

EQUALITIES EMPLOYMENT DATA 2015 - 2016

The data: all employees of Neath Port Talbot County Borough Council including those employed by schools, with the exception of voluntary-aided and faith schools.

Employment related data for the following protected characteristics:

- Age
- Disability
- Ethnicity
- Gender

Data is analysed against the following criteria:

- People employed by the Council on 31st March 2016 by protected characteristic
- Men and women employed, broken down by:
 - Occupational area
 - Grade and pay
 - Contract type, i.e. permanent or fixed term / temporary
 - Working pattern, i.e. full-time or part-time
- People who have applied for jobs with the Council
- Employees who have successfully applied for training
- Employees who have completed training
- Employees involved in grievance procedures
- Employees subject to disciplinary procedures
- Employees who have left the Council's employment.

THE PROTECTED CHARACTERISTICS

AGE

The data shows that in 2015 / 16, the highest percentage of the workforce is represented by the age category 45-54 years, closely followed by those aged 35-44 years. This is consistent with previous years.

Age Range	% of total workforce	Head count	% of total workforce	Head count
	2014/2015	2014/2015	2015/16	2015/2016
16-19	0%	31	0.7%	47
20-24	4%	282	4%	272
25-34	18%	1258	18%	1196
35-44	25%	1744	25%	1653
45-54	31%	2152	31%	2059
55-64	20%	1415	19%	1259
65-74	2%	116	1.5%	107
75+	0%	5	0.8%	5
Total	100%	7003	100%	6598

DISABILITY

1.4% of employees have identified themselves as having a disability. The numbers of employees identifying themselves as disabled has reduced by a head count of 10 since 2014/15.

Group	% of workforce	Total	% of workforce	Total
	2014/15	2014/15	2015/16	2015/16
Disabled	1.5 %	109	1.4%	90
Not Disabled	98.5%	6893	98.6%	6508
Total	100%	7003	100%	6598

The Government has launched a new initiative called 'Disability Confident' which replaces the former 'Two Ticks' accreditation achieved by the Council. Disability Confident encourages employers to attract, recruit and retain disabled people who are eager to work and have the skills, talents and abilities that employers are looking for. The Council has recently become a 'Disability Confident' Employer and will adhere to the principles of this accreditation.

GENDER

The gender profile for 2015 / 2016 is 74.6% female: 25.4% male. This is higher than the national average for local government, in which women make up 71% of the workforce.

In 2013 / 2014 the profile was 71% female: 29% male and 2014 / 2015, 74% female: 26% males.

Gender	% of workforce 2014 / 2015	Head count 2014 / 2015	% of workforce 2015 / 2016	Head count 2015 / 2016
Female	75%	5225	74.6%	4922
Male	25%	1778	25.4%	1676
Total	100%	7003	100%	6598

ETHNICITY

The overall proportion of black and minority ethnic (BME) employees in the workforce is 1%. To set this in the context of the local population, according to the 2011 Census, the proportion of black and minority ethnic residents within Neath Port Talbot County Borough Council equates to 1.9%.

In 2015 / 2016, the proportion of black and minority ethnic employees of the total workforce was 1%. This represents a decrease in headcount of 26 BME employees since 2014/15, however, the percentage of BME employees represented in the workforce is consistent at 1%.

	2014 / 2015	2015 / 2016
Other Ethnic Group	18	1
Irish	7	6
Mixed White & Black Caribbean	7	7
Indian	7	7
Asian Other	15	13
Black British	0	0
Mixed White & Black Asian	3	2
Black Caribbean	4	4

Bangladeshi	4	3
Chinese	5	6
Pakistani	4	2
White & Asian	3	3
Mixed White & Black African	0	0
Black African	4	3
Black Other	6	4
Sub Total	87	61
White British	6528	6170
White Other	105	93
Prefer Not to Say	283	274
Total	7003	6598

MEN AND WOMEN AT WORK

OCCUPATIONAL AREA OF WORK ON 31ST MARCH 2016

The gender split shows a significantly higher percentage of males employed in the Environment Directorate compared to females. All other Directorates show a higher percentage of females.

