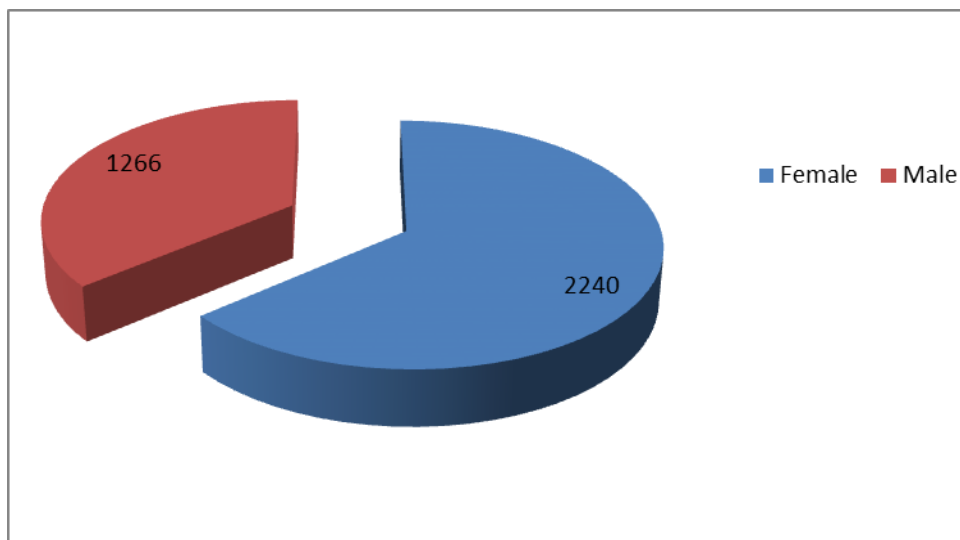


Annex A(i)

**TOTAL NUMBER OF MALE/FEMALE EMPLOYEES
(EXCLUDING SCHOOLS) AS AT NOVEMBER 2017**

Male	1266	36%
Female	2240	64%
TOTAL	3506	100%



**TOTAL NUMBER OF MALE/FEMALE PART TIME/FULL TIME EMPLOYEES (EXCLUDING
SCHOOLS) AS AT NOVEMBER 2017**

Full time – Male	904	26%
Full time – Female	933	27%
Part time – Male	362	10%
Part time – Female	1307	37%
TOTAL	3506 (excluding school based staff)	100%

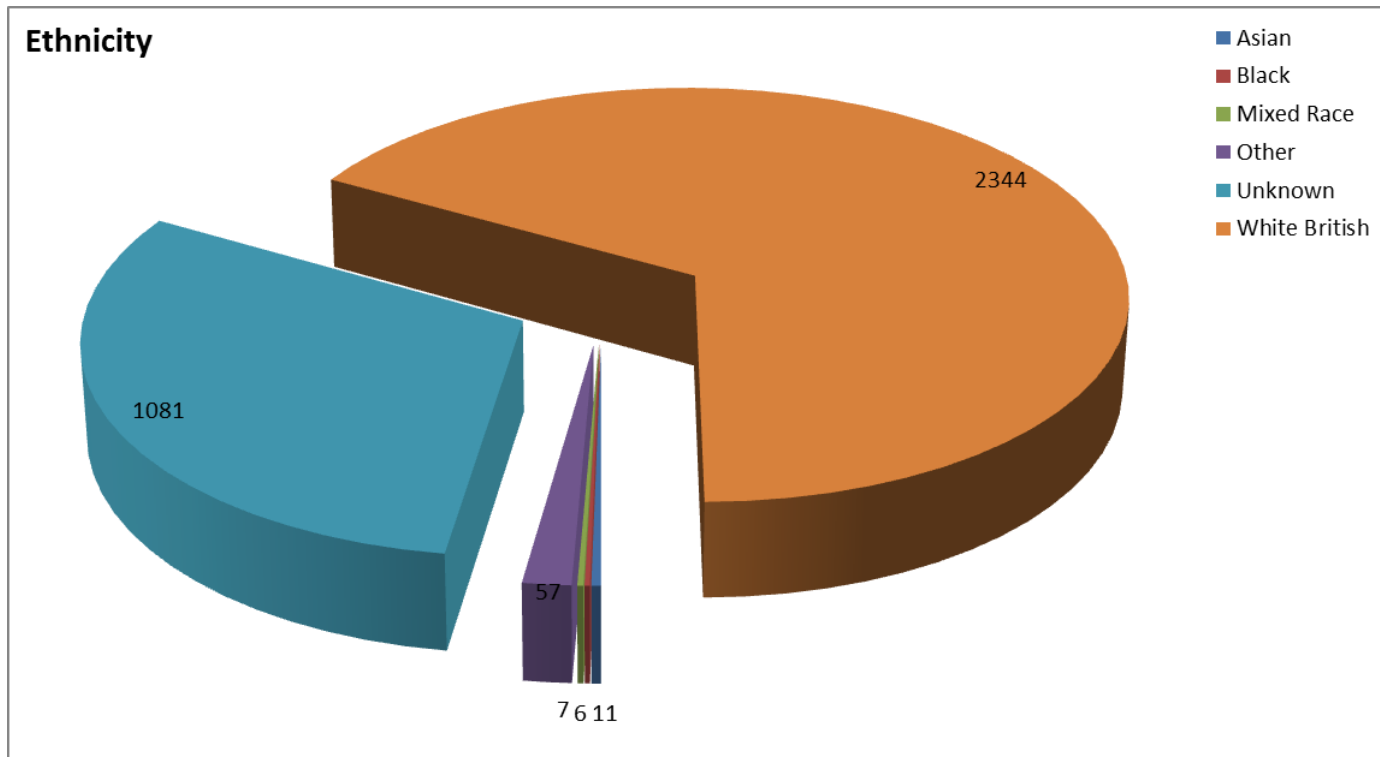
COMPARISION OF EMPLOYEE NUMBERS WEF 9.6.11

