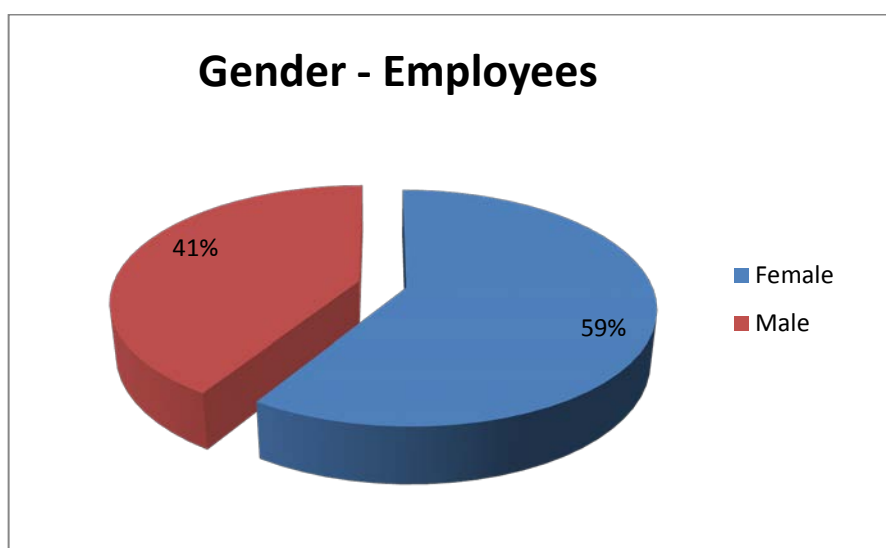


Fig. 1

1.2 Age Range of Employees

The average age of employees at 1 June 2013 is **35**, which has again remained the same as the previous 2 years.

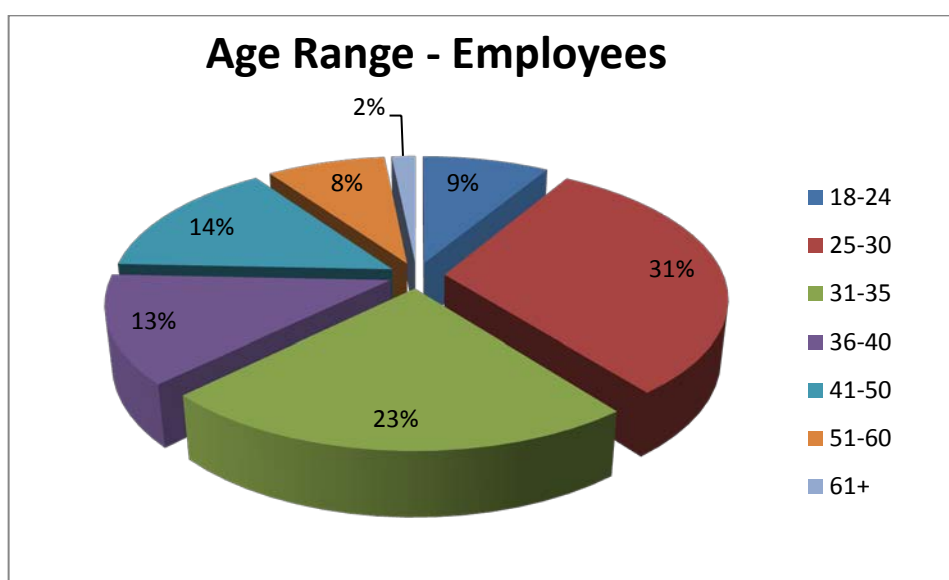


Fig. 2

1.3 Ethnic Background of Employees

Figure 3 below shows that the percentage of employees who state their ethnic origin as 'Black' has increased by 5% and the percentage of employees who state their ethnic origin as 'Chinese or Other' increased by 1% to 2%.

The percentage of employees who state their ethnic origin as 'White' reduced by a significant 8%, which is in addition to a 3% reduction in the previous year, whilst those employees who considered their ethnic origin to be 'mixed' also decreased by 2%.

The percentage of employees preferring not to state their ethnic origin also rose by 5%.

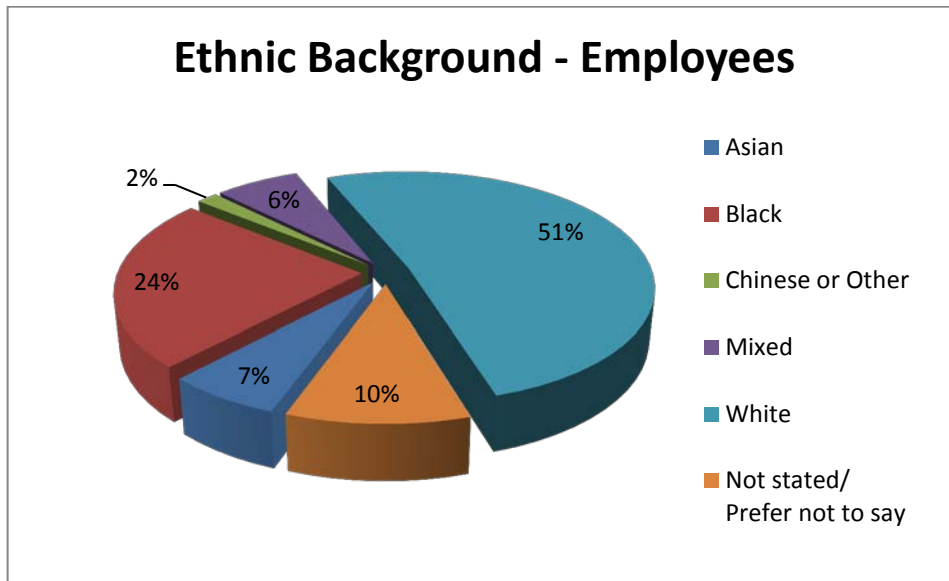


Fig. 3

Despite this movement, the organisation is very representative of the surrounding boroughs with respect to ethnic origin (see figure 4 below).

