

**Isle of Wight Council**

# **WORKFORCE PROFILE**

**31 March 2014**

# Introduction

The purpose of this report is to provide the workforce profile data for the Isle of Wight Council in order to meet our responsibilities set out in the Equality Act 2010.

These figures exclude schools based staff, and include all contract types unless otherwise stated, external employees not paid through the payroll (such as agency and interim staff) are excluded, the reporting date is 31 March 2014 unless otherwise stated.

## Key Terms

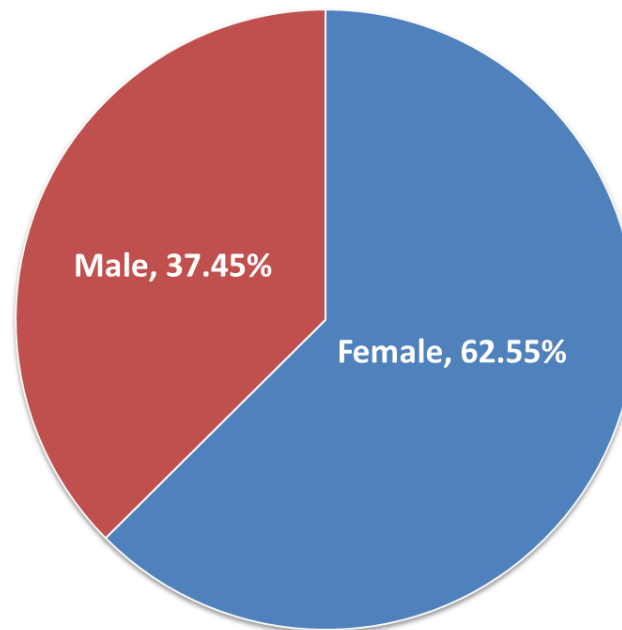
- FTE means Full Time Equivalent and is the fraction of the standard full time contracted hours a worker works from 0 to 1, for example a full time worker on 37 hours per week equates to 1 FTE whereas a part-time worker on 18.5 hours per week would be 0.5.
- Full-Time is 1 FTE
- Part-Time is anything less than 1 FTE or greater than 0 FTE
- Casual is 0 FTE where there are no contractual hours.
- Annual Salary is the amount an individual earns as a basic wage net of any additional payments and before any deductions
- FTE Salary is the amount a person would be paid if they worked full-time and is used to aid comparison with other posts

# Contents

Gender .....	3
Ethnicity.....	7
Disability.....	12
Age.....	16

# Gender

Proportion of Workforce by Gender



The distribution of the workforce over each contract type by gender

Contract	Gender text		Grand Total
	Female	Male	
Casual	60.23%	39.77%	100.00%
Full-time	53.85%	46.15%	100.00%
Part-time	75.52%	24.48%	100.00%
<b>Grand Total</b>	<b>62.55%</b>	<b>37.45%</b>	<b>100.00%</b>

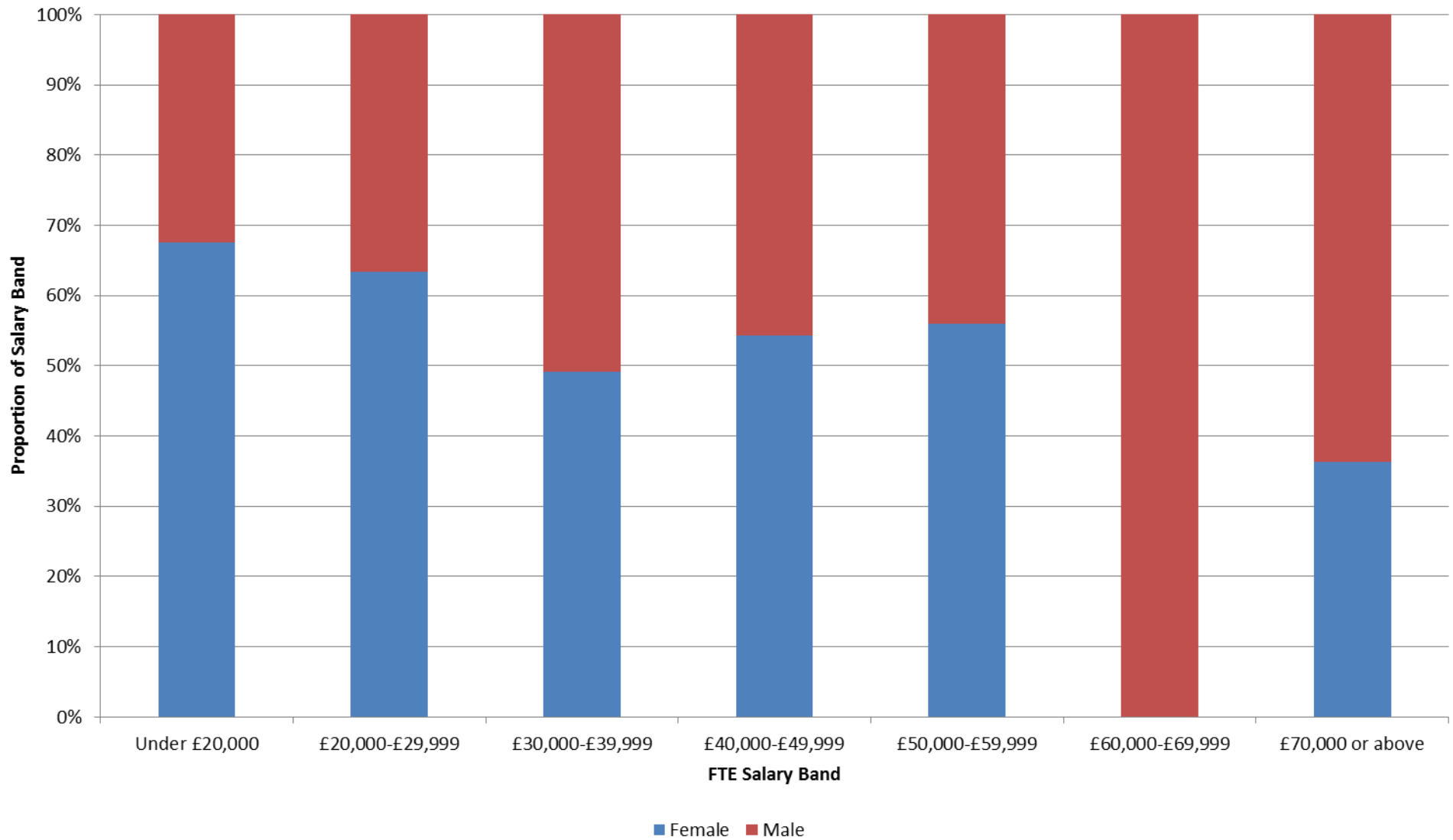
### The distribution of formal procedures by gender

