

Workforce Report April 2021 – March 2022

This report looks at the profile of Islington Council employees during financial year 2021-22.

Scope

- It covers all departments of the council and directly employed substantive employees. It excludes those under the management of schools.
- All departmental details will relate to organisational structures as at year end 2021-22.
- All workforce profile data will be at the end of the year 2021-22.
- All data related to the outcomes of HR activity will cover the period April 2021 – March 2022, unless stated.
- Benchmark data where included is from London Councils. The latest benchmark data at the point of reporting was for 2020/2021 as 2021/2022 had not been released at the point of publication.
- The data used in this report is rounded up or down. It is for this reason that, on occasions, tables may not add up to 100%.

Content

The report:

- Begins with key data. This includes an overview of the employee profile and some comparative data from previous years.
- Looks at the profile of the council's employees against each protected characteristic where information is available
- Includes gender pay gap data as set out in legislation as well as non-statutory pay gap reporting on ethnicity and disability.

The report will be published on the council's intranet, (Izzi), and the Islington website; www.islington.gov.uk.

Key Data - Workforce 2021-22

The details below pull out some key information from the report that follows about the workforce. It aims to provide a quick reference and to give context by looking at details from previous years where comparisons can be made.

Number of employees (headcount)

4,773

Sex profile of employees

	Number	%
Female	2,532	53.05%
Male	2,241	46.95

Broad ethnic profile

	Number	%
Asian	397	8.32%
Black	1272	26.65%
Mixed	238	4.99%
Other	78	1.63%
Not stated	354	7.42%
BAME	1985	41.59%
White	2434	51.00%

Employees with disabilities

	Number	%
Shared disability	450	9.43%

Average age of the workforce

47.0

Number of employees (headcount)

Year	Headcount
2021-22	4,773
2020-21	4,729
2019-20	4,633
2018-19	4,547
2017-18	4,533
2016-17	4,491

Sex profile

Year	% Female
2021-22	53.05%
2020-21	52.76%
2019-20	53.05%
2018-19	52.25%
2017-18	51.26%
2016-17	51.72%

Broad ethnic profile (where known)

Year	% Black, Asian, Minority Ethnic	% White
2021-22	41.59%	51.00%
2020-21	40.94%	50.77%
2019-20	40.02%	51.31%
2018-19	39.18%	51.74%
2017-18	38.41%	51.76%
2016-17	37.62%	52.08%

Disability profile (where known)

Year	% with disability
2021-22	9.43%
2020-21	8.94%
2019-20	9.43%
2018-19	8.67%
2017-18	7.65%
2016-17	8.30%

Age profile

Year	Average age
2021-22	47.00
2020-21	46.70
2019-20	46.36
2018-19	46.06
2017-18	45.69
2016-17	45.10

Section 1: Workforce Numbers and Employee Profiles

1. The headcount of employees was 4,773. This excludes casual workers and others who are not directly employed such as agency workers. This is an increase of 0.9% on employee numbers in 2020-21 (4,729).
2. Islington has a similar size workforce to boroughs such as Hackney, Southwark, Tower Hamlets, Camden and Greenwich who have similarly retained key services in-house rather than outsourcing. The headcount is the largest of London Boroughs and much larger than the average of London boroughs for 2020/21 which was 2,760.
3. Approximately 24% of the workforce are Islington residents.
4. Overall, 17.26% of all employees work part-time. (Reference data 2). The highest percentage of part-time employees is in Adult Social Care where 29.55% of the workforce is part-time. Women are far more likely to work part-time than men.

Reference data 1

Employee numbers by department

Directorate	Employee Count (Headcount)	% of total	FTE
Adult Social Care	396	8.30%	350.49
Chief Executive's	38	0.80%	37.60
Children's Services	856	17.93%	770.99
Community Wealth Building	431	9.03%	397.04
Environment	986	20.66%	915.90
Fairer Together	432	9.05%	393.39
Homes & Neighbourhoods	1051	22.02%	1018.31
Public Health	77	1.61%	71.62
Resources	506	10.60%	490.53
Total	4773	100.00%	4445.9

