



THE ROYAL BOROUGH OF  
KENSINGTON  
AND CHELSEA

# The Royal Borough of Kensington and Chelsea People Profile

1 April 2015 to 31 March 2016

Report by the Bi-borough Director for Human Resources Debbie Morris

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## Introduction

- 1.1 The Council publishes an annual workforce report covering a number of key workforce indicators. As well as informing the Committee the report complies with the legal duty arising from the Equality Act 2010 to publish data and information on a range of diversity indicators.
- 1.2 Under the Act, the Council is under a duty to eliminate discrimination, harassment and victimisation, promote equality of opportunity and foster good relations between groups. In meeting this duty the act names nine characteristics that need to be considered; age, disability, gender reassignment, pregnancy and maternity, ethnicity, religion or belief, gender, sexual orientation and (in relation to discrimination) marriage and civil partnership.
- 1.3 The Council has published data for a number of years on the representation of personal characteristics within the workforce. This report presents information on age, disability, ethnicity gender, sexual orientation, religion and marital status in employment, as well as including some contextual information about the Council as an employer. The report does not include casual staff or staff employed in Schools. Casual staff are typically employed where there is a requirement for seasonal workers who are not part of the permanent establishment. Electoral canvassers and Carnival assistants are examples.
- 1.4 Since October 2010 the Council has been engaged in Tri-borough working. In order to reduce management costs, a number of Kensington and Chelsea staff are managed by managers employed by Hammersmith and Fulham or Westminster City Council. This report includes only employees that are contracted to the Royal Borough of Kensington and Chelsea (e.g. the employees shown at band 8 on the report, are the RBKC contracted members of the Joint Management Team).
- 1.5 The workforce report is published on the Council's public website, after being presented at the Cabinet and Corporate Services Scrutiny Committee.
- 1.6 Information on personal characteristics is collected through the personnel system. Age and gender are collected as part of the personnel identity checks. Staff provide through the self-service system, details of their ethnicity, disability, marital status, religion or belief and sexual orientation. From April 2015 staff have also been able to record for gender re-assignment on the new HR system Agresso. Approximately four per cent of staff have provided information against one or more of these characteristics. That information is presented in this report but may not represent the Council as a whole.
- 1.7 All figures in this report are FTE unless otherwise stated. Averages use the median figure.
- 1.8 Data used in this report has been taken from the Agresso system. Agresso reports still require some development, every effort has been made to cleanse the data so that it is comparable to previous years.

## Key Highlights

- ↓ The Council employs 1,986 staff (1,892 FTE), down from 2,175 (1,949 FTE) in the previous year.
- ↓ 178 (FTE) people joined the Council in 2015/16, down from 209 (FTE) the previous year.
- ↔ 274 (FTE) staff left the Council during the same period no significant change from the previous year.
- ↔ 63 per cent of the workforce is female. No significant change from the previous year.
- ↔ 29 per cent of the workforce are from black, Asian and minority ethnic (BAME) groups. No significant change from the previous year, however there is an increase in the number of people with missing ethnicity information (up from 217 to 379).
- ↔ The average age of the workforce is 45.  
65 per cent of starters were aged under 40 whilst the largest percentage of leavers were also in the under 40 age bracket (46 per cent).
- ↑ The average length of Service is 9 years. Up from 8 in the previous year.
- ↔ 4 per cent of staff have recorded a disability.
- ↔ The average number of days lost to sickness per FTE is 8 days. Due to the challenges in extracting sickness data from the new HR system and the possibility of under-reporting across the organisation, this figure of 8 days is taken from last year's report, which we are more confident is an accurate number of working days lost per FTE.

