

APPENDIX E		EQUALITY ANALYSIS (EA) FORM		
Restructure/Reorganisation Title				
Croydon Renewal Plan: Tier 1 - 3 restructure		Comparison Data		
EA Completed By (Name, Job Title)		Council Profile -		
Maxine Benjamin, HR Policy and Equality Manager		Directly employed staff (period/total headcount)		
	No. of staff in Tier 1 - 3	% of staff in Tier 1 - 3	At 30/11/20	3,496
Total Staff In Scope		98		

FTE			Unit	% of workforce
Full Time	93	94.90%	2,887	82.58%
Part Time	5	5.10%	609	17.42%
Grand Total	98	100.00%	3,496	100%

Gender			Unit	% of workforce
Female	58	59.18%	2,339	66.91%
Male	40	40.82%	1,157	33.09%
Grand Total	98	100.00%	3,496	100%

Age			Unit	% of workforce
< 18	0	0.00%	2	0.06%
18 - 24	0	0.00%	65	1.86%
25 - 34	0	0.00%	587	16.79%
35 - 44	23	23.47%	858	24.54%
45 - 54	42	42.86%	960	27.46%
55 - 64	31	31.63%	894	25.57%
65 +	2	2.04%	130	3.72%
Grand Total	98	100.00%	3,496	100%

Disability			Unit	% of workforce
Not disabled	56	57.14%	2,085	59.64%
Prefer not to say	2	2.04%	44	1.26%
Disabled	8	8.16%	221	6.32%
*Not specified/Unknown	32	32.65%	1,146	32.78%
Grand Total	98	100.00%	3,496	100%

Race/Ethnicity (BAME)			Unit	% of workforce
Asian or Asian British - Any other Asian background	1	1.02%	44	1.26%
Asian or Asian British - Bangladeshi	2	2.04%	16	0.46%
Asian or Asian British - Chinese	0	0.00%	7	0.20%
Asian or Asian British - Indian	1	1.02%	87	2.49%
Asian or Asian British - Pakistani	0	0.00%	27	0.77%
Black or Black British - African	2	2.04%	257	7.35%
Black or Black British - Any other Black background	2	2.04%	53	1.52%
Black or Black British - Caribbean	5	5.10%	383	10.96%
Mixed - Any other mixed background	0	0.00%	53	1.52%
Mixed - White and Asian	2	2.04%	27	0.77%
Mixed - White and Black African	2	2.04%	10	0.29%
Mixed - White and Black Caribbean	2	2.04%	48	1.37%
Other - Arab	0	0.00%	2	0.06%
Any Other	1	1.02%	91	2.60%
Grand Total	20	20.41%	1,105	32%

Race/Ethnicity (Non-BAME)			Unit	% of workforce
White - Any other White background	4	4.08%	120	3.43%
White - English/Welsh/Scottish/Northern Irish/British	46	46.94%	1,099	31.44%
White - Gypsy or Irish Traveller	0	0.00%	2	0.06%
White - Irish	2	2.04%	41	1.17%
Grand Total	52	53.06%	1,262	36%