	9.06.11	%	2.07.12	%	09.07.13	%	13.11.14	%	03.07.15	%	22.7.16	%	17.11.17	%
Full time - Male	1,030	22.92	960	22.70	932	24.37	960	25.84	921	25.31	894	25.01	904	25.78
Full time - Female	1,049	23.35	965	22.82	921	24.08	953	25.64	925	25.42	935	26.16	933	26.61
Part time - Male	564	12.55	572	13.52	437	11.42	377	10.15	368	10.12	363	10.16	362	10.33
Part time - Female	1,850	41.18	1732	40.96	1535	40.13	1426	38.37	1424	39.16	1383	38.67	1307	37.28
TOTAL	4,493		4,229		3,825		3716		3638		3575		3506	

WORKFORCE ETHNICITY PROFILE – NOVEMBER 2017

	Asian	Black	Mixed Race	Other	No Information	White British	Total
Total	11	6	7	57	1081	2344	3506
Percentages	0.31	0.17	0.20	1.63	30.83	66.86	100

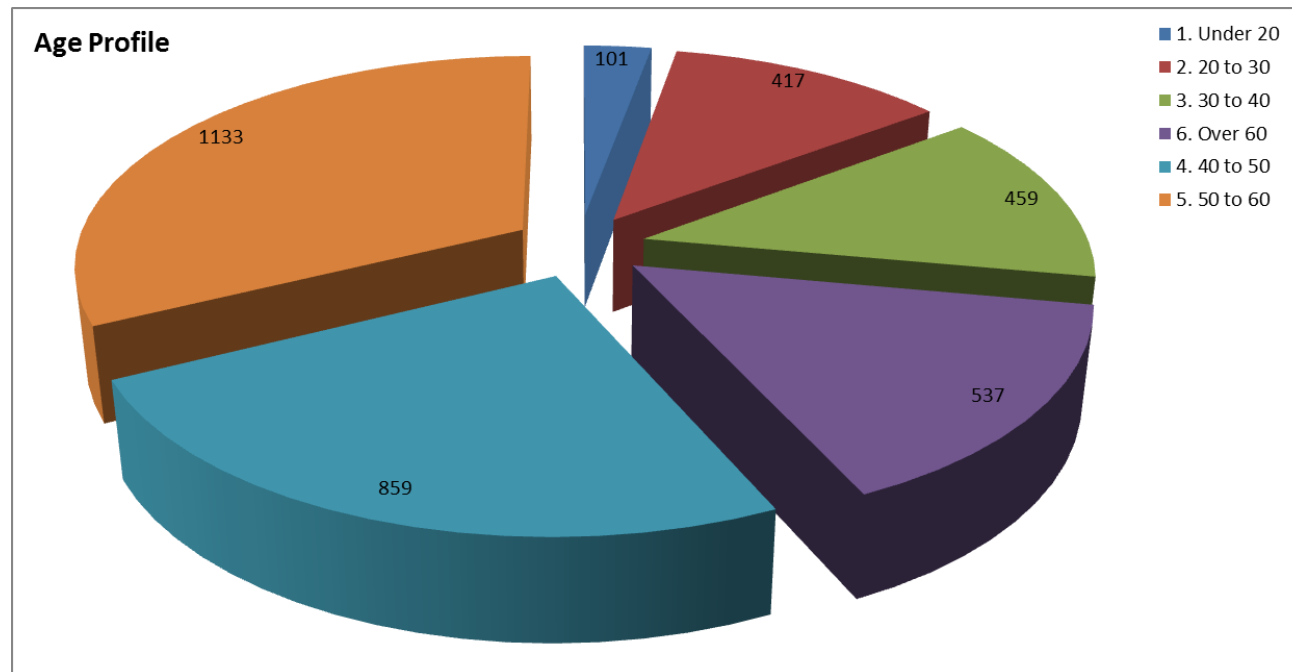
Employees by Ethnicity



WORKFORCE AGE PROFILE AS AT NOVEMBER 2017

	Under 20	20 to 30	30 to 40	40 to 50	50 to 60	Over 60	Total
Total	101	417	459	537	859	1133	3506
Percentage	2.88	11.89	13.09	15.32	24.50	32.32	100

