



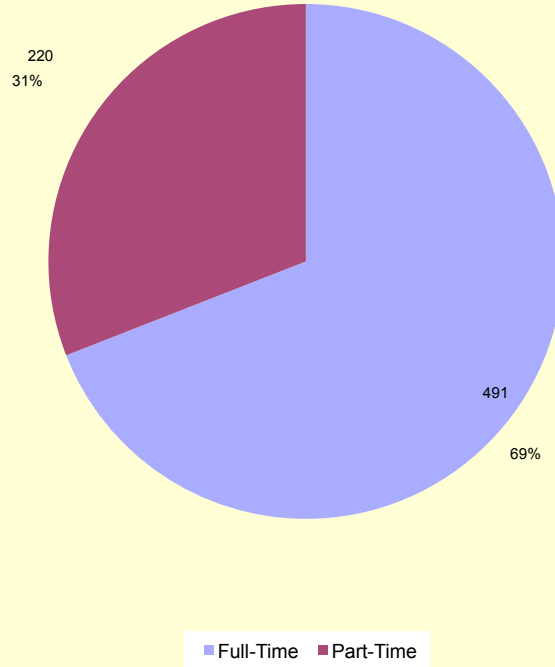
Thames Valley Probation

Thames Valley Probation

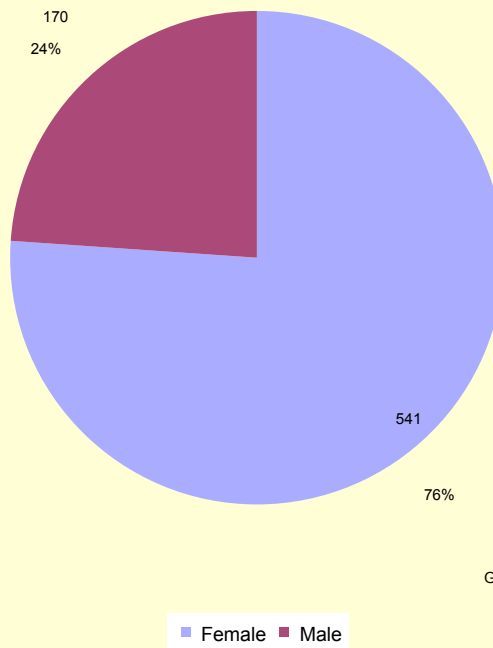
HR Information Report

2010/2011

### 3. Full-time and Part-time Workforce on 1 October 2010

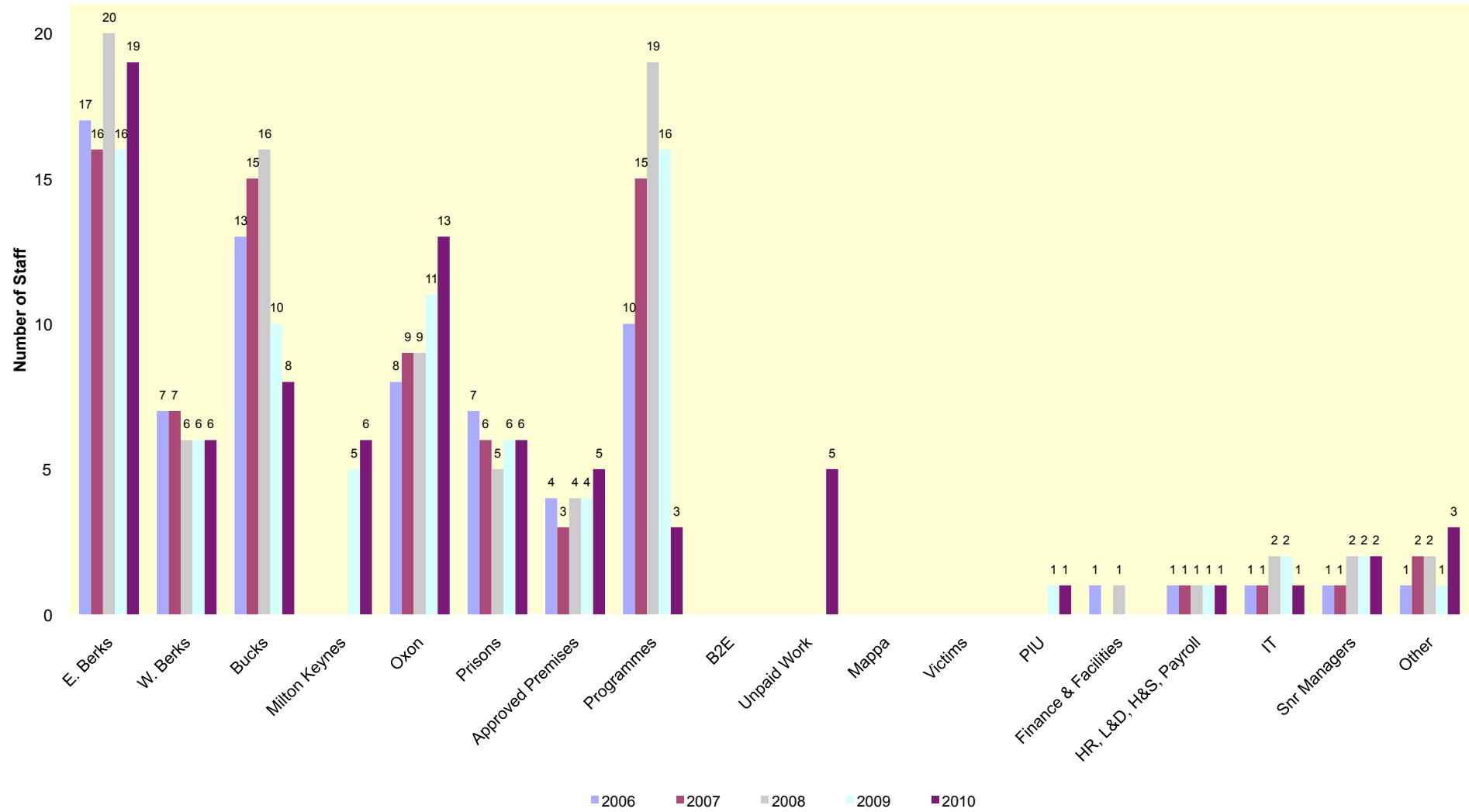


### 4. Gender Distribution on 1 October 2010

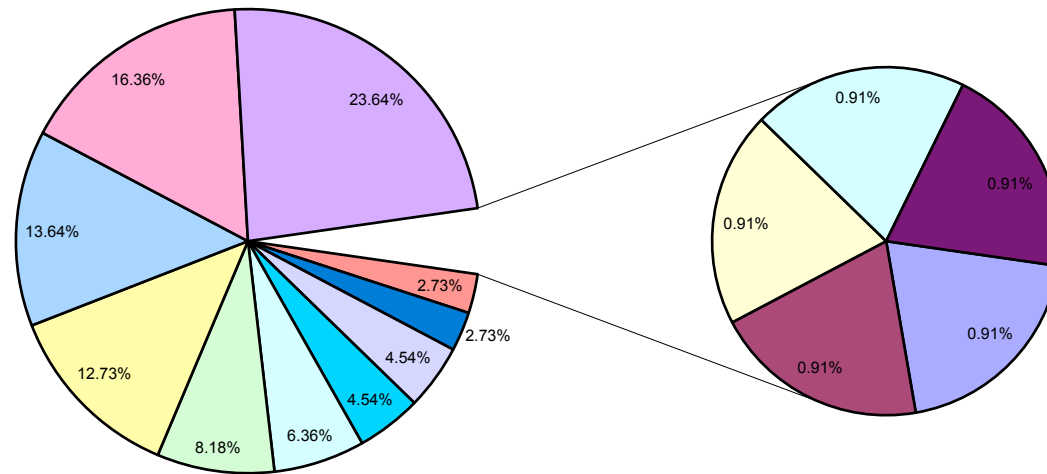
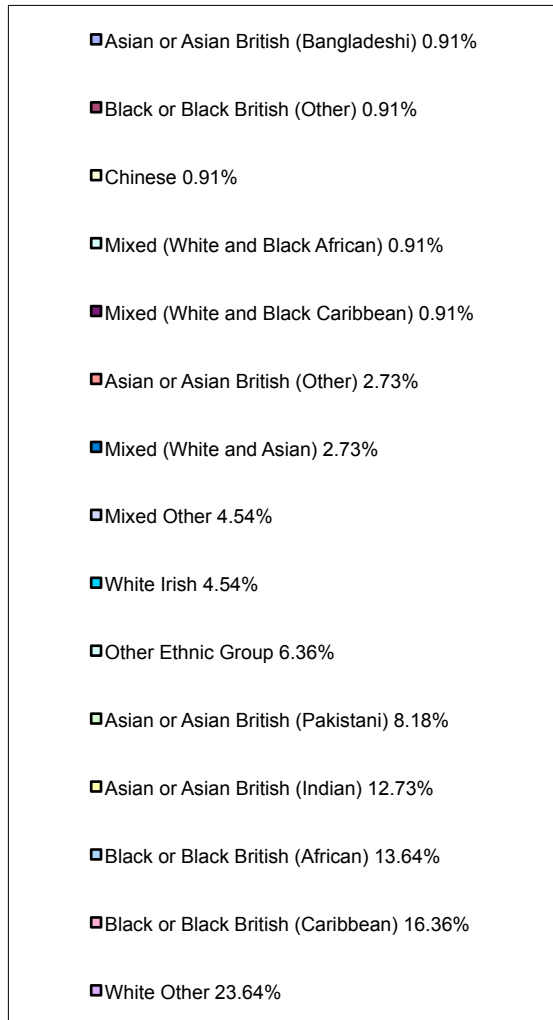


