

<b>Committee:</b>	<b>Admin &amp; Regulation</b>			
<b>Date of Meeting:</b>	30 March 2021			
<b>Subject:</b>	<b>Redundancy and Leavers Demographics 2019/2020</b>			
<b>Report Author:</b>	Denise Morgan, HR Operations Team Manager			
<b>Contact Officer:</b>	Click here to enter text.			
<b>Implications:</b>	Legal	<input checked="" type="checkbox"/>	Community Safety	<input type="checkbox"/>
	Equalities	<input checked="" type="checkbox"/>	Environment	<input type="checkbox"/>
	Financial	<input checked="" type="checkbox"/>	Consultations	<input type="checkbox"/>
	Staffing	<input checked="" type="checkbox"/>	Other	<input type="checkbox"/>
<b>Wards Affected:</b>	Click here to enter text.			

## Purpose

1. Update the committee on the diversity statistics of those who left the council between 1 April 2019 until 31 March 2020 due to **Redundancy**. An up to date report on redundancies between 1 April 2020 and 31 March 2021 will be produced earlier in the next financial year.

## Recommendations

2. The Committee is recommended to note the content of the report and support the ongoing work of HR and the Equality and Diversity Board

## Background

3. Between 1 April 2019 until 31 March 2020, there were a higher than expected number of males made redundant, 61% compared to the council average of 33% Male and 66% Female division. It is believed that this was due to the type of roles they fulfil and the areas of the council they worked in. E.g. three from P&I, two from Public Health, and one each from Customer & Commercial, Chief Execs and Children's the latter being a music teacher. The year previously The gender profile of the redundant group shows an 85% to 15% split between female and male employees, which shows a marked differential with the overall workforce gender profile of 67.3% female and 32.7% male.

## Report

4. There is an even split with seven employees under 55 and six being over 55 with immediate access to their pensions.
5. Length of service ranged from one with two years, another with three years up to 41 years, with the average coming out at 17.5 years as five of the employees had 25 or more years' service.
6. As with the previous year and the withdrawal of the Voluntary Separation scheme these were all compulsory redundancies resulting from OCA's, although one of these

was an end of a fixed term contract. VSS has since been re-introduced but for the date range of this report, those numbers are excluded.

- 7.** None of the group declared themselves disabled, but there were 4 declined to specify/not stated.
- 8.** With regard to ethnicity there were four BAME employees 30% of this group compared to 26% of the known workforce.
- 9.** Three people had declare having no religion. Five were Christians, one was Hindu and four declined to say/not stated.
- 10.** Eight of the 13 declared themselves being heterosexual, one was a gay man and 4 declined to say/not stated.

## 11. Redundancy IIA

REDUNDANCY IIA								
Hours per Week	Age	Sex	Religion	Disabled	Sexuality	Ethnicity	Service	years of service
37.00	61	Female	Christian	Not Disabled	Heterosexual	British	CC	30
37.00	54	Male	Christian	Disabled	Heterosexual	Not Stated	CE	34
10.00	55	Female	Not Stated	Not Stated	Not Stated	White-British	Children	10
37.00	43	Male	None	Not Disabled	Heterosexual	British	PI	25
37.00	62	Male	Christian	Not Disabled	Heterosexual	British	PI	41
37.00	65	Male	Christian	Not Disabled	Heterosexual	British	PH	14
37.00	58	Male	Hindu	Not Disabled	Heterosexual	Indian	PI	3
37.00	41	Female	Not Stated	Not Stated	Not Stated	Not Stated	Childrens	9
1.64	39	Male	Declined to Specify	Not Disabled	Declined to Specify	British	Childrens	13
30.00	54	Female	None	Not Disabled	Heterosexual	Bangladeshi	PH	18
37.00	47	Male	Christian	Not Disabled	Heterosexual	African	PH	2
37.00	55	Female	Declined to Specify	Not Disabled	Declined to Specify	Not Stated	CC	30
37.00	42	Male	None	Not Known	Gay Man	White-British	CC	10

## List of Background Papers - Local Government Act 1972, Section 100D – none

### Implications

Item	Details	Clearance Agreed By	Dated
<b>Legal</b>	Risk of unfair discrimination or unfair dismissal claims from under-represented staff	Jasbir Josen	2/3/21
<b>Finance</b>	Cost of redundancies and potential cost for discrimination claims	Dev Gopal	16/3/21
<b>Equalities</b>	Ensuring we adhere to the council's commitment to equality & diversity when going through major and minor restructures.	Maureen Drummond	2/3/21
<b>Environment</b>		n/a	
<b>Community Safety</b>		n/a	
<b>Staffing</b>	As the new Service Director for Customer & Organisation Development he is ultimately accountable for HR	Aidan Wilkie	15/3/21
<b>Consultations</b>		n/a	
<b>Other</b>		n/a	