CHIEF EXECUTIVES	Female	Male
Corporate Strategy & Democratic Services	54	28
Human Resources	70	9
Total	124	37
% of directorate workforce	77%	23%
31 st March 2015	78%	22%
31 st March 2014	85%	15%

EDUCATION, LEISURE & LIFELONG LEARNING	Female	Male
Schools	2319	450
Transformation	107	28
Participation	917	150
Total	3343	628
% of directorate workforce	84%	16%
31 st March 2015	84%	16%
31 st March 2014	83%	17%

ENVIRONMENT	Female	Male
Engineering & Transport	71	88
Planning	40	46
Property & Regeneration	95	60
South Wales Trunk Road Agency	21	77
Streetcare Services	18	422
Total	245	693
% of directorate workforce	26%	74%
31 st March 2015	26%	74%
31 st March 2014	30%	70%

FINANCE & CORPORATE SERVICES	Female	Male
Financial Services	140	38
ICT	28	69
Legal & Democratic Services & Monitoring	50	23
Total	218	130
% of directorate workforce	63%	37%
31 st March 2015	63%	37%
31 st March 2014	61%	39%

SOCIAL SERVICES HEALTH & HOUSING	Female	Male
Children & Young People Services	232	77
Commissioning & Support Services	149	41
Community Care & & Commissioning Services	173	45
Integrated Community Services	438	25
Total	992	188
% of directorate workforce	84%	16%
31 st March 2015	83%	17%
31 st March 2014	82%	18%

GRADE AND PAY

Chief Officers

Females now make up 21% of the Chief Officer workforce, compared with 25% in 2014/15.

Salary Range	Female	Male	Total
£123,269 - £135,596	0	1	1
£101,729 - £109,704	0	4	4
£70,508 - £77,553	4	10	14
Total	4	15	19

LGS (Green Book) Employees

The overall gender distribution of LGS employees between grades is consistent with 2014 / 2015, however the percentage of female employees in grade 2 has decreased by 11% and the percentage of female employees in grade 13 has decreased by 10%.

Salary Range	Female	% Female	Male	% Male	Total
Grade 1	972	96%	38	4%	1010
Grade 2	150	67%	75	33%	225
Grade 3	509	69%	227	31%	736
Grade 4	554	79%	150	21%	704
Grade 5	834	74%	287	26%	1121
Grade 6	368	74%	132	26%	500
Grade 7	154	54%	131	46%	285
Grade 8	111	53%	97	47%	208
Grade 9	172	68%	82	32%	254
Grade 10	66	55%	55	45%	121
Grade 11	50	64%	28	36%	78
Grade 12	8	33%	16	67%	24
Grade 13	8	25%	24	83%	32
Foundation Modern Apprentices	10	37%	17	63%	27
Total	3966	74%	1360	26%	5326

Teacher Leadership Groups

These figures are consistent with 2014 / 2015.

Deputy Heads / Teachers in Charge	Female	%	Male	%	Total
£38,598- £80,671	63	66%	32	34%	95

The percentage of females in Headteacher Group 3 and Group 4 has increased in both groups by 17% compared to 2014/15.

Headteacher Groups	Salary Range	Female	%	Male	%	Total
Group 1	£43,665- £57,237	9	64%	5	36%	14
Group 2	£45,876- £66,318	22	69%	10	31%	32
Group 3	£49,481- £66,318	4	44%	5	56%	9
Group 4	£53,180- £71,375	2	67%	1	33%	3
Group 5	£58,677- £78,726	0	0	5	100%	5
Group 6	£63,147- £88,984	0	0	3	100%	3
Group 7	£67,963- £95,766	1	20%	4	80%	5

Teachers

Compared with 2014 / 2015, these figures show a decrease of 2% in female teachers in the highest pay band and a decrease of 1% in female teachers in the middle pay band.