Fig. 4 ONS Census Data 2011 – Ethnic Group %

	Lambeth	Southwark	Lewisham
White	57	54	54
Asian	5	7	7
Black	26	27	27
Chinese or other	2	3	2
Mixed	8	6	7
Other Ethnic Group	2	3	3

1.4 Employees with a Disability

The percentage of employees with a declared disability remains unchanged from the previous year, at 3%. The HCPC has continued to use measures to encourage the inclusion of employees with disabilities, including again retaining the 'double tick' - positive about disability symbol and accreditation and demonstrating its principles throughout our processes.

The only significant change in figures has been due to an increase in the numbers of people not stating their disability, increasing from 3% in the previous year to 8% this year.

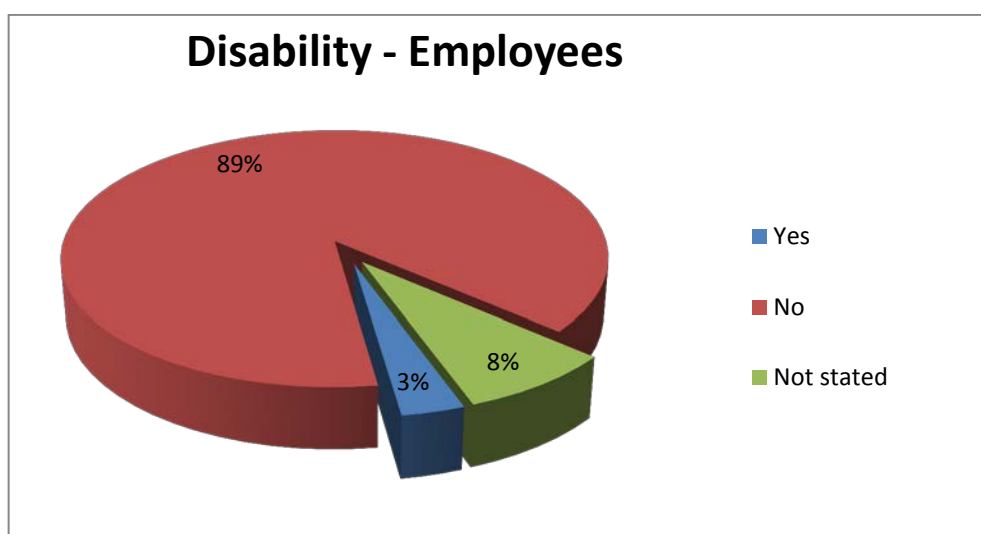


Fig. 5

Data about disabilities of the population in the surrounding boroughs suggests the HCPC's number of employees declaring a disability may be low. However, due to the nature of this category it is difficult to know the true percentage of people who would be able to carry out full or part time work at the HCPC. The focus here is on column 2 - Members of the population whose day to day activities are limited a little.

Fig. 6 **ONS Census Data 2011 – Ethnic Group %**

	Disability Type	Lambeth	Southwark	Lewisham
1	Day-to-day activities limited a lot	6	7	7
2	Day-to-day activities limited a little	7	7	7
3	Day-to-day activities not limited	87	86	86

1.5 Marital Status of Employees

The category of employees stating their marital status as single has decreased by 4%, whilst the marriage category has increased by 3%. All other categories remained the same to one percentage point.

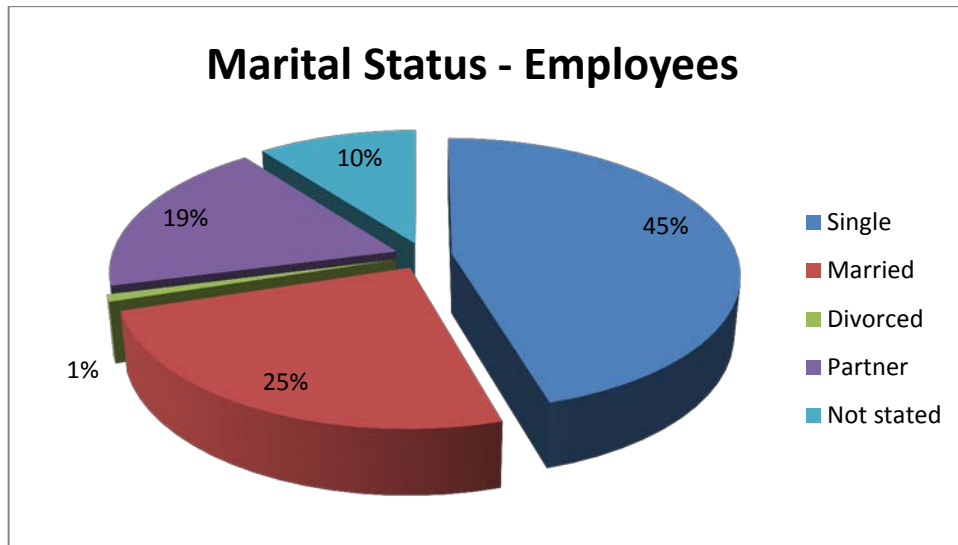


Fig. 7

1.6 Employee Dependants

25% of employees have between 1 and 3 dependants, an increase of 10% on the previous year's report. This increase will be in part due to updated reporting of employee's dependants and is possibly a result of the age and gender profile of the organisation.