Grievance Type	Female	Male	Grand Total
Capability	85.71%	14.29%	100.00%
Discipline	43.48%	56.52%	100.00%
Grievance	83.33%	16.67%	100.00%
<b>Grand Total</b>	<b>58.33%</b>	<b>41.67%</b>	<b>100.00%</b>

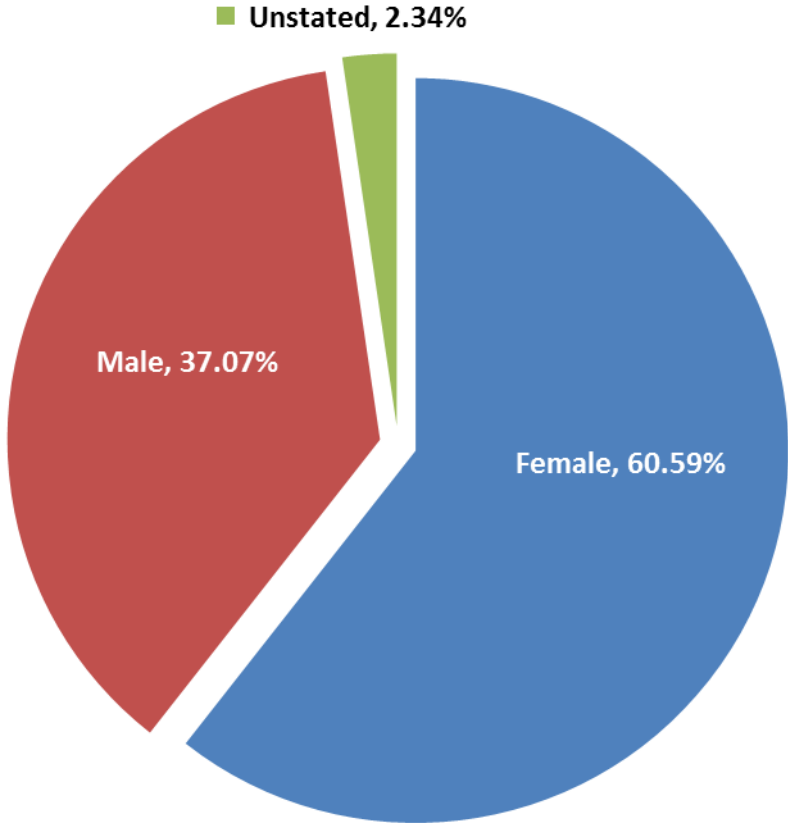
### The distribution of the workforce over each salary band by gender excluding casual staff

FTE Grade Group	Female	Male	Grand Total
Under £20,000	67.61%	32.39%	100.00%
£20,000-£29,999	63.33%	36.67%	100.00%
£30,000-£39,999	49.09%	50.91%	100.00%
£40,000-£49,999	54.29%	45.71%	100.00%
£50,000-£59,999	56.00%	44.00%	100.00%
£60,000-£69,999	0.00%	100.00%	100.00%
£70,000 or above	36.36%	63.64%	100.00%
<b>Grand Total</b>	<b>63.44%</b>	<b>36.56%</b>	<b>100.00%</b>