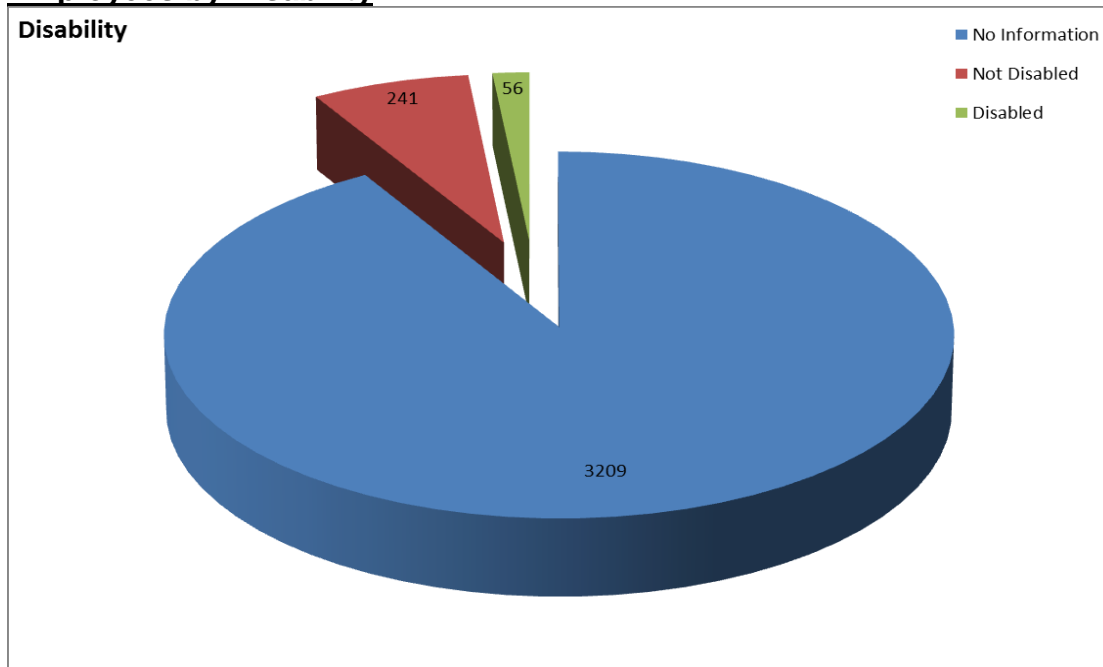
Employees by Age



WORKFORCE DISABILITY PROFILE AS AT NOVEMBER 2017

	No information declared	Not Disabled	Disabled	Total
Total	3209	241	56	3506
Percentages	91.5	6.9	1.6	100

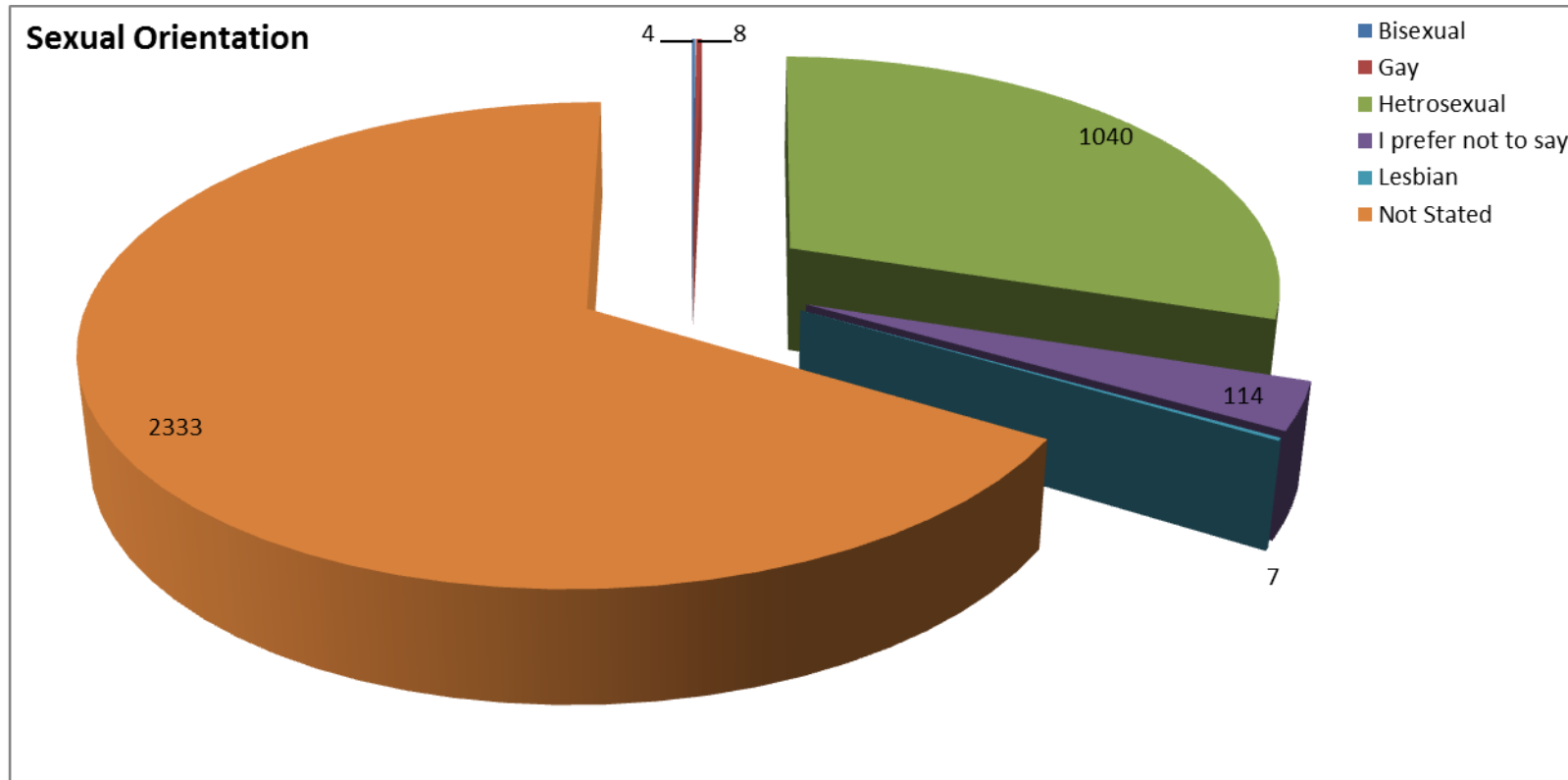
Employees by Disability



WORKFORCE SEXUAL ORIENTATION PROFILE - NOVEMBER 2017

	No Information	Bisexual	Gay	Heterosexual	Lesbian	I prefer not to say	Total
Total	2333	4	8	1040	7	114	3506
Percentages	66.54	0.11	0.23	29.66	0.20	3.25	100

