

Isle of Wight Council

WORKFORCE PROFILE

31 March 2019

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 2019 unless otherwise stated.

Key Terms

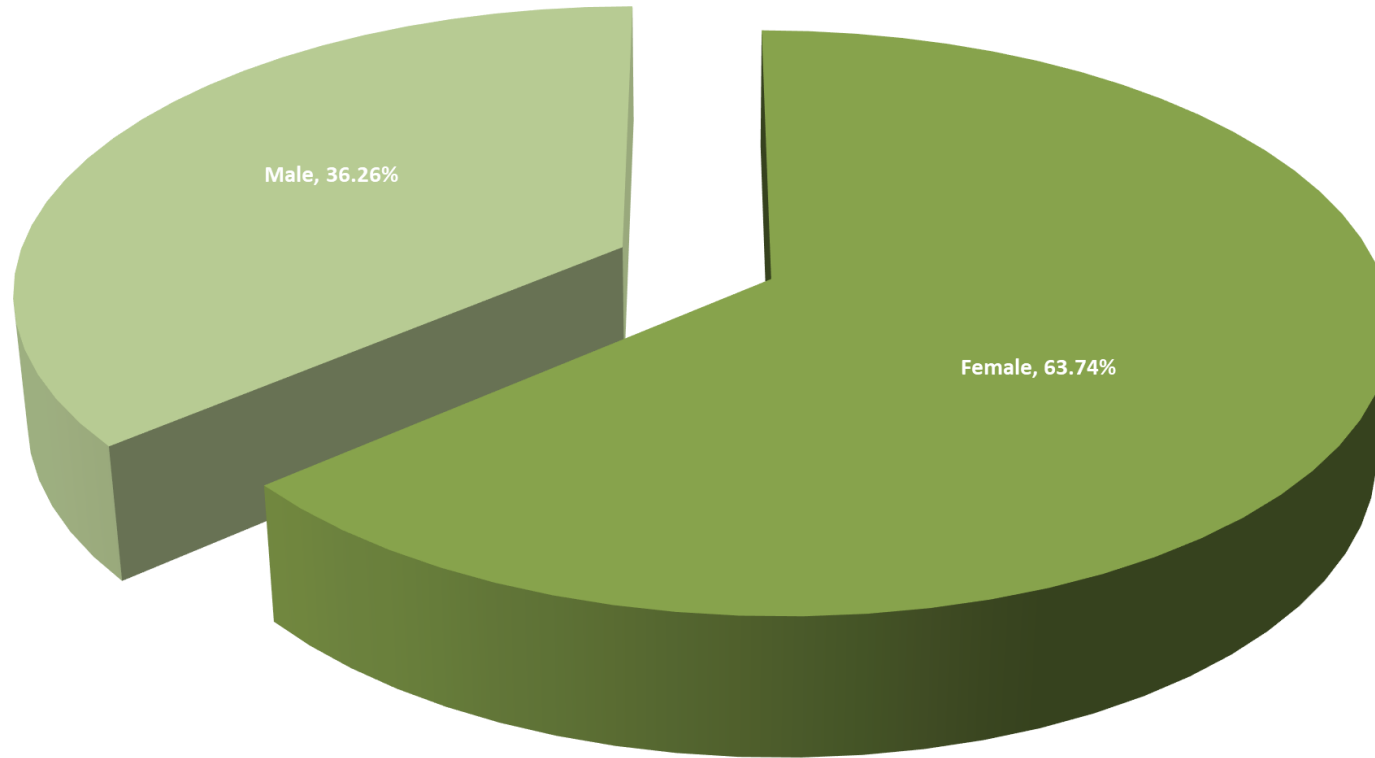
- FTE means Full Time Equivalent and is the fraction of the standard full time contracted hours a worker works from 0 to 1, for example a full time worker on 37 hours per week equates to 1 FTE whereas a part-time worker on 18.5 hours per week would be 0.5.
- Full-Time is 1 FTE
- Part-Time is anything 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
- Number of Employments refers to the number of people with a contract of employment, an individual can be contracted to a number of roles and each role or contract is counted separately

Contents

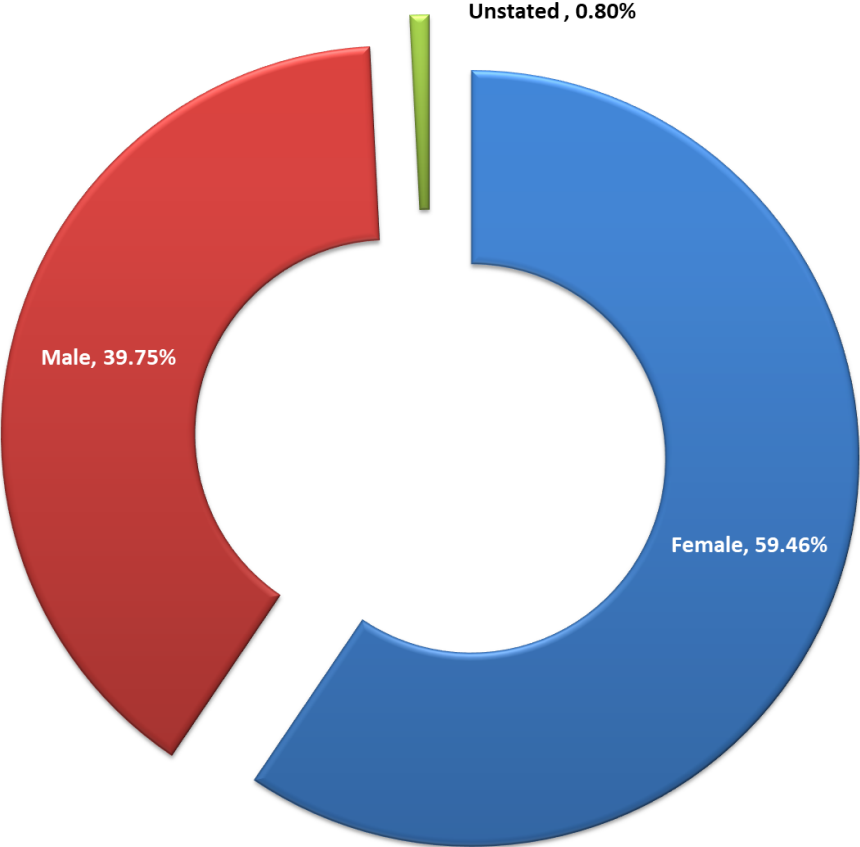
Introduction	1
Key Terms	1
Gender	3
Ethnicity.....	7
Disability.....	11
Age.....	15

