

Council, 1 July 2014

Equality and Diversity Annual Statistics 2014

Executive summary

Introduction

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

Decision

The Council is asked to note the report. No decision is required.

Background information

None

Resource implications

None

Financial implications

None

Appendices

Appendix 1 - HR Equality and Diversity Statistics 2013/14

Date of paper

23 June 2014

Appendix 1: HR Equality and Diversity Data 2013/14

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. This data, along with any other personal information such as name, is separated from applications prior to shortlisting.

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 monitoring 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 and annual Equality and Diversity data report produced.

The following report is set out in three sections:

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

1. Employees 2013/2014

Employee data is collected as at 1 June for the relevant year. At 1 June 2014, there were 212 employees at the HCPC, 28 more and a 15% increase in headcount compared with 184 in June 2013.

1.1 Gender

The percentage of females to males has increased slightly by a further 2.5% 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.

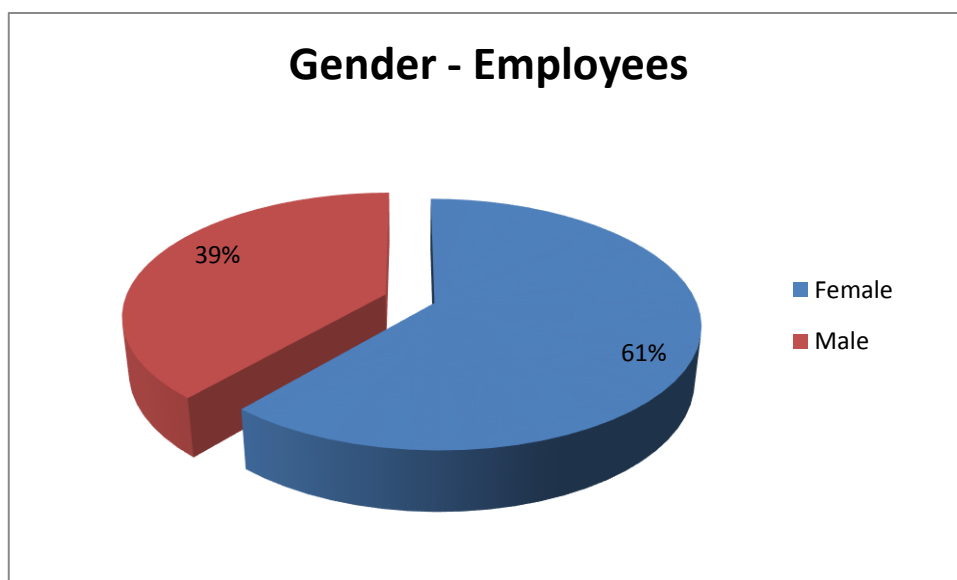


Fig. 1

1.2 Age Range of Employees

The average age of employees at 1 June 2014 is **35**, which has again remained the same as the previous three years.

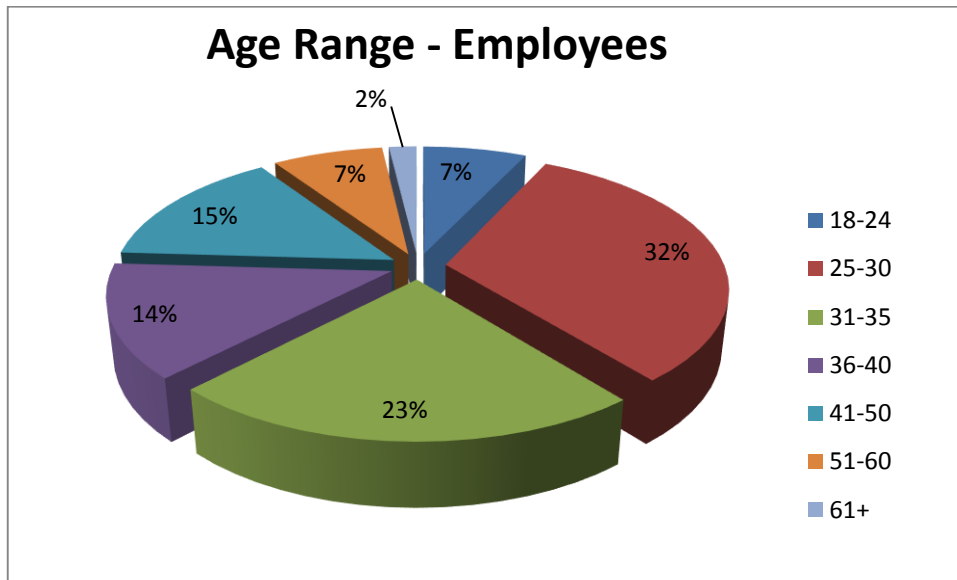


Fig. 2

1.3 Ethnic Background of Employees

Figure 3 below shows that the percentage of employees who state their ethnic origin as 'Black' has decreased by 3%, this is following a 5% increase last year. The percentage of employees who state their ethnic origin as 'White' has also decreased by 5%, this is following an 8% decrease last year and 3% reduction the year before that.

The percentage of employees who state their ethnic origin as 'Asian', 'Chinese or other' has remained the same and there has been a slight reduction of 1% in the 'Mixed' category.

The percentage of employees preferring not to state their ethnic origin also rose by 7%.

