

Workforce

Single Equality Scheme Priorities (Green :Achieved; Amber: In Progress)

Ensure high levels of staff satisfaction in working for the council.

Carry out an equal pay review to ensure fair and consistent practices.

Ensure staff feel that they are respected and treated fairly.

Launch the 'Dignity at Work' policy and raise awareness with CYC staff to reduce incidents of harassment & bullying in the workforce.

Diversify the workforce where we can in these times of budget constraints.

Conduct a study to identify the barrier to BAME and disabled applicants applying for employment with CYC.

Provide opportunities for staff to have their say.- Review the Staff Equalities Reference Group so it becomes more representative of CYC workforce.

Develop the leadership skills of the female workforce.

Implement the Women's Development Programme, which is a programme to develop the leadership skills of senior women managers working for CYC.

Achievements	Areas for Improvement
The results of the Staff Health and Wellbeing survey 2013 which is carried out every two years shows that at 59% compared to the previous survey at 51% there has been an increase in the percentage of staff if asked would speak positively about working for the council. 54% of staff feel that the council is a fair place to work	Latest Staff Health and Wellbeing results compared to 11/12 reveal that staff do not feel they are fairly paid for the work they do
	Disabled staff at 42% are less satisfied that the council is a fair place to work

Working for the Council

Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend
If asked, I would speak positively about working for the council			51%		59%		Increase

Male			50%		59%		Increase	
Female			52%		61%		Increase	
20-24			59%		64%		Increase	
25-34			51%		55%		Increase	
35-44			52%		65%		Increase	
45-54			51%		60%		Increase	
55+			50%		61%		Increase	
White British			52%		59%		Increase	
White Irish			66%		67%		Increase	
White Other			30%		67%		Increase	
BaME			60%		60%		Stable	
Disabled			49%		53%		Increase	
Heterosexual			53%		61%		Increase	
LGBT			50%		71%		Increase	
Carer			53%		62%		Increase	
Indicator	09/ 10/ 10 11	11/12	12/13	13/14	Target	Trend		
The council is a fair place to work								
All			Not asked		54%			
Male			Not asked		58%			
Female			Not asked		53%			
20-24			Not asked		63%			
25-34			Not asked		57%			
35-44			Not asked		58%			
45-54			Not asked		52%			
55+			Not asked		56%			

White British		Not asked		55%			
White Irish		Not asked		67%			
White Other		Not asked		59%			
BaME		Not asked		60%			
Disabled		Not asked		42%			
Heterosexual		Not asked		56%			
LGBT		Not asked		63%			
Carer		Not asked		55%			
Indicator	09/ 10/	11/12	12/13	13/14	Target	Trend	
I feel I have been fully developed to be able to do my job							
All		Not asked		40%			
Male		Not asked		41%			
Female		Not asked		40%			
20-24		Not asked		61%			
25-34		Not asked		36%			
35-44		Not asked		42%			
45-54		Not asked		38%			
55+		Not asked		44%			
White British		Not asked		40%			
White Irish		Not asked		42%			
White Other		Not asked		41%			
BaME		Not asked		44%			
Disabled		Not asked		29%			
Heterosexual		Not asked		41%			
LGBT		Not asked		46%			
Indicator	09/ 10/	11/12	12/13	13/14	Target	Trend	
I am satisfied with my health and safety at work							
All		Not asked		62%			
Male		Not asked		65%			
Female		Not asked		60%			
20-24		Not asked		72%			

25-34		Not asked		67%			
35-44		Not asked		65%			
45-54		Not asked		59%			
55+		Not asked		60%			
White British		Not asked		62%			
White Irish		Not asked		42%			
White Other		Not asked		63%			
BaME		Not asked		80%			
Disabled		Not asked		45%			
Heterosexual		Not asked		63%			
LGBT		Not asked		69%			
Carer		Not asked		58%			
Indicator	09/ 10/	11/12	12/13	13/14	Target	Trend	
I am satisfied with my physical working conditions							
All		Not asked		60%			
Male		Not asked		61%			
Female		Not asked		61%			
20-24		Not asked		64%			
25-34		Not asked		65%			
35-44		Not asked		65%			
45-54		Not asked		61%			
55+		Not asked		51%			
White British		Not asked		60%			
White Irish		Not asked		58%			
White Other		Not asked		71%			
BaME		Not asked		70%			
Disabled		Not asked		43%			
Heterosexual		Not asked		62%			
LGBT		Not asked		65%			
Carer		Not asked		61%			
Equal Pay							
Equal Pay : Achievements						Equal Pay: Area Of Focus	

