




SC-WRES individual local authority data report



Halton Borough Council 2024/25

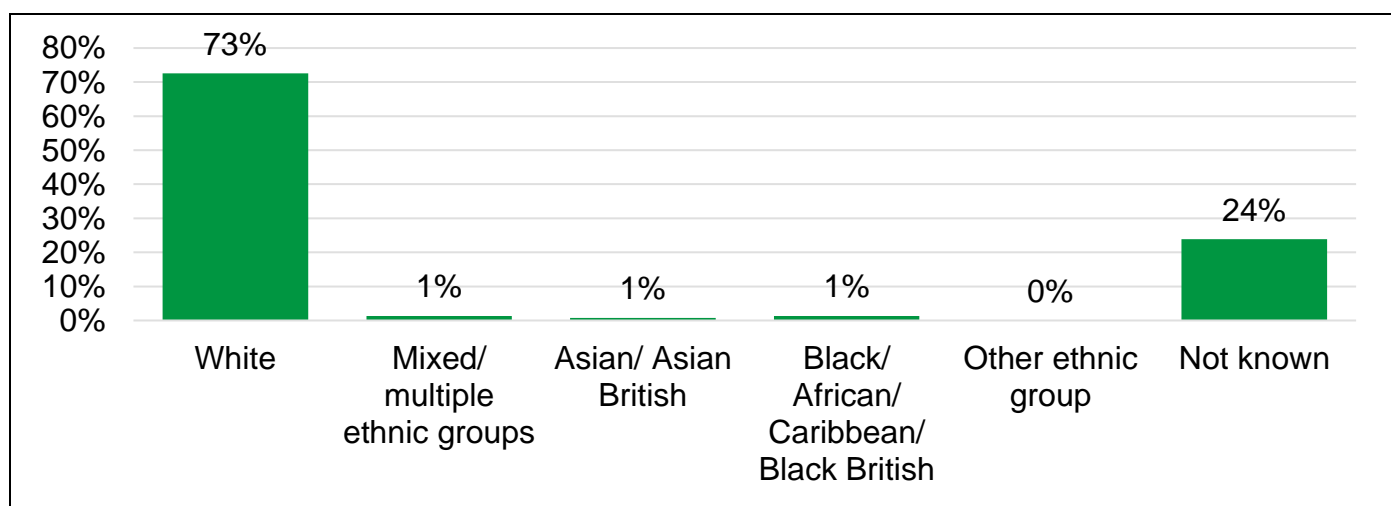


Overview

This staff overview collects the headcount of directly employed staff of each ethnic group. These numbers include any staff employed by the LA that works in or contributes to adult social care or children's social care, including care providing and non-care providing staff e.g. HR, commissioning, finance.

All Social Care Workforce Race Equality Standard indicators collect staff numbers by a list of 19 ethnicities. The definitions of ethnicity we are using are based on the Office for National Statistics – Census 2021. The list also includes 'not known'. These ethnicities were then grouped into five categories. Chart 1 shows staff by these five ethnicity groups and not known in this local authority.

Chart 1. Directly employed staff of each ethnic group

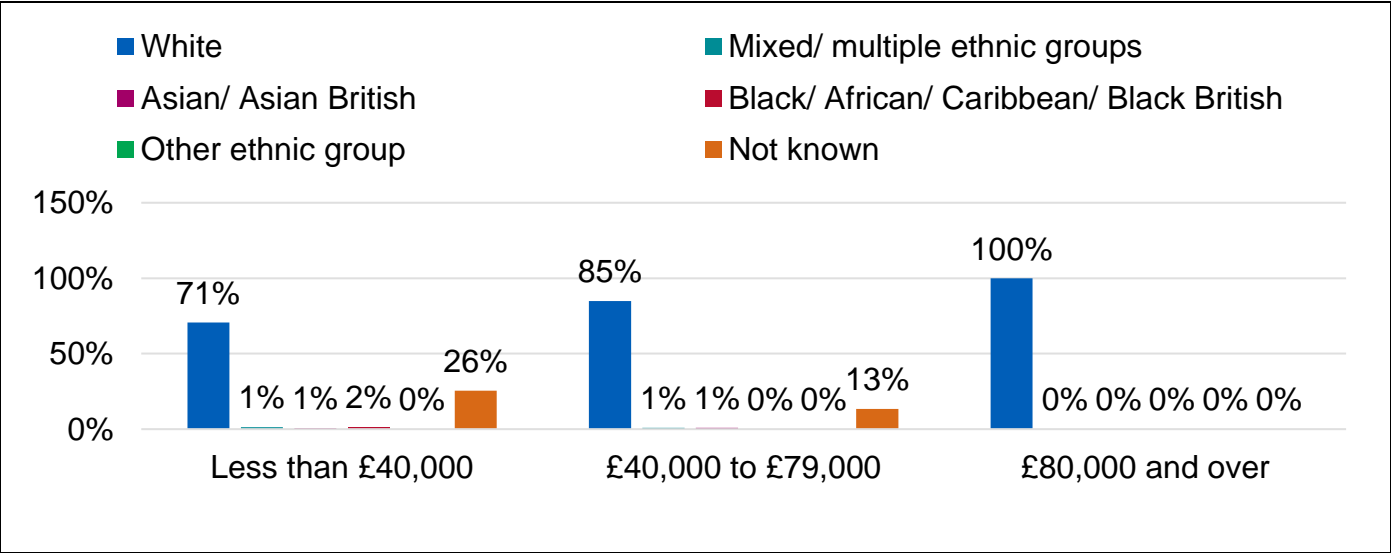


SC-WRES Indicator 1: Pay bands

Indicator 1 collects information about the workforce ethnicity breakdown across 12 pay bands¹. The chart below shows pay bands grouped into three categories, 'less than £40,000', '£40,000 to £79,000', and '£80,000 and over'. The chart below shows staff by five ethnicity groups and not known in this local authority.

