

Council 3 December 2015

Annual HR Equality and Diversity statistics report 2015

Introduction

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

Decision

The Council is requested to note the paper. No decision is required.

Financial implications

None

Resource implications

None

Date of paper

20 November 2015

HR Equality and Diversity Data 2015

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.

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 forms however are securely destroyed.

The form requests equality data covering a number of categories, including gender, age, ethnic background, disability, marital status, religion and sexual orientation. The data is then collated and analysed for a report which is presented to Council each year.

The following report is set out in four sections:

1. HCPC Employees
2. Applicants for HCPC jobs
3. HCPC Partners
4. Applicants for partner roles

1. Employees June 2015

Employee data is collected as at 1 June for the previous 12 months. At 1 June 2015, there were 223 employees at the HCPC, 11 more and a 5% increase in headcount compared with June 2014.

1.1 Gender

The organisation's gender make up remains female in the majority, at 64% female and 36% male. This is a further increase in the percentage of females to males by 3% since 2014, also increasing last year by 2.5%.

The 2011 census data provided by the ONS for London Boroughs (Lambeth, Southwark and Lewisham) cites a 50% to 50% split of women to men in these boroughs.

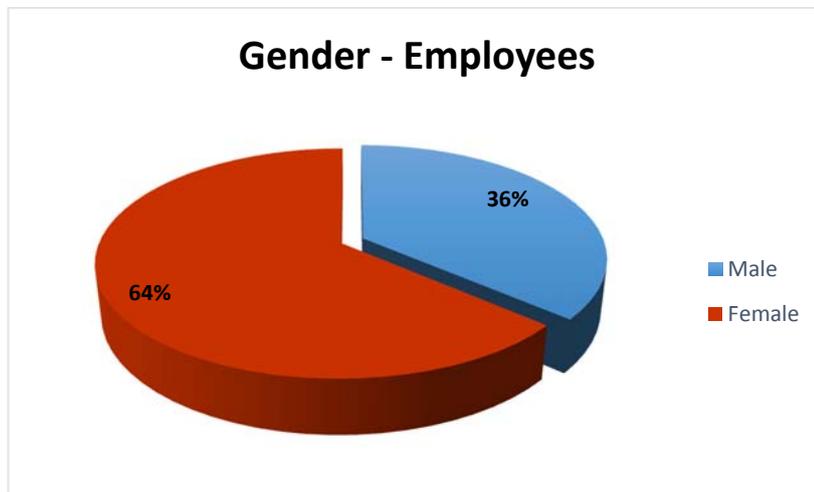


Fig. 1

1.2 Age Range of Employees

The average age of employees at 1 June 2015 remains 35, as it was in 2014 and the previous four years. The largest group is age range 25-30 at 32% and the split of age ranges is almost identical to the previous year.

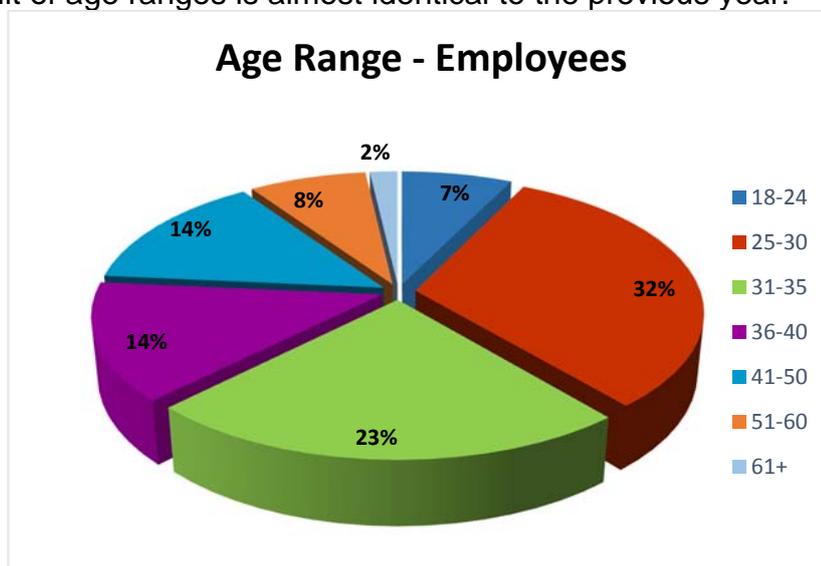


Fig. 2

1.3 Ethnic Background of Employees

The number of employees who state their ethnic origin as 'white' has increased by 5% on the previous year and follows three years of successive decreases in the percentage figure.

Employees stating their ethnic origin as 'black' decreased by 2%, which follows a decrease in the previous year of 3%. Both decreases were preceded by a year which saw a 5% increase in the figure.

Most other categories showed little sign of change with the exception of employees stating their ethnic origin as 'Asian' (which increased by 2%) and 'Mixed' (which decreased by 1%).

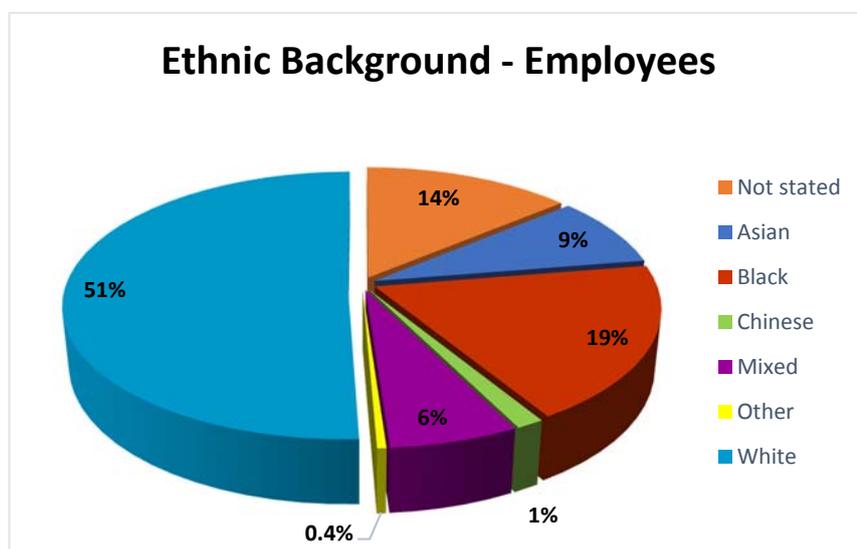


Fig. 3

The organisation continues to represent the ethnic make-up of the surrounding boroughs in all categories with the exception of 'Black' which appears slightly under represented. See fig. 4 below.

Fig. 4 **ONS Census Data 2011 – Ethnic Group %**

	Lambeth	Southwark	Lewisham	HCPC
White	57	54	54	51
Asian	5	7	7	9
Black	26	27	27	19
Chinese or other	2	3	2	1
Mixed	8	6	7	6
Other Ethnic Group	2	3	3	0.4

1.4 Employees with a Disability

The percentage of employees with a declared disability has decreased slightly to 2%, following 2 years at 3%. The HCPC has continued to retain the 'double tick' - positive about disability symbol and accreditation on an annual basis, demonstrating its principles throughout our recruitment process.