## The distribution of the workforce over each salary band by gender excluding casual staff



# Percentage of job applicants by gender



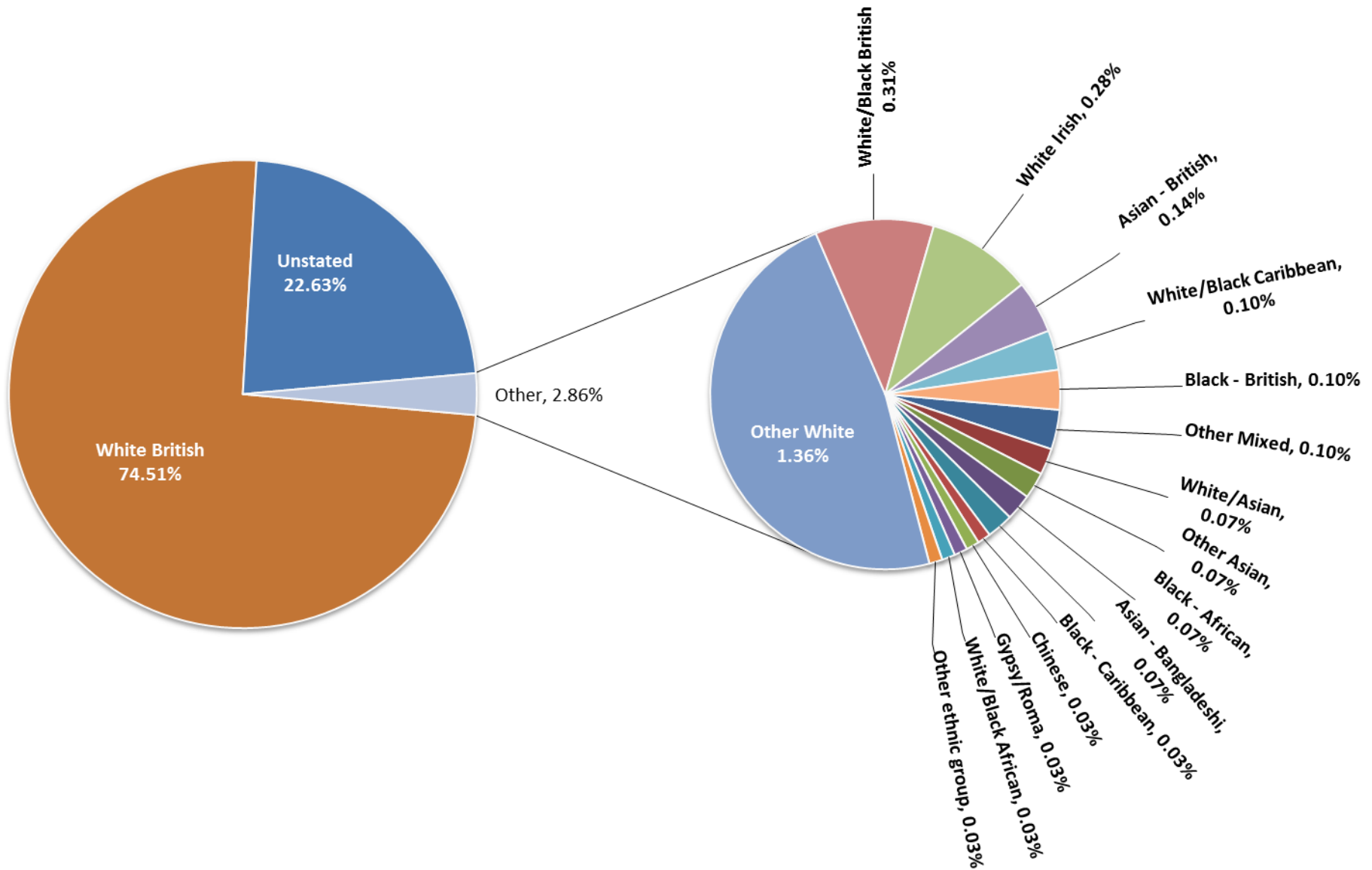
# Ethnicity

## Proportion of Workforce by Ethnicity

Ethnicity	Ethnic origin	Total
Other Ethnic Origin	Asian - Bangladeshi	0.07%
	Asian - British	0.14%
	Black - African	0.07%
	Black - British	0.10%
	Black - Caribbean	0.03%
	Chinese	0.03%
	Gypsy/Roma	0.03%
	Other Asian	0.07%
	Other ethnic group	0.03%
	Other Mixed	0.10%
	Other White	1.36%
	White Irish	0.28%
	White/Asian	0.07%
	White/Black African	0.03%
	White/Black British	0.31%
White/Black Caribbean	0.10%	
<b>Other Ethnic Origin Total</b>		<b>2.86%</b>
White British	White British	8.33%
	White English	66.00%
	White Scottish	0.10%
	White Welsh	0.07%
<b>White British Total</b>		<b>74.51%</b>
Unstated		22.63%
<b>Grand Total</b>		<b>100.00%</b>



# Proportion of the Workforce by Ethnicity



### The distribution of the workforce over each contract type by ethnicity

Contract	Ethnicity			Grand Total
	Other Ethnic Origin	White British	Unstated	
Casual	3.16%	65.66%	31.19%	100.00%
Full-time	2.94%	80.81%	16.25%	100.00%
Part-time	2.50%	74.21%	23.29%	100.00%
<b>Grand Total</b>	<b>2.86%</b>	<b>74.51%</b>	<b>22.63%</b>	<b>100.00%</b>