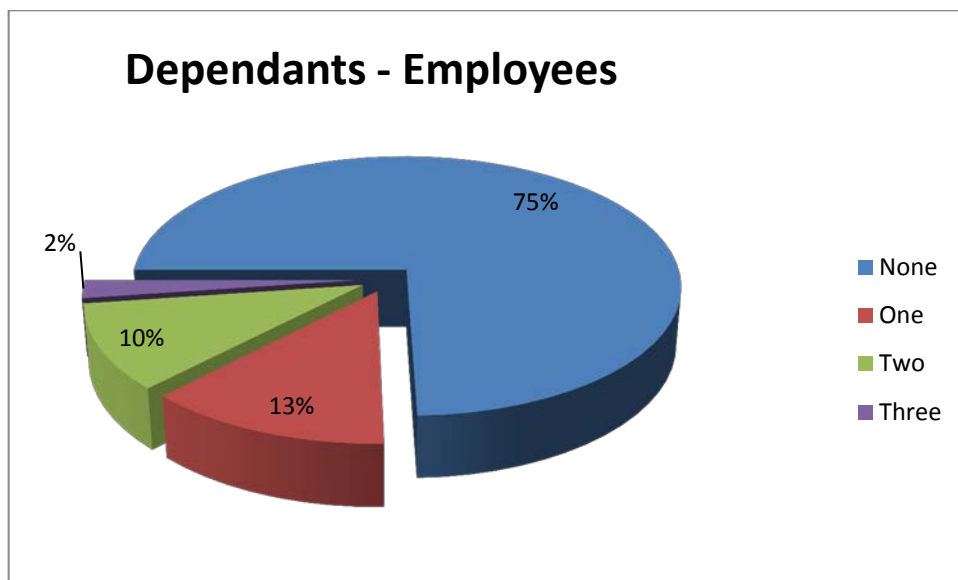


Fig. 8

Part time and flexible working

As at 1 June 2013, 4% of HCPC employees were working on a part-time basis.

A further 11.5% were undertaking some sort of flexible working arrangement, which consisted of working amended working hours e.g. 08.30 – 16.30, or compressed hours i.e. working full time hours over fewer days.

Of the 11.5%, 5% of employees work from home on at least one day per week, as part of a formal arrangement. The true figure of employees working from home will be higher, as there are a number of informal home working arrangements in place i.e. working from home as and when it is necessary to assist with completing a piece of work, or to help with managing personal circumstances.

Overall, this represents 13.5% of employees carrying out some sort of part time or flexible working arrangement, compared to 14.5% in the previous year.

A further 1% of employees worked a formalised flexible working pattern for a short period during the year.

There were 10 applications for flexible working during the year to June 2013. Of these, only one was declined for operational reasons.

1.7 Sexual Orientation

The sexual orientation of employees at the HCPC remains largely the same with the number of heterosexual employees increasing by 1% and those preferring not to state decreasing by 1%.

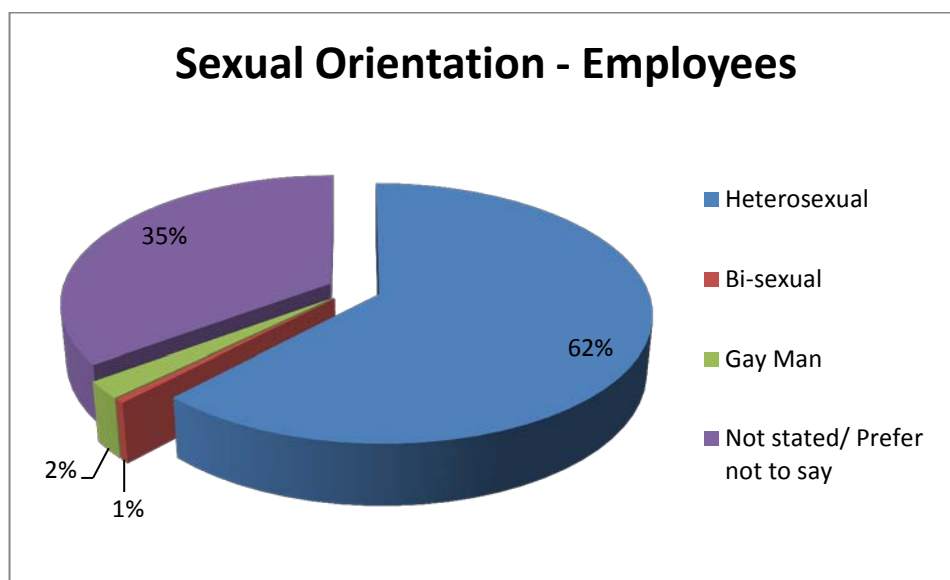


Fig. 9

1.8 Religious Belief

Christianity remains the largest group at 34%, which is a 6% increase on the previous year, whilst employees stating they have 'no religion' has decreased by 8%.