Reference data 2

Distribution of full time & part time employees per department & Council wide

Directorate	Male %		Female %	
	Full-time	Part-time	Full-time	Part-time
Adult Social Care	18.18%	5.05%	52.27%	24.49%
Chief Executive's	36.84%	0.00%	60.53%	2.63%
Children's Services	21.73%	4.32%	55.26%	18.69%
Community Wealth Building	42.23%	6.50%	36.43%	14.85%
Environment	66.43%	5.58%	15.72%	12.27%
Fairer Together	14.58%	2.31%	61.81%	21.30%
Homes & Neighbourhoods	60.23%	2.57%	32.16%	5.04%
Public Health	20.78%	0.00%	59.74%	19.48%
Resources	45.85%	2.17%	45.45%	6.52%
Total	43.01%	3.94%	39.72%	13.32%

Sex

- There is a slightly higher percentage of female than male employees; 53.05% of employees are female; 46.95% are male. (Reference data 3). The sex breakdown in council employment is lower than the average across London boroughs (61%). Many boroughs have outsourced large volume services that have high levels of male staff, e.g. waste, recycling and street cleaning.
- There are greater differences in the sex breakdown when looking at a departmental level (Reference data 3). In particular, Environment and Homes & Neighbourhoods has a high percentage of male staff, in areas such as waste and cleansing and Housing in caretaking and repairs whereas Adults Social Care, Children's Services, Fairer Together and Public Health has high levels of female staff in social care.
- There are higher percentages of female employees than male employees in all salary bandings with the exception of £20-30k which is the banding for e.g. waste operatives and caretakers where there are high levels of male employees and £60-70K where there is a 0.05% difference representing 2 staff members.

Reference data 3

Sex breakdown per department as percentages

Directorate	Female	Male
Adult Social Care	76.77%	23.23%
Chief Executive's	63.16%	36.84%
Children's Services	73.95%	26.05%
Community Wealth Building	51.28%	48.72%
Environment	27.99%	72.01%
Fairer Together	83.10%	16.90%
Homes & Neighbourhoods	37.20%	62.80%
Public Health	79.22%	20.78%
Resources	51.98%	48.02%
Total	53.05%	46.95%

Reference data 4

Sex breakdown by salary groupings

Salary Grouping	Female	Female %	Male	Male %	Grand Total	Total %
20K to 30K	548	11.48%	772	16.17%	1320	27.66%
30K to 40K	1047	21.94%	783	16.40%	1830	38.34%
40K to 50K	627	13.14%	454	9.51%	1081	22.65%
50K to 60K	185	3.88%	112	2.35%	297	6.22%
60K to 70K	67	1.40%	69	1.45%	136	2.85%
70K +	58	1.22%	51	1.07%	109	2.28%

Grand Total	2532	53.05%	2241	46.95%	4773	100.00%
-------------	-------------	---------------	-------------	---------------	-------------	----------------

8. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 placed a new mandatory requirement to report annually on our gender pay gap and publish the following information:
 - The mean and median gender pay gap which is the difference between the mean and median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees, expressed as a percentage of the male mean.
 - The mean and median gender bonus gap which is the difference between the mean and median bonus pay paid to male relevant employees and that paid to female relevant employees, expressed as a percentage of the male mean.
 - The proportions of male and female employees who received bonus pay.
 - The proportions of male and female employees in quartile pay bands.
9. Calculations are defined and set out what must be included. For example pay includes gross full pay for all staff and includes basic pay, certain allowances and shift payments. It does not include overtime payments. Bonus includes gross bonus payments in a 12-month period and must include payments such as long-service awards.
10. Data reported must include both the mean and median pay gap data, as well as the proportion of men and women in each quartile pay band. The mean pay gap is a useful overall indication of the gender pay gap, but very large or very small pay rates can distort the figure. The median pay gap is a useful indicator of the 'typical' situation in the middle of an organisation and is not distorted by very large or very small pay rates.
11. The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. A positive percentage figure shows that overall, female employees receive lower pay than male employees and a negative percentage figure shows that overall, male employees receive lower pay than female employees.
12. The mean gender pay gap: Islington council has a mean gender pay gap of minus 4.35%. This means that on average Islington male employees are paid at a lower hourly rate than Islington female employees. This is predominantly due to the higher proportion of women (56%) in the upper pay quartile.
13. The median gender pay gap: Islington council has a median gender pay gap of minus 5.37% which suggests that typically Islington male employees are paid at around 5.37% lower than Islington female employees. The hourly median pay for females is £20.02 compared to £19.00 for males.
14. The average Bonus Pay: Islington Council has a mean bonus gender pay gap of minus 66.87%. In the period, approximately 8.93% of Islington male employees were paid a bonus payment compared to 9.36% of Islington female employees. Under pay gap guidance, long-service awards qualify as bonuses. The council does not award performance bonuses.