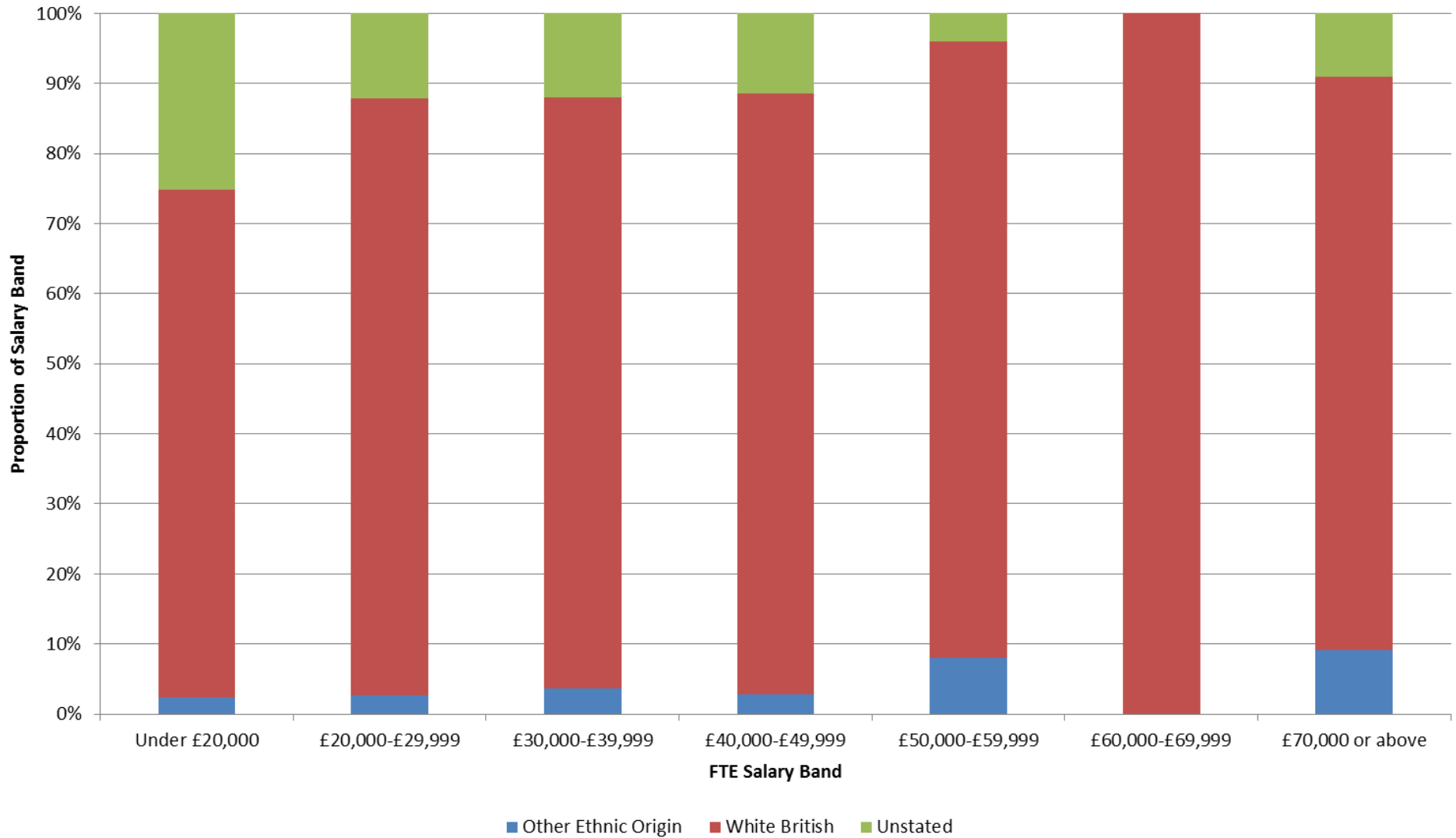
### The proportion of formal procedures by ethnicity

Grievance Type	Ethnicity			Grand Total
	Other Ethnic Origin	Unstated	White British	
Capability	0.00%	42.86%	57.14%	100.00%
Discipline	0.00%	13.04%	86.96%	100.00%
Grievance	16.67%	16.67%	66.67%	100.00%
<b>Grand Total</b>	<b>2.78%</b>	<b>19.44%</b>	<b>77.78%</b>	<b>100.00%</b>

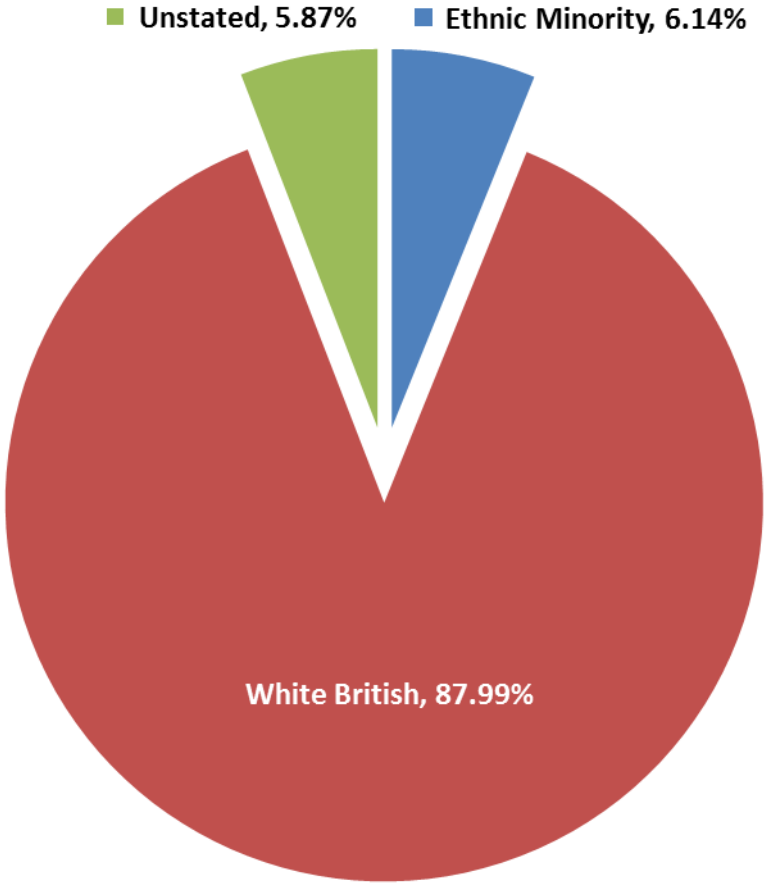
### The distribution of the workforce over each salary band by ethnicity excluding casual staff

