



Department
of Health

Equality & Diversity Monitoring

1 October 2013 – 30 September 2014

Annex A

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Introduction

The statistics used in this report provide a snapshot of the workforce as at 30 September 2014. Any exceptions to this date are highlighted accordingly.

The statistics show a headcount figure based on the workforce of 1958.

Where a time series is provided the period is detailed in the heading. The percentages provided for time series tables have the appropriate percentage for the workforce at that time.

*Percentages do not always equate to 100% due to rounding.

Workforce composition - Tables (accessible version)

Overview

Table 1 - Workforce profile by grade – overview as at 30/09/14

Grade	SCS	Grade 6	Grade 7	Fast Stream	SEO	HEO	EO	AO	Total
Headcount	156	197	463	58	342	323	323	96	1958
Percentage	8%	10%	24%	3%	17%	16%	16%	5%	100%

Location

Table 2 – Workforce profile by location – overview as at 30/09/14

Location	London	Leeds	Other	Total
Headcount	1244	641	73	1958
Percentage	64%	33%	4%	100%

Gender

Table 3 - Workforce profile gender – overview as at 30/09/2014

Gender Representation	Male	Female	Total
Headcount	818	1140	1958
Percentage	42%	58%	100%

Table 4 – Gender by location as at 30/09/14

Gender by location	Female Headcount and percentage of workforce	Male Headcount and percentage of workforce	Total (100%)
Leeds	351 (55%)	290 (45%)	641
London	745 (60%)	499 (40%)	1244
Other	44 (60%)	29 (40%)	73
Total	1140 (58%)	818 (42%)	1958

Table 5 – Gender by grade as at 30/09/14

Gender by grade	Female (headcount)	Percentage of all females	Percentage of grade	Male (headcount)	Percentage of all males	Percentage of grade	Total (100%)
AO	63	6%	66%	33	4%	34%	96
EO	226	20%	70%	97	12%	30%	323
HEO	183	16%	57%	140	17%	43%	323
SEO	198	17%	58%	144	18%	42%	342
Fast Stream	31	3%	53%	27	3%	47%	58
Grade 7	265	23%	57%	198	24%	43%	463
Grade 6	108	9%	55%	89	11%	45%	197
SCS	66	6%	42%	90	11%	58%	156
Total	1140	100%	58%	818	100%	42%	1958

Table 6 – Females by grade 2012 – 2014

Females by grade (headcount and percentage by grade)	2012	2013	2014
AO	76 (3%)	69 (4%)	63 (3%)
EO	270 (11%)	212 (11%)	226 (12%)
HEO	196 (8%)	149 (8%)	183 (9%)
SEO	231 (10%)	185 (10%)	198 (10%)
Fast Stream	49 (2%)	47 (2%)	31 (2%)
Grade 7	272 (12%)	241 (13%)	265 (14%)
Grade 6	162 (7%)	108 (6%)	108 (6%)
SCS	86 (4%)	68 (4%)	66 (3%)
Total	1342 (57%)	1079 (56%)	1140 (58%)

Table 7 – Gender by working pattern as at 30/09/14

Gender by working pattern	Female	Male	Total (100%)
Full time	914 (54%)	775 (46%)	1689
Part time	226 (84%)	43 (16%)	269
Total	1140 (58%)	818 (42%)	1958

Ethnicity

Table 8 – Ethnicity by group as at 30/09/2014

Ethnicity by group	White	Black	Asian	Mixed	Other	Not declared	Total
Headcount and percentage of ethnic group	1482 (76%)	126 (6%)	129 (7%)	39 (2%)	35 (2%)	147 (8%)	1958 (100%)

Table 9 – Ethnicity by grade as at 30/0914 (Headcount and percentage of ethnicity by each grade)

Ethnicity by grade	BME	White	Not declared	Total (100%)
AO	31 (32%)	54 (56%)	11 (11%)	96
EO	116 (36%)	183 (57%)	24 (7%)	323
HEO	61 (19%)	240 (74%)	22 (7%)	323
SEO	51 (15%)	269 (79%)	22 (6%)	342
Fast Stream	5 (9%)	39 (67%)	14 (24%)	58
Grade 7	39 (8%)	394 (85%)	30 (6%)	463
Grade 6	19 (10%)	166 (84%)	12 (6%)	197
SCS	7 (4%)	137 (88%)	12 (8%)	156
Total	329 (17%)	1482 (76%)	147 (8%)	1958

Table 10 – Ethnicity - BME staff by grade 2012 - 2014

Ethnicity- BME staff by grade (headcount and percentage)	2012	2013	2014
AO	44 (2%)	40 (2%)	31 (2%)
EO	120 (5%)	107 (6%)	116 (6%)
HEO	57 (2%)	58 (3%)	61 (3%)
SEO	70 (3%)	48 (3%)	51 (3%)
Fast Stream	7 (0%)	7 (0%)	5 (0%)
Grade 7	46 (2%)	37 (2%)	39 (2%)
Grade 6	23 (1%)	18 (1%)	19 (1%)
SCS	12 (1%)	8 (0%)	7 (0%)
Total (% of workforce)	379 (16%)	323 (17%)	329 (17%)

