

Kingston Council - Corporate Workforce Profile 2018-2019

Contents:

Organisational overview	3
Headcount & full time employment (FTE).....	3
Full time and part-time workers.....	4
Protected characteristics	5
Gender.....	5
Black, Asian and minority ethnic (BAME).....	6
Disability.....	7
Age.....	8
Sexual Orientation.....	9
Religion.....	10
Marital status.....	11
Maternity.....	12

Organisational overview

- This report is a snapshot taken as of 31st March 2019.
- 2018 -2019 figures include all permanent and temporary staff but excludes schools, casuals and agency workers.
- Percentages in the sections below show the proportion of employees for which equalities data is known and recorded and therefore, percentages reflect the known numbers. The unknown numbers are excluded when calculating percentages. (Unknown / Prefer not to say = No information is held about an employee's protected characteristics and no assumptions have been made).

Kingston Council has 1161 employees with an FTE (full time equivalent) of 952.6.

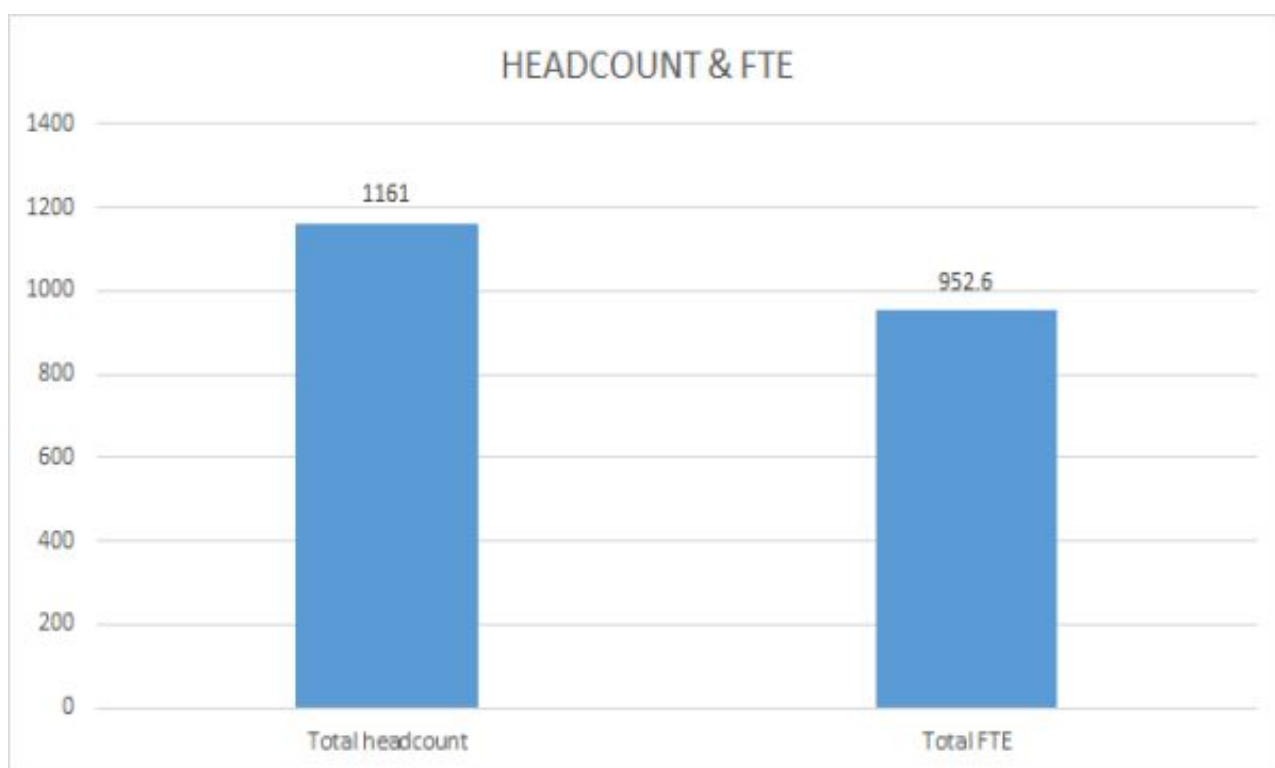


Figure 1: Bar graph showing the total headcount and FTE for employees at Kingston Council

Full time and part-time workers

A larger proportion of employees work on a full time (66.1%) compared to a part time basis (33.9%).

