

Council Employment Profile - March 2024

Data as at 31/03/2024



Profile by Services

	Adults, Health & Communities		Children's Services		Culture, Strategy & Engagement		Director of Finance		Environment & Resident Experience		Placemaking & Housing		Haringey March 2024		Haringey September 2023		Targets
Headcount	528		743		445		84		710		830		3,340		3,344		
Full-time equivalent (FTE)	501.2		654.3		411.7		82.6		662.3		810.8		3,123.0		3,108.7		
	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	
Top 5% of earners - Female	19	22.4	16	18.8	17	20.0	5	5.9	6	7.1	22	25.9	85	50.6	81	50.0	50.0
Top 5% of earners - Asian	1	8.3	2	16.7	2	16.7	1	8.3	1	8.3	5	41.7	12	7.1	11	6.8	22.0
Top 5% of earners - Black	4	13.8	4	13.8	7	24.1	5	17.2	2	6.9	7	24.1	29	17.3	30	18.5	
Top 5% of earners - Mixed	2	25.0	1	12.5	3	37.5	0	0.0	0	0.0	2	25.0	8	4.8	6	3.7	
Top 5% of earners - Other	1	33.3	0	0.0	2	66.7	0	0.0	0	0.0	0	0.0	3	1.8	3	1.9	
Top 5% of earners - White	16	14.4	14	12.6	21	18.9	8	7.2	15	13.5	37	33.3	111	66.1	106	65.4	
Top 5% of earners - Not Dec.	2	50.0	0	0.0	1	25.0	0	0.0	0	0.0	1	25.0	4	2.4	5	3.1	
Top 5% of earners - PNTS*	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	1	0.6	1	0.6	
Top 5% of earners - Disability	1	9.1	2	18.2	2	18.2	0	0.0	1	9.1	5	45.5	11	6.5	9	5.6	3.7
Age 16 to 24	5	0.9	15	2.0	12	2.7	6	7.1	11	1.5	12	1.4	61	1.8	65	1.9	
Age 25 to 34	86	16.3	116	15.6	89	20.0	10	11.9	80	11.3	105	12.7	486	14.6	465	13.9	
Age 35 to 44	116	22.0	170	22.9	90	20.2	14	16.7	132	18.6	189	22.8	711	21.3	716	21.4	
Age 45 to 54	130	24.6	203	27.3	117	26.3	25	29.8	205	28.9	212	25.5	892	26.7	923	27.6	
Age 55 to 64	160	30.3	209	28.1	119	26.7	28	33.3	236	33.2	265	31.9	1,017	30.4	1,016	30.4	
Age 65 and over	31	5.9	30	4.0	18	4.0	1	1.2	46	6.5	47	5.7	173	5.2	159	4.8	
Average Age	48		47		46		48		50		49		48		48		
Disability	48	9.1	40	5.4	34	7.6	4	4.8	45	6.3	52	6.3	223	6.7	227	6.8	
Asian	45	8.5	59	7.9	62	13.9	19	22.6	76	10.7	70	8.4	331	9.9	329	9.8	
Black	231	43.8	309	41.6	102	22.9	33	39.3	250	35.2	299	36.0	1,224	36.6	1,248	37.3	
Mixed	30	5.7	36	4.8	21	4.7	2	2.4	35	4.9	35	4.2	159	4.8	168	5.0	
Other	21	4.0	27	3.6	30	6.7	0	0.0	30	4.2	20	2.4	128	3.8	130	3.9	
White	161	30.5	218	29.3	202	45.4	26	31.0	227	32.0	340	41.0	1,174	35.1	1,190	35.6	
Not declared	29	5.5	67	9.0	17	3.8	1	1.2	67	9.4	45	5.4	226	6.8	176	5.3	
Prefer Not To Say	11	2.1	27	3.6	11	2.5	3	3.6	25	3.5	21	2.5	98	2.9	103	3.1	
Female	370	70.1	605	81.4	269	60.4	41	48.8	324	45.6	320	38.6	1,929	57.8	1,941	58.0	
Male	158	29.9	138	18.6	176	39.6	43	51.2	386	54.4	510	61.4	1411	42.2	1,403	42.0	
Part-time	74	14.0	207	27.9	73	16.4	4	4.8	113	15.9	59	7.1	530	15.9	570	17.0	

*PNTS = Prefer Not To Say

Top 5% of earners: Female, Black and Disability

Definition

The Top 5% of earners is based on:

1. Permanent staff and those staff on fixed term/temporary contracts employed for over a year.
2. Ranking staff according to their gross full-time equivalent (FTE) pay from highest to lowest.