Chart 2. Pay bands by ethnic group

¹ Pay bands collected were Under £25,000, £25,000 to £29,999, £30,000 to £34,999, £35,000 to £39,999, £40,000 to £44,999, £45,000 to £49,999, £50,000 to £59,999, £60,000 to £69,999, £70,000 to £79,999, £80,000 to £89,999, £90,000 to £99,999, £100,000 and over.



SC-WRES Indicator 2: Appointed from shortlist

This indicator asks for the headcount of directly employed staff shortlisted and appointed in the last 12 months.

Chart 4 shows the proportion of applicants that were shortlisted by ethnicity **and** the proportion of people who were appointed, by ethnicity in this local authority. The chart shows one bar for people shortlisted and one for people appointed, by five ethnicity groups and not known.

Chart 4. Proportion of staff shortlisted and appointed by ethnicity

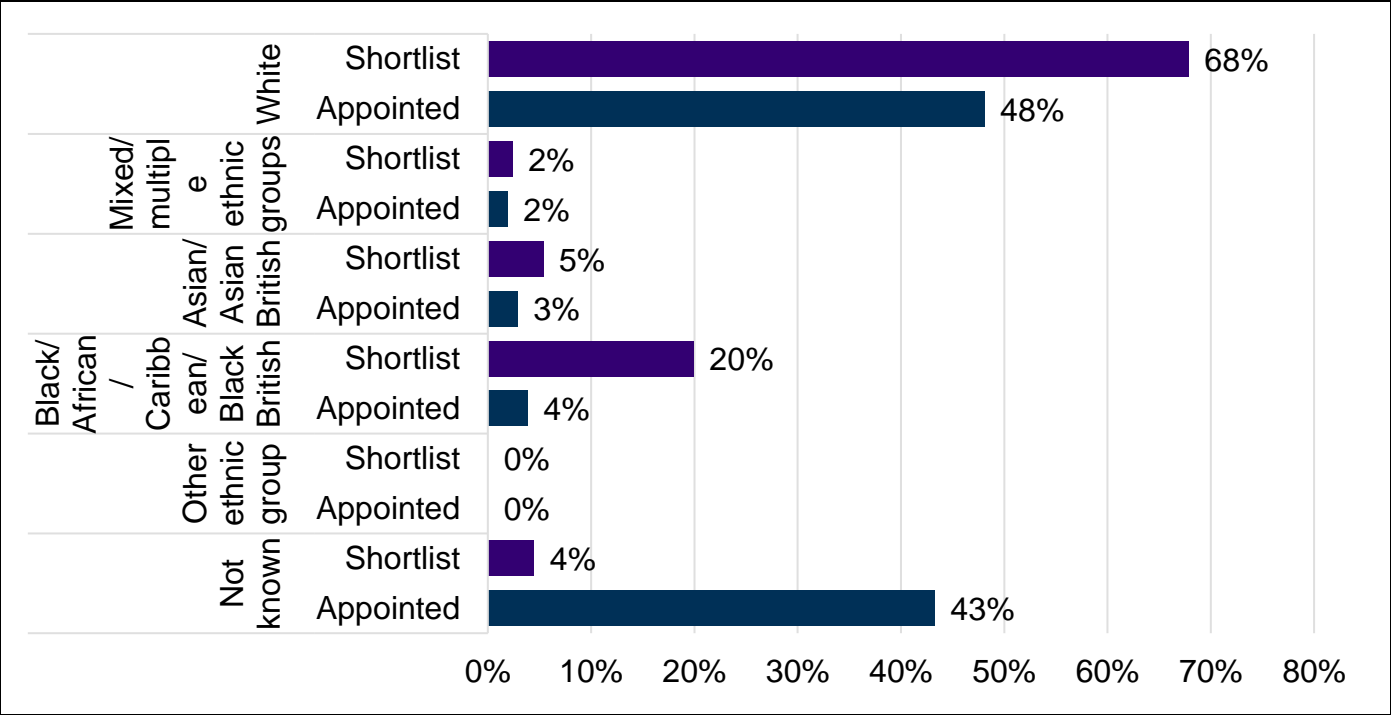
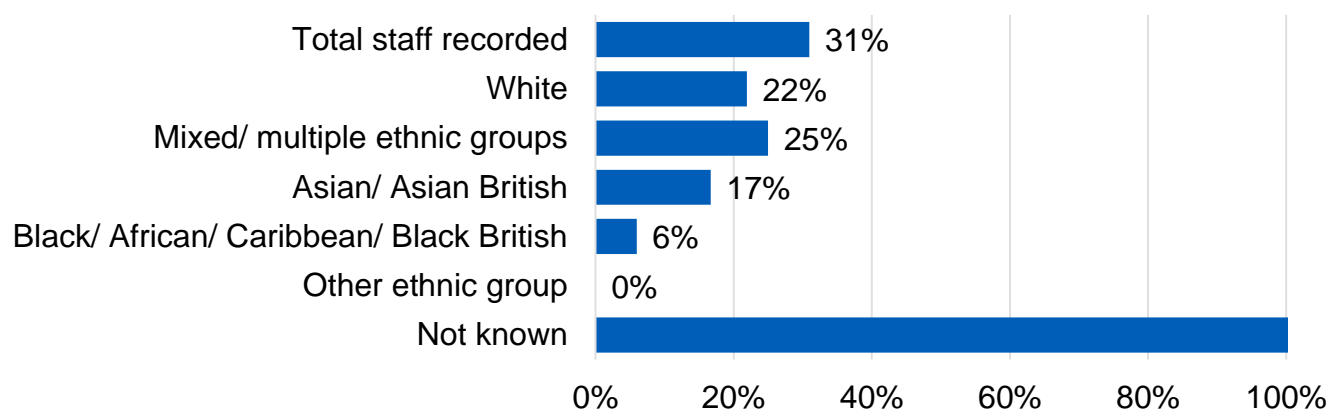


