



THE ROYAL BOROUGH OF
KENSINGTON
AND CHELSEA

The Royal Borough of Kensington and Chelsea People Profile

1 April 2016 to 31 March 2017

Introduction	page 3
Key Highlights	page 4
Personal characteristic summaries - gender	page 5
Personal characteristic summaries - ethnicity	page 6
Personal characteristic summaries - disability	page 7
Personal characteristic summaries - age	page 8
Explanation of the position levels	page 9
Employees across the position Levels	page 10
Top 5% of earners across the position levels	page 11
New starters across the position Levels	page 12
New starter personal characteristic information	page 13
Leavers across the position levels	page 14
Leaver personal characteristic information	page 15
Leaving reasons	page 16
Religion	page 17
Sexuality	page 18
Marital Status	page 19
Top ten sickness reasons – percentage of total working days lost	page 20

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.
- 1.9 'Senior Management' is defined as employees in position levels zero to three. Position levels are explained on page nine.

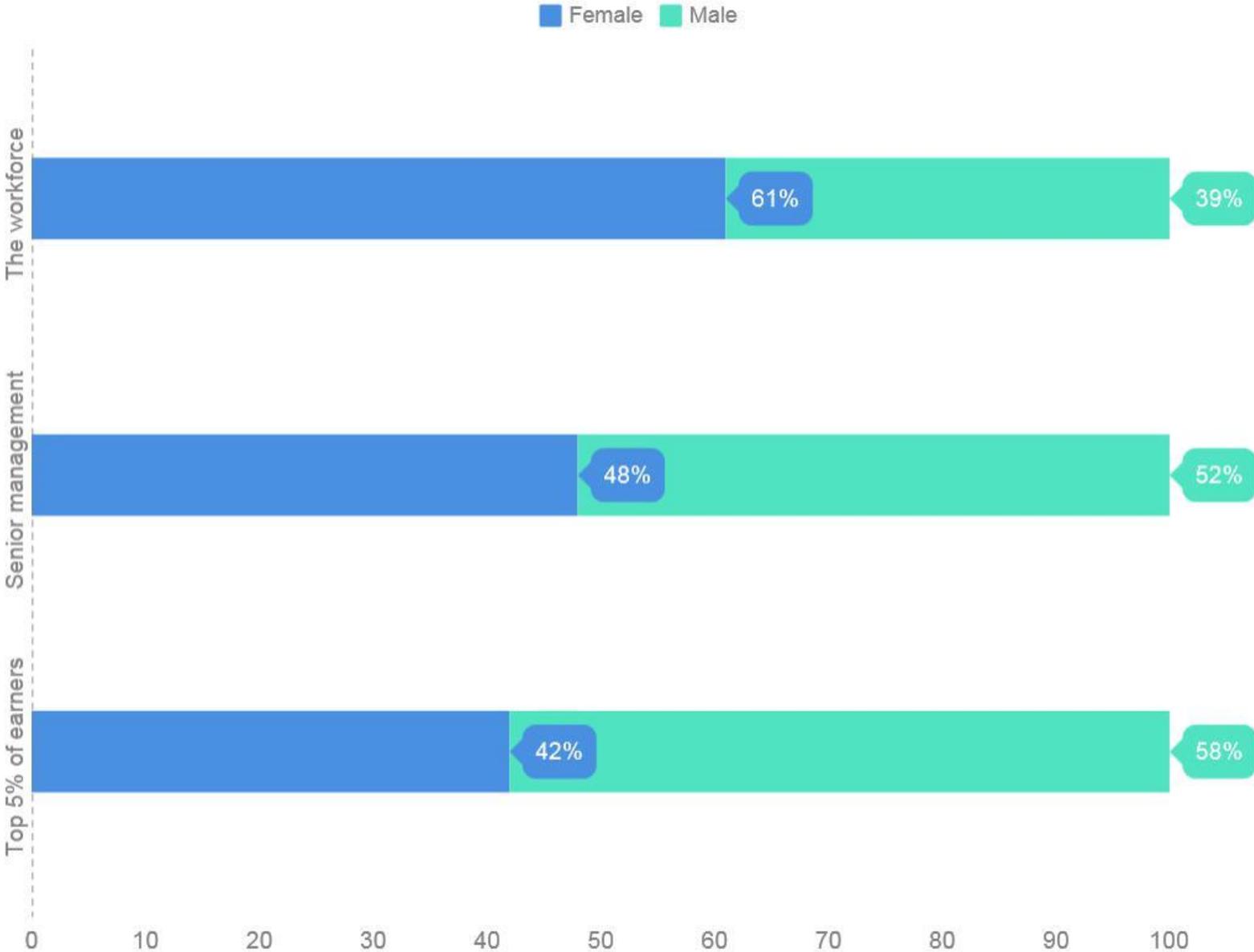
Key Highlights

		Change from 2016
Employees	1699 (FTE)	-193 
New starters	190 (FTE)	+12 
Leavers	395 (FTE)	+121 
Average age	44	-1 
Average length of service	10 years	+1 
Average days lost (sickness)	5 days	~