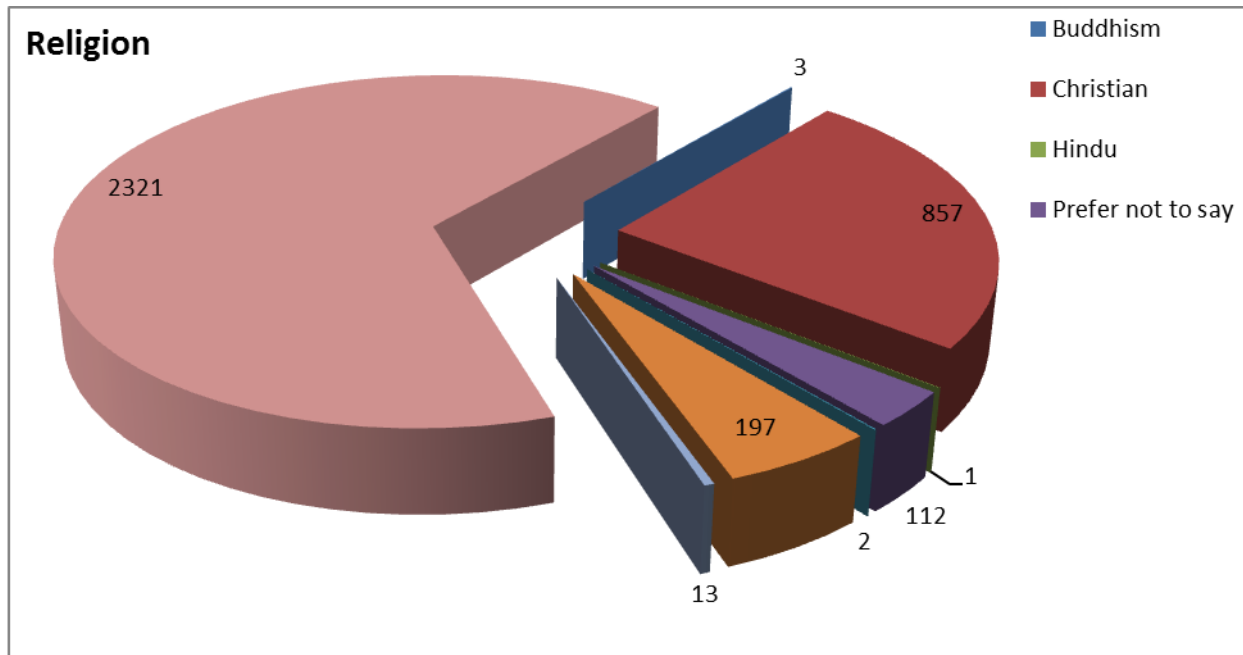
Employees by Sexual Orientation



WORKFORCE RELIGION PROFILE - NOVEMBER 2017

	Buddhism	Christian	Hindu	Muslim	Other Religious Belief	No Religion	No Information	I prefer not to say	Total
Total	3	857	1	2	13	197	2321	112	3506
Percentages	0.09	24.44	0.03	0.06	0.37	5.62	66.20	3.19	100