Chart 5 shows the percentage of staff **appointed** from shortlist by ethnicity. The chart shows one bar for each of the five ethnicity groups and one for not known in this local authority.

Chart 5. Percentage of staff appointed from shortlist by ethnicity



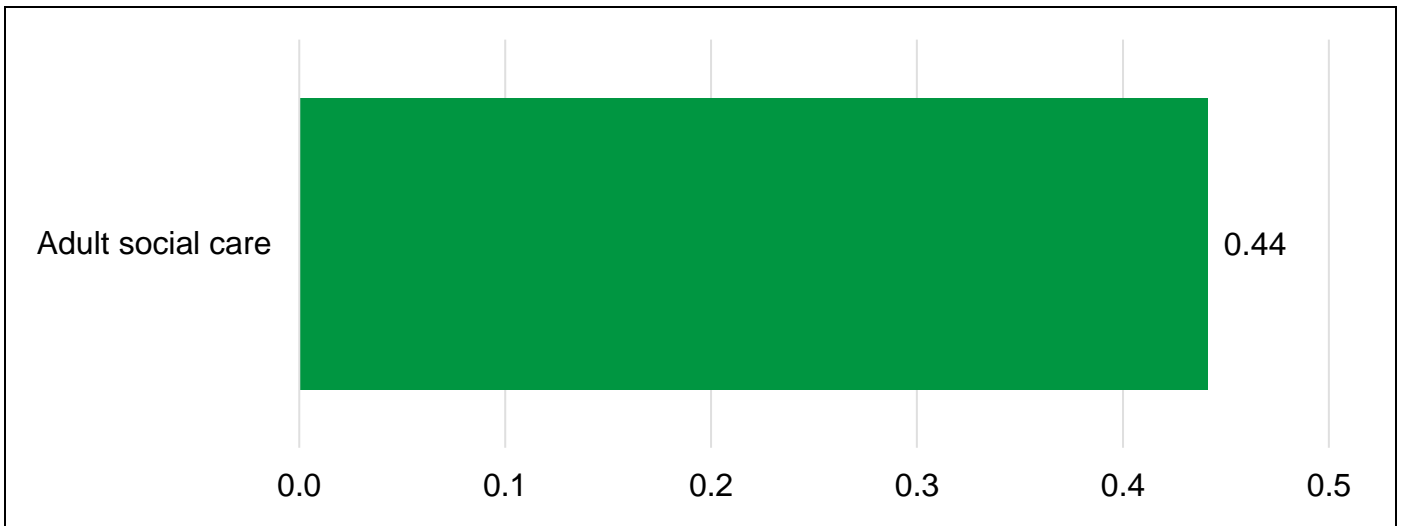
Relative likelihood definition

The relative likelihood is the percentage (or proportion) of one group experiencing an outcome, divided by the percentage (or proportion) of another group experiencing an outcome. The closer a relative likelihood is to one, the greater equality there is between the two groups. If a likelihood is less than one then one group is less likely to experience an outcome than the other group, and vice versa. If relative rate is less than 0.80 or more than 1.25 then it is suggested that ongoing monitoring from analysts and priority for policy action could be considered.²

The relative likelihood of applicants from a Black, Asian or minority ethnic background being appointed from shortlisting, across all posts, compared to applicants with a white ethnicity is 0.44. Therefore, staff with a Black, Asian or minority ethnic background were relatively less likely to be appointed from shortlist.