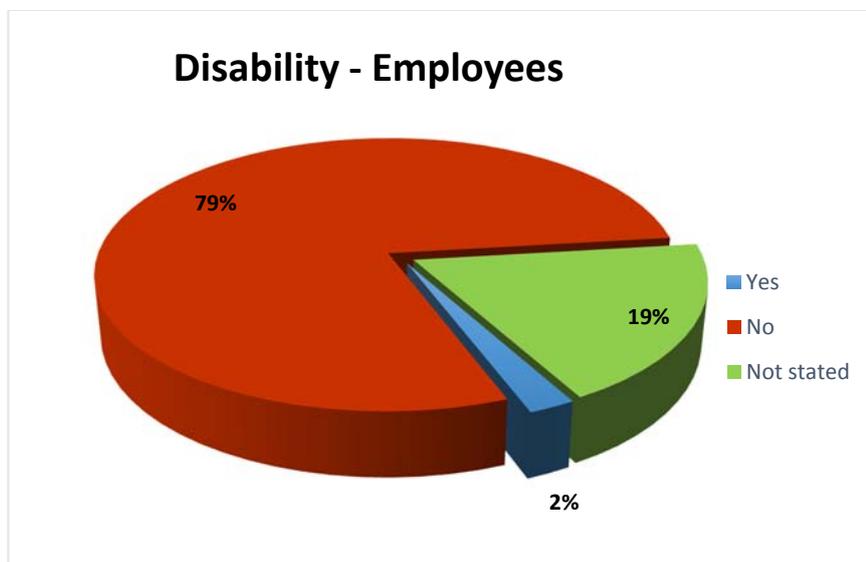


Fig. 5

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. The focus here is on row 2 - members of the population whose day to day activities are limited a little.

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 remained the same as last year at 50%, further to increases in the two preceding years. The marriage category has increased slightly by 1%, whilst the partner category has decreased by a further 2%, after a decrease of 3% in the previous year. This year's report shows the use of the newly selected category of civil partnership, by 1% of employees.

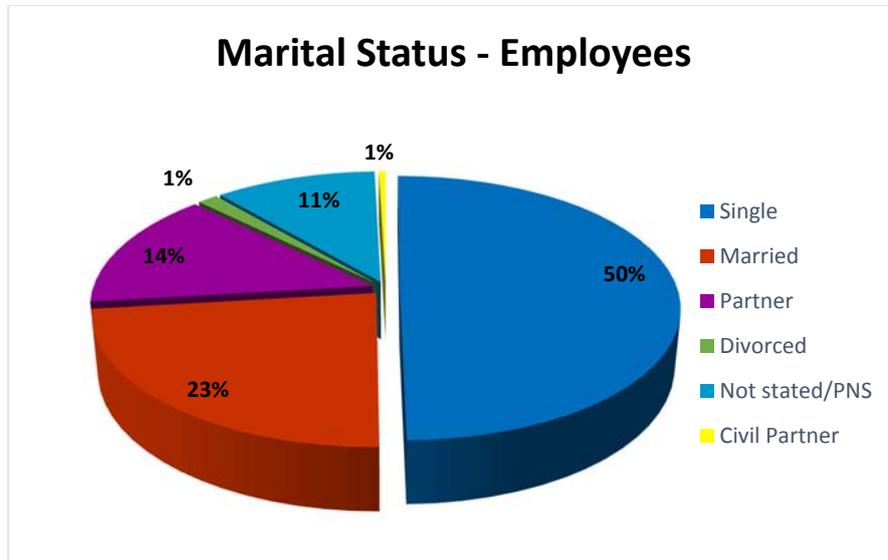


Fig. 7

1.7 Part time and Flexible working

The HCPC has had an increased amount of interest from employees over the past year with respect to part time and flexible working and has received and approved an increased number of requests.

From the formal flexible working requests made and agreed, 26% of employees (58) are working some sort of flexible working arrangement. This compares with 18% in the previous year.

Part Time Working

As at 1 June 2015, 7.2% of HCPC employees were working on a part-time basis, an increase of 0.6% on the previous year.

Compressed Hours

2% were working full time hours over fewer (usually 4) days per week.

Flexible Working (full time)

4.5% were working an adapted working pattern over two weeks or more, to enable them to work fewer days over the same period e.g. full time hours over 9 days in each fortnight, taking the tenth days as a day off.

Varied Working Hours

7.6% of employees were working full time with an adjusted daily working pattern to suit their responsibilities outside of work e.g. Weekly hours of 09.00 – 17.00 Monday to Wednesday and 08.00 – 16.00 Thursday to Friday.

Work from Home

Another 7.6% of employees had a formal working from arrangement in place, which typically consisted of them working from home one day per week, some of which coincided with another type of flexible working e.g. part time.

Around 45.5% of employees have worked from home on an ad hoc basis in the past year.

1.8 Sexual Orientation

The sexual orientation of employees at the HCPC remains largely the same as the previous two years. The most significant change is to the number of employees preferring not to state, which reduced by 4% and employees stating their sexual orientation as 'heterosexual' increasing by 5%.

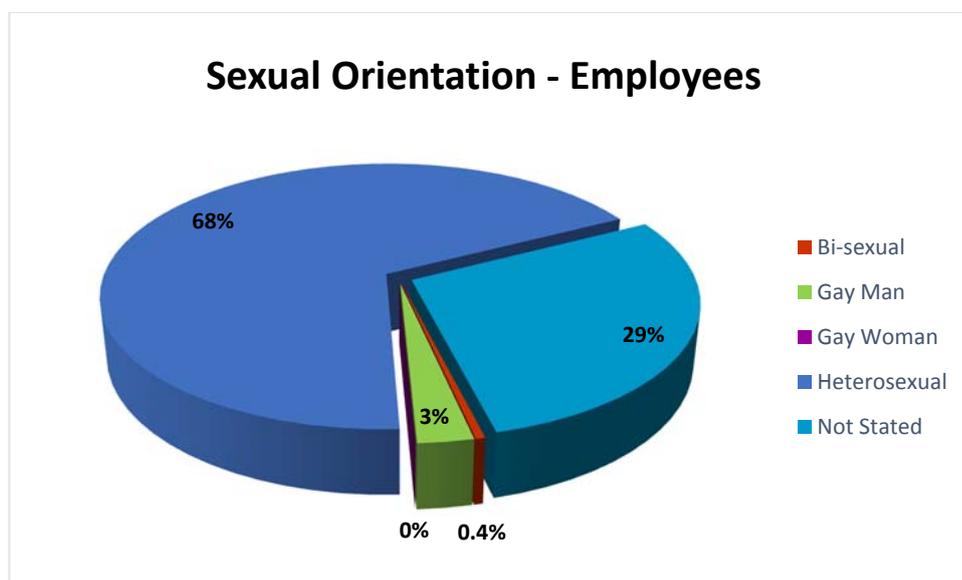


Fig. 8

1.9 Religious Belief

Christianity remains the largest stated religious group at 31%, with a 1% decrease on the previous year, following a 2% decrease the year before that. The number of employees stating 'no religion' saw a spike of 11.5% to 26.5%. 6% of this figure can be attributed to the inclusion of Atheist and Agnostic within this category for the first time.