Key Figures – bi-borough comparison

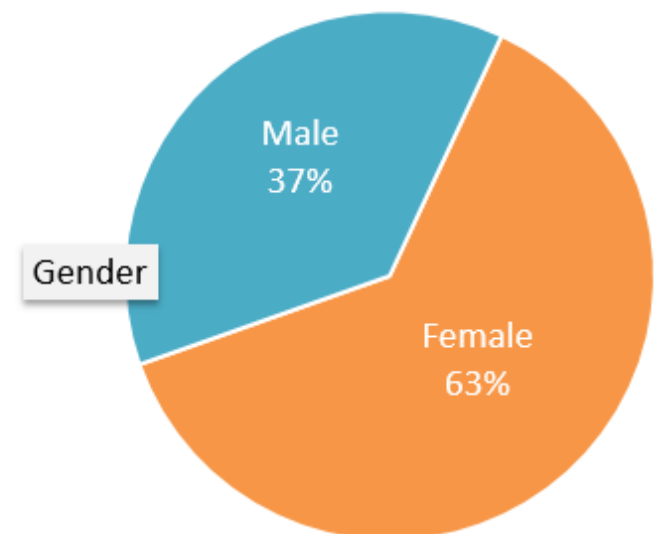
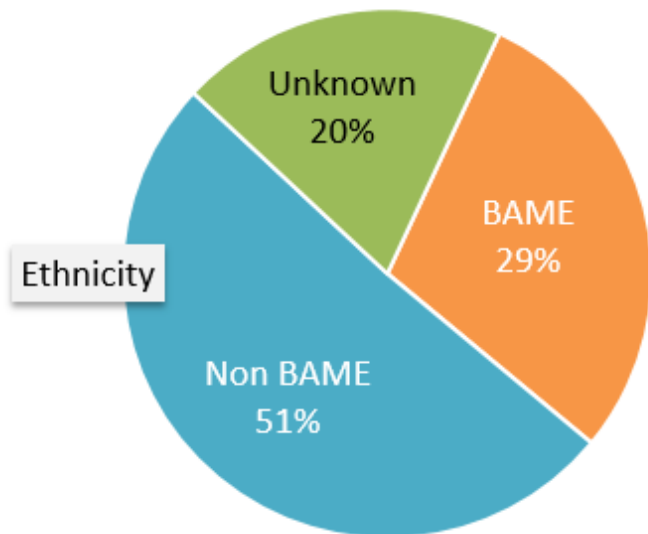
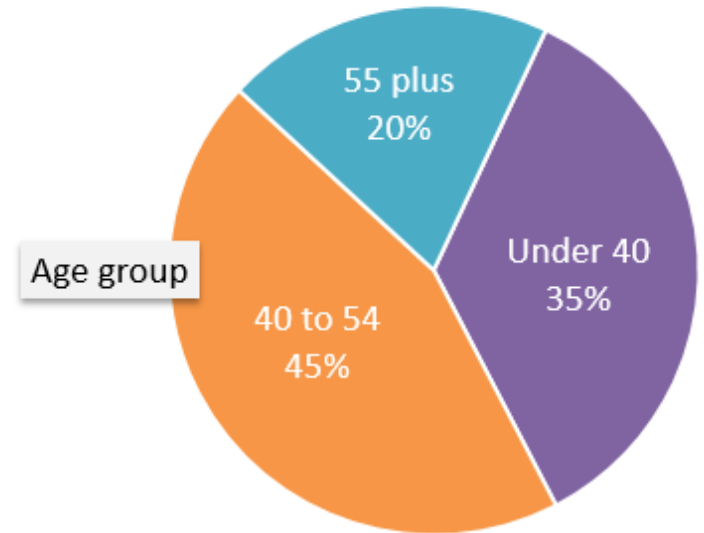
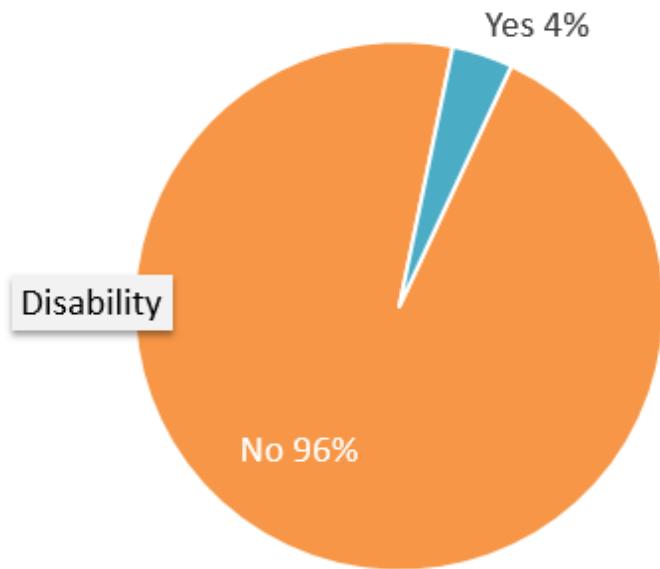
	LBHF		RBKC	
<i>Total staff (FTE)</i>	1643	↓	1892	↓
<i>Total staff (headcount)</i>	1757	↓	1986	↓
<i>Starters (FTE)</i>	160	↓	178	↓
<i>Leavers (FTE)</i>	204	↓	274	↓

	LBHF		RBKC	
<i>Recorded disabled</i>	56	↓	70	↓
<i>Not recorded disabled</i>	1587	↓	1822	↓
<i>Female</i>	937	↓	1185	↓
<i>Male</i>	706	↓	707	↓
<i>BAME</i>	609	↓	550	↓
<i>Non BAME</i>	857	↓	963	↓
<i>Unknown</i>	177	↓	379	↑
<i>Under 40</i>	481	↓	670	↓
<i>40 to 55</i>	765	↓	842	↓
<i>55 and over</i>	397	↓	380	↓