FTE Grade Group	Ethnicity			Grand Total
	Other Ethnic Origin	White British	Unstated	
Under £20,000	2.39%	72.39%	25.21%	100.00%
£20,000-£29,999	2.68%	85.15%	12.16%	100.00%
£30,000-£39,999	3.64%	84.36%	12.00%	100.00%
£40,000-£49,999	2.86%	85.71%	11.43%	100.00%
£50,000-£59,999	8.00%	88.00%	4.00%	100.00%
£60,000-£69,999	0.00%	100.00%	0.00%	100.00%
£70,000 or above	9.09%	81.82%	9.09%	100.00%
<b>Grand Total</b>	<b>2.75%</b>	<b>77.89%</b>	<b>19.36%</b>	<b>100.00%</b>

## The distribution of the workforce over each salary band by ethnicity excluding casual staff

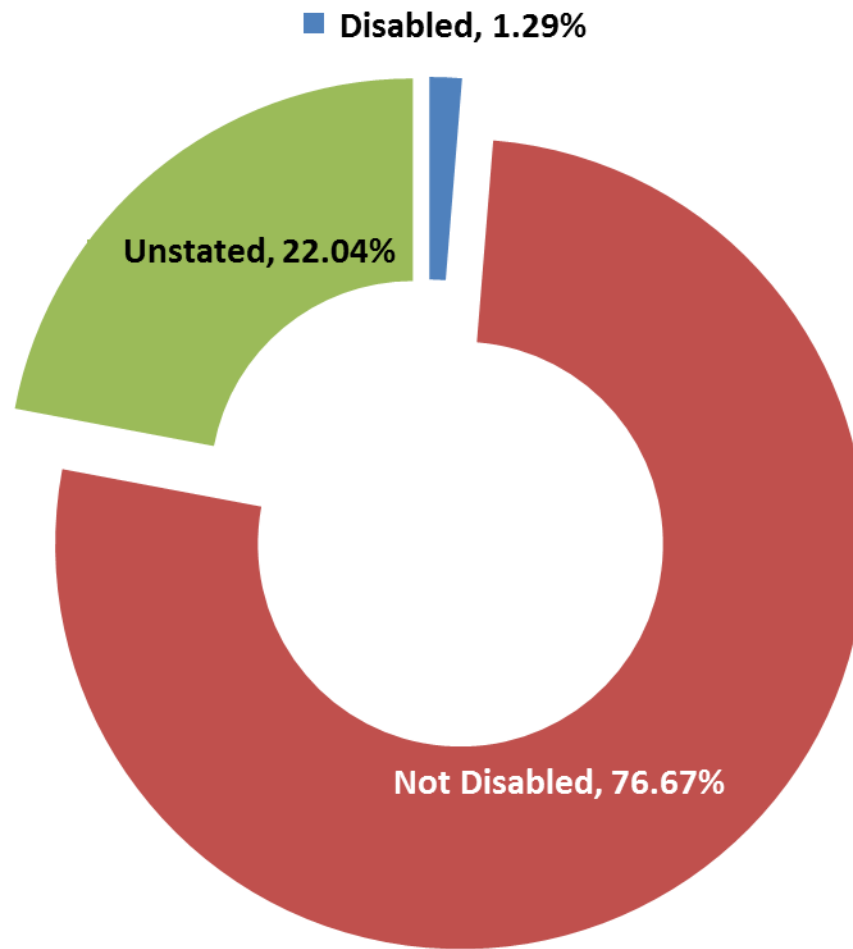


# Percentage of job applicants by ethnicity



# Disability

## Proportion of Workforce by Disability Status



### The distribution of the workforce over each contract type by disability status

Contract	Disabled	Not Disabled	Unstated	Grand Total
Casual	0.63%	69.44%	29.92%	100.00%
Full-time	1.99%	81.68%	16.34%	100.00%
Part-time	0.98%	76.61%	22.42%	100.00%
<b>Grand Total</b>	<b>1.29%</b>	<b>76.67%</b>	<b>22.04%</b>	<b>100.00%</b>

