

HUMAN RESOURCES EQUALITIES REPORT

2015-16

Workforce Profile

At 31 March 2016 Hambleton District Council (HDC, the council) employed 593 people (Appendix 1). Of this workforce:

- 52.1% were aged over 40
- 57% were female
- 2.19% identified themselves as disabled
- 1.7% identified themselves as not white British
- 10.12% identified themselves as belonging to a religious group
- 31.03% identified themselves as married



The council actively monitors the workforce by age, disability, race, gender, religion, marital status and sexual orientation - aiming to ensure it reflects the community it serves in Hambleton. It is also in the process of reviewing the workforce information that it collates and analyses to ensure it is fit for purpose and helps the authority understand both the profile and the needs of its workforce.

Employment Practices

HDC has a range of employment policies, procedures and initiatives in place that support and underpin the council's commitment to equality and diversity and good employment practices. The council has a programme for reviewing all of its policies and procedures to ensure that they are fit for purpose especially in relation to equality and diversity.

The council has continued to be recognised as a Two Ticks Employer and has had permission confirmed by Job Centre Plus to use the Two Ticks Symbol.. This was for showing that HDC have made 5 commitments:

- to interview all disabled applicants who meet the minimum criteria for a job vacancy and to consider them on their abilities
- to discuss with disabled employees, at any time but at least once a year, what can be done to make sure they can develop and use their abilities
- to make every effort when employees become disabled to make sure they stay in employment
- to take action to ensure that all employees develop the appropriate level of disability awareness needed to make these commitments work
- to review these commitments every year and assess what has been achieved, plan ways to improve on them and let employees and Jobcentre Plus know about progress and future plans.

continued overleaf...

The council has provided Equality and Diversity Awareness training for staff so that they are aware of the requirements of the Equality Act as well as Disability Awareness training. Training and awareness sessions have been planned for the following year to include Epilepsy awareness, Mental Health at Work, Equality Impact and Implications and Dyslexia awareness.

Employee Health and Wellbeing

HDC have continued to support the health and wellbeing of all staff. The council have worked with a number of individuals who have developed ill health and conditions that would be covered under the Disability provisions of the Equality Act. A number of reasonable adjustments have been put into place to support individuals undertaking their role at work and the managers have worked with specialist organisations to develop these adjustments.

Mechanisms for Reporting Equality Concerns in the Workplace

The council has policies in place such as the Bullying and Harassment policy , Disciplinary policy and grievance policy so to respond in a timely manner to any allegations of inappropriate behaviour in the workplace.

There has also been a promotion of the organisational values so that all staff are aware of the council's commitment to ensure that all staff will be fair and respectful.

Appendix 1

The Council's Workforce



Source: HDC Human Resources and Payroll System (ITRENT)

These figures represent individuals with a Hambleton District Council employment contract and includes all casual staff, including those with zero hours contracts.

Gender	31 March 2014		31 March 2015		31 March 2016	
	Number	%	Number	%	Number	%
Male	317	46.89	285	43.18	255	43
Female	359	53.11	375	56.82	338	57
Total	676	100	660	100	593	100

Age	31 March 2014		31 March 2015		31 March 2016	
	Number	%	Number	%	Number	%
16-19	92	13.61	101	15.3	80	13.49
20-29	153	22.63	151	22.88	140	23.61
30-39	84	12.43	82	12.42	64	10.79
40-49	158	23.37	138	20.91	131	22.09
50-59	139	20.56	131	19.85	140	23.61
60-65	39	5.77	36	5.45	27	4.55
Over 65	11	1.63	21	3.18	11	1.85
Total	676	100	660	100	593	100

Disability	31 March 2014		31 March 2015		31 March 2016	
	Number	%	Number	%	Number	%
Disabled	21	3.11	16	2.42	13	2.19
Not Disabled	472	69.82	416	63.03	400	67.45
Declined	56	8.28	47	7.12	42	7.08
Not reported	127	18.79	181	24.43	138	23.27
Total	676	100	660	100	593	100

Ethnic Origin	31 March 2014		31 March 2015		31 March 2016	
	Number	%	Number	%	Number	%
White British	537	79.44	475	71.97	463	78.08
White other	3	0.44	1	0.15	1	0.17
Black/Black British African	1	0.15	1	0.15	1	0.17
Asian	5	0.74	3	0.45	3	0.51
Other ethnic groups	3	0.44	4	0.60	5	0.85
Not reported	127	18.79	176	26.68	120	20.23
Total	676	100	660	100	593	100

Religion	31 March 2014		31 March 2015		31 March 2016	
	Number	%	Number	%	Number	%
Agnostic	0	0	3	0.45	3	0.51
Atheist	7	1.04	7	1.06	6	1.01
Christian	27	3.99	28	4.24	28	4.72
Christian Orthodox	1	0.15	1	0.15	1	0.17
Christian Protestant	20	2.96	17	2.58	11	1.85
Christian RC	7	1.04	7	1.06	9	1.52
Other	6	0.89	2	0.30	2	0.34
Not specified	15	2.22	13	1.97	19	3.20
Not reported	593	87.71	582	88.19	514	86.68
Total	676	100%	660	100%	593	100

Marital Status	31 March 2014		31 March 2015		31 March 2016	
	Number	%	Number	%	Number	%
Divorced	20	2.96	20	3.03	22	3.71
Married	192	28.40	181	27.42	184	31.03
Not specified	14	2.07	12	1.82	16	2.70
Partner	18	2.66	20	3.03	17	2.87
Single	170	25.15	173	26.21	172	29.01
Widow/er	2	0.30	2	0.30	2	0.34
Not reported	260	38.46	252	38.19	180	30.35
Total	676	100%	660	100%	593	100

Sexual Orientation	31 March 2014		31 March 2015		31 March 2016	
	Number	%	Number	%	Number	%
Heterosexual	52	7.69	50	7.58	50	8.43
Bisexual	1	0.15	0	0	0	0
Gay	1	0.15	1	0.15	1	0.17
Declined	10	1.48	9	1.36	14	2.36
Not reported	612	90.53	600	90.91	528	89.04
Total	676	100%	660	100%	593	100



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