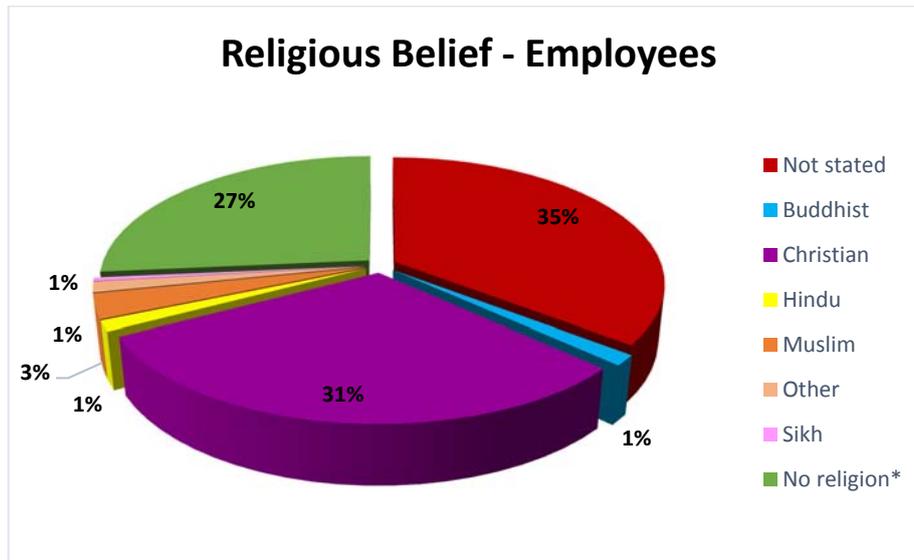


Fig. 9

Fig. 10 ONS Census Data 2011 – Religious Belief %

Religion	Lambeth	Southwark	Lewisham	HCPC
Christian	53	53	53	30
Buddhist	1	1	1	1
Hindu	1	1	2	1
Jewish	0	0	0	0
Muslim	7	9	6	3
Sikh	0	0	0	0
Any other religion	1	0	1	1
No religion	28	27	27	26
Religion not stated	9	9	9	35

1.10 Diversity statistics by pay band

This sections shows data collected on pay bands by gender, ethnicity and age range.

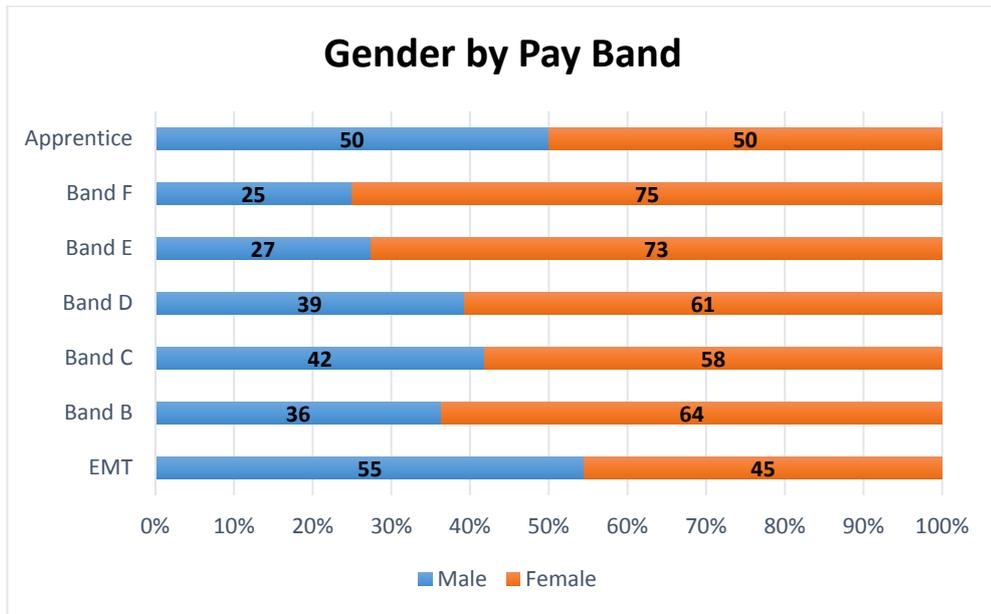


Fig. 11

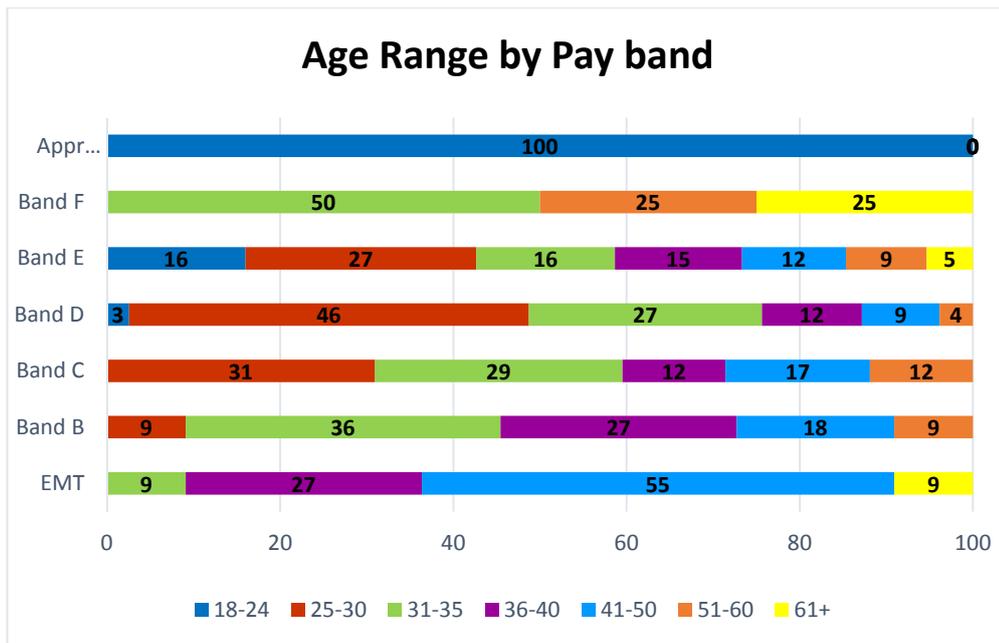


Fig. 12

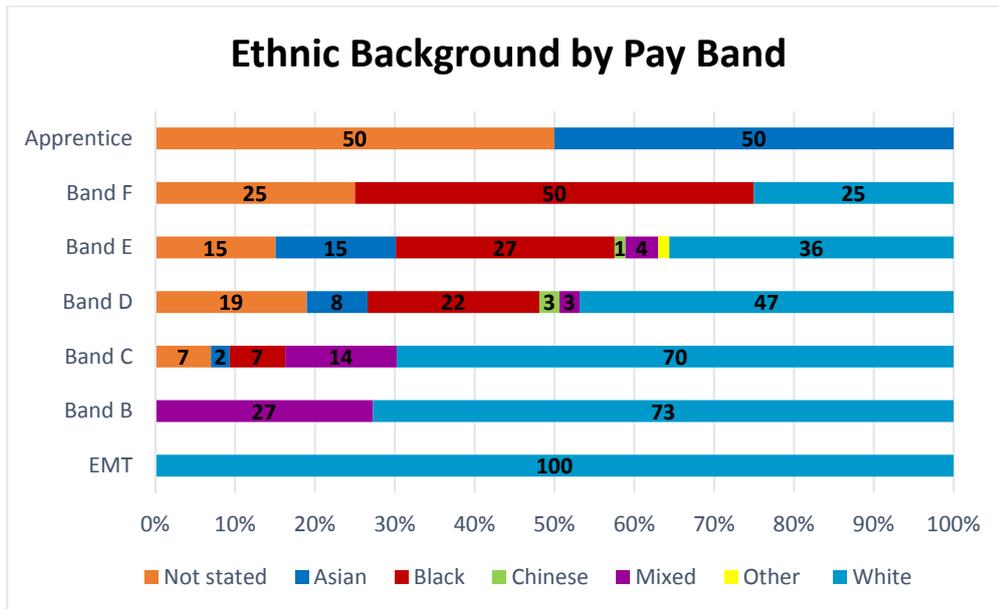


Fig. 13

Fig. 14 Employee Numbers by Pay Band

Pay Band	Number of Employees
EMT	11
Band B	11
Band C	42
Band D	78
Band E	75
Band F	4
Apprentice	2
Total	223

2. Job Applicants 2014/2015

Job applicant data was collected between 1 June 2014 and 31 May 2015.