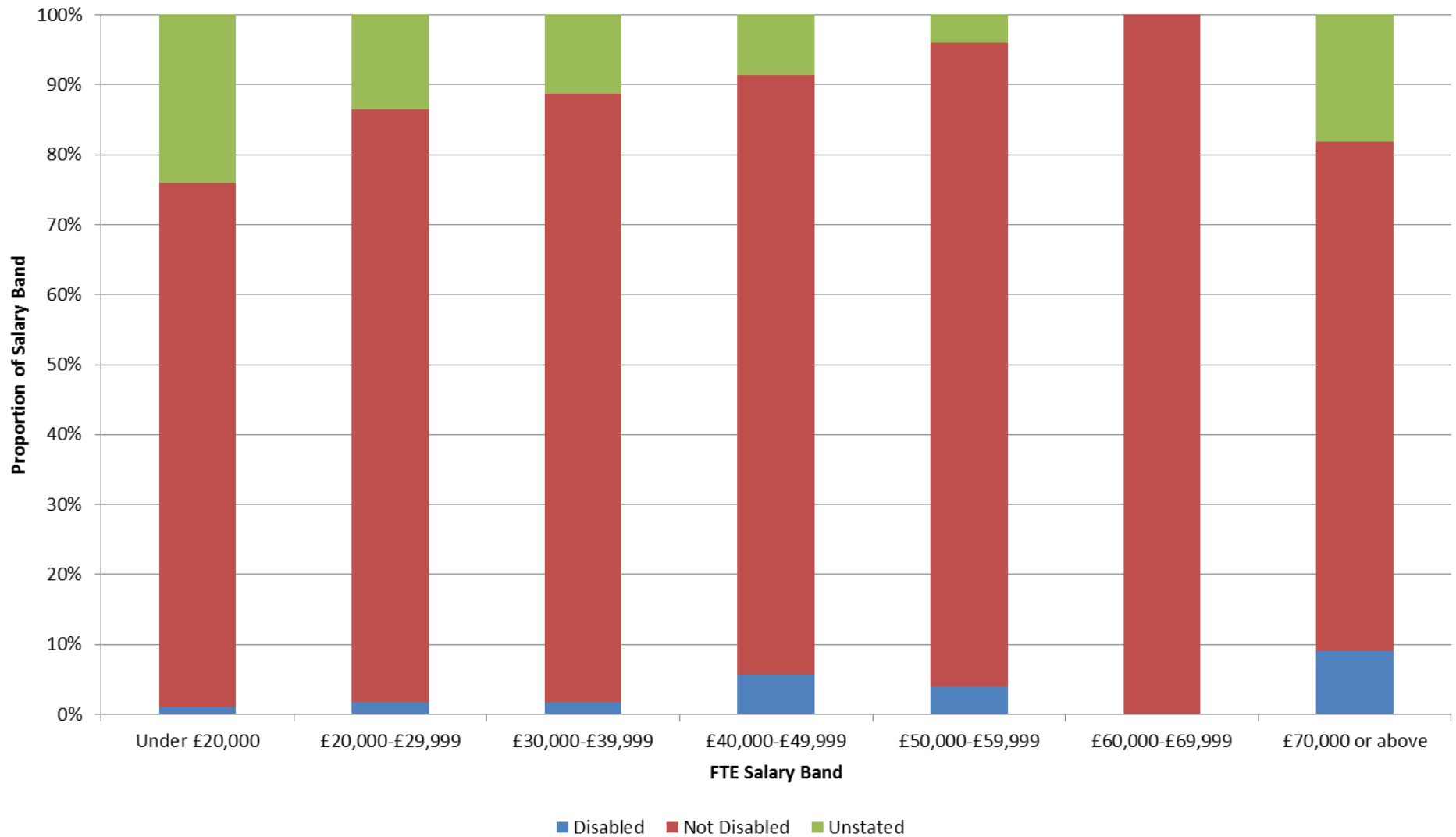
### The proportion of formal procedures by disability status

Grievance Type	Not Disabled	Unstated	Grand Total
Capability	71.43%	28.57%	100.00%
Discipline	86.96%	13.04%	100.00%
Grievance	83.33%	16.67%	100.00%
<b>Grand Total</b>	<b>83.33%</b>	<b>16.67%</b>	<b>100.00%</b>

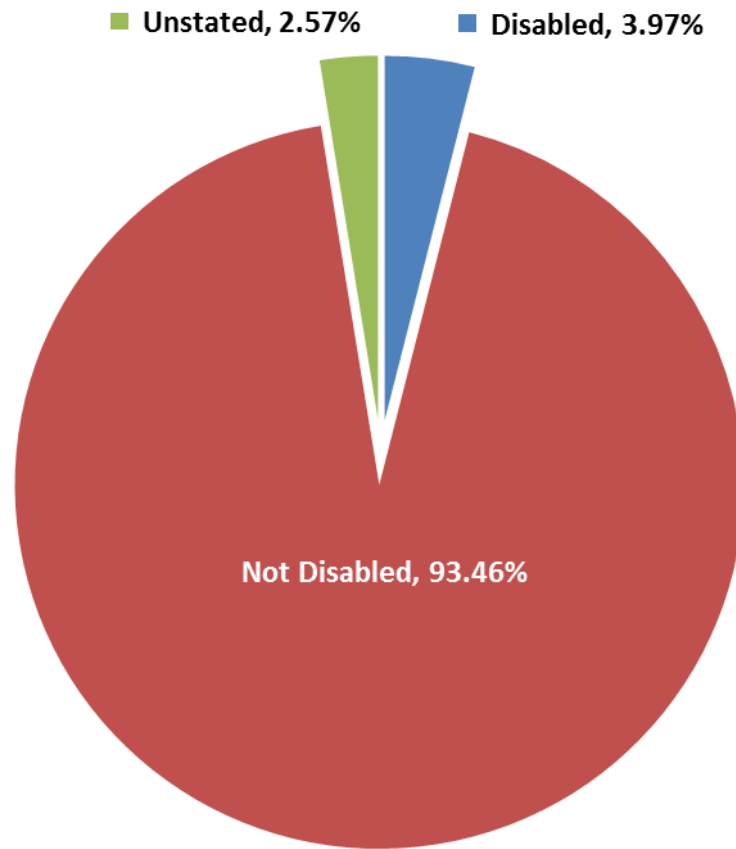
### The distribution of the workforce over each salary band by disability status excluding casual staff