Gender profile consistent over last 5 years

## 5. Five Year Distribution of Ethnic Minority Colleagues by LDU on 1 October

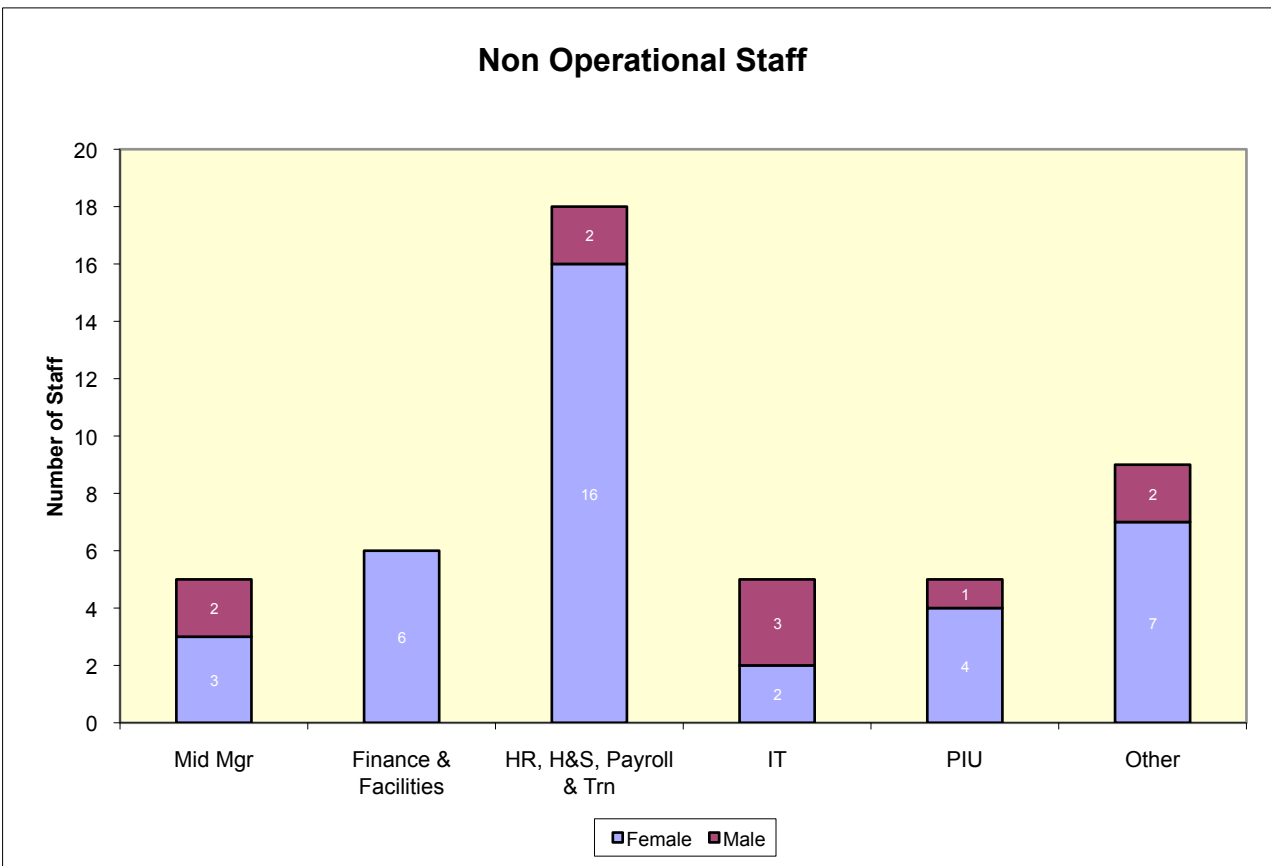
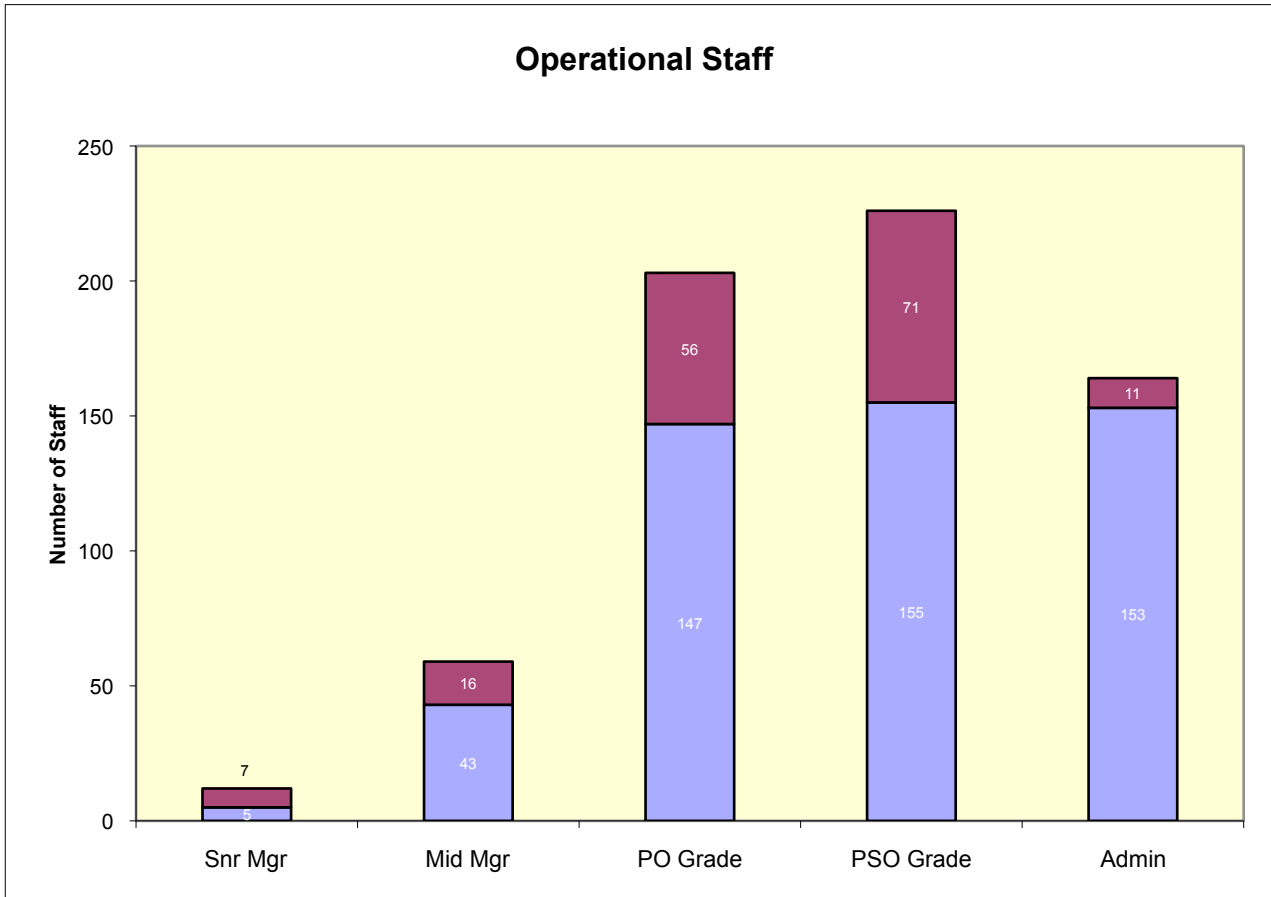


