



Response to Request for Information

Reference FOI 041560
Date 16 April 2015

BAME, (all black and non-white ethnic minority), STAFF

Request:

Part A:

All questions in part A relate to staff employed under *the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service*. If it is not possible to provide information for this group of staff, please provide information for all staff.

Question 1

How many staff (headcount), **excluding casual staff**, were employed by the local authority on 01/04/15. How many were

- BAME (Black and Asian Minority Ethnic)
- White
- Unknown ethnicity

If it is possible to provide separate figures for school-based and non school-based staff, please do so. If it is not possible to provide figures for school-based staff, please provide figures for non-school based staff only. If it is not possible to separate school-based staff from non-school based staff, please provide total figures only.

If data is not available for 01/04/15, please supply the numbers for the nearest date for which data is available.

	Number of staff employed on 01/04/15		
	School-based	Non-school based	Total
BAME staff		1041	1041
White staff		3146	3146
Staff of unknown ethnicity		178	178
Total	0	4365	4365

Full Data not available for School based staff. Headcount = Person/Position. Excludes Casuals / Zero Hour contracts

Question 2

Please provide a breakdown of the figures in question 1 by gender

	Number of staff employed on 01/04/15					
	School-based		Non-school based		All staff	
	Male	Female	Male	Female	Male	Female
BAME staff			209	832	209	832
White staff			970	2176	970	2176
Staff of unknown ethnicity			41	137	41	137
Total	0	0	1220	3145	1220	3145

Question 3

Please provide a breakdown of the figures in question 1 by annual pay level (annual basic pay only – for part-timers pay should be the basic pay that the employee would have receive if they were working on a full-time basis).

School-based staff

	BAME staff	White staff	Staff of unknown ethnicity	All staff
Staff paid less than £15,207				0
Staff paid between £15,208 and £24,472				0
Staff paid between £24,473 and £29,558				0
Staff paid more than £29,558				0
Total	0	0	0	0

Non School-based staff

	BAME staff	White staff	Staff of unknown ethnicity	All staff
Staff paid less than £15,207	278	737	102	1117
Staff paid between £15,208 and £24,472	472	1385	46	1903
Staff paid between £24,473 and £29,558	93	321	8	422
Staff paid more than £29,558	198	703	22	923
Total	1041	3146	178	4365

Total

	BAME staff	White staff	Staff of unknown ethnicity	All staff
Staff paid less than £15,207	278	737	102	1117
Staff paid between £15,208 and £24,472	472	1385	46	1903
Staff paid between £24,473 and £29,558	93	321	8	422
Staff paid more than £29,558	198	703	22	923
Total	1041	3146	178	4365

Apprentices & Canvassers included in Staff paid < £15,207

Question 4

Please provide a breakdown of the figures in question 1 by part-time/full-time status

	Number of staff employed on 01/04/15					
	School-based		Non-school based		Total	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
BAME staff			487	554	487	554
White staff			1596	1550	1596	1550
Staff of unknown ethnicity			46	132	46	132
Total	0	0	2129	2236	2129	2236

Zero Hour contracts included as part-time

Question 5

Please provide a breakdown of the figures in question 1 by whether staff were employed on a permanent contract or a fixed-term contract.

	Number of staff employed on 01/04/15					
	School-based		Non-school based		Total	
	Permanent	Fixed term	Permanent	Fixed term	Permanent	Fixed term
BAME staff			991	50	991	50
White staff			3033	113	3033	113
Staff of unknown ethnicity			161	17	161	17
Total	0	0	4185	180	4185	180

Question 6

How many staff (headcount), excluding casual staff, were employed by the local authority on 01/04/15 at an hourly rate below the Living Wage (£7.85 per hour)?

How many were

- BAME (Black and Asian Minority Ethnic)
- White
- Unknown ethnicity

If it is possible to provide separate figures for school-based and non school-based staff, please do so. If it is not possible to provide figures for school-based staff, please provide figures for non-school based staff only. If it is not possible to separate school-based staff from non-school based staff, please provide total figures.

