

**Presentation Title**  
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September 2013*

**Croydon Workforce Profile**

Reporting Period: 01/04/2016 – 31/03/2017

Headcount in report: 2850

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*September 2016*



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## Executive summary

### Introduction and purpose

The workforce profile provides a valuable source of data about the Croydon Council workforce, that:

* + - * Provides evidence the Council is meeting its general equalities duty to: eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations.
* Supports delivery of some of the Council’s key workforce objectives and values, most notably: a modern, diverse and inclusive workforce that is reflective of the borough’s community; and the attraction, recruitment and retention of talented staff and leaders.
* Alongside other sources such as staff survey results and organisational health monitoring, informs and delivery of workforce priorities such as: the Council’s HR delivery action plans; and the corporate learning and development plan.
* Is a resource to help monitor workforce performance and provide benchmarking information to assist workforce planning and equality impact analysis.

### Subject matter and data limitations

The report provides an analysis of the Council’s directly employed workforce over the 12 month period 1 April 2016 to 31 March 2017. The data set includes all employees of Croydon Council except school-based employees and casual employees. Agency workers, volunteers, interims and consultants are not employees and are excluded from the profile.

The following limitations are identified:

* The continual nature and rapid pace of organisational change means that the data and subsequent analysis quickly becomes dated and less valuable at departmental level.
* The generally low number of employees involved in employee relation activities over the monitoring period does not present a large enough data set to draw significant conclusions.
* Owing to system limitations: learning activity descriptions lack some accuracy; not all activities were recorded; and management development and leadership development amongst others are not distinct within the report.
* Reporting on pregnancy that is separate to maternity is not possible. The data is not available and requesting it is regarded as overly intrusive.
* Although an employee data audit is conducted annually, non-disclosure rates for religion and sexuality remain high and with that the reliability of any statistical analysis is compromised.
* Where no data is available, because an employee has not made a selection from one of the options available for a particular characteristic, this has been included as “prefer not to say”.

This workforce profile compares the current organisational data with the data from the previous version of this report. For 2015/16 and 2016/17, the data is at 31 March and for 2014 and 2013 the effective date for data is 30 September.

### Information used in the Workforce Profile

Croydon Council collects information that is used in the Staff Profile through these routes:

1. Staff completing their personal information details electronically through ‘One Oracle’ HR Self-Service function
2. Applicants for posts completing their information via an electronic questionnaire as part of the recruitment process

**Self- classification:**

Data on the ethnic origin, any disability status, religion or belief, sexual orientation, gender, marital/civil partnerships status, caring status, gender assignment and age of Croydon Council employees will only be collected on the basis of self-classification by individuals.

**Access to diversity monitoring data**

Access to diversity monitoring data of individual staff is restricted to specific members of the HR and Finance team including:

* HR Policy and Equalities Manager
* HR Information Officer
* Head of HR Specialist Services
* HR Data Analyst

**Storing diversity monitoring data**

Diversity information is held on the ‘One Oracle’ HR database.

**Use of Diversity Monitoring data**

Equality information obtained is treated with the highest degree of confidentiality. It is used for the purpose of monitoring the effectiveness of Croydon Council’s equality and diversity policies in compliance with our statutory duties.

Any output of staff records that includes information on equality monitoring data will always be in the form of counts, tabulations or other statistical summaries. These will be anonymised to ensure that if any individual from any diversity group can be identified in these summaries, exact numbers will not be published.

The personal data will be used solely for the purposes of informing and furthering Croydon Council’s equality and diversity planning.

Anonymised statistical data may be produced and made publicly available including in response to enquiries from government bodies, local authorities, the police, employment tribunals and other bodies.

This would include providing data to the individual/organisation, where needed for specific projects or research to further equal opportunities policies, under strict confidentiality agreements.

**Disclosure of Information – why is it important?**

The workforce profile is comprised of information that has been disclosed by our staff. However it can only be a useful, relevant document if we have high levels of information disclosed.

As you can see in these categories there are high levels on non-disclosure including:

* Sexual Orientation - 26% non-disclosure
* Religion - 38% non-disclosure
* Disability - 31% non-disclosure
* Ethnicity - 19% non-disclosure

Here are some FAQ’s for council staff that explains why disclosure is important.

**I’m sure I’ve disclosed all my information when I started at the council. Should I check?**

* Yes! It’s a really good idea to go into your Oracle Equalities record on a regular basis to check your data is up to date.
* As Equalities data can only be updated by you (i.e self-classification) it is quite possible that data you disclosed on your application form **will not be on your** Oracle record so will need to be updated by you.
* **If you don’t want to disclose any information it is also important not to leave the category blank but to choose ‘prefer not to say’ as a category.**

**What’s my diversity information got do with you? It’s personal!**

* When you complete your diversity information on Oracle it is never used on an individual or personal basis. We collect this information so we can understand if our policies and practices affect different groups of staff in positive, neutral or negative ways. This means we can monitor how fair we’re being as an employer and ways to make appropriate changes.
* What we measure, we can manage. Completing your diversity information on Oracle means we have the right information about our workforce make-up. This allows us to respond to the specific needs of our staff in the most effective ways. It’s never about you personally!

**What actually happens to my data and how is it used?**

* The diversity information you record on Oracle is stored securely and confidentially. It cannot be seen by your line manager and can **only** be accessed by a restricted number of trained users.
* The information you record on Oracle is only ever analysed and reported on as numerical statistical data. This means we’re only ever looking at general trends and patterns in the organisation, based on factors like disability, race and part-time status.
* For an example of what we mean, take a look at the Workforce Profile to see how we analyse and report on diversity information
* We publish this document every year to examine and improve our employment practices, policies and strategies.  When this information is complete and accurate, we have the right evidence to help us improve.
* We can compare the workforce profile to other kinds of data – such as Our Appraisal outcomes, survey responses and other forms of feedback – to see if the outcomes for our staff are fair or seem disproportionate.

**How much choice do I have to disclose this data? Surely it’s up to me.**

* Of course, it is always your choice whether to share this information with us. Hopefully your decision will be informed though by reading the information here.
* We hope you will choose to provide this information so that we can continue to measure our progress around how fair we’re being as an employer. Even if you don’t feel that your own diversity has much to do with your own personal experience working at Croydon, having this information allows us identify areas of inequality that we need to improve.

**Will I be able to access my equalities data whenever I want and update or alter it?**

* Yes of course!  This is your data so you are entitled to access or change information when it suits you to do so.  You are also entitled to choose not to access it and make no updates if you wish.

**Why are you asking about my religion and sexual orientation? These are private matters and they have nothing to do with work.**

* A person’s religious belief may be as relevant to them as their gender or the fact that they have recently acquired a disability. The fact that a person has no religious belief can be just as important. Collecting information on religious beliefs allows us to identify any patterns of exclusion based on religion or lack of religious belief and to help make sure our workplace is one that is able to tolerate a wide range of views and beliefs.
* A person’s sexual orientation is very rarely private at work. Everyday conversations about what you do at the weekend with husbands, wives partners, families and friends mean that we frequently refer to sexual orientation – even if we’re not conscious that we’re doing it. We know that it is generally much easier for heterosexual people to be open about their sexual orientation at work than lesbian, gay and (especially) bisexual colleagues. This may impact negatively on the workplaces experiences and outcomes for LGB staff.
* Oracle also allows us to record information for new categories that you may be less familiar with. It asks the following questions around **gender identity** and **caring responsibilities**:
  + *‘Is your gender identity the same gender you were assigned at birth?’*
  + ***‘****Do you have caring responsibilities other than parenting’?*
* You may have come across the term **gender identity** in reference to transgender equality, most commonly as the ‘T’ in LGBT. The significant majority of people feel that their gender matches their physical body in terms of their sex. However, a transgender person may discover during their lifetime that the physical sex characteristics of their body do not reflect their true gender identity. It is not necessary for a person to undergo gender reassignment surgery in order to identify as transgender.

### Croydon – the local population (2011 Census)

The composition of the residential population provides important context alongside the workforce profile. Any comparison of the workforce to the local community should consider that the extent to which the Council can reflect the composition of the community in its workforce contrasts with the rapid population change in the borough, especially during times when the workforce is shrinking and job opportunities are reducing.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Gender** |  |  | **Ethnicity** | |  |  | **Disability** |  |
|  |  |  |  |  |  |  |  |  |
| Males | 48.50% |  | **BAME** | Bangladeshi | 0.71% |  | Registered as disabled | 16.80% |
| Females | 51.50% |  | Black African | 7.98% |  |  |  |
|  |  |  | Black Caribbean | 8.62% |  | **Marriage & Civil Partnership** |  |
| **Religion** |  |  | Chinese | 1.08% |  |  |  |
|  |  |  | Indian | 6.79% |  |  |  |
| Christian | 56.42% |  | Mixed White and Asian | 1.41% |  |  | 46.66% |
| Buddhist | 0.66% |  | Mixed White and Black African | 0.90% |  | Not Married or Not Civil Partner | 53.34% |
| Hindu | 5.98% |  | Mixed White and Black Caribbean | 2.66% |  |  |  |
| Jewish | 0.20% |  | Other | 1.76% |  |  |  |
| Muslim | 8.12% |  | Other Asian | 4.85% |  | **Employment type** |  |
| Sikh | 0.40% |  | Other Black | 3.57% |  |  |  |
| Other religion | 0.59% |  | Other Mixed | 1.60% |  | Employee: Part-time | 23.87% |
| No religion | 19.99% |  | Pakistani | 2.99% |  | Employee: Full-time | 76.13% |
| Religion not stated | 7.64% |  | **BME Totals:** | | **44.91%** |  |  |  |
|  |  |  | **White** | White British | 47.26% |  |  |  |
|  |  |  | White Gypsy or Irish Traveller | 0.06% |  |  |  |
|  |  |  | White Irish | 1.48% |  |  |  |
|  |  |  | White Other | 6.29% |  |  |  |
|  |  |  | **White Totals:** | | **55.09%** |  |  |  |

### LBC Vs Croydon Population (2011 Census)

**The following colour scheme is also used throughout for each department:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Colour scheme** | | | |
| **LBC** |  |  |  |
| **People** |  |  |  |
| **Place** |  |  |  |
| **Resources** |  |  |  |

## Employee profile

### Headcount and FTE profile

**Definition:** headcount is the number of employees working within the council. If an employee works in more than one department, they will be counted in all departments they work.

**Definition:** full time equivalents (FTE), is calculated by dividing the number of contractual hours an employee works each week by the full time hours (36hrs).

**Definition**: Black or minority ethnicity (BAME) is the total non-white population, this comprises of, but is not limited to, employees with the following ethnic backgrounds: Bangladeshi, Black African, Black Caribbean, Chinese, Indian, Mixed White and Asian, Mixed White and Black African, Mixed White and Black Caribbean, Other Asian, Other Black, Other Mixed, and Pakistani

**Total headcount and FTE**

Department Totals \*\*[Figures based on declared data only](#DisclosureofInfo)\*\*

|  |
| --- |
| [For trend data table, clear here](#Genderheadcount) |
| [For trend data table, clear here](#ethnicityheadcount) |
| [For trend data table, clear here](#disabilityheadcount) |
| [For trend data table, clear here](#sexualityheadcount) |
| [For trend data table, clear here](#ageheadcount) |
| [For trend data table, clear here](#religionheadcount) |

### Working hours profile

This section evaluates the employee population by full time and part time contractual hours.



**Definition:** a full time employee is one who works 36hrs per week, any employee working less than this is considered part time. Employees can only have the basis of either full or part time.