Gender

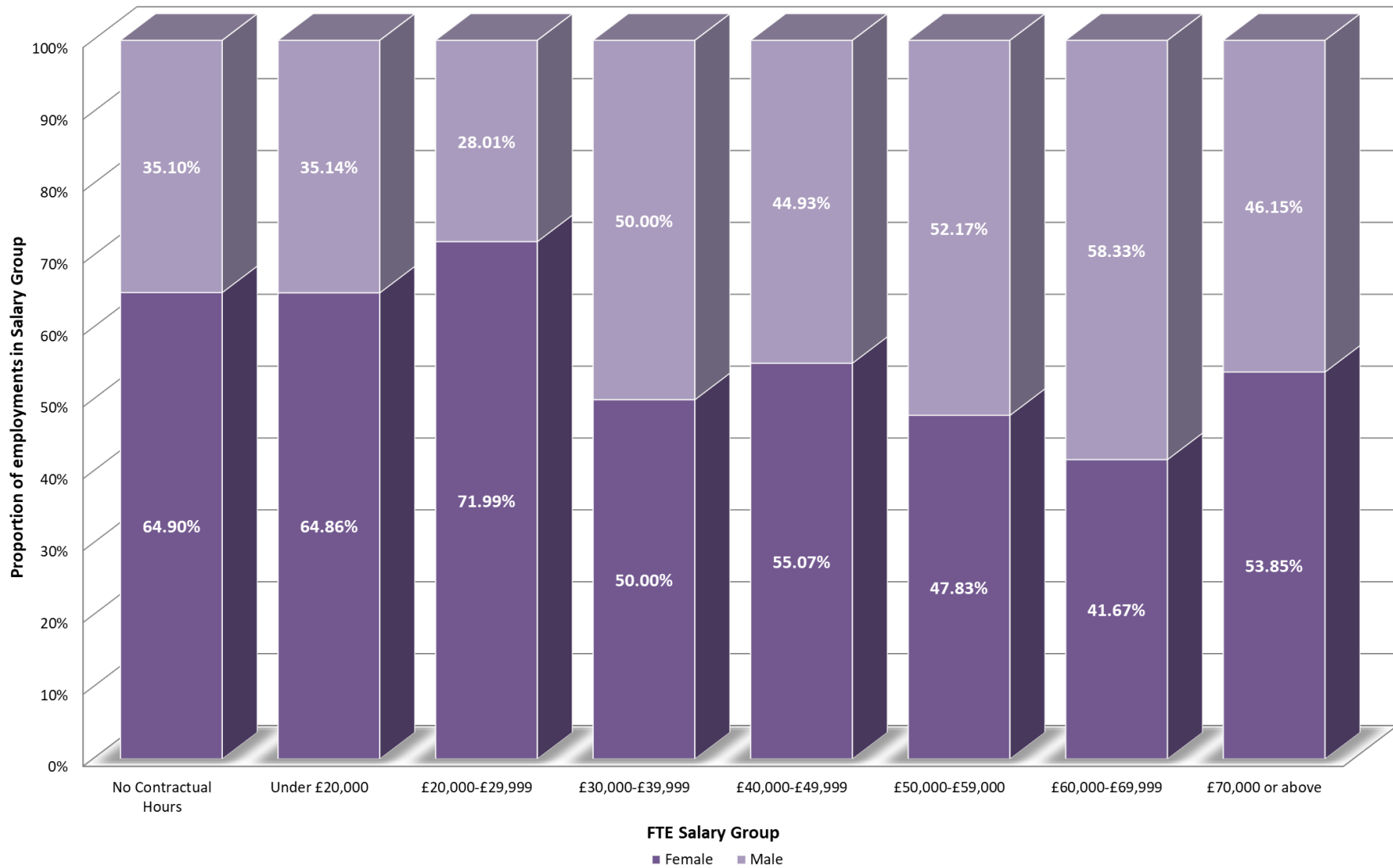
The number of female and male employments as a proportion of the total employment count



The proportion of female and male job applicants



The proportion of female and male employments within each FTE salary group



The proportion of female and male employments with casual, part-time, and full-time contracts

Contract	Female	Male	Grand Total
Full-time	50.81%	49.19%	100.00%
Part-time	78.93%	21.07%	100.00%
Casual / Variable	64.90%	35.10%	100.00%
Grand Total	63.74%	36.26%	100.00%