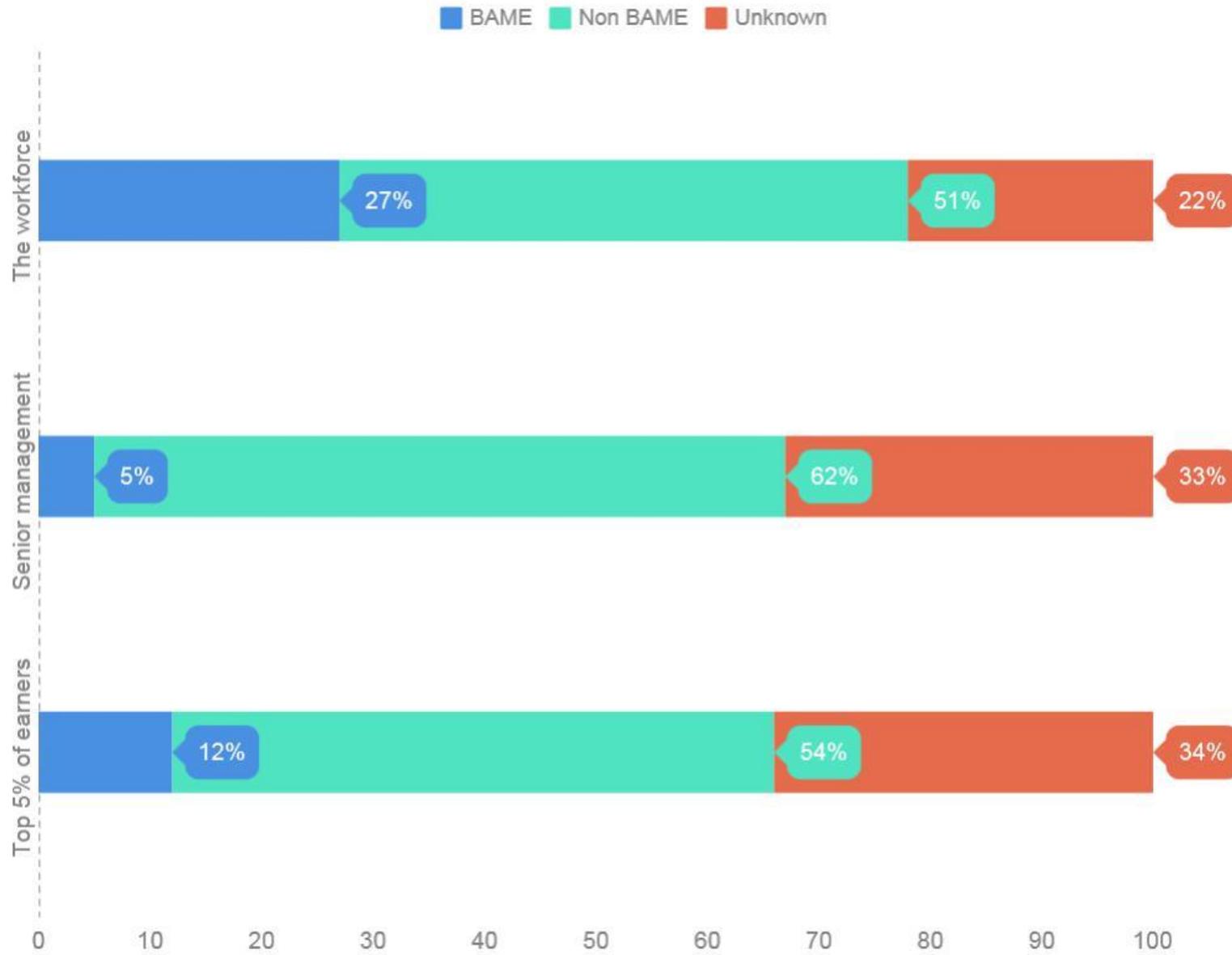
Average salaries for the position levels (median)

Level 6	£38,000
Level 5	£40,898
Level 4	£50,900
Level 3	£67,900
Level 2	£96,500
Level 1	£105,750

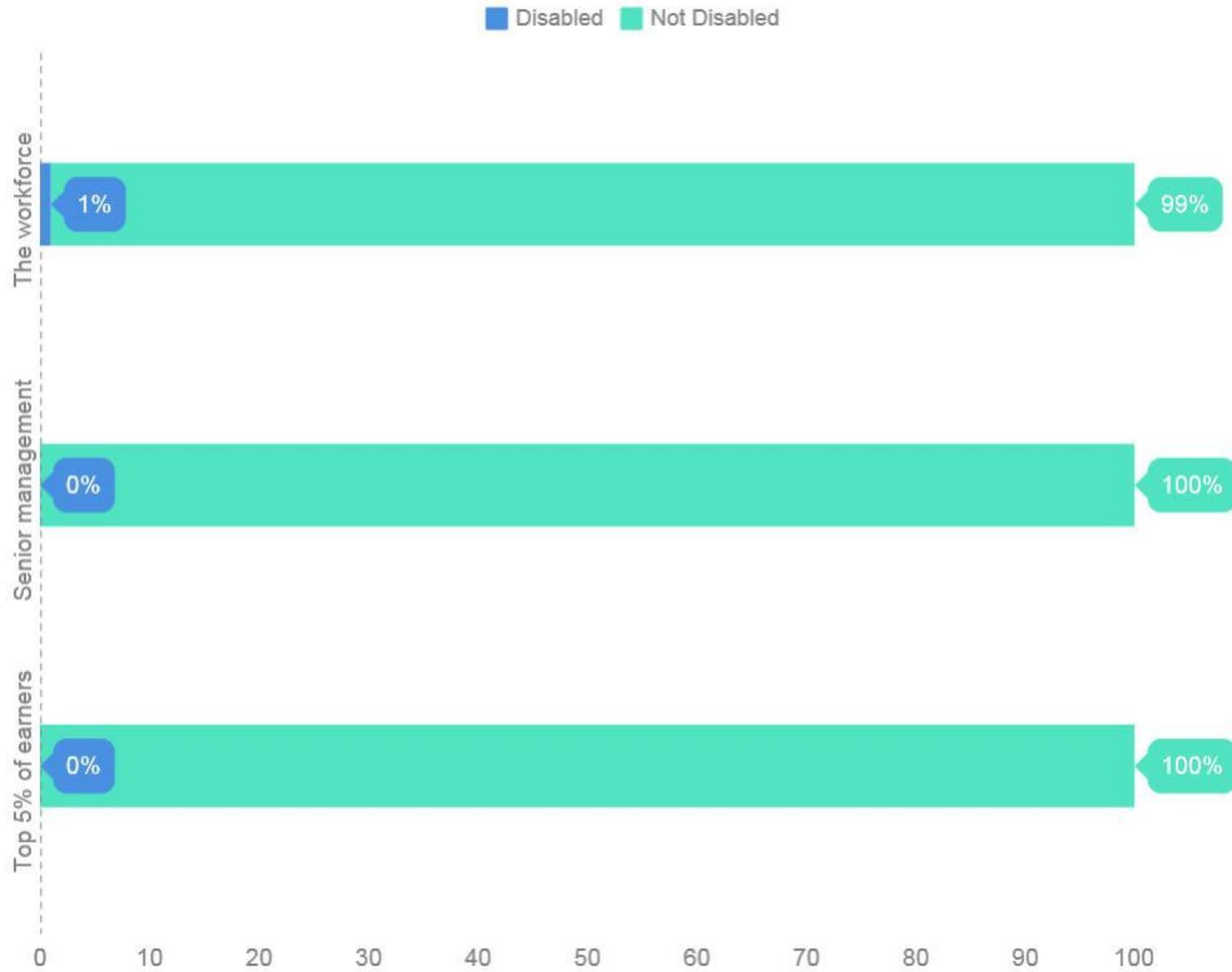
Personal characteristic summaries - gender



