

Workforce Equality Score Card

Number of Staff who have completed their Performance Development Review by end of September 2014

Directorate	Complete	In progress September 2014	Not started September 2014	Total PDR's September 2014
Children's Services Education & Skills	150	155	162	467
City & Environmental Services	26	70	103	199
Communities & Neighbourhoods	87	207	245	539
Customer & Business Support Services	273	142	45	460
Health and Wellbeing	177	50	122	349
Office of the Chief Executive	22	15	3	40
Total	735	639	680	2054
Percentage of PDR's completed	36%	31%	33%	

Percentage of staff who have not declared their personal sensitive information

Characteristic	Gap as of Jan 2014	July 2014	Sept 2014
Disability	20%	14.5%	17.8%
Ethnicity	21%	17.2%	20%
Religion and Belief	67%	64.08	67%
Sexual Orientation	57%	52.9%	57.9%
Marital Status and civil partnerships	17.4%	6.4%	8.6%

1. The number of staff not disclosing sensitive information has decreased between January 14 and September 14 (with the exception of Sexual orientation and Religion and Belief). It's unclear why the percentages of staff not disclosing dropped in July and then rose again in September but it's likely to be as a result of fluctuations in staffing over this period. A number of campaigns have been run over the course of the year to encourage staff to disclose their sensitive data which include: articles in Buzz (January, July and September with a further article planned in December); Colin Spotlight (January 2014 and September 2014); Messaging on payslips (June 14) and Poster Campaign (October to December). The development and launch of the recruitment module on iTrent will enable sensitive data captured at the recruitment stage to be transferred into the HR database which should lead to a greater disclosure rate. The project completion date for the recruitment module on iTrent is April 2015.

Workforce Statistics (Please note that CYC data is influenced by completion of sensitive information and starters and leavers to the organisation)

Indicator	12/13 Jan 13	Jan 14	Sept 2014	Dec 2014	March 2014	Trend
People in post CYC	6968	6587	6200			Decrease
% of full time CYC employees	46.90%	44.60%	37.77%			Decrease
% of part time CYC employees	53.10%	55.40%	62.23%			Increase
Indicator	12/13 Jan 13	13/14	Sept 2014	Dec 2014	March 2014	Trend
% of York's Female population of working age		71.7% (Mar-2014)	71.7% (Mar-2014)			
% of females employed with CYC	72.70%	72.6% (Jan 14)	73.15%			Increase
% of York's Male population of working age		75.6%(Mar- 2014)	75.6%(Mar- 2014)			
% of Males employed with CYC	27.30%	27.40% (Jan 14)	26.85%			Decrease

Indicator	12/13 Jan 13	Jan 2014	Sept 2014	Dec 2014	March 2014	Trend
% of York's population with long term health problem or disability - Economically Active		6.40% (Census 2011)	6.40% (Census 2011)	6.40% (Census 2011)	6.40% (Census 2011)	
% of CYC staff disabled	2.30%	2.7%	2.34%			Fluctuating
Indicator	12/13 Jan 13	Jan 2014	Sept 2014	Dec 2014	March 2014	Trend
% of York's BaME population Economically active		9.00% (Census 2011)	(Census 2011)	(Census 2011)	(Census 2011)	
% Of BaME CYC employees	3.50%	3.78%	3.66%*			Fluctuating
Indicator	12/13 Jan 13	Jan 2014	Sept 2014	Dec 2014	March 2014	Trend
% of York's LGBT population of working age	Not Known	Not Known	Not Known	Not Known	Not Known	
% of CYC staff LGBT	1.50%	1.69%	1.70%*			Increase

*percentage of where this is known

Indicator	12/13 Jan 13	Jan 14	Sept 2014	Dec 2014	March 2014	Trend
Young People						
% of 16-24 York's Population Economically Active		15.50% (Census 2011)	15.50% (Census 2011)	15.50% (Census 2011)	15.50% (Census 2011)	
% CYC 16-24 employed	4.50%	4.30%	4.9%			Increase

2. Further detailed analysis is available in the annual workforce monitoring report. http://www.york.gov.uk/downloads/200484/equality_and_diversity

Flexible working

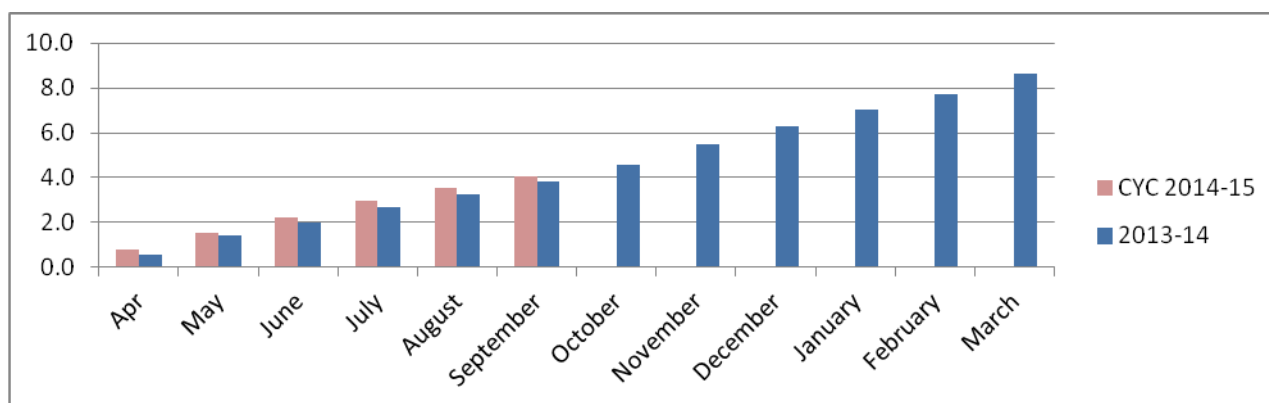
3. The authority doesn't capture data on flexible working requests as these are managed locally. However the authority provides a number of opportunities for employees to work more flexibly, subject to the needs of the service. Employees can request to self roster or request to work compressed hours, flexi time, job share, part time, and or term time.
4. The number of part time staff currently employed within City of York Council is 62.23%.

Sickness absence trend information

5. The table below give the cumulative sickness figures for CYC for Q1 and Q2 as average days lost per FTE.

	Apr	May	June	July	Aug	Sept
CYC	0.8	1.6	2.2	3	3.5	4

6. The chart below indicates that 2014/15 shows an increase each month in the number of average days lost per FTE when compared to 2013/14.



7. The table below gives the monthly sickness figures for CYC for quarters 1 and 2 as average days lost per FTE.

	Q1 Average	July	Aug	Sept	Q2 Average
CYC	0.77	0.8	0.5	0.5	0.6

Top Five Reasons for Absence within CYC

Q2 Absence Reasons	
Stress Depression Mental Health & Fatigue syndromes	24.46%
Muscular-skeletal problems	20.23%
Stomach, Liver, Kidney & Digestion	8.55%
Other	7.47
Chest & Respiratory	7.43