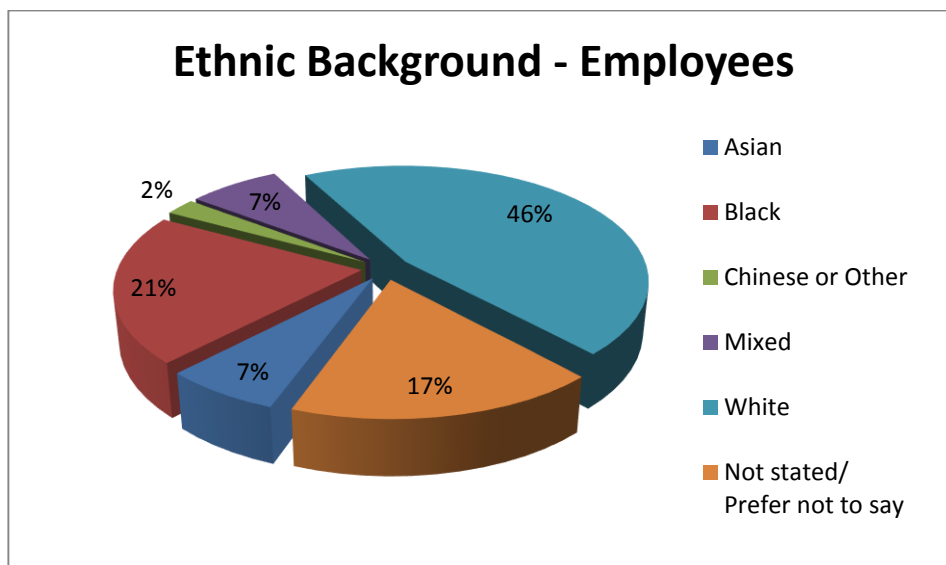


Fig. 3

The organisation is very representative of the surrounding boroughs with respect to ethnic origin in all categories except 'Black' and 'White', both groups being under represented, although within 10% (see figure 4 below).

Fig. 4 ONS Census Data 2011 – Ethnic Group %

	Lambeth	Southwark	Lewisham	HCPC
White	57	54	54	46
Asian	5	7	7	7
Black	26	27	27	21
Chinese or other	2	3	2	2
Mixed	8	6	7	7
Other Ethnic Group	2	3	3	1

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, we have the ‘double tick’ - positive about disability symbol and accreditation and demonstrate 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 8% in the previous year to 19% this year.

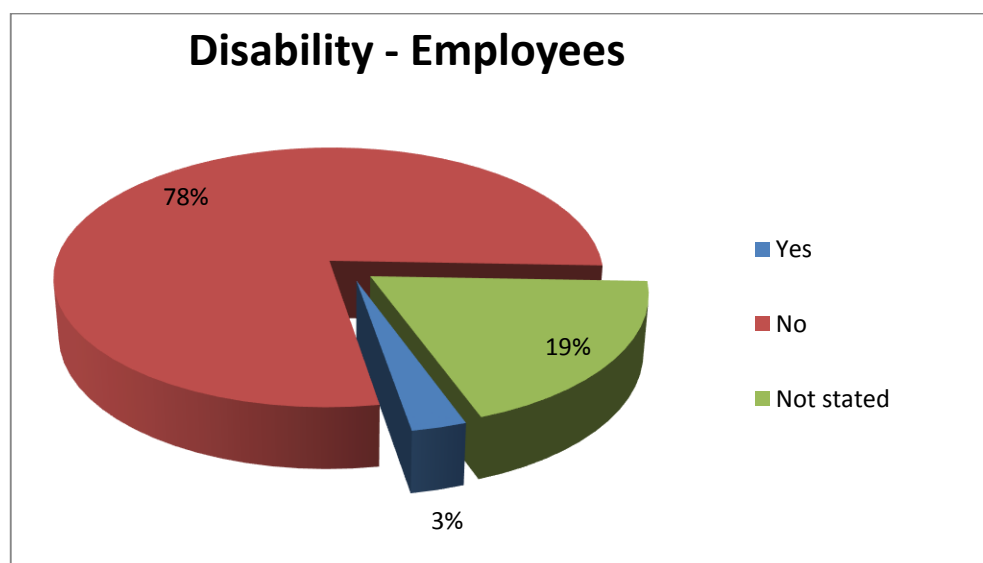


Fig. 5

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.

Fig. 6 ONS Census Data 2011 – Disability %

	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 increased by 5%, slightly more than the 4% increase last year. The marriage category has decreased by 3%. Partner has decreased by 3% and the remaining categories remained the same with not stated increased by 1%.

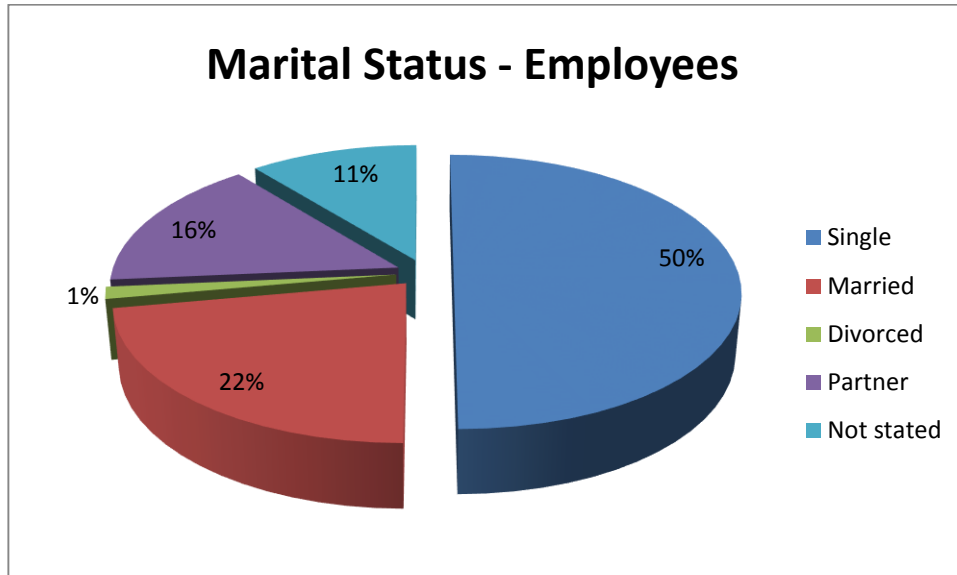


Fig. 7

1.6 Employee Dependents

Data held centrally indicates that only 13% of employees have between 1 and 3 dependents. However, this data is unlikely to be accurate as the low numbers are due to employees not updating their personal data when they have children. We will ask all employees to update their personal details in due course to get a more accurate reflection of the true picture.

Part time and flexible working

As at 1 June 2014, 6.6% of HCPC employees were working on a part-time basis. This is an increase of 2.6%.