Employees by Religion

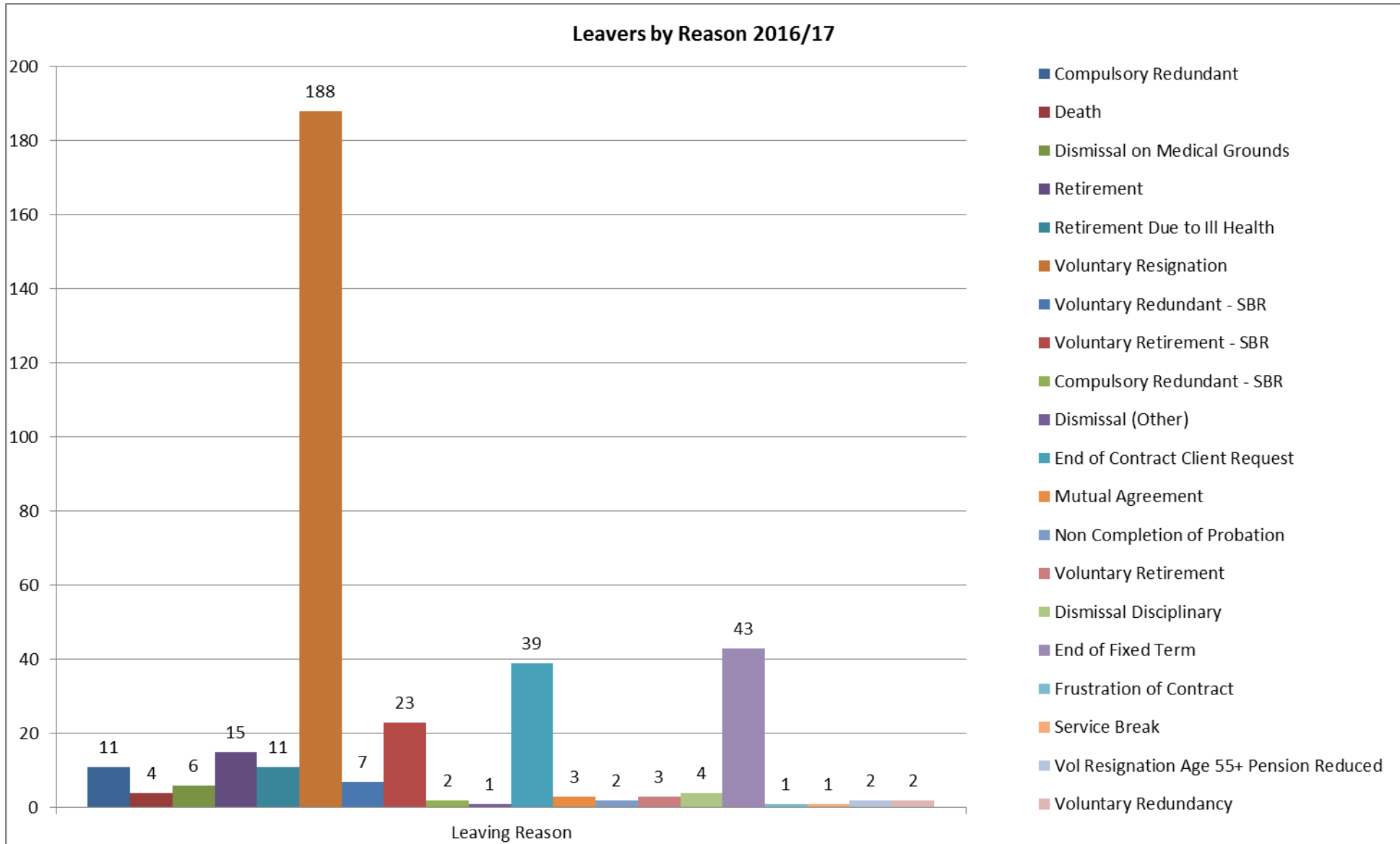


NUMBER OF EMPLOYEES RETURNING TO WORK AFTER MATERNITY LEAVE 2016/17

Number of employees whose maternity leave period was due to end on a return date within the period 01/04/16 to 31/03/17	73
Number of employees who did not return on their return date and their employment with the council ceased on this day.	16
Number of employees who did return to work on their return date	57
Rate of return of women who were due to return from maternity leave within the period of 01/04/16 to 31/03/17	78%

LEAVERS BY REASON 2016/17

Annex C (i)



TURNOVER RATES AND COMPARATIVE STATISTICS

The table below shows the number of leavers for each year along with the turnover rates and a comparison with the CIPD Resourcing and Talent Planning survey (formerly known as the CIPD Recruitment and Retention survey). The information provided by survey has changed over the years and this is indicated below.

NUMBER OF LEAVERS & TURNOVER RATES			
Year	No. of Leavers	Turnover Rate	CIPD Survey (Local Gov rate)
03/04	1025	19%	11.2%
04/05	674	12.4%	11.9%
05/06	810	14.4%	10.3%
06/07	715	13.0%	12.6%
07/08	639	13.0%	13.7%
08/09	1184	25.98%	15.2%
08/09	618 (no. of leavers excluding TUPE)	13.6%	15.2%
09/10	730	16.93%	13.7%
			CIPD Survey (Public Services rate)
10/11	676	15.61%	8.6%
11/12	734	16.83%	8.5%
12/13	808	20.01%	10.1%
13/14	514	13.64%	9.8%
14/15	506	13.91%	13.6%
15/16	475	13.18%	Survey not conducted
			CIPD Survey Median Turnover Rate – all sectors
16/17	368	10.50%	16.5%

This report along with the CIPD's survey uses the standard 'crude wastage' method to calculate the rate of turnover. This method is calculated as follows:

Labour turnover =

$$\frac{\text{Number of leavers in a set period}}{\text{Average number employed in the same period}} \times 100$$

(Leavers include those leaving by way of voluntary or involuntary severance, redundancies or retirements, but does not include internal transfer)

RECORDS OF GRIEVANCE, DIGNITY AT WORK AND DISCIPLINARY 2016/17

		Grievance	Grievance %	Disciplinary	Disciplinary %	Dignity at Work	Dignity at Work %
Race	White-British	5	72%	23	68%	2	40%
	Unknown	1	14%	11	32%	3	60%
	Any Other Group	1	14%	-	-	-	-
Gender	Male	4	57%	29	85%	-	-
	Female	3	43%	5	15%	5	100%
Disabled	Unknown	6	86%	32	94%	5	100%
	Yes	1	14%	2	6%	-	-
Sexuality	Heterosexual	1	14%	7	21%	-	-
	Unknown	5	72%	25	73%	5	100%
	Prefer not to say	-	-	2	6%	-	-
	Gay	1	14%	-	-	-	-
Religion/Belief	Christian	1	14%	8	23%	-	-
	Unknown	4	57%	23	68%	5	100%
	No Religion	-	-	2	6%	-	-
	Prefer not to say	1	14%	1	3%	-	-
	Buddhism	1	14%	-	-	-	-
Age	20-29	-	-	9	26%	2	40%
	30-39	1	14%	7	21%	-	-
	40-49	3	43%	6	18%	1	20%
	50-59	1	14%	9	26%	2	40%
	Over 60	2	29%	3	9%	-	-
Marital Status	Married	2	29%	4	11%	-	-
	Single	1	14%	6	18%	1	20%
	Unknown	4	57%	23	68%	4	80%
	Divorced	-	-	1	3%	-	-