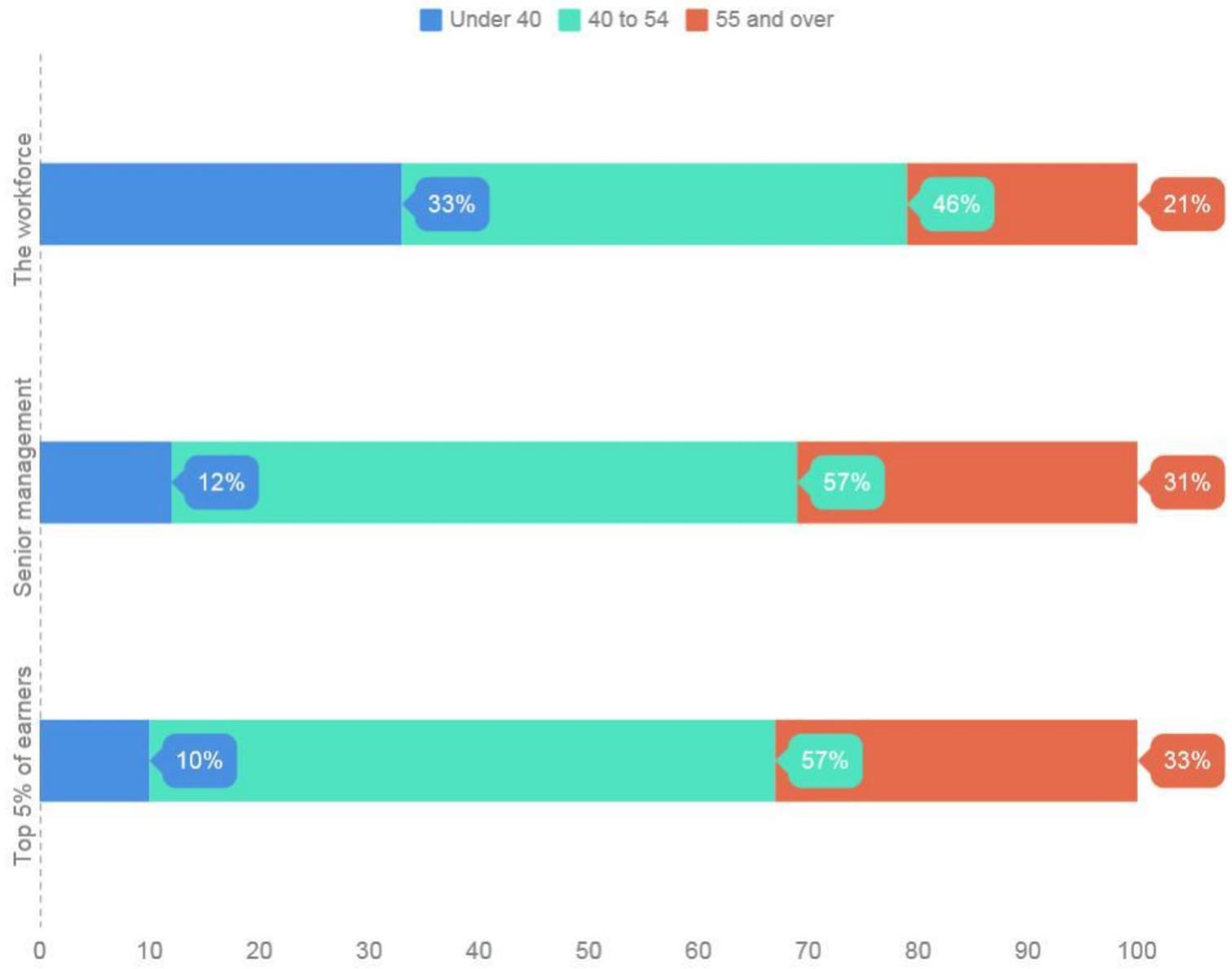
Personal characteristic summaries - ethnicity