## 6. Percentage of Ethnic Minority Staff on 1 October 2010



**Overall Figures**  
 White British representation is 83.26%  
 Ethnic Minority representation was 15.47% (BME 9.98%)  
 Colleagues who refused was 1.27%

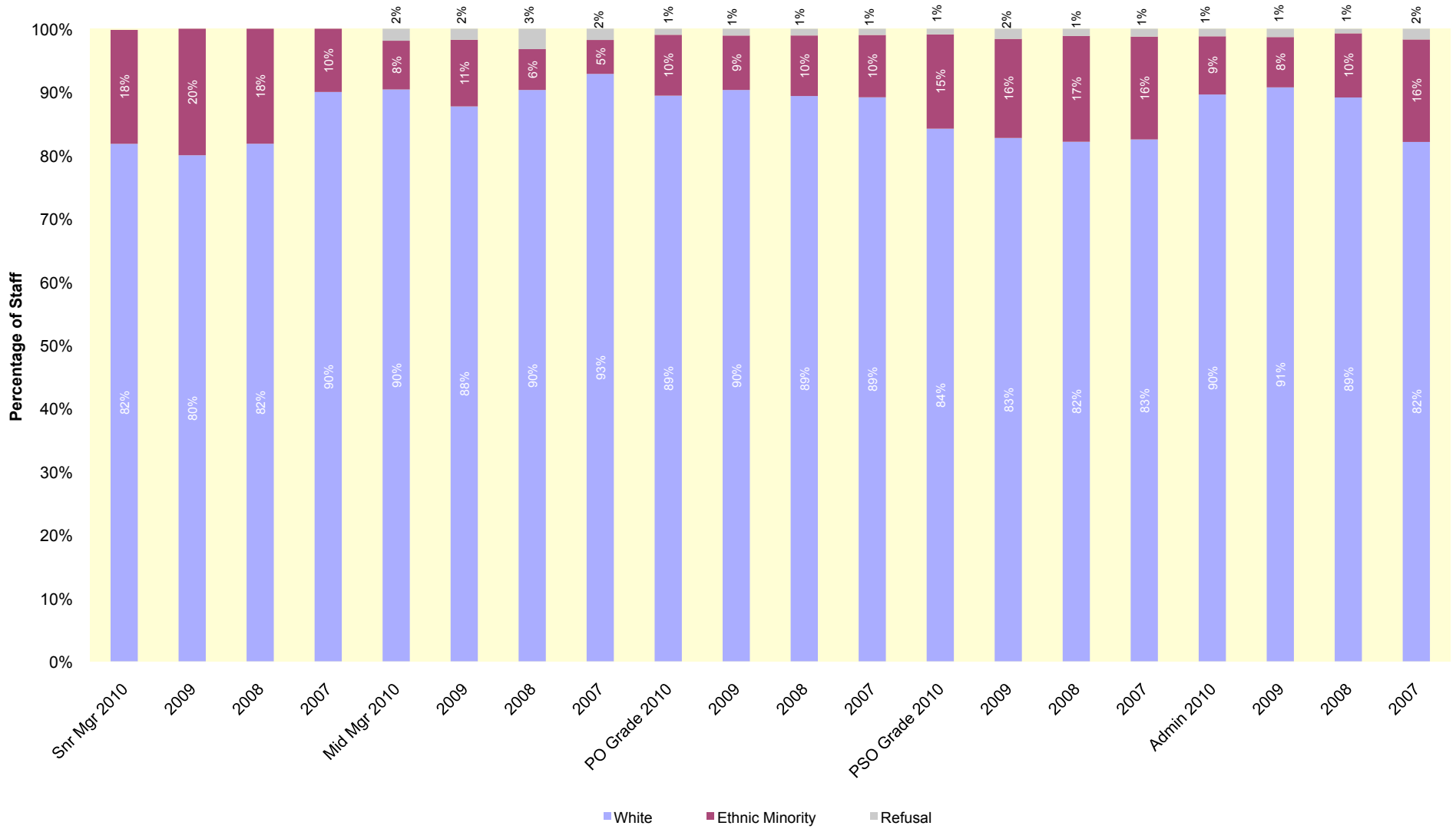
## 7. Grade by Gender on 1 October 2010



## 8. Ethnicity by Grade on 1 October 2010

□

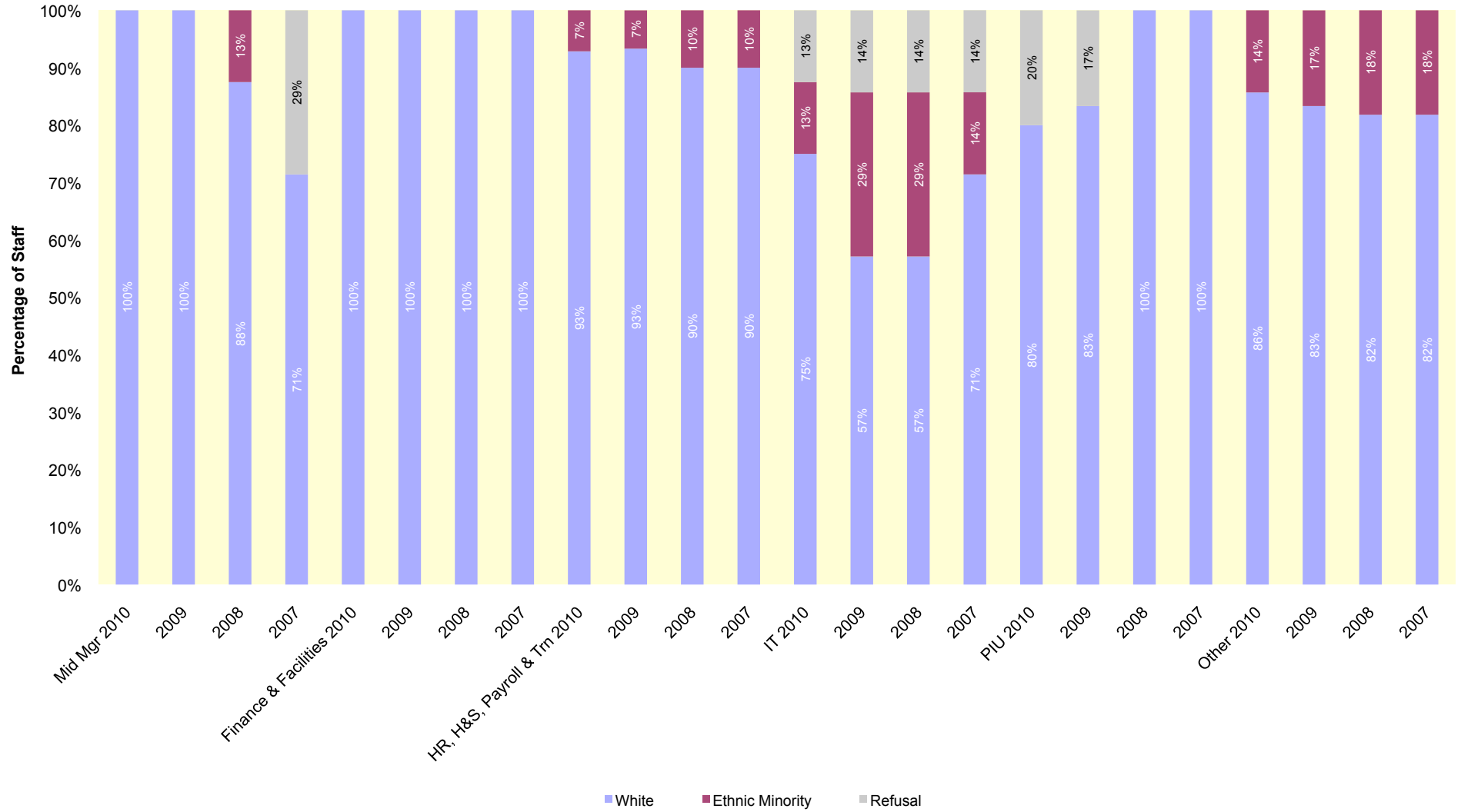
### Operational Staff



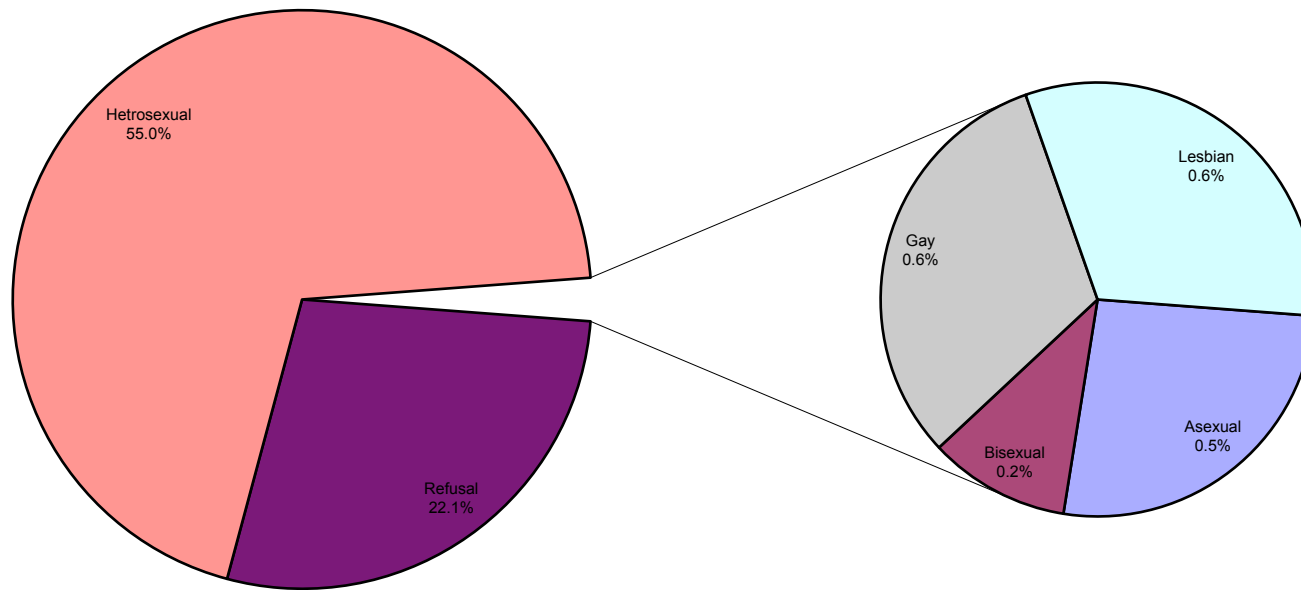