Reference data 5

Gender pay gap mean, median and bonus as percentage

Gender Pay Indicator	2021
Difference in mean hourly rate of pay	-4.35%
Difference in median hourly rate of pay	-5.37%
Difference in mean bonus pay	-66.87%
Difference in median bonus pay	-885.22%
Proportion of male employees who were paid a bonus	8.93%
Proportion of female employees who were paid a bonus	9.36%

15. The proportion of male and female employees in each quartile pay band: The distribution of men and women through the pay bands by quartile, as shown below, does not reflect the overall gender composition of the workforce, which is 46.95% male and 53.05% female.

Reference data 6

Gender pay gap quartiles as percentage

Gender Pay Indicator – Quartile Distribution	Female	Male
Quartile 1 (lowest average pay per hour)	56%	44%
Quartile 2	57%	43%
Quartile 3	53%	53%
Quartile 4 (highest average pay per hour)	43%	43%

Race and Ethnic Origin

16. 8.29% of employees do not have an ethnic origin record. This compares with an average of 13.72% across London boroughs who do not specify ethnic origin.

17. There is not a significant change in the percentages of employees who classify themselves as White (51.00%) or from Black, Asian and Minority Ethnic groups (41.59%) compared to the previous year (White 51.31%; Black and Minority Ethnic groups 40.02%).

18. When calculating the pay gap, all 'not stated' records are removed to allow comparison between White and those from Black, Asian and Minority Ethnic backgrounds. Pay gap reporting is one area where the 'BAME' grouping is used to enable a comparison between two overall groupings in the same way as the statutory guidance on Gender Pay Gap calculations. However, to enhance the information, this report also sets out ethnicity sub-categories by salary groupings.

19. The mean ethnicity pay gap: Islington council has a mean ethnicity pay gap of 9.97%.

20. The median ethnicity pay gap: Islington council has a median ethnicity pay gap of 6.47%, which suggests that typically Islington White employees are paid at around 6.47% more than Islington's Black, Asian and Minority Ethnic employees. The hourly median pay for White staff is £20.88 compared to £19.53 for Black, Asian and Minority Ethnic staff.

21. The average Bonus Pay: Islington Council has a mean bonus ethnicity pay gap of 60.5%. In the period, approximately 7% of Islington White employees were paid a bonus payment compared to 12% of Black, Asian and Minority Ethnic employees.

Reference data 7

Ethnicity pay gap mean, median and bonus as percentage

Ethnicity Pay Indicator	2021
Difference in mean hourly rate of pay	9.97%
Difference in median hourly rate of pay	6.47%
Difference in mean bonus pay	60.55%
Difference in median bonus pay	1.33%
Proportion of White employees who were paid a bonus	6.57%
Proportion of Black, Asian and Minority Ethnic employees who were paid a bonus	12.00%

22. The proportion of White and Black, Asian and Minority Ethnic employees in each quartile pay band: The distribution of White and Black, Asian and Minority Ethnic staff through the pay bands by quartile, varies slightly in the first three quartiles when compared with the overall ethnicity composition of the workforce. To allow a direct comparison, this is 55% White and 45% Black, Asian or Minority Ethnic when 'not stated' is removed. In first three quartiles, there were slightly more Black, Asian and Minority Ethnic staff than the overall ethnicity composition. In the top quartile, 34% of staff were Black, Asian and Minority Ethnic and 66% were White.

Reference data 8

Ethnicity pay gap quartiles as percentage

Ethnicity Pay Indicator – Quartile Distribution	Black, Asian and Minority Ethnic	White
Quartile 1 (lowest average pay per hour)	51%	49%
Quartile 2	48%	52%
Quartile 3	47%	53%
Quartile 4 (highest average pay per hour)	34%	66%