Chart 6. Relative likelihood of applicants from a Black, Asian or minority ethnic background being appointed from shortlisting, across all posts, compared to white applicants

² <https://www.gov.uk/government/publications/using-relative-likelihoods-to-compare-ethnic-disparities>

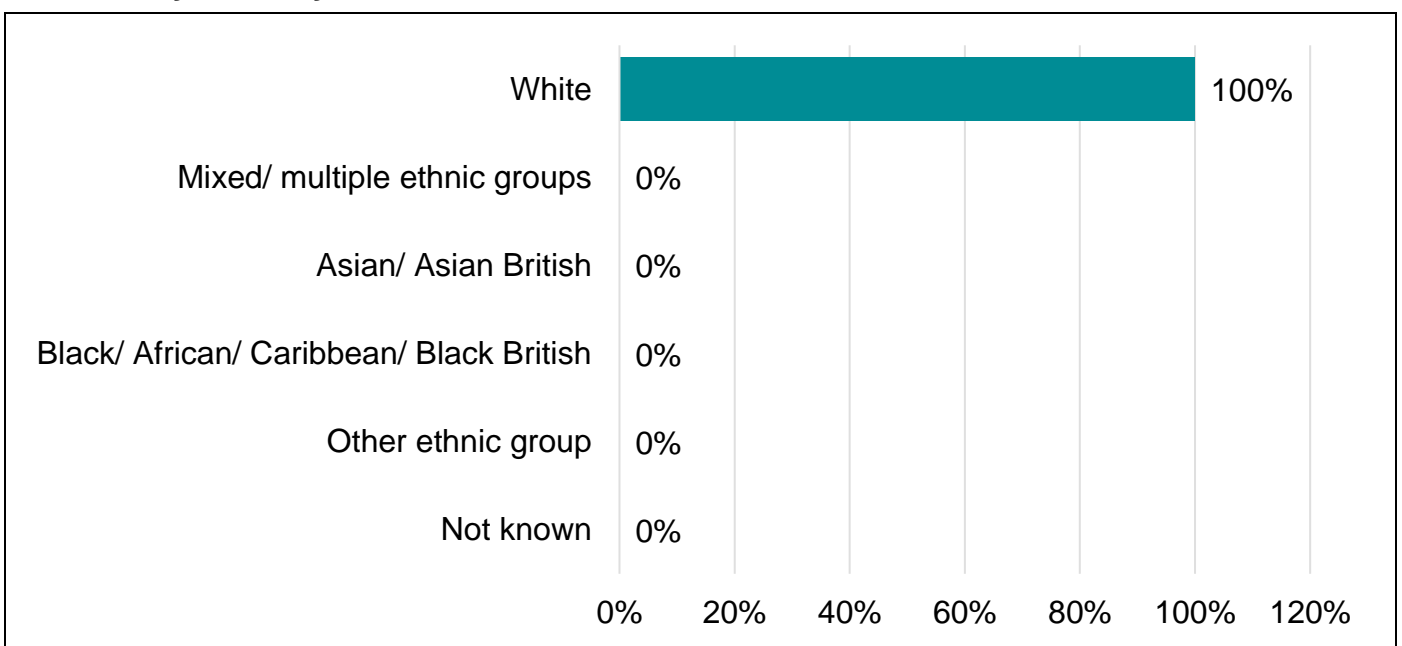


SC-WRES Indicator 3: Disciplinary Process

Indicator 3 asks for the number of directly employed staff who have entered the formal disciplinary process in the last 12 months. This count includes all directly employed staff who have entered the formal disciplinary process in the last 12 months. This refers to the formal disciplinary process only, not including probation, performance management or other forms of action.

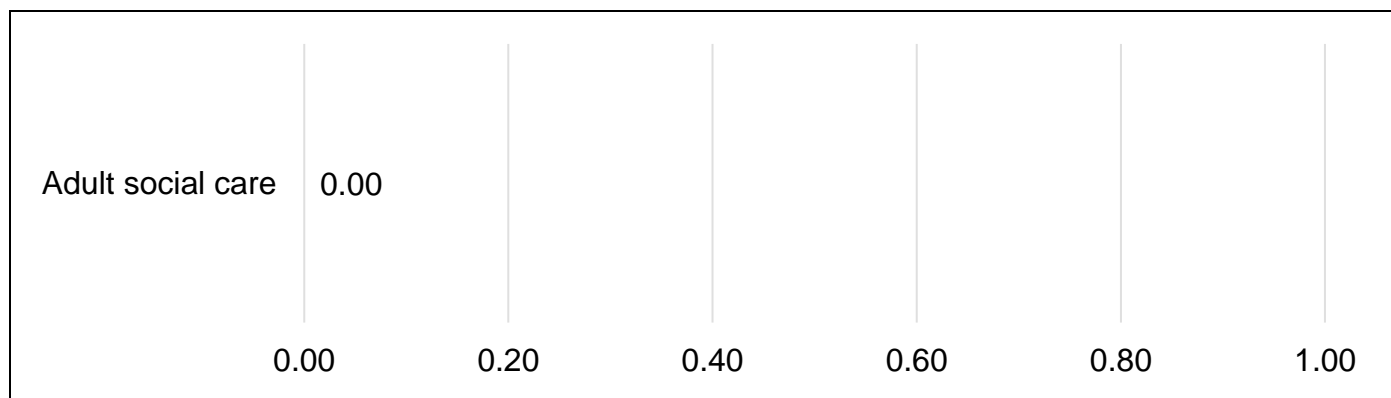
The chart below shows the proportion of staff who entered the formal disciplinary process in the last 12 months. The chart shows one bar for each of the five ethnicity groups and one for 'ethnicity not known' in this local authority.