Whilst staff do not think pay is fair across the council or that they are adequately paid for the work they do an Equal Pay audit shows that pay is generally equally and fairly spread across the key characteristics of gender, disability, ethnicity and age within the evaluated posts. There are no immediately serious issues that need to be addressed. There were no significant pay gaps between men and women in any of the grades. November 2012 Office for National Statistics data showed a gender pay gap of 19.7% for all employees nationally. At 13.2%, the gap for CYC employees is well below the national figure. Further Equal Pay audits will be undertaken every two years.

Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend			
CYC Gender Pay Gap				13.20%						
Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend			
Pay is fair across the council										
All			Not asked		17%					
Male			Not asked		19%					
Female			Not asked		16%					
20-24			Not asked		26%					
25-34			Not asked		15%					
35-44			Not asked		20%					
45-54			Not asked		17%					
55+			Not asked		15%					
White British			Not asked		18%					
White Irish			Not asked		0%					
White Other			Not asked		11%					
BaME			Not asked		0%					
Disabled			Not asked		13%					
Heterosexual			Not asked		18%					
LGBT			Not asked		23%					

Carer			Not asked		14%				
Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend		
I feel I am fairly paid for the work I do									
All			45%		37%		Decrease		
Male			38%		34%		Decrease		
Female			38%		40%		Increase		
20-24			57%		34%		Decrease		
25-34			43%		42%		Decrease		
35-44			48%		41%		Decrease		
45-54			44%		33%		Decrease		
55+			47%		40%		Decrease		
White British			45%		38%		Decrease		
White Irish			Not available		50%				
White Other			48%		19%		Decrease		
BaME			Not available		12%				
Disabled			46%		17%		Decrease		
Heterosexual			46%		37%		Decrease		
LGBT			42%		50%		Increase		
Carer			47%		33%		Decrease		
Bullying and Harassment									
Bullying and Harassment Achievements								Bullying and Harassment:	

The Dignity at Work Policy replaced the previous Bullying and Harassment policy. Employees can access the policy and procedure via the council's intranet site or through their line manager. The First Contact Network, a group of employees trained to offer confidential support and information, is available to staff Overall the % of staff who feel that they receive the respect they deserve from work colleagues has increased. Whilst some staff cohort groups show that there has been a slight decrease in this area satisfaction is good when compared to other organisations. Overall the incidents of bullying have reduced. ALL City of York Council employees now have unlimited access to a new 'Employee Assistance Programme' (EAP). Available 24/7 every day of the year, the EAP is a free, independent and totally confidential service offering telephone and face to face counselling plus online advice and guidance on a wide range of topics.

Although low percentages the results of the staff Health and Wellbeing Survey 2013 show that Carers (25%) White Irish (25%) White Other (22%) and Disabled staff (21%) have experienced verbal/physical abuse/bullying from work colleagues compared to the overall % at 17% for all respondents.

Indicator	09/10	10/11	11/12	Comparison	13/14	Comparison	Trend			
I receive the respect at work I deserve from my colleagues										
All			67%	Good	69%	Good	Increase			
Male			54%	Good	68%	Good	Increase			
Female			69%	Good	71%	Very Well	Increase			
20-24			76%	Very Well	75%	Very Well	Decrease			
25-34			67%	Good	74%	Very Well	Increase			
35-44			66%	Good	71%	Good	Increase			
45-54			68%	Good	67%	Good	Decrease			
55+			69%	Good	70%	Very Well	Increase			
White British			68%	Good	68%	Good	Stable			

White Irish			75%	Very Well	75%	Very Well	Stable			
White Other			71%	Good	71%	Very Well	Stable			
Disabled			60%	Good	61%	Good	Increase			
Heterosexual			67%	Good	70%	Very Well	Increase			
LGBT			71%	Good	67%	Good	Decrease			
Carer			67%	Good	64%	Good	Decrease			
Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend			
I am currently subject to bullying at work (Number of people)										
All			139		130		Decrease			
Male			53		54		Increase			
Female			80		69		Decrease			
20-24			5		1		Decrease			
25-34			24		16		Decrease			
35-44			31		25		Decrease			
45-54			45		52		Increase			
55+			27		22		Decrease			
White British			124		116		Decrease			
White Irish			Not available		2					