\*\*[Figures based on declared data only](#DisclosureofInfo)\*\*

* + 1. Basis by department headcount ([Data table](#LBCWkHrs))

* + 1. Basis by gender ([Data table](#GenderWkHrs))
    2. Basis by ethnicity([Data table](#ethnicityWkHrs))
    3. Basis by disability ([Data table](#disabilityWkHrs))
    4. Basis by sexuality ([Data table](#sexualityWkHrs))
    5. Basis by religion (Top 3) [(Data table](#religionWkHrs))
    6. Basis by age ([Data table](#ageWkHrs))

### Salary profile

This section analyses the broad distribution of basic pay across the workforce and the gender gap in basic pay.

|  |
| --- |
| Salary range |
| Below £36,000 |
| £36,000 - £54,999 |
| £55,000 - £94,999 |
| £95,000+ |

\*\*[Figures based on declared data only](#DisclosureofInfo)\*\*

* + 1. Salary by headcount

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **People** | | **Place** | | **Resources** | | **LBC 2015/16** | | **LBC 2014** | **LBC 2013** | **LBC 2012** |
| **Officer** | 969 | 72.64% | 360 | 72.14% | 632 | 72.48% | 1,961 | 72.50% | 76% | 79% | 80% |
| **Manager** | 312 | 23.39% | 126 | 25.25% | 170 | 72.48% | 608 | 22.48% | 20% | 18% | 17% |
| **Senior manager** | 53 | 3.97% | 13 | 2.61% | 70 | 8.03% | 136 | 5.03% | 4% | 3% | 3% |

* + 1. Salary by Gender
    2. Salary by Ethnicity
    3. Salary by Disability
    4. Salary by Age
    5. Grade by Sexuality
    6. Salary by religion (Top 3)

### New starters profile

This section shows the breakdowns for new employees at the council between the first of April 2016 and the end of March 2017. Comparisons show the difference between the total LBC population and that of the new starters in this period.

\*\*[Figures based on declared data only](#DisclosureofInfo)\*\*

* + 1. New starters by department (Data table)
    2. New starters by gender ([Data table](#NewStartGender))
    3. New starters by ethnicity ([Data table](#NewStartethnicitygraph))
    4. New starters by disability (Data table)
    5. New starters by age ([Data table](#NewStartagegraph))
    6. New starters by sexuality ([Data table](#NewStartsexuality))
    7. New starters by religion ([Data table](#NewStartreligion))
    8. New starters by working hours ([Data table](#NewStartwkhrs))
    9. New starters by salary



### Turnover profile

This section shows the turnover of employees leaving employment at the council between the first of April 2016 and the end of March 2017. Turnover represented by the number of leavers as a percentage of the average headcount over the reporting period.

The voluntary leavers figures contain; resignations, retirements (excluding early retirement through redundancy), deaths and fixed-term contract staff who resign prior to the end of their contract. All other reasons for leaving are classed as involuntary.

* + 1. Organisation Turnover

|  |  |  |
| --- | --- | --- |
| LBC | | |
|  | **2016/17** | **2015/16** |
| **Begin Headcount** | 2716 | 3007 |
| **End Headcount** | 2850 | 2742 |
| **Total Leavers** | 294 | 356 |
| **Voluntary Leavers** | 187 | 260 |
| **Involuntary Leavers** | 107 | 96 |
| **Total Turnover** | 10.5% | 12.4% |
| **Voluntary Turnover** | 6.7% | 9.05% |
| **Involuntary Turnover** | 3.8% | 3.34% |

* + 1. Turnover by Department

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Department** | | | | |
|  | People | Place | Resources | LBC |
| **Begin Headcount** | 1336 | 500 | 880 | 2716 |
| **End Headcount** | 1457 | 523 | 870 | 2850 |
| **Total Leavers** | 153 | 49 | 92 | 294 |
| **Voluntary Leavers** | 98 | 28 | 61 | 187 |
| **Involuntary Leavers** | 55 | 21 | 31 | 107 |
| **Total Turnover** | 11% | 9.6% | 10.5% | 10.5% |
| **Voluntary Turnover** | 7% | 5.5% | 7% | 6.7% |
| **Involuntary Turnover** | 3.9% | 4.1% | 3.5% | 3.8% |

* + 1. Turnover by gender ([Data table](#Turnovergender))
    2. Turnover by Ethnicity ([Data table](#TurnoverEthnicity))

* + 1. Turnover by Disability ([Data table](#Turnoverdisability))
    2. Turnover by Age ([Data table](#Turnoverage))

\*0 Leavers <=20

### Service length profile

This section shows the breakdowns against the length of service employees have had with Croydon Council.

\*\*[Figures based on declared data only](#DisclosureofInfo)\*\*

* + 1. Service length by department ([Data table](#servlengthdept))

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | **People** | **Place** | **Resources** | **LBC** |
| **Length of service** | **<1 year** | 281 | 76 | 158 | 515 |
| **1 year** | 106 | 28 | 67 | 201 |
| **2 to 3 years** | 241 | 65 | 128 | 434 |
| **4 to 5 years** | 116 | 31 | 55 | 202 |
| **6 to 10 years** | 275 | 87 | 153 | 515 |
| **11 to 15 years** | 217 | 91 | 210 | 518 |
| **16 to 20 years** | 91 | 57 | 45 | 193 |
| **21 to 30 years** | 113 | 68 | 44 | 225 |
| **31+ years** | 17 | 20 | 10 | 47 |

* + 1. Service length by gender ([Data table](#servlengthgender))
    2. Service length by ethnicity ([Data Table](#servlengthethnicity))
    3. Service length by disability ([Data table](#servlengthdisability))
    4. Service length by age ([Data table](#servlengthage))
    5. Service length by working hours ([Data table](#servlengthawkhrs))
    6. Service length by salary

## Recruitment profile

This section details the profile of applications for positions advertised at the council between April 2016 and March 2017.

### Applicant profile

* + 1. Applicants by gender [(Data table](#RecruitGender))
    2. Applicants by ethnicity ([Data table](#Recruitethnicity))
    3. Applicants by disability ([Data table](#Recruitdisability))
    4. Applicants by age ([Data table](#Recruitage))
    5. Applicants by sexuality ([Data table](#Recruitsexuality))
    6. Applicants by religion (Top 3) ([Data table](#Recruitreligion))
    7. Applicants on maternity leave

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Applicants | | | |
|  | 2015/16 | | 2016/17 | |
| **Pregnant or on maternity leave when submitting application** | 25 | 0.45% | 21 | 0.32% |
| **Not pregnant or on maternity leave when submitting application\*** | 3699 | 66.41% | 6398 | 98.40% |
| **Prefer not to say\*** | 1846 | 33.14% | 83 | 1.28% |

## Employee relations profile

This section details the new employee relations activity between the reporting period of 1 April 2016 and 31 March 2017. The data in this section is taken from CHRIS & Oracle, but is reported differently owing to: the sensitive nature of the data and to limit the risk of individuals being identified; and the relatively small data sample sizes.

The small sample size also means that percentages can change considerably with very small adjustments in actual numbers and consequently comparisons with the workforce is unlikely to be statistically significant.

Although detailed data across the protected characteristics is available, the most meaningful have been extracted and reported below.

### 4.1 Disciplinary profile

The figures below show the number of employees whose conduct has been the subject of formal disciplinary investigation and/or a disciplinary hearing.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Employees subject to a disciplinary investigation** | | | | **LBC** | | | |
|  | **2013** | **2014** | **2015/16** | **2016/17** | **2013** | **2014** | **2015/16** | **2016/17** |
| **Female** | 49% | 47% | 47% | 40% | 66% | 66% | 67% | 66% |
| **Disabled** | 7% | 11% | 9% | 14% | 8% | 7% | 6% | 7% |
| **BAME** | 52% | 58% | 32% | 75% | 35% | 35% | 34% | 38% |
| **Over 50** | 52% | 47% | 38% | 52% | 37% | 40% | 35% | 39% |
| **Total Headcount** | 61 | 19 | 34 | 55 | 3177 | 2966 | 2730 | 2850 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  | **Employees subject to a disciplinary hearing** | **Hearing outcome - No case to answer** | **Hearing outcome - written or final written warning** | **Hearing outcome - dismissed** | **LBC** |
| **Female** | **2014** | 29% | 0% | 100% | 0% | 66% |
| **2015/16** | 47% | 0% | 33% | 50% | 67% |
| **2016/17** | 20% | 0% | 66% | 0% | 66% |
| **Disabled** | **2014** | 0% | 0% | 0% | 0% | 7% |
| **2015/16** | 18% | 0% | 17% | 20% | 6% |
| **2016/17** | 0% | 0% | 0% | 0% | 7% |
| **BAME** | **2014** | 43% | 0% | 0% | 0% | 35% |
| **2015/16** | 23% | 0% | 17% | 60% | 34% |
| **2016/17** | 50% | 0% | 17% | 0% | 38% |
| **Over 50** | **2014** | 45% | 100% | 0% | 0% | 40% |
| **2015/16** | 29% | 0% | 50% | 40% | 35% |
| **2016/17** | 100% | 0% | 42% | 0% | 39% |
| **Total Headcount** | **2014** | 8 | 1 | 2 | 0 | 2966 |
| **2015/16** | 17 | 0 | 6 | 10 | 2730 |
| **2016/17** | 11 | 1 | 10 | 0 | 2850 |

### 4.2 Capability profile

This section details the employee profiles for those employees whose performance has been formally addressed under the relevant procedure within the reporting period.

* + 1. Performance capability

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | **Employees subject to a first formal hearing** | **Employees subject to a final formal hearing** | **LBC** |
| **Female** | **2014** | 25% | 0% | 66% |
| **2015/16** | 56% | 0% | 67% |
| **2016/17** | 63% | 100% | 66% |
| **Disabled** | **2014** | 0% | 0% | 7% |
| **2015/16** | 0% | 0% | 6% |
| **2016/17** | 60% | 0% | 7% |
| **BAME** | **2014** | 0% | 0% | 35% |
| **2015/16** | 56% | 0% | 34% |
| **2016/17** | 63% | 100% | 38% |
| **Over 50** | **2014** | 25% | 0% | 40% |
| **2015/16** | 22% | 0% | 35% |
| **2016/17** | 17% | 0% | 39% |
| **Total Headcount** | **2014** | 4 | 0 | 2966 |
| **2015/16** | 9 | 0 | 2730 |
| **2016/17** | 6 | 2 | 2850 |

* + 1. Sickness capability

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | **Employees subject to a first formal hearing** | **Employees subject to a final formal hearing** | **Employee Who were dismissed** | **LBC** |
| **Female** | **2014** | 80% | 67% | 50% | 66% |
| **2015/16** | 64% | 36% | 50% | 67% |
| **2016/17** | 80% | 100% | 0% | 66% |
| **Disabled** | **2014** | 13% | 50% | 0% | 7% |
| **2015/16** | 0% | 0% | 0% | 6% |
| **2016/17** | 13% | 0% | 0% | 7% |
| **BAME** | **2014** | 43% | 83% | 100% | 35% |
| **2015/16** | 18% | 18% | 0% | 34% |
| **2016/17** | 33% | 0% | 0% | 38% |
| **Over 50** | **2014** | 43% | 67% | 50% | 40% |
| **2015/16** | 36% | 27% | 0% | 35% |
| **2016/17** | 20% | 0% | 0% | 39% |
| **Total Headcount** | **2014** | 4 | 0 | 2 | 2966 |
| **2015/16** | 11 | 11 | 2 | 2730 |
| **2016/17** | 15 | 1 | 0 | 2850 |

**4.3 Complaints profile**

The section deals with the employees who have raised formal complaints (grievances) under the relevant procedure.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | **Employees who raised a first formal complaint** | **Complaints that were upheld at first formal stage** | **Complaints that were not upheld at first formal stage** | **LBC** |
| **Female** | **2014** | 80% | 76% | 50% | 66% |
| **2015/16** | 64% | 36% | 50% | 67% |
| **2016/17** | 69% | 50% | 50% | 66% |
| **Disabled** | **2014** | 7% | 8% | 0% | 7% |
| **2015/16** | 5% | 0% | 100% | 6% |
| **2016/17** | 0% | 0% | 0% | 7% |
| **BAME** | **2014** | 47% | 42% | 43% | 35% |
| **2015/16** | 45% | 0% | 0% | 34% |
| **2016/17** | 73% | 50% | 50% | 38% |
| **Over 50** | **2014** | 40% | 42% | 29% | 40% |
| **2015/16** | 36% | 0% | 0% | 35% |
| **2016/17** | 45% | 100% | 0% | 39% |
| **Total Headcount** | **2014** | 30 | 12 | 7 | 2966 |
| **2015/16** | 22 | 0 | 3 | 2730 |
| **2016/17** | 25 | 3 | 4 | 2850 |

## Learning and development profile

**5.1 Learning event participants profile**

This section details the breakdowns for employees attending a centrally organised learning events and courses

* + 1. Learning event participants by gender
    2. Learning event participants by ethnicity
    3. Learning event participants by disability
    4. Learning event participants by age
    5. Learning event participants by sexuality
    6. Learning event participants by religion

## Absence profile

This section shows the breakdowns for employees with sickness absence and maternity absence.