FULL TIME & PART TIME WORKERS

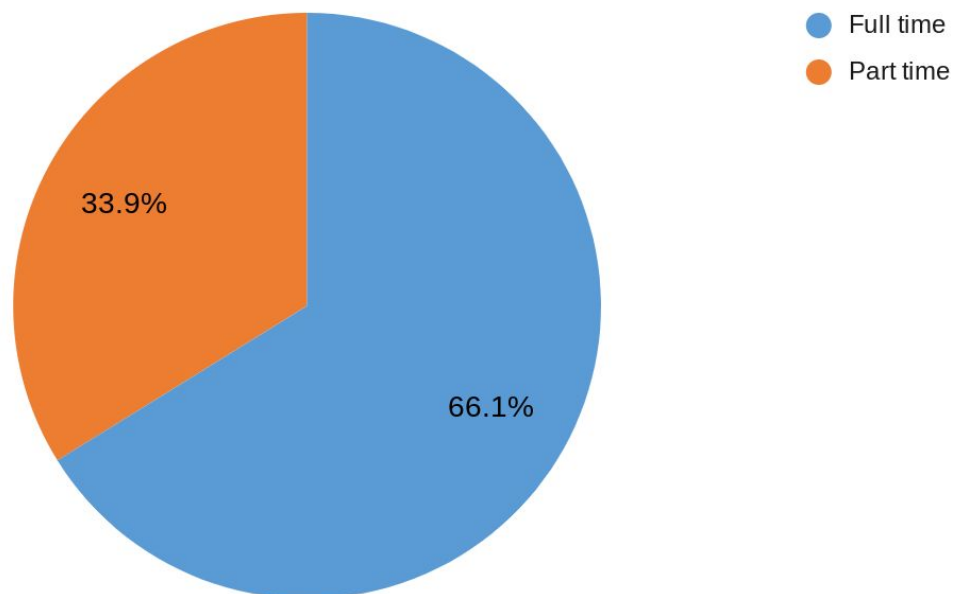


Figure 2: Pie chart highlighting the proportion of full time and part time workers at Kingston Council

Protected characteristics

Gender

The workplace has a larger amount of employees who are female (60.7%) compared to male (39.3%).