White Other			3		2		Decrease			
BaME			Not available		0					
Disabled			20		20		Stable			
Heterosexual			105		103		Decrease			
LGBT			8		7		Decrease			
Carer			25		27		Increase			
Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend			
I have experienced verbal/physical abuse/bullying from work colleagues : Agree, Strongly Agree										
All			Not asked		17%					
Male			Not asked		14%					
Female			Not asked		18%					
20-24			Not asked		3%					
25-34			Not asked		6%					
35-44			Not asked		7%					
45-54			Not asked		11%					
55+			Not asked		16%					
White British			Not asked		17%					
White Irish			Not asked		25%					
White Other			Not asked		22%					
BaME			Not asked		0%					
Disabled			Not asked		21%					
Heterosexual			Not asked		16%					
LGBT			Not asked		17%					
Carer			Not asked		25%					

Achievements						Area of Focus	
						The are a larger number of women at 72.6% compared to males at 27.4% who work for the council.	
						The % of females working full time has reduced whilst the numbers working part time have increased (male full time and part time working has remained stable).	
						To reflect York's working age population CYC need to employ more men, disabled people, and people from BaME communities and young people.	
						The % of CYC workforce providing sensitive information needs to improve	

York's Performance status compared to others Green Better - Red Worse

Workforce statistics							
Indicator	09/	10/	11/12	12/13 Jan 13	13/14	Target	Trend
People in post CYC				6968	6587		
% of York's population of working age							
% of full time CYC employees				46.90%	44.60%		
% of part time CYC employees				53.10%	55.40%		

Gender							
Indicator	09/	10/	11/12	12/13 Jan 13	13/14	Target	Trend
% of York's Female population of working age					48.8% (Census)		
% of females employed with CYC				72.70%	72.6% (Jan 14)		Stable
% of York's Male population of working age					52.2% (Census)		
% of Males employed with CYC				27.30%	27.40%		Stable
CYC full time and part time females and males							
Indicator	09/	10/	11/12	12/13 Jan 13	13/14	Target	Trend
% of full time Females				26.70%	24.20%		
% of full time Males				20.20%	20.40%		Stable
% of part time Females				46.00%	48.40%		Increase
% of part time Males				7.10%	7.00%		Stable
Disabled							
Indicator	09/	10/	11/12	12/13 Jan 13	13/14	Target	Trend

% of York's population with long term health problem or disability - Economically Active (Census 2011)					6.40%			
% of CYC staff disabled				2.30%	2.80%			
% of CYC Disabled staff full time employees								
% of CYC Disabled staff part time employees								
BaME								
Indicator	09/ 10/	11/12	12/13 Jan 13	13/14	Target	Trend		
% of York's BaME population Economically active (Census data 2011)				9.00%				
% Of BaME CYC employees			3.50%	3.78%		Increase		
% of BaME CYC full time employees			1.50%	1.54%		Increase		
% of BaME CYC part employees			2.00%	2.24%		Increase		

LGBT							
Indicator	09/	10/	11/12	12/13 Jan 13	13/14	Target	Trend
% of York's LGBT population of working age				Not Known	Not Known		
% of CYC staff LGBT				1.50%	1.69%		Increase
% of LGBT CYC employee full time				1.21%	1.37%		Increase
% of LGBT CYC employee part time				0.29%	0.32%		Increase
Age							
% of 16-24 York's Population					15.50%		
CYC 16-24 employed							
Indicator	09/	10/	11/12	12/13 Jan 13	13/14	Target	Trend
% CYC 16-24				4.50%	4.30%		
% CYC 16-24 employed full time				2.30%	2.30%		
% CYC 16-24 employed part time				2.20%	1.90%		
CYC 25-39 employed							
Indicator	09/	10/	11/12	12/13 Jan 13	13/14	Target	Trend
% CYC 25-39				29.70%	29.40%		
% CYC 25-39 employed full time				16.30%	15.40%		