Gross pay includes base pay, London weighting, honoraria and other contractual payments.

Profile by Grade Bands

	Scale1 to Scale5		Scale 6 to SO1		PO1 to PO3		PO4 to PO7		PO8+		HC1C to HA2A		Craft		Social Work		Other		Totals	
	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%
Age 16 to 24	23	3.2	16	3.1	9	1.0	4	0.7	0	0.0	0	0.0	1	0.8	1	0.8	7	8.5	61	1.8
Age 25 to 34	67	9.2	87	16.9	167	19.4	95	15.5	14	10.2	7	4.8	10	7.6	27	21.1	12	14.6	486	14.6
Age 35 to 44	113	15.5	114	22.1	180	20.9	165	27.0	28	20.4	34	23.1	28	21.4	32	25.0	17	20.7	711	21.3
Age 45 to 54	194	26.7	125	24.2	222	25.8	165	27.0	48	35.0	50	34.0	29	22.1	37	28.9	22	26.8	892	26.7
Age 55 to 64	266	36.6	149	28.9	244	28.4	162	26.5	42	30.7	52	35.4	57	43.5	26	20.3	19	23.2	1,017	30.4
Age 65 and over	64	8.8	25	4.8	38	4.4	21	3.4	5	3.6	4	2.7	6	4.6	5	3.9	5	6.1	173	5.2
Disability	35	4.8	29	5.6	76	8.84	43	7.0	8	5.8	10	6.8	7	5.34	10	7.8	5	6.1	223	6.7
Not Disabled	534	73.5	391	75.8	655	76.16	481	78.6	118	86.1	126	85.7	100	76.34	71	55.5	59	72.0	2,535	75.9
Not Declared	131	18.0	60	11.6	86	10.00	58	9.5	6	4.4	7	4.8	21	16.03	42	32.8	15	18.3	426	12.8
Prefer Not To Say	27	3.7	36	7.0	43	5.00	30	4.9	5	3.6	4	2.7	3	2.29	5	3.9	3	3.7	156	4.7
Asian	43	5.9	80	15.5	87	10.1	71	11.6	17	12.4	10	6.8	3	2.3	11	8.6	9	11.0	331	9.9
Black	366	50.3	186	36.0	327	38.0	175	28.6	27	19.7	26	17.7	36	27.5	68	53.1	13	15.9	1,224	36.6
Mixed	40	5.5	25	4.8	46	5.3	27	4.4	4	2.9	7	4.8	2	1.5	5	3.9	3	3.7	159	4.8
Other	29	4.0	28	5.4	32	3.7	22	3.6	4	2.9	3	2.0	2	1.5	6	4.7	2	2.4	128	3.8
White	153	21.0	142	27.5	296	34.4	273	44.6	76	55.5	97	66.0	71	54.2	18	14.1	48	58.5	1,174	35.1
Not declared	76	10.5	32	6.2	44	5.1	28	4.6	4	2.9	3	2.0	15	11.5	18	14.1	6	7.3	226	6.8
Prefer Not To Say	20	2.8	23	4.5	28	3.3	16	2.6	5	3.6	1	0.7	2	1.5	2	1.6	1	1.2	98	2.9
Female	357	49.1	348	67.4	559	65.0	345	56.4	85	62.0	73	49.7	5	3.8	103	80.5	54	65.9	1,929	57.8
Male	370	50.9	168	32.6	301	35.0	267	43.6	52	38.0	74	50.3	126	96.2	25	19.5	28	34.1	1,411	42.2
Part-time	275	37.8	64	12.4	93	10.8	36	5.9	8	5.8	8	5.4	6	4.6	7	5.5	33	40.2	530	15.9