Change from previous year

## Personal Characteristic Summaries

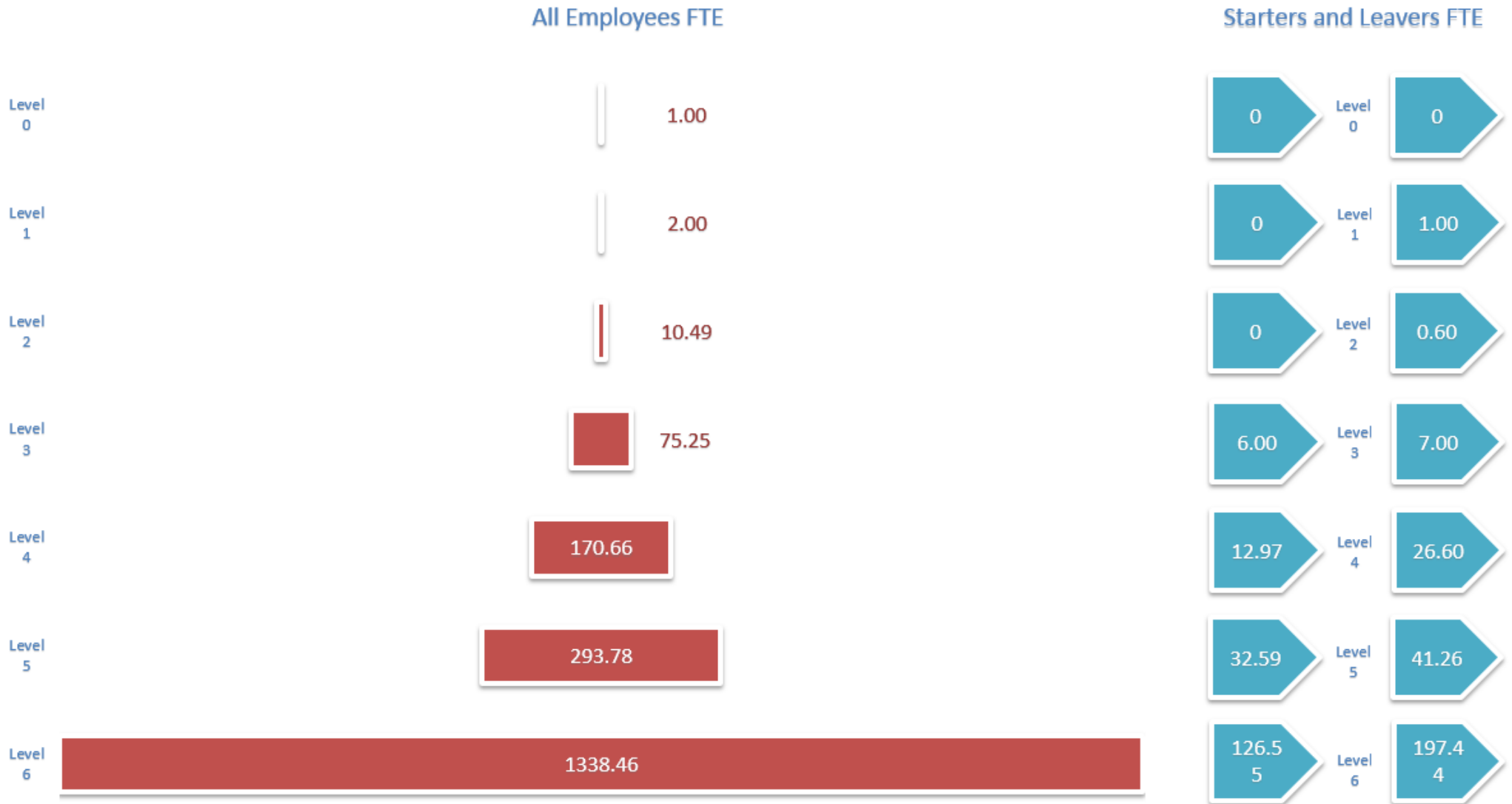


## Explanation of the position levels

The tables on the following five pages divide the organisation across seven levels (zero to six). These levels represent the hierarchy structure of the organisation. Each level matches a system role and supports access and authorisation.

	HR level	Finance level	Post can be a line manager	Post can be a budget manager	Post can have approval to spend
<b>CEO</b>	0	1	Y	Y	Y
<b>Executive Director</b>	1	1	Y	Y	Y
<b>Director</b>	2	2	Y	Y	Y
<b>Head of Service</b>	3	3	Y	Y	Y
<b>Budget Manager/ Group Manager</b>	4	4	Y	Y	Y
<b>Team Manager</b>	5	5	Y	N	Y
<b>Team Member</b>	6		N	N	N