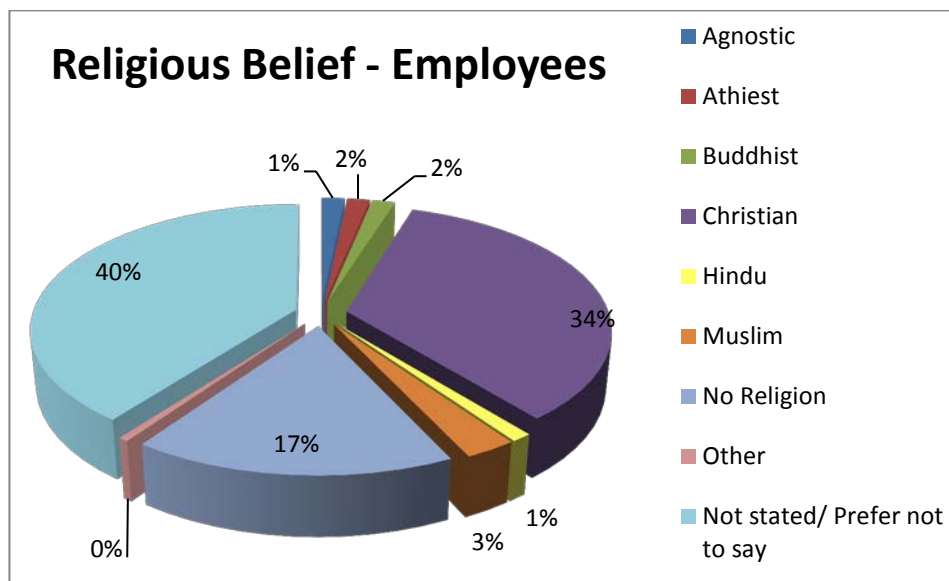


Fig. 10

Fig. 11 ONS Census Data 2011 – Religious Belief %

Religion	Lambeth	Southwark	Lewisham
Christian	53	53	53
Buddhist	1	1	1
Hindu	1	1	2
Jewish	0	0	0
Muslim	7	9	6
Sikh	0	0	0
Any other religion	1	0	1
No religion	28	27	27
Religion not stated	9	9	9

2. Job Applicants 2012/2013

Job applicant data is collected at 31 March for the relevant year.

There were **1032** job applicants for **85** advertised roles in the year 1 April 2012 to 31 March 2013. This was a significant increase on the previous year, with job applicants up by **40%** from 738 and advertised roles up by **85%** from 46.

The monitoring forms were completed at least in part by 92% of applicants, a slight 2% decrease compared to the previous year.

2.1 Gender

Gender split has evened out slightly more with a 7% increase in male job applicants and a 4% drop in female applicants. However, female employee numbers continue to rise, demonstrating that there is a slightly higher success rate amongst female job applicants. The number of applicants choosing not to state increased by 3%.

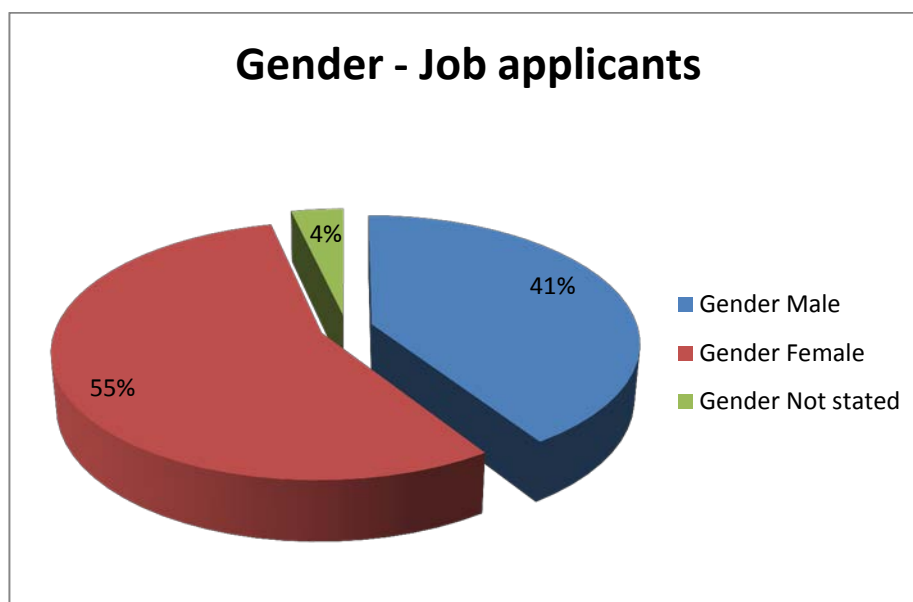


Fig. 12

2.2 Age Range of Applicants

The average age of job applicants was 35, which is identical to the average age of employees.