There were 1112 applications for 86 roles within the period, which was in line with the figure for the previous year for applicants (1120), and showed a 14% reduction in advertised roles compared with the previous year (100).

110 offers of employment were made. There is some disparity between the number of roles offered and those advertised, as some roles are advertised when there are multiple vacancies to fill. Additionally some positions will have been offered on more than one occasion, due to candidates choosing not to accept an offer, for example. The high number of offers compared to employees can also be attributed to the number of internal moves and promotions – 58% (2014/2015 Exit Interview Report).

2.1 Gender

Gender split has again increased in favour of female applicants at 63% compared with 33% for male applicants. This is quite a large increase from last year's 54% female. This does however correlate with the employee data, which continues to show an increase to the female portion of employee group.

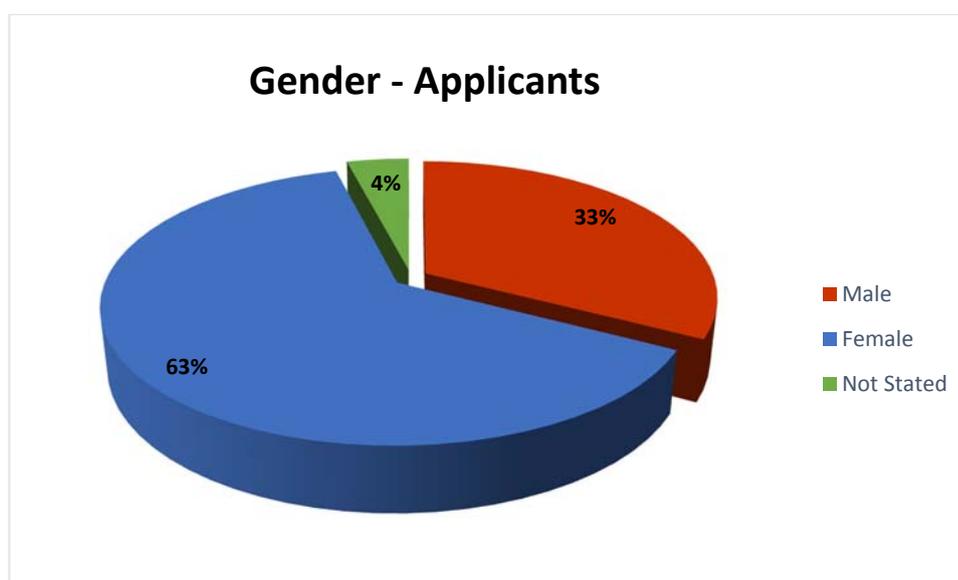


Fig. 15

2.2 Age Range of Applicants

Of the applicants who answered this question, the average age of job applicants was 33.5, which is in line with last year's figure of 33. The largest group of applicants by age is 25-30, followed by 31-35, which correlates with the largest groups of employees by age.

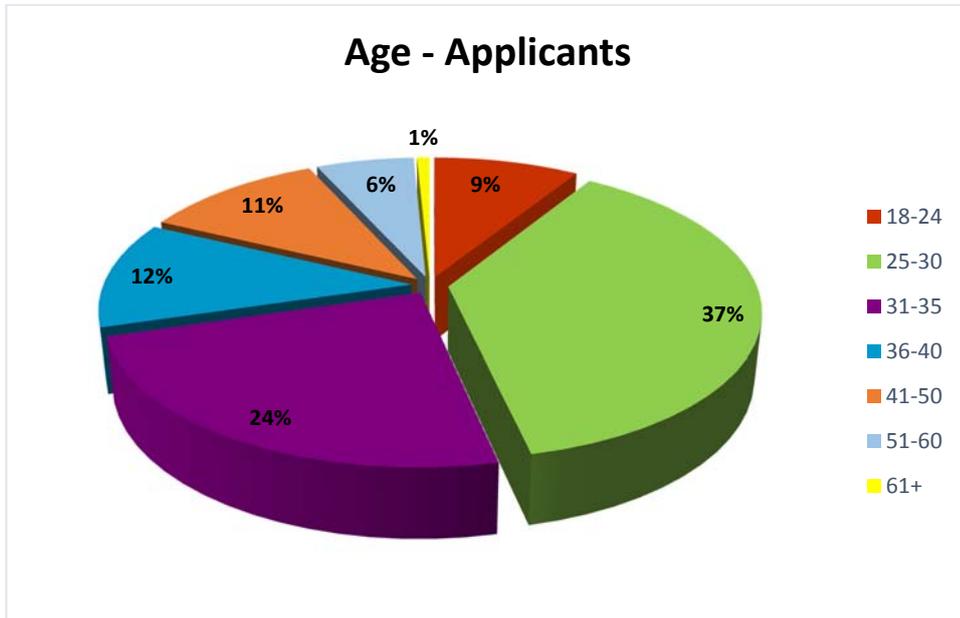


Fig. 16

2.3 Ethnic background

36% of applicants chose not to state their ethnic background, compared to 53% in the previous year.

'White' remains the largest ethnic background of applicants, increasing by 3% from the previous year. The number of applicants who stated their ethnic background as 'black' decreased by 14% on the previous year, when it also decreased by 14%.

The number of job applicants who stated their ethnic background as 'Mixed' more than doubled from 6% to 15%. The remaining ethnicities remained largely the same.

With such a large proportion of candidates continuing not to answer this question, this likely to be a less accurate reflection of the actual ethnic background of applicants.

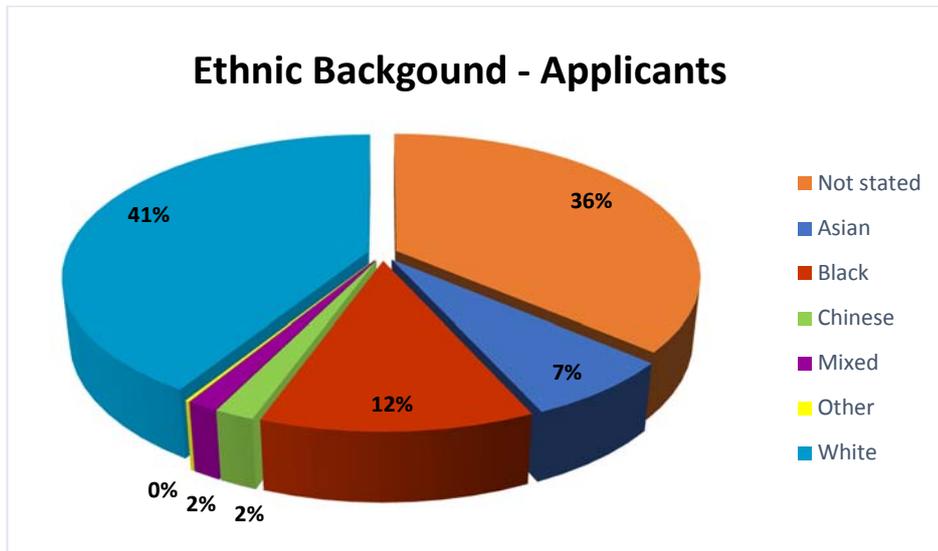


Fig. 17

2.4 Disability

4% of applicants declared a disability, which is the same as the two previous years. 30% of applicants did not state their answer to this question, which is a positive 24% reduction from the previous year's figure of 54%.