The proportion of female and male employments within each FTE salary group

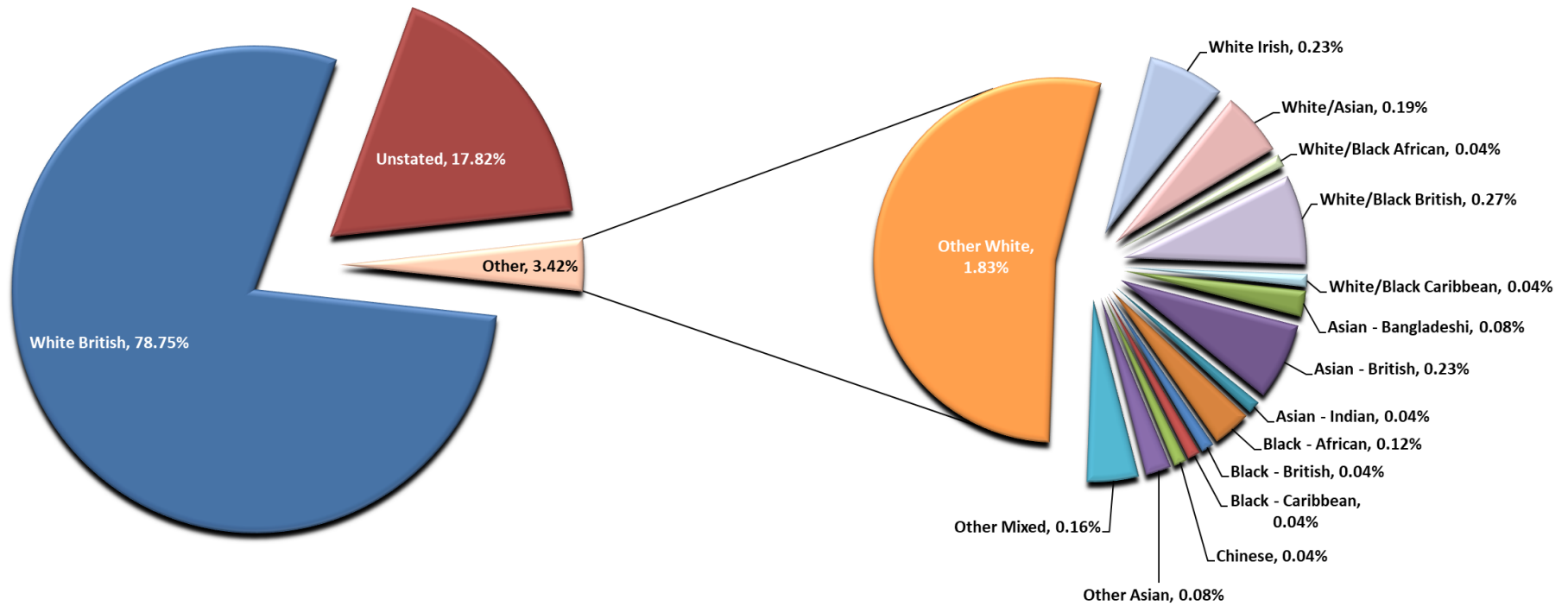
FTE Salary Group	Female	Male	Grand Total
No Contractual Hours	64.90%	35.10%	100.00%
Under £20,000	64.86%	35.14%	100.00%
£20,000-£29,999	71.99%	28.01%	100.00%
£30,000-£39,999	50.00%	50.00%	100.00%
£40,000-£49,999	55.07%	44.93%	100.00%
£50,000-£59,999	47.83%	52.17%	100.00%
£60,000-£69,999	41.67%	58.33%	100.00%
£70,000 or above	53.85%	46.15%	100.00%
Grand Total	63.74%	36.26%	100.00%

The proportion of female and male employments subject to formal procedures

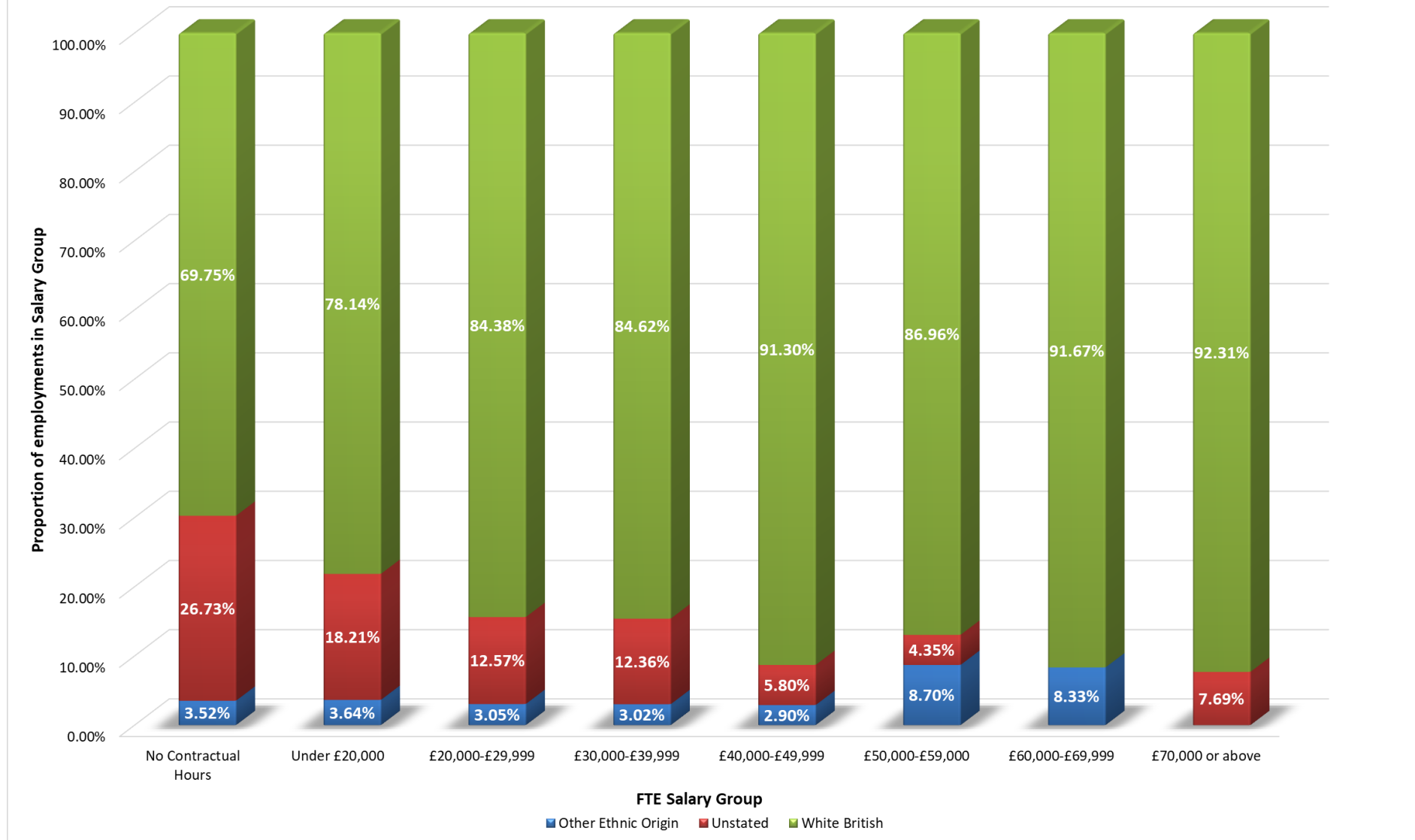
Type Of Case	Female	Male	Grand Total
Capability	50.00%	50.00%	100.00%
Disciplinary	51.72%	48.28%	100.00%
Grievance	50.00%	50.00%	100.00%
Grand Total	51.28%	48.72%	100.00%