### All sickness and long term sickness profile

This section details the profile for all employees absent due to sickness between April 2016 and March 2017.

**Definition:** long term sickness absence is defined as a period of absence which continues for 20 or more working days. Any periods shorter than this are therefore considered to be short term.

* + 1. Total sickness ([Data table](#Sicknesstable))
    2. Sickness by Department
    3. Sickness by gender (Data table)
    4. Sickness by ethnicity (Data table)
    5. Sickness by disability (Data table)
    6. Sickness by age (Data table)
    7. Sickness by sexuality (Data table)
    8. Sickness by religion (Top 3) (Data table)

### Maternity absence profile

This profile details employees who have taken maternity absence. To enable an appropriate comparison to the LBC population, for this profile only, the LBC population is limited to show only the female population.

* + 1. Maternity by department

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Maternity Headcount** | **Maternity Percentage** | | **LBC (Women only)** |
|  | **2016/17** | | | | |
| **People** | 47 | 53% | 56% | | |
| **Place** | 7 | 8% | 12% | | |
| **Resources** | 35 | 39% | 32% | | |
| **LBC** | 89 | 100% | 100% | | |

* + 1. Maternity followed by leaving

|  |  |
| --- | --- |
|  | **Maternity Percentage** |
|  | **2016/17** |
| **Career Break** | 14% |
| **Other** | 43% |
| **Redundancy** | 0% |
| **Resignation** | 43% |
| **TUPE** | 0% |
| **Total** | 100% |

* + 1. Maternity by grade

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Maternity Headcount** | | **Maternity Percentage** | **LBC (Women only)** |
|  | **2016/17** | | | |
| **Officer** | 59 | 66% | | 80% |
| **Manager** | 29 | 33% | | 18% |
| **Senior Manager** | 1 | 1% | | 3% |

* + 1. Maternity by basis

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Maternity Headcount** | **Maternity Percentage** | **LBC (Women only)** |
|  | **2016/17** | | |
| **Full Time** | 65 | 73% | 77% |
| **Part Time** | 24 | 27% | 23% |

## Areas of concern

**People**

* Issue with gender segregation of some roles – high gap between male and female (in female favour)
* Issue with low numbers of BAME in senior management

**Place**

* Issue of gap between male and female (16%) in dept (in favour of male)
* Issue of low BAME numbers throughout department.
* Issue of low numbers of part-time staff compared to full-time

**Resources**

* Issue of no declared disabled new starters and low levels of disabled staff in department
* Issue with low numbers of BAME in senior management

**Appendix**

**Headcount Tables**

**Gender**

|  |  |  |
| --- | --- | --- |
|  | Female | Male |
| LBC 2013 | 66% | 34% |
| LBC 2014 | 66% | 34% |
| LBC 2015/16 | 66% | 34% |
| LBC 2016/17 | 66% | 34% |

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**Ethnicity**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | 2013 | 2014 | 2015/16 | 2016/17 | | Croydon Pop | London Pop |
|  |  | **%** | **%** | **%** | **HC** | **%** | **%** | **%** |
| BAME | **Bangladeshi** | 0.40% | 0.40% | 0.48% | 15 | 0.53% | 0.70% | 2.72% |
| **Black African** | 7.70% | 7.70% | 8.24% | 235 | 8.25% | 8.00% | 7.02% |
| **Black Caribbean** | 11.30% | 11.30% | 10.91% | 319 | 11.19% | 8.60% | 4.22% |
| **Chinese** | 0.50% | 0.50% | 0.41% | 11 | 0.39% | 1.10% | 1.52% |
| **Indian** | 3.10% | 3.10% | 2.99% | 73 | 2.56% | 6.80% | 6.64% |
| **Mixed White and Asian** | 0.90% | 0.90% | 0.96% | 28 | 0.98% | 1.40% | 1.24% |
| **Mixed White and Black African** | 0.30% | 0.30% | 0.41% | 13 | 0.46% | 0.90% | 0.80% |
| **Mixed White and Black Caribbean** | 1.40% | 1.40% | 1.37% | 43 | 1.51% | 2.70% | 1.46% |
| **Other** | 4.60% | 4.60% | 3.62% | 89 | 3.12% | 1.80% | 3.44% |
| **Other Asian** | 1.50% | 1.50% | 1.44% | 37 | 1.30% | 4.80% | 4.88% |
| **Other Black** | 1.80% | 1.80% | 1.85% | 44 | 1.54% | 3.60% | 2.08% |
| **Other Mixed** | 1.20% | 1.20% | 1.07% | 32 | 1.12% | 1.60% | 1.45% |
| **Pakistani** | 0.70% | 0.70% | 0.67% | 19 | 0.67% | 3.00% | 2.74% |
| **BAME Totals:** | **35.30%** | **35.30%** | 34.42% | **958** | **33.61%** | **44.90%** | **40.21%** |
| White | **White British** | 52.00% | 52.00% | 45.51% | 1205 | 42.28% | 47.70% | 44.89% |
| **White Gypsy or Traveller** | 0.10% | 0.10% | 0.04% | 1 | 0.04% | 0.10% | 0.10% |
| **White Irish** | 2.00% | 2.00% | 1.81% | 42 | 1.47% | 1.50% | 2.15% |
| **White Other** | 4.40% | 4.40% | 3.62% | 111 | 3.89% | 6.30% | 12.65% |
| **White Totals:** | **58.50%** | **58.50%** | 50.98% | **1359** | **47.68%** | **55.10%** | **59.79%** |
|  | **Prefer Not to Say** | **6.20%** | **6.20%** | 14.60% | **533** | **18.70%** | **-** | **-** |

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**Disability**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Disabled | Not Disabled | Prefer not to say |
| LBC 2013 | 8% | 83% | 9% |
| LBC 2014 | 7% | 80% | 13% |
| LBC 2015/16 | 7% | 70% | 13% |
| LBC 2016/17 | 8% | 90% | 2% |

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**Sexuality**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | LBC 2013 | | LBC 2014 | | LBC 2015/16 | | LBC 2016/17 | |
| Bisexual | 8 | 0.30% | 9 | 0.30% | 4 | 0.15% | 8 | 0.38% |
| Heterosexual | 2,270 | 71.50% | 2,117 | 71.4% | 1,714 | 63.36% | 1606 | 76.19% |
| Homosexual | 45 | 1.40% | 38 | 1.30% | 28 | 1.04% | 37 | 1.76% |
| Other | 0 | 0.0% | 0 | 0.0% | 85 | 3.14% | 66 | 3.13% |
| Prefer Not To Say | 854 | 26.90% | 803 | 27.00% | 874 | 32.31% | 391 | 18.55% |

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**Age**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | LBC 2013 | | LBC 2014 | | LBC 2015/16 | | LBC 2016/17 | |
| <=20 | 8 | 0% | 20 | 0.67% | 10 | 0.37% | 7 | 0.25% |
| 21 – 25 | 91 | 3% | 80 | 3% | 70 | 3% | 83 | 3% |
| 26 – 30 | 216 | 7% | 191 | 6% | 194 | 7% | 228 | 8% |
| 31 – 35 | 361 | 11% | 377 | 13% | 332 | 12% | 324 | 11% |
| 36 – 40 | 281 | 9% | 293 | 10% | 297 | 11% | 330 | 12% |
| 41 – 45 | 441 | 14% | 386 | 13% | 303 | 11% | 316 | 11% |
| 46 – 50 | 558 | 18% | 520 | 18% | 453 | 17% | 445 | 16% |
| 51 – 55 | 502 | 16% | 478 | 16% | 473 | 17% | 512 | 18% |
| 56 – 60 | 427 | 13% | 381 | 13% | 359 | 13% | 369 | 13% |
| 61+ | 236 | 7% | 241 | 8% | 214 | 8% | 235 | 8% |
| PFTS | 56 | 2% | 0 | 0 | 0 | 0% | 0 | 0% |

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Religion

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | LBC 2013 | | LBC 2014 | | LBC 2015/16 | | LBC 2016/17 | |
| Buddhist | 13 | 0.% | 14 | 0.47% | 14 | 0.5% | 12 | 0.59% |
| Christian | 1,613 | 51% | 1,477 | 50% | 1,192 | 44% | 1095 | 53% |
| Hindu | 58 | 2% | 55 | 2% | 46 | 2% | 43 | 2% |
| Jewish | 9 | 0% | 5 | 0.17% | 4 | 0.2% | 5 | 0.24% |
| Muslim | 63 | 2% | 57 | 2% | 48 | 2% | 47 | 2% |
| None | 649 | 20% | 621 | 21% | 499 | 19% | 479 | 23% |
| Sikh | 8 | 0% | 5 | 0.17% | 6 | 0.2% | 6 | 0.29% |
| Other | 108 | 3% | 99 | 3% | 79 | 3% | 84 | 4% |
| Prefer not to say | 656 | 21% | 634 | 22% | 817 | 30% | 276 | 13% |

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Working Hours Tables

LBC

|  |  |  |
| --- | --- | --- |
|  | Full time | |
|  | Full Time | Part Time |
| LBC 2013 | 78% | 22% |
| LBC 2014 | 81% | 19% |
| LBC 2015/16 | 81% | 19% |
| LBC 2016/17 | 82% | 18% |

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Gender

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Full time | | Part time | |
|  | Female | Male | Female | Male |
| LBC 2013 | 47% | 31% | 19% | 3% |
| LBC 2014 | 49% | 32% | 17% | 3% |
| LBC 2015/16 | 50% | 31% | 17% | 2% |
| LBC 2016/17 | 50% | 32% | 15% | 2% |

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Ethnicity

|  |  | 2013 | | 2014 | | 2015/16 | | 2016/17 | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Full time | Part time | Full time | Part time | Full time | Part time | Full time | Part time |
| BAME | **Bangladeshi** | 0% | 1% | 0% | 0% | 0% | 1% | 43% | 32.4% |
| **Black African** | 9% | 3% | 9% | 4% | 9% | 4% | 0.6% | 0.7% |
| **Black Caribbean** | 12% | 10% | 11% | 10% | 12% | 8% | 11.2% | 5.2% |
| **Chinese** | 1% | 0% | 0% | 0% | 0% | 1% | 14.6% | 9.4% |
| **Indian** | 3% | 3% | 3% | 3% | 3% | 3% | 0.4% | 0.9% |
| **Mixed White and Asian** | 1% | 1% | 1% | 1% | 1% | 1% | 3.3% | 2.6% |
| **Mixed White and Black African** | 0% | 0% | 0% | 0% | 0% | 0% | 1.1% | 1.6% |
| **Mixed White and Black Caribbean** | 1% | 2% | 1% | 2% | 1% | 2% | 0.6% | 0.2% |
| **Other** | 4% | 5% | 4% | 4% | 4% | 4% | 1.8% | 1.9% |
| **Other Asian** | 2% | 1% | 1% | 2% | 1% | 2% | 3.8% | 4% |
| **Other Black** | 2% | 2% | 2% | 2% | 2% | 2% | 1.4% | 2.3% |
| **Other Mixed** | 1% | 1% | 1% | 1% | 1% | 1% | 2% | 1.4% |
| **Pakistani** | 0% | 2% | 0% | 1% | 1% | 1% | 1.5% | 0.7% |
| BAME Total: | | **37%** | 37% | 31% | 37% | 31% | 36% | **35%** | 0.7% |
| White | **White British** | 51% | 57% | 48% | 57% | 43% | 55% | 56.2% | 67.4% |
| **White Gypsy or Traveller** | 0% | 0% | 0% | 0% | 0% | 0% | 49.6% | 60.8% |
| **White Irish** | 2% | 2% | 2% | 2% | 2% | 2% | 0.1% | 0.0% |
| **White Other** | 5% | 4% | 4% | 4% | 4% | 4% | 1.7% | 2.1% |
| White Total: | | **58%** | 57% | 63% | 54% | 63% | 49% | **46%** | 4.8% |
|  | **Prefer Not to Say** | 6% | 67% | 9% | 6% | 15% | 10% | 0.7% | 0.2% |