Reference data 9

Broad ethnic origin of employees as percentage of departmental headcount

	Asian/Asian British	Black/Black British	Mixed	Other Ethnic Origin	Prefer not to say/Not Stated	White	Grand Total
Adult Social Care	4.29%	39.65%	6.06%	1.52%	1.52%	46.97%	100.00%
Chief Executive's	0.00%	15.79%	2.63%	0.00%	0.00%	81.58%	100.00%
Children's Services	7.83%	26.99%	6.66%	1.05%	3.86%	53.62%	100.00%
Community Wealth Building	9.05%	27.84%	3.25%	2.55%	4.18%	53.13%	100.00%
Environment	5.27%	20.79%	4.16%	1.62%	12.58%	55.58%	100.00%
Fairer Together	12.96%	24.77%	9.03%	1.62%	4.17%	47.45%	100.00%
Homes & Neighbourhoods	5.71%	29.21%	3.24%	1.62%	13.32%	46.91%	100.00%
Public Health	9.09%	9.09%	5.19%	2.60%	7.79%	66.23%	100.00%
Resources	19.57%	26.09%	4.74%	1.98%	1.78%	45.85%	100.00%

Reference data 10

Broad ethnic origin of employees as percentage of salary groupings

Salary Grouping	Asian/Asian British 8.32	Black/Black British 26.65	Mixed 4.99	Other Ethnic Origin	Prefer not to say/Not Stated	White	Grand Total
20K to 30K	2.03%	8.34%	1.49%	0.61%	2.98%	12.21%	27.66%
30K to 40K	3.31%	11.65%	1.72%	0.59%	3.23%	17.85%	38.34%
40K to 50K	2.01%	4.84%	1.30%	0.31%	0.86%	13.32%	22.65%
50K to 60K	0.59%	1.11%	0.31%	0.06%	0.21%	3.94%	6.22%
60K to 70K	0.23%	0.52%	0.08%	0.02%	0.08%	1.91%	2.85%
70K +	0.15%	0.19%	0.08%	0.04%	0.06%	1.76%	2.28%
Grand Total	8.32%	26.65%	4.99%	1.63%	7.42%	51.00%	100.00%

Disability

23. On joining Islington Council staff are asked to share if they do or do not have a disability and they are also asked to update their electronic employee record should they develop a disability during employment. The definition of disabled under the Equality Act 2010 applies if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

24. The percentage of people formally sharing a disability, 9.43% is higher than the average across London boroughs (6.25%). In our staff survey, we asked staff whether they consider themselves to have a disability. 18% said they do, which is significantly higher than our formal records and indicates that not all disabled staff are formally declaring their disability. Resources had the highest proportion of the department who had not shared either way although had a similar number of staff confirming that they have a disability.

Reference data 11

Disability by department

Directorate	Not disabled (headcount)	(%)	Disabled (headcount)	(%)	Not Stated (headcount)	(%)
Adult Social Care	159	40.15%	50	12.63%	187	47.22%
Chief Executive's	28	73.68%		0.00%	10	26.32%
Children's Services	481	56.19%	84	9.81%	291	34.00%
Community Wealth Building	168	38.98%	33	7.66%	230	53.36%
Environment	447	45.33%	81	8.22%	458	46.45%
Fairer Together	211	48.84%	41	9.49%	180	41.67%
Homes & Neighbourhoods	525	49.95%	105	9.99%	421	40.06%
Public Health	54	70.13%	7	9.09%	16	20.78%
Resources	231	45.65%	49	9.68%	226	44.66%
Grand Total	2304	48.27%	450	9.43%	2019	42.30%

Reference data 12

Disability of employees as percentage of salary groupings

Salary Grouping	Not disabled	Disabled	Not Stated	Grand Total
20K to 30K	48.03%	7.27%	44.70%	100.00%
30K to 40K	46.67%	10.82%	42.51%	100.00%
40K to 50K	50.69%	9.71%	39.59%	100.00%
50K to 60K	46.13%	10.44%	43.43%	100.00%
60K to 70K	50.00%	7.35%	42.65%	100.00%
70K +	57.80%	9.17%	33.03%	100.00%
Grand Total	48.27%	9.43%	42.30%	100.00%

25. The mean disability pay gap: Islington council has a mean disability pay gap of -2.26%. This indicates that on average, for every £10 an employee with a disability earns, an employee without a disability earns £9.77.

26. The median disability pay gap: Islington council has a median disability pay gap of 0%, which suggests that the median earnings of those with or without a disability are the same.

27. The average Bonus Pay: Islington Council has a mean bonus disability pay gap of minus 24.32%. In the period, approximately 6.8% of employees with a disability were paid a bonus payment compared to 10.3% of employees without a disability.