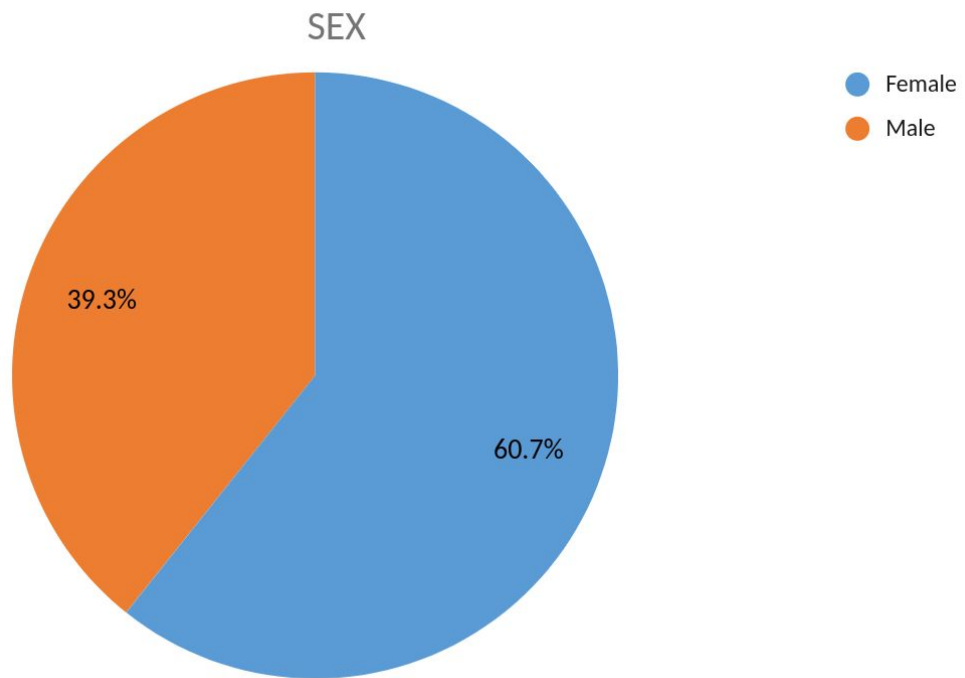


Figure 3: Pie chart demonstrating the proportion of male and female workers at Kingston Council.

Black, Asian and minority ethnic (BAME)

Figure 5 is a pie chart which shows the proportion of workers from a BAME background who are employed by Kingston Council. A much larger proportion of workers are non BAME (77.9%)

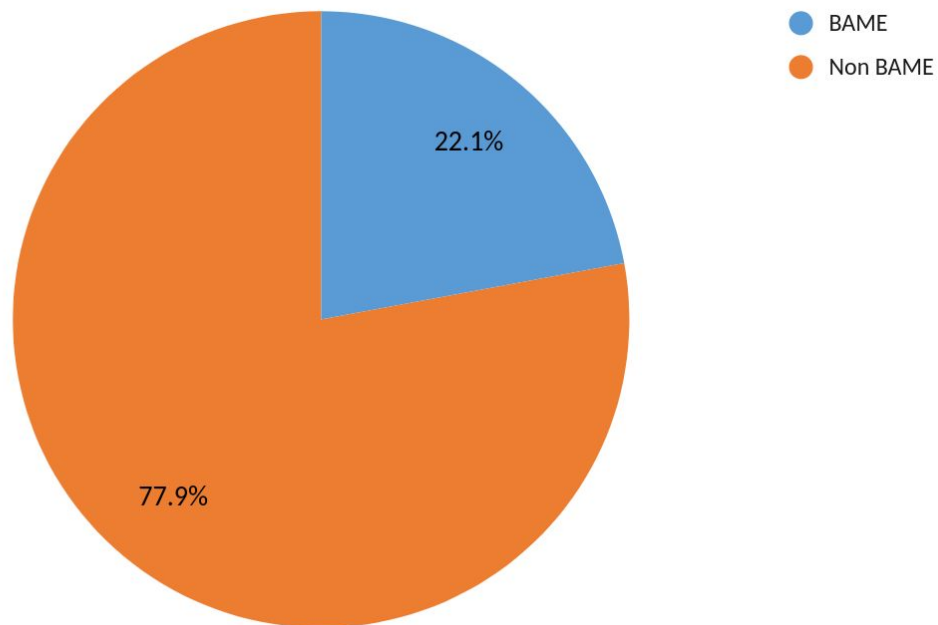


Figure 4. Pie chart displaying the proportion of workers from a BAME background employed within Kingston Council.

Disability

Figure 6 is a pie chart which shows the amount of employees at Kingston Council who are disabled and not disabled. The majority of workers are not disabled (94.1%) compared to disabled (5.9%).