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Disability

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Full time | | | | Part time | | | |
|  | Not disabled | Disabled | Prefer Not to Say | Total | Not disabled | Disabled | Prefer Not to Say | **Total** |
| LBC 2013 | 83% | 7% | 10% | 100% | 83% | 10% | 7% | 100% |
| LBC 2014 | 79% | 7% | 14% | 100% | 83% | 9% | 8% | 100% |
| LBC 2015/16 | 69% | 6% | 25% | 100% | 77% | 7% | 16% | 100% |
| LBC 2016/17 | 91% | 8% | 1% | 100% | 89% | 10% | 1% | 100% |

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Age

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Full time | | | | Part time | | | |
|  | 2013 | 2014 | 2015/16 | 2016/17 | 2013 | 2014 | 2015/16 | 2016/17 |
| <= 20 | 0.16% | 0.84% | 0.41% | 0.30% | 0.57% | 0.00% | 0.19% | 0.00% |
| 21 – 25 | 2.75% | 2.96% | 3.15% | 3.32% | 3.27% | 1.57% | 0.19% | 0.99% |
| 26 – 30 | 7.56% | 7.14% | 7.76% | 8.44% | 4.12% | 3.50% | 4.67% | 5.96% |
| 31 – 35 | 11.40% | 13.24% | 12.46% | 11.85% | 11.22% | 10.49% | 11.48% | 9.15% |
| 36 – 40 | 9.02% | 9.90% | 10.82% | 11.55% | 8.24% | 9.79% | 11.67% | 11.73% |
| 41 – 45 | 13.79% | 12.90% | 11.55% | 11.59% | 14.20% | 13.46% | 9.73% | 8.75% |
| 46 – 50 | 17.67% | 17.58% | 16.84% | 15.69% | 17.19% | 17.31% | 16.34% | 15.31% |
| 51 – 55 | 16.74% | 16.49% | 17.53% | 18.07% | 12.50% | 14.51% | 17.32% | 17.50% |
| 56 – 60 | 12.98% | 12.57% | 12.87% | 12.87% | 15.06% | 13.99% | 14.98% | 13.32% |
| 61 + | 7.93% | 6.39% | 6.62% | 6.31% | 13.64% | 15.38% | 13.42% | 17.30% |
| Totals | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

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Sexuality

|  | Full time | | | | Part time | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2013** | **2014** | **2015/16** | **2016/17** | **2013** | **2014** | **2015/16** | **2016/17** |
| Bisexual | 0.20% | 0.29% | 0.18% | 0.47% | 0.43% | 0.35% | 0.00% | 0.00% |
| Heterosexual | 72.91% | 72.36% | 63.53% | 77.41% | 66.34% | 67.13% | 62.65% | 71.04% |
| Homosexual | 1.62% | 1.50% | 1.14% | 1.94% | 0.71% | 0.35% | 3.11% | 0.99% |
| Prefer not to say | 25.27% | 25.85% | 31.86% | 17.08% | 32.53% | 32.17% | 34.24% | 24.75% |
| Other | 0.00% | 0.00% | 3.29% | 3.11% | 0.00% | 0.00% | 2.53% | 3.22% |
| Totals | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

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Religion

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Full time | | | | Part time | | | |
|  | **2013** | **2014** | **2015/16** | **2016/17** | **2013** | **2014** | **2015/16** | **2016/17** |
| Buddhist | 0.49% | 0.58% | 0.59% | 0.60% | 0.14% | 0.00% | 0.19% | 0.51% |
| Christian | 49.90% | 48.48% | 42.26% | 52.63% | 53.84% | 55.24% | 51.75% | 57.14% |
| Hindu | 1.62% | 1.71% | 1.60% | 1.81% | 2.56% | 2.45% | 2.14% | 3.32% |
| Jewish | 0.20% | 0.17% | 0.18% | 0.30% | 0.57% | 0.17% | 0.00% | 0.00% |
| Muslim | 2.02% | 2.05% | 1.92% | 2.42% | 1.85% | 1.40% | 1.17% | 1.79% |
| None | 20.95% | 21.67% | 18.62% | 24.47% | 18.61% | 17.83% | 17.70% | 18.88% |
| Other | 3.52% | 3.30% | 2.92% | 4.23% | 2.98% | 3.50% | 2.92% | 3.57% |
| Sikh | 0.32% | 0.17% | 0.23% | 0.30% | 0.14% | 0.17% | 0.19% | 0.26% |
| Prefer not to say | 20.99% | 21.88% | 31.68% | 13.23% | 19.46% | 19.23% | 23.93% | 14.54% |
| Totals | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

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New Starters

Gender

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | LBC | | People | | Place | | Resources | |
|  | F | M | F | M | F | M | F | M |
| 2016/17 Starters | 62% | 38% | 73% | 27% | 42.5% | 57.5% | 46% | 54% |
| 2016/17 Total headcount by department | 66% | 34% | 72% | 28% | 42% | 58% | 68% | 32% |
| 2015/16 Starters | 69% | 31% | 79% | 21% | 41% | 59% | 64% | 36% |
| 2015/16 Total headcount by department | 66% | 345 | 72% | 28% | 40% | 60% | 72% | 28% |
| 2014 Starters | 66% | 34% | N/A | N/A | N/A | N/A | N/A | N/A |
| 2014 Total headcount by department | 66% | 34% | N/A | N/A | N/A | N/A | N/A | N/A |

Ethnicity

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | BAME | | White | | Prefer not to say | |
| 2016/17 Starters | 135 | 46.23% | 148 | 50.68% | 9 | 3.08% |
| 2016/17 LBC | 958 | 33.61% | 1359 | 47.68% | 533 | 18.70% |
| 2015/16 Starters | 58 | 20.42% | 133 | 32.75% | 93 | 46.83% |
| 2015/16 LBC | 931 | 34.42% | 1,379 | 50.98% | 395 | 14.60% |
| 2014 Starters | 124 | 38.15% | 111 | 34.15% | 90 | 27.69% |
| 2014 LBC | 1,204 | 35.30% | 1443 | 48.65% | 319 | 10.76% |

Disability

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Not disabled | | Disabled | | Prefer not to say | |
| 2016/17 Starters | 67 | 89.33% | 7 | 9.33% | 1 | 1.33% |
| 2016/17 LBC | 1779 | 90.12% | 166 | 8.41% | 29 | 1.47% |
| 2015/16 Starters | 30 | 10.56% | 4 | 1.41% | 250 | 88.03% |
| 2015/16 LBC | 1,908 | 70.54% | 179 | 6.62% | 618 | 22.85% |
| 2014 Starters | 237 | 70.96% | 3 | 0.90% | 94 | 28.14% |
| 2014 LBC | 2,664 | 89.82% | 209 | 7.05% | 93 | 3.14% |

Age

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | 2014 | | 2015/16 | | 2016/17 | |
|  |  | Starters | LBC | Starters | LBC | Starters | LBC |
| Age bands | <=20 | 3% | 1% | 1% | 0.37% | 1 % | 0.25% |
| 21 – 25 | 7% | 2% | 7% | 3% | 8% | 3% |
| 26 – 30 | 12% | 6% | 20% | 7% | 15% | 8% |
| 31 – 35 | 19% | 12% | 15% | 12% | 15% | 11% |
| 36 – 40 | 15% | 10% | 11% | 11% | 11% | 12% |
| 41 – 45 | 12% | 13% | 11% | 11% | 13% | 11% |
| 46 – 50 | 14% | 17% | 10% | 17% | 12% | 16% |
| 51 – 55 | 11% | 17% | 11% | 17% | 13% | 18% |
| 56 – 60 | 6% | 13% | 8% | 13% | 7% | 13% |
| 61+ | 2% | 10% | 5% | 18% | 4% | 8% |
| Prefer not to say | 0% | 0.07% | 0% | 0% | 0% | 0% |
|  | Totals | **100%** | **100%** | **100%** | **100%** | **100%** | **100%** |

Sexuality

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | 2014 | | 2015/16 | | 2016/17 | |
|  | Starters | LBC | Starters | LBC | Starters | LBC |
| Bisexual | 0.40% | 0.20% | 0% | 0.15% | 2.70% | 0.38% |
| Heterosexual | 71.49% | 67.03% | 10.92% | 63.36% | 87.84% | 76.19% |
| Homosexual | 2.81% | 1.25% | 0.35% | 1.04% | 8.11% | 1.76% |
| Prefer not to say | 25.30% | 31.52% | 88.38% | 32.31% | 1.35% | 18.55% |
| Other | 0% | 0% | 0.35% | 3.14% | 0% | 3.13% |
| Totals | **100%** | **100%** | **100%** | **100%** | **100%** | **100%** |

Religion

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | 2014 | | 2015/16 | | 2016/17 | |
|  | Starters | LBC | Starters | LBC | Starters | LBC |
| Buddhist | 0.60% | 0.40% | 0.00% | 0.52% | 0% | 0.59% |
| Christian | 29.94% | 47.47% | 6.34% | 44.07% | 40.54% | 53.49% |
| Hindu | 1.80% | 1.69% | 0.35% | 1.70% | 4.05% | 2.10% |
| Jewish | 0% | 0.17% | 0.00% | 0.00% | 1.35% | 0.24% |
| Muslim | 1.50% | 1.96% | 0.00% | 0.00% | 1.35% | 2.30% |
| None | 16.17% | 19.49% | 4.23% | 18.45% | 40.54% | 23.40% |
| Other | 1.20% | 3.24% | 0.00% | 2.92% | 10.81% | 4.10% |
| Sikh | 0% | 0.17% | 0.00% | 0.22% | 40.54% | 0.29% |
| Prefer not to say | 48.80% | 25.42% | 89.08% | 30.20% | 1.35% | 13.48% |
| Totals | **100%** | **100%** | 100% | 100% | 100.00% | 100.00% |

Working Hours

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Full time | | Part time | |
| 2015/16 Starters | 442 | 89.11% | 54 | 10.89% |
| 2015/16 LBC | 2346 | 82.32% | 504 | 17.68% |
| 2014 Starters | 251 | 88.38% | 33 | 11.62% |
| 2014 LBC | 2,202 | 81.40% | 503 | 18.60% |
| 2013 Starters | 301 | 90.12% | 33 | 9.88% |
| 2013 LBC | 2,335 | 78.73% | 631 | 21.27% |

Turnover

Gender

|  |  |  |  |
| --- | --- | --- | --- |
|  | Female | Male | LBC |
| **Begin Headcount** | 1799 | 917 | 2716 |
| **End Headcount** | 1870 | 980 | 2850 |
| **Total Leavers** | 197 | 97 | 294 |
| **Voluntary Leavers** | 126 | 61 | 187 |
| **Involuntary Leavers** | 71 | 36 | 107 |
| **Total Turnover** | 10.7% | 10.2% | 10.5% |
| **Voluntary Turnover** | 6.9% | 6.4% | 6.7% |
| **Involuntary Turnover** | 3.9% | 3.8% | 3.8% |

