

Diversity and Equality - Annual Report – 2012/13

Kent County Council's Workforce

As the largest employer in Kent, KCC believes and recognises that the diversity of its workforce is one of its greatest strengths. KCC is committed to challenging inequality, discrimination and disadvantage for everyone who lives in, works in and visits Kent.

This section contains details of the make up of the Authority's workforce, focusing on headline statistics, together with the progress on our Equality Objectives as at 31st March 2013.

Headline statistics:

- Currently employees 8,874.7 fte (non-schools)
- 74.8% are female (51.1%**)
- 5.5% are from the Black Minority Ethnic community (6.3%**)
- 3.8% have declared a disability (7.6%**)
- 2.1% are Lesbian, Gay or Bisexual
- 51.9% of the Council's top 5% of earners are women
- Sickness rate continues to improve at 7.38 days per FTE during 2012/13
- Workforce numbers remained relatively static between September 2012 and March 2013
- 45% of staff are on Grade (KR)6 or below (earning salaries up to £26,670)
- 4.8% of employees are aged 65 or over (5.9%**)
- 6.9% of employees are aged 25 or under

There has been a shift over the last 3 years towards a greater percentage of the workforce coming from minority groups.

Full time staffing levels have dropped by 13.7% since March 2007, from 10,277.9 to 8,874.7 in March 2013.

The average age of the workforce has increased this year to 45.3 from 45.1 in March 2012.

[Personnel Committee Report](#)

** Kent's Population for comparison purposes

1. Fair Employment Practice - Promote fair employment practices

Disability Passport - The Passport was developed by the Level Playing Field staff group using real experiences in the workplace. This document is a relevant and adaptable approach to supporting staff with a disability to do their job to the best of their ability. [Disability Passport](#)

Two Ticks – during 2012/13, KCC was accredited for the 10th year running by the Department for Work and Pensions, as being Positive About Disabled People, and continues to be proud to display the Two Ticks symbol [Two Ticks information](#)

Equality Training – KCC continues to deliver a range of equality training to staff. During 2012/13 this included: Diversity, Equality and Discrimination Course, Equality in the Workplace, Avoid and Deal with Discrimination, Equality Impact Assessments and Valuing Diversity.

Corporate Equalities Group – Led by a Corporate Director, a new group of senior level managers has been established to ensure equality and diversity is integrated into mainstream KCC activity.

Stonewall Diversity Champion – KCC is proud to be part of the Stonewall's Diversity Champions Programme, recognising that people perform better when they can be themselves, which helps make our workplace the best it can be.

Staff Groups – continue to play a vital role in supporting the organisation by commenting on policies, procedures and services, the groups are: Aspire (younger members of staff) Level Playing Field (disabled staff or carers of a disabled person) Rainbow (Lesbian, Gay, Bi-sexual and Transgender staff) and Unite (Black & Minority Ethnic staff) [Staff Group Leaflet](#)

They also play a key role in supporting and representing the interests of their members.

Routes into Employment

Kent Apprenticeship Programme - through the Kent Apprenticeship Programme, KCC continues to employ apprentices throughout the Authority across all directorates. A total of 101 Apprentices were successfully appointed during 2012-13. Apprentices are considered for KR2-4 posts where there are no suitable employees facing redeployment due to redundancy.

KCC's Graduate Programme - offers opportunities across 3 graduate streams, the organisation has a long tradition of employing graduates through its Graduate Programme with over 106 graduates having been recruited through the scheme with 56 still in employment, from Grade (KR) 9 to senior positions, including a Director.

GradsKent – launched in 2010, the GradsKent website works with recruiting managers in KCC and external Kent based employers. 70% of registered users are aged 25 or under, and 92% are aged 35 or under. 29 graduates were recruited within KCC during 2012/13 using GradsKent.

Work Experience – KCC continues to provide work placement opportunities for young people in Kent. Work placements vary in length and can be offered as a 'one off' or as part of a longer placement. During 2012/13, 151 young people were provided with work experience placements.

2. Listening to our staff – improving the way KCC listens to and engages with its employees

Staff Survey – during Feb/March 2013 over 2,000 staff and managers took part in a staff survey providing feedback on how they feel about KCC, their line manager, team and job. The survey found that 60% of staff felt satisfied with the employment deal offered by KCC (6% improvement on last year). Whilst 63% of staff strongly agreed or agreed that 'The Council respects difference in the workplace'. The survey was used as a mechanism to measure levels of employee engagement which helps inform KCC's Employee Engagement Strategy. The strategy, and its implementation, takes an inclusive approach to supporting staff to feel positive about working for the Authority and motivate them to perform at their best. [KCC's Engagement Strategy](#)

'Including You' – Equality and Diversity is about everyone. Our short film ["Including You"](#) demonstrates how equality and diversity is fundamental to the way we work. The film has been produced to be used in a number of ways, including Staff Induction and on our Kent Manager programme.

3. Growing a diverse workforce – improving the quality, collection, monitoring and use of our equality data

Self-Service – to improve how we capture equality information, work has begun to create a facility via our on-line Self-Service tool, enabling staff to update their equalities data as required. The information is confidential and will enable the Authority to maintain an accurate and up to date profile of the workforce.

Data Cleanse – To prepare for the introduction of diversity self service the Authority has taken the opportunity to ensure the data it holds is as accurate as possible and fit for purpose.