Ethnicity

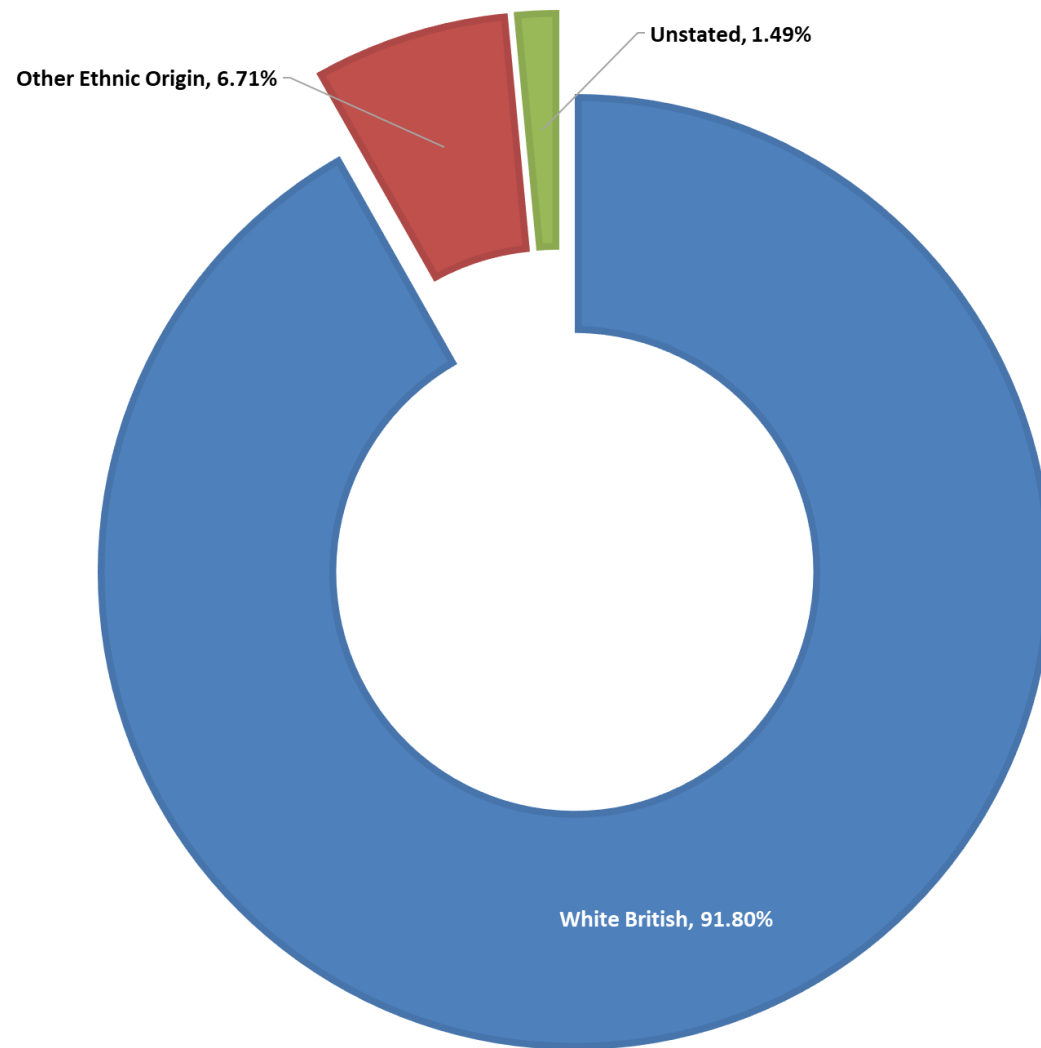
The number of people in each ethnic group as a proportion of the total employment count



The proportion of employments within each FTE salary group from each ethnic group



The proportion of job applicants from each ethnic group



The proportion of employments with casual, part-time, and full-time contracts from each ethnic group

Contract	Other Ethnic Origin	Unstated	White British	Grand Total
Full-time	3.24%	11.25%	85.51%	100.00%
Part-time	3.57%	18.81%	77.62%	100.00%
Casual / Variable	3.52%	26.73%	69.75%	100.00%
Grand Total	3.42%	17.82%	78.75%	100.00%

The proportion of employments within each FTE salary group from each ethnic group