A further 11.8% were undertaking some sort of flexible working arrangement, which consisted of working amended hours e.g. 08.30 – 16.30, or compressed hours i.e. working full time hours over fewer days.

Of the 11.8%, 2.8% 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 18% of employees carrying out some sort of part time or flexible working arrangement, compared to 13.5% in the previous year.

There were 16 applications for flexible working during the year to June 2014, these were either new requests or changes to existing flexible work patterns. All 16 applications were agreed.

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 2%.

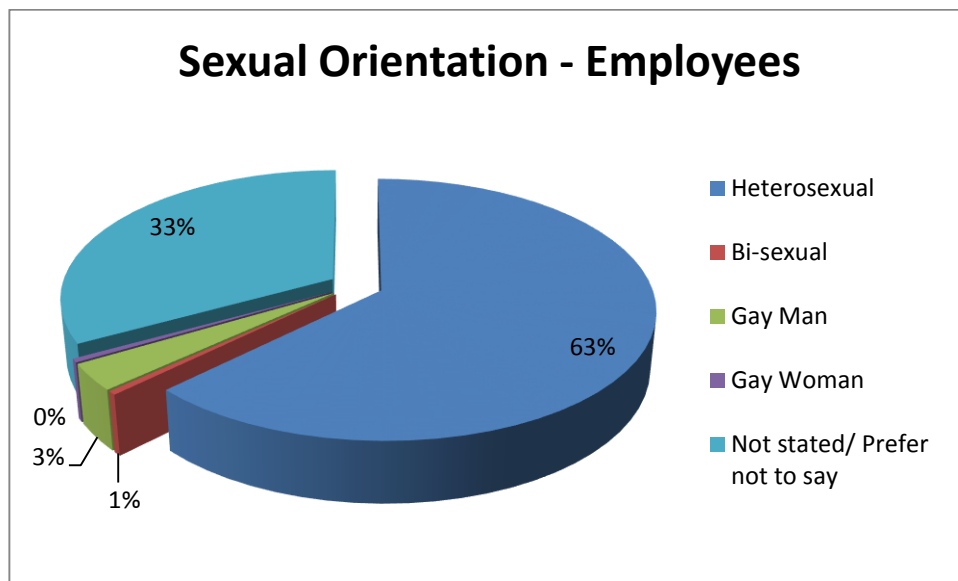


Fig. 9

1.8 Religious Belief

Christianity remains the largest stated religious group at 32%, which is a 2% decrease on the previous year, whilst employees stating they have 'no religion' has decreased by 2%. There has been an increase in people 'not stating' or 'preferring not to say' of 1%. 'Atheist' has increased by 2%.