Table 11 – Ethnicity by location as at 30/09/14

Ethnicity by location	BME	White	Not declared	Total (100%)
Leeds	60 (9%)	548 (85%)	33 (5%)	641
London	265 (21%)	878 (71%)	101 (8%)	1244
Other	4 (5%)	56 (77%)	13 (18%)	73
Total	329 (17%)	1482 (76%)	147 (8%)	1958

Disability

Table 12 – Disability by grade as at 30/09/14

Disability by grade	Yes	No	Not declared	Total (100%)
AO	7 (7%)	79 (82%)	10 (10%)	96
EO	25 (8%)	279 (86%)	19 (6%)	323
HEO	22 (7%)	280 (87%)	21 (7%)	323
SEO	30 (9%)	292 (85%)	20 (6%)	342
Fast Stream	3 (5%)	42 (72%)	13 (22%)	58
Grade 7	17 (4%)	420 (91%)	26 (6%)	463
Grade 6	13 (7%)	172 (87%)	12 (6%)	197
SCS	7 (4%)	139 (89%)	10 (6%)	156
Total	124 (6%)	1703 (87%)	131 (7%)	1958

Table 13 – Disabled employees by grade 2012 – 2014

Disabled employees by grade (Headcount)	2012	2013	2014
AO	10 (0%)	8 (0%)	7 (0%)
EO	30 (1%)	26 (1%)	25 (1%)
HEO	26 (1%)	20 (1%)	22 (1%)
SEO	27 (1%)	24 (1%)	30 (2%)
Fast Stream	8 (0%)	5 (0%)	3 (0%)
Grade 7	25 (1%)	20 (1%)	17 (1%)
Grade 6	13 (1%)	11 (1%)	13 (1%)
SCS	10 (0%)	7 (0%)	7 (0%)
Total	149 (6%)	121 (6%)	124 (6%)

Table 14 – Disability by age as at 30/09/14

Disability by age	Yes	No	Not declared	Total
20-29	8 (6%)	192 (11%)	39 (30%)	239 (12%)
30-39	23 (19%)	446 (26%)	30 (23%)	499 (25%)
40-49	36 (29%)	510 (30%)	29 (22%)	575 (29%)
50-59	49 (40%)	478 (28%)	31 (24%)	558 (28%)
>=60	8 (6%)	77 (5%)	2 (2%)	87 (4%)
Total (100%)	124	1703	131	1958

Table 15 – Disability by location as at 30/09/14

Disability by location	Yes	No	Not declared	Total (100%)
Leeds	56 (9%)	556 (87%)	29 (5%)	641
London	65 (5%)	1092 (88%)	87 (7%)	1244
Other	3 (4%)	55 (75%)	15 (21%)	73
Total	124 (6%)	1703 (87%)	131 (7%)	1958

Age

Table 16 – Age by grade as at 30/09/14

Age by grade	20-29	30-39	40-49	50-59	>=60	Total
AO	24 (1%)	14 (1%)	23 (1%)	28 (1%)	7 (0%)	96 (5%)
EO	57 (3%)	56 (3%)	100 (5%)	92 (5%)	18 (1%)	323 (16%)
HEO	51 (3%)	97 (5%)	83 (4%)	84 (4%)	8 (0%)	323 (16%)
SEO	22 (1%)	90 (5%)	121 (6%)	101 (5%)	8 (0%)	342 (17%)
Fast Stream	45 (2%)	13 (1%)	0	0	0	58 (3%)
Grade 7	40 (2%)	167 (9%)	128 (7%)	111 (6%)	17 (1%)	463 (24%)
Grade 6	0	40 (2%)	64 (3%)	76 (4%)	17 (1%)	197 (10%)
SCS	0	22 (1%)	56 (3%)	66 (3%)	12 (1%)	156 (8%)
Total	239 (12%)	499 (25%)	575 (29%)	558 (28%)	87 (4%)	1958 (100%)

Table 17 – Age by year 2012 – 2014

Age by year	2012	2013	2014
20-29	286 (12%)	206 (11%)	239 (12%)
30-39	656 (28%)	489 (26%)	499 (25%)
40-49	730 (31%)	585 (31%)	575 (29%)
50-59	596 (25%)	540 (28%)	558 (29%)
>=60	93 (4%)	91 (5%)	87 (4%)
Total (100%)	2361	1911	1958

Table 18 – Age by location as at 30/09/14

Age by location	20-29	30-39	40-49	50-59	>=60	Total (100%)
Leeds	52 (8%)	164 (26%)	223 (35%)	178 (28%)	24 (4%)	641
London	185 (15%)	320 (26%)	329 (26%)	349 (28%)	61 (5%)	1244
Other	2 (3%)	15 (21%)	23 (32%)	31 (42%)	2 (3%)	73
Total	239 (12%)	499 (25%)	575 (29%)	558 (28%)	87 (4%)	1958