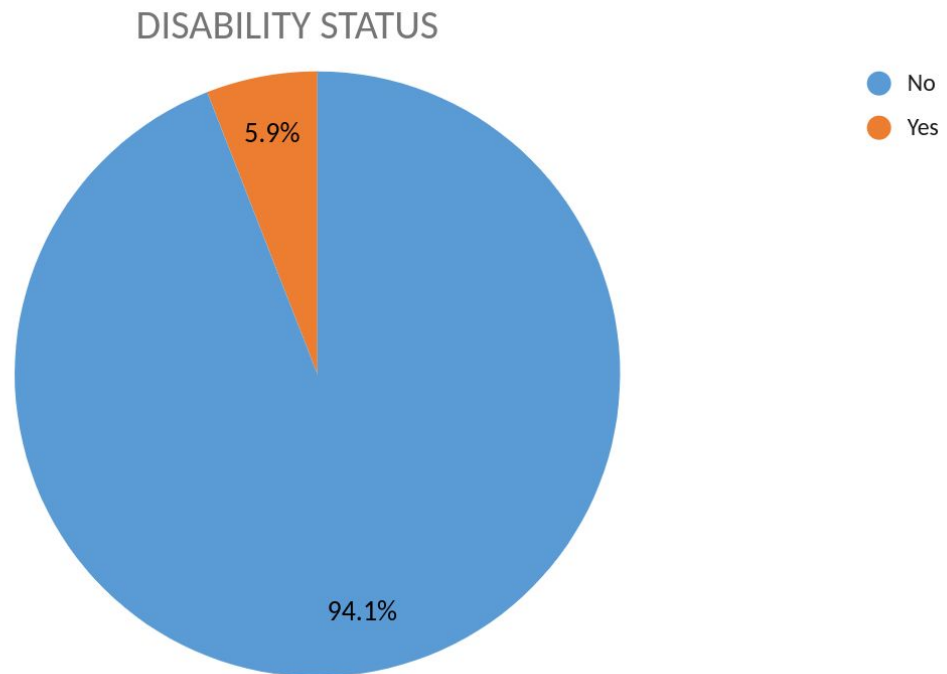


Figure 5. Pie chart displaying the proportion of workers at Kingston council who are disabled compared to non disabled

Age

The bar graph was formed to illustrate the age range of employees at Kingston Council. The ages are categorised into 6 age groups. The majority of employees fall within the age group 45-49 (494) and the second highest is the age group between 30-44 (367). The fewest amount of employees fall within the 16-24 age group (51).

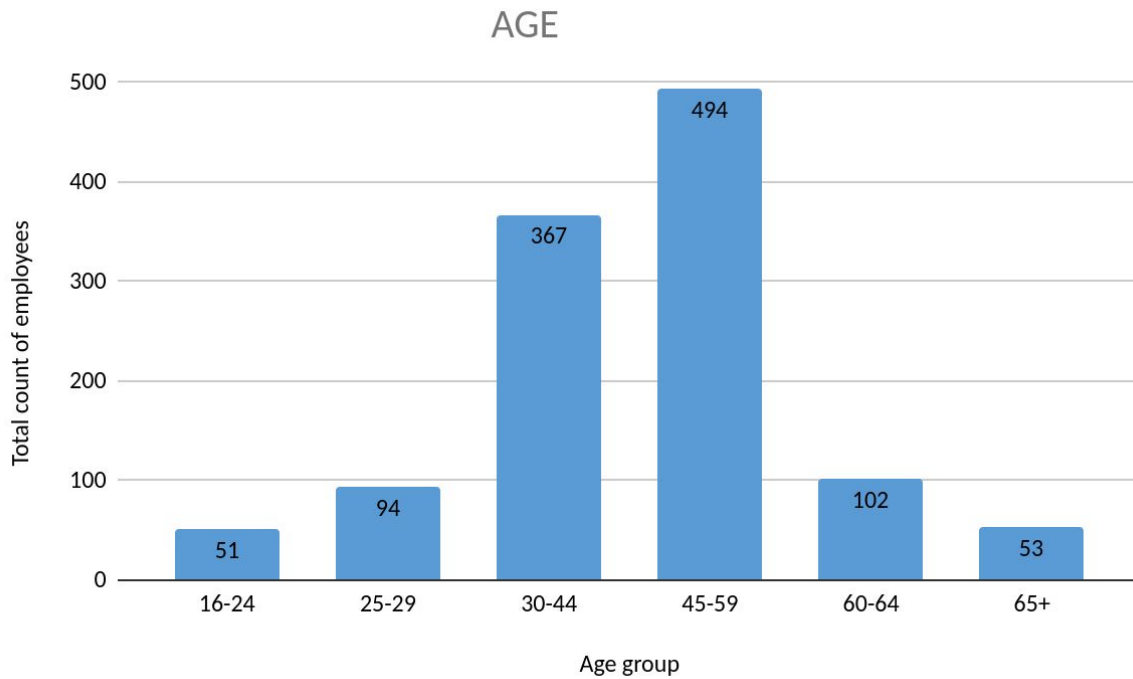


Figure 6. Bar graph illustrating the age range of employees at Kingston Council.