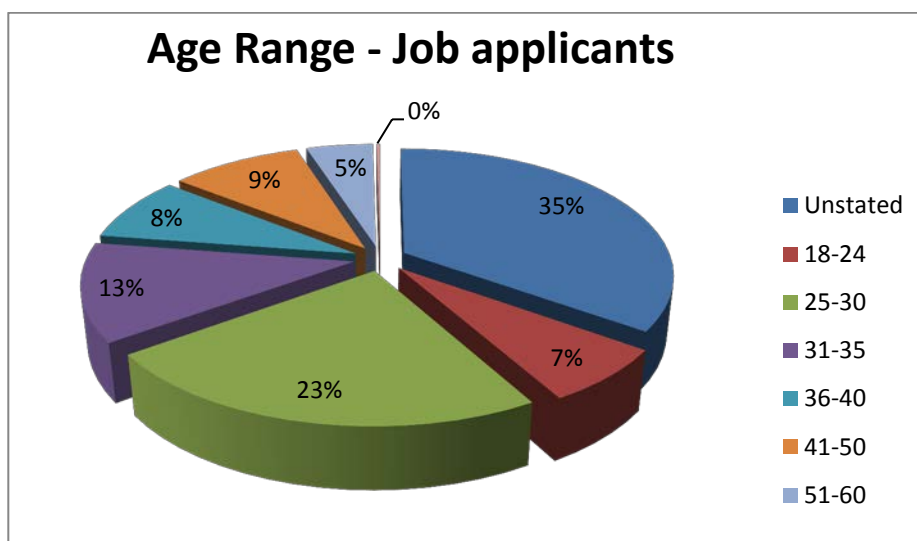


Fig. 13

2.3 Ethnic background

24% of applicants did not state their ethnic background, compared to 15% in 2012 – a significant increase.

'White' remains the largest ethnic background of applicants, although it decreased by 5% compared to the previous year. The number of applicants who reported their ethnic background as 'black' also decreased by 3%, although this goes against the figures for employees numbers, which increased. Both of these decreasing figures could be explained by the numbers choosing not to state increasing.

The number of job applicants who stated their ethnic background as 'Mixed' decreased by 2%.

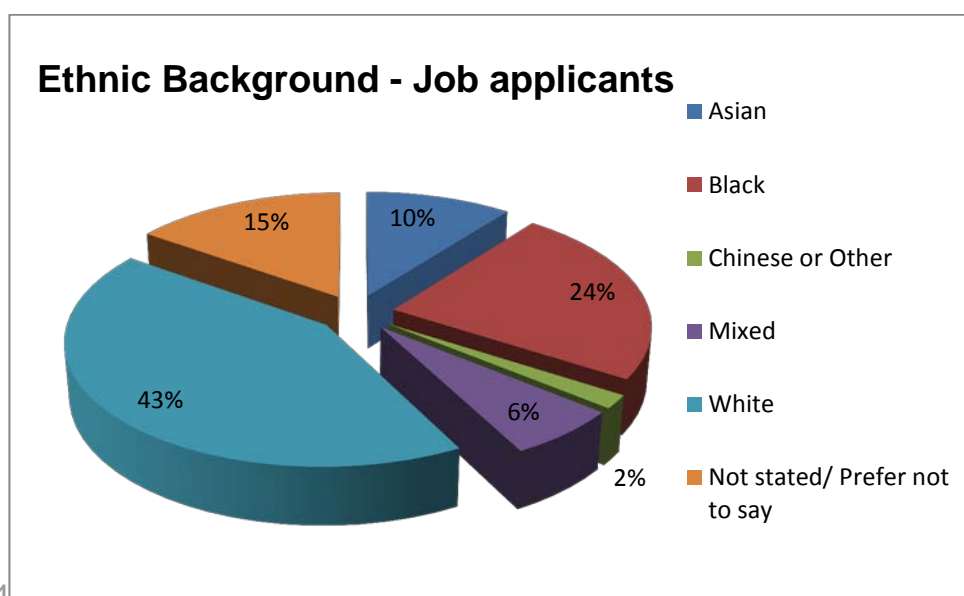


Fig. 14

2.4 Disability

4% of applicants declared a disability, which is a slight increase on the previous year (3%), and is in line with two years ago. The figure however hasn't translated to an increase in the number of employees declaring a disability.

There was also a 6% increase on applicants choosing not to state, which is in keeping with other categories.