Personal characteristic summaries - disability



Personal characteristic summaries - age

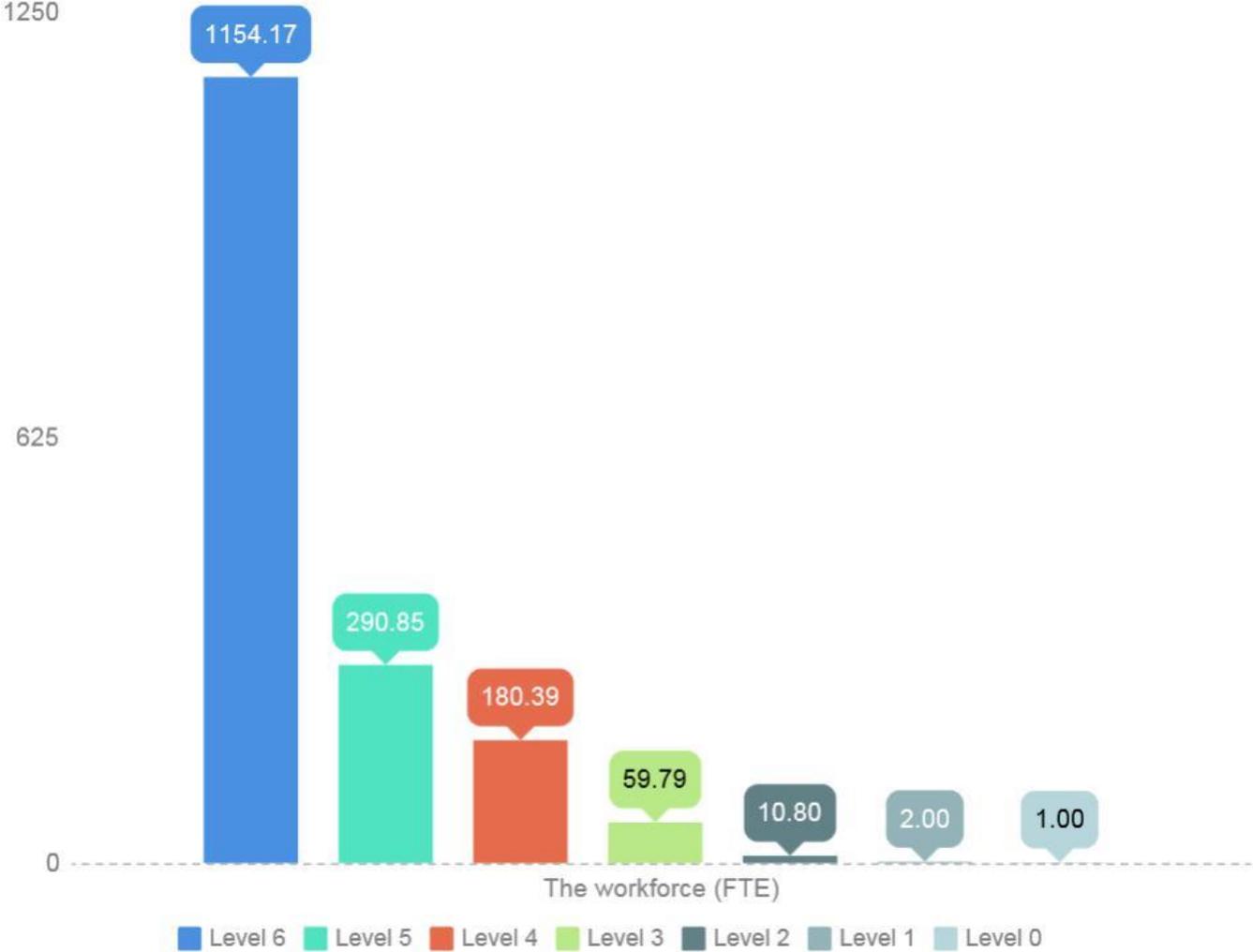


Explanation of the position levels

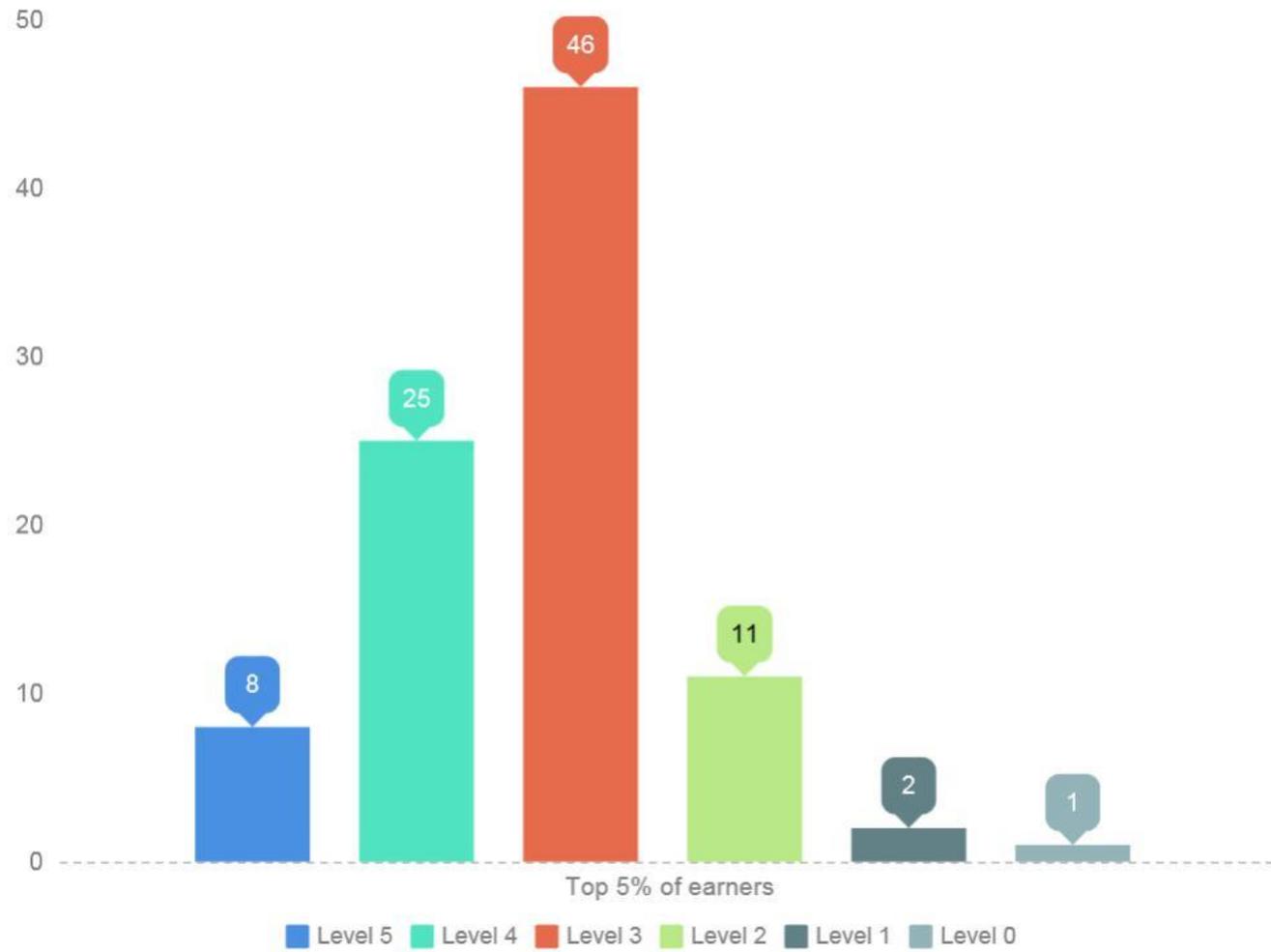
Tables on the following pages for the establishment, new starters and leavers divide the organisation across seven levels (zero to six). These levels represent the hierarchy structure of the organisation. Each level matches a system role and supports access and authorisation.