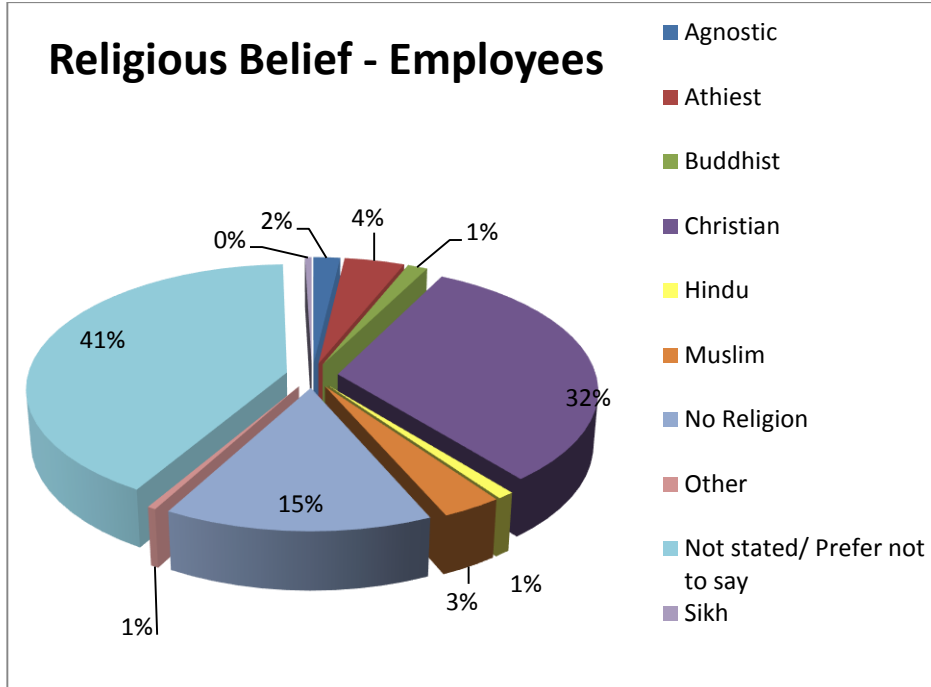
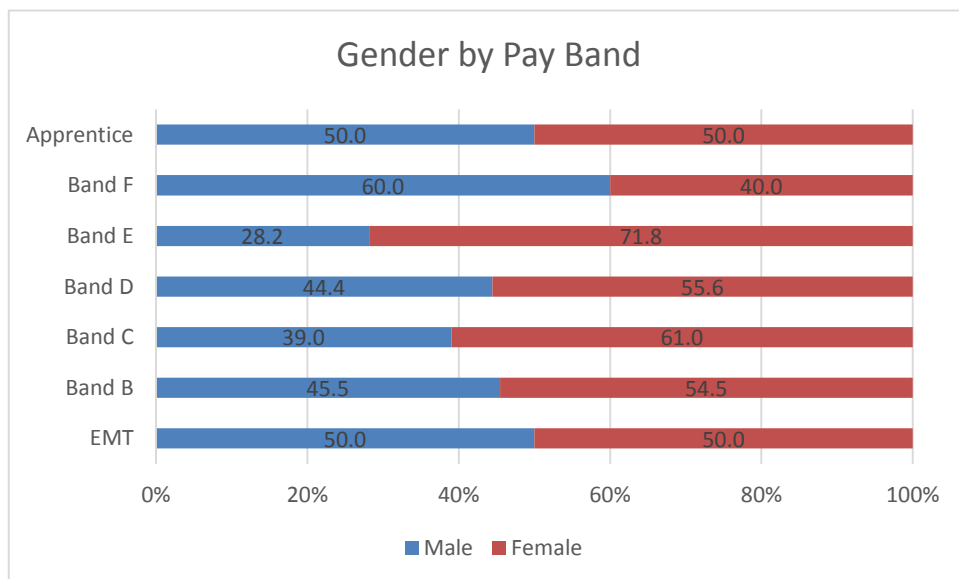
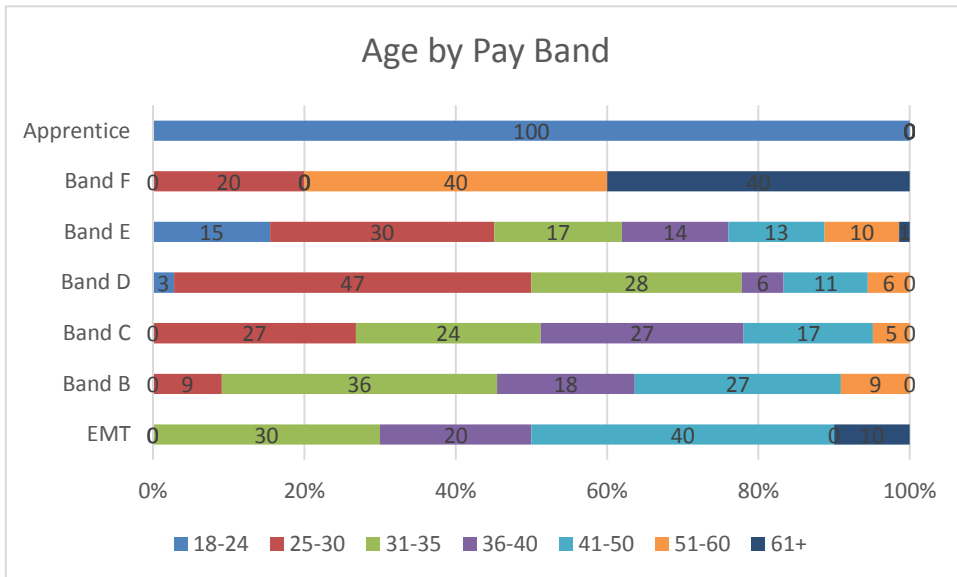
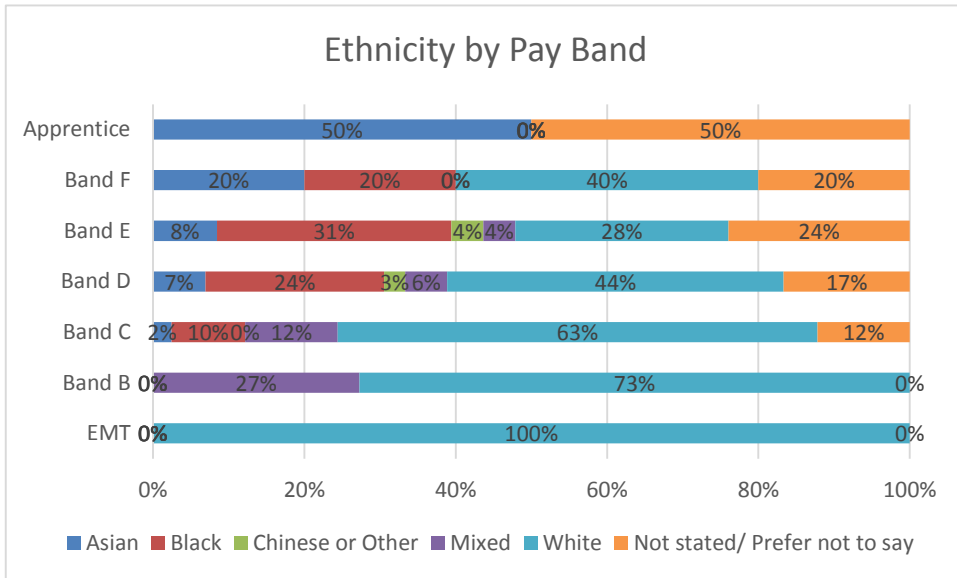


Fig. 10

1.9 Diversity statistics by pay band

This year, for the first time and at the request of Council we have analysed pay bands by gender, ethnicity and age range. We will start to monitor this on an annual basis and keep track of any trends.





Employee numbers by pay band

Pay Band	Number of Employees
EMT	10
Band B	11
Band C	41
Band D	72
Band E	71
Band F	5
Apprentice	2
Total	212

2. Job Applicants 2013/2014

Job applicant data is collected at 1 June for the relevant year.

There were **1,120** job applicants for **100** advertised roles in the year 1 June 2013 to 31 May 2014. This was an increase on the previous year, with job applicants up by **8%** from 1032 and advertised roles up by **17%** from 85.

The monitoring forms were completed at least in part by 98.5 of applicants, an increase of 6.5% compared to last year, however some people completed only one or two categories.

2.1 Gender

There were 54% of female applicants overall, this indicates that there are slightly more females applying for roles than males. The gender split of applicants has closed slightly this year, with males increasing by 2% and females decreasing by 1%.