# Employees, Starters and Leavers across the Position Levels

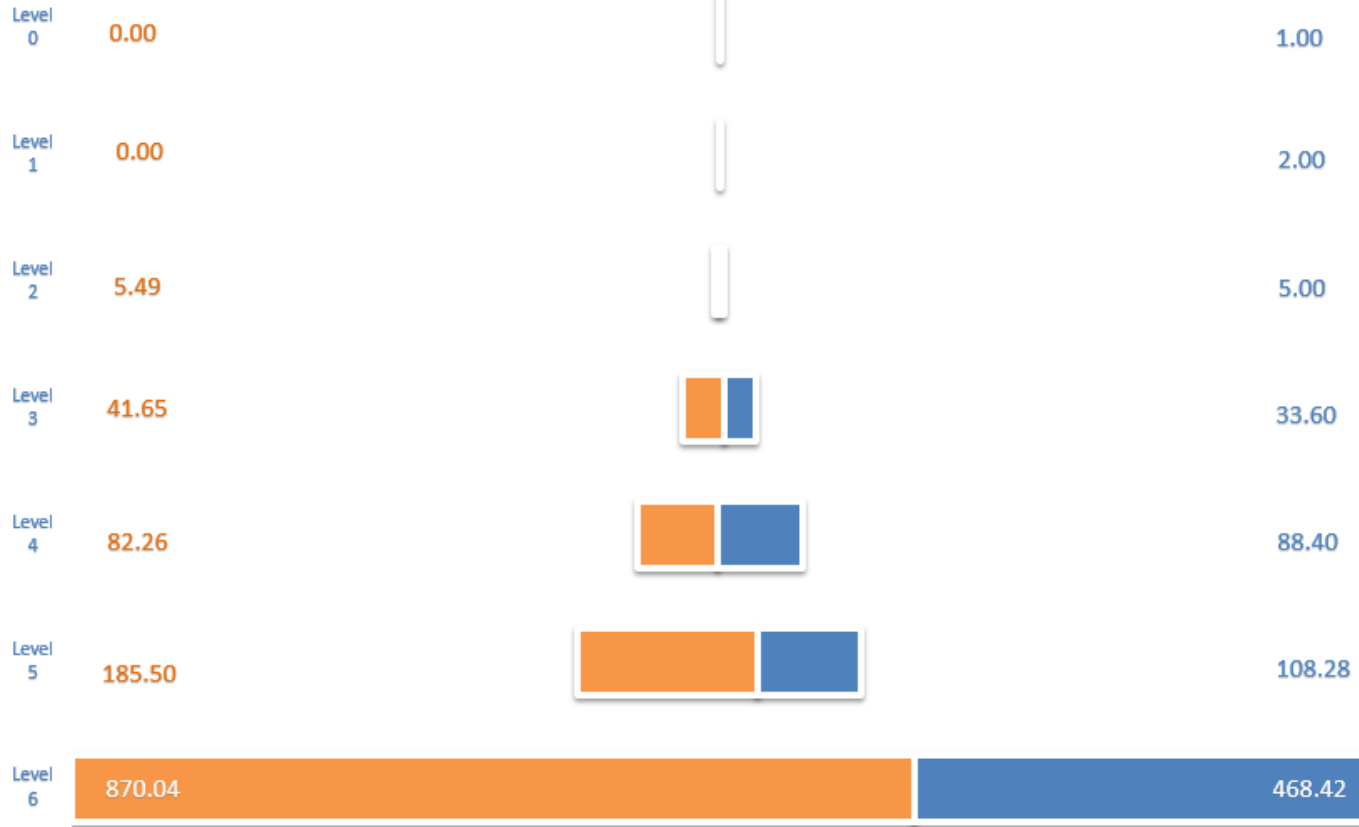




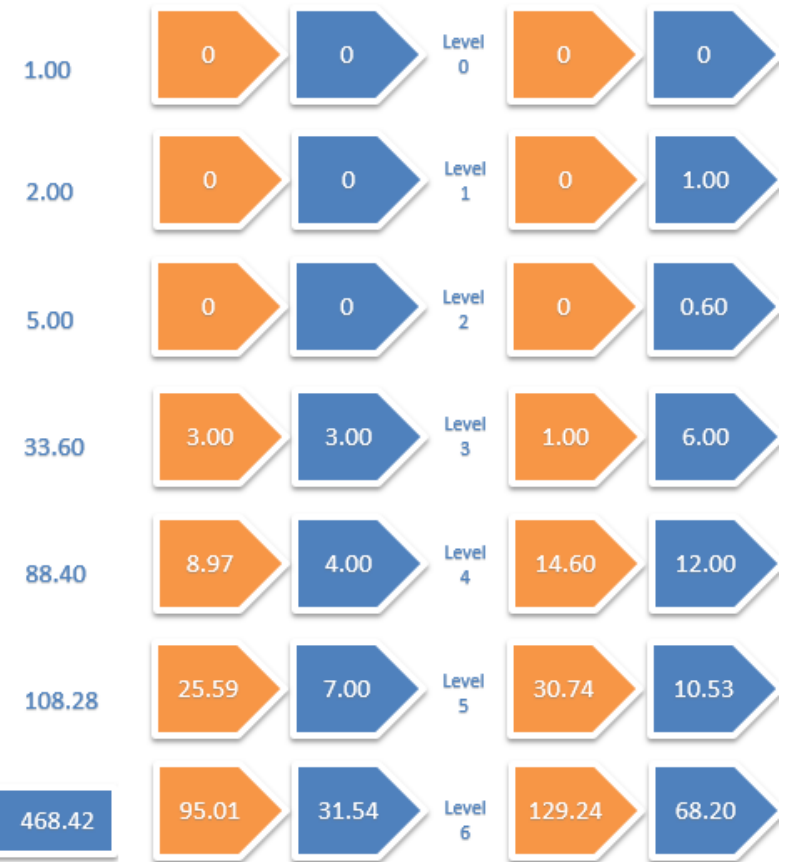
# Gender across the Position Levels

Female Male

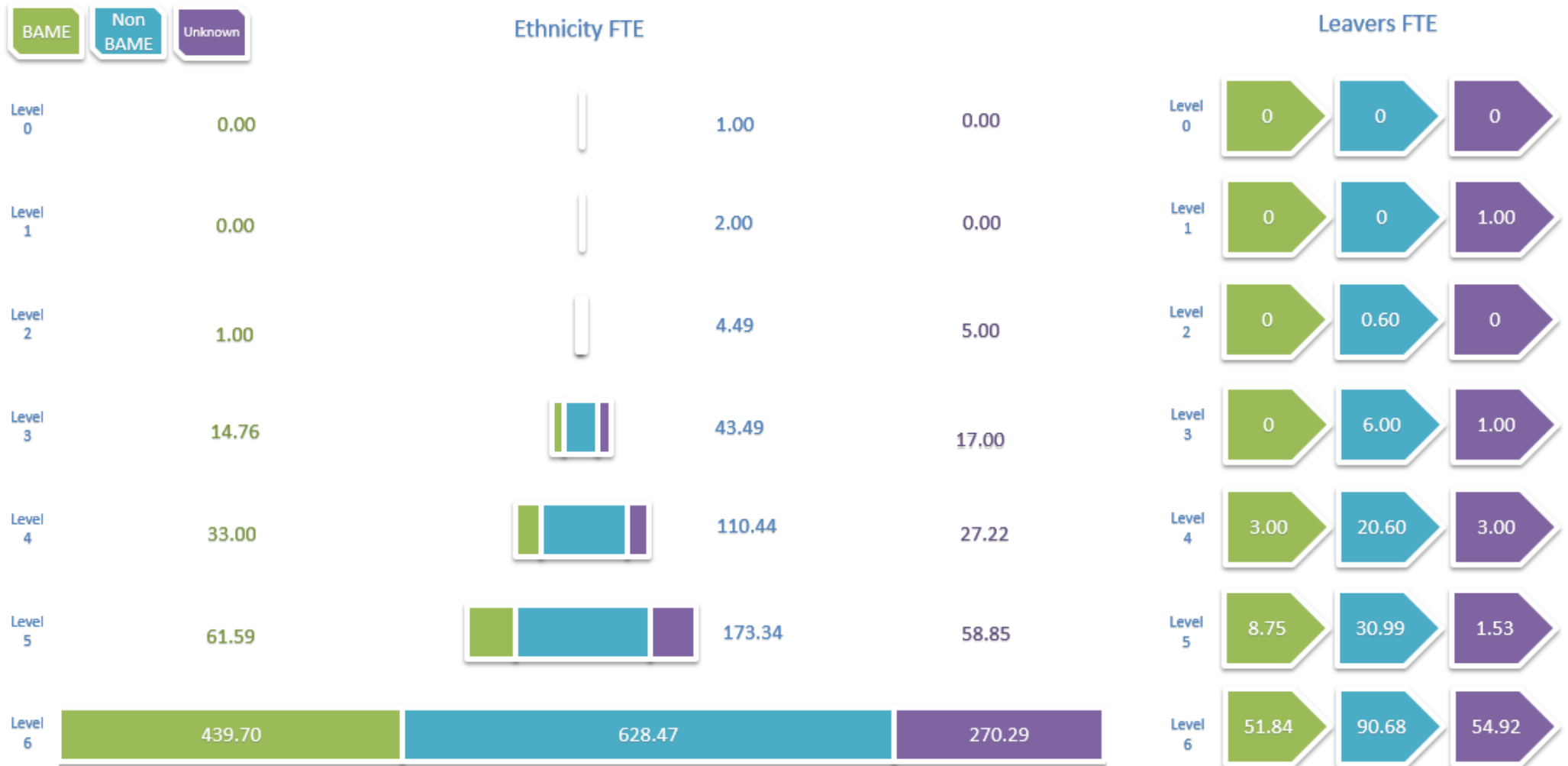