FTE Grade Group	Disabled	Not Disabled	Unstated	Grand Total
Under £20,000	1.11%	74.79%	24.10%	100.00%
£20,000-£29,999	1.79%	84.62%	13.60%	100.00%
£30,000-£39,999	1.82%	86.91%	11.27%	100.00%
£40,000-£49,999	5.71%	85.71%	8.57%	100.00%
£50,000-£59,999	4.00%	92.00%	4.00%	100.00%
£60,000-£69,999	0.00%	100.00%	0.00%	100.00%
£70,000 or above	9.09%	72.73%	18.18%	100.00%
<b>Grand Total</b>	<b>1.54%</b>	<b>79.43%</b>	<b>19.03%</b>	<b>100.00%</b>

## The distribution of the workforce over each salary band by disability status excluding casual staff



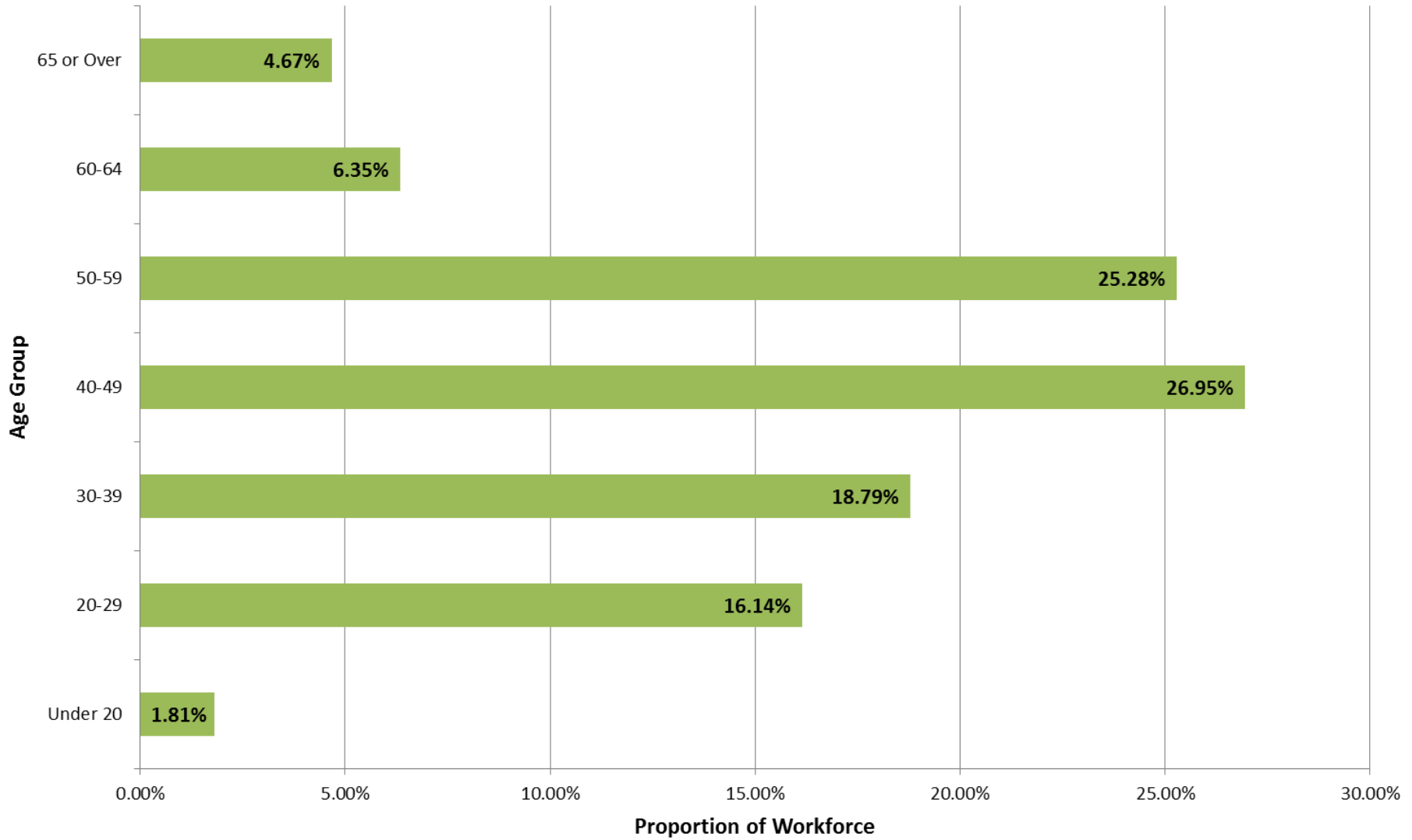
## Percentage of job applicants by disability status





# Age

## Proportion of Workforce by Age Group



### The distribution of the workforce over each contract type by age group

Contract	Age Group							Grand Total
	Under 20	20-29	30-39	40-49	50-59	60-64	65 or Over	
Casual	5.43%	23.36%	14.52%	20.45%	21.34%	5.81%	9.09%	100.00%
Full-time	0.17%	11.75%	21.00%	32.50%	28.87%	4.24%	1.47%	100.00%
Part-time	0.76%	15.45%	19.70%	25.57%	24.16%	9.47%	4.90%	100.00%
<b>Grand Total</b>	<b>1.81%</b>	<b>16.14%</b>	<b>18.79%</b>	<b>26.95%</b>	<b>25.28%</b>	<b>6.35%</b>	<b>4.67%</b>	<b>100.00%</b>