Monitoring Form - Equal Opportunities
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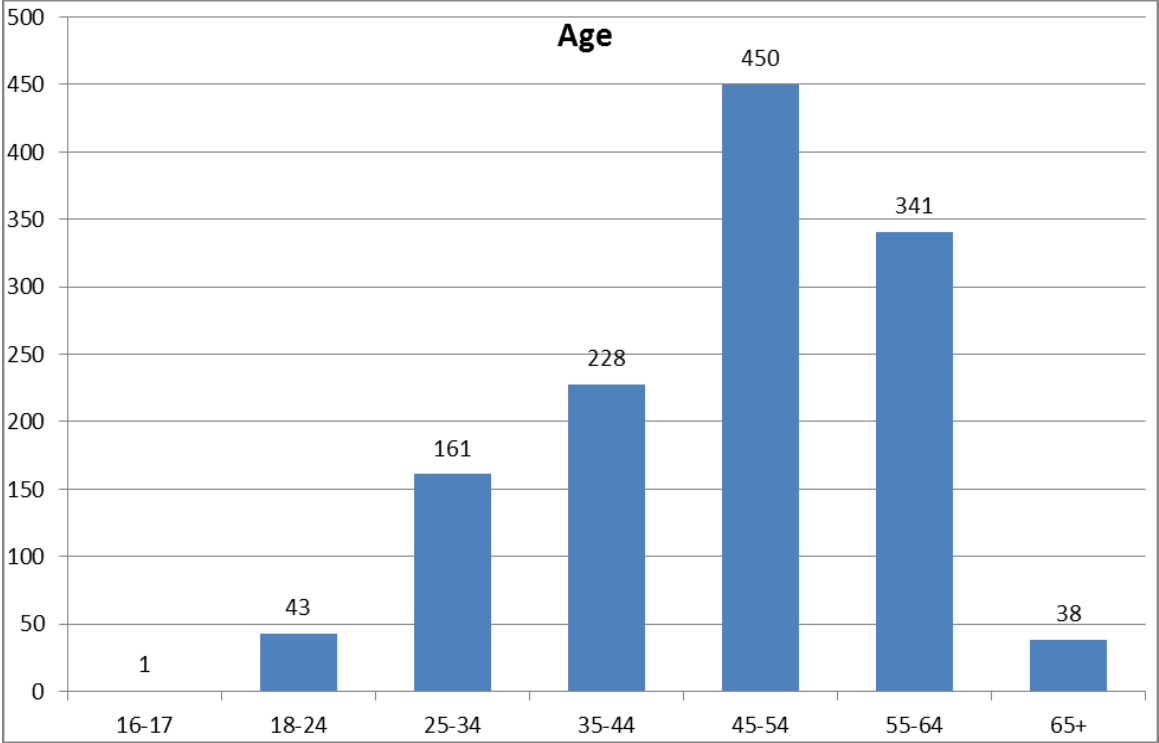
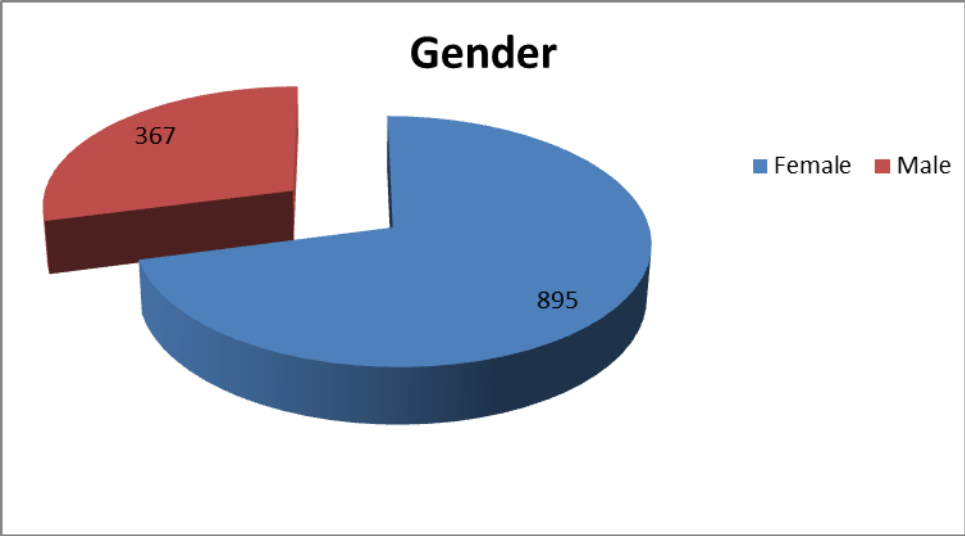
HR environment: Sefton Council
 Current date: 03/02/2018
 Entry of application from: 01/04/2016
 Entry of application until: 31/03/2017
 Filter by company (optional): Sefton Council
 Filter by directorate (optional):
 Filter by department (optional):
 Filter by posting (optional):