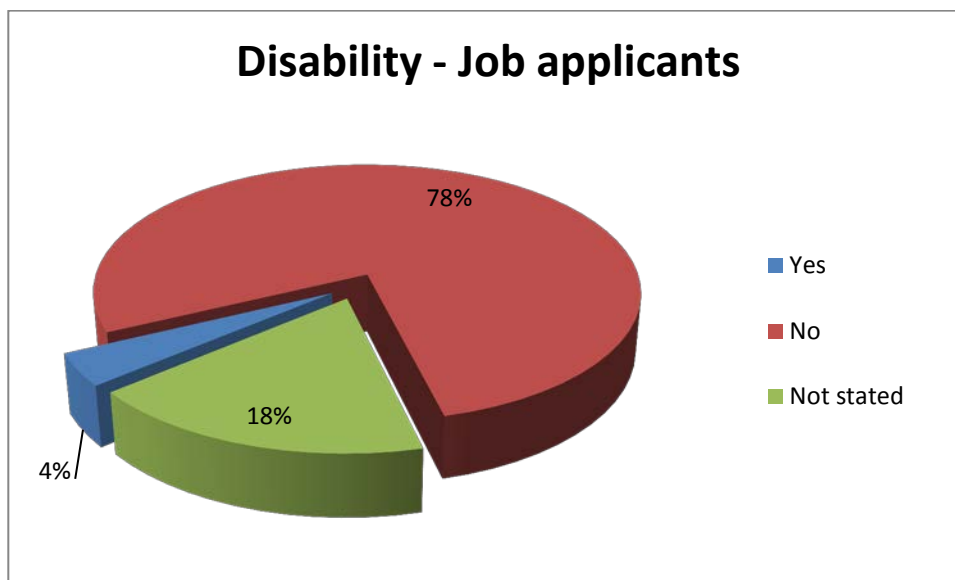


Fig. 15

2.5 Religion

Christianity remains the largest religious belief group amongst job applicants and represented little change on the previous year – 43%. Job applicants who reported their religious belief as Muslim rose by 2%. The 'Other' category increased by 8% - demonstrating the increasing diversity of our job applicants. The number of applicants not stating remained the same, making these figures the clearest in terms of changes.

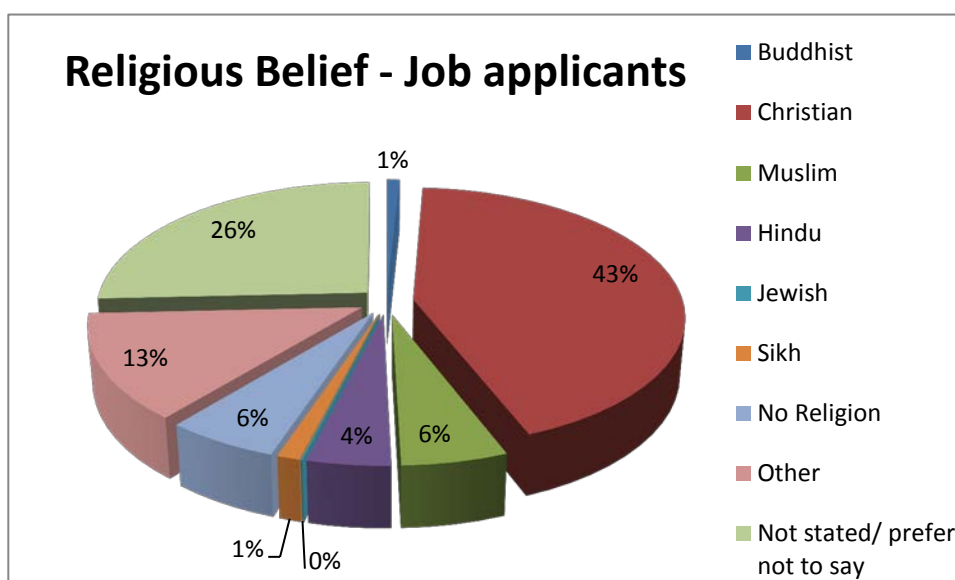


Fig. 16

2.6 Sexual Orientation

Heterosexual remains the largest sexual orientation group with the same percentage as the previous year - 77%.

The number of applicants declaring their sexual orientation as 'gay man' decreased by 1%, whilst those choosing not to state increased by 2%.

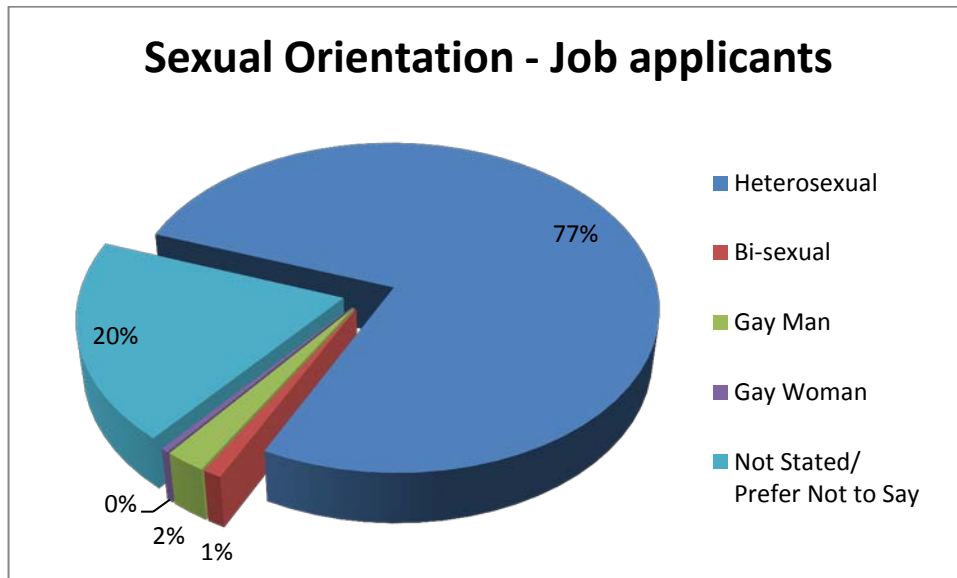


Fig. 17

3. Partners

All new partners are asked to complete a voluntary equal opportunities and diversity monitoring form.

For 2013 data was collected as at 1 June 2013. There are currently 640 partners, some of whom carry out multiple roles. This is an increase of 20% on the previous year and takes into account the data of Partners recruited as part of the transfer of the register of Social Workers in England for the first time.

3.1 Partner Roles

Partner Roles 2013	No.	%
CPD Assessor	92	11.2
FTP Panel Member	281	34.1
Legal Assessor	42	5.1
Panel Chair	28	3.4
Registration Assessors	188	22.8
Visitors	193	23.4
Total Partner Roles	824	100

Fig.18

3.2 Lay Partner Roles

Included in the above numbers there are a total of 126 lay partner roles. The number of Lay Partners has risen by 48% from 85 the previous year.