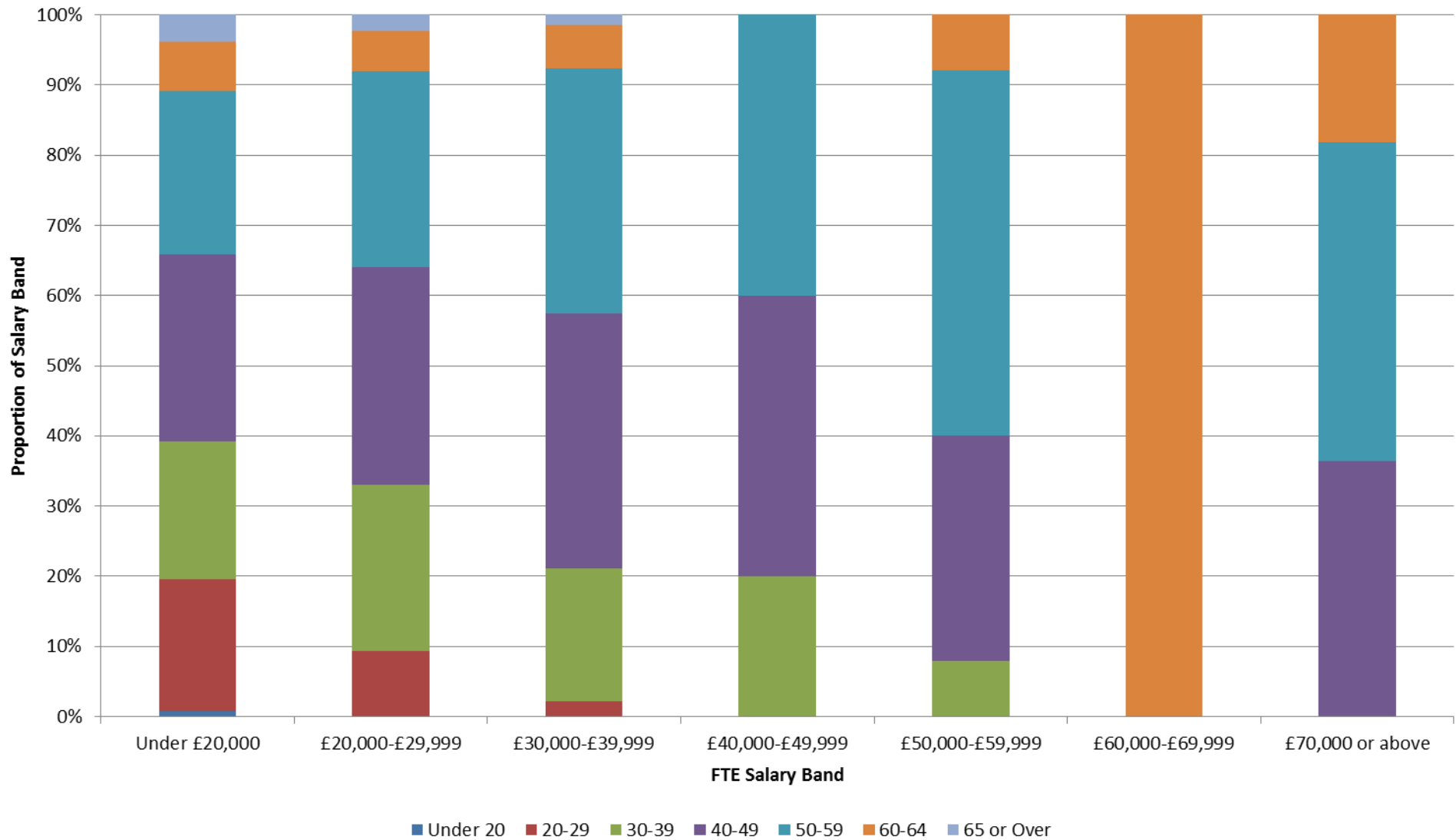
### The proportion of formal procedures by disability status

Grievance Type	Age					Grand Total
	20-29	30-39	40-49	50-59	60-64	
Capability	0.00%	0.00%	57.14%	42.86%	0.00%	100.00%
Discipline	13.04%	13.04%	52.17%	13.04%	8.70%	100.00%
Grievance	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%
<b>Grand Total</b>	<b>8.33%</b>	<b>8.33%</b>	<b>52.78%</b>	<b>25.00%</b>	<b>5.56%</b>	<b>100.00%</b>

### The distribution of the workforce over each salary band by age group excluding casual staff

FTE Grade Group	Age Group							Grand Total
	Under 20	20-29	30-39	40-49	50-59	60-64	65 or Over	
Under £20,000	0.77%	18.80%	19.66%	26.67%	23.25%	7.01%	3.85%	100.00%
£20,000-£29,999	0.00%	9.30%	23.79%	30.95%	27.91%	5.72%	2.33%	100.00%
£30,000-£39,999	0.00%	2.18%	18.91%	36.36%	34.91%	6.18%	1.45%	100.00%
£40,000-£49,999	0.00%	0.00%	20.00%	40.00%	40.00%	0.00%	0.00%	100.00%
£50,000-£59,999	0.00%	0.00%	8.00%	32.00%	52.00%	8.00%	0.00%	100.00%
£60,000-£69,999	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
£70,000 or above	0.00%	0.00%	0.00%	36.36%	45.45%	18.18%	0.00%	100.00%
<b>Grand Total</b>	<b>0.43%</b>	<b>13.39%</b>	<b>20.42%</b>	<b>29.43%</b>	<b>26.78%</b>	<b>6.55%</b>	<b>2.99%</b>	<b>100.00%</b>

## The distribution of the workforce over each salary band by age group excluding casual staff



# Percentage of job applicants from each age group