Sexual Orientation

The horizontal bar chart shows the proportions of sexual orientations within Kingston Council. The chart shows that a large majority of staff reported being heterosexual/straight (96.81%) as compared to being LGBT (3.1%)

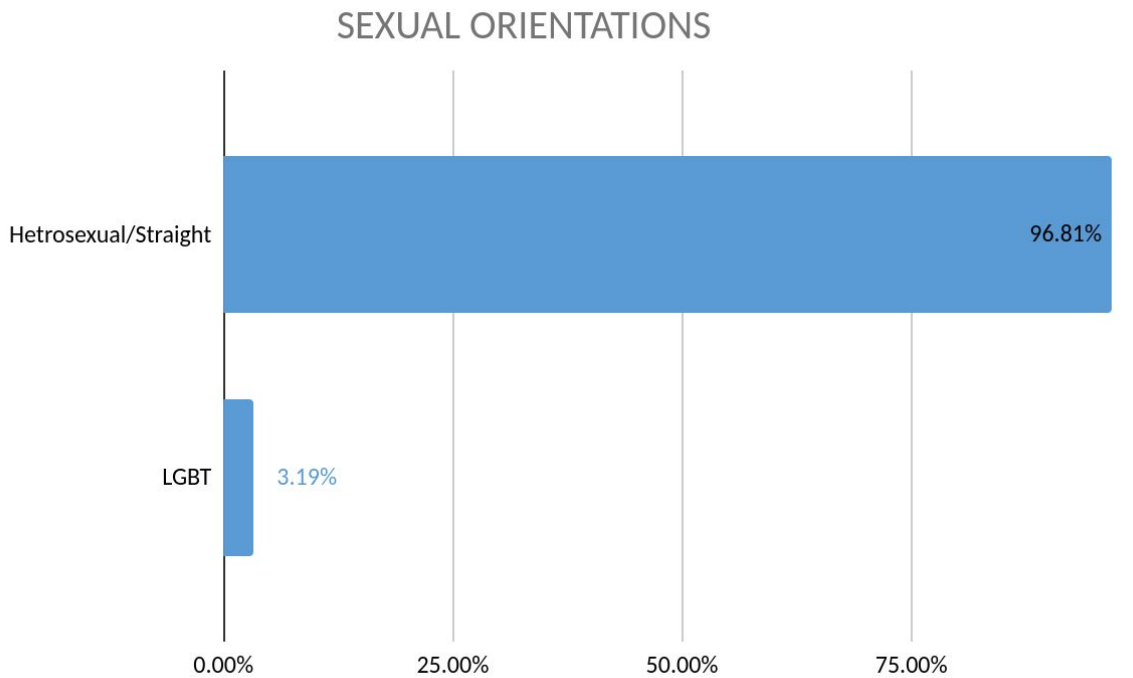


Figure 7. Horizontal bar graph illustrating the sexual orientations of staff employed at Kingston Council

Religion

The horizontal bar chart shows the proportions of different religions of employees within Kingston Council. The majority of employees are Christian (57.34%). The second largest group was No religion/belief (28.9%). The smallest religious belief followed by employees was Jewish (0.15%)

Total count of employees (%)