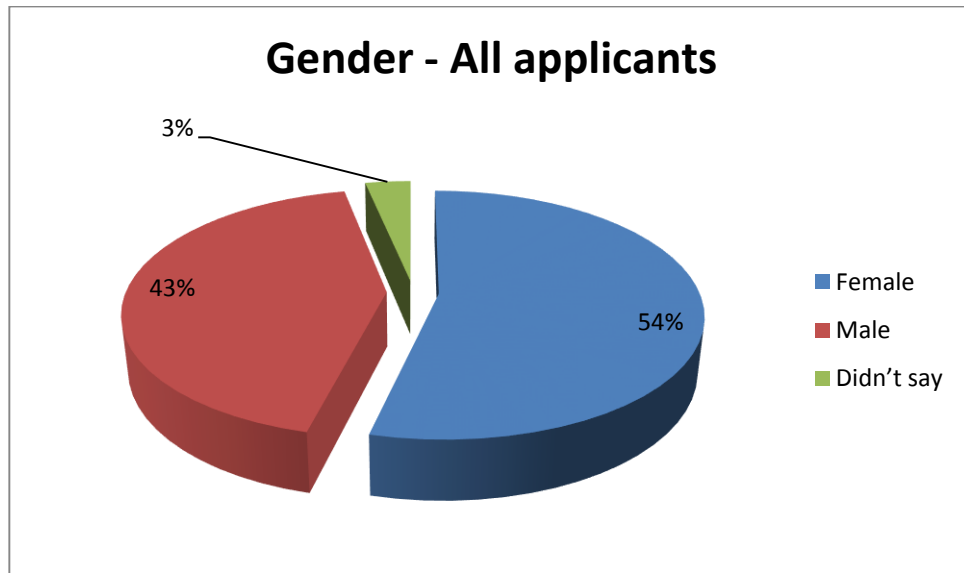
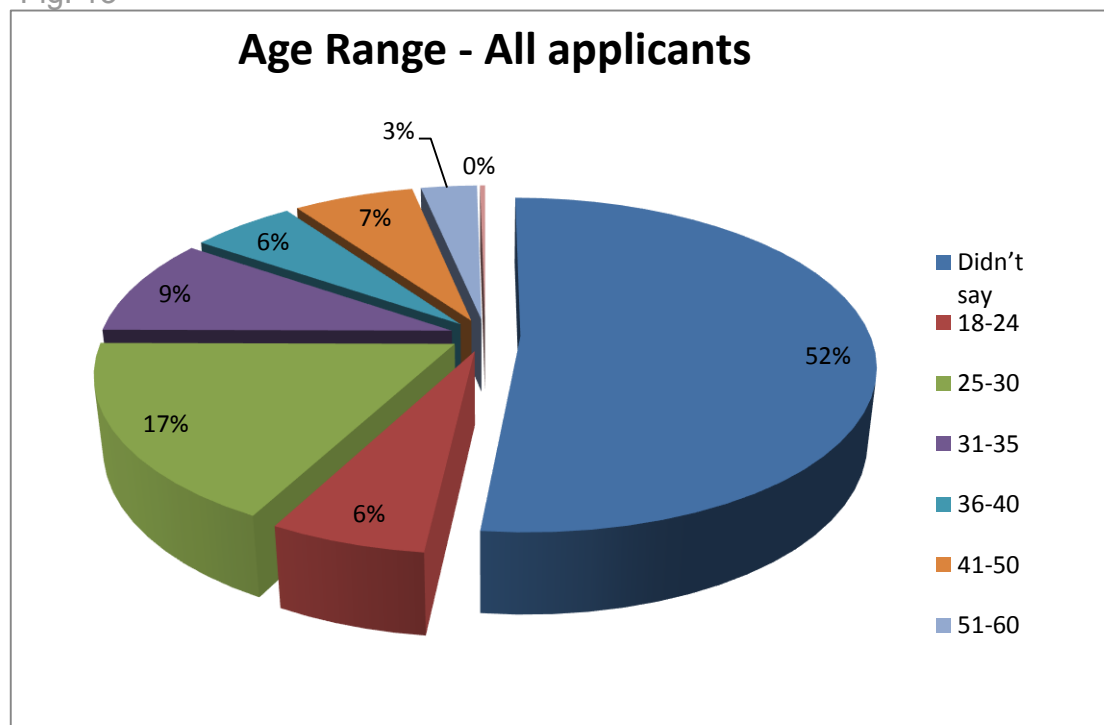


Fig. 12

2.2 Age Range of Applicants

The average age of job applicants was 33, which is a slight decrease compared to last year.

Fig. 13



2.3 Ethnic background

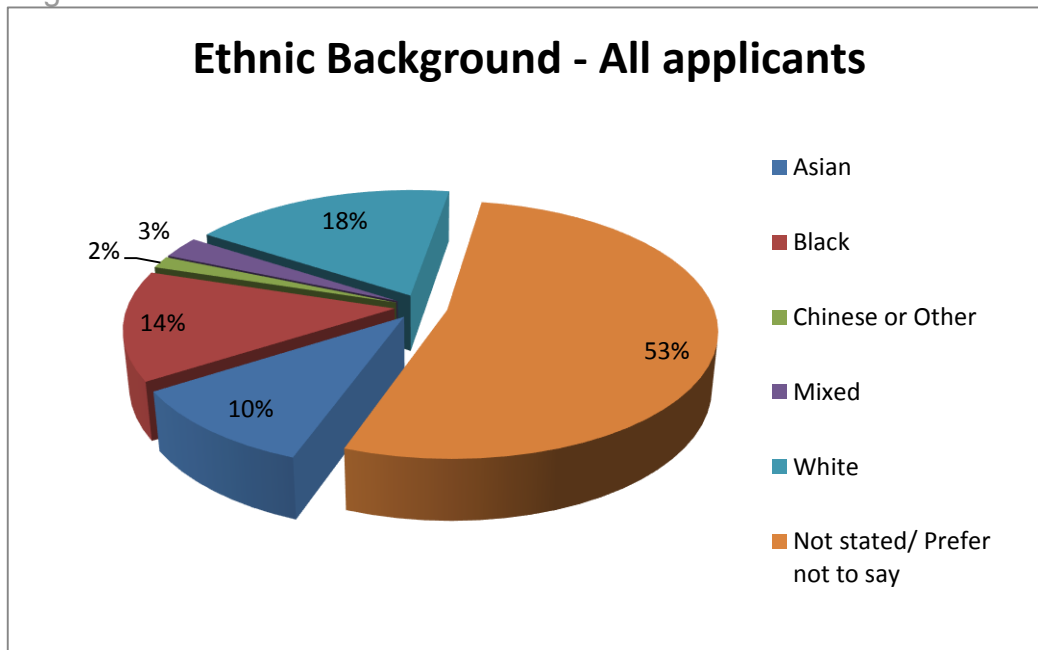
53% of applicants did not state their ethnic background, compared to 24% in 2013 – a significant increase.