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Ethnicity

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Ethnic Origin** | | | | |
|  | **BME** | **White** | **Not Specified** | **LBC** |
| **Begin Headcount** | 930 | 1381 | 405 | 2716 |
| **End Headcount** | 958 | 1359 | 533 | 2850 |
| **Total Leavers** | 107 | 158 | 29 | 294 |
| **Voluntary Leavers** | 71 | 95 | 21 | 187 |
| **Involuntary Leavers** | 36 | 63 | 8 | 107 |
| **Total Turnover** | 11.3% | 11.5% | 6.2% | 10.5% |
| **Voluntary Turnover** | 7.5% | 7% | 4.5% | 6.7% |
| **Involuntary Turnover** | 3.8% | 4.6% | 1.7% | 3.8% |

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Disability

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Disability** | | | | |
|  | Disabled | Not Disabled | Not Specified | LBC | |
| **Begin Headcount** | 176 | 1909 | 631 | 2716 | |
| **End Headcount** | 166 | 1779 | 905 | 2850 | |
| **Total Leavers** | 31 | 224 | 39 | 294 | |
| **Voluntary Leavers** | 11 | 145 | 31 | 187 | |
| **Involuntary Leavers** | 20 | 79 | 8 | 107 | |
| **Total Turnover** | 18.1% | 12.4% | 5% | 10.5% | |
| **Voluntary Turnover** | 6.4% | 7.9% | 4% | 6.7% | |
| **Involuntary Turnover** | 11.7% | 4.3% | 1% | 3.8% | |

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Age

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Age | | | | | | | |
|  | <=20 | 21-30 | 31-40 | 41-50 | 51-60 | 61+ | LBC |
| **Begin Headcount** | 10 | 269 | 624 | 764 | 830 | 217 | 2716 |
| **End Headcount** | 7 | 311 | 654 | 761 | 881 | 235 | 2850 |
| **Total Leavers** | 0 | 22 | 56 | 71 | 89 | 55 | 294 |
| **Voluntary Leavers** | 0 | 19 | 46 | 47 | 41 | 33 | 187 |
| **Involuntary Leavers** | 0 | 3 | 10 | 24 | 48 | 22 | 107 |
| **Total Turnover** | 0 | 7.6% | 8.8% | 9.3% | 10.4% | 24.3% | 10.5% |
| **Voluntary Turnover** | 0 | 6.5% | 7.2% | 4.9% | 4.8% | 14.6% | 6.7% |
| **Involuntary Turnover** | 0 | 1% | 3.4% | 3.1% | 5.6% | 9.7% | 3.8% |

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Service Length

Department

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | **LBC 2013** | **LBC 2014** | **LBC 2015/16** | **LBC 2016/17** | **People** | **Place** | **Resources** |
| **Length of service** | **<1 year** | 10.04% | 11.19% | 9.32% | 19.3% | 14.5% | 18.2% | 18.1% |
| **1 year** | 6.89% | 9.00% | 11.05% | 7.3% | 5.4% | 7.7% | 7.1% |
| **2 to 3 years** | 11.33% | 9.88% | 12.68% | 16.5% | 12.4% | 14.7% | 15.2% |
| **4 to 5 years** | 11.05% | 10.79% | 9.17% | 8.0% | 5.9% | 6.3% | 7.1% |
| **6 to 10 years** | 27.76% | 26.29% | 21.33% | 18.9% | 16.6% | 17.6% | 18.1% |
| **11 to 15 years** | 13.76% | 14.69% | 19.00% | 14.9% | 17.4% | 24.1% | 18.2% |
| **16 to 20 years** | 7.68% | 6.94% | 7.02% | 6.2% | 10.9% | 5.2% | 6.8% |
| **21 to 30 years** | 9.44% | 9.37% | 8.69% | 7.8% | 13.0% | 5.1% | 7.9% |
| **31+ years** | 2.05% | 1.85% | 1.74% | 1.2% | 3.8% | 1.1% | 1.6% |

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Gender

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | **LBC 2013** | | **LBC 2014** | | **LBC 2015/16** | | **LBC 2016/17** | | **People** | | **Place** | | **Resources** | |
|  |  | **F** | **M** | **F** | **M** | **F** | **M** | **F** | **M** | **F** | **M** | **F** | **M** | **F** | **M** |
| **Length of service in years** | **<1 year** | 10% | 9% | 12% | 10% | 10% | 9% | 17% | 20% | 20% | 17% | 15% | 14% | 12.5% | 30% |
| **1 year** | 6% | 8% | 9% | 9% | 12% | 9% | 7% | 7% | 7.5% | 7% | 6% | 5% | 7% | 10% |
| **2 to 3** | 11% | 11% | 10% | 10% | 12% | 14% | 16% | 14% | 16% | 17% | 11% | 13% | 17% | 10% |
| **4 to 5** | 11% | 12% | 10% | 12% | 9% | 9% | 7% | 8% | 7% | 10% | 6% | 6% | 6% | 7% |
| **6 to 10** | 29% | 27% | 27% | 25% | 21% | 23% | 18% | 19% | 18% | 22% | 16% | 17% | 19% | 15% |
| **11 to 15** | 15% | 13% | 15% | 15% | 19% | 18% | 19% | 17% | 15% | 16% | 19% | 16% | 26% | 20% |
| **16 to 20** | 8% | 8% | 7% | 7% | 7% | 7% | 7% | 6% | 6.5% | 5.5% | 14% | 9% | 6% | 4% |
| **21 to 30** | 9% | 10% | 9% | 9% | 9% | 8% | 8% | 8% | 8.5% | 6% | 9% | 16% | 6% | 4% |
| **31+** | 2% | 3% | 2% | 2% | 2% | 2% | 2% | 2% | % | 01% | 4% | 4% | 1% | 1% |

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Ethnicity

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | |  | **2012** | | | **2013** | | | **2014** | | | **2015/16** | | |
|
|  | |  | BME | **White** | **Prefer Not to Say** | **BME** | **White** | **Prefer Not to Say** | **BME** | **White** | **Prefer Not to Say** | **BME** | **White** | **Prefer Not to Say** |
| **Length of service in years** | **<1** | | 9% | 7% | 43% | 8% | 6% | 55% | 5% | 6% | 29% | 14% | 11% | 60% |
| **1** | | 7% | 6% | 21% | 9% | 8% | 16% | 7% | 4% | 44% | 4% | 5% | 27% |
| **2 to 3** | | 14% | 10% | 13% | 11% | 8% | 15% | 13% | 11% | 16% | 13% | 11% | 13% |
| **4 to 5** | | 14% | 10% | 2% | 13% | 11% | 2% | 12% | 9% | 5% | 9% | 7% | 0% |
| **6 to 10** | | 30% | 27% | 18% | 30% | 27% | 10% | 27% | 22% | 5% | 24% | 19% | 0% |
| **11 to 15** | | 14% | 15% | 2% | 16% | 16% | 2% | 22% | 22% | 1% | 22% | 23% | 0% |
| **16 to 20** | | 6% | 10% | 0% | 6% | 9% | 0% | 7% | 9% | 1% | 7% | 9% | 0% |
| **21 to 30** | | 6% | 13% | 1% | 6% | 13% | 0% | 7% | 13% | 0% | 7% | 12% | 0% |
| **31+** | | 1% | 3% | 1% | 1% | 3% | 0% | 1% | 3% | 0% | 1% | 3% | 0% |

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Disability

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | **2013** | | | **2014** | | | **2015/16** | | | **2016/17** | | |
|  |  | **Not disabled** | **Disabled** | **Prefer not to say** | **Not disabled** | **Disabled** | **Prefer not to say** | **Not disabled** | **Disabled** | **Prefer not to say** | **Not disabled** | **Disabled** | **Prefer not to say** |
| **Length of service** | **<1** | 6% | 4% | 46% | 6% | 1% | 48% | 1% | 2% | 36% | 4% | 4% | 3% |
| **1** | 6% | 2% | 20% | 7% | 6% | 21% | 4% | 3% | 35% | 2% | 2% | 3% |
| **2 to 3** | 11% | 9% | 16% | 9% | 7% | 16% | 12% | 8% | 17% | 11% | 12% | 24% |
| **4 to 5** | 12% | 8% | 5% | 12% | 10% | 4% | 10% | 11% | 6% | 8% | 7% | 14% |
| **6 to 10** | 30% | 27% | 8% | 30% | 24% | 7% | 27% | 18% | 5% | 25% | 19% | 17% |
| **11 to 15** | 15% | 17% | 1% | 16% | 21% | 1% | 24% | 27% | 0% | 27% | 25% | 3% |
| **16 to 20** | 8% | 15% | 1% | 7% | 14% | 1% | 8% | 14% | 1% | 9% | 13% | 17% |
| **21 to 30** | 10% | 13% | 2% | 10% | 13% | 2% | 11% | 13% | 1% | 11% | 14% | 14% |
| **31+** | 2% | 4% | 0% | 2% | 4% | 0% | 2% | 4% | 0% | 2% | 3% | 3% |

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Age

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  | **Length of service (years)** | | | | | | | | |
|
|  |  |  | **<1** | **1** | **2to3** | **4to5** | **6to10** | **11to15** | **16to20** | **21to30** | **31+** |
| **Age** | **<= 20** | **2016/17** | 0.8% | 0.5% | 0.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| **2015/16** | 2.0% | 1.3% | 0.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| **2014** | 3.6% | 1.9% | 1.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| **2013** | 0.3% | 2.7% | 0.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| **21-25** | **2016/17** | 8.2% | 5.0% | 5.3% | 3.5% | 0.2% | 0.0% | 0.0% | 0.0% | 0.0% |
| **2015/16** | 6.8% | 5.7% | 7.6% | 4.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| **2014** | 6.6% | 9.7% | 7.5% | 2.2% | 0.4% | 0.0% | 0.0% | 0.0% | 0.0% |
| **2013** | 9.2% | 11.9% | 5.6% | 2.3% | 0.9% | 0.0% | 0.0% | 0.0% | 0.0% |
| **26-30** | **2016/17** | 15.1% | 19.9% | 11.1% | 12.9% | 6.0% | 1.0% | 0.0% | 0.0% | 0.0% |
|  | **2015/16** | 22.2% | 13.7% | 11.1% | 12.1% | 4.2% | 1.0% | 0.0% | 0.0% | 0.0% |
|  | **2014** | 11.8% | 13.1% | 14.3% | 13.1% | 4.1% | 0.2% | 0.0% | 0.0% | 0.0% |
|  | **2013** | 11.0% | 14.6% | 14.4% | 13.7% | 5.1% | 0.0% | 0.0% | 0.0% | 0.0% |
| **31-35** | **2016/17** | 14.6% | 13.9% | 15.4% | 15.8% | 16.3% | 7.3% | 0.0% | 0.0% | 0.0% |
|  | **2015/16** | 15.1% | 20.1% | 14.0% | 16.5% | 19.4% | 6.2% | 0.5% | 0.0% | 0.0% |
|  | **2014** | 19.3% | 15.0% | 18.1% | 22.8% | 15.1% | 5.7% | 1.9% | 0.0% | 0.0% |
|  | **2013** | 13.6% | 12.8% | 21.7% | 19.9% | 13.2% | 5.1% | 1.6% | 0.0% | 0.0% |
| **36-40** | **2015617** | 11.5% | 10.9% | 13.6% | 10.9% | 17.3% | 12.9% | 6.2% | 0.0% | 0.0% |
|  | **2015/16** | 10.3% | 15.1% | 11.7% | 15.7% | 13.9% | 11.1% | 5.3% | 0.0% | 0.0% |
|  | **2014** | 15.7% | 9.0% | 10.2% | 13.4% | 12.2% | 10.1% | 2.4% | 0.0% | 0.0% |
|  | **2013** | 7.9% | 8.7% | 9.7% | 12.0% | 12.4% | 9.7% | 2.9% | 0.7% | 0.0% |
| **41-45** | **2016/17** | 12.6% | 11.9% | 12.4% | 7.9% | 13.4% | 12.0% | 10.9% | 2.2% | 0.0% |
|  | **2015/16** | 10.3% | 11.7% | 9.9% | 8.9% | 14.6% | 14.2% | 12.1% | 2.6% | 0.0% |
|  | **2014** | 13.0% | 12.0% | 10.2% | 13.1% | 16.0% | 15.1% | 12.6% | 7.9% | 0.0% |
|  | **2013** | 12.6% | 11.0% | 10.3% | 17.7% | 18.0% | 12.7% | 14.3% | 9.7% | 0.0% |
| **46-50** | **2016/17** | 12.6% | 9.5% | 16.6% | 14.4% | 12.4% | 20.7% | 23.3% | 18.2% | 6.4% |
|  | **2015/16** | 9.5% | 13.7% | 19.5% | 12.5% | 16.8% | 21.4% | 17.4% | 20.9% | 0.4% |
|  | **2014** | 14.2% | 17.6% | 13.3% | 13.1% | 17.3% | 24.8% | 18.9% | 20.5% | 10.9% |
|  | **2013** | 15.5% | 12.8% | 12.8% | 16.2% | 17.1% | 23.3% | 22.1% | 22.0% | 9.2% |
| **51-55** | **2016/17** | 13.4% | 12.9% | 11.3% | 17.3% | 17.9% | 20.8% | 25.9% | 28.9% | 38.3% |
|  | **2015/16** | 11.1% | 9.7% | 14.0% | 17.3% | 14.7% | 20.6% | 25.3% | 28.5% | 8.1% |
|  | **2014** | 9.9% | 11.2% | 14.3% | 10.6% | 15.5% | 19.7% | 21.4% | 27.0% | 23.6% |
|  | **2013** | 9.8% | 11.0% | 13.3% | 8.0% | 14.5% | 19.9% | 24.2% | 27.0% | 26.2% |
| **56-60** | **2016/17** | 6.8% | 8.5% | 10.4% | 11.9% | 9.5% | 15.4% | 18.1% | 28.9% | 40.4% |
|  | **2015/16** | 7.9% | 6.7% | 8.2% | 8.9% | 10.2% | 14.8% | 25.3% | 29.4% | 7.2% |
|  | **2014** | 3.9% | 8.2% | 7.5% | 6.9% | 11.7% | 14.5% | 21.4% | 29.9% | 38.2% |
|  | **2013** | 6.9% | 7.3% | 8.1% | 7.4% | 11.5% | 17.6% | 18.4% | 27.7% | 44.6% |
| **61+** | **2016/17** | 4.3% | 7.0% | 3.5% | 5.4% | 7.0% | 9.8% | 15.5% | 21.8% | 14.9% |
|  | **2015/16** | 4.8% | 2.3% | 3.8% | 4.0% | 6.2% | 10.7% | 14.2% | 18.7% | 4.3% |
|  | **2014** | 2.1% | 2.3% | 3.4% | 4.7% | 7.7% | 9.9% | 21.4% | 14.8% | 27.3% |
|  | **2013** | 13.3% | 7.3% | 3.9% | 2.9% | 7.4% | 11.8% | 16.4% | 13.0% | 20.0% |