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

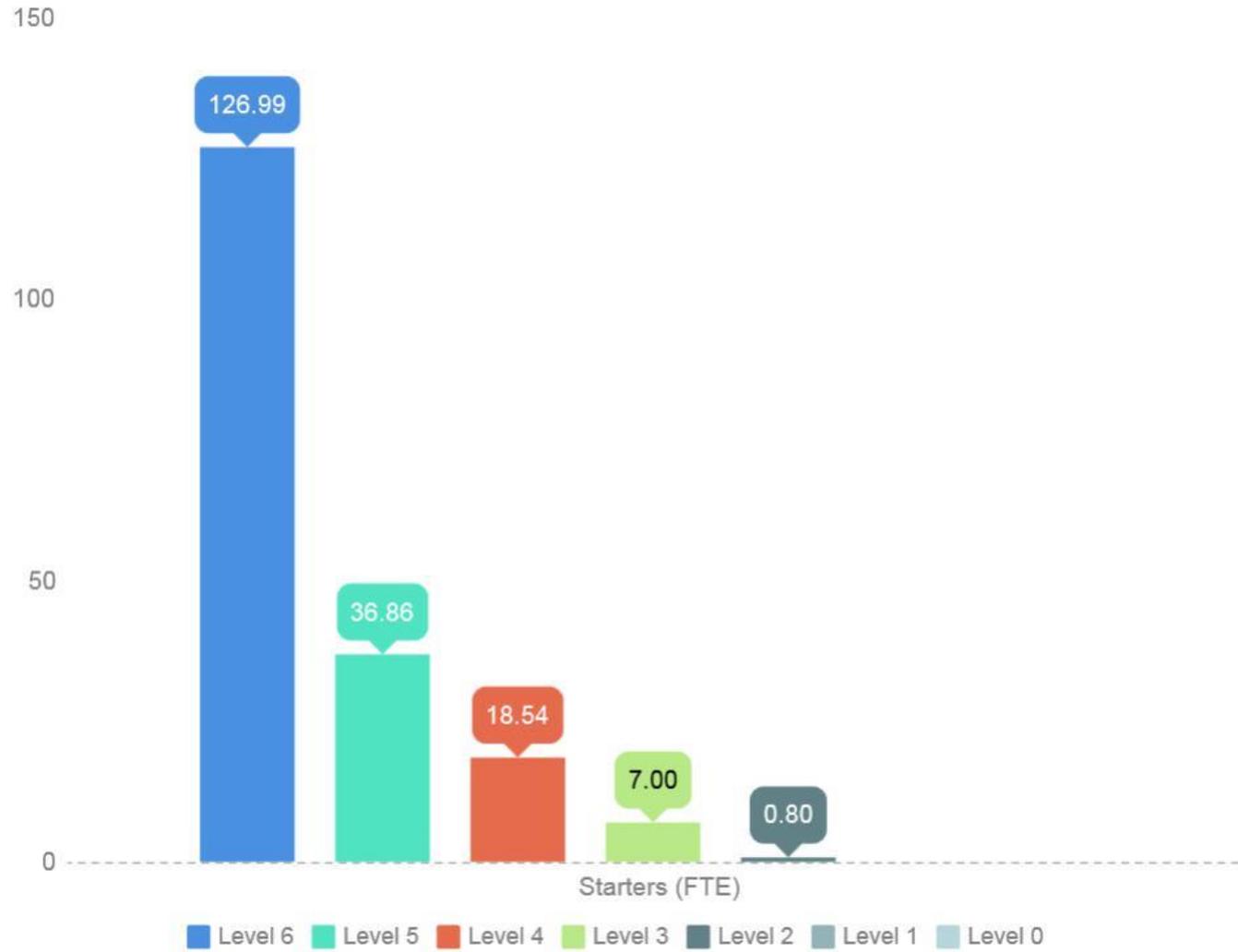
Employees across the Position Levels



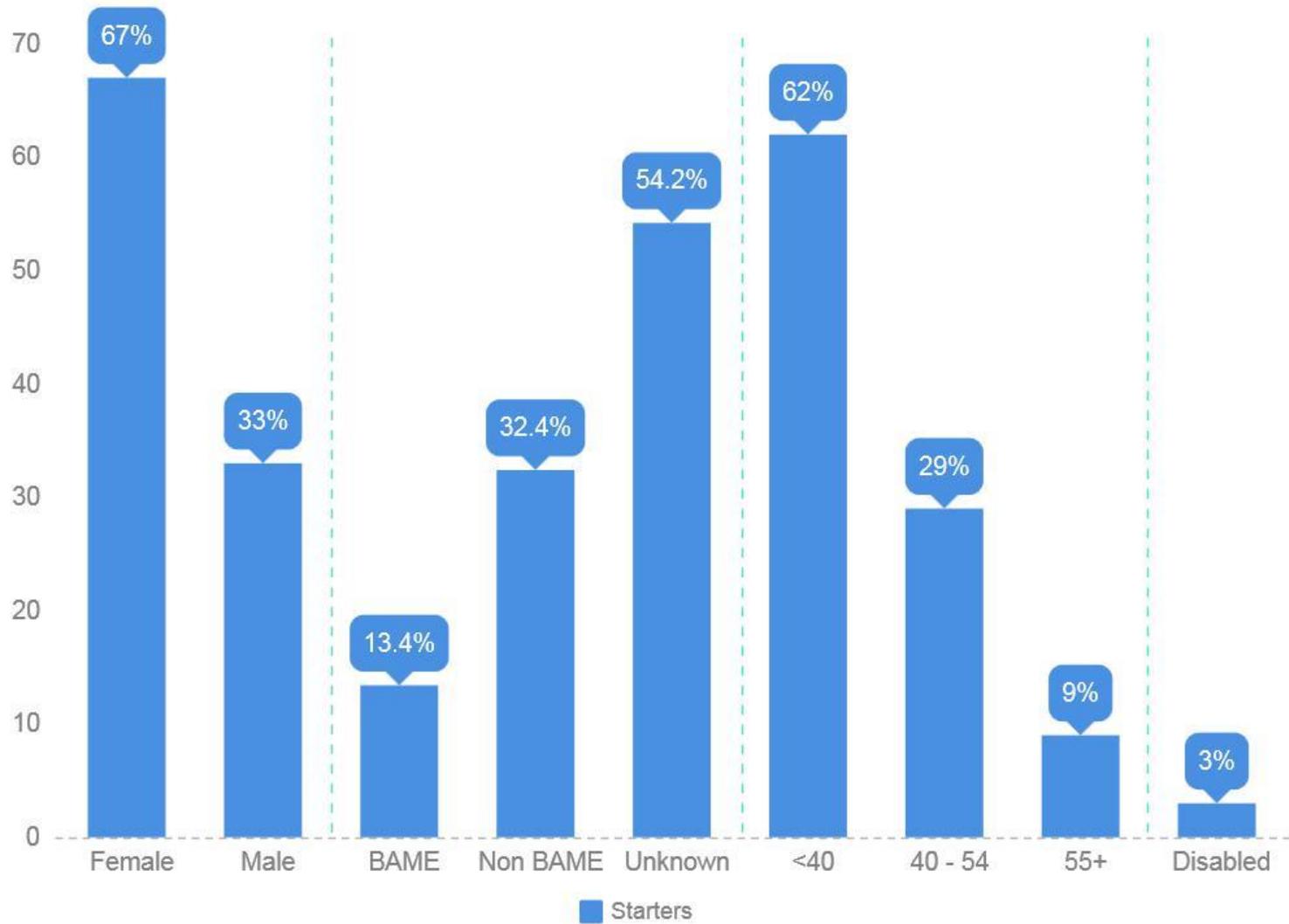
Top 5% of earners across the Position Levels