Lay Partner Roles 2013	No.
Panel Chair	23
Legal Assessor	42
Lay Panel Members	57
Lay Visitors	4
Total	126

Fig. 19

3.3 Gender

The gender split of partners remains similar to the previous year when it was 41% male and 59% female.

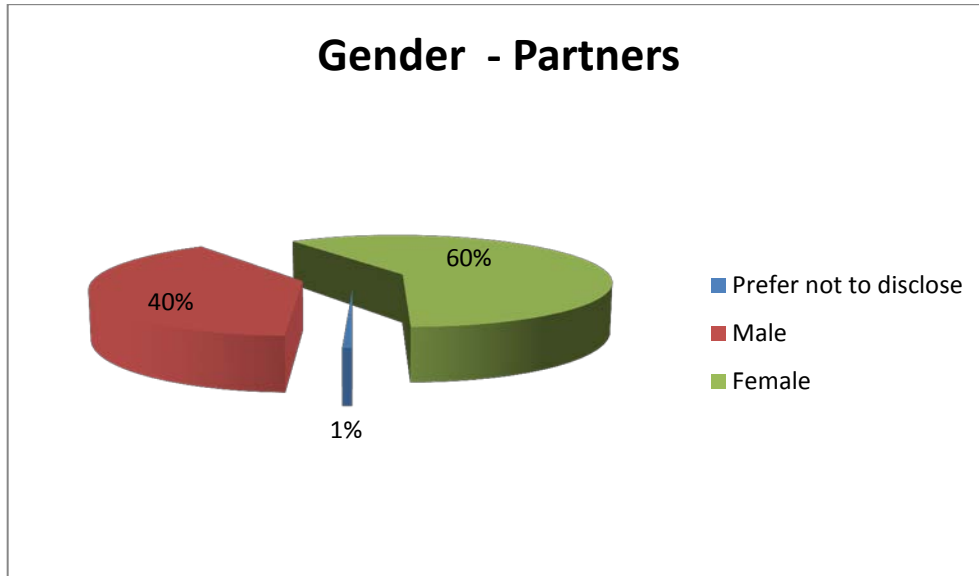


Fig. 20

3.4 Age Range of Partners

Distribution of partner's age is similar to the previous year. The number of partners who fall into the 51-60 age range remains constant. There are no Partners aged 18-24. The number of partners who have chosen not to provide this information has increased from 4% to 10%.

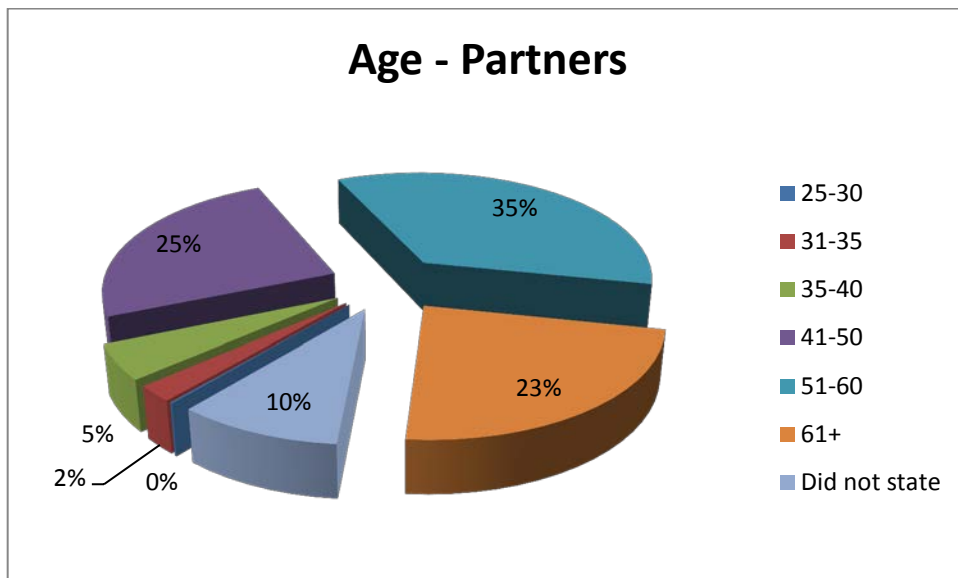


Fig. 21

3.5 Ethnic background of Partners

The figures for ethnicity continue to remain similar although the number of those with a white ethnic background has fallen by 2% and those not wishing to disclose has risen by 2%.

