

## ANSWERS FOR FOI 87 13

	01/04/2011 (headcount)	01/04/2012 (headcount)	01/04/2013 (headcount)
White Men			211
White Women			312
BME Men			3
BME Women			1
Men - unknown ethnicity			0
Women - unknown ethnicity			0
Total			527

### Comment

Unable to provide actual information on 2011 and 2012 as reports were not produced and our system is unable to pull data out from the past.

Q1. Please provide the number of employees (headcount) by ethnicity and gender on 01/04/2011, 01/04/2012 and 01/04/2013 as listed in the table above. When the term 'BME' is used below, it refers to all **Black and non-white ethnic minority categories**. If the number of employees on the 1st April is not known, please supply the numbers for the nearest date for which data is available.

	01/04/2011 (headcount)	01/04/2012 (headcount)	01/04/2013 (headcount)
Disabled white staff			46
Disabled BME staff			0
Disabled staff - unknown ethnicity			0
Total			46

Q2. Please provide the number of disabled employees (headcount) by ethnicity on 01/04/2011, 01/04/2012 and 01/04/2013 as listed in the table above. If the number of employees on the 1st April is not known, please supply the numbers for the nearest date for which data is available.

Comment

Unable to provide actual information on 2011 and 2012 as reports were not produced and our system is unable to pull data out from the past.

	Voluntary early retirements	Voluntary redundancies	Compulsory redundancies	Total redundancies
White staff	0	53	8	61
BME staff	0	0	1	0
Staff - unknown ethnicity	0	0	0	0
Total		53	9	61

Comment

Q3a. Please provide the total number of employees (headcount) by ethnicity, who took a) voluntary early retirement b) voluntary redundancy c) made compulsorily redundant **between the start of the financial year 2011/2012 and the end of the financial year 2012/2013** as listed in the table above. When the term 'BME' is used, it refers to all **Black and non-white ethnic minority categories**. Please only count those employees who have left the council, not those who are under threat or notice of redundancy. Please do not include those staff leaving at the end of a fixed term contract. If you cannot distinguish between voluntary and compulsory redundancies, please provide the total number of redundancies. Where an employee's post has been made redundant and the employee has taken early retirement, please count them within the relevant redundancy category and do not include them within the voluntary early retirement count.

	Voluntary early retirements	Voluntary redundancies	Compulsory redundancies	Total redundancies
White Men	0	24	5	29
White Women	0	29	3	32
BME Men	0	0	1	1
BME Women	0	0	0	0
Men- unknown ethnicity	0	0	0	0
Women- unknown ethnicity	0	0	0	0
Total		53	9	62

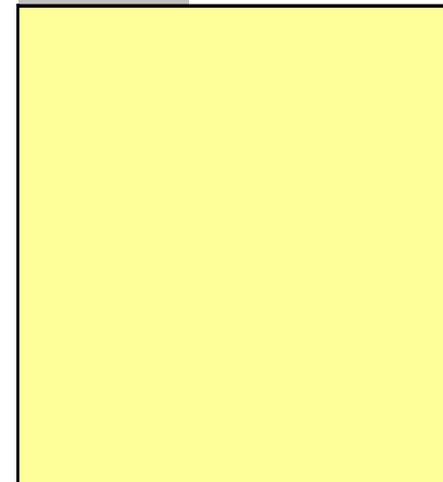
Comment

Q3b. Please provide the total number of employees (headcount) by ethnicity and gender, who took a) voluntary early retirement b) voluntary redundancy c) made compulsorily redundant **between the start of the financial year 2011/2012 and the end of the financial year 2012/2013** as listed in the table above. When the term 'BME' is used, it refers to all **Black and non-white ethnic minority categories**. Please only count those employees who have left the council, not those who are under threat or notice of redundancy. Please do not include those staff leaving at the end of a fixed term contract. If you cannot distinguish between voluntary and compulsory redundancies, please provide the total number of redundancies. Where an employee's post has been made redundant and the employee has taken early retirement, please count them within the relevant redundancy category and do not include them within the voluntary early retirement count.

	Voluntary early retirements	Voluntary redundancies	Compulsory redundancies	Total redundancies
Disabled white staff	0	3	1	4
Disabled BME staff	0	0	0	0
Disabled staff - unknown ethnicity	0	0	0	0
Total		3	1	4

Q4. Please provide the total number of disabled employees (headcount) by ethnicity, who took a) voluntary early retirement b) voluntary redundancy c) made compulsorily redundant **between the start of the financial year 2011/2012 and the end of the financial year 2012/2013** as listed in the table above. Please do not include those staff leaving at the end of a fixed term contract. If you cannot distinguish between voluntary and compulsory redundancies, please provide the total number of redundancies. Where an employee's post has been made redundant and the employee has taken early retirement, please count them within the relevant redundancy category and do not include them within the voluntary early retirement count.