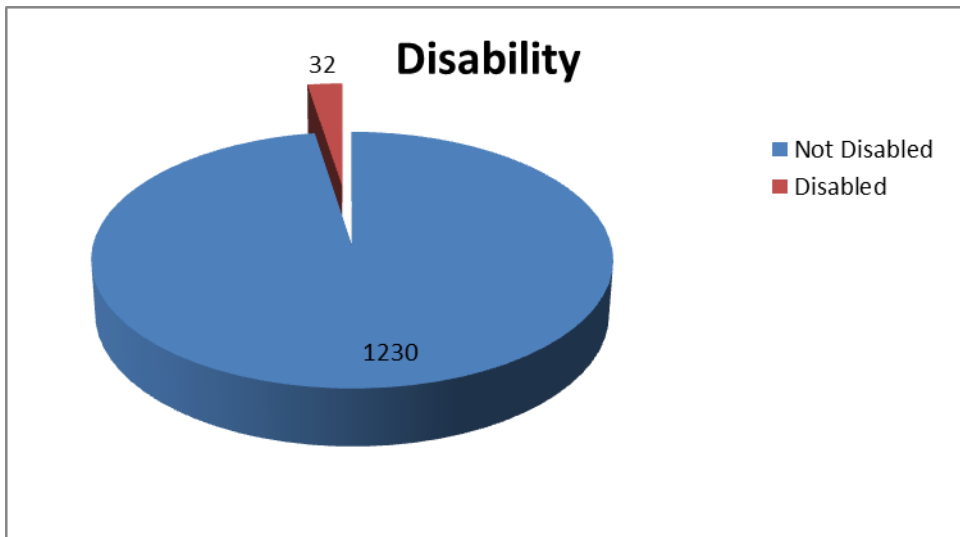
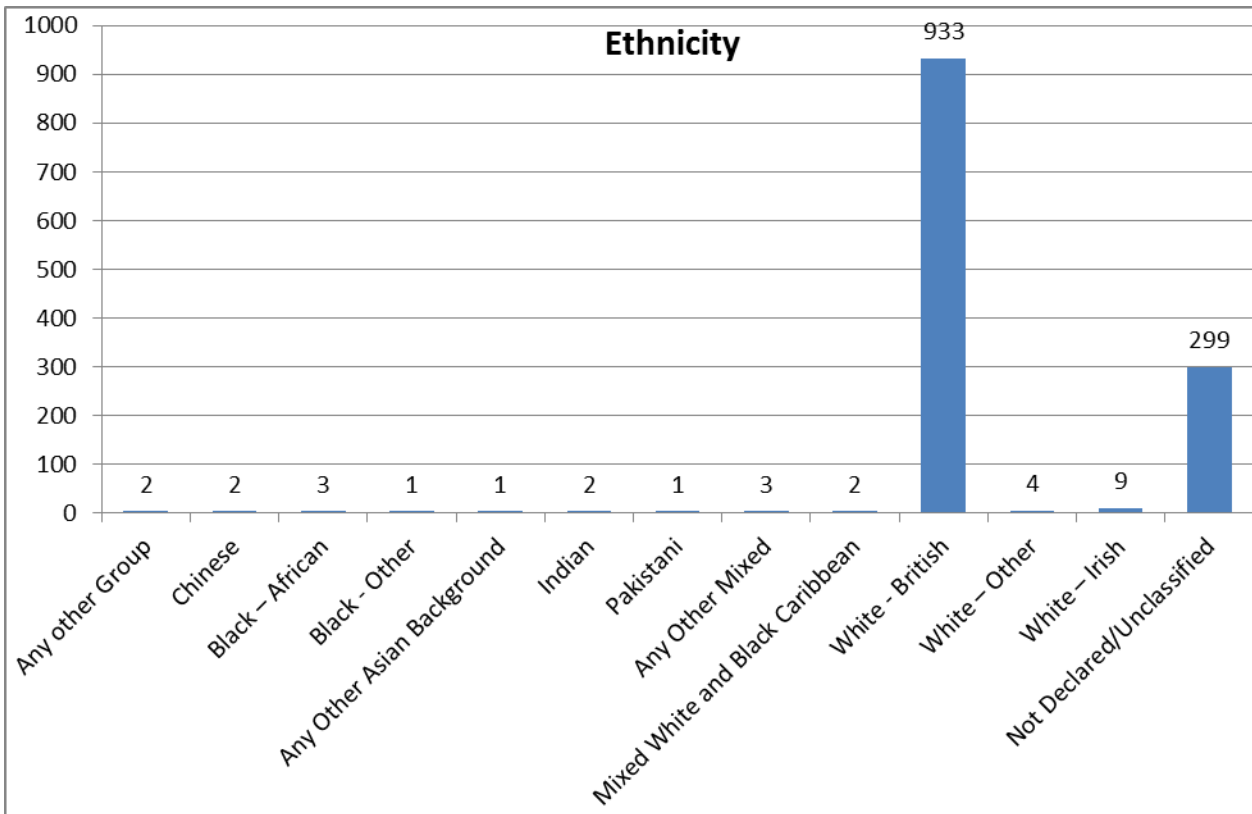
Description	Result (quantity)		
General values			
Total number of application	2418		
- Online	1087		
- Total No of Application Forms (A/F) issues	<i>entered manually</i>		
- Total No A/F returned	<i>entered manually</i>		
- No of monitoring forms returned	1094		
Monitoring by stages	Stage I	Stage II	Stage III
Gender			
- male	727	52	83
- female	1691	172	148
Racial Origin			
- White British	2030	187	200
- White Irish	23	3	3
- White Polish	12	1	0
- White Portuguese	0	0	0
- White Other European	24	1	3
- White Other Non-European	4	1	0
- Asian or Asian British Indian	11	3	2
- Asian or Asian British Pakistani	3	0	0
- Asian or Asian British Bangladeshi	5	0	0
- Asian or Asian British Other Asian	6	0	0
- Mixed White and Black Caribbean	5	0	1
- Mixed White and Black African	1	1	0
- Mixed White and Black Asian	4	1	0
- Mixed White and Other Mixed	8	1	1
- Chinese or Other Ethnic Group Chinese	7	1	1
- Chinese or Other Ethnic Group Traveller	0	0	0
- Chinese or Other Ethnic Group Gypsy	0	0	0
- Chinese or Other Ethnic Group Other	0	0	0
- Black or Black British Caribbean	8	0	0
- Black or Black British African	38	3	1
- Black or Black British Other	0	0	0
Job Share			
- Yes	8	1	1