% CYC 25-39 employed part time				13.40%	14.00%			
CYC 40- 55 employed								
Indicator	09/10	10/11	11/12	12/13 Jan 13	13/14 Jan 14	Target	Trend	
% CYC 40-55				48.90%	49.40%			
% CYC 40-55				21.80%	20.90%			
% CYC 40-55				27.10%	28.50%			
CYC 56-59 employed								
Indicator	09/10	10/11	11/12	12/13 Jan 13	13/14 Jan 14	Target	Trend	
% 56-59				9.30%	9.20%			
% CYC 56-59				4.00%	3.80%			
% CYC 56-59				5.30%	5.40%			
CYC 60-64 employed								
Indicator	09/10	10/11	11/12	12/13 Jan 13	13/14 Jan 14	Target	Trend	
% CYC 60-64 employed				5.50%	5.50%			
% CYC 60-64 employed full time				2.00%	1.80%			
% CYC 60-64 employed part time				3.50%	3.70%			
CYC 65+ employed								
Indicator	09/10	10/11	11/12	12/13 Jan 13	13/14 Jan 14	Target	Trend	
% 65+ employed				2.10%	2.30%			
% CYC 65+ employed full time				0.40%	0.40%			

% CYC 65+ employed part time				1.70%	1.90%			
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Staff Engagement							
Staff Engagement Achievements						Staff Engagement: Area of Focus	

<p>Staff engagement mechanisms have been refreshed. Since 2011 two staff surveys have been conducted covering the health and safety executive standards, local matters and topical issues for feedback. CMT have undertaken a series of staff road shows designed to engage staff on cultural change. • The Staff Equalities Expert group (SEE), formerly known as Staff Equalities Reference Group, has undertaken a programme of consultation events with staff to inform policy changes.</p>	<p>Staff satisfaction with consultation and engagement whilst good when compared with other organisations in the Health and Safety Executive Standards data base , in reality staff satisfaction is low. More needs to be done to enable staff to be more engaged particularly staff with a disability and staff who are not White British</p>
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Indicator	12/13	Comparison	13/14	HSE Comparison	Trend
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% of staff who strongly agree/agree that they are always consulted about changes at work					
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All	33%	Good	31%	Good	Decrease
Male	31%	Good	33%	Good	Increase
Female	34%	Good	32%	Good	Decrease
20-24	45%	Very Well	48%	Very Well	Increase
25-34	26%	Improvement Needed	28%	Improvement Needed	Increase
35-44	33%	Good	31%	Good	Decrease

45-54			36%	Good	32%	Good	Decrease	
55+			35%	Good	39%	Good	Increase	
White British			34%	Good	33%	Good	Decrease	
White Irish (Small numbers)			Not available	Not available	8%	Urgent Improvement		
White Other			15%		22%	Improvement Needed	Increase	
BaME (Numbers too small)			Not available	Not available	Not available			
Disabled			32%	Good	25%	Improvement Needed	Decrease	
Heterosexual			35%	Good	34%	Good	Decrease	
LGBT			24%		27%		Increase	
Carer			40%	Good	34%	Good	Decrease	
I am adequately informed about what is happening around the council								
All			Not asked		38%			
Male			Not asked		41%			
Female			Not asked		37%			
20-24			Not asked		46%			
25-34			Not asked		38%			
35-44			Not asked		37%			
45-54			Not asked		39%			
55+			Not asked		41%			
White British			Not asked		39%			

White Irish			Not asked		25%		
White Other			Not asked		37%		
BaME			Not asked		29%		
Disabled			Not asked		34%		
Heterosexual			Not asked		40%		
LGBT			Not asked		43%		
Carer			Not asked		42%		
Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend
I receive feedback for the ideas I have put forward							
All			Not asked		30%		
Male			Not asked		34%		
Female			Not asked		29%		
20-24			Not asked		27%		
25-34			Not asked		28%		
35-44			Not asked		31%		
45-54			Not asked		33%		
55+			Not asked		30%		
White British			Not asked		30%		
White Irish			Not asked		25%		
White Other			Not asked		18%		
BaME			Not asked		45%		
Disabled			Not asked		25%		
Heterosexual			Not asked		31%		
LGBT			Not asked		45%		
Carer			Not asked		28%		