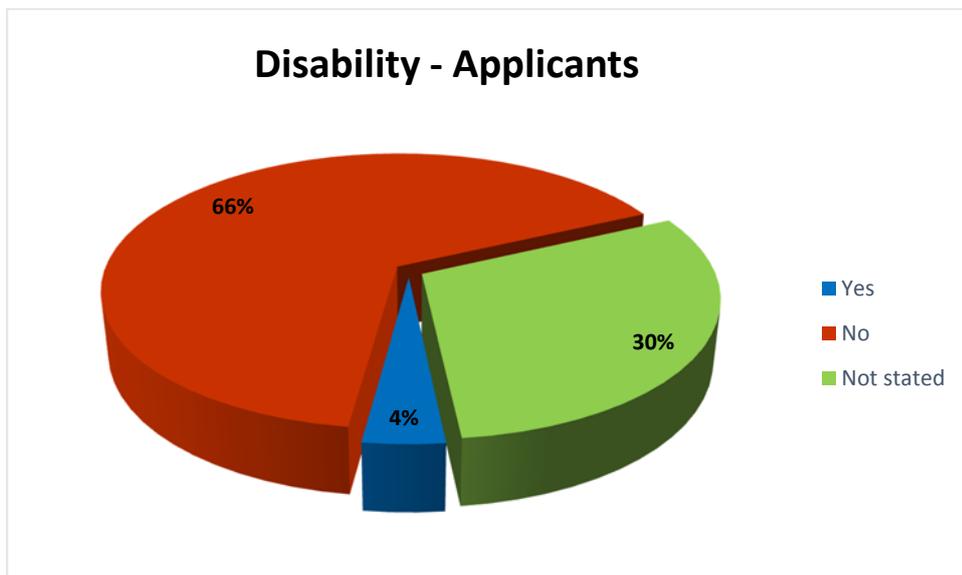


Fig. 18

2.5 Religious Belief

Christianity remains the largest religious belief group amongst job applicants at 42%, showing a 3% increase on the previous year's 39%. Job applicants who reported their religious belief as 'Muslim' decreased by 5% from 8% to 3%. Those stating 'No religion' decreased by 2%. Candidates stating they had no religion (including Atheist and Agnostic) made up 18% of applicants. Those applicants who chose not to state their answer to this question made up 29%.

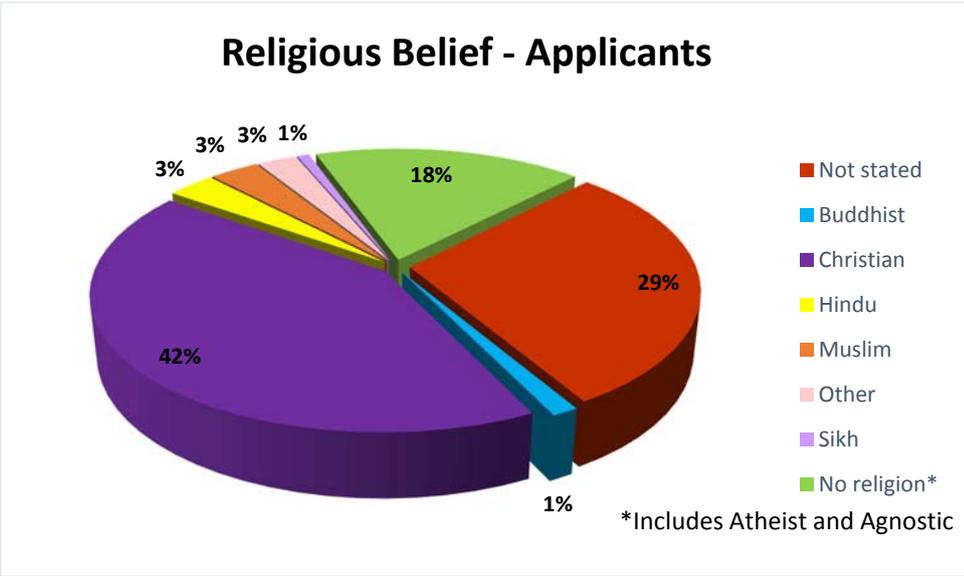


Fig. 19

2.6 Sexual Orientation

Heterosexual remains the largest sexual orientation group but has decreased by 2% from 76% last year to 74% this year.

The number of applicants declaring their sexual orientation as 'Gay man' and 'Gay woman' and 'bisexual' all stayed the same. 23% of applicants preferred not to answer this question, which was a 4% increase on the previous year's figure.

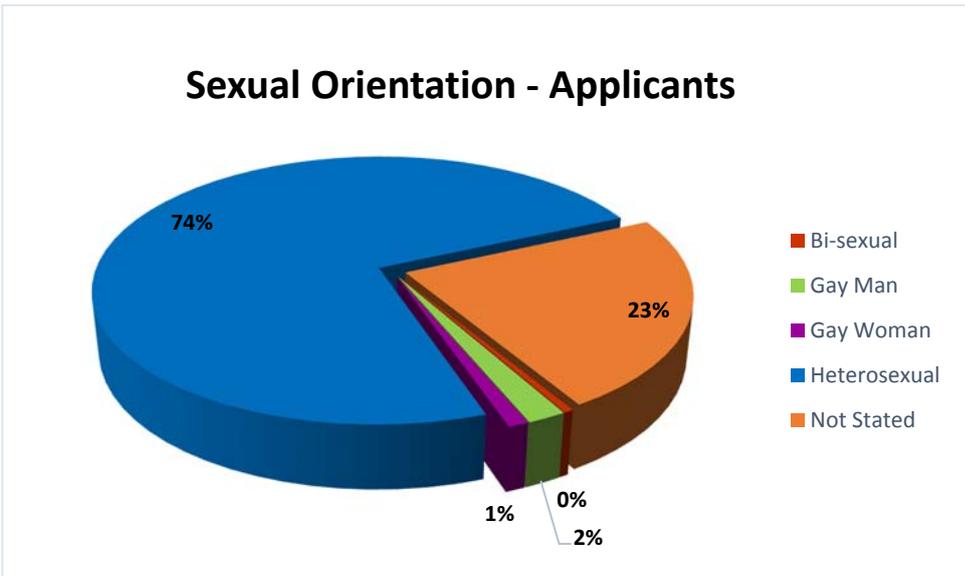


Fig. 20

3. Partners

In line with data for employees, partner data was collected as at 1 June 2015. There were 688 partners, some of whom carry out multiple roles.

3.1 Partner Roles as at June 2015

Total partners	688
Panel member	264
Panel chair	37
Legal assessor	38
Visitor	212
Registration Assessor	186
CPD Assessor	105
Total roles	842

Fig. 22

3.2 Lay Partner Roles as at June 2015

Included in the above numbers there are a total of 147 lay partner roles. The number of lay partners has increased on last year's due to the recruitment of lay visitors.

Lay Partner Role	No.
Panel Chair	36
Legal Assessor	38
Lay Panel Members	57
Lay Visitors	16
Total	147

Fig. 23

3.3 Gender

The gender split of partners remains similar to previous years with 40% male and 60% female.

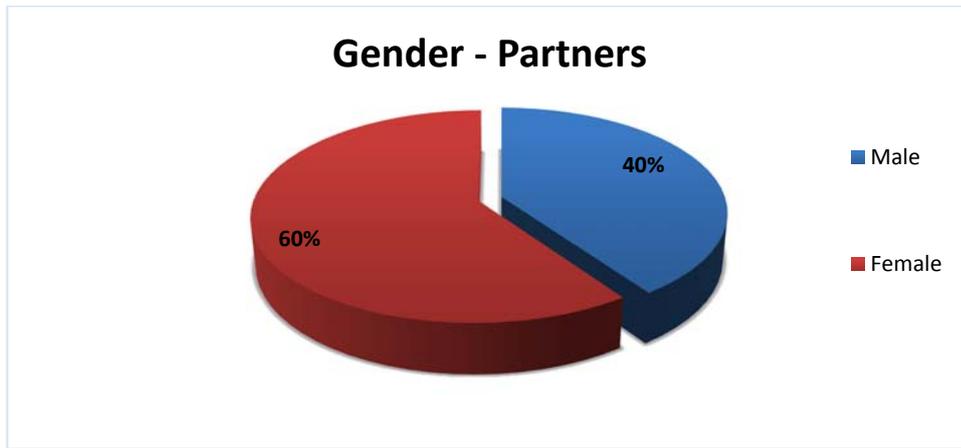


Fig. 24

3.4 Age Range of Partners

Distribution of partner's age is similar to previous years. The number of partners who fall into the 51-60 age range remains constant. There are no Partners aged 18-24. We now have two partners who fall within the 25-30 age range.