Chart 7. Proportion of staff who entered the formal disciplinary process in the last 12 months, by ethnicity



The relative likelihood of staff from a Black, Asian or minority ethnic background entering the formal disciplinary process, across all posts, compared to white staff was 0.00. Therefore, staff with a Black, Asian or minority ethnic background were relatively less likely to enter the formal disciplinary process than white staff.

Chart 8. Relative likelihood of staff from a Black, Asian and minority ethnic background entering the formal disciplinary process compared to white staff.

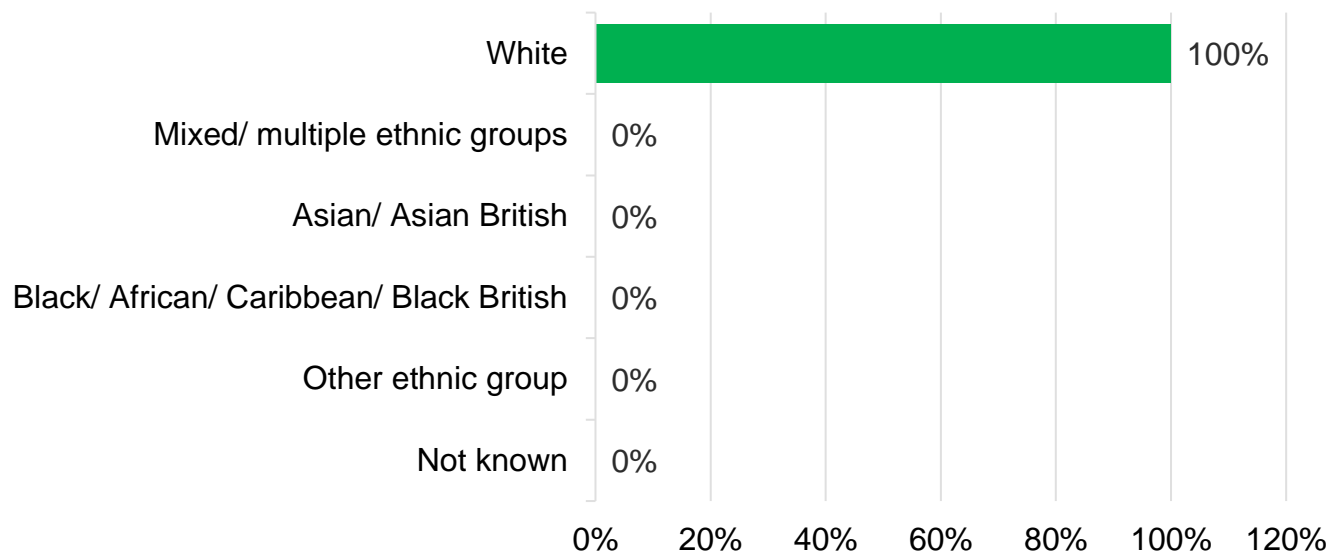


SC-WRES Indicator 4: Fitness to practice

This indicator is based on the headcount of directly employed regulated profession roles and those who have entered the fitness to practice process in the last 12 months. This includes 'staff that are professionally regulated and directly employed by social service departments' – this usually would encompass nurses, occupational therapists, psychologists, and social workers.

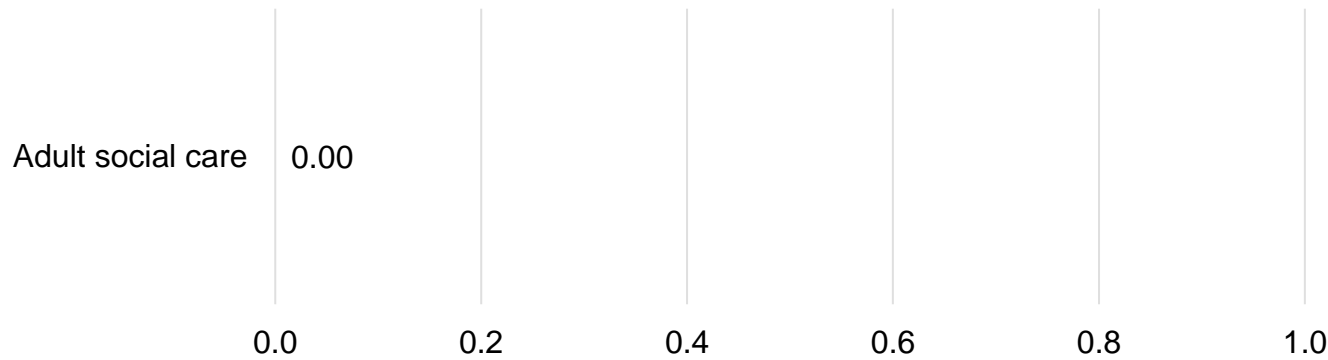
The chart below shows the proportion of regulated profession staff who entered the fitness to practice process. The chart shows one bar for each of the five ethnicity groups and one for 'ethnicity not known' for this local authority.

Chart 9. Regulated professionals who entered the fitness to practice process, by ethnicity



Relative likelihood of regulated profession staff from a Black, Asian or minority ethnic background entering the fitness to practice process compared to white regulated profession staff was 0.00. Therefore, regulated professional staff from a Black, Asian or minority ethnic background were less likely to enter the fitness to practice process than white regulated profession staff.