Reference data 13

Disability pay gap mean, median and bonus as percentage

Disability Pay Indicator	2021
Difference in mean hourly rate of pay	-2.26%
Difference in median hourly rate of pay	0.0%
Difference in mean bonus pay	-24.32%
Difference in median bonus pay	-1.35%
Proportion of Not Disabled employees who were paid a bonus	10.3%
Proportion of Disabled employees who were paid a bonus	6.8%

28. The proportion of employees with a disability in each quartile pay band: The distribution of staff with a disability varies considerably through the pay bands by quartile when compared with the overall composition of the workforce. To allow a direct comparison, this is 16.34% sharing a disability and 83.66% not sharing a disability when 'not stated' is removed. In the upper three quartiles, there were higher staff numbers than the overall composition. As there are such high numbers of 'not stated', further work to improve data collection will be required to enable further conclusions to be drawn.

Reference data 14

Disability pay gap quartiles as percentage

Disability Pay Indicator – Quartile Distribution	Shared disabled	Not shared as disabled
Quartile 1 (lowest average pay per hour)	13%	87%
Quartile 2	17%	83%
Quartile 3	17%	83%
Quartile 4 (highest average pay per hour)	17%	83%

Age

29. The average age of employees is 47 years. There is not a significant range (43-48) across London but our average is marginally higher at 46.9 than the London median of 46.7 years. The largest staff group is in the 50-64 years banding (40.96%). Public Health has the youngest average workforce – the only department below 40 at 39.38. By comparison, Adult Social Care has the oldest average workforce at 50.61.

Reference data 15

Average age by department

Directorate	Total
Adult Social Care	50.61
Chief Executive's	43.00
Children's Services	44.70
Community Wealth Building	48.19
Environment	48.85
Fairer Together	43.95
Homes & Neighbourhoods	47.94
Public Health	39.38
Resources	45.20
Grand Total	46.96

Reference data 16

Average age by salary groupings

Salary Grouping	16-24	25-39	40-49	50-64	65+	Grand Total
20K to 30K	66	296	294	560	104	1320
30K to 40K	46	576	424	707	77	1830
40K to 50K	1	321	293	433	33	1081
50K to 60K		63	101	125	8	297
60K to 70K		12	48	74	2	136
70K +		10	40	56	3	109
%	2.37%	26.78%	25.14%	40.96%	4.76%	4773

Length of Service

30. Employees' length of Islington service is on average 9 years.

31. Adult Social Care has the longest-serving staff group on average with 12.9 years. Although Public Health appears to have the shortest service, this is partly due to the fact that responsibility for Public Health only transferred to Local Authorities in 2013.

32. Many of our employees have continuous service, i.e. service with other Local Authorities or recognised bodies that counts towards their eligibility for certain terms and conditions such as annual leave, sickness and redundancy pay. The average length of continuous service was 12.7 years.

Reference data 17

Average years of service by department

Directorate	Total
Adult Social Care	12.9
Chief Executive's	8.3
Children's Services	8.8
Community Wealth Building	10.6
Environment	9.7

Fairer Together	7.9
Homes & Neighbourhoods	7.3
Public Health	4.9
Resources	11.1
Grand Total	9.2

Reference data 18

Islington service

Islington service length	Headcount
< 1 year	422
1 - < 2 years	303
2 - < 3 years	344
3 - < 5 years	619
5 - < 10 years	1735
10 - < 15 years	488
15 - < 20 years	450
20+ years	412

Reference data 19

Continuous service

Continuous Service length	Total
< 1 year	355
1 - < 2 years	256
2 - < 3 years	301
3 - < 5 years	564
5 - < 10 years	947
10 - <15 years	674
15 -<20 years	716
20+ years	960

Religion or belief and Sexual Orientation

33. Whilst our employee monitoring data now includes religion or belief and sexual orientation following the changes under the Equality Act, we do not yet hold enough data for it to be statistically significant although this has improved this year. For example, so far 71.06% of our workforce of our workforce has shared data with us about their sexual orientation and 66.75% about their religion or belief. To supplement the data we hold, we also include these questions in our staff survey.

34. The data shows that at least 4.40% of their workforce has identified as LGBTQ+.

Reference data 20

Sexual Orientation	Total	Total (%)
LGBTQ+	210	4.40%
Heterosexual	2958	61.97%
Not Stated	1605	33.63%
Grand Total	4773	100.00%

35. The religion practised by the largest group of staff who have shared their information is Christianity at 31.87%. The second largest staff group are Muslim (6.93%). 13.03% have confirmed that they are of no religion or belief.