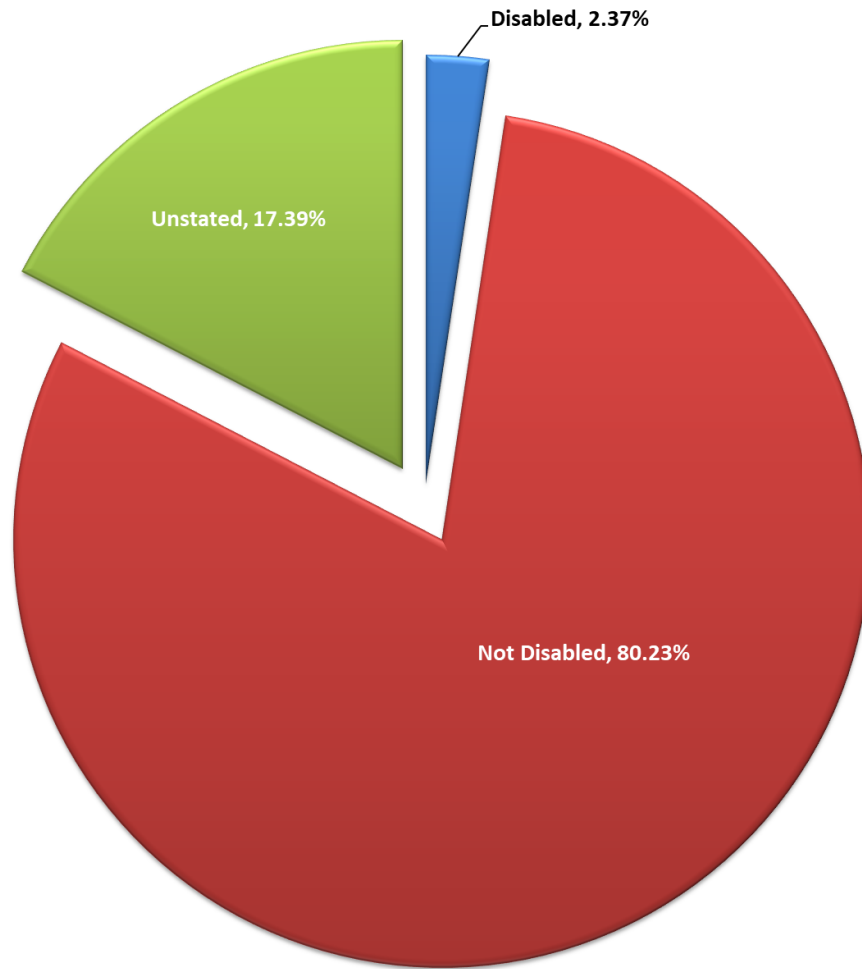
FTE Salary Group	Other Ethnic Origin	Unstated	White British	Grand Total
No Contractual Hours	3.52%	26.73%	69.75%	100.00%
Under £20,000	3.64%	18.21%	78.14%	100.00%
£20,000-£29,999	3.05%	12.57%	84.38%	100.00%
£30,000-£39,999	3.02%	12.36%	84.62%	100.00%
£40,000-£49,999	2.90%	5.80%	91.30%	100.00%
£50,000-£59,999	8.70%	4.35%	86.96%	100.00%
£60,000-£69,999	8.33%	0.00%	91.67%	100.00%
£70,000 or above	0.00%	7.69%	92.31%	100.00%
Grand Total	3.42%	17.82%	78.75%	100.00%

The proportion of employments subject to formal procedures from each ethnic group

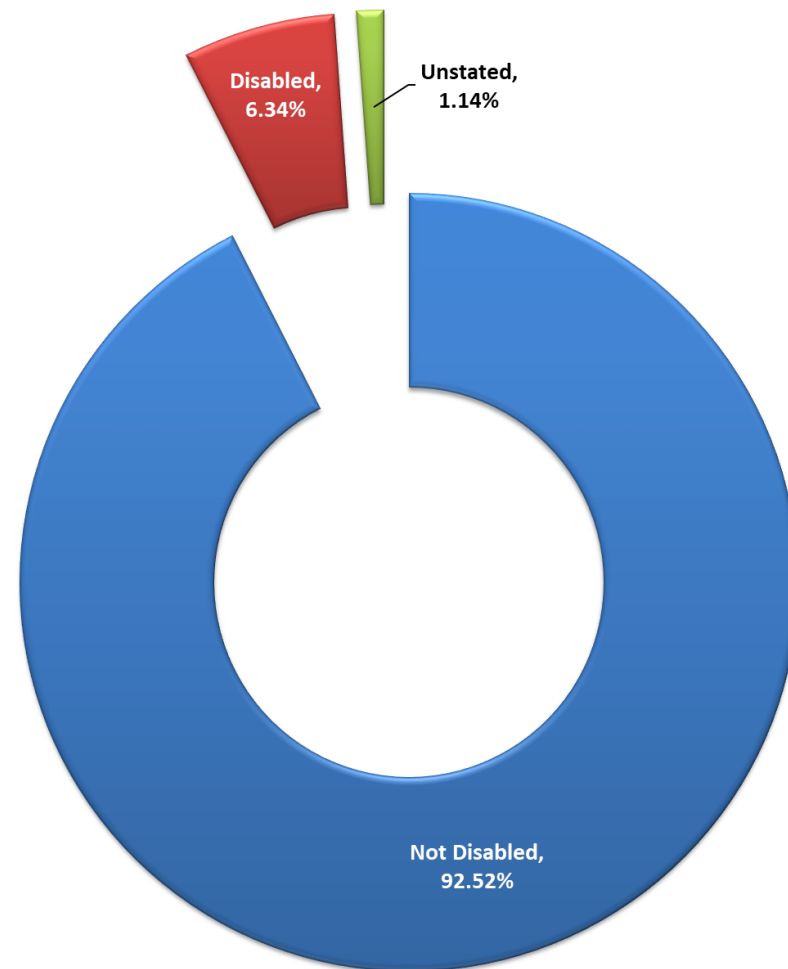
Type Of Case	Other Ethnic Origin	Unstated	White British	Grand Total
Capability	0.00%	0.00%	100.00%	100.00%
Disciplinary	0.00%	0.00%	100.00%	100.00%
Grievance	0.00%	12.50%	87.50%	100.00%
Grand Total	0.00%	2.56%	97.44%	100.00%