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Working Hours

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | **2013** | | **2014** | | **2015/16** | | **2016/17** | |
|  |  | Full time | **Part time** | **Full time** | **Part time** | **Full time** | **Part time** | **Full time** | **Part time** |
| **Length of service** | **<1 year** | 10.6% | 7.7% | 12.8% | 4.6% | 10.3% | 5.3% | 19.5% | 11.3% |
| **1 year** | 7.4% | 5.1% | 9.2% | 8.2% | 12.6% | 4.7% | 6.9% | 7.5% |
| **2 to 3 years** | 12.5% | 7.4% | 10.5% | 7.2% | 13.1% | 10.9% | 16.2% | 10.7% |
| **4 to 5 years** | 11.4% | 9.9% | 11.0% | 10.0% | 9.9% | 6.2% | 7.2% | 6.5% |
| **6 to 10 years** | 26.5% | 32.1% | 25.3% | 30.2% | 20.2% | 26.3% | 17.8% | 19.2% |
| **11 to 15 years** | 13.0% | 16.3% | 14.3% | 16.3% | 18.3% | 22.2% | 17.3% | 22.0% |
| **16 to 20 years** | 7.6% | 8.1% | 6.8% | 7.7% | 6.6% | 8.8% | 6.4% | 8.3% |
| **21 to 30 years** | 9.0% | 11.1% | 8.4% | 13.5% | 7.8% | 12.7% | 7.1% | 11.7% |
| **31+ years** | 2.0% | 2.1% | 1.7% | 2.5% | 1.4% | 3.1% | 1.4% | 2.6% |
| **Totals** | | **100%** | **100%** | **100%** | **100%** | **100%** | **100%** | **100.00%** | **100.00%** |

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Recruitment

Gender

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2013** | | | | **2014** | | | | **2015/16** | | | | **2016/17** | | | |
|  | **Applicants** | | **LBC** | | **Applicants** | | **LBC** | | **Applicants** | | **LBC** | | **Applicants** | | **LBC** | |
| **Female** | 7,323 | 49% | 2,066 | 65% | 3,229 | 48% | 1,958 | 66% | 2,358 | 42% | 1,795 | 66% | 3736 | 57% | 1870 | 66% |
| **Male** | 4,707 | 32% | 1,084 | 34% | 2,064 | 30% | 1,009 | 34% | 1,382 | 24% | 910 | 34% | 2710 | 42% | 980 | 34% |
| **Prefer Not to Say** | 2,659 | 18% | 0 | 0% | 1,420 | 21% | 0 | 0% | 1,830 | 32% | 0 | 0% | 56 | 1% | 0 | 0% |

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Ethnicity

|  |  | **2013** | | **2014** | | **2015/16** | | **2016/17** | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | **Applicants** | **LBC** | **Applicants** | **LBC** | **Applicants** | **LBC** | **Applicants** | **LBC** |
| **BAME** | **Arab** | 0.19% | 0.00% | 0.15% | 0% | 0.13% | 0.00% | 0.32% | 0% |
| **Bangladeshi** | 1.33% | 0.41% | 1.18% | 0.40% | 1.02% | 0.48% | 1.51% | 0.53% |
| **Black African** | 14.64% | 7.74% | 13.67% | 8.50% | 13.14% | 8.24% | 18.58% | 8.25% |
| **Black Caribbean** | 15.57% | 11.27% | 14.23% | 11.10% | 10.45% | 10.91% | 16.21% | 11.19% |
| **Chinese** | 0.40% | 0.47% | 0.48% | 0.40% | 0.43% | 0.41% | 0.57% | 0.39% |
| **Indian** | 5.13% | 3.08% | 4.53% | 3.10% | 2.80% | 2.99% | 5.24% | 2.56% |
| **Mixed White and Asian** | 0.83% | 0.91% | 1.25% | 0.90% | 0.88% | 0.96% | 1.34% | 0.98% |
| **Mixed White and Black African** | 0.72% | 0.35% | 0.76% | 0.30% | 0.65% | 0.41% | 1.09% | 0.46% |
| **Mixed White and Black Caribbean** | 2.10% | 1.42% | 1.62% | 1.50% | 1.99% | 1.37% | 2.23% | 1.51% |
| **Other** | 2.29% | 4.56% | 2.46% | 4.10% | 1.74% | 3.62% | 2.95% | 3.12% |
| **Other Asian** | 2.23% | 1.51% | 2.04% | 1.50% | 1.58% | 1.44% | 3.11% | 1.30% |
| **Other Black** | 1.56% | 1.76% | 1.62% | 1.80% | 1.26% | 1.85% | 1.75% | 1.54% |
| **Other Mixed** | 1.33% | 1.16% | 0.82% | 1.00% | 0.84% | 1.07% | 1.48% | 1.12% |
| **Pakistani** | 1.53% | 0.66% | 1.42% | 0.50% | 1.44% | 0.67% | 2.91% | 0.67% |
| **BAME Total:** | | 49.85% | 34.91% | 46.22% | 35.30% | 38.35% | 34.42% | 59.29% | 33.61% |
| **White** | **White British** | 52.00% | 24.73% | 49.90% | 20.66% | 45.51% | 49.90% | 28.84% | 42.28% |
| **White Gypsy or Traveller** | 0.06% | 0.00% | 0.10% | 0.02% | 0.04% | 0.10% | 0.02% | 0.04% |
| **White Irish** | 1.98% | 1.15% | 2.10% | 0.92% | 1.81% | 2.10% | 0.94% | 1.47% |
| **White other** | 4.44% | 5.12% | 4.10% | 5.49% | 3.62% | 4.10% | 7.81% | 3.89% |
| **White Total:** | | 30.79% | 58.48% | 31.00% | 56.00% | 27.09% | 50.98% | 37.6% | 47.68% |
|  | **Prefer not to say** | 6.20% | 22.78% | 8.70% | 34.56% | 14.60% | 8.70% | 3.11% | 0.53% |

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Disability

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2013** | | **2014** | | **2015/16** | | **2016/17** | |
|  | **Applicants** | **LBC** | **Applicants** | **LBC** | **Applicants** | **LBC** | **Applicants** | **LBC** |
| **Not disabled** | 77.76% | 82.72% | 74.66% | 79.98% | 64.18% | 70.54% | 93.86% | 90.12% |
| **Disabled** | 3.55% | 7.96% | 3.55% | 7.25% | 2.48% | 6.62% | 4.64% | 8.41% |
| **Prefer not to say** | 18.69% | 9.32% | 21.79% | 12.77% | 33.34% | 22.85% | 1.49% | 1.47% |

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Age

|  |  | 2013 | | | 2014 | | | 2015/16 | | | 2016/17 | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Applicants | | LBC | Applicants | | LBC | Applicants | | LBC | Applicants | | LBC |
| Age bands | <=20 | 106 | 0.7% | 0.2% | 41 | 0.6% | 0.6% | 67 | 1.20% | 0.37% | 87 | 1.34% | 0.25% |
| 21 – 25 | 2,007 | 13.6% | 2.8% | 968 | 14.4% | 2.7% | 698 | 12.53% | 2.59% | 1072 | 16.49% | 2.91% |
|  | 26 – 30 | 2,088 | 14.2% | 6.8% | 876 | 13.0% | 6.4% | 734 | 13.18% | 7.17% | 1211 | 18.63% | 8.00% |
|  | 31 – 35 | 1,869 | 12.7% | 11.3% | 884 | 13.1% | 12.7% | 535 | 9.61% | 12.27% | 1143 | 17.58% | 11.37% |
|  | 36 – 40 | 1,434 | 9.7% | 8.8% | 593 | 8.8% | 9.8% | 429 | 7.70% | 10.98% | 745 | 11.46% | 11.58% |
|  | 41 – 45 | 1,462 | 9.9% | 13.8% | 609 | 9.0% | 13.0% | 374 | 6.71% | 11.20% | 682 | 10.49% | 11.09% |
|  | 46 – 50 | 1281 | 8.7% | 17.5% | 540 | 8.0% | 17.5% | 338 | 6.07% | 16.75% | 597 | 9.18% | 15.62% |
|  | 51 – 55 | 994 | 6.7% | 15.8% | 374 | 5.5% | 16.1% | 316 | 5.67% | 17.49% | 503 | 7.74% | 17.97% |
|  | 56 – 60 | 416 | 2.8% | 13.4% | 222 | 3.3% | 12.8% | 137 | 2.46% | 13.27% | 205 | 3.15% | 12.95% |
|  | 61+ | 117 | 0.8% | 7.4% | 47 | 0.7% | 8.1% | 22 | 0.39% | 7.91% | 58 | 0.89% | 8.25% |
|  | Prefer not to say | 2915 | 19.8% | 2.0% | 1,559 | 23.2% | 0.0% | 1,920 | 34.47% | 0.00% | 199 | 3.06% | 0% |