Reference data 21

Religion	Total	Total (%)
Buddhist	37	0.78%
Christian	1589	33.29%
Hindu	51	1.07%
Jewish	37	0.78%
Muslim	331	6.93%
No Religion	622	13.03%
Not stated	1730	36.25%
Other Religion	357	7.48%
Pagan	2	0.04%
Sikh	17	0.36%
Grand Total	4773	100.00%

Section 2: Changes in the Workforce

Starters

36. There were 477 people who started work with the council within the year. The table below shows the person's department at commencement.

37. There are some slight differences in the profile of the new joiners compared to the wider staff population. For example, slightly more were of White ethnicity at 54.51% compared to 51.00%. There were more women (61.64% compared with 53.05%) and new joiners were also more likely to share that they have a disability. By far, the largest group of joiners by age were in the 25-39 banding.

Reference data 22

Sex

Male	Female
38.36%	61.64%

Disability

Yes – disability	No – disability	Not stated
7.55%	92.24%	0.21%

Age Band	Total	%
16-24	59	12.37%
25-39	238	49.90%
40-49	80	16.77%
50-64	100	20.96%
65+	59	12.37%
Grand Total	477	100.00%

Ethnic Band	Total	%
Asian/ Asian British	54	11.32%
Black/ Black British	110	23.06%
Mixed	33	6.92%
Not Stated	9	1.89%
Other	11	2.31%
White	260	54.51%
Grand Total	477	100.00%

Leavers

38. This section provides a detailed look at the reasons why people leave the organisation and their profile. 419 staff left the organisation during the period. The dominant reasons for people leaving were on a voluntary basis, i.e. resignation or retirement. The next most common was due to the expiration of a contract. Other reasons attracted relatively small numbers of employees.

39. A higher number of women than the average population of the council left during the year. A large number of those who left had not stated whether they had a disability or not.

Reference data 23

Leavers by sex, disability, age, ethnicity

Sex

Male	Female
40.81%	59.19%

Disability

Yes – disability	No – disability	Not stated
10.26%	56.80%	32.94%

Age Band	Total	%
16-24	27	6.44%
25-39	144	34.37%
40-49	81	19.33%
50-64	126	30.07%
65+	41	9.79%
Grand Total	419	100.00%

Ethnic Band	Total	%
Black/ Black British	92	21.96%
White	230	54.89%
Asian/ Asian British	39	9.31%
Not Stated	22	5.25%
Mixed	25	5.97%
Other	11	2.63%
Grand Total	419	100.00%

Reference data 24

Leavers by directorate

Directorate	Total	%
Adult Social Care	42	10.02%
Chief Executive's	6	1.43%
Children's Services	83	19.81%
Community Wealth Building	31	7.40%
Environment	64	15.27%
Fairer Together	70	16.71%
Homes & Neighbourhoods	59	14.08%
Public Health	11	2.63%
Resources	53	12.65%
Grand Total	419	100.00%

Reference data 25

Reasons provided for leaving

Reason for leaving	Total	%
Compulsory Redundancy	5	1.19%
Deceased	11	2.63%
Dismissal	25	5.97%
Early Retirement	4	0.95%
End of Contract	33	7.88%
Ill Health Retirement	10	2.39%
Mutual Severance	2	0.48%
Resignation	272	64.92%
Retirement	39	9.31%
Voluntary Redundancy	18	4.30%
Grand Total	419	100.00%

Recruitment

40. The following looks at closed recruitment projects during the 2021-22 year. The numbers recruited do not directly match starters during a year because those offered may start in the following year and some of those joining during the 2021-22 year will have been recruited during the previous financial year.

41. Overall there were 5,294 people who pursued an application and 553 people were recruited.

42. 64.37% of all of those offered were female which is higher than the council average. 40.9 were from a Black, Asian or Minority Ethnic background which is aligned to the existing workforce. There are considerably higher numbers of applications from Black candidates in particular when compared to the council and local population.