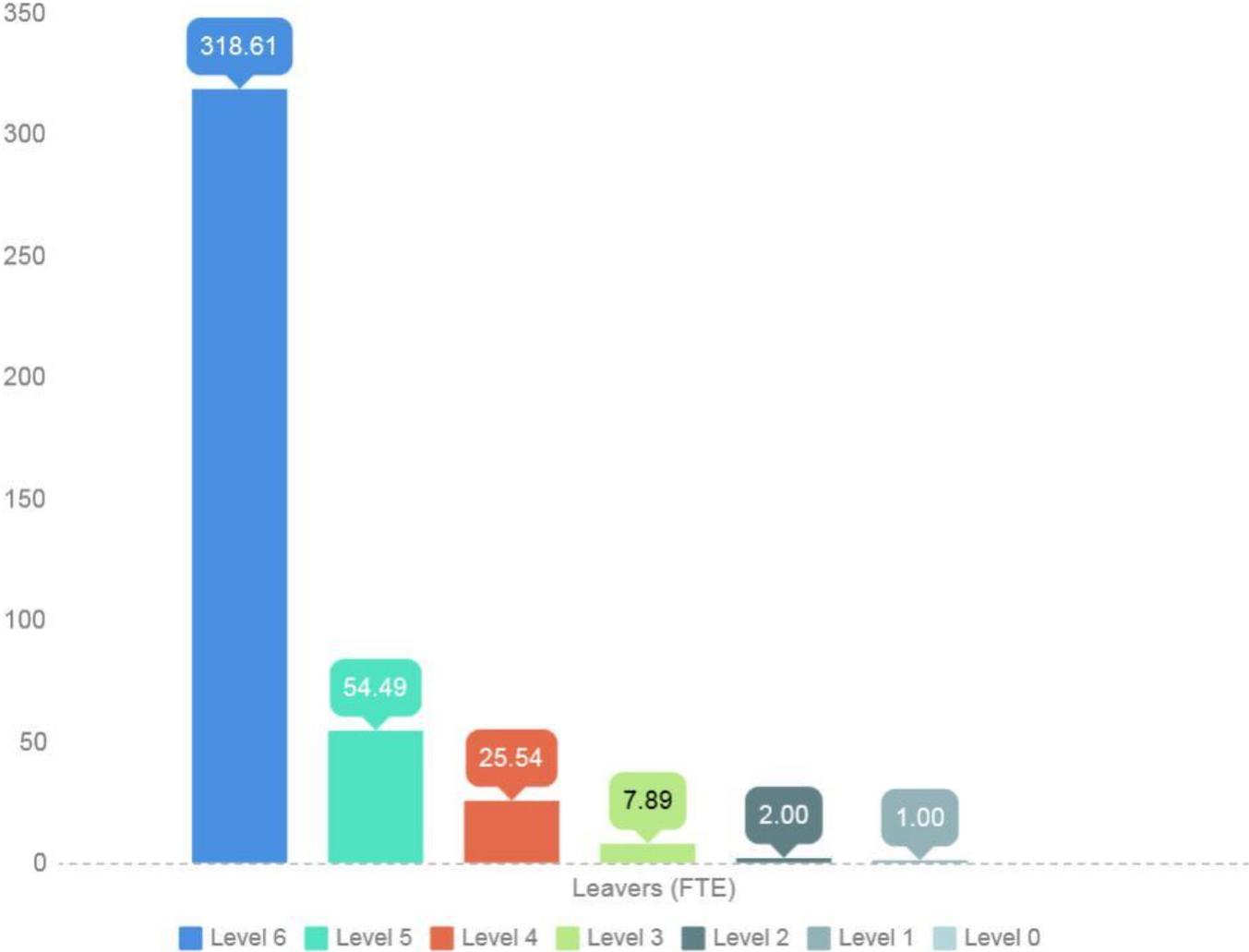
New starters across the Position Levels



New starter personal characteristic information



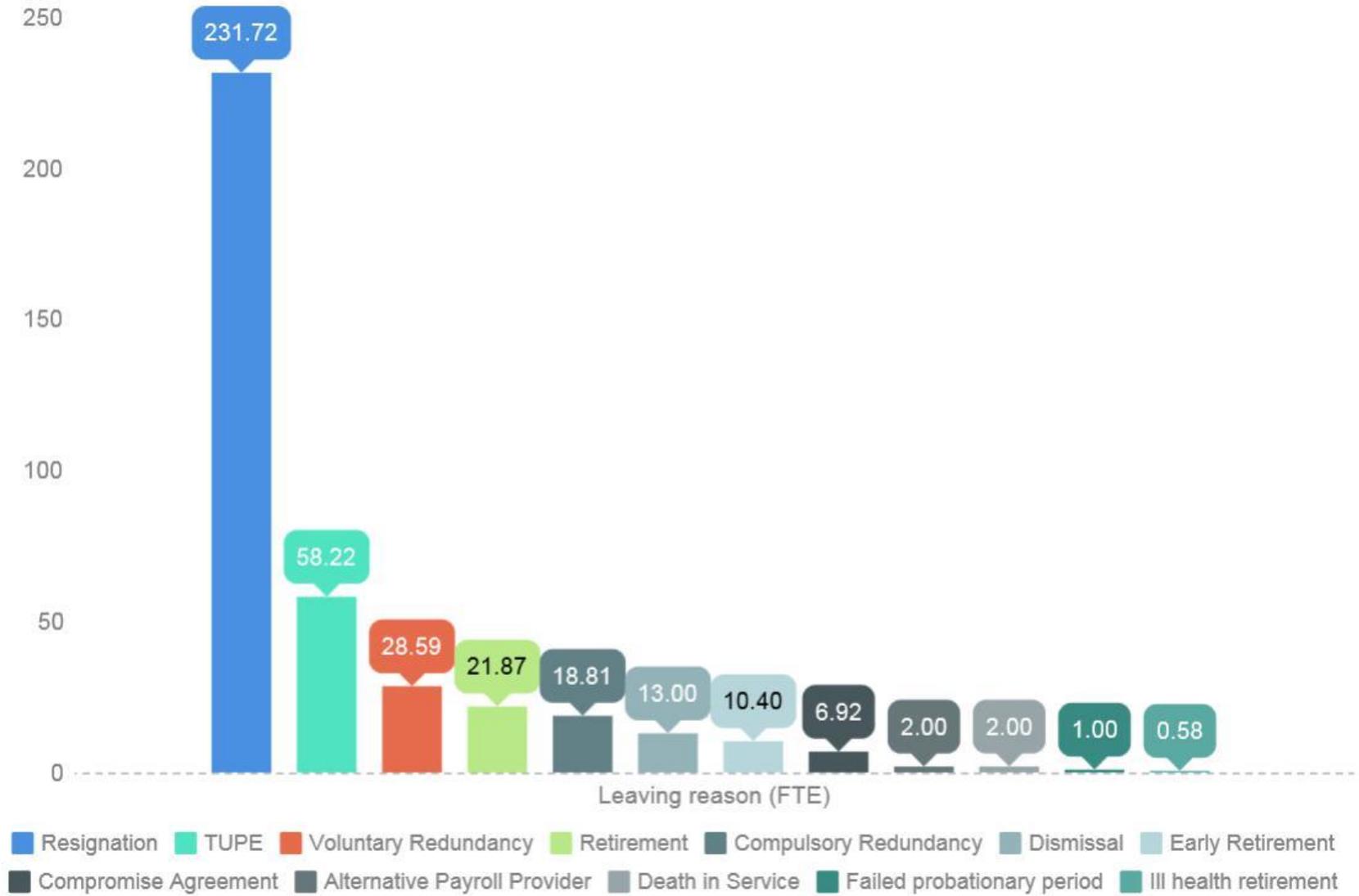
Leavers across the Position Levels



Leaver personal characteristic information