Chart 10. Relative likelihood of directly employed regulated profession staff from a Black, Asian or minority ethnic background entering the fitness-to-practice process in the last 12 months compared to white staff.



SC-WRES Indicator 5: Funded non-mandatory continuous professional development

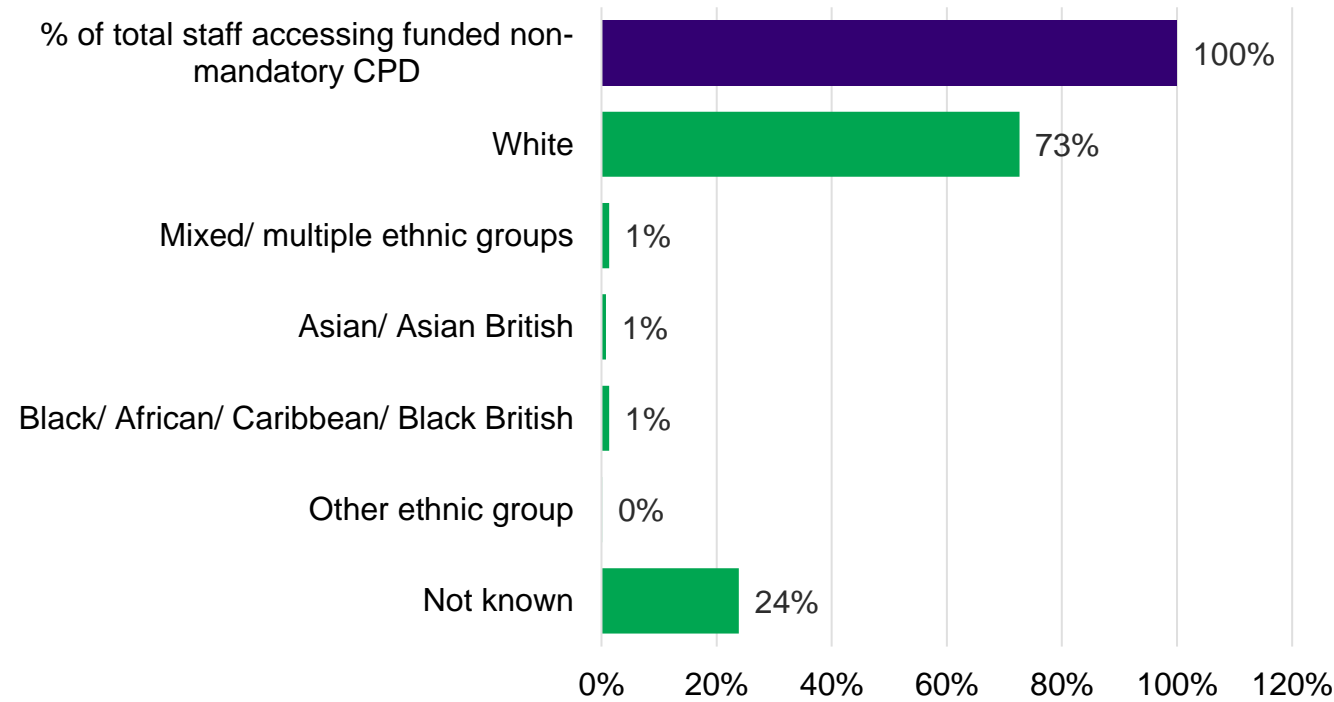
This indicator is based on the headcount of directly employed staff accessing funded non-mandatory continuous professional development (CPD) in the last 12 months. This is a count of directly employed staff accessing any funded non-mandatory CPD (as yes=1 or no=0) and not a count of the incidents of training (which could be greater than one per employee).

Non-mandatory training refers to any learning, education, training, or staff development activity undertaken by an employee, the completion of which is neither a statutory requirement (e.g., fire

safety training) or mandated by the organisation. Accessing non-mandatory training and CPD in this context refers to courses and developmental opportunities for which places were offered and accepted.

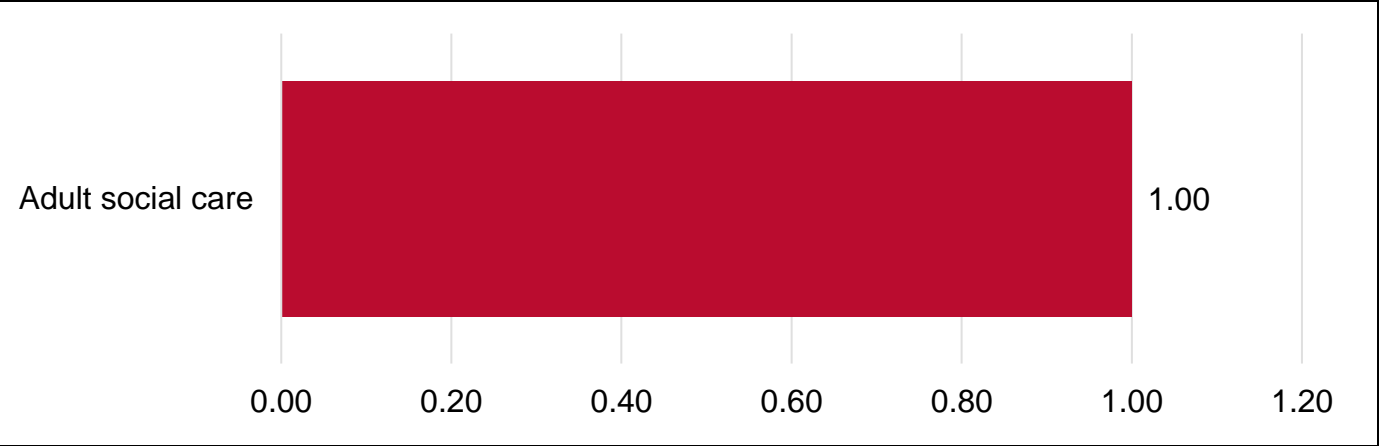
The chart below shows the proportion of staff accessing funded non-mandatory CPD. The chart shows one bar for each of the five ethnicity groups and one for 'ethnicity not known' for this local authority.