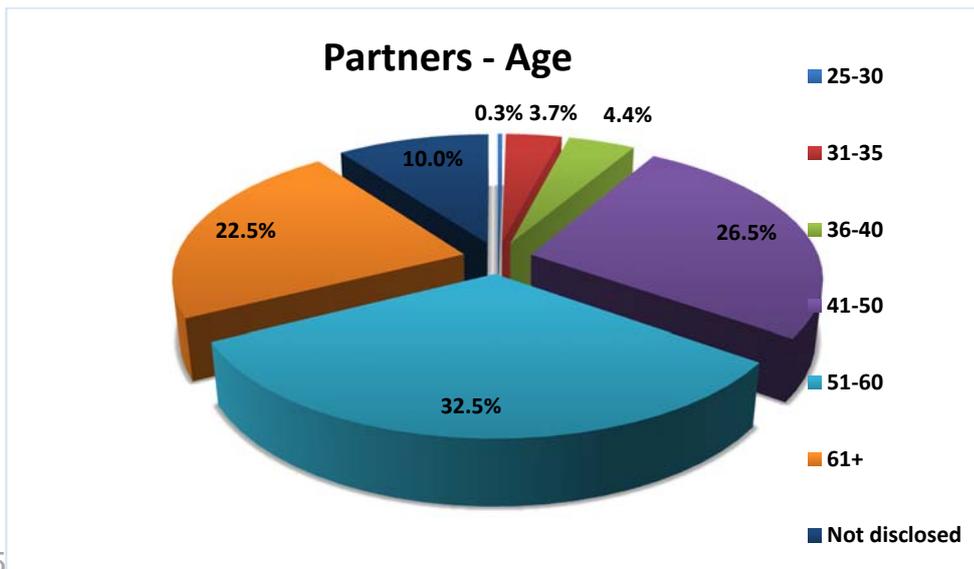


Fig. 25

3.5 Ethnic background of Partners

The figures for ethnicity remain similar to the previous year with a majority of partners coming being white and 18% choosing not to disclose their background. Only 3% and 1% of partners come from an Asian and Black background respectively.

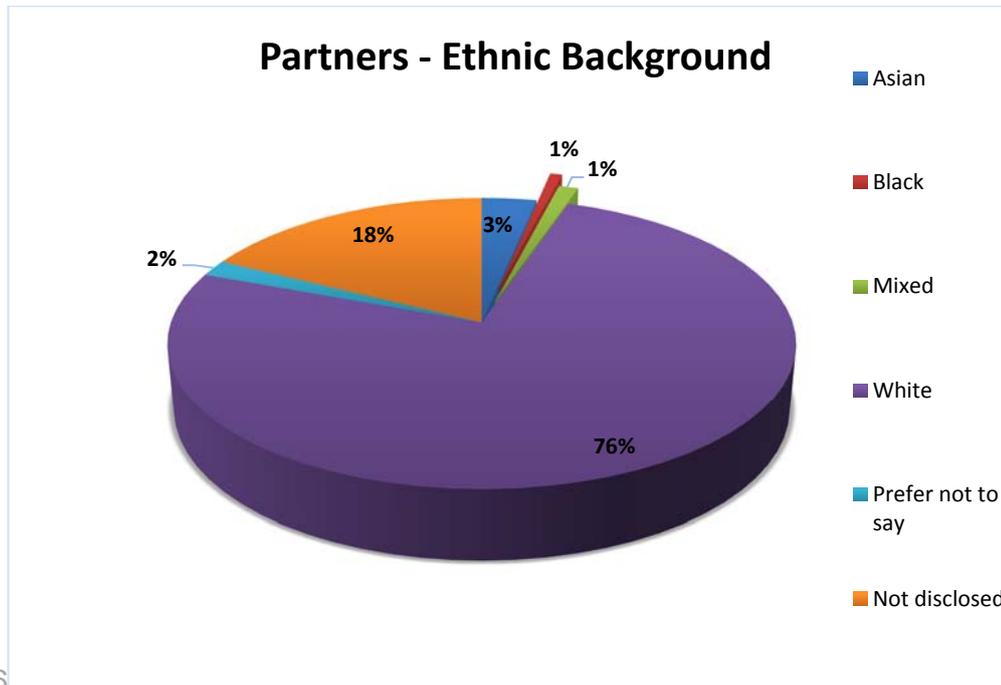


Fig. 26

3.6 Religious Belief – Partners

You will see from the diagram below that 38% of Partners declared themselves to be Christian. However, 31% of Partners either did not state or preferred not to a religious belief with 18% confirming that they had no religious beliefs at all. 7% are Muslim/Islam and the remaining 7% are made up of Buddhist, Hindu, Jewish and other faiths.

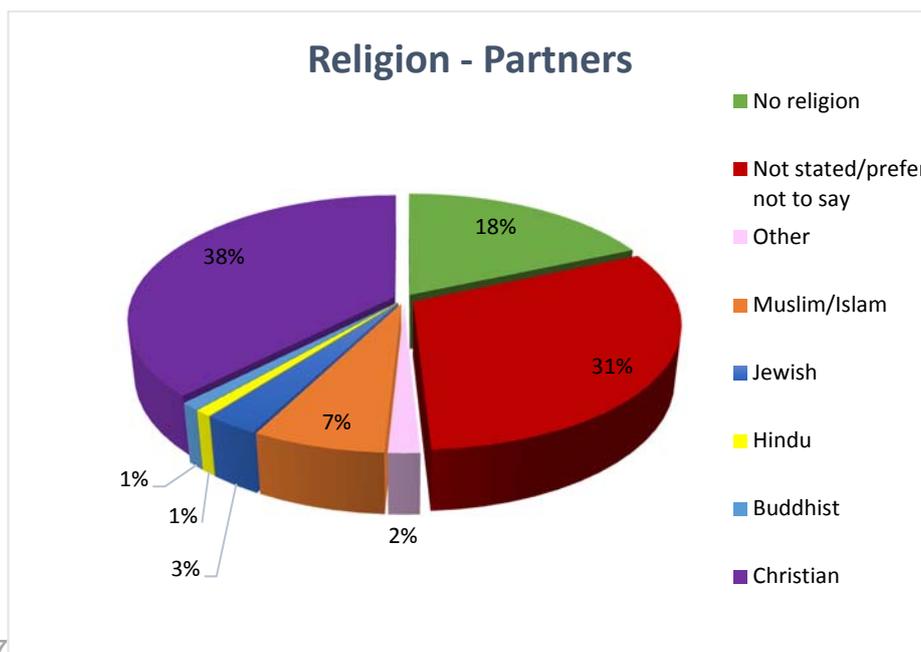


Fig. 27

3.7 Partners with a Disability

The number of Partners who have declared a disability remains similar to previous years. Although more partners are disclosing disability than last year and fewer partners are choosing not to disclose.