Comment



Pay level	BME Men	BME Women	White Men	White Women	Men - unknown ethnicity	Women - unknown ethnicity
Less than £14,733	1	0	31	69	0	0
£14,733-£23,708	0	0	92	199	0	0
More than £23,708	1	0	125	100	0	0

Comment

Q5a. Please provide the number of employees (headcount) by ethnicity, gender and pay level on **01/04/2011** – as listed in the table above. When the term 'BME' is used below, it refers to all **Black and non-white ethnic minority categories**. When the term 'Pay level' is used, it refers to annual basic pay only – for part-timers pay should be the basic pay that the employee would receive if they were working on a full-time basis.

Pay level	BME Men	BME Women	White Men	White Women	Men - unknown ethnicity	Women - unknown ethnicity
Less than £14,733	0	0	27	62	0	0
£14,733-£23,708	0	0	99	180	0	0
More than £23,708	1	0	100	93	0	0
	1	0	226	335	0	0

Comment

Q5b. Please provide the number of employees (headcount) by ethnicity, gender and pay level on **01/04/2012** – as listed in the table above. When the term 'BME' is used below, it refers to all **Black and non-white ethnic minority categories**. When the term 'Pay level' is used, it refers to annual basic pay only – for part-timers pay should be the basic pay that the employee would receive if they were working on a full-time basis.

Pay level	BME Men	BME Women	White Men	White Women	Men - unknown ethnicity	Women - unknown ethnicity
Less than £14,880	0	0	27	59	0	0
£14,880-£23,945	0	0	97	163	0	0
More than £23,945	1	0	93	87	0	0
	1		217	309		

Comment

Q5c. Please provide the number of employees (headcount) by ethnicity, gender and pay level on **01/04/2013** – as listed in the table above. When the term 'BME' is used below, it refers to all **Black and non-white ethnic minority categories**. When the term 'Pay level' is used, it refers to annual basic pay only – for part-timers pay should be the basic pay that the employee would receive if they were working on a full-time basis.

	Pay level	BME	White	Unknown ethnicity
Voluntary early retirements	Less than £14,733	0	0	0
	£14,733-£23,708	0	0	0
	More than £23,708	0	0	0
Voluntary redundancies	Less than £14,733	0	1	0
	£14,733-£23,708	0	17	0
	More than £23,708	0	35	0
Compulsory redundancies	Less than £14,733	1	0	0
	£14,733-£23,708	0	0	0
	More than £23,708	0	8	0
Total redundancies	Less than £14,733	1	1	0
	£14,733-£23,708	0	17	0
	More than £23,708	0	43	0

Comment

Q6a. Please provide the total number of employees (headcount) who have taken a) voluntary early retirement b) voluntary redundancy and c) compulsory redundancy **between the start of the financial year 2011/2012 and the end of the financial year 2012/2013** as listed in the table above. When the term 'BME' is used below, it refers to all **Black and non-white ethnic minority categories**. When the term 'Pay level' is used, it refers to basic pay only – for part-timers pay should be the basic pay that the employee would receive if they were working on a full-time basis. If you cannot distinguish between voluntary and compulsory redundancies, please provide the total number of redundancies. Where an employee's post has been made redundant and the employee has taken early retirement, please count them within the relevant redundancy category and do not include them within the voluntary early retirement count.

	Pay level	BME Men	BME Women	White Men	White women	Men - unknown ethnicity	Women - unknown ethnicity
Voluntary early retirements	Less than £14,733	0	0	0	0	0	0
	£14,733-£23,708	0	0	0	0	0	0
	More than £23,708	0	0	0	0	0	0
Voluntary redundancies	Less than £14,733	0	0	0	1	0	0
	£14,733-£23,708	0	0	2	15	0	0
	More than £23,708	0	0	22	12	0	0
Compulsory redundancies	Less than £14,733	1	0	0	0	0	0
	£14,733-£23,708	0	0	0	0	0	0
	More than £23,708	0	0	5	3	0	0
Total redundancies	Less than £14,733				1	0	0
	£14,733-£23,708			2	15	0	0
	More than £23,708			27	15	0	0

Comment

Q6b. Please provide the total number of employees (headcount) who have taken a) voluntary early retirement b) voluntary redundancy and c) compulsory redundancy **between the start of the financial year 2011/2012 and the end of the financial year 2012/2013** by ethnicity, gender and pay levels **as** listed in the table above. When the term 'BME' is used below, it refers to all **Black and non-white ethnic minority categories**. When the term 'Pay level' is used, it refers to basic pay only – for part-timers pay should be the basic pay that the employee would receive if they were working on a full-time basis. If you cannot distinguish between voluntary and compulsory redundancies, please provide the total number of redundancies. Where an employee's post has been made redundant and the employee has taken early retirement, please count them within the relevant redundancy category and do not include them within the voluntary early retirement count.

Initial proposals	Yes - in all cases/Yes- in some cases/No
Final outcomes	Yes - in all cases/Yes- in some cases/No

Q7. From 01/04/11 - 31/03/2013, has the authority completed equality impact assessments (EIAs) on a) the initial proposals and/or b) the final outcome of any redundancies made? If EIAs were carried out in some but not all cases, please clarify in which circumstances EIAs were carried out.

Yes - in all cases

#### Comment

These were produced at the beginning of each restructure before a redundancy took place.