## Gender FTE



## Starters and Leavers FTE



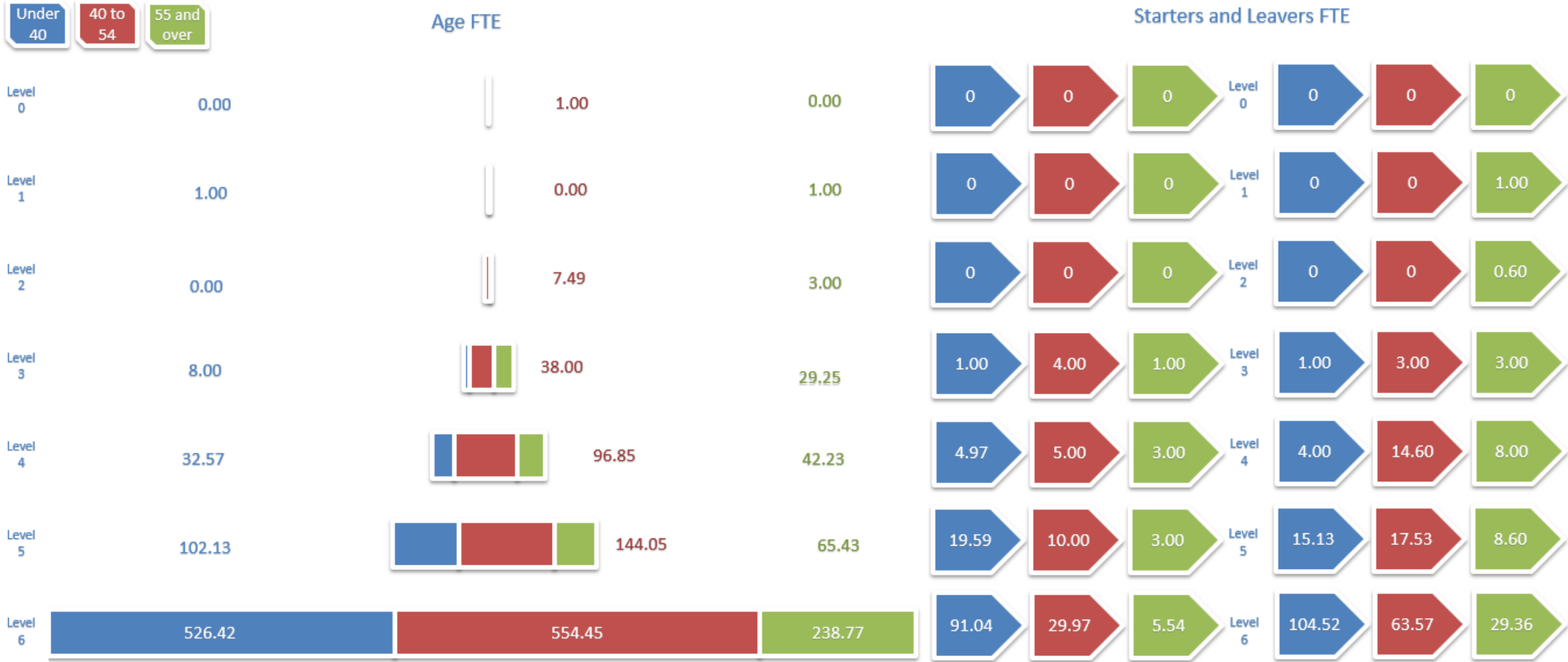
# Ethnicity across the Position Levels



## New Starter information – Ethnicity

93 per cent of ethnicity information for new starters is unknown. The reasons for this are being investigated.