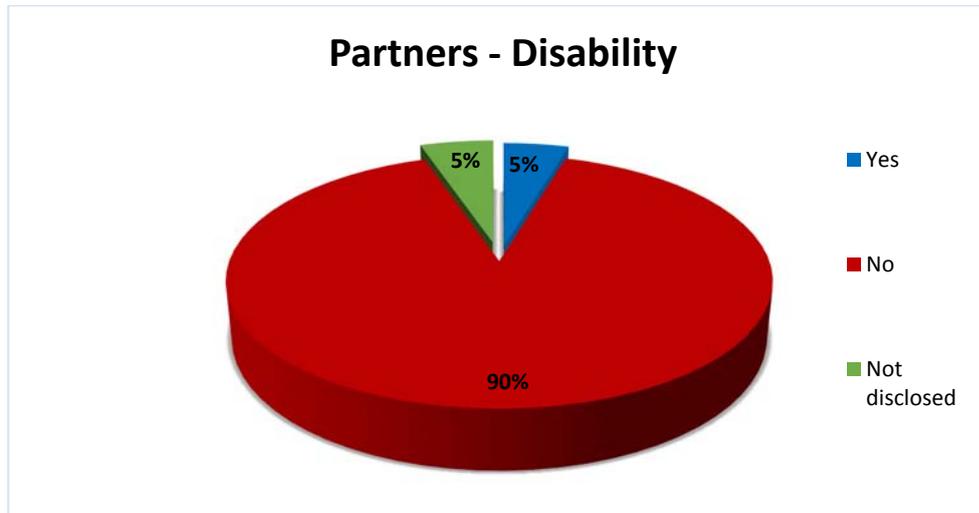


Fig.28

3.8 Marital Status of Partners

The number of Partners who have not disclosed their marital status has risen by 2% and the number of partners who are married remains similar to last year.

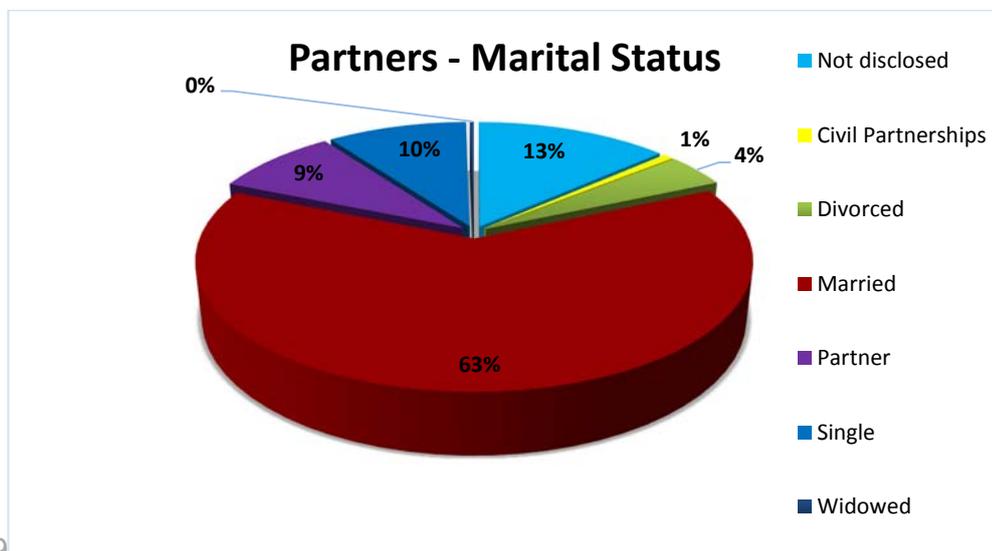


Fig. 29

4 Partner Applicants June 14 – June 15

A range of mediums have been used to advertise partner roles. These include professional body publications and/or their websites depending on the profession and the number of partners being sought. We also use our own HCPC website, In Focus and the newsletters produced by FTP and Education.

During the course of the year, we received over 1000 applications. A large number of these were for lay panel member and panel chair roles.

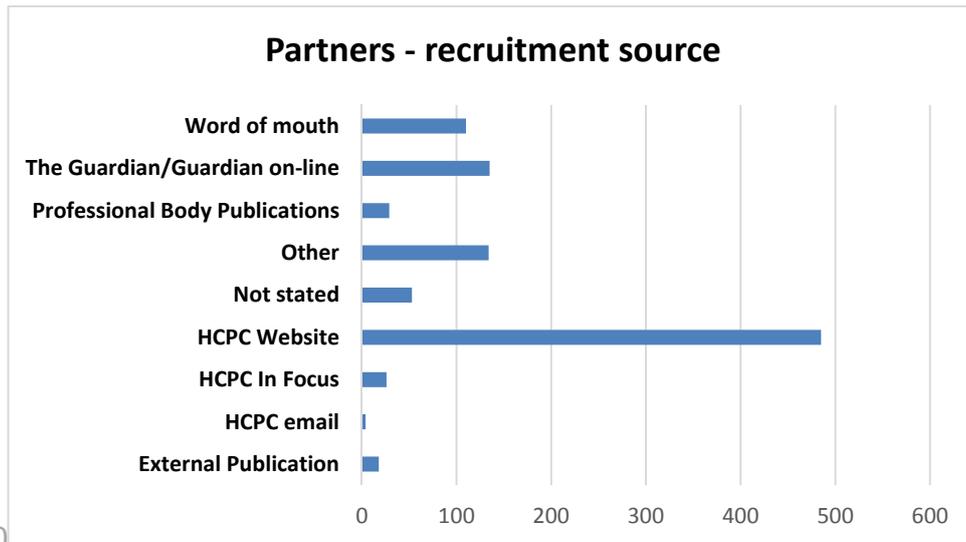


Fig. 30

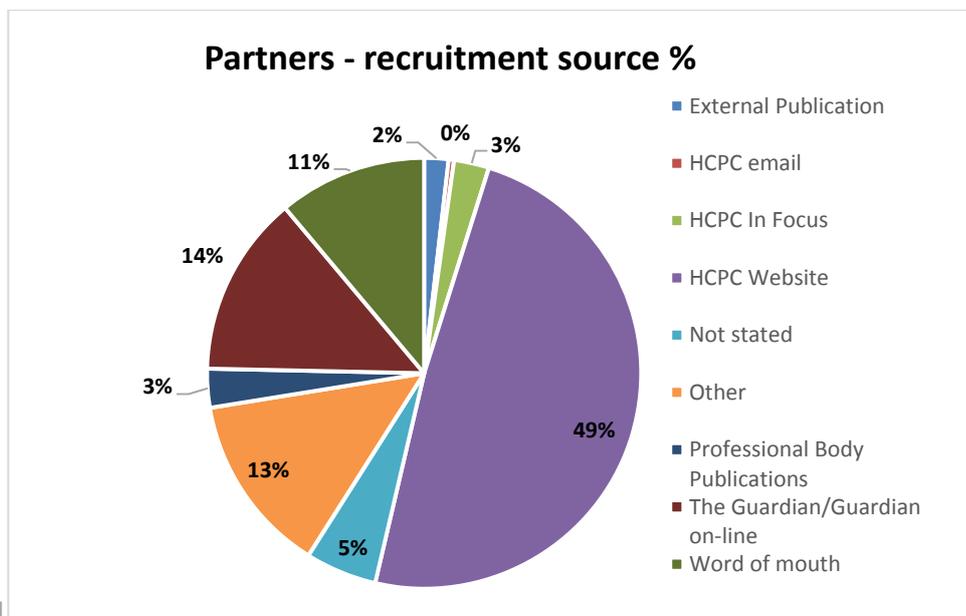


Fig. 31

Gender

The chart below shows that most of the applications submitted were from women, 63%.