## 8. Ethnicity by Grade on 1 October 2010

□

### Non Operational Staff

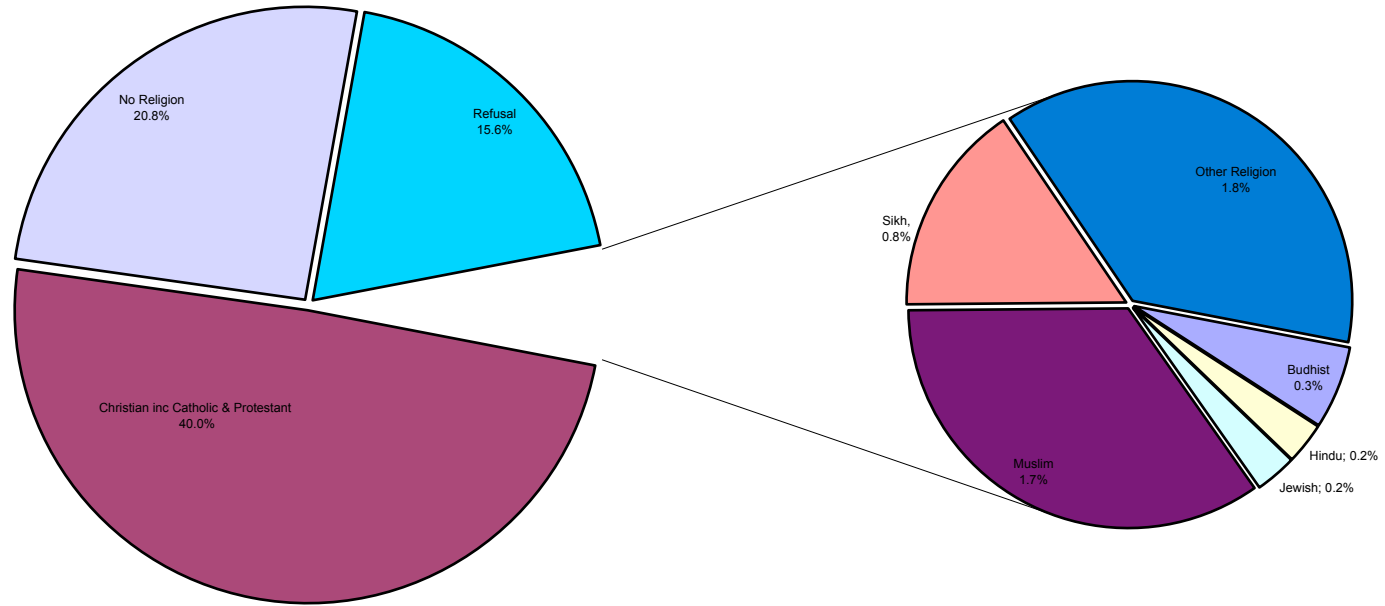


## 9. Sexual Orientation of Workforce 31.03.11



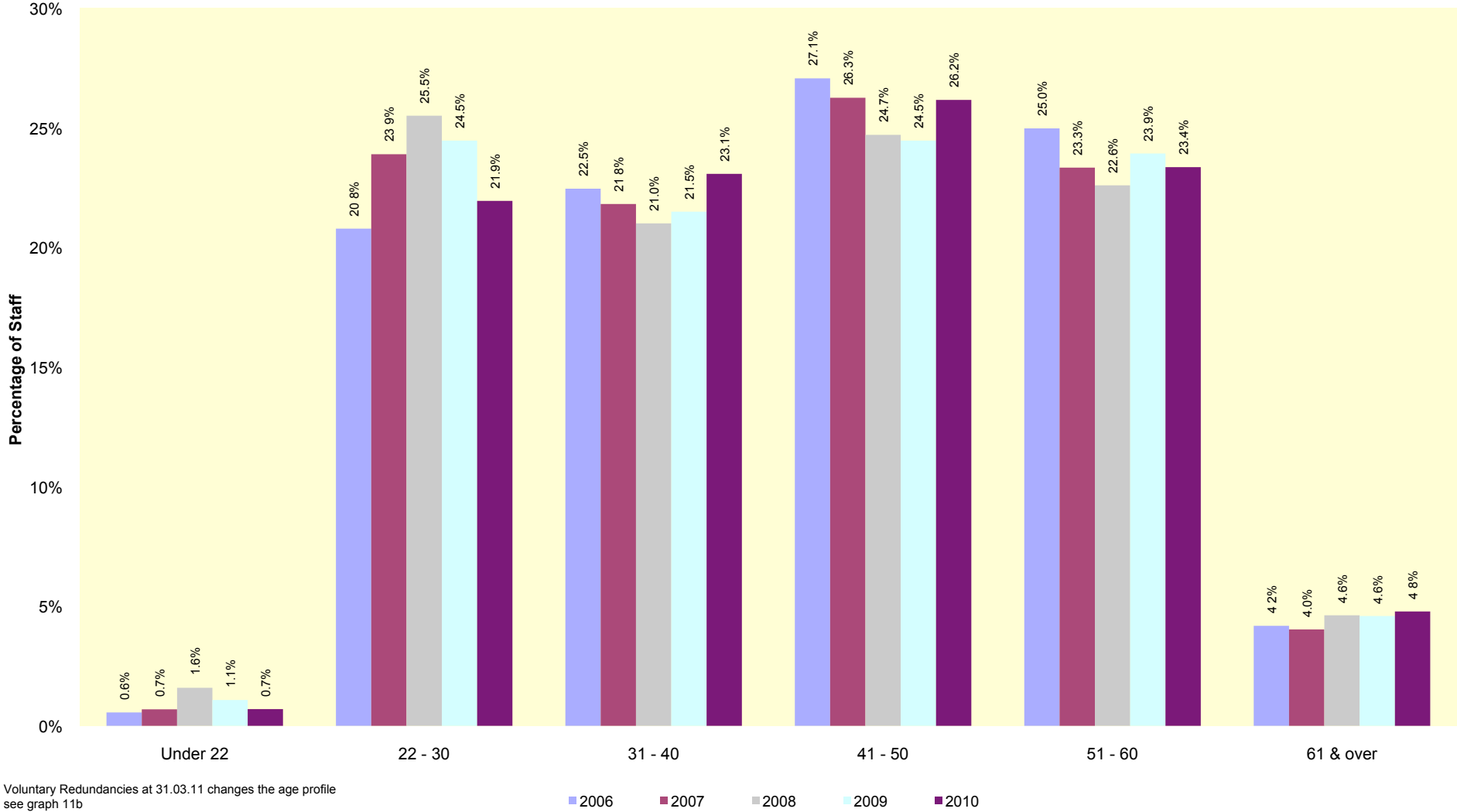
First time monitored - high number of refusals.  
14.5% of the data monitoring forms have not yet been returned to HR. 6.5% of the forms were blank and have been recorded as Not Declared.