Disability

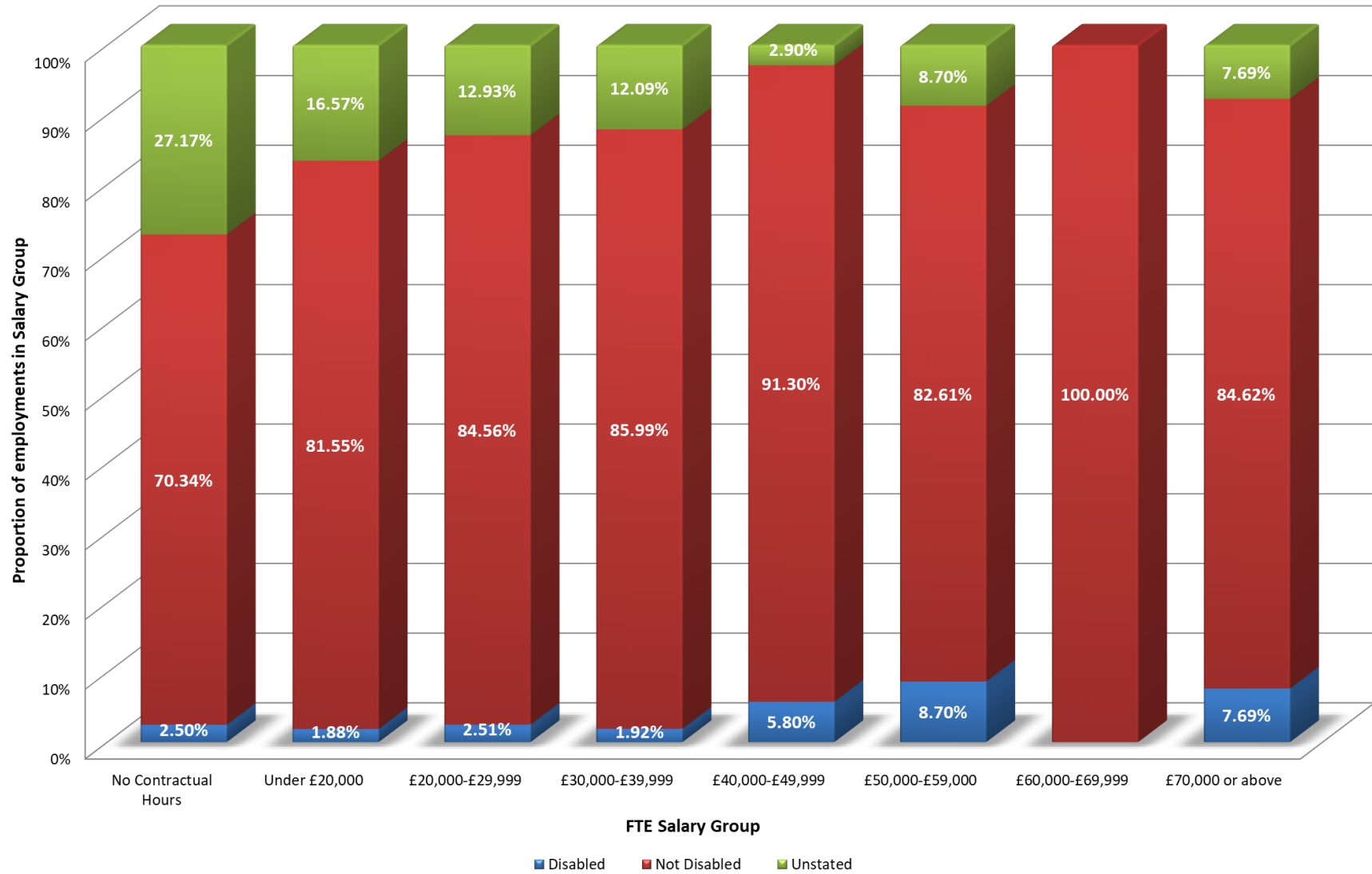
The number of employments declared disabled as a proportion of the total employment count



The proportion of job applicants from people with disabilities



The proportion of employments declared disabled within each FTE salary group



The proportion of employments with casual, part-time, and full-time contracts declared disabled

Contract	Disabled	Not Disabled	Unstated	Grand Total
Full-time	3.05%	86.27%	10.68%	100.00%
Part-time	1.43%	80.71%	17.86%	100.00%
Casual / Variable	2.50%	70.34%	27.17%	100.00%
Grand Total	2.37%	80.23%	17.39%	100.00%

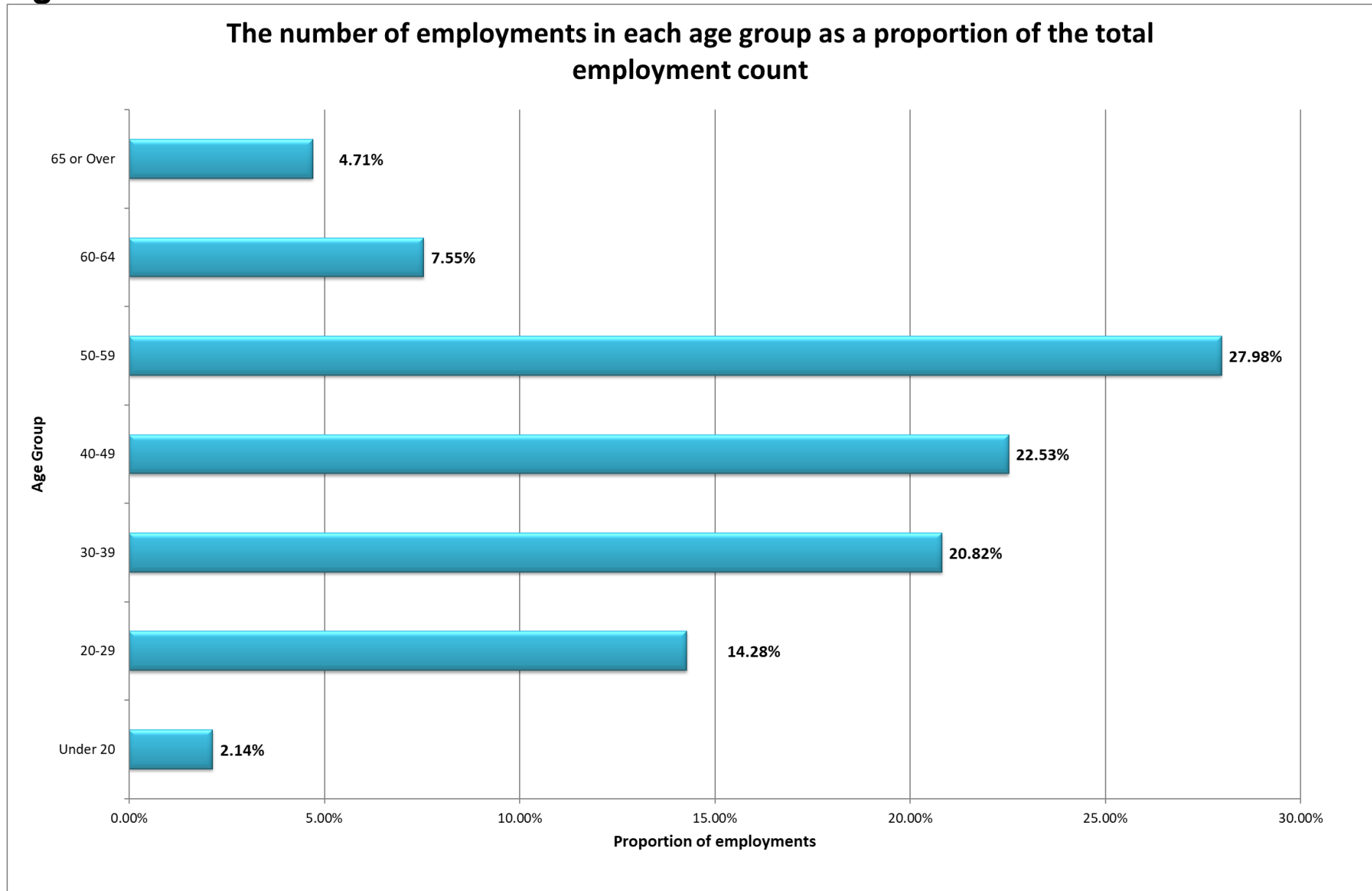
The proportion of employments within each FTE salary group declared disabled