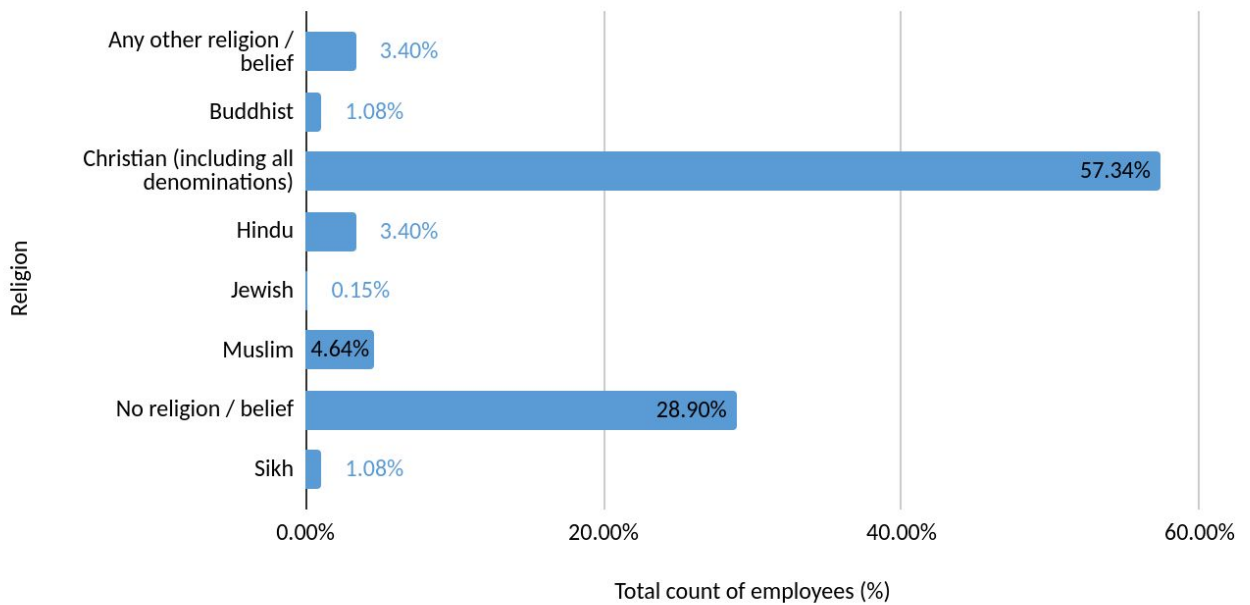


Figure 8. Horizontal bar graph showing the different religious practices held by staff employed at Kingston Council

Marital Status

The horizontal bar graph shows that the majority of employees at Kingston Council are married (57.90%). The second largest marital status that employees held was single (21.88). The least amount of employees were in a civil partnership (0.37%).