	Number of staff employed on 01/04/15 earning less than the Living Wage		
	School-based	Non-school based	Total
BAME staff		6	6
White staff		36	36
Staff of unknown ethnicity		1	1
Total	0	43	43

Question 7

How many schools-based staff (headcount) were employed on **term-time only** contracts, ie staff not paid during school holidays between 01/01/2015 and 31/03/2015. How many were

- BAME (Black and Asian Minority Ethnic)
- White
- Unknown ethnicity

	Staff employed on term-time only contracts between 01/01/2015 and 31/03/2015
BAME staff	
White staff	
Staff of unknown ethnicity	
Total	0

Full data not available for schools based staff

Question 8

How many staff (headcount) were employed on **zero-hours** contracts between 01/01/2015 and 31/03/2015? How many were

- BAME (Black and Asian Minority Ethnic)
- White

- Unknown ethnicity

If it is possible to provide separate figures for school-based and non school-based staff, please do so. If it is not possible to provide figures for school-based staff, please provide figures for non-school based staff only. If it is not possible to separate school-based staff from non-school based staff, please provide total figures only.

	Number of staff on zero-hours contracts employed between 01/01/2015 and 31/03/2015		
	School-based	Non-school based	Total
BAME staff		112	112
White staff		207	207
Staff of unknown ethnicity		24	24
Total	0	343	343

Question 9

How many **casual** staff (headcount) were employed by the local authority between 01/01/2015 and 31/03/2015? How many were

- BAME (Black and Asian Minority Ethnic)
- White
- Unknown ethnicity

If it is possible to provide separate figures for school-based and non school-based staff, please do so. If it is not possible to provide figures for school-based staff, please provide figures for non-school based staff only. If it is not possible to separate school-based staff from non-school based staff, please provide total figures only.

	Number of casual staff employed between 01/01/2015 and 31/03/2015		
	School-based	Non-school based	Total
BAME staff		24	24
White staff		145	145
Staff of unknown ethnicity		9	9
Total	0	178	178

Question 10

How many of the staff in question 9, were paid less than the Living Wage (£7.85 per hour)

	Number of casual staff employed between 01/01/2015 and 31/03/2015 paid less than Living Wage		
	School-based	Non-school based	Total
BAME staff		9	9
White staff		73	73
Staff of unknown ethnicity		5	5
Total	0	87	87

Part B

Question 11

How many staff (headcount), excluding casual staff, were employed under the *Joint Negotiating Committee for Craft and Associated Employees* ('Red Book') on 01/04/15 How many were

- BAME (Black and Asian Minority Ethnic)
- White
- Unknown ethnicity

	Number of 'red book' staff employed on 01/04/15
BAME staff	0
White staff	0
Staff of unknown ethnicity	0
Total	0

If data is not available for 01/04/15, please supply the numbers for the nearest date for which data is available. None

Question 12

How many staff (headcount), excluding casual staff, were employed under The *Joint National Committee Agreement for Youth and Community Workers* (Pink book) on 01/04/15 How many were

- BAME (Black and Asian Minority Ethnic)
- White
- Unknown ethnicity

[NOT PROTECTIVELY MARKED]

	Number of 'pink book' staff employed on 01/04/15
BAME staff	7
White staff	11
Staff of unknown ethnicity	2
Total	20

If data is not available for 01/04/15, please supply the numbers for the nearest date for which data is available.

Question 13

How many chief officers (headcount) were employed on 01/04/15? How many were

- BAME (Black and Asian Minority Ethnic)
- White
- Unknown ethnicity

	Number of chief officers employed on 01/04/15
BAME	
White	15
Unknown ethnicity	1
Total	16

If data is not available for 01/04/15, please supply the numbers for the nearest date for which data is available.