Chart 11. Staff accessing funded non-mandatory CPD, by ethnic group



Relative likelihood of regulated profession staff from a Black, Asian or minority ethnic background accessing funded non-mandatory , across all posts, compared to white staff was the same (a ratio of one to one).

Chart 12. Relative likelihood of directly employed staff from a Black, Asian or minority ethnic background accessing funded non-mandatory continuous professional development in the last 12 months as compared to white staff



SC-WRES Indicator 6 and 7: Harassment, bullying or abuse

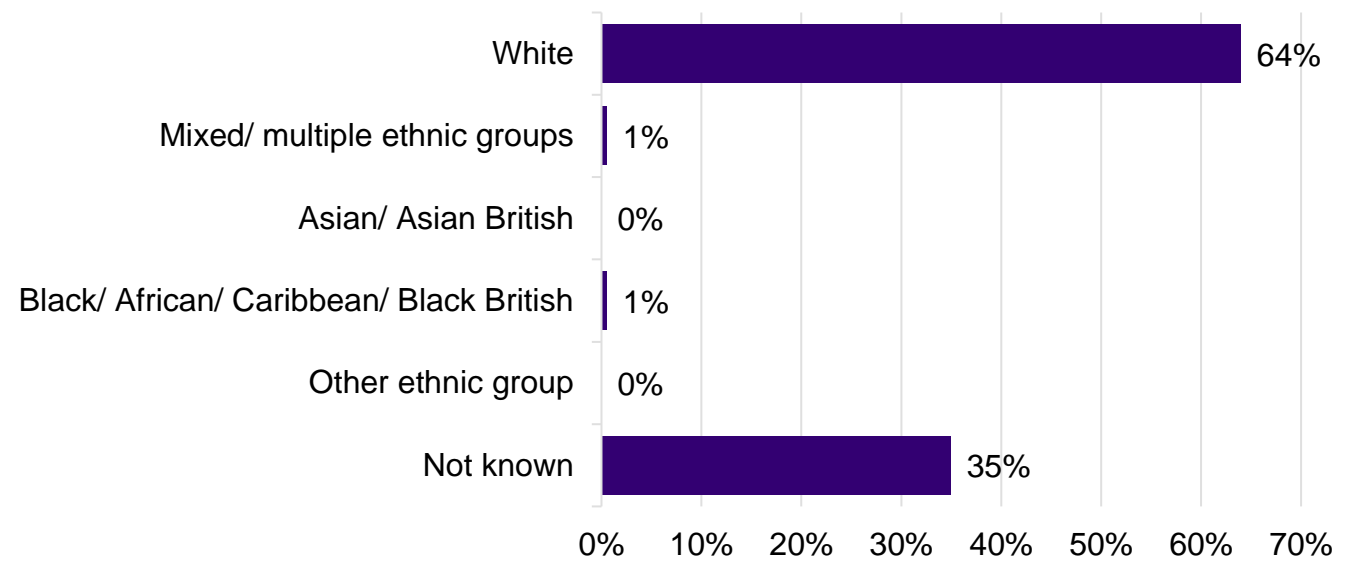
These two indicators collect information on the headcount of employees experiencing harassment, bullying or abuse from ‘service users, relatives or the public’, and from colleagues and/or from managers in last 12 months. This information is collected via a staff survey and the base for this indicator is the number of staff who completed the staff survey and not the number of people reported in the staff overview.

Please note that we could not get the information for Indicator 6 and 7: Harrassment, bullying or abuse as there was no information on the spreadsheet.