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Sexuality

|  | **2012** | | | **2013** | | | **2014** | | | **2015/16** | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Applicants** | | **LBC** | **Applicants** | | **LBC** | **Applicants** | | **LBC** | **Applicants** | | **LBC** |
| **Bisexual** | 74 | 0.67% | 0.32% | 59 | 0.40% | 0.25% | 69 | 1.03% | 0.30% | 31 | 0.56% | 0.15% |
| **Heterosexual** | 8,108 | 73.10% | 69.48% | 11,151 | 75.91% | 71.45% | 4,838 | 72.07% | 71.40% | 3,431 | 61.60% | 63.36% |
| **Homosexual** | 181 | 1.63% | 1.14% | 195 | 1.33% | 1.42% | 87 | 1.30% | 1.30% | 71 | 1.27% | 1.04% |
| **Other** | 0 | 0.00% | 0.00% | 0 | 0.00% | 0.00% | 0 | 0.00% | 0.00% | 0 | 0.00% | 3.14% |
| **Prefer Not to Say** | 2,729 | 24.60% | 29.05% | 3,284 | 22.36% | 26.88% | 1,719 | 25.61% | 27.00% | 2,037 | 36.57% | 32.30% |

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Religion

|  | **2013** | | **2014** | | **2015/16** | | **2016/17** | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Applicants** | **LBC** | **Applicants** | **LBC** | **Applicants** | **LBC** | **Applicants** | **LBC** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Buddhist** | 48 | 0.33% | 0.43% | 40 | 0.60% | 0.47% | 33 | 0.59% | 0.52% | 3396 | 52.23% | 0.59% |
| **Christian** | 6,884 | 46.87% | 50.84% | 2,969 | 44.23% | 49.78% | 2,039 | 36.61% | 44.07% | 1546 | 23.78% | 53.49% |
| **Hindu** | 457 | 3.11% | 1.84% | 215 | 3.20% | 1.85% | 118 | 2.12% | 1.70% | 223 | 3.43% | 2.10% |
| **Jewish** | 38 | 0.26% | 0.33% | 4 | 0.06% | 0.17% | 9 | 0.16% | 0.15% | 38 | 0.58% | 0.24% |
| **Muslim** | 851 | 5.79% | 2.05% | 354 | 5.27% | 1.92% | 249 | 4.47% | 1.77% | 263 | 4.04% | 2.30% |
| **None** | 2,540 | 17.29% | 20.45% | 1,172 | 17.46% | 20.93% | 908 | 16.30% | 18.45% | 15 | 0.23% | 23.40% |
| **Other** | 518 | 3.53% | 3.42% | 225 | 3.35% | 0.17% | 124 | 2.23% | 2.92% | 531 | 8.17% | 4.10% |
| **Sikh** | 52 | 0.35% | 0.36% | 23 | 0.34% | 21.55% | 21 | 0.38% | 0.22% | 42 | 0.65% | 0.29% |
| **Prefer not to say** | 3,102 | 22.47% | 20.63% | 1,711 | 25.49% | 3.34% | 2,069 | 37.15% | 30.20% | 448 | 6.89% | 13.48% |

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SICKNESS

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | All sickness periods | All sickness days lost | Long term sick periods | Long term sick days lost | Average sickness days |
| **2016/17** | 3020 | 20786 | 179 | 10202 | 7.3 |
| **2015/16** | 2,739 | 19,755 | 221 | 11,908 | 7.3 |
| **2014** | 2,915 | 26,186 | 258 | 18,309 | 8.8 |
| **2013** | 3,214 | 26,038 | 270 | 16,432 | 8.2 |

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Gender

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | All sickness periods | | All sickness days lost | | Long term sick periods | | Long term sick days lost | | LBC headcount | |
| Female | **2016/17** | 2107 | 67.9% | 14117 | 70% | 120 | 64.9% | 6629 | 67% | 1870 | 66% |
| **2015/16** | 1,959 | 71.5% | 14,129 | 71.5% | 150 | 67.8% | 8,564 | 71.9% | 1,795 | 66.4% |
| **2014** | 2,049 | 70.2% | 18,552 | 70.8% | 187 | 72.4% | 12,922 | 70.6% | 1,944 | 65.5% |
| **2013** | 2,274 | 70.7% | 17,907 | 68.7% | 183 | 67.7% | 10,970 | 66.7% | 2,081 | 66.1% |
| Male | **2016/17** | 913 | 32.1% | 6669 | 30% | 59 | 35.1% | 3573 | 33% | 980 | 34% |
| **2015/16** | 780 | 28.4% | 5,626 | 28.4% | 71 | 32.1% | 3,344 | 28.1% | 910 | 33.6% |
| **2014** | 866 | 29.7% | 7,634 | 29.1% | 71 | 27.5% | 5,387 | 29.4% | 1,022 | 34.4% |
| **2013** | 938 | 29.1% | 8,126 | 31.2% | 87 | 32.2% | 5,462 | 33.2% | 1,096 | 34.4% |

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Ethnicity

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Sickness periods | | Sickness days lost | | Long term sick periods | | Long term sick days lost | | LBC headcount | |
| BME | **2016/17** | 1069 | 42.9% | 7406 | 42.4% | 63 | 42.6% | 3621 | 42.3% | 958 | 41% |
| **2015/16** | 1,013 | 36.9% | 8,159 | 41.3% | 82 | 37.1% | 5,031 | 42.2% | 931 | 34.4% |
| **2014** | 1,333 | 45.7% | 11,623 | 44.3% | 118 | 45.7% | 8,008 | 43.7% | 1,204 | 40.5% |
| **2013** | 1,209 | 37.6% | 10,189 | 39.1% | 109 | 40.3% | 6,394 | 38.9% | 1,122 | 35.3% |
| White | **2016/17** | 1425 | 56% | 9663 | 57% | 85 | 56% | 4763 | 57% | 1359 | 58.2% |
| **2015/16** | 1,352 | 49.3% | 9,971 | 50.4% | 120 | 54.3% | 6,098 | 51.2% | 1,379 | 50.9% |
| **2014** | 1,430 | 49.0% | 13,398 | 51.1% | 134 | 51.9% | 9,529 | 52.0% | 1,443 | 48.6% |
| **2013** | 1,857 | 57.7% | 14,531 | 55.8% | 151 | 55.9% | 9,084 | 55.2% | 1,858 | 58.4% |
| Prefer not to say | **2016/17** | 22 | 1.07% | 184 | 0.87% | 1 | 1.33% | 113 | 0.67% | 15 | 0.64% |
| **2015/16** | 374 | 13.6% | 1,625 | 8.2% | 19 | 8.6% | 779 | 6.5% | 395 | 14.6% |
| **2014** | 152 | 5.2% | 1,1,65 | 4.4% | 6 | 2.3% | 772 | 4.2% | 319 | 10.7% |
| **2013** | 148 | 4.6% | 1,317 | 5.0% | 10 | 3.7% | 954 | 5.8% | 197 | 6.2% |

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Disability

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Sickness periods | | Sickness days lost | | Long term sick periods | | Long term sick days lost | | LBC headcount | |
| * + 1. Not disabled | **2016/17** | 1915 | 88% | 13615 | 85.9% | 128 | 88.2% | 7082 | 86% | 1779 | 90.2% |
| **2015/16** | 2,103 | 76.8% | 16,053 | 81.3% | 178 | 80.5% | 9,844 | 82.7% | 1,908 | 70.5% |
| **2014** | 2,579 | 88.5% | 21,493 | 82.1% | 214 | 82.9% | 14,533 | 79.4% | 2,664 | 89.8% |
| **2013** | 2,577 | 80.2% | 20,119 | 77.3% | 208 | 77 % | 12,460 | 75.8% | 2,628 | 82.7% |
| * + 1. Disabled | **2016/17** | 228 | 10.5% | 2015 | 12.7% | 15 | 10.3% | 1110 | 13.5% | 166 | 8.4% |
| **2015/16** | 227 | 8.3% | 2,234 | 11.3% | 28 | 12.7% | 1,585 | 13.3% | 179 | 6.6% |
| **2014** | 328 | 11.3% | 4,666 | 17.8% | 44 | 17.1% | 3,776 | 20.6% | 209 | 7.1% |
| **2013** | 410 | 12.8% | 4448 | 17.1% | 46 | 17 % | 3,124 | 19 % | 253 | 7.9% |
| * + 1. Prefer not to say | **2016/17** | 33 | 1.5% | 227 | 1.4% | 2 | 1.4% | 46 | 0.6% | 29 | 1.5% |
| **2015/16** | 409 | 14.9% | 1,468 | 7.4% | 15 | 6.8% | 479 | 4% | 618 | 22.9% |
| **2014** | 46 | 1.6% | 306 | 1.2% | 0 | 0% | 0 | 0% | 93 | 3.1% |
| **2013** | 227 | 7.1% | 1,471 | 5.7% | 16 | 5.9% | 848 | 5.2% | 296 | 9.3% |

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Age

|  |  |  | Sickness periods | | Sickness days lost | | Long term sick periods | | Long term sick days lost | | LBC headcount | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Age bands | <=20 | **2016/17** | 19 | 0.6% | 42 | 0.2% | 0 | 0% | 0 | 0% | 7 | 0.3% |
| **2015/16** | 27 | 0.99% | 61 | 0.31% | 0 | 0.00% | 0 | 0.00% | 10 | 0.37% |
| **2014** | 29 | 0.99% | 50.5 | 0.19% | 0 | 0.00% | 0 | 0.00% | 18 | 0.61% |
| **2013** | 35 | 1.09% | 51 | 0.20% | 0 | 0.00% | 0 | 0.00% | 8 | 0.25% |
| 21 – 25 | **2016/17** | 101 | 3.4% | 315 | 1.5% | 1 | 0.6% | 79 | 0.8% | 83 | 2.9% |
| **2015/16** | 70 | 2.56% | 150 | 0.76% | 1 | 0.45% | 22 | 0.18% | 70 | 2.59% |
| **2014** | 91 | 3.12% | 425.5 | 1.62% | 4 | 1.55% | 192 | 1.05% | 72 | 2.43% |
| **2013** | 102 | 3.17% | 454 | 1.74% | 3 | 1.11% | 187 | 1.14% | 91 | 2.86% |
| 26 – 30 | **2016/17** | 273 | 9.1% | 1328 | 6.4% | 8 | 4.5% | 483 | 4.7% | 228 | 8% |
| **2015/16** | 236 | 8.62% | 855 | 4.33% | 10 | 4.52% | 295 | 2.48% | 194 | 7.17% |
| **2014** | 187 | 6.42% | 654.2 | 2.50% | 7 | 2.71% | 249 | 1.36% | 178 | 6.00% |
| **2013** | 243 | 7.56% | 1,670 | 6.41% | 17 | 6.30% | 1,032 | 6.28% | 216 | 6.80% |
| 31 – 35 | **2016/17** | 325 | 10.9% | 1387 | 6.7% | 9 | 5% | 393 | 3.9% | 324 | 11.4% |
| **2015/16** | 376 | 13.73% | 2,427 | 12.29% | 23 | 10.41% | 1,518 | 12.75% | 332 | 12.27% |
| **2014** | 385 | 13.21% | 1,956.5 | 7.47% | 23 | 8.91% | 994 | 5.43% | 351 | 11.83% |
| **2013** | 388 | 12.07% | 2280 | 8.76% | 27 | 10.00% | 1,236 | 7.52% | 361 | 11.36% |
| 36 – 40 | **2016/17** | 375 | 12.5% | 1871 | 9% | 10 | 5.6% | 524 | 5.1% | 330 | 11.6% |
| **2015/16** | 315 | 11.50% | 1,695 | 8.58% | 17 | 7.69% | 828 | 6.95% | 297 | 10.98% |
| **2014** | 319 | 10.94% | 2,534.7 | 9.68% | 21 | 8.14% | 1,651 | 9.02% | 303 | 10.22% |
| **2013** | 330 | 10.27% | 2182 | 8.38% | 28 | 10.37% | 1,150 | 7.00% | 281 | 8.84% |
| 41 – 45 | **2016/17** | 293 | 9.8% | 1651 | 8% | 13 | 7.3% | 686 | 6.7% | 316 | 11.1% |
| **2015/16** | 312 | 11.39% | 2,098 | 10.62% | 21 | 9.50% | 1,198 | 10.06% | 303 | 11.20% |
| **2014** | 383 | 13.14% | 2,605.5 | 9.95% | 29 | 11.24% | 1,699 | 9.28% | 371 | 12.51% |
| **2013** | 442 | 13.75% | 4,055 | 15.57% | 41 | 15.19% | 2,671 | 16.25% | 441 | 13.88% |
| 46 – 50 | **2016/17** | 427 | 14.3% | 3709 | 18% | 39 | 21.8% | 2285 | 22.4% | 445 | 15.6% |
| **2015/16** | 421 | 15.37% | 3,186 | 16.13% | 39 | 17.65% | 1,892 | 15.89% | 453 | 16.75% |
| **2014** | 447 | 15.33% | 5,034 | 19.22% | 47 | 18.22% | 3,733 | 20.39% | 495 | 16.69% |
| **2013** | 540 | 16.80% | 3,629 | 13.94% | 40 | 14.81% | 1,963 | 11.95% | 558 | 17.56% |
| 51 – 55 | **2016/17** | 521 | 17.4% | 3623 | 17.6% | 31 | 17.3% | 1742 | 17.1% | 512 | 18% |
| **2015/16** | 439 | 16.03% | 3,759 | 19.03% | 40 | 18.10% | 2,427 | 20.38% | 473 | 17.49% |
| **2014** | 455 | 15.61% | 4,121.5 | 15.74% | 44 | 17.05% | 2,782 | 15.19% | 491 | 16.55% |
| **2013** | 500 | 15.56% | 3,669 | 14.09% | 35 | 12.96% | 1,998 | 12.16% | 502 | 15.80% |
| 56 – 60 | **2016/17** | 378 | 12.6% | 3467 | 16.8% | 34 | 19% | 1907 | 18.7% | 369 | 13% |
| **2015/16** | 342 | 12.49% | 3,107 | 15.73% | 38 | 17.19% | 2,019 | 16.95% | 359 | 13.27% |
| **2014** | 388 | 13.31% | 4,050 | 15.47% | 44 | 17.05% | 2,907 | 15.88% | 394 | 13.28% |
| **2013** | 422 | 13.13% | 4,631 | 17.79% | 41 | 15.19% | 3,401 | 20.70% | 427 | 13.44% |
| 61+ | **2016/17** | 278 | 9.3% | 3222 | 15.6% | 34 | 19% | 2103 | 20.6% | 235 | 8.3% |
| **2015/16** | 201 | 7.34% | 2,417 | 12.23% | 32 | 14.48% | 1,709 | 14.35% | 214 | 7.91% |
| **2014** | 231 | 9.81% | 4754 | 22.40% | 39 | 15.12% | 4102 | 18.15% | 291 | 7.92% |
| **2013** | 210 | 6.53% | 3411 | 13.10% | 38 | 14.07% | 2,794 | 17.00% | 236 | 7.43% |
| Prefer Not to Say | **2016/17** | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| **2015/16** | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| **2014** | 2 | 0.07% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| **2013** | 2 | 0.06% | 5 | 0.02% | 0 | 0.00% | 0 | 0.00% | 56 | 1.76% |