## 10. Religion & Belief of Workforce 31.03.11



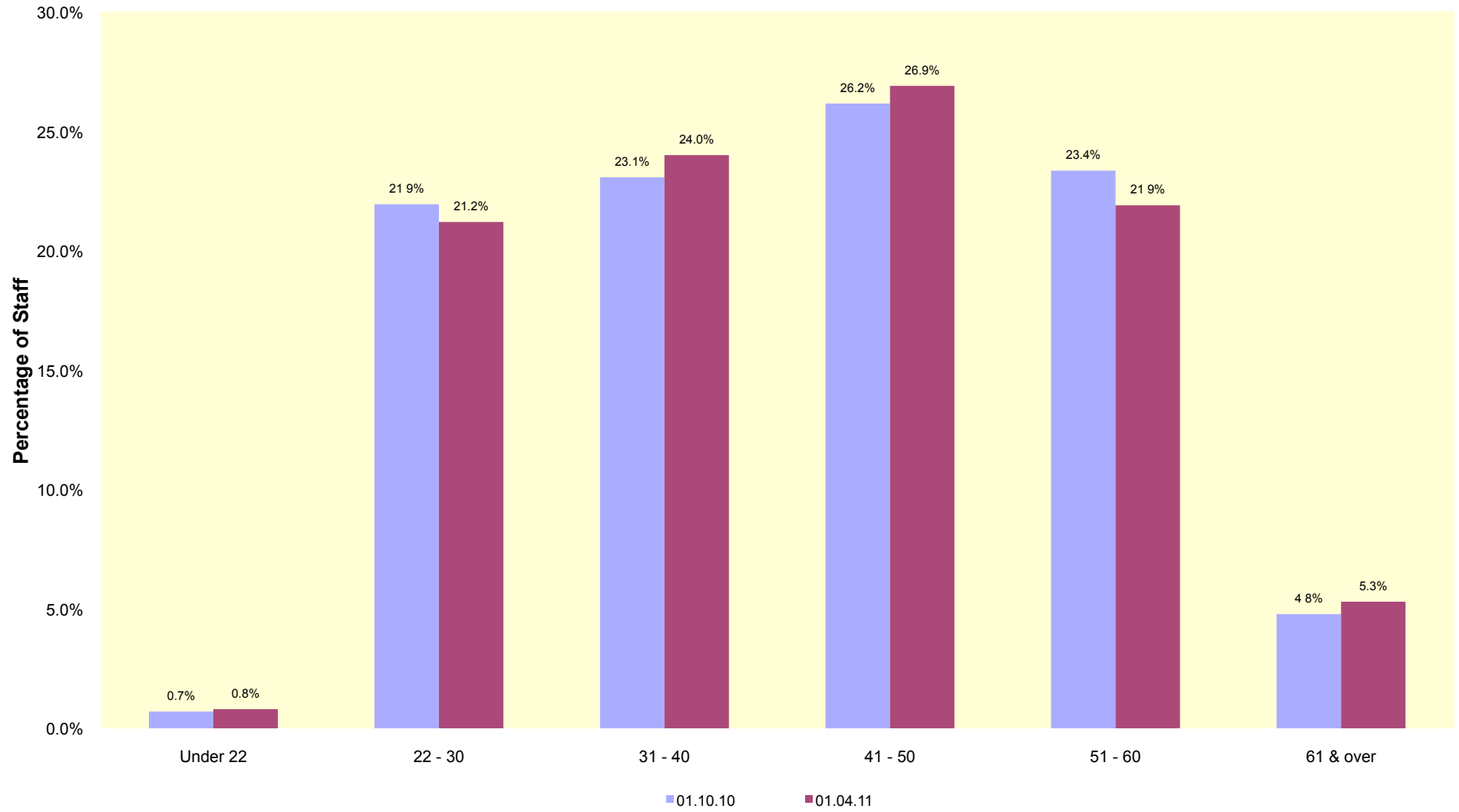
First time monitored  
14.5% of the data monitoring forms have not yet been returned to HR. 4.3% of the forms were blank and have been recorded as Not Declared.