Reference data 26

Recruitment by gender, ethnicity, age & disability

Gender	All applications	All applications (%)	Outcome: Recruited	Outcome: Recruited (%)
Male	2134	39.96%	199	35.63%
Female	3159	60.01%	354	64.37%
Not stated	1	0.03%	0	0.00%
Total	5294	100.00%	553	100.00%

Reference data 27

Ethnic Origin	All applications	All applications (%)	Outcome: Recruited	Outcome: Recruited (%)
White	2091	39.39%	300	53.99%
Asian/Asian British	944	17.97%	59	10.79%
Black/ Black British	1616	30.47%	131	23.96%
Other	280	5.36%	16	2.93%
Mixed	354	6.61%	43	7.42%
Not Stated	5	0.2%	4	0.91%

Reference data 28

Age	All applications	All applications (%)	Outcome: Recruited	Outcome: Recruited (%)
16-24	553	10.42%	29	5.28%
25-39	2923	55.24%	300	54.66%
40-49	1023	19.55%	135	24.35%
50-64	766	14.22%	88	15.57%

65+	21	0.40%	1	0.15%
Not stated	8	0.17%	0	0.00%
Total	5294	100.00%	553	100.00%

Reference data 29

Disability	All applications	All applications (%)	Outcome: Recruited	Outcome: Recruited (%)
No	4863	91.31%	493	88.84%
Yes	387	7.66%	52	9.40%
Not stated	441	1.3%	8	1.76%
Total	5294	100%	553	100%

Apprenticeships

43. Apprenticeship data is also reported to London Councils on an annual basis in the format below. Data is held both on new starters to the council and also on in-work apprenticeships, known within Islington as our FUSE programme.

44. It should be noted that numbers are relatively small and therefore one individual's data accounts for 2.94% of all joiners and 4.3% of FUSE. However, there is a trend that those taking up apprenticeships are more likely to be of a Black, Asian or Minority Ethnic background. Black and Black British staff are particularly well represented in career progression apprenticeships with 34.78% of starts being from that group of staff compared with 26.45% of the overall staff group.

Reference data 30

Number of apprenticeship starts between 1 April 2020 and 31 March 2021

(by gender, ethnicity, age & disability)

		New starters	New starter %	Existing staff %	Existing staff %
Starts		24		54	
Age	Aged between 16 and 18	3	12.50%	0	0%
	Aged between 19 and 24	9	37.50%	1	1.85%
	25 years old and above	12	50.00%	53	98.15%
Sex	Male	9	37.50%	15	27.78%
	Female	15	62.50%	39	72.22%
Disability		3	12.50%	4	7.41%
Ethnicity	White	10	41.67%	32	59.26%
	Mixed/multiple ethnic background	5	20.83%	2	3.70%
	Asian/Asian British	4	16.67%	6	11.11%
	Black African/Caribbean/Black British	3	12.50%	11	20.37%

	Other ethnic group	2	8.33%	1	1.85%
	Prefer not to say		0.00%	2	3.70%

Grievance & Disciplinary Investigations

45. The number of staff who were subject to disciplinary investigation and/or disciplinary action (42) is a very small percentage of all employees (0.89%).
46. On 6 occasions disciplinary hearings resulted in dismissal during the reporting period. Those subject to such actions are 0.13% of all employees. Where there are such small numbers drawing conclusion based on individual characteristics e.g. sex, ethnicity or gender is not statistically significant and the breakdown is not shown below.
47. The numbers of staff who submit a formal grievance are also very few (22). This represents 0.46% of the workforce. Note this data relates to individual employee grievances that require a formal process to resolve. Many grievances can be resolved informally or through mediation; all parties are encouraged to pursue such actions as a first step.
48. It is difficult to draw conclusions from relatively low numbers when considered against the overall workforce. However, we do carry out analysis and monitoring of individual cases to ascertain whether more detailed action is necessary.

Reference data 31

Grievance and Disciplinary cases by gender, ethnicity and age

New Grievance and Disciplinary Cases by Gender			
	Female	Male	Total
Grievance	11	11	22
Disciplinary	12	30	42
Dismissals (Disciplinary)	1	5	6
Total	23	41	64

Reference data 32

New Grievance and Disciplinary Cases by Broad Ethnic Origin				
	White	Black, Asian & Minority Ethnic	Not Stated	Total
Grievance	7	14	1	22
Disciplinary	18	20	4	42
Dismissals (Disciplinary)	2	3	1	6

Total	25	34	5	64
--------------	-----------	-----------	----------	-----------

Reference data 33

New Grievance and Disciplinary Cases by Age					
	25-39	40-49	50-64	65+	Total
Grievance	8	1	12	1	22
Disciplinary	5	6	26	5	42
Dismissals (Disciplinary)	1	1	3	1	6
Total	13	7	38	6	64

Report Ends