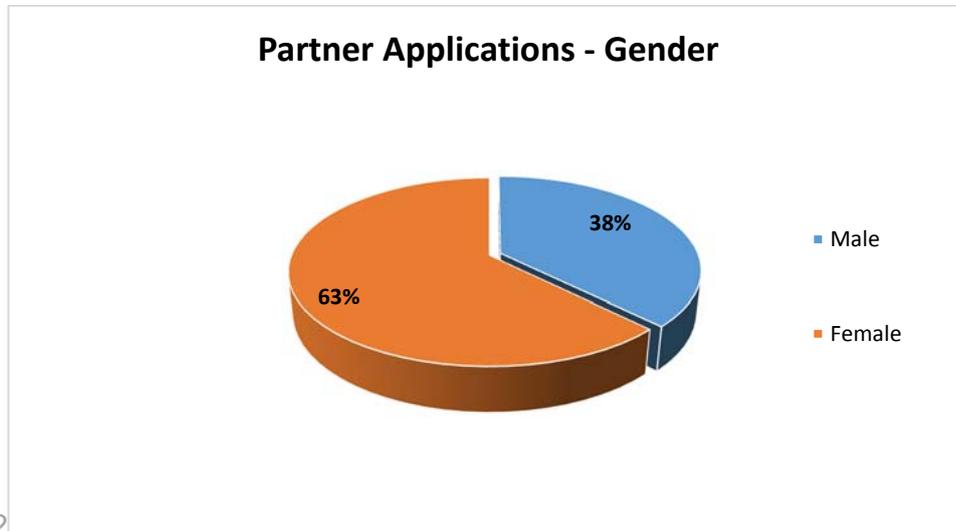


Fig 32

Age Range of partner applicants

The range of ages of those applying for partner roles is broadening. We have seen a small number of applications, 3%, coming from those within the 22-30 age group. This contrasts with those received from within the 61 and over age group with 18% received. The largest number of applications were received from the 51 to 60 age group with over 370 applications being submitted.

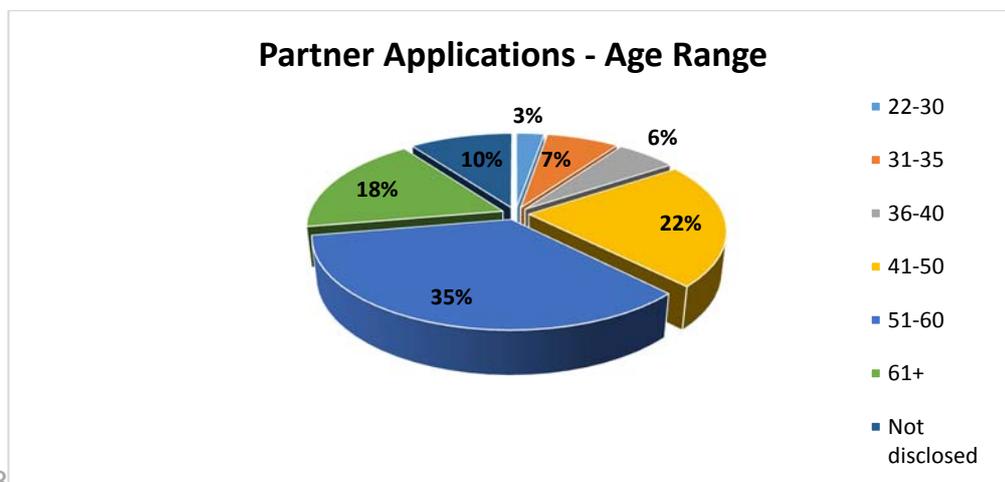


Fig 33

Religious beliefs

The chart below shows that those applying for partner roles belong to a diverse range of religious beliefs. The largest group being Christianity with 50% of applicants, over 530.

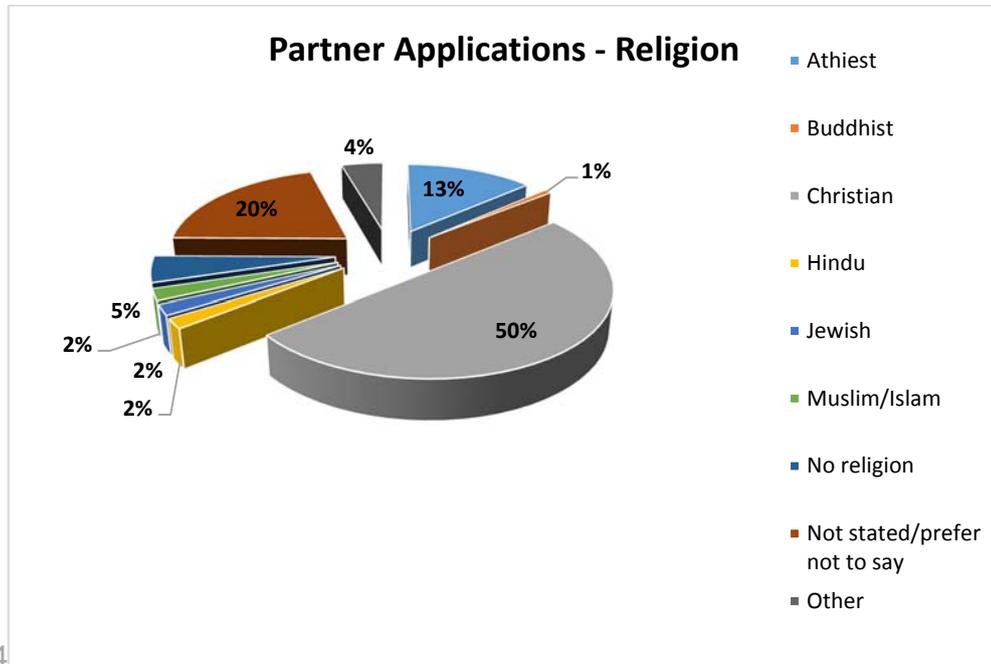


Fig 34

Disabilities

Our records show that whilst 88% of applicants tell us they have no disabilities, we continually support those who do disclose that they have a disability by offering them an interview if they demonstrate the minimum criteria. This is in line with the disabilities two ticks symbol held by the HCPC.

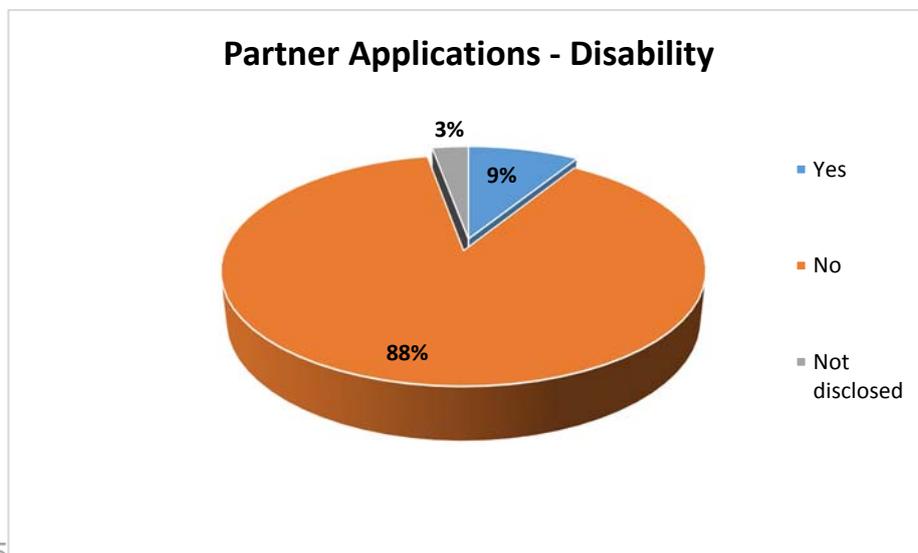


Fig 35