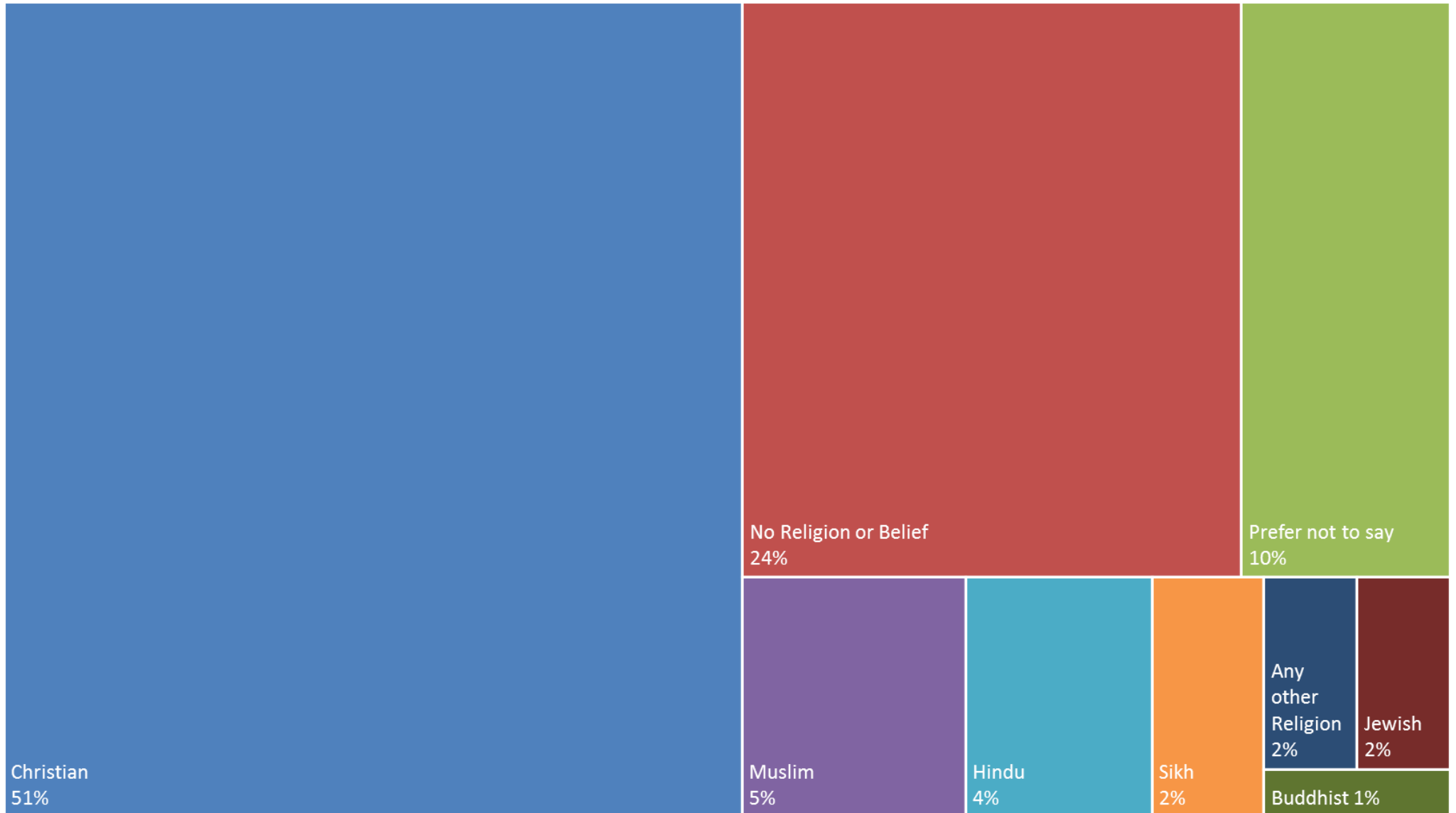
# Age across the Position Levels



# Disability across the Position Levels



## Religion



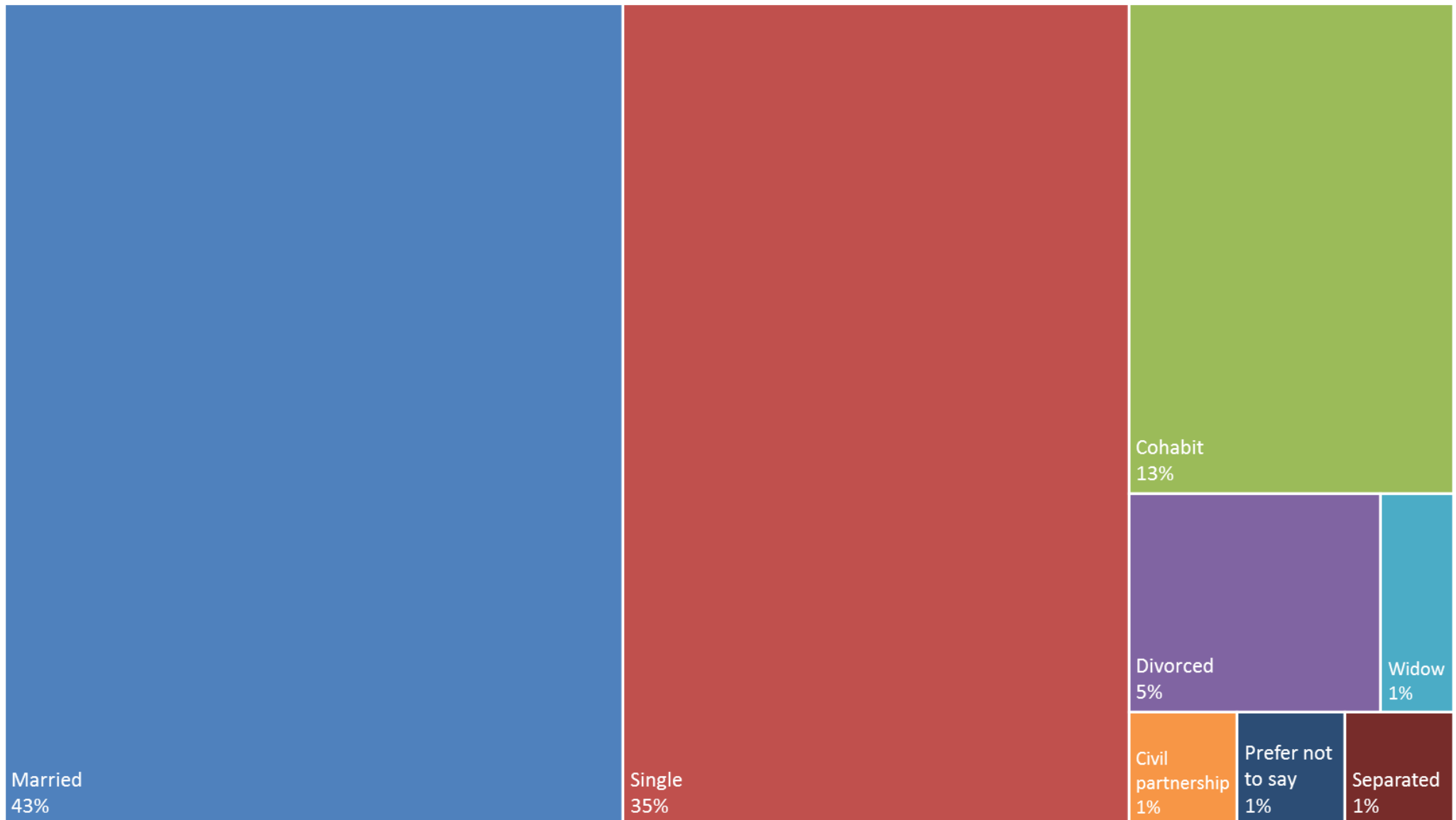
All figures in these charts are a percentage of the total response rate for each characteristic and are for indicative purposes only. They may not represent a true breakdown of Council employees. There are 136 records for religion representing seven per cent of all staff.