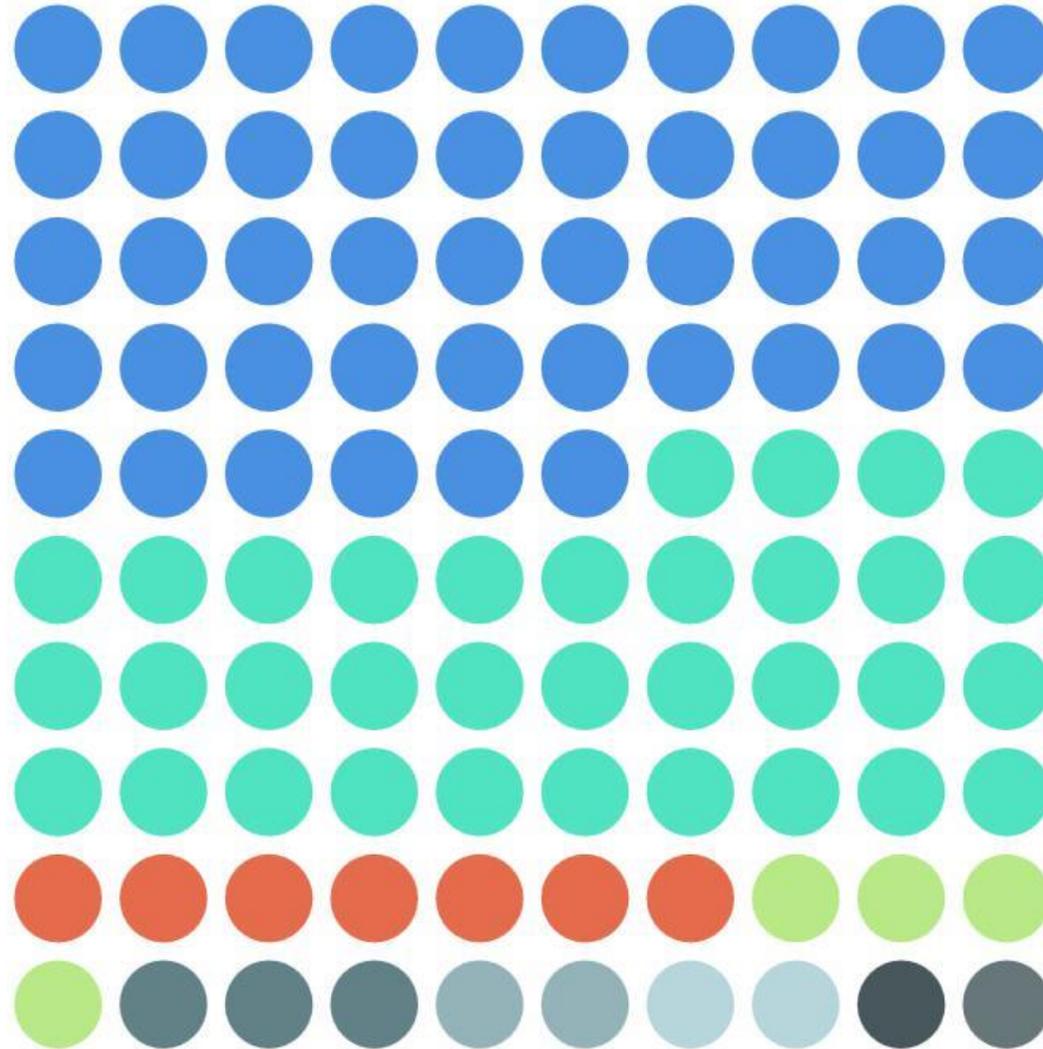
Leaving Reasons



Religion

- Christian (46%)
- No Religion or Belief (34%)
- Prefer not to say (7%)
- Muslim (4%)
- Hindu (3%)
- Jewish (2%)
- Any other Religion (2%)
- Buddhist (1%)
- Sikh (1%)