Salary Range	Female	%	Male	%	Total
£22,244 - £32,831	230	78%	64	22%	294
£35,218 - £37,871	523	76%	161	24%	684
£16,298 - £25,776	15	75%	5	25%	20

Soulbury (Blue Book) Groups

Advisor/Inspector

Salary Range	Female	Male	Total
£48,792 - £55,280	4	1	5
£55,280 - £58,566	1	2	3

Educational Psychologist

Salary Range	Female	Male	Total
£35,027 - £48,829	7	2	9

Youth & Community Service Officer

Salary Range	Female	Male	Total
£34,637 - £38,059	0	0	0
£41,553 - £44,754	0	1	1

Youth & Community Workers (Pink Book)

Salary Range	Female	%	Male	%	Total
£18,267 - £20,269	1	25%	3	75%	4
£23,213 - £25,678	15	79%	4	21%	19
£26,398 - £28,566	0	0	3	100%	3
£30,298 - £32,999	4	100%	0	0	4
Part time at various rates	33	56%	26	44%	59

TUPE employees

There are five employees who have transferred into the Council under TUPE legislation and are not on the authority's pay and grading structure.

Salary Range	Female	Male	Total
£12,038 - £29,033	2	3	5

CONTRACT TYPE

The gender profile:

- permanent posts = 73% female: 27% male
- fixed term posts = 81% female: 19% male
- temporary posts = 82% female: 18% male

This broadly mirrors the overall gender profile of the Council's workforce (74.6% female: 25.4% male).

The contract type shows a slightly lower proportion of females are in permanent employment (73%), and a higher proportion are in fixed term (81%) and temporary posts (82%) compared with the overall gender profile of the workforce. The percentage of females in temporary posts has decreased by 6% compared with 2014 / 2015.

Contract Type	Females	Males	Total
Permanent	3716	1400	5116
Fixed Term	329	79	408
Temporary	877	197	1074
Total	4922	1676	6598

WORKING PATTERN

- 69% of the Council's workforce is in part time employment, i.e. contracted to work less than 37 hours a week. This represents the same as the previous year.
- 31% of the workforce is in full time employment, which represents the same as the previous year.
- Female part time employees represent over half (60%) of the total workforce, an increase of 1% compared with 2014 / 2015.
- Of those females employed, 20% work full-time hours and 80% work part-time hours.
- 62 % of Male employees work full-time hours and 38% part-time hours.
- The smallest proportion (10%) of the workforce are male part time employees (no variation from 2014/15).

Gender	Full Time	Part Time	Total
Female	987	3927	4922
Male	1040	644	1676
Total	2027	4571	6598

PEOPLE WHO HAVE APPLIED FOR JOBS WITHIN THE COUNCIL

4185 people applied for 498 jobs in 2015/ 2016, with 362 appointments made in 2015/16.

25% of applicants were internal applicants from within the Council's existing workforce.

This year, external recruitment has again been reduced significantly to only specialist and hard to fill posts, eg qualified social care workers. The main emphasis of recruitment at present is redeployment activity for employees 'at risk' of redundancy.

The data provided below has not changed significantly since last year due to the limited number of employees being recruited externally. Therefore, the profile of applicants will remain relatively consistent.

	% of all applicants	% shortlisted	% appointed
Female	67%	28%	11.5%
BME	3%	3.6%	3.4%
Disabled	4.9%	3.2%	1.4%
Age 16-19	9.2%	5.8%	9.2%
Age 20-24	19%	14.5%	15%
Age 25-34	28%	29.7%	27.7%
Age 35-44	19.5%	23.1%	21%
Age 45-54	17.2%	19.2%	18%
Age 55-64	6.6%	7.7%	7.8%
Age 65-74	0.3%	0.5%	0.8%
Age 75+	0	0	0

EMPLOYEES WHO HAVE SUCESSFULLY APPLIED FOR TRAINING
2015/16

Training Applications Approved - gender, disability & ethnicity

Compared to 2014/15, the total number of training applications approved for females has increased by 3,468 and applications from males increased by 1,531. However, the overall percentage of applications approved divided by gender is comparable with the previous year. The % approved for females has increased by 2% since the previous year.