'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' decreased by 14%.

The number of job applicants who stated their ethnic background as 'Mixed' halved from 6% to 3%. The remaining ethnicities remained largely the same.

With such a large proportion of people not answering this question, this likely to be an untrue reflection of the ethnic background of applicants.

Fig. 14

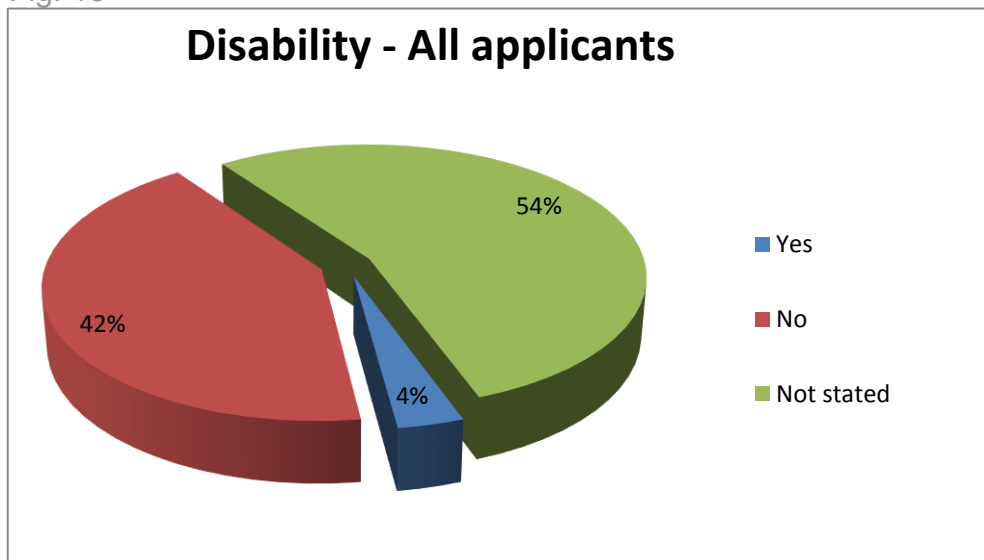


2.4 Disability

4% of applicants declared a disability, which is the same as last year.

There were no people that would 'Rather not say', however 609 people left this blank, equating to 54% of all applicants. This is an increase of 36%.

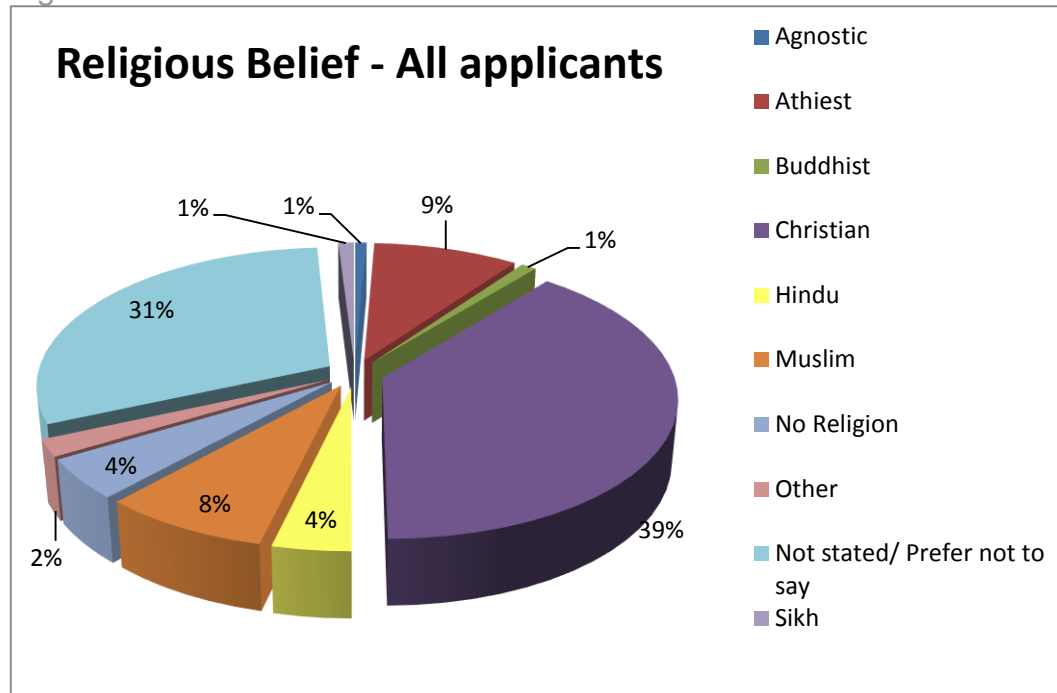
Fig. 15



2.5 Religion

31% of applicants did not state their religious belief. Christianity remains the largest religious belief group amongst job applicants but decreased by 4% compared to last year. Job applicants who reported their religious belief as 'Muslim' rose by 2% from 6% to 8%. Those stating 'No religion' decreased by 2%. Atheist made up 9% of applicants.

Fig. 16



2.6 Sexual Orientation

Heterosexual remains the largest sexual orientation group but has decreased by 1% from 77% last year to 76%.

The number of applicants declaring their sexual orientation as 'Gay man' doubled from 2% to 4%, whilst 'Gay woman' and 'bisexual' stayed the same. 19% preferred not to say or did not answer.