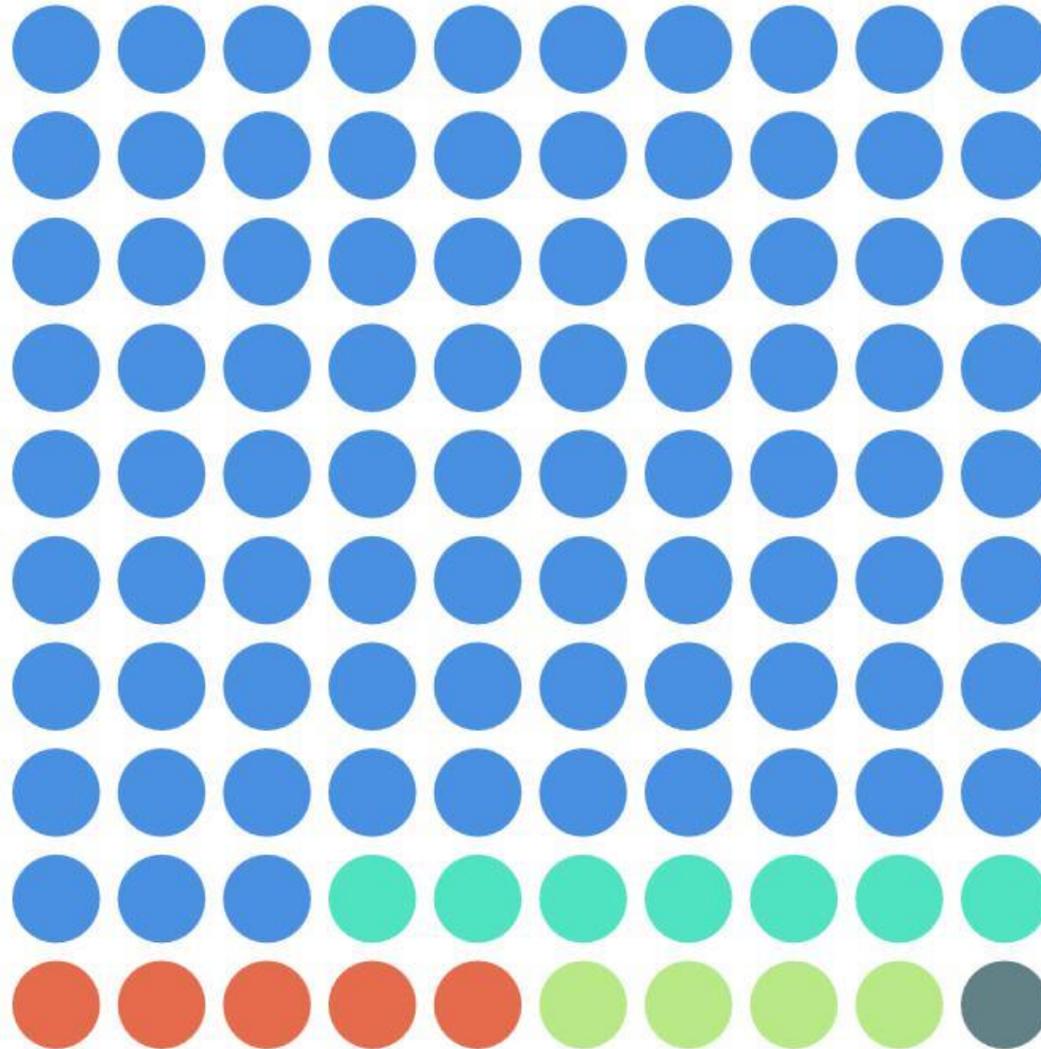
15 per cent of staff have provided information on their religion.



Sexuality

- Heterosexual/Straight (83%)
- Prefer not to say (7%)
- Gay Man (5%)
- Gay Woman/Lesbian (4%)
- Bisexual (1%)

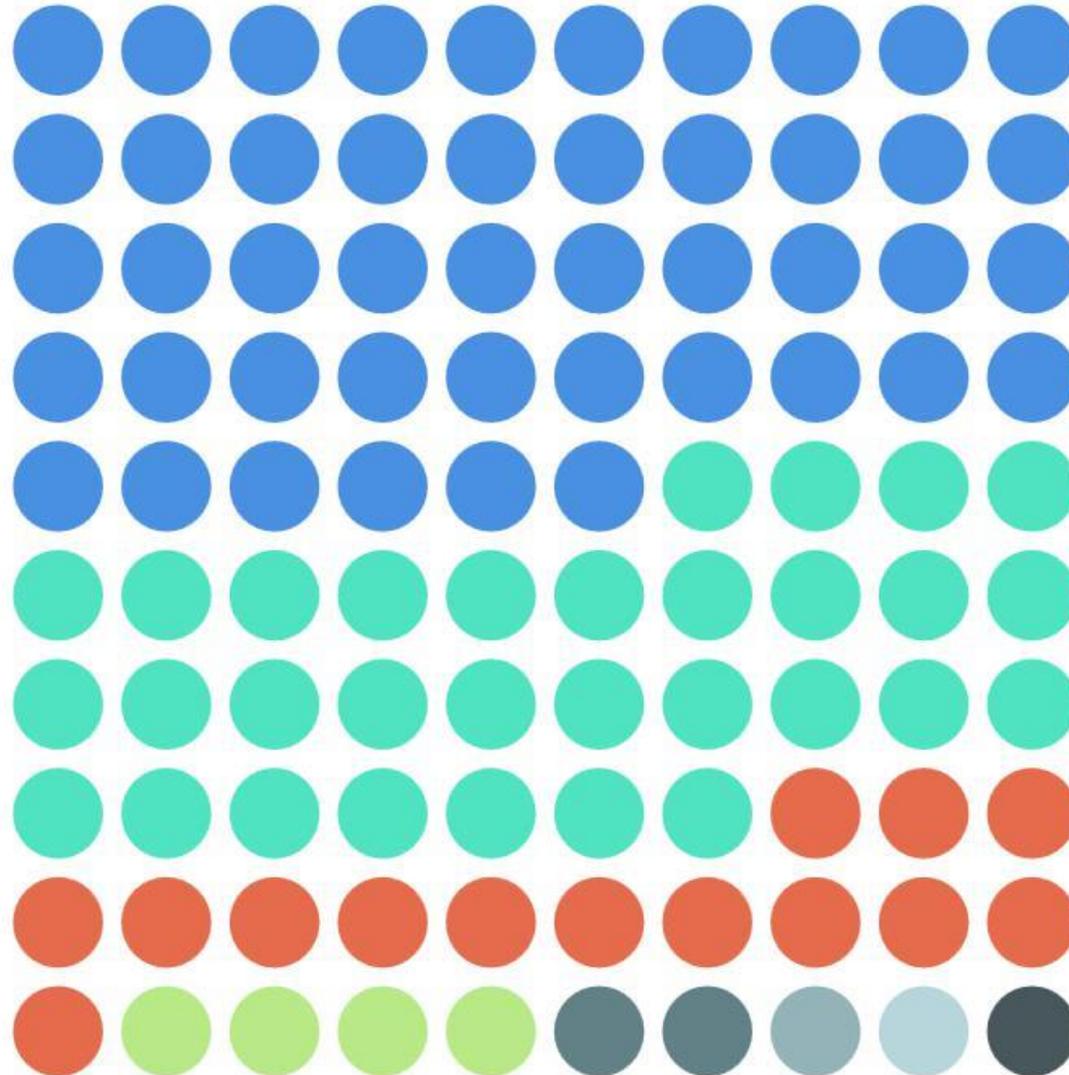
15 per cent of staff have provided information on their sexuality.



Marital status

- Married (46%)
- Single (31%)
- Cohabiting (14%)
- Divorced (4%)
- Widowed (2%)
- Seperated (1%)
- Civil Partnership (1%)
- Prefer not to say (1%)

4 per cent of staff have provided information on their marital status.



Top ten sickness reasons – percentage of total working days lost

