



Draft Workforce Information

Children's Services Directorate

March 2014

Children's Services Workforce

Protected Characteristics

The Equalities Act 2010 replaced existing anti-discrimination laws with a single act. The Act covers nine protected characteristics which cannot be used as a reason to treat people unfairly:

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion and Belief
8. Sex
9. Sexual Orientation

The Public Sector Equality Duty

Section 149 of the Equality Act places an additional set of requirements upon public bodies, known as the Public Sector Equality Duty. This is made up of a general equality duty which is supported by specific duties.

The general equality duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

The specific duty requires public authorities to publish annually information on the effects of their services and employment on people who share a protected characteristic. The public sector Equality Duty also required public authorities to have set Equality objectives in 2012, and to report on progress by 2016.

What the general equality duty requires on information

Although there is no explicit legal requirement to collect and use equality information across the protected characteristics, in order to have due regard to the aims of the general equality duty, public authorities must understand the impact of their policies and practices on people with protected characteristics.

What the specific duties require on information

Public authorities covered by the specific duties must publish information relating to people who share a relevant protected characteristic who are:

- Its employees (for authorities with more than 150 staff)
- People affected by its policies and practices (for example, service users).

Structure of Children's Services

Children's Services Directorate is organised into three functional areas.

Children and Families; this service area includes early intervention and targeted support for children and families; child protection, safeguarding, fostering and adoption services and services for children looked after.

Partnerships and Prevention; this service area encompasses the strategic planning, strategic commissioning, performance, business planning and improvement, participation and engagement, business information and systems, focus families and the youth offending service.

Schools and Learning; this service area includes all services directly connected with meeting statutory duties in ensuring fair admissions, providing support for SEN and permanently excluded pupils and championing educational excellence in all schools through the school improvement function.

There has been on-going reconfiguration of the structure of Children's Services therefore making comparisons more difficult other than over all figures.

Diversity Profile Information

Protected Characteristics	Percentages of Missing Data July 2013	Percentages Missing data March 2014	% Increase Staff completing their profile	% staff declaring
Ethnicity	36.46%	7.22%	29.24%	92.78%
Religion and Belief	56.9%	33.16%	22.93%	66.84%
Disability	40.93%	8.89%	32.04%	91.11%
Marital Status	61.68%	35.98%	25.70%	64.02%
Sexual Orientation	58.81%	35.35%	23.56%	64.65%
Nationality	57.6%	20.92%	37%	79.08%

Gender

- 64.58% of Top 5% earners are women
- 35.42% % of Top 5% earners are male
- 17.26% CS Staff Male
- 11.63% women are on grade 8

Ethnicity

- 8.33% of the top earners are from Black Minority Ethnic Groups
- 89.12%% staff White/British
- 3.54% staff from Black Minority Ethnic Groups

Comparison: 3.54% of Children's Services staff are from Black Minority Ethnic Groups this reflects the ethnic profile of Cumbria.

Nationality

57.53% staff British (not Channel Islands or IOM)
 9.83% staff English
 64.58% top 5% earners are British

Disability

- 2.08% of the top 5% earners in Children's Services declared a disability
- 10.42% top 5% earners had missing data
- 83.33% of top 5% earners did not have a disability
- 6.15% staff in Schools and Learning declared a disability
- 15.19% staff in Children's and Families declared a disability
- 16.31% Early Help and Partnerships
- 82.11% staff said they did not have a disability
- 3.14% staff declared a disability

Hotspot 40.9% missing data
 0.42% of staff who declared a disability has more than 15 years plus service

Sexual Orientation

- 2.08% of top earners are bisexual
- 54% top earners are Heterosexual
- 0.63% of Directorate Staff are Gay/Lesbian

Religion and Belief

- 11.61% staff have declared no Religion
- 50.3% staff are Christian
- 54.17% of top 5% earners were Christians
- 10.42% of top earners had declared no religion

Age

1.15% of staff above 65 years of age

Hotspots: 58.34% of staff are in the age category 51 - 60, this is the largest cohort the next largest cohort is 18.8% in the age range 51 to 55 years.
83.34% of staff are age 46 and over
9.52% of staff Under 30 years of age

Marital Status

42.47% of staff married
11.09% single
4.08% co-habit/long term relationship
56.25% staff are in the top 5% earners are married