- No	2410	223	230
Currently Unemployed			
- Yes	402	25	31
- No	2016	199	200
Disability			
- Yes	152	13	10
- No	2266	211	221
Kind of Disability			
- Physical Impairment	47	8	4
- Learning Disability	35	0	1
- Hearing Impairment/Deaf	19	0	1
- Visual Impairment/Blind	7	0	0
- Mental Health / Mental Distress	43	3	5
- Long Term Limiting Illness	19	2	3
Religion			
- Buddhist	4	0	0
- Christian	1417	143	131
- Hindu	8	2	0
- Jewish	1	0	0
- Muslim	11	0	1
- Sikh	0	0	0
- Other Religion	16	0	3
- Do not wish to disclose	84	9	9
- No religion	594	44	67
Sexual Orientation			
- Bisexual	12	1	3
- Gay man	35	4	2
- Gay woman / Lesbian	28	1	4
- Heterosexual / Straight	1967	185	197
- Other	16	0	0
- Do not wish to disclose	77	7	7
Gender identity opposite to that at birth			
- Yes	44	1	4
- No	2374	223	227
Gender role opposite to that at birth			
-Yes	79	4	5
- No	2339	220	226

Number of Employees Receiving Training 2016-17

In the year 2016/2017 **1,262** individual employees from Sefton Council attended learning & development events through the Workforce Learning & Development Team.





SUMMARY OF PROTECTED GROUP BY SALARY 2016/17**Salary Band by Gender and Full/Part time**

Salary Band	Permanent				Temporary				
	Fem FT	Fem PT	Male FT	Male PT	Fem FT	Fem PT	Male FT	Male PT	
Under 20k	89	760	286	157	28	177	38	133	1668
20k to 29k	308	182	225	30	17	36	11	16	825
30k to 39k	297	91	191	4	15	8	3	1	610
40k to 49k	127	39	107	7	0	1	1	0	282
50k to 59k	18	2	21	1	0	0	0	0	42
60k and Over	10	1	13	1	0	0	1	0	26
Non-Salaried	0	9	0	8	0	24	0	12	53
	849	1084	843	208	60	246	54	162	3506

Salary Band by Ethnicity

Salary Band	Unc Ref Null	Asian	Black	Mixed Race	Other	White British	TOTAL
Under 20k	666	5	1	3	23	970	1668
20k to 29k	183	0	1	2	18	621	825
30k to 39k	136	3	3	0	12	456	610
40k to 49k	40	3	1	2	4	232	282
50k to 59k	6	0	0	0	0	36	42
60k and Over	8	0	0	0	0	18	26
Non-Salaried Post	42	0	0	0	0	11	53
	1081	11	6	7	57	2344	3506

Salary Band by Disability

Salary Band	Disability - Yes	Disability - No	No Data	TOTAL
Under 20k	21	65	1582	1668
20k to 29k	11	72	742	825
30k to 39k	16	61	533	610
40k to 49k	7	35	240	282
50k to 59k	0	5	37	42
60k and Over	0	3	23	26
Non-Salaried	1	0	52	53
	56	241	3209	3506

Salary Band by Religion

Salary Band	Buddhist	Christian	Hindu	Jew	Muslim	Sikhism	No Religion	Other Belief	Prefer Not to Say	No Data	TOTAL
Under 20k	0	299	0	0	2	0	38	4	29	1296	1668
20k to 29k	1	239	0	0	0	0	54	5	44	482	825
30k to 39k	2	178	0	0	0	0	66	4	25	335	610
40k to 49k	0	114	1	0	0	0	30	0	11	126	282
50k to 59k	0	16	0	0	0	0	6	0	1	19	42
60k and Over	0	7	0	0	0	0	3	0	1	15	26
Non-Salaried	0	4	0	0	0	0	0	0	1	48	53
	3	857	1	0	2	0	197	13	112	2321	3506

Salary Band by Age

Salary Band	Total Under 20	Total 20 to 29	Total 30 to 39	Total 40 to 49	Total 50 to 59	Total 60 and Over	TOTAL
Under 20k	91	304	156	301	497	319	1668
20k to 29k	0	84	155	223	266	97	825
30k to 39k	0	18	118	188	218	68	610
40k to 49k	0	1	24	115	108	34	282
50k to 59k	0	0	6	9	23	4	42
60k and Over	0	0	0	6	18	2	26
Non-Salaried	10	10	0	17	3	13	53
	101	417	459	859	1133	537	3506

Salary Band by Sexual Orientation

Salary Band	Heterosexual	Bisexual	Gay	Lesbian	Prefer Not to Say	No Data	TOTAL
Under 20k	322	2	1	1	41	1301	1668
20k to 29k	296	2	5	2	34	486	825
30k to 39k	244	0	2	3	25	336	610
40k to 49k	142	0	0	1	13	126	282
50k to 59k	21	0	0	0	1	20	42
60k and Over	10	0	0	0	0	16	26
Non-Salaried	5	0	0	0	0	48	53
	1040	4	8	7	114	2333	3506