Religion and Belief

Table 19 – Religion by type as at 30/09/14

Religion by type	Christian	No religion	Not declared	Prefer not to say	Other religions	Total
Headcount and percentage	707 (36%)	593 (30%)	318 (16%)	188 (10%)	152 (8%)	1958 (100%)

Sexual Orientation

Table 20 – Sexual Orientation by type as at 30/09/14

Sexual orientation by type	Heterosexual/ Straight	LGB & other	Prefer not to say	Not declared	Total
Headcount and percentage	1350 (69%)	83 (4%)	190 (10%)	335 (17%)	1958 (100%)

Caring Responsibilities

Table 21 – Caring responsibilities as at 30/09/14

Caring responsibilities	Yes	No	Not declared	Total
Headcount and percentages	705 (36%)	919 (47%)	334 (17%)	1958 (100%)

Table 22 – Caring responsibilities by group as at 30/09/14

Caring responsibilities by type	Children under 18	Disabled adult	Disabled child	Older people	Other	Total
Headcount and percentage	547 (69%)	31 (4%)	9 (1%)	160 (20%)	45 (6%)	792* (100%)

*Higher than headcount figure, as employee may have more than one type of caring responsibility

Table 23 – Caring responsibilities by gender as at 30/09/14

Caring responsibilities by gender	Yes	No	Not declared	Total
Female	433 (22%)	518 (26%)	189 (10%)	1140 (58%)
Male	272 (14%)	401 (20%)	145 (7%)	818 (42%)
Total	705 (36%)	919 (47%)	334 (17%)	1958 (100%)

Table 24 – Caring responsibilities by location as at 30/09/14

Caring responsibilities by location	Yes	No	Not declared	Total (100%)
Leeds	279 (44%)	262 (41%)	100 (16%)	641
London	389 (31%)	635 (51%)	220 (18%)	1244
Other	37 (51%)	22 (30%)	14 (19%)	73
Total	705 (36%)	919 (47%)	334 (17%)	1958

Working Pattern

Table 25 – Working pattern as at 30/09/14

Working pattern	Part time	Full time	Total
Headcount and percentage	269 (14%)	1689 (86%)	1958 (100%)

Table 26 – Working pattern by grade as at 30/09/14

Working pattern by grade	Part time	Full time	Total (100%)
AO	19 (20%)	77 (80%)	96
EO	37 (11%)	286 (89%)	323
HEO	32 (10%)	291 (90%)	323
SEO	50 (15%)	292 (85%)	342
Fast Stream	0	58 (100%)	58
Grade 7	74 (16%)	389 (84%)	463
Grade 6	35 (18%)	162 (82%)	197
SCS	22 (14%)	134 (86%)	156
Total	269 (14%)	1689 (86%)	1958

Leavers

Table 27 – Leavers by age 2013 and 2014

Leavers by age	2013 Headcount	2013 Percentage	2014 Headcount	2014 Percentage
20-29	92	16%	62	28%
30-39	175	30%	70	32%
40-49	152	26%	23	10%
50-59	121	21%	34	15%
>=60	41	7%	31	14%
Total	581	100%	220	100%

Table 28 – Leavers by disability 2014 and 2013

Leavers by disability status	2013 Headcount	2013 Percentage	2014 Headcount	2014 Percentage
Yes	34	6%	16	7%
No	506	87%	167	76%
Not declared	41	7%	37	17%
Total	581	100%	220	100%

Table 29 – Leavers by gender 2014 and 2013

Leavers by gender	2013 Headcount	2013 Percentage	2014 Headcount	2014 Percentage
Female	333	57%	111	50%
Male	248	43%	109	50%
Total	581	100%	220	100%

Table 30 – Leavers by ethnicity 2014 and 2013

Leavers by ethnicity	2013 Headcount	2013 Percentage	2014 Headcount	2014 Percentage
White	460	79%	114	65%
BME	78	13%	40	18%
Not declared	43	7%	36	16%
Total	581	100%	220	100%

Table 31 – Leavers by grade 2014 and 2013

Leavers by grade	2013 Headcount	2013 Percentage	2014 Headcount	2014 Percentage
AO	40	7%	43	20%
EO	94	16%	36	16%
HEO	77	13%	26	12%
SEO	95	16%	21	10%
Fast Stream	31	5%	13	6%
Grade 7	111	19%	40	18%
Grade 6	69	12%	21	10%
SCS	64	11%	20	9%
Total	581	100%	220	100%

Table 32 – Leavers by reason

Leavers by reason	Headcount and Percentage
End of contract	48 (22%)
Resignation	63 (29%)
Retirement	24 (11%)
Termination	10 (5%)
Transfer	57 (26%)
Redundancy	17 (8%)
Other	1 (0.5%)
Total	220 (100%)