The % of applications approved for disabled employees has decreased slightly in all Directorates, except F&CS, which has increased significantly by 13.3%. The total % of applications approved for BME employees has decreased by 0.7% since the previous year.

Directorate	Female	% female	Male	% male	Total	Disabled	% disabled	BME	% BME
CEX	321	92	28	8	349	2	0.6	1	0.3
ELLL	2828	82	619	18	3447	29	0.8	45	1.3
ENV	306	18	82	82	1719	12	0.7	10	0.6
F&CS	44	65	35	35	68	10	14.7	0	0
SSHH	7336	81	19	19	9050	271	3	135	1.5
Total	10835	74	3798	26	14633	324	2.2	191	1.3

Training Applications Approved - age range

The total number of applications approved has increased by 4,999 since last year.

Of the total number of applications approved, the % of applications analysed by age group is similar to the previous year, with the highest % falling in the age groups 41 – 50 years and 51 – 60 years.

Age range	Directorate						
	CEX	ELLL	ENV	FCS	SSHH	Total	%
16-21	15	44	37	0	147	243	1.7
22-30	21	628	195	12	1075	1931	13.1
31-40	63	768	302	25	1961	3119	21.3
41-50	162	1152	516	15	2864	4709	32.1
51-60	81	758	548	15	2658	4060	27.7
61-65	7	82	95	1	298	483	3.3
65+	0	15	26	0	47	88	0.6

Total	349	3447	1719	68	9050	14633	
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EMPLOYEES WHO HAVE SUCCESSFULLY COMPLETED TRAINING

Employees who completed training - gender, disability & ethnicity

The total number of females who successfully completed training has increased by 3,037 since 2014/15. Similarly, the number of males has increased by 1,415.

Comparing 2014/15 with 2015/16, the % of disabled employees who have successfully completed training has increased from 2% to 2.2%, whereas the % of BME successfully completing training has decreased from 1.5% to 1.2%.

Directorate	Female	% female	Male	% male	Total	Disabled	% disabled	BME	% BME
CEX	285	91	28	9	313	2	0.6	1	0.3
ELLL	2711	82	607	18	3318	29	0.9	36	1.1
ENV	302	17.8	1402	82.2	1704	12	0.7	10	0.6
F&CS	43	64.2	24	35.8	67	10	15	0	0
SSHH	6141	80	1541	20	7682	230	3	112	1.5
Total	9482	72.5	3602	27.5	13084	283	2.2	159	1.2

Employees who completed training - age range

The distribution of the % of employees who have completed training by age range remains comparable to the previous year where in both years, the two age categories of 41 – 50 year olds and 51 – 60 year olds show the highest % who completed training.

The % of employees who completed training in age group 16-21 year olds, has increased from 0.7% in 2014/15 to 1.8% in 2015/16.

	Directorate						
Age range	CEX	ELLL	ENV	F&CS	SSHH	Total	%
16-21	15	40	37	0	139	231	1.8
22-30	17	602	191	12	958	1780	13.6
31-40	55	747	298	25	1690	2815	21.5
41-50	150	1095	513	15	2387	4160	32
51-60	69	737	544	14	2242	3606	27.6
61-65	7	82	95	1	224	409	3.1

65+	0	15	26	0	42	83	0.6
Total	313	3318	1704	67	7682	13084	

APPLICANTS WHO DID NOT COMPLETE TRAINING

Applicants who did not complete training - gender, disability & ethnicity

The overall % of disabled applicants and BME applicants who did not complete training have both slightly decreased since the previous year. The % of females who did not complete training has increased by 1.3% since 2014/15.