FTE Salary Group	Disabled	Not Disabled	Unstated	Grand Total
No Contractual Hours	2.50%	70.34%	27.17%	100.00%
Under £20,000	1.88%	81.55%	16.57%	100.00%
£20,000-£29,999	2.51%	84.56%	12.93%	100.00%
£30,000-£39,999	1.92%	85.99%	12.09%	100.00%
£40,000-£49,999	5.80%	91.30%	2.90%	100.00%
£50,000-£59,999	8.70%	82.61%	8.70%	100.00%
£60,000-£69,999	0.00%	100.00%	0.00%	100.00%
£70,000 or above	7.69%	84.62%	7.69%	100.00%
Grand Total	2.37%	80.23%	17.39%	100.00%

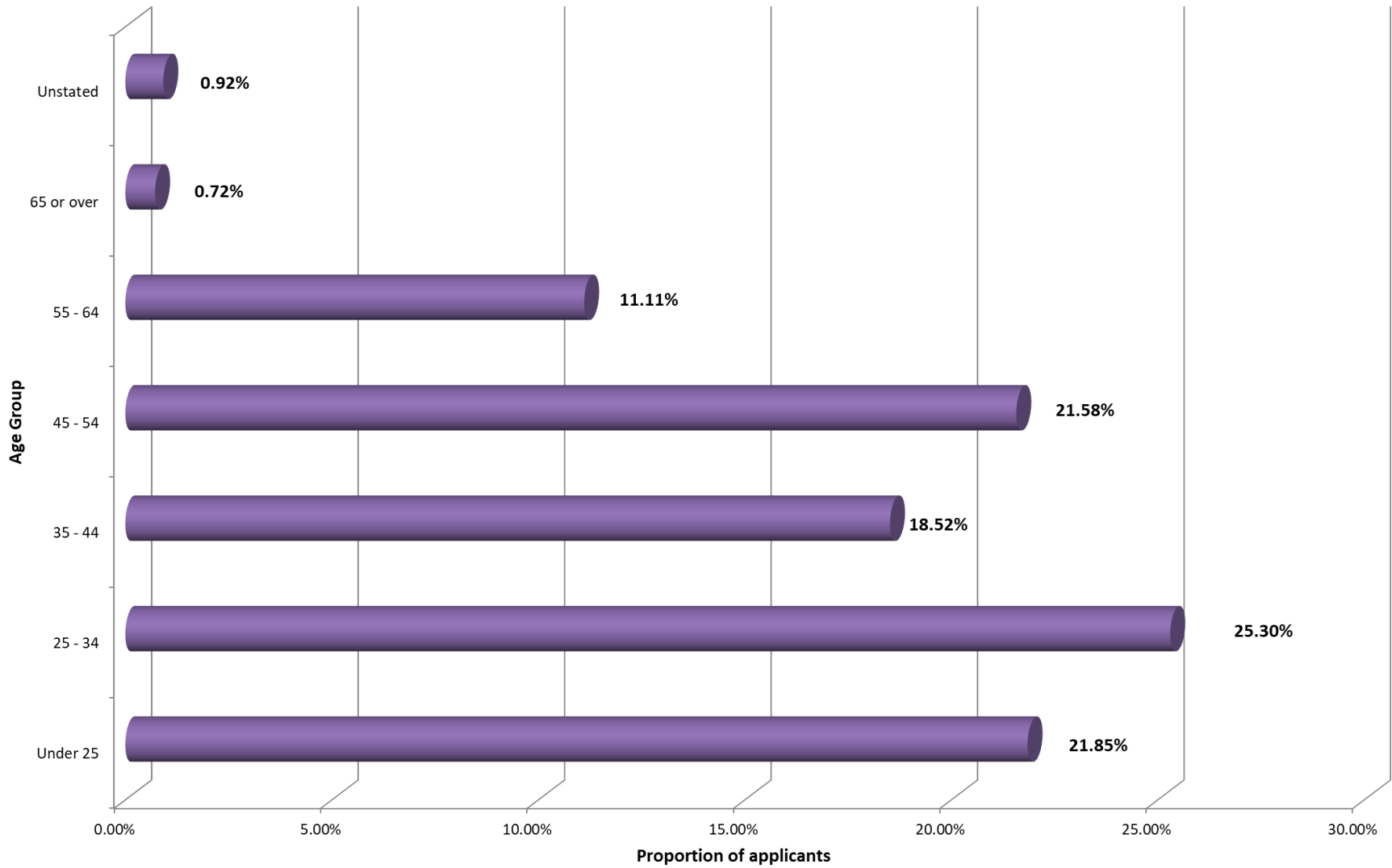
The proportion of employments subject to formal procedures declared disabled

Type of Case	Disabled	Not Disabled	Unstated	Grand Total
Capability	0.00%	50.00%	50.00%	100.00%
Disciplinary	3.45%	68.97%	27.59%	100.00%
Grievance	0.00%	87.50%	12.50%	100.00%
Grand Total	2.56%	71.79%	25.64%	100.00%