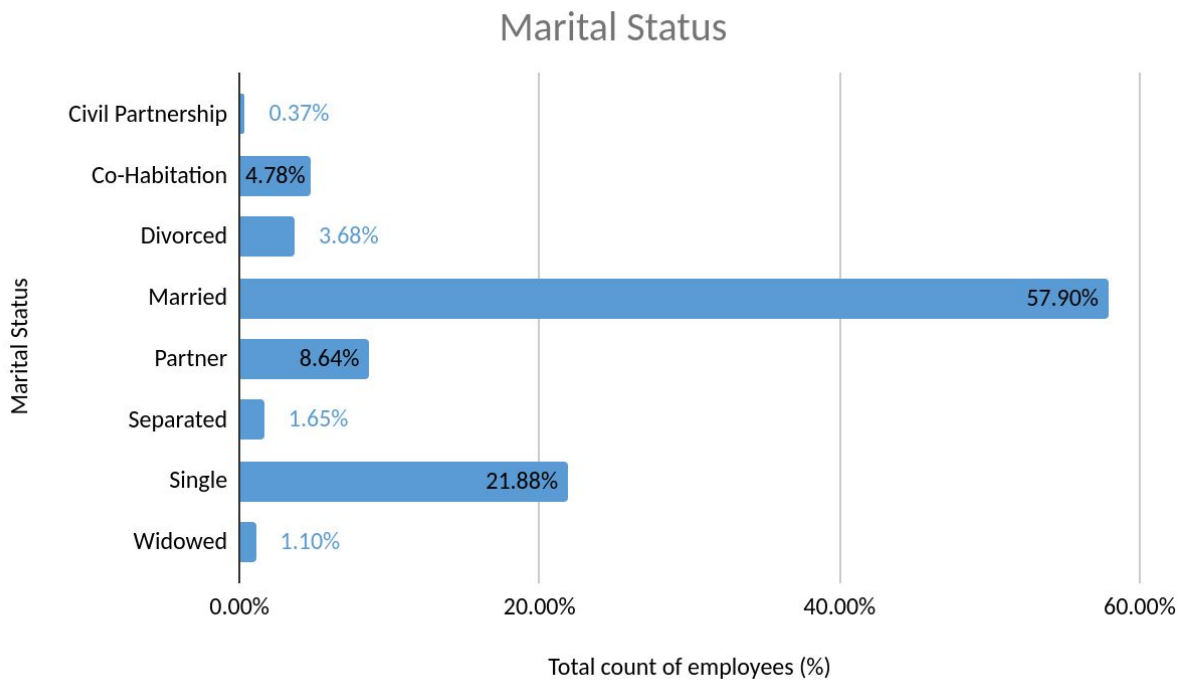


Figure 9. Horizontal bar graph showing the different marital status's of employees at Kingston Council

Maternity

The pie chart shows the proportion of female employees on maternity leave within the period of April 2018 to March 2019. The chart shows that 3.2% of female employees at Kingston Council were on maternity leave. In comparison, 96.8% of female employees were not on maternity leave during this period.

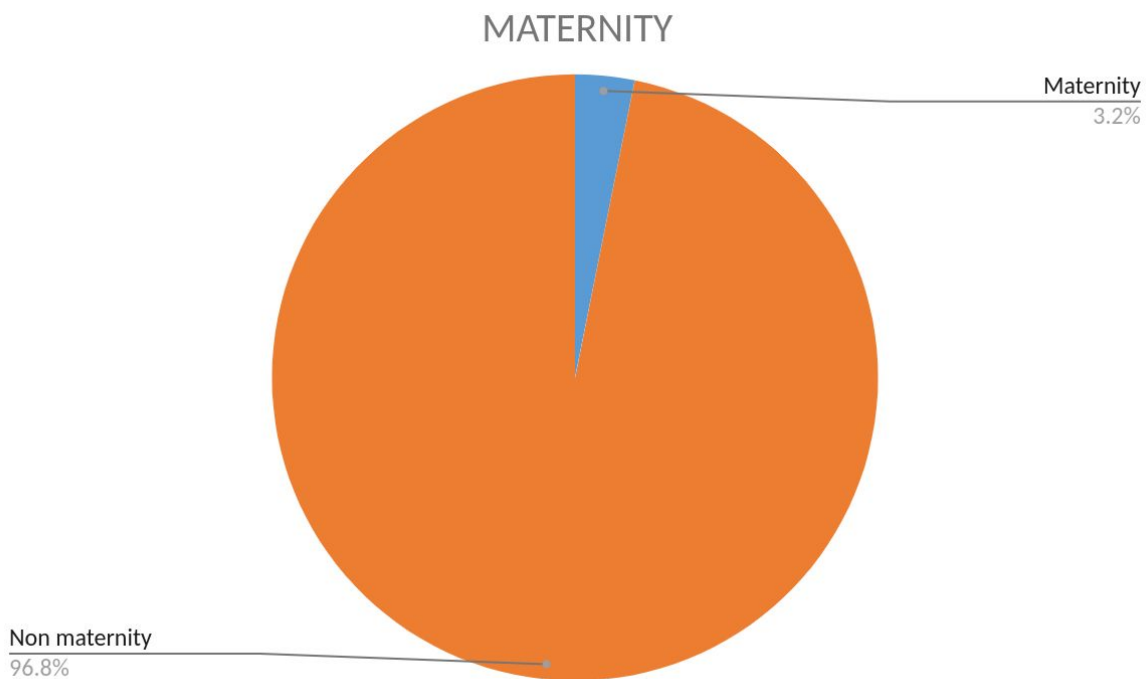


Figure 10. Pie chart showing the proportion of female staff on maternity leave during the period April 2018-March 2019