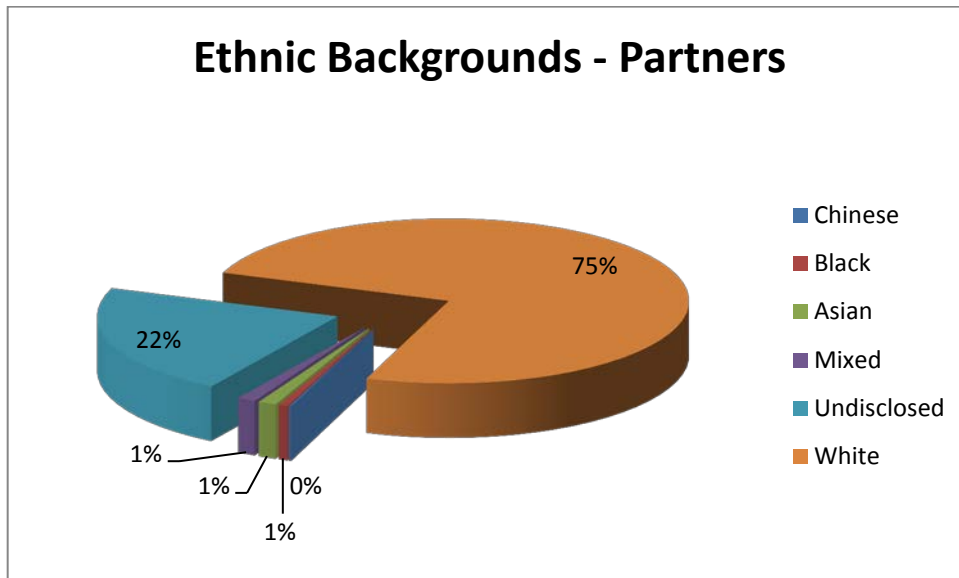


Fig. 22

3.6 Partners with a Disability

The percentage of partners declaring a disability has risen by 1% from the previous year and the number of partners who have not disclosed this information has fallen by 3%.

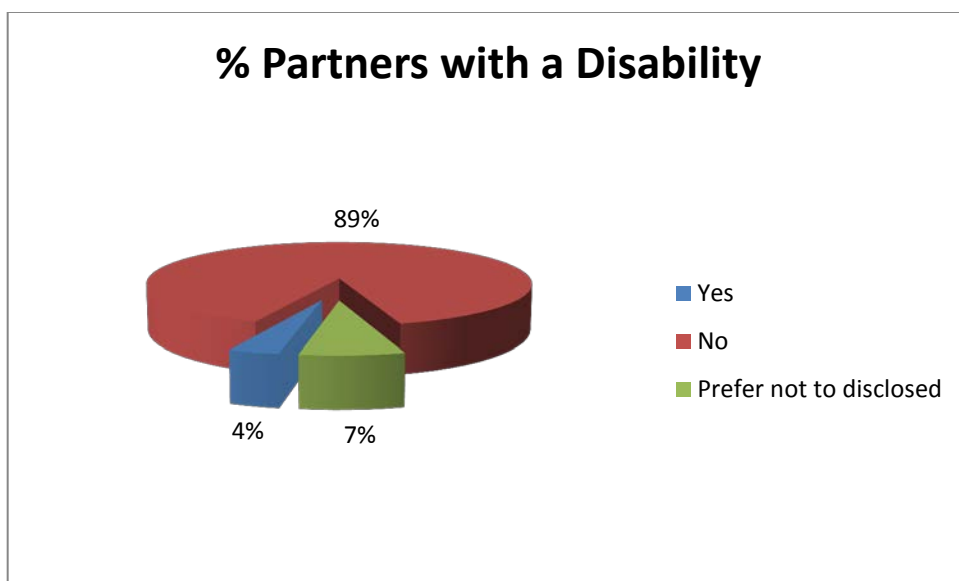


Fig. 23

3.7 Marital Status of Partners

The data remains similar to the previous years. However the number of Partners who have not disclosed their marital status has fallen by 2%.

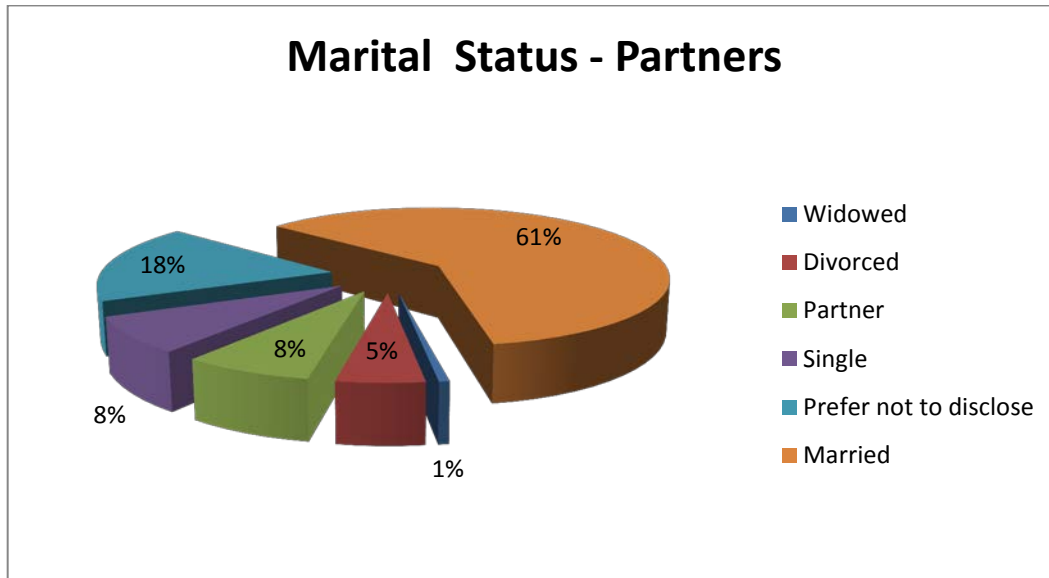


Fig. 24