## Sexuality



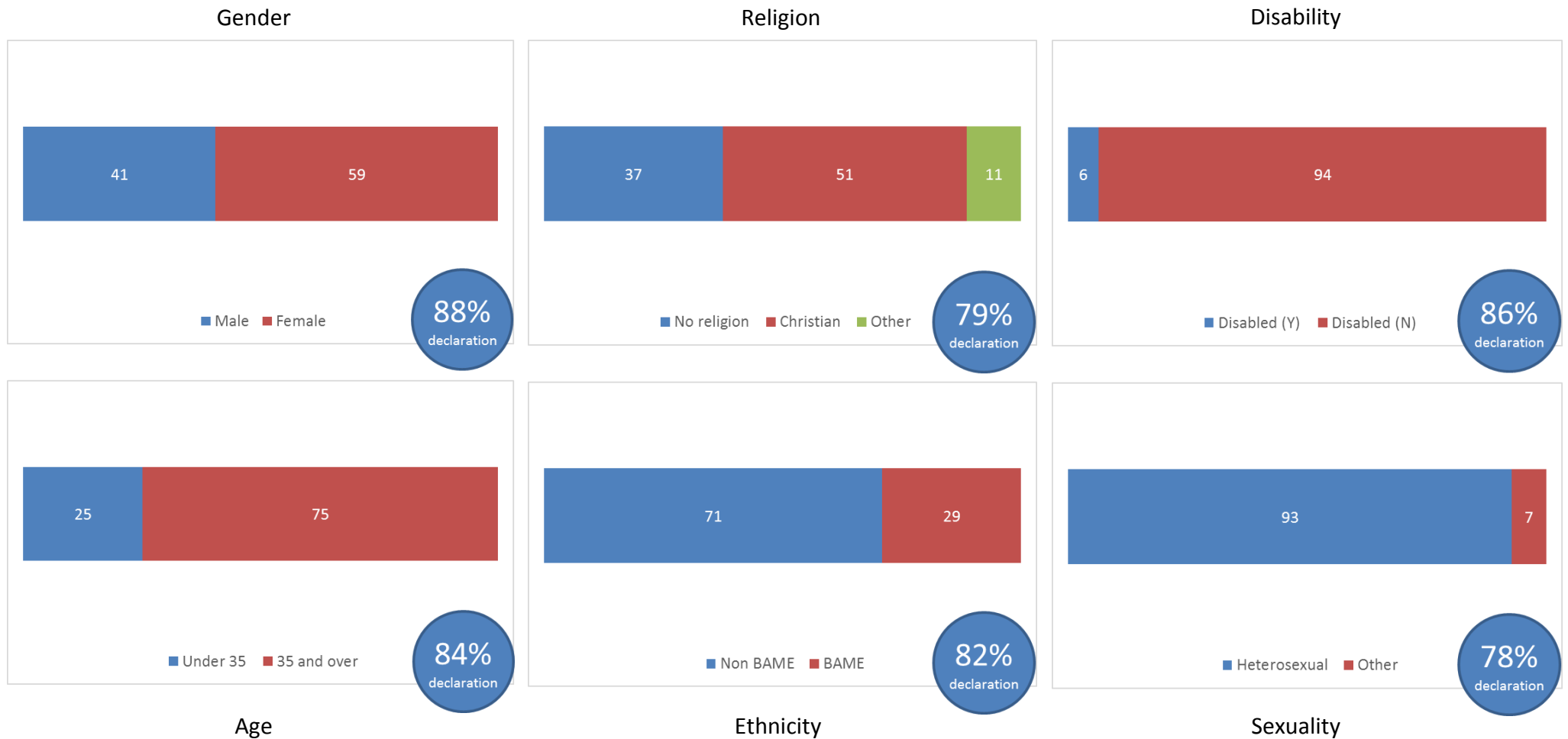
All figures in these charts are a percentage of the total response rate for each characteristic and are for indicative purposes only. They may not represent a true breakdown of Council employees. There are 129 records for sexuality representing six per cent of all staff.

## Marital Status



All figures in these charts are a percentage of the total response rate for each characteristic and are for indicative purposes only. They may not represent a true breakdown of Council employees. There are 100 records for marital status representing five per cent of all staff.

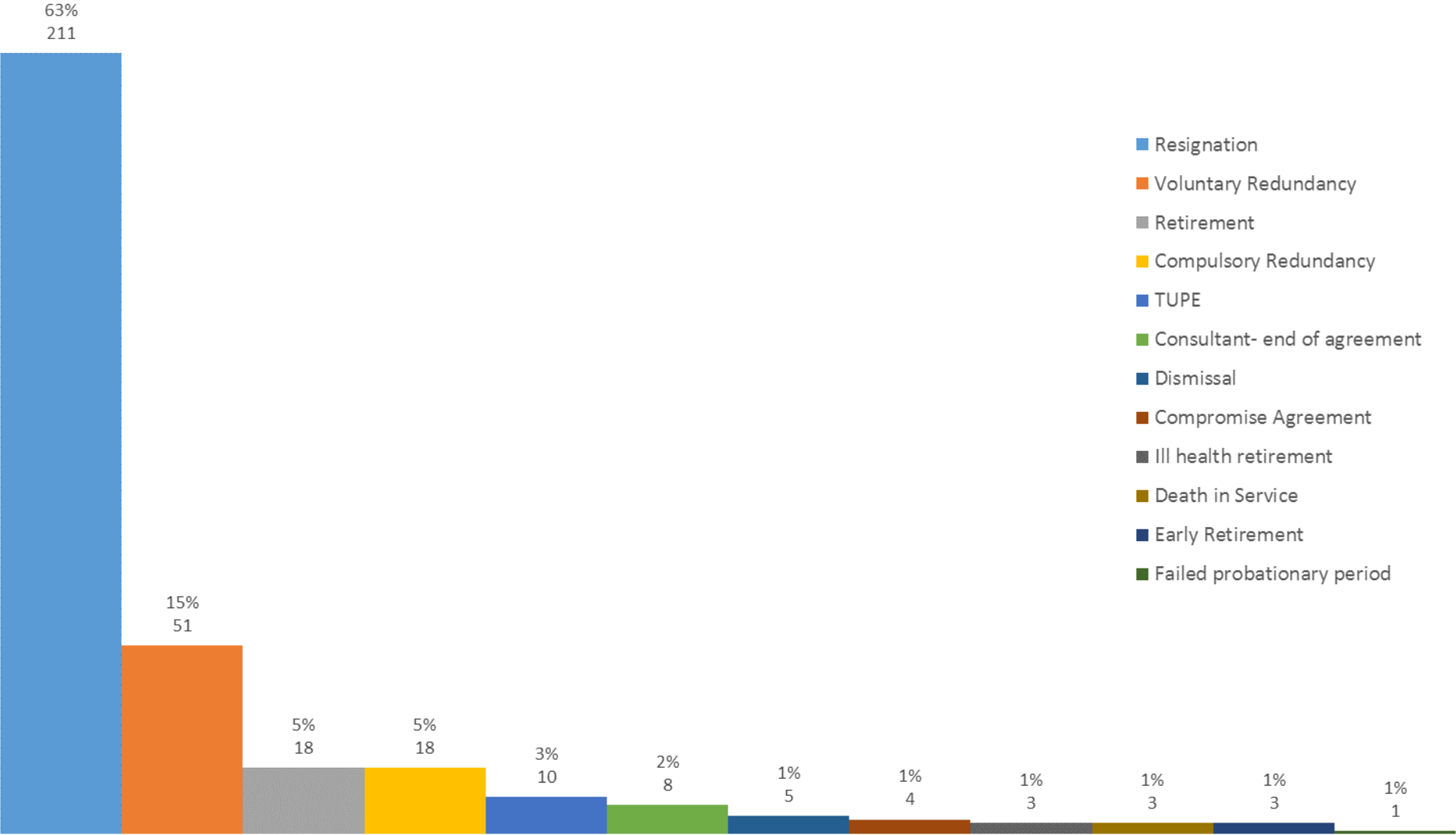
## Equalities information from the Your Voice Staff Survey (2015)