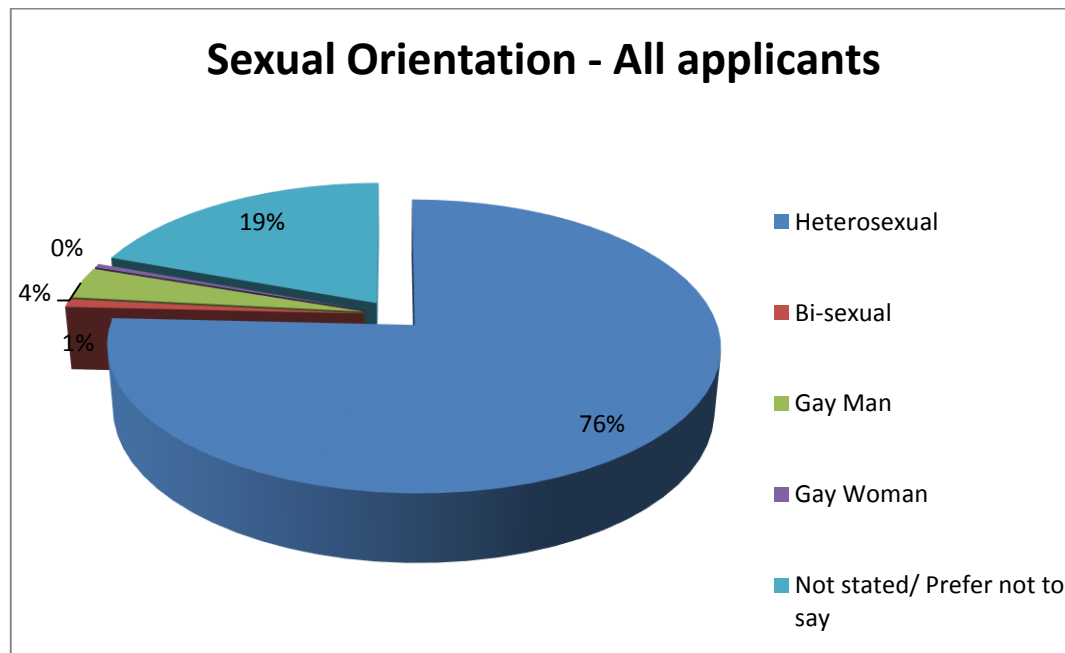


Fig. 17

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.

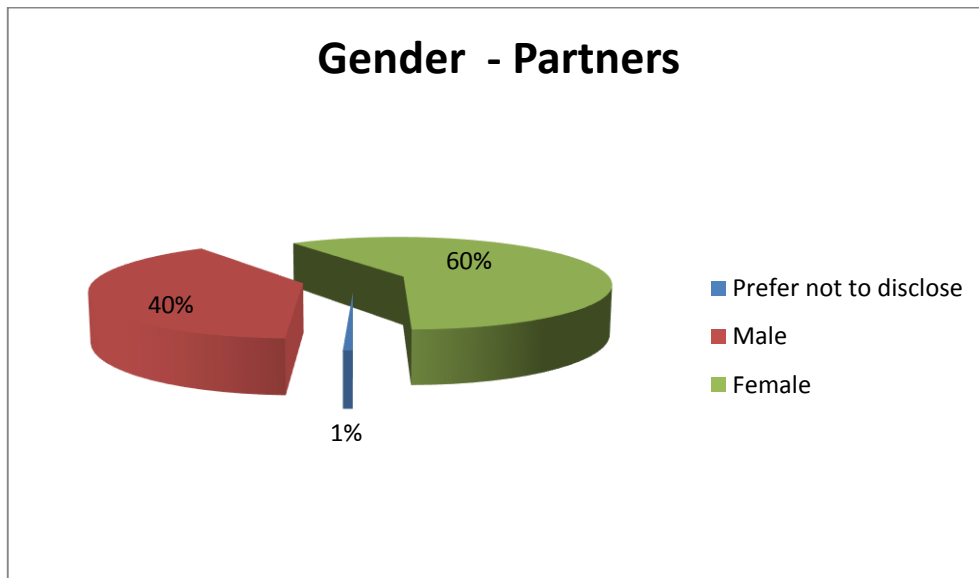


Fig. 20

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%.

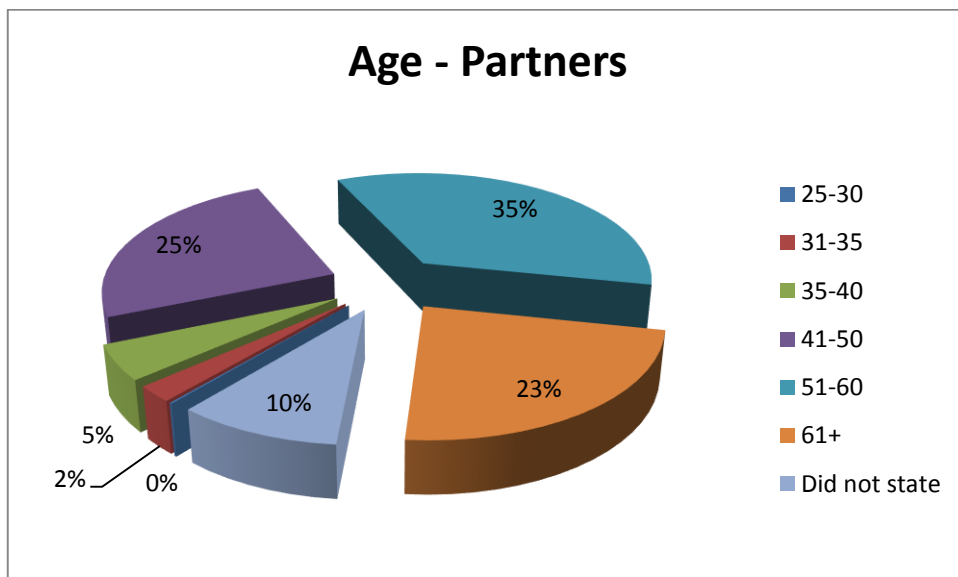


Fig. 21

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%.

