

Appendix 2

Staffing Data for 2017/18

The Equalities profile summary below, shows how Adult Social Care and Health compares with the diversity of the workforce across KCC and any changes in profile over the last year:

- The number of female employees within Adult Social Care remains the highest across the Council, this profile has remained unchanged over the last three years.
- The BME profile has remained unchanged over the last three years.
- Over the last few years there has been an increase in LGB profile and is the highest across the Council.
- Over the last few years there has been an increase in the number of people that consider themselves as disabled and is the highest across the Council.
- Adult Social Care still has the lowest percentage of staff aged 25, which has triggered work with HR and Communications to look at the recruitment and Engagement strategies of younger people (predominantly under 25), this includes a work experience programme, attendance at career events and utilising the apprenticeship levy. Along with other one other Directorate, Adult Social Care has the highest proportion the workforce aged 50 +, in response to the ageing workforce the Directorate has put in place succession planning which includes an Aspiring Senior Practitioner Programme.
- The Leadership team (staff KR 13 and above) has the highest portion of staff in the female and LGB profile.

Appendix 2

Adult Social Care Equalities Performance Indicators for 2017/18

Equalities Performance Indicators: Directorates								
	Children, Young People and Education (Formerly Education and Young People Services)		Growth, Environment and Transport		Adult Social Care and Health (Formerly Social Care, Health and Wellbeing)		Strategic and Corporate Services	
	Mar-17	Sep-17	Mar-17	Sep-17	Mar-17	Sep-17	Mar-17	Sep-17
% Females	82.1%	83.2%	62.8%	63.4%	85.0%	86.3%	64.0%	64.4%
% BME	6.2%	8.6%	3.5%	3.7%	8.8%	8.7%	7.7%	6.0%
% Considered Disabled	3.6%	3.6%	4.3%	4.2%	3.9%	4.3%	4.1%	3.6%
% Faith	61.3%	60.4%	61.0%	60.2%	63.0%	63.9%	60.8%	54.6%
% LGB	2.3%	2.4%	2.1%	2.2%	2.9%	3.5%	1.9%	1.7%

Adult Social Care Age Performance Indicators for 2017/18

Age Performance Indicators: Directorates								
	Children, Young People and Education (Formerly Education and Young People Services)		Growth, Environment and Transport		Adult Social Care and Health (Formerly Social Care, Health and Wellbeing)		Strategic and Corporate Services	
	Mar-17	Sep-17	Mar-17	Sep-17	Mar-17	Sep-17	Mar-17	Sep-17
% aged 25 and under	9.5%	8.6%	6.9%	7.4%	6.5%	5.6%	12.1%	11.0%
% aged 30 and under	18.9%	18.6%	14.1%	14.7%	15.2%	14.6%	23.6%	21.2%
% aged 50 and over	38.1%	36.2%	45.6%	45.7%	42.0%	45.6%	27.6%	29.3%
% aged 65 and over	1.6%	1.6%	5.2%	5.2%	3.0%	3.2%	0.9%	1.3%

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Adult Social Care Equalities Performance Indicators for Leadership Group for 2017/18

(Leadership Group = staff on KR13 or above and £50,108 minimum salary)

Equalities Performance Indicators: Directorates (Leadership group)				
	Children, Young People and Education (Formerly Education and Young People Services)	Growth, Environment and Transport	Adult Social Care and Health (Formerly Social Care, Health and Wellbeing)	Strategic and Corporate Services
% Females	65.4%	44.2%	71.4%	58.3%
% BME	7.4%	7.7%	6.4%	3.7%
% Considered Disabled	2.1%	0.0%	6.4%	6.4%
% Faith	60.3%	70.6%	70.3%	66.7%
% LGB	5.6%	0.0%	7.9%	2.2%