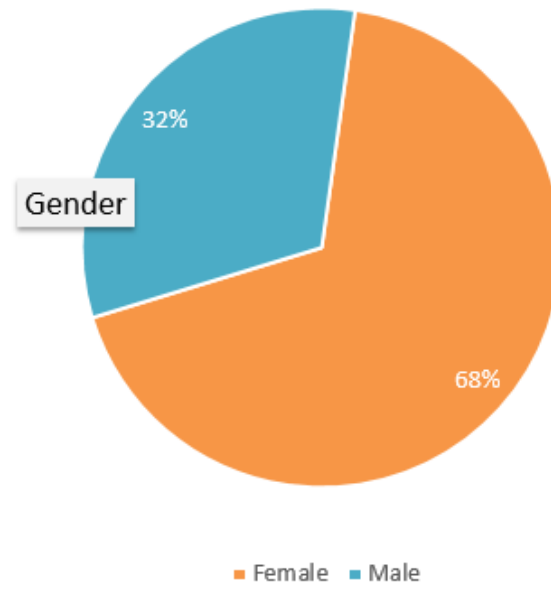
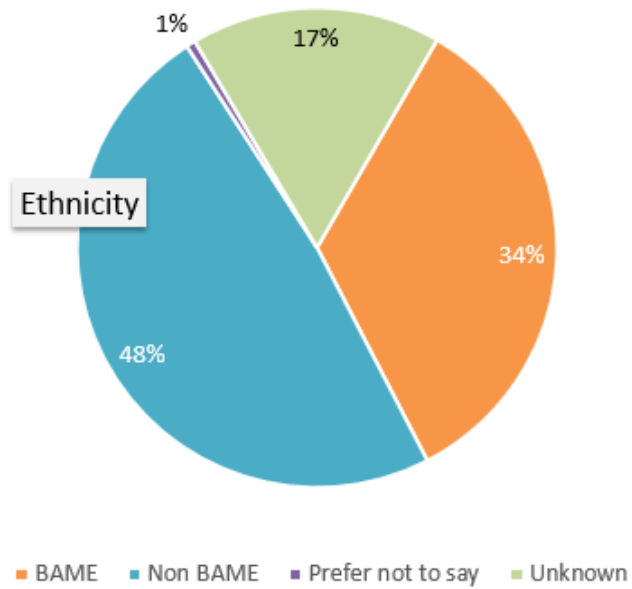
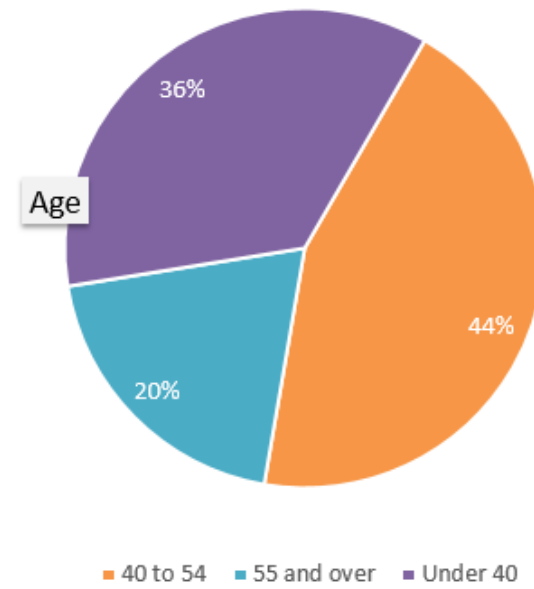
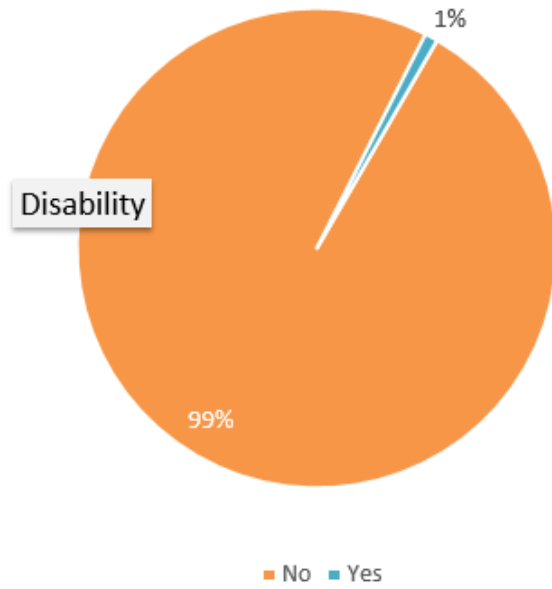
*There were 1,230 respondents to the 2015 Your Voice staff survey  
All figures in charts above are percentages*



# Leaving Reasons



# Sickness across the Protected Characteristics



# Sickness – Working Days Lost

Top Ten Sickness Reasons (percentage of all working days lost)