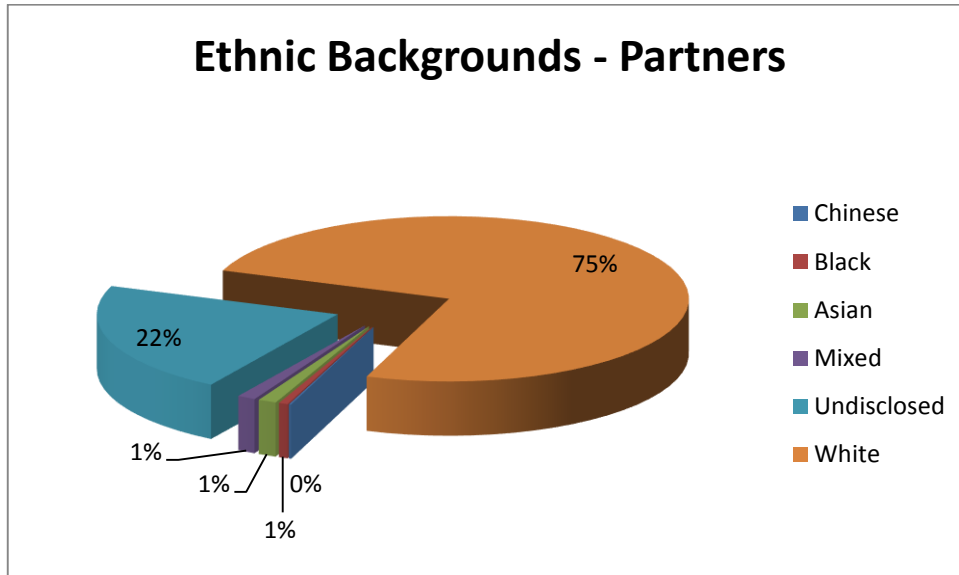


Fig. 22

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%.

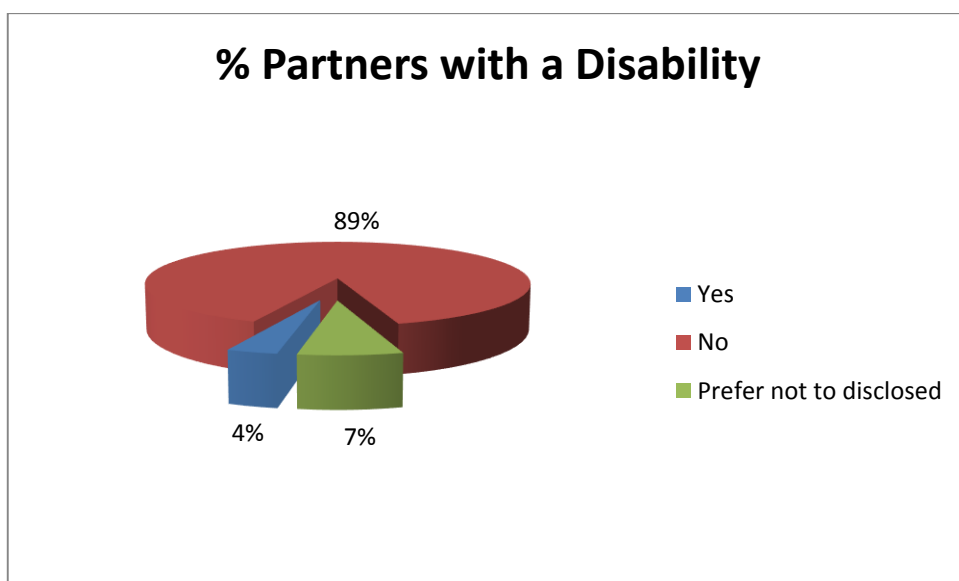


Fig. 23

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%.

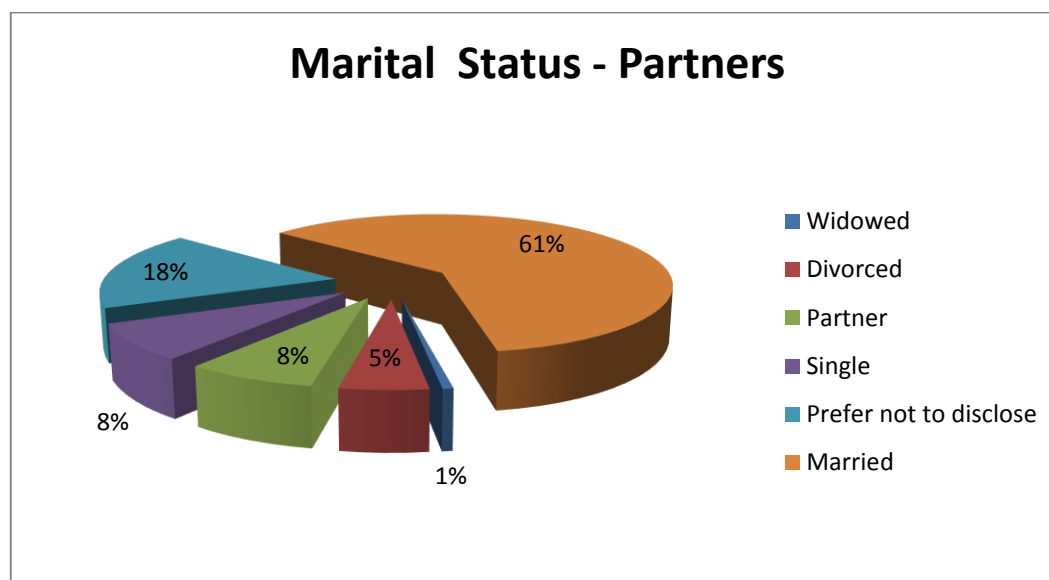


Fig. 24

3.8 Recruitment advertising for partners

When recruiting, we consider the applicants that we are trying to reach for a particular Partner role. For example, for Registrant Partners we advertise with professional bodies and in publications distributed to a particular profession. For Lay Partners we advertise in national publications (and online) such as The Guardian. For all roles, we advertise in the HCPC's newsletter In Focus.

In previous years' we have sought to improve the diversity of the Partners we recruit by advertising in publications and via online methods aimed at diverse groups, particularly for lay recruitment. However, this did not have any impact on the diversity of applicants.

For lay visitor recruitment in 2013/14 we used a mixture of national print and online publications, HCPC publications as well as distributing the information via HCPC networks in order to improve reach as we sought to recruit service users to undertake the lay visitor role. The recruitment campaign was still ongoing at the submission of this report.