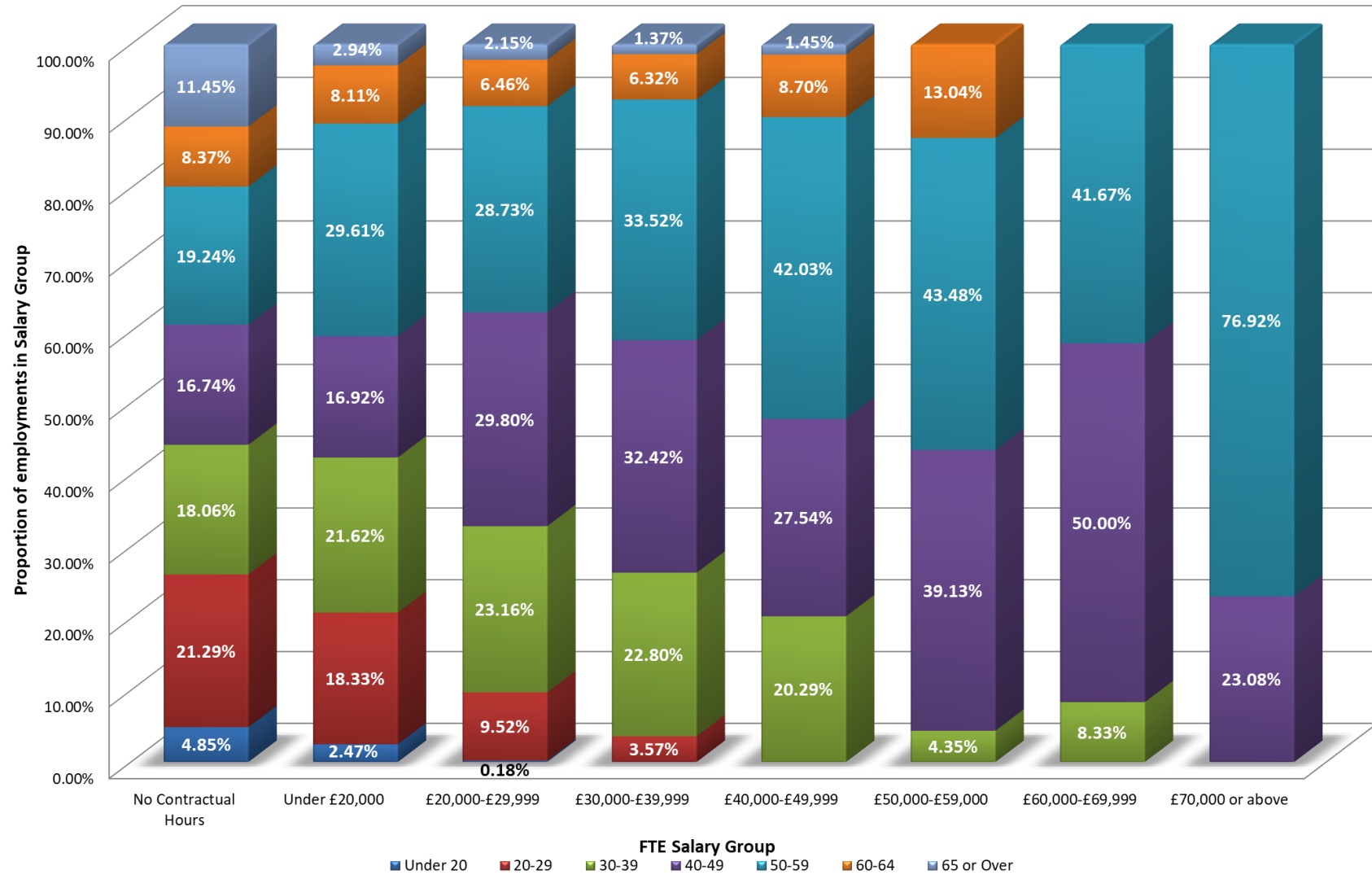
Age



The proportion of job applicants within each age group



The proportion of employments in each age group within each FTE salary group



The proportion of employments with casual, part-time, and full-time contracts in each age group

Contract	Under 20	20-29	30-39	40-49	50-59	60-64	65 or Over	Grand Total
Full-time	0.86%	12.11%	21.26%	28.60%	31.27%	5.43%	0.48%	100.00%
Part-time	1.55%	11.31%	22.50%	19.64%	30.95%	9.52%	4.52%	100.00%
Casual / Variable	4.85%	21.29%	18.06%	16.74%	19.24%	8.37%	11.45%	100.00%
Grand Total	2.14%	14.28%	20.82%	22.53%	27.98%	7.55%	4.71%	100.00%

The proportion of employments in each age group within each FTE salary group

FTE Salary Group	Under 20	20-29	30-39	40-49	50-59	60-64	65 or Over	Grand Total
No Contractual Hours	4.85%	21.29%	18.06%	16.74%	19.24%	8.37%	11.45%	100.00%
Under £20,000	2.47%	18.33%	21.62%	16.92%	29.61%	8.11%	2.94%	100.00%
£20,000-£29,999	0.18%	9.52%	23.16%	29.80%	28.73%	6.46%	2.15%	100.00%
£30,000-£39,999	0.00%	3.57%	22.80%	32.42%	33.52%	6.32%	1.37%	100.00%
£40,000-£49,999	0.00%	0.00%	20.29%	27.54%	42.03%	8.70%	1.45%	100.00%
£50,000-£59,999	0.00%	0.00%	4.35%	39.13%	43.48%	13.04%	0.00%	100.00%
£60,000-£69,999	0.00%	0.00%	8.33%	50.00%	41.67%	0.00%	0.00%	100.00%
£70,000 or above	0.00%	0.00%	0.00%	23.08%	76.92%	0.00%	0.00%	100.00%
Grand Total	2.14%	14.28%	20.82%	22.53%	27.98%	7.55%	4.71%	100.00%

The proportion of employments subject to formal procedures in each age group

Type Of Case	Under 20	20-29	30-39	40-49	50-59	60-64	65 or Over	Grand Total
Capability	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	100.00%
Disciplinary	0.00%	20.69%	6.90%	34.48%	31.03%	6.90%	0.00%	100.00%
Grievance	0.00%	12.50%	0.00%	25.00%	25.00%	37.50%	0.00%	100.00%
Grand Total	0.00%	17.95%	7.69%	33.33%	28.21%	12.82%	0.00%	100.00%