### 11. Five Year Age Profile of Workforce on 1 October 2010

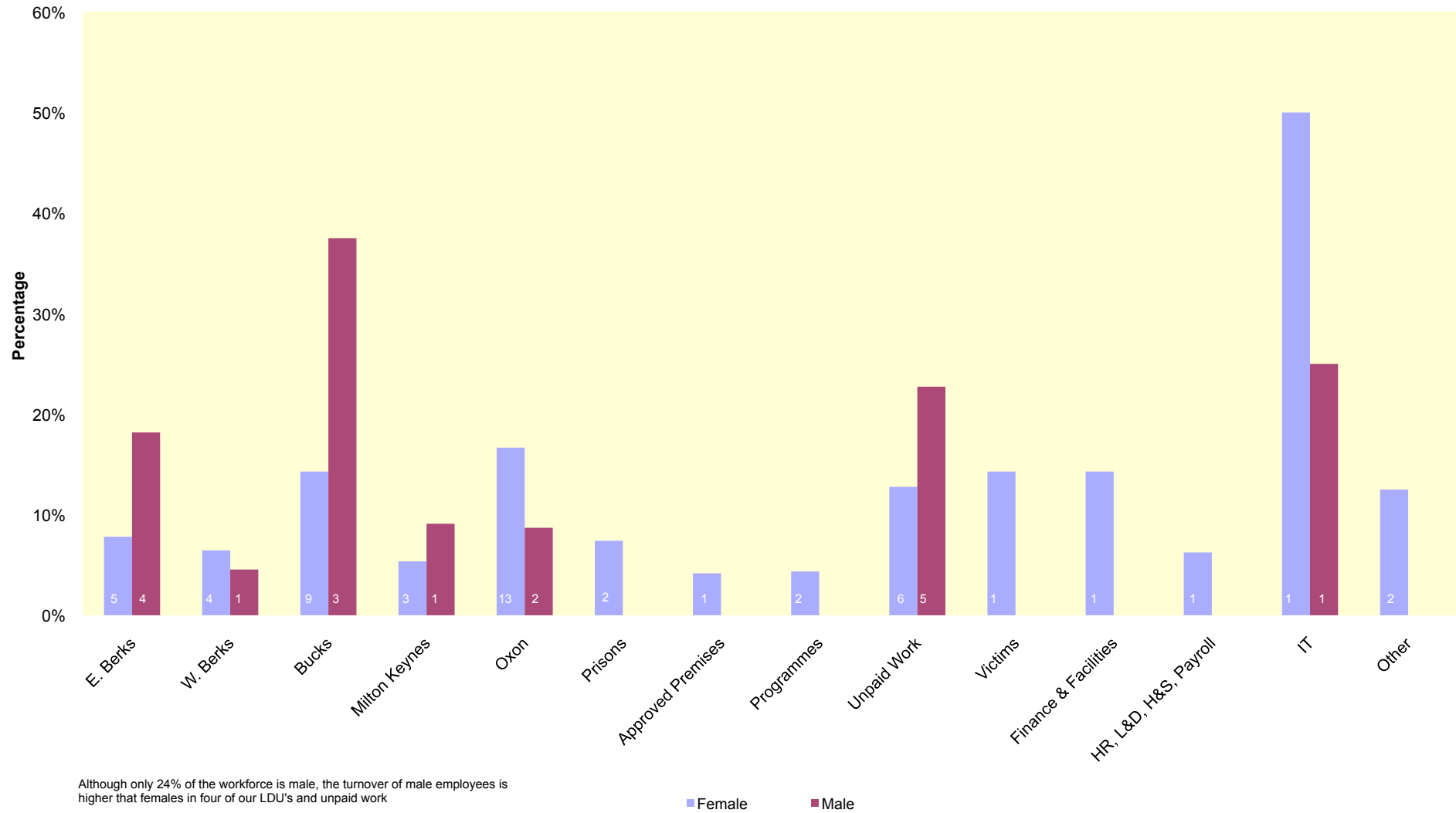


Voluntary Redundancies at 31.03.11 changes the age profile see graph 11b

11b. Age Profile of Workforce on 01.04.11 vs 01.10.10

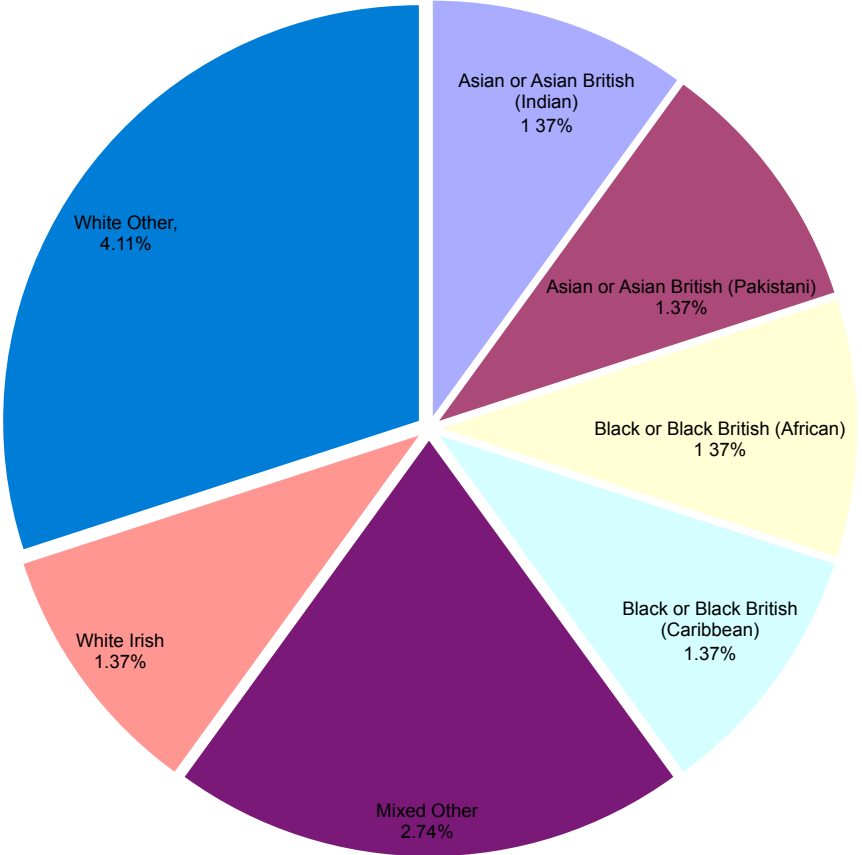


## 15. Turnover by Gender by LDU



□

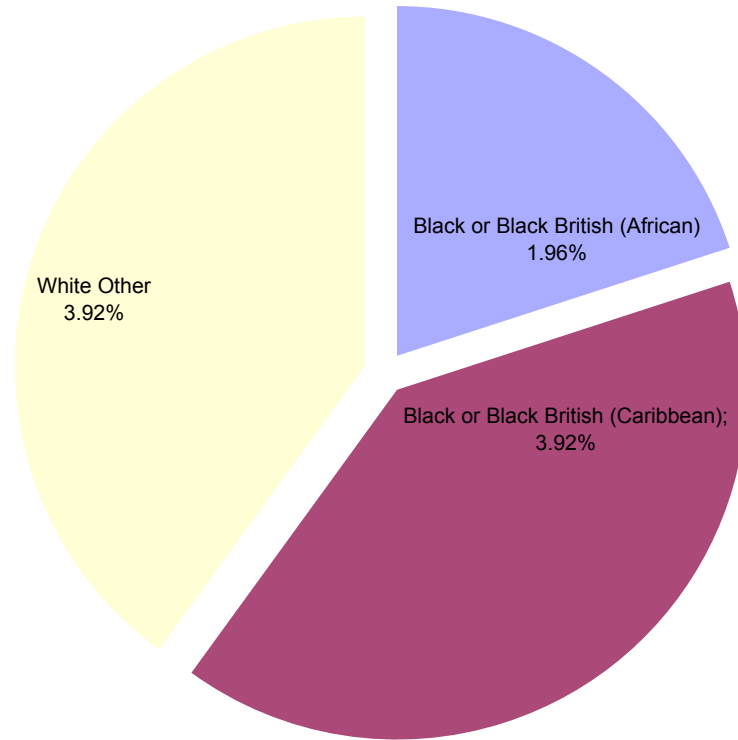
### 17. Ethnicity of Non White British Leavers



86.3% of leavers were White British, an increase of 5.81 %  
Percentage of non White British leavers has decreased by 10.6%

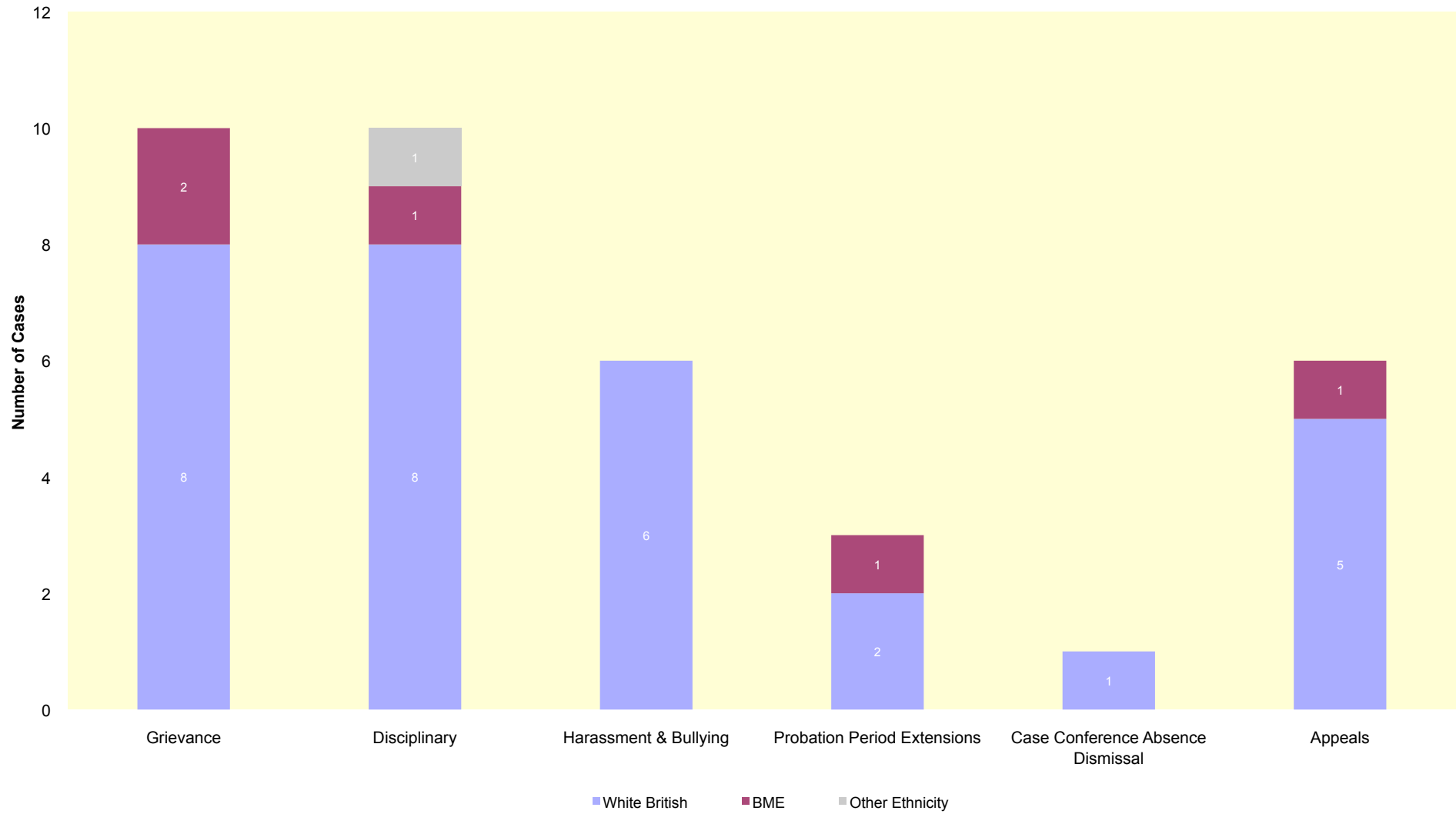
□

### 19. Ethnicity of Non White British Starters



All new starters declared their  
Ethnicity  
90.2% of starters were White British