Period
April 2023 to
March 2024

	Recruitment & Retention					
	Applicants		Starters		Leavers	
	Head count	%	Head count	%	Head count	%
Age 16 to 24	2,030	15.2	28	6.2	6	1.5
Age 25 to 34	4,968	37.1	154	33.8	75	18.5
Age 35 to 44	3,044	22.7	120	26.4	110	27.2
Age 45 to 54	1,615	12.1	78	17.1	77	19.0
Age 55 to 64	722	5.4	68	14.9	99	24.4
Age 65 and over	41	0.3	7	1.5	38	9.4
Prefer Not To Say	813	6.1	0	0.0	0	0.0
Not declared	151	1.1	0	0.0	0	0.0
Disability	924	6.9	21	4.6	32	7.9
Asian	0	0.0	44	9.7	25	6.2
Black	0	0.0	122	26.8	148	36.5
Mixed	0	0.0	27	5.9	26	6.4
Other	0	0.0	12	2.6	14	3.5
White	0	0.0	122	26.8	150	37.0
Prefer Not To Say	0	0.0	10	2.2	14	3.5
Not declared	13,384	100.0	118	25.9	28	6.9
Female	6,635	49.6	259	56.9	253	62.5
Male	5,867	43.8	196	43.1	152	37.5
Use Another Term	28	0.2	0	0.0	0	0.0
Prefer Not To Say	703	5.3	0	0.0	0	0.0
Not declared	151	1.1	0	0.0	0	0.0

Scale1 to Scale5
Scale6 to SO1
PO1 to PO3
PO4 to PO7
PO8+
HC1 to HB3
Craft/Social Work
Other
Disability
Asian
Black
Mixed
Other
White
Prefer Not To Say
Not declared
Female
Male
Use Another Term
Prefer Not To Say
Not declared

	Formal Procedures							
	Capability Cases		Harassment Cases		Grievance Cases		Disciplinary Cases	
	Head count	%	Head count	%	Head count	%	Head count	%

 Data unavailable

Period
April 2023 to
March 2024

Leaving Reason Groups												
Resignation		Redundancy		Retirement		Contract End		Dismissal		Other		
Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	
Age 16 to 24	5	1.9	0	0.0	0	0.0	1	4.2	0	0.0	0	0.0
Age 25 to 34	65	24.7	1	3.8	0	0.0	6	25.0	3	8.8	0	0.0
Age 35 to 44	80	30.4	6	23.1	0	0.0	10	41.7	11	32.4	3	27.3
Age 45 to 54	59	22.4	7	26.9	0	0.0	1	4.2	8	23.5	2	18.2
Age 55 to 64	46	17.5	9	34.6	26	55.3	6	25.0	8	23.5	4	36.4
Age 65 and over	8	3.0	3	11.5	21	44.7	0	0.0	4	11.8	2	18.2
Disability	15	5.7	2	7.7	7	14.9	5	20.8	2	5.9	1	9.1
Asian	19	7.2	2	7.7	1	2.1	2	8.3	1	2.9	0	0.0
Black	91	34.6	12	46.2	16	34.0	9	37.5	16	47.1	4	36.4
Mixed	18	6.8	2	7.7	1	2.1	0	0.0	5	14.7	0	0.0
Other	9	3.4	0	0.0	2	4.3	1	4.2	1	2.9	1	9.1
White	95	36.1	9	34.6	23	48.9	10	41.7	10	29.4	3	27.3
Prefer Not To Say	9	3.4	0	0.0	3	6.4	1	4.2	0	0.0	1	9.1
Not declared	22	8.4	1	3.8	1	2.1	1	4.2	1	2.9	2	18.2
Female	170	64.6	18	69.2	29	61.7	12	50.0	16	47.1	8	72.7
Male	93	35.4	8	30.8	18	38.3	12	50.0	18	52.9	3	27.3

Sexual Orientation

Not Declared
Bi
Gay
Heterosexual/Straight
Lesbian
I use another term
Prefer Not To Say
Total recorded

No.	% of all staff	% of recorded
452	13.5	
30	0.9	1.0
59	1.8	2.0
2,273	68.1	78.7
20	0.6	0.7
18	0.5	0.6
488	14.6	16.9
2,888	86.5	100.0

Religion or Belief

Atheist
Buddhist
Christian
Hindu
Jewish
Muslim
Rastafarian
Sikh
Other
No Religion
Prefer Not To Say
Not Declared
Total recorded

No.	% of all staff	% of recorded
190	5.7	6.6
13	0.4	0.4
1,310	39.2	45.3
71	2.1	2.5
24	0.7	0.8
263	7.9	9.1
10	0.3	0.3
9	0.3	0.3
103	3.1	3.6
422	12.6	14.6
475	14.2	16.4
450	13.5	
2,890	86.5	100.0