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Sexuality

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Sickness periods | | Sickness days lost | | Long term sick periods | | Long term sick days lost | | LBC headcount | |
| **Bisexual** | **2016/17** | 5 | 0.3% | 5 | 0.2% | 0 | 0.0% | 0 | 0.0% | 8 | 0.4% |
| **2015/16** | 4 | 0.1% | 21 | 0.1% | 0 | 0.0% | 0 | 0.0% | 4 | 0.1% |
| **2014** | 6 | 0.2% | 9 | 0.1% | 0 | 0.0% | 0 | 0.0% | 6 | 0.2% |
| **2013** | 6 | 0.2% | 17 | 0.1% | 0 | 0.0% | 0 | 0.0% | 8 | 0.2% |
| **Hetero**  **sexual** | **2016/17** | 1750 | 75.2% | 12,181 | 74.6% | 108 | 69.9% | 5988 | 72% | 1606 | 76.2% |
| **2015/16** | 1,770 | 64.6% | 13,057 | 66.% | 145 | 65.6% | 7,828 | 65.7% | 1,714 | 63.4% |
| **2014** | 2,128 | 75.9% | 17,791 | 69.3% | 129 | 0.5% | 11,947 | 66.1% | 1986 | 75.3% |
| **2013** | 2,353 | 73.2% | 18,588 | 71.3% | 189 | 70.0% | 11,430 | 69.6% | 2,270 | 71.4% |
| **Homo**  **sexual** | **2016/17** | 39 | 2.1% | 437 | 1.7% | 4 | 3.1% | 320 | 2.7% | 37 | 1.8% |
| **2015/16** | 46 | 1.6% | 422 | 2.1% | 6 | 2.7% | 309 | 2.6% | 28 | 1.0% |
| **2014** | 46 | 1.6% | 126 | 0.5% | 1 | 0.4% | 29 | 0.2% | 37 | 1.4% |
| **2013** | 50 | 1.5% | 452 | 1.7% | 7 | 2.6% | 313 | 2.0% | 45 | 1.4% |
| **Other** | **2016/17** | 104 | 4.5% | 797 | 4.4% | 4 | 2.5% | 434 | 2.7% | 66 | 3.1% |
| **2015/16** | 103 | 3.8% | 653 | 3.3% | 5 | 2.3% | 395 | 3.3% | 85 | 3.1% |
| **2014** | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| **2013** | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| **Prefer not to say** | **2016/17** | 447 | 17.9% | 3516 | 19.1% | 34 | 24.5% | 1962 | 22.7% | 391 | 18.6% |
| **2015/16** | 816 | 29.8% | 5,602 | 28.4% | 65 | 29.4% | 3,376 | 28.3% | 874 | 32.3% |
| **2014** | 621 | 22.2% | 7716 | 30.1% | 73 | 28.6% | 6086 | 33.7% | 608 | 23.1% |
| **2013** | 805 | 25.1% | 6980 | 26.8% | 74 | 27.4% | 4689 | 28.5% | 0 | 0.0% |

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Religion

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | |  | | **Sickness periods** | | **Sickness days lost** | | **Long term sick periods** | | **Long term sick days lost** | | **LBC headcount** | |
| **Buddhist** | **2016/17** | | 19 | | 0.7% | 54 | 0.8% | 0 | 0.0% | 0 | 0.0% | 12 | 0.6% |
| **2015/16** | | 18 | | 0.66% | 130 | 0.66% | 2 | 0.90% | 75 | 0.63% | 14 | 0.52% |
| **2014** | | 18 | | 0.62% | 65 | 0.25% | 1 | 0.39% | 20 | 0.11% | 12 | 0.40% |
| **2013** | | 24 | | 0.75% | 68.5 | 0.26% | 0 | 0.00% | 0 | 0.00% | 13 | 0.42% |
| **Christian** | **2016/17** | | 1227 | | 54.6% | 9404 | 54.3% | 87 | 61.6% | 4940 | 59.6% | 1095 | 53.5% |
| **2015/16** | | 1,205 | | 43.99% | 9,636 | 48.78% | 108 | 48.87% | 5,944 | 49.92% | 1,192 | 44.07% |
| **2014** | | 1,463 | | 50.19% | 15,016 | 57.21% | 149 | 57.53% | 10,778 | 58.67% | 1,408 | 47.47% |
| **2013** | | 1,652 | | 51.40% | 12,900 | 49.54% | 138 | 51.11% | 7,536 | 45.86% | 1,613 | 50.8% |
| **Hindu** | **2016/17** | | 39 | | 1.7% | 142 | 1.7% | 1 | 0.5% | 41 | 0.7% | 43 | 2.1% |
| **2015/16** | | 38 | | 1.39% | 253 | 1.28% | 3 | 1.36% | 157 | 1.32% | 46 | 1.70% |
| **2014** | | 51 | | 1.75% | 376 | 1.43% | 4 | 1.54% | 243 | 1.32% | 50 | 1.69% |
| **2013** | | 43 | | 1.34% | 651 | 2.50% | 3 | 1.11% | 524 | 3.19% | 58 | 1.8% |
| **Jewish** | **2016/17** | | 6 | | 0.3% | 40 | 0.3% | 1 | 0.8% | 29 | 0.7% | 5 | 0.2% |
| **2015/16** | | 2 | | 0.07% | 7 | 0.04% | 0 | 0.00% | 0 | 0.00% | 4 | 0.15% |
| **2014** | | 7 | | 0.24% | 13 | 0.05% | 0 | 0.00% | 0 | 0.00% | 5 | 0.17% |
| **2013** | | 12 | | 0.38% | 106.5 | 0.34% | 2 | 0.68% | 64 | 0.29% | 9 | 0.3% |
| **Muslim** | **2016/17** | | 44 | | 1.9% | 144 | 2% | 1 | 0.6% | 47 | 0.7% | 47 | 2.3% |
| **2015/16** | | 45 | | 1.64% | 464 | 2.35% | 7 | 3.17% | 313 | 2.63% | 48 | 1.77% |
| **2014** | | 57 | | 1.96% | 531 | 2.02% | 7 | 2.70% | 403 | 2.19% | 58 | 1.96% |
| **2013** | | 64 | | 2.02% | 480 | 1.52% | 5 | 1.69% | 322 | 1.45% | 63 | 2.0% |
| **None** | **2016/17** | | 502 | | 21.5% | 2954 | 22.2% | 23 | 15.3% | 1344 | 15.8% | 479 | 23.4% |
| **2015/16** | | 543 | | 19.82% | 2,994 | 15.16% | 35 | 15.84% | 1,473 | 12.37% | 499 | 18.45% |
| **2014** | | 629 | | 21.58% | 4,362.7 | 16.62% | 37 | 14.29% | 2,887 | 15.71% | 578 | 19.49% |
| **2013** | | 679 | | 21.13% | 4,779.5 | 18.36% | 52 | 19.26% | 2,985 | 18.17% | 649 | 20.4% |
| **Other** | **2016/17** | | 71 | | 3.3% | 707 | 3.1% | 71 | 3.9% | 705 | 4.1% | 84 | 4.1% |
| **2015/16** | | 80 | | 2.92% | 691 | 3.50% | 12 | 5.43% | 456 | 3.83% | 79 | 2.92% |
| **2014** | | 138 | | 4.73% | 1,355 | 5.16% | 18 | 6.95% | 955 | 5.20% | 96 | 3.24% |
| **2013** | | 133 | | 4.14% | 1,462.5 | 5.62% | 15 | 5.56% | 1,029 | 6.26% | 108 | 3.4% |
| **PFNTS** | **2016/17** | | 337 | | 15% | 2624 | 14.9% | 27 | 17.6% | 1432 | 18.5% | 81 | 13.5% |
| **2015/16** | | 792 | | 28.92% | 5,527 | 27.98% | 53 | 23.98% | 3,465 | 29.10% | 817 | 30.20% |
| **2014** | | 544 | | 18.66% | 4,508.7 | 17.18% | 43 | 16.60% | 3086 | 16.80% | 754 | 25.42% |
| **2013** | | 595 | | 18.51% | 5,551 | 21.32% | 54 | 20.00% | 3,971 | 24.17% | 656 | 20.65% |
| **Sikh** | **2016/17** | | 14 | | 1.1% | 23 | 0.6% | 0 | 0.0% | 0 | 0.00% | 6 | 0.3% |
| **2015/16** | | 16 | | 0.58% | 53 | 0.27% | 1 | 0.45% | 25 | 0.21% | 6 | 0.22% |
| **2014** | | 8 | | 0.27% | 20 | 0.08% | 0 | 0.00% | 0 | 0.00% | 5 | 0.17% |
| **2013** | | 12 | | 0.37% | 134 | 0.51% | 1 | 0.37% | 96 | 0.58% | 8 | 0.3% |