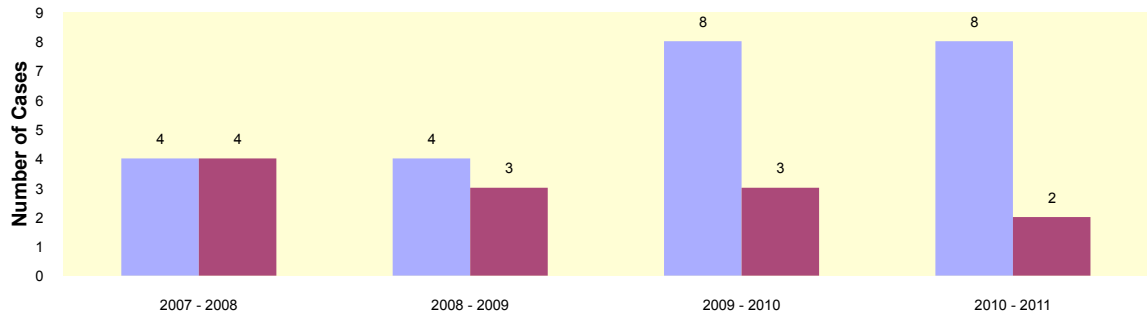
## 21. Ethnicity of Employee Relation Cases during 2010 - 2011



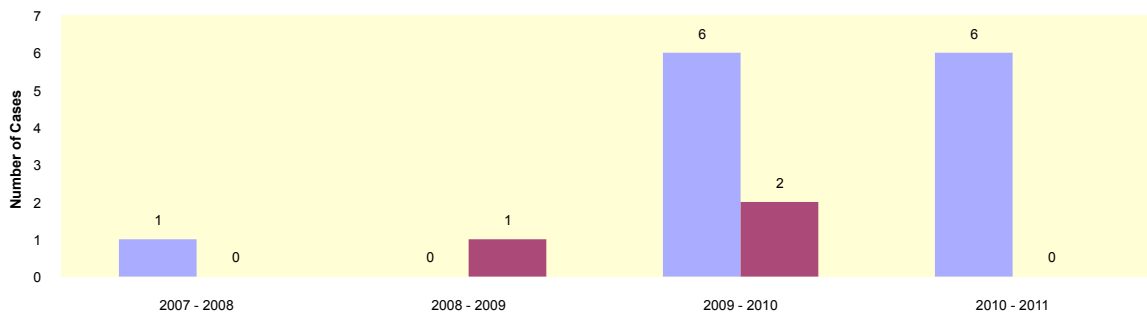
## 22. Four Year Ethnicity Comparison of Employee Relation Cases

6

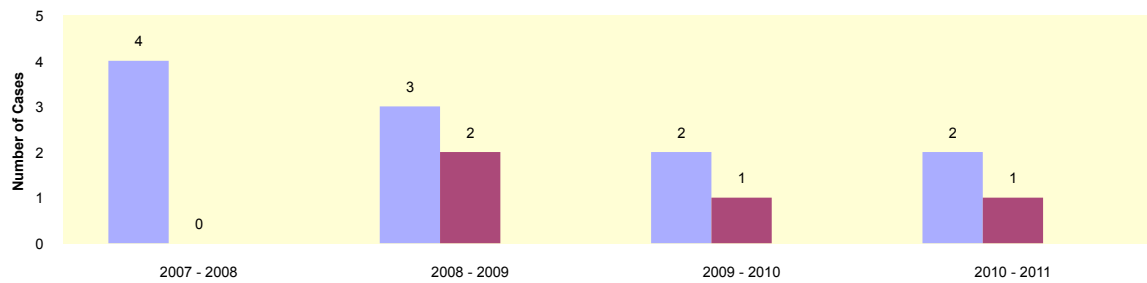
### Grievance



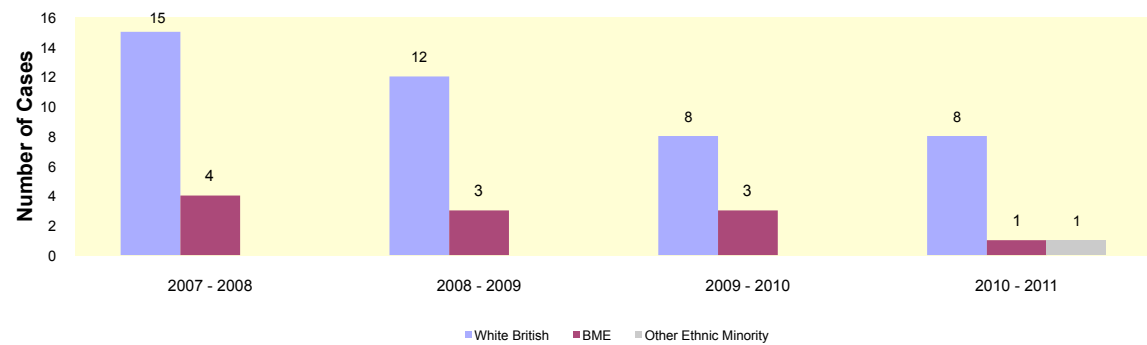
### Harrasment & Bullying



### Probation Period Extensions

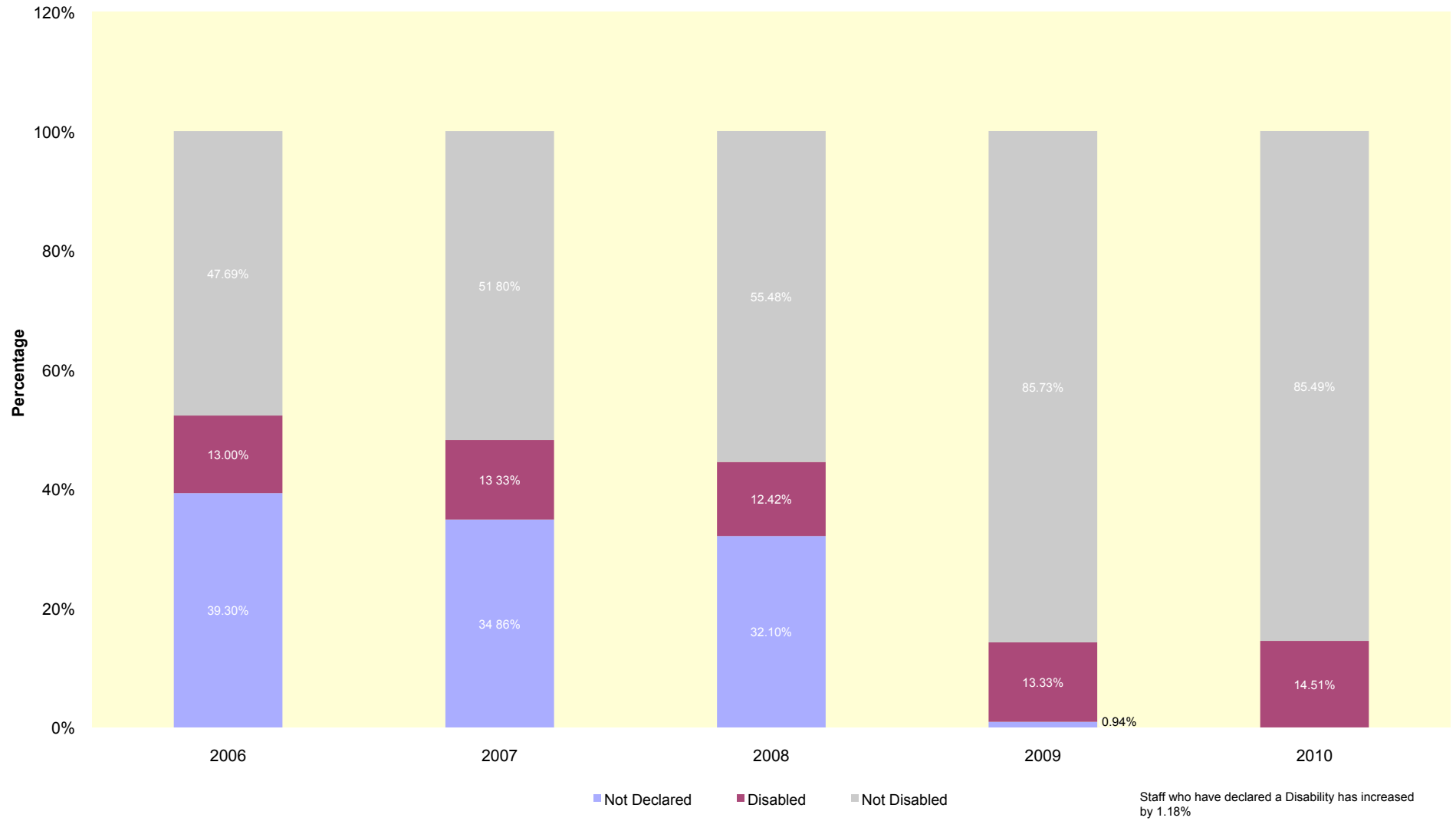


### Disciplinary

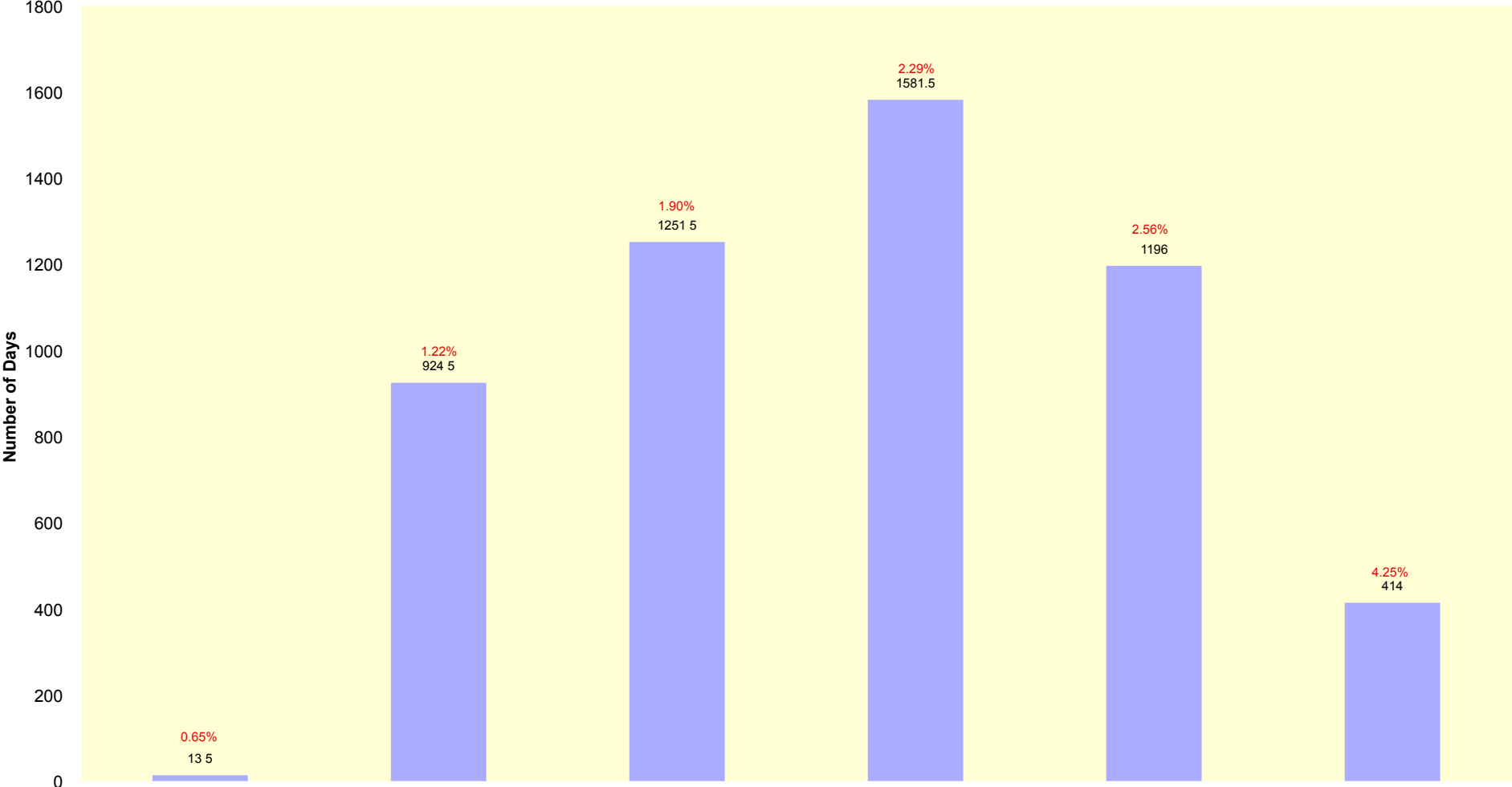


White British BME Other Ethnic Minority

### 23. Five Year Comparison of Declared Disability on 1 October 2010



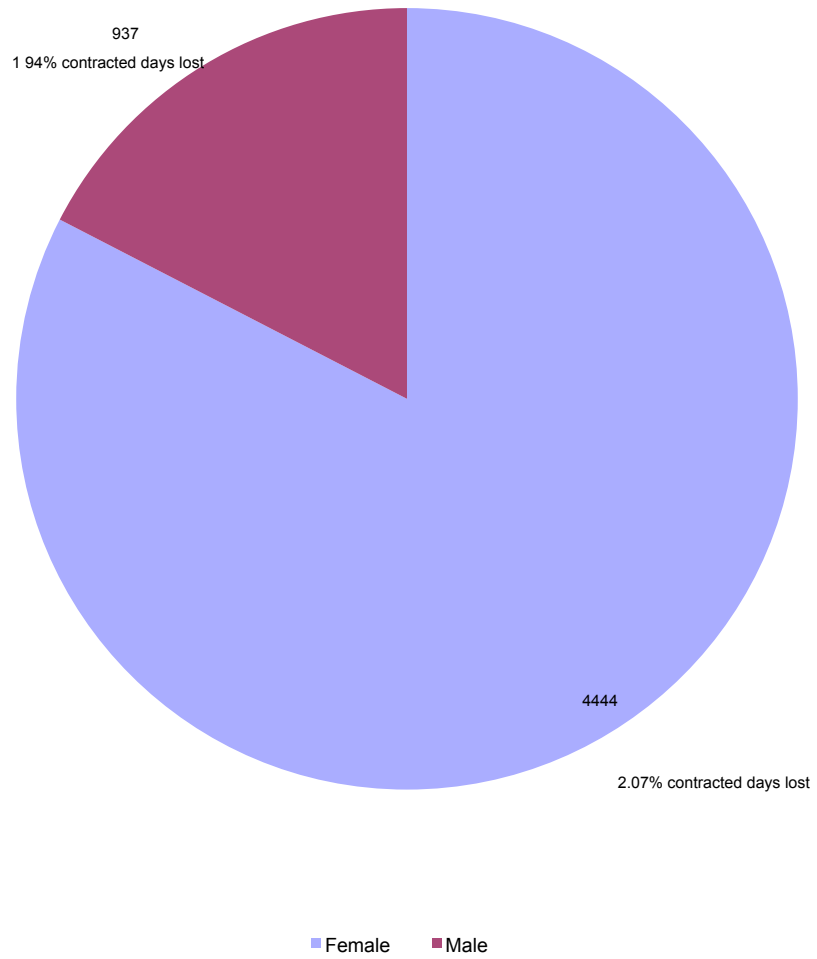
## 29. Days Absent by Age



Figures in red show percentage of days lost due to absence against contacted days

□

### 30. Days Absent by Gender



### 31. Days Absent by Ethnicity