SC-WRES Indicator 8: Turnover of directly employed staff in the last 12 months

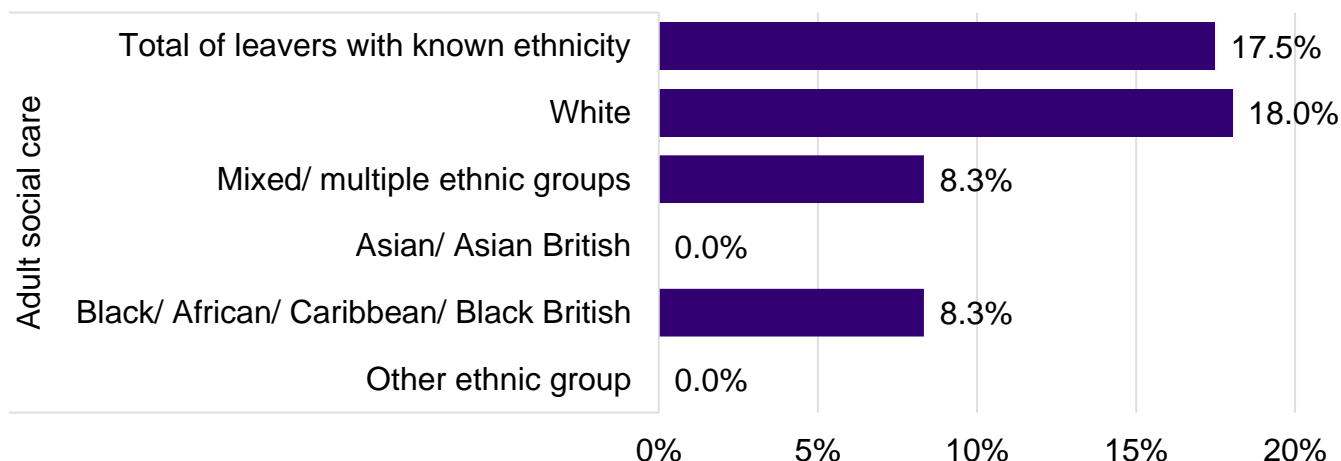
This indicator collects information on the headcount of directly employed staff leaving the organisation in the last 12 months. This number includes those who have left employment and not people leaving for other roles in the same local authority. Leaving the organisation is defined to cover all leavers, voluntary and involuntary, including those who resign, retire, or are made redundant.

Chart 15. Proportion of leavers in the past 12 months, by ethnicity.



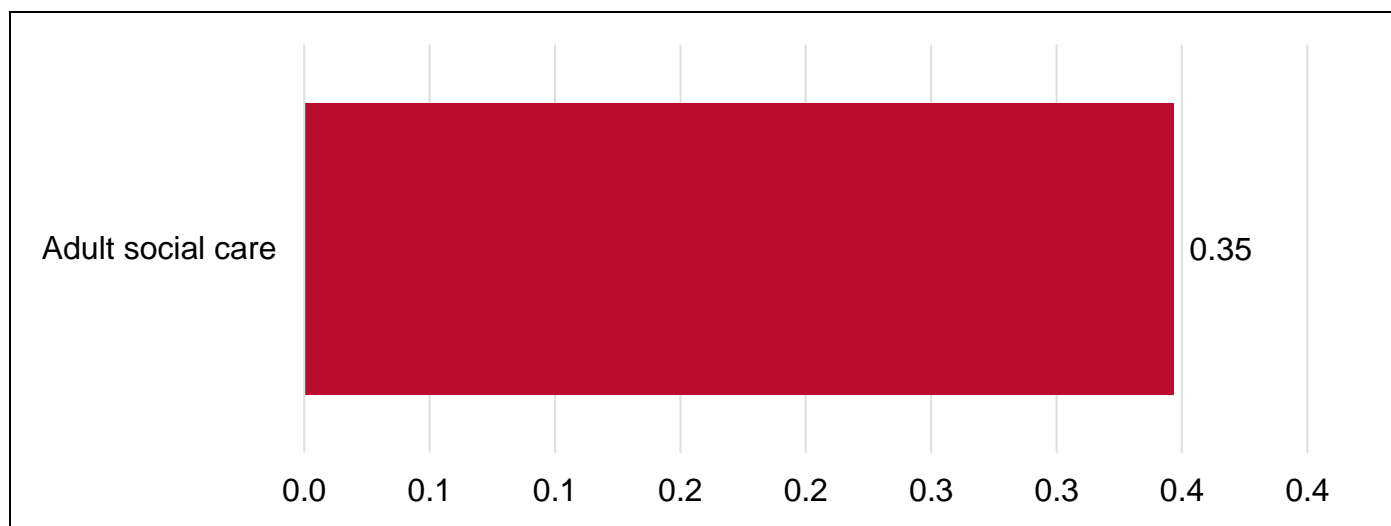
The following chart shows the turnover rate of staff by ethnicity. Turnover is calculated as (leavers/staff)*100.

Chart 16. Turnover rate by ethnicity.



The relative likelihood of employees from a Black, Asian or minority ethnic background leaving in the past 12 months compared to white employees was 0.35. Therefore, staff with a Black, Asian or minority ethnic background were relatively less likely to leave than white staff.

Chart 17. Relative likelihood of directly employed staff from a Black, Asian, or minority ethnic background leaving the organisation during the last 12 months compared to white staff



SC-WRES Indicator 9: Senior manager roles

This indicator shows the headcount of directly employed staff in senior manager roles. Senior management roles include Directors of Adult Social Care, Directors of Children's Services, Assistant Directors, and those directly line managed by Assistant Directors and equivalents. This number does include 'acting up' and secondments.

The chart below shows the percentage difference between organisations' senior management and its overall workforce.

Chart 18. Organisations' senior management membership and its overall workforce by ethnicity group.