Directorate	Female	% female	Male	% male	Total	Disabled	% disabled	BME	% BME
CEX	36	100	0	0	36	0	0	0	0
ELLL	117	90.7	12	9.3	129	0	0	9	7
ENV	4	27	11	73	15	0	0	0	0
F&CS	1	100	0	0	1	0	0	0	0
SSHH	1195	87.3	173	12.7	1368	41	3	23	1.7
Total	1353	87.3	196	12.7	1549	41	2.6	32	2.1

Applicants who did not complete training - age range

The applicants with the highest % who did not complete training fall in the same age groups as 2014/15 i.e. age groups 41 – 50 years and 51 – 60 years. Age group 41-50 years shows the largest % increase of 4.4% compared to the previous year.

The age categories 16-21 years, 41-50 years and 61-65 years showed an increase in the % of those who did not complete training, whilst age categories 22-30 years, 31-40 years, 51- 60 years and over 65 years showed a decrease compared to 2014/15.

Age range	Directorate						
	CEX	ELLL	ENV	F&CS	SSHH	Total	%
16-21	0	4	0	0	8	12	0.8
22-30	4	26	4	0	117	151	9.7
31-40	8	26	4	0	271	304	19.6
41-50	12	57	3	0	477	549	35.4
51-60	12	21	4	1	416	454	29.3

61-65	0	0	0	0	74	74	4.8
65+	0	0	0	0	5	5	0.3
Total	36	129	15	1	1368	1549	

EMPLOYEES INVOLVED IN GRIEVANCE PROCEDURES 2015/16

Grievance Cases:

The number of grievance cases has increased in 2015/16.

	Female	Male	Total
2015/2016	10	5	15
2014/2015	6	2	8

Compared to 2014/15, the number of grievances submitted by disabled employees has decreased from 3 to 1, whereas grievances from BME employees remains at nil.

Disability	BME
1	0

In 2014/2015 and 2015/2016, employees in the age group 44-54 year olds submitted the highest number of grievances.

16-19	20-24	25-34	35-44	45-54	55-64	65-74	75+
0	0	2	2	10	0	1	0

Dignity at Work Complaints

There were no dignity at work complaints in 2015/16. This was also the case in 2014/15, where they were designated as Harassment at Work complaints.

EMPLOYEES SUBJECT TO DISCIPLINARY PROCEDURES

Disciplinary Cases:

The number of employees subject to disciplinary procedures has increased from 26 employees in 2014/15 to 39 in 2015/16.

	Female	Male	Total
2015/2016	30	9	39
2014/2015	14	12	26

Of the 39 employees subject to disciplinary action, none were disabled and none were from the BME group. This is the same as the previous year.

The age group 45-54 years shows the highest number of employees subject to disciplinary procedures this year and last year.

16-19	20-24	25-34	35-44	45-54	55-64	65-74	75+
0	2	6	5	19	7	0	0

EMPLOYEES WHO HAVE LEFT THE COUNCIL'S EMPLOYMENT

The figures below exclude casual workers:

Of the 966 leavers in 2015/16, 16 were disabled employees and 12 BME employees. Of the 966, the number of females leaving compared to males was significantly higher, which is the same as 2014/15.

Female	Male	Total	Disabled	BME
722	244	966	16	12

The age group with the highest number of leavers was 55 - 64 year olds, which is the same age groups as the previous year.

Age Range							
16-19	20-24	25-34	35-44	45-54	55-64	65-74	75+
14	94	200	175	195	257	31	0

The figures below include casual workers, who are classed as 'leavers' at the end of each assignment:

Female	Male	Total	Disabled	BME
246	87	349	8	8

The age group with the highest amount of leavers is 25 – 34 years, which is the same as the previous year.

Age Range						

16-19	20-24	25-34	35-44	45-54	55-64	65-74